



ICLS/20/2018/Room document 5

20th International Conference of Labour Statisticians
Geneva, 10-19 October 2018

Room Document*: **5**

Conceptual framework for statistics on work relationships

* This room document has not been formally edited

Conceptual Framework for Statistics on Work Relationships¹

Contents

Abbreviations and acronyms.....	iv
Chapter 1. Introduction and background.....	1
1.1 Introduction	1
1.2 Uses and sources of statistics on work relationships	2
Job security and non-standard employment.....	2
Entrepreneurship and job creation	3
Wages, earnings and social contributions.....	3
Social analysis	4
Informal employment	4
National accounts.....	5
Statistical sources.....	6
1.3 Issues addressed in the revision of ICSE-93.....	6
Chapter 2. Outline of the framework and reference concepts	9
2.1 Overview of the proposed new standards	9
2.2 Statistical Units and Work Relationships	10
Definition of job and work activity.....	11
Multiple jobs and work activities.....	12
2.3 Classifications according to status based on type of authority and type of economic risk	12
Type of authority	13
Type of economic risk	14
Status at work	16
Status in employment	16
Relationship between ICSE-18 and ICSaW-18: names of categories and codes.....	17
2.4 Cross-cutting variables	17
2.5 Supporting Concepts.....	18

¹ Prepared by David Hunter

Corporations	18
Quasi-corporations.....	18
Households	19
Household market enterprises.....	19
Entrepreneurs.....	20
Chapter 3. The International Classification of Status in Employment (ICSE-18)	21
3.1 International Classification of Status in Employment according to type of authority (ICSE-18-A)	21
3.2 International Classification of Status in Employment according to type of economic risk (ICSE-18-R).....	22
Chapter 4. International Classification of Status at Work (ICSaW-18)	24
4.1 Nature and purpose of the Classification of Status at Work	24
4.2 Structure of ICSaW-18	25
4.3 Status at work categories and the System of National Accounts production boundaries	27
Chapter 5. Definitions and explanatory notes for the categories in the classifications by status 30	
5.1 Definitions of categories in the International Classification of Status at Work	30
1 Employers**	30
2 Independent workers without employees **	31
3 Dependent Contractors*	33
4 Employees*	34
5 Family helpers	37
6 Unpaid trainee workers	38
7 Organization-based volunteers	38
9 Other unpaid workers	39
5.2 Definitions of additional categories in the International Classification of Status in Employment According to Type of Economic Risk (ICSE-18-R).....	39
F. Independent workers in household market enterprises	39
G. Owner-operators of corporations*	39
Chapter 6. Cross-cutting variables and categories.....	41
6.1 Duration of the job or work activity	42
6.2 Working time.....	44
6.3 Reasons for non-permanent employment	45
Reason for non-permanence of job.....	46
Preference or not for a non-permanent job	47
Reasons for preferring a non-permanent job	47
6.4 Type of employment agreement	48
6.5 Form of remuneration.....	48
Forms of remuneration.....	48
Form of remuneration categories.....	49
6.6 Seasonal workers	51
6.7 Type of workplace	51

Definitions of type of workplace categories	52
Place of work in population and housing censuses.....	54
6.8 Domestic workers	56
Definition of domestic work for statistical purposes	56
Domestic workers in statistics on employment	57
Statistical measurement of domestic workers.....	57
Classification of domestic workers.....	58
6.9 Home-based workers	59
6.10 Multi-party work relationships	59
Employees with multi-party work arrangements.....	59
Dependent contractors with multi-party work arrangements.....	61
6.11 Variables related to the measurement of informal employment relationships	62
Job-dependent social protection.....	62
Access to paid annual leave	62
Access to paid sick leave	62
6.12 Number of employees in the enterprise in which the worker is employed	63
Chapter 7 Notes on the treatment of specific groups of workers and types of work.....	64
7.1 Work gang (crew) members	64
7.2 Franchisees	64
7.3 Sharecroppers	64
7.4 Communal resource exploiters	65
7.5 Workers in cooperatives	65
7.6 Internet mediated platform work	66
7.7 Crowdfwork	68
References	69

Abbreviations and acronyms

EU	European Union
ICLS	International Conference of Labour Statisticians
ICSaW	International Classification of Status at Work
ICSE	International Classification of Status in Employment
ILO	International Labour Organization
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification of All Economic Activities
SNA	System of National Accounts
UN	United Nations

Chapter 1. Introduction and background

1.1 Introduction

1. The current international standard for statistics on the relationships between workers and the entities for which they work, including on the distinction between self-employment and paid employment, is the International Classification of Status in Employment (ICSE-93) adopted at the 15th International Conference of Labour Statisticians in 1993.
2. ICSE-93 specifies the following five substantive categories, the last four of which can be aggregated to form the self-employed:
 - Employees,
 - Employers,
 - Own-account workers,
 - Members of producers' cooperatives,
 - Contributing family workers.
3. This paper presents a description of the framework for statistics on work relationships which forms the conceptual model underpinning the proposed suite of statistical standards that are intended to replace ICSE-93. The framework builds on the discussions that took place during the four meetings of the ILO Working Group for the Revision of the ICSE-93 from May 2015 to September 2017 on development work undertaken by the ILO and members of the Working Group, and on discussions at a series of regional meetings of labour statisticians that were held from December 2016 to October 2017. The framework was used to develop the draft suite of international standards for statistics on work relationships which are to be reviewed by the 20th International Conference of Labour Statisticians in October 2018 and considered for adoption in the form of a resolution concerning statistics on work relationships.
4. A central element of the proposed standards is still the International Classification of Status in Employment (ICSE-18). The revised ICSE, however, provides more detail than ICSE-93 by including ten categories to allow identification of workers with non-standard employment arrangements including those with fixed-term and with casual and short-term contracts of employment, to address concerns about both the blurring of the boundary between paid employment and self-employment and to measure the growth of dependent self-employment.
5. The proposed new standards also include a series of cross-cutting variables and categories, which provide more detailed information on the degree of stability and permanence of the work. They cover topics such as duration of work agreement, multi-party employment arrangements, and job dependent social protection. A new International Classification of Status at Work (ICSaW-18) extends ICSE-18 to cover all forms of work. The proposals are integrated by a conceptual framework for statistics on work relationships which defines the key concepts, variables and classification schemes and categories included in the new standards
6. The background to the development of the standards and a guide to the draft resolution are provided in Report II to the conference entitled *Statistics on Work Relationships*. The draft

resolution is provided in appendix to Report II. In this paper we provide a more comprehensive description of the framework than would be possible or appropriate in the report to the conference and draft resolution by combining and extending information provided in the report and resolution. This provides a single narrative which describes and explains the proposals in detail.

7. In this first Chapter we describe the purposes for which statistics on work relationships are required, the sources of data and the issues that were addressed in revising ICSE-93. Chapter 2 provides an overview of the proposed new standards and describes the conceptual framework and reference concepts underpinning them. Chapter 3 describes the proposed ICSE-18 and its alternative classification structures, while Chapter 4 describes the purposes and structure of the proposed ICSaW-18, as well as the relationship between the status at work categories and the production boundaries in the 2008 System of National Accounts (2008 SNA). Chapter 5 provides comprehensive and detailed definitions of each of the categories in the classifications by status, repeating information where necessary such that, to the extent possible, each definition can stand alone and be read independently of the other definitions. Chapter 6 describes the proposed cross-cutting variables and categories. Chapter 7 provides advice on the statistical treatment of selected specific groups of workers that are not separately identified in the proposed new standards but were described in the 15th ICLS resolution concerning the International Classification of Status in Employment (ICSE) or are of current policy interest.

1.2 Uses and sources of statistics on work relationships

8. It is useful to discuss briefly the main uses of and unmet needs for statistics on the relationship between the worker and the economic unit in which the person works, including statistics in which jobs are currently classified by status in employment. These statistics are indeed used for a wide variety of purposes in both economic and social analysis.

Job security and non-standard employment

9. Statistics on work relationships provide important information on the nature of the economic risk and authority that individuals experience at work, and on the strength and nature of the attachment of workers to the economic units in which or for which they work. They show changes over time in the nature of these relationships. In statistics on employment they provide a potential indicator of unstable or insecure employment situations.
10. Changes in status in employment distributions may also reflect the relationship between economic cycles and employment in higher risk, lower income, less secure jobs. For example, such changes may reflect the extent to which those who lose jobs in paid employment engage in various forms of self-employment. In some circumstances, increases in the number of persons employed as own-account workers, or as contributing family workers may, therefore, indicate a deterioration in labour market conditions.
11. Such changes may also be related to the emergence of new, or non-standard, arrangements that aim to increase flexibility in the labour market. Some of these non-standard employment arrangements change the balance of economic risk between workers and enterprises and are leading to uncertainty about the boundary between self-employment and paid employment.

12. Non-standard employment refers to employment arrangements that deviate from the “standard employment relationship”, understood as work that is full time, indefinite, formal, and part of a subordinate relationship between an employee and employer. Non-standard employment arrangements include:
- temporary employment, such as through fixed-term contracts, casual or daily work and some forms of on-call work;
 - part-time and on-call work;
 - multi-party employment arrangements such as labour hire, dispatch, and brokerage, temporary agency work and subcontracted labour supply;
 - ‘Dependent self-employment’ when dependent workers have contractual arrangements of a commercial nature;
13. Non-standard employment arrangements may in some cases be voluntary and have positive outcomes for both workers and employers. However, compared to standard or permanent employment, they are also frequently associated with increased job and income insecurity, low rates of pay, unstable and unpredictable hours of work, higher risk of occupational injury, inadequate social protection, lower rates of on-the-job training, and less access to collective bargaining. These arrangements may also “pose challenges for enterprises, the overall performance of labour markets and economies as well as societies at large”.²
14. There is a strong need for statistical information to monitor the impact of these arrangements on workers, on employers, and on the functioning of the labour market in general.

Entrepreneurship and job creation

15. Economic and labour market policy analysts use statistics on status in employment to identify entrepreneurs and to assess the impact of self-employment and entrepreneurialism on employment and economic growth. This information is needed to evaluate government policies and proposals related to economic development and job creation. There is a strong current policy interest in the identification of entrepreneurs. This requirement is currently not well satisfied by ICSE-93 categories that do not deal well with jobs at the boundary between the self-employed and those in paid employment.

Wages, earnings and social contributions

16. Statistics classified by status in employment are important for the identification of wage employment and its distribution and for the production and analysis of statistics on wages, earnings and labour costs.
17. In some countries the level of social contributions paid by workers and employers may vary according to status in employment. For example, a fixed amount may be payable for contributing family workers, whereas for paid employees the amount payable may be

² ILO 2016.

determined on the basis of earnings. Statistics on status in employment are therefore needed to estimate revenue from such contributions and assist in determining the level of contributions to be paid.

Social analysis

- 18.** In social statistics, status in employment is an important explanatory variable in its own right. It is also frequently also used as an input variable in the production of statistics on the socio-economic status of persons and households. Classification schemes that rank socio-economic status typically use status in employment in combination with occupation to determine the socio-economic status of a person. An own-account worker or employer might, for example, be accorded a higher socio-economic status than an employee with the same occupation.
- 19.** Statistics on work relationships in all forms of work are needed to provide information on the extent of authority, dependence and economic risk experienced by various groups of policy concern in own-use production of goods and services, in volunteer work and in unpaid trainee work, as well as in employment. These groups include but are not limited to women and men, young people, children, migrants, and ethnic minorities. They can provide important information to support the assessment of the economic and social conditions of these various groups.

Informal employment

In the Guidelines concerning a statistical definition of informal employment adopted at the 17th ICLS (2003), the operational definition of informal employment is strongly linked to status in employment as defined in ICSE-93. The specific status in employment determines which criteria should be used to define whether the job is informal or formal as can be seen in Figure 1. Status in employment is thus an important input variable for the compilation of statistics on informal employment.

Figure 1. Conceptual framework: Informal employment³

Production units by type	Status in employment (ICSE-93)									
	Employers		Own account workers		Members of producers' cooperatives		Employees		Contributing family workers	
	Informal	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal	Formal
Formal sector enterprise	Dark Grey	Light Blue	Dark Grey	Light Blue	Dark Grey	Light Blue	Red Hatched	Light Blue	Red Hatched	Dark Grey
Informal sector enterprise	Red Hatched	Dark Grey	Red Hatched	Dark Grey	Red Hatched	Dark Grey	Red Hatched	Light Blue	Red Hatched	Dark Grey
Households ^(a)	Dark Grey	Dark Grey	Red Hatched	Dark Grey	Dark Grey	Dark Grey	Red Hatched	Light Blue	Dark Grey	Dark Grey

(Annex, ILO, 2003a)

(a) Household enterprises producing exclusively for own final use and households employing paid domestic workers

Dark Grey	Per definition not a possible combination
Red Hatched	Informal employment
Light Blue	Formal employment

20. Employers, own-account workers and members of producers' cooperatives are classified as having formal or informal jobs depending on whether or not they work in a formal sector enterprise. Contributing family workers are all in informal employment, regardless of the formality of the enterprise. For employees, the determination of whether their job is formal or informal is based not on the characteristics of the economic unit for which the work is performed, but on characteristics of the employment relationship. The jobs of the employees are defined informal if

“... their employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (advance notice of dismissal, severance pay, paid annual or sick leave, etc.)”

National accounts

21. Data classified by status in employment also provide an important input to national accounts. The distinction between employees and the self-employed is of particular significance for national accounting purposes. The income derived from employment of employees is treated in the System of National Accounts (SNA) as compensation of employees, whereas the remuneration of the self-employed is treated as mixed income.

³ ILO 2003

Statistical sources

22. Reflecting these diverse uses, statistics on employed persons or jobs by status in employment, and on other variables related to the stability and permanence of work relationships, are widely collected in household-based collections such as labour force surveys, social surveys and population censuses as well as in employer surveys. They may also be compiled from administrative records if these have been adapted for statistical purposes. Statistics on work relationships in other forms of work may also be compiled from such sources, or from special purpose data collections, depending on relevance and priorities in the national context.
23. A consistent and coherent system of statistical standards for work relationships, including on status in employment, is necessary to provide meaningful comparisons of data from different sources (e.g. household surveys with employer surveys or administrative sources where coverage may be limited to employees). The extension of these standards to cover all forms of work, including a comprehensive classification of status of worker and a set of standard variables and categories covering various aspects of the stability of work arrangements, should provide more relevant, detailed, harmonized and coherent statistics with the aim of better satisfying this wide range of analytical and policy needs.

1.3 Issues addressed in the revision of ICSE-93

24. The current version of the International Classification of Status in Employment (ICSE-93) classifies jobs with respect to the type of explicit or implicit contract of employment between the job holder and the economic unit in which he or she is employed. The structure of ICSE-93 can be represented as follows:
 - Paid employment jobs
 - Employees
 - Self-employment jobs
 - Employers
 - Own-account workers
 - Contributing family workers
 - Members of producers' cooperatives
 - Workers not classifiable by status
25. The final group, “Workers not classifiable by status”, includes “those for whom insufficient relevant information is available and/or who cannot be included in any of the preceding categories”. Since this group does not relate to any observable phenomenon, it is proposed to delete this category from the new standards and to replace it with guidelines on the treatment of missing or insufficient data.
26. The five substantive categories in ICSE-93 do not provide sufficient information to adequately monitor the changes in employment arrangements that are taking place in many countries, and are not sufficiently detailed to monitor various forms of employment that are considered to be non-standard. A variety of new contractual arrangements that aim to increase flexibility in the labour market is leading to increasing uncertainty about the relevance or validity of a boundary

between self-employment and paid employment for some types of employment arrangement, generating a need for statistical information to monitor the impact of these arrangements.

27. ICSE-93 does provide advice on the ‘possible statistical treatment of particular groups’ many of which may be relevant for analysis of these changes. It notes that, according to national circumstances, some of these groups may need to be separately identified, either as sub-categories of the five groups listed above, or as groups that cut across two or more of the substantive groups. These groups are not organized into a coherent classificatory framework and the advice provided is not definitive about the treatment of some groups. According to the ICSE-93 resolution, some of these groups may be classified as employees or among the self-employed according to national circumstances.

28. The issues addressed in revising ICSE-93 include the following:

- a) The need for the new statistical standards to cover all forms of work specified in the 19th ICLS resolution concerning statistics of work, employment and labour underutilization (19th ICLS Resolution 1);
- b) The need for an overarching conceptual framework to ensure coherence between the various classifications and variables that might be specified in the new standards and between the various domains of social, labour and economic statistics, and to facilitate the provision of harmonized statistics from different sources and domains;
- c) The relevance and usefulness of maintaining a distinction between paid employment and self-employment as a dichotomous pair of aggregate categories, given the wide range of analytical uses of these categories and the increasing number of types of employment arrangement that do not fit comfortably into either category;
- d) The boundary between self-employment and paid employment, particularly with respect to working proprietors (owner-managers) of incorporated enterprises and dependent contractors;
- e) Applicability of the standards to informal employment situations, especially informal employees;
- f) The need for guidelines on data collection, questionnaire design, derivation and adaptation of the standards for national use;
- g) The identification of workers in various non-standard forms of employment such as casual, short-term, temporary and seasonal employees, and workers on zero hours contracts;
- h) The identification and statistical treatment of various specific types of worker including:
 - (a) apprentices, trainees and interns,
 - (b) entrepreneurs,
 - (c) wage and salary earners,
 - (d) family workers,
 - (e) domestic workers,

- (f) homeworkers and outworkers,
- (g) members of producers' cooperatives, and
- (h) workers with multi-party employment arrangements, including engaged by labour hire agencies (temporary work agencies).

29. It would be difficult, within a single and coherent classificatory framework, to provide a set of mutually exclusive categories that would allow the identification of all of these groups and satisfy the numerous and very different purposes for which statistics on the employment relationship are required. The proposed new standards therefore replace and extend ICSE-93 with a suite of standards for statistics on the relationship between the worker and the entity for which the work is performed in all forms of work, rather than incorporating a number of overlapping concepts and characteristics in a single complex classification.

Chapter 2. Outline of the framework and reference concepts

2.1 Overview of the proposed new standards

- 30.** The proposed standards for statistics on work relationships include the following elements:
- (a) an overarching conceptual framework for statistics on work relationships which defines the key concepts, variables and classification schemes included in the new standards for statistics on work relationships;
 - (b) a revised International Classification of Status in Employment (to be designated ICSE-18);
 - (c) an International Classification of Status at Work (ICSaW-18) as a reference classification covering all forms of work;
 - (d) a set of cross-cutting variables and categories that support the derivation and analysis of the status at work categories;
 - (e) operational concepts, definitions and guidelines for the collection and compilation of statistics on status in employment and the cross-cutting variables.
- 31.** ICSE-18 comprises ten categories which may be aggregated according to two alternative classification structures. The first structure, based on the type of authority that the worker exercises over the economic unit for which he/she works, provides categories at its top level for “dependent” and “independent workers”. The second structure, based on the type of economic risk to which the worker is exposed, creates a dichotomy between “workers in employment for pay” and “workers in employment for profit”. This is similar to the traditional distinction between paid employment and self-employment.
- 32.** The ICSE-93 categories of employers, own-account workers, contributing family workers and employees have been retained in the proposed ICSE-18. The aggregate categories in the ICSE-18 structure based on the type of authority are therefore quite similar to the ICSE-93 categories. In addition, the revised ICSE includes four subcategories of employees, separate categories for owner-operators of corporations and a separate category for dependent contractors.
- 33.** A separate category for workers in producers’ cooperatives has not been retained in ICSE-18, as the number of persons reported as employed in this ICSE-93 category is very small in almost all countries. Many countries do not use this category in their national statistics.⁴
- 34.** The proposed new category of “dependent contractors” refers to “workers who have contractual arrangements of a commercial nature to provide goods or services for or on behalf of another economic unit, are not employees of that economic unit, but are dependent on that unit for organization and execution of the work or for access to the market.”. They may either provide

⁴ The reasons for not retaining a separate category for members of producers’ cooperatives are discussed in more depth in Chapter 7

labour to others while having contractual arrangements similar to self-employment or else they own and operate a business without employees but do not have full control or authority over their work. This new category is needed to provide information on the group of workers frequently referred to as the ‘dependent self-employed’, which was one of the most important objectives of the revision work.

35. The proposed ICSaW-18 is an extension of the classification of Status in Employment to cover all forms of work, including own-use production work, volunteer work and unpaid trainee work, as well as employment. Its purpose is to allow the production of conceptually consistent statistics on different populations and from different sources, rather than to be used in its entirety for the compilation of statistics from any particular survey. The categories are defined in such a way as to allow the provision of separate statistics on activities within and beyond the SNA production boundary.
36. The classifications according to status are complemented by a set of cross-cutting variables and categories that provide information about types of arrangement that cut across several status categories. Many of these variables are regularly included in most Labour Force Surveys but are not covered by internationally agreed statistical standards. The proposals therefore seek not only to provide more relevant and detailed statistics on status in employment but also to promote greater harmonization, coherence and international comparability of statistics on various aspects of the contractual and other conditions in which work is performed.
37. The characteristics of jobs and work activities that are relevant and of interest for statistics on work relationships, and the nature of the relationships that exist, vary to some extent depending on the form of work and on the descriptive and analytical purposes of the statistics. Some of the concepts, variables, classification schemes and categories described in the framework may be applied, therefore, to all forms of work. Others may be relevant only for certain forms of work.

2.2 Statistical Units and Work Relationships

38. Statistics on the work relationship are concerned with (a) the authority relationships between persons who work and the economic units in which or for which the work is performed, and (b) the economic risks that follow from the contractual or other conditions under which the work is performed. These statistics can relate to all forms of work, including own-use production work, employment, unpaid trainee work, volunteer work and other forms of work, as defined in the *Resolution concerning statistics of work, employment and labour underutilization*,⁵ adopted in October 2013 by the 19th International Conference of Labour Statisticians (19th ICLS Resolution 1). This resolution defines work as any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.

⁵ Available at: <http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/lang--en/index.htm>

39. The concept of economic unit used in the framework is aligned with that defined in the System of National Accounts (SNA 2008) which distinguishes between:
- (a) market units (i.e. corporations, quasi-corporations and household unincorporated market enterprises);
 - (b) non-market units (i.e. government and non-profit institutions serving households); and
 - (c) households that produce goods or services mainly for own final use (domestic households).
40. Since persons frequently perform work for more than one economic unit, and the nature of their work relationships may differ for each unit, statistics on work relationships refer primarily to characteristics of jobs or work activities in particular economic units.

Definition of job and work activity

41. A **job** or **work activity** is defined in the 19th ICLS Resolution 1 as *a set of tasks and duties performed, or meant to be performed, by one person for a single economic unit*. The term *job* is used in reference to employment. This statistical unit, when relating to own-use production work, unpaid trainee work, and volunteer work is referred to as *work activity*. A person may therefore have as many work relationships as they have jobs or work activities in economic units.
42. The framework for statistics on work relationships further refines the concept of job by specifying that for those employed as dependent workers, the set of tasks should be considered to be performed for the economic unit on which the worker is dependent and a separate job defined for each economic unit on which the worker is dependent. This ensures that dependent workers employed for profit are not classified as independent if the work is performed for more than one entity, and that separate jobs are defined in cases where some activities are undertaken on a dependent basis, and others on an independent or freelance basis.
43. A further refinement ensures that separate work activities are defined when a person is engaged in both own-use production of goods and own-use provision of services in the same economic unit. This allows work activities within the SNA production boundary to be separately identified from those work activities that are outside the production boundary. This may also facilitate the production of statistics relevant to issues such as gender segregation in own-use production of goods and services. If a single work activity were defined for both the production of goods and the provision of services, three categories would be required in the classification of status at work, for those who produce services only, goods only, and both goods and services.
44. As a result the concept of job or work activity is defined in the draft 20th ICLS Resolution concerning statistics on work relationships as follows:

A job or **work activity** is defined as a set of tasks and duties performed, or meant to be performed, by one person for a single economic unit:

- (a) The term *job* is used in reference to employment. This statistical unit, when relating to own-use production work, unpaid trainee work and volunteer work is referred to as *work activity*.

- (b) Persons may have one or several jobs during a given reference period. In cases of multiple job-holding, the **main job** is that with the longest hours usually worked, as defined in the current international statistical standards on working time.
- (c) Those employed as independent workers have as many jobs as the economic units they own or co-own, irrespective of the number of clients served.
- (d) For those employed as dependent workers the set of tasks should be considered to be performed for the economic unit on which the worker is dependent and a separate job defined for each economic unit on which the worker is dependent.
- (e) Separate work activities are defined when a person is engaged in both own-use production of goods and own-use provision of services for the same household. This allows the identification of work activities within and beyond the production boundary in the System of National Accounts (SNA).

Multiple jobs and work activities

- 45. Most people of working age are engaged in more than one form of work, for example in own-use production work, in employment and in volunteer work, and some people have more than one job in paid employment. Statistics on status at work and status in employment must always refer to a particular job or work activity held by a person. Statistics on persons classified by status in employment may refer to the main job held for pay or profit, or to secondary jobs. In accordance with the 19th ICLS Resolution concerning statistics of work, employment and labour underutilization, the main job refers to the job, for pay or profit, in which the longest hours are usually worked. When a person works longer hours in a form of work other than employment the main status in employment is based on the job in paid employment, even if the hours worked in that job are very short. ‘Main status in work’ refers to the job or work activity in which longest hours are usually worked in all forms of work.
- 46. Non-standard employment arrangements commonly occur in jobs that are not a person’s main or even second job. The prevalence of these forms of employment may frequently be under-reported, since many household surveys measuring employment only cover a main job, or possibly main plus second job. Statistics on work relationships in secondary and other jobs or work activities are therefore required to gain a full understanding of the extent of all types of work relationship, in order to measure the prevalence of non-standard employment. Whilst this is recognized as being complex it is a broader challenge facing household surveys measuring labour and not limited to statistics on work relationships.
- 47. While the term ‘worker’ is not formally defined in international standards for labour statistics, it may be used in a general sense refer to any person who works. In the standards for statistics on work relationships it is mainly used to refer to the persons role in the context of a job or work activity in a particular economic unit. The same person may therefore be described as a dependent worker in one job or work activity and an independent worker in another.

2.3 Classifications according to status based on type of authority and type of economic risk

- 48. The framework uses two aspects of the work relationship as criteria to differentiate categories of jobs and work activities according to status at work, and to arrange them into aggregate groups. These are the *type of authority* that the worker is able to exercise in relation to the work

performed and *the type of economic risk* to which the worker is exposed. A relatively detailed set of mutually exclusive categories is defined on the basis of these criteria, to form the *International Classification of Status at Work, 2018 (ICSaW-18)*. The subset of these categories that relate to employment form the *International Classification of Status in Employment, 2018 (ICSE-18)*. Another way of describing this is to say that the Classification of Status at Work is an extension of the Classification of Status in Employment to cover all forms of work.⁶

49. This section describes the concepts of type of authority and type of economic risk, the relevance of these concepts to different types of job and work activity and the way they are used to create dichotomous categories of dependent and independent workers in the case of type of authority, and of workers employed for profit and employed for pay in the case of type of economic risk.

Type of authority

50. The *type of authority* refers to the nature of the control that the worker has over the organization of his or her work, the nature of authority that he or she exercises over the economic unit for which the work is performed (including its activities and transactions) and to the extent to which the worker is dependent on another person or economic unit for organization of the work and/or for access to the market.
51. Type of authority is used to classify jobs and work activities as being independent or dependent and to arrange them into two broad groups: *independent workers* and *dependent workers*. Since workers within each of these broad categories may, in practice, have greater or lesser degrees of authority and dependence, there is to a certain extent a continuum between dependent and independent work.
52. Two aspects of dependence and authority are taken into consideration in the identification of dependent and independent workers: organizational or operational dependence and economic dependence. Operational dependence refers to whether the person has control over when and how the work is done, can make the most important decisions about the activities of the business, or is accountable to or supervised by another person or economic unit. Economic dependence refers to whether the worker or another person or economic unit controls access to the market, raw materials and capital items.

Independent workers

53. *Independent workers* own the economic unit in which they work and control its activities. They make the most important decisions about the activities of the economic unit and the organization of their work. They may work on their own account or in partnership with other independent workers and may or may not provide work for others. They are not supervised by other workers

6 The classification of status at work was in fact developed by taking the principles used to develop the draft ICSE-18, and applying them to all forms of work. (Technical note: Description of these classifications according to the Statistical Classification Model in the Generic Statistical Information Model (GSIM), however, requires ICSE-18 to be represented as both a derived classification based on ICSW-18, and as a Statistical Classification Version in the Classification Series ICSE. The alternative ICSE-18 hierarchies may be represented as one or more variants of ICSE-18. See: <http://www1.unece.org/stat/platform/display/gsim/Statistical+Classification+Model>)

and are not dependent on a single other economic unit or person for access to the market, raw materials or capital items.

- 54.** Independent workers may be disaggregated according to whether or not the economic unit which they own and control employs one or more persons (including temporarily absent employees but excluding themselves, their partners and family helpers) to work on a regular basis as an employee to form the following groups
- Employers
 - Independent workers without employees

Dependent workers

- 55.** *Dependent workers* are workers who do not have complete authority or control over the economic unit for which they work. They have no employees on a regular basis, and do not make the most important decisions about the activities of the economic unit for which they work.
- 56.** Dependent workers are classified into the following groups:
- 3 Dependent contractors*
 - 4 Employees*
 - 5 Family helpers**
 - 6 Unpaid apprentices, trainees and interns
 - 7 Organization-based volunteers
 - 9 Other workers
- 57.** In ICSE-18-A the category of Dependent workers has a narrower scope than in ICSaW-18. Among workers in employment, dependent workers include Dependent contractors, Employees and Contributing family workers.

Type of economic risk

- 58.** *Type of economic risk* refers to the extent to which the worker may (1) be exposed to the loss of financial or other resources in pursuance of the activity and (2) experience unreliability of remuneration in cash or in kind as a result of the work performed, or receive no remuneration. In the case of workers employed for profit and owner-operators of corporations, the exposure to economic risk may also provide an enhanced opportunity to increase income and accumulate wealth.
- 59.** Economic risk may be measured operationally by considering:
- (a) the existence and nature of remuneration for the work performed,
 - (b) the circumstances in which the job or work activity may be terminated, and
 - (c) the extent to which income may be protected in the event the person is unable to work due to circumstances such as sickness, accident, or termination of the job.
- 60.** In statistics on employment, the type of economic risk is used to classify workers as *in employment for profit* or *in employment for pay* based primarily on the nature of the

remuneration for a particular job. The aspects of the nature of the remuneration taken into consideration include whether or not remuneration is received or expected:

- (a) in the form of profit (and therefore also entails the risk of loss);
- (b) based on time worked;
- (c) by the piece for the goods produced or services provided; or
- (d) as a fee for the production of goods or provision of services.

Workers in employment for profit

61. Workers in employment for profit are workers whose remuneration is directly and entirely dependent on the profit or loss made by the economic unit in which they are employed, including remuneration in cash or in kind by way of a commercial contract for goods produced or services provided. They do not receive a wage or salary in return for time worked. They may be disaggregated according to the nature of the authority they exercise over the enterprises in which they are employed to form the following groups:

- Employers in household market enterprises
- Independent workers in household market enterprises
- Dependent contractors
- Contributing family workers

62. Owner-operators of corporations are excluded from workers in employment for profit. While they are exposed to economic risk related to the potential for loss of investments made in the corporation, the risk is mitigated due to limitations of liability when corporations are separate legal entities from the persons who own them. They may receive a wage or salary whether or not the corporation is making a profit and may also be in receipt of payments deriving from profits.

Workers in employment for pay

63. Workers in employment for pay are employed persons who receive, or expect to receive, remuneration in cash or in kind, in return for time worked or for each piece or service produced. They may be disaggregated in according to their share in ownership and degree of control they exercise over the economic unit for which they work to form the following groups:

- Employees
- Owner-operators of corporations

While owner-operators of corporations are exposed to economic risk related to the potential for loss of investments made in the corporation, the risk is mitigated due to limitations of liability when corporations are separate legal entities from the persons who own them. They may receive a wage or salary whether or not the corporation is making a profit and may also be in receipt of payments deriving from profits.

Economic risk in forms of work other than employment

- 64.** The concept of economic risk is of less relevance to the determination of specific groups of workers in forms of work other than employment. However, work activities in these other forms of work may also expose those performing these activities to various types of economic risk. For example:
- a) Workers who without remuneration control a non-profit institution, and in doing so provide work for volunteers and/or employees may have invested time and resources in the institution and may be exposed to various types of economic risk in the event the institution is unable to pay the salaries of the employees, costs of volunteers, insurances etc.
 - b) Householders who employ others to assist in the provision of domestic workers are required to pay the salary of the worker and may be liable for workers' compensation payments or paid sick leave.
 - c) Workers in own-use production of goods may commit significant time, effort and financial or material resources into, for example, the construction of shelter, growing crops or raising livestock and be exposed to the risk of natural or man-made disaster leading to loss of shelter, crop failure or loss of livestock.
 - d) Unpaid trainees or volunteer workers may forego opportunities for paid employment in the hope of gaining training, experience or exposure that will provide better opportunities for employment in the future.

Status at work

- 65.** The International Classification of Status at Work (ICSaW-18) includes categories relevant to all forms of work (own-use production work, employment, unpaid trainee work, volunteer work and other forms of work). It allows different jobs and work activities in all forms of work to be classified in a meaningful and mutually exclusive manner to facilitate the compilation of consistent and comparable statistics taken from various sources of data. It is not a recommendation for the design of a single survey.
- 66.** Different subsets of the Classification of Status at Work can be used to design sets of categories (output classifications) that reflect the forms of work to be included in a particular statistical output. Decisions on what forms of work to cover and classify in what surveys should be based on national priorities. If there was an interest in main activity or main status in work, or in time worked by form of work, this could potentially be measured through a Time Use Survey (TUS), but not generally through a Labour Force Survey (LFS).

Status in employment

- 67.** The detailed categories in the International Classification of Status in Employment (ICSE-18) are used as common building blocks to create two alternative classification hierarchies.
- 68.** The first hierarchy, based on the type of authority that the worker can exercise in a particular job, can be used to produce statistics on two broad groups of workers in employment: *Independent workers* and *Dependent workers*. This hierarchy is referred to as the International

Classification of Status in Employment According to Type of Authority, and abbreviated to ICSE-18-A.

69. The second hierarchy, based on the type of economic risk that the worker is subject to in a particular job, produces the dichotomy between *Workers employed for profit* and *Workers employed for pay*. This hierarchy is referred to as the International Classification of Status in Employment According to Type of Economic Risk, and abbreviated to ICSE-18-R.
70. The hierarchies for status in employment, based on both economic risk and on authority respectively, should have equal priority in the compilation of statistical outputs. Statistics from labour force surveys and other relevant sources should be compiled on a regular basis according to both hierarchies. The hierarchy used will depend on the descriptive and analytical purposes of the output in question. The analytical uses of each hierarchy are discussed in more depth in Chapter 3.

Relationship between ICSE-18 and ICSaW-18: names of categories and codes

71. The categories at the most detailed level of the classification of status in employment, are identical to the equivalent categories in the classification of status at work and same names and definitions. Detailed categories that appear in both classifications, are assigned the same two-digit numerical code in each classification, the first digit being the same as the code for the aggregate categories in ICSaW-18.
72. Some of the aggregate categories in the classification of status at work also have the same scope as the equivalent category in the classification of status at work, and are therefore described identically. Some other aggregate categories, however, have a narrower scope in the classification of status in employment than the equivalent category classification of status at work. In these cases the definition of the group is the same as the concept being measured is the same. The only difference in these cases is the population to which the classification is applied. In some cases, different names have been used for such categories, in order to minimize confusion. The aggregate categories in the two ICSE-18 hierarchies are assigned a single-character unique alphabetic code, so as to avoid confusion with the equivalent categories in ICSaW-18 that have a broader scope than in ICSE-18.
73. Some aggregate categories in the classification of status in employment do not exist in the classification of status at work. In these cases, separate codes, names and definitions are provided.

2.4 Cross-cutting variables

74. The classifications of status at work and status in employment are complemented by a set of variables and categories that provide more detailed information for characteristics associated with the degree of stability and permanence of a particular work arrangement, and for other characteristics that are not reflected in the status at work categories. They provide definitions and categories for types of arrangement that may be represented in several status categories and are therefore referred to as 'cross-cutting variables'. They can be combined in output statistics with relevant status categories to construct output classifications relevant for national descriptive and analytical purposes.

75. Many of the cross-cutting variables are essential elements of the framework. These variables are required to derive the categories in the classifications by status, r are essential for the compilation of coherent statistics on work relationships – or both. Some variables defined here are recommended for use in certain contexts only. The variables described are therefore divided into two groups: *essential* cross-cutting variables and *recommended* cross-cutting variables.

2.5 Supporting Concepts

76. This section provides definitions of concepts that are used as part of the definition of categories and variables used in the framework. Many of these concepts are already defined in existing statistical standards such as the SNA 2008 or the 19th ICLS Resolution 1. Where this is the case they are reproduced for convenience.

Corporations

77. The SNA 2008 treats all entities as corporations if they are:
- (a) capable of generating a profit or other financial gain for their owners;
 - (b) recognized at law as separate legal entities from their owners who enjoy limited liability;
 - (c) set up for purposes of engaging in market production.
78. As well as legally constituted corporations, the term “corporations” is used in the SNA to include cooperatives, limited liability partnerships, notional resident units and quasi-corporations. The terms used for corporations in a particular country will depend on the specific legal forms of corporation that exist in that country. The concept of “corporation” used in statistics on work relationships is more restricted than that used for national accounts purposes. It includes legally constituted corporations, cooperatives and limited liability corporations but *excludes* quasi-corporations owned by households. The critical distinction between a corporation or incorporated enterprise and other enterprises is that corporations are legally from their owner or owners.

Quasi-corporations

79. According to the SNA 2008 a quasi-corporation is:
- (a) either an unincorporated enterprise owned by a resident institutional unit that has sufficient information to compile a complete set of accounts and is operated as if it were a separate corporation and whose de facto relationship to its owner is that of a corporation to its shareholders; or
 - (b) an unincorporated enterprise owned by a non-resident institutional unit that is deemed to be a resident institutional unit because it engages in a significant amount of production in the economic territory over a long or indefinite period of time.
80. Three main kinds of quasi-corporation are recognized in the SNA 2008:

- (a) unincorporated enterprises owned by government units that are engaged in market production and that are operated in a similar way to publicly owned corporations;
- (b) unincorporated enterprises, including unincorporated partnerships or trusts, owned by households that are operated as if they were privately owned corporations;
- (c) unincorporated enterprises that belong to institutional units resident abroad, referred to as “branches”.

81. For the purposes of labour statistics and the classification of the status in employment of the person in a particular job, however, the availability of a complete set of accounts is not a key defining criterion. Owner-operators of household market enterprises should be treated consistently regardless of the availability of a complete set of accounts. They are not separate legal entities from the enterprises in which they work and are exposed to similar economic risks as those who operate enterprises without providing a complete set of accounts. Accordingly, quasi-corporations owned by households (type b above) are not considered as corporations in the standards for statistics on work relationships

Households

- 82.** The concept of household used in these standards is aligned with the definition used for the purposes of the SNA 2008. A household is defined as a group of persons who share the same living accommodation, who pool some, or all, of their income and wealth and who consume certain types of goods and services collectively, mainly housing and food.⁷
- 83.** Domestic staff who live on the same premises as their employer do not form part of their employer’s household even though they may be provided with accommodation and meals as remuneration in kind. Paid domestic employees have no claim upon the collective resources of their employers’ households and the accommodation and food they consume are not included with their employer’s consumption. They should therefore be treated as belonging to separate households from their employers.⁸

Household market enterprises

- 84.** Household market enterprises are unincorporated enterprises owned by households that mainly produce goods or services for sale or barter on the market. They can be engaged in virtually any kind of productive activity: agriculture, mining, manufacturing, construction, retail distribution or the production of other kinds of services. They can range from single persons working as street traders or shoe cleaners with virtually no capital or premises of their own through to large manufacturing, construction or service enterprises with many employees.⁹

⁷ SNA 2008 §4.149

⁸ SNA 2008 §4.151

⁹ SNA 2008 §4.155

Entrepreneurs

- 85.** Entrepreneurs are persons who own and control an enterprise and seek to generate value through the creation of economic activity by identifying and exploiting new products, processes or markets. In doing so, they create employment for themselves and potentially for others.
- 86.** Those who work on a volunteer basis in non-profit institutions which they control, as well as some workers in own-use production, may be considered as entrepreneurs, because they may create both unpaid work and paid employment for others. The main statistical interest in identifying entrepreneurs, however, relates to those who create employment for pay or profit for themselves and for others.
- 87.** The category of “independent workers” in the classification of status in employment therefore provides the best starting point for the identification and compilation of statistics on entrepreneurs. This category includes own-account workers and employers in both incorporated and unincorporated enterprises and appropriately excludes dependent contractors and contributing family workers from the measurement of entrepreneurs.
- 88.** Additional information relevant to the national context, such as the size and nature of the enterprise, is needed to provide complete statistics on entrepreneurship and to accurately identify those workers who are creating employment opportunities for themselves or for others. In some contexts, there is interest in ‘entrepreneurship’ in the sense of starting a new business. The time when the job started is useful as a supplementary variable in this respect. Statistics on the number of employees are also relevant to the compilation of statistics on entrepreneurs.

Chapter 3. The International Classification of Status in Employment (ICSE-18)

89. The International Classification of Status in Employment (ICSE-18) classifies jobs in employment for pay or profit based on the type of authority exercised by the person over the economic unit in which he or she is employed, and the type of economic risk to which the person is exposed. The ten detailed categories in the Classification of Status in Employment are a subset of the categories included in the Classification of Status at Work. They have the same definitions and scope. These categories are used as common building blocks to create two alternative classification hierarchies, the first according to the type of authority and the second according to the type of economic risk. Some of the aggregate categories that appear in these alternative hierarchies are not included in the International Classification of Status at work. Descriptive definitions and explanatory notes covering all categories in both classifications are provided in Chapter 5.

3.1 International Classification of Status in Employment according to type of authority (ICSE-18-A)

90. The hierarchy based on the type of authority can be used to produce statistics on two broad groups of workers in employment: *independent workers* and *dependent workers*. This hierarchy is referred to as the ICSE-18 according to type of authority and abbreviated to ICSE-18-A. It provides, at its top level a dichotomy between independent workers and dependent workers in which:

Independent workers are classified into the following groups:

- A. Employers
 - 11 – Employers in corporations
 - 12 – Employers in household market enterprises
- B. Independent workers without employees
 - 21 – Owner-operators of corporations without employees
 - 22 – Own-account workers in household market enterprises without employees

Dependent workers are classified into the following groups:

- C. Dependent contractors
 - 30 – Dependent contractors
- D. Employees
 - 41 – Permanent employees
 - 42 – Fixed-term employees

43 – Short-term and casual employees

44 – Paid apprentices, trainees and interns

E. Contributing family workers

51 – Contributing family workers

91. This classification hierarchy is suitable for various types of labour market analysis, including analysis of the impact of economic cycles on the labour market, analysis of government policies related to employment creation and regulation, and the identification of entrepreneurs. It is also the most suitable hierarchy for use as a complementary variable in most forms of social analysis, and as an input variable in the compilation of statistics classified by socio-economic status.
92. All categories in the ICSE-18-A are included in the classification of status at work. Some of the aggregate categories in this classification have a narrower scope than in the classification of status at work. Where broad groups are not further disaggregated into more than one detailed group, the same name is used for the broad group and detailed group. As a result, Broad group E, Contributing family workers has a different name from the equivalent group in the ICSaW-18 (5. Family helpers), which includes additional detailed categories.

3.2 International Classification of Status in Employment according to type of economic risk (ICSE-18-R)

93. The second classification hierarchy, based on the concept of economic risk, operationalized in terms of the nature of remuneration received, provides a dichotomy between *Workers in employment for profit* and Workers in employment for pay. This latter dichotomy is analogous to the traditional distinction between paid employment and self-employment, used for example in the System of National Accounts. The term ‘employment for profit’ is used to replace the term ‘self-employment’, which does not accurately describe the situation of either dependent contractors or contributing family workers, who are dependent on others for their employment. Moreover, owner-operators of corporations, who are included among workers employed for pay may frequently considered to be self-employed.
94. This hierarchy is referred to as the ICSE-18 according to type of economic risk, and abbreviated to ICSE-18-R. It is suitable for the provision of data for national accounts, for the identification of wage employment and its distribution, and for the production and analysis of statistics on wages, earnings and labour costs.

Workers in employment for profit are classified into the following groups:

F. Independent workers in household market enterprises

12 – Employers in household market enterprises

22 – Own-account workers in household market enterprises without employees

C. Dependent contractors

30 – Dependent contractors

E. Contributing family workers

51 – Contributing family workers

Workers in employment for pay are classified into the following groups:

G. Owner-operators of corporations

11 – Employers in corporations

21 – Owner-operators of corporations without employees

D. Employees

41 – Permanent employees

42 – Fixed-term employees

43 – Short-term and casual employees

44 – Paid apprentices, trainees and interns

95. All categories in the Classification of Status in Employment According to Type of Economic Risk are included in the Classification of Status at work, except for the following three aggregate groups:

F. Independent workers in household market enterprises

G. Owner-operators of corporations

Chapter 4. International Classification of Status at Work (ICSaW-18)

4.1 Nature and purpose of the Classification of Status at Work

- 96.** The ICSaW-18 is a three-level hierarchical classification which comprises, at its detailed level, a set of 20 mutually exclusive categories, defined on the basis of the type of authority that the worker is able to exercise in relation to the work performed, and the type of economic risk to which the worker is exposed in a particular job or work activity.
- 97.** The categories cover all jobs and work activities in all forms of work, including own-use production work, employment, unpaid trainee work, volunteer work and other forms of work. Each of the detailed Status at work groups relates to only one form of work. These groups are aggregated, according to the type of authority only, to form eight broad groups and a dichotomy between independent workers and dependent workers. Alternatively, they may be aggregated according to the forms of work defined in the 19th ICLS Resolution 1 when this is relevant for particular types of analysis or for the compilation of statistics on work relationships in the different forms of work.
- 98.** The purpose of ICSaW-18 is to provide a coherent and consistent set of categories and definitions for statistics on workers classified by status, covering all forms of work in a conceptually exhaustive way. This allows statistical outputs on topics such as employment, volunteer work, child labour and time use to be reported on a conceptually consistent basis, regardless of the scope and source of the statistics. It therefore includes categories for groups about which statistics may rarely be produced from regular surveys, but which may be important in specialized ones. It is not considered likely that the complete ICSaW-18 will be used on a regular basis without modification. With the possible exception of time use surveys, very few statistical collections would include all categories and all forms of work in scope, or provide a sufficiently large number of observations to compile reliable estimates for all categories. In this sense it may be seen as an organizing framework for statistics on status at work, rather than as a classification intended directly for use in regular statistical outputs.
- 99.** The detailed groups in ICSaW-18 that relate to employment are the same as those included in ICSE-18 and are organized into broader groups in the same way as ICSE-18-A. The broad groups for independent workers also include categories for workers in own-use production work and volunteer work. The aggregate category 'family helpers' includes categories for those in own-use production work, as well as for those in employment as contributing family workers.
- 100.** The groups that relate to own-use production work, are differentiated according to whether goods are produced or services are provided. These categories allow the production of data suitable as input to national accounts and provide compatibility with both the current 19th ICLS and previous 13th ICLS standards for statistics on employment and work. Separate categories are provided for employers, own-account workers and family helpers in own-use production of goods and in own-use provision of services.
- 101.** In the case of volunteer work, separate categories are provided for those who work through or for organizations (organization-based volunteers) and for those who volunteer independently of any organization or community group (direct volunteers). Direct volunteers are represented as

a detailed group within the broader group of independent workers without employees. Organization-based volunteers are represented as a broad group without further disaggregation.

- 102.** Workers who have created a non-profit organization using their own funds and commitment of work are not classified as employers even if the organization they control has employees. Non-profit organizations are either associations, in which the members are the owners, or they are non-profit corporations, which are controlled by boards which do not own the organization. Most countries include a “capital lock” in their non-profit laws so that if the organization is closed or converted into a for-profit corporation, whatever assets it holds do not go to the directors or managers but must be transferred to another non-profit institution serving a similar charitable purpose. Volunteers who control non-profit organizations with employees are therefore classified as dependent workers along with other volunteers in such organizations. The category “organization-based volunteers” includes both groups.

4.2 Structure of ICSaW-18

- 103.** The detailed structure of ICSaW-18 is shown below including names of categories and classification codes. Each detailed status at work category is assigned a 2-digit code, in which the first digit represents the broad group and the first and second digit together represent the detailed category. The categories marked with an asterisk* are identical to categories included in ICSE-18. Aggregate groups marked with two asterisks** also appear in ICSE-18 but have broader scope in ICSaW as they include detailed categories that relate to forms of work other than employment.

Independent workers

1. Employers**
 - 11 – Employers in corporations*
 - 12 – Employers in household market enterprises*
 - 13 – Employers in own-use provision of services
 - 14 – Employers in own-use production of goods
2. Independent workers without employees**
 - 21 – Owner-operators of corporations without employees*
 - 22 – Own-account workers in household market enterprises without employees*
 - 23 – Independent workers in own-use provision of services without employees
 - 24 – Independent workers in own-use production of goods without employees
 - 25 – Direct volunteers

Dependent workers

3. Dependent contractors*
 - 30 – Dependent contractors*
4. Employees*

- 41 – Permanent employees*
- 42 – Fixed-term employees*
- 43 – Short-term and casual employees*
- 44 – Paid apprentices, trainees and interns*
- 5. Family helpers**
 - 51 – Contributing family workers*
 - 52 – Family helpers in own-use provision of services
 - 53 – Family helpers in own-use production of goods
- 6. Unpaid trainee workers
 - 60 – Unpaid trainee workers
- 7. Organization-based volunteers
 - 70 – Organization-based volunteers
- 9. Other unpaid workers
 - 90 – Other unpaid workers

104. The detailed status at work categories may be aggregated, based on the type authority exercised by the worker, to form the following eight broad status-at-work groups which may be aggregated to form a dichotomy between dependent workers and independent workers.

Independent workers

- 1 Employers**
- 2 Independent workers without employees**

Dependent workers

- 3 Dependent contractors*
- 4 Employees*
- 5 Family helpers**
- 6 Unpaid trainee workers
- 7 Organization-based volunteers
- 9 Other unpaid workers

105. The framework of ICSaW-18 will allow different productive activities to be classified in a meaningful and mutually exclusive manner. ICSaW-18 is not expected to be included in its entirety in any single survey as it includes categories relevant to all forms of work (own-use production work, employment, unpaid trainee work, volunteer work and other forms of work) Rather, it should allow the compilation of consistent and comparable statistics on the status of workers in different forms of work, taken from various types of statistical source.

106. Subsets of the detailed categories in ICSaW-18 may be used to present statistics on work relationships in own-use production work, employment, volunteer work, child labour and time-use on a conceptually consistent basis, regardless of the scope and source of the statistics. The

categories for own-use production work and volunteer work may be aggregated according to the form of work as follows:

- (a) Workers in own-use production
 - (i) Workers in own-use provision of services
 - 13 – Employers in own-use provision of services
 - 23 – Independent workers in own-use provision of services without employees
 - 52 – Family helpers in own-use provision of services
 - (ii) Workers in own-use production of goods
 - 14 – Employers in own-use production of goods
 - 24 – Independent workers in own-use production of goods without employees
 - 52 – Family helpers in own-use production of goods
- (b) Volunteer workers
 - 25 – Direct volunteers
 - 70 – Organization-based volunteers

4.3 Status at work categories and the System of National Accounts production boundaries

- 107.** The 2008 SNA provides a general definition of production followed by a more restricted definition that is used for the compilation of national accounts. The SNA therefore makes reference to ‘the general production boundary’ and ‘the production boundary in the SNA’.
- 108.** Economic production within the general production boundary is defined as an activity carried out under the control and responsibility of an institutional unit that uses inputs of labour, capital, and goods and services to produce outputs of goods and services¹⁰. This concept of production is aligned with the 19th ICLS definition of work.
- 109.** The *production boundary in the SNA* is more restricted in that it excludes activities undertaken by households that produce services for their own use. However, it includes services produced by employing paid domestic staff, and the own-account production of goods for own final

¹⁰ SNA 2008, Para 6.24

consumption.¹¹ The SNA also includes within the production boundary the activities of students who contribute some of their labour as an input to an enterprise's production in return for education services¹² (i.e. unpaid apprentices, trainees and interns). It should be noted that this latter group of workers is explicitly excluded from employment by the 19th ICLS Resolution 1.

110. Concerning volunteers, the SNA notes that volunteers working for token amounts or with no remuneration *within a recognized institutional unit*, are still regarded as being employed in SNA terms. This is in contrast to the 19th ICLS which includes such workers in volunteer work. Those providing services without pay outside an institutional unit are not regarded as employed by the SNA and their labour inputs are therefore beyond the production boundary in the SNA, but within the general production boundary.¹³

111. It may be concluded from all of this that, in addition to the status at work categories that refer to employment, all categories that refer to own-use production of goods, to unpaid trainee work or to volunteering through a recognized institutional unit relate to activities that are within the production boundary in the 2008 SNA, specifically:

14 – Employers in own-use production of goods

24 – Independent workers in own-use production of goods without employees

53 – Family helpers in own-use production of goods

60 – Unpaid trainee workers

70 – Organization-based volunteers

112. The following detailed groups are concerned with own-use production of services and with own-account volunteering (i.e. not through any kind of organization) and are therefore beyond the SNA Production Boundary but within the General Production Boundary.

13 Employers in own-use provision of services

23 Independent workers in own-use provision of services without employees

25 Direct volunteers

52 Family helpers in own-use provision of services

Statistics about these activities may be presented as satellite accounts.

113. Since Group 9, Other unpaid workers, may include various types of activity it is not possible to say with certainty that these activities are within the production boundary in the SNA, although they would fall within the general production boundary as they must involve the production of goods or services for consumption by others. Since unpaid work ordered by judicial authorities

¹¹ SNA 2008, Paras 6.26 – 6.27

¹² SNA 2008, Para 19.21

¹³ SNA 2008, Parra 19.39

would generally be organized through an establishment of some type, such as a prison or community service agency, it could be argued that conceptually this type of unpaid work would fall within the production boundary, even though it is unpaid and not voluntary. As these activities would rarely represent a statistically significant component of labour inputs to national production, it may not be necessary to produce estimates for these inputs, unless for a special descriptive or analytical purpose (e.g. a study of the production of a particular good or service).

Chapter 5. Definitions and explanatory notes for the categories in the classifications by status

114. This section first of all provides definitions of the categories in the Classification of Status at work, presented with classification codes in the order of the classification structure. This is followed by definitions of the categories that only appear in the International Classification of Status in Employment According to Type of Economic Risk (ICSE-18-R). Each definition is designed to be able to stand alone, without requiring the reader to make reference to the definitions of higher level categories.

5.1 Definitions of categories in the International Classification of Status at Work

1 *Employers***

115. Employers own the economic unit in which they work and control its activities on their own account or in partnership with others, and in this capacity employ one or more persons (including temporarily absent employees but excluding themselves, their partners and family helpers) to work as an employee on a regular basis. ‘On a regular basis’ should be interpreted as having at least one employee during the reference period and at least two of the three weeks immediately preceding the reference period.

116. Employers may be further disaggregated according to whether or not the economic unit is a domestic household or an enterprise, whether or not the enterprise is incorporated, whether the production is mainly for household consumption,. They therefore include:

- 11 Employers in corporations *
- 12 Employers in household market enterprises*
- 13 Employers in own-use provision of services
- 14 Employers in own-use production of goods

117. In the Classification of Status in Employment According to Type of Authority, Employers include the first two detailed categories listed above: 11, Employers in corporations and 12, Employers in household market enterprises.

11 Employers in corporations *

118. *Employers in corporations* are workers who are owner-operators of corporations in which they employ one or more persons (including temporarily absent employees but excluding themselves, their partners and family helpers) to work as an employee on a regular basis. ‘On a regular basis’ should be interpreted as having at least one employee during the reference period and at least two of the three weeks immediately preceding the reference period.

119. As owner-operators of corporations they:

- a) hold controlling ownership of the enterprise alone, or together with other members of their families and/or one or a few partners;

- b) have the authority to act on behalf of the enterprise or cooperative concerning contracts with other organizations and the hiring and dismissal of employees of the corporation, subject to national legislation regulating such matters and the rules established by an elected or appointed board of the corporation.
- 120. ‘Controlling ownership’ should be interpreted as having a decisive vote or veto on the appointed or elected board of the corporation or in meetings of shareholders, rather than necessarily holding an absolute majority of the shares.
- 121. Excluded from this group are:
 - (a) Owner-operators of quasi-corporations as defined in the 2008 SNA;
 - (b) Workers who control a non-profit organization without remuneration.
- 12 Employers in household market enterprises*
 - 122. *Employers in household market enterprises* are workers who, alone or with one or more partners, operate an unincorporated market enterprise for profit, and who, employ one or more persons (including temporarily absent employees but excluding themselves, their partners and contributing family workers) to work in that enterprise as an employee on a regular basis. ‘On a regular basis’ should be interpreted as having at least one employee during the reference period and at least two of the three weeks immediately preceding the reference period. They may or may not be able to provide a complete set of accounts for the activities of the enterprise.
- 13 Employers in own-use provision of services
 - 123. *Employers in own-use provision of services* are workers who perform any activity to provide services mainly for own final use and employ one or more persons (including temporarily absent employees but excluding other members of their household) on a regular basis as a domestic employee. ‘On a regular basis’ should be interpreted as having at least one employee during the reference period and at least two of the three weeks immediately preceding the reference period.
- 14 Employers in own-use production of goods
 - 124. *Employers in own-use production of goods* are workers who perform any activity to produce goods for own final use and employ one or more persons in return for payment in cash or in kind (including temporarily absent employees but excluding other members of their household) to produce goods mainly for consumption by the employer’s own household. ‘On a regular basis’ should be interpreted as having at least one employee during the reference period and at least two of the three weeks immediately preceding the reference period. A part or surplus of the goods intended mainly for own consumption may be sold or bartered.

2 *Independent workers without employees* **

- 125. *Independent workers without employees* operate an economic unit on their own account or in partnership with others, and do not employ any persons other than themselves, their partners, and contributing family workers. They may be further disaggregated according to whether or not the economic unit is a domestic household or an enterprise, whether or not the enterprise is incorporated and whether or not the production is for household consumption, for the market, or for the consumption of others. They therefore include:

- 21 Owner-operators of corporations without employees
- 22 Own-account workers in household market enterprises without employees
- 23 Independent workers in own-use provision of services without employees
- 24 Independent workers in own-use production of goods without employees
- 25 Direct volunteers

126. In the Classification of Status in Employment According to Type of Authority Own-account workers include the first two detailed categories listed above:

- 21 Owner-operators of corporations without employees
- 22 Own-account workers in household market enterprises without employees

21 Owner-operators of corporations without employees*

127. *Operators of corporations without employees* are workers who hold a job in an incorporated enterprise (such as a limited liability corporation or limited partnership), in which they:

- (a) hold controlling ownership of the enterprise alone, or together with other members of their families and/or one or a few partners, or other members of the cooperative;
- (b) have the authority to act on behalf of the enterprise or cooperative concerning contracts with other organizations and the hiring and dismissal of employees of the corporation, subject to national legislation regulating such matters, and where applicable, the rules established by the elected or appointed board of the corporation; and
- (c) do not employ any persons (other than themselves, their partners and contributing family workers) to work in the enterprise as an employee.

128. ‘Controlling ownership’ should be interpreted as having a decisive vote or veto on the appointed or elected board of the corporation or in meetings of shareholders, rather than necessarily holding an absolute majority of the shares.

129. Owner-operators of quasi-corporations as defined in the 2008 SNA are excluded from this group.

22 Own-account workers in household market enterprises without employees*

130. *Own-account workers in household market enterprises without employees* are workers who operate an unincorporated market enterprise for profit, alone or with one or more partners or contributing family workers, and do not employ any persons to work in the enterprise as an employee. They may or may not be able to provide a complete set of accounts for the activities of the enterprise

23 Independent workers in own-use provision of services without employees

131. *Independent workers in own-use provision of services without employees* are workers who perform any activity to provide services for own final use, but do not employ any persons to work on a regular basis as a domestic employee.

24 Independent workers in own-use production of goods without employees

132. *Independent workers in own-use production of goods without employees* are workers who, on their own account or with one or more partners, perform any activity to produce goods for own final use who do not employ any persons on a regular basis to produce goods for pay in cash or in kind. A part or surplus of the goods intended mainly for own consumption may be sold or bartered.

25 Direct volunteers

133. Direct volunteers are workers who, on their own account or in partnership with others, and independently of any organization or community group, perform any unpaid, non-compulsory activity to produce goods or provide services for other households. Excluded from this group are workers who produce goods or services for consumption by members of the worker's own household or family.

3 Dependent Contractors*

134. Dependent contractors are workers who have contractual arrangements of a commercial nature to provide goods or services for or on behalf of another economic unit, are not employees of that economic unit, but are dependent on that unit for organization and execution of the work or for access to the market.

135. For the purposes of statistical measurement, dependent contractors are defined as workers employed for profit, who are dependent on another entity that exercises explicit or implicit control over their productive activities and directly benefits from the work performed by them.

- (a) Their dependency may be of an operational nature, through organization of the work and/or of an economic nature such as through control over access to the market, the price for the goods or services produced, or access to raw materials or capital items.
- (b) The economic units on which they depend may be market or non-market units and include corporations, governments and non-profit institutions which benefit from a share in the proceeds of sales of goods or services produced by the dependent contractor, and/or benefit when the work performed by dependent contractors may otherwise be performed by its employees.

136. Dependent contractors display one or more of the following characteristics which may be relevant for their identification in statistical collections, depending on the national context:

- (a) their work is organized or supervised by another economic unit as a client, or as an entity that mediates access to clients;
- (b) the mode of payment is by way of a commercial transaction.
- (c) the price paid for the goods produced or services provided is determined by the client or an intermediary;
- (d) access to raw materials, equipment or capital items is controlled by the client or an intermediary;

- (e) their actual working arrangements or conditions may closely resemble those of employees;
- (f) the entity on which the worker is dependent does not withhold income tax for the worker;
- (g) the worker is responsible for arranging his or her own social insurance and other social contributions

137. Excluded from dependent contractors are workers who:

- (a) have a contract of employment (formal, informal, or implicit) with the entity on which they are dependent;
- (b) are paid for time worked;
- (c) employ one or more other persons to work for them on a regular basis as an employee; or
- (d) operate an incorporated enterprise.

138. Two subgroups of dependent contractors may be identified if feasible and relevant in the national context:

- (a) workers who provide their labour to others but have contractual arrangements corresponding to those of self-employment; and
- (b) workers who have committed significant financial or material assets to the unincorporated enterprise which they own and operate, but do not have full control or authority over their work or the activities of the enterprise.

139. Identification of the two subgroups of dependent contractors requires additional information on the nature of the financial or material resources committed by the worker.

4 Employees*

140. *Employees* are workers employed for pay, on a formal or informal basis, who do not hold controlling ownership of the economic unit in which they are employed. They are remunerated in cash or in kind in return for time worked or, in some cases, for each task or piece of work done or for services provided including sales (by the piece or commission). Payment for time worked is the typical mode of remuneration. Payment in kind is generally received in the form of goods. Where payment is received in the form of services, this is generally complementary to payment in cash.

141. Employees may be employed in market units, non-market units and households producing goods and/or services mainly for own consumption. They may hold shares in the economic unit in which they are employed, or have authority over aspects of the operations of the economic unit as employees with management responsibilities, but do not hold controlling ownership of the enterprise. They are accountable to a third party within the economic unit such as a person or board.

142. Employees include the following specific groups among others:

- (a) workers who have been engaged on terms corresponding to those of paid employment when the employing organization has entered into a contract only with an intermediary such as a crew leader or organizing agent, and not with the individual worker; and
- (b) worker-members of cooperatives who are paid for time worked or for each task or piece of work done,

143. Employees exclude workers who are paid according to a commercial contract for the provision of goods or services.

144. Employees may be further disaggregated according to the nature of the contractual arrangements for employment, the degree of permanency of the employment relationship and the stability of the working time available to the employee, to form the following groups:

- 41 – Permanent employees
- 42 – Fixed-term employees
- 43 – Short-term and casual employees
- 44 – Paid trainees, apprentices and interns

41 Permanent employees*

145. *Permanent employees* are employees who are guaranteed a minimum number of hours of work and are employed on an ongoing or indefinite basis. They are full-time or part-time workers employed for pay, in formal or informal jobs, who have employment arrangements whereby:

- (a) there is no specified date or event on which the employment will be terminated other than any age or time for retirement that may apply in the economic unit concerned;
- (b) the employer agrees to provide work and pay for a specified number of hours or to pay for the number of goods or services produced in a set period; and
- (c) the worker agrees to work for at least the specified number of hours, or for the time required to produce a specified number of goods or services.

42 Fixed-term employees*

146. *Fixed-term employees* are employees with a specified number of hours of work who are employed on a time limited basis for at least four weeks or one month. They are full-time or part-time workers employed for pay, in formal or informal jobs, who have arrangements whereby:

- (a) there is a specified date, other than any age or time for retirement, on which the employment will be terminated, or an event such as the end of the harvest or completion of a construction or other project, which will lead to termination of employment;
- (b) the total duration of the employment is expected to be at least three months from the first day of employment to the expected final day of employment;

- (c) the employer agrees to provide work and pay for a specified number of hours, or to pay for the number of goods or services produced, in a set period; and
- (d) the worker agrees to work for at least the specified number of hours, or for the time required to produce a specified number of goods or services.

147. Fixed-term employees include:

- (a) employees with fixed-term contracts of employment with a duration of three months or more; and
- (b) employees without formal arrangements or contracts when it is understood that the employment will have a duration of at least three months but not of an indefinite nature.

148. Paid apprentices, trainees and interns with fixed-term employment arrangements are excluded from this group.

43 Short-term and casual employees

149. Short-term and casual employees are employees with short-term employment arrangements and/or without a guaranteed minimum number of hours of work per pay period. They are workers employed for pay, in formal or informal jobs, who have arrangements whereby:

- (a) there is no guarantee to offer work or to perform work during a set period; or
- (b) the arrangement is of a short-term nature, with a duration of less than three months from the first day of employment to the expected final day of employment.

150. This category includes two groups which may be separately identified if relevant in national circumstances: *short-term employees* and *casual and intermittent employees*:

- (a) *short-term employees* are those who are guaranteed a minimum number of hours of work and are employed on a time-limited basis with an expected duration of less than three months. They include:
 - (i) employees with contracts of employment with a duration of less than three months;
 - (ii) employees without formal arrangements or contracts when it is understood that the employment will be of a duration of less than three months; and
- (b) *casual and intermittent employees* are those who have no guarantee of employment for a certain number of hours during a specified period but may have arrangements of an ongoing or recurring nature. Depending on national circumstances and specific contractual arrangements pertaining to the job, this group includes employees engaged on a casual or intermittent basis, workers on zero-hours contracts, employees who are only paid when called in to work, and workers hired on a day-to-day basis.

151. Unless the total duration of the employment arrangement is less than three months, short-term and casual employees exclude:

- (a) workers with on-call working-time arrangements who are guaranteed a specified amount of employment per pay period; and
- (b) workers who are guaranteed to be offered work and to be paid for at least one hour per week.

44 – Paid apprentices, trainees and interns

152. Paid apprentices, trainees and interns are employees who perform any activity to produce goods or provide services for others, in order to acquire workplace experience or skills in a trade or profession and receive payment in return for work performed. Acquiring “workplace experience or skills” may occur through traditional, formal or informal arrangements whether or not a specific qualification or certification is issued. They are usually remunerated at a reduced rate compared to fully qualified workers. They include persons involved in:

- (a) paid formal or informal traineeships, apprenticeships, internships or other types of programmes, according to national circumstances; and
- (b) paid skills training or retraining schemes within employment promotion programmes, when engaged in the production process of the economic unit for which they work.

153. They exclude workers who are:

- (a) undergoing periods of probation associated with the start of a job;
- (b) undertaking general on-the-job training or life-long learning while in employment;
- (c) working without pay; and
- (d) contributing family workers who are undertaking training while working in an enterprise operated by a family or household member.

5 **Family helpers**

154. *Family helpers* are workers who assist a family or household member in the production of goods or provision of services for household consumption, in a market-oriented enterprise operated by that person, or in a job held by that person as an employee or dependent contractor. They do not make the most important decisions affecting the economic unit and do not have responsibility for it. They may benefit from the outputs of their work in cash or in kind through intra-household transfers but do not receive an agreed wage or salary.

155. Family helpers are classified into the following groups:

- 51 Contributing family workers*
- 52 Family helpers in own-use provision of services
- 53 Family helpers in own-use production of goods

51 Contributing family workers*

156. *Contributing family workers* assist a family member or household member in a market-oriented enterprise operated by the family or household member, or in a job in which the assisted family or household member is an employee or dependent contractor. They do not receive regular

payments, such as a wage or salary, in return for the work performed, but may benefit in kind or receive irregular payments in cash as a result of the outputs of their work through family or intra-household transfers, derived from the profits of the enterprise or from the income of the other person. They do not make the most important decisions affecting the enterprise or have responsibility for it.

52 Family helpers in own-use provision of services

- 157.** *Family helpers in own-use provision of services* assist a family or household member in the provision of services for household consumption. They do not make the most important decisions affecting the economic well-being of the household and do not have responsibility for its welfare or that of its members. They may benefit from the outputs of their work in cash or in kind through intra-household transfers but do not receive a wage or salary.

53 Family helpers in own-use production of goods

- 158.** *Family helpers in own-use production of goods* assist a family or household member in the production of goods for household consumption. They do not make operational decisions affecting the economic well-being of the household and do not have responsibility for its welfare or that of its members. They may benefit from the outputs of their work in cash or in kind through intra-household transfers but do not receive a wage or salary.

6 **Unpaid trainee workers**

- 159.** *Unpaid trainee workers* are persons in unpaid trainee work as defined in the most recent international statistical standards concerning work, employment and labour underutilization (Currently the 19th ICLS resolution 1, paragraphs 33 to 35). They are workers who during a short reference period, performed any unpaid activity to produce goods or provide services for others, in order to acquire workplace experience or skills in a trade or profession. Acquiring “workplace experience or skills” may occur through traditional, formal or informal arrangements whether or not a specific qualification or certification is issued. They are not paid in cash or in kind for work done or hours worked but may receive some form of support, such as transfers of education stipends or grants, or occasional in cash or in-kind support (e.g. a meal or drinks). They include persons involved in:

- (a) unpaid formal or informal traineeships, apprenticeships, internships or other types of programmes, according to national circumstances; and
- (b) unpaid skills training or retraining schemes within employment promotion programmes, when engaged in the production process of the economic unit for which they work.

7 **Organization-based volunteers**

- 160.** *Organization-based volunteers* are workers who perform any unpaid non-compulsory activities to produce goods or provide services for others through or for any type of organization or community group, including market and non-market units.

- (a) Included in this group are workers who produce goods or provide services for others through or for self-help, mutual aid, or community-based groups.

- (b) Excluded from this group are:
 - (i) unpaid trainee workers;
 - (ii) workers performing unpaid compulsory activities;
 - (iii) direct volunteers.

9 Other unpaid workers

- 161.** *Other unpaid workers* are unpaid workers who cannot be classified in any other groups in the International Classification of Status at Work. They include workers performing activities such as unpaid community service and unpaid work by prisoners, when ordered by a court or similar authority, and unpaid military or civilian service.

5.2 Definitions of additional categories in the International Classification of Status in Employment According to Type of Economic Risk (ICSE-18-R)

- 162.** The following aggregate categories in the International Classification of Status in Employment According to Type of Economic Risk (ICSE-18-R) are not included in ICSaW-18

F. Independent workers in household market enterprises

- 163.** Independent workers in household market enterprises are workers who operate an unincorporated market enterprise for profit, alone or with one or more partners or contributing family workers. They are not separate legal entities from the enterprises in which they work and may or may not be able to provide a complete set of accounts for the activities of the enterprise. This group therefore includes owner-operators of quasi-corporations as defined in the 2008 SNA.
- 164.** Independent workers in household market enterprises may be further disaggregated according to whether or not the enterprise employs one or more persons (including temporarily absent employees but excluding themselves, their partners and family helpers) to work on a regular basis as an employee, to form the following groups:

12 – Employers in household market enterprises

22 – Own-account workers in household market enterprises without employees

G. Owner-operators of corporations*

- 165.** *Owner-operators of corporations* are workers who hold a job in an incorporated enterprise (such as a limited liability corporation or limited partnership,) in which they:

- (a) hold controlling ownership of the enterprise alone, or together with other members of their families and/or one or a few partners; and
- (b) have the authority to act on behalf of the enterprise with respect to contracts with other organizations and the hiring and dismissal of employees, subject to national legislation regulating such matters and the rules established by the elected or appointed board of the corporation.

166. ‘Controlling ownership’ should be interpreted as having a decisive vote or veto on the appointed or elected board of the corporation or in meetings of shareholders, rather than necessarily holding an absolute majority of the shares.

167. Owner-operators of quasi-corporations as defined in the 2008 SNA are excluded from this group.

168. Owner-operators of corporations may be further disaggregated according to whether or not the corporation employs one or more persons (including temporarily absent employees but excluding themselves, their partners and family helpers) to work on a regular basis as an employee, to form the following groups:

11 – Employers in corporations

21 – Owner-operators of corporations without employees

Chapter 6. Cross-cutting variables and categories

- 169.** To provide complete and coherent statistics on work relationships, information is needed on characteristics of jobs and work activities that are not measured in the classifications of status at work and status in employment. This information should be presented through a set of variables and categories based on characteristics associated with the degree of risk, stability and permanence of a particular employment or work arrangement. They provide definitions for situations that may be represented in several categories of the classifications by status
- 170.** The standards for statistics on work relationships therefore include a set of variables and categories that provide information about various types of arrangement that may be represented in several categories in the classifications of status in employment and status at work. They are therefore referred to as “cross-cutting variables”. They can be combined in output with relevant status categories to construct output classifications relevant for national purposes.
- 171.** Many of the cross-cutting variables are essential elements of the framework. These variables are required to derive the categories in the ICSE-18, or are essential for the compilation of coherent statistics on work relationships – or both. Some are recommended for use in certain contexts only. The variables are therefore divided into three groups: (a) required to compile statistics on the detailed categories in ICSE-18; (b) essential for the compilation of coherent statistics on work relationships; and (c) recommended.
- 172.** The following cross-cutting variables are required to compile statistics on the detailed categories in ICSE-18:
- (a) duration of work agreement;
 - (b) type of employment agreement;
 - (c) contractual hours of work;
 - (d) forms of remuneration.
- 173.** While not required for the compilation of statistics on status in employment, the essential cross-cutting variables contribute to contextualisation of the work relationship, to the identification of important groups of interest and to the creation of essential national and international statistical output. Some of the essential variables can also be used for the identification of dependent contractors depending on the specific approach used to measure this group identifying dependent contractors. The essential cross-cutting variables and categories should be measured with some regularity for all statuses in employment and include the following:
- (a) duration of employment in the current economic unit;
 - (b) hours usually worked;
 - (c) full-time/part-time status;
 - (d) reason for non-permanence of job;
 - (e) preference or not for a non-permanent job;

- (f) seasonal workers;
- (g) place of work;
- (h) domestic workers;
- (i) home-based workers;
- (j) multi-party work relationships;
- (k) job-dependent social protection coverage;
- (l) paid annual leave;
- (m) paid sick leave.

174. The recommended cross-cutting variables can be used to provide statistical output on important characteristics of the work relationship that may be relevant in certain contexts only.. These variables are not required for the definition of status in employment and status at work and the need for statistics about them at the international level is less strong compared to the essential variables.

175. The recommended cross-cutting variables include the following:

- (a) number of employees in the economic unit in which the worker is employed;
- (b) main form of remuneration.
- (c) reasons for preferring a non-permanent job

6.1 Duration of the job or work activity

176. Since many of the detailed categories in ICSE-18 include jobs which differ significantly in their capacity to provide ongoing and full employment, statistics classified by status in employment, and particularly the subcategories of employees, should be complemented by information on both the duration of the work arrangement and on working time.

177. Two variables on the duration of the job or work activity are proposed in order to provide a full understanding of the stability of work relationships over time and to assess the extent to which workers without permanent employment relationships have ongoing employment and income security. These are *Duration of work agreement* and *Duration of employment in the current economic unit*. The first of these measures the time from the beginning to the end of an employment contract or oral agreement and the second measures the time elapsed since the worker started employment with a particular employer. The latter is needed to assess the stability and continuity of employment in cases where a worker has had a series of contracts with the same economic unit.

178. The draft resolution provides guidance for each variable on the treatment of recurring contracts including those interrupted by seasonality, on situations where work is mediated through labour hire agencies and on recommended measurement practices. A single set of duration categories is proposed for the presentation of statistics on both variables.

- 179.** Information on full-time/part-time status, usual hours worked, and contractual hours of work is essential to gain a full understanding of the nature of work relationships and for the identification of non-standard employment. The resolution does not propose new standards for these concepts but makes reference to the existing international standards for the measurement of working time.¹⁴

Duration of work agreement

- 180.** *Duration of work agreement* refers to the period of time from the beginning to the end of a written or oral work contract, or in the absence of a contract specifying the duration, to the date on which it is expected the employment will terminate. If the agreement does not specify the duration of the employment and there is no expected date or event on which the employment will terminate, other than the age or time for retirement, the duration is considered to be “without stated limit of time”. This variable is required for the derivation of the subcategories of employees but may also apply to unpaid trainees and volunteers.
- 181.** When a worker has had a series of ongoing renewed temporary contracts with the same economic unit, the duration of work agreement should be based on the duration of the current (most recent) contract.

Duration of employment in the current economic unit

- 182.** *Duration of employment in the current economic unit* refers to the time elapsed since the worker started work with a particular economic unit and can be applied to all statuses in employment. It provides a measure of the stability and continuity of employment, including in cases where a worker has had a series of contracts with the same economic unit. The concept of the duration of work in the current economic unit can also be applied to activities in forms of work other than employment.
- 183.** When a worker has had a series of renewed temporary engagements with the same economic unit, the duration of employment in that economic unit should be based on the total duration since the first engagement, unless the gap between engagements was one month or longer. In some special cases, for example when substitute or probationary teachers are typically engaged from the beginning to the end of the school year, a longer gap of up to three months may be applied.
- 184.** When a worker has been transferred between different establishments or locations within an enterprise, or enterprise group, or between different ministries or departments within the same government, duration in the current economic unit should be based on the highest level institutional unit considered as a single economic unit. For workers employed through agencies, for example in multi-party employment arrangements, the duration of employment should be with the agency not the client of the agency.

¹⁴ Resolution concerning the measurement of working time, adopted by the 18th International Conference of Labour Statisticians (November–December 2008). http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112455/lang--en/index.htm.

Categories for the presentation of statistics on duration of the job or work activity

- 185.** The following categories should be included in standard statistical outputs for the two variables describing the duration of the job or work activity:
- less than one month;
 - one to less than three months;
 - three to less than six months;
 - six to less than 12 months;
 - 12 to less than 18 months;
 - 18 to less than 24 months;
 - 24 to less than 36 months;
 - three years or more;
 - without stated limit of time.
- 186.** The category for “without stated limit of time” should also be included in data collection and statistical outputs on duration of work agreement but is not required for duration of employment in the current economic unit . To facilitate analysis of the data collected, it is preferable to collect information for the duration variables using questions that do not include pre-defined categories other than “without stated limit of time”.

6.2 Working time

- 187.** Information on full-time/part-time status, hours usually worked and contractual hours of work is required to gain a full understanding of the nature of work relationships and for the identification of non-standard employment. Statistics on these variables should be compiled in accordance with the most recent international standards for statistics on working time (currently the 18th ICLS Resolution concerning the measurement of working time¹⁵). Information on contractual hours of work is required to determine whether employees have arrangements that provide a guaranteed minimum number of hours of work and is essential for derivation of the subcategories of employees.
- 188.** Hours usually worked and contractual hours of work are both defined in the 18th ICLS resolution concerning the measurement of working time. This resolution does not, however, provide a threshold for the definition of full-time hours of work, as this varies significantly between industries, employers, occupations and countries.

¹⁵ Resolution concerning the measurement of working time, adopted by the 18th International Conference of Labour Statisticians (November–December 2008). http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_112455/lang--en/index.htm.

Full-time part-time status

- 189.** According to the ILO Part-Time Work Convention, 1994 (No. 175), “the term part-time worker means an employed person whose normal hours of work are less than those of comparable full-time workers” and “the term comparable full-time worker refers to a full-time worker who:
- (i) has the same type of employment relationship;
 - (ii) is engaged in the same or a similar type of work or occupation; and
 - (iii) is employed in the same establishment or, when there is no comparable full-time worker in that establishment, in the same enterprise or, when there is no comparable full-time worker in that enterprise, in the same branch of activity,
- as the part-time worker concerned” (ILO 1994)
- 190.** The convention notes the normal hours of work of part-time workers may be calculated weekly or on average over a given period of employment. This suggests that part-time workers could be identified either on the basis of hours *actually* worked or hours *usually* worked as defined in the 18th ICLS Resolution concerning the measurement of working time. This resolution defined *hours usually worked* as “the typical value of hours actually worked in a job per short reference period such as one week, over a long observation period of a month, quarter, season or year that comprises the short reference measurement period used.”
- 191.** The 18th ICLS resolution also notes that “*Normal hours of work* are the hours fixed by or in pursuance of laws or regulations, collective agreements or arbitral awards to be performed in specified paid-employment jobs over a specified reference period, such as per day, week, month or year”. This is somewhat different from the concept of normal hours mentioned in the Part-Time Work Convention. However, it is the contractual hours of work or the hours usually worked that determine whether the hours worked in a particular job are less than what is considered to be normal full-time hours in a job of the same type. The ILO report to the 18th ICLS on the measurement of working time notes that “Full-time hours, although not defined internationally, may be defined in countries in reference to normal hours”.
- 192.** In view of all this, full-time/part time status refers, at least for the purposes of statistics on work relationships, to whether or not the employed person’s number of contractual hours of work or hours usually worked in a particular job is less than the number of hours considered to be full-time for that specific job.
- 193.** A job is *full-time* when the employed person is expected to work (based on contractual hours) or usually works at least the number of hours considered to be full-time for that specific job. Thresholds for what is to be considered full-time will typically vary between countries, industries, occupations or establishments.
- 194.** A job is *part-time* when the employed person is expected to work (based on contractual hours) or usually works less than what is to be considered full-time for that specific job.

6.3 Reasons for non-permanent employment

- 195.** Employment of a temporary or casual nature may be associated with characteristics of the job or of the labour market, the preference of the person, and the need for the person to balance

employment with other responsibilities. Three different dimensions capturing various aspects of reasons for non-permanent employment can therefore be identified: why the job is non-permanent, whether the temporary employment is voluntary or involuntary, and why the person has a non-permanent job. Statistics on these different dimensions of non-permanent employment may be compiled using the following three variables which are needed to provide a full understanding of statistics on temporary employment and duration of employment.:

- *Reason for non-permanence of job,*
- *Preference or not for a non-permanent job,*
- *Reasons for preferring a non-permanent job*

Reason for non-permanence of job

- 196.** *Reason for non-permanence of job* refers to the characteristics of the job that are reasons for it being of a temporary or casual nature. These statistics should be collected for all jobs of employees other than permanent employees and may be used to identify both seasonal jobs and paid apprentices, trainees and interns. Such statistics should also be collected for dependent contractors if relevant for national purposes. Depending on the measurement approach, information on the reason for non-permanence of job may be used to identify both seasonal jobs and paid apprentices, trainees and interns.
- 197.** Statistical outputs on reason for non-permanence of job should include at least the following categories:
- seasonal work;
 - trainee, apprenticeship or internship;
 - substitute work;
 - completion of a project;
 - employment creation programme;
 - period of service required before permanent contract granted;
 - other reasons
- 198.** *Seasonal work* refers to jobs whose timing and duration are significantly influenced by seasonal factors such as climatic seasons, holidays and agricultural preparations or harvests.
- 199.** *Trainee, apprenticeship or internship* refers to situations where the work is performed in order to acquire workplace experience or skills in a trade or profession through traditional, formal or informal arrangements whether or not a specific qualification or certification is issued. In general these workers have a fixed term contract or employment agreement.
- 200.** *Substitute work* or replacement work refers to cases where workers are employed to replace workers who are unavailable or absent due to illness, personal leave or other reasons such as strikes or termination of employment.
- 201.** *Completion of a project* refers to situations where a specific event such as the completion of a construction or other project will lead to termination of employment.

- 202.** An *employment creation programme* is an arrangement whereby workers provided by a government agency to perform work for another economic unit as part of a government-funded employment promotion programme.
- 203.** *Period of service required before permanent contract granted* refers to cases where a worker temporary contract or a series of temporary contracts but a permanent contract will be granted after a certain period of service
- 204.** Whilst the standards specify a minimum set of categories, other reasons could be identified separately if relevant in the national context. For example, a category such as ‘usual in this activity or occupation’ could be used to cover cases where the usual arrangement in an industry or type of work is to offer fixed term contracts which may be repeated or extended.

Preference or not for a non-permanent job

- 205.** Statistics on whether non-permanent employment is the person’s preference should be compiled as a separate variable: *Preference for a non-permanent job*. This refers to whether the person took a non-permanent job because he or she:
- (a) could not find a permanent job, or
 - (b) did not want a permanent job.

Reasons for preferring a non-permanent job

- 206.** Statistics on the *reasons for preferring a non-permanent job* refer to the situation of the person which may have resulted in the preference to take a non-permanent job. They may be compiled when relevant for national purposes. Such reasons may include:
- combining employment with education;
 - combining employment with a pension;
 - combining employment with unpaid care for children
 - combining employment with other family responsibilities;
- 207.** *Since the reasons for preferring a non-permanent job* are associated with the situation of the person, this variable is not required for the provision of information about the nature of the employment relationship. These reasons are nevertheless of significant interest for both employment and social policy as they may represent barriers to accessing the labour market, especially among women.
- 208.** *Combining employment with education* captures situations such as those where a person has taken a part-time temporary job, or a casual job, in order to provide the time or flexibility to participate in an educational programme. Paid trainees, apprentices and interns should not be included in this category.
- 209.** *Combining employment with a pension* includes cases where people have a preference for a non-permanent job because they are in receipt of a retirement, disability or other pension and prefers to have a non-permanent or casual job..

210. *Combining employment with unpaid care for children* refers to situations where the person prefers a non-permanent job in order to provide the time and or flexibility in hours worked to care for their own children, or those of family and household members or others, without pay.
211. *Combining employment with other family responsibilities* refers to situations where the person prefers a non-permanent job in order to provide the time and or flexibility in hours worked to fulfil family responsibilities such as caring for family members other than children, and providing services for household consumption such as domestic cleaning and meal preparation.

6.4 Type of employment agreement

212. A variable *type of employment agreement* is needed to provide information on whether an employee has a written contract or an oral agreement. A question on type of employment agreement is required for sequencing questions and also provides an indication of the stability of the arrangement.
213. Type of employment agreement should not be used directly to measure informality, since workers with oral agreements can be subject to social protection, and workers with written contracts may or may not meet the criteria for formality.
214. At a minimum, categories for “written contract” and “oral agreement” should be used in statistical outputs. Statistics indicating whether the agreement is collective or individual should also be compiled from relevant statistical sources.
215. Categories for ‘Written contract’, ‘Oral agreement’ and ‘No contract’ are likely to be required as response categories in household survey questionnaires, since some workers such as casual day labourers may not consider that they have any kind of contract or agreement with an employer. The last two response categories should be aggregated in output.

6.5 Form of remuneration

216. The concept of *form of remuneration* refers to the basis on which a worker is paid, rather than to the form of payment (e.g. cash or in kind). It should specify the information relevant to understand the nature of the employment relationship, but not necessarily other aspects of remuneration. Two variables related to the form of remuneration are specified:
- *Forms of remuneration*, and
 - *Main form of remuneration*

Forms of remuneration

217. The variable “forms of remuneration” provides information about all forms of remuneration received by the worker in a particular job. It is required to assist with identification of the status in employment categories. For example, workers who are paid a wage or salary for time worked cannot be classified as dependent contractors or as contributing family workers. Main form of remuneration

- 218.** The recommended variable *main form of remuneration* complements the essential cross-cutting variable forms of remuneration and provides information regarding the main form of remuneration. If a person has more than one form of remuneration, then the form of remuneration that has the largest share of the total remuneration per pay period should constitute the main form.

Form of remuneration categories

- 219.** At a minimum, the following categories are needed for both form of remuneration variables:

- for time worked (including wage or salary);
- by the piece;
- commission;
- fee for services;
- determined by profit or loss;
- tips from clients;
- other.

Payment for time worked

- 220.** Payment *for time worked* refers to remuneration in cash or in kind for the volume of work performed calculated according to the number of hours, days, weeks or months actually worked, the contractual hours worked, or as an annual salary. For the purposes of determining the status in employment of a worker, payments for time not worked, including annual vacation and other paid leave; public holidays and other recognized holidays; temporary halt or slow-down of production, short-time working; other time off granted with pay (e.g. for personal and family reasons, civic duties, union responsibilities, training and education); paid sick leave, should be considered as if they were for time worked.

- 221.** In general, workers paid for time worked are classified as employees, or as owner-operators of corporations. However, when payments are made according to the terms of a commercial contract with a fee schedule calculated on the basis of working time, or expected working time, other statuses in employment should be considered.

Payment by the piece

- 222.** *By the piece* refers to payment of a fixed amount in cash or in kind (piece rate) for each good produced, task completed, or service provided.

- 223.** In general, workers paid by the piece are classified as employees. Other statuses in employment should be considered, however, when:

- (a) payments are made according to the terms of a commercial contract with a fee schedule calculated on the basis of the number of goods produced or services provided;
- (b) payments are made by the piece if the work is not performed on the premises of the economic unit paying for the work (in their own home or some other place) AND the economic unit does not take responsibility for payment of social contributions or withholding of taxes on behalf of the worker.

Commission

- 224.** A *commission* is a sum of money that is paid to an employee upon completion of a task, usually the task of selling a certain amount of goods or services. It can be paid as a percentage of the sale or as a fixed amount based on sales volume.¹⁶
- 225.** Workers paid by commission only may be classified as employees. Other statuses in employment should be considered, however, when:
- (c) payments are made according to the terms of a commercial contract with a fee schedule calculated on the basis of the number or value of sales made, goods produced, or services provided;
 - (d) the work is not performed on the premises of the economic unit paying for the work AND that economic unit does not responsibility for payment of social contributions or withholding of taxes on behalf of the worker.

Fee for services

- 226.** *Fee for services* refers to payments made to workers employed for profit according to the terms of a commercial agreement for the supply of goods or provision of services.

Determined by profit or loss

- 227.** Remuneration is determined by profit or loss when payment is dependent on the level of profits or loss made by the economic unit for which the work is performed. The remuneration of Independent workers in household market enterprises, Dependent contractors, and Owner-operators of corporations is wholly or partly determined by profit or loss. Employees may also receive profit-related pay through profit-sharing bonuses, share options and other profit-related payment schemes.¹⁷

Tips from clients

- 228.** *Tips from clients* refer to gratuities paid to workers by clients, at the discretion of clients, in appreciation for the provision of services. Tips may be received directly from the client, pooled and shared by all employees or indirectly from an employer.
- 229.** Workers in all statuses in employment may receive tips from clients. In some regions “tips from clients” may be the only type of payment received for certain occupations such as waiters or bag fillers in supermarkets. When this is the case it is likely that the workers concerned would meet the criteria to be classified as dependent contractors.

¹⁶ Doyle Alison. 2018.

¹⁷ ILO. 1998 Resolution concerning the measurement of employment-related income, adopted by the Sixteenth International Conference of Labour Statisticians (October 1998)

Other

230. *Other* includes all forms of remuneration that are not included in the categories defined above.

6.6 Seasonal workers

231. *Seasonal workers* are those with jobs or work activities whose timing and duration are significantly influenced by seasonal factors such as climatic seasons, holidays and agricultural preparations or harvests. For dependent workers, this implies that the job can only be carried out during a limited period of the year due to seasonal factors. For independent workers it implies that the main activity can only be carried out during a limited period of the year due to seasonal factors and that the business therefore only operates during a certain season of the year.

232. For non-permanent employees and dependent contractors, seasonality should be measured as part of the reasons for non-permanent employment. For independent workers and contributing family workers, information is needed on whether the business operates all year round or only during a certain season of the year. When ongoing contracts for employment only at particular times of the year are common in a country or region, information about seasonality may need to be collected in a household survey using dedicated questions for workers in relevant industries or occupations. For accurate measurement of seasonality, data collection is required at different times during the year, covering all active and inactive seasons.

6.7 Type of workplace

233. *Type of workplace* provides information on the type of location where the work is usually performed. When work is regularly performed in more than one type of location, this variable should be based on the main place of work. Thus, if a worker teleworks from home on an occasional basis, but spends most working time at the employer's premises, the main place of work should be the employer's premises.

234. Information on the type of workplace is needed to identify workers such as home-based workers, domestic workers and workers in multi-party employment relationships. For workers in multi-party work relationships the place of work recorded should be the place where the work is actually performed, not the employer's place of work, for example in the case of those working for temporary employment agencies. In some contexts, information on the place of work is relevant for the identification of dependent contractors. As a variable in its own right it is relevant for the identification of workers whose place of work may expose them to risk, such as on the street, or of home-based workers of all employment statuses.

235. Statistics on the following categories are required at a minimum to assist in the identification of the groups mentioned above and for analysis of employment relationships:

- own home (or area outside);
- client's or employer's home;
- employer's workplace or site;
- own business premises;
- own household farm;

- client's workplace or site;
- water, air or land-based vehicle;
- door-to-door
- street or other public space;
- market;
- no single type of location;
- other type of location.

236. Countries may choose to add questions or categories for their own analytical purposes. Where there is a need for information on work through internet platforms this should be captured as a separate variable rather than as a category of place of work, which would refer to the type of place where the Internet is usually accessed.

Definitions of type of workplace categories

Own home (or area outside)

237. Own home (or area outside) refers to the residential building or other type of dwelling in which the worker normally resides.

238. Included in this category are:

- (a) rooms within the residential premises which would normally be used for residential purposes;
- (b) outbuildings such as sheds and garages intended for residential purposes;
- (c) outside areas immediately adjacent to the residence such as yards and gardens;
- (d) vehicles used primarily for residential purposes such as houseboats, residential yachts, mobile homes and caravans;
- (e) work camps when the worker lives and works in the work camp. If significant numbers of workers are accommodated in work camps, however, it may be preferable to provide a separate category for work camps.

239. Excluded from this category are:

- (a) premises such as retail shops or repair workshops attached to the residence that are not an integral part of the residence (if, for example, they have their own entrance);
- (b) agricultural and garden plots used primarily for the purposes of crop, livestock, forestry, fishery and aquaculture production;
- (c) residential accommodation occupied by domestic workers within the employer's residence.

Client's or employer's home

- 240.** The *client's or employer's home* refers to the residential building or other type of dwelling in which the worker's client or employer normally resides. For employees the concept of clients should be understood as the employer's clients. It includes:
- (a) outbuildings such as sheds and garages intended for residential purposes, outside areas associated with the residence such as yards and gardens;
 - (b) residential accommodation occupied by domestic workers within the employer's residence.

Employer's workplace or site

- 241.** The *employer's workplace or site* is the place where the worker's employer carries out some or all of its productive activities, such as a factory, mine, construction site, farm, office building, shop, restaurant, warehouse or other type of business premises. Workers who move around in their job or work activity but have a fixed-base location to which they report daily are included in this category. Excluded from this category are business premises of an enterprise owned by the worker.

Own business premises

- 242.** *Own business premises* refer to a place intended for business purposes where an enterprise owned and operated by the worker carries out some or all of its productive activities, such as a factory, mine, office building, shop, restaurant or warehouse. Included are premises such as retail shops or repair workshops attached to the residence that are not an integral part of the residence (if, for example, they have their own entrance). The premises may be owned, leased or rented by the worker or his or her enterprise.

- 243.** Excluded from this category are:

- (a) rooms within the worker's residential dwelling that would normally be used for residential purposes,
- (b) outbuildings such as sheds and garages intended for residential purposes,
- (c) outside areas immediately adjacent to the worker's residence such as yards and gardens;
- (d) vehicles operated from the worker's residence;
- (e) household farms;

Own household farm

- 244.** The worker's *own household farm* is land owned or leased by the worker, or by members of the worker's household, for the purposes of crop, livestock, forestry, fishery or aquaculture production. The household dwelling may be located on the household farm or may be located elsewhere.

Client's workplace or site;

- 245.** The *client's workplace or site* is the place where the worker's client carries out some or all of its productive activities, such as a factory, mine, construction site, farm, office building, shop, restaurant, warehouse or other type of business premises. For employees the concept of clients should be understood as the employer's clients

Water, air or land-based vehicle

- 246.** A *water, air or land-based vehicle* is a vehicle such as a car, bus, truck, train, boat, ship or aircraft. Vehicles used primarily for residential purposes such as houseboats, residential yachts, mobile homes and caravans are excluded. This category is restricted to workers who, in performing the tasks and duties of their job, travel in different areas and who do not report daily in person to a fixed location as a work base. It does not distinguish the ownership of the vehicle i.e. whether it is owed by the worker, employer or the client. Ownership of the vehicle would be a sub-categorisation of the category.

Door-to-door

- 247.** *Door-to-door* refers to going from one house or building in an area to another, usually on foot, to sell or provide goods and services without prior agreement or appointment.

Street or other public space

- 248.** A *street or other public space* is a covered or outdoor space that is open to the public, such as a street, highway, public park, car park or railway station. Workers such as street vendors, push-cart operators, and operators of street stalls that are removed at the end of each day are included in this category. Door-to-door vendors and operators of stalls in markets are excluded.

Market

- 249.** A market is a covered or open area that is formally or informally designated as a space for the sale of goods or services. Market stalls or similar constructions may be erected and removed on a daily basis, or allocated to vendors on a regular or occasional basis. The goods for sale are generally removed at the end of each working day.

No single type of location

- 250.** *No single type of location* applies when the work is usually performed in more than one type of location. In these cases, there is no usual or main type of location, and there is no fixed-base location to which the worker reports daily.

Other type of location

- 251.** Other type of location refers to any type of location not included in the categories listed above.

Place of work in population and housing censuses

- 252.** The Principles and Recommendations for Population and Housing Censuses, Revision 3, published by the United Nations in 2017, provides advice on two main topics related to the place

of work of person in employment: *type of workplace* and its *geographic location*.¹⁸ The type of workplace refers to the nature of the place where the person performed his or her main job.

253. Although the *type of workplace* variable specified in the standards for statistics on work relationships is not restricted to the main job, it measures the same concept as type of workplace in the census recommendations. Three main categories, or a variation thereof necessitated by national circumstances, are recommended for classifying the type of workplace in the census:

- (a) Work at home
- (b) No fixed place of work
- (c) With a fixed place of work outside the home

254. As shown in Table 1, the more detailed ILO type of workplace categories described above can be included in within these census type of workplace categories. It is not clear from the descriptive information in the Census recommendations, however, whether the type of workplace of domestic workers who reside in their employer's residence should be classified as *Work at home* or as *With a fixed place of work outside the home*. The correspondence shown in Table 1 would include them in the latter category, as they are included in the ILO category *Client's' or employer's home*

Table 1. Correspondence between census type of workplace categories and ILO place of work categories

Census type of workplace categories	ILO place of work categories
Work at home	Own home Own household farm
No fixed place of work	Water, air or land-based vehicle Door-to-door Street or other public place Market No single type of location
With a fixed place of work outside the home	Client's or employer's home Employer's workplace or site Own business premises Client's workplace or site
-	Other type of location

¹⁸ United Nations. 2017.

6.8 Domestic workers

255. The ILO defines domestic work and domestic worker in the Domestic Workers Convention, 2011 (No. 189), as follows:

- (a) the term *domestic work* means work performed in or for a household or households;
- (b) the term *domestic worker* means any person engaged in domestic work within an employment relationship; and
- (c) a person who performs domestic work only occasionally or sporadically and not on an occupational basis is not a domestic worker.

256. It is widely recognized that domestic workers are particularly vulnerable to exploitation. They are among the lowest-paid of all workers and frequently do not enjoy the same social and legal protections as other workers. An ILO report on domestic workers published in 2013 estimated that the number of domestic workers totalled at least 52.6 million men and women across the world in 2010 and that domestic work accounts for 7.5 per cent of women's wage employment world-wide.¹⁹

257. Statistics are needed to measure not only the total numbers of domestic workers and their characteristics, but also shifts over time between unpaid domestic work provided by household members and paid domestic work, and between paid domestic work performed by workers employed directly by households and those employed by third party agencies or for profit. This implies the need for measurement of all domestic work in different forms of work, and for statistics that are not restricted to workers who perform domestic work on a regular basis as employees of households.

258. Since the definitions in Convention No. 189 are not sufficiently precise and have various limitations if used directly for statistical purposes, the draft resolution concerning statistics on work relationships provides a general statistical definition of domestic work and a definition of domestic workers for use in statistics on employment. This will allow the provision of comprehensive statistics on the various circumstances in which domestic work is performed, including when it is mediated through agencies or Internet applications, and through independent domestic services providers.

Definition of domestic work for statistical purposes

259. Domestic work is defined for statistical purposes as "all work performed in or for a household or households to provide services mainly for consumption by household members". Domestic work is performed with payment made to employees of the household, to agencies that provide domestic services to households and to self-employed domestic service providers. Domestic work is performed unpaid by household members or by persons not residing in the household, such as family members, neighbours and volunteers.

¹⁹ ILO 2013

Domestic workers in statistics on employment

- 260.** In statistics on employment domestic workers are defined as workers of any sex employed for pay or profit, including in-kind payment, who perform work in or for a household or households to provide services mainly for consumption by the household. The work may be performed within the household premises or in other locations.
- 261.** Workers directly engaged as employees by households to provide services for consumption by household members are counted as domestic workers and defined as *domestic employees*, irrespective of the nature of the services provided. Workers in employment who provide services within or for a household or households but are not employed directly by a household, are considered to be domestic workers if the nature of the work performed mainly comprises domestic services such as cleaning, childcare, personal care, food preparation, gardening, driving and security.
- 262.** Domestic workers do not include:
- (a) workers employed for profit and employees of economic units other than private households who provide services to households that are not considered to be domestic services, for example, services consumed by the household related to educational training (home tuition) or related to maintenance and preservation of physical goods of the dwelling such as electrical installation and repair, plumbing, etc.;
 - (b) workers who mainly provide services to household market enterprises;
 - (c) workers who provide services frequently provided by domestic employees such as laundry, childcare and personal care, when the work is performed in the workers own business premises or residence, unless the service is provided as part of a job in which the worker is engaged directly as an employee of the household.

Statistical measurement of domestic workers

- 263.** There are four commonly used approaches to measuring domestic workers in household surveys: industry-based; occupation-based; status in employment-based; and based on the relationship to the head of the household. All of these approaches have limitations and are unlikely to identify domestic workers in all employment statuses. Moreover, the use of a special category for domestic employees in the classification of status in employment is not compatible with the current proposals for subcategories of employees.
- 264.** The draft standards for statistics on work relationships propose a solution for the measurement of all domestic workers. Domestic employees are identified using the industry-based approach, which may be derived from both the industry and the institutional sector questions. Self-employed domestic workers can be identified based on occupation and place of work. Domestic workers employed by agencies are identified by a combination of industry, place of work and occupation. The occupations used for the measurement of domestic workers not employed directly by households should be those commonly held by domestic employees, identified on the basis of empirical analysis of occupation data on domestic employees in the national context. Since in many countries it is likely that the numbers of domestic workers with these arrangements will be very small, it may be necessary to undertake such analysis only periodically.

265. Domestic employees may be identified in statistical collections when the economic activity of their employer is equivalent to ISIC Rev.4 Division 97, Activities of households as employers of domestic personnel²⁰. Other domestic workers may be identified in statistical collections if their occupation is one of those commonly held by domestic employees, and their main place of work is the client's residence. Analysis of these occupations by type of workplace may also allow the identification of other workers not considered to be domestic workers, but who perform services frequently provided by domestic workers (such as laundry, childcare and personal care) in settings such as their own home or workplace, or in the workplace of agencies providing such services.

Classification of domestic workers

266. Based on the statistical definitions of domestic work and domestic workers, the following categories of domestic workers in employment may be identified:

- (a) domestic employees, defined as all workers engaged directly as employees of households to provide services mainly for consumption by the household members, irrespective of the nature of the services provided including:
 - (i) live-in domestic employees;
 - (ii) live-out domestic employees;
- (b) domestic workers employed by service providers; and
- (c) domestic service providers employed for profit.

267. *Live-in domestic employees* are employed to provide services for consumption by household members and live on the same premises as their employers. They may be identified in statistical collections on the basis of information on the economic activity of the employer, their place of work and their place of residence. They may also be identified by information on the relationship between each person living in the household dwelling and the household reference person. They do not form part of their employer's household even though they may be provided with accommodation and meals as remuneration in kind. They should be treated as belonging to separate households from the households in which they are employed.²¹

268. *Live-out domestic employees* are employees of households who provide services for consumption by household members and do not live on the same premises as their employers. They may be identified in statistical collections on the basis of information on the economic activity of the employer, the place of work and the place of residence.

269. *Domestic workers employed by service providers* are engaged as employees by economic units other than private households to provide domestic services in private households, in a multi-

²⁰ In most countries data on employment classified at 1-digit level to ISIC Rev 4, Section T, or to its equivalent in ISIC revisions 3 and 3.1, Section P, will be sufficient to uniquely identify domestic employees.

²¹ SNA 2008.

party employment arrangement. They may be identified in statistical collections if their occupation is one of those commonly held by domestic employees, the place of work is the client's residence and their status in employment is employee.

- 270.** *Domestic service providers employed for profit* provide domestic services to private households as independent workers, contributing family workers or dependent contractors. They may be identified in statistical collections if their occupation is one of the occupations commonly held by domestic employees, the place of work is the client's residence and their status in employment is independent worker or dependent contractor.

6.9 Home-based workers

- 271.** *Home-based workers* are workers whose main place of work is their own home. They may be employers, independent workers without employees, dependent contractors, employees or contributing family workers.

6.10 Multi-party work relationships

- 272.** A multi-party work relationship is a contractual arrangement involving a dependent worker, an economic unit for which the work is performed, and a third party. Workers with these arrangements are not directly employed by the economic unit to which they provide their services. They may be employees of the third-party economic unit, or they may be dependent contractors whose access to raw materials, clients or the market is controlled by the third-party economic unit.

Employees with multi-party work arrangements

- 273.** The concept of multi-party *employment* arrangements, whereby an employee is paid by one enterprise to perform work for another enterprise, exists in many countries. Traditionally this group has been referred to as 'employees in *triangular* employment arrangements', but more recently this has been adapted to '*multi-party* employment arrangements'.
- 274.** Multi-party arrangements for employees are mediated by an institutional unit that acts as the employer and makes the worker available, on a temporary or permanent basis, to work for another economic unit while paying the wage or salary of the employee.
- 275.** Two main groups of employees with multi-party employment arrangements can be identified:
- (a) Labour hire employees
 - (b) Employees providing outsourced services

In some countries, a third group may also be identified:

- (c) Workers in employment promotion schemes
- 276.** *Labour hire employees* are supplied by an agency to work for another enterprise under the supervision of the user enterprise. They are engaged by private employment agencies, such as labour hire agencies, temporary employment agencies, or other labour providers (labour

brokers, labour outsourcing agencies, labour despatchers, labour subcontractors), that supply and pay the workers but are not generally involved in supervision of the work

- 277.** *Employees providing outsourced services* who are engaged by one enterprise to provide, on a regular basis, specific service, that their employer has contracted to provide to another enterprise or to a household, usually under the partial supervision of the client. Their employers include but are not limited to service provision agencies such as nursing agencies, domestic or office cleaning service providers, security service providers, and information technology services providers. The employing agency may supervise some elements of the work and establish standards of service, while the client may also provide day-to-day supervision over work performed.
- 278.** *Workers in employment promotion schemes* are workers provided by a government agency and paid by that government agency to perform work for another economic unit as part of a government-funded employment promotion programme. Excluded from this group are workers who are required to work as a condition of continued receipt of social benefits²².
- 279.** Distinguishing between the three groups of employees with multi-party employment arrangements is important to inform policy debate. While there is strong demand for statistical information about all groups, the provision of information about the first group (labour hire employees) should be a priority. Although some workers with these arrangements have very similar social protections and conditions to other workers and may benefit from a degree of flexibility associated with temporary agency work, there are also policy concerns about excessive use of such arrangements and their impact on working conditions.
- 280.** The blurring of the boundaries between these groups, both conceptually and in the minds of survey respondents, however, inevitably results in measurement difficulties. In all of these cases, the work is not mainly performed at the premises of the agency that pays the employee. The place of work is usually the premises of the client but may be some other place. This group of workers may therefore possibly be identified in statistical sources through questions on who is responsible for payment of wages and salaries, and the place of work. Since the concept of multi-party employment relationships is broad and complex, often changing depending on national laws, it is not possible, however, to provide advice on a single approach to data collection or a single data source.
- 281.** Household surveys, establishment surveys and administrative registers are all important potential sources of data on multi-party employment arrangements. Several countries have used estimates from administrative sources and/or establishment surveys in preference to household survey data. Household surveys are nevertheless an important and valuable source of data both for the purposes of international comparability, and to obtain complete information on the characteristics of workers with these arrangements.
- 282.** In view of national differences in the legal situation with respect to labour outsourcing, the optimum measurement approach in household surveys will vary from country to country. When

²² Persons who are required to perform work as a condition of continued receipt of a government social benefit such as unemployment insurance are excluded from employment according to the 19th ICSLS Resolution 1 (Paragraph 31(c)) They may not therefore be counted as employees but may nevertheless be considered to be in a multi-party work relationship.

data on multi-party employment arrangements are collected using Labour Force Surveys, two main approaches can be identified: (1) type of employment contract; and (2) who pays the wage or salary.

- 283.** The first approach involves asking a direct question about the type of employment contract or arrangement that the worker has. This may be suitable in situations where there is a clearly defined and well understood type of employment contract for labour outsourcing.
- 284.** The second approach involves asking a question on whether the worker is paid directly by the economic unit for which the work is performed, or by another agency. This may need to be used in conjunction with a question on place of work, in order to exclude those workers who work directly for an employment agency, for example, as administrative staff. The distinction between labour outsourcing and subcontracted service provision could be made either by providing a separate response category as part of the “who pays” question (for example, temporary employment agency, labour broker) or based on the industry of the employer.
- 285.** Several potential problems need to be addressed at the national level, however, if this second approach is to be used effectively. Firstly, experience has shown that survey respondents may have difficulty in accurately responding to questions on who pays for the work performed. Secondly, correct reporting and coding of the industry of the employer may also be a problem when there are multi-party employment arrangements. In Labour Force Surveys in several countries, the industry of the economic unit for which the work is performed is recorded for agency workers, rather than the industry of the employer.²³

Dependent contractors with multi-party work arrangements

- 286.** In the case of dependent contractors, multi-party work arrangements exist when an intermediary supplies raw materials and receives the goods produced by the dependent contractors, or else access to clients or work is controlled by an intermediary, typically using the Internet. The contractor may be paid directly by the client, or payment may be received only through the intermediary that benefits from the work performed by the contractor.

²³ More detailed information on these measurement issues can be found in Barnat, and Hunter, 2018, *Multi-party work relationships: Concepts, definitions and statistics*, available during the 20th ICLS as Room Document 9

6.11 Variables related to the measurement of informal employment relationships

287. Three variables related to the measurement of informal employment are required to understand the degree of social protection available to workers and the extent of economic risk to which they are exposed in the event of absence from work:

- (a) job-dependent social protection;
- (b) access to paid annual leave;
- (c) access to paid sick leave.

288. These variables are related to the economic risk to which the employee is exposed and are useful to assess the impact of new or non-standard forms of employment on access to leave and social protection. They are recognised as possible criteria for measuring informal employment among employees in the 17th ICLS guidelines concerning a statistical definition of informal employment. They are also frequently used by countries when measuring informal employment among employees. These three cross-cutting variables are not sufficient to measure informal employment, however. Comprehensive measurement of informal employment also requires the identification of informal employment among workers with all statuses in employment. This would require additional information that is not specified in the draft resolution.

Job-dependent social protection

289. *Job-dependent social protection* provides information on whether the person is entitled to social protection as the result of employment in a particular job. It therefore excludes “universal” protection schemes that are not dependent on the person’s job.

290. When measuring job-dependent social protection, the national context and labour laws should be taken into account. Measurement may be based on one or more specific forms of social protection (e.g., occupational injury insurance, old-age benefits, health insurance or unemployment insurance) depending on the national context.

Access to paid annual leave

291. *Access to paid annual leave* refers to the worker’s entitlement and ability to take paid time off granted by the employer. The number of days granted by the employer may vary between countries but also within the same country (e.g. between different industries and occupations) depending on national labour laws and regulations. It is not sufficient to have a legal right to paid annual leave if the worker does not have access to it in practice. Workers who are able to receive compensation for unused leave, however, should be regarded as having access to paid annual leave.

Access to paid sick leave

292. *Access to paid sick leave* refers to the worker’s entitlement and ability to take paid leave from employment due to personal sickness or injury. The paid sick leave should be dependent on the worker’s job and therefore excludes schemes that are not related to having a particular job. The number of days for which the worker can receive payment during sickness or injury may vary

between countries but also within the same country depending on national labour laws and regulations. It is not sufficient to have a legal right to paid sick leave if the worker does not have access to it in practice.

6.12 Number of employees in the enterprise in which the worker is employed

- 293.** Number of employees in the enterprise in which the worker is employed refers to the number of employees employed on a regular basis in the enterprise for which the person works in a particular job or work activity. When enterprises have more than one establishment all employees in all of its establishments within the country should be included.
- 294.** This variable complements the distinction between independent workers without employees and employers by providing information about the size of the enterprise. It is particularly relevant for the compilation of statistics on entrepreneurship.
- 295.** The information should be collected for all employers or for all independent workers. If there is a desire to collect information about the size of the enterprise for employees, information about the number of employees in the enterprise may also be collected but might be subject to significant respondent error, as many employees may not know the precise number of employees in the enterprise.
- 296.** Owner-operators of enterprises, including business partners and owner-operators of corporations, should be excluded from the number of employees in the enterprise, even if they are registered as employees of the enterprise they own and operate. Contributing family workers and dependent contractors should also be excluded.
- 297.** The following size classes are recommended and are consistent with those commonly used in business demography statistics (UN 2018):
- 0 employees;
 - 1 to 4 employees;
 - 5 to 9 employees;
 - 10 employees or more
- 298.** If there is a need to differentiate small enterprises, medium-sized enterprises and large enterprises, the last of these categories could be further disaggregated as follows:
- Small enterprises (10 to 49 employees);
 - Medium-sized enterprises (50 to 249 employees);
 - Large enterprises employ (250 or more employees).

Enterprises with fewer than 10 employees may be termed micro enterprises (OECD 2018).

Chapter 7 Notes on the treatment of specific groups of workers and types of work

299. In this Chapter we provide advice on the statistical treatment of selected specific groups of workers that are not separately identified in the proposed standards for statistics on work relationships. These groups were described in the 15th ICLS resolution concerning the International Classification of Status in Employment (ICSE) or are of current policy interest.

7.1 Work gang (crew) members

300. Work gang (crew) members are defined in ICSE-93 as workers who are members of a group of workers who have been engaged as a group on terms corresponding to those of 'paid employment' and where the employing organization has entered into a contract only with the crew leader or with an organizing agent for the crew, and not with the individual worker.

301. In ICSE-18 these workers are classified as employees. An inclusion statement in the ICSE-18 definition of employees makes this clear. In many instances, they would be included among workers with multi-party employment arrangements.

7.2 Franchisees

302. In ICSE-93, franchisees are described as workers who have explicit or implicit contracts with the owners of certain means of production (land, buildings, machinery, trade marks, etc.), holders of operational licences or suppliers of credit, which to a significant extent determine how the business is operated and require the payment of a specific part of total sales. The description notes that "Franchisees" who engage "employees" on a continuous basis should be classified as "employers".

303. In ICSE-18, franchisees who engage employees on a regular basis or who operate incorporated enterprises, will be classified as independent workers. If they have no employees however, and their business is not incorporated, they may fulfil the criteria to be classified as dependent contractors.

7.3 Sharecroppers

304. Sharecroppers are defined in ICSE-93 as workers who hold a 'self-employment' job and in this capacity have explicit or implicit contracts with the owners of certain means of production (land, buildings, machinery, etc.) or suppliers of credit or raw materials, which to a significant extent determine how the business is operated and require the payment of a part of total production. These workers would generally be classified in ICSE-18 as dependent contractors if they do not have employees on a regular basis.

7.4 Communal resource exploiters

305. Communal resource exploiters are described in ICSE-93 as workers who hold a "self-employment" job and in this capacity use a natural resource to which there are no individual property rights, but for which their community or the State may have certain management responsibilities.
306. Communal resource exploiters who are included in employment according to the 19th ICLS Resolution 1, could be included in any of the subcategories of Independent workers in ICSE-18 as they may or may not have employees on a regular basis and may or may not have incorporated their enterprise. The existence of community or State responsibilities for the management of natural resources would not generally imply a significant level of dependence. Those who exploit natural resources for own final use would be classified as workers in own-use production.

7.5 Workers in cooperatives

307. ICSE-93 defines the category *Members of producers' cooperatives* as workers who hold a "self-employment" job (cf. paragraph 7) in a cooperative producing goods and services, in which each member takes part on an equal footing with other members in determining the organization of production, sales and/or other work of the establishment, the investments and the distribution of the proceeds of the establishment amongst their members. The 15th ICLS resolution concerning ICSE also notes that 'employees' (cf. paragraph 8 of producers' cooperatives) are not to be classified to this group.
308. The ICSE-93 category is not used by most countries and is not identified as a separate category in the proposed new standards. The number of persons employed in this category is very small in almost all countries. This gives a misleading impression of the impact of cooperatives on employment, however, as employment in other types of cooperatives and of persons who are not members of the cooperative is not covered. In addition, since members of producer cooperatives are generally enterprises, rather than persons, the workers who own and operate these enterprises may frequently be classified in ICSE-93 as own-account workers or employers in their own enterprises, rather than as workers in the cooperative.
309. The draft Guidelines concerning statistics of cooperatives to be considered at the 20th ICLS²⁴ distinguish four main types of cooperatives based on the main interest of the members of cooperatives:
- i. Producer cooperatives;
 - ii. Worker cooperatives;
 - iii. Consumer/user cooperatives;
 - iv. Multi-stakeholder cooperatives.

²⁴ Provided as an Appendix to 20th ICLS Room document 20:
https://www.ilo.org/stat/Publications/WCMS_635966/lang--en/index.htm

- 310.** All of these types of cooperatives may provide employment of various types as well as other forms of work for both members and non-members. Three types of member are distinguished:
- i. Producer-members
 - ii. Consumer-members
 - iii. Worker-members
- 311.** Producer-members are the owner-operators of enterprises that are members of producer cooperatives and should in general be classified as independent workers in ICSE-18. They could in some circumstances be classified as dependent workers if their business depends significantly or entirely on the cooperative in terms of access to markets, organization or pricing of work (i.e., the cooperative implicitly or explicitly controls the activities of the members) and satisfy the criteria to be classified as dependent contractors.
- 312.** Consumer members may work for pay in their own cooperatives as employees, or may perform work without pay as organization-based volunteers.
- 313.** Worker-members of cooperatives are individuals who work in a cooperative which they jointly own. Like employee shareholders in other types of corporation, they have a vote on key decisions and on election of the board. Voting is based on membership (one member one vote) rather than on the share of capital, however. Since they do not have the same degree of control over the business as a majority shareholder they are classified in ICSE-18 as dependent workers. In addition, if worker-members of cooperatives were classified as independent workers, many of them might be classified as employers, since some worker cooperatives have employees who are not members. This could potentially result in misleading statistics on the number of employers.
- 314.** If worker-members of cooperatives are paid for time worked or for each task or piece of work done in the cooperative, they should be classified as employees of their own cooperative; if they are paid only in profit or surplus, or paid a fee per service, they should be classified as dependent contractors.

7.6 Internet mediated platform work

- 315.** Internet mediated work, or ‘platform work’ refers to employment that is organized or mediated through an internet platform when the worker is not an employee of the enterprise that operates the platform. The term ‘gig-economy’ is frequently used to refer to less structured work arrangements mediated through an internet platform. This term can also apply to a broader group of workers who may be engaged on a daily or single short task basis, including day labourers who obtain work by waiting at a particular place where employers pick up people to help with short-term tasks,²⁵ and freelance workers in entertainment who may be engaged for a single performance or ‘gig’. Internet mediated platform work uses modern technology to speed up the process of matching short-term tasks with workers who are seeking short-term work, and also

²⁵ Abraham et al, 2017

extends it to cover a wide range types of work, including taxi and delivery services, clerical work, domestic cleaning services and many more.

316. Eurofound has defined platform work as ‘an employment form that uses a platform to enable organisations or individuals to access other organisations or individually to solve specific problems or to provide specific services in exchange for payment²⁶. In their literature review of platform work, Rebecca Florisson and Irene Mandl identified the following main features of platform work as:

- Paid work organised through platforms
- Three parties involved: platform, client, worker
- Aim is to conduct specific tasks or solve specific problems
- Form of outsourcing/contracting out
- Break-down of ‘jobs’ into ‘tasks’
- On-demand services

317. They noted that, ‘since the main traded good is labour, not the material or capital good itself, sales platforms (like E-bay) or platforms on which access to accommodation is provided (like Airbnb)’ fell beyond the scope of this understanding of platform work. However, in such cases the activity does involve work on the part of the service provider that results in payment. It therefore constitutes employment. Platform work such as the provision of ride services (like Uber) also involve the commitment of a significant material resource (a vehicle) as well as the labour of the driver. In both cases, payment is facilitated and controlled by the platform. Key differences, however, are that with sales platforms and platforms providing access to accommodation it is usually the case that:

- (a) the price of the good or service provided is not controlled by the platform;
- (b) the work is not directly organized or controlled by the platform;
- (c) while access to clients is facilitated through the platform, the workers also have other ways of advertising their goods or services and of finding clients.

318. In the proposed standards for statistics on work relationships, internet mediated platform workers employed for profit should be classified as dependent contractors if the price of the good or service provided, organization of the work, or access to tasks or clients is controlled by the platform. Other workers who advertise their products and/or have payments facilitated through internet platforms would be classified as independent workers.

²⁶ Florisson and Mandl, 2018

7.7 Crowdwork

- 319.** Crowdwork may be considered as a specific type of internet-mediated platform work in which specific tasks are outsourced from a business or institution to an undefined mass of people through an internet application.²⁷ This process is referred to as ‘crowdsourcing’.
- 320.** Crowdwork platforms such as Amazon Mechanical Turk and Crowdfunder allow businesses to post small tasks that can be completed by workers remotely. The crowdworkers who perform these tasks may work from anywhere in the world, depending on the decisions of the platform and as long as they have a reliable internet connection.²⁸
- 321.** Crowdwork platforms can be ‘internal’, meaning they are used for a company’s in-house operations, or they can be ‘external’, whereby the work is posted for workers across the globe to complete. When crowdwork platforms are used for a company’s in-house operations and the tasks are completed by the staff of the company, these workers would generally be classified as employees.
- 322.** In ‘external’ crowdwork, there are typically three parties: the crowdsourcer (known as the requester or client), the intermediary (the platform) and the workers.²⁹ However, there can also be a direct relationship between the crowdsourcer and the crowdworker.³⁰ Workers who are neither employees of the requester, nor of the company operating the platform, perform the tasks as ‘independent contractors’ and are paid for each task that they complete, so long as their work is accepted by the requester. In the proposed standards for statistics on work relationships these workers are included among dependent contractors.

²⁷ Leimeister, Zogai and Durward, 2015

²⁸ Berg, 2016

²⁹ Berg, 2016

³⁰ Durward, Blohm and Leimester, 2016

References

- Abraham, K. et al. 2017. *Measuring the Gig Economy: Current Knowledge and Open Issues*. U.S. Census Bureau. Retrieved from: <https://aysps.gsu.edu/files/2016/09/Measuring-the-Gig-Economy-Current-Knowledge-and-Open-Issues.pdf>.
- Australian Bureau of Statistics. 2014. *Forms of Employment, Australia, November 2013*. Final Issue (Cat. No. 6359.0) (Canberra).
- Barnat, N, and Hunter, D. 2018, *Multi-party work relationships: Concepts, definitions and statistics*, Room Document 9, 20th International Conference of Labour Statisticians, 10-19 October (Geneva).
- Berg, J. 2016. *Income security in the on-demand economy: Findings and policy lessons from a survey of crowdworkers*. Conditions of Work and Employment Series No. 74. (LO) (Geneva).
- Bonin, H. and U. Rinne. 2017. *Omnibusbefragung zur Verbesserung der Datenlage neuer Beschäftigungsformen Kurzexpertise im Auftrag des Bundesministeriums für Arbeit und Soziales*. IZA Institute of Labour Economics. Retrieved from: http://legacy.iza.org/en/webcontent/publications/reports/report_pdfs/iza_report_80.pdf.
- Centre for Employment Relations. 2008. *Agency working in the UK: what do we know?* UK: Centre for Employment Relations. Retrieved from https://lubswww.leeds.ac.uk/fileadmin/user_upload/NEWS/ceric_agency_workers_report_01.pdf.
- Doyle, A. 2018. *Different Types of Commission Pay*, retrieved on 9 August 2018 from <https://www.thebalancecareers.com/what-is-commission-pay-2061954>
- Durward, D, Blohm, I and Leimeister, J.M.. 2016. *Crowd Work*. (Springer) (Wiesbaden)
- European Foundation for the Improvement of Living and Working Conditions (Eurofound). 2010. *Flexible forms of work: "very atypical" contractual arrangements* (Dublin).
- . 2010. *European Working Conditions Survey – Questionnaire*, Available at: <http://www.eurofound.europa.eu/surveys/european-working-conditions-surveys-ewcs/ewcs-2010/ewcs-2010-questionnaire>.
- . 2013. *Self-employed or not self-employed? Working conditions of 'economically dependent workers'*, Background paper (Dublin).
- . 2017. *Aspects of non-standard employment in Europe*. (Eurofound) (Dublin): Retrieved from https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1724en.pdf.
- Florisson, R .and Mandel, I. *Platform work: Types and implications for work and employment – Literature review*. (Eurofound) Retrieved on 10 August 2018 from

<https://www.eurofound.europa.eu/publications/report/2018/employment-and-working-conditions-of-selected-types-of-platform-work>

- Goudswaard, A.; Andries, F. 2002. *Employment status and working conditions*. European Foundation for the Improvement of Living and Working Conditions (Luxembourg).
- Hunter, D. 2013. *Revision of the International Classification of Status in Employment (ICSE-93)*, Room Document 8, 19th International Conference of Labour Statisticians, 2–11 October (Geneva).
- Koop, B and Edgar, J. 2016 *Current Population Survey Program. Electronically Mediated Work Question Cognitive Testing. Office of Management and Budget clearance for the 2017 Contingent Worker supplement, Appendix H*. Bureau of Labour Statistics, Washington D.C. United States of America.(available upon request)
- Leimeister, J. M. and Zogaj, Shkodran and Durward, David, *New Forms of Employment and IT -- Crowdsourcing* (2015). 4th Conference of the Regulating for Decent Work Network, 2015. Available at SSRN: <https://ssrn.com/abstract=2736953>
- International Labour Office (ILO). 1992. *Revision of the International Classification of Status in Employment*, Report IV, 15th International Conference of Labour Statisticians Geneva, 19–28 Jan. 1993 (Geneva).
- . 1993. *Report of the conference*, No. ICLS/15/D.6 (Rev.1), 15th International Conference of Labour Statisticians, Geneva, 19–28 Jan. 1993 (Geneva).
- . 1993. *International Classification of Status in Employment (ICSE-93)* (Geneva).
1994. *Part-Time Work Convention, 1994 (No. 175)* adopted at the 81st Session of the International Labour Conference, Geneva, 24 June 1994 (Geneva)
- . 1998. *Resolution concerning the measurement of employment-related income, adopted by the Sixteenth International Conference of Labour Statisticians* (Geneva).
- . 2008. *Report II: Measurement of working time*, 18th International Conference of Labour Statisticians, Geneva, 24 November–5 December 2008 (Geneva).
- . 2009. *Report of the Conference*, No. ICLS/18/2008/IV/FINAL, 18th International Conference of Labour Statisticians, Geneva, 24 November–5 December 2008 (Geneva).
- . 2011. *The employment relationship: A comparative overview*, edited by Giuseppe Casale (Geneva).
- . 2013a. *Towards the ILO centenary: Realities, renewal and tripartite commitment*, Report of the Director-General, Report I(A), International Labour Conference, 102nd Session, (Geneva).
- . 2013b. *Report II: Statistics of work, employment and labour underutilization*, 19th International Conference of Labour Statisticians, 2–11 October (Geneva).

- 2013c. *Resolution concerning statistics of work, employment and labour underutilization*. 19th International Conference of Labour Statisticians, 2–11 October (Geneva).
 - 2013d. *Domestic workers across the world: Global and regional statistics and the extent of legal protection* (Geneva).
 - 2015. *Non-standard forms of employment. Report for discussion at the Meeting of Experts on Non-Standard Forms of Employment*, 16–19 February (Geneva).
 - 2016. *Non-standard employment around the World: Understanding challenges, shaping prospects* (Geneva).
 - 2018. *Statistics of cooperatives*, Room Document 20, 20th International Conference of Labour Statisticians, 10-19 October (Geneva).
- OECD (2018), *Enterprises by business size (indicator)*. <https://data.oecd.org/entrepreneur/enterprises-by-business-size.htm> (Accessed on 21 August 2018)
- Pärnänen, A. and Sutela, F. 2013. *Self-employed workers: Selected literature review for the preparation of the 6th European Working Conditions Survey*, Background paper developed on request of the European Foundation for the Improvement of Living and Working Conditions (Eurofound) (Helsinki).
- Productivity Commission. 2006. *The Role of Non-Traditional Work in the Australian Labour Market*, Commission Research Paper (Melbourne).
- United Nations. 2008a. *International Standard Industrial Classification of All Economic Activities*, Revision 4, Statistical Papers, Series M, No. 4/Rev.4 (New York).
- 2008b. *System of National Accounts 2008* (European Communities, International Monetary Fund, Organisation for Economic Co-operation and Development, United Nations and World Bank) (New York)
 - 2014. *Empowering Women Entrepreneurs through Information and Communications Technologies – A Practical Guide*, United Nations Conference on Trade and Development (UNCTAD) Current Studies on Science, Technology and Innovation, No 9. (New York and Geneva).
 - 2017. *Principles and Recommendations for Population and Housing Censuses*, Revision 3, Statistical Papers, Series M No. 67/Rev.3. (New York)
 - 2018. *Guidelines on the use of statistical business registers for business demography and entrepreneurship statistics*, United Nations Economic Commission for Europe (forthcoming) (New York and Geneva)
- Waite, M. and Will, L. 2001. *Self-employed Contractors in Australia: Incidence and Characteristics*, Productivity Commission Staff Research Paper, AusInfo (Canberra).