20th ICLS

Proposed Indicators in the Draft Resolution on Work Relationships

Presentation corresponds to
paragraphs 131-136 in the draft Resolution

Monica Castillo

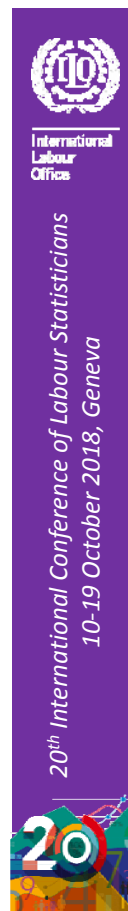**Department of Statistics / International Labour Office**

16 October 2018

Proposed indicators in the draft Resolution – Resolution §131

- **Introduction:**
  - **Set of indicators serving the principal objectives of the statistics should be selected by countries for dissemination**
    - As per relevant reporting periodicities, according to §124:
      - ICSE-18, same frequency as employment
      - Frequency for ICSaW-18 or subsets: depends on data availability

  - **Indicators should be computed for the target group as a whole and disaggregated given needs & reliability requirements, by:**
    - Sex
    - Age groups (including categories for youth)
    - Level of educational attainment
    - Geographic region, including urban and rural area
    - Other relevant characteristics

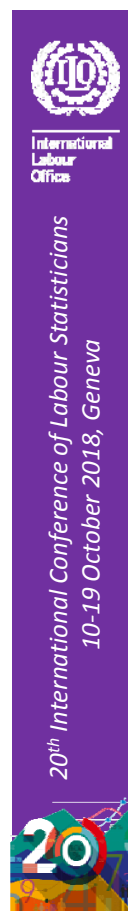## Proposed indicators related to ICSE-18 - Resolution §132 (intro)

- **To reflect national circumstances, set should comprise selected indicators** (from among those in §§ 132-136 below) **to monitor:**
  - labour market performance
  - the stability of employment relationships
  - exposure of the employed population to economic risk
  - participation in non-standard forms of employment

- **Selected set could be complemented with additional indicators to meet national needs**

Proposed indicators related to ICSE-18 - Resolution § 132 (a)

(a) Headcounts, usual hours worked, and rates calculated in relation to total employment of persons employed in the main job in the following groups:

i. independent workers;
ii. dependent workers;
iii. workers in employment for profit;
iv. workers in employment for pay;
v. each of the aggregate categories (A to G) defined in ICSE-18-A and in ICSE-18-R;
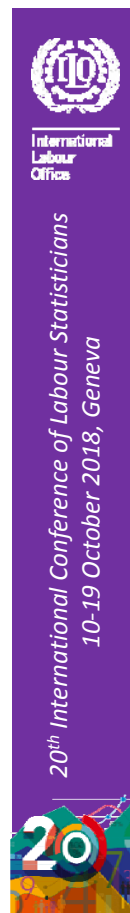vi. the ten detailed categories specified in ICSE-18;

Proposed indicators related to ICSE-18 - Resolution § 132 (b)

(b) headcounts and rates calculated in relation to total employment of persons employed in secondary jobs in the following groups:

    i.   dependent contractors;
    ii.   own-account workers in household market enterprises without employees;
    iii.   fixed-term employees;
    iv.   short-term and casual employees.

Proposed indicators related to ICSE-18 - Resolution § 132 (c) – (g)

(c) the ratios of dependent contractors in the main job to employees and to independent workers without employees;

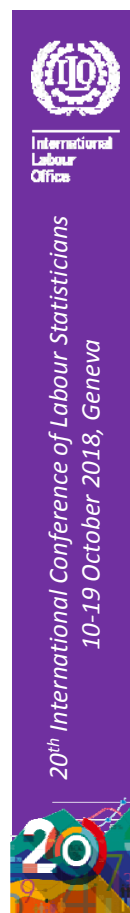**(d) sub-categories of employees as a share of all employees;**

(e) the ratio of employees with non-permanent main job to total employees in main job;

(f) duration of work agreement for:
    i.   fixed-term employees;
    ii.   short-term and casual employees;

(g) the duration of employment in the current economic unit for all statuses in employment.

Proposed indicators related to own-use production work - Resolution §133 (a) & (b)

To provide information about the authority and levels of participation of men, women and youth in **own-use production work** the following indicators may be used:

(a) headcounts, usual hours worked, and rates calculated in relation to the working age population and to all workers in own-use production of <u>goods</u> for the following categories in ICSaW-18:
   i.   Employers in own-use production of goods.
   ii.   Independent workers in own-use production of goods without employees.
   iii. Family helpers in own-use production of goods.

(b) headcounts, usual hours worked, and rates calculated in relation to the working age population for the following categories in ICSaW-18:
   i.   Employers in own-use provision of services.
   ii.   Independent workers in own-use provision of services without employees.
   iii. Family helpers in own-use provision of services.

Proposed indicators related to paid and unpaid trainee work – Resolution §134

To provide information about the levels of participation of youth and adult men and women in **paid and unpaid trainee work** the following indicators may be used:

(a) Headcounts and usual hours worked for the following categories in ICSaW-18:
   i.   Paid apprentices, trainees and interns
   ii.   Unpaid trainee workers

(b) Ratios calculated for each of the above groups in relation to total employment and to all persons in paid and unpaid trainee work.

(c) For countries interested in analysing trainee workers overall, a combined indicator could be calculated as follows:

$$(\%) = \frac{(\text{Paid apprentices, trainees and interns}) + (\text{Unpaid trainee workers})}{\text{Total number of persons in employment} + \text{unpaid trainee workers}} \times 100$$
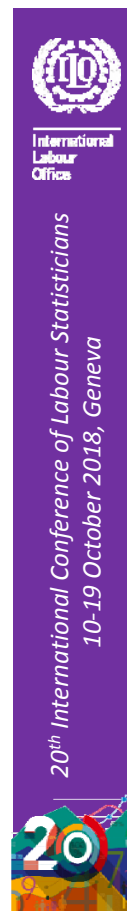
Proposed indicators related to volunteer work – Resolution §135

- To provide information about the levels of participation of youth and adult men and women in **volunteer work**, useful indicators could include:

  - **Headcounts**
  - **Actual hours worked**
  - **Rates calculated in relation to the working age population**
  - **Rates calculated in relation to all persons in volunteer work for the following categories in ICSaW-18 :**
    - (a) Direct volunteers
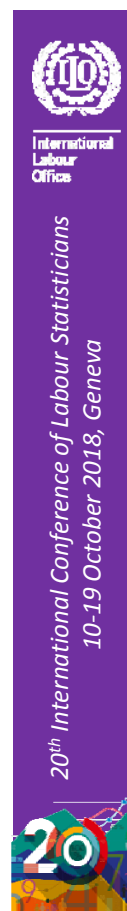   - (b) Organization-based volunteers

Proposed indicators related to multi-party employment arrangements – Resolution §136

- To support analysis about **multi-party employment arrangements**, countries may wish to develop indicators on:

  - **Levels of participation in multi-party employment arrangements, i.e. headcounts**
  - **Usual hours worked**
  - **Rates calculated in relation to total employment (or total employees) for the following groups:**
    - (a) Labour hire employees
    - (b) Employees providing outsourced services
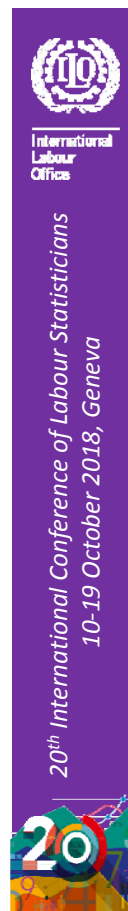   - (c) Workers in employment promotion schemes
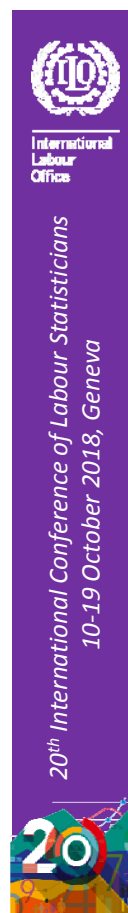
Discussion and comment

Proposed indicators

Resolution §§131-136

Future Work Related to Implementation of the Resolution
Resolution §137 (a)-(f)

Monica Castillo

Department of Statistics / International Labour Office
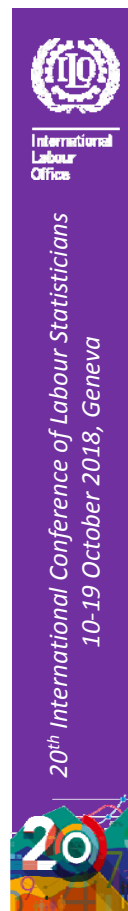
16 October 2018

Future Work Related to Implementation of the Resolution – Resolution § 137 (a)-(c)

To promote the implementation of this resolution, the ILO should work collaboratively with countries, international, regional and sub-regional organizations, and representatives of workers' and employers' organizations to:

a. widely disseminate these standards and communicate on their impact and interpretation;

b. update and maintain the draft data collection guidelines published as Room Document x to this conference in order to reflect this resolution as adopted and current international best practice and experience;

c. develop technical manuals and model data collection instruments, to be made available in the three official languages, and in other languages with the support of partner institutions;
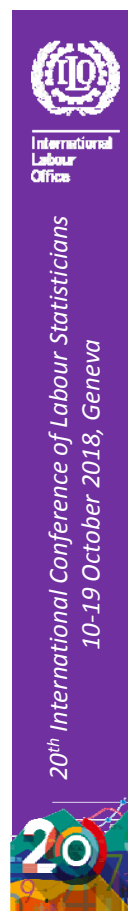
13

Future Work Related to Implementation of the Resolution - Resolution § 137 (d)-(f)

d. further conduct conceptual and methodological work including pilot testing of the different elements of the standards for statistics on work relationships;

e. provide technical assistance, training and capacity building to national statistical agencies, to relevant statistical services in line ministries, and to other relevant stakeholders including workers' and employers' representatives;

f. undertake further conceptual and methodological development work on the measurement of workers whose employment is intermediated through Internet-based platforms or apps.

14

Discussion and comment

Future work related to implementation of the resolution

Resolution §137 (a)-(f)