

Gender and the updated International Classification of Status in Employment (ICSE-18)

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Brief history of key ILO standards/classifications

- 13th ICLS 1982 – landmark resolution defining employment and unemployment
- 15th ICLS 1993 – Resolution concerning the International Classification of Status in Employment
- Various other resolutions on topics related to employment over time
- Checklist on gender mainstreaming (17th ICLS)
- Among other problems – gender bias in standards
- Need for revision



Background – 19th ICLS Resolution I



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New standards developed through wide consultation and presented to ICLS in October 2013 for adoption



Key elements

- First statistical definition of 'work'
- Definitions for 5 different forms of work
 - Employment (narrower than previous definition)
 - Own use production work (goods or services)
 - Volunteer work (goods or services)
 - Unpaid trainee work
 - Other
- Four different indicators defined (LU1 to LU4)



19th ICLS implications - data



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When fully applied:

- Wider range of information available on different forms of work
- Visibility for many unpaid activities previously not measured (of high gender relevance)
- Better understanding of interaction with the labour market
- Impact on indicators (lower employment and higher unemployment)
 - **Extra information critical**



Update of ICSE-93



ICSE-93 Substantive Groups

Paid employment jobs

- 1. Employees

Self-employment jobs

- 2. Employers
- 3. Own-account workers
- 4. Members of producers' cooperatives
- 5. Contributing family workers

- 6. Workers not classifiable by status

Practically for many countries only estimates for Employee and Self-employed were published

19th ICLS Mandate and revision

process

- In addition to adopting resolution I, 19th ICLS mandated ILO to work on guidance development and review of ICSE-93
 - Take into account new framework from resolution I
 - Provide more detailed and meaningful classification to reflect working relationships in the labour market
 - increasing uncertainty about the boundary between self-employment and paid employment
 - Non-standard forms of employment: ‘dependent’ contractors, short-term and zero hours contracts etc.
 - Provide guidance on data collection
- Review through expert working group and wide consultation 2014 to 2018 (ICLS adoption 19th October)





New ICSE criteria

- The classification uses two aspects of the work relationship as criteria to differentiate categories of jobs and work activities according to status.
 - ***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 detailed set of mutually exclusive categories is defined on the basis of these criteria, to form the Classification of Status at Work (ICSaW) and ICSE-18



Classification of status based on type of Authority (ICSE-18-A)



Independent workers

Employers

- Employers in corporations
- Employers in household market enterprises

Independent workers without employees

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

Dependent workers

Employees

- Permanent employees
- Fixed-term employees
- Short-term and casual employees
- Paid apprentices, trainees and interns

Dependent contractors

- Dependent contractors

Contributing family workers

- Contributing family workers



Classification of status based on the type of economic Risk (ICSE-18-R)



Workers in employment for profit

Independent workers in household market enterprises

- Employers in household market enterprises
- Own-account workers in household market enterprises without employees

Dependent contractors

- Dependent contractors

Contributing family workers

- Contributing family workers

Workers in employment for pay

Owner-operators of corporations

- Employers in corporations
- Owner-operators of corporations without employees

Employees

- Permanent employees
- Fixed-term employees
- Short-term and casual employees
- Paid apprentices, trainees and interns



ICSE-18-A vs ICSE-18-W



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I Independent workers

1 Employers

- 11 Employers in corporations
- 12 Employers in household market enterprises
- 13 Employers in own-use production 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 production of services without employees
- 24 Independent workers in own-use production of goods without employees
- 25 Direct volunteers

D 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 production of services
- 53 Family helpers in own-use production of goods

6 Unpaid apprentices, trainees and interns

- 60 Unpaid apprentices, trainees and interns

7 Organization-based volunteers

- 70 Organization-based volunteers

9 Other workers

- 90 Other workers

-Employment

-Own-use production work
-Unpaid trainee work
-Volunteer work
-Other work activities



Additional cross-cutting variables



- **Required**
 - Duration of work agreement
 - Type of employment agreement
 - Contractual hours of work
 - Forms of remuneration
- **Essential**
 - Duration of employment in the current economic unit
 - Hours usually worked
 - Full-time/part-time status
 - Reasons for non-permanent of job
 - Preference or not for a non-permanent of job
 - Seasonal workers
 - Place of work
 - Domestic workers
 - Home-based workers
 - Multi-party work relationships
 - Job-dependent social protection coverage
 - Paid annual leave
 - Paid sick leave
 - Institutional sector
- **Recommended**
 - Number of employees in the economic unit in which the worker is employed
 - Main form of remuneration
 - Reasons for preferring a non-permanent job
 - Entrepreneurs
 - Ownership of machinery, vehicles and premises

Required for deriving the status in Employment

Essential for the compilation of coherent statistics on work relationships

Recommended: that may be relevant depending on context and need



Gender relevance

- In combination with 19th ICLS Resolution I the new *Resolution concerning statistics on work relationships* provides:
 - Information on both paid and unpaid work
 - Substantial additional detail about employment
 - In particular clearer identification in the classification of types of employment predominantly engaged in by women (e.g. Contributing Family Workers)
 - Joined up framework promoting measurement across different sources with different frequencies depending on national demands



Implications- system



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Countries need to develop system to deliver the statistics

No one source will be sufficient to meet all needs

Need to plan system to deliver at right frequency to meet national needs

Based on nationally available sources and resources

All forms of work and ICSE/ICSAW groups should be measured at some frequency if relevant

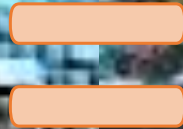
Major need for support, guidance, classifications (e.g. informality update)





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