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

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)
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
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

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
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

- 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)
BETTER RESOLUTIONS AND DEFINITIONS ON STATISTICS

HIGHER RESOLUTION AND DEFINITION ON ISSUES