D.1.3. International Classification of Status in Employment

7.54. Status in employment (paid employment versus selfemployment) was already briefly introduced in paragraph 7.20 above. Additional information on status in employment and on the classifications groups and use of the International Classification of Status in Employment (ICSE-93)[1].

7.55. It should be noted again that for operational purpose, both IRTS 2008 and TSA: RMF 2008 recommend the use of only two groups of ICSE-93, namely, employees and the selfemployed. The rationale is that, except for employees, other ICSE-93 groups are not easily comparable across countries. Because of these differences, the only distinction made in both IRTS 2008 and TSA: RMF 2008 is between (paid) employees and selfemployed persons (employers and other nonemployees) (see also Box VII.9 for a country example).

7.56. However, this does not preclude countries from presenting data on persons employed in tourism industries classified by any other ICSE group(s) (see Table VII.2).

7.57. It is recommended that employed persons be classified to status in employment according to the following rules:

(a) A person with only one classifiable job during the reference period should be classified to the status in employment group of that job;

(b) A person with two or more jobs during the reference period should be classified to the status in employment group of the job at which he or she has usually worked the longest hours during the reference period.

7.58. The classification is based on the type of employment contract. The primary unit for this variable is a job. The main similarity criterion used to construct the classification is whether or not the remuneration received depends totally on the (potential for) profits from the sales of the goods and services that are produced by the economic unit in which the job is located. If it does, then this is considered to be a selfemployment job, and if it does not, i.e., if some of the remuneration is independent of the (potential for) profits, then this is considered to be a paid employment job.

Table VII.2
Estimated workforce jobs, 2008 (seasonally adjusted): tourism and nontourism industries in the United Kingdom

<table>
<thead>
<tr>
<th>Tourism industries</th>
<th>Estimated workforce jobs (thousands), 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Q1</td>
</tr>
<tr>
<td>Employee jobs</td>
<td>2 815</td>
</tr>
<tr>
<td>Self-employment</td>
<td>530</td>
</tr>
<tr>
<td>Government-supported trainees</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>3 347</td>
</tr>
<tr>
<td>Non-tourism industries: total</td>
<td>28 406</td>
</tr>
<tr>
<td>All industries: total</td>
<td>31 753</td>
</tr>
</tbody>
</table>

Source: United Kingdom, Annual Population Survey data.

Note: Details do not necessarily add up to totals owing to rounding.

7.59. Pursuant to paragraph 7.58, paid employment jobs may be defined as those jobs where the incumbents hold explicit (written or oral) employment contracts which give them a basic remuneration, which is not directly dependent upon the revenue of the enterprise for which they work. Persons in these jobs are typically remunerated by wages and salaries, but may be paid by commission from sales, by piece rates, bonuses or inkind payments.

7.60. Selfemployment jobs are those jobs where the remuneration is directly dependent upon the profits (or the potential for profits) derived from the goods or services produced (where own consumption is considered to be part of the profits). The incumbents make the operational decisions affecting the enterprises, or delegate such decisions while retaining responsibility (in this context, “enterprise” includes oneperson operations).

7.61. Box VII.12 presents the International Classification of Status in Employment (ICSE-93), setting out the groups of which it consists:
Box VII.12

International Classification of Status in Employment (ICSE-93)

The International Classification of Status in Employment (ICSE-93) comprises the following groups:

1. **Employees**, who hold the type of jobs defined as “paid employment”. There is an agreement, which can be either formal or informal, between an enterprise and a person, whereby the person works for the enterprise in return for remuneration in cash or in kind - among whom countries may need to be able to distinguish “employees with stable contracts” (including “regular employees”).

2. **Employers**, who hold self-employment jobs (i.e., whose remuneration depends directly on the (expectation of) profits derived from the goods and services produced) and engage one or more person to work for them as “employees”, on a continuous basis.

3. **Ownaccount workers**, who hold self-employment jobs and do not engage “employees” on a continuous basis;

4. **Members of producers’ cooperatives**, who hold self-employment jobs in a cooperative producing goods and services, where the members take part on an equal footing in making major decisions concerning the cooperative.

5. **Contributing family workers**, who hold self-employment jobs in an establishment operated by a related person, and have too limited a degree of involvement in its operation to be considered partners.

6. **Workers not classifiable by status**, for whom insufficient relevant information is available, and/or who cannot be included in any of the preceding categories.

*Source: International Classification of Status in Employment (ICSE-93).*