F.4. Collecting information on status in employment

7.144. With regard to the International Classification of Status in Employment (ICSE-93), introduced in section D.1.3 above, different types of paid employment jobs may be distinguished according to the duration of the contract and the type of security against its termination. This is particularly relevant in the case of tourism characteristic activities in which seasonality is high, with marked peaks and lows: It is recommended that employees with stable contracts be distinguished from other “employees” as a function of the extent to which they have had a contract on a continuous basis, or a series of contracts, with the same “employer”. It is also recommended that regular employees be distinguished from other employees with stable contracts on the basis of the extent to which these contracts oblige the employer to pay regular social security contributions and/or are subject to national labour legislation. Illustrative examples in this regard are given in Annex III (questions 17 and 2427).

7.145. In the case of selfemployment, different types of jobs are distinguished according to the type of authority the workers in those jobs have over the productive unit which they represent or for which they work: Employers engage on a continuous basis one or more persons to work for them as “employees”. For example, ownaccount workers have the same authority over the economic unit as the “employers”, but do not engage employees on a continuous basis; members of producer cooperatives take part on equal footing with other members in determining the organization of production. Contributing family workers cannot be regarded as partners in the operation of the productive unit because their degree of commitment to the operation of the unit, in terms of working time or other factors, is not at a level comparable with that of the head of the enterprise.

7.146. The main categories of ICSE-93 have been designed so that they are mutually exclusive and exhaustive of all types of employment contracts, and the rules of application must be such that to each unit for which the variable can be observed, it will be possible to assign only one of these values. The structure of ICSE-93 is therefore flat.

7.147. In reality, however, a number of situations may not easily fit into one category. ICSE-93 provides a listing of special subcategories which may be important in particular countries and which can be regarded as ambiguous with respect to the basic distinction between paid employment and selfemployment, either on the basis of the terms of the contract or from an analytical perspective. These special categories either form part of one of the main categories or represent borderline situations between two or more of these. Important for selfemployment are the ownermanagers of incorporated enterprises, who, from a contract perspective, are employees but from an authority perspective can be seen as employers; and contractors, outworkers (homeworkers) and franchisees, who, from an authority perspective may frequently be seen as being in a situation similar to that of employees. Important for paid employment are casual workers and seasonal workers.