

19th and 20th ICLS: Developments and implications

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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



13th ICLS - Why the need for revision?

18th ICLS and UNSC, 39th session (2008)

- In response to calls to **address limitations of unemployment** statistics (2003 job crisis; 2008 financial crisis)
- Provide measures of **labour underutilization**, beyond unemployment
- Recognize and provide framework for measurement of **all work, paid and unpaid**
- Facilitate **integration** of labour statistics with other domains (e.g. measure all labour input for SNA purposes)
- Need to reflect accumulated national practices
- Among other problems – gender bias in standards





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Work and Forms of Work Framework



Work (§ 6)

1st international statistical definition

**“Any activity performed
by persons of any sex and age
to produce goods or to provide services
for use by others or for own use”**

- Irrespective of legality, context and person status
- **Consistent** with the scope of productive activities within the SNA General production boundary



Forms of Work Framework (1): By main intended destination & transaction type

Work

(i.e. ALL activities to produce goods and services)

For own final use
(by households)

For use by others (i.e. other units)

For remuneration (i.e. for pay or profit)

Without remuneration

Own-use
production
work

Employment
(work for pay or profit)

*Reference concept for
Labour Force statistics*

Unpaid
trainee
work

Other work
activities
(e.g. unpaid
compulsory
work)

Volunteer
work

Services

Goods

Services

Goods

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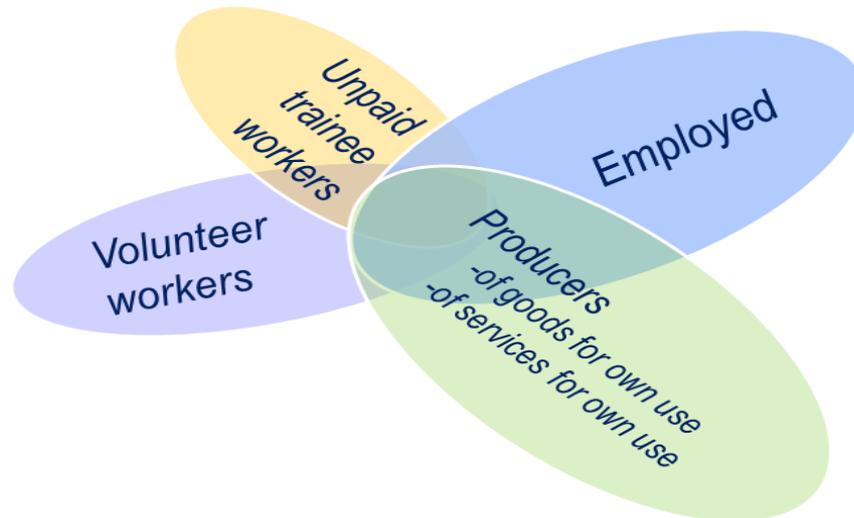
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Forms of work framework (2)

- **People can be engaged in multiple types of work activities at the same time**
 - E.g. Employed but also engaged in volunteer work
 - Under previous framework you were employed or not employed





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Forms of Work - Employment





Employment in 19th ICLS

- Employment is work *performed for others* in exchange for *pay or profit*
- Includes many types of people
 - Self employed people
 - Casual workers
 - Employees
 - Contributing family workers
 - Assisting family members
 - Etc.



Differences between 13th and 19th ICLS – Employment



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Changes

- Narrower definition of employment
- In theory lower number of people employed and higher number of people unemployed
- In reality will depend on existing practices

The same

- Employment still the reference concept for the labour force



Persons in employment

Operational definition -19th ICLS (§ 27-32)

**“Working age persons who
in the reference week / last 7 days
were engaged in any activity
to produce goods or provide services for pay or profit”**

Two groups

- **Employed, at work:**
 - Worked for pay or profit for at least 1 hour
- **Employed, not at work:**
 - Worked already in the job, but not at work due to:
 - Working time arrangement (shift work, flexitime)
 - Temporary absence (expects to return within short period)



Key elements

- Pay or profit
 - Can be in cash or in kind
 - Where paid or payable
 - Can also be paid to other family members
- Absence
 - Reason, duration, continued receipt of income
- Main intended destination
 - Mainly for sale based on intention (whether ultimately sold or not)
- Questions need to address these issues and be suitable for different types of workers





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Labour underutilization

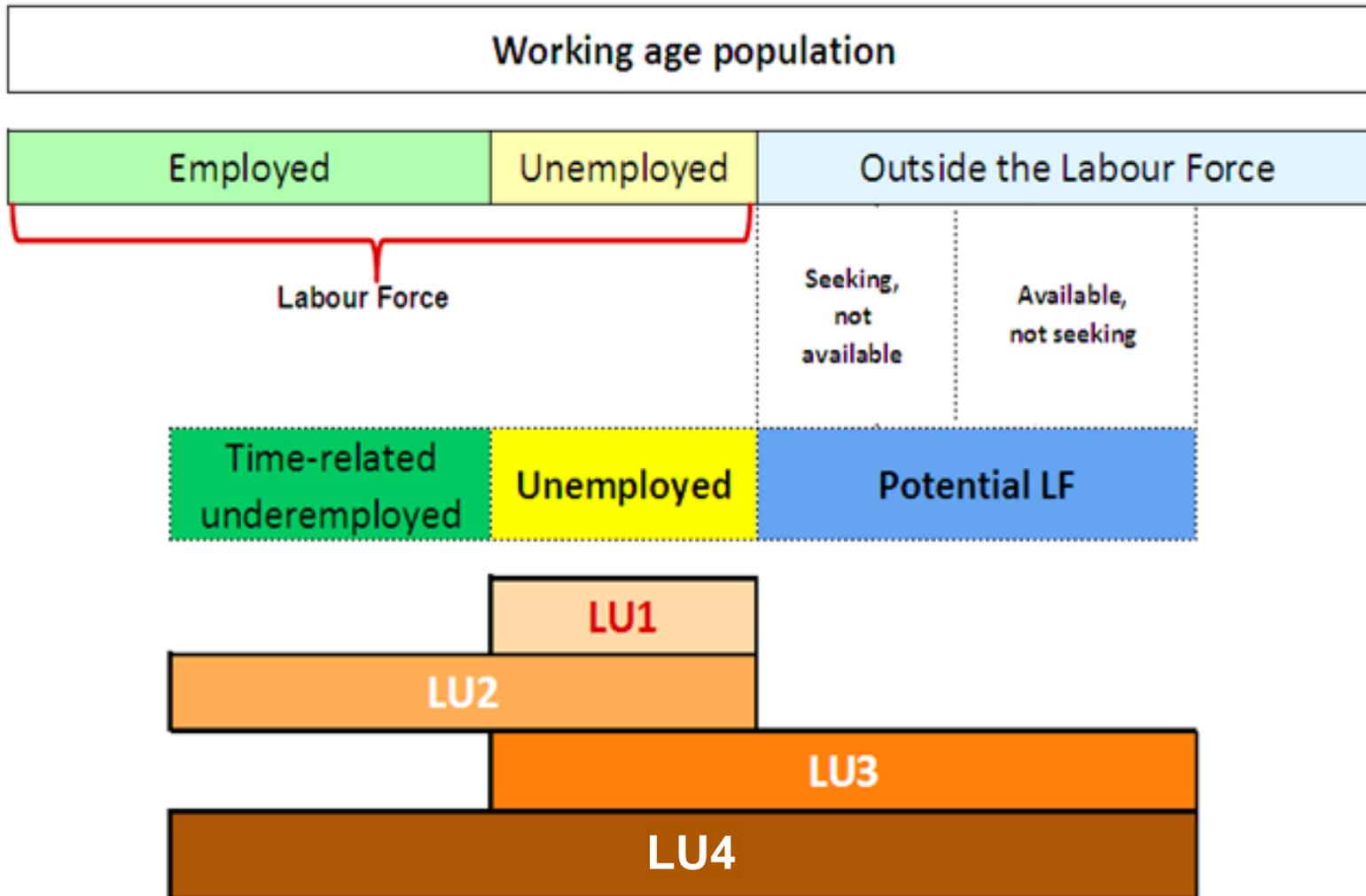


Labour underutilization – changes from previous standards

- Unemployment rate was typically the only underutilization indicator published (with some exceptions) and the main focus of the standards
- Old standards referred to time related underemployment but not the potential labour force
- New standards recognise the need to extend the range of indicators while retaining unemployment



LU1-LU4: Composite measures of labour underutilization



Other forms of work

- Own use production work
 - Of goods (farming, fishing, fetching water etc)
 - Of services (unpaid housework, childcare etc.)
- Unpaid trainee work
- Volunteer work



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**



20th ICLS: 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



ICSE Revision

- In addition to adopting resolution I, 19th ICLS mandated ILO to work on guidance development and review of ICSE-93
 - Take into account forms of work framework
 - 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.
- 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



ICSE-18 – dual hierarchy



ECONOMIC RISK

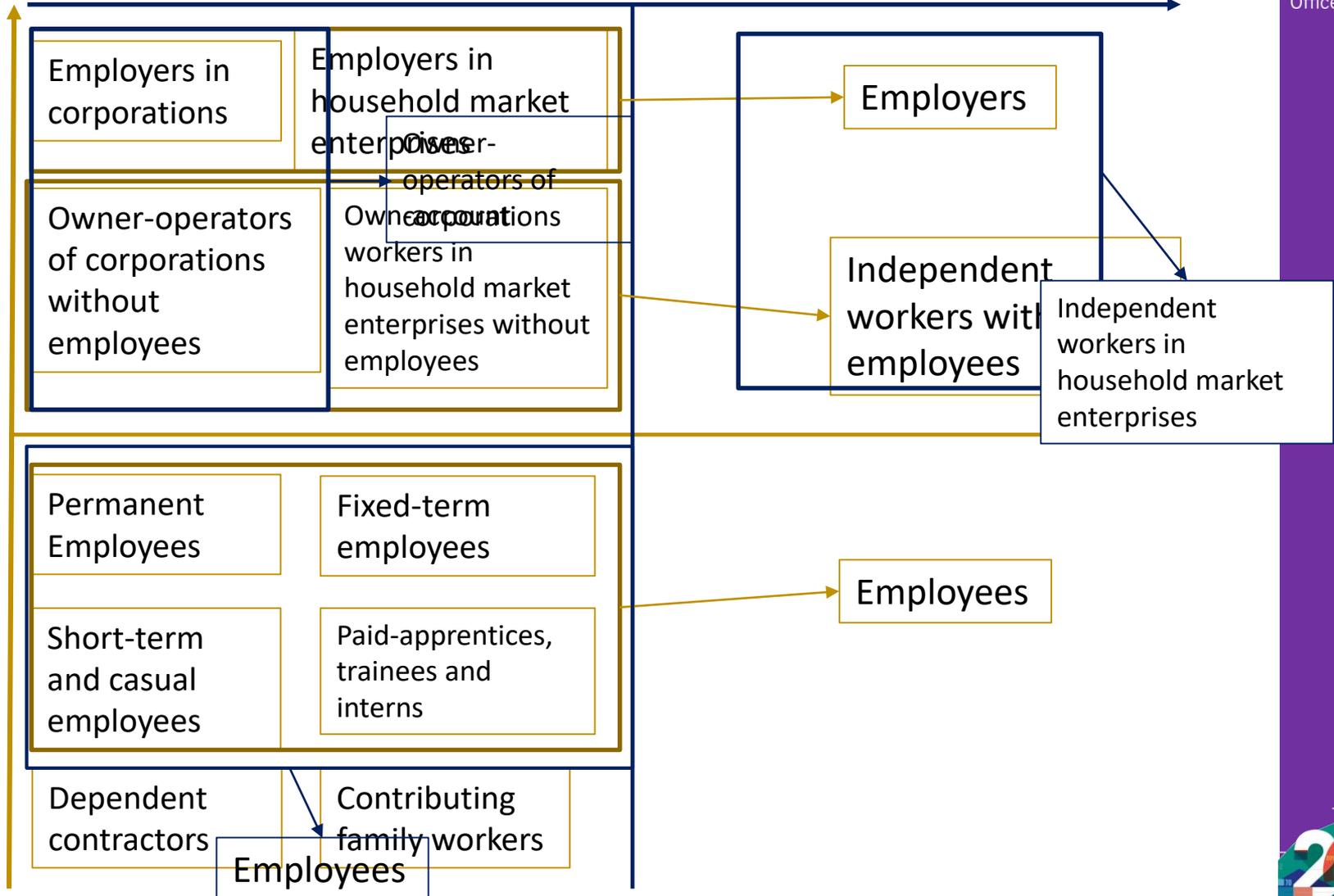
Workers in employment for pay

Workers in employment for profit

AUTHORITY

Independent workers

Dependent workers





Other elements

- ICSaW (covering other forms of work)
- Cross-cutting variables defined on issues relevant to understanding work relationships (e.g. domestic workers, reasons for non-permanence)
- Data collection guidelines



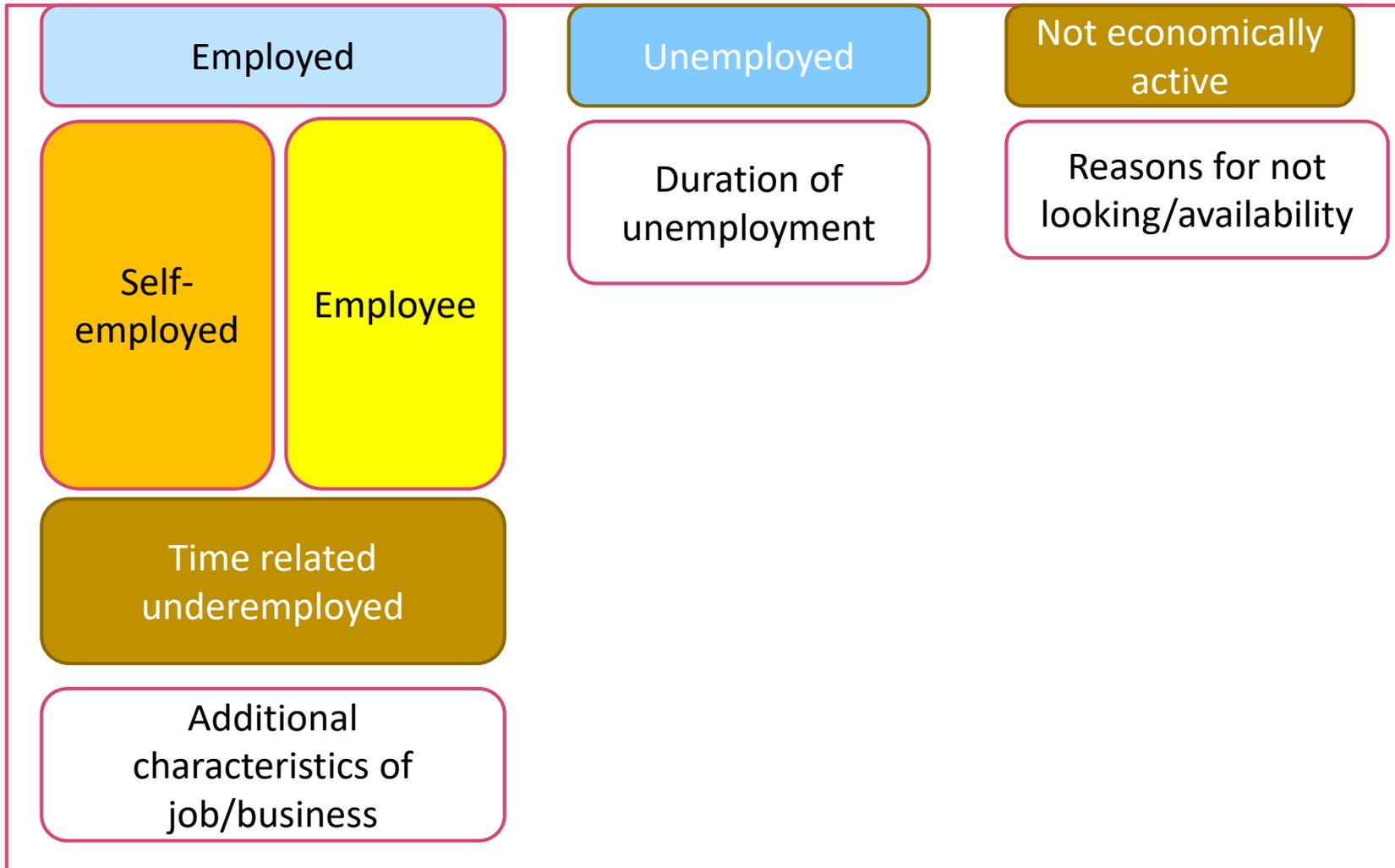
Gender and youth relevance

- 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 and youth (e.g. Contributing Family Workers)
 - Clearer identification of level of risk and authority in relation to the work which are highly age and gender related and describe relationships within businesses and families



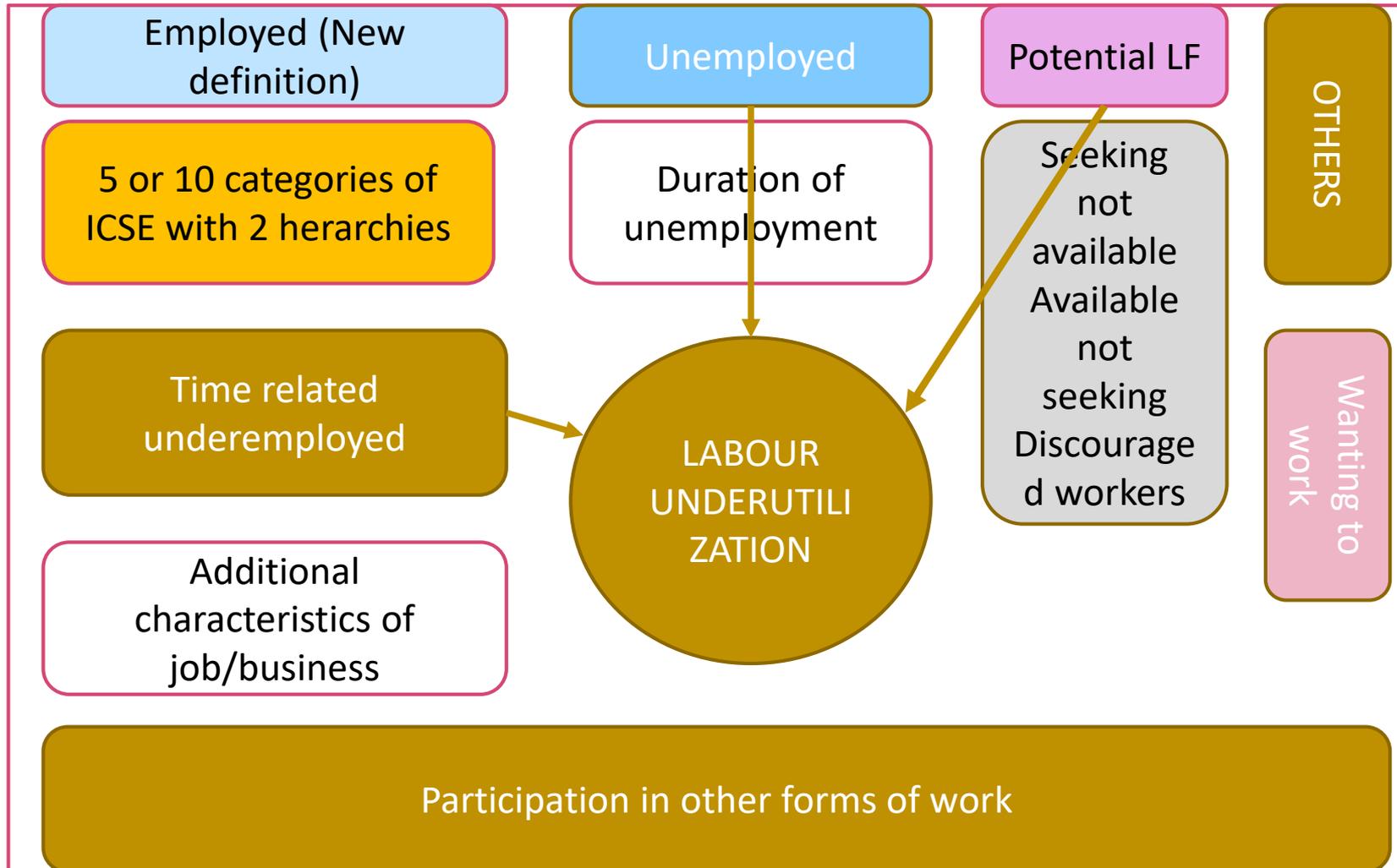
Gender and youth relevance (2)

Old framework



Gender and youth relevance (3)

New framework



Gender and youth relevance (4)

- Possible approach:
- Regular measurement of employment and own-use production of goods/subsistence work, plus top level of ICSE, plus LU1 to LU4
 - Result
 - better delineation of different working activities with known differences in participation (CFW, Subsistence etc)
 - More detailed reflection of engagement of those in the labour market
 - Better description of jobs/businesses
- Less regular measurement of other forms of work (based 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)





Other 20th ICLS developments

- Other Resolutions:
 - SDG Indicator 8.8.2 on labour rights
 - SDG Indicator 8.b.1 on youth employment
 - Child Labour Statistics
- Guidelines
 - International labour migration
 - Forced labour
 - Qualifications and skills mismatches of persons in employment
 - Cooperatives
- ILO requested to review framework for informality statistics
- <https://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/20/lang--en/index.htm>





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Other developments – LFS tools and resources





LFS tools and resources

- 19th ICLS requested ILO to undertake methodological work to develop guidance on best implementation practices for new standards
- Major pilot study programme 2015 to 2017
- Reports published on ILO website showing findings and guidance for questionnaire content
- Also developed model questionnaire and related guidance
- Further work with World Bank in Sri Lanka

<https://ilo.org/lfsresources/>



LFS pilot studies – some points to note

- Process of cognitive testing very useful in addition to field tests
- National translation and adaptation critically important to ensure relevance and quality
- Frequently used terms not always understood as intended
 - Profit
 - Job
 - Employee
- Different questionnaire designs can achieve comparable results with careful designs
- See reports for more details

