



# The challenges of analysing Non-Standard Employment

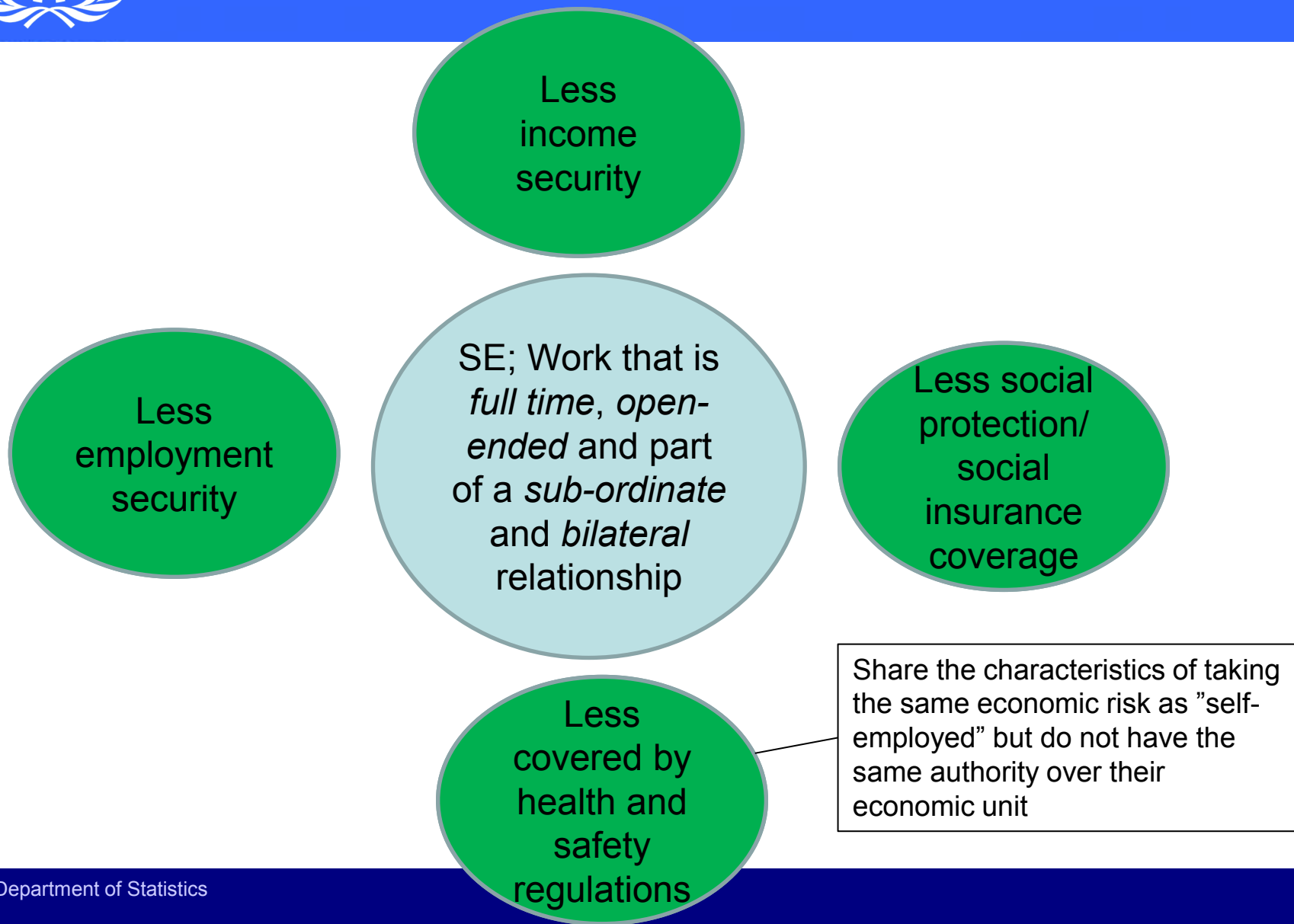
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**Copenhagen**  
**4'th – 5'th May**

- What is NSE, and how is the situation in Europe?
- NSE and the revision of ICSE-93



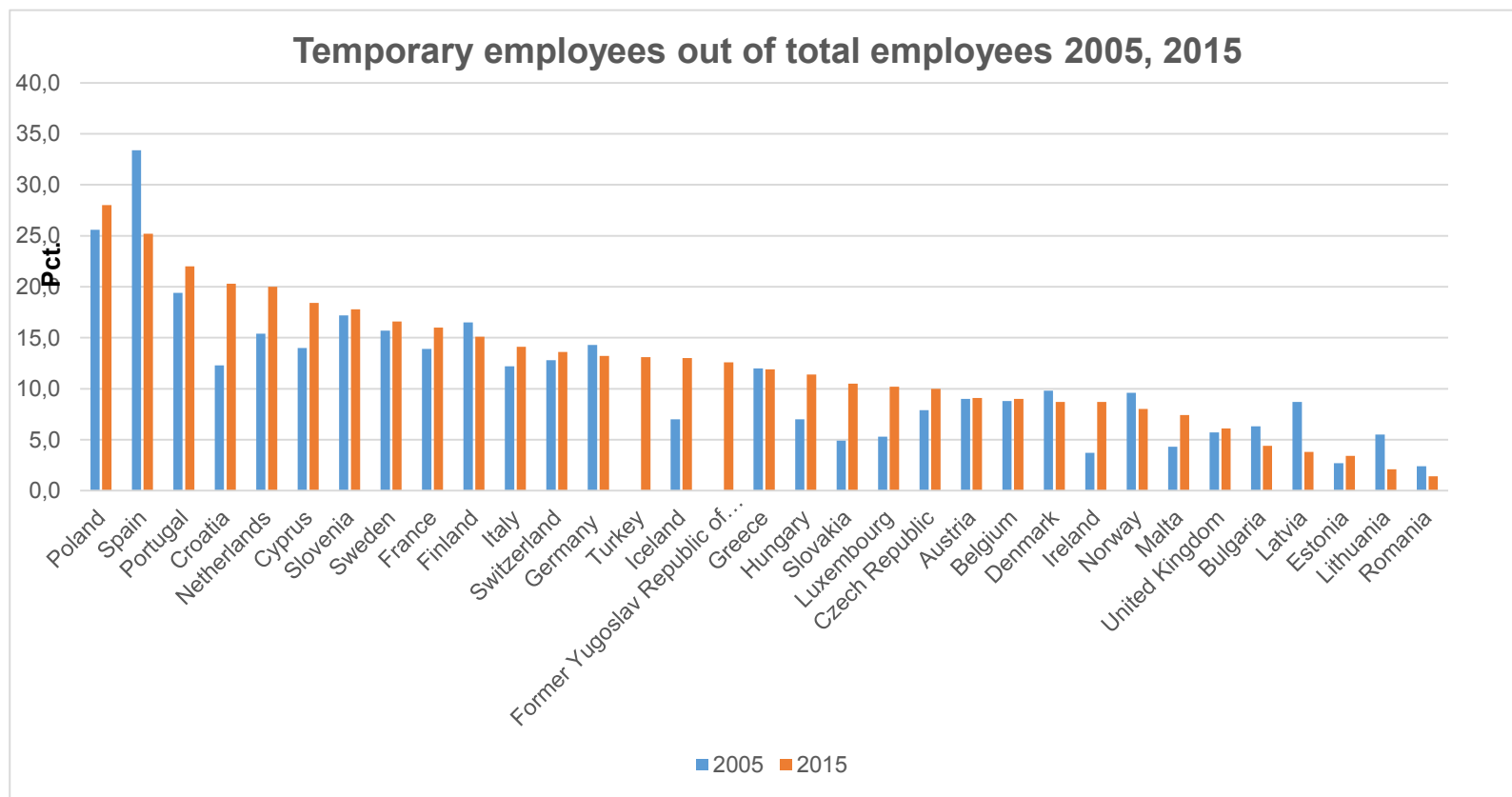
# Non standard Employment







# Temporary employment

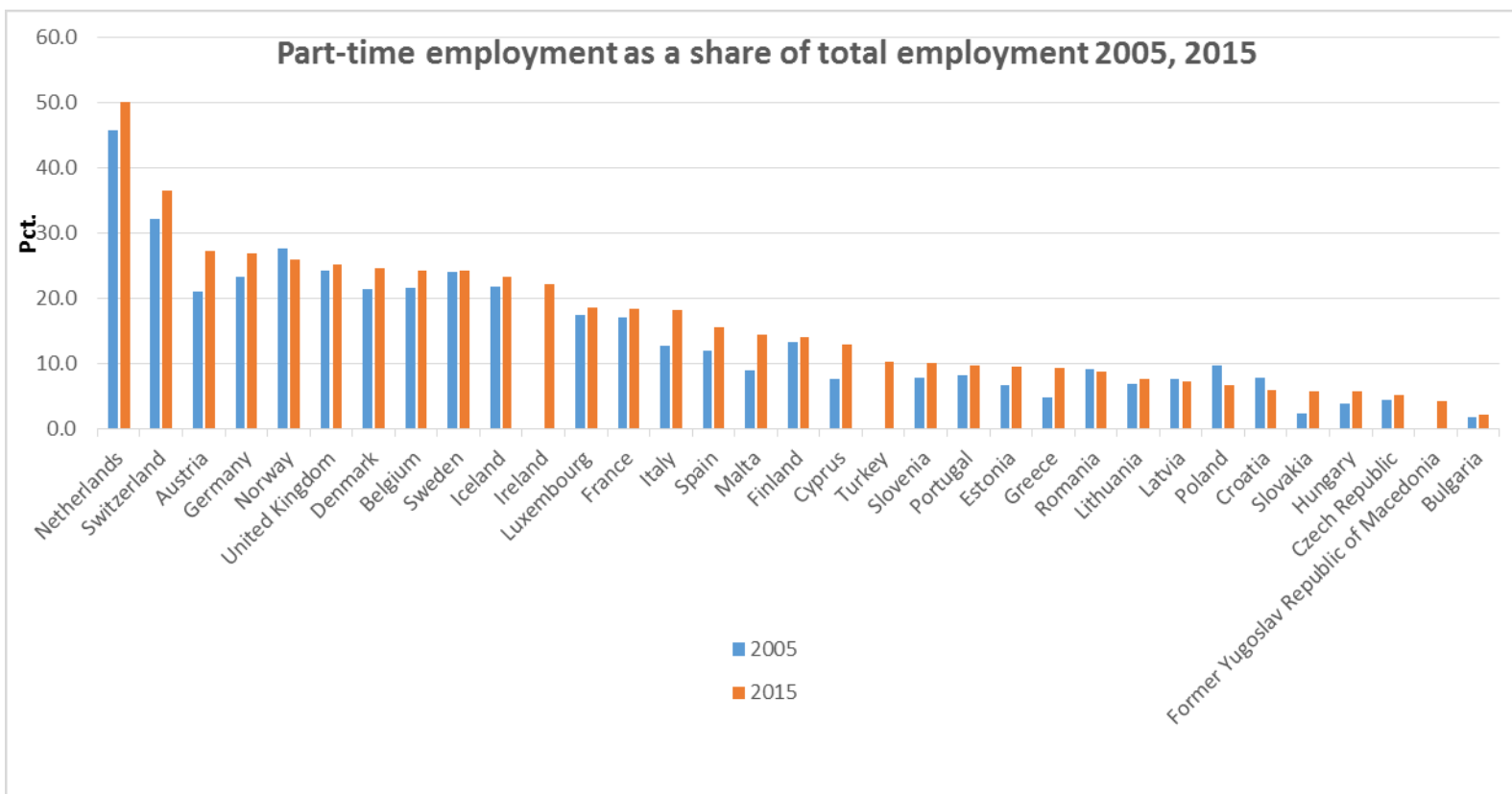


Poland 28 pct. in 2015  
Romania 1.4 pct.

Fixed term contracts including:  
Project or task-based contracts  
Seasonal work  
Casual work  
**Typically included in EU LFS**



# Part time



Half of all employed persons in the Netherlands  
2 pct. in Bulgaria

**Part-time typically included in EU-LFS**  
Can be based on usual hours or subjective  
assessment



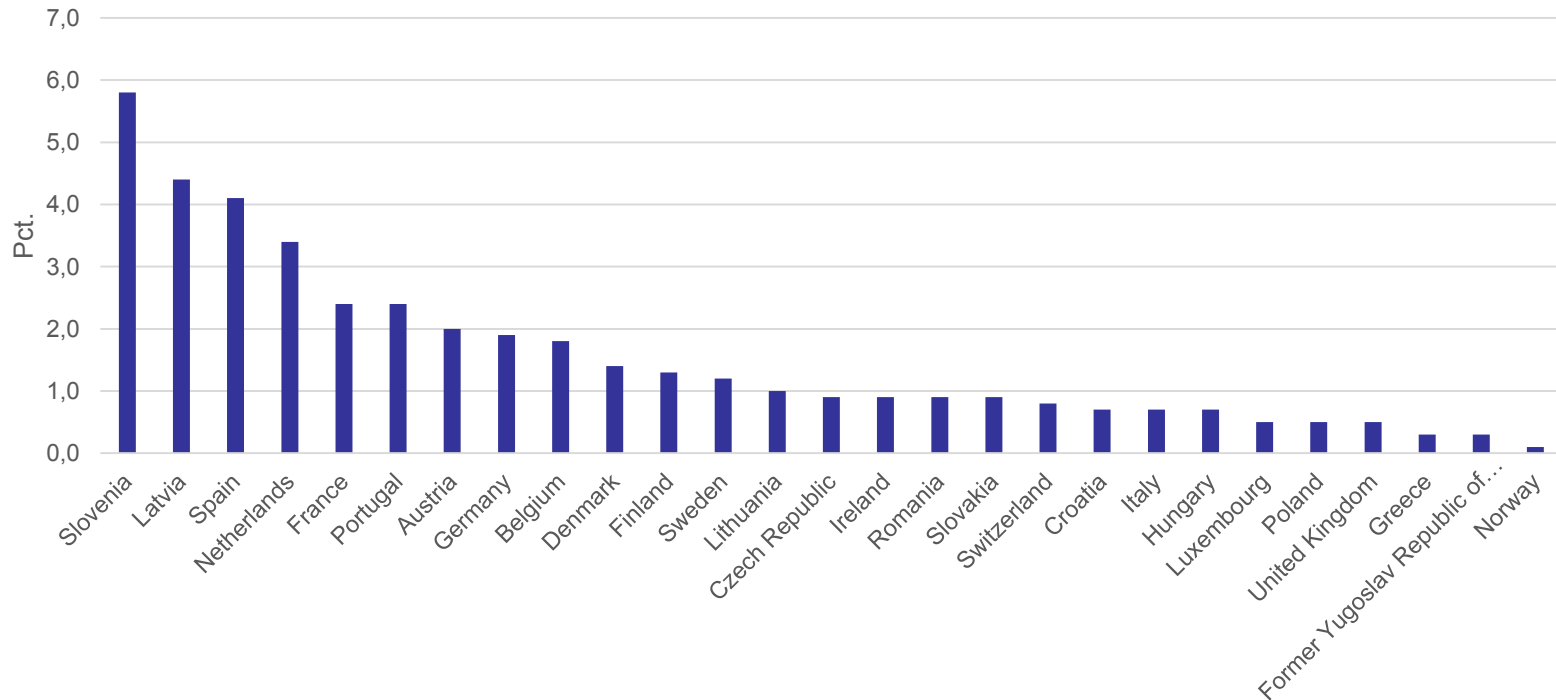
# On-call work/zero-hours contract

- Are not regularly measured in LFS
- Zero-hours contracts/agreements only covered in a few countries e.g. Finland, UK



# Multi-party employment relationship

Temporary agency work as a share of total employment 2008



- Temporary agency work included
- Subcontracting typically not included

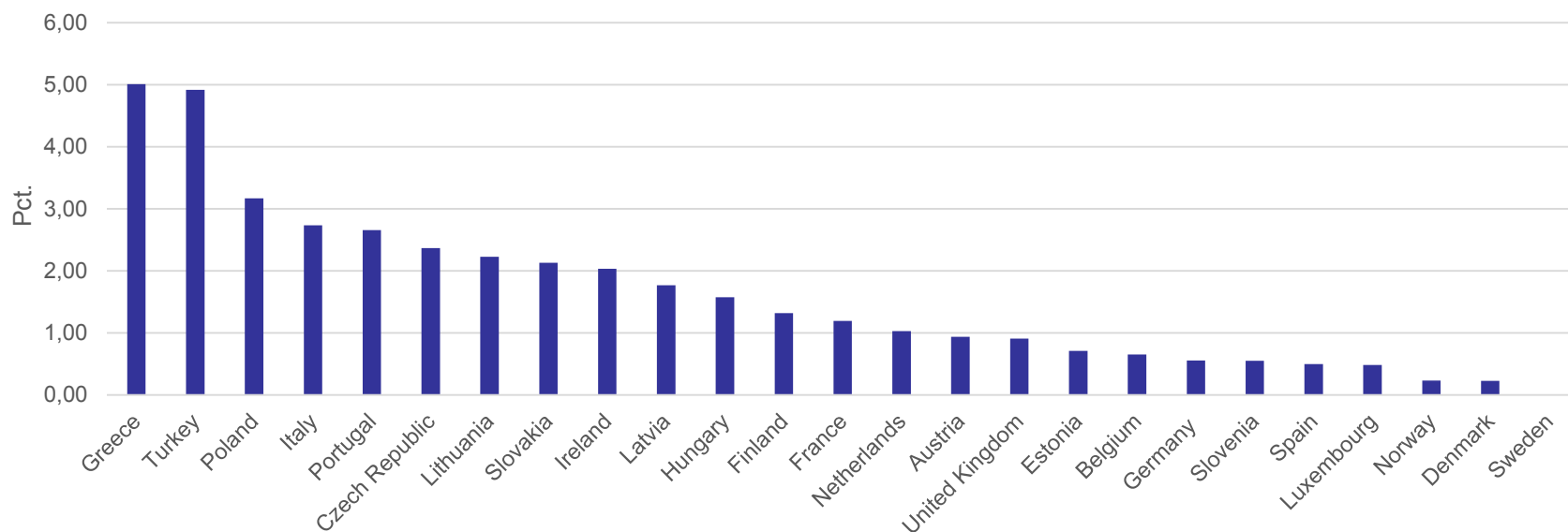




# Dependent self-employed/Disguised employees

- Have been attempts to measure Dep. Self-employed. (e.g. Eurofound European Working Conditions Survey)
- AD-hoc 2017 includes relevant questions
- However only from the side of “self-employed”

**Dependent self-employed as share of dependent workers 2010 Eurofound\***





# NSE versus ICSE-93

- ICSE-93 addresses:
  - Status in employment
    - Employees
    - Employers
    - Own-account workers
    - Contributing family workers
    - Members of producers cooperatives
    - Other
  - And identifies particular groups
    - Regular employees
    - Casual workers
    - Short-term workers
    - Seasonal workers
    - Outworkers
    - Contractors
    - Franchises
    - Sharecroppers
    - Subsistence workers
- Precarious workers**
- Categories do not provide sufficient information about NSE
    - increasing uncertainty about the boundary between self-employment and paid employment
    - Increased use of 'dependent' contractors, short-term and zero hours contracts
  - Needs to be adapted to the 19'th ICLS Resolution concerning statistics of work, employment and labour underutilization



# ICSEA18

## I Independent workers

### 1 Employers

- 11 Owner-managers of corporations with employees
- 12 Employers in household market enterprises
- 13 Employers in own-use production of services
- 14 Employers in own-use production of goods
- 15 Volunteers employing others

### 2 Own-account workers

- 21 Operators of corporations without employees
- 22 Own-account workers in household market enterprises
- 23 Own-account workers in own-use production of services
- 24 Own-account workers in own-use production of goods
- 25 Own-account volunteers

## D Dependent workers

### 3 Dependent contractors

- 30 Dependent contractors

### 4 Employees

- 41 Permanent employees
- 42 Fixed-term and seasonal employees
- 43 Casual and short-term employees

} Captures NSE  
among  
employees

### 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 Dependent volunteers

- 70 Dependent volunteers

### 9 Other workers

- 90 Other workers

→ A new category that aims to capture the 'disguised employment relationships' and 'dependent self-employment'. Acknowledge that dependent contractors can be found among self-perceived Self-employed as well as among self-perceived employees

-Employment

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

NSE is an important aspect of the revised proposal



Thank you



# Conclusions

- NSE in the form of temporary work and part time is increasing in most European countries
- There some crucial aspects of NSE that are typically not measured in EU-LFS.
- It is a gap in the statistical standards. NSE has not been statistically defined.
- The revision of ICSE aims at improving this and the and the possibility of analysing NSE



# Dependent contractors – proposed definition

- Workers employed for profit who are dependent on another economic unit that directly benefits from the work performed by the contractor, for access to the market, raw materials or capital items and they:
  - Do not have a contract of employment (neither formal, informal, nor implicit) with that entity; Are not employees
  - Did not employ one or more other persons to work for them during the reference as an employee; Own-account workers
  - Do not operate an incorporated enterprise. Unincorporated
- Their actual working arrangements or conditions may closely resemble those of employees.



# Measuring Dependent Contractors

- Two track approach
  - Respondents that has identified themselves as being employees but:
    - (i) type of remuneration *is not* wage or salary
    - (ii) deduction of income tax/contribution to social insurance *is* a responsibility of the respondent
  - Respondents that has identified themselves as being self-employed
    - (i) do *not* have any employees
    - (ii) do *not* have an incorporated business
    - (iii) can *not* set the price (adjust the price) for his/hers services/goods.