

Handbook on Forms of Employment



UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE

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United Nations

Geneva, 2022

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The European Free Trade Association (EFTA), the intergovernmental organization of Iceland, Liechtenstein, Norway, and Switzerland, has provided financial support for the editing of the Handbook. The EFTA Statistical Office provides statistical assistance to countries in cooperation with other international organizations.



www.efta.int

United Nations publication issued by the United Nations Economic Commission for Europe

ECE/CES/STAT/2022/4

ISBN: 978-92-1-117303-1

eISBN: 978-92-1-001888-3

Sales No. E.22.II.E.23

ISSN: 0069-8458

Preface

In recent years, many countries have witnessed the emergence and growth of new forms of employment, driven by economic changes, the adoption of new business models, technological advancement, and continuing digitalization. New ways of organising work and production have been accelerated by the COVID-19 pandemic, leading to a further increase in the scale and scope of new forms of employment. These new forms of employment, often characterised by unconventional work relationships and modalities, and the growing number of workers involved in them sparked discussions among policymakers on the development of diverse forms of employment and their potential impact on social protection and working conditions.

For statistical offices, this trend has created the need to measure the development of diverse forms of employment by compiling adequate and relevant statistics to meet the statistical demands of decision-makers, researchers, and the public. Therefore, in 2021 the Bureau of the Conference of European Statisticians established a Task Force to develop a conceptual framework to assist countries in producing relevant, coherent and internationally comparable statistics on forms of employment.

The Handbook presents a broad framework to classify and understand forms of employment, which is centred around two main dimensions: work relationships (as defined in the 2018 International Classification of Status in Employment) and work modalities (the way in which work is coordinated, performed, and compensated). To develop a full understanding of forms of employment, the Handbook provides definitions of the concepts of permanence and stability of employment. It also covers the broader context of forms of employment which includes person-level circumstances, social protection, and quality of employment to help better understand the impact of forms of employment on well-being. The Handbook provides definitions of key concepts, general principles and guidelines as well as a list of key recommended indicators with the goal of facilitating national statistical efforts to classify, measure and track diverse forms of employment relevant to their national context.

The Handbook acknowledges and refers to existing international recommendations, such as those prepared by Eurostat, the Organisation for Economic Co-operation and Development (OECD) and the International Labour Organization (ILO).

The Handbook was endorsed by the 70th plenary session of the Conference of European Statisticians in 2022.

Acknowledgements

In February 2021, the Bureau of the Conference of European Statisticians carried out an in-depth review on new forms of employment based on a paper prepared by Statistics Canada¹. Following the results of the in-depth review, the Bureau established the Task Force on Forms of Employment to develop a conceptual framework for measuring forms of employment. The Task Force worked from July 2021 to June 2022 and this Handbook is the result of its work.

The Task Force was chaired by Vincent Dale (Statistics Canada). Other members were Bjorn Jarvis (Australian Bureau of Statistics), Vincent Hardy and Martin Lemire (Statistics Canada), Geovanni Portilla (Colombia), Hanna Sutela (Statistics Finland), Claude Picart (National Institute of Statistics and Economic Studies, France), Christian Wingerter (Federal Statistical Office of Germany), Edel Flannery (Central Statistics Office of Ireland), Mark Feldman and Merav Pasternak (Central Bureau of Statistics of Israel), Federica Pintaldi (Italian National Institute of Statistics), Ana Lilia Cambron, Oscar Ramírez and Juan Trejo (National Institute of Statistics and Geography, Mexico), Lian Kösters (Statistics Netherlands), Ann Lisbet Brathaug (Statistics Norway), Agnieszka Zgierska (Statistics Poland), Elena Zarova (Federal State Statistics Service of Russia), Boon Heng Ang (Manpower Research and Statistics Department, Singapore), Tina Osvald Zaletelj and Hana Vratnar (Statistical Office of Slovenia), Silvia Perrenoud (Swiss Federal Statistical Office), David Freeman (Office for National Statistics of the United Kingdom), Anne Polivka and Patrick Carey (Bureau of Labor Statistics, United States), Michael Frosch, Christina Behrendt and Valeria Nesterenko (International Labour Organization), Irene Mandl (European Labour Authority), Riccardo Gatto (Eurostat), Fabrice Murtin and Jorrit Zwijnenburg (Organisation for Economic Co-operation and Development), Françoise Carré (Women in Informal Employment: Globalizing and Organizing), Franceska Grum (United Nations Statistics Division), Carsten Boldsen, Evita Sisene and Simiao Wang (UNECE).

Each chapter was drafted by a lead author(s) and subsequently reviewed by Task Force members. The lead authors were Vincent Hardy (Chapter 1 and Chapter 3), Michael Frosch (Chapter 2), Ana Lilia Cambron and Juan Trejo (Chapter 4), David Freeman (Chapter 5), Christina Behrendt and Valeria Nesterenko (Chapter 6), Boon Heng Ang (Chapter 7), Riccardo Gatto and Agnieszka Zgierska (Chapter 8). Ann Lisbet Brathaug and Tihomira Dimova were lead authors of Annex A. Vincent Hardy was lead author of Annex B and Annex C. Jessica Gill (Statistics Canada), Lian Kösters, Irene Mandl, Patrick Carey, Tina Osvald Zaletelj, Anne Polivka, Christian Wingerter, Elena Zarova and Jorrit Zwijnenburg also contributed to the drafting of the chapters.

Vincent Hardy reviewed the Handbook to ensure clarity and consistency across chapters. A big thank you to Joe Grice who provided thorough edits and valuable feedback to the Handbook.

¹ https://unece.org/sites/default/files/2021-11/WP8_New%20forms%20of%20employment_ENG%20updated_0.pdf

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