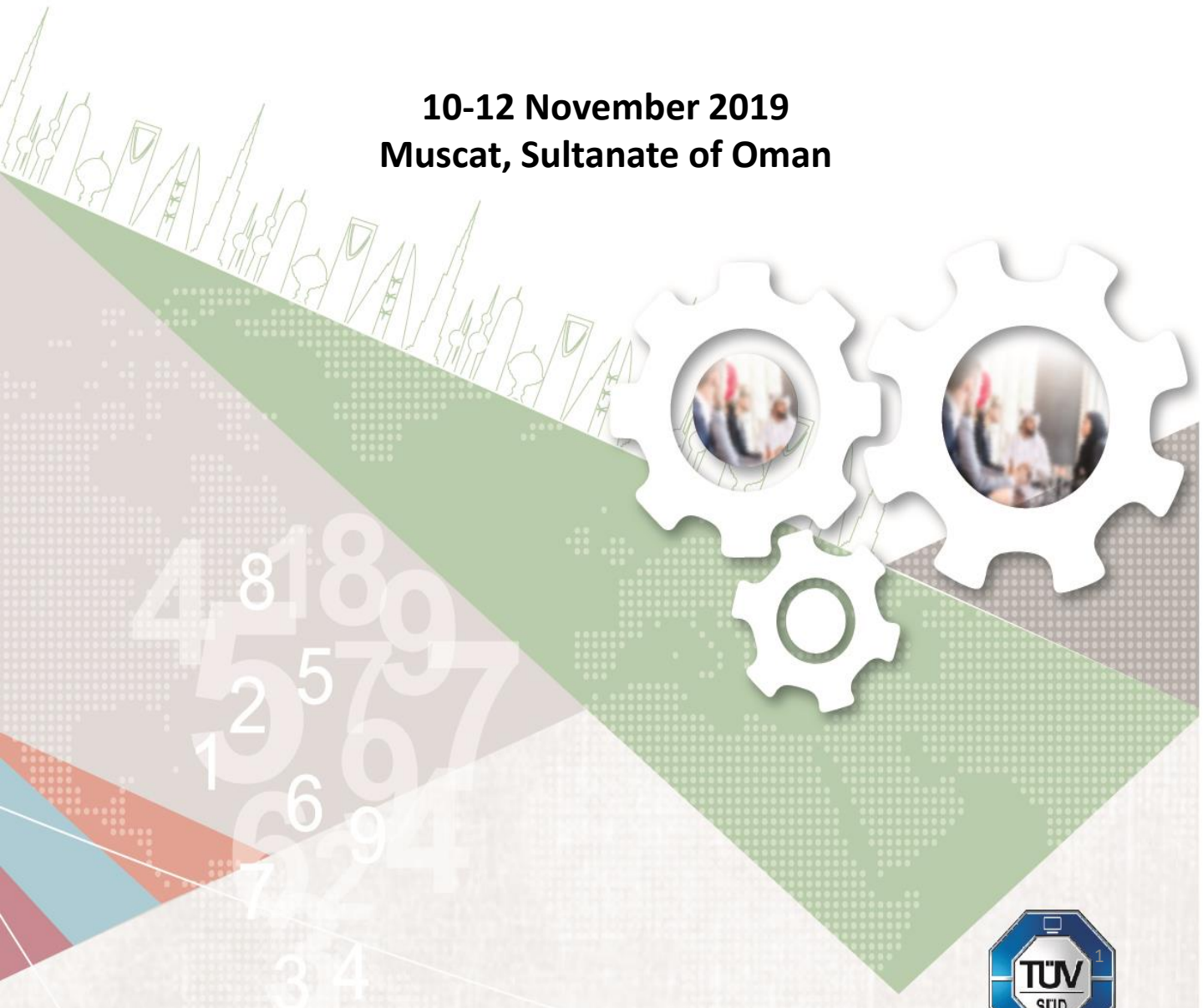
المركز الإحصائي
لدول مجلس التعاون لدول الخليج العربية
GCC-STAT

Regional Workshop
on Classification of Status of Employment
ICSE-18

10-12 November 2019
Muscat, Sultanate of Oman



Preface

The workshop was designed to introduce the new International Classification of Status in Employment adopted at the 20th International Conference of Labour Statisticians and to promote the coordination of the work of national statistical offices (NSOs) in GCC countries on testing and applying it in surveys and administrative records.

This classification will be of particular value to NSOs in implementing the Strategic Plan for the Statistical Work of the GCC-STAT 2015-2020 for priority project on Labor Statistics.

1. Background

in October 2018, the 20th International Conference of Labour Statisticians (ICLS) adopted the first comprehensive set of international standards for statistics on the relationships between workers and the entities for which they work.

These new standards take the form of a Resolution concerning statistics on work relationships. They provide: :

- an overarching conceptual framework which defines the key concepts, variables and classification schemes required for statistics on work relationships;
- a revised International Classification of Status in Employment (ICSE-18),.
- an International Classification of Status at Work (ICSaW-18) as a reference classification that extends ICSE-18 to cover all forms of work;
- a set of cross-cutting variables and categories that support the derivation and analysis of the status at work categories and provide more detailed information on the degree of stability and permanence of the work;
- operational concepts, definitions and guidelines for the collection and compilation of statistics on status in employment and the cross-cutting variables.

The standards are based on discussions during the four meetings of the ILO Working Group for the Revision of the ICSE-93 from May 2015 to September 2017, on development work undertaken by the ILO and members of the Working Group, and on discussions at a series of regional meetings of labour statisticians held from December 2016 to December 2017. A regional meeting for Arab states was hosted by GCC-STAT in October 2017.

1.1 Purpose of the standards for statistics on work relationships

The new standards aim to guide countries in updating, harmonizing and further developing their statistical programs that include information on work relationships. Statistics on work relationships are concerned with:

(a) the authority relationships between persons who work and the economic units in which or for which the work is performed; and

(b) The economic risks that follow from the contractual or other conditions under which the work is performed. These statistics relate to all forms of work, including own-use production work, employment, unpaid trainee work, volunteer work and other forms of work.

These standards should facilitate the production of national statistics on work relationships for various purposes as part of an integrated national system of work statistics based on common concepts and definitions that are aligned with the current international standards and guidelines for statistics on work adopted by the International Conference of Labour Statisticians (ICLS). Work was defined by the 19th ICLS as 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.

1. 2 Status in Employment (ICSE-18)

ICSE-18 comprises ten categories which may be aggregated according to two alternative classification structures. The first structure, based on the type of authority that the worker exercises over the economic unit for which he/she works, provides categories at its top level for “independent workers” and dependent workers”. The second structure, based on the type of economic risk to which the worker is exposed, creates a dichotomy between “workers in employment for profit” and “workers in employment for pay”. This is similar to the traditional distinction between paid employment and self employment.

The ICSE-93 categories of employers, own-account workers, contributing family workers and employees have been retained in ICSE-18. The aggregate categories in the ICSE-18 structure based on the type of authority are therefore quite similar to the ICSE-93 categories. In addition, the revised ICSE includes four subcategories of employees, separate categories for owner-operators of corporations and a separate category for dependent contractors.

A separate category for workers in producers’ cooperatives has not been retained in ICSE-18.

The new category of “dependent contractors” refers to workers employed for profit who are dependent on another economic unit for organization and execution of the work, income, or for access to the market. This new category is needed to provide information on the group of workers frequently referred to as the ‘dependent self-employed’.

1.3 Status at Work

ICSaW-18 is an extension of ICSE-18 to cover all forms of work, including own-use production work, volunteer work and unpaid trainee work, as well as employment. Its purpose is to allow the production of conceptually consistent statistics on different populations and from different sources, rather than to be used in its entirety for the compilation of statistics from any particular survey. The categories are defined in such a way as to allow the provision of separate statistics on activities within and beyond the SNA production boundary.

1.4 Cross-cutting variables

The classifications according to status are complemented by a set of cross-cutting variables and categories that provide information about types of
that cut across several status categories. Many of these variables are regularly included in most Labour Force Surveys but were not previously covered by internationally agreed statistical standards. The standardization of these variables should therefore not only provide more relevant and detailed statistics on status in employment but also promote greater harmonization, coherence and international comparability of statistics on various aspects of the contractual and other conditions in which work is performed.

2. Main Themes

The workshop will address five key areas as follows:

Theme 1. International Classification of Status in Employment (ICSE-18)

Theme 2. International Classification of Status at Work (ICSaW-18)

Theme 3. Cross-cutting variables and categories

Theme 4. The link between the new ICSE-18 and the measurement of informality

Theme 5. Possibilities for testing and implementing these classifications in administrative records and household surveys in GCC countries

3. Objectives and Aims of the workshop

The objective is to share knowledge on statistics on work relationships and status in employment

The specific aims of the workshop are:

- Promote a shared understanding of the ICSE-18 and ICSaW-18 and of the cross-cutting variables and categories defined in the new international standards for statistics on work relationships
- Clarify the relationship between these new standards and the measurement of informality
- Share experience on the collection of statistics on status in employment and work relationships more generally
- Identify opportunities for collaboration testing and implementing the new standards in the region.

4. Outcomes

Participants will have a common understanding of:

- The purposes and uses of statistics on work relationships
- The International Classification of Status in Employment (ICSE-18) and its alternative classification structures
- The International Classification of Status at Work (ICSaW-18)
- The cross-cutting variables and categories for statistics on work relationships
- The relationship between these new standards and the measurement of informality
- Steps involved in testing and implementing these new statistical standards at national and regional levels

5. Organization

The workshop has been organized by GCC-Stat with the support of the ILO.

The workshop will be held at GCC-Stat, Muscat, Oman

6. Workshop Participants

This workshop targets the statisticians working on the production and processing of labour statistics at the National Statistical Offices as well as the employment in other source agencies producing labour statistics.

7. Speakers

- Mr. David Hunter, Consultant on Statistics and Classification Systems
- Ms. Batoul Obaid, Methodologies and Social Statistics Expert, GCC-STAT
- Mr. Nader, Regional Labour Statistician, ILO Regional Bureau for Arab States

8. Language

The workshop will use both Arabic and English, with simultaneous Interpretation

9. Requirements

Participants need to:

1. Review the concept paper,
2. Review the Resolution concerning statistics of work relationships adopted at the 20th ICLS,
3. Present and share country experiences.

10. Contact Information

For further technical information, please contact

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Regional Workshop on Classification of Status of Employment ICSE-18
10-12 November 2019, Muscat - Oman

Workshop Agenda
10 November 2019

Time	Speaker	Topic
8.30 – 9.00		Registration
9.00 – 9.30		**Workshop Opening** Opening Remarks Introductions and Expectations of Participants Workshop Objectives and Organisation
Session 1: International Classification of Status in Employment		
9.30- 10.00	Batoul Obaid	GCC-STAT Overview of the 20th ICLS Resolution concerning statistics on work relationships
10.00 -10.30	David Hunter	International Classification of Status in Employment (ICSE-18) and its alternative output classifications
10.30-10.45		**Coffee Break**
10.45 -11.15	David Hunter	Independent workers • Definitions of employers and own-account workers • Sub-categories of independent workers • The concept of entrepreneurs
11.15-12.00	David Hunter	Dependent contractors (the dependent self-employed)
12.00-12.30	Batoul Obaid	Country discussion
12.30 – 1.15		**Prayer Break**
1.15- 2.00	David Hunter	Employees • Permanent employees • Fixed-term employees • Short-term and casual and employees • Paid apprentices, trainees and interns
2.00- 2.45	David Hunter	Contributing family workers
2:45-3.00	Batoul Obaid	Country discussion
		Lunch

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Workshop Agenda
11 November 2019

Time	Speaker	Topic
Session 2: International Classification of Status at Work		
8.30 – 10.00	David Hunter	• Structure and purpose of ICSAW-18 • Employers and own-account workers in own-use production work • Volunteers and other unpaid workers • Status at work categories and the SNA production boundaries
Session 3: Cross-cutting variables and categories required for ICSE-18		
10.00 – 10.30	David Hunter	• Purpose and typology of cross-cutting variables
10.30- 10.45		**Coffee Break**
10.45 – 11.45	David Hunter	• Duration of job or work activity • Working time • Reasons for non-permanent employment • Type of employment agreement • Form of remuneration
Session 4: The link between the new ICSE-18 and the measurement of informality		
11.45 -12.45	Nader Keyrouz	The definition of informal employment and ICSE-18 (Including the cross-cutting variables related to the measurement of informal employment relationships)
12.45 – 1.15		**Prayer Break**
1.15 – 2.15	Nader Keyrouz	Update on the revision of the standards for statistics on informality
2.15-3.00	Batoul Obaid	Country discussion
		Lunch

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Workshop Agenda
12 November 2019

Time	Speaker	Topic
Session 5: Cross-cutting variables for the measurement of domestic workers and multi-party work relationships		
8:30 – 9.30	David Hunter	• Type of workplace • Domestic workers • Multi-party work relationships
Session 6: Possibilities for testing and implementing these classifications in administrative records and household surveys in GCC countries		
9.30 – 10.00	Nader Keyrouz	Data sources and guidelines for data collection • The measurement approach • Identification of key characteristics • Examples of questions
10.00 – 10.30	Nader Keyrouz	Current experience and plans for testing and implementation of the new standards among Arab states and round the world
10.30- 10.45	**Coffee Break**	
10.45 – 12.00	Participants from each country	Round table discussion on current national experience, plans and possibilities for testing
Session 7: Conclusions, recommendations and next steps		
12:45-12:00	Batoul, David Hunter, and Nader Keyrouz	
12.45 – 1.15	**Prayer Break**	
Workshop closing		

Lunch

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