



Mutual learning workshop on 'Access to Social Protection: Data, indicators and monitoring systems'

Measuring new forms of employment - 26-27 November 2024

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Available data since the 2021 revision of the EU-LFS

- a) Economically dependent (solo) self-employed
- b) Employees without contracts - or without specified working hours
- c) Employed population whose working hours vary from week to week
- d) Seasonal workers (in off-season)

Economically dependent self-employed

- Based on variables STAPRO, MAINCLNT and VARITIME.
- Definition: **Self-employed people without employees**
 - ...who worked during the past 12 months for **only one (or for a dominant) client** (*economic dependence*)
 - ...that **decided on their working hours** (*organisational dependence*)

Economically dependent solo self-employed in the EU-27 (aged 15-74, in 2023)

19.3 million solo self-employed

**(= 2/3 of the self-employed
and 9.4% of tot. pop in employment)**

*Among which: 3.3 million with
only one client, or a
dominant one*

Among which:
750,000 for which the
dominant client decides
working hours
(i.e. **0.4%** of tot. pop in
employment)

Source : EU-LFS (2023)

Employees without contracts - or without specified working hours

- Employees without written contracts or agreement
- Employees with contract/agreement without specified hours
 - ✓ Based on variable CONTRHRS (Contractual working hours in main job, i.e. only available for employees)
 - ✓ **Categories:** Number of hours, Contract/agreement without specified hours, Does not have a contract or agreement

Workers whose working hours vary from week to week

- Based on variable HWUSUAL (Number of hours per week usually worked in main job, available for all persons in employment)
- **Categories:** Number of working hours vary from week to week

Seasonal workers 'off-season'

- Based on variables:
 - ABREAS: Main reason for absence from work during entire ref week
 - and JATTACH: Measurement of 'Job attachment' for those absent due to being Off-season, Parental leave, or other reasons
- Categories in ABSREAS: Holidays; Sick leave; Maternity/paternity leave; [...] ; **Off-season**; Other reason
- Categories in JATTACH: **Seasonal workers (regularly/not regularly performing job-related tasks or not performing them)**, Parental leave (with/out job-related income or benefit), Other absence

Annex – information in Statistics Explained Articles

- Yearly update of data and figures, within the EU Labour Force Survey, on relevant matters of the labour market characteristics:

For example:

- [Part-time and full-time employment statistics](#);
- [temporary and permanent employment statistics](#);
- [actual and usual hours of work](#);
- [participation of young people in education and the labour market](#).

Revised International Classification of Status in Employment - ICSE-18 - adopted by the 20th ICLS

► Table 1. ICSE-18 versus ICSE-93

ICSE-18	ICSE-93
<i>Independent Workers</i>	<i>Self-employment jobs</i>
Employers <ul style="list-style-type: none"> Employers in corporations Employers in household market enterprises 	Employers
Independent workers without employees <ul style="list-style-type: none"> Owner-operators of corporations without employees Own-account workers in household market enterprises without employees 	
	Own-account workers
	Contributing family workers
	Members of producer cooperatives
<i>Dependent Workers</i>	<i>Paid employment jobs</i>
Dependent Contractors	
Employees <ul style="list-style-type: none"> Permanent employees Fixed-term employees Short-term and casual employees Paid apprentices, trainees and interns 	Employees
Contributing family workers	
	Workers not classifiable by status

Implementation of ICSE-18 in the EU-LFS

- Measurement of **Dependent Contractors** and their identification amongst both the self-employed and the self-declared employees

>> Dependent contractors - a new employment status category, introduced in the ICSE-18;

- Described with various terms, such as “dependent self-employed” or “disguised employment relationship”.

Implementation of ICSE-18 in the EU-LFS

Dependent contractors are defined statistically as workers who have:

Contractual arrangements of a commercial nature (but not a contract of employment) to provide goods or services for or through another economic unit, and satisfy certain conditions:

- they are not employees of that economic unit, but are dependent on that unit for organization and execution of the work, income, or for access to the market;
- they are workers employed for profit, who are dependent on another entity that exercises control over their productive activities and price, and directly benefits from the work performed by them;
- the activity of the dependent contractor would potentially be at risk in the event of termination of the contractual relationship with that economic unit;
- usually responsible for arranging their own social insurance and other social contributions;
- the entity on which the workers are dependent does not withhold income tax for them.

Implementation of ICSE-18 in the EU-LFS

Four kinds of dependency investigated so far:

1. Dependency on a main client (or a main intermediary)
2. Dependency in price settings
3. Dependency on work organization, including working time
4. Dependency on working tools

Implementation of ICSE-18 in the EU-LFS

Classification rule

- IF [MAINCLNT = 1 OR 3] AND [PRICE = 1] AND [DEPEND = 1], then the person is classified as “dependent” according to the ICSE-18.

>> That means all the three kinds of dependency should be verified at the same moment.

A larger definition is possible:

- IF [MAINCLNT = 1 OR 3] AND [PRICE = 1 OR DEPEND = 1], then the person is classified as “dependent” according to the ICSE-18.

>> That means that two dependency kinds are sufficient.

Implementation of ICSE-18 in the EU-LFS

Distinction between corporation and household market enterprise (HME)

- **Corporation:** an enterprise who has its own rights and obligations, regardless of the people that owns it.
 - The legal unit, in this case, has liability, as it is, at least partially, separated from the owners' liability.
 - As an example: in case of bankruptcy, only the assets of the legal units can be taken by creditors and not those of the owners.
 - It includes the Quasi-corporation or other kind of enterprise than **HME**: an enterprise who is not a corporation formally but operates as if it is a corporation, with full, or limited, own rights and obligations, or with at least one owner with limited liability.

Implementation of ICSE-18 in the EU-LFS

Distinction between corporation and HME

- **Household market enterprise:** an enterprise who has no own rights and obligations.
 - The people that owns it have full personal liability for all the rights and obligations of the enterprise.
 - As an example: In case of bankruptcy, their own assets, personal bank accounts, family house, etc. can be taken by creditors.

Implementation of ICSE-18 in the EU-LFS

Distinction between corporation and HME

- Based on the previous ICSE test the overall conclusion is that asking self-employed, about what the legal status of their business is, works well.
- There is the case of self-employed that haven't registered yet (even if they are obliged). ILO suggested to add a categories 'not registered yet' in order to capture this situations and also informality.
- Due to differences in the national regulatory frameworks, there is a proposal for countries to choose the best option at the national level.

Digital platform employment (DPE) developments

- In February 2024, the Council and the European Parliament reached an agreement on the proposed directive.
- UNECE [Handbook](#) on Forms of Employment, 2022
- Eurostat, ILO and OECD [Handbook](#) on Measuring Digital Platform Employment and Work, 2023
- [Meeting](#) of the Group of Experts on Quality of Employment, session 2: new forms of employment, 2024
- Publication in the Official Journal of the European Union, January 2025
- Eurostat Task Force on DPE with the purpose of launching a pilot data collection in 2022 and now preparing the ad-hoc Labour Force Survey module in 2026.

DPE Definitions

Digital Platform Employment involves three distinct agents:

1. The **provider**, i.e. the supply side of the labour market (the employed person);
2. The **client**, i.e. the demand side of the labour market (it may be an individual or a legal person);
3. The **platform**, i.e. a digital online service facilitating interactions between two or more distinct but interdependent sets of providers and clients who interact through the service via the internet.

DPE Methodology

In line with the EU-LFS, but its focus is on:

- supply side of the labour market (no business perspective);
- activities constituting employment (work for pay or profit);
- counting heads (not transactions, volumes or revenue);

Two main challenges:

1. to identify the platform work within the employed people already detected in the EU-LFS (as first or second job)

2. to identify employed non-detected in the LFS that actually perform platform paid work

Results of the pilot survey in 2022

- Digital platform workers were more likely to be men than women (3.2 % of all men aged 15-64, compared to 2.8 % of all women).
- They were most common under the age of 30 (3.6 % of people aged 15-29, compared to 2.8 % for age group 30-64).
- They were more likely to have a high level of education (tertiary level of education).
- In most countries, the highest share of DP workers earned less than a quarter of the total personal earned income, in the last month.

More information is available on [Employment statistics - digital platform workers](#)

Results of the pilot survey in 2022

Among all 17 countries as a whole:

- **3.0 %** of all people aged 15 to 64 performed at least one hour in digital platform employment (DPE) in the last 12 months.
- Roughly **4.4 %** of the average employment in 2022 experimented DPE

Among all 17 countries as a whole, of all people that performed DPE work:

- **80.1 %** reported only 1 type of DPE
- **15.5 %** 2 types of DPE
- **3.3 %** 3 types of DPE
- **1.0 %** in 4 types or more.

[Statistics Explained Article on DPE on Eurostat Website](#)

DPE measurement

- Focus of most variables should be main paid digital platform work.
- Reducing the number of false positives by identifying DP workers through the platform name and pay/profit.
- Main reason for working through a digital platform should be asked.
- Answers to DPINTENS - Intensity of paid work in digital platform(s) in the last 12 months – will determine the question(s) for the variable DPHRSW - Average number of paid hours worked per month in the last 12 months, in digital platform(s).

DPE measurement

- 12-month reference period allows to increase the sample size – with the exception of DPMAIN (Paid digital platform work as main, second or other job in the reference week), to keep the link with the core LFS.



It will be possible to capture people who result as not employed in the core LFS and declare some DPE work in the module; it can also occur that respondents, in the module, may declare the DPE work as the main job in the reference week, while reporting a different job as the main job when answering the core LFS.

- Variable DPINSCOV* is important to measure the rights of persons performing digital platform work, but it also presents many challenges (e.g. types of providers and social insurances – and possible overlaps, main contributor, different national regulations vis-à-vis the right of workers depending on their status in employment).

Eurostat-ILO Global Conference



The poster features a dark blue background with white and yellow text. At the top left, the Eurostat logo (a blue square with a white 'e' and a European Union flag) and the ILO logo (a circular emblem with 'ILO' in the center) are displayed. The main title 'Global Conference on Measuring New Forms of Employment' is in large white font. Below it, the date 'Brussels, 4 - 5 July 2024' is in yellow. The hashtag '#MeasuringEmployment' is at the bottom left. On the right side, there are four circular platforms with stylized illustrations of people in various work settings: a delivery person with a bicycle, a chef, a person in a wheelchair, and a group of three people (a worker, a doctor, and a woman) looking at a large data chart. Another platform shows a person taking a photo of a bar chart. The background is decorated with faint vertical lines and small white dots.

eurostat  International Labour Organization

Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024

#MeasuringEmployment

<https://ec.europa.eu/eurostat/web/main/news/events-webinars/2024/measuring-new-forms-employment>

Lessons from Eurostat-ILO Global Conference

Eurostat and ILO organized a joint conference on Measuring new forms of employment, 4-5 July 2024, Brussels.

Main Objectives: a forum for discussion addressing the policy demand at national and international levels for reliable statistical information on the ongoing and rapid evolution of work and the labour market, with a reflection on further statistical needs in the domain.

Audience: 400 high-profile participants from all over the world, including policymakers, public officials working in policy development, labour statisticians, data scientists, researchers, representatives of workers' and employers' organisations, labour statisticians and researchers.

Lessons from Eurostat-ILO Global Conference

- **Existing initiatives** to define and measure the phenomenon of new forms of employment (e.g. DPE and ICSE-18)
- Reflections on **future statistical needs** in under-researched areas:
e.g. the impact of artificial intelligence on emerging tasks, benefits and challenges of algorithmic management, increasing digitalisation of work and effects on workers' rights and conditions, challenges of unpaid labour and precarious work in the labour market, gender dynamics in the evolution of work relationships and modalities (i.e. non-standard and informal employment), standardised approaches and definitions on green jobs and AI work, refining data on remote working versus home working and on self-employed status, as well as on temporary contracts, seasonal workers, security of and safety at work, and social protection.

Outcomes of Eurostat-ILO Global Conference

- Importance of the implementation of 21st ICLS resolution concerning statistics on the informal economy.
- ILO working group on DPE in preparation of the next International Conference of Labour Statisticians (ICLS), 2028.
- UNECE Task Force to update the [Handbook](#) on measuring quality of employment.

Thank you



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