Session 5: International Standard Classification of Status in Employment, 1993 (ICSE-93)

David Hunter
International Labour Office
Department of Statistics
Status in Employment

- International Classification of Status in Employment (ICSE-93)
- Adopted at the Fifteenth ICLS in 1993
- Allows identification of:
  - Employees (paid employment jobs)
  - Self-employed (income depends solely on profits)
    - Employers
    - Own-account workers
    - Members of producers’ cooperatives
    - Contributing family workers
- A critical variable to understand structure and functioning of labour market
International Classification of Status in Employment (ICSE-93)

- Groups are defined based on:
  - Type of economic risk
  - Strength of attachment between person and job
  - Type of authority over the establishment and other workers
ICSE-93 – Key points in definitions of groups

- **Employees (including apprentices)**
  - Some form of supervision
  - Agreement on the amount of payment in cash or kind

- **Employers**
  - singly or jointly control the enterprise
  - have paid employees on a continuous basis

- **Own-account workers;**
  - singly or jointly control the enterprise
  - no paid employees on a continuous basis
  - may have assistance from contributing family workers
ICSE-93 – Key points in definitions of groups (2)

- Members of producers’ cooperatives
  - jointly determine organization of work and distribution of profits
  - rare in many countries

- Contributing family workers
  - unpaid
  - usually live in same household and are related to family members who control the enterprise

- Workers not classifiable by status
ICSE-93 – Optional categories, issues and problems

- Subsistence workers
- Owner managers of incorporated enterprises
- Casual and seasonal workers and other forms of precarious employment
- Outworkers
- Home-based workers
- Contractors
• 3 possible approaches
  – Combined with determination of activity status
    • NOT RECOMMENDED
    • Negative effect on accuracy of both topics
    • Status in employment should be asked only with reference to a specific job (the main job)
  – Combined with institutional sector
  – As a question on its own
Were you self-employed or working for someone else in your (main) job last week?

- Self-employed
  - With paid help (employer)
  - Without paid help
- Worked for someone else
  - As Government employee
  - As employee of a foreign Government
  - As employee of private company/person
  - As unpaid worker in family business/farm
  - Not stated
Status in employment – measurement issues

- Questions need to use terms understood by enumerators and respondents
- Owner managers of incorporated enterprises
- Subsistence farmers
- Does the question reflect national requirements?