



**Statistics**



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# 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



# Status in employment – data collection and measurement



- 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?