

11TH ILO MEETING OF CARIBBEAN MINISTERS OF LABOUR



The 19th and 20th ICLS resolutions and implications for future of work

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What we had ICSE-93

- 2 Substantive Groups (based on economic risk)
- 6 categories

Paid employment jobs	Self-employment jobs	
1. Employees	2. Employers 3. Own-account workers 4. Members of producers' cooperatives 5. Contributing family workers	6. Workers not classifiable by status

What we have

ICSE-18 and ICSaW-18 (integrating 19th ICLS)



A new framework to monitor changes in employment arrangements taking place in many countries. Specifically:

Uncertainty about the boundary between self-employment and paid employment

Non-standard employment arrangements: 'dependent' contractors, short-term and zero hours contracts etc.

2 Classification criteria: type of authority that the worker is able to exercise in relation to the work performed and the type of economic risk to which the worker is exposed

Classification of status based on the type of economic Risk (ICSE-18-R)

2 Substantive Groups (based on economic risk, analogous to self-employment and paid employment)

10 categories

Workers in employment for profit

Independent workers in household market enterprises

- Employers in household market enterprises
- Own-account workers in household market enterprises without employees

Dependent contractors

- Dependent contractors

Contributing family workers

- Contributing family workers

Workers in employment for pay

Owner-operators of corporations

- Employers in corporations
- Owner-operators of corporations without employees

Employees

- Permanent employees
- Fixed-term employees
- Short-term and casual employees
- Paid apprentices, trainees and interns

Classification of status based on type of Authority (ICSE-18-A) and its extension (ICSaW-18)

2 Substantive Groups (based on degree of authority)
10 categories

Independent workers

Employers

- Employers in corporations
- Employers in household market enterprises

Independent workers without employees

- Owner-operators of corporations without employees
- Own-account workers in household market enterprises without employees

Dependent workers

Employees

- Permanent employees
- Fixed-term employees
- Short-term and casual employees
- Paid apprentices, trainees and interns

Dependent contractors

- Dependent contractors

Contributing family workers

- Contributing family workers

Dependent contractors definition

Workers who have contractual **arrangements of a commercial nature**:

Their dependency may be of an operational nature, through organization of the work and/or of an economic nature such as through control over:

- access to the market
- the price for the goods produced or services provided
- or access to raw materials or capital items

The economic units on which they depend may be market or non-market units and include corporations, governments and non-profit institutions which:

- benefit from a share in the proceeds of sales of goods or services produced by the dependent contractor,
- and/or benefit when the work performed by dependent contractors may otherwise be performed by its employees.

The activity of the dependent contractor would potentially be at risk in the event of termination of the contractual relationship with that economic unit

Dependent contractors; examples

Hairdressers who 'rent' a chair in a hairdressing salon

- Purchase their materials (shampoos, dyes etc.) from the salon owner
- Owner decides on the price of the services.
- Receive payment from their customers but must pay a portion of that to the salon owner.

Vehicle drivers who works for a transport company but are considered by the company as self-employed

- Transport company provides work and determines the payment
- But takes no responsibility for workers' compensation insurance, taxes and social contributions,
- or to ensure that the hours worked by the driver fall within the legal limits for professional drivers.

Waiters paid only by gratuities

- Restaurant owner provides capital/working environment to perform work and nothing else

Workers who are paid only by piece or commission AND do not benefit from social security paid by the economic unit paying for their work



Thank you