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Executive summary

Employment status is a measure of an individual's position in the labour market. The International Labour Organisation (ILO) maintains the International Classification by Status in Employment (ICSE). In 1993 ICSE was defined as a classification with six categories. In 2013, ILO scheduled to revise the classification, but its statisticians postponed final decision making until 2018. This paper develops survey questions for the measurement of ICSE-93. It then squeezes greater detail into the initial six categories, building on the suggestions proposed in 2013. The revised ICSE classification is a three-level classification of the six ICSE-93 groups at the first level, eight categories at the second and 13 at the third level. For the full classification 28 variables are needed to measure the revised ICSE. These are detailed in the paper.

This report D8.12 is a deliverable of [Work Package 8](#) (WP8) of [SERISS](#). It reports on survey questions designed to measure the revised ICSE classification. These survey questions and answers have been translated in 47 languages, facilitating the measurement of the ICSE classification in 99 countries. The deliverable provides the coding scheme and the syntax needed to convert the data from the survey questions into the revised ICSE classification.

1. Introduction

Synergies for Europe's Research Infrastructures in the Social Sciences ([SERISS](#)) is a four-year project that aims to strengthen and harmonise social science research across Europe (2015-19). [Work Package 8](#) (WP8) of SERISS aims to provide cross-country harmonised, fast, high-quality and cost-effective coding of open ended questions on respondents' occupations, industries and education into international standardized classification systems, and to develop a tool to collect standardized social network information. Occupation, industry, employment status, educational attainment and field of education are core variables in many socio-economic and health surveys. Moreover, the size and intensity of social networks are key variables in social surveys. However, their measurement, especially in a cross-cultural, cross-national and longitudinal context, is cumbersome, not sufficiently standardized and often expensive. This work package takes recent scientific and technological developments as an opportunity to improve this situation in order to improve survey measurement quality and provide cost-effective solutions to Research Infrastructures (SERISS Annex 1, European Commission, 2015).

Building on the current technology and the partners' experiences, WP 8 develops a cross-country harmonised, fast, high-quality and cost-effective coding module for the core variables. The module uses a large multi-lingual dictionary with tens of thousands of entries about job titles, industry names, fields of education and training, and employment status categories. Additionally, the module will include country-specific, structured lists of educational qualifications. The module will provide up-to-date codes to classify the variables, using international standardized classification systems. It will facilitate surveys in the ESS, GGP, SHARE and WageIndicator countries and their associated networks to serve infrastructures reaching out to a global audience.

This paper concerns deliverable D8.12 of SERISS. It relates to Task 8.5: Compile the API-database of employment status. The responsible partner is the University of Amsterdam (UvA). The objective of this paper is to design the survey questions and answers needed to measure a respondent's employment status in multi-country surveys. For the design of the survey questions, this paper relies fully on the International Classification by Status in Employment (ICSE), maintained by the International Labor Organisation (ILO 1993; ILO 2013a; ILO 2013b; ILO 2013c. ILO 2013d).

The survey questions developed for D8.12 are added to a web-based survey module, posted on the website <http://surveycodings.org/>, accessible from February 2017 on. In D8.12 the English master version of the survey is developed. The translations of the survey questions into 47 languages for 99 countries can be found in the accompanying database of deliverable D8.14 (Tijdens 2016a). Deliverable D8.14 also includes an explanatory note concerning the origins of the survey questions, and the arguments underlying the choice of countries and languages.

The outline of this deliverable is as follows. Section 2 details the ICSE-93 classification dating back to 1993, and the subsequent revision discussions in the 19th International Conference of Labour Statisticians (ICLS) of the ILO in 2013. Section 3 details the survey questions needed to measure ICSE-93 and Section 4 details the survey questions needed to measure the proposals in 2013. Section 5 describes how survey holders can use the survey module for the measurement of employment status.

2. ILO's classification of employment status

The ICSE-93 classification of employment status

For many years the International Conference of Labour Statisticians (ICLS), a United Nations institute of the International Labor Organisation (ILO) in Geneva, has conferred about the definition and measurement of employment status, such that the numbers of employed aggregated from national labour force surveys could become comparable across countries. For this paper, we rely solely on the work of the ICLS because it is the only institution that has discussed the classification of employment status from a cross-country, global comparative perspective. This fits the objectives of this deliverable, notably designing the survey questions needed to classify employment status for multi-country surveys.

Following a viewpoint of the United Nations Statistical Office (1990), in January 1993 the 15th ICLS adopted a resolution concerning the definition of the International Classification by Status in Employment, abbreviated as ICSE-93 (ILO 1993). The main purpose of ICSE-93 was to provide a model for the development of national classifications for statistics on status in employment, and to provide the basis for the production of internationally comparable statistics on the topic. ICSE-93 distinguishes six status groups:¹

1. Employees are all those workers who hold the type of job defined as "paid employment jobs". Employees with stable contracts are those "employees" who have had, and continue to have, an explicit (written or oral) or implicit contract of employment, or a succession of such contracts, with the same employer on a continuous basis. "On a continuous basis" implies a period of employment which is longer than a specified minimum determined according to national circumstances.
2. "Employers are those workers who, working on their own account or with one or a few partners, hold the type of job defined as a "self-employment job", and, in this capacity, on a continuous basis (including the reference period) have engaged one or more persons to work for them in their business as "employee(s)". The meaning of "engage on a continuous basis" is to be determined by national circumstances, in a way which is consistent with the definition of "employees with stable contracts". The partners may or may not be members of the same family or household.
3. Own-account workers are those workers who, working on their own account or with one or more partners, hold the type of job defined as "a self-employment job", and have not engaged on a continuous basis any "employees" to work for them during the reference period. It should be noted that during the reference period the members of this group may have engaged "employees", provided that this is on a non-continuous basis. The partners may or may not be members of the same family or household.
4. Members of producers' cooperatives are workers who hold a "self-employment" job in a cooperative producing goods and services, in which each member takes part on an equal footing with other members in determining the organization of production, sales and/or other work of the establishment, the investments and the distribution of the proceeds of the establishment amongst their members.
5. Contributing family workers are those workers who hold a "self-employment" job in a market-oriented establishment operated by a related person living in the same household, who cannot be regarded as a partner, because their degree of commitment to the operation of the establishment, in terms of working time or other factors to be determined by national circumstances, is not at a level comparable to that of the head of the establishment.
6. Workers not classifiable by status include those for whom insufficient relevant information is available, and/or who cannot be included in any of the preceding categories.

¹ Derived from <http://laborsta.ilo.org/applv8/data/icsee.html#n2>, accessed 5SEP2016

Our module aims to measure the six categories of the ICSE-93 classification (see Table 1). Codes are assigned by the author. The related survey questions are detailed in Section 3.

Table 1 The six ICSE-93 status groups and their codes

ICSE code	Category
100	Employee
200	Employer
300	Self-employed
400	Member of producers' cooperatives
500	Contributing family workers
600	Other forms of employment not elsewhere classified

The 2013 revision of ICSE-93

Introduction

In January 2013 the 19th ICLS meeting discussed a revision of ICSE-93 (ILO 2013a, 2013b). A revision was thought to be necessary because the five substantive ICSE-93 categories did not provide sufficient information or detail, because groups in the national labour forces needed more clarity to be classified either in paid employment or in self-employment, and because for international comparison more detailed categories were needed. During the meeting, four options for the classification were discussed, but no final discussions were taken. The ILO Office was asked to prepare a document for the 20th ICLS meeting, scheduled for 2018 (ILO 2013c).

During the 19th ICLS meeting, the main categories of employment status were discussed. To measure employment status, the meeting identifies as a key element whether individuals have paid work which can be remunerated by wages and salaries or is directly dependent upon the profits (or the potential for profits) derived from the goods and services produced, but may be paid by commission from sales, by piece-rates, bonuses or in-kind payments. The three problematic classification categories were the owner-managers of incorporated enterprises, the contractors, and the outworkers (ILO 2013c). The problem with owner-managers relates to the situation where ownership and management of an enterprise are separated. The contractors were difficult to classify because they may be registered as self-employed whereas in reality an employer-employee relationship exists. The outworkers were difficult to classify because their place of work is not within any of the establishments which make up the enterprise, e.g. homeworkers.

The module of survey questions measuring socio-economic status aims to measure almost all options presented at the 19th ICLS meeting, assuming that any of these options will be included in the final ICSE-93 updates, foreseen for the 20th ICLS meeting. The design of the survey questions aimed for a three digit classification, whereby the first digit measures ICSE-93, and the second and third digit measure the prospective ICSE-93 updates. The related survey questions are detailed in Section 4.

The main categories in the 2013 revision of ICSE-93

Dependent employment

The words 'dependent employment' are synonyms for employees. Employees are defined as being typically remunerated by wages and salaries on the basis of an explicit or implicit employment contract, but they may be paid by commission from sales, piece-rates, bonuses or in-kind payments such as food, housing or training. Table 2 presents the categories of employees extracted from ILO (2013a, 2013b, 2013c). The first, second and third digit codes are presented in the first column. If the code is "---", the category is not measured in the module, or is measured under another first level item.

In the proposals for the 19th ICLS meeting, ILO (2013a, 2013b) recommends to distinguish regular employees from other employees with stable contracts on the basis of the extent to which these contracts oblige the employer to pay regular social security contributions. However, the category 'regular employees' is not well defined. In the survey we ask the employees, civil servants the workers who have defined them as other, but not self-employed, employer or apprentice, whether they are subject to taxation and to social security. If they are not, we have defined them as 'regular employees'. Concerning taxation and social security see further the sub-section on informal work.

A major dimension of the classification of employees concerns the employment contract. ILO distinguishes employees with indefinite contracts and employees with fixed-term contracts. The latter category is further divided depending on the time horizon of their contracts. A special category concerns the employees in training, which can be divided into those being paid and those not being paid. A further special category relates to domestic employees.

ILO (2013a, 2013b, 2013c) also discusses the triangular employment relationship. This relationship specifies that the main employer responsibilities, notably the contractual side and the labour process side of the employment relationship, are split and the former side is outsourced to a third party. The third party can be staffing firms, employee leasing firms, payroll firms, temporary employment agencies, labour hire agencies and other labour intermediaries. These include also workers in subsidized labour.

Table 2 The preliminary 2013 revision of ICSE-93 status groups for employees and their codes

ICSE code	Category
100	Employee
110	Employee • Permanent employee
111	Employee • Permanent employee • Paying taxes
112	Employee • Permanent employee • Contributing to social security
120	Employee • Regular employee
130	Employee • Temporary employee
131	Employee • Temporary employee • Fixed-term > 12months
132	Employee • Temporary employee • Fixed-term < 12 months
133	Employee • Temporary employee • Casual
134	Employee • Temporary employee • On-call
135	Employee • Temporary employee • Seasonal
140	Employee • Employee in training, apprentice, trainee or intern
141	Employee • Employee in training • Paid in cash
---	Employee • Employee in training • Paid in kind only
142	Employee • Employee in training • Unpaid
150	Employee • Domestic employee
---	Employee • Triangular employment relationship
---	Employee • Triangular employment relationship • Engaged by labour intermediary
162	Employee • Triangular employment relationship • Engaged by temp agency company
---	Employee • Workers on oral agreement
---	Employee • Work gang crew members
170	Employee • Workers in subsidized labour or in job training schemes
---	Employee • Workers in private households and domestic employees

In our design of the survey questions measuring employment status, we aim to measure most forms of dependent employment, as will be detailed in Section 4.

Self-employment

Self-employment is defined as employment for which remuneration is directly dependent upon the profits (or the potential for profits) derived from the goods and services produced (own consumption is considered to be part of profits). Incumbents make the operational decisions affecting the enterprise, or delegate such decisions while retaining responsibility for the welfare of the enterprise. Table 3 shows the categories extracted from ILO (2013a, 2013b, 2013c).

Table 3 The preliminary 2013 revision of ICSE-93 status groups for employers and self-employed and their codes

ICSE code	Category
200	Employer
---	Employer • With employees
---	Employer • Without employees
---	Employer • In incorporated enterprise
---	Employer • In unincorporated enterprise
---	Employer • Own account worker • In incorporated enterprise
---	Employer • Own account worker • In unincorporated enterprise
300	Self-employed
310	Self-employed • Contractor
311	Self-employed • Contractor • Without equipment
312	Self-employed • Contractor • With equipment
320	Self-employed • Contributing family worker
---	Self-employed • Employer • in incorporated enterprise
---	Self-employed • Employer • in unincorporated enterprise
---	Self-employed • Member of producers' cooperative
---	Self-employed • Own account worker
331	Self-employed • Own account worker • 1 assignment
332	Self-employed • Own account worker • >1 assignment

The main divide of the self-employed workers is between employers and own-account workers. The difference between the two is that the former have engaged one or more persons to work for them in their business as employee(s), and the latter have not engaged any employees on a continuous basis, although they may have engaged employees during the reference period but not on a continuous basis. Own-account workers may work with or without the assistance of contributing family workers.

Within the group of employers we disregard ILO's distinction of incorporated and unincorporated enterprises (ILO 2013a, 2013b). An incorporated business is a separate entity from the business owner, whereas an unincorporated business usually has a sole proprietor/manager. We do not include survey questions on this topic because a reliable classification requires quite some survey questions, while we assume that the employers of incorporated business concern a small share of any labour force and that this group most likely will identify themselves as an employer.

A major discussion in 2013 concerned the bogus self-employment. This refers to a situation where workers are working at their own account, whereas the situation basically should have been defined as an employer – employee relationship. The definition refers to the number of customers of the own-account worker. In case of one customer, the own-account worker should be classified as an employee. In case of multiple customers, the own-account worker should be classified as a self-employed person. Furthermore, within the group of self-employed persons, a distinction should be made between contractors with and without equipment.

In our design of the survey questions measuring employment status, we aim to measure most forms of self-employment, as will be detailed in Section 4.

Other forms of employment

The 19th ICLS meeting finally classified three ICSE-93 categories under one heading 'Other forms of employment', as shown in Table 4.

Table 4 The preliminary 2013 revision of ICSE-93 status groups for 'Other forms of employment' and their codes

ICSE code	Category
400	Other forms of employment • Member of producers' cooperatives
500	Other forms of employment • Contributing family workers
600	Other forms of employment • Other forms of employment not elsewhere classified

Informal work

The 19th ICLS meeting in 2013 discussed the measurement of informal work (ILO 2013c, 2013d). Status in employment is a relevant instrument to describe the informal sector and essential to define informal employment, which consists of jobs in enterprises classified to the informal sector as well as paid employment jobs in formal sector units that are not subject to standard labour legislation, taxation, social protection or entitlement to certain employment benefits or represent own-account workers producing goods for own final use by their households.²

In a joint ILO and WTO overview study on globalisation and informal jobs in developing countries, Bacchetta et al (2009) detail the characteristics of informal work. From ILO's labour relations point of view, the informal economy is excluded from the benefits and rights incorporated in labour laws and social security systems. From WTO's industrial point of view, the informal economy is not subject to tax regulations and is excluded from administrative rules covering property relationships, financial credit systems and commercial licensing. The ILO/WTO study emphasises that empirical information on informal employment could be drawn from labour force surveys if these surveys include questions concerning self-assessed labour market status and coverage by social security systems (Bacchetta et al 2009, p. 56). The 19th ICLS meeting in 2013 discussed that informal work should be measured according to the following criteria (ILO 2013c):

- Workers not subject to standard labour legislation
- Workers working in an enterprise classified to the informal sector
- Workers not subject to taxation
- Workers not subject to social protection
- Workers not entitled to certain employment benefits
- Own-account workers producing goods for own final use by their households

Tijdens et al (2015) follow Luebker's (2008) concept by taking workers as the unit of analysis. In surveys of individuals employees cannot be asked to classify their employer regarding the company's classification in the informal sector, its tax paying/avoiding policy or its policy concerning compliance to standard labour legislation. Such survey questions most likely elicit a substantial percentage of "don't know" answers and therefore these questions will not generate reliable data. Therefore we conclude that employees can only be asked about their income taxation and their social protection. In the module, the survey questions measuring employment status divide employees with stable contracts depending on them being subject to taxation or to social security into a formal or an informal category.

The survey questions discussed in this sub-section will be detailed in ~~the~~ Sections 4.

Status if no paid work

ICSE-93 is a classification of employment status, including informal work. Hence, all survey respondents who cannot be identified as employees, as self-employed persons or as informal workers will be classified as persons without paid work. The 19th ICLS meeting in 2013 did not discuss changes to this topic. In our module the first survey question identifies if the respondent has/has not paid work.³

² See <http://www.ilo.org/global/statistics-and-databases/statistics-overview-and-topics/status-in-employment/lang--en/index.htm> , accessed 5SEP2016

³ Note that for measuring socio-economic status (see Deliverable D8.13, Tijdens, 2016b), those not in paid employment are further classified as persons in full-time education / student, retired persons and persons unable to work due to long-term illness or disability. Note further that the ESeG-2014 socio-economic status classification unfortunately does not distinguish housekeeping persons as a separate category of people not in paid work. For the employment status measurement this distinction is not needed.

3. Survey questions according to ICSE-93

As detailed in Section 2, the ICSE-93 definition includes six categories, employees, employers, own-account workers, members of producers' cooperatives, contributing family workers, and others. A first survey question needs to identify whether respondents have paid work (Table 5). If yes, the next question identifies the six ICSE-93 categories (Table 5). Note that the respondents who tick 'civil servant' are considered an employee. We nevertheless specify the item 'civil servant' separately, because in quite some countries the word employee only refers to the private sector. Although in ICSE-93 the category 'Apprentice, trainee' is classified as 'other', we include the item here because in the 2013 revision this category is classified as 'employee' with follow-up questions.

Table 5 The module measuring ICSE-93 and the IDs, routing, item type and questions and answers

ICSE code	ID	ROUTING	ITEM TYPE	SURVEY TEXT
	nrofjob1	IF Age > 10 yrs	question	Do you have a paid job?
	nrofjob1_hint		hint	As an employee, self-employed or otherwise
	nrofjob1_1		option	Yes
	nrofjob1_0		option	No
	const71	IF nrofjob1_1	question	Are you mainly...
	const71_hint		hint	If you have more than one job, please answer with reference to your main job.
100	const71_140		option	Employee
100	const71_141		option	Civil servant
200	const71_201		option	Self-employed with employees/employer
300	const71_202		option	Self-employed without employees, freelancer
400	const71_826		option	Member of a producers' cooperative
500	const71_103		option	Paid family worker
	const71_825		option	Apprentice, trainee
600	const71_950		option	Other

4. Survey questions derived from the 2013 revision of ICSE-93

As detailed in Section 2, the ICSE-93 definition was further specified in the 19th ICLS meeting in 2013. Although in this meeting final decision making concerning the classification of employment status was postponed, we drafted a list of almost all proposed employment status categories and designed the related survey questions. By doing so, we measure the most detailed categories, nested within the ICSE-93 survey questions. Whatever classification will be drafted during the 20th ICLS, the detailed categories most likely can be classified accordingly. For example, by measuring the detailed category 'Contributing family workers', the person can be classified either as employed, as self-employed, or as own account worker, whichever decision is taken in the 20th ICLS. This section continues with the survey questions in the module allowing to classify employment status according to the 2013 revision. The tables present the ICSE code, ID, routing, item type and questions and answers for each survey question.

Specifying employees

The 19th ICLS specified the ICSE-93 classification, but did not adapt the six main categories. The survey questions again measure these six categories. In the 2013 revision, employees are classified according to their employment contract. The next question therefore asks employees / civil servants whether they have a permanent contract (Table 6).

Table 6 The module measuring 2013 revision of ICSE-93: 'employees, civil servants and other'

ICSE code	ID	ROUTING	ITEM TYPE	SURVEY TEXT
	nrofjob1	IF Age > 10 yrs	question	Do you have a paid job
	nrofjob1_hint		hint	As an employee, self-employed or otherwise
	nrofjob1_1		option	Yes
	nrofjob1_0		option	No
	const71	IF nrofjob1_1	question	Are you mainly...
	const71_hint		hint	If you have more than one job, please answer with reference to your main job.
100	const71_140		option	Employee
100	const71_141		option	Civil servant
300	const71_202		option	Self-employed without employees, freelancer
200	const71_201		option	Self-employed with employees/employer
500	const71_103		option	Paid family worker
140	const71_825		option	Apprentice, trainee
400	const71_170		option	Member of a producers' cooperative
600	const71_950		option	Other
	contrac5	IF (const71_140 or const71_141 or const71_950)	question	Do you have a permanent contract?
110	contrac5_1		option	Yes
130	contrac5_0		option	No

Employees on non-permanent contracts

The 19th ICLS proposal distinguishes quite some categories within the group employees on non-permanent contracts. These categories range from fixed-term contracts for more than 12 months to daily waged and casual workers. Table 7 shows the subsequent survey questions to identify the different categories. Note that we've added a category 'In community or military service', which is not mentioned in the 2013 proposals, but we judge this category necessary given the numbers of workers in this category. The category is classified as 'employee'.

Table 7 The module measuring 2013 revision of ICSE-93: 'employees on non-permanent contracts'

ICSE code	ID	ROUTING	ITEM TYPE	SURVEY TEXT
	contract	IF (contrac5_0)	question	What kind of employment contract do you have?
	contract_hint		hint	If more options are applicable, tick the option that comes closest
132	contract_1		option	A fixed term contract
170	contract_2		option	Community work scheme / subsidised employment
171	contract_3		option	In community or military service
162	contract_4		option	A temporary employment agency contract
133	contract_5		option	Casual contract
130	contract_6		option	No contract
130	contract_99		option	Other type of contract
	contract1	IF contract_1	question	What kind of employment contract do you have?
131	contract1_1		option	Replacement contract (fixed-term contract to replace another worker)
132	contract1_2		option	A fixed term contract of 12 months or more
131	contract1_3		option	A fixed term contract of less than 12 months
130	contract1_4		option	No exact duration
130	contract1_99		option	Other type of contract

ICSE code	ID	ROUTING	ITEM TYPE	SURVEY TEXT
	contract2	IF contract1>2 or const71_950	question	Are you mainly...
134	contract2_1		option	On call
133	contract2_2		option	Contract / daily wage worker
150	contract2_3		option	Housekeeping
135	contract2_4		option	Seasonal worker
133	contract2_5		option	Occasional work
600	contract2_99		option	Other

Apprentices

The 2013 ICLS proposal differentiates between apprentices paid in cash, paid in kind and not paid. In our view the answers to the survey questions for these three categories may overlap and require a fourth category, notably 'combination'. For this reason we opted for a simple question, dividing the apprentices in two categories: paid or unpaid (Table 8).

Table 8 The module measuring 2013 revision of ICSE-93: 'apprentices'

ICSE code	ID	ROUTING	ITEM TYPE	SURVEY TEXT
	const825	IF const71_825	question	Are you mainly...
141	const825_1		option	Apprentice, trainee (paid)
142	const825_2		option	Apprentice, trainee (unpaid)

Categories of self-employment

The 19th ICLS proposal differentiates between self-employed without (labour only contractors) and contractors with equipment. Table 9 shows that both the self-employed and the employers are asked to classify themselves according to these two categories, with two alternative answers, notably 'self-employed' and 'other'. We've included here again the temp agency workers, in case they have identified themselves earlier in the survey as being self-employed.

Table 9 The module measuring 2013 revision of ICSE-93: 'self-employed workers'

ICSE code	ID	ROUTING	ITEM TYPE	SURVEY TEXT
	contract3	IF const71_202 or const71_201	question	Are you mainly...
311	contract3_1		option	Contractor / subcontractor (labour only)
312	contract3_2		option	Contractor / subcontractor with equipment or vehicle
162	contract3_3		option	A temporary employment agency contract
300	contract3_4		option	Self-employed without employees, freelancer
600	contract3_99		option	Other

Bogus self-employment

To measure bogus self-employment, the module has a survey question about the number of customers in the past 12 months for respondents who have identified themselves as own-account worker. Respondents with only 1 assignment are considered employees on an oral contract. Respondents with more than 1 assignment are considered own account workers (Table 10).

Table 10 The module measuring 2013 revision of ICSE-93: 'bogus self-employed workers'

ICSE code	ID	ROUTING	ITEM TYPE	SURVEY TEXT
	wagesize	IF const71_202 and contract3 NE 4	question	How many clients did you have in the past 12 months?
180	wagesize_1		option	1
331	wagesize_2		option	2 or more

Formal versus informal employees

As detailed in Section 2, the module aims to distinguish formal from informal employees based on the answers to a survey question about taxation and social security. Any survey questions about taxation are sensitive questions, eliciting socially desirable answers. For this reason a proxy questions is asked: 'Do you know your gross and net wage?' The social security survey question is designed as a matrix question, asking for four types of social security. Table 11 details the relevant questions. An employee is considered to be an informal or so-called regular employee when they know only their net wage and when they answer 'no' to any of the four social security categories. An employee is considered to be a formal employee when they either know their gross wage or answer 'yes' to at least one of the four social security categories.

Table 11 The module measuring 2013 revision of ICSE-93: 'formal versus informal employees'

ICSE code	ID	ROUTING	ITEM TYPE	SURVEY TEXT
	wageboth	IF (const71_140 or const71_141 or const71_950)	question	Do you know your last gross and your last net wage?
	wageboth		hint	This applies to your last wage
111	wageboth_1		option	Yes, my gross and my net wage
111	wageboth_2		option	Only my gross wage
120	wageboth_3		option	Only my net wage
	MATRIX_socsec	IF (const71_140 or const71_141 or const71_950)	matrix group	Do you yourself or your employer contribute to your social security?
112/120	wagetaxpension		matrix question	Pension fund
112/120	wagetaxunempl		matrix question	Unemployment fund
112/120	wagetaxdisabil		matrix question	Disability fund
112/120	wagetaxmedical		matrix question	Medical insurance
	ANSWERTYPE_Yes		matrix option	Yes
	ANSWERTYPE_No		matrix option	No
	ANSWERTYPE_DK		matrix option	I don't know

5. How survey holders can use the survey questions to generate the ICSE-93 classification and the 2013 revisions

Survey holders can use the survey questions discussed above to generate the ICSE-93 and ICSE classification in their survey. This use is for free until the end of the SERISS project, but they remain available after the project. The questions are available at the website <http://surveycodings.org/>, accessible from February 2017 on. The page about socio-economic classifications provides information for the following topics: a) Background and concepts; b) Classification; c) Survey questions; d) Demo; e) Live search; f) Downloads.

The survey questions and coding tools are currently presented in Web-mode only. Demonstrations of the tools in other modes are expected to be delivered later in this project.

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Appendix 1 Coding scheme ICSE-93 plus summary of 2013 proposals

ICSE code	ICSE-93 plus summary of 2013 proposals
100	Employee
110	Employee • Permanent employee
111	Employee • Permanent employee • Paying taxes
112	Employee • Permanent employee • Contributing to social security
120	Employee • Regular employee
130	Employee • Temporary employee
131	Employee • Temporary employee • Fixed-term > 12months
132	Employee • Temporary employee • Fixed-term < 12 months
133	Employee • Temporary employee • Casual
134	Employee • Temporary employee • On-call
135	Employee • Temporary employee • Seasonal
140	Employee • Employee in training, apprentice, trainee or intern
141	Employee • Employee in training • Paid in cash
---	Employee • Employee in training • Paid in kind only
142	Employee • Employee in training • Unpaid
150	Employee • Domestic employee
---	Employee • Triangular employment relationship
---	Employee • Triangular employment relationship • Engaged by labour intermediary
162	Employee • Triangular employment relationship • Engaged by temp agency company
---	Employee • Workers on oral agreement
---	Employee • Work gang crew members
170	Employee • Workers in subsidized labour or in job training schemes
---	Employee • Workers in private households and domestic employees
180	Employee • Workers on oral agreement
200	Employer
---	Employer • With employees
---	Employer • Without employees
---	Employer • In incorporated enterprise
---	Employer • In unincorporated enterprise
---	Employer • Own account worker • In incorporated enterprise
---	Employer • Own account worker • In unincorporated enterprise
300	Self-employed
310	Self-employed • Contractor
311	Self-employed • Contractor • Without equipment
312	Self-employed • Contractor • With equipment
320	Self-employed • Contributing family worker
---	Self-employed • Employer • in incorporated enterprise
---	Self-employed • Employer • in unincorporated enterprise
---	Self-employed • Member of producers' cooperative
---	Self-employed • Own account worker
180	Self-employed • Own account worker • 1 assignment
331	Self-employed • Own account worker • >1 assignment
400	Others forms of employment • Member of producers' cooperatives
500	Others forms of employment • Contributing family workers
600	Others forms of employment • Other forms of employment not elsewhere classified

Note: The code '---' indicates that this category is not measured in the survey, because the categories are too difficult to measure or because of duplicates in the coding scheme.

Appendix 2 SPSS Syntax for coding scheme ICSE

```
COMPUTE ICSE93 = -9.
COMPUTE ICSE = -9.
MISSING VALUES ICSE93 ICSE (-9).
FORMATS ICSE93 ICSE (f4).
VARIABLE LABELS ICSE93 'International Classification by Status in Employment 1993 - six
categories'.
VARIABLE LABELS ICSE 'International Classification by Status in Employment proposed
revision - 28 categories'.
VALUE LABELS ICSE93
100 'Employee'
200 'Employer'
300 'Self-employed'
400 'Member of producers cooperatives'
500 'Contributing family workers'
600 'Other forms of employment not elsewhere classified'.
VALUE LABELS ICSE
100 'Employee'
110 'Employee • Permanent employee'
111 'Employee • Permanent employee • Paying taxes'
112 'Employee • Permanent employee • Contributing to social security'
120 'Employee • Regular employee'
130 'Employee • Temporary employee'
131 'Employee • Temporary employee • Fixed-term > 12months'
132 'Employee • Temporary employee • Fixed-term < 12 months'
133 'Employee • Temporary employee • Casual'
134 'Employee • Temporary employee • On-call'
135 'Employee • Temporary employee • Seasonal'
140 'Employee • Employee in training, apprentice, trainee or intern'
141 'Employee • Employee in training • Paid in cash'
142 'Employee • Employee in training • Unpaid'
150 'Employee • Domestic employee'
162 'Employee • Triangular employment relationship • Engaged by temp agency company'
170 'Employee • Workers in subsidized labour or in job training schemes'
180 'Self-employed • Own account worker • 1 assignment'
200 'Employer'
300 'Self-employed'
310 'Self-employed • Contractor'
311 'Self-employed • Contractor • Without equipment'
312 'Self-employed • Contractor • With equipment'
320 'Self-employed • Contributing family worker'
331 'Self-employed • Own account worker • >1 assignment'
400 'Other forms of employment • Member of producers cooperatives'
500 'Other forms of employment • Contributing family workers'
600 'Other forms of employment • Other forms of employment not elsewhere classified'.

IF (contst71 = 140) ICSE93 = 100.
IF (contst71 = 141) ICSE93 = 100.
IF (contst71 = 201) ICSE93 = 200.
IF (contst71 = 202) ICSE93 = 300.
IF (contst71 = 170) ICSE93 = 400.
IF (contst71 = 103) ICSE93 = 500.
IF (contst71 = 950) ICSE93 = 600.
```

EXECUTE.

IF (const71 = 140) ICSE = 100.
IF (const71 = 141) ICSE = 100.
IF (const71 = 202) ICSE = 300.
IF (const71 = 201) ICSE = 200.
IF (const71 = 103) ICSE = 500.
IF (const71 = 825) ICSE = 140.
IF (const71 = 170) ICSE = 400.
IF (const71 = 950) ICSE = 600.
IF (contract5 = 1) ICSE = 110.
IF (contract5 = 0) ICSE = 130.
IF (contract = 1) ICSE = 132.
IF (contract = 2) ICSE = 170.
IF (contract = 3) ICSE = 171.
IF (contract = 4) ICSE = 162.
IF (contract = 5) ICSE = 133.
IF (contract = 6) ICSE = 130.
IF (contract = 99) ICSE = 130.
IF (contract1 = 1) ICSE = 131.
IF (contract1 = 2) ICSE = 132.
IF (contract1 = 3) ICSE = 131.
IF (contract1 = 4) ICSE = 130.
IF (contract1 = 99) ICSE = 130.
IF (contract2 = 1) ICSE = 134.
IF (contract2 = 2) ICSE = 133.
IF (contract2 = 3) ICSE = 150.
IF (contract2 = 4) ICSE = 135.
IF (contract2 = 5) ICSE = 133.
IF (contract2 = 99) ICSE = 600.
IF (const825 = 1) ICSE = 141.
IF (const825 = 2) ICSE = 142.
IF (contract3 = 1) ICSE = 311.
IF (contract3 = 2) ICSE = 312.
IF (contract3 = 3) ICSE = 162.
IF (contract3 = 4) ICSE = 300.
IF (contract3 = 99) ICSE = 600.
IF (wagesize = 1) ICSE = 180.
IF (wagesize = 2) ICSE = 331.
IF (wageboth = 1 or wageboth = 2) ICSE = 111.
IF (wagetaxpension = 1 or wagetaxunempl = 1 or wagetaxunempl = 1 or wagetaxmedical = 1) ICSE = 112.
IF (wageboth = 3 and wagetaxpension = 0 and wagetaxunempl = 0 and wagetaxunempl = 0 and wagetaxmedical = 1) ICSE = 120.

EXECUTE.
