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## Main findings from the ILO pilot studies in Uganda and Peru

**Antonio R. Discenza, Michael Frosch, Kieran Walsh**
**Statistical Standards and Methods Unit**

**December 2023**

**STATISTICS**
**Department of Statistics**

International Labour Organization

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# Acronyms

| | |
|---|---|
| **AFM** | **Assisting family members (i.e. helping a family member who works for someone else)** |
| **CFW** | **Contributing family workers** |
| **DC** | **Dependent contractors** |
| **EMP** | **Employed** |
| **ICLS** | **International Conference of Labour Statisticians** |
| **ILO** | **International Labour Organization** |
| **ILOSTAT** | **ILO's statistical database** |
| **ICSE-18** | **International Classification of Status in Employment 2018** |
| **LFS** | **Labour Force Survey** |
| **TIN** | **Tax identification Number** |
| **RUC** | **Registro Único de Contribuyente** |

# Acknowledgement

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While the project was managed by the ILO it relied on the enormous efforts and great expertise of many outside the ILO. In particular the ILO would like to thank staff of the Centre for Basic Research in Uganda and Grupo de Análisis para el Desarrollo (GRADE) of Peru for their enthusiasm and support for various stages of the work. The project could not have advanced without the generous provision of expertise and time from many working at the Uganda Bureau of Statistics and the Instituto Nacional de Estadística e Informática of Peru. Given the scale of the project, too many people in these organisations were involved to list here, but all are thanked for their invaluable contribution.

Thanks, are also owed to various colleagues within the ILO and consultants who contributed to the work at different stages.

Finally, a special note of thanks and recognition is owed to Ms. Jessica Gardner. Ms. Gardner joined the project as the project manager and technical lead at the beginning, leaving just before completion of the project activities to take another opportunity. Ms. Gardner brought an incredible depth of expertise, huge enthusiasm and continuous effort throughout her two years with the ILO. The authors would like to express their sincere thanks for Ms. Gardner for her work and continued friendship and contributions to the reports now being published.

# Key points

- During 2021 and 2022 the ILO Department of Statistics engaged in extensive testing of labour force survey questions in Uganda and Peru towards the identification of questionnaire content to measure various phenomena that can deepen our understanding of informality in the world of work, particularly from a gender perspective. Among the topics covered in these tests was the application of the ICSE-18 classification through labour force surveys.
- The tests undertaken including both qualitative and quantitative testing methods, and provided an extensive range of evidence upon which conclusions could be reached regarding the efficacy of measurement approaches.
- In the case of ICSE-18 the evidence presented in this report confirms that multiple questions are required to properly assess working relationships and accurate classify respondents according to ICSE-18. The inclusion of multiple questions does result in the reclassification of many respondents from their initial self-reported status in employment to other categories.
- For people who initially report that they help in a family business (contributing family workers) – questions on their decision-making role in the business are crucial and two questions are proposed within ILO model questionnaires. The first on decisions about the running of the business and evidence suggests that on its own this question is sufficient to allow accurate classification based on ICSE-18, i.e. to distinguish between co-operators of businesses and those that help without having a decision-making role. A second question on decision making over income from the business is useful to study the agency of women and men in family businesses and thus can be a useful addition where this is of interest.
- A key focus of the testing was to identify questions that can be used in a labour force survey to identify dependent contractors – a key new group identified within ICSE-18. Several conclusions can be drawn including:
    - A question or questions on type of remuneration received by those who declare that they are an employee is required to distinguish employees from dependent contractors, and this question was shown to be sensitive in implementation requiring good wording, translation and interviewer training to work as intended. Future work could be done to further improve this question with particular focus to ensure the accurate identification of people whose payment is based on time worked (wage or salary earners).

- A default approach of identifying all those self-declare as employees who do not receive a wage or salary, and do not have a formal job as employees can potentially identify a large number of dependent contractors. This can, for example, include those working as day labourers in agriculture or construction who report that they are paid by the piece rather than for time worked, among others. While this is not necessarily in contradiction to the definition it is worthy of further consideration and careful implementation in countries to ensure it is implemented in an appropriate way at the national level.

- For those who initially report that they are operating a business, the tests showed the necessity of multiple questions to first identify that a dependent relationship exists on another entity, and subsequently that the entity exercises control over the activity in some way. The questions tested were found to be suitable for this purpose subject to careful implementation, including a shorter version of the question on control, thus possibly lowering burden.

- ICSE-18 can highlight key differences between the employment of women and men, and as such is a key classification for meaningful analysis of gender gaps. It is also a starting point for the identification of informality and various other information on working conditions. Its proper measurement through the labour force survey should be considered a high priority.

- The questions developed based on the testing in Uganda and Peru are being included in the published ILO model questionnaires and are recommended by the ILO for use subject to careful implementation. The ILO is available to provide support in their application.

# 1 Background

Gender equality is at the core of the ILO Decent Work mandate and is fundamental to achieving the global goals for sustainable development. Data and statistics support quantification of gender concerns, taking action and monitoring impact. Women's economic empowerment and the world of work is high among the priorities, and with informal jobs accounting for the bulk of women's employment globally, engendering informality statistics is crucial.

At the 21st ICLS in 2023 the new resolution concerning statistics on the informal economy was adopted, replacing the previous statistical standards on informality. This was in response to strong demand from the 20th International Conference of Labour Statisticians (ICLS) for standards that promote better measurement and understanding of informality across countries. National and international experts in labour statistics formed a working group in 2018 coordinated by the ILO Department of Statistics to complete the work and provide recommendations to the 21st ICLS in October 2023 as input to adopting the new standards for measuring the informal economy.

Cutting across the work to develop statistical standards is the need to engender statistics. The aim being that data producers can collect and produce statistics without gender bias, they produce statistics that are relevant to understanding gaps in gender equality, and they systematically analyse and disseminate data that are both sex-disaggregated and gender-responsive. Engendering statistics is an ongoing priority for the ILO Department of Statistics, a priority shared by its partners, including the Bill & Melinda Gates Foundation, UN Women, and the Women in Informal Employment: Globalizing and Organizing (WIEGO).

Undertaking labour force pilot studies and tests in parallel to the revision of statistical standards brings major benefits. Such tests create the opportunity to develop and try different measurement approaches, reflecting the evolving proposals from working group discussions. They also allow reconsideration of those proposals in the light of evidence on the measurement challenges they would create. ILO has accumulated experience in such testing over recent years, particularly through a comprehensive round of pilot studies in 2015-2017 to inform guidance and tools on recommended labour force survey (LFS) approaches to implement the 19th ICLS, followed by a joint-pilot study in Sri Lanka in partnership with the World Bank to test the application of the 19th ICLS standards in different types of household surveys. The different rounds of testing demonstrated the significant value of dedicated experimental tests as the platform to generate guidance and tools to support measurement.

Given the above, the ILO initiated the Engendering Informality Statistics project at the end of 2020 (the project) with generous support from the Bill & Melinda Gates Foundation. The most substantial activity of the project was to test statistical concepts and household survey questionnaires to generate evidence on what works when collecting data, and to test questionnaire content on a range of topics that can improve our understanding of working conditions, and gender gaps in particular. Testing took place in two countries (Uganda and Peru) through qualitative (mainly cognitive) testing in 2021 and quantitative testing in 2022 with fieldwork ending in December 2022. An additional feature of the testing was a dedicated test of proxy effects which took place in late 2022 as part of the last round of quantitative testing.

Following initial research and consultations the following topics were selected as a focus for the studies:

i. Identification of informality in line with emerging proposals from the working group
ii. Identification of dependent contractors (based on ICSE-18 as established in Resolution I of the 20th ICLS)
iii. Identification of contributing family workers (ICSE-18) plus measurement of their motivation for working in a family business
iv. Motivation of independent workers (as defined by ICSE-18) for operating a business
v. Decision making in family businesses – this is related to ICSE-18 but also relevant to the understanding of agency
vi. Earnings of “independent workers” as defined by ICSE-18
vii. Earnings of “dependent workers” as defined by ICSE-18
viii. Asset ownership in business (types and valuation)
ix. ICT use in businesses (including digital platforms)
x. Access to finance for businesses (only tested in the quantitative test in Peru)

The findings from the tests will be incrementally published on a topic-by-topic basis. Given their importance for the application of the latest standards (from both the 20th and 21st ICLSs) the first three topics listed above will be published first. In addition to the findings, the conclusions on questionnaire content will lead to updates to the published model ILO questionnaires and additional modules which will similarly be published incrementally.

An important objective of the testing was to identify which questionnaire content is suitable to use, but also, by extension to establish if it is possible to cover the topics listed above in a labour force survey, considering burden and the quality of the data generated. The findings will

comment on both elements (general suitability and conclusions on specific approaches) where relevant.

A separate report will be published describing the design and implementation of the studies. However, a few key points are worth noting here:

- The samples for the quantitative testing were purposive and not representative. More specifically, it was decided to design the samples to cover areas of the countries where a range of informal employment activities, would be found – covering both agricultural and non-agricultural employment. Thus, the findings cannot be considered to be indicative of the results that would be generated if the questionnaires were used at scale in a labour force or other household survey.

- Split sample designs were in general used – in other words different questionnaires tested on similar samples of households to enable comparisons of outcomes. During the quantitative stage only about 10 per cent of the questionnaire content differed between the two versions tested. Where relevant the findings will emphasise the situations where questions differed and the conclusions we can draw about which approach appeared to work better. In other cases, where content did not differ between versions of the questionnaire, the results are pooled and commented on more generally.

- In addition to the data generated, an important part of the process was qualitative feedback received from those who implemented the testing, in particular the interviewers. In addition to what can be judged from the results generated this feedback highlighted cases where questions were found to be sensitive in the field, such as questions on assets ownership in businesses etc. Again, feedback received in this way will be highlighted where considered relevant.

The topic of this report is the identification of status in employment based on the International Classification of Status in Employment (ICSE-18) as contained in Resolution I of the 20th ICLS (*resolution concerning statistics in work relationships)* (ILO, 2018). As will become clear ICSE-18 has direct implications for the identification and measurement of informality, as the questions used vary depending on the working relationship recorded. However, in addition informality and working relationships are inextricably linked phenomena and thus ensuring both are measured well if key to improving our understanding of informality. For this reason, the topic was chosen for inclusion in the pilot studies. Key findings and conclusions are presented from the different stages of testing, along with their implications for questionnaire design and content.

# 2 Status in employment

A new International Classification of Status in employment (ICSE-18) was introduced with the adoption of the 20th ICLS resolution concerning work relationships in 2018[2], replacing the earlier ICSE-93.

ICSE-18, similar to its predecessor ICSE-93, is built upon two fundamental dimensions: the *type of authority* and the *type of economic risk*. These underlying dimensions serve as the basis for the definition of the ten specific categories of employment status in ICSE-18. However, a notable change introduced by ICSE-18 is its capacity to arrange these ten categories along both dimensions, resulting in two distinct hierarchies and dichotomies, as depicted in **Box 1.**

When organizing the employment categories based on the type of authority, a dichotomy emerges between *independent workers* and *dependent workers*. Independent workers hold a relatively high degree of authority over their economic unit and work organization, while dependent workers have a relatively lower degree of authority.

Conversely, when the same ten detailed categories are organized according to the type of economic risk, a dichotomy surfaces between *workers in employment for profit* and *workers in employment for pay*. Those in employment for profit face a higher degree of economic risk, whereas workers in employment for pay experience a relatively lower degree of economic risk.

This contrasts with the six categories of ICSE-93 which were organised using a single dichotomy of *paid employment jobs* and *self-employment jobs*. Consequently ICSE-18 can be described as both more detailed and more flexible than ICSE-93.

ICSE-18 brings forth several significant changes that go beyond the establishment of the two distinct hierarchies. One significant change involves the introduction of the two detailed categories of respectively employers and own-account workers (referred to as independent workers without employees in ICSE-18) depending on whether they own and operate a corporation (incorporated enterprise) or a household market enterprise (unincorporated enterprise). Furthermore, ICSE-18 adopts a more comprehensive approach by incorporating four detailed categories specifically designed for employees. In addition to these changes, the new category dependent contractors is introduced in ICSE-18, recognizing this unique status in employment that was not previously acknowledged. On the other hand, ICSE-18 no longer includes members of producers' cooperatives as a separate category of status in employment.

[2] https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_648693.pdf

### Box 1. ICSE-18 organized according to type of authority and economic risk

| *According to type of authority* | *According to type of economic risk* |
|---|---|
| **Independent workers** | **Workers in employment for profit** |
| **Employers**<br>• Employers in corporations<br>• Employers in household market enterprises | **Independent workers in household market enterprises**<br>• Employers in household market enterprises<br>• Own-account workers in household market enterprises without employees |
| **Independent workers without employees**<br>• Owner-operators of corporations without<br>• Own-account workers in household market enterprises without employees | **Dependent contractors**<br>• Dependent contractors |
| | **Contributing family workers**<br>• Contributing family workers |
| **Dependent workers** | **Workers in employment for pay** |
| **Employees**<br>• Permanent employees<br>• Fixed-term employees<br>• Short-term and casual employees<br>• Paid apprentices, trainees and interns | **Owner-operators of corporations**<br>• Employers in corporations<br>• Owner-operators of corporations without employees |
| **Dependent contractors**<br>• Dependent contractors | **Employees**<br>• Permanent employees<br>• Fixed-term employees<br>• Short-term and casual employees<br>• Paid apprentices, trainees and interns |
| **Contributing family workers**<br>• Contributing family workers | |

The classification of status in employment underlies how informality is defined, with different criteria applied to each group of independent and dependent workers. The pilot studies therefore explored the classification of status in employment with a particular focus on:

- contributing family workers, being a group highly relevant to gender and informality; and
- dependent contractors, being a new status in employment introduced into the International Classification for Status in Employment (ICSE) in 2018[3].

[3] For the latest recommendations of measurement of ICSE-18 and detailed definitions see the ICSE-18 manual (ILO, 2023c).

While ICSE-93 typically was collected in labour force surveys by the use of one single subjective question, ICSE-18 calls for the use of a more expanded approach using objective criteria that can determine the status in employment category of a given work relationship. The classification of status in employment therefore requires careful consideration in questionnaire design. The steps taken start with a self-declared status – such as "operating own business activity", "employee", or "helping in a family business" – similar to the question typically used to apply ICSE-93. However, in relation to ICSE-18 this step is rather used for determining the path taken through the questionnaire. The final ICSE-18 classification is based on multiple questions that, in combination, explore the boundaries for each group (see **Figure 1**), with some workers essentially confirmed in their original self-declared status (e.g. many self-declared employees will be confirmed as employees in ICSE-18 and so on), while others are reclassified based on the details of the working relationship identified through the questionnaire.

**Figure 1. Flow chart on derivation of ICSE-18**

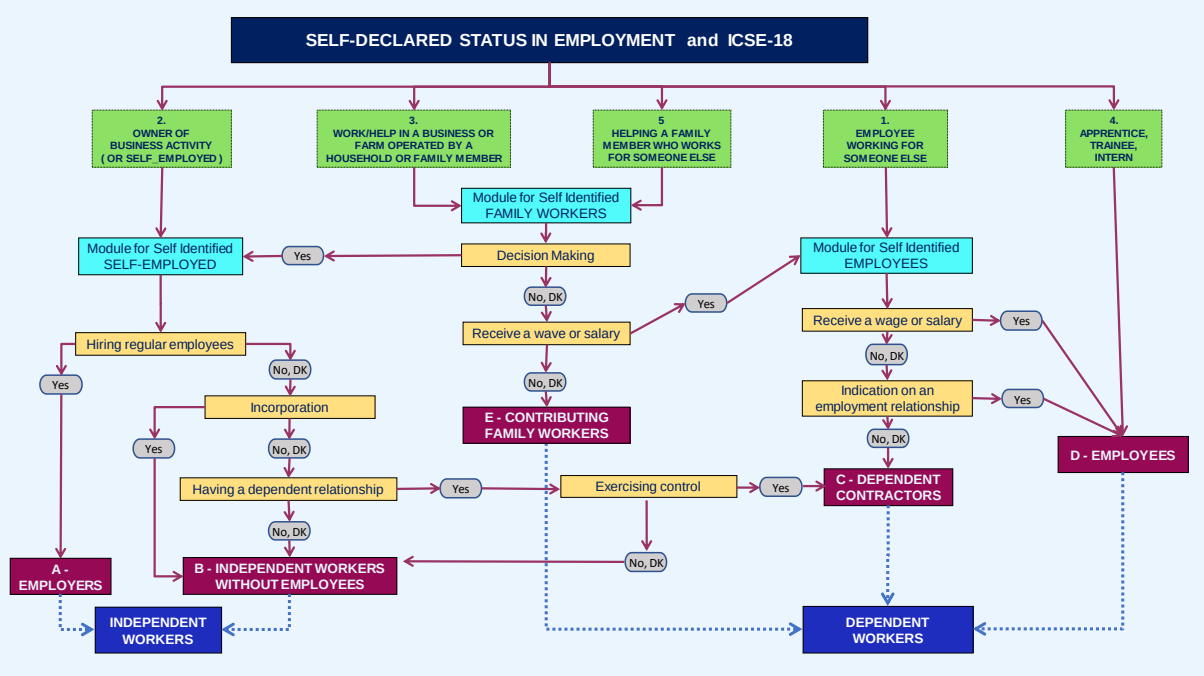
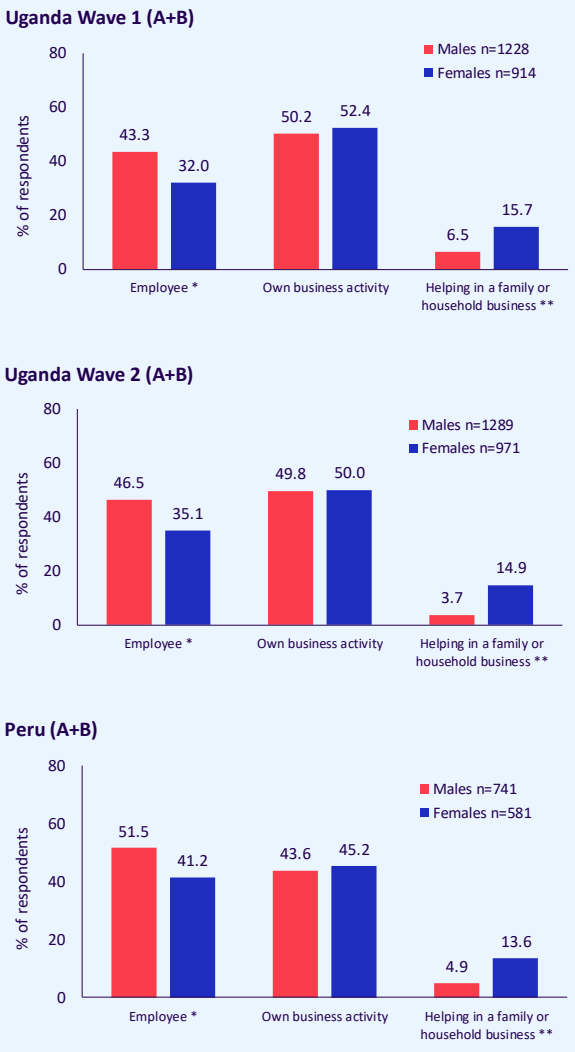



**Table 1** shows the distribution of responses to self-declared status for each of the pilot tests. Most respondents reported themselves as running their own business or as an employee. In Uganda, about half the employed women and men were in business for themselves and the second largest group was employees. In Peru, employees were the largest group (47 per cent of all employed) followed by business operators (44 per cent). Later in this report this initial distribution will be compared back to the final classification of workers by ICSE-18 as a way to show the impact of the additional questions in the questionnaire, highlighting the importance to include these questions where possible.

### Table 1. Distribution of self-declared status in employment for employed respondents, by wave and sex of respondent (weighted)

| | Employed | Self-declared status in employment | | | | | |
|---|---|---|---|---|---|---|---|
| | | Employee | Own business activity | Helping in a family or household business | Apprentice or intern | Helping family member who works for someone else | Total |
| | Weighted counts | % Distribution | | | | | |
| Uganda Wave 1: Approach (A+B) | 2141 | 38.3 | 51.1 | 10.3 | 0.2 | 0.2 | 100.0 |
| Uganda Wave 2: Approach (A+B) | 2260 | 41.5 | 49.9 | 8.5 | 0.1 | 0.0 | 100.0 |
| Peru: Approach (A+B) | 1321 | 46.8 | 44.3 | 8.7 | 0.2 | 0.0 | 100.0 |

### Figure 2. Distribution of self-declared status in employment by sex (weighted data)




* includes self declared "Apprentice or intern"
** includes self declared "Helping family member who works for someone else"

**Figure 2** highlights some important gender differences regarding the proportions of male and female respondents who identify themselves as helping in a family business or farm. In all rounds of testing and in both countries this group was significantly larger for women than men at around 15 per cent of female employment and less than 7 per cent for males.

Similarly, relatively less women reported themselves as employees as compared with male respondents. In all rounds of testing this group was significantly smaller for women by about 10 decimal points.

While these differences in self-declared status are already interesting, for the purposes of ICSE-18, this information is only used as a starting point and additional questions are used to ensure that the boundaries set by ICSE-18 are correctly established. The specific boundaries that are of relevance depend on the self-declared status in employment category, and on the specific characteristics of the persons work relationship. In the following sections some of the key specific questions used to confirm the correct ICSE-18 category are assessed.

# 3 Dependent workers and the type of remuneration

Dependent workers in employment include employees, contributing family workers, and dependent contractors. Based on the model questionnaires used for the pilot studies people can self-declare themselves as an employee or contributing family worker, but they cannot self-declare as a dependent contractor given that respondents would not be aware the criteria that need to be applied to identify that group. The ultimate determination of the categories for dependent workers is based on multiple additional criteria, one of which is their type of remuneration, as outlined below:

- Confirming the employee status of self-declared employees:
  - If self-declared employees receive a wage or salary based on time worked, they are considered employees by default.
- Reclassifying self-declared employees as dependent contractors:
  - If self-declared employees do not receive a wage or salary based on time worked and there is taken to be no "indication of an employment relationship", then they are reclassified as dependent contractors.
- Reclassifying self-declared contributing family workers (i.e., those who say they assist in a family business or help a family member that works for someone else) as employees:
  - If a self-declared contributing family worker receives a wage or salary for their work, they are reclassified as employees as they receive regular payments for their time worked.

All three of these scenarios can happen, and potentially be quite prevalent. Consequently, these distinctions are crucial to establish clear boundaries between the different categories of dependent workers – in particular confirming if a respondent is in receipt of a wage or salary (as defined in ICSE-18 as payment in return for time worked). In addition to performing this important function, the question on types of remuneration can also provide interesting information on the types of payment received in its own right.

The question used to identify the types of remuneration received is shown in **Box A1. 4** in Annex 1. One feature of note is that it is designed as a question where the various response categories are read out using a *'read and mark all that apply'* approach whereby the respondent can say yes to multiple categories. This approach, while creating some burden, meets the crucial

requirement to identify the receipt of wage or salary, while at the same time enabling information to be gathered on the different types of remuneration received. During cognitive testing alternative approaches had been tested, such as asking a single question on the receipt of wage or salary initially, followed by questions on the receipt of the other payment types. However, this approach was seen to lead to cases of double reporting of the same payments as both wage and salary and other types of payment (e.g. commission). Considering this experience, that approach was abandoned for quantitative testing and the one multiple response question was used.

**Table 2** contains the distributions of types of remuneration reported – grouped in mutually exclusive categories - for each wave of testing (approach A and B combined) for respondents that followed the "dependent" path[4] (see more details in **Table A2. 1** in the Annex 2). It shows that in Uganda slightly more than half of respondents reported receiving a "Wage or salary", alone or in combination with other types of payment (about 56 per cent in wave 1 and 55 per cent in wave 2).

**Table 2. Distribution of types of remuneration for "dependent" workers by country and survey round (weighted data)**

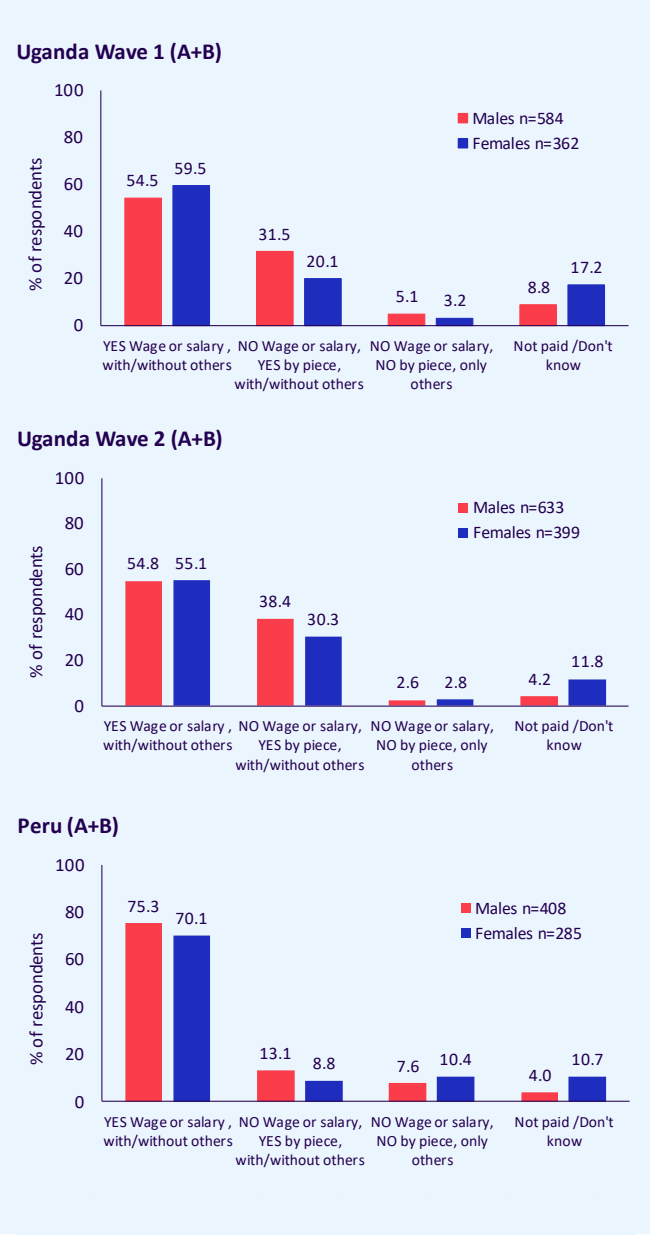
| Type of remuneration | Employed following the dependent path | |
|---|---|---|
| **Uganda Wave 1: Approach (A+B)** | **Weighted counts** | **% Distribution** |
| YES Wage or salary , with/without others | 534 | 56.4 |
| NO Wage or salary, YES by piece, with/without others | 257 | 27.1 |
| NO Wage or salary, NO by piece, only others | 42 | 4.4 |
| Not paid /Don't know | 114 | 12.0 |
| **Total** | **946** | **100.0** |
| **Uganda Wave 2: Approach (A+B)** | **Weighted counts** | **% Distribution** |
| YES Wage or salary , with/without others | 566 | 54.9 |
| NO Wage or salary, YES by piece, with/without others | 364 | 35.3 |
| NO Wage or salary, NO by piece, only others | 28 | 2.7 |
| Not paid /Don't know | 74 | 7.2 |
| **Total** | **1031** | **100.0** |
| **Peru: Approach (A+B)** | **Weighted counts** | **% Distribution** |
| YES Wage or salary , with/without others | 506 | 73.1 |
| NO Wage or salary, YES by piece, with/without others | 78 | 11.3 |
| NO Wage or salary, NO by piece, only others | 61 | 8.8 |
| Not paid /Don't know | 47 | 6.7 |
| **Total** | **692** | **100.0** |

In Peru, 73 per cent of respondents reported receiving a "wage or salary". Importantly, all such cases would consequently be classified as employees for ICSE-18.

[4] Self-declared employees, self-declared CFWs who do not take decisions on the family business/farm, self-declared trainees and self-declared helpers of family members.

**Figure 3** shows the same distributions for male and female respondents. Broadly similar shares of males and females reported receiving a "wage or salary", being slightly higher for females in Uganda wave 1 (60 per cent as compared with 55 per cent of males) and slightly higher for males in Peru (75 per cent as compared with 70 per cent of females).

**Figure 3. Distribution of types of remuneration for "dependent" workers by sex (weighted data)**




The reporting of receipt of "payment by piece" differed quite significantly between the two countries, with Uganda having a much higher share of payment by piece than Peru. In Uganda, in fact, about three out of ten respondents from the "dependent" path reported that they were not receiving any wage or salary, but were paid by the piece, with or without other forms of payments. The shares were overall slightly lower in the first round (27 per cent) than in the second (35 per cent) (see **Table 2** above). Moreover, the shares were higher for males than females in both rounds (e.g., 38 per cent versus 30 per cent respectively in wave 2).

On the other hand, in Peru, only about one out of ten respondents reported payments by the piece (see **Table 2** above), also in this case with higher shares for males (e.g., 13 per cent versus nine per cent respectively) (see **Figure 3**).

Regarding the performance of the question, some anomalies in the test data were evident, such as the fact that only one interviewer in Uganda used the answer modality "fees for services" (which was reported infrequently in general), pointing to the importance of training and quality controls during field work, as this was concluded to relate to inconsistent understanding across interviewers of the interpretation of this category.

While it cannot be ruled out that the high share of persons self-identifying as employees and that are paid by the piece reflects the actual situation, it might also be a consequence of comprehension problems with the question used in the test and/or with the translations by the interviewers to the local languages, as the concepts involved can be complex and sensitive to the translations and finding corresponding terms in the national languages. Considering the above findings, the use of remuneration as a boundary for identifying the status in employment category calls for the need to ensure that the receipt or non-receipt of a wage or salary is correctly identified. Survey methodologists therefore need to design questionnaires carefully to identify those being paid a wage or salary versus other forms of payment to ensure the concepts are understood and applied correctly. Strong interviewer training on this question is essential. For the time-being ILO model questionnaires continue to contain a single question based on multiple responses, although it is proposed to further assess this based on future testing of questions to identify levels of earnings.

# 4 Identifying contributing family workers

In the questionnaires used for the pilot studies contributing family workers (CFW) are identified based on three pieces of information (a) self-declaring themselves as "helping in a family business or farm", (b) whether or not they report playing a role in making decisions in that family business and (c) whether or not they are paid a wage or salary[5]. As defined in ICSE-18 (and also previously in ICSE-93 but generally not operationalized in questionnaires) those involved in making decisions, either alone or with other family members are treated as independent workers (co-)running that business, and should therefore be asked the questions necessary to classify them as an employer, an own-account worker or a dependent contractor. Instead, if not involved in making decisions but in receipt of a wage or salary, they will be classified as an employee. If none of these conditions are met, they are considered/confirmed as a contributing family worker under ICSE-18 and will be grouped with respondents who self-identified as "helping a family member who works for someone else" (also called assisting family members or AFM) who are not paid a wage or salary[6].

As shown in **Table 1** above, around 10 per cent of respondents in the pilot study self-identified as a contributing family workers – with relatively consistent results across all rounds of the studies and the two countries. Important gender differences are clear with close to 15 per cent of women self-declaring as contributing family workers, and less than seven per cent for males.

The studies tested two questions on decision-making in the family business: this included the current question contained in the published ILO model questionnaire:

*"Who usually makes the decisions about the running of the family business…?"*

and a second question that looked at decision-making related to the income:

*"Who usually decides how the income earned from this business will be used …?".*

[5] Contributing family workers are self-employed people who work in a family-run business, but they do not make the most important decisions affecting the enterprise or have responsibility for it. They do not receive regular payments such as wage or salary but can benefit from intra-household transfers (source: ILO. 2018. Data collection guidelines for ICSE-18. https://ilostat.ilo.org/resources/concepts-and-definitions/classification-status-at-work/).

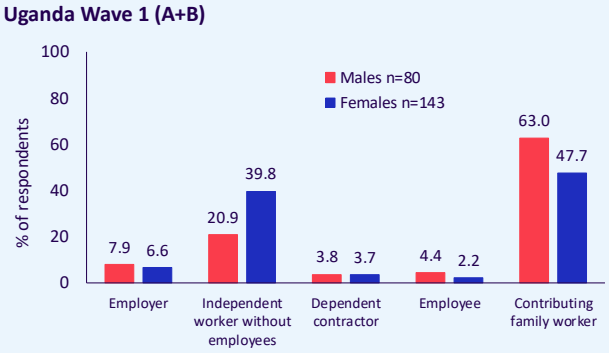
[6] Respondents that self-declare themselves as "helping a family member who works for someone else" (AFM) who are paid a wage or salary are instead re-classified as employees.

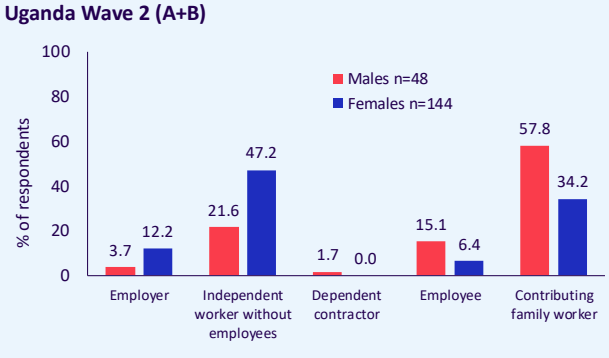
Both questions had in fact been included in previous rounds of studies with the conclusions that the questions result in the reclassification of a relatively large share of respondents as (co-)operators of businesses based on ICSE-18, and that a relatively smaller group is identified that make decisions on the use of income, all of whom had also said yes to the first of the two questions. Considering this it was decided to only use the first question in published model questionnaires as it was deemed sufficient for ICSE purposes. However, for the pilot tests in Uganda and Peru it was decided to reintroduce the question on decision making related to income, in part as a further assessment of its impact on classification, but more so because of potential interest in this particular type of decision making as an important feature of agency within family businesses – of particular relevance for understanding differences in agency and roles of women and men.

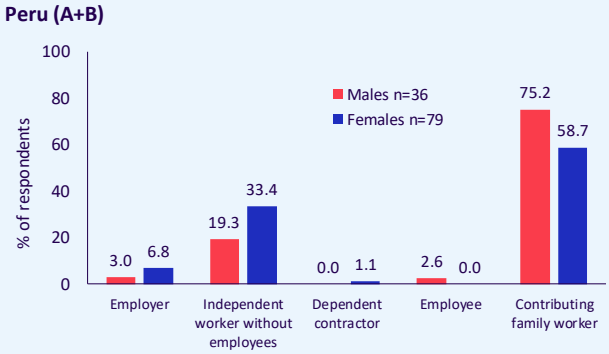
As found in previous rounds of studies, the questions on decision-making led to many self-declared family workers being reclassified in another status in employment (see **Figure 4**).

In Uganda Wave 1, more than 47 per cent of the women who indicated they were contributing family workers ended up as independent workers according to the ICSE-18 definition - more precisely 40 per cent as independent workers without employees and seven per cent as employers. The question also worked to reclassify men, with just under 30 per cent of self-declared contributing family workers ultimately classified as independent workers, including 8 per cent classified as employers. Moreover, still in terms of gender differences, over 50 percent of women who self-declared to be family workers ended up with another status in employment. For men this happened in 37 percent of the cases.

**Figure 4. Distribution of final ICSE-18 classification for self-declared contributing family workers, by sex for each wave of testing**



The patterns were similar in Uganda Wave 2, with even greater effect for women as 59 per cent of the women were reclassified as independent workers[7]. In Wave 2, 66 per cent of women self-declared family workers ended up with another status in employment category and 42 per cent of men.

Finally, in Peru 40 per cent of women who self-declared as contributing family workers ended up being classified independent workers and around 20 per cent of men, thus a higher share of the self-declared family workers in Peru remained classified as ICSE-18 contributing family workers (59 per cent of women and 75 per cent of men) as compared with Uganda. However, the share reclassified remained very significant, i.e. 41 per cent of the women self-declared family workers ended up with another status in employment, highlighting the importance of the questions on decision-making to correctly classify the ICSE-18 categories, and to highlight the making decision roles of women in family-run businesses or farms.

Another point worth of note is the fact that in Uganda, the proportion of women self-declared contributing family workers that were reclassified in a different ICSE-18 status increased from to 52 per cent in wave 1 to 66 per cent in wave 2, despite the shares of women self-declared contributing family workers and business operators remaining similar between the two waves (approximately 15 per cent the former and 50 percent the latter - see **Figure 2** above).

The variation between waves in the scale of reclassification could be attributed to various factors, such as the differences in the type of activities performed during different periods of the year. Additionally, the types of activities undertaken may result in varying levels of decision-making involvement for women, or they may receive different forms of compensation, such as wages or salaries. Nevertheless, it is essential to consider that these differences could also be influenced by variations in the sample used or an interviewer effect.

Of the two questions tested to identify decision-makers, the first (i.e., decisions about the running of the family business) caught almost all the cases with consistent results. In all waves of testing, the second question (i.e., decisions on how the income earned is used) caught only one or two additional cases, having little impact on the overall distribution and confirming that solely for ICSE-18 purposes the first question could be considered sufficient – and that the second question should be included as a means to gain insight on agency within family businesses – which is also of high interest.

Contributing family workers who do not report taking decisions in the family business or farms are subsequently asked the kind of remuneration, and in case they report being paid a wage or salary they are reclassified as employees. This occurred in seven cases out of 125 in Uganda wave 1, in 17 cases out of 94 in Uganda wave 2 and only one case out of 75 in Peru (see **Table A2. 7** in Annex 2). As such, while important to ensure accurate classification by ICSE-18, asking self-declared contributing family workers about types of remuneration was in practice less impactful than asking about decision-making.

[7] However, the sample had less self-declared male family workers than in Wave 1.

# 5 Dependent contractors

As dependent contractors may initially self-declare themselves as either being self-employed or employees, the identification of dependent contractors needs to be designed into the questionnaire for both starting points. Different sequences are therefore used for the identification of dependent contractors within the two following groups (see **Figure 1** above):

- Self-declared employees that do not receive a wage or salary (based on the answer to the question on type of remuneration as discussed in the previous section); and
- Self-declared self-employed (or decision-making contributing family workers) that do not have regular employees and do not have an incorporated enterprise – as ICSE-18 states that hiring regular employees or having an incorporated enterprise excludes the possibility of being a dependent contractor.

While self-declared employees that receive a wage or salary clearly have an employer-employee relationship as they are paid for time worked, the situation for self-declared employees receiving different types of remuneration is less given. This group can potentially include cases that have a commercial agreement (as defined in ICSE-18) as well as employees with an agreement of employment - making it necessary to create a boundary that enables us to separate these two different situations. Based on the experience from countries implementing ICSE-18, particularly in Latin America, the formal status of the job is one aspect that can be used to make this distinction. If there is a formal recognition of the job by the employer, then this would be a clear indication that there is a relationship of employment, if not, then it would potentially be a commercial agreement and the person could be a dependent contractor.

In order to assess whether an employer/employee relationship exists an additional boundary was tested during the cognitive testing phase - aiming at establishing the responsibility for contributions to social insurance and for payment of income tax. If these responsibilities lay with the employer this could be taken as an indication that the person is indeed an employee. However, the questions did not perform well due to their hypothetical character *(…. who would be responsible for the payment of… ?)* and because of the high informal context in the settings of the pilot studies where respondents generally lacked knowledge about formal arrangements such as tax and social protection. Consequently, and with respondent burden in mind, the questions were not included in the quantitative tests.

As described in a following section (dependent contractors that followed the dependent/employee path below), further aspects such as type of contract/agreement and

duration of contract/agreement have been assessed to explore additional possible ways to operationalize boundaries that can be used for the separation between employees and dependent contractors for this specific group – with a particular focus on finding questions that can work well in settings with high levels of informality.

For the second group, i.e. self-declared self-employed without employees that do not have an incorporated enterprise, a set of four questions to identify dependent contractors were included in the cognitive and quantitative tests. The questions determine if the respondent is dependent on another company, intermediary or person, and if so, whether this entity exercises economic or organizational control over the activities carried out by the respondent – if both criteria are satisfied the person would be classified as a dependent contractor.

The cognitive tests identified some cognitive issues, particularly with the questions used to identify possible main client(s) and intermediaries (accounting for the majority of income). Some participants showed difficulties to separate end clients from intermediaries which could lead to incorrect responses. The question to identify this needs to be carefully designed to account for differences in how people may perceive who their 'clients' are and to ensure that dependent relationships are identified where they do exist. For instance, consider a scenario where two individuals use the same intermediary to access customers. Person 1 perceives the intermediary as being the main client, whereas person 2 considers the customers as the clients. In the test questions (refer to **Box 2** below), both individuals should still ultimately be identified as having a dependent relationship. Person 1 would likely state that the intermediary is their main client (question MJD_SINGLE_CLIENT in **Box 2**), while person 2 might indicate that they use an intermediary to access the clients (question MJD_SOURCE_CLIENT in **Box 2**). As such the sequence needs to be looked at jointly, and it is recommended that multiple questions are used to minimize misclassifications arising from varying interpretations and perspectives of people in essentially the same situation.

It could be possible to reformulate the questions further, for example to ask about the number and type of clients but this was not attempted in the pilot studies due to the additional burden involved. Nonetheless this could be imagined as a way to further improve the context of the main client question – providing it can be phrased well for respondents in different contexts.

The quantitative test provided the opportunity to further develop and test the questions used to identify dependent contractors among the self-declared self-employed. This included testing two different approaches for the identification of dependent contractors: 1) a detailed approach that includes a more detailed assessment of potential forms of control exercised and 2) a shorter approach intended to minimize response burden. The next section presents the findings from these questions.

## 5.1 Dependent contractors that followed the independent path

The existence of both dependency and control were tested in the quantitative phase and questions were asked to respondents that self-declared as self-employed without employees, in an unincorporated enterprise. While both approach A and B used the same three questions to identify whether there was a dependent relationship, approach A used a shorter list of scenarios than approach B to operationalize the existence of control (see question MJD_DEPENDENCY in **Box 2**).

**Box 2. Questions tested to identify dependency and control among self-declared independent workers and classify them as dependent contractors**

**Three questions used to identify forms of dependency**

**MJD_SINGLE_CLIENT**

Does more than half of the income from the business/activity come from …?

1. One single client/customer → **MJD_DEPENDENCY**
2. Multiple clients/customers
3. HAVE NOT HAD ANY CLIENTS YET

**MJD_SOURCE_CLIENT**

Do you get your customers, clients or buyers through someone else, for example from another company, intermediary or person …?

1. Yes, all of them → **MJD_DEPENDENCY**
2. Yes, most of them → **MJD_DEPENDENCY**
3. Yes, but only some of them
4. No

**MJD_SELL_CLIENT**

In this business activity do you …?

a. Make products or provide services for only one company
b. Sell products or services from only one company
c. Work with materials or equipment provided by just one company

*If a,b or c is true* → **MJD_DEPENDENCY**

d. NONE OF THE ABOVE

| | |
|---|---|
| **One question used to identify forms of control**<br><br>**(Approach A**<br><br>**vs**<br><br>**Approach B)** | **MJD_DEPENDENCY**<br><br>**APPROACH A**<br><br>Does this client / company / intermediary / person …?<br>a. Set the price of the products or services that you offer<br>b. Decide on where, when or how you should carry out your work<br>c. NONE OF THE ABOVE<br><br>**APPROACH B**<br><br>Does this client / company / intermediary / person …?<br>a. The price of the products or services that you offer<br>b. The minimum amount of sales or tasks you must complete<br>c. Decide the places, routes or areas where you do your work<br>d. Decide how to organize the work<br>e. Decide the supplier(s) to use<br>f. Provide the premises or machines you use<br>g. NONE OF THE ABOVE |

The tests conducted are taken to confirm the relevance of the inclusion of the three questions covering the existence of a main client, intermediary of clients (or source of customers), franchise (i.e. sell products or services from only one company) and single supplier as a means to identify dependency. The findings for these questions are respectively represented in the first three pairs of bars in **Figure 5** below and suggest that multiple questions are needed to adequately capture different types of dependent relationships.

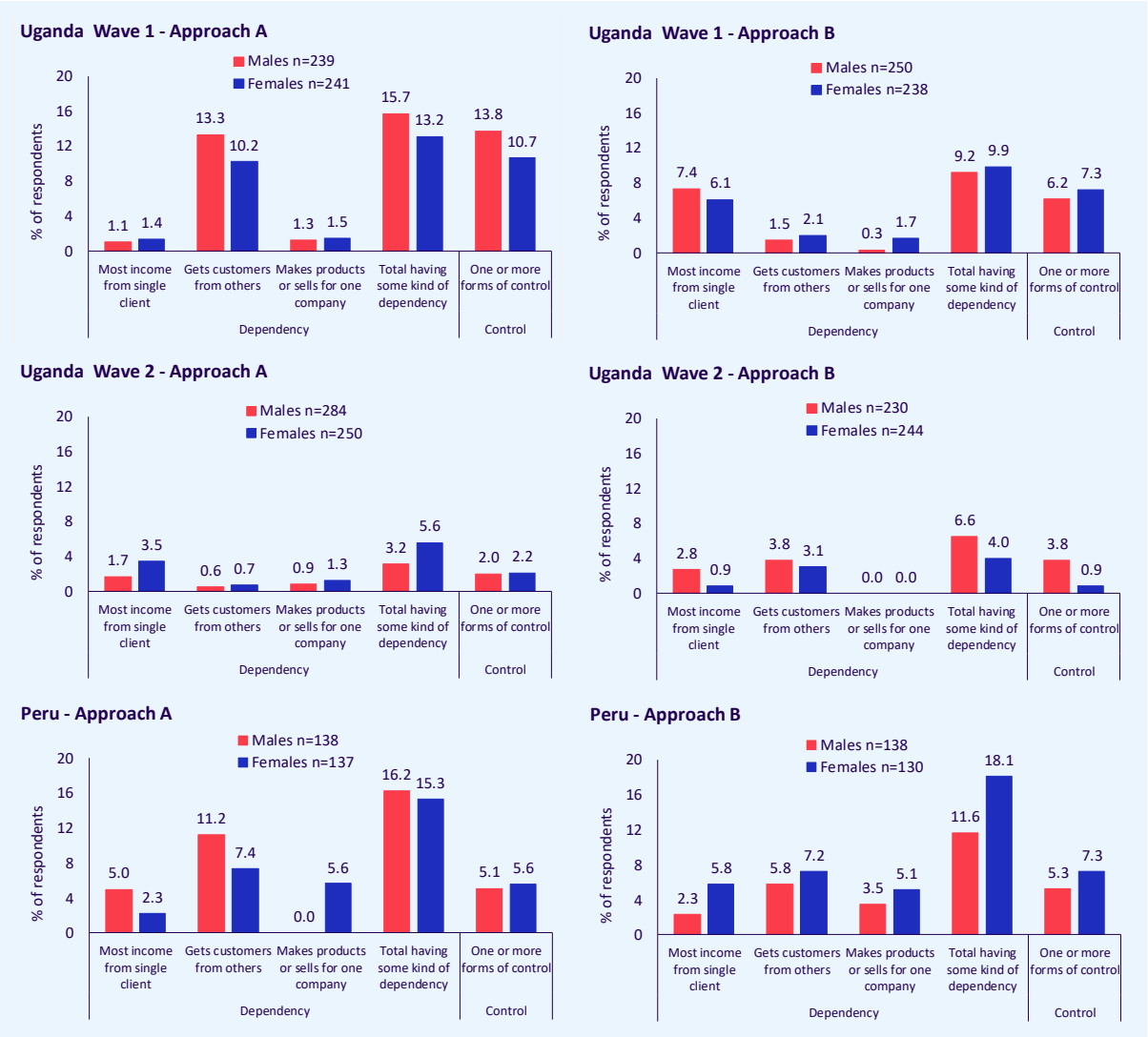
To illustrate the interpretation of the findings the results from Peru can be considered. Overall, through approach A, the three questions identified that 16 per cent of male respondents and 15 per cent of female respondents had a dependent relationship. This can be seen in the fourth pair of bars labelled "Total having some kind of dependency" in **Figure 5**. “Getting customers from others” was the most common form of control for both men and women (11 per cent and 7 per cent respectively). By comparison, in approach B, a slightly lower percentage of dependent relationships was identified among males (12 per cent), while slightly more dependent relationships were found among females (18 per cent). Additionally, a smaller proportion of both males and females were identified as having dependency through the criterion of "getting customers from others."

In Uganda, there is a notable difference in the share of identified dependent relationships between the two waves. The prevalence of dependency is much lower in wave 2 than wave 1 for both approach A and B. This disparity could be attributed to seasonal variations in the activities carried out. However, it is important to acknowledge that differences in the sample or variations in interviewer treatment may also have influenced the results.

On balance, the experiences of the cognitive tests, as well as the feedback and findings from the quantitative tests suggest that while the questions are suitable for the purpose, and **multiple questions are necessary to identify dependency** (with the possibility to actively use

filters to reduce the response burden), **careful wording, translation and interviewer training are essential** to ensure they operate as intended.

**Figure 5. Share of respondents entering sequence of dependency and control questions that reported some form of dependency or control, by sex for each wave of tests**




*Note: the five different rates shown above all use a common denominator of the number of respondents who enter the sequence, however not all receive all the questions. The skips are illustrated in Box 5.1 above.*

As already discussed above, in addition to being dependent on another entity, in order to be considered a dependent contractor, a respondent's **activities must also be subject to economic or organizational control by that entity**. Overall, both approach A (less response categories and lower burden) and approach B (more response categories) of the question on control appear to be effective in identifying situations where control was being exercised - but with some level of inconsistency. In all waves of testing, a high proportion of respondents who

reported some form of dependency also reported being under one or more forms of control (see row "One or more forms of control" in **Table 3** below).

**Table 3. Respondents entering sequence of dependency and control questions that reported some form of dependency or control, by sex for each wave of tests**

| | Uganda Wave 1 | | Uganda Wave 2 | | Peru | |
|---|---|---|---|---|---|---|
| | Total Males and Females | | Total Males and Females | | Total Males and Females | |
| **Approach A** | **Weighted counts** | **% Distribution** | **Weighted counts** | **% Distribution** | **Weighted counts** | **% Distribution** |
| Total having some kind of dependency | 69 | 100.0 | 23 | 100.0 | 43 | 100.0 |
| One or more forms of control | 59 | 84.6 | 11 | 48.5 | 15 | 34.0 |
| Set the price of the products or services | 24 | 34.0 | 10 | 42.1 | 14 | 31.6 |
| Decide on where, when or how carry out the work | 40 | 58.0 | 2 | 9.8 | 1 | 2.3 |
| None of the above | 11 | 15.4 | 12 | 51.5 | 29 | 66.0 |
| **Approach B** | **Weighted counts** | **% Distribution** | **Weighted counts** | **% Distribution** | **Weighted counts** | **% Distribution** |
| Total having some kind of dependency | 46 | 100.0 | 25 | 100.0 | 40 | 100.0 |
| One or more forms of control | 33 | 70.5 | 11 | 44.6 | 17 | 42.3 |
| Set the price of the products or services | 32 | 67.8 | 10 | 39.5 | 15 | 37.7 |
| The minimum amount of sales or tasks to complete | 8 | 18.2 | 8 | 31.1 | 5 | 12.6 |
| Decide the places, routes or areas where do the work | 4 | 8.5 | 6 | 26.0 | 1 | 2.7 |
| Decide how to organize the work | 7 | 14.8 | 6 | 26.0 | 1 | 2.3 |
| Decide the supplier(s) to use | 1 | 2.2 | 6 | 26.0 | 2 | 4.6 |
| Provide the premises or machines to use | 3 | 5.6 | 1 | 4.9 | 0 | 0.0 |
| None of the above | 14 | 29.5 | 14 | 55.4 | 23 | 57.7 |

This was observed for more than seven respondents out of ten in Uganda wave 1 (85 per cent for approach A and 71 for approach B), slightly more than four out of ten in Uganda wave 2 (49 per cent for approach A and 45 for approach B) and slightly less than four out of ten in Peru (34 per cent for approach A and 42 for approach B). Considering the size of the response groups asked these questions it could be considered that the results were broadly consistent across approaches with the differences between wave 1 and wave 2 in Uganda largely explained by the difference in dependency picked up rather than the operation of the question on control.

When looking at the characteristics of the dependent contractors identified in the different samples (see **Figure 5** above) we see that while in Peru there is reasonable consistency between women and men, in Uganda wave 2, approach B tends to identify substantially more males than females. This is, however, likely a consequence from differences in the sample, rather than a difference in the question asked (as the share of male workers with dependency is also much higher in approach B). Lower levels of consistency are generally observed in Uganda wave 1 where the differences are much wider and cannot be easily explained.

Despite the very low number of cases, we can see some sort of loose consistency between the two approaches, at least in Uganda Wave 2 and Peru, where the results in terms of share of workers under "one or more for of control" and having the "price set by others" is not that different across the two approaches.

Overall, **the impression is that the two different approaches seem to generate a similar level and share of dependent contractors identified among the self-declared self-employed**. Although approach B asks a longer list of forms of control, a higher proportion of respondents answer "none of the above". This is taken to indicate that the shorter list, and related lower burden is a reasonable option. Some of the inconsistencies observed in results cannot easily be explained which reinforces the need for careful translation and good interviewer training when using these questions.

### 5.1.1 Characteristics of the dependent contractors

As the number of identified dependent contractors through the independent path is low, care must be taken when assessing their characteristics. However, this information can add to our understanding of how the questions operate as it illustrates the type of respondents identified as dependent contractors. **Figure 6** below shows that the most common industry in Peru and Uganda in both waves for this group is agriculture (See also **Table A2. 2** in Annex 2 for more details).

Given the high proportion in the agriculture sector, it follows that many dependent contractors indicated farm, agricultural land, or fishing site as their place of work - particularly common for males (See **Figure 7**). However, many other dependent contractors reported that they are home-based workers (more commonly for women than men), mainly working from their own home, but also some in the client's home. Some street vendors also appeared in this sample, with a higher share of men reporting "the street or public spaces" as their place of work than women (see **Table A2. 3** in Annex 2 for more details).

A message that could be taken from this is that the dependent contractors identified through the studies, and most likely in labour force surveys, have diverse characteristics – and that some important differences between groups can be seen, including between women and men when this information is captured alongside other information typically captured in a labour force survey such as industry, occupation and place of work.

**Figure 6. Industry sector (ISIC Rev.4) of dependent contractors identified through the independent path**

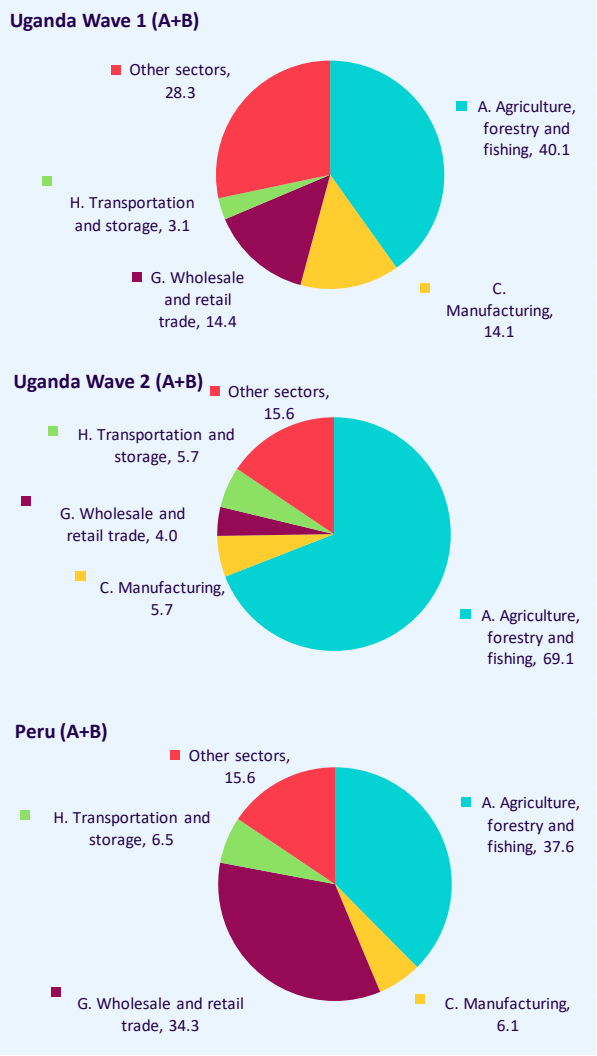
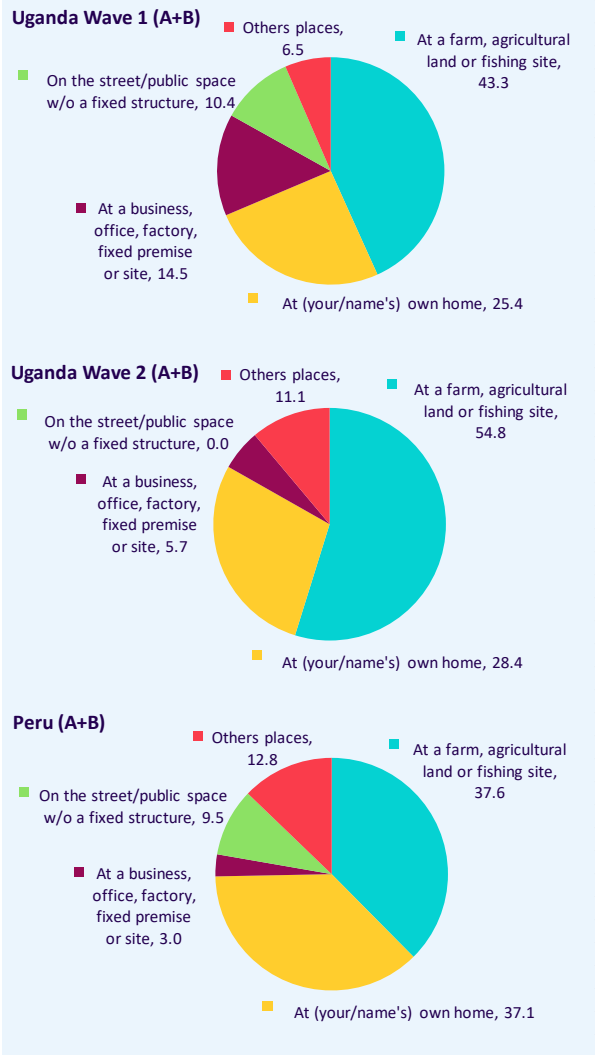



**Figure 7. Place of work of dependent contractors identified through the independent path**




## 5.2 Dependent contractors that followed the independent path

While much of the focus in relation to identifying dependent contractors has been on creating a boundary between the two categories “independent worker without employees” and “dependent contractors”, relatively less attention has been given to the identification of the boundary between employees and dependent contractors. The key aspect for setting this boundary is to establish whether the relationship between the person and the entity on which they depend is a relationship of a commercial nature (e.g. a contract to provide services) or an employment relationship between an employer and an employee.

A self-declared employee having a commercial agreement with the perceived employer would be a dependent contractor as there is a clear (self-declared) dependency while additional information indicates that the person is in fact in employment for profit. The type of remuneration, type of agreement and whether there is a formal recognition of the work relationship are important aspects that can be used to assess whether the agreement in place is a commercial one (such as a contract to provide services) or not.

As defined in ICSE-18 a self-declared employee that receives a wage or salary would clearly be an employee and not a dependent contractor as they are paid for time worked. If the self-declared employee has a formal job, i.e. the employer contributes to social insurance on the behalf of the employee, or the person has access to paid annual leave and paid sick leave, then we would also clearly define the person as an employee, independent on the type of remuneration received, as there is a formal recognition of the employer-employee relationship. However, for the remaining group, i.e. self-declared employees that do not receive a wage or salary with no formal recognition of an employer-employee relationship, creating a boundary between employees and dependent contractors is more challenging, particular in a highly informal context. Aspects such as the type of contract the person has (commercial or a contract of employment), whether the person receives a payslip or provides an invoice, or how the person is registered in relation to tax are all aspects that could be of relevance in a more formal labour market. However, in a highly informal labour market characterized by oral agreements, a lack of registration or payment of tax, those aspects would have limited relevance.

As part of the cognitive interviews the aspect of responsibility for payment of income tax was tested as one possible approach to establish this boundary. The question tested was:

*"If you did earn enough to pay taxes, who would be responsible to pay them, your employer or you?"*

This question was an update from questions previously used that asked who paid taxes - the respondent or their employer. While seemingly straightforward (although evidently potentially sensitive) a weakness of that question was that in cases where earnings were insufficient to create a tax liability the responsibility for taxes would not be reported – just that tax was not in fact paid. Consequently, the above formulation was developed for cognitive testing to assess where the responsibility would rely, regardless of the de facto payment of taxes.

The new formulation was found to be problematic. Participants misinterpreted the question or did not have the knowledge of the taxation system to imagine how it would work for them (if they were to pay income tax). The question as worded was clearly not suitable for separating between informal employees that do not receive a wage or salary and dependent contractors. The hypothetical aspect of the question (*"if you did earn enough to pay taxes, who would…."*) also

increases the complexity as it demands multiple cognitive steps to provide an answer, potentially leading to low quality responses and misunderstandings.

Taking into account the challenges to identify a relevant boundary to distinguish between dependent contractors and self-declared employees a practical solution tested by countries in Latin America[8], has been to define this group as dependent contractors by default if their job is informal and they do not receive a wage or salary. This is argued to be justified as there is a lack of evidence that the work relationship is an employer-employee relationship. A benefit of the approach would be that it does not require additional questions beyond those otherwise needed to identify informality and other ICSE-18 categories.

Applying this "default approach" to the data from the pilot studies had a significant impact on the distribution of dependent contractors and employees, particularly in Uganda. As can be seen in **Table 4**, around 36 per cent of all employees in Uganda wave 1 that self-declared as employees ended up being classified as dependent contractors as they do not receive a wage or salary and do not have a formal job as an employee. The share of self-declared employees that are reclassified rises to 42 per cent in Uganda wave 2. By contrast, in Peru the share is much lower at around 18 per cent.

**Table 4. Reclassification of employees to dependent contractors following the "default approach"**

| | ICSE-18 | | | ICSE-18 | | |
|---|---|---|---|---|---|---|
| | Dependent Contractors | Employees | Total | Dependent Contractors | Employees | Total |
| | Weighted counts | | | % Distribution | | |
| Uganda Wave 1: Approach(A+B) | 292 | 529 | 821 | 35.5 | 64.5 | 100.0 |
| Uganda Wave 2: Approach(A+B) | 388 | 549 | 937 | 41.4 | 58.6 | 100.0 |
| Peru: Approach(A+B) | 108 | 510 | 618 | 17.5 | 82.5 | 100.0 |

Looking at the gender differences in this reclassification (see **Figure 8** below), we observe that the impact is high for both males and females albeit it slightly higher for males with the largest difference observed in Uganda wave 1 (40% of self-declared male employees reclassified to dependent contractors as compared with 27% of females)

In Uganda wave 2 the gender difference is reduced because relatively more females are reclassified as dependent contractors as compared with wave 1, while the proportion males reclassified remained reasonably stable.

[8] Forthcoming paper Consulta regional sobre la medición de la situación en la ocupación, David Culcar Castillo, Joaquín Nilo Elgueta, INE, Chile

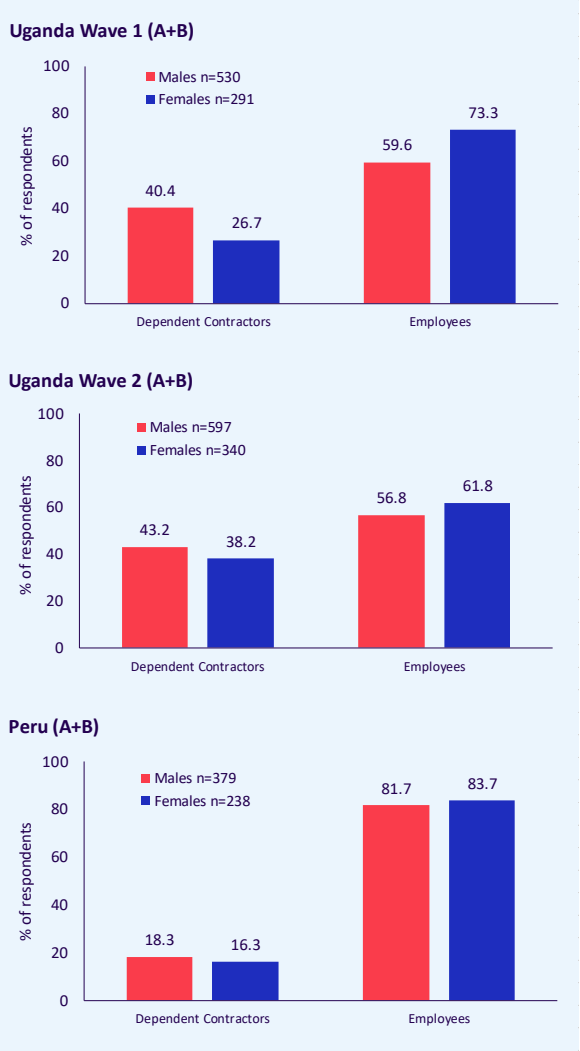
In Peru the impact is relatively similar for males and females - 18% and 16% being reclassified to dependent contractors respectively.

**Table 5** below shows that the majority of respondents classified as dependent contractors when using the default approach reported payments by the piece (87 per cent in Uganda wave 1, 94 per cent in Uganda wave 2, and 70 per cent in Peru) with only small differences between males and females (see **Table A2. 6** in Annex 2).

The **high share of reclassifications among self-declared employees** in Uganda is therefore **mainly due to the fact that many respondents reported receiving payment by the piece but not a wage or salary**. In combination with the high degree of informality, this leads to many reclassifications when the 'default' approach is applied.

While this solution is certainly practical, it requires consideration whether this is adequate to truly distinguish between employment relationships and commercial agreements in all cases.

**Figure 8. Distribution of final ICSE-18 classification for self-declared employees by sex for each wave of testing**




For the time being and considering the difficulty in identifying and operationalizing alternative approaches, the default approach is being incorporated in published ILO model questionnaire and related guidance.

Further information is presented in the next section on the characteristics of respondents reclassified in this manner.

**Table 5. Dependent contractors identified through the employee path by type of contract, for each wave of test**

| | Uganda Wave 1: Approach (A+B) | | Uganda Wave 2: Approach (A+B) | | Peru: Approach (A+B) | |
|---|---|---|---|---|---|---|
| | Total | | Total | | Total | |
| | Weighted counts | % Distribution | Weighted counts | % Distribution | Weighted counts | % Distribution |
| Total DC from the "dependent" path | 292 | 100.0 | 388 | 100.0 | 108 | 100.0 |
| Total paid by the piece | 253 | 86.9 | 364 | 93.8 | 76 | 69.8 |
| With "specified lenght" of agreement or "task to be completed" | 113 | 38.6 | 203 | 52.2 | 59 | 54.9 |
| DC With daily contracts/agreement | 57 | 19.5 | 144 | 37.1 | 22 | 20.4 |
| DC With contracts/agreement from less than 1 up to 3 months | 22 | 7.5 | 25 | 6.5 | 27 | 24.9 |
| DC With contracts/agreement from 3 months and more | 5 | 1.7 | 7 | 1.8 | 4 | 4.1 |
| DC With contracts/agreement with duration not specified | 29 | 9.9 | 26 | 6.8 | 6 | 5.5 |
| With contracts/agreement "Permanent or until retirement" | 0 | 0.0 | 1 | 0.4 | 0 | 0.0 |
| With contracts/agreement "Ongoing, until further notice" | 123 | 42.0 | 136 | 35.0 | 16 | 14.9 |
| Don't Know / Missing | 18 | 6.2 | 24 | 6.2 | 0 | 0.0 |
| Total paid in other ways | 38 | 13.1 | 24 | 6.2 | 33 | 30.2 |
| With "specified lenght" of agreement or "task to be completed" | 8 | 2.7 | 2 | 0.5 | 21 | 19.0 |
| DC With daily contracts/agreement | 1 | 0.5 | 2 | 0.5 | 4 | 3.8 |
| DC With contracts/agreement from less than 1 up to 3 months | 2 | 0.7 | 0 | 0.0 | 9 | 8.3 |
| DC With contracts/agreement from 3 months and more | 3 | 1.0 | 0 | 0.0 | 7 | 6.1 |
| DC With contracts/agreement with duration not specified | 1 | 0.5 | 0 | 0.0 | 1 | 0.9 |
| With contracts/agreement "Permanent or until retirement" | 1 | 0.3 | 0 | 0.0 | 1 | 0.9 |
| With contracts/agreement "Ongoing, until further notice" | 23 | 8.0 | 17 | 4.3 | 8 | 7.3 |
| Don't Know / Missing | 6 | 2.1 | 5 | 1.4 | 3 | 2.9 |

### 5.2.1 Characteristics of the potential dependent contractors that followed the dependent path

The relatively high share of self-declared employees reclassified as dependent contractors through the method described above calls for a better understanding of this group. A range of questions were included in the questionnaires on the type of the relationship between the employee and the entity on which they depend, such as the type of contract or agreement.

Almost all respondents in this group[9] had an oral rather than written agreement (more than 90 per cent in all waves of testing) again underlying the informal context of the labour markets covered by the pilot studies. With respect to the duration of agreements, in Uganda wave 1, around half reported their job was “ongoing until further notice”, while in Uganda wave 2 it was about 40 per cent and in Peru it was just one fifth (22 per cent) (see **Table 5** above). Among the persons in the group that had a specified length of agreement or worked until the task was completed a significant share worked as day labourers (20 per cent in Uganda wave 1 and 38 per cent in wave 2). This group was also significant in Peru (24 per cent) however, a similar sized group (25 per cent) had an agreement of a duration between 1 and 3 months.

[9] All those that are not paid a wage or salary in the dependent paths and do not have a formal job.

Taking all these elements into account the findings seem to indicate that the group of self-declared employees that do not receive a wage or salary most commonly fall into two slightly different sub-groups:

- Day labourers – self-declared as employees that do not receive a wage or salary and with informal jobs – with a daily contract or daily verbal agreement. This group represents 20 per cent of the dependent contractors when applying the default approach in Uganda wave 1, 37 per cent in Uganda wave 2 and the 20 per cent in Peru.

- Self-declared employees reporting a contract or a verbal agreement that is "Ongoing, until further notice". This group represents 42 per cent of the dependent contractors coming from the employee path in Uganda wave 1, 35 per cent in Uganda wave 2 and the 15 per cent in Peru.

**Figure 9** shows that the main industry is also agriculture for this group of dependent contractors identified through the dependent path. As for dependent contractors identified through the independent path, other relevant industries are also manufacturing, wholesale and retail trade, and transportation and storage. However, for this group we also observe a share between 10 and 15 percent that were working in construction.

When examining additional characteristics of these two groups, it becomes apparent that the range of activities is less uniform among individuals with ongoing agreements compared to those with daily agreements. While the majority of those with daily agreements in Uganda are predominantly engaged in agriculture and construction (see **Table A2. 4** in Annex 2) those with ongoing agreements can also be found to some extent in industries such as manufacturing, wholesale and retail trade, transportation, and storage. In Uganda wave 1, 74 per cent of daily laborers worked in agriculture, increasing to 77 per cent in wave 2. In contrast, among individuals with ongoing agreements, 40 per cent in wave 1 and 52 per cent in wave 2 were engaged in agriculture. A similar disparity was observed in Peru, where 58 per cent of daily laborers worked in agriculture, while only 13 per cent of those with ongoing contracts were employed in this industry. Construction emerges as the second largest industry among individuals with daily contracts in Uganda, a similar level as those with ongoing agreements.

The predominant presence of agriculture as the primary type of activity is also evident in the workplace settings for both groups in Uganda during both waves and in Peru (see **Figure 10** ). Working on farms, agricultural lands, or fishing sites emerges as the most frequent place of work, being reported by 42 per cent, 52. per cent and 32 per cent of dependent contractors identified through the dependent path, respectively in Uganda wave 1, Uganda wave 2 and Peru.

Around 2 out of ten respondents in this group reported “Working at clients' or employers' homes” in Uganda, and about 3 out of ten in Peru. However, in Uganda, working at clients' or employers' homes is more common among individuals with daily contracts than those with ongoing agreements (see **Table A2. 5** in Annex 2). This discrepancy may suggest that the former group includes a larger proportion of domestic workers engaged in tasks such as repairs and construction within private residences.

**Figure 9. Industry sector of dependent contractors identified through the dependent path**

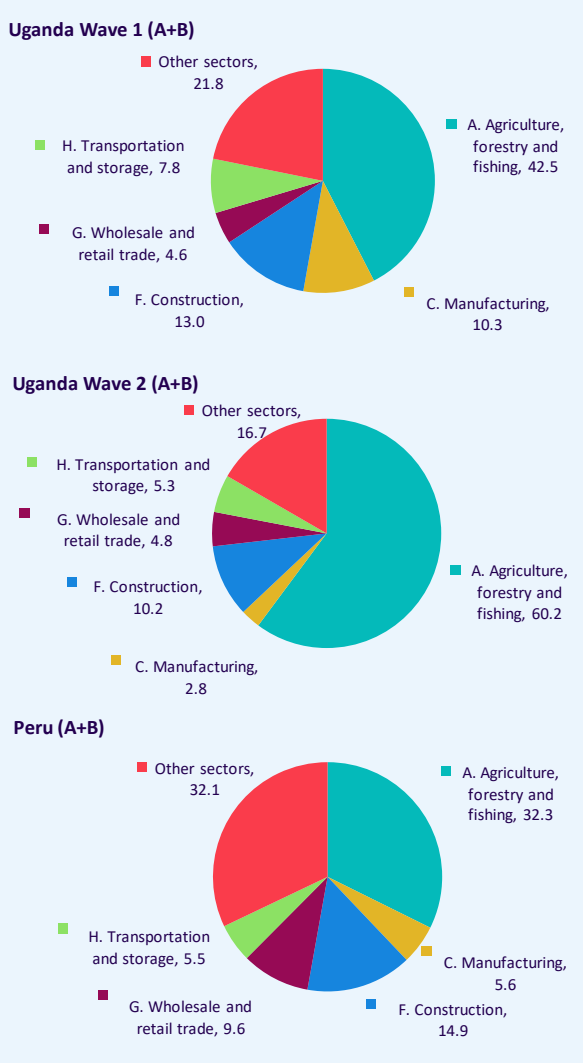
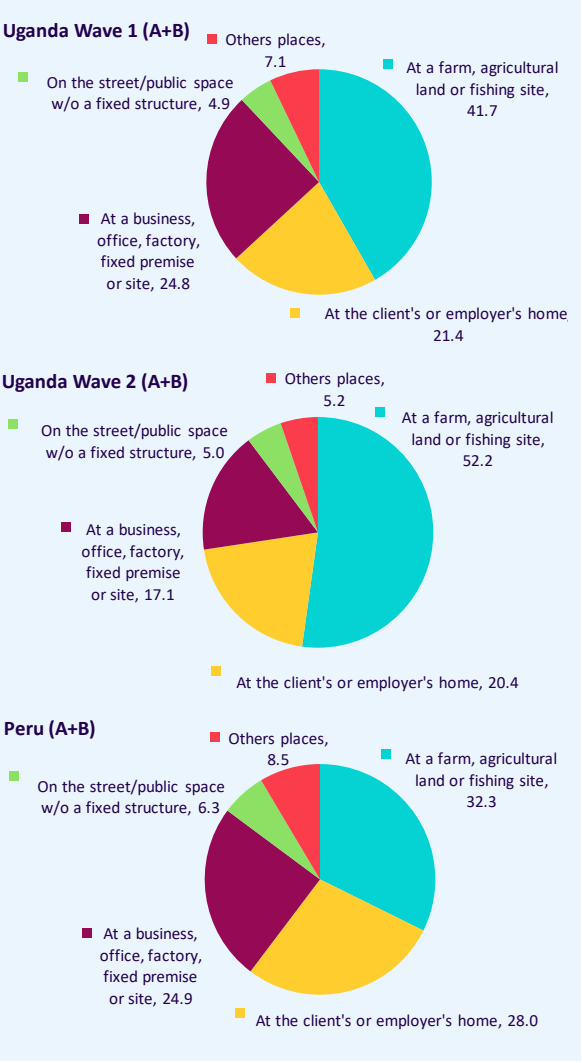



**Figure 10. Place of work of dependent contractors identified through the dependent path**




Nevertheless, it is important to exercise caution when interpreting this data, as it may partly result from challenges in distinguishing between farm/agricultural land and clients/employers' homes. Given the contexts, most individuals with daily agreements who indicate working at

employers' or clients' homes are likely engaged in agriculture and perform work on agricultural land connected to the client's or employer's house, rather than undertaking domestic work or repairs in private homes.

Overall, the message to be taken from the above is that, like with those coming through the independent path **agriculture is the most common sector of reported activity, but diverse types of activity are identified, with most of those reclassified as dependent contractors being either day labourers or workers with agreements of no fixed duration.**

# 6 Derived ICSE-18

Taking the findings from all the previous sections into consideration, **an important share of respondents end up classified in a different ICSE-18 status than the category based on the self-declared status**, as can be seen in **Table 6**.

**Under the 'default' approach, a good share of self-declared employees are reclassified as dependent contractors.** This share is as high as 36 and 41 percent in Uganda, respectively in wave 1 and 2, and around 18 per cent in Peru.

For the group of respondents that **self-declare as working in their own business activity (self-declared self-employed) a small share are reclassified as dependent contractors** (respectively eight, two and five per cent across the three rounds of studies).

**Table 6. Distribution of self-declared status in employment and ICSE18, by country and survey round under default approach (weighted data)**

| | | Total Males and Females | | Status in employment ICSE18 | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total |
| | | Weighted counts | % Distribution | % Conditional and marginal distributions | | | | | |
| **Uganda Wave 1: Approach (A+B)** | | | | | | | | | |
| Self-declared status in employment | Employee | 821 | 38.3 | 0.0 | 0.0 | 35.5 | 64.5 | 0.0 | 100.0 |
| | Own business activity | 1094 | 51.1 | 18.8 | 73.6 | 7.6 | 0.0 | 0.0 | 100.0 |
| | Helping in a family or household business | 220 | 10.3 | 7.2 | 33.5 | 3.8 | 3.1 | 52.5 | 100.0 |
| | Apprentice or intern | 3 | 0.2 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 100.0 |
| | Helping family member who works for someone else | 3 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 100.0 |
| | Total | 2141 | 100.0 | 10.3 | 41.0 | 17.9 | 25.2 | 5.5 | 100.0 |
| **Uganda Wave 2: Approach (A+B)** | | | | | | | | | |
| Self-declared status in employment | Employee | 937 | 41.5 | 0.0 | 0.0 | 41.4 | 58.6 | 0.0 | 100.0 |
| | Own business activity | 1128 | 49.9 | 17.6 | 80.5 | 1.9 | 0.0 | 0.0 | 100.0 |
| | Helping in a family or household business | 191 | 8.5 | 10.1 | 41.0 | 0.4 | 8.6 | 39.8 | 100.0 |
| | Apprentice or intern | 3 | 0.1 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 100.0 |
| | Helping family member who works for someone else | 1 | 0.0 | | | | | 100.0 | 100.0 |
| | Total | 2260 | 100.0 | 9.7 | 43.6 | 18.1 | 25.2 | 3.4 | 100.0 |
| **Peru: Approach (A+B)** | | | | | | | | | |
| Self-declared status in employment | Employee | 618 | 46.8 | 0.0 | 0.0 | 17.5 | 82.5 | 0.0 | 100.0 |
| | Own business activity | 586 | 44.3 | 11.7 | 83.1 | 5.2 | 0.0 | 0.0 | 100.0 |
| | Helping in a family or household business | 115 | 8.7 | 5.6 | 28.9 | 0.7 | 0.8 | 63.9 | 100.0 |
| | Apprentice or intern | 3 | 0.2 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 100.0 |
| | Helping family member who works for someone else | | 0.0 | | | | | | |
| | Total | 1321 | 100.0 | 5.7 | 39.3 | 10.6 | 38.9 | 5.6 | 100.0 |

For **self-declared contributing family workers, about 48 per cent in Uganda wave 1 were reclassified in other statuses, of which 41 percent were independent workers**, four percent were dependent contractors and 3 were employees. In Uganda wave 2, this proportion of

reclassifications increased to 60 percent, while in Peru this was 36 per cent. **The result of this reclassification of self-declared contributing family workers would be to decrease the total share of contributing family workers** from 10 per cent to six per cent of total employment in wave 1 in Uganda, from nine per cent to four per cent in wave 2 and from nine per cent to 6 in Peru (see **Table 6**) .

**Figure 11** below helps us to highlight important gender differences in relation to the reclassification of self-declared employment statuses into ICSE-18 categories.

**Figure 11. Distribution of self-declared status in employment and ICSE18, by country, survey round and sex under default approach (weighted data)**


* includes self declared "Apprentice or intern"
** includes self declared "Helping family member who works for someone else"

For those **who self-declared themselves as working in their own business activity** we can see that in both countries and survey rounds there is **not much difference between women**

**and men in the impact of reclassification to dependent contractors**. We can notice some differences between Uganda and Peru in the share of males and females reclassified as employers, but this is likely related to the characteristics of the labour markets.

**For self-declared employees, the share of female respondents reclassified as dependent contractors is lower than for males in all rounds of studies**. More precisely, it was much lower in Uganda wave 1 (27 per cent versus 40 per cent), and only slightly lower in Uganda wave 2 (38 per cent versus 43 per cent) and Peru (16 per cent versus 18 per cent).

**For self-declared contributing family workers, many more females were reclassified in other statuses.** In Uganda wave 1, this was observed for slightly less than four out of ten males and slightly more than five out of ten females. In the other survey rounds the gender differences were even greater. In fact, in Uganda wave 2 the reclassification impacted 42 per cent of males and 66 of females who self-declared as contributing family workers, while in Peru it involved 25 percent of males and 42 percent of females. Even more interestingly, from the gender perspective is that **unlike males, female self–declared contributing family workers are mostly reclassified as independent workers** (46 and 59 percent in Uganda wave 1 and 2 respectively, and 40 per cent in Peru). This simultaneously substantially decreases the recorded proportion of contributing family workers among females, for example from 15 per cent to five per cent in wave 2 in Uganda, while also increasing their prevalence in other categories. While **this is a more accurate reflection of the genuine working relationship in ICSE-18 terms it may also be interested to produce analysis highlighting this reclassification as it offers insight into gender norms and perceptions of roles in family business** as a supplement to ICSE-18. In terms of questionnaire content this reinforces previous findings and underlies the **importance of assessing decision making roles in family businesses to reduces gender biases** in the recording of ICSE-18.

The reclassification to dependent contractors impacts both self-declared employees, and to a lesser extent independent workers. **While the effect of ICSE-18 has a relatively minor impact on the overall proportion of independent workers within the samples, the reclassification of employees as dependent contractors has a more significant effect**. If the "default approach" is applied, the percentage of employees in Uganda would decrease from 38 per cent in wave 1 to 25 per cent and in wave 2 from 42 per cent to 25 per cent. Consequently, the total share of dependent contractors would be around 18 per cent in wave 1 and 2 (see **Table 6** Above). In Peru, the percentage of employees would decrease from 47 per cent to 39 per cent resulting in a total share of dependent contractors at 11 per cent.

This again **emphasizes the need to include questions for both groups that can confirm the appropriate classification – otherwise both groups will be overstated in estimates and the**

**dependent contractors group will remain invisible**. The extent of this impact will ultimately depend on the country context.

In Uganda's wave 1, four per cent of all employed were identified as dependent contractors through the independent workers' track, resulting in a shift from independent workers without employees to dependent contractors (see **Table 7**). In wave 2, this percentage was more marginal at one per cent while in Peru it was two per cent of all employed individuals. Notably, in both Uganda and Peru, a slightly higher proportion of women than men were classified as dependent contractors through this track suggesting that, at least in the pilot study samples, women were relatively more likely to be found in a situation dependency.

**Table 7. Number and percentage (%) of respondents classified as ICSE-18 dependent contractors by path followed through questionnaire**

| | ICSE-18 dependent contractors | | | ICSE-18 dependent contractors | | |
|---|---|---|---|---|---|---|
| | Males | Females | Total | Males | Females | Total |
| **Uganda Wave 1: Approach (A+B)** | Weighted counts | | | % Distribution | | |
| Total number of employed | 1228 | 914 | 2141 | 100.0 | 100.0 | 100.0 |
| ICSE-18 dependent contractors | 262 | 121 | 383 | 21.4 | 13.2 | 17.9 |
| Followed the dependent/employee path | 214 | 78 | 292 | 17.4 | 8.5 | 13.6 |
| Followed the independent worker path | 48 | 43 | 91 | 3.9 | 4.7 | 4.3 |
| **Uganda Wave 2: Approach (A+B)** | Weighted counts | | | % Distribution | | |
| Total number of employed | 1289 | 971 | 2260 | 100.0 | 100.0 | 100.0 |
| ICSE-18 dependent contractors | 273 | 137 | 410 | 21.2 | 14.1 | 18.1 |
| Followed the dependent/employee path | 258 | 130 | 388 | 20.0 | 13.4 | 17.2 |
| Followed the independent worker path | 15 | 8 | 22 | 1.1 | 0.8 | 1.0 |
| **Peru: Approach (A+B)** | Weighted counts | | | % Distribution | | |
| Total number of employed | 741 | 581 | 1321 | 100.0 | 100.0 | 100.0 |
| ICSE-18 dependent contractors | 84 | 56 | 140 | 11.3 | 9.6 | 10.6 |
| Followed the dependent/employee path | 69 | 39 | 108 | 9.4 | 6.7 | 8.2 |
| Followed the independent worker path | 14 | 17 | 31 | 1.9 | 2.9 | 2.4 |

## 6.1 Possible different approaches to derive dependent contractors

The significant proportion of self-declared employees operating in the informal sector and being paid per piece raises important questions regarding their classification under ICSE-18. The practice of categorizing this group as dependent contractors by default has been based on analysis from countries with a lower overall prevalence of informality than witnessed in the pilot study sample in Uganda in particular. The absence of a clear indication of an employment relationship in this context could suggest that the work arrangement is based on a commercial agreement. Nevertheless, in the case of Uganda, this distinction may not be so straightforward. While this group primarily works in industries like agriculture and construction, where one would typically expect to find dependent contractors, it cannot be ruled out that piece-rate payment is just a more common form of remuneration among employees.

Furthermore, the aspect of dependency may also be less clear, especially for those with daily agreements. The available data does not allow for an assessment of whether these individuals work for a single entity, such as a household, and are informed on a day-to-day basis about their work requirements, or if they work for multiple different economic units. If it is the latter case, it would be challenging to argue that they are dependent contractors since they are not reliant on a single entity such as a main client or intermediary. Instead, they would have multiple clients or employers. The fact that they self-identify as employees could potentially indicate that they should be categorized as employees with multiple subsequent employers, but additional information would need to be collected if this distinction was to be confirmed.

For those with ongoing agreements, there is a clear dependent relationship with an entity. The respondents perceive this entity as exercising control over their activities, considering it as their employer as evidenced by self-declaring themselves as employees. However, additional information is needed to better understand whether this relationship qualifies as one of employment or a commercial agreement. The informal context further complicates the assessment of what type of information would be useful for making such determinations.

Depending on the treatment of the group of self-declared employees that are paid by the piece and do not have a formal job three different scenarios can be envisaged (see **Box 3**) that could be applied without adding further questions to the ILO model LFS questionnaires.

### Box 3 - Possible different scenarios to classify self-declared employees as dependent contractors

| | Classified as employees if : | Classified as dependent contractors if : |
|---|---|---|
| **Scenario A (default approach)** | ▶ Self-declared employees paid a wage or salary, or<br>▶ Self-declared employees with a formal job | ▶ Self-declared employees that do not receive a wage or salary and do not have a formal job, and<br>• are paid by the piece, or<br>• are paid in other ways |
| **Scenario B** | ▶ Self-declared employees paid a wage or salary, or<br>▶ Self-declared employees with a formal job, or<br>▶ Self-declared employees paid by the piece and having daily contracts/agreements | ▶ Self-declared employees that do not receive a wage or salary and do not have a formal job, and<br>• are paid by the piece and do not have a daily contract/agreement, or<br>• are paid in other ways |
| **Scenario C** | ▶ Self-declared employees paid a wage or salary, or<br>▶ Self-declared employees with a formal job, or<br>▶ Self-declared employees paid by the piece | ▶ Self-declared employees not paid a wage or salary and not having a formal job who<br>• are not paid by the piece, and<br>• are paid in other ways |

In the default approach (scenario A) the total share of dependent contractors out of total employment would be around 18 per cent in Uganda wave 1 and 2, and 11 per cent in Peru. The share of employees with this approach would be 25 per cent in Uganda wave 1 and 2 and 39 per cent in Peru (see **Figure 12** below).

If self-declared employees who are paid per piece and have daily contracts/agreements are not reclassified as dependent contractors but rather categorized as employees (scenario B), the share of dependent contractors would decrease to 15 per cent in Uganda wave 1, 12 per cent in wave 2 and 9 per cent in Peru and the share of employees would increase to respectively 28 per cent in Uganda wave 1, 32 per cent in wave 2 and 41 per cent in Peru.

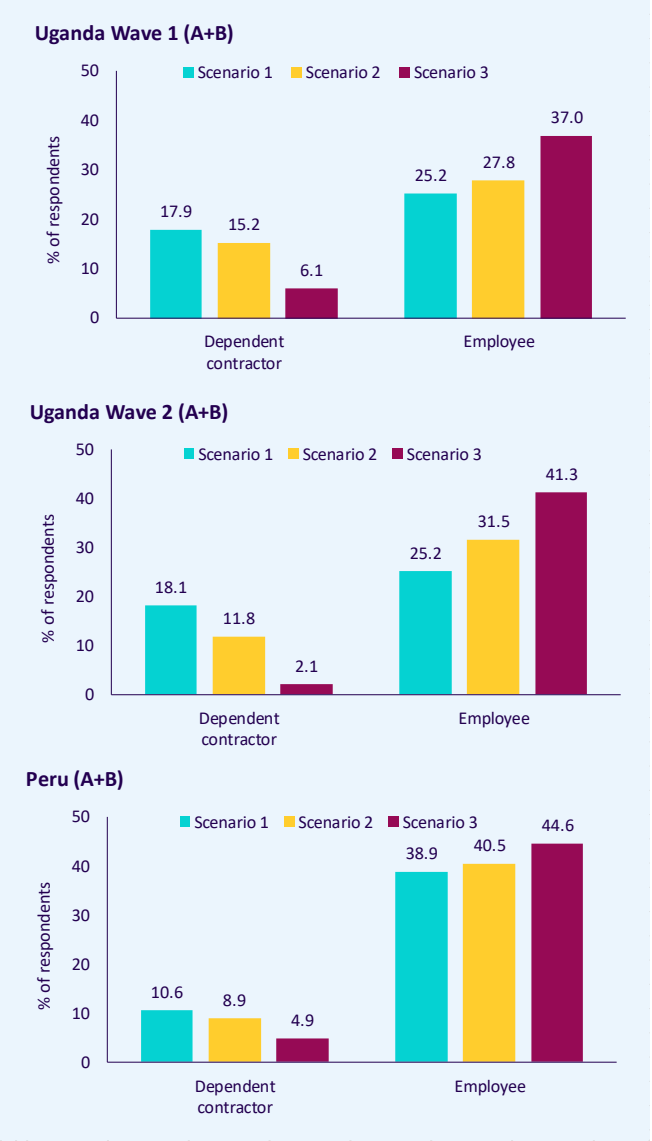
Lastly, if all self-declared employees paid per piece are classified as employees (scenario C), the size of the group identified as dependent contractors reduces significantly. Six per cent of total employment in Uganda wave 1 and only two per cent in wave 2 would be categorized as dependent contractors under this approach (see **Figure 12**).

In Peru, this approach would result in five per cent dependent contractors among the employed.

The highlights that **the impact of the "default" approach could have severe implications on the distribution of employees and dependent contractors in countries like Uganda, where a high degree of informality exists, and payment by the piece is a prevalent form of remuneration**. Therefore, it is crucial to thoroughly explore and understand this group to avoid over-identifying dependent contractors and under-identifying employees. To achieve this, certain factors should be taken into consideration, such as the type of clients (irregular or consecutive), the variety of activities individuals engage in, and other relevant aspects that could help clarify their employment status. This is a topic which can be worthy of further testing and development.

Furthermore, and related to the above, it is essential to effectively distinguish between those receiving wages or salaries and those who are not.

**Figure 12. Share of employed classified as dependent contractors and employees under different scenarios by wave (weighted data)**




As discussed in previous sections, the high proportion of individuals being paid by the piece in the test might be partially due to the questions used on types of remuneration and/or their translation into national languages, which might not have effectively captured the aspect of being paid for time worked.

In future tests or in use of existing model questionnaires, it is crucial to ensure that this aspect is adequately addressed to better assess the consequences of employing different approaches to identify dependent contractors among self-declared employees. This will aid in refining the process and achieving more accurate results.

# 7 Conclusions and recommendations

If there is a single key conclusion of this report and the analysis presented, it is that multiple questions are required to properly assess working relationships and assign an appropriate category within ICSE-18 and a significant proportion of respondents can be reclassified from their self-reported status based on those additional questions.

These studies provide further evidence on how essential a question on decision-making in the family business is to accurately classify self-declared family workers according to ICSE-18 definitions. The current ILO model question on "Who usually makes the decisions about running of the family business?" appears to work well to capture the decision-makers, with the second question on income-related decisions providing very similar results, which can provide additional useful information on an important form of agency within family businesses. This offers important insights on differences between male and female roles and working situations.

The tests provided important results on the classification of dependent contractors. Many self-identified employees can potentially end up as dependent contractors due to their type of remuneration. The boundary between self-declared employees and dependent contractor has typically received less attention in questionnaire design than the boundary between dependent contractors and self-declared self-employed. However, as can be seen in the tests, in countries characterized by a high degree of informality and persons paid by the piece, the practice to define all self-declared employees that do not have a formal job and are not paid a wage or salary as dependent contractors by default, might have a significant impact on the share of dependent contractors in some countries. More discussion and analysis is required regarding the operationalization of this boundary to ensure a correct outcome and to avoid the misclassification of employees as dependent contractors. Attempts to operationalize additional elements that could supplement the default approach, such as responsibility for payment of social contributions or taxes, showed the complexities involved meaning further consideration is needed. A better understanding of the groups of people reclassified to dependent contractors and their characteristics could be a good starting point for this discussion.

In addition, the tests highlight the importance of effective questions for the identification of persons receiving a wage or salary as this has an impact on the classification of ICSE-18. Further development work should be done to ensure a correct identification of the type of remuneration.

For dependent contractors coming through the independent worker path, the questions capturing dependency and the existence of a single or main supplier or client, as well as the two

alternative questions establishing whether control is exercised, appeared to work well. The short set of response options related to control appears to have worked as well as the longer set of options, which is a promising result. Further testing in other settings will help to validate these findings but in the interim the questions used will be retained with published model questionnaires. Ultimately, national context will shape which responses are most relevant from the longer or shorter list of options on types of control.

The pilot studies reinforce existing evidence to show that multiple and carefully designed questions are needed to get an accurate measure of status in employment, and important to address potential gender biases and highlight gender gaps. Once ascertained, the status in employment determines how informal and formal jobs are defined, meaning that getting this classification right is therefore key to good data on the informal economy.

The findings and conclusions presented are being reflected in published ILO model questionnaires and related guidance.

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# Annex 1: Questions used in the pilot study

This annex contains the detailed tables referred to in the report that were used for the analysis contained in this report.

**Box A1. 1 - Questions on self-declared status in employment**

| Country and survey round | Approach | Question(s) and response options |
|---|---|---|
| **Uganda Wave 1**<br>**Uganda Wave 2**<br>**Peru** | **Version A**<br>**Version B** | **MJJ_EMP_REL**<br>*Asked to all employed*<br>**(Do/does) (you/he/she) work…?**<br>READ<br>1. As an [employee]<br>2. In (your/his/her) own business activity<br>3. Helping in a family or household business<br>4. As an apprentice, intern<br>5. Helping a family member who works for someone else |
| Notes : | The question was the same in all survey rounds and for both version A and B<br>The string [employee] may be subject to national adaptations | |

**Box A1. 2 - Questions on decisions making for self-declared contributing family workers**

| Country and survey round | Approach | Question(s) and response options |
|---|---|---|
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | Version A<br>Version B | **MJJ_CFW_CHK**<br>*Asked to all employed self-declared as « Helping in a family or household business » (MJJ_EMP_REL=3)*<br>**Who usually makes the decisions about the running of the family business?**<br>READ<br>1. (You/NAME)<br>2. (You/NAME) together with others<br>3. Other family members only<br>4. Other (non-related) person(s) only |
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | Version A<br>Version B | **MJJ_CFW_CHK3**<br>*Asked to all employed self-declared as « Helping in a family or household business » (MJJ_EMP_REL=3)*<br>**Who usually decides how the income earned from this business will be used?**<br>READ<br>1. (You/NAME)<br>2. (You/NAME) together with others<br>3. Other family members only<br>4. Other (non-related) person(s) only |
| Notes : | Questions were the same in all survey rounds and for both version A and B | |

**Box A1. 3 - Questions on hiring regular employees**

| Country and survey round | Approach | Question(s) and response options |
|---|---|---|
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | Version A<br>Version B | **MJJ_HIRES**<br>*Asked to all employed self-declared as s working in own business activity (MJJ_EMP_REL=2)*<br>**(Do/does) (you/NAME) hire any paid employees on a regular basis?**<br>*Asked to all employed self-declared as « Helping in a family or household business » that do take decisions on own-family business/farm, (MJJ_EMP_REL=3 AND (MJJ_CFW_CHK=1,2 OR MJJ_CFW_CHK3=1,2))*<br>**Does the family business hire any paid employees on a regular basis?**<br>1. YES<br>2. NO |
| Notes : | The question was the same in all survey rounds and for both version A and B<br>The question was asked in two slightly different ways depending on the respondents' profile | |

**Box A1. 4 - Question on type of remuneration**

| Country and survey round | Approach | Question(s) and response options |
|---|---|---|
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | Version A<br>Version B | **MJJ_REM_TYP**<br>*Asked to all employed self-declared as employees, trainees, apprentices and AFM (MJJ_EMP_REL=1,4,5) and those self-declared as « Helping in a family or household business » that do not take decisions on own-family business/farm, (MJJ_EMP_REL=3 AND MJJ_CFW_CHK=3,4 AND MJJ_CFW_CHK3=3,4)*<br>**Which of the following types of pay (do/does) (you/NAME) receive for this work?**<br>READ AND MARK ALL THAT APPLY<br>a. A wage or salary<br>b. Payment by piece of work completed<br>c. Commissions<br>d. Tips<br>e. Fee for services provided<br>f. OTHER CASH PAYMENT (SPECIFY):_____<br>g. NOT PAID |
| Notes : | The question was the same in all survey rounds and for both version A and B | |

**Box A1. 5 - Questions on incorporation**

| Country and survey round | Approach | Question(s) and response options |
|---|---|---|
| **Uganda Wave 1**<br>**Uganda Wave 2**<br>**Peru** | **Version A**<br>**Version B** | **MJL_CORP**<br>*Asked to all employed self-declared as working in own registered business activity (MJJ_EMP_REL=2 AND MJL_REGI=1)*<br>**Is (your/NAME's) business registered as ?**<br>*Asked to all employed self-declared as « Helping in a family or household business » that do take decisions on own-family registered business/farm, (MJJ_EMP_REL=3 AND MJJ_CFW_CHK=1,2 AND MJL_REGI=1)*<br>**Is the (business/farm) (you/NAME) (work/works) for registered as ?**<br>READ AND MARK ALL THAT APPLY<br>1. A limited company or partnership (i.e. incorporated enterprise)<br>2. Sole proprietor (i.e. not an incorporated enterprise)<br>3. OTHER (SPECIFY) |
| Notes : | The question was the same in all survey rounds and for both version A and B<br>The question was asked in two slightly different ways depending on the respondents' profile<br>The string (business/farm) depends on answers to the question on institutional sector | |

**Box A1. 6 - Questions on identify forms of dependency**

| Country and survey round | Approach | Question(s) and response options |
|---|---|---|
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | Version A<br>Version B | **MJD_SINGLE_CLIENT**<br>*Asked to all employed self-declared as working in own unincorporated business activity without regular dependents (MJJ_EMP_REL=2 AND MJL_CORP NE 1 AND MJJ_HIRES=2)*<br>**Does more than half of the income from the business/activity come from ?**<br>1. One single client/customer *skip to MJD_DEPENDENCY*<br>2. Multiple clients/customers<br>3. HAVE NOT HAD ANY CLIENTS YET |
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | Version A<br>Version B | **MJD_SOURCE_CLIENT**<br>*Asked to all those answering « Multiple clients/customers » to the previous question (MJD_SINGLE_CLIENT=2)*<br>**Do you get your customers, clients or buyers through someone else, for example from another company, intermediary or person ?**<br>1. Yes, all of them *skip to MJD_DEPENDENCY*<br>2. Yes, most of them *skip to MJD_DEPENDENCY*<br>3. Yes, but only some of them<br>4. No |
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | Version A<br>Version B | **MJD_SELL_CLIENT**<br>*Asked to all those answering (MJD_SOURCE_CLIENT=3,4 OR MJD_SINGLE_CLIENT=3)*<br>**In this business activity do you ...?**<br>a. Make products or provide services for only one company<br>b. Sell products or services from only one company<br>c. Work with materials or equipment provided by just one company<br>*if a or b or c skip to MJD_DEPENDENCY*<br>d. NONE OF THE ABOVE |
| Notes : | Questions were the same in all survey rounds and for both version A and B | |

**Box A1. 7 - Questions on identify forms of control**

| Country and survey round | Approach | Question(s) and response options |
|---|---|---|
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | Version A | **MJD_DEPENDENCY**<br>*Asked to all independent employed having some form of dependency (MJD_SINGLE_CLIENT=1 OR MJD_SOURCE_CLIENT=1,2 OR MJD_SELL_CLIENT a, b, c=1)*<br>**Does this client / company / intermediary / person ...?**<br>a. Set the price of the products or services that you offer<br>b. Decide on where, when or how you should carry out your work<br>DO NOT READ<br>c. NONE OF THE ABOVE |
| | Version B | **MJD_DEPENDENCY**<br>*Asked to all independent employed having some form of dependency (MJD_SINGLE_CLIENT=1 OR MJD_SOURCE_CLIENT=1,2 OR MJD_SELL_CLIENT a, b, c=1)*<br>**Does this client / company / intermediary / person ...?**<br>a. The price of the products or services that you offer<br>b. The minimum amount of sales or tasks you must complete<br>c. Decide the places, routes or areas where you do your work<br>d. Decide how to organize the work<br>e. Decide the supplier(s) to use<br>f. Provide the premises or machines you use<br>DO NOT READ<br>g. NONE OF THE ABOVE |
| Notes : | The question was the same in all survey rounds and for both version A and B | |

**Box A1. 8 - Questions on core contract characteristics**

| Country and survey round | | Approach | Question(s) and response options |
|---|---|---|---|
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | | Version A<br>Version B | **MJC_CONTRA**<br>*Asked to all self-declared dependent workers (MJJ_EMP_REL=1,4) and to self-declared CFW and AFM paid a wage or salary (MJJ_EMP_REL=3,5 AND MJJ_REM_TYP includes a)*<br>**(Do/Does) (you/NAME) have a written contract or oral agreement for the work (you/he/she) (do/does)?**<br>1. YES, WRITTEN CONTRACT<br>2. YES, ORAL AGREEMENT<br>9. DON'T KNOW |
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | | Version A<br>Version B | **MJC_CONOP**<br>*Asked to all dependent workers that have a written contract or an oral agreement (MJC_CONTRA=1,2)*<br>**Is (your/NAME's) contract or agreement…?**<br>READ<br>1. For a specified period of time<br>2. Until the date a task is completed<br>3. Permanent or until retirement<br>4. Ongoing, until further notice<br>5. DON'T KNOW (DO NOT READ OUT) |
| Uganda Wave 1<br>Uganda Wave 2<br>Peru | | Version A<br>Version B | **MJC_TEMPTOTAL**<br>*Asked if MJC_CONOP= 4,5*<br>**How much longer (do/you/ does NAME) expect to continue working in this job?**<br>1. LESS THAN A MONTH<br>2. BETWEEN 1 AND 2 MONTHS<br>3. MORE THAN 2 MONTHS BUT LESS THAN 3 MONTHS<br>4. 3 MONTHS OR MORE<br>5. IT IS UNTIL FURTHER NOTICE/NO SPECIFIC AGREEMENT |

| | | | |
|---|---|---|---|
| **Uganda Wave 1**<br>**Uganda Wave 2**<br>**Peru** | | **Version A**<br>**Version B** | **MJC_TEMPDUR**<br>*Asked if MJC_CONOP=1,2*<br>**How long in total is (your/NAME's) current contract?**<br>1. DAILY CONTRACT/AGREEMENT<br>2. LESS THAN ONE MONTH<br>3. 1 TO LESS THAN 3 MONTHS<br>4. 3 TO LESS THAN 6 MONTHS<br>5. 6 TO LESS THAN 12 MONTHS<br>6. 12 TO LESS THAN 24 MONTHS<br>7. TWO YEARS OR MORE<br>8. NO SPECIFIED DURATION |
| Notes : | | Questions were the same for all survey rounds and for both version A and B | |

# Annex 2: Statistical tables and figures

This annex contains the detailed tables that were used for the analysis contained in this report.

**Table A2. 1 - Distribution of types of remuneration for workers following the dependent path by self-declared status in employment and sex (weighted data)**

| | Employee | | | Contributing family workers and Assisting Family Members | | | Total | | | Total | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| **Uganda Wave 1: Approach (A+B)** | Weighted counts | | | | | | | | | % Distribution | | |
| YES Wage or salary , with/without others | 315 | 212 | 527 | 4 | 3 | 7 | 319 | 215 | 534 | 54.5 | 59.5 | 56.4 |
| NO Wage or salary, YES by piece, with/without others | 184 | 70 | 254 | 0 | 2 | 2 | 184 | 73 | 257 | 31.5 | 20.1 | 27.1 |
| NO Wage or salary, NO by piece, only others | 26 | 7 | 33 | 4 | 4 | 8 | 30 | 12 | 42 | 5.1 | 3.2 | 4.4 |
| Not paid /Don't know | 5 | 1 | 6 | 47 | 61 | 108 | 51 | 62 | 114 | 8.8 | 17.2 | 12.0 |
| Total | 530 | 291 | 821 | 54 | 71 | 125 | 584 | 362 | 946 | 100.0 | 100.0 | 100.0 |
| **Uganda Wave 2: Approach (A+B)** | Weighted counts | | | | | | | | | % Distribution | | |
| YES Wage or salary , with/without others | 339 | 210 | 549 | 7 | 9 | 17 | 346 | 219 | 566 | 54.8 | 55.1 | 54.9 |
| NO Wage or salary, YES by piece, with/without others | 243 | 121 | 364 | 0 | 0 | 0 | 243 | 121 | 364 | 38.4 | 30.3 | 35.3 |
| NO Wage or salary, NO by piece, only others | 13 | 7 | 20 | 3 | 4 | 7 | 16 | 11 | 28 | 2.6 | 2.8 | 2.7 |
| Not paid /Don't know | 2 | 2 | 4 | 25 | 45 | 70 | 27 | 47 | 74 | 4.2 | 11.8 | 7.2 |
| Total | 597 | 340 | 937 | 35 | 59 | 94 | 633 | 399 | 1031 | 100.0 | 100.0 | 100.0 |
| **Peru: Approach (A+B)** | Weighted counts | | | | | | | | | % Distribution | | |
| YES Wage or salary , with/without others | 306 | 200 | 505 | 1 | 0 | 1 | 307 | 200 | 506 | 75.3 | 70.1 | 73.1 |
| NO Wage or salary, YES by piece, with/without others | 52 | 24 | 76 | 1 | 1 | 2 | 53 | 25 | 78 | 13.1 | 8.8 | 11.3 |
| NO Wage or salary, NO by piece, only others | 21 | 14 | 35 | 10 | 16 | 26 | 31 | 30 | 61 | 7.6 | 10.4 | 8.8 |
| Not paid /Don't know | 0 | 1 | 1 | 16 | 29 | 46 | 16 | 30 | 47 | 4.0 | 10.7 | 6.7 |
| Total | 379 | 238 | 618 | 28 | 46 | 75 | 408 | 285 | 692 | 100.0 | 100.0 | 100.0 |

## Table A2. 2 - Industry sector of dependent contractors identified through the independent path by type of control of the external entity and sex, for each wave of test

| | Control over the price of products or services only | | | | | | Control over the price of products or services, and other types of control | | | | | | Other types of control only | | | | | | Total | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| **Uganda Wave 1: Approach (A+B)** | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | |
| **Total DC from the "Independent" path** | 20 | 22 | 41 | *100.0* | *100.0* | *100.0* | 9 | 5 | 14 | *100.0* | *100.0* | *100.0* | 20 | 16 | 36 | *100.0* | *100.0* | *100.0* | 48 | 43 | 91 | *100.0* | *100.0* | *100.0* |
| **A. Agriculture, forestry and fishing** | 7 | 7 | 13 | *33.4* | *30.0* | *31.6* | 2 | 4 | 5 | *19.9* | *74.8* | *39.6* | 11 | 7 | 18 | *56.1* | *42.7* | *50.0* | 19 | 17 | 37 | *40.3* | *39.9* | *40.1* |
| **B. Mining and quarrying** | 0 | 1 | 1 | *0.0* | *4.1* | *2.2* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *2.1* | *1.0* |
| **C. Manufacturing** | 0 | 4 | 4 | *0.0* | *19.6* | *10.3* | 1 | 0 | 1 | *12.9* | *0.0* | *8.3* | 3 | 4 | 7 | *14.9* | *27.4* | *20.5* | 4 | 9 | 13 | *8.5* | *20.3* | *14.1* |
| **D. Electricity, gas, steam and air conditioning supply** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **E. Water supply, sewerage and waste management** | 1 | 0 | 1 | *3.7* | *0.0* | *1.7* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *1.5* | *0.0* | *0.8* |
| **F. Construction** | 2 | 0 | 2 | *11.0* | *0.0* | *5.2* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 3 | 0 | 3 | *14.9* | *0.0* | *8.2* | 5 | 0 | 5 | *10.6* | *0.0* | *5.6* |
| **G. Wholesale and retail trade** | 3 | 6 | 9 | *15.7* | *27.2* | *21.7* | 3 | 0 | 3 | *38.0* | *0.0* | *24.4* | 1 | 0 | 1 | *4.3* | *0.0* | *2.4* | 7 | 6 | 13 | *15.0* | *13.8* | *14.4* |
| **H. Transportation and storage** | 1 | 0 | 1 | *4.8* | *0.0* | *2.3* | 1 | 0 | 1 | *10.0* | *0.0* | *6.4* | 1 | 0 | 1 | *4.9* | *0.0* | *2.7* | 3 | 0 | 3 | *5.8* | *0.0* | *3.1* |
| **I. Accommodation and food service** | 1 | 0 | 1 | *5.8* | *0.0* | *2.7* | 0 | 1 | 1 | *0.0* | *25.2* | *9.0* | 0 | 1 | 1 | *0.0* | *7.0* | *3.2* | 1 | 2 | 4 | *2.4* | *5.5* | *3.9* |
| **J. Information and communication** | 1 | 0 | 1 | *7.1* | *0.0* | *3.4* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *5.8* | *2.6* | 1 | 1 | 2 | *2.9* | *2.2* | *2.6* |
| **K. Financial and insurance activities** | 0 | 1 | 1 | *0.0* | *5.7* | *3.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *2.9* | *1.4* |
| **L. Real estate activities** | 1 | 0 | 1 | *3.8* | *0.0* | *1.8* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *1.5* | *0.0* | *0.8* |
| **M. Professional, scientific and technical activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **N. Administrative and support service activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **O. Public administration and defence** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **P. Education** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **Q. Human health and social work** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **R. Arts, entertainment and recreation** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *8.3* | *0.0* | *5.3* | 1 | 0 | 1 | *4.9* | *0.0* | *2.7* | 2 | 0 | 2 | *3.5* | *0.0* | *1.9* |
| **S. Other service activities** | 2 | 0 | 2 | *11.3* | *0.0* | *5.4* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 2 | 2 | *0.0* | *12.4* | *5.6* | 2 | 2 | 4 | *4.6* | *4.7* | *4.7* |
| **T. Households as employers** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **U. Activities of extraterr. org. and bodies** | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* |
| **Don't know** | 1 | 3 | 4 | *3.4* | *13.4* | *8.7* | 1 | 0 | 1 | *10.9* | *0.0* | *7.0* | 0 | 1 | 1 | *0.0* | *4.8* | *2.2* | 2 | 4 | 5 | *3.4* | *8.6* | *5.8* |

| | Control over the price of products or services only | | | | | | Control over the price of products or services, and other types of control | | | | | | Other types of control only | | | | | | Total | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| **Uganda Wave 2: Approach (A+B)** | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | |
| **Total DC from the "Independent" path** | 7 | 5 | 12 | *100.0* | *100.0* | *100.0* | 6 | 1 | 7 | *100.0* | *100.0* | *100.0* | 1 | 1 | 3 | *100.0* | *100.0* | *100.0* | 15 | 8 | 22 | *100.0* | *100.0* | *100.0* |
| **A. Agriculture, forestry and fishing** | 7 | 4 | 11 | *100.0* | *82.0* | *92.8* | 4 | 0 | 4 | *66.0* | *0.0* | *55.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 11 | 4 | 15 | *77.4* | *53.2* | *69.1* |
| **B. Mining and quarrying** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **C. Manufacturing** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *100.0* | *0.0* | *46.1* | 1 | 0 | 1 | *8.6* | *0.0* | *5.7* |
| **D. Electricity, gas, steam and air conditioning supply** | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* |
| **E. Water supply, sewerage and waste management** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **F. Construction** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **G. Wholesale and retail trade** | 0 | 1 | 1 | *0.0* | *18.0* | *7.2* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *11.7* | *4.0* |
| **H. Transportation and storage** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *21.1* | *0.0* | *17.5* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *8.6* | *0.0* | *5.7* |
| **I. Accommodation and food service** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **J. Information and communication** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **K. Financial and insurance activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **L. Real estate activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **M. Professional, scientific and technical activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **N. Administrative and support service activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **O. Public administration and defence** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **P. Education** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **Q. Human health and social work** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *100.0* | *53.9* | 0 | 1 | 1 | *0.0* | *19.3* | *6.6* |
| **R. Arts, entertainment and recreation** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **S. Other service activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **T. Households as employers** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *100.0* | *16.8* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *15.8* | *5.4* |
| **U. Activities of extraterr. org. and bodies** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **Don't know** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *12.9* | *0.0* | *10.7* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *5.3* | *0.0* | *3.5* |

| | Control over the price of products or services only | | | | | | Control over the price of products or services, and other types of control | | | | | | Other types of control only | | | | | | Total | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| **Peru: Approach (A+B)** | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | |
| **Total DC from the "Independent" path** | 10 | 13 | 23 | *100.0* | *100.0* | *100.0* | 3 | 3 | 6 | *100.0* | *100.0* | *100.0* | 1 | 2 | 3 | *100.0* | *100.0* | *100.0* | 14 | 17 | 31 | *100.0* | *100.0* | *100.0* |
| **A. Agriculture, forestry and fishing** | 5 | 2 | 7 | *48.5* | *14.7* | *29.9* | 3 | 1 | 4 | *100.0* | *31.1* | *68.1* | 1 | 0 | 1 | *100.0* | *0.0* | *35.7* | 9 | 3 | 12 | *63.5* | *15.8* | *37.6* |
| **B. Mining and quarrying** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **C. Manufacturing** | 0 | 2 | 2 | *0.0* | *15.3* | *8.4* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 2 | 2 | *0.0* | *11.2* | *6.1* |
| **D. Electricity, gas, steam and air conditioning supply** | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* |
| **E. Water supply, sewerage and waste management** | 1 | 0 | 1 | *10.7* | *0.0* | *4.8* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *7.6* | *0.0* | *3.5* |
| **F. Construction** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **G. Wholesale and retail trade** | 1 | 8 | 9 | *10.4* | *62.3* | *39.1* | 0 | 1 | 1 | *0.0* | *35.9* | *16.6* | 0 | 1 | 1 | *0.0* | *50.8* | *32.7* | 1 | 10 | 11 | *7.4* | *56.9* | *34.3* |
| **H. Transportation and storage** | 2 | 0 | 2 | *20.0* | *0.0* | *9.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 2 | 0 | 2 | *14.2* | *0.0* | *6.5* |
| **I. Accommodation and food service** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **J. Information and communication** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **K. Financial and insurance activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **L. Real estate activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **M. Professional, scientific and technical activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **N. Administrative and support service activities** | 1 | 0 | 1 | *10.4* | *0.0* | *4.7* | 0 | 1 | 1 | *0.0* | *33.0* | *15.3* | 0 | 1 | 1 | *0.0* | *49.2* | *31.7* | 1 | 2 | 3 | *7.4* | *10.5* | *9.1* |
| **O. Public administration and defence** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **P. Education** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **Q. Human health and social work** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **R. Arts, entertainment and recreation** | 0 | 1 | 1 | *0.0* | *7.6* | *4.2* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *5.6* | *3.0* |
| **S. Other service activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **T. Households as employers** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **U. Activities of extraterr. org. and bodies** | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* |
| **Don't know** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |

## Table A2. 3 - Place of work for dependent contractors, by sex

| | Control over the price of products or services only | | | | | | Control over the price of products or services, and other types of control | | | | | | Other types of control only | | | | | | Total | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| **Uganda Wave 1: Approach (A+B)** | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | |
| Total DC from the "independent" path | 20 | 22 | 41 | 100.0 | 100.0 | 100.0 | 9 | 5 | 14 | 100.0 | 100.0 | 100.0 | 20 | 16 | 36 | 100.0 | 100.0 | 100.0 | 48 | 43 | 91 | 100.0 | 100.0 | 100.0 |
| At (your/name's) own home | 4 | 7 | 12 | 21.9 | 34.1 | 28.3 | 1 | 3 | 4 | 13.4 | 63.7 | 31.5 | 1 | 6 | 7 | 4.7 | 38.1 | 19.8 | 6 | 17 | 23 | 13.3 | 39.0 | 25.4 |
| At the client's or employer's home | 1 | 0 | 1 | 6.0 | 0.0 | 2.8 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 2 | 1 | 3 | 10.4 | 6.8 | 8.8 | 3 | 1 | 4 | 6.7 | 2.6 | 4.8 |
| At a farm, agricultural land or fishing site | 6 | 9 | 15 | 32.0 | 42.2 | 37.4 | 4 | 2 | 6 | 43.7 | 36.3 | 41.0 | 12 | 6 | 18 | 60.5 | 39.0 | 50.8 | 22 | 17 | 40 | 45.9 | 40.3 | 43.3 |
| At a business, office, factory, fixed premise or site | 5 | 3 | 8 | 26.2 | 15.0 | 20.4 | 2 | 0 | 2 | 22.0 | 0.0 | 14.1 | 2 | 1 | 3 | 9.8 | 5.5 | 7.9 | 9 | 4 | 13 | 18.7 | 9.7 | 14.5 |
| On the street/public space w/o a fixed structure | 2 | 2 | 4 | 10.3 | 8.6 | 9.4 | 1 | 0 | 1 | 10.9 | 0.0 | 7.0 | 3 | 2 | 5 | 14.5 | 10.5 | 12.7 | 6 | 4 | 9 | 12.1 | 8.4 | 10.4 |
| In/on a vehicle (without daily work base) | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 10.0 | 0.0 | 6.4 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 1.8 | 0.0 | 1.0 |
| Door-to-door | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| Others or don't knows | 1 | 0 | 1 | 3.7 | 0.0 | 1.7 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 1.5 | 0.0 | 0.8 |
| **Uganda Wave 2: Approach (A+B)** | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | |
| Total DC from the "independent" path | 7 | 5 | 12 | 100.0 | 100.0 | 100.0 | 6 | 1 | 7 | 100.0 | 100.0 | 100.0 | 1 | 1 | 3 | 100.0 | 100.0 | 100.0 | 15 | 8 | 22 | 100.0 | 100.0 | 100.0 |
| At (your/name's) own home | 2 | 3 | 5 | 28.8 | 55.0 | 39.4 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 1 | 1 | 0.0 | 100.0 | 53.9 | 2 | 4 | 6 | 14.5 | 55.0 | 28.4 |
| At the client's or employer's home | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 1 | 1 | 0.0 | 100.0 | 16.8 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 1 | 1 | 0.0 | 15.8 | 5.4 |
| At a farm, agricultural land or fishing site | 5 | 2 | 7 | 71.2 | 45.0 | 60.6 | 5 | 0 | 5 | 78.9 | 0.0 | 65.7 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 10 | 2 | 12 | 68.2 | 29.2 | 54.8 |
| At a business, office, factory, fixed premise or site | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 100.0 | 0.0 | 46.1 | 1 | 0 | 1 | 8.6 | 0.0 | 5.7 |
| On the street/public space w/o a fixed structure | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| In/on a vehicle (without daily work base) | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 21.1 | 0.0 | 17.5 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 8.6 | 0.0 | 5.7 |
| Door-to-door | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| Others or don't knows | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| **Peru: Approach (A+B)** | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | |
| Total DC from the "independent" path | 10 | 13 | 23 | 100.0 | 100.0 | 100.0 | 3 | 3 | 6 | 100.0 | 100.0 | 100.0 | 1 | 2 | 3 | 100.0 | 100.0 | 100.0 | 14 | 17 | 31 | 100.0 | 100.0 | 100.0 |
| At (your/name's) own home | 2 | 7 | 9 | 20.8 | 53.8 | 39.0 | 0 | 1 | 1 | 0.0 | 35.9 | 16.6 | 0 | 2 | 2 | 0.0 | 100.0 | 64.3 | 2 | 10 | 12 | 14.8 | 55.9 | 37.1 |
| At the client's or employer's home | 1 | 0 | 1 | 10.3 | 0.0 | 4.6 | 0 | 1 | 1 | 0.0 | 33.0 | 15.3 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 1 | 2 | 7.3 | 5.3 | 6.2 |
| At a farm, agricultural land or fishing site | 5 | 2 | 7 | 48.5 | 14.7 | 29.9 | 3 | 1 | 4 | 100.0 | 31.1 | 68.1 | 1 | 0 | 1 | 100.0 | 0.0 | 35.7 | 9 | 3 | 12 | 63.5 | 15.8 | 37.6 |
| At a business, office, factory, fixed premise or site | 0 | 1 | 1 | 0.0 | 7.6 | 4.2 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 1 | 1 | 0.0 | 5.6 | 3.0 |
| On the street/public space w/o a fixed structure | 2 | 1 | 3 | 20.4 | 7.2 | 13.1 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 2 | 1 | 3 | 14.4 | 5.3 | 9.5 |
| In/on a vehicle (without daily work base) | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| Door-to-door | 0 | 2 | 2 | 0.0 | 16.6 | 9.2 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 2 | 2 | 0.0 | 12.2 | 6.6 |
| Others or don't knows | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |

## Table A2. 4 - Industry sector of dependent contractors identified through the employee path by type of contract and sex, for each wave of test

| | Paid by the piece | | | | | | | | | | | | | | | | | | Other types of payments | | | | | | Total | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | With daily contract/agreement | | | | | | Contract/agreement "Ongoing, until further notice" | | | | | | Other types of contracts /agreements | | | | | | | | | | | | | | | | | |
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| **Uganda Wave 1: Approach (A+B)** | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | |
| **Total DC from the "dependent/employee" path** | 35 | 22 | 57 | 100.0 | 100.0 | 100.0 | 95 | 28 | 123 | 100.0 | 100.0 | 100.0 | 54 | 20 | 74 | 100.0 | 100.0 | 100.0 | 31 | 7 | 38 | 100.0 | 100.0 | 100.0 | 214 | 78 | 292 | 100.0 | 100.0 | 100.0 |
| **A. Agriculture, forestry and fishing** | 25 | 18 | 42 | 70.4 | 79.9 | 74.1 | 31 | 19 | 49 | 32.4 | 67.2 | 40.3 | 17 | 10 | 28 | 32.1 | 51.3 | 37.3 | 5 | 0 | 5 | 15.2 | 0.0 | 12.2 | 77 | 47 | 124 | 36.0 | 60.2 | 42.5 |
| **B. Mining and quarrying** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 3 | 1 | 4 | 3.5 | 3.7 | 3.5 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 3 | 1 | 4 | 1.5 | 1.3 | 1.5 |
| **C. Manufacturing** | 1 | 1 | 2 | 3.7 | 5.1 | 4.2 | 10 | 1 | 11 | 10.8 | 3.4 | 9.1 | 10 | 2 | 13 | 19.4 | 11.3 | 17.2 | 3 | 1 | 4 | 8.8 | 15.1 | 10.0 | 25 | 5 | 30 | 11.5 | 7.1 | 10.3 |
| **D. Electricity, gas, steam and air conditioning supply** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| **E. Water supply, sewerage and waste management** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| **F. Construction** | 7 | 0 | 7 | 19.7 | 0.0 | 12.1 | 15 | 1 | 16 | 16.3 | 3.2 | 13.3 | 11 | 1 | 12 | 20.9 | 5.0 | 16.6 | 2 | 0 | 2 | 7.6 | 0.0 | 6.1 | 36 | 2 | 38 | 16.7 | 2.5 | 13.0 |
| **G. Wholesale and retail trade** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 4 | 1 | 5 | 4.0 | 4.4 | 4.1 | 1 | 1 | 2 | 1.8 | 5.2 | 2.8 | 5 | 1 | 6 | 17.0 | 15.5 | 16.7 | 10 | 3 | 13 | 4.7 | 4.4 | 4.6 |
| **H. Transportation and storage** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 16 | 0 | 16 | 16.4 | 0.0 | 12.6 | 2 | 0 | 2 | 3.0 | 0.0 | 2.1 | 6 | 0 | 6 | 18.4 | 0.0 | 14.9 | 23 | 0 | 23 | 10.6 | 0.0 | 7.8 |
| **I. Accommodation and food service** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 0.9 | 0.0 | 0.7 | 0 | 2 | 2 | 0.0 | 9.5 | 2.6 | 1 | 1 | 2 | 2.6 | 13.8 | 4.7 | 2 | 3 | 5 | 0.8 | 3.8 | 1.6 |
| **J. Information and communication** | 2 | 2 | 4 | 6.2 | 9.4 | 7.5 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 2 | 0 | 2 | 4.3 | 0.0 | 3.1 | 1 | 0 | 1 | 2.3 | 0.0 | 1.9 | 5 | 2 | 7 | 2.4 | 2.7 | 2.5 |
| **K. Financial and insurance activities** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 2.6 | 0.0 | 2.1 | 1 | 0 | 1 | 0.4 | 0.0 | 0.3 |
| **L. Real estate activities** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 2.5 | 0.0 | 2.0 | 1 | 0 | 1 | 0.4 | 0.0 | 0.3 |
| **M. Professional, scientific and technical activities** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 1 | 1 | 0.0 | 3.6 | 0.8 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 1 | 1 | 0.0 | 15.6 | 3.0 | 0 | 2 | 2 | 0.0 | 2.8 | 0.7 |
| **N. Administrative and support service activities** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| **O. Public administration and defence** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| **P. Education** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 1.1 | 0.0 | 0.9 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 0.5 | 0.0 | 0.4 |
| **Q. Human health and social work** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 0.6 | 0.0 | 0.5 | 0 | 2 | 2 | 0.0 | 8.8 | 2.4 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 2 | 2 | 0.3 | 2.3 | 0.8 |
| **R. Arts, entertainment and recreation** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 1.1 | 0.0 | 0.9 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 0.5 | 0.0 | 0.4 |
| **S. Other service activities** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 4 | 3 | 7 | 4.2 | 10.9 | 5.7 | 3 | 1 | 4 | 6.4 | 3.8 | 5.7 | 2 | 0 | 2 | 6.1 | 0.0 | 4.9 | 9 | 4 | 13 | 4.3 | 4.9 | 4.5 |
| **T. Households as employers** | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 1.7 | 0.0 | 1.2 | 1 | 0 | 1 | 3.1 | 0.0 | 2.5 | 2 | 0 | 2 | 0.9 | 0.0 | 0.6 |
| **U. Activities of extraterr. org. and bodies** | | | | 0.0 | 0.0 | 0.0 | | | | 0.0 | 0.0 | 0.0 | | | | 0.0 | 0.0 | 0.0 | | | | 0.0 | 0.0 | 0.0 | | | | 0.0 | 0.0 | 0.0 |
| **Don't know** | 0 | 1 | 1 | 0.0 | 5.6 | 2.2 | 8 | 1 | 9 | 8.7 | 3.5 | 7.5 | 6 | 1 | 7 | 10.4 | 5.2 | 9.0 | 4 | 3 | 7 | 13.9 | 40.0 | 18.9 | 18 | 6 | 24 | 8.4 | 8.0 | 8.3 |

| | Paid by the piece | | | | | | | | | | | | | | | | | | Other types of payments | | | | | | Total | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | With daily contract/agreement | | | | | | Contract/agreement "Ongoing, until further notice" | | | | | | Other types of contracts /agreements | | | | | | | | | | | | | | | | | |
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| **Uganda Wave 2: Approach (A+B)** | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | |
| **Total DC from the "dependent/employee" path** | 84 | 60 | 144 | *100.0* | *100.0* | *100.0* | 93 | 43 | 136 | *100.0* | *100.0* | *100.0* | 66 | 18 | 84 | *100.0* | *100.0* | *100.0* | 15 | 9 | 24 | *100.0* | *100.0* | *100.0* | 258 | 130 | 388 | *100.0* | *100.0* | *100.0* |
| **A. Agriculture, forestry and fishing** | 58 | 53 | 111 | *68.4* | *89.0* | *77.0* | 38 | 33 | 71 | *40.7* | *77.1* | *52.1* | 32 | 11 | 44 | *49.0* | *63.0* | *52.1* | 7 | 1 | 8 | *47.5* | *9.8* | *33.5* | 135 | 99 | 233 | *52.3* | *75.9* | *60.2* |
| **B. Mining and quarrying** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *7.7* | *0.0* | *4.8* | 1 | 0 | 1 | *0.5* | *0.0* | *0.3* |
| **C. Manufacturing** | 3 | 0 | 3 | *3.2* | *0.0* | *1.8* | 5 | 0 | 5 | *5.4* | *0.0* | *3.7* | 1 | 1 | 2 | *1.7* | *6.3* | *2.7* | 1 | 0 | 1 | *5.8* | *0.0* | *3.6* | 10 | 1 | 11 | *3.8* | *0.9* | *2.8* |
| **D. Electricity, gas, steam and air conditioning supply** | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* |
| **E. Water supply, sewerage and waste management** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **F. Construction** | 15 | 1 | 17 | *18.3* | *1.9* | *11.5* | 10 | 0 | 10 | *10.2* | *0.0* | *7.0* | 14 | 0 | 14 | *20.7* | *0.0* | *16.2* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 38 | 1 | 40 | *14.9* | *0.9* | *10.2* |
| **G. Wholesale and retail trade** | 1 | 0 | 1 | *1.5* | *0.0* | *0.9* | 7 | 1 | 8 | *7.7* | *2.4* | *6.0* | 6 | 0 | 6 | *9.8* | *0.0* | *7.6* | 1 | 2 | 3 | *6.3* | *21.1* | *11.8* | 16 | 3 | 19 | *6.1* | *2.3* | *4.8* |
| **H. Transportation and storage** | 3 | 0 | 3 | *3.0* | *0.0* | *1.7* | 11 | 0 | 11 | *11.6* | *0.0* | *8.0* | 3 | 0 | 3 | *4.8* | *0.0* | *3.8* | 3 | 1 | 4 | *19.5* | *12.9* | *17.1* | 19 | 1 | 21 | *7.5* | *0.9* | *5.3* |
| **I. Accommodation and food service** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 2 | 2 | *0.0* | *4.0* | *1.2* | 0 | 1 | 1 | *0.0* | *6.7* | *1.5* | 0 | 2 | 2 | *0.0* | *24.2* | *9.0* | 0 | 5 | 5 | *0.0* | *3.9* | *1.3* |
| **J. Information and communication** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 2 | 3 | *1.8* | *12.5* | *4.1* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 2 | 3 | *0.4* | *1.8* | *0.9* |
| **K. Financial and insurance activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **L. Real estate activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **M. Professional, scientific and technical activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *1.7* | *0.0* | *1.4* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *0.4* | *0.0* | *0.3* |
| **N. Administrative and support service activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 3 | 0 | 3 | *3.0* | *0.0* | *2.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 3 | 0 | 3 | *1.1* | *0.0* | *0.7* |
| **O. Public administration and defence** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **P. Education** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *1.0* | *0.0* | *0.7* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *0.4* | *0.0* | *0.2* |
| **Q. Human health and social work** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **R. Arts, entertainment and recreation** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *1.2* | *0.0* | *0.8* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *0.4* | *0.0* | *0.3* |
| **S. Other service activities** | 0 | 1 | 1 | *0.0* | *2.0* | *0.8* | 7 | 4 | 11 | *7.1* | *10.5* | *8.1* | 3 | 0 | 3 | *5.2* | *0.0* | *4.1* | 2 | 0 | 2 | *13.1* | *0.0* | *8.2* | 12 | 6 | 18 | *4.6* | *4.4* | *4.5* |
| **T. Households as employers** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **U. Activities of extraterr. org. and bodies** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **Don't know** | 5 | 4 | 9 | *5.7* | *7.1* | *6.3* | 11 | 3 | 14 | *12.1* | *6.0* | *10.2* | 3 | 2 | 6 | *5.3* | *11.4* | *6.6* | 0 | 3 | 3 | *0.0* | *32.0* | *11.9* | 20 | 12 | 31 | *7.6* | *9.1* | *8.1* |

| | Paid by the piece | | | | | | | | | | | | | | | | | | Other types of payments | | | | | | Total | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | With daily contract/agreement | | | | | | Contract/agreement "Ongoing, until further notice" | | | | | | Other types of contracts /agreements | | | | | | | | | | | | | | | | | |
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| **Peru: Approach (A+B)** | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | | **Weighted counts** | | | ***% Distribution*** | | |
| **Total DC from the "dependent/employee" path** | 14 | 8 | 22 | *100.0* | *100.0* | *100.0* | 10 | 6 | 16 | *100.0* | *100.0* | *100.0* | 27 | 10 | 37 | *100.0* | *100.0* | *100.0* | 18 | 15 | 33 | *100.0* | *100.0* | *100.0* | 69 | 39 | 108 | *100.0* | *100.0* | *100.0* |
| **A. Agriculture, forestry and fishing** | 10 | 3 | 13 | *70.1* | *36.4* | *57.5* | 2 | 0 | 2 | *20.7* | *0.0* | *13.1* | 11 | 4 | 15 | *40.7* | *39.6* | *40.4* | 4 | 1 | 5 | *22.9* | *6.7* | *15.6* | 27 | 8 | 35 | *39.0* | *20.4* | *32.3* |
| **B. Mining and quarrying** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *3.8* | *0.0* | *2.8* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *1.5* | *0.0* | *1.0* |
| **C. Manufacturing** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *9.9* | *0.0* | *6.3* | 2 | 0 | 2 | *7.5* | *0.0* | *5.5* | 3 | 0 | 3 | *16.6* | *0.0* | *9.1* | 6 | 0 | 6 | *8.7* | *0.0* | *5.6* |
| **D. Electricity, gas, steam and air conditioning supply** | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* |
| **E. Water supply, sewerage and waste management** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *3.3* | *0.0* | *2.4* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *1.3* | *0.0* | *0.8* |
| **F. Construction** | 1 | 0 | 1 | *7.8* | *0.0* | *4.9* | 5 | 0 | 5 | *49.5* | *0.0* | *31.2* | 6 | 0 | 6 | *21.9* | *0.0* | *16.1* | 3 | 1 | 4 | *16.2* | *7.6* | *12.3* | 15 | 1 | 16 | *21.7* | *2.9* | *14.9* |
| **G. Wholesale and retail trade** | 2 | 0 | 2 | *14.5* | *0.0* | *9.1* | 0 | 1 | 1 | *0.0* | *16.1* | *5.9* | 1 | 0 | 1 | *4.8* | *0.0* | *3.5* | 0 | 6 | 6 | *0.0* | *41.6* | *18.8* | 3 | 7 | 10 | *4.8* | *18.3* | *9.6* |
| **H. Transportation and storage** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 2 | 0 | 2 | *19.9* | *0.0* | *12.6* | 2 | 0 | 2 | *7.2* | *0.0* | *5.3* | 2 | 0 | 2 | *10.7* | *0.0* | *5.8* | 6 | 0 | 6 | *8.5* | *0.0* | *5.5* |
| **I. Accommodation and food service** | 1 | 0 | 1 | *7.6* | *0.0* | *4.8* | 0 | 2 | 2 | *0.0* | *34.0* | *12.5* | 1 | 2 | 3 | *3.5* | *21.5* | *8.2* | 1 | 0 | 1 | *5.9* | *0.0* | *3.2* | 3 | 4 | 7 | *4.4* | *10.7* | *6.7* |
| **J. Information and communication** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **K. Financial and insurance activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **L. Real estate activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **M. Professional, scientific and technical activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *3.6* | *0.0* | *2.7* | 1 | 2 | 3 | *5.2* | *12.5* | *8.5* | 2 | 2 | 4 | *2.8* | *4.8* | *3.5* |
| **N. Administrative and support service activities** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *8.0* | *2.1* | 0 | 1 | 1 | *0.0* | *6.5* | *2.9* | 0 | 2 | 2 | *0.0* | *4.5* | *1.6* |
| **O. Public administration and defence** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 1 | 2 | *5.5* | *5.8* | *5.6* | 1 | 1 | 2 | *1.4* | *2.2* | *1.7* |
| **P. Education** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **Q. Human health and social work** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *5.6* | *0.0* | *3.1* | 1 | 0 | 1 | *1.5* | *0.0* | *0.9* |
| **R. Arts, entertainment and recreation** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **S. Other service activities** | 0 | 1 | 1 | *0.0* | *12.1* | *4.5* | 0 | 1 | 1 | *0.0* | *15.1* | *5.6* | 1 | 0 | 1 | *3.9* | *0.0* | *2.8* | 2 | 1 | 3 | *11.2* | *5.8* | *8.7* | 3 | 3 | 6 | *4.4* | *7.1* | *5.4* |
| **T. Households as employers** | 0 | 4 | 4 | *0.0* | *51.5* | *19.2* | 0 | 2 | 2 | *0.0* | *34.7* | *12.8* | 0 | 3 | 3 | *0.0* | *30.8* | *8.2* | 0 | 2 | 2 | *0.0* | *13.5* | *6.1* | 0 | 11 | 11 | *0.0* | *29.2* | *10.5* |
| **U. Activities of extraterr. org. and bodies** | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* | | | | *0.0* | *0.0* | *0.0* |
| **Don't know** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |

## Table A2. 5 - Place of work of dependent contractors identified through the employee path by type of contract and sex, for each wave of test

| | Paid by the piece | | | | | | | | | | | | | | | | Other types of payments | | | | | | Total | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | With daily contract/agreement | | | | | | Contract/agreement "Ongoing, until further notice" | | | | | | Other types of contracts /agreements | | | | | | | | | | | | | | | | | |
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| **Uganda Wave 1: Approach (A+B)** | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | |
| Total DC from the "dependent/employee" path | 35 | 22 | 57 | 100.0 | 100.0 | 100.0 | 95 | 28 | 123 | 100.0 | 100.0 | 100.0 | 54 | 20 | 74 | 100.0 | 100.0 | 100.0 | 31 | 7 | 38 | 100.0 | 100.0 | 100.0 | 214 | 78 | 292 | 100.0 | 100.0 | 100.0 |
| At (your/name's) own home | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 1.3 | 0.0 | 1.0 | 1 | 0 | 1 | 1.8 | 0.0 | 1.3 | 1 | 0 | 1 | 4.2 | 0.0 | 3.4 | 3 | 0 | 3 | 1.6 | 0.0 | 1.2 |
| At the client's or employer's home | 8 | 2 | 10 | 23.8 | 9.5 | 18.3 | 15 | 4 | 20 | 15.9 | 16.0 | 15.9 | 18 | 5 | 23 | 33.4 | 24.5 | 31.0 | 6 | 4 | 10 | 18.1 | 55.6 | 25.3 | 47 | 16 | 62 | 21.9 | 20.2 | 21.4 |
| At a farm, agricultural land or fishing site | 24 | 20 | 43 | 67.5 | 90.5 | 76.4 | 33 | 17 | 50 | 34.7 | 60.4 | 40.6 | 16 | 9 | 24 | 29.1 | 42.3 | 32.7 | 4 | 0 | 4 | 14.1 | 0.0 | 11.4 | 76 | 45 | 122 | 35.7 | 58.4 | 41.7 |
| At a business, office, factory, fixed premise or site | 2 | 0 | 2 | 5.7 | 0.0 | 3.5 | 30 | 5 | 35 | 32.1 | 17.5 | 28.8 | 15 | 5 | 20 | 27.9 | 23.9 | 26.8 | 12 | 3 | 15 | 39.1 | 44.4 | 40.1 | 59 | 13 | 72 | 27.8 | 16.8 | 24.8 |
| On the street/public space w/o a fixed structure | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 6 | 0 | 6 | 6.2 | 0.0 | 4.8 | 2 | 0 | 2 | 4.6 | 0.0 | 3.4 | 6 | 0 | 6 | 18.9 | 0.0 | 15.3 | 14 | 0 | 14 | 6.6 | 0.0 | 4.9 |
| In/on a vehicle (without daily work base) | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 7 | 0 | 7 | 7.8 | 0.0 | 6.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 2 | 0 | 2 | 5.7 | 0.0 | 4.6 | 9 | 0 | 9 | 4.3 | 0.0 | 3.1 |
| Door-to-door | 1 | 0 | 1 | 3.0 | 0.0 | 1.8 | 0 | 2 | 2 | 0.0 | 6.1 | 1.4 | 1 | 1 | 2 | 1.5 | 4.4 | 2.3 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 2 | 3 | 4 | 0.9 | 3.3 | 1.5 |
| Others or don't knows | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 2 | 0 | 2 | 2.0 | 0.0 | 1.5 | 1 | 1 | 2 | 1.7 | 5.0 | 2.6 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 3 | 1 | 4 | 1.3 | 1.3 | 1.3 |
| **Uganda Wave 2: Approach (A+B)** | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | |
| Total DC from the "dependent/employee" path | 84 | 60 | 144 | 100.0 | 100.0 | 100.0 | 93 | 43 | 136 | 100.0 | 100.0 | 100.0 | 66 | 18 | 84 | 100.0 | 100.0 | 100.0 | 15 | 9 | 24 | 100.0 | 100.0 | 100.0 | 258 | 130 | 388 | 100.0 | 100.0 | 100.0 |
| At (your/name's) own home | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 0.9 | 0.0 | 0.6 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 1 | 1 | 0.0 | 12.9 | 4.8 | 1 | 1 | 2 | 0.3 | 0.9 | 0.5 |
| At the client's or employer's home | 22 | 25 | 46 | 25.9 | 41.0 | 32.2 | 8 | 2 | 9 | 8.3 | 4.0 | 7.0 | 14 | 5 | 18 | 20.7 | 25.0 | 21.6 | 0 | 5 | 5 | 0.0 | 58.7 | 21.9 | 43 | 36 | 79 | 16.7 | 27.9 | 20.4 |
| At a farm, agricultural land or fishing site | 46 | 34 | 80 | 54.1 | 57.0 | 55.3 | 44 | 34 | 78 | 47.5 | 79.0 | 57.4 | 27 | 11 | 38 | 40.5 | 62.0 | 45.2 | 6 | 1 | 7 | 39.9 | 9.8 | 28.7 | 123 | 80 | 203 | 47.4 | 61.7 | 52.2 |
| At a business, office, factory, fixed premise or site | 14 | 1 | 16 | 17.2 | 1.9 | 10.9 | 24 | 4 | 28 | 26.1 | 9.1 | 20.8 | 15 | 1 | 16 | 22.1 | 6.3 | 18.7 | 5 | 2 | 7 | 34.2 | 18.6 | 28.4 | 59 | 8 | 66 | 22.7 | 6.1 | 17.1 |
| On the street/public space w/o a fixed structure | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 10 | 3 | 12 | 10.5 | 6.2 | 9.2 | 6 | 0 | 6 | 9.2 | 0.0 | 7.2 | 1 | 0 | 1 | 6.9 | 0.0 | 4.3 | 17 | 3 | 20 | 6.5 | 2.0 | 5.0 |
| In/on a vehicle (without daily work base) | 1 | 0 | 1 | 1.4 | 0.0 | 0.8 | 3 | 0 | 3 | 3.6 | 0.0 | 2.5 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 2 | 0 | 2 | 12.6 | 0.0 | 7.9 | 6 | 0 | 6 | 2.5 | 0.0 | 1.7 |
| Door-to-door | 1 | 0 | 1 | 1.4 | 0.0 | 0.8 | 1 | 1 | 2 | 1.0 | 1.6 | 1.2 | 4 | 0 | 4 | 5.4 | 0.0 | 4.2 | 1 | 0 | 1 | 6.3 | 0.0 | 4.0 | 7 | 1 | 7 | 2.5 | 0.5 | 1.9 |
| Others or don't knows | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 2 | 0 | 2 | 2.1 | 0.0 | 1.5 | 1 | 1 | 3 | 2.1 | 6.7 | 3.1 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 3 | 1 | 5 | 1.3 | 0.9 | 1.2 |
| **Peru: Approach (A+B)** | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | | Weighted counts | | | % Distribution | | |
| Total DC from the "dependent/employee" path | 14 | 8 | 22 | 100.0 | 100.0 | 100.0 | 10 | 6 | 16 | 100.0 | 100.0 | 100.0 | 27 | 10 | 37 | 100.0 | 100.0 | 100.0 | 18 | 15 | 33 | 100.0 | 100.0 | 100.0 | 69 | 39 | 108 | 100.0 | 100.0 | 100.0 |
| At (your/name's) own home | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 1 | 1 | 0.0 | 15.1 | 5.6 | 2 | 0 | 2 | 8.4 | 0.0 | 6.2 | 0 | 1 | 1 | 0.0 | 6.9 | 3.1 | 2 | 2 | 4 | 3.3 | 4.9 | 3.9 |
| At the client's or employer's home | 1 | 4 | 5 | 7.6 | 51.5 | 24.0 | 4 | 2 | 6 | 38.9 | 34.7 | 37.3 | 6 | 6 | 12 | 21.9 | 60.4 | 32.1 | 4 | 3 | 7 | 22.4 | 20.3 | 21.4 | 15 | 15 | 30 | 21.7 | 39.3 | 28.0 |
| At a farm, agricultural land or fishing site | 10 | 3 | 13 | 70.1 | 36.4 | 57.5 | 2 | 0 | 2 | 20.7 | 0.0 | 13.1 | 11 | 4 | 15 | 40.7 | 39.6 | 40.4 | 5 | 0 | 5 | 28.4 | 0.0 | 15.6 | 28 | 7 | 35 | 40.5 | 17.8 | 32.3 |
| At a business, office, factory, fixed premise or site | 2 | 1 | 3 | 14.5 | 12.1 | 13.6 | 4 | 3 | 7 | 40.4 | 50.1 | 44.0 | 5 | 0 | 5 | 18.6 | 0.0 | 13.7 | 5 | 7 | 12 | 28.1 | 45.0 | 35.8 | 16 | 11 | 27 | 23.4 | 27.4 | 24.9 |
| On the street/public space w/o a fixed structure | 1 | 0 | 1 | 7.8 | 0.0 | 4.9 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 2 | 0 | 2 | 6.9 | 0.0 | 5.0 | 2 | 2 | 4 | 10.2 | 13.6 | 11.8 | 5 | 2 | 7 | 6.9 | 5.2 | 6.3 |
| In/on a vehicle (without daily work base) | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 3.6 | 0.0 | 2.6 | 1 | 0 | 1 | 5.5 | 0.0 | 3.0 | 2 | 0 | 2 | 2.8 | 0.0 | 1.8 |
| Door-to-door | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 2 | 2 | 0.0 | 14.2 | 6.4 | 0 | 2 | 2 | 0.0 | 5.4 | 1.9 |
| Others or don't knows | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0.0 | 0.0 | 0.0 | 1 | 0 | 1 | 5.3 | 0.0 | 2.9 | 1 | 0 | 1 | 1.4 | 0.0 | 0.9 |

## Table A2. 6 - Dependent contractors identified through the employee path by type of contract and sex, for each wave of test

| | Uganda Wave 1 - Approach (A+B) | | | | | | Uganda Wave 2 - Approach (A+B) | | | | | | Peru - Approach (A+B) | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total |
| | Weighted counts | | | *% Distribution* | | | Weighted counts | | | *% Distribution* | | | Weighted counts | | | *% Distribution* | | |
| **Total DC from the "Dependent/Employee" path** | 214 | 78 | 292 | *100.0* | *100.0* | *100.0* | 258 | 130 | 388 | *100.0* | *100.0* | *100.0* | 69 | 39 | 108 | *100.0* | *100.0* | *100.0* |
| **Total paid by the piece** | 183 | 70 | 253 | *85.6* | *90.5* | *86.9* | 243 | 121 | 364 | *94.1* | *93.1* | *93.8* | 51 | 24 | 76 | *74.2* | *61.9* | *69.8* |
| **With "specified lenght" of agreement or "task to be completed"** | 74 | 39 | 113 | *34.5* | *49.8* | *38.6* | 129 | 74 | 203 | *49.8* | *57.1* | *52.2* | 41 | 18 | 59 | *59.5* | *46.6* | *54.9* |
| **DC With daily contracts/agreement** | 35 | 22 | 57 | *16.3* | *28.3* | *19.5* | 84 | 60 | 144 | *32.6* | *46.2* | *37.1* | 14 | 8 | 22 | *20.0* | *21.2* | *20.4* |
| **DC With contracts/agreement from less than 1 up to 3 months** | 12 | 10 | 22 | *5.7* | *12.7* | *7.5* | 15 | 10 | 25 | *5.9* | *7.8* | *6.5* | 20 | 7 | 27 | *29.1* | *17.3* | *24.9* |
| **DC With contracts/agreement from 3 months and more** | 5 | 0 | 5 | *2.3* | *0.0* | *1.7* | 7 | 0 | 7 | *2.7* | *0.0* | *1.8* | 4 | 0 | 4 | *6.3* | *0.0* | *4.1* |
| **DC With contracts/agreement with duration not specified** | 22 | 7 | 29 | *10.3* | *8.8* | *9.9* | 22 | 4 | 26 | *8.7* | *3.1* | *6.8* | 3 | 3 | 6 | *4.1* | *8.1* | *5.5* |
| **With contracts/agreement "Permanent or until retirement"** | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *0.5* | *0.0* | *0.4* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **With contracts/agreement "Ongoing, until further notice"** | 95 | 28 | 123 | *44.2* | *36.0* | *42.0* | 93 | 43 | 136 | *36.1* | *32.8* | *35.0* | 10 | 6 | 16 | *14.7* | *15.3* | *14.9* |
| **Don't Know / Missing** | 15 | 4 | 18 | *6.8* | *4.7* | *6.2* | 20 | 4 | 24 | *7.7* | *3.2* | *6.2* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* |
| **Total paid in other ways** | 31 | 7 | 38 | *14.4* | *9.5* | *13.1* | 15 | 9 | 24 | *5.9* | *6.9* | *6.2* | 18 | 15 | 33 | *25.8* | *38.1* | *30.2* |
| **With "specified lenght" of agreement or "task to be completed"** | 7 | 1 | 8 | *3.2* | *1.3* | *2.7* | 1 | 1 | 2 | *0.4* | *0.7* | *0.5* | 15 | 6 | 21 | *21.3* | *14.9* | *19.0* |
| **DC With daily contracts/agreement** | 1 | 0 | 1 | *0.7* | *0.0* | *0.5* | 1 | 1 | 2 | *0.4* | *0.7* | *0.5* | 2 | 2 | 4 | *3.1* | *5.0* | *3.8* |
| **DC With contracts/agreement from less than 1 up to 3 months** | 1 | 1 | 2 | *0.5* | *1.3* | *0.7* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 6 | 3 | 9 | *8.7* | *7.7* | *8.3* |
| **DC With contracts/agreement from 3 months and more** | 3 | 0 | 3 | *1.3* | *0.0* | *1.0* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 6 | 1 | 7 | *8.2* | *2.2* | *6.1* |
| **DC With contracts/agreement with duration not specified** | 1 | 0 | 1 | *0.7* | *0.0* | *0.5* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 1 | 0 | 1 | *1.3* | *0.0* | *0.9* |
| **With contracts/agreement "Permanent or until retirement"** | 1 | 0 | 1 | *0.4* | *0.0* | *0.3* | 0 | 0 | 0 | *0.0* | *0.0* | *0.0* | 0 | 1 | 1 | *0.0* | *2.6* | *0.9* |
| **With contracts/agreement "Ongoing, until further notice"** | 17 | 6 | 23 | *7.9* | *8.2* | *8.0* | 11 | 6 | 17 | *4.1* | *4.9* | *4.3* | 2 | 6 | 8 | *3.0* | *15.2* | *7.3* |
| **Don't Know / Missing** | 6 | 0 | 6 | *2.9* | *0.0* | *2.1* | 3 | 2 | 5 | *1.3* | *1.4* | *1.4* | 1 | 2 | 3 | *1.5* | *5.4* | *2.9* |

## Table A2. 7 - Distribution of self-declared status in employment and ICSE-18 by country, survey round and sex under the default approach - Scenario A (weighted data)

| | | Status in employment ICSE-18 | | | | | | Distribution of self-declared status in employment | Distribution of Status in employment ICSE-18 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total |
| **Uganda Wave 1: Approach (A+B)** | | | | | | | | | | | | | | |
| **Males** | | | | | | | | | | | | | | |
| | | Weighted counts | | | | | | % Distribution | % Distribution | | | | | |
| Self-declared status in employment | Employee | | | 214 | 316 | | 530 | *43.2* | *0.0* | *0.0* | *40.4* | *59.6* | *0.0* | *100.0* |
| | Own business activity | 146 | 425 | 45 | | | 616 | *50.2* | *23.7* | *68.9* | *7.3* | *0.0* | *0.0* | *100.0* |
| | Helping in a family or household business | 6 | 17 | 3 | 4 | 49 | 79 | *6.4* | *8.0* | *21.3* | *3.8* | *4.5* | *62.3* | *100.0* |
| | Apprentice or intern | | | | 2 | | 2 | *0.1* | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | Helping family member who works for someone else | | | | | 1 | 1 | *0.1* | *0.0* | *0.0* | *0.0* | *0.0* | *100.0* | *100.0* |
| | Total | **152** | **441** | **262** | **321** | **50** | **1228** | *100.0* | ***12.4*** | ***35.9*** | ***21.4*** | ***26.2*** | ***4.1*** | ***100.0*** |
| **Females** | | | | | | | | | | | | | | |
| | | Weighted counts | | | | | | % Distribution | % Distribution | | | | | |
| Self-declared status in employment | Employee | | | 78 | 213 | | 291 | *31.8* | *0.0* | *0.0* | *26.7* | *73.3* | *0.0* | *100.0* |
| | Own business activity | 60 | 381 | 38 | | | 478 | *52.4* | *12.5* | *79.6* | *7.9* | *0.0* | *0.0* | *100.0* |
| | Helping in a family or household business | 9 | 57 | 5 | 3 | 66 | 141 | *15.4* | *6.7* | *40.3* | *3.8* | *2.3* | *47.0* | *100.0* |
| | Apprentice or intern | | | | 2 | | 2 | *0.2* | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | Helping family member who works for someone else | | | | | 2 | 2 | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *100.0* | *100.0* |
| | Total | **69** | **438** | **121** | **218** | **68** | **914** | *100.0* | ***7.6*** | ***47.9*** | ***13.2*** | ***23.8*** | ***7.5*** | ***100.0*** |
| **Total** | | | | | | | | | | | | | | |
| | | Weighted counts | | | | | | % Distribution | % Distribution | | | | | |
| Self-declared status in employment | Employee | | | 292 | 529 | | 821 | *38.3* | *0.0* | *0.0* | *35.5* | *64.5* | *0.0* | *100.0* |
| | Own business activity | 206 | 805 | 83 | | | 1094 | *51.1* | *18.8* | *73.6* | *7.6* | *0.0* | *0.0* | *100.0* |
| | Helping in a family or household business | 16 | 74 | 8 | 7 | 115 | 220 | *10.3* | *7.2* | *33.5* | *3.8* | *3.1* | *52.5* | *100.0* |
| | Apprentice or intern | | | | 3 | | 3 | *0.2* | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | Helping family member who works for someone else | | | | | 3 | 3 | *0.2* | *0.0* | *0.0* | *0.0* | *0.0* | *100.0* | *100.0* |
| | Total | **222** | **879** | **383** | **539** | **119** | **2141** | *100.0* | ***10.3*** | ***41.0*** | ***17.9*** | ***25.2*** | ***5.5*** | ***100.0*** |

| | | Status in employment ICSE-18 | | | | | | Distribution of self-declared status in employment | Distribution of Status in employment ICSE-18 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total |
| **Uganda Wave 2: Approach (A+B)** | | | | | | | | | | | | | | |
| **Males** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | | | 258 | 339 | | **597** | ***46.3*** | *0.0* | *0.0* | *43.2* | *56.8* | *0.0* | *100.0* |
| | **Own business activity** | 138 | 490 | 14 | | | **642** | ***49.8*** | *21.6* | *76.3* | *2.1* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 2 | 10 | 1 | 7 | 28 | **48** | ***3.7*** | *3.7* | *21.6* | *1.7* | *15.1* | *57.8* | *100.0* |
| | **Apprentice or intern** | | | | 2 | | **2** | ***0.1*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | | | | | | | ***0.0*** | | | | | | |
| | **Total** | **140** | **500** | **273** | **348** | **28** | **1289** | ***100.0*** | ***10.9*** | ***38.8*** | ***21.2*** | ***27.0*** | ***2.2*** | ***100.0*** |
| **Females** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | | | 130 | 210 | | **340** | ***35.0*** | *0.0* | *0.0* | *38.2* | *61.8* | *0.0* | *100.0* |
| | **Own business activity** | 60 | 418 | 8 | | | **486** | ***50.0*** | *12.4* | *86.0* | *1.6* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 18 | 68 | | 9 | 48 | **143** | ***14.8*** | *12.3* | *47.5* | *0.0* | *6.4* | *33.8* | *100.0* |
| | **Apprentice or intern** | | | | 1 | | **1** | ***0.1*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | | | | | 1 | **1** | ***0.1*** | *0.0* | *0.0* | *0.0* | *0.0* | *100.0* | *100.0* |
| | **Total** | **78** | **486** | **137** | **221** | **49** | **971** | ***100.0*** | ***8.0*** | ***50.0*** | ***14.1*** | ***22.7*** | ***5.1*** | ***100.0*** |
| **Total** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | | | 388 | 549 | | **937** | ***41.5*** | *0.0* | *0.0* | *41.4* | *58.6* | *0.0* | *100.0* |
| | **Own business activity** | 199 | 908 | 21 | | | **1128** | ***49.9*** | *17.6* | *80.5* | *1.9* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 19 | 79 | 1 | 17 | 76 | **191** | ***8.5*** | *10.1* | *41.0* | *0.4* | *8.6* | *39.8* | *100.0* |
| | **Apprentice or intern** | | | | 3 | | **3** | ***0.1*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | | | | | 1 | **1** | ***0.0*** | | | | | *100.0* | *100.0* |
| | **Total** | **218** | **986** | **410** | **569** | **77** | **2260** | ***100.0*** | ***9.7*** | ***43.6*** | ***18.1*** | ***25.2*** | ***3.4*** | ***100.0*** |

| | | Status in employment ICSE-18 | | | | | | Distribution of self-declared status in employment | Distribution of Status in employment ICSE-18 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total |
| **Peru: Approach (A+B)** | | | | | | | | | | | | | | |
| **Males** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | | | 69 | 310 | | **379** | ***51.2*** | *0.0* | *0.0* | *18.3* | *81.7* | *0.0* | *100.0* |
| | **Own business activity** | 47 | 261 | 14 | | | **323** | ***43.6*** | *14.5* | *81.0* | *4.4* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 1 | 7 | | 1 | 27 | **36** | ***4.9*** | *3.0* | *19.3* | *0.0* | *2.6* | *75.2* | *100.0* |
| | **Apprentice or intern** | | | | 2 | | **2** | ***0.3*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | | | | | | | ***0.0*** | | | | | | |
| | **Total** | **48** | **269** | **84** | **313** | **27** | **741** | ***100.0*** | ***6.5*** | ***36.3*** | ***11.3*** | ***42.3*** | ***3.7*** | ***100.0*** |
| **Females** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | | | 39 | 200 | | **238** | ***41.1*** | *0.0* | *0.0* | *16.3* | *83.7* | *0.0* | *100.0* |
| | **Own business activity** | 21 | 225 | 16 | | | **263** | ***45.2*** | *8.1* | *85.7* | *6.2* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 5 | 26 | 1 | | 46 | **79** | ***13.6*** | *6.8* | *33.4* | *1.1* | *0.0* | *58.7* | *100.0* |
| | **Apprentice or intern** | | | | 1 | | **1** | ***0.2*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | | | | | | | ***0.0*** | | | | | | |
| | **Total** | **27** | **251** | **56** | **201** | **46** | **581** | ***100.0*** | ***4.6*** | ***43.3*** | ***9.6*** | ***34.5*** | ***8.0*** | ***100.0*** |
| **Total** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | | | 108 | 510 | | **618** | ***46.8*** | *0.0* | *0.0* | *17.5* | *82.5* | *0.0* | *100.0* |
| | **Own business activity** | 68 | 487 | 31 | | | **586** | ***44.3*** | *11.7* | *83.1* | *5.2* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 6 | 33 | 1 | 1 | 74 | **115** | ***8.7*** | *5.6* | *28.9* | *0.7* | *0.8* | *63.9* | *100.0* |
| | **Apprentice or intern** | | | | 3 | | **3** | ***0.2*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | | | | | | | ***0.0*** | | | | | | |
| | **Total** | **75** | **520** | **140** | **513** | **74** | **1321** | ***100.0*** | ***5.7*** | ***39.3*** | ***10.6*** | ***38.9*** | ***5.6*** | ***100.0*** |

## Table A2. 8 - Distribution of self-declared status in employment and ICSE-18, by country and survey round under Scenario B (weighted data)

| | | Status in employment ICSE-18 | | | | | | Distribution of self-declared status in employment | Distribution of Status in employment ICSE-18 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total |
| **Uganda Wave 1: Approach (A+B)** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | 0 | 0 | 235 | 586 | 0 | **821** | ***38.3*** | *0.0* | *0.0* | *28.6* | *71.4* | *0.0* | *100.0* |
| | **Own business activity** | 206 | 805 | 83 | 0 | 0 | **1094** | ***51.1*** | *18.8* | *73.6* | *7.6* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 16 | 74 | 8 | 7 | 115 | **220** | ***10.3*** | *7.2* | *33.5* | *3.8* | *3.1* | *52.5* | *100.0* |
| | **Apprentice or intern** | 0 | 0 | 0 | 3 | 0 | **3** | ***0.2*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | 0 | 0 | 0 | 0 | 3 | **3** | ***0.2*** | *0.0* | *0.0* | *0.0* | *0.0* | *100.0* | *100.0* |
| | **Total** | **222** | **879** | **326** | **596** | **119** | **2141** | ***100.0*** | ***10.3*** | ***41.0*** | ***15.2*** | ***27.8*** | ***5.5*** | ***100.0*** |
| **Uganda Wave 2: Approach (A+B)** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | 0 | 0 | 244 | 693 | 0 | **937** | ***41.5*** | *0.0* | *0.0* | *26.0* | *74.0* | *0.0* | *100.0* |
| | **Own business activity** | 199 | 908 | 21 | 0 | 0 | **1128** | ***49.9*** | *17.6* | *80.5* | *1.9* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 19 | 79 | 1 | 17 | 76 | **191** | ***8.5*** | *10.1* | *41.0* | *0.4* | *8.6* | *39.8* | *100.0* |
| | **Apprentice or intern** | 0 | 0 | 0 | 3 | 0 | **3** | ***0.1*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | 0 | 0 | 0 | 0 | 1 | **1** | ***0.0*** | | | | | | |
| | **Total** | **218** | **986** | **266** | **713** | **77** | **2260** | ***100.0*** | ***9.7*** | ***43.6*** | ***11.8*** | ***31.5*** | ***3.4*** | ***100.0*** |
| **Peru: Approach (A+B)** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | 0 | 0 | 86 | 532 | 0 | **618** | ***46.8*** | *0.0* | *0.0* | *13.9* | *86.1* | *0.0* | *100.0* |
| | **Own business activity** | 68 | 487 | 31 | 0 | 0 | **586** | ***44.3*** | *11.7* | *83.1* | *5.2* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 6 | 33 | 1 | 1 | 74 | **115** | ***8.7*** | *5.6* | *28.9* | *0.7* | *0.8* | *63.9* | *100.0* |
| | **Apprentice or intern** | 0 | 0 | 0 | 3 | 0 | **3** | ***0.2*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | | | | | | | ***0.0*** | | | | | | |
| | **Total** | **75** | **520** | **118** | **536** | **74** | **1321** | ***100.0*** | ***5.7*** | ***39.3*** | ***8.9*** | ***40.5*** | ***5.6*** | ***100.0*** |

## Table A2. 9 - Distribution of self-declared status in employment and ICSE-18, by country and survey round under Scenario C (weighted data)

| | | Status in employment ICSE-18 | | | | | | Distribution of self-declared status in employment | Distribution of Status in employment ICSE-18 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total | | Employer | Independent worker without employees | Dependent contractor | Employee | Contributing family worker | Total |
| **Uganda Wave 1: Approach (A+B)** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | 0 | 0 | 38 | 782 | 0 | **821** | ***38.3*** | *0.0* | *0.0* | *4.7* | *95.3* | *0.0* | *100.0* |
| | **Own business activity** | 206 | 805 | 83 | 0 | 0 | **1094** | ***51.1*** | *18.8* | *73.6* | *7.6* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 16 | 74 | 8 | 7 | 115 | **220** | ***10.3*** | *7.2* | *33.5* | *3.8* | *3.1* | *52.5* | *100.0* |
| | **Apprentice or intern** | 0 | 0 | 0 | 3 | 0 | **3** | ***0.2*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | 0 | 0 | 0 | 0 | 3 | **3** | ***0.2*** | *0.0* | *0.0* | *0.0* | *0.0* | *100.0* | *100.0* |
| | **Total** | **222** | **879** | **130** | **793** | **119** | **2141** | ***100.0*** | ***10.3*** | ***41.0*** | ***6.1*** | ***37.0*** | ***5.5*** | ***100.0*** |
| **Uganda Wave 2: Approach (A+B)** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | 0 | 0 | 24 | 913 | 0 | **937** | ***41.5*** | *0.0* | *0.0* | *2.6* | *97.4* | *0.0* | *100.0* |
| | **Own business activity** | 199 | 908 | 21 | 0 | 0 | **1128** | ***49.9*** | *17.6* | *80.5* | *1.9* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 19 | 79 | 1 | 17 | 76 | **191** | ***8.5*** | *10.1* | *41.0* | *0.4* | *8.6* | *39.8* | *100.0* |
| | **Apprentice or intern** | 0 | 0 | 0 | 3 | 0 | **3** | ***0.1*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | 0 | 0 | 0 | 0 | 1 | **1** | ***0.0*** | | | | | *100.0* | *100.0* |
| | **Total** | **218** | **986** | **46** | **933** | **77** | **2260** | ***100.0*** | ***9.7*** | ***43.6*** | ***2.1*** | ***41.3*** | ***3.4*** | ***100.0*** |
| **Peru: Approach (A+B)** | | **Weighted counts** | | | | | | ***% Distribution*** | ***% Distribution*** | | | | | |
| **Self-declared status in employment** | **Employee** | 0 | 0 | 33 | 585 | 0 | **618** | ***46.8*** | *0.0* | *0.0* | *5.3* | *94.7* | *0.0* | *100.0* |
| | **Own business activity** | 68 | 487 | 31 | 0 | 0 | **586** | ***44.3*** | *11.7* | *83.1* | *5.2* | *0.0* | *0.0* | *100.0* |
| | **Helping in a family or household business** | 6 | 33 | 1 | 1 | 74 | **115** | ***8.7*** | *5.6* | *28.9* | *0.7* | *0.8* | *63.9* | *100.0* |
| | **Apprentice or intern** | 0 | 0 | 0 | 3 | 0 | **3** | ***0.2*** | *0.0* | *0.0* | *0.0* | *100.0* | *0.0* | *100.0* |
| | **Helping family member who works for someone else** | | | | | | | ***0.0*** | | | | | | |
| | **Total** | **75** | **520** | **64** | **589** | **74** | **1321** | ***100.0*** | ***5.7*** | ***39.3*** | ***4.9*** | ***44.6*** | ***5.6*** | ***100.0*** |