



Statistics on work and employment in cooperatives



Co-operatives: Putting People at the Centre Of Development



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Work and employment in cooperatives



- Work and employment in cooperatives
- Not a specific form of work and employment
- Not limited into specific economic sectors
- Not limited into specific tasks
- But cover various forms in almost every economic sectors
- Cooperatives are differently related to work and employment, mainly through
- Classical employment relationship for employees employees in all types of cooperatives
- Specific forms of employment relationship for worker-members worker-members in worker cooperatives, social cooperatives and multi-stakeholder cooperatives
- And service to own-account producer-members producer-members (farmers, fishermen, artisans etc.) in producer cooperatives





Work and employment in cooperatives



 Logical presence of different work and employment forms in meta-types of cooperatives

		MEM	BERS	EMPLOYEE IN MEMBER ENTERPRISES	
	EMPLOYEE	WORKER- MEMBER	PRODUCER- MEMBER		
USER / CONSUMER COOP	0	X	X	X	
WORKER COOP	0	0	X	X	
PRODUCER COOP	0	X	0	0	
MULTI-STAKEHOLDER COOP	0	0	0	0	
ENTERPRISE COOP	0	X	X	0	
SECONDARY COOP	0	X	X	X	

Logically, the work form can be present in the cooperative meta-type
 Logically, the work form cannot be present in the cooperative meta-type











Specificity of work and employment in cooperatives

 Specific way that cooperative members exert authority over their own work performed in cooperatives (worker-members) or services improving their production activities (producer-members) through jointly and democratically managed governance structures.

Worker-members

- Different from independent self-employed authority over work is not totally and freely at members' disposition but members voluntarily accept certain constraints imposed by the jointly and democratically managed governance structure for securing and developing their economic activities
- Different from employees all members join cooperative freely and voluntarily and they have equal rights and responsibilities in the governance structure
- Not well known nor institutionally recognized except some European countries (Spain, Italy and France) and many Latin American countries







Estimated number of jobs "in" and "within the scope of" cooperatives

CONTINENT (NUMBER OF COUNTRIES INCLUDED IN DATA COLLECTION)	EMPLOYED POPULATION (+15)*	TOTAL COOPERATIVE EMPLOYMENT								
		EMPLOYEES	WORKER- MEMBERS	DIRECT EMPLOYMENT		PRODUCER- MEMBERS				
	(T)	(A)	(B)	(A+B)	(A+B/T) (%)	(C)	(A+B+C)	(A+B+C/T) (%)		
EUROPE (37)	331,067,000	4,710,595	1,554,687	6,265,282	1.89	9,157,350	15,422,632	4.66		
AFRICA (35)	326,388,000	1,939,836	37,836	1,977,672	0.61	20,410,298	22,387,970	6.86		
ASIA (33)	1,827,220,000	7,426,760	8,573,775	16,000,535	0.88	219,247,186	235,247,721	12.87		
AMERICA (39)	450,443,000	1,896,257	982,285	2,878,542	0.64	3,237,493	6,116,035	1.36		
OCEANIA (12)	17,807,000	75,438	0	75,438	0.42	147,071	222,509	1.25		
GRAND TOTAL (156)	2,952,925,000	16,048,886	11,148,583	27,197,469	0.92	252,199,398	279,396,867	9.46		

^{*} Source: ILO STAT (as of 2014), only 156 countries included.







New statistical frameworks and cooperatives



- New statistical frameworks on work and employment forms
- Adoption of the "Resolution concerning statistics of work, employment and labour underutilization" (19th International Conference on Labour Statistics (ICLS), 2013)
- Revision of International Classification of Status in Employment (ICSE) (20th ICLS, 2018)
- Main changes concerning cooperatives
- Removal of the category "members of producers' cooperative" category
- New categories for worker-members "employers in corporations" or "owner-operators of corporations without employees"
- New category potentially useful for certain situations in some kinds of worker cooperatives and producer cooperatives – "dependent contractors"
- But there are still some conceptual difficulties to be clarified further





Some issues



- Work and employment "in" and "within the scope of" cooperative
- "In" employees and worker-members
- "Within the scope" own-account producer-members, employees in non-cooperative subsidiaries, employees in enterprise-members (legal person) of enterprise cooperatives (e.g. retail coops, SME coops)
- Data collection methods
- Few data on members in official statistical systems
- Absence of appropriate categories for identifying information on cooperatives
- Different approaches for defining "scope" of cooperative institutional status (establishment-based surveys, administrative records) or individual perception (household-based surveys)
- Need of meta-framework for cooperative types proxy for producing information on work and employment (e.g. taxi cooperatives – worker cooperative? producer cooperative?)





Some issues



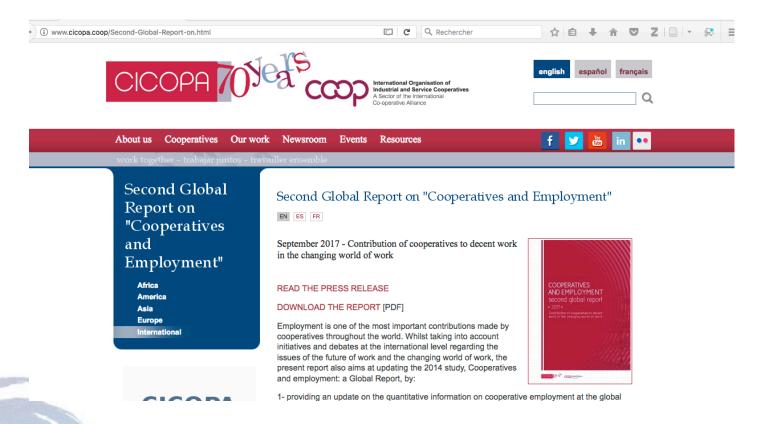
- Worker-members
- Different institutional settings, practices and perceptions in different national contexts
- Need of internationally agreed operational definition in line with the "World Declaration on Worker Cooperatives (approved by the ICA GA in Cartagena, 2005)"
- Producer-members with significant dependence on cooperatives
- Producer cooperatives in institutional forms but, in practice, members' work and employment are significantly dependent on cooperatives (more similar with workermembers) – e.g. transportation cooperatives, artisans' cooperatives, personal service provision cooperatives
- Need of appropriate statistical concepts and of institutional changes special attention for improving and formalizing work conditions of workers in this situation





More information





Second Global Report on "Cooperatives and Employment" www.cicopa.coop/Second-Global-Report-on.html







Thank you for your attention.

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