

Statistics on work and employment in cooperatives



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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

	EMPLOYEE	MEMBERS		EMPLOYEE IN MEMBER ENTERPRISES
		WORKER-MEMBER	PRODUCER-MEMBER	
USER / CONSUMER COOP	○	✗	✗	✗
WORKER COOP	○	○	✗	✗
PRODUCER COOP	○	✗	○	○
MULTI-STAKEHOLDER COOP	○	○	○	○
ENTERPRISE COOP	○	✗	✗	○
SECONDARY COOP	○	✗	✗	✗

○ - 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

- **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		
				(A+B)	(A+B/T) (%)			
(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 worker-members) – 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



The screenshot shows the CICOPA website interface. At the top, there is a browser address bar with the URL www.cicopa.coop/Second-Global-Report-on.html. The main header features the CICOPA logo with '70 years' in a large, stylized font, and the text 'International Organisation of Industrial and Service Cooperatives A Sector of the International Co-operative Alliance'. Language options for 'english', 'español', and 'français' are available, along with a search bar. A navigation menu includes 'About us', 'Cooperatives', 'Our work', 'Newsroom', 'Events', and 'Resources', with social media icons for Facebook, Twitter, YouTube, LinkedIn, and RSS. Below the menu, the slogan 'work together - trabajar juntos - travailler ensemble' is displayed. The main content area is titled 'Second Global Report on "Cooperatives and Employment"' and includes a sidebar with regional filters: Africa, America, Asia, Europe, and International (selected). The report title is also repeated in the main content. It includes a date 'September 2017 - Contribution of cooperatives to decent work in the changing world of work', language options (EN, ES, FR), and links for 'READ THE PRESS RELEASE' and 'DOWNLOAD THE REPORT [PDF]'. A small image of the report cover is shown, titled 'COOPERATIVES AND EMPLOYMENT second global report 2017'. The text describes the report's focus on employment and updating the 2014 study. A list item '1- providing an update on the quantitative information on cooperative employment at the global' is partially visible.

Second Global Report on “Cooperatives and Employment”

www.cicopa.coop/Second-Global-Report-on.html



Thank you for your attention.

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