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Challenges measuring new forms of employment

The case of the LFS

1) *Non-Standard Employment (NSE), new forms of employment and availability of data*

2) Closing (some) data gaps: The revision of the *International Classification of Status in Employment (ICSE)*

3) Challenges for LFS

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Non-Standard Employment

Dimensions

Examples

Temporary

Seasonal work

Project-based &
fixed-term contracts

Day labour

„Gigs“

Intermittent
casual work

Dimensions

Examples

<p>Temporary</p>	<p>Seasonal work Project-based & fixed-term contracts</p>	<p>Day labour „Gigs“ Intermittent casual work</p>
<p>Part-time</p>	<p>Substantial- Short- Marginal-</p>	<p>On-call & casual work Zero-hour contracts</p>

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Examples

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<p>Multiple-parties</p>	<p>Temporary Agency Work (TAW)</p>	<p>Platforms Subcontracting</p>

Dimensions

Examples

Temporary	Seasonal work Project-based & fixed-term contracts	Day labour „Gigs“ Intermittent casual work
Part-time	Substantial- Short- Marginal-	On-call & casual work Zero-hour contracts
Multiple-parties	Temporary Agency Work (TAW)	Platforms Subcontracting
Disguised employment & dependent self-employment	Freie Dienstnehmer/innen	Dependent contractors Freelancers

Dimensions	Atypical employment	New forms of employment
Temporary	Seasonal work Project-based & fixed-term contracts	Day labour „Gigs“ Intermittent casual work
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Regular LFS-program, EU-variables



Dimensions	Atypical employment	New forms of employment
Temporary	<p>Seasonal work</p> <p>Project-based & fixed-term contracts</p>	<p>Day labour „Gigs“</p> <p>Intermittent casual work</p>
Part-time	<p>Substantial-Short-</p> <p>Marginal-</p>	<p>On-call & casual work</p> <p>Zero-hour contracts</p>
Multiple-parties	<p>Temporary Agency Work (TAW)</p>	<p>Platforms</p> <p>Subcontracting</p>
Disg & de self-employment	<p>Freie Dienstnehmer/innen</p>	<p>Dependent contractors</p> <p>Freelancers</p>

Regular LFS-program, national variable

Dimensions	Atypical employment	New forms of employment
Temporary	<p>Measured in regular LFS program But: <u>Lowest category of contracts</u> <u><1 month</u></p>	<p>Day labour „Gigs“ Intermittent casual work</p>
Part-time	<p>Part-time Temporary Agency Work (TAW)</p>	<p>On-call & casual work Zero-hour contracts</p>
Multiple-parties		<p>Platforms Subcontracting</p>
Disguised employment & dependent self-employment	<p>Freie Dienstnehmer/innen</p>	<p>Dependent contractors Freelancers</p>

Dimensions	Atypical employment	New forms of employment
Temporary	Seasonal work Project-based & fixed-term contracts	Day labour „Gigs“ Intermittent casual work
Part-time	Substantial- Short- Marginal-	On-call & casual work Zero-hour contracts
Multiple-parties	Ad-hoc module 2017, 2020 ff: regular LFS-program	Platforms Subcontracting
Disguised employment & dependent self-employment	Freie Dienstnehmer/innen	Dependent contractors Freelancers

Dimensions	Atypical employment	New forms of employment	
Temporary	Seasonal work Project-based & fixed-term contracts	Day labour „Gigs“ Intermitted casual work	
Part-time	Ad-hoc module 2004, QR-Report: Heterogenous prevalence in EU, presumably unreliable results Recommendation: Leaving out these variables		On-call & casual work Zero-hour contracts
Multiple			Platforms Subcontracting
Disguised employment & dependent self-employment	Freie Dienstnehmer/innen	Dependent contractors Freelancers	

Dimensions	Atypical employment	New forms of employment
Temporary	Seasonal work Part-time work No measuring in LFS yet, no plan for regular implementation „Good candidate“ for ad-hoc module on gig & collaborative economy in 2026	Day labour „Gigs“ Intermittent casual work
Part-time		On-call & casual work Zero-hour contracts
Multiple-parties		Platforms Subcontracting
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International Classification of Employment (ICSE-93)

Core Groups	Employees
	Employers
	Own-account workers
	Contributing family workers
	Members of producers cooperatives

ICSE-93 is rather weakly connected with NSE

Particular Groups	Casual workers
	Short-term workers
	Seasonal workers
	Outworkers
	Contractors
	Franchisees
	Sharecroppers
	Subsistence workers

Particularly:
Problematic binary-divide between employees and employers
=> Revision of ICSE-93

Independent workers

Employers

Own-account workers

Dependent workers

Dependent contractors

Employees

Contributing family workers

Independent workers

Employers

Own-account workers

Dependent workers

Dependent contractors

Employees

Contributing family workers

Independent workers

Employers

Own-account workers

Dependent workers

Dependent contractors

Aim: Measuring disguised employment
& dependent self-employment

Employees

Permanent employees

Fixed-term and seasonal employees

Casual and short-term employees

Aim: Measuring types of
temporary contracts within
employees

Contributing family workers

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3) Challenges for LFS

- Self perception vs. actual status
- Casual nature of many new forms of employment jobs, e.g. crowdwork – „gigs“
- Heterogenous prevalence of many new forms of employment

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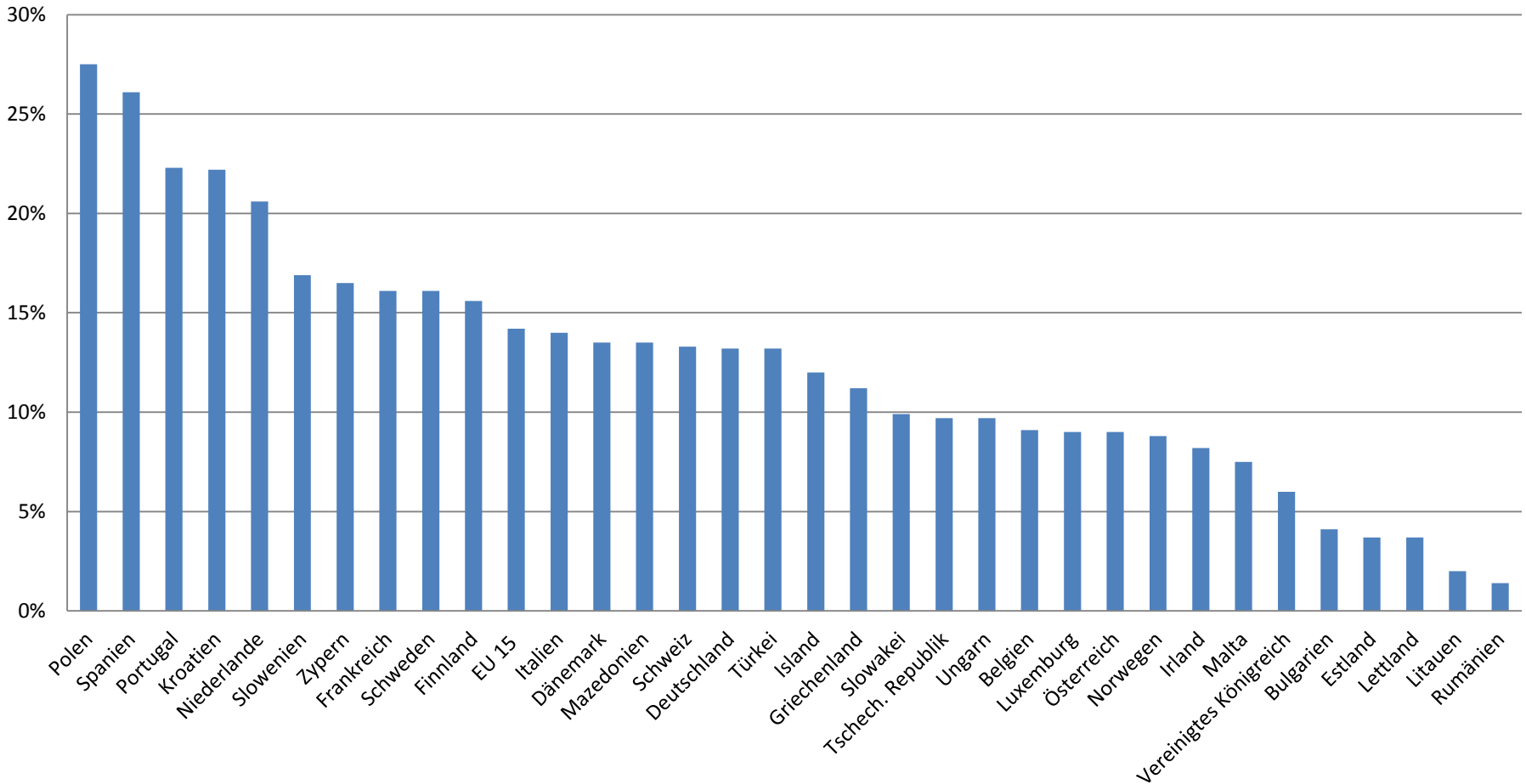
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Challenges measuring new forms of employment

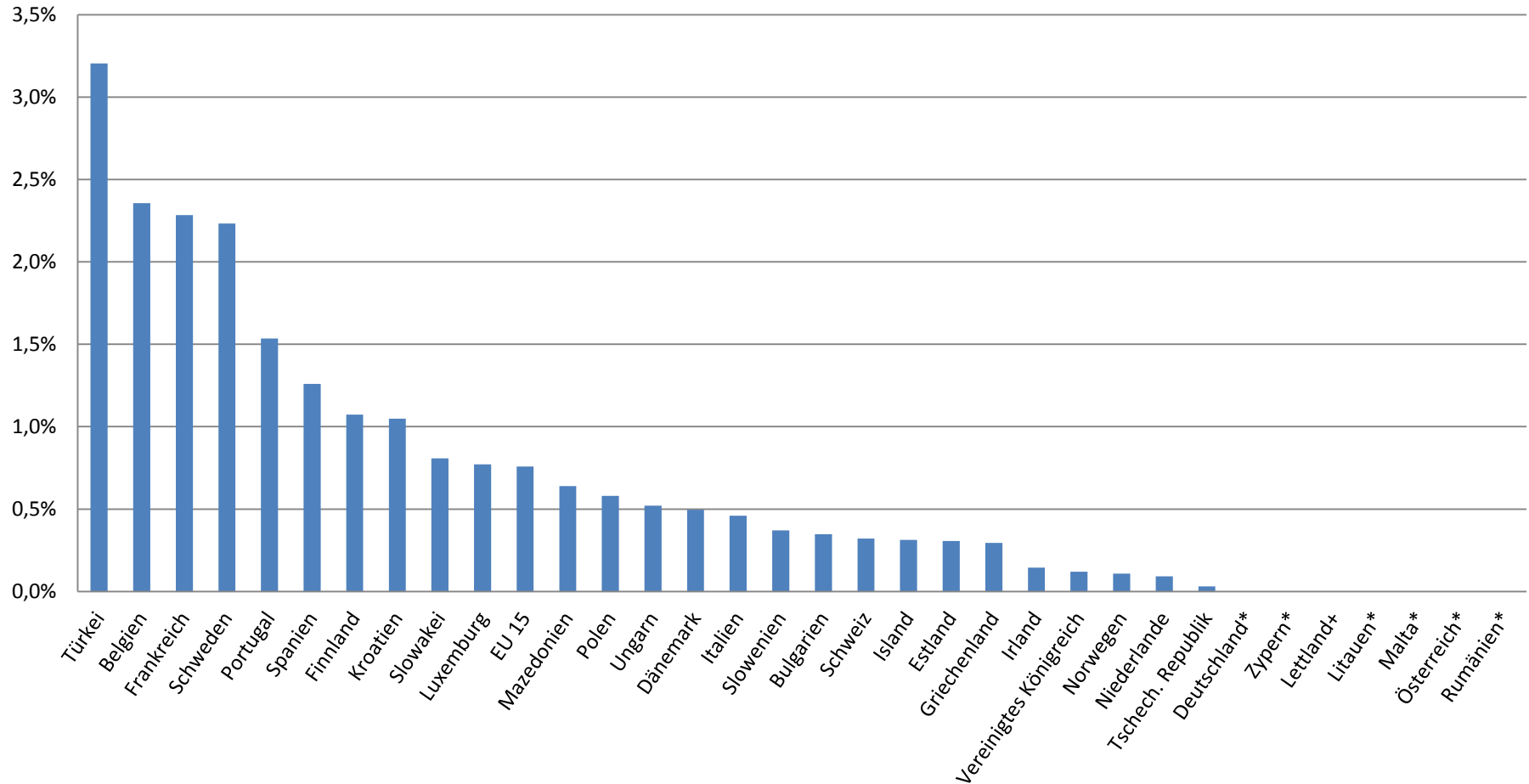
The case of the LFS

Temporary Employees out of total employees, 2016



Q: Eurostat database, LFS

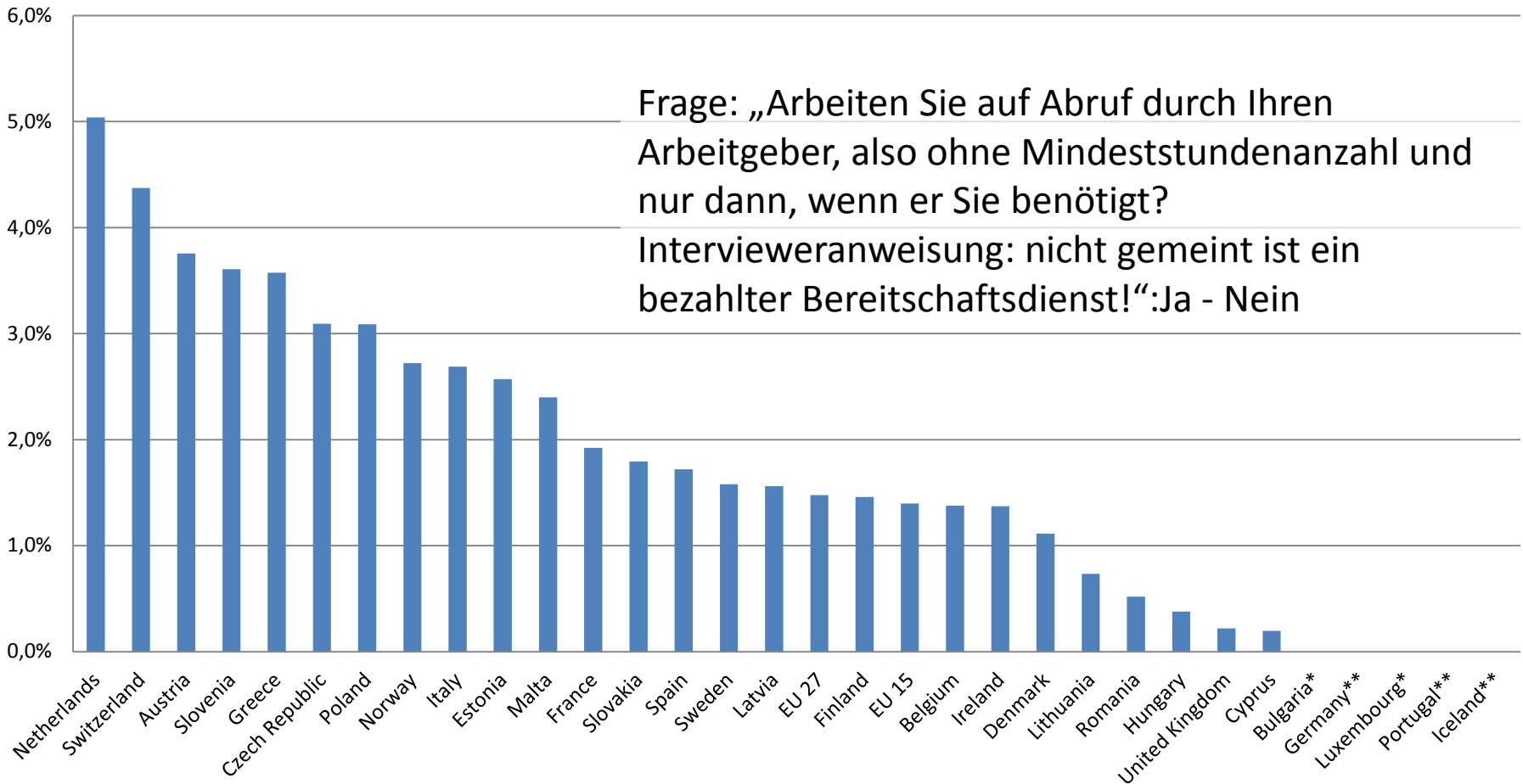
Temporary contracts <1 month out of all employees, 2016



Q: Eurostat database, LFS; *low reliability.

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On-call employees out of total employees, 2004



Q: Eurostat database, LFS; *low reliability, ** not available.

- 4 dimensions of NSE x new forms of employment
- Data availability: Atypical vs. New forms of employment
- Revision of ICSE improves measuring of dependent self-employment
- No regular implementation planned for -)casual on-call work and -)platforms as multiple-party-arrangements
- Challenges:
 - Heterogenous prevalence