

How to capture precariousness in the labour market by statistics?

Dr. Anna Pärnänen & Dr. Hanna Sutela
Meeting of Experts on Measurement of Quality of
Employment
Geneve 14.-16.5.2024

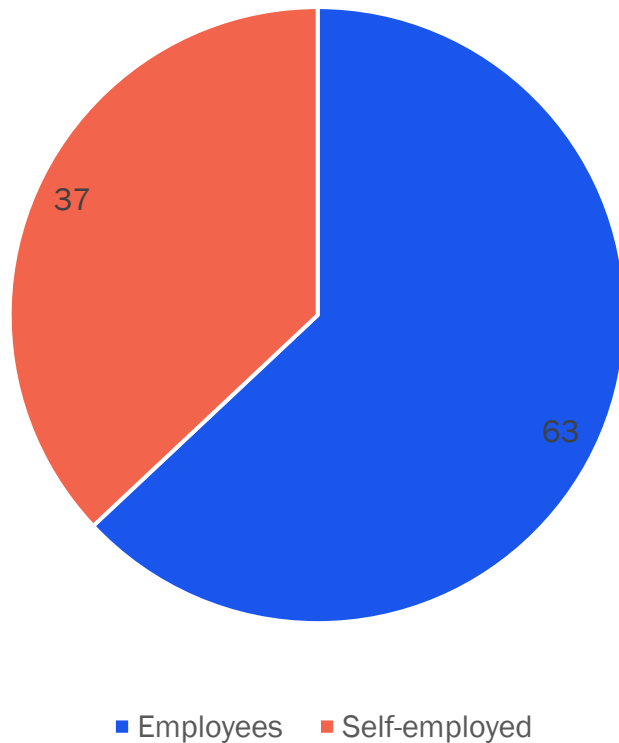
In this presentation

- Measuring forms of employment by statistics
- Development in the 2000's
- New forms of employment
- Debate on precariousness and insecurity



Working life is changing, statistics keep on developing

Employed in Finland 1959
Statistics Finland (National LFS)



- 1960's dichotomy: self-employed and employees
- 1970's self-employed in agriculture and forestry vs. other self-employed; part-time vs. full-time
- 1980's fixed-term employees annually; contributing family workers
- 1990's fixed-term employees monthly; SE with employees vs. SE without employees, sole entrepreneurs, freelancers, grant recipients
- 2000's temporary agency workers
- 2010's 0-hour-contracts, DPE, on-call workers, "combi employment"
- 2020's (coming) independent and dependent workers, dependent contractors (ICSE-18)



Employees

Full-time

Part-time

Unlimited duration

Limited duration

Unlimited duration

Limited duration

Temporary agency workers

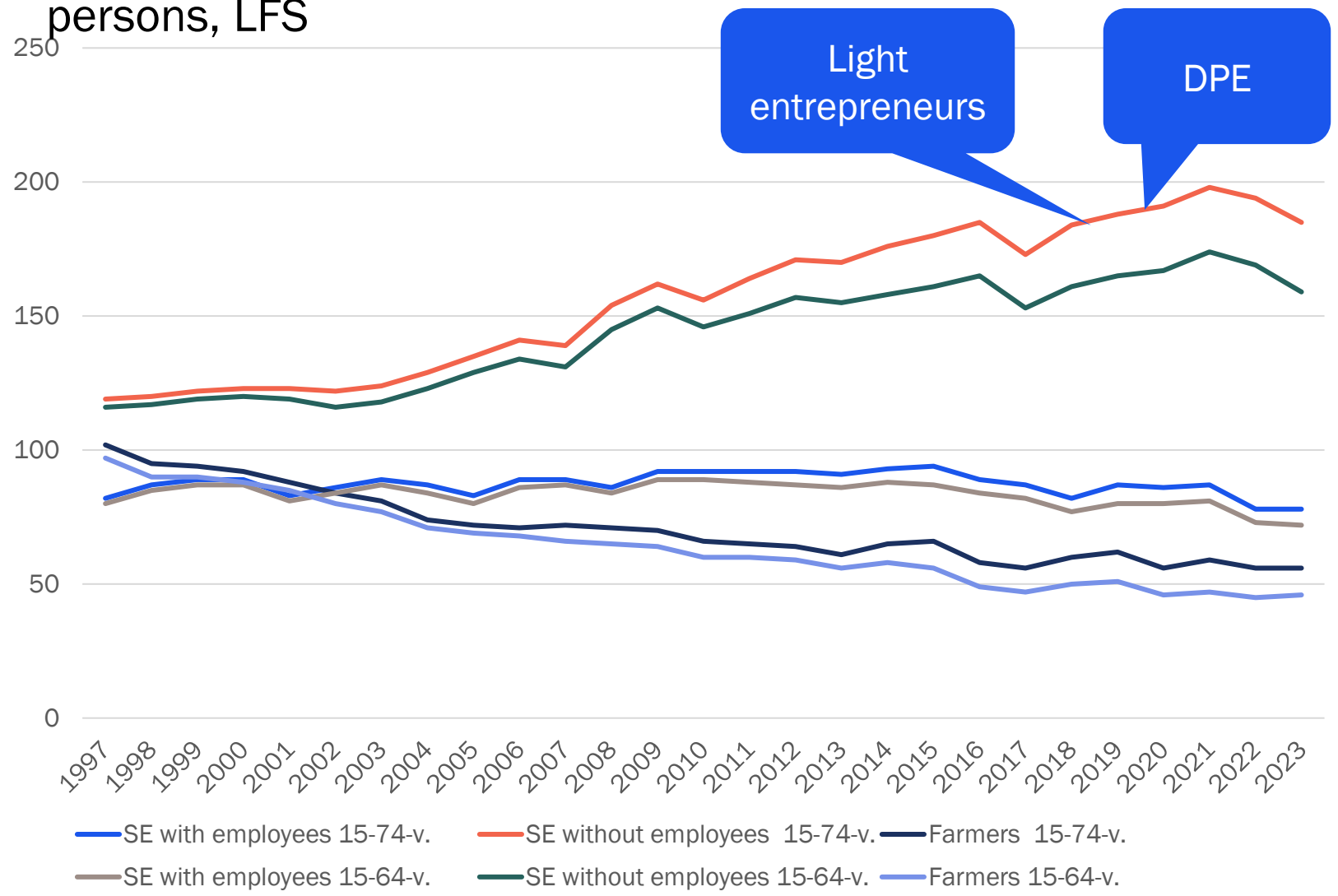
0-hour-contracts



Different types of self-employment

- Number of farmers keep on declining
- The trend of employers is decreasing since 2015, but in the long run the changes are quite modest
- Strongly increasing trend in the number of self-employed without employees, esp. those aged 65-74 yrs. However, a clear decrease from 2021 on.

Number of self-employed in Finland 1997–2023, 1 000 persons, LFS



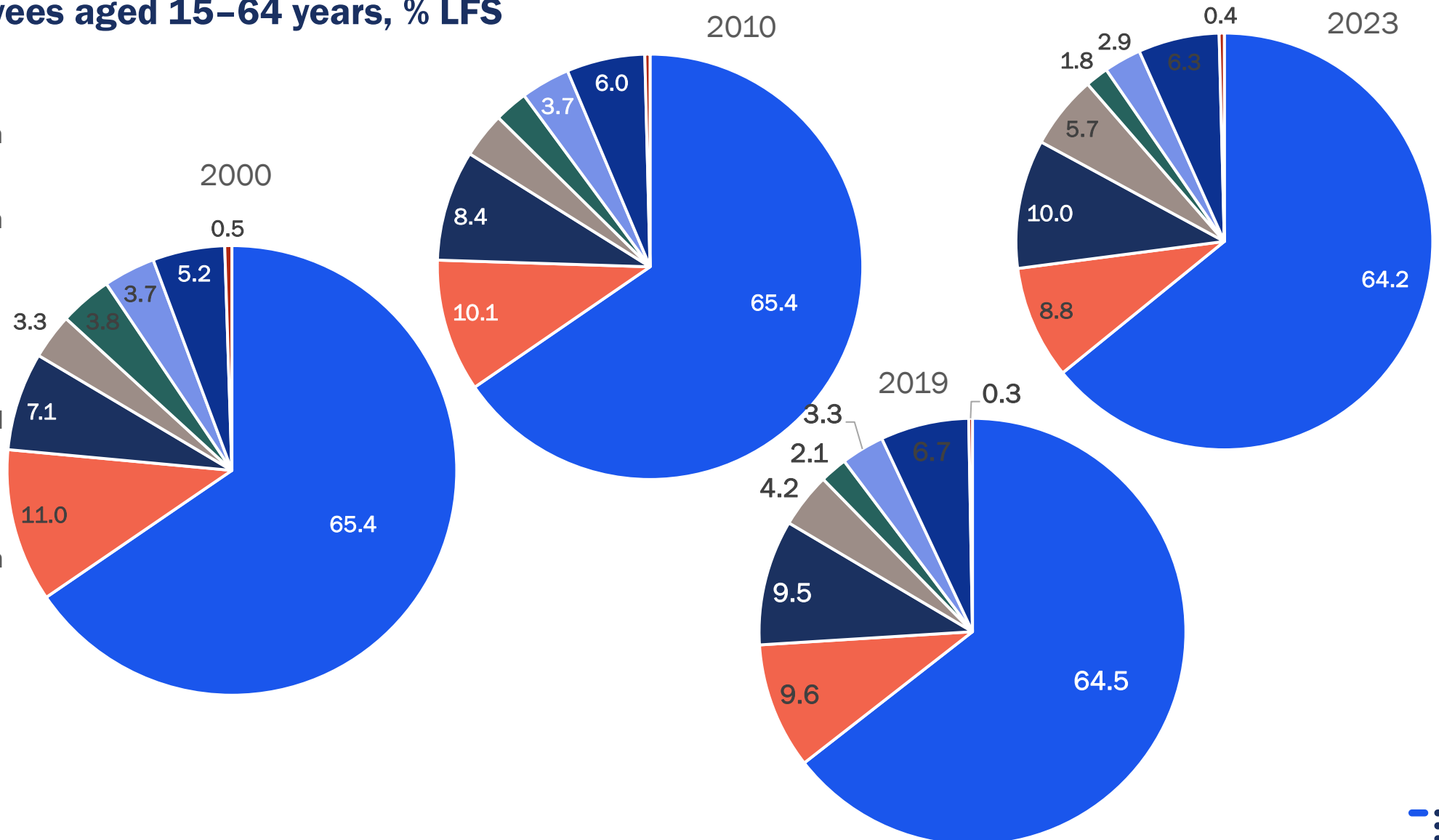
Development in the 2000's



Different forms of employment in 2000, 2010, 2019 and 2023

Share of all employees aged 15–64 years, % LFS

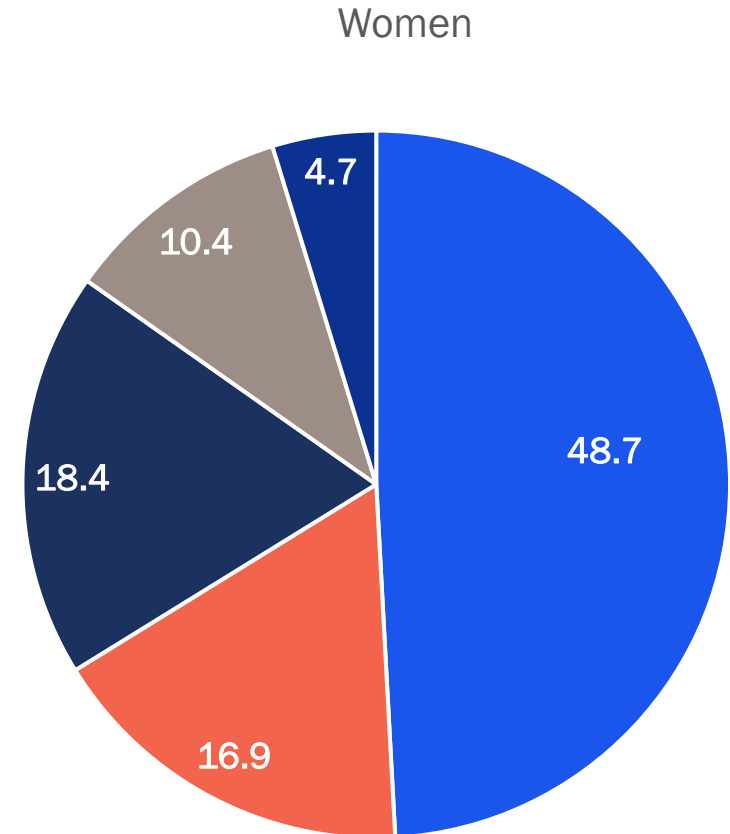
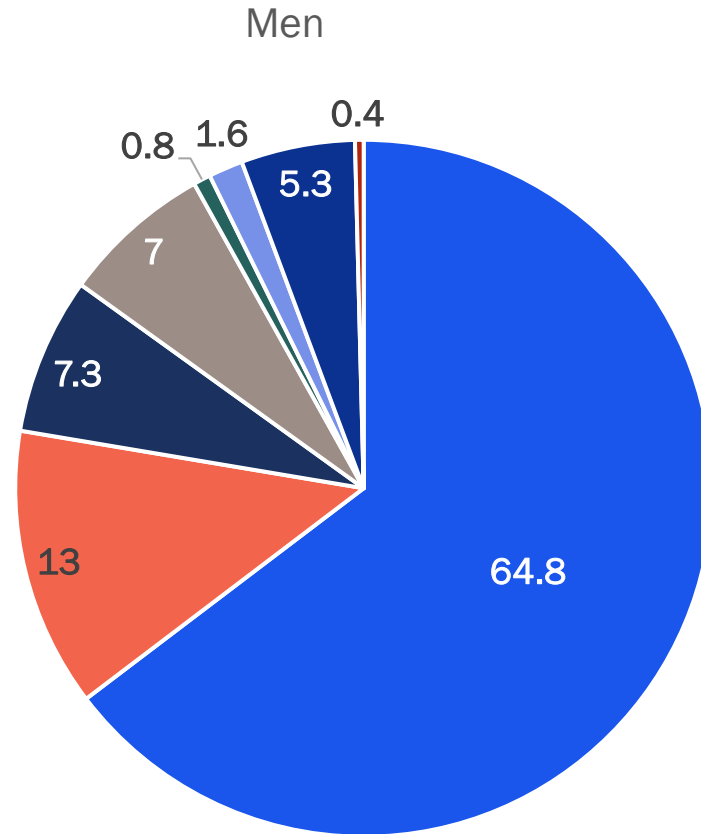
- Full-time employees with a contract of unlimited duration
- Full-time employees with a contract of limited duration
- Part-time employees with a contract of unlimited duration
- Part-time employees with a contract of limited duration
- Self-employed in agriculture and forestry
- Other self-employed with employees
- Other self-employed without employees
- Contributing family workers



Different forms of employment in 2023 by gender

Share of all employees aged 20–34 years, % LFS

- Full-time employees with a contract of unlimited duration
- Full-time employees with a contract of limited duration
- Part-time employees with a contract of unlimited duration
- Part-time employees with a contract of limited duration
- Self-employed in agriculture and forestry
- Other self-employed with employees
- Other self-employed without employees*
- Contributing family workers**



* Too small to be published for women

** Too small to be published

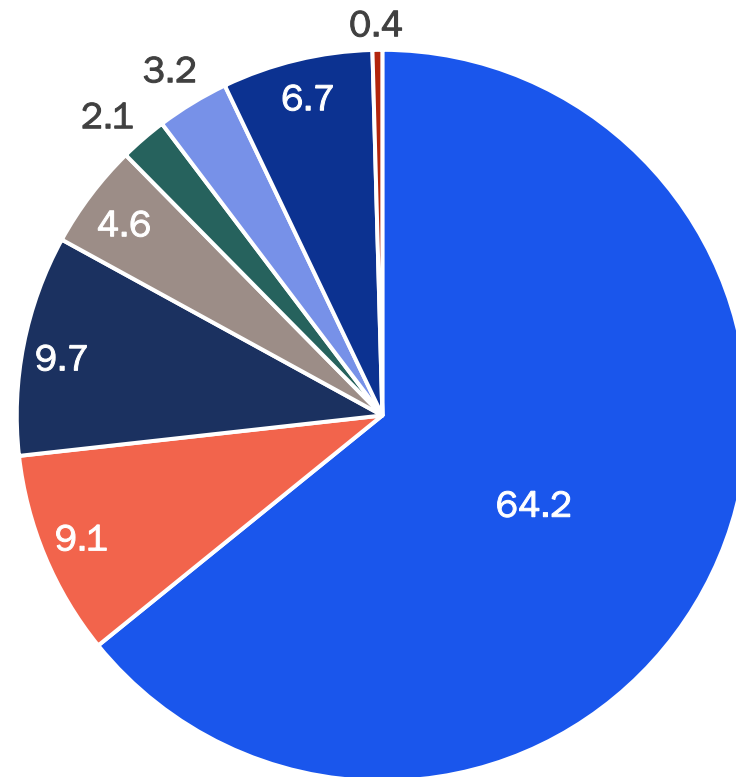


Different forms of employment in 2023 by origin

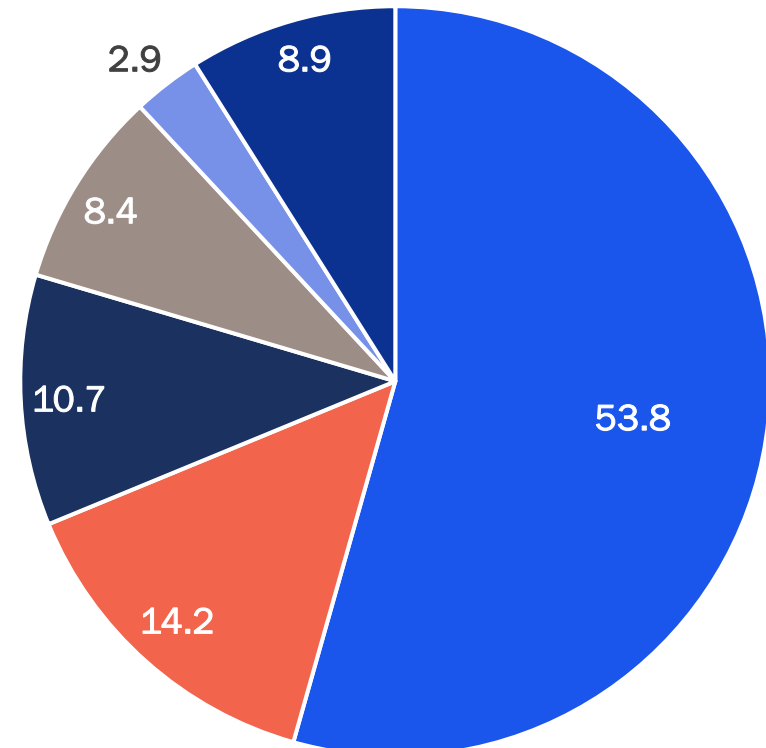
Share of all employees aged 15–64 years, % LFS

- Full-time employees with a contract of unlimited duration
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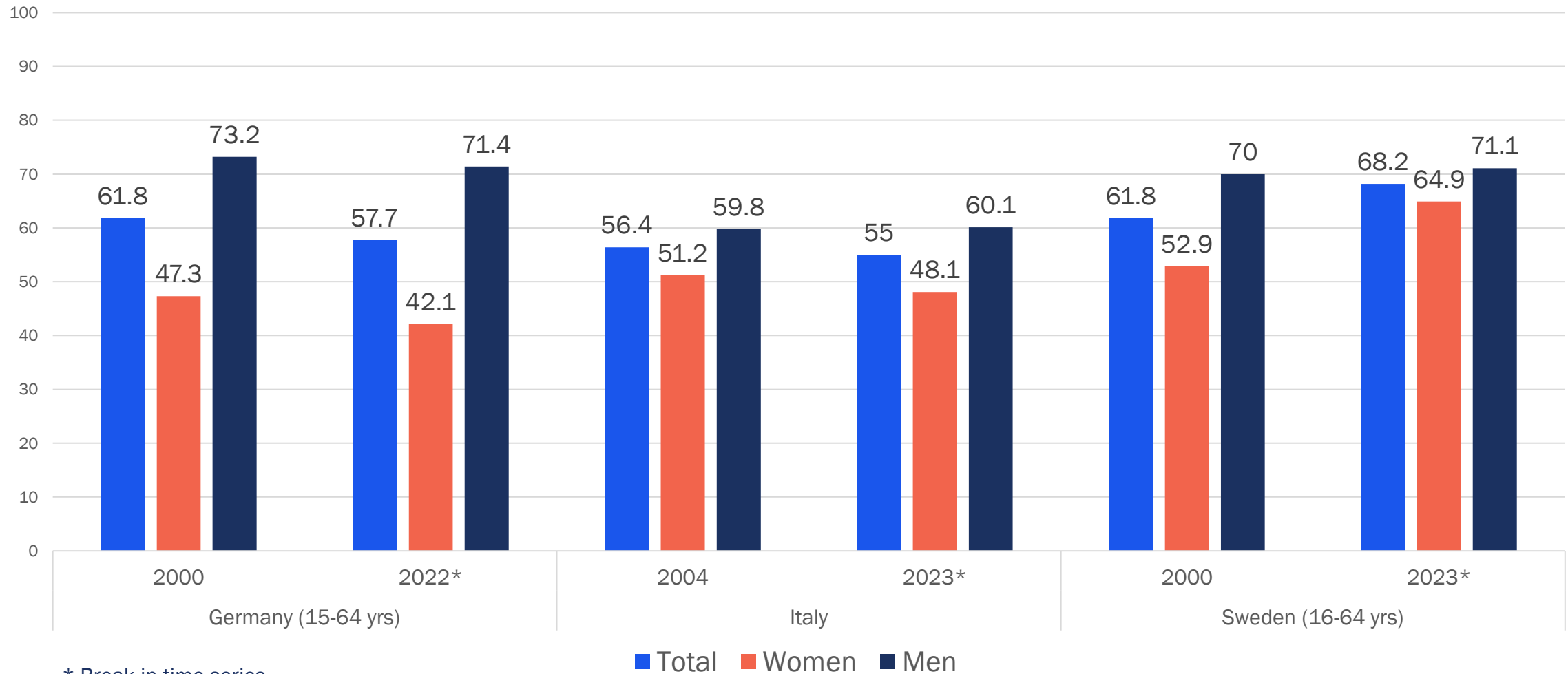
Finnish origin



Foreign origin



Full-time employees with a contract of unlimited duration, % of all employed in Germany, Italy and Sweden 2000/2004, 2022/2023



* Break in time series



New forms of employment



New forms of employment 2022



Zero-hour contracts

- C. 5 % of all employees
- Especially those aged under 25 and over 65 yrs.
- 40 % are students
- C. 80 % part-time workers
- More common among people of foreign origin



Temporary agency work

- 2,7 % of all employees
- The number doubled in ten years
- Mostly contracts of unlimited duration
- Men mainly full-time, women part-time
- C. 20% of foreign origin
- Accommodation and food services, administrative a. support services, transport and storage ,construction, trade



Light entrepreneurs

- C. 2 % of all employed
- Number grown over 60% from year 2019
- Usually small scale work
- An average income from billing service c. 5 300 e/yearly
- C. 20 % of foreign origin



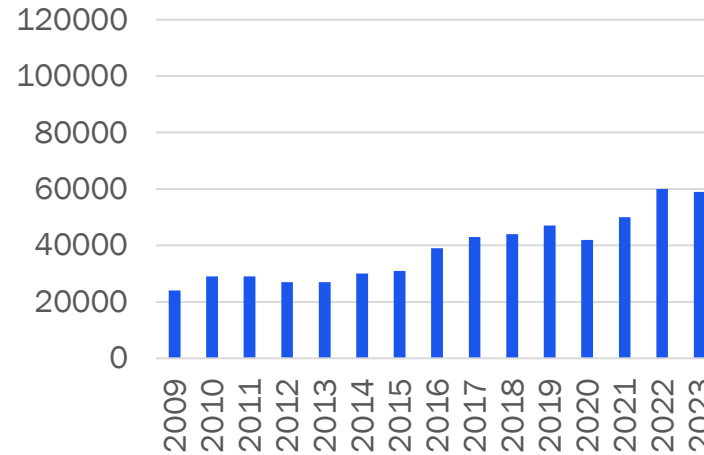
Digital platform work

- 3,9 % of all population had income from DPE during the last 12 months
- 1,2 % during the last month
- More common among those of foreign origin
- Trade, social media content, renting out accommodation, courier and taxi services

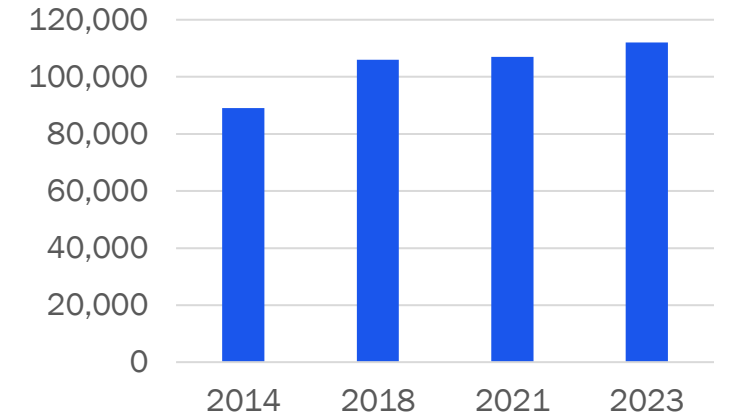


- "New" forms of employment are increasing, but still marginal

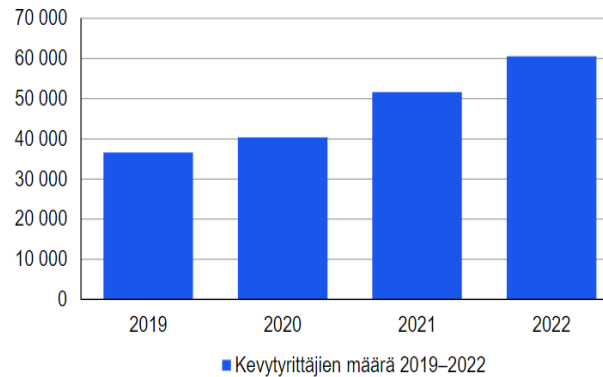
Number of temporary agency workers
2009–2023, 15 to 74 years, LFS



Number of employees with 0-hour contract, 15 to 74 years, LFS



Number of light entrepreneurs 2019-2022,
18 to 74 yrs, employment statistics



Why digital platform work?

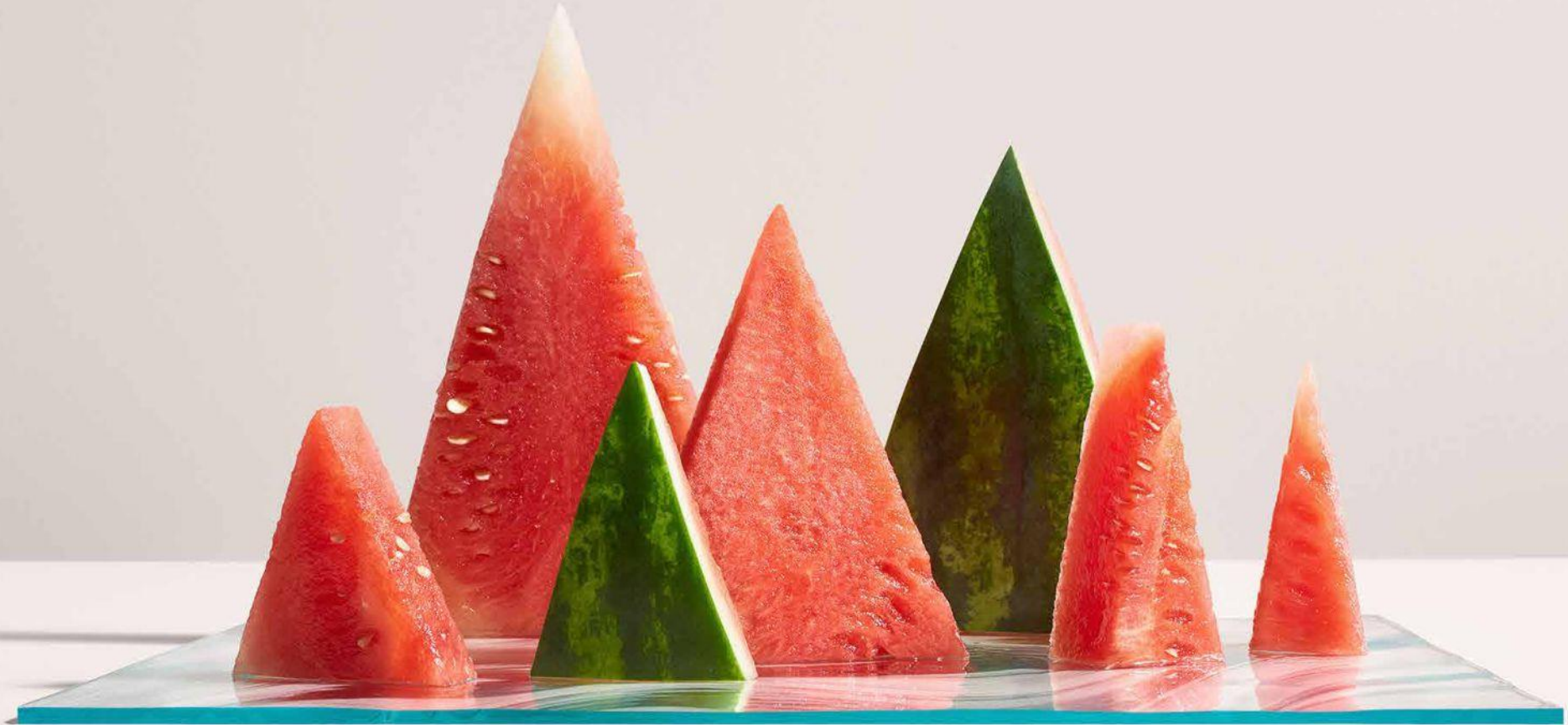
Main reason for platform work
Those who had done platform work during the previous month, %;
DPE –pilot survey, LFS 2022



- The opportunity for additional income and networking more commonly the main reasons for women, those of Finnish origin and those aged under 35
- The only job available or an opportunity to work in a flexible way more commonly the main reason for men, those of foreign origin and those aged 35 and more
- For 20 % of those having done DPE in the previous month, DPE was the main source of income
- For 54 %, less than ¼ of income from DPE



Debate on precariousness and insecurity

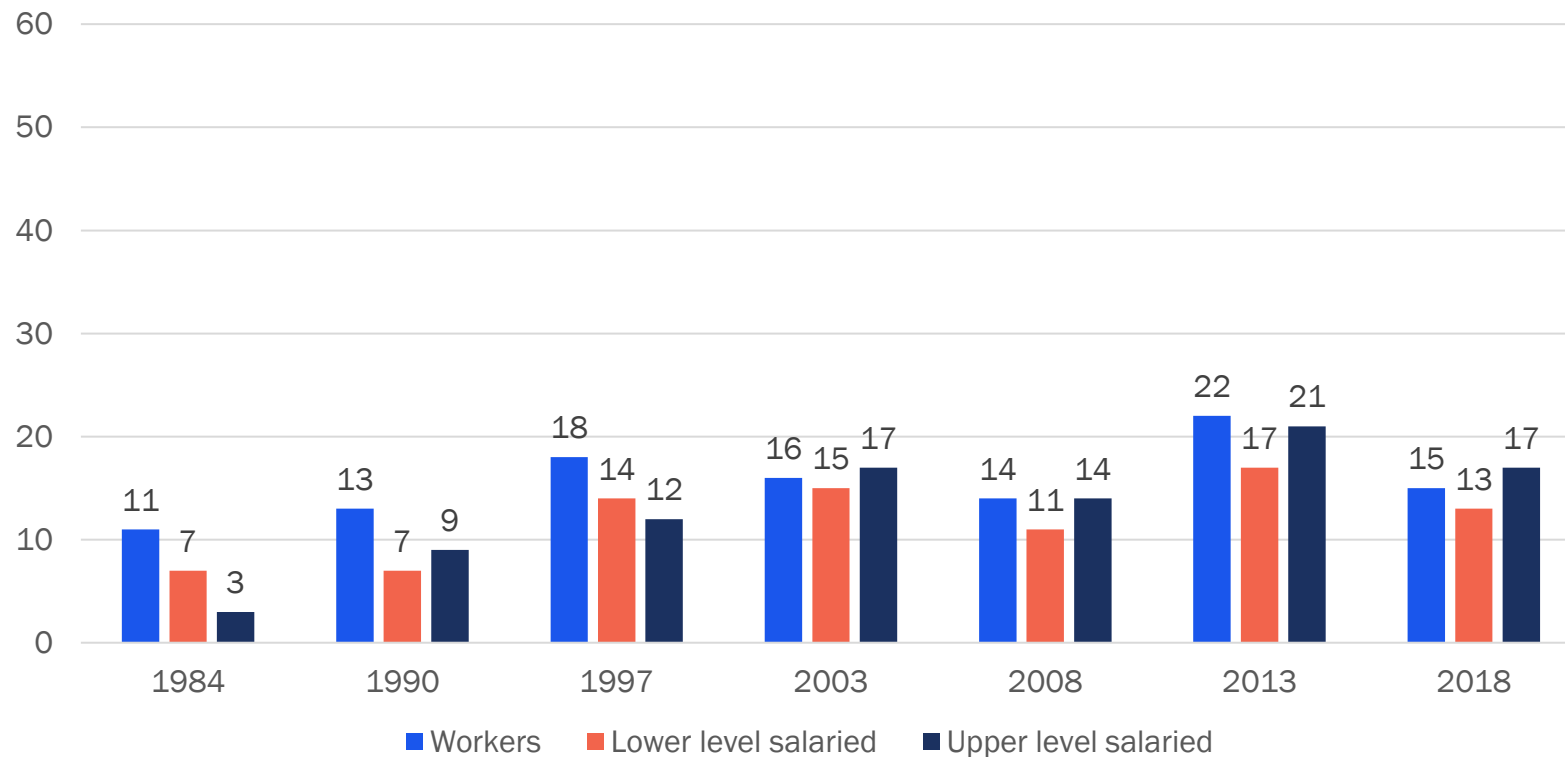


Forms of employment in Finland, all employed aged 15 to 64 yrs	2014 %	2023 %	Change %-points
Full-time employees with a contract of unlimited duration, excl. 0-hours and TAW	63,3	63,1	-0,2
Full-time employees with a contract of unlimited duration, 0-hrs-contract	0,8	0,5	-0,3
Full-time employees with a contract of unlimited duration, TAW	0,3	0,6	0,3
Full-time employees with a contract of unlimited duration, 0-hrs and TAW	0,1	0,1	0
Part-time employees with a contract of unlimited duration, excl. 0-hours and TAW	7	7,7	0,7
Part-time employees with a contract of unlimited duration, 0-hrs-contract	1,5	1,7	0,2
Part-time employees with a contract of unlimited duration, TAW	0,1	0,2	0,1
Part-time employees with a contract of unlimited duration, 0-hrs and TAW	0,2	0,3	0,1
Full-time employees with a contract of limited duration, excl. 0-hours and TAW	9,4	7,8	-1,6
Full-time employees with a contract of limited duration, 0-hrs-contract	0,2	0,1	-0,1
Full-time employees with a contract of limited duration, TAW	0,4	0,5	0,1
Full-time employees with a contract of limited duration, 0-hrs and TAW	0,1	0,1	0
Part-time employees with a contract of limited duration, excl. 0-hours and TAW	2,7	3,3	0,6
Part-time employees with a contract of limited duration, 0-hrs-contract	0,6	1	0,4
Part-time employees with a contract of limited duration, TAW	0,1	0,5	0,4
Part-time employees with a contract of limited duration, 0-hrs and TAW	0,1	0,2	0,1
Other employees	0,2	0,9	0,7
Farmers	2,4	1,8	-0,6
Self-employed with employees	3,7	2,9	-0,8
Self-employed without employees	6,5	6,3	-0,2
Contributing family workers	0,3	0,4	0,1



Nowadays nobody is sheltered from job insecurity

Experienced threat of dismissal by socio economic group, %, Finnish Quality of Work Life Surveys 1984, 1990, 1997, 2003, 2008, 2013 & 2018



- In the past decades, the level of perceived job insecurity has varied according to economic fluctuations
- However, a clear change has taken place as comes to the distribution of perceived insecurity
- High position in the labour market, good education or a job in the public sector do not protect any more from threats of unemployment and dismissal



How well do the labour statistics capture precariousness in the labour market?

- Changes in the labour market and digitalisation have brought along new forms of employment such as DPE
- However, various forms of employment equalling to various levels of (in)security have always existed ...
- ...all the "new" is not new, but just more visible thanks to the development of labour legislation and labour statistics
- Labour statistics classify, draw boundaries and simplify the multifaceted reality with blurred boundaries
- According to statistics, "normal employment relationships" have maintained their position surprisingly well in the 2000's
- How well do quantitative statistical methods and classifications capture the (increased?) insecurity and (increased?) fragmentation in the labour market?
- How well does the LFS (with decreasing response rates) include the most vulnerable groups and capture all forms of work ?
- What about qualitative changes? Does a contract of unlimited duration equal the same level of stability as it did earlier?
- Statistics provide tools to monitor the development, but do not tell the whole story
- Contextualisation and qualitative sources needed to understand where does the debate on precariousness stem from



Thank you for your attention!

