

How to capture precariousness in the labour market by statistics?

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Meeting of Experts on Measurement of Quality of
Employment
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In this presentation

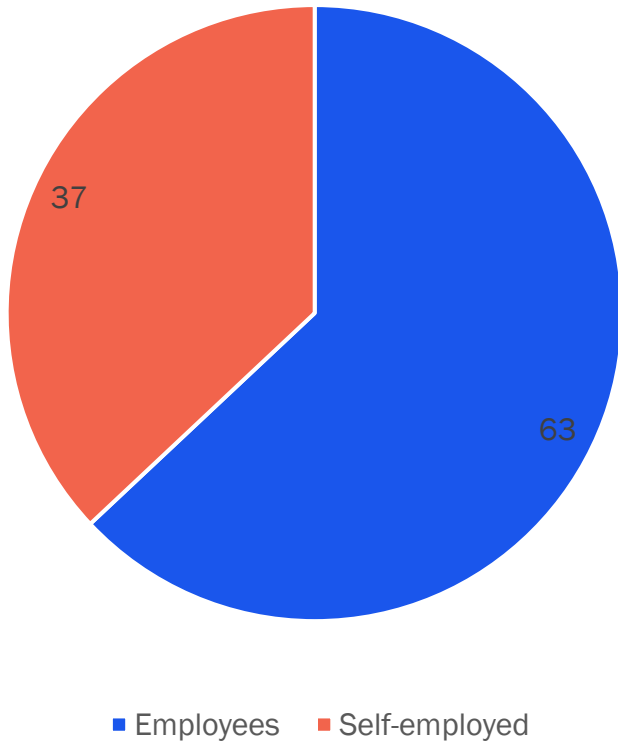
- Measuring forms of employment by statistics
- New forms of employment
- Debate on precariousness and insecurity

Measuring forms of employment



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

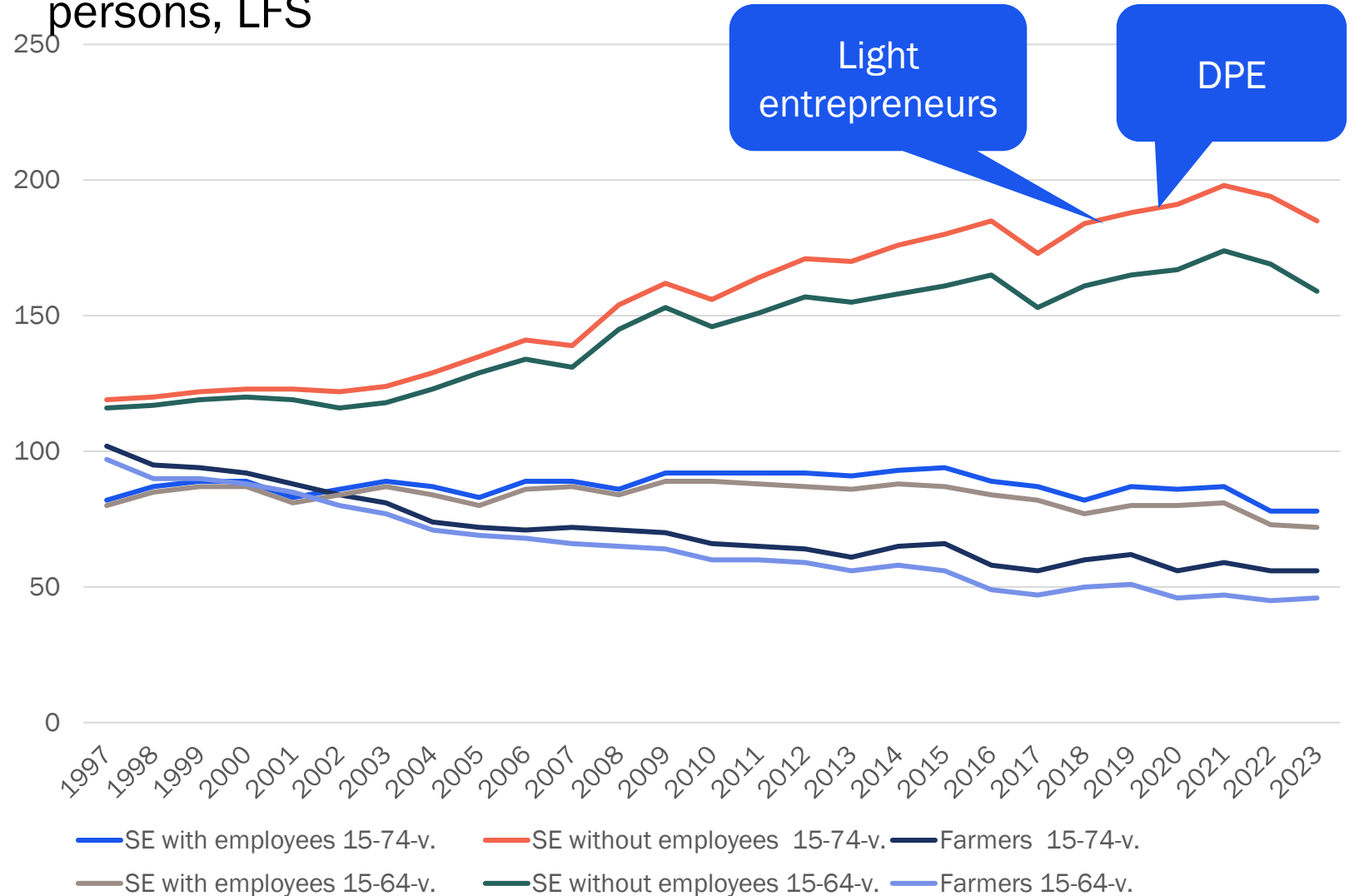
0-hour-contracts



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.

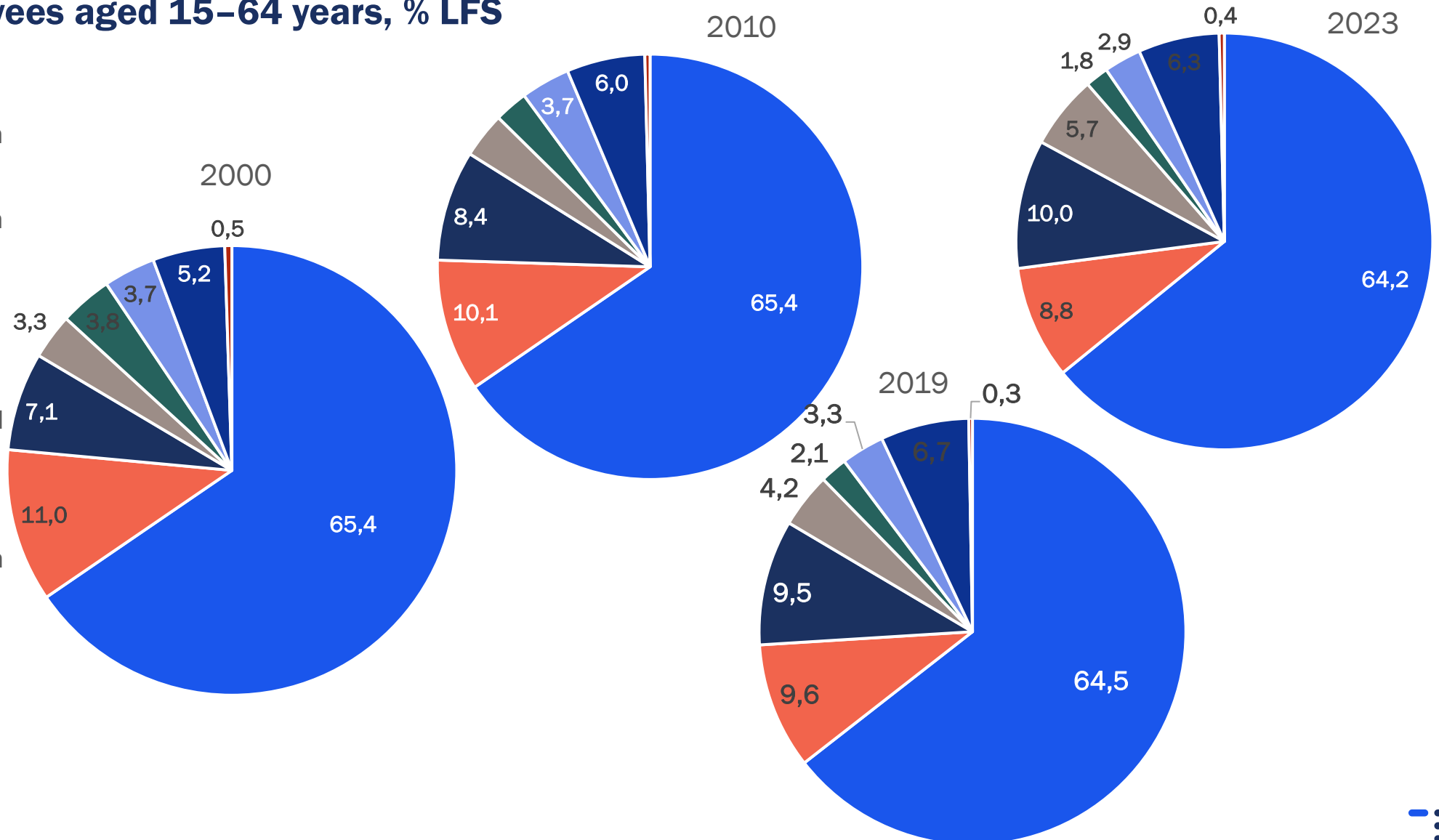
Number of self-employed in Finland 1997–2023, 1 000 persons, LFS



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

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

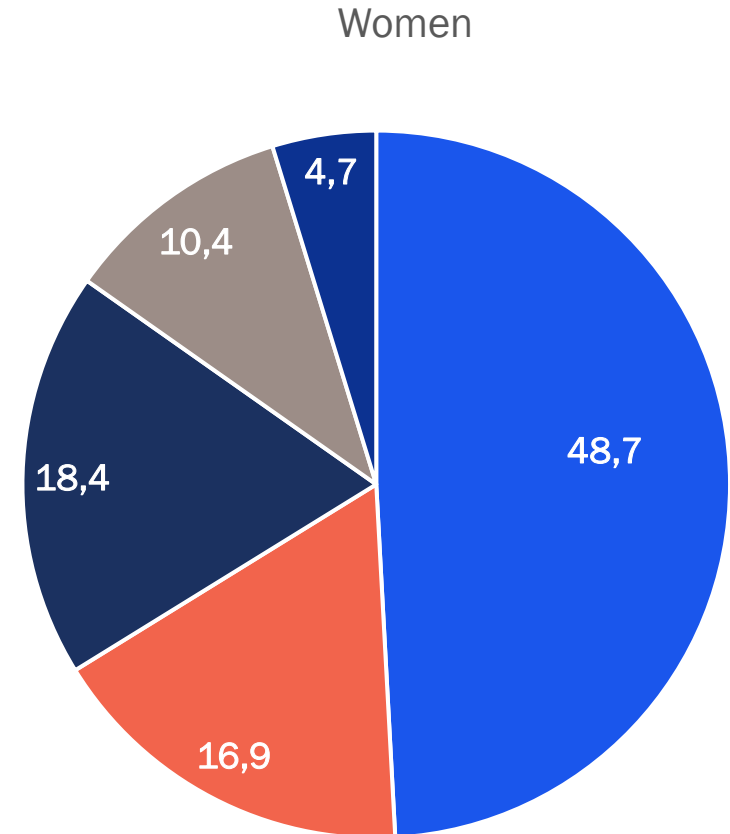
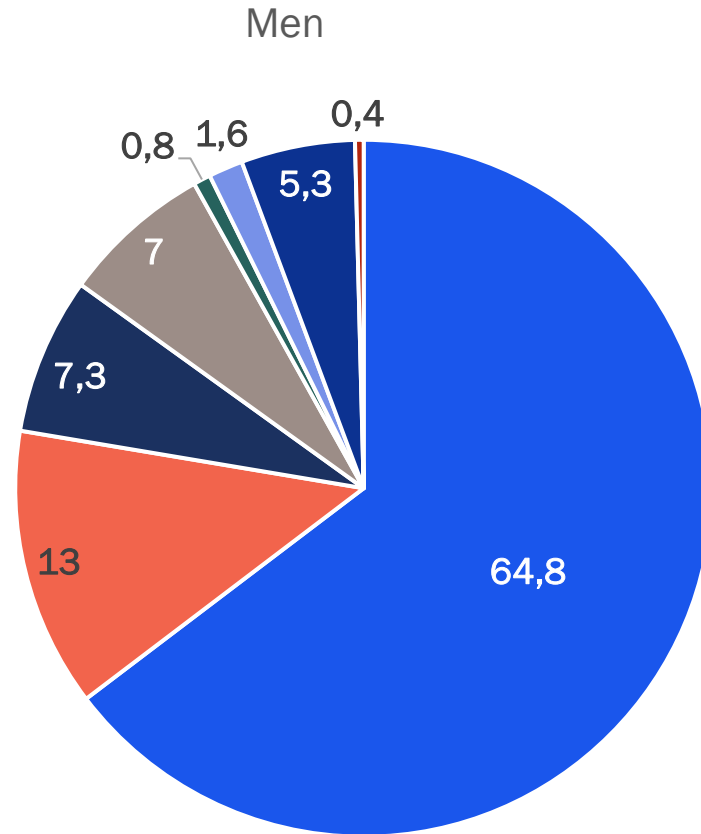
- Full-time employees with a contract of unlimited duration
- Full-time employees with a contract of limited duration
- Part-time employees with a contract of unlimited duration
- Part-time employees with a contract of limited duration
- Self-employed in agriculture and forestry
- Other self-employed 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

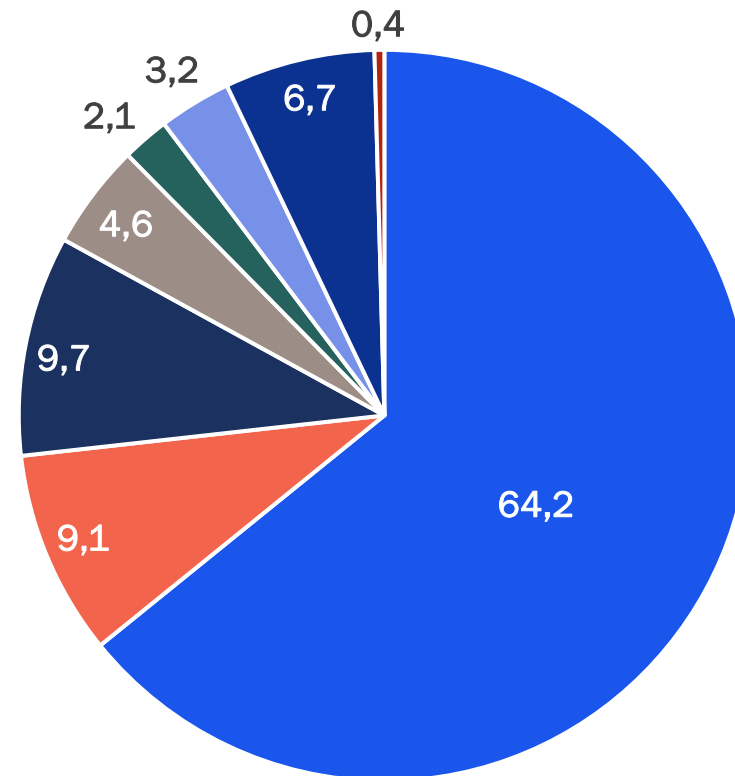


Different forms of employment in 2023 by origin

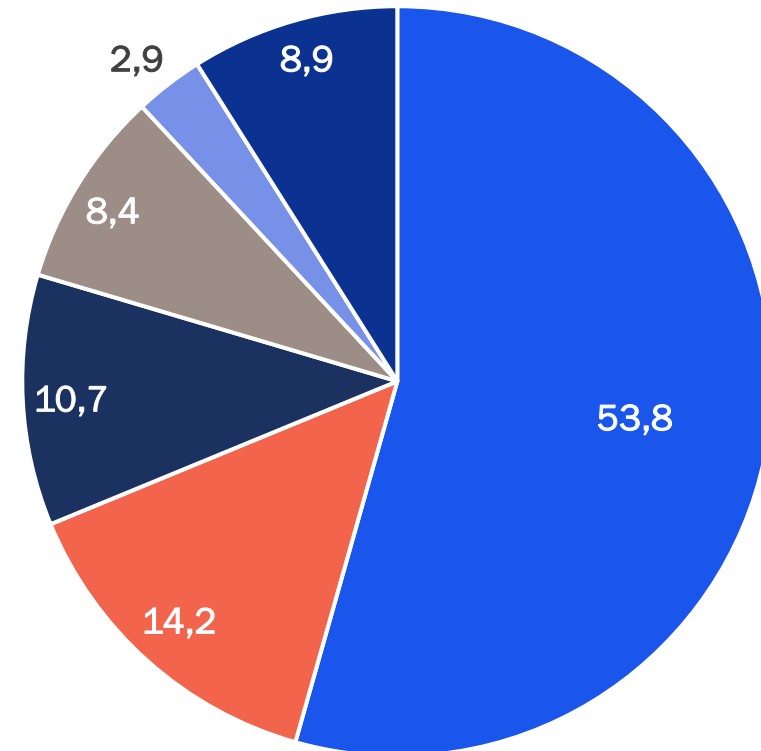
Share of all employees aged 15–64 years, % LFS

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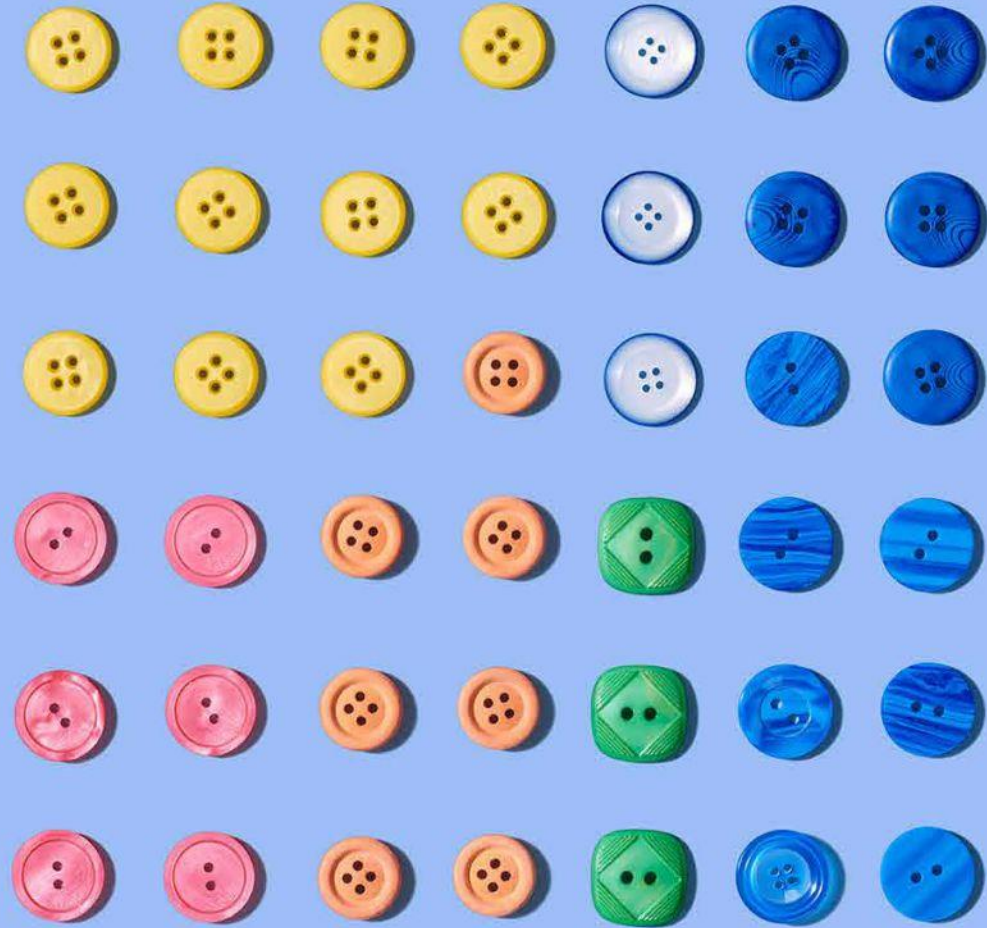
Finnish origin



Foreign origin



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



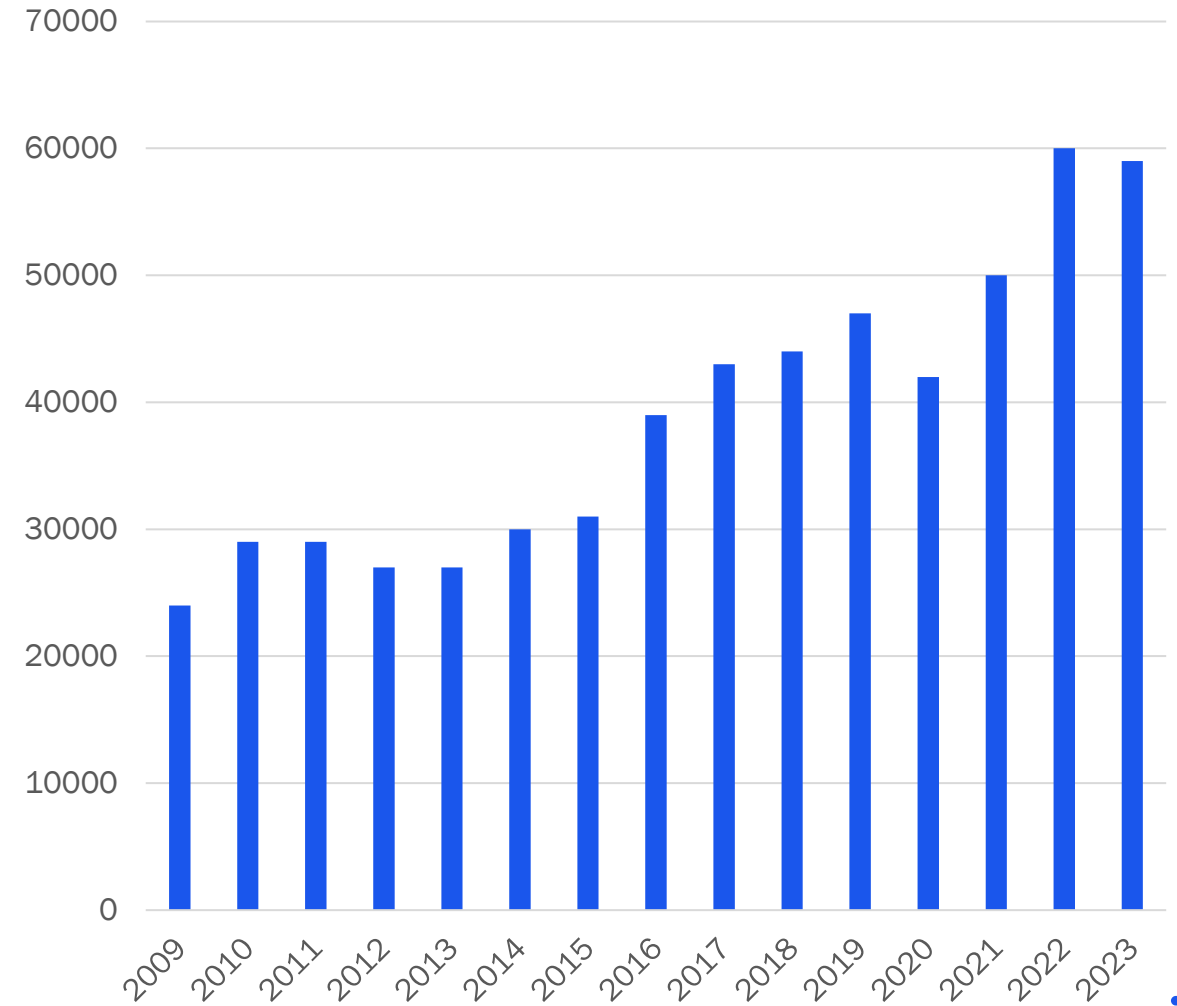
Digital platform work

- 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

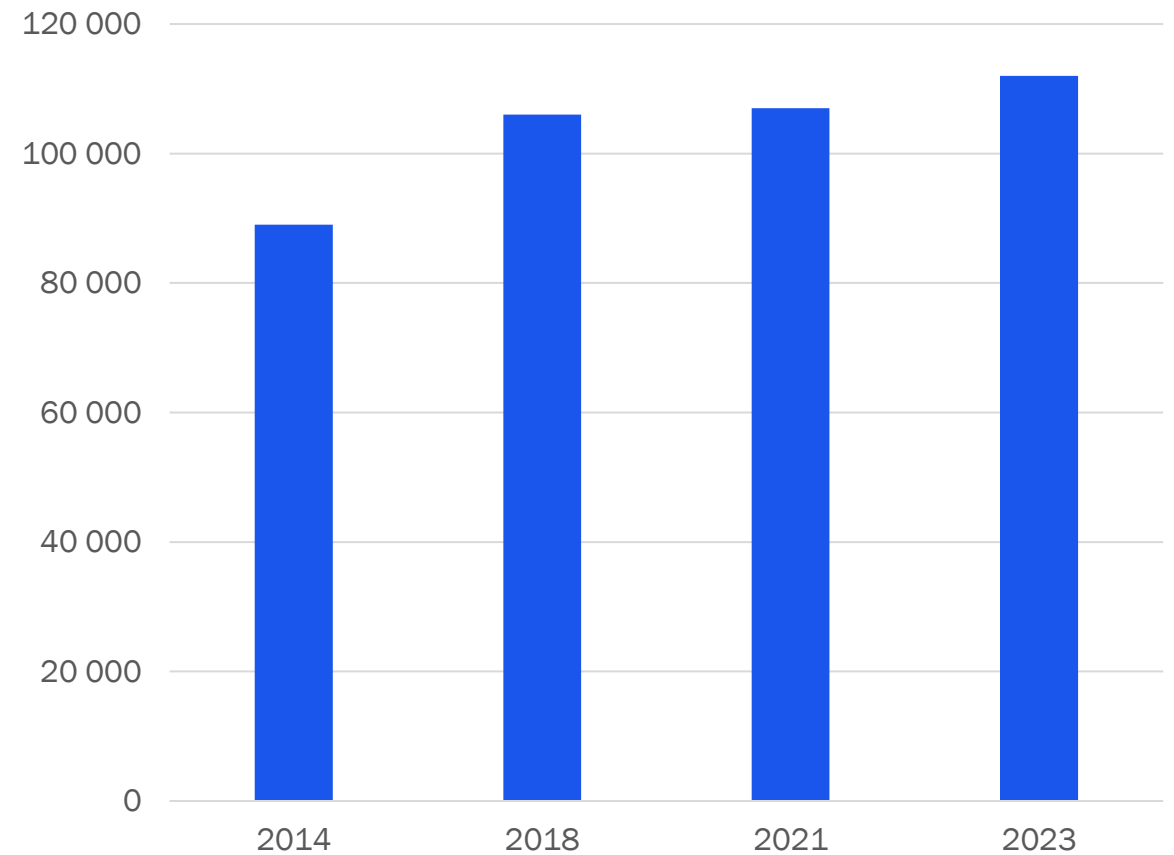




Number of temporary agency workers 2009–2023, aged 15 to 74 years, Statistics Finland



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

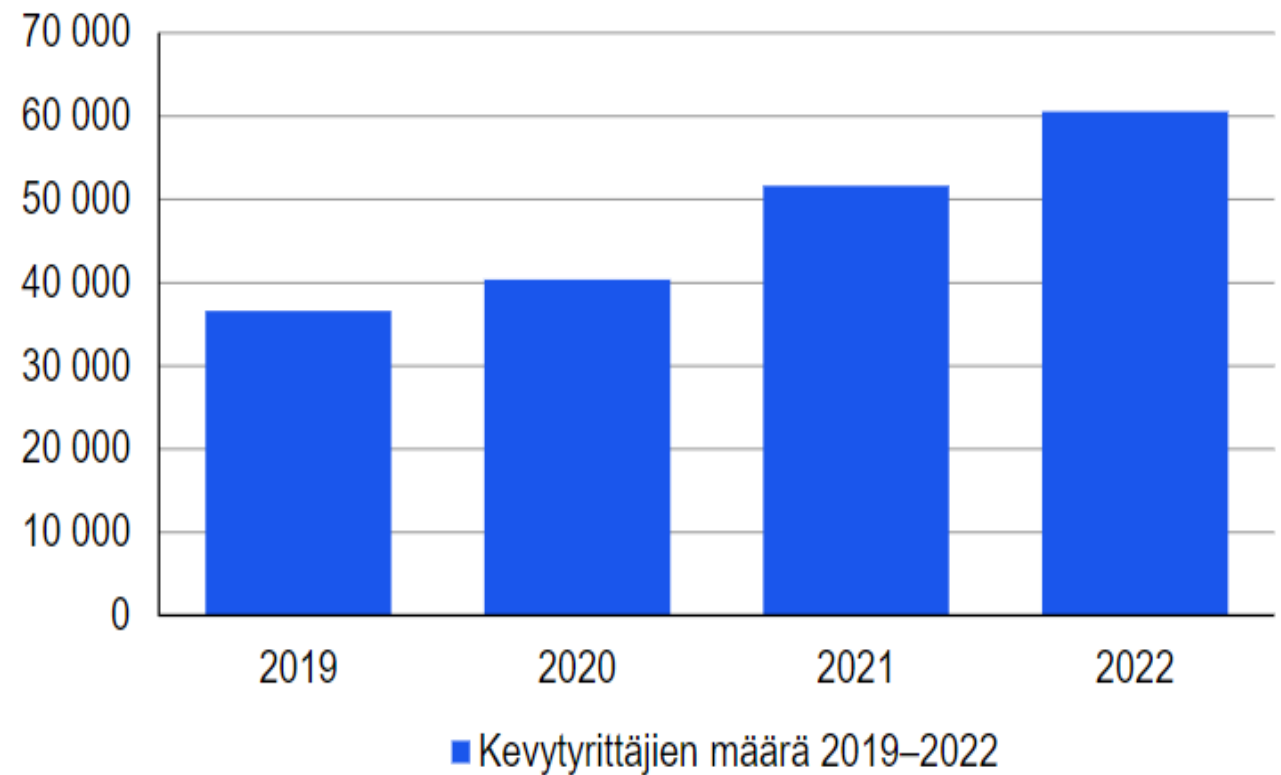


*Figures not entirely comparable before 2021





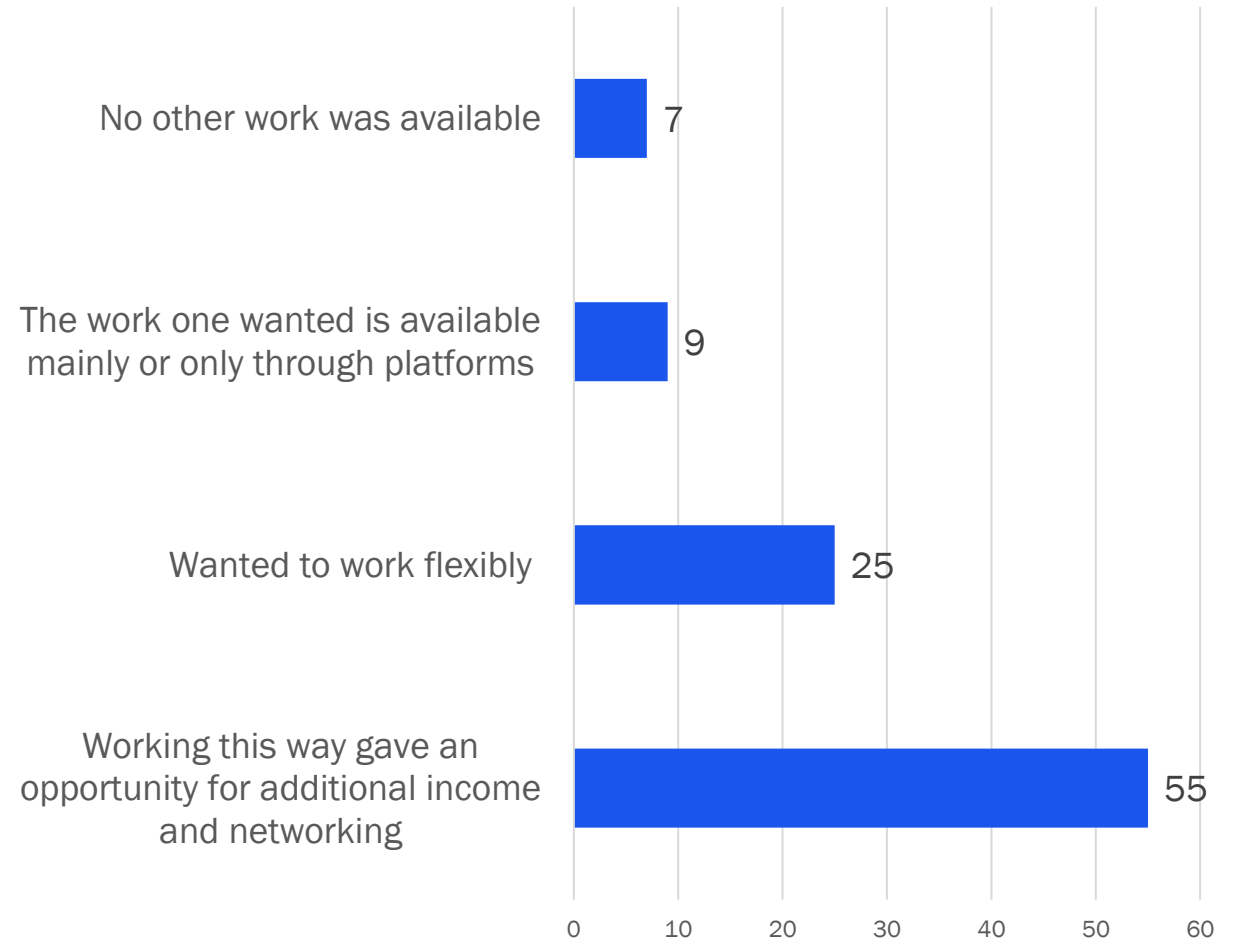
Number of light entrepreneurs 2019–2022, Income register





Main reason for platform work

Those who had done platform work during the previous month, Digital platform employment – pilot, LFS 2022





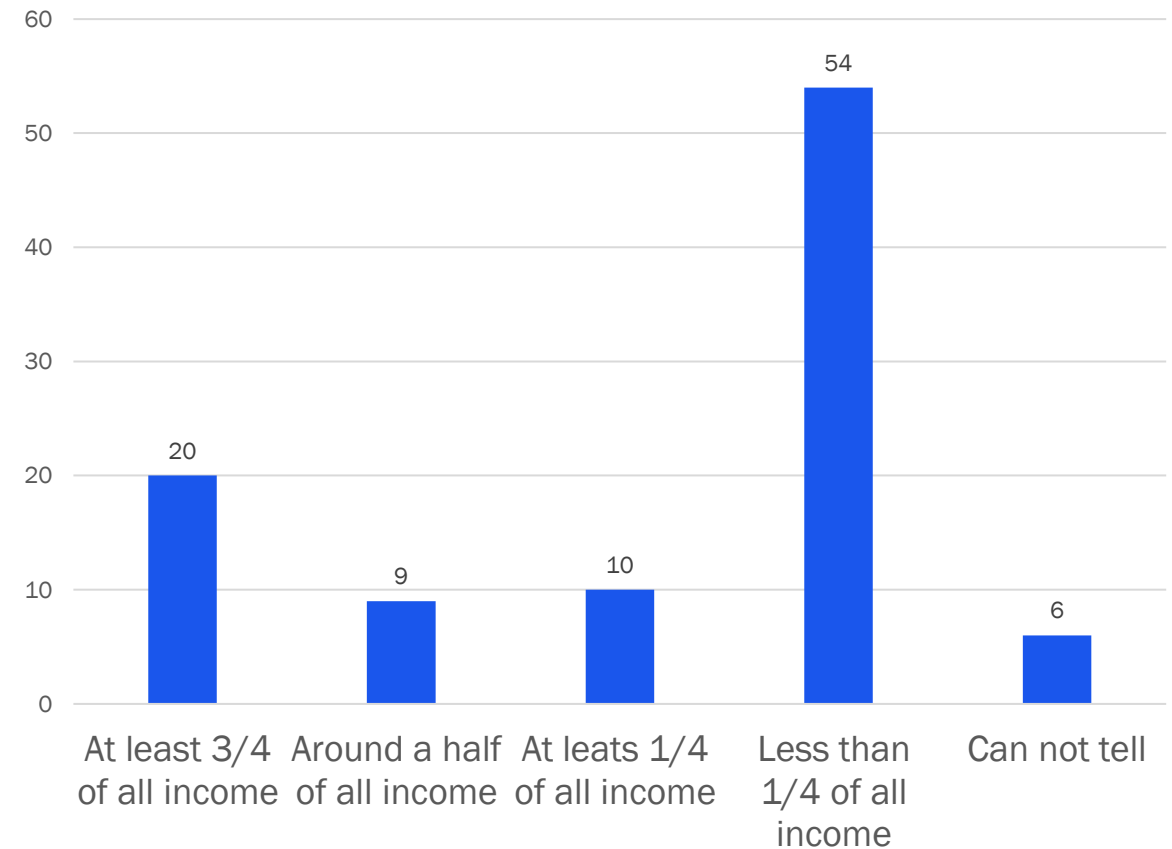
Why digital platform work?

- For women doing DPE, the main reason was more commonly the opportunity for additional income and networking, for men more commonly the only job available
- For those of Finnish origin, more commonly an opportunity for additional income and networking, for those of foreign origin more commonly the only job available or an opportunity to work in a flexible way
- For those aged under 35, more commonly an opportunity for additional income and networking, for older ones more commonly an opportunity to work in a flexible way or the only job available



Proportion of income received through platforms of all incomes

Those who had done platform work during the previous month, DPE-pilot survey, LFS 2022



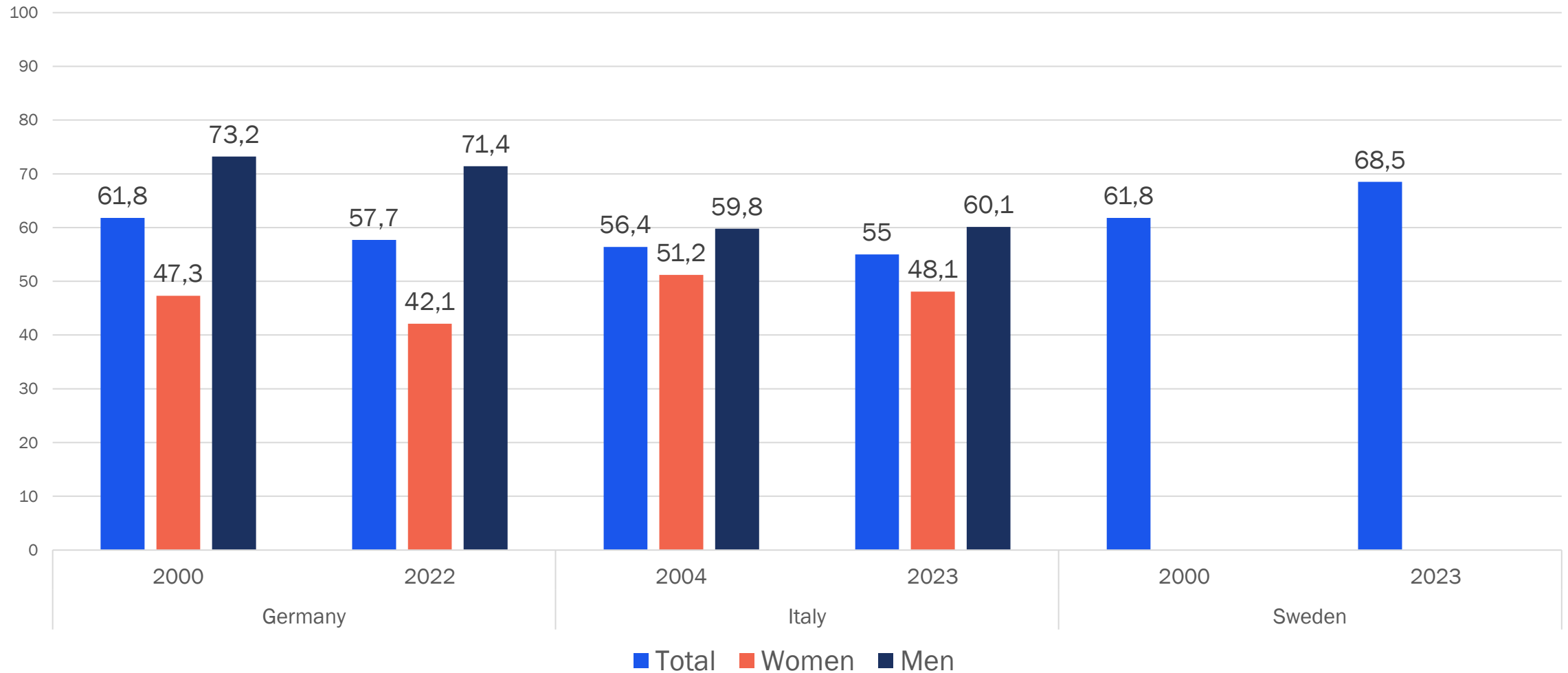
No data on the amount of income!



Debate on precariousness and insecurity



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

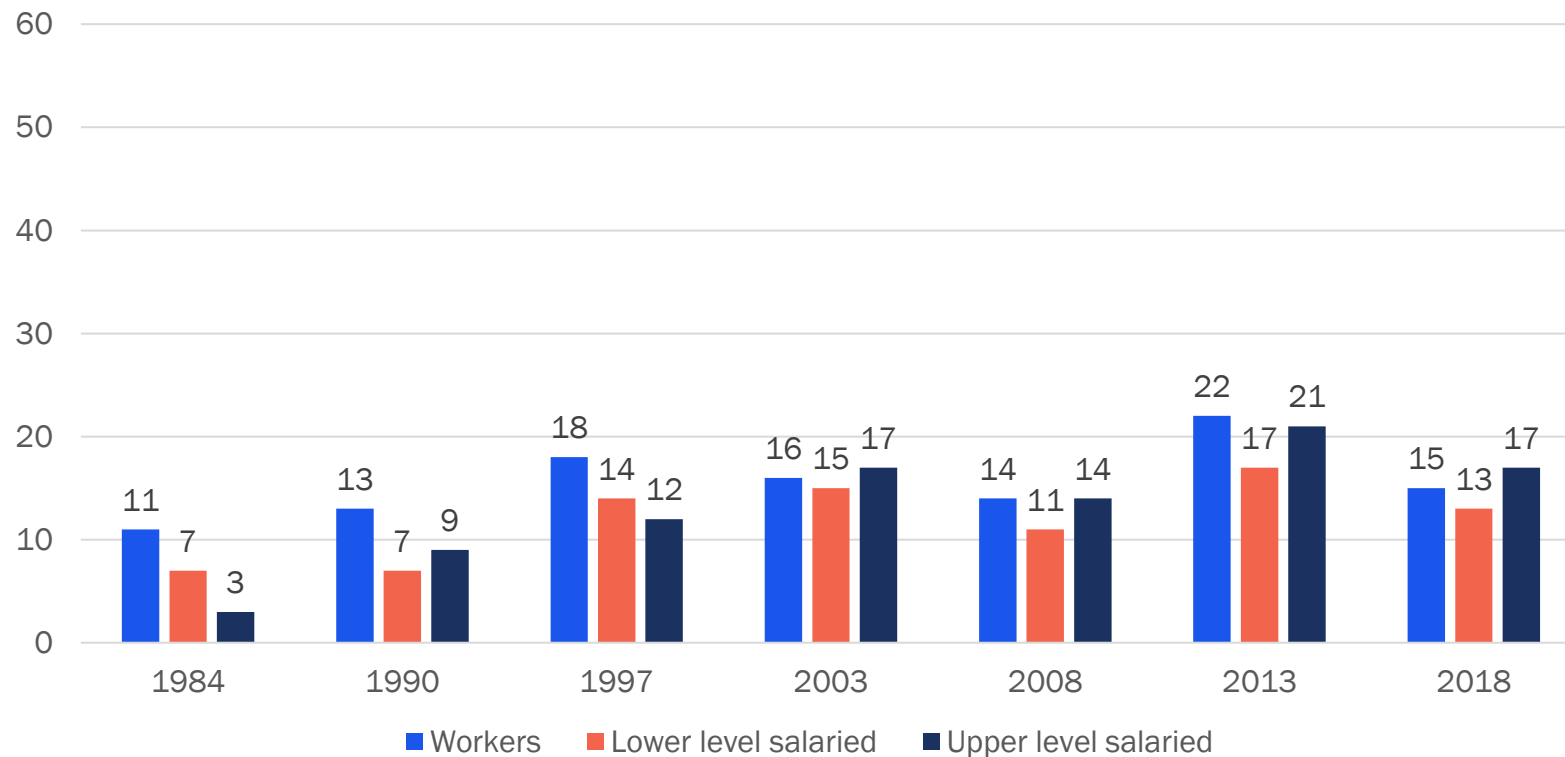


Forms of employment in Finland, all employed aged 15 to 64 yrs	2014 %	2023 %	Change %-points
Full-time employees with a contract of unlimited duration, excl. 0-hours and TAW	63,3	63,1	-0,2
Full-time employees with a contract of unlimited duration, 0-hrs-contract	0,8	0,5	-0,3
Full-time employees with 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

