

Indicator sheet (draft in discussions)

Disaggregation of Indicator – Fixed term contract employees

Further breakdown indicator 4a1 – fixed term contracts. Percentage of employed persons 25 Years and older with fixed term contracts.

Short name	Employees with fixed term contracts – Long term and Short Term
Name	Percentage of employees with fixed-term contracts of more/less than one year
Dimension and sub-dimension	4. Security of employment and social protection a. Security of employment b. Social protection
Measurement objectives	This indicator seeks to measure the share of employed persons in fixed-term employment depending on the duration. More employees are being employed on fixed-term contracts. Breaking down this group of employees by the duration of their contract duration could provide insights into the duration's effects on employment conditions such as physical working conditions, types of employee benefits received, and ultimately on the quality of employment.
Formula	$\frac{\text{Number of employees with fixed – term contracts of more than one year}}{\text{Total number of employees}} \times 100$ $\frac{\text{Number of employees with fixed – term contracts of one year or less}}{\text{Total number of employees}} \times 100$
Concepts and definitions	<p>Long-term temporary contracts: Fixed-term contracts of more than one year.</p> <p>Short-term temporary contracts: Fixed-term contracts with a duration shorter or equal to 1 year.</p> <p><i>Employees (age 15+):</i> Employees are defined according to the resolution of the 19th ICLS in 2013 (see glossary).</p>

Recommended data source(s)	<p>A household-based survey (e.g. Labour Force Survey (LFS), European Working Conditions Survey (EWCS)) is the recommended data source, as it allows the number of employees in fixed-term contract of various duration to be properly captured. Data from a household-based survey would also allow to find out whether different kinds of fixed-term employment could have industry-specific or demographic-specific trends.</p> <p>At European level, the European Working Conditions Survey (EWCS) provides information on quality of employment and new forms of work.</p> <p>Other sources:</p> <ul style="list-style-type: none"> - Population Census
Recommended metadata	<p>For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, geographic coverage and definitions are made available.</p>
Recommended disaggregation	<ul style="list-style-type: none"> • Sex • Age group • Citizenship (national/non-national) • Educational attainment (ISCED) • Full-time vs. part time • Occupation (ISCO-08 major group 1) • Economic activity (ISIC/NACE) • Quality of work conditions • Income from employment
Interpretation guidelines	<p>Most labour relation professionals agree that duration of employment has an effect on the worker's status and future of job availability.</p> <p>Given the brief nature of their employment, short-term temporary employees may earn lower wages and not receive as much employee benefits, training and social protection compared to long-term temporary or permanent employees. The brief nature of their employment means that employees are less likely to be invested in their training and development. Hence, a high share of short-term temporary employees may point to poor employment conditions for these employees.</p>
Relation to other indicators	<p>The indicator should be analysed together with these employees' working conditions (e.g. benefits, social protection, work-life balance etc.).</p>
International comparisons	<p>Caution is asked when making international comparisons if the countries use different national questions and operational definitions.</p>
Recommended calculation in the EU-LFS	<p>Information on fixed-term contracts are collected in the EU-LFS (TS3Y and TS4 in 2020's questionnaire). An alternative source is the European Working Conditions Survey (EWCS) (Q11 and Q12 in 2015's questionnaire).</p>

Further readings	<p>Eurofound (2015), <i>New forms of employment</i>, Publications Office of the European Union, Luxembourg. Link: https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_documento/ef1461en.pdf</p> <p>Eurofound (2017), <i>Sixth European Working Conditions Survey – Overview report (2017 update)</i>, Publications Office of the European Union, Luxembourg.</p> <p>Eurofound (2018), <i>Does employment status matter for job quality?</i>, Publications Office of the European Union, Luxembourg.</p> <p>Godfrey, A (2018). <i>The Influence and Impact of Long-term and Short-term Contracts on Employee Behavior – A Study of Nigeria’s Banking Industry</i>. International Journal of Economics, Commerce and Management. Link: http://ijecm.co.uk/wp-content/uploads/2018/12/ED6121AD.pdf</p>
-------------------------	--

Economically Dependent, independent Self Employed (with Employees)

Short name	Self-Employed, <i>With Employees</i> (~ Employers) with one main client
Name	Percentage of self-employed workers (who employed employees) serving one main client
Dimension and sub-dimension	4. Security of employment and social protection a. Security of employment b. Social protection
Measurement objectives	This indicator seeks to differentiate employers who serve multiple clients and employers who serve only one main client.
Formula	$\frac{\text{Number of workers that employed employees}}{\text{Total number of self – employed workers}} \times 100$
Concepts and definitions	Self-employed workers with employees are workers that have autonomy over their work and operate independently, with employees. They are also commonly known as, Employers.
Recommended data source(s)	A household-based survey (e.g. Labour Force Survey (LFS), European Working Conditions Survey (EWCS)) is the recommended data source, as it allows the number of employees to be estimated and disaggregation by economic activity and demographic variables such as sex, age group, etc. At European level, the European Working Conditions Survey (EWCS) provides information on type of self-employed workers.
Recommended metadata	For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, geographic coverage and definitions are made available.

Recommended disaggregation	<ul style="list-style-type: none"> • Sex • Age group • Citizenship (national/non-national) • Full-time vs. part-time • Job tenure • Educational attainment (ISCED) • Occupation (ISCO-08 major group 1) • Economic activity (ISIC/NACE) • Quality of work conditions • Income from employment
Interpretation guidelines	<p>Economic dependence is higher if there is only one main client. Hence, there could be issues with job security.</p>
Relation to other indicators	<p>The indicator should be analysed together with these workers' quality of work (e.g. benefits, social protection, work-life balance etc.)</p>
International comparisons	<p>Caution is asked when making international comparisons if the countries use different national questions and operational definitions.</p>
Recommended calculation in the EU-LFS	<p>The indicator cannot currently be calculated on the basis of the EU-LFS. We recommend using Question Q6 to Q8 of the EWCS 2015.</p>
Further readings	<p>Eurofound (2015), <i>New forms of employment</i>, Publications Office of the European Union, Luxembourg. Link: https://www.eurofound.europa.eu/sites/default/files/ef_publication/file_ef_document/ef1461en.pdf</p> <p>Eurofound (2017), <i>Sixth European Working Conditions Survey – Overview report (2017 update)</i>, Publications Office of the European Union, Luxembourg.</p> <p>Eurofound (2018), <i>Does employment status matter for job quality?</i>, Publications Office of the European Union, Luxembourg. https://www.alexandria.unisg.ch/21196/1/The%20Future%20Workspace%20Book.pdf</p>

Independent Self Employed (without employees)

Further breakdown indicator 4a3 – Own Account Worker. Percentage of employed persons who are own account workers

Short name	Own Account Worker <i>with main client</i> Own Account worker <i>with multiple clients</i>
Name	Percentage of own account workers who do not have a main client
Dimension and sub-dimension	4. Security of employment and social protection a. Security of employment b. Social protection
Measurement objectives	This indicator measures the proportion of own account workers by whether they have single or multiple clients.
Formula	$\frac{\text{Number of own account workers who do not have a main client}}{\text{Total number of self – employed workers}} \times 100$ $\frac{\text{Number of own account workers who have a main client}}{\text{Total number of self – employed workers}} \times 100$
Concepts and definitions	Own account workers have autonomy over their work and operate independently, without employees (Eurofound, 2018).

Recommended data source(s)	<p>A household-based survey (e.g. Labour Force Survey (LFS), European Working Conditions Survey (EWCS)) is the recommended data source, as it allows the number of employees to be estimated and disaggregation by economic activity and demographic variables such as sex, age group, etc.</p> <p>At European level, the European Working Conditions Survey (EWCS) provides information on type of self-employed workers.</p>
Recommended metadata	<p>For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, geographic coverage and definitions are made available.</p>
Recommended disaggregation	<ul style="list-style-type: none"> • Sex • Age group • Citizenship (national/non-national) • Full-time vs. part-time • Job tenure • Educational attainment (ISCED) • Occupation (ISCO-08 major group 1) • Economic activity (ISIC/NACE) • Quality of work conditions • Income from employment
Interpretation guidelines	<p>Own account workers without main client may mean involvement in multiple mutually exclusive projects, resulting in less influence on working hours, and less job certainty and security.</p>
Relation to other indicators	<p>The indicator should be analysed together with these workers' quality of work (e.g. benefits, social protection, work-life balance etc.)</p>
International comparisons	<p>Caution is asked when making international comparisons if the countries use different national questions and operational definitions.</p>
Recommended calculation in the EU-LFS	<p>The indicator cannot currently be calculated on the basis of the EU-LFS. We recommend using Question Q6 to Q8 of the EWCS 2015.</p>

Further readings	<p>Eurofound (2015), <i>New forms of employment</i>, Publications Office of the European Union, Luxembourg. Link: https://www.eurofound.europa.eu/sites/default/files/ef_publication/file_ef_document/ef1461en.pdf</p> <p>Eurofound (2017), <i>Sixth European Working Conditions Survey – Overview report (2017 update)</i>, Publications Office of the European Union, Luxembourg.</p> <p>Eurofound (2018), <i>Does employment status matter for job quality?</i>, Publications Office of the European Union, Luxembourg. https://www.alexandria.unisg.ch/21196/1/The%20Future%20Workspac e%20Book.pdf</p>
-------------------------	---

Employees who are involved in work related to various employment relationships. Employee Sharing is cited as an example.

Short name	Employee-Sharing
Name	Percentage of employees that are jointly hired by a group of employers
Dimension and sub-dimension	<p>1. Employees</p> <ul style="list-style-type: none"> a. Employee-Sharing b. Job Sharing c. Interim Management d. Casual Work e. ICT-based mobile work f. Voucher-based work g. Employees involved in more than one form of employment
Measurement objectives	<p>With the increasing diversification in the labour market, some employees are being rotated between different companies where these employers are jointly responsible for them. Employers could come together to hire one or a few workers to be tasked with work assignments from the participating companies or send its staff to work at another company when an employer temporarily cannot provide work for them.</p> <p>While employee-sharing may seem to provide enhanced flexibility for workers and higher level of job security, these workers may face longer working hours and poor work-life balance.</p> <p>This indicator measures the proportion of workers who are jointly hired by a group of employers (who are not clients of a traditional temporary work agency).</p>
Formula	$\frac{\text{Number of employees that are jointly hired by a group of employers}}{\text{Total number of workers in the labour market}} \times 100$
Concepts and definitions	Employee sharing is an employment form in which a group of employers hires workers jointly and is jointly responsible for them (Eurofound, 2015).
Recommended data source(s)	A household-based survey (e.g. Labour Force Survey (LFS), European Working Conditions Survey (EWCS)) is the recommended data source, as it allows the number of workers to be estimated and disaggregation by economic activity and demographic variables such as sex, age group, etc.

Recommended metadata	For this indicator, it is recommended that, as a minimum, metadata on the source (periodicity, breaks in series, etc.), reference period, population coverage, geographic coverage and definitions are made available.
Recommended disaggregation	<ul style="list-style-type: none"> • Sex • Age group • Citizenship (national/non-national) • Full-time vs. part-time • Job tenure • Educational attainment (ISCED) • Occupation (ISCO-08 major group 1) • Economic activity (ISIC/NACE) • Quality of work conditions • Income from employment
Interpretation guidelines	<p>The nature of employment for employees that are jointly hired by a group of employers may mean that these employees could face higher job security and flexibility in work arrangement. Such employees are however, also at risk of poor work-life balance.</p> <p>A high share of these employees could indicate more companies reinventing hiring practices to remain competitive despite uncertain and unpredictable business environments. It could also point to an increase in employees engaged in new forms of work with a stable job, income, and similar working conditions and terms of employment as traditional staff.</p>
Relation to other indicators	The indicator should be analysed together with these workers' quality of work (e.g. benefits, social protection, work-life balance etc.)
International comparisons	Caution is asked when making international comparisons if the countries use different national questions and operational definitions.
Recommended calculation in the EU-LFS	Not applicable.
Further readings	<p>Eurofound (2015), <i>New forms of employment</i>, Publications Office of the European Union, Luxembourg. Link: https://www.eurofound.europa.eu/sites/default/files/ef_publication/file_ef_document/ef1461en.pdf</p> <p>Marica, M. (2020). <i>Employee sharing: a new type of employment, opportune in a globalized context</i>. Bucharest University of Economic Studies, Bucharest, Romania. Link: https://doi.org/10.2478/picbe-2020-0111</p>