Contingent and Slash Workers in Europe. An analysis of Eurostat Data

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1. SCOPE OF THE SURVEY

A worrying feature of the evolution of work is its increasing fragmentation and instability, which has repercussions on the incomes and living conditions of many workers, as shown by the continuous growth of the working poor.

The research, which draws on Eurostat LFS and EU-Silc sources for all the European countries[1], focuses on some phenomena that have acquired great importance in the current labour market and that are politically relevant in an institutional and welfare context which, in most European countries, is still that of the twentieth century. Data refer to the years 2011-2019, providing a picture of the situation prior to the covid19 crisis.

The research aims to gather in-depth information on two categories of workers brought into being by the process of fissurization[2] and fragmentation of work, representing two aspects of the same phenomenon:

1. contingent workers[3], who have short-term jobs or low-intensity work. They are workers with very different types of jobs, both salaried employees and self-employed, but who share the same scarcity of rights.
2. slash-workers, or workers who perform more than one job, a condition that is still a minority, but which has gained in importance in recent years[4].

The analysis of contingent work is part of a broader study of employment which distinguishes between traditional forms of labour and newer or alternative forms (alternative workers). Alternative work includes temporary employment, temporary agency work and professional self-employment, which is the result of outsourcing and subcontracting by companies as part of a post–Fordism approach, and which has peculiarities that set it apart from the traditional self-employment of farmers, small-scale merchants and craftsmen.

Recent analyses of work show a lack of dynamism or a decline in self-employment, as opposed to growth in the number of salaried employees. These analyses consider self-employment taken as a whole or, at the most, they distinguish between the self-employed who have employees and those who do not[5], but by doing so they fail to grasp the opposite dynamic of traditional self-employment compared to professional self-employment, which constitutes one of the main changes in work in recent years.

The objective of the research is to investigate the trends, characteristics and income conditions of alternative, contingent and slash workers in various European countries. The categories of workers defined under the following scheme, which shows how the break-down of the different types of workers among the categories is influenced by which of the two statistical sources is used.

[1] Details on the definitions and sources used are contained in the methodological section.
[2] David Weil The Fissured workplace, Harvard University Press, 2014.
[3] contingent work is a general term for forms of employment tied to the completation of a specific task and, hence, of relatively short duration. Barley S.R., Bechky B.A., Milken F.J., The changing nature of work: careers, identities and work lives in the 21st Century, Academy of Management Discoveries, 2017.
[4] Eurofound (2020), Privilege or necessity? The working lives of people with multiple jobs, European Working Conditions Survey 2015 series, Publications Office of the European Union, Luxembourg.
[5] Recent changes in self-employment and entrepreneurship across the EU, European Commission, research note 6/2015)

FIGURE 1-1 - DEFINITION OF ALTERNATIVE AND CONTINGENT WORKERS

	LFS	EU-SILC
Alternative workers	Temporary-Agency Workers Independent Professionals Temporary employees	 Independent Professionals, Temporary employees
Contingent workers	< 16 hours a week and/or duration < 6 months	< 16 hours a week and/or > 2 months of unemployment
Slash-workers	More than one job	More than one job

Furthermore, our analysis will attempt to study:

1) whether the dynamics of contingent work (also present within traditional work) are similar to those of alternative work
2) how the status of slash-worker is related to that of contingent worker, to verify if being a contingent worker is one of the factors that leads to having more jobs.

2. GENERAL TRENDS

Overall employment shows a positive trend from 2011 on, and especially in the latest period considered.

2.1 Alternative and traditional work

Alternative workers, who accounted for 15.7% of employment in 2019, grew at a rate higher than the average for overall employment**.**

Within the alternative category, independent professionals showed sustained growth from 2011 to 2014, and in the two-year period 2017-19, while temporary-agency work registered a sharp increase from 2015 on. Growth in temporary employment, on the other hand, has been lower than the average rate for overall employment, especially in recent years.

The two components of traditional work showed contrasting results, with traditional self-employment decreasing while permanent salaried employment grew, especially in the most recent period.

The number of self-employed with employees (making them employers) also fell from 2012 on[6].

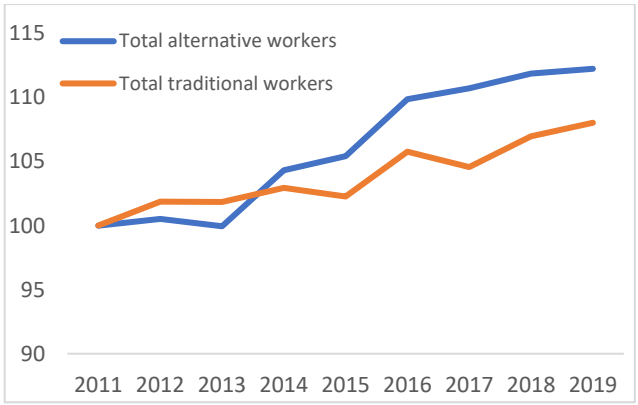
Looking at other modes of work, family workers employed in small-scale family concerns (farming, crafts and small-scale commercial enterprises) decreased precipitously, in keeping with the downward trend of traditional self-employment, which continued more or less everywhere.

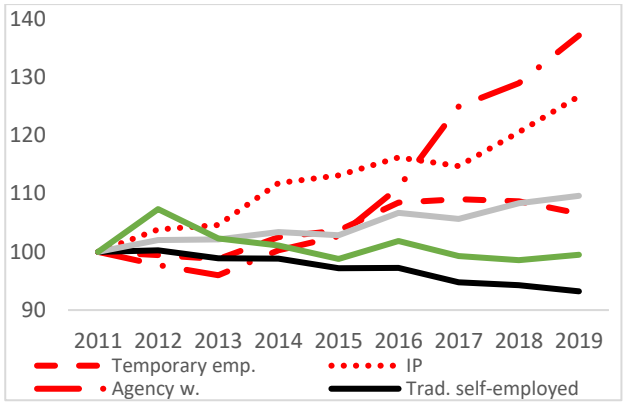
TABLE 2-1 ALTERNATIVE AND TRADITIONAL WORKERS – 2011-19

										%	Var.%	Var.%
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2019	11-19	15-19
Temporary emp. (excluding agency w.)	24.196	24.179	23.990	24.869	25.075	26.,132	26.109	25.996	25.420	10,6	5,1	1,4
Temp-Agency w.	2.908	2.842	2.791	2.915	2.986	3.,228	3.732	3.750	3.988	1,7	37,1	33,6
IPs	6.554	6.806	6.856	7.326	7.413	7.,616	7.676	7.899	8.303	3,5	26,7	12,2
Total alternative w.	**33.657**	**33.827**	**33.637**	**35.111**	**35.473**	**36.,976**	**37.658**	**37.645**	**37.771**	**15,7**	**12,2**	**6,5**
Trad. self-employed	17.336	17.380	17.139	17.135	16.844	16.,858	16.470	16.343	16.160	6,7	-6,8	-4,1
Permanent emp.	160.569	163.821	164.015	165.985	165.093	171.277	170.546	173.944	176.00	72,9	9,6	6,6
Total trad. work	**177.905**	**181.201**	**181.154**	**183.120**	**181.937**	**188.135**	**186.022**	**190.287**	**192.16**	**79,9**	**8,0**	**5,6**
Employers	9.744	10.458	9.965	9.850	9.624	9.927	9.754	9.604	9.697	4,0	-1,4	-0,2
Others	3.759	3.607	3.374	3.341	3.045	2.844	2.772	2.598	2.478	1,0	-30,9	-14,7
Total employment	**223.908**	**227.313**	**226.973**	**230.241**	**228.921**	**236.667**	**235.748**	**238.585**	**240.37**	**100,0**	**6,6**	**4,2**

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

FIGURE 2-1 ALTERNATIVE AND TRADITIONAL WORKERS – 2011-19





Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

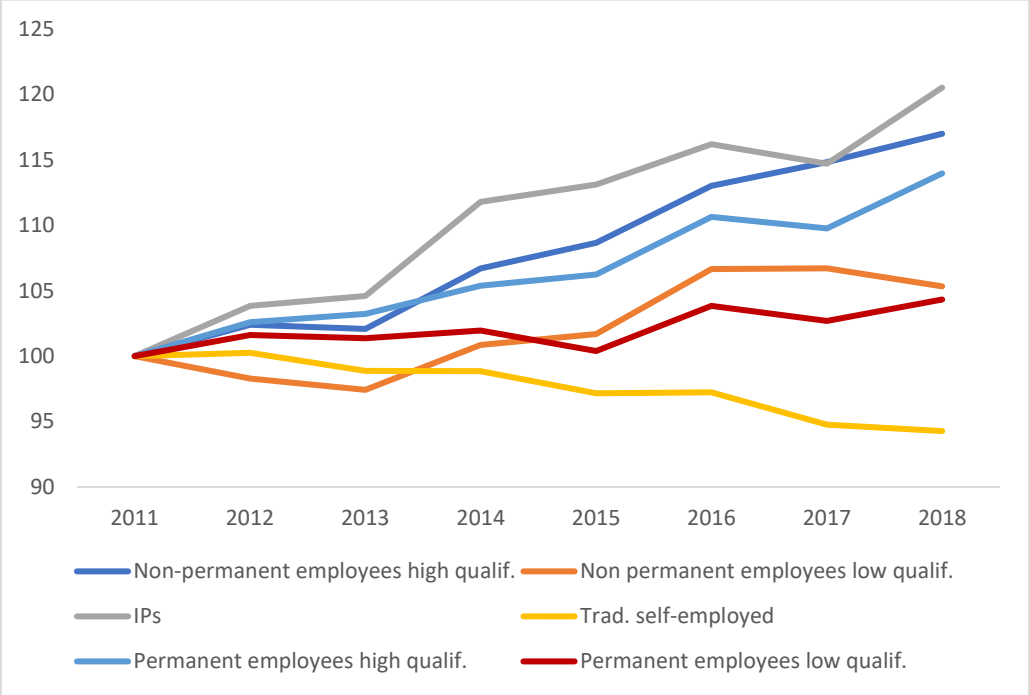
[6] The decrease in the number of self-employed workers with employees began before the decade addressed in the research, as per *Eurofound (2017). Exploring Self-Employment in the European Union*. Luxembourg, Publications Office of the European Union.

The most relevant element is the divergent trend between traditional self-employment and IPs. These two types of self-employed differ considerably in terms of qualification level: IPs consist exclusively of skilled workers, while the traditional self-employed are mostly low-skilled.

In fact, the level of qualification is one of the key factors for employment growth in the 2011-19 period, playing an important role within the salaried-employee category. Under each of the contractual modes, high-qualification work registered a more positive trend than the low-qualification employment, with the lone exception of the traditional self-employed.

The development of large-scale retail, and more recently online shopping, competition from countries with low labour costs and the 2008 crisis have all contributed to a sharp decline in traditional self-employment, largely among small-scale merchants and artisans, while IPs continue to benefit from outsourcing on the part of companies and their growing demand for specialised services.

FIGURE 2-2 – COMPARISON BETWEEN THE TRENDS FOR SELF-EMPLOYMENT, PERMANENT AND FIXED-TERM EMPLOYMENT BY QUALIFICATION 2011-19 (2011 = 100)



Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

2.2. Contingent and slash workers

Data relating to contingent workers, a category that includes short-term and/or short-time employment, are not reliable, due to the erratic results on the elevated percentage of contracts of unclassified duration in Spain[7].

When the anomalous Spanish results are excluded, the numbers for contingent workers show limited growth, at roughly half the rate of overall employment.

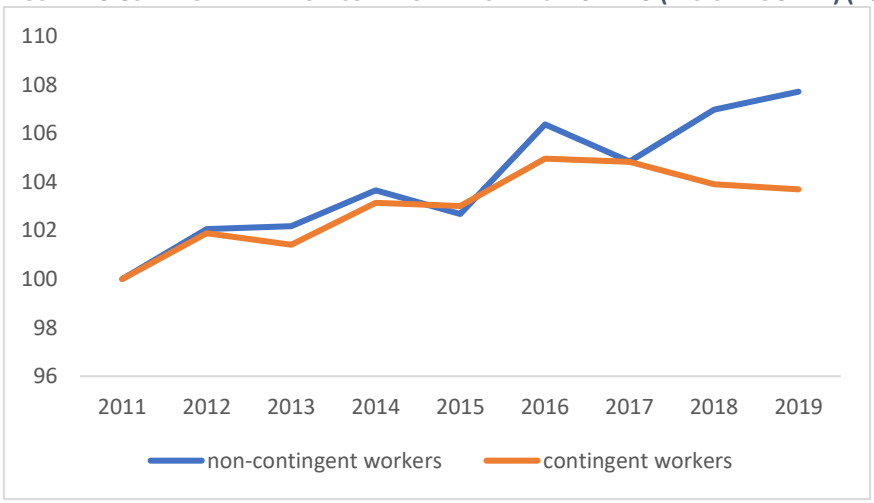
[7] Certain anomalous figures from Spain had a noteworthy effect on the data for contingent workers. While the percentage of no-replies for the European countries as a whole fell between 15.3% and 16.9% (depending on the year), the average percentage in Spain was quite high, at between 40% and 45%, with the exception of the years 2011 and 2015, when the percentages of no-replies were, respectively, 13% and 4%. In those two years, Spain recorded an elevated number of 1-6-month contracts. The Spanish anomaly causes a fictitious fluctuation that distorts the overall results.

TABLE 2-2 CONTINGENT WORKERS – 2011-19

										Var.%
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2011-19
< 1 month contracts	1.440	1.434	1.324	1.331	1.302	1.383	1.459	1.259	1.325	-8.0
1 - 6 months contracts	8.015	6.786	6.733	7.041	8.566	7.263	7.414	7.274	7.181	-10.4
< 16 hours a week	13.234	13.554	13.701	13.711	13.741	13.885	13.984	13.763	13.618	2.9
Contingent workers	21.766	20.941	20.880	21.249	22.601	21.627	21.718	21.449	21.332	**-2.0**
Contingent workers (excluding Spain)	18.721	19.074	18.986	19.310	19.285	19.650	19.625	19.452	19.414	**3.7**

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

FIGURE 2-3 CONTINGENT AND NON-CONTINGENT WORKERS -2011-19 (EXCLUDING SPAIN) (2011 = 100)



Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

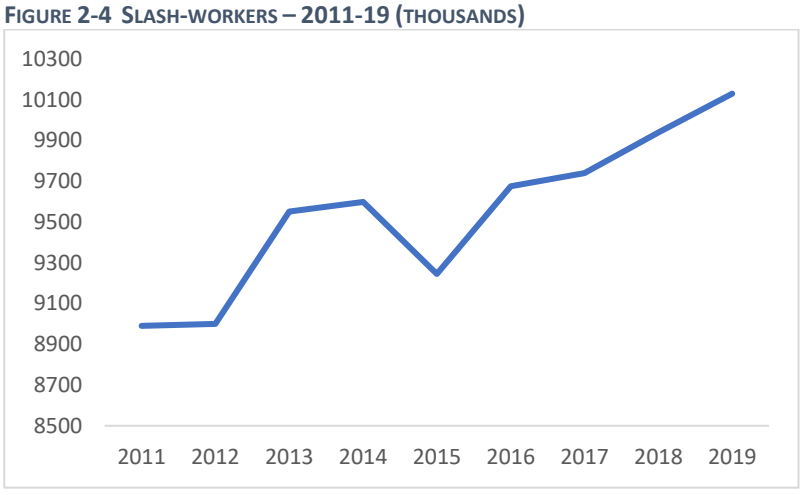
The number of slash-workers grew by 12.7% in the 2011-19 years. Slash-workers, although not very relevant in percentage terms, today number more than ten million in Europe.

TABLE 2-3 SLASH-WORKERS – 2011-19

	2011	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**
Slash-workers	8.990	9.000	9.551	9.598	9.245	9.675	9.740	9.938	10.129
Total	223.826	227.165	226.840	230.093	228.804	236.582	233.647	236.319	240.309
% slash	**4,0**	**4,0**	**4,2**	**4,2**	**4,0**	**4,1**	**4,2**	**4,2**	**4,2**

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

FIGURE 2-4 SLASH-WORKERS – 2011-19 (THOUSANDS)



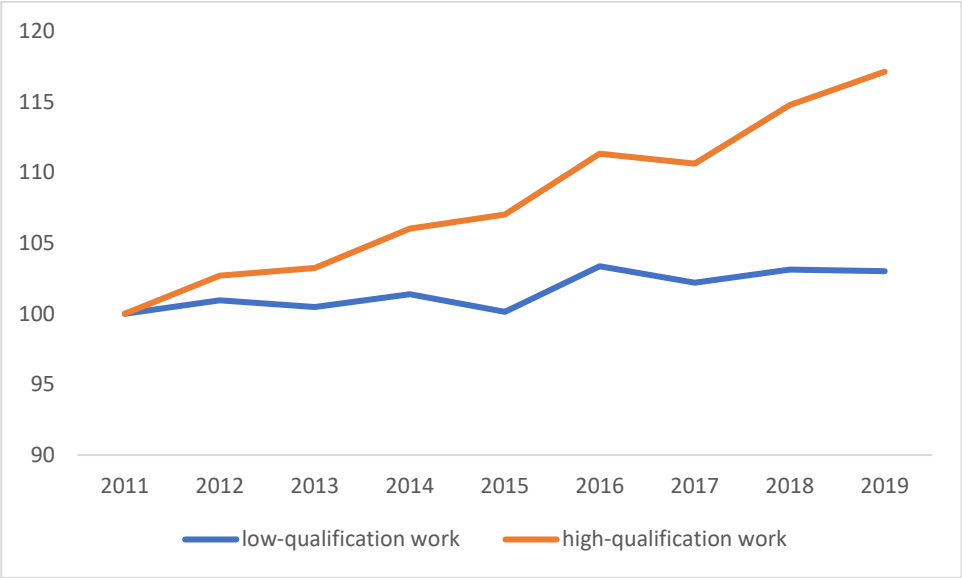
SOURCE: ACTA, ANALYSIS OF EUROSTAT LABOUR-FORCE SURVEY MICRODATA

2.3 Main trends

Three important trends can be identified within the overall framework of growth in employment:

1. Significant growth in high-skilled work, consistent with an increase in the level of education of the population.

FIGURE 2-5 LOW AND HIGH-SKILLED EMPLOYMENT IN EUROPE– 2011-19 (2011 = 100)



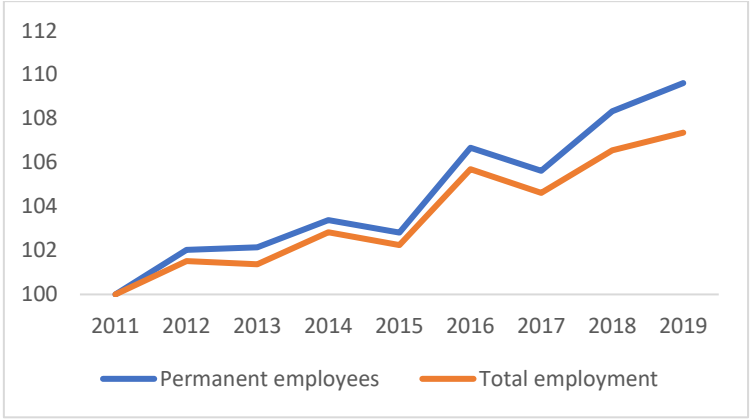
Source: ACTA, analysis of Eurostat Labour-Force Survey microdata

2. Strong growth in IPs, in contrast to a decline in traditional self-employment.
   Permanent employment showed much stronger growth than fixed-term employment, especially after 2015 (+6.6, compared to +1.4 for fixed-term employment and +4.2 for overall employment).

3. A trend of greater stabilization, especially after 2015, due in part to a recovery in permanent employment, in part to the rise of relatively more stable positions, albeit in intrinsically unstable job categories.

   Growth in permanent employment has been above average throughout the period, and the gap has widened over the last two years.

FIGURE 2-6 PERMANENT EMPLOYEES – 2011-19 (2011 = 100)



Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

Some signs of stabilization emerged within unstable job categories:

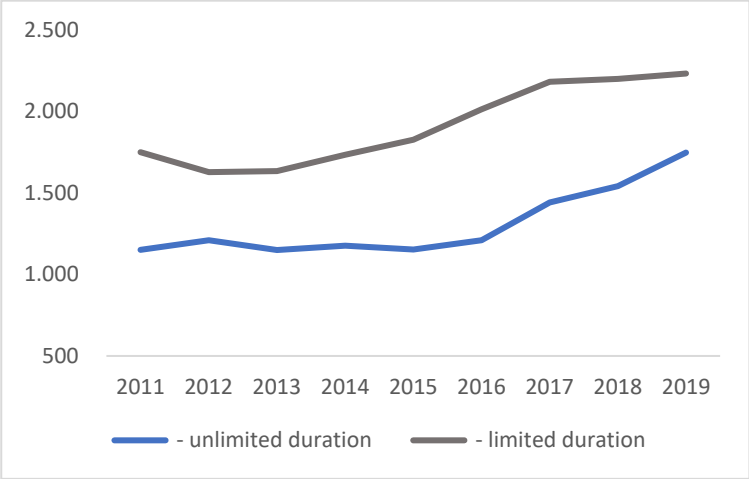
- the highest growth in temporary-agency work was registered among those employed under permanent contracts.

TABLE 2-4 TEMPORARY-AGENCY WORKERS – 2011-19

	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total temporary-agency workers	2.908	2.842	2.791	2.915	2.986	3.228	3.723	3.750	3.988
- unlimited duration	1.151	1.210	1.150	1.177	1.154	1.211	1.450	1.543	1.748
- limited duration	1.751	1.628	1.635	1.735	1.827	2.013	2.273	2.200	2.233
Non-permanent employees	25.947	25.807	25.625	26.604	26.902	28.145	28.530	28.196	27.653
Permanent employees	160.569	163.821	164.015	165.985	165.093	171.277	170.546	173.944	176.001
% agency workers with limited duration/ non-permanent employees	6,7	6,3	6,4	6,5	6,8	7,2	7,9	7,8	8,1
% agency workers with unlimited duration/ permanent employees	0,7	0,7	0,7	0,7	0,7	0,7	0,8	0,9	1,0

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

FIGURE 2-7 TEMPORARY-AGENCY WORKERS – 2011-19 (2011 = 100)



Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

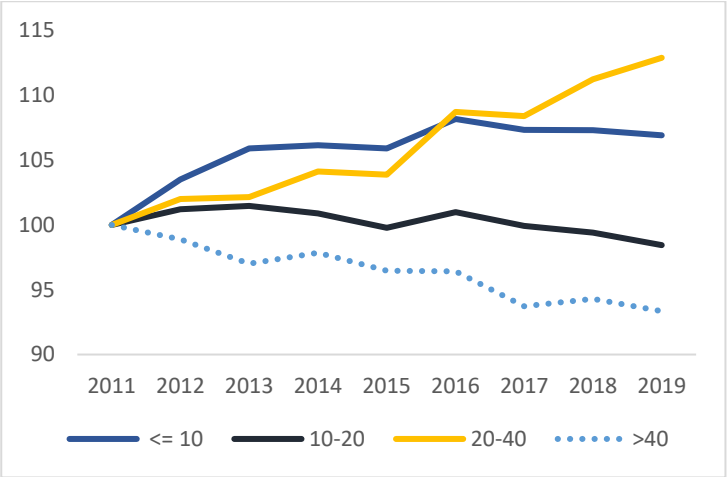
- The number of workers employed for 20-40 hours a week increased significantly, while those with extremely variable numbers of hours were on the wane. At the same time, there was an increase in jobs totalling no more than 10 hours a week, pointing to growth in micro-jobs, a development probably underestimated by workforce surveys (as can often occur when they fail to detect variations in newer forms of employment).

TABLE 2-5 HOURS OF WORK – 2011-19

	2011	2012	2013	2014	2015	2016	2017	2018	2019	% 2019	% var. 2011-15	% var. 2015-19	% var. 2011-19
variable	3.981	4.312	3.988	3.591	3.663	3.572	3.496	3.398	3.351	1,4	-8,0	-8,5	-15,8
<= 10	8.292	8.583	8.782	8.802	8.781	8.970	8.961	8.899	8.867	3,7	5,9	1,0	6,9
11-15	4.941	4.971	4.919	4.909	4.960	4.915	5.023	4.864	4.852	2,0	0,4	-2,2	-1,8
16-20	12.898	13.084	13.183	13.091	12.839	13.102	13.157	12.869	12.710	5,3	-0,5	-1,0	-1,5
20-30	18.669	19.223	19.387	19.749	20.135	20.526	20.878	21.345	21.747	9,1	7,9	8,0	16,5
30-40	128.560	130.955	131.026	133.561	132.810	139.529	139.430	142.435	142.479	60,6	3,3	8,8	12,4
> 40	45.498	44.995	44.137	44.523	43.890	43.868	42.887	42.901	42.470	17,8	-3,5	-3,2	-6,7
Total	223.908	227.313	226.973	230.241	228.921	236.667	235.748	238.585	238.474	100,0	2,2	4,2	6,5

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

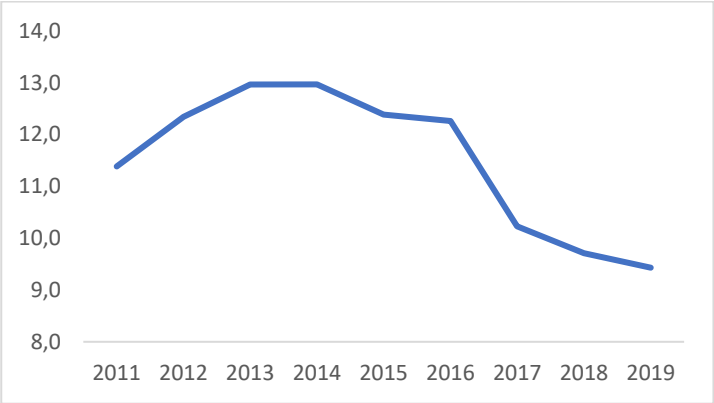
FIGURE 2-8 HOURS OF WORK – 2011-19 (2011 = 100)



Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

- It is difficult to say whether the strong increase in IPs is a sign of stabilization, because these workers are not necessarily employed continuously. However, it is important to note that among IPs, there was a decrease in the number who had become self-employed to leave behind a situation of unemployment or inactivity.

FIGURE 2-9 IPS WHO WERE UNEMPLOYED OR INACTIVE A YEAR EARLIER – 2011-19 (% ON TOTAL IP)



Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

- The decision to have more jobs can also be a subjective way of finding stability, meaning that a second job is taken to ensure more continuous and/or intensive employment and increased job solidity and income.

2.4 The sectors

Employment grew across the board, with the exception of the primary sector and some areas that account for marginal percentages of overall employment (electricity and gas, undifferentiated goods, extra-territorial organisations).

The decline in agriculture is concentrated in self-employment, where there was a very sharp contraction (-29% between 2011 and 2019), balanced only to a small extent by growth in salaried employment, mostly short-term and low-skilled. The strong growth of temporary work is reflected in the increased number of alternative workers, but not contingent workers, because primarily regards contracts longer than 6 months (+17%).

Despite this decline in self-employment in agriculture, the 4.1 million self-employed farmers of 2019 represent 44.6% of employment in agriculture and more than 1/4 of all the self-employed.

Construction is stable, but within the category there was a shift in job profiles towards high qualification and away from temporary work, with most of the decrease involving short-term contracts (-34% in 2011-19), explaining the drop in both contingent and alternative workers.

The hotel and restaurant sector showed strong growth, with an increase in all types of employment contracts, including highly qualified ones.

Manufacturing and commerce, the two most important sectors for overall employment, were also not very dynamic. In manufacturing, as in the building industry, there was a shift of employees towards highly qualified positions (temporary and permanent).

In commerce, the growth of large retailers and the decline in small family businesses continued: there was an increase in salaried employees (permanent and temporary, high and low-skilled) and a decrease in self-employed workers and family businesses (as shown by the sharp fall in both the number of entrepreneurs and 'others', which mainly include family workers).

TABLE 2-6 SELF-EMPLOYMENT, PERMANENT AND FIXED-TERM EMPLOYMENT BY SECTOR (% 2019)

% 2019	permanent low qual.	permanent high qual.	temp. low qual.	temp. high qual.	Ips	trad. self-emp	entrep	other	Total	% /occup
AGRICULTURE	19,4	3,9	10,4	0,3	0,0	44,6	7,2	14,2	100	3,9
MINING	60,4	31,1	4,3	1,6	0,0	1,6	0,8	0,1	100	0,3
MANUFACTURING	55,0	28,1	8,5	1,9	0,0	3,4	2,8	0,4	100	15,2
ELECTRICITY, GAS	36,7	53,4	4,2	3,1	0,0	2,0	0,5	0,1	100	0,7
PUBLIC UTILITIES	59,6	27,7	7,6	1,9	0,0	1,9	1,2	0,2	100	0,8
CONSTRUCTION	44,9	17,5	9,6	1,3	0,0	18,3	7,8	0,7	100	6,9
TRADE	53,9	19,2	9,4	1,3	0,0	9,4	5,9	0,9	100	13,6
TRANSPORTATION	63,9	15,5	8,9	1,0	0,0	7,6	2,8	0,3	100	5,3
HOTEL AND RESTAURANTS	54,2	10,1	18,4	0,8	0,0	6,1	8,8	1,5	100	4,9
ICT	12,2	65,2	2,1	5,8	10,7	0,8	3,0	0,3	100	3,3
FINANCE	27,9	56,7	3,0	2,4	6,1	0,7	2,9	0,3	100	2,9
REAL ESTATE	29,0	37,6	3,7	3,6	16,2	1,9	6,9	1,0	100	0,8
PROFESSIONAL ACTIVITIES	14,6	47,0	2,0	5,2	21,6	1,9	7,1	0,5	100	5,9
ADMINISTRATIVE SERVICES	54,4	17,1	13,1	1,9	2,4	6,8	3,8	0,6	100	4,3
PA	41,2	47,6	6,2	4,5	0,3	0,1	0,1	0,1	100	6,7
EDUCATION	18,0	61,2	4,0	11,0	4,3	0,5	0,8	0,2	100	7,7
HUMAN HEALTH	31,2	47,2	5,8	6,6	5,2	1,0	2,6	0,3	100	11,4
ARTS	25,8	29,9	7,8	9,6	21,0	2,0	3,2	0,8	100	1,8
OTHER SERVICES	34,9	23,4	7,3	3,1	4,8	19,0	6,7	0,7	100	2,5
UNDIFFERENTIATED SERVICES	75,5	1,4	17,0	0,3	0,0	5,2	0,3	0,3	100	1,0
EXTRA-TERRITORIAL ORGANISATIONS	26,2	54,9	3,4	12,6	0,0	1,9	0,0	1,0	100	0,1
TOTAL	**41,0**	**32,3**	**7,9**	**3,5**	**3,5**	**6,7**	**4,1**	**1,0**	**100**	**100,0**

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

The sectors with the highest growth are those of business services, especially professional and ICT activities. Within them, the already predominant high-skilled permanent employment was further strengthened, but the growth of high-skilled temporary work and IPs was also high. In professional services there was significant growth in contingent workers, albeit starting from a limited initial presence, due to the increase in temporary agency work and in workers employed less than 16 hours per week.

The finance area was stable, with a reduction in the number of employees, mainly among low-skilled employees due to the restructuring process underway in the banking sector.

The areas with a strong public-sector presence have shown growth well above average, if we consider education and health, while the public administration has remained stable. These are the areas that registered the highest growth among IPs (and, as a consequence, among alternative workers).

TABLE 2-7 SELF-EMPLOYMENT, PERMANENT AND FIXED-TERM EMPLOYMENT BY SECTOR - % VAR. 2011-19)

	% var. 2011-19

	permanent low qual.	permanent high qual.	temp. low qual.	temp. high qual.	Ips	trad. self-emp	entrep	other	Total
AGRICULTURE	7,2	2,8	15,6	-12,0		-29,0	12,6	-72,8	-19,3
MINING	-12,2	1,6	-50,0	23,1		-15,4	-50,0	-100,0	-9,4
MANUFACTURING	2,8	12,7	-3,9	14,2		2,7	-4,9	-63,8	4,7
ELECTRICITY, GAS	-13,0	-3,5	-20,3	15,7		31,3	33,3	-100,0	-6,3
PUBLIC UTILITIES	12,5	14,5	-0,7	20,0		0,0	4,3	-25,0	11,8
CONSTRUCTION	0,9	10,5	-17,8	12,1		3,4	3,0	-87,8	0,9
TRADE	6,4	10,5	6,0	4,4		-11,7	-6,6	-77,9	3,9
TRANSPORTATION	9,8	11,0	20,8	24,4		-0,2	4,9	-47,6	10,0
HOTEL AND RESTAURANTS	15,6	23,8	21,5	19,8		0,8	9,7	-46,1	15,2
ICT	-6,0	24,4	-34,1	17,3	17,9	-15,0	1,7	-77,3	17,1
FINANCE	-16,3	7,6	-20,6	6,0	9,6	-23,5	26,3	-83,3	0,2
REAL ESTATE	-4,0	21,1	5,4	34,2	24,6	36,8	10,1	-4,8	13,6
PROFESSIONAL ACTIVITIES	17,3	22,9	-4,9	18,0	19,4	18,6	4,5	-95,6	18,5
ADMINISTRATIVE SERVICES	13,0	23,5	2,1	7,5	15,9	21,7	19,5	-28,8	13,9
PA	-4,9	9,8	-11,6	10,7	20,8	-70,0	21,4	-100,0	2,4
EDUCATION	8,9	9,1	2,7	10,5	29,1	-3,1	43,3	15,8	10,1
HUMAN HEALTH	2,2	16,9	6,0	14,4	25,1	15,2	19,8	-122,7	11,6
ARTS	4,3	20,7	-2,4	18,9	18,9	-12,9	38,8	5,9	13,9
OTHER SERVICES	2,8	14,3	-8,4	12,2	30,4	11,1	4,5	-70,5	7,4
UNDIFFERENTIATED SERVICES	-12,1	-27,3	-18,3	-183,3		-4,1	62,5	-14,3	-13,2
EXTRA-TERRITORIAL ORGANISATIONS	-37,0	4,4	28,6	15,4		-25,0		-50,0	-5,3
TOTAL	4,5	14,0	2,1	13,1	21,1	-6,6	5,6	-69,4	6,8

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

TABLE 2-8 ALTERNATIVE AND CONTINGENT WORKERS BY SECTOR (% 2919 AND VAR. % 2011-19)

	alternative w.		contingent w.	
	2019	%var. 2011-19	2019	%var. 2011-19
AGRICULTURE	10,9	17,8	9,4	-13,9
MINING	6,7	-23,2	2,6	11,1
MANUFACTURING	11,9	3,9	5,0	-2,5
ELECTRICITY, GAS	8,2	-2,2	2,8	16,2
PUBLIC UTILITIES	10,2	4,9	4,8	1,2
CONSTRUCTION	11,5	-9,9	5,8	-4,8
TRADE	11,3	8,7	10,1	-0,2
TRANSPORTATION	11,1	32,6	6,6	19,8
HOTEL AND RESTAURANTS	19,7	28,3	19,1	22,4
ICT	19,3	14,6	5,9	-1,2
FINANCE	12,1	2,5	3,7	-10,2
REAL ESTATE	23,9	31,6	10,5	9,7
PROFESSIONAL ACTIVITIES	29,3	21,7	7,0	13,1
ADMINISTRATIVE SERVICES	19,1	0,7	16,2	8,1
PA	11,2	-0,6	3,6	-13,0
EDUCATION	19,6	16,1	10,0	0,9
HUMAN HEALTH	18,1	18,8	9,1	5,7
ARTS	39,0	18,2	18,9	14,0
OTHER SERVICES	15,7	9,3	12,7	-1,7
UNDIFFERENTIATED SERVICES	17,6	-16,7	34,2	-7,3
EXTRA-TERRITORIAL ORGANISATIONS	16,1	22,2	3,9	166,7
TOTAL	15,6	11,5	8,7	3,1

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

Contingent workers are found most frequently, and growing, in hotels and restaurants, the arts, administrative services and real estate, but they are also present in education, construction and agriculture, though in these last two categories their number dropped in the years 2011-19. Contingent work has risen in professional activities and transportation, though its percentage incidence in these categories remains below the average.

2.5 Demographic characteristics

2.5.1 Women

Overall, women's participation in the work force has been qualitatively and quantitatively strengthened. Though professional self-employment has grown among women, there is still a noteworthy propensity towards salaried positions.

The presence of women is relatively greater in temporary, highly qualified employment, also proving to be slightly more elevated in highly qualified permanent employment, where it has grown significantly during the period considered. Women are still more numerous than men in contingent work, although their presence in these activities did not increase in the years 2011-19 (unlike men).

Women account for only 30% of the traditional self-employed and 27% of entrepreneurs, and their presence is slightly below-average among IPs as well; in the period 11-19, there was strong growth of women among IPs and entrepreneurs.

In conclusion, the presence of women is higher in contingent work, but the recent trend has shown greater growth of women than men in stable work and highly skilled work (in all its manifestations: permanent work, temporary work and IPs).

TABLE 2-9 TYPES OF CONTRACTS, ALTERNATIVE AND CONTINGENT WORK BY GENDER - 2011-19

	2019	% Var. 2011-19	
	women as % of total employment	women	men
permanent low-qualification	45,9	3,7	5,8
permanent high-qualification	**50,8**	**19,7**	13,2
temp low-qualification	46,4	2,6	3,4
temp high-qualification	**57,2**	14,9	16,2
Ips	44,0	**35,5**	20,5
traditional self-employment	30,2	-7,2	-6,6
entrepreneur	27,0	**14,5**	2,5
other	**59,6**	-38,8	-43,0
Total	46,2	8,7	6,2
traditional workers	45,8	7,9	5,4
alternative workers	48,1	13,1	11,1
non-contingent workers *	44,8*	**9,9***	6,0*
contingent workers*	**60,8***	0,1*	9,9*

**Not including Spain*

Source: ACTA analysis of Eurostat- Labour Force Survey microdata

2.5.2 Young people

Young people, whose numbers are stable overall, grow up in all highly qualified activities, in line with their higher levels of education. They are over-represented in alternative and contingent jobs, where their presence is growing.

The most striking fact is that almost half of temporary-employment jobs are held by young people under 30 years of age. In contrast, younger people are rarely self-employed, though their presence among IPs has increased significantly.

TABLE 2-10 TYPES OF CONTRACTS, ALTERNATIVE AND CONTINGENT WORK BY AGE GROUP - 2011-19

	2019	% Var. 2011-19	
	<30 years / total employment	< 30 years	> 30 years
permanent low-qualification workers	17,8	-6,0	7,5
permanent high-qualification workers	13,6	**16,5**	16,3
temp low-qualification workers	**45,5**	-5,0	10,8
temp high-qualification workers	**46,9**	**15,1**	15,8
IPs	10,1	**22,8**	27,1
traditional self-employment	8,7	-12,5	-6,2
entrepreneur	4,0	-8,4	6,2
other	25,1	-33,7	-42,5
Total	18,3	0,1	9,1
traditional workers	14,9	-0,9	7,9
alternative workers	36,9	**2,3**	18,6
non-contingent workers *	17,1*	0,4*	9,4*
contingent workers*	35,6*	**2,4***	4,4*

**Not including Spain*

Source: ACTA analysis of Eurostat- Labour Force Survey microdata

3. Comparison of geographic areas

Hidden behind the above trends are noteworthy differences between the various European countries.

We have broken down the analysis into five geographical areas, in order to understand the approaches taken.

The European countries were divided into the following 5 groups:

1. Mediterranean: Italy, Spain, Portugal, Greece, Cyprus, Malta;
2. Central: France, Germany, Belgium, Holland, Luxembourg, Switzerland, Austria;
3. Anglo-Saxon: UK and Ireland;
4. North: Norway, Sweden, Finland, Denmark, Iceland and Estonia (though it is in the east, Estonia was included because it appears significantly different from a classic eastern country);
5. East: Poland, Romania, Hungary, Bulgaria, Czech Republic, Slovakia, Latvia, Lithuania, Slovenia, Croatia.

The different types of employment contracts, in particular those indicated earlier as showing the greatest degree of variation, were analysed for the 5 geographic areas.

FIGURE 3-1 - **ALTERNATIVE AND CONTINGENT WORKERS BY GEOGRAPHIC AREA (% OF TOTAL EMPLOYMENT IN EACH AREA)**

	Alternative workers	Temp. -Ag. workers.	Contingent workers	limited duration < 16 h	Temporary workers <= 1 month	Temporary workers 1-6 months	Slash workers
Mediterranean Countries	21,8	1,8	8,8 *	3,6	0,4 *	5,4 *	2,2
Eastern Europe	12,2	0,8	4,0	1,1	0,2	2,8	3,0
Central Europe	16,5	2,3	11,2	8,3	0,7	2,6	5,5
Anglosaxon Countries	9,4	1,1	7,8	7,2	0,2	0,7	3,6
Northern Europe	14,6	0,9	11,1	7,9	1,1	2,9	8,4

**Not including Spain*

Source: ACTA analysis of Eurostat- Labour Force Survey microdata

FIGURE 3-2 **EDUCATIONAL LEVEL AND QUALIFICATION OF THE WORKFORCE. CONTRACT TYPES BY GEOGRAPHICAL AREAS (% OF TOTAL EMPLOYMENT IN EACH AREA)**

	workforce		permanent employees		temporary employees		self-employed		
	% low educ. level	% low qualification	low qual.	high qual.	low qual.	high qual.	IPs	self-employed	employers
Mediterranean Countries	32,3	65,1	41,1	22,2	**12,4**	4,1	4,4	9,1	5,6
Eastern Europe	9,3	64,7	44,6	28,1	7,1	2,4	2,3	9,8	3,3
Central Europe	14,8	53,2	40,2	35,6	7,9	4,5	3,2	3,7	4,2
Anglo-Saxon Countries	18,0	50,5	39,6	40,1	2,6	1,5	4,6	8,4	2,5
Northern Europe	15,3	48,7	36,2	42,5	7,5	4,2	2,5	3,6	3,2

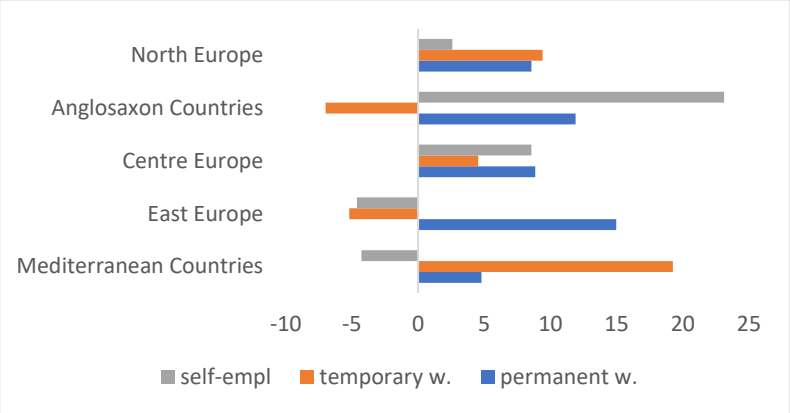
Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

Alternative and slash-workers have increased everywhere, except in the eastern countries. There has been particularly dynamic growth among alternative workers in Mediterranean and Anglo-Saxon countries and among slash-workers in central and northern Europe.

Contingent work has decreased in eastern Europe, while it has grown significantly in the Mediterranean countries and to a lesser extent in northern Europe.

In all areas there has been a general shift towards highly skilled employment, albeit at different speeds, in line with the demographic evolution that has seen the educational level of the workforce increase. The number of permanent and temporary highly skilled workers has increased everywhere (except for the Anglo-Saxon countries, which have seen a decrease in highly skilled temporary work). The trend of traditional self-employment is also consistent, decreasing everywhere, with the sole exception of the Anglo-Saxon area. In contrast, the trends for low-skilled employment vary significantly in the different European areas.

FIGURE 3-3 **TRENDS IN PERMANENT WORK, TEMPORARY WORK AND SELF-EMPLOYMENT BY GEOGRAPHICAL AREAS - % VAR. 2011-19**



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

TABLE 3-1 EMPLOYMENT ARRANGEMENTS BY COUNTRY AREAS (% 2019 AND % VAR. 2011-19)

	East		North		Centre		Mediterranean		Anglo-Saxon	
	2019	**var % 11-19**	**2019**	**var % 11-19**	**2019**	**var % 11-19**	**2019**	**var % 11-19**	**2019**	**var % 11-19**
Permanent employees high qualif	28.1	17.1	42.5	24.6	35.6	15.4	22.2	10.7	40.1	19.8
Permanent employees low qualif	44.6	13.7	36.2	-5.7	40.2	3.7	41.1	1.9	39.6	4.9
Temporary employees high qualif	2.4	13.0	4.2	17.8	4.5	15.0	4.1	23.4	1.5	-4.8
Temporary employees low qualif	7.1	-10.0	7.5	5.2	7.9	-0.6	12.4	18.0	2.6	-8.3
IPs	2.3	44.3	2.5	19.1	3.2	22.2	4.4	18.0	4.6	41.7
Traditional self-employed	9,8	-13.3	3.6	-5.7	3.7	-7.3	9.1	-13.0	8.4	21.8
Employers	3.3	1.6	3.2	1.8	4.2	16.1	5.6	-2.9	2.5	2.2
Total employment	100.0	8.5	100.0	7.3	100.0	7.2	100.0	3.5	100.0	11.3

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

The analysis by geographic area confirms that highly qualified employment showed greater growth, though of note is the robust growth of all temporary work in the Mediterranean area, including low-qualified employment. The North, and to a lesser extent the Anglo-Saxon countries, showed an elevated, and growing, presence of continuous, highly qualified work. In the North in particular, highly qualified workers are more numerous among those with permanent employment.

3.1 Eastern countries

In Eastern countries there has been a significant shift towards highly skilled jobs, consistent with a medium-high educational level of the workforce (the presence of employees with a low educational level is very low, less than in all the other areas). This was accompanied by strong growth in permanent employment (very high in Hungary, Poland and Croatia), which also affected, albeit to a lesser extent, the low-skilled component. Alternative workers showed less dynamic growth than traditional ones, despite the marked increase in IPs and temporary-agency workers, on account of a significant decrease in temporary work for low-skilled activities. Traditional self-employment has decreased significantly but maintains a very high incidence. Contingent work and slash-work have decreased. Some countries are exceptions: Bulgaria, Croatia, Romania and Slovakia have seen an increase in contingent work, due to the growth of short-term contracts, and, more generally, of temporary work.

The area is characterized by poor performance on the part of the youngest workers. In fact, young people under 30 account for a lower incidence than the European average, having decreased during the period considered. Only in the countries of the Mediterranean area is the situation worse. Moreover, unlike what was found in the other areas, the only types of contractual arrangements showing slight growth are permanent low-qualification jobs and IPs.

The female presence is lower than average (only in the Mediterranean area are the figures worse). Women showed slightly less dynamic growth than men, with increases registered primarily among highly qualified temporary employees.

3.2 Mediterranean countries

The Mediterranean area suffers from a high presence of workers with low levels of education and from a high percentage of low-skilled jobs. There has been growth in highly qualified employment in these countries too, but less so than in other areas, and with an emphasis on self-employment (as shown by the growth of IPs) and temporary employment as opposed to permanent employment (which grew less than in other areas). The exception is Portugal, which recorded very high growth in permanent, highly skilled employment.

Alternative workers have increased significantly: not only IPs, but temporary workers as well, including agency workers. The growth of IPs has been particularly strong in Portugal and Spain, and to a lesser extent in Italy, while temporary-agency work has significantly in Spain, where its incidence is already of note, and in Italy.

Traditional self-employment decreased, but maintained an elevated presence, while permanent work increased only among the highly qualified, but continued to be of little relevance, compared to the rest of Europe.

In contrast with the overall figures, a tendency towards stabilization was not observed in these countries. On the contrary, contingent workers rose significantly (+25%), driven by the growth of set-term contracts lasting less than 6 months, concentrated primarily in Italy.

There was also an increase in slash-workers, but their presence remained limited.

This is the geographical area where the employment situation of young people under 30 is the worst. They have the lowest incidence compared to total employment, and the figure has fallen. In the other areas, except for the eastern countries, young people are on the rise. As in the other areas, there was an increase in young people with highly skilled jobs, but with two distinctive characteristics: permanent employment did not increase among them (only in the eastern countries did this happen) and they registered a significant rise in low-skilled, temporary employment.

Female employment, like youth employment, is underrepresented in the Mediterranean area, but has increased at rates higher than the overall average in the years 2011-19, showing greater strength in the highly skilled sector.

3.3 Central Europe

All different types of highly skilled work grew: permanent, temporary and IPs. Only traditional self-employment declined, but total self-employment was on the rise. In Germany, unlike the other countries of

the central Europe, alternative workers decreased, due to a fall in IPs[8] but also a drop in low-skilled temporary work.
Contingent work increased slightly, driven by 1-6-month contracts, mainly on account of France. Germany, where both 1-6-month contracts and contingent work fell, was an exception in this respect too.
Central Europe was the area with the most dynamic growth among slash-workers, whose numbers rose significantly in all the countries of the area.
Young people under the age of 30 account for a higher incidence of total employment than the average in Europe as a whole, holding more than half of all short-term (high and low qualification) employment contracts. During the period considered, they have grown in all sectors of highly skilled employment, while decreasing in low-skilled ones. Also of note is growth in the number of entrepreneurs.
This is an area where women account for a high and growing percentage of overall employment, thanks to an increase in permanent highly skilled salaried employees and IPs (among men, on the other hand, there has been a greater increase in fixed-term employment).

3.4 Anglo-Saxon countries

This is the only European area in which all self-employment showed strong growth, including traditional self-employment (this last primarily in the UK). There was also high growth in permanent employment (even low–skilled, in the case of Ireland). The trend in temporary employment, on the other hand, was downward, driven by the UK (temporary employment also increased in Ireland, in line with the fact that, in the 10's, it was one of the countries of Europe showing the highest growth in employment). There was an increase in contracts with a duration of less than one month.
Overall, the number of alternative workers increased more than traditional ones, thanks primarily to the very strong growth among of IPs (+41.7%) and in temporary-agency work, which almost tripled during the period considered.
Contingent work was stable, while the number of slash-workers increased slightly.
This is the area in which young people under 30 account for the greatest percentage incidence and growth, with growth occurring primarily among IPs (which more than doubled between 2011 and 2019) and permanent highly skilled workers.
The presence of women in workforce was also high and growing, driven by self-employment (traditional and IPs) and permanent highly skilled work.

3.5 Northern Europe

This is the area characterised by the highest levels of labour-force education and qualification. Highly qualified activities showed the most dynamic growth, rising in all types of employment: permanent, temporary (which decreased only in Iceland) and among IPs (except for Norway).
Low-skilled work grew slightly, but only in temporary employment and primarily in Denmark, plus, to a lesser extent, in Sweden.
Alternative and contingent workers were on the rise, the latter due primarily to workers active for less than 16 hours a week. In these countries, the number of slash-workers increased significantly, accounting for a much higher incidence of overall employment than in other areas.
In Nordic countries, as in Anglo-Saxon countries, the presence of young people was elevated and growing, with this holding for all types of highly skilled jobs, and in particular permanent employment (which doubled) and IPs.
In the Nordic countries, employment among females grew at a lower rate than among males, though its share of total employment remained high, greater than in all the other European areas. The highest growth, in the period 2011-19, was recorded among highly skilled permanent employment and IPs.

[8] Germany and Norway are the only European countries in which IPs decreased, though to a much smaller extent than the drops in traditional self-employment (-7.1% versus -22.7% in Germany; -8.8 versus -12.3 in Norway, in the 2011-19 period).

TABLE 3-2- **QUALIFICATION AND EDUCATIONAL LEVEL, EMPLOYMENT ARRANGEMENTS BY COUNTRIES – 2019 AND VAR % 2011-19**

	workforce qualific. level education			Employment 2019%								Employment % var. 2011-2019								
	% low	% low	% high	permanent low qual	permanent h qual	temp low qual	temp h qual	IPs	trad self-emp	entrep	other	permanent low qual	permanent h qual	temp low qual	temp h qual	IPs	trad self-emp	entrep	other	Total
BG	68,9	13,5	30,6	57,8	26,7	3,8	0,2	1,3	5,6	3,8	0,7	6,6	15,5	29,8	-38,5	44,8	0,0	7,0	-25,8	9,0
CZ	62,0	5,1	24,0	46,4	29,5	5,2	1,7	4,1	9,6	3,0	0,6	6,1	17,7	9,9	11,0	16,2	-1,0	-4,8	11,1	8,8
HR	62,9	8,4	28,7	43,1	28,3	12,1	3,9	1,0	5,2	4,9	1,4	-1,2	30,4	52,6	69,2	0,0	-59,8	12,2	-46,7	3,4
HU	64,9	11,9	27,0	53,6	29,7	5,1	0,8	2,2	4,0	4,5	0,2	27,3	21,3	-6,1	-32,7	42,6	3,4	1,5	-43,8	20,0
LT	57,4	4,1	45,3	48,7	38,4	1,2	0,1	1,6	6,9	2,5	0,6	13,5	5,8	-40,7	-33,3	214,3	21,8	16,7	-55,6	9,9
LV	58,8	8,4	39,5	51,5	34,6	2,0	0,9	2,1	5,0	3,1	0,9	10,9	8,6	-59,1	14,3	72,7	0,0	-9,7	-20,0	5,7
PL	60,1	5,2	35,9	33,6	28,9	12,7	4,8	3,1	10,7	4,0	2,1	12,6	23,3	-18,3	16,6	67,0	-12,4	1,1	-39,1	5,8
RO	76,0	18,8	20,7	52,1	22,6	1,0	0,1	0,4	15,2	1,1	7,5	18,9	8,3	19,4	-22,2	15,2	-20,0	5,3	-38,7	1,8
SI	56,9	8,4	35,9	41,6	33,1	7,8	3,8	3,0	5,5	3,6	1,7	18,2	12,1	-18,9	-19,6	52,6	-16,9	2,9	-59,5	4,9
SK	65,8	6,0	26,6	50,9	27,1	5,7	1,3	2,5	9,4	3,0	0,1	13,9	5,9	36,1	50,0	16,1	6,1	-4,9	0,0	11,6
Eastern Eu.	64,7	9,3	30,0	44,6	28,1	7,1	2,4	2,3	9,8	3,3	2,5	13,7	17,1	-9,9	13,1	44,4	-13,3	1,6	-38,6	7,1
DK	51,2	19,3	37,8	40,4	41,3	6,7	3,2	1,9	2,6	3,4	0,4	-6,1	18,8	41,6	16,3	9,8	-16,7	0,0	57,1	6,5
EE	53,4	9,4	41,5	47,3	39,0	1,9	0,9	2,4	3,9	4,6	0,0	4,3	19,1	-35,0	20,0	77,8	36,8	29,2	-100,0	11,3
FI	51,2	10,7	44,2	35,5	37,8	7,5	6,0	3,1	6,2	3,5	0,5	-7,8	16,7	-5,0	17,7	37,9	4,6	-9,2	-20,0	3,7
IS	49,8	24,5	39,9	39,6	41,1	4,5	2,5	3,5	5,0	3,5	0,5	29,0	29,7	-10,0	-28,6	75,0	11,1	0,0	-50,0	22,4
NO	47,9	17,1	43,4	39,1	46,1	5,4	2,8	1,9	2,6	1,6	0,5	-5,5	25,6	-0,7	11,8	-8,8	-12,3	-10,2	-6,7	7,1
SE	45,7	14,8	42,0	31,1	44,1	9,8	5,1	2,7	3,3	3,6	0,3	-7,3	31,7	3,3	21,8	21,1	-10,6	9,5	40,0	10,9
Northern Eu.	48,7	15,3	41,8	36,2	42,5	7,5	4,2	2,5	3,6	3,2	0,4	-5,7	24,6	5,4	17,8	19,1	-5,5	2,0	2,0	8,1
AT	58,0	13,2	35,3	47,5	32,7	4,2	3,4	2,9	3,4	4,8	1,1	4,8	18,1	-16,9	29,3	35,5	-14,9	10,0	-42,7	7,4
BE	53,5	16,6	43,8	40,8	35,8	6,1	2,4	4,4	5,5	4,1	0,8	-1,5	14,3	27,3	2,6	31,7	8,1	6,5	-24,0	7,2
CH	49,1	13,0	42,0	36,7	37,8	5,7	5,2	3,1	3,9	5,5	2,1	6,1	13,3	2,7	12,4	61,1	-20,0	-1,5	-9,1	7,7
DE	53,9	13,1	29,8	43,9	35,5	6,4	4,4	2,6	2,4	4,1	0,7	9,2	20,8	-19,0	11,8	-7,1	-22,7	-2,9	-41,9	7,8
FR	53,0	15,8	41,3	36,8	35,9	10,2	5,0	3,2	4,4	4,3	0,3	-2,5	8,5	15,2	15,5	55,3	5,0	90,3	-87,0	5,5
LU	41,2	19,6	49,0	32,8	47,6	4,1	4,5	3,1	2,1	3,4	2,4	11,8	31,4	50,0	85,7	50,0	0,0	66,7	250,0	28,9
NL	50,6	19,8	39,6	31,2	35,1	12,1	5,3	5,2	6,6	3,6	0,9	-5,8	13,5	20,6	27,8	54,1	5,3	4,5	-9,9	8,3
Central Eu.	53,2	14,8	35,9	40,2	35,6	7,9	4,5	3,2	3,7	4,2	0,7	3,7	15,4	-0,6	15,0	22,2	-7,3	16,1	-56,2	7,2
CY	64,4	15,2	46,2	46,0	28,5	9,1	2,6	3,4	7,7	1,9	0,7	9,1	14,4	2,7	22,2	40,0	-11,1	-55,6	-57,1	5,0
ES	66,6	33,8	41,2	40,4	21,6	16,5	5,7	2,8	7,4	5,1	0,4	5,4	8,9	11,3	19,9	27,7	-3,1	6,3	-37,3	7,4
GR	69,9	19,5	34,6	40,0	19,6	6,4	2,1	4,4	16,9	7,4	3,1	4,1	-1,5	2,9	36,1	1,2	-13,5	-7,1	-44,6	-3,5
IT	63,5	31,3	22,4	41,8	22,3	10,2	2,9	6,2	9,3	6,0	1,3	-0,8	7,8	37,9	30,7	13,7	-13,8	-7,5	-16,2	3,4
MT	55,3	37,0	30,9	41,9	34,8	4,7	3,2	3,2	7,5	4,7	0,0	27,7	69,2	100,0	100,0	300,0	46,2	71,4		51,5
PT	63,7	43,5	27,6	41,1	24,7	12,1	5,2	2,5	9,1	4,8	0,4	-1,4	42,4	-0,8	16,4	60,3	-33,1	-3,3	-37,9	3,6
Medit.	65,1	32,3	31,3	41,1	22,2	12,4	4,1	4,4	9,1	5,6	1,0	1,9	10,7	18,0	23,4	18,0	-13,0	-2,9	-29,7	4,5
IE	56,2	13,1	48,1	41,9	34,9	5,8	2,5	2,9	6,8	4,2	1,0	20,2	44,3	22,7	23,4	36,0	1,9	11,5	-23,3	25,6
UK	50,1	18,3	42,9	39,5	40,5	2,3	1,5	4,7	8,5	2,4	0,6	3,9	18,6	-12,2	-7,5	41,9	23,2	1,2	1,0	11,6
Anglo-sax.	50,5	18,0	43,2	39,6	40,1	2,6	1,5	4,6	8,4	2,5	0,6	4,9	19,8	-8,2	-5,0	41,7	21,8	2,2	-2,2	12,5
Total	57,3	18,3	35,1	40,9	32,3	7,9	3,6	3,5	6,7	4,0	1,1	4,8	16,4	3,0	15,4	26,7	-6,8	5,5	-40,6	7,4

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

TABLE 3-3 **ALTERNATIVE AND CONTINGENT WORKERS BY COUNTRIES**

	alternative workers		contingent workers		slash workers		total employment.
	2019%	% var 11-19	2019%	% var 11-19	2019%	% var 11-19	% var 11-19
BG	5,3	26,5	2,3	27,1	0,4	40,0	9,0
CZ	11,7	10,7	2,6	2,2	2,9	47,1	8,8
HR	17,2	49,0	11,0	21,9	1,0	-57,9	3,4
HU	8,2	-4,9	3,2	-38,9	1,4	-18,2	20,1
LT	4,7	54,8	2,1	-19,4	4,9	1,5	10,1
LV	6,0	-22,5	3,7	-33,3	4,5	17,1	5,7
PL	20,6	-4,2	5,9	-19,9	5,1	-24,0	5,8
RO	1,8	0,0	1,3	34,1	1,7	-31,2	1,8
SI	15,4	-7,9	6,3	-31,9	2,2	-24,1	4,9
SK	13,0	62,3	3,6	10,8	1,2	7,1	11,6
Eastern Europe	**12,2**	**2,7**	**4,0**	**-13,9**	**3,0**	**-18,3**	**7,1**
DK	11,9	18,3	13,9	8,1	8,1	4,9	6,5
EE	5,2	2,9	4,8	10,3	6,3	35,5	11,4
FI	17,4	12,0	12,7	21,2	6,3	62,6	3,7
IS	10,0	-9,1	10,0	-9,1	10,0	33,3	21,1
NO	10,3	2,2	10,0	4,2	9,6	23,7	7,1
SE	18,2	10,4	10,3	4,1	9,1	18,9	10,9
Northern Europe	**14,6**	**10,4**	**11,1**	**8,2**	**8,4**	**22,0**	**8,1**
AT	12,3	7,8	9,1	6,7	4,3	13,2	7,5
BE	12,9	22,8	7,0	18,9	5,2	34,2	7,2
CH	14,5	15,5	12,9	5,8	8,3	34,0	7,7
DE	14,9	-5,7	11,3	-2,5	5,4	28,7	7,8
FR	18,4	20,8	10,1	9,1	4,7	27,7	5,5
LU	12,5	56,5	4,5	8,3	3,8	120,0	27,9
NL	23,1	29,3	16,4	3,2	8,1	25,0	8,4
Central Europe	**16,5**	**8,6**	**11,2**	**2,7**	**5,5**	**28,0**	**7,2**
CY	15,1	12,5	4,8	5,3	2,6	-21,4	4,5
ES	27,0	17,6	*	*	2,5	12,5	7,4
GR	13,1	6,2	4,2	-9,8	2,1	-15,6	-3,5
IT	19,4	28,7	9,5	46,6	1,5	9,6	3,4
MT	13,0	153,8	4,3	37,5	3,6	0,0	51,5
PT	20,3	8,6	10,0	-17,5	4,6	-4,2	3,6
Mediterranean Countries*	**21,8**	**20,5**	**8,8 ***	**25,3***	**2,2**	**5,1**	**4,5**
IE	12,9	39,5	8,0	40,9	3,0	81,6	25,6
UK	9,1	18,8	7,8	-1,4	3,7	2,6	11,6
Anglo-sax.	**9,4**	**20,4**	**7,8**	**0,6**	**3,6**	**5,1**	**12,5**
Total*	**15,7**	**12,1**	**8,8***	**3,7***	**4,2**	**12,7**	**7,4**

** Spain has been excluded because its contingent data are not reliable.*

Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

4. SLASH-WORKERS

4.1 Characteristics of slash workers

If we consider the category of slash–workers, we can observe that they are more frequently:

a) highly skilled alternative or contingent workers.
b) IPs and highly skilled temporary employees.
c) Workers with high educational levels.
d) Part-time workers.
e) Young when IPs, less so if temporary employees.
f) Women.
g) Widowed or separated.

4.1.1 Alternative and contingent workers

Slash-workers are more present and more dynamic among alternative and contingent workers.

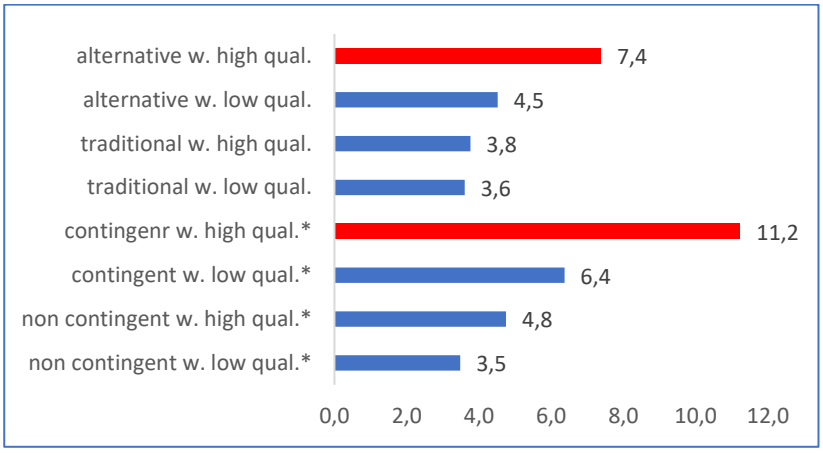
TABLE 4-1 - SLASH-WORKERS AMONG ALTERNATIVE AND CONTINGENT WORKERS (%) – 2011-19

	% of total employment		% var. 2011-19
	2011	2019	
traditional workers	3,8	4,0	11,1
alternative workers	5,1	5,4	19,3
non-contingent work*	3,1	2,8	-1,3
contingent work*	6,6	7,1	6,4
Total Employment	**4,0**	**4,2**	**0,2**

**Not including Spain*
Source: ACTA analysis of Eurostat- Labour Force Survey microdata

This relationship between slash–workers, on the one hand, and alternative and contingent workers, on the other, is particularly strong when highly skilled workers are involved, as shown by the next graph. They account for 11.4% of highly qualified contingent workers and 7.4 of highly qualified alternative worker, but only 3.5% of non-contingent, low-qualified workers and 3.6% of traditional low-qualified workers.

FIGURE 4-1 – INCIDENCE OF SLASH-WORKERS AMONG ALTERNATIVE AND CONTINGENT WORKERS BY QUALIFICATION LEVEL (%) – 2019

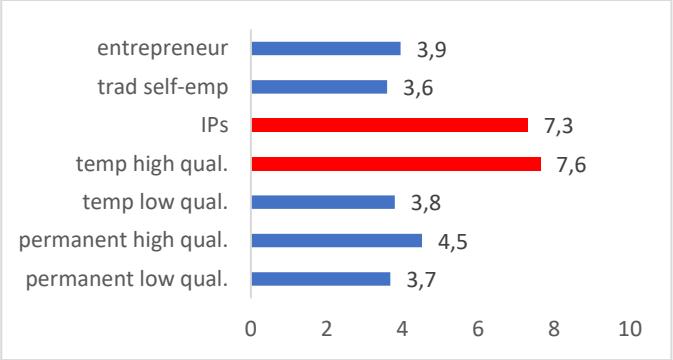


**Not including Spain*
Source: ACTA analysis of Eurostat- Labour Force Survey microdata

4.1.2 IPs and high skilled temporary employees

The analysis by types of employment arrangement confirms the high presence of slash-workers among the two main categories of alternative workers: IPs and highly skilled temporary employees. A second job could help not only to increase their employment and income, but also to diversify risk and stabilise their work situation.

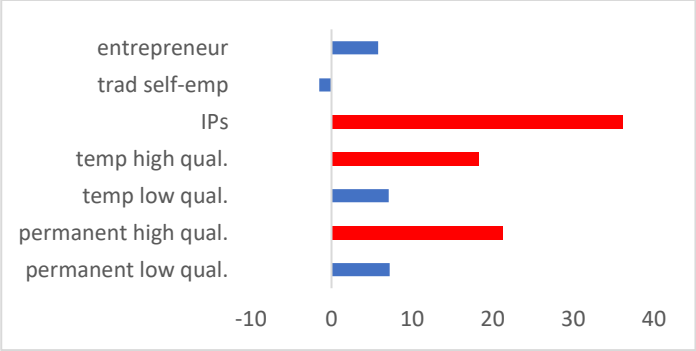
FIGURE 4-2 - 2019– SLASH-WORKERS BY EMPLOYMENT ARRANGEMENTS



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

In the years 2011-19, the incidence of slash-workers grew among all highly skilled workers: along with IPs and temporary workers, the number of permanent employees also rose.

FIGURE 4-3– SLASH-WORKERS BY EMPLOYMENT ARRANGEMENTS – % var. 2011-19

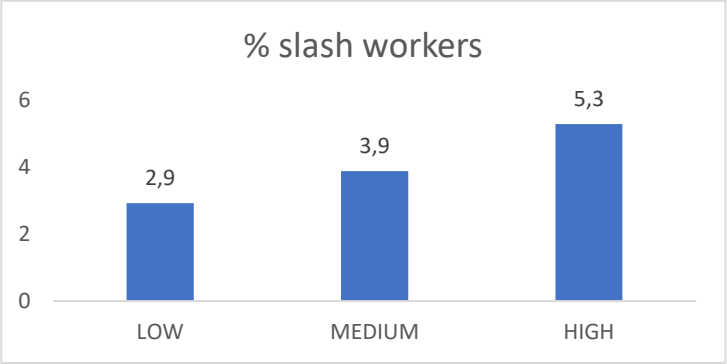


Source: ACTA analysis of Eurostat- Labour Force Survey microdata

4.1.3 High educational level

The percentage of slash-workers increases as the educational level rises, an effect of the correlation between education and qualification level.

FIGURE 4-4 – 2019 - SLASH-WORKERS BY EDUCATIONAL LEVEL

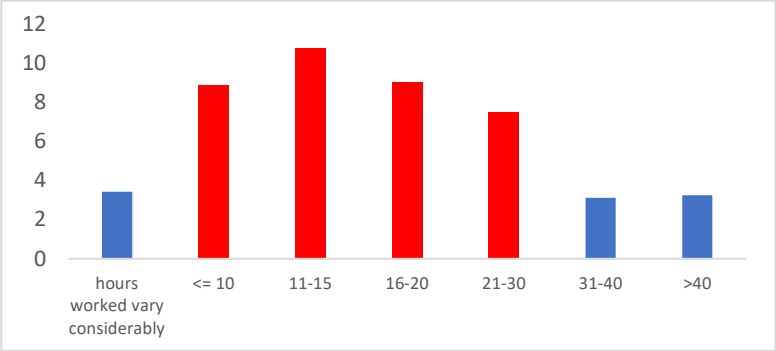


Source: ACTA, analysis of Eurostat- Labour Force Survey microdata

4.1.4 Part-time jobs

Those who take on a second job are generally not committed full-time to their first job. The incidence of slash-workers is much higher among those who work less than 16 hours a week.

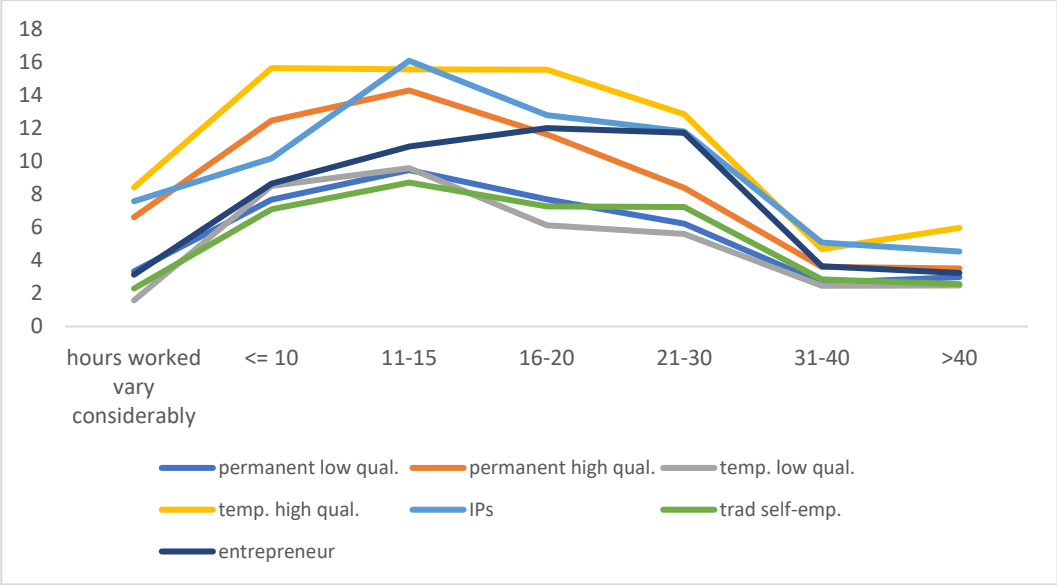
FIGURE 4-5 – 2019 - SLASH-WORKERS BY WEEKLY WORK HOURS



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

This greater incidence of slash-workers among part-time workers (with less than 20 hours) was confirmed for all types of work, except for entrepreneurs.

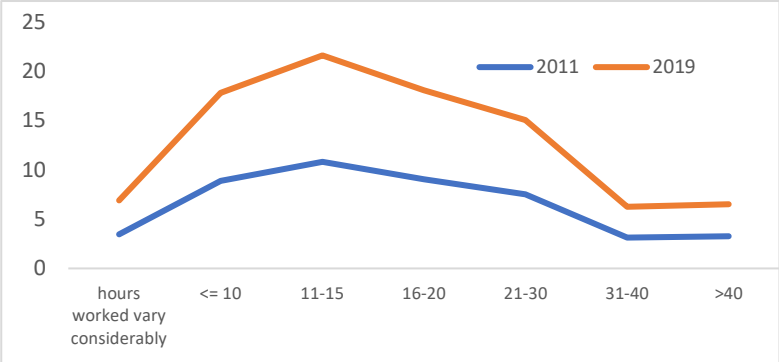
FIGURE 4-6 – 2019 – INCIDENCE OF SLASH-WORKERS BY WEEKLY WORKING HOURS AMONG TYPES OF EMPLOYMENT



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

The comparison between 2011 and 2019 shows that the increases in slash-workers occurred primarily among those employed less than 16 hours per week in their first job.

FIGURE 4-7 –SLASH-WORKERS BY WEEKLY HOURS OF WORK – 2011 AND 2019

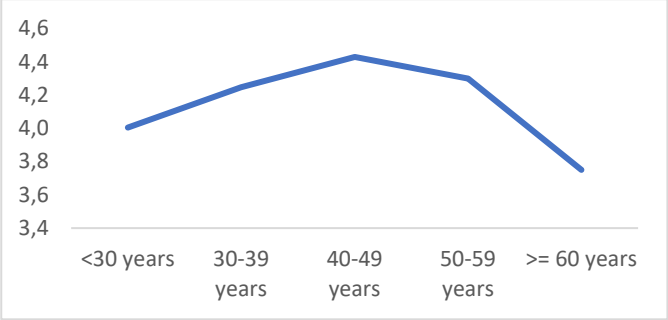


Source: ACTA analysis of Eurostat- Labour Force Survey microdata

4.1.5 Age

The majority are in the mid-level age groups. The incidence of slash–workers out of the total workforce grows as age increases, reaching its highest point between 40-49 years and then declining, especially after the age of 59.

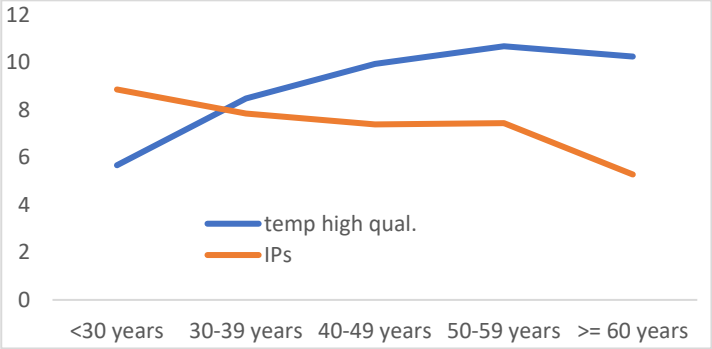
FIGURE 4-8 –2019 - SLASH-WORKERS BY AGE



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

But an analysis by type of work reveals that the two types of workers that are most frequently slash-workers, IPs and temporary, highly qualified employees present different trends: among temporary employees, slash-work increases with age, while among IPs, younger workers are more frequently slash-workers.

FIGURE 4-9 –2019 - SLASH-WORKERS AMONG IPS AND TEMPORARY HIGHLY QUALIFIED WORKERS BY AGE

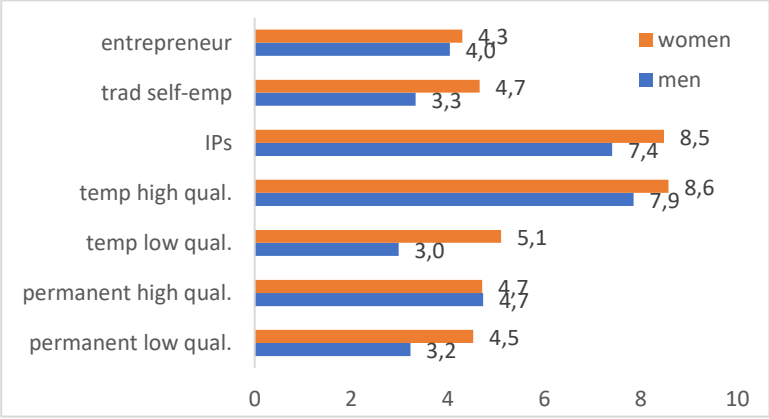


Source: ACTA analysis of Eurostat- Labour Force Survey microdata

4.1.6 Women

On average, women are more frequently slash-workers (4.7% of woman versus 3.8% of men), and this is especially true for low-skilled professions

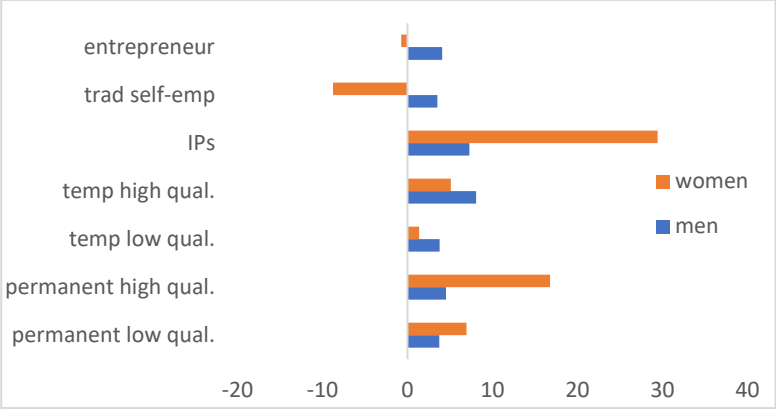
FIGURE 4-10 –SLASH-WORKERS BY TYPE OF EMPLOYMENT ARRANGEMENT AND BY SEX - 2019



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

The comparison with 2011 shows strong growth of women slash-workers among IPs, while male slash-workers increased among highly skilled temporary employees.

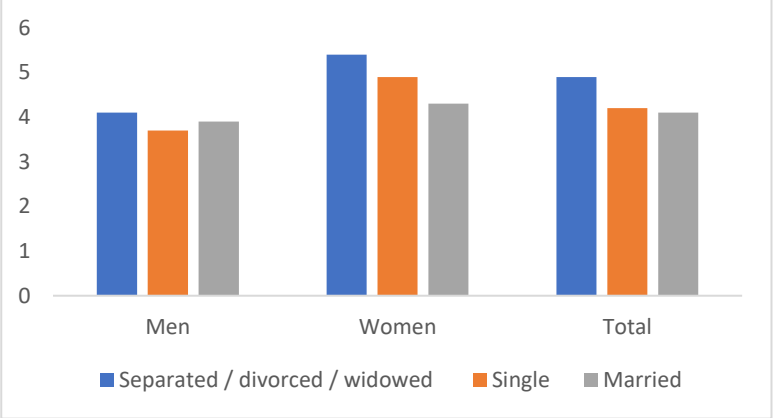
FIGURE 4-11 –SLASH-WORKERS BY TYPE OF EMPLOYMENT ARRANGEMENT AND BY SEX – % VAR. 2011-19



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

Separated / divorced / widowed individuals, especially women, are slash workers at above-average levels, presumably because they have a greater need for income.

FIGURE 4-12 –SLASH-WORKERS BY MARITAL STATUS -2019



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

4.2 The second-job employment arrangement

The employment arrangement for the second job tends to be similar to the first: salaried employees, whether set-term or permanent, find other salaried employment, while the self-employed find further self-employment.

TABLE 4-2 SLASH-WORKERS - CATEGORY OF WORK IN FIRST AND SECOND JOBS (%) – 2019

	Professional status in the 2nd job (number)				Professional status in the 2nd job (%)			
1st job	Self-employed*	Employee	Family worker	Total	Self-employed*	Employee	Family worker	Total
Permanent low q.	1.063	2.359	195	3.617	29,4	65,2	5,4	100,0
Permanent high q.	1.557	1.866	77	3.500	44,5	53,3	2,2	100,0
Temp. low q.	172	525	28	725	23,7	72,4	3,9	100,0
Temp. high q.	204	442	7	653	31,2	67,7	1,1	100,0
IPs	310	290	5	605	51,2	47,9	0,8	100,0
traditional self-Entrepreneurs	307	244	30	581	52,8	42,0	5,2	100,0
	228	143	12	383	59,5	37,3	3,1	100,0
Other	21	31	8	60 temporary	35,0	51,7	13,3	100,0
Total	**3.862**	**5.900**	**362**	**9,928**	**38,1**	**58,3**	**3,6**	**100,0**

* with or without employees of their own

Source: ACTA analysis of Eurostat- Labour Force Survey microdata

In situations where the nature of the first job is different from that of the second job, the most frequent combination is permanent employment with self-employment, in the case of highly qualified workers: on the one hand, a high percentage of highly qualified permanent employees are self-employed in their second jobs; on the other hand, among the self-employed, IPs more often have a second job as a salaried employee.

4.3 Sectors and professions

Slash-workers are far more present in the service sectors, showing a particularly strong presence and growth among those who work in the arts and sports, in healthcare and as domestic personnel. Their presence is also high in education, but not growing. In administrative services, professional activities and real estate, the incidence of slash-workers is also higher than the average for total employment.

TABLE 4-3 SLASH-WORKERS BY SECTOR (%) – 2011-15-19

	2011		2015		2019				
	one job	more than one job	one job	more than one job	one job	more than one job	2011	2015	2019
Agriculture	10.632	336	9.863	310	9.092	302	3,1	3,0	3,3
Mining	819	43	860	32	762	34	5,0	3,6	4,3
Manufacturing	33.615	993	33.974	979	35.430	990	2,9	2,8	2,8
Electricity, gas	1.683	61	1.593	51	1.586	46	3,5	3,1	2,8
Public utilities	1.613	51	1.646	52	1.807	58	3,1	3,1	3,1
Construction	15.891	425	14.962	420	15.714	423	2,6	2,7	2,6
Trade	30.372	927	30.905	981	31.769	1.060	3,0	3,1	3,3
Transportation	11.061	348	11.454	344	12.221	369	3,1	2,9	2,9
Hotel and restaurants	9.572	309	10.251	384	10.975	426	3,1	3,6	3,7
ICT	6.211	264	6.595	271	7.331	299	4,1	3,9	3,8
Finance	6.659	190	6.692	189	6.820	182	2,8	2,7	2,7
Real estate	1.637	96	1.822	91	1.886	98	5,5	4,8	4,9
Professional activities	10.913	504	12.119	587	13.000	665	4,4	4,6	4,7
Administrative services	8.437	379	9.167	441	9.517	502	4,3	4,6	4,9
Public administration	15.154	573	15.047	590	15.650	637	3,6	3,8	4.0
Education	15.434	1.162	16.315	1.204	16.910	1.257	7,0	6,9	6,8
Human health	22.591	1.469	23.707	1.503	24.750	1.808	6,1	6,0	6,6
Arts and sports	3.475	272	3.761	324	3.867	370	7,3	7,9	8,5
Other services	5.258	281	5.338	251	5.636	294	5,1	4,5	4,9
Undifferentiated services	2.414	210	2.252	147	2.221	195	8,0	6,1	8,4
Extra-territorial organisations	211	6	176	4	219	3	2,8	2,2	1,5
Total	**213.652**	**8.899**	**218.499**	**9.155**	**227.163**	**10.027**	**4,0**	**4,0**	**4,2**

**Undifferentiated services include mainly domestic workers employed for cleaning, care of children and the elderly.*
Source: ACTA analysis of Eurostat- Labour Force Survey microdata

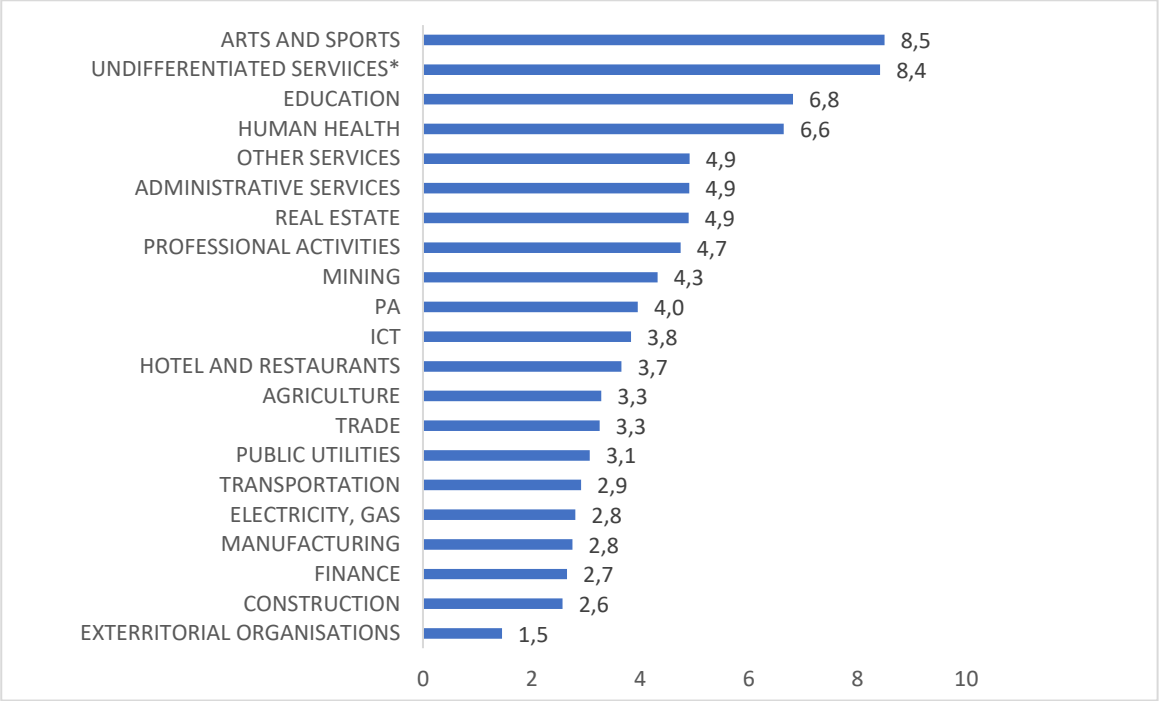
In undifferentiated services, the category that includes domestic workers employed for cleaning, care of children and the elderly, slash-workers, 92% of them women, are largely permanent employees, with low incomes, who need a second income.

In the arts and sports, the incidence of slash-workers is particularly high among highly qualified employees, both temporary (where they constitute 14.1%) and permanent (9.8%), as well as among IPs (9.5%), where, however, there is a higher incidence of men.

In education and health, slash-workers are very frequent and at similar percentages of highly qualified IPs and temporary employees.

In other services and administrative services, slash-workers include permanent jobs (low-skilled in administrative services, mainly high-skilled in other services) and the traditional self-employed, as well as low-skilled temporary employees. In professional activities and in real estate, their incidence is relevant among IPs, but also in permanent work, both low and highly qualified.

FIGURE 4-13 2019 – RANKING OF FIRST-JOB SECTORS BY INCIDENCE OF SLASH-WORKERS (% OF TOTAL WORKERS)



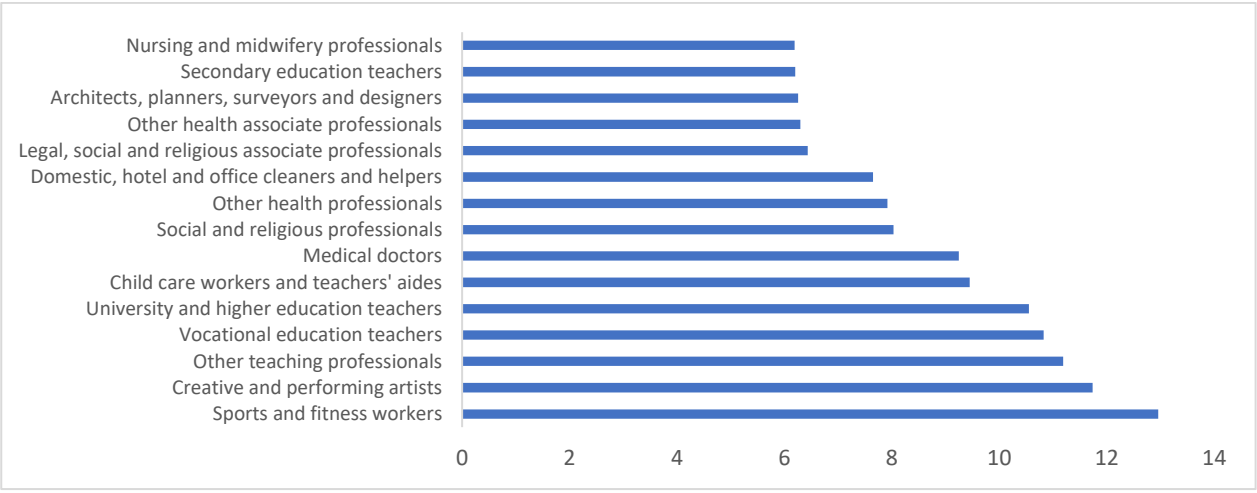
**Undifferentiated services include mainly domestic staff for cleaning, care of children and old people.*

Source: ACTA analysis of Eurostat- Labour Force Survey microdata

The following chart shows the ranking of professions by incidence of slash-workers. It includes those professions that account for at least 1% of total employment. Of note is the fact that 12 of the 15 professions with the highest percentage of slash-workers fall under the top 4 sectors as ranked on the previous chart. Among these we find:

1) Workers in sports and fitness, plus the creative and performing arts, falling under the "Arts and Sports" sector;
2) Domestic, hotel and office cleaners, plus childcare workers and teacher's aides, falling under “Undifferentiated services;
3) Professions in “Education” at all levels: teachers in higher education, vocational-education teachers, secondary-school teachers and other teaching professionals;
4) Many professions in the “Human Health” sector: medical doctors, other health professionals, other health–adjacent professions, nursing and midwifery professionals.

FIGURE 4-14 2019 – RANKING OF PROFESSIONS BY INCIDENCE OF SLASH-WORKERS (% OF TOTAL WORKERS)



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

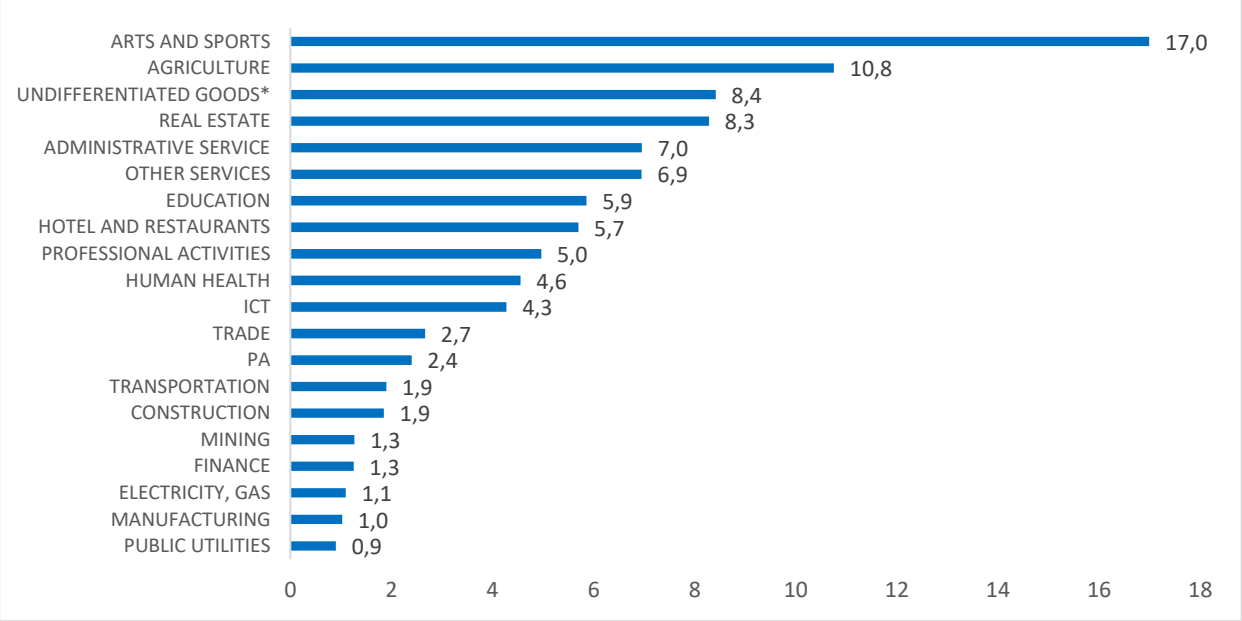
The second job is often in the same sector as the first one.

This is why the ranking of the sectors most frequently chosen for the second job are partly the same as the ranking that emerged for the first job: Arts and sports, activities of domestic personnel (part of undifferentiated services), education, other services, administrative services, human health.

But there are some differences:

1) The Arts and sports sector confirms its first place, but is definitely more important as a second job: 17% of those who work in the sector do so in a second job, 8.5% in a first job;
2) Agriculture emerges in second place as a second job, while few slash-workers are farmers as a first job (10.8% versus 3.3%).
3) Real estate, administrative services and other services are also more important as second jobs;
4) In contrast, education and human health are more important as first-job sectors: 62% of those who have a second job in the human-health sector also have their first job in that sector.

FIGURE 4-15 2019 – RANKING OF SECOND-JOB SECTORS BY INCIDENCE OF SLASH-WORKERS (% OF TOTAL WORKERS)



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

4.4 Where are they?

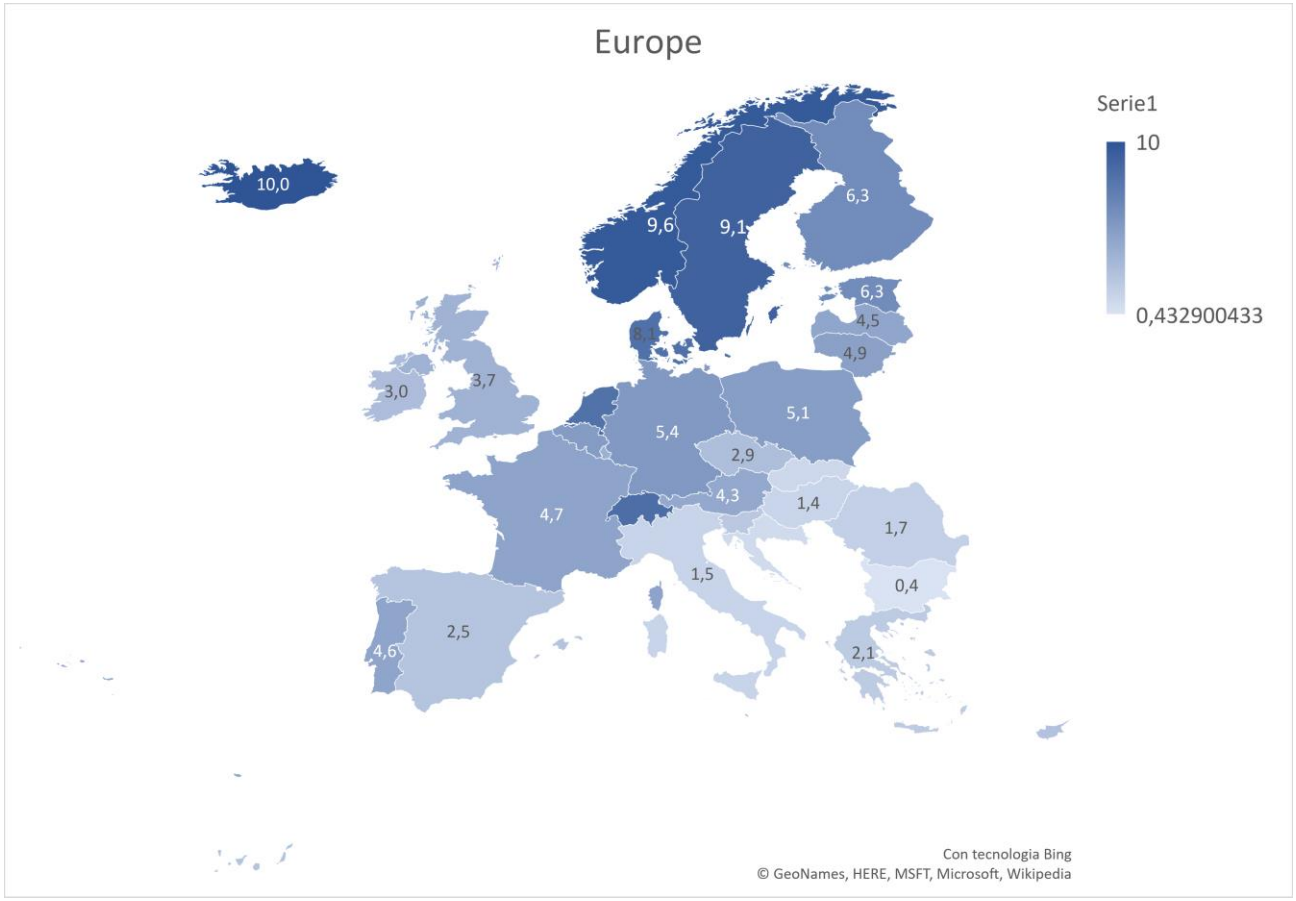
There is a stronger, and growing, presence of slash-workers in the countries of northern and central Europe, while their number is decidedly lower, and essentially stable, in the Mediterranean area. In eastern Europe and the Anglo-Saxon countries, they are on the decline, at low to average percentages. These differences may be due in part to varying levels of accuracy in the research, or to the higher incidence of informal (off-the-books) work in certain areas (the Mediterranean and the east).

TABLE 4-4 SLASH-WORKERS - GEOGRAPHIC AREA (%) – 2011-15-19

	2011		2015		2019		% slash-workers		
	one job	more than one job	one job	more than one job	one job	more than one job	2011	2015	2019
East.	40.975	1.703	42.625	1.441	44.329	1.393	3,99	3,27	3,05
North.	12.136	970	12.456	1.036	12.978	1.183	7,40	7,68	8,35
Centre	82.516	4.005	84.581	4.493	87.617	5.124	4,63	5,04	5,53
Mediterranean	49.271	1.100	48.021	1.013	51.475	1.156	2,18	2,07	2,20
Anglo-Saxon	29.939	1.212	31.994	1.262	33.780	1.273	3,89	3,79	3,63
Total	**214.837**	**8.990**	**219.677**	**9.245**	230.179	10.129	4,02	4,04	4,22

Source: ACTA analysis of Eurostat- Labour Force Survey microdata

FIGURE 4-16 2019 – SLASH-WORKERS IN EUROPEAN COUNTRIES (% OF TOTAL WORKERS)



Source: ACTA analysis of Eurostat- Labour Force Survey microdata

5 Income

This section examines the ties between income and the situations of alternative workers, contingent workers and slash workers. To this end, we have used another Eurostat databank EU-SILC.

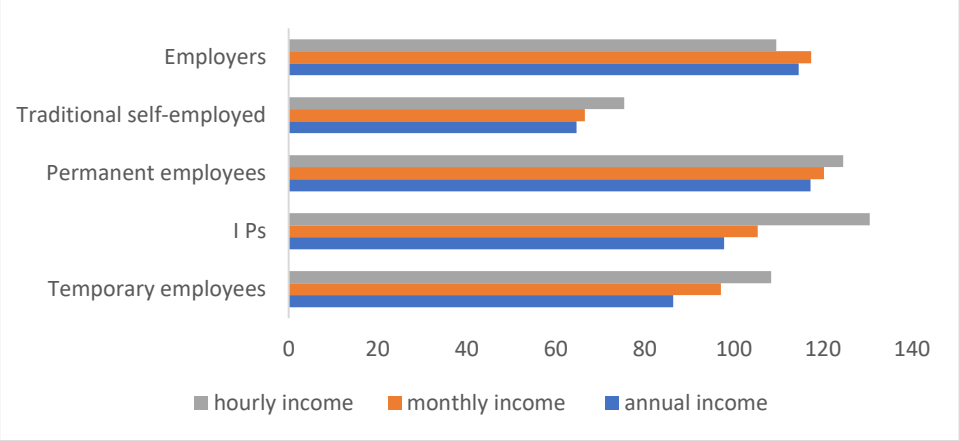
We applied the following 3 indicators of income:

- Annual gross income;
- Monthly gross income for the months worked, adjusted for any interruptions in work, which primarily affect temporary employees;
- Gross hourly income for the hours worked, adjusting for the incidence of reductions in work schedules.

5.1 Incomes in the different countries

As will be discussed in more detail in the methodological notes, to standardise the income data for comparisons between different countries (with different costs of living), we calculated the median figures for continuous, full-time, salaried employment. We then established an indicator defined as the ratio between average income and median income, multiplied by 100. If the indicator was less than 100, then the income was below the median, while an indicator above 100 showed it to be higher. The indicator was established for the three parameters utilised: annual income, monthly income and hourly income.

FIGURE 5-1 2019 – INCOME BY EMPLOYMENT ARRANGEMENTS [MEAN OF (INCOME/MEDIAN COUNTRY INCOME)] IN EUROPE *



**Italy, Iceland, Ireland and United Kingdom data 2018*
Source: ACTA, analysis of Eurostat- EU-SILC Survey cross-sectional data

The highest incomes were those of permanent employees and employers, both above the median for all three income indicators, whereas the traditional self-employed fell considerably below the median.

Temporary employees and especially IPs have hourly pay above the median, but lower annual incomes, because they work less than 40 hours a week, and not all the months of the year. IPs are penalised by incomplete work schedules, while temporary employees are also affected by discontinuous work during the year, giving them monthly incomes very close to the median, but annual incomes significantly below it.

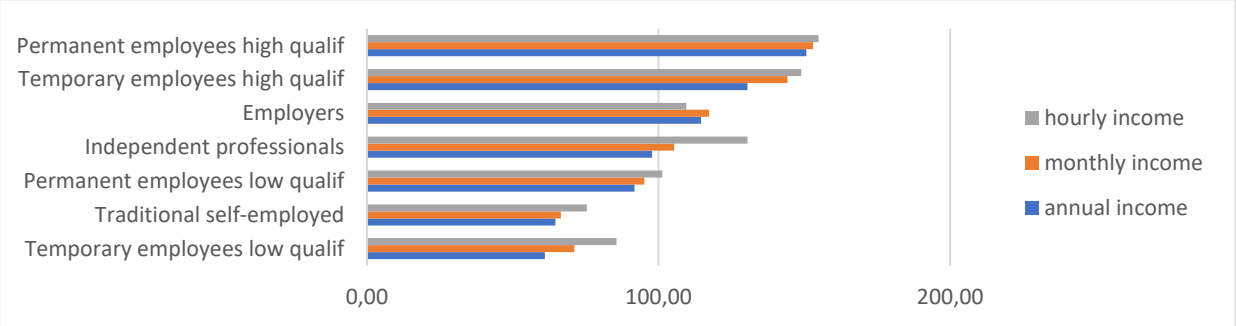
The difference between the incomes of IPs and those of the traditional self-employed is considerable, reflecting their different levels of qualification. The level of qualification is also important in terms of differences in income among salaried employees. With this in mind, we broke down stable and temporary salaried employment to distinguish between highly qualified and medium-low qualified workers.

The following graph shows that only highly qualified workers (permanent and temporary salaried employees and IPs) and employers have hourly pay above the median, whereas workers with low qualifications, receive

hourly pay that rise above the median, only if they have salaried, continuous employment relationships. Worth observing is that the overall incomes of IPs are lower than the median values, while their hourly pay is less than that of highly qualified salaried workers, be they permanent or temporary.

Ultimately the key factor in differences in pay is qualifications, followed by type of employment, with salaried relationships being favoured, especially if they are continuous.

FIGURE 5-2 2019 – ANNUAL GROSS INCOME BY EMPLOYMENT ARRANGEMENTS [MEAN OF (INCOME/MEDIAN COUNTRY INCOME)] IN EUROPE*



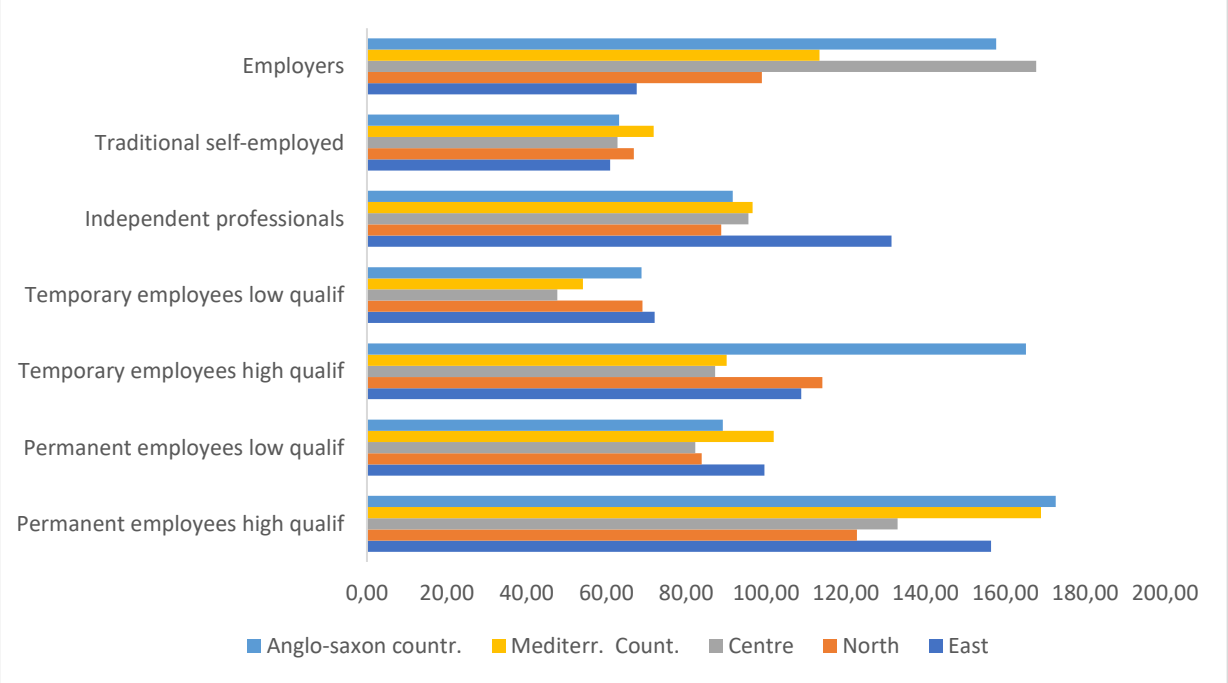
Italy, Iceland, Ireland and United Kingdom data 2018

Source: ACTA, analysis of Eurostat- EU-SILC Survey cross-sectional data

The following graph provides specific results broken down by the main geographic areas.

The Anglo-Saxon area is characterised by the noteworthy differences among both permanent and temporary salaried workers, with high qualifications raising income significantly, whereas the determining factor in the Mediterranean is permanency: the incomes of permanent salaried employees are higher than those of highly qualified but non-permanent workers, meaning temporary salaried employees and IPs.

FIGURE 5-3 2019 – ANNUAL GROSS INCOME BY EMPLOYMENT ARRANGEMENTS [MEAN OF (INCOME/MEDIAN COUNTRY INCOME)] AND GEOGRAPHIC AREA*



Italy, Iceland, Ireland and United Kingdom data 2018

Source: ACTA, analysis of Eurostat- EU-SILC Survey cross-sectional data

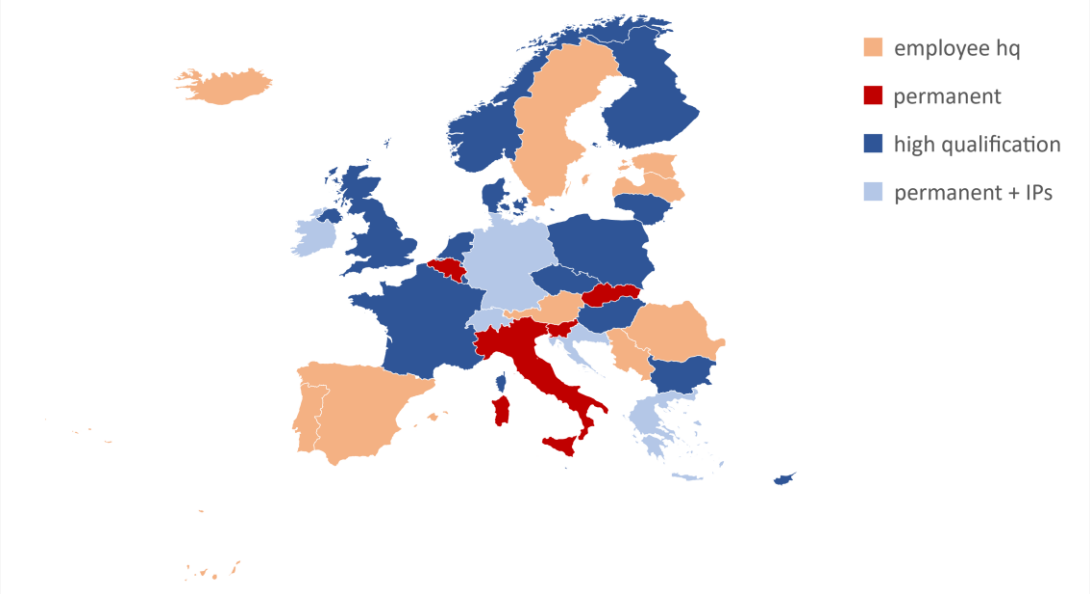
5.2 Incomes in the individual countries

In the European countries, highly qualified, permanent salaried employees generally had the highest incomes. When we also consider the types of workers who rank second and third in terms of income, significant differences emerge across European countries.

We can identify 4 different scenarios:

a) In some countries, **high qualifications** are the key to high earnings. Usually highly qualified, permanent salaried employees are on top, followed, in second and third place, by highly qualified independent professionals and temporary employees, as the case of Norway, Finland, Denmark, Holland, France, United Kingdom and a number of Eastern Europe countries (Hungary, Lithuania, Czech Republic, Bulgaria). Poland differs because the highest earnings are for IPs, followed by high-skilled permanent and term employees.
b) In other countries, a **permanent employment contract** is the best guarantee of high earnings, even in professions with low qualifications. This group consists of Italy, Belgium, Slovenia and Slovakia.
c) In Germany, Switzerland, Ireland, Greece and Croatia, the lowest incomes are those of set-term salaried employees, meaning that the best earners are **permanent workers and IPs.**
d) Finally, the main guarantee of income in Spain, Portugal, Sweden, Austria, Romania, Estonia, Latvia, Serbia and Island is **high qualified salaried employment**.

FIGURE 5-4 2019 – MAIN DETERMINING FACTORS FOR ANNUAL INCOME IN THE EUROPEAN COUNTRIES*



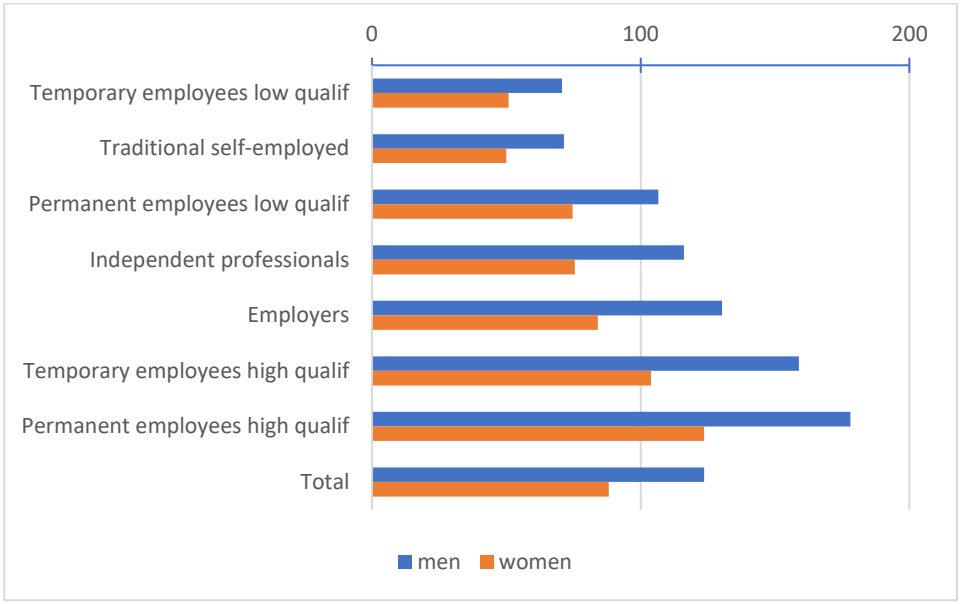
**Italy, Iceland, Ireland and United Kingdom data 2018*
Source: ACTA, analysis of Eurostat- EU-SILC Survey cross-sectional data

6.3 Gender differences

Women's income is lower than men's in all the different categories of employment. Only highly qualified, salaried women employees present an average income above the median, while the average male income falls below the median only in the case of low-qualified work with less protection (low-qualified temporary salaried employees and the traditional self-employed).

Women's average annual income is 70% that of men's, a gap that remains relatively unchanged for all the categories of employment considered (fluctuating between 66% and 72%).

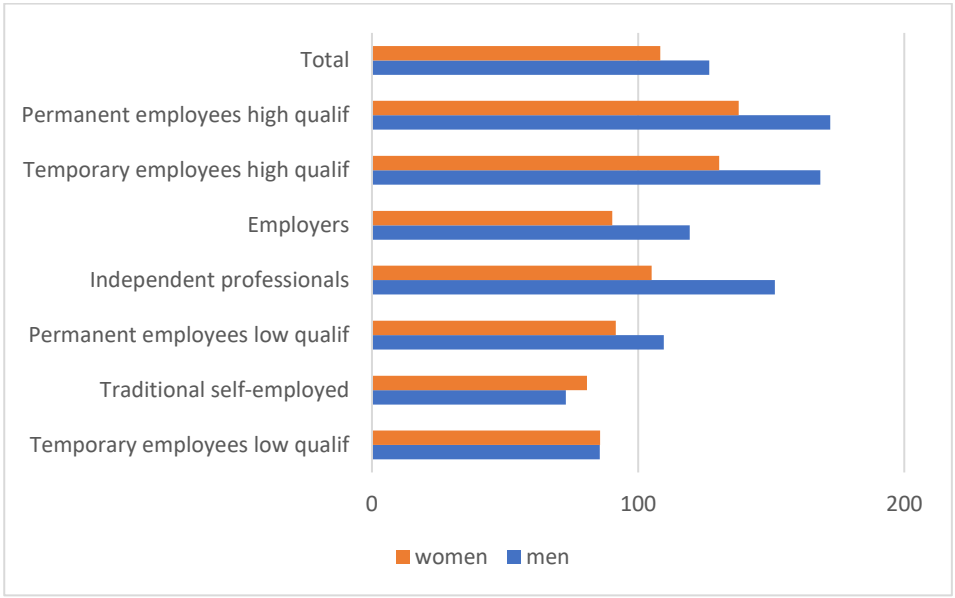
FIGURE 5-5 2019 – ANNUAL GROSS INCOME BY EMPLOYMENT ARRANGEMENT [MEAN OF (INCOME/MEDIAN COUNTRY INCOME)] AND GENDER



**Italy, Iceland, Ireland and United Kingdom data 2018*
Source: ACTA, analysis of Eurostat- EU-SILC Survey cross-sectional data

These differences in annual income are due in part to the greater incidence of part-time and temporary work among women, though comparisons of hourly pay show that noteworthy differentials remain for all types of work, especially in professions calling for high qualifications.

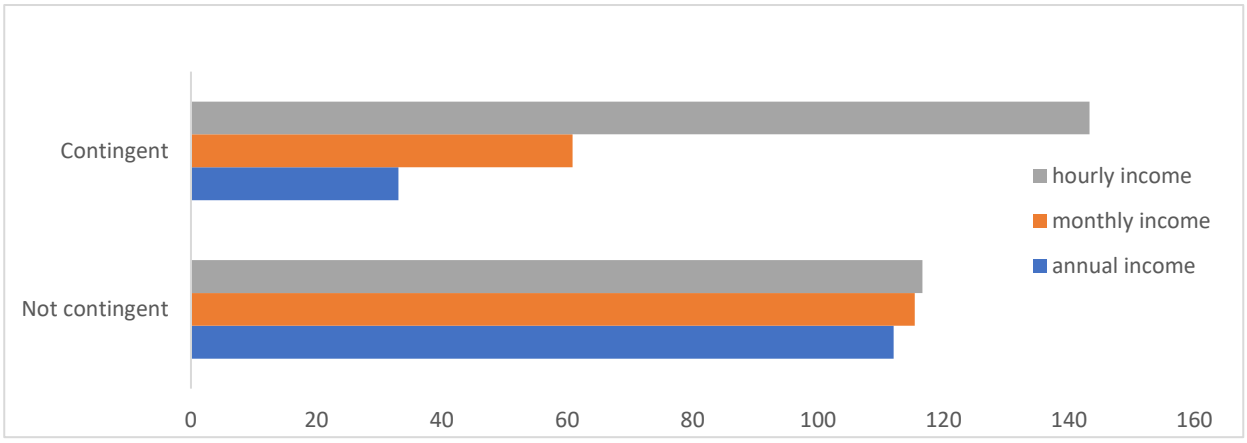
FIGURE 5-6 2018 – HOURLY GROSS INCOME BY EMPLOYMENT ARRANGEMENT [MEAN OF (INCOME/MEDIAN COUNTRY INCOME)] AND SEX



**Italy, Iceland, Ireland and United Kingdom data 2018*
Source: ACTA, analysis of Eurostat- EU-SILC Survey cross-sectional data

6.4 Income of contingent and slash-workers

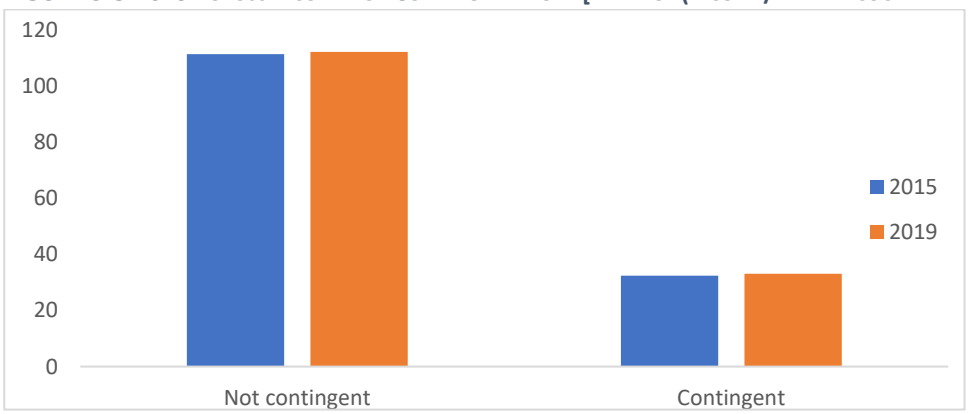
FIGURE 5-7 2019 – GROSS INCOME FOR CONTINGENT WORK [MEAN OF (INCOME/MEDIAN COUNTRY INCOME)]



**Italy, Iceland, Ireland and United Kingdom data 2018*
Source: ACTA, analysis of Eurostat- EU-SILC Survey cross-sectional data

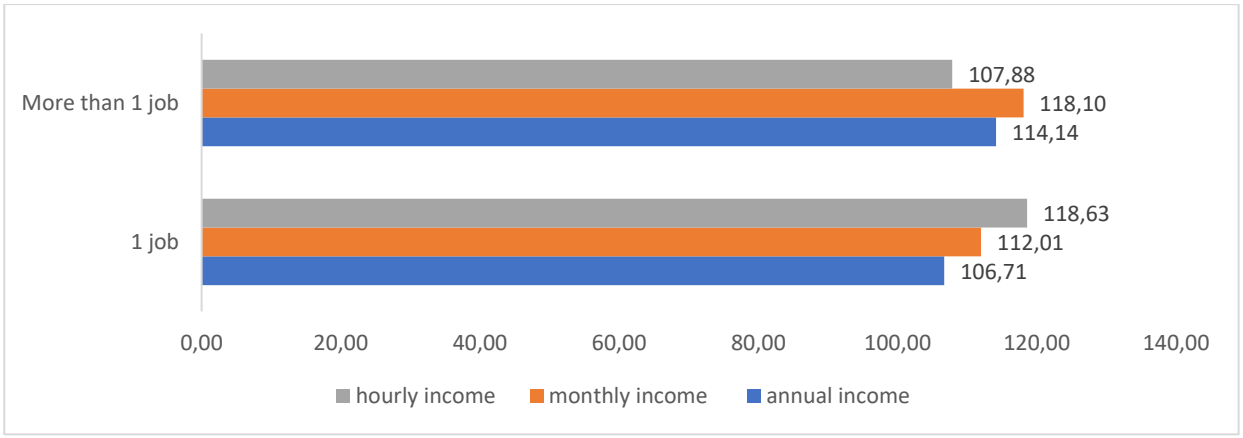
As was to be expected, the annual income of contingent workers is very low, though less foreseeable is the fact that their hourly pay is higher than that of non-contingent workers.

FIGURE 5-8 2019 –GROSS INCOME FOR CONTINGENT WORK [MEAN OF (INCOME/MEDIAN COUNTRY INCOME)]



**Italy, Iceland, Ireland and United Kingdom data 2018*
Source: ACTA, analysis of Eurostat- EU-SILC Survey cross-sectional data

FIGURE 5-9 2019 –GROSS INCOME FOR SLASH-WORK [MEAN OF (INCOME/MEDIAN COUNTRY INCOME)]



**Italy, Iceland, Ireland and United Kingdom data 2018*
Source: ACTA, analysis of Eurostat- EU-SILC Survey cross-sectional data

The hourly compensation of slash-workers is lower than that of non-slash workers, though their overall income is higher, due to their more intense work schedules.

6. Metodology

6.1 Definitions

The analysis addressed 3 different subgroups (alternative workers, contingent workers and slash-workers), the definitions for which are affected by the availability of the data and variables gathered by the statistical sources. It should be noted that the official studies do not, in all likelihood, adequately reflect the categories of workers we intend to observe, seeing that the individuals interviewed had trouble classifying their employment status under the definitions used by the statistical surveys.

The first analysis of alternative and contingent workers was carried out by the US Bureau of Labor Statistics[9], whose definitions we referenced in our project. At the same time, we were obliged to take into account differences in the European labour market, and especially the divergent approaches taken in national statistical studies.

The US definition of alternative worker includes independent contractors, on-call workers, temporary-agency workers and, finally, workers provided by contract firms.

The definition of contingent work, on the other hand, includes workers with a contract that contemplates, either explicitly or implicitly, non-continuous employment, information based not on the objective characteristics of the contract, but on the subjective perception of those responding to the survey.

The definition of **alternative workers** used for the SWIRL project differs slightly, being less inclusive of the self-employed, a category always more widespread in Europe, though the study includes only freelance professionals without employees (IP)[10] and excludes entrepreneurs (self-employed with salaried employees) and traditional self-employed workers (farmers, merchants and craftsmen).

Concerning salaried employees, the definition includes all set-term salaried employees. Finally, work found through temporary agencies, even if the employment is permanent, is included in the analyses of LFS data, but not in the EU-SILC statistics, which do not provide for such a distinction.

The following chart compares the definitions of the US Bureau of Labour Statistics and those used in our analysis.

FIGURE 5-10 DEFINITIONS

	US Bureau of Labour Statistics	SWIRL - LFS	SWIRL – EU-SILC
Alternative workers	Temporary-Agency Workers Independent Contractors, On-Call Workers, Contract-Firm Workers	Temporary-Agency Workers Independent Professionals Temporary employees	Independent Professionals, Temporary employees
Contingent workers	Those with set-term contracts (subjective perception)	< 16 hours a week and/or duration < 6 months	< 16 hours a week and/or > 2 months of unemployment
Slash-workers	More than one job	More than one job	More than one job

[9] US Bureau of Labor Statistics, New release CONTINGENT AND ALTERNATIVE EMPLOYMENT ARRANGEMENTS -- MAY 2017, US Bureau of Labor Statistics A Look At Contingent Workers, September 2018, Karen Kosanovich https://www.bls.gov/spotlight/2018/contingent-workers/pdf/contingent-workers.pdf

[10] The definition of IP includes self-employed working in services (not trade) and possess a high professional ranking. This definition was proposed by ACTA under the IWIRE project (Independent Workers and Industrial Relations in Europe, AGREEMENT NUMBER: VS/2016/0098- Anna Soru (2018), Definition, Characteristics and Trends of Independent Professionals in the European Union).

In the case of **contingent workers**, we had to identify objective variables, inasmuch as Eurostat surveys lacked a question based on the worker's perception. Our goal was to select the more fragmented forms of employment. Two criteria were utilised: duration and intensity of employment. The two criteria were adapted to the types of information provided by the two databases. In the Eurostat LFS, we defined contingent workers as those with contracts lasting less than 6 months and/or working for no more than 15 hours a week. Under the EU-SILC analysis, the criterion for the hours worked is similar, but no information is available for contract lengths, and so another, alternative indicator was used: unemployment for more than two months during the last year.

Our definition of workers includes all those classified as such by the sources used, regardless of the number of days they actually worked during the year in question[11].

It should be kept in mind that contingent workers can be either alternative or traditional workers, such as the traditional self-employed or standard salaried employees who work for few hours.

Finally, **slash-workers** are those who declared that they had at least one second job. They too can be identified from within the categories of traditional or alternative employment, as well as contingent or non-contingent employment.

[11] Other surveys do not classify as workers anyone who has not been actively employed for a minimum number of days or months. See, for example, Marianna Filandri & Emanuela Struffolino (2019) Individual and Household In-Work Poverty in Europe: Understanding the Role of Labor Market Characteristics, in European Societies, 21:1, 130-157, DOI: 10.1080/14616696.2018.1536800. To link to this article: https://doi.org/10.1080/14616696.2018.1536800

6.2 The sources

The research sets out to trace the main changes in contingent work, with a particular focus on slash-workers.

The sources drawn on, both provided by Eurostat, are:

a. LFS, Labour Force Survey, which presents microdata sets for the different EU countries. The period 2011-2019 was considered, seeing that data on variables of key importance to characterising the employment categories indicated above are available only from 2011 on.
b. EU-SILC ('Statistics on Income and Living Conditions'), which presents microdata sets on individual and household income for various EU countries and serves as the source of the indicators of household poverty and exclusion used by the EU to monitor its social-inclusion process. The data considered were from the period 2015 to 2019 (to 2018 for Italy, Iceland, Ireland and the United Kingdom)

Both statistical sources are based on interviews with representative samples of the population.

The analysis considered all the European countries whose data were available: the European Union countries, and some non-EU countries, such as Norway, Switzerland, the United Kingdom and Iceland.

In addition to the microdata produced by the LFS survey, whose objective was to analyse and monitor employment, the research also made use of the EU-SILC survey, designed to evaluate the overall living conditions of a given population, with the result that assessments of material well-being were based not only on individual available income, but also on the total resources available to a given individual's household. This is why the benchmark is the family, or a set of people who live together and, regardless of whether or not they are connected by family relations, satisfy their needs by utilising all or a part of the income received by the individual members for their combined benefit.

Our analysis uses the EU-SILC data on the individual incomes of the different categories of workers addressed by our research.

This examination of income data proves to be a rather complex task.
The main problems include:

- The income figures are for the previous year, so there are cases in which a worker has no income, and others where incomes are shown for people who are no longer actively working, or the worker is still active, but under a different category of employment. The figures had to be screened, to ensure that the data used regarded:
    - incomes of workers who had not changed their positions on the labour market;
    - incomes of those no longer working, but whose prior position could be determined.
- Incomes from salaried employment and from self-employment are not easily comparable, as certain component elements may vary. To arrive at a comparison of salaried and self-employed workers, their total gross personal income was calculated, meaning the sum total of revenues from salaried employment or self-employment, plus fringe benefits (such as a company car), dividends, taxes and social-security benefit payments, including the portion paid by the employer.
- The level of annual income depends on three components:
    - Hourly pay;
    - The number of hours normally worked in a week;
    - The continuity of the work, or the number of months worked in a year.

With this in mind, reference was made not only to yearly income, but to hourly and monthly income as well.

- Equally challenging is the establishment of comparisons between countries, which can have different levels of purchasing power. For each country, calculation was made of the median[12] for:
    - total gross income of full-time workers, both those employed on a permanent basis and those who worked all 12 months of the year.
    - total monthly income
    - hourly income

- Finally, it should be remembered that the family is the benchmark, and so the results are representative for families, but should be used with caution regarding individual workers.

[12] The median is used because it ignores the extreme values, both high and low, making it more representative of income levels.