



What LFS tells about changes in the labour markets – case of Finland

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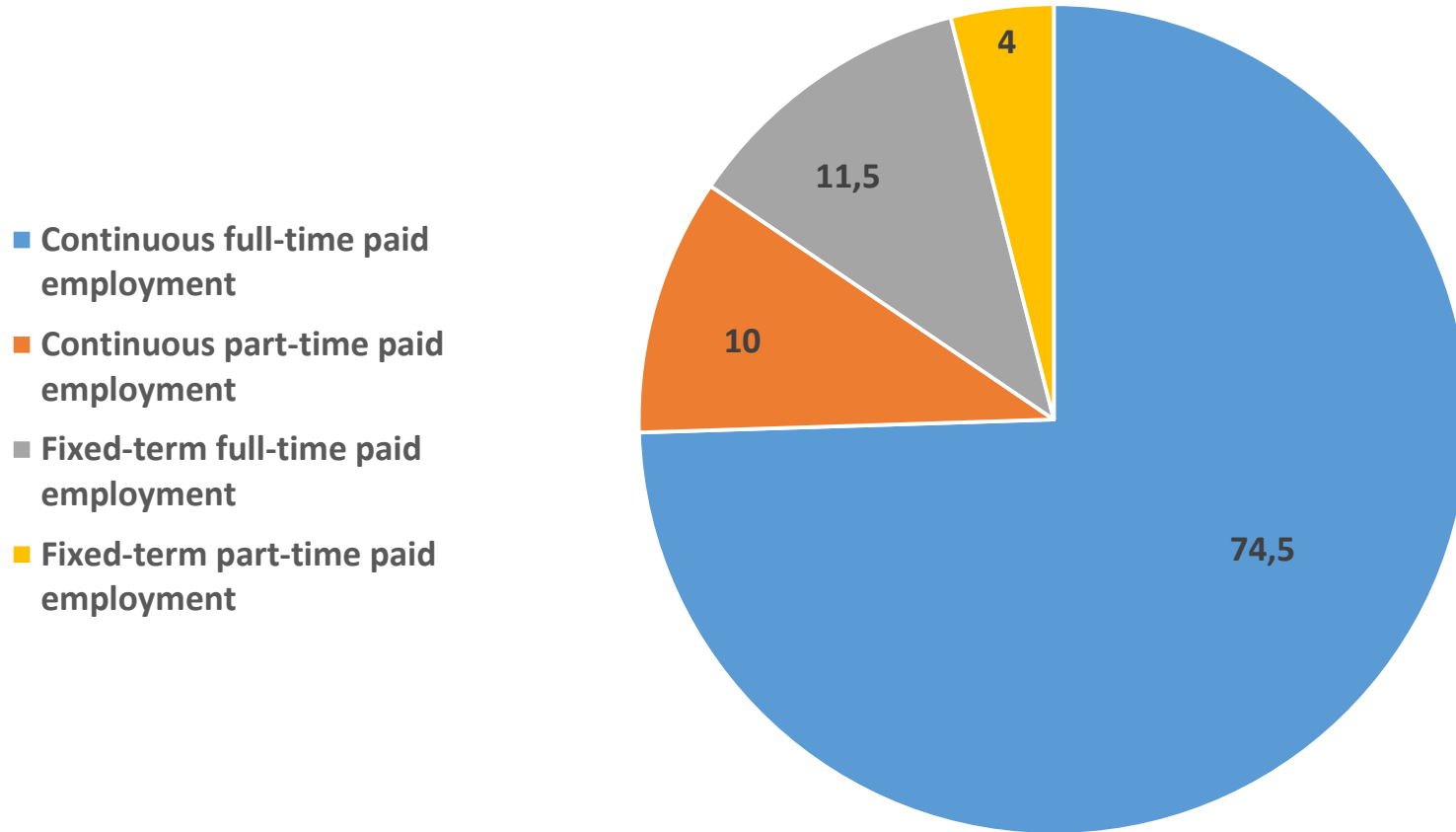
Changing working life – two major themes

- Different types of employment
- Technological change /digitalization
- On the background entrepreneurialization of the work
 - Features common for entrepreneur work are now also related to work as an employee
 - The risks of the company are shifted to the worker
 - Knowledge intensive work
 - Subjectivization, individualization

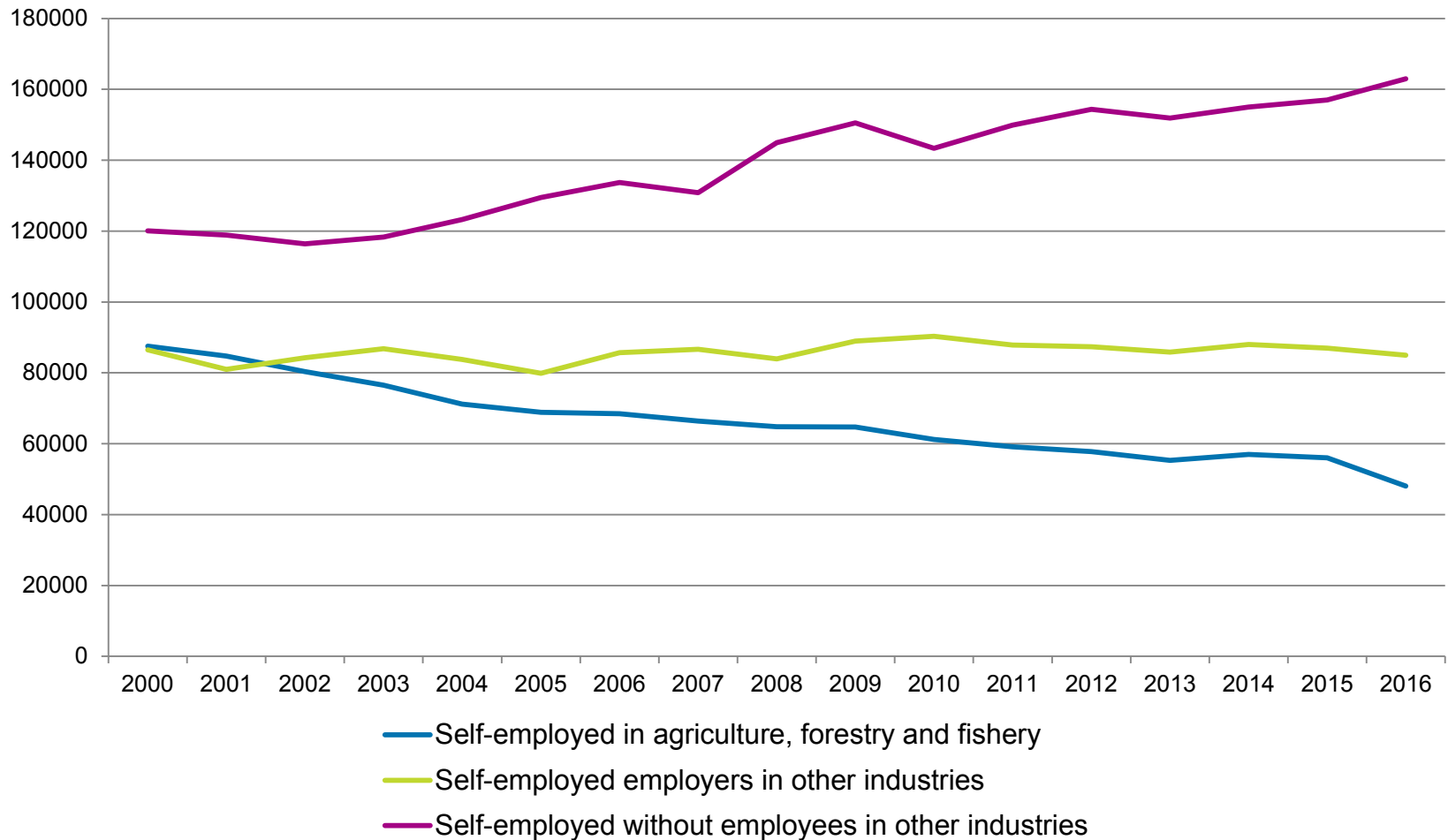


Different forms of employment, employees, aged 15 to 64, 2014

Finland. Source: Labour force survey, Statistics Finland



Self-employed in agriculture, self-employed employers and self-employed without employees in Finland in 2000–2016, aged 15 to 64. Source: Labour force survey



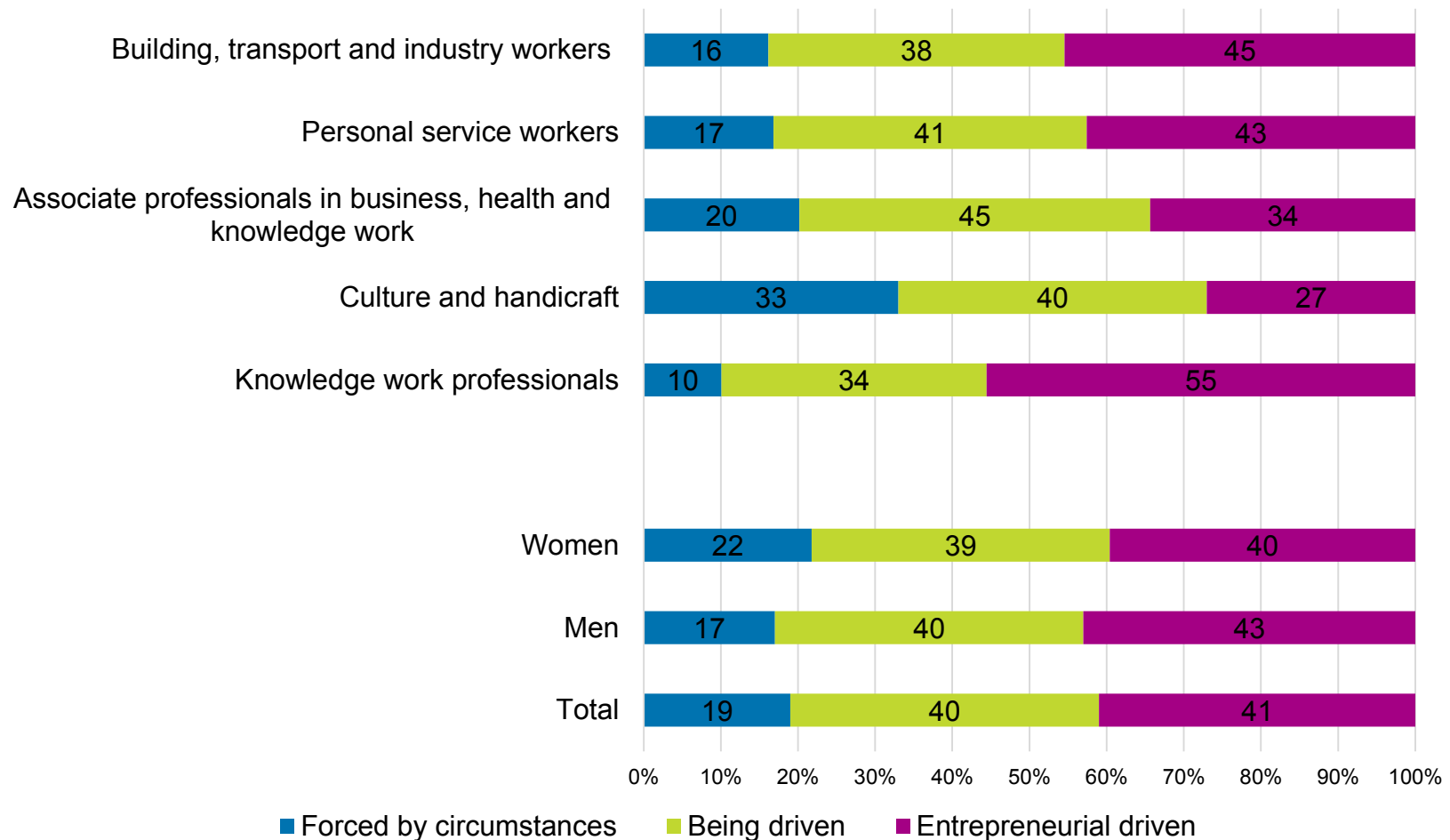
The picture is changing...

- The increased number of self-employed without employees raises concerns about their
 - Sufficient income
 - Social security
 - Management at work
 - Health
- What is behind this phenomenon?
 - Raise of the so called "forced self-employment"
 - Subcontracting, outsourcing
 - Work in networks

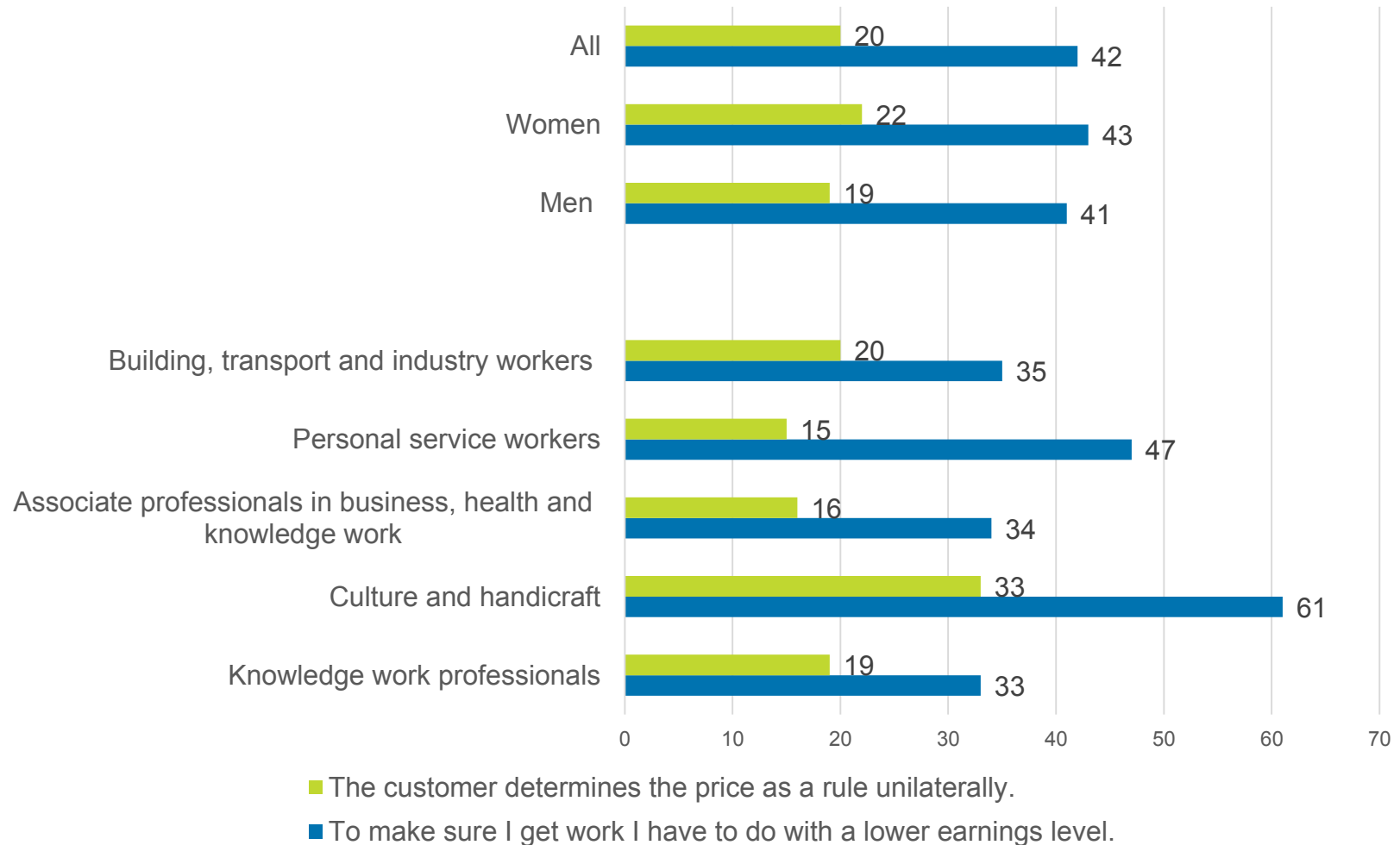


Three paths to self-employment. Factor and sum variable analysis. Self-employed by gender and occupational group.

Source: Self-employed without employees 2013, Statistics Finland

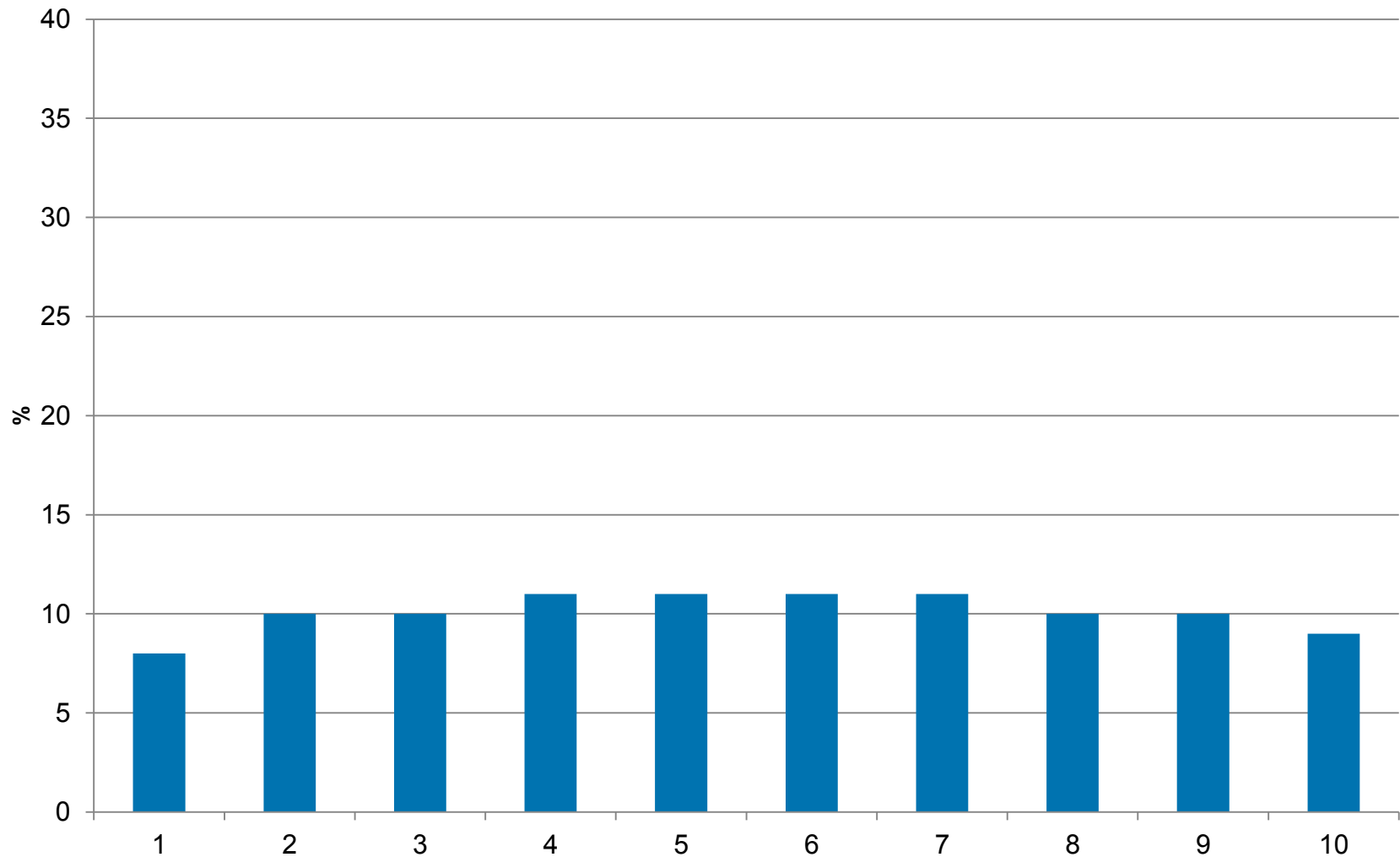


Pricing of one's work. Totally or somewhat true. Self-employed by occupational group. Source: Self-employed without employees 2013

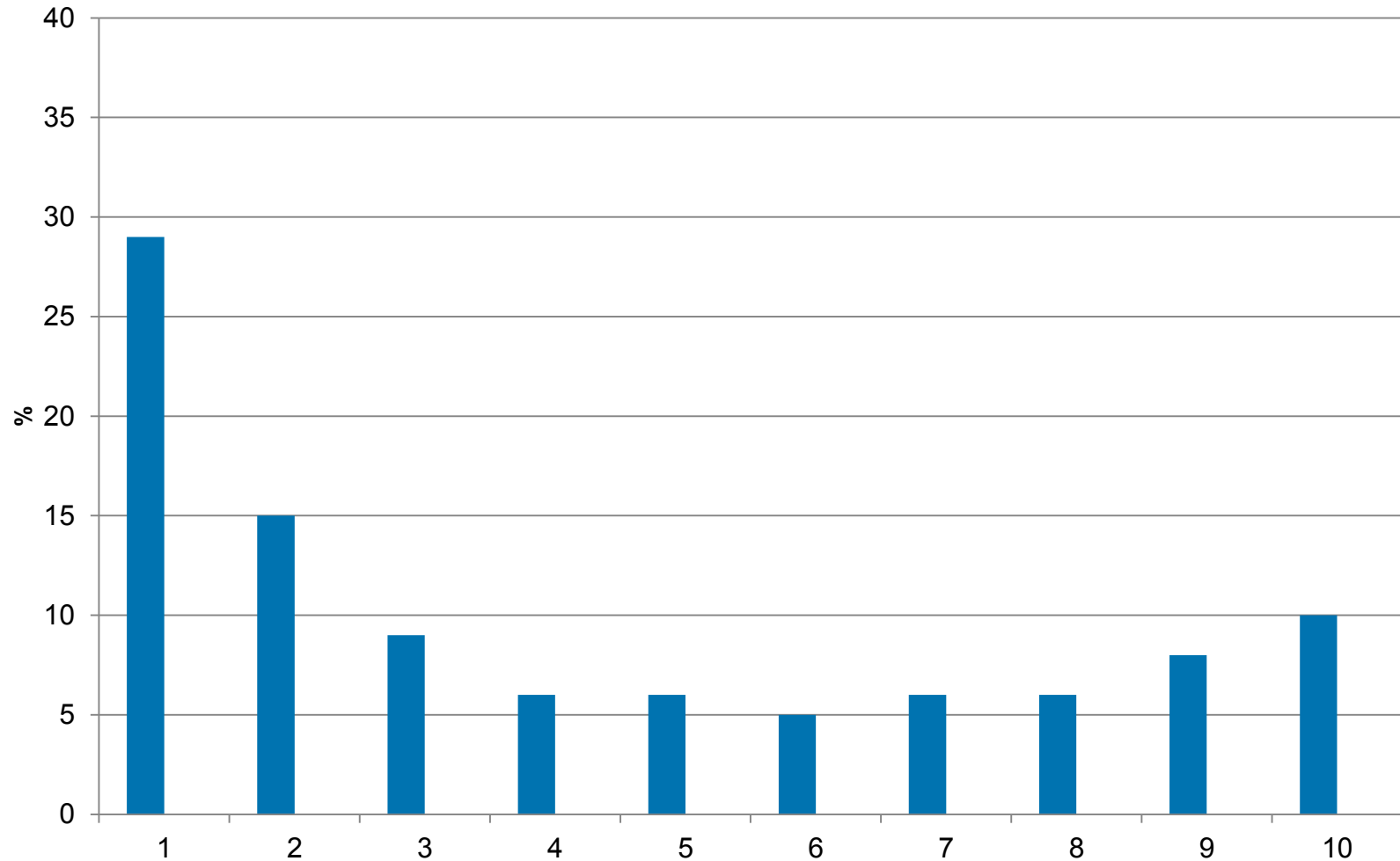


Income distribution of employees by decile 2012.

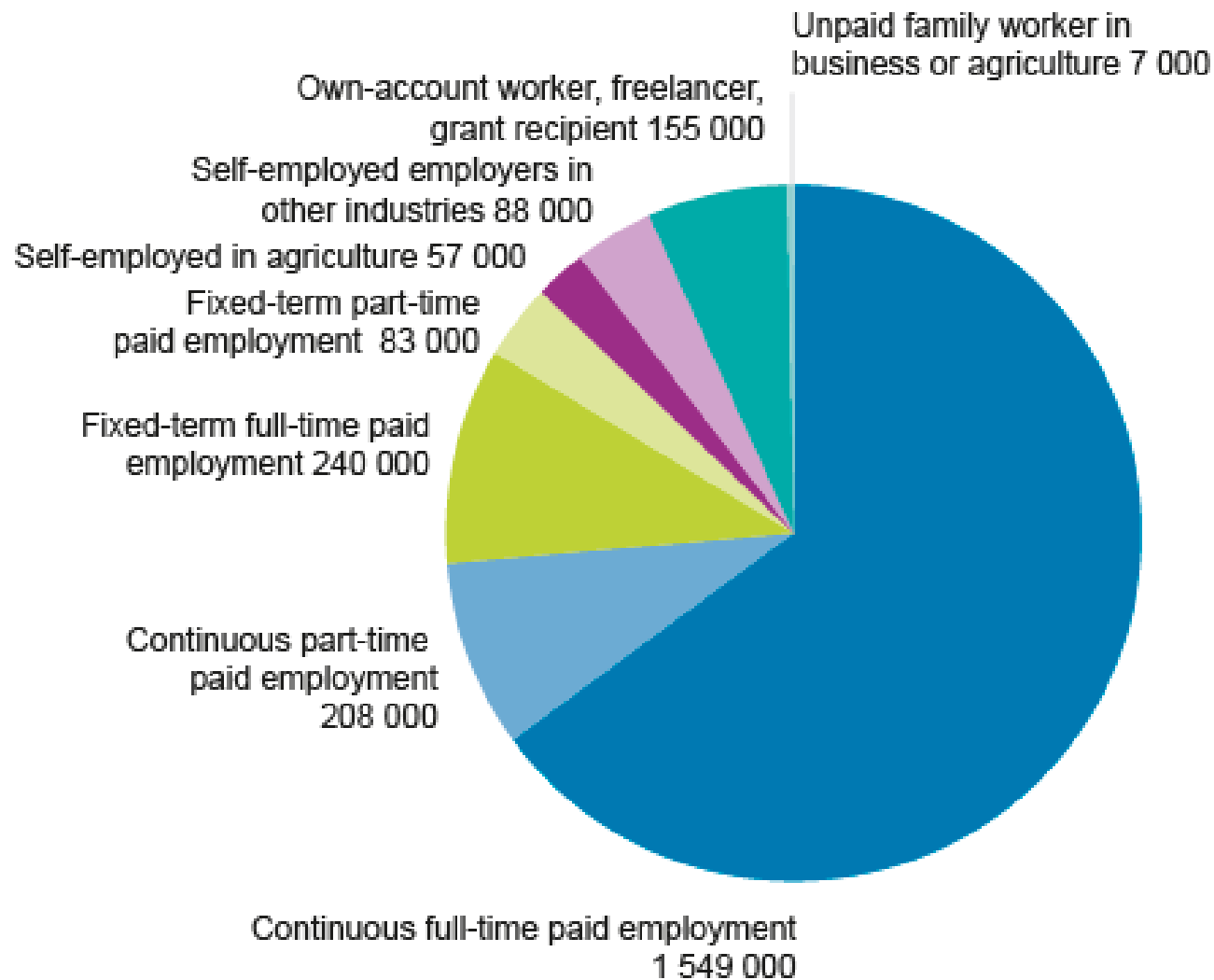
Source: Labour Force Survey, Income distribution statistics



Income distribution of self-employed without employees in deciles. Source: Labour Force Survey, Income distribution statistics



Different forms of employment, employed aged 15 to 64, 2014 Finland. Source: Labour force survey, Statistics Finland



Zero-hour contracts in Finland

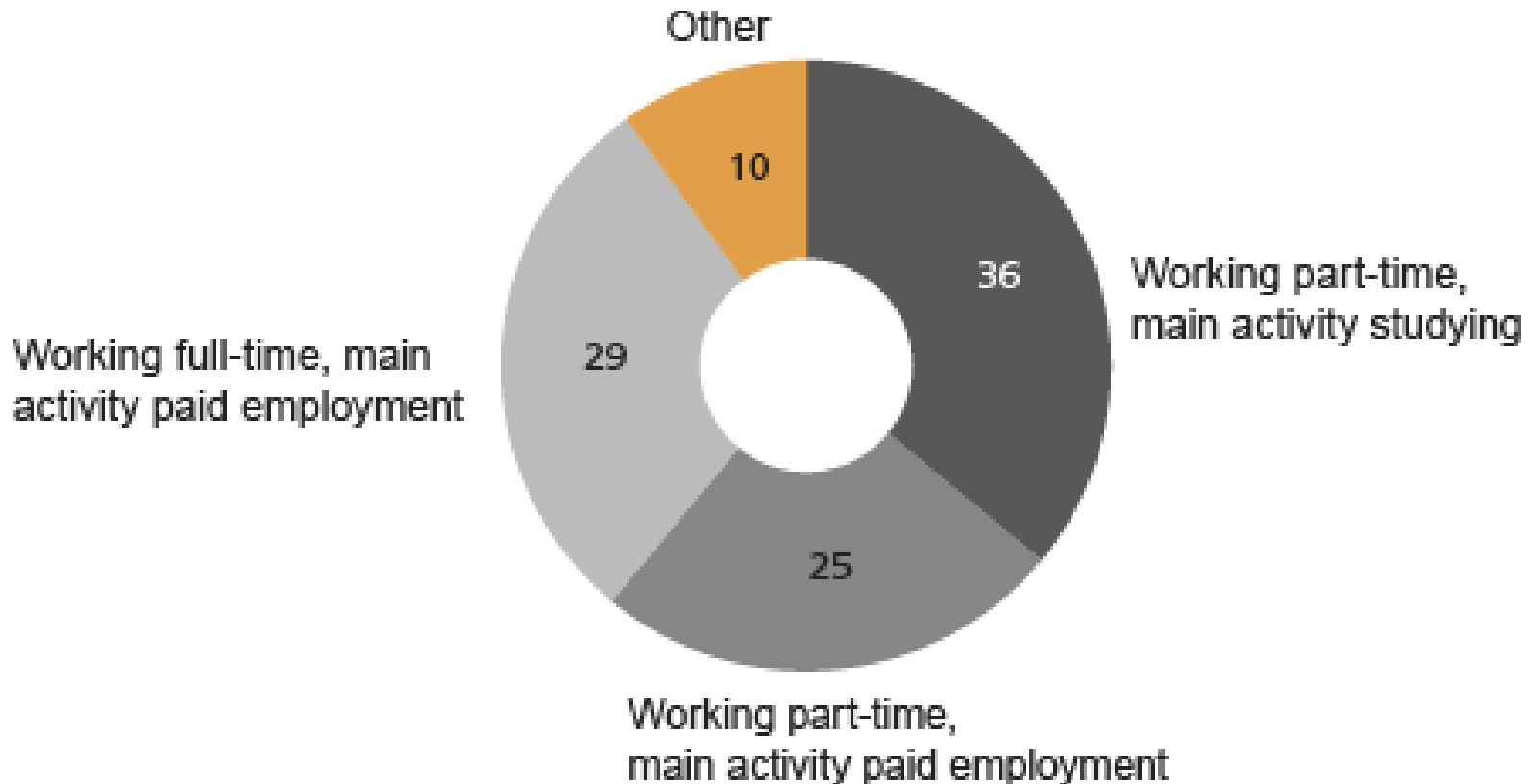
- In 2014 a question about zero-hour contracts was added to the LFS:

"Is your employment contract a so-called zero-hour contract where the agreed number of working hours is at the minimum zero hours (e.g. 0 to 29 hours per week)?" Yes/No/ DK

- Results: There are 83 000 employees with zero-hour contract which is 4 per cent of all employees (in comparison temporary agency workers 1%)
- Majority are young: 30 per cent under 30 years old
- A small majority women 57 per cent
- Mostly used in the field of wholesale and retail trade (15 000); human health and social work activities (11 000) and accommodation and food service activities (10 000)



Persons working on zero-hour contracts divided by main activity and working hours, percentage share of all who have reported working on a zero-hour contract, 2014. Source: Labour Force Survey



Employees with zero-hour contract

Part-time, main activity studying

- Under 25 years old around 80 %
- Women around 60 %
- Want more hours to work around 20 %
- Reason for part-time work: studying (around 90%)
- Around 25% no regular working time as it changes from week to week
- Regular weekly working time 12h per week in average

Part-time, main activity gainful employment

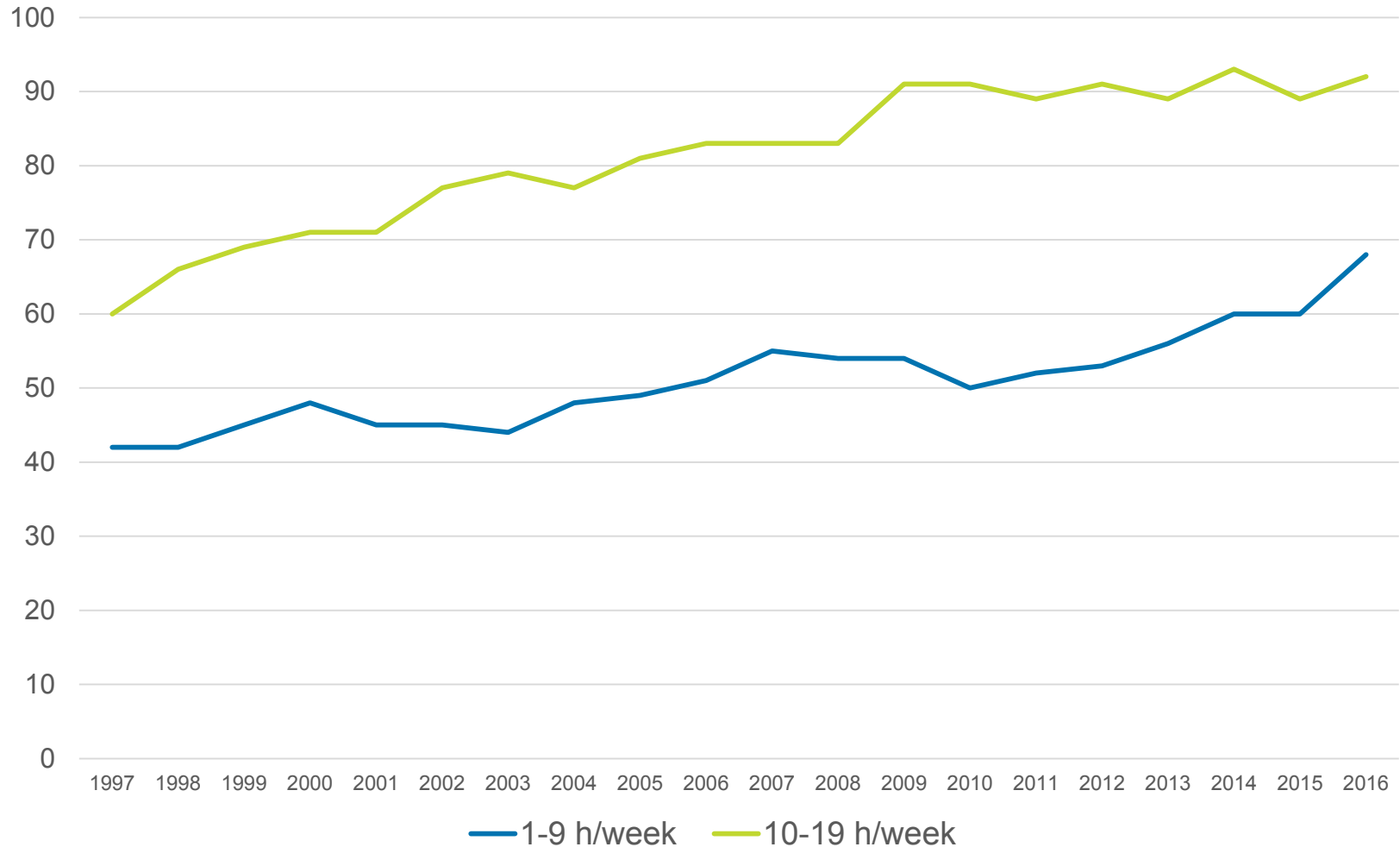
- Under 25 years old around 40 %
- Women around 70 %
- Want more hours to work around 60 %
- Reason for part-time work: lack of fulltime work 65 %
- Around 25% no regular working time as it changes from week to week
- Regular weekly working time 21 h per week in average

Fulltime main activity gainful employment

- Under 25 years old around 30 %
- Women around 40 %
- Want more hours to work around 20 %
- Only few who have no regular working time
- Regular weekly working time 38 h per week in average

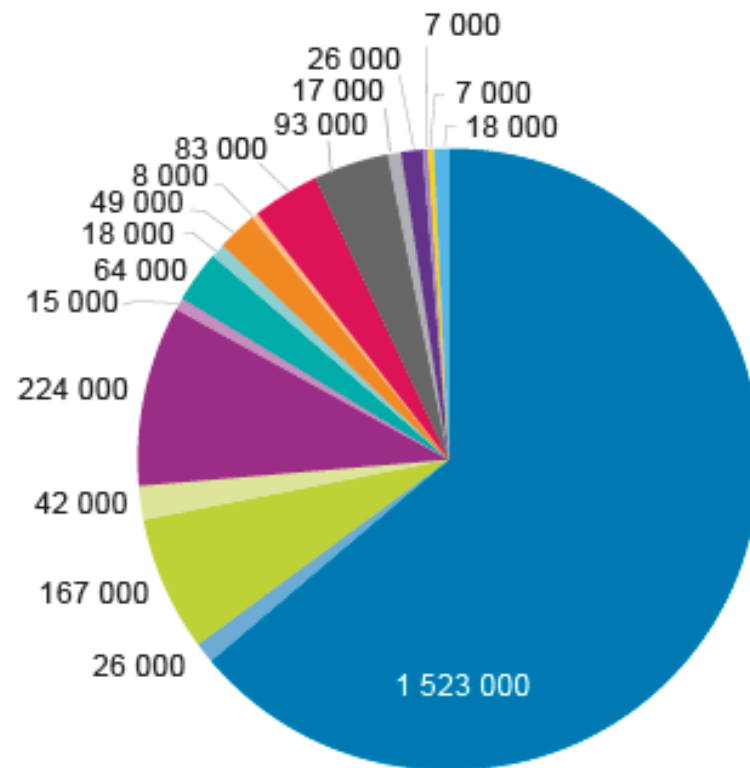


Number of persons working less than 19h per week 1997–2016. Finland. Source: Labour Force Survey



Different forms of employment, employed aged 15 to 64, 2014 Finland. Source: Labour force survey

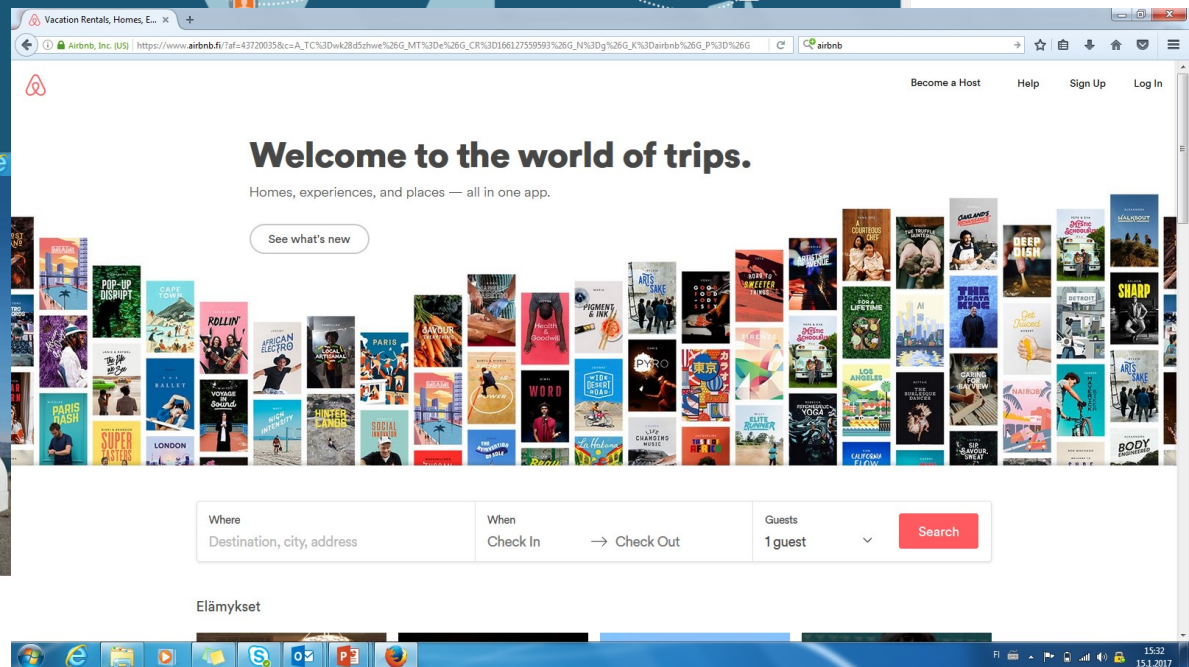
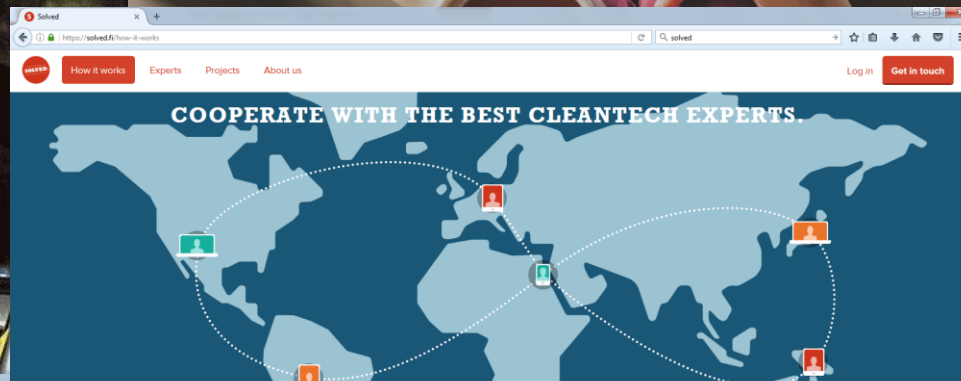
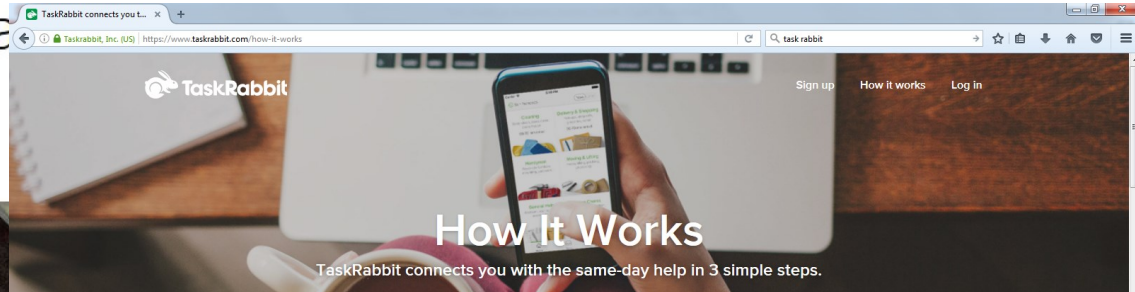
- Continuous full-time paid employment, excluding zero hour contracts and temporary agency work
- Continuous full-time paid employment with zero hour contracts and/or temporary agency work
- Continuous part-time paid employment, excluding zero hour contracts and temporary agency work
- Continuous part-time paid employment with zero hour contracts and temporary agency work
- Fixed-term full-time paid employment, excluding zero hour contracts and temporary agency work
- Fixed-term full-time paid employment with zero hour contracts and temporary agency work
- Fixed-term part-time paid employment, excluding zero hour contracts and temporary agency work
- Fixed-term part-time paid employment with zero hour contracts and temporary agency work
- Full-time self-employed in agriculture
- Part-time self-employed in agriculture
- Self-employed employers in other industries, full-time
- Full-time sole entrepreneur in other industries
- Part-time sole entrepreneur in other industries
- Full-time own-account workers
- Part-time own-account workers
- Unpaid family worker in business or agriculture
- Other forms of employment: part-time employer, full-time freelancer, part-time freelancer, grant recipient



Yhä useampi saa osan palkasta provisiona

URA 12.1.2014 2:00 Päivitetty: 12.1.2014 21:38

Jaana Laitinen



UBER

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Aja Uberilla ja kata autosi kuluja. Sinulle maksetaan viikoittain, kun autat matkustajia saamaan kyytejä ympäri kaupunkia. Ole oma pomosi. Saat kyytimaksuja ajamalla silloin, kun se sinulle parhaiten sopii.



Elämykset

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New forms of employment 1/2

- Work with pay based on provision only
- “Combiwork”
 - Multiple employment statuses during the year
 - Overlapped statutes
- AHM2017 additional questions:

“In addition to your work as an employee, have you also occasionally worked as an entrepreneur, freelancer or a grant recipient during the past 12 months?” Yes/ No

IF Yes→

“Which of the following best describes your current situation:

“1. I work primarily as an employee but sometimes also as an entrepreneur

2. I combine working as an employee with being an entrepreneur and/or working as a grant recipient?”



New forms of employment 2/2

- Gig economy

- Not relevant yet & very difficult to operationalize

- A question is added to Finnish LFS in 2017:

“Have you during the past 12 months worked or otherwise earned income through the following platforms:

*1. Airbnb/ 2. Uber/ 4. Tori.fi/Huuto.net/ 5. Solved/ 6. Some other?
7. None of the above”*

IF 1-6 Yes→

“How large share of your earned income came through these/this platform(s): 1. A majority or all/ 2. Around one half/ 3. Around one quarter/ 4. Less?”



The background of the slide features a complex, abstract pattern of overlapping geometric shapes, primarily circles and triangles, in various shades of blue and white. The pattern is dense and layered, creating a sense of depth and movement.

Thank you!

Anna Pärnänen

