

Persons working in atypical forms of employment, including quasi-self-employed persons

Workshop on LFS Methodology , Kopenhagen 4 - 5 May 2017

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Why did we do the survey?

- **To collect data on the specific subject expected by users (mostly national, but not only)**
- **The phenomenon of work within the scope of atypical forms of employment is becoming increasingly more popular in Poland**
- **To deliver information on the characteristics of persons taking up employment outside the contracts regulated by the Labour Code**
- **To find out whether it is the own choice of respondents**

How did we implement it?

- **In the IVth quarter of 2014 within the successive edition of the national LFS module survey on unregistered employment we introduced a set of additional questions regarding this issue**
- **It covered six questions concerning performance of work on the basis of other types of contract between employer and employees (not employment contracts which is a standard)**

How did we implement it?

The questions were supposed to determine (see also the appendix to the paper):

- **whether the respondent performed any work within the scope of atypical forms of employment**
- **in case of “yes” answer - to recognize the work character (the main or additional job)**
- **the kind of a contract, e.g. order agreement, contract for performing specific task/work, management contract, contract for providing services by a self-employed person carrying out own economic activity**

Short methodology

- Respondents – all at the age 15 years and more who participated in the core LFS
- The survey did not include the entire quarterly sample participating in the core survey, but only $\frac{1}{4}$ of this sample
- The reference period applied in the module was the situation between January and September of 2014
- The respondents who declared performing work within the scope of atypical forms of employment in the surveyed period exclusively as additional work, did not answer the further questions in that scope

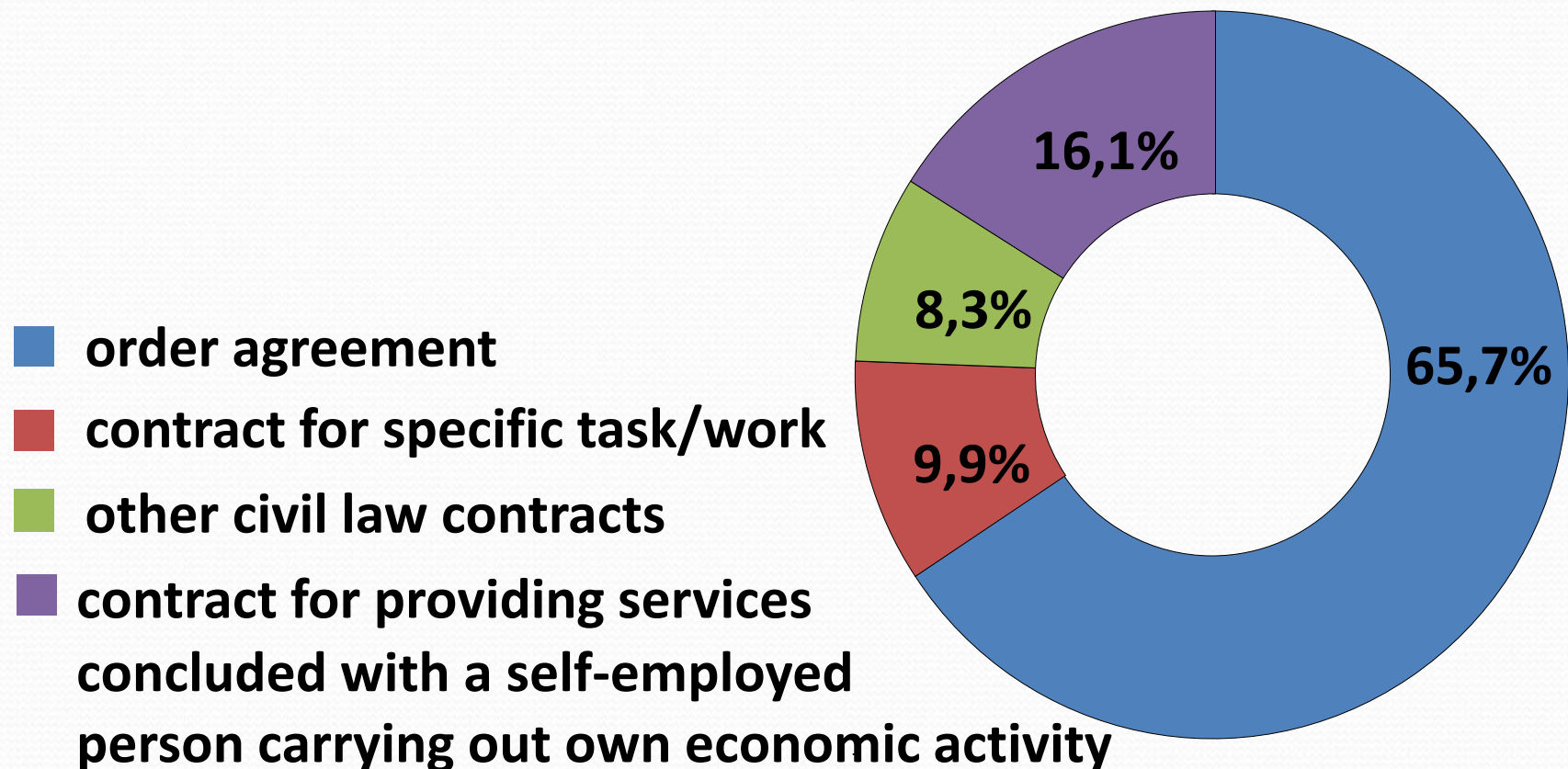
Main results versus other sources

- **The module results concerning persons working in atypical forms of employment show figures lower as compared with the CSO estimates based on the data from the enterprises' reporting and the data from administrative systems**

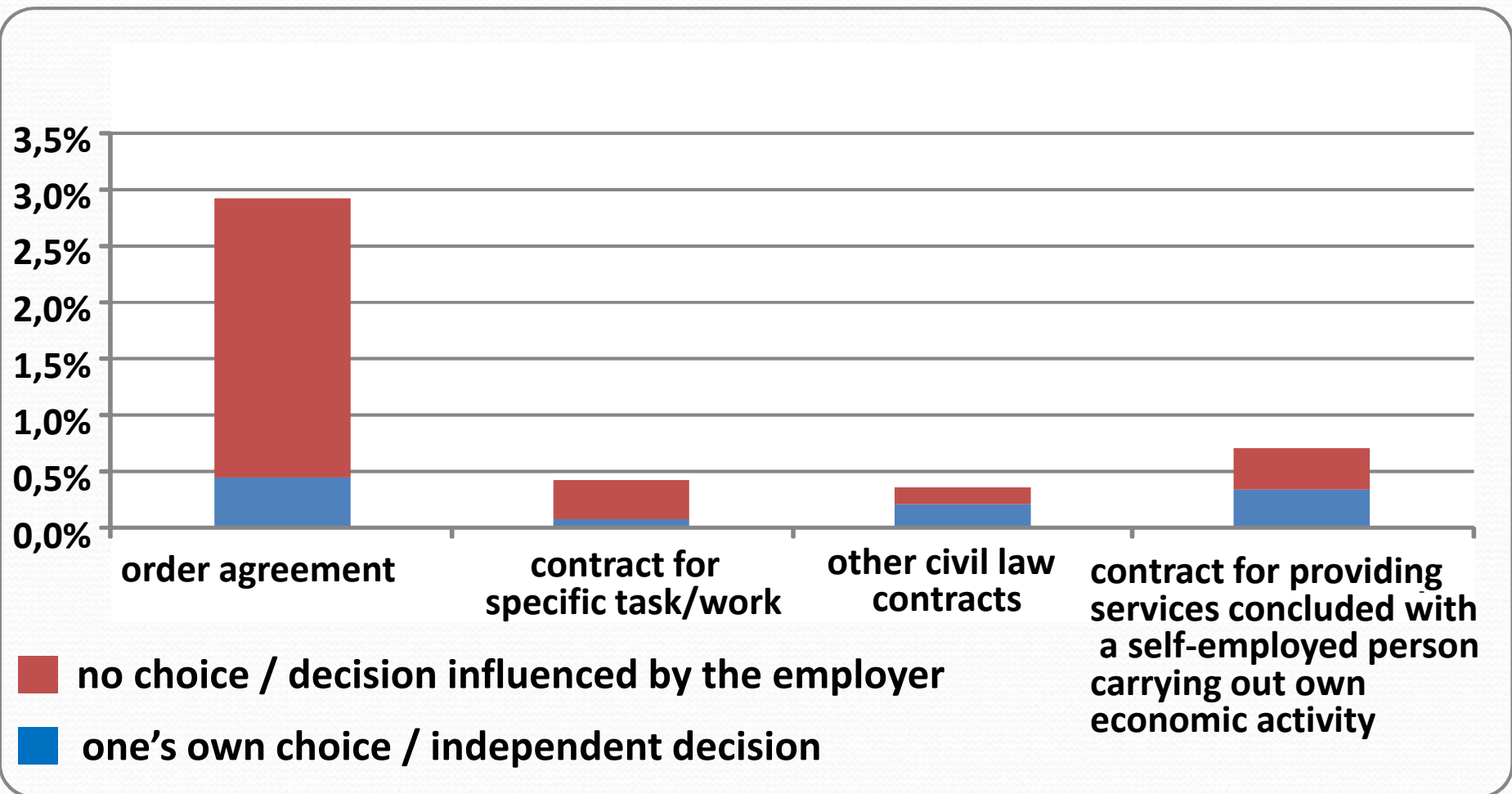
Possible reasons for underestimation:

- **The module was a sample survey realised on a limited sample**
- **Proxies were not allowed**
- **Shorter reference period applied – only nine months versus the whole year**

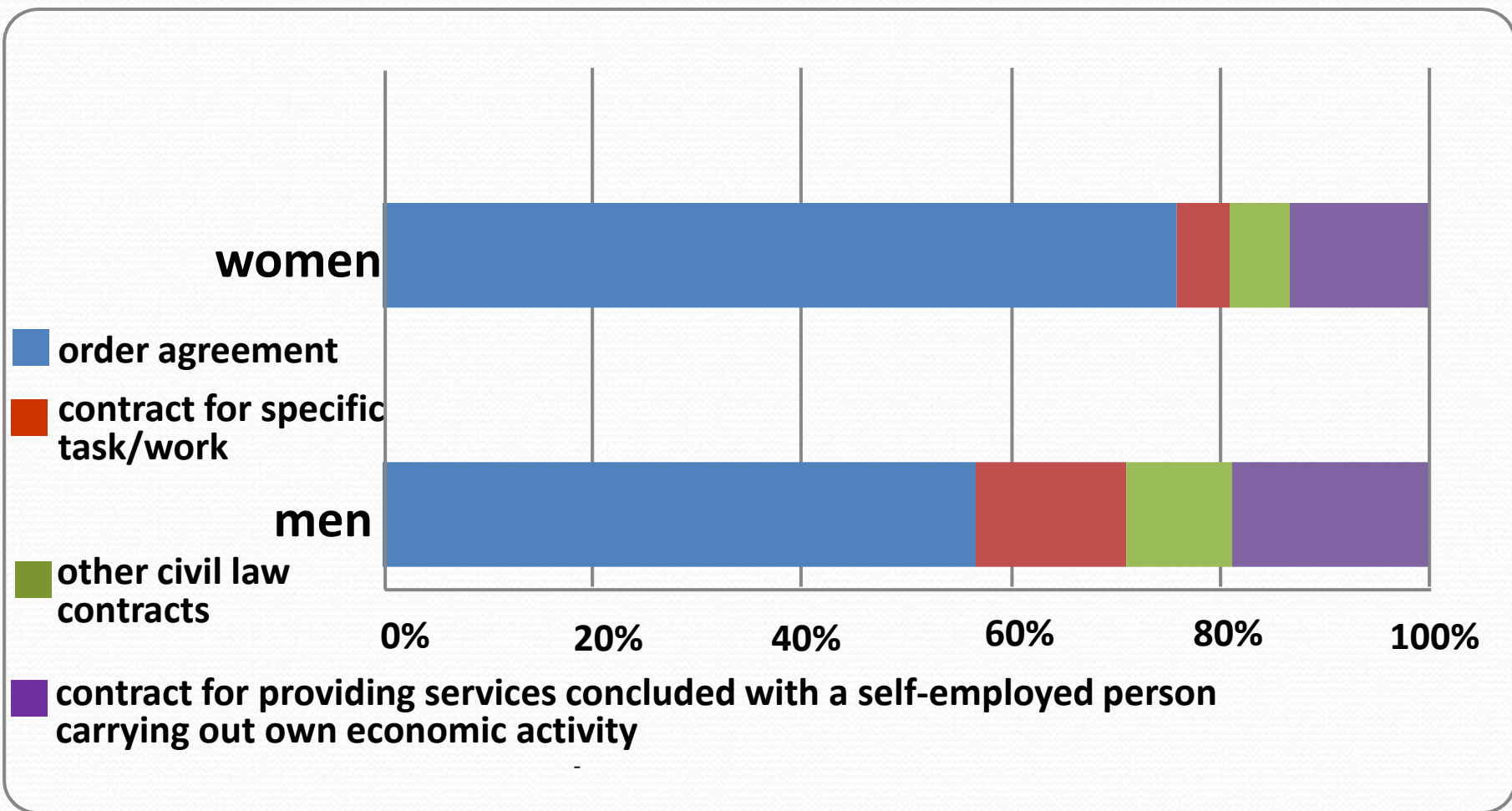
The structure of persons working in the main job in atypical forms of employment by the kind of contract



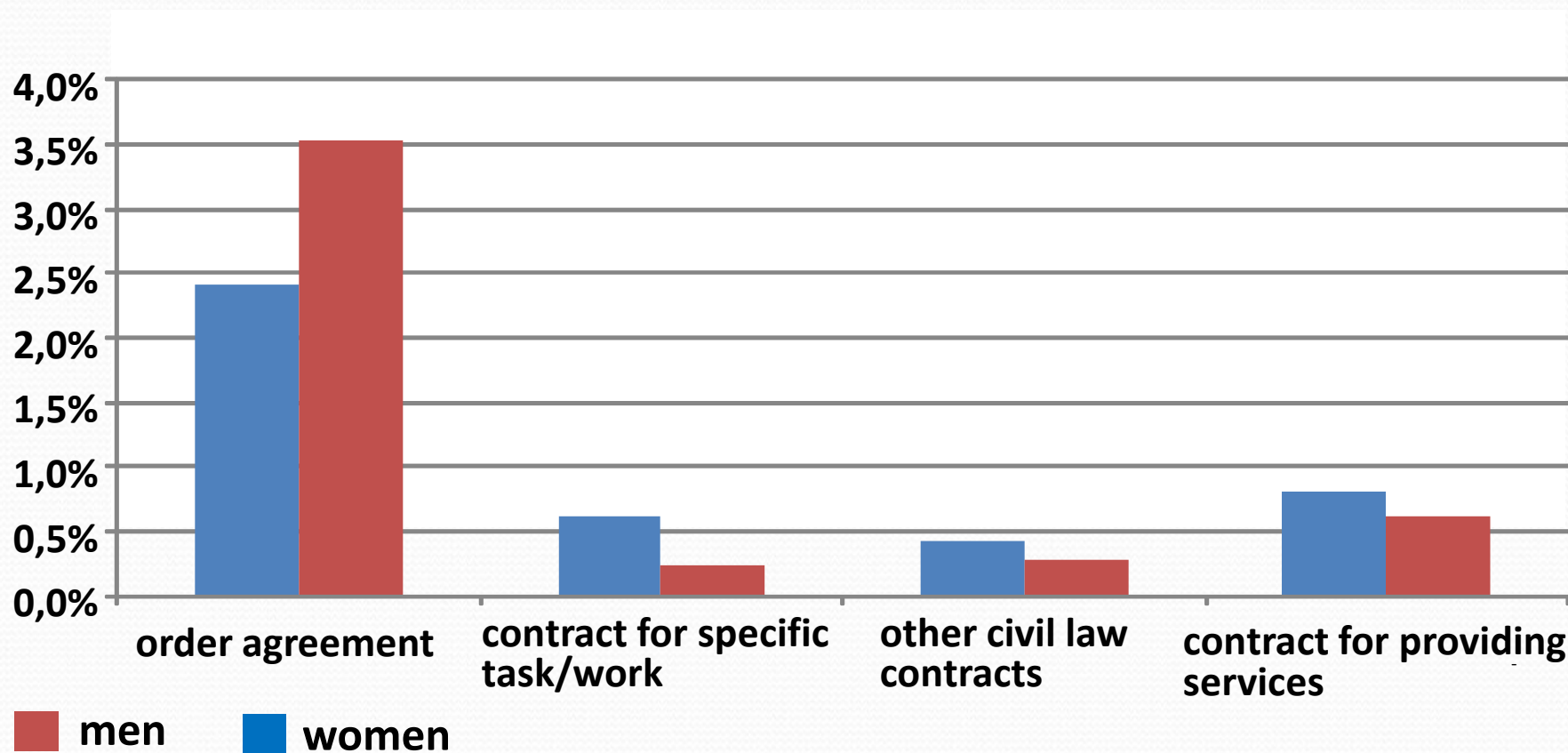
Percentage share of persons working in the main job in atypical forms of employment in the total number of the employed



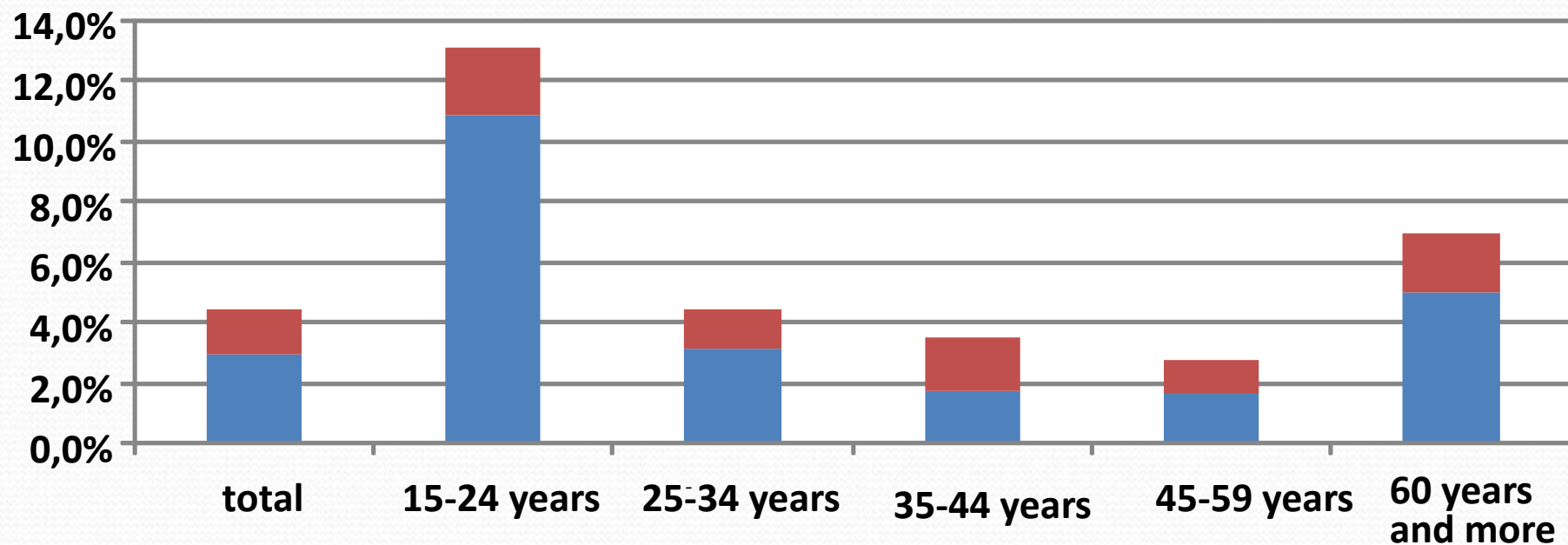
The structure of persons working in the main job in atypical forms of employment by the kind of contract and sex



Percentage share of persons working in the main job in atypical forms of employment in the total number of the employed by the kind of contract and sex



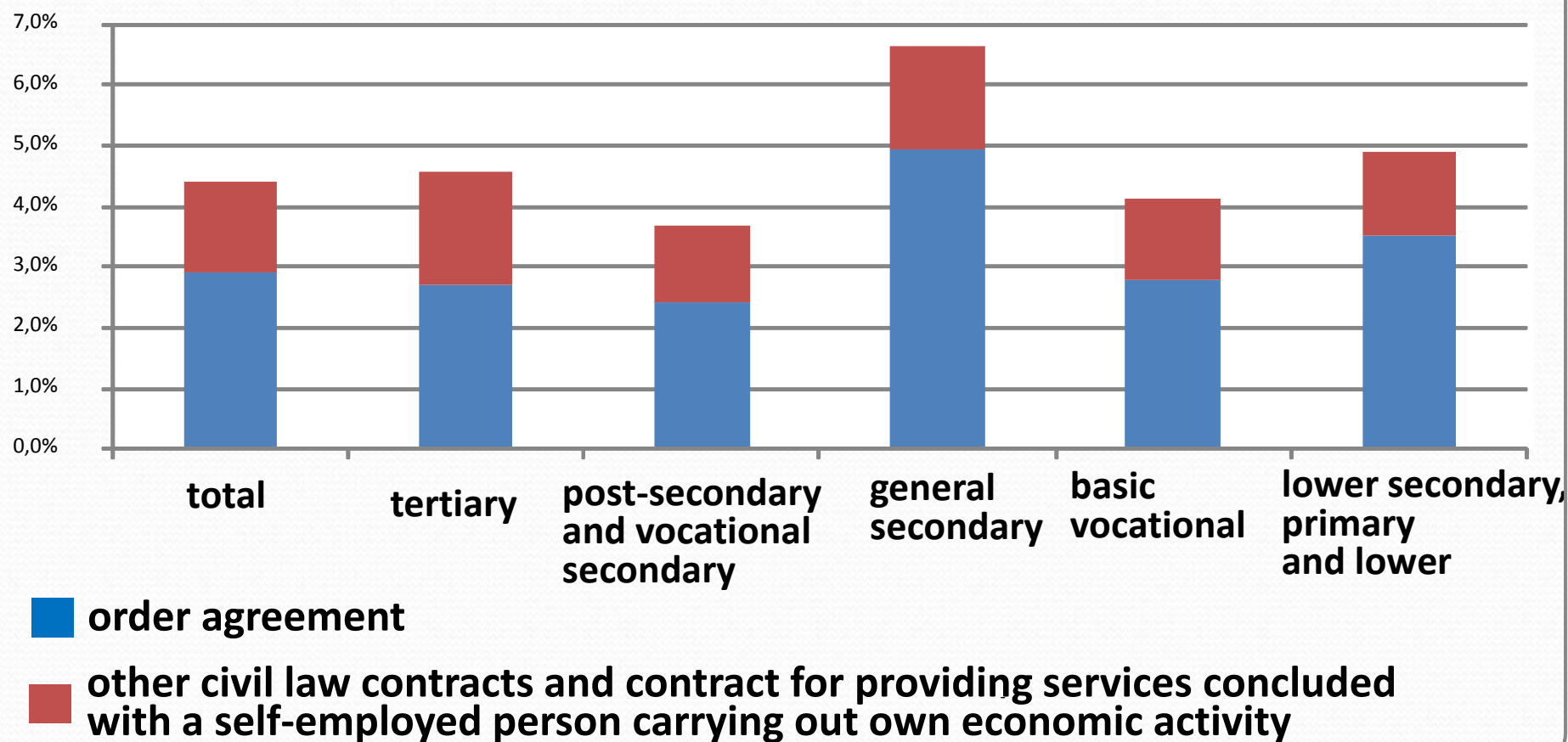
Percentage share of persons working in the main job in atypical forms of employment in the total number of the employed by the kind of contract and age groups



 **order agreement**

 **other civil law contracts or contract for providing services concluded with a self-employed person carrying out own economic activity**

Percentage share of persons working in the main job in atypical forms of employment in the total number of the employed by the kind of contract and level of education



Conclusions

- **Assessing the scale of the phenomenon of performing work on the basis of legal contracts other than employment contract is not easy**
- **For about 2/3 of the resulted population, the performed work was their main job, while in a decided majority it was a sole paid work performed at this time**
- **In case of most people, working on such contracts was not their own, independent choice**
- **More often these works are concluded by young people for whom it is also usually their first contact with paid work, albeit such contract are also concluded by elderly persons in case of whom such form of contract is possible simultaneously with receiving retirement pay**
- **Almost 2/3 of the total of persons employed on contracts other than the employment contract comprise persons performing order agreement contracts**



THANK YOU FOR YOUR ATTENTION