

Non-Standard Work Arrangements And BLS Data

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Over-Arching View

- There are a variety of definitions of Non-standard Work Arrangements
- There is a great deal of heterogeneity within those referred to as workers in Non-standard Work Arrangements
 - ▶ Putting all workers into a single group masks significant differences
 - ▶ There is also heterogeneity within the subgroups of workers
- It is important to ask what issue or question trying to solve when examining groups of workers

Outline of Talk

- Discuss BLS data sources on Non-Standard Work
 - ▶ Data from Contingent Worker Supplement to the Current Population Survey (CPS)
 - ▶ Data on workers' schedules
- Present some statistics on preferences, job characteristics and benefit coverage of these workers from BLS data
- Conclude with some issues to consider when discussing these workers



Contingent Worker Supplement (CWS)

- Supplement to the monthly Current Population Survey (CPS)
- Objective is to obtain information on:
 - ▶ Workers with contingent jobs
 - ▶ Four alternative employment arrangements:
 - independent contractors
 - on-call workers
 - temporary help workers
 - contract company workers



Contingent Worker Supplement (CWS) (continued)

- Most recent supplement conducted in May 2017
 - ▶ Press release and data will be forthcoming in Spring 2018
- Similar supplements were conducted in February of 1995, 1997, 1999, 2001 and 2005
 - ▶ 2017 added questions on electronically intermediated work
- Household survey
 - ▶ All employed persons are included in the supplement (except unpaid family workers)
- Wide variety of information collected
 - ▶ Demographics, earnings, preferences for arrangement, health insurance and pension coverage



What is a contingent worker?

- Contingent workers are those who do not have an explicit or implicit contract for long-term employment
 - ▶ People who do not expect to continue in their current jobs for personal reasons, such as retirement or returning to school, are not considered contingent workers



What kinds of information does the CWS collect to determine if a worker is a contingent worker?

- Whether the job is temporary or not expected to continue
- How long the worker expects to be able to hold the job
- The main reason people expect to be in their jobs a short time
- How long the worker has held the job



Table 1. Defining and estimating the contingent workforce, February 2005

Alternative estimates of contingent workers	Total	Percent of total employed
Estimate 1: Wage and salary workers who expect their jobs to last for an additional year or less and who had worked at their jobs for 1 year or less.	2.5 million	1.8
Estimate 2: Workers, including the self-employed and independent contractors, who expect their employment to last for an additional year or less and who had worked at their jobs (or been self-employed) for 1 year or less.	3.2 million	2.3
Estimate 3: Workers who do not expect their jobs to last. (Following charts all use this definition.)	5.7 million	4.1

Source: February 2005 Contingent Worker Supplement, Current Population Survey, Bureau of Labor Statistics



Defining alternative employment arrangements

- **Independent contractors** are all those who are identified as independent contractors, consultants, and freelance workers in the supplement, regardless of whether they are wage and salary workers or self-employed
- **On-call workers** are persons who are called into work *only* when they are needed, although they can be scheduled to work for several days or weeks in a row



Defining alternative employment arrangements

- **Temporary help agency workers** are workers who are paid by a temporary help agency, whether or not their job was temporary
- **Workers provided by contract firms** are workers who are employed by a company that provides them or their services to others under contract and who are usually assigned to only one customer and usually work at that customer's worksite

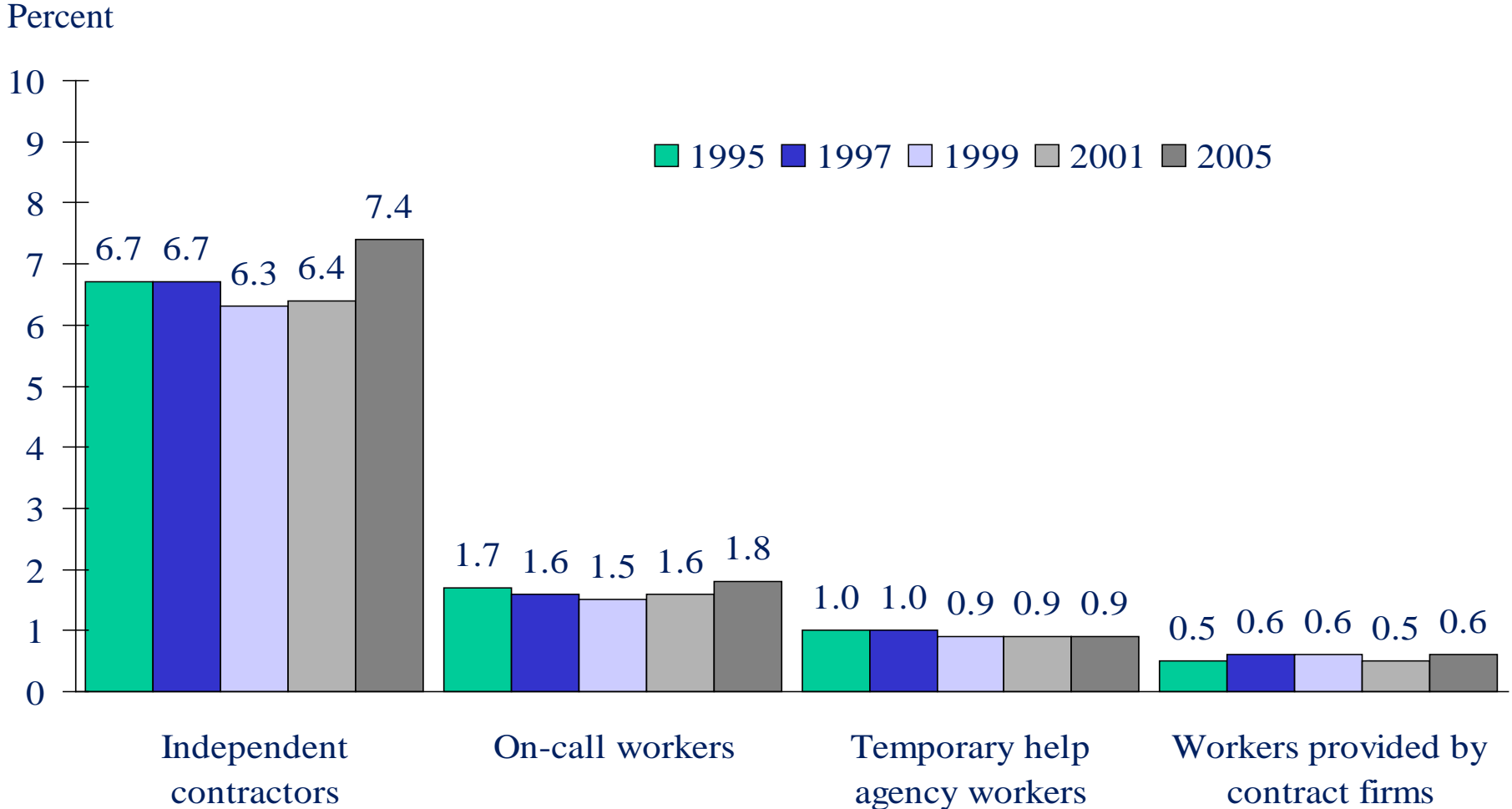
Table 2. Estimates of workers in alternative arrangements, February 2005

	Total	Percent of total employed
Independent contractors	10.3 million	7.4
On-call workers	2.5 million	1.8
Temporary help agency workers	1.2 million	0.9
Workers provided by contract firms	0.8 million	0.6

Source: February 2005 Contingent Worker Supplement, Current Population Survey, Bureau of Labor Statistics



Chart 1. Workers with alternative arrangements as a percent of the total employed, February 1995-2005



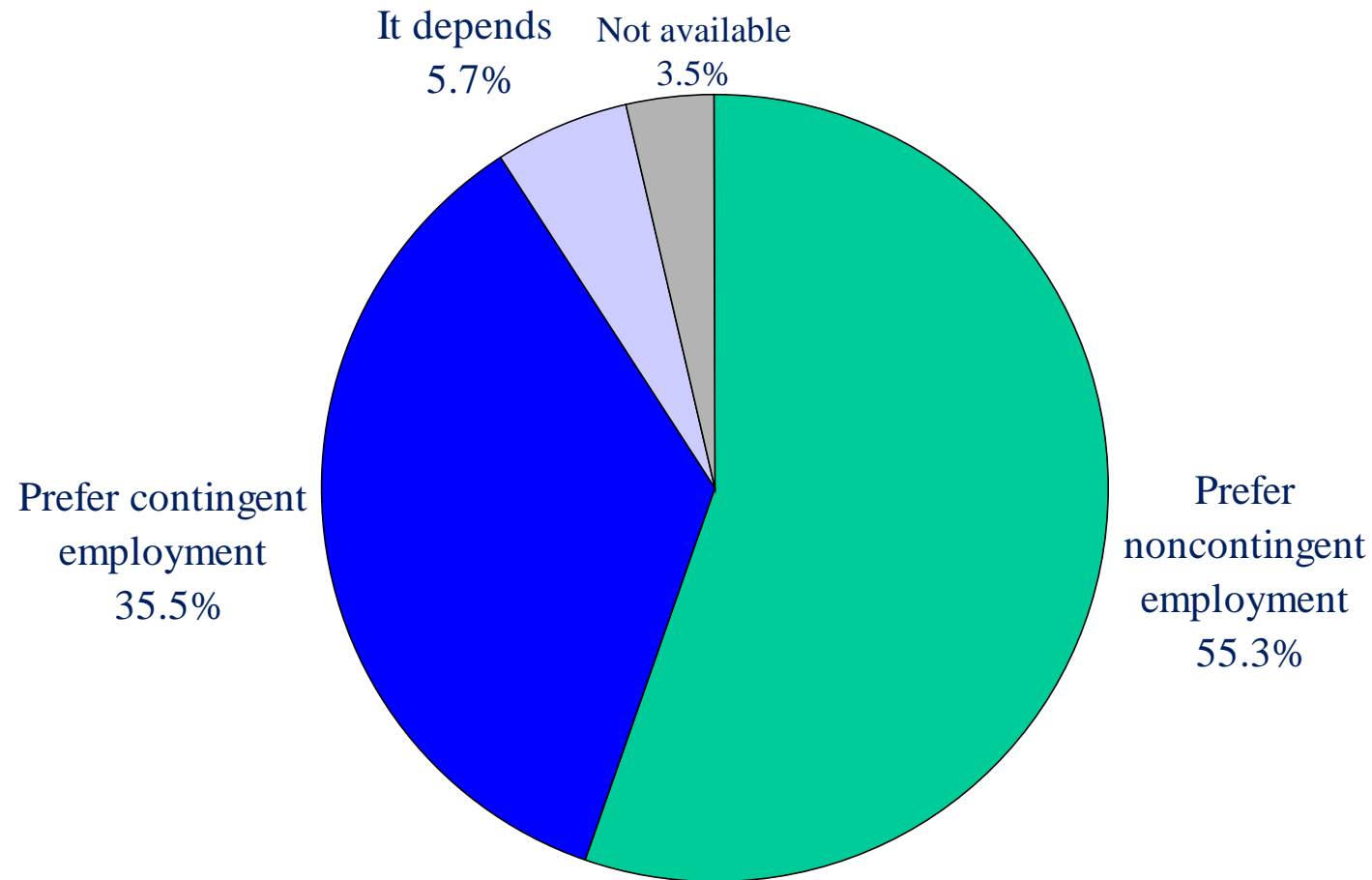
Source: February 1995-2005 Contingent Worker Supplements, Current Population Survey, Bureau of Labor Statistics



Preferences, Job Characteristics and Benefit Coverage of Contingent Workers



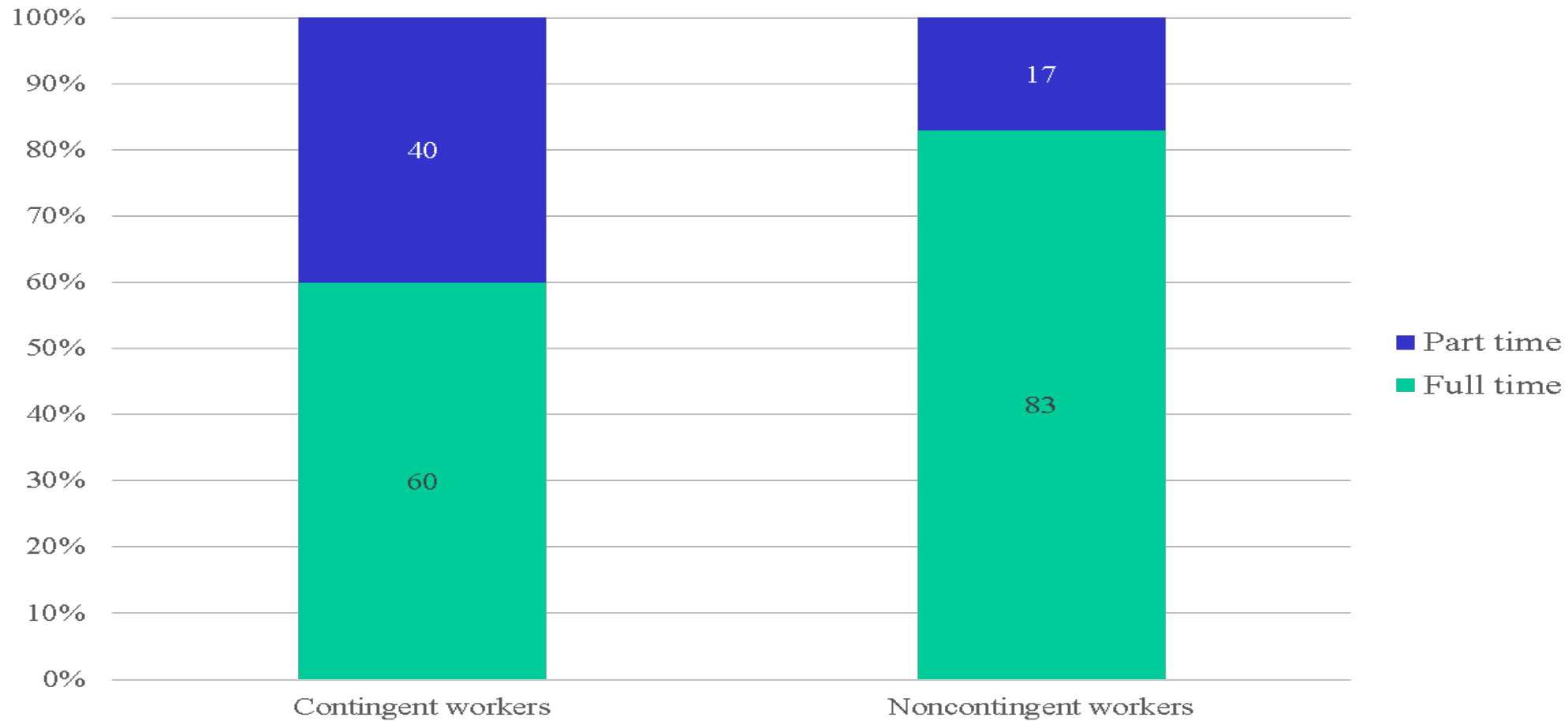
Chart 2. Employed contingent workers by their preference for contingent or noncontingent work arrangements, February 2005



Source: February 2005 Contingent Worker Supplement, Current Population Survey, Bureau of Labor Statistics



Chart 3. Employed contingent and noncontingent workers by full- or part-time status, February 2005



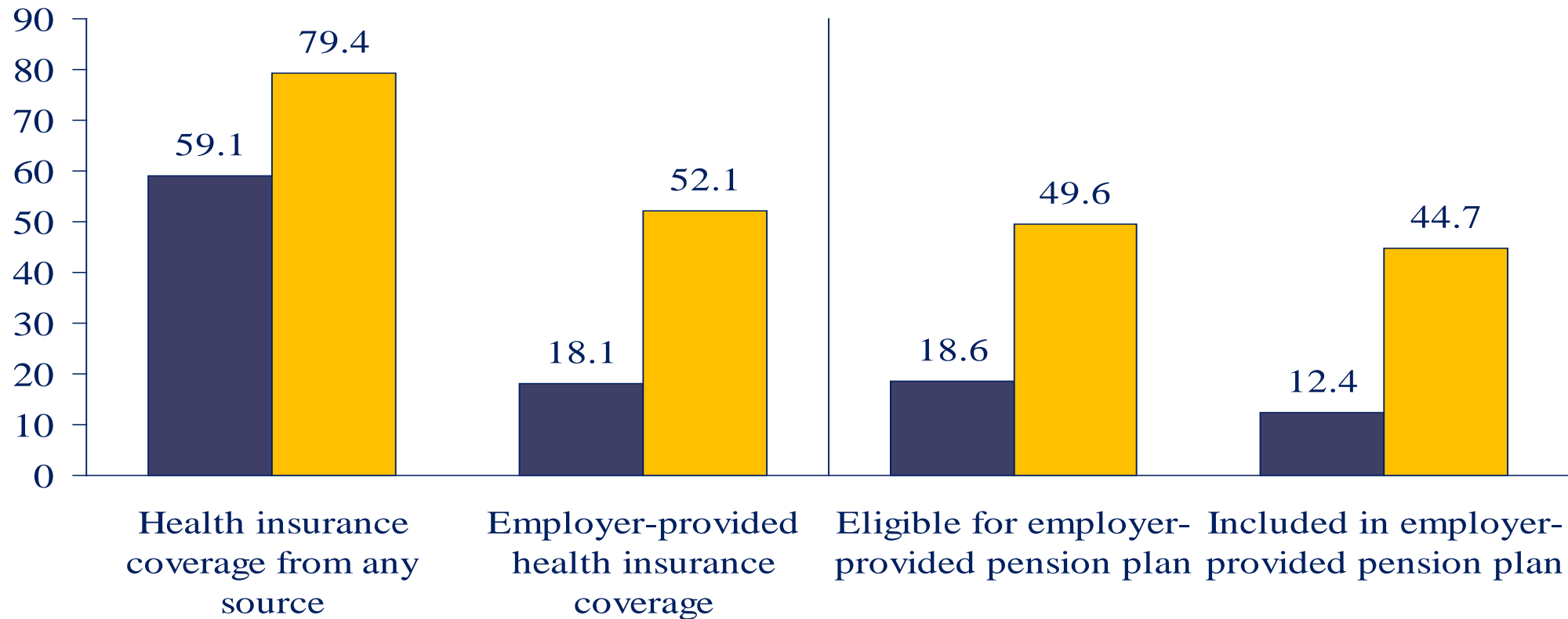
Source: February 2005 Contingent Worker Supplement, Current Population Survey, Bureau of Labor Statistics



Chart 4. Employed contingent and noncontingent workers by health insurance coverage and eligibility for employer-provided pension plans, February 2005

Percent

■ Contingent workers ■ Noncontingent workers



Source: February 2005 Contingent Worker Supplement, Current Population Survey, Bureau of Labor Statistics

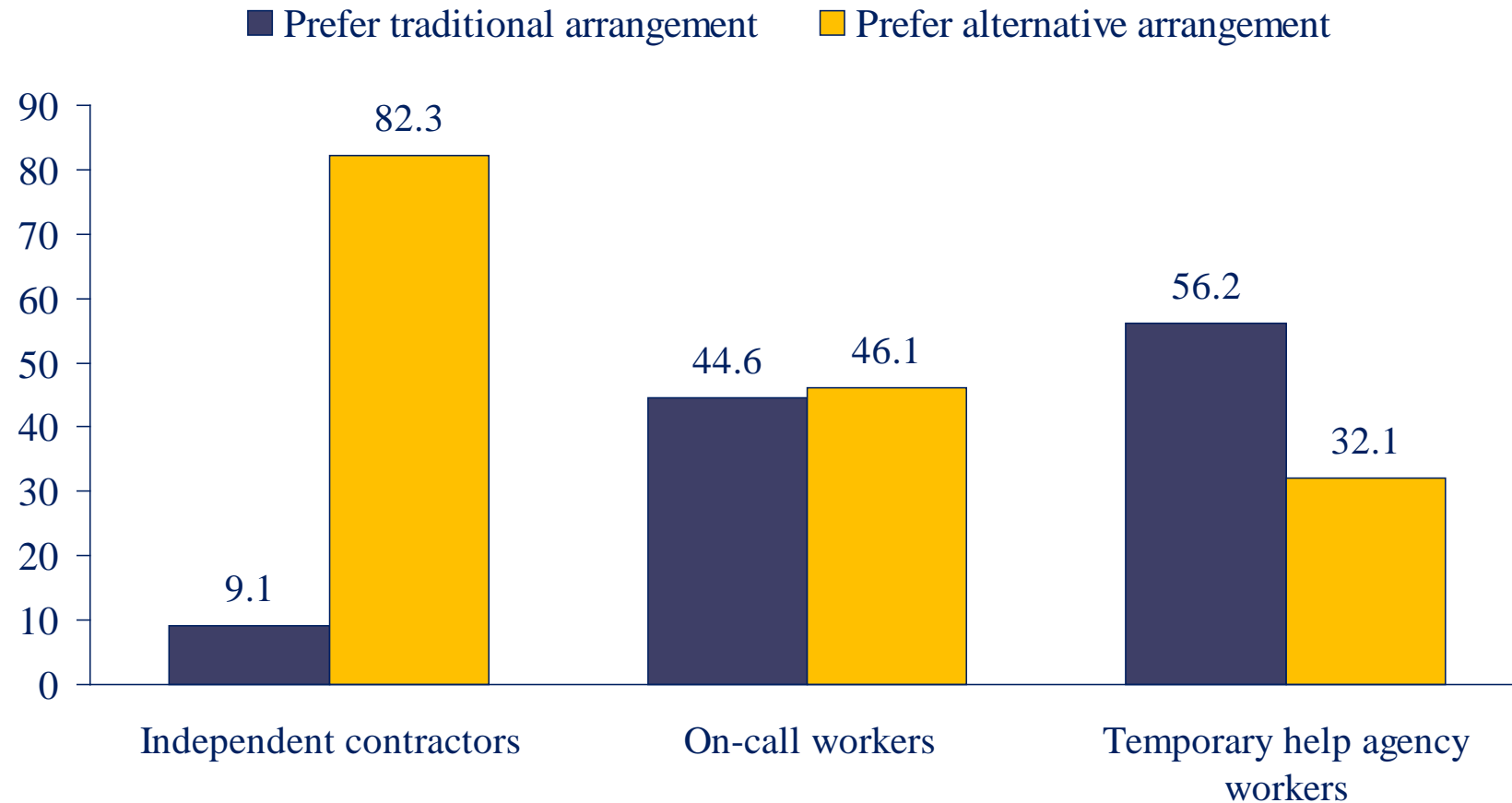


Preferences, Job Characteristics and Benefit Coverage of Workers in Alternative Arrangements



Chart 5. Employed persons in alternative arrangements by their preference for a traditional work arrangement, February 2005

Percent



Note: Workers provided by contract firms were not asked about their preference for a traditional arrangement.

Source: February 2005 Contingent Worker Supplement, Current Population Survey, Bureau of Labor Statistics



Table 3. Employed in alternative work arrangement by part-time status, February 2005

Type of Work Arrangement	Percentage
On-call workers	44.2
Temporary help agency workers	19.6
Workers provided by contract firms	14.6
Independent contractors	25.2
Workers with Traditional arrangement	16.9

Source: February 2005 Contingent Worker Supplement, Current Population Survey , Bureau of Labor Statistics



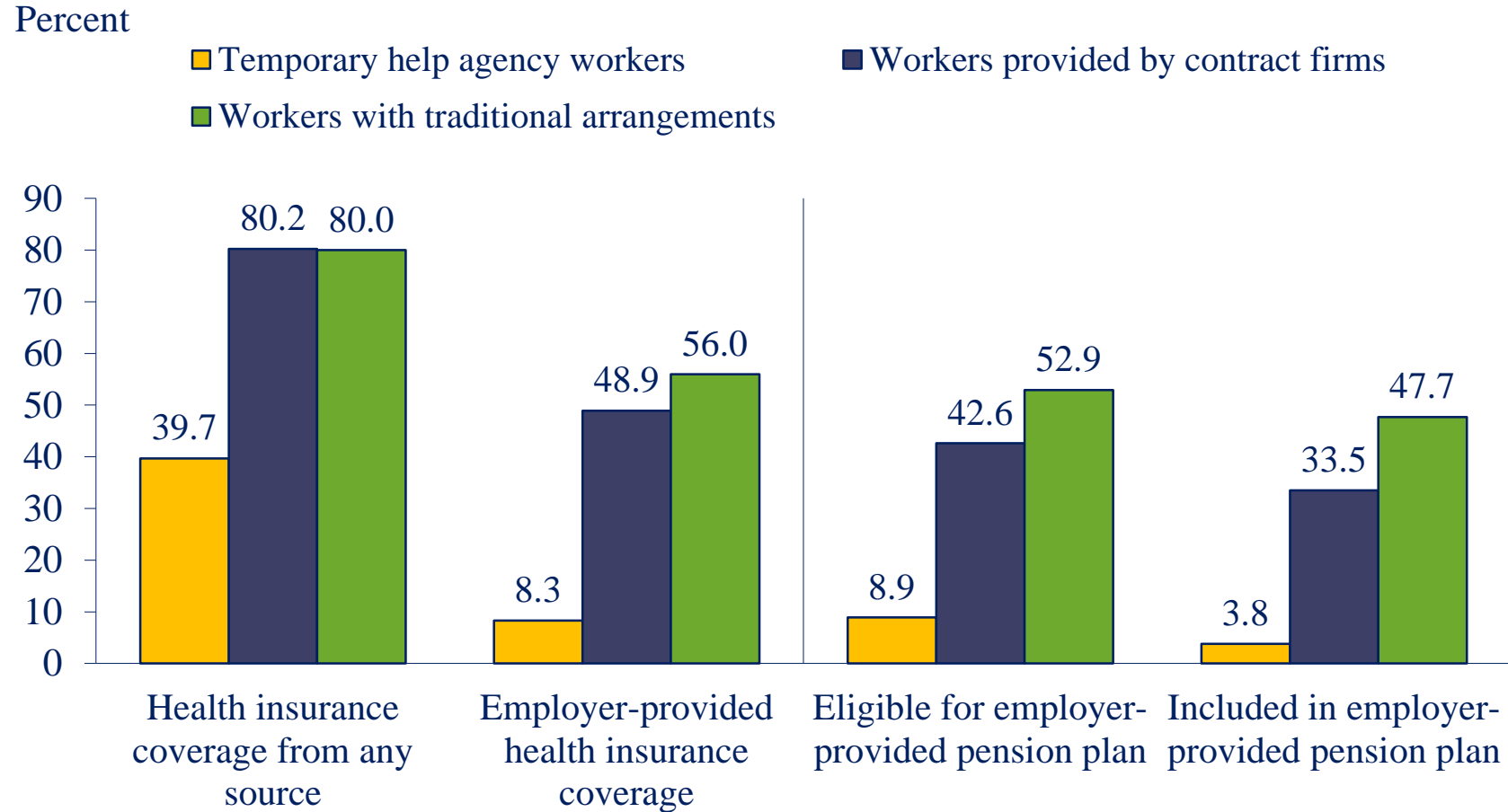
Table 4. Health insurance coverage from any source by type of worker, February 2005

Type of Work Arrangement	Percentage
On-call workers	66.9
Temporary help agency workers	39.7
Workers provided by contract firms	80.2
Independent contractors	69.4
Self-employed, except independent contractors	
Incorporated	85.4
Unincorporated	70.7

Source: February 2005 Contingent Worker Supplement, Current Population Survey, Author's calculations



Chart 6. Employed persons with traditional and select alternative arrangements by health insurance coverage and eligibility for employer-provided pension plans, February 2005



Source: February 2005 Contingent Worker Supplement, Current Population Survey, Bureau of Labor Statistics



Table 5. Employed in alternative work arrangement by tenure in arrangement (or with employer for traditional arrangement), 25 and older, Percentage Distribution, February 2005

	On-call	Temporary Help Agency	Provided by Contract Company	Independent Contractor	Traditional
1 year or less	33.4%	59.0%	30.9%	13.5%	16.9%
More than 1, less than 2	0.7%	4.3%	4.6%	1.6%	2.2%
2 to 5 years	36.6%	21.0%	35.5%	24.8%	28.7%
6- 20 years	20.6%	5.6%	21.6%	34.7%	33.6%
20 years and over	5.6%	0.0%	3.3%	21.9%	12.2%
Median tenure in years	3.4	0.9	3.1	8.6	5.9

Source: February 2005 Contingent Worker Supplement, Current Population Survey, Bureau of Labor Statistics



Scheduling of Work



Control of Work Schedule

- National Longitudinal Survey of Youth 1997 (NLSY97)
- CPS Work Schedules and Work at Home Supplement
- ATUS Leave and Job Flexibilities Module



When in the Day Scheduled to Work, (Shift of Work -Day, Evening, Night, or Swing)

- ▶ CPS Work Schedules and Work at Home Supplement
- ▶ American Time Use Survey (ATUS)
- ▶ ATUS Leave and Job Flexibilities Module

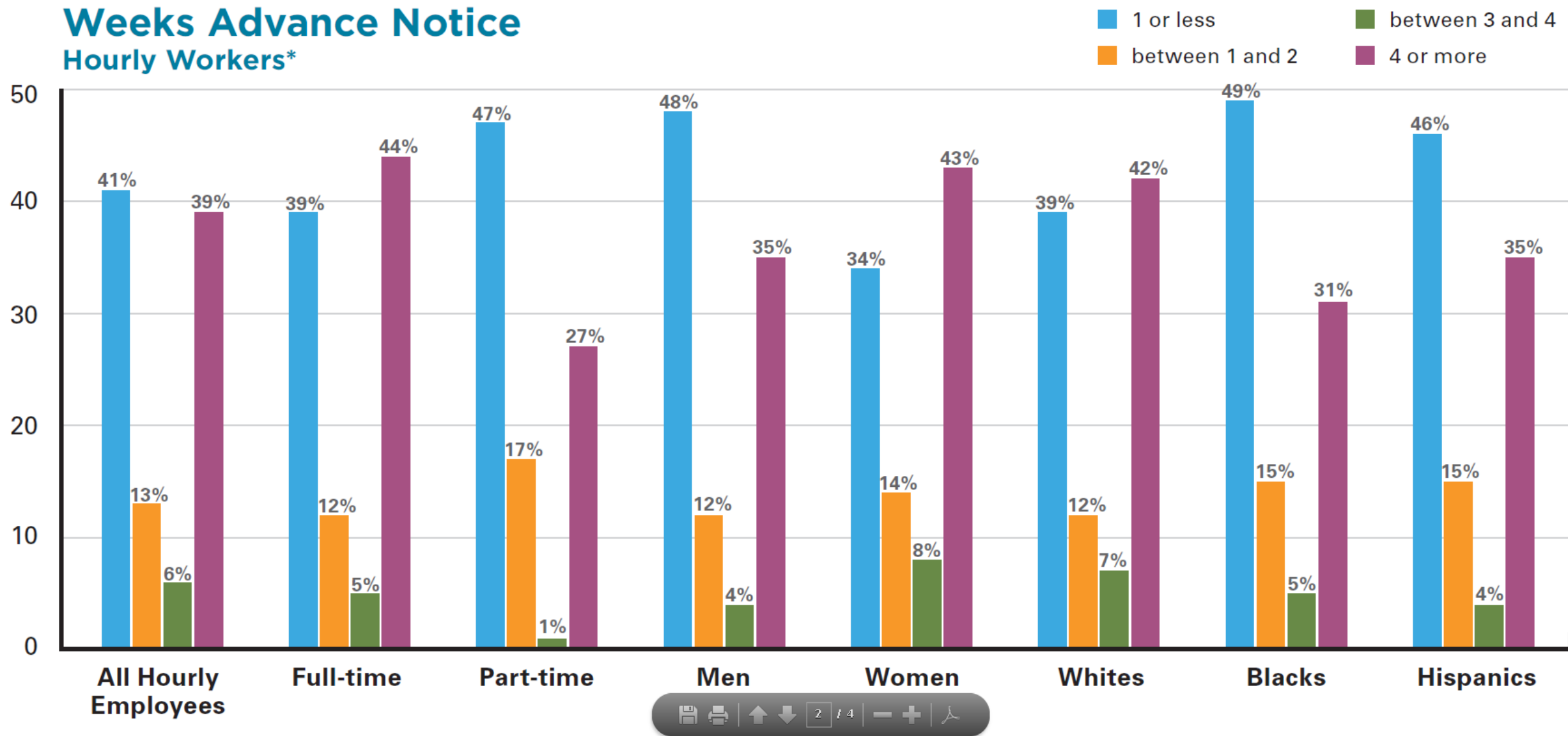
NLSY97

- A nationally representative, longitudinal survey of people born between 1980 and 1984 who were living in the US in 1997
- In 2011-12, questions were added about advance schedule notice and flexible work hours
- Respondents were 26-32 years old in 2011-12



Weeks Advance Notice

Hourly Workers*



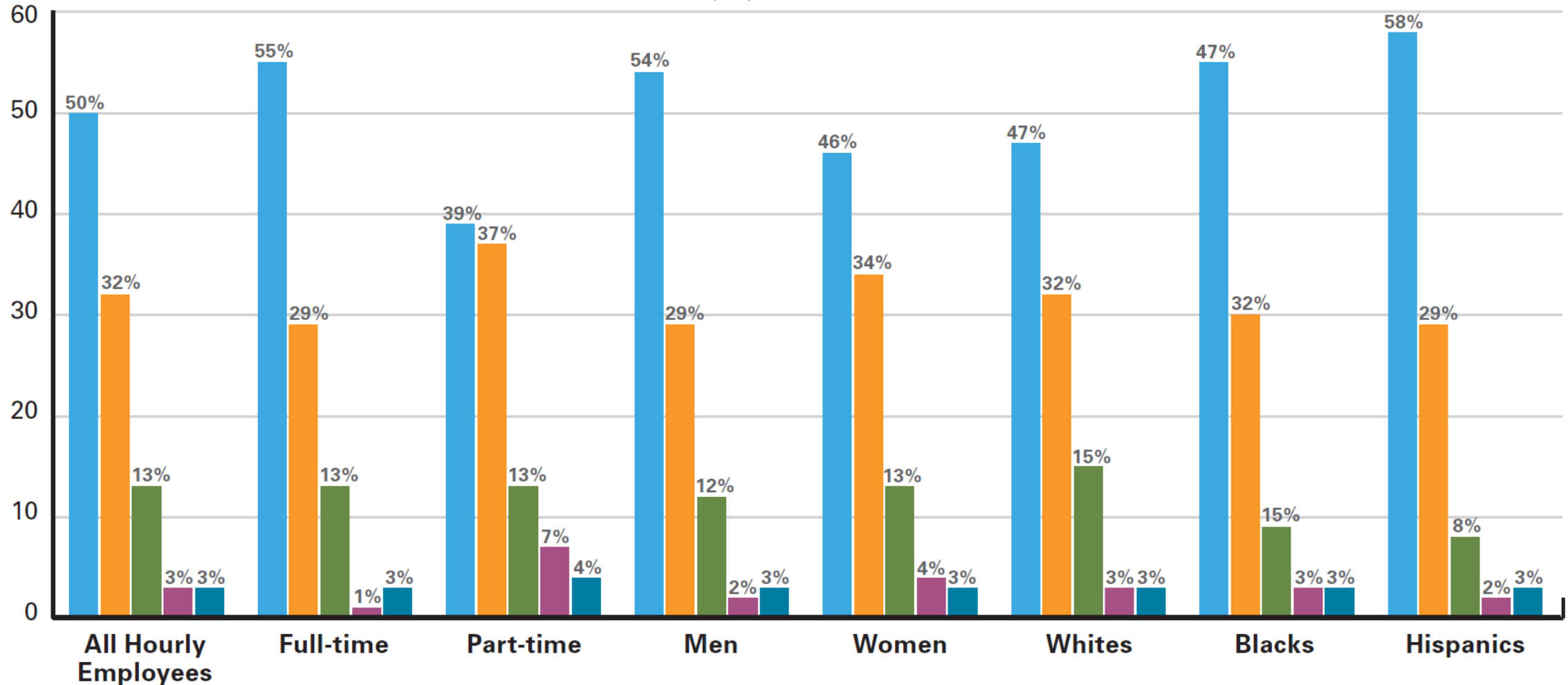
Source: Research brief issued by EInet at the University of Chicago: <http://ssascholars.uchicago.edu/einet>.



Schedule Control

Hourly Workers*

- Employer decides
- Employer decides w/ employee input
- Employee decides within limits
- Employee decides freely
- Outside employer or employee control



Source: Research brief issued by EINet at the University of Chicago: <http://ssascholars.uchicago.edu/einet>.



Table 7. Schedule Control, Selected Group of Workers

	Any fluctuation	Instability ratio* (if hrs vary)	1 week or less notice	Employer decides timing
Mothers (resident child <13 yrs)	69%	0.45	32%	46%
Fathers (resident child <13 yrs)	79%	0.43	46%	50%
Women in part-time jobs	81%	0.88	41%	38%

Instability ratio = (greatest-fewest hours)/usual hours, averaged those reporting fluctuating hours

Source: Research brief issued by EINet at the University of Chicago:

<http://ssascholars.uchicago.edu/einet>.



CPS Work Schedules Supplement, May 2004

■ How many individuals

- ▶ Had flexible work schedules that allowed them to vary the time they began or ended work (27.5% in 2004 versus 28.6% in 2001)
- ▶ Usually worked a shift other than a daytime schedule (14.8%, close to 2001 level)

■ Hours employees usually began and ended work

- ▶ 2/3 of full-time wage and salary workers usually began work between 6:30 AM and 9:29 AM
- ▶ Over half usually left work between 3:30 PM and 6:29 PM

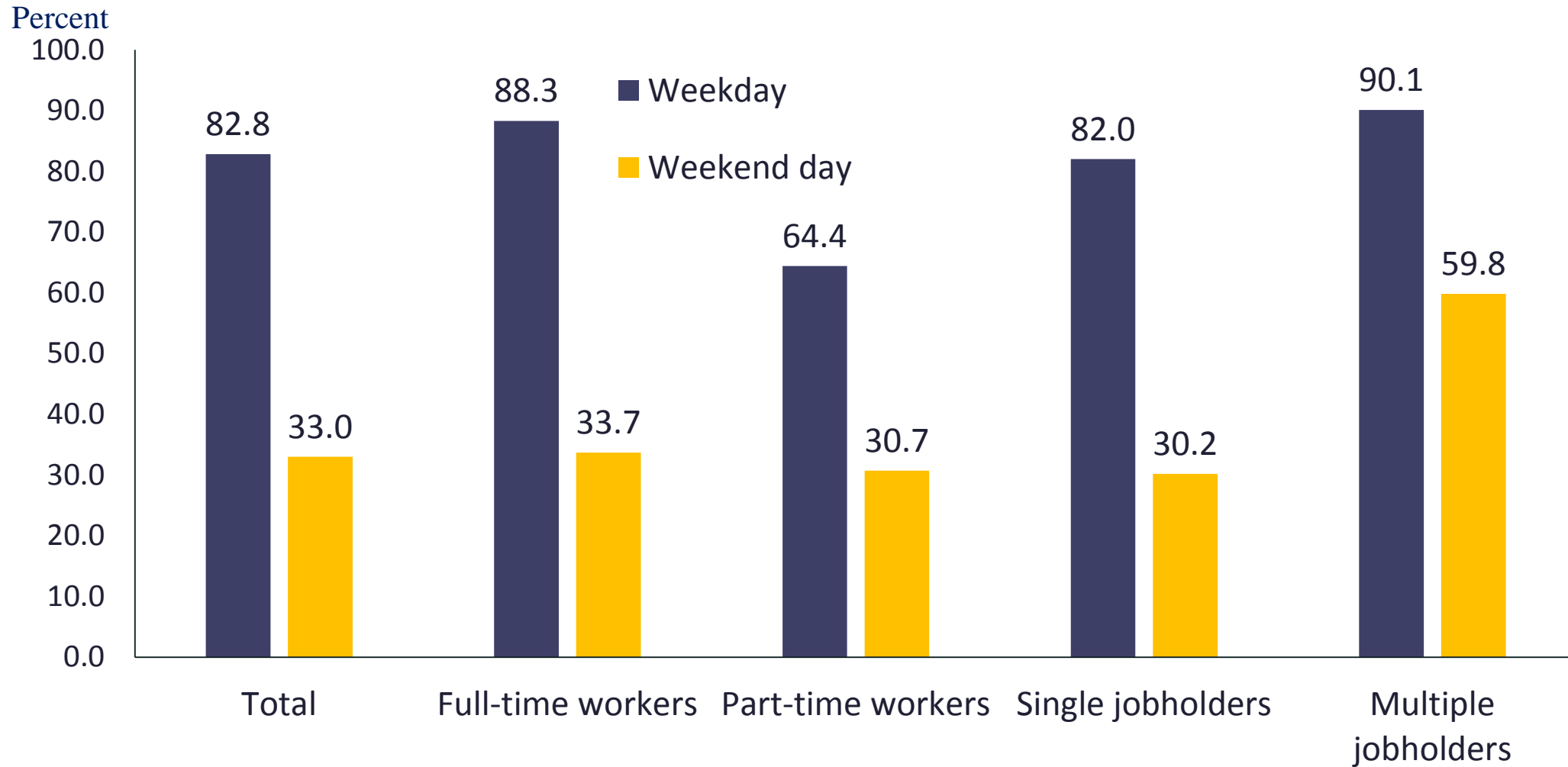


American Time Use Survey

- Nationally representative survey about how people age 15 and over spend their time; has been collected continuously since 2003
- Survey estimates show the day of week and time of day that people worked
 - With some assumptions, shift work measures can be constructed from these data
- Data can be linked to the CPS Annual Social and Economic Supplement to obtain information about health insurance



Chart 9. Percent of employed people who worked by day of week, 2016 annual averages

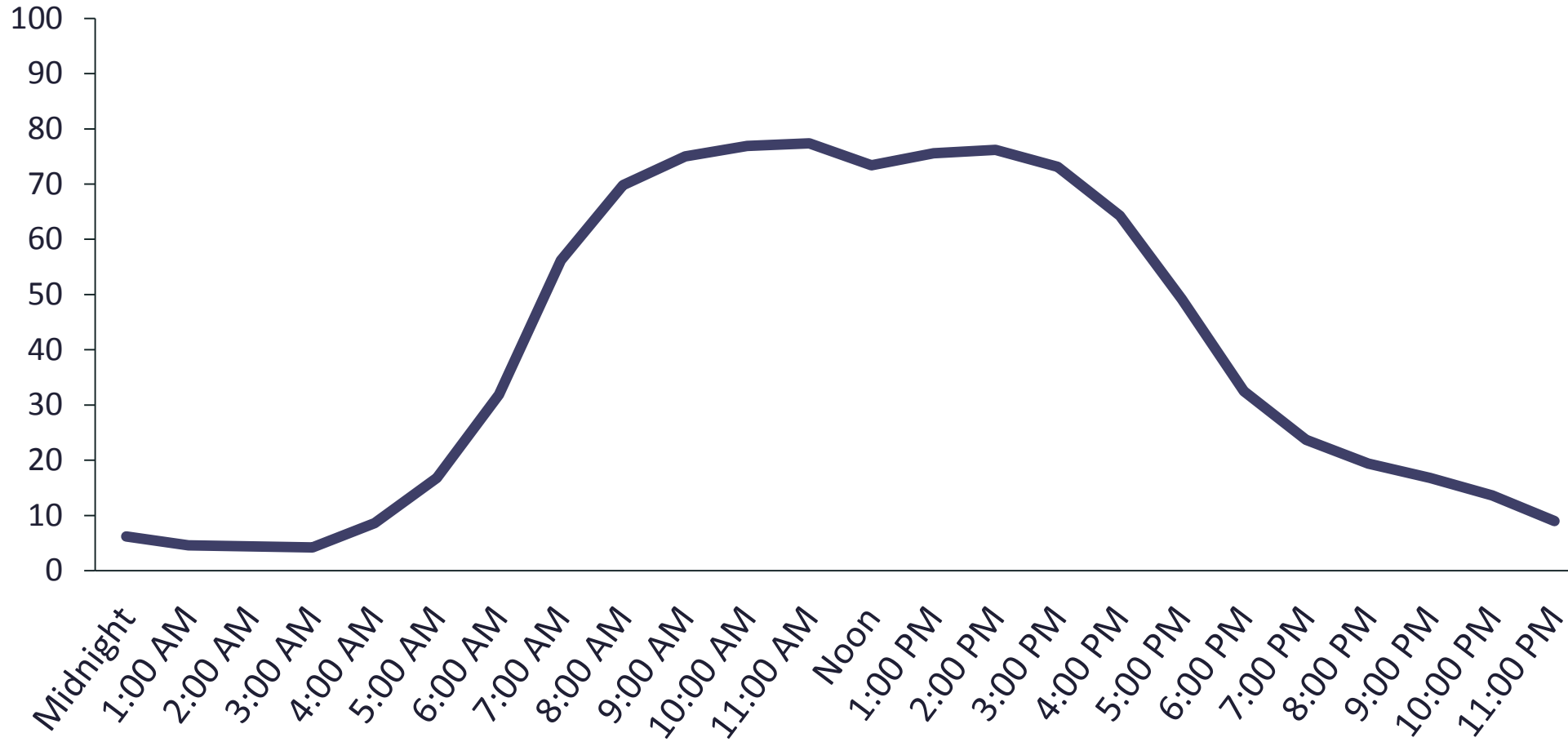


Source: American Time Use Survey, Bureau of Labor Statistics



Chart 10. Percent of employed people working on days worked by hour of day, 2016 annual averages

Percent



Source: American Time Use Survey, Bureau of Labor Statistics



ATUS Leave and Job Flexibilities Module

- Data currently being collected
 - ▶ January 2017-December 2018
 - ▶ Results will be published in 2019
- Asked of all employed wage and salary workers (self-employed are excluded)
- Data can be linked to the CPS Annual Social and Economic Supplement to obtain information about health insurance

ATUS Leave and Job Flexibilities Module

Asks:

- Whether workers can vary the start and end time of their work
- Whether workers have input into their start and end work times
- How far in advance workers know their schedules
- Whether they are shift workers
 - ▶ If not daytime shift, why people work the shift they do
- Access to and use of paid and unpaid leave

Issues to Consider When Discussing Non-Standard Workers

- It is important to tailor workers examining to the issue of interest:
 - ▶ If concerned about minimum wage regulations
 - May want to exclude electronically intermediated workers and independent contractors
 - ▶ If interested in job security or portable benefits
 - May only want to look at workers who expect to be in an arrangement a short period (contingent workers)
 - ▶ If worried about earnings instability
 - May want to look at workers in short duration jobs, independent contractors, temporary help workers, on-call workers, and electronically intermediated workers



Issues to Consider When Discussing Non-Standard Workers (continued)

- ▶ If concerned about comparative wages and tax considerations
 - May want to compare independent contractors (1099 workers) to all wage and salary workers as a group
- ▶ If concerned about work-life balance, particularly childcare
 - May want to look at workers' control of schedule, workers' preference for an arrangement or workers' reasons for being in an arrangement of just wage and salary workers

Issues to Consider When Discussing Non-Standard Workers (continued)

- Important to avoid putting different types of workers into a single category
 - ▶ Recognize the heterogeneity of types of workers
- Important to think about definitions of terms using
 - ▶ Avoid putting the latest label on data

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