

## **Non-standard employment during the crisis in Austria & The conceptualization of different forms of non-standard employment**

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The aim of this paper is twofold: 1) it provides a conceptualization for analyzing the labor market structure along the differentiation between standard and non-standard employment and 2) it gives an overview of the development of standard employment and different forms of non-standard employment during the crisis in Austria.

### **Conceptualization of non-standard employment**

The conceptualization of non-standard employment and standard employment in Austria has to deal with at least two challenges: 1) The overlapping of different forms of non-standard employment and 2) the highly gender segregated labour market.

- 1) The Austrian labour survey contains information for the following types of non-standard employment for employees: part time work, limited contract, temporary employment, a free service contract (freier Dienstvertrag) or they work less than 12 hours per week. In contrast to these forms non-standard employment standard-employment is usually referred to as full time employment with an unlimited contract and no temporary employment which is fully covered by social security system. The different forms of non-standard employment can overlap. This means that it is possible that a person works part time and has a limited contract. In Austria the most common form of 'overlapping' is a limited free service contract, overall 15% of workers in non-standard employment show more than one type non-standard employment in their main job. Summing up the different forms of non-standard employment would exaggerate the phenomena of non-standard employment. Due to the fact that the LFS provides information about individuals and the characteristics of their main job, it is no problem to avoid double-counting and build a non-overlapping group of non-standard-employment.
- 2) The Austrian labour market shows one of the highest part time rates among women. Therefore part time work is for women almost as 'normal' as full time work. For labour market analyses it is important to take this into account especially from a gender sensitive perspective. For this purpose we differentiate between two different categories of non-standard employment: "**various forms**" of non-standard employment and "**only part time**". The first category includes all different forms of non-standard employment (marginal part time, contract of limited duration, free service contract (freier Dienstvertrag) and temporary employment ) no matter whether it is full time or part time work. Furthermore we introduced a new category of part time workers: Persons with reduced working hours who don't show any other kind of non-standard employment are called 'only part time workers'. The following list gives an overview of the different categories of employment used for analyzing structure and development of labor market trends in Austria.

Three categories of employment which are not overlapping:

- 1) **Standard employment:** full time employment with an unlimited contract and no temporary employment.
- 2) **Non-standard-employment – “only part time”:** employees who are referred to as non-standard-employees only because of their reduced working time. Which means they work more than 12 hours per week, they have an unlimited contract are not temporarily, they are not holding a free service contract (freier Dienstvertrag) and no other kind of non-standard-employment applies to them. Insofar this group of persons also could be called “small standard employees”.
- 3) **Non-standard-employment – “various forms”:** employees who have a limited contract, temporary employment, a free service contract (freier Dienstvertrag) or they work less than 12 hours per week. Persons in this group can be characterized through one or more than one of these different forms of precarious work. A further differentiation in non-standard-employment-various forms/full time and non-standard-employment-various forms/part time is possible.

### **Non-standard-employment in Austria**

In Austria 31 per cent (1 133 million) of all employees were employed in the form of a non-standard employment in 2012. This means that they work part time and/or have one of the following types of employment: limited contract, temporarily employed, work less than 12 hours, free service contract. During the period 2008-2011 the number of all employees increased (46 000) but the number of persons in standard employment decreased (-51 000).

Regarding the structure of non standard employment there are huge differences between men and women. One in three women and five in hundred men are working part time (and no other form of non-standard employment applies – “only part time”) in 2012. Compared to that the share of men and women working in the category non-standard-employment–“various forms” is relatively equal (men 9%, women 15%). Younger and older workers tend to be in non standard employment more often than workers in their middle age. Equally, persons with low education and persons with high education are more likely to be in non standard employment than persons who have completed an apprenticeship. Moreover there are huge differences between industries. In production men are rarely in non-standard employment, in the service sector woman do very often have non-standard contracts and the rate of men in this kind of employment is also increased.

In the years 2009 and 2010 for the first time in many years there was no increase of the number of persons in standard employment. In 2009 the category of non-standard-employment–“various forms” stagnated whereas the form of “only part time” increased. Very likely this is a result of the economic crisis. Apart from standard employment contracts especially the number of persons working in temporary employment was influenced by the economic crisis. Their number decreased sharply in 2009 and started to rise again in 2010. In

2011 and 2012 the number of persons in standard employment started to rise again. So a recovery of the labour market can be diagnosed.