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Measuring Atypical Jobs:  
Levels and Changes

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**MEASURING ATYPICAL JOBS: LEVELS AND CHANGES**

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## ABSTRACT

Over the past years, non-standard, flexible employment contracts have gained in importance in many OECD countries. This has made it difficult for statisticians to apply standard classifications of working arrangements to measure and analyse labour market developments. This paper presents a new classification of atypical working arrangements, developed by Istat, the Italian Statistical Institute. The paper also uses this classification to quantify the level of atypical jobs and their development between 1996 and 2002.

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Au cours des dernières années, les contrats de travail flexibles, non standards, ont pris de l'importance dans beaucoup des pays de l'OCDE. Cela rend difficile aux statisticiens l'utilisation des classifications standard des organisations de travail pour la mesure et l'analyse des développements du marché du travail. Cette étude présente une nouvelle classification des différentes organisations de travail atypiques, développée par Istat, l'Institut Statistique Italien. L'étude utilise aussi cette classification afin de quantifier le nombre de contrats de travail atypiques et leur développement entre 1996 et 2002.

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## MEASURING ATYPICAL JOBS: LEVELS AND CHANGES

by Leonello Tronti, Francesca Ceccato and Eleonora Cimino (Istat)<sup>1</sup>

### 1. The problem: the increasing share of atypical jobs and its measurement

The recent diffusion of post-fordist paradigms to the production systems of advanced economies has been accompanied by a continuing and increasing creation of new labour contracts and employment arrangements, generally characterised by higher flexibility and reduced social rights. Up to a few years ago, the high degree of homogeneity in employment arrangements allowed experts and scholars to use the current definitions of enterprise, employment and self-employment without incurring in relevant conceptual and/or measurement mistakes. Nowadays, however, the increasing complexity in the organisation of production systems, and the continuously increasing number of legal employment arrangements impose upon official statistical agencies the need to reconsider the definitions adopted so far, as well as to propose new classification schemes, allowing for a more realistic and analytical approach to measurement.

The creation and diffusion of these new, non-standard arrangements has been so dramatic that the relevance of the classification and measurement for the analysis of labour market segmentation is self-evident. This paper presents a new classification of atypical working arrangements that has been experimentally developed by Istat, the Italian Statistical Institute, and applies it to three different purposes: i) classifying the very numerous atypical work arrangements regulated by the Italian labour law by 2003; ii) quantifying the absolute and relative level of atypical jobs in the Italian labour market in 2001; iii) describing their diffusion between 1996 and 2002.

The paper is organised as follows: paragraph 2 presents a new classification of atypical employment arrangements, clarifying its peculiarity in the face of other attempts in the same direction. Paragraph 3 contains a first application of the conceptual scheme to the case of the Italian labour market: our classification allows for the identification of 22 different labour contracts that can cover 48 different atypical employment arrangements. In the following paragraph, we present an attempt to quantify atypical employment arrangements in Italy in 2001 (benchmark year), using the above described scheme and the available information sources. In the fifth paragraph we present the growth of atypical jobs in the periods 1996-2001 and 2001-2002, according to the main available source (the

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Istat OROS survey, based on Italian Social Security administrative data). Finally Appendix A presents the levels of atypical jobs, according to OROS, in the years 1996, 2000, 2001 and 2002.

## 2. A new classification of atypical employment arrangements

In recent years, not unlike those of other advanced countries, the Italian labour market has undergone profound changes, which have affected its composition no less than its employment rate. The increased demand for flexibility, on the part of enterprises as well as of some segments of labour supply, has strongly spurred the diffusion of atypical work arrangements. In the face of these rapid and substantial changes in labour market composition, a group of Istat researchers<sup>2</sup> has developed a new classification of employment arrangements, designed to capture the number and quality of the ever increasing number of non-standard employment arrangements<sup>3</sup>. The new classification is as exhaustive as possible, but conceptually simple as well, so to satisfy the need for a comprehensive framework taking into account a flexible and analytical approach to the statistical measurement of the new dimensions of labour market segmentation.

The suggested classification (Table 1) is based on a conceptual scheme that clusters the different employment arrangements according to three main different criteria or dimensions: i) the stability of the work relationship (permanent vs. temporary jobs); ii) the length of the working-time regime (full-time vs. reduced time regimes); iii) and, finally, the degree of workers' entitlement to social rights associated with the working arrangement (i.e. full vs. partial or no entitlement at all)<sup>4</sup>.

According to this three-dimensional classification, thus, employment arrangements can be positioned in the cells of the grid presented by Table 1 below.

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<sup>2</sup> The working group, co-ordinated by Leonello Tronti in the context of the Yearly Report on 2001, further to Francesca Ceccato and Eleonora Cimino, included Manlio Calzaroni, Fabio Rapiti, and Roberta Rizzi.

<sup>3</sup> See Istat, 2002b and 2003.

<sup>4</sup> The rights to be taken into consideration are social security ones, union rights and other social rights, legally or conventionally extended to all workers being involved in a standard work arrangement – here defined as an employee open-ended, full-time regular job. Obviously, as the degree of social rights entitlements can be measured only in comparison with the rights legally granted to standard work arrangements, and these vary across nations, this third dimension is country-specific. Nevertheless, the approach here proposed suggests the opportunity to provide international comparisons by comparing also national standard work arrangements.

**Table 1. A conceptual scheme to classify non-standard employment arrangements  
(three dimensions)**

Job stability	Working-time regime	Social Rights Entitlement	
		Full	Partial or None
Permanent	Full-time		
	Reduced		
Temporary	Full-time		
	Reduced		

An analysis of Table 1 clarifies that the main critical points of the proposed classification are the following:

- the classification considers primarily legal employment arrangements, but can also be used to identify the different working modes or regimes regulated by them: the same kind of legal labour contract can in fact allow for different working-time regimes, or for different stability patterns;
- the purpose of the grid is not to classify jobs nor occupations according to their intrinsic quality with respect to their organisational role, but only to classify labour arrangements with reference to their very immediate characteristics; from this point of view, our proposal is very far from the case of the International Classification of Status in Employment (ICSE 93) by ILO, or from the new attempts to revise it (see Greenwood-Hoffmann, 2002 and Hoffmann, 2002), even if we imagine that it could be possible to find some correspondence between our employment arrangements and statuses in employment;
- on the other hand, the proposed classification does not even intend to be an ex-post organisation of the results of a detailed analysis of the organisational aspects involved in the operating of post-fordist production systems (e.g., core-contingent workers, subcontracting chains and the like); from this point of view, our work is also far from the attempts in this direction as proposed, for instance, by Boyer (1994) or OECD (2002); however, also in this case, we expect our classification to be useful to shed some light on the organisation of post-fordist production systems;
- by the way, as the classification considers primarily only different legal working arrangements, and in its first instance is not aimed at classifying the level of distress attached to them, it is also profoundly different from a classification of undeclared, unregistered or precarious work (e.g., like the ones attempted by the ESOPE Network); nevertheless, again we feel that it could provide some useful suggestion to this end also;
- finally, the proposed classification is very simple and general, so that it can be easily used with the aim of measuring the level and change of atypical work arrangements in one country as well as providing international comparative measures, once accepted that



the degree of social rights entitlement typical of a standard job may vary from country to country<sup>5</sup>.

### 3. A first application: Atypical employment arrangements in Italy

The conceptual scheme presented in the previous paragraph, grouping the different employment arrangements according to three criteria (stability, working-time regime and entitlement to social rights), can be used to classify the atypical employment arrangements present in any labour market and in the Italian one as well<sup>6</sup> (Table 2). While attempting to apply the scheme, it immediately comes clear that it can be used to classify both employee and self-employed kind of work arrangements. This issue is particularly significant for the Italian labour market, where self-employment have long been the traditional regulator for adjusting labour volume to cyclical downturns and providing the appropriate degree of labour flexibility. Many jobs that elsewhere would have been regulated by wage-employment relationships, in Italy have been organised in a self-employment form, and this is often still the case<sup>7</sup>.

However, the application of our classification to self-employment work arrangements could be a disputable task as, for a self-employed worker, an unstable and/or part-time work arrangement could be the result of a (maybe temporary) personal preference, rather than the result of an agreement between an employee and an employer within the framework of a legal labour contract. For this reason, we limit our analysis to the special cases where a specific labour contract regulates the work arrangement: occasional or co-ordinated long-term freelancers (*collaboratori occasionali* or *collaboratori coordinati e continuativi*), partner workers (*associati in partecipazione*), project freelancers (*lavoro a progetto*) and secondary-workers (*lavoro accessorio*).

Furthermore, while classifying employment arrangements, we noticed that some of them could be considered as atypical only with respect to some peculiarities, like the work location, its duration or its novelty on the stage of the Italian labour market. For this reason we thought it could be useful to add to the main three dimensions a fourth criterion, i.e. the ‘degree of atypicalness’ (strictly atypical vs. partly atypical), that could further help to sketch the feature and the transformation through time of employment arrangements. We defined, therefore, an employment arrangement as ‘strictly atypical’ when the contract type is in itself very far from the standard one (open ended, full-time regular employment relationship); while, we defined as ‘partly atypical’ employment arrangements characterised by labour contracts very close to the standard one, but by peculiarities in the way the work is performed (location, duration, etc.)<sup>8</sup>.

We have, thus, included in the classification all employment arrangements that are characterised by at least some non-standard features. Table 2, presenting the results of our exercise with reference to the present situation of the Italian labour market (after legislative decree no. 276/2003), includes all four criteria, the fourth one being evidenced by grey areas indicating partly atypical arrangements. Our classification identifies, in the present regulation of the Italian labour market, 22 different non-

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<sup>5</sup> On this point, see footnote 4.

<sup>6</sup> The Law no.30/2003 and the legislative decree no.276/2003 ruled and modified many atypical labour contracts; but their actual effects will be measurable only from 2005 onward.

<sup>7</sup> For this reason, some traditional forms of non-standard labour arrangements have developed only recently, and Italy is still lagging behind partner economies as to part-time and temporary employment.

<sup>8</sup> The most important case of partly atypical employment arrangements is open ended part-time work that, unlike in other European countries, was introduced in Italy only recently (by the law no. 463, passed in 1984) and began to have a significant diffusion only about ten years ago.

standard labour contracts, that can be organised into 48 different atypical employment arrangements. Of these, 35 can be defined as strictly atypical, and the remaining 13 as partly atypical<sup>9</sup>.

If we compare this situation with the one previous to the introduction of the new law (see Istat, 2003), we can conclude that the number of non-standard labour contracts has increased by 8 (from 14 to 22), and the number of atypical employment arrangements by 15 (from 33 to 48). The increase has been a consequence of the considerable growth in the number of strictly atypical arrangements (from 20 to 35), while the number of partially atypical ones has remained unchanged (13).

We can, then, look at the present possibilities allowed for in the Italian labour market through our classification (Table 2). For a synthetical presentation, we can discuss the results of our application with respect to the fourth dimension (the degree of atypicalness). In particular, if we consider the employment arrangements entitled with full rights to social security, Table 2 shows that:

- 1) in case they enjoy a full-time permanent employee contract, homeworkers (traditionally, women who do low-skill work at home) and teleworkers (who work at home or on the road using computer and online connections), are classified as *partly atypical*, because of the non-standard way in which they perform their work; while the positions of agency (*lavoro interinale*) and staff-leasing workers (*lavoro in regime di somministrazione*), even when on a permanent basis (e.g. when their contracts assure them a wage or an allowance during non-working periods), are classified as *strictly atypical*, because of the non-standard nature of their labour contracts;
- 2) the jobs of part-time permanent employees are classified as *partly atypical*, above all, because of their recent diffusion in Italy; while External solidarity contracts (*Contratti di solidarietà esterna*, a reduced working time type of contract, used to ease job-creation), Intermittent-job contracts (*Contratti di lavoro intermittente*, a new type of arrangement ruling intermittent and discontinuous jobs) and Job-sharing contracts (*Contratti di lavoro ripartito*, a single contract signed by two or more workers, mutually responsible for the work performance), even when on a permanent basis, are classified as *strictly atypical*, because of their intrinsically non-standard nature;
- 3) also fixed-term employment (both with full-time or part-time contracts), Youth training-and-work schemes (*Contratti di formazione e lavoro*) and the usual, temporary agency contracts (*lavoro interinale*) are all classified as *strictly atypical* because of their non-standard nature.

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<sup>9</sup> Although our classification appears rather exhaustive, we are aware that the total number of non-standard employment arrangements may depend on the chosen classification criteria. For instance, Table 2 does not consider further aspects of non-standard working, like shift-working, night, weekend and holiday working (the so-called “unsocial hours”), as well as all the forms of undeclared work, which would add many new cases to our grid.

**Table 2. Non-standard employment arrangements in Italy – Year 2004**

Job stability	Working-time regime	Social rights entitlement (a)				
		Full		Partial or none (b)		
		Employee	Employee	Self-employed (c)		
Permanent	Full-time	Agency working (d)				
		Staff-leasing				
		Homeworking				
		Teleworking				
	Reduced	Agency working (d)				
		External solidarity contracts				
		Staff-leasing				
		Intermittent working				
		Job sharing				
		Permanent employees working part-time				
		Homeworking				
		Teleworking				
		Temporary	Full-time	Agency working	Unpaid internship (e)	Co-ordinated, long-term freelance contracts ( <i>Collaboratori coordinati e continuativi</i> )
				Staff-leasing	Summer paid training contract ( <i>Tirocinio estivo di orientamento</i> )	Occasional freelance contracts ( <i>Collaboratori occasionali</i> )
Youth work-and-training contracts ( <i>Contratti di formazione e lavoro - CFL</i> )	Work insertion contract ( <i>Contratto di inserimento - CIL</i> )			Partner workers ( <i>Associati in partecipazione</i> )		
Fixed-term employees				Project freelance contracts ( <i>Lavoratori a progetto</i> )		
Homeworking						
Seasonal working						
Teleworking	Apprenticeship					
Reduced	Agency working		Unpaid internship (e)	Co-ordinated, long-term freelance contracts ( <i>Collaboratori coordinati e continuativi</i> )		
	Staff-leasing		Summer paid training contract ( <i>Tirocinio estivo di orientamento</i> )	Occasional freelance contracts ( <i>Collaboratori occasionali</i> )		
	Intermittent working		Work insertion contracts ( <i>Contratto di inserimento - CIL</i> )	Partner workers ( <i>Associati in partecipazione</i> )		
	Job sharing		Socially useful projects ( <i>Lavori socialmente utili - LSU</i> )	Project freelance contracts ( <i>Lavoratori a progetto</i> )		
	Youth work-and-training contracts ( <i>Contratti di formazione e lavoro - CFL</i> )		Public utility projects ( <i>Lavori di pubblica utilità - LPU</i> )	Secondary jobs ( <i>Prestatori di lavoro accessorio</i> )		
	Fixed-term employees working part-time		Working in Vocational insertion plans ( <i>Piani di inserimento professionale - PIP</i> )			
	Homeworking					
Seasonal working						
Teleworking	Apprenticeship					

'Partly atypical' employment arrangements on a grey background. These represent the arrangements characterised by at least some non-standard features (e.g. by the non-standard form in which are applied, the non-standard duration or work location, the recent introduction in the national labour market etc.).

(a) For the sake of simplicity here we are considering only social security rights.

(b) The rights to social security are none for the temporary worker in socially useful projects (LSU) and in public utility projects (LPU)

(c) For the self-employed, the distinction between permanent and fixed-term employment arrangements and between full-time and part-time, it is a practical choice and not a legal right.

(d) Workers having a permanent employment arrangement with an agency, which assures them an allowance during non-working periods.

(e) Also for unpaid internships in firms, the distinction between full-time and part-time is a practical choice and not a legal right.

If we consider, in contrast, the employment arrangements that have partial or no rights to social security, Table 2 shows that:

- 1) the jobs of temporary employees hired under Apprenticeship contracts are classified as *partly atypical*, since apprentices are a long established component of the labour market. On the other hand, the jobs of temporary employees working in Socially useful projects and Public utility projects (*Lavori socialmente utili* and *Lavori di pubblica utilità*), those created by Vocational insertion plans (*Piani di inserimento professionale*, programmes aimed at increasing employment in the Southern regions or in the disadvantaged areas of the country), the new type of Work insertion contracts (*Contratti di inserimento*, a work arrangement aimed at introducing youth in employment and at replacing Training-and-work schemes) and Summer paid training contracts (*Tirocini estivi di orientamento*) are defined as *strictly atypical*, because of their non-standard nature. Finally, youth unpaid training jobs (*stage* etc.) have been included in (*strictly*) *atypical* employment arrangements because, even if unpaid, they are conventionally considered by official statistics as a type of working arrangement<sup>10</sup>;
- 2) among the self-employment positions regulated by temporary contracts, those of freelancers who collaborate with a firm for long periods and in a co-ordinated way (*Collaborazione coordinata e continuativa*, the so-called *Lavoratori parasubordinati*, Quasi-subordinate workers), or just for a specific project (*Lavoro a progetto*), or else only for short periods (*Collaborazione occasionale*), are all defined as *strictly atypical*<sup>11</sup>.

In addition, among self-employment jobs there are those of workers who enter into partnership in the firm. These kind of self-employed, called Partner-workers (*Associati in partecipazione*), live on the returns made by the business where they work, without accruing on the fixed costs of the firm. Their job can cover different kinds of work, but in any case it must be necessary to the economic activity of the firm. Although this type of work is not regulated by a standard contract, it is ruled by the Italian Civil Law Code (article 2549) and is relatively common, especially in the trading sector, where this type of workers receive a wage proportional to the good or bad returns of the business. This employment arrangement is classified as *strictly atypical*, because of the lack of a standard labour contract as well as of any social right entitlement.

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<sup>10</sup> Youth unpaid training arrangements (*stage*) are not considered jobs by the Italian law (no. 451 of 1994, no. 196 of 1997 and no. 488 of 1999). Nevertheless, we have included them in dependent jobs according to the international statistical convention (e.g., the European System of National Accounts ESA95 includes them in goods production). The same can be said for Socially Useful Jobs and Public Utility Projects.

<sup>11</sup> Law no. 30/2003 and legislative decree no. 276/2003, having profoundly changed the rules of freelance work, could exert a considerable effect on the number of freelancers. Beforehand, co-ordinated long-term or short-term freelance contracts did not encounter evident constraints on their application. Consequently, they have been partly used by employers to create employment relationships practically very close to subordinate ones but far less costly. The new laws have thus tightened the requisites for using this kind of contracts: co-ordinated long-term freelance contracts can be offered only to members of professional associations and pensioners, while other kind of workers may be hired under a long-term freelance contracts only if the employer has defined a specific, extraordinary work project, lasting no more than 30 months (Project freelance contract). In addition, the new rules have defined the Secondary jobs, that rules occasional services done for 30 hours at most in a year and yielding no more than 3 thousand euro totally.

#### 4. Measuring atypical work in Italy according to the new classification

On the base of the proposed classification, we try to produce a first, comprehensive measurement of the level of non-standard jobs in 2001 (benchmark year), making use of the most recent available statistical data, as well as administrative information. Indeed, if one wishes to ascertain the number of atypical working arrangements, no one single source presently available is sufficient. The main statistical source on the labour market, the Labour Force Survey, even because it surveys households, can monitor only broad categories of part-time and fixed-term employees, while totally disregarding both the various kinds of atypical employee and self-employment arrangements, and therefore not allowing for the construction of a sufficiently detailed picture of atypical work.

The need to provide information on the diffusion of the various non-standard employment arrangements can then be satisfied only by using a combination of statistical and administrative data. In particular, administrative business data, after complex procedures of extraction, check and processing, can be used for this purpose. The peculiar value of these sources lies in the fact that they allow Statistical Institutes to increase the information supply without making heavier the statistical burden on firms. In the Italian case, the use of business administrative information makes it possible to measure and describe employment in terms of the total number of jobs by type of contract, while in the future it could be possible to measure also the main job characteristics, such as the quantity of time worked and their costs (wages and other labour costs).

The main source used in our measurement exercise is the new OROS Survey. OROS (*Occupazione, Retribuzioni e Oneri Sociali* – Employment, Wages and Social Security Contributions) is a survey on all firms with at least one employee, and is based on the combination of the administrative information provided by the forms through which businesses monthly pay social contributions (DM10 forms) to INPS (*Istituto Nazionale di Previdenza Sociale* – the National Social Security Institute), with the results of the Istat monthly survey on Labour and Wages in Large Firms. The OROS Survey covers the non-agricultural private sector, excluding government and private non-profit institutions, as well as household services firms<sup>12</sup>. We have used these archives in order to obtain the total number of jobs for many different employment arrangements, which would not be traceable through traditional surveys on families or persons.

Nevertheless, in order to produce our quantification we made use of other sources too: above all, the *Studi di settore* (Sectoral Studies) by the Ministry of Economy and Finance (2001), and the *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro* (Monitoring Report on Employment and Labour Policies) by the Ministry of Labour and Social Policies (2003)<sup>13</sup>.

It is necessary to note that Tables 3a and 3b, reporting the results of our quantification exercise, are still not exhaustive. First, because the figures referring to different employment arrangements also cover different economic sectors, as: i) all the information derived from the OROS archives covers only economic activity sections C to K of Nace Rev. 1 classification; ii) while the ones coming from the *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro* and from INPS archives cover the whole economy; iii) and the *Studi di settore* data cover only a sample of firms with a yearly

<sup>12</sup> The enterprises belong to the following economic sections: Mining and quarrying, Manufacturing, Electricity, gas and water supply; Construction, Wholesale and retail trade; repair of motor vehicles, Hotels and restaurants, Transport, Storage and Communication, Financial intermediation, Real estate, renting and business activities.

<sup>13</sup> The jobs up to now measurable are those covered by the following employment arrangements: Agency working, Homeworking, Teleworking, Youth work-and-training, External solidarity contracts, Part-time, Fixed-term contract, Apprenticeship, Co-ordinated long-term freelance contract, Partner-workers, Temporary working in Socially useful and Public utility projects, Vocational insertion plans.

turnover amounting to less than 5 million and 164 thousand euro, in all economic activities. Furthermore, the available estimate of 'regular' teleworkers in 1999, published by Empirica 2000 (2000), refers to people regularly working a day or more per week away from the office, at home or on the road, using computers and online connections. Finally, no available source has been found to provide an estimation of seasonal workers, unpaid internships and occasional freelancers<sup>14</sup>.

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<sup>14</sup> The new employment arrangement ruled by the Law no. 30/2003 could be measured when the data referring to the year 2004 will become available.

**Table 3a. A quantification of non-standard employment arrangements in Italy  
Year 2001(\*) (working positions, in absolute values)**

Job stability	Working-time regime	Social rights entitlement					
		Full			Partial		
		Employees		Self-employed	Employees		Self-employed
Permanent	Full-time	Homeworking (b)		19,129			
		Teleworking (c)		580,000			
	Reduced	External solidarity contracts		2			
		Part-time permanent employees (b)		893,972			
		Homeworking (b)		4,086			
Temporary	Full-time	Youth work-and-training contracts (b)		232,289		Partner-workers (e) 26,844	
		Fixed-term employees (b)		351,245			
		Agency workers (a)		81,487			
		Homeworking (b)		1,140		Apprenticeship (b) 399,058	
	Reduced	Youth work-and-training contracts (b)		28,016		Vocational insertion plans (b) 62,816	
		Part-time fixed-term employees (b)		136,376		Socially useful projects (f) 81,588	
						Public utility projects (f) 11,080	
		Homeworking (b)		1,234		Apprenticeship (b) 45,742	
				Co-ordinated, long-term freelance contracts (d) 827,000			

Sources: Istat, *National Accounts*, Rome, 2001, 2004; Istat, *Oros Survey*, Rome, 2001; Istat, 8<sup>th</sup> general census of enterprises and services; Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*, Rome, 2003; Ministry of Economy and Finance, *Studi di settore*, Rome, 2001; Empirica 2000, *ECaTT Final Report*, 2000.

(a) Istat data processing on INPS source. The data, published by Istat in the *Rapporto annuale – La situazione del Paese nel 2002*, refer to labour positions calculated as full-time equivalent units in 2001. The processing used on the data referred to 2001 does not allow to separate reduced-time from full-time temporary agency workers.

(b) Istat, *National Accounts*, *Oros Survey*. The levels of these positions refer only to the economic activities included between C and K of Nace rev. 1 classification.

(c) The estimate refers to 1999: Empirica 2000, *ECaTT Final Report*, *Benchmarking progress on new ways of working and new forms of business across Europe*, 2000. The regular teleworkers could not be divided into full-time and reduced-time positions, neither into permanent and temporary ones.

(d) The 8<sup>th</sup> general census of enterprises and services has collected the co.co.co. in the days 22 October 2001. The freelancers could not be divided between full-time and reduced-time, or between permanent and temporary ones. The level refers to total economy.

(e) Ministry of Economy and Finance, *Studi di settore*, Rome, 2001. The workers-partners could not be divided into full-time and reduced-time. The data refers to the tax declaration of 2000.

(f) Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*, Rome, 2003. The level refers to total economy.

Notwithstanding these limits, clearly indicating that our totals are underestimated, Table 3b shows that the total level of non-standard jobs in Italy in 2001 amounts to more than 3 million and 783 thousands, i.e. more than 15.4% of all registered jobs surveyed in 2001 by the National Accounts (24 million and 551 thousands)<sup>15</sup>. A prudential estimate of the incidence of atypical jobs in the sole non-agricultural private sector comes over 3 millions, corresponding to a total share of 19.2%.

Subordinate employment jobs represent the large majority of atypical jobs (2 million 929 thousands: 77.4%), while the number of self-employed ones is much smaller (about 854 thousands: 22.6%)<sup>16</sup>.

Collapsing one axis at a time, we can estimate the distribution of the non-standard employment arrangements between the different alternatives of each dimension of the proposed classification. If the stability of the work relationship is considered, a significant majority is concentrated in the fixed-term workers (over 2 millions and 285 thousands, or 60.4% of total non-standard contracts).

If we look at the working-time regime, the amount of workers hired with non-standard contracts divides more equally between the two alternatives, even if the number of workers in reduced working-time regimes counts over 2 million workers, while the full-time group covers about 1.7 million workers (44.7%)<sup>17</sup>.

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<sup>15</sup> Istat estimates that, in the Italian labour market, in 2001 about 5.6 million unregistered jobs should be accounted for in addition to the 24.5 million registered ones.

<sup>16</sup> This big difference is partly due to the difficulty to gather information about the self-employed, with particular reference to occasional freelancers.

<sup>17</sup> This amount was calculated including in the reduced timers' group all the known freelancers.



**Table 3b. Non-standard employment arrangements in Italy. Totals by major characteristics – Year 2001(\*) (working positions in absolute values and percentage shares)**

Total number of atypical working positions	Absolute values	Footnotes	Composition (Percentage shares)	Percentage shares in total registered jobs
<b>A) By status in employment</b>				
<i>Employee</i>	2,929,260		77.4	11.9
<b>Self-employed</b>	853,844		22.6	3.5
<b>B) By job stability</b>				
<b>Permanent</b>	1,497,189	(c)	39.6	6.1
<b>Temporary</b>	2,285,915	(c)	60.4	9.3
<b>C) By working-time regime</b>				
<i>Full-time</i>	1,691,192	(a) (c) (d) (e)	44.7	6.9
<b>Reduced</b>	2,091,912	(a) (c) (d) (e)	55.3	8.5
<b>D) By social rights entitlement</b>				
<b>Full</b>	2,328,976		61.6	9.5
<b>Partial or none</b>	1,454,128		38.4	5.9
<b>E) By degree of atypicalness</b>				
<i>Strictly atypical</i>	1,838,743		48.6	7.5
<b>Partly atypical</b>	1,944,361		51.4	7.9
<b>TOTAL</b>	<b>3,783,104</b>		<b>100.0</b>	<b>15.4</b>

Sources and notes: see Table 3a.

(\*) Year 2001 average, unless differently specified. 'Partly atypical' employment arrangements on a grey background. These represent the arrangements characterised by at least some non-standard features (e.g. by the non-standard form in which are applied, the non-standard duration or work location, the recent introduction in the national labour market etc.).

When we collapse the axis of the entitlement to social rights, the majority falls in the full-social rights category (61.6%), that counts over 2.3 million workers; however, the number of jobs that have only partial or no entitlement to social security (1 million 454 thousands: 38.4% and 5.9% of all registered working positions) is impressive<sup>18</sup>.

Finally, if we consider the degree of atypicalness, the data show a more even distribution between workers in strictly atypical jobs (1 million 838 thousands: 48.6%; 7.5% of all registered jobs) and in partly atypical ones (1 million 944 thousands: 51.4%).

As a synthesis of our measurement, we can say that the recent growth of atypical jobs (that we will examine in paragraph 5) has concentrated in the creation of various kinds of fixed-term, employee jobs, often characterised by reduced working-time regimes. On the other hand, if we analyse permanent non-standard jobs, we notice that there is a majority of partly atypical jobs, so putting in evidence the preference for part-time jobs or for non-standard ways of working (teleworking, homeworking). Finally, even if the number of strictly atypical jobs is somehow smaller than the one of partly atypical ones, and the number of jobs only partially covered or not covered at all by social rights is even smaller, the shares of the extreme groups of our classification appear rather considerable.

## 5. The growth of atypical jobs: 1996-2001 and 2002

In this paragraph, we try to provide a picture of the different trends followed by a great bulk of the non-standard employee jobs quantified in Table 3. To this aim, we make use of the data produced by the OROS Survey, and we particularly focus on two periods: the long-term trend of the period 1996-2001 and the recent evolution in 2002.

The OROS survey<sup>19</sup>, based on administrative social security data, covers all Italian firms with at least one employee in the non-agricultural private sector<sup>20</sup> (roughly 10 million employees and 1.2 million employers per year)<sup>21</sup>. In order to evaluate the significance of our exercise, we note that the share of non-standard jobs monitored through the OROS survey in 2001 (employee jobs in sections C-K) is equal to 75.3% of total non-standard employee jobs as presented by table 3 (and to 58,3% of total non-standard jobs).

The analysis of absolute values in 2001 and 2002, and of yearly rates of change in the 1996-2001 and 2001-2002 periods, confirms the continuing increase of total, as well as non-standard wage employment in the considered economic sectors (Figure 1 and Table 4).

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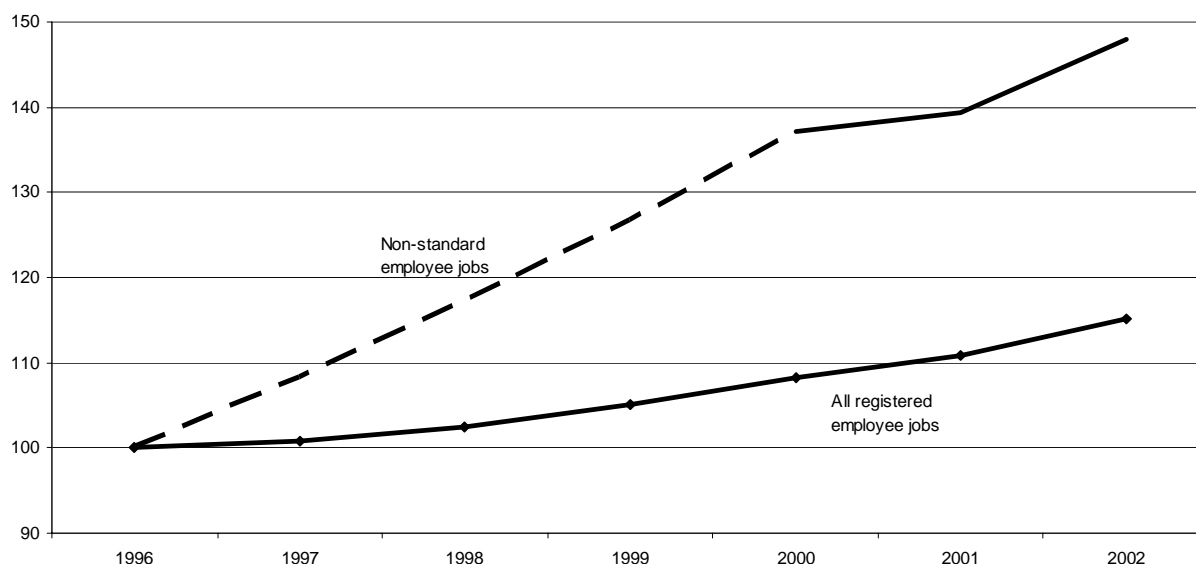
<sup>18</sup> It may be useful to remember that our quantification of workers with limited or no social rights is particularly underestimated, as we are lacking any information on occasional freelancers.

<sup>19</sup> The OROS survey data, dealing with wage and social contribution, has been officially released by Istat since December 2002. But, Istat has not yet published the employment data that will be officially released during 2004, thus, the data presented in this paper have to be considered as provisional.

<sup>20</sup> See footnote 12.

<sup>21</sup> To reconcile OROS data with other traditional surveys, the OROS share of atypical employment arrangements with respect to the total number of working positions has been applied to the corresponding job population calculated in the framework of National Accounts.

**Figure 1 - The growth of non-standard employee jobs in the non-agricultural private sector (a)**  
**- Years 1996-2002 (indices, 1996=100; for the 1997-99 period, hypothetical values for non-standard jobs based on the average yearly percentage change between 1996 and 2000)**



Sources: Istat, National Accounts, OROS Survey and Labour Force Survey; Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*.

(a) Sections C to K of NACE rev.1 classification.

In the 1996-2002 period, while wage employment grew by 1,3 million registered jobs, at an average annual rate of 2.4%, non-standard registered jobs increased by 760 thousands, at the rate of 6.8% per year. In other words, the growth of atypical work accounted for a 58% share of the additional jobs created in the period.

In 2001 this dramatic growth was hit by a considerable slowdown, as a consequence of the introduction by law of a very generous tax credit for firms hiring personnel through standard open-end labour contracts, particularly in the South<sup>22</sup>. After 2001, this scheme was made substantially less generous to firms by the new Berlusconi government, and its effects rapidly ceased. In 2002, wage employment in the non-agricultural private sector firms increased by 3.8%, a rate sensibly higher than the average one between 1996 and 2001 (2.2%). The main increase was still due to standard employment, which rose by 3.1% contributing to total growth with a 77.1% share. However, non-standard employment showed a new strong rise of 6.2%, with a very limited deceleration in comparison with the annual average rate of growth of the period 1996-2001 (6.9%).

<sup>22</sup> For a detailed discussion of the effects of the tax credit, see Cipollone and Guelfi, 2003.

**Table 4 - Employee jobs in the non-agricultural private sector (a) by non-standard categories - Years 2001 and 2002** (*absolute values, shares and percentage changes*)

EMPLOYMENT ARRANGEMENTS	2001		2002		Percentage change 2001- 2002	Annual average percentage change 1996- 2001
	Absolute value	Share	Absolute value	Share		
Standard	7,424,167	77.1	7,656,748	76.6	3.1	1.0
Non standard	2,204,856	22.9	2,342,097	23.4	6.2	6.9
<i>Strictly atypical</i>	840,495	8.7	837,566	8.4	-0.3	3.6
<i>Partly atypical</i>	1,364,361	14.2	1,504,531	15.0	10.3	9.2
<b>Total</b>	<b>9,629,023</b>	<b>100.0</b>	<b>9,998,845</b>	<b>100.0</b>	<b>3.8</b>	<b>2.2</b>

Sources: Istat, National Accounts, OROS Survey and Labour Force Survey; Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*.

(a) Sections C to K of NACE rev.1 classification.

The vigorous growth of atypical work in the whole period (with the exception of 2001) is largely to ascribe to the new contract types introduced or boosted by the so-called Treu Law Package (law no. 196, of 1997)<sup>23</sup>. In levels, the number of atypical employee jobs stabilised in 2002 around the value of 2.3 millions (23.4% of total wage employment registered jobs in the private non-agricultural sector).

As we noted before, this estimate of atypical work arrangements growth is partial, as it covers only a (majority) share of non-standard wage earners. Long-term freelancers, among the self-employed, constitute the other fundamental side to the story of the diffusion of atypical work in Italy, a side on which we still miss enough information<sup>24</sup>. This notwithstanding, if we turn our attention back to the trends of non-standard wage employment in the private non agricultural sector shown by Table 4, we can notice that in 2002 its share in total wage employment evidences a slight increase, from 22.9% of 2001 to 23.4%.

<sup>23</sup> The Treu Law Package regulated temporary employment arrangements and introduced Agency working into the Italian labour market. It also allowed for new incentives to some known arrangements such as Youth work-and-training schemes, Apprenticeship and Part-time.

<sup>24</sup> The 8th General Census of Industry and Services surveyed, on October 22, 2001, over 827 thousand long-term freelance jobs in the Italian economy, and 540 thousands were to be found in the C-K sectors. This information was neither gathered in the 1996 Intermediate Census, nor before. From INPS archives we know that, between 1996 and 1999, the number of persons paying social contribution to the Long-Term Freelance Fund increased at a rate of 14,9% per year, passing from 839 thousands to 1,27 millions. Many contributors, however, were paying only little amounts, indicating short-term employment spells.

**Table 5 - Non-standard working arrangements in the non-agricultural private sector (a) by job stability (permanent, temporary) and working-time regime (full-time, reduced-time) Period 1996-2001 and year 2002 (percentage changes)**

TYPE	Percentage change 2001-2002			Percentage change 1996-2001		
	Working time regime			Working time regime		
	Full-time	Reduced	Total	Full-time	Reduced	Total
	ALL EMPLOYMENT ARRANGEMENTS			ALL EMPLOYMENT ARRANGEMENTS		
<b>STRICTLY ATYPICAL</b>						
Agency working	(b)	(b)	22.8	(c)	(c)	(c)
External solidarity contracts	(d)	(e)	(e)	(d)	-39.9	-39.9
Fixed-term employees	4.1	-0.9	2.7	7.2	7.3	7.2
Youth work-and-training	-13.1	-10.4	-12.8	-6.8	-1.1	-6.3
Vocational insertion plans	(d)	-13.6	-13.6	(d)	(c)	(c)
<b>PARTLY ATYPICAL</b>						
Homeworking	-14.1	18.7	-7.3	-4.4	-12.9	-6.6
Permanent employees working part time	-	14.6	14.6	-	9.0	9.0
Apprenticeship	-0.3	28.3	2.6	11.9	6.7	11.3
<b>Total (f)</b>			<b>6.2</b>			<b>6.9</b>
	PERMANENT ARRANGEMENTS			PERMANENT ARRANGEMENTS		
<b>STRICTLY ATYPICAL</b>						
Agency working	(b)	(b)	(e)	(b)	(b)	(c)
External solidarity contracts	(d)	(e)	(e)	(c)	-39.9	-39.9
<b>PARTLY ATYPICAL</b>						
Homeworking	-20.3	27.5	-11.9	-4.4	-13.5	-6.4
Permanent employees working part time	-	14.6	14.6	-	9.0	9.0
<b>Total</b>			<b>14.0</b>			<b>8.4</b>
	TEMPORARY ARRANGEMENTS			TEMPORARY ARRANGEMENTS		
<b>STRICTLY ATYPICAL</b>						
Agency workers	(b)	(b)	22.8	(c)	(c)	(c)
Fixed-term employees	4.1	-0.9	2.7	7.2	7.3	7.2
Youth work-and-training contracts	-13.1	-10.4	-12.8	-6.8	-1.1	-6.3
Vocational insertion plans	(d)	-13.6	-13.6	(d)	(c)	(c)
<b>PARTLY ATYPICAL</b>						
Homeworking	90.4	-10.2	38.1	-6.1	-10.6	-8.6
Apprenticeship	-0.3	28.3	2.6	11.9	6.7	11.3
<b>Total (f)</b>			<b>0.7</b>			<b>5.9</b>

Sources: Istat, National Account, OROS Survey and Labour Force Survey; Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*.

(a) It includes sections C to K of NACE rev.1 classification.

(b) Change not evaluated because jobs cannot be divided by working time choices.

(c) Change not evaluated because in 1996 the type of contract was not regulated yet.

(d) Working time choice not issued from the contract.

(e) Non-significant change because it is calculated on too little amounts.

(f) Total change includes Temporary agency workers that cannot be divided by working time choices and that were not yet regulated in 1996.

The 6.2% increase in non-standard jobs between 2001 and 2002 was due only to partly atypical employment arrangements, which rose by 10.3%, whereas strictly atypical ones decreased by 0.3%. The downturn in the demand for strictly atypical work relations is the main reason for this reduction: Youth work-and-training contracts, whose economic convenience for firms had been continuously reducing<sup>25</sup>, collapsed by 12.8% under the displacement effects of new apprentice arrangements while, because of budget restraints, the jobs created through Vocational insertion plans fell by 13.6% as well (Table 5).

In 2002, pushed by a 14.6% increase in part-time jobs, permanent atypical jobs rose by 14.0%. This result accelerated the strong growth trend observed between 1996 and 2001 (8.4% per year change in permanent jobs). On the contrary, temporary jobs increased only slightly (by 0.7%, against the 5.9% annual average change in 1996-2001), mainly because of the noted collapse in Youth work-and-training contracts and Vocational insertion plans, as well as of the fall in part-time fixed-term contracts (-0.9%). However, while the fall of the first two schemes was in line with the trend of the previous period, part-time fixed-term jobs showed a halt of the one observed between 1996 and 2001, characterised by a substantial growth (7.3% per year).

Table 6, presenting the different trends of atypical jobs according to their working-time regimes, shows that reduced regime jobs had in 2002 a significant increase (12.4%), substantially higher than the average one in 1996-2001 (8.3%), which more than countered the decrease of non-standard full-time jobs in the same year (-2.0%)<sup>26</sup>.

However, the data show a major increase in the partly atypical jobs with reduced-time regimes (15.3% between 2001 and 2002), while reduced-time strictly atypical ones are hit by a consistent decrease (-3.0%). These results are due, in the first case, to the increase in part-time jobs and, in the second case, to the mentioned sharp decline in Youth work-and-training contracts.

The comparison between the percentage changes in 2002 and those in 1996-2001 in the perspective of working-time regimes, show that the major change has been the downturn of full-time jobs that, regardless of their degree of atypicalness, have passed from an increase in the period 1996-2001 (particularly robust in the case of partly atypical jobs), to a total decrease in 2002. If we look at Table 6 in the perspective of the stability of the work relationship, we observe a similar downturn in temporary employment arrangements, even if only strictly atypical temporary jobs show a slight decline in 2002 (-0.4%).

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<sup>25</sup> Beforehand, between 1996 and 2001, this kind of contract had already issued strong signals of a continuing decrease (with an average reduction of -6.3% per year), as a consequence of subsequent reductions in the level of social contribution relief granted; but, in the group of strictly atypical arrangements, those signals had been covered by the quick increase of fixed-term jobs (7.2% per year).

<sup>26</sup> Note that these results are influenced by the fact that it is impossible to take into account temporary agency workers (100 thousand jobs), which cannot be split between full-timers and reduced-timers.

**Table 6 - Non-standard working arrangements in the non-agricultural private sector (a) by degree of atypicalness (strictly atypical, partly atypical), job stability (permanent, fixed-term) and working-time regime (full-time, reduced-time) Period 1996-2001 and year 2002 (percentage changes)**

DEGREE OF ATYPICALNESS	Working time		Duration of work relation		Total
	Full-time	Reduced	Permanent	Temporary	
	Percentage change 2001- 2002				
<b>Non-standard</b>	<b>-2.0</b>	<b>12.4</b>	<b>14.0</b>	<b>0.7</b>	<b>6.2 (b)</b>
<i>Strictly atypical</i>	-2.8	-3.0	(c)	-0.4	-0.3 (b)
<i>Partly atypical</i>	-1.0	15.3	13.9	2.8	10.3
	Annual average percentage change 1996-2001				
<b>Non-standard</b>	<b>3.8</b>	<b>8.3</b>	<b>8.4</b>	<b>5.9</b>	<b>6.9 (b)</b>
<i>Strictly atypical</i>	0.2	7.0	(c)	3.6	3.6 (b)
<i>Partly atypical</i>	10.6	8.6	8.4	11.1	9.2

Sources: Istat, National Account, OROS Survey, Labour Force Survey; Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*.

(a) It includes sections C to K of NACE rev.1 classification.

(b) Total change includes Temporary agency workers that cannot be divided by working time regime.

(c) Non-significant change because it is calculated on too little amounts.

We can synthesize the above evidences by concluding that the introduction in the Italian labour market of a wide variety of non-standard working arrangements has certainly favoured employment growth, contributing almost 60% to the 1.3 million jobs increase obtained from 1996 to 2002 in non-agricultural private sector wage employment. Among non-standard arrangements, reduced-time jobs have increased far more rapidly than full-time ones and permanent jobs more than temporary ones.

In other words, in the Italian case the recent, dramatic increase in non-standard employment arrangements has not been caused by the creation of completely new contracts, strongly different from the standard ones (the jobs regulated by 'strictly atypical' contracts increased from 1996 to 2002 only by 133 thousand units), but rather by the introduction of normative changes into the traditional ways or arrangements in which people were working (the ones regulated by 'partly atypical' contracts increased in the same period by 626 thousand units). This result has been mainly driven by the increase in permanent part-time jobs (443 thousand units).

### Appendix - The levels of atypical jobs in the years 1996 and 2000-2002

**Table A1 – Employee non-standard jobs in industry and private services (a) by job stability (permanent, temporary) and working-time regime (full-time, reduced) - Year 1996 (levels)**

TYPE	Working time regime		
	Full-time	Reduced	Total
<b>TOTAL OF EMPLOYMENT ARRANGEMENTS</b>			
<b>STRICTLY ATYPICAL</b>			
Agency working	(b)	(b)	(c)
External solidarity contracts	(d)	25	25
Fixed-term employees	248,664	95,714	344,378
Youth work-and-training or CFL	330,139	29,616	359,755
Working in vocational insertion plans or PIP	(d)	(c)	(c)
<b>PARTLY ATYPICAL</b>			
Homeworking	25,448	10,601	36,049
Permanent employees working part time	-	581,473	581,473
Apprenticeship	227,852	33,049	260,902
<b>Total (f)</b>			<b>1,582,584</b>
of which PERMANENT			
<b>STRICTLY ATYPICAL</b>			
Agency working	(b)	(b)	(c)
External solidarity contracts	(d)	25	25
<b>PARTLY ATYPICAL</b>			
Homeworking	23,923	8,441	32,326
Permanent employees working part time	-	581,473	581,473
<b>Total</b>			<b>613,825</b>
of which TEMPORARY			
<b>STRICTLY ATYPICAL</b>			
Agency workers	(b)	(b)	(c)
Fixed-term employees	248,664	95,714	344,378
Youth work-and-training or CFL	330,139	29,616	359,755
Working in vocational insertion plans or PIP	(d)	(c)	(c)
<b>PARTLY ATYPICAL</b>			
Homeworking	1,563	2,159	3,722
Apprenticeship	227,852	33,049	260,902
<b>Total (f)</b>			<b>968,757</b>

*Sources:* Istat, National Account, OROS Survey and Labour Force Survey; Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*.

(a) It includes sections C to K of NACE rev.1 classification.

(b) Levels not evaluated because jobs couldn't be divided among working time choices.

(c) Level not evaluated because in 1996 the type of contracts was not regulated yet.

(d) Working time choice not issued from the contract.

(e) Insignificant level because it is a little amount.

(f) Total level includes Temporary Agency workers that couldn't be divided among working time choices and that were not yet regulated in 1996.



**Table A2 – Employee non-standard jobs in industry and private services (a) by job stability (permanent, temporary) and working-time regime (full-time, reduced) - Year 2000 (levels)**

TYPE	Working time regime		Total
	Full-time	Reduced	
<b>TOTAL OF EMPLOYMENT ARRANGEMENTS</b>			
<b>STRICTLY ATYPICAL</b>			
Agency working	(b)	(b)	57,119
External solidarity contracts	(c)	21	21
Fixed-term employees	343,766	143,821	487,587
Youth work-and-training or CFL	279,972	35,432	315,405
Working in vocational insertion plans or PIP	(c)	15,145	15,145
<b>PARTLY ATYPICAL</b>			
Homeworking	20,901	7,064	27,965
Permanent employees working part time	-	823,238	823,238
Apprenticeship	379,501	65,352	444,853
<b>Total (d)</b>			<b>2,171,332</b>
of which PERMANENT			
<b>STRICTLY ATYPICAL</b>			
Agency working	(b)	(b)	35
External solidarity contracts	(c)	21	21
<b>PARTLY ATYPICAL</b>			
Homeworking	18,988	4,728	23,716
Permanent employees working part time	-	823,238	823,238
<b>Total</b>			<b>847,010</b>
of which TEMPORARY			
<b>STRICTLY ATYPICAL</b>			
Agency workers	(b)	(b)	57,084
Fixed-term employees	343,766	143,821	487,587
Youth work-and-training or CFL	279,972	35,432	315,405
Working in vocational insertion plans or PIP	(c)	15,145	15,145
<b>PARTLY ATYPICAL</b>			
Homeworking	1,913	2,336	4,249
Apprenticeship	379,501	65,352	444,853
<b>Total (d)</b>			<b>1,324,322</b>

Sources: Istat, National Account, OROS Survey and Labour Force Survey; Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*.

(a) It includes sections C to K of NACE rev.1 classification.

(b) Levels not evaluated because jobs couldn't be divided among working time choices.

(c) Working time choice not issued from the contract.

(d) Total level includes Temporary Agency workers that couldn't be divided among working time choices.

**Table A3 – Employee non-standard jobs in industry and private services (a) by job stability (permanent, temporary) and working-time regime (full-time, reduced) - Year 2001 (levels)**

TYPE	Working time regime		
	Full-time	Reduced	Total
<b>TOTAL OF EMPLOYMENT ARRANGEMENTS</b>			
<b>STRICTLY ATYPICAL</b>			
Agency working	(b)	(b)	81,487
External solidarity contracts	(c)	2	2
Fixed-term employees	351,245	136,376	487,621
Youth work-and-training or CFL	232,289	28,016	260,305
Working in vocational insertion plans or PIP	(c)	11,080	11,080
<b>PARTLY ATYPICAL</b>			
Homeworking	20,269	5,320	25,589
Permanent employees working part time	-	893,972	893,972
Apprenticeship	399,058	45,742	444,800
<b>Total (d)</b>			<b>2,204,856</b>
of which PERMANENT			
<b>STRICTLY ATYPICAL</b>			
Agency working	(b)	(b)	....
External solidarity contracts	(c)	2	2
<b>PARTLY ATYPICAL</b>			
Homeworking	19,129	4,086	23,215
Permanent employees working part time	-	893,972	893,972
<b>Total</b>			<b>917,189</b>
of which TEMPORARY			
<b>STRICTLY ATYPICAL</b>			
Agency workers	(b)	(b)	81,487
Fixed-term employees	351,245	136,376	487,621
Youth work-and-training or CFL	232,289	28,016	260,305
Working in vocational insertion plans or PIP	(c)	11,080	11,080
<b>PARTLY ATYPICAL</b>			
Homeworking	1,140	1,234	2,374
Apprenticeship	399,058	45,742	444,800
<b>Total (d)</b>			<b>1,287,667</b>

*Sources:* Istat, National Account, OROS Survey and Labour Force Survey; Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*.

(a) It includes sections C to K of NACE rev.1 classification.

(b) Levels not evaluated because jobs couldn't be divided among working time choices.

(c) Working time choice not issued from the contract.

(d) Total level includes Temporary Agency workers that couldn't be divided among working time choices.

(...) Level non available, but of little amount.

**Table A4 – Employee non-standard jobs in industry and private services (a) by job stability (permanent, temporary) and working-time regime (full-time, reduced) - Year 2002 (levels)**

TYPE	Working time regime		Total
	Full-time	Reduced	
<b>TOTAL OF EMPLOYMENT ARRANGEMENTS</b>			
<b>STRICTLY ATYPICAL</b>			
Agency working	(b)	(b)	100,030
External solidarity contracts	(c)	299	299
Fixed-term employees	365,588	135,169	500,757
Youth work-and-training or CFL	201,807	25,096	226,903
Working in vocational insertion plans or PIP	(c)	9,577	9,577
<b>PARTLY ATYPICAL</b>			
Homeworking	17,409	6,316	23,725
Permanent employees working part time	-	1,024,447	1,024,447
Apprenticeship	397,663	58,696	456,359
<b>Total (d)</b>			<b>2,342,097</b>
of which PERMANENT			
<b>STRICTLY ATYPICAL</b>			
Agency working	(b)	(b)	....
External solidarity contracts	(c)	299	299
<b>PARTLY ATYPICAL</b>			
Homeworking	15,238	5,208	20,446
Permanent employees working part time	-	1,024,447	1,024,447
<b>Total</b>			<b>1,045,192</b>
of which TEMPORARY			
<b>STRICTLY ATYPICAL</b>			
Agency workers	(b)	(b)	100,030
Fixed-term employees	365,588	135,169	500,757
Youth work-and-training or CFL	201,807	25,096	226,903
Working in vocational insertion plans or PIP	(c)	9,577	9,577
<b>PARTLY ATYPICAL</b>			
Homeworking	2,171	1,108	3,279
Apprenticeship	397,663	58,696	456,359
<b>Total (d)</b>			<b>1,296,905</b>

Sources: Istat, National Account, OROS Survey and Labour Force Survey; Ministry of Labour and Social Policies, *Rapporto di monitoraggio sulle politiche occupazionali e del lavoro*.

(a) It includes sections C to K of NACE rev.1 classification.

(b) Levels not evaluated because jobs couldn't be divided among working time choices.

(c) Working time choice not issued from the contract.

(d) Total level includes Temporary Agency workers that couldn't be divided among working time choices.

(....) Level non available, but of little amount.

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