

Expected time spent in precarious and limited employment over the working career by occupational group

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Background

- Precarious employment is a multidimensional concept relating to the employment relationship
- Associated with job insecurity, it may cause breaks in the working career and have negative effects on health and wellbeing
- Younger individuals and those in lower socioeconomic positions are more commonly exposed to precarious employment
- Less is known of cumulative exposure to precarious employment over the working career

Aim

Using a novel register-based measure of precarious employment, we examined the expected distribution of the working career into precarious, limited and other types of employment by occupational group

Study population

- Register-based data on the Finnish population
- Including individuals aged 25-62 who had at least one employment day and wage income in the observation year 2018 and an identified occupation in the observation year or the previous five years
- Excluding recent migrants, students, primarily self-employed, pensioners, and military occupations
- $N = 1\,779\,190$
- Information on sociodemographic factors, employment relationships, sources of income, receiving social security benefits, and mortality

Table 1. Distribution (%) and assigned score values of the precarious employment items

	%	Score value		%	Score value
Temporariness			Underemployment		
No	86.5	0	No	90.8	0
Yes	13.5	-2	≤1/3 and <2/3 of median	7.5	-1
Multijob holding			<1/3 of median	1.8	-2
No	93.9	0	Employment income		
Jobs	3.8	-1	≥200% of median	7.1	2
Jobs and sectors	2.3	-2	≥120%, <200 % of median	25.7	1
Agency employment			≥80%, <120% of median	40.9	0
No	98.0	0	≥60%, <80% of median	17.0	-1
Yes	2.0	-1	<60% of median	9.3	-2

Precarious employment score not applicable for individuals who had:

Limited employment:

- more than 180 days of unemployment (4.1%) or less than 90 days of employment (1.2%) during the observation year
- receiving sickness allowance (0.4%) or childcare allowances (1.7%) with a sum that is more than 50% of one's employment income in the observation year
- not having at least one employer both during the observation year and the two preceding years (5.0%)

-> Examined as a separate category

Table 2. Distribution (%) of employment categories applying the precarious employment score

Employment category	Precarious employment score (sum of item values)	%
High income	> 0	25.8
Standard	0	30.6
Substandard	-3 – -1	25.6
Precarious	< -3	5.6
Limited employment	not applicable	12.4
Total		100.0

Precarious employment expectancy

- Expectancies of time spent in precarious and other employment types were calculated applying the Sullivan method
- Calculations were based on age-specific information on distributions of the employment categories and mortality rates in the observation year 2018
- Analyses stratified by gender main occupational group

Figure 1. Expectancy of time spent in different employment categories by occupational group, *men*

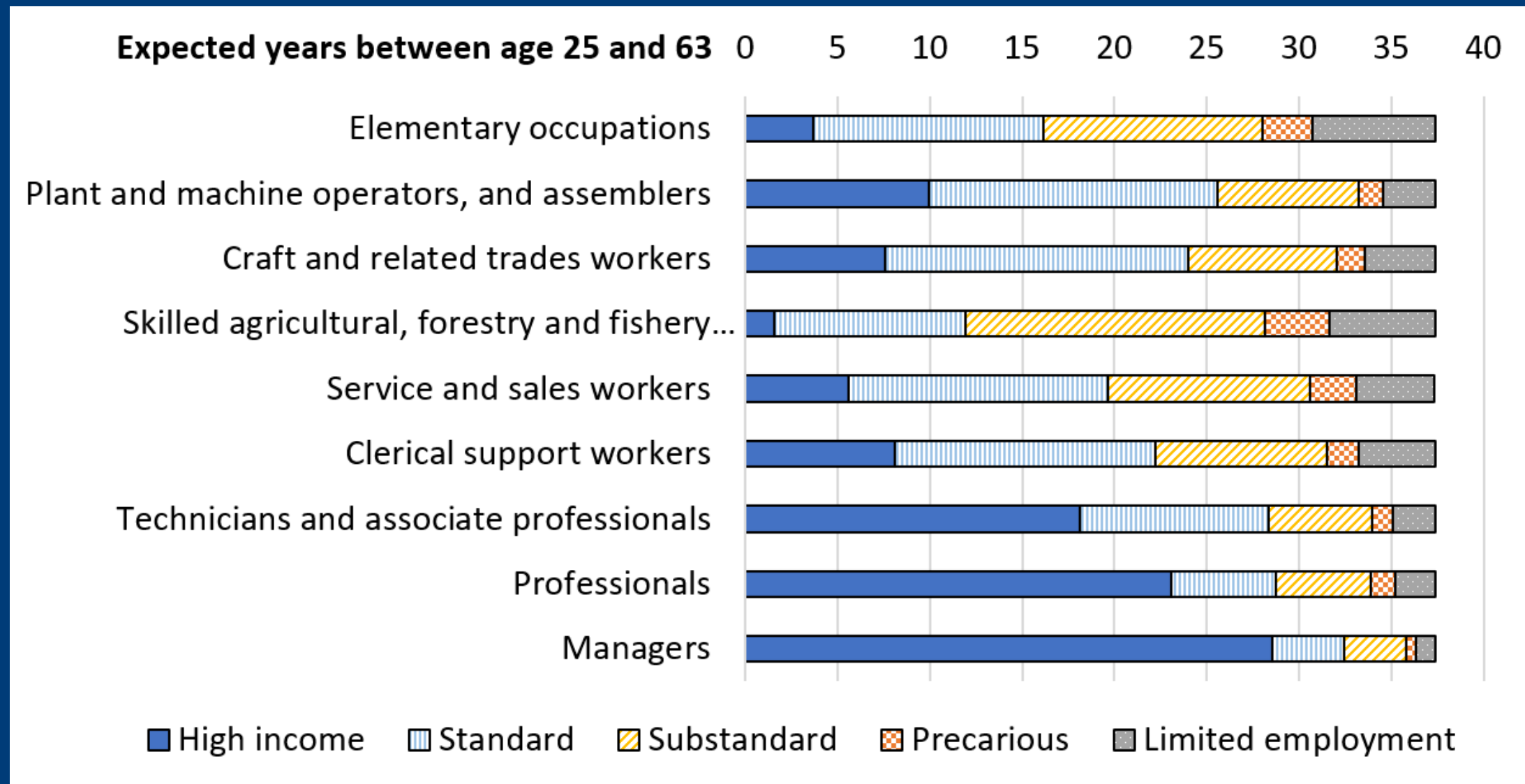
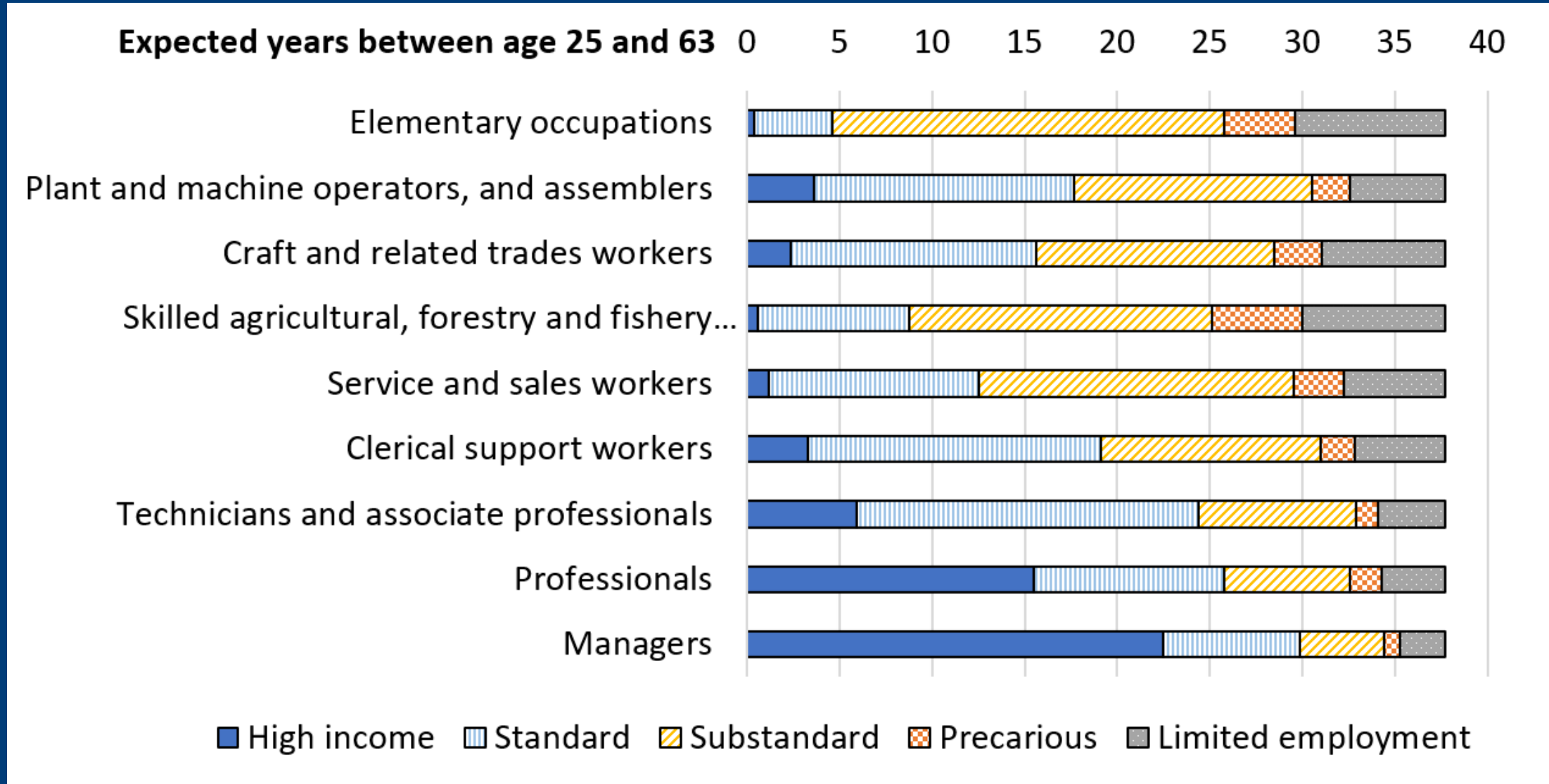


Figure 1. Expectancy of time spent in different employment categories by occupational group, *women*



Conclusions

- Skilled agricultural, forestry and fishery workers, workers in elementary occupations as well as service and sales workers have notable accumulation of precarious and limited employment over the working career
- These occupational groups may require special attention to ensure that insecure employment conditions do not compromise their health and work ability and lead to shorter working careers

THANK YOU!

LIFECON

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