

# Contingent and Alternative Employment Arrangements, May 2017



# Gig economy

- No official BLS definition of “gig economy” or “gig workers”
- Researchers use many different definitions
  - ▶ Many include contingent workers
  - ▶ Some include those in alternative work arrangements
- CWS data allow researchers to use own definition of “gig”



# Contingent Worker Supplement (CWS), May 2017

- Collected information on whether workers had:
  - ▶ Contingent jobs—jobs that are temporary or not expected to last
  - ▶ Alternative employment arrangements
    - Independent contractors
    - On-call workers
    - Temporary help agency workers
    - Contract company workers
- Similar supplements were conducted in February of 1995, 1997, 1999, 2001, and 2005
- Data refer to sole or main job of employed people

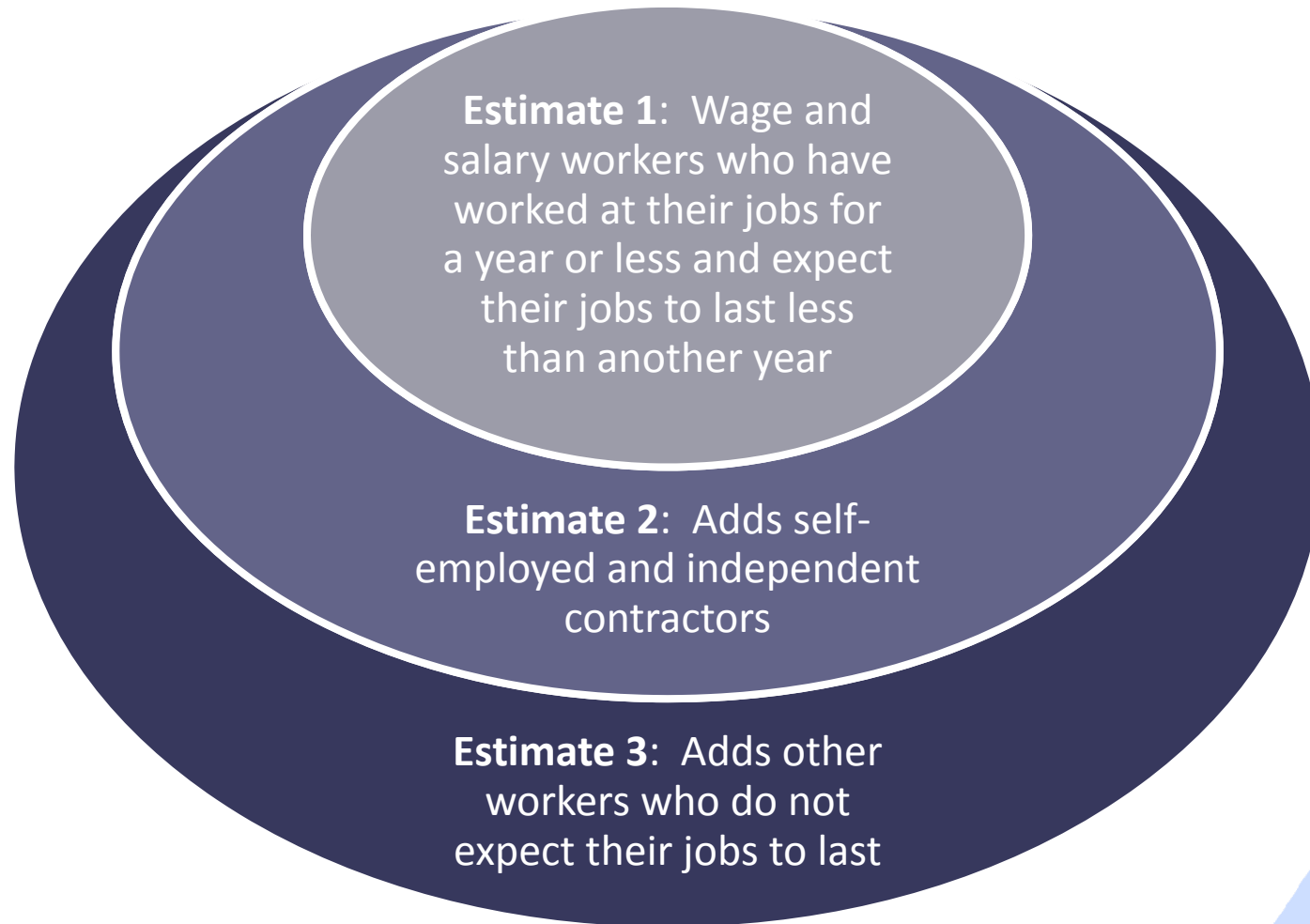


# Defining and estimating the number of contingent workers

- Contingent workers do not have an explicit or implicit contract for continuing employment
- To determine if employment is contingent, CWS asks:
  - ▶ If the job is temporary or not expected to continue
  - ▶ How long the worker expects to be able to hold their job
  - ▶ How long the worker has held their job
- People who do not expect to continue in their current jobs for **personal reasons** are NOT contingent workers



# Defining and estimating the number of contingent workers



# Estimates of contingent workers, May 2017

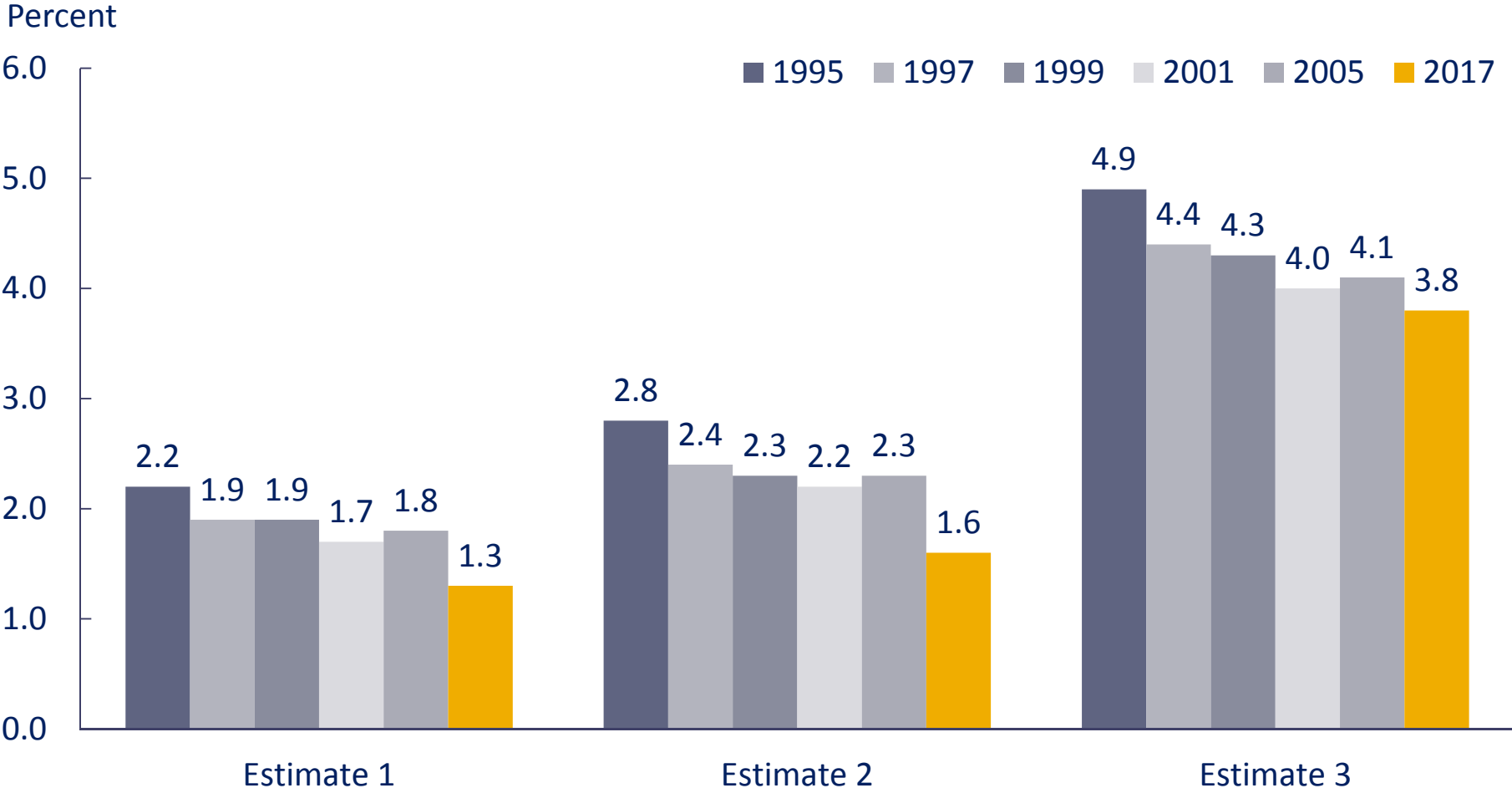
Estimates of contingent workers	Total	Percent of total employed
<b>Estimate 1:</b> Wage and salary workers who expect their jobs to last 1 year or less	2.0 million	1.3%
<b>Estimate 2:</b> All workers who expect their jobs to last 1 year or less, including the self-employed and independent contractors	2.5 million	1.6%
<b>Estimate 3:</b> All workers who do not expect their jobs to last	5.9 million	3.8%

Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Contingent workers as a percent of total employed, February 1995-2005 and May 2017

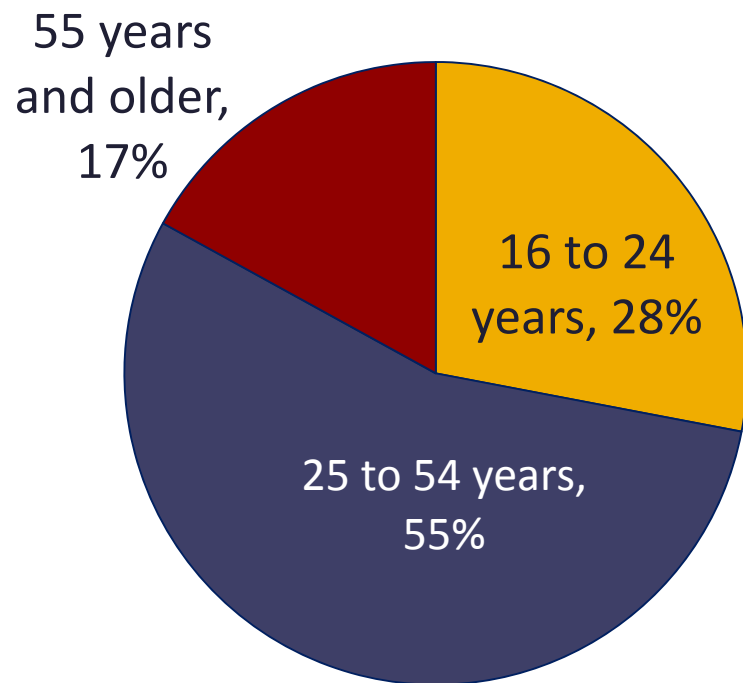


Source: Contingent Worker Supplements, Current Population Survey  
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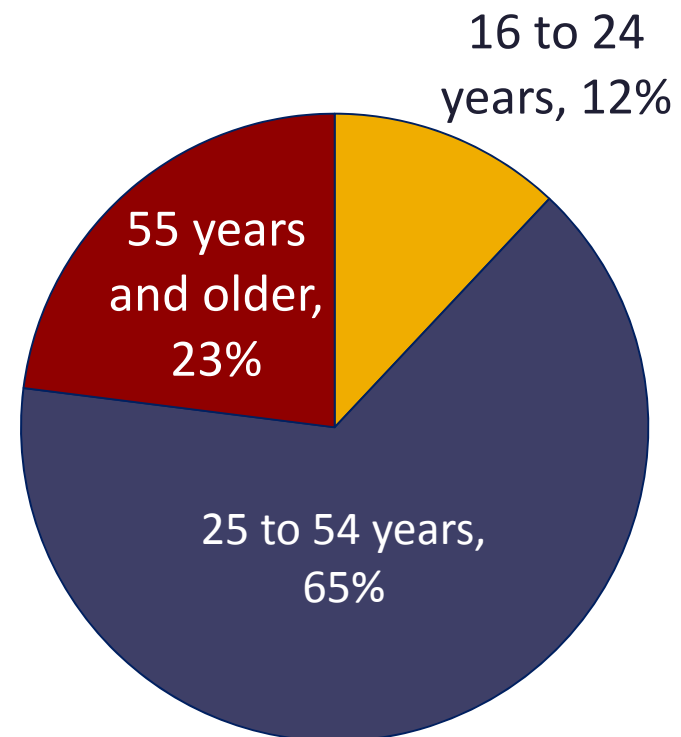


# Age distribution of contingent and noncontingent workers, May 2017

## Contingent workers



## Noncontingent workers



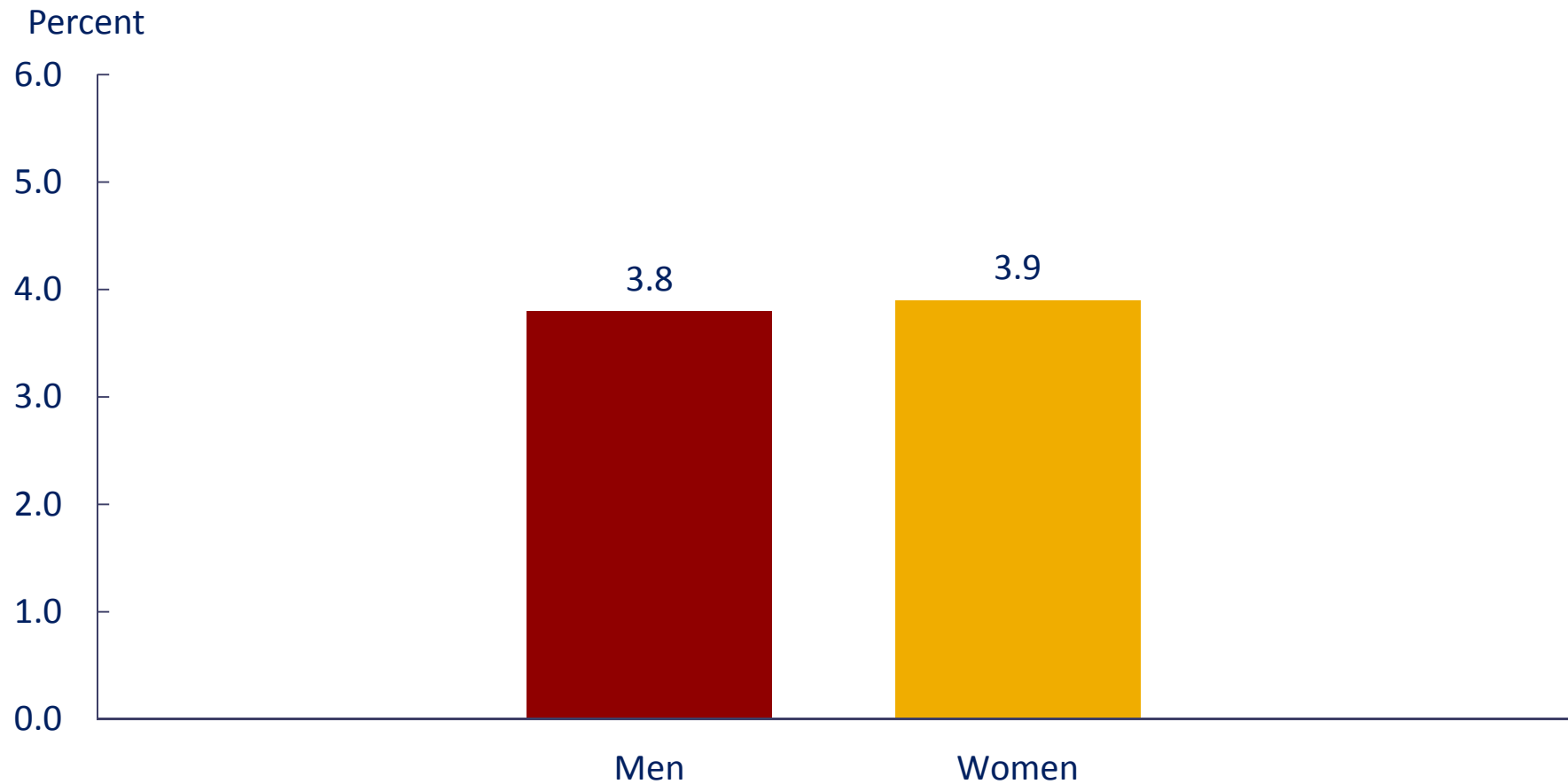
Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Contingent workers as a percent of total employed by sex, May 2017

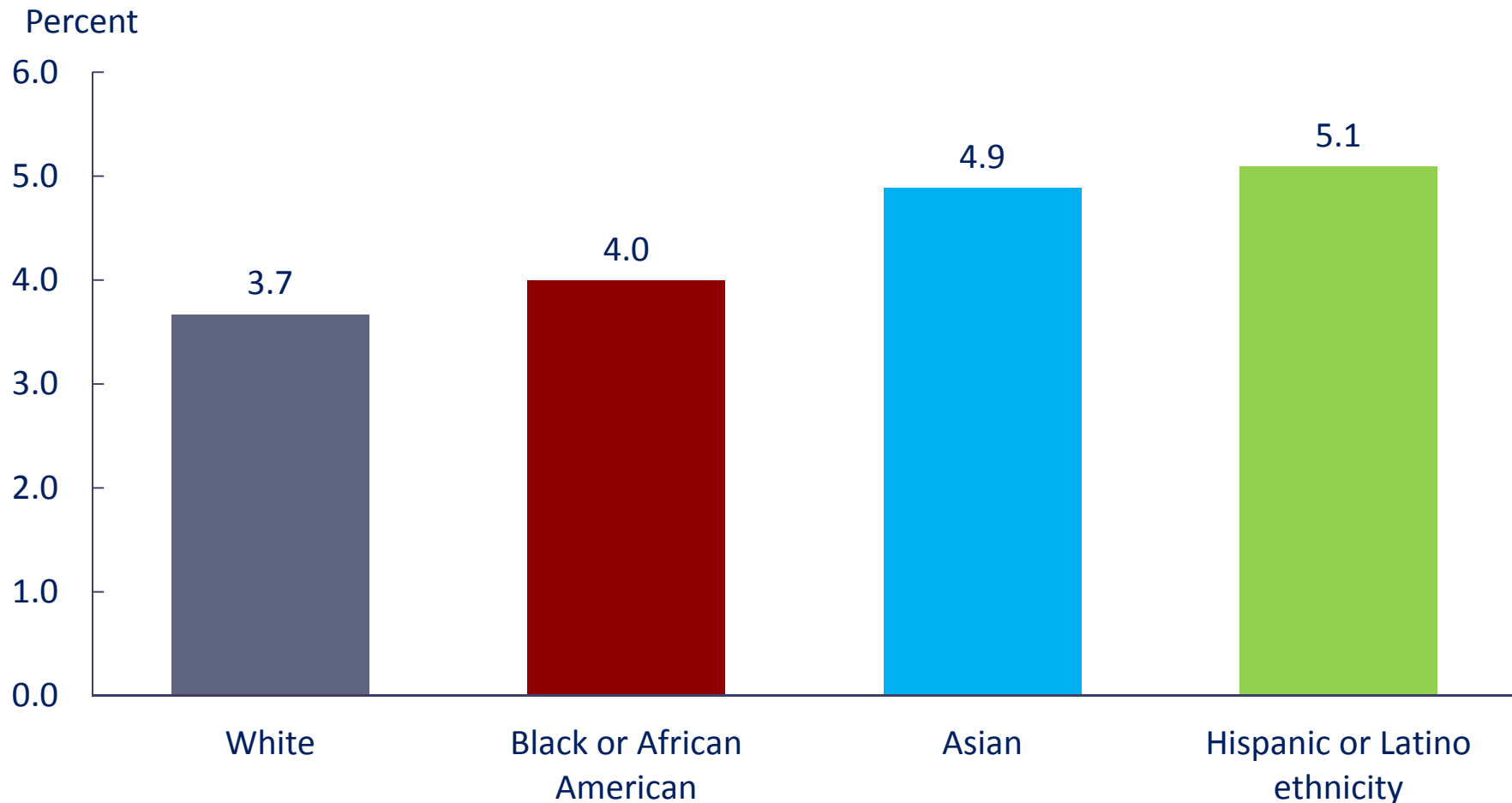


Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Contingent workers as a percent of total employed by race and ethnicity, May 2017



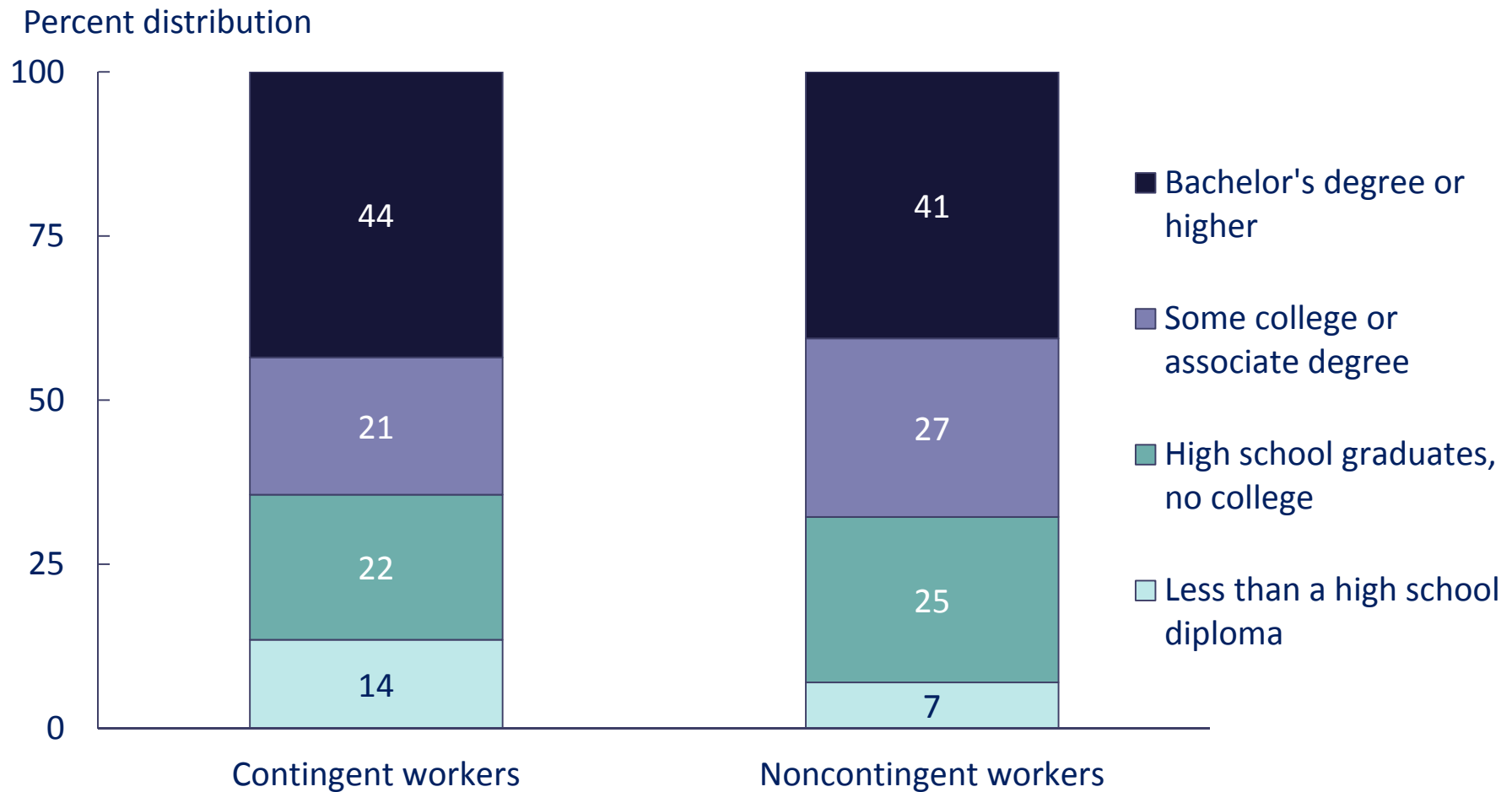
Note: Persons of Hispanic or Latino ethnicity may be of any race.

Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Educational attainment of contingent and noncontingent workers, age 25 to 64, May 2017



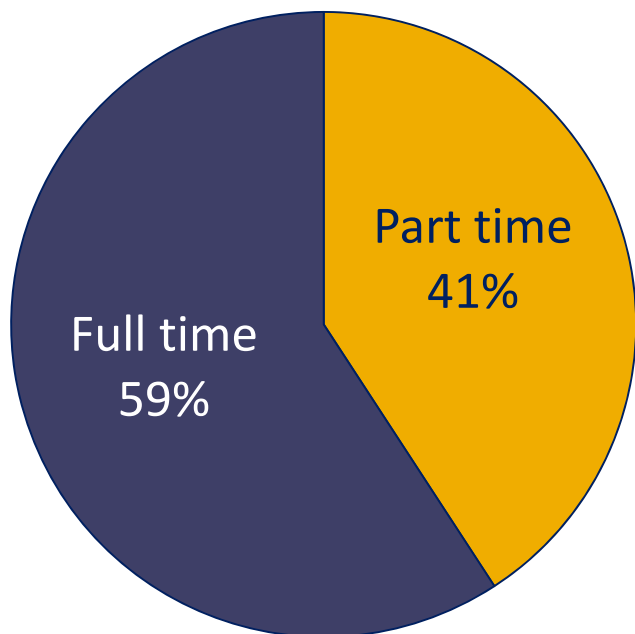
Source: May 2017 Contingent Worker Supplement, Current Population Survey

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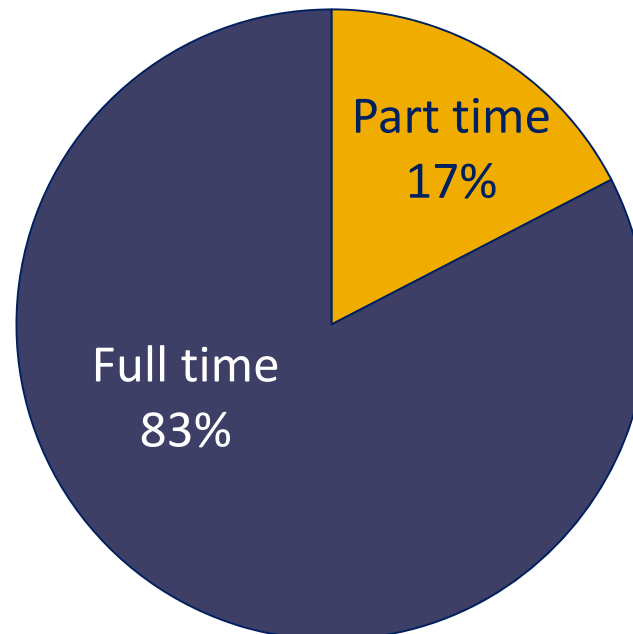


# Full- and part-time status of contingent and noncontingent workers, May 2017

Contingent workers



Noncontingent workers

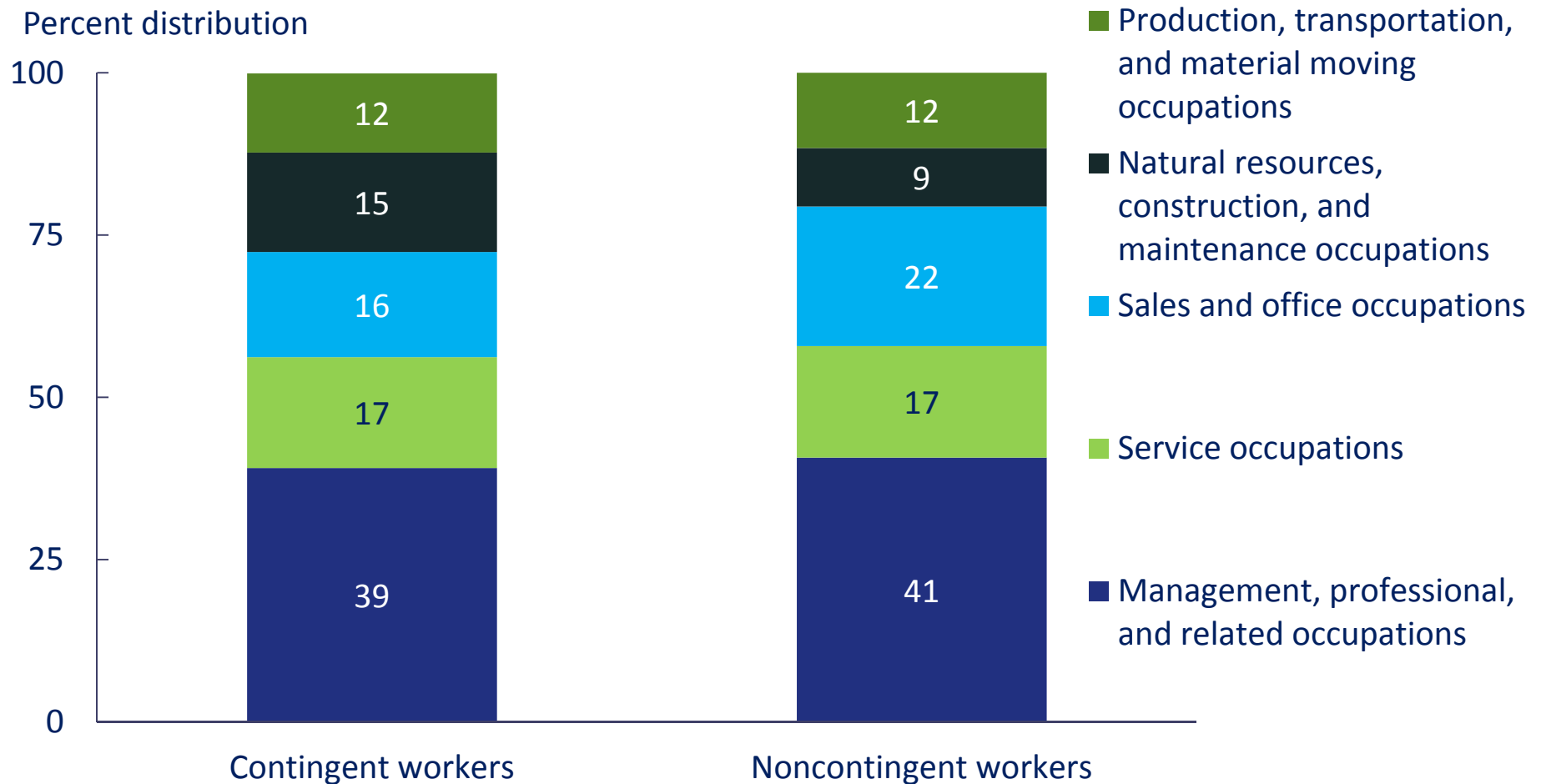


Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Occupation of contingent and noncontingent workers, May 2017

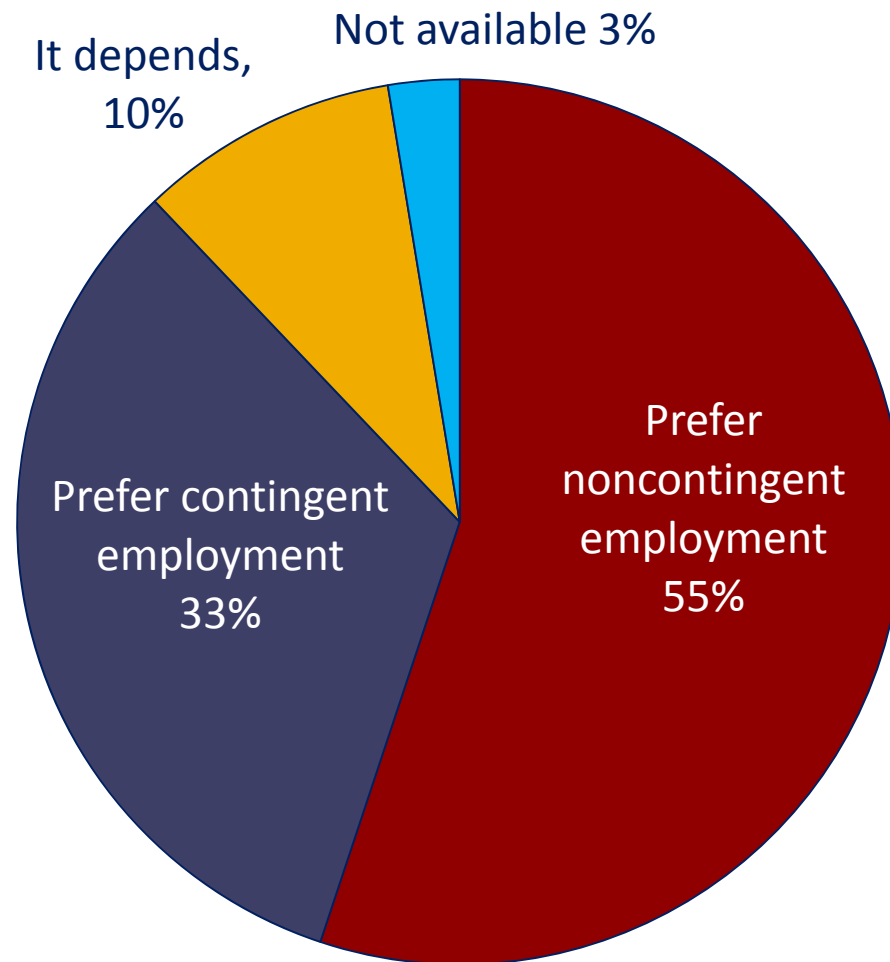


Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Contingent workers by their preference for contingent or noncontingent work, May 2017

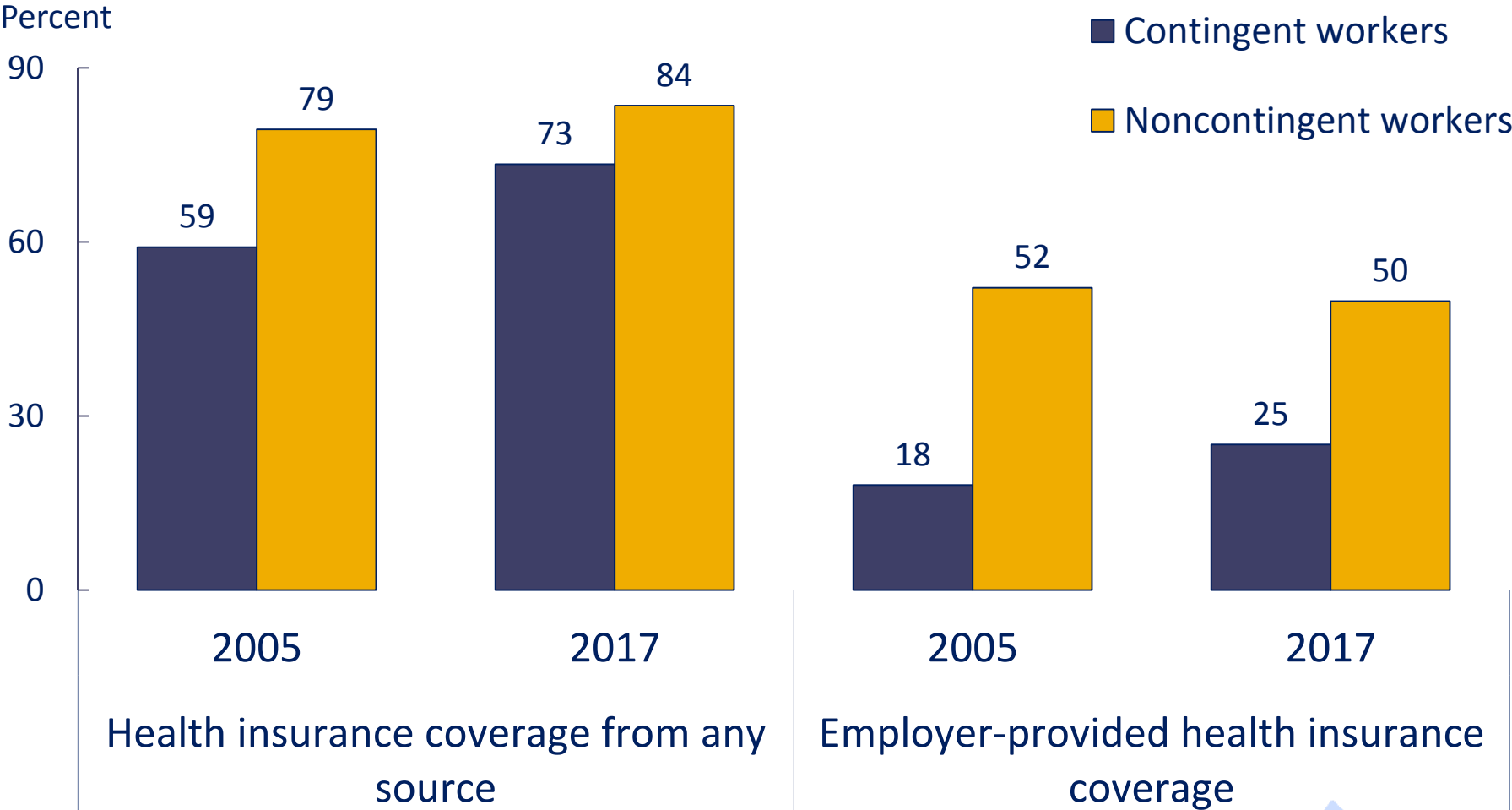


Source: May 2017 Contingent Worker Supplement, Current Population Survey

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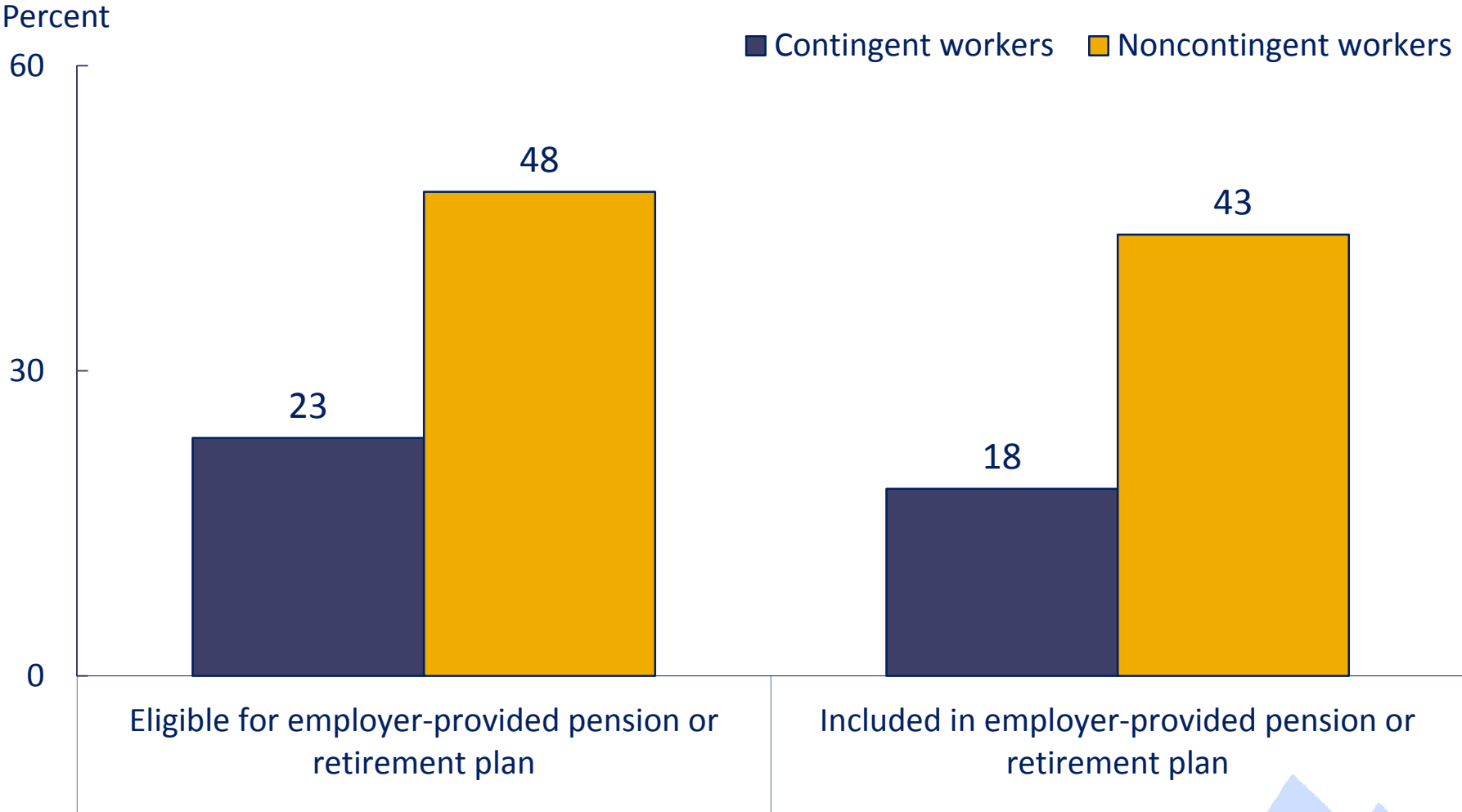
# Percent of contingent and noncontingent workers with health insurance coverage, February 2005 and May 2017



Source: February 2005 and May 2017 Contingent Worker Supplements, Current Population Survey  
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# Percent of contingent and noncontingent workers eligible for employer-provided pension or retirement plans, May 2017

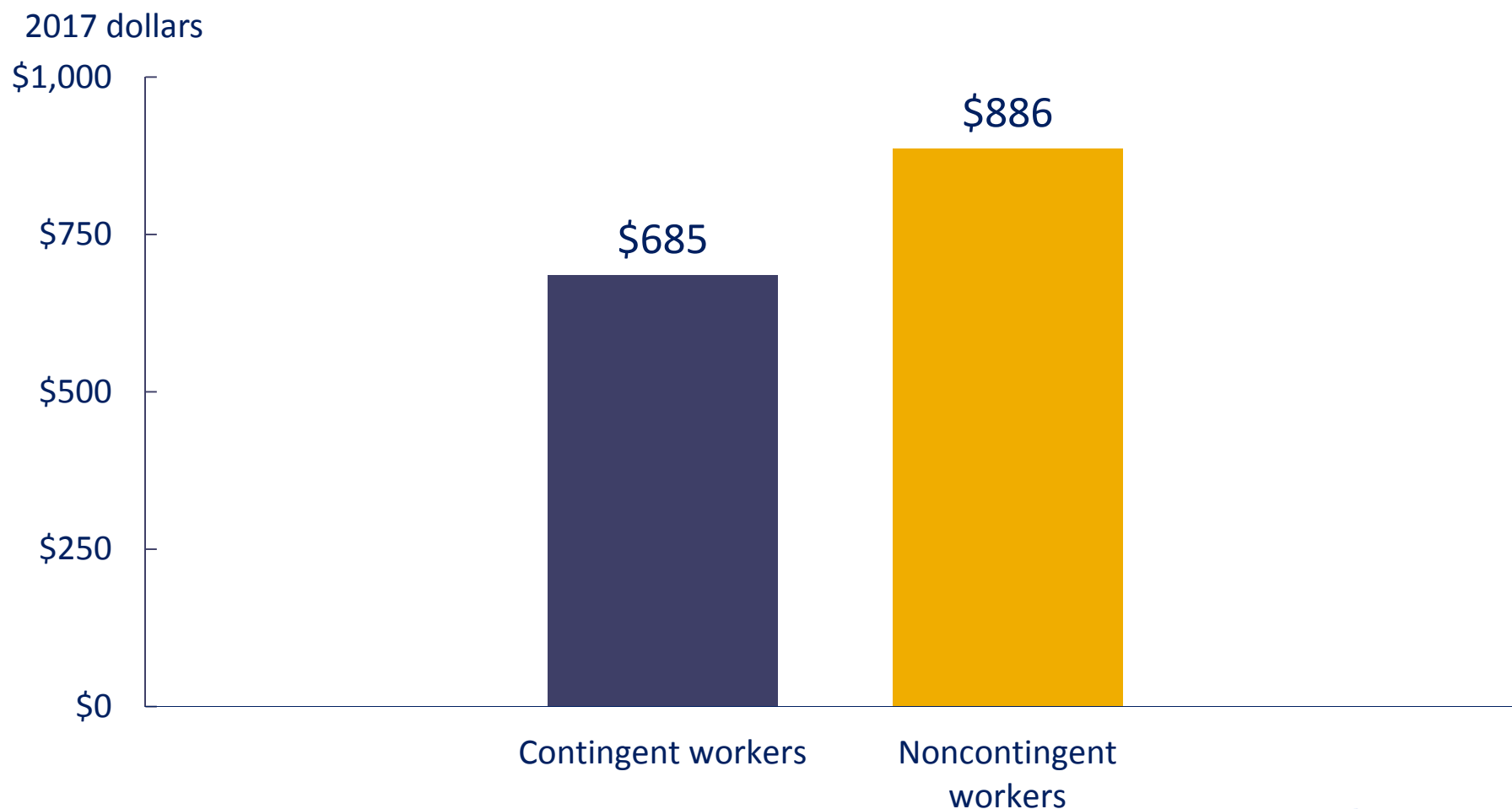


Source: May 2017 Contingent Worker Supplement, Current Population Survey  
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# Median usual weekly earnings of full-time contingent and noncontingent workers, May 2017



Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Four alternative employment arrangements

1. Independent contractors
2. On-call workers
3. Temporary help agency workers
4. Workers provided by contract firms



# Defining the four alternative employment arrangements

1. **Independent contractors** said they were independent contractors, consultants, or freelance workers
2. **On-call workers** are called into work only when they are needed, although they can be scheduled to work for several days or weeks in a row

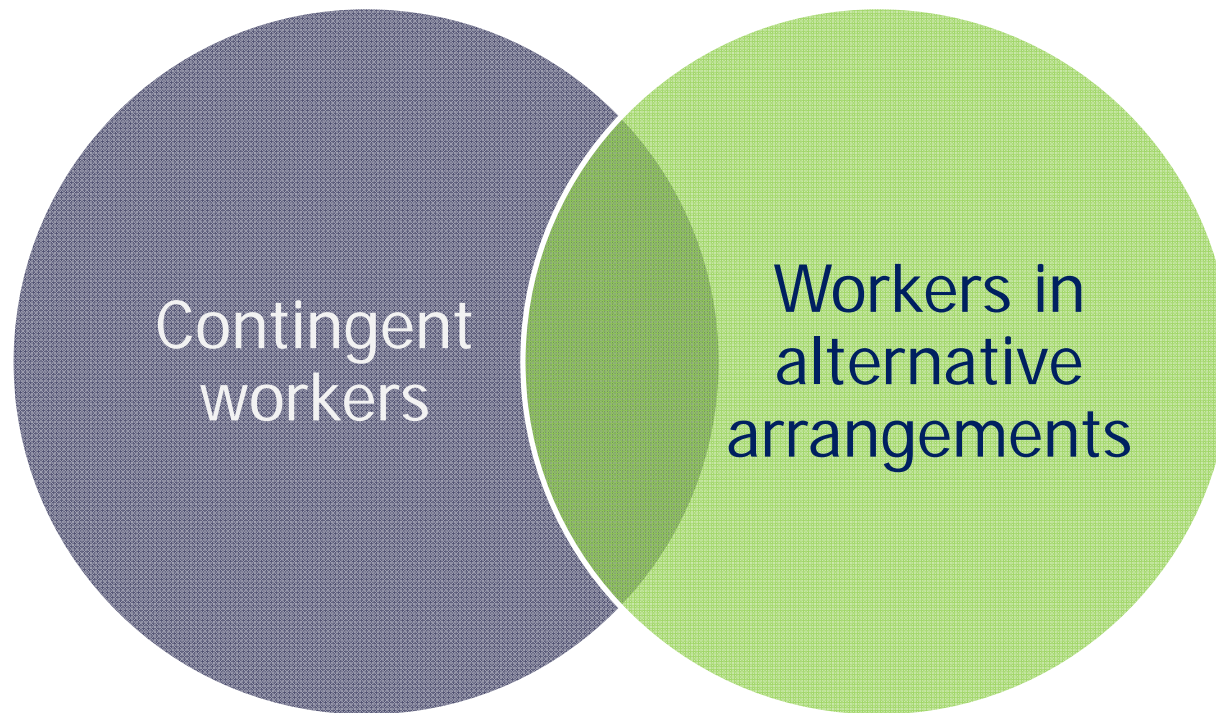


# Defining the four alternative employment arrangements

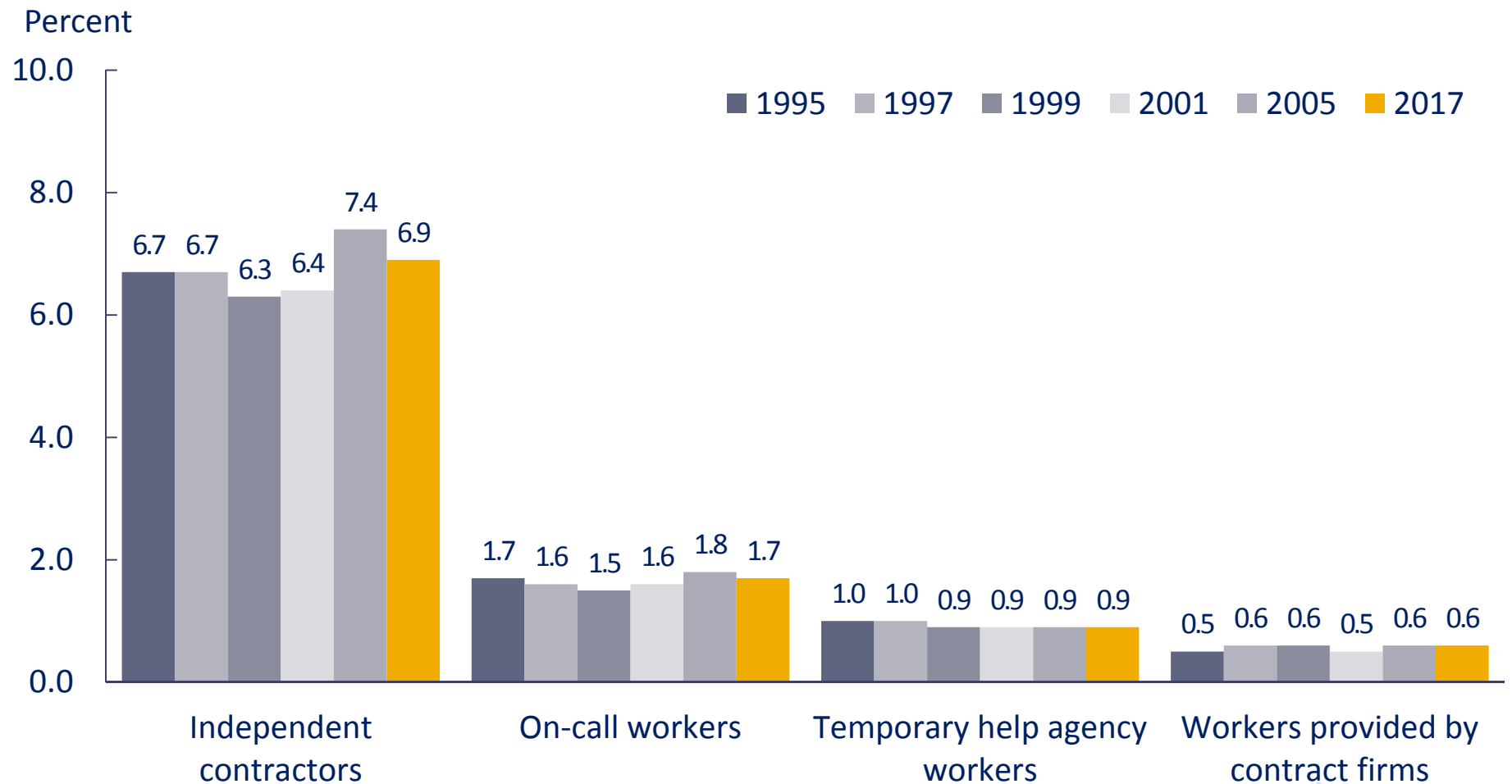
3. **Temporary help agency workers** are paid by a temporary help agency, whether or not their job was temporary
4. **Workers provided by contract firms** are employed by a company that provides them or their services to others under contract. They are usually assigned to only one customer, and they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



# Contingent work and alternative employment arrangements



# Workers in alternative arrangements as a percent of total employed, February 1995-2005 and May 2017

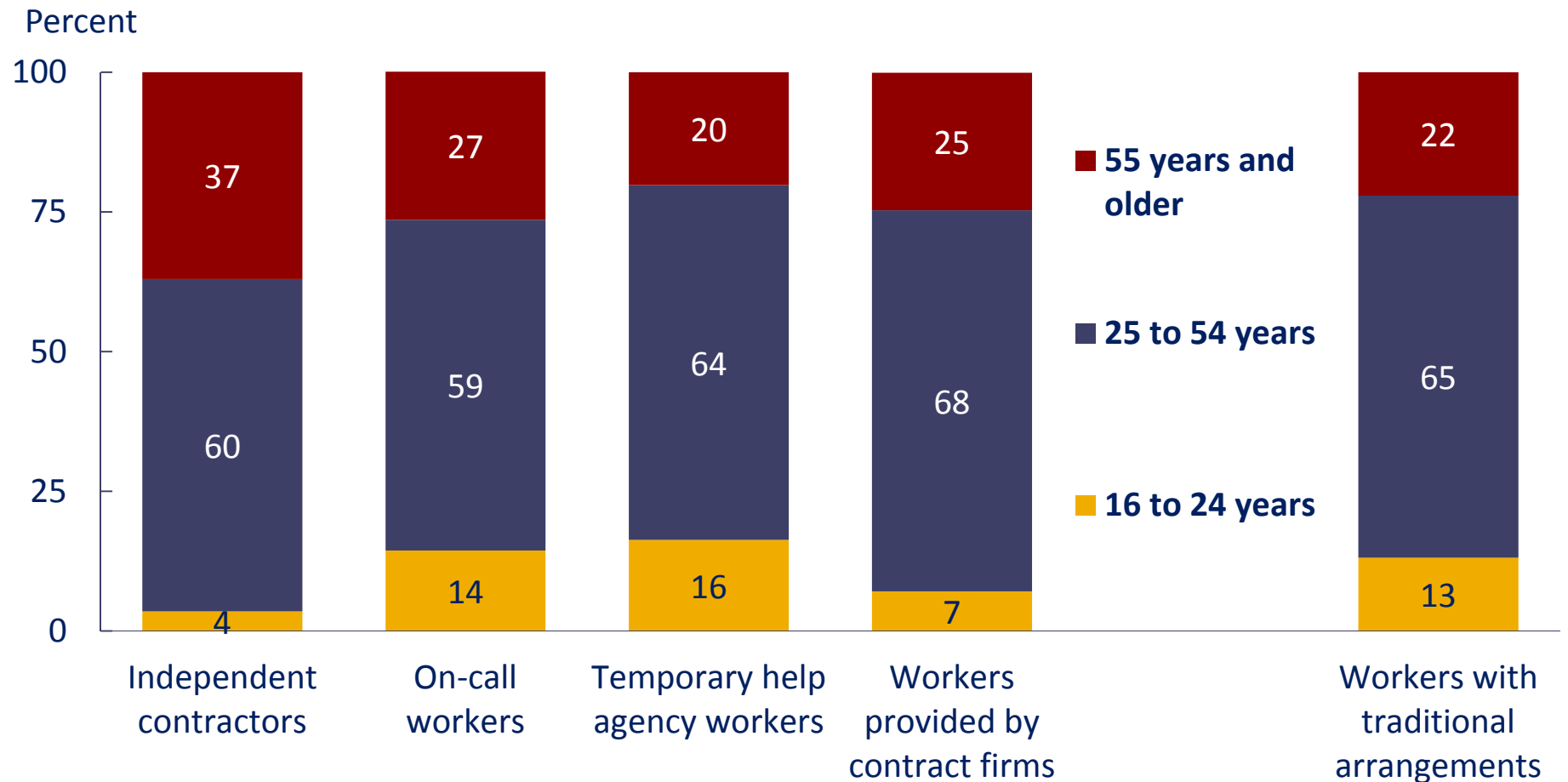


Source: Contingent Worker Supplements, Current Population Survey

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# Age distribution of workers in alternative and traditional employment arrangements , May 2017



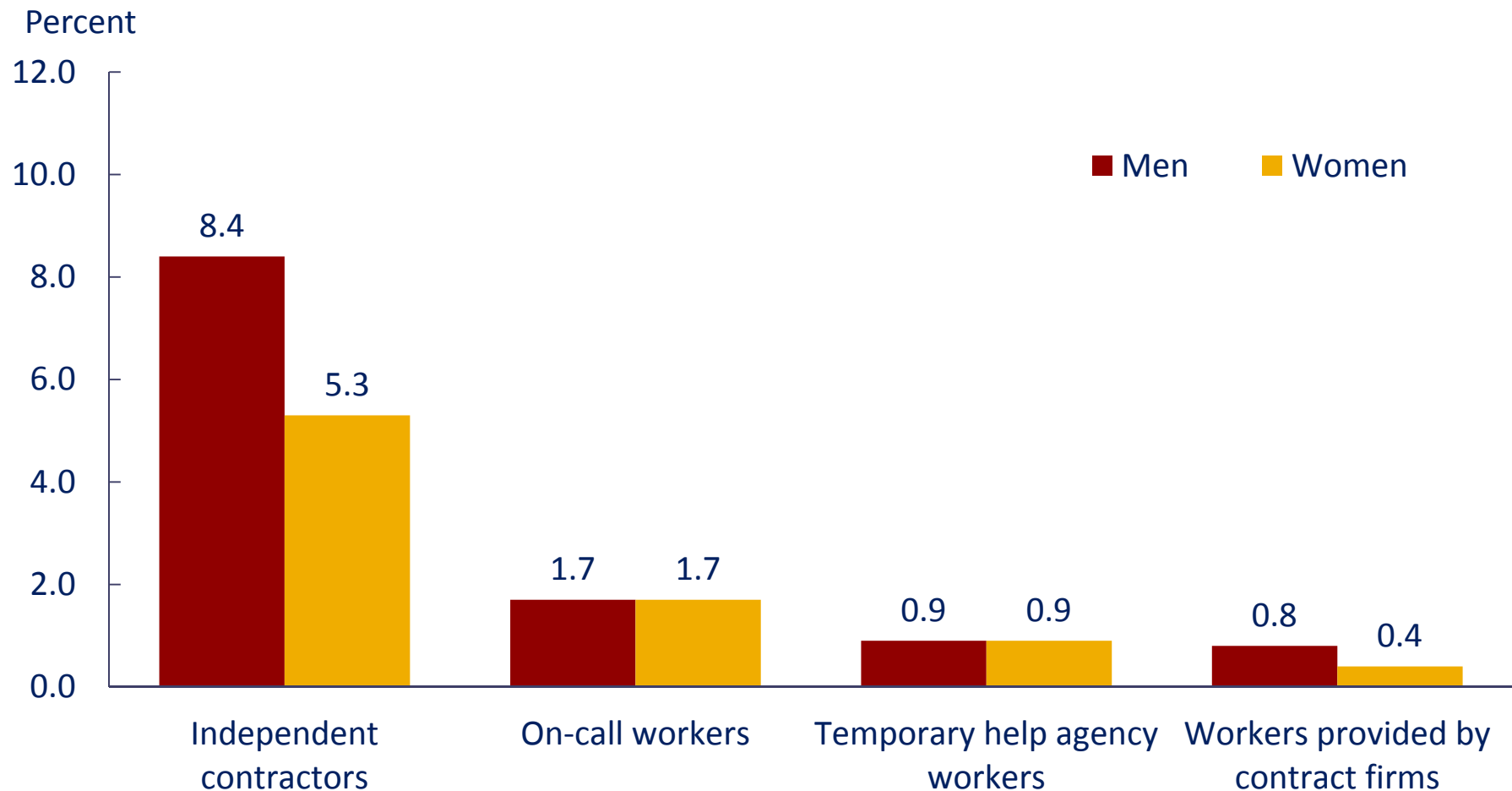
Note: Data may not sum to totals due to rounding.

Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Workers in alternative arrangements as a percent of total employed by gender, May 2017



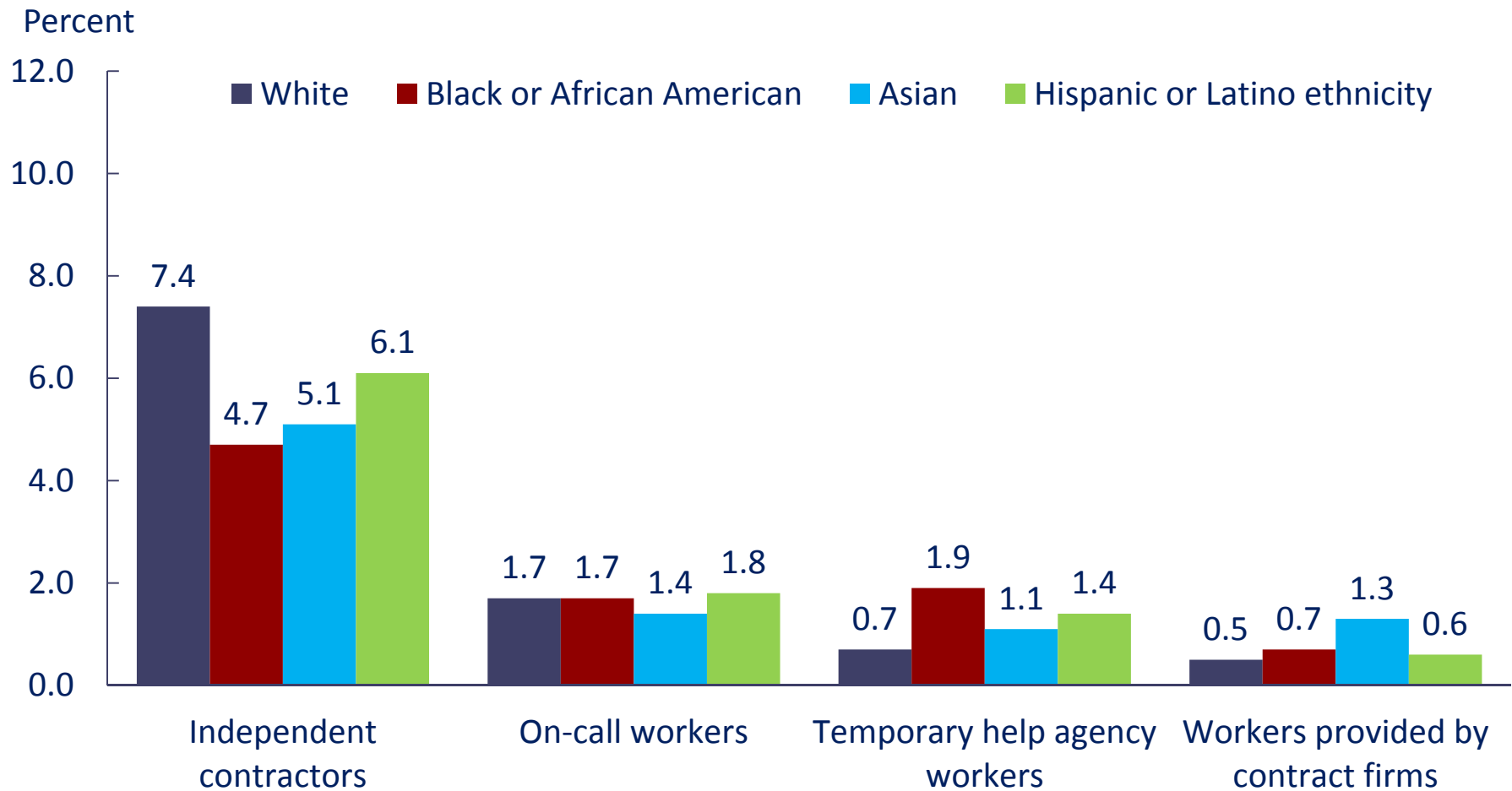
Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Workers in alternative arrangements as a percent of total employed by race and ethnicity, May 2017



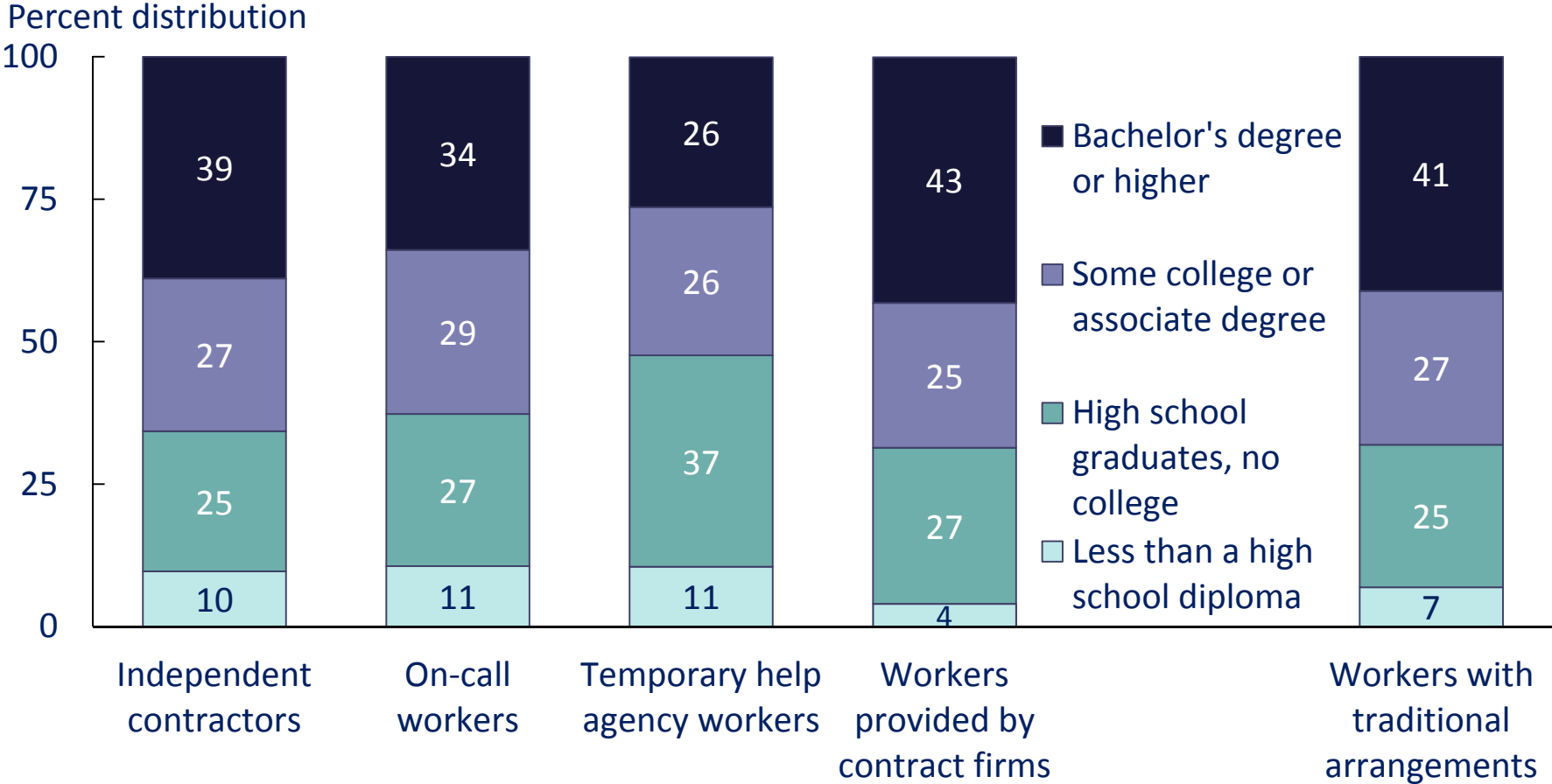
Note: Persons of Hispanic or Latino ethnicity may be of any race.

Source: May 2017 Contingent Worker Supplement, Current Population Survey

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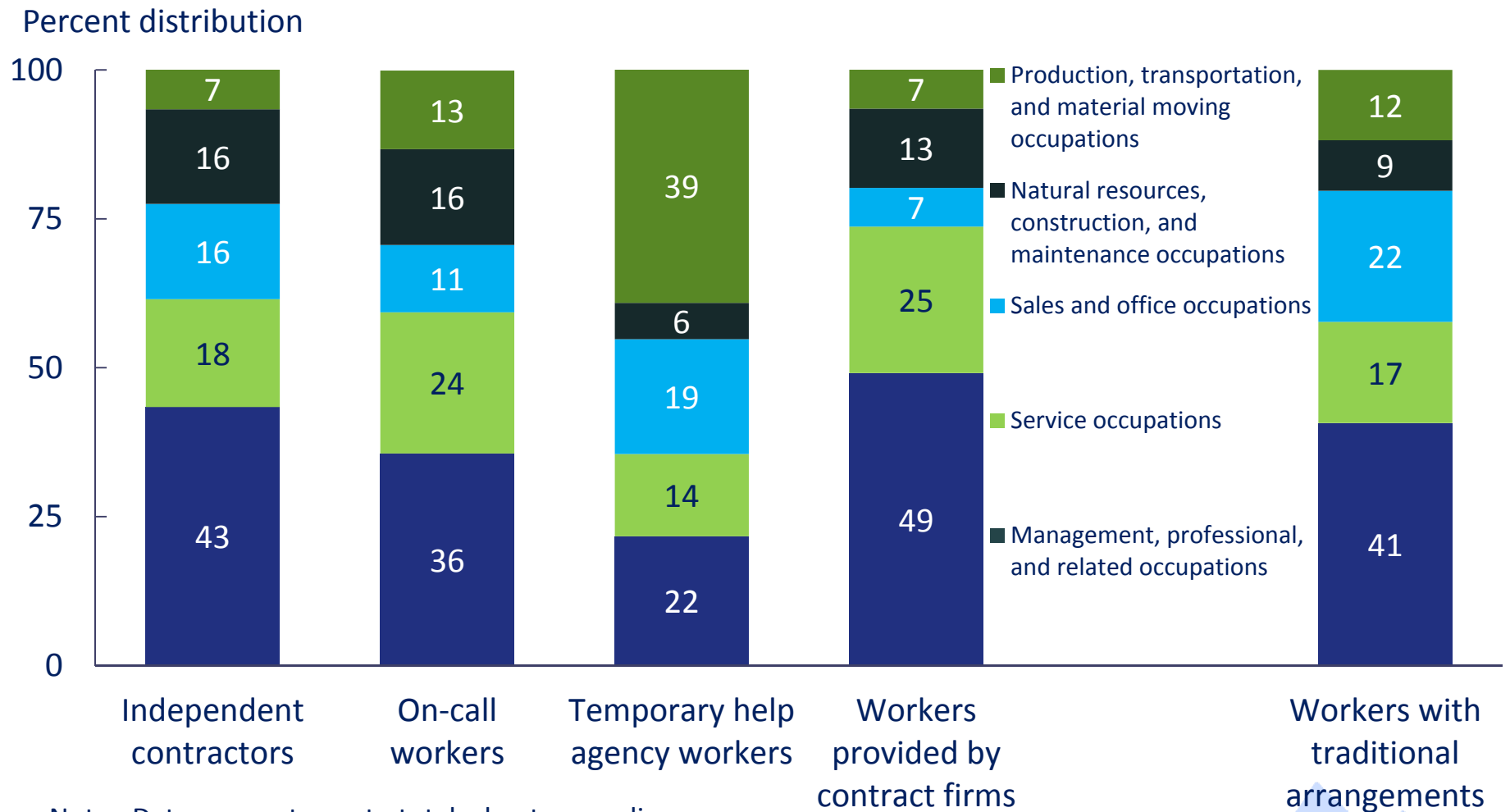
# Educational attainment of workers in alternative and traditional arrangements, age 25 to 64, May 2017



Note: Data may not sum to totals due to rounding.  
 Source: May 2017 Contingent Worker Supplement, Current Population Survey  
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# Occupation of workers in alternative and traditional arrangements, May 2017



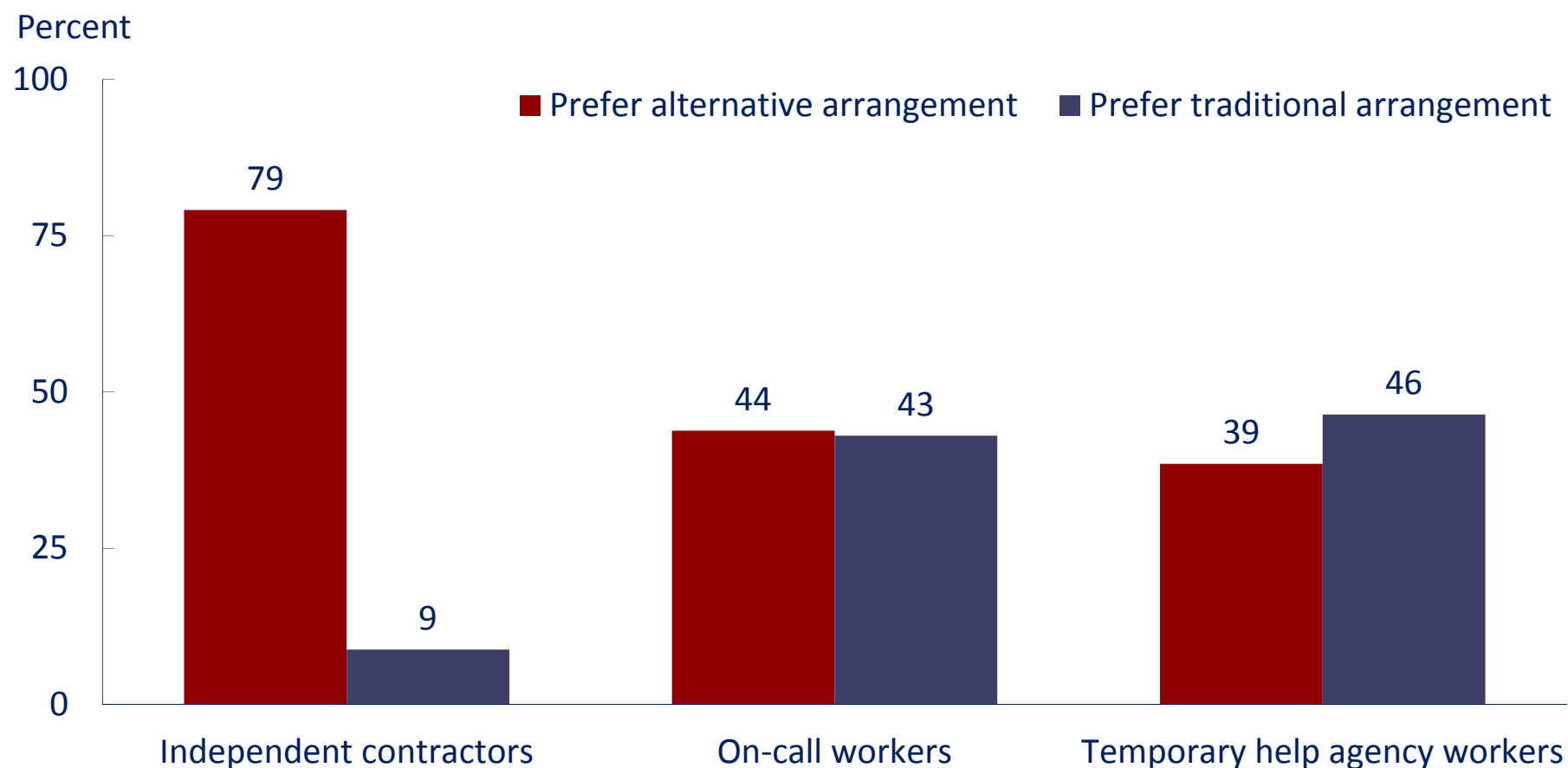
Note: Data may not sum to totals due to rounding.

Source: May 2017 Contingent Worker Supplement, Current Population Survey

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## Workers in alternative arrangements by their preference for a traditional work arrangement, May 2017



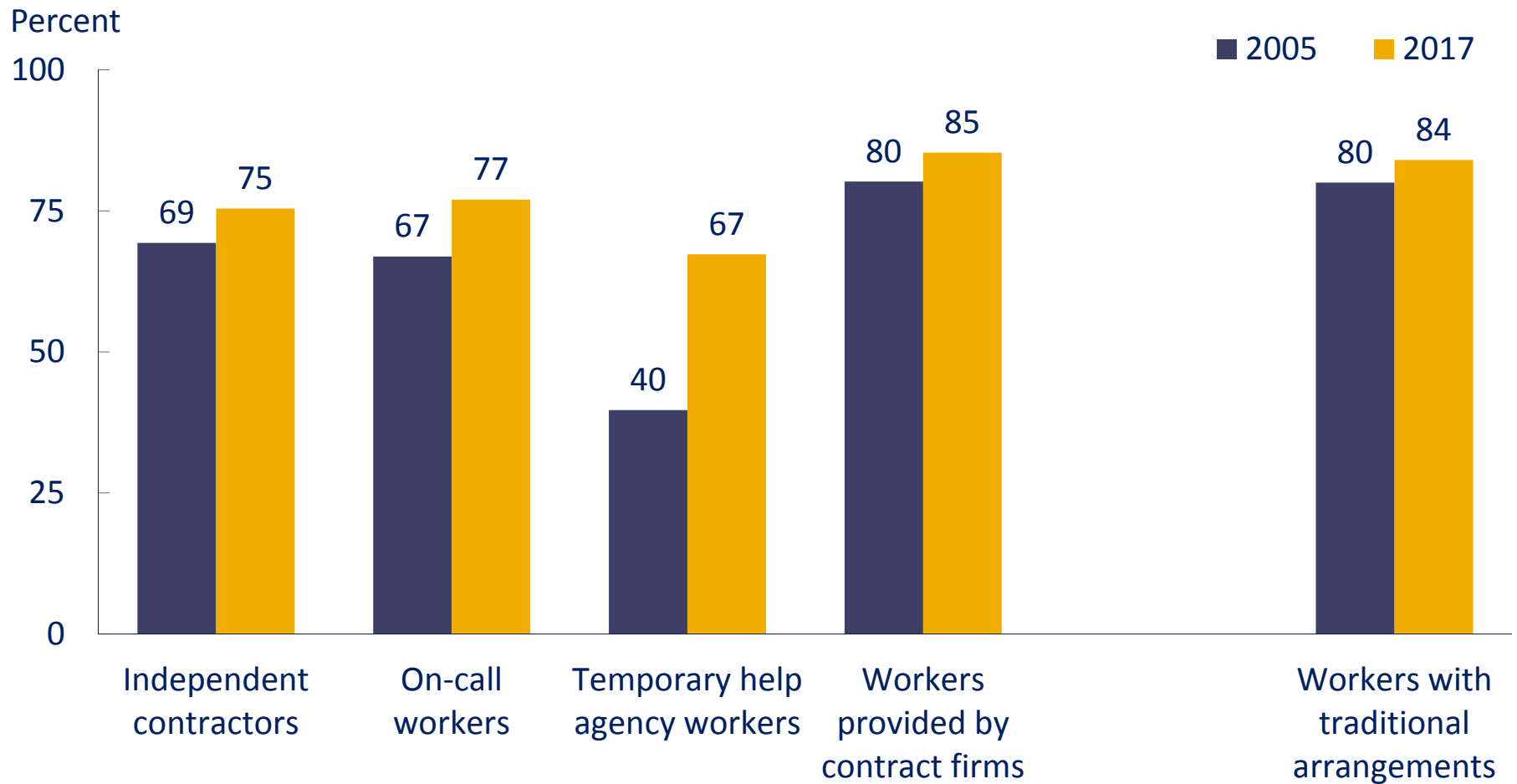
Note: Data are not shown for those answering “It depends” or who did not respond. Workers provided by contract firms were not asked about their preference for a traditional arrangement.

Source: May 2017 Contingent Worker Supplement, Current Population Survey

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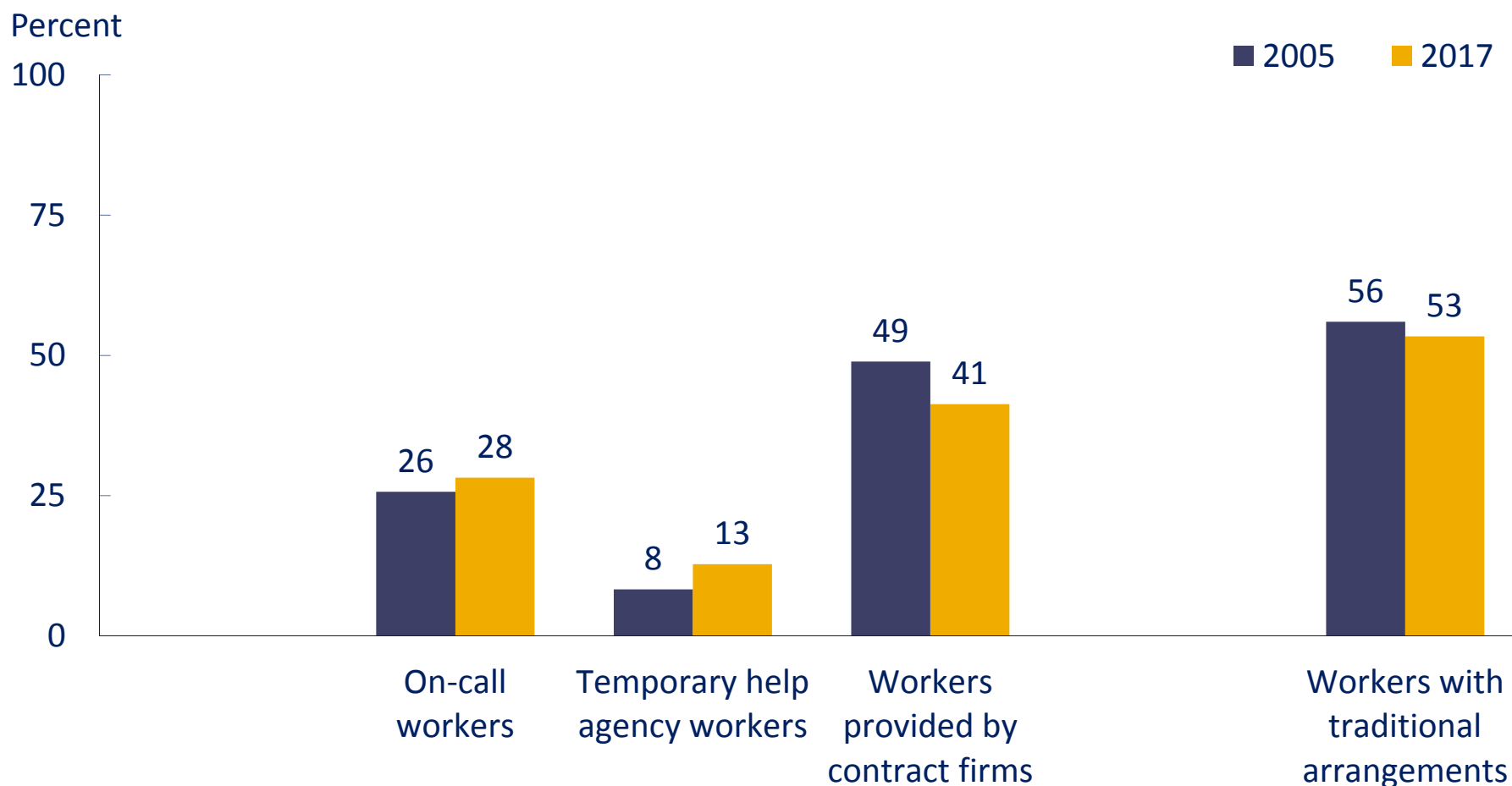
# Percent of workers in alternative and traditional arrangements with health insurance coverage, February 2005 and May 2017



Source: February 2005 and May 2017 Contingent Worker Supplements, Current Population Survey  
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# Percent of workers in select alternative and traditional arrangements with employer-provided health insurance, February 2005 and May 2017



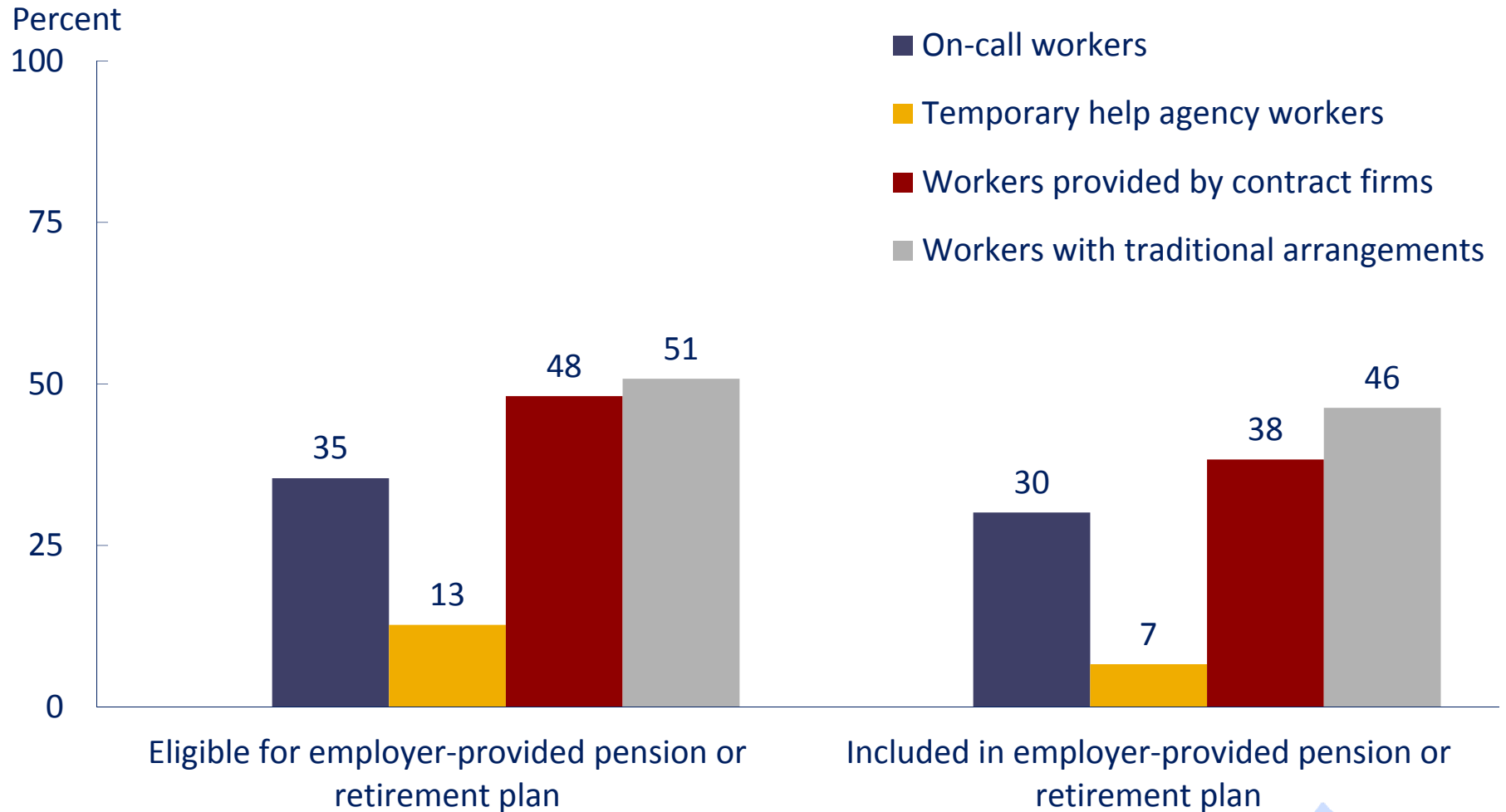
Note: Estimates for employer-provided health insurance were not tabulated for independent contractors.

Source: February 2005 and May 2017 Contingent Worker Supplements, Current Population Survey

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# Percent of workers in select alternative and traditional arrangements eligible for employer-provided pension or retirement plans, May 2017



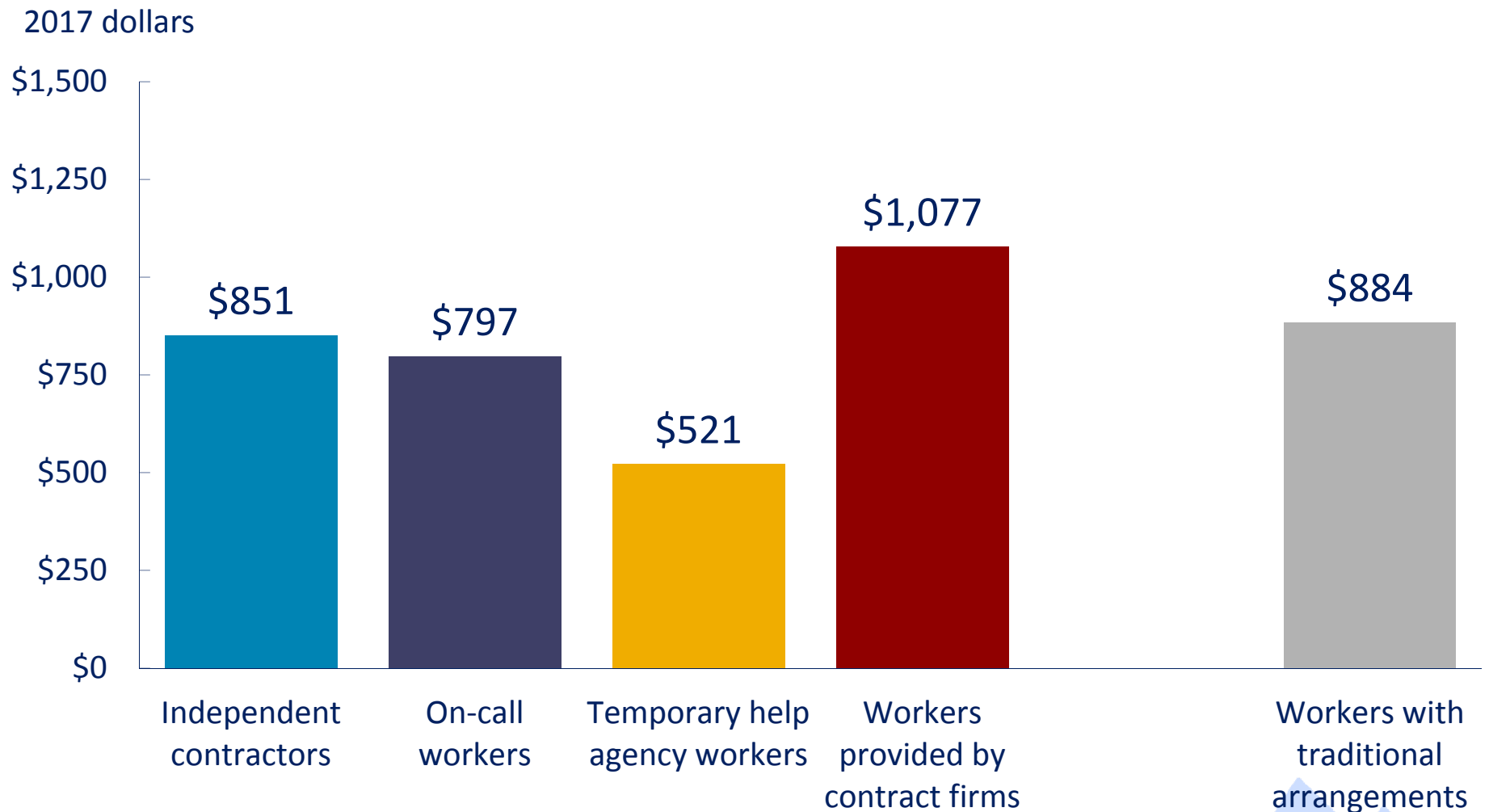
Note: These data were not collected for independent contractors.

Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# Median weekly earnings of full-time workers in alternative and traditional arrangements, May 2017



Source: May 2017 Contingent Worker Supplement, Current Population Survey

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# 4 new questions

- Designed to identify people who found short tasks or jobs through a website or mobile app and were paid through same website or app
- These data will measure **electronically-mediated employment**, not necessarily the “gig economy”
- BLS evaluating data, results will be published at later date



# Contact Information

## CPS staff at BLS

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