

Non-regular and Contingent Employment in the United States

アメリカ資料 (原文)

Employment Type	Description of Work	Percent of Total Workforce 1999 ^A	Percent of Total Workforce 2005 ^B
BLS Categories			
Agency Temporary Workers (Temps)	Individuals who work for temporary employment agencies and are assigned by the agencies to work for other companies.	0.9	0.9
On-Call Workers and Day Laborers	Individuals who are called to work only on an as-needed basis or who get work by waiting at a place where employers pick them up to work for the day. (Substitute teachers and construction workers)	1.7	2.0
Contract Company Workers	Individuals who work for companies that provide services to other firms under contract. (security, landscaping, or staffing services).	0.6	0.6
Independent Contractors	Individuals who obtain customers on their own, provide a product or services and who have other employees working for them. (Maids, realtors, child-care providers, and management consultants)	6.3	7.4
Other Categories			
Direct Hire Temps	Temporary workers hired directly by companies to work for a specified period of time. (Seasonal workers, workers hired for special projects).	2.5	2.1
Self-Employed Workers and Entrepreneurs	Self-employed workers who are not independent contractors. (Doctors and individuals who own restaurants and shops).	4.8	4.4
Standard Part-Time Workers	Individuals who regularly work fewer than 35 hours a week for a particular employer and are wage and salary workers.	13.2	13.2
Conditional Part-time Workers	Individuals who hold part-time jobs conditionally and who are not short-term hires.	Data not Available	Data not Available
Short-term Workers	Individuals who are hired and paid directly by a business for a limited period of time, and who work at that business' work site and who's work is directed by that business.	Data not Available	Data not Available
Leased Workers	Individuals who work for leasing companies (some of which are called "professional employer organizations") that usually handle payroll, employee benefit programs, and other human resource functions for the companies to which they lease workers.	Data not Available	Data not Available
Other Employment Types			
Spalter-Roth & Hartmann (1998)	<ol style="list-style-type: none"> 1) Work schedules that are either temporary or unpredictable in terms of hours and weeks of work; 2) Wages that tend to be low (overall and in comparison to full-time permanent employees) and benefits are either not provided or inadequate; and 3) Relationships between workers and employers that are conditional and without permanence. 	Data not Available	Data not Available
Theodore and Mehta (1999)	<ol style="list-style-type: none"> 1) <i>Regular part-time workers</i> who are hired onto a company's payroll and who work less than full-time hours each week and who are not short-term hires. Although some part-time worker should not be considered to be contingently employed because they permanently hold part-time jobs, other part-time workers are conditionally employed and should be included in definitions of contingent work. 2) <i>Short-term hires</i>, workers who are hired and paid directly by a business for a limited period of time, and who work at that business' work site and who's work is directed by that business. 	Data not Available	Data not Available

^ASource: GAO analysis of data from the BLS February 1999 Contingent Work Supplement (2000)

^BSource: GAO analysis of data from the BLS February 2005 Contingent Work Supplement (2006)