

Table 1. Employed contingent and noncontingent workers by selected characteristics, February 2005

(In thousands)

Characteristic	Total employed	Contingent workers			Noncontingent workers
		Estimate 1	Estimate 2	Estimate 3	
AGE AND SEX					
Total, 16 years and over	138,952	2,504	3,177	5,705	133,247
16 to 19 years	5,510	308	338	476	5,035
20 to 24 years	13,114	606	688	1,077	12,036
25 to 34 years	30,103	693	874	1,447	28,656
35 to 44 years	34,481	415	580	1,044	33,437
45 to 54 years	32,947	263	387	875	32,072
55 to 64 years	17,980	143	198	536	17,445
65 years and over	4,817	76	111	250	4,567
Men, 16 years and over					
16 to 19 years	73,946	1,325	1,648	2,914	71,032
20 to 24 years	2,579	145	157	229	2,351
25 to 34 years	6,928	358	394	597	6,331
35 to 44 years	16,624	395	512	829	15,794
45 to 54 years	18,523	245	303	540	17,983
55 to 64 years	17,193	95	140	368	16,825
65 years and over	9,485	70	107	261	9,224
Women, 16 years and over	2,615	17	35	92	2,523
Women, 16 years and over					
16 to 19 years	65,006	1,180	1,529	2,790	62,216
20 to 24 years	2,931	163	182	247	2,684
25 to 34 years	6,186	249	294	481	5,705
35 to 44 years	13,480	298	362	618	12,862
45 to 54 years	15,958	171	277	504	15,454
55 to 64 years	15,754	168	247	508	15,247
65 years and over	8,495	73	91	275	8,220
RACE AND HISPANIC OR LATINO ETHNICITY					
White	2,202	58	76	158	2,044
Black or African American	115,043	2,007	2,534	4,521	110,522
Asian	14,688	296	387	660	14,028
Hispanic or Latino ethnicity	6,083	121	161	350	5,733
FULL- OR PART-TIME STATUS					
Full-time workers	18,062	603	704	1,185	16,876
Part-time workers	113,798	1,367	1,812	3,410	110,387
Part-time workers	25,154	1,137	1,364	2,294	22,860

NOTE: Noncontingent workers are those who do not fall into any estimate of "contingent" workers. Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In

addition, persons whose ethnicity is Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Detail for other characteristics may not sum to totals due to rounding.

Table 2. Employed contingent and noncontingent workers by selected characteristics, February 2005

(Percent distribution)

Characteristic	Contingent workers			Noncontingent workers
	Estimate 1	Estimate 2	Estimate 3	
AGE AND SEX				
Total, 16 years and over	100.0	100.0	100.0	100.0
16 to 19 years	12.3	10.7	8.3	3.8
20 to 24 years	24.2	21.7	18.9	9.0
25 to 34 years	27.7	27.5	25.4	21.5
35 to 44 years	16.6	18.2	18.3	25.1
45 to 54 years	10.5	12.2	15.3	24.1
55 to 64 years	5.7	6.2	9.4	13.1
65 years and over	3.0	3.5	4.4	3.4
Men, 16 years and over				
16 to 19 years	52.9	51.9	51.1	53.3
20 to 24 years	5.8	4.9	4.0	1.8
25 to 34 years	14.3	12.4	10.5	4.8
35 to 44 years	15.8	16.1	14.5	11.9
45 to 54 years	9.8	9.5	9.5	13.5
55 to 64 years	3.8	4.4	6.4	12.6
65 years and over	2.8	3.4	4.6	6.9
Women, 16 years and over	.7	1.1	1.6	1.9
16 to 19 years	47.1	48.1	48.9	46.7
20 to 24 years	6.5	5.7	4.3	2.0
25 to 34 years	9.9	9.3	8.4	4.3
35 to 44 years	11.9	11.4	10.8	9.7
45 to 54 years	6.8	8.7	8.8	11.6
55 to 64 years	6.7	7.8	8.9	11.4
65 years and over	2.9	2.9	4.8	6.2
RACE AND HISPANIC OR LATINO ETHNICITY				
White	2.3	2.4	2.8	1.5
Black or African American	80.1	79.8	79.2	82.9
Asian	11.8	12.2	11.6	10.5
Hispanic or Latino ethnicity	4.8	5.1	6.1	4.3
FULL- OR PART-TIME STATUS				
Full-time workers	24.1	22.2	20.8	12.7
Part-time workers	54.6	57.0	59.8	82.8
	45.4	43.0	40.2	17.2

NOTE: Noncontingent workers are those who do not fall into any estimate of "contingent" workers. Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons

whose ethnicity is Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Detail for other characteristics may not sum to totals due to rounding.

Table 3. Employed contingent and noncontingent workers by school enrollment and educational attainment, February 2005

(Percent distribution)

Characteristic	Contingent workers			Noncontingent workers
	Estimate 1	Estimate 2	Estimate 3	
SCHOOL ENROLLMENT				
Total, 16 to 24 years (thousands)	915	1,027	1,553	17,071
Percent	100.0	100.0	100.0	100.0
Enrolled	59.8	57.5	59.1	41.6
Not enrolled	40.2	42.5	40.9	58.4
Less than a high school diploma	11.4	11.1	12.4	9.2
High school graduates, no college ¹	15.4	15.2	13.2	25.4
Some college or associate degree	7.3	10.8	10.3	15.0
Bachelor's degree and higher ²	6.1	5.4	5.1	8.7
EDUCATIONAL ATTAINMENT				
Total, 25 to 64 years (thousands)	1,514	2,039	3,902	111,610
Percent	100.0	100.0	100.0	100.0
Less than a high school diploma	20.3	18.7	15.5	8.6
High school graduates, no college ¹	25.6	25.2	24.5	29.7
Some college or associate degree	24.0	22.7	23.3	28.5
Bachelor's degree and higher ²	30.1	33.4	36.6	33.1

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with a bachelor's, master's, professional, and doctoral degrees.

NOTE: Noncontingent workers are those who do not

fall into any estimate of "contingent" workers. Detail may not sum to totals due to rounding.

Table 4. Employed contingent and noncontingent workers by occupation and industry, February 2005

(Percent distribution)

Characteristic	Contingent workers			Noncontingent workers
	Estimate 1	Estimate 2	Estimate 3	
OCCUPATION				
Total, 16 years and over (thousands)	2,504	3,177	5,705	133,247
Percent	100.0	100.0	100.0	100.0
Management, professional, and related occupations	28.4	30.7	35.9	35.2
Management, business, and financial operations occupations	5.5	8.0	8.7	14.6
Professional and related occupations	22.8	22.6	27.2	20.6
Service occupations	17.3	17.6	15.7	15.6
Sales and office occupations	24.3	22.5	20.6	26.0
Sales and related occupations	4.9	6.0	5.7	12.1
Office and administrative support occupations	19.4	16.5	14.8	13.9
Natural resources, construction, and maintenance occupations	16.5	16.7	16.1	10.2
Farming, fishing, and forestry occupations	2.4	2.0	2.1	.5
Construction and extraction occupations	11.4	12.3	11.1	5.8
Installation, maintenance, and repair occupations	2.7	2.4	2.9	3.8
Production, transportation, and material moving occupations	13.6	12.5	11.7	13.1
Production occupations	4.5	4.0	5.2	6.8
Transportation and material moving occupations	9.1	8.5	6.5	6.2
INDUSTRY				
Total, 16 years and over (thousands)	2,504	3,177	5,705	133,247
Percent	100.0	100.0	100.0	100.0
Agriculture and related industries	2.5	2.3	1.7	1.3
Mining	.7	.6	.4	.4
Construction	13.0	14.0	12.3	7.2
Manufacturing	6.7	6.0	6.4	11.9
Wholesale trade	3.2	2.9	2.2	3.2
Retail trade	6.4	6.7	6.4	12.4
Transportation and utilities	5.0	4.7	3.7	5.3
Information	1.6	1.3	2.1	2.3
Financial activities	1.4	2.6	3.1	7.7
Professional and business services	18.2	20.7	18.2	9.7
Education and health services	23.5	21.8	27.1	20.8
Leisure and hospitality	10.1	8.9	7.4	8.1
Other services	5.0	5.3	4.9	4.7
Public administration	2.8	2.3	4.0	4.9

NOTE: Noncontingent workers are those who do not fall into any estimate of "contingent" workers. Detail may not sum to totals due to rounding.

Table 5. Employed workers with alternative and traditional work arrangements by selected characteristics, February 2005

(In thousands)

Characteristic	Total employed	Workers with alternative arrangements				Workers with traditional arrangements
		Independent contractors	On-call workers	Temporary help agency workers	Workers provided by contract firms	
AGE AND SEX						
Total, 16 years and over	138,952	10,342	2,454	1,217	813	123,843
16 to 19 years	5,510	89	133	33	7	5,194
20 to 24 years	13,114	356	355	202	87	12,055
25 to 34 years	30,103	1,520	535	362	205	27,427
35 to 44 years	34,481	2,754	571	253	196	30,646
45 to 54 years	32,947	2,799	417	200	186	29,324
55 to 64 years	17,980	1,943	267	135	114	15,496
65 years and over	4,817	881	175	33	18	3,701
Men, 16 years and over						
16 to 19 years	73,946	6,696	1,241	574	561	64,673
20 to 24 years	2,579	32	82	24	7	2,389
25 to 34 years	6,928	194	200	107	61	6,331
35 to 44 years	16,624	1,006	299	185	138	14,950
45 to 54 years	18,523	1,824	252	120	140	16,130
55 to 64 years	17,193	1,764	209	71	143	15,003
65 years and over	9,485	1,287	108	52	70	7,954
65 years and over	2,615	589	91	16	3	1,917
Women, 16 years and over						
16 to 19 years	65,006	3,647	1,212	643	252	59,170
20 to 24 years	2,931	57	52	9	-	2,805
25 to 34 years	6,186	162	155	95	27	5,724
35 to 44 years	13,480	514	236	177	67	12,477
45 to 54 years	15,958	930	319	133	57	14,516
55 to 64 years	15,754	1,035	208	129	43	14,322
65 years and over	8,495	656	158	83	44	7,542
65 years and over	2,202	292	84	17	15	1,785
RACE AND HISPANIC OR LATINO ETHNICITY						
White	115,043	9,169	2,097	840	637	102,052
Black or African American	14,688	583	212	276	121	13,471
Asian	6,083	370	64	63	43	5,538
Hispanic or Latino ethnicity	18,062	951	385	255	133	16,202
FULL- OR PART-TIME STATUS						
Full-time workers	113,798	7,732	1,370	979	695	102,889
Part-time workers	25,154	2,611	1,084	238	119	20,954

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not add to totals because the total employed includes day laborers (an alternative arrangement, not shown separately) and a small number of workers who were both "on call" and "provided by contract firms." Estimates for the above race

groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Detail for other characteristics may not sum to totals due to rounding. Dash represents zero.

Table 6. Employed workers with alternative and traditional work arrangements by selected characteristics, February 2005

(Percent distribution)

Characteristic	Workers with alternative arrangements				Workers with traditional arrangements
	Independent contractors	On-call workers	Temporary help agency workers	Workers provided by contract firms	
AGE AND SEX					
Total, 16 years and over	100.0	100.0	100.0	100.0	100.0
16 to 19 years	.9	5.4	2.7	.9	4.2
20 to 24 years	3.4	14.5	16.6	10.7	9.7
25 to 34 years	14.7	21.8	29.8	25.2	22.1
35 to 44 years	26.6	23.3	20.8	24.1	24.7
45 to 54 years	27.1	17.0	16.4	22.8	23.7
55 to 64 years	18.8	10.9	11.1	14.0	12.5
65 years and over	8.5	7.1	2.7	2.3	3.0
Men, 16 years and over					
16 to 19 years	64.7	50.6	47.2	69.0	52.2
20 to 24 years	.3	3.3	1.9	.9	1.9
25 to 34 years	1.9	8.1	8.8	7.5	5.1
35 to 44 years	9.7	12.2	15.2	17.0	12.1
45 to 54 years	17.6	10.3	9.8	17.2	13.0
55 to 64 years	17.1	8.5	5.8	17.6	12.1
65 years and over	12.4	4.4	4.3	8.6	6.4
Women, 16 years and over	5.7	3.7	1.3	.4	1.5
16 to 19 years	35.3	49.4	52.8	31.0	47.8
20 to 24 years	.5	2.1	.7	-	2.3
25 to 34 years	1.6	6.3	7.8	3.3	4.6
35 to 44 years	5.0	9.6	14.6	8.2	10.1
45 to 54 years	9.0	13.0	10.9	7.0	11.7
55 to 64 years	10.0	8.5	10.6	5.3	11.6
65 years and over	6.3	6.5	6.8	5.4	6.1
RACE AND HISPANIC OR LATINO ETHNICITY					
White	88.6	85.5	69.0	78.3	82.4
Black or African American	5.6	8.6	22.7	14.9	10.9
Asian	3.6	2.6	5.2	5.3	4.5
Hispanic or Latino ethnicity	9.2	15.7	21.0	16.4	13.1
FULL- OR PART-TIME STATUS					
Full-time workers	74.8	55.8	80.4	85.4	83.1
Part-time workers	25.2	44.2	19.6	14.6	16.9

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is

Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Detail for other characteristics may not sum to totals due to rounding. Dash represents zero.

Table 7. Employed workers with alternative and traditional work arrangements by school enrollment and educational attainment, February 2005

(Percent distribution)

Characteristic	Workers with alternative arrangements				Workers with traditional arrangements
	Independent contractors	On-call workers	Temporary help agency workers	Workers provided by contract firms	
SCHOOL ENROLLMENT					
Total, 16 to 24 years (thousands)	445	488	235	95	17,249
Percent	100.0	100.0	100.0	100.0	100.0
Enrolled	26.6	41.4	4.7	13.0	44.1
Not enrolled	73.4	58.6	95.3	87.0	55.9
Less than a high school diploma	10.5	14.9	21.6	38.8	8.9
High school graduates, no college ¹	30.9	26.4	30.9	30.4	24.2
Some college or associate degree	22.3	13.1	25.1	12.5	14.4
Bachelor's degree and higher ²	9.7	4.4	17.6	5.2	8.5
EDUCATIONAL ATTAINMENT					
Total, 25 to 64 years (thousands)	9,016	1,790	950	700	102,893
Percent	100.0	100.0	100.0	100.0	100.0
Less than a high school diploma	7.7	13.7	16.9	13.0	8.7
High school graduates, no college ¹	27.6	27.8	29.5	19.9	29.8
Some college or associate degree	29.1	28.8	32.4	30.5	28.3
Bachelor's degree and higher ²	35.6	29.7	21.2	36.6	33.2

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with a bachelor's, master's, professional, and doctoral degrees.

NOTE: Workers with traditional arrangements are those who

do not fall into any of the "alternative arrangements" categories. Detail may not sum to totals due to rounding.

Table 8. Employed workers with alternative and traditional work arrangements by occupation and industry, February 2005

(Percent distribution)

Characteristic	Workers with alternative arrangements				Workers with traditional arrangements
	Independent contractors	On-call workers	Temporary help agency workers	Workers provided by contract firms	
OCCUPATION					
Total, 16 years and over (thousands)	10,342	2,454	1,217	813	123,843
Percent	100.0	100.0	100.0	100.0	100.0
Management, professional, and related occupations	39.9	35.6	20.3	39.6	35.0
Management, business, and financial operations occupations	21.5	5.7	7.6	10.2	14.1
Professional and related occupations	18.4	30.0	12.7	29.4	20.9
Service occupations	13.7	22.1	15.6	26.2	15.5
Sales and office occupations	20.5	12.6	26.9	7.2	26.6
Sales and related occupations	17.1	4.4	2.1	2.5	11.7
Office and administrative support occupations	3.4	8.2	24.8	4.7	14.9
Natural resources, construction, and maintenance occupations	19.7	16.9	7.1	21.8	9.4
Farming, fishing, and forestry occupations	.7	.5	.9	.2	.5
Construction and extraction occupations	15.3	12.5	3.5	19.8	5.0
Installation, maintenance, and repair occupations	3.7	3.9	2.6	1.7	3.8
Production, transportation, and material moving occupations	6.1	12.7	30.1	5.2	13.5
Production occupations	2.2	2.7	17.1	2.1	7.1
Transportation and material moving occupations	3.9	10.0	13.1	3.1	6.3
INDUSTRY					
Total, 16 years and over (thousands)	10,342	2,454	1,217	813	123,843
Percent	100.0	100.0	100.0	100.0	100.0
Agriculture and related industries	2.6	.6	—	.2	1.2
Mining	.1	1.0	.5	.2	.4
Construction	22.0	12.2	3.4	16.5	6.0
Manufacturing	3.2	4.8	28.4	14.1	12.6
Wholesale trade	2.1	2.1	5.4	3.4	3.3
Retail trade	8.9	5.6	2.1	3.1	12.8
Transportation and utilities	3.9	8.4	3.1	4.0	5.3
Information	2.0	1.8	1.8	4.0	2.4
Financial activities	10.4	3.4	4.1	6.8	7.5
Professional and business services	21.3	7.7	31.9	10.4	8.6
Education and health services	8.7	33.8	11.1	15.7	22.0
Leisure and hospitality	4.5	10.4	1.8	4.5	8.4
Other services	9.9	3.8	2.9	.3	4.4
Public administration	.3	4.4	2.8	16.6	5.3

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Detail may not sum to totals due to rounding. For temporary help agency workers and

workers provided by contract firms, the industry classification is that of the place to which they were assigned. Dash represents zero.

Table 9. Employed contingent and noncontingent workers and those with alternative and traditional work arrangements by health insurance coverage and eligibility for employer-provided pension plans, February 2005

Characteristic	Total employed (thousands)	Percent with health insurance coverage		Percent eligible for employer-provided pension plan ²	
		Total	Provided by employer ¹	Total	Included in employer-provided pension plan
Contingent workers:					
Estimate 1	2,504	51.8	9.4	9.2	4.6
Estimate 2	3,177	52.5	7.9	8.3	4.1
Estimate 3	5,705	59.1	18.1	18.6	12.4
Noncontingent workers	133,247	79.4	52.1	49.6	44.7
With alternative arrangements:					
Independent contractors	10,342	69.3	(³)	2.6	1.9
On-call workers	2,454	66.9	25.7	33.2	27.8
Temporary help agency workers	1,217	39.7	8.3	8.9	3.8
Workers provided by contract firms	813	80.2	48.9	42.6	33.5
With traditional arrangements	123,843	80.0	56.0	52.9	47.7

¹ Excludes the self-employed (incorporated and unincorporated) and independent contractors.

² Excludes the self-employed (incorporated and unincorporated); includes independent contractors who were self-employed.

³ Not applicable.

NOTE: Noncontingent workers are those who do not fall into any estimate of "contingent" workers. Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories.

Table 10. Employed contingent workers by their preference for contingent or noncontingent work arrangements, February 2005

(Percent distribution)

Preference	Contingent workers		
	Estimate 1	Estimate 2	Estimate 3
Total, 16 years and over (thousands)	2,504	3,177	5,705
Percent	100.0	100.0	100.0
Prefer noncontingent employment	62.7	57.3	55.3
Prefer contingent employment	31.3	35.1	35.5
It depends	3.9	4.9	5.7
Not available	2.2	2.6	3.5

NOTE: Noncontingent workers are those who do not fall into any estimate of "contingent" workers. Detail may not sum to totals due to rounding.

Table 11. Employed workers with alternative work arrangements by their preference for a traditional work arrangement, February 2005

(Percent distribution)

Preference	Independent contractors	On-call workers	Temporary help agency workers
Total, 16 years and over (thousands)	10,342	2,454	1,217
Percent	100.0	100.0	100.0
Prefer traditional arrangement	9.1	44.6	56.2
Prefer indirect or alternative arrangement ..	82.3	46.1	32.1
It depends	5.2	6.8	6.5
Not available	3.4	2.5	5.2

NOTE: Detail may not sum to totals due to rounding.

Table 12. Employed workers with alternative and traditional work arrangements by contingent and noncontingent employment, February 2005

Arrangement	Total (thousands)	Percent distribution			
		Contingent workers			Noncontingent workers
		Estimate 1	Estimate 2	Estimate 3	
With alternative arrangements:					
Independent contractors	10,342	(¹)	3.4	3.4	96.6
On-call workers	2,454	10.4	10.6	24.6	75.4
Temporary help agency workers	1,217	30.4	37.8	60.7	39.3
Workers provided by contract firms	813	6.8	9.8	19.5	80.5
With traditional arrangements	123,843	1.2	1.4	2.9	97.1

¹ Not applicable. Excludes independent contractors and the self-employed (incorporated and unincorporated).

NOTE: Noncontingent workers are those who do not fall into

any estimate of "contingent" workers. Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories.

Table 13. Median usual weekly earnings of full- and part-time contingent wage and salary workers and those with alternative work arrangements by sex, race, and Hispanic or Latino ethnicity, February 2005

Characteristic	Contingent workers			Workers with alternative arrangements			
	Estimate 1	Estimate 2	Estimate 3	Independent contractors	On-call workers	Temporary help agency workers	Workers provided by contract firms
FULL-TIME WORKERS							
Total, 16 years and over	\$405	\$411	\$488	\$716	\$519	\$414	\$756
Men	427	440	505	794	586	405	860
Women	376	383	423	462	394	424	595
White	413	421	498	731	561	418	772
Black or African American	344	375	387	474	303	375	(¹)
Asian	(¹)	(¹)	619	889	(¹)	(¹)	(¹)
Hispanic or Latino ethnicity	335	331	370	603	417	311	513
PART-TIME WORKERS							
Total, 16 years and over	152	152	161	253	173	224	204
Men	165	169	183	330	206	253	(¹)
Women	142	138	149	216	159	202	(¹)
White	154	154	163	252	177	247	(¹)
Black or African American	133	133	145	196	(¹)	(¹)	(¹)
Asian	(¹)	(¹)	190	(¹)	(¹)	(¹)	(¹)
Hispanic or Latino ethnicity	152	153	175	207	249	(¹)	(¹)

¹ Data not shown where base is less than 100,000.

NOTE: Earnings data for contingent workers exclude the incorporated self-employed and independent contractors. Data for independent contractors include the incorporated and

unincorporated self-employed; these groups, however, are excluded from the data for workers with other arrangements. Full- or part-time status is determined by hours usually worked at sole or primary job. Dash represents zero.

表A 就業者数におけるコンティンジェント労働者の割合
(1995年2月/1997年2月/1999年2月)

*各推計の数値中、上段は1995年の、中段は1997年の、下段は1999年の数値

コンティンジェント労働者の定義と三つの異なる推計	就業者数における割合 (およびその人数)
コンティンジェント労働者とは、雇用を継続する明示または黙示の契約を結ばない労働者である。退職や復学などの個人的な理由のために雇用の継続を期待していない者はコンティンジェント労働者ではない。この場合、個人的な理由がなければ雇用継続の選択肢を有していたことが条件となる。	
[推計1] 1年以下の雇用の継続を期待している賃金労働者で、就労中の職務に1年以下就労している者。自営業者と独立契約者はこの推計から除外される。派遣労働者と業務請負企業労働者の臨時性は、特定の派遣先や顧客ではなく、派遣会社や業務請負会社について期待される雇用期間や雇用継続に基づいている。	2.2% (274万人) 1.9% (239万人) 1.9% (244万人)
[推計2] 1年以下の雇用の継続を期待している自営業者と独立契約者を含む労働者で、就労中の職務に1年以下就労している者。派遣労働者と業務請負企業労働者の臨時性は、派遣会社や業務請負会社との雇用継続ではなく、派遣先や顧客について期待される雇用期間・雇用継続に基づいて判断される。	2.8% (342万人) 2.4% (310万人) 2.3% (304万人)
[推計3] 雇用の継続を期待していない労働者。賃金労働者は、すでに1年以上就労し、少なくともさらにもう1年の就労を期待している場合でもこの推計に含まれる。自営業者と独立契約者は、1年以下就労し、さらに雇用の継続を期待する場合でも、期待する雇用の期間が1年以下ならばこの推計に含まれる。	4.9% (603万人) 4.4% (557万人) 4.3% (564万人)

注：算出基礎となる各年度における就業者数は次のとおり。

1995年度—123,208千人、1997年度—126,742千人、1999年度—131,494千人。

出所：米国労働省・新聞発表資料各年 <http://stats.bls.gov/newsrels.html>

表B 就業者数における代替的就業形態労働者の割合(1995年2月/1997年2月/1999年2月)

*各推計の数値中、上段は1995年の、中段は1997年の、下段は1999年の数値

代替的就業形態の類型	就業者数における割合 (およその人数)
独立契約者 (Independent contractors) 独立のコンサルタント、フリーランスのライター、不動産業者 やリフォーム業者など、自らの顧客に対して商品やサービスを 提供する労働者で、自営労働者ないし賃金労働者。	6.7% (831万人) 6.7% (846万人) 6.3% (825万人)
呼出労働者 (On-call workers) 連続する数日ないし数週の就労は可能であるが、必要に応じて 就労する時にのみ呼び出される労働者。例えば、代理の教師、 看護婦、建設などの職で働く者がこれに当たる。	1.7% (208万人) 1.6% (200万人) 1.5% (203万人)
派遣労働者 (Workers who are paid by temporary help agencies) 仕事が臨時的か否かにかかわらず、派遣会社から給与を支払わ れている労働者。このカテゴリーの職は幅が広く、事務職、現 業職、専門職、技術職、さらには管理職にも及ぶ。	1.0% (118万人) 1.0% (130万人) 0.9% (119万人)
業務請負企業労働者 (Workers provided by contract firms) 請負契約によって被用者やサービスを顧客に提供する会社に雇 用される労働者で、通常は、一つの顧客先へのみ派遣され、顧 客先の事業場で就労する労働者。たとえば、ビル警備・清掃、 建築関連の職、コンピュータプログラミングなどで働く者がこ れに当たる。	0.5% (65万人) 0.6% (81万人) 0.6% (77万人)

注：算出基礎となる各年度における就業者数は次のとおり。

1995年度—123,208千人、1997年度—126,742千人、1999年度—131,494千人。

出所：論文④Exhibit 1、論文⑨Exhibit 1、米国労働省・新聞発表資料各年

表1 代替的・典型的就業形態別に見た、コンティンジェント・非コンティンジェントで就労する労働者数とその割合（1995年2月/1997年2月/1999年2月）

*各推計の数値中、上段は1995年の、中段は1997年の、下段（総計のみに記載）は1999年の数値
（単位：％）

就 業 形 態		総計 (単位：千人)	コンティンジェント労働者			非コンティンジェント労働者
			推計1	推計2	推計3	
総計	代替的就業形態 独立契約者	8,309	(*)	3.8	3.8	96.2
		8,456	(*)	3.5	3.5	96.5
		8,247	(*)	2.9	2.9	97.1
	呼出労働者	1,968	17.6	18.0	35.2	64.8
		1,996	13.9	14.2	26.7	73.3
		2,032	12.6	13.2	28.0	72.0
	派遣労働者	1,181	39.4	48.0	66.5	33.5
		1,300	27.7	42.5	56.8	43.2
		1,188	24.2	36.1	55.9	44.1
	業務請負企業労働者	652	7.7	11.7	19.8	80.2
		809	5.3	12.0	16.7	83.3
		769	6.0	12.7	20.2	79.8
	典型的就業形態	111,052	1.6	1.8	3.6	96.4
		114,199	1.5	1.6	3.4	96.6
		119,109	1.4	1.5	3.2	96.8
男 性	代替的就業形態 独立契約者	5,595	(*)	3.1	3.1	96.9
		5,633	(*)	2.5	2.5	97.5
	呼出労働者	952	20.7	21.4	40.8	59.2
		979	17.2	17.9	30.6	69.3
	派遣労働者	557	37.6	45.9	65.6	34.4
		581	28.7	41.8	56.5	43.5
	業務請負企業労働者	466	7.1	11.8	20.4	79.6
		565	6.7	12.6	17.0	83.0
	典型的就業形態	58,678	1.4	1.6	3.3	96.7
		60,180	1.3	1.4	3.1	96.9
女 性	代替的就業形態 独立契約者	2,714	(*)	5.3	5.3	94.7
		2,824	(*)	5.5	5.5	94.5
	呼出労働者	1,015	14.8	14.8	30.0	70.0
		1,017	10.6	10.6	22.8	77.2
	派遣労働者	624	41.0	49.8	67.3	32.7
		719	26.8	43.1	57.2	42.8
	業務請負企業労働者	186	9.1	11.3	18.3	81.7
		244	2.0	10.6	15.9	84.1
	典型的就業形態	52,373	1.8	2.1	4.1	95.9
		54,019	1.7	1.8	3.7	96.3

注：(*)は、推計の定義から外れるので算出していない。非コンティンジェント労働者とは「コンティンジェント」労働者のうちのどの推計にも含まれない労働者をいう。典型的就業形態において働く労働者とは、「代替的就業形態」のうち、どの類型にも含まれない労働者をいう。独立契約者は、自営業者と同様に推計1から除外される。ごく少数の労働者は、「呼出労働者」にも「業務請負企業労働者」にも当てはまる場合があるので、就業類型ごとの数値は合計数と一致しない。同様に、各数値は概数のため、合計数と一致しない。

出所：論文①Table 1と論文⑨Table 10、論文④Table 11と論文⑨Table 10、米国労働省・新聞発表資料各年

表2 年齢、性、人種別に見た、コンティンジェント労働者と非コンティンジェント労働者の人数とその割合(1995年2月/1997年2月/1999年2月)

*各推計の数値中、上段は1995年の、中段は1997年の、下段は1999年の数値

(単位：千人、括弧内は%)

属 性		就業者数	コンティンジェント労働者			非コンティンジェント労働者
			推計1	推計2	推計3	
年 齢	総数、16歳以上	123,208	2,739(100.0)	3,422(100.0)	6,034(100.0)	117,174(100.0)
		126,742	2,385(100.0)	3,096(100.0)	5,574(100.0)	121,168(100.0)
		131,494	2,444(100.0)	3,038(100.0)	5,641(100.0)	125,853(100.0)
	16～19歳	5,635	456(16.6)	521(15.2)	645(10.7)	4,990(4.3)
		6,031	459(19.3)	494(15.9)	691(12.4)	5,340(4.4)
		6,662	511(20.9)	540(17.8)	744(13.2)	5,918(4.7)
	20～24歳	12,421	685(25.0)	758(22.2)	1,196(19.8)	11,225(9.6)
		11,958	570(23.9)	650(21.0)	999(17.9)	10,958(9.0)
		12,462	575(23.5)	671(22.1)	1,119(19.8)	11,343(9.0)
	25～34歳	32,138	712(26.0)	940(27.5)	1,587(26.3)	30,551(26.1)
		31,647	565(23.7)	756(24.4)	1,381(24.8)	30,267(25.0)
		30,968	565(23.1)	751(24.7)	1,379(24.5)	29,589(23.5)
	35～44歳	34,113	507(18.5)	678(19.8)	1,265(21.0)	32,848(28.0)
35,282		417(17.5)	638(20.6)	1,163(20.9)	34,119(28.2)	
36,415		381(15.6)	532(17.5)	1,061(18.8)	35,355(28.1)	
45～54歳	23,980	225(8.2)	326(9.5)	760(12.6)	23,219(19.8)	
	26,146	199(8.3)	333(10.8)	759(13.6)	25,387(21.0)	
	28,144	270(11.0)	359(11.8)	743(13.2)	27,400(21.8)	
55～64歳	11,370	103(3.8)	127(3.7)	355(5.9)	11,014(9.4)	
	12,032	127(5.3)	166(5.4)	408(7.3)	11,625(9.6)	
	13,062	95(3.9)	120(4.0)	362(6.4)	12,700(10.1)	
65歳以上	3,551	49(1.8)	73(2.1)	225(3.7)	3,326(2.8)	
	3,646	49(2.0)	60(1.9)	174(3.1)	3,472(2.9)	
	3,781	47(1.9)	64(2.1)	232(4.1)	3,549(2.8)	
性 別	男性、16歳以上	66,290	1,350(49.3)	1,689(49.4)	2,995(49.6)	63,295(54.0)
		67,931	1,181(49.5)	1,498(48.4)	2,746(49.3)	65,185(53.8)
70,040		1,147(46.9)	1,417(46.6)	2,747(48.7)	67,293(53.5)	
女性、16歳以上	56,918	1,389(50.7)	1,733(50.6)	3,039(50.4)	53,879(46.0)	
	58,811	1,204(50.5)	1,599(51.6)	2,828(50.7)	55,983(46.2)	
	61,454	1,297(53.1)	1,622(53.4)	2,894(51.3)	58,560(46.5)	
人 種	白人	105,239	2,192(80.0)	2,741(80.1)	4,880(80.9)	100,359(85.6)
		107,899	1,895(79.4)	2,494(80.6)	4,564(81.9)	103,335(85.3)
		110,887	1,978(80.9)	2,447(80.6)	4,525(80.2)	106,361(84.5)
	黒人	13,108	382(13.9)	464(13.6)	804(13.3)	12,304(10.5)
		13,465	318(13.3)	403(13.0)	616(11.1)	12,849(10.6)
		14,620	289(11.8)	386(12.7)	688(12.2)	13,932(11.1)
種	ヒスパニック	10,441	373(13.6)	443(12.9)	682(11.3)	9,759(8.3)
		12,026	290(12.2)	396(12.8)	691(12.4)	11,336(9.4)
		13,356	337(13.8)	412(13.6)	742(13.2)	12,614(10.0)

注：非コンティンジェント労働者は、「コンティンジェント」労働者のどの推計にも入らない者を指している。また、上記人種別の数値は、総計と合致しない。それは、その他の人種の数値が明らかにされておらず、ヒスパニックは人口統計上、白人黒人の両グループに含まれているためである。その他の属性の詳細はおおよその数値であるため、総計とは合致しない。

出所：米国労働省・新聞発表資料各年 <http://stats.bls.gov/newsrels.html>