

池添副主任研究員提出資料

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海外の労働者派遣制度に関するヒアリング ―アメリカ―

(労働政策審議会 職業安定分科会 労働力需給制度部会 平成 19 年 3 月 13 日 (火))

独立行政法人 労働政策研究・研修機構
副主任研究員 池添弘邦 (労働法専攻)

I 非正規労働者の実態

1. 労働統計局 (BLS) の調査

最新の統計調査結果は

Contingent and Alternative Employment Arrangements, February 2005 資料 1

過去の統計調査結果は

日本労働研究機構『アメリカの非典型雇用』(2001 年) 9-45 頁 資料 2 を参照

(1) 非正規労働者の定義と類型

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雇用継続の期待と実際、自営業者を除外するか否かによる三つの推計を設定

B. 代替的就業形態労働者 資料 2 (2 頁)

就業形態別に四つに類型化

(2) 代替的就業形態の類型ごとの規模 資料 1 (2 頁、14 頁)、資料 2 (2 頁)

- ・派遣労働者と請負会社労働者は最近と過去であまり変化は見られないが、独立契約者と呼出労働者は増加。制定法の適用回避(制定法上の「労働者」概念との関係)あるいは人件費削減のためか
- ・なお、「派遣労働者」については、派遣会社の常勤スタッフ、テンポラリーでない派遣労働者も含まれる場合があることから、必ずしも本来の意味での派遣労働者のみを表すわけではないことに注意が必要

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B. 産業別 資料 1 (17 頁)

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b. 性別別 資料 1 (14-15 頁)

b'. 理由別 資料 2 (22 頁)

c. 人種別 資料 1 (14-15 頁)

d. フルタイム/パートタイム別 資料 1 (14-15 頁)

d'. パートタイム理由別 資料 2 (18 頁)

e. 学歴別 資料 1 (16 頁)

f. 婚姻上の地位及び子の有無 資料 2 (17 頁)

D. 賃金 資料 1 (20 頁)

E. ベネフィット(健康保険、年金) 資料 1 (18 頁上方、Table 9)

F. 雇用保証期間 資料 2 (20 頁)

G. 今後の志向 資料 1 (19 頁上方、Table 11)

(2) 労働者派遣に関するその他の実情（ただし断片的なもの）

- ・ 企業としては、基本的にテンポラリーで派遣を活用するが、派遣就業中の職務遂行状況が良好な場合には、当該派遣労働者を自社の労働者として採用する場合がある。したがってこの場合、派遣就業は結果として紹介予定派遣（又は試用期間）のように機能することになる。
 - ・ 派遣会社（Temporary Help Agency）と雇用斡旋会社（Employment Agency）はまったく別のものだが、両者を兼ねた会社も存在するようである。上記のような、結果としての紹介予定派遣を活用するかは、派遣会社とクライアントである派遣先会社との契約内容（その場合の手数料に係る約定を含む。）によるのではない。
- ・ 派遣で就業する者も「労働者」であり制定法の適用が及ぶため、企業としては制定法の適用が及ばない「独立契約者」（あるいはコストが安くすむ呼出労働者）をより多く活用しているのではないかと推測される。これが派遣就業者数が増加しない理由の一つではないか。

2. 労働関連事業、非正規労働者に係る制定法による規整

(1) 労働者派遣・職業紹介・労働者リース事業に係る規整

- ・ いずれについても連邦制定法による規整はない
 - A. 労働者派遣
 - ・ 労働者供給事業（Labor Pool）に係る規整を行う州が幾つかある（FL, GA, TX）
 - B. 職業紹介
 - ・ 多くの州で規整があるが、いずれも制約を設けるものではないもよう
 - C. 労働者リース
 - ・ 幾つかの州で規整（免許制と登録制の二種）がある
 - ・ なお、ほとんどの州は労働関係税に関連した規定を持つ
 - D. 非正規労働者保護に関する制定法
 - ・ 連邦レベルでは過去に法案が提出されているが、いずれも立法化に至っていない
 - ・ 州レベルでは制定法が見られるが、実質的な保護には乏しいもよう（IL, RI）

*参考文献

- 小嶋典明[1998]「民営職業紹介事業と規制のあり方」日本労働研究雑誌 No.437 号 31 頁
 日本労働研究機構[1998]『欧米主要国における労働者派遣法の実態（調査研究報告書 No.93）』
 47 頁以下、338 頁以下〔小嶋典明執筆部分〕
 藤川恵子[1998]「労働者派遣の現状と展望」季刊労働法 186 号 149 頁
 藤川恵子[1999]「従業員リースとその規制」阪大法学 48 巻 6 号 143 頁
 日本労働研究機構[2001]『アメリカの非典型雇用』
 Findlaw 及び Lexis による法令のネット検索

(2) 非正規労働者の保護及び利益供与に係る規整

A. 「労働者」概念と制定法の人的適用範囲

- ・ 人的適用範囲は、基本的に、「雇用関係」がある「労働者（employee）」に限定
- ・ 判断要素は、主に、就業者の労務遂行に対する使用者の「指揮監督権限（right to

control)」の有無（コモン・ロー代理法に基づく）又は同権限を表す解雇権限、
機材・器具等の負担、賃金算定・支払い方法などによる

- ・差別禁止法は、「個人（individual）」に対して差別的行為を行うこと禁じているため、自己の労働者でなく、受け入れている他社の労働者であっても差別的行為を行うことは違法となる（Title VII 703 条(a)(1), ADA 102 条(a), ADEA 4 条(a)(1)(2)）
- ・差別禁止法に関しては「雇用斡旋機関（employment agency）」も差別が禁じられる対象として条文に明記されている（Title VII 703 条(c), ADA 101 条(2), ADEA 4 条(b)）

B. 「共同使用者」概念

- ・通常は雇用関係の一方当事者たる「使用者」が制定法上の義務履行主体
- ・しかし、雇用関係の複雑化を受けて「共同使用者（joint employer）」概念が発達

a. 公正労働基準法

- ・「使用者」とは、使用者の利益のために労働者に対して直接・間接に働きかける者（3 条(d)）
- ・労務提供の共有や使用者間の関連性、労働者に対するコントロール権限の行使（29 C.F.R. § 791.2）

b. 家族・医療休暇法

- ・使用者の定義は FLSA に同じ（101 条(4)(A)(ii)(I), 29 C.F.R. § 825.106(a)）
- ・派遣・労働者リース会社は共同使用者（29 C.F.R. § 825.106(b).）

c. 職業安全衛生法

- ・派遣労働者に関しては派遣先が法的責任を負う（行政解釈）。
- ・日常的に指揮監督を行っている場合は受け入れている非正規労働者に生じた負傷・疾病に係る記録保存義務あり（29 C.F.R. § 1904.31）。

d. 差別禁止法

- ・コンティンジェント労働者に対する差別禁止法の適用に係るガイダンス
- ・コントロール権限の有無が指標

e. 全国労働関係法

- ・派遣元と派遣先の使用者両方が団体交渉について同意していることが必要（dual consent requirement）。Oakwood Care Center and N&W Agency, 343 N.L.R.B. No.76 (2004). ただし、今まで両方の同意を取り付けた事例はないらしい。

- f. 労災補償、年金・健康保険、税（労働関係税、所得税）の各法の責任については、派遣会社や労働者リース会社が負う（ただし労災補償については派遣先が責任を負う場合もある）

* 参考文献

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〔池添弘邦執筆部分〕
労働政策研究・研修機構『「労働者」の法的概念に関する比較法研究（労働政策研究報告書 No.67）』（2006 年）267-273 頁〔池添弘邦執筆部分〕

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CONTINGENT AND ALTERNATIVE EMPLOYMENT ARRANGEMENTS, FEBRUARY 2005

The proportion of U.S. workers holding contingent jobs was little different in February 2005 than in February 2001, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. Contingent workers are persons who do not expect their jobs to last or who reported that their jobs are temporary. Using three alternative measures, contingent workers accounted for 1.8 to 4.1 percent of total employment in February 2005. (See table A.) In February 2001, the last time the survey was conducted, they ranged from 1.7 to 4.0 percent. The first time the survey was conducted, in February 1995, the estimates ranged from 2.2 to 4.9 percent.

The analysis in this release focuses on the broadest estimate of contingent workers—all those who do not expect their current job to last.

In addition to contingent workers, the survey also identified those workers who have alternative work arrangements. In February 2005, there were 10.3 million independent contractors (7.4 percent of total employment), 2.5 million on-call workers (1.8 percent of total employment), 1.2 million temporary help agency workers (0.9 percent of total employment), and 813,000 workers provided by contract firms (0.6 percent of total employment). (See table 8.) The proportion of the total employed who were independent contractors increased from 6.4 percent in February 2001. The proportions for the other three alternative work arrangements showed little or no change from February 2001.

An employment arrangement may be defined as both contingent and alternative, but this is not automatically the case because contingency is defined separately from the four alternative work arrangements. In February 2005, the proportion of workers employed in alternative arrangements who also were classified as contingent workers ranged from 3 percent of independent contractors to 61 percent of temporary help agency workers. (See table 12.)

Data on contingent and alternative employment arrangements have been collected periodically in supplements to the Current Population Survey (CPS) since February 1995. The CPS is a monthly nationwide survey of about 60,000 households that obtains information on employment, unemployment, earnings, demographics, and other characteristics of the civilian noninstitutionalized population age 16 and over. A description of the concepts and definitions used in the supplement is included in the Technical Note that follows this analysis. Some highlights from the February 2005 survey follow:

Table A. Contingent workers and workers in alternative arrangements as a percent of total employment, February 2005

| Definition and alternative estimates of contingent workers | Percent of total employed |
|---|---|
| <p>Contingent workers are those who do not have an implicit or explicit contract for ongoing employment. Persons who do not expect to continue in their jobs for personal reasons such as retirement or returning to school are not considered contingent workers, provided that they would have the option of continuing in the job were it not for these reasons.</p> <p>Estimate 1 Wage and salary workers who expect their jobs will last for an additional year or less and who had worked at their jobs for 1 year or less. Self-employed workers and independent contractors are excluded from the estimates. For temporary help and contract workers, contingency is based on the expected duration and tenure of their employment with the temporary help or contract firm, <u>not</u> with the specific client to whom they were assigned.</p> <p>Estimate 2 Workers including the self-employed and independent contractors who expect their employment to last for an additional year or less and who had worked at their jobs (or been self-employed) for 1 year or less. For temporary help and contract workers, contingency is determined on the basis of the expected duration and tenure with the client to whom they have been assigned, instead of their tenure with the temporary help or contract firm.</p> <p>Estimate 3 Workers who do not expect their jobs to last. Wage and salary workers are included even if they already have held the job for more than 1 year and expect to hold the job for at least an additional year. The self-employed and independent contractors are included if they expect their employment to last for an additional year or less and they had been self-employed or independent contractors for 1 year or less.</p> | <p>1.8</p> <p>2.3</p> <p>4.1</p> |
| Type of alternative arrangement | |
| <p>Independent contractors Workers who were identified as independent contractors, independent consultants, or freelance workers, whether they were self-employed or wage and salary workers.</p> <p>On-call workers Workers who are called to work only as needed, although they can be scheduled to work for several days or weeks in a row.</p> <p>Temporary help agency workers Workers who were paid by a temporary help agency, whether or not their job was temporary.</p> <p>Workers provided by contract firms Workers who are employed by a company that provides them or their services to others under contract and who are usually assigned to only one customer and usually work at the customer's worksite.</p> | <p>7.4</p> <p>1.8</p> <p>.9</p> <p>.6</p> |

- Under the broadest measure of contingency, there were 5.7 million contingent workers in February 2005, accounting for about 4 percent of total employment.
- Contingent workers were twice as likely as noncontingent workers to be under age 25. Contingent workers were less likely to be white than noncontingent workers.
- Young contingent workers (16- to 24-year olds) were more likely than their noncontingent counterparts to be enrolled in school.
- More than half of contingent workers (55 percent) would have preferred a permanent job.
- The demographic characteristics of workers in alternative employment arrangements varied widely between the four arrangements. For example, independent contractors were more likely than workers in traditional arrangements to be older, male, and white. Temporary help agency workers were more likely to be young, female, and black or Hispanic or Latino.
- The majority of independent contractors (82 percent) preferred their work arrangement to a traditional job, while only 32 percent of temporary help agency workers preferred their current arrangement.

Demographic Characteristics of Contingent Workers

Using the broadest estimate of contingency, 5.7 million workers were classified as contingent in February 2005. Contingent workers were twice as likely as noncontingent workers to be under 25 years old (27 versus 13 percent). Of these young workers, nearly three-fifths of contingent workers were enrolled in school, compared with about two-fifths of youth with noncontingent jobs. Contingent workers age 25 to 64 were found at both ends of the educational attainment spectrum. Compared with noncontingent workers, contingent workers were more likely to have less than a high school diploma (16 percent compared with 9 percent) and more likely to hold at least a bachelor's degree (37 percent compared with 33 percent). (See tables 1, 2, and 3.)

A slightly larger proportion of contingent workers than noncontingent workers were women (49 versus 47 percent). Contingent workers were slightly less likely to be white (79 percent compared with 83 percent) and much more likely to be Hispanic or Latino (21 percent compared with 13 percent) than their noncontingent counterparts.

Part-time workers—individuals who usually work less than 35 hours a week—made up two-fifths of contingent workers, compared with less than one-fifth of noncontingent workers. However, the vast majority of part-time workers (91 percent) were not employed in contingent arrangements. (See tables 1 and 2.)

Occupation and Industry of Contingent Workers

As in previous surveys, contingent workers were distributed throughout the major occupational groups. Compared with noncontingent workers, contingent workers were more likely to work in professional and related occupations and construction and extraction occupations. With regard to industries, contingent workers were more likely to hold jobs in the professional and business services, education and health services, and construction industries. (See table 4.)

Job Preferences of Contingent Workers

The majority of contingent workers (55 percent) would have preferred a job that was permanent. However, more than 1 in every 3 said they preferred their current arrangement. (The remainder expressed no clear preference.) (See table 10.) By comparison, the proportion was 40 percent in February 2001.

Compensation of Contingent Workers

Full-time contingent wage and salary workers had median weekly earnings of \$488 in February 2005. (See table 13.) (Beginning with the February 2001 survey, information on the earnings of noncontingent workers is not available because it is no longer collected.)

Contingent workers continued to be much less likely to have employer-provided health insurance. Less than one-fifth of contingent workers (18 percent) were covered by health insurance provided by their employer, compared with slightly more than half of noncontingent workers (52 percent). Although four-fifths of contingent workers did not receive health insurance from their employer, nearly three-fifths (59 percent) did have health insurance from some source. (See table 9.)

Contingent workers also were much less likely to be eligible for employer-provided pension plans. Half of noncontingent workers were eligible for such plans, while only about 1 in every 5 contingent workers was eligible. Among those who were eligible, contingent workers also were much less likely to participate in such plans. (See table 9.)

Independent Contractors

Independent contractors were the largest of the four alternative work arrangements. In February 2005, there were about 10.3 million independent contractors, accounting for 7.4 percent of the employed. These workers were more likely than workers in traditional arrangements to be age 35 and over (81 versus 64 percent), male (65 versus 52 percent), and white (89 versus 82 percent). Thirty-six percent of independent contractors had at least a bachelor's degree in February 2005, compared with 33 percent of workers with traditional arrangements. (See tables 5, 6, and 7.)

Independent contractors were more likely than those with traditional arrangements to be in management, business, and financial operations occupations; sales and related occupations; and construction and extraction occupations. In terms of industry, independent contractors were more likely than traditional workers to be employed in construction, financial activities, and professional and business services. Fewer than 1 in 10 independent contractors said they would prefer a traditional work arrangement. (See tables 8 and 11.)

On-call Workers

The second largest group of workers employed in alternative arrangements was on-call workers. Nearly 2.5 million workers (1.8 percent of total employed persons) were on-call workers in February 2005. The characteristics of on-call workers were similar to workers with traditional arrangements, except that on-call workers were more likely to be young and to have less than a high school diploma. Twenty percent of on-call workers were 16- to 24-year olds, compared with 14 percent of traditional workers. Among on-call workers age 25 to 64, 14 percent did not have a high school diploma, compared with 9 percent of workers in traditional arrangements. (See tables 5, 6, and 7.)

On-call workers were much more likely than traditional workers to hold jobs in professional, service, and construction and extraction occupations. By industry, on-call workers were overrepresented, compared with traditional workers, in construction and education and health services. About 44 percent of on-call workers usually worked part time, a much higher proportion than either traditional workers or workers in other alternative arrangements. On-call workers were about equally likely to prefer a traditional arrangement to their alternative arrangement. (See tables 6, 8, and 11.)

Temporary Help Agency Workers

In February 2005, there were about 1.2 million temporary help agency workers, accounting for 0.9 percent of all employment. These workers were more likely than traditional workers to be women and young. Fifty-three percent of temporary help agency workers were women, compared with about 48 percent of traditional workers. Nearly half of temporary help agency workers were under the age of 35 compared with only 36 percent of workers in traditional arrangements. Temporary help agency employees were much more likely than workers with traditional arrangements to be black (23 versus 11 percent) and Hispanic or Latino (21 versus 13 percent). Seventeen percent of temporary help agency workers ages 25 to 64 years old had less than a high school diploma, compared with 9 percent of workers in traditional arrangements. (See tables 5, 6, and 7.)

In terms of occupation, temporary help agency workers were more likely than traditional workers to hold office and administrative support and production, transportation, and material moving jobs. Compared with traditional workers, temporary help agency workers were more frequently employed in the manufacturing and professional and business services industries. (See table 8.)

Among workers employed in alternative arrangements, those employed by temporary help agencies were the least likely to prefer their current arrangement (32 percent). About 56 percent said they would prefer a traditional arrangement. (See table 11.)

Workers Provided by Contract Companies

The smallest of the four alternative arrangements was contract company employment, with 813,000 workers or 0.6 percent of total employment. These are individuals who were identified as working for a contract company and who usually worked at the customer's worksite. Nearly 70 percent of contract company workers were men, compared with 52 percent of traditional workers. Compared with traditional workers, employees of contract companies were more likely to be black and Hispanic or Latino. Among 25- to 64-year olds, those employed by contract companies were more likely than traditional workers to have less than a high school diploma (13 versus 9 percent); however, the group also had a higher proportion of college graduates (37 versus 33 percent). (See tables 5, 6, and 7.)

Contract company employees were much more likely than workers with traditional arrangements to hold jobs in professional, service, and construction and extraction occupations. Compared with traditional workers, contract company workers were more frequently employed in the construction industry and public administration. (See table 8.)

Compensation of Workers in Alternative Arrangements

Median usual weekly earnings varied widely among full-time wage and salary workers in the four alternative employment arrangements. Contract company workers (\$756) and independent contractors (\$716) earned significantly more than on-call workers (\$519) and temporary help agency workers (\$414). (See table 13.)

The differences in earnings between the four alternative work arrangements reflect in part the demographic and occupational concentration of each arrangement. For example, independent contractors tend to be older, highly educated individuals who work in relatively high-paying management, business, and financial operations occupations. In contrast, temporary help agency workers tend to be younger, less-educated persons who hold relatively low-paying office and administrative support jobs. (See tables 5, 6, and 7.)

Compared with workers in traditional arrangements, workers in alternative arrangements (except those employed by contract companies) were much less likely to be covered by health insurance from any source than workers in traditional arrangements. Workers in all alternative work arrangements were less likely than workers in traditional arrangements to have health insurance provided by their employer. At 49 percent, workers provided by contract firms were the most likely to have health insurance coverage from their employer, while employees of temporary help agencies (8 percent) had the lowest rate of coverage. Fifty-six percent of workers with traditional arrangements had employer-provided health insurance coverage. (See table 9.)

Workers in alternative arrangements were also less likely than those in traditional arrangements to be eligible for employer-provided pension plans. As with health insurance coverage, there was considerable variation between the four groups. For example, contract company employees were the most likely to be eligible at 43 percent, while only about 9 percent of workers in temporary help agencies were eligible. In contrast, 53 percent of employees with traditional work arrangements were eligible for employer-provided pension plans. (See table 9.)

Technical Note

Source of data

The data presented in this release were collected through a supplement to the February 2005 Current Population Survey (CPS), a monthly survey of about 60,000 households that provides data on employment and unemployment for the nation. The CPS is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS). The purpose of this supplement was to obtain information from workers on whether they held contingent jobs, that is, jobs which are expected to last only a limited period of time. In addition, information was collected on several alternative employment arrangements, namely working as independent contractors and on call, as well as working through temporary help agencies or contract firms.

Several major changes introduced into the CPS in 2003 affect the data that are presented in this release. These include the introduction of Census 2000 population controls, the use of new questions about race and Hispanic or Latino ethnicity, the presentation of data for Asians, and the introduction of new industry and occupational classification systems. For a detailed discussion of these changes and their impact on CPS data, see "Revisions to the Current Population Survey Effective in January 2003" in the February 2003 issue of *Employment and Earnings* and available at <http://www.bls.gov/cps/rvcps03.pdf> on the BLS Web site.

All employed persons except unpaid family workers were included in the supplement. For persons holding more than one job, the questions referred to the characteristics of their main job—the job in which they worked the most hours. Similar surveys were conducted in February of 1995, 1997, 1999, and 2001.

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or *sampling error*, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide the correct information, and errors made in the collection or processing of data.

For a full discussion of the reliability of data from the CPS and information on estimating standard errors, see the "Explanatory Notes and Estimates of Error" section of *Employment and Earnings*.

Concepts and definitions

Defining and estimating the contingent workforce. Contingent workers are defined as those who do not have an explicit or implicit contract for long-term employment. Several pieces of information are collected in the supplement from which the existence of a contingent employment arrangement can be discerned. These include: whether the job is temporary or not expected to continue, how long the worker expects to be able to hold the job, and how long the worker has held the job. For workers who have a job with an intermediary, namely a temporary help agency or a contract company, information is collected about their employment at the place they are assigned to work by the intermediary as well as their employment with the intermediary itself.

The key factor used to determine if a worker's job fits the conceptual definition of contingent is whether the job is temporary or not expected to continue. The first questions of the supplement are:

1. Some people are in temporary jobs that last only for a limited time or until the completion of a project. Is your job temporary?
2. Provided the economy does not change and your job performance is adequate, can you continue to work for your current employer as long as you wish?

Respondents who answer "yes" to the first question or "no" to the second are then asked a series of questions to distinguish persons who are in temporary jobs from those who, for personal reasons, are temporarily holding jobs that offer the opportunity of ongoing employment. For example, students holding part-time jobs in fast-food restaurants while in school might view those jobs as temporary if they intend to leave them at the end of the school year. The jobs themselves, however, would be filled by other workers once the students leave.

A job is defined as being short term or temporary if the person holding it is working only until the completion of a specific project, temporarily replacing another worker, being hired for a fixed time period, filling a seasonal job that is available only during certain times of the year, or if other business conditions dictated that the job is short term.

Workers also are asked how long they expect to stay in their current job and how long they have been with their current employer. The rationale for asking how long an individual expects to remain in his or her current job is that being able to hold a job for a year or more could be taken as evidence of at least an implicit contract for ongoing employment. In other words, the employer's need for the worker's services is not

likely to evaporate tomorrow. By the same token, the information on how long a worker has been with the employer shows whether a job has been ongoing. Having remained with an employer for more than a year may be taken as evidence that, at least in the past, there was an explicit or implicit contract for continuing employment.

To assess the impact of altering some of the defining factors on the estimated size of the contingent workforce, three measures of contingent employment were developed, as follows:

Under **estimate 1**, which is the narrowest, contingent workers are wage and salary workers who indicate that they expect to work in their current job for 1 year or less and who have worked for their current employer for 1 year or less. Self-employed workers, both incorporated and unincorporated, and independent contractors are excluded from the count of contingent workers under estimate 1; the rationale is that people who work for themselves, by definition, have ongoing employment arrangements, although they may face financial risks. Individuals who work for temporary help agencies or contract companies are considered contingent under estimate 1 only if they expect their employment arrangement with the temporary help or contract company to last for 1 year or less and they have worked for that company for 1 year or less.

Estimate 2 expands the measure of the contingent work force by including the self-employed—both the incorporated and the unincorporated—and independent contractors who expect to be, and have been, in such employment arrangements for 1 year or less. (The questions asked of the self-employed are different from those asked of wage and salary workers.) In addition, temporary help and contract company workers are classified as contingent under estimate 2 if they have worked and expect to work for the customers to whom they are assigned for 1 year or less. For example, a “temp” secretary who is sent to a different customer each week but has worked for the same temporary help firm for more than 1 year and expects to be able to continue with that firm indefinitely is contingent under estimate 2, but not under estimate 1. In contrast, a “temp” who has been assigned to a single client for more than a year and expects to be able to stay with that client for more than a year is not counted as contingent under either estimate.

Estimate 3 expands the count of contingency by removing the 1-year requirement on both expected duration of the job and current tenure for wage and salary workers. Thus, the estimate effectively includes all the wage and salary workers who do not expect their employment to last, except for those who, for personal reasons, expect to leave jobs that they would otherwise be able to keep. Thus, a worker who has held a job for 5 years could be considered contingent if he or she now views the job as temporary. These conditions on expected and current tenure are not relaxed for the self-employed and independent

contractors because they are asked a different set of questions than wage and salary workers.

Defining alternative employment arrangements. To provide estimates of the number of workers in alternative employment arrangements, the supplement includes questions about whether individuals are paid by a temporary help agency or contract company, or whether they are on-call workers or independent contractors. Definitions of each category, as well as the main questions used to identify workers in each category, follow.

Independent contractors are all those who are identified as independent contractors, consultants, and free-lance workers in the supplement, regardless of whether they are identified as wage and salary workers or self-employed in the responses to basic CPS labor force status questions. Workers identified as self-employed (incorporated and unincorporated) in the basic CPS are asked, “Are you self-employed as an independent contractor, independent consultant, or something else (such as a shop or restaurant owner)?” in order to distinguish those who consider themselves to be independent contractors, consultants, or free-lance workers from those who are business operators such as shop owners or restaurateurs. Those identified as wage and salary workers in the basic CPS are asked, “Last week, were you working as an independent contractor, an independent consultant, or a free-lance worker? That is, someone who obtains customers on their own to provide a product or service.” Eighty-seven percent of independent contractors were identified as self-employed in the main questionnaire, while 13 percent were identified as wage and salary workers. Conversely, nearly 3 in every 5 of the self-employed were identified as independent contractors.

On-call workers are persons who are called into work *only* when they are needed. This category includes workers who answer affirmatively to the question, “Some people are in a pool of workers who are **ONLY** called to work as needed, although they can be scheduled to work for several days or weeks in a row, for example, substitute teachers and construction workers supplied by a union hiring hall. These people are sometimes referred to as **ON-CALL** workers. Were you an **ON-CALL** worker last week?” Persons with regularly scheduled work which might include periods of being “on call” to perform work at unusual hours, such as medical residents, are not included in this category.

Temporary help agency workers are all those who are paid by a temporary help agency. To the extent that permanent staff of temporary help agencies indicate that they are paid by their agencies, the estimate of the number of workers whose employment is mediated by temporary help agencies is overstated. This category includes workers who say their job is temporary and answer affirmatively to the question, “Are you paid by a temporary help agency?” Also included are workers

who say their job is not temporary and answer affirmatively to the question, "Even though you told me your job is not temporary, are you paid by a temporary help agency?"

Workers provided by contract firms are those individuals identified as working for a contract company, and who usually work for only one customer and usually work at the customer's worksite. The last two requirements are imposed to focus on workers whose employment appears to be very closely tied to the firm for which they are performing the work, rather than include all workers employed by firms that provide services. This category includes workers who answer affirmatively to the question, "Some companies provide employees or their services to others under contract. A few examples of services that can be contracted out include security, landscaping, or computer programming. Did you work for a company that contracts out you or your services last week?" These workers also have to

respond negatively to the question, "Are you usually assigned to more than one customer?" In addition, these workers have to respond affirmatively to the question, "Do you usually work at the customer's worksite?"

Additional information

Persons interested in additional information about this release or the February supplements should contact (202) 691-6378 (e-mail: CPSInfo@bls.gov). Further information on the concepts used in this release can be found in "Contingent and alternative work arrangements, defined" in the October 1996 issue of the *Monthly Labor Review* available on the Internet at <http://www.bls.gov/opub/mlr/1996/10/art1full.pdf>.

Information in this release is made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; TDD message referral phone: 1-800-877-8339.

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 | 73,946 | 1,325 | 1,648 | 2,914 | 71,032 |
| 16 to 19 years | 2,579 | 145 | 157 | 229 | 2,351 |
| 20 to 24 years | 6,928 | 358 | 394 | 597 | 6,331 |
| 25 to 34 years | 16,624 | 395 | 512 | 829 | 15,794 |
| 35 to 44 years | 18,523 | 245 | 303 | 540 | 17,983 |
| 45 to 54 years | 17,193 | 95 | 140 | 368 | 16,825 |
| 55 to 64 years | 9,485 | 70 | 107 | 261 | 9,224 |
| 65 years and over | 2,615 | 17 | 35 | 92 | 2,523 |
| Women, 16 years and over | 65,006 | 1,180 | 1,529 | 2,790 | 62,216 |
| 16 to 19 years | 2,931 | 163 | 182 | 247 | 2,684 |
| 20 to 24 years | 6,186 | 249 | 294 | 481 | 5,705 |
| 25 to 34 years | 13,480 | 298 | 362 | 618 | 12,862 |
| 35 to 44 years | 15,958 | 171 | 277 | 504 | 15,454 |
| 45 to 54 years | 15,754 | 168 | 247 | 508 | 15,247 |
| 55 to 64 years | 8,495 | 73 | 91 | 275 | 8,220 |
| 65 years and over | 2,202 | 58 | 76 | 158 | 2,044 |
| RACE AND HISPANIC OR LATINO ETHNICITY | | | | | |
| White | 115,043 | 2,007 | 2,534 | 4,521 | 110,522 |
| Black or African American | 14,688 | 296 | 387 | 660 | 14,028 |
| Asian | 6,083 | 121 | 161 | 350 | 5,733 |
| Hispanic or Latino ethnicity | 18,062 | 603 | 704 | 1,185 | 16,876 |
| FULL- OR PART-TIME STATUS | | | | | |
| Full-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 |
| Women, 16 years and over | | | | |
| 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 | 80.1 | 79.8 | 79.2 | 82.9 |
| Black or African American | 11.8 | 12.2 | 11.6 | 10.5 |
| Asian | 4.8 | 5.1 | 6.1 | 4.3 |
| Hispanic or Latino ethnicity | 24.1 | 22.2 | 20.8 | 12.7 |
| FULL- OR PART-TIME STATUS | | | | |
| Full-time workers | 54.6 | 57.0 | 59.8 | 82.8 |
| Part-time workers | 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 | | | | | |
| 16 to 19 years | 5.7 | 3.7 | 1.3 | .4 | 1.5 |
| 20 to 24 years | 35.3 | 49.4 | 52.8 | 31.0 | 47.8 |
| 25 to 34 years | .5 | 2.1 | .7 | - | 2.3 |
| 35 to 44 years | 1.6 | 6.3 | 7.8 | 3.3 | 4.6 |
| 45 to 54 years | 5.0 | 9.6 | 14.6 | 8.2 | 10.1 |
| 55 to 64 years | 9.0 | 13.0 | 10.9 | 7.0 | 11.7 |
| 65 years and over | 10.0 | 8.5 | 10.6 | 5.3 | 11.6 |
| 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-provid- ed 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) |
|---|---|
| <p>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。</p> | |
| <p>[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。</p> | <p>2.2% (274万人) 1.9% (239万人) 1.9% (244万人)</p> |
| <p>[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。</p> | <p>2.8% (342万人) 2.4% (310万人) 2.3% (304万人)</p> |
| <p>[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。</p> | <p>4.9% (603万人) 4.4% (557万人) 4.3% (564万人)</p> |

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

| 代替的就業形態の種類 | 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 |
| | | 952 | 20.7 | 21.4 | 40.8 | 59.2 |
| | 呼出労働者 | 979 | 17.2 | 17.9 | 30.6 | 69.3 |
| | | 557 | 37.6 | 45.9 | 65.6 | 34.4 |
| | | 581 | 28.7 | 41.8 | 56.5 | 43.5 |
| | 派遣労働者 | 466 | 7.1 | 11.8 | 20.4 | 79.6 |
| | | 565 | 6.7 | 12.6 | 17.0 | 83.0 |
| | | 58,678 | 1.4 | 1.6 | 3.3 | 96.7 |
| | 典型的就業形態 | 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 |
| | 2,824 | | (*) | 5.5 | 5.5 | 94.5 |
| | 1,015 | | 14.8 | 14.8 | 30.0 | 70.0 |
| | 呼出労働者 | 1,017 | 10.6 | 10.6 | 22.8 | 77.2 |
| | | 624 | 41.0 | 49.8 | 67.3 | 32.7 |
| | | 719 | 26.8 | 43.1 | 57.2 | 42.8 |
| | 派遣労働者 | 186 | 9.1 | 11.3 | 18.3 | 81.7 |
| | | 244 | 2.0 | 10.6 | 15.9 | 84.1 |
| | | 52,373 | 1.8 | 2.1 | 4.1 | 95.9 |
| | 典型的就業形態 | 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 | コンティンジェント労働者 |
| 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>

表3 職種・産業別に見た、コンティンジェント・非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。

（単位：％）

（単位：千人）

| 属性 | 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 | 属性 | 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 | | | 推計1 | 推計2 | 推計3 | | |
| 職種 | 総数、16歳以上 （単位：千人） | 2,739 2,385 2,444 | 3,422 3,096 3,038 | 6,034 5,574 5,641 | 117,174 121,168 125,853 | 総数、16歳以上 （単位：千人） | 2,739 2,385 2,444 | 3,422 3,096 3,038 | 6,034 5,574 5,641 | 117,174 121,168 125,853 |
| | 役員、管理運営職 （各年の総数を100%とした 場合の割合。以下同じ） | 4.9 5.2 3.8 | 5.5 5.6 4.9 | 7.6 7.3 6.8 | 14.0 14.6 15.1 | 農業 （各年の総数を100%とした 場合の割合。以下同じ） | 2.8 1.9 3.0 | 3.0 2.4 3.0 | 2.6 2.8 3.1 | 2.6 2.3 2.1 |
| | 専門職 | 17.2 16.2 20.1 | 16.6 15.1 18.2 | 20.6 21.2 24.7 | 14.6 15.3 15.4 | 鉱業 | 0.3 0.3 0.2 | 0.2 0.3 0.1 | 0.3 0.4 0.2 | 0.6 0.5 0.4 |
| | 技術職ないし技術補助職 | 1.8 3.2 3.4 | 2.2 3.6 3.5 | 2.7 3.5 3.3 | 3.2 3.3 3.2 | 建設業 | 11.5 12.3 7.5 | 11.8 12.0 7.7 | 9.8 10.1 7.5 | 5.5 6.0 6.1 |
| | 販売職 | 6.2 7.0 8.0 | 6.9 7.5 8.8 | 6.4 5.8 6.8 | 12.2 12.1 12.3 | 製造業 | 10.0 7.4 6.5 | 9.5 7.2 6.7 | 10.8 8.0 8.1 | 17.1 16.8 15.9 |
| | 管理部門補助職 （含、事務員） | 20.9 23.0 22.4 | 18.7 20.6 20.6 | 17.7 19.7 19.2 | 15.0 14.3 14.0 | 運輸・交通業 | 3.8 2.5 3.5 | 3.2 3.5 3.8 | 4.2 4.1 3.4 | 7.2 7.1 7.4 |
| | サービス職 | 17.9 15.9 16.5 | 19.8 17.3 18.2 | 16.0 15.2 14.7 | 13.4 13.2 13.4 | 卸小売業 | 13.4 14.8 16.9 | 13.4 13.7 15.5 | 12.0 11.3 13.2 | 20.9 20.7 21.1 |
| | 精密機器製造ないし修理 | 11.0 10.6 8.4 | 11.3 10.4 8.7 | 10.0 10.2 8.4 | 10.8 10.9 11.1 | 金融、保険、不動産業 | 2.0 3.6 2.2 | 1.9 3.5 3.0 | 2.6 3.1 3.0 | 6.7 6.6 6.9 |
| | オペレーター、組立職、肉体労働職 | 17.4 16.3 14.1 | 16.1 17.0 13.9 | 15.8 14.1 12.5 | 14.2 14.0 13.4 | サービス業 | 53.5 54.2 57.0 | 54.8 55.1 57.4 | 54.0 55.9 58.1 | 34.5 35.6 35.4 |
| | 農林水産職 | 2.6 2.5 3.3 | 3.0 2.9 3.1 | 3.0 3.1 3.7 | 2.6 2.3 2.1 | 公務 | 2.7 2.8 3.1 | 2.2 2.2 2.7 | 3.6 4.2 3.3 | 5.0 4.4 4.7 |

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

表4 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就学状況・学歴
(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

| 就学状況 | | 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 | |
| 16 ～ 24 歳 | 総数 (単位：千人) | 1,142 1,029 1,086 | 1,279 1,143 1,212 | 1,841 1,690 1,863 | 16,215 16,299 17,261 |
| | 就学 (各年の総数を100%とした場合の割合。以下同じ) | 55.3 61.4 63.8 | 53.7 57.7 62.1 | 58.1 63.7 65.9 | 38.4 40.0 41.4 |
| | 未就学 | 44.7 38.6 36.2 | 46.3 42.3 37.9 | 41.9 36.3 34.1 | 61.6 60.0 58.6 |
| | 高校中退 | 12.2 8.0 6.3 | 13.4 9.3 6.5 | 11.4 8.5 6.3 | 9.4 10.5 9.4 |
| | 高校卒業、大学未就学 | 13.7 13.5 12.9 | 14.5 16.0 15.3 | 15.7 13.2 13.1 | 27.8 27.5 27.1 |
| | 大学中退 | 10.3 9.4 7.5 | 10.0 9.9 7.3 | 8.5 8.2 7.9 | 17.0 15.5 14.6 |
| | 大学卒業 | 8.5 7.8 9.5 | 8.3 7.1 8.7 | 6.4 6.3 6.8 | 7.4 6.6 7.4 |
| | 総数 (単位：千人) | 1,547 1,308 1,311 | 2,070 1,893 1,762 | 3,968 3,710 3,546 | 97,633 101,397 105,043 |
| | 高校中退 (各年の総数を100%とした場合の割合。以下同じ) | 14.0 10.0 12.7 | 13.6 11.0 12.6 | 12.0 10.4 11.9 | 9.6 9.6 9.1 |
| | 高校卒業、大学未就学 | 27.9 27.9 27.9 | 27.5 28.5 28.5 | 27.3 26.8 25.8 | 32.4 32.8 31.4 |
| | 大学中退 | 31.2 32.7 26.8 | 31.3 30.3 26.5 | 27.5 27.0 23.9 | 29.0 28.0 28.5 |
| | 大学卒業 | 27.0 29.4 32.6 | 27.7 30.1 32.4 | 33.2 35.9 38.5 | 28.9 29.5 31.0 |

出所：米国労働省・新聞発表資料各年、論文⑧ Table 1 <http://stats.bls.gov/newsrels.html>

表5 コンティンジェント労働者の、フルタイムないしパートタイムの地位と、兼業の割合、労働時間（1995年2月/1997年2月/1999年2月）

資料2

*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。

ただし、年によってはデータがない場合がある。

| 属性 | 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、16歳以上 (単位：千人、括弧内は%) | 2,739(100.0) 2,385(100.0) 2,444(100.0) | 3,422(100.0) 3,096(100.0) 3,038(100.0) | 6,034(100.0) 5,574(100.0) 5,641(100.0) | 117,174(100.0) 121,168(100.0) 125,853(100.0) |
| フルタイムないしパートタイムの地位 (単位：千人、括弧内は%) | | | | |
| フルタイム労働者数 | 1,449(52.9) 1,275(53.5) 1,183(48.4) | 1,835(53.6) 1,698(54.8) 1,579(52.0) | 3,444(57.1) 3,205(57.5) 3,156(56.0) | 95,796(81.8) 99,608(82.2) 104,473(83.0) |
| パートタイム労働者数 | 1,290(47.1) 1,111(46.6) 1,261(51.6) | 1,587(46.4) 1,399(45.2) 1,459(48.0) | 2,590(42.9) 2,368(42.5) 2,485(44.0) | 21,378(18.2) 21,560(17.8) 21,380(17.0) |
| うちパートタイムで働く理由 (各年のパートタイム労働者を100とした場合の割合、単位：%。上段は1995年の、下段は1997年の数値) | | | | |
| 経済的理由 | 22.5 21.2 | 22.4 22.1 | 19.7 17.9 | 14.5 18.5 |
| 非経済的理由 | 77.5 79.2 | 77.7 77.0 | 80.3 79.8 | 85.5 79.2 |
| 兼業 (上段は1995年の、下段は1997年の数値) | | | | |
| 総計、16歳以上 (単位：千人、括弧内は兼業率(%)) | 285(10.4) 202(8.4) | 318(9.3) 243(7.8) | 531(8.8) 497(8.9) | 7,616(6.5) 8,077(6.7) |
| 兼業率のうち | | | | |
| ・主たる仕事はフルタイム、二番目の仕事はパートタイム | 41.0 49.5 | 42.0 51.0 | 40.2 49.3 | 59.4 55.9 |
| ・主たる仕事も二番目の仕事もパートタイム | 43.4 37.1 | 42.0 36.6 | 40.5 35.4 | 20.0 21.4 |
| ・働く時間はどちらの仕事でも異なる | 11.4 11.9 | 12.3 10.7 | 16.2 13.7 | 16.7 19.8 |
| ・フルタイムで働いたのと同じ仕事にパートタイムでの就労を続けて行く労働者の割合 | 3.2 2.2 | 2.7 2.2 | 2.7 2.4 | 1.0 1.0 |
| すべての職で通常働く時間 (1995年の数値のみ、%) | | | | |
| 1～4時間 | 1.5 | 2.5 | 1.8 | 0.4 |
| 5～14時間 | 11.9 | 11.1 | 10.0 | 2.5 |
| 15～29時間 | 19.7 | 18.4 | 17.6 | 8.9 |
| 30～34時間 | 6.2 | 6.2 | 5.5 | 4.1 |
| 35～39時間 | 5.9 | 5.8 | 5.8 | 6.2 |
| 40時間 | 30.8 | 30.1 | 31.2 | 44.8 |
| 41～48時間 | 3.6 | 4.0 | 4.5 | 8.2 |
| 49～59時間 | 4.7 | 4.8 | 5.6 | 10.2 |
| 60時間以上 | 3.3 | 3.9 | 4.8 | 7.0 |
| 主たる仕事で働く時間は様でない | 12.0 | 12.0 | 12.1 | 7.6 |
| 主たる仕事で働く時間はわからない | 0.5 | 1.2 | 1.0 | 0.1 |
| 複数の仕事で働く労働時間の割合 (1997年の数値のみ、%) | | | | |
| 平均してどちらの職でも働く | 28.6 | 29.0 | 30.2 | 38.6 |
| 平均して通常はフルタイムの職で働く | 39.4 | 39.3 | 40.2 | 42.6 |
| 平均して通常はパートタイムの職で働く | 16.7 | 16.9 | 17.3 | 20.7 |

注：パートタイマーとは週35時間未満働く労働者で、フルタイマーとは週35時間以上働く労働者である。パートタイムの分類の合計数は、パートタイム労働者の推計と一致しない。パートタイマーの中には、職に就いていたが、回答を求めた時点の前週に働いていなかった者が含まれるためである。パートタイムで働く理由を回答した者は、通常パートタイムで働く者に限定されている。主たる仕事をパートタイムで働き、二番目の仕事をフルタイムで働く者、および、主たる仕事と二番目の仕事の両方をフルタイムで働く者の数は、ごく少ないので別個に掲げていない。なお、各数値は概数なので総計は100%にはならない。

出所：論文② Table 4と論文⑧ Table 5、米国労働省・新聞発表資料各年。なお、「パートタイムで働く理由」の1995年の数値は、出所の論文② Table 4において「経済的理由」と「非経済的理由」の数値が誤って入れ替わって記載されていると思われるため（同論文本文の内容と食い違っている）、本表では「経済的理由」と「非経済的理由」にかかる数値を独自に入れ替え、修正している。

表6 性別・人種別に見た、コンティンジェント・非コンティンジェントとして働く、フルタイムないしパートタイム労働者の週給与中間額(1995年2月/1997年2月/1999年2月)
 *各属性の上段は1995年の、中段は1997年の、下段は1999年の額(単位:US\$)

| 属 性 | | 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 | | |
| フル タ イ ム 労 働 者 | 16歳以上、中間額 | | — 356 360 | — 368 374 | 385 417 415 | 479 510 542 |
| | 性 別 | 男性 | — 406 413 | — 424 434 | 443 486 494 | 541 579 614 |
| | | 女性 | — 298 306 | — 307 314 | 322 354 340 | 409 449 476 |
| | 人 種 | 白人 | — 362 378 | — 371 384 | 420 427 420 | 497 523 564 |
| | | 黒人 | — 320 265 | — 376 297 | 289 377 350 | 364 426 447 |
| | 種 | ヒスパニック | — 277 278 | — 284 286 | 275 278 313 | 340 359 397 |
| | | 16歳以上、中間額 | | — 102 111 | — 105 112 | 109 111 114 |
| | 性 別 | 男性 | — 102 116 | — 104 117 | 112 111 119 | 130 129 150 |
| | | 女性 | — 103 108 | — 105 109 | 107 110 112 | 140 153 166 |
| | 人 種 | 白人 | — 100 111 | — 102 111 | 108 110 113 | 140 145 161 |
| | | 黒人 | — 103 115 | — 108 119 | 115 107 122 | 121 150 150 |
| | 種 | ヒスパニック | — 104 116 | — 104 117 | 126 101 116 | 130 142 159 |

注：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。1995年のデータでは推計3における金額のみ記載されていることに注意。なお、コンティンジェントと非コンティンジェント労働者のデータからは、自営業者と独立契約者のものを除外している。

出所：論文③ Table 1、論文⑧ Table 8、米国労働省・新聞発表資料各年
<http://stats.bls.gov/newsrels.html>

表7 職種・産業別に見た、フルタイムないしパートタイムで働くコンティンジェント・非コンティンジェント労働者の週給与
中間額（1995年2月/1997年2月）

*各属性の上段は1995年の、下段は1997年の額
(単位：US\$)

| 属 性 | | 週 給 与 中 間 額 | | | | 属 性 | | 週 給 与 中 間 額 | | | |
|-----------------|--------------|-------------|--------|-----------|----------|-----|------------|-------------|------|-----------|------|
| | | フルタイム労働者 | | パートタイム労働者 | | | | フルタイム労働者 | | パートタイム労働者 | |
| | | 1995 | 1997 | 1995 | 1997 | | | 1995 | 1997 | 1995 | 1997 |
| 職 種 | 管理または専門的職種 | \$ 615 | \$ 709 | \$ 144 | \$ 246 | 業 種 | 農業 | 245 | 295 | 125 | 135 |
| | 役員、管理監督職 | 627 | 755 | 165 | 256 | | | 234 | 322 | 78 | 117 |
| | 専門職 | 582 | 685 | 138 | 203 | | 鉱業 | (*) | 677 | (*) | 230 |
| | | 557 | 733 | 126 | 234 | | | (*) | 666 | (*) | 430 |
| | 技術、営業、管理補助職 | 623 | 728 | 146 | 266 | | 建設業 | 512 | 476 | 197 | 287 |
| | | 677 | 783 | 169 | 266 | | | 668 | 508 | 212 | 259 |
| | 技術または技術補助職 | 324 | 431 | 99 | 139 | | 製造業 | 448 | 488 | 153 | 164 |
| | | 357 | 459 | 107 | 145 | | | 391 | 529 | 174 | 156 |
| | 営業職 | 419 | 568 | 145 | 295 | | 耐久財製造 | 441 | 514 | 166 | 196 |
| | | 529 | 578 | 154 | 300 | | | 408 | 575 | 152 | 168 |
| | 管理補助職(含、事務職) | 407 | 484 | 100 | 117 | | 非耐久財製造 | 359 | 451 | 121 | 144 |
| | | 325 | 486 | 97 | 125 | | | 314 | 490 | 199 | 146 |
| | サービス職 | 311 | 399 | 94 | 157 | | 運輸交通業 | 511 | 592 | 166 | 206 |
| | | 342 | 419 | 107 | 160 | | | 614 | 635 | 140 | 196 |
| | 家事使用人 | 221 | 298 | 78 | 115 | | 卸売業 | (*) | 495 | (*) | 183 |
| | | 258 | 312 | 73 | 126 | | | (*) | 513 | (*) | 140 |
| | その他サービス職 | 189 | 180 | 55 | 99 | | 小売業 | 276 | 335 | 103 | 113 |
| | | 241 | 212 | 57 | 91 | | | 273 | 351 | 90 | 124 |
| | 精密機器製造、修理職 | 227 | 301 | 84 | 116 | | 金融、保険、不動産業 | 562 | 487 | 153 | 173 |
| | | 263 | 314 | 78 | 129 | | | 515 | 545 | 119 | 165 |
| オペレーター、組立、肉体労働職 | 510 | 517 | 178 | 199 | サービス業 | 344 | 492 | 101 | 155 | | |
| | 630 | 534 | 203 | 221 | | 397 | 513 | 112 | 161 | | |
| 農林水産職 | 301 | 374 | 129 | 124 | 家事使用人 | 175 | 194 | 63 | 113 | | |
| | 323 | 410 | 115 | 134 | | 267 | 224 | 67 | 87 | | |
| | 230 | 297 | 117 | 99 | その他サービス職 | 357 | 496 | 104 | 159 | | |
| | 233 | 310 | 87 | 115 | | 401 | 516 | 114 | 164 | | |
| | | | | | 専門的サービス業 | 514 | 522 | 99 | 169 | | |
| | | | | | | 473 | 554 | 111 | 176 | | |
| | | | | | 公務 | 526 | 582 | 103 | 152 | | |
| | | | | | | 462 | 619 | 114 | 181 | | |

注：(*)は基礎データにおいて75,000人以下であるので数値を記載していない。非コンティンジェントは、最も広い定義の推計3にも当てはまらない就業形態を指している。上記データからは自営業と独立契約者は除外されている。なお、1997年のデータでは、コンティンジェントの数値は推計3のものしか用いられていなかったため、本表でも推計3の値であることに注意。

出所：論文③ Table 2、論文⑧ Table 9

表 8 コンティンジェント労働・非コンティンジェント労働で働く労働者の健康保険適用率と企業年金有資格者の割合 (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。

| 属 性 | 就業者数 (単位：千人) | 健康保険適用率 | | 企業年金の有資格者率 | |
|---------------|-----------------|-----------|-------------------|------------|------------------|
| | | 割合 (%) | 使用者による 提供率 (%) | 割合 (%) | 企業年金の適 用率 (%) |
| コンティンジェント労働者 | 推計 1 | 2,739 | 57.2 | 10.2 | — |
| | | 2,385 | 60.5 | 10.9 | 14.2 |
| | | 2,444 | 60.2 | 12.4 | 11.9 |
| | 推計 2 | 3,422 | 58.1 | 8.6 | — |
| | | 3,096 | 59.2 | 9.4 | 12.9 |
| | | 3,038 | 57.7 | 11.0 | 11.6 |
| | 推計 3 | 6,034 | 64.9 | 20.4 | — |
| | | 5,574 | 66.1 | 20.7 | 23.3 |
| | | 5,641 | 64.1 | 20.6 | 21.4 |
| 非コンティンジェント労働者 | 117,174 | 82.2 | 53.9 | — | — |
| | 121,168 | 82.2 | 53.9 | 49.2 | 44.2 |
| | 125,853 | 82.3 | 54.6 | 51.3 | 45.8 |

注：非コンティンジェント労働者とは「コンティンジェント」労働者のどの推計にも当てはまらない労働者を指す。コンティンジェントと非コンティンジェントにかかる、使用者によって提供される健康保険適用率の数値からは、自営業者を除外している。また、コンティンジェントでも非コンティンジェントでもない独立契約者も、除外されている。

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

表9 コンティンジェント労働者の、コンティンジェントで働く理由と非コンティンジェントに対する志向(1995年2月/1997年2月)
*各志向の上段は1995年の、下段は1997年の数値
(単位：%)

| 理由と志向 | コンティンジェント労働者 | | | | | | | | | 非コンティンジェントで働く理由に回答したコンティンジェント労働者 | | | | | | | | |
|-------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|----------------------------------|-----------------|-----------------|-------------------------|-----------------|-----------------|-------------------------|-----------------|-----------------|
| | 推計 1 | | | 推計 2 | | | 推計 3 | | | 推計 1 | | | 推計 2 | | | 推計 3 | | |
| | 計 | 男性 | 女性 | 計 | 男性 | 女性 | 計 | 男性 | 女性 | 計 | 男性 | 女性 | 計 | 男性 | 女性 | 計 | 男性 | 女性 |
| 総計、16歳以上 (単位：千人) (単位：%) | 2,739 2,385 100.0 | 1,350 1,181 100.0 | 1,389 1,204 100.0 | 3,422 3,096 100.0 | 1,689 1,498 100.0 | 1,733 1,599 100.0 | 6,034 5,574 100.0 | 2,995 2,746 100.0 | 3,039 2,828 100.0 | 1,756 1,436 100.0 | — — 100.0 | — — 100.0 | 2,094 1,755 100.0 | — — 100.0 | — — 100.0 | 3,367 3,094 100.0 | — — 100.0 | — — 100.0 |
| 経済的理由 | 44.0 38.2 | 48.0 — | 40.0 — | 40.4 39.6 | 45.7 — | 35.1 — | 34.7 30.5 | 39.0 — | 30.3 — | 63.8 57.9 | 66.1 — | 61.3 — | 60.9 55.2 | 64.1 — | 57.4 — | 55.9 45.8 | 59.5 — | 52.0 — |
| ・レイオフされたが再雇用された | 1.2 — | 1.9 — | 0.5 — | 1.0 — | 1.6 — | 0.4 — | 1.2 — | 1.7 — | 0.7 — | 1.7 — | 2.5 — | 0.9 — | 1.4 — | 2.1 — | 0.7 — | 1.9 — | 2.4 — | 1.3 — |
| ・見つけた職がこの職種のみ | 28.5 23.2 | 32.4 — | 24.7 — | 26.3 24.8 | 30.6 — | 22.1 — | 21.4 18.2 | 24.8 — | 17.9 — | 42.6 36.1 | 46.2 — | 38.8 — | 41.0 35.6 | 44.5 — | 37.2 — | 35.7 28.3 | 39.6 — | 31.6 — |
| ・今の就労から恒常的就労になる期待 | 7.6 8.1 | 5.4 — | 9.7 — | 6.5 8.0 | 5.1 — | 7.9 — | 5.9 6.7 | 4.7 — | 7.1 — | 11.4 12.3 | 7.6 — | 15.5 — | 10.1 11.1 | 7.4 — | 13.0 — | 9.6 10.1 | 6.9 — | 12.4 — |
| ・その他 | 6.7 7.0 | 8.3 — | 5.0 — | 6.6 6.8 | 8.5 — | 4.8 — | 6.2 5.6 | 7.8 — | 4.6 — | 8.1 9.5 | 9.9 — | 6.2 — | 8.4 8.5 | 10.1 — | 6.5 — | 8.7 7.5 | 10.6 — | 6.8 — |
| 個人的理由 | 44.1 48.7 | 40.3 — | 47.9 — | 49.0 47.3 | 44.6 — | 53.3 — | 43.9 48.5 | 39.6 — | 48.3 — | 26.8 28.3 | 25.0 — | 28.7 — | 31.0 26.6 | 28.3 — | 33.9 — | 28.8 29.6 | 26.2 — | 31.5 — |
| ・ワークスケジュールの柔軟性 | 7.4 11.2 | 5.1 — | 9.6 — | 9.5 12.6 | 6.4 — | 12.6 — | 9.2 11.7 | 6.9 — | 11.5 — | 4.7 6.3 | 2.7 — | 6.8 — | 5.7 6.5 | 3.1 — | 8.5 — | 5.9 6.1 | 4.0 — | 7.8 — |
| ・子供の養育問題 | 0.4 2.9 | 0.1 — | 0.7 — | 0.9 2.8 | 0.2 — | 1.6 — | 0.6 3.2 | 0.1 — | 1.0 — | 0.6 2.5 | 0.2 — | 0.9 — | 0.9 2.5 | 0.2 — | 1.7 — | 0.6 2.2 | 0.1 — | 1.2 — |
| ・その他家庭責任の問題 | 2.7 — | 0.4 — | 4.9 — | 3.8 — | 1.0 — | 6.6 — | 3.5 — | 0.8 — | 6.2 — | 1.7 — | 0.6 — | 3.0 — | 2.5 — | 1.3 — | 3.8 — | 2.5 — | 1.0 — | 4.1 — |
| ・就学ないし職業訓練 | 18.3 21.6 | 16.7 — | 19.8 — | 15.5 19.7 | 14.3 — | 16.7 — | 14.7 19.2 | 13.7 — | 15.6 — | 8.3 10.0 | 8.7 — | 7.8 — | 7.7 8.8 | 7.5 — | 7.9 — | 7.5 10.6 | 7.6 — | 7.3 — |
| ・賃金がよい | 1.7 — | — — | — — | 1.5 — | — — | — — | 1.4 — | — — | — — | 1.8 — | — — | — — | 1.5 — | — — | — — | 1.3 — | — — | — — |
| ・その他 | 15.4 11.2 | 18.0 — | 13.0 — | 19.3 10.7 | 22.7 — | 15.9 — | 16.0 13.0 | 18.1 — | 14.0 — | 11.5 7.9 | 12.8 — | 10.1 — | 14.2 7.3 | 16.3 — | 11.9 — | 12.3 9.3 | 13.5 — | 11.1 — |
| 理由不明 | 11.9 13.1 | 11.7 — | 12.2 — | 10.6 13.1 | 9.7 — | 11.6 — | 21.4 20.9 | 21.4 — | 21.4 — | 9.5 13.6 | 9.0 — | 10.0 — | 8.2 18.2 | 7.6 — | 8.7 — | 15.4 24.6 | 14.3 — | 16.5 — |

注：1995年については男女別の数値が掲載されていたので、ここにも掲げる。1997年については男女別の数値なし。
なお、次の質問項目については、1995年と1997年で若干違うので注意して参照されたい。
「非コンティンジェントでの就労がよい」と回答した各推計別16歳以上の男女労働者数は不明なので、記載していない。
「レイオフされたが再雇用された」は、1995年のみの項目。
「子供の養育問題」は、1997年の調査では「その他家庭の問題」も含む質問として設定されている。
「賃金がよい」は、1997年のみの質問項目。

出所：論文⑥ Table 8、論文⑧ Table 7

表10 コンティンジェント労働者の就労志向 (1995年2月/1997年2月/1999年2月)

*各志向の上段は1995年の、中段は1997年の、下段は1999年の数値

(単位：%)

| 志 向 | 推計1 | 推計2 | 推計3 |
|------------------|-------------------------|-------------------------|-------------------------|
| 総計、16歳以上 (単位：千人) | 2,739 2,385 2,444 | 3,422 3,096 3,038 | 6,034 5,574 5,641 |
| (単位：%) | 100.0 | 100.0 | 100.0 |
| 非コンティンジェントのほうがよい | 64.1 60.2 54.0 | 61.2 56.7 53.4 | 55.8 55.5 53.1 |
| コンティンジェントのほうがよい | 29.8 34.1 39.2 | 32.6 35.8 39.8 | 30.5 36.1 38.9 |
| 場合による | 2.4 4.9 5.1 | 2.5 5.2 4.5 | 3.1 5.8 5.3 |
| わからない | 3.6 0.9 1.7 | 3.7 2.3 2.3 | 10.7 2.5 2.7 |

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。志向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：論文⑧ Table 6、米国労働省・新聞発表資料各年 <http://stats.bls.gov/newsrels.html>

表11 産業別に見た、コンティンジェント・非コンティンジェント労働者の組合の関与
(1995年2月) (単位：%)

| 産 業 | 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 | | | |
| | 組合員 | 組合に代表されている | 組合員 | 組合に代表されている | 組合員 | 組合に代表されている | 組合員 | 組合に代表されている |
| 総計、16歳以上 | 8.4 | 8.9 | 8.0 | 8.6 | 9.8 | 11.4 | 15.7 | 17.5 |
| 農業 | (*) | (*) | (*) | (*) | (*) | 2.4 | 1.2 | 2.8 |
| 鉱業 | 39.6 | 39.6 | 39.6 | 39.6 | 14.2 | 14.2 | 8.3 | 9.1 |
| 建設業 | 37.4 | 37.7 | 36.4 | 36.8 | 39.4 | 40.2 | 17.0 | 19.1 |
| 製造業 | 5.0 | 5.0 | 4.5 | 4.5 | 8.6 | 10.5 | 19.2 | 20.4 |
| 運輸交通業 | 12.3 | 13.6 | 15.4 | 16.7 | 22.1 | 26.8 | 35.4 | 37.5 |
| 卸売業 | 18.2 | 18.2 | 12.7 | 12.7 | 15.3 | 15.3 | 4.7 | 5.6 |
| 小売業 | 1.0 | 1.3 | 0.8 | 1.2 | 1.1 | 1.4 | 5.7 | 6.4 |
| 金融、保険、不動産業 | 7.5 | 7.5 | 8.3 | 8.3 | 7.4 | 7.4 | 3.5 | 3.9 |
| サービス業 | 4.3 | 4.9 | 3.8 | 4.6 | 5.8 | 7.4 | 15.4 | 17.8 |
| 公務 | 10.0 | 10.0 | 10.0 | 10.0 | 8.6 | 14.3 | 37.0 | 42.3 |

注：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」のどの推計にも当てはまらない労働者を指す。(*)は、0.05%以下を示す。ここに掲げるデータは、労働組合またはそれに類する従業員組織の構成員、ならびに、組合等に参加していないが、就いている職務に組合等の協定が適用されている労働者について調べたものである。

出所：論文② Table 5

表12 年齢・性・人種・パートまたはフルタイムの地位別に見た、就業者数に占める代替的
的就業形態と典型的就業形態で就労する労働者の人数およびその割合
(1995年2月/1997年2月/1999年2月)

*各属性の上段は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 | 代替的就业形態 | | | | 典型的 就業形態 |
|-----------------|-----------|-------------------------------|--|--|--|--|--|
| | | | 独立契約者 | 呼出労働者 | 派遣労働者 | 業務請負業者 | |
| 総数、16歳以上 | | 123,208 126,742 131,494 | 8,309(100.0) 8,456(100.0) 8,247(100.0) | 2,078(100.0) 1,996(100.0) 2,032(100.0) | 1,181(100.0) 1,300(100.0) 1,188(100.0) | 652(100.0) 809(100.0) 769(100.0) | 111,052(100.0) 114,199(100.0) 119,109(100.0) |
| 年 齢 | 16～19歳 | 5,635 | 125(1.5) | 165(7.9) | 62(5.2) | 16(2.5) | 5,267(4.7) |
| | | 6,031 | 66(0.8) | 193(9.7) | 79(6.1) | 16(2.0) | 5,678(5.0) |
| | | 6,662 | 76(0.9) | 179(8.8) | 68(5.8) | 37(4.8) | 6,265(5.3) |
| | 20～24歳 | 12,421 | 197(2.4) | 261(12.6) | 233(19.7) | 83(12.7) | 11,649(10.5) |
| | | 11,958 | 206(2.4) | 237(11.9) | 214(16.5) | 66(8.1) | 11,229(9.8) |
| | | 12,462 | 252(3.1) | 202(9.9) | 249(20.9) | 87(11.3) | 11,637(9.8) |
| | 25～34歳 | 32,138 | 1,639(19.7) | 511(24.6) | 403(34.1) | 254(39.0) | 29,357(26.4) |
| | | 31,647 | 1,549(18.3) | 448(22.5) | 394(30.3) | 277(34.2) | 28,984(25.4) |
| | | 30,968 | 1,479(17.9) | 470(23.1) | 348(29.3) | 235(30.5) | 28,410(23.9) |
| | 35～44歳 | 34,113 | 2,559(30.8) | 492(23.7) | 251(21.3) | 152(23.3) | 30,679(27.6) |
| | | 35,282 | 2,631(31.1) | 508(25.4) | 279(21.5) | 252(31.1) | 31,627(27.7) |
| | | 36,415 | 2,491(30.2) | 507(24.9) | 231(19.4) | 216(28.1) | 32,960(27.7) |
| | 45～54歳 | 23,980 | 2,099(25.3) | 326(15.7) | 143(12.1) | 77(11.8) | 21,344(19.2) |
| | | 26,146 | 2,237(26.5) | 288(14.4) | 211(16.2) | 115(14.2) | 23,297(20.4) |
| 28,144 | | 2,177(26.4) | 303(14.9) | 182(15.4) | 132(17.2) | 25,332(21.3) | |
| 55～64歳 | 11,370 | 1,131(13.6) | 191(9.2) | 68(5.8) | 44(6.7) | 9,938(8.9) | |
| | 12,032 | 1,173(13.9) | 193(9.7) | 87(6.7) | 62(7.7) | 10,516(9.2) | |
| | 13,062 | 1,212(14.7) | 205(10.1) | 77(6.5) | 47(6.1) | 11,505(9.7) | |
| 65歳以上 | 3,551 | 559(6.7) | 132(6.4) | 21(1.8) | 27(4.1) | 2,817(2.5) | |
| | 3,646 | 595(7.0) | 129(6.5) | 37(2.8) | 22(2.8) | 2,868(2.5) | |
| | 3,781 | 561(6.8) | 167(8.2) | 33(2.8) | 14(1.9) | 3,000(2.5) | |
| 性 別 | 男性、16歳以上 | 66,290 | 5,595(67.3) | 1,042(50.1) | 557(47.2) | 466(71.5) | 58,678(52.8) |
| | | 67,931 | 5,633(66.6) | 979(49.0) | 581(44.7) | 565(69.8) | 60,180(52.7) |
| | | 70,040 | 5,459(66.2) | 993(48.8) | 501(42.2) | 542(70.5) | 62,464(52.4) |
| 女性、16歳以上 | 56,918 | 2,714(32.7) | 1,036(49.9) | 624(52.8) | 186(28.5) | 52,373(47.2) | |
| | 58,811 | 2,824(33.4) | 1,017(51.0) | 719(55.3) | 244(30.2) | 54,019(47.3) | |
| | 61,454 | 2,788(33.8) | 1,040(51.2) | 687(57.8) | 227(29.5) | 56,645(47.6) | |
| 人 種 | 白人 | 105,239 | 7,671(92.3) | 1,745(84.0) | 859(72.7) | 541(83.0) | 94,473(85.1) |
| | | 107,899 | 7,667(90.7) | 1,783(89.3) | 976(75.1) | 660(81.5) | 96,834(84.8) |
| | | 110,887 | 7,471(90.6) | 1,711(84.2) | 883(74.3) | 609(79.2) | 100,063(84.0) |
| | 黒人 | 13,108 | 416(5.0) | 229(11.0) | 257(21.8) | 76(11.7) | 12,143(10.9) |
| | | 13,465 | 448(5.3) | 156(7.8) | 277(21.3) | 104(12.9) | 12,480(10.9) |
| | | 14,620 | 476(5.8) | 258(12.7) | 252(21.2) | 97(12.6) | 13,542(11.4) |
| ヒスパニック | 10,441 | 431(5.2) | 259(12.5) | 134(11.3) | 55(8.4) | 9,566(8.6) | |
| | 12,026 | 614(7.3) | 265(13.3) | 160(12.3) | 51(6.3) | 10,928(9.6) | |
| | 13,356 | 506(6.1) | 237(11.6) | 161(13.6) | 46(6.0) | 12,355(10.4) | |
| パートタイム・フルタイム労働者 | フルタイム労働者 | 99,240 | 6,179(74.4) | 945(45.5) | 938(79.4) | 548(84.0) | 90,683(81.7) |
| | | 102,813 | 6,221(73.6) | 947(47.4) | 1,044(80.3) | 670(82.8) | 93,955(82.3) |
| | | 107,630 | 6,195(75.1) | 1,003(49.3) | 933(78.5) | 668(86.8) | 98,766(82.9) |
| | パートタイム労働者 | 23,968 | 2,130(25.6) | 1,134(54.6) | 242(20.5) | 104(16.0) | 20,368(18.3) |
| | | 23,929 | 2,235(26.4) | 1,049(52.6) | 256(19.7) | 139(17.2) | 20,244(17.7) |
| | | 23,864 | 2,053(24.9) | 1,029(50.7) | 255(21.5) | 101(13.2) | 20,343(17.1) |

注：典型的就業形態で就労する労働者とは、「代替的就业形態」のどの類型にも当てはまらない労働者のことを指している。「呼出労働者」と「業務請負企業労働者」の数はごくわずかなので、詳細な数値は合計数とは一致しない。また、上記人種別の数値は、総計に一致しない。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。

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

表13 職種別、産業別に見た代替的・典型的就業労働者の割合（1995年2月/1997年2月/1999年2月）

*各属性の上段は1995年の、中段は1997年の、下段は1999年の数値

(単位：%)

| 属性 | 職 種 | 代替的就業形態 | | | | 典型的 就業形態 | 属性 | 業 業 | 代替的就業形態 | | | | 典型的 就業形態 |
|-----|-----------------------|-------------------------|-------------------------|-------------------------|----------------------|-------------------------------|-----|---------------------|-------------------------|-------------------------|-------------------------|----------------------|-------------------------------|
| | | 独立 契約者 | 派遣 労働者 | パート 労働者 | その他 労働者 | | | | 独立 契約者 | 派遣 労働者 | パート 労働者 | その他 労働者 | |
| 職 種 | 総数、16歳以上 (単位：千人) | 8,309 8,456 8,247 | 2,078 1,996 2,032 | 1,181 1,300 1,188 | 652 809 769 | 111,052 114,199 119,109 | 業 業 | 総数、16歳以上 (単位：千人) | 8,309 8,456 8,247 | 2,078 1,996 2,032 | 1,181 1,300 1,188 | 652 809 769 | 111,052 114,199 119,109 |
| | (単位：%) | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | (単位：%) | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | 役員、管理運営職 | 8.6 20.7 20.5 | 2.9 2.7 5.3 | 6.5 6.9 4.3 | 5.7 8.1 12.0 | 13.6 14.1 14.6 | | 農業 | 5.0 5.7 4.9 | 4.4 3.4 2.2 | 0.4 (*) 0.4 | 0.3 0.2 0.4 | 2.4 2.1 2.0 |
| | 専門職 | 16.3 17.9 18.5 | 20.9 21.2 24.3 | 8.3 6.6 6.8 | 25.6 19.8 28.8 | 14.7 15.3 15.5 | | 鉱業 | 0.2 0.2 0.2 | 0.5 0.4 0.4 | 0.2 0.6 0.1 | 2.4 2.1 2.7 | 0.6 0.5 0.4 |
| | 技術職ないし技術補助職 | 1.1 0.8 1.1 | 1.5 4.1 4.1 | 3.7 5.8 4.1 | 6.9 7.2 6.7 | 3.4 3.4 3.3 | | 建設業 | 21.2 20.7 19.9 | 15.2 14.4 9.6 | 2.8 2.2 2.5 | 8.4 4.6 9.0 | 4.4 4.9 5.1 |
| | 営業職 | 18.8 17.9 17.3 | 6.0 6.7 5.7 | 2.6 1.7 1.8 | 3.2 2.8 1.5 | 11.7 11.7 12.0 | | 製造業 | 5.0 4.7 4.6 | 5.9 5.3 4.5 | 33.4 27.7 29.7 | 17.6 19.0 18.0 | 17.9 17.5 16.5 |
| | 管理部門補助職 (含、事務員) | 3.8 3.9 3.4 | 9.5 8.6 8.2 | 30.1 34.1 36.1 | 4.8 5.2 3.4 | 16.0 15.3 15.0 | | 運輸交通業 | 5.0 5.1 5.7 | 8.7 8.6 9.5 | 7.6 5.3 6.1 | 13.4 12.9 14.0 | 7.2 7.1 7.4 |
| | サービス職 | 10.6 9.1 8.8 | 19.7 20.4 23.5 | 9.0 9.0 8.1 | 27.8 27.7 18.8 | 13.6 13.5 13.7 | | 卸小売業 | 13.2 13.6 13.7 | 13.8 14.2 16.4 | 8.1 7.2 8.1 | 6.0 7.8 5.4 | 21.4 21.2 21.6 |
| | 精密機器製造ないし 修理職 | 19.2 17.9 18.9 | 14.3 14.7 10.1 | 5.6 5.2 8.7 | 14.6 19.8 16.0 | 10.1 10.3 10.5 | | 金融、保険、不動産 業 | 9.6 8.4 8.8 | 1.8 1.5 2.7 | 7.5 7.4 7.0 | 6.9 7.5 8.9 | 6.4 6.4 6.7 |
| | オペレーター、組立 および肉体労働職 | 6.5 6.8 7.0 | 20.5 18.8 16.0 | 33.2 29.1 29.2 | 10.4 9.2 10.7 | 14.6 14.3 13.6 | | サービス業 | 40.6 41.4 42.1 | 46.0 47.5 52.0 | 38.7 36.6 38.7 | 32.3 26.5 27.1 | 34.4 35.5 35.2 |
| | 農林水産職 | 5.1 5.1 4.4 | 4.7 2.8 2.9 | 1.0 1.6 0.9 | 0.9 0.2 2.2 | 2.4 2.2 2.0 | | 公務 | 0.3 0.2 0.2 | 3.3 4.0 2.6 | 1.2 (*) (*) | 12.6 13.1 10.7 | 5.4 4.8 5.1 |

注：(*)は0.05%以下を示す。典型的就業形態で就労する労働者とは「代替的就業形態」に当てはまらない労働者を指している。各数値の合計は必ずしも総数と一致しない。

出所：論文④ Table 6&7、論文⑨ Table 6&7、米国労働省・新聞発表資料各年 <http://stats.bls.gov/newsrels.html>

表14 代替的・典型的就業形態で就労する労働者の就学状況・学歴(1995年2月/1997年2月/1999年2月)
 *各属性の上段は1995年の、中段は1997年の、下段は1999年の数値

| 属 性 | | 代替的就業形態 | | | | 典型的就業形態 |
|-----------------|----------------|-------------------------|-------------------------|----------------------|----------------------|----------------------------|
| | | 独 立 契 約 者 | 呼 出 労 働 者 | 派 遣 労 働 者 | 業 務 請 負 企 業 労 働 者 | |
| 16 ～ 24 歳 | 総数 (単位：千人) | 322 272 328 | 426 429 380 | 295 294 317 | 98 81 124 | 16,917 16,907 17,901 |
| | 割合 (単位：%) | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | 就学 | 37.9 30.7 39.3 | 43.7 50.4 56.4 | 20.7 16.1 22.7 | 18.4 26.0 35.8 | 40.8 42.8 44.0 |
| | 未就学 | 62.1 69.3 60.7 | 56.3 49.6 43.6 | 79.3 83.9 77.3 | 81.6 74.0 64.2 | 59.2 57.2 56.0 |
| | 高校中退 | 16.1 9.5 10.0 | 21.8 15.8 13.2 | 16.6 14.7 16.3 | 8.2 9.6 10.3 | 9.0 10.1 8.9 |
| | 高校卒業、大 学未進学 | 24.8 27.7 27.9 | 19.7 21.5 20.2 | 30.2 31.6 31.8 | 25.8 29.3 13.9 | 26.7 26.1 25.8 |
| | 大学中退 | 14.2 24.1 11.4 | 8.7 7.8 7.1 | 20.7 28.7 26.2 | 22.7 27.1 23.9 | 16.2 14.5 13.9 |
| | 大学卒業 | 7.1 7.9 11.5 | 6.1 4.4 3.1 | 11.9 8.8 3.0 | 24.7 8.0 16.2 | 7.2 6.5 7.4 |
| | 総数 (単位：千人) | 7,428 7,590 7,359 | 1,520 1,437 1,485 | 864 970 838 | 527 705 631 | 91,318 94,424 98,207 |
| | 割合 (単位：%) | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | 高校中退 | 8.7 8.7 7.5 | 11.3 13.4 13.4 | 14.2 11.1 14.6 | 9.5 7.1 6.4 | 9.7 9.7 9.2 |
| | 高校卒業、大学未 進学 | 29.1 30.3 29.7 | 35.6 28.7 29.6 | 33.4 30.7 30.5 | 29.8 36.9 22.7 | 32.5 32.8 31.4 |
| 25 ～ 64 歳 | 大学中退 | 27.9 26.8 28.5 | 31.5 32.0 29.1 | 32.1 36.3 33.7 | 30.2 23.3 31.9 | 29.0 28.0 28.3 |
| | 大学卒業 | 34.4 34.1 34.3 | 21.7 25.9 27.9 | 20.3 21.9 21.2 | 30.6 32.7 38.9 | 28.9 29.5 31.1 |

注：典型的就業形態で就労する労働者とは「代替的就業形態」に当てはまらない労働者を指している。数値は必ずしも総数と一致しない。

出所：論文④ Table 2、論文⑨ Table 3、米国労働省・新聞発表資料各年
<http://stats.bls.gov/newsrels.html>

表15 婚姻上の地位、子供の有無および子の年齢別に見た、代替的・典型的就業形態で就労する女性就業者の割合 (1995年2月/1997年2月)

*各属性の上段は1995年の、下段は1997年の数値

| 属性 | 代替的就業労働者 | | | | 典型的就業労働者 |
|-------------------------------|-----------|-----------|-----------|---------------|----------|
| | 独立 契約者 | 時出 労働者 | 派遣 労働者 | 業務請負 企業労働者 | |
| 女性就業者数、総計 (単位：千人) (%) | 2,714 | 1,015 | 624 | 186 | 52,373 |
| | 2,824 | 1,017 | 719 | 244 | 54,019 |
| | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 家庭を持つ妻ないし女性 (単位：千人) (%) | 2,121 | 685 | 392 | 99 | 35,405 |
| | 2,180 | 687 | 431 | 159 | 36,324 |
| | 78.2 | 67.5 | 62.8 | 53.2 | 67.6 |
| | 77.2 | 67.6 | 59.9 | 65.2 | 67.2 |
| 家庭を持つ妻ないし女性、総計 (単位：千人) (%) | 2,121 | 685 | 392 | 99 | 35,405 |
| | 2,180 | 687 | 431 | 159 | 36,324 |
| | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 18歳以下の子供あり | 54.3 | 57.4 | 61.0 | 48.5 | 56.3 |
| | 53.6 | 61.0 | 48.0 | 66.0 | 56.4 |
| 6歳以下の子供あり | 26.1 | 24.5 | 28.6 | 24.2 | 22.6 |
| | 25.6 | 26.6 | 21.8 | 32.7 | 22.4 |
| 6～17歳の子供あり | 28.1 | 32.8 | 32.4 | 24.2 | 33.7 |
| | 28.0 | 34.2 | 26.2 | 33.3 | 34.0 |
| 18歳以下の子供なし | 45.7 | 42.5 | 39.0 | 51.5 | 43.7 |
| | 46.4 | 39.2 | 52.0 | 34.0 | 43.6 |

注：各数値はおおよその値であるため必ずしも総計とは一致しない。

出所：論文④ Table 3、論文⑨ Table 4

表16 フルタイム・パートタイムの地位とパートタイムで働く理由別に見た、代替的・典型的就業労働者の割合 (1995年2月/1997年2月)

*各属性の上段は1995年の、下段は1997年の数値

資料2

| 属性 | 就業形態 | 就業者数 | 代替的・典型的就業労働者 | | | | |
|---------------|--------------|---------|--------------|-------|-------|-------|----------|
| | | | 独立契約者 | 時出労働者 | 派遣労働者 | 兼業労働者 | 典型的就業労働者 |
| 総計 | 就業者数 (単位：千人) | 123,208 | 8,309 | 1,968 | 1,181 | 652 | 111,052 |
| | | 126,742 | 8,456 | 1,996 | 1,300 | 809 | 114,199 |
| | (%) | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | フルタイム労働者 | 80.5 | 74.4 | 44.1 | 79.4 | 84.0 | 81.7 |
| | | 81.1 | 73.6 | 47.4 | 80.3 | 82.8 | 82.3 |
| | パートタイム労働者 | 19.5 | 25.6 | 55.9 | 20.5 | 16.0 | 18.3 |
| | | 18.9 | 26.4 | 52.6 | 19.7 | 17.2 | 17.7 |
| | 経済的理由 | 3.3 | 6.4 | 19.0 | 10.9 | 5.1 | 3.3 |
| | | 3.5 | 6.3 | 15.2 | 9.1 | 3.7 | 3.0 |
| | 非経済的理由 | 16.2 | 18.9 | 36.2 | 10.9 | 10.6 | 14.6 |
| | | 15.0 | 20.4 | 36.5 | 13.3 | 12.6 | 14.2 |
| 男性、 20歳以上 | 就業者数 (単位：千人) | 63,470 | 5,524 | 876 | 522 | 457 | 56,058 |
| | | 64,863 | 5,608 | 872 | 544 | 555 | 57,289 |
| | (%) | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | フルタイム労働者 | — | 85.6 | 66.8 | 84.1 | 88.4 | 92.0 |
| | | 91.7 | 84.8 | 71.6 | 86.6 | 92.1 | 92.7 |
| | パートタイム労働者 | — | 14.4 | 33.2 | 15.9 | 11.6 | 8.0 |
| | | 8.3 | 15.2 | 28.4 | 13.4 | 7.9 | 7.3 |
| | 経済的理由 | — | 6.8 | 19.6 | 8.6 | 5.5 | 2.8 |
| | | 3.1 | 7.4 | 19.5 | 6.1 | 1.6 | 2.4 |
| | 非経済的理由 | — | 9.0 | 18.5 | 8.2 | 5.5 | 5.8 |
| | | 5.9 | 10.4 | 14.3 | 8.5 | 6.3 | 5.3 |
| 女性、 20歳以上 | 就業者数 (単位：千人) | 54,102 | 2,660 | 938 | 596 | 179 | 49,726 |
| | | 55,848 | 2,783 | 931 | 677 | 238 | 51,231 |
| | (%) | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | フルタイム労働者 | — | 53.5 | 28.8 | 76.5 | 76.5 | 76.2 |
| | | 74.8 | 52.0 | 32.5 | 77.5 | 64.3 | 76.8 |
| | パートタイム労働者 | — | 46.5 | 71.2 | 23.5 | 23.5 | 23.8 |
| | | 25.2 | 48.0 | 67.5 | 22.5 | 35.7 | 23.2 |
| | 経済的理由 | — | 5.6 | 18.3 | 13.7 | 2.8 | 3.5 |
| | | 3.7 | 3.8 | 12.4 | 10.6 | 7.1 | 3.4 |
| | 非経済的理由 | — | 37.1 | 48.1 | 11.7 | 21.2 | 18.9 |
| | | 20.1 | 39.6 | 50.2 | 15.4 | 27.3 | 18.5 |
| 両性、 16～19歳 | 就業者数 (単位：千人) | 5,635 | 125 | 153 | 62 | 16 | 5,267 |
| | | 6,031 | 66 | 193 | 79 | 16 | 5,678 |
| | (%) | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | フルタイム労働者 | — | 20.8 | 8.5 | (*) | (*) | 23.5 |
| | | 26.4 | (*) | 10.4 | 60.8 | (*) | 26.4 |
| | パートタイム労働者 | — | 79.2 | 91.5 | (*) | (*) | 76.5 |
| | | 73.6 | (*) | 89.6 | 39.2 | (*) | 73.6 |
| | 経済的理由 | — | 4.8 | 18.3 | (*) | (*) | 6.5 |
| | | 6.0 | (*) | 9.3 | 16.5 | (*) | 5.6 |
| | 非経済的理由 | — | 71.2 | 65.4 | (*) | (*) | 67.3 |
| | | 65.9 | (*) | 69.9 | 29.1 | (*) | 66.4 |

注：基礎データが75,000人以下は(*)を記載し、数値を明記していない。パートタイマーとは週35時間未満働く労働者で、フルタイマーとは週35時間以上働く労働者である。パートタイムの項目の合計数は、パートタイム労働者の推計と一致しない。これは、パートタイマーの中には、職に就いていたが回答を求めた時点の前週に働いていなかった者が含まれるためである。また、経済的理由のためにパートタイムで就労する者は、通常、フルタイムでも就労することがあるためである。非経済的理由のためにパートタイムで働く」と回答した者は、通常、パートタイムで働く者に限定されている。なお、各数値は概数なので総計は100%にはならない。なお、縦軸の就業者数のうち、「男性、20歳以上」から下方の各欄の、「フルタイム労働者」「パートタイム労働者」等の1995年時の割合は、出所論文に記載がなく、他の論文の表においても引用可能なデータが掲載されていないため、「—」で表している。

出所：論文④ Table 5、論文⑨ Table 5

表17 フルタイム・パートタイムごとの性別、人種別に見た、代替的・典型的就業形態で働く労働者の週給与中間額（1997年2月/1999年2月）

*各属性の上段は1997年の、下段は1999年の額

(単位：US\$)

| 属 性 | | | 代替的就業形態 | | | | 典型的就業形態 |
|----------|-----------|--------|---------------|---------------|---------------|---------------|---------------|
| | | | 独立契約者 | 呼出労働者 | 派遣労働者 | 業務請負企業労働者 | |
| フルタイム労働者 | 16歳以上、中間額 | | \$ 523 640 | \$ 432 472 | \$ 329 342 | \$ 619 756 | \$ 510 540 |
| | 性別 | 男性 | 592 689 | 508 507 | 385 367 | 685 770 | 578 613 |
| | | 女性 | 400 441 | 286 348 | 305 331 | 439 690 | 450 474 |
| | 人種 | 白人 | 574 662 | 455 478 | 324 338 | 675 734 | 524 562 |
| | | 黒人 | 383 414 | 378 393 | 332 354 | 394 719 | 428 445 |
| | | ヒスパニック | 425 504 | 321 308 | 281 296 | (*) (*) | 357 396 |
| | 16歳以上、中間額 | | 189 209 | 119 119 | 148 187 | 145 171 | 144 157 |
| | 性別 | 男性 | 227 319 | 126 133 | 121 192 | (*) (*) | 126 146 |
| | | 女性 | 163 169 | 115 114 | 162 185 | 141 (*) | 151 163 |
| | パートタイム労働者 | 人種 | 白人 | 191 220 | 120 119 | 137 183 | 141 197 |
| 黒人 | | | 159 142 | (*) 130 | 181 (*) | (*) (*) | 146 146 |
| ヒスパニック | | | 175 240 | 133 102 | (*) (*) | (*) (*) | 138 156 |

注：(*) は基礎データが75,000人以下であるので数値を記載していない。典型的就業形態において働く労働者とは、「代替的就业形態」のうち、どの類型にも含まれない労働者をいう。

独立契約者のデータには自営業者のものが含まれている。

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

表18 代替的・典型的就業形態で働く労働者の雇用保証期間（1995年2月/1997年2月）

*各属性の上段は1995年の、下段は1997年の数値

| 属 性 | 総 計 | | | | | 男 性 | | | | | 女 性 | | | | |
|---------------------|-----------|-----------|-----------|---------------|--------------|-----------|-----------|-----------|---------------|--------------|-----------|-----------|-----------|---------------|--------------|
| | 代替的・就業労働者 | | | | 典型的就 業労働者 | 代替的・就業労働者 | | | | 典型的就 業労働者 | 代替的・就業労働者 | | | | 典型的就 業労働者 |
| | 独立 契約者 | 派遣 労働者 | 派遣 労働者 | 業務請負 企業労働者 | | 独立 契約者 | 派遣 労働者 | 派遣 労働者 | 業務請負 企業労働者 | | 独立 契約者 | 派遣 労働者 | 派遣 労働者 | 業務請負 企業労働者 | |
| 総計、16歳以上 (単位：千人) | 8,309 | 1,968 | 1,181 | 652 | 111,052 | 5,595 | 952 | 557 | 466 | 58,678 | 2,714 | 1,015 | 624 | 186 | 52,373 |
| (%) | 8,456 | 1,996 | 1,300 | 809 | 114,199 | 5,633 | 979 | 581 | 565 | 60,180 | 2,824 | 1,017 | 719 | 244 | 54,019 |
| | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 特定の雇用保証 期間あり | 98.3 | 96.8 | 96.8 | 97.9 | 86.9 | 98.1 | 97.1 | 96.6 | 98.1 | 85.9 | 98.5 | 96.5 | 96.9 | 97.3 | 88.0 |
| | 97.6 | 96.2 | 95.4 | 97.4 | 96.1 | 97.6 | 95.7 | 94.5 | 97.0 | 95.8 | 97.7 | 96.7 | 96.0 | 98.4 | 96.5 |
| 1年以下 | 17.1 | 45.4 | 72.7 | 50.5 | 22.5 | 14.7 | 41.7 | 71.8 | 47.4 | 21.6 | 21.9 | 48.9 | 73.5 | 57.5 | 23.6 |
| | 14.5 | 44.8 | 71.0 | 40.5 | 24.7 | 11.9 | 41.3 | 67.7 | 40.2 | 23.3 | 19.7 | 48.3 | 73.6 | 41.2 | 26.3 |
| 6カ月未満 | 6.2 | 25.3 | 45.1 | 25.6 | 8.9 | 5.1 | 25.2 | 47.4 | 25.3 | 8.4 | 8.4 | 25.3 | 43.2 | 26.3 | 9.4 |
| | 5.4 | 25.3 | 42.6 | 19.2 | 10.2 | 3.9 | 20.6 | 42.8 | 19.5 | 9.8 | 8.3 | 29.9 | 42.3 | 18.5 | 10.7 |
| 6カ月～1年 | 10.9 | 20.1 | 27.6 | 24.7 | 13.6 | 9.6 | 16.6 | 24.4 | 22.1 | 13.1 | 13.4 | 23.6 | 30.2 | 31.2 | 14.2 |
| | 9.1 | 19.5 | 28.3 | 21.4 | 14.5 | 8.0 | 20.7 | 24.9 | 20.7 | 13.5 | 11.3 | 18.4 | 31.3 | 22.6 | 15.6 |
| 1年超 | 81.2 | 51.3 | 24.0 | 47.4 | 64.3 | 83.4 | 55.4 | 24.8 | 50.6 | 64.4 | 76.6 | 47.6 | 23.5 | 39.8 | 64.3 |
| | 83.2 | 51.4 | 24.5 | 56.9 | 71.4 | 85.7 | 54.4 | 27.0 | 56.8 | 72.5 | 78.1 | 48.4 | 22.4 | 57.2 | 70.2 |
| 4年未満 | 16.5 | 21.8 | 16.0 | 21.0 | 16.5 | 15.5 | 23.1 | 15.6 | 23.6 | 15.8 | 18.7 | 20.6 | 16.4 | 15.1 | 17.2 |
| | 15.8 | 21.5 | 15.9 | 27.2 | 19.0 | 14.3 | 20.0 | 19.1 | 25.8 | 18.2 | 18.8 | 22.9 | 13.2 | 30.5 | 19.9 |
| 4～9年 | 25.1 | 19.3 | 6.4 | 16.3 | 23.8 | 24.2 | 18.1 | 8.2 | 15.7 | 22.7 | 26.9 | 20.5 | 4.7 | 17.7 | 24.9 |
| | 25.4 | 17.3 | 7.0 | 18.7 | 24.3 | 24.4 | 16.3 | 7.2 | 19.6 | 23.6 | 27.2 | 18.2 | 7.0 | 16.5 | 25.1 |
| 10～19年 | 23.4 | 6.5 | 0.9 | 8.4 | 15.8 | 24.4 | 7.5 | 0.2 | 9.4 | 15.9 | 21.3 | 5.6 | 1.8 | 5.9 | 15.6 |
| | 24.2 | 9.2 | 1.6 | 9.4 | 17.9 | 25.0 | 12.2 | 0.7 | 9.0 | 18.2 | 22.6 | 6.3 | 2.1 | 10.3 | 17.6 |
| 20年以上 | 16.2 | 3.7 | 0.8 | 1.7 | 8.3 | 19.2 | 6.7 | 0.9 | 1.9 | 9.9 | 9.8 | 0.9 | 0.6 | 1.1 | 6.5 |
| | 17.8 | 3.4 | (*) | 1.6 | 10.2 | 21.9 | 5.9 | (*) | 2.3 | 12.5 | 9.6 | 1.0 | (*) | (*) | 7.6 |
| 特定の雇用保証 期間なし | 1.7 | 3.2 | 3.2 | 2.1 | 13.1 | 1.9 | 2.9 | 3.4 | 1.9 | 14.1 | 1.5 | 3.5 | 3.1 | 2.7 | 12.0 |
| | 2.4 | 3.8 | 4.6 | 2.6 | 3.9 | 2.4 | 4.2 | 5.3 | 3.0 | 4.2 | 2.3 | 3.4 | 4.0 | 1.6 | 3.5 |
| 雇用保証期間の 平均(単位：年) | 6.9 | 2.1 | 0.5 | 1.5 | 4.9 | 8.1 | 2.4 | 0.5 | 1.6 | 5.3 | 5.4 | 1.8 | 0.6 | 1.3 | 4.5 |
| | 7.7 | 2.1 | 0.5 | 2.1 | 4.8 | 9.2 | 2.4 | 0.5 | 2.0 | 5.2 | 5.6 | 1.8 | 0.5 | 2.2 | 4.4 |

注：(*)は0.05%以下を示している。各数値はおおよその値なので合計しても総計とは必ずしも一致しない。典型的就業形態で就労する労働者の数値は、現在の使用者の下での雇用保証期間を表している。平均雇用保証期間は、特定の雇用保証期間があると回答した労働者のみについて算出している。

出所：論文④ Table 10、論文⑨ Table 11

表19 代替的就業形態で働く労働者の健康保険適用率と企業年金有資格の割合
(1995年2月/1997年2月/1999年2月)

*各属性の上段は1995年の、中段は1997年の、下段は1999年の数値

| 属 性 | 就業者数 (単位：千人) | 健康保険適用率 | | 企業年金の有資格者率② | |
|------------------|-----------------|-----------|--------------------|-------------|------------------|
| | | 割合 (%) | 使用者による提 供率① (%) | 割合 (%) | 企業年金の適用 率 (%) |
| 代替的就業形態 独立契約者 | 8,309 | 72.6 | (3) | — | — |
| | 8,456 | 72.7 | (3) | 3.6 | 2.3 |
| | 8,247 | 73.3 | (3) | 2.8 | 1.9 |
| 呼出労働者 | 2,078 | 63.5 | 16.9 | — | — |
| | 1,996 | 67.3 | 19.6 | 27.0 | 19.2 |
| | 2,032 | 67.3 | 21.1 | 29.0 | 22.5 |
| 派遣労働者 | 1,181 | 44.9 | 5.7 | — | — |
| | 1,300 | 46.4 | 7.0 | 10.4 | 3.7 |
| | 1,188 | 41.0 | 8.5 | 11.8 | 5.8 |
| 業務請負企業労働者 | 652 | 69.9 | 42.5 | — | — |
| | 809 | 81.7 | 50.2 | 47.6 | 35.7 |
| | 769 | 79.9 | 56.1 | 53.9 | 40.2 |
| 典型的就業形態 | 111,052 | 82.7 | 57.2 | — | — |
| | 114,199 | 82.8 | 57.5 | 52.5 | 46.9 |
| | 119,109 | 82.8 | 57.9 | 54.1 | 48.3 |

注：典型的就業形態で就労する労働者とは「代替的就業形態」に当てはまらない労働者を指している。

(1) 自営業者と独立契約者は除外している。

(2) 自営業者は除外している。独立契約者は含まれる。

(3) 算出していない。

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

表20 男女別に見た代替的就業労働者の代替的就業で働く理由（1995年2月/1997年2月）

*各属性の上段は1995年の、下段は1997年の数値
(単位：%)

| 属 性 | 総 計 | | | 男 性 | | | 女 性 | | |
|-------------------|-----------|------------|-----------|-----------|------------|-----------|-----------|------------|-----------|
| | 独立 契約者 | 呼 出 労働者 | 派遣 労働者 | 独立 契約者 | 呼 出 労働者 | 派遣 労働者 | 独立 契約者 | 呼 出 労働者 | 派遣 労働者 |
| 16歳以上 (単位：千人) | 8,309 | 1,968 | 1,181 | 5,595 | 952 | 557 | 2,714 | 1,015 | 624 |
| (単位：%) | 8,456 | 1,996 | 1,300 | 5,633 | 979 | 581 | 2,824 | 1,017 | 719 |
| | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 経済的理由 | 10.0 | 47.4 | 64.7 | 10.3 | 56.8 | 75.4 | 9.2 | 38.6 | 55.2 |
| | 9.4 | 40.7 | 59.6 | 10.2 | 50.1 | 65.2 | 7.8 | 31.7 | 55.0 |
| ・見つけた職がこの職種のみ | 4.0 | 32.4 | 39.4 | 4.2 | 38.6 | 47.4 | 3.6 | 26.6 | 32.3 |
| | 2.7 | 27.1 | 34.6 | 2.7 | 33.1 | 41.0 | 2.8 | 21.2 | 29.4 |
| ・今の就労から恒常的就労になる期待 | 0.6 | 8.5 | 17.9 | 0.6 | 9.2 | 18.3 | 0.4 | 7.8 | 17.5 |
| | 0.7 | 5.3 | 17.7 | 0.6 | 5.0 | 15.7 | 0.8 | 5.6 | 19.3 |
| ・その他 | 5.4 | 6.6 | 7.5 | 5.5 | 9.0 | 9.7 | 5.2 | 4.1 | 5.5 |
| | 6.0 | 8.3 | 7.2 | 6.9 | 12.0 | 8.4 | 4.1 | 4.8 | 6.3 |
| 個人的理由 | 87.0 | 49.7 | 33.3 | 86.9 | 40.0 | 23.2 | 87.1 | 58.9 | 42.4 |
| | 76.0 | 39.4 | 29.3 | 74.7 | 27.6 | 22.2 | 78.5 | 50.7 | 35.1 |
| ・ワークスケジュールの柔軟性 | 19.2 | 23.5 | 13.5 | 14.6 | 15.1 | 6.5 | 28.7 | 31.3 | 19.7 |
| | 23.6 | 22.4 | 16.1 | 18.0 | 15.9 | 10.7 | 34.6 | 28.5 | 20.4 |
| ・家庭責任の問題 | 3.4 | 3.4 | 2.2 | 1.2 | 1.2 | 0.4 | 8.0 | 5.4 | 3.9 |
| | 3.9 | 6.0 | 2.4 | 1.4 | 1.6 | 0.9 | 9.1 | 10.1 | 3.6 |
| ・就学ないし職業訓練 | 0.5 | 5.6 | 2.5 | 0.3 | 5.0 | 3.1 | 1.0 | 6.0 | 1.8 |
| | 0.6 | 6.4 | 4.5 | 0.4 | 5.1 | 4.3 | 1.0 | 7.6 | 4.7 |
| ・その他 | 63.9 | 17.2 | 15.1 | 70.9 | 18.7 | 13.2 | 49.4 | 16.2 | 16.9 |
| | 48.0 | 4.6 | 6.4 | 55.1 | 4.9 | 6.4 | 33.8 | 4.4 | 6.4 |
| 理由不明 | 3.1 | 2.9 | 1.9 | 2.8 | 3.3 | 1.3 | 3.7 | 2.6 | 2.6 |
| | 14.6 | 19.9 | 11.1 | 15.1 | 22.4 | 12.7 | 13.7 | 17.7 | 9.9 |

出所：論文④ Table 9、論文⑨ Table 9

表21 代替的就業形態で働く労働者の今後の就業に対する志向

(1995年2月/1997年2月/1999年2月)

*各志向の上段は1995年の、中段は1997年の、下段は1999年の数値

(単位：%)

| 志 向 | 独立契約者 | 呼出労働者 | 派遣労働者 |
|------------------|-------|-------|-------|
| 総計、16歳以上 (単位：千人) | 8,309 | 1,968 | 1,181 |
| | 8,456 | 1,996 | 1,300 |
| | 8,247 | 2,032 | 1,188 |
| 割 合 (単位：%) | 100.0 | 100.0 | 100.0 |
| 典型就業のほうがよい | 9.8 | 56.7 | 63.3 |
| | 9.3 | 50.1 | 59.2 |
| | 8.5 | 46.7 | 57.0 |
| 代替的就業のほうがよい | 82.5 | 36.6 | 26.6 |
| | 83.6 | 40.0 | 33.5 |
| | 83.8 | 44.7 | 33.1 |
| 場合による | 5.1 | 4.2 | 8.1 |
| | 4.6 | 6.4 | 4.8 |
| | 5.2 | 4.8 | 5.3 |
| わからない | 2.6 | 2.5 | 1.9 |
| | 2.5 | 3.5 | 2.5 |
| | 2.5 | 3.8 | 4.6 |

注：各数値は総計と一致しないことに注意。

出所：論文④ Table 8、論文⑨ Table 8、米国労働省・新聞発表資料各年

<http://stats.bls.gov/newsrels.html>

- ① Anne E. Polivka, *Contingent and alternative work arrangements, defined*, MONTHLY LABOR REVIEW, Vol. 119, No. 10 (October 1996).
- ② Anne E. Polivka, *A profile of contingent workers*, MONTHLY LABOR REVIEW, Vol. 119, No. 10 (October 1996).
- ③ Steven Hipple and Jay Stewart, *Earnings and benefits of contingent and noncontingent workers*, MONTHLY LABOR REVIEW, Vol. 119, No. 10 (October 1996).
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- ⑦ Donna S. Rothstein, *Entry into and consequences of nonstandard work arrangements*, MONTHLY LABOR REVIEW, Vol. 119, No. 10 (October 1996).
- ⑧ Steven Hipple, *Contingent work: results from the second survey*, MONTHLY LABOR REVIEW, Vol. 121, No. 11 (November 1998).
- ⑨ Sharon R. Cohany, *Workers in alternative employment arrangements: a second look*, MONTHLY LABOR REVIEW, Vol. 121, No. 11 (November 1998).
- ⑩ Contingent and Alternative Employment Arrangementsに関するBLSの各年新聞発表資料. (<http://stats.bls.gov/newsrels.html>)