PERMANENT AND TEMPORARY WORKERS

Australia

Definition:

**Permanent worker:** Permanent workers are employees with paid leave entitlements in jobs or work contracts of unlimited duration, including regular workers whose contract last for 12 months and over.

**Temporary worker:** Employees on a fixed term contract or whose expected duration of main job was less than one year with Seasonal/temporary/fixed contract work supplied as the reason. Temporary employment is obtained as the sum of the following categories: 'Fixed term contract', 'Paid by employment agency' and 'Seasonal workers'. Paid by employment agency covers all employees who were paid by an employment agency/labour hire firm. Fixed term contract covers all employees working on a fixed term contract and excludes employees paid by an employment agency/labour hire firm. Seasonal workers cover all employees whose expected duration of main job was less than one year with Seasonal/temporary/fixed contract supplied as the reason and excludes all employees who are on a fixed term contract or paid by an employment agency/labour hire firm.

**Source:** Estimates are from the supplementary survey Forms of Employment, conducted in November 2006, 2004, 2001 and August 1998.

Austria, Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden and the United Kingdom

**Definition:** (This question is addressed only to employees.) In the majority of the European Union countries most jobs are based on written work contracts. However in some countries such contracts exist only for specific cases (for example in the public sector, for apprentices, or for other persons undergoing some formal training within an enterprise). Taking account of these different institutional arrangements the notions "temporary job" and "work contract of limited duration" (likewise "permanent job" and "work contract of unlimited duration") describe situations which under different institutional frameworks, can be regarded as similar.

A job may be regarded as temporary if it is understood by both employer and the employee that the termination of the job is determined by objective conditions such as reaching a certain date, completion of an assignment or return of another employee who has been temporarily replaced. In the case of a work contract of limited duration the condition for its termination is generally mentioned in the contract. To be included in these groups are:

a) persons with a seasonal job,

b) persons engaged by an employment agency or business and hired out to a third party for the carrying out of a "work mission" (unless there is a work contract of unlimited duration with the employment agency or business),

c) persons with specific training contracts.

If there exists no objective criterion for the termination of a job or work contract these should be regarded as permanent or of unlimited duration.
Source: European Labour Force Survey.

Canada

Definition:
Permanent worker: A permanent job is one that is expected to last as long as the employee wants it, given that business conditions permit. There is no pre-determined termination date.
Temporary worker: A temporary job has a pre-determined end date or will end as soon as project is completed or a fixed term contract.

Czech Republic

Definition:
Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.
Temporary worker: Workers whose main job is a: fixed-term contract; interim work through a temporary work agency; apprentices and trainees; probationary period; an occasional, casual or seasonal worker; carries out community work as an unemployed; or has a contract for a specific task.

Finland

Definition:
Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.
Temporary worker: Workers whose main job is a fixed-term contract.

Hungary

Definition:
Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.
Temporary worker: Workers whose main job is a: fixed-term contract and refers only to dependent employment, which also includes occasional, casual or seasonal workers and daily workers.

Iceland

Definition:
Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.
Temporary worker: Workers whose main job is a: fixed-term contract; interim work through a temporary work agency; apprentices and trainees; probationary period; and an occasional, casual or seasonal worker.
Source: Labour Force Survey.
Japan

Definition:

**Permanent worker**: Persons whose main job is a work contract of unlimited duration or regular workers whose contract last for 12 months and over.

**Temporary worker**: Workers whose main job is a fixed-term contract lasting not more than one year, occasional, casual or seasonal work, or work lasting less than 12 months.

**Source**: Monthly Household Labour Force Survey.

Korea

Definition:

**Permanent worker**: Wage and salary workers (i.e. employees) whose main job is of unlimited duration characterised by continuity in the work relationship with the current employer.

**Temporary worker**: Non-permanent employees are workers who do not expect continuity in the work relationship with their current employer. This includes persons on fixed-term contract, on contract repetition and on short period of labour.

**Source**: August Supplement of the Economically Active Population survey.

Mexico

Definition:

**Permanent worker**: Persons whose main job is a permanent job or with a work contract of unlimited duration (the survey only asks this to salaried workers with a written contract). It also includes salaried workers with verbal contracts when they are working the entire year, except those working in agriculture and construction in occupation groups linked directly to the production process (as agricultural workers, assistants or peons).

**Temporary worker**: Workers whose main job is a: fixed-term contract (for salaried workers with a written contract); an occasional, casual or seasonal worker (for salaried workers with verbal contracts when they are not working the entire year, or those who are working in the agriculture and construction occupation groups linked directly to the production process -- as agricultural workers, assistants or peons-- even when they are working the entire year) has a contract for a specific task (for salaried workers with a written contract); or work lasting less than 12 months (for salaried workers with a verbal contract when they are not working the entire year).

**Source**: Encuesta Nacional de Empleo (ENE).

**Breaks in series**: 1995/1996

**Reason**: The Labour force survey questionnaire was modified in 1995, to capture information on ‘usual hours worked’ and ‘kind of work contract’ for the wage earners and salaried workers.

**Result**: It is now possible to obtain data on ‘permanent/temporary employment’.

Norway

Definition:

**Permanent worker**: Persons whose main job is a permanent job or with a work contract of unlimited duration.
**Temporary worker**: Workers whose main job is a: fixed-term contract; interim work through a temporary work agency; apprentices and trainees; probationary period; an occasional, casual or seasonal worker; contract for a specific task; work lasting less than 12 months, daily workers and others.

**Source**: Quarterly Labour Force Survey.

**Poland**

**Definition**:

**Permanent worker**: Until 2001, persons whose job is defined as a job undertaken for an indefinite period or a period lasting more than one year. From 2001, persons whose permanent job or work contract is of unlimited duration.

**Temporary worker**: Until 2001, workers whose main job lasts less than 12 months. From 2001 onwards, workers with a fixed-term contract.

**Source**: Labour Force Survey.

**Breaks in series**: 1998/1999

**Reason**: Data refer to 1st quarter 1999 only.

**Slovak Republic**

**Definition**:

**Permanent worker**: Persons whose main job is a permanent job or work contract of unlimited duration.

**Temporary worker**: Workers whose main job is a: fixed-term contract; interim work through a temporary work agency; apprentices and trainees; an occasional, casual or seasonal worker; carrying out community work as an unemployed; has a contract for a specific task or daily workers.

**Source**: Labour Force Sample Survey.

**Switzerland**

**Definition**:

**Permanent worker**: Persons whose main job is a permanent job or with a work contract of unlimited duration.

**Temporary worker**: Workers whose main job is a: fixed-term contract; interim work through a temporary work agency; apprentices and trainees; an occasional, casual or seasonal worker; carrying out community work as an unemployed; has a contract for a specific task; work lasting less than 12 months or daily workers.

**Source**: Swiss Labour Force Survey (ESPA).

**Turkey**

**Definition**:

**Permanent worker**: Persons whose main job is a permanent job or with a work contract of unlimited duration and regular workers whose contract last for 12 months and over.

**Temporary worker**: Workers whose main job is an occasional, casual or seasonal worker; daily workers or other persons who depend on an employer, works not regular or unlimited duration, works seasonal or temporary or whether find a job. (ex. Construction workers, etc.).

**Source**: Bi-annual Household Labour Force Survey.
Breaks in series: 1998/1999
Reason: Data refer to April 1999 only.

United States

Definition:
Permanent worker: Workers not falling in the contingent workers category defined below.
Temporary worker: Independent contractors, temporary help and contract company workers and on call workers who do not expect their job to last.