



TNO Flexbarometer

Flexible labour: step up or step down?

Anneke Goudswaard , in cooperation with Robert Vergeer, Hanneke Kooij-de Bode, Ellen van Wijk, Marjoleine 't Hart, Seth van der Bossche





Context

Strong debate on ..

- .. the number of flexible workers in the Netherlands
- .. the definition of 'flexible worker'
- .. the value of flexible contracts as a buffer during the crisis
- .. the price certain groups of flexible workers pay for this

Opposite views on flexible contracts: step up or step down

- .. flexible workers as trendsetters
- .. flexible contracts as stepping stone
- .. flexible contracts as trap





Objective

- Development of an instrument to provide a balanced insight into the volume and position of flexworkers;
 - Interactive website or app;
 - To be used in debate on flexwork;
 - Basis for further analysis.
-
- Flexworkers: all forms of external contractual flexibility, such as temporary agency contracts, fixed term contracts, secondment, self-employed, free-lancers



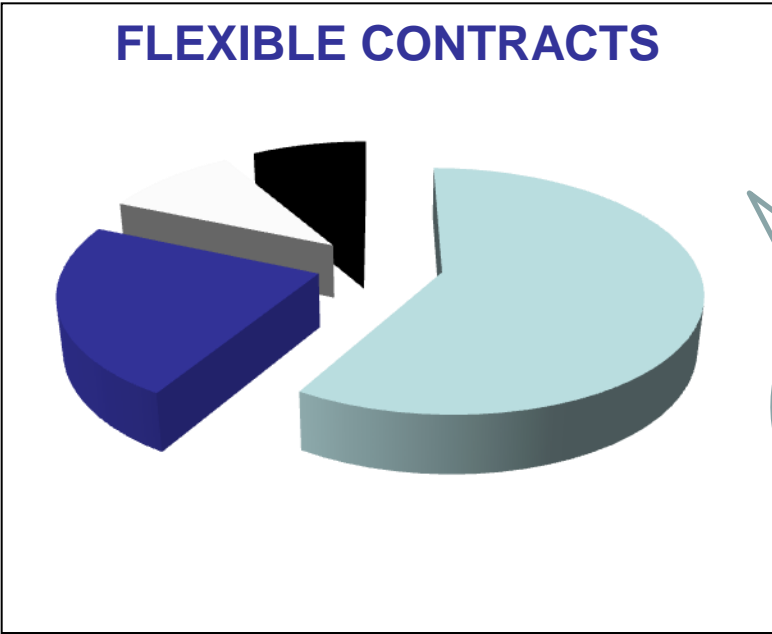


Principles

- Representative, objective data - available sources;
- Clear and transparent presentation;
- Combination of sources in order to provide balanced insight into different groups, their motives, demands, relation between flexible contract, employment conditions, workability and employability;
- Missing information, such as specific groups or themes to be filled by new sources.

- Involvement of many stakeholders: TNO, ABU, FNV, Ministry of Work and Employment, Ministry of Internal Affairs, Ministry of Economic Affairs, Agriculture and Innovation, CBS, UWV, Reflect, AWWN, Randstad, Tempo Team, Vebego, TMC, Atos Interim

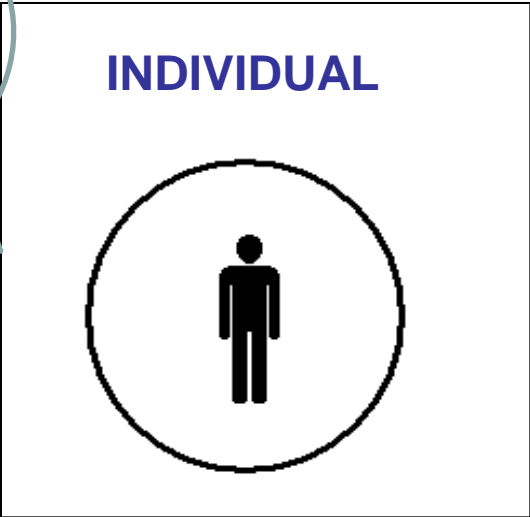
**FLEXBARO
METER
-
CONTENT**



Volume & characteristics

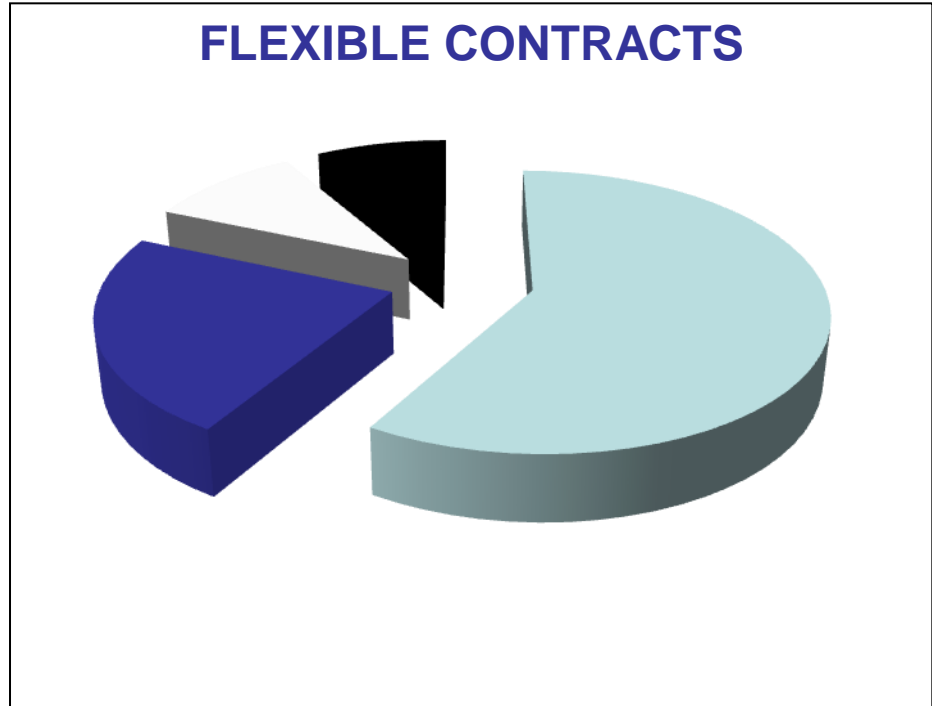
TWO PERSPECTIVES

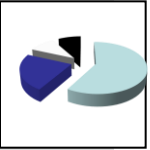
Motives, position & impact on the individual



Company practices & impact on the organisation

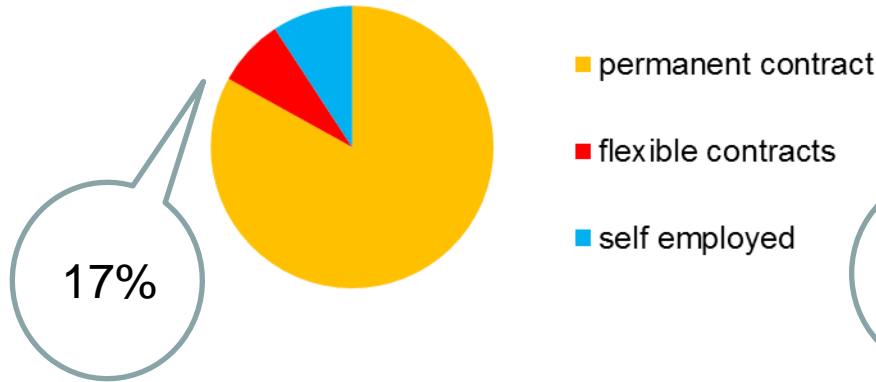
FLEXIBLE CONTRACTS



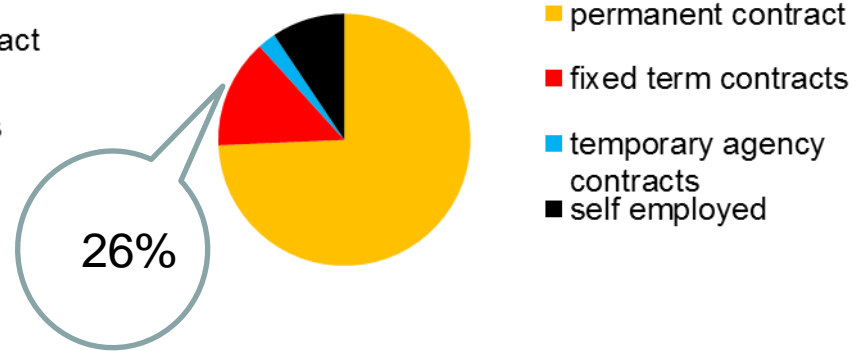


Example 1. Volume

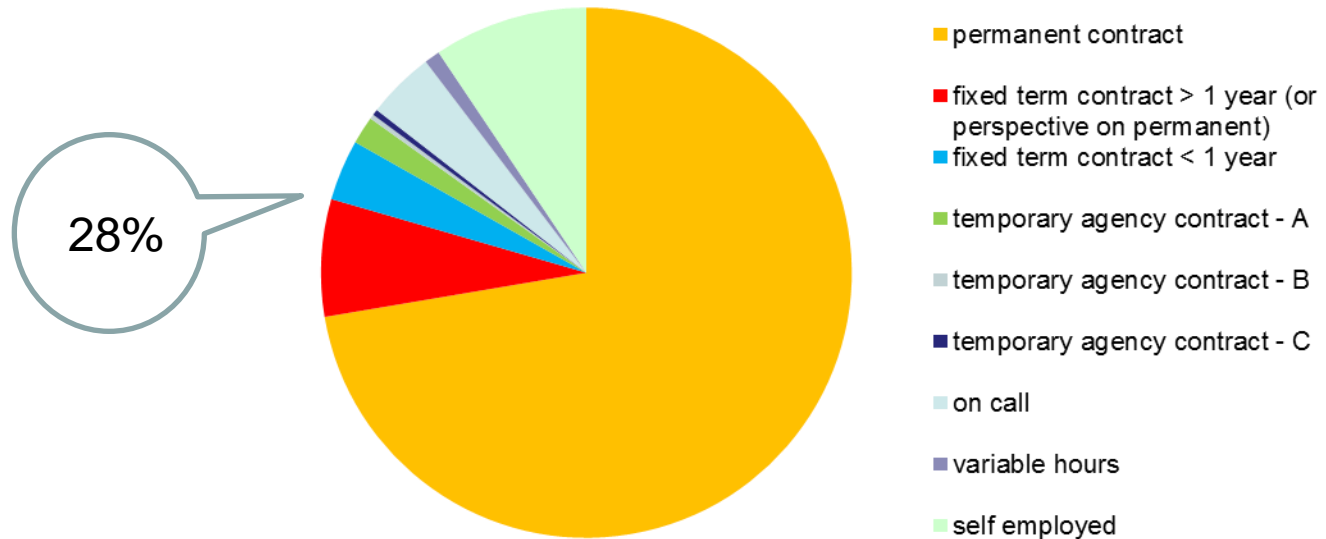
EBB 2009, excl < 12 hrs



EBB 2009, incl < 12 hrs and fixed term contracts



EBB 2009, incl. < 12 hrs, incl. all fixed term contracts



INDIVIDUAL

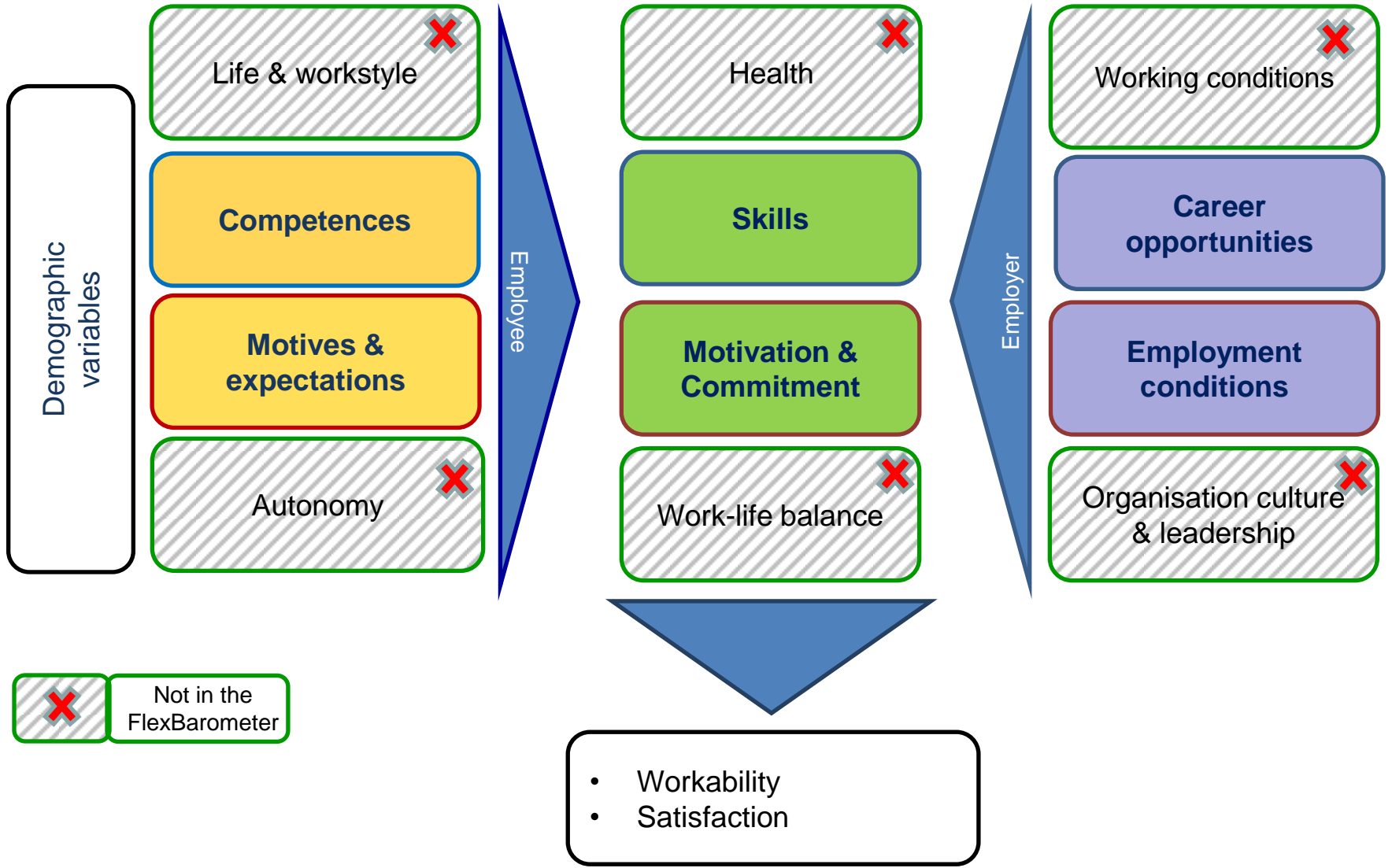
INDIVIDUAL





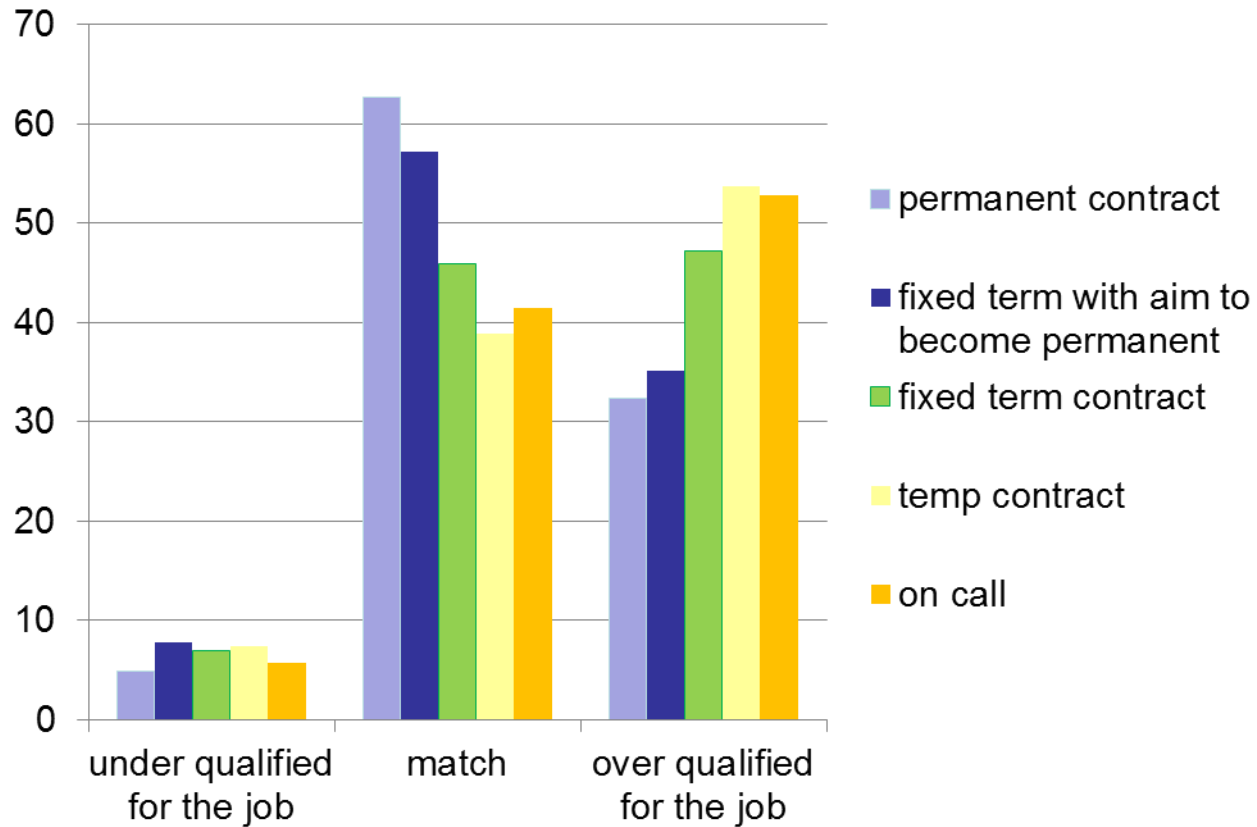
INDIVIDUAL PERSPECTIVE

INDICATORS





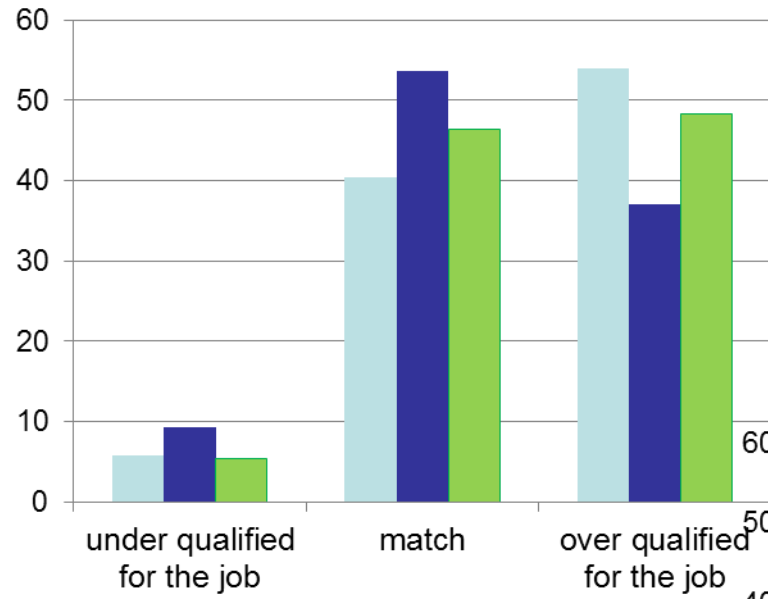
Example 2. Skills



Source: TNO, NEA 2010



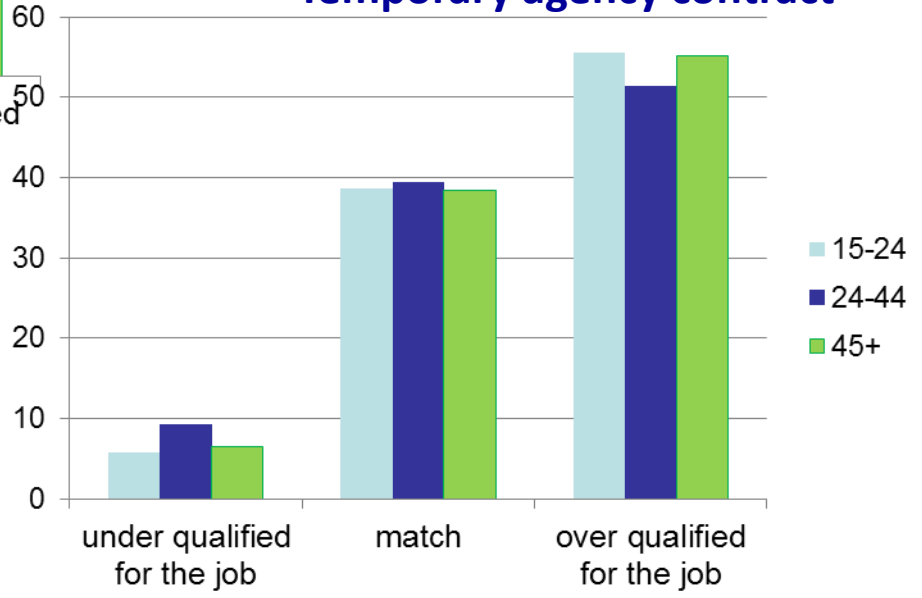
Skills & age



Fixed term contract

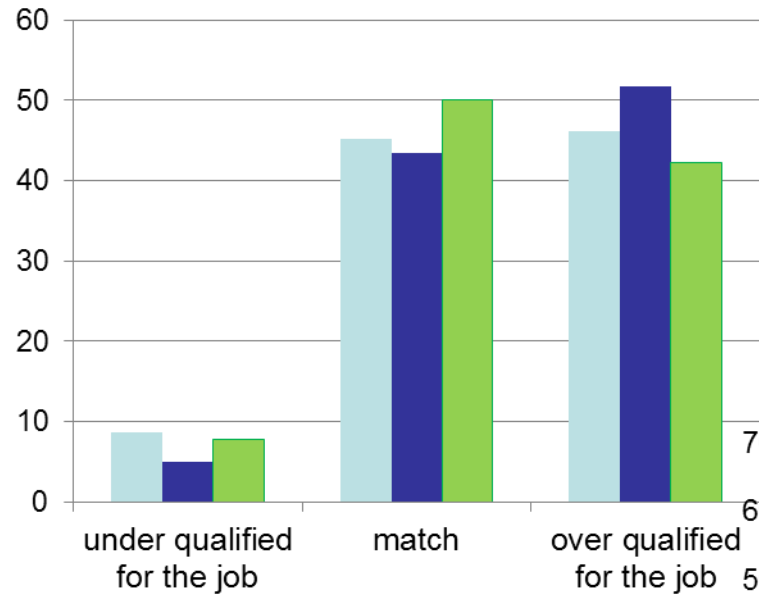
Source: TNO, NEA 2010

Temporary agency contract





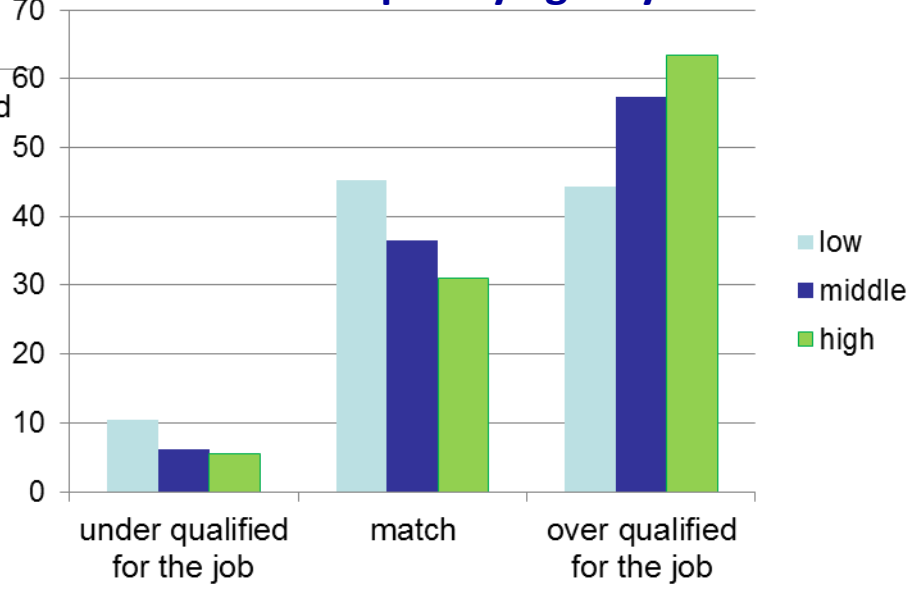
Skills & education



Fixed term contract

Source: TNO, NEA 2010

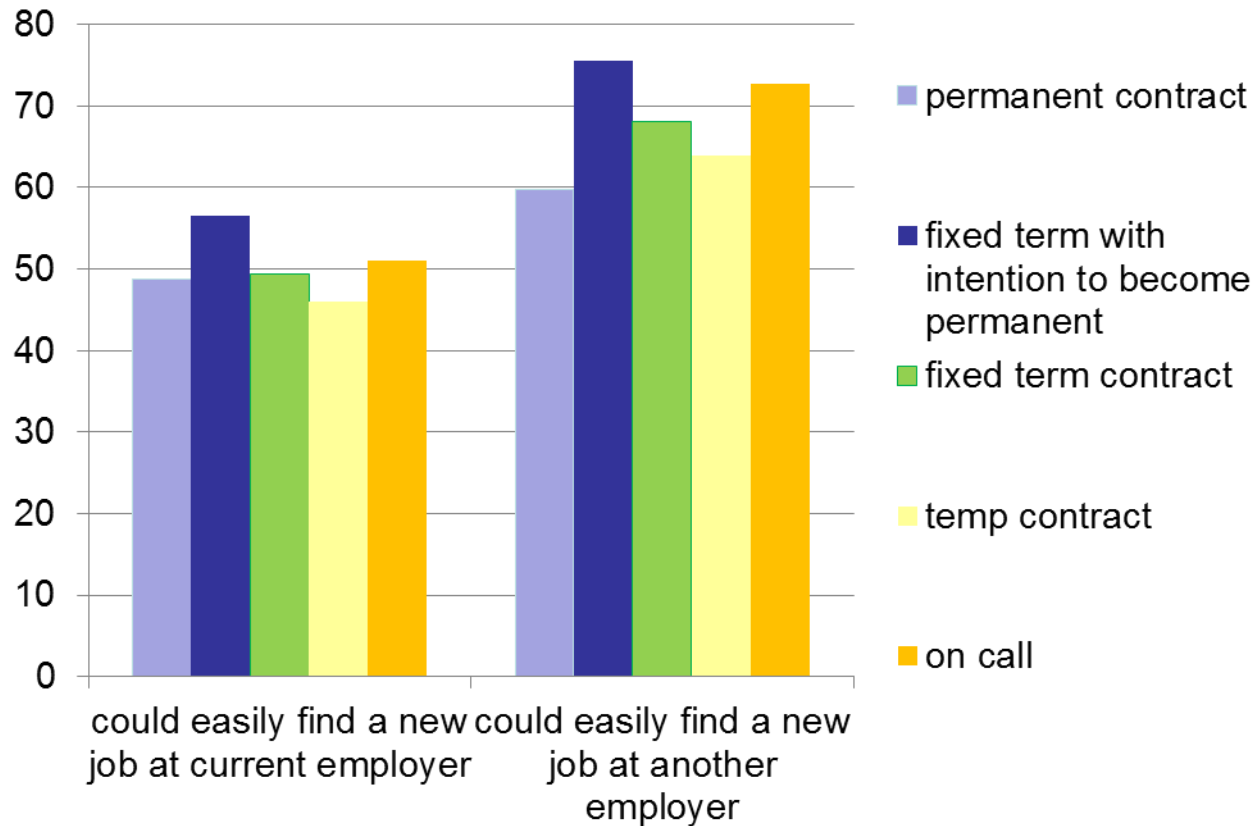
Temporary agency contract





Example 3. Career opportunities

% I (fully) agree

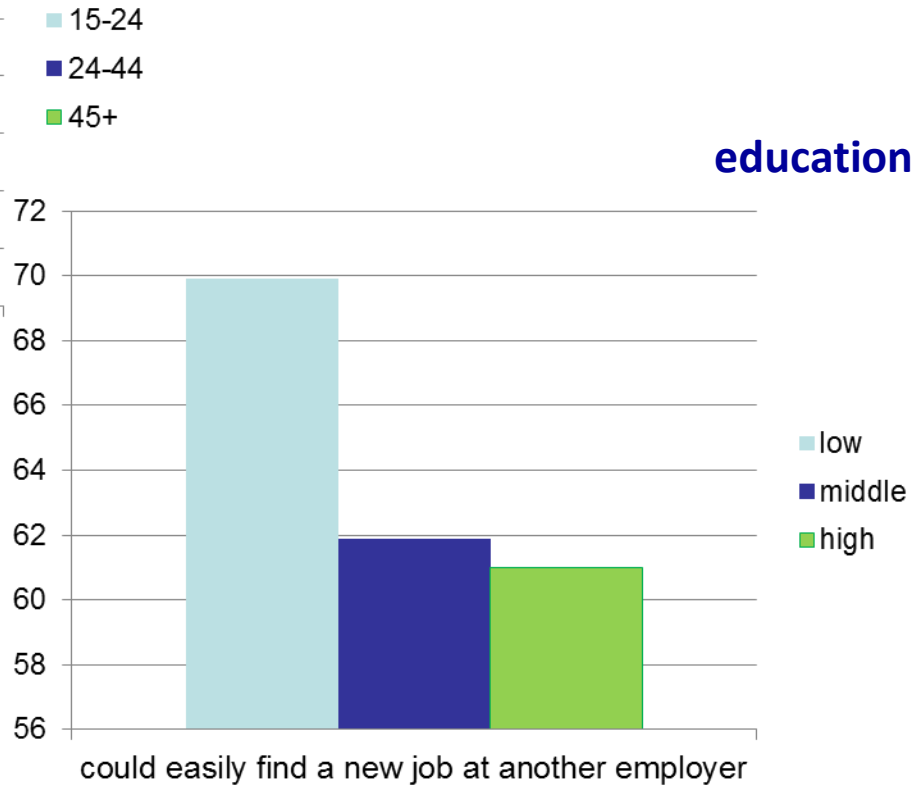
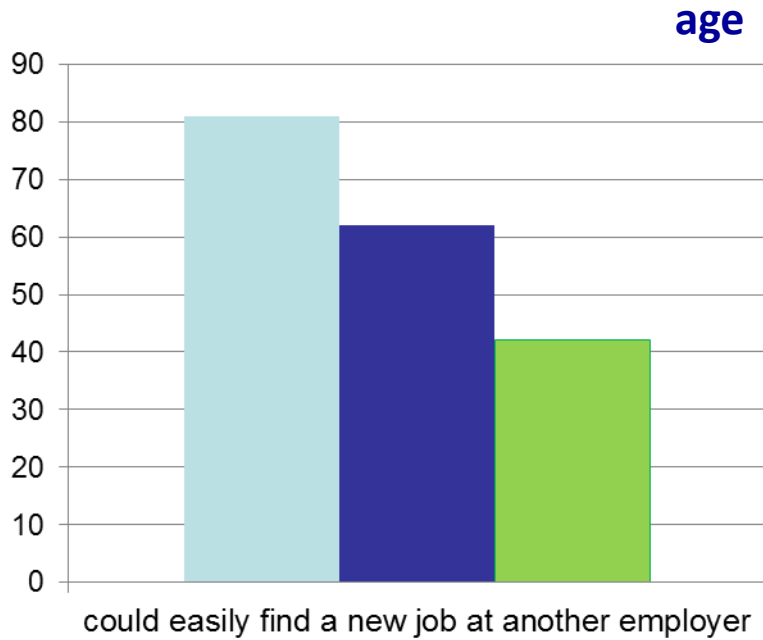


Source: TNO, NEA 2010



Career opportunities- Temporary agency contracts

INDIVIDU



Source: TNO, NEA 2010

ORGANISATION





Indicators – organisational level

FLEXIBILITY



INNOVATION



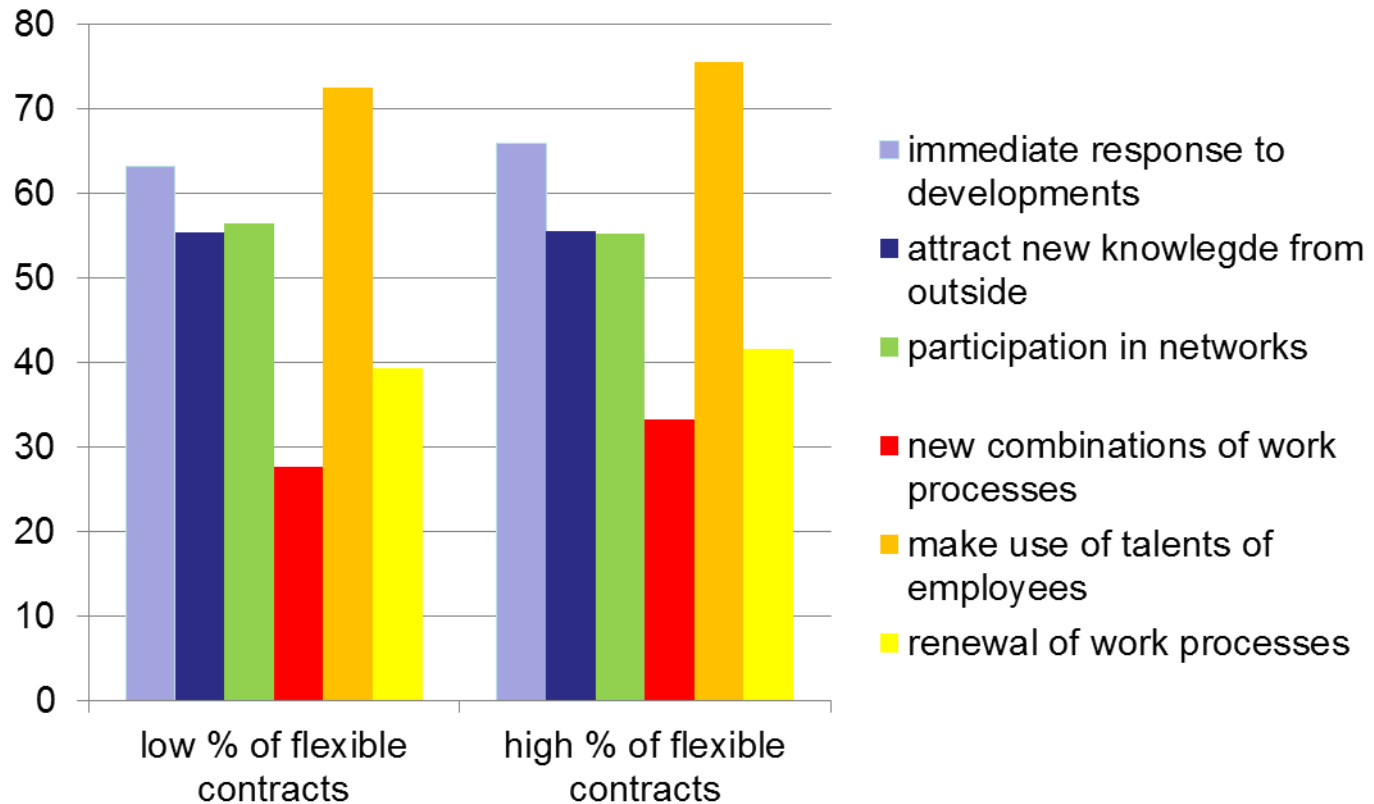
SUSTAINABILITY





Example 4. Innovative climate

% I (fully) agree



Source: TNO, WEA 2010

Work in progress

- Development of internet tool – technical challenges
- Combination of data – statistical challenges
- Missing groups (secondment, self-employed)
- Existing indicators based upon permanent contracts
- Missing indicators (motives, impact)



Questions & suggestions



FOCUS

**EXISTING
KNOWLEDGE**

MISSING DATA