

Task 3.3

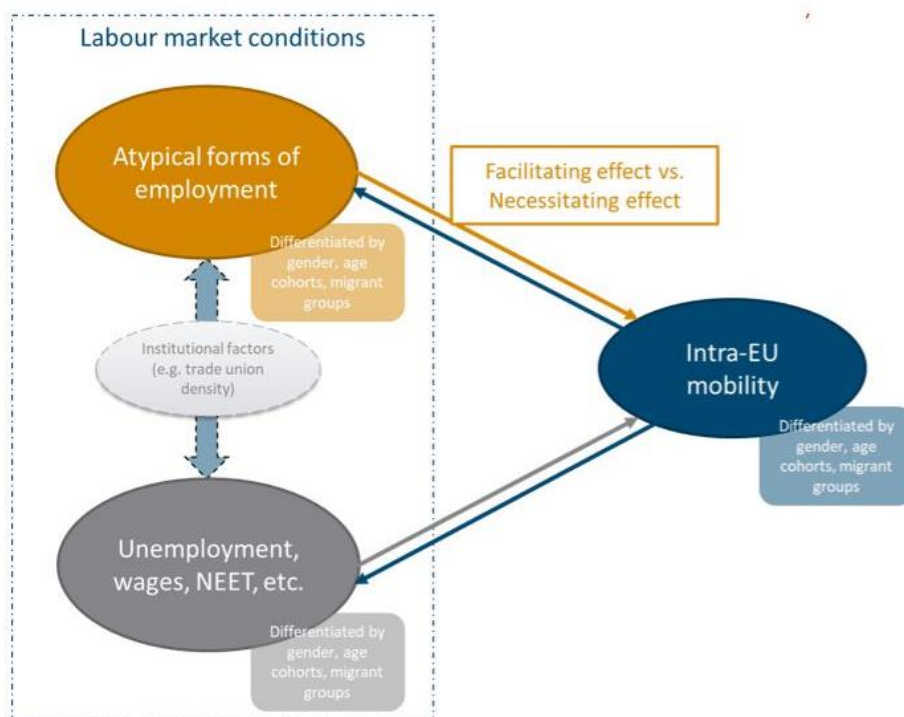
Atypical work and intra-EU mobility patterns

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1. Task description

Atypical forms of employment are becoming increasingly prevalent in many EU countries (incl. part-time work, temporary work, fixed-term work, casual work, seasonal work, self-employment, independent work and homework). This task analyses the labour market-specific causes for and consequences of intra-EU-27 mobility in relation to atypical work. It will study whether and how different types of work act as drivers of migration and, conversely, how migration affects the emergence and development of different types of (typical/atypical) employment while controlling for the role of institutional and policy settings. We will use data for the period 2000-2020 obtained from Eurostat, ILO, and OECD.

Figure 1. Overview of Task 3.3



2. Background / Setting

Since 2010, more and more Europeans find themselves engaged in atypical forms of employment and of a wider variety (Eurofound, 2015). Especially, younger age cohorts, but also older workers, women and migrants are disproportionately represented in atypical forms of employment (Eurofound, 2015; OECD, 2020). Besides, with the COVID-19 pandemic, atypical forms of employment are becoming more frequent thanks to remote work (Eurofound, 2022). The number of cross-border teleworkers is rising rapidly and has reached almost 11% during the pandemic, and expectations are that this form of employment will continue to expand (Hoffman et al., 2022). This atypical form of employment is likely to discourage outward mobility - especially in those EU countries and regions where employment and earning opportunities are less advantageous than in others. While there is a growing body of literature on remote work, atypical forms of employment and the changing world of work, (see, e.g., ILO, 2016; WEF, 2021), very little is known about how these transformations will affect mobility patterns in the EU. In view of this, this study aims at filling this gap and shedding light on atypical forms of employment and determine how (1) they are affecting different social groups differently (e.g., women, young and older age cohorts, but also migrants) and how (2) intra-EU mobility patterns are changing due to such transformations in the world of work.

3. State-of-the-art

The literature on atypical forms of employment and intra-EU labour mobility is very scarce, despite the relevance of the topic. One of the very few papers which looks at atypical forms of employment and intra-EU mobility – Monastiriotes and Sakkas (2021) – found quite a diverse picture across EU countries. Specifically, employment flexibility (atypical form of employment) might be negatively associated with outward mobility especially in the southern EU countries, such as Italy, Greece, Spain and Portugal, indicating that effects can be quite diverse depending on the level of flexibility, economic performance and cross-regional adjustments. However, the study mainly focused on flexibility and the response of outward migration to regional unemployment, leaving aside a few other drivers of intra-EU labour mobility, such as earnings gaps and other labour market features.

4. Advancement compared to the state of the art

Migration and intra-EU labour mobility depend on labour market conditions (such as employment opportunities, wages differences, skills utilisation and returns to education, and other institutional

arrangements which affect mobility). Therefore, in this study, we will move the research frontier a step further and examine how intra-EU mobility patterns are changing and how push and pull factors of mobility – not only unemployment – including atypical forms of employment influence it. This will be one of first studies which will look at how intra-EU mobility is re-shaped taking into account different forms of atypical jobs that are emerging (e.g. remote work and freelancing is facilitating the match between potential workers and employers as such avoiding the need to move or being transferred to other locations and countries for many workers). Furthermore, in addition, in this setting, other determinants that capture the impact of institutional arrangements on labour mobility – such as trade unions – will be tested and analysed.

5. Research to be done

The analysis will examine the mobility patterns and labour market adjustments at pair country level for the EU-27. Methodologically, a panel Vector-Autoregression (pVAR) model of push and pull factor of mobility for different forms of atypical forms of employment will be analysed. Mobility and labour market adjustment will be jointly determined through a set of simultaneous equations where each of the variables is assumed to be endogenous and dependent on each other. Depending on data availability, we aim to identify different migrant groups such as permanent, short term or young age cohorts, men, and women and determine how labour market conditions and different employment opportunities affects their mobility patterns in the EU.

6. Methodology

We will use descriptive analysis to identify and present the most frequent forms of atypical employment and trends over the 2000-2021 period, or the latest year available.

We will test econometrically the drivers of mobility and how atypical forms of employment affect migration.

We will run different specifications to examine the effects for different social groups, differentiating by age, gender, and migration background, if the data will allow.

7. Data sources

The pVAR approach requires a long-term series and the purpose here is to cover the period 2000-2020. The matrix of intra EU-27 mobility (pair country level net mobility) can be attained from Eurostat. This data series allow distinguishing by gender and different age groups. Also, different

labour market indicators, such as activity rate, atypical employment shares are attained from Eurostat. Other labour market indicators such as wages, unemployment rates, statistics on young people neither in employment nor in education or training (NEETS), but also labour underutilisation rates by age and gender can be attained from Eurostat and ILO, while trade union density can be attained from the OECD. A database about teleworking, with information in part about individuals with migration background made available by European Centre for the Development of Vocational Training (CEDEFOP), will allow to analyse the effects of remote work for different social groups including migrants.

References

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