

## PL016: EXISTENCE OF PREVIOUS EMPLOYMENT EXPERIENCE

**Topic and detailed topic:** Job tenure, work biography and previous work experience/ Previous work experience

**Variable type:** Annual

**Unit:** All current household members aged 16 years and over

**Reference period:** Current

**Mode of collection:** Personal interview (proxy as an exception for persons temporarily away or in incapacity) or registers

**In use (period):** Yes, since the first year of the EU-SILC data collection (new identifier from 2021)

**Series' differences:** Yes, 2009 and 2021 (In 2021, PL015 is replaced by PL016)

### VALUES AND FORMAT

- |   |   |
|---|---|
| 1 | Person has never been in employment                         |
| 2 | Person has employment experience limited to occasional work |
| 3 | Person has employment experience other than occasional work |

### FLAGS

- |    |                                    |
|----|------------------------------------|
| 1  | Collected via survey/interview     |
| 2  | Collected from administrative data |
| 3  | Imputed                            |
| 4  | Not possible to establish a source |
| -1 | Missing                            |
| -2 | Not applicable (PL032 equal to 1)  |
| -7 | Not applicable (PB010 < 2021)      |

### DESCRIPTION

This variable is part of the standardised social variable list.

The variable provides information on whether a person without employment has previously been in employment, and whether the previous employment experience was or not limited to purely occasional work. For the purpose of this variable, occasional work refers to a job without the features of continuity and job security. It is defined as a job that lasted less than three months (regardless of whether the job is part-time or full-time, formal or informal) and had only one spell in time.

Employment is defined in the 19th ICLS resolution<sup>53</sup> concerning statistics of work, employment and labour underutilization. The previous employment experience should be employment for pay or profit, with at least one hour of work per week.

A person who only has work experience that is not in line with the employment definition in the 19th ICLS resolution (eg. unpaid work or unpaid traineeships) should be coded as having no employment experience.

Unpaid family work is considered as employment according to the 19th ICLS resolution and should be treated as employment experience.

Work as a conscript (compulsory military or civilian service) should not be considered as employment experience for this variable.

Seasonal workers working less than three months but for several consecutive years should be considered as having employment experience other than occasional work. By contrast, persons who only have vacation work which lasted less than three months over the course of only one year should be considered as has having employment experience limited to occasional work.

<sup>53</sup> See 19th ICLS resolution concerning statistics of work, employment and labour underutilization [http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\\_230304/lang--en/index.htm](http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_230304/lang--en/index.htm)