

**PL140: Type of contract**

<b>Domain/Area</b>	Labour information/Detailed labour information	
<b>Transmission type</b>	Regular	
<b>Reference period</b>	Current/last situation	
<b>Unit</b>	All current household members aged 16 and over or selected respondent (where applies)	
<b>Mode of collection</b>	Personal interview (proxy as an exception) or registers	
<b>Values</b>	1	Permanent job/work contract of unlimited duration
	2	Temporary job/work contract of limited duration
<b>Flags</b>	1	Filled
	-1	Missing
	-2	Not applicable (PL040 not equal to 3)
	-3	Non-selected respondent
	-4	Not applicable because the person is employee (PL040=3) but does not have a contract

**Description**

This variable refers to the main job (current if PL031=1, 2, otherwise it refers to the last main job). If multiple jobs are held or were held, the main job should be the one in which the greatest number of hours are usually worked.

This question is addressed only to employees. In the majority of Member States, 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 into account these different institutional arrangements, the notions of "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 the 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:

Persons with a seasonal job;

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);

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 being permanent or of unlimited duration.

Here, the actual employment is time-limited under an agreement - not that the respondent has, for example, considered stopping work in order to travel or attend college. Students with jobs that they only intend to keep for as long as they are studying, are thus not in a time-limited job.

Respondents who have a contract to do their job, which may be renewed, for example, once a

year, should be coded according to whether or not the respondents themselves consider their job to be of an unlimited duration.

A contract for a probationary period when the contract finishes automatically at the end of the probationary period, necessitating a new contract if the person continues to be employed by the same employer, is to be considered a 'temporary job'.