

Andreas N. Lytras

*Unemployment, Total Employment, Part-time Work,  
Statuses in Employment, Tele-working, Team-working,  
(Data: 1969-2025)*

Estimations (ex-ante), Verifications (on-going), and Confirmations (ex-post)

2000-2025

<b>Unemployment1</b> .....	<b>2</b>
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Panteion University

**Estimation for Unemployment (2000)**

“...iii) Unemployment has cyclical characteristics in all G7 countries...” (comparison: 1981–1996).

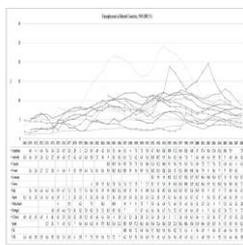
“...v) Especially regarding the developments of unemployment...” (comparison: 1981–1996) “...in all the countries of the European Union, an absolutely identical pattern (Diagram 3.2) is observed in relation to that of the G7” (Lytras 2000: p. 100).

**Estimation and Confirmation (2016)**

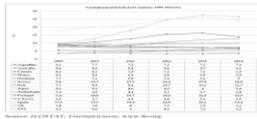
“...Unemployment” (comparison: 1981–2007) “is confirmed to be a magnitude with cyclical movement, which for most countries occurs in common periods and in the same directions” (Lytras 2016a: p. 200; Lytras 2016b: ch. 2.1).

**Estimation and Confirmation [eBook 2017 (Book 2020)]**

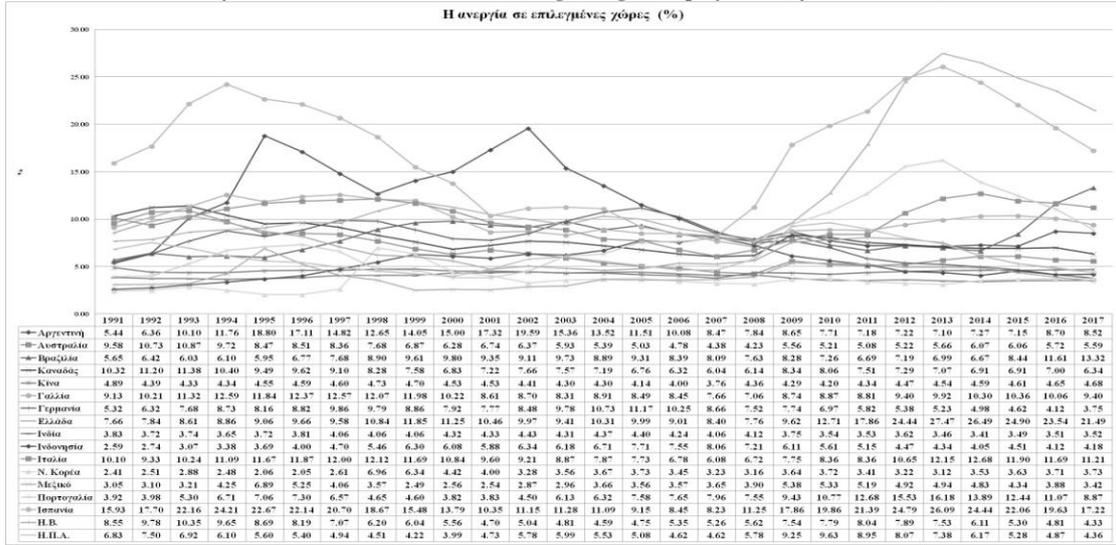
“Cyclical movement and spasms of upward shifts of the rate (Lytras 2020: 126–127). See the two following Graphs (comparison: 1969–2014).”



...Continuation (Lytras 2020: 127).  
 Analysis and confirmation regarding unemployment [eBook 2017 (Book 2020)].”



Analysis and confirmation (1991-2017) regarding unemployment (Lytras 2024: 189)



Πηγή: ILO [ILOSTAT database], *Unemployment Rate*, Data retrieved in September 2018.

Analysis and confirmation (2020) regarding unemployment (Lytras 2024: 322)

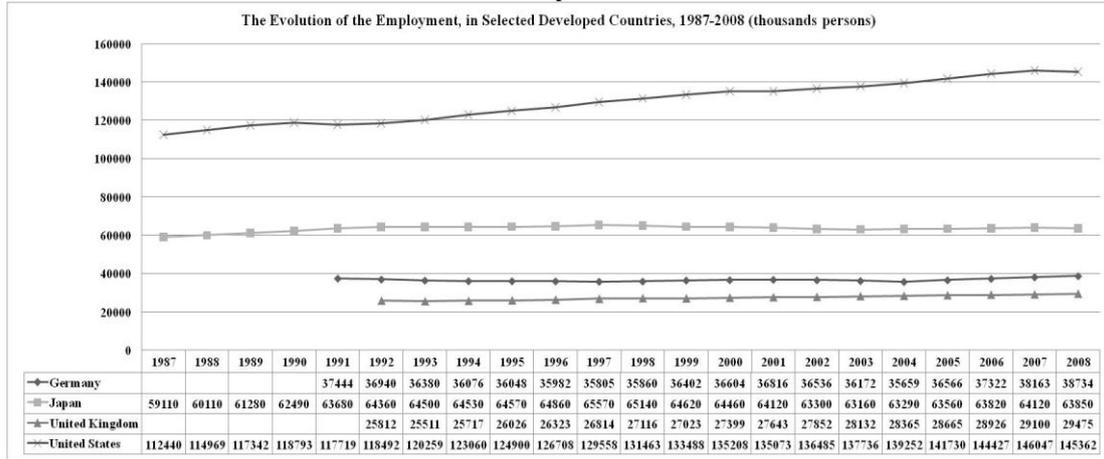


Πηγή: ILO (ILOSTAT), *Unemployment rate by sex and age - ILO modelled estimates*, Nov. 2020 (%), Downloaded from ILOSTAT. Last update on 14 MAR. 21.

### Total Employment (2016b)

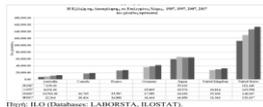
“..It is necessary to criticize, at the beginning, the absolute position, that the new organization of production and the applied pioneer-technology indicate a tendency to reduce the need for human labour. Precisely the opposite is right. Employment is growing numerically and as a proportion of the economically active population....” (Lytras 2016b: ch. 2.1).

“Graph 2.1



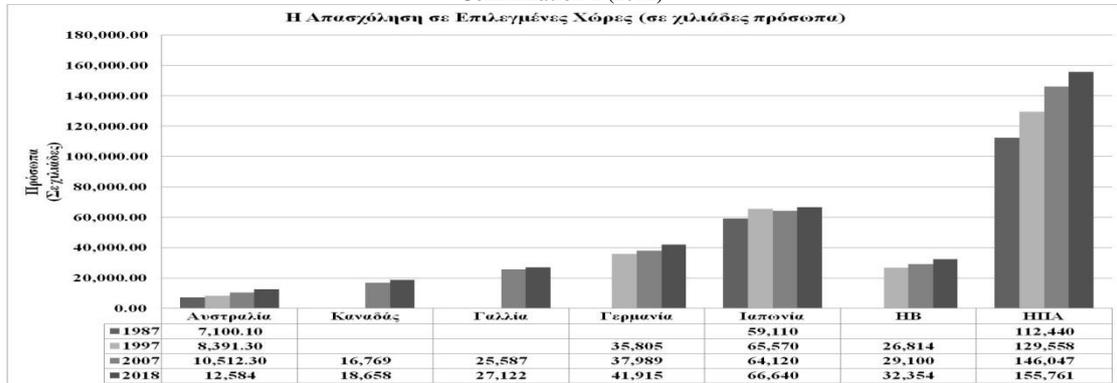
Source: ILO”. (Lytras 2016b: ch. 2.1).

### Confirmation 1 (2020)



Λύτρας, A.N. (2020). Το κοινωνικό υποκείμενο της κοινωνικής ανατροπής. Η εργατική τάξη και η πολιτική της κοινωνικής πλειονότητας. Στο, *Αντέχουν οι Ψέδες του Μαρξ*. Αθήνα, Τόπος, 143-184.

### Confirmation 2 (2021)



Πηγή: ILO, LABORSTA(Database), ILOSTAT (Database).

Lytras, A.N. (2021). The Social Polarization and the Distribution of Employment, Worldwide (2006-2018), in Selected Countries. In, *Critical Essays*, Vol. III\_1. Athens, Panteion University.

### Confirmation 3 (2024)

“...it is evident that in the selected countries, which are pioneers in economic development, employment is evolving positively. Their participation in economic and capitalist advancement is combined with another noticeable characteristic, namely demographic stagnation or even demographic decline...” “Despite the demographic challenges, the increase in employment, overall and especially from the last decade of the twentieth century (and up to the end of the second decade of the twenty-first century), is impressive.” (Lytras, 2024: p. 175).

[Statuses in Employment]

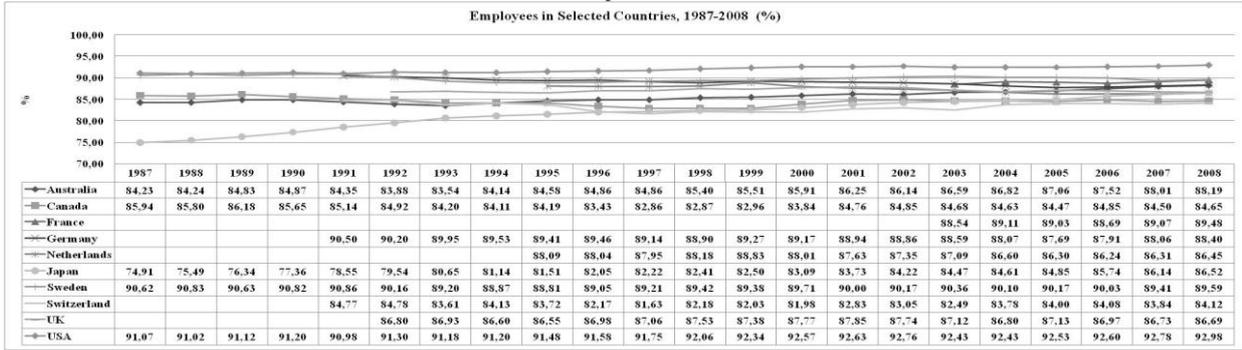
A) Increase of Wage Labor: Estimation and Prediction (Lytras, 2000: p. 95)

«Οι εργαζόμενοι γίνονται περισσότεροι, ο ανταγωνισμός μεταξύ τους πιο οξύς, η εργατική τους δύναμη πιο φθηνή, ο ελεύθερος χρόνος πιο αβέβαιος, στο κυνήγι της επιβίωσης.»

“Workers become more numerous, the competition among them sharper, their labor power cheaper, their free time more uncertain, in the chase for survival.”

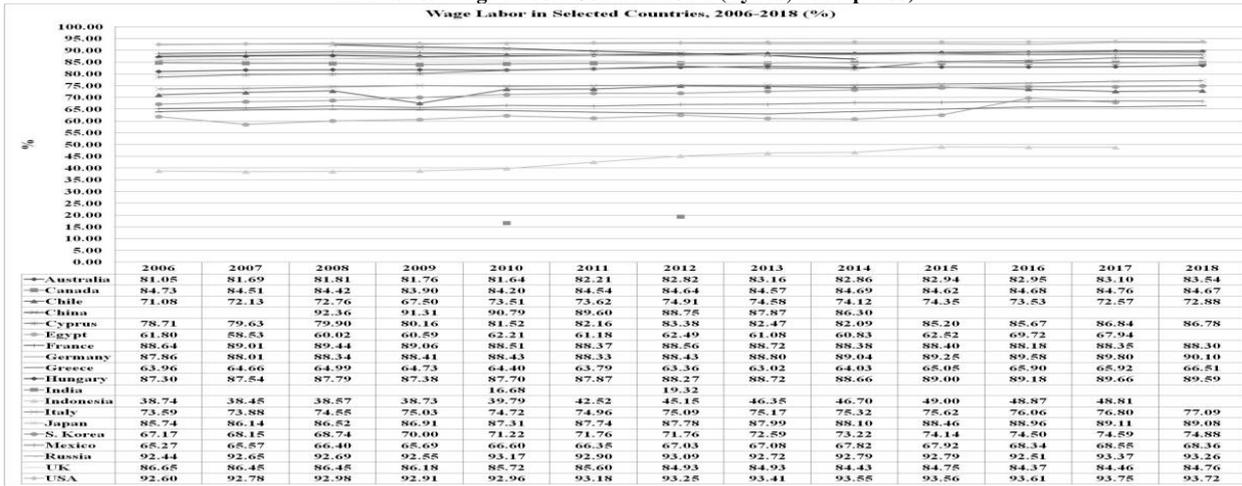
Increase of Wage Labor: Confirmation 1 (Lytras, 2016b: ch. 2.2)

Graph 3.2.1



Source: ILO.

Increase of Wage Labor: Confirmation 2 (Lytras, 2024: p. 360)



Source: ILO, ILOSTAT (Database).

B) The small analogy of Employers  
Estimation and prediction (Lytras, 2016b: ch. 2.3)

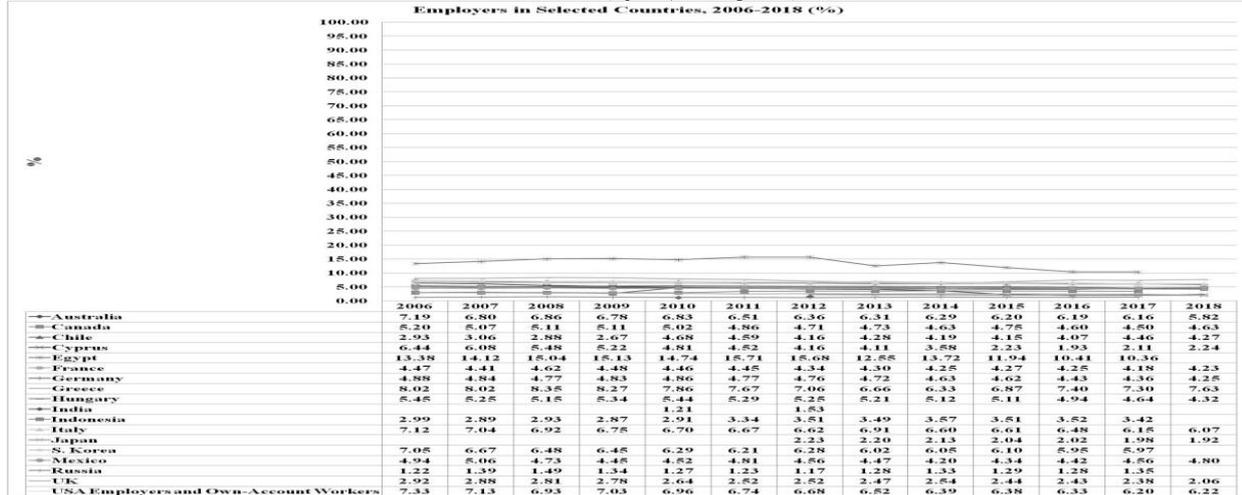
“Any analyst could understand, it is impressive, that few entrepreneurs, if we exclude public employment, dominate the economic world and the daily lives of many millions of people. The employers, within the capitalist countries, are a small minority, which defines the employment, the working conditions, the income and the living standards of the vast majority of employees, namely of a major part of the population who works”.

The small analogy of Employers

Confirmation 1 [Lytras, 2017 (eBook): 2.1; 2020 (Book): p.49]

“How many are the employers in the modern world? They are an extremely small minority. It is too small to be estimated as a significant social power. They are so wealthy to be ignored as a social group by any analyst. The context of minority is a challenging event, but is absolutely real. Moreover, if we calculate the fact that the majority of the group of employers is consisted by small employers too, the real proportion of major employers is even smaller...”

Confirmation 2 (Lytras, 2024: p. 362)



Source: ILO, ILOSTAT (Database).

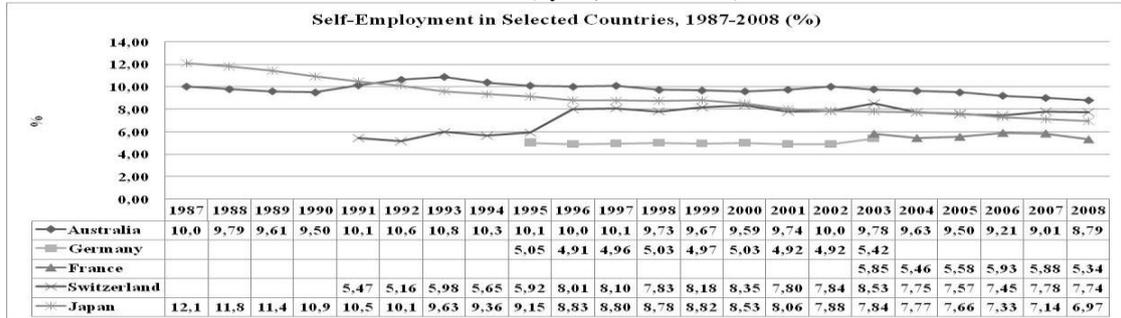
**Own-account Workers (Lytras, 2000: p. 107-110)**

**Conclusions (for the years: 1986, 1996) and estimations**

«Με βάση τα παραπάνω δεδομένα, είναι δυνατόν να εκμηδισουμε πως...» (p. 108) ... «όπου παρουσιάζεται αύξηση, αυτή οφείλεται στην εμφάνιση νέου τύπου αυτοαπασχολούμενων χωρίς ιδιοκτησία, ενώ όπου υπάρχει πτώση, ότι υφίσταται μια ενεργός τάση συρρίκνωσης του παραδοσιακού μικραστικού φαινομένου. Σε κάθε περίπτωση, πρέπει να καταλήξουμε, ότι και που παρατηρείται αύξηση, αυτή δεν είναι πολύ σημαντική, έτσι, ώστε να μεταβάλλει ουσιαστικά το συσχετισμό του φαινομένου με τη μισθωτή εργασία» (p. 110).

“Based on the above data, it is possible to estimate that...” (p. 108) ... “where an increase appears, it is due to the emergence of a new type of self-employed worker without ownership, while where there is a decline it indicates an active tendency toward the contraction of the traditional petty - bourgeois’ phenomenon. In any case, we must conclude that even where an increase is observed, it is not significant enough to substantially alter the relationship of the phenomenon to wage labor.” (p. 110)

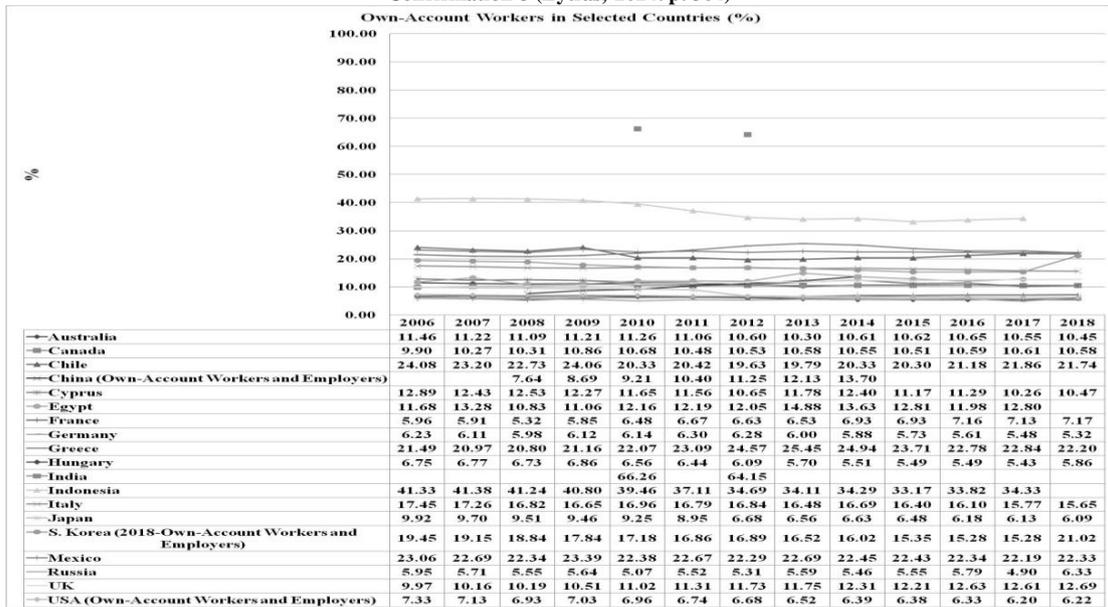
**Confirmation 1 (Lytras, 2016b: ch. 2.3)**



Source: ILO.

**Confirmation 2 [Lytras, 2017 (eBook): ch. 2.2; 2020 (Book): p. 57]**

**Confirmation 3 (Lytras, 2024: p. 364)**



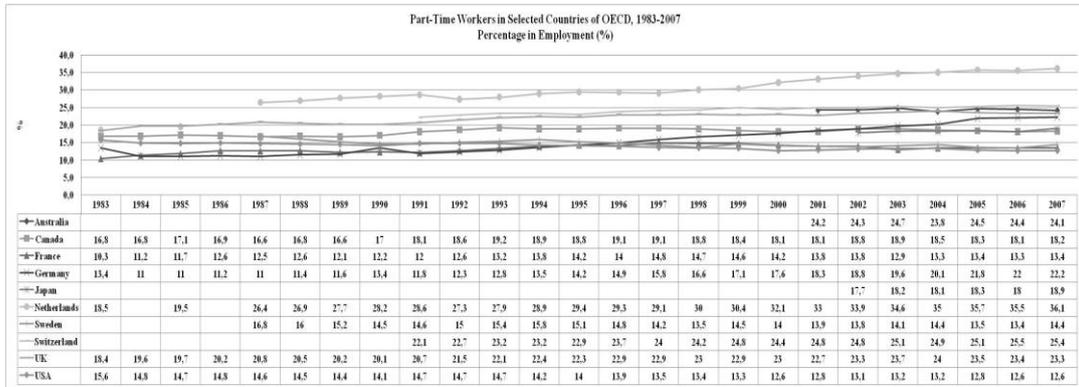
Source: ILO, ILOSTAT (Database).

Estimation for Part - Time Employment (2000)

“...Part-time employment represents the main aspect of labor flexibility and at the same time constitutes most forms of working - time management. It is also commonly acknowledged that part-time employment is overall paid less than full-time employment, while it is more insecure, uncertain, and less desirable for those who perform it. Furthermore, it is a common assessment that part-time employment concerns women more than men who participate in the labor market.” (Lytras 2000: 110–120)

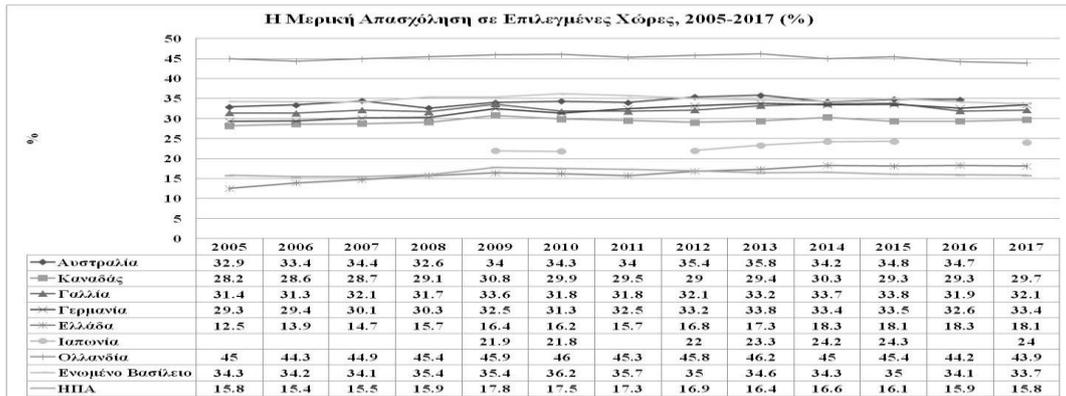
Additional Estimation and Confirmations (2016)

“...The increase in employment and, by extension, in wage labor is accompanied by the continuously decreasing labor cost in countries that show either a high percentage of part-time workers or a large increase during the specific period under analysis.” (Lytras 2016a: pp. 221–222, for the chart: p. 223).



Additional Estimation and Confirmations (2024)

“Labor flexibility, which is centered on wage labor, is also expanding, and this has the direct consequence of reducing average individual earnings (that is, individual incomes), despite the increase in the proportion of wage-earning workers. One indicator for assessing the relative reduction in labor cost concerns the strong proportion of part-time employment.” [Lytras 2024: p. 180 (for the chart: p. 181)].



Πηγή: ILO, ILOSTAT, *Incidence of part-time employment by sex - Common definition (%)*, [Downloaded on SAT, 13 OCT 2018, 09:15 +0200, from ILOSTAT].

**Prediction for telework's expansion (2000)**

“...In certain application contexts, the combination of information technology, telecommunications, and the internet tends to create new types of work engagement, such as telework. Telework is indeed likely to alter the place, the time, and the conditions of work, which can be carried out remotely, performed with flexibility, and defined individually for each employee to whom it regards...” (Lytras, 2000: p. 48).

**The verification and a new prediction (2016)**

“Telework is the new tool of work organization in both industrialized and business services. The widening of interest in this form and implementation of telework occurs when the computer technology develops, in collaboration with communications technology and the similar infrastructure. Since the early 90s, with the spread of the Internet worldwide, teleworking is either entirely or partially one of the ways of working for millions of people and high analogies of employment. Forecasts for the future are characteristic of the assurance that it will continually include larger groups of workers, businesses and regions in the modern world. The expansion of the phenomenon is more important in Europe and the US, but the trend looks very promising in many areas of the world, including of course the emerging economies” (Lytras 2016b: ch. 3.2).

**Confirmation by U.S. BLS (2025, <https://www.bls.gov/web/empst/cpseea42.htm>)**

Last Modified Date: December 16, 2025

<https://www.bls.gov/web/empst/cpseea42.htm>

**A-42. People at work by telework status, usual full- or part-time status, occupation, industry, and class of worker, November 2025**[Numbers in thousands]

Characteristic	Total people at work(1)	People who teleworked or worked at home for pay			People who did not telework or work at home for pay	Percent distribution				
		Total	Teleworked some hours(2)	Teleworked all hours		Total people at work(1)	People who teleworked or worked at home for pay			People who did not telework or work at home for pay
							Total	Teleworked some hours(2)	Teleworked all hours	
Usual full- or part-time status										
Total, 16 years and over	159,601	36,627	19,552	17,075	122,974	100	22.9	12.3	10.7	77.1
Full-time workers	131,023	32,078	17,944	14,134	98,945	100	24.5	13.7	10.8	75.5
Part-time workers	28,577	4,549	1,607	2,942	24,028	100	15.9	5.6	10.3	84.1

#### **Working Teams (2000)**

“...The working team replaces the functional department of the hierarchical pyramid...” and “the requirement of each job within the framework of the team is transformed...”. “Compared to the simple repetitive work of the past, the current demand from work is that it be carried out multi - dimensionally...” (Lytras 2000: p. 77).

#### **Working Teams (2016)**

“The demand for collective action contributed to the adaptation of work or process teams...” (Lytras 2016a: p. 172) ... “Work teams, with the gradations of their autonomy and especially their self - management, are constituent elements of several of the most efficient business organizations...” (Lytras 2016a: p. 378).

#### **Virtual teams and virtual networks (2016)**

“...Teleworking does not negate the possibility of setting up, and is not inconsistent with, the functioning of the working groups. In contrast, it is typical the configuration of the working groups by distance and even there is a potential through telecommuting to be transformed the groups to global working teams. The limitations of distance have been overcome and the cooperation of qualified persons in different parts of the world, despite new challenges,<sup>1</sup> it is known, but also increasingly expanding. The formation of virtual teams and virtual networks is a factor which is enhanced in the business activity. The formation of virtual teams and virtual networks is a factor which is strengthened within the business activity. The technical potential is already existent for even greater penetration of this form of cooperation and for the development of innovative initiatives at international level. In the leading companies has long been applied the internal network and the relatively autonomous operation of virtual teams, among employees in the parent company and its branches or subsidiaries, regardless of the establishment location. The success of virtual teams, in general, should be considered as indisputable by their members” (Lytras 2016b: ch. 3.2).

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