



Reflections

Developed Country Perspective

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International Labour Organisation

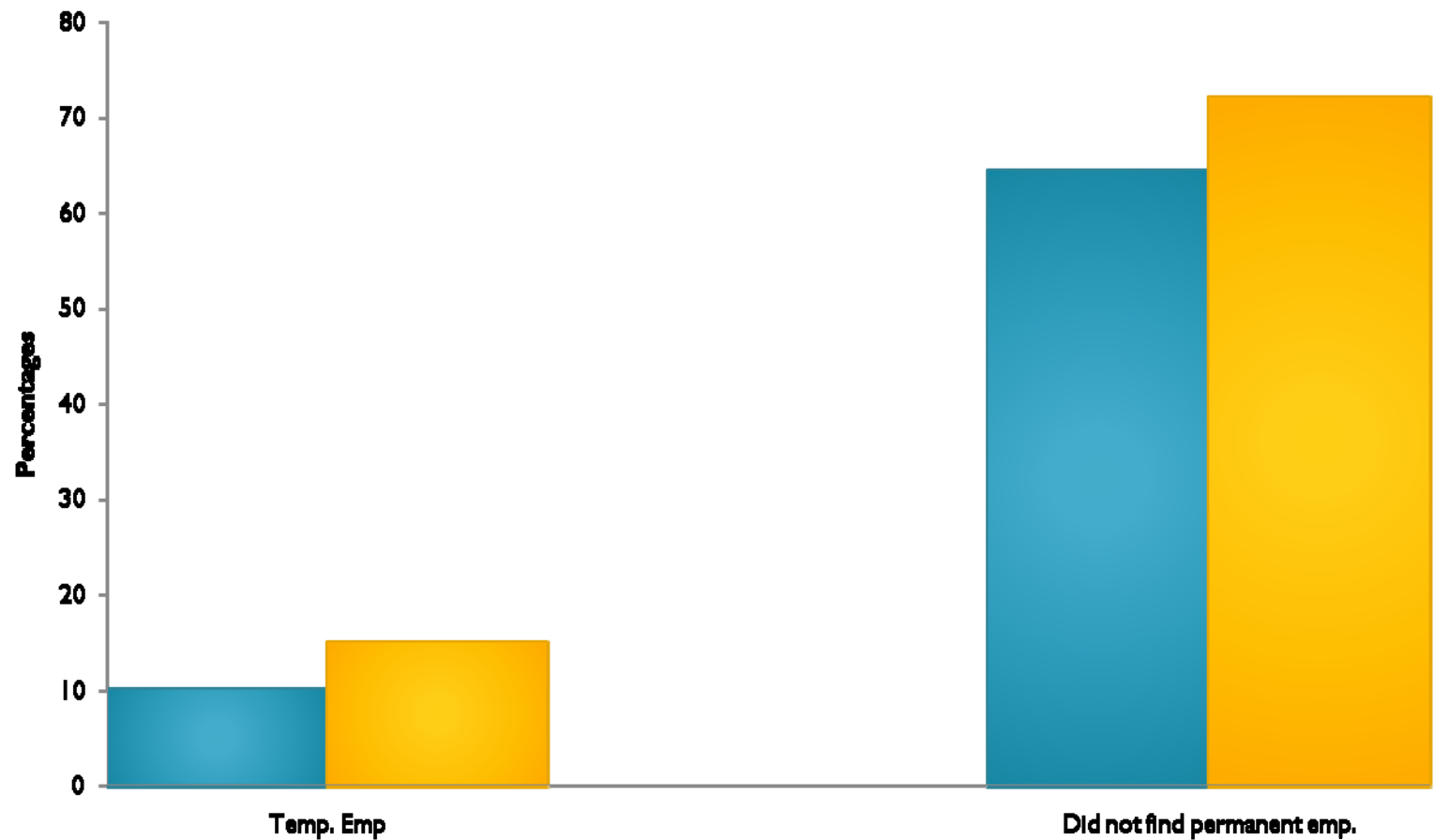


Atypical work

- Definitions
 - Part-time workers (Involuntary)
 - Temporary workers + Fixed term contract (Involuntary)
 - Independent contractors (Involuntary)
 - Short-term workers
 - On-call workers, Temp agency workers
 - Day labourers
- Economically dependent workers (some European countries)
- Bogus self-employment (subordinate employment disguised as autonomous work)
- Domestic workers, Migrant workers, and a number of other workers (who are illegal)
- Low paid jobs (Standard and Non-Standard jobs)

Temporary employment

Prime aged 25-49 years



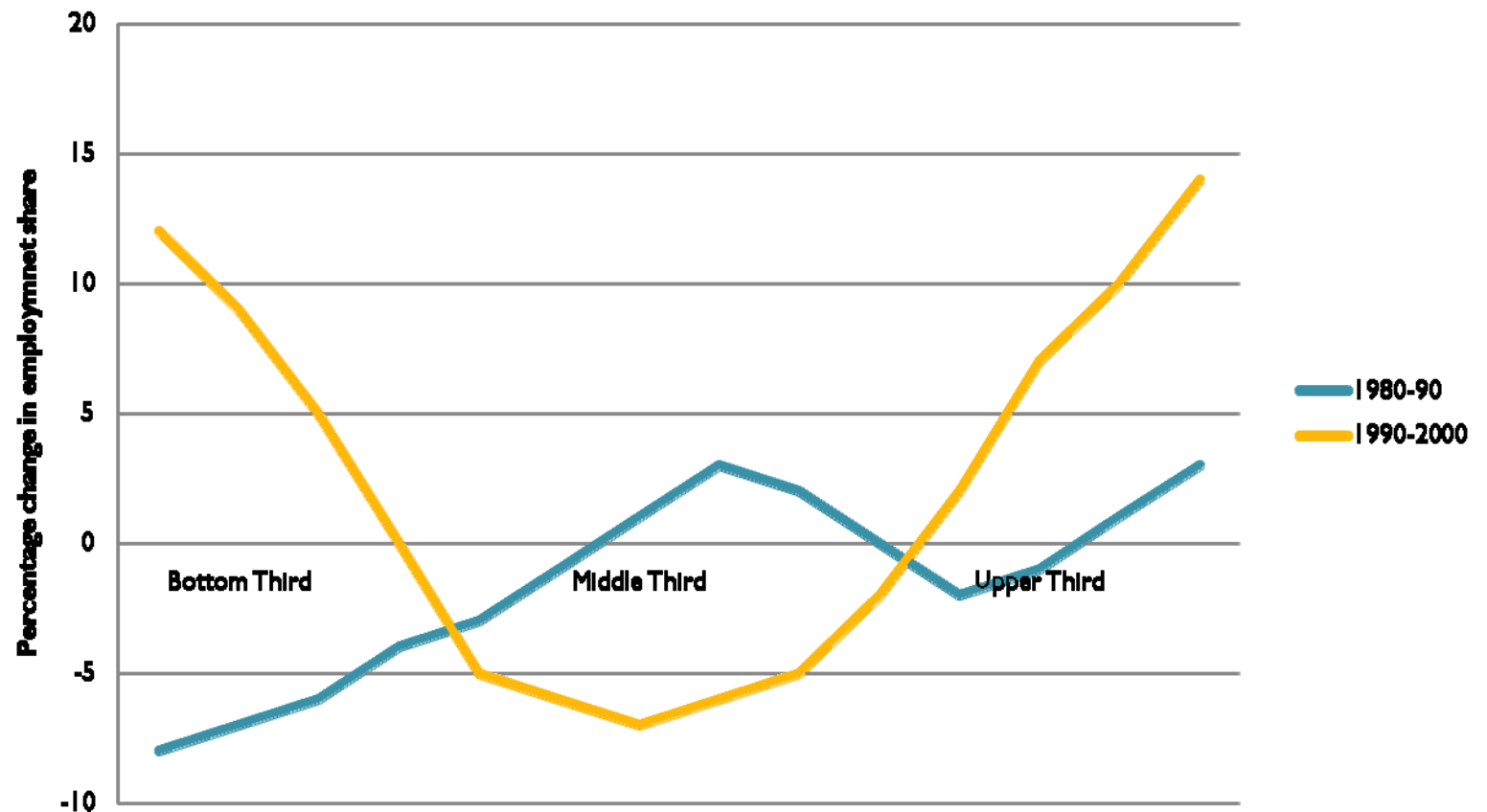


Phenomenon of low-paid jobs

- Two-thirds of the median wage
- Services sector
 - Hotels and restaurants
 - Retail trade
 - Education and health(including social work)
 - Care services
- Post-crisis employment recovery
 - More than 50% of the jobs created were in low-paid industries (most European countries and also in the US)

Low paid jobs: More at the bottom

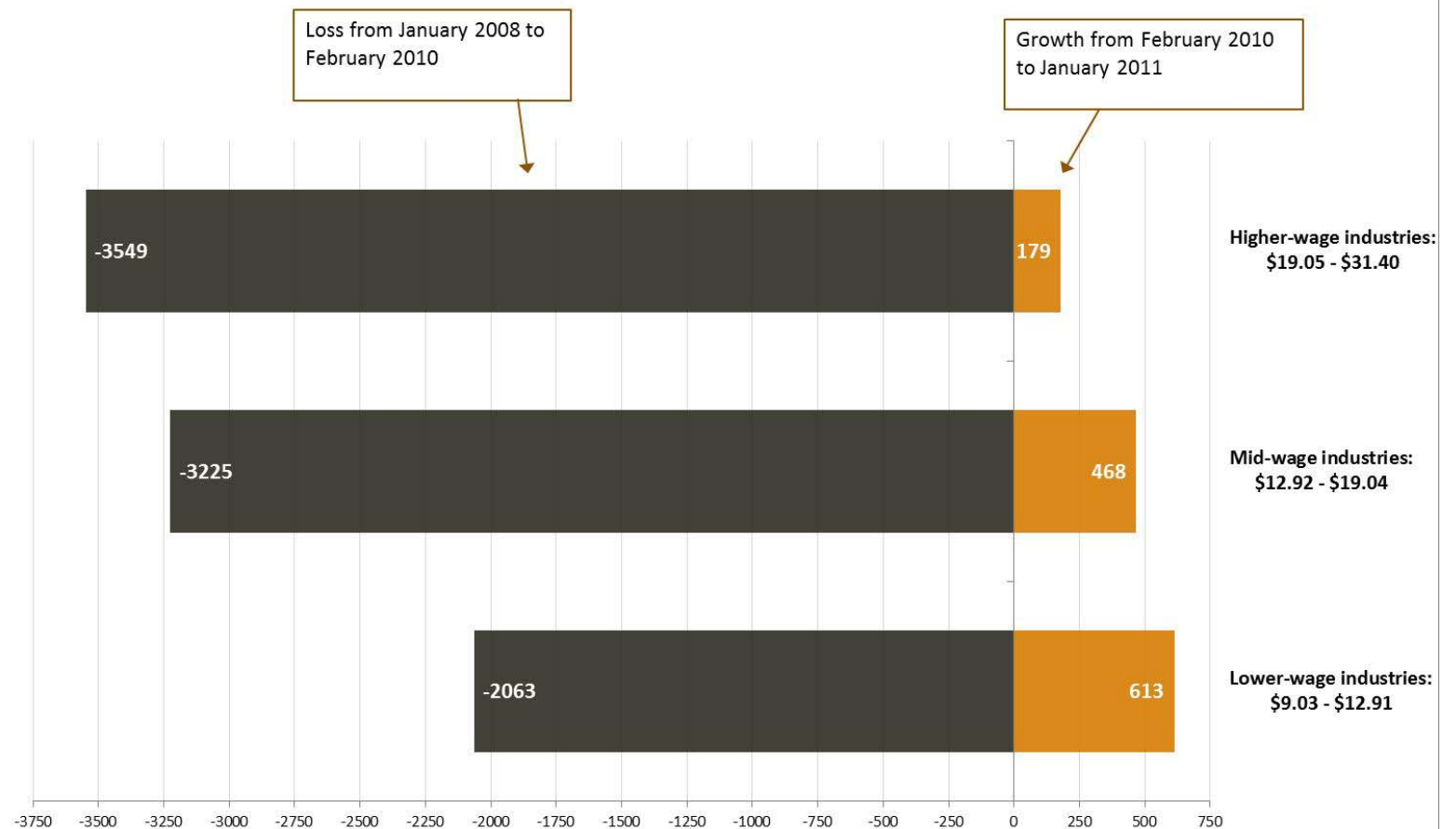
Share of Employment sorted into percentiles by their median hourly wages



Source: Autor, Katz and Kearney, 2006

Job loss and job growth in the private sector, 2008 Recession

Source: www.nelp.org/unbalancedgrowth





Similarities

- Low-paid jobs
 - Contracts
 - Low wages
 - Hours of work
 - Health Coverage with Employer Contribution
 - Individual Worker (42%)
 - Individual worker and family (34%)
 - Paid time off for personal illness (39%)
 - Paid vacation days (51%)
 - Paid holidays (46%)
 - Pension (defined benefit) (16%)
 - Any retirement plan with employer contribution (32%)
 - Job training or education (45%)
- Informal employment
 - Contracts (some sections in LA)
 - Low wages
 - Longer hours of work
 - Irregular work
 - Health coverage (almost negligible)
 - Sick leave (No)
 - Paid vacation (does not exist)
 - Paid holidays (does not exist)
 - Pension (No)
 - Job training and education (almost negligible)



Some questions?

- We do not know enough as to why atypical work is increasing?
 - What drives the employer/ employee behaviour and whose interest does it serve?
 - What are the effects of institutions and regulatory arrangements on the incidence of atypical work?
 - What is the role of the state and the political process?
 - Is there a collusion between the state and the financial or industrial power?