



# Reflections

Developed Country Perspective

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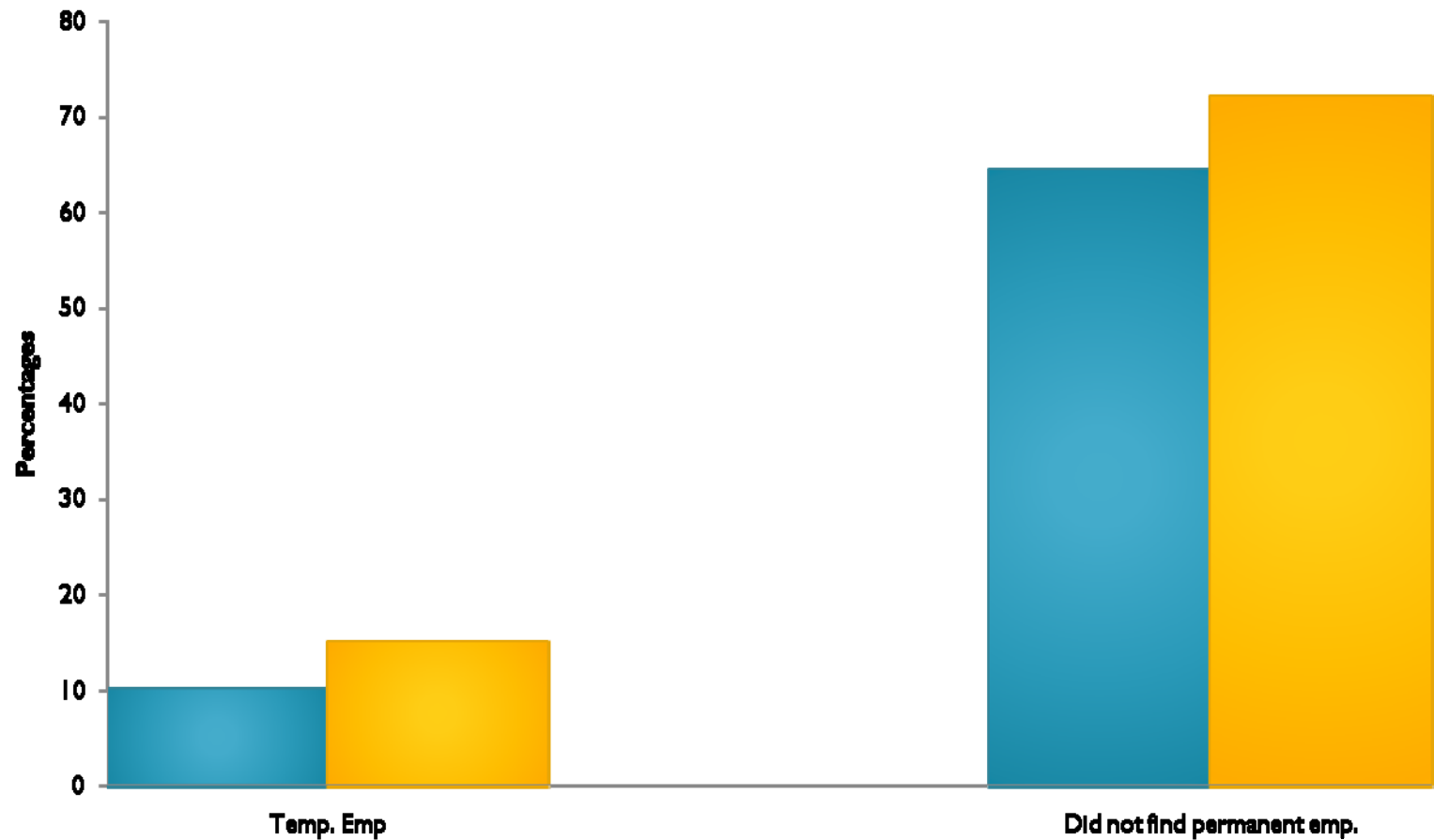


# Atypical work

- 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**



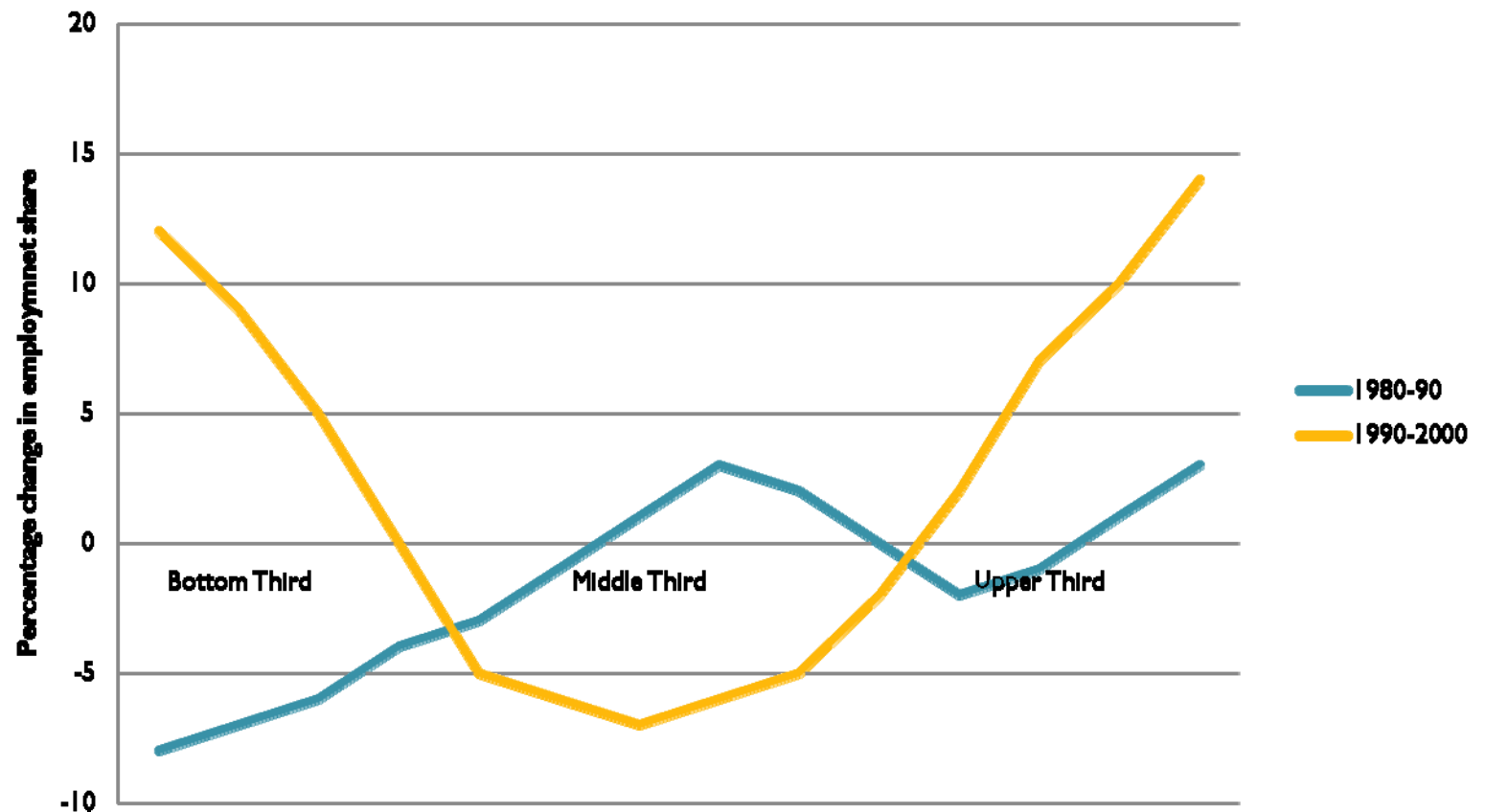


# Phenomenon of low-paid jobs

- 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

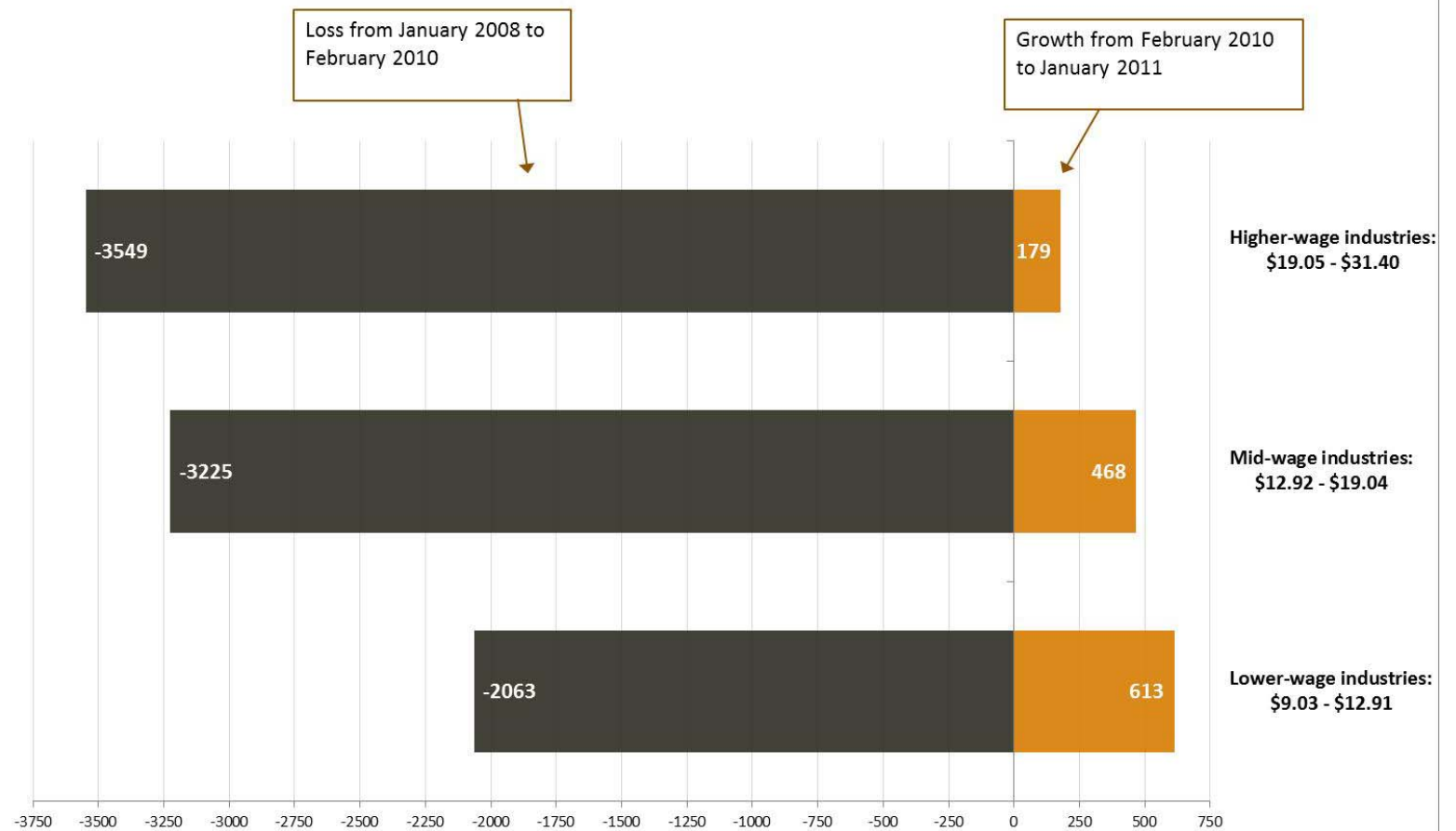
**Share of Employment sorted into percentiles by their median hourly wages**



Source: Autor, Katz and Kearney, 2006

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

Source: [www.nelp.org/unbalancedgrowth](http://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?