



Employment Quality and the changing labor market

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The changing labor market

Macro-level drivers

- > Recessions (80s, early 2000s, 2008)
- > Changes in social policies
- > Union Busting
- > Globalization
- > Shifts away from manufacturing
- > Technological improvements
- > Digital Revolution (e.g., algorithmic management)
- > Demographic changes





'De-standardization' of employment

- > Historically Standard Employment Relationship (SER) was gold standard
 - Permanent, ongoing contract
 - Regularly scheduled, full-time hours
 - Direct employment
 - Adequate wages/benefits
 - Social & economic protections

Table 5: Alternative work arrangements in the USA – percentage of all employed

	2005	2015
Independent contractors	6.9	8.4
On-call workers	1.7	2.6
Temporary help agency workers	0.9	1.6
Workers provided by contract firms	1.4	3.1
Total	10.7	15.8

Source: US Bureau of Labor Statistics (2005) and Katz and Krueger (2016)

...however, SER jobs only available to subset of the population

Employment Quality and Precarious Employment

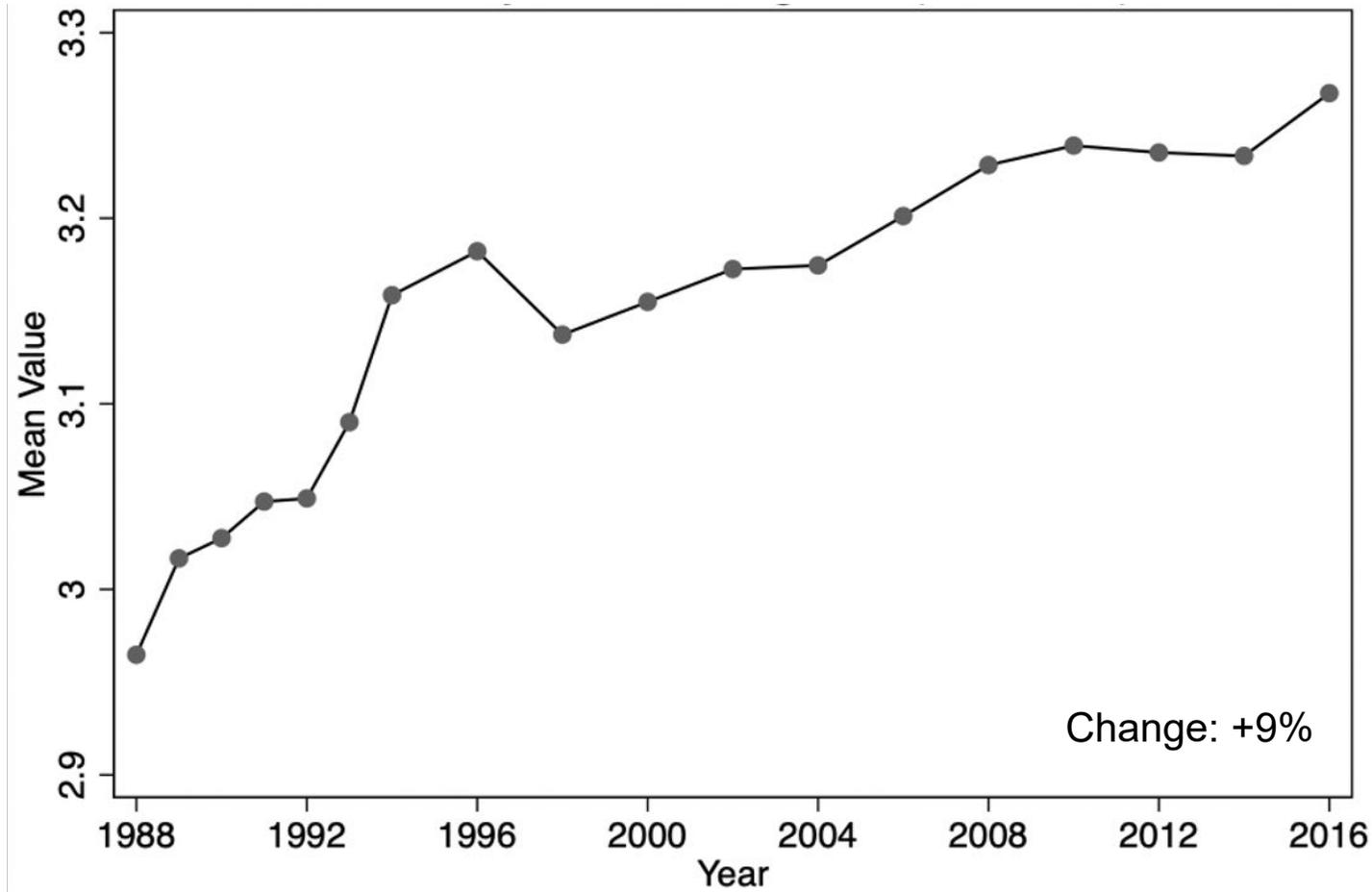
The **structural** and **relational** aspects of the employer-worker relationship as determined by:



e.g., employment insecurity, low or volatile wages, limited fringe benefits and few rights and protections

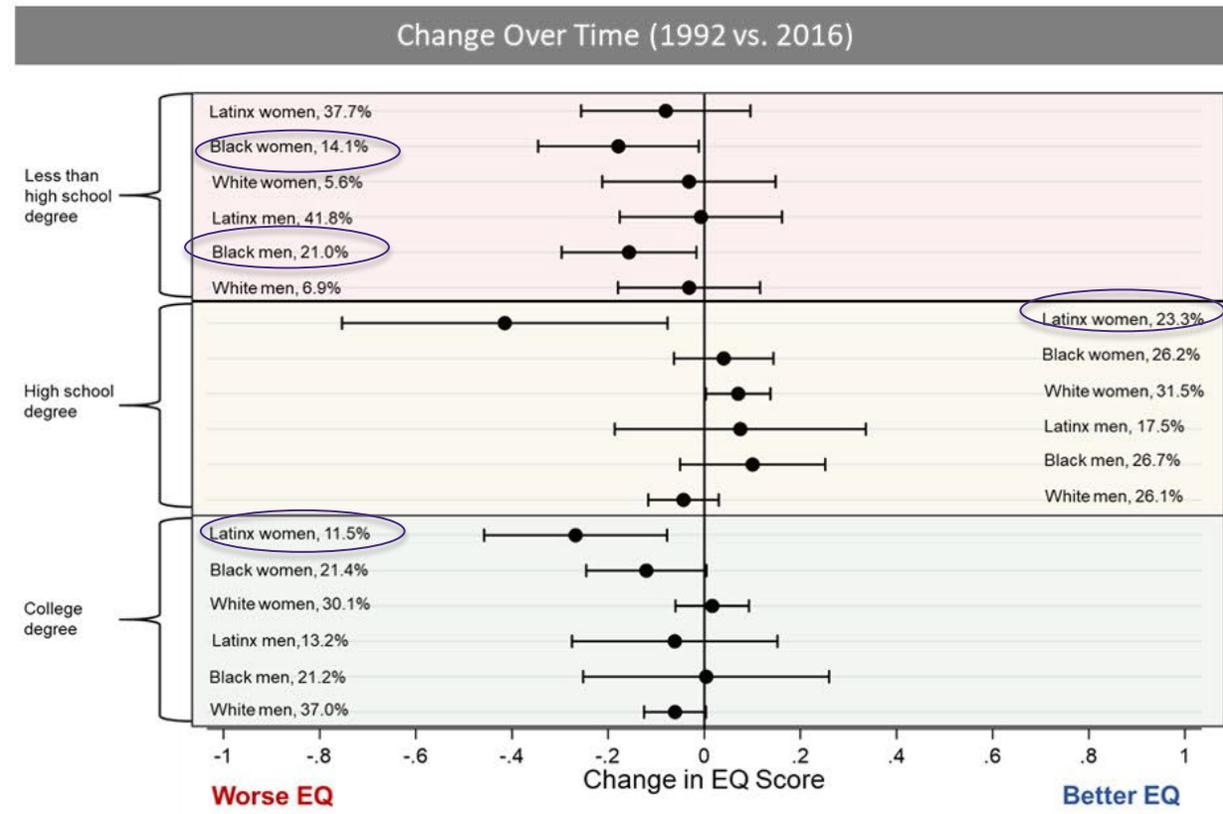
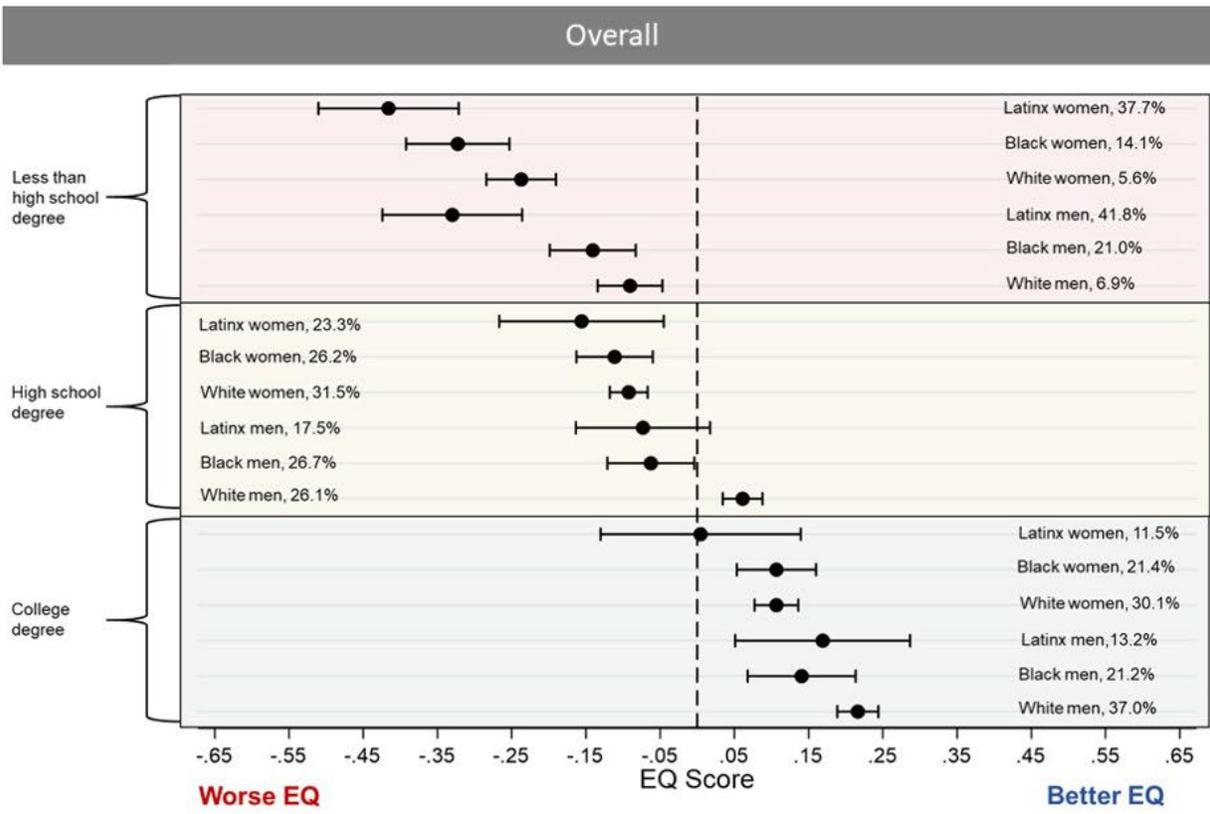


PE has increased over time



- Data from National Longitudinal Survey for Youth 1979
- Higher scores = more precarity

Disproportionate impact of precarious employment



Policy and Precarious Employment



Employment
Stability



Portable
benefits

Classification
of
independent
contractors



Material
Rewards



Minimum
Wage

Paid leave

Domestic
worker
ordinances



Working Time
Arrangements



Secure
scheduling

Overtime
pay



Workers'
Rights



Unemployment
insurance

Disability
insurance



Collective
Organization



Right to
unionize



Interpersonal
Power Relations



Protection
against
retaliation for
wage theft



Training &
Employment
Opportunities



Active labor
market policies