

Global Employers' Workshop on the Future of Work

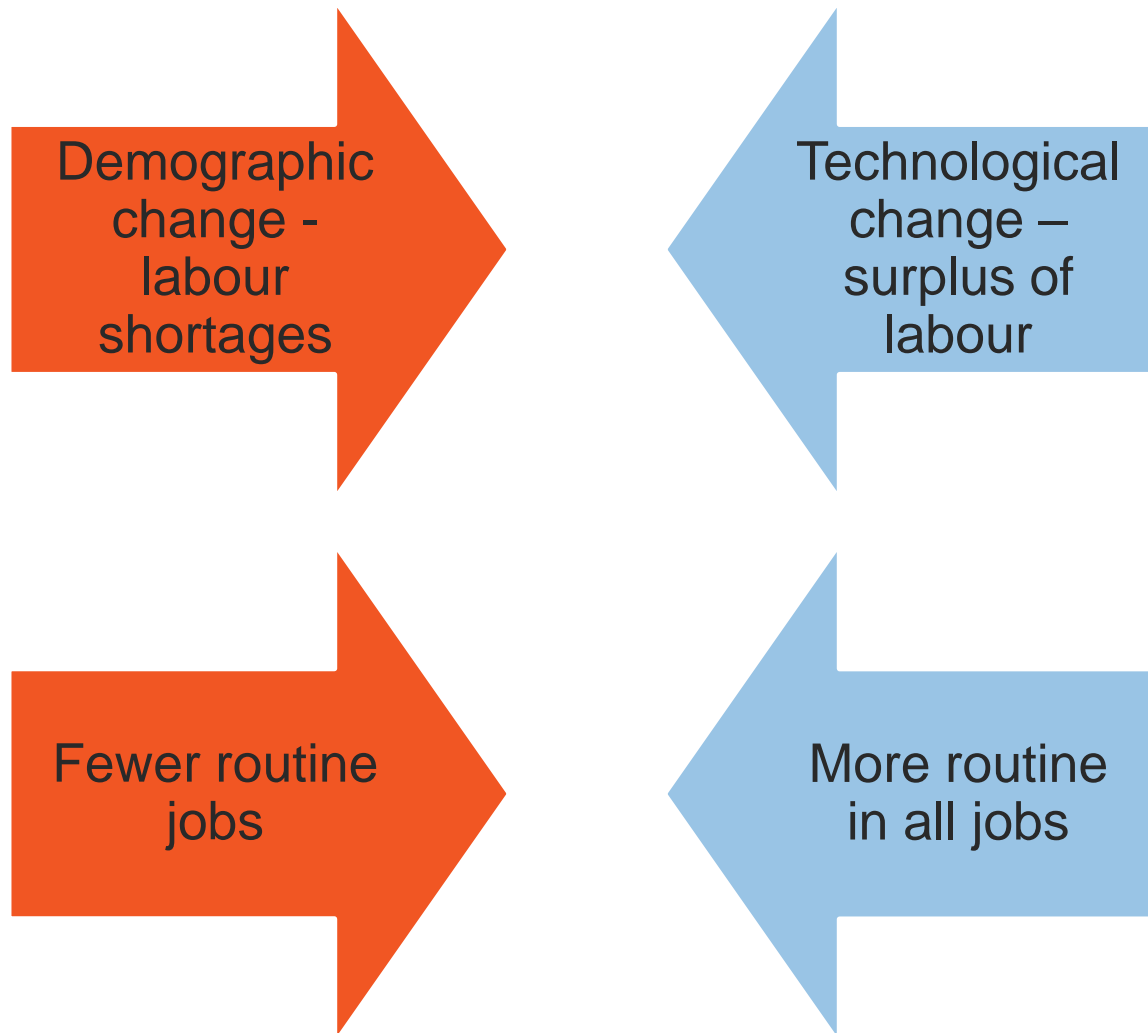
Diverse forms of Employment: patterns for the future

Madrid
29-30 March 2017

Juan Menéndez-Valdés, Director

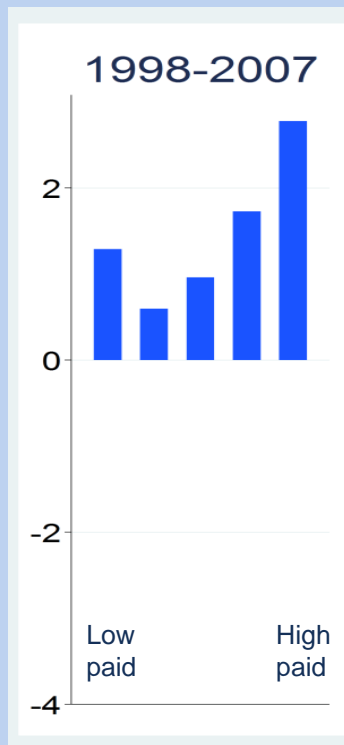
Structural changes in the labour market

Labour market change – two paradoxes



Long term trend in high growth of well paid jobs – with some polarisation

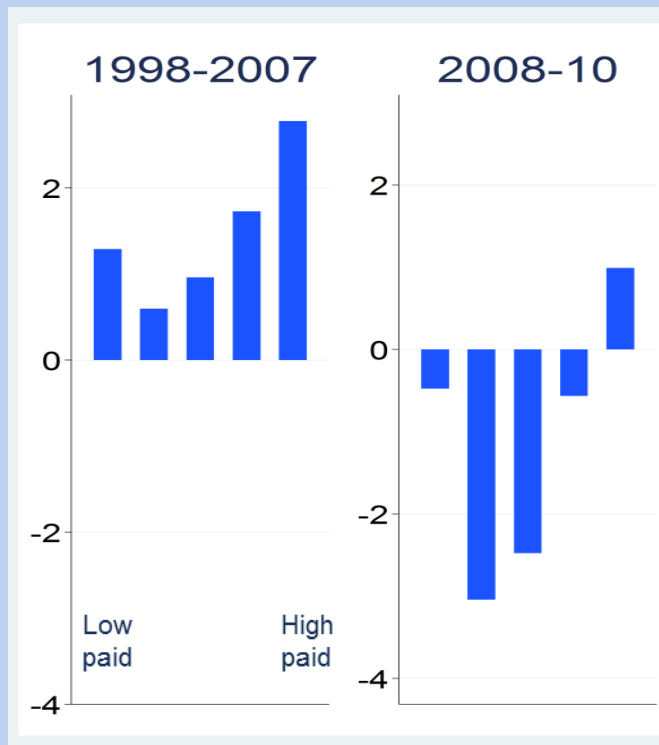
Employment growth by wage quintile in EU 1998 – 2016



Source: EF: European Jobs Monitor

Long term trend in high growth of well paid jobs – with some polarisation

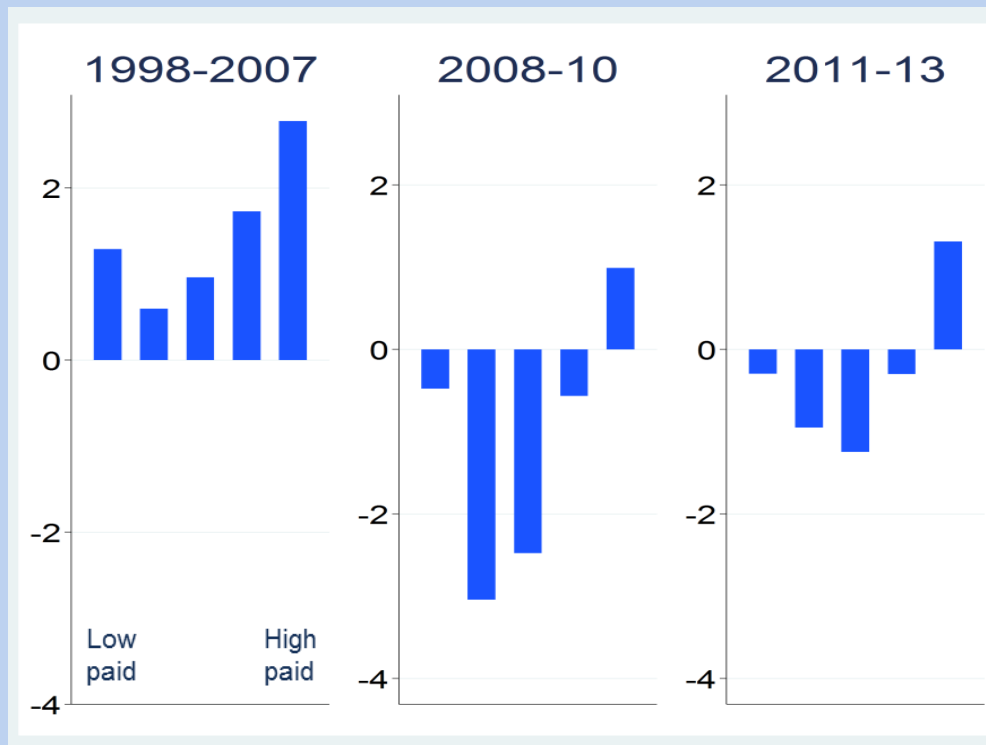
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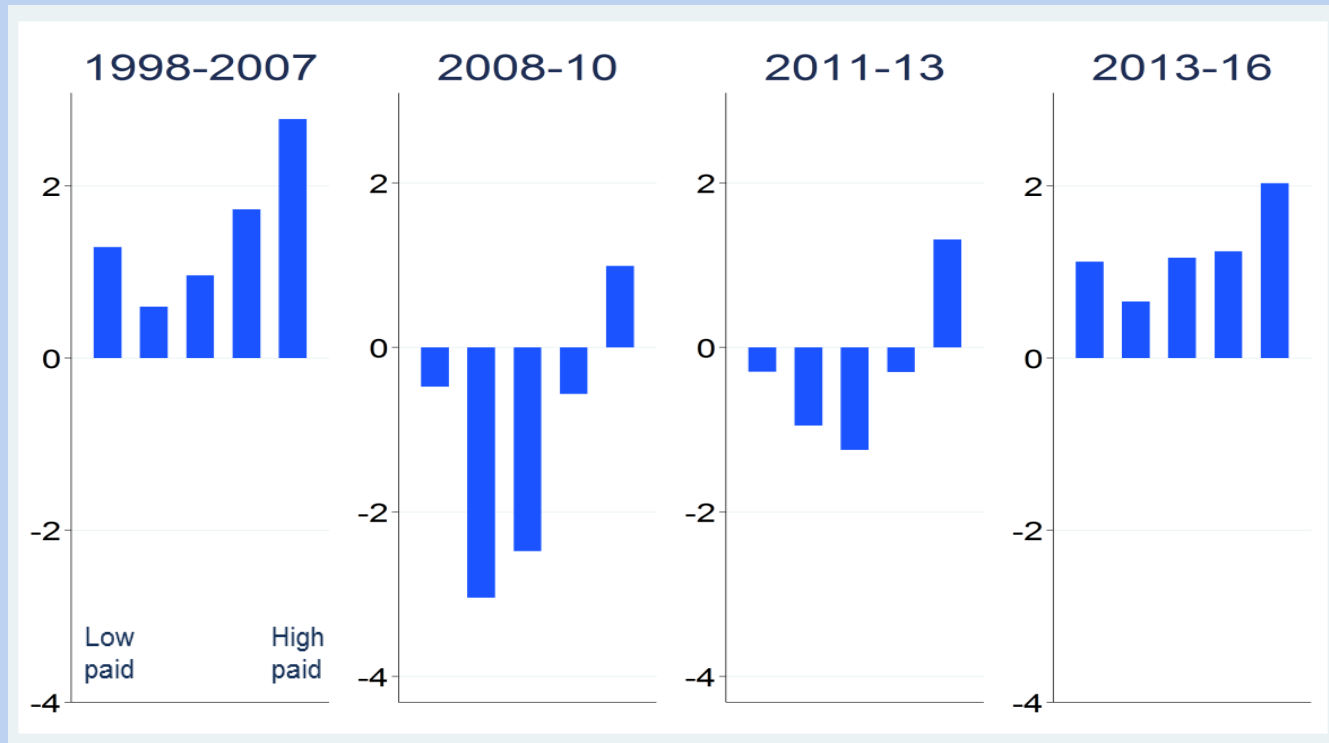
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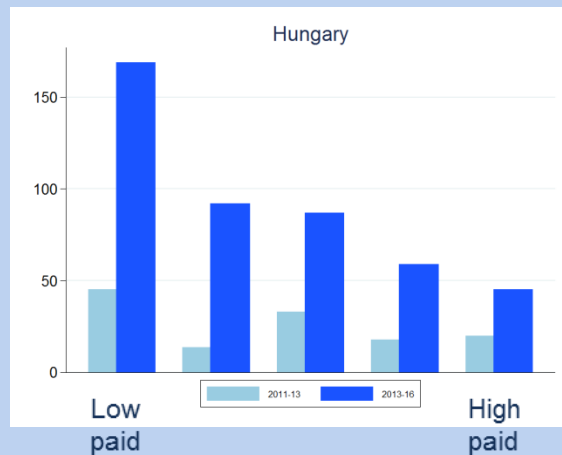
Employment growth by wage quintile in EU 1998 – 2016



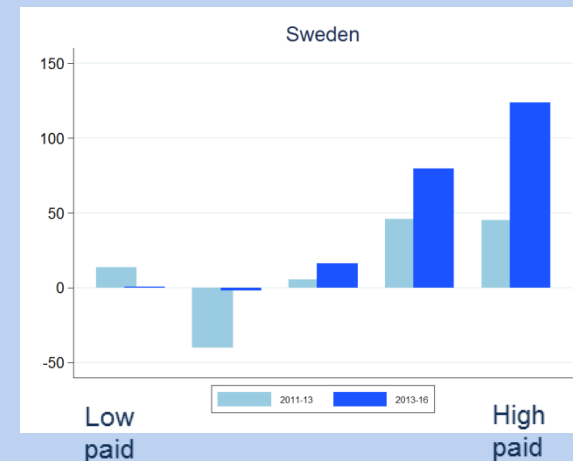
Source: EF: European Jobs Monitor

Net employment change in selected Member States: mixed picture

Employment change (in thousands) by wage quintile in Hungary and Sweden, 2011-2016



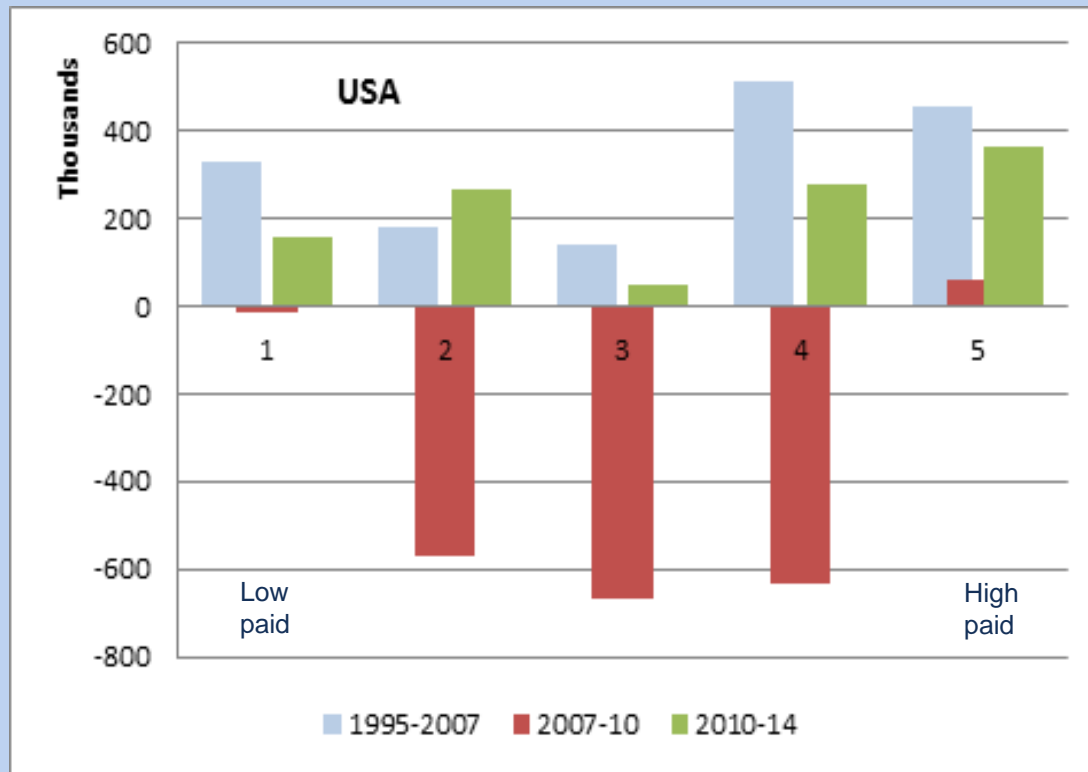
Downgrading



Upgrading

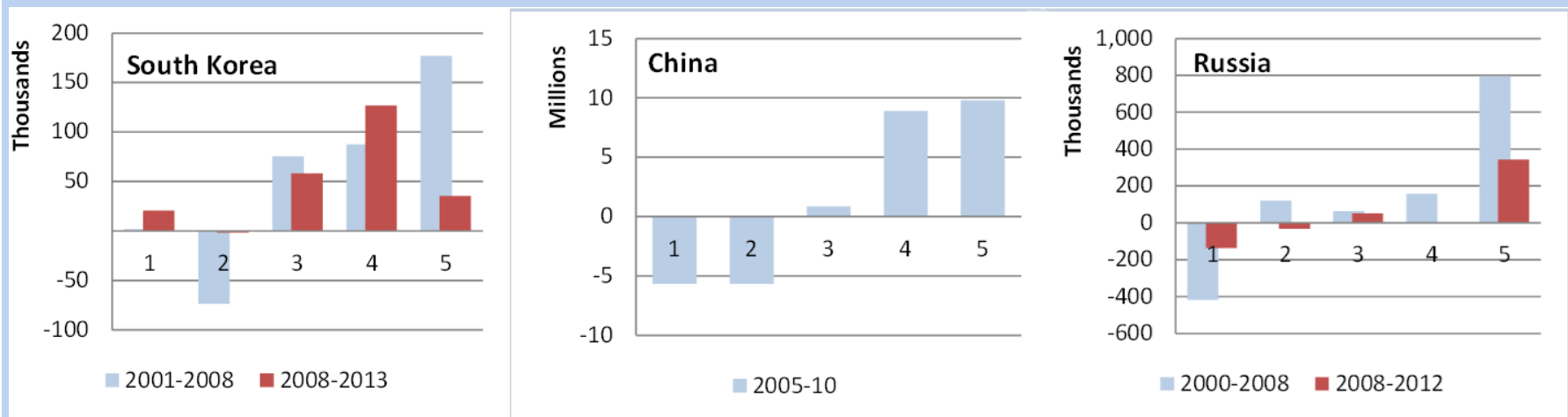
Source: EF: European Jobs Monitor

USA somehow similar to EU



Source: Dwyer and Olin Wright, in: EJM2015

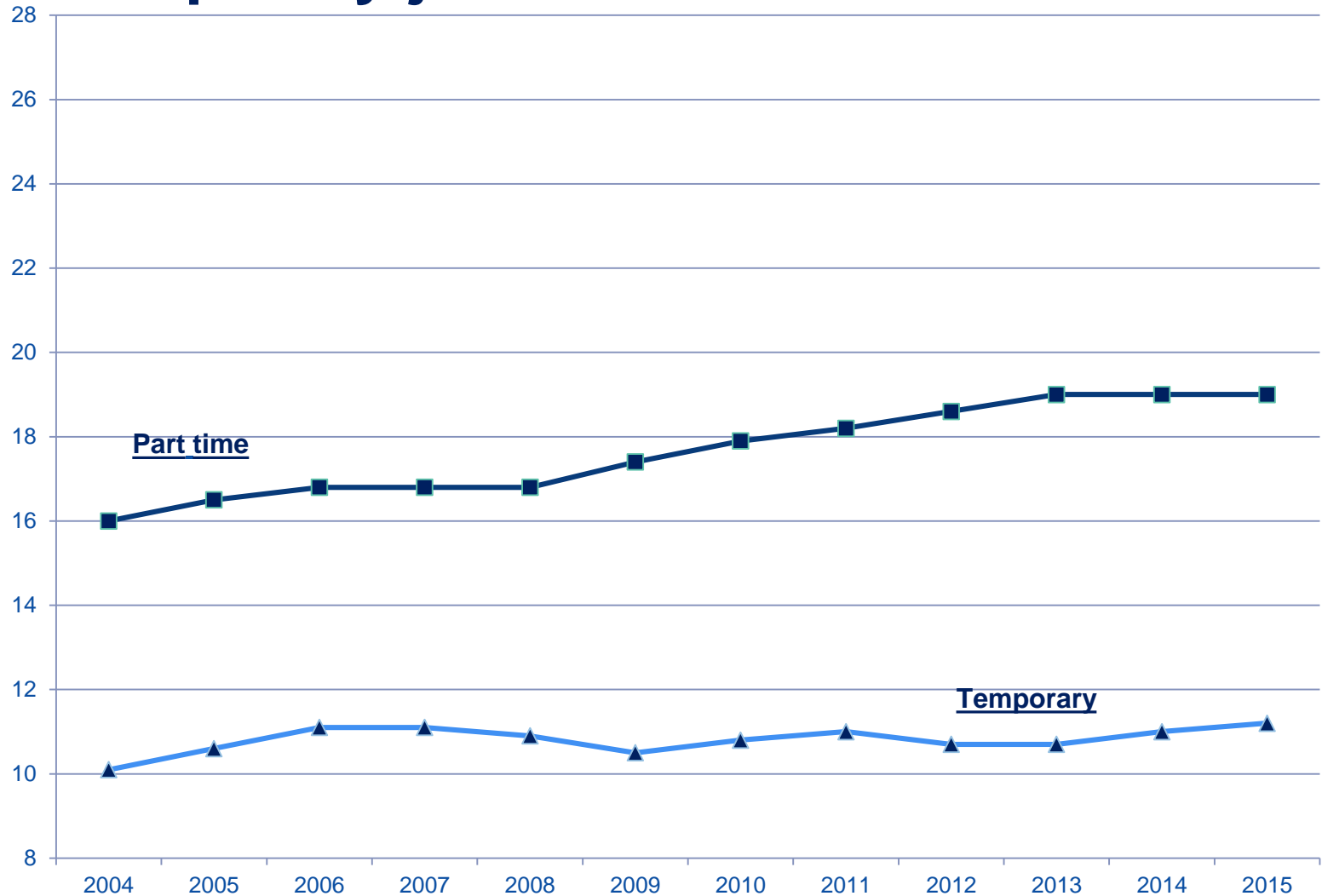
Upgrading in fast-growing economies



Source: Dwyer and Olin Wright, in: EJM2015

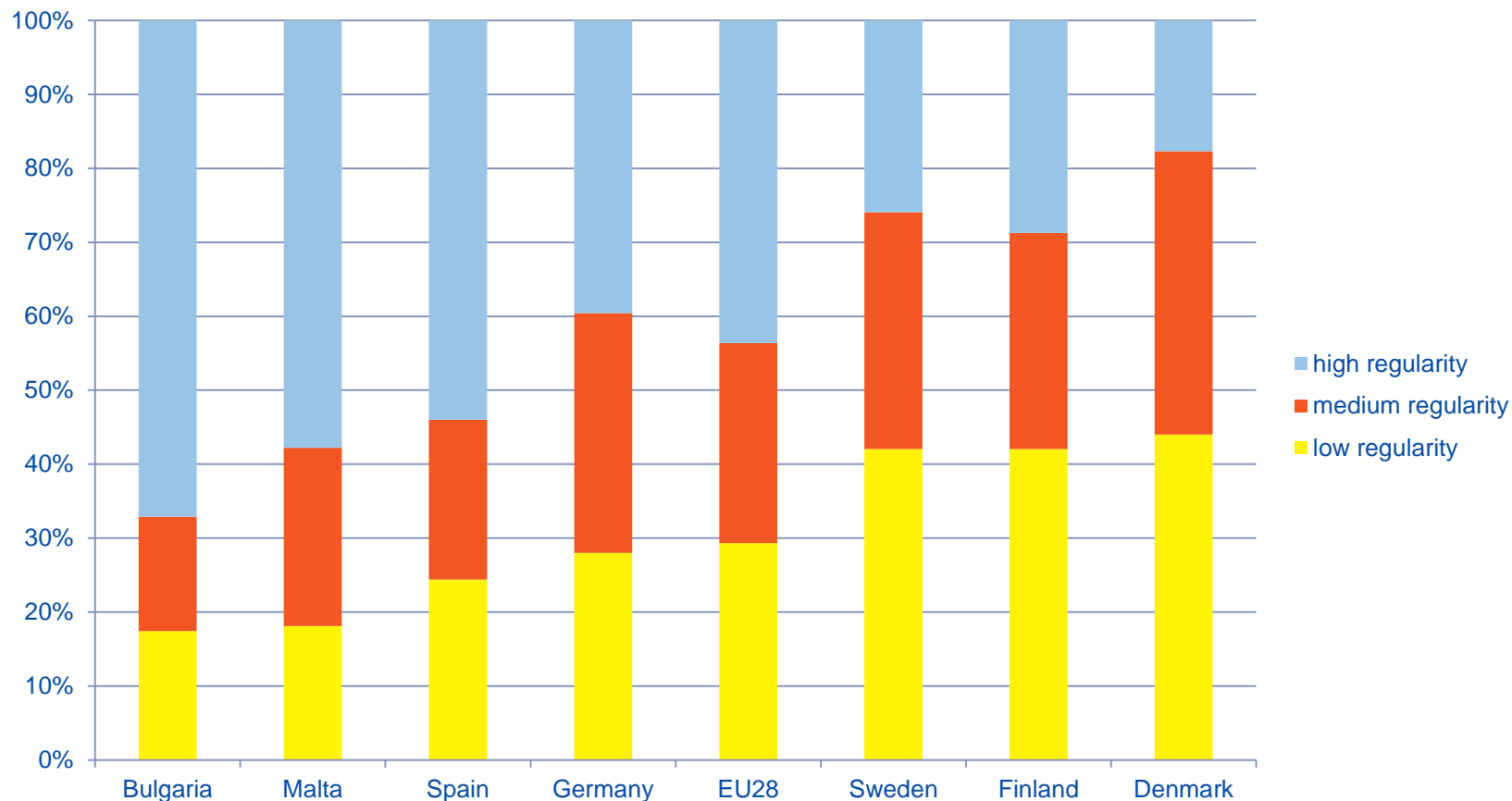
(New) forms of employment?

More part-time jobs but similar rates of temporary jobs in the EU



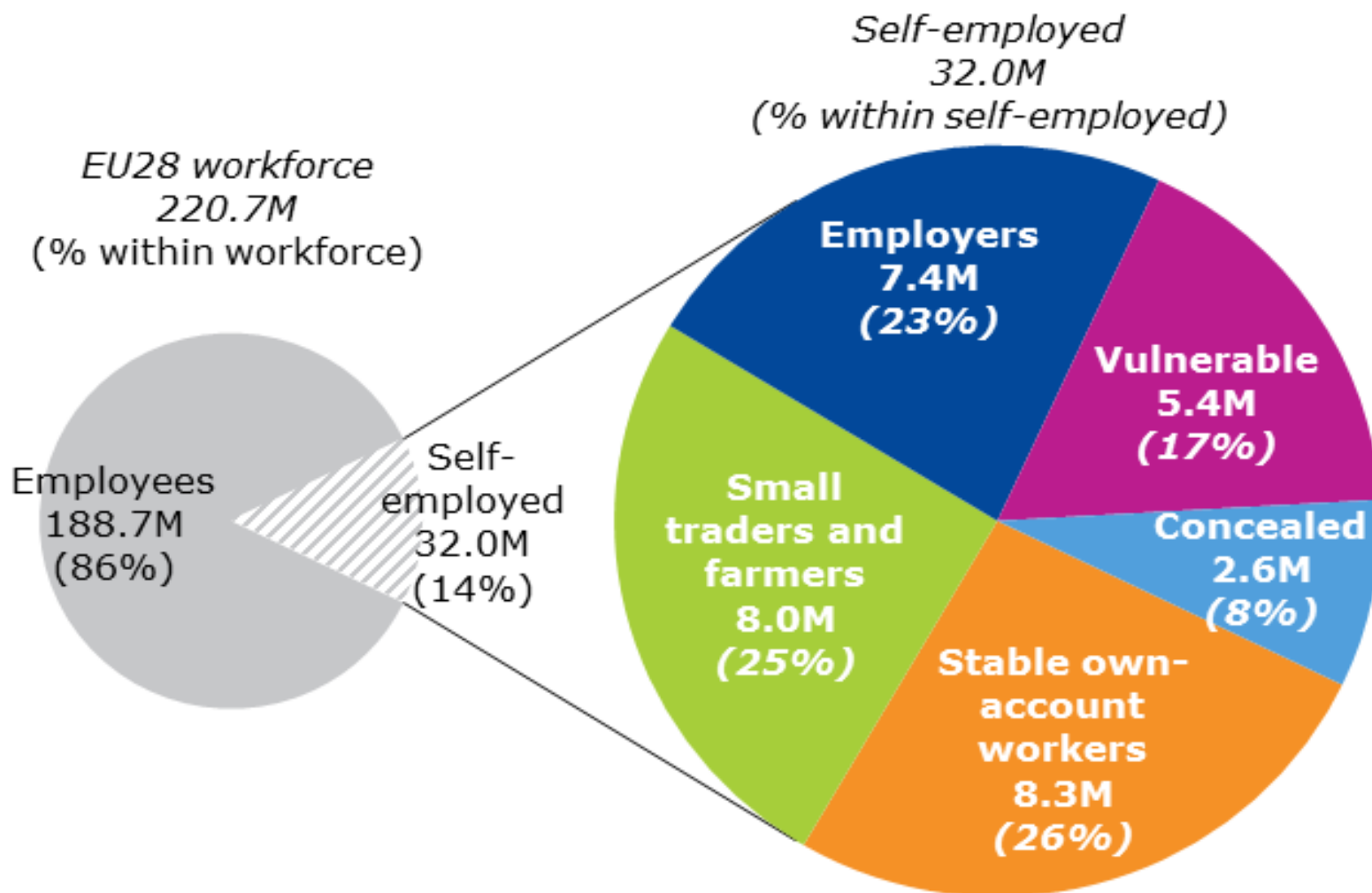
Source: EU:LFS

Regularity of working hours (%) – High regularity still the norm

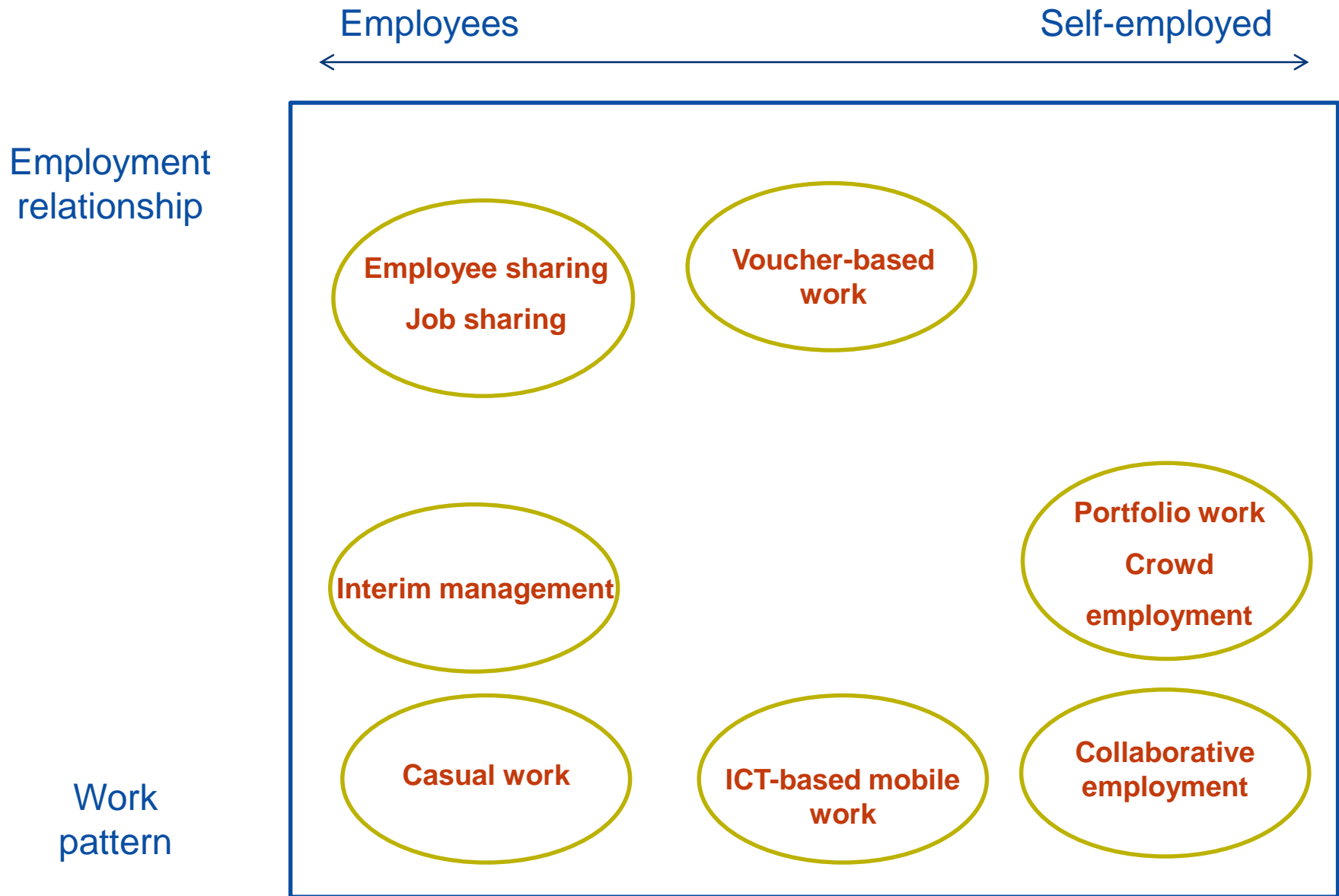


Source: EF: 6th European Working Conditions Survey (2015)

Classification of self-employed workers



New forms of employment



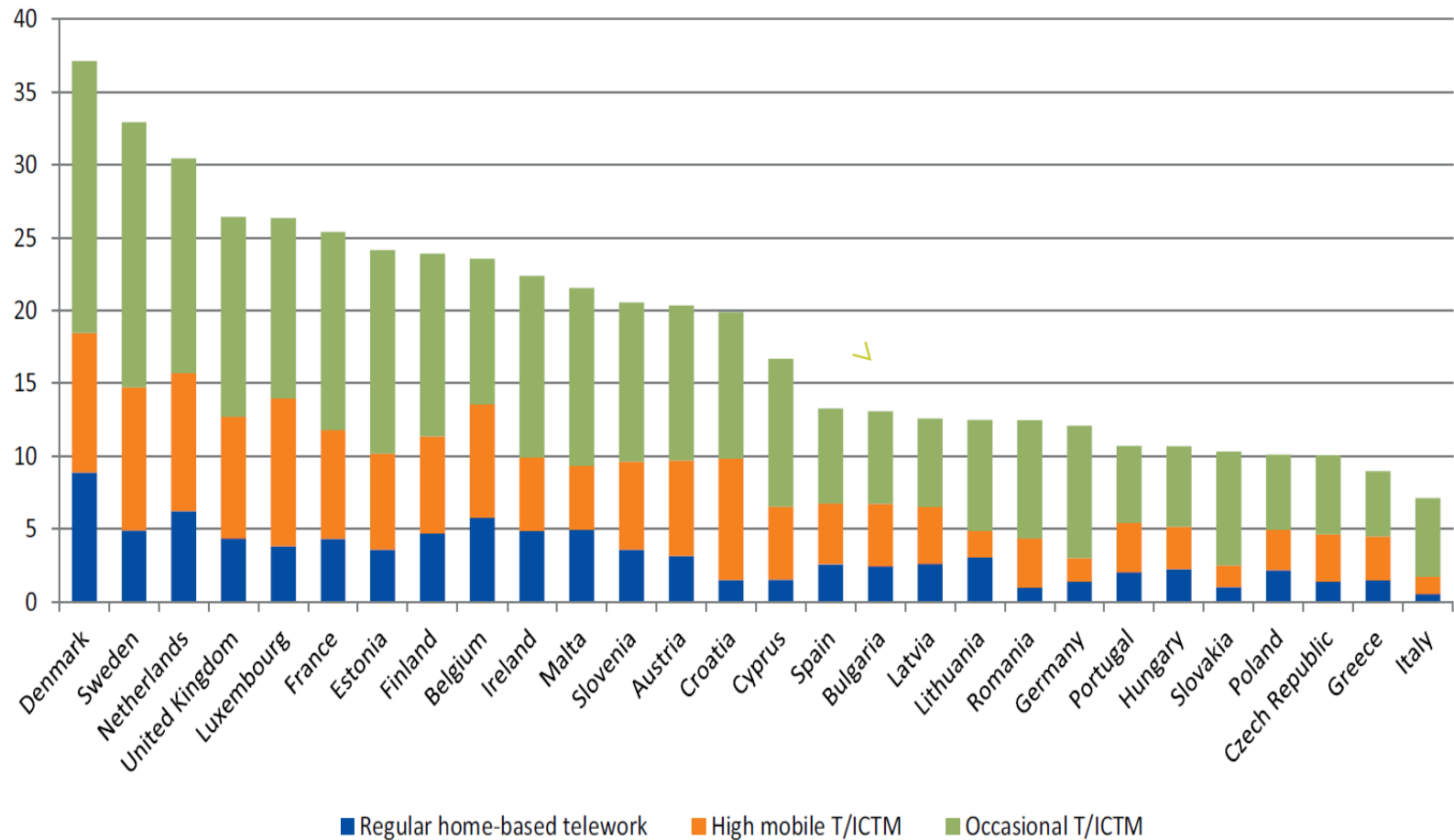
Implications for working conditions:

	Employee-sharing	Job sharing	Interim-management	Casual work	ICT-based mobile work	Voucher-based work	Portfolio work	Crowd employment	Collaborative employment
Social protection	Yellow	Green	Yellow	Red	Yellow	Green	Red	Red	Red
Health and safety	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Yellow
Income	Green	Yellow	Green	Red	Yellow	Yellow	Yellow	Red	Red
Bonus, fringe benefits	Green	Yellow	Red	Red	Yellow	Red	Red	Red	Red
Length of working time	Green	Green	Yellow	Yellow	Red	Red	Red	Green	Yellow
Flexibility	Yellow	Green	Green	Red	Green	Green	Green	Green	Green
Work-life balance	Yellow	Green	Green	Red	Yellow	Green	Green	Yellow	Green
Stress, work intensity	Red	Red	Red	Yellow	Red	Yellow	Red	Red	Green
Career development	Green	Green	Red	Red	Yellow	Red	Red	Yellow	Yellow
Training, skill development	Green	Green	Red	Red	Yellow	Red	Red	Yellow	Green
Content of tasks, responsibilities	Green	Yellow	Green	Red	Green	Red	Green	Yellow	Green
Autonomy, control	Yellow	Yellow	Green	Yellow	Green	Green	Green	Green	Green
Integration in work organisation	Yellow	Yellow	Yellow	Red	Red	Red	Red	Red	Green
Representation	Red	Yellow	Yellow	Red	Red	Red	Red	Red	Red

Implications for the labour market:

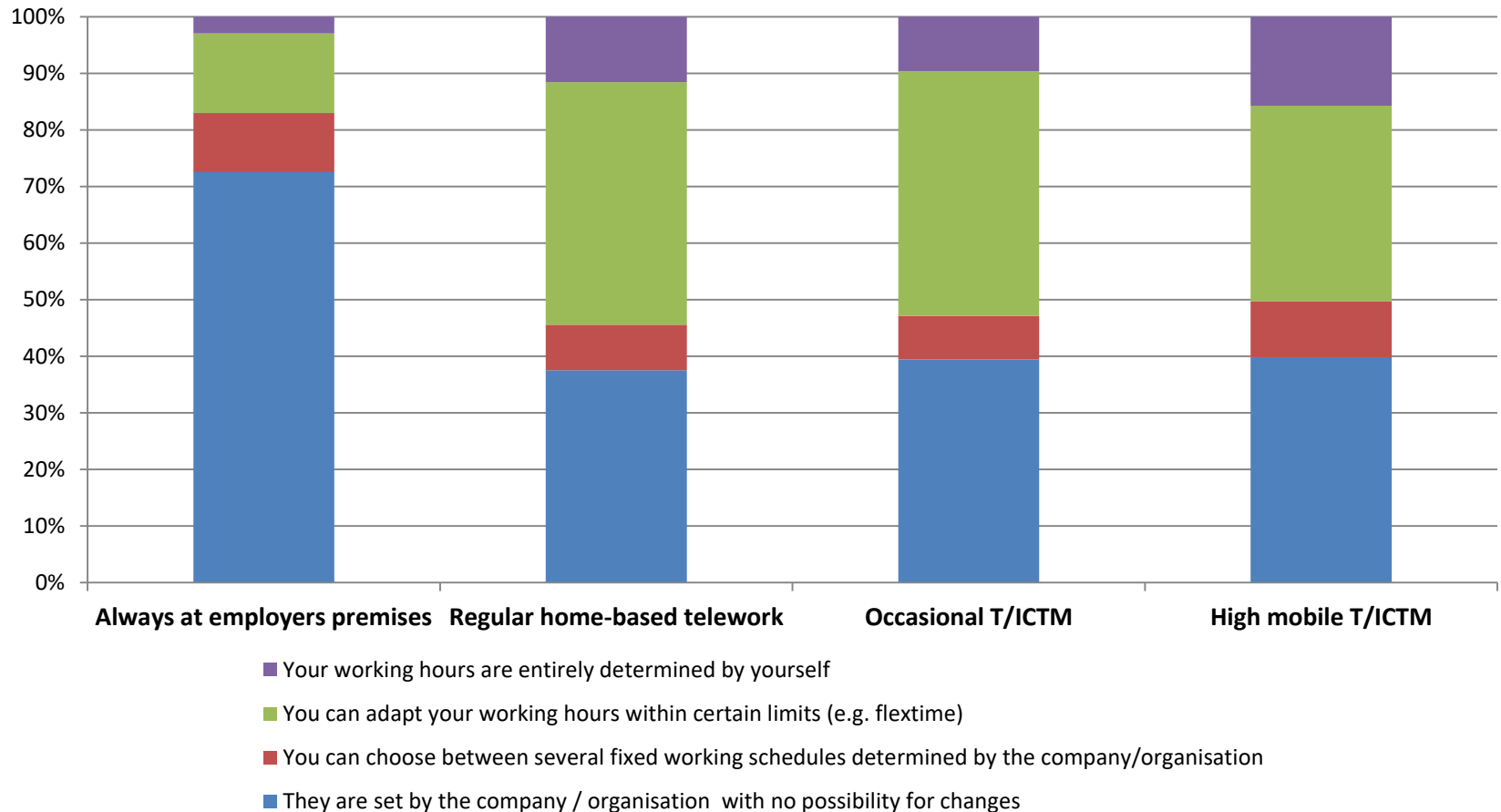
	Employee-sharing	Job sharing	Interim-management	Casual work	ICT-based mobile work	Voucher-based work	Portfolio work	Crowd employment	Collaborative work
Job creation, job retention, crowding out of standard employment									
Labour market integration									
Segmentation of the labour market, social polarisation									
Legalisation of employment									
Increased attractiveness of the labour market									
Upskilling of the labour force									

Percentage of Employees Teleworking or ICT mobile working, EU28, 2015



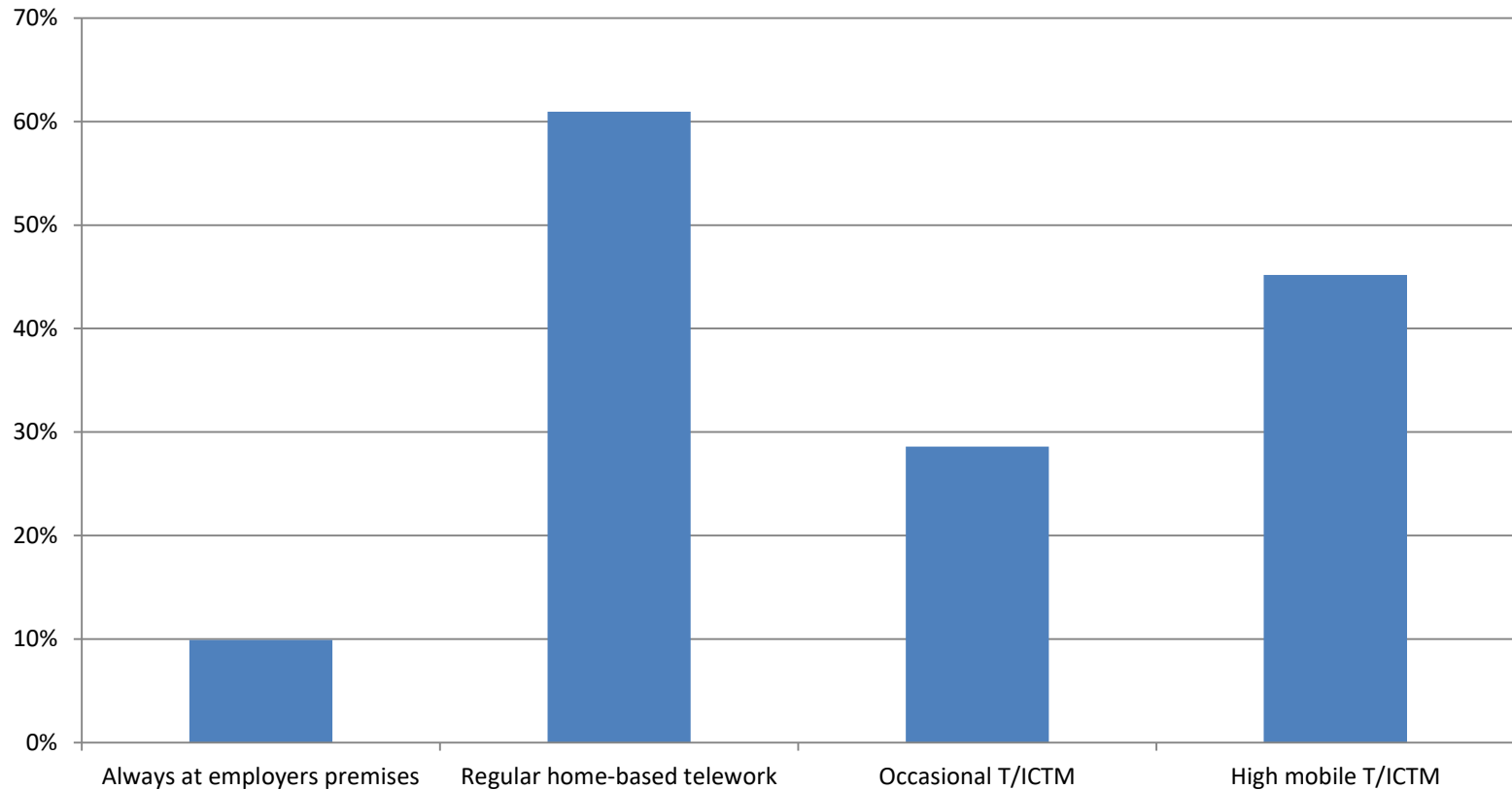
Source: EWCS 2015.

Working outside the workplace gives more working time autonomy...



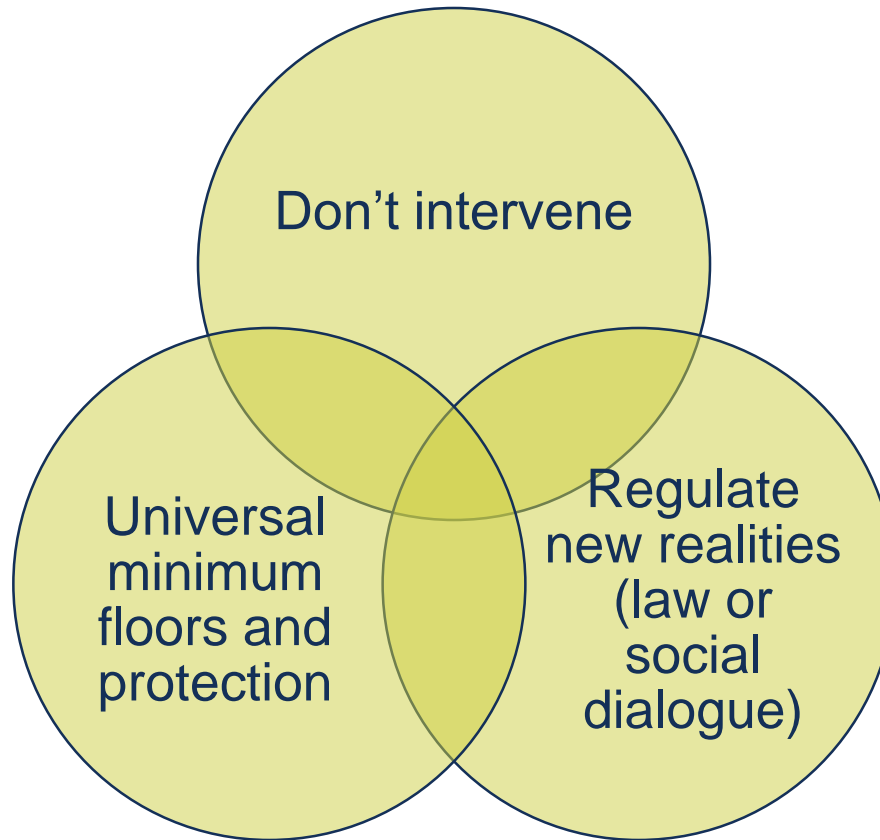
Source: EF: 6th European Working Conditions Survey (2015)

... but might end up working in free time



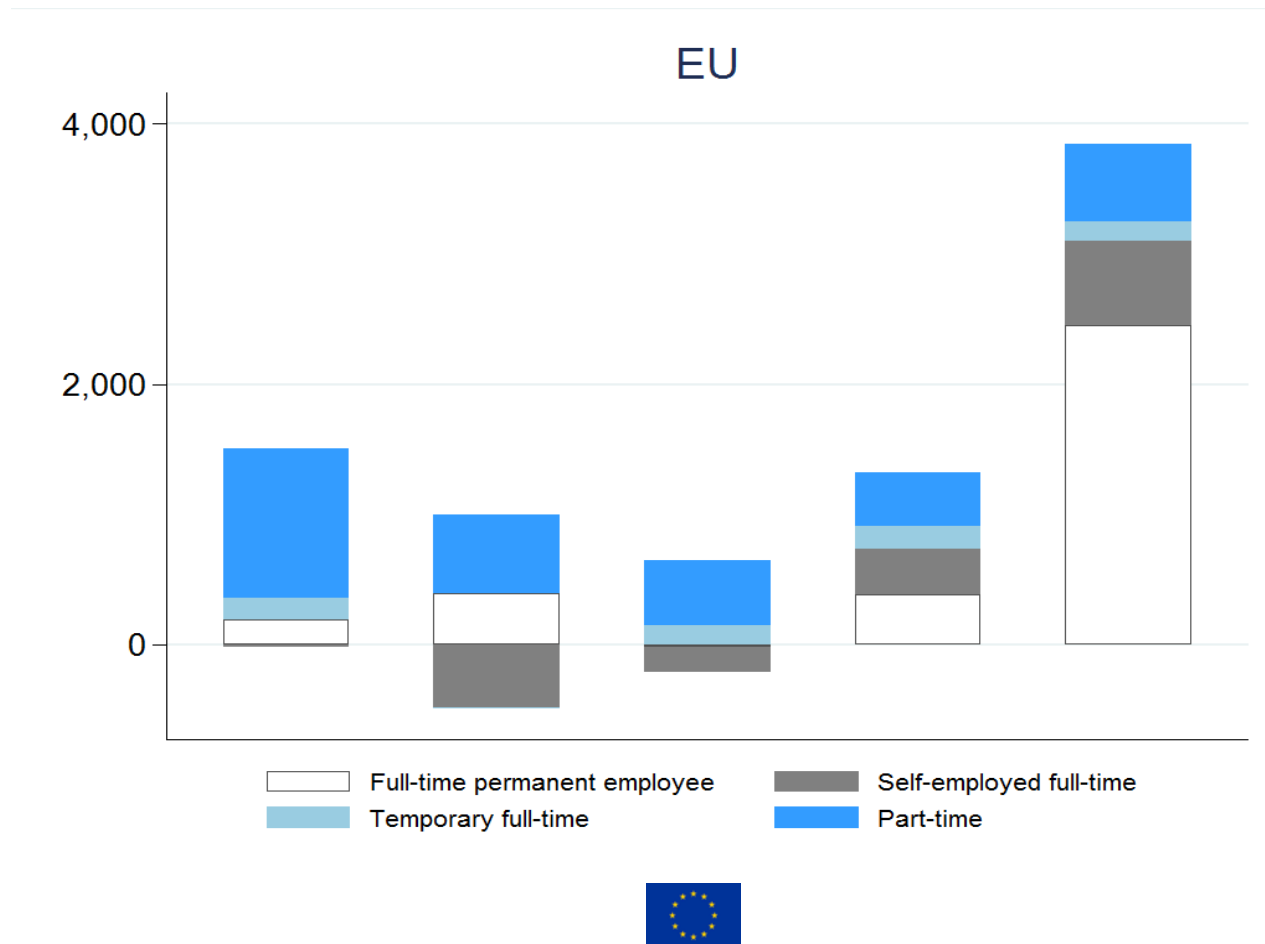
Source: EF: 6th European working Conditions Survey

Concluding remarks?

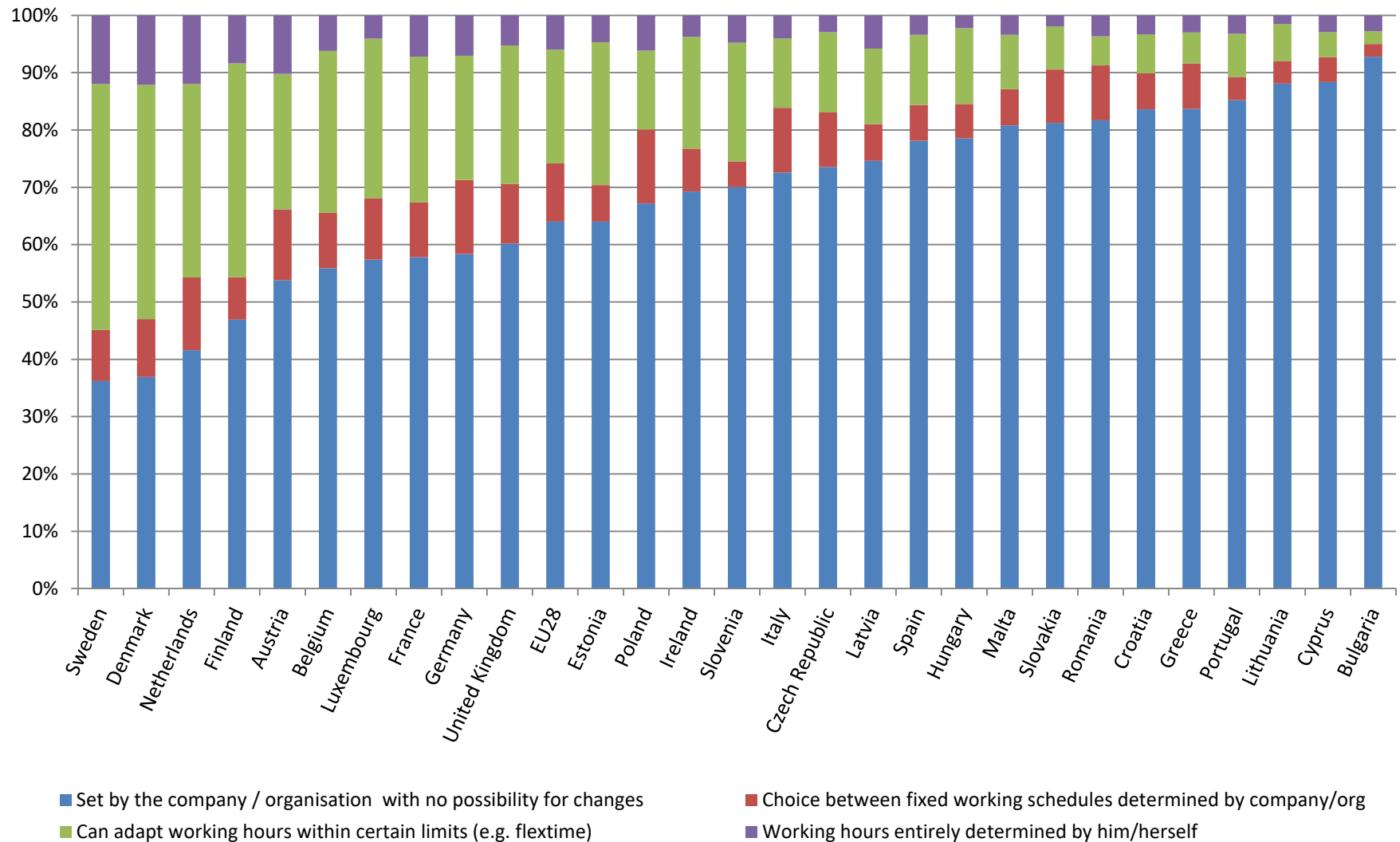


**Thank you for your
attention!**

Job growth in wage quintiles by type of contract in the EU, 2011-2016



Working time setting for employees



Source: EF: 6th European Working Conditions Survey (2015).

Main Effects of T/ICTM: ambiguity

- Longer, more “porous” working hours, including supplemental working hours, BUT reduced commuting time, more working time autonomy for employees to organize work schedules based on personal needs
- Better overall work-life balance, BUT more work-home and home-work interference due to blurring of work-life boundaries
- Greater work intensity, BUT more working time autonomy appears to offset the greater intensity except for “high mobile” T/ICTM workers
- More stress for some T/ICTM workers, especially ICT-mobile workers
- Lack of attention to ergonomics and the potential for isolation
- Overall positive effects on individual performance/productivity
- **Partial (part-time) telework and occasional ICT-mobile work seem to produce the most positive balance in relation to the effects of T/ICTM work**

Source: Eurofound/ILO-study, *Working anytime, anywhere* (2017)