

Emerging forms of work: Trends and research issues

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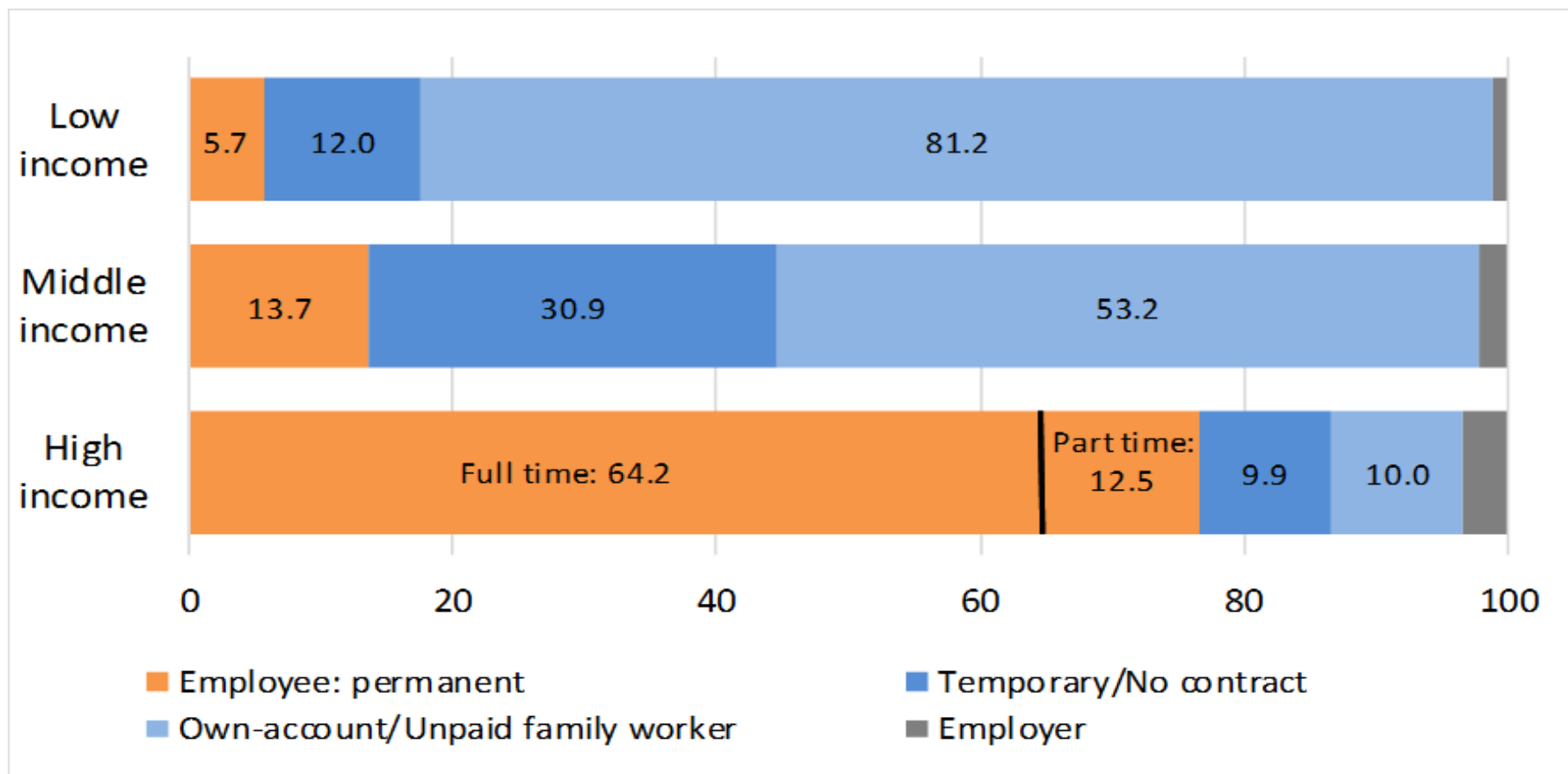
1. Emerging patterns in employment and work

- Own-account work, freelance, crowd-workers on the rise in some advanced economies
- “Non-standard” employment remains the norm in developing countries
- Digitalisation entails new ways of working

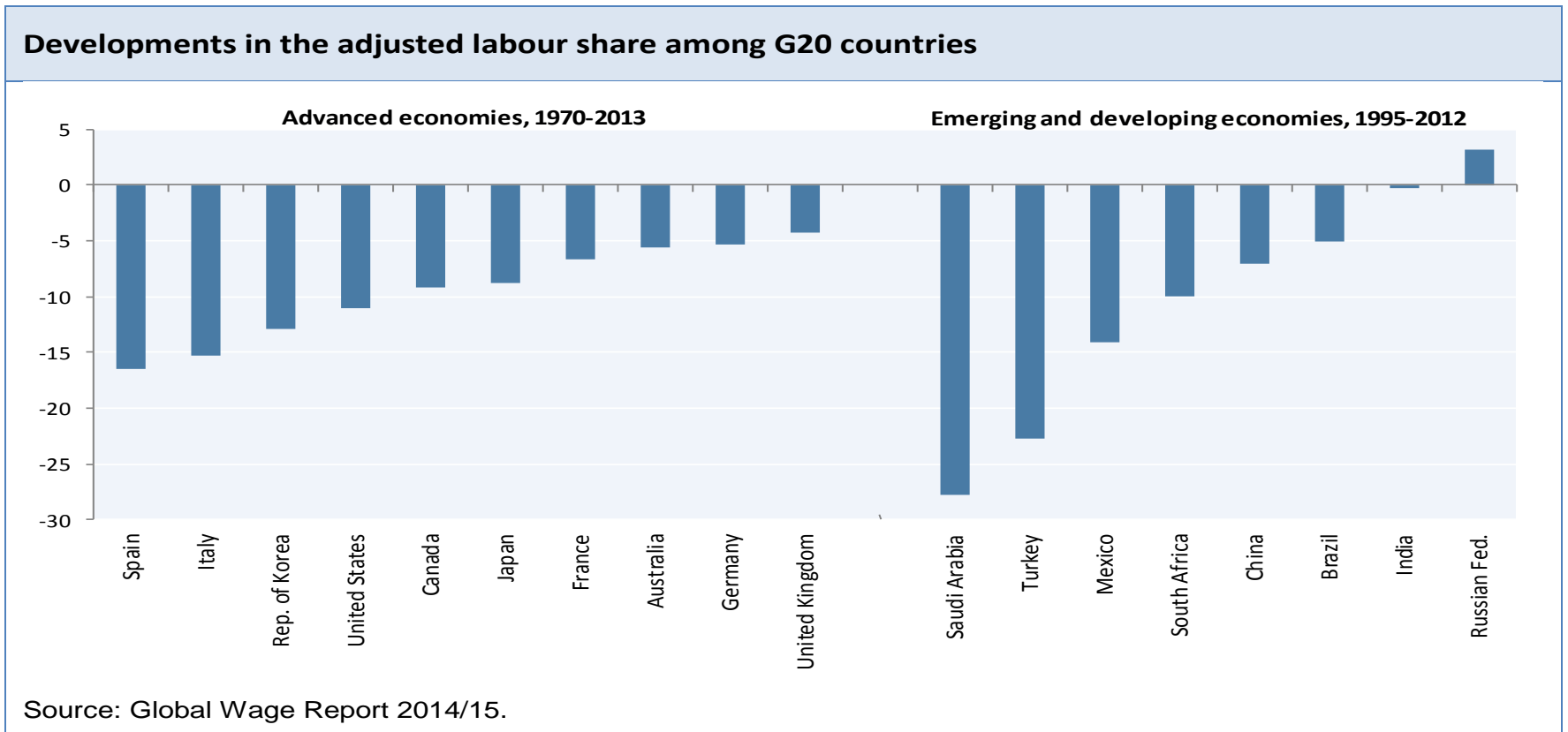
Changing employment relationship

(Employment by status, latest available year %)

Source: ILO *World Employment and Social Outlook 2015: The Changing Nature of Jobs*.



Labour incomes lagging behind productivity

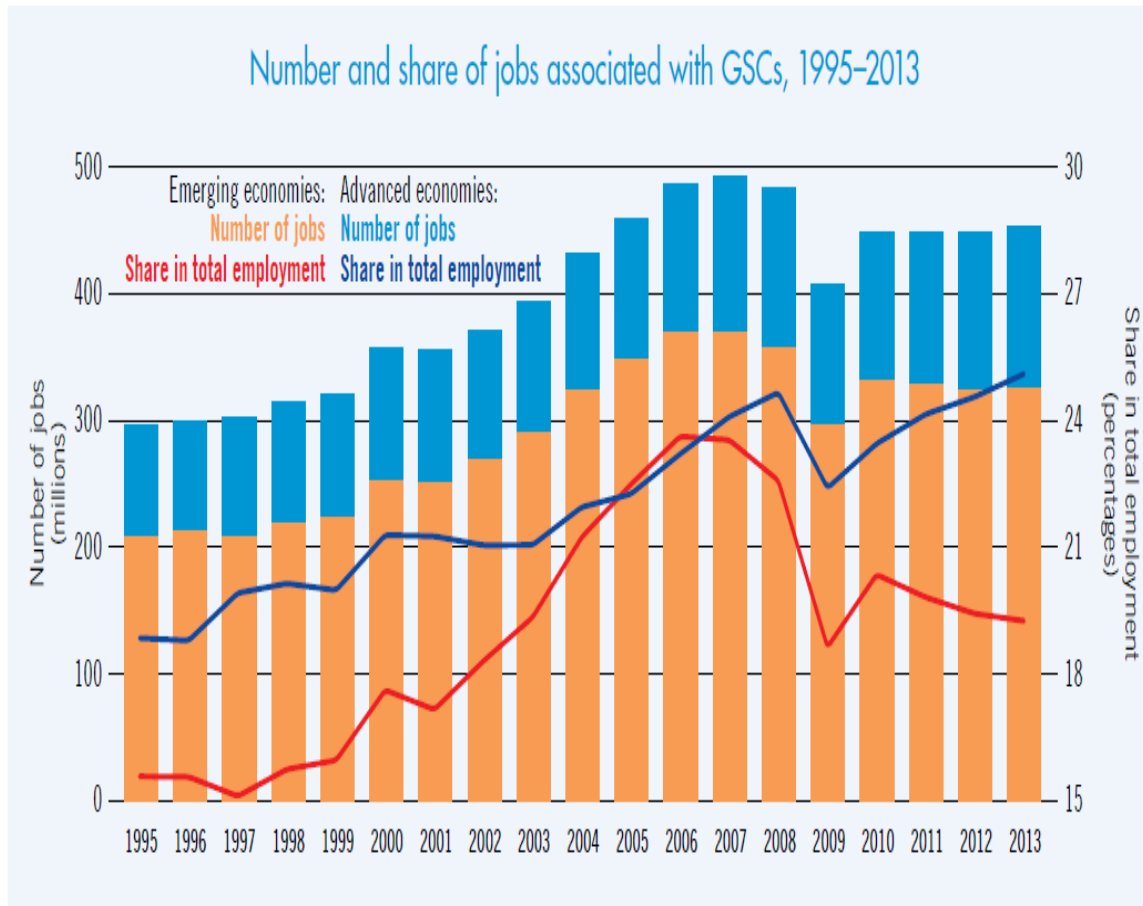


What are the possible underlying factors?

- Digitisation and change in paradigm of work in single location, time period and sector
- Enlarged possibilities to operate in value chains, blurring the boundaries of the enterprise
- Improved possibilities to reward differences in individual talent

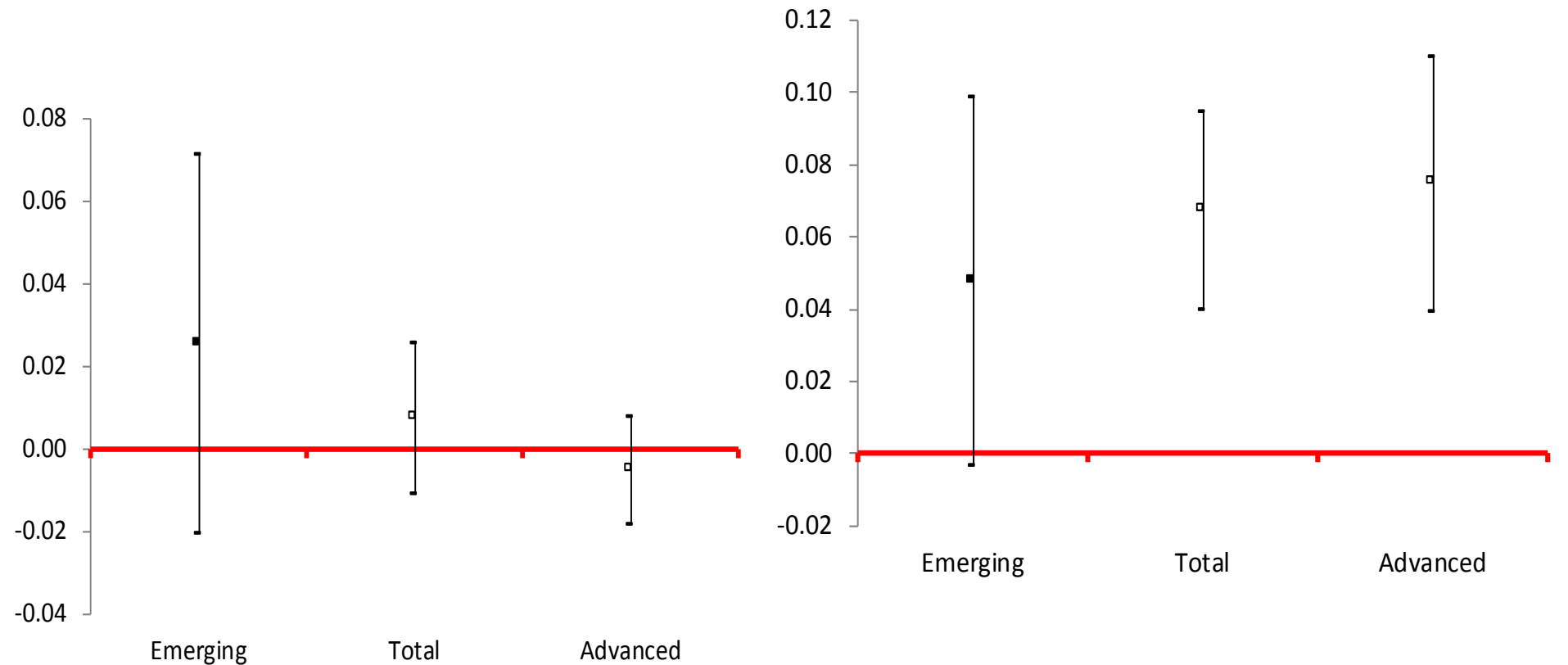
More and more workers in jobs linked to GSCs

40 countries (66% of the global labour force)



Source: ILO Research Department estimates based on WIOD.

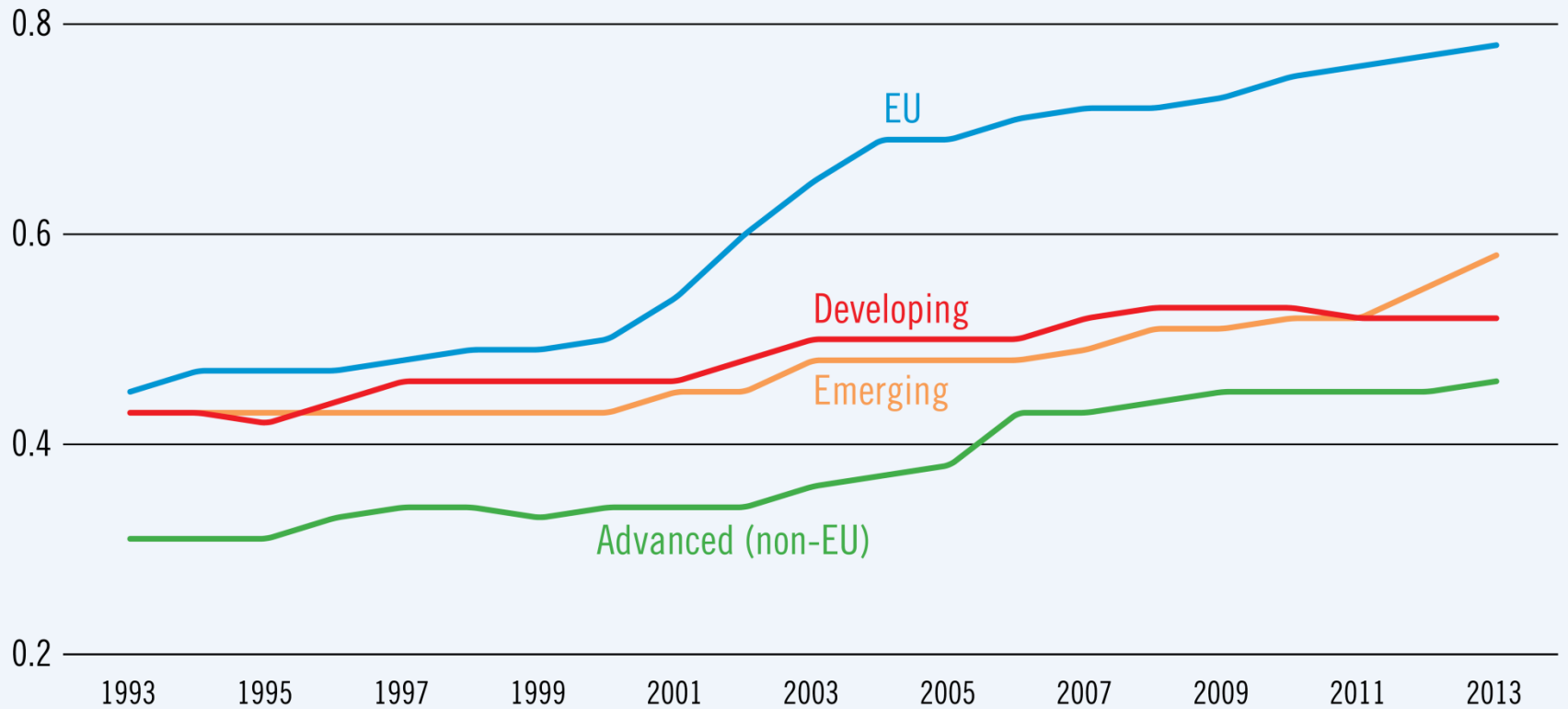
Impacts of global value chains on wages (left panel) and labour productivity (right panel) of suppliers



2. Key research issues

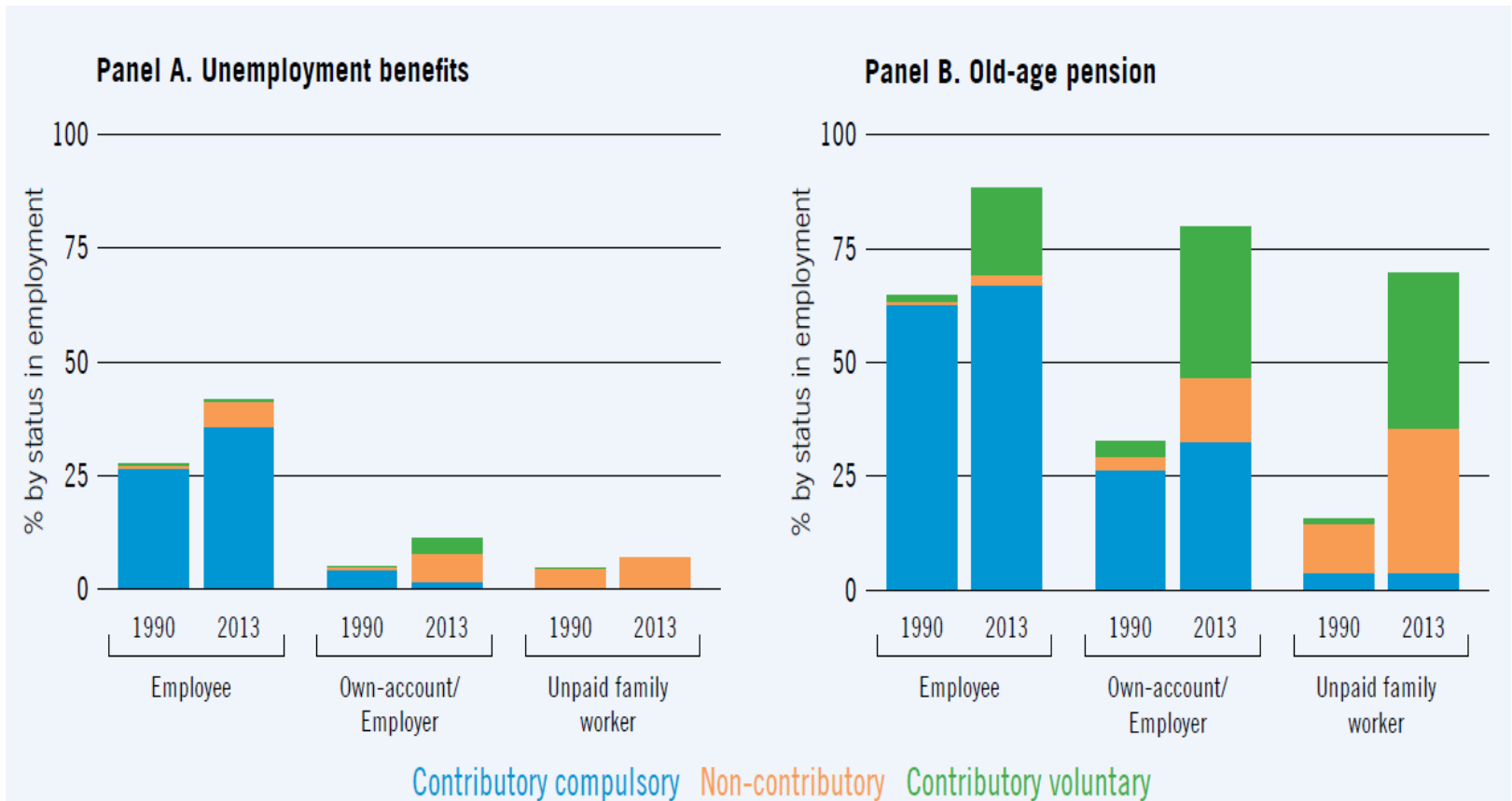
- What is the impact of labour regulations on different forms of work?
 - Traditional analysis focuses on the impact of regulation on different types of dependent employment (temporary-permanent; informal-formal). But regulation might also impact on the employment relationship
 - How to facilitate change and prevent situations of weak protection like zero-hour contracts or loopholes in accident responsibility (possible in triangular relationships)? A new legal form, in between self-employed and the employee? See reform of the Netherlands
 - What is the role of collective bargaining and tripartite institutions?

Overall average score of different forms of employment by country grouping, 1993–2013



- How to adapt social protection to the transformations of work?
 - Traditionally social protection based on the dependent employment model.
 - How to facilitate portability of benefits between different forms of work? See French “Compte Personnel d’Activité”
 - How to fund social protection in the changing environment? See proposals for a universal benefit scheme, funded from general resources

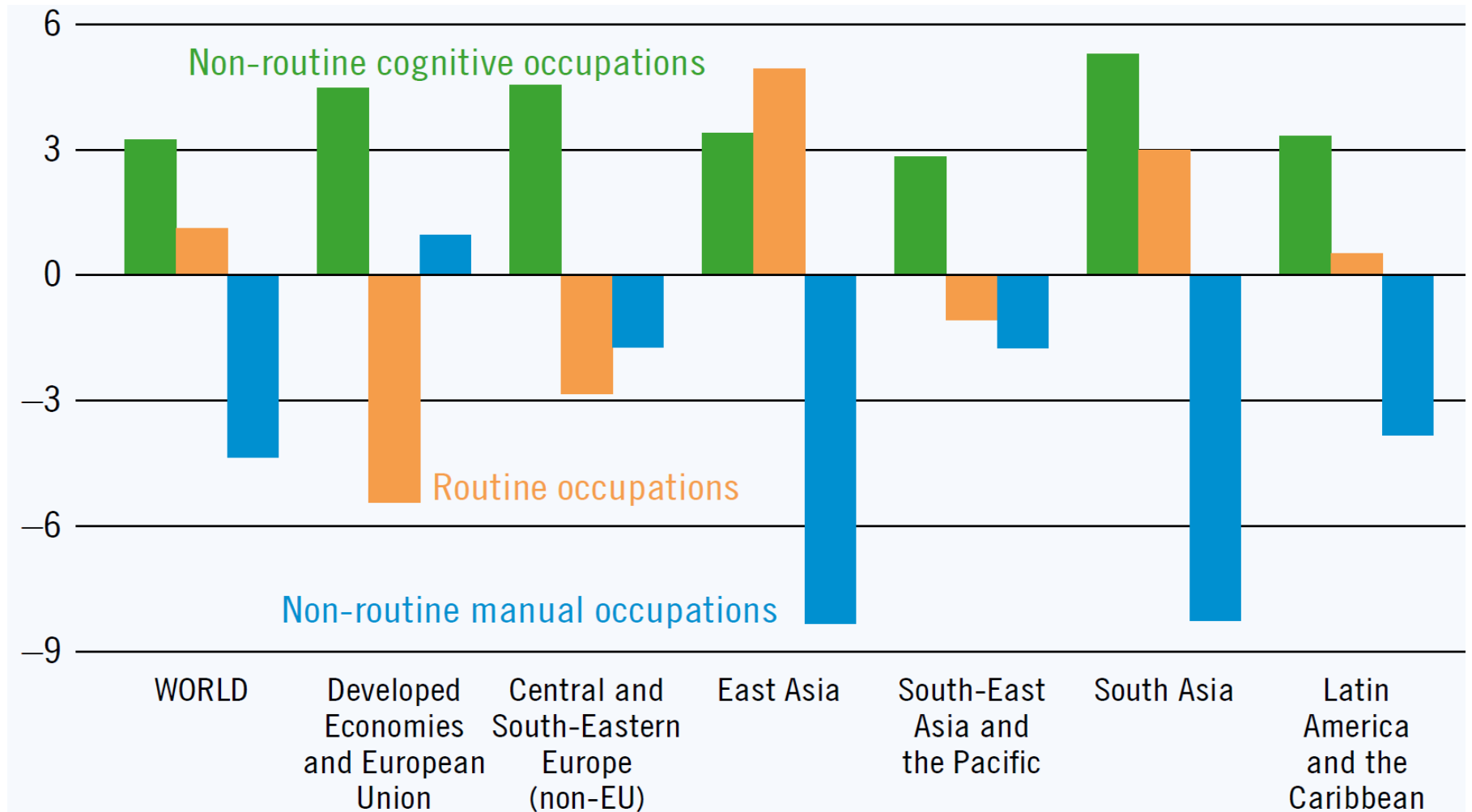
Global social security coverage by employment status



Source: ILO World Employment and Social Outlook 2015: The Changing nature of Jobs

Non-routine occupations on the rise

Change in the occupational employment share by type of occupation , 2000-2013



ILO project on the future of work

Further reading:

- ILO World Employment and Social Outlook 2015, “the changing nature of jobs”
- ILO Director-General report on the future of work, ILC, 2015

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