

# New forms of employment



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# Which are the new forms of employment;

- Fixed-term work contracts
- Part time jobs
- Temporary jobs
- Project-based contract
- subcontracting
- Job rotation
- Non recorded employment

# Some observations

- We can curse new forms of employment but this does not mean that they do not exist nor that we are not going to face them as trade unionists.
- Crisis has still a long way to go.

# New forms of employment – EU Directives – national laws

- For most of the new forms of employment there are relative EU directives and the respective national Laws
- Which EU Directives and national laws do you know about the new forms of employment? (if they exist, not the specific numbers)

# New forms of employment and related EU Directives

- Fixed-term work contract 99/70
- Part time jobs 97/81
- Temporary jobs 2008/14
- Project based contracts
- Subcontracting
- Job rotation
- Non-recorded employment

# Other useful EU Directives

- Mass redundancies
- Information and consultation
- European Works councils
- European company
- Organisation of the work time
- Tele-working
- Parental leave

# Which are the characteristics of the permanent (full-time) employment?

- The worker depends from the employer as far as the time, the place and way work is provided
- Indefinite time contract
- Fixed work time

# Question

Which other forms of employment do you know?

Which of the new forms of employment have been developed in your country?  
Why?



# Factors that favour the development of new forms of employment

- Introduction of ict in traditional sectors (informatics, telecommunications, internet)
- Development of new sectors in the knowledge-based economy in a global environment
- Extension of the services sector

# Factors that favour the development of new forms of employment(2)

- Participation of women in the labour market
- Job is more complex than in the past. It cannot be easily measured (production lines)
- Transfer of companies in countries with cheap labour cost.

# Introduction of new technologies

- Telecommunications (on-line sending and receiving of data, possibility to process data from a distance etc.)
- New companies in new sectors of the economy (informatics, telecommunications, internet)
- Direct communication through the internet

# Development of knowledge-intensive sectors

- Companies of traditional sectors are transferred in low-wage countries
- There are exceptions. Companies for which transfer costs are very high or companies that provide services directly to consumers.
- Developed countries favour knowledge-intensive sectors, because they have comparative advantages (universities, research centres)

# Entrance of women in the labour market

- It started with World Wars I and II
- Economic necessity to have 2 incomes in the family (and 2 consumers)

# Entrance of women in the labour market (2)

- Development of public and private support structures (baby-sitting) and low-cost cooking companies that generate low-paid employment
- Raise of the child giving age (possibility to work before the marriage) and of the pension age (raising of children by grandmothers)

# Extension of the services sector

- New positions in the knowledge-based professions
- New low-specialisation and low-payment jobs

# Work gets all the more complex

- Production lines (labour intensive) where the calculation of the necessary working time was easy are not used any more or they are transferred in low-wage countries
- Production changes very fast and new products are introduced.



## Work gets all the more complex(2)

- Service providing companies are taking into account other factors except the quantity of work the employee provides the customer (customer satisfaction)

The above happen in spite of the application of new technologies (informatics, telecommunications, internet)

# Transfer of labour intensive companies to developing countries

- Free circulation of capital
- Development of favourable corporate environment in developing countries
- Lack of cooperation of trade unionists at global level and more specifically at company or grouping of companies level.

# What were the characteristics of the labour market before crisis?

- Continuous increase of the job offer (high qualified young persons, young women, women after child-giving, legal and illegal migrants etc.)
- Job demand inferior to job offer

## What were the characteristics of the labour market before crisis?(2)

- Distinction of the workforce (good and bad job positions, unemployed and employed, different paces employed)
- The new-comers in the labour market seek better job positions

# Question

- How does crisis influence workers having permanent jobs?
- How does crisis influence young workers?

# Crisis influences the labour market

- Mass redundancies
- No new work positions generated
- Raise of unemployment
- More stressed distinction between workers

# Question

- Distinction between workers increases or decreases with crisis?
- Which is the stand of trade unions (local, sector, company-based) as far as this distinction is concerned?

- # New forms of employment and workers with permanent employment
- Permanent employment is better protected in crisis periods
  - Do employers use workers hired with new forms of employment as an advantage in negotiations or as a “threat”?
  - Are there conditions to turn new working positions into permanent jobs?



# Questions

What kind of new jobs in existing companies are generated?

- New permanent position jobs?
- Law- specialised jobs?
- High-specialised jobs?

## Question

What is the relation between workers having a permanent work contract in a company and those having new forms of employment in the same company?

# Quality of work

The quality of work, has in general having to do with:

- The perception and the attitude of the worker towards his/her job
- The salary
- The work conditions (working time, fatigue)

## Quality of work (2)

The quality of work, has in general having to do with:

- Progression
- New knowledge and skills
- Social insurance
- Stability
- Friendliness with the personal life

# Distinction of jobs according to their quality

- High quality
- Relative quality
- Low quality
- Very low quality

# Positive and negative features of new forms of employment

- They are not sufficiently covered by the labour Law
- They generate employment in the limits between employment and unemployment
- Workers with different paces in the same company

## Positive and negative features of new forms of employment(2)

- They raise insecurity of workers
- They allow the entrance in the labour markets of young people, women, migrants, yet they «εγκλωβίζουν» them in very low-quality jobs
- They reduce the cost of services (assistance at home etc.) that permit more women to work

# Positive and negative features of new forms of employment(3)

- They increase the flexibility of companies
- In some cases they link remuneration with productivity



## Some Greek data for 2011

- Employed 3,7 million and unemployment rate 20% (in 2012 it has raised to 25%)
- 32.000 full-time contracts have changed to part-time
- 26.000 full-time jobs have turned into job rotation



In 2011 there were signed:

- 84.000 rotated employment contracts
- 300.000 part time job contracts
- 4.000 project-based contracts

# Fixed-term work contracts

- They appeared in 1970
- Trade unions were opposite
- The Law tries to impede its abuse (repeated contracts)
- Positive results in the substitution of ill workers, seasonal employment, trial employment, employment for a fixed project or a fixed time.

# Part-time work contracts

- Employment with reduced working time
- It allows women with children to work
- Workers have reduced social insurance coverage

# Contracts of job-rotated employment

- They are used by companies in periods of crisis
- They devastate industrial relations
- They reduce the workers' income

# Temporary work contracts

- They are not socially acceptable in Southern Europe in contrast with the Northern Europe
- The worker has a contract with an intermediary, not with the organisation he/she offers his/her work
- It is practically not possible to change the work contract to a full-time employment contract.

# Project-based contracts

- There are many forms of project-based contracts
- The worker usually has not the status of an employed person in the sense of the Labour Law
- It fits high specialised jobs and jobs in the service sector

# Subcontracting

- It is applied:
  - In the industry as piece-payment (accord)
  - In the service sector as outsourcing
- Work conditions are bad and there is big insecurity.



# Non-recorded employment

- It is illegal and it raises in periods of crisis
- It is bad for the competition of companies at global level
- It is favoured by illegal migration, lack of control mechanisms and other factors.

# EU Directives related to the new forms of employment

- Working time 2003/88
- Fixed-term employment 99/70
- Part-time employment 97/81
- Health and safety 91/383

# Other forms of employment

- In developing countries there are more forms of employment in the confines of work and slavery
- Non-existing trade union rights
- There are no trade unions