

The changing nature of work.

**What do the trends over time
tell us?**

John Frank and Peter Smith

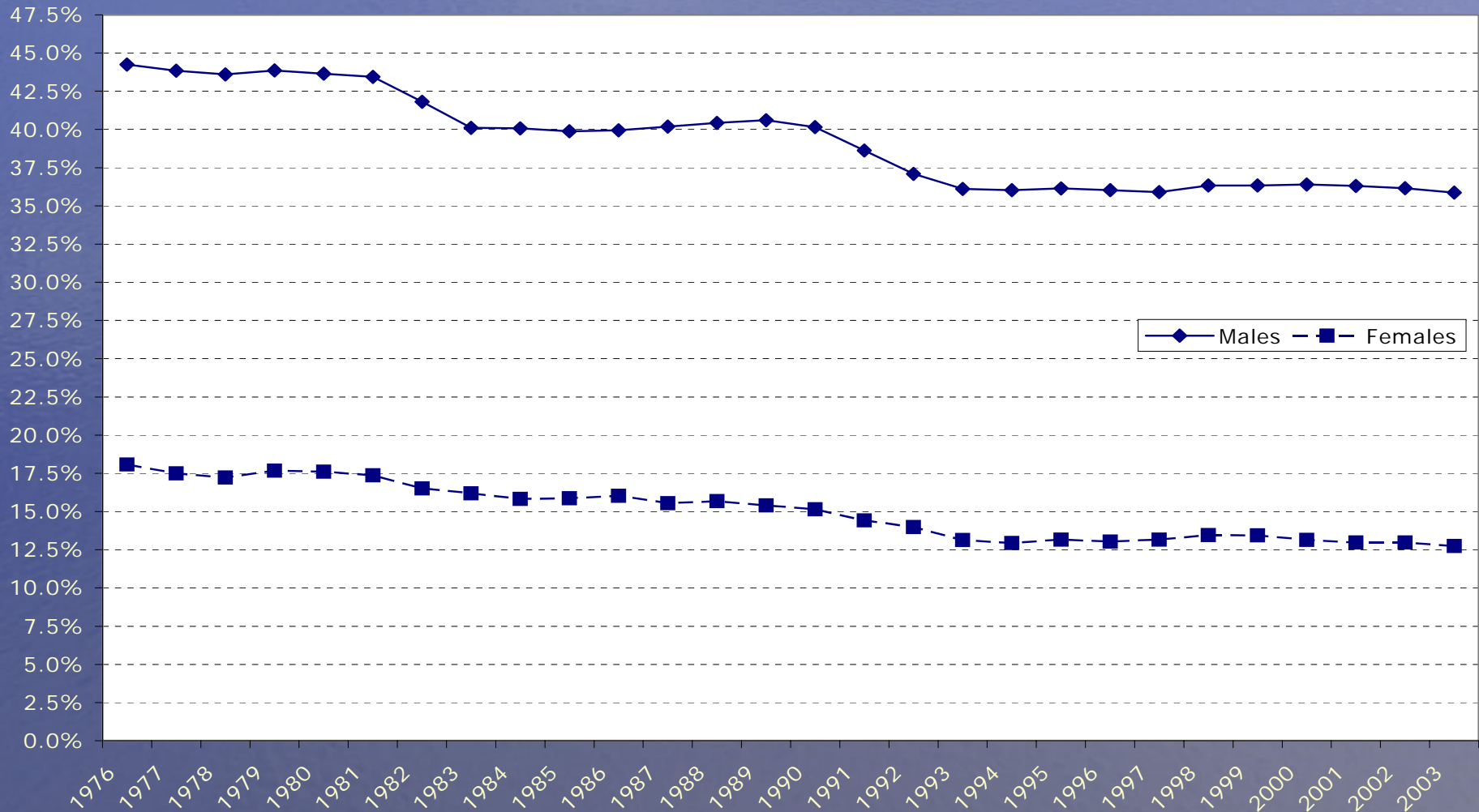
UCLA: April 22nd 2004

Outline

- Changes in where we work (industry shifts)
- Changes in measures of productivity
- Changes in the amount of work
- Changes in who works
- Changes in the amount of skills workers have
- Changes in the availability of work
- Changes in the type of work
- Changes in the psychosocial work environment

Changes in where we work

Percent employment in goods producing industries. Canada 1976 to 2003



Changes in how we measure productivity

Changes in measures of productivity.

An example from Dilbert

THIS WEEK I ACHIEVED UNPRECEDENTED LEVELS OF UNVERIFIABLE PRODUCTIVITY.



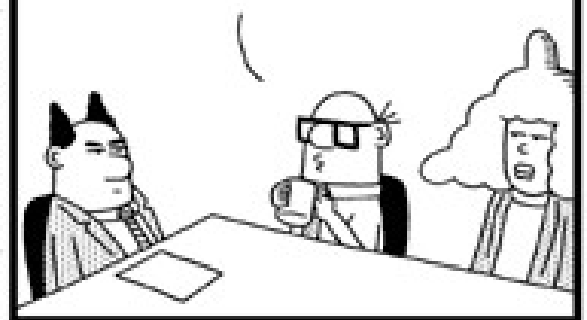
www.dilbert.com scottadams@aol.com

I MADE PHONE CALLS, BUILT CONSENSUS, DISPLAYED LEADERSHIP, ATTENDED MEETINGS AND SET PRIORITIES.



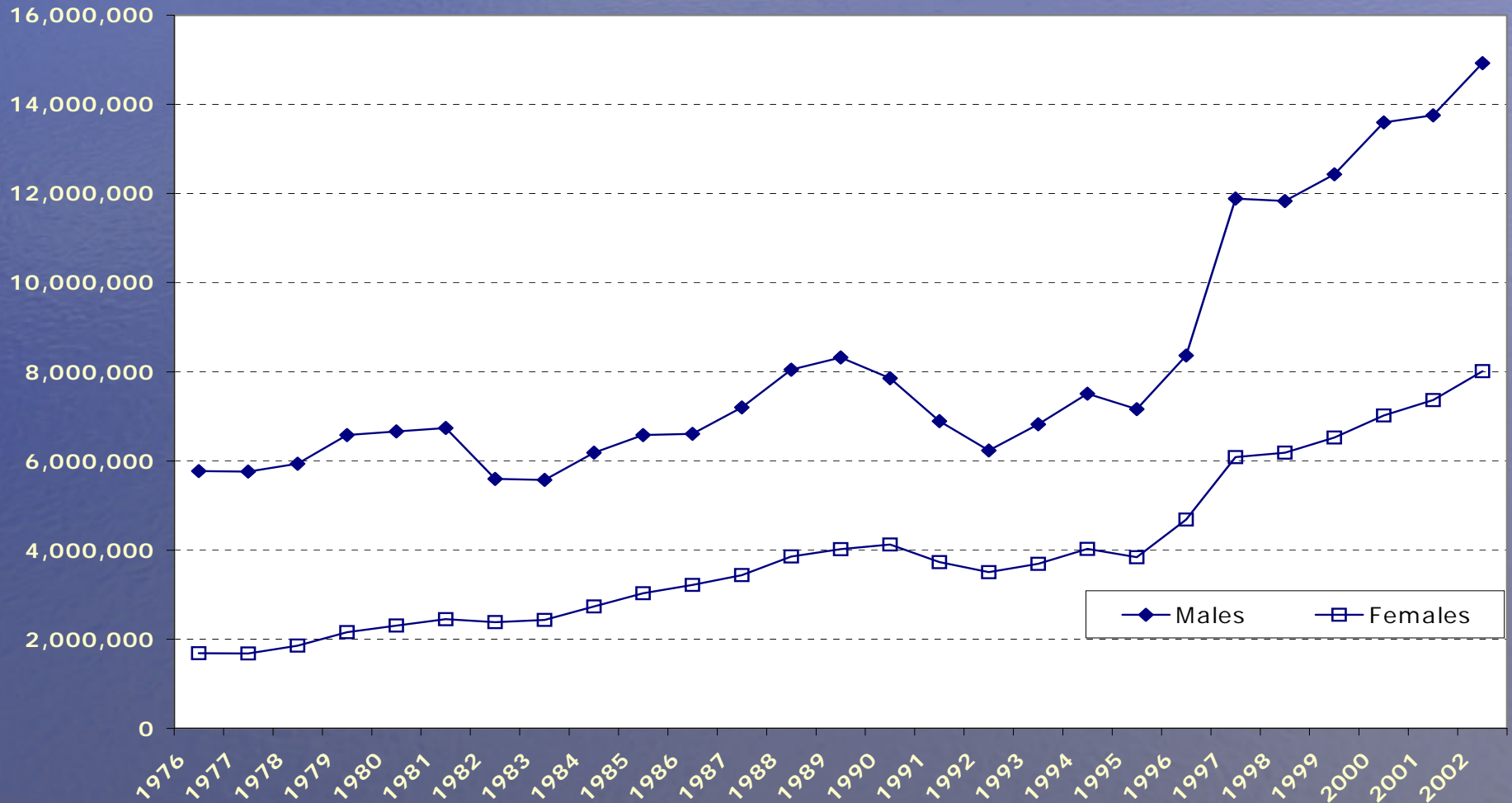
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AND THEN WE HAVE THIS MEETING.



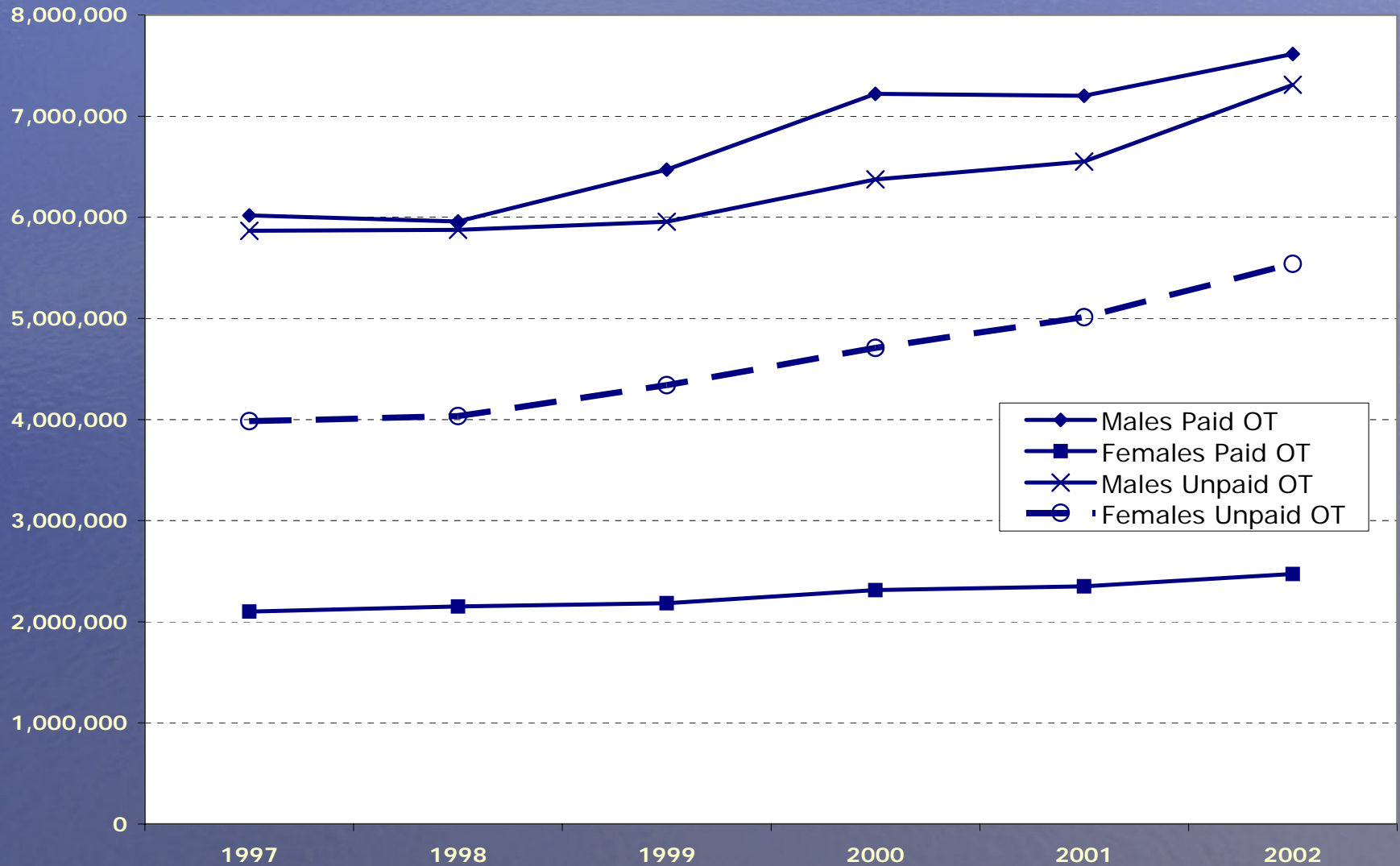
Changes in the amount of work

Total number of extra hours worked per week. 1976 to 2002. Non-self-employed labour force participants only



Source: LFS Public Use Microdata

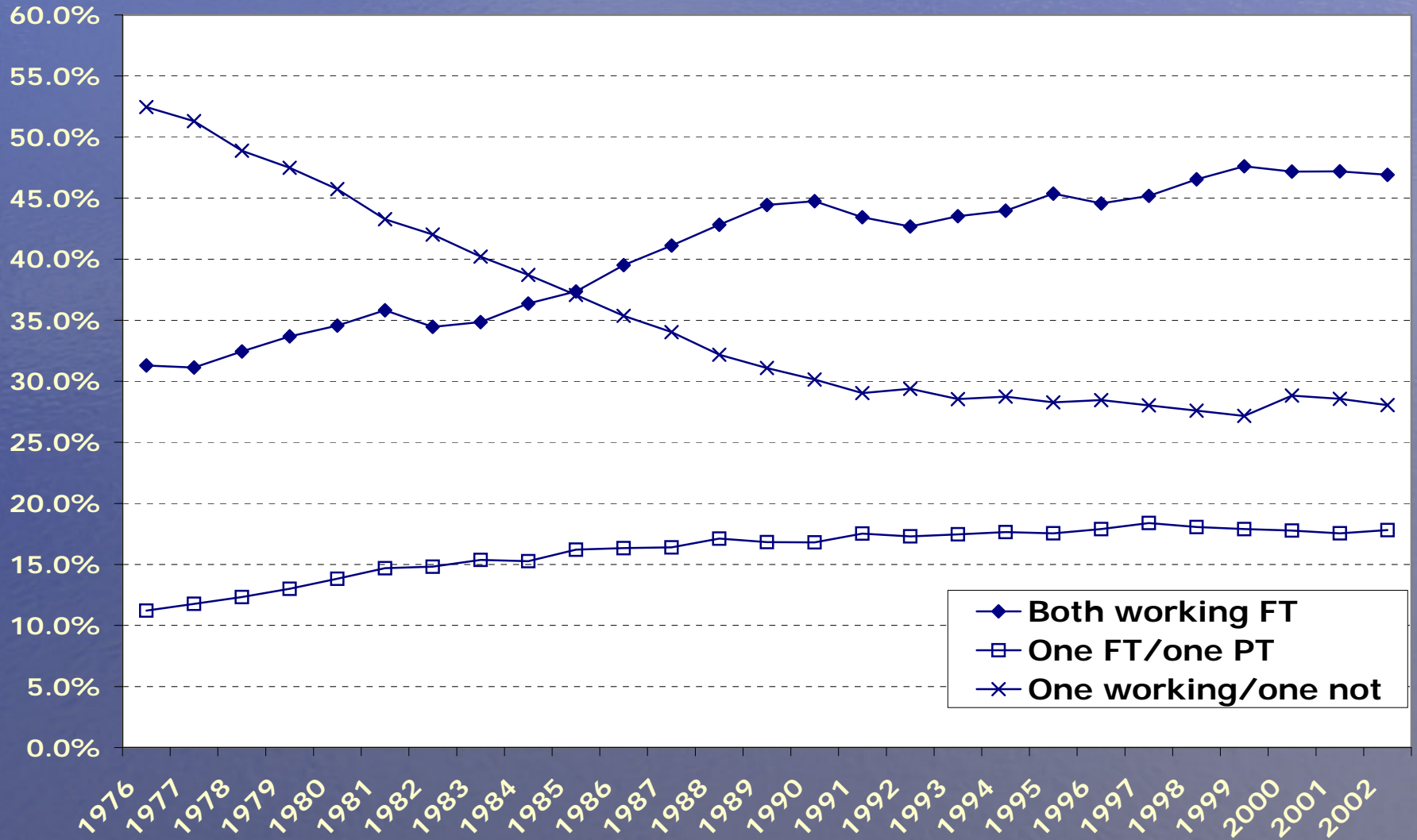
Average paid and unpaid overtime hours worked per week. Canada 1997 to 2002



Source: LFS Public Use Microdata

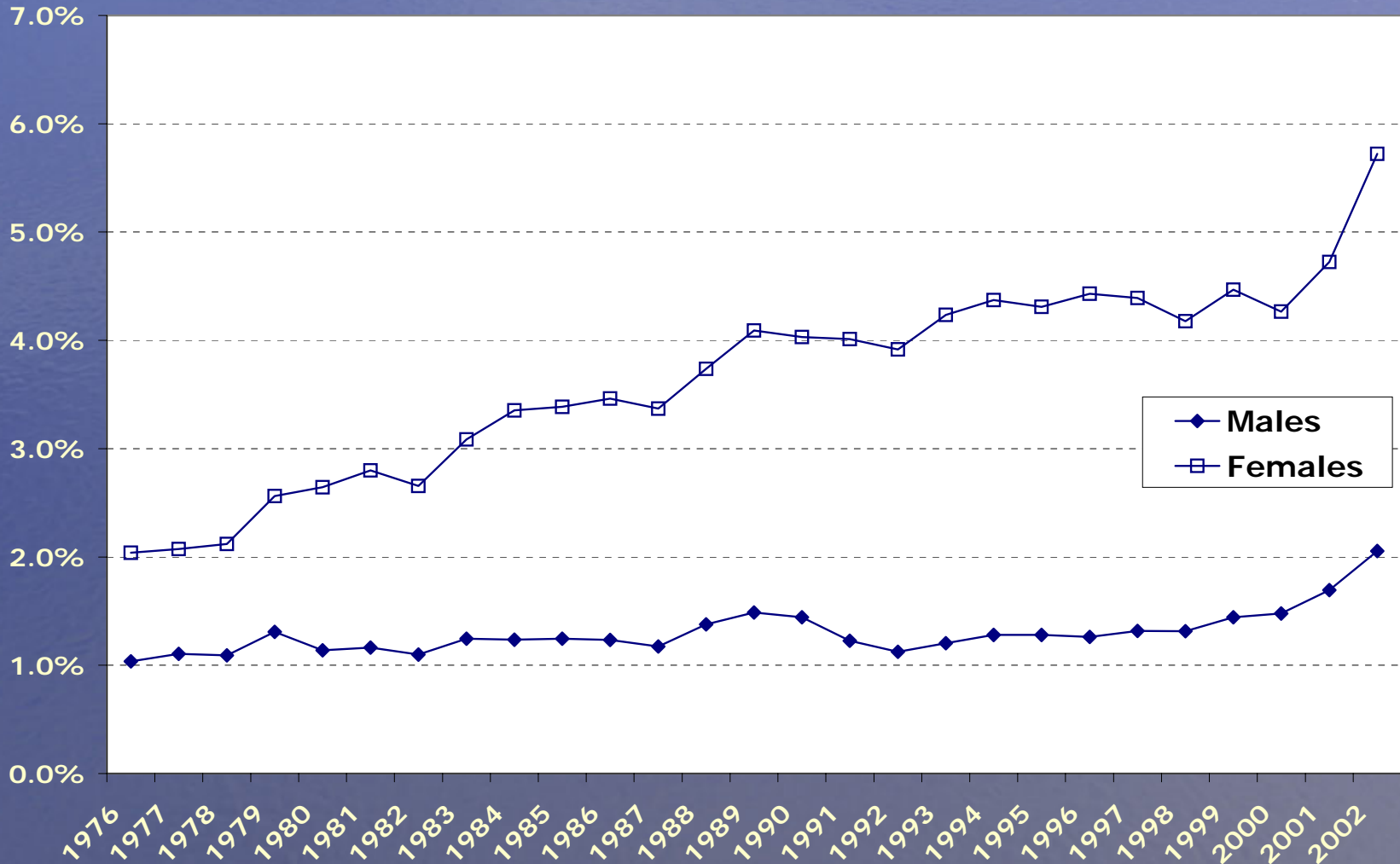
Changes in who works

Percentage of couples who both work. Canada 1976 to 2002



Source: LFS Public Use Microdata

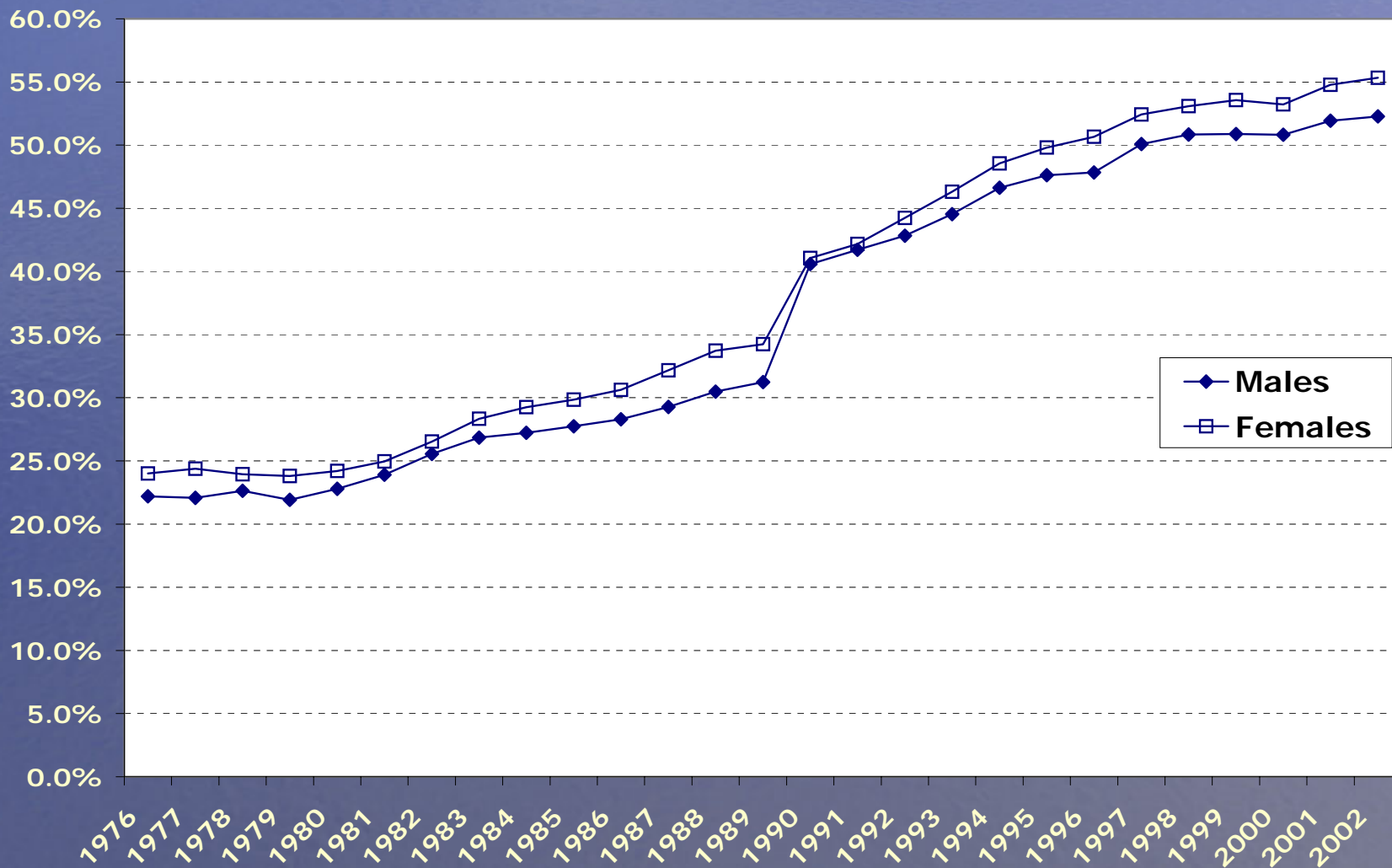
Percent of employees absent due to family responsibilities. Married labour force participants only. Canada 1976 to 2002



Source: LFS Public Use Microdata

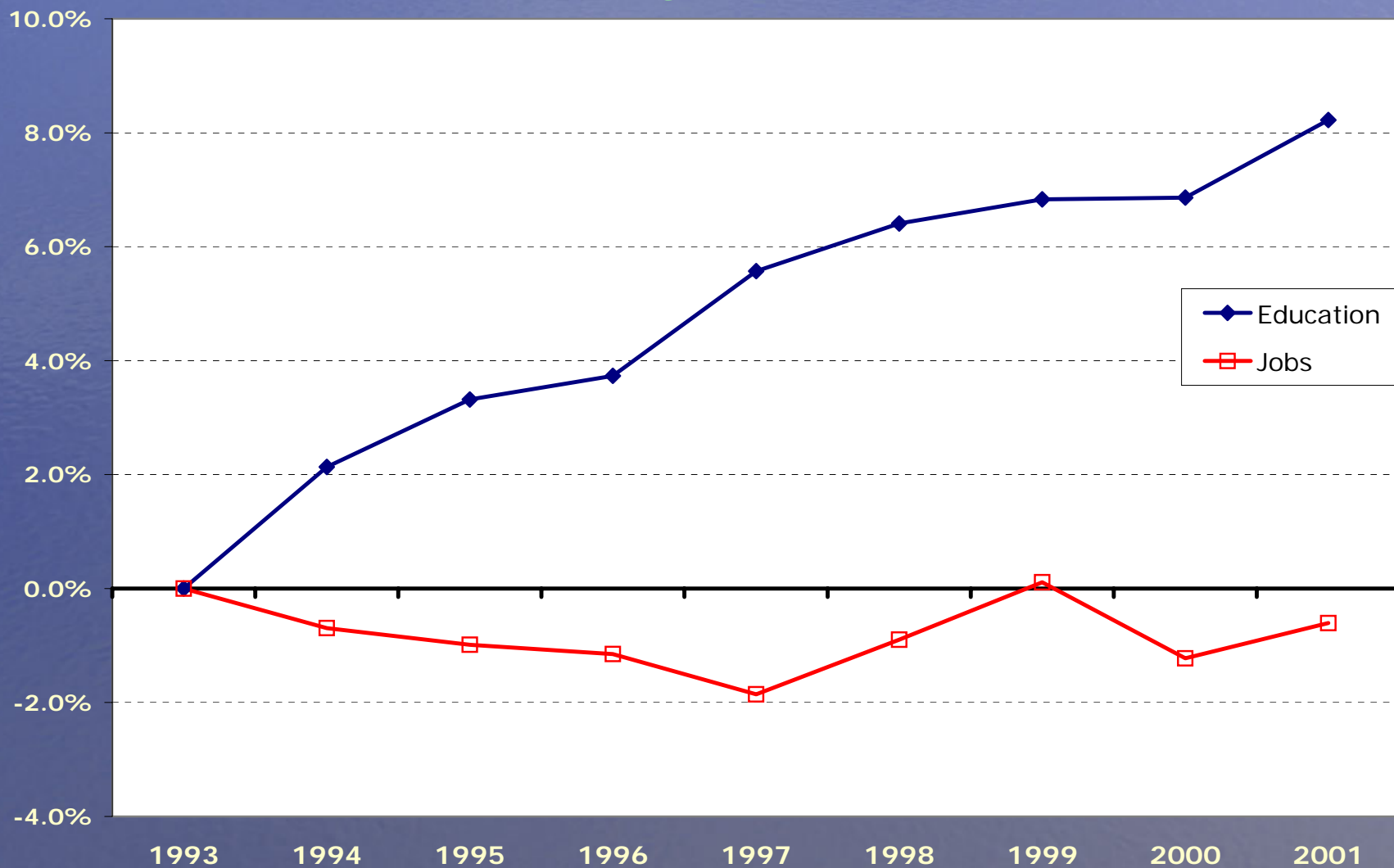
**Changes in the amount of
skills that we possess**

Percentage of labour force participants with post-secondary education. Canada 1976 to 2002



Source: LFS Public Use Microdata

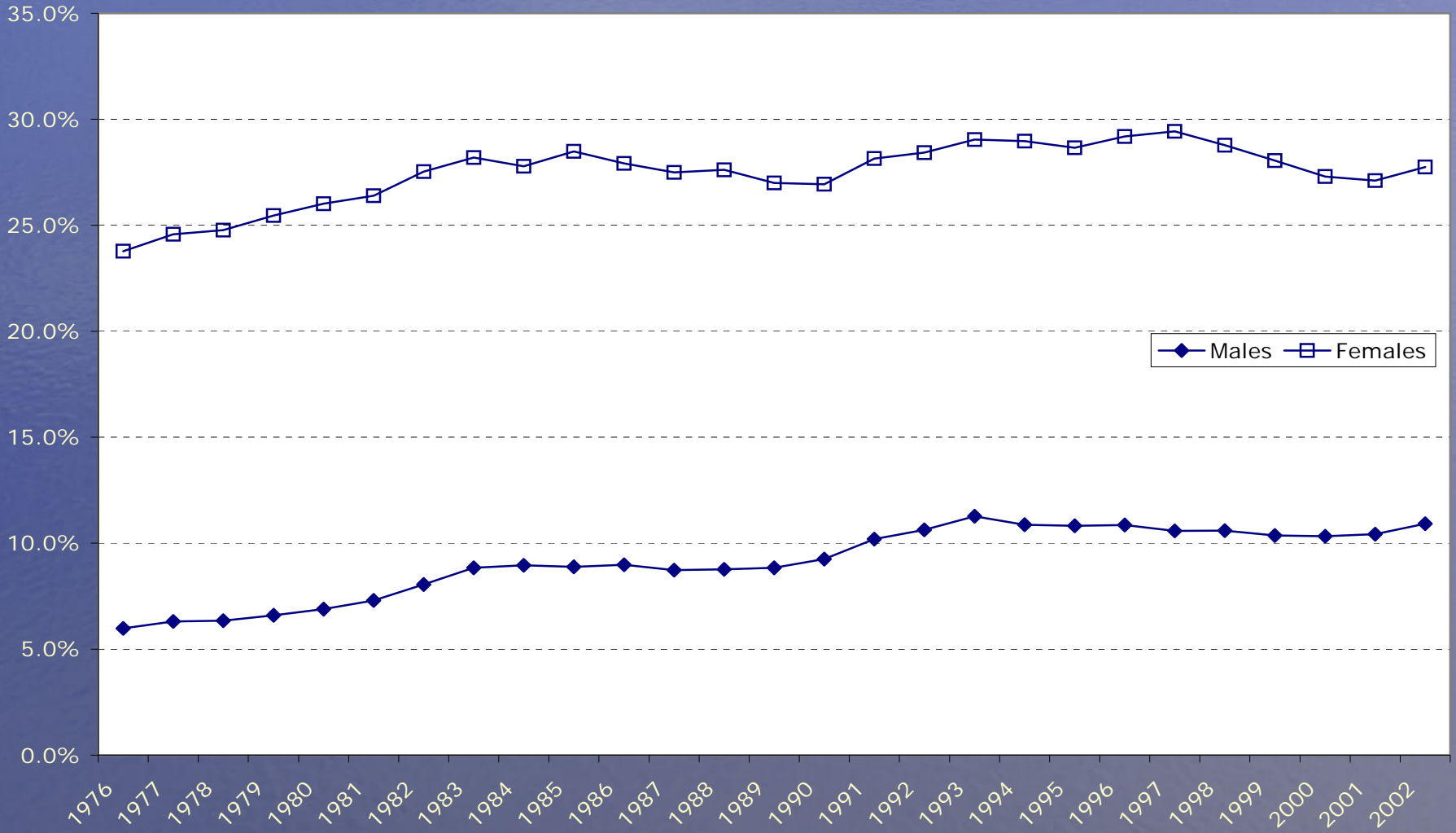
Changes in the percent of LF participants who have university education with jobs that require university education.



Sources: Education - Labour Force Survey Public Use Microdata
Jobs - Survey of Labour and Income Dynamics Microdata

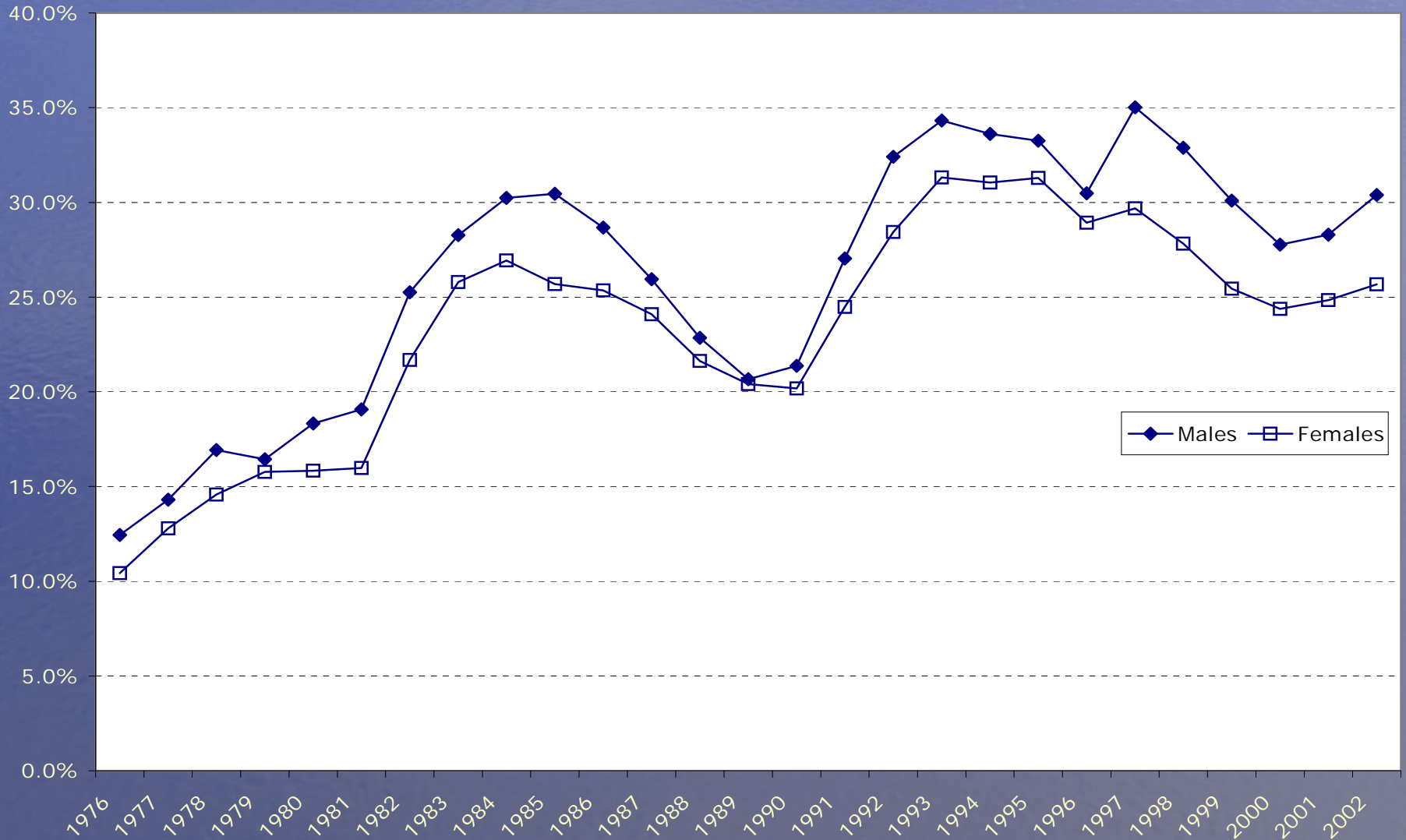
Changes in the availability of work

Percent of part-time employment. Canada 1976 to 2002



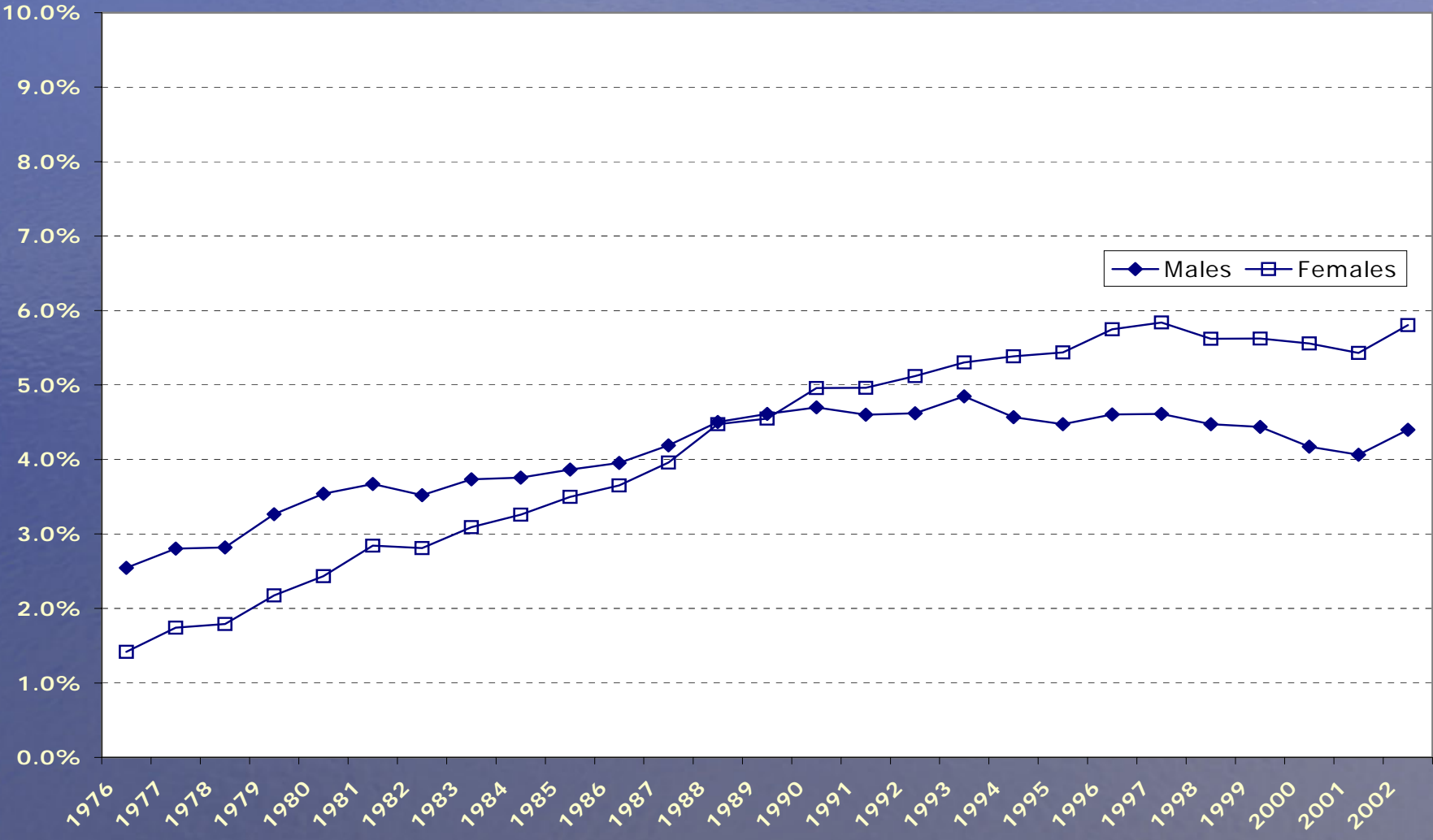
Source: LFS Public Use Microdata

Percent of part-time workers who would like to work full-time. Canada 1976 to 2002



Source: LFS Public Use Microdata

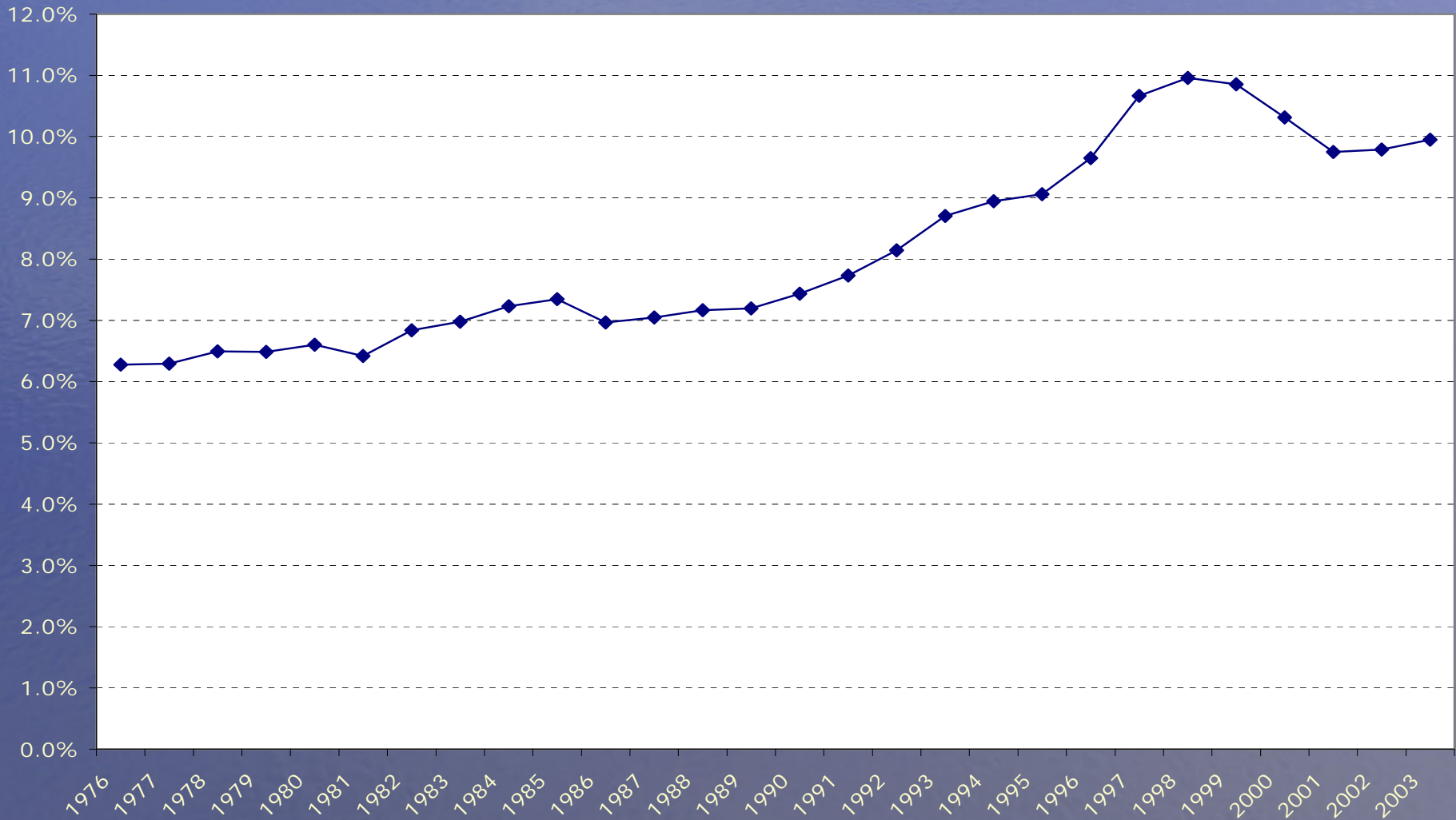
Percentage of multiple job holders. Canada 1976 to 2002



Source: LFS Public Use Microdata

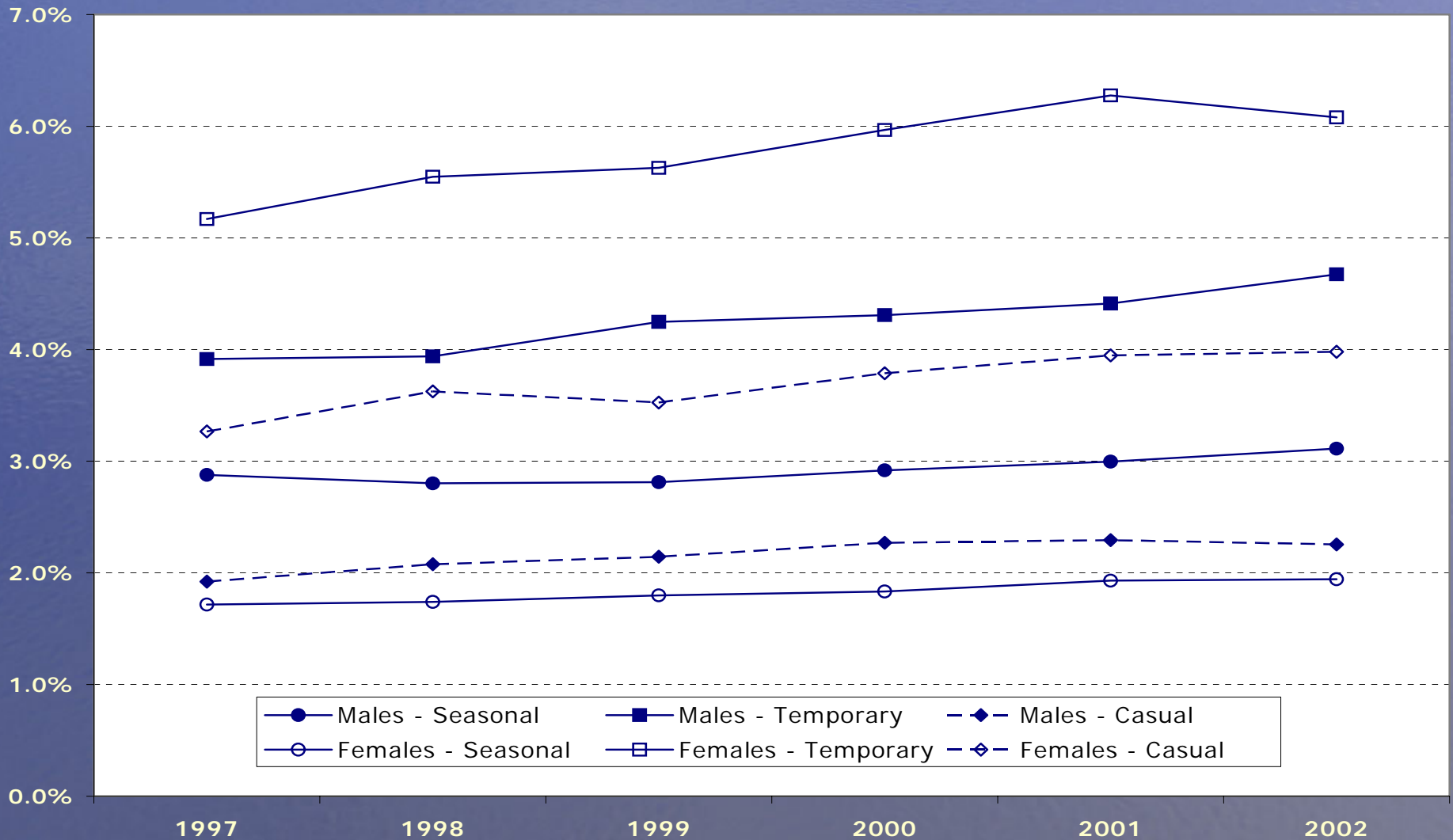
Changes in the type of work

Percent of own-account self-employment. Canada 1976 to 2003



Source: CANSIM II

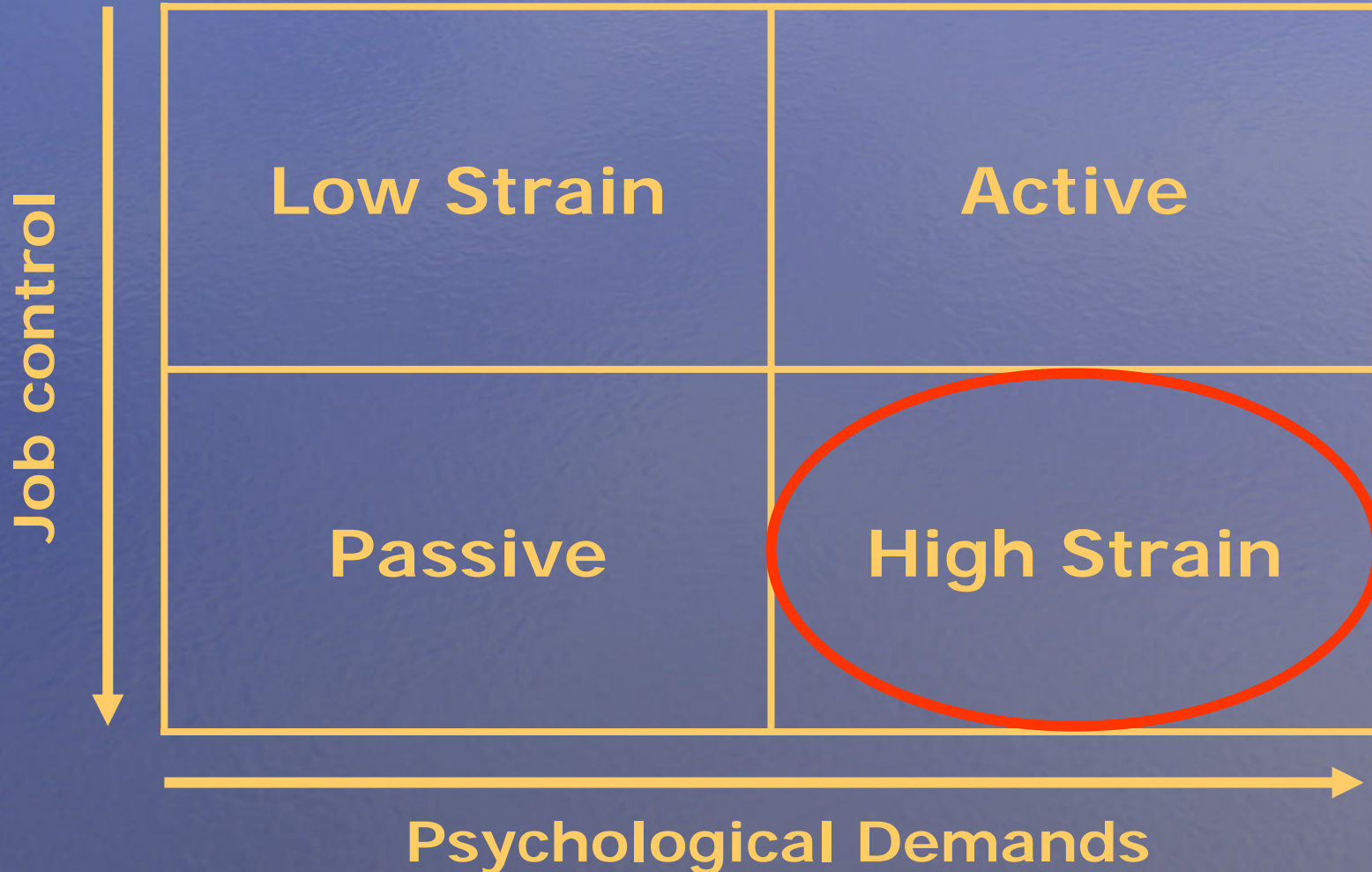
Non-permanent work on the rise. Canada 1997 to 2002



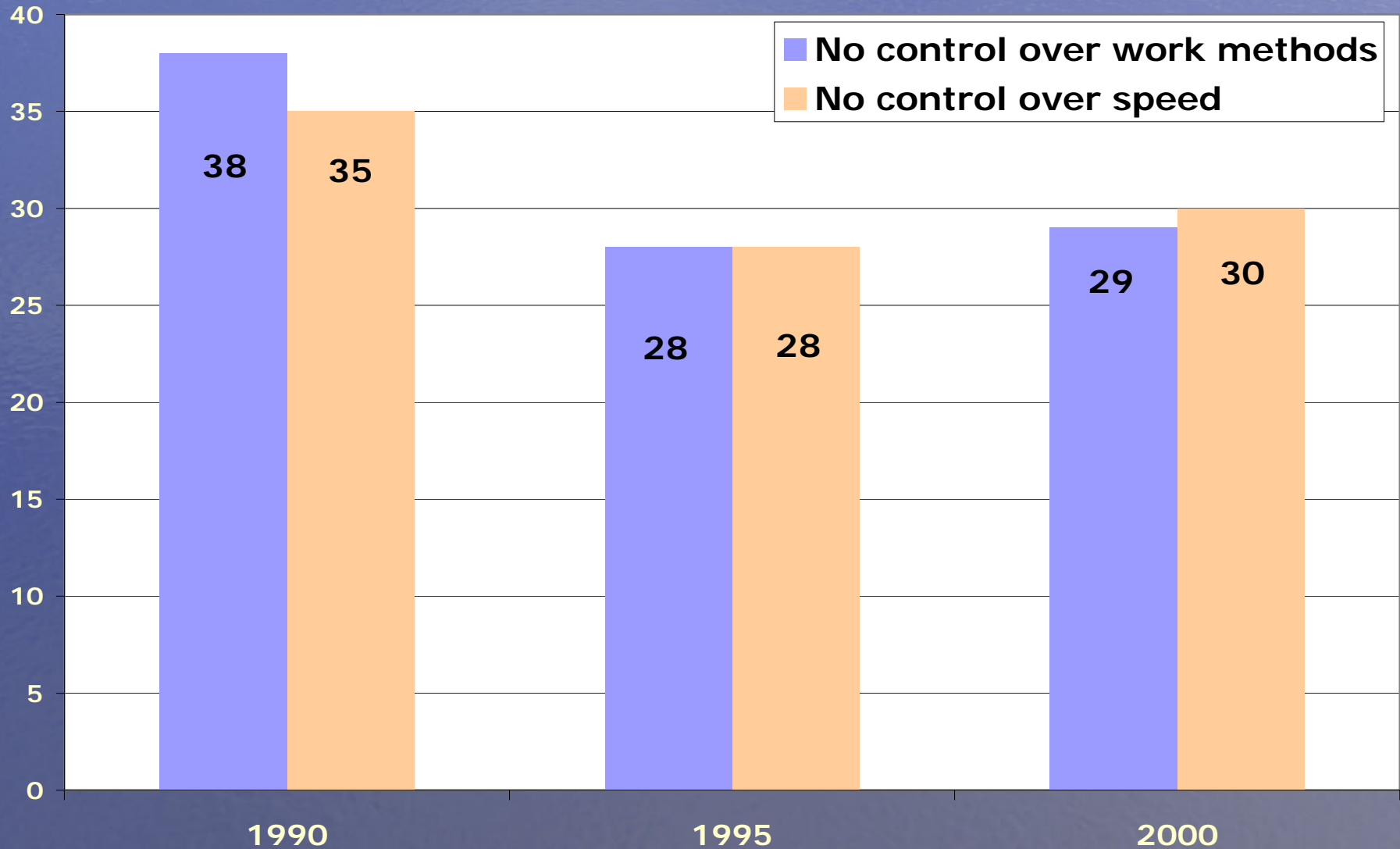
Source: LFS Public Use Microdata

Changes in perceptions of the psychosocial work environment

Job control and high strain work

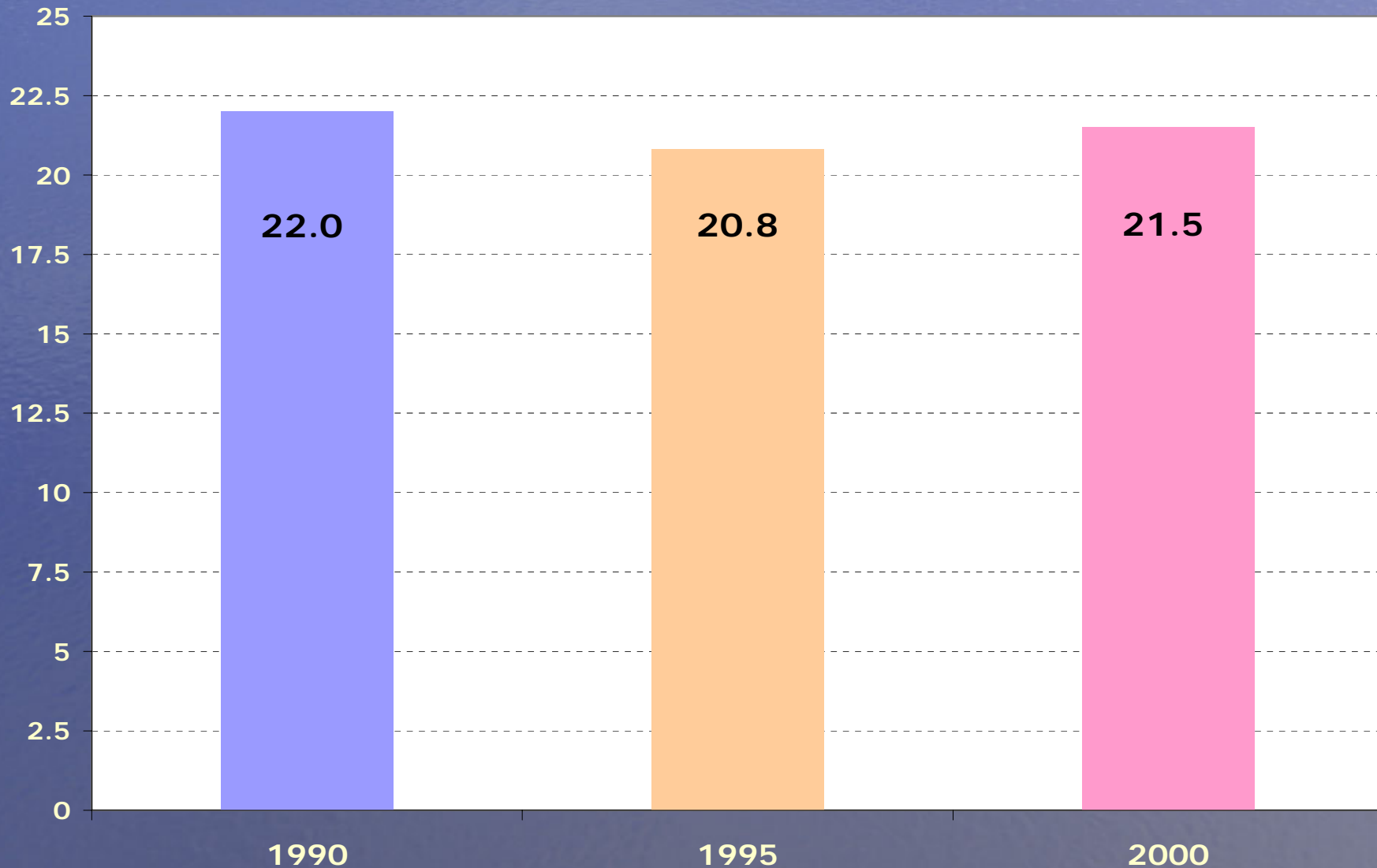


Percent of employees reporting low job control. E.U. 1990 to 2000



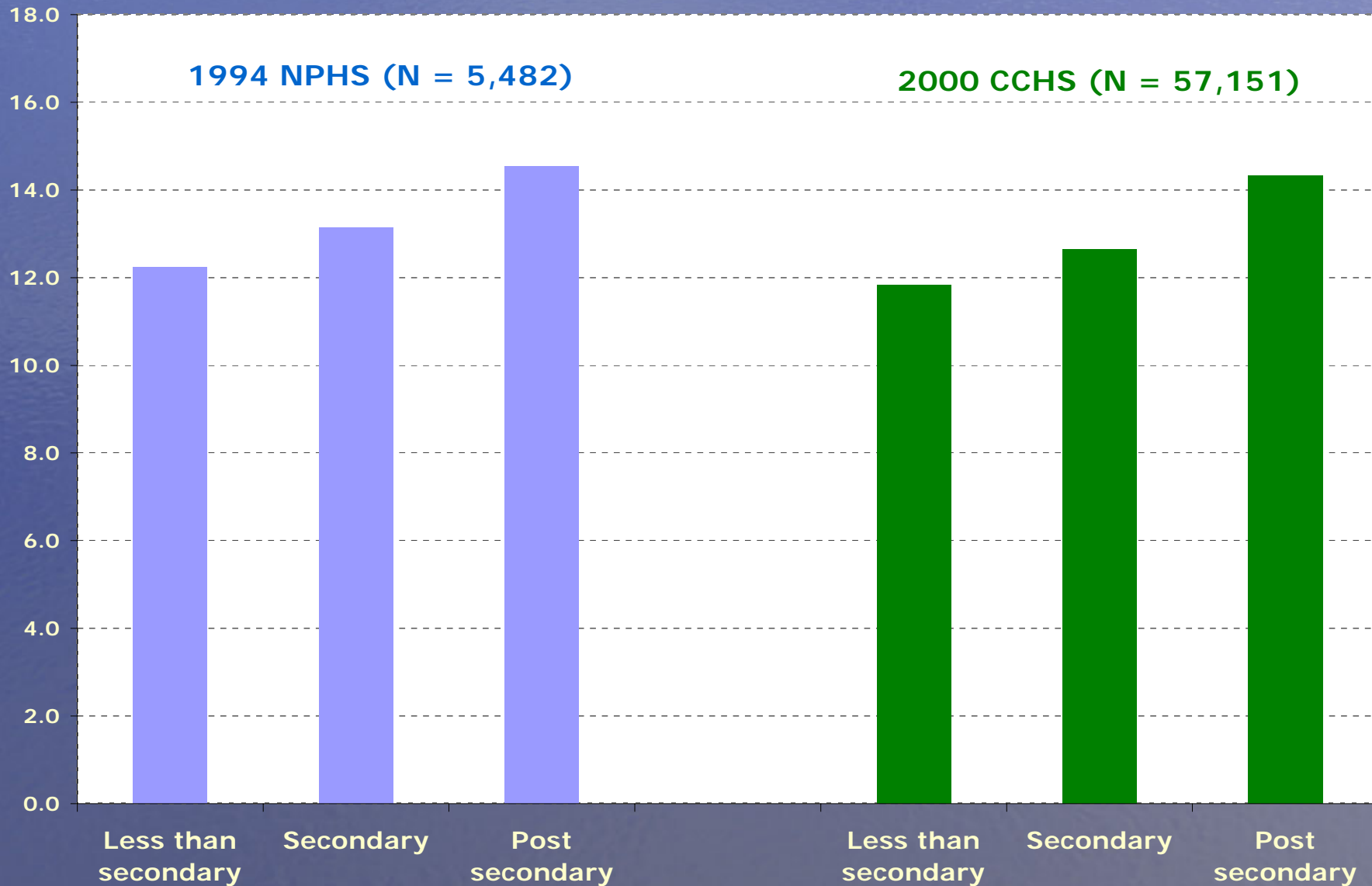
Source: Paoli and Merllie, 2001

Changes in levels of low job control. Denmark 1990 to 2000

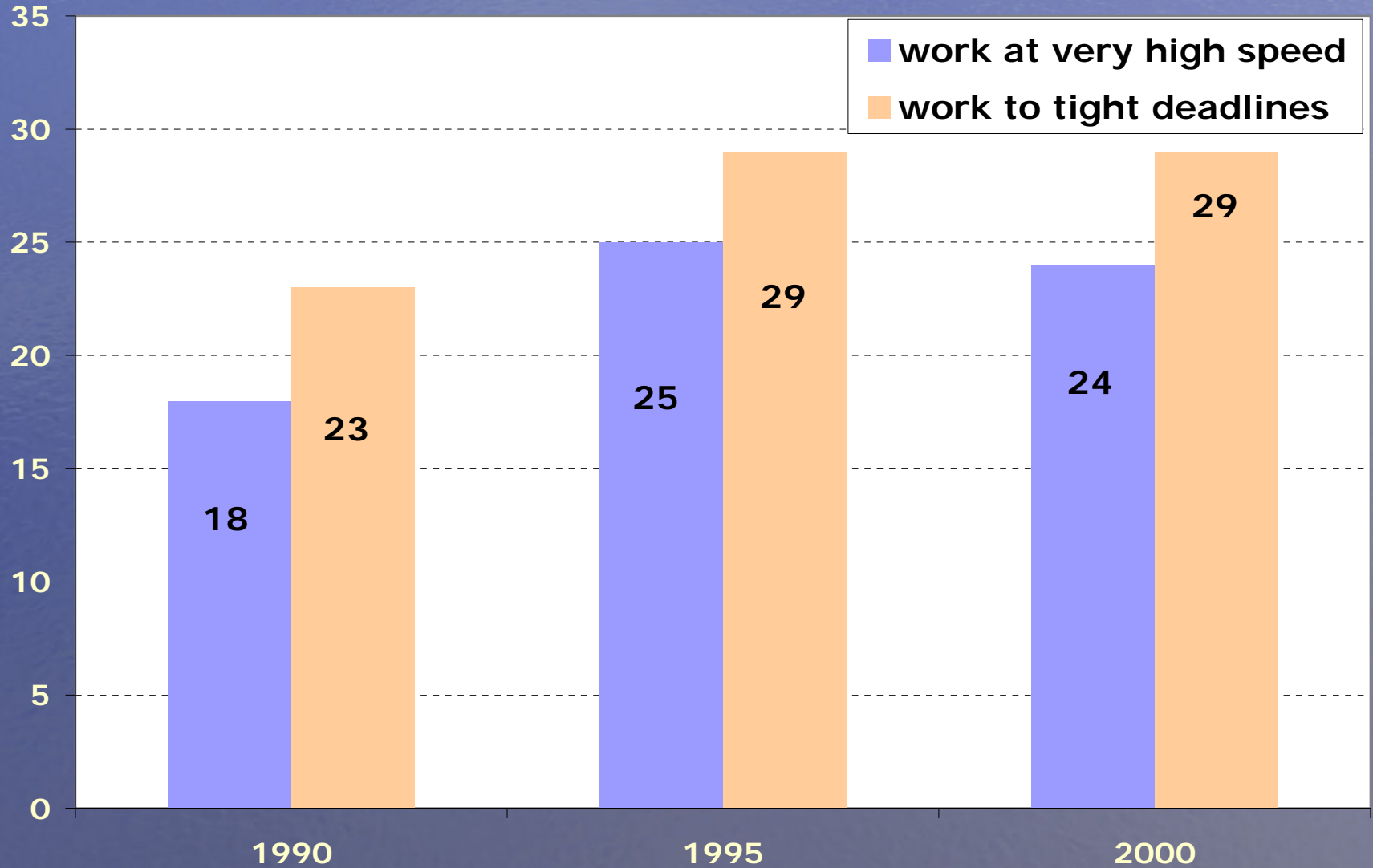


Source: Burr et al, 2003

Average level of job control by education level. Canada 1994 and 2000

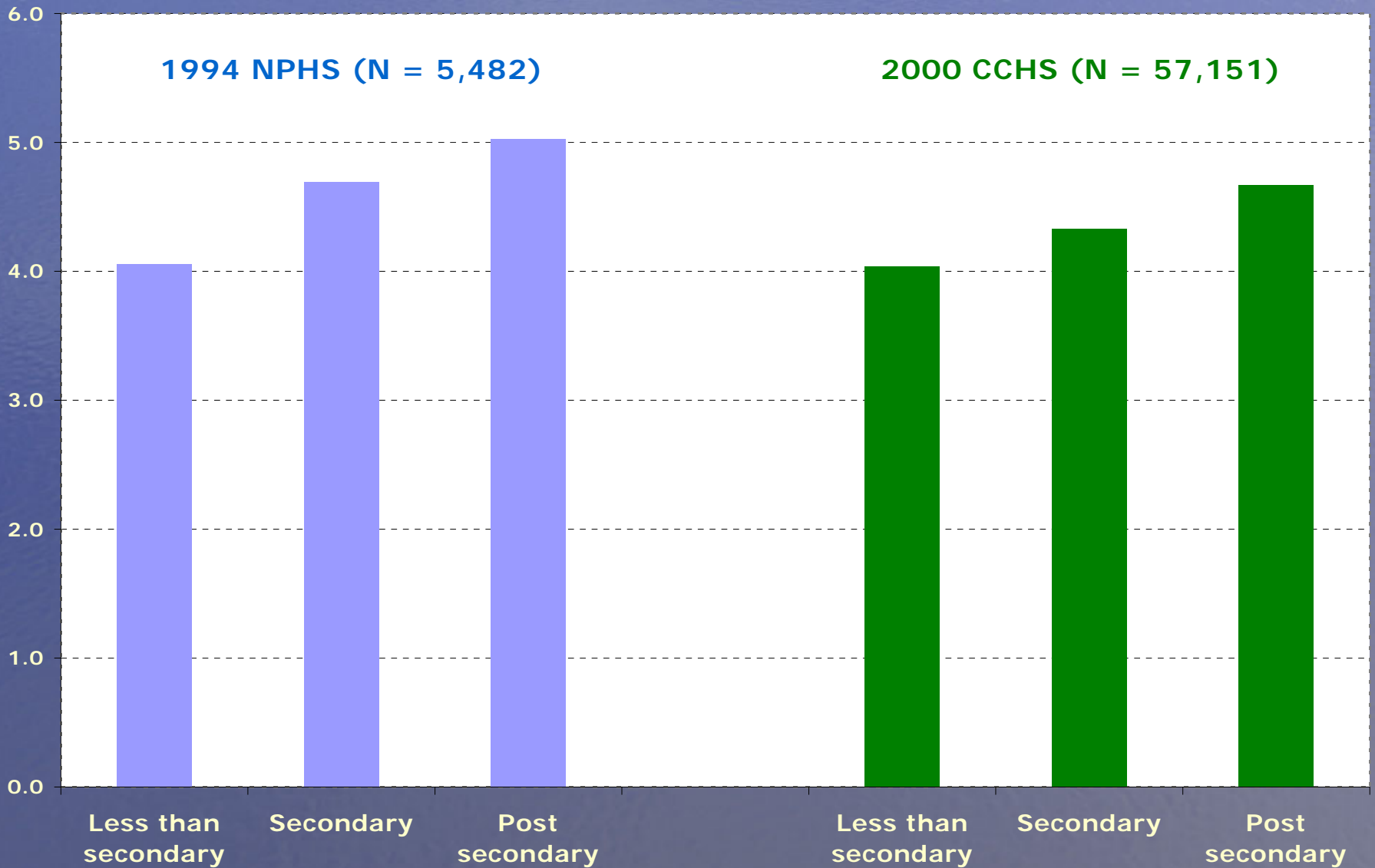


Percent of workers reporting very high work intensity. E.U. 1990 to 2000

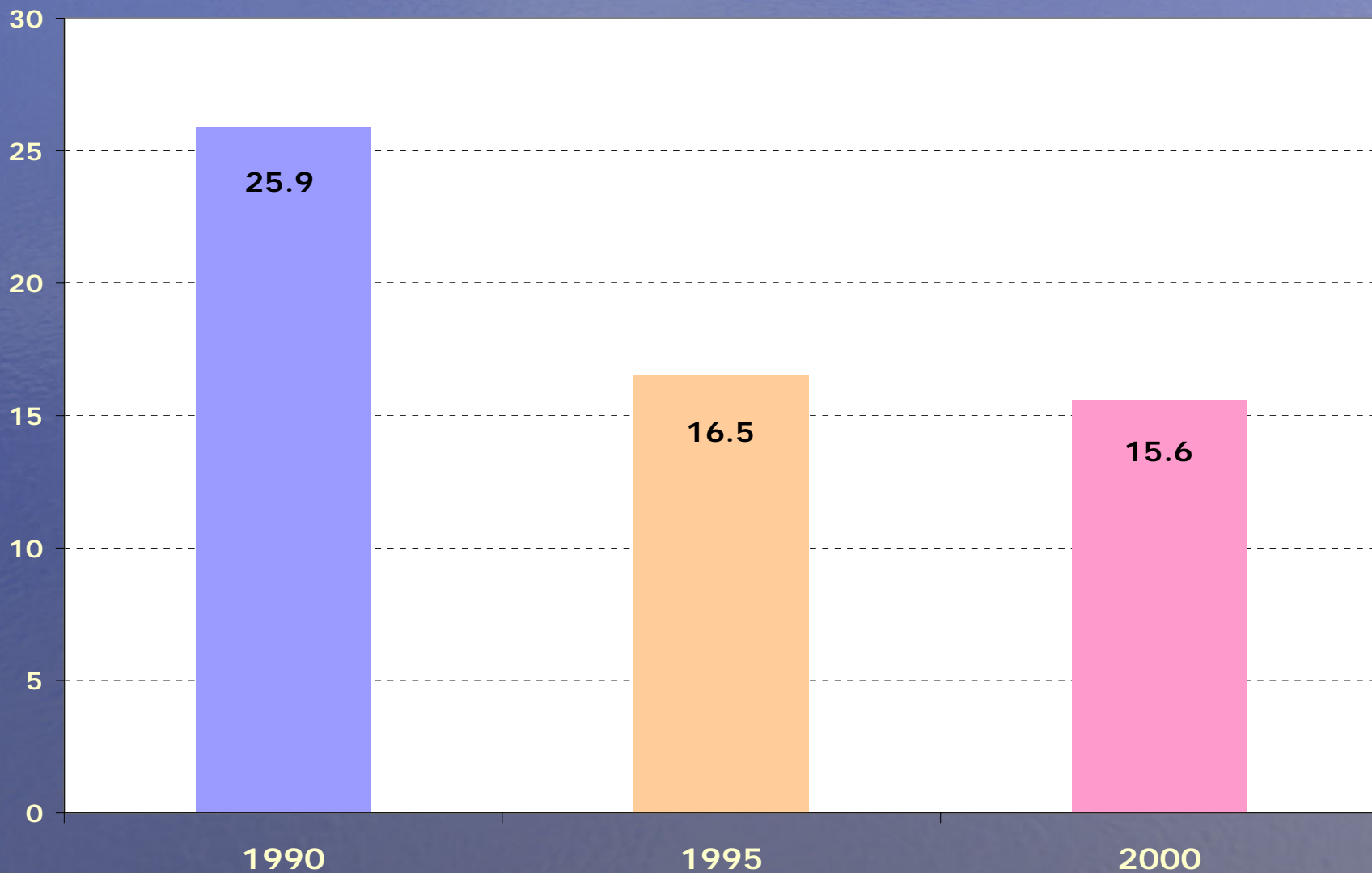


Source: Paoli and Merllie, 2001

Average level of job demands by education level. Canada 1994 and 2000

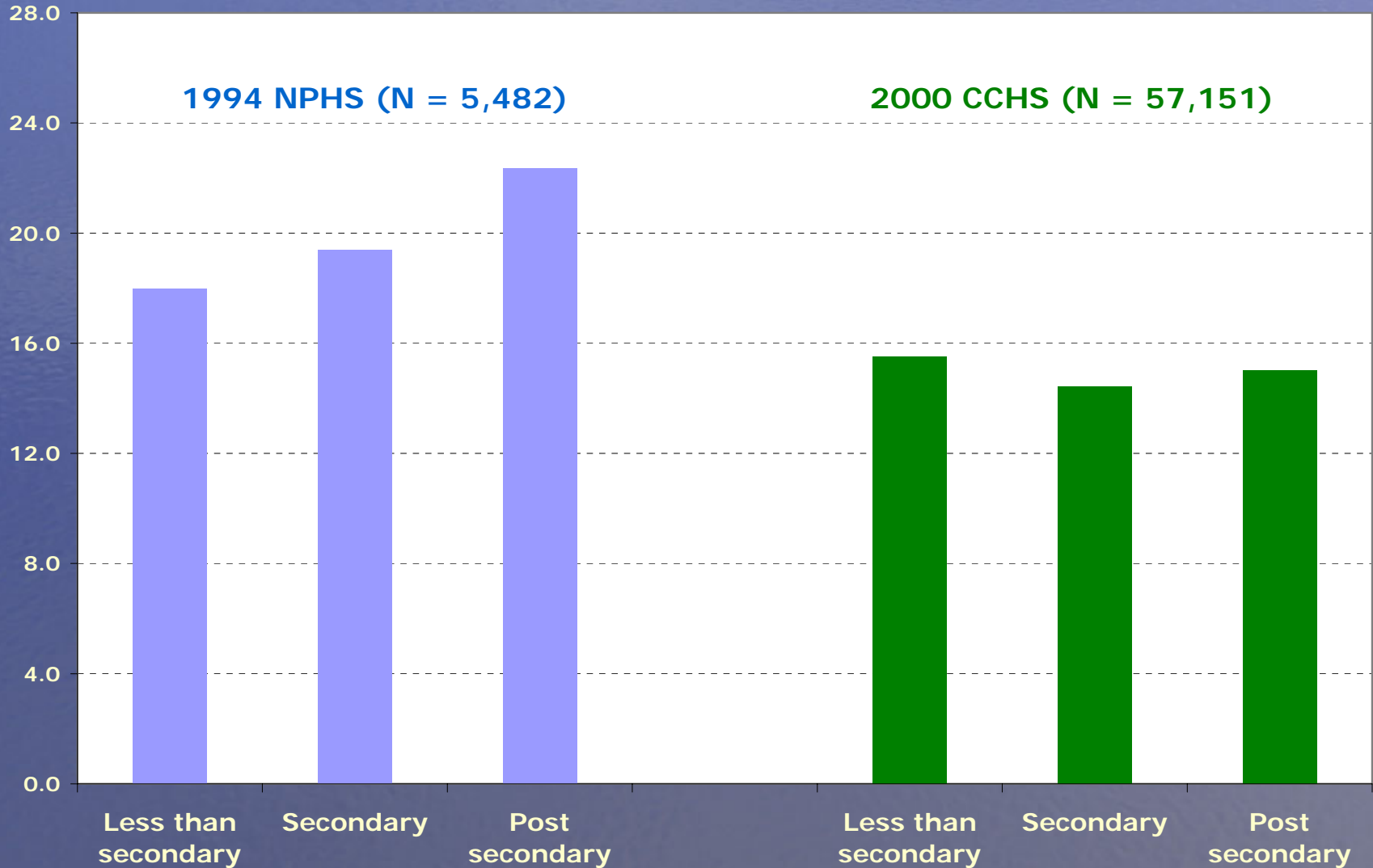


Changes in levels of job insecurity. Denmark 1990 to 2000



Source: Burr et al, 2003

Percent of respondent reporting job insecurity. Canada



What got better?

- **Job control & worker autonomy**
 - E.U. 1990 to 1995
- **Job security**
 - Denmark 1990 to 1995
 - Canada 1994 to 2000

What stayed the same?

- **Job control & worker autonomy**
 - E.U. 1995 to 2000
 - Denmark 1990 to 2000
 - Canada 1994 to 2000
- **Job demands**
 - Canada 1994 to 2000
 - E.U. 1995 to 2000
- **Job security**
 - Denmark 1995 to 2000

What got worse? (1)

- Psychosocial job demands
 - E.U. 1990 to 1995

What got worse? (2)

(time trends Canada 1976 to 2002)

- Unpaid and paid overtime
- Work & family commitments
- Under-employment
 - Part time wanting full-time
 - Multiple job holders
- Temporary work
 - Own account self-employment
 - Non-permanent work