

# The Changing Nature of Work

The Way We Work and its Impact  
on our Health

Los Angeles

April 22-23, 2004

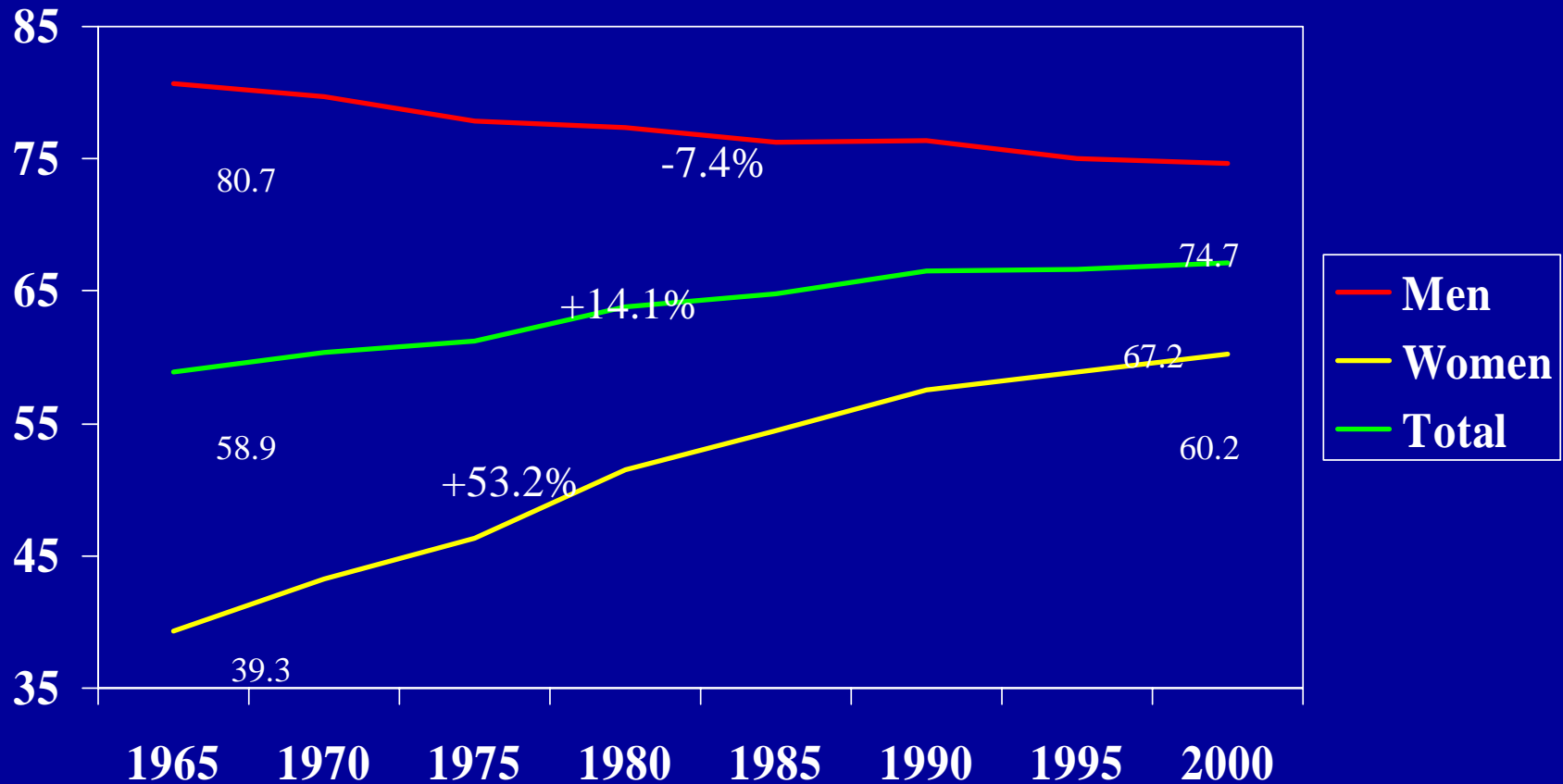
Edward Yelin, Ph.D.

University of California, San Francisco

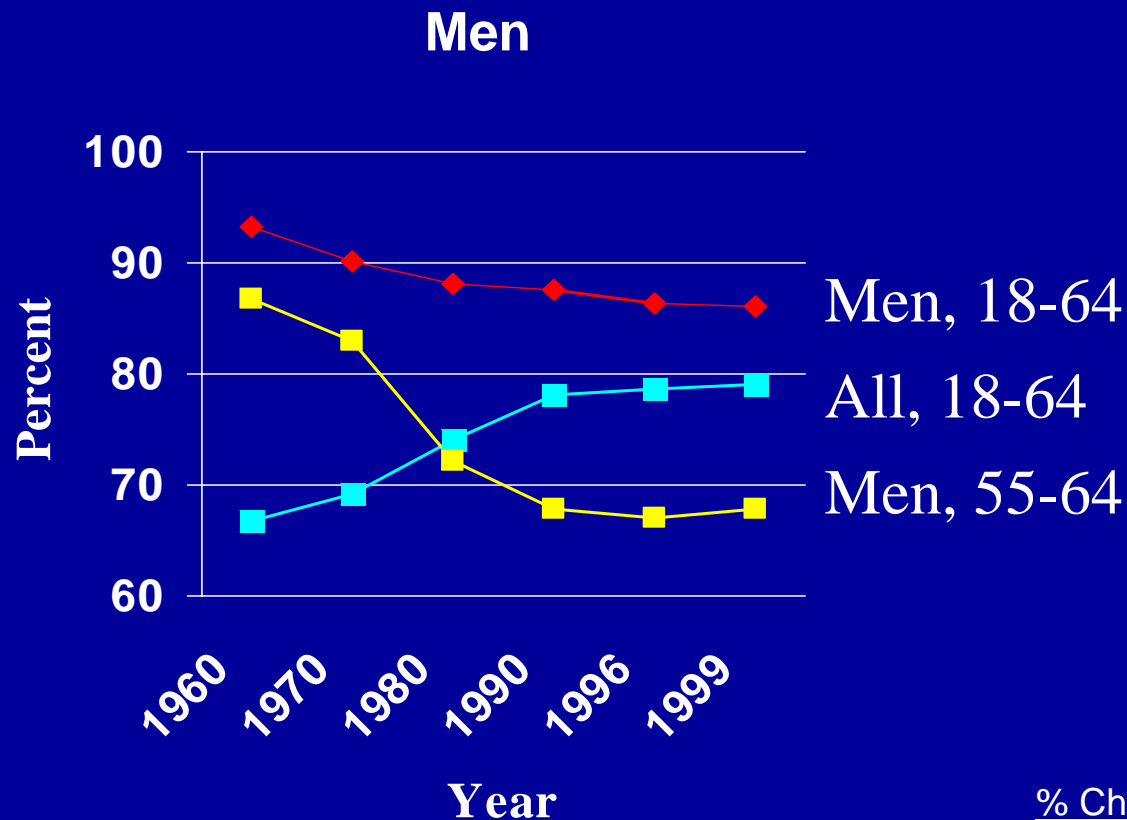
# Outline of Presentation

- Describe changes in ...
  - Quantity of employment
  - Kinds of jobs (occupations and industries)
  - Nature of Employment Contract

# Labor Force Participation Rate, by Gender, U.S., 1965-2000

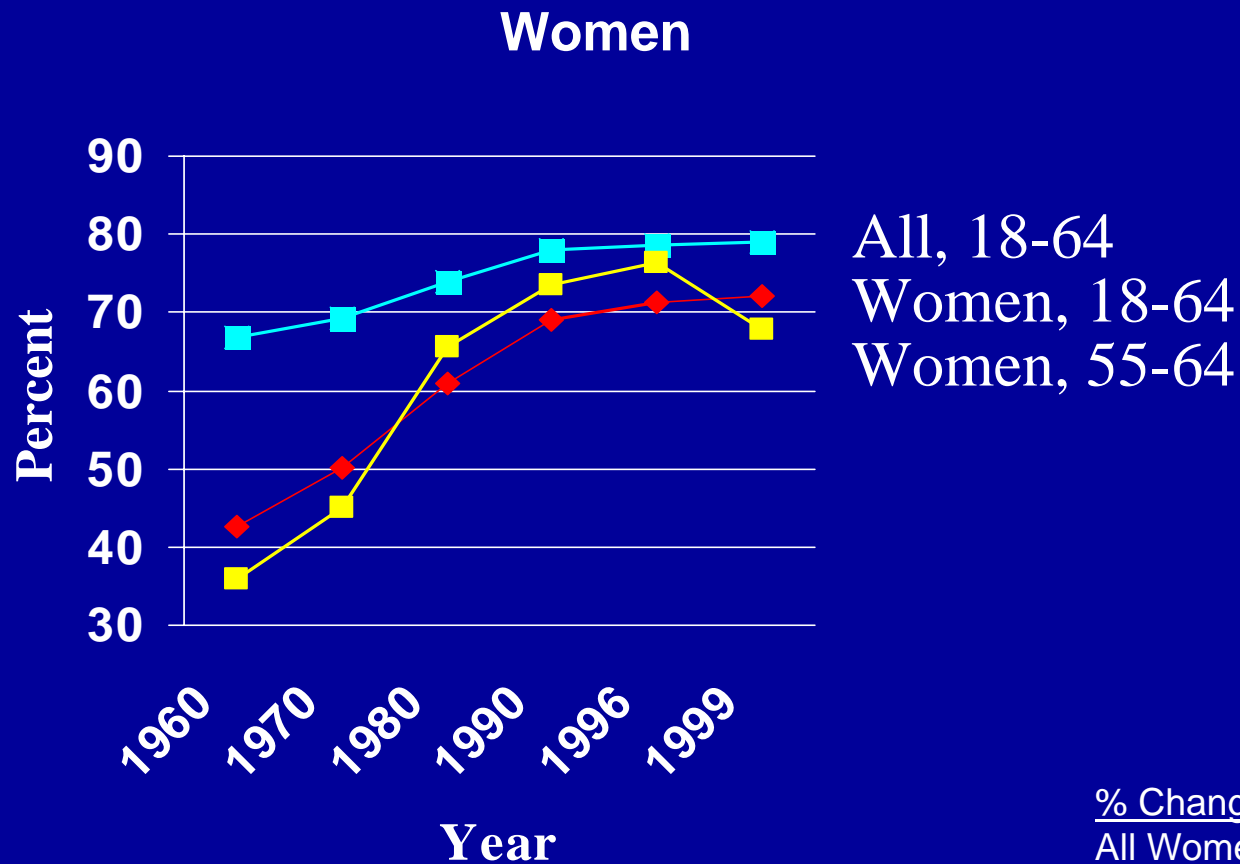


# Labor Force Participation Rates among Men, by Age, U.S., 1960-1999



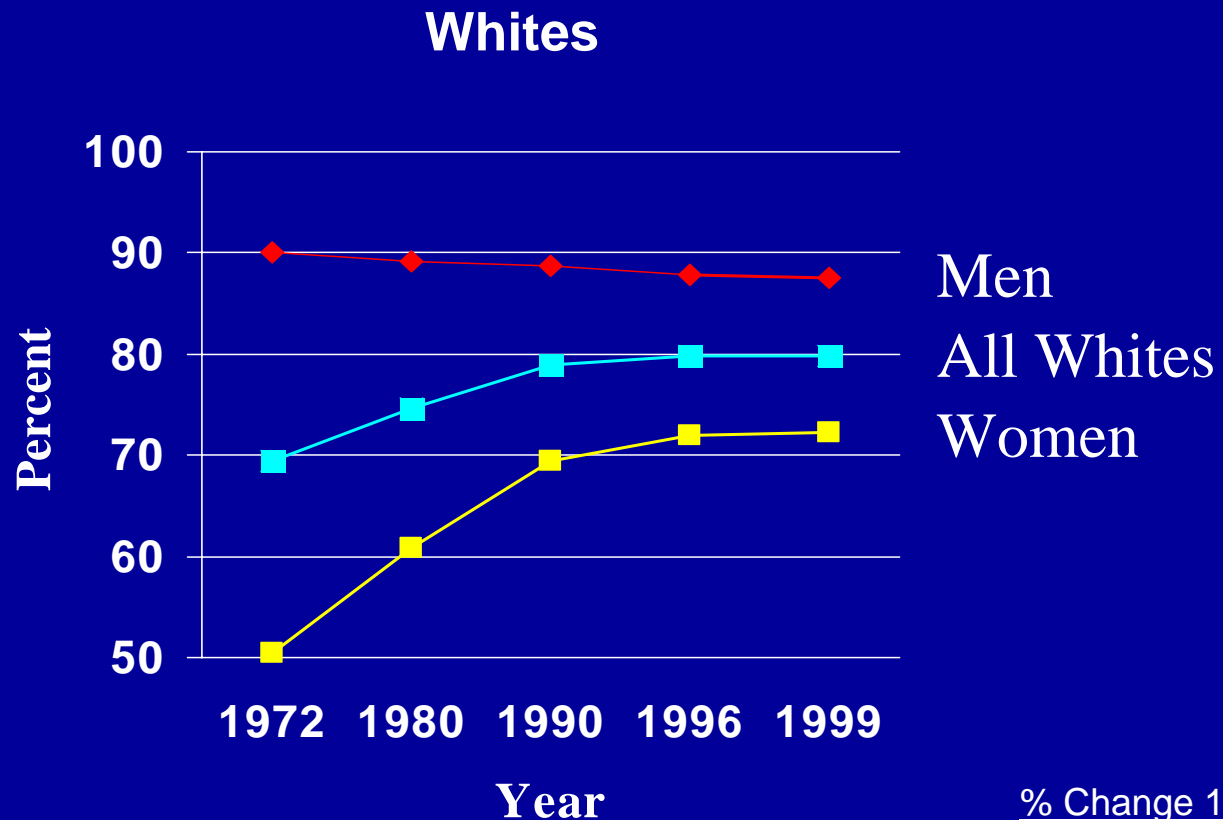
<u>% Change 1960-1999</u>	
All Men	18.3
Men 18-64	-7.6
Men 55-64	-21.8

# Labor Force Participation Rates among Women, by Age, U.S., 1960-1999



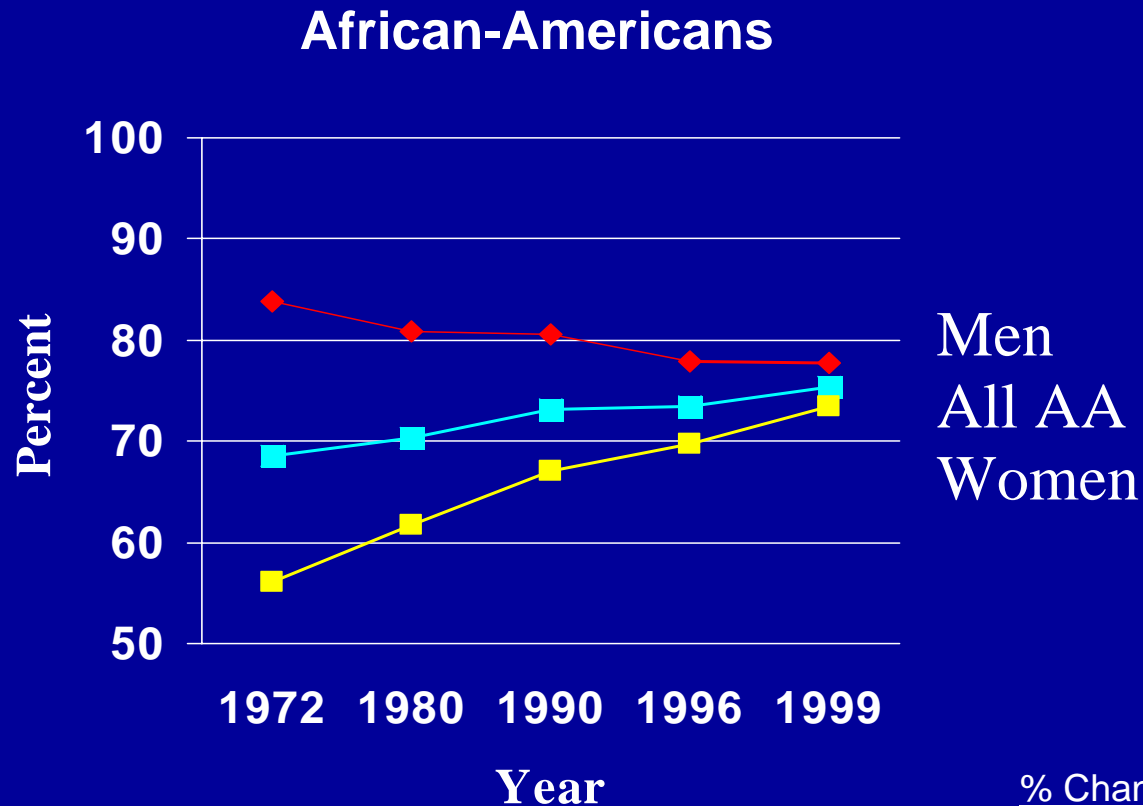
<u>% Change 1960-1999</u>	
All Women	18.3
Women 18-64	68.9
Women 55-64	112.2

# Labor Force Participation Rates among Whites, by Gender, U.S., 1972-1999



<u>% Change 1972-1999</u>	
All Whites	14.8
Men	-2.9
Women	43.3

# Labor Force Participation Rates among African-Americans, by Gender, U.S., 1972-1999



<u>% Change 1972-1999</u>	
All AA	9.9
Men	-7.2
Women	30.8

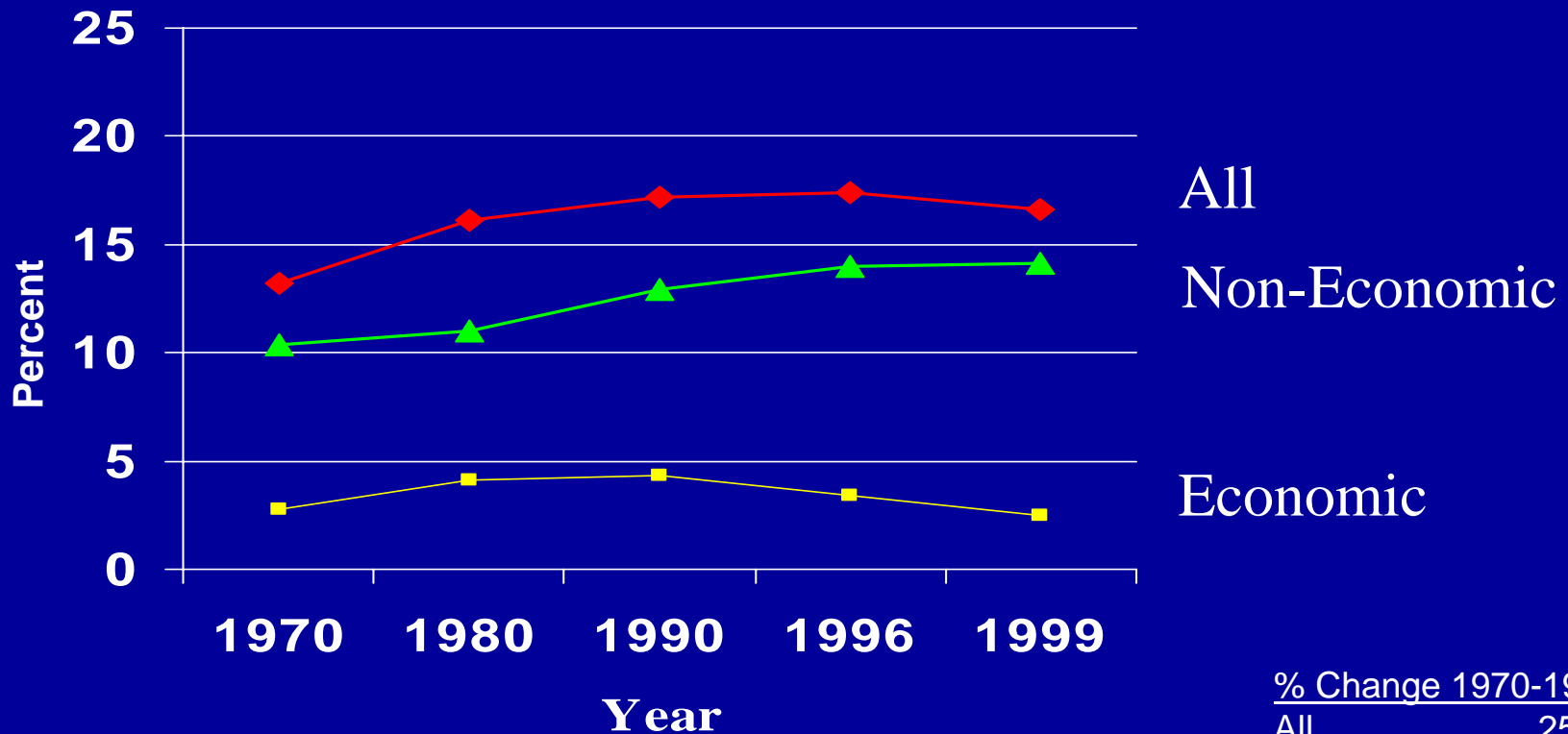
# Change in Quantity of Work among Employed, 1970-2000

- Little change in average hours of work
- Large increase in weeks per year
  - vs. trend in other industrialized countries
- Increase in proportion working part-time
  - service industry/feminization of workforce
- Large increase in proportion working > full-time
  - ***Net effect: large increase in hours/year***
- Increase in non-standard shifts (night, split, rotating)

# Change in Quantity of Work among Employed, 1970-2000

- Increase in non-standard shifts
  - night, split, rotating
  - very long shifts (necessitating long recovery)
- Increase in non-consecutive days off
  - especially on-call labor
- Increase in multiple job-holding
  - Some families w. more than one multiple job-holder

# Percentage of Jobholders Working Part-Time for Economic, Non-Economic, and All Reasons, U.S., 1970-1999



% Change 1970-1999	
All	25.8
Economic	-10.7
Non-Economic	35.6

Sources: BLS, 1985, pp. 6-7; 1998, pp. 710-712;  
Bureau of the Census, 1990, p. 380; BLS, 2001.

# Occupations, 1960 and 2000

Maj. Occup.	1960	2000
White Collar	43.4%	59.4%
Blue Collar	36.6%	24.6%
Service	12.2%	13.5%
Farm, Mining	7.9%	2.5%

# Industries, 1960 and 2000

Maj. Industry	1960	2000
Goods Prod.	37.7%	24.7%
Services Prod.	62.3%	75.3%

# Historical Patterns of Employment

One group paid to design production, distribution, or marketing strategies. Paid a salary and provided security (white collar workers).

One group paid to implement production, distribution, and marketing. Paid wages and not provided security (blue collar workers).

# Emerging Patterns of Employment

Production workers asked to be involved in design/improvement of work processes while white collar workers no longer provided security of employment, consistent with democratization of work.

**See P. Osterman. Employment Futures. NY: Oxford, 1988**

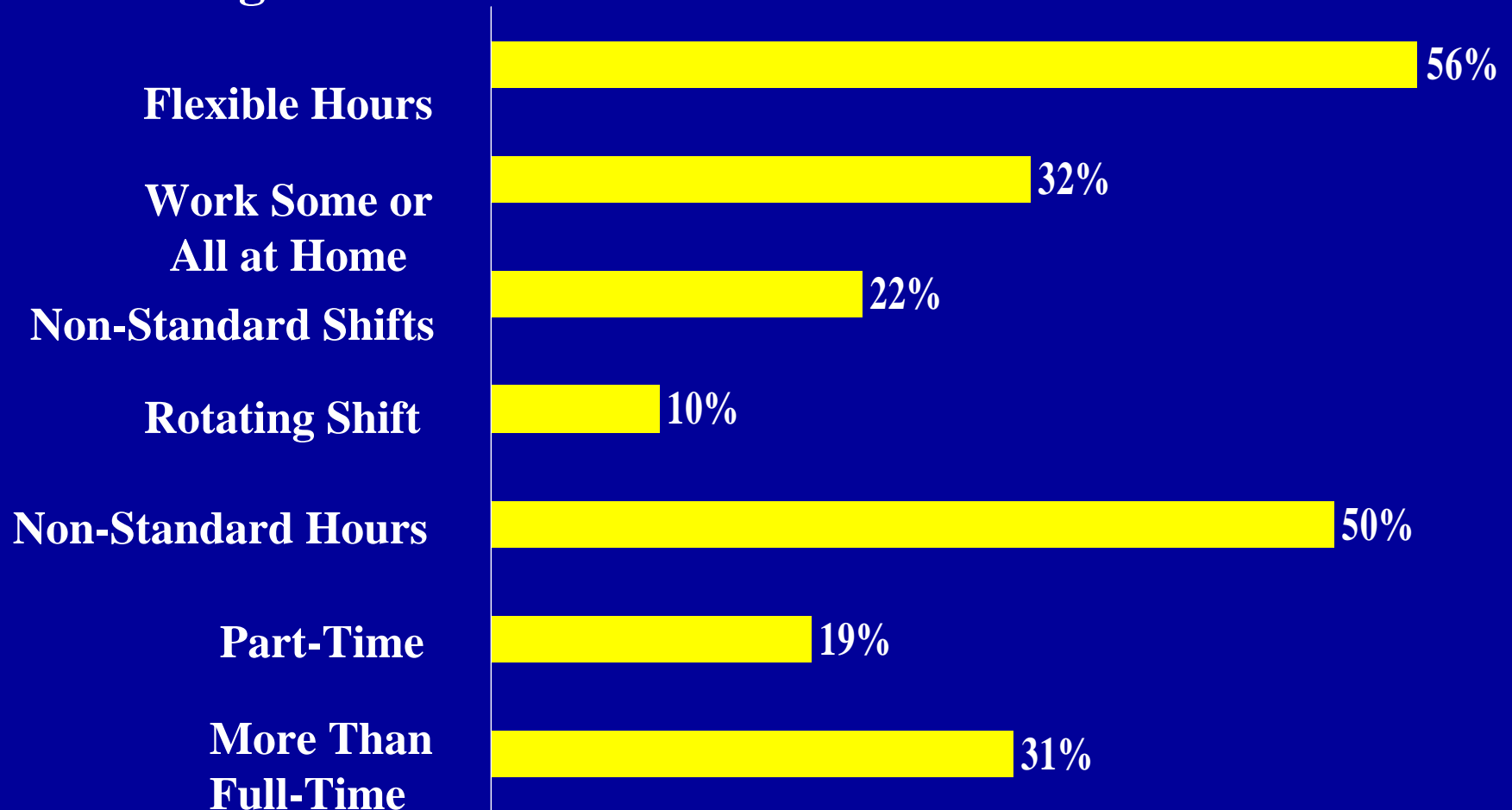
# Signposts of Democratization

Working Conditions: Length of workweek, flexible hours, work at home, shift work, physical demands, decision-making latitude

Loss of Security: Job tenure, temporary employment, contract work, job loss

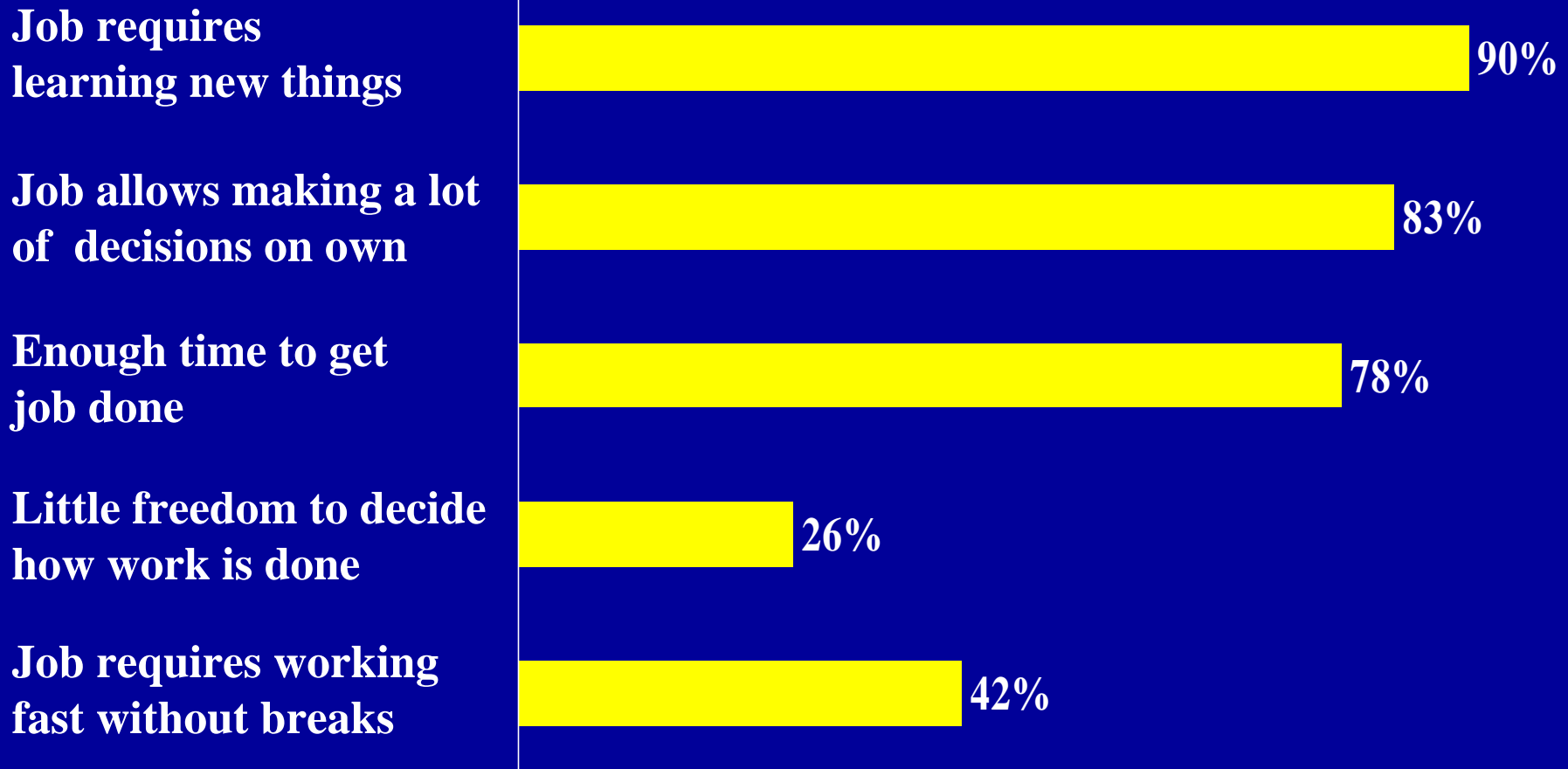
# Signposts of Democratization: The Evidence

## Working Conditions - I

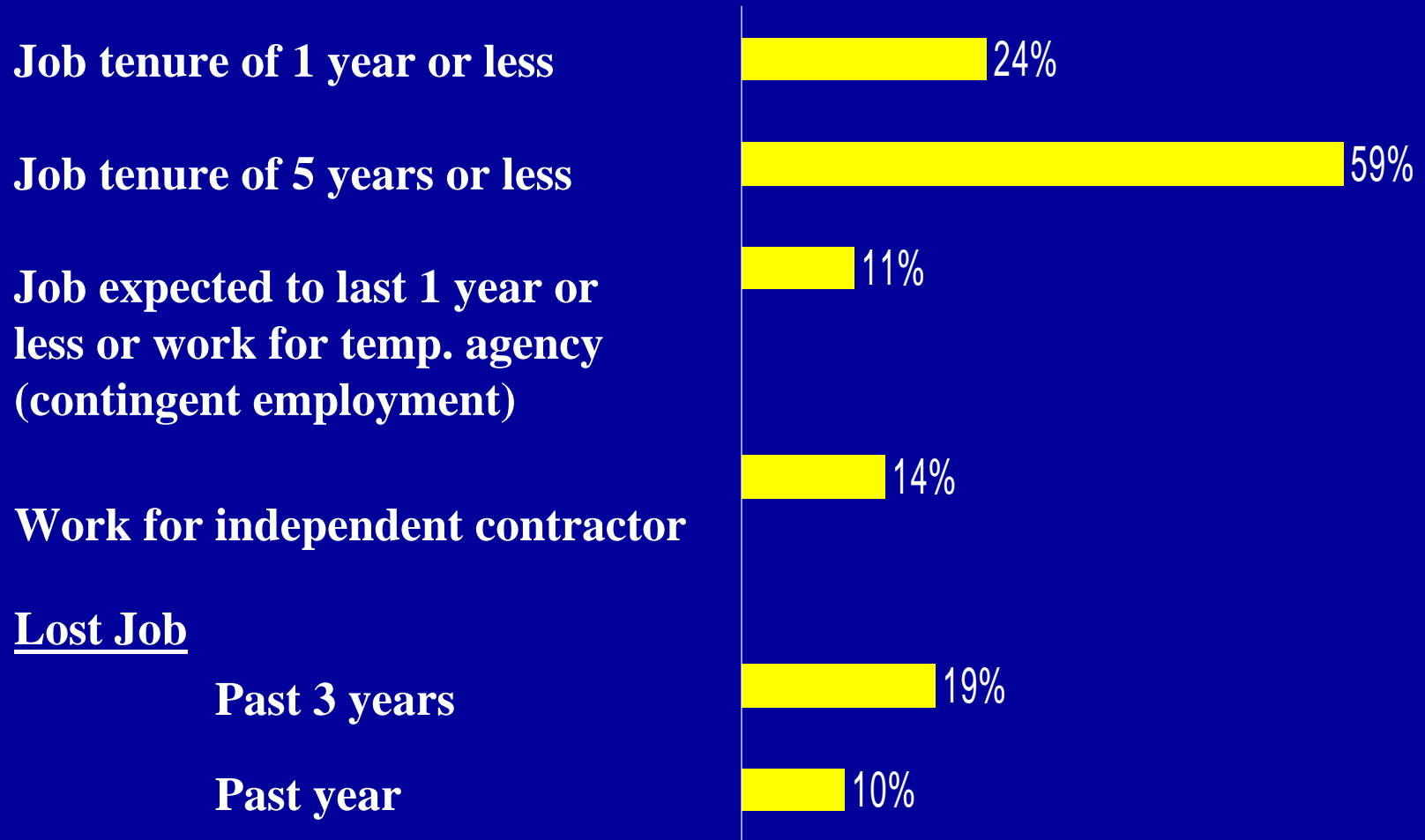


# Signposts of Democratization: The Evidence

## Working Conditions - II



# Loss of Security: The Evidence



# Melding of Working Conditions and Job Security

- Data consistent with hypothesis that melding of white collar and blue collar working conditions has occurred

## High Proportion Report

- Flexible hours, non-standard shifts and work weeks, and work-at-home
- Learning opportunities and decision latitude on the job
- Short job tenures, contingent employment, and working as an independent contractor
- Job loss in past year or three years

# Summary: Putting It All Together

- Quantity of work
  - Increase in % working
  - Increase in hours per year
  - Increase in non-standard shifts/multiple jobs
- Kind of work
  - Shift to service occupations/industries
- Nature of work
  - Increased demands/lower levels of security