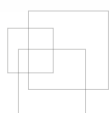




International  
Labour  
Organization

# NON-STANDARD EMPLOYMENT AROUND THE WORLD

Understanding challenges, shaping prospects



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# PREFACE

In February 2015, the International Labour Organization held a Tripartite Meeting of Experts on Non-Standard Forms of Employment that assembled experts nominated after consultation respectively with governments, the Employers' group and the Workers' group of the Governing Body, to discuss over four days the challenges for the decent work agenda that non-standard forms of employment can generate.

The conclusions of the meeting called on member States, employers' and workers' organizations to devise policy solutions to address decent work deficits associated with non-standard forms of employment, so that all workers – irrespective of their employment arrangement – could benefit from decent work. Specifically, governments and the social partners were requested to work together to implement measures to address inadequate working conditions, support effective labour market transitions, promote equality and non-discrimination, ensure adequate social security coverage for all, promote safe and healthy workplaces, ensure freedom of association and collective bargaining rights, improve labour inspection and address highly insecure forms of employment that do not respect fundamental rights at work.<sup>1</sup>

The International Labour Office, the Secretariat of the Organization, was asked to support these efforts. A central part of the mandate is improving the knowledge and understanding of this important topic in the world of work. This report is part of that effort. It builds on preparations made for the 2015 Meeting of Experts, incorporating findings from a broad range of studies undertaken on economic and legal aspects of non-standard forms of employment in many countries and regions of the world, as well as on specific topics of relevance including the impact on firms and occupational safety and health.<sup>2</sup>

The report also forms part of the Office's work in support of the Future of Work Centenary Initiative, launched by the Director-General of the ILO. The changes in the world of work have brought forth new challenges and hardened old ones; the Organization

1 For more details, see the "Conclusions of the Meeting of Experts on Non-Standard Forms of Employment", GB.323/POL/3, available at: [http://www.ilo.org/gb/GBSessions/GB323/pol/WCMS\\_354090/lang--en/index.htm](http://www.ilo.org/gb/GBSessions/GB323/pol/WCMS_354090/lang--en/index.htm).

2 Many of these studies have been published as working papers and are available at: <http://www.ilo.org/travail/info/working/lang--en/index.htm>.



must prepare itself if it is to respond effectively to them as it pursues its mandate for social justice during its second century.

We hope that this report will be a useful reference for those interested in bettering the world of work.

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