



# APPROACH TO THE QUALITY OF EMPLOYMENT IN DEPENDENT CONTRACTORS IN THREE CITIES OF MEXICO

ANA LILIA CAMBRON MUÑOZ

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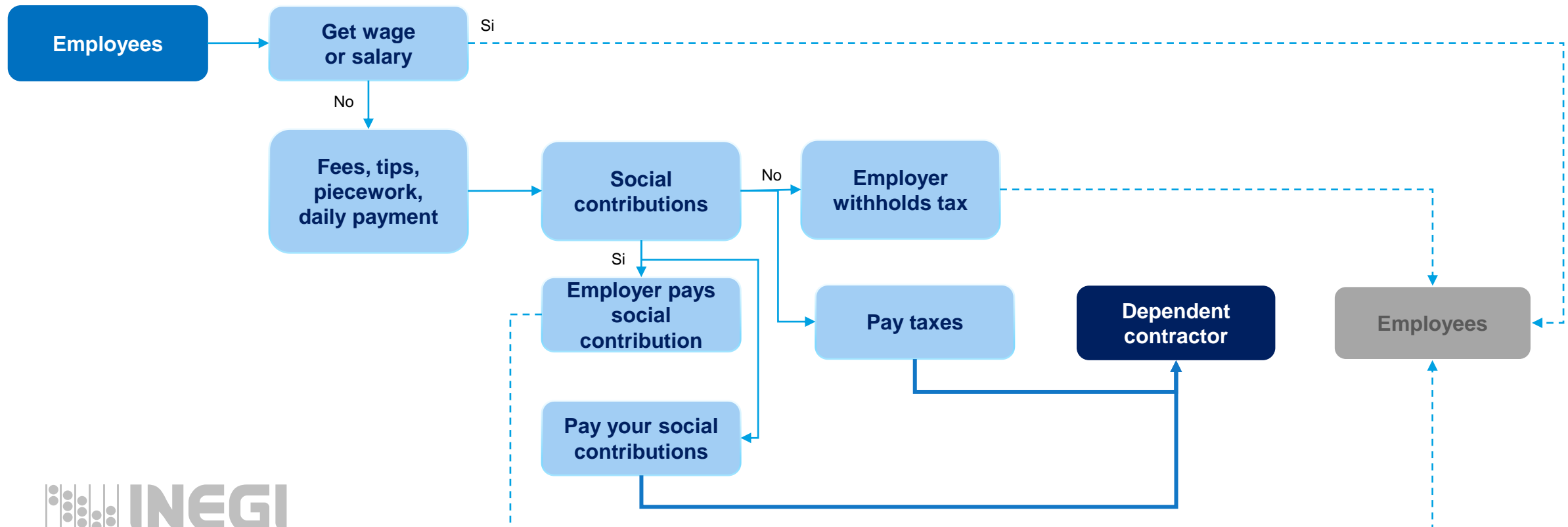




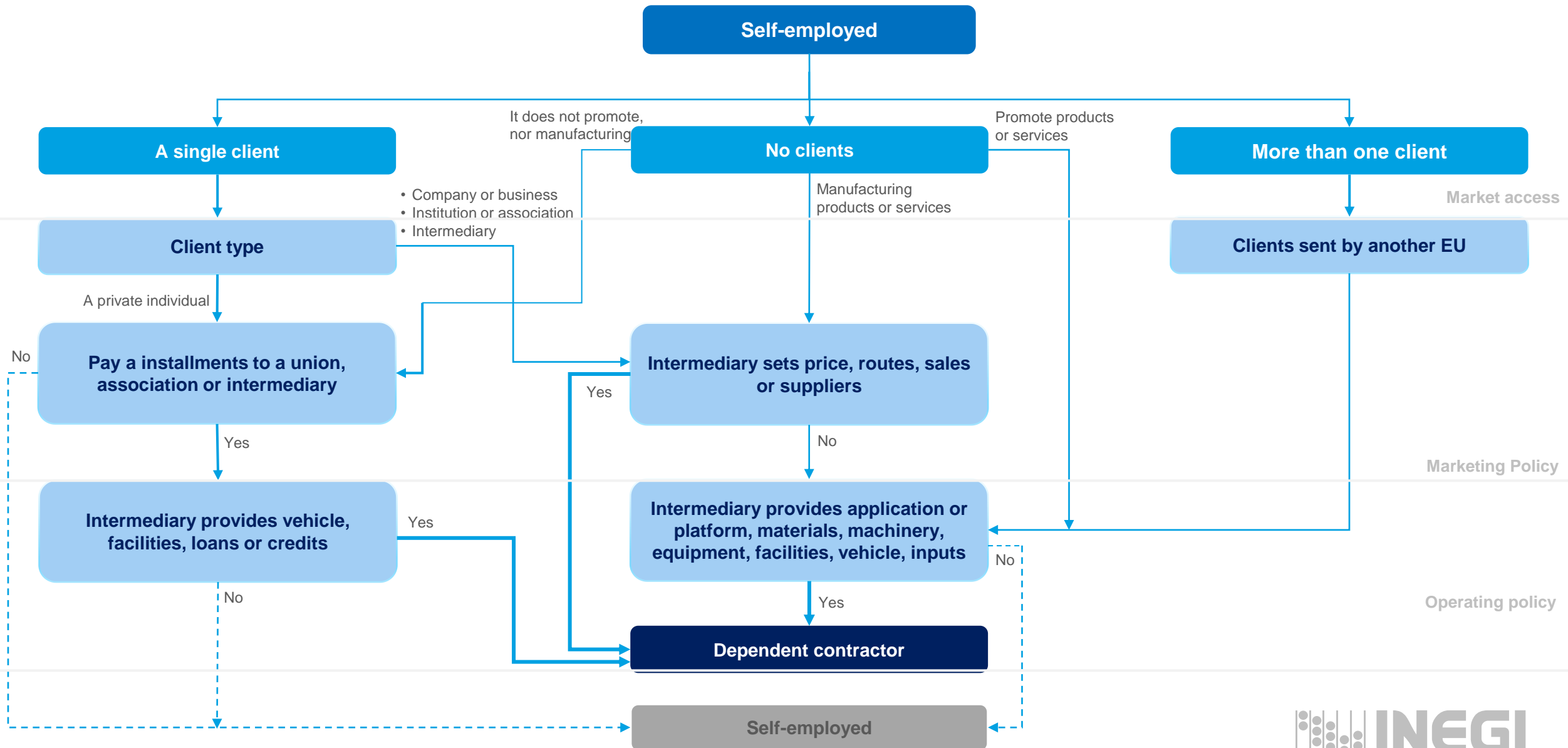
# Measuring dependent contractors

# Dependent contractors analogues to employees

- Dependent contractors share characteristics of employees and self-employed workers.
- Configuration of two groups, that of dependent contractors analogues to employees and the analogues to self-employed workers.



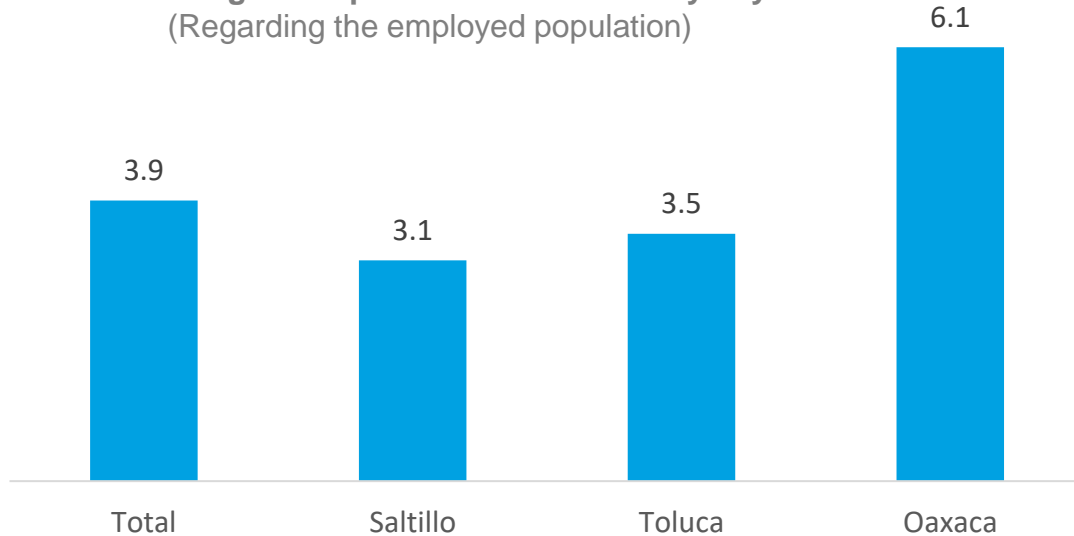
# Contratistas dependientes análogos a cuentas propias



# Contratistas dependientes

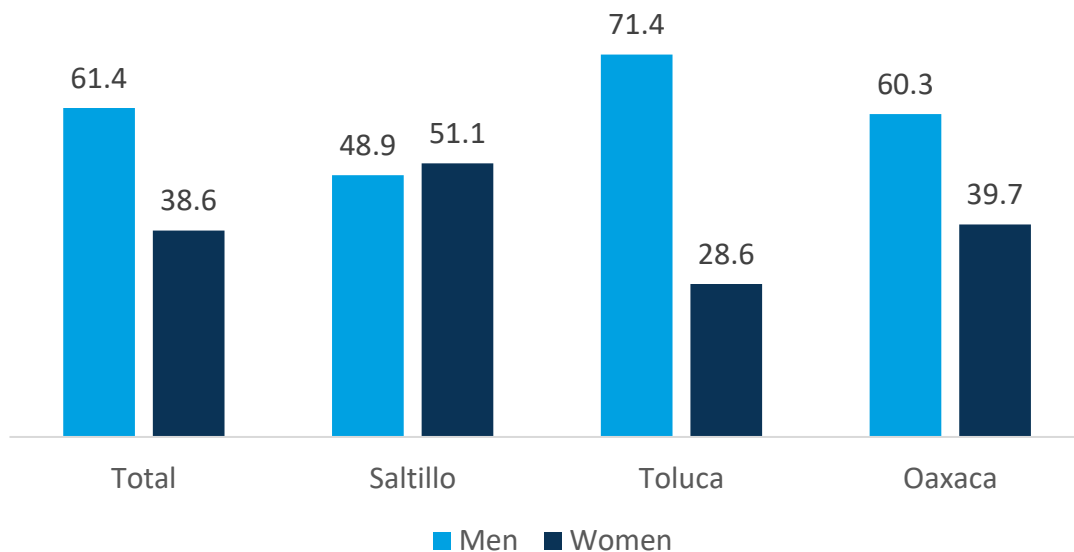


Percentage of dependent contractors by city  
(Regarding the employed population)

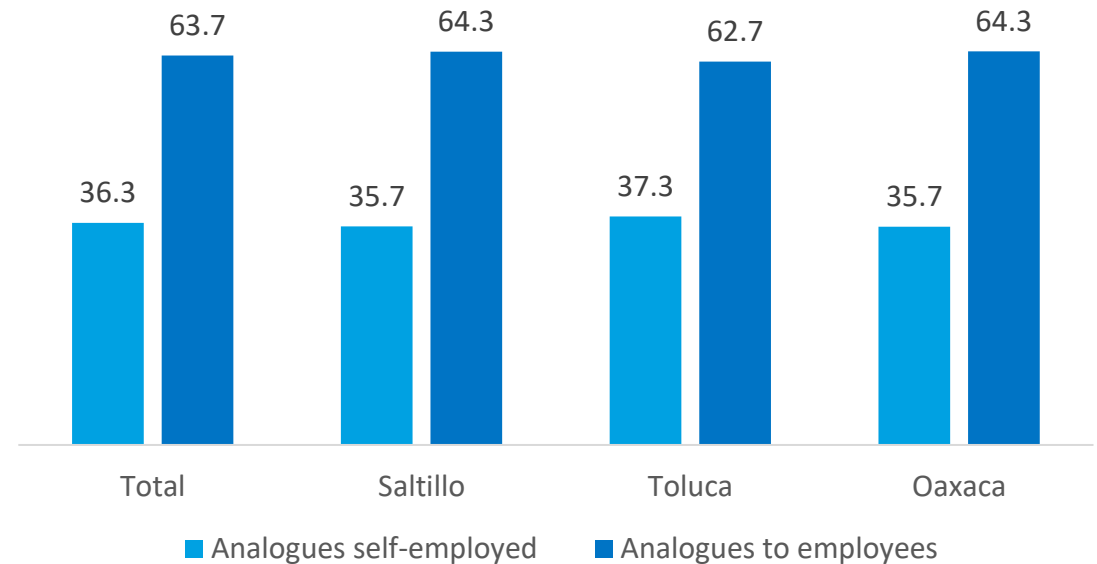


- A total of 47.8 thousand dependent contractors were identified, representing 3.9% of the employed population.

Percentage distribution of dependent contractors by city, according to sex



Percentage distribution of dependent contractors by city, according to type





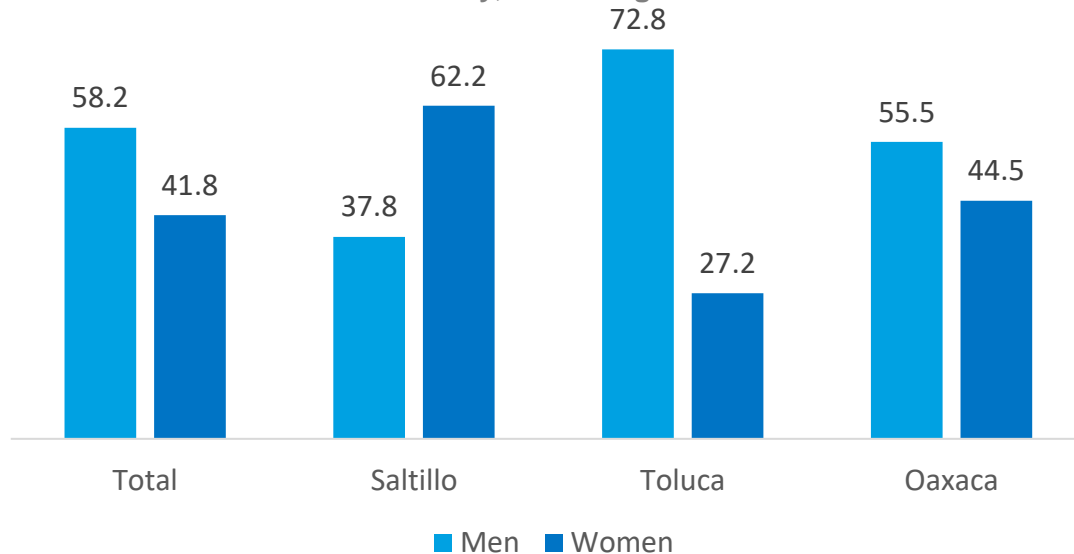


# Dependent contractors and the use of digital platforms

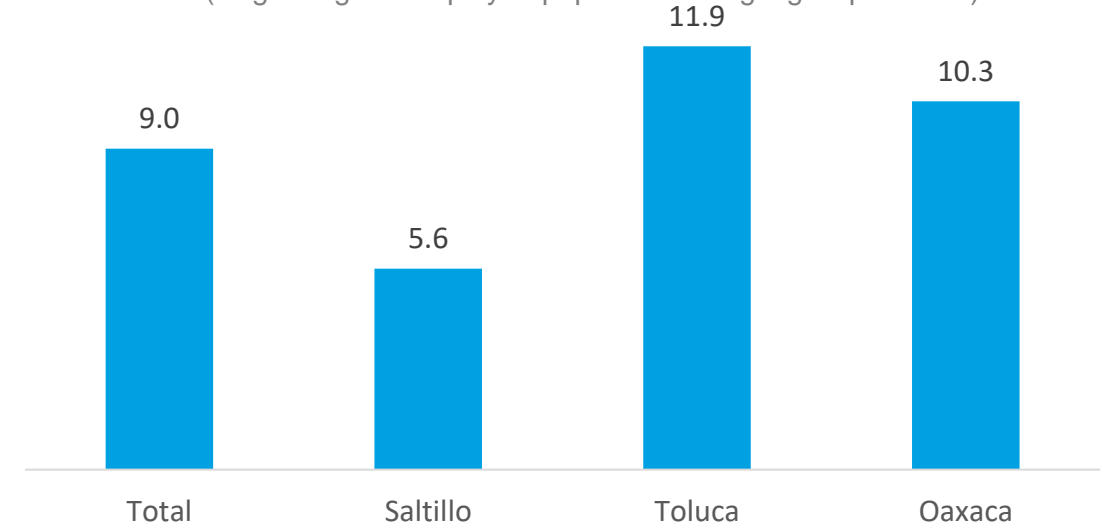
# Dependent contractors and the use of digital platforms

- Of the employed population that used digital platforms, 9% were dependent contractors
- 37.6% of dependent contractors used digital platforms.
- 71.8% were analogues to self-employed.

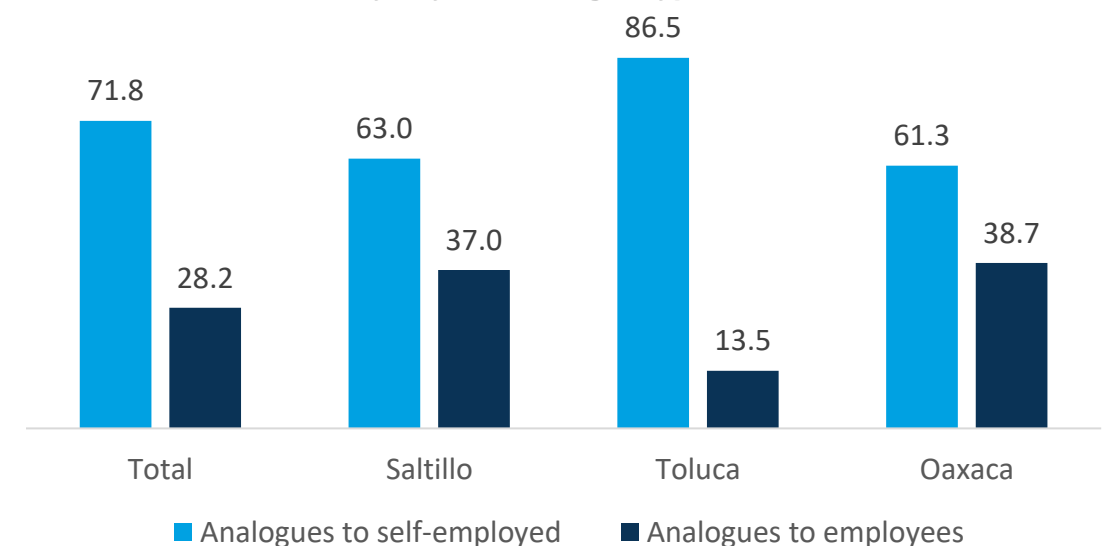
Percentage distribution of dependent contractors who used digital platforms by city, according to sex



Percentage of dependent contractors using digital platforms by city  
(Regarding the employed population using digital platforms)



Percentage distribution of dependent contractors who used digital platforms by city, according to type



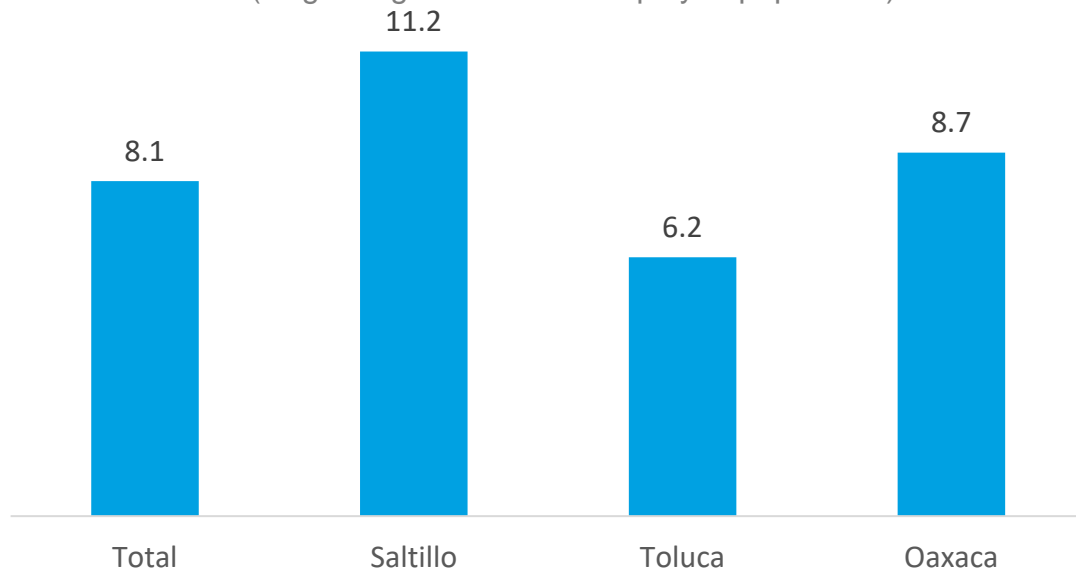




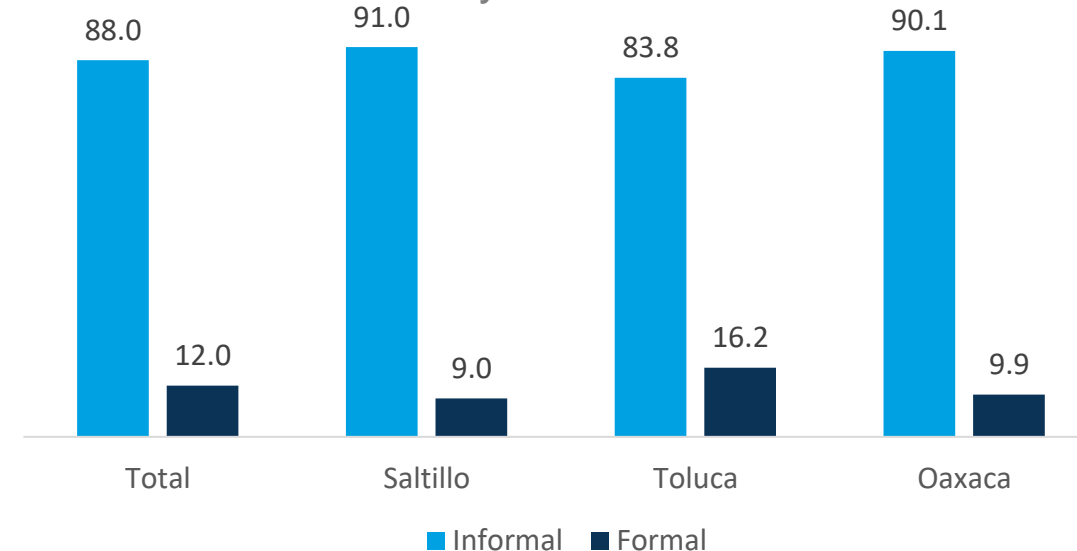
# Informality in dependent contractors

# Informality in dependent contractors

Percentage of informal dependent contractors by city  
(Regarding the informal employed population)

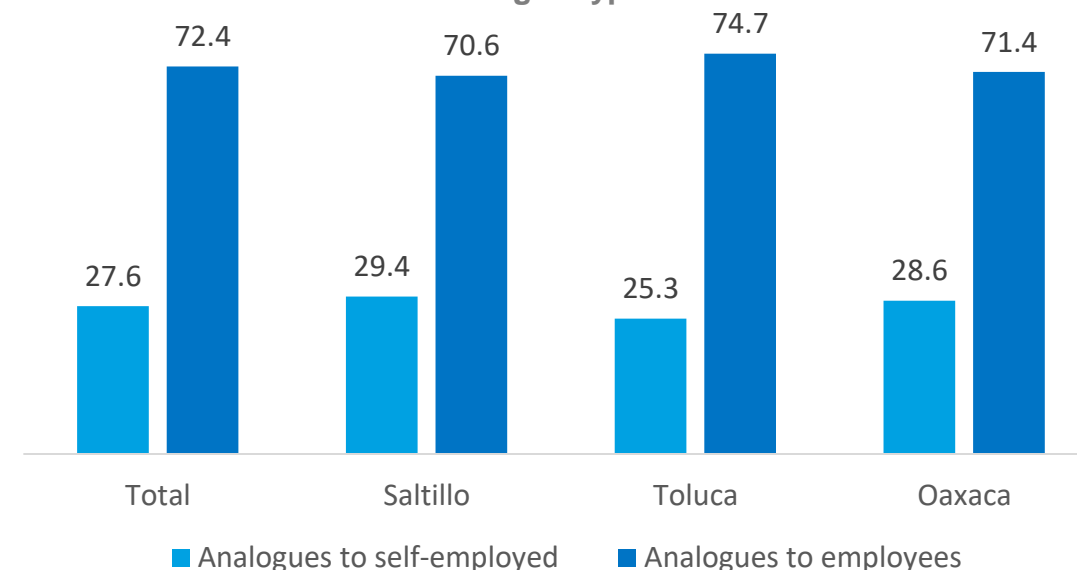


Percentage distribution of dependent contractors by city, according to informality condition



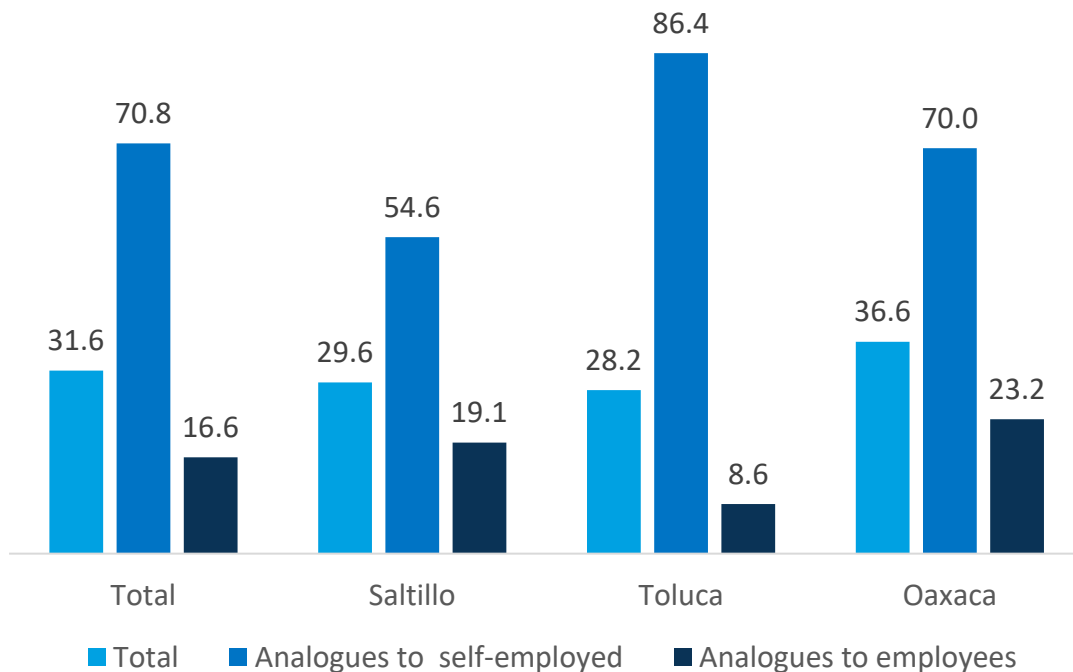
- Informal dependent contractors accounted for 8.1% of the informal employed population.
- 88% of dependent contractors were in informal employment.
- The analogues to self-employed were formal.
- Analogues to employees accounted for nearly three-quarters of informal dependent contractors.

Percentage distribution of informal dependent contractors by city, according to type



# Informality in dependent contractors and use of digital platforms

Percentage distribution of informal dependent contractors using digital platforms by type



- 31.6% of dependent contractors used digital platforms.
- 70.8% of analogues to self-employed used them.
- 16.6% of analogous employer contractors used them.

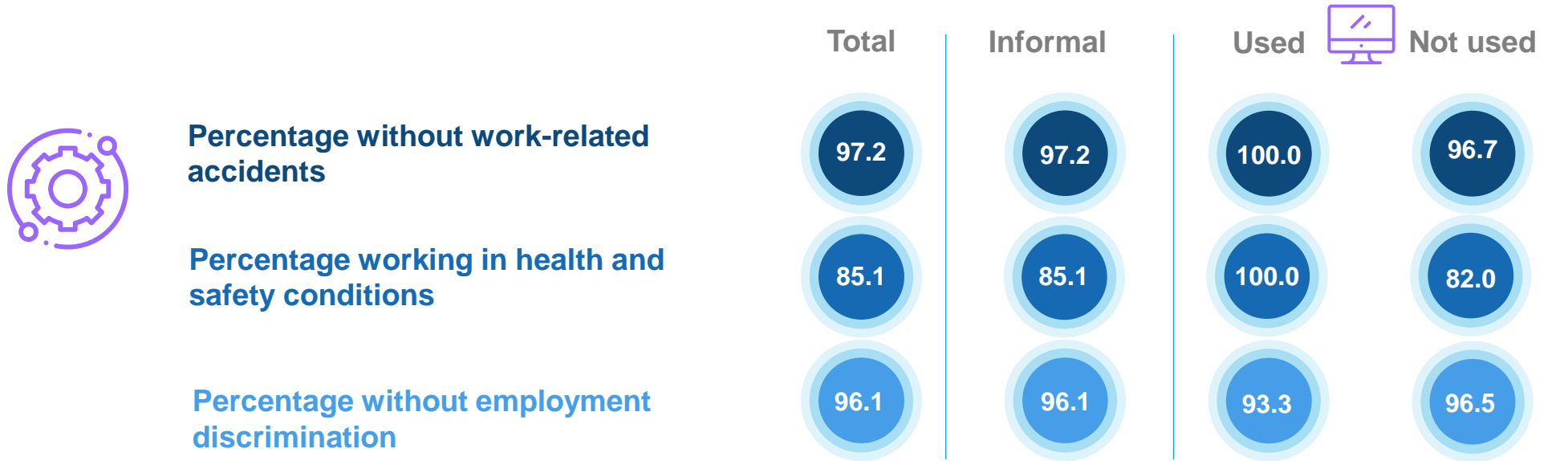




# Quality of employment of dependent contractors



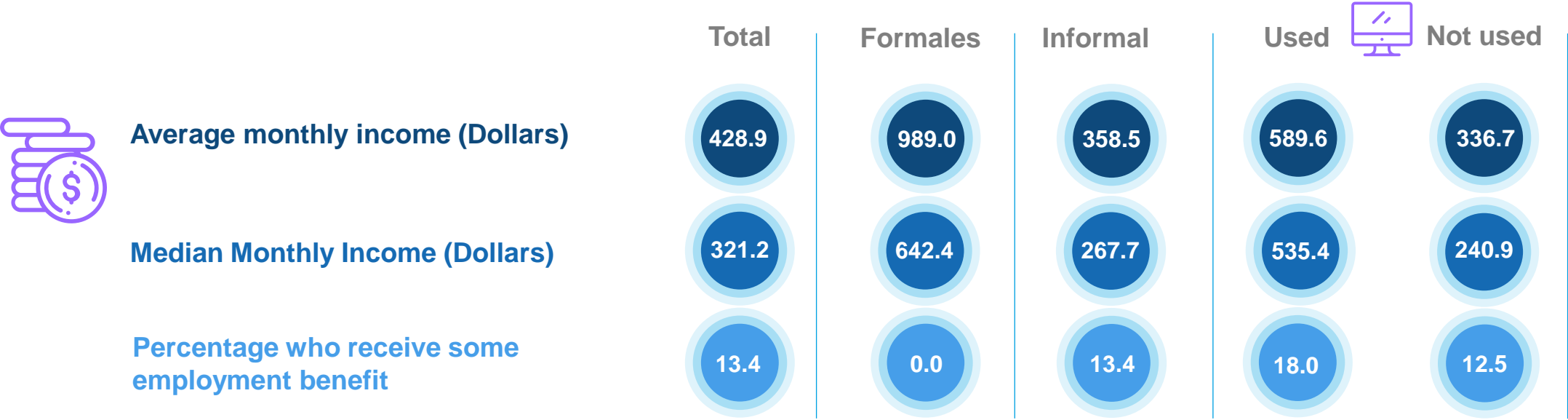
# Safety and ethics of employment



Notes: These indicators are calculated regarding dependent contractors analogues to employees.  
Percentages with respect to each population.  
Source: INEGI. Labor Force Survey, 2023. Preliminary data.

- The percentage of dependent contractors who did not suffer accidents requiring medical attention is 97.2 percent.
- The percentage of those who worked in safe and hygienic conditions is 85.1 percent.
- Those who did not suffer discrimination comprised 96.1 percent.

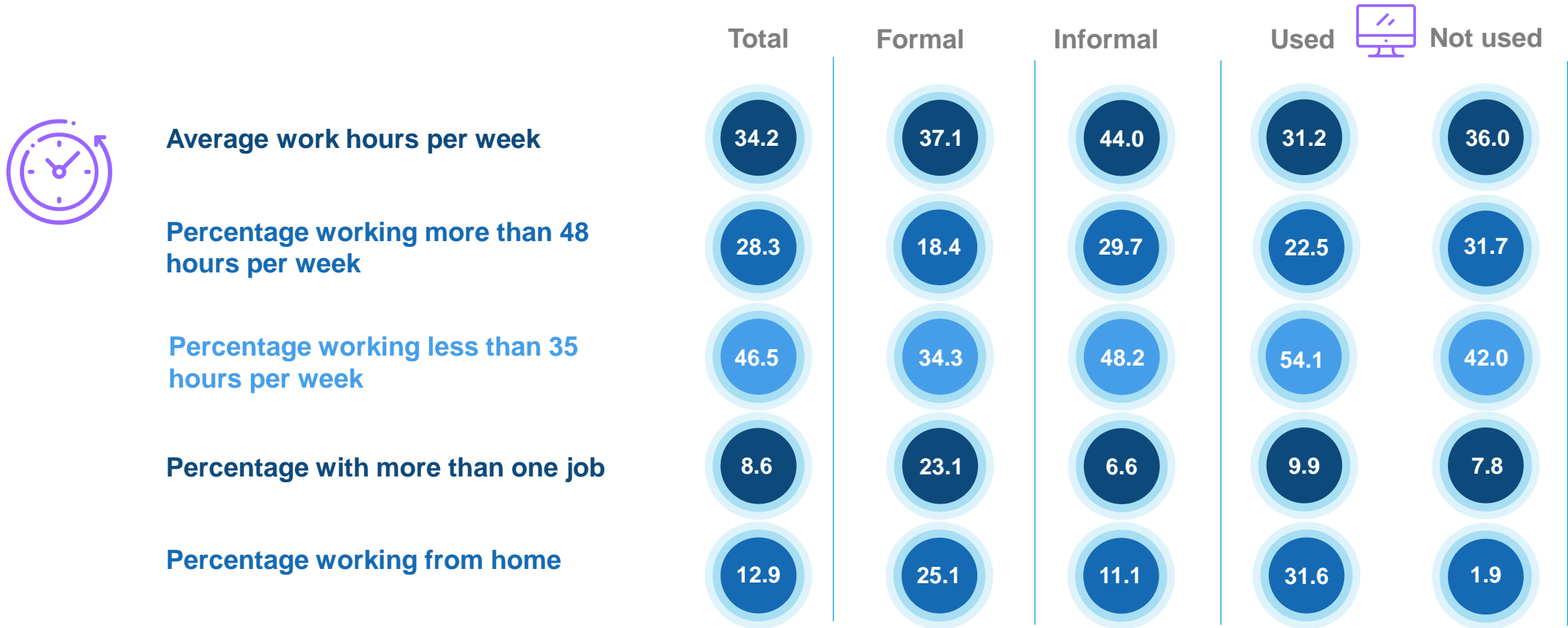
# Income and benefits from employment



Notes: These indicators are calculated regarding dependent contractors analogues to employees.  
Percentages with respect to each population.  
Source: INEGI. Labor Force Survey, 2023. Preliminary data.

- The average income of formal dependent contractors was almost three times that of informal dependent contractors.
- The median income of formal workers was slightly more than double that of informal workers.
- Those who used digital platforms have an average and median of almost double in the first case and twice the median income.

# Working time and work-life balance

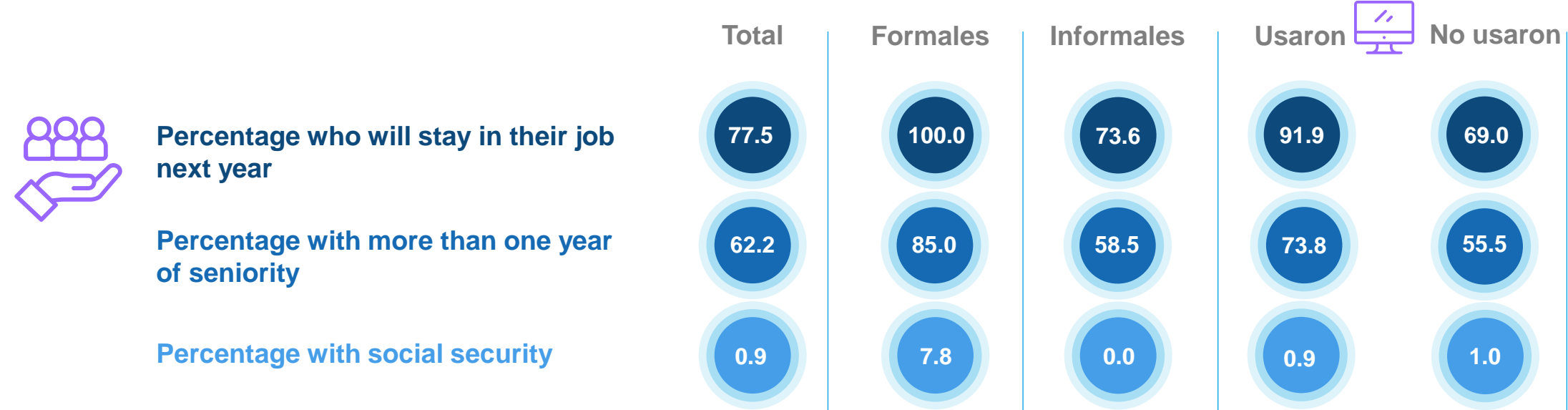


Notes: The percentage of dependent contractors with more than one job only takes into account the jobs in the occupation.  
Percentages with respect to each population.

Source: INEGI. Labor Force Survey, 2023. Preliminary data.

- The average number of hours in informal schools is higher than in formal ones; those who did not use digital platforms outnumber those who use them on average.

# Security of employment and social protección



Note: Percentages with respect to each population.  
Source: INEGI. Labor Force Survey, 2023. Preliminary data.

- 77.5% of dependent contractors would remain on the job for the next year.
- 62.2% of dependent contractors had been on the job for more than one year.
- Access to social security for dependent contractors is practically non-existent.

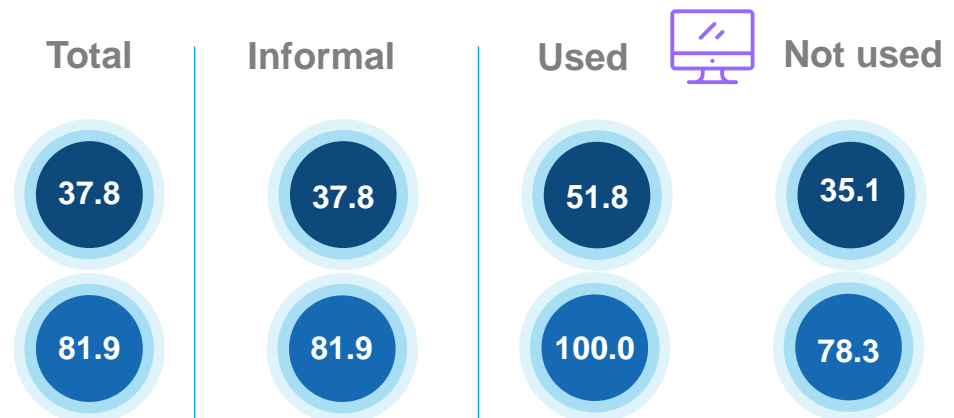


# Skills development and training



**Percentage who have been trained**

**Percentage who have acquired knowledge and skills**



Notes: These indicators are calculated regarding dependent contractors analogues to employees.

Percentages with respect to each population.

Source: INEGI. Labor Force Survey, 2023. Preliminary data.

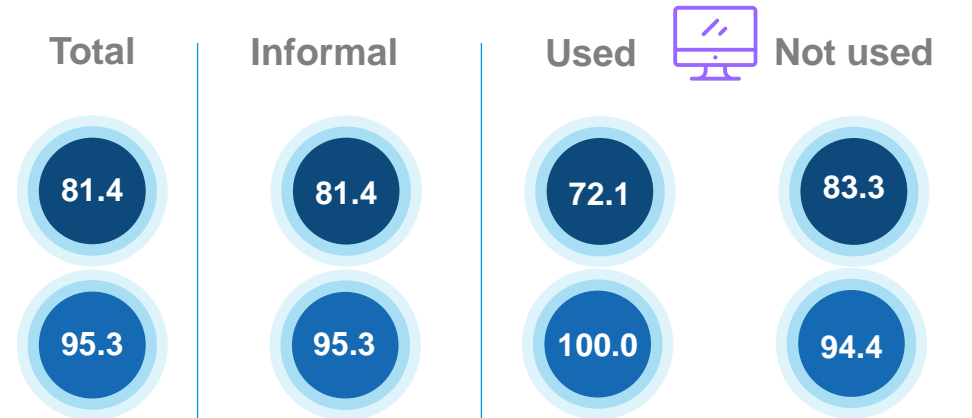
- 37.8% of dependent contractors analogous to employees received training for part of their work, all informal, and 51.8% used digital platforms.
- 81.9% acquired knowledge and skills on the job, all were informal, and those who used digital platforms all acquired knowledge and skills.

# Employment-related relationships and work motivation



**Percentage that you still have things to learn**

**Percentage of people who take your opinion into account**



Note: Percentages with respect to each population.  
Source: INEGI. Labor Force Survey, 2023. Preliminary data.

- 81.4% of dependent contractors analogous to employees had things left to learn in their work, all were informal and of those who used technological platforms were 72.1%.
- 95.3 percent of the cases in which their opinion was taken into account were all informal and of those who used digital platforms were 100 percent.



# Final comments

# Final comments

The Labor Force Survey carried out in 2023 in the cities of Saltillo, Toluca, and Oaxaca offers:

- Information for the sociodemographic and labor characterization of dependent contractors.
- The results are a first approximation to the relationship of dependent contractors, labor informality, the use of digital platforms and the quality of employment.
- The analysis made it possible to identify lines of work to develop new indicators of job quality and consolidate the measurement of others.
- It highlights the importance of having job quality indicators referring to the employed and other segments of the labor force, in order to expand knowledge of the labor situation of the labor force as inputs for the design of public policies.
- From the perspective of the economic unit, 88 percent of independent contractors were informal, with a predominance of men with 58.9 percent and those analogous to employees with 72.4 percent.
- Among informal dependent contractors, 70.8% of self-employed analogues used digital platforms, compared to 16.6% of employee analogues.



# Final comments

In terms of quality performance in the employment of self-employed contractors, the most salient results are as follows:

- In the dimension of safety and ethics of employment, the indicators showed high percentages in those who did not suffer an accident, those who worked in acceptable conditions of safety and hygiene, and those who declared that they had not suffered discrimination in the workplace, so it can be inferred that dependent contractors had a low risk of suffering some damage to their physical and mental health.
- Regarding the dimension of income and benefits from employment, formal dependent contractors and those who used digital platforms reported the highest income and benefits, compared to informal ones.
- In the dimension of time at working time and work-life balance, in formal dependent contractors, a lower proportion worked long hours and on average worked fewer hours per week compared to informal contractors; In addition, a higher proportion of formal workers had more than one job and worked from home. In this sense, some indicators point to a greater imbalance between work and personal and family life and others that contribute to a greater balance.

# Final comments

- In the dimension of security of employment and social protection, the results showed a low permanence and seniority in informal workers and in those who did not use digital platforms; And social security is virtually non-existent.
- In the dimension of social dialogue, it remains to evaluate the incorporation of questions aimed at collecting information on affiliation to organizations or associations of professionals, independent workers, among others.
- In the dimension of skills development and training, of dependent contractors analogous to employees, it was identified that 37.8% of them received training and 81.9% acquired knowledge and skills in their work.
- In the dimension of employment-related relationships and work motivation, of the dependent contractors analogous to employees, the majority considered that they still had things to learn in their work and also that they took their opinion into account; This situation is similar between informal workers and those who use digital platforms.

# THANK YOU FOR YOUR ATTENTION;

**Conociendo  
México**

800 111 46 34  
[www.inegi.org.mx](http://www.inegi.org.mx)  
[atencion.usuarios@inegi.org.mx](mailto:atencion.usuarios@inegi.org.mx)



**INEGI** Informa

[ana.cambron@inegi.org.mx](mailto:ana.cambron@inegi.org.mx)