



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

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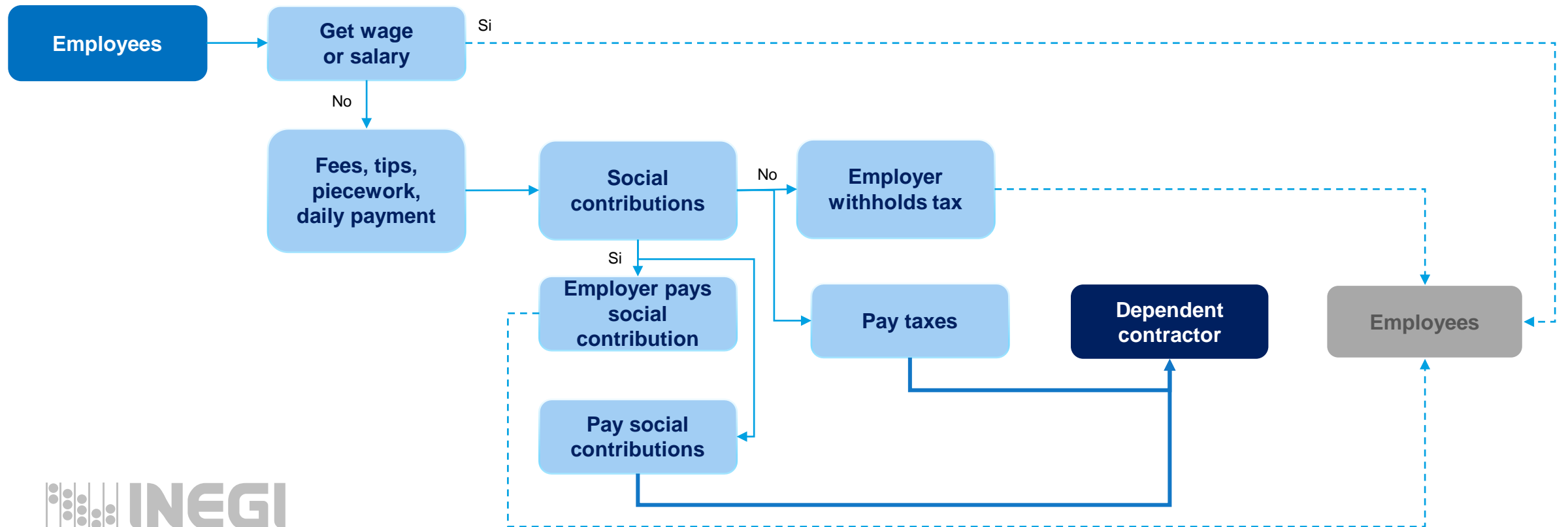
Final comments



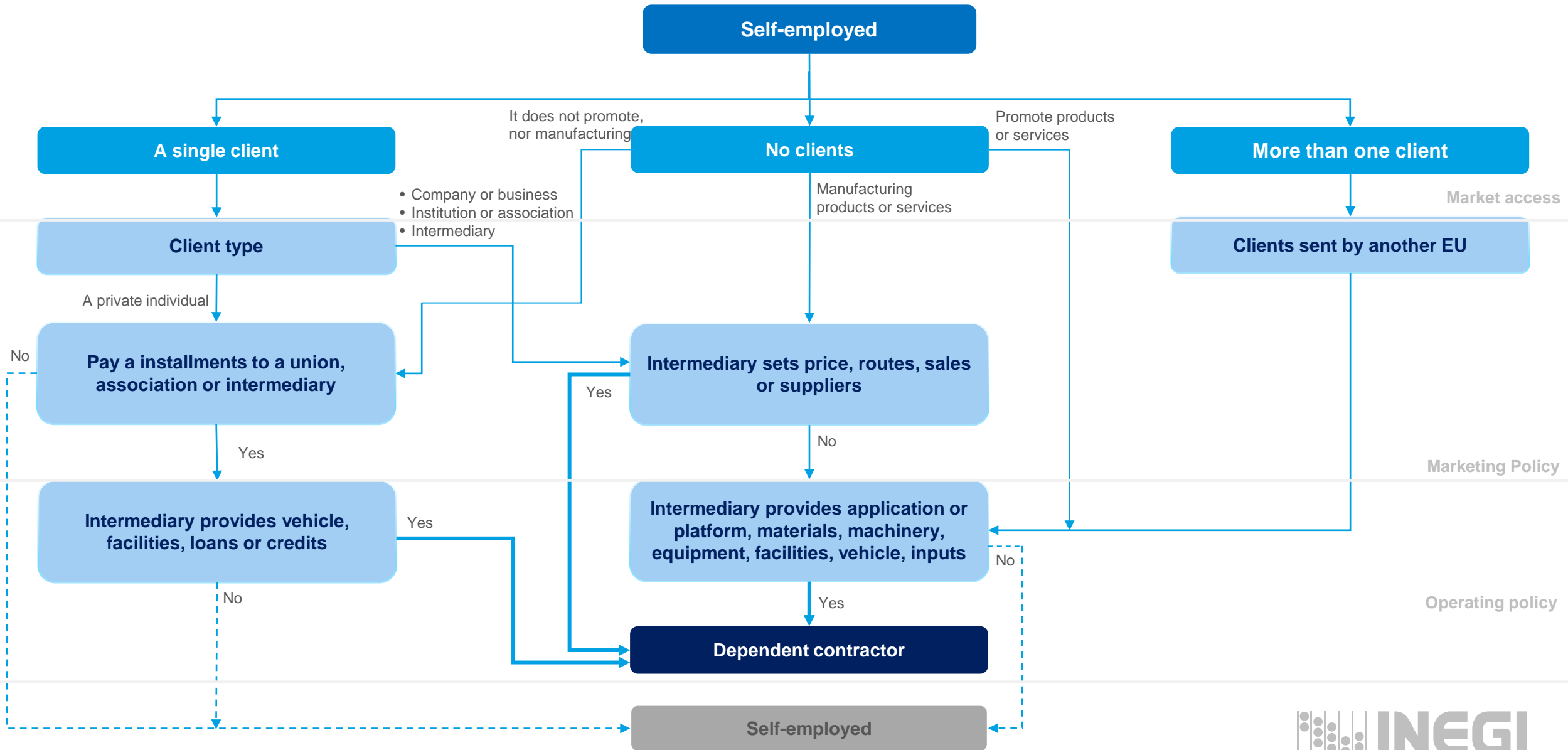
Measuring dependent contractors

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.

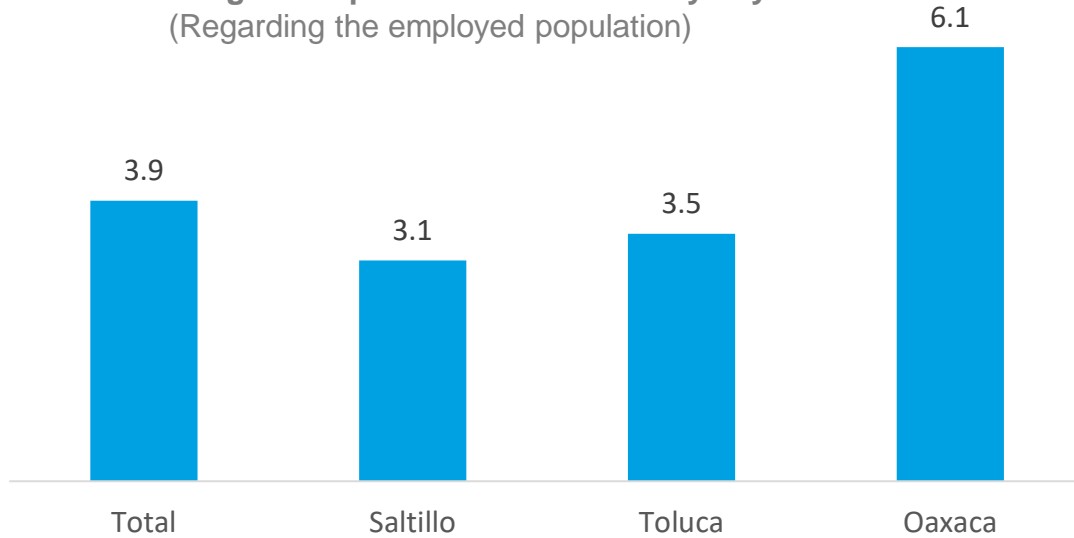


Dependent contractors analogues to self-employed



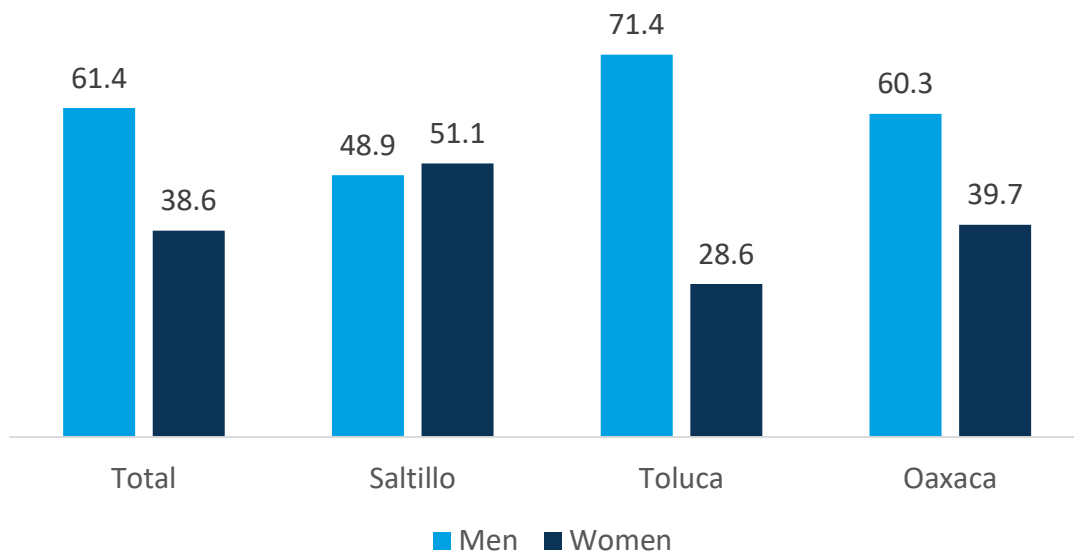
Dependent contractors

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

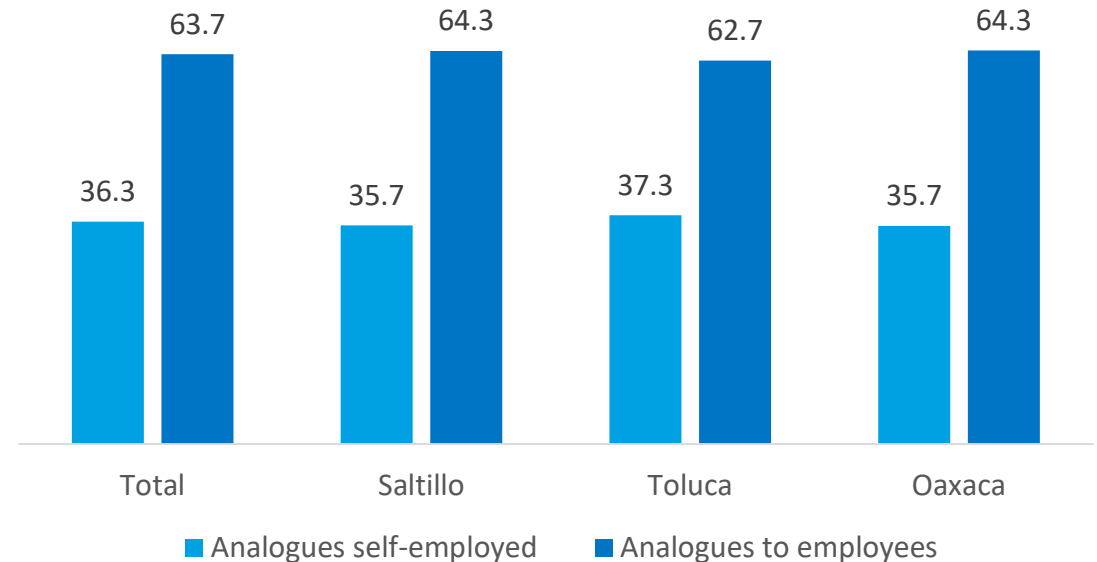


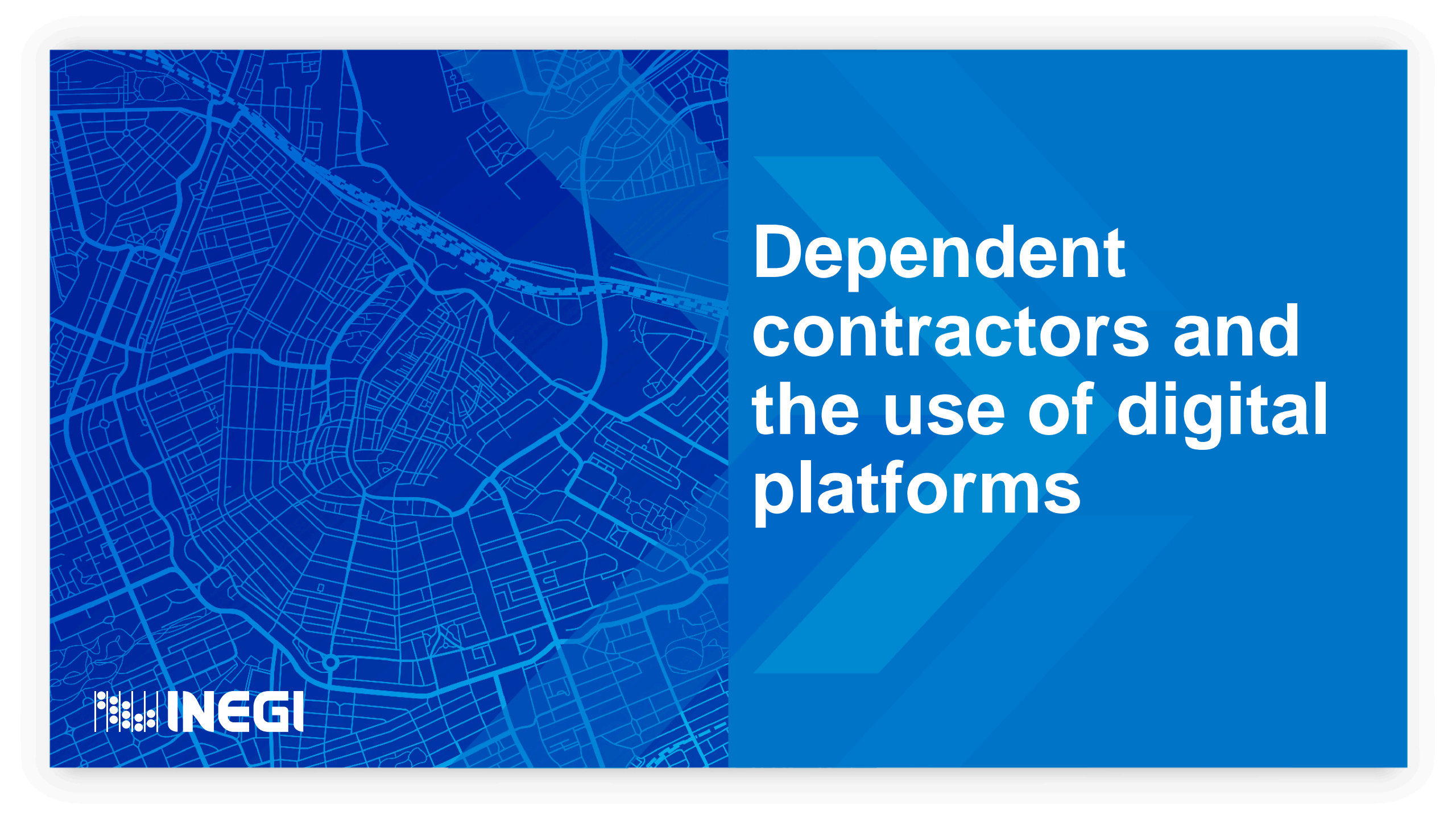
- A total of 47.8 thousand dependent contractors were identified, representing 3.9% of the employed population.

Percentage distribution of dependent contractors by city, according to sex



Percentage distribution of dependent contractors by city, according to type



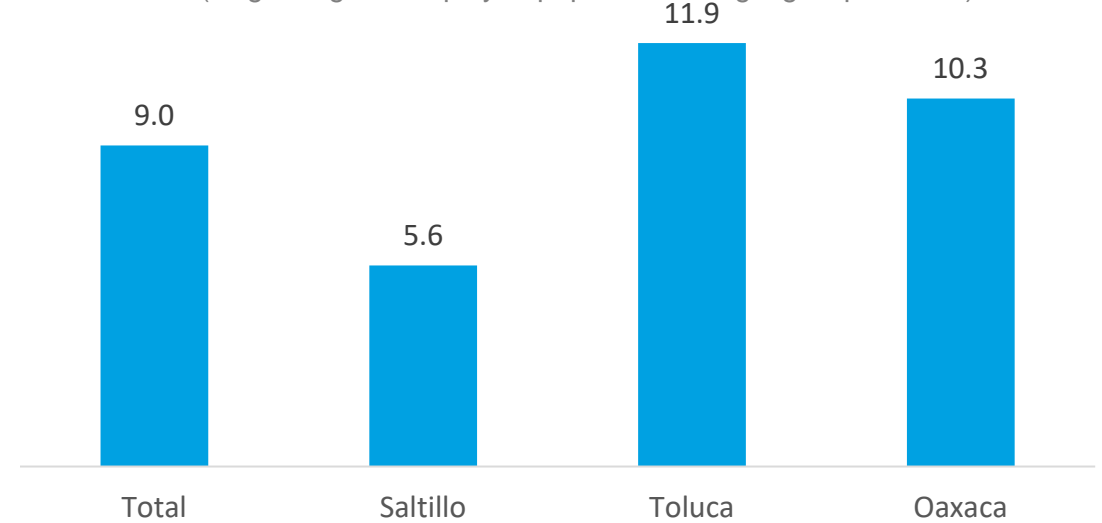


Dependent contractors and the use of digital platforms

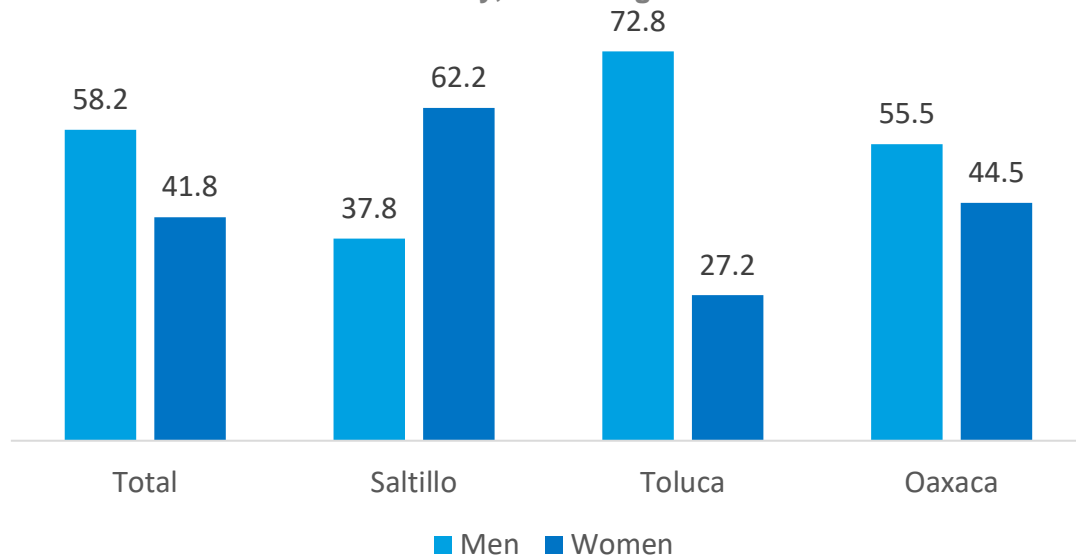
Dependent contractors and the use of digital platforms

- 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.

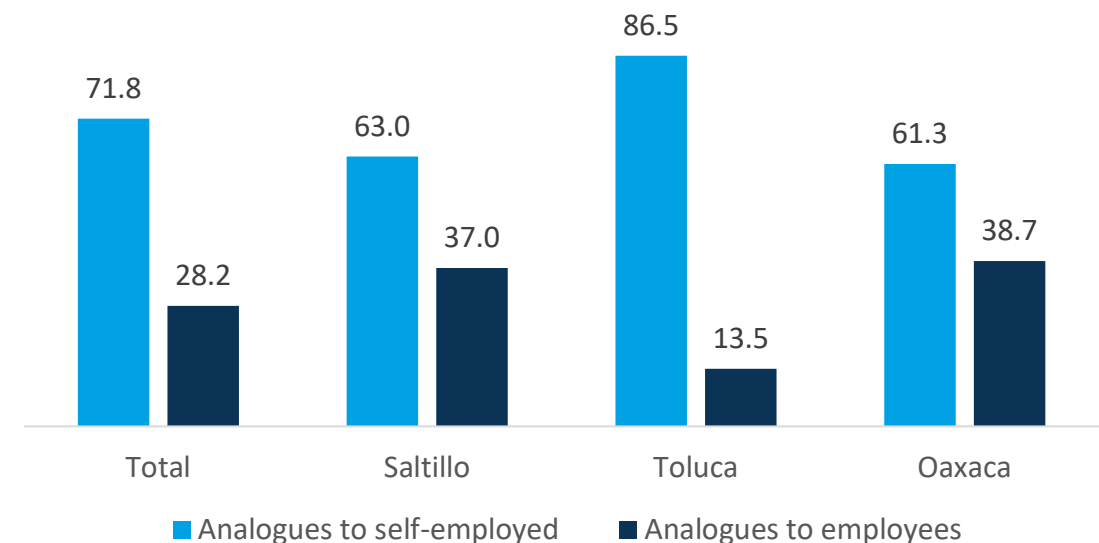
Percentage of dependent contractors who used digital platforms by city
(Regarding the employed population using digital platforms)



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



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

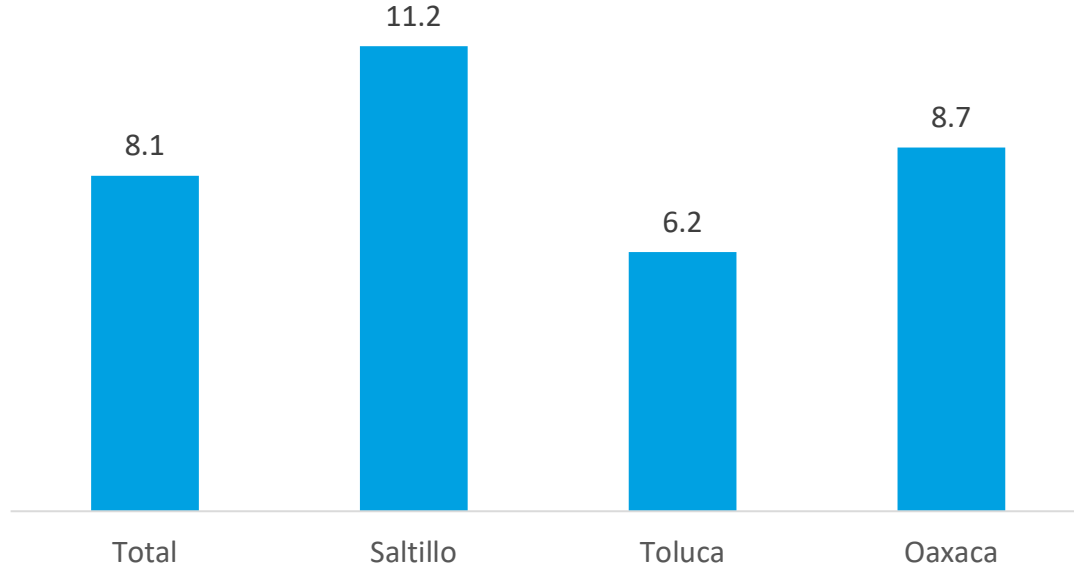




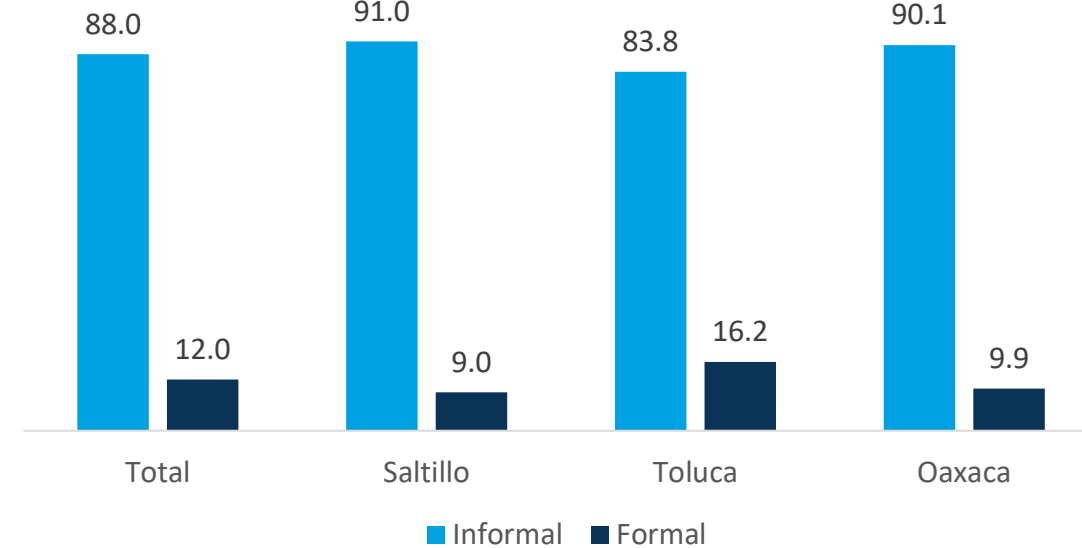
Informality in dependent contractors

Informality in dependent contractors

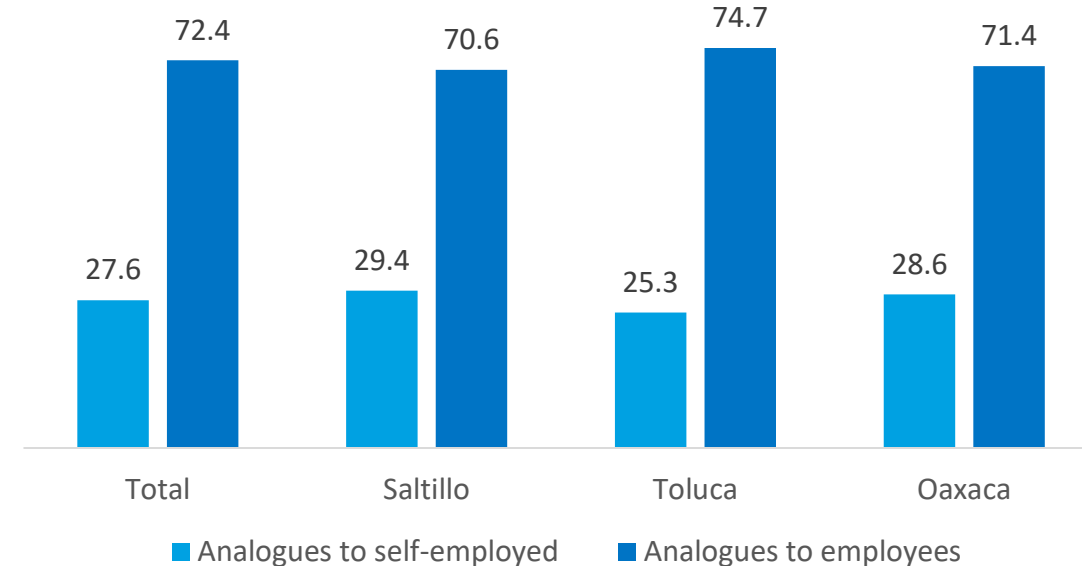
Percentage of informal dependent contractors by city
(Regarding the informal employed population)



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



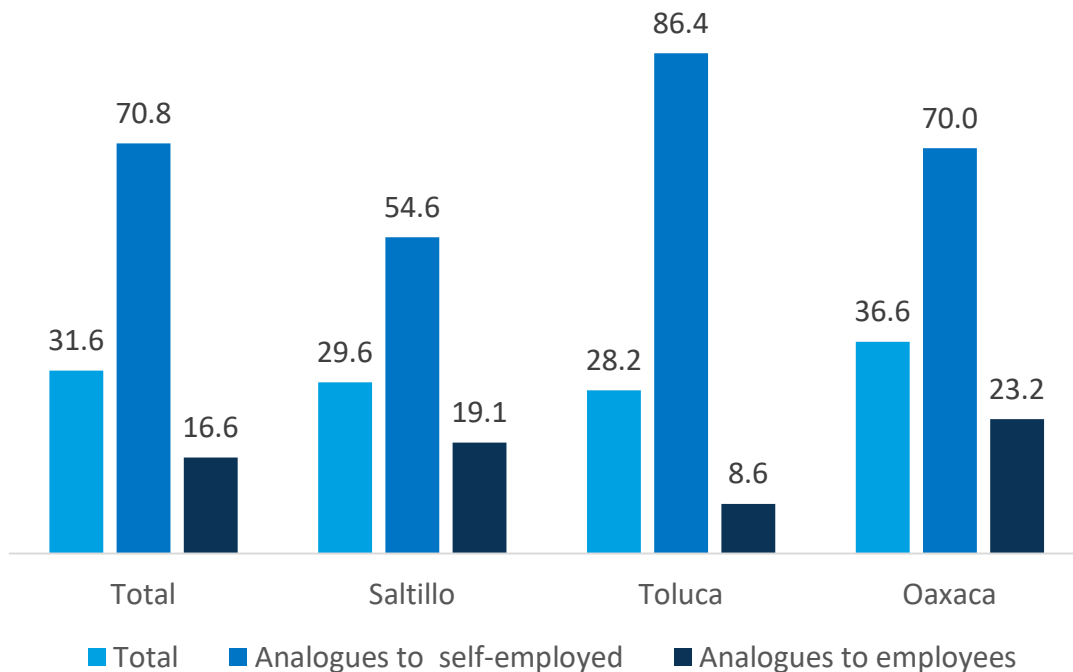
Percentage distribution of informal dependent contractors by city, according to type



- 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.

Informality in dependent contractors and use of digital platforms

Percentage distribution of informal dependent contractors who used digital platforms by type

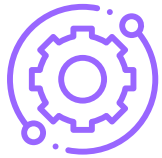


- 31.6% of dependent contractors used digital platforms.
- 70.8% of analogues to self-employed used them.
- 16.6% of analogues to employees used them.



Quality of employment of dependent contractors

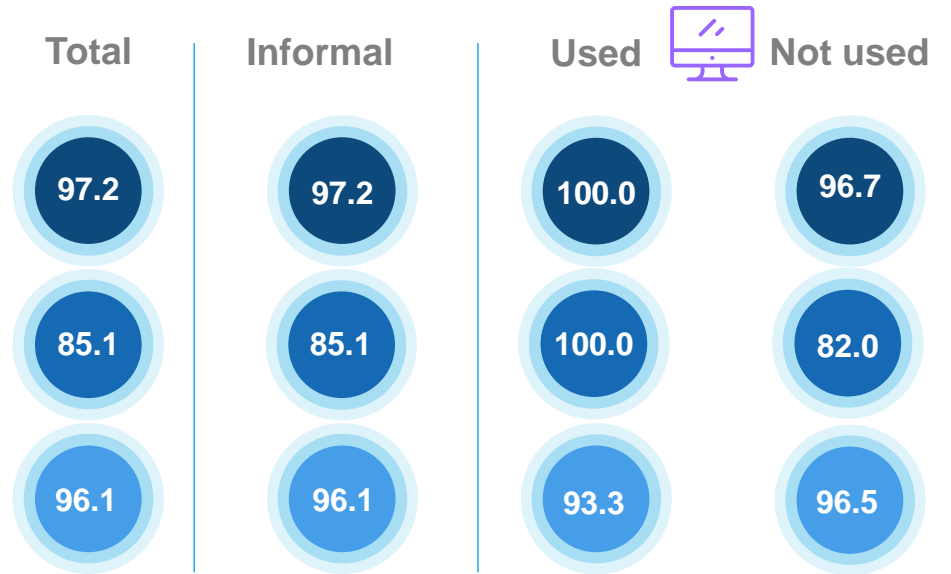
Safety and ethics of employment



Percentage of DC without work-related accidents

Percentage of DC who worked in health and safety conditions

Percentage of DC without employment discrimination



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

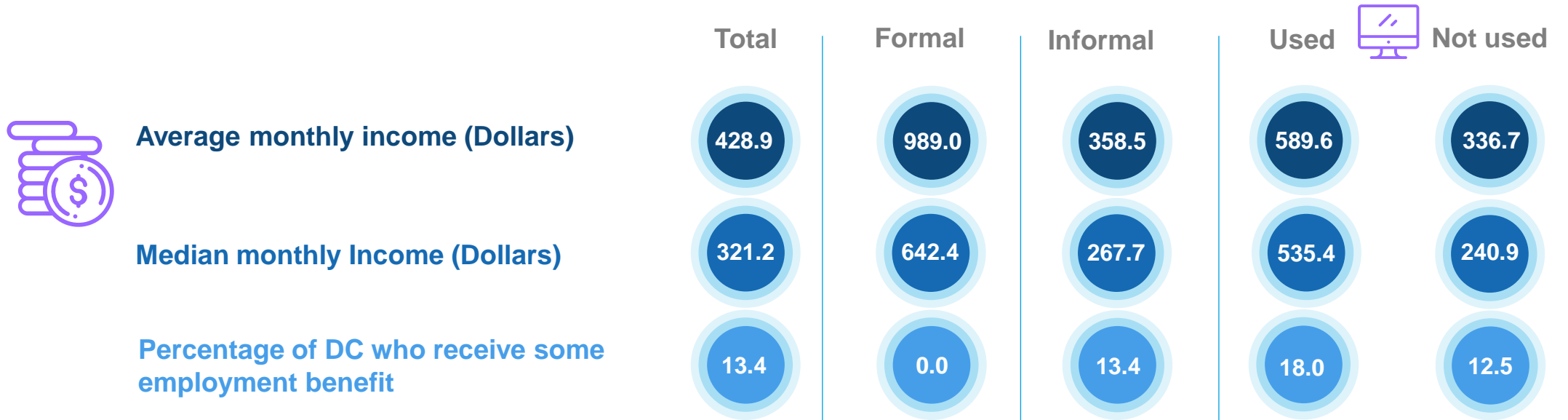
In these indicators, information on formal dependent contractors is not presented because they were analogues to self-employed.

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



Note: 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



Average work hours per week

34.2

37.1

44.0

31.2

36.0

Percentage of DC who worked more than 48 hours per week

28.3

18.4

29.7

22.5

31.7

Percentage of DC who worked less than 35 hours per week

46.5

34.3

48.2

54.1

42.0

Percentage of DC with more than one job

8.6

23.1

6.6

9.9

7.8

Percentage of DC who worked from home

12.9

25.1

11.1

31.6

1.9

Total

Formal

Informal

Used



Not used

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 worked per week is lower in informal workers and in those who used digital platforms.

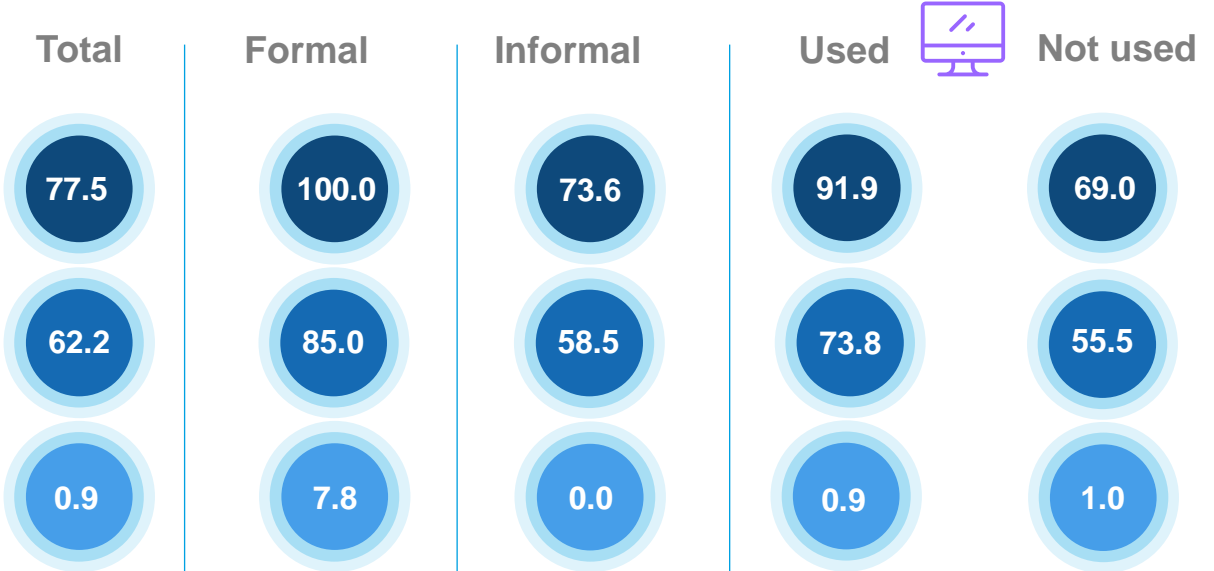
Security of employment and social protection



Percentage of DC who will stay in their job next year

Percentage of DC with more than one year of seniority

Percentage of DC with social security



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

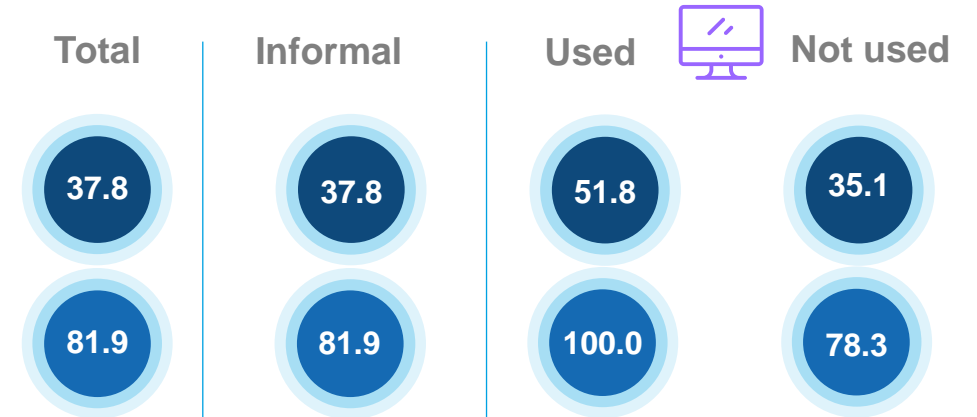
- 77.5% of dependent contractors would remain on the job for the next year.
- 62.2% of dependent contractors had been on the job for more than one year.
- Access to social security for dependent contractors is practically non-existent.

Skills development and training



Percentage of DC who have been trained

Percentage of DC who have acquired knowledge and skills



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

In these indicators, information on formal dependent contractors is not presented because they were analogues to self-employed.

Percentages with respect to each population

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

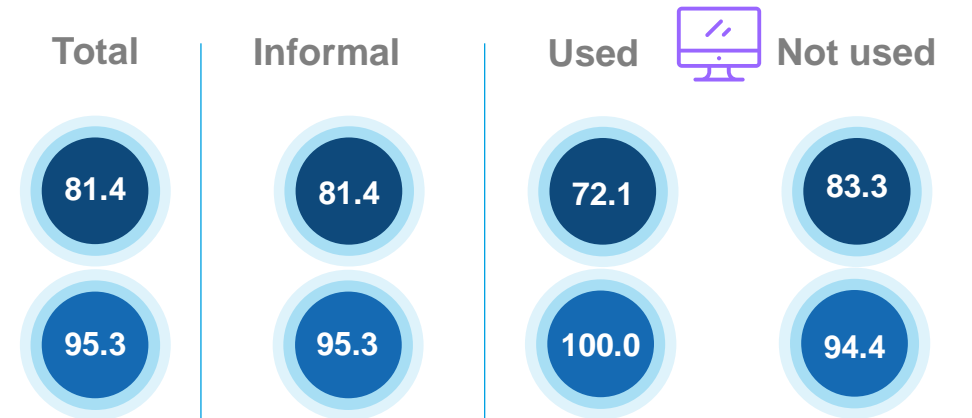
- 37.8% of dependent contractors analogues to employees received training for part of their work, all informal, and 51.8% used digital platforms.
- 81.9% acquired knowledge and skills on the job, all were informal, and those who used digital platforms all acquired knowledge and skills.

Employment-related relationships and work motivation



Percentage of DC who have things to learn

Percentage of DC whose opinion is taken into account



Notes: These indicators were calculated regarding dependent contractors analogues to employees. In these indicators, information on formal dependent contractors is not presented because they were analogues to self-employed. Percentages with respect to each population
Source: INEGI. Labor Force Survey, 2023. Preliminary data.

- 81.4% of dependent contractors analogues to employees had things left to learn in their work, all were informal and of those who used digital 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

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- 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.

**THANK YOU
FOR YOUR
ATTENTION;**

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