

WORK

1. Facts and events

19th century: industrialization in Europe.

The fight for workers right was spearheaded by **Karl Marx**. His focus on labour influenced the economic model of socialism.

The notion of labour right emerged in 19th century → creation of **trade unions** (The election of the Conservative Party led by Margaret Thatcher in **1979**, saw substantial trade union reform which saw the level of strikes fall.)

1919 : Creation of the **International Labour Organisation** : it is based on the belief that peace could be accomplished only if it's based on social justice.

It focused on:- regulation of labour supply

- prevention of unemployment
- protection of workers against sickness, diseases, injuries
- provisions for old age and injury = pension schemes

The Gig-economy is defined by short-term jobs, often app-based platforms. Workers are considered as freelancers. workers are considered as contractors/ freelancers/self-employed. **1.3 million** in the UK. They are paid per piece / gig. Example of Deliveroo, Uber Eat → More flexibility but less security (no benefits, no pension scheme), no flexibility and under-paid.

Solution: The **Taylor Review**-> advises the creation of a new status “dependent contractors” freelancer with security +benefits.

Millenials, generation Y are people born in between 1985 and 2000. They are often characterized as adapting easily to technology, doing longer studies and often changing jobs. Millenials are said to be lazy because they have been privileged compared to their hard-working parents (the baby boomers).

Generation Z is disrupting work as we know it.

Gen Z-ers are accustomed to flitting between apps and expect that they can go online and teach themselves anything they want. **Millennials** helped usher in an area in which it's normal to go through several careers and have **flexible schedules**. Gen Z-ers may find ways to have all those careers at the same time.

Paris Match, octobre 2017 : According to the figures from the European statistics organisation Eurostat, women employed in industry, construction, and services in France had in 2015 hourly gross wage on average 15.8% inferior to men's wages → wage gap between men and women at work

The Guardian, March 2018 : Women are underrepresented in Stem. They make up 14.4% of all people working in Stem in the UK, despite being about half of the workforce.

In Qatar, poor working conditions, migrants represent a cheap and malleable workforce for the construction of infrastructure for the World Cup ==> **modern day slavery**. Should there be international labour rights?

2. Problématiques

The Gig Economy: a boon or a bane?

Is the feminization of part-time work about to end ?

- Should we look for happiness at work?

3. Vocabulaire

Pension scheme : *Plan d'épargne retraite*

Outsourced labour : *Travail délocalisé*

Go into debts : *S'endetter*

Hourly wage gross : *salaire horaire brut*

Maternity/Parental leave : *Congé maternité/parental*

Flexible schedule

An income = *un revenu*

A shareholder = *un actionnaire*

A broker = *un courtier*

A share = *une action*

contractors/ freelancers/self-employed

Gen Z = the demographic cohort succeeding Millennials

Salary/wages = *salaire*

Retire = *partir à la retraite*

Resign/ quit = *démissionner*

Hire = *recruter, embaucher*