

Measuring the American Social Contract

Part 2 of 4

Social Contract Indicators: Guaranteeing Rights at Work

Lauren Damme
Next Social Contract Initiative, New America Foundation
July, 2011

Valuable research assistance provided by: Amanda Huffman and Kristen Johnson

Contents*

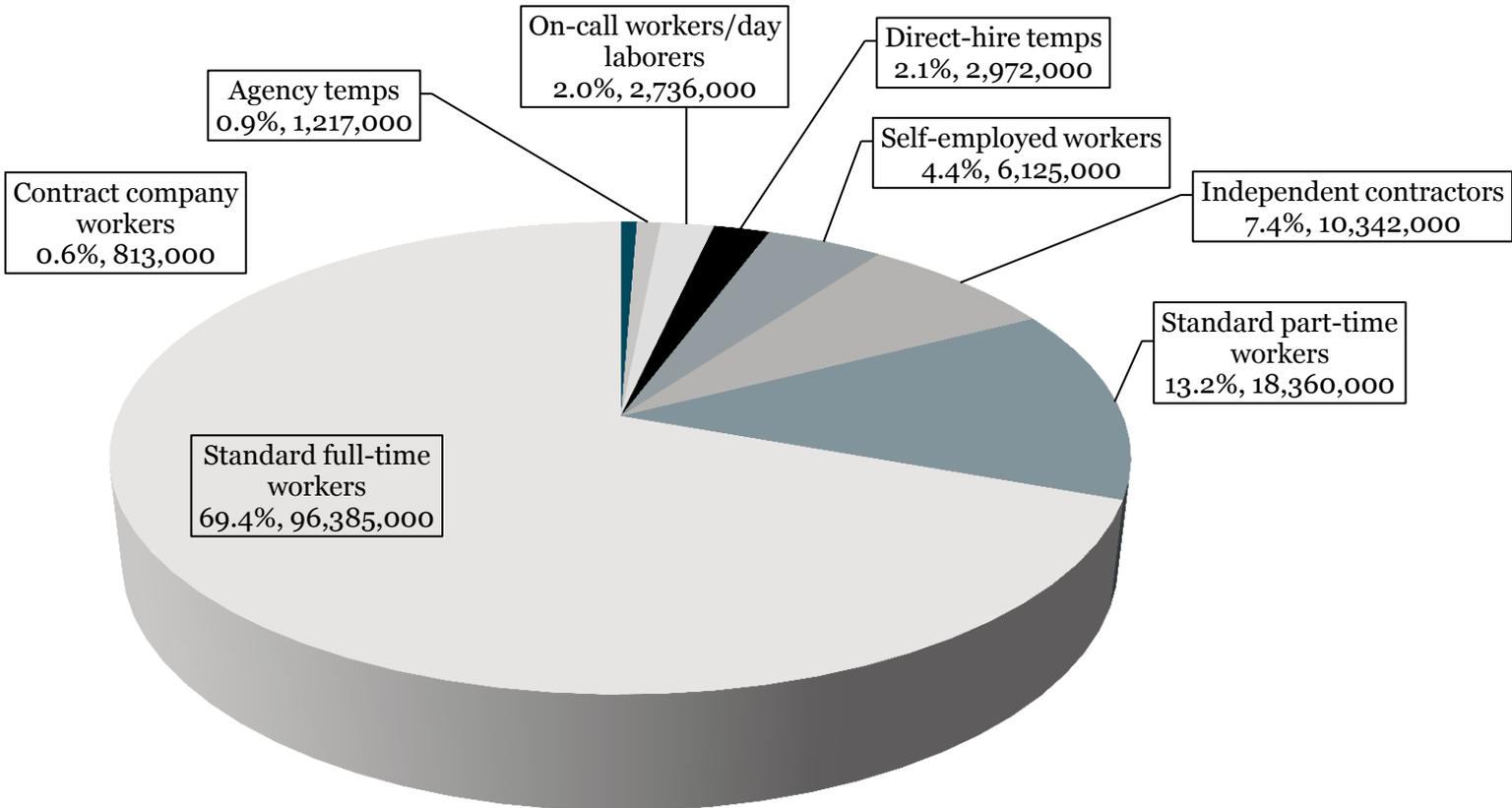
1. U.S. Contingent Workforce
2. U.S. Contingent Workforce Earnings lower than those of Traditional Employees
3. Women as a Percentage of the Workforce and Low Earners, International Comparison
4. U.S. Capacity for Enforcing Workers' Rights Drops

*A number of worker rights indicators are not available in the U.S.

For full descriptions, citations, and context, see: *Rethinking the American Social Contract: The International Labor Organization's Decent Work Agenda in the United States*, by Lauren Damme

Social Contract Indicators: U.S. Contingent Workers

Over 30 Percent of the U.S. Workforce is Engaged in Contingent Labor Relations*

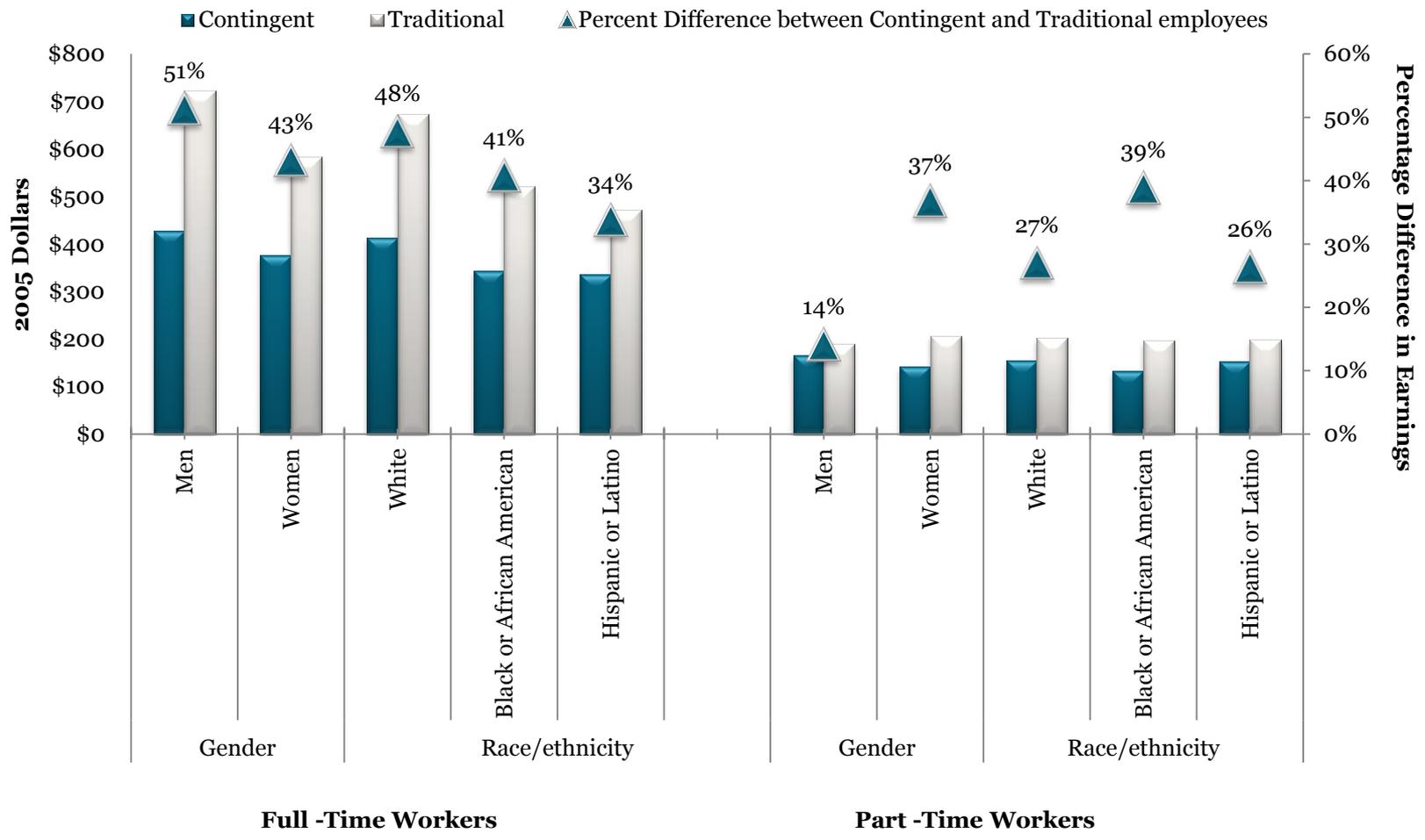


Source: CPS 2005 Contingent Work Supplement, 2005.

*Contingent workers are workers without an implicit or explicit contract for ongoing employment. The U.S. Government Accountability Office defines eight categories of contingent workers: agency temporary workers (temps), direct-hire temps, on-call workers, day laborers, contract company workers, independent contractors, self-employed workers, and standard part-time workers.

Social Contract Indicators: U.S. Contingent Worker Earnings

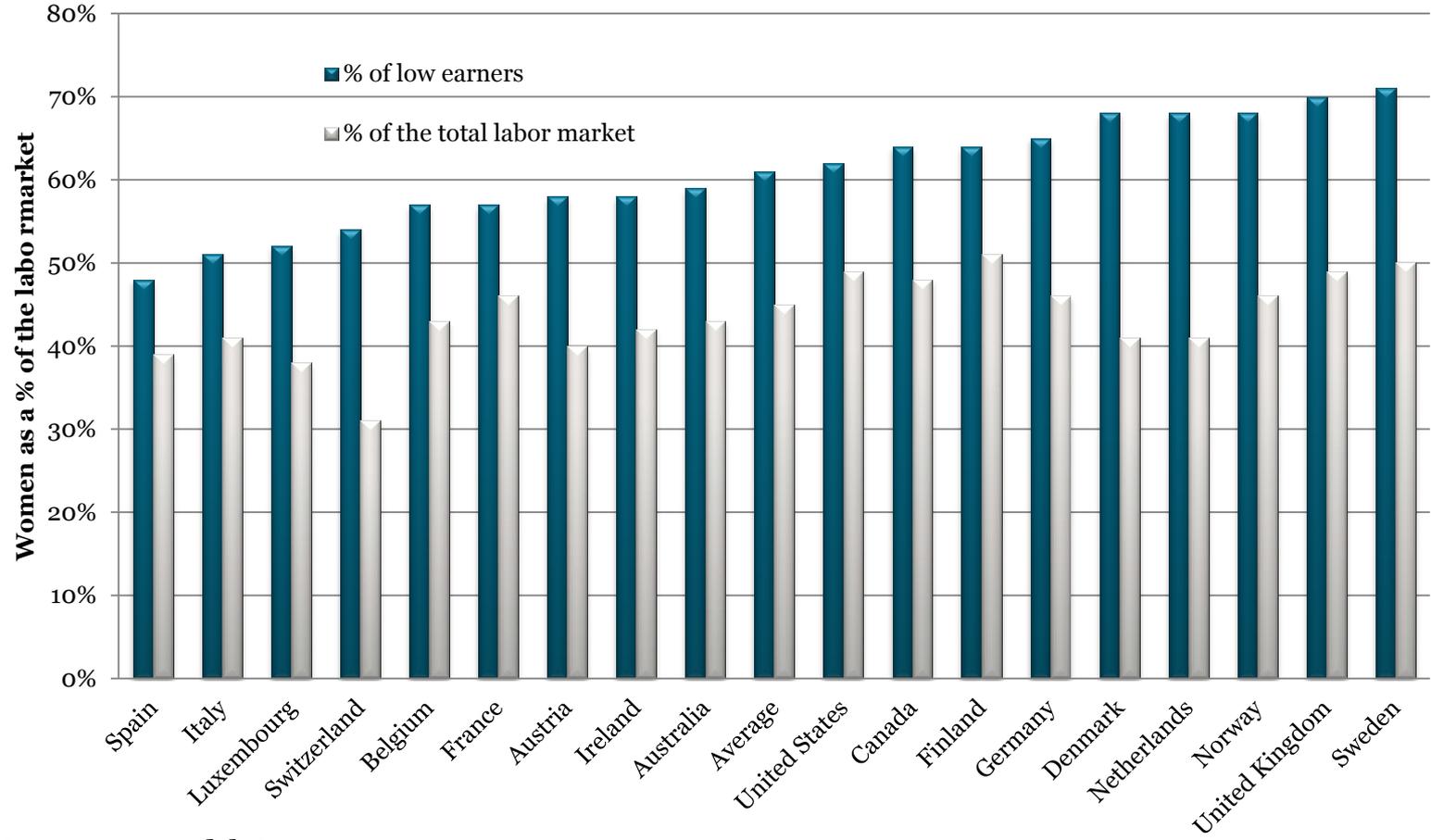
Contingent Workers Earn Less Than Traditional Employees, U.S. 2005



Source: Bureau of Labor Statistics, 2005, Author's calculations.

Social Contract Indicators: Women and Low Earners

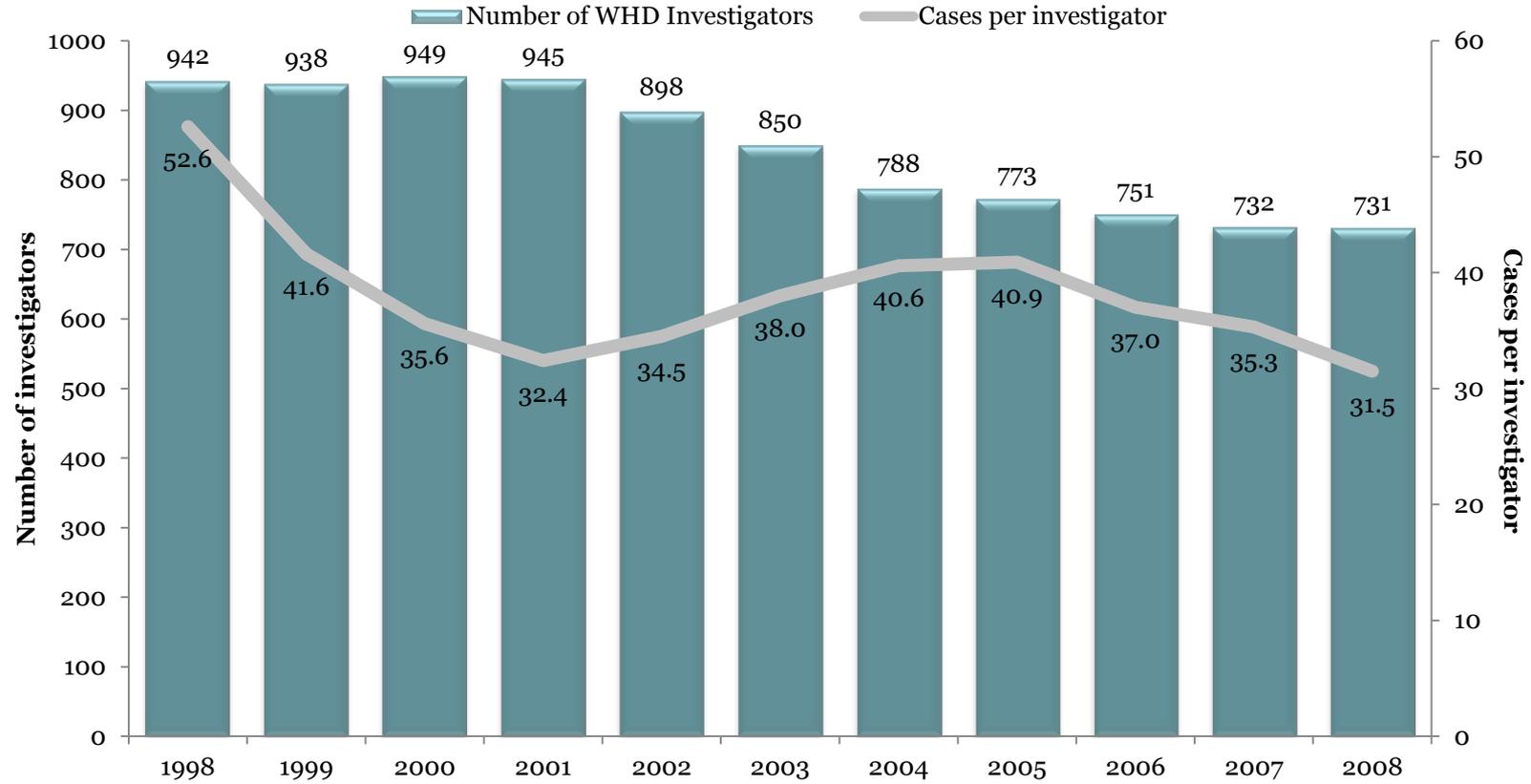
Women Disproportionately Represent Low Earners in all Wealthy Countries



Source: H. Mandel, Sept. 2010.
Average is of countries displayed.

Social Contract Indicators: U.S. Enforcement Capacity

Number of Investigators and Cases per Investigator Drops , U.S. Wage and Hour Division*, 1998-2008



Source: Weil, 2010.

*The WHD is responsible for enforcement of much of the Fair Labor Standards Act and the Family and Medical Leave Act.