

Call for expression of interest: research paper on non-standard forms of employment and contract labour in Guyana

The ILO Decent Work Team and Office for the Caribbean in Port of Spain is pleased to launch a call for Proposals for national or international consultants/companies interested in carrying out a national study on non-standard form of employment in Guyana. Full details can be found in the attached terms of reference.

Timeframe and modalities

The call for EOI is being launched on May 2 2017. The timeline from the selection of consultants is as follows:

- Reception of expression of interest: by May 22 2017
- Selection of Winning proposal: by May 26 2017
- Start of work: June 5 2017
- Conclusion of work: 15 August

Interested persons will be requested to submit a proposal including:

- CV of the researcher/s and respective proposed role in the research exercise;
- A 400 words research proposal including detailed description of the research methodology as per TORs;
- Availability.

To: HRDPOS@ilo.org by at 12:00 noon (Port of Spain Time) of May 22 2017. ANY DELAYED SUBMISSION WILL NOT BE CONSIDERED. Proposals received will be assessed and selected parties will be notified by May 26 2017. A maximum of USD 7,000 is expected to be paid for the assignment. Criteria for assessment will be:

- Proposal relevance, quality and coherence (60%)
- CVs and experience (30%)
- Other (cost <USD 7,000) 10%

Terms of Reference

Non-Standard Forms of Employment and contract labour in Guyana

Background and Justification

One of the issues raising the most interest in recent years in Guyana with respect to employment, labour relations and economic growth is the one of non-standard forms of employment. Specifically, a number of social partners, civil society organizations and media have devoted increasing attention to the topic of 'contract labour' and how it is affecting fundamental workers' rights, their revenue generation capacity and work security.

While these issues are not specific to Guyana, as the past several decades have witnessed the rise of non-standard forms of employment in many parts of both the industrialized and the developing world, the Guyana case appears to hinge on few specific elements which the ILO would be interested to shed further light on. Across the world, industrial reorganization, budget cuts, increased competition as a result of globalization, technological change that has facilitated business and work re-organization, the increased participation of women in the labour market are all potential drivers for this phenomenon. Understanding the relative weight of each element and the potential impact of country specific ones in the case of Guyana is the goal of this exercise. To this date, the extent and consequences of the phenomenon and the underlying causes rarely go beyond anecdotal evidence.

Objective

Understand characteristics and consequences of non-standard forms of employment in Guyana as well as causes and extent of its prevalence. Specifically, the study shall focus on three dimensions:

1. Temporary employment. This is the category often identified in the country as 'Contract Labour' intended as fixed term work. As in other Caribbean countries the public and the private sector have started to replace permanent positions with fixed terms ones. ¹ The features and traits of those new positions vary as well as the consequence for the labour (and goods) market performance.
2. Disguised employment / Dependent self-employment. ² The key aspect here is the extent of the phenomenon, the overlap/complementarity/substitution with the 'contract labour' one and the distinction between public and private sector practices. Insights about whether such form of employment goes hand in hand with an 'access economy'³ or 'Uber-type'⁴ business model will also have to be presented.
3. Interface between the two previous forms of Non Standard Employment and informal employment. ⁵ Indeed, non-standard employment can be both formal and informal. The key aspect to consider here is to analyze whether formal temporary employment is substituting informal employment (facilitating the transition to formality), and whether informal employment is growing because disguised employment is leading to a de facto informal self-employment (or salaried job).

¹ ILO (2016) distinguishes within temporary employment the categories of fixed term work and casual work.

² Disguised employment lends "an appearance that is different from the underlying reality, with the intention of nullifying or attenuating the protection afforded by law". It can involve masking the identity of the employer by hiring the workers through a third party, or by engaging the worker in a civil, commercial or cooperative contract instead of an employment contract and at the same time directing and monitoring the working activity in a way that is incompatible with the worker's independent status. Thus the worker is purposefully misclassified as independent, self-employed worker, even though he or she is, in fact, in a subordinate employment relationship.

³ Intended as an operational model where services are traded on the basis of access rather than durable hiring: in the case of workers' services, those are rented out on a temporary and as hoc basis rather than giving rise to a permanent employment relationship.

⁴ Intended as an operational model where agents exchange under-utilised capacity of human resources (typically through a website or software platform), while incurring only low transaction costs. The IT element and lower transaction costs being key in the characterisation of the phenomenon.

⁵ Defined as all informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households. An informal job is a job not protected by labour legislation, and/or not subject to income tax and/or not entitled to social protection and employment benefits.

Methodology, deliverables and timeline

Research areas.

The researcher is expected to investigate the following areas:

1. **Size and incidence of NSE**
2. **Key features.**
3. **Implications for employment relationship.**
4. **Legal framework.**
5. **Modality of delivery.**
6. **Labour market impact.**
7. **Productivity impact.**
8. **Public Budgetary impact.**

While it is understood that two or more dimensions of NSE may be present in a same work relationship, to the extent possible, it is important to treat the categories mentioned in the 'objectives' section, i.e. temporary employment and disguised employment separately in the analysis as the reasons for which they exist and their policy implications may differ. Also, when describing the different categories, it is essential to provide precise definitions of the categories being discussed as terminology differs from country to country and from agent to agent. While ILO definitions are to be used as orientation, it is important to identify what national informants perceive as being the category of interest.

Research methodology and profiles sought

It is understood that given the chronic lack of up to date data, the consultant is to provide a study based on mostly qualitative data analysis. While the final methodology will be discussed and agreed at a later stage, the ILO expects to receive detailed proposals where the consultants explores how the research areas are to be analysed, what the key research questions should be and what the exercise should focus on.

In addition, in the proposal, the consultant is expected to specify research methods, timeline, sampling criteria, and potential informants.

With respect to quantitative (secondary sourced) data, any investigation into proxy indicators will be highly appreciated and favorably considered at the moment of the assessment of the proposals.

Deliverables

Dates

Two weeks after signature of the contract– an inception report confirming availability of data and informants and an annotated outline

Eight weeks after signature of the contract a draft of the full report, including findings from interviews

Ten weeks after signature of the contract – a final draft, incorporating comments

References:

- ILO (2016) "Non-standard employment around the world: Understanding challenges, shaping prospect". International Labour Office – Geneva: ILO. 2016
- ILO (2007) :” The Employment Relationship: An annotated guide to ILO Recommendation No. 198”
- ILO (2007): “Regulating the employment relationship in Europe: A guide to Recommendation No. 198”.
- R198 Employment Relationship Recommendation, 2006