

Job Quality

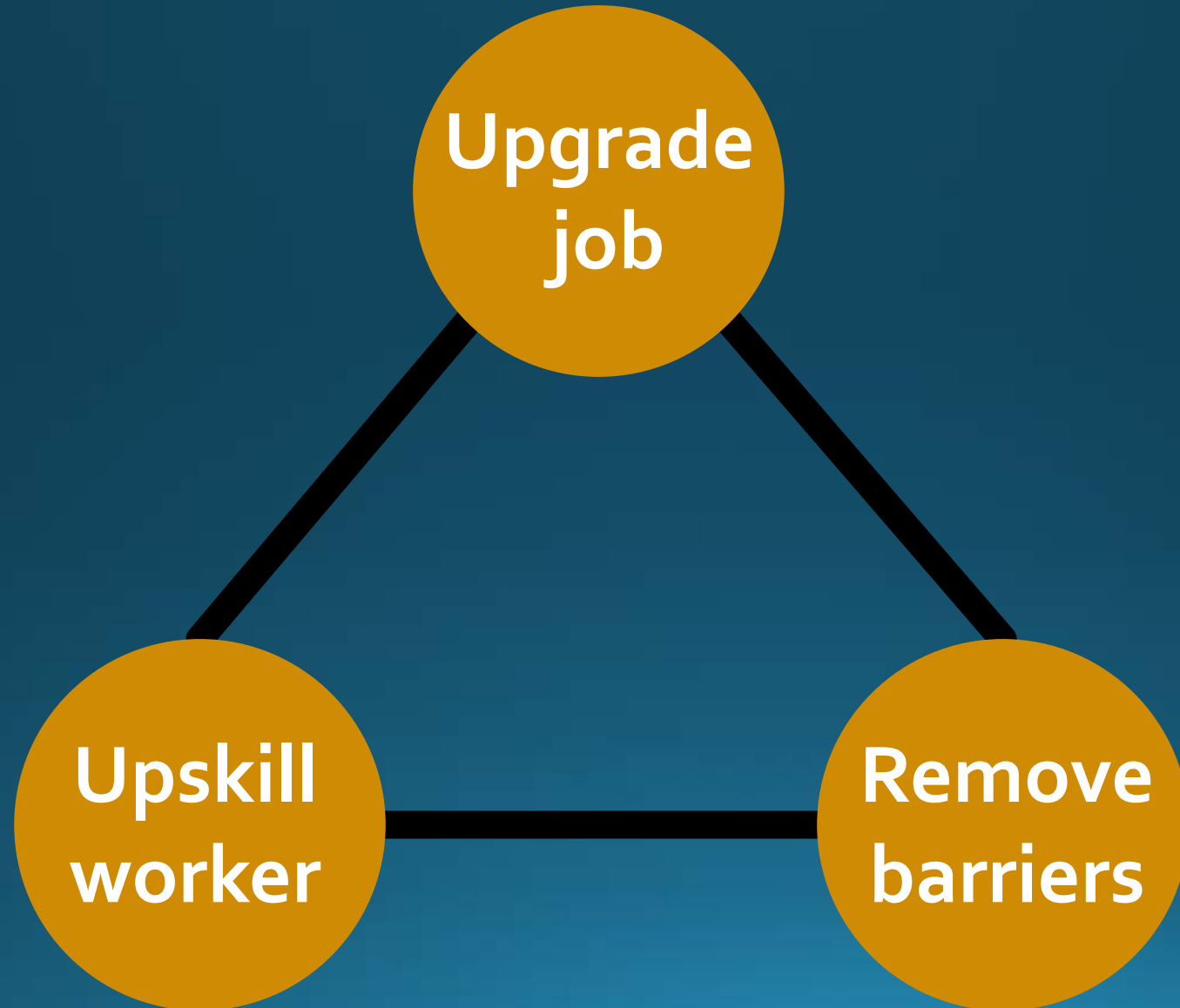
Improving the quality of jobs for low wage workers

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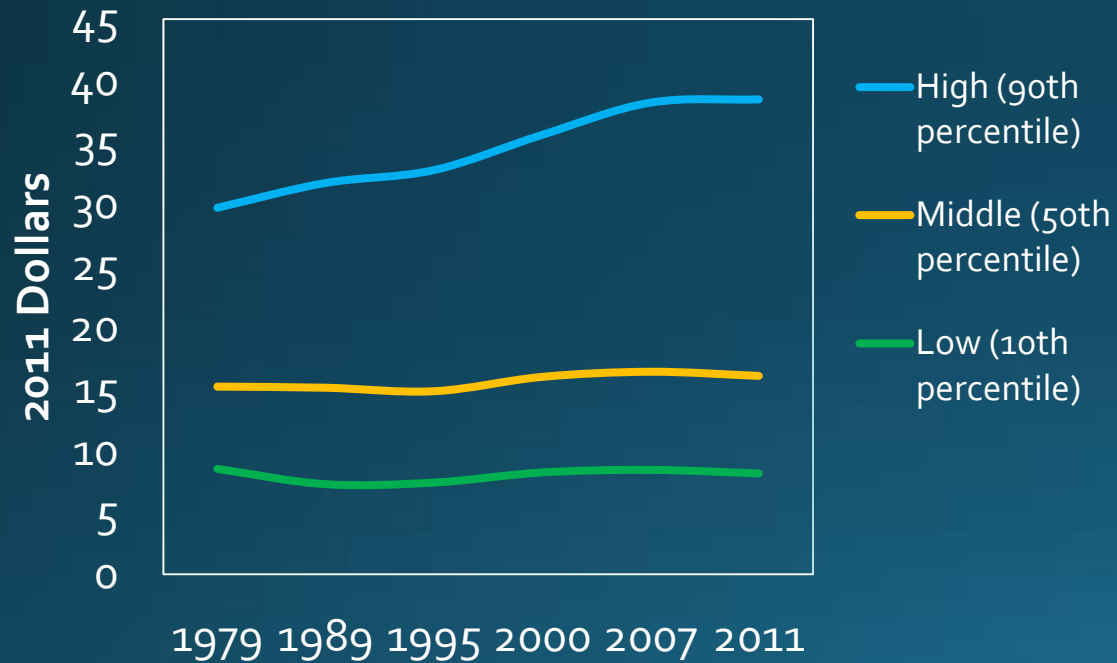
Federal Reserve Bank of Boston

Strategies for improving employment outcomes

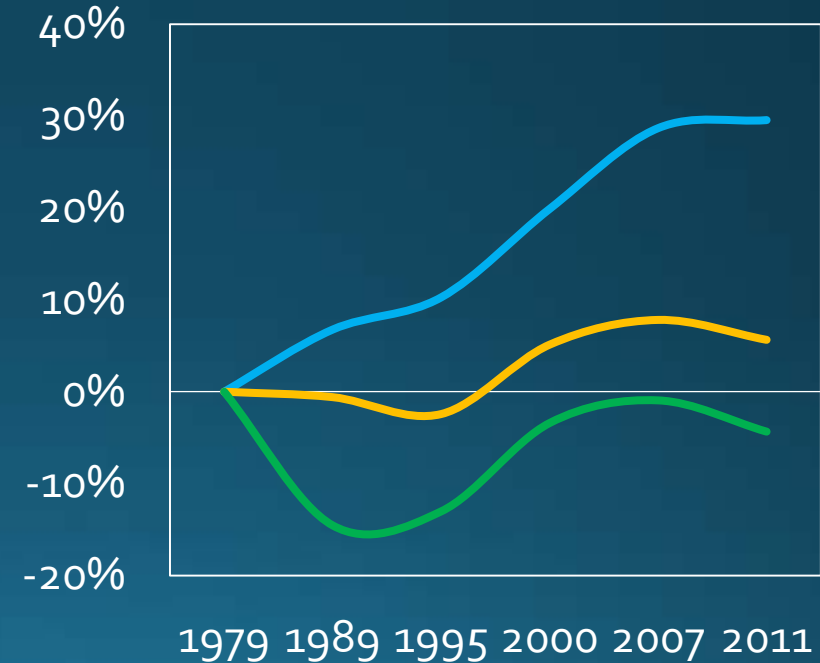


Wage Polarization

Hourly wages of workers by wage percentile

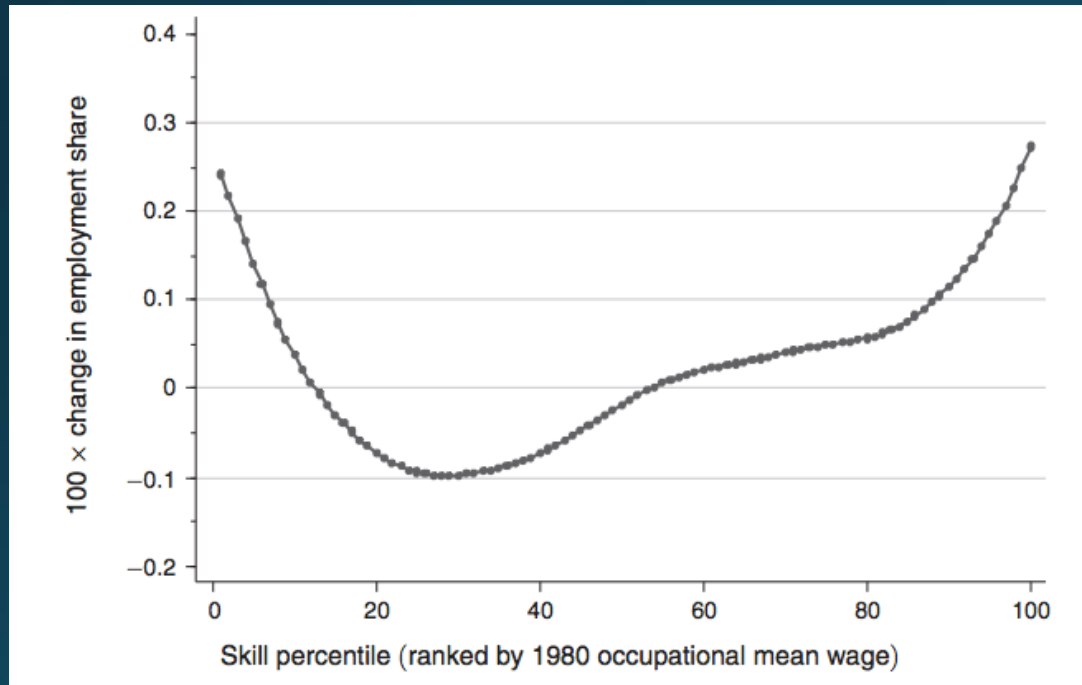


Growth in wages



The Hollowing Out of Middle Class Jobs

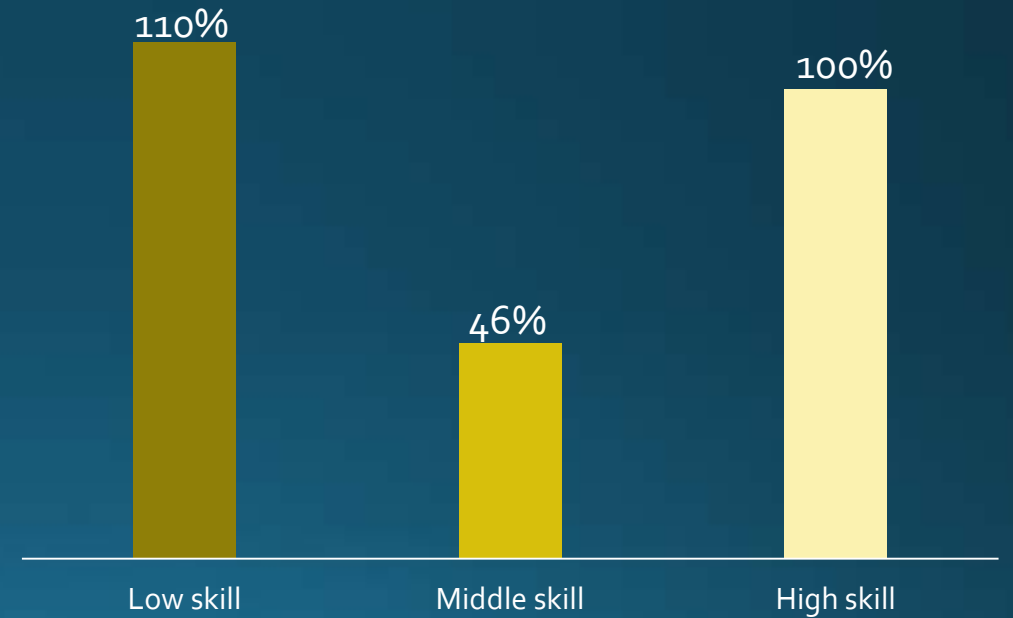
Changes in employment by skill percentage (1980-2005)



Source: Autor and Dorn (2013)

Change in Employment by Occupation

Percent Change, 1980 to 2009



Source: Abel and Dietz 2011; U.S. Census Bureau

Who Earns Less Than \$15 per Hour?

- 43 % of all workers in GA, 37% in Atlanta
- Majority are women
- Disproportionately Black and Latino
- Vast majority are adults, not teens
- More than half have some college education and approximately 15% have a bachelor's degree or higher
- Most are primary earners in their families
- Most are full-time

What is job quality?

Working
conditions

Paid sick days

Worker engagement
and voice

Retirement
savings

Wages

Benefits

Adequate hours

Schedules

Income
stability

Healthcare

Paid family and medical leave

Fair and safe workplace

Can Better Jobs Lead to Better Business?

- Zeynep Ton shows that a Good Jobs Strategy can be effective in low-cost industries such as retail. Examples: Costco, Trader Joes, QuikTrip



- Recent study in Gap stores showed increased productivity in stores where managers were encouraged to provide more consistent schedules.
- Tight labor market creates opportunities for employers to focus on job quality

Additional Levers and Incentives to Increase Job Quality

- Public Policy
- Government Contracts
- Company Procurement Policies
- Community Benefit Agreements
- CDFI loans and other funds

Boston Fed Job Quality Initiative

- Online interview-based magazine *Invested* –Many Roads to Quality Work.
- Employer engagement partnership with the Massachusetts Executive Office of Labor and Workforce Development and Commonwealth Corporation.
- Promoting research on job quality to inform policy and practice.