

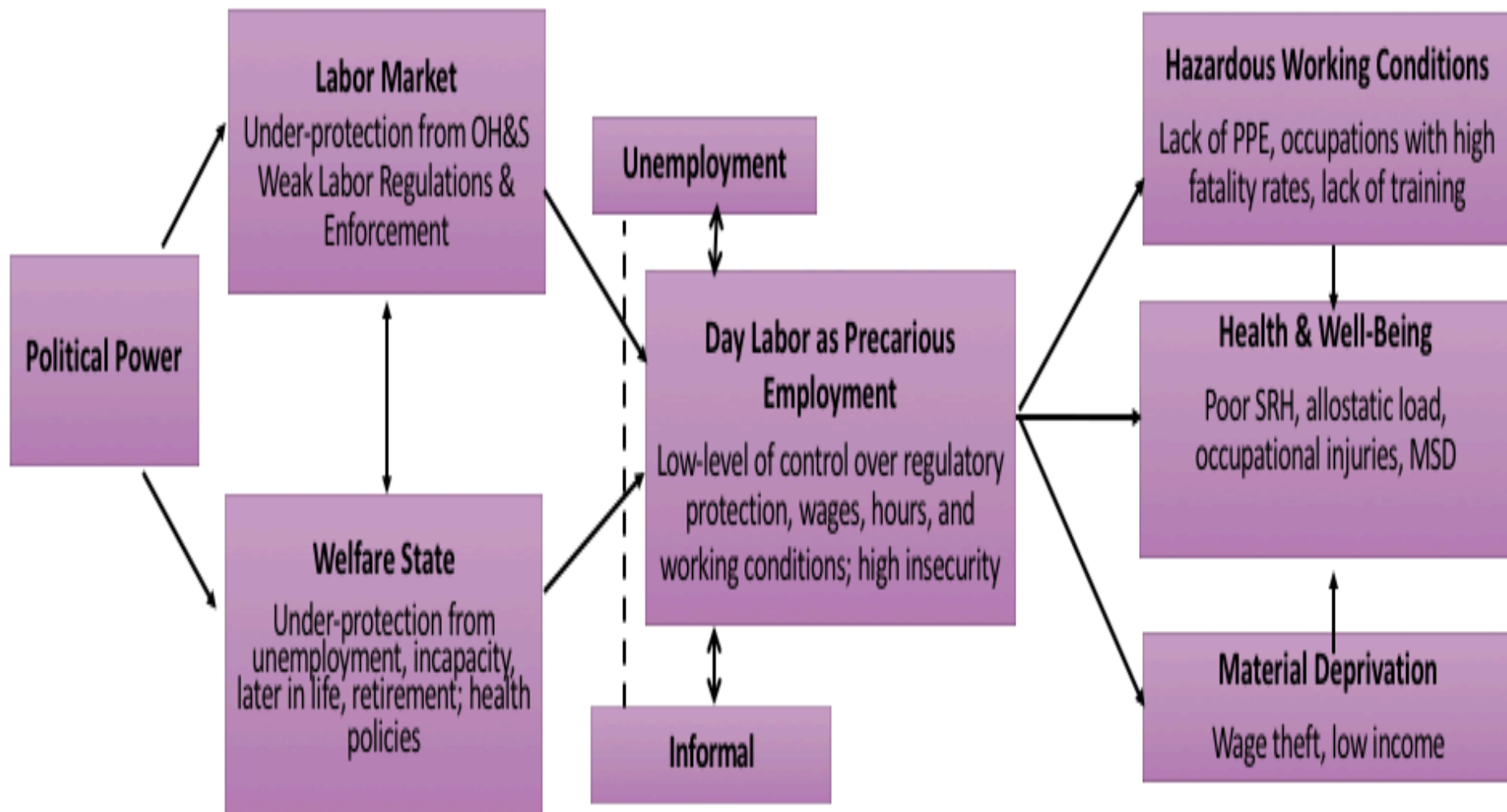
Beyond Hazards and Standard Work Places: New Directions in Worker Wellness

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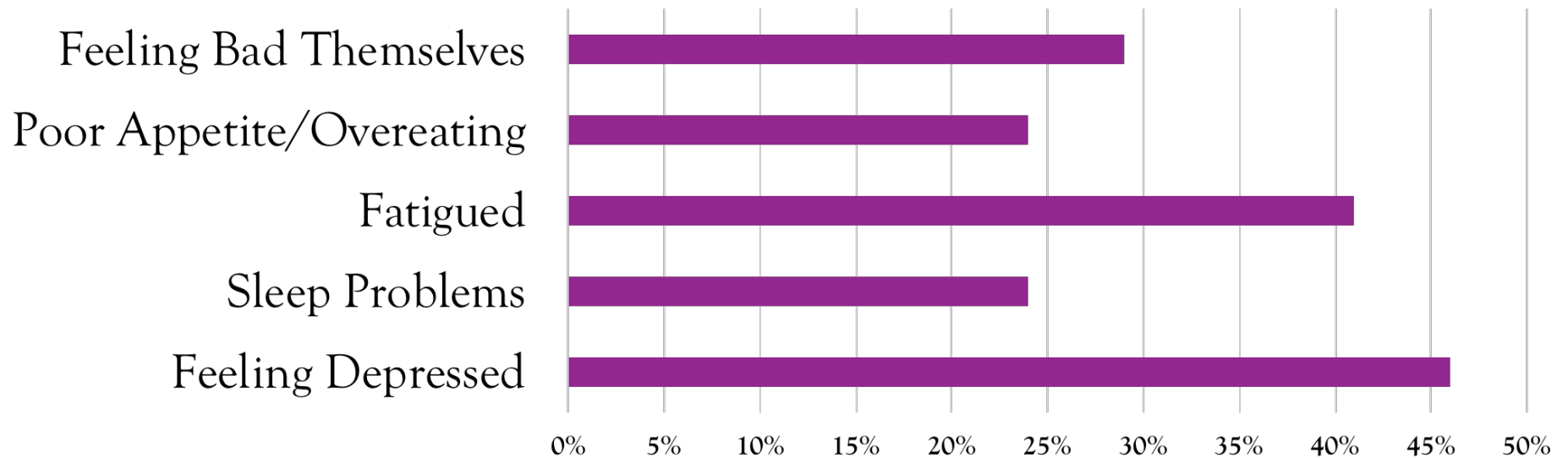
November 6, 2018
20th Annual UCLA Kaiser Permanente Health Equity Symposium

UCLA Institute for Research on Labor and Employment

Conceptual Model Linking DL as Precarious Employment to Health



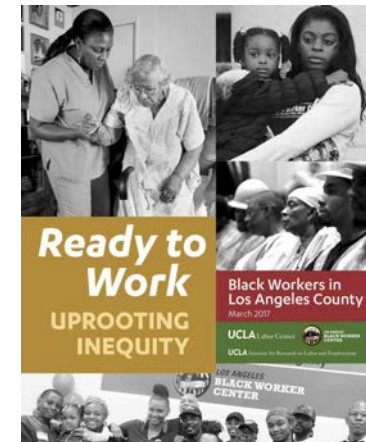
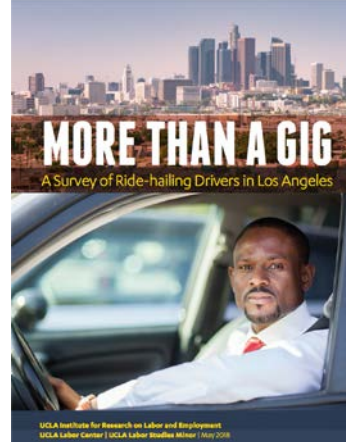
Mental Health Indicators Among NDLS Respondents*



National Day Labor Survey, UCLA 2004

UCLA Labor Center

The UCLA Labor Center develops research, education, and policy initiatives that aim to create jobs that are good for workers and their communities, to improve the quality of existing jobs in the low-wage economy, and to strengthen the process of immigrant integration, especially among student and youth workers. **Website: labor.ucla.edu**



More Than a Gig (2018)

Website: labor.ucla.edu

Drivers depend on Uber and Lyft to live:

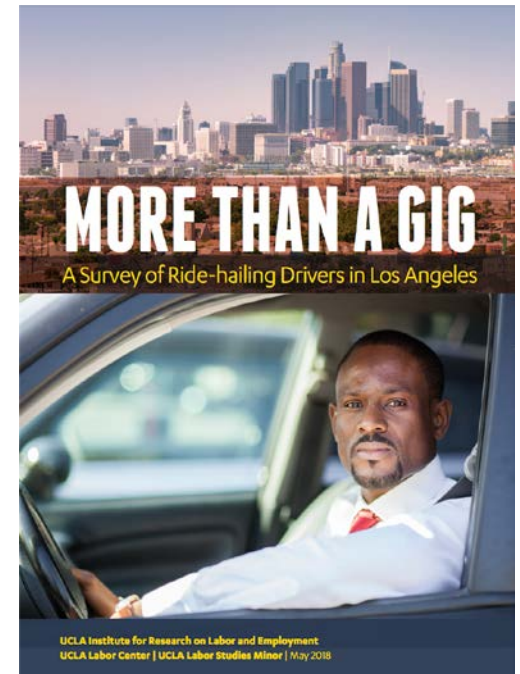
- 48% drive full time
- Two-thirds drive as their main source of income
- Half say driving is their only job

Driving for Uber and Lyft is expensive:

- 44% have trouble paying for expenses
- 55% would prefer hourly wage

Uber and Lyft drivers want better working conditions:

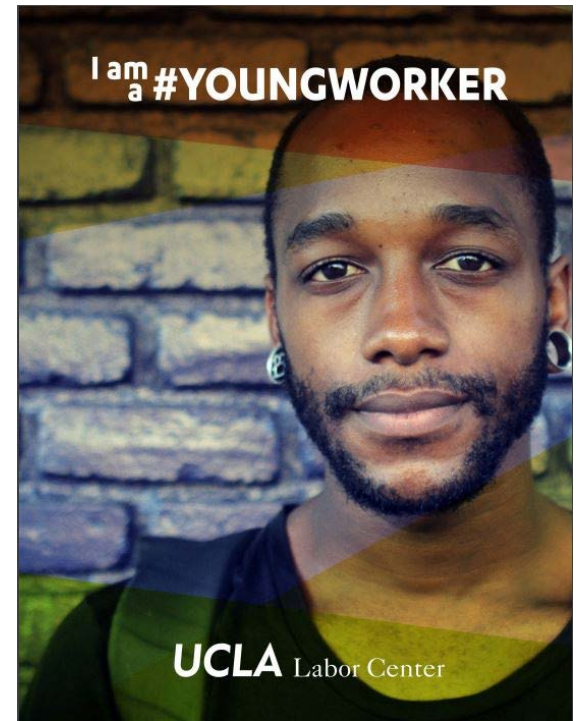
- 80% want to be able to negotiate their contracts
- 80% want worker's comp, health benefits
- 78% want to belong to driver organization that can improve wages/working conditions



I am a #YoungWorker (2015)

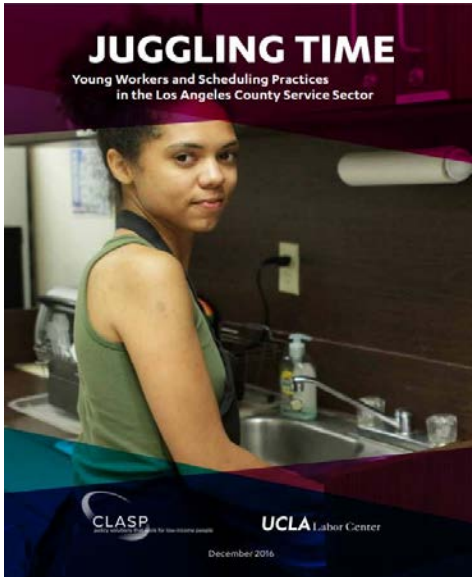
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- **Young people work to live, not to play**
 - 48% give money to support their families. Less than 1% spend their earnings solely on recreational and leisure activities.
- **Young workers face difficult working conditions.**
 - Nearly a quarter of young workers were not paid for all the hours they worked. 62% do not receive any benefits.
- **Young workers attend school**
 - 35 % of young workers currently attend school, with 48% at community college and 40% at a 4-year university.

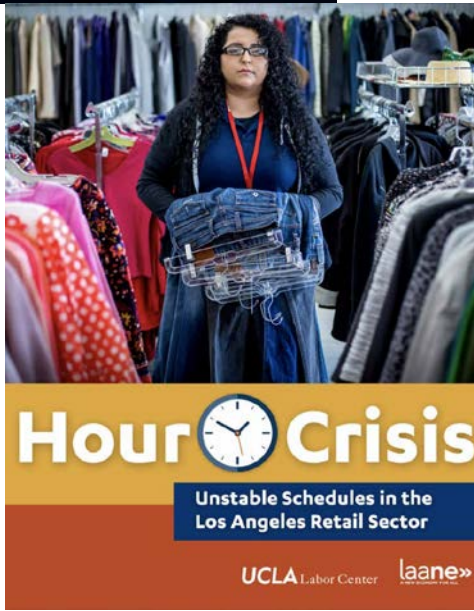


Juggling Time (2016) & Hour Crisis (2018)

Website: labor.ucla.edu



- **Young workers experience difficult scheduling practices.**
 - 96% experience on-call work, lack of advanced notice, or fluctuations, and more than a third (38%) experience all three.
- **Young workers receive short notice.**
 - 9 in 10 workers receive less than two weeks notice
- **Student struggle with their schedules**
 - 43% of retail workers that also study missed a class due to a work schedule priority





Earners and Learners in Los Angeles

- Almost half a million Angelenos attend college and work
- Half are 25 and older
- Three quarters attend a public university
- Almost a third work in retail stores and restaurants





Research Questions



1. Why are students working? Why are workers going to college?
2. How do earners and learners navigate school, work, and other demands?
3. How do employers/ educators accommodate earners and learners needs?
4. What are earners and learners' experiences with accessing work and /or educational opportunities?
5. What barriers do earners and learners face in fulfilling their educational and career goals?
6. How is learning and earning impacting wellness and health inequities?



Interventions

- Better Labor Markets & Workers
- Workplace & campus mental health wellness access and inner-self & organizational transformative practices.
- Research. Practitioner influenced, collaborated, and engaged.