Work is Changing
How is that impacting our communities?

Americans value hard work. However, millions of Americans are trapped in precarious work, or jobs that make it difficult to lead a healthy life.

What is precarious work and how does it affect a person's health and well-being?

- Low/Unstable wages
- Unstable schedules
- Discrimination and exploitation
- Limited training/promotion pathways
- No or limited benefits
- Employment insecurity
- Less time, resources, and support for healthy decisions

Precarious Employment is also known as:
- Non-Standard
- Contingent
- Alternative Work
- Gig Employment
- Temporary Work

Why Is This Happening?
The way our employment is structured is changing. Outsourcing, downsizing, automation, the advancement of app-based technology, and contracting out jobs have pushed entire industries towards precarious work. Some people in your business who may be employed in precarious jobs are: security guards, data entry clerks, janitors, landscapers, cafeteria workers, warehouse workers, drivers and other employees hired on a contract or project basis. Increasingly, more jobs are structured with the elements of precarious work.

Nearly 1 in 5 adults work in non-standard work arrangements.

Everyone deserves healthy work.

Connect with the Center for Healthy Work

healthywork@uic.edu
healthywork.uic.edu
312-996-2583
Workplaces that pay a thrivable living wage, provide benefits, offer job security, opportunities for advancement, and are free from workplace hazards represent a healthy work environment. Explore the resources below to begin your organization's path towards Total Worker Health®.

[healthywork.uic.edu](http://healthywork.uic.edu)
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For more information:
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Those Impacted the Most Are:

**YOUNGER**
The mean age of core contingent workers is around 40 years old.¹

**MORE OFTEN HISPANIC**
Nearly 3 in 10 core contingent workers identified as Hispanic.²

**LESS LIKELY TO HAVE A HIGH SCHOOL DEGREE**
The proportion of contingent workers who reported not completing high school was 4x greater than standard full-time workers.³

**HAVE LOW FAMILY INCOME**
Core contingent workers are 3x more likely to have low family income compared to standard full-time workers.⁴

Working Till We’re Sick:

Due to the nature of precarious work, workers may have to work long hours at several jobs to make ends meet, which limits opportunities for adopting healthy behaviors such as eating right, exercising, or accessing primary/preventative care.

Workers with low job security have a 40% excess risk of developing a heart condition than workers with secure jobs.⁵

Among the working age population, 10-20% of all cardiovascular disorder deaths can be attributed to work.⁶

Individuals working non-standard hours have more poor days of mental health.⁷

Workers without paid sick leave are more likely to be injured on the job.⁸

High job strain may lead to an 88% increased risk for a heart attack.⁹

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National Institute for Occupational Safety and Health: Total Worker Health® Approach

NIOSH’s Total Worker Health® program provides research-based evidence and practical solutions to help address today’s changing workplace and the challenges for workers health that arise. Tools include organizational self-assessment and action plan guides, CDC Worksite Health ScoreCard, and evaluation resources.

University of Illinois at Chicago: Center for Healthy Work

The How to Promote Healthy Work in the Workplace one pager created by the Center for Healthy Work recommends various policies, programs, and practices to establish health-promoting changes in your workplace.

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