

What would explain a decent employment's acquisition in Ivory Coast?

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Abstract: - This article is a contribution to the debate on decent job issues. It conducts an analysis of the determinants of decent work in the Ivory Coast, in order to do recommendations for all stakeholders. To lead this analysis, the author uses two estimation univariate probit consecutive to a likelihood ratio test. The results show that the worker's level of education, socio-professional category of the worker, the company union there are other significant factors explaining decent employment. Following the results, the author recommends that workers are formed and continually inform in a labor market constantly changing, as companies integrate their management responsible management of human resources.

Keywords: *Decent job, Marginal effects, Stakeholders*

I. INTRODUCTION

Unlike the work on the concept of decent work, those on decent work may seem rare. However, by equating the term decent employment to the quality of employment, it is now clear that the research relating thereto abound. The concept of decent work and quality jobs will not apprehend easily. This multidimensional term is perceptible through dimensions that are his. The Statistical Institute of Quebec (2008) identifies nine key dimensions: pay, leave, retirement plans, group insurance, working hours, working hours, stability, qualification as well as the physical and psychological conditions of work. The study of decent work is important for all stakeholders (employers, employees) but also for the economy as a whole. Decent employment for the worker is the one who gives it certain decency, a wellness and enabling it to reconcile work and private life (especially in terms of development hours and work schedules, for example). Welfare and provided by decent work should, all other things being equal, lead to some productivity to the benefit of the company.

In the economy, *the issue of differences between women and men in the labor market ... requires ...taking into account the quality of jobs held, study the gender gaps in terms of employment and working conditions is a process that requires more than ever to highlight the quality of the jobs ...in the same perspective, the study of the quality of employment is relevant to other groups of workers with special profiles: e.g. Young workers, older workers, immigrants, workers who have reached or not a higher level of education or those with young children.* Institute of Statistics of Quebec (2008).

Having perceived the importance of the concept of decent work, this article is to analyze the determinants concerning Ivory Coast. A literature review was conducted to set the context for reflection and understanding decent employment dimensions. The analysis of the determinants of decent work is done using two models: the binary probit and bivariate probit, where we operate a choice.

The results offer a glimpse of the recommendations.

II. LITERATURE REVIEW

2.1 Decent work: a challenge for our globalized economies

Three major changes characterize our globalized economies: their deregulation and disintermediation their compartmentalization. There ensued a financialization of the economy globally (accompanied by a fragility of our economic systems) the arrival on the labor market more low-wage workers and in precarious jobs and technological developments sometimes causing unemployment. Rather, as Zacharias shows (2008), the financial markets have been deregulated and open-plan across the planet, "the firms directions are encouraged to create a priority of the market value for their majority shareholders, rather than jobs and decent incomes for their employees. » economic globalization has been made possible; we are witnessing the establishment of subsidiaries of large groups in countries with weak regulations on labor laws. Outsourcing also occurs outside this dynamic. As such, it is easy to understand why it is difficult for some workers to take for granted certain benefits, when some of their colleagues agree to see them (benefits) withdraw to avoid relocation of their factory in a low-wage region or less restrictive regulations, if any. Moreover, the rise of technological developments has led to a change of means of production contributing to widening the gap between skilled and unskilled workers: the remuneration of unskilled labor lowering due to the larger number of unskilled labor (all

things being equal).this table shows how much of our economies the creation of decent jobs appears as a challenge.

2.2The dimensions of decent work

Decent work dimensions are those of the quality of employment. Building on the work of the Statistical Institute of Quebec, we record nine dimensions (see introduction). According to data available to them on the question, the researchers combine two dimensions to a minimum. The most used dimensions are stability of employment, remuneration, working hours and work schedules. In this article, we keep the stability of employment and hours of work per week.

2.2.1 The job stability

The stability of employment refers to the type of employment contract between the worker and his employer. The comparing stable employment for a permanent job or long-term employment. If a job does not have this feature, we speak of short-term employment or fixed term. Part-time, temporary, temporary fall into this category. The job stability is an essential dimension of decent employment for several reasons and has advantages in many respects both the worker and the employer. The stability of employment for workers is a guarantee in terms of pay and benefits. the theory of implicit contracts teaches that employees who have an aversion to income changes, prefer to get to the signing of a contract guaranteeing their low wages whatever the situation (good or bad), but stable. The job stability also has the advantage of giving some professional experience to the worker. Job stability and job security go hand in hand; this is especially noticeable during periods of severe unemployment. During this period, workers better appreciate the advantage that gives them their jobs. The job stability opposes the employment flexibility. The latter has emerged with the economic changes described above. Quantitative external flexibility very present in our market economies is seen by companies as a means of adaptation about immutable changes. Flexibility is also advanced as a means of competitiveness, performance and reduction of unemployment.

2.2.2 Working hours

We equate the working hours to the degree of strain at work. The debates on working hours in France and in several countries of the European Union show the importance that the world of work actors attaches to the issue. Able to combine work and private life remains paramount for workers. For some of them, a decent job is one that gives meaning to their lives and allows them not to encroach on the time to spend with family and / or leisure. "the long hours, like the short, may constitute evidence of a lesser quality of employment, especially when made of involuntary way" (Statistical Institute of Quebec).conventionally, working hours per week are 40 hours; they can go up to 48 hours in some cases (for agricultural companies, see article 1 of the working class schedule on the collective labor agreement in Côte d'Ivoire). To better understand the importance of working hours as a crucial dimension of decent work, it is important to expose the consequences too heavy work hours.

In his analysis on "long working hours and health" Mr. shields (2000) part of the Japanese model of *karoshi*, meaning "death from overwork. This model is underpinned by the assumption that "long working hours cause unhealthy changes in lifestyle for health as smoking, alcohol abuse, lack of physical exercise, lack of sleep, poor eating habits and less likely to undergo medical tests. "

Based on data from the national survey of population health, Mr. Shields comes to the following conclusions regarding certain characteristics of workers:

- Men and women are the first who work the most in terms of hours of work than the latter.
- In men, the long working hours are recorded in the category of 25 years and 44 years; however in women, there is no relationship between age and the fact of working long hours.
- Men whose household comprises several children are more likely than their female counterparts to work long hours.
- Moreover, "the holders of a post-secondary degree are much more likely to work longer hours than those whose level of education does not go beyond high school ...men and women who live in high-income households are more likely to work longer hours than those belonging to a middle-income household. For men, long working hours are also common among those in households that fall into the low income bracket medium. "

Mr. Shields is trying to establish a link between the passage of the normal hours of long working hours and unhealthy lifestyles: weight gain measured through the body mass index, smoking, alcohol consumption, lack of physical activity.

Here she comes to the following conclusions:

- The passage of the normal hours of long working hours, resulting in men taking a weight harmful to health.

- With regard to alcohol consumption, we note that there is no link, at least in regard to men, between the use of alcohol and having long working hours. Conversely, in women, "the coast expressing the risk of consuming more alcohol is higher for those made of normal hours of work at a higher number than those who continued to work normal hours. This literature review allows us to perceive the importance of indicators of decent work.in what follows, we proceed to econometric estimates to measure the impact of certain variables specific to workers and others related to their work environment.

III. METHODOLOGY AND MODELS

3.1 Methodology

We use in calculations and estimates following data on the employment survey of AGEPE 2012. We do recoding binary indicators of decent work and some explanatory variables such as marital status, education, occupational status, industry, employees know their rights, the existence of union the company, the existence of staff representative. For the age variable, we eliminated the data all individuals that do not have at least 15 years. Indeed, by the standards of the ILO, is of working age, all individuals who have at least 15 years. Furthermore, we eliminated our sample unwritten labor contracts. Moreover, before estimating the parameters of the binary probit and bivariate probit models in order to make a choice, we analyze the frequency difference of indicators of decent work.

3.2 Difference frequency and choice of model.

3.2.1 Frequency Difference

Before the econometric estimates of the marginal effects of the binary probit and bivariate probit, we try to analyze the frequency difference on indicators of decent work.

Tables difference frequencies on indicators of decent work.

	Male	Female	DIFFERENCE FREQUENCY
CONTRACT TERM	0.7196	0.6488	+0.0708
PAINFULNESS ACCEPTABLE	0.5875	0.6250	-0.0375

	Married	Not Married	DIFFERENCE FREQUENCY
CONTRACT TERM	0.7721	0.6040	+0.1681
PAINFULNESS ACCEPTABLE	0.6337	0.5419	+0.0918

	University level	Secondary Or Primary level	DIFFERENCE FREQUENCY
CONTRACT TERM	0.7832	0.6772	+0.1070
PAINFULNESS ACCEPTABLE	0.7263	0.5520	+0.1743

	Framework And Assimilated Profession	Subordinate Agent	DIFFERENCE FREQUENCY
CONTRACT TERM	0.8308	0.6453	+0.1855
PAINFULNESS ACCEPTABLE	0.7385	0.5315	+0.2070

	Employee Being In A Syndicated Business	Employee Being In A Non-Union Company	DIFFERENCE FREQUENCY
CONTRACT TERM	0.8257	0.6196	+0.2061
PAINFULNESS ACCEPTABLE	0.6971	0.5272	+0.1699

	Employee knowshisrights	Employeeignoringhisrights	DIFFERENCE FREQUENCY
CONTRACT TERM	0.8384	0.6413	+0.1971
PAINFULNESS ACCEPTABLE	0.6834	0.5561	+0.1273

The analysis of the tables in frequency difference is telling. Note regarding employment contracts, that it is men, married workers, those with level of university, or being managers, or working in a company where there is a union and staff representatives, who receive long-term contract. On the weekly time spent at work, we see that women more than men, the best benefit of weekly normal working hours. However, the situation is the same regarding the other explanatory variables cited in the case of long-term contract indicator. What to remember in this statistical analysis is a priori, some capacity must be developed by the worker to hope get a decent job. We particularly note the fact of having a high level of education, at least university-type, being married, or know their rights and exercise them.

The econometric analysis that follows seeks to strengthen the analysis below rigorously.

3.2.2 Choice of Model

We have the choice between a bivariate probit model and two independent univariate probit models.

In the bivariate probit model, we have two equations is in the following form:

$$y_i^* = x_i\beta + \varepsilon_i \text{ Where } y_i = 1 \text{ if } y_i^* > 0, 0 \text{ if not}$$

$$y_j^* = x_j\beta + \varepsilon_j \text{ Where } y_j = 1 \text{ if } y_j^* > 0, 0 \text{ if not}$$

Where y_i^* and y_j^* are latent variables representing the fact to benefit from a long-term contract and an acceptable degree of strain respectively.

With $E(\varepsilon_i) = E(\varepsilon_j) = 0$

Random words ε_i and ε_j follow a bivariate distribution with standardized variances 1.

The correlation test between the error terms will ensure that the two equations are dependent or independent and select model. The likelihood ratio test which has a distribution of chi-squared with one degree of freedom allows in this case to accept the null hypothesis if $x_{obs}^2 < x_{read}^2$.

Otherwise, we retain the dependence of alternative hypothesis equations, and we shall estimate the marginal effects of the bivariate probit. The estimated bivariate probit for the entire sample is used to accept the null hypothesis. Indeed, it has $x_{obs}^2 = 1.05003$ with 1 degree of freedom, against $x_{read}^2 = 3.841$ 1 degree of freedom at the 5% threshold.

Table 1: Test likelihood ratio from the estimated biprobit

SAMPLE	CONTRACT TERM AND ARDUOUS DEGREE	DECISION RULE THE THRESHOLD 5%
1456	$x_{obs}^2 = 1.05003$ Prob > Chi2 = 0.0000	Acceptance of the null hypothesis

The likelihood ratio test indicates to test two independent univariate probit models.

- the binary probit

For indicators of decent work, we have a dummy taking the value 1 if the individual says his job has a decent job indicator and 0 otherwise. Subsequently, we estimate for each indicator, a probit model so that the decision rule is a mechanism involving the explanatory variables x_i to observing the event $\{y_i = 0\}$ where $\{y_i = 1\}$.

Dichotomous models are expressed in terms of observed variables y_i^* , where the observed variable y_i is an indicator of the values taken by y_i^* with a threshold of non-observability we note λ .

The model is written $y_i^* = x_i\beta + \varepsilon_i$ where ε_i follows a standard normal distribution.

We have, $y_i = 1$ if $y_i^* > \lambda$ and $y_i = 0$ if $y_i^* \leq \lambda$.

The probability that individual states get a decent job indicator is:

$$P(y = 1) = P(x_i\beta + \varepsilon_i > \lambda) = F(x_i\beta)$$

Subsequently, we estimate the parameters of our model with the maximum likelihood method.

The probability associated with the sample y_i written in the form:

$$L(y_i, \beta) = p_i^{y_i}(1 - p_i)^{1-y_i}$$

Since we are in a dichotomous model, the probability associated with the sample size n , notedy $= (y_1, \dots, y_N)$, is written in the form:

$$L(y, \beta) = \prod_{i=1}^N p_i^{y_i}(1 - p_i)^{1-y_i} = \prod_{i=1}^N [F(x_i\beta)]^{y_i}[1 - F(x_i\beta)]^{1-y_i}$$

Distinguishing between observations $y_i = 1$ and those for which it was $y_i = 0$, the log-likelihood can be written as:

$$\log L(y, \beta) = \sum_{i:y_i=1} \log F(x_i\beta) + \sum_{i:y_i=0} \log [1 - F(x_i\beta)]$$

Table 2: Binary probit on indicators of decent work

	<i>CONTRACT TERM</i>	<i>DEGREE OF ACCEPTABLE HARDSHIP</i>
Sex (Male)	0.0925 (0.0878)	-0.1866 (0.0837)
Age	0.0207 (0.0066)	0.0005 (0.0060)
Log (Age ²)	-0.2252 (0.0442)	-0.0240 (0.0408)
Marital Status (Married)	0.2068 (0.0793)	0.1598 (0.0752)
Education (Universitylevel)	0.1228 (0.1072)	0.3242 (0.0953)
Socio-Professionalcategory (Framework)	0.0462 (0.1049)	0.2056 (0.0962)
Industry (Public Administration)	0.3982 (0.0877)	0.4279 (0.0845)
Job Tenure	-0.0006 (0.0009)	-0.0011 (0.0008)
Log (Job Tenure ²)	0.0622 (0.0396)	0.0249 (0.0379)
Length Of Service	-0.0004 (0.0011)	0.0009 (0.0009)
Log (Length Of Service ²)	0.0713 (0.0400)	-0.0108 (0.0376)
Employeeknowshisrights	0.1902 (0.0976)	-0.1183 (0.0903)
Union Existence In The Company	0.1458 (0.0984)	0.1717 (0.0924)
Existence Of Staff Delegate	0.2587 (0.0988)	0.1083 (0.0872)
Log (Financial Capital)	-0.0214 (0.0070)	0.0017 (0.0066)

Table 3: marginal effects of a binary probit on indicators of decent work

	<i>CONTRACT TERM</i>	<i>DEGREE OF ACCEPTABLE HARDSHIP</i>
Sex (Male)	0.0309 (0.0298)	-0.0707** (0.0311)
Age	0.0068*** (0.0022)	0.0002 (0.0023)
Log (Age ²)	-0.0742*** (0.0148)	-0.0092 (0.0157)
Marital Status (Married)	0.0689** (0.0266)	0.0617** (0.0291)
Education (Universitylevel)	0.0397 (0.0340)	0.1214*** (0.0344)
Socio-Professionalcategory (Framework)	0.0151 (0.0342)	0.0782** (0.0360)
Industry (Public Administration)	0.1272*** (0.0268)	0.1614*** (0.0310)
Job Tenure	-0.0002	-0.0004

	(0.0003)	(0.0003)
Log (Job Tenure ²)	0.0205 (0.0131)	0.0096 (0.0146)
Length Of Service	-0.0001 (0.0004)	0.0003 (0.0004)
Log (Length Of Service ²)	0.0235* (0.0132)	-0.0042 (0.0145)
Employeeknowshisrights	0.0613** (0.0306)	-0.0458 (0.0351)
Union Existence In The Company	0.0476 (0.0318)	0.0657* (0.0351)
Existence Of Staff Delegate	0.0826*** (0.0304)	0.0415 (0.0331)
Log (Financial Capital)	-0.0071*** (0.0023)	0.0007 (0.0025)

***,**,* Coefficients Significant At The 1%, 5% And 10% Standard Deviation In Brackets

Table marginal effects from binary probit are speaking. indeed, in terms of the employment contract indicator reveals that the significant variables are age, the logarithm (age²), marital status, sector of activity, the logarithm (in seniority 'entreprise²), the employee knows his rights, the existence of personal delegate. These variables are significant at the 1% level, respectively, 1%, 5%, 1%, 10%, 5%, 1%. it notes, for example, that the worker's age increases chances for him to benefit from a long-term contract. However, when age increases log (age²), the probability of being granted a long-term contract decreased by 7, 42 percentage points. The married worker sees his chance to benefit from a long-term contract, increase of 6, 89 percentage points, as opposed to non-married worker who sees these chances decrease by the same percentage. The industry plays an essential role in the acquisition of a long-term contract. The public sector is the one that offers more opportunity for the worker to benefit from a permanent contract. Furthermore, it is essential for workers to know their rights; it gives it 6.13 percentage points of benefit from a long-term contract at the 5% threshold. The staff representative of existence plays in the acquisition of a long-term contract. For indicator acceptable degree of hardship, are the explanatory variables sex, marital status, education, occupational status, industry and existence of union that are meaningful. Being a man decreases the chances of 7, 07 percentage points to have a degree of acceptable arduous work. The worker's level of education is an important element in the acquisition of an acceptable degree of hardship. Indeed, the chance that a university worker receives an acceptable degree of hardship increases of 12, 14 percentage points. The unions of the influence which exert positive play in the acquisition of an acceptable degree of hardship. Unions influence positively of 6.57 percentage points at the 10% threshold.

IV. INTERPRETATION OF RESULTS AND RECOMMENDATIONS

4.1 Interpretation of results

4.1.1 Education as an essential element of decent work

The marginal effects of both models of bivariate probit show that the level of education is essential to get a decent job indicator. Indeed, the worker with a university-level type of education was 12.14 percentage points get a job with an acceptable degree of hardship. These results are consistent with many economic work of Becker (the human capital). The same investment in education if it does not generate immediate results leads gains in the long term. In deciding to invest in education, economic agents prefer this loss of income caused by the time spent in education, hoping offset by revenue windfalls from future decent jobs. Considering the remuneration as a dimension of decent employment (we do not retain our work, because of the subjective nature of wages among employees and the price of goods likely to cause a monetary illusion) Jean Yves Lesueur and al (2008) through the gain mincer equation, show that the level of wages with training is equal to the untrained wage level increased performance (extra pay) associated with investment in education (not to be confused with a mandatory initial training in most states).

4.1.2 Is it enough to be part hope for a decent job?

We are tempted to say yes when we refer to the results of the marginal effects of the probit univariate relative to the degree of hardship. Indeed, the framework was 7.82 percentage points of benefit from decent employment indicator, acceptable degree of hardship. This result seems logical due to the influence that executives in their companies. Generally, executives are design-aware agent's duties but also rights that are theirs. in fact, they have the capacity to influence positively on decent work indicators, to their advantage. The unskilled workers are sometimes asked to perform several activities and thus to increase their working hours in order to obtain a certain well-being. The three major changes described above have altered the production process and all its corollaries (atypical work hours, shift work, part-time, etc.) Less skilled generally non-management workers are forced to increase their workloads are combined mostly with increase in working hours.

4.1.3 The influence of trade unions and staff representatives on the acquisition of a decent job.

Trade unions are social pressure groups fighting permanently for good employment conditions of workers. To achieve economic and social balance, employers, trade unions and staff delegates must arrive with explicit expectations preserving achieving the first of the profits that meet the needs of the latter. If it is legitimate that the unions and staff representatives to engage in actions to the welfare of workers and the acquisition of decent jobs, the fact remains that "too unionism, is likely to kill trade union action." In pursuing their ultimate goal is the search for well-being, the union must not ignore that the pressure on the employer could ultimately harm him. But it is worth noting that the union presence, as a social need for economic balance is more than desirable. Indeed, the claims of the workers cannot be in isolation. It would be disastrous if each worker would come to ask his grievances, while the company has dozens or even hundreds of employees. All claims (which for some join) need to be worn by staff representatives, which must be representative and honest in actually defending the rights of workers. Table marginal effects, shows that a worker working in a company with presence of union and staff representatives sees his chances get a decent job increase. With its significant results, it seems necessary to make recommendations to the place of all stakeholders.

4.2 Recommendations to stakeholders

4.2.1 The role of employees to acquire decent jobs

As seen in the previous section, the employees who have the privilege to enjoy, a decent job are those who have university-level studies and those operating in companies where there are trade unions and staff representatives. Employees are encouraged in fact to continuously train and develop a spirit of great culture in a world of work where internal qualitative flexibility in and out is desirable. Training for an employee is likely to bring him career advancement, better to develop their employability and adaptability. It becomes productive in many ways and is distinguished by its competence. Moreover, the training throughout the professional career enables the worker not to be "outdated" in a world of work where everything is accelerating. Unionization of these is a social need for economic balance in companies. The existence of the union and staff delegates in companies allows employees to have "voice". But the claims of these pressure groups must be reasonable. It is in the union and employers consensus that will ensure the sustainability of their business.

4.2.2 Earned by employers to make decent work a reality for all workers?

The issue of quality of employment or decent work comes increasingly the talk of corporate social responsibility, where it is requested (just) companies to be responsible not only internally, but also in their environment. Provide decent jobs for workers responds to a simple logical sustainability, better, it is part of a Head Of Human Resources Management. Of course, today with the offshoring phenomenon, there is the realization of large profits from precarious and underpaid, but we ask the question how long these benefits will be realized; as demand from these low wages cannot respond to the offer (cf. Laurent e., *Le scandale des délocalisations* ; édition pocket, 2013). Furthermore, the participatory approach developed in meetings with the unions is more desirable, since it allows employers not having glances identify all employees' needs related contours and gain a good image internally. Thus, it would be for employers effectively retain their employees, but also to look good.

V. CONCLUSION

Decent work appears in many respects as a new concept with respect to recent works that have developed there. To have seen the importance of this concept, this article is available to determine explanatory factors. Explanatory factors specific to workers such as age, education level, marital status, occupational status significantly influence the dependent variable that is the decent job. Other variables such as the existence of trade union in the company, as well as the existence of staff delegates in the enterprise also influence decent employment.

The results lead to the following recommendations: training and skills development, participatory approach through employer-employee unions, implementation of career management policies based on the recognition of the efforts, establishment of a Human Resources Manager Management (HRMM).

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