

WORK ATOMIZATION



*“If you can’t solve a problem,
enlarge it.”* - Dwight Eisenhower

Definition of Atomization/Work Atomization

- refers to separating something into fine particles.
- refers to separation of labor into its smallest basic elements so that each element can be performed by a human being, in a short amount of time and be paid for by the employer.



- replacement of long term, full time work with benefits, and career path, with occasional, short term contract gigs without benefits or any escalating career structure.

Phases of Work Atomization

- Evaluation Phase - What processes or projects can be outsourced? It is essential to determine if the job to be done is a one time project or a repeatable process.

- **Task Design Phase** - How can tasks be decomposed and aggregated? The main task are broken down into small tasks.

- **Integration Phase** - How can work be integrated with existing processes? Outsourced work can be directly integrated into existing work systems.



Advantages

- Externalization of activities
- Increase adaptability
- Reduce risks and responsibilities
- Cost cutting measure

Disadvantages

- Decrease of wages
- Poorer working conditions
- More precarious work
- Lack of social protection for the workers
- Inequality of benefits
- Obscure accountability of Jos/Cos workers due to lack of employer-employee relationship

Remedy

Strengthen our laws and rules governing this kind of employment

- Sections 131, 132 and 133, Rule XII of the ORAOHRA as amended;
- CSC COA DBM Joint Circular No. 1, series of 2018 amending CSC COA DBM Joint Circular No. 1, series of 2017;



“This is not just a matter of having insecure employment, of being in jobs of limited duration and with minimal labor protection . . . It is being in a status that offers no sense of career, no sense of secure occupational identity and few, if any, entitlements to the state and enterprise benefits that several generations . . . had come to expect as their due.”



Thank you..

