



**Karolinska
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Introduction to Non-Standard Employment – What is Precarious Employment?

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Agenda

- ❖ Decent work
- ❖ Global megatrends
- ❖ The modern world of work
- ❖ Standard employment
- ❖ Non-standard Employment
- ❖ Precarious Employment

Promoting Decent Work

- ❖ **“New forces are transforming the world of work. The transitions involved call for decisive action... Countless opportunities lie ahead to improve the quality of working lives, expand choice, close the gender gap, reverse the damages wreaked by global inequality, and much more.”** (*International Labour Organization, 2019*)
- Work and society
 - Decent work for all
 - The organization of work and production
 - The governance of work

THE ILO CENTENARY

1919 • 2019

Advancing social justice, promoting decent work



Health & Decent Work



ENSURE HEALTHY
LIVES AND PROMOTE
WELL-BEING FOR ALL AT ALL AGES.



BY 2030 HAVE SUSTAINED,
INCLUSIVE AND SUSTAINABLE
ECONOMIC GROWTH, FULL AND
PRODUCTIVE EMPLOYMENT AND
DECENT WORK FOR ALL.

- ❖ Health ↔ Employment
- ❖ Good Health a motor for employment
- ❖ Reduced workability for those in poor health
- ❖ Poor employment leading also to poor health

Main drivers of change: Global Megatrends

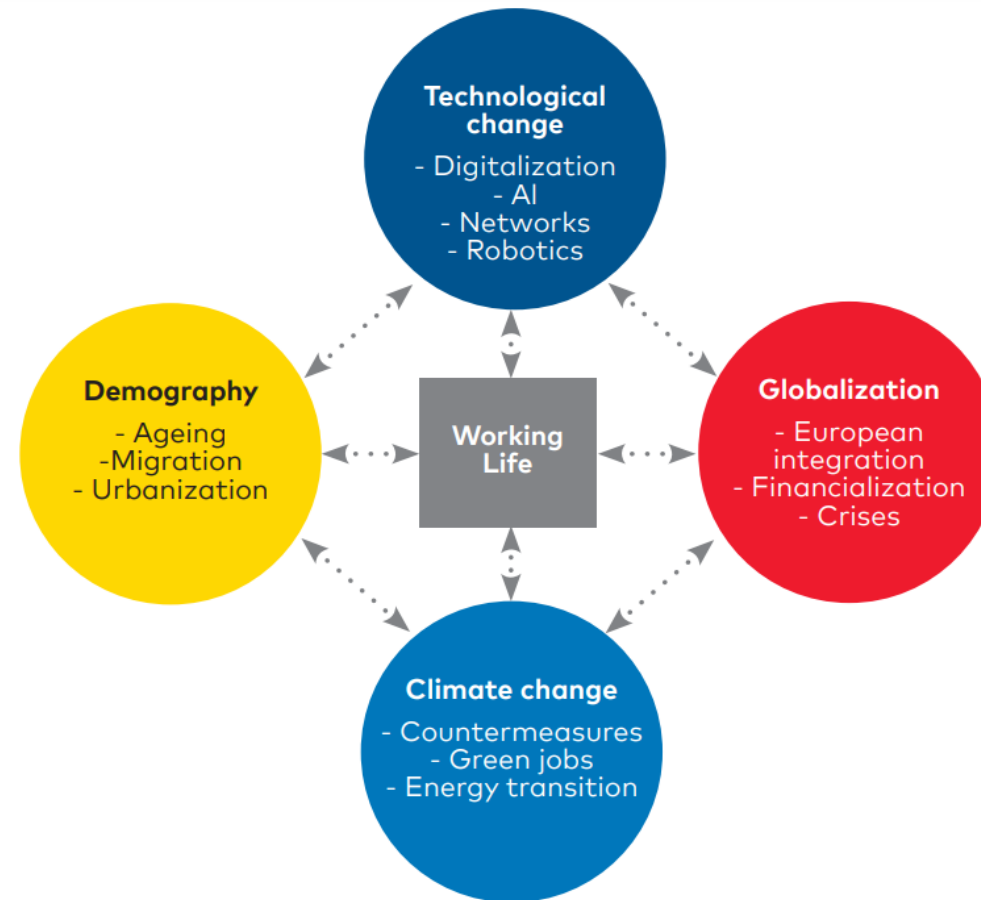


Fig. 1.2 Main drivers and megatrends

Source: Based on Dølvik and Steen (2018:20)

Main drivers of change: Global Megatrends



Demography: Increasing age dependency ratios, urbanization, and reinforced competition to attract migrant European labour will bring more shortages of labour and skills and heighten pressures for third-country labour import.

Digitalization: Transforming the ways we work, organize work, skill requirements, and work environments, digitalization will both eliminate jobs and create new jobs as well as new sources of work strain and skill mismatches.

Globalization: Rising geopolitical rivalries and protectionism represent a threat of special concern to the small, open Nordic economies, which are dependent on predictable, multilateral rules for international economic exchange and cooperation to halt global warming.

Climate change: Efforts to counter and adapt to climate change require renewal of infrastructure, energy systems and patterns of production, work, and communication, demanding new skills and more shifts of jobs, occupations, and residence.

The modern world of work



Baby Boomers & Generation X
1940's & 1969's

SER

Standard employment
Relationship

NSE

Non-standard
employment



Millennials & Generation Z
1990's & 2000's

Standard Employment Relationship (SER)

Go to www.menti.com and use the code 1274 8484

What is a standard employment relationship?



Take 2 minutes to think

- www.menti.com
- Code: 1274 8484
- Up to 3 entries






The golden standard: the Standard Employment Relationship (SER)

- Work that is
 - Full-time
 - Indefinite,
 - Part of a subordinate and bilateral employment relationship between an employer and an employee

[Non-standard Employment around the world, ILO, 2016](#)

Non-standard Employment

- Work that is characterized by
 - Higher levels of flexibility
 - Lower levels of security

TEMPORARY EMPLOYMENT		
	Fixed-term contracts, including project- or task-based contracts; seasonal work; casual work, including daily work.	Not open ended
PART-TIME AND ON-CALL WORK		
	Normal working hours fewer than full-time equivalents; marginal part-time employment; on-call work, including zero-hours contracts.	Not full time
MULTI-PARTY EMPLOYMENT RELATIONSHIP		
	Also known as 'dispatch', 'brokerage' and 'labour hire'. Temporary agency work; subcontracted labour.	Not direct, subordinate relationship with end user
DISGUISED EMPLOYMENT / DEPENDENT SELF-EMPLOYMENT		
	Disguised employment, dependent self-employment, sham or misclassified self-employment.	Not part of employment relationship

[Non-standard Employment around the world, ILO, 2016](#)

Precarious employment (PE)



Contingent work
Flexible employment
Precarious employment
Precarity
Atypical employment
Insecure jobs

Precarious employment (PE)



Precarious Employment: Systematic Review



Review

Scand J Work Environ Health [Online-first -article](#)

doi:10.5271/sjweh.3875

What is precarious employment? A systematic review of definitions and operationalizations from quantitative and qualitative studies

by [Kreshpaj B](#), [Orellana C](#), [Burström B](#), [Davis L](#), [Hemmingsson T](#), [Johansson G](#), [Kjellberg K](#), [Jonsson J](#), [Wegman DH](#), [Bodin T](#)

Aim

1. To review the literature for multi-dimensional definitions of precarious employment and identify its main components.
2. Suggest ways to operationalize precarious employment in register studies and surveys.

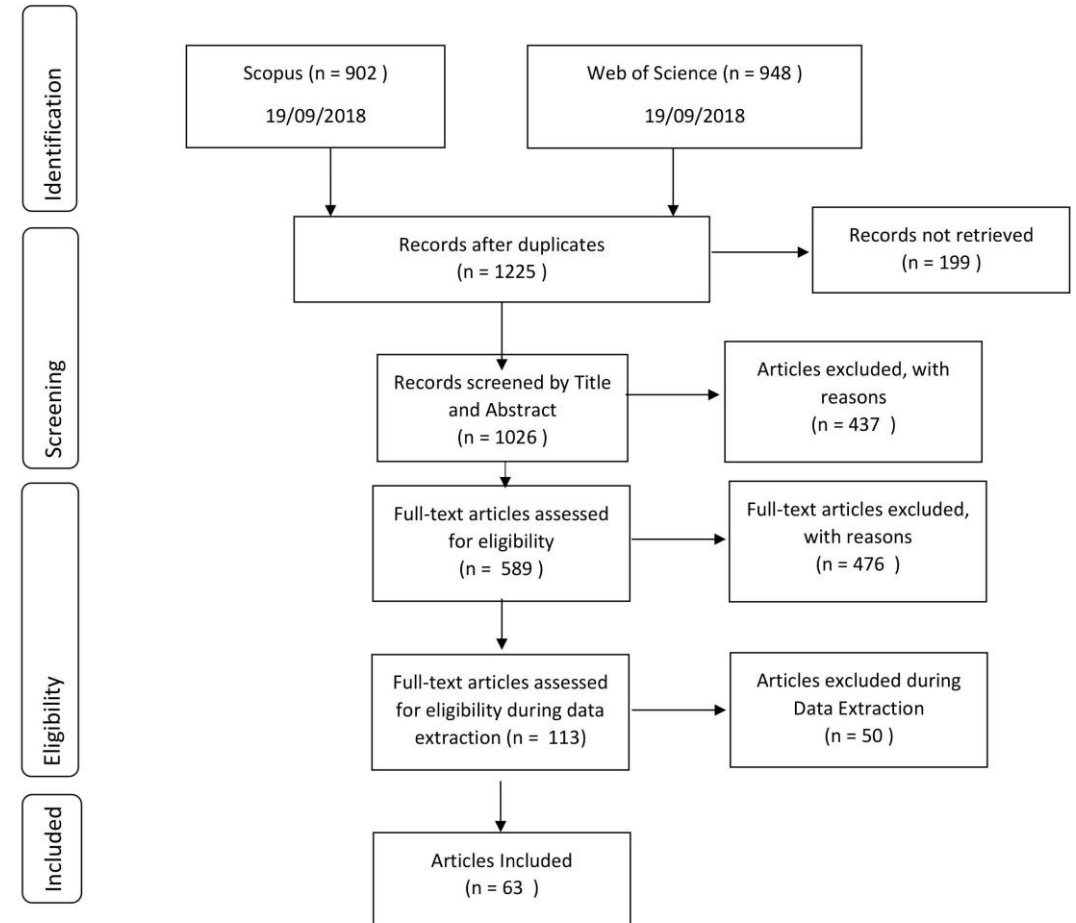
Inclusion criteria

PRISMA 2009 Flow Diagram

- ❖ Quantitative and qualitative studies
 - ❖ Original publications in English across all disciplines
 - ❖ Definition or operationalization of PE
 - ❖ No restriction on year of publication, population or discipline

❖ Key words

Precari*	AND	Employ* Work* Job*	OR	Precariat Precarity
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Descriptive analysis



- ❖ Study characteristics
- ❖ Characteristics on the definitions and measurements

Table 1. Number of included studies according to study characteristics

Characteristics	Studies (N)
Region	
Europe (including Turkey)	24
Asia	14
Oceania	12
North America	7
South America	3
Africa	3
Multiple continents	0
Research discipline	
Public, environmental or occupational health	29
Industrial/labor relations	17
Sociology	6
Economics	3
Other (demography, ethnic studies, law, ethnography)	8
Study design	
Quantitative	43
Qualitative	18
Other ^a	2
Type of precarious employment (PE) definition	
Theory based	23
Ad hoc (data-driven, by convenience or limited by available data)	22
Combination of theory based + ad hoc	13
Empirical (PE definition was the result of the study)	2
Unclear	3
Number of dimensions of PE	
1	12
2	11
3	15
4	8
≥5	17


^aOne mixed method, one historical article

Thematic Analysis: dimension 1

Dimension	Theme	Subtheme	Example of extracted data from original study for each dimension
Employment insecurity	Contractual relationship insecurity (23, 27, 28, 30, 31, 34, 49, 51, 57, 67, 71, 73, 79, 82)	a. Employment status b. Agency work	a. Condition of being unemployed, not employed, precariously employed, stably employed, and self-employed (28, 51). b. Working for staffing agency (28).
	Contractual temporariness (12, 22, 25–27, 29, 30, 32, 33, 35, 36, 39–41, 45, 47, 48, 52, 53, 56, 57, 61, 62, 73, 74, 80–82, 101)	a. Forms of employment b. Contract terms c. Contract duration d. Temporary employment	a. Self-reported choice among “permanent, casual/fixed term, self-employed” (48). b. The conventional classification of regular, temporary (contract terms explicitly longer than one month and shorter than one year, or not fixed but implicitly shorter than one year), or daily jobs (40). c. Part-time work defined as (<35 hours per week) with a contract lasting >1 month (39). d. Temporary employment, namely, all employment relations other than those of unlimited duration, including fixed-term and subcontracted jobs, as well as work done on projects, on call and through temporary-help agencies. We also investigate the impact on the mental health of workers of the number of changes in temporary job contract observed over time, and the number of days worked under temporary contract within the year (52)
	Contractual underemployment (27–29, 35, 36–39, 45, 49, 50, 53, 56, 58, 75, 79, 81)	a. Forms of employment b. Part-time employment	a. Classified by self-report into 8 mutually exclusive categories and analysis conducted on four groups: permanent full-time, permanent part-time, casual full time, and casual part-time (38). b. Part-time work: working <35 hours per week = 1 vs. full-time work=0 (56).
	Multiple jobs/sectors (30, 32, 33, 46)	a. Multiple job holder b. Multiple sectors	a. Includes those who confirmed the existence of a second job (46). b. Number of economic sectors in which the individual has worked according to the 2-digit “ATECO 91” categories (30).

Thematic Analysis: dimension 2

Income inadequacy	Income level (12, 27, 36, 44, 54, 58-62, 64, 65, 72, 75, 76, 78, 80, 82)	a. Income	a. Income \leq CA\$19,999; CA\$20,000-49,999; and \geq CA\$50,000. A fourth category, no income, captures the small portion of the sample who were engaged in paid employment at the time of the survey but who did not receive employment income in the previous year (59).
	Income volatility	Suggested by the authors	Suggested by the authors



Thematic Analysis: dimension 3

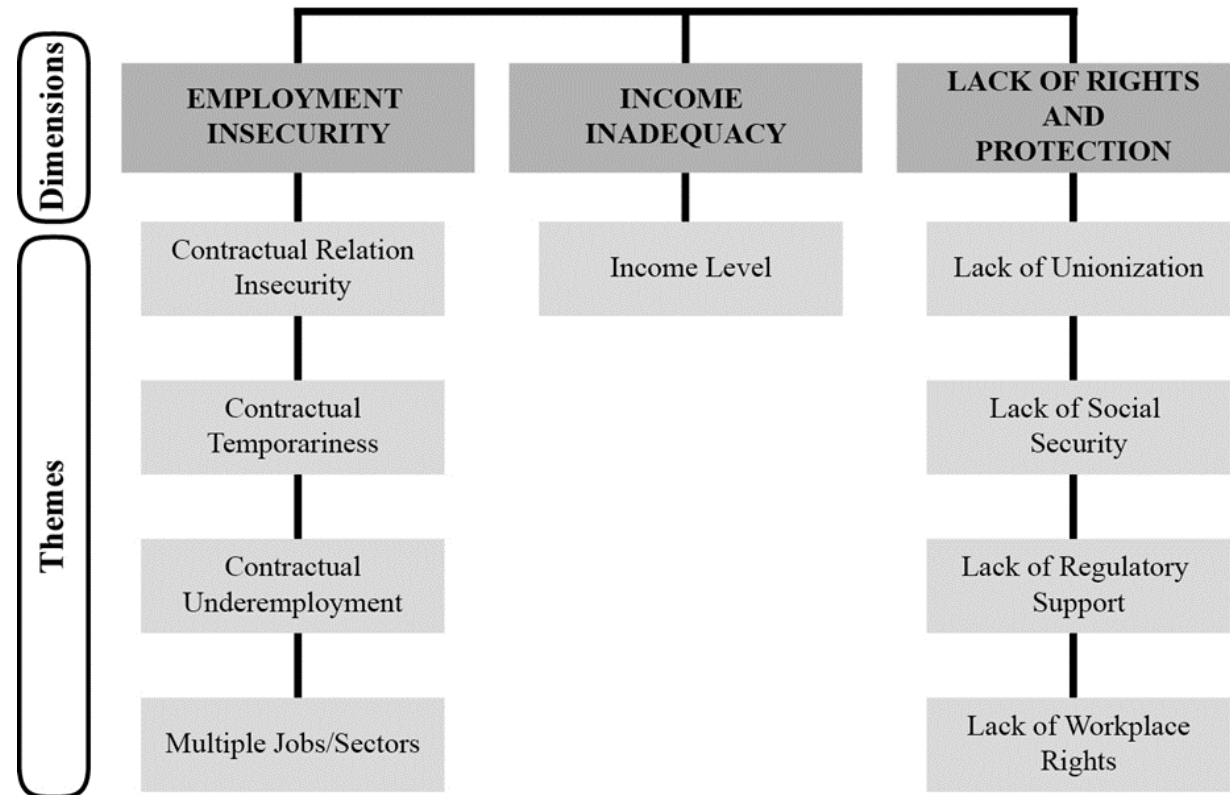
Lack of rights and protection	Lack of unionization (27, 58–60, 69, 74, 82, 83)	a. Union coverage b. Union existence	a. Primarily indicates workers' coverage under a collective agreement and parallel mechanisms for self-employed workers (82) b. There is no trade union for you? Respondents were asked to choose "yes" or "no" (60).
	Lack of social security (44, 53, 54, 58, 60, 62, 65, 67, 69, 71, 72, 75, 78, 82, 83)	a. Social benefits b. Social protection	a. There is little or no access to U115 standard non-wage employment benefits such as sick leave, domestic leave, bereavement leave or parental leave (78). b. Need for transparency and support from the government, which is mistrusted (65).
	Lack of regulatory support (27, 64, 69, 76, 82)	a. Regulatory protection b. Labor policy	a. Certainty of continuing employment and regulatory protection (82). b. Whether laws and policies are applicable to workers in need of protection and are enforceable (82).
	Lack of workplace rights (12, 36, 60–62, 66, 70, 71, 77, 78, 81, 83)	a. Workplace rights	a. There is, in practice, no protection against unjustifiable dismissal, discrimination, sexual harassment, unacceptable working practices, including hazardous conditions (78).



Findings: 3 dimensions and 9 items of PE



Precarious Employment



Is a common and shared definition of Precarious Employment attainable?



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Thanks!

Questions?

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