



# Theories and models of non-standard work

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# Fundamentals #1

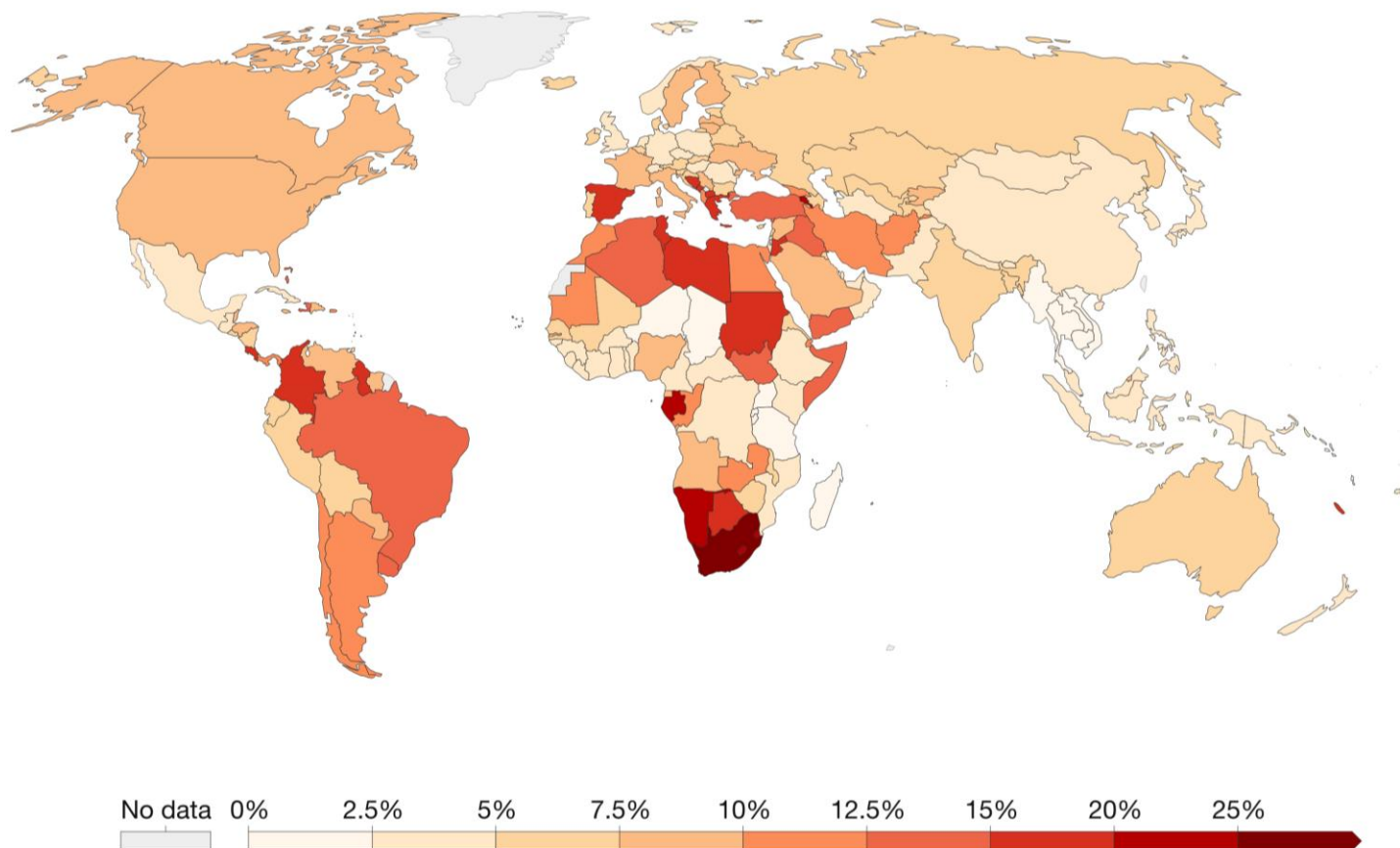
## Why work?

- Survival
- Self-realization
- Social cohesion

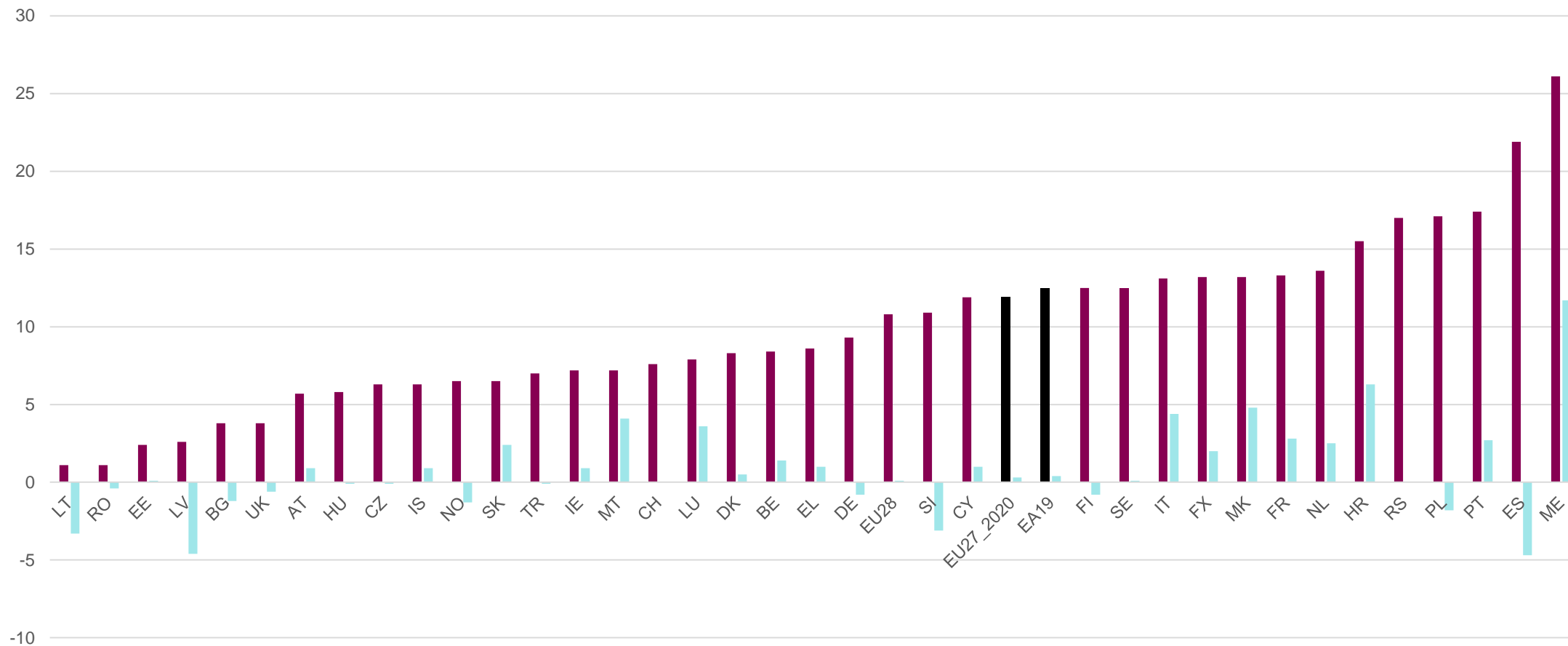
## Minimal requirements of work

- Living wage (8% working poor)
- Not kill you (2.8 M fatalities/year)

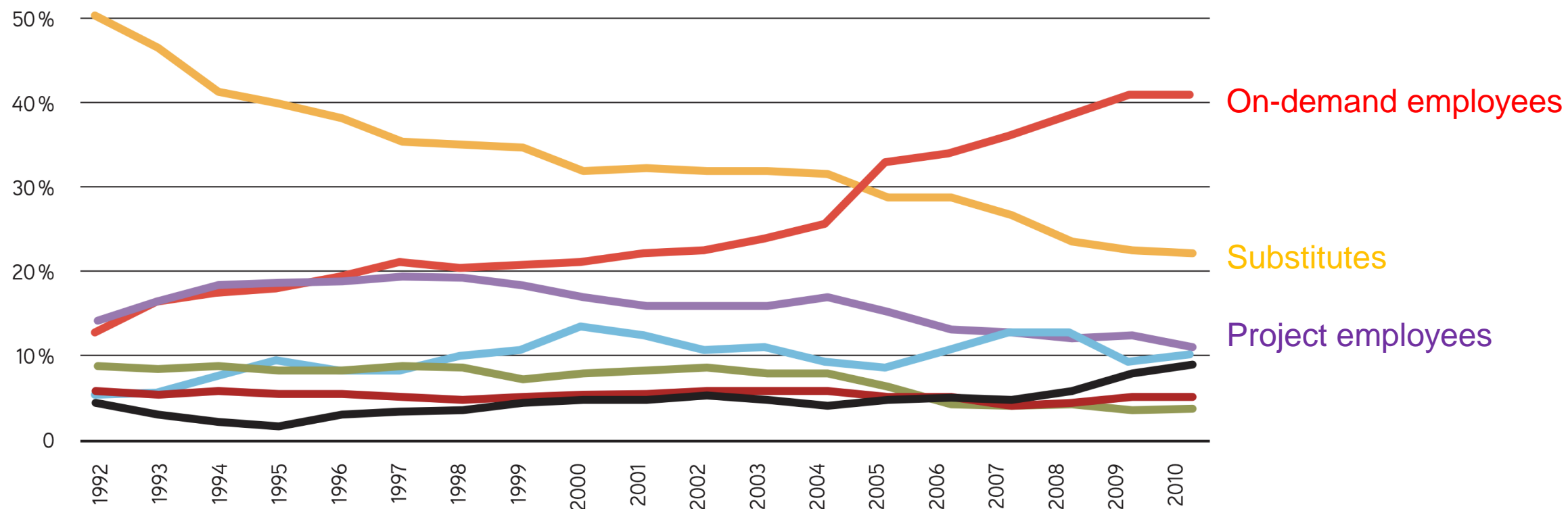
# Unemployment - The state of having no job



# Proportion and 10-year change in temporary employment in the EU



# Under the surface.



# SDG 8: Decent Work and Economic Growth



TARGET	8-5	TARGET	8-6	TARGET	8-7	TARGET	8-8	TARGET	8-B
									
FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY		PROMOTE YOUTH EMPLOYMENT, EDUCATION AND TRAINING		END MODERN SLAVERY, TRAFFICKING AND CHILD LABOUR		PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS		DEVELOP A GLOBAL YOUTH EMPLOYMENT STRATEGY	

Discuss 2 minutes

# WHAT IS DECENT WORK?

# ILO Decent Work Indicators

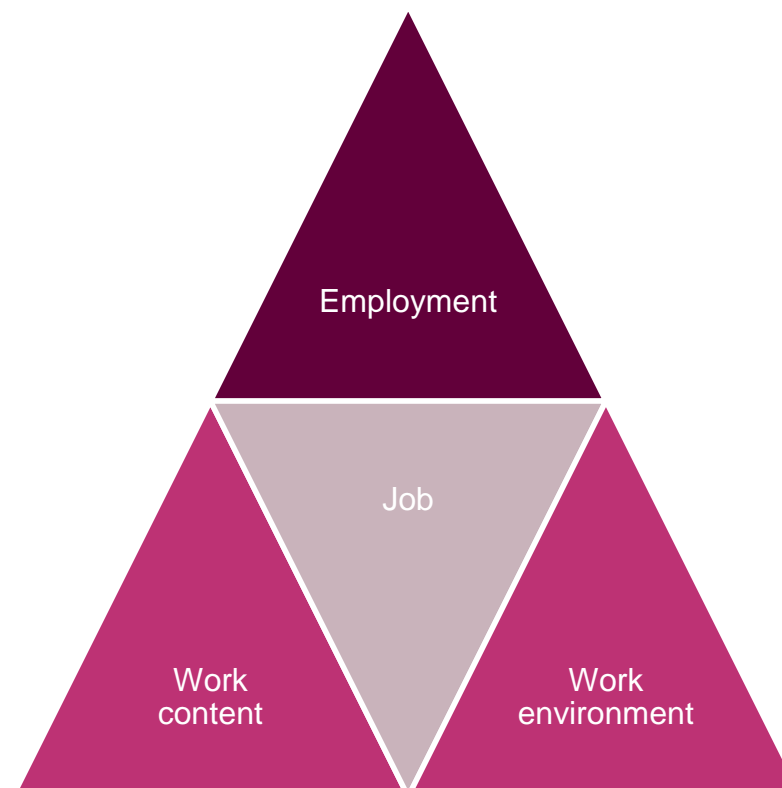
75 statistical and 21 legal framework indicators

1. employment opportunities
2. adequate earnings and productive work
3. decent working time
4. combining work, family and personal life
5. child labour/Forced labour
6. stability and security of work
7. equal opportunity and treatment in employment
8. safe work environment
9. social security
10. social dialogue

Fundamentals #2

# WORK? EMPLOYMENT? JOB?

# Hierarchy of concepts



# Job Quality (OECD)

- **Earnings quality** = *average earnings* and their *distribution* across the workforce.
- **Labour market security** = risks of unemployment and *benefits* received in case of unemployment.
- **Quality of the working environment** = incidence of job strain characterised as *high job demands* with *low job resources*.

# UNECE Quality of Employment Framework

A 320 page handbook for how to measure this

1. Safety and ethics of employment
2. Income and benefits from employment
3. Working time and work-life balance
4. Security of employment and social protection
5. Social dialogue
6. Skills development and training
7. Employment-related relationships and work motivation

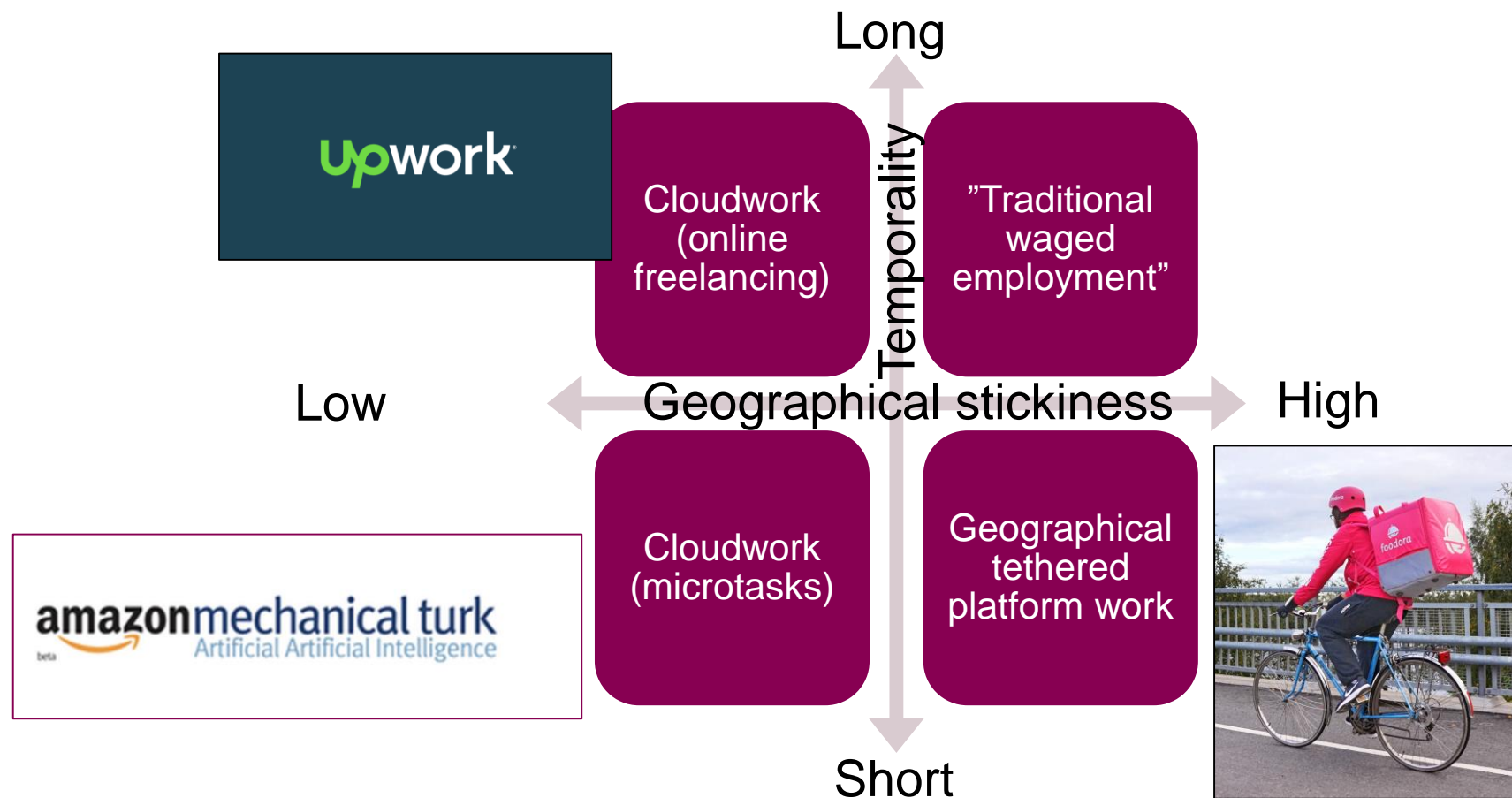
Changes in time and space

# PRECARIOUS EMPLOYMENT IS A MOVING TARGET

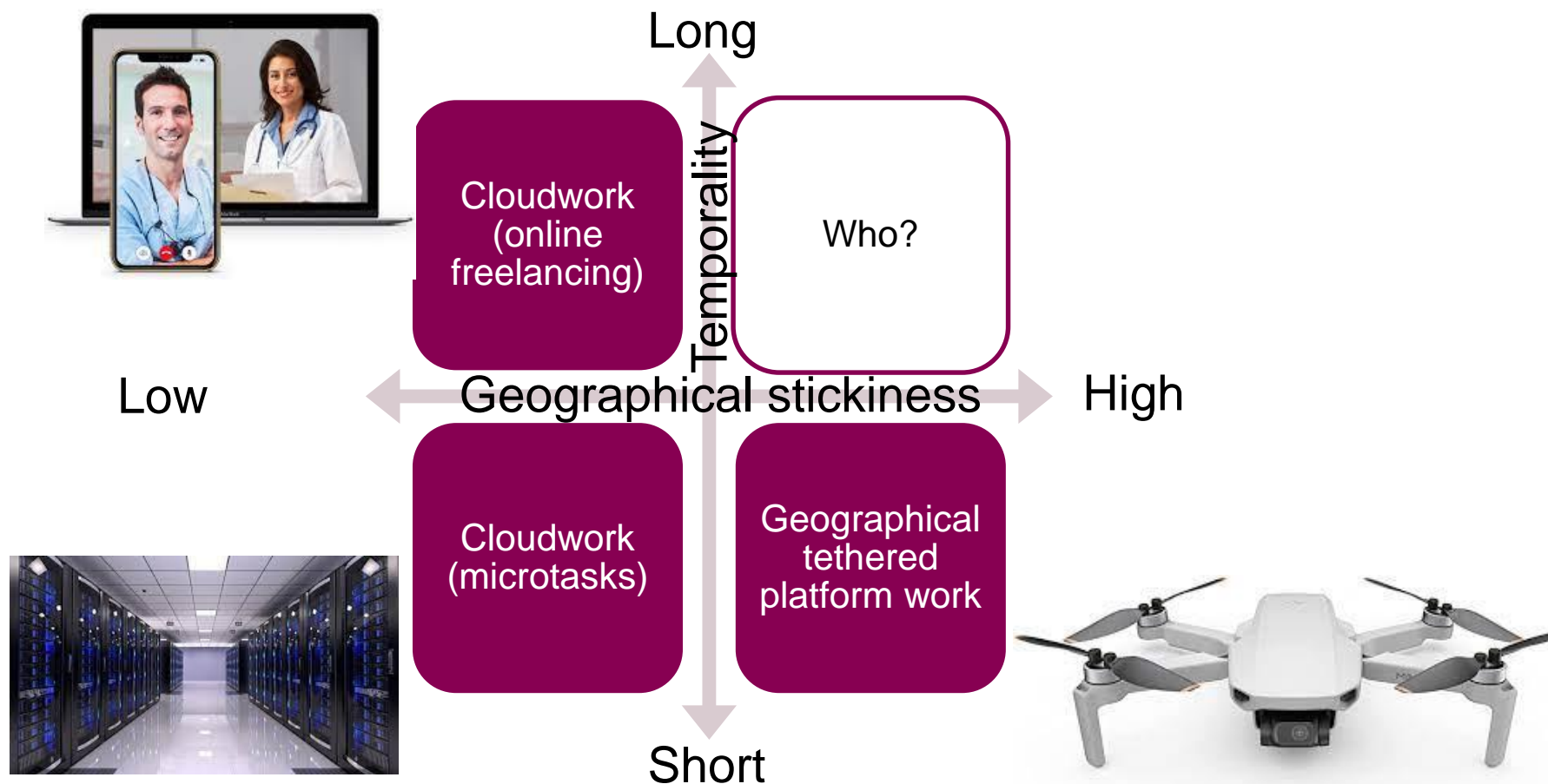
# Example: Gig-work

- Simple → Highly advanced matchmaking process between well-defined tasks and labor, often but not always facilitated by digital platforms.
- Commonly, but not always, piecework

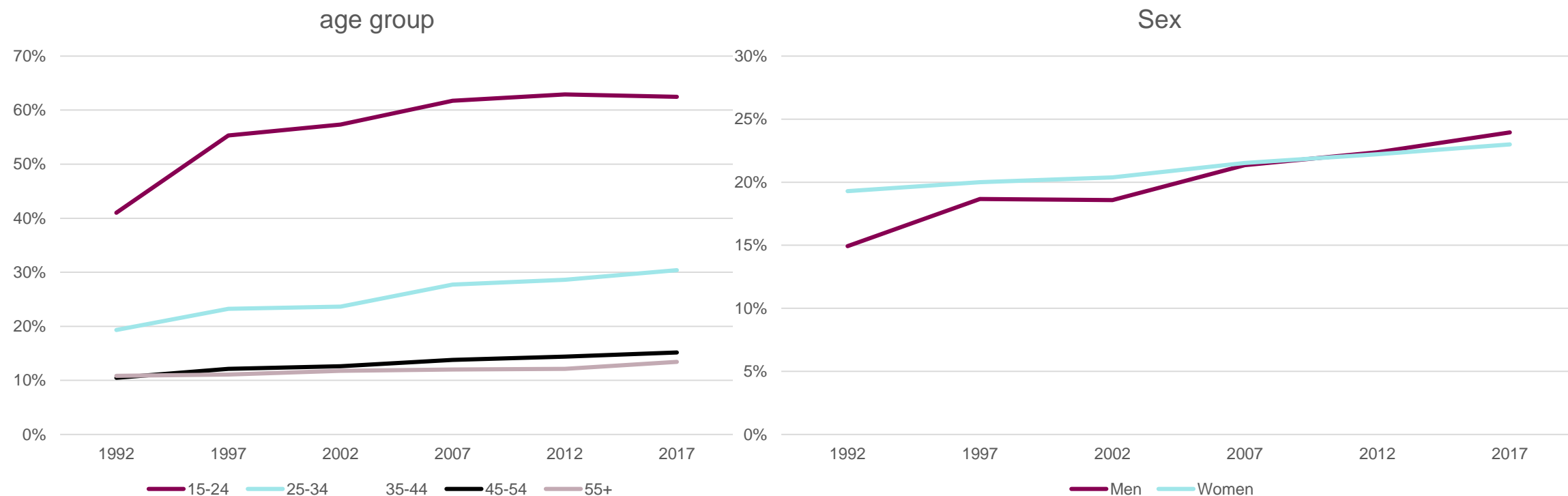
# Gig work



# Future of Work



# Gender and generation: precarious employment 1992-2017 in Sweden



# Immigration

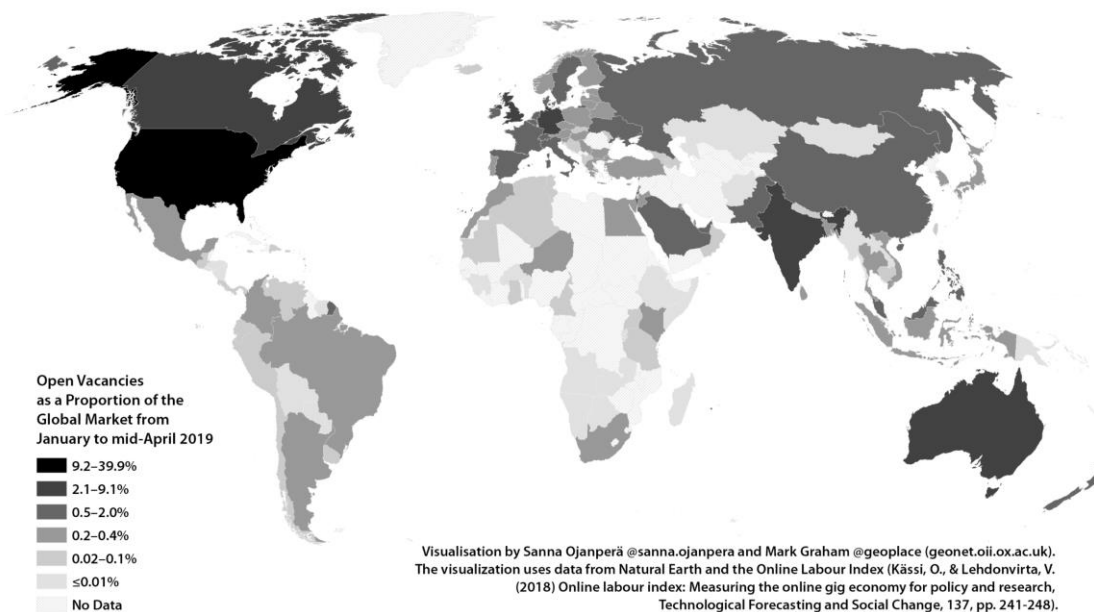
- Immigrants are more likely to be precarious and have worse work environment
- NOT worse employment arrangements today than 30 years ago.
- Lots of “forced” self-employment
- Growing group → combined precarisation and ethnification → Unrest.
- But! Swedish men have had the worst outlook → rasism and social tension

# National Contexts

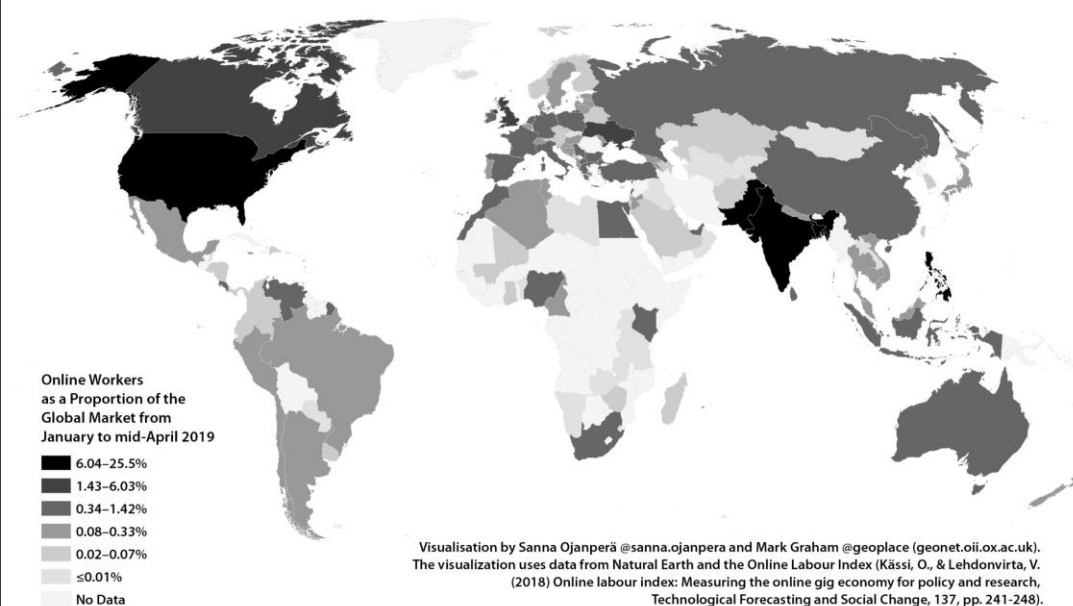
	Canada	United States	Sweden	Belgium	Spain	Chile
<b>Economic indicators</b>						
Income level	***	*****	***	***	**	*
Income equality	***	*	*****	*****	***	*
<b>Labour regulations</b>						
Regulation of regular contracts	**	*	*****	****	****	***
Regulation of temporary contracts	*	*	***	*****	*****	*****
<b>Support for the unemployed</b>						
Strong active labour market support	*	*	*****	*****	****	*
Strong passive labour market support	*	*	*	****	*****	*
Other measures of support for the unemployed	**	*	***	*****	****	***

# Cloudwork

## The Availability of Online Work

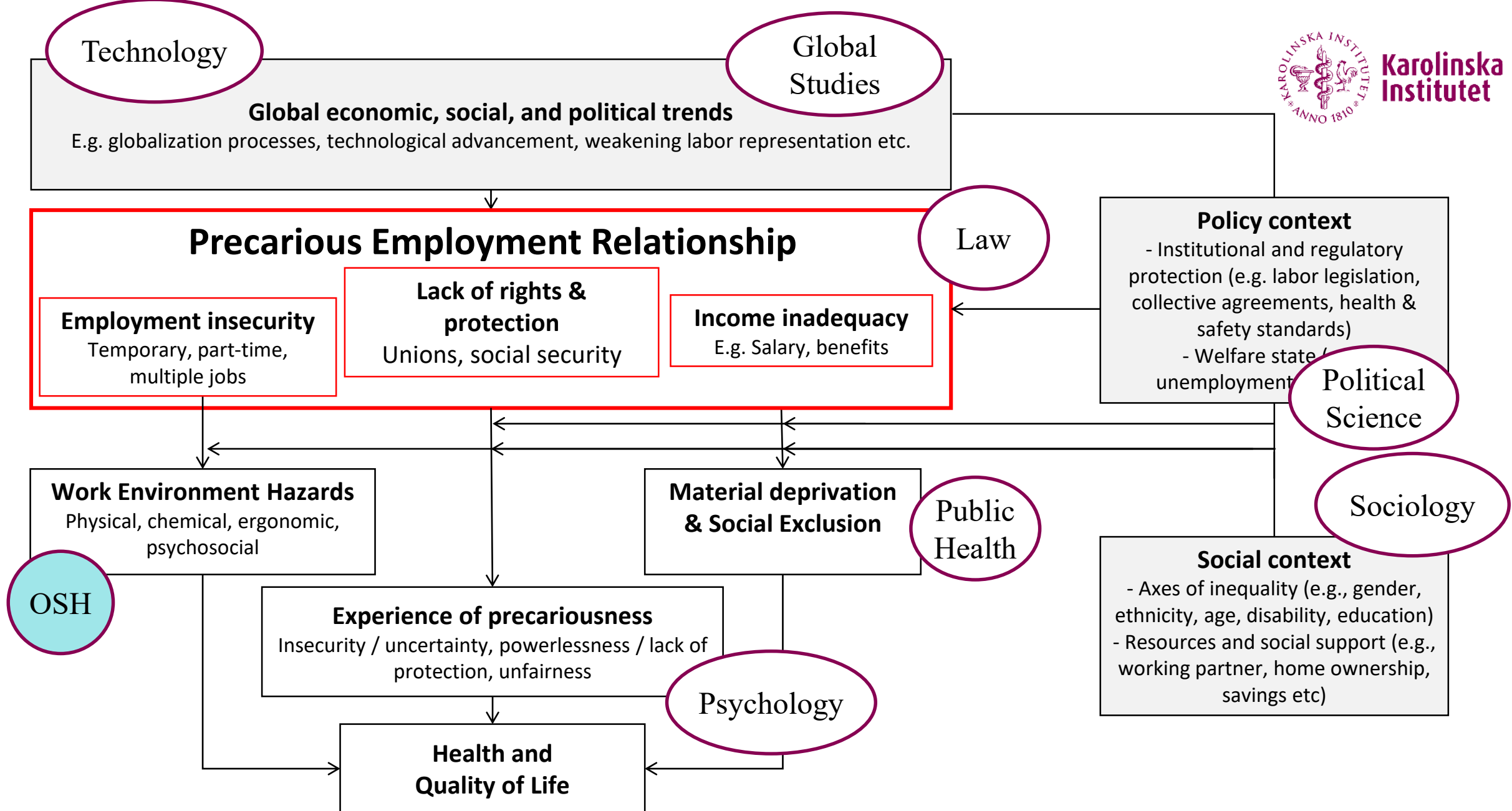


## The Availability of Online Workers



Work is the fundamental cornerstone of society – so you need...

# SYSTEMS UNDERSTANDING





**CURSOR**   
Consequences of Under-Reporting in  
Swedish Occupational Injury Registers

**PWR**  
PRECARIOUS WORK RESEARCH

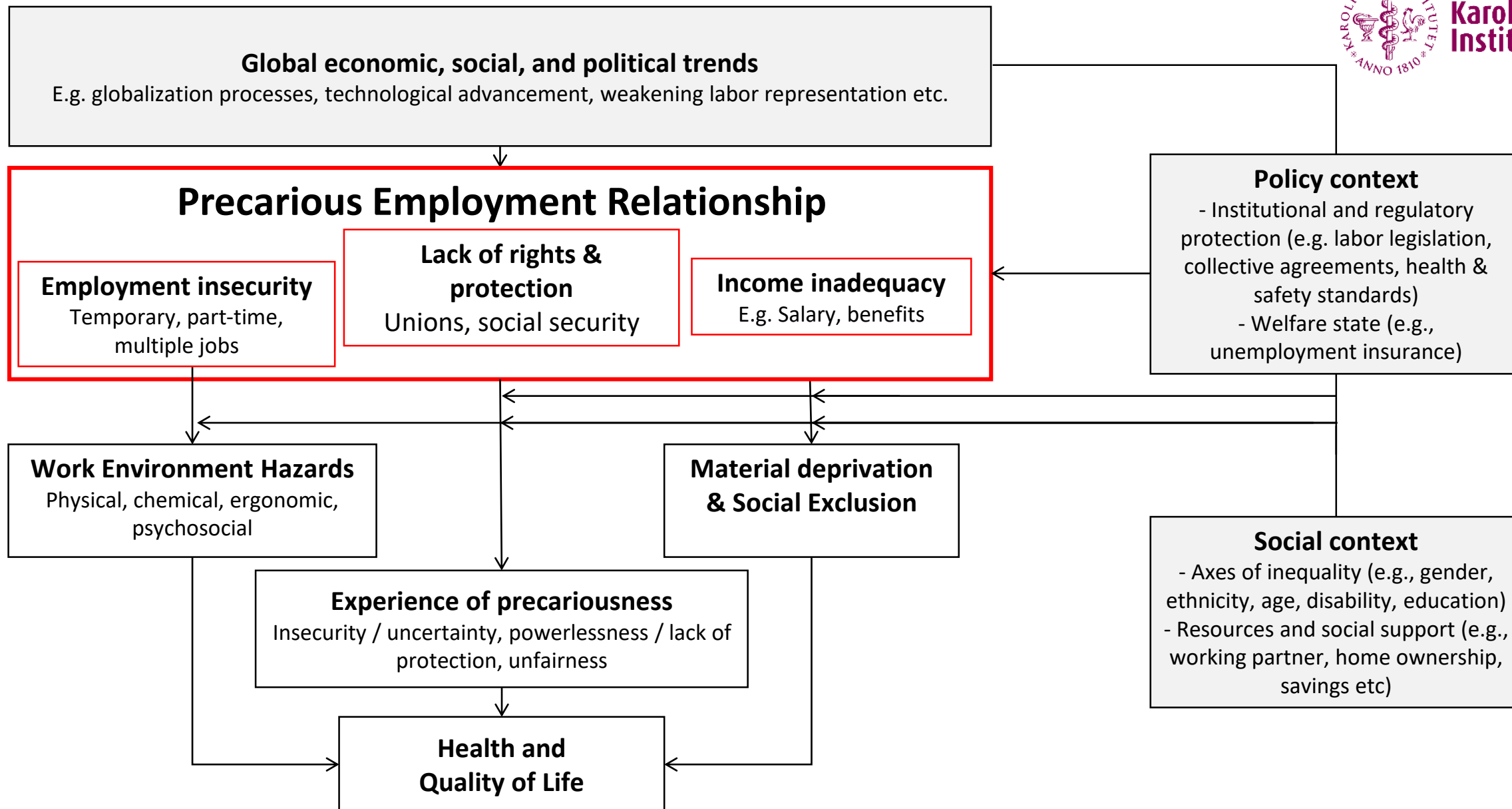
**PREMIS**   
Precarious Employment in Stockholm  
En studie om dagens arbetsmarknad och hälsa

**FORTE**  
Swedish Research Council for  
Health, Working Life and Welfare



# Non-standard employment and health

A short overview



# Precarious employment and health

- Mental health (self-reported) is completely dominant in research
- Cross-sectional studies prevail
- Recently, we have shown, with independent outcome and exposure measurements, and with longitudinal design increased risk of
  - Common mental disorder
  - Substance use
  - Suicide
  - Myocardial infarction and Stroke

Jonsson, Johanna, et al. "Low-quality employment trajectories and risk of common mental disorders, substance use disorders and suicide attempt: a longitudinal study of the Swedish workforce." *Scandinavian journal of work, environment & health* 47.7 (2021): 509.

Matilla-Santander, Nuria, et al. "Trajectories of precarious employment and the risk of myocardial infarction and stroke among middle-aged workers in Sweden: A register-based cohort study." *The Lancet Regional Health-Europe* 15 (2022): 100314.

# Material deprivation and social exclusion

- Income is related to health through
  - Material deprivation
  - Social exclusion and control
- In the same pathway
  - Unpredictable scheduling
  - "Being below one's class"
- Community effects
  - clustering of precarious employees in geographical areas and ethnic groups

# Mortality attributable to socioeconomic inequality in UK (%)

Males

Index of multiple deprivation (deciles) ↑ Most deprived

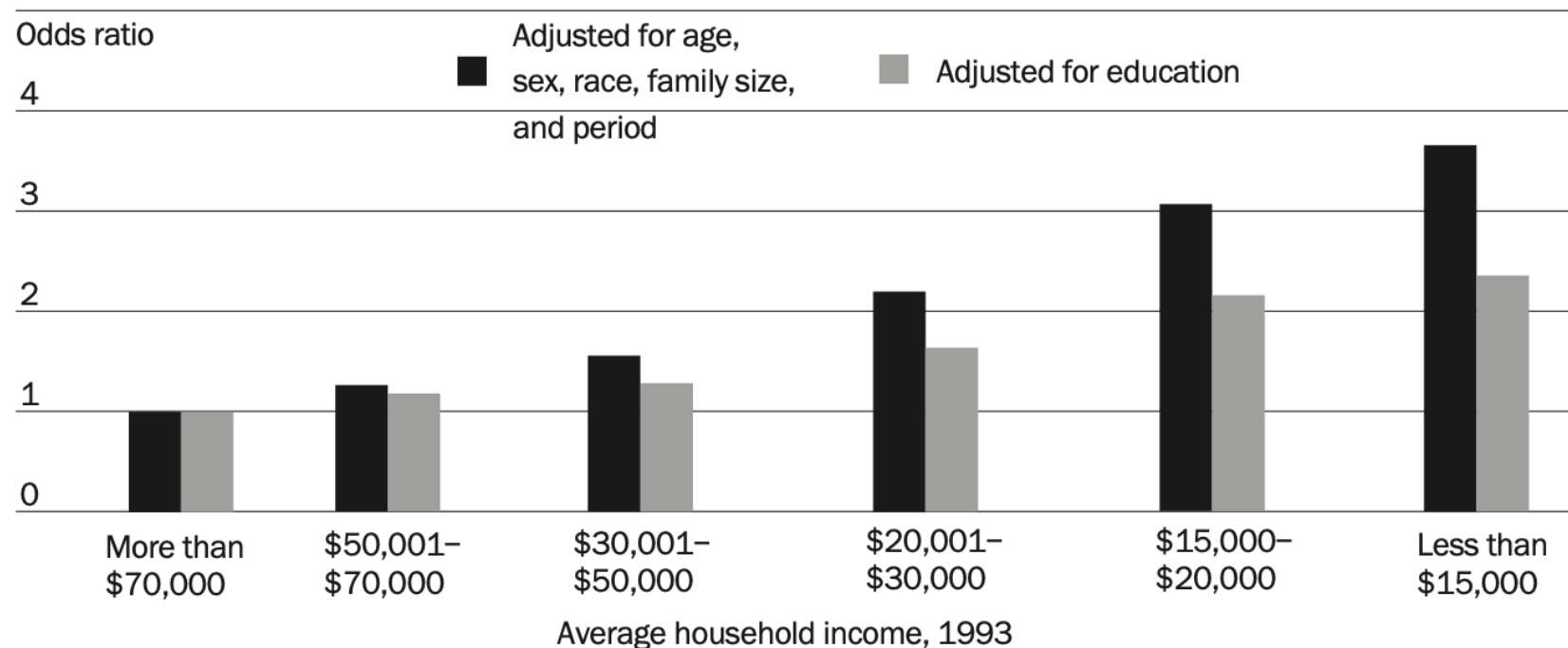
	59	65	65	54	44	45	55	65	73	77	76	71	69	66	62	56	64
	50	57	59	44	35	32	39	51	62	68	68	64	62	59	55	49	57
	44	52	54	35	31	17	31	43	57	61	61	57	55	52	48	43	50
	38	46	50	33	26	15	24	34	48	55	55	49	48	43	41	36	42
	32	39	42	33	27	12	18	27	41	48	48	42	40	37	35	29	35
	23	33	41	30	26	8	14	23	36	40	40	34	34	31	28	24	29
	17	29	23	18	19	7	10	19	28	33	34	25	26	24	23	20	23
	14	26	28	17	17	2	1	10	19	25	26	20	21	18	19	16	18
	23	17	16	16	15	1	6	7	14	19	16	12	14	12	12	11	12
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	38	45	45	32	26	18	27	37	47	52	50	44	42	38	35	30	37
	0	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	All ages

Least deprived

- Most important for children and middle aged
- 5-6 years lost before age of 75

# Independent risk of income

## Risk Of Death According To Household Income, Shown As Odds Ratios With And Without Adjustment For Education, Persons Ages 45–64

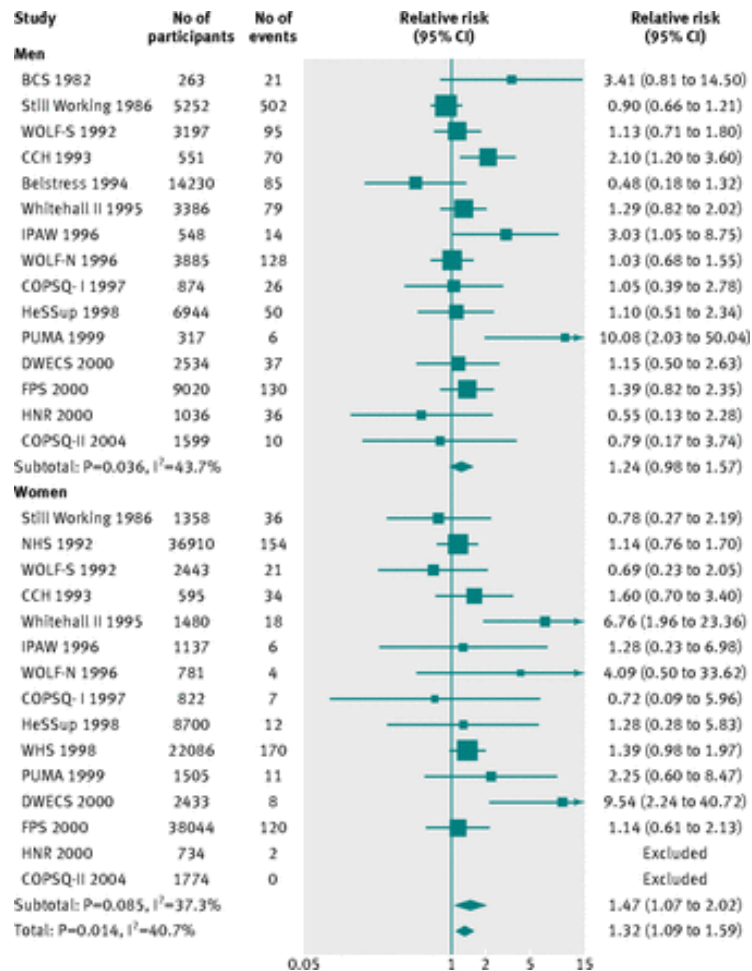


**SOURCE:** P. McDonough et al., “Income Dynamics and Adult Mortality in the United States, 1972 through 1989,” *American Journal of Public Health* (September 1997): 1476–1483.

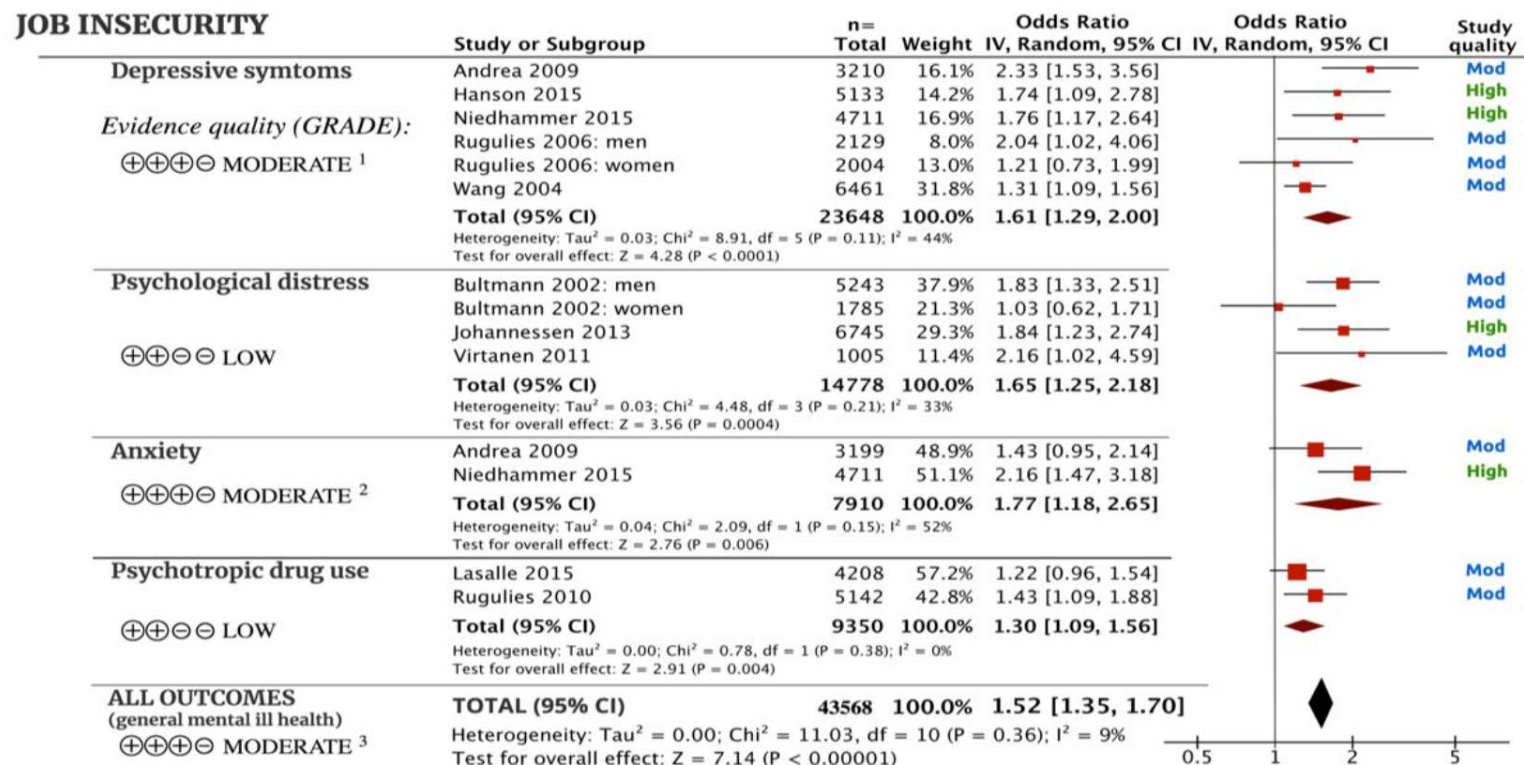
# Experience of precariousness – Job insecurity

	<b>Individual</b>	<b>Organizational</b>
<b>Immediate</b>	<b>Job attitudes</b> Job satisfaction Job involvement	<b>Organizational attitudes</b> Organizational commitment Trust
<b>Long-term</b>	<b>Health</b> Physical health Mental health	<b>Work related behavior</b> Performance Turnover intention

# Job insecurity and coronary heart disease

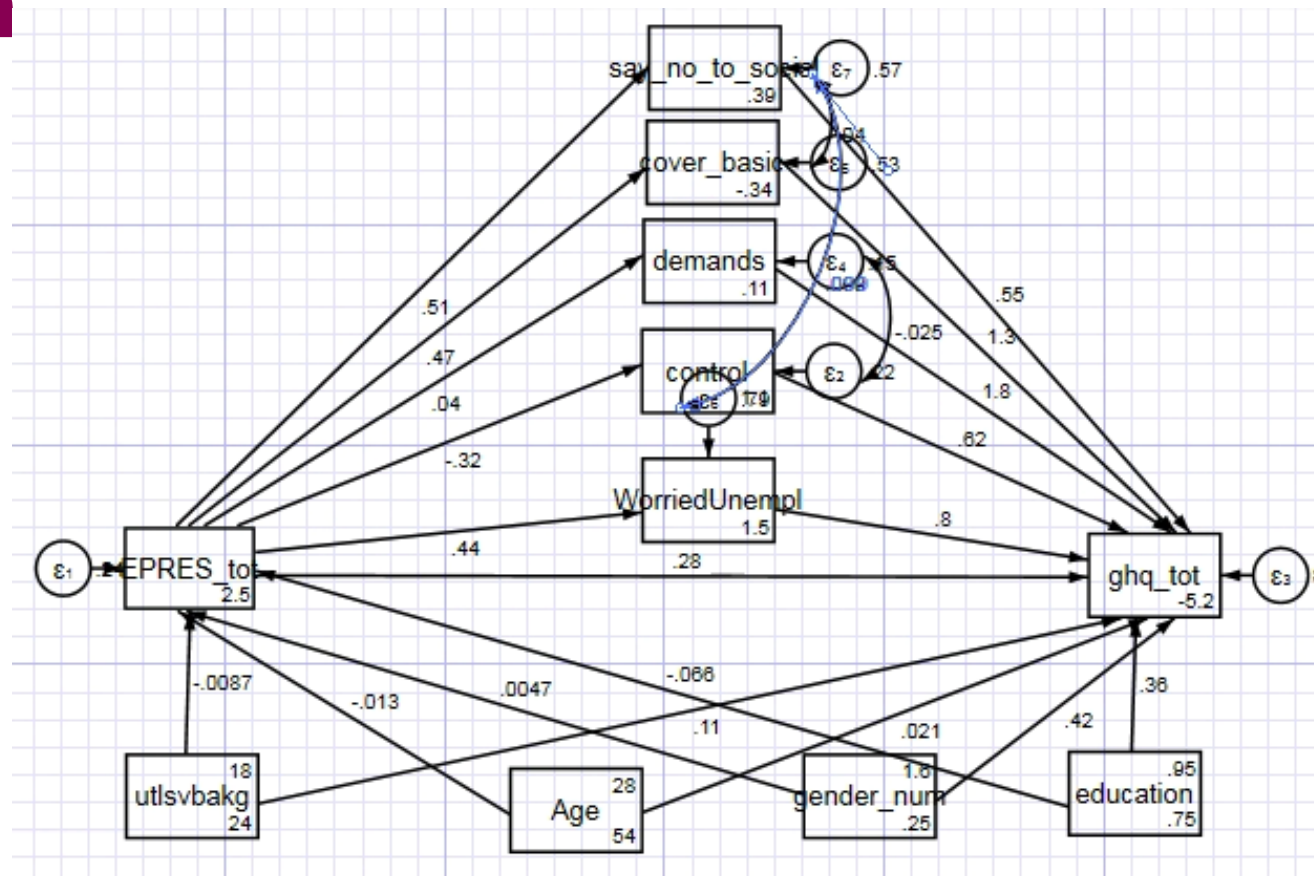


# Job insecurity and mental health



# Employment arrangements → work environment → Health

- Mediation studies are few, cross-sectional and limited in scope.
- Gender differences found – no good explanation why



# What does the work environment look like for precarious employees?

- Bullying and discrimination.
- Low control
- Boring jobs (low control, low demands)

# Are precarious jobs more hazardous?

- This is likely to be highly dependent on country/context
- In advanced economies hazardous jobs are highly regulated and unionized and with better employment arrangements
  - nuclear, asbestos, firefighter, policemen etc etc
- Low qualifications → boring jobs → less hazards

# Self-employed and informal

- Self-employed are more optimistic and have better health
- Self-employed sometimes employ people– can you be a precarious *employer*?
- Informal work – no formal rights, no contract, no unions. But are they always precarious?

# Accumulated vs direct effects on health

- Immediate risks – occupational injuries (the longer tenure the lower the risk)
- Risk only when exposed – occupational injuries, job satisfaction
- Risk after long exposure – mental health/cardiovascular disease
- Risk with time lag – Mental scarring, cancer?

# Take home message

- System Understanding is crucial to all OSH research
- Don't do cross-sectional studies on employment and mental health
- Precarious employment is bad for health but the medating effect of work environment is still unclear