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# Dualisation and Workplace Change in Europe

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# Literature: Dualisation

Originally, Goldthorpe (1984): state's response to crisis: Corporatist vs. dualist: institutional developments & mobilisation of labour/employer strategies

Industrial → Post-industrial: primary and secondary labour markets

Now, focus has shifted (wrongly) to employees & risk groups

- Rueda (2005 & 2006): Social Democrats ↔ insiders
- Palier and Thelen (2012): dualism within corporatist states
- Emmenegger et al. (2012): risk groups (skill, sector, age, gender, ...)
- Schwander et al. (2014): high risk (though high skill ≠ low risk)

A focus on workplace regimes allows to examine the variety of 'deals' between employers and employees at work, and their implications for protection and inclusion

# Literature: Typologies of Work: Work Regimes

- Lorenz and Valeyre (2005): 4 typologies
  1. 'Learn': high learning + high autonomy
  2. 'Lean': moderate- to high- autonomy + high learning / intensity
  3. 'Simple': low learning + low- to moderate- autonomy
  4. 'Taylor': low learning / autonomy + high intensity

What's missing?

- Ciccia and Ó Riain (2013): work time organisation
- Employment relationship (contract & pay)—different 'precarity profiles' of work regimes

# Research Questions: How do workplace regimes relate to dualism?

1. What workplace regimes generate a high risk of precarious employment?
2. Which workers are more likely to end up in those regimes?
3. Are the risks of experiencing precarious employment less in 'lower risk' regimes?

# Methodology:

- **European Working Conditions Survey** (2000 & 2005 & 2010): random sample European workers;
- Unit of analysis: employees within the EU-15\*
- data on both the **employment relationship** and **work and time organisation**
- variables for assessing who is impacted by **precarity/security** (i.e. 'insider' vs. 'outsider': gender, age, citizenship, education)\*\*
- **Latent class analysis**

**Why?** Produce precarity profiles of work regimes AND explore who is in particular precarious regimes

# 1. What workplace regimes generate a high risk of precarious employment?

Secure:

(10% < & < 20% precarious)

- **Learn / lean extend** (high learning, long hours, nights & weekends)
- **Learn / lean shifts & weekends**
- **Lean**
- **Learn /Learn part-time**
- **Lean extend & shifts & weekends** (highest intensity w/ high learn)

In-between

(20% < & < 30%)

- **Taylor** (low learning / autonomy & high intensity)
- **Simple part-time**
- **Simple extended, shifts & weekends**

Precarious

(30% < & < 55%)

- **Simple with boss oversight**
- **Simple part-time & weekends** (low learning / autonomy & lowest intensity)

# 'Precarious' regimes by sector

Sector	<i>semi-precarius</i>			<i>precarius</i>	
	<i>Taylor</i>	<i>simple / simple PT</i>	<i>simple extend /weekend / shifts</i>	<i>boss / simple</i>	<i>simple PT / weekend</i>
<b>Manufacturing &amp; Mining</b>	0.42	0.10	0.10	0.15	0.06
<b>Producer Services</b>	0.07	0.14	0.09	0.17	0.09
<b>Personal Services</b>	0.10	0.21	0.30	0.13	0.44
<b>Education</b>	0.02	0.17	0.04	0.11	0.10
<b>Health &amp; Social work</b>	0.03	0.12	0.17	0.11	0.16
<b>Public Administration</b>	0.05	0.16	0.13	0.16	0.06
<b>CTE</b>	0.31	0.10	0.16	0.17	0.08

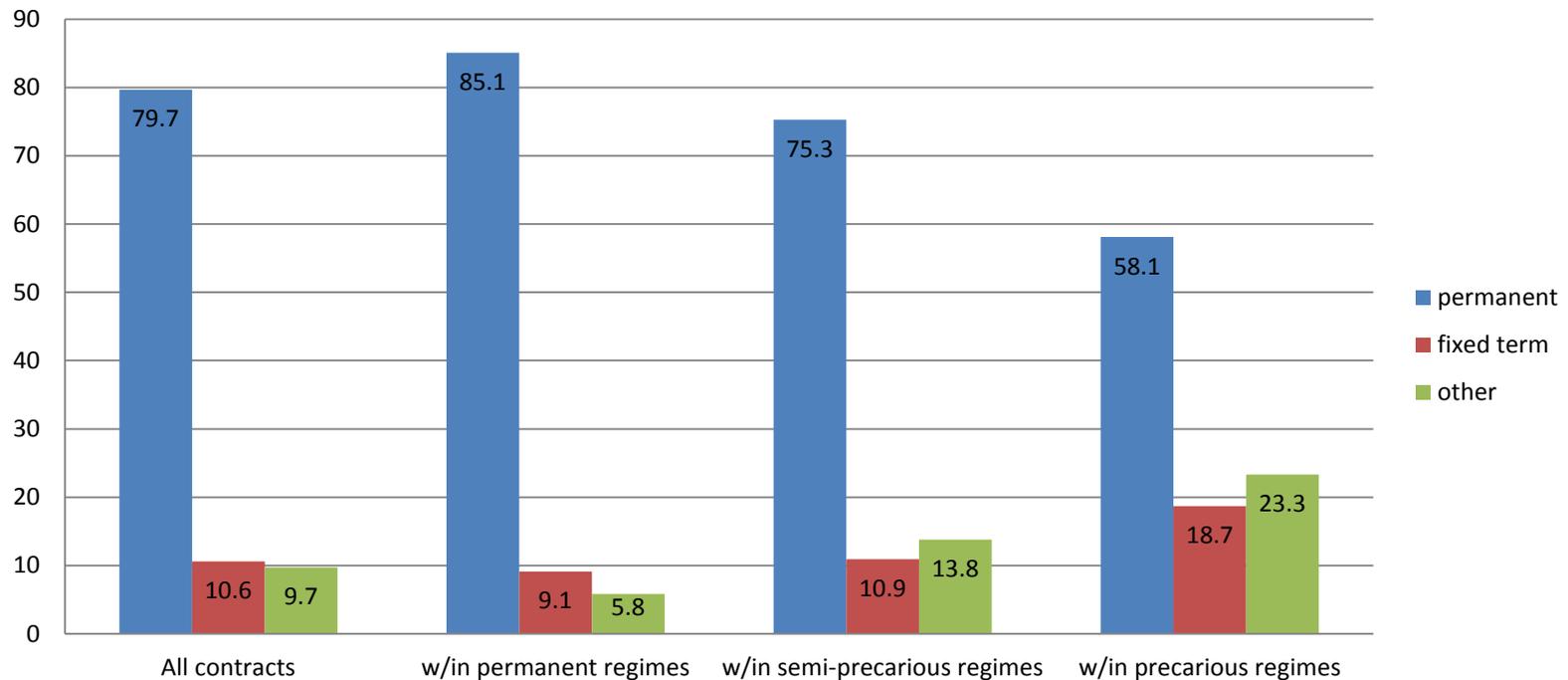
## 2. Which workers are more likely to end up in high precarity regimes?\*

(results of FMLR)

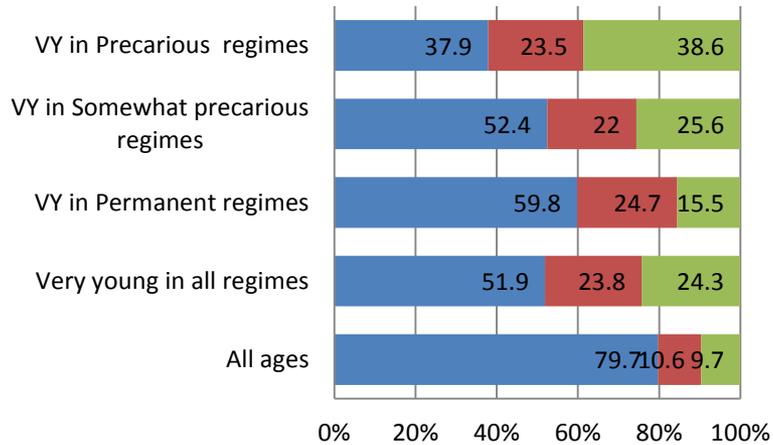
<i>Taylor</i>	<i>semi-precarius</i>		<i>precarius</i>	
	<i>simple / simple PT</i>	<i>simple extend /weekend / shifts</i>	<i>boss / simple</i>	<i>simple PT / weekend</i>
women	women		women	women
v. young	v. young 45 & over		v. young v. old	v. young v. old
those w/ lower secondary or less	those w/ lower secondary or less	those with secondary education or less	little or no education	little or no education
	non-citizen	non-citizen		non-citizen

### 3. Are the risks of experiencing precarious employment less in 'lower risk' regimes?

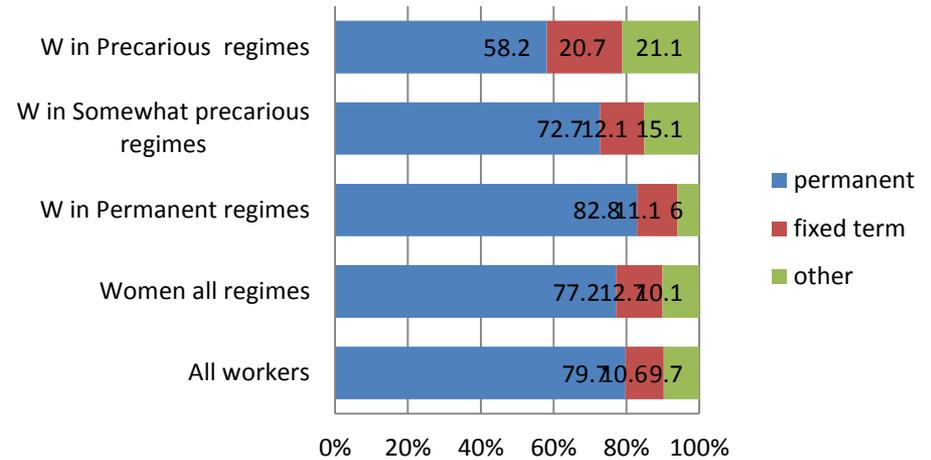
Contract types by Workplace Regimes



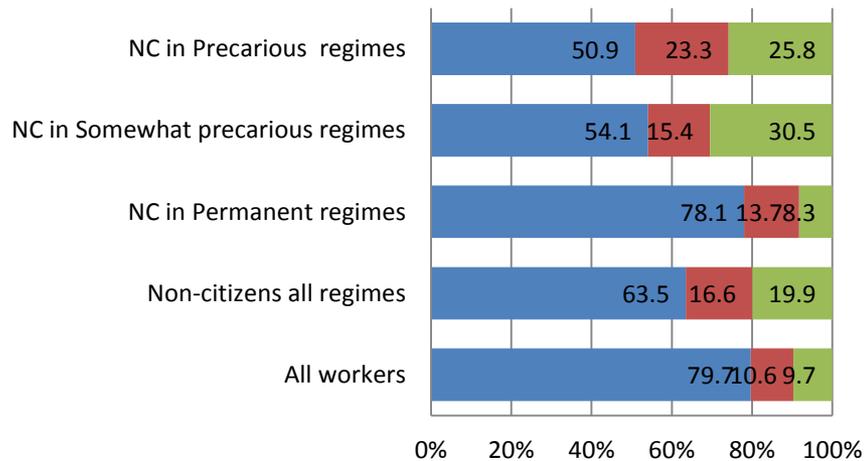
## 15 through 24 year olds



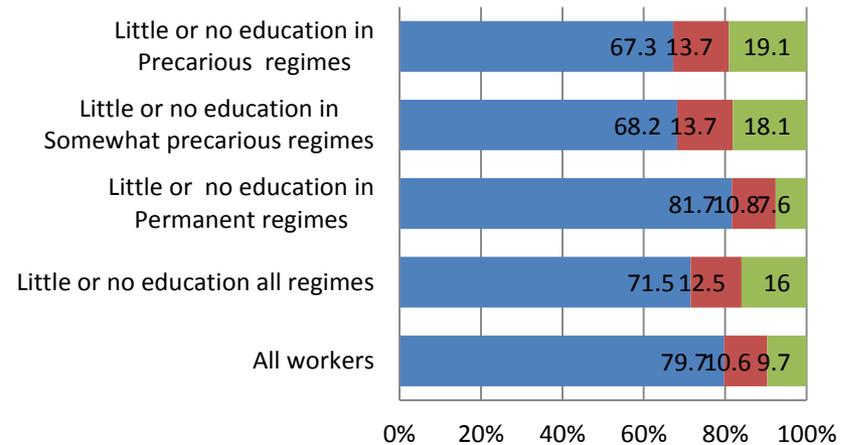
## Women



## Non-citizens



## Little or no education



# Conclusion: Workplace regimes matter ... for better and for worse

- Workplace regimes *can* insulate workers from precarity
    - Bad news: Being in a high precarity regime increases your chances of precarious employment, net of social characteristics, or put positively .....
    - Good news: Being in a low precarity regime decreases your chances of precarious employment, even if you have the ‘wrong’ social characteristics
  - However.... insulation of the ‘at risk’ is rare
    - Women, youth, low education, non-citizens more likely to be in high precarity regimes
    - Some regimes have very high precarity risk
    - All sectors have at least one precarious work regime
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