

Workplace Regimes and Precarity in European Labour Markets

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Old and New Political Economies of Precarity

- From Labour Politics to Insider Privilege
- From Workplace Bargains to Labour Market Competition
- Labour Market regulation: From Employment Protection to Exclusionary Strategy
- Comparative Expectations of Dualism: From Liberal to Corporatist/Coordinated Capitalisms

Varieties of Precarity: Levels and Meanings

Labour Market Precarity in 2015 (European Working Conditions Survey)

	France	Denmark	Ireland	Greece
Indefinite Contract	83	88.0	73.1	69.8
Fixed Term Contract	12.4	8.7	7.8	9.7
A temporary employment agency contract	1.6	1.0	2.8	0.9
No Contract	1.3	1.7	12.8	18.7
Other	.7	.2	2.4	0.5

What does 'No Contract' Mean?

	Greece 2000	Greece 2005	Ireland 2000	Ireland 2005
Indefinite Contract	54.4	58	80.1	58.8
Fixed Term Contract	6.1	8.2	7.3	9.0
A temporary employment agency contract	2.4	3.7	4.8	3.3
No Contract		25.3		26.7
Other	36.0	4.7	5.1	0.8

Precarity in Ireland, 2000-2015

	2000	2005	2010	2015
EU Labour Force Survey – Temporary Contracts	4.9%	3.1%	8.0%	7.2%
QNHS – Contract of limited Duration	1.6%	1.6%	1.8%	3.3%
QNHS – All Temporary (as % of temp and perm employees)	8.1%	8.2%	8.7%	7.9%
EWCS				
Indefinite Contract	82.3	58.8	63.2	73.1
Fixed Term Contract	7.5	9.0	12.1	7.8
A temporary employment agency contract	5.0	3.3	1.9	2.8
No Contract		26.7	21.8	12.8
Other	5.2	0.8	.4	2.4

Comparative Differences: A Quick Look

	Mediterranean	Liberal	Continental	Nordic
Employment Protection Legislation Index (2000)	3.3	1.51	2.71	2.26
Percent Non-Permanent Contract (2005)				
Total	27.6%	33.0%	14.1%	17.2%
Age				
15-24	59.0	53.2	40.2	35.7
25-34	31.8	31.9	16.9	22.2
35-44	21.6	28.2	9.1	15.2
45-54	20.2	29.3	7.8	13.6
55-64	15.7	31.4	10.8	9.2
Gender				
Male	23.5	32.5	13.1	15.8
Female	32.4	33.4	15.2	18.5
Citizenship*				
Citizen	26.1	32.6	14.0	17.0
Non-Citizen	54.6	40.8	21.1	25.5

Workplace Regimes, Flexibilities and Precarity

- Learn Extend (long hours)
- Lean Extreme (long hours, shifts)
- Lean
- Lean Extend (shifts)
- Learn (short hours)
- Taylorism (shifts) – fixed term contracts
- Simple (short hours) – casual employment

Overview of Factors Shaping Precarity

	Mediterranean	Liberal	Continental	Nordic
In Taylorist work regime	++			-
In Simple work regime	++	+		-
Odds of Precarity when working in:				
Lean Extend	+	+	--	--
Learn	+	++	-	-
Taylor	+	+	--	--
Simple	+	+	--	--

Controlling for age, gender, citizenship, occupation, company size, sector

Conclusion

Politics Matters

- Work organisation
- Employment protection legislation
- World of Capitalism

Three Comparisons

- Liberal – Continental: the differential effects of protection are largest here
- Liberal – Nordic: flexibility, but contexts of vulnerability vs protection
- Nordic – Continental:
 - Continental: some exposure to poor work regimes, but high levels of protection (risk of dualism)
 - Nordic: weakened some protections, but risk minimised by formalisation of flexibility and practical elimination of worst work regimes (risk of erosion by markets)