

From flexibility to precarity:
changes in the Labour Market at the
beginning of the 21st century

Prof. Aleksandra Kanjuo Mrčela

Faculty of Social Sciences

University of Ljubljana

INTERNATIONAL CONFERENCE: HOW CAN WE ACHIEVE THE
HEALTH AND SATISFACTION OF WORKERS THROUGH BETTER
ORGANISATION OF WORK AND BETTER LEADERSHIP?

Brdo, 13 October 2014

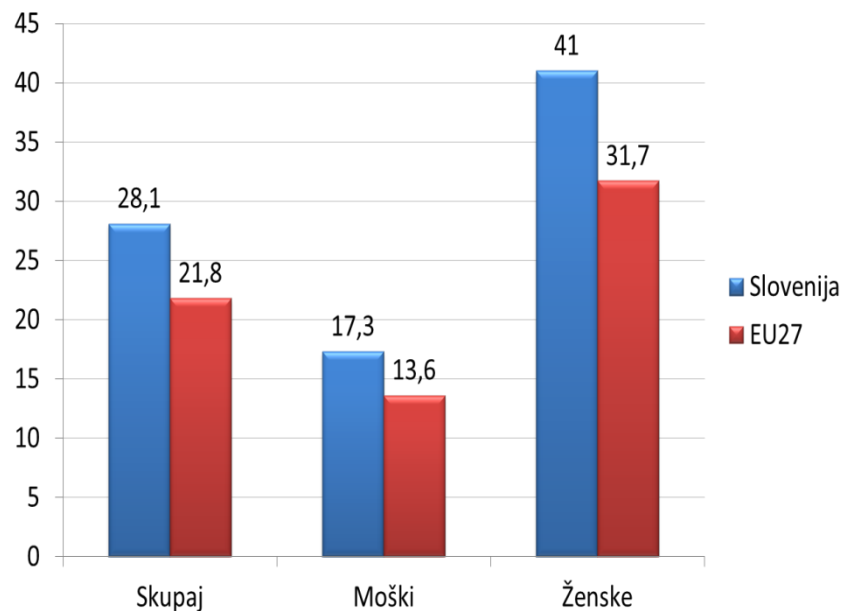
Flexibility and precarity: analysis 2004 - 2014

(A. Kanjuo Mrčela and M. Ignjatović)

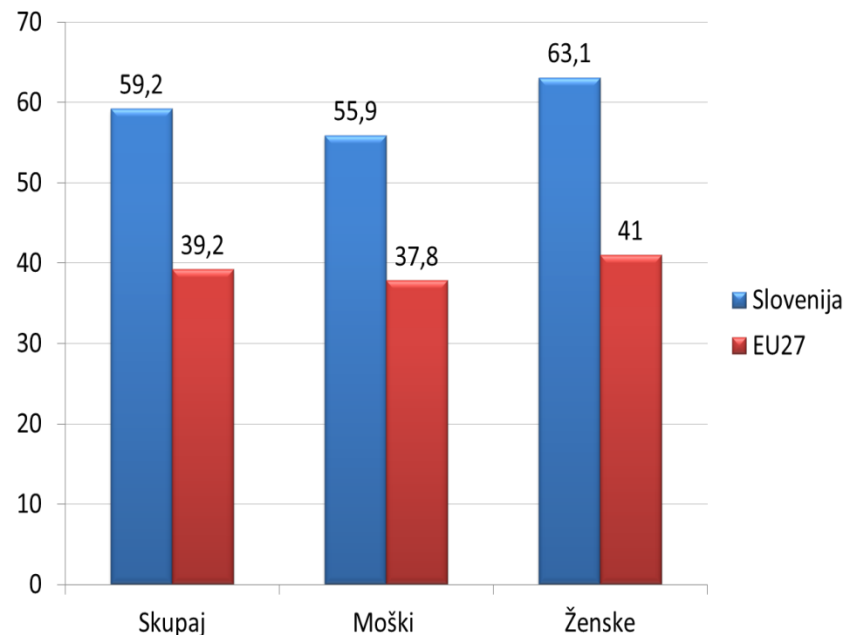
- "Flexicurity" - from secure flexibility to flexible security
- Empirical data (SLO, EU) – ADS, Cranet, EWCS, qualitative research
- Conceptual -and theoretical framework (risk society and the political economics of uncertainty, underemployment, precariat)
- Limitations to the efficiency of organisational solutions and good practice and suggested solutions on the societal level

Working conditions (EWCS 2010)

Workers, who work more than 70 hours a week (%)*

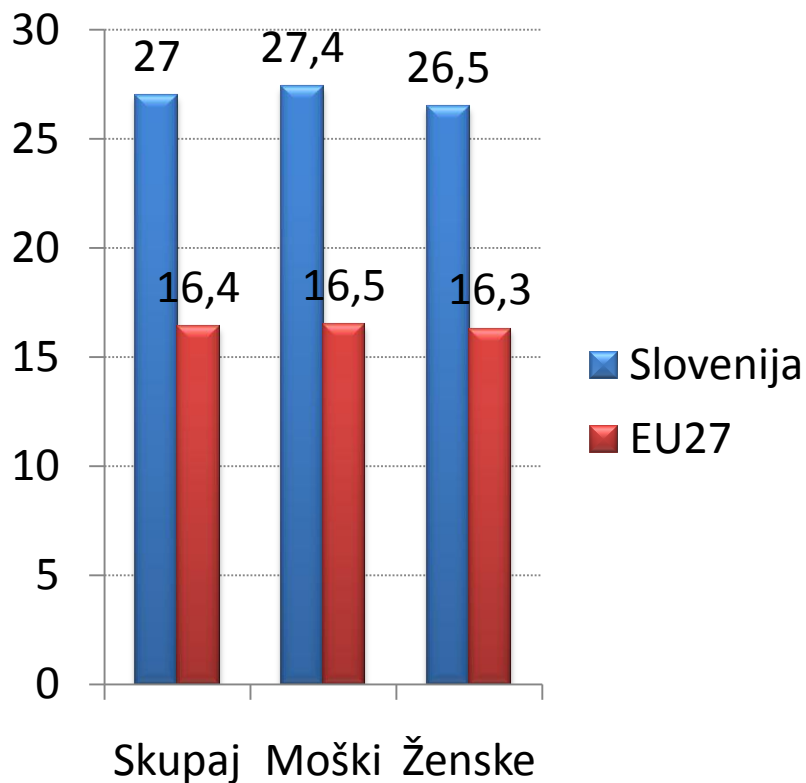


Worked during the past 12 months while sick

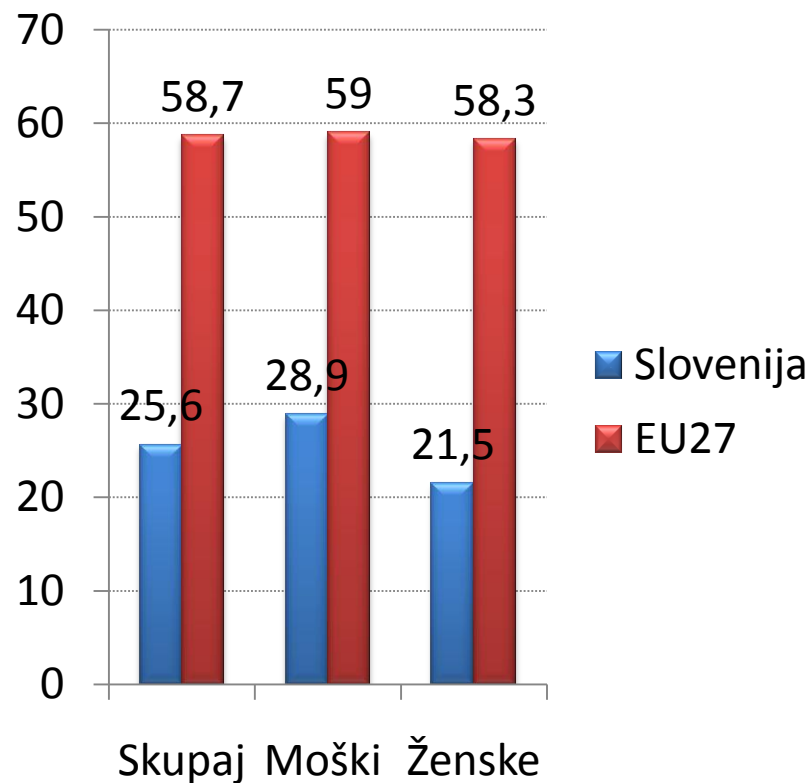


* (index of paid and non-paid work)

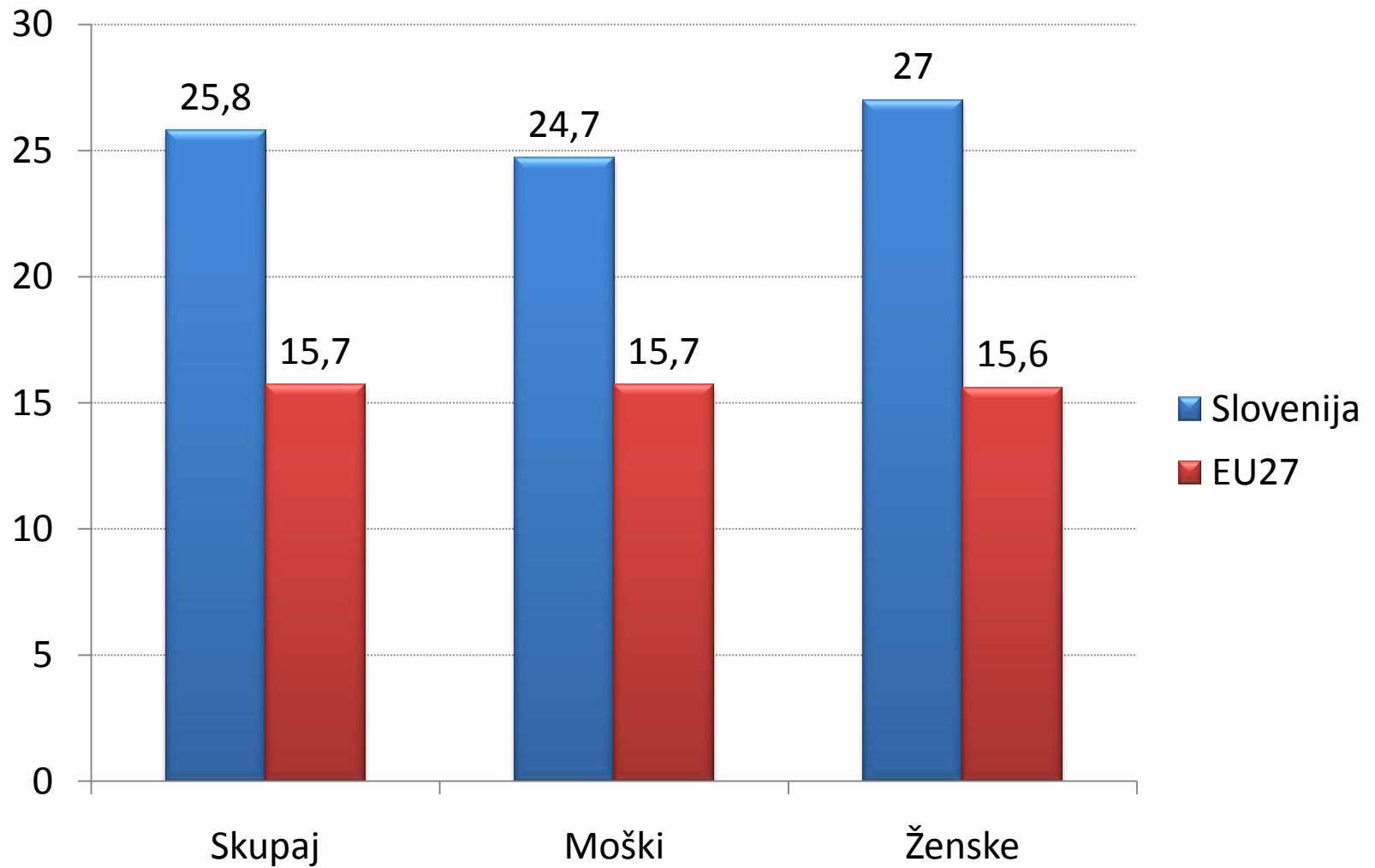
Fear of losing their job in the next 6 months



Workers, who think they will be able to do their current job when they are 60 years old (%)



Dissatisfaction with working conditions



5th European Working Conditions Survey for Slovenia and the Slovenian Module on psychological and health risks in the workplace

Compared to the average in the EU27, workers in Slovenia:

- Work more (particularly women)
- Are less satisfied with their working conditions
- Feel a higher level of job insecurity
- Display greater presenteeism with less absenteeism from work
- For the most part (78.9%) experience stress, with more than 40% feeling fatigued (burnout)

- In a separate module respondents mostly reported on bad experiences with regard to **excessive and poorly organised workloads**, with few reports of psychological and even fewer of physical violence.
- It is necessary to **reduce the overload of work by improving working conditions**, thus reducing burnout and stress in the workforce

FLEXIBLE WORK

- Increasing flexibility in the workplace and employment: "a process of changing the conditions of employment and work organisation in a way that will provide greater diversity in the area of formal and non-formal work" (Kanjuo Mrčela and Ignjatović, 2004)
- Positive and negative flexibility - (un)favourable work arrangements / employment

Changes to work in the post-industrial society

- De-standardization of employment types and organisation of work – departure from the full-time, indefinite term employment model
- NUMERICAL flexibility – opportunity for employers to regulate the number of employees more easily, as required
- FUNCTIONAL flexibility – possessing more knowledge, skills, carrying out a variety of tasks in one job post and transition between job posts
- TIME AND SPATIAL flexibility

PRECARIOUS WORK

- "Employment, which is uncertain, unpredictable and risky from the point of view of the worker" (Kalleberg, 2009)
- The neoliberal economic model: increasing flexibility and competitiveness - risk and uncertainty is carried by the worker and their families (Standing, 2011)
- Statistical data - not possible to draw conclusions, proxy variables: fixed-term employed, part-time employed, "self-employed", employed in call-centres, interns, informal economy, migrants
- Lack of identity and prospects
- Absence of professional / trade / organisational identification

PRECARIOUS WORK

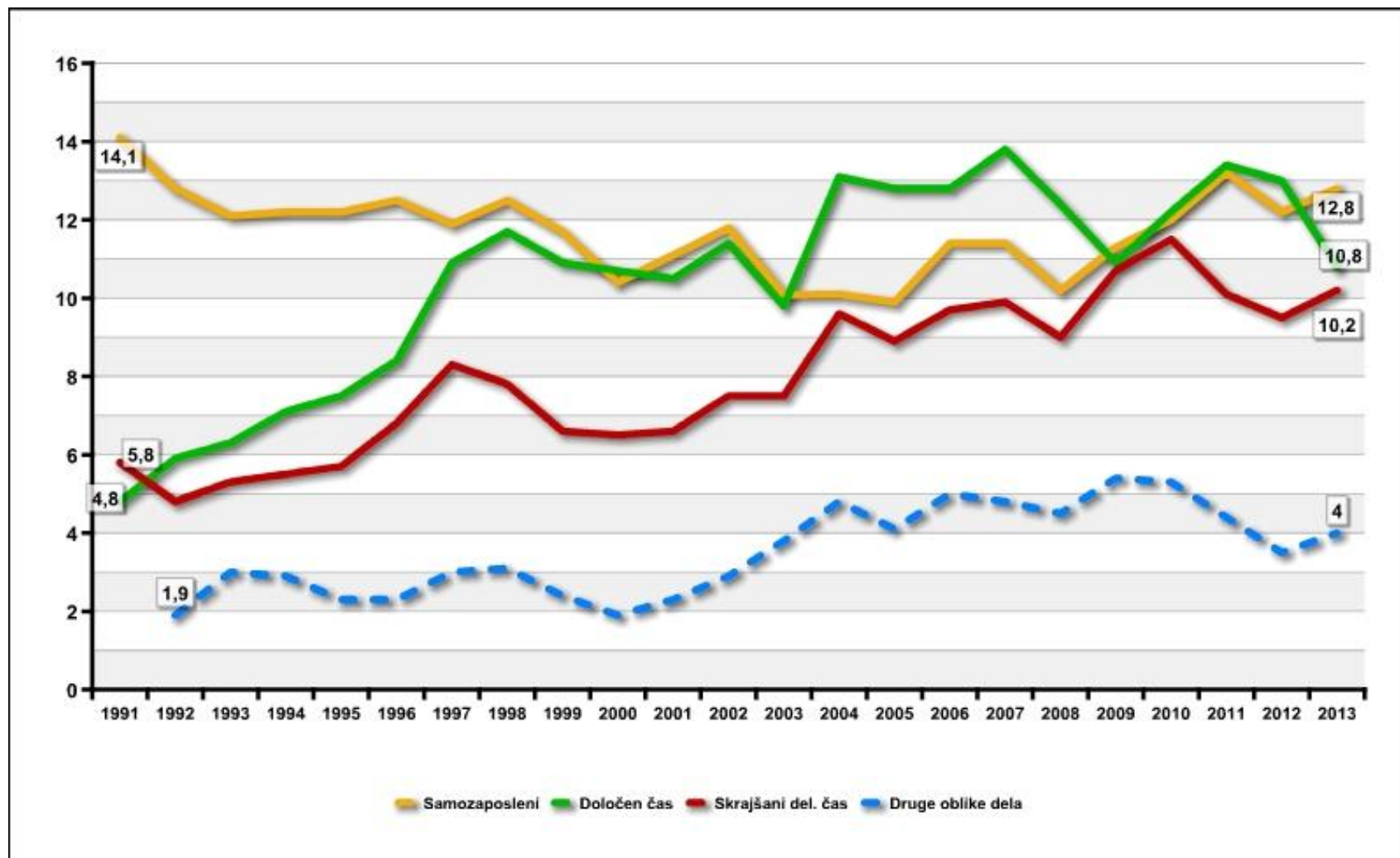
- Higher **risk** of socio-economic instability than workers in standard forms of employment
- Four dimensions of uncertain work (Brehmer and Seifert, 2008):
 - Income level - **low wages** (gross hourly rate) defined by the Organisation for Economic Cooperation and Development (OECD), as two thirds of the average wage of those in full-time employment
 - Stability (**threat of loss of employment**, probability that new employment will be found a year after losing a job)
 - Employability – (participation in **job training** in the last three years)
 - Inclusion in the **social security system**

UNDEREMPLOYMENT (time, money, education)

Precariat

- Precariat - a new (dangerous) social class? Guy Standing, 2011 "Precariat"; 2014 "Precariat Charter"
- A multitude of **insecure** people, youth, marginalised older workers, migrants, fixed term contracts, without economic security, without the possibility for professional development, dissatisfied, without a future, ever growing numbers, (everyone?)
- Risk society and the political economics of uncertainty (Beck, 2001); The end of work (Rifkin, 2007)

Percentage of flexible forms of employment in the period 1991-2013



The feminisation of part-time work

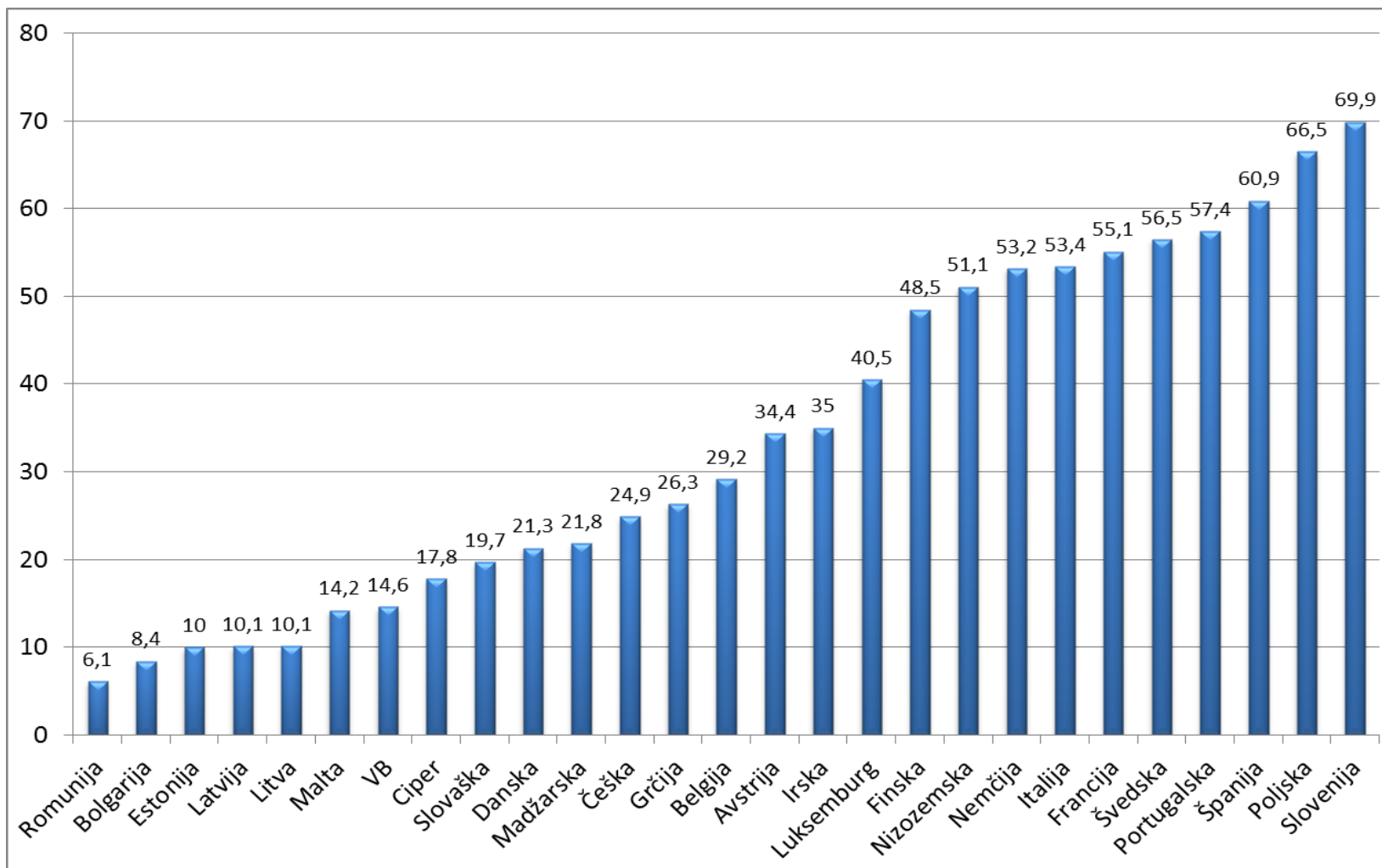
Delovno aktivni po delovnem času in spolu														
			Delež v %						Delež po spolu v %					
			2008Q2	2009Q2	2010Q2	2011Q2	2012Q2	2013Q2	2008Q2	2009Q2	2010Q2	2011Q2	2012Q2	2013Q2
SLOVENIJA	..Delovno aktivni z delovni časom, krajšim od polnega	Spol - SKUPAJ	9,3	11,0	11,9	10,1	9,5	10,2	100,0	100,0	100,0	100,0	100,0	100,0
		Moški	7,3	9,3	9,0	7,7	6,9	7,6	42,9	45,7	40,5	41,2	39,8	40,6
		Ženske	11,7	13,0	15,3	13,0	12,4	13,2	57,1	54,3	59,5	58,8	60,2	59,4
Opombe: Vir: Statistični urad Republike Slovenije.														

Second job

	Percentage of employees, who worked for more than one employer, Slovenia (%)
2008/2	3.6
2009/2	4.2
2010/2	3.8
2011/2	3.0
2012/2	3.9
2013/2	3.6
2014/2	4.7

In 1997, 2.5% of employees worked for more than one employer

Percentage of actively employed young people (15-24) employed for a fixed term ADS 2012/2

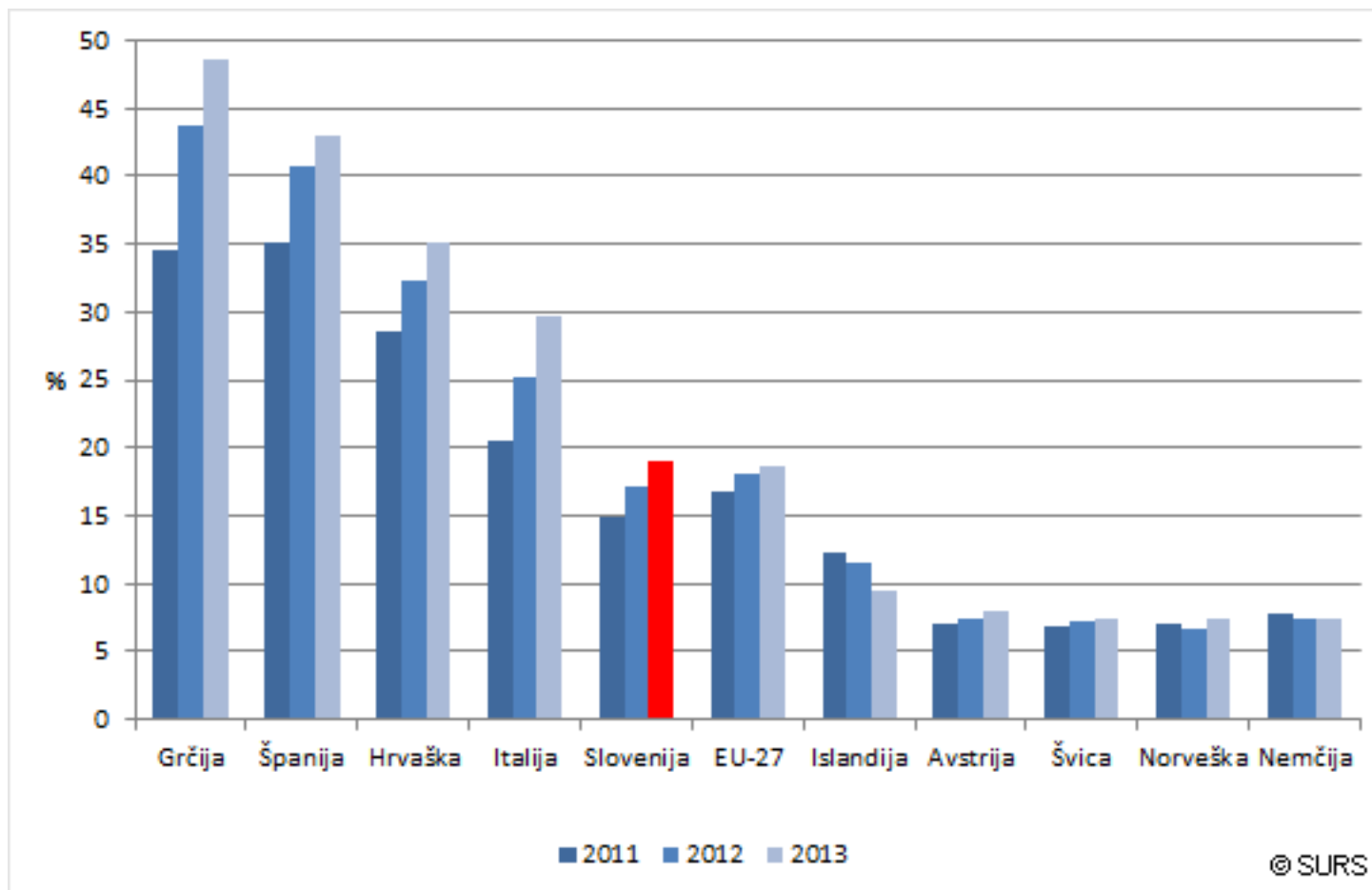


Unemployed young people and NEET

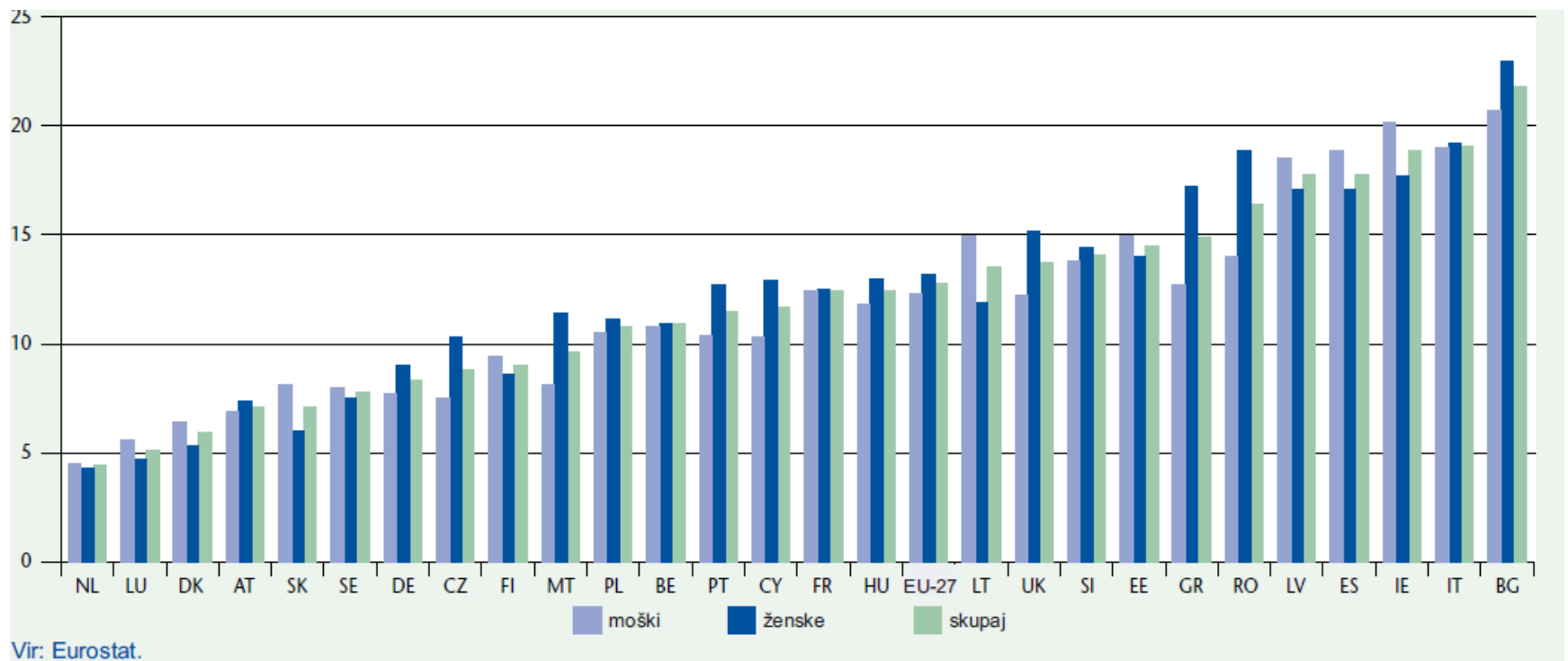
Unemployment rate for 2013 (%, 15-24)	Men %	20.3	20.1
	Women %	21.0	23.7
	Gender difference	-0.7	-3.6

- NEET (not in employment, education or training): especially vulnerable group of young people, who are unemployed and not in education or training
- In Slovenia, the percentage of such young people between the ages of 15 and 29 was 8.8 % in 2010
- The "scarring effect" - a long-term effect of unemployment

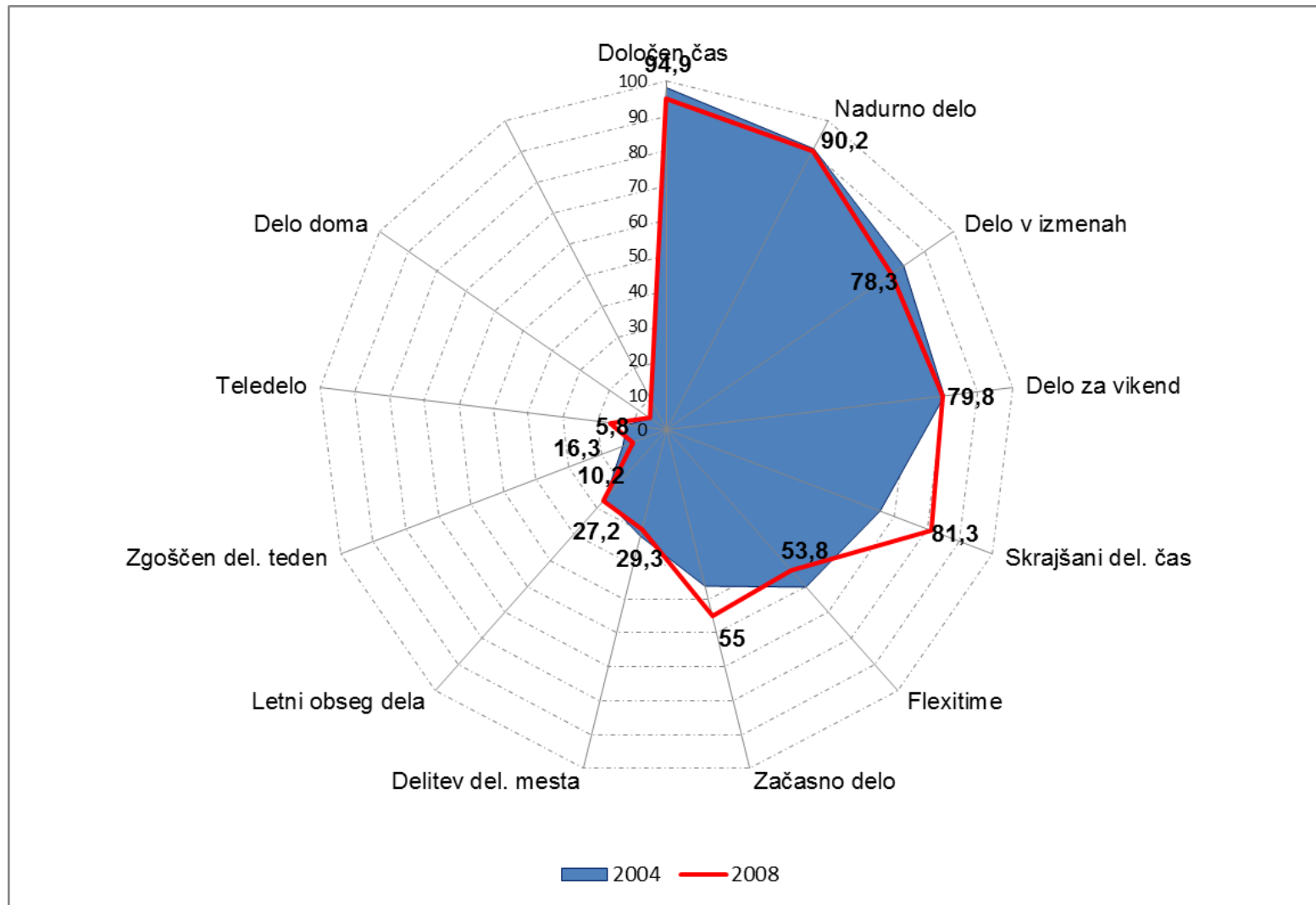
Average rate of unemployment among young people (aged 15-29), selected European countries



Percentages for the NEET group, 2010

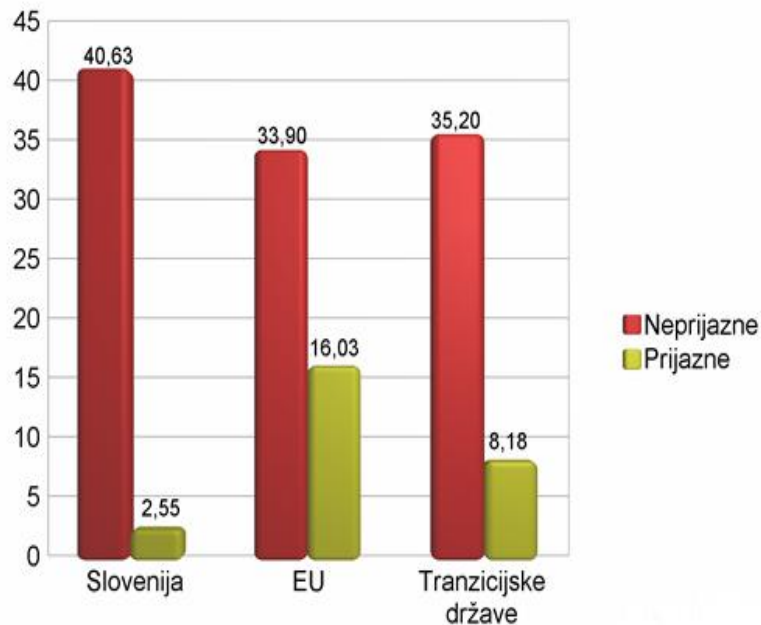


Use of flexible working arrangements (Cranet 2004 and 2008)

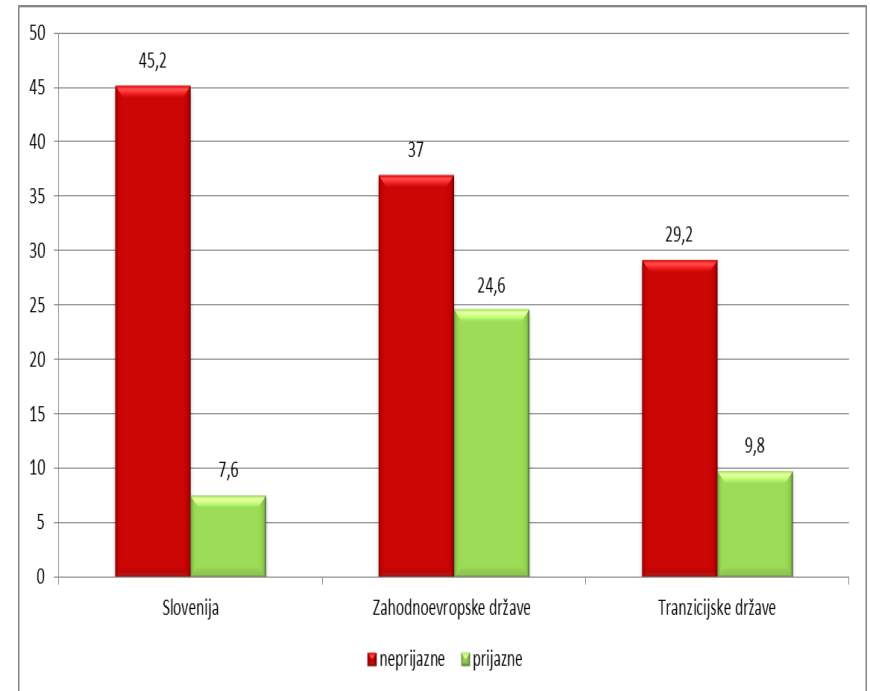


Average share of organisations with six or more percent of those employed in 'unfavourable' and 'favourable' forms of flexible employment

2001



2008



Western European:

Austria, Belgium, Cyprus, Denmark, Finland, France, Germany, Greece, Ireland, Netherlands, Sweden, United Kingdom

Transitional: Bulgaria, Czech Republic, Estonia, Hungary, Lithuania, Slovakia

Unfavourable: temporary, fixed term, shift work

Favourable: part-time work, work from home, teleworking, annual hours

The employed poor

geo\time	2005	2006	2007	2008	2009	2010	2011	2012
EU (27 countries)	8.2	8.2	8.4	8.6	8.4	8.4	8.9	9.2
Slovenia	4.6	4.8	4.7	5.1	4.8	5.3	6	6.5

Societal problems and social solutions

- Need for security – social, economic, cultural, political,...
- A new social contract, a new agreement on the acceptable minimum
- Global redistribution of wealth (Alaska Permanent Fund, Tobin tax)
- Secure people are more tolerant and altruistic

- Valuation of "alternative" forms of work (voluntary, domestic, unpaid, public, self-employment) – in combination with paid work - a multi-active society
- Overcoming insecurity - taxes, wages – ensuring social security, inclusion, public funds, a guaranteed income (universal basic income)
- Overcoming the neo-liberal rhetoric of dependence and returning to discussions of rights and equality
- Reviving the future – security for the aged, participation in the community for migrants, multi-active cooperation for youth