

Part-time work, precarious employment and the social implications

‘Precarious work, casual employment and social welfare’

Research Workshop

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FOUNDATION FOR EUROPEAN
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- 1. ‘Working Conditions in Ireland’ and ‘Social Implications of Precarious Work’ Projects**
- 2. Defining precarious work**
- 3. Part-time work and precarious employment**
- 4. Social implications?**

ENFORCED FLEXIBILITY? WORKING IN IRELAND TODAY



TASC
Training and Skills
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Training for growth &
employment in a
changing economy
and technology



INTERNATIONAL
CONGRESS
1st Congress of Trade Unions



JAMES WICKHAM
ALICJA BOBEK



- **Objective** and **subjective** precarity
- **Contractual precarity:** (some) part-time, solo-self employment, temporary contracts
- **Also:** combination of two or more

Precarious work: what is new about it?

- Changing nature of **employment relationship**
- **Low-skill** versus **high-skill** precarious work

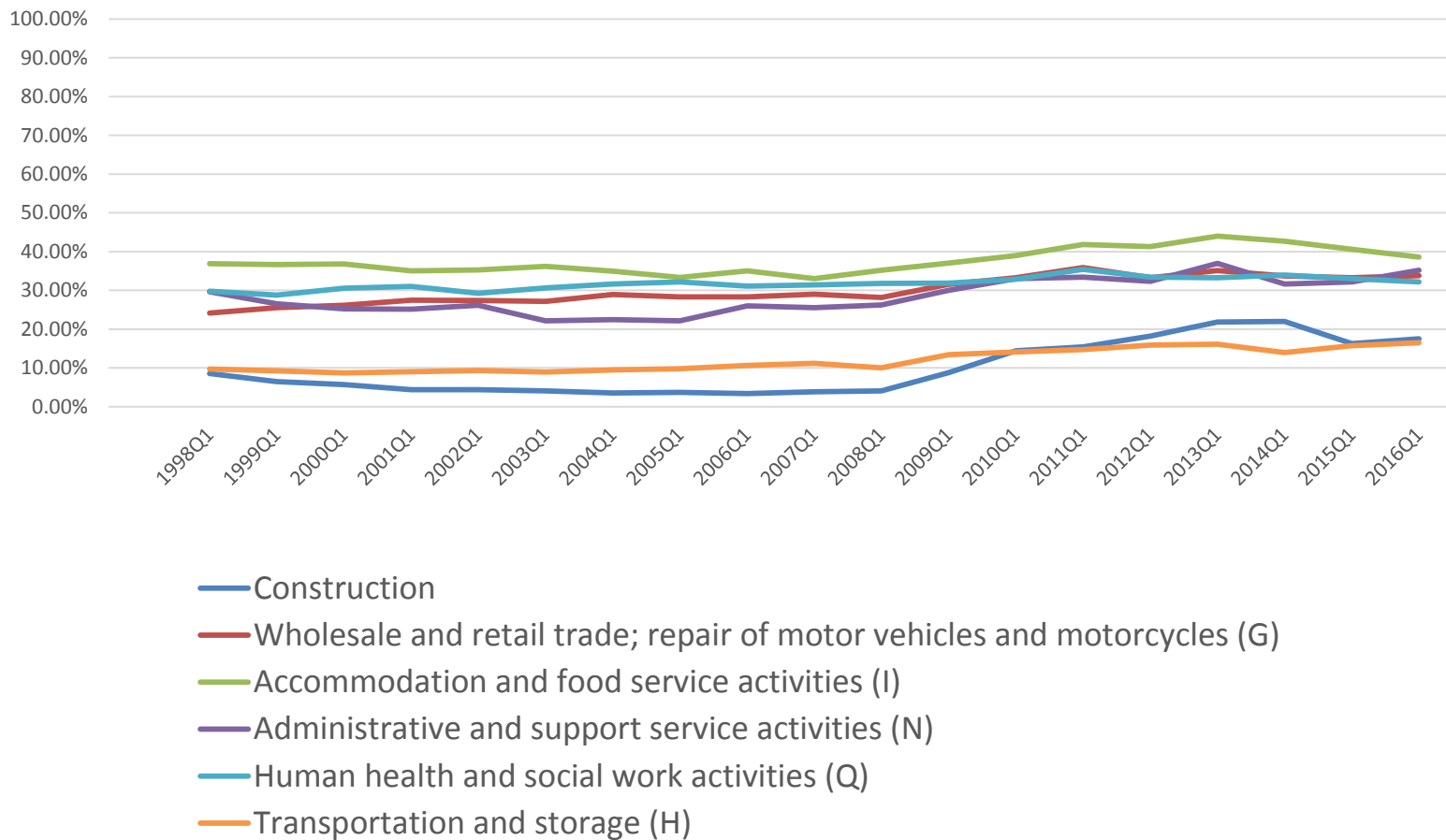
Atypical contracts in Ireland: sectors



	Part time	Temp	Solo self-employment (as percentage of overall S-E)	Overall self-employment
Construction	16.30%	11.50%	72%	35%
Wholesale and Retail	33.30%	8%	42%	12%
Accommodation	38.50%	11.20%	35%	11%
Transportation and storage	15.50%	4.80%	80%	15%
Admin and support	35.20%	9.20%	72%	12%
ICT	7.20%	6.60%	84%	13%
Human Health	32.30%	7.20%	65%	5%
Education	23.50%	12%	81%	5%
Other	38.70%	11.30%	76%	26%
National average	24%	7.70%	72%	16%



Part-time work in Ireland: selected sectors



Part-time work and precarious employment



Part-time work: traditionally female, second earner work

Not all part time work is precarious

- Regular hours; predictable income

Irregular part-time work, 'zero-hours' contracts, 'if and when' contracts

- **Problematic sectors:** hospitality, retail, admin support, health (care workers)



‘Zero-hours’ and ‘if and when’ contracts: employee contractually not obliged to take on work

BUT:

Earnings are low, so more hours often necessity
Workers have to accept work in practice

⇒ **Difficult to plan** (time and earnings)

⇒ **Part-time work** but **full-time commitment**

Irregular hours: problematic short notice



***They [the managers] write on the roster, they write for example: start at 8am and finish at 3pm, but next day you come and you see that you work until 5pm not until 3pm (...) You never know, you can't plan anything, and now it is even worse because they put the roster on the wall the last day, on Sunday. They put the roster on the wall so for example if you have on Monday your day off you can't make a plan for your day because you didn't know [that] you will have tomorrow a day off.
(Irena, accommodation assistant, large hotel)***



Inability to plan: constant insecurity

Importance of the national context: e.g. social welfare system, childcare options, housing

Not only context, but also **possible implications:**

- **Housing** (renting or buying...)
- **Delayed family formation**
- **Savings?**
- **Future consequences** (pensions)
- **Possible social welfare traps**

THANK YOU!

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