

# TEMPORARY EMPLOYMENT: HOW ARE LATER WORK CAREERS AFFECTED?

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*Temporal flexibility  
of work and its  
impact on later work  
and family life*

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## THE PROJECT EXAMINES

- post-industrial working time regime: changes in timing, duration, intensity and autonomy of work
- the long-term social consequences of temporal flexibility for employees and their families.

## DATA

- Finnish Quality of Work Life Surveys (1977, 1984, 1990, 1997, 2003, 2008, 2013); European Working Conditions Surveys (1990, 1995, 2000, 2005, 2010, next 2015)
- Finnish Time Use Survey (1979, 1987–1988, 1999–2000 and 2009–2010)
- Follow-up register data, Statistics Finland

### *Two interests concerning temporary employment*

- The heterogeneous employment settings in Core / Periphery positions:
  - Highly-skilled temporary project workers have close to similar working conditions than permanent employees (primary segment, core employment),
  - whereas seasonal-casual workers or on-call workers, for instance, lie far away on the periphery (Aronsson et al. 2002; Booth et al. 2002).
- Follow-up: What happens to temporary employees in different type of positions?
  - Secondary segment - TRAP: Higher unemployment, Lower earnings
  - Primary segment – more often INTEGRATION / STEPPING-STONE / BRIDGE-EMPLOYMENT
  - Depending on education (skills, employer-training), age (Steijn et al. 2006), country (Fervers & Schwander 2015; Gash 2008), health (Dawson et al. 2015; Liukkonen 2012)

### *Research setting*

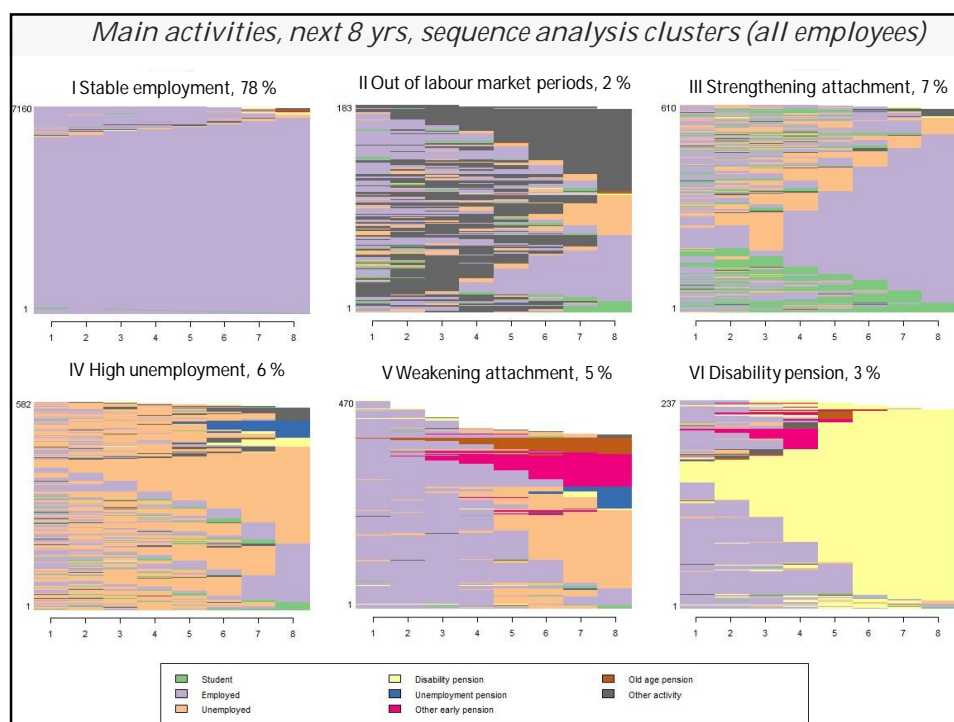
- DATA:
  - Finnish Quality of Work Life Surveys (FWLS) 1990, 1997 and 2003,
  - with merged register data: 8-year follow-up after each survey
  - 20–54-year-old employees
  - the data were pooled for the analysis and comprised a total of 9,255 respondents.
- METHODS:
  - First step: sequence analysis of yearly main activities, all employees: student, employed, unemployed, disability pension, unemployment pension, other early pension, old age pension, or other activity
  - Second step: comparison of employees in temporary vs. permanent positions with multinomial logistic regression
  - Adjusting for: Gender, Education, Student, Year, Weekly working hours, Experienced unemployment, Long-term illness, Employed months one year before survey, Employment contract duration, Employment sector, Year

### Comparison groups

	1990	1997	2003	Total 1990–2003	
	%	%	%	N	%
Substitute (1)	3,1	4,5	4,6	377	4,1
Other reason (incl. other fixed-term, on a trial period, in apprenticeship training) (2)	9,0	8,6	7,8	780	8,4
Periphery workers (incl. seasonal, on-call, temporary agency and employment subsidy workers) (3)	1,4	5,3	2,6	275	3,0
Permanent work (4)	86,5	81,7	85,0	7823	84,5
Total All employees	100, n=3134	100, n=2703	100, n=3418	9255	100

### Characteristics of comparison groups

	Share women	Share public sector	Mean age	Share tertiary educated	Contract duration	Share previous unempl.	Mean employed months year -1	Share long- term illness
	%	%	Years	%	Years	%	Months	%
Substitute (1)	83	74	33	33	1,7	59	7,5	19
Other reason (2)	57	52	33	30	1,6	53	7,7	22
Periphery workers (3)	57	46	35	11	0,8	85	5,5	31
Permanent work (4)	50	33	39	25	9,8	18	11,0	25
Total All employees	52	37	38	26	8,5	25	10,4	25
Sig. / F	***	***	4>3>1,2	***	4>1,2>3	***	4>1,2>3	***



Comparison by employment contract type						
	I: Employed (n=7,156)	II: Out of labour market (n=182)	III: Strengthening attachment (n=610)	IV: High unemployment (n=581)	V: Weakening attachment (n=470)	VI: Disability pension (n=237)
	Ref.	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)
Intercept		***	***	***	***	***
Substitute	1	1,668ns	2,542***	2,355***	1,061ns	,756ns
Other reason	1	1,404ns	2,264***	2,570***	1,674*	1,596ns
Periphery	1	2,241*	3,448***	7,890***	3,760***	4,394***
Permanent	ref.	ref.	ref.	ref.	ref.	ref.
Cox and Snell - Nagelkerke	23,2 % – 28,1 %; -2 LL 12284; ChiSq (df) Sig. 2434 (75) ***					
Adjusted for: Gender, Education, Student, Year, Weekly working hours, Experienced unemployment, Long-term illness, Employed months one year before survey, Employment contract duration, Employment sector, Year						

### *Discussion: substitute and 'other' contracts*

- No increased risk of (too) early pensions  
BUT
- High unemployment risk
- Women at public sector:
  - Health and social services workers in substitute positions
  - Part-time teachers / project workers

At the same time, cumulative negative effect of job instability on income (Booth 2002; de Vries and Wolbers 2005; Elia 2010; Fuller and Stecy-Hildebrandt 2014; Kahn 2016)

### *Discussion: periphery employment*

- Cumulative disadvantage of secondary segment workers (on-call, seasonal workers, those already employed with employment subsidies)
  - Health selection into periphery positions (Dawson et al. 2015)
  - Also an increased risk of disability related to periphery employment conditions? Insecurity & stress (Scherer 2009)?
- Should some ALMPs be more clearly addressed to periphery workers even while employed?
  - Achievement of new skills: employer and society-provided training
  - Better social security between employed periods:  
now: wage penalty -> social security penalty
- Reality: the Finnish government seeks:
  - Reducing the employer costs and LOWER PAY
  - LOWERING the educational level of the population!

*Thank you!*

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