



**KU LEUVEN**



# **Precariousness and Work Regulation: Implications for Workers' Participation**

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This Presentation is part of a project that has received funding from the European Research Council (ERC) under the European Union's Horizon 2020 research and innovation program (Grant agreement No. 833577)

# Setting the scene

## **Macro-structural changes of Work within CPE**

- Collective institutions & employment regimes;
  - Production regimes (e.g. Soskice, 1999; Estevez-Abe et al., 2001);
  - Power resources (e.g. Korpi, 1978, Fligstein & Byekejeflot, 1996);

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  - Power resources (Korpi, 1978, Fligstein & Byekejeflot, 1996);
- **Socio-economic patterns:**
  - Growth models (Baccaro&Pontusson, 2019)
  - Electoral politics, organised interest groups and business-state elites (Regan, 2019)
  - Financialisation (Van der Zwan, 2019)

# Setting the scene

***“Institutional specificity” of capitalist regimes***



*What macro-structural changes & institutional specificities tell us about the social conditions of workers & individuals in society?*



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*Micro-social phenomena and processes underpinning macro-structural changes & institutional specificities and their evolution in society*



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Micro-social phenomena and processes underpinning macro-structural changes & institutional specificities and their evolution in society:

- Precarious work (job quality);



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Micro-social phenomena and processes underpinning macro-structural changes & institutional specificities and their evolution in society:

- Low & (Un)paid Work in paid employment;





What macro-structural changes tell us about the social conditions of individuals in society?



Micro-social phenomena and processes underpinning macro-structural changes & institutional specificities and their evolution in society:

- Assessing the conditions underpinning precarious work;

## Precariousness as the alternative to unemployment (Rubery *et al.*, 2018):

- Benefits are contingent on individuals actively seeking work;
- Accepting available jobs (often with reduced job quality & social protection) (Dörre, 2015; Pulignano, 2018);



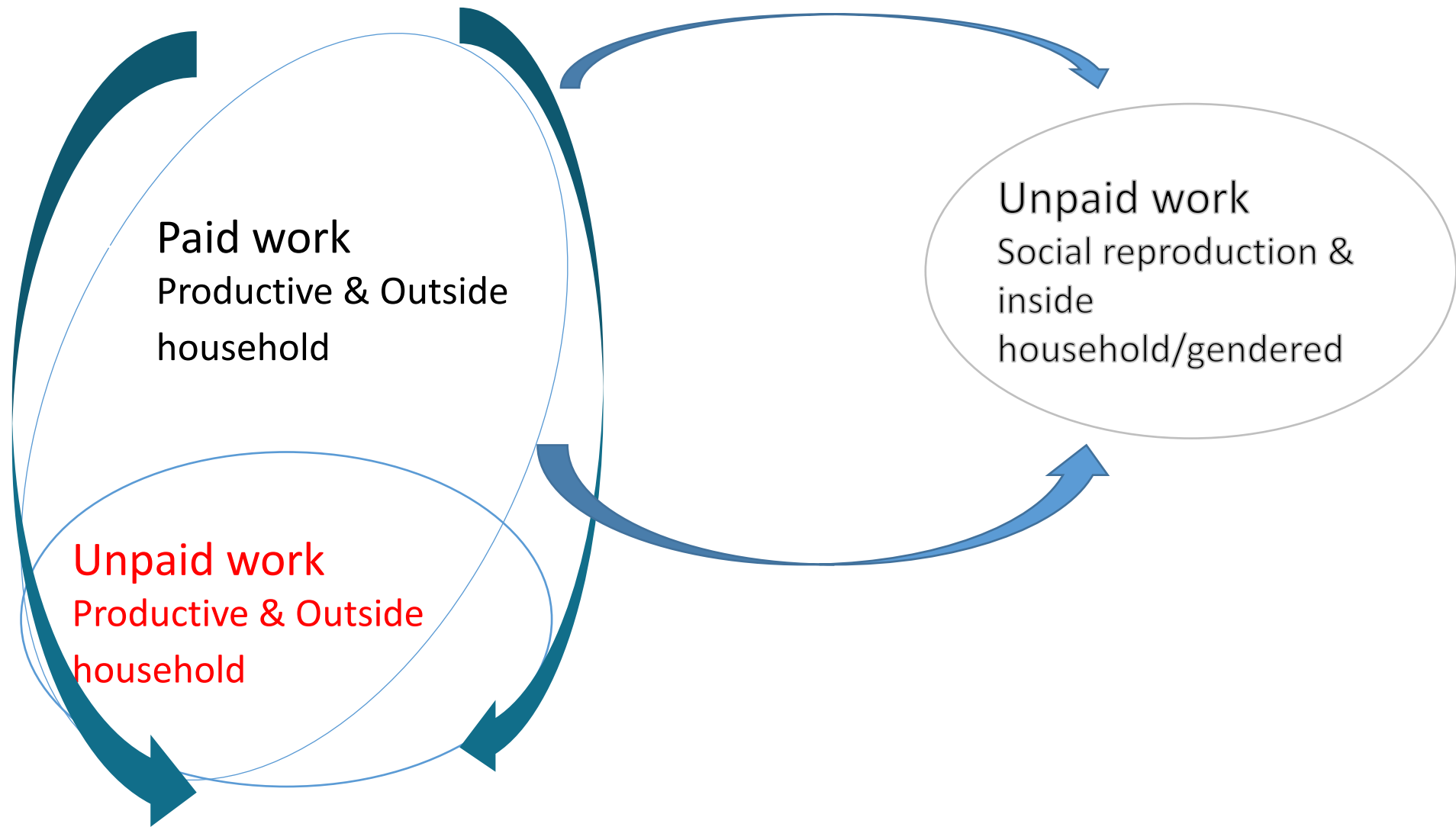
## Precariousness as the way in which people get risky, unpredictable & unremunerated work:

- On-demand work (Prassl, 2018; Wood et al., 2018);
- AI and big data (Srnicsek, 2017)

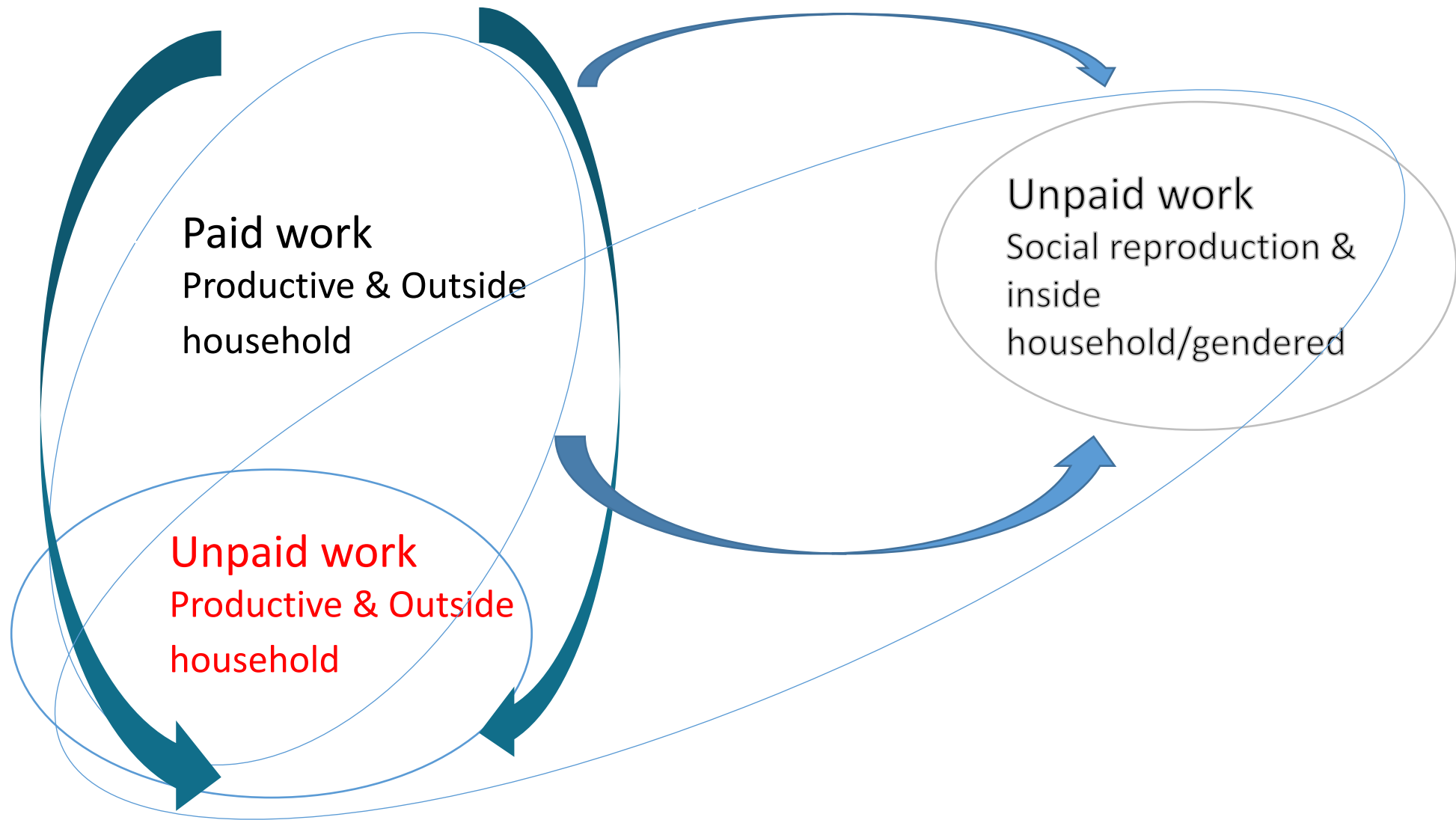


What worked in the past does not work anymore:

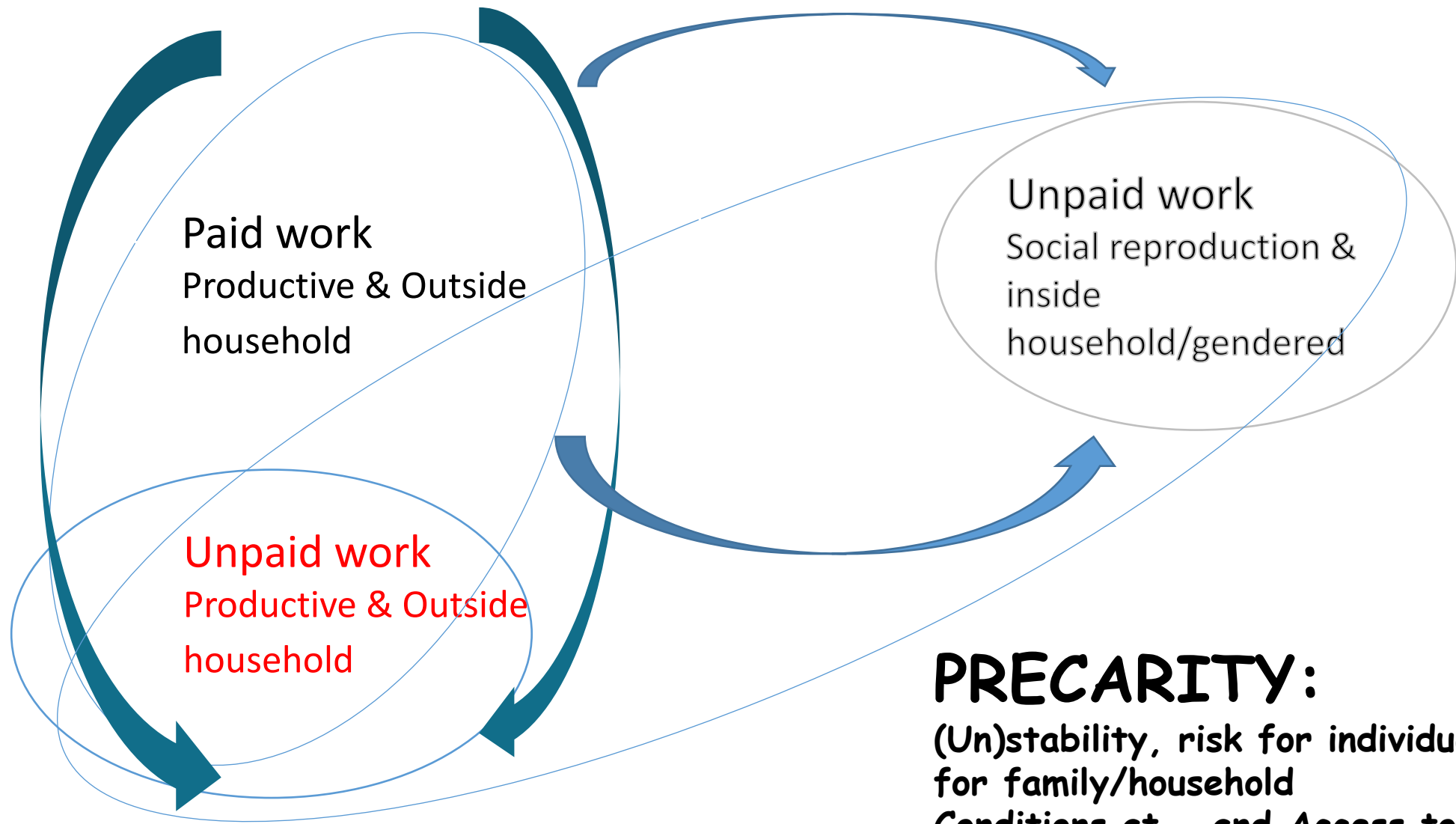
- Accentuate **asymmetry of ER** → Shifting risks to workers
- Increasing **unbalances of power forces** → Employers' increased discretionary power & workers' reduced control



“Inter-dependences” **between** paid and unpaid (outside & inside household)



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**PRECARITY:**  
(Un)stability, risk for individuals & for family/household  
Conditions at - and Access to - Work

“Inter-dependences” **between** paid and unpaid (outside & inside household)

# Risk of undertaking Low & (un)paid work

- ✓ Economic dependency
- ✓ Voluntary character of work
- ✓ Employees' autonomy (control)





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*Unpredictable & Irregular working hours, Flexible scheduling, Creative efforts*



# Risk of undertaking Low & (un)paid work

✓ Economic deprivation

✓ Voluntary compliance

Weakened institutional  
& social legacies



✓ Employees' autonomy (control)

*Unpredictable & Irregular working hours, Flexible scheduling, Creative efforts*



# How can workers regain control ? Strengthening worker's privacy & participation rights

- Ongoing power asymmetries & lack of workers' control;
  - Unpredictability & irregular working hours & instable income weaken institutional & social legacies;
- Increasing distance between (digital platform) organizations and (app)-workers is weighted in favor of the former:
  - HR hiring & firing, recruitment → discrimination through algorithm
  - Data privacy & protection

# How can workers regain control ? Strengthening worker's privacy & participation rights

- Information & Consultation:
  - Data access & data handling → normative requirements (?)
  - Participatory Design
- Influence & Negotiation:
  - Raising TUs & workers' awareness of data → involvement in the bargaining of data (e.g. selling, storage)
  - Global agreements

THANK YOU !