Precariousness and Work Regulation: Implications for Workers’ Participation

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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 & Bykejeflot, 1996);
Setting the scene

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• 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;
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 (Srnicek, 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
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- Voluntary character of work
- Employees’ autonomy (control)
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Weakened institutional & social legacies

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!