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LABOR MARKET INSECURITY AND WELL-BEING: CROSS-NATIONAL PATTERNS

ARNE KALLEBERG

Professor, University of North Carolina at Chapel Hill

FOCUS
FUTURE-
ORIENTED
CORPORATE
SOLUTIONS

OVERVIEW

- Employers and Governments have Shifted Risks to Workers
- Country Differences in Job and Economic Insecurity
- Creating Sustainable Work Arrangements



PRECARIOUS WORK

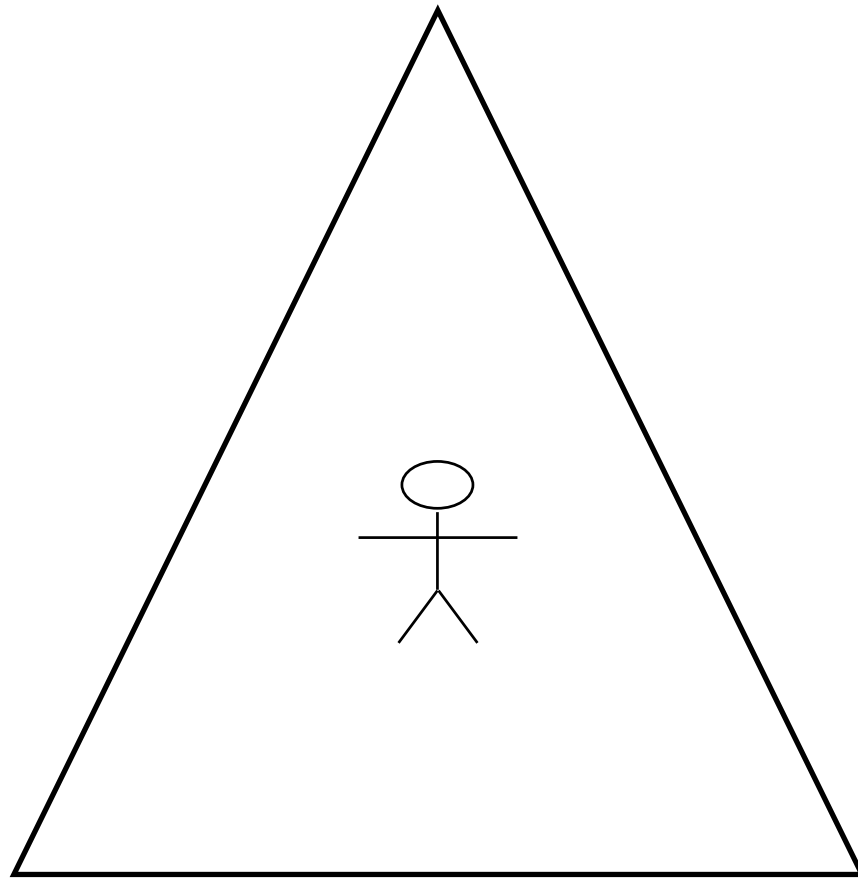
WORK THAT IS:

- Risks borne by workers (vs. employers or the state)
- Insecure and Uncertain
- Limited income and benefits
- Little potential for better jobs

EXAMPLES:

- Informal economy work
- Temporary work
- Some “gig economy” jobs
- Insecurity in “regular” jobs in the formal economy

STANDARD EMPLOYMENT RELATIONSHIP



PILLARS:

- Bilateral Employment Relation
- Standardized Hours
- Continuous Employment

ACCESS TO

- Regulatory protections
- Training
- Careers

ADULT MALE CITIZENS (Male breadwinner model)

Fordist Manufacturing

SHIFT IN EMPLOYMENT NORMS

Changing Economic Structures

- Globalization
- Technology
- Deregulation of Markets

↓ Unions

Changing Workers

- Women in LF
- Education
- Immigration

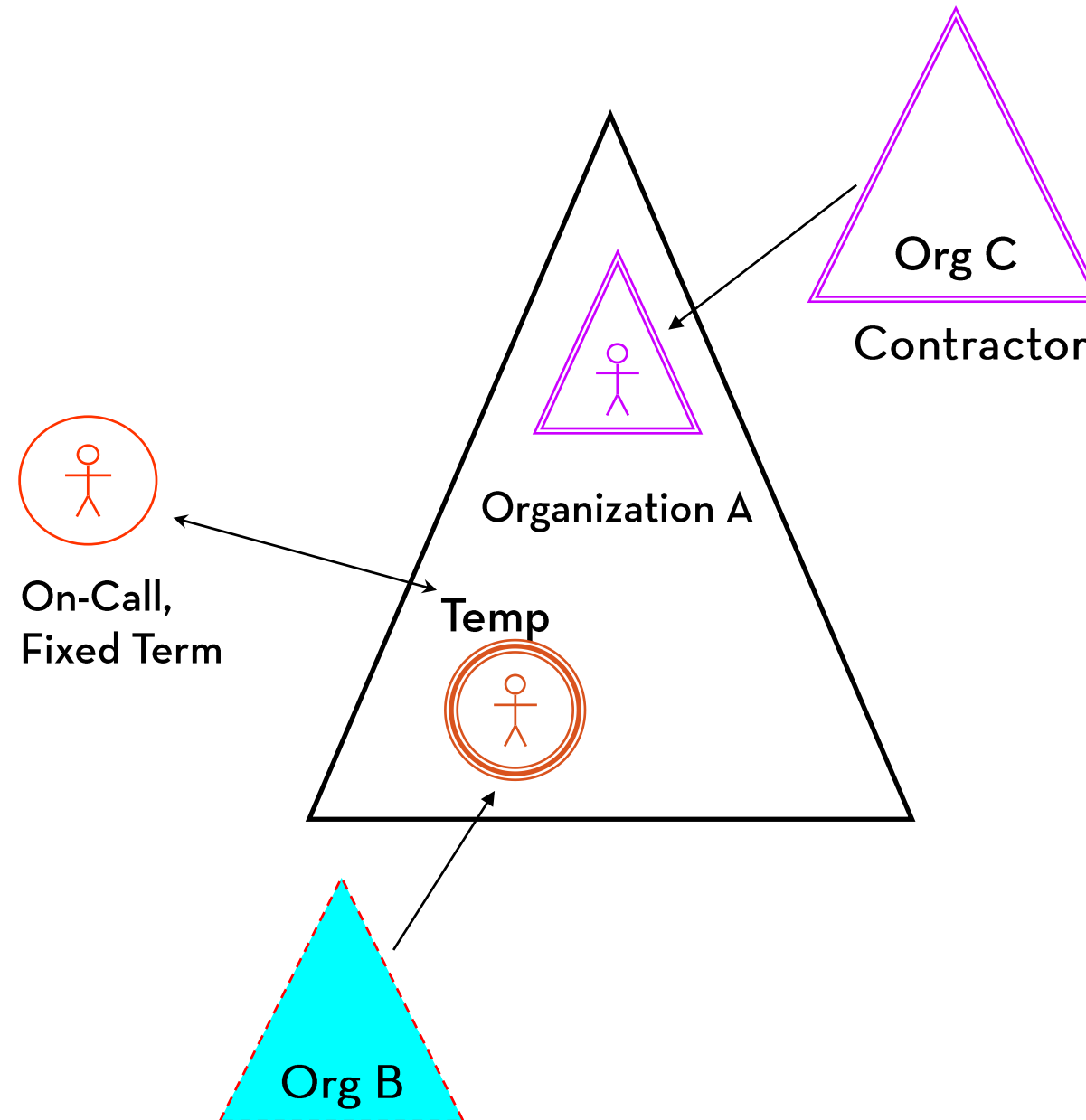
1975-Present

COUNTRY DIFFERENCES in Liberalization Policies and their Consequences

Standard
Employment
Relationship

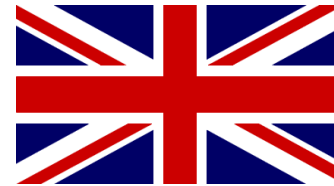
Precarious Work

NONSTANDARD EMPLOYMENT RELATIONS



COUNTRIES AND EMPLOYMENT/WELFARE REGIMES (Rich Democracies)

- Liberal Market Economies:



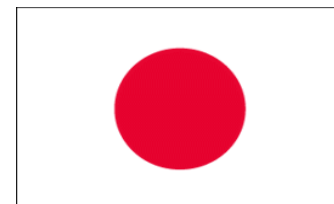
- Coordinated Market Economies:



- Mediterranean:



- Productivist:





FORMS OF LIBERALIZATION

- Deregulatory Liberalization (U.S., U.K)
 - Increased marketization/decline of institutional protections; individualization of risk
- Dualism (Germany, Japan, Spain)
 - Growing gaps between regular and nonstandard workers; labor market insiders and outsiders
- Embedded Flexibilization (Denmark)
 - Market liberalization, collectivization of risk

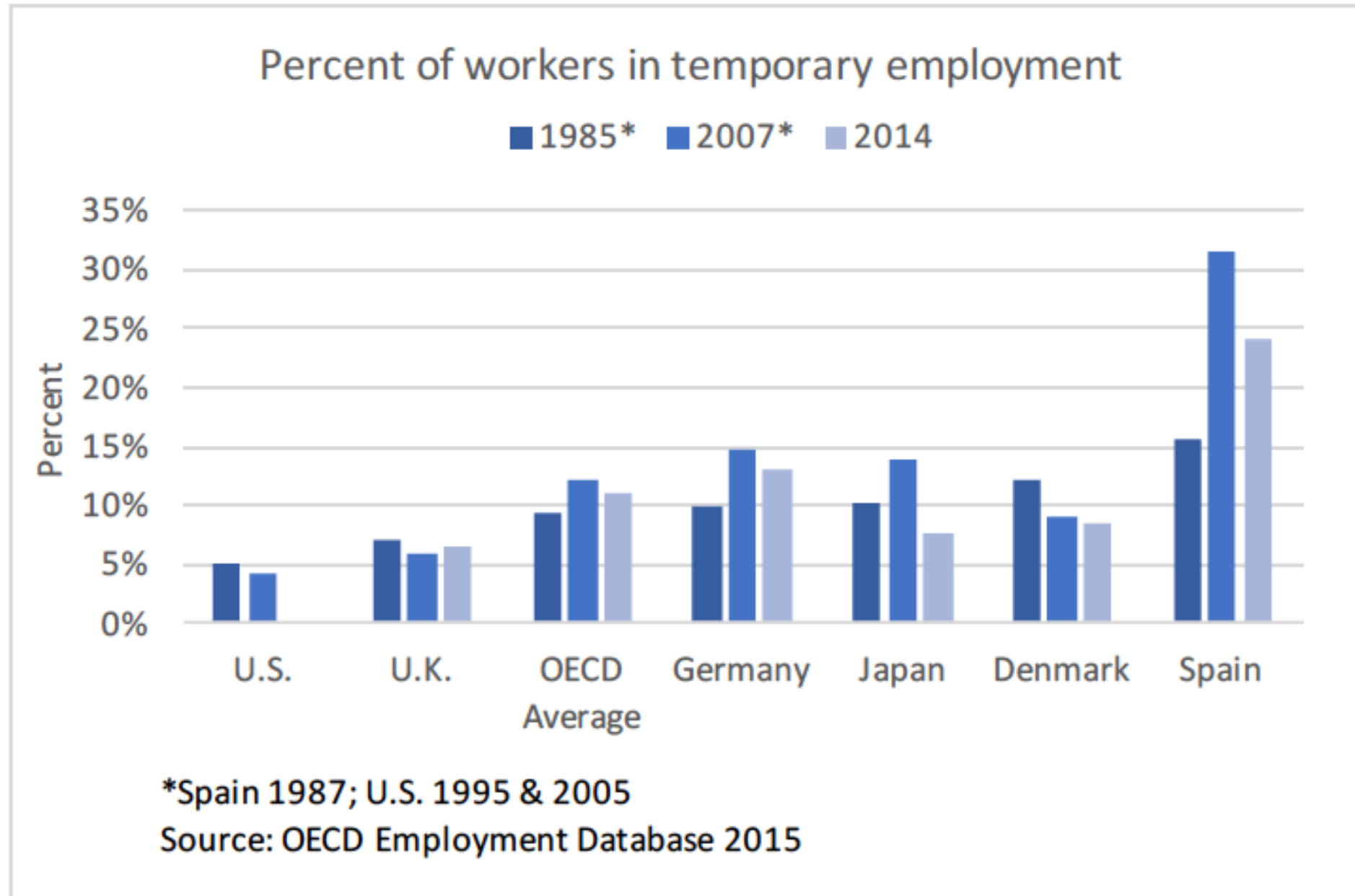


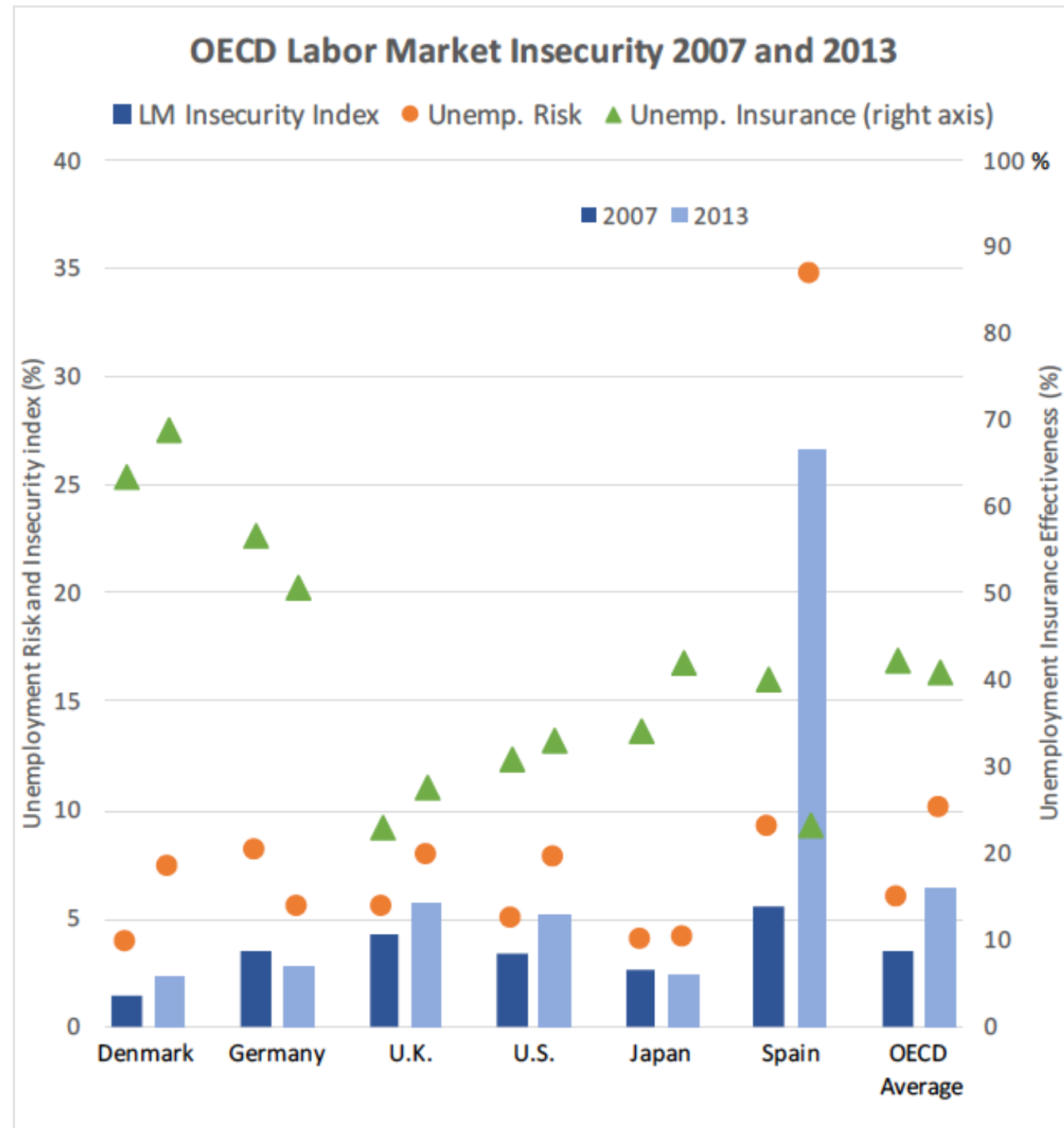
LABOR MARKET AND SOCIAL WELFARE PROTECTION POLICIES

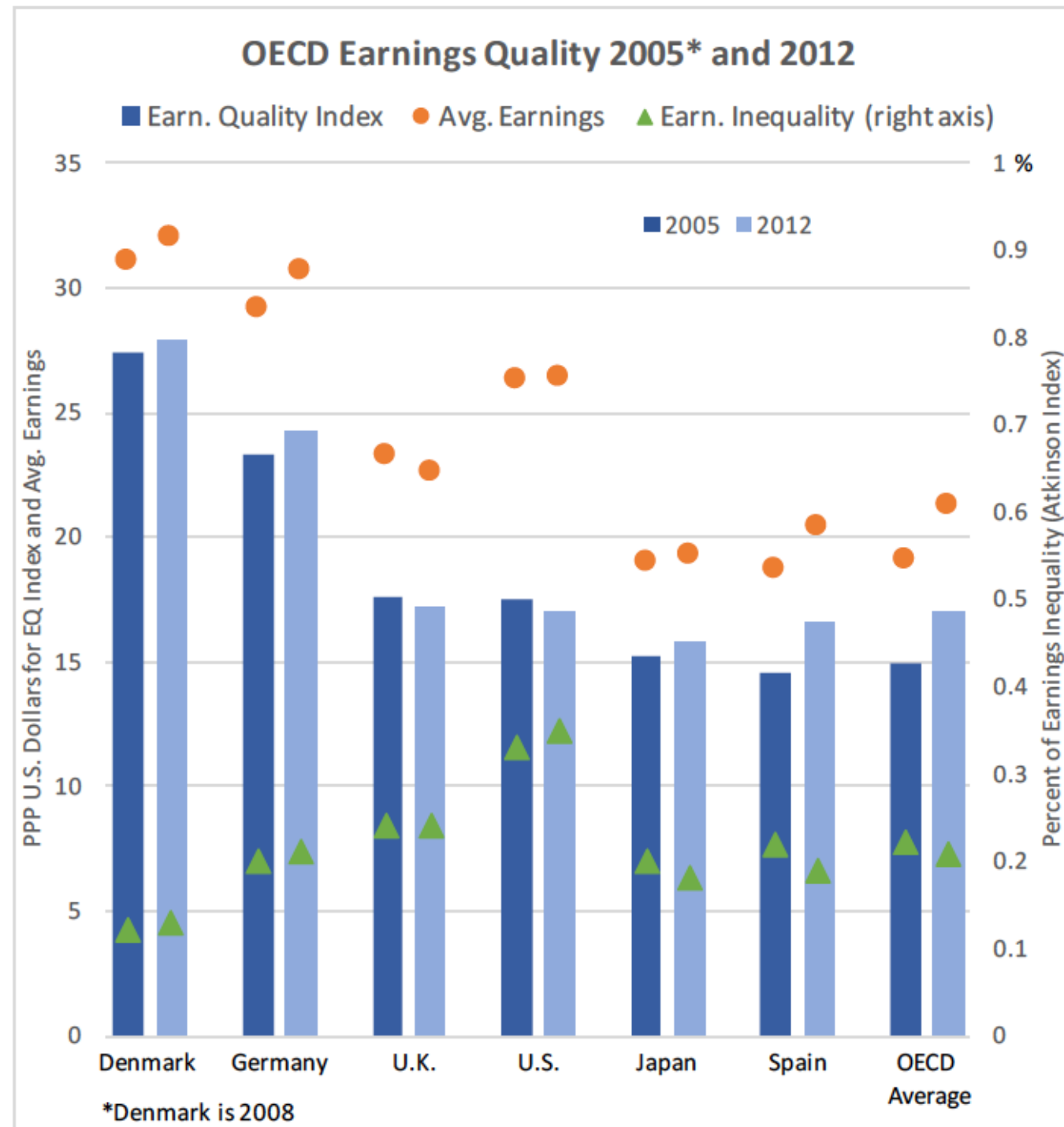
- Active Labor Market Policies (Job Security)
- Generosity of Social Welfare Protections (Economic Security)

These differ among countries due to:

- Politics
- Unions and Collective Bargaining
- Economic Climate











CREATING SUSTAINABLE WORK ARRANGEMENTS

Collectivize Risk

- Social insurance and economic security not tied to employment with a particular employer

Social Investments in Education and Skills

- Broader Access
- Retraining, Lifelong Learning

Revise Labor Laws to Reflect Changing Jobs

Manage Diversity

- Gender, Age, Family, Immigration Status, Race/Ethnicity, Etc.