

# How workers' employment trajectories are affected by insecure employment at the early career stage

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# Introduction

- Focus of the research
- Definition and measurement of insecure work
- Theoretical framework
- Data and methods
- Early findings

# 1. Research questions

1. How has the prevalence of precarious work changed in the UK over the past thirty years?

2. In what ways, and to what extent, does precarious work in the early career affect employment trajectories and outcomes?

## 2. Defining insecure work

Contractual	Financial	Rights
Marginal part-time work	Low pay Volatile pay	Solo self-employed
Temporary work	Second job	

← Dimensions

← Indicators

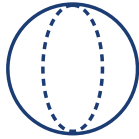
*Framework derived from commonly used concepts and measures in: Florisson, 2022; Olsthoorn, 2014, Kalleberg, 2018, Richardson, 2021, Young, 2022.*

### 3. How insecure work impacts workers' outcomes (1)



**Path dependence** – later outcomes are related to earlier outcomes

*(Bruderl. et al, 1991; DiPrete & Eirich, 2006; Merton, 1988; Rosenbaum, 1979)*



**Labour market segmentation** – primary and secondary segments

*(Doeringer & Piore, 1971; Emmenegger et al., 2012; Grimshaw et al., 2017; Hauserman & Schwander, 2010; Rueda, 2005; Seo, 2022; Yoon & Chung, 2016).*

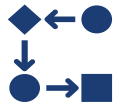
### 3. How insecure work impacts workers' outcomes (2)



**Signalling** – perceptions of a workers' value at hiring stage  
(*Boyce et al., 2007; Connelly et al., 2011; Hopp et al., 2016; Pedulla, 2020*)



**Human capital** – accumulation of skills and knowledge  
(*Becker, 1964; Beduwe, 2018; Hall et al., 2006; Korpi & Levin, 2001; Mincer, 1974; Mooi-Reci & Wooden, 2017*)



**Voluntarism** – self-selecting into certain types of work  
(*Aletraris, 2010; Pirani, 2017; Polivka, 1996*)

## 4. Methodology & data

Longitudinal person-level data from:

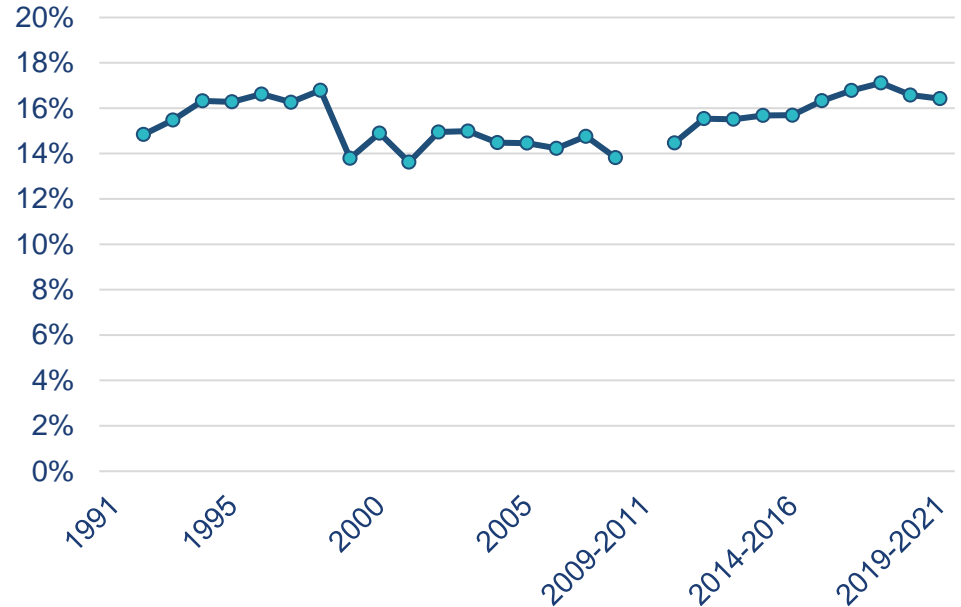
- British Household Panel Survey (BHPS) (1992-2009)
- UKHLS, Understanding Society survey (2009-ongoing)

Statistical analysis of longitudinal social survey data using descriptive analysis, survival analysis & event history analysis

# 5. Trends in insecure work

- Relatively stable proportion of people experiencing two or more forms of insecurity from 1992 – 2022
- Benchmarked against Labour Force Survey-based Index of Insecure Work (Florisson, 2022)

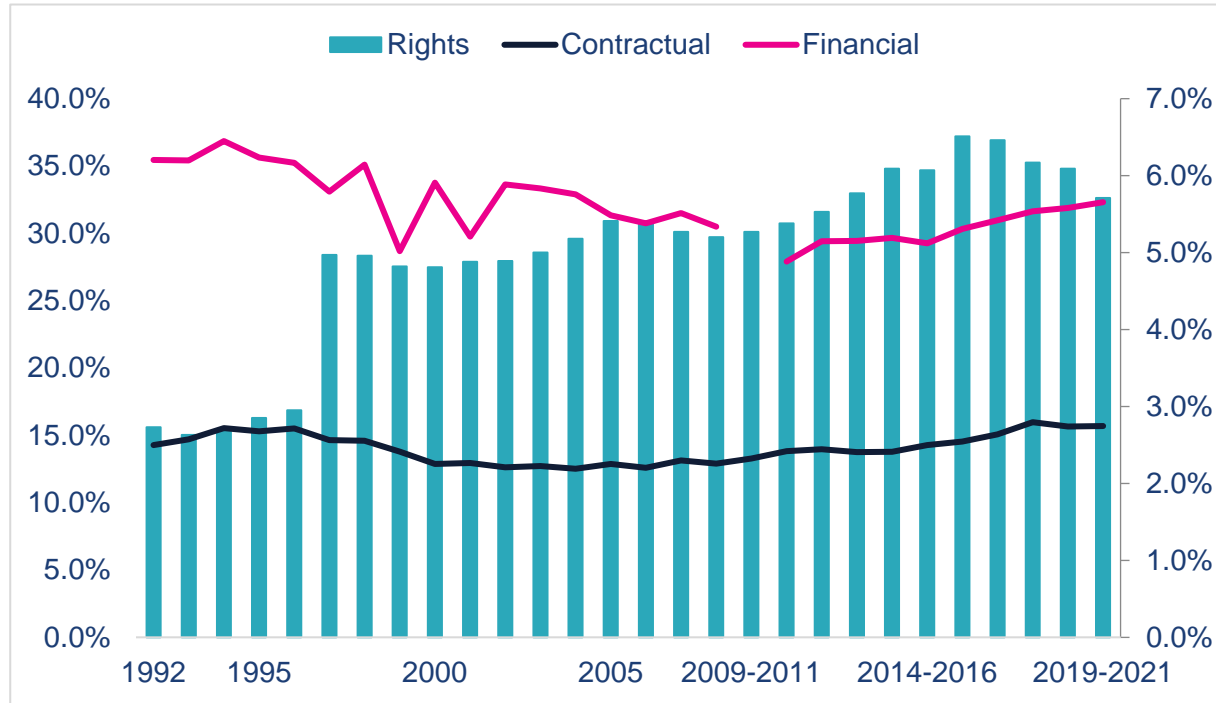
Figure 1: Proportion of working-age population experiencing insecure work, by wave





# 5. Trends – by dimension

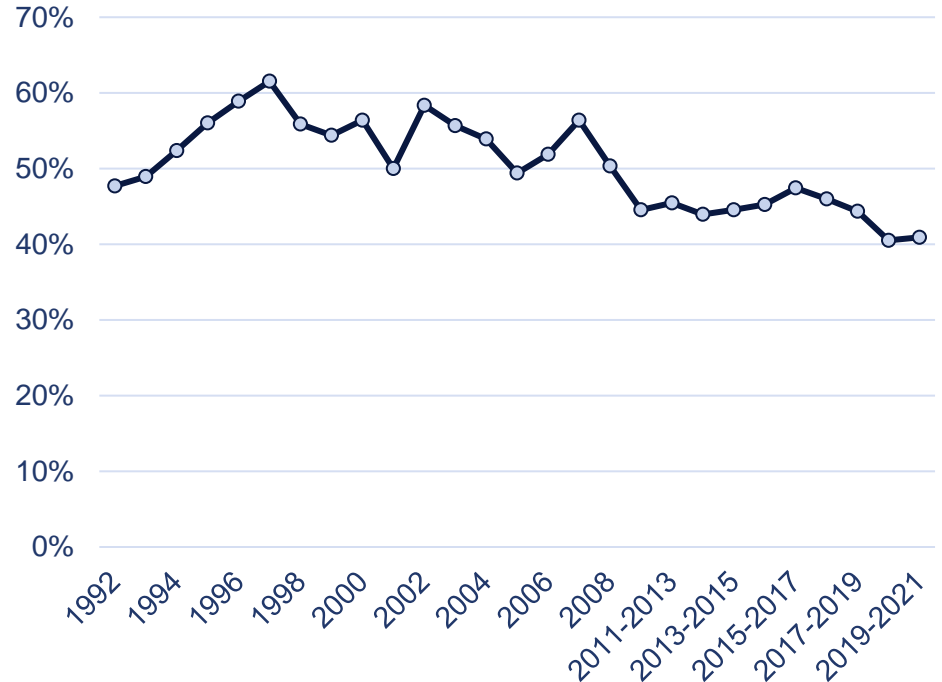
Figure 2: Proportion of working-age population experiencing insecurity, by dimension and wave



# 5. Transitions (1)

- Majority of transitions from full-time education into work used to be transitions into insecure work
- Proportion of these transitions has steadily declined over time

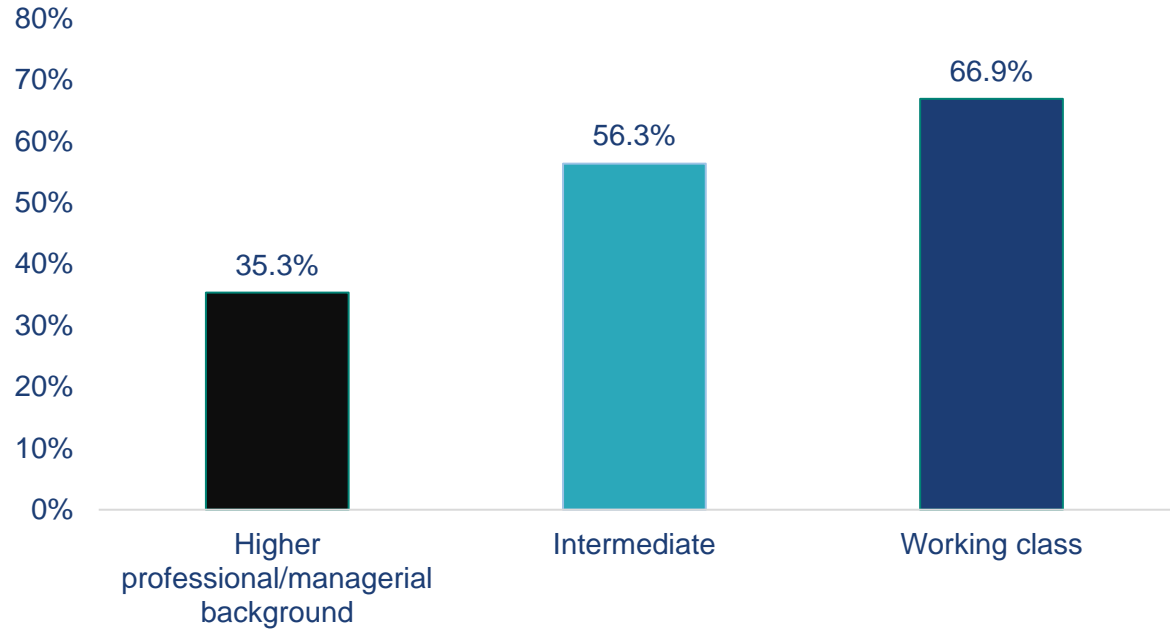
Figure 3: Proportion of transitions from full-time education into insecure work, aged 16-24



## 5 – Transitions (2)

- People from working class backgrounds are nearly twice as likely to transition into insecure work

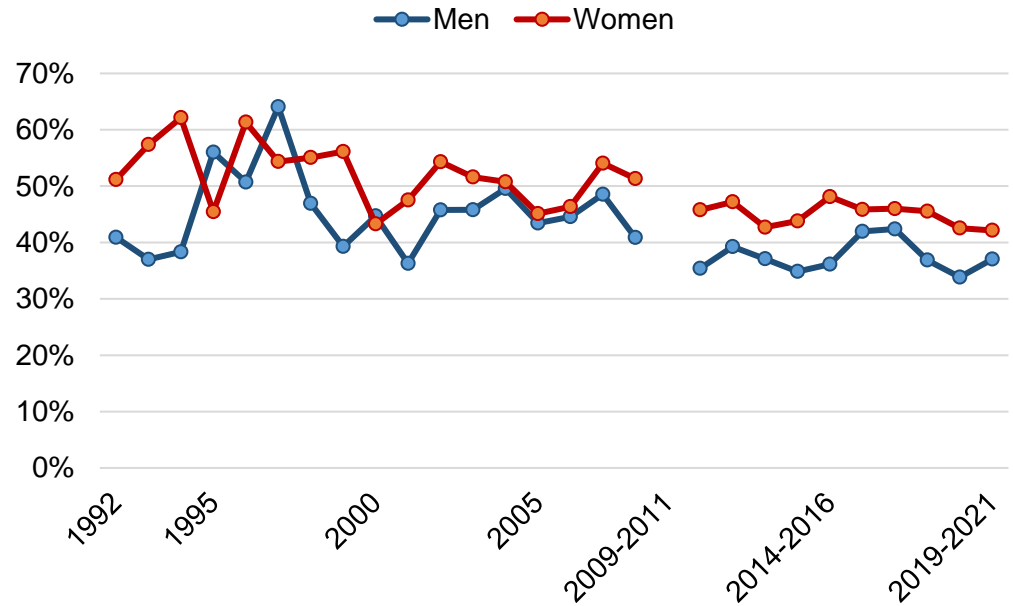
Figure 4: Proportion of transitions from full-time education into insecure work, by social class background (pooled, 2009-2021).



## 5. Transitions (3)

- Women moving from being a full-time student into the labour market are more likely than their male counterparts to move into insecure work

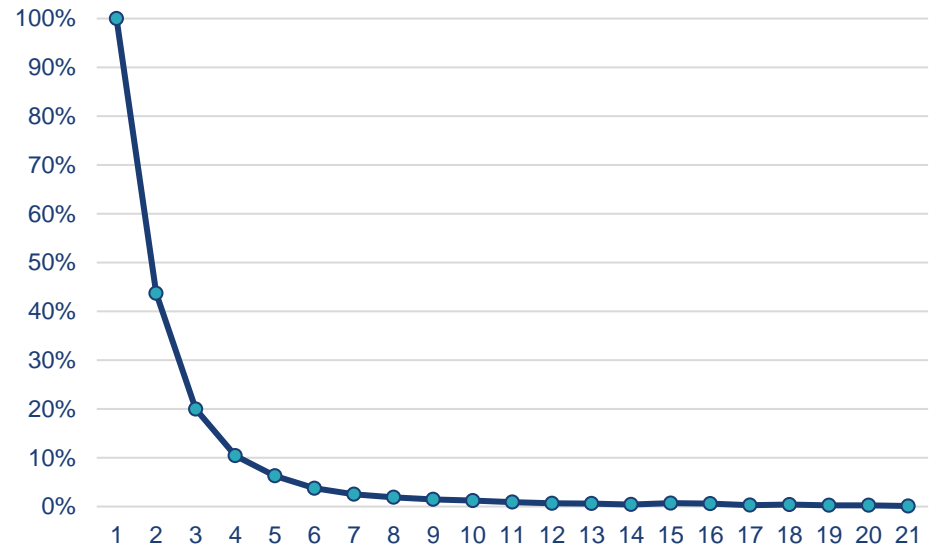
Figure 5: Proportion of transitions at labour market entry into insecure work, for men and women, by wave



## 5. Time in insecure work after labour market entry

- After 3 years, 80% of students who entered the labour market in insecure work will have found secure employment
- Key factors that trap people in insecure work

Figure 6: Duration in insecure work for those transitioning from full-time education into insecure work, in person years



# Next steps

- Sequence analysis
- Estimating effect on:
  - ability to obtain secure work,
  - wages
  - remaining an active labour market participant.

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# Thank you



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