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A multichannel typology of non-standard employment careers

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Employment trajectories of workers in non-standard jobs: More than just traps or stepping stones

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Research question

- To what extent does non-standard employment (NSE) lead to prospectful or precarious careers?

Data

- Dutch register data on workers who enter NSE in 2007 (N=3062). Monthly data until December 2013

Background

- Effect of NSE on future career is **ambiguous**
- Problems of previous research
  - Focus on **point-in-time transitions**
  - Focus on **permanent employment** as the final and only 'good' outcome
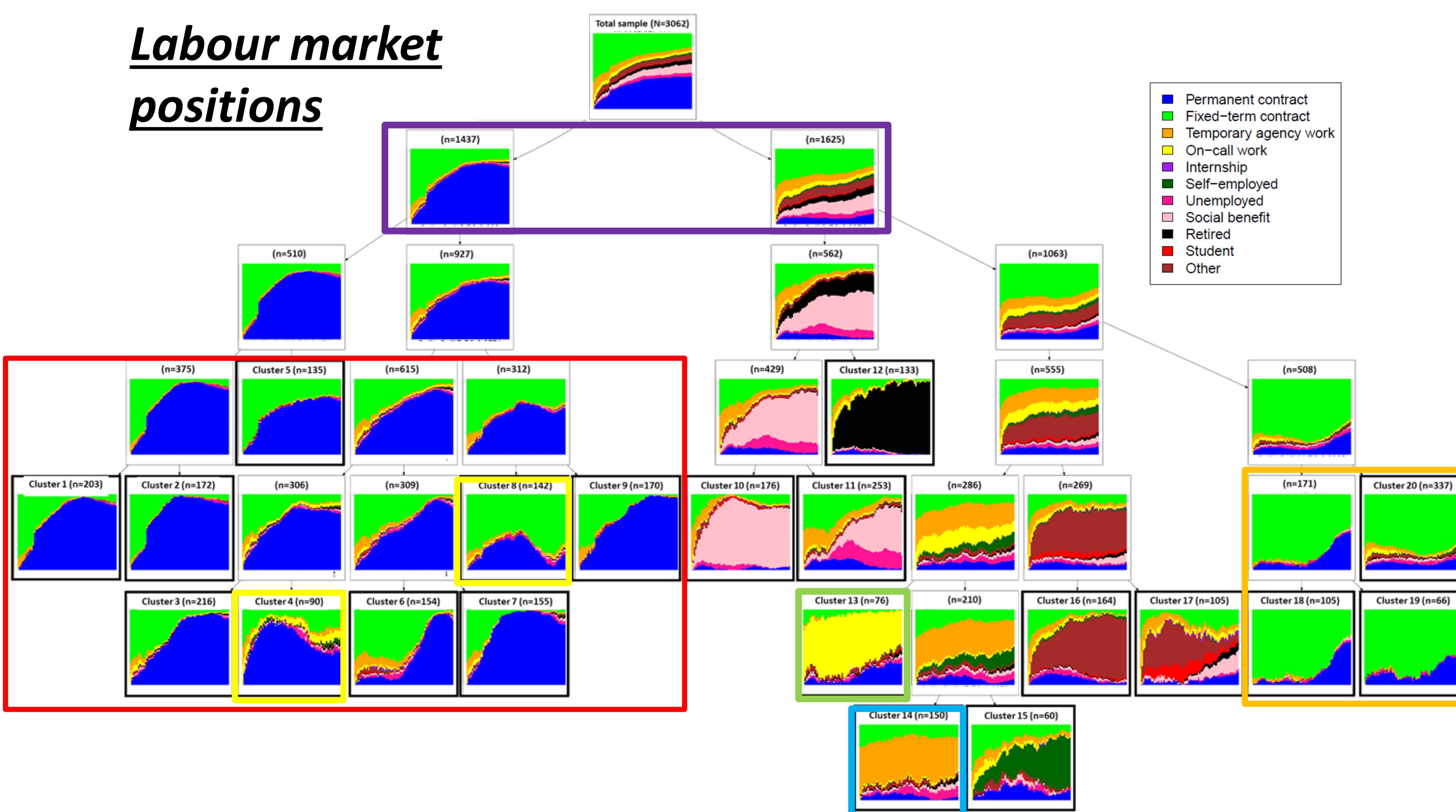 - Insufficient attention for **various types of NSE**

Methodology

- **Multichannel sequence analysis**
  - Labour market positions
  - monthly income
- Dynamic Hamming Distance
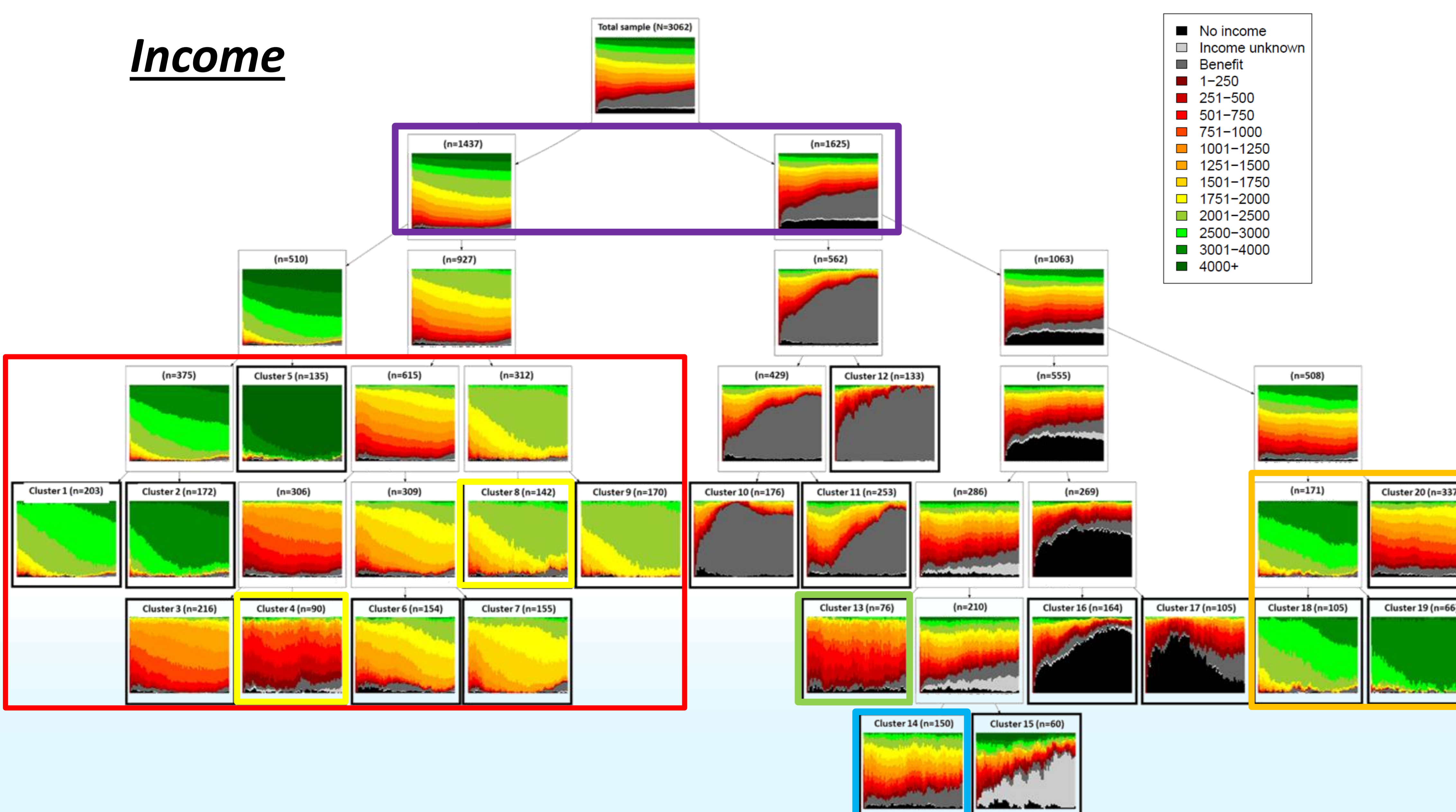- Ward clustering
- 20 cluster solution

Typology of non-standard employment careers

Labour market positions

Income

Results

"Stepping stone" careers, but with varying incomes

"Trap" careers, but also with high incomes

Permanent ≠ final: (in)voluntary returns to non-standard employment

On-call work: high employment security, low income security

Temporary work agency jobs: average incomes, but low employment security

Main division remains between traps and stepping stones

Conclusion

More variation in traps and stepping stones than normally assumed, but main division remains between traps and stepping stones