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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**

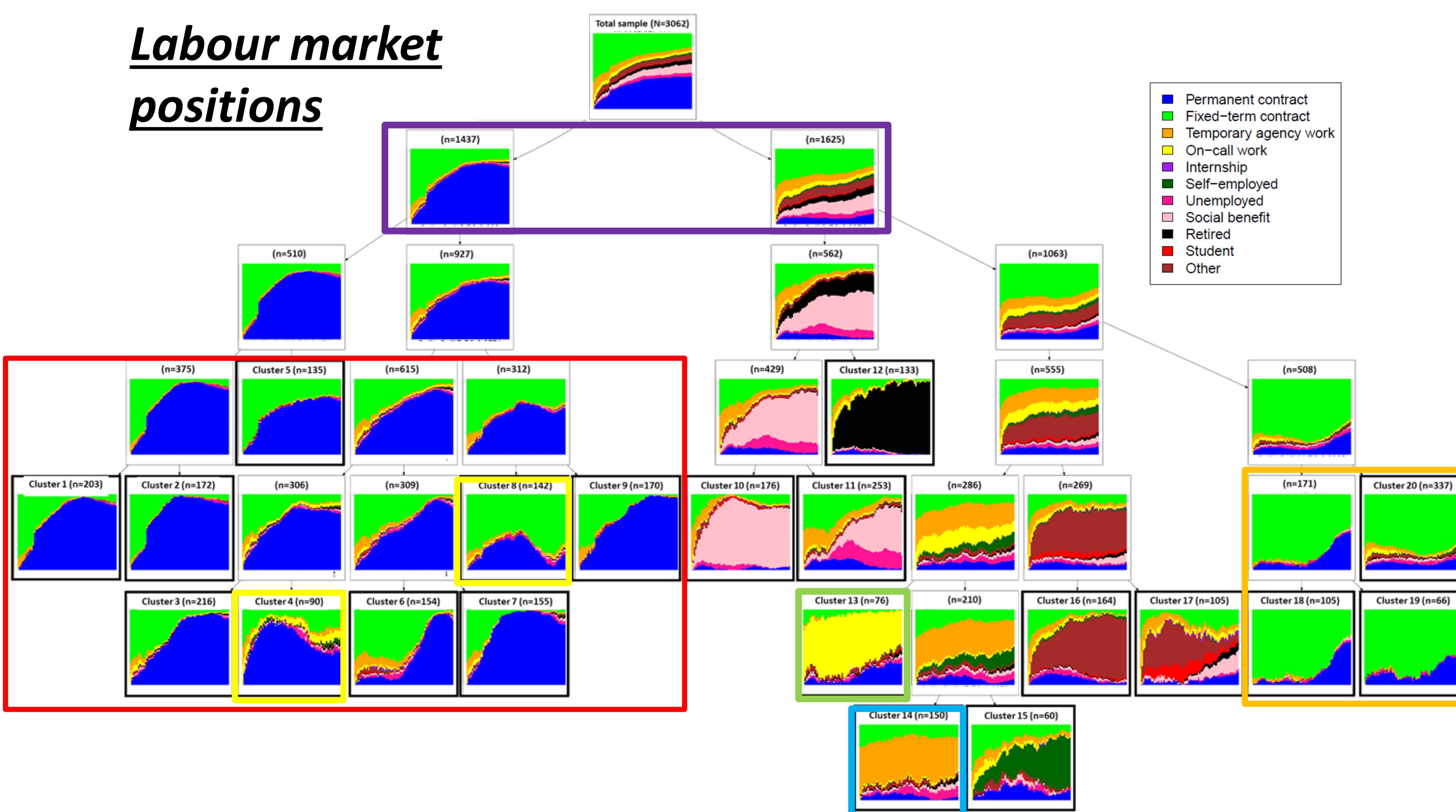
## Methodology

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

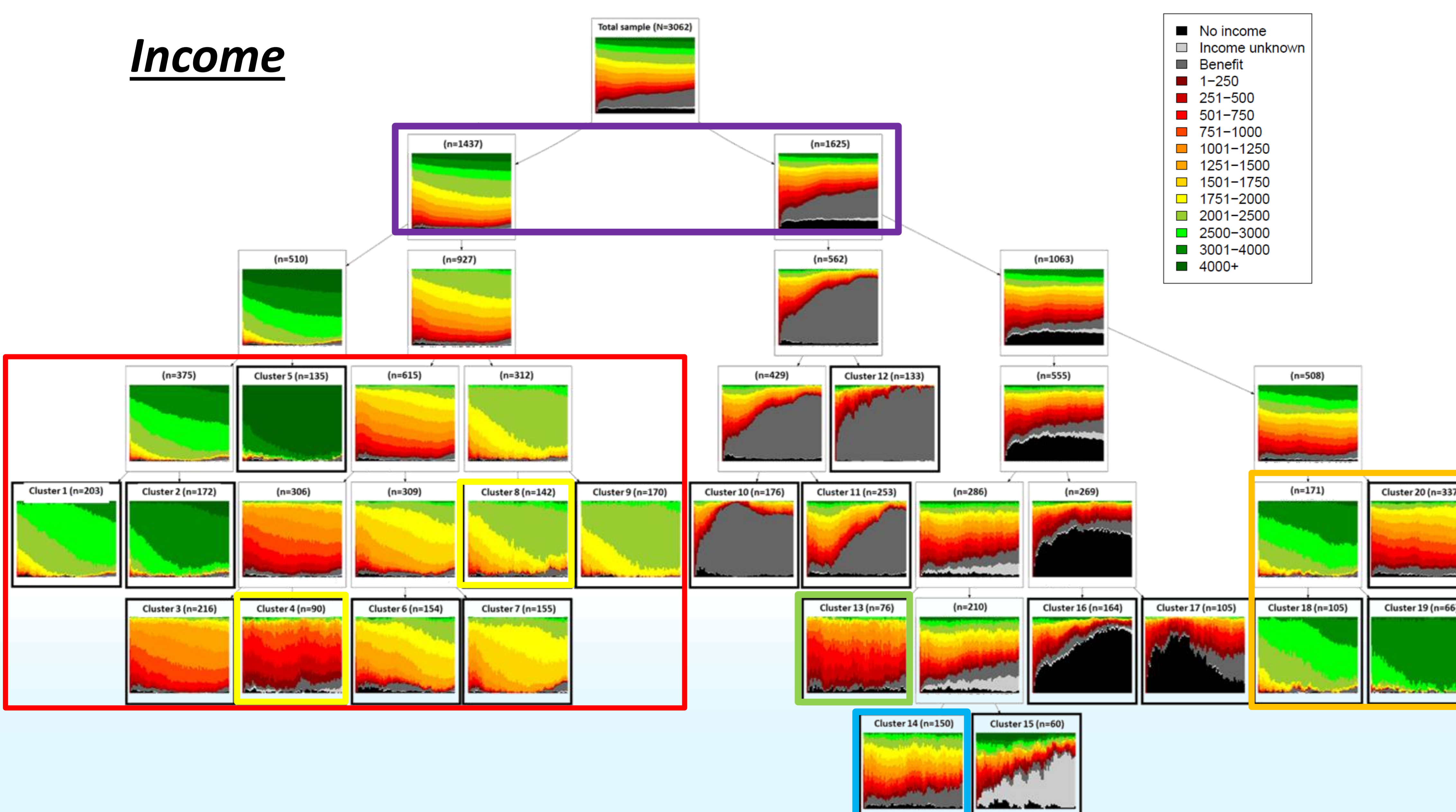
## Typology of non-standard employment careers

## Results

### Labour market positions



### Income



“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