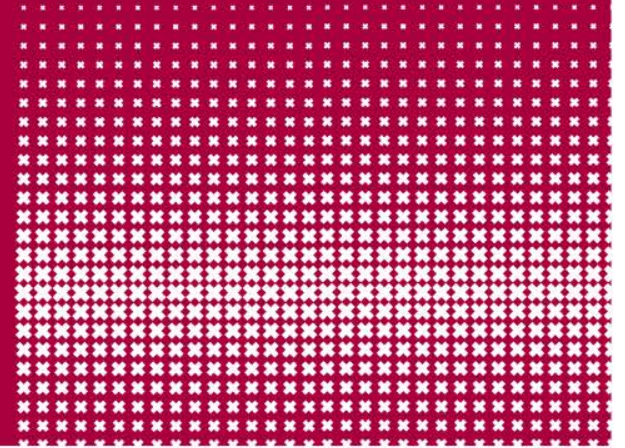




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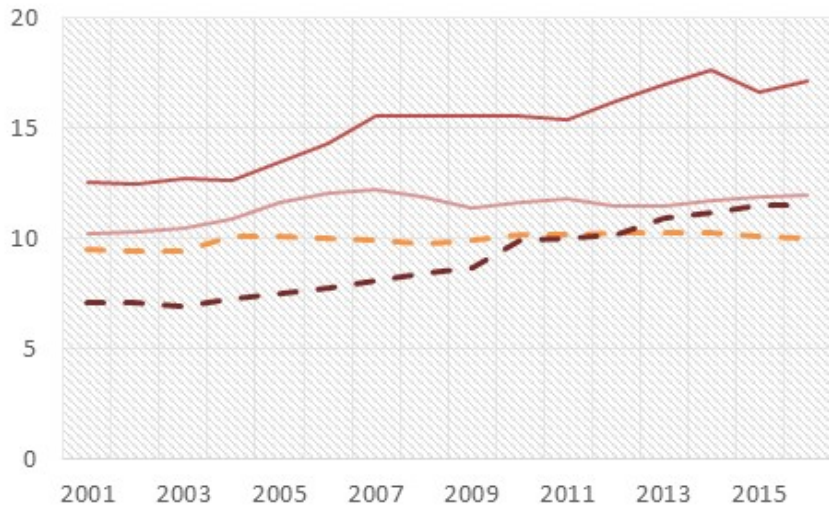
Do we have to worry about the 'new' solo self-employed?

Self-sufficiency and precariousness among workers with different types of contract

Background

- Substantial changes in scale and nature of flexible employment
- Limited empirical knowledge about how groups are faring, especially among solo self-employed
 - Traditionally, ‘insiders’ (independent entrepreneurs), but increasingly associated with ‘involuntary’, ‘dependent’ and ‘precarious’ self-employment (Schulze Buschoff and Schmidt, 2009; Westerveld, 2012)
- Examine precariousness/ self-sufficiency among workers with different types of contract

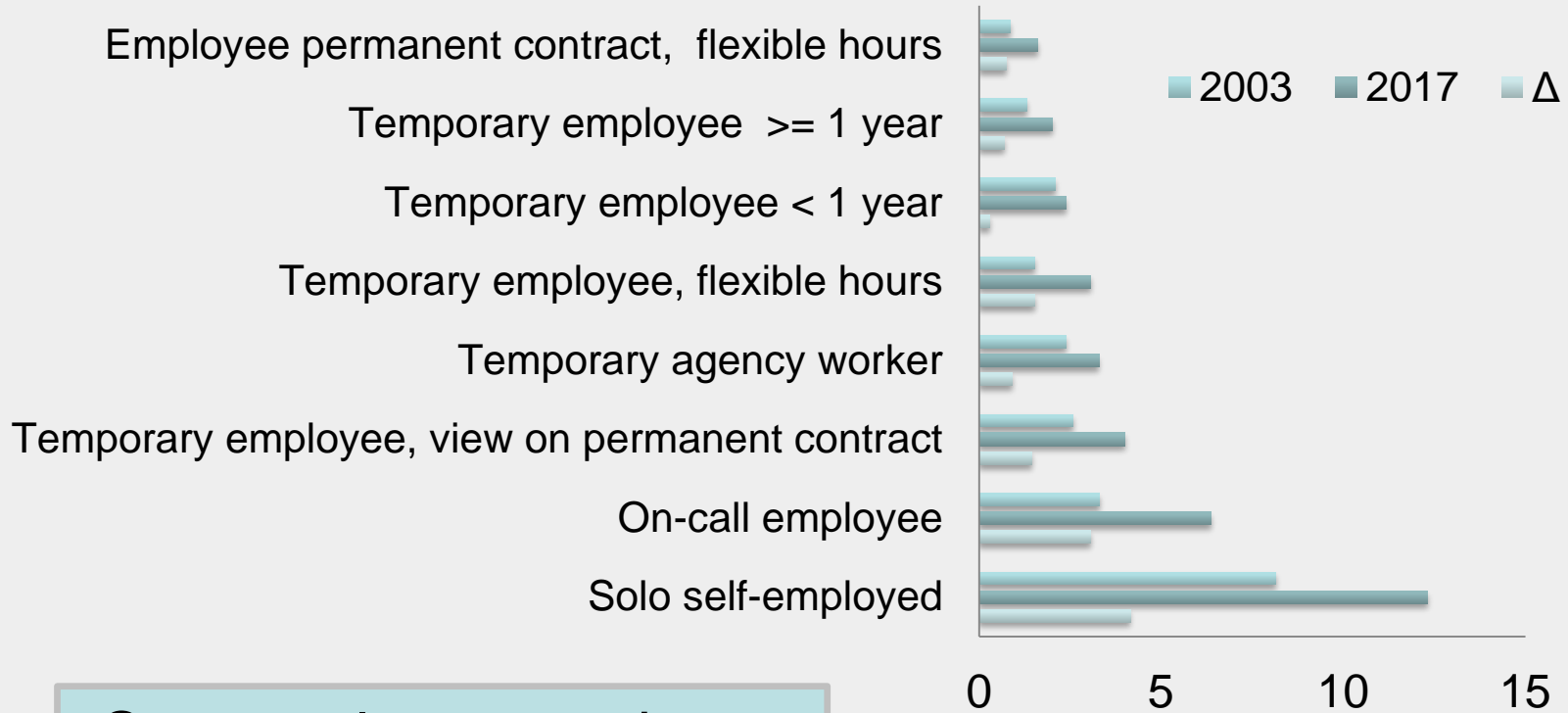
Changing labour markets



— Temporary employees EU-27 — Temporary employees NL
 - - - Solo self-employed EU-27 - - - Solo self-employed NL



Flexible employment in NL



Structural temporariness

Hybridization

What causes these changes?

- Changing organisation of work, changes in the institutional context, socio-cultural trends, demographic changes...
 - In the Dutch debate 3 'drivers' dominate:
 - Globalisation
 - Technological developments
 - Institutional changes
- Various actors/ institutions play role at the same time and factors may be difficult to disentangle

Precarious, or not?

- Flexible work ≠ ‘bad’ job
individual or household situation
- Precariousness defined, conceptualized and examined in various ways (Kalleberg, 2011; Vosko, 2006; Broughton et al., 2016)
 - Focus on three fundamental dimensions:
 - a) Income
 - b) Regulatory protection and social benefits
 - c) Certainty of continuing work

Precariousness in terms of income?

*Income from self-employment:
notoriously hard to measure and compare*

- Flexible workers are more vulnerable to poverty than workers on permanent contracts in the Netherlands
- Especially solo self-employed and temporary agency workers relatively often experience income inadequacy
- Involuntariness of the employment relation is a relevant predictor of income inadequacy

Regulatory protection and social benefits?

- Dutch solo self-employed are typically not protected under labour law or social security law
- False or bogus self-employment
- Social security:
 - Unemployment: not an issue
 - Old age: bit of an issue (universal basic coverage, second pillar and ‘unconventional’ savings)
 - **Sickness and disability: pressing issue (protection via private market unsuccessful)**

Certainty of continuing work?

- Uncertainty of continuing work is regarded a stressor for flexible workers, especially temporary workers and involuntary solo self-employed
- Takes form in various ways (e.g. job insecurity, (lack of) employability, financial unrest) and may have consequences not only in terms of income, but also for individual well-being and family relations
- Training as important stimulus to employability, job insecurity and prospects for career advancement

Implemented policy measures

- Reduce rift between permanent and flexible employees
 - Act on Flexibility and Security (1999)
 - Act on Work and Security (2015)

- Combating bogus self-employment
 - Act on Combating Sham Arrangements (2016)
 - Act Deregulating the Assessment of Employment Relationships (DBA) (2016)

Considerations for future policies

- Income: minimum tariffs, collective bargaining, awareness/morality or sharing information to secure adequate income?
- Social protection of self-employed: collective, voluntary, involuntary or ‘in-between’?
- Induce training among flexible workers



Thank you for your attention

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