



FLEXIBLE FORMS OF EMPLOYMENT: influence on the employees, employers and society

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Outline of the presentaton

- What is flexibility
- Is flexibility good or bad?
- What does it depend on?
- How does it influence
 - ... employees,
 - ... employers,
 - ... society?
- What can we conclude?

Whose flexibility?

- Flexible labour market
 - Flexible worker
 - Flexible company
- EQUAL project: Flexible forms of training and work – best practices of reconciling family and professional life.

What is flexibility?

- **External flexibility:** hiring and firing, nonstandard contracts (short-term and fixed contracts, self-employment etc.).
- **Internal flexibility**
 - Time flexibility: part-time work, unusual or irregular working-time, shifts etc
 - Place flexibility: working at home, telework, commuting etc
 - Task flexibility: functional rotation, transfers etc

Is flexibilisation good or bad?

- Pessimistic view: it creates more precarious labour market for low paid employees.
- Optimistic view: it is potential for using flexibility to enhance personal development and the family-work balance

Employees: good or bad flexibility

Good flexibility	Bad flexibility
Employee-lead	Employer-lead
Predictable	Unpredictable
High social protection	Low social protection
Supported by services	Not supported by services
Sufficient income	Low income: working poor
Accepted by society	Not accepted by society

Employees and external flexibility

Temporary and short term contracts:

- + opportunity for less employable people
- low career prospects
- less training
- lower bargaining power
- social protection low
- insecurity
- impossible to make long-term plans

Employers and internal flexibility

- + Provision of just-in time services
 - + Increase in human capital: productivity, health and loyalty of workers
 - + Attracts better workers
 - + Decreases the turnover and absenteeism

 - Working at home may decrease work quality
 - Complicates planning the work
 - Instability of labour
- who controls the flexibility?

Employers and external flexibility

- + adjusting to market conditions
- + adjusting to globalisation
- + adjusting to changes in production
- + just-in-time production
- higher hiring, training and supervision costs

Flexibility and society

- Freedom of choice
- Possible increase in employment
- Possible increase in fertility
- Possible increase in gender equality
- Influence on risk groups
- May increase poverty

To conclude

Flexible work ...

- ... has many types, aspects and dimensions...
- ... which all influence people, companies and societies in different ways...
- ... and the influence also depends on the characteristics of employees, labour market, companies and society.



Thank you for your attention!

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