

MUNI
FSS

Inequality and labour market

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ESOn4022: Inequality and Society

Basic concepts of the class analysis

- **Social class:** a group of people dealing with similar living conditions, acting in a similar way
- **Classic approach:** condition = position on the labor market (Marx, Weber)
- **Innovation:** not only the economic aspects of life but also education and connections (Bourdieu)
- **Concepts of capital:** economic, cultural, social

Basic concepts of the class analysis

EGP scheme:

- Employers
- Employees
 - Service contract
 - Labour contract
 - Mixed contract
- Self-employed

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Deductive approach:

we have information about the structure of the labor market, classes are theoretically constructed, people are divided into prepared classes.

Great British Class Survey

- Social capital
- Economic capital
- Cultural capital
- 7 social classes

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Inductive approach:

we have information about people, we divide them into groups, which are internally homogenous and externally heterogeneous

Great British Class Survey

Elite	6	22	Very high economic capital (especially savings), high social capital, very high highbrow cultural capital
Established middle class	25	43	High economic capital, high status of mean contacts, high highbrow and emerging cultural capital
Technical middle class	6	10	High economic capital, very high mean social contacts, but relatively few contacts reported, moderate cultural capital
New affluent workers	15	6	Moderately good economic capital, moderately poor mean score of social contacts, though high range, moderate highbrow but good emerging cultural capital
Traditional working class	14	2	Moderately poor economic capital, though with reasonable house price, few social contacts, low highbrow and emerging cultural capital
Emergent service workers	19	17	Moderately poor economic capital, though with reasonable household income, moderate social contacts, high emerging (but low highbrow) cultural capital
7 Ine Precariat	15	<1	Poor economic capital, and the lowest scores on every other criterion

Guy Standing: The Precariat

- Precarious work is characterised by the **insecurities**:
 - employer (agency work, Bogus self-employment)
 - duration of the contract (temporality, occasionality)
 - health and social security (health insurance, vacation, pension)
 - representation (unions, law...)

- Citizens × Denizens

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- Class scheme
 - Elite
 - Salarariat
 - Proficians
 - Proletariat
 - **Precariat**

On the way to flexible jobs...

- Since 1970s
- Set of economic and social crisis
- The second crisis of modernity (Wagner)
- Dismantling of large organizations and...
- ... demand for flexibilisation of both suppliers and **workforce**

On the way to flexible jobs...

- Different concepts:

- flexible
- atypical
- non-standard
- flexploitating
- precarious

- In the EU (ILO):

- 20 % employees work part-time
- 11 % employees have fixed-term contract
- 2.4 % employees have contract shorter than 3 month

Criticisms of Precariat

- **FTPC** (as an ideal) was rather exceptional in the history of humankind
- the life experience of the precariat members **is not different** from that of the working-class members
- precariat, is a standard work experience of **employees in the Global South**

Who are the members of Precariat?

- The differences from the FTPC
 - Part-time, Fixed-term, Agency work, Bogus self-employment
 - **CONS**: is every part-time necessary precarious?

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- Self-evaluation of the employees
 - Do you feel any form of insecurity connected with your employment?
 - CONS**: coping mechanism

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Russia (Shkaratan and Gasiukova 2015): 27 % • UK (Savage et al 2013): 15 % (Great British Class Survey) • Czechia (Prokop et al 2019): 18 % • Spain (De La Poza 2020): 39 %

TEDx: Guy Standing



<https://youtu.be/nnYhZCUYOxs>

Precarious questions

- (Operationalization of the Precariat)
- Is the work insecurity experience the same for all kinds of employees?
- Does it form the same value change and agency?