

# Conference in Florence



Quality of Life. Reflections, Studies and Researches in Italy

Firenze, 9-10 Settembre 2010

<b>NUMERO SESSIONE</b>	9
<b>TITOLO SESSIONE</b>	Wellbeing and work (Qualità della vita e lavoro)

<b>AUTORE/I</b>	Federica Origo, Università di Bergamo
<b>TITOLO</b>	Flexicurity at work: the relationship between temporary employment and perceived job security in Europe

## ABSTRACT

In this study we analyse the determinants of perceived job security in Europe, paying specific attention to the role of temporary contracts. More specifically, we empirically test whether the negative effect of holding a temporary contract on a subjective measure of job security is influenced by the (macro) flexicurity model prevailing in the country where the workers live. On the basis of individual data from the Fourth European Working Conditions Survey, it is shown that the overall negative effect of the temporary contract on perceived job security does not vary significantly with workers' characteristics (especially by gender), but it is actually lower in countries characterized by higher levels of (macro) flexicurity. In the case of Denmark, which is considered a "best practice" in the implementation of the flexicurity model in Europe, we don't find any statistically significant relation between temporary contracts and perceived job security, suggesting the existence of some effects of the (macro) flexicurity model at the individual (micro) level. Our main results hold also after controlling for potential endogeneity and are overall robust with respect to alternative definitions of job security and different model specifications, based also on alternative data-sets.

<b>INDIRIZZO EMAIL DEL PRIMO AUTORE</b>	federica.origo@unibg.it
---	-------------------------