

Precarious Employment in Liberal Market Economies: Lessons for the U.S. Post- Secondary Education Sector

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Questions



- What do we need to know about the nature and extent of precarious employment and its drivers in liberal market economies (LMEs) to understand its shape in post-secondary education in the US?
- What are the most promising principles upon which to base proposals for improving job quality in this sector?

Outline



- Core concepts
- Contours of precarious employment in the LMEs of Canada, the EU 15, and Australia vs. the U.S.
- Precarious employment in U.S. post-secondary education
- Principles and policy options for mitigating precarious employment in post-secondary education in the U.S.: Lessons from elsewhere

Core concepts

■ **PRECARIOUS EMPLOYMENT:**

Forms of work for remuneration characterized by dimensions of labour market insecurity (e.g., uncertainty, low income, and limited social benefits and statutory entitlements) (Vosko 2000 & 2006)

■ **SER:**

Normative model of employment defined by a full time continuous employment relationship where the worker has one employer, works under direct supervision, and has access to a social wage (Mückenberger 1989; Deakin 1998; Bosch 2004)

Core concepts



■ **GENDER CONTRACT:**

Social, legal, and political practices surrounding exchanges between breadwinning and care-giving

■ **CITIZENSHIP:**

Correspondence between membership in a community and territory (i.e., a nation state)

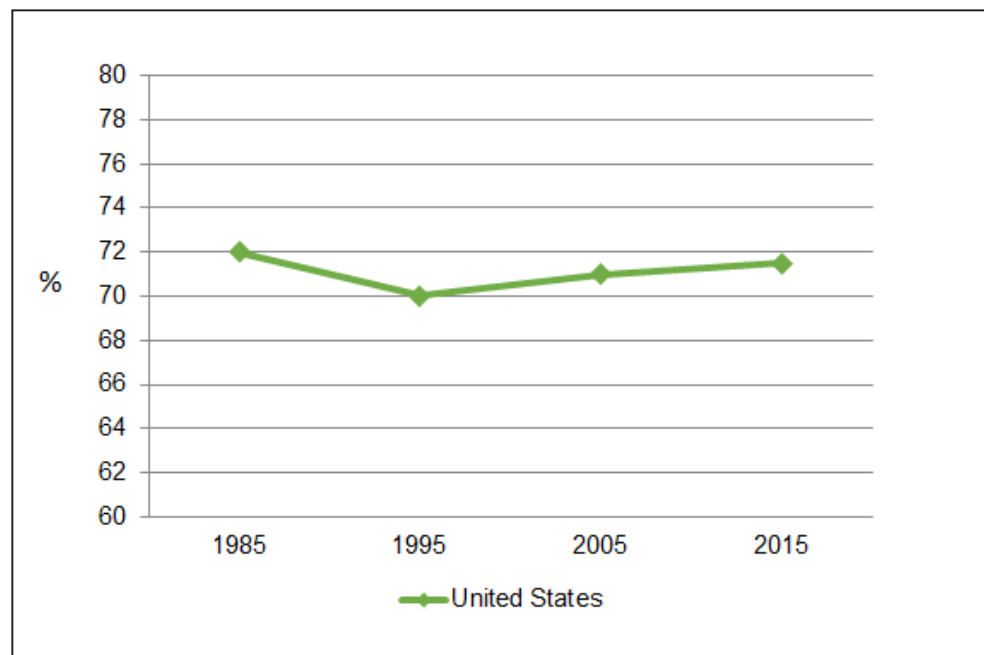
Why are these concepts so important?

- Across LMEs, the SER has been dominant normatively, serving as a reference point in identifying dimensions of labour market (in)security
- Yet the means through which the SER has been institutionalized have *differed* among LMEs, affecting its shape and thus the forms precarious employment takes

Results:

- Form of the SER in “the rest” (Canada, the EU 15 and Australia): full-time permanent employment (institutionalized by labour laws, legislation, and policies backed by collective bargaining)
- Form of the SER in the U.S.: full-time ongoing employment in a unionized domain (cemented by collective bargaining backed by labour laws, legislation, and policies)

Full-time Employment as a Percentage of Total Employment in The U.S., 1989-2015



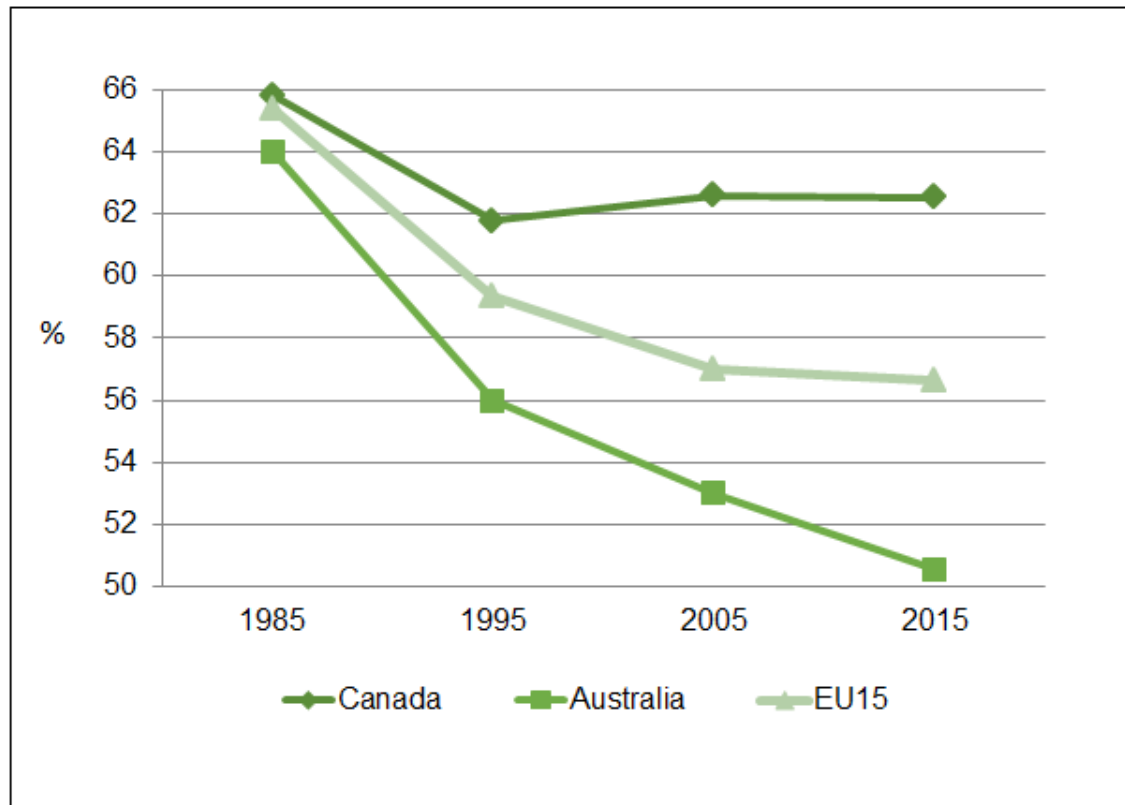
The Degraded SER:

- employment at-will
- declining union membership
- stagnation of wages
- high prevalence of low wage work
- deficiencies in employer-provided social wage benefits

Source:

United States: Current Population Survey, Annual Social and Economic Supplement (ASEC), 1985-2015.

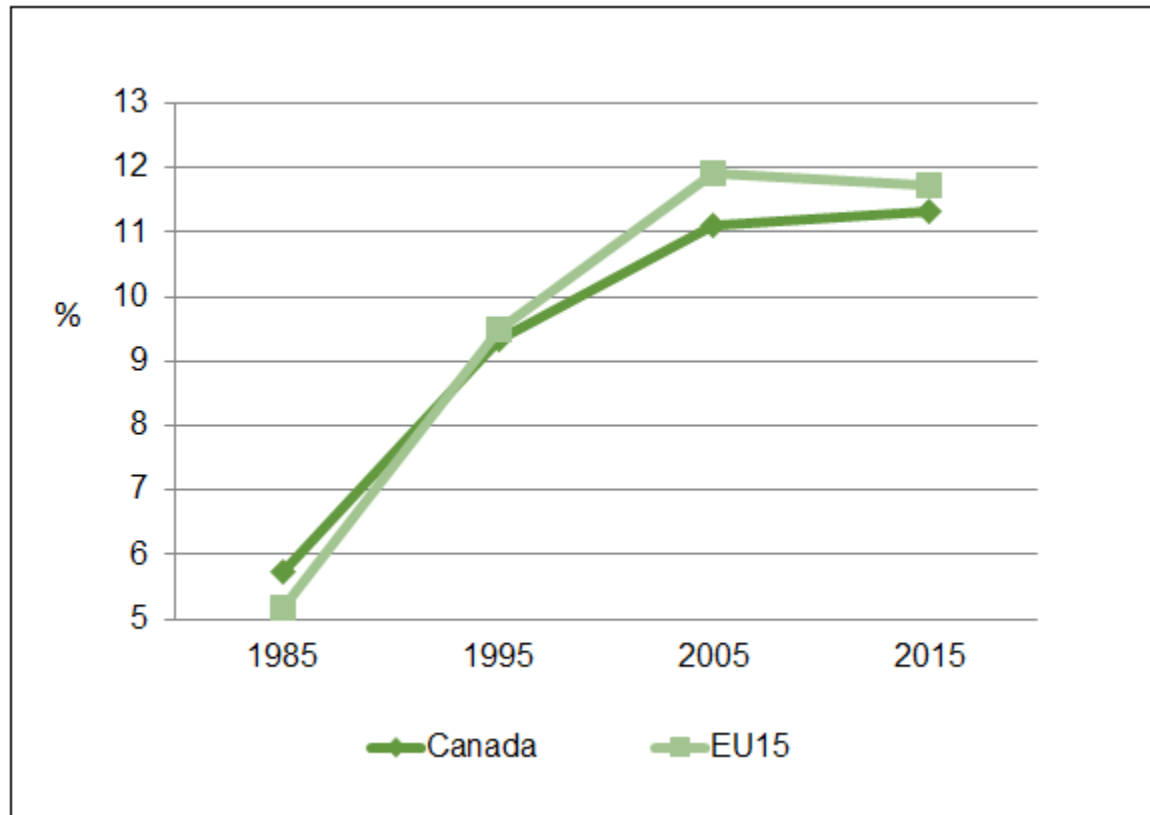
Full-time Permanent Employment as a Percentage of Total Employment in Canada, Australia, and the EU 15, 1989-2015*



The Tiered-SER

- Canada: Statistics Canada, Labour Force Survey (1997-2015); General Social Survey cycle 4 1989.
- Australia: Vosko, Leah. F. (2010). *Managing the Margins: Gender, Citizenship, and the International Regulation of Precarious Employment*. Oxford University Press: New York. Australian Bureau Statistics (ABS) 2015 Cat. No. 6202; 6291.0.55.003
- EU15: EUROSTAT 1985-2014, EU LFS.

Temporary Employment as a Percentage of Total Employment, Canada and the EU15, 1989-2015*



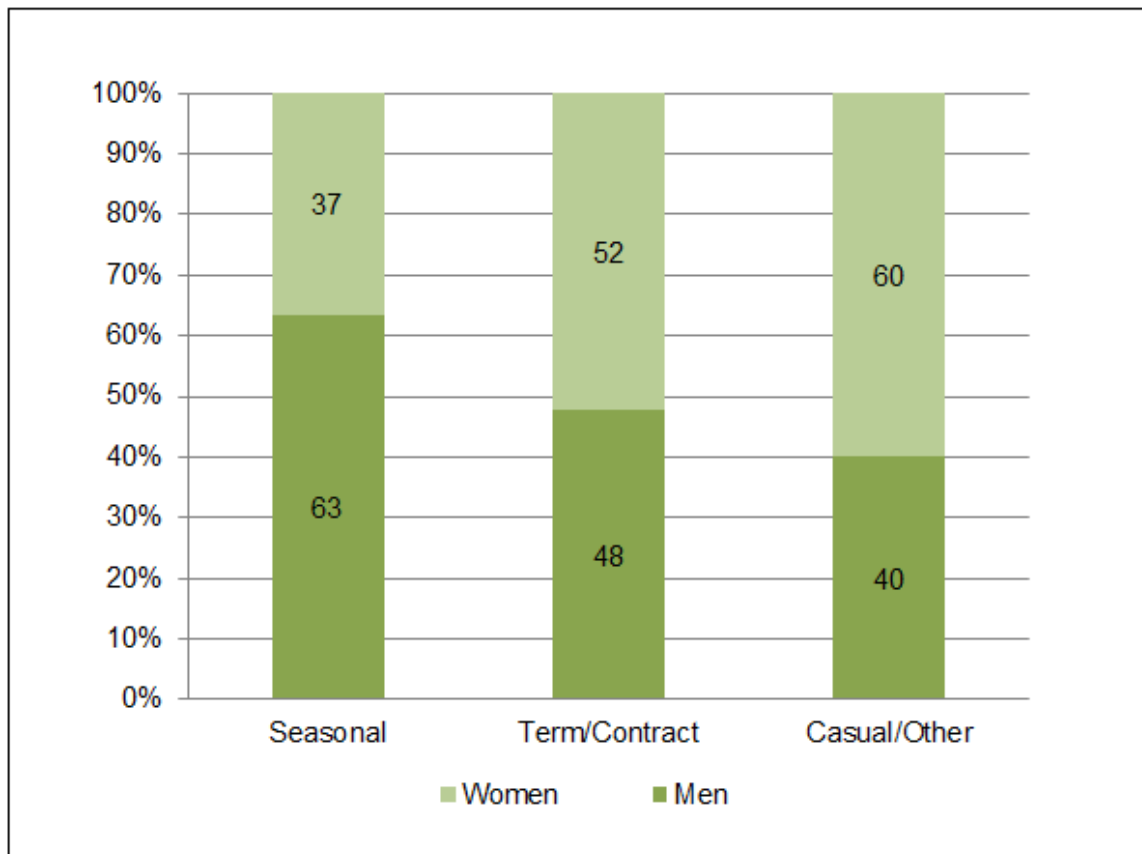
*Canada: uses 1989 figures in lieu of 1985; 1997 figures in lieu of 1995*EU15: uses 2014 figures in lieu of 2015.

Sources:

Canada: Statistics Canada, Labour Force Survey (1997-2015); General Social Survey cycle 4 1989.

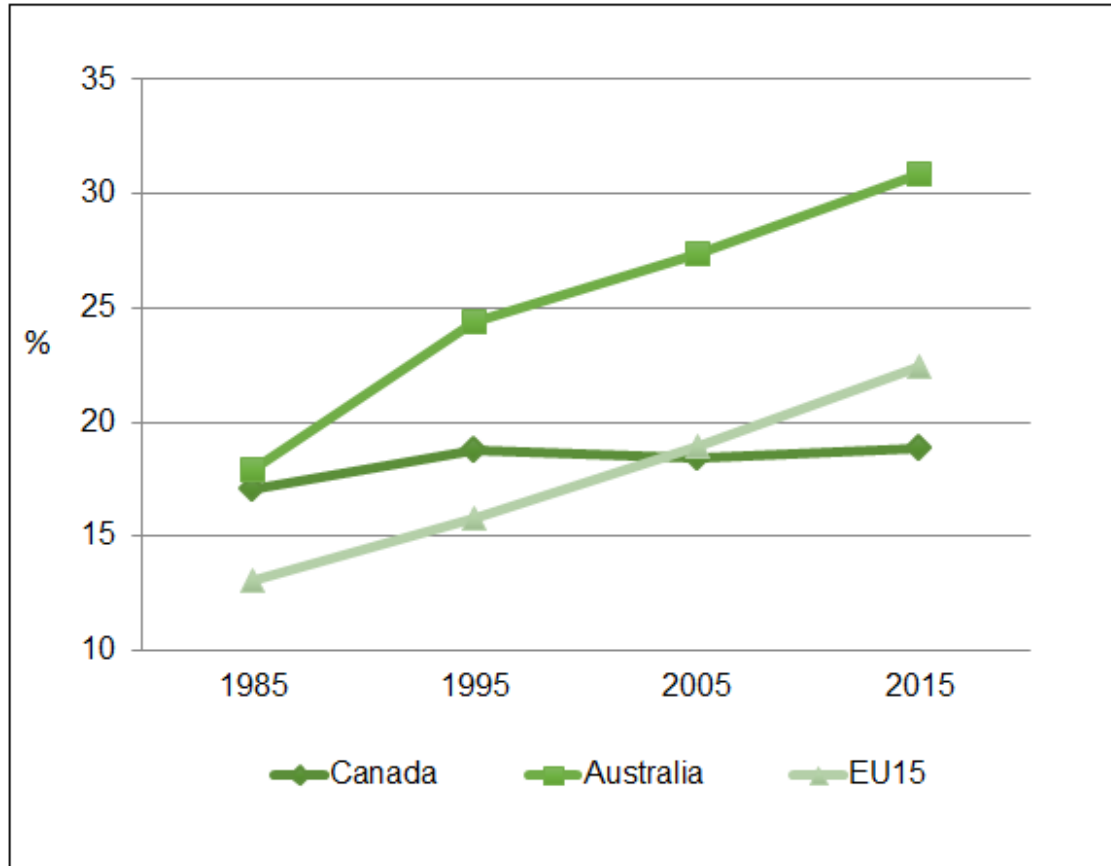
EU15: EUROSTAT 1985-2014, EU LFS.

Types of Temporary Employment, Shares of Men and Women, Canada, 2015



Source:
Canada: Statistics Canada, Labour Force Survey (2015)

Part-time Employment as a Percentage of Total Employment, Canada, Australia, and the EU15, 1989-2015*



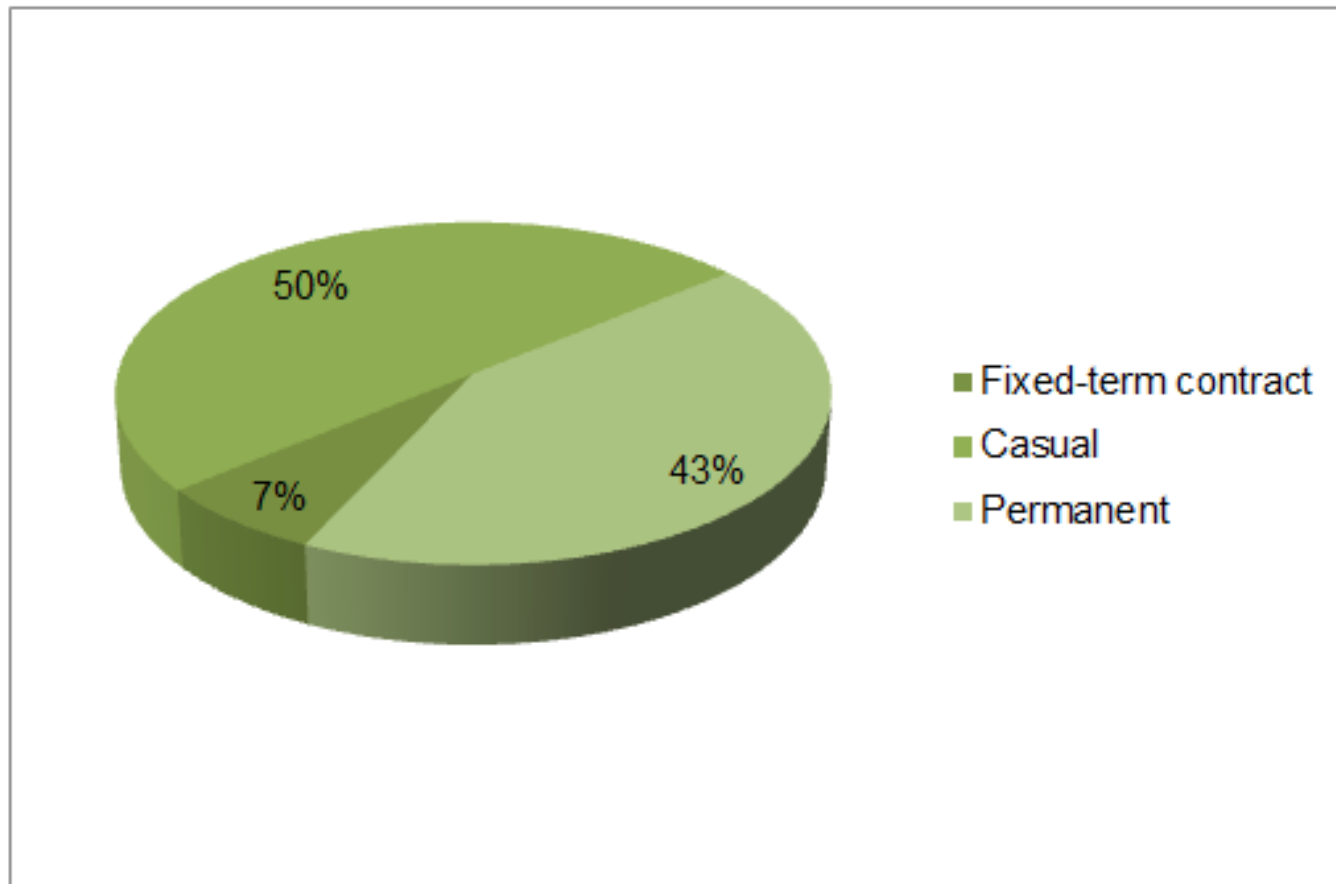
Sources:

Canada: Statistics Canada, Labour Force Survey (1985-2015).

Australia: OECD Statistics (1985-2015)

EU15: EUROSTAT 1985-2014, EU LFS.

Part-time Casual Employment in Australia, 2012

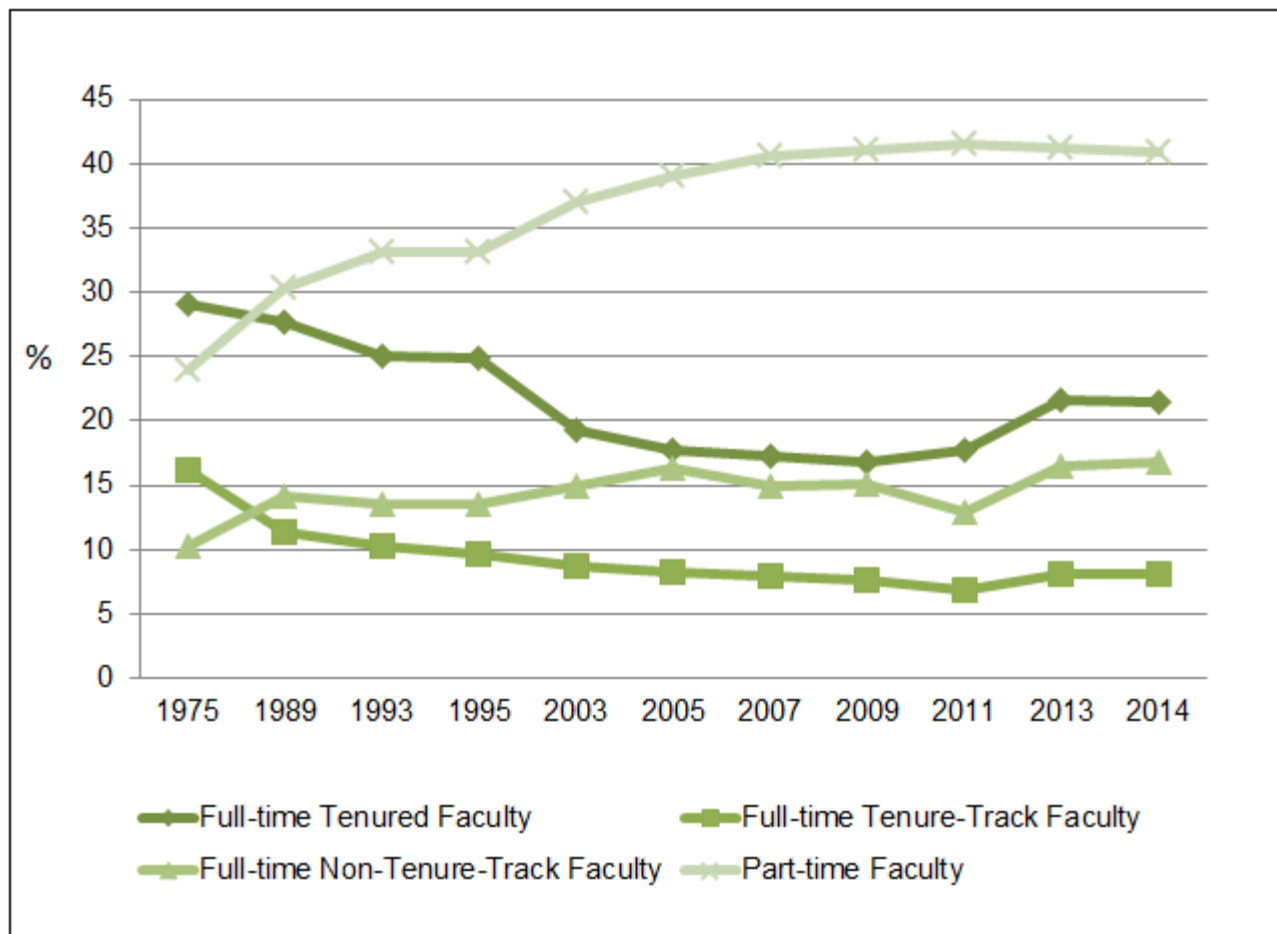


Source: The Melbourne Institute of Applied Economic and Social Research. HILDA, Wave L.

Precarious Employment in Post-secondary Education in the U.S: Echoes of other LMEs?

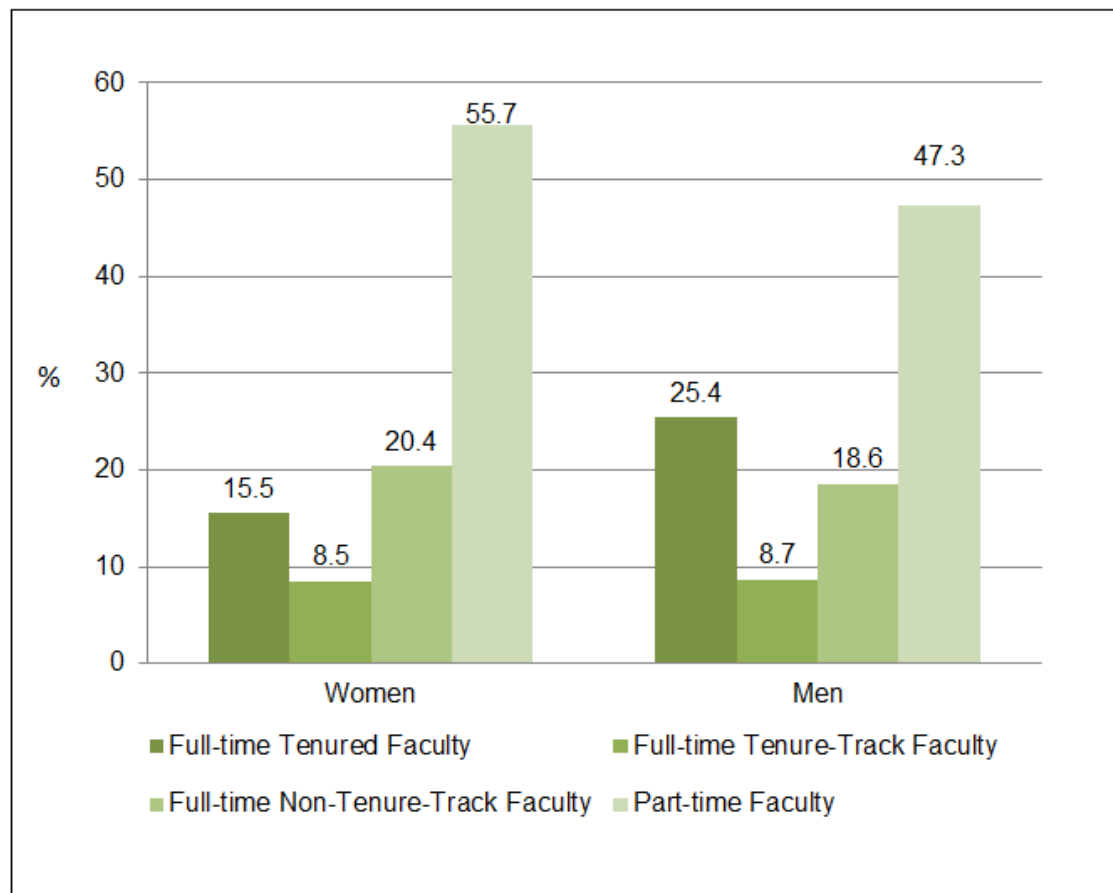
- Dramatic increase in the share of faculty described as “contingent” who are neither employed in tenured nor tenure-track positions
- More and more employment in this sector closely resembles acutely precarious forms of employment in Canada, the EU 15, and Australia
- The situation of “contingent” faculty is akin to fixed-term temporary employees in Canada and the EU 15 and part-time casual employees in Australia

Trends in the Academic Labour Force, U.S., 1975-2014



Source: AAUP. "Higher Education at a Crossroads: The Economic Value of Tenure and the Security of the Profession." Academe. March-April 2016.

Faculty Employment Status, by Gender, 2011 (Fall)



Source: Curtis, John W. (April 2014). "The Employment Status of Instructional Staff Members in Higher Education, Fall 2011."

Principles

- **Parity:** crafting protections attentive to the diverse needs and situations of workers in different forms of employment rather than prorated to the illusive comparator of the full-time permanent employee
- **Inclusivity:** providing pathways of entry into the community of workers covered by, and able to access, the full range of employment and labour protections required for the meaningful exercise of labour market membership

Applying Principles to Alleviate Contingency in U.S. Post-secondary Education



- Strengthening tenure (e.g., by providing more direct lines to this status and thereby preserving job quality)
- Increasing certainty and security among contingent faculty, including via conversion to the tenure stream

Policy Options: Lessons from Canada

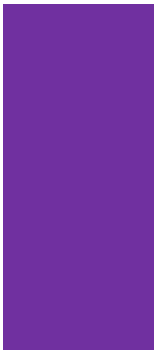
York University's Conversion Program

- Allows for part-time faculty who have five-years experience of high intensity teaching to be placed in a “priority pool” of candidates, from which they are eligible for appointment by academic units to either standard tenure track positions or “alternative stream” but tenure-eligible teaching positions
- Recognizes “the substantial contribution to the University community made by long-term employees... and... the obstacles that have faced these employees in their attempts to find academic employment” (CUPE 3903 Collective Agreement, Article 23).

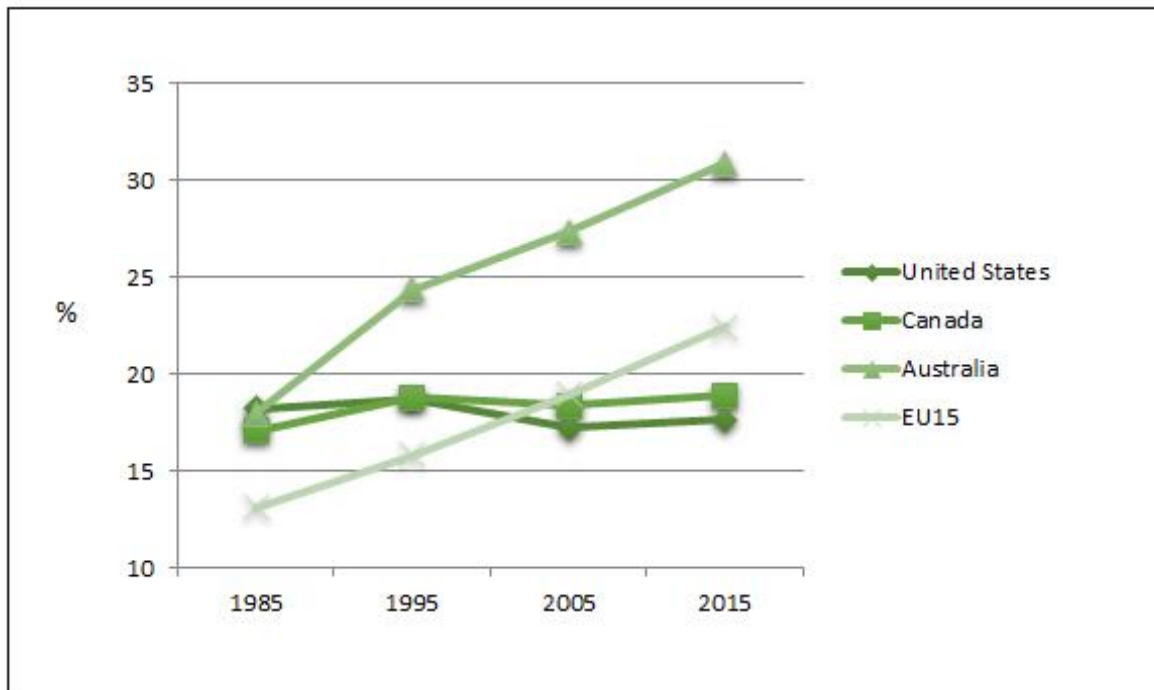
Conclusion

- Create accessible modes of representation for post-secondary educators (ideally routes to unionization) regardless of their form of employment
- Embrace these modes of representation in the struggle against a degraded SER and associated inequities across post-secondary education (e.g., gender inequities)





Part-time employment as percentage of total employment, Canada, US, Australia, and the EU15, 1985-2015*



*EU15: uses 2014 figures in lieu of 2015.

Sources:

Canada: Statistics Canada, Labour Force Survey (1985-2015).

United States: Current Population Survey, Annual Social and Economic Supplement (ASEC), 1985-2015.

Australia: OECD Statistics (1985-2015)

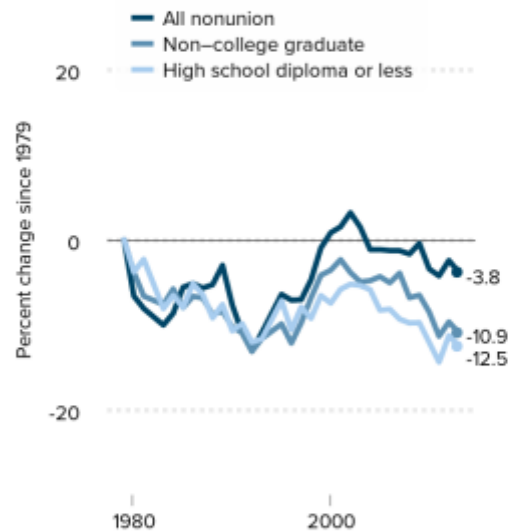
EU15: EUROSTAT 1985-2014, EU LFS.



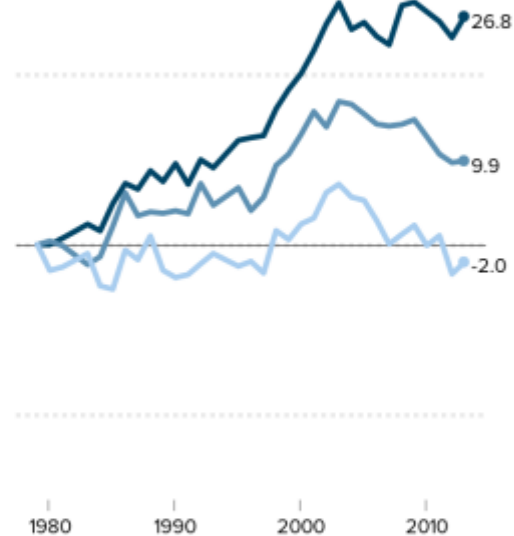
Pay for most nonunion workers has stagnated

Cumulative change in annual median wages of nonunion workers in the private sector, by gender, 1979–2013

Men



Women



Notes: Sample restricted to nonunion full-time workers in the private sector ages 16 to 64. Wages are measured in 2013 dollars. See the text and Methodological Appendix for details on the analysis.

Source: Authors' compilations from the Current Population Survey (CPS) May Supplement microdata and CPS Outgoing Rotation Group microdata.



Table 12
Faculty Employment Status, by Gender, Fall 2011

	Women			Men			Total
	Number	% of Women	% of Category	Number	% of Men	% of Category	
Full-Time Tenured Faculty	112,315	15.5	36.5	195,788	25.4	63.5	308,103
Full-Time Tenure-Track Faculty	61,315	8.5	47.8	66,884	8.7	52.2	128,199
Full-Time Non-Tenure-Track Faculty	147,544	20.4	50.7	143,205	18.6	49.3	290,749
Part-Time Faculty	403,569	55.7	52.5	364,861	47.3	47.5	768,430
Total	724,743	100.0	48.5	770,738	100.0	51.5	1,495,481
Contingent Faculty	551,113	76.0	52.0	508,066	65.9	48.0	1,059,179

Notes

Title IV degree-granting institutions only.

Source

US Department of Education, National Center for Education Statistics, IPEDS Human Resources Survey 2011-12, Fall Staff component, final/revised data file, December 2013.
Tabulation by John W. Curtis, American Association of University Professors, Washington DC.