Filling in the Gap: Objective and Significance

What is Nonstandard Employment?

- Any work that is not classified as full-time and does not offer benefits such as healthcare (Contingent, Part-time, Temporary, Externalized)
- Term “nonstandard employment” developed by Kalleberg (2010) in an attempt to clarify and unite multiple definitions

Why is this research important?

- Add 631,300 jobs by 2020 (Henderson, 2012)
- Lack of research and understanding about employees
- Better understanding will give insight as industry grows and an increasing number of individuals become involved in nonstandard employment
- Eliminate discrimination, if any

Research Questions

- What types of individuals fulfill nonstandard employment positions?
- What characteristics are needed to succeed in nonstandard employment?

Previous Research

- Suggests nonstandard employees are marginalized and lack solidarity

Results: “I don’t like my job, but I still do it.”

“Breaking out of the Circle.” Understanding Financial Concerns and Education Requirements

- Stress Over Financial Concerns
  - Individuals choose this type of employment to relieve some stress from financial concerns
  - Majority rely on governmental assistance or have in past
  - Main providers for their homes
  - Nonstandard employment is not ideal job; Money earned does not make up for lack of benefits

- Jobs Require Minimal Education
  - Individuals have the required skills or can easily be trained to do the work
  - Majority of those interviewed only have high school diplomas (Only a few are continuing education)
  - Several expressed that while they wanted to possibly continue education, not the highest priority at this point in time
  - “I was going to go to college for a bit but then dropped out because earning money became more important at the time. I plan on going back but right now money as more value.” Participant A

- “A Bigger Cabin across the Woods.” Analyzing Instability and Inequality in the Workplace

- Face Inequality between Employees
  - Unable to relate to other workers
  - Feel negative stigma and stereotype that is often associated with part-time workers
  - “I work faster than any of the full-timers so when I get done early and am seen doing nothing, they think I’m the one being lazy.” Participant B

- Lack of Stability in Employment
  - Hard to find steady or ideal employment with same or higher pay
  - Participants do not view nonstandard employment as permanent job
  - “I don’t see myself here in five years…I’d like to have something better.” Participant C
  - Characterized by sporadic and sometimes hard to predict employment patterns
    - Requires flexibility, understanding, and willingness to be quickly and easily moved to another job or replaced