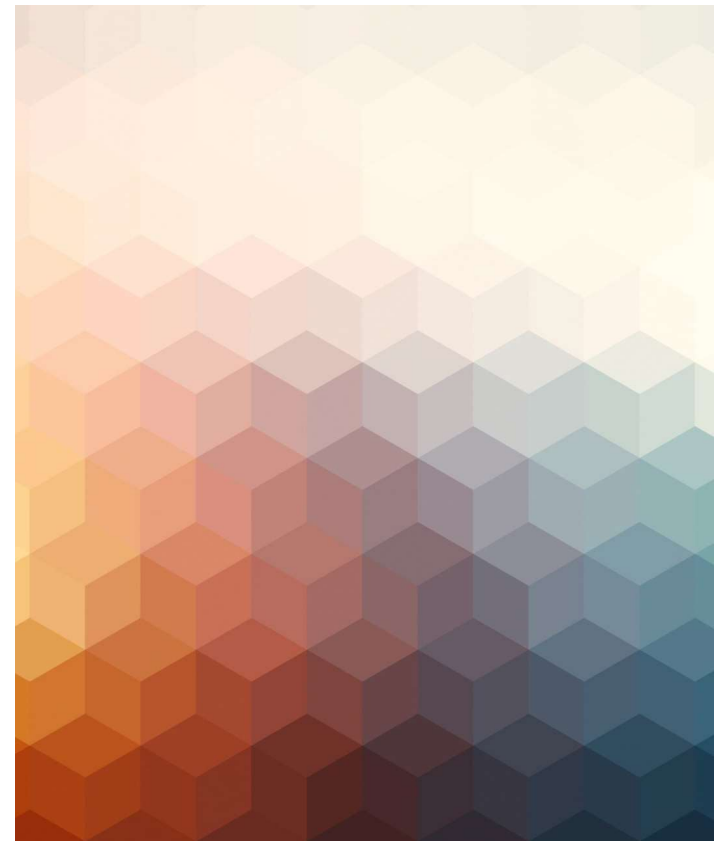


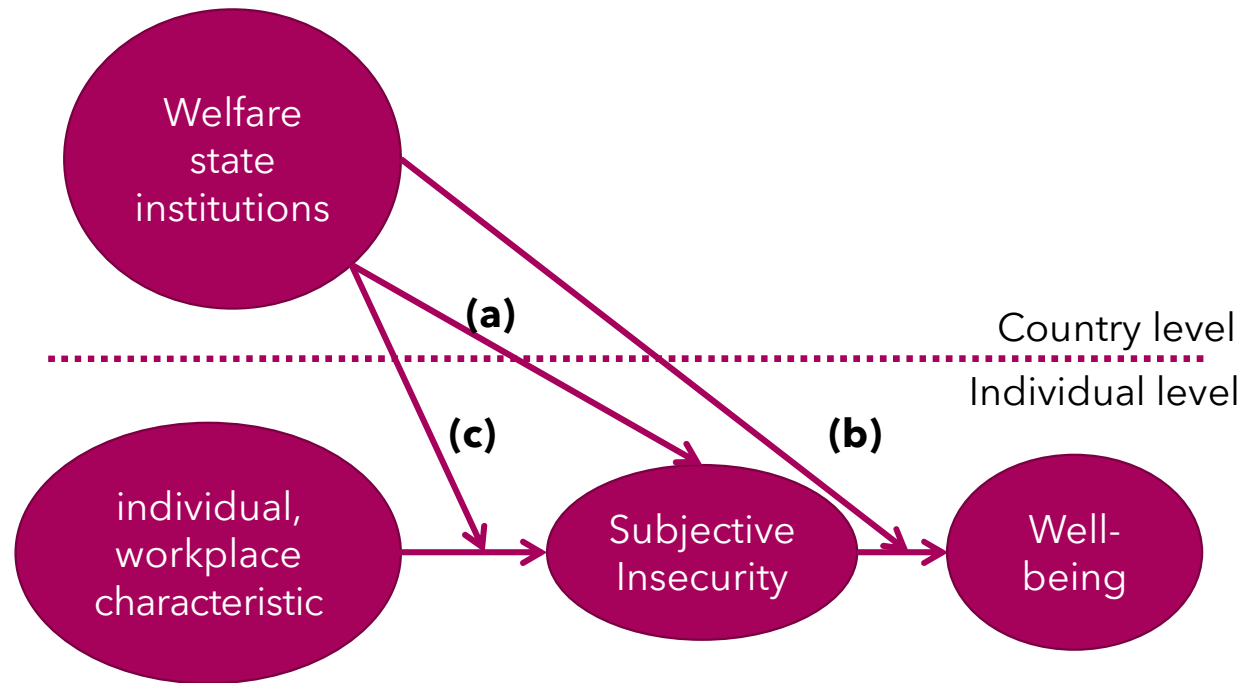
SUBJECTIVE INSECURITY AND THE ROLE OF INSTITUTIONS

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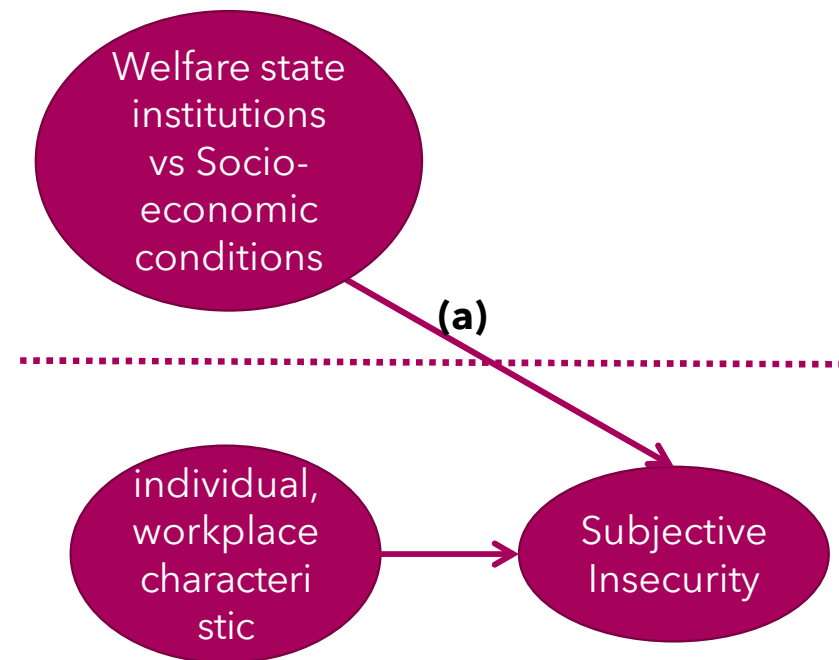
SUBJECTIVE INSECURITY AND THE ROLE OF INSTITUTIONS

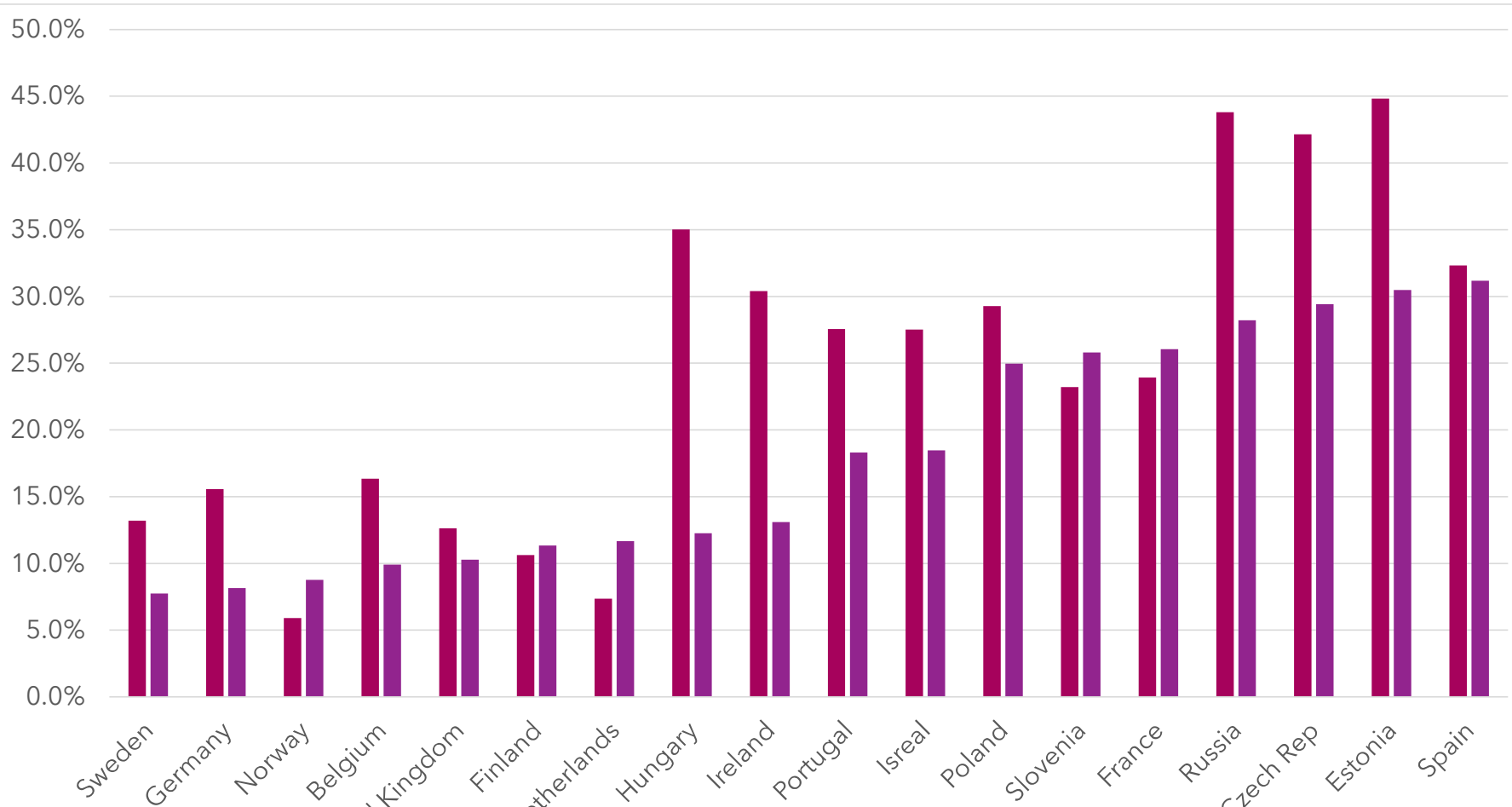


INSTITUTIONS VS ECONOMIC CONDITIONS

Chung & van Oorschot (2011) [Journal of European Social Policy](#)

- **Employment insecurity** – cognitive insecurity/feeling that you will not experience unemployment lasting more than 4 weeks (cf. job insecurity)
- European Social Survey of 2008-9 (first initial stages of the 2008 financial crisis) across 22(19) countries
- Huge hits in GDP growth/unemployment rates
- Can institutions help people feel less insecure?





Proportion of workers feeling employment insecurity across Europe (ESS)

Source : Chung, 2020

■ 2008
■ 2016

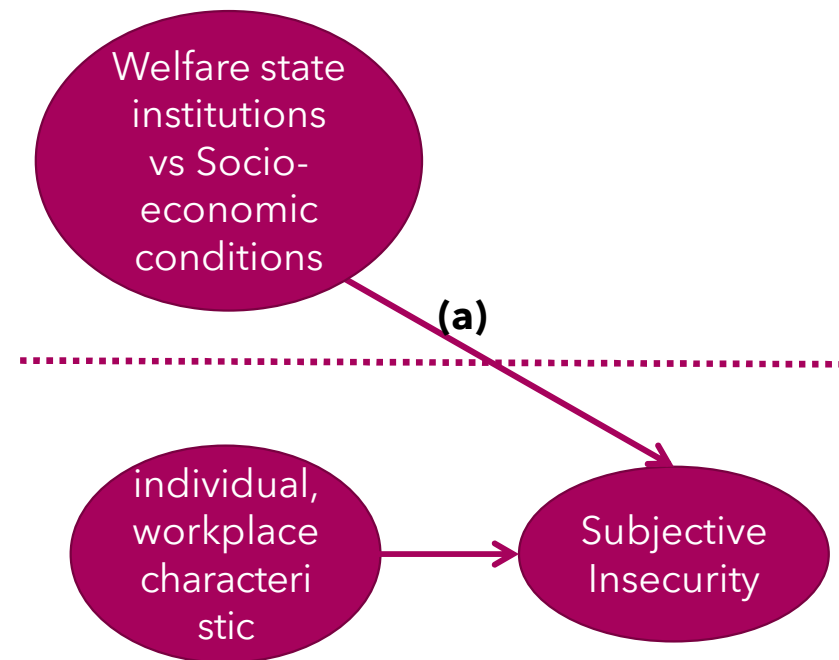
INSTITUTIONS VS ECONOMIC CONDITIONS

- Employment protection legislations
 - For permanent contracts: secures jobs / may hinder hiring of permanent jobs (or job creation?)
 - For temporary contracts: may create more jobs but may be short termed
- Active labour market policies - helps individuals get back into labour market (Danish Flexicurity model) less fear of long period of unemployment
- Passive labour market policies - helps support income security during unemployment - may remove fear (and can help reduce cognitive insecurity) of unemployment
- Economic/labour market conditions \square shapes workers' bargaining position / likelihood of job or company being dissolved + likelihood of being hired for new role

INSTITUTIONS VS ECONOMIC CONDITIONS

Chung & van Oorschot (2011) Journal of European Social Policy

- Institutions, labour market policies do matter
- However, unemployment rates + **GDP growth rate of 2008-9** (the severity of financial crisis on the country's economy) more important

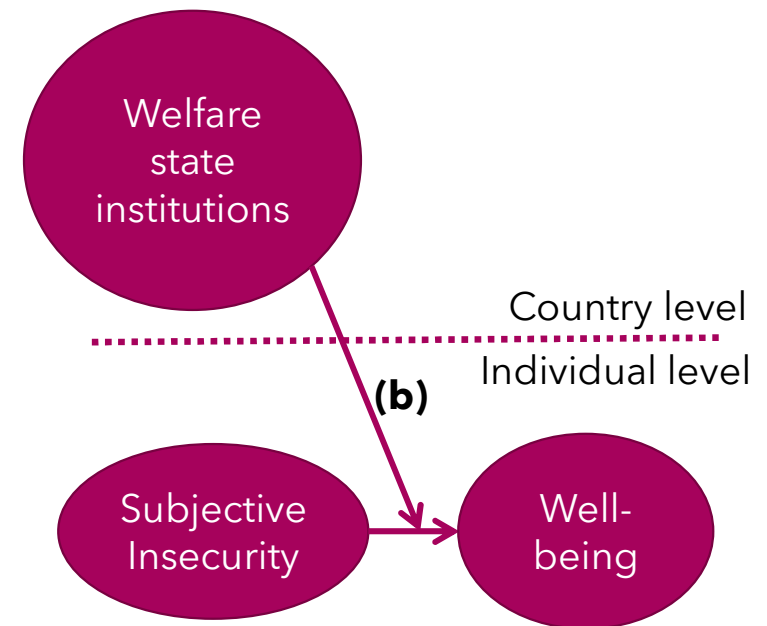


INSTITUTIONS VS ECONOMIC CONDITIONS

- Chung (2020) in *Welfare State Legitimacy in Times of Crisis and Austerity*. Edward Elgar
- Same question but different context - European Social Survey of **2015-16**
- Economic crisis relatively stable, recovery + austerity measures
- Conclusion : Rather than economic labour market conditions, **social policy/labour market policies matter more!** (although GDP/capita also matters a lot.. (see also, van Oorschot and Chung (2015) *European Journal of Industrial Relations*)

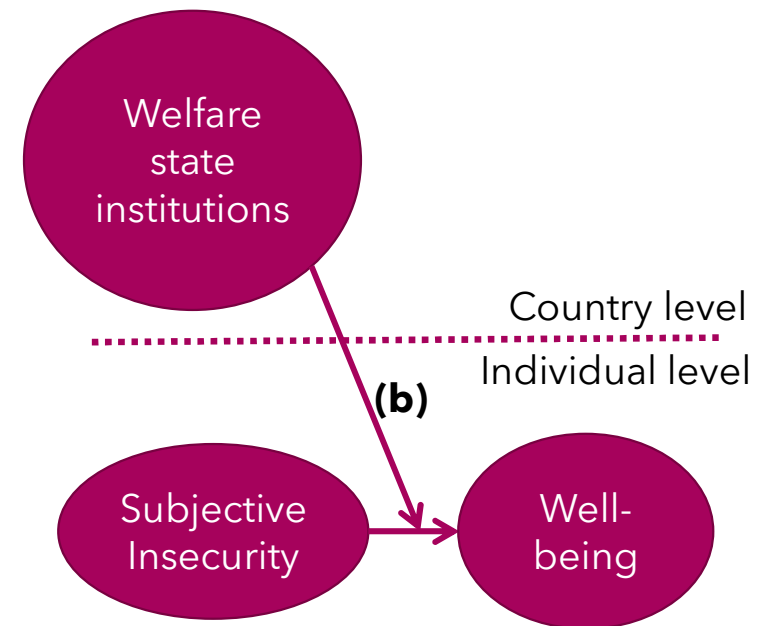
INSTITUTIONS MODERATING THE IMPACT OF INSECURITY

- Carr & Chung (2014) [*Journal of European Social Policy*](#)
- Feelings of insecurity can have negative outcomes on well-being
- Can labour market policies help alleviate this feeling?
 - PLMP reduces income insecurity
 - ALMP provides support/reduces long term unemployment risks
- European Social survey of 2010 - employment insecurity (feeling of job security + likelihood of getting a new job) across 22 European countries



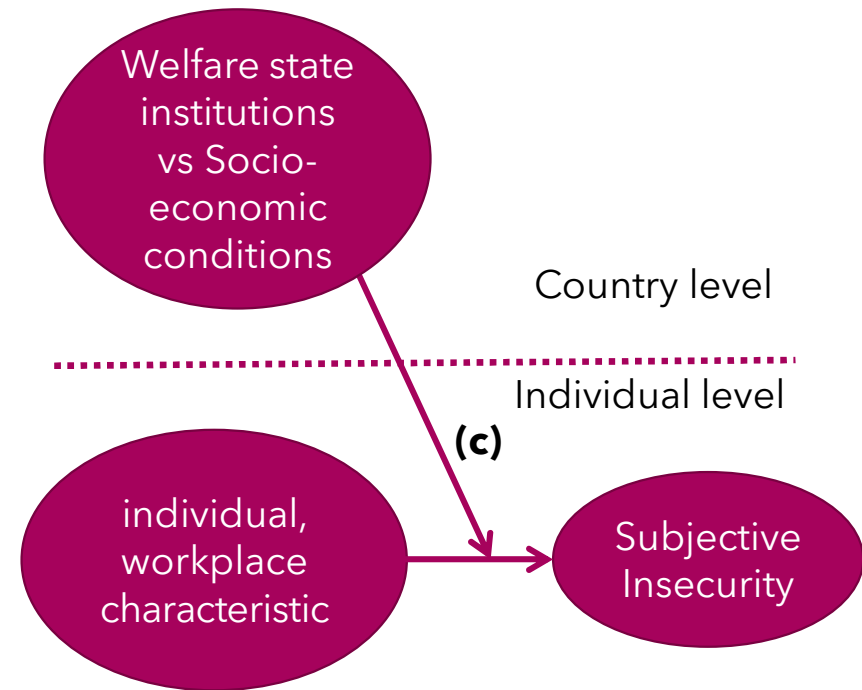
INSTITUTIONS MODERATING THE IMPACT OF INSECURITY

- Carr & Chung (2014) *Journal of European Social Policy*
- Conclusions:
 - Active and Passive labour market policies reduce the negative impact of employment insecurity on life satisfaction
 - This moderation **is stronger for the 'outsider' groups** in the labour market (temporary, blue collar workers in manufacturing sectors)

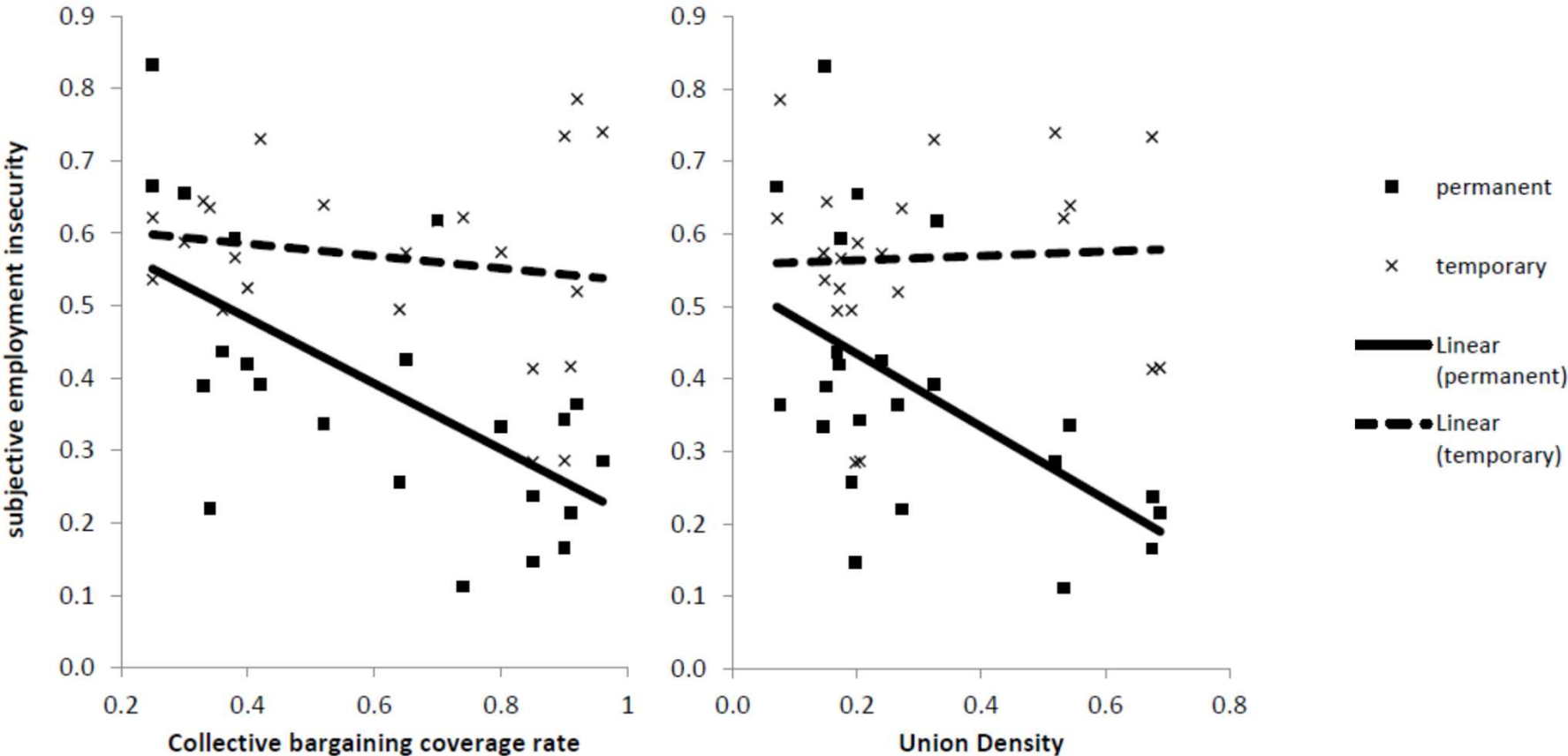


INSTITUTIONS IMPACTING WHO FEELS INSECURE

- Chung (2019) [Economic and Industrial Democracy](#)
- Temporary workers generally feel more insecure compared to permanent workers but does this vary across countries?
- European Social Survey 2008/9
- Conclusion :
 - Countries with stronger unions (better LMPs) the gap is larger
 - However this is because permanent workers are better protected against feelings of insecurity in these countries!



Subjective insecurity divide between temporary and permanent workers across 23 European countries (2008/9)



CONCLUSIONS

- Employment insecurity prevalent across Europe
- Varies largely across countries
- **Institutions matter!**
 - In explaining the general level of insecurity felt by the population
 - Who feels insecure - the gaps between groups
 - The outcomes of insecurity on well-being - especially for the vulnerable
 - The impact it has on political engagement/support for redistribution and welfare states \square feedback to institution
- Providing **stronger welfare policy support** for workers may help workers feel less insecure (with consequences for well-being, productivity/performance, political legitimacy of the welfare state)

THANK YOU

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