

Precarious work in relation to ethnic minorities

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Precarious work is on the rise throughout Europe. It takes different forms in the United Kingdom, in Spain and in France but everywhere it brings about social implications that European societies need to explore. Some categories of populations are disproportionately affected: women, ethnic minorities and youth are particularly exposed to economic and social vulnerability. This poses a threat to social inclusion that needs to be urgently addressed. This research project offers to shed light in a comparative approach on what the social implications are for ethnic minority women.

How do processes of precarisation intersect with racialized and gendered discrimination for ethnic minority women? Why are ethnic minority women affected in specific ways?

This research project will contribute to answer this question through a cross-national study relying on institutional ethnography methods and intersectional multi-level analysis. The use of these methods will promote an understanding of how institutions impact workers' experiences from their perspective, being reflexive of social categories and dominant discourses.

Bringing together Institutional ethnography (Smith, 1987, 2005) and intersectionality		
Starting point of the research	People's work experiences Begin with social practices not theory	
	Qualitative methodology	
Gathering the data	Pre-conceptions and directions can be changed Combination of inductive and deductive methods	
	Complementary data to analyse institutions, representations and structural power relations	
Levels and methods of analysis	People's doings and their coordination Social relations Institutions Written and oral "texts"	Individual: deconstructing and contextualising self identification Structural Representational

The care sector, a significant example of a racialized and gendered workforce affected by precariousness

	FRANCE	UNITED KINGDOM	SPAIN
Sector	-Non-profit home care associations provide for 60% of the demand (Simonazzi, 2009).	-Largely privatised; e.g. For-profit private residential care homes = 76% of the market (Simonazzi, 2009)	-'Familiastic care regime' (Gonzalez Fernandez, 2013) /Defamilialization and role of migration (Clement, 2011).
Employment terms	High level of turn over (Lada, 2011) Wide-spread part-time and fixed contracts	Wide use of Zero Hours Contracts Increasing casualisation	Significant informal sector and semi-formal arrangements
Workforce	97,3% of women (INSEE, 2010)	84,3% (Hussein, 2009)	Over 90% (Leon, 2010)
	12% are under 35 (Crédoc, 2010)	average age early 40s, BME workers are younger (Hussein, 2011)	66% are aged between 30 and 44 years (Salaberri and Aragón)
Working conditions	Migrant women (including the ones who acquired French citizenship): 1/5 work in care and domestic services vs. 1/10 French women born in France (JO, 2013)	-Non-white minority ethnic groups account for 17 per cent of care workers (including both UK and foreign born workers)	Close to 70% of individuals included in the Special Regime of Domestic Service are foreign women (Romero, 2012) + informal sector
	-low pay -lack of professional recognition -high rates of work disabilities -Time pressure (Lada, 2011)	-low pay, can fall under National Minimum Wage -No entitlements to sick and holiday pay -No protection against dismissal (Zero Hours Contracts) -lack of adequate training -Time pressure	- Frequent live-in arrangements -Dependency to employer re legal status -Absence of/Diminished social security



European countries' commitment to equality and inclusion



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