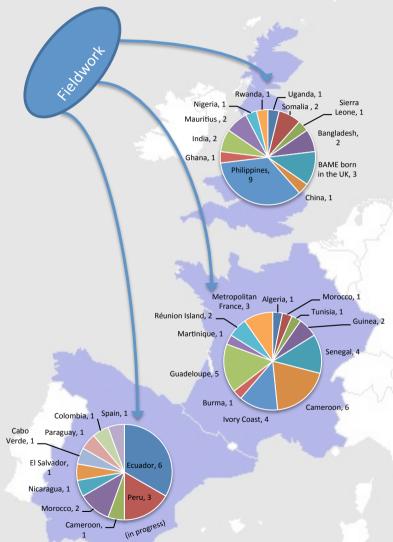
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Project title: "Life on the Margins – the social implications of precarious work specifically in relation to minority ethnic workers"

Focus on minority ethnic workers in precarious jobs. Study of multiple inequalities and labour market segmentation from workers' perspectives.

Empirical context

Minority ethnic and migrant workforce in the elderly care sector in 3 European countries.

Intersection of: Migration/Gender/Age/ Ethnicity

Research question

How do processes of precarisation intersect with racialization and gendered labour segmentation in three care regimes?

Theoretical approach



Emerging themes from data

Work precariousness

- •Routes into employment and role of intermediaries
 - Barriers to qualification recognition
- Employment terms (duration of contract, annual leave, sick pay, maternity leave)
 - •Working conditions (hours, workload, training)
- •Caring arrangements (reproductive responsibilities, worklife balance)

Perceptions of racism and discrimination

- •Institutional racism embedded in migration and employment regimes and its articulation with the workplace level
- Experiences of racism and discrimination (racial prejudice by colleagues and residents, discrimination and harassment by managers)
 - Coping strategies (role of unions, of grass roots movements and indiividual strategies)

Minority ethnic and migrant care workers Paris, London, Madrid

Specific implications of care work as affective labour and gendered work

- Categorization of workers' bodies according to gender, age, ethnicity
- Invisibilisation of affective labour and devaluation of skills
 - Bodily work: impact on workers' bodies
 - •Implications for care workers' personal lives

Future of European care regimes and contribution of this cross-national study to debates around:

- •Contribution of migrant workers to European care regimes
 - •Social implications of the commodification of care for workers
 - Professionalization as a tool for the improvement of employment terms and working conditions
 - •Role of emotions and the professionalization debate







