Employment trajectories of workers in non-standard jobs: More than just traps or stepping stones

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**Research question**

- To what extent does non-standard employment (NSE) lead to prospectful or precarious careers?

**Data**

- Dutch register data on workers who enter NSE in 2007 (N=3062). Monthly data until December 2013

**Background**

- Effect of NSE on future career is ambiguous
- Problems of previous research
  - Focus on point-in-time transitions
  - Focus on permanent employment as the final and only ‘good’ outcome
  - Insufficient attention for various types of NSE

**Methodology**

- Multichannel sequence analysis
  - Labour market positions
  - Monthly income
- Dynamic Hamming Distance
- Ward clustering
- 20 cluster solution

**Typology of non-standard employment careers**

**Labour market positions**

- “Stepping stone” careers, but with varying incomes
- “Trap” careers, but also with high incomes
- Permanent ≠ final: (in)voluntary returns to non-standard employment
- On-call work: high employment security, low income security
- Temporary work agency jobs: average incomes, but low employment security
- Main division remains between traps and stepping stones

**Results**

**Conclusion**

More variation in traps and stepping stones than normally assumed, but main division remains between traps and stepping stones