Segmented labour markets: From simple diagnosis to encompassing solutions?

(ALMOST) ALL OUTSIDERS NOW?

Richard Hyman
OVERVIEW

• segmentation: is there a ‘simple diagnosis’?
• the new segmentation
• the role of trade unions
SEGMENTATION: IS THERE A ‘SIMPLE DIAGNOSIS’?

- skills, education, human capital
- discrimination (intersectionality)
- company-level employment hierarchies
- EPL

- different diagnoses imply very different solutions
- which must include a macroeconomic and macropolitical focus
THE NEW SEGMENTATION

• neoliberal globalisation and competitive corporatism: the ‘atypical’ is increasingly typical

• productivity (and ‘financial performance’) through reductions in core workforce
  ➢ outsourcing and agency work

• hollowing out of public sector

• austerity and drive to ‘modernise’ labour markets and social protection
  ➢ two-tier welfare state

• structural asymmetry of eurozone: ‘core’ versus ‘peripheral’ states

• the new divide: 1% versus 99% ?
THE ROLE OF TRADE UNIONS

• do unions mainly represent ‘insiders’?
  ➢ traditional roots in ‘core’ workforce?
  ➢ in adversity, unions often defend established institutional arrangements which fail to benefit ‘periphery’ (Palier and Thelen)

• but in many countries, serious efforts to recruit, represent and mobilise ‘outsiders’

• ‘encompassing solutions’ require encompassing conceptions of common (class) interests...

• ... which entails an urgent challenge to redefine solidarity and social justice