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The new precarious paradigm in labour: the case of temporary agency work

Abstract

The present thesis focuses on the agency/contract employment which, since the economic crisis, presents significant increase. The study will be conducted with the use of mixed methods. In the first part the electronic communication file (e-mails) of the trade union SYDAPTT (Association of Temporary Staff in the Banking Sector) will be analysed through a Protest Event Analysis. The findings of that part will guide the qualitative research coming after, which will contain semi-structured in-depth interviews thematically focused on issues that will emerge from the first part. The empirical research will be accompanied by a brief overview of the labour, institutional/legislative framework and of its changes during the crises period (the financial of 2009 and the pandemic of 2020). At the same time, statistics and indicators will help to evaluate the results of the labour amendments in the real economy and especially in agency/third party employment. The broader goal of the thesis is to study the employment relationship through third parties, its terms and its impact on the agent/contract temporary workers. The analysis of the unions' protest actions is expected to provide insight on the protest events themselves, their form, character and demands, as well as on their effectiveness. At the same time, the findings are expected to highlight the dysfunctions and the complexity of that specific relationship, which unlike the traditional employment relationship takes place within a "triangle" formed by the employees and at least two different employers (direct and indirect). In such a case, the employees often ignore their partner in terms of social dialogue and collective bargaining. The second part of the research will attempt to point out the conceptualization of the agency/contract employment by the employees themselves through a deeper understanding of the way temporary workers perceive and experience their working condition.