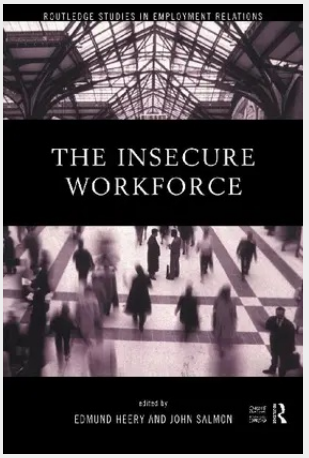
Heery / Salmon

The Insecure Workforce



For the past two decades employment in Britain has been marked by a search for greater flexibility in the availability and use of labour. In recent years, however, there has been mounting concern at the costs of this trend and an appreciation that the consequence of a flexible labour market may be an insecure workforce, vulnerable to exploitation. It is also widely claimed that rising worker insecurity imposes costs on the wider economy and society through lower rates of skill formation, reduced consumer confidence and family instability. This collection of essays uniquely brings together writers from the fields of human resource management, industrial relations, social policy, sociology, economics and politics to explore the validity of these claims. Specific issues considered in the book include: * labour markets and the growth of insecure work * trade unions and the representation of insecure workers * job insecurity and personal well-being * insecurity and political behaviour. This original analysis through the outstanding essays, leads to the book's key message: that re-building security at work should be a major concern of policy makers.

This unique, cross-disciplinary collection of essays explores claims that an insecure workforce imposes wide economic and social costs through lower rates of skill formation, reduced consumer confidence and family instability.

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