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Is having a job always enough?

Understanding job stability and precariousness
through labour market indicators



Learning objectives



Understand why having a job does not always mean job stability



Identify indicators related to long-term unemployment and precarious employment



Use stability indicators to support training and guidance decisions

Why job stability matters

- Income security



- Career development



- Social inclusion



Employment does not always mean stable employment



EMPLOYED

- Temporary contract
- Low or irregular hours
- Uncertain income




STABLE EMPLOYMENT

- Permanent contract
- Adequate hours
- Income security



What does long-term unemployment measure?



- Unemployed for 12 months or more 
- Higher risk of skills loss 
- Increased risk of permanent exclusion 

What is precarious or temporary employment?

- Temporary or short-term contracts



- Low or irregular working hours



- Limited employment protection



Underemployment and skill mismatch

Underemployment

- Working fewer hours than desired
- Involuntary part-time employment
- Income below expectations

Skill mismatch

- Working below qualification level
- Skills not fully utilised
- Limited opportunities for progression

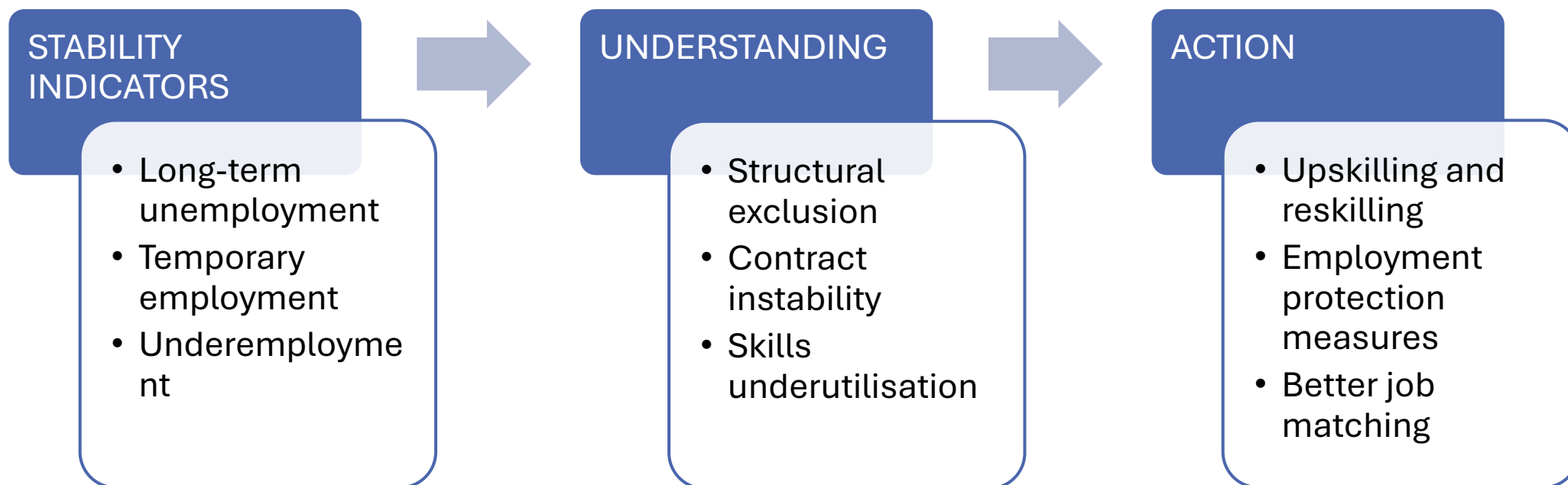
Same employment rate, different job quality



Region	Employment rate	Temporary contracts	Long-term unemployment
Region A	75%	10%	3%
Region B	75%	28%	9%

Employment quantity does not equal employment quality

From stability indicators to action



Key message



The key message of this lesson is that having a job does not always mean being secure

Stability and job quality matter for real inclusion



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Thank you

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