

Multidimensional Labour Precariousness in Europe - A Multilevel Approach

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Abstract

This study analyses precarious employment in Europe through a multidimensional framework, addressing key challenges related to labour market transformation and the future of work. A composite index based on seven indicators, including wage insufficiency, contractual insecurity, involuntary part-time employment, overqualification and adverse working-time conditions, is used to provide a comprehensive assessment of employment quality across European countries. Using comparative European labour data and multilevel regression models at both the individual and country levels, the research identifies personal and structural determinants of precarious employment. The findings reveal substantial territorial heterogeneity, allowing European countries to be classified into distinct groups according to their levels of labour precariousness. Younger workers consistently face significantly higher levels of precariousness than older cohorts, reflecting their greater vulnerability to temporary employment, unstable career paths and labour market segmentation. In addition, institutional and structural national factors play a decisive role in shaping cross-country differences. The study contributes to the literature by offering robust empirical evidence on how labour market institutions and individual characteristics jointly influence inequalities in access to quality employment across Europe.

Keywords

Labour precariousness, Multidimensional index, Labour market institutions, Future of work, European labour markets.