

What do we mean by job insecurity?

Job insecurity is a tenuous, unstable, and uncertain situation. It deprives workers from the professional, financial, and social security they are entitled to.

Job insecurity translates into precarious and difficult work conditions. Workers take on responsibilities unrelated to their experience and are subjected to constant pressure from an organizational performance standpoint.

Job insecurity is often associated with management practices that demand maximum flexibility.



**Prevent
and cure**

 **CSQ**
Centrale des syndicats
du Québec

Job insecurity


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What should job security look like?

The following are concrete examples:

- ✓ The creation or maintenance of permanent full-time positions and a limited number of temporary and part-time positions;
- ✓ The predictability of tasks and conditions of practice;
- ✓ Training and adequate support provided before, during, and after a reorganization or reassignment;
- ✓ Consultation with individuals affected before implementation of changes to the organization of work;
- ✓ Ongoing communication during organizational changes;
- ✓ Distribution of tasks that takes concerns of workers into consideration.

What does job insecurity look like?

Although precarious employment is a good example, job insecurity takes many forms, including:

- A high number of part-time jobs;
- A high number of temporary, on call, or casual jobs;
- A high rate of employee turnover;
- Reliance on placement agencies or subcontractors;
- Difficulty obtaining permanency or job security;
- The risk of being laid off or a decrease in wages;
- Changing workplaces;
- Organizational changes that threaten work conditions;
- Evolving needs of customers that are incompatible with training and experience;
- Technological changes that change the content of a task;
- Merging jobs with added duties;
- Assignment of new tasks unrelated to experience.

What are the risks?

Several scientific studies have shown that organizational constraints, such as job insecurity, lead to psychological and physical health risks, as well as an increased risk of workplace accidents. These health effects rise with the length and intensity of exposure.

In addition, organizational changes and a fluctuating clientele expose workers to layoffs, rapidly changing tasks, and even periods of unemployment.

Job insecurity also increases the risk of:

- Harassment;
- Violence;
- Burnout.

How can the situation be improved?

Claiming better job security can be difficult when acting alone.

TALK TO YOUR UNION.

By raising the subject with your union, you alert them to your situation. They may already be aware of other workers experiencing the same problem and be able to put you in touch with them. Together with you and other affected workers, your union can analyze the situation, and devise a strategy to remedy the issues arising from the organization of work.

The problem is not in your head. The organization of work is at fault and it can make you sick. Talk to your union.

**Together, we have
the power to act.**