

21 September 2012

Industrial Relations Research Unit - Seminar 4

Youth Precarious Employment: State and Policy Responses

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**CREATIVE LABOUR:  
'PRECARIOUS' OR  
'BOHEMIAN'? SOME POLICY  
IMPLICATIONS**

# “Precarious” Employment

- Unemployment
- Under-employment / part time
- Vulnerability in employment
- Over-educated/over-qualified workers without jobs
- Project work – job insecurity
- Over-supply of labour
- Threat of substitution (technology)
- Zero hours contracts
- ‘free labour’ e.g. unpaid internships
- Forced labour mobility – workers chasing jobs



## Creative Labour as 'inherently' Precarious

# The problem of measuring precarious creative labour

## ⦿ Howkins (2001)

- Precarious (bohemian) creative workers as
  - Hidden from statistics
  - A new 'breed' of worker

# 'Precarious' or 'Bohemian'?

- ⦿ Just a 'lifestyle' choice?
- ⦿ Structural economics of the cultural and live entertainment industries
- ⦿ Class
- ⦿ Elites

# Some Policy Implications

## ⦿ Planning policy

- <http://www.kingsplace.co.uk/>
- [http://www.google.co.uk/search?q=kings+place&hl=en&safe=off&prmd=imvnsu&source=lnms&tbm=isch&sa=X&ei=LwhcULKBOoiu0QXy7IH4DQ&ved=0CAcQ\\_AUoAQ&biw=1024&bih=423](http://www.google.co.uk/search?q=kings+place&hl=en&safe=off&prmd=imvnsu&source=lnms&tbm=isch&sa=X&ei=LwhcULKBOoiu0QXy7IH4DQ&ved=0CAcQ_AUoAQ&biw=1024&bih=423)
- See also  
<http://www.kingscrosscentral.com/index>

## ⦿ Education funding policy

## ⦿ Key worker housing policy

- <http://www.guardian.co.uk/housing-network/2012/jan/13/westminster-housing-west-end-workers>
- See also: Zukin on arts gentrification dilemma

# Conclusions

- Precarious young creative industry workers are likely to be under-represented in government statistics
- Class analysis may explain distinction between 'precarious' and 'bohemian'
- Precarious young creative workers now not just a 'problem', but rather instrumentally crucial element in urban policy/property development

# References

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**THANK YOU.**  
**QUESTIONS/COMMENTS?**