

Dr. Vanessa Gash  
University Manchester

## **Insider and Outsider Markets: Where Not to Accept a Temporary Contract**

### **Abstract:**

Using seven waves of the European Community Household Panel Survey (ECHP) this paper observes temporary contract workers transitions to four different destination states: to a permanent job, to a second temporary job, to unemployment and to labour market inactivity. Controlling for differences between countries, this paper reveals which countries provide temporary workers with the best chances of obtaining further employment at the end of their contracts. The paper also engages with the debate on market deregulation by assessing whether labour market outsiders, specifically young people, women and the less skilled, are facilitated to further employment by temporary employment. The paper finds that countries with liberal employment protection legislation offer the greatest opportunities for temporary workers to obtain further employment, rather than non-employment at the end of their contracts. However, the paper found no evidence of liberal employment law supporting labour market outsiders in their market transitions.