

Analyzing the Vulnerability of Job Security in Contractual Employment Arrangements

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Abstract: Presently, contractual employment is more prevalent than ever before in the labor force, providing employers and employees with opportunities and flexibility. Nevertheless, concerns arise regarding the potential ramifications of contractual arrangements on job security and benefits that have conventionally been linked to permanent employment. This study analyzes the consequences of contractual employment on benefits and job security by utilizing case studies, empirical research, and theoretical frameworks. Through an examination of variables including tenure, benefit accessibility, and the dynamic nature of professional associations, this article offers valuable perspectives on the difficulties and prospects associated with contractual employment. In an effort to cultivate a more sustainable and equitable employment environment, policy recommendations and strategies for mitigating potential adverse effects on benefits and job security are also addressed

Keywords: Temporary Work, Precarious Employment

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