



Probability of Transiting from a Casual to a Permanent Work Arrangement

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Abstract

Education is one important factor that impacts the chances of consolidating the employment relationship, with profoundly educated workers, those with a college degree, having more chances, ceteris paribus, to transit to a permanent job than those with lower levels of education. Similarly, both the occupation of the worker and the economic activity of the business play a job in deciding the transition from one sort of employment to another. Accordingly, occupations in development and agriculture offer casual workers fewer chances of transition, what may be explained by the more seasonal character of these activities in comparison to industry and services. Studies have revealed how workers in nonqualified occupations have the most reduced probability of getting utilized on a permanent basis. Based on this argument, therefore, this study examines the probability of transiting from a casual to a permanent work arrangement and utilized equity theory as a theoretical framework.

Key words: *Casual worker, Casualization, Permanent work arrangement, Casual work arrangement, Employment relationship*

Introduction

Casual workers have always been and will keep on being an essential and accepted part of the workforce (Okafor, 2010). It will always be necessary to replace temporary or transient employee absences coming about because of disease, as well as vacation, maternity or different sorts of leave. Workers who may be called in to fill in for part-time or full-time employees, in this way, have a vital and proceeding with the task to carry out in both the private and open sectors. In the open sector, the procuring of casual workers guarantees continuous arrangement of important and even essential administrations to the residents. Casuals are disadvantaged in various ways, as compared to full-time and, even, part-time employees. In spite of the fact that there has been considerable development in casual employment in organizations across the globe, the developing group of research remains largely restricted to employees (typically alluded to as permanent employees) procured with an expectation, with respect to both employer and employee, of relatively long haul employment.

Almost no research joins dynamic human asset management practices and frameworks to the management of workers enlisted on a casual basis who

may not share their progressively permanent counterparts' expectations of relatively longer-term employment (Foote, 2004). Several authors (De Cuyper, De Jong, De Witte, Isaksson, Rigotti, and Schalk, 2008) states that casual employment may be a wellspring of negative results for the two individuals and the organization. Casuals often work on an on-call basis, rather than having fixed long stretches of work and times of employment. For a few, this may mean working for just a couple of hours each week, making it difficult to earn a fair living.

Similarly, casual staff in the organizations may be called in for periods as short as a long time, or as long as a half year, so they too may not attain employee status (Bramble and Barchiesi, 2003; Barchiesi, 2007). Casual workers play out the same obligations as regular employees, yet they are paid less and don't have access to advantages, for example, annuity plan and leave grants appreciated by regular workers (Okafor, 2010). For casuals, constrained earnings and lack of advantages mean a generally lower quality of life, financial uncertainty and inability to plan for the future and often serious emotional and psychological stress (Buchler, Haynes and Baxter, 2009). These glaring disparities are intently connected to the precarious labour-power status of casual workers. They don't have the

option to bargain aggregately or to join an association and are denied any security. Denied of the basic rights since quite a while ago battled for by labour associations, casuals wind up helpless before their employers. These workers cannot negotiate the terms and states of employment.

Problems

In the work setting, the nature of working conditions is a critical factor in gauging the degree of occupation satisfaction and employment responsibility of workers (Ogunbameru, 2008). The positive impression of working conditions by the workers shapes the basis for deciding how well an organization treats its several categories of workers. Casual workers in such sectors as telecommunication, oil and gas, power, banking, education and manufacturing both in private and open sectors in Nigeria have made significant commitments by aiding in giving the manpower expected to economic improvement of Nigeria (Onyeonoru, 2004; Adenugba, 2006; Okafor, 2007; Adewumi, 2008; Idowu, 2010; Okafor, 2010; Aduba, 2012; Abah, 2013; Adepegba, 2013).

Most investigations on casual workers in the development business have always treated their working conditions like a solid issue; no attention is paid to the impact of size variation and duration of presence of the organization as a determinant of how the organization treats its workers as well as the workers themselves evaluating how the organization treats them. This is gap in information which this examination attempted to fill, by examining the probability of transiting from a casual to a permanent work arrangement in Nigeria.

Methodology

The research designs was exploratory and descriptive in nature. The paper adopts a qualitative methodology and a secondary method of data collection involving data collected from past literature available on casual employment and challenges faced by casual workers. The secondary sources of data includes data from published and unpublished sources including journals, internet etc. The review of related literature provided a wide range of scholarly reflections and arguments on the subject matter of the paper. To this end, the paper is essentially a concept paper that reflects on scholarly perspectives on the probability of transiting from a casual to a permanent work arrangement in Nigeria.

Brief review of literature

This section of the paper reviews some literature that is relevant to the subject matter

Conceptualizing the term casual employment

Among a range of classifications available, casual employment is variously alluded to as "unexpected" (Belous, 1989; Lips, 1998), "irregular", "non-standard", or "atypical" (Bourhis and Wils, 2001) employment. The terms allude to the individuals who are utilized in employments that don't fit the traditional depiction of a full-time, permanent occupation (Brosnan and Walsh, 1996). Casual employment is generally understood to encompass casual employees enlisted by momentary consultants or agencies which are external to the employer, or those procured straightforwardly by the company to be casual employees, contract employees, subcontractors, consultants, leased employees, part-time employees and the independently employed. As an unmistakable labour subset, in any case, "casual employment" is generally characterized as work where the individual doesn't have an unequivocal or verifiable contract for long haul employment, the casual nature of the activity being perceived by the two parties (Nardone, 1997). The various depictions and meanings of casual employment, and the connected uncertainty, offer a challenge to scholars of research as any educated theory of the size of the casual workforce relies upon the definition that is utilized (Risher, 1997).

Challenges faced by Casual Workers

In a nation like Nigeria, where youth unemployment floats something like 40 per cent, employees working under such mercurial conditions for remote employers cannot just get and leave; and based on the provisional status of their employment, unionization to fight the work conditions turns out to be increasingly troublesome (Rasak, 2011). Independent of this, for each worker unhappy with their current working conditions, there are always many progressively potential labourers waiting at the gates of these organizations asking for employment (Rasak, 2017).

Stress at work has been attributed as one of the major challenges faced by casual workers (Rasak, Arisukwu, and Asamu, 2017). Stress as an occupational health issue has been concentrated in medical, behavioural and social science research over the past years, yet there are discrepancies in the literature on how

specialists characterize and operationalize stress, and there are various scales to measure occupational stress (Di Martino, 2000). Stress alludes to self-announced symptoms happening because of transactions between the individual and the earth.

In accordance with the definition from Denton and Zeytinoglu (1999), symptoms of stress incorporate the regular presentation of the accompanying (over the first a half year): exhaustion, burnout, inability to rest, lack of vitality, feeling like there is nothing more to offer, wanting to cry, challenges with concentration, sentiments of anger and powerlessness, irritability, anxiety, feeling mixed up and feeling a lack of authority over one's life (Denton and Zeytinoglu, 1999). Physical health issues alludes to self-detailed physical health issues, as a musculoskeletal issue, respiratory diseases, headaches and migraines, and consumes or cuts in the body that happened because of consistent inclusion in work or the work condition (not because of an acute or an instantaneous occasion) (Hales and Bernard, 1996). Buchanan and Koch-Schulte (2000) note that stress in casual employment can have both physical and emotional ramifications for employees, ultimately leading to significant levels of turnover.

One major pattern is that the move towards casual types of employment has been accompanied by a decrease in staffing levels in many organizations. Lessening staff levels brings about both occupation misfortune for certain workers and places an additional strain on the retained individuals from the workforce, who are then liable for managing the workload of different individuals. Studies also indicated that psychosocial work factors (Collins, 1997; Denton, 1999; Messing, 1997), like lack of help from the managers and associates and lack of power over work, increase stress for workers.

As far as working conditions, one of the worries about casual employments is that they don't give an equitable work condition to workers in comparison to their fulltime counterparts (Okafor and Rasak, 2014). Past examinations have discovered that casual workers earn, on the average, significantly less than their full-time counterparts and less have access to benefits, including company annuity plans and broadened health coverage (Okafor and Rasak, 2015). Since casual workers are often paid an "expense for administrations", the employer-employee relationship is essentially non-existent; as such, casual workers are usually liable for their own advantages coverage and tend to not qualify for employer-supported annuity programs (Rasak, Oye, Oyeyipo Ganiu, 2019).

Concerning wages and advantages in both unionized and non-unionized workplaces will in general vary according to residency. While some sector furnishes employees with access to certain advantages, individuals in casual employment will in general fare considerably more inadequately than their full-time permanently utilized counterparts by accepting lower rates of pay and less access to benefits (Rasak, Oyekola, Asamu, and Ben-Caleb, 2019).

Regarding employer stability, training, advancement, and career improvement, a few investigations have demonstrated that, for casual workers, professional stability and salary security take need over training (Rasak, Ake, Asamu and Ganiyu, 2019). For the majority of workers entering the administration sector workforce in casual occupations, there is less employer stability and less open doors for positions with stability than in the past. Particularly in non-unionized occupations, workers may have no assurance from their employers about to what extent their occupations will last. For example, casual employment patterns have brought about a developing number of individuals utilized for set timeframes just, for example, during the holidays or for the mid-year season (Rasak, 2017).

All of the above factors can impact employers in negative ways. Employers need to have a decent understanding of the challenges that casual workers face to grasp the troubles that are placed on these workers yet additionally to get aware of the results on the organizational and economic aspects of employment. Stress for instance in casual employment can have both physical and emotional ramifications for employees, ultimately leading to significant levels of turnover. Different outcomes of work stress are more significant levels of absenteeism, a higher inclination to document grievances, brought down workplace morale, and the ability to engage in the struggle with associates or management (this incorporates strike activities), among others.

Transition from casual to permanent employment

Interestingly, temporary workers in the open sector demonstrate a larger number of issues to consolidate their employments than their counterparts in the private sector. This is astounding as open workers are in general more averse to be utilized under casual arrangements than workers in the private sector. This circumstance could be explained in part by the presence of stringent administrative that regulate access to permanent employment in open sector. Another conceivable explanation could be found in the fact that a high extent

of casual employment in the open sector is legitimately connected to explicit ventures financed by the Government. Workers who are utilized under fixed-term contracts in these undertakings usually have little possibilities to obtain an open-finished contract. Being the head of the family unit adds to increased probability of transition to a permanent employment. On the off chance that, in any way, shape or form, individual from a family unit takes on a place of leadership inside the family gathering, it is then conceivable to establish the speculation that this position will motivate the worker to exhaust the exertion required to achieve work stability without a moment's delay.

Right now, family unit's exertion could be viewed as a stockpile side factor in explaining the transition into a permanent activity. Regional factors, similar to customs, shared values, local foundations, economic structure and different circumstances appear to play a job in deciding transitions from casual to permanent employment. In general, casual workers in Nigeria have the most reduced probability of obtaining a permanent activity, contrary to what happens in other clime.

The kind of casual employment held by the worker also has a significant impact on the transition to a permanent activity. For instance, holders of non-casual fixed term labour contracts have a greater number of chances of obtaining permanent employment than workers with casual contracts. This is a flawlessly logical outcome, as non-casual contracts are not defended by casual requirements of firms, for example, the substitution of workers on leave, a startling increase in sales and the fulfilment of a particular task. Non-casual temporary contracts are utilized instead of permanent contracts as a way to decrease labour costs, obtain a higher level of labour adaptability and, in certain cases, as a screening gadget. In general, non-casual contracts have been traditionally regulated in Nigeria as an instrument of labour to lessen the significant levels of unemployment.

Conclusion

In conclusion, the number of hours worked per week is positively correlated to the likelihood of transition to a permanent job, contrary to what occurs in home-based employment. Part-time and locally established workers, together with casual workers, are usually viewed as part of the peripheral workforce. Along these lines, when in a particular worker corresponds at least two types of atypical employment, the chances of transition from the secondary to the

primary labour market, through an open-finished contract, are reduced. From one viewpoint, it is conceivable to argue that when workers can choose the number of hours they dedicate to work, working long hours can be deciphered by employers as a signal of duty.

In this manner, open-finished contracts will be awarded to the individuals who display a more grounded responsibility through hours. Then again, when the amount of hours is chosen by the employer, a typical situation in Nigeria, it may be that part-time occupations are usually offered to workers who are in a weaker situation in the labour market, definitely the individuals who have more troubles in finding a permanent line of work attributable to their personal or professional characteristics (low-educated workers, ladies, youthful people and so forward). In any case, research indicated that certain individual characteristics, occupations and economic sectors, have a negative effect on the probability of transitioning from a casual to a permanent activity. For certain gatherings of workers (ladies, more seasoned and less-educated workers) leaving casual employment ends up being a troublesome task, and almost incomprehensible if their occupations have other additional features. In these cases, casual employment is, in fact, a dead end. Casual employment is, accordingly, not a homogenous gathering in Nigeria, as that certain workers are trapped inconclusively right now employment, while others are in transit towards a permanent activity. The presence of a high extent of casual workers right now the regular employment practice in Nigeria of utilizing casual contracts almost only for recently procured workers, while at the same time delaying the transformation of their fixed-term contracts into permanent ones as long as conceivable.

Recommendations

Casual employees should do the following:

- a) Demonstrate a desire to be a part of the company and a willingness to put forth effort on its behalf.
- b) Engage the management with all of the collective and individual strengths, energies, and alliances that they can muster.
- c) Allow for the exposure and eradication of workplace activities that are incompatible with ideal industrial relations practices.
- d) Identify with the company's goals and values, which will lead to a better working relationship.

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