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ResPecTMe survey:
Measuring unpaid labour within paid work

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ResPecTMe

European Research Council
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Developing the measurement

- ERC AdG ResPecTMe: *Resolving Precariousness: Advancing the Theory and Measurement of Precariousness Across the Paid/Unpaid Work Continuum*

- 1 - Novel theoretical perspective of precarity based upon unpaid labour: qualitative narrative interviews in 3 sectors (care, creative, platform work) in 8 countries (BE, DE, FR, IT, SE, UK, NL, PL)

- 2 - Valid, standardized and multi-indicator measurement, i.e. the survey module of unpaid labour based on the newly developed theory

Developing the measurement
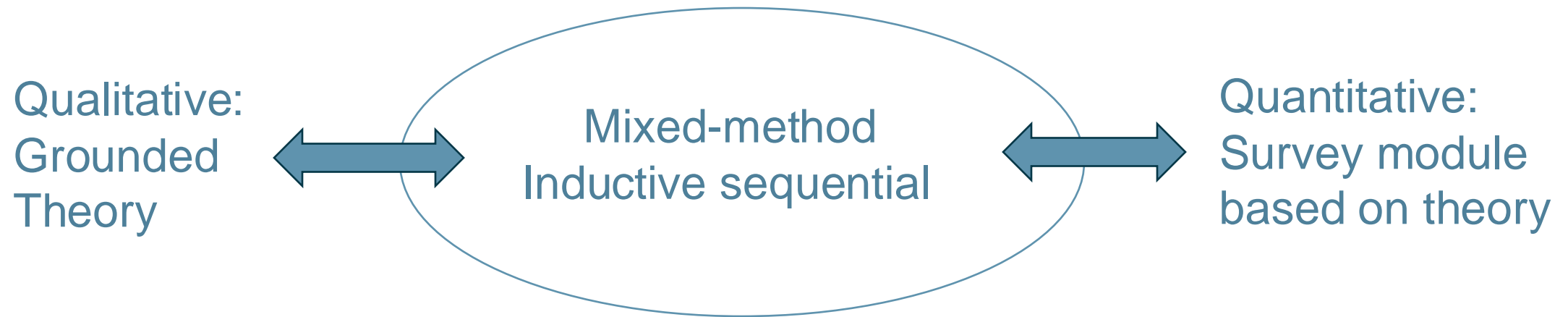
Communication between different methods

Qualitative:
Grounded
Theory

⟷

Mixed-method
Inductive sequential

⟷
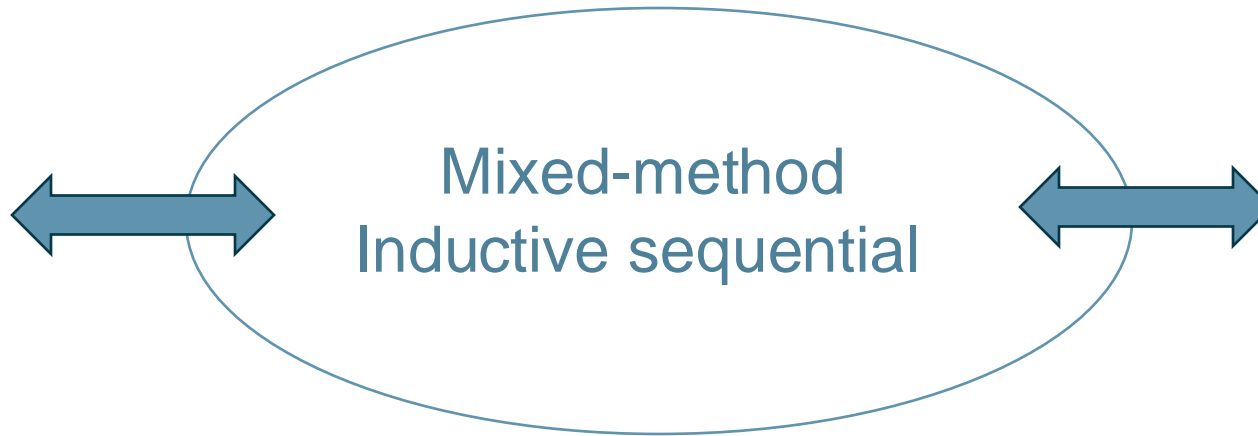
Quantitative:
Survey module
based on theory

Developing the measurement

Communication between different methods

Qualitative: Grounded Theory

←→

Mixed-method
Inductive sequential

←→

Quantitative: Survey module based on theory

Challenges:

- From sector-specific experiences to a concise set of survey questions
- Unpaid labour is a multidimensional concept

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Unpaid labour time

- Is the following task included as part of your main job? If so, how frequently do you do it? Yes, daily/ Yes, several times a week/ Yes, several times a month/ Yes, but less often/ Never

- In your main paid job: are they paid by your employer/client? Fully paid/ Mostly paid, part of it not paid/ Mostly not paid, part of it paid/ Not paid at all

Waiting between tasks/clients
Communication with clients/employers (e.g., negotiating, email exchanges, meetings)
Administrative/paper work (e.g., dealing with HR, physical paper work, writing reports)
Traveling between jobs and tasks (excluding commuting time between home and work)
Maintaining work equipment or tools
Networking (e.g., any efforts made to get more clients/orders/business in the current job or maintain them over time, such as contacting or meeting people, attending events)
Preparing for the main task agreed by contract (e.g., getting ready or practicing or gathering materials for the main tasks, drawing up schedule or plan of the day)
Training for the main job (including workshops, conference)

Unpaid labour time

- Have you ever done **overtime work** in the past months? If so, how frequently do you do it?
  *overtime is the working hours that are done in addition to normal (contractual) working hours during a day or a week (ILO definition)
  - 1. No, I haven't done any overtime work
  - 2. Yes, once a month or less
  - 3. Yes, several times per month
  - 4. Yes, several times a week
  - 5. Yes, daily

Unpaid tools/ equipment

- Do you need the following for your main job? No/ Yes

- Are the expenses for buying or maintaining the following paid by your employer/client? Fully paid/ Mostly paid, part of it unpaid/ Mostly unpaid, part of it paid/ Fully unpaid

Transportation means used during the working hours (e.g., car, bike, truck, etc.) excluding commuting between home and work
Safety equipment (e.g., personal protective equipment (PPE), gloves, etc.)
Specific clothing or accessories (including uniform)
Computer (e.g., PC, laptop, tablet, and other connected device)
Phone
Internet
Gifts/rewards for clients (including business dinners)
Working space

Reasons for doing unpaid work

To what extent do you agree or disagree with the following statement?

inevitability
1) Unpaid work is part of my job
2) There is no one to perform the tasks for my job instead of me

reward
3) Doing unpaid work can help with my career (e.g., promotion, increase in wage, bonus, finding a better job, etc.)
4) Doing unpaid work is seen favourably by colleagues/clients/employers
5) Doing unpaid work is an act of care or kindness towards people I work with (e.g., colleagues, clients)

penalty
6) Not doing unpaid work would make me feel guilty
7) Not doing unpaid work is seen badly by colleagues/clients/employers
8) Not doing unpaid work might harm my career (e.g., promotion, finding better job in the future, wage, losing clients)

Predictors and consequences of unpaid labour

- Socio-demographic characteristics (e.g. gender, age, education, household income,…)

- Job-related characteristics (sector, occupation, contract, working hours, autonomy at work…)

- Mental health, work-life balance…

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Thank you!