

Towards decent care work

Research project 2024–2025

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Decent work

- Secure employment relationships and employee commitment
- Social and health protection
- Workers' rights and participation in decision-making
- Interaction and equal treatment (ILO, 1999)



Research aims

- To compile and evaluate previous research evidence on the dimensions of decent and precarious work in care work (Phase 1)
 - *Systematic literature review*
- To deepen and analyze understanding of the meanings nurses assign to decent work (Phase 2)
 - *Qualitative study, written narratives*
- To define the dimensions of decent work and test their associations with nurses' well-being (Phase 3)
 - *Longitudinal study*
- To develop a model of decent work (Phase 4)
 - *Socio-ecological modeling*

Systematic literature review

Antecedents

- Individual factors
- Work-related factors
- Societal factors

Dimensions

- The Quality of Employment Framework (UNECE, 2015)

Outcomes

- Health and well-being
- Work-related outcomes



Hult M, Ring M, Siranko H, Kangasniemi M. 2024. Decent and precarious work among nursing and care workers: a mixed-method systematic review. *Journal of Advanced Nursing*. <https://doi.org/10.1111/JAN.16572>

Conceptual dichotomy



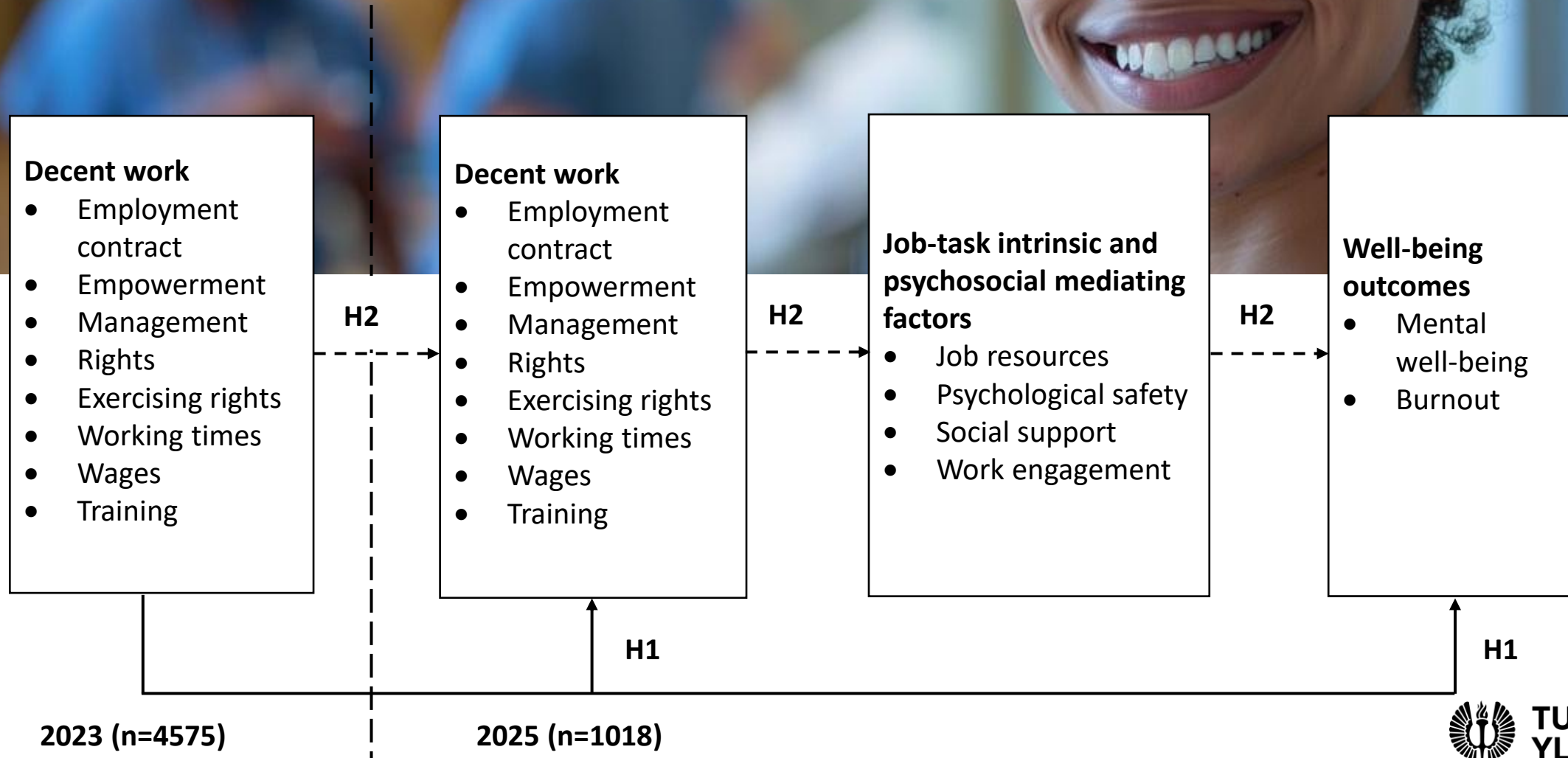
Qualitative study

Healthcare employees' perceptions of decent work:

The central role of the work community!

Ring M, Karikumpu V, Siranko H, Hult M. Healthcare employees' understanding of decent work: The key role of the working community. *Submitted.*

Longitudinal study

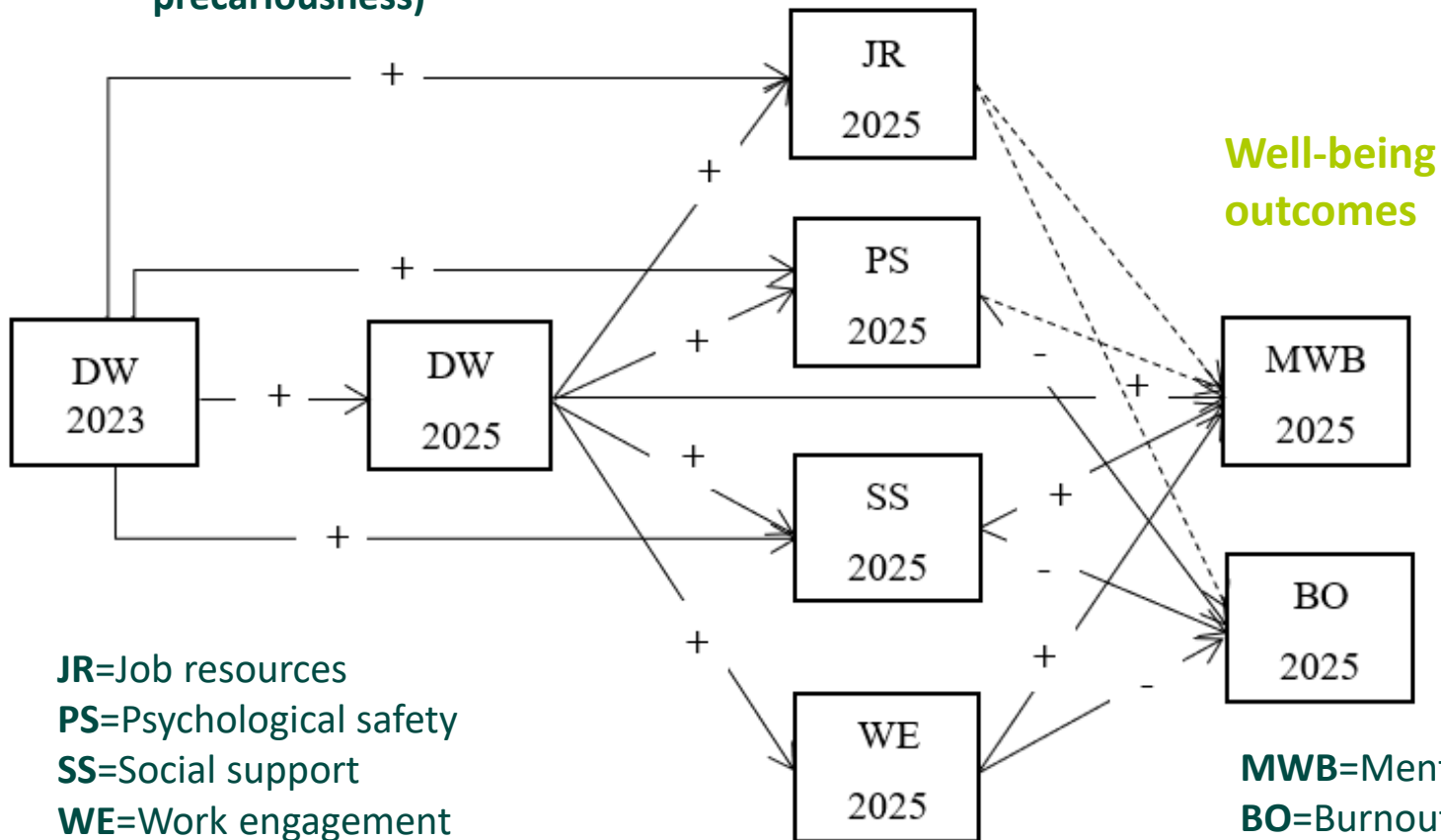


Hypothesis 2 (Preliminary results)

Decent work

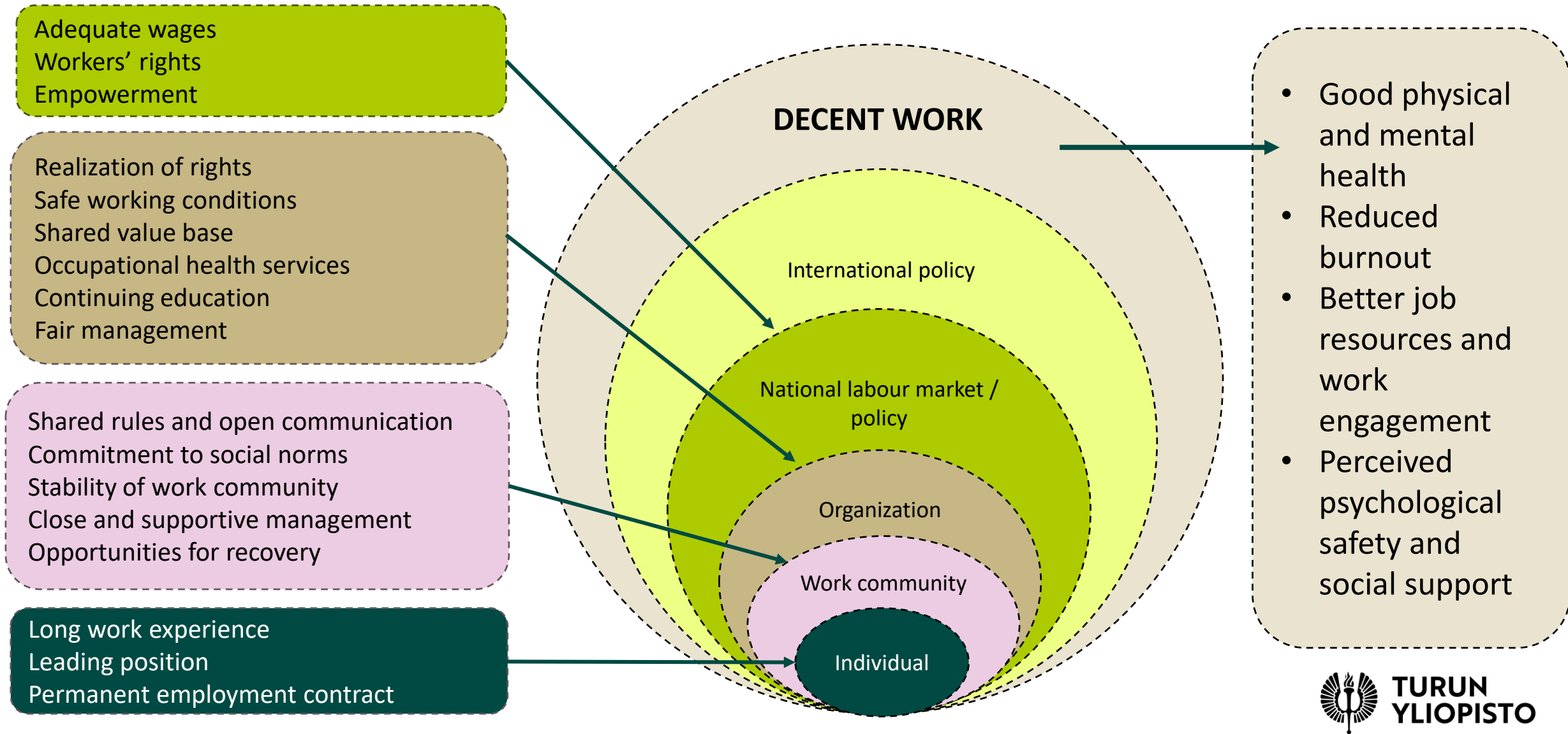
(Operationalized as
low employment
precariousness)

Job-task intrinsic and psychosocial mediating resources



Hult M, Karikumpu V, Ring M, Mikkonen S.
Employment precariousness as a
structural determinant of nurses' well-
being: The mediating role of psychosocial
working conditions. Submitted.

Model of decent work



Conclusions

- Increase working-life knowledge and skills among students
 - Membership in a work community > responsibility as a community member
 - Commitment to jointly developed rules
- Organisational orientation should also include employment-related matters > employees' rights
- Reduction of hierarchy and authoritarian leadership
- Bidirectional leadership!
- **Influence and active participation**



Thank you!
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Get inspired.



TURUN
YLIOPISTO