

## **Life span, personal career and flexibility in the contingent labor. A research on a sample of female workers**

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This study aims to identify the attitudes and the perceptions of female contingent workers with an emphasis on motivational perspectives. In particular, this work examines the opportunities and disadvantages supplied by this modality of employment in the following domains: household, educational and leisure activities. The research was carried out by administering a questionnaire to a sample composed of 207 female workers in public and private settings.

For the analysis of data Pearson chi-square Pearson and one-way ANOVA statistical models were used.

The results indicated that the participants had a not very high level of motivation and satisfaction regarding their work. Anxiety and preoccupations emerged from three factors: diffuse perceptions of precariousness and mobility in their employment, lack of carrier growth and insufficient labor protection. These three factors have a more important role for female workers with a high level of education and in part-time employment. Anxiety arousing from the instability of work activity is very high among young (age 25-34) and very young (age 18-24) workers, whereas it decreases with worker age, stabilizing in workers over 45.

The results of the study pointed out a complex situation emphasizing the difficulties and ambivalence experienced by female workers employed in the new labor modalities.

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