## **Temporary Work**

The Gendered Rise of a Precarious Employment Relationship

LEAH F. VOSKO

UNIVERSITY OF TORONTO PRESS Toronto Buffalo London

## Contents

List of Tables ix

Acknowledgments xi

Abbreviations xiii

## Introduction 3

- 1 'Labour Is Not a Commodity': Shifting Employment Norms and the Modern Labour Market Intermediary 14
- 2 Putting Workers in Their Place: The Early History of Private Employment Agencies 45
- 3 'Halfway Houses' for 'Housewives': The Birth of the Temporary Help Industry 78
- 4 From Stop-Gap Workers to Staffing Services: The Expansion of the Temporary Help Industry 117
- 5 Promising 'Flexibility' and Delivering Precariousness: The Shape of the Contemporary Temporary Employment Relationship 157
- 6 'Flexible Workers,' Intractable Regulatory Regime: Regulating the Contemporary Temporary Employment Relationship 200
- 7 'No Jobs, Lots of Work': The Rise of the Temporary Employment Relationship and the Emergence of Workfare-Driven Social Policy 230
- 8 The Challenge of Limiting Labour Market Fragmentation 251

## viii Contents

Appendix A: Qualitative Methodology 279

Appendix B: Interviews 281

Notes 285

References 333

Index 359