

**PRECARIZATION OF WORK AND MIGRATION: A REVIEW OF THE INTERNATIONAL LITERATURE ON THE WEB OF SCIENCE**

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## ABSTRACT

The precariousness of work has emerged in the literature as a dominant concept in critical studies on work and relationships with employees. The concept of precariousness is multifaceted and includes work on technological change, flexibilization, restructuring, and insecurity in the precariousness of work. One group that may be considered an example of precariousness are migrants. Although many migrants have professional qualifications, they are extremely poorly paid and experience precarious forms of work. Therefore, this research aims to highlight the relationship between work precarization and migration through a systematic review of the international literature in the period from 2008 to 2017. The analyzed articles elucidate that there is a need to expand the topic in evidence because if we delimit the terms precariousness of work and migration in a different way, the results will be numerous. However, when it focuses on the relationship between terms, it is possible to clarify the events of everyday life that often go unnoticed among managers in the public and private sphere as well as in society through the lens of science.

**Key-words:** Precariousness; migration of labor; worker; systematic review.

## 1 INTRODUCTION

The focus of scientific studies on the precarious work has increased in recent decades, especially since 1970 (Kalleberg, 2012). Therefore the issue of work insecurity emerges as a challenge and a concern in the world (Kalleberg & Hewison, 2013). The advances of globalization have manifested in an intense way, mainly through the increase of competitiveness in the markets, the reduction of wages, the increase of informal work and also the reduction of the number of job vacancies due to the automation.

All these factors contribute to forcing workers to accept what is imposed on them because they prefer to have the minimum conditions for survival and work towards capitalism and maximize private profit (Hirst & Thompson, 1998). Thus, discussions about the implications of precarious work remain hesitant and often confusing (Campbell & Price, 2016). Faced with this, proletarian workers often have their basic needs and minimum rights uncertain, in a precarious way (Alves, 2007).

The precarious work transforms previously safe environments into insecure, unstable and arduous places for workers (Kalleberg, 2009). In this way, the precariousness of labor can manifest itself in different ways and among them there are informality, lack of worker protection, low-income distribution and the forced integration of the population into capitalist labor relations (Chang, 2009).

In this consonant, Massey (1993) shows that many developed countries have become diverse and multiethnic societies and that countries which are not yet in these conditions are moving in that direction. Migratory processes present themselves as a basic structural characteristic of industrialized countries. In this sense, the migrant worker is the one who leaves a place of origin towards a place of destination and is motivated by several factors caused by a major progress in globalization (Golgher, 2004).

Although the precariousness of labor is present to all workers and in different situations, the most alarming is the one faced by migrant workers (Hobson & Bede, 2015). The

effects of globalization on markets and the competitiveness have shown changes in the migratory flows in different countries and, in this process, migrant workers are often victims of precarious work environments (Lima & Martins, 2012). The precariousness of work according to Campbell, Boese and Tham (2016) tends to occur broadly among migrants and is centered on low remuneration, violation and/or lack of labor legislations, illegal practices, and is facilitated mainly by informal work.

Nevertheless, without neglecting the significant role of labor mobility in socioeconomic development and planning in Third World countries, it should be noted that scientific knowledge about the nature of migration still lacks detail. It is observed that large part of the research on migration in the least developed countries began with propositions borrowed from researchers who codified the experience of developed countries (Arthur, 1991).

In this sense, this study emphasizes the relationship between the precarious work and the migration, based on the understanding that migrant workers take part in assisting in the economic and social development of the countries (McDowell, Batnitzky & Dyer, 2009 ). However, they still suffer in precarious work environments and that area still needs to be better explored. What is missing in our field is a systematic examination of how precarization and migration are addressed in the study of organizations,

Thus, this research aims to highlight the relationship between precarization of work and migration through a systematic review of the international literature. The international database "Web of Science" was used to find articles that related the terms "precarious work" and "migration", in the period from 2008 to 2017. This research was structured in five parts: this introduction; the theoretical framework on precarious work and migration processes; the methodological procedures; the discussion of the findings; and finally, the final considerations followed by the references used.

## **2 PRECARIZATION OF WORK**

The precariousness of labor has emerged in the literature as a dominant concept in critical studies on labor and labor relations (Betti, 2016). The concept of precariousness is broad and ranges from the themes of technological change, flexibilization, restructuring, legislation and insecurity in the precariousness of work (Strauss, 2017). Currently, studies of this issue in contemporary society may be considered as a growing field due to the advancement of the effects of globalization of production in the neoliberal era and discusses several terms as insecurity at work, precariousness, the precariousness of the worker and precarious work (Arnold & Bongiovi, 2013).

The precariousness of labor is evident from the beginning of the capitalist system. However, its most recent phase began in the 1970s (Arnold & Bongiovi, 2013). In this period, the growth of the effects of globalization and the quest for economic development combined with the oil crisis (1973-1974) increased global competition for better prices. This fact has forced producers from different countries to become more competitive in order to survive (Kalleberg, 2009). In this context, global competition has increased, technological advances have increased and, as a result, these factors have led to the flexibilization of labor contracts, generating outsourcing of labor, low wages, and amplifying migration processes and, consequently, the expansion of labor precarization (Kalleberg, 2012).

It is emphasized that depending on the context, the precariousness of the work is seen by different lenses. Kalleberg & Hewison (2013) point out that for European researchers the theme is often seen as the loss of social rights, of protections to the worker, through the flexibility of work. In Asian countries, the issue is tackled as a norm, which ends up making it less relevant. Antunes & Praun (2015) reveals that in the Latin context thanks to neoliberal actions, and that as a result of the restructuring imposed by these policies, the flexibilization of

labor contracts and the increase of informal jobs further deepen the effects of precarious work in the life of the proletariat.

In this scenario, the causes of labor precariousness can be explained mainly by the growth of informal work, by the absence of laws and norms that assure and protect the worker, by the economic expansion that is not accompanied by a balanced income distribution and by the forced integration of the population in capitalist labor relations - which involves mass migration (Chang, 2009). Workers in capitalist systems are open to the demands and demands of the market, often without proper institutional protection. Both the state and the syndicates that, in theory, should protect the worker, are in practice increasingly assisting in the development of precarious work (Arnold & Bongiovi, 2013).

Studies involving the precarious work deal fundamentally with the prevalence of contingent and flexible work in our society (Neilson & Rossiter, 2008). It is emphasized that precariousness is not voluntary, in the world of workers the proletarian class ends up being forced to submit to the precariousness of work. This occurs, as La Boétie (2015) points out, because people need work to meet the basic needs of a physiological nature and safety, and for this, they need financial compensation, even if unjust and in a precarious work environment. In this context of an uneven nature, Alves (2007) affirms that the freedom of the working individual is not complete, but is forged in disguised servitude.

The precariousness of work according to Wilson & Ebert (2013) becomes a source of vulnerability and anguish both individual and social and affects both the family of the precarious individual and their housing and community security. In addition, when it comes to the family, Young (2010) points out that the female gender tends to be more precarious at the work so that they are more likely to have work of doubtful quality both when the laws protect them as to the benefits and financial return, this is, there is a large disadvantage of the female gender in relation to the male gender.

In this consonant, Kim et al (2008) emphasize that the precariousness of work and the precariousness of the worker can result in chronic diseases. That is, the individual in a precarious working environment, can develop chronic musculoskeletal disorders and liver diseases. Whereas that the female gender tends to suffer more with health than the male gender. In addition, according to Wilson & Ebert (2013), in the quest for the transfer of costs to workers through the flexibilization of work, organizations end up generating precariousness, relying on the normative deficiencies imposed by the public power, they implement strategies to reduce costs of transaction but which, however, precarious the proletariat.

## **2.1 THE MIGRATION PROCESS**

The migration debate has oscillated as a pendulum: from the developmental optimism of the 1950s and 1960s to neo-Marxist pessimism in the 1970s and 1980s, and toward more optimistic views in the 1990s and 2000s (De Haas, 2010). However, the concept of migration includes a number of factors about the place of origin and destination, intervening obstacles and personal characteristics. Variations in the volume of migration are related to the diversity of the regions and the population that inhabit it, the degree of difficulty of the intervening obstacles and the fluctuations of the economy (Lee, 1966).

In this harmony, Lee (1966) indicates that migration can be defined as a permanent or semi-permanent change of residence. Salim (1992) points out that the migration process involves multiple movements - continuous, intermittent or circular - that imply permanent and temporary changes, or, more specifically, simple labor mobility.

Golgher (2004) concludes that the individual leaving a region is an emigrant from his or her place of origin. Already what comes to a region is an immigrant at his destination. Thus,

migrants can be motivated by higher expected returns abroad if better outcomes between skills and jobs are realized (Nekby, 2006).

Therefore, when a person changes his place of residence, he changes his life and also causes changes, even if slight, in the places where he emigrated and where he immigrated. Thus, the consequences of migration can be studied from both a personal and a regional point of view. Thus, the migrant evaluates the gains and losses that the process of change brings, is a decision made by the family (Vera & Alves, 1985).

That is, migration acts as a transformation agent, translated as a set of social relations, and is retained to enable the analysis of concrete forms of workforce mobility (Salin, 1992). In this way, labor migration occurs as a way to compensate for the aging of the populations and the low birth rate. However, this implies an understanding of the determinants of emigration. The selection of migrants who emigrate is of crucial importance in the establishment of relevant labor migration policies (Arthur, 1991).

In the United Kingdom, for example, labor migration is classified by the population as one of the main social problems facing the country: a claim fueled by a largely xenophobic popular press. According to McDowell, Batnitzky & Dyer (2009), it has been argued that labor migrants keep inflation low, reduce wage rates, raise rates of economic growth, benefit employers, increase and reduce the level of qualification of the workforce, and negatively affect the position of British youth as well as generate broader fears about competition and violent crime.

While addressing the UK context, Anderson (2010) stresses that government immigration control can function as a way to protect both British migrant workers and immigrant workers from precarious working environments. That is, the British rigor of immigration control helps to regulate labor relations between workers and the market. Otherwise, in an environment of uncertainty in which there are illegal migratory processes, without formalization could help in the development of precarious jobs and without control and defense mechanisms that support workers.

According to Hanson (2009), those in power need to plan migration policies that maximize the well-being of migrants, being. They need to know, among other values, the elasticities of wages, prices, taxes, and government transfers relative to the national workforce, and how these parameters vary across countries.

However, McDowell, Batnitzky & Dyer (2009) note that although many migrants have professional qualifications, they are extremely poorly paid and live in precarious forms of work. Thus, empirical attention to the precariousness of labor and migration movements is, according to Dyer, McDowell and Batnitzky (2011), able to correct an omission along the discussions on migration to work and work-life balance. It also offers the opportunity for reflection on the work systems adopted today that underpins many contemporary policies and identifies their assumptions and blind spots.

### **3 METHODOLOGY**

This research has a qualitative character because it is concerned with non-quantifiable aspects of reality, seeking to "describe, decode, translate and deal with the meaning of a certain phenomenon" (Silveira & Córdova, 2009; Cooper & Schindler, 2006). Qualitative research establishes, in the first instance, data interpretations, which in turn "consist of detailed descriptions of situations with the objective of understanding individuals in their own terms" (Creswell & Creswell, 2017; Goldenberg, 2004).

The methodology used was a systematic review of the international literature on labor precarization and migration. The systematic review, according to Galvao, Sawada & Trevizan (2004), provides an organized synthesis of the information available on a specific problem

through the scientific method. Thus, the systematic review allows an analysis based on the empirical evidence of the existing research on the research topic.

The sources researched for the collection of articles on work precarization and migration occurred through the CAPES website, using the institutional account of the Federal University of Paraná. From website, the international Web of Science database was accessed. The research period was from 2008 to 2017, since the article seeks to show the state of the art of the discussion about the two concepts.

In the Web of Science database articles were searched using the terms "precarious work" and "migration" for topic search. As exclusion criteria, the search was only used for articles from 2008 to 2017 in the following subareas: management; social sciences interdisciplinary; international relations; social issues; social work; public administration, environmental science e; environmental studies, since, among the subcategories made available by the Web of Science database, they had more harmony with the theme. In these criteria, the research resulted in 11 articles found and after reading one of these was excluded from the research because it did not present a clear relationship between the two terms (labor precarization and migration) analyzed.

Given this, the search resulted in a total amount of 10 articles that were selected for systematic review. In the systematic review, an adaptation of the Sarturi, Seravalli and Boaventura (2015) methodology was used, where the following information was collected: year of publications, the title of articles, authors and periodicals in which they were published. Table 1 presents the articles selected by the systematic review:

Year	Title	Authors	Journal
2011	Caught in the Work–Citizenship Matrix: the Lasting Effects of Precarious Legal Status on Work for Toronto Immigrants	Goldring & Landolt.	Globalizations
2012	Mobility among Latin American migrants: The case of Bolivians in São Paulo and Brazilians in London	Lima & Martins Jr.	Employee Relations
2013	Social margins and precarious work in Vietnam	Arnold.	American Behavioral Scientist
2013	Organizing migrants as workers or as migrant workers? Intersectionality, trade unions and precarious work	Alberti; Holgate & Tapia.	The International Journal of Human Resource Management
2014	Gendered Morality and Development Narratives: The Case of Female Labor Migration from Indonesia	Chan.	Sustainability Journal
2015	Precariousness and capabilities: migrant care/domestic workers in two institutional contexts	Hobson & Bede.	Teorija in Praksa
2015	Deslocalización de la producción y la fuerza de trabajo: Bolivia - Argentina y las tendencias mundiales en la confección de indumentaria	Salgado.	Revista de Estudios Transfronterizos
2016	Inhospitable workplaces? International students and paid work in food services	Campbell; Boese & Tham.	Australian Journal of Social Issues
2016	Migrantes como víctimas y héroes nacionales: cuestionando la migración como camino al desarrollo en Indonesia	Chan.	Revista de Estudios Sociales
2017	Condiciones laborales de migrantes bolivianas que realizan trabajo de cuidado en Iquique	Gómez; Agüero & Fornes.	Revista de Estudios Transfronterizos

**Table 01:** Selected Articles by Systematic Review.

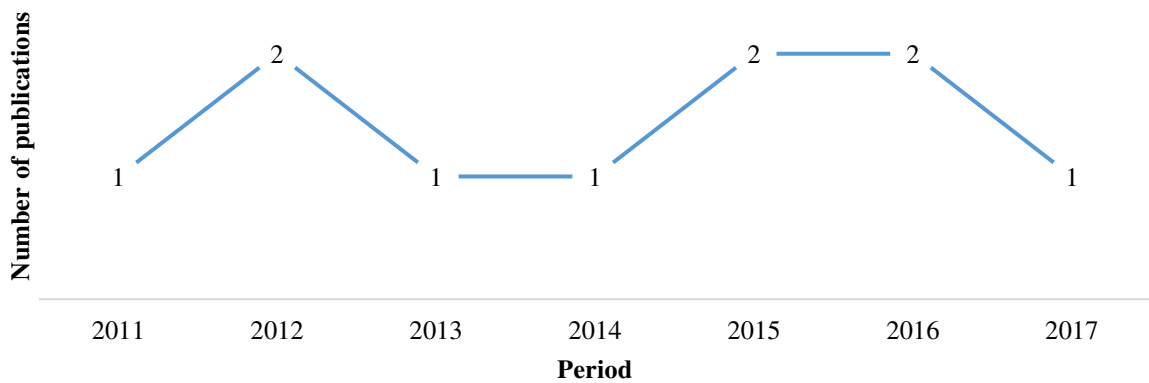
**Source:** Prepared by the authors.

Sequentially, tables and explanatory texts about the articles examined were presented in the next section. The analysis presented presents, at first, an overview of the articles investigated, in terms of evolution and geographic regions where they were elaborated, and

later falls on the more detailed analysis of the specificities of the work in terms of objectives, relations, methodologies and main contributions.

#### 4 FINDINGS AND DISCUSSION

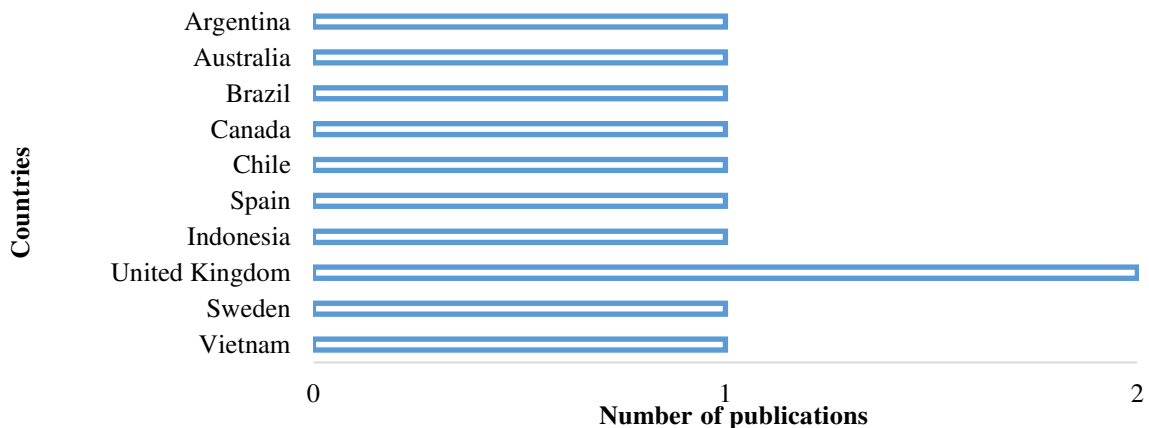
Although the literature on labor precarization and the literature on migration are two well-established fields, the relationship between the two concepts has still been little explored by the researchers, evidenced by the relatively few researches found in the databases. The evolution over time of the ten studies selected for analysis can be observed in graph 01.



**Graph 01:** Evolution of research..  
**Source:** Prepared by the authors.

Graph 01 shows that no studies were found in the period 2008-2010, according to the methodological criteria adopted in this research. It was observed that from 2011 until the end of the analysis period, there was at least one survey per year.

Regarding the specificities of the articles, it was pointed out that these are heterogeneous in terms of the geographic location where the research was done. This relationship can be observed in graph 02.

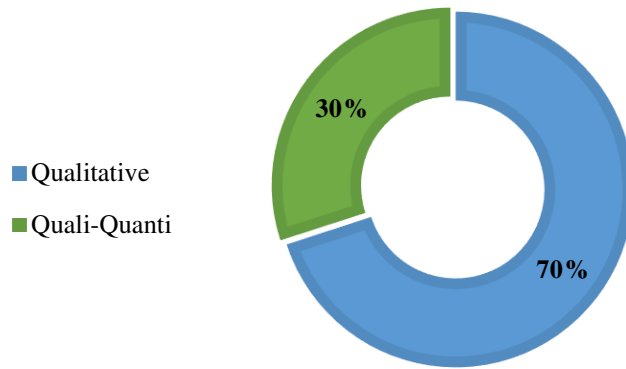


**Graph 02:** Countries where research was elaborated.  
**Source:** Prepared by the authors.

Graph 2 shows that most of the research was done in South America (3 articles) - Argentina, Brazil and Chile - Europe (3 articles) - two in the UK and one in Spain - followed

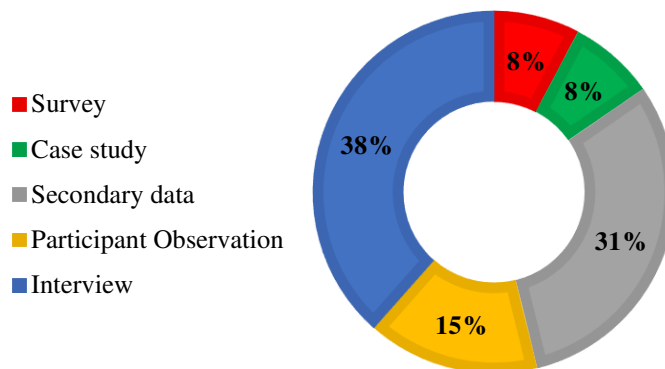
by Asia (3 articles) two in Indonesia and one in Vietnam - plus an article in North America - in Canada - and an article in Oceania - in Australia

In relation to the general methodological aspects, all articles are empirical, and in (70%), searching for greater depth of analysis, and only a small portion also add quantitative data in the analysis. (30%), seeking to characterize contextual aspects of precariousness as well. This relationship can be better observed in Graph 03:



**Graph 03:** Nature of research.  
**Source:** Prepared by the authors.

Due to the qualitative nature of the surveys, most of them collected the data through the use of interviews (38%) with employees, public, private and NGO managers; followed by the use of secondary data (31%) such as government news and official speeches and media news, websites, documents, reports and general data from organizations and NGOs; Participant observation (15%), case study (8%) and questionnaires (8%) were also used. It should be noted that some surveys used more than one method of data collection. This relationship can be better observed in Graph 04.



**Graph 04:** Data sources used in the researches.  
**Source:** Prepared by the authors

A more detailed analysis of the specific characteristics of each article will be presented in table 02. In this, each work was presented in relation to its research objective, a relationship between work precarization and migration, followed by the methodological procedures adopted in each research, and finally, the main contributions of the researches are pointed out. Table 02 containing the articles of the systematic review can be observed as follows:



Article	Objective	Relation: precarization x migration	Method	Main Contributions
Alberti et al. (2013)	This paper aimed to explore the ways in which trade unions organize and recruit immigrant workers, particularly in relation to human resource practices in relation to equity and diversity.	The authors develop a theoretical approach to understand the particular conditions of diversity and vulnerability of immigrant workers in the labor market.	In a case study, the authors compare the strategies adopted by three of the largest trade unions in the UK. Data were collected through in-depth participant observation and 65 interviews, and coded using the intersectional approach.	Among the main contributions, it is pointed out that unions treat immigrants only as "workers" and not as "working immigrants", preventing the effective involvement of marginalized workers in trade unions.
Arnold (2012)	This paper analyzes the precariousness of work in Vietnam, centered on low wages and lack of institutional support for workers who migrate from rural to urban areas.	The author relates the patterns of rural-urban migration with social precarization and the precariousness of work.	A case study on the efforts of migrants and unions to mitigate precariousness was used.	Vietnam lacks institutional protection for internal immigrants. In view of this, the author points to the importance of models that aim to guarantee social rights and protect workers.
Campbell et al. (2016)	The research aimed to identify how the working conditions of international students in Australia, who perform part-time paid work, occur.	It has been pointed out that immigrant students in Australia suffer from precariousness through low-skill low-wage jobs.	The research is qualitative, conducted through interviews with a group of 20 international students. The data were analyzed using Nvivo software.	It was evidenced that the precariousness is broad among the students and centered on the low salary, in violation of the labor legislation, indicating that these illegal practices are facilitated by the informal work.
Chan (2014)	The objective is to discuss two dominant representations of female migrant workers: as national heroines, or as exploited and abused victims at work.	The author asserts that gender-based moral presuppositions are underlying representations of violence against migrant workers, and legitimize the precariousness of work.	The author analyzes public reports from the Indonesian government, media reports, websites of migrant activists.	It is pointed out that gender presuppositions guide what makes a hard-working, "good" woman, who deserves media attention and state protection, or "bad" deserving of her fate.
Chan (2016)	This paper examines the relationship between the Indonesian government's discourse on "migrant victims" and the promotion of migration as a path to development.	The precariousness and violence of the migrant woman is considered as legitimate for women who do not fit in the moral terms of "ideal woman" and these are considered as deserving of violence.	The research was carried out through secondary data, where the discourses of representatives of the State and publications of local media and NGOs were analyzed.	The author proposed a category called "immoral victims", which distinguishes between legitimate and tolerable violence, which minimizes the State's responsibility to protect migrant workers.
Goldring & Landolt (2011)	The purpose of this research is to explore the relationship between	The authors relate the precariousness of work in	This research used both quantitative and qualitative data through	The insecurity index proposed by the authors points out that

	precarious work in immigrant workers in Toronto, Canada.	immigrant workers through the index of precarious work with eight indicators.	interviews with questionnaires of about 300 immigrant workers in the Toronto region between 2005 and 2006.	insecurity and vulnerability come not only from the worker having an "irregular status", but rather from broad aspects such as the very notion of citizenship and location.
Gómez et al. (2017)	The authors analyze how the working conditions in Chile with Bolivian domestic workers lead to the precariousness of work.	It is pointed out that precarious working conditions, long hours and poor treatment are frequent among immigrant workers in the domestic sector.	Working conditions are investigated through interviews conducted in Chile with Bolivian immigrant workers who work with domestic care services.	It is pointed out that Chilean national legislation should address cases of workers in border areas in order to provide adequate legal protection for Bolivian domestic workers in Chile.
Hobson & Bede (2015)	We analyzed the precariousness of immigrant domestic workers in two institutional contexts: Spain and Sweden.	The increase in precariousness in European countries is related to immigrants who practice domestic care.	The methodology used is qualitative research, based on 90 semi-structured interviews with migrants in Madrid, Barcelona and Stockholm.	There was little divergence in the results. But it is pointed out that in Spain, the precariousness has worsened, which can be partly attributed to the recession.
Lima & Martins Jr (2012)	The objective was to reflect on the impact of globalization and productive restructuring on recent migratory flows in Latin America.	The authors relate the work in precarious conditions to the immigrants from Latin America.	Bolivian workers in São Paulo are analyzed through documents and articles, as well as Brazilian workers in London through interviews and participant observation.	The article will advance in the discussions on informality and Latin American mobility, addressing the intersections between employment relations, migration and geographical mobility.
Salgado (2015)	The author investigates the transformation and growth of the precarious and unregistered work of Bolivians in the clothing industry in Argentina.	The verticalization of the mode of production is related to the increase of the employment of immigrants and increase of the work in precarious conditions.	The research had a quantitative stage, using descriptive statistics with secondary data, and a qualitative step with in-depth interviews with employees and managers.	Among the factors that explain the increase in precariousness are the transformation in the garment industry in line with changes around the world.

**Table 2:** Objective, relationship of labor precarization and migration, methodology and contributions of the articles analyzed.

**Source:** Prepared by the authors.

It is evident from the results of this research that there is a relationship between the precariousness of labor and migration, since labor migration tends to occur when there are no favorable working conditions, that is, when working conditions are precarious. Thus, it was observed the presence of points that help to foster a new look at migrant workers in a situation of precariousness of work and, consequently, inferred reflection on the direction of the capitalist system (Lima & Martins Jr, 2012).

Chang (2009) emphasizes that the causes of precariousness can be explained by the growth of informal work, the informal economy and the lack of institutionalized protection for the worker. In addition, in the analyzed studies it is exposed that the economic recession (Hobson & Bede, 2015) caused by financial, economic, social and political crises is analogous to the recession, and the transformations in the industry (Salgado, 2015) and / or indirectly they are more than precarious, removing to every technological advance jobs. Still in this consonance, such negative points that directly and/or indirectly influence the precariousness of the work and of the migrant worker need the attention of the society and of the rulers in the most diverse contexts.

Concerning the absence of norms that protect workers from precariousness, Arnold (2012) reiterates that there is a lack of institutional protection for migrant workers because, as seen in the work of Campbell et al., (2016), workers in work situations informal, ie work without legal guarantees, are more subject to illegal hiring practices and working conditions.

Another negative point mentioned in the analyzed articles is the precariousness by gender. Chan (2014), in her study in the context of Indonesia, stressed that gender presuppositions guide whether a precarious female worker is worthy of the attention of rulers and the media regarding the precarious situation. Along the same lines, Chan (2016) highlighted the speeches of the Indonesian authorities in which they characterized as the violence of violence and tolerable practices of precariousness linked to migrant workers. The author emphasizes that this type of speech coming from the highest echelon fosters the absence of protection to the workers.

On the other hand, actions such as that cited in Alberti, Holgate & Tapia (2013), in which the UK government adopted the non-distinction of migrant workers with other local workers, helps to reduce the precariousness of work and the worker. It is also worth mentioning the action of the Chilean government in favor of migrant workers present at the frontiers that, according to Gómez et al., (2017), protects workers in a precarious employment situation.

In the Latin context, the promotion of the discussion about informal work related to mobility in Latin America (Lima & Martins Jr, 2012) is conducive to the conception of a more just and egalitarian society. However, it is notorious that the precariousness of work does not occur only with migrants or as portrayed by Goldring & Landolt (2011) workers with irregular status - referring to people with problems with the stay visa in Canada - but also with local citizens who exhibit different conceptions about citizenship, that is, the migration of labor is not the only and also the main cause of the precariousness of labor.

## **5 FINAL CONSIDERATIONS**

This study aimed to show the relationship between precarious work and migration through a systematic review of the indexed literature in the international database "Web of Science" from 2008 to 2017, which analyzed 10 articles related to the terms precarious work and migration.

Assessing the relationship between the precariousness of work and labor migration in the selected articles, we can see that there is a relationship between the terms. Due to the transformations of the industry (Salgado, 2015), which lead to the lack of rights guarantees (Arnold, 2012), the work is precarious. At the same time it can be the cause of the migratory

movements of workers that, in turn, find themselves immersed in a recurrent movement: the recidivism of the precarization.

In the meantime, studies involving migration processes and especially labor, according to Arthur (1991), may provide an understanding not only of territorial mobility but also of market aspects such as the economic, behavioral and subjective factors of the decision maker. On the worker side, migration studies can unveil perceptions about the role of labor movements and about the manifestations of the relationship between population, resources and economic development.

The articles analyzed clarify the need to expand the issue in evidence because if we investigate the terms precariousness of work and migration in a different way, the results will be numerous. However, when the search is about the relationship between the terms, the results are minimal, that is, with more studies that address the relationship between precarious work and migration, it is possible to clarify everyday events that often go unnoticed among managers in the public sphere and private as well as in society through the lens of science.

Thus, the terms "precarious work and immigration" and "emigration", as these terms are adjuncts to the concept of migration, are indicated as topics for future research. In addition, studies that use other methodological models such as ethnography as well as statistical methods and aim to reproduce and seek to unveil facts of the daily life that make social life precarious is by discourses of the rulers who directly or indirectly disseminate practices of precariousness (Chan, 2016).

In addition, studies that show the precariousness of workers from the rural exodus (Arnold, 2012), and about students who, in order to obtain the necessary resources to continue studying in another country, are subject to illegal work and consequently are victims of precariousness (Campbell, Boese & Tham, 2016) are also thematic that need further explanation within organizational studies.

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