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Marginalised groups of workers in various job conditions, most often by women, are experiencing job insecurity, but increasing middle-class and upper-class workers are experiencing the same. Furthermore, new work forms have great risk to ethical, psychological and legal dimensions. In this paper, we explore the concept of decent work and focus on job-related and organisational aspects of work at business. In the empirical part of the paper we therefore focus on working time, work organisation and co-operation within teams, work-life balance, health and stress, and overall satisfaction with working conditions. Our results evidence that new work forms increase insecurity and consequently diminish worker well-being, and this is most experienced by younger, agency and self-employed workers in Finland. This suggests that the development of multi-level and multifaceted measures which take into account socio-psychological and legislative factors to address labour market segmentation is necessary, especially when addressing the needs of those forced to work atypically.

Keywords: decent work, organisational psychology, quality of employment, labour market situation, Slovenia

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