# Article information:

Outsourcing at Will: The Contribution of Unjust Dismissal Doctrine to the Growth of Employment Outsourcing | Journal of Labor Economics: Vol 21, No 1  
<https://www.journals.uchicago.edu/doi/full/10.1086/344122?casa_token=RWgKcMEyzAYAAAAA%3AzGS2C4b09cWsX4wpR4s2yaZLuon91byJDqx1Mlb45BF5ggECIXjCsqkRcTS308hoDnSE8O5b64zE>

# Article summary:

1. The Temporary Help Supply (THS) industry in the United States grew rapidly between 1979 and 1995, while state courts recognized exceptions to the common law doctrine of employment at will.

2. This article assesses whether these two phenomena are causally related, and if changes to the legal environment surrounding worker dismissal are responsible for the growth of “contingent” work arrangements in the U.S. economy.

3. The analysis finds that state courts’ adoption of the implied contract doctrine has resulted in approximately 22% excess temporary help employment growth in adopting states, and accounts for 365,000–530,000 additional workers employed in THS on a daily basis as of 2000.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article is generally reliable and trustworthy due to its use of empirical evidence from multiple sources such as Table 1 and other research studies to support its claims. The author also provides a thorough review of relevant case law and literature on the topic which adds credibility to their argument. However, there are some potential biases present in the article which should be noted. For example, it does not explore counterarguments or consider any potential risks associated with outsourcing employment arrangements such as job insecurity or lower wages for workers. Additionally, it does not provide an equal representation of both sides of the argument; instead it focuses solely on how unjust dismissal doctrines have contributed to employment outsourcing growth without considering any potential drawbacks or negative impacts this may have had on workers or businesses. Finally, there is some promotional content present in the article which could be seen as biased towards outsourcing employment arrangements rather than presenting a balanced view of both sides of the argument.

# Topics for further research:

* Outsourcing employment arrangements risks
* Impact of outsourcing on wages
* Unjust dismissal doctrines drawbacks
* Employment outsourcing and job insecurity
* Outsourcing and employee rights
* Outsourcing and labor laws

# Report location:

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