THREE EMPLOYMENT STRUCTURES

Research comparison: risks and opportunities. This matrix is a policy framework, not measured treatment effects.

A In-house janitorial team

- Established routines and team continuity
- Cleaner workload and recognition still matter
- May cost more for small sites

B Shared staff cleaning

- No dedicated cleanup specialist
- Retail / hospitality work interrupted
- Potential food-task crossover

C Mobile hygiene contractor

- Regional routes + rapid response
- Specialized training and audit trails
- Outsourcing may worsen wages without controls

Cleaner wellbeing: support, choice, fair pay

Food hygiene: handwashing and task barriers

Customers: service continuity and safer premises

Existing research does NOT establish C as superior. A controlled comparison is required.