



Job quality : an operationalisation based on the European Working Conditions survey series (the 'EWCS')

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2013 Workshop on LFS Methodology



Why shall we talk about quality of work and employment ?

- Quality of work and employment and organizational performance can be 2 sides of the same coin
 - ▶ A key ingredient for workplace innovation
- From an internal labour market perspective :
 - ▶ Commitment to « full » employment of Europe 2020
 - ▶ what do we do to increase the use of our human capital and people s wish to enter, contribute and remain in paid work ?
- The EU treaty, article 151 foressees the « improvement of working conditions »
- A recommendation in the Stielgitz report to avoid ‘blind captains’





From « job quality » to sustainable and inclusive quality of work and employment ?

From a micro level perspective

- Job quality and job at risks for health and well being related to changes in the LM
- .. the increased feminisation of the labour force
- .. And the ageing of the working population

As well as to

- (a narrower approach ?) The role of labour forms in shaping job quality
- (enlarged) Worker's involvement

These evidence point to the following conclusions

- Job quality is key to many European objectives
- the role for the European level may be in monitoring, organizing learning etc
- Many solutions may be local / national; Changes in work organisation and hrm practices may be necessary



Level of analysis	Examples of topic and roles
The worker	Fit, able to combine work with care, equipped with marketable skills skills, motivated to work, preferences
The job	What quality ?
The company	HR and other policies and practices, work organisation practices, trade Union role, collaboration between workers
The labour market	Unemployment and participation rates, transitions etc
The legal and regulatory framework	Rights and duties, financial incentives, promoting good practice, collective agreements
The welfare state	Safety net, developing capacities, supporting social infrastructure

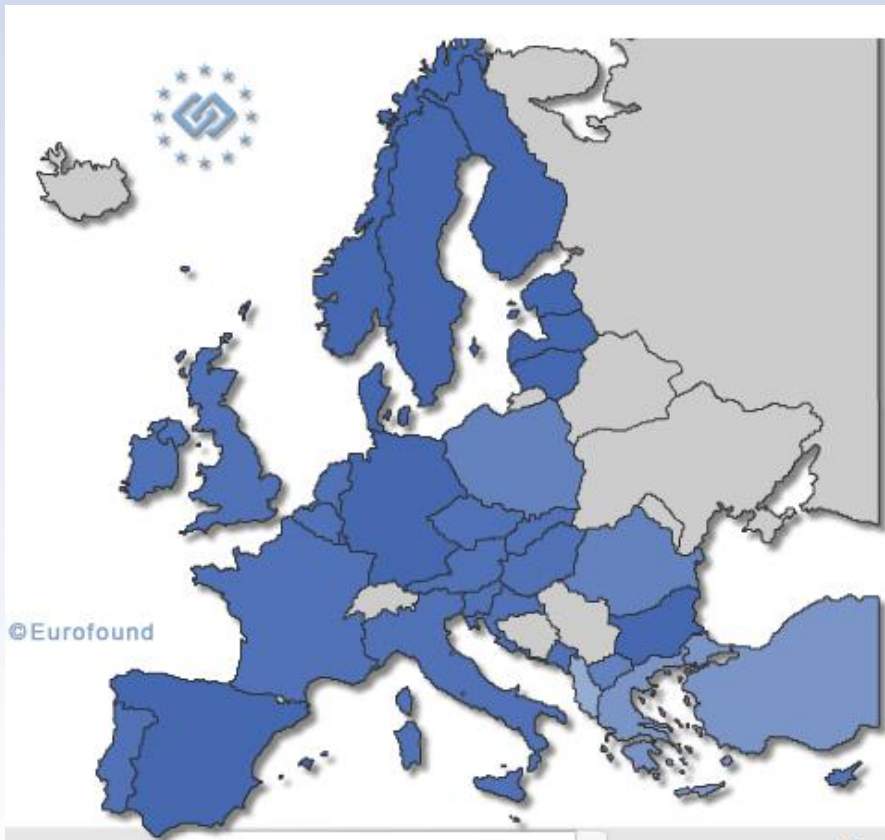
Criteria for selecting job quality features ?

- Well being of workers ?
 - Dimensions that can have causal positive or detrimental effects on well being as well as limit the capacity of workers to take up a specific job are considered; prospective studies; dir 89
- Performance of companies ?
 - Direct and indirect effects between well being and performance
- Gender equality ?
 - Calls at minimum for gender mainstreaming and providing gender disaggregated data.
- European social model ?
 - Voice ? Workers participation ?
- Other ?



The dataset used for operationalisation

The 5th European Working Conditions Survey



34 countries:

- EU27
- Norway
- Candidate countries: Croatia, Former Yugoslav Republic of Macedonia, Montenegro, Turkey
- Albania
- Kosovo

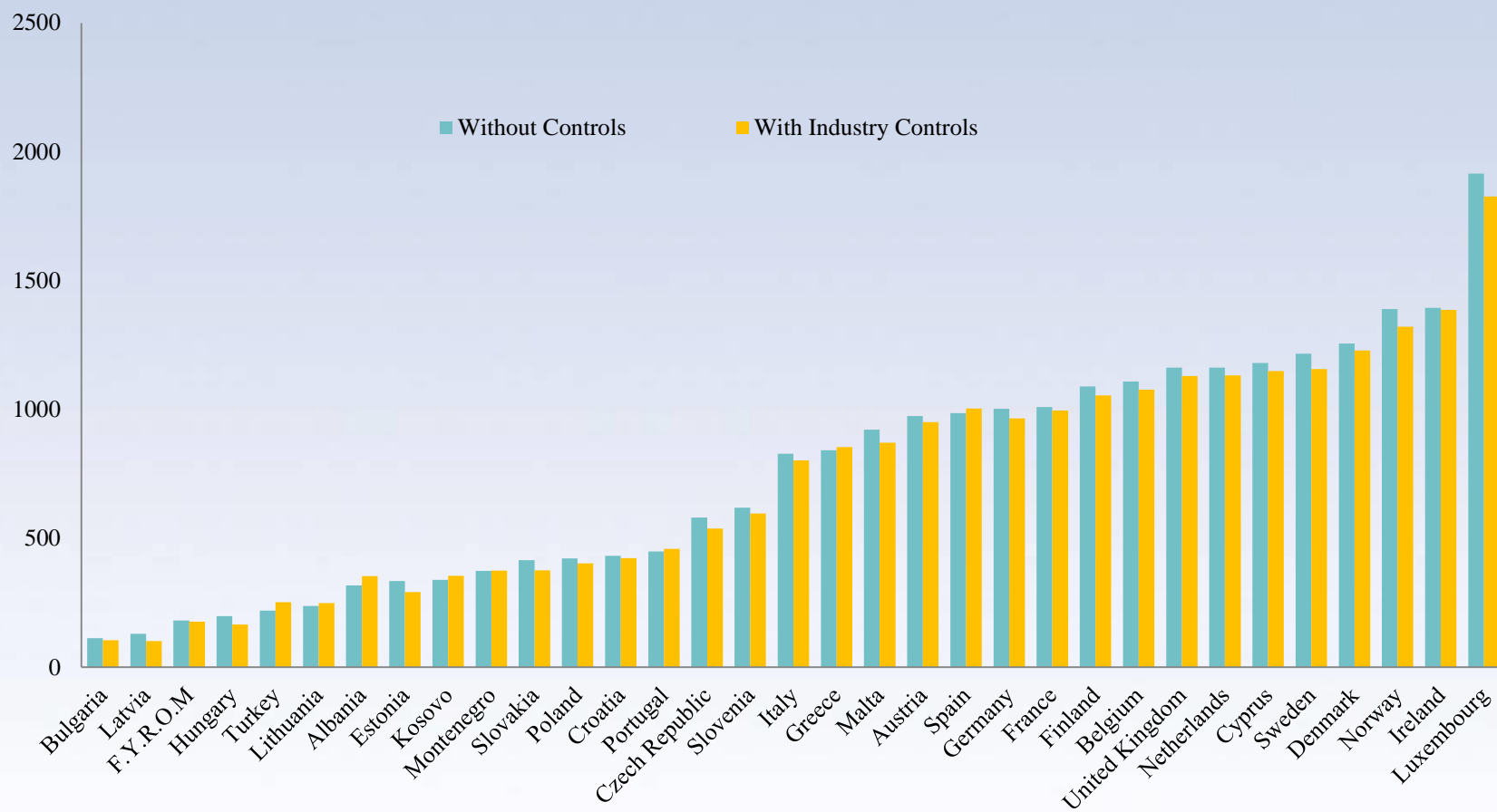
43,816 interviews

6th EWCS : 2015

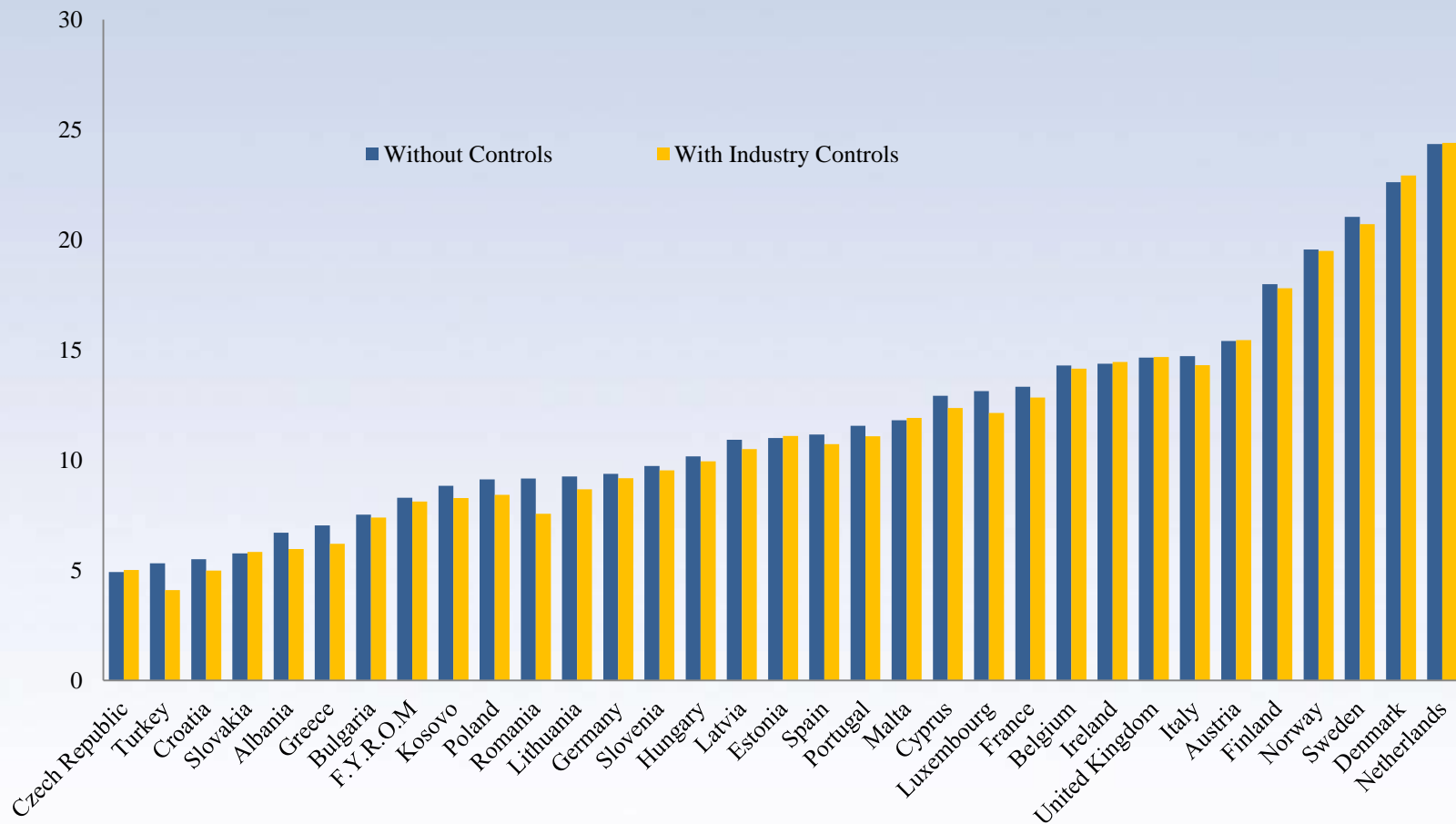
The indices : 69 questions

- Builds on Eurofound (2002):
 - “career and employment security”, “health and well-being”, “reconciliation of working and non-working life” and “skills development”
 - Informed by interdisciplinary research, building on prospective epidemiologic studies
 - 4 dimensions
 - Earnings: monthly earnings, unfairness couldn't be measured
 - ▶ Prospects : Job security, career progression, contract
 - Intrinsic Job Quality
 - *Skills and Discretion*
 - skills use (problem-solving, complexity), learning and training, discretion and influence over own work, occupation (incl. average education level in occupation)
 - *Good Social Environment*
 - good support, absence of bad social relationships
 - *Good Physical Environment*
 - inverted count of environmental and posture-related hazards
 - *Work Intensity*
 - high effort requirements (including emotional demands), multiple work pressure sources
 - ▶ Working Time Quality : length of working week, weekend, evening & night work, time discretion, time flexibility

Earnings (relative to Romania).



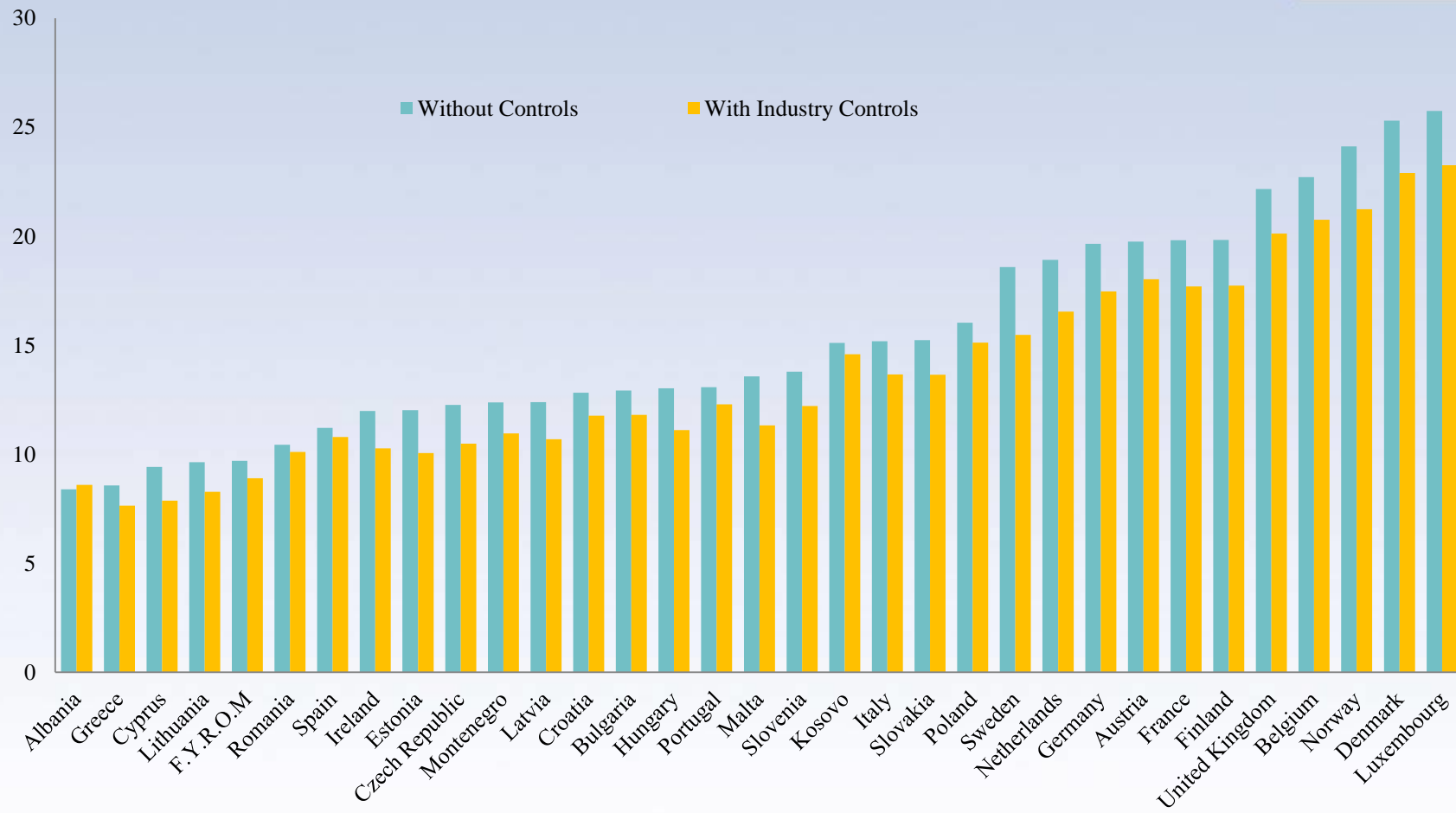
Working Time Quality (relative to Montenegro).





Eurofound

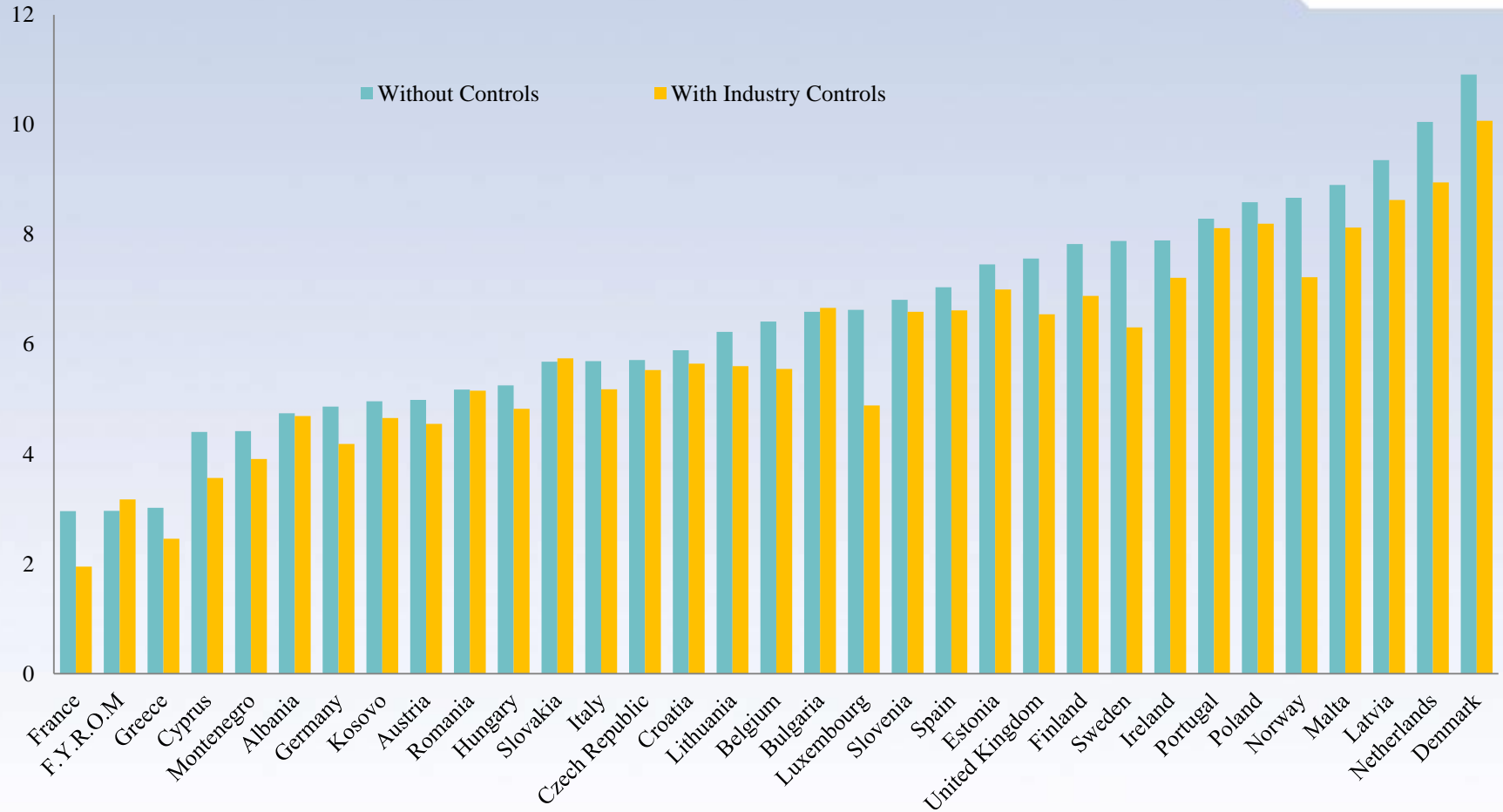
Prospects (relative to Turkey).





Eurofound

Intrinsic Job Quality (relative to Turkey).

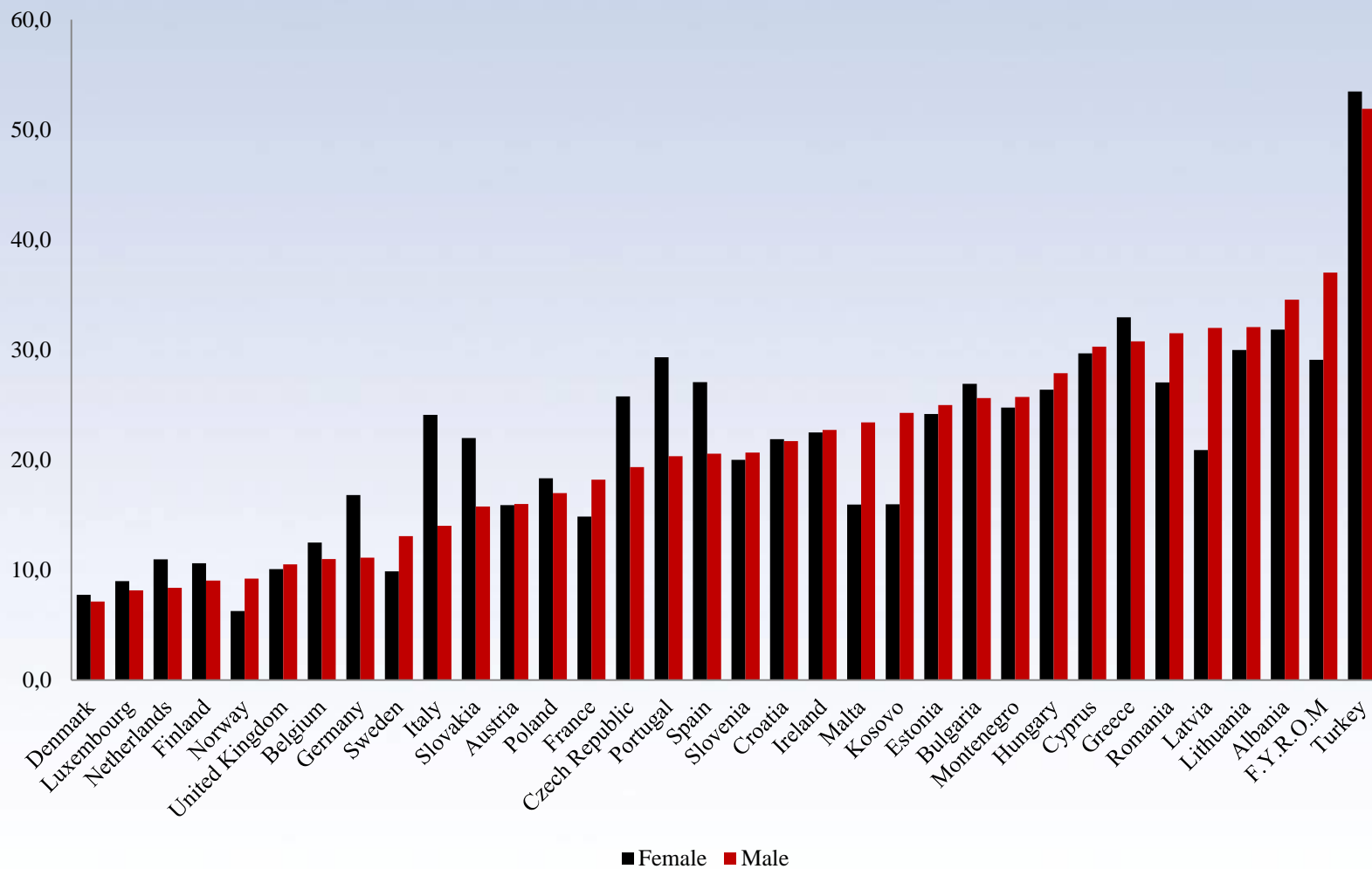


Clusters of job quality

Clusters	Earnings	WTQ	IJQ	Prospects	Percent
High-Paid Good Jobs	2786.5	63.7	74.6	78.9	13.6
Well-Balanced Good Jobs	1029.7	68.4	74.3	71.0	37.2
Poorly-Balanced Jobs	1160.1	42.9	61.4	70.5	28.9
At risk Jobs	726.9	52.7	57.3	34.4	20.2
Total	1245.7	57.2	67.2	64.5	100.0



proportion of workers with 'at risk' jobs by country and gender



- For all indices, **clear positive relationship between well-being and quality**. As some effects are linked to dose exposure effect, the effect can be delayed and different according to individual.
- The aspects **more effective in shaping workers' well-being are the intrinsic job quality as well as prospects**. These aspects of quality are not monetary.
- **Negative relationship between quality and variability of well-being:** variability decreases when quality improves. Once very good working conditions are achieved individuals have consistent levels of well-being. It is facing bad job quality conditions that differences in the individual and/or collective capacity to cope emerge: there are clearly many individuals who are capable of compensating their situation and people with worryingly low levels of well being.

The context

- Gender segregation of labour markets, glass ceiling and occupational gender segregation,
- lifecourse profiles,
- unpaid work mostly borne by women;
- the value of work
- Gender pay gap

The Learning on the use of the indices

- ▶ Different job quality compromises for men and women
- ▶ In a dynamic approach : closing gender gaps ?
 - by decreasing men's situation or increasing women's position ?
 - The second phase of recession : public sector
- An important dimension to consider : Work life balance matters and needs to be supported at individual, HH, company and collective levels

The ageing perspective.. Towards sustainable work

The context

- Age polarisation
- Commitment to increasing working lives
- (Will) require :
 - ▶ Avoid demanding working conditions
 - ▶ Facilitating reconciliation of professional and private life
 - ▶ Meeting aspirations for integration through work, developing one's capacities :
Globally, some risk for older workers not to feel that they can contribute as much as they would want / second career ?
 - ▶ Facilitating socio economic participation into work
 - ▶ Analysis show job quality features are confirmed
- The Learning
 - ▶ Dynamic indices
 - ▶ Work life balance
 - ▶ ad-hoc modules ?



Some further points for reflection

- An approach covering work and employment is possible
- Multiple indices versus single indices
 - ▶ Different tension between some (sub-)indices in different directions
 - ▶ Risk of obfuscation
- Alternative approach (forthcoming) focusing on labour forms only : employment conditions and employment relationships
- ... jobs embedded in companies : employee involvement (forthcoming)
- ... inclusive dimension : chronic diseases and invisible discrimination

- As the definition of job quality is not consensual yet, it is important to be explicit about the level monitored, the selection criteria of dimension and the techniques.



Eurofound (2012), Parent-Thirion, A, Vermeylen G, Van Houten, G, Yrjänäinen, M, Biletta, I, Cabrita, J. « 5th Overview report « Eurofound (2012), Green, F., Mostapha, T. « Trends in job quality in Europe »

*More on eurofound www.eurofound.europa.eu or
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Merci,

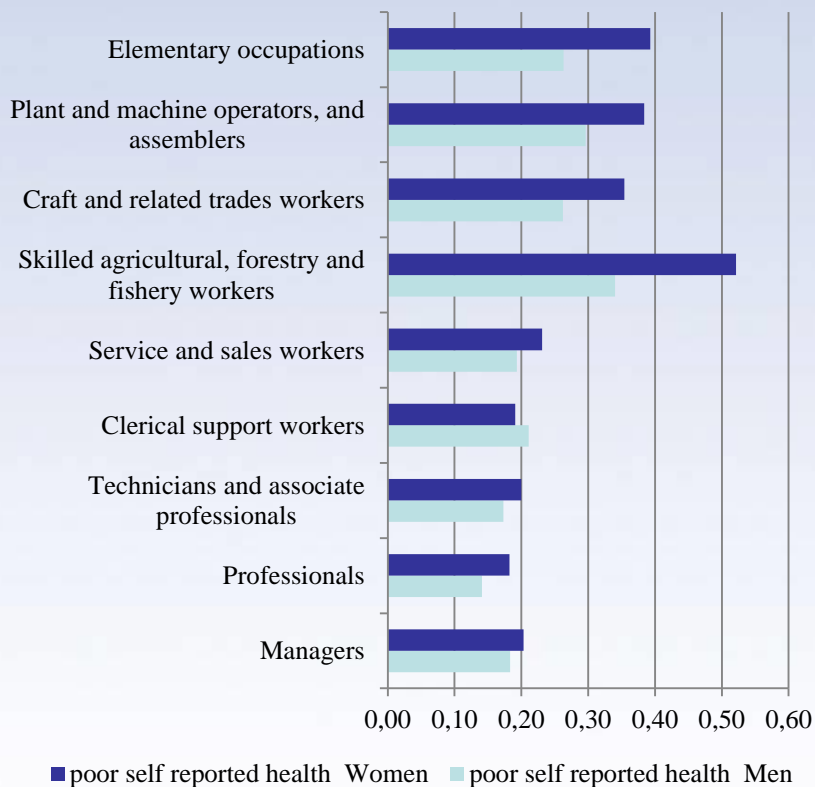


Index	Brief description of content	Items Used In Construction *
Earnings	Hourly earnings	EF10, EF11, Q18
Prospects	Job security, career progression, contract quality	Q77A, Q77C, Q6, Q7
Intrinsic Job Quality	Skill Use and Discretion (0.25) <ul style="list-style-type: none"> skills and autonomy 	Q61A, Q61C, Q49C, Q49E, Q49F, Q50A, Q50B, Q50C, Q51C, Q51E, Q51I, Q51O, Q24H, ef1_isced, isco_08_2
	Good Social Environment (0.25) <ul style="list-style-type: none"> social support, absence of abuse 	Q51A, Q51B, Q58A, Q58B, Q58C, Q58D, Q58E, Q77E, Q70A, Q70B, Q70C, Q71A, Q71B Q71C
	Good Physical Environmental (0.25) <ul style="list-style-type: none"> low level of physical & posture-related hazards 	Q23A to Q23I, Q24A to Q24E
	[100 - Work Intensity] (0.25) <ul style="list-style-type: none"> pace of work, work pressures, & emotional/value conflict demands 	Q45A, Q45B, Q46A to Q46E, Q51G, Q51L, Q51P & Q24G
Working Time Quality	Duration, scheduling, discretion, and short-term flexibility over working time	Q18, Q32, Q33, Q34, Q35, Q39, Q40, Q43

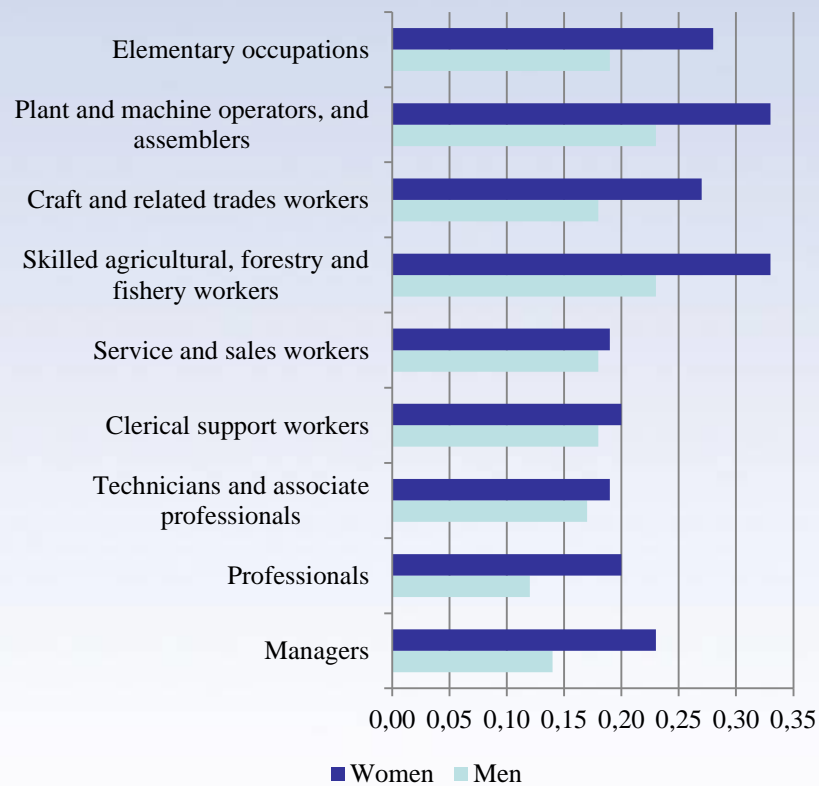


inclusive labour market, work producing bad health or something else ?

Poor self reported health



Low mental well being



Job sustainability and working conditions

		Male	Female			Male	Female
Autonomy	Low	48	46	Posture related index	Low	77	69
	High	72	67		High	39	35
Work intensity	Low	64	61	Career development possibilities	Low	49	49
	High	51	50		High	66	64
Worker participation	Low	46	47	Work life balance	unfit	47	42
	High	70	65		fit	62	62
Work well done	Never	43	44	Learning new things	Low	49	49
	Always	63	60		High	63	60