Job quality, gender and parenthood in the EU - a comparative analysis

Ramón Peña-Casas
European Social Observatory (OSE)
penacasas@ose.be
(preliminary version)
1. QWE, gender et parenthood
2. Definition of QWE
3. Source & methodology
4. Results for different indexes
5. Conclusions
1. Job quality, gender and parenthood

- Literature shows that women are usually disadvantaged in several dimensions of job quality (wage gaps associated to gender and parenthood, careers, occupations, working time(s), ...)
- Parenthood, notably for women, is also associated to lower job quality (wage penalties, careers, working time(s), conciliation work and family life,...)
- To reflect these differences we start from a typology of work-family reconciliation regimes that reflect the magnitude of two effects that are crucial for determining people’s fertility rate and employment decisions:
  - the income effect, evoked by the need to satisfy material aspirations, and
  - the substitution effect, reflecting the conflict between childrearing and work.
Typology for the study: work-family reconciliation regimes

1. **Anglo-Saxon**: IE, UK
2. **Nordic**: SE, FI, DK
3. **Continental**: FR, BE, NL, LU
4. **Germanic**: DE, AT
5. **Mediterranean**: ES, PT, IT, GR, CY, MT
6. **CEE 6**: CZ, SK, HU, PL, SI, EE, LV, LT
7. **CEE 2**: RO, BG
2. Job quality?

- **Job quality**, quality of work, quality of work and employment (QWE)
- **Different institutional** (ILO, UNECE, EU, EUROFOUND, ETUI) and research typologies underline more or less the importance of the same dimensions
- **Our selection for QWE**
# Dimensions of QWE index

<table>
<thead>
<tr>
<th>Dimensions</th>
<th>Topics</th>
<th>QWE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adequate pay</td>
<td>A. Socio-economic security</td>
<td></td>
</tr>
<tr>
<td>Employment security &amp; sustainability</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>B. Learning</td>
<td></td>
</tr>
<tr>
<td>Learning jobs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Perceived health problems</td>
<td>C. Health &amp; safety at work</td>
<td></td>
</tr>
<tr>
<td>Strenuousness of tasks</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Exposure physical &amp; environmental hazards</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Exposure psycho-social risks</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pace and intensity of work</td>
<td>D. Work organization</td>
<td></td>
</tr>
<tr>
<td>Work control and autonomy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unsocial hours</td>
<td>E. Working times</td>
<td></td>
</tr>
<tr>
<td>Working time &amp; unpaid work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conciliation work and social life</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consultation &amp; participation</td>
<td>F. Rights &amp; equity</td>
<td></td>
</tr>
<tr>
<td>Violence &amp; harassment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gender equality</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-discrimination</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
3. Source and methodology

- Source: 5\textsuperscript{th} wave of the EWCS 2010 from EUROFOUND
  - +: wide range of indicators for all dimensions of QWE for EU-27 countries
  - -: sample sizes for small countries
- Research sample: EU-27 countries, employees, N=29,296
- Patterns of NEGATIVE QWE = index of bad QWE, thus the higher is the index, the lower is the QWE
- 121 indicators of QWE
  - ‘pyramidal’ aggregation of sub-indexes into six dimensional indexes
  - normalised 0-1
  - total index of QWE
- Equal weights for (sub) dimensions, weighted averages for indexes
SUB-INDEXES OF QWE BY CLUSTERS

Index A - Socio-economic Security
Index B - Learning
Index C - Health & Safety at Work
Index D - Work Organisation
Index E - Working & Non-working Times
Index F - Equity & Rights
Index T - Total QWE

Anglo-Saxon
Nordic
Continental
Germanic
Mediterranean
CEE 6
CEE 2
Index T – Total QWE by sex and parenthood

Anglo-Saxon: MEN, WOMEN, NON PARENT, PARENT
Nordic: MEN, WOMEN, NON PARENT, PARENT
Continental: MEN, WOMEN, NON PARENT, PARENT
Germanic: MEN, WOMEN, NON PARENT, PARENT
Méditerranee: MEN, WOMEN, NON PARENT, PARENT
CEE 6: MEN, WOMEN, NON PARENT, PARENT
CEE 2: MEN, WOMEN, NON PARENT, PARENT
5. Conclusions (1)

- Differences between clusters seems to indicate that these still make sense
- Anglo-Saxon and Nordic: best performers on all dimensions, notably learning, but still differences between them (socio-economic security, work organisation)
- Continental and Germanic: mid-position, stagnation?
- Mediterranean: low levels of QWE. Regression as impact of the crises? or stagnation?
- CEE 6: relatively high levels of QWE, close to Continental score and higher than Mediterranean
- CEE 2: lower levels of QWE, but similar to Mediterranean
• Gender differences, as well as those related to parenthood, are not very marked but systematic across all clusters.
• Couples, with or without children, experience a better QWE than singles, and there are not much differences between them.
• While parenthood improves the QWE of single men, it is the opposite for women. Single mothers are usually those with the lowest QWE of all groups.
• However, clustering and indexing are above all pragmatic solutions to reduce complexity of comparability and information.
• Analyses at national levels are necessary, when possible, as well as a more detailed analyses at the level of sub-indexes, which are more significant than the total index of QWE.