Project  Job quality and later work career in part-time and temporary work” - Finnish Work Environment Fund 2013–2014

- Project examines
  (1) job quality in part-time and temporary work since the 1970’s
  (2) heterogeneous reasons and motives behind atypical jobs
  (3) how job quality and later working careers are linked with each other.

- Data:
  • Merged with register data that follows individual work careers from each time point – up to over 40-year follow-up periods:
    • Education, Months of unemployment/employment, Contracts, Social life (marriages, divorces, getting children)

- Group
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  • Labour Institute for Economic Research, Finland
In this presentation

- Focus: Development of job quality in Finland among
  (1) Part-time workers
  - based on weekly working hours
  - shorter (0–19 hours/week) / longer hours (20–34 hours/week)
  (2) Temporary employed workers:
    - "Is your current employment relationship
      Valid until further notice or
      Fixed-term?"
    - Evolution of the five job quality dimensions (Muñoz de Bustillo et al. 2011)
      from 1970’s to 2000’s in comparison to full-time / permanent employees
  - Data: Finnish Quality of Work Life Surveys
    - representative samples of the 15–64 year-old employees, 2,800–5,500 / year
    - conducted by Statistics Finland.

Job quality has five dimensions
(Muñoz de Bustillo et al. 2011)

- Pay
- Intrinsic quality of work
  - Subjective: Meaningfulness, Social support, Self-fulfilment, Powerfullness
  - Objective: Skills, Autonomy
- Employment quality
  - Contractual stability
  - Development opportunities
- Health and safety
  - Physical risks
  - Psychosocial risks
- Work-life balance
  - Working time: Duration, Scheduling, Flexibility
  - Intensity
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<tbody>
<tr>
<td>1. PAY</td>
<td>Monthly gross pay in your main job before tax, categorized year by year</td>
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</table>
| 2. INTRINSIC QUALITY OF WORK                             | a. Subjective: Meaningfulness, Social support, Self-fulfilment, Powerfulness  
|                                                        | b. Objective: Skills, Autonomy |
| 3. PAY                                                   | 2. INTRINSIC QUALITY OF WORK |
|                                                        | a. Is your work: highly monotonous … highly varied?  
|                                                        | How often do you feel reluctant or mentally tired on leaving for work?  
|                                                        | Autonomy: Able to influence:  
|                                                        | (i) The contents of your tasks?  
|                                                        | (ii) The order in which you do your tasks?  
|                                                        | (iii) The pace of your work?  
|                                                        | (iv) Your working methods?  
|                                                        | (v) The division of tasks between employees?  
|                                                        | (vi) Choice of your working partners? (summed, rel.: .749)  
|                                                        | Do you see your own work as productive and useful?  
|                                                        | b. Are you able to apply your own ideas in your work?  
|                                                        | In the work unit there are no: Competitive spirit?  
|                                                        | Conflicts between superiors and subordinates?  
|                                                        | Conflicts between employees?  
|                                                        | Conflicts between employee groups at your workplace? (summed, rel.: .703) |
| 4. EMPLOYMENT QUALITY                                    | a. Contractual stability  
|                                                        | b. Development opportunities |
| 5. HEALTH AND SAFETY                                     | a. Physical risks  
|                                                        | b. Psychosocial risks |
| 6. WORK-LIFE BALANCE                                     | a. Regular weekly working hours (max 40 hours, when temporary employment is analysed)  
|                                                        | b. Regular daywork (vs. evening, night, weekend, or shift work) |
|                                                        | Working time:  
|                                                        | - A. Duration,  
|                                                        | - B. Scheduling,  
|                                                        | - C. Flexibility &  
|                                                        | - D. Intensity |
| a. No Threat of a temporary dismissal?  
| a. Threat of dismissal?  
| a. Nor Threat of unemployment?  
| a. Temporary contract (when part-time work is analysed) |
| a. Over the last 12 months, have you attended courses while being paid by your employer?  
| a. In your current workplace, are your advancement opportunities good, fair or poor? |
| a. Do you regard your current tasks physically: very undemanding… very demanding?  
| a. Injuries at work during past 12 months?  
| a. Do you suffer from recurrent ache or pain in:  
| a. (i) Neck, cervical spine or shoulders?  
| a. (ii) Hands or arms?  
| a. (iii) Lumbar region?  
| a. (iv) Legs, including hips? (summed, rel.: .97) |
| a. Do you regard your current tasks mentally: very undemanding… very demanding?  
| a. How frequently you have recently suffered from:  
| a. (i) Headache,  
| a. (ii) Difficulties in falling asleep or awakenings at night,  
| a. (iii) Palpitations or irregular heartbeat,  
| a. (iv) Feeling of dizziness,  
| a. (v) Heartburn, acidity, stomach pain or diarrhoea,  
| a. (vi) Tension, nervousness or irritability (summed, rel.: .69) |
| a. Do you have strictly set starting and finishing times for your work, or can you personally influence them by at least 30 minutes either way?  
| a. Do you have the possibility for brief absences from work in the middle of the working day to run personal errands?  
| a. Do time pressure and tight time schedules make your current job less enjoyable? |

Five indexes for five dimensions

- Single measures are
  - (1) standardised
  - (2) summed up to create five job quality indexes
  - (3) indexes are rescaled to range from 1 (negative value) … to 5 (positive)

- Single items NOT weighed
  - … not comparable to Muños de Bustillo et al. 2011 or to any other data
Measures for work-life balance

- Theoretically, it is assumed that (Munoz-Bustillo et al. 2011, 185–187)
  - working less hours is better than working more hours (duration)
    → regular weekly working hours
  - working outside 'normal' hours is undesirable because it interferes with social and family life (scheduling)
    → Day time work vs. working evenings/shifts, and vs. working Saturdays or Sundays
  - the more control there is for the worker to make his or her own schedule, the more improved the possibilities for non-work commitments (flexibility)
    → 'Do you have strictly set starting and finishing times for your work, or can you personally influence them by at least 30 minutes either way?' 'Set starting and finishing times' vs. 'Able to influence starting and finishing times (e.g. flexitime)'
  - high intensity of a job creates a risk for well-being
    → 'Could you estimate what proportion of your working hours you work under such pressure that you have no time to talk or think about anything else except your work?' 'Almost all the time', 'About three quarters of the time', 'Half of the time', 'About one quarter of the time', 'Less often', 'Never', 'Don’t know'.

Methods

- Pooled data N=25,000
- Covariance analysis for the whole data
- Each five job quality indexes as dependent variables in five models having:
  - Independents:
    - (1a) Temporary contract yes/no
    - (1b) Reason for temporary contract:
      - A substitute without a permanent post / On a trial period / Hired with employment subsidies / Doing seasonal work / Come to work only when summoned / In apprenticeship training / Is an employment relationship otherwise agreed as fixed-term?
    - (2a) Shorter part-time hours (0–19 h/week)
    - (2b) Longer part-time hours (20–34 h/week)
    - (2c) Reason for part-time contract:
      - Studying / Health reasons / Caring for children/relatives / Retirement/partial retirement / Does not want full-time job / Could not find full-time work
  - Controls: education, gender, age, branch of economy, year, interaction term year x 1a-2c

→ Comparison of mean values of each index between permanent / full-time workers and temporary / part-time workers
→ analysis of difference, not levels
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<tbody>
<tr>
<td>A substitute without a permanent post</td>
<td>N</td>
<td>111</td>
<td>125</td>
<td>170</td>
<td>57</td>
<td>563</td>
<td>3.8%</td>
</tr>
<tr>
<td>Temporary agency worker</td>
<td>N</td>
<td>7</td>
<td>4</td>
<td>7</td>
<td>51</td>
<td>69</td>
<td>0.5%</td>
</tr>
<tr>
<td>On a trial period</td>
<td>N</td>
<td>10</td>
<td>16</td>
<td>11</td>
<td>8</td>
<td>45</td>
<td>0.3%</td>
</tr>
<tr>
<td>Hired with employment subsidies</td>
<td>N</td>
<td>0</td>
<td>88</td>
<td>56</td>
<td>31</td>
<td>175</td>
<td>1.2%</td>
</tr>
<tr>
<td>Doing seasonal work</td>
<td>N</td>
<td>28</td>
<td>45</td>
<td>32</td>
<td>32</td>
<td>137</td>
<td>0.9%</td>
</tr>
<tr>
<td>Come to work only when summoned</td>
<td>N</td>
<td>13</td>
<td>23</td>
<td>17</td>
<td>16</td>
<td>69</td>
<td>0.5%</td>
</tr>
<tr>
<td>In apprenticeship training</td>
<td>N</td>
<td>9</td>
<td>11</td>
<td>10</td>
<td>12</td>
<td>42</td>
<td>0.3%</td>
</tr>
<tr>
<td>Otherwise agreed as fixed-term</td>
<td>N</td>
<td>338</td>
<td>213</td>
<td>274</td>
<td>259</td>
<td>1064</td>
<td>7.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reason for part-time work</th>
<th>0-19 h/week</th>
<th>20-34 h/week</th>
</tr>
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<tbody>
<tr>
<td>Studying</td>
<td>N</td>
<td>68</td>
</tr>
<tr>
<td>Health reasons</td>
<td>N</td>
<td>15</td>
</tr>
<tr>
<td>Caring for children/relatives</td>
<td>N</td>
<td>24</td>
</tr>
<tr>
<td>Retirement/part-time ret.</td>
<td>N</td>
<td>13</td>
</tr>
<tr>
<td>Does not want full-time job</td>
<td>N</td>
<td>48</td>
</tr>
<tr>
<td>Could not find full-time work</td>
<td>N</td>
<td>134</td>
</tr>
</tbody>
</table>

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(1a) Job quality of temporary employed in comparison to employees with permanent contracts, difference of means, by year, FQWLS 1984–2008
(1b) Job quality of temporary employed: nature of contract
in comparison to employees with permanent contracts, difference of means

(2a) Job quality of employees working short part-time
hours 0–19 / week
in comparison to full-time employees, difference of means, by year; FQWLS 1977–2008
(2b) Job quality of employees working longer part-time hours 20–34/week in comparison to full-time employees, difference of means, by year, FQWLS 1977–2008

(2c) Job quality by the reason for part-time work in comparison to full-time employees, difference of means
To conclude: The most marginal groups of employees get the jobs with the lowest quality.

- Not too many atypical workers have good quality jobs! Job quality often close to “no difference” but almost never are they doing better than full-time/permanent employees.

- The overall tendency in job quality between permanent and temporary workers is convergence, however, the most peripheral groups (seasonal, on-call, agency workers) get the jobs with the lowest quality
  - more evaluation (and new data, more N) needed to analyse if this is new or old polarization

- Part-time workers extensively affected by unsocial working hours.
- Lowest quality among involuntary part-time workers or part-timers for health reasons.

→ Limited amount of measures since 1970’s – single measures rather than indexing?
→ If you have longitudinal data - contact us for country comparison.

Thanks!

**Scheduling: no change**

![Graph showing scheduling trends](image)