

AGEING WORKERS, OCCUPATIONS, GENDER, AND WORKING CONDITIONS IN EUROPE

G rard Valenduc

Fondation Travail-Universit  (Namur)

www.ftu-namur.org

Associate professor at Universities of Louvain-la-Neuve and Namur

www.uclouvain.be/gerard.valenduc

Background

- Eurofound - European Working Conditions Survey (EWCS) 2010



- Study on "Sustainable work and the ageing workforce" (published by Eurofound in Nov 2012)

Patricia Vendramin, Gérard Valenduc (FTU), Anne-Françoise Molinié, Serge Volkoff (CEE-CREAPT), Michel Ajzen, Evelyne Léonard (UCL-IST)

- Data analysis concerning working conditions and ageing
→ occupations matter

➤ Need for further research on differentiation according to occupational groups

- ETUI Working paper 2012.09 "Occupations and ageing at work"

Patricia Vendramin, Gérard Valenduc



- 1 • Occupations and occupational groups
- 2 • Employment situations of older workers
- 2 • Job quality and ageing
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- 5 • Attitudes towards ageing at work
- 6 • Conclusions

Occupations and occupational groups

- Occupations = transversal characteristics of work across all European countries
 - Related to work contents and work environment
 - Despite differentiated institutional frameworks
 - Most of occupational hazards are linked to work contents and work organisation in different occupational groups
 - "Occupational groups" are more relevant than "sectors" in order to carry out comparative studies of working conditions
 - For the purpose of the ETUI study: definition of 18 occupational groups from the EWCS 2010 database, according to the International Standard Classification of Occupations (ISCO 08)
- Aggregated results for 27 EU countries, salaried workers only

ISCO	Occupational group	% Women	% 50+
1	Managers and executives	33	29
2	Health professionals	69	20
	Teaching professionals	70	31
	Other professionals	39	20
3	Health associate (or intermediate) professionals	81	23
	Technicians	14	24
	Other associate (or intermediate) professionals	56	23
4	Clerical support workers	68	23
5	Personal care occupations	87	31
	Sales occupations	76	16
	Other personal service workers	48	20
6-9	Agricultural occupations (all skills levels)	28	25
7	Manual building trades	1	20
	Other industry and craft trade manual workers	17	27
8	Operators and assembly workers	32	28
	Drivers of vehicles or mobile devices	4	29
9	Cleaners and domestic helpers	79	37
	Other low-skilled occupations	27	22
All occupations		47	24

Employment situations of older workers

- Non-permanent contracts
 - Still 12% of 50+ male and 15% of 50+ female employees
 - Job insecurity is higher among low-skilled occupations
 - Part-time employment
 - Unevenly distributed by gender and occupations
 - Part-time for entry in employment (decreasing after 30)
 - Career wind-down part-time (increasing after 50)
 - Seniority in current organisation
 - <15 years for 44% of 50+ male and 53% of female employees
 - Shorter seniority in personal care, sales, cleaning and domestic help occupations. Longer seniority in health occupations, education, technicians, other associate professionals
- *Far from the stereotype "all older workers benefit from standard employment"*

Job quality and ageing

- Selection of eight indicators from our EWCS-2010 study

Areas of job quality	Indicators of exposure to risks
Working conditions	1. Shift work (staggered or split shifts)
	2. Painful or tiring positions (at least half of time)
	3. Fast-paced work (at least half of time)
Work-life balance	4. Problems of compatibility of working hours with external commitments
Expressive dimension of work	5. Lack of discretion / latitude in organising tasks or working time
	6. Weak social support from colleagues or supervisors
	7. Lack of career prospects
Socio-economic conditions	8. Perceived risk of losing the job within next six months (job insecurity)

Job quality and ageing

1. Shift work: three cases

- Little variation from 30-49 to 50+: manual mid-skilled workers, low-skilled occupations, personal services other than care
- Significant age-related decrease: all professionals, operators and assemblers, sales, personal care
- Age-related increase: associate health prof, drivers, technicians

2. Painful positions

- Do not decrease with age

Figure 7 Occupations with above-average exposure to painful positions, those aged 50 and over (% of employees aged 50 and over in each occupational category, EU27)



Job quality and ageing

3. Very high rhythms

- Exposure decreases with age in all occupations
- Significantly above average among 50+: operators and assemblers, manual building trades, industry and craft workers

4. Problems of compatibility of work with external commitments

- Exposure to problems rises from <30 to 30-49 and decreases after 50
- Peak levels of conciliation problems among 30-49: drivers, health professionals, personal services other than care
- The case of (female) part-time work: evidence that part-time does not mean better conciliation
 - Occupations with both high part-time rates and high proportion of conciliation problems: health prof and associate health prof, personal care, other personal services

Job quality and ageing

5. Lack of discretion in the job

- Bigger problem for the younger than the older
- However, among 50+, experience is not reflected by wider discretion at work. Not only in manual or elementary occupations, but also in sales, personal services and associate health prof

6. Lack of social support

- In many occupations: increasing lack from 30-49 to 50+

Figure 11 Occupations with above-average exposure to lack of social support, those aged 50 and over (% of employees aged 50 and over in each occupational category, EU27)



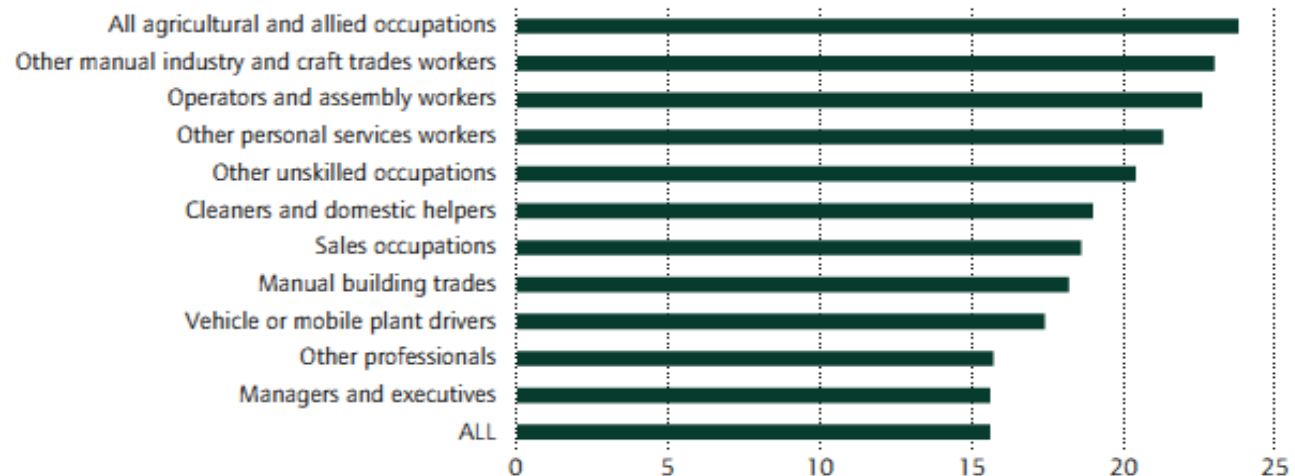
Job quality and ageing

7. Lack of career prospects

- Increasing with age, higher among women than men
- Concerning 73% of 50+ workers
- Disenchantment already arises among 30-49 workers in all occupations excepted non-teaching prof and non-health assoc prof

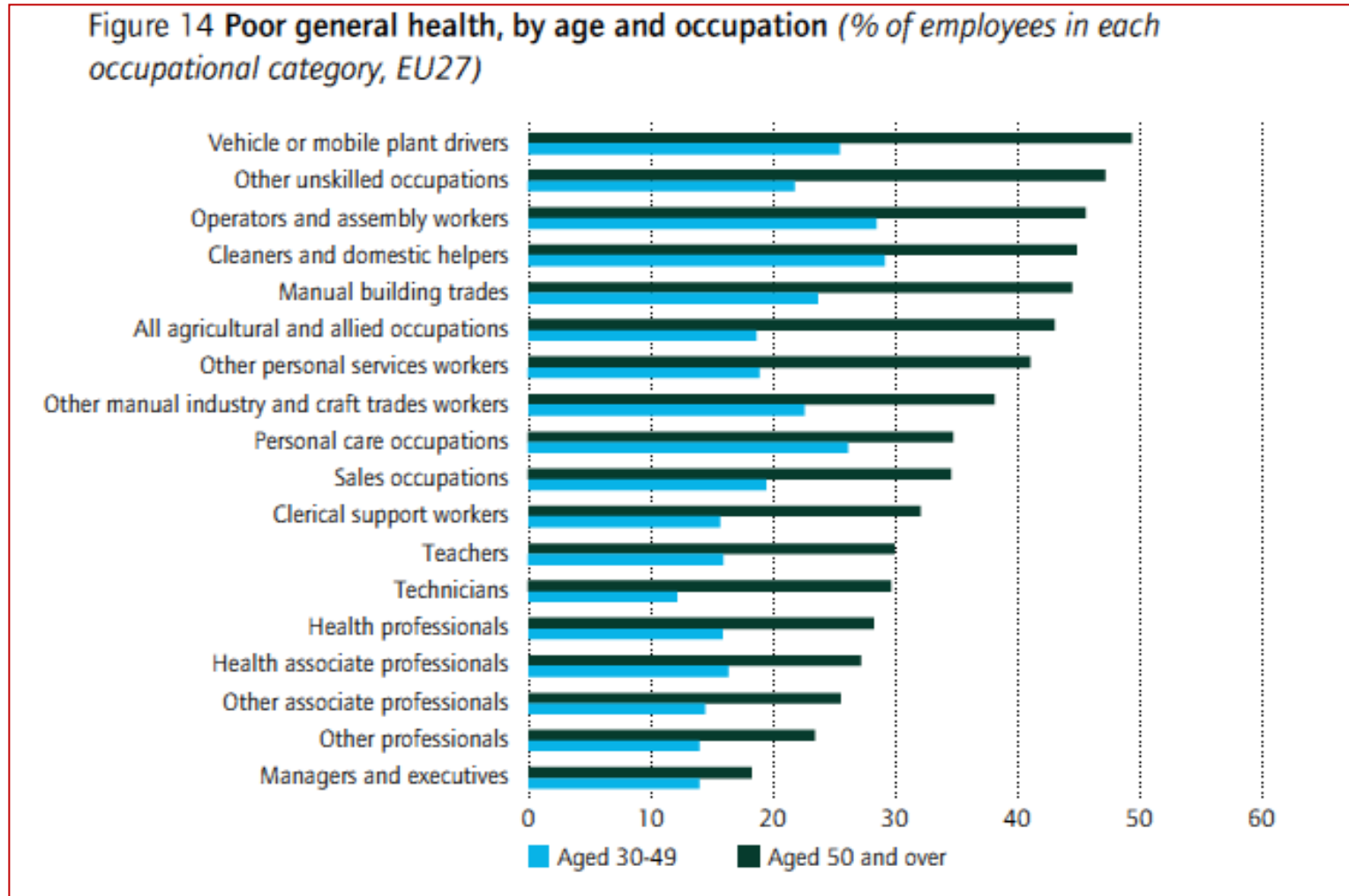
8. Job insecurity

Figure 13 Occupations with above-average exposure to insecurity in the current job, those aged 50 and over (% of employees aged 50 and over in each occupational category, EU27)



Perceived impacts on health

- General health status according to occupations: a picture of social inequalities in health



Perceived impacts on health

- Backache and general sleep difficulties as key indicators

Figure 15 Back problems in the previous 12 months, by age and occupation (% of employees in each occupational category, EU27)

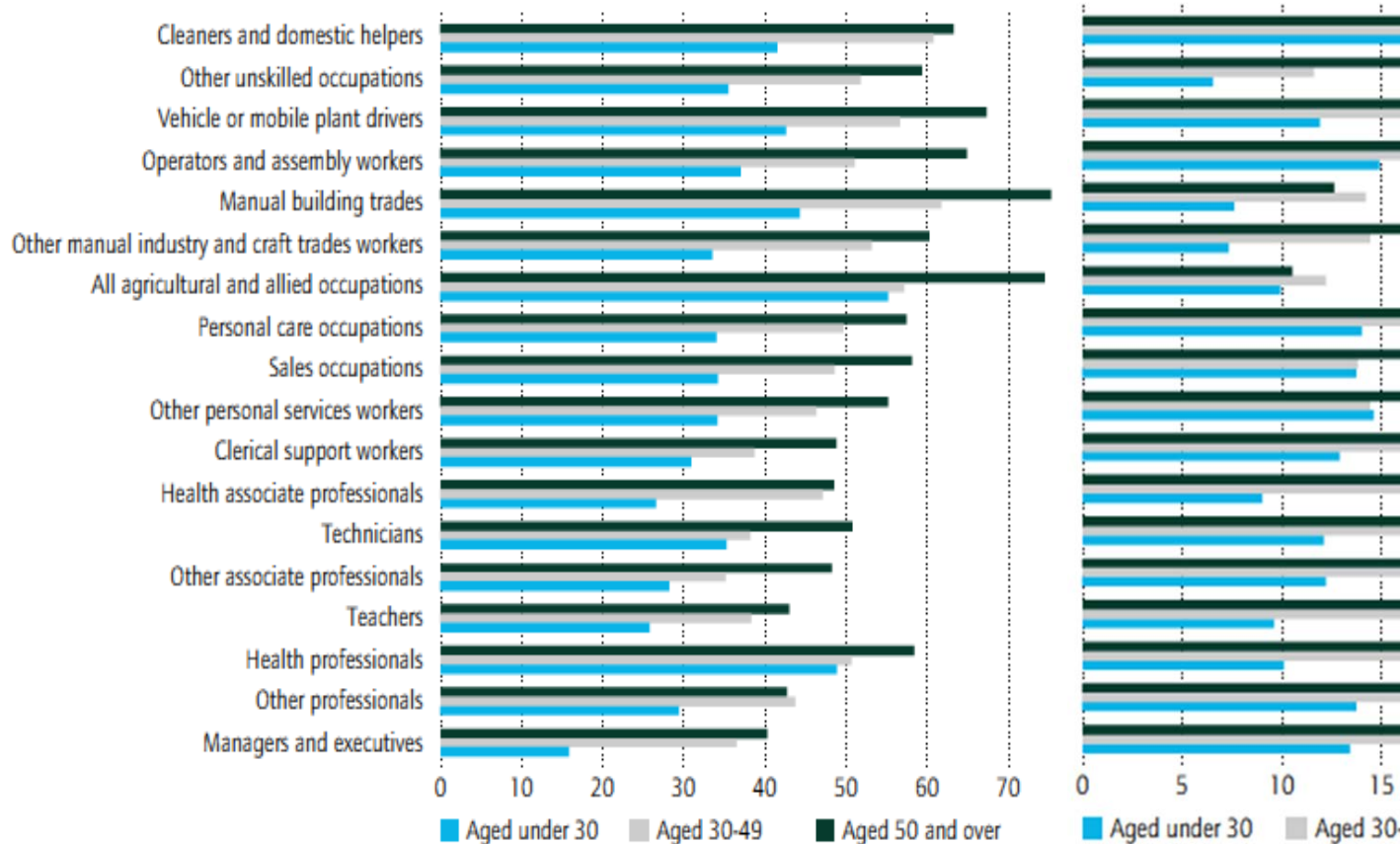
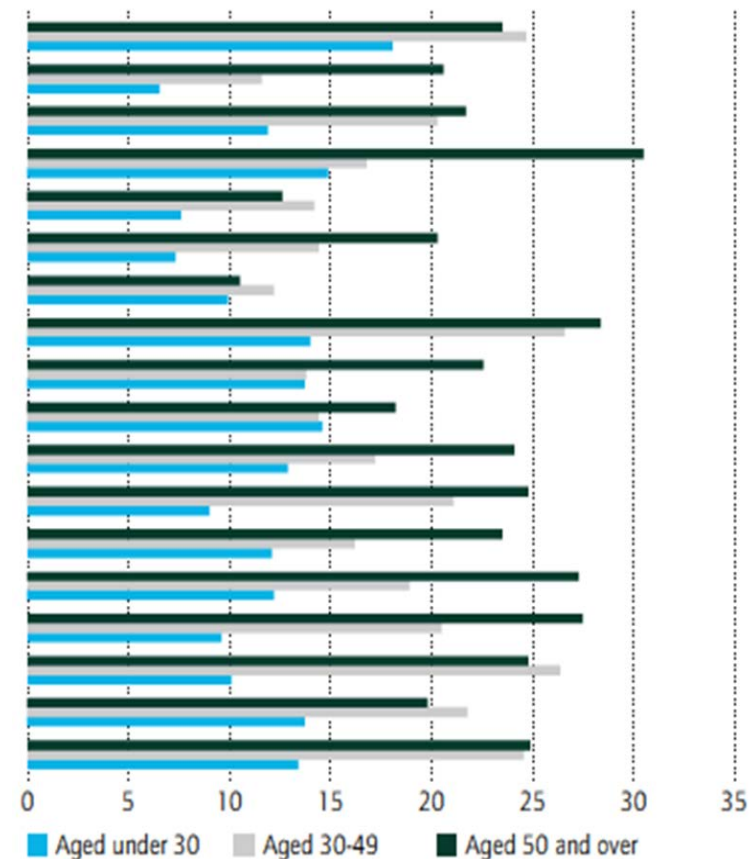
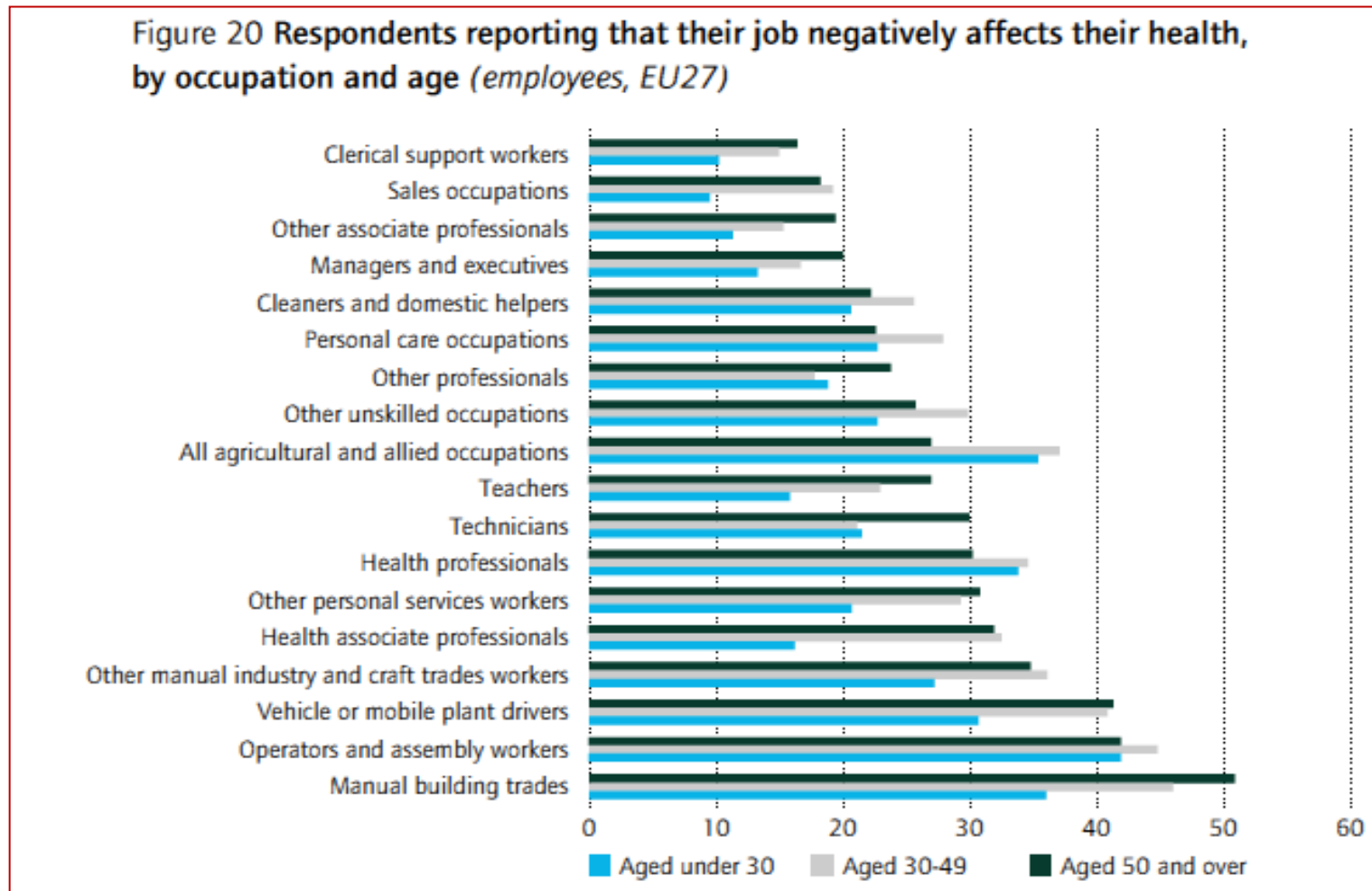


Figure 16 Sleep disorders in the previous 12 months, (% of employees in each occupational category, EU27)



Attitudes towards ageing at work

- Perceived negative relationship between work and health



Attitudes towards ageing at work

- Thinking being able to do the current job until 60:

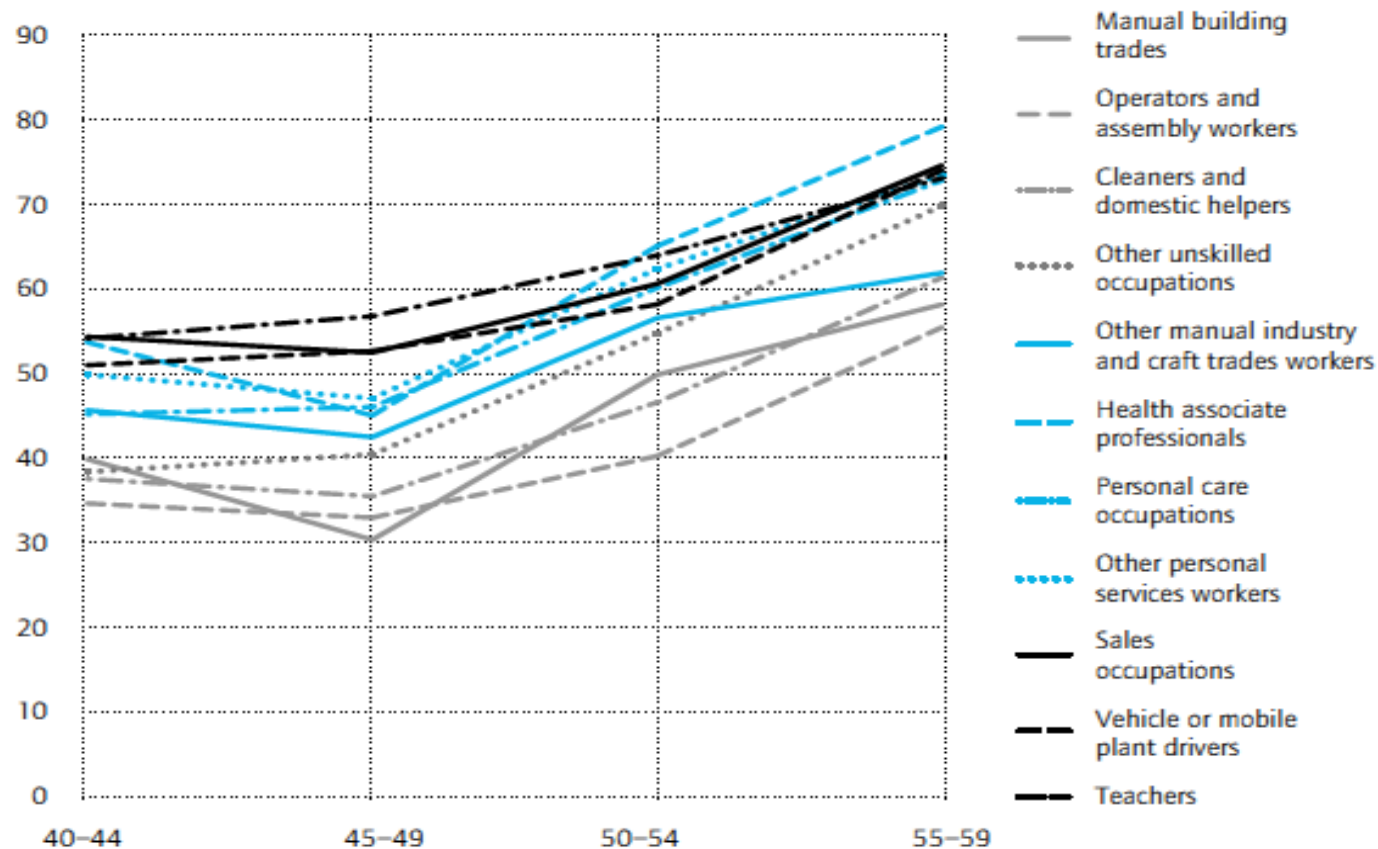
Figure 21 Share of the 45-49 age group reporting "yes, I think I will be able to do the same job when I am 60 years old" (employees, EU27)



Attitudes towards ageing at work

- Thinking being able to do the current job until 60:

Figure 22 Changes in replies "yes, I think ... 60 years old" between ages 40 and 59 in occupations where fewer than 60% replied "yes, I think ... 60 years old" at ages 45-49 (employees, EU27)



Attitudes towards ageing at work

- Working time preferences: wish to reduce working hours or not
 - At all ages, relation to working time depends on occupations
 - Aspiration to work less when over 50 varies according to occupations
 - 32% of all 50+ full-time employees wish to work less hours
 - Higher proportions among all professionals, associate professionals (excepted technicians), and sales occupations
 - Aspiration to work more among part-time employees decreases with age

Conclusions

- Reminder about ageing in the EWCS survey
 - Only workers still at work are surveyed. Among the older: the "survivors" ?
- Occupational groups "at risk"
 1. Mid-skilled or low-skilled manual occupations
 - Most exposed to painful positions, high rhythms, lack of discretion, lack of social support, lack of careers prospects.
 - Exposure continues with age.
 2. Service workers: sales, personal care, personal services (and to a lesser extent health associate prof)
 - Exposed to lower working conditions + conciliation problems.
 3. Teachers, health professionals
 - Not being "at risk groups", but exposed to specific features (mix of better and worse indicators of job quality, perceived risks for health and job sustainability)

Conclusions

- Perceived impacts on job sustainability
 - Group 1: concerned by declining health, back and sleep disorders, dissatisfaction with working conditions,
 - Group 2: more specific issues; dissatisfaction beginning before 50
 - Group 3: warning signals although not being "at risk" occupations
- Policy issues
 - Little relevance of policy measures addressing extension of working life for all older workers without distinction of occupations
 - Diversity of working situations makes the case for differentiated and negotiated arrangements
 - Responsibility for working conditions in the final career: the roots of the problems often arise earlier.
 - Attention to be paid by further research on those 50+ who are already out of the labour market, particularly because of incapacity, illness, unemployment, "voluntary" resignations due to restructuring