New and growing jobs in the EU

Book launch: “Hard work in new jobs. The quality of work and life in European growth sectors”
Tuesday, 17 November 2015, 12h30-14h00
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More and Better jobs (Vandekerckhove & Ramioul)

MORE jobs: some methodological issues solved

• Define a period to identify structural growth: 2000-2007

• Compare growth between sectors which highly differ in size and in importance in each country: balancing absolute and relative growth: BART-index

• Identify composition and growth of activities within sectors: business function approach
More and Better jobs

MORE jobs (EU-Labour Force Survey)

- ‘Old’ sectors with mainly manual work: construction, manufacture of metal products, automotive, …
- Knowledge-intensive sectors: manufacture of medical precision instruments, computer and related Industries, research and development
- ‘New’ sectors with mainly manual work: sewage and refusal disposal, recycling
- Business services: wholesale, financial services, other business services (such as cleaning)
- Services to consumers: real estate, travel agencies, hotels and restaurants, recreation, retail trade
- Not-for-profit: health and social work, education
More and Better Jobs

More JOBS

Sector
Steel
Security
Government IT
Logistics
...

Textile & Clothing

Subsector
Curtains
Matrasses B2B
...

Clothing

Business Function
Marketing
Administration
R&D
Logistics
...

Core production

Occupation
Bleeching
Printing
Cutting
...

Sewing operators

Task
T-shirt
Trousers
Underwear
...

Making Jackets

Sector employment

Business function

Individual job
More and better jobs

More JOBS


Business function is a different way of aggregating occupations: for 12 sectors, we linked 502 combinations of ISCO and NACE to a business function in order to map trends in employment composition:

1. core - support – administration (position in value chain)

2. professional vs. operational (clercks; sales, technics,...) (skills level and nature)
Hotels and restaurants

Core sales

422 Client information clerks
522 Shop, stall and market salespersons and demonstrators
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More JOBS: trends in employment composition of sectors

1. Organisational changes are moderate: **core functions** remain largest part of employment

2. **Professionalisation**: in general, skill—biased technological change thesis confirmed: growing functions are **Management and Core Expert functions**, shrinking ones are **Clercks and Technics**

3. **Bureaucratisation**: increase in administrative functions

4. **Outsourcing**: decrease in support functions
BETTER jobs: a multidimensional approach (Eur. Working Conditions Survey)

1. Work organisation
2. Pay and wages
3. Security and flexibility
4. Skills and development
5. Representation and voice

And their (weighed) impact on psychological, physical well-being and job satisfaction
## More and Better jobs

Where are the good and bad jobs (and who has them)?

<table>
<thead>
<tr>
<th>Better jobs</th>
<th>Worse jobs</th>
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</thead>
<tbody>
<tr>
<td>More jobs</td>
<td>Service sector, construction</td>
</tr>
<tr>
<td>Finance, education, Health &amp; Social work, public administration, business…</td>
<td></td>
</tr>
<tr>
<td>Fewer jobs</td>
<td>Traditional sectors, transport, agriculture, manufacturing</td>
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<tr>
<td>Energy</td>
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</tbody>
</table>
More and Better jobs

1. Growth in service sector cannot be relied on to produce more and better jobs, even in times of economic growth. There are new and growing segments of bad jobs in services that outweigh the loss of bad jobs in traditional industries and the growth of good jobs in knowledge-intensive industries.

2. Vulnerable groups have relatively lower-level jobs across all sectors, esp. regarding wages and contracts.

3. Women and young people being concentrated in the low-paid services industries.
Impact of poor jobs on well-being (Quality of Life Survey)

1. jobs with imbalances between high effort and poor rewards, and flexibility unmitigated by security render workers significantly less satisfied and happy.

2. Service and unskilled manual workers, women and older workers (especially older women) are most vulnerable to these conditions
Impact of poor jobs on material deprivation (EU-SILC)

1. Problematic working conditions, temporary contracts, low wages and disjoined careers imply higher deprivation in terms of income, commodities and living conditions.

2. Blue collar workers, the low-educated, migrants and younger workers and those living in the Southern or Eastern EU countries are affected most by material deprivation.