Where we stand with “more and better” jobs in Europe?

European Job Quality Index 2005-2015

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Job quality in the European employment policy

- The EU has gone a long way since the Lisbon Strategy of 2000 with the “more and better jobs” objective.

- But 17 years after the Lisbon Strategy, it has hardly moved beyond the debate, still less into a concrete action plan or policy.

- There is still no agreed indicator and no concrete target for achieving job quality in the European employment policy.

- Among the policy actors views on the definition of job quality are quite divergent.

- As a result, the focus on **quantitative** aspects of employment and on the **supply-side** (i.e. “Enhancing labour supply”, upskilling, LLL) prevails in EU-level policy.
Job quality in the European employment policy

- “Member States should facilitate the creation of quality jobs, including by reducing the barriers that businesses face in hiring people, by promoting entrepreneurship and self-employment and, in particular, by supporting the creation and growth of micro and small enterprises.”

- Employment Guidelines, proposal 2017

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About the European Job Quality Index (JQI)

- Jobs are at the centre of the JQI and job characteristics are evaluated from a workers’ perspective: their health and safety, their psychological and economic well-being.

- It takes a clear stance with respect to what constitutes a good quality job and what direction of change indicates improvement.

- A tool for comparing the quality of jobs held by European workers and analysing trends in job quality over time.

What it measures

- **Dimensions**
  1. Wages
  2. Forms of employment and job security
  3. Working time and work-life balance
  4. Working conditions (work intensity, autonomy, physical risks)
  5. Skills and career development
  6. Collective interest representation

- **Data**
  - European labour force survey (LFS)
  - European Working Conditions Survey (EWCS)
  - AMECO data base
  - ICTWSS database
Job Quality Index: gender differences in EU28, 2015

Notes: Scores are normalized. Higher values show better job quality. Wages show earnings in Euro adjusted for purchasing power parity (PPP). Overall job quality index is the simple average of the six dimensions.
More and better jobs

![Chart showing the relationship between Job Quality Index 2015 and Employment rate 2015 for various EU countries. The chart includes a regression line with R² = 0.4028.](chart-image)

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Collective representation and better job quality outcomes

Data sources: EWCS, Eurostat (LFS) and ICTWSS, own calculations.
Collective representation and better job quality outcomes

Skills and career development - 2015

Skills and career development vs Collective interest representation

Data sources: EWCS, Eurostat (LFS) and ICTWSS, own calculations.
Non-wage job quality change 2005-2015
Employers’ upper hand during the crisis

Figure 24 Changes in unemployment and in the JQI dimension on forms of employment and job security, 2010-2015

R² = 0.5855
Growing divides between EU countries: job security

Figure 25  Polarisation in quality of forms of employment and job security across EU28 countries

R² = 0.3214

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Growing divides between EU countries: working conditions

Figure 26  Polarisation in quality of working conditions across EU28 countries

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Atypical workers suffered more

**Work intensification 2010-2015**

- Employee
- an indefinite contract
- a fixed term contract
- Self-employed
‘Bad jobs’ recovery?
European Job Quality Index
2005-2015

Agnieszka Piasna

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<table>
<thead>
<tr>
<th>Sub-indices</th>
<th>Indicators</th>
<th>Data source</th>
<th>Weighting</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Wages</td>
<td>Average net monthly earnings from main paid job, adjusted for PPP (2015)</td>
<td>EWCS / Eurostat</td>
<td>&lt;separate&gt;</td>
</tr>
<tr>
<td>Real compensation per employee</td>
<td></td>
<td>AMECO</td>
<td></td>
</tr>
<tr>
<td>2. Forms of employment and job security</td>
<td>Temporary employment as a share of total number of employees*share of temps indicating that main reason was that they could not find permanent job</td>
<td>Eurostat (LFS)</td>
<td>1/3</td>
</tr>
<tr>
<td>Part-time employment as a share of total number of employees*share of part-timers indicating that main reason was that they could not find full-time job</td>
<td></td>
<td>Eurostat (LFS)</td>
<td>1/3</td>
</tr>
<tr>
<td>'I might lose my job in the next six months'</td>
<td></td>
<td>EWCS</td>
<td>1/3</td>
</tr>
<tr>
<td>3. Working time and work-life balance</td>
<td>Share of workers working more than 48 hours a week</td>
<td>EWCS</td>
<td>1/3</td>
</tr>
<tr>
<td>Average of share of workers on shift work; Saturday work; Sunday work; night work; evening work.</td>
<td></td>
<td>Eurostat (LFS)</td>
<td>1/3</td>
</tr>
<tr>
<td>'Working hours fit with family/social commitments'</td>
<td></td>
<td>EWCS</td>
<td>1/3</td>
</tr>
<tr>
<td>4. Working conditions</td>
<td>'Work intensity' (working at a very high speed, working to tight deadlines and not having enough time to get the job done)</td>
<td>EWCS</td>
<td>1/3</td>
</tr>
<tr>
<td>'Work autonomy' (can choose/change order of tasks, methods of work, speed of work; can take a break when you wish)</td>
<td></td>
<td>EWCS</td>
<td>1/3</td>
</tr>
<tr>
<td>'Physical work factors' (vibrations; noise; high/low temperature; breathing in smoke, fumes, powder, dust, vapours such as solvents and thinners; handling chemical substances; radiation (b), tobacco smoke from other people; infectious materials; tiring or painful positions; lifting or moving people; carrying or moving heavy loads; repetitive hand or arm movements)</td>
<td></td>
<td>EWCS</td>
<td>1/3</td>
</tr>
<tr>
<td>5. Skills and career development</td>
<td>Share of population (25-64 years) participating in education/training over four weeks prior to survey</td>
<td>Eurostat (LFS)</td>
<td>3/5</td>
</tr>
<tr>
<td>'My job offers good prospects for career advancement'</td>
<td></td>
<td>EWCS</td>
<td>2/5</td>
</tr>
<tr>
<td>Trade union density</td>
<td></td>
<td>ICTWSS database</td>
<td>1/3 (2015)</td>
</tr>
<tr>
<td>Employee representation in the company/organisation (trade union or works council; health and safety delegate; regular meetings with employees)</td>
<td></td>
<td>EWCS</td>
<td>1/3 (2015)</td>
</tr>
</tbody>
</table>
Job Quality Index: by country and gender, 2015

Men | Women | Total
--- | --- | ---
Greece | | 
Romania | | 
Spain | | 
Poland | | 
Hungary | | 
Cyprus | | 
Slovakia | | 
Croatia | | 
Portugal | | 
Bulgaria | | 
Slovenia | | 
Latvia | | 
Lithuania | | 
Italy | | 
Czechia | | 
EU28 | | 
Germany | | 
Estonia | | 
UK | | 
EU15 | | 
Ireland | | 
France | | 
Netherlands | | 
Austria | | 
Malta | | 
Belgium | | 
Sweden | | 
Finland | | 
Luxembourg | | 
Denmark | | 

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Figure 3  JQI dimension on wages in 2015, by country and gender

Notes: Average net monthly earnings from main paid job in 2015, adjusted for PPP.
Figure 4  JQI dimension on forms of employment and job security in 2015, by country and gender

Notes: *missing data on involuntary temporary employment.
Figure 5  JQI dimension on working time and work-life balance in 2015, by country and gender
Figure 6  JQI dimension on working conditions in 2015, by country and gender

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Figure 7  JQI dimension on skills and career development in 2015, by country and gender
JQI 6: Collective representation

AdjCov, UD and EmpRep
AdjCov and UD
JQ 2-6: Non-wage job quality, 2005 - 2015
JQ 2: Have jobs become more precarious?

Forms of employment and job security

Note: *missing data on involuntary temporary employment. Source: Eurostat (LFS) and EWCS.

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Figure 20  Working time and work-life balance, 2005-2015

Notes: Missing data for work in the evening in 2005 in Portugal.
Figure 21  Working conditions, 2005-2015
Figure 22  Skills and career development, 2005-2015
Figure 23  Collective interest representation (collective bargaining coverage and trade union density), 2005-2015