DIVERSITY AND INEQUALITY: WORKING CONDITIONS ACCORDING TO AGE AND OCCUPATION IN EUROPE

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Starting point

• Eurofound - European Working Conditions Survey (EWCS) 2010
• Study on "Sustainable work and the ageing workforce" (to be published in late October 2012)
• Data analysis concerning working conditions and ageing: occupations matter
  ➢ Need for further research on differentiation according to occupational groups
• Occupations = transversal characteristics of work across all European countries
  • Related to work contents and work environment
  • Despite differentiated institutional frameworks
  ➢ Aggregated results for 27 EU countries, employees only
1. Starting point
2. Selection of 18 occupational groups
3. Employment situations
4. Quality of work and employment
5. Perceived impacts on health, satisfaction and well-being
6. Attitudes towards ageing at work
7. Conclusions
Selection of 18 occupational groups

- Age groups: <30, 30-49, 50+

<table>
<thead>
<tr>
<th>ISCO</th>
<th>Occupational group</th>
<th>% F</th>
<th>% 50+</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Managers and executives</td>
<td>32.5</td>
<td>29.0</td>
</tr>
<tr>
<td>2</td>
<td>Health professionals</td>
<td>69.0</td>
<td>19.8</td>
</tr>
<tr>
<td></td>
<td>Teaching professionals (all levels of education)</td>
<td>69.6</td>
<td>30.6</td>
</tr>
<tr>
<td></td>
<td>Other professionals (engineering, research, management, marketing, social sciences, law, culture, media)</td>
<td>39.3</td>
<td>19.9</td>
</tr>
<tr>
<td>3</td>
<td>Health associate professionals</td>
<td>80.5</td>
<td>23.3</td>
</tr>
<tr>
<td></td>
<td>Technicians (industry, laboratories, transport, supervisors, controllers, IT and media)</td>
<td>14.2</td>
<td>23.7</td>
</tr>
<tr>
<td></td>
<td>Other associate professionals (accounting, real estate, business services, social workers, inspectors, arts and leisure assistants)</td>
<td>55.8</td>
<td>22.7</td>
</tr>
<tr>
<td>4</td>
<td>Clerical support workers</td>
<td>67.5</td>
<td>23.3</td>
</tr>
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</table>
## Selection of 18 occupational groups

<table>
<thead>
<tr>
<th>ISCO</th>
<th>Occupational group</th>
<th>% F</th>
<th>% 50+</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Personal care occupations (caregivers)</td>
<td>87.1</td>
<td>31.1</td>
</tr>
<tr>
<td></td>
<td>Sales occupations</td>
<td>76.3</td>
<td>15.8</td>
</tr>
<tr>
<td></td>
<td>Other personal service workers (catering, transport, security, beauty, etc.)</td>
<td>47.8</td>
<td>19.8</td>
</tr>
<tr>
<td>6 / 9</td>
<td>Agricultural occupations (all skills levels)</td>
<td>27.9</td>
<td>25.4</td>
</tr>
<tr>
<td>7</td>
<td>Manual building trades</td>
<td>1.4</td>
<td>20.3</td>
</tr>
<tr>
<td></td>
<td>Other manual industry and craft trade workers</td>
<td>17.2</td>
<td>26.6</td>
</tr>
<tr>
<td>8</td>
<td>Operators and assembly workers</td>
<td>32.1</td>
<td>27.8</td>
</tr>
<tr>
<td></td>
<td>Drivers of vehicles or mobile devices</td>
<td>4.3</td>
<td>29.1</td>
</tr>
<tr>
<td>9</td>
<td>Cleaners and domestic helpers</td>
<td>78.6</td>
<td>37.2</td>
</tr>
<tr>
<td></td>
<td>Other low-skilled occupations (labourers, handlers, delivery drivers, waste workers, etc.)</td>
<td>27.2</td>
<td>21.5</td>
</tr>
<tr>
<td></td>
<td>All occupations</td>
<td>47.3</td>
<td>24.4</td>
</tr>
</tbody>
</table>
Employment situations

- 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
  - Longer seniority in health care, education, technicians, other associate professionals
**Quality of work and employment**

- Selection of eight indicators from our EWCS-2010 study (resulting from multi-correspondence analysis)

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

1. Shift work: three scenarios
   - 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
Quality of work and employment

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. Compatibility of work with external commitments
   - Exposure 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
Quality of work and employment

5. Lack of discretion in work
   - 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+
Quality of work and employment

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

- Selected indicators from our Eurofound study on "Sustainable work and the ageing workforce":
  - General health status
  - Health problems during the past 12 months: backache and general sleep difficulties
  - Satisfaction with general working conditions
  - Psychological well-being
- General health status according to occupations: a picture of social inequalities in health
Perceived impacts
Perceived impacts

- Backache and general sleep difficulties
Perceived impacts

• Dissatisfaction with working conditions
  • Wide differences according to occupations and gender, but rather "flat" evolution from <30 to 30-49 and further 50+ in many occupations (between 15% and 16% dissatisfied)
  • Peaks of dissatisfaction among the youth
  • Among 50+: drivers and assemblers, and elementary occupations above the average

• WHO index of psychological well-being
  • Among 50+: highest rates of low psychological well-being among cleaners and domestic helpers, operators and drivers
  • Little variation with age among sales occupations and all professionals. Decreasing low well-being among executives. Slightly increasing low well-being in other occupations
Attitudes towards ageing at work

• Perceived negative relationship between work and health

Figure 20: Respondents reporting that their job negatively affects their health, by occupation and age (employees, EU27)
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

• 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 health associate prof) exposed to poor working conditions + conciliation problems. Health assoc prof are better protected.
  3. Not being at risk groups, but exposed to specific features: teachers, health professionals

• 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
  • Warning signs for non-risk groups
Conclusions

• 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.