Experiencing Europe’s Changing Worlds of Work: Intensity, Insecurity, Intrusion and Income Stress in Workplace Regimes

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Introduction

Outcomes: 4 I’s & a J

• Intensity
• Intrusion
• Insecurity
• Income Stress

• Job Satisfaction

Three Contexts of Work

Experiences:
Outcomes

Organisations:
Workplace Regimes

Institutions:
Worlds of Capitalism

Socio-Demographics
Outcomes: Literature on interconnections

- Job satisfaction
- Intensity
- Intrusion
- Insecurity
- Income Stress

流出

Maynooth University
National University of Ireland Maynooth
Data & Analyses: “clustering” them all together....

- Unit of analysis: employees within the EU-15*
- data on the **employment relationship, work / time organisation & subjective/objective outcomes**
- Age, gender, children in household, occupation, sector, company size, “world of capitalism”

- **Latent class analysis**: Clustering, data-reduction technique for categorical (nominal or ordinal) variables
- Produces mutually exclusive latent classes (in this case, work regimes and outcomes)
- **Fractional multinominal logistic regression**: Logistic regression with multiple dependent variables that all add to one
- *Weighting for LCA & FMLR : post - stratification & equivalence for country, year & sector*
First LCA: work regimes

Basic regime types: work organisation  (Lorenz & Valeyre)

• Learn: high autonomy and learning
• Lean: mid-level autonomy and high learning
• Simple: mid-level autonomy and low learning
• Taylor: low autonomy and learning

With the addition of time....

• Learn pressure
• Learn extreme
• Lean pressure
• Lean extreme
• Simple extreme
• Simple fragment
Second LCA: “outcome” indicators

Variables
• Intensity
• Intrusion
• Insecurity
• Job satisfaction

Work outcomes
• Average jobs
• Average intense jobs
• Good jobs
• Bad jobs

• Income stress (inactive covariate)
4 types of outcomes:

Average jobs – (62%)

• **Intensity**: 96% have enough time (49% high speed)

• **Intrusion**: moderate - WLB: 53% “Well” + 36% “Very well”

• **Insecurity**: 78% permanent/indefinite; 12% fixed-term; 10% other

• **Job satisfaction**: Satisfied

• **Income stress**: mid- to low: coping fairly easily, easily, & very easily

Average intense jobs – (10%)

• **Intensity**: 89% high speed (40% without enough time)

• **Intrusion**: moderate - WLB: 55% “Well” & 23% “Very well”

• **Insecurity**: low - 87% permanent/indefinite; 7% fixed-term; 6% other

• **Job satisfaction**: Satisfied

• **Income stress**: mid- to low: coping fairly easily, easily, & very easily
4 types of outcomes (continued):

Good jobs – (17%)

- **Intensity**: 91% enough time (47% high speed)
- **Intrusion**: low- WLB: 87% “Very well”
- **Insecurity**: 80% permanent/indefinite; 9% fixed-term; 11% other
- **Job satisfaction**: Very satisfied
- **Income stress**: very low: coping easily & very easily

Bad jobs – (11%)

- **Intensity**: 80% high speed (38% without enough time)
- **Intrusion**: high - WLB: 45% “Well” & 45% “Not well”
- **Insecurity**: high - 70% permanent/indefinite; 16% fixed-term; 14% other
- **Job satisfaction**: Not satisfied
- **Income stress**: mid- to –high: coping fairly easily, with difficulty or extreme difficulty
## Work Regimes and Outcomes

<table>
<thead>
<tr>
<th>avg(ref)</th>
<th>bad</th>
<th>average intense</th>
<th>good</th>
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<tbody>
<tr>
<td><strong>high odds</strong></td>
<td>Learn extreme</td>
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<td>Taylor</td>
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<td>good</td>
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<tr>
<td>Age</td>
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<td>15-24, 65+</td>
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<td>White collar</td>
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<td>Blue collar</td>
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<td>Size</td>
<td>Small</td>
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<td>V Small</td>
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<td>Sector</td>
<td>Producer services</td>
<td>Manufacturing</td>
<td>Producer services</td>
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<td>Personal services</td>
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<td>Educ &amp; Pub Admin</td>
<td>H &amp; SW; CTE</td>
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<tr>
<td>World of Capitalism</td>
<td>Nordic</td>
<td>Liberal, Nordic &amp; Cont.</td>
<td>Southern</td>
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## Worlds of Capitalism and Outcome Regimes

<table>
<thead>
<tr>
<th>Southern</th>
<th>Liberal</th>
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<th>Continental</th>
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</thead>
<tbody>
<tr>
<td><strong>Insider Model</strong></td>
<td><strong>Upgrading and Polarisation</strong></td>
<td><strong>Universalism with Intensity</strong></td>
<td><strong>The Transforming Core</strong></td>
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<tr>
<td>- Men</td>
<td>- Women accessing good jobs</td>
<td>- Larger firms, careers, most workers and sectors</td>
<td>- Manufacturing, protected men, older workers, &amp; white collar doing well</td>
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<td>- White Collar</td>
<td>- Professionals under pressure</td>
<td>- High intensity production puts on pressure</td>
<td>- Women in good &amp; bad</td>
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<tr>
<td>- Manufacturing and Public Sector</td>
<td>- Polarisation between Producer and Personal Services</td>
<td>- Bad jobs - Health, women</td>
<td>- Bad jobs at the bottom of the occupational hierarchy</td>
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Politics I: Workplace Regimes and Work Experiences

• Lean – the new “standard work”?
  – Baseline work process
  – Association with ‘average jobs’
  – Association with male workers **

• Learn - Most promising growing workplace regime

• ‘Bad jobs’
  – Simple more attractive than Taylorism
  – ‘Extreme’ conditions (high pressure, extended hours) – only weakly compensated by autonomy and learning (if at all)

• The Importance of Working Time to Work Experiences
  – Intensification and Extensification
Politics II: Worlds of Capitalism and Work Experiences

• Southern societies versus the rest – predominance of Simple and Taylorist regimes

• Two models of ‘good’ employment:
  – Liberal: high % of good jobs; other analyses show high rates of insecurity
  – Nordic: good jobs but high intensity

• Effects of class and post-industrialism across capitalisms
<table>
<thead>
<tr>
<th>Groups</th>
<th>Continental &amp; Nordic</th>
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<th>Denmark &amp; Austria</th>
<th>Liberal</th>
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<th>Outcome Clusters</th>
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<tr>
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