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

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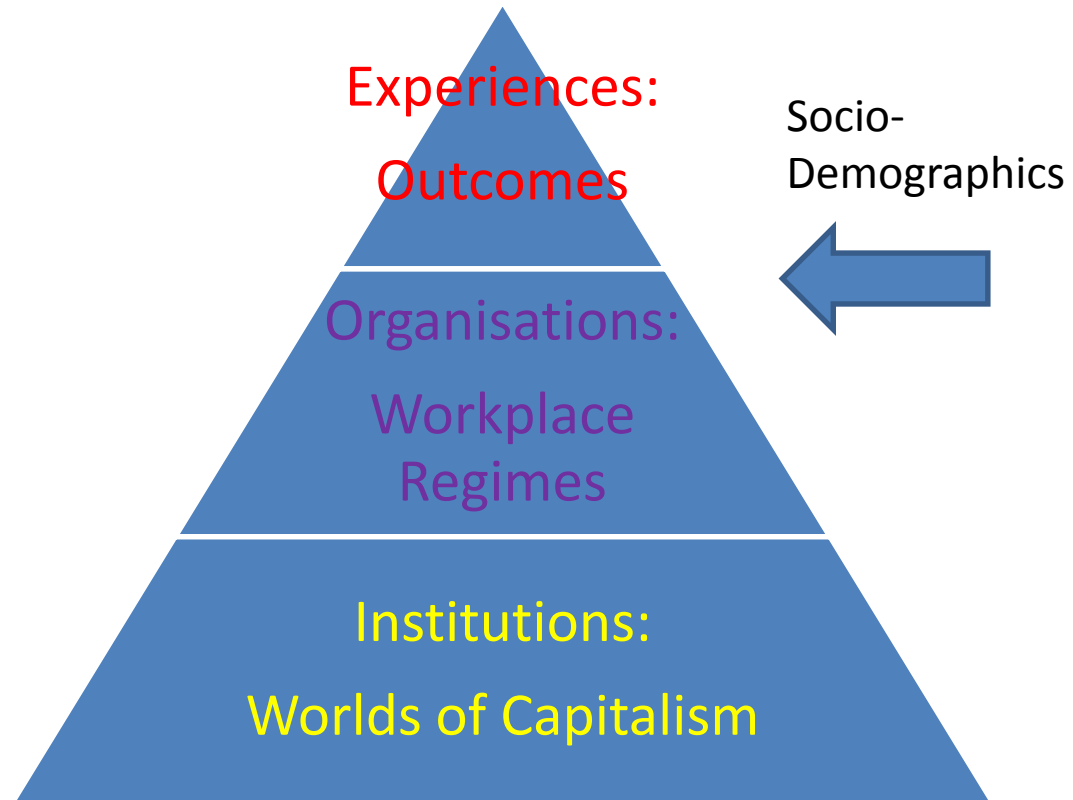
Introduction

Outcomes: 4 I's & a J

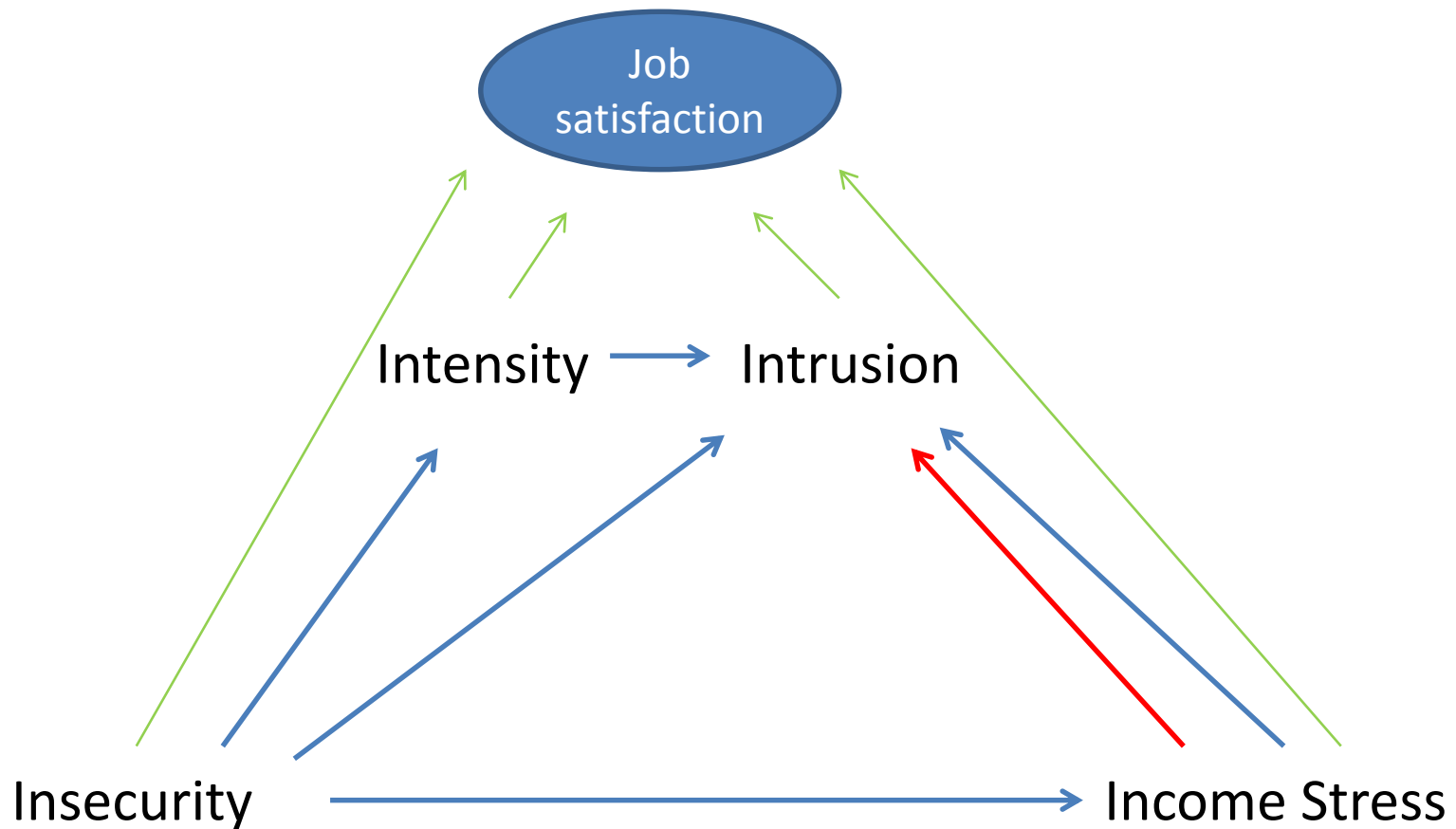
- Intensity
- Intrusion
- Insecurity
- Income Stress

- Job Satisfaction

Three Contexts of Work



Outcomes: Literature on interconnections



Data & Analyses: “clustering” them all together....

- **European Working Conditions Survey** (2000 & 2005 & 2010): random sample European workers;
- 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 multinomial 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**
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- **Income stress** (inactive covariate)

Work outcomes

- **Average jobs**
- **Average intense jobs**
- **Good jobs**
- **Bad jobs**

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

avg(ref)	bad	average intense	good
high odds	Learn extreme	Learn extreme	Learn (ref)
	Taylor	Lean extreme	Learn Pressure
	Lean extreme	Taylor	Simple
	Simple extreme	Learn Pressure	Lean Pressure
	Lean Pressure	Lean Pressure	Lean
	Simple fragment	Lean	Simple fragment
	Lean	Simple fragment	Learn extreme
	Learn Pressure	Simple extreme	Lean extreme
	Simple	Simple	Simple extreme
low odds	Learn (ref)	Learn (ref)	Taylor

Labour and Capital Composition of Outcome Regimes

	average	intense	good	bad (ref: avg)
Age	Middle age		15-24, 65+	Middle age
HH Comp	Children			Children
Gender	Female		Female	Female
Occupation	Professional		Professional	White collar
	White collar			Blue collar
Size	Small			V Small
Sector	Producer services		Manufacturing	Producer services
	Personal services		Producer services	Personal services
	CTE		Educ & Pub Admin	H & SW; CTE
World of Capitalism	Nordic		Liberal, Nordic & Cont.	Southern

Worlds of Capitalism and Outcome Regimes

Southern	Liberal	Nordic	Continental
Insider Model	Upgrading and Polarisation	Universalism with Intensity	The Transforming Core
<ul style="list-style-type: none"> - Men - White Collar - Manufacturing and Public Sector 	<ul style="list-style-type: none"> - Women accessing good jobs - Professionals under pressure - Polarisation between Producer and Personal Services 	<ul style="list-style-type: none"> - Larger firms, careers, most workers and sectors - High intensity production puts on pressure - Bad jobs - Health, women 	<ul style="list-style-type: none"> - Manufacturing, protected men, older workers, & white collar doing well - Women in good & bad - Bad jobs at the bottom of the occupational hierarchy

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
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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

Groups	Continental & Nordic	Southern	Denmark & Austria	Liberal
	Germany 00, 05 & 10	Greece 00, 05 & 10	Belgium 00	Ireland 00, 05 & 10
	France 00	Spain 00, 05 & 10	Denmark 00, 05 & 10	UK 05 & 10
	Finland 00 , 05 & 10	Italy 00, 05 & 10	Netherlands 00	
	Sweden 00, 05 & 10	Portugal 00	Austria 00, 05 & 10	
	Belgium 05 & 10	France 05 & 10	UK 00	
	Netherlands 05 & 10	Portugal 05 & 10		
Outcome Clusters				
Average	0.066	0.744	0.002	0.45
Average intense	0.662	0.005	0.463	0.00
Good	0.177	0.105	0.45	0.473
Bad	0.095	0.146	0.081	0.074