



Satisfied with temporary jobs? Job satisfaction among young European adults working on temporary contracts

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SOCIAL EXCLUSION OF YOUTH IN EUROPE:

Cumulative Disadvantage,
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and early job insecurity:

- Health and well-being
- Autonomy
- Short- and long-term socio-economic consequences

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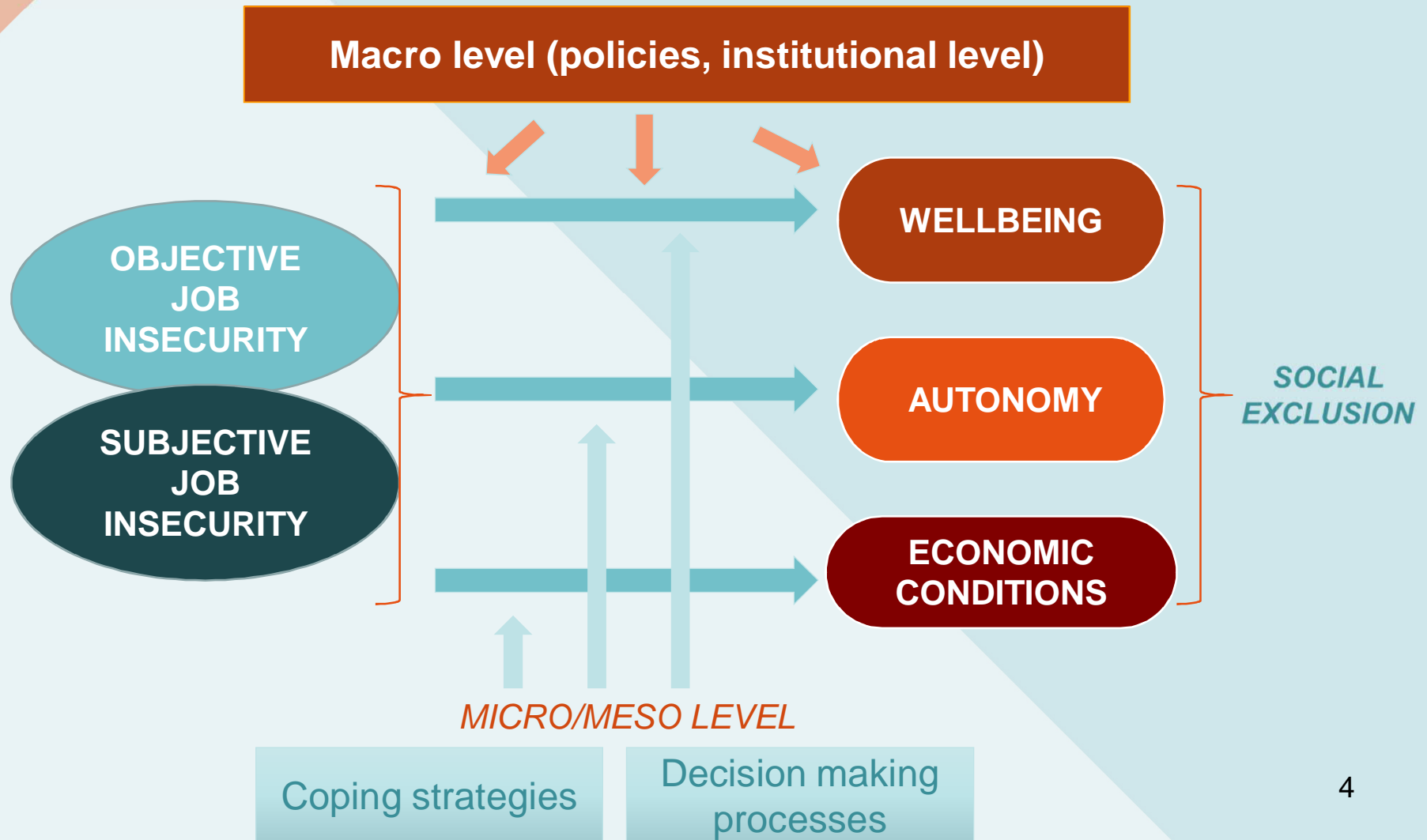
New article «Young people entering...» (19.02.2017)
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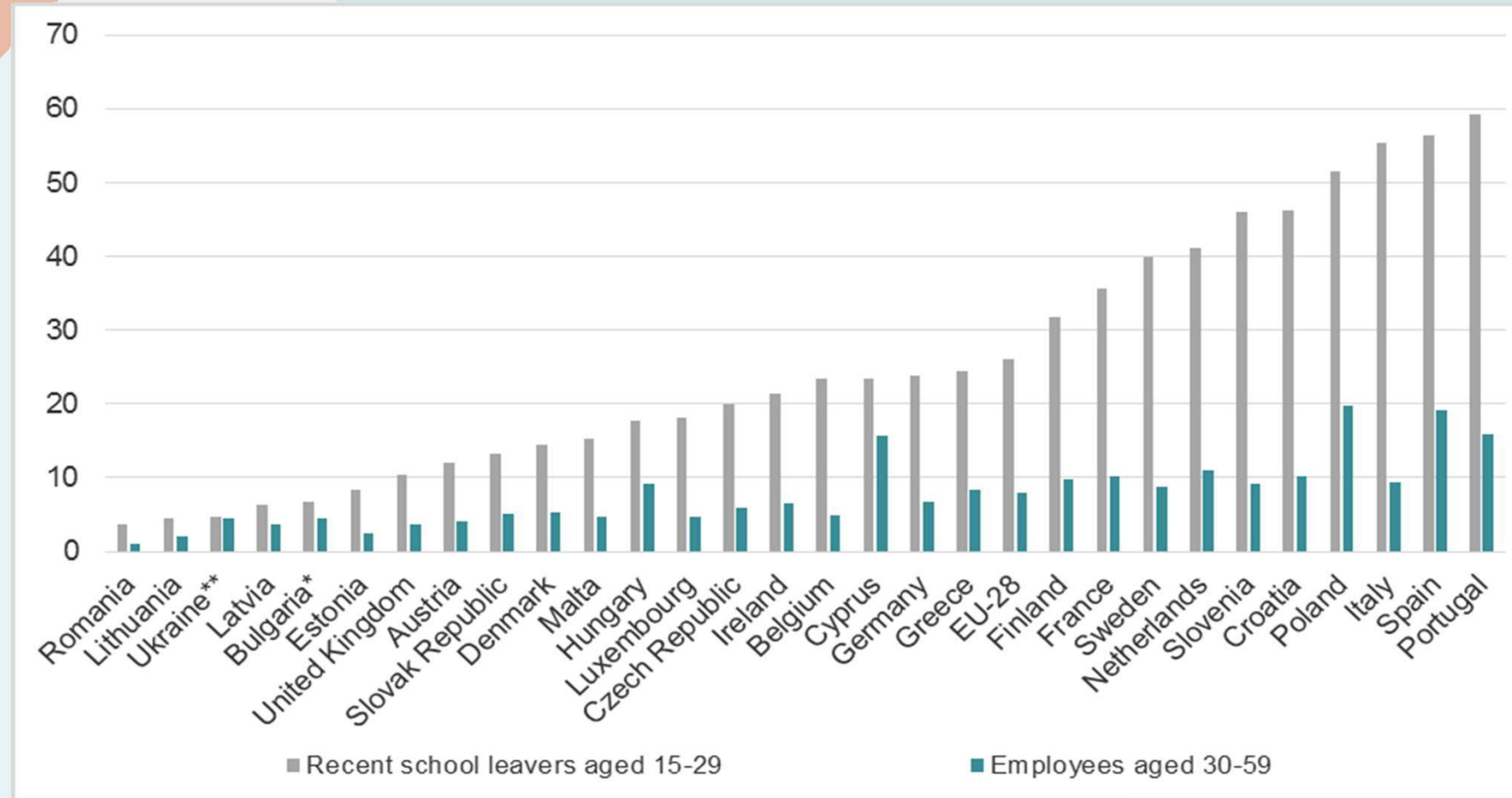


Theoretical framework





Temporary contracts among recent school leavers aged 15-29 and employees aged 30-59 in European countries in 2013



Source: (Rokicka et al., 2016), calculations based on EU-LFS. Note: * less than 50 observations in recent school leavers group; **Source of data for Ukraine - ULFS; For Ukraine temporary contracts include temporary, seasonal contracts and casual work



Temporary work consequences

- no direct association between temporary work and reduction in job satisfaction (Witte & Näswall (2003))
- Temporary workers are a heterogeneous group (De Cuyper i in., 2008)
- need to distinguish between temporary workers by choice and people with precarious jobs who would prefer regular contracts (Nunez & Livanos, 2014)
- lower employment protection and transfer into less stable labour market position (Kalleberg, 2000)
- less employer funded training, lower salaries and lower levels of job satisfaction (Booth, Francesconi, & Frank, 2002; Draca & Green, 2004)
- Dekker & van der Veen (2015) - insider-outsider theory of employment still fits



Two dimensions of insecurity– EXCEPT qualitative research

Subjective job insecurity

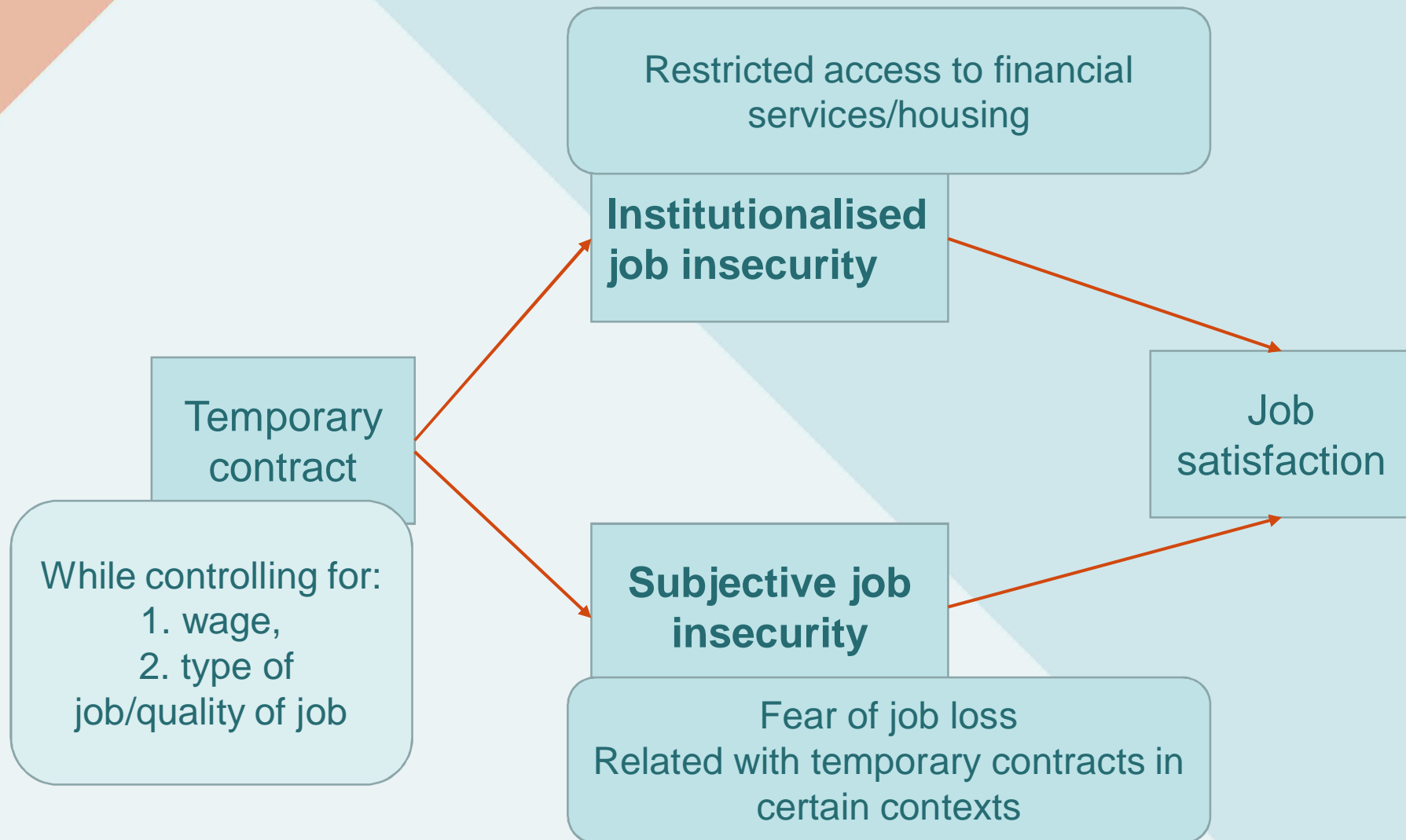
- Might affect job satisfaction, not always dependent on the type of contract
- defined through the interviewees' self-perception
- do they feel uncertain, insecure about their source of income, career prospects and stability of their job position?
- affect job satisfaction

Institutionalised job insecurity

- based on formal definitions of job insecurity which are used by different institutions – temporary contracts of informal jobs affected
- ways in which the labour market position of people is constructed by institutions
- constrains options and choices available for young people, thus might affect job satisfaction



The impact of temporary contracts on job satisfaction – hypothesised mechanism





Hypotheses

MACRO: The perception of temporary contracts might differ between countries, depending on the characteristics of national labour markets and country specific employment regulations (De Cuyper i in., 2008). Within countries with stronger position of employee, having a temporary work is not associated with lower job satisfaction.

MICRO: On average young temporary workers score lower on the job satisfaction's scale. However, the negative impact of temporary contract on job satisfaction might depend on:

- Individual aspirations,
- Income and individual material situation,
- Household financial situation,
- Stage of life (indicated by marital status, housing situation)



Data and method

- EU-SILC 2013, Cross-sectional + macro level data from EUROSTAT
- Population: 16-29 years old, not in education
- Multilevel modelling with random intercept (xtmixed in Stata)



Variables

Dependent variable

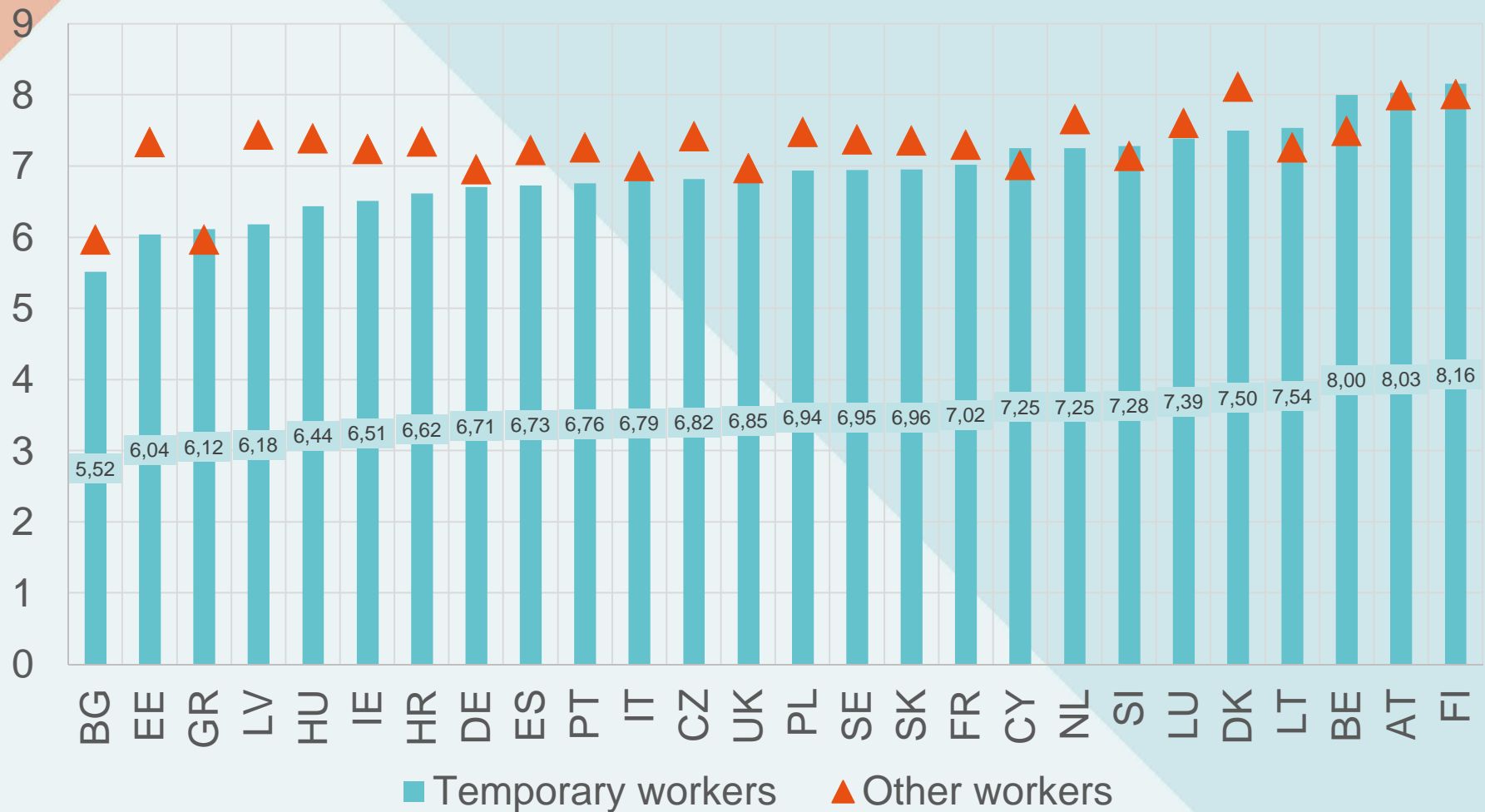
- **Satisfaction with job**– takes value from 0 (not at all satisfied with financial situation) to 10 (completely satisfied). It refers to the respondent's opinion/feeling about the degree of satisfaction with his job.

Independent variables

- IND: Gender, educational level, age, temporary worker status, Life satisfaction, Having anyone to discuss personal matters, Individual material deprivation index
- HH: Low work intensity, At risk of poverty,
- Country: GDP, Unemployment rate, Trade Union Density, % of 18-25 years old working on temporary contracts



Average job satisfaction among young workers

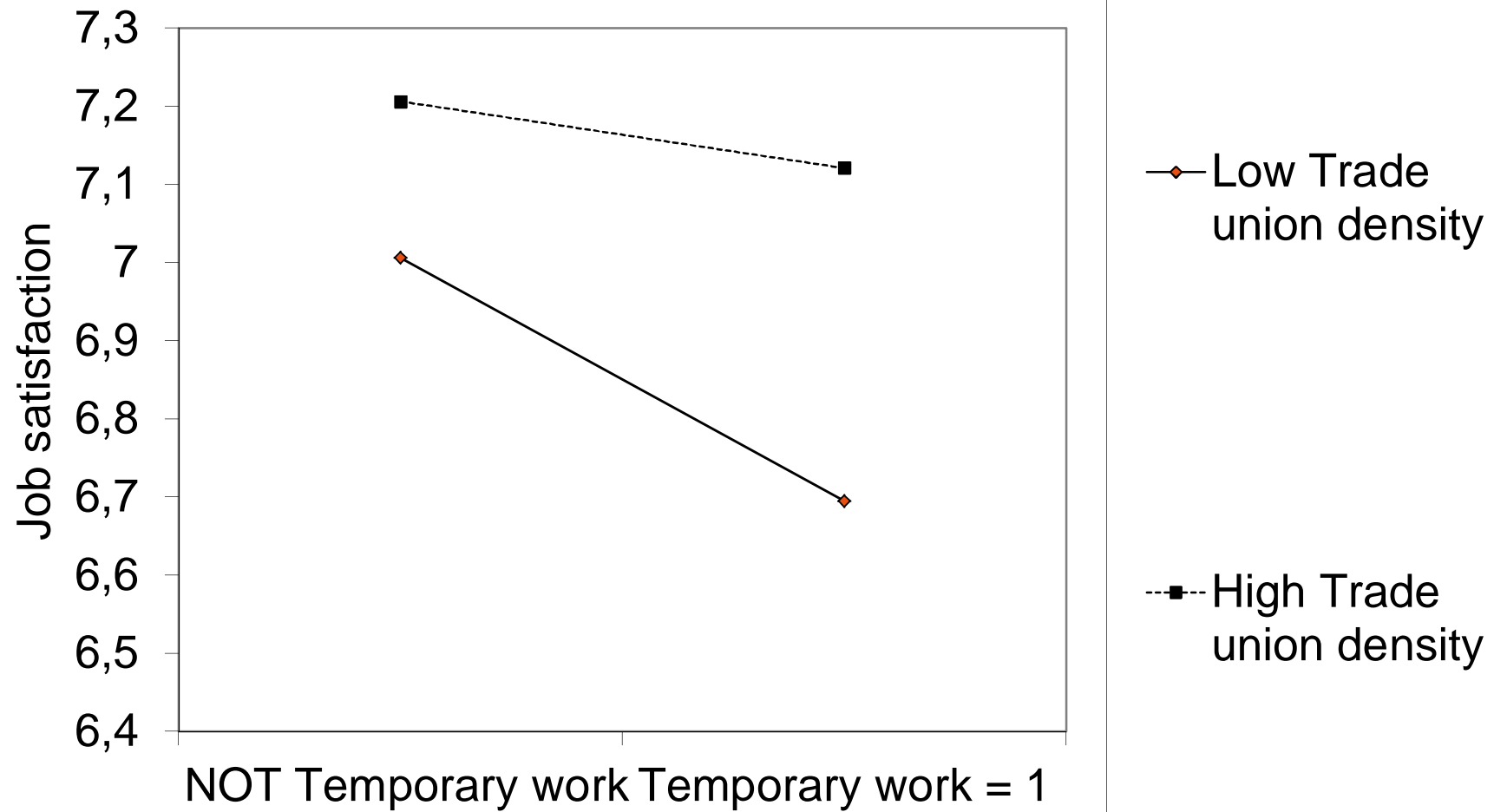


Model A. Satisfaction with job - macro characteristics

Temporary job=1	-0.209*** (0.0418)	-0.208*** (0.0419)	-0.365*** (0.0712)
GDP per capita		-1.69e-06 (5.40e-06)	
Unemployment rate		-0.0403*** (0.0144)	
Trade Union density (ILO)		0.00358 (0.00421)	0.00568 (0.00444)
Share of temporary workers		0.00323 (0.00418)	
Temporary worker X Trade Union density (ILO)			0.00640*** (0.00236)
Constant	7.122*** (0.176)	7.411*** (0.299)	6.958*** (0.212)
LR	-32798.449	-32793.463	-32793.59
Country level variance	.1572826 .0467745	.1034221 .0313803	.1438274 .0429324
Observations	15,616	15,616	15,616
Number of groups	25	25	25

Standard errors in parentheses
 *** p<0.001, ** p<0.01, * p<0.05

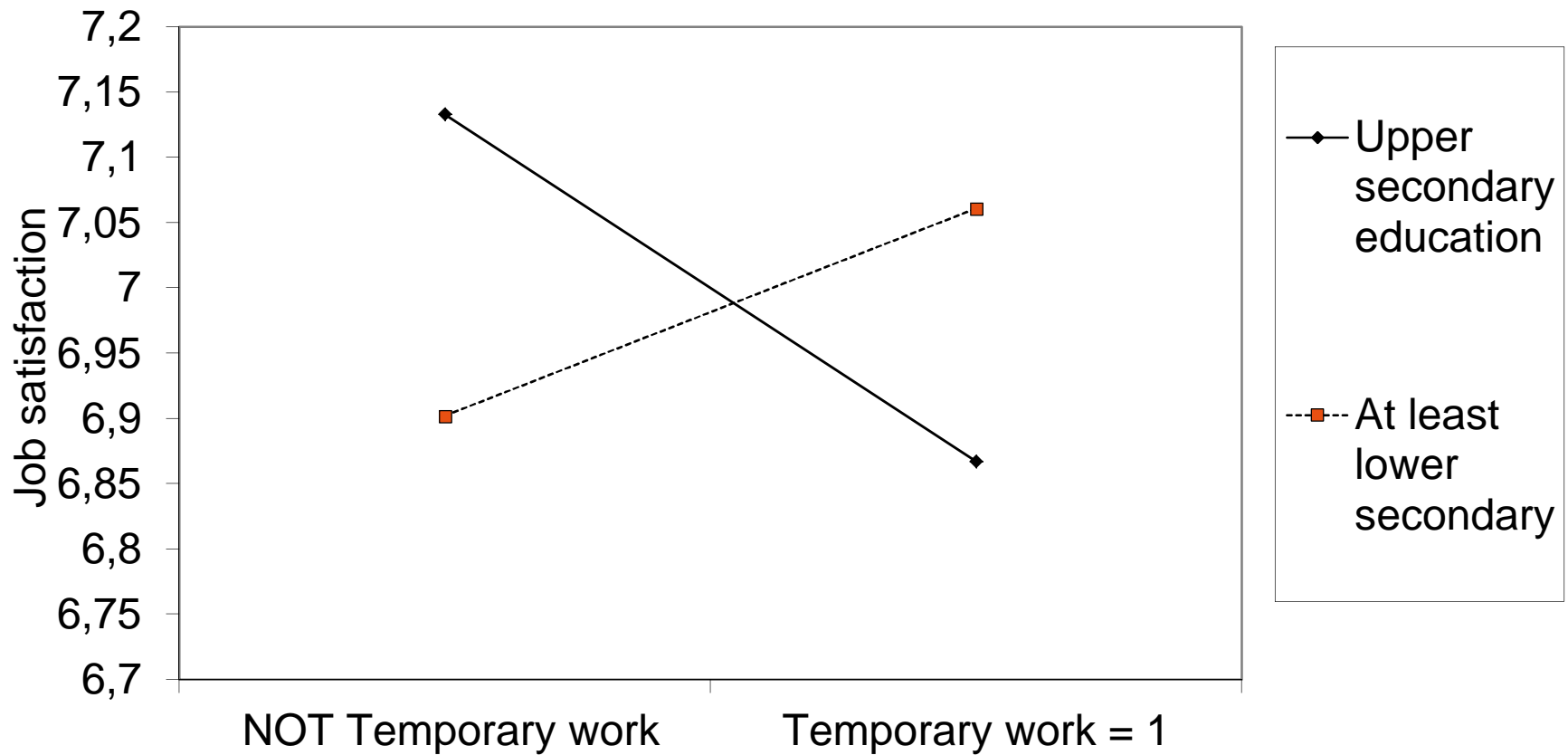
Temporary worker X Trade Union density (ILO)



Model B. Satisfaction with job - micro characteristics

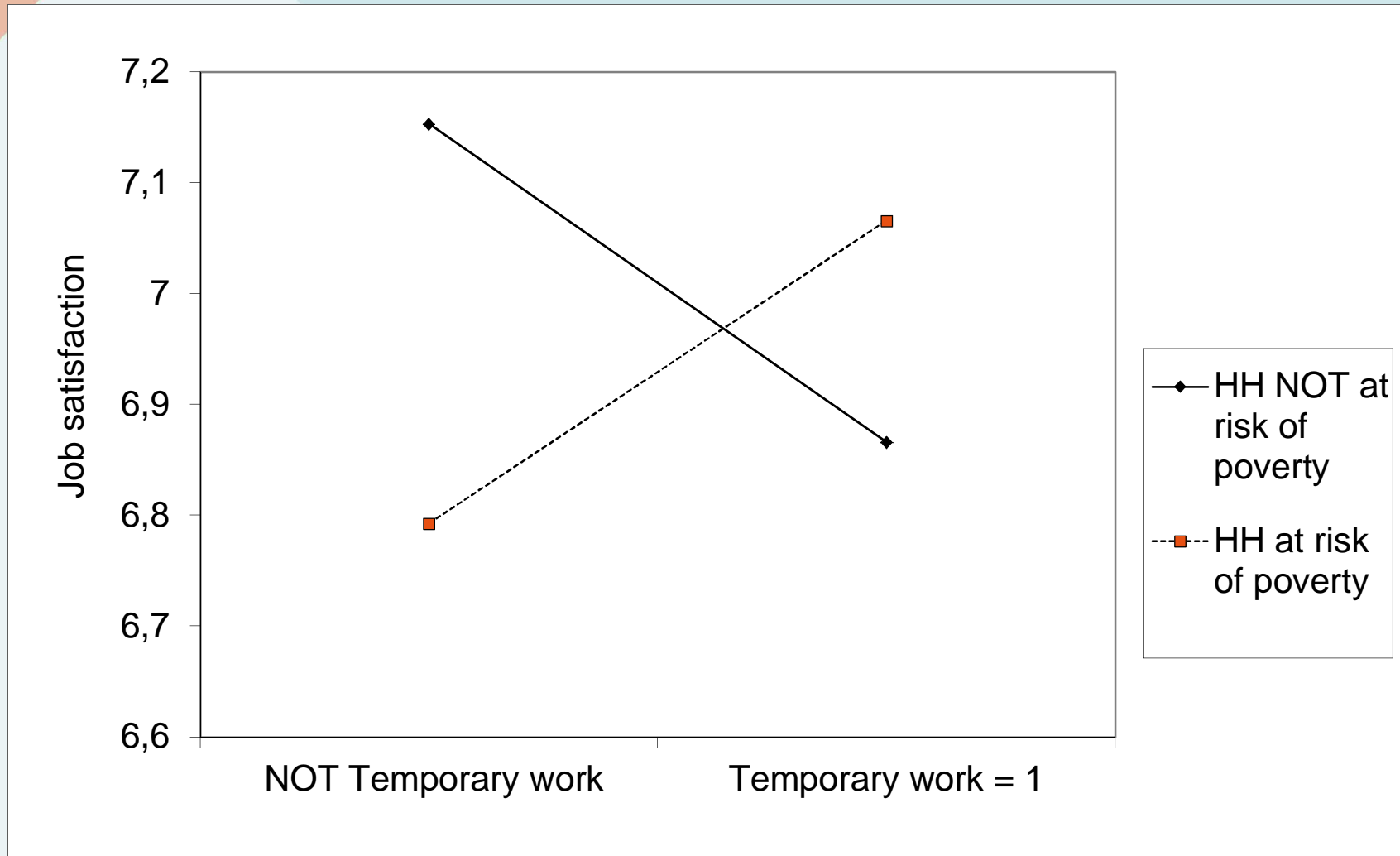
Temporary job=1	-0.209*** (0.0418)	-0.266*** (0.0444)	-0.287*** (0.0446)
Female = 1	0.00344 (0.0324)	0.00316 (0.0324)	0.00322 (0.0324)
Lower education = 1	-0.135* (0.0526)	-0.231*** (0.0584)	-0.135* (0.0526)
Higher education =1	0.167*** (0.0376)	0.168*** (0.0375)	0.167*** (0.0375)
Age	0.0105 (0.00613)	0.0105 (0.00613)	0.00986 (0.00613)
Low work intensity = 1	0.0756 (0.102)	0.0553 (0.102)	0.00833 (0.103)
HH at risk of poverty = 1	-0.200*** (0.0552)	-0.203*** (0.0551)	-0.360*** (0.0639)
Individual material deprivation index	-0.361*** (0.0152)	-0.361*** (0.0152)	-0.360*** (0.0152)
Temporary worker X Lower education		0.425*** (0.113)	
Temporary worker X HH at risk of poverty			0.560*** (0.113)
Constant	7.122*** (0.176)	7.133*** (0.176)	7.153*** (0.176)
LR	-32798.449	-32791.343	-32786.08
Country level variance	.1572826 .0467745	.1578383 .0469274	.1575099 .0468349
Observations	15,616	15,616	15,616
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Temporary worker X Lower education





Temporary worker X HH at risk of poverty

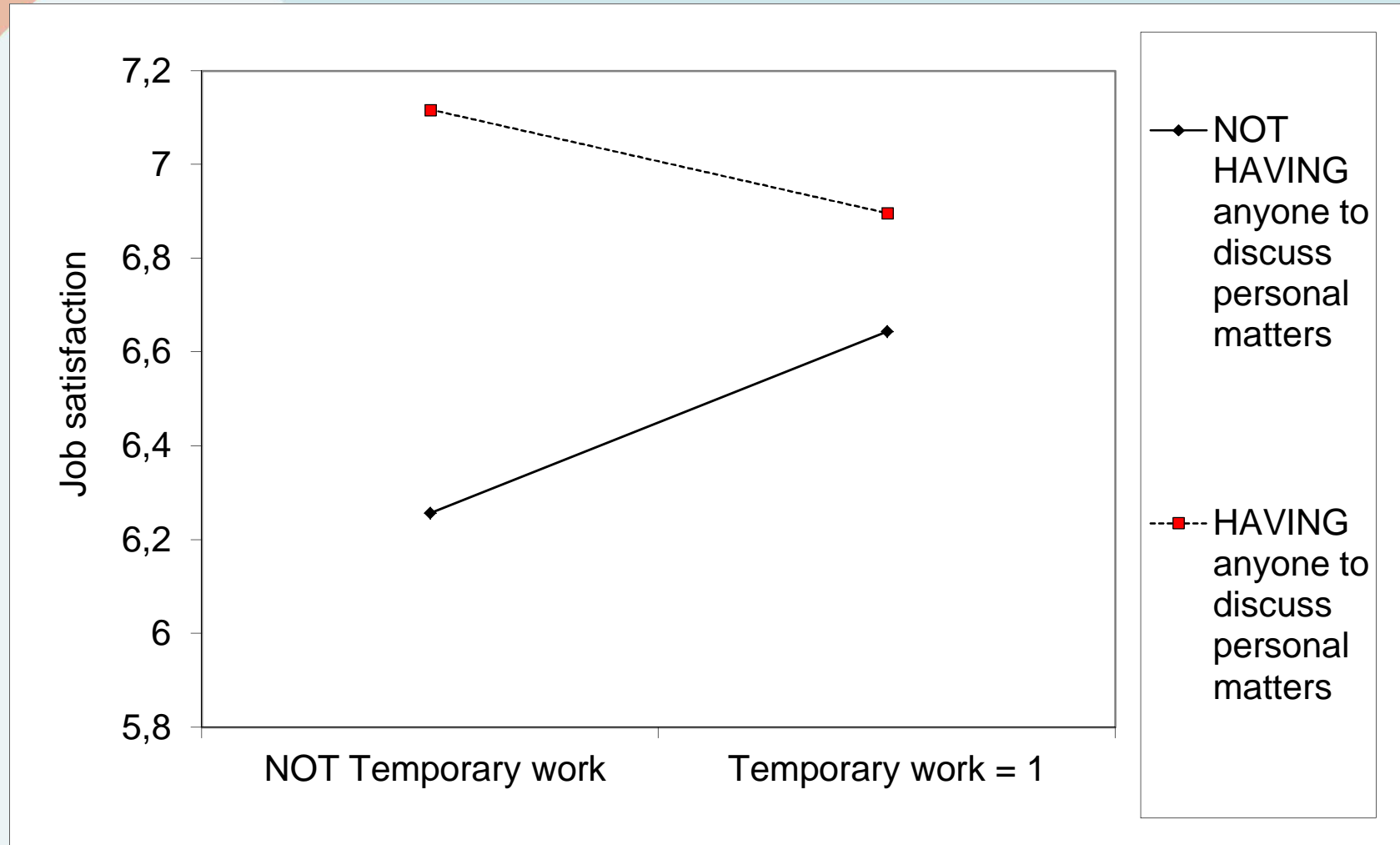


Model C. Satisfaction with job - micro characteristics

Temporary job=1	0.387 (0.249)
Female = 1	0.000792 (0.0324)
Lower education = 1	-0.112* (0.0526)
Higher education =1	0.165*** (0.0375)
Age	0.0115 (0.00612)
Low work intensity = 1	0.0348 (0.102)
HH at risk of poverty = 1	-0.177** (0.0552)
Individual material deprivation index	-0.351*** (0.0153)
Anyone to discuss personal matters = 1	0.860*** (0.108)
Temporary worker X Anyone to discuss personal matters	-0.607* (0.252)
Constant	6.257*** (0.205)
LR	-32539.007
Country level variance	.1475389 .0440323
Observations	15,524
Number of groups	25



Temporary worker X Anyone to discuss personal matters





Summary

There is a significant variation across countries in terms of the level of job satisfaction, but on average temporary work among youth is associated with lower job satisfaction.

Youth working in countries with higher unemployment rates are on average less satisfied with their jobs.

Young temporary workers in countries with a stronger labour union representation are more satisfied with their insecure jobs.

While generally having a temporary work has a negative impact on job satisfaction among youth, it is moderated by individual aspirations, household financial situation and personal situation.



Thank you for your attention!

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Affiliation

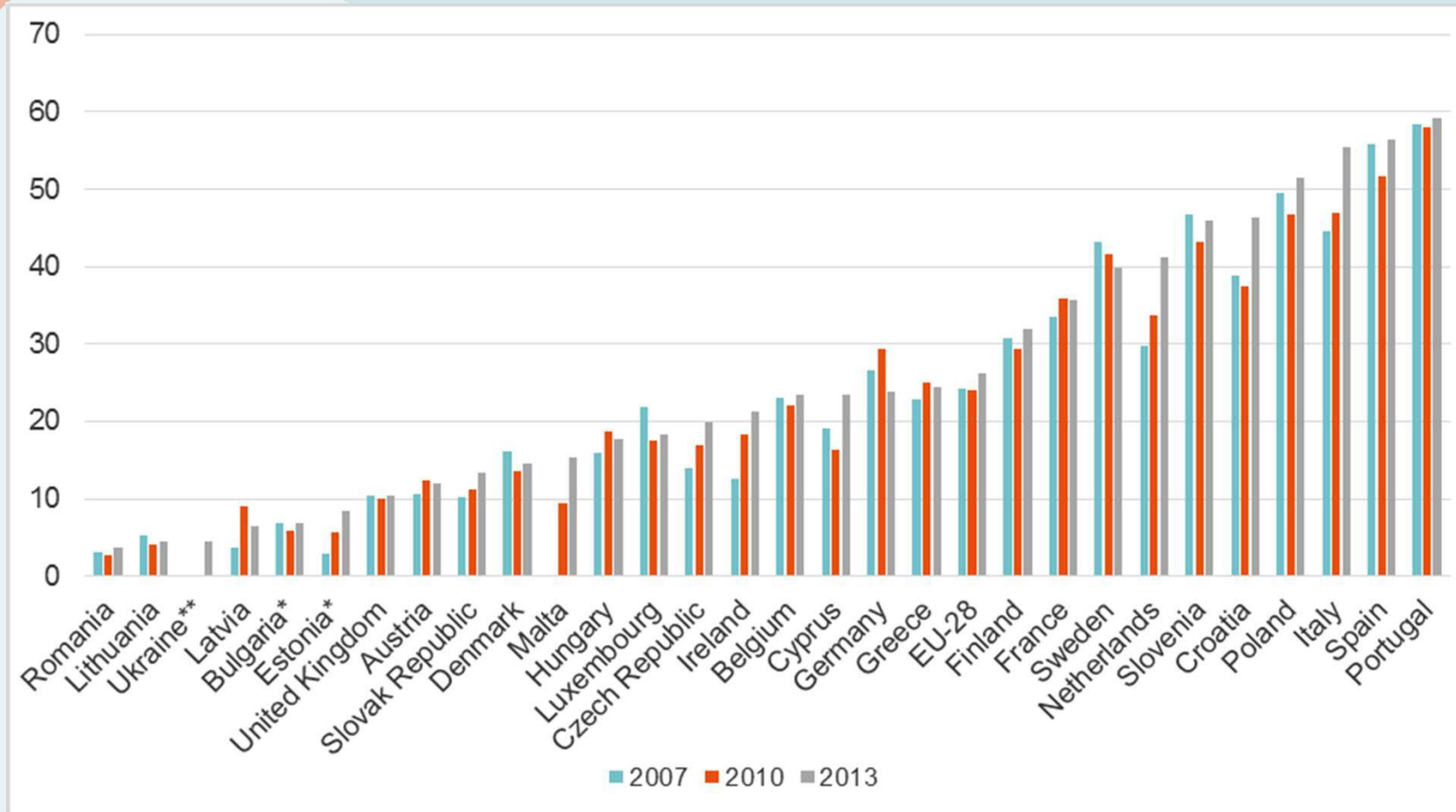
- Jędrzej Stasiowski - sociologist, researcher at the Educational Research Institute (IBE), working in the Horizon 2020 project on the situation of youth on the labour market in EU-28 and Ukraine: Social Exclusion of Youth in Europe: Cumulative Disadvantage, Coping Strategies, Effective Policies and Transfer (Except). PhD student at the Institute of Sociology at the University of Warsaw. Interested in areas of sociology of education, labour market sociology and social inequalities.



- The Educational Research Institute (IBE) is an institution conducting interdisciplinary research concerning the functioning and effectiveness of the education system in Poland. The Institute employs over 130 education researchers - mainly sociologists, psychologists, educators, economists and political scientists. The Institute participates in national and international research projects, prepares reports, expert opinions and carries out advisory functions. From 2010 the Institute under the Act on Research Institutions became a research institute; it is supervised by the Minister of National Education. Since 1982, the Institute publishes a quarterly "EDUCATION".



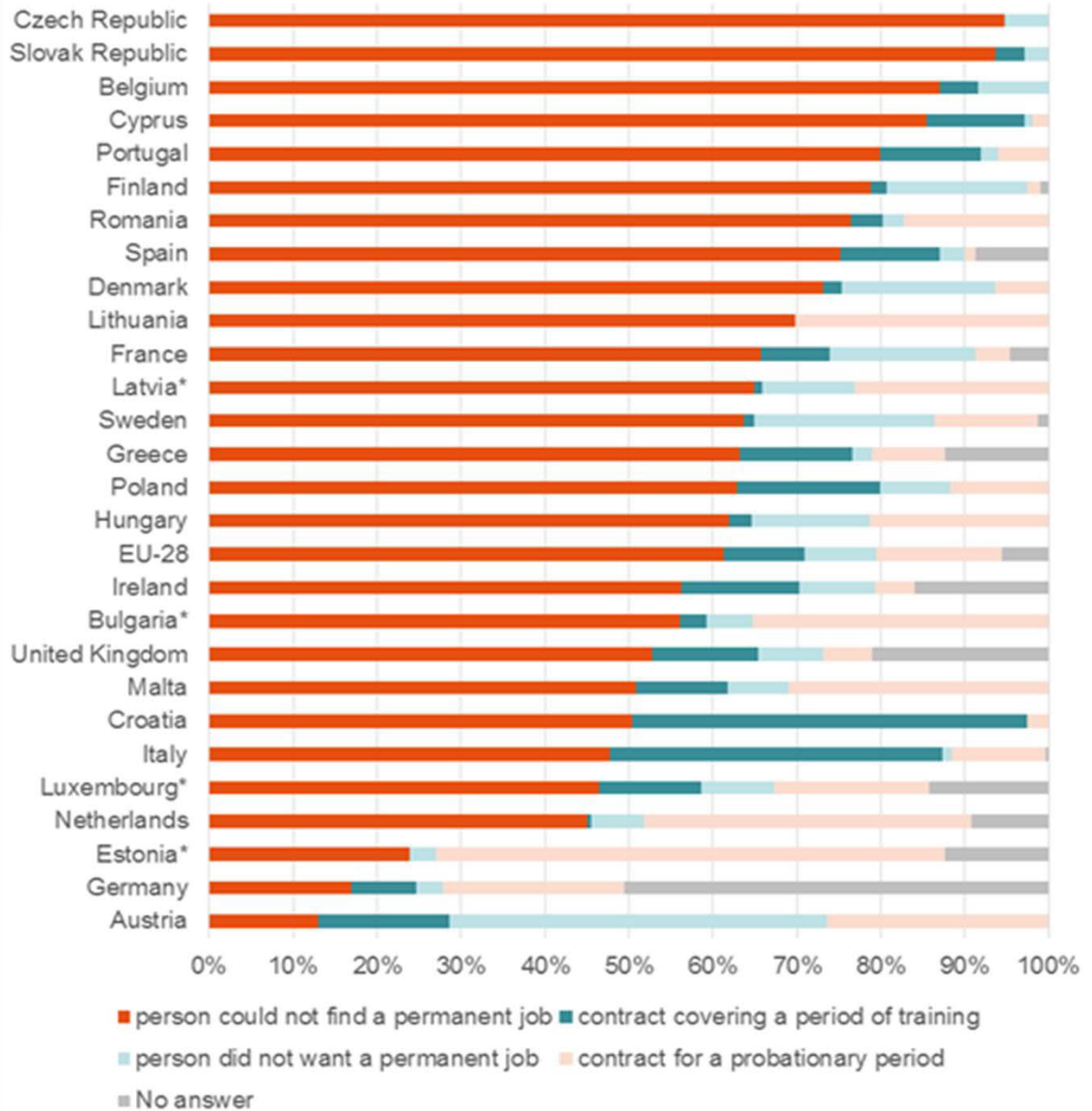
Temporary contracts among recent school leavers in European countries in 2007, 2010 and 2013 (%)



Source: Source: (Rokicka et al., 2016), calculations based on EU-LFS. Note: * less than 50 observations in recent school leavers group; **Source of data for Ukraine - ULFS; For Ukraine temporary contracts include temporary, seasonal contracts and casual work



Reasons for temporary work (2013) (%)



Source: Own calculations based on EU-LFS. Note: Countries are sorted by the proportion of involuntary temporary work. There is no data for Slovenia. *Countries with less than 50 observation in the first category "person could not find a permanent job". German data should be treated with caution as there are more than 50% "no answer".

Temporary job=1	-0.209***	-0.266***	-0.287***	0.387
	(0.0418)	(0.0444)	(0.0446)	(0.249)
Female = 1	0.00344	0.00316	0.00322	0.000792
	(0.0324)	(0.0324)	(0.0324)	(0.0324)
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Higher education =1	0.167***	0.168***	0.167***	0.165***
	(0.0376)	(0.0375)	(0.0375)	(0.0375)
Age	0.0105	0.0105	0.00986	0.0115
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Low work intensity = 1	0.0756	0.0553	0.00833	0.0348
	(0.102)	(0.102)	(0.103)	(0.102)
HH at risk of poverty = 1	-0.200***	-0.203***	-0.360***	-0.177**
	(0.0552)	(0.0551)	(0.0639)	(0.0552)
Individual material deprivation index	-0.361***	-0.361***	-0.360***	-0.351***
	(0.0152)	(0.0152)	(0.0152)	(0.0153)
Temporary worker X Lower education		0.425***		
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GDP per capita		-1.69e-06	
		(5.40e-06)	
Unemployment rate		-0.0403***	
		(0.0144)	
Trade Union density (ILO)		0.00358	0.00568
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