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**Conceptual and Practical approaches to the
quality of work: Assessing the difference
between full-time and part-time employment.**

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Multifaceted approaches to the Quality of Working Life

- **Framework**
 - **Rewards**
 - **Health and Safety**
 - **Decent Work**
 - **Psychological Wellbeing**
 - Warr's “vitamins”
 - Marmot's evidence-based Whitehall-2 study
 - **Externalities**

Quality for Who?

The Individual Employee

Health

Job Satisfaction

Economic Reward

The Family

Work-Life Balance

The community

Social Capital / Social Cohesion

Decent Work and Quality of Work

- *The goal*
- *The primary goal of the ILO today is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity. (1999)*

What is “Decent Work”?

- Decent work is the converging focus of all its four strategic objectives: the promotion of rights at work; employment; social protection; and social dialogue. It must guide its policies and define its international role in the near future.
- *The ILO is concerned with decent work.* The goal is not just the creation of jobs, but the creation of jobs of **acceptable quality**. The quantity of employment cannot be divorced from its quality. All societies have a notion of decent work, but the **quality of employment can mean many things.**

Warr – Vitamin Theory.

Nine Environmental "Vitamins"

- 1/ Opportunity for control
- 2/ Opportunity for skill use
- 3/ Externally generated goals
- 4/ Variety
- 5/ Environmental clarity
- 6/ Availability of money
- 7/ Physical security
- 8/ Opportunity for interpersonal
contact
- 9/ Valued social position
- (10/ supportive supervision)

(Warr, 1987, p2)

- Some (like Vitamins C, E) need more than minimum threshold ("Constant Effect")
- Others, (A, D) additional decrement.

The Whitehall 2 studies. What makes for a healthy job and life?

- **The Social Gradient**
- **Demands and control at work**
- **Social support at work**
- **Effort-reward imbalance at work**
- **Job insecurity**
- **Organisational change**
- **The Work-home interface**
- **Retirement**

Part-time work

- Definitions of Part-time work.
- The prevalence of part-time work in the EU
- The nature of part-time work in the EU
- Skills development, job content and part-time work
- Part-time work and work intensification
- Part-time work and wellbeing
- Part-time work and social capital
- Satisfaction and choice for part-time workers

Methodology: scepticism required!

- Are differences between job quality for PT and FT workers due to:
 - Differences in quality of FT and PT jobs?
- OR
 - Different industries / occupations of PT jobs?
 - Individual differences between types of workers
 - Easily measured differences, eg age, education
 - “unobservable” differences
 - Enduring differences: i.e. Hakim’s Home-centred women
 - Life-cycle phases: i.e. children have become main drain on time and energy?

Definitions of part-time work

- EU: ‘an employee whose normal hours of work, calculated on a weekly basis or on average over a period of employment of up to one year, are less than the normal hours of work of a comparable full-time worker’
- ILO: ‘any employed person whose normal hours of work are less than those of comparable full-time workers’
- In practice either:
 - Self-definition (i.e. do you work full- or part-time?)
 - Working below a fixed number of hours per week (say, 30).
 - Substantial vs Marginal PT, ‘mini jobs’

Rates of part-time work

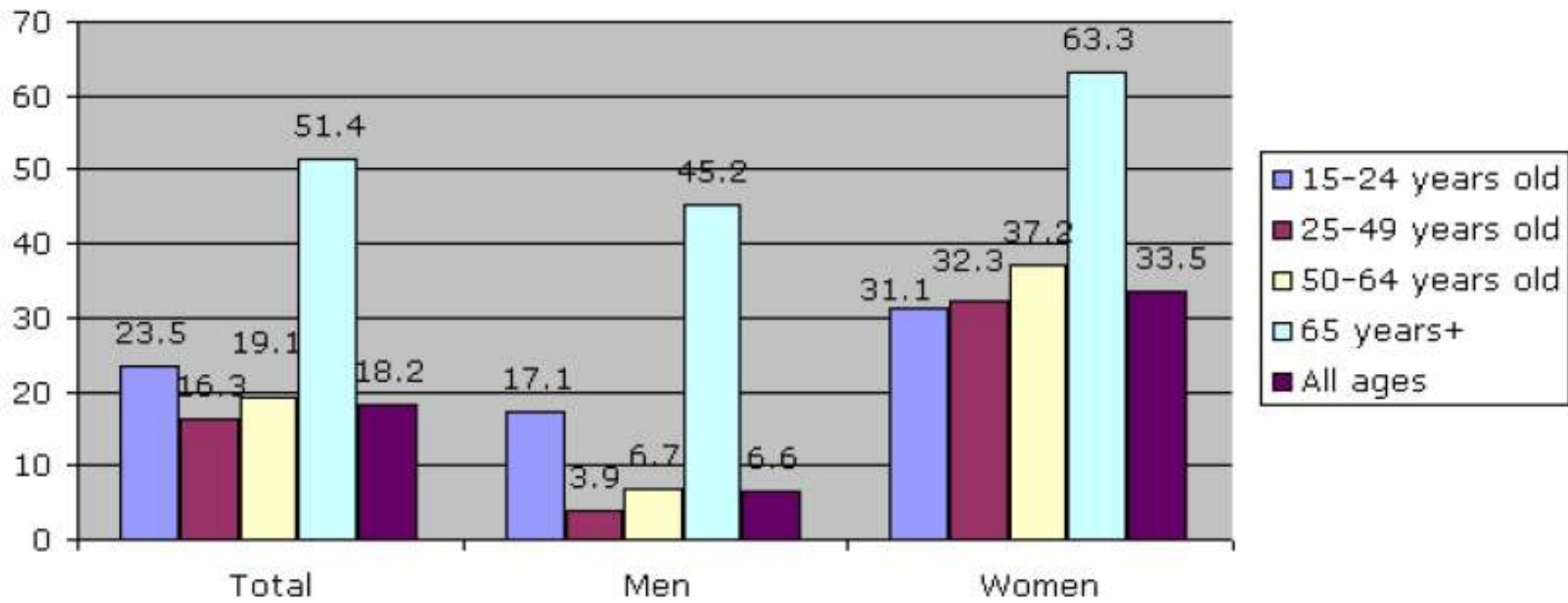
- Recently increased across industrialised countries
 -
 - eg EU (15 countries) 1992, 14%
 - 2002, 18%
 - Nature of increase? ‘more of the same’
 - Cause of increase? Multiple,
 - eg flexibility in feminised jobs
 - Regulation
 - Matching working hours to demand
- Similar trends in other industrialised countries

Member States	Total		Male		Female	
	1992	2002	1992	2002	1992	2002
Austria	12.6	18.9	3.6	5.1	24.5	35.7
Belgium	12.7	19.4	2.3	5.9	28.9	37.7
Denmark	23.0	20.6	10.7	11.0	37.1	31.4
Finland	10.4	12.4	7.3	8.0	13.7	17.1
France	13.1	16.2	3.8	5.0	25.2	29.7
Germany	14.5	20.8	2.7	5.8	30.9	39.5
Greece	4.5	4.5	2.6	2.3	8.1	8.1
Ireland	9.1	16.5	3.8	6.5	18.7	30.5
Italy	5.5	8.6	2.5	3.7	11.2	16.7
Luxembourg	6.5	11.7	1.0	1.8	16.2	26.4
Netherlands	34.8	43.8	15.2	21.5	64.4	72.8
Portugal	7.2	11.3	4.1	7.1	11.1	16.4
Spain	6.0	8.0	2.2	2.6	13.8	17.0
Sweden	20.5	21.4	6.8	11.2	36.0	32.9
United Kingdom	22.9	25.0	6.3	9.4	43.8	44.0
Total European Union	14.2	18.2	4.2	6.6	28.8	33.5
Initial data for Italy and Sweden refers to 1993, initial data for Austria refers to 1994. Source: Eurostat Labour Force Survey 2002. Data for 1992 provided in Employment in Europe 2003, Recent trends and prospects.						



Part-time work by age and gender

Part-time employment in the EU, by gender and age
(% of total employment), 2002



Source: Eurostat Labour Force Survey, 2002

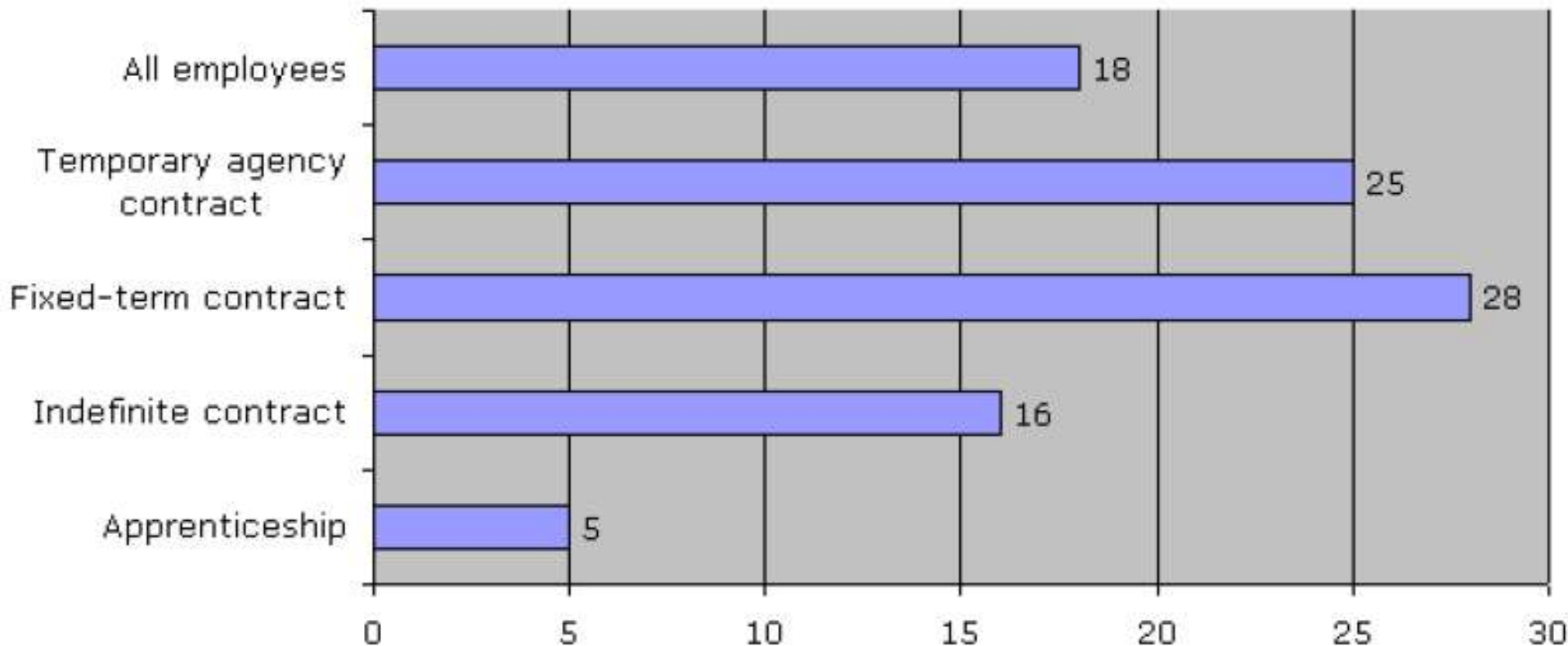
Job tenure and the quality of work.

(Good jobs
are secure,
and not
short
duration)



Stability of employment for part-timers

Employees working part time (spontaneous answer),
by type of contract, 2000



Source: Paoli and Merllié, 2001

Table 7 Employment tenure with company and in present job, by gender and full-time/part-time status

	Men			Women		
	Full time	Part time	All	Full time	Part time	All
Short tenure	-	-	-	-	-	-
Employed in their current job for 1 year or less	18	32	19	20	28	23
Employed by the company for 1 year or less	18	32	19	20	27	22
Long tenure	-	-	-	-	-	-
Employed in their current job for 10+ years	42	33	42	37	31	35
Employed by the company for 10+ years	45	36	44	40	33	37
Average tenure	-	-	-	-	-	-
Average number of years in current job (median)	8	4	8	6	5	6
Average number of years with the company (median)	7	4	7	6	4	5

Source: Fagan and Burchell, 2002



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Occupations of PT workers

Occupational status group	Men			Women			All
	Full time	Part time	All	Full time	Part time	All	
White-collar managerial jobs	59	5	64	30	6	36	100
White-collar professional jobs	44	7	51	29	20	49	100
White-collar clerical and service jobs	28	4	32	39	29	68	100
Blue-collar craft and related manual jobs	79	5	84	12	4	16	100
Blue-collar operative/labour manual jobs	57	8	65	18	17	35	100
All	50	6	56	26	18	44	100

Source: Fagan and Burchell, 2002



Table 9 Characteristics of job content and % of workers receiving training, by gender and full-time/part-time status

	Men			Women		
	Full time	Part time	All	Full time	Part time	All
1. Problem-solving	-	-	-	-	-	-
No problem-solving or learning	9	11	9	11	15	12
Some problem-solving or learning	24	33	26	26	31	29
Both problem-solving and learning	67	56	65	63	54	59
2. Task complexity	-	-	-	-	-	-
Monotonous tasks, no complex tasks	16	25	17	18	25	21
Both monotonous and complex tasks	25	18	24	23	14	19
Neither monotonous nor complex tasks	21	30	22	26	35	30
Complex tasks, no monotonous tasks	38	27	37	33	26	30



Table 9 Characteristics of job content and % of workers receiving training, by gender and full-time/part-time status

	Men			Women		
	Full time	Part time	All	Full time	Part time	All
4. Matching of skills with job demands	-	-	-	-	-	-
The demands of my job match my skills	9	5	85	9	5	85
The demands of my job are too high for my skills	85	81	8	84	85	8
The demands of my job are too low for my skills	6	14	7	6	10	8
% who have supervisory responsibilities	25	12	24	17	8	13
% who received no training from their employer in the last 12 months	69	74	69	66	72	69

Source: Fagan and Burchell, 2002



Job Quality, Health and the Intensity of work

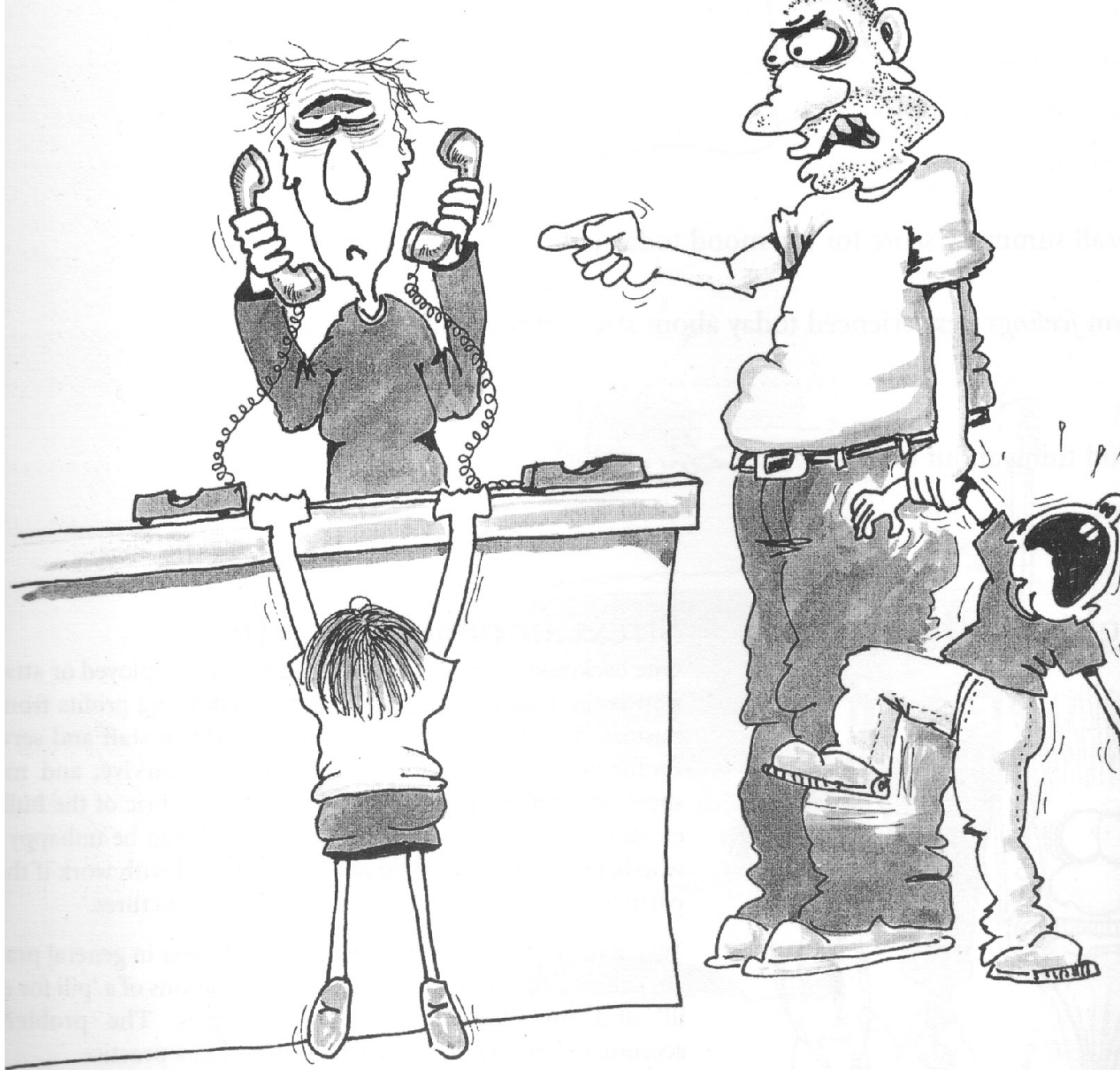


Table 10 Perceptions of the health impacts of employment and absenteeism rates, by gender and full-time/part-time status

	Men			Women		
	Full time	Part time	All	Full time	Part time	All
Job affects their health in some way	62	55	61	61	53	58
Health or safety is at risk because of their job	32	25	31	24	19	22
- At least one day due to health problems caused by work	10	7	10	12	9	10
- At least one day due to other health problems	34	29	33	40	34	36
Compatibility of working hours with family and other commitments (% of respondents that answer very or fairly well)	78	81	78	80	91	84

Source: Fagan and Burchell, 2002



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Intensity of work

Table 27 Intensity of work in full-time and part-time jobs

Proportion of employees working:	Part-time	Full-time	Total
Always or almost always at high speed	22.3%	25.3%	24.8%
Always or almost always to tight deadlines	23.1%	30.8%	29.5%
Lack of time to complete work	18.3%	22.7%	22.0%



Part-time Work and Social Capital

- Are part-time workers more involved in the community?
-

	Voluntary Activities	Political / TU activities
Part-time	33%	11%
Full Time	29%	7%

Voluntary or Involuntary

Table 4 Main reasons for working on a part-time basis by gender, EU15, 2002

Main reason	Men	Women	Total men and women
Impossible to find a full-time job	19.0	12.8	14.1
Do not want to work full time	31.0	32.2	31.9
Involvement in education or training activities	23.6	7.6	10.9
Sickness or disability	5.9	2.4	3.1
Child and adult care	4.2	31.5	25.8
Other reasons	11.8	11.7	11.7
No reasons	4.5	2.0	2.5
Total	100.0	100.0	100.0

Source: Eurostat Labour Force Survey, 2002

Subjective Quality of work: Job satisfaction



Happy Part-Timers?

Table 5 Satisfaction with working conditions, by gender and full-time/part-time status

	Men			Women			All
	Full time	Part time	All	Full time	Part time	All	
Very satisfied	26	31	27	28	37	32	29
Fairly satisfied	57	50	56	56	51	54	55
Not very satisfied or not at all satisfied	17	18	16	16	12	14	15
Don't know	1	2	1	0	0	0	1
Total	100	100	100	100	100	100	100
Source: Fagan and Burchell, 2002							

A better way to assess Satisfaction?

- Ask those who have experienced both part-time and full-time employment.
- Social Change and Economic Life data (1986)
- Asked “[of] all the jobs you’ve ever had, which **one** was the job you liked best?”
 - For women who had experienced both PT and FT work, 1/3 of jobs were PT.
 - 1/3 of women chosen a part-time job!!
 - (Burchell, Dale & Joshi, 1997)

Maximising the positive or minimising the negative?

		Enriching aspects of jobs (training, complex tasks, skill development, problem-solving, responsibility, supervision)	
		High	Low
Interfering aspects of jobs (intensified jobs, spillover, stress, commuting)	High	Full Time	
	Low		Part Time



Future Challenges

- A coherent and comprehensive conceptual framework for the analysis of the quality of jobs.
- A legal framework? Council of Europe Forum on Social Cohesion, 2005. Job quality as a human right? Dignity, autonomy, justice...

Conclusions

- Job Quality is a Multifaceted concept
- Intrinsic vs Extrinsic factors.
- Who benefits? Individual vs Societal perspectives
- Temporal dimension: current wellbeing vs future trajectories (promotions, pensions...)
- Personal / lifecycle perspectives.
- Diversity of labour market opportunities needed to cater for heterogeneity of employees.