



SATU OJALA, JOUKO NATTI, SCHOOL OF SOCIAL SCIENCES AND HUMANITIES, UNIVERSITY OF TAMPERE, FINLAND
MERJA KAUKANEN, LABOUR INSTITUTE FOR ECONOMIC RESEARCH, HELSINKI, FINLAND

SATU.OJALA@UTA.FI, JOUKO.NATTI@UTA.FI,
MERJA.KAUKANEN@LABOUR.FI

JOB QUALITY IN PART-TIME AND TEMPORARY EMPLOYMENT IN FINLAND FROM 1970S TO 2010S

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Project "Job quality and later work career in part-time and temporary work" – Finnish Work Environment Fund 2013–2014

- Project examines
 - (1) *job quality* in part-time and temporary work since the 1970's
 - (2) *heterogeneous reasons and motives behind* atypical jobs
 - (3) how job quality and later working careers are linked with each other.
- Data:
 - Finnish Quality of Work Life Surveys 1990, 1997, 2003, 2008, Statistics Finland - The time series data with more than 25,000 respondents
 - Merged with register data that follows individual work careers from each time point – up to over 40-year follow-up periods:
 - Education, Months of unemployment/employment, Contracts, Social life (marriages, divorces, getting children)
- Group
 - Jouko Nätti, Satu Ojala
 - School of Social Sciences and Humanities, University of Tampere, Finland
 - Merja Kauhanen
 - Labour Institute for Economic Research, Finland

In this presentation

- Focus: Development of job quality in Finland among
 - (1) Part-time workers
 - based on weekly working hours
 - shorter (0–19 hours/week) / longer hours (20–34 hours/week)
 - (2) Temporary employed workers:
 - "Is your current employment relationship
 - Valid until further notice or
 - Fixed-term"
- + Evolution of the five job quality dimensions (Muñoz de Bustillo et al. 2011) from 1970's to 2000's in comparison to full-time / permanent employees
- Data: Finnish Quality of Work Life Surveys
 - six time points: 1977, 1984, 1990, 1997, 2003 and 2008 (2013 still unavailable...)
 - representative samples of the 15–64 year-old employees, 2.800–5.500 / year
 - conducted by Statistics Finland.

Job quality has five dimensions

(Muñoz de Bustillo et al. 2011)

- Pay
- Intrinsic quality of work
 - Subjective: Meaningfulness, Social support, Self-fulfilment, Powerfullness
 - Objective: Skills, Autonomy
- Employment quality
 - Contractual stability
 - Development opportunities
- Health and safety
 - Physical risks
 - Psychosocial risks
- Work-life balance
 - Working time: Duration, Scheduling, Flexibility
 - Intensity

THEORETICAL FRAMEWORK BY MUÑOZ DE BUSTILLO ET AL. 2011		MEASURES IN FINNISH QUALITY OF WORK LIFE SURVEYS 1977–2008
1. PAY		Monthly gross pay in your main job before tax, categorized measures, standardized year by year
2. INTRINSIC QUALITY OF WORK	<p>a. Subjective: Meaningfulness, Social support, Self-fulfilment, Powerfulness</p> <p>b. Objective: Skills, Autonomy</p>	<p>a. Is your work: highly monotonous ... highly varied?: How often do you feel reluctant or mentally tired on leaving for work?: Autonomy: Able to influence : (i) The contents of your tasks? (ii) The order in which you do your tasks? (iii) The pace of your work? (iv) Your working methods? (v) The division of tasks between employees? (vi) Choice of your working partners? (summed, rel. .749); Do you see your own work as productive and useful?</p> <p>b. Are you able to apply your own ideas in your work?: In the work unit there are no: Competitive spirit? Conflicts between superiors and subordinates? Conflicts between employees? Or conflicts between employee groups at your workplace? (summed, rel. .701)</p>
3. EMPLOYMENT QUALITY	<p>a. Contractual stability</p> <p>b. Development opportunities</p>	<p>a. No Threat of a temporary dismissal?, Threat of dismissal? Nor Threat of unemployment? (summed, rel. .797); Temporary contract (when part-time work is analysed)</p> <p>b. Over the last 12 months, have you attended courses while being paid by your employer?: In your current workplace, are your advancement opportunities good, fair or poor?</p>
4. HEALTH AND SAFETY	<p>a. Physical risks</p> <p>b. Psychosocial risks</p>	<p>a. Do you regard your current tasks physically: very undemanding... very demanding?: Injuries at work during past 12 months; Do you suffer from recurrent ache or pain in: (i) Neck, cervical spine or shoulders? (ii) Hands or arms? (iii) Lumbar region? (iv) Legs, including hips? (summed, rel. .597)</p> <p>b. Do you regard your current tasks mentally: very undemanding... very demanding: How frequently you have recently suffered from (i) Headache, (ii) Difficulties in falling asleep or awakenings at night, (iii) Palpitations or irregular heartbeat, (iv) Feeling of dizziness, (v) heartburn, acidity, stomach pain or diarrhoea, (vi) Tenseness, nervousness or irritability (summed, rel. .691)</p>
5. WORK-LIFE BALANCE	<p>Working time:</p> <ul style="list-style-type: none"> - A. Duration, - B. Scheduling, - C. Flexibility & - D. Intensity 	<p>a. Regular weekly working hours (max 40 hours, when temporary employment is analysed)</p> <p>b. Regular daywork (vs. evening, night, weekend, or shift work)</p> <p>c. Do you have strictly set starting and finishing times for your work, or can you personally influence them by at least 30 minutes either way?: Do you have the possibility for brief absences from work in the middle of the working day to run personal errands?</p> <p>d. Do time pressure and tight time schedules make your current job less enjoyable?</p>

Five indexes for five dimensions

- Single measures are
 - (1) standardised
 - (2) summed up to create five job quality indexes
 - (3) indexes are rescaled to range from 1 (negative value) ... to 5 (positive)
- Single items NOT weighed
- ... not comparable to Muños de Bustillo et al. 2011 or to any other data

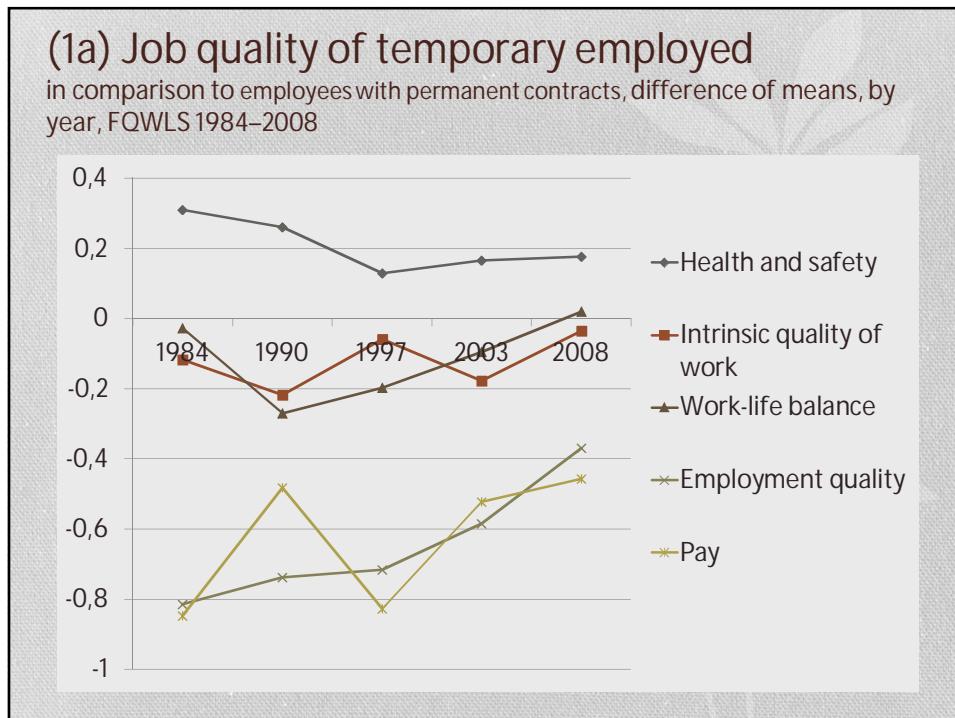
Measures for work-life balance

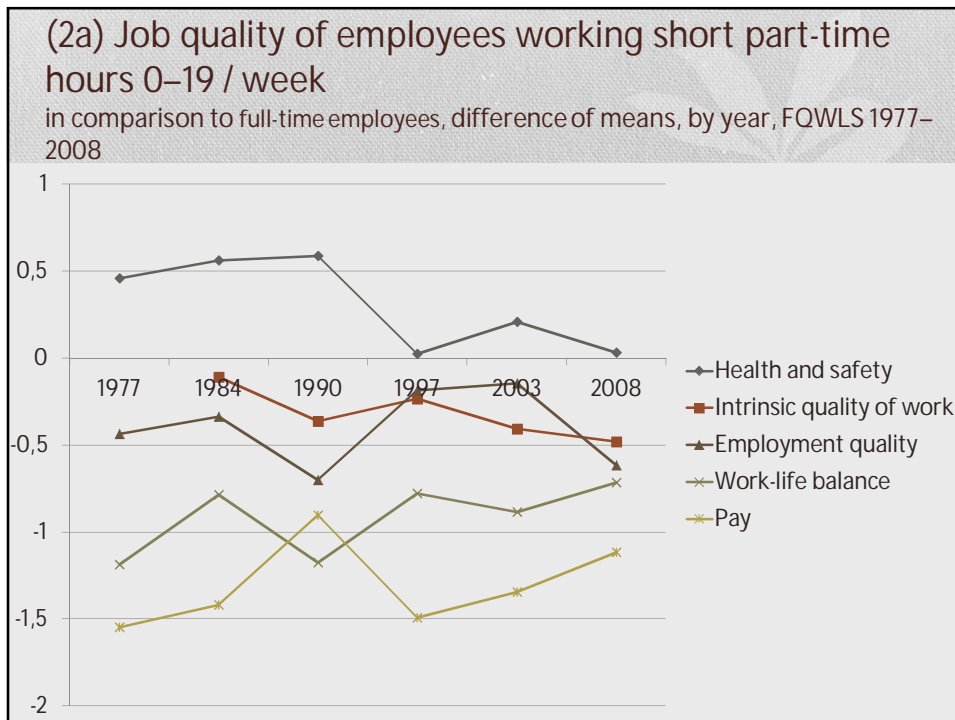
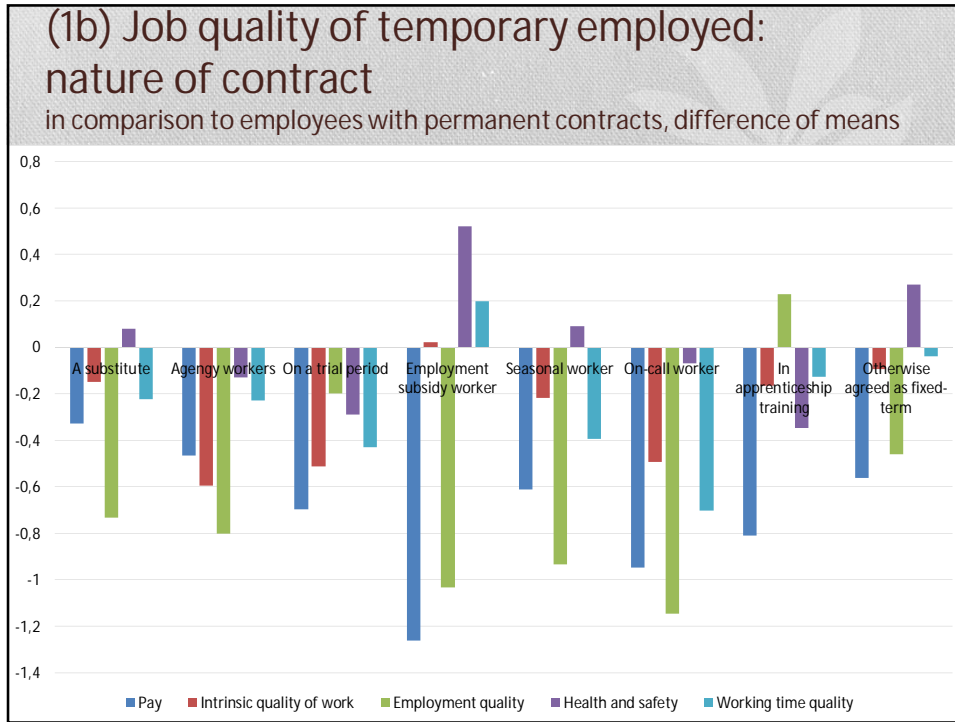
- Theoretically, it is assumed that (Munoz-Bustillo *et al.* 2011, 185–187)
 - working less hours is better than working more hours (*duration*)
 - *regular weekly working hours*
 - working outside 'normal' hours is undesirable because it interferes with social and family life (*scheduling*)
 - *Day time work vs. working evenings/nights/shifts, and vs. working Saturdays or Sundays*
 - the more control there is for the worker to make his or her own schedule, the more improved the possibilities for non-work commitments (*flexibility*)
 - *'Do you have strictly set starting and finishing times for your work, or can you personally influence them by at least 30 minutes either way?' 'Set starting and finishing times' vs. 'Able to influence starting and finishing times (e.g. flexitime)'*
 - high intensity of a job creates a risk for well-being
 - *'Could you estimate what proportion of your working hours you work under such pressure that you have no time to talk or think about anything else except your work?' 'Almost all the time', 'About three quarters of the time', 'Half of the time', 'About one quarter of the time', 'Less often', 'Never', 'Don't know'.*

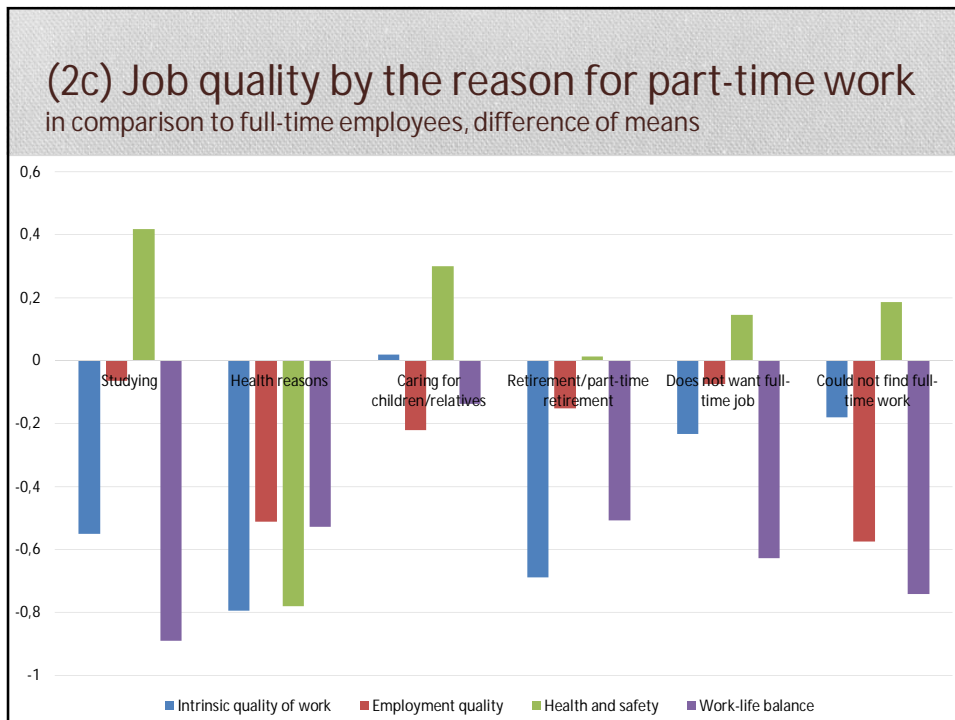
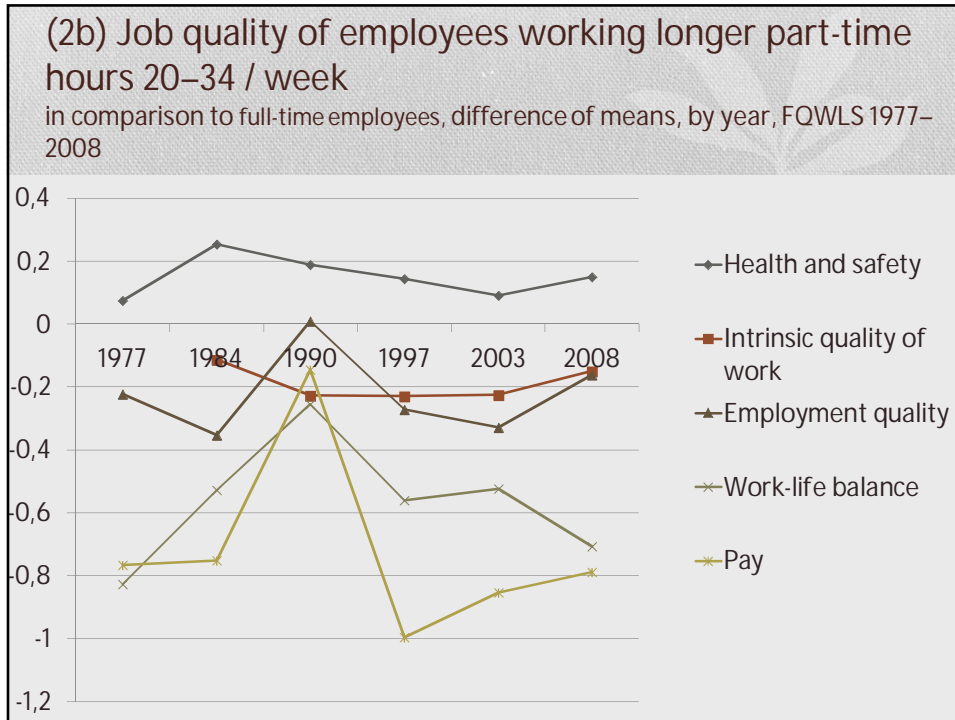
Methods

- Pooled data N=25.000
- Covariance analysis for the whole data
- Each five job quality indexes as dependent variables in five models having:
 - Independents:
 - (1a) Temporary contract yes/no
 - (1b) Reason for temporary contract:
 - A substitute without a permanent post / On a trial period / Hired with employment subsidies / Doing seasonal work / Come to work only when summoned / In apprenticeship training / Is an employment relationship otherwise agreed as fixed-term?
 - (2a) Shorter part-time hours (0–19 h/week)
 - (2b) Longer part-time hours (20–34 h/week)
 - (2c) Reason for part-time contract:
 - Studying / Health reasons / Caring for children/relatives / Retirement/part-time retirement / Does not want full-time job / Could not find full-time work
 - Controls: education, gender, age, branch of economy, year, interaction term year x 1a-2c
- *Comparison of mean values* of each index between permanent / full-time workers and temporary / part-time workers
- analysis of difference, not levels

		1977	1984	1990	1997	2003	2008	Total	
Share of temporary employed in FQWLS		N	499	526	537	577	533	2672	
		%	11,2 %	15,0 %	18,0 %	14,1 %	12,1 %	13,7 %	
Nature of contract	A substitute without a permanent post	N		111	125	170	157	563 (3,8 %)	
	Temporary agency worker	N		7	4	7	51	69 (0,5 %)	
	On a trial period	N		10	16	11	8	45 (0,3 %)	
	Hired with employment subsidies	N		0	88	56	31	175 (1,2 %)	
	Doing seasonal work	N		28	45	32	32	137 (0,9 %)	
	Come to work only when summoned	N		13	23	17	16	69 (0,5 %)	
	In apprenticeship training	N		9	11	10	12	42 (0,3 %)	
	Otherwise agreed as fixed-term	N		318	213	274	259	1064 (7,7 %)	
Share of part-time workers in FQWLS		1977	1984	1990	1997	2003	2008	Total	
	0-19 h/week	N	135	131	91	111	168	141	777
		%	2,3 %	2,9 %	2,6 %	3,7 %	4,1 %	3,2 %	3,1 %
	20-34 h/week	N	435	325	342	330	494	494	2420
		%	7,6 %	7,3 %	9,9 %	11,1 %	12,1 %	11,3 %	9,6 %
Reason for part-time work	Studying	N			68	111	114	329	1,3 %
	Health reasons	N			15	10	27	76	0,3 %
	Caring for children/relatives	N			24	34	63	198	0,8 %
	Retirement/part-time ret.	N			13	105	69	196	0,8 %
	Does not want full-time job	N			48	69	70	253	1,0 %
	Could not find full-time work	N				134	164	125	567







To conclude: The most marginal groups of employees get the jobs with the lowest quality..

- Not too many atypical workers have good quality jobs! Job quality often close to “no difference” but almost never are they doing better than full-time/permanent employees.
 - The overall tendency in job quality between permanent and temporary workers is *convergence*, however, the most peripheral groups (seasonal, on-call, agency workers) get the jobs with the lowest quality
 - more evaluation (and new data, more N) needed to analyse if this is new or old polarization
 - Part-time workers extensively affected by unsocial working hours.
 - Lowest quality among involuntary part-time workers or part-timers for health reasons.
- Limited amount of measures since 1970’s – single measures rather than indexing?
- If you have longitudinal data - contact us for country comparison.

Thanks!

Scheduling: no change

