



# Perceptions of Job Security in Europe's Ageing Workforce

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## ➤ Introduction (1)

- ❖ Keeping more older workers in the labour force becomes increasingly important in order to deal with the challenges of population ageing ⇒  
Lisbon target: 50 percent LFP in age group 55-64.
  
- ❖ **Current situation of older workers:**
  - age discrimination on the labour market ⇒ difficult to find new jobs
  - less generous early retirement programmes
  - longer child-related financial obligations
  
- ❖ **Fear of loosing one's job among older workers:**
  - less opportunities to compensate financial losses
  - less equipped to cope with perceived hazards of job loss
  - more affected by adverse effects on quality of life

## ➤ Introduction (2)

- ❖ Context dependency of individuals' (self-perceived) job security ⇒ cross-national research (e.g., Anderson & Pontusson 2007; Erlinghagen 2008)
  
- ❖ This study:
  - 2004 Survey of Health, Ageing and Retirement in Europe (SHARE)
  - cross-national patterns of self-perceived job security (11 countries)
  - individual and societal determinants of self-perceived job security in the older labour force (multilevel regression analysis)

## ➤ **Determinants of self-perceived job security**

- ❖ **Micro-level:** age, health, education, job tenure (*resource endowment*); fixed-term contract, part-time work, public sector, firm size (*workplace characteristics*); making ends meet, co-residence with children (*household characteristics*) ⇒ e.g., Erlinghagen 2008; Näswall & De Witte 2003
  
- ❖ **Macro-level:**
  - *economic reference frames* (e.g. labour market conditions)
  - *legal reference frames* (e.g. employment protection legislation)
  - *cultural reference frames* (e.g. levels of social trust)
  - *social reference frames* (e.g. conventions about age boundaries)

- **Relationship between older workers' perceptions of job security and country-level properties - *Hypotheses***
- (1) Those living in countries characterised by less favourable **labour market conditions** for older workers will perceive their job security as poor, relative to workers facing better employment opportunities.
  - (2) In a legal setting that does not support stable employer-employee relations, older workers will perceive their job security as poor, relative to their counterparts in countries with stricter **employment protection regulations**.
  - (3) Older workers living in countries characterised by lower **levels of social trust** will perceive their job security as poor, relative to individuals exposed to a cultural context in which social trust is more strongly developed.
  - (4) Individuals at higher risks of being exposed to age discrimination on the labour market will perceive their job security as poor, relative to those living in countries in which **attitudes towards elders' employment** are more positive.

## ➤ Data & method

### ❖ 2004 "Survey of Health, Ageing and Retirement in Europe" (SHARE)

⇒ 11 countries

⇒ 5,355 workers/employees, aged 50-67

❖ dependent variable equals 1, if respondent (fully) agreed to statement "*My job security is poor.*", 0 otherwise

➤ controlling for an array of *micro-level characteristics* and at the *country-level* for sex-specific LFP (55-64) rates; OECD Employment Protection Indicator; mean level of general social trust; proportion disapproving of working beyond age 70\*

❖ logistic multilevel (*random intercept*) models

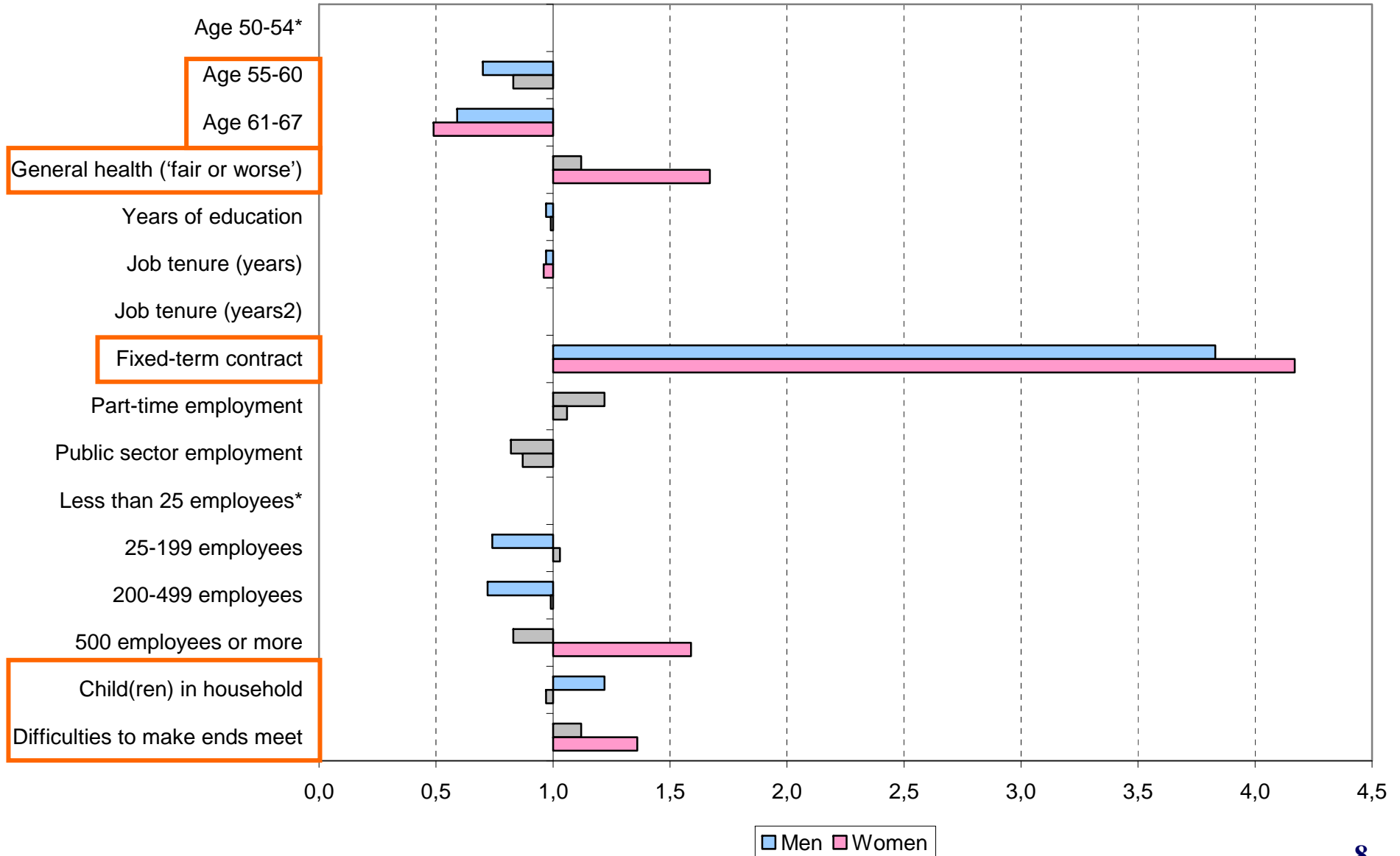


➤ Proportions of older workers perceiving their job security (JS) as poor, by country and sex

Country	Total proportion of poor JS	Proportion of poor JS in men	Proportion of poor JS in women
Sweden (n = 1,109)	18,3	18,0	18,6
Spain (n = 331)	19,1	18,8	19,7
Denmark (n = 473)	20,3	22,0	18,5
Switzerland (n = 283)	21,1	24,1	17,8
Austria (n = 278)	22,3	28,4	15,0
France (n = 534)	23,2 <sup>a</sup>	23,1	23,3
Germany (n = 721)	23,8	24,1	23,5
Belgium (n = 531)	26,8	31,1	21,4
Italy (n = 202)	32,8	35,9	27,0
Netherlands (n = 601)	33,9	37,7	28,2
Greece (n = 292)	49,0	48,5	49,9

Source: SHARE 2004 (Release 2.0.1; weighted data). Authors' calculations. <sup>a</sup> Median value.

➤ Results (odds ratios) of multilevel models for 'poor job security' (1)



➤ Results of multilevel models for 'poor job security' (2)

	<i>Men</i>		<i>Women</i>	
	OR	$\rho$	OR	$\rho$
'empty model'	-	.05**	-	.04**
... w/ micro-level controls	-	.06**	-	.02**
... & LFP (55-64)	0.99	.05**	1.00	.02**
... & employment protection	0.78	.05**	1.02	.02**
... & general social trust	0.83	.05**	0.90	.02**
... & disapproval of working 70+	1.00	[.05**]	1.00	[.01]

\*\* p<.01

[ $\rho$  = proportion of total variance due to variance between countries]

## ➤ Conclusions

- ❖ Considerable cross-country variations in self-perceived job security, *but:*
  - no country-level variable turned out to be significant
  - no 'composition effects' in male sample
  
- ❖ **Gender dimension:**
  - women tend to be less concerned than men
  - men are more likely to be worried if co-resident child present ⇒  
fear of loosing traditional provider role ...
  - interaction between gender & resources (e.g. health, education)
  
- ❖ **Future research:**
  - search for more powerful indicators of multilevel relationship between social context and (older) workers' perceptions of job security
  - investigate (micro & macro) *dynamics* using longitudinal SHARE data



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**Thank you!**

**Questions? Comments?**

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**More information about SHARE:**

<http://www.share-project.org>