

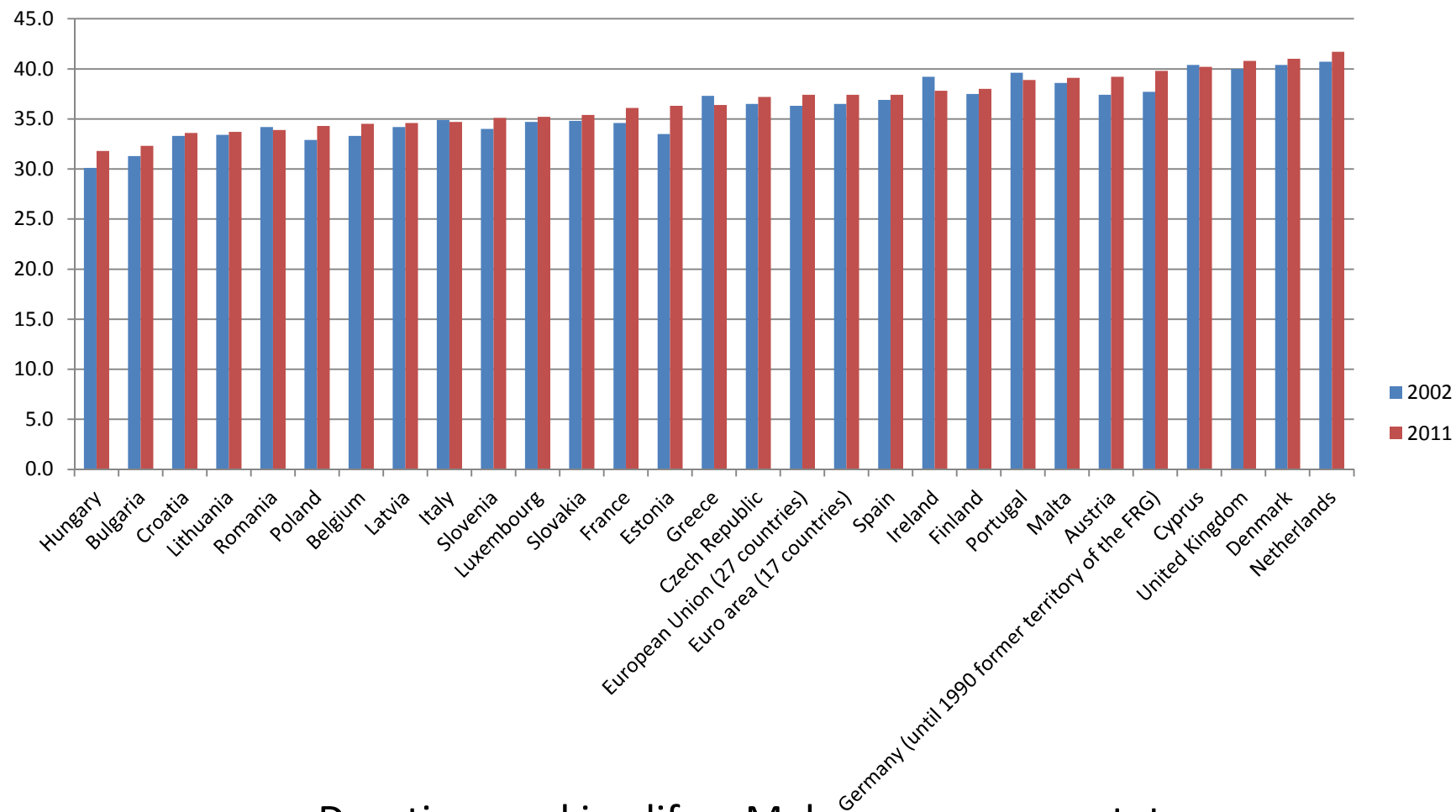
Eurofound activities

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Eurofound

- Eurofound :
 - From active ageing to sustainable work over the lifecourse
- Job quality and gender
- Changes in working conditions and the ageing of workers (Molinie – Vendramin et al sustainable work and ageing workforce)
- Making work sustainable and inclusive
 - Can job quality be a policy tool ?

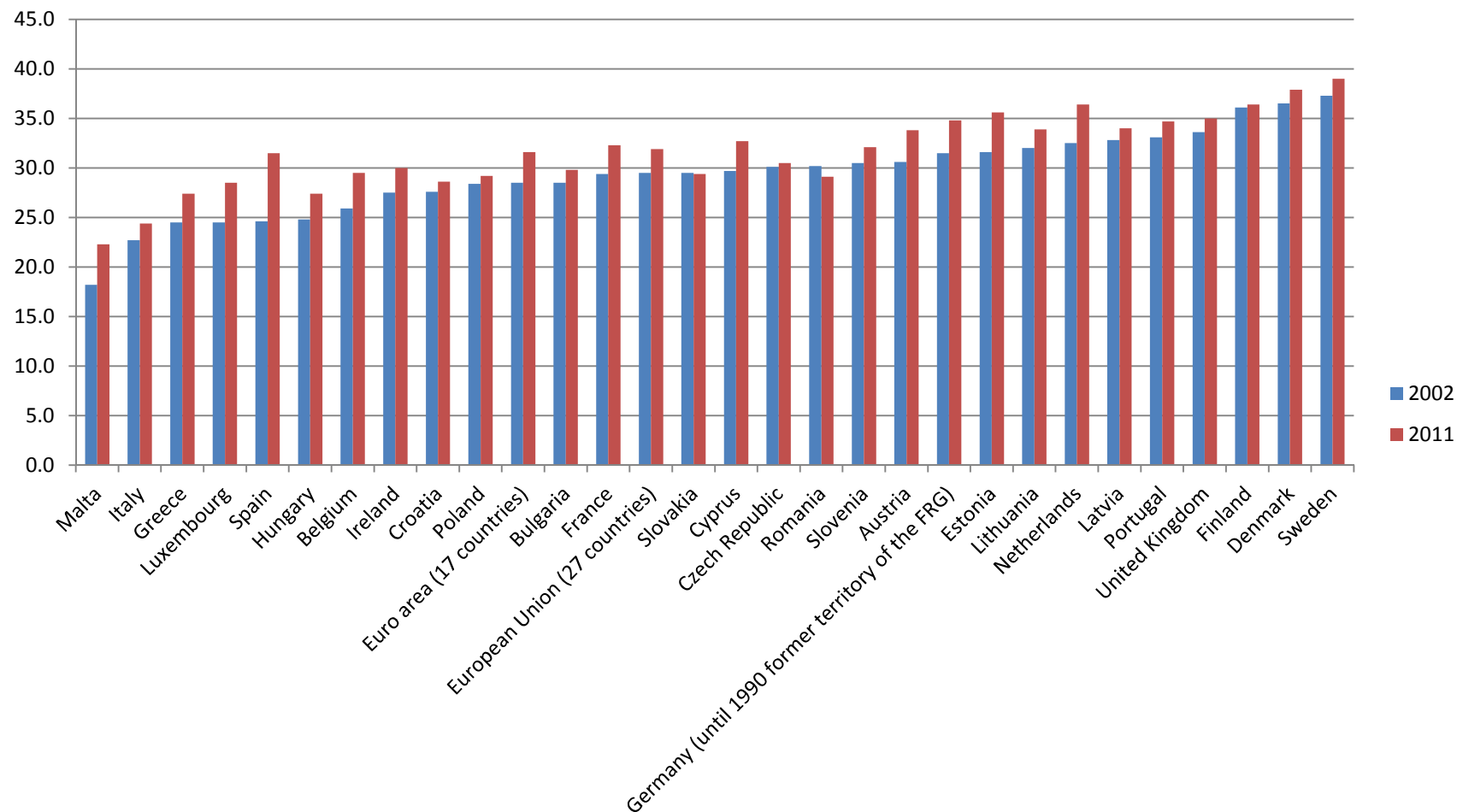
Linking together the active ageing, the gender equality and the job quality research and policy agenda

Longer working lives careers for men 37.4 years in 2011 ...

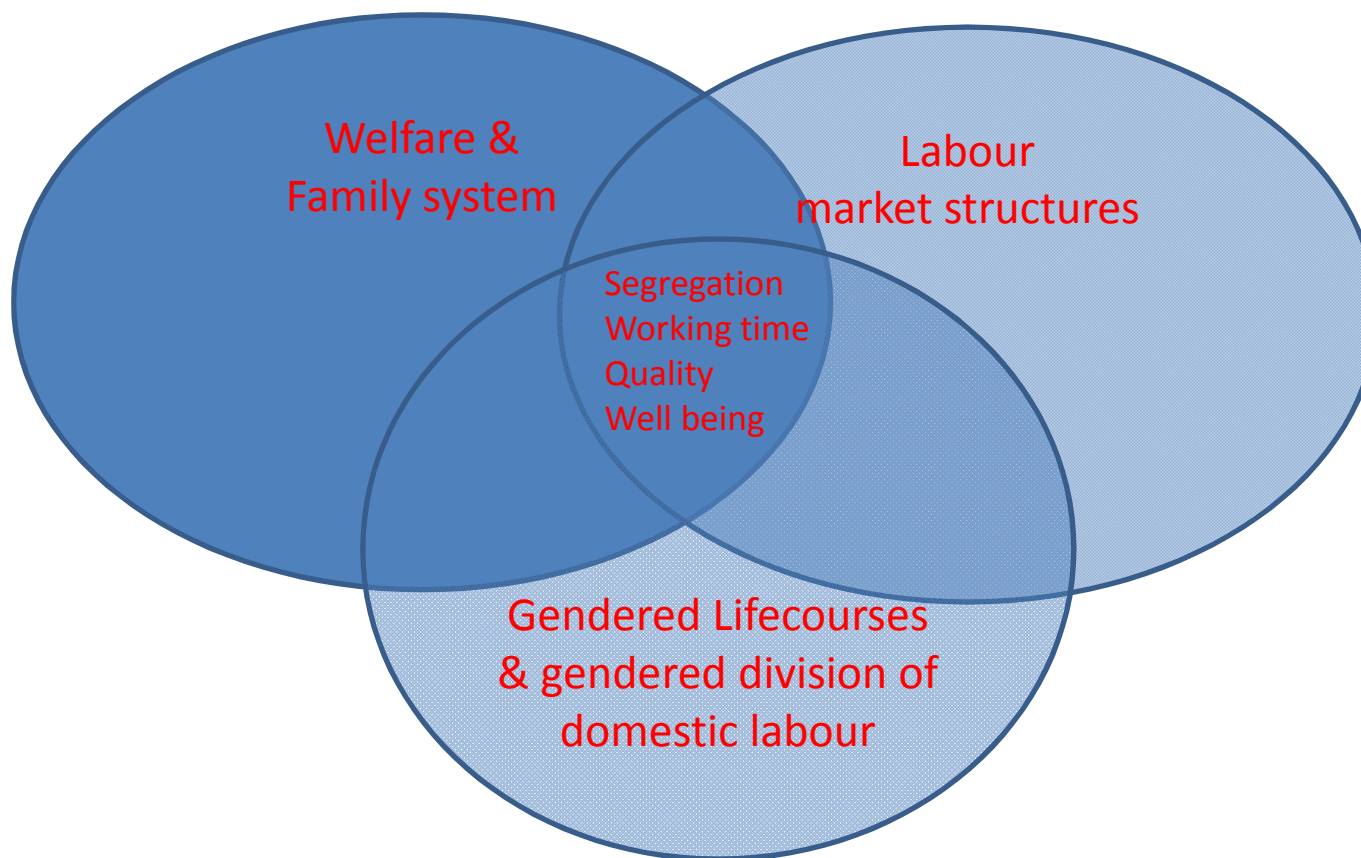


Duration working life – Males, source eurostat

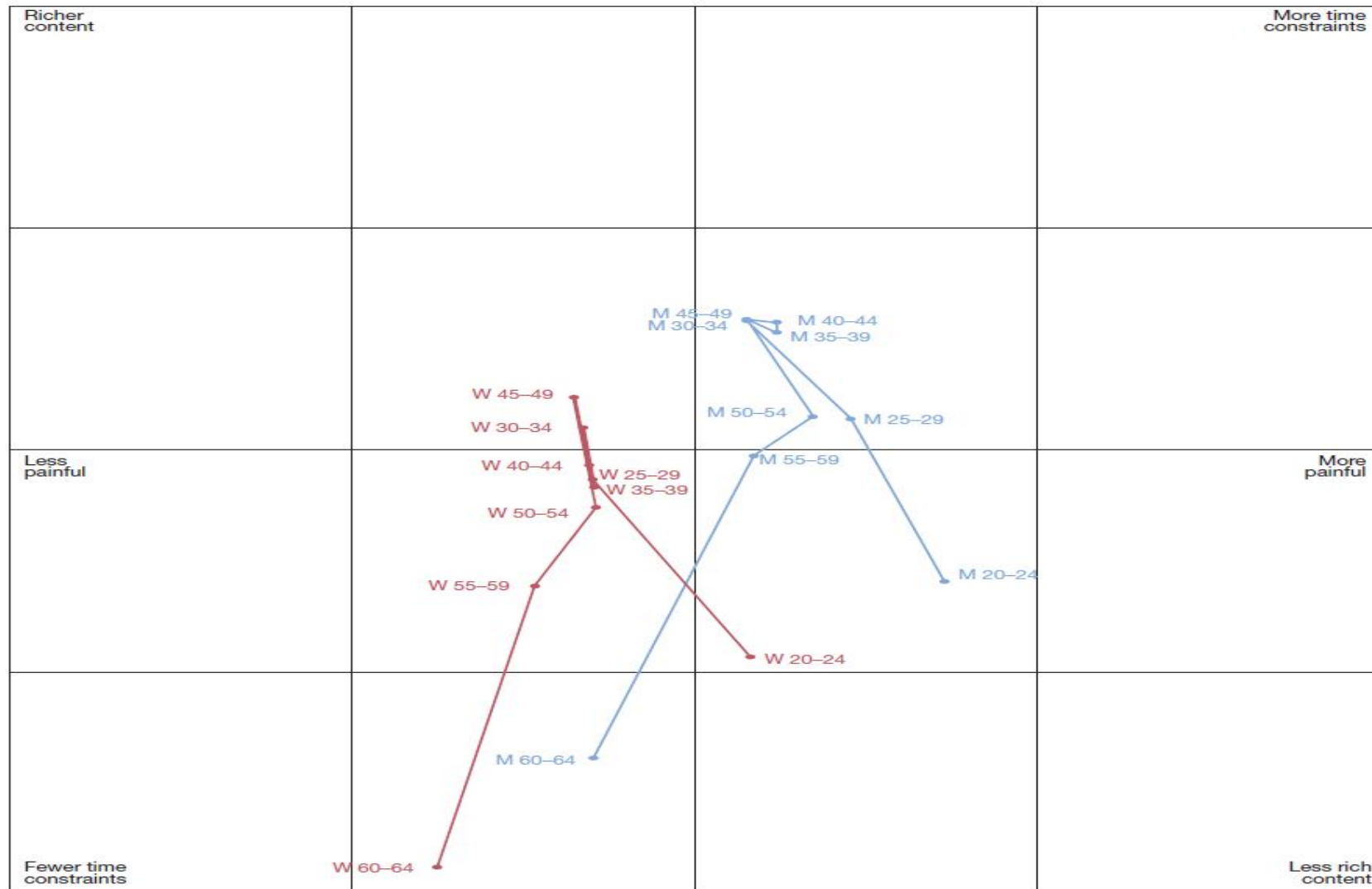
.. Than for women 29,4 hence 8 years shorter than men's careers

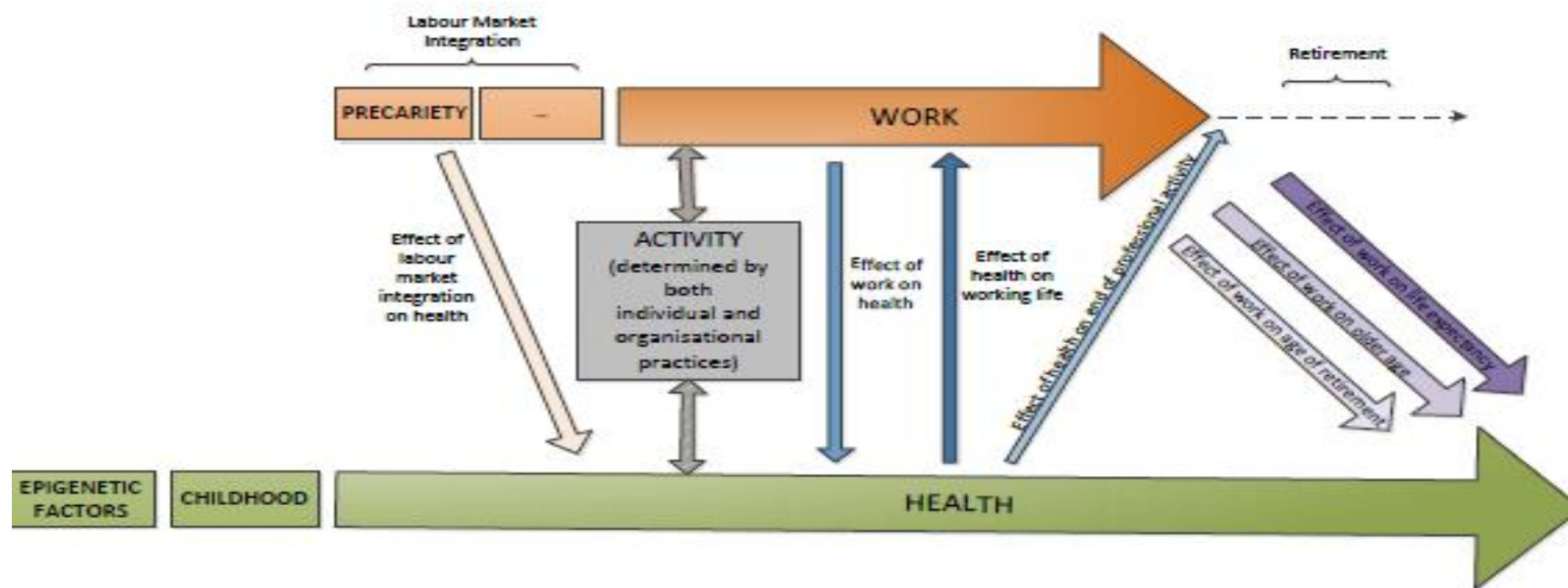


Duration working life – Women, source eurostat



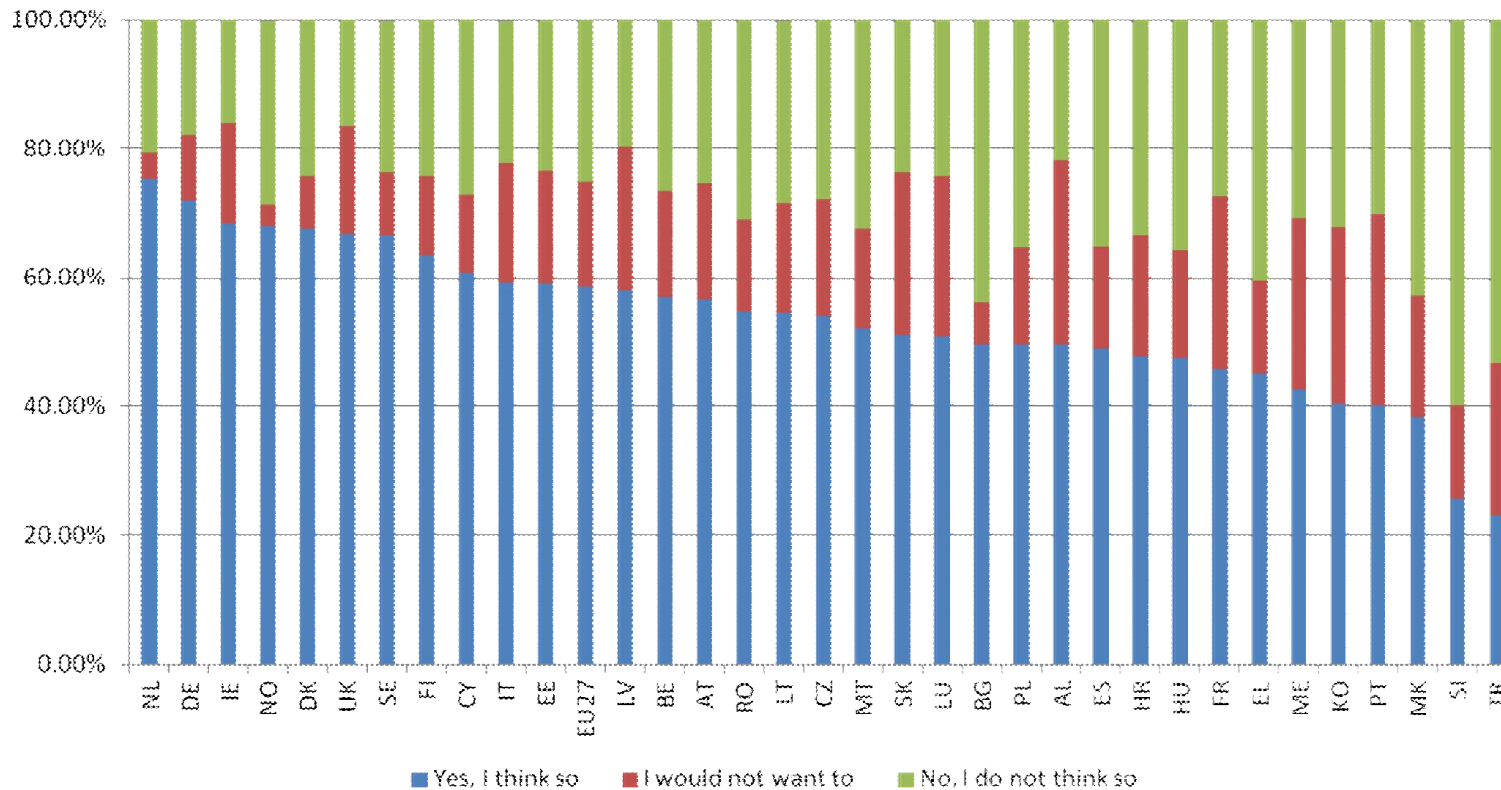
Characteristics of work situation by gender and age group





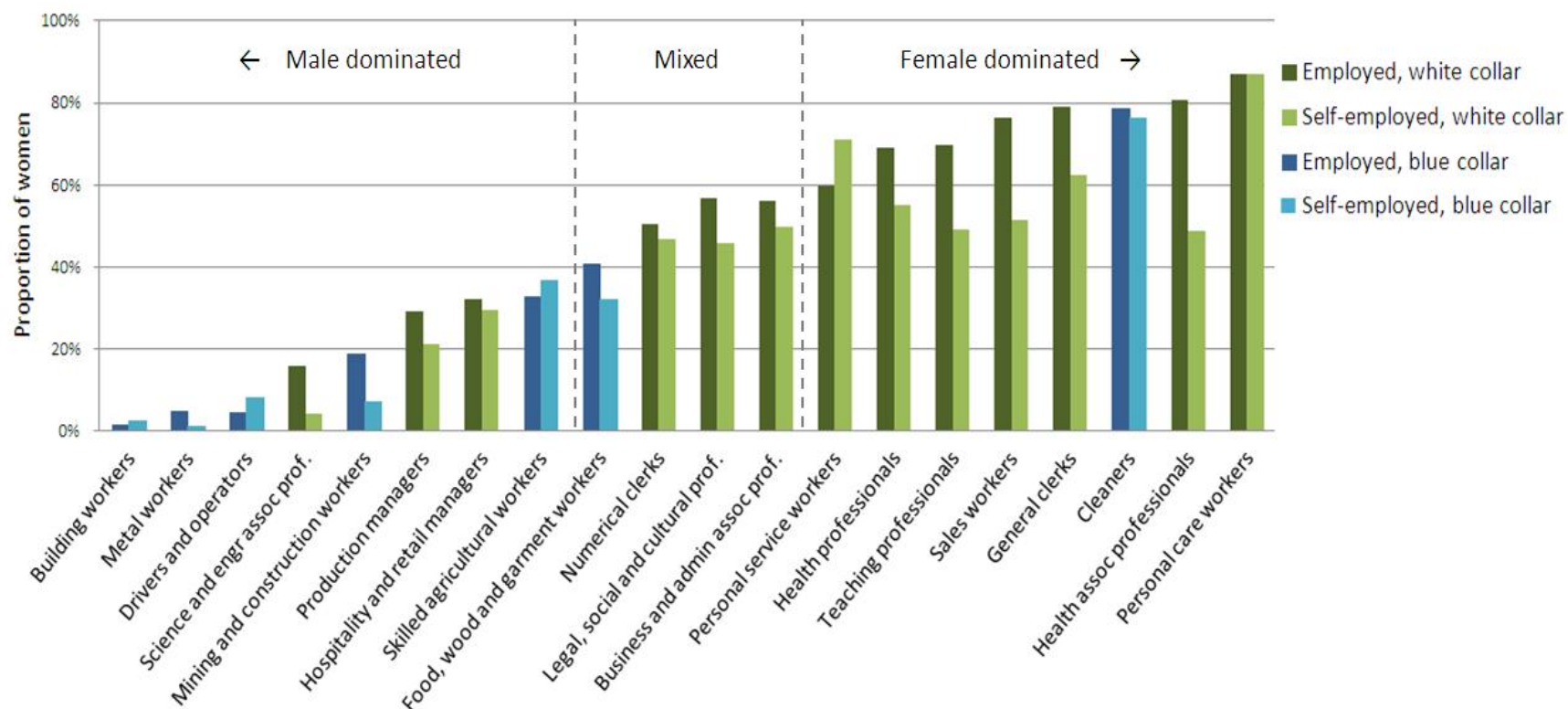
Complex effects and inter-relations

Able and willing to do the same job at 60 ?

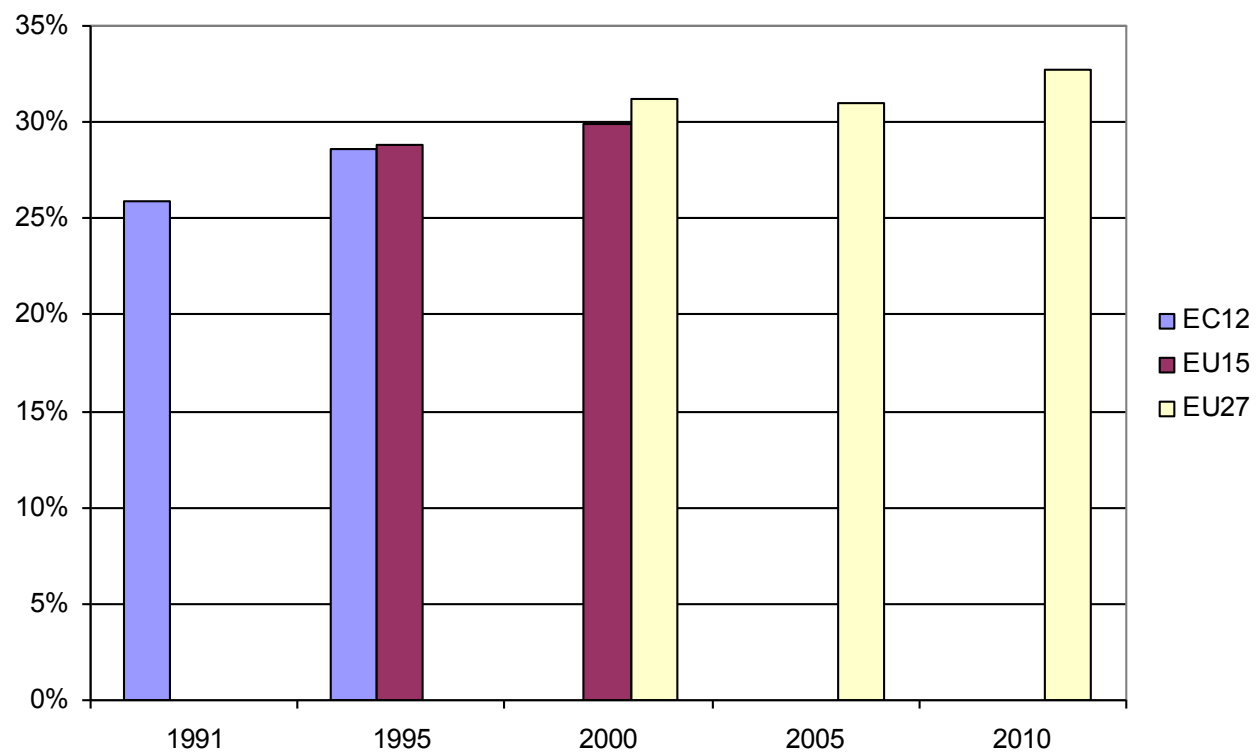


SEGREGATION

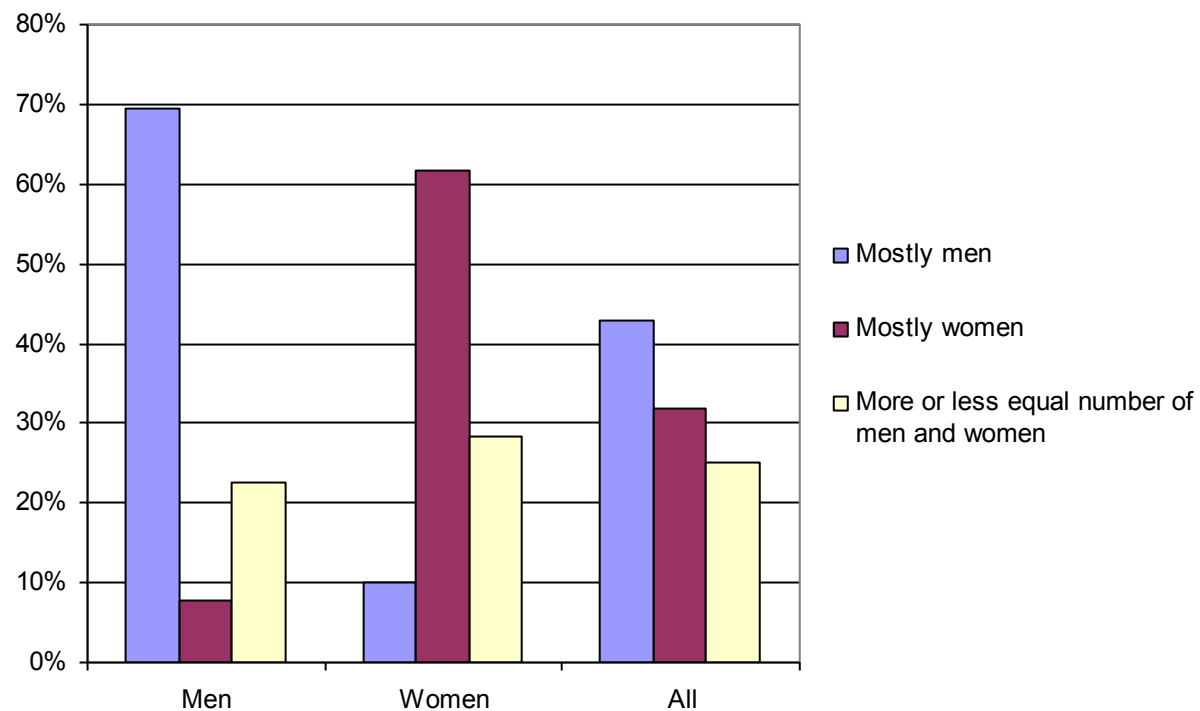
Proportion of women in the largest occupations, by employment status / white & blue collar



Proportion of women in supervisory positions, EC12, EU15 and EU27, 1991 - 2010 (%)

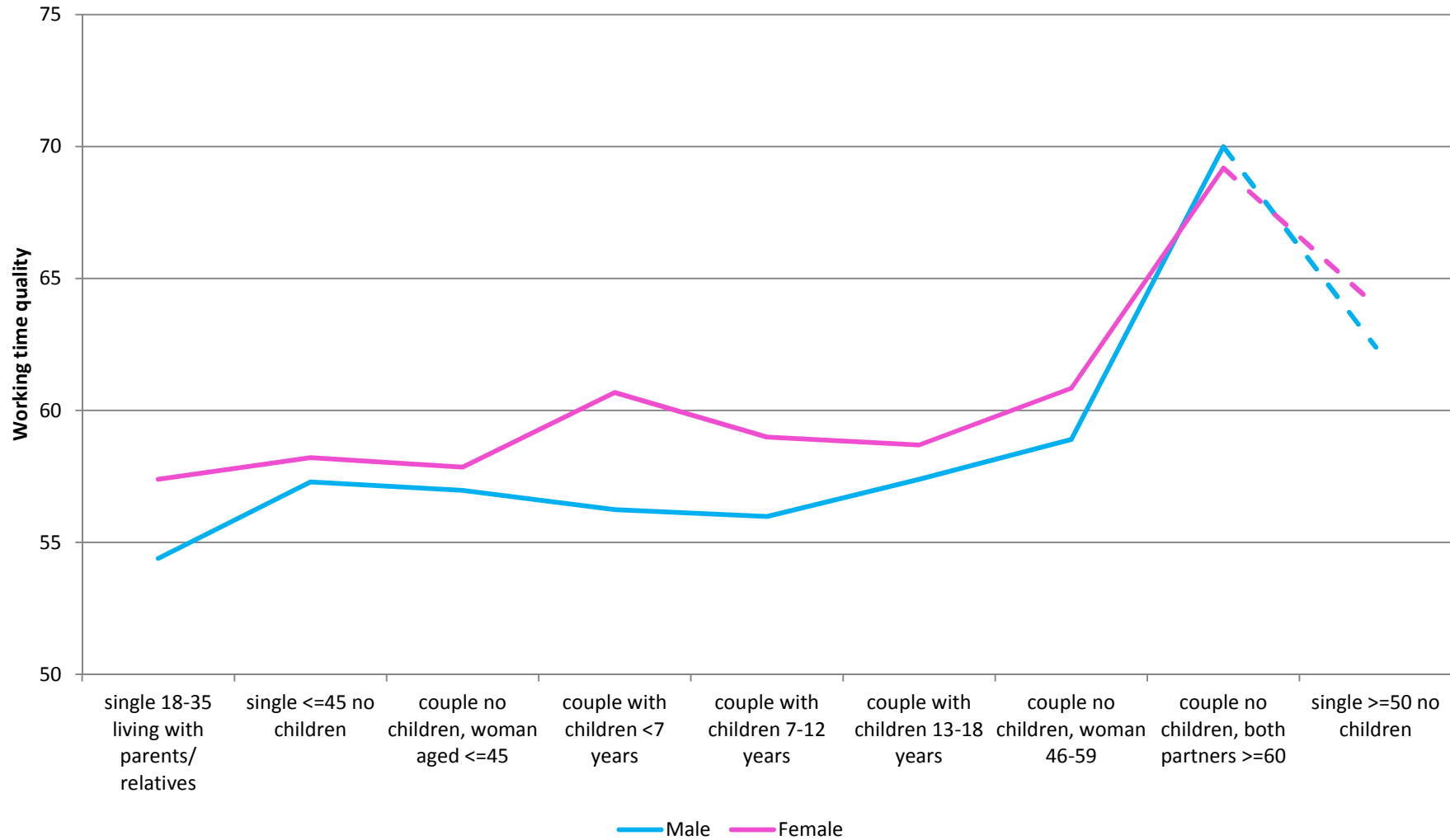


Level of job segregation at the workplace by gender, 2010, EU27 (%)

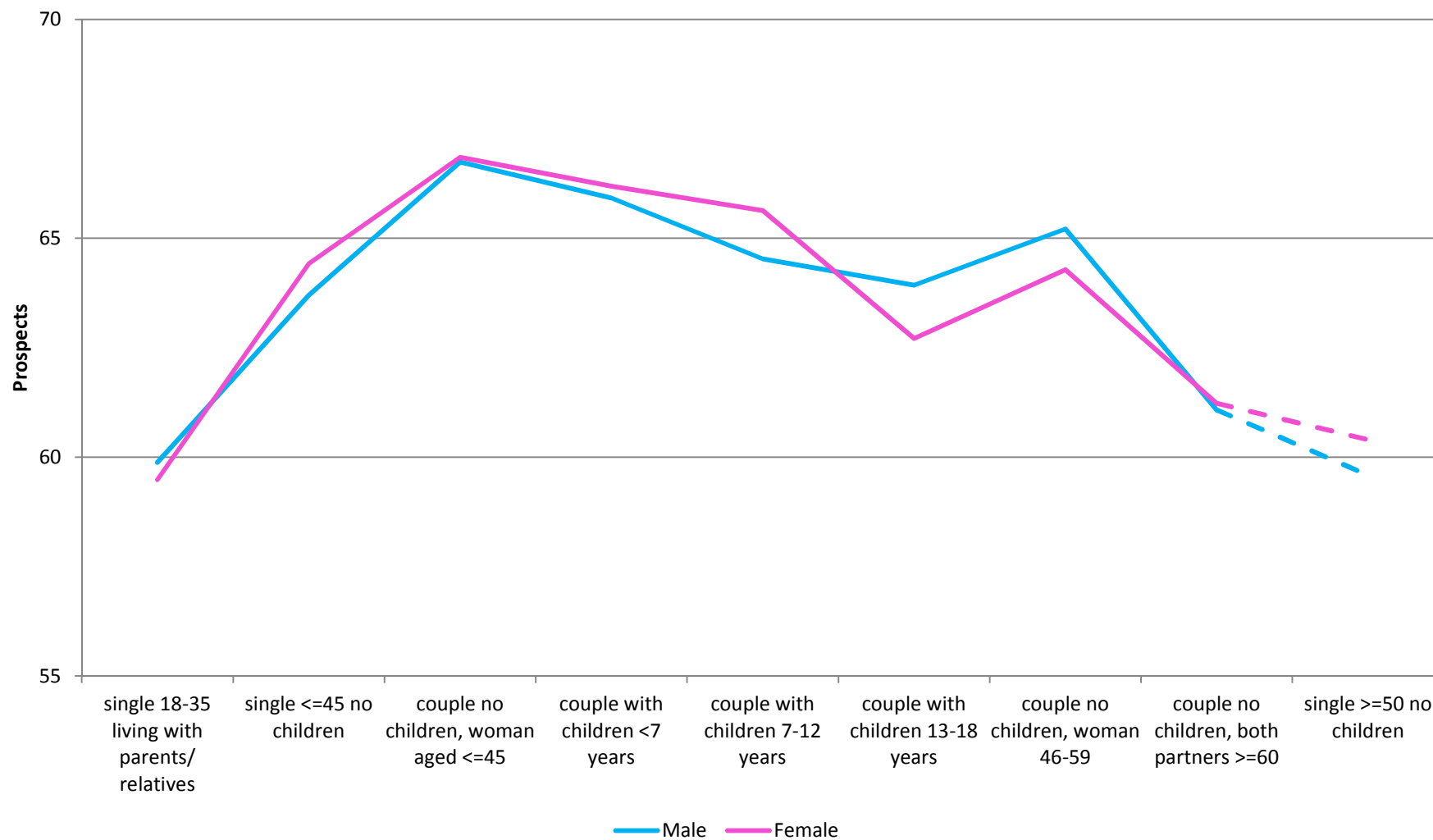


JOB QUALITY OF WOMEN AND MEN OVER THE LIFECOURSE

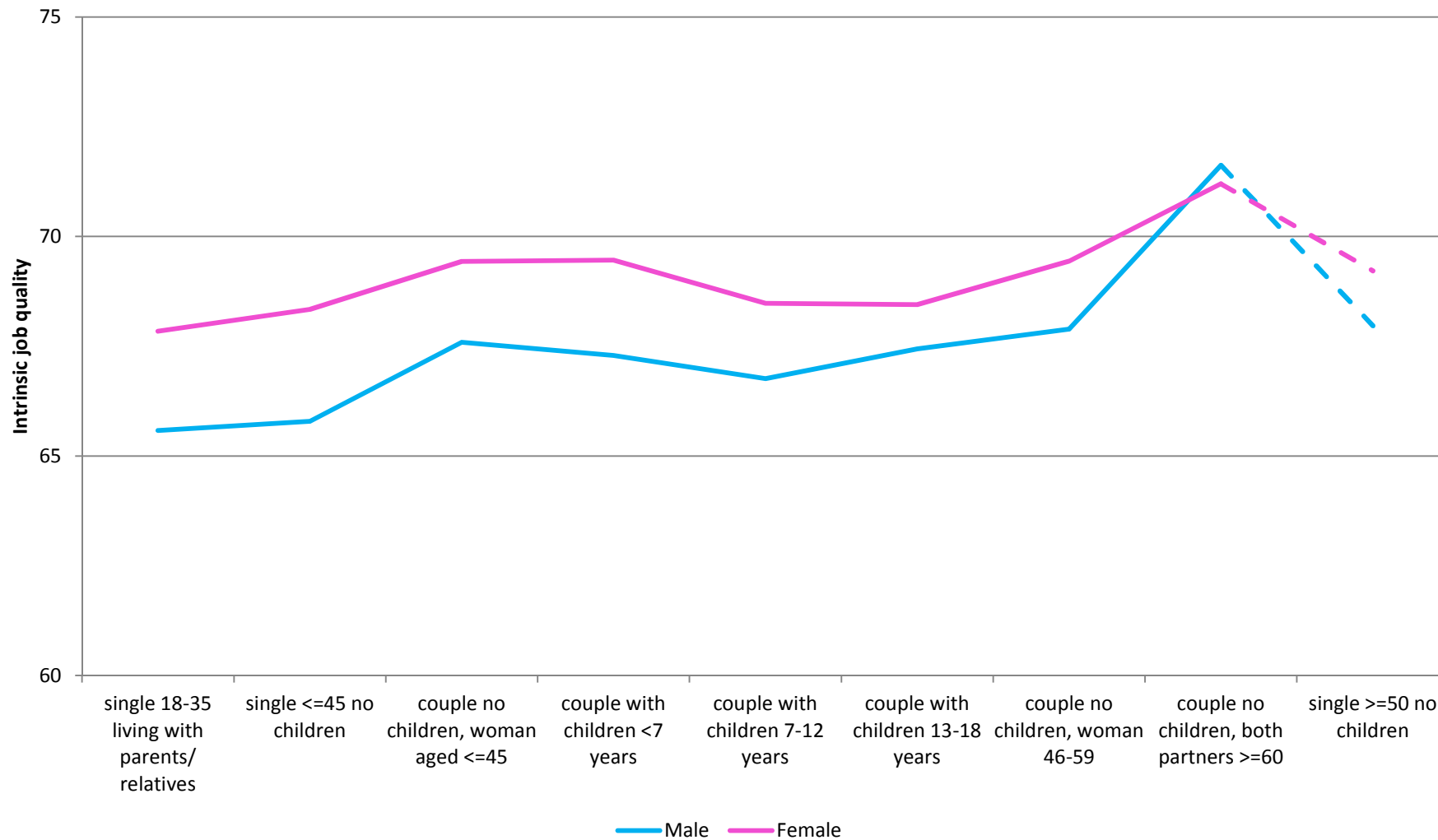
Working time quality per lifestages



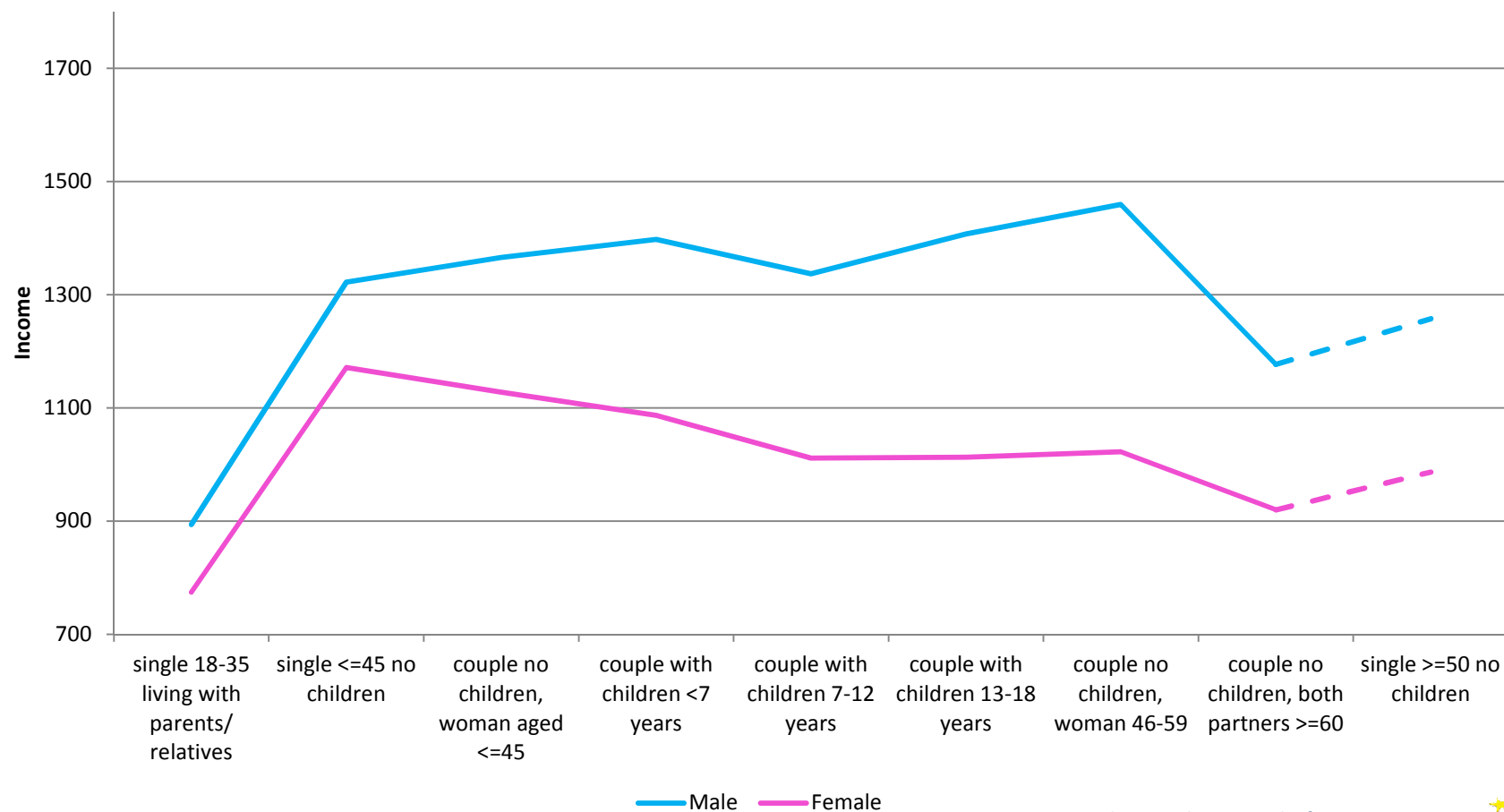
Prospects across life stages



Intrinsic job quality per lifestages

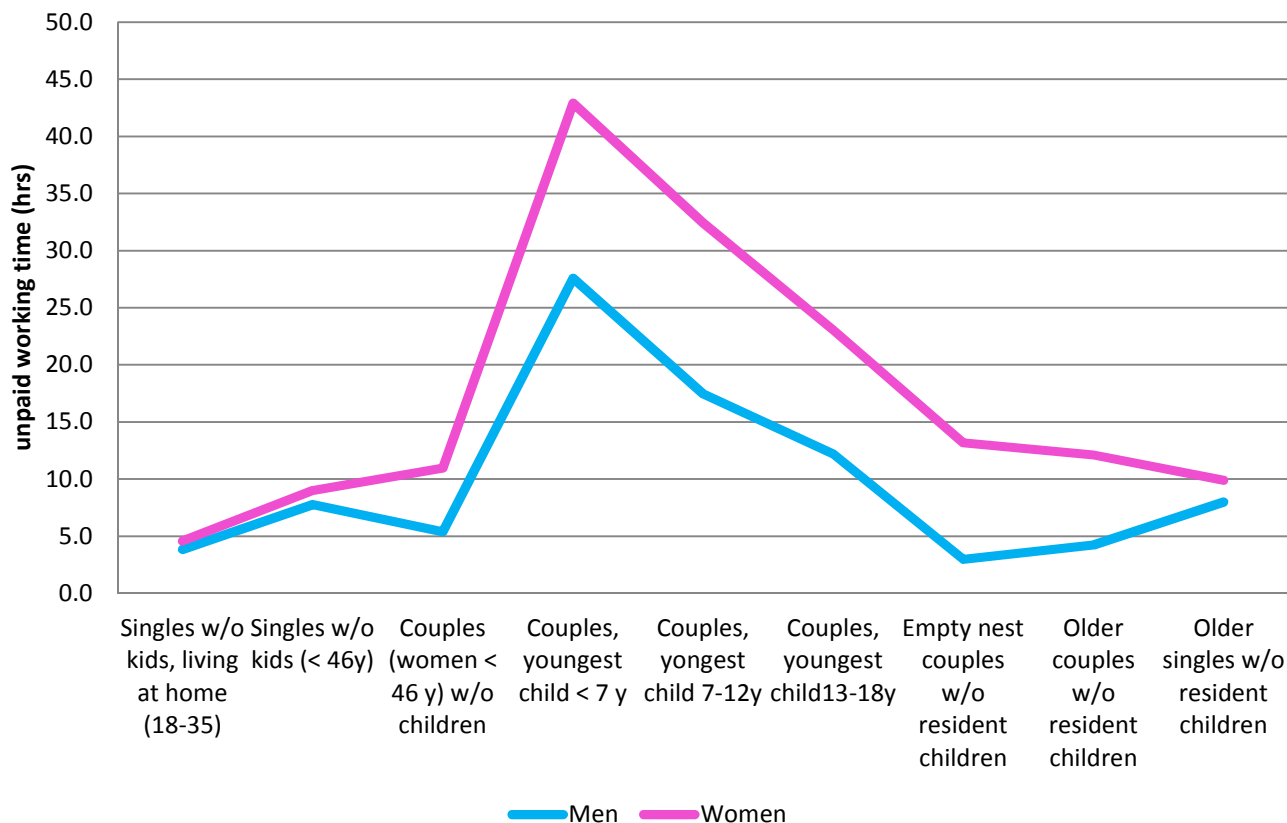


Income across life stages



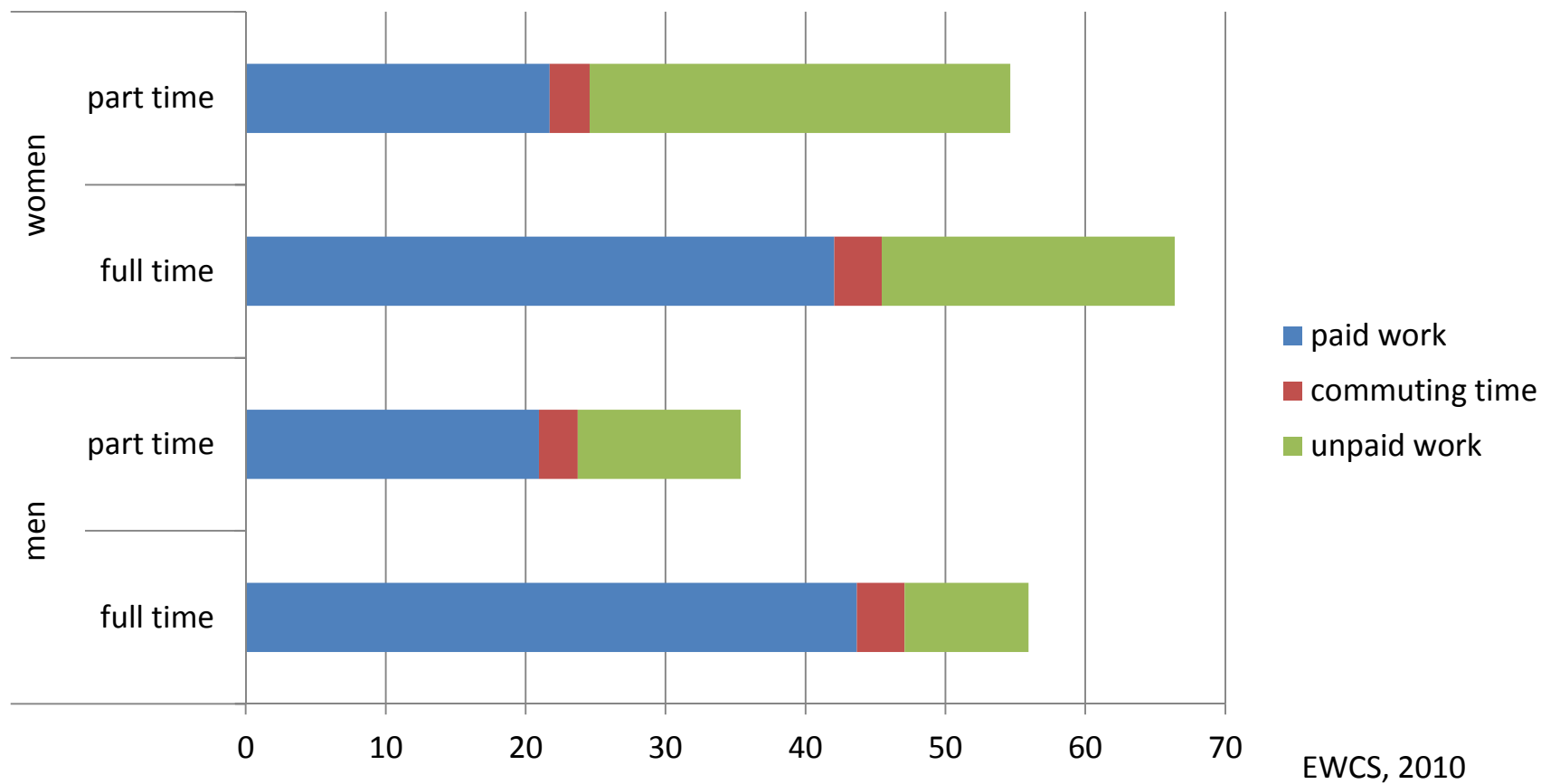
TIME USE OF WOMEN AND MEN OVER THE LIFECOURSE

Unpaid working time (care and household activities) over the life course



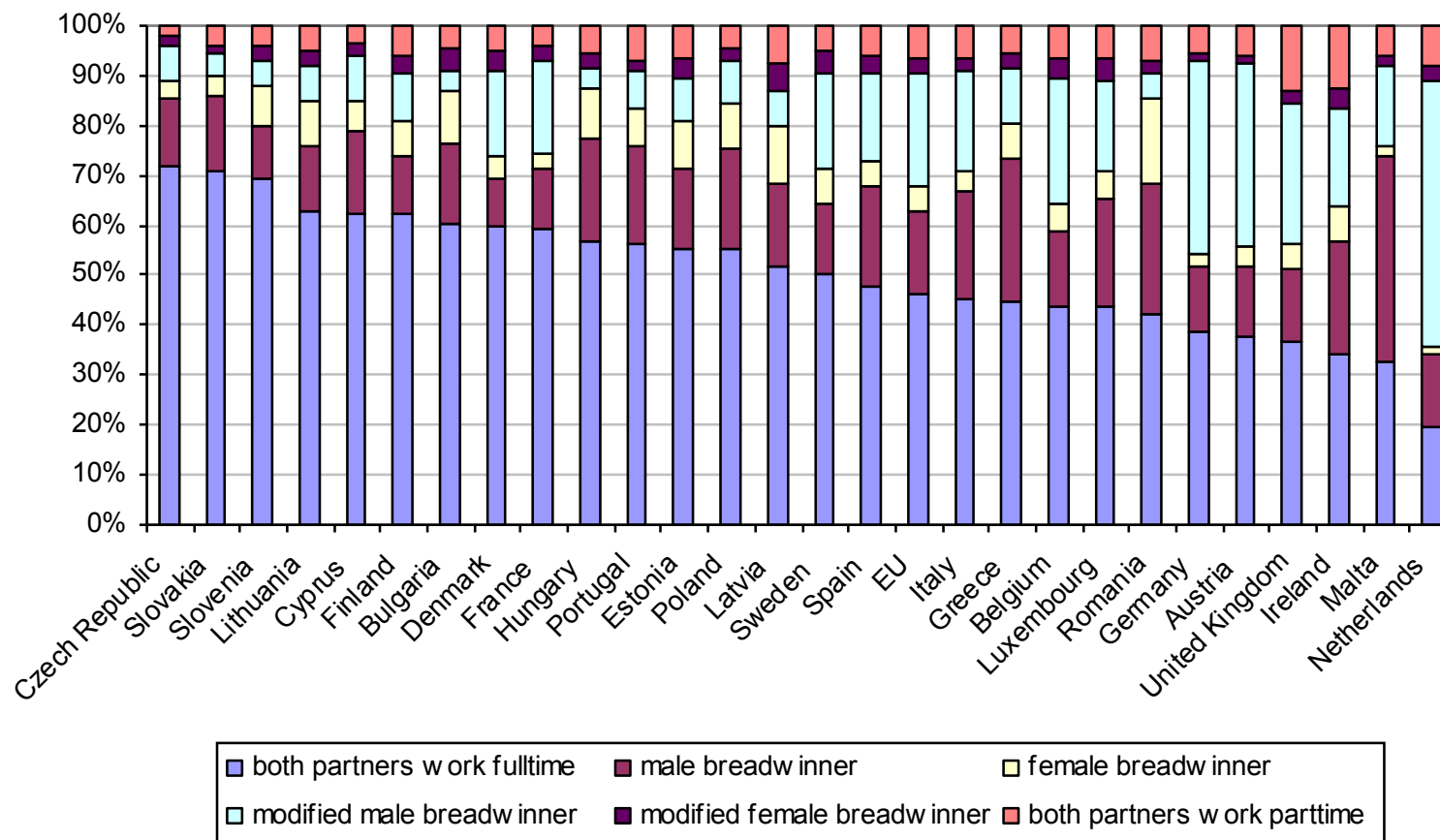
- Union formation
 - increases unpaid working time for women
 - decreases for men
- During parenting phase employed women spend twice as much hours on these activities as men
- When entering parenting phase
 - women reduce paid work by 4 hrs but increase unpaid work by 25 hrs
 - men’s unpaid work increases by 12 hrs
- The decision of men to engage in care work is more circumstance dependent than it is for women
 - working time organisation, atypical working hours

Number of hours spent on paid and unpaid work per week, by gender and working time (EU27)



EWCS, 2010

Working hours of the household



WORKING CONDITIONS BY AGE GROUPS

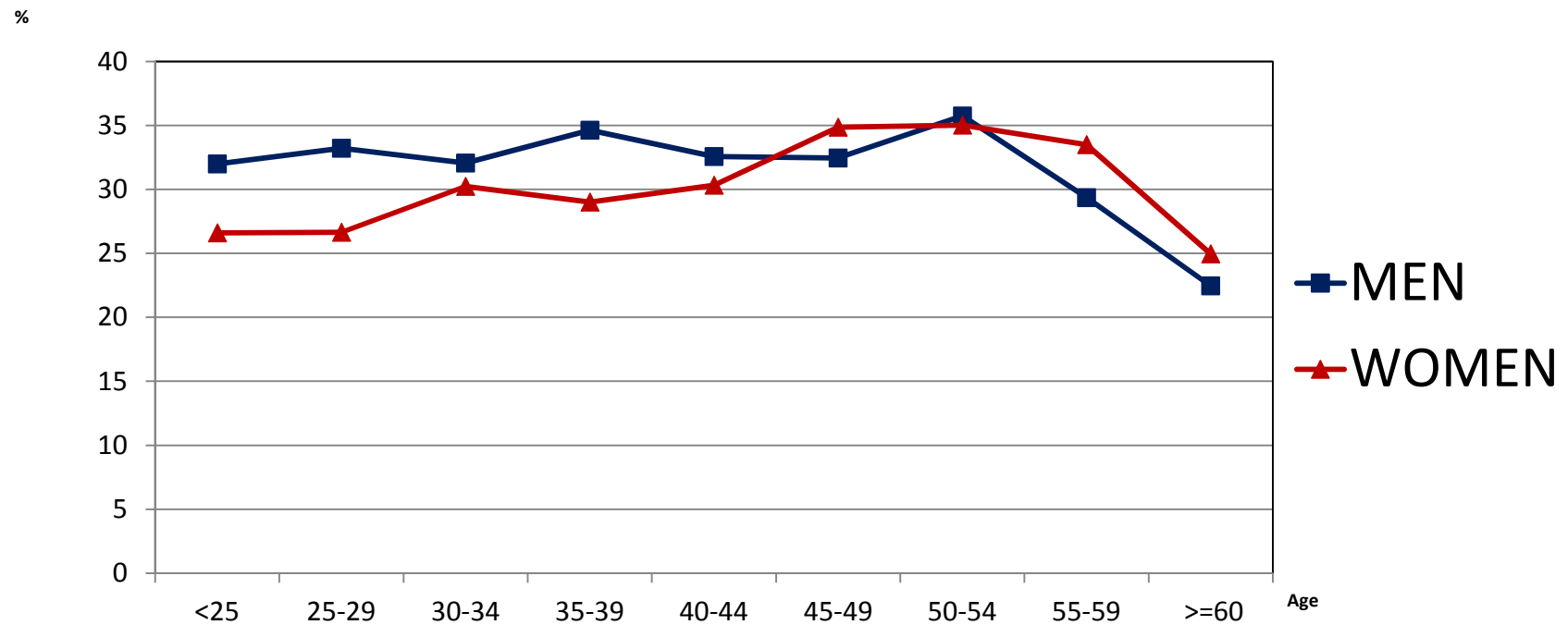
Demanding working conditions

- Slow decrease of night and shift work by age :
 - Globally, slow decrease.
 - Should be compatible to ageing
- Same exposure to physical risks by age except for moving heavy load
 - They are stable or on the increase
- Less exposure to work intensity
 - But work has been intensifying

- Older workers may try to move away from these constraints; the end of 'soft' jobs : what protection exists for older workers ?

Exposition to tiring or painful positions over age

(At least half of the time)

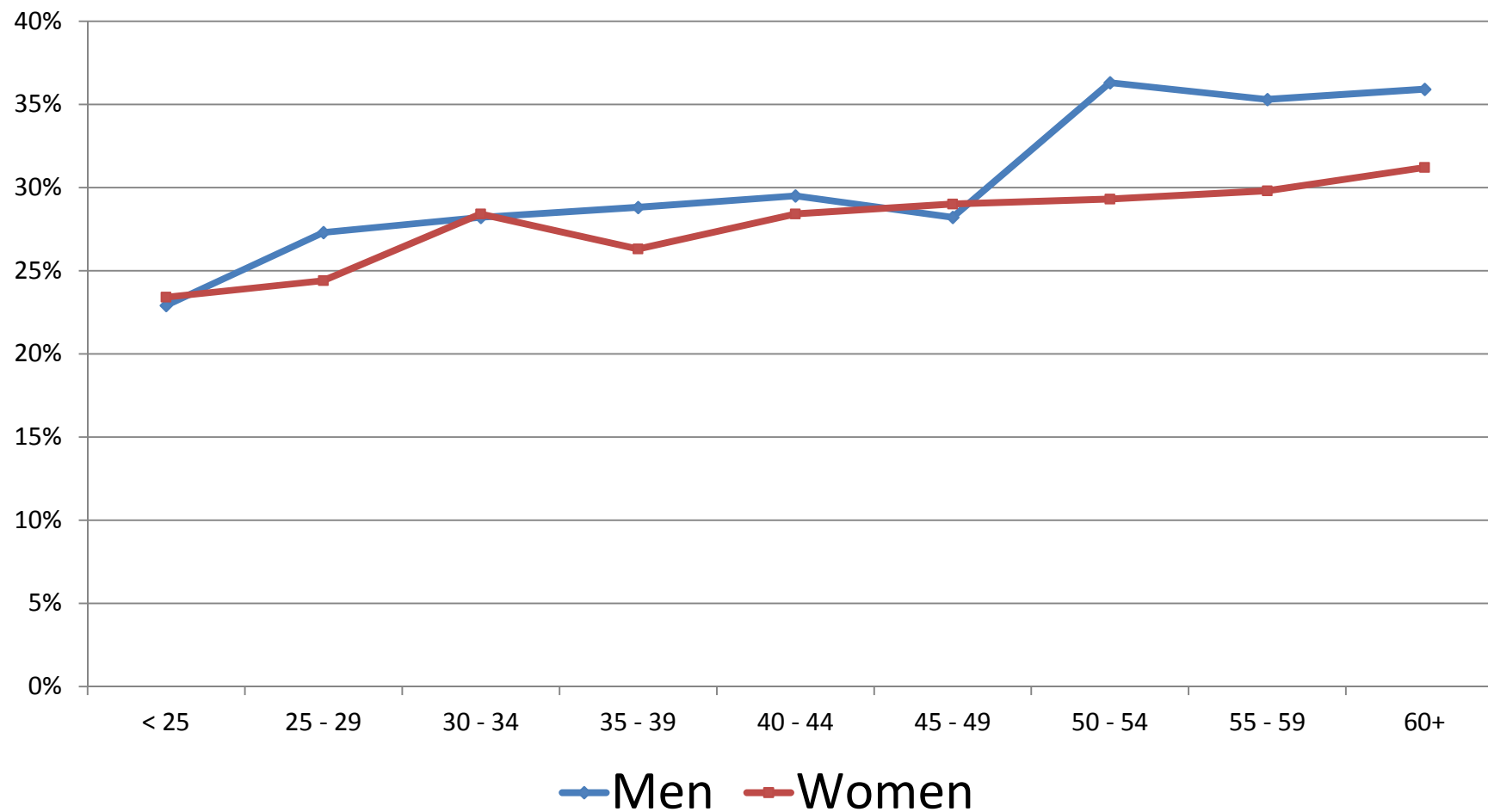


- With age, regularity increases
 - About a third of older workers report regular changes in their schedules
- Work life fit increases in general after 50
- Short time off to take care of personal or family issues
 - Increases slowly with age
- Very important to determine participation into paid employment and extent of this participation.

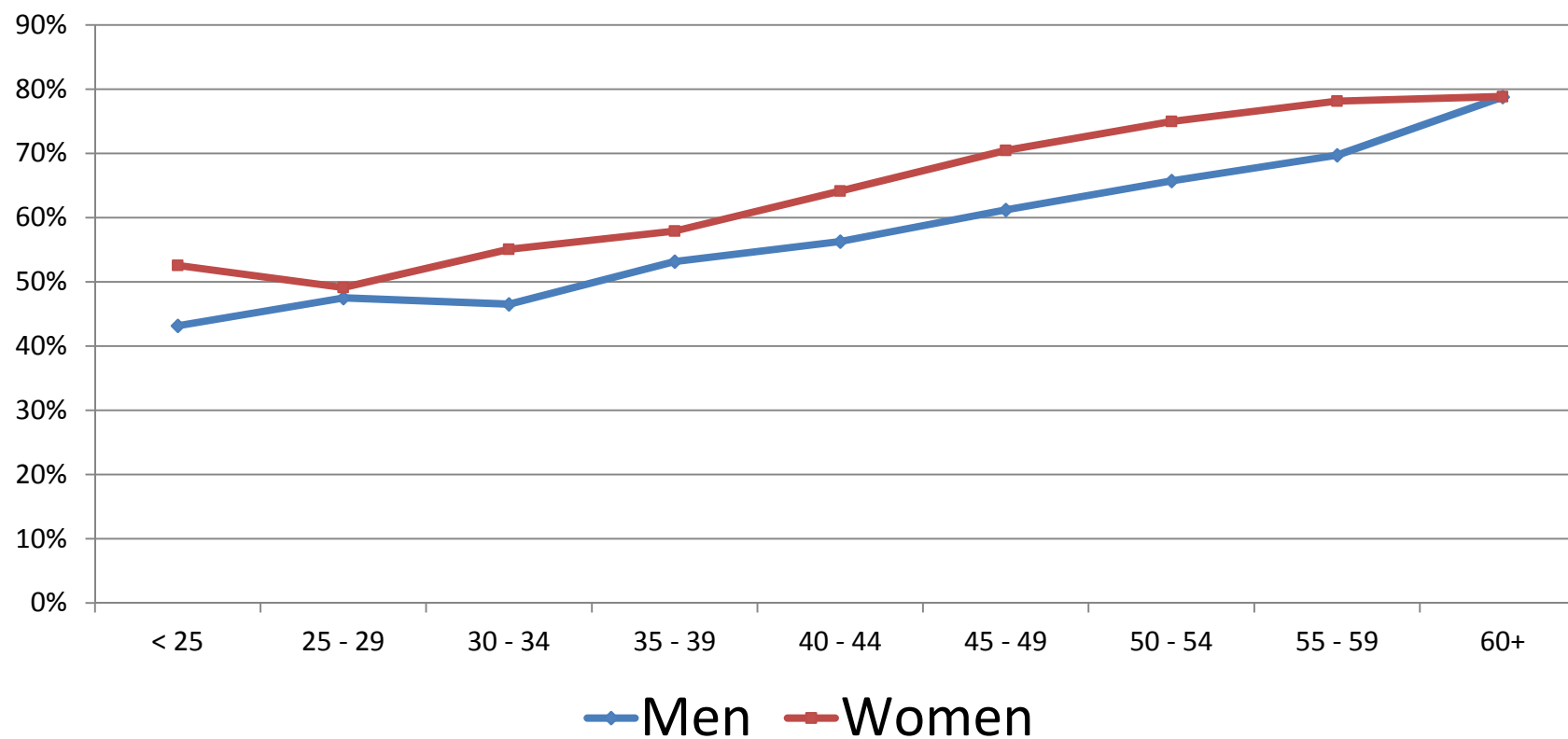
Expressive dimensions of work : Are expectations met when age increases ?

- linked to opportunities for self development, to the content of work, the feeling of success, autonomy and social usefulness
- learning new things, access to training:
 - Decrease with age
- latitude to change aspects of the job, expressing one own's idea
 - Increase slightly with age
- Collaborative dimension of work : social support
 - Low social support more reported by older workers
- Career prospects
 - Poor prospects for career development increase with age

Little social support at work



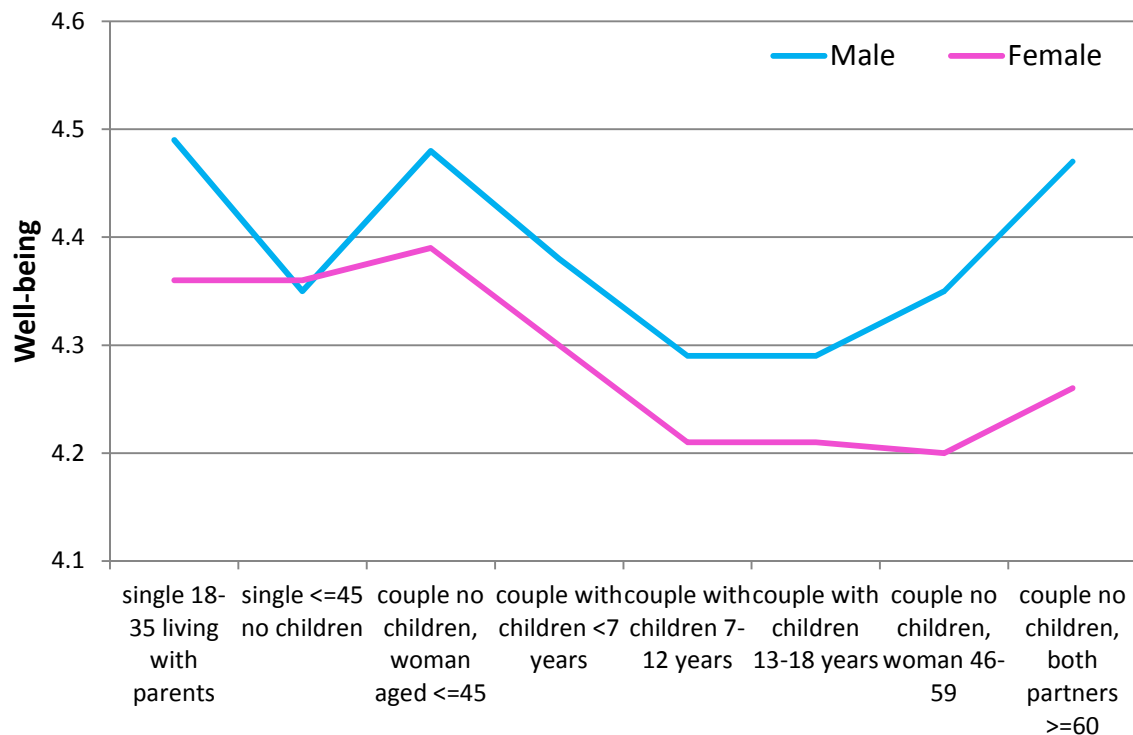
No good prospects for career advancement



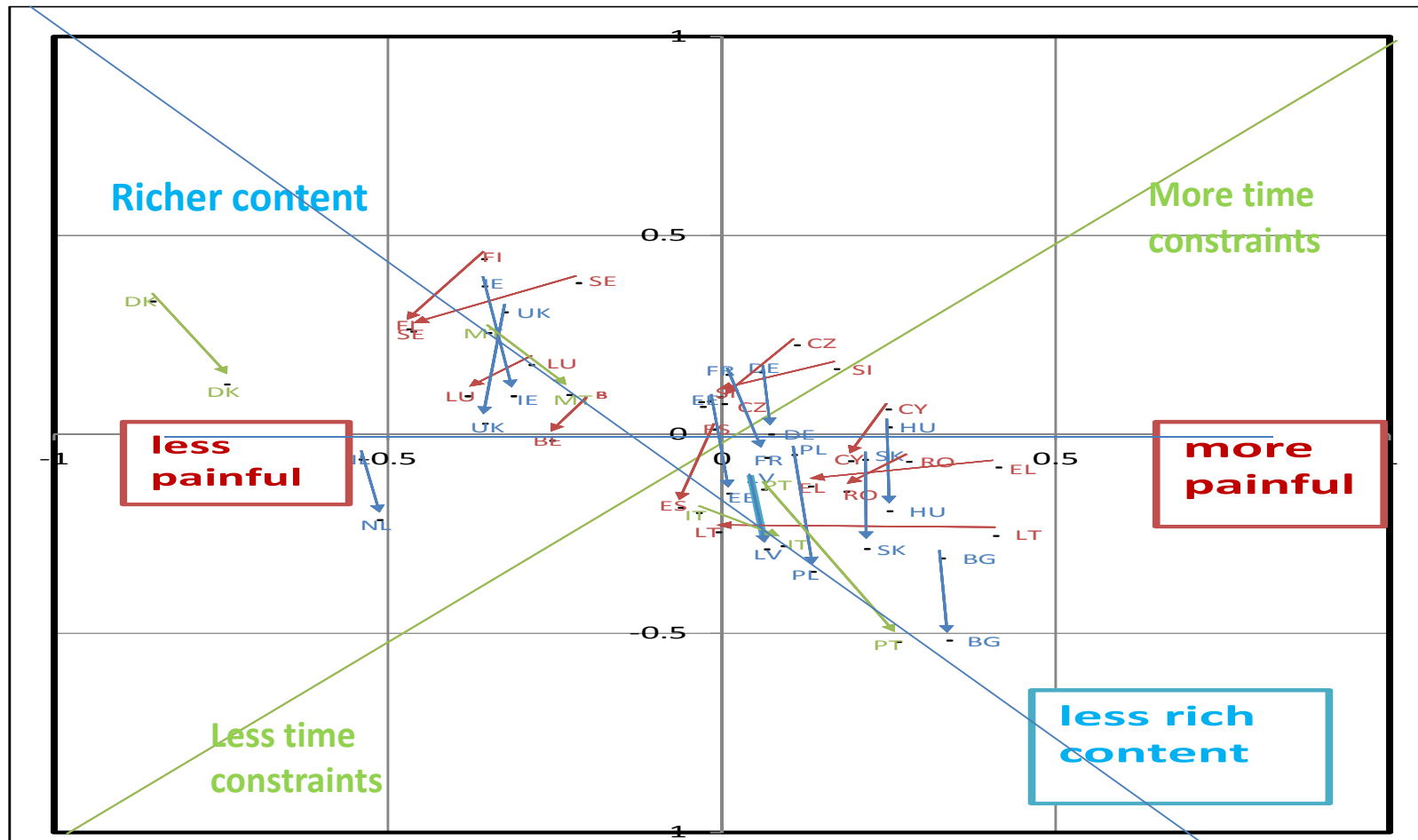
- Fixed term contracts are less frequent among older workers
- 40% of women and 10% of men work part time (55-59)
- 25% of 50+ have a seniority of less than 5 years
- Increase feeling of job insecurity
 - Starting at 45 for women
 - And 50 for men

WELL BEING

Well-being across the life stages



- Gender gap in well-being starts small in the early life stages, with increasing male advantage up to the point when children enter the household.
- Women's well-being remains lower than men's for the rest of the life stages, and the gap does not close even when the children have left home.
- Cross-country variation in gender gaps in well-being among working parents



- Gender effects vary across lifestages
- Gender effects vary across dimensions- women score higher on some , men on others but strong effects
- Gender effects vary by country- including life stage impacts
- Gender differences still matter and may widen in the future or narrow through levelling down of men's job quality- hence gender analyses even more important not less
- EWCS is an important survey for monitoring trends in working conditions and job quality.
- EWCS 2015 is on the field now. Watch out for new results in November 2015.

Gender equality, improvement of working conditions, progress in well being and economic growth are fundamental issues to address in order to meet the objective of Europe 2020. A number of important social justice choices are to be made.

Progress are not “natural” and require to be supported

Segregation

- Policies to promote desegregation in education and jobs, better valuation of female-dominated occupations/ sectors; more opportunities for vertical progression

Time

- Policies to avoid extremes of long or short working hours and to back up better balance between work and other activities with support for working parents

Job quality

- Policies to ensure that job creation at lower end of labour market takes into account working conditions and pay; policies to facilitate life stage changes without long term consequences for job quality; policies to open up prospects for women in particular and to address risks of poor working conditions for men

