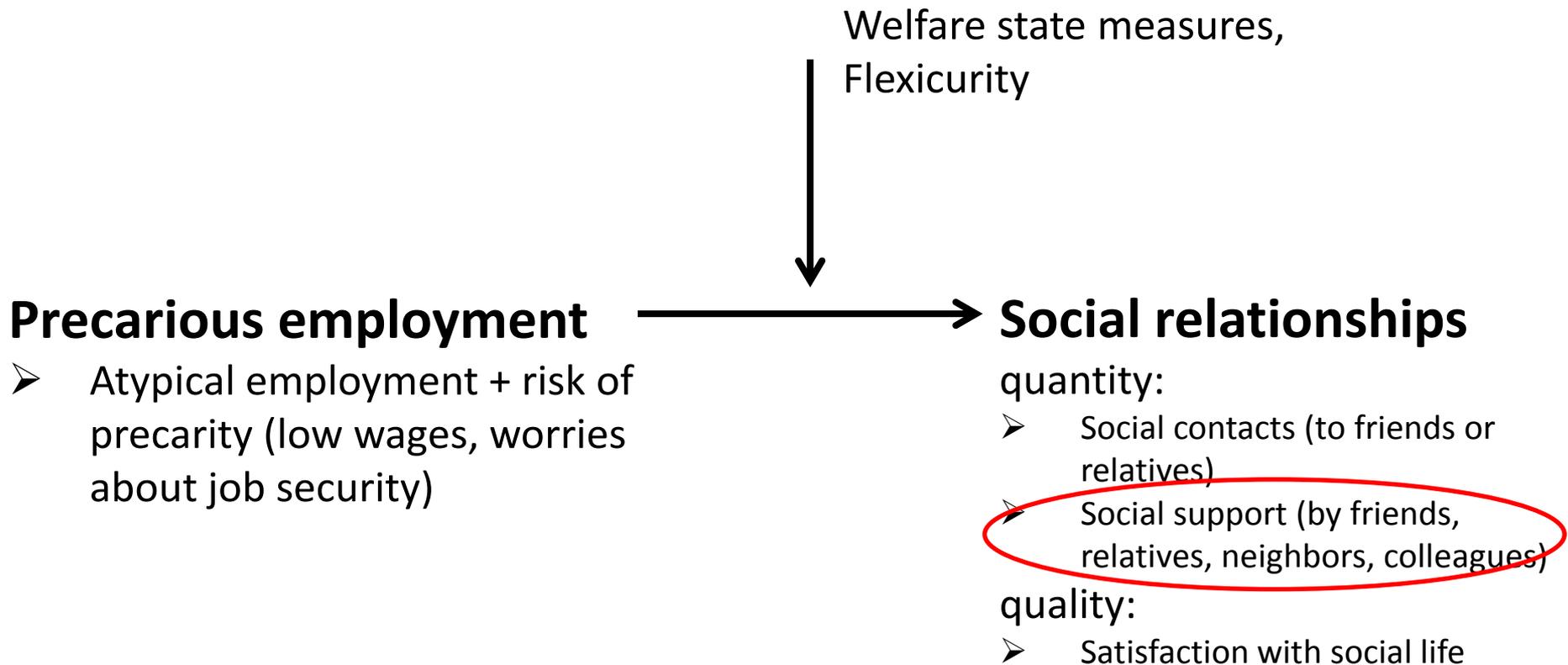


The Impact of State Measures on the Link between Precarious Employment and Social Relationships in Europe

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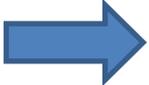
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- Changes on the labor market
- Changes in the welfare state

 private social resources become increasingly important

However there is the thesis of disintegration of precarious employment (Castel, Bourdieu, Sennett)



State of Research

- Lower integration of atypical employed individuals [Gundert & Hohendanner 2014; Diewald 2003], especially in non-generous welfare states [Paugam & Russel 2004]
- Access to informal support varies with income and level of education [Lüdicke & Diewald 2007; van der Meer et al. 2008]
- Informal support serves (especially in non-generous welfare states) as a compensation for a lack in economic security [Gallie & Paugam 2002; Lüdicke & Diewald 2007; Paugam & Russel 2004]
- Social support by the welfare state serves as compensation [van der Meer et al. 2008], as well as prerequisite for informal support [e.g. van Oorschoot & Arts 2005]

result: lack of systematical analysis of the link between precarious employment and informal support, particularly in regard to the impact of the welfare state



Theoretical Background

Two theoretical questions:

1. Why is there a link between employment patterns and informal social support and what is the form that it takes?
2. Why and to what extent can institutional frameworks affect this link?



Theory (Micro level)

Theory of inequality [Bourdieu 1983]

- Accumulation of social inequalities

→ cumulation

Theory of differentiation [Esser 1996]

- Focus on other sub-systems

→ compensation

Theory of recognition [Honneth 1992a, 2000; Voswinkel 2002]

- Loss of recognition weakens social ties
- Attempts to compensate loss of social recognition
by increasing emotional recognition

→ cumulation

→ compensation

→ Cumulative and compensatory effects



Theory (Macro level)

Possibilities of State Influence

- Constitutional state: all individuals have the same rights [Honneth 1992b]
 - Labor market and social policy: involvement of all individuals in the social security systems; facilitating the reintegration into the labor market after job loss [Lessenich 2013; Wimbauer 2012]
 - ↳ varies according to welfare state, especially in orientation to social security systems on standard employment
- measures taken by the state in regard to
- flexibility of the workforce
and
social protection of this flexible employment pattern
- ... lower the effects of precarious employment



Hypotheses

Micro level

– cumulation:

Compared to standard employment, there is a **negative** impact of precarious employment patterns on social support.

– compensation:

Compared to standard employment, there is a **positive** impact of precarious employment patterns on social support.

Link between micro level and macro level

A well-balanced mix of flexibility and security measures lowers this negative/positive effect.



Data and Methods

Data:

- European Quality of Life Survey (EQLS) 2012
- 27 European countries
- More than 30,000 individuals

Method:

- Multilevel analysis (two-step hierarchical modelling)

Variables (micro level):

- Dependent variable: social support (around the house, monetary, job search, advice in personal matters, personal interaction), scale 0 (no support) to 5 (support in all dimensions)
- Most important covariates: precarious vs. standard employment
- Control variables: age, sex, level of education, household context



Covariates: Flexicurity

Measure of flexibility, Index:

- Extern-numerical flexibility
- Intern-numerical flexibility
- Functional flexibility
- Wage flexibility

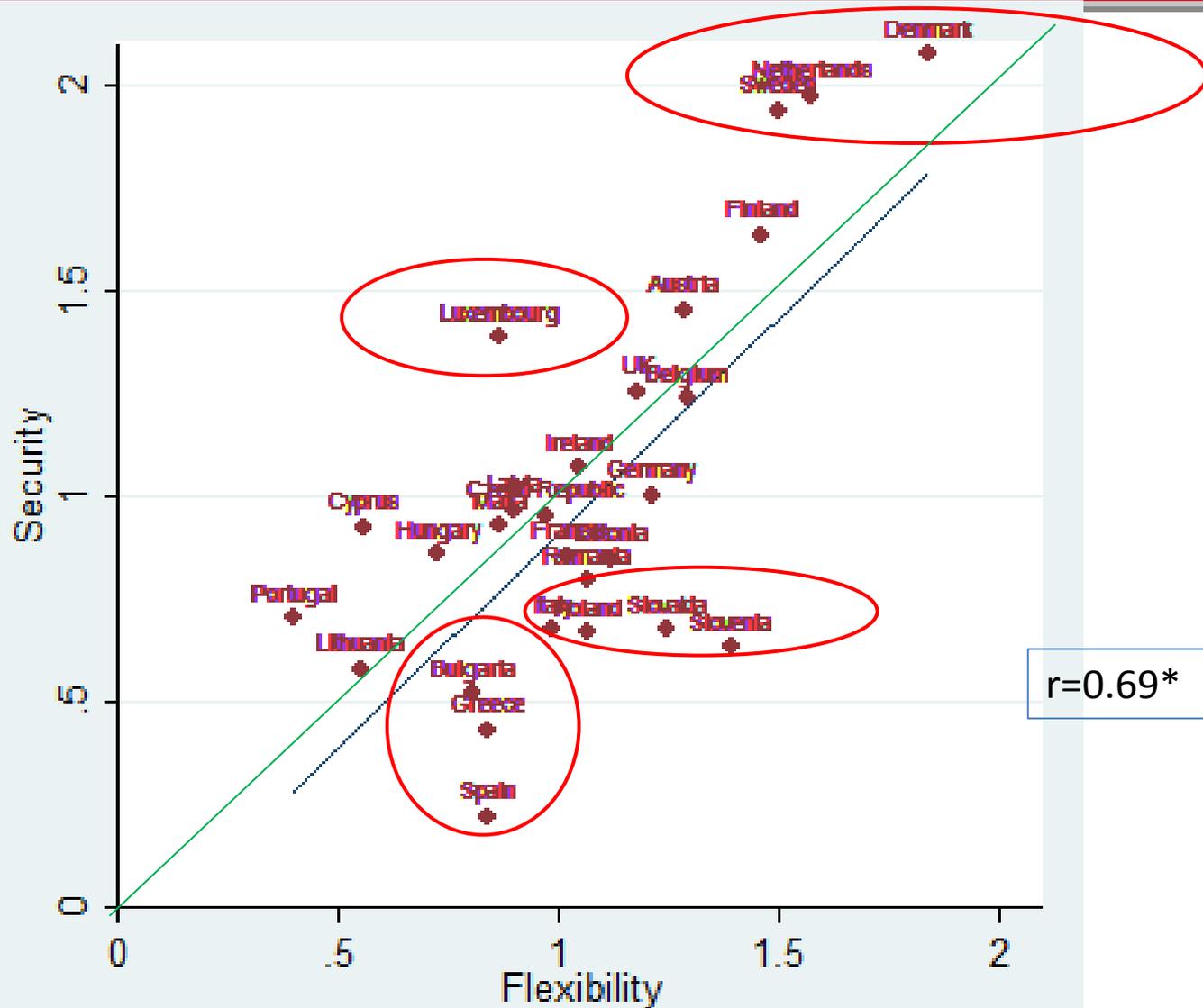
Measure of security, Index:

- Job security
- Employment security
- Wage security
- Combination security

[selection of indicators on the basis of the matrix of Wilthagen and Tros 2004]

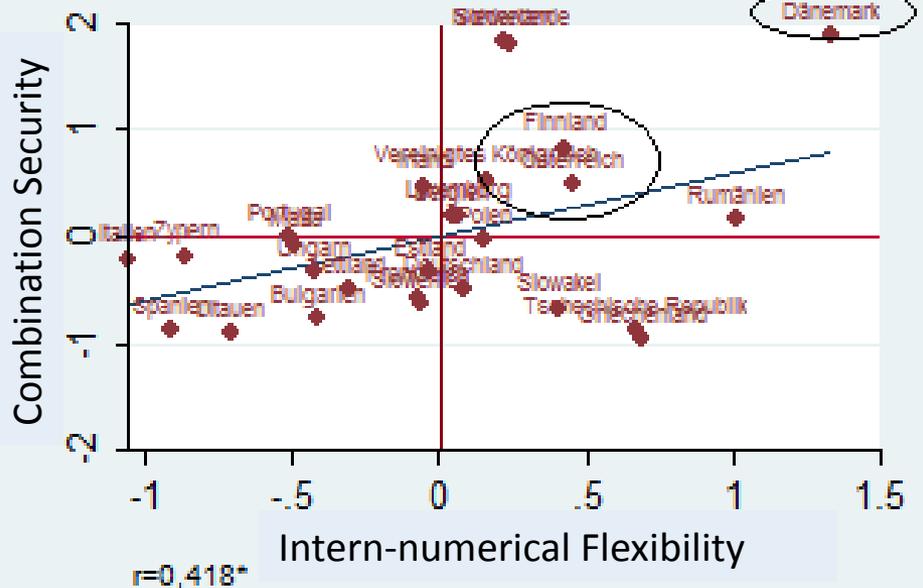
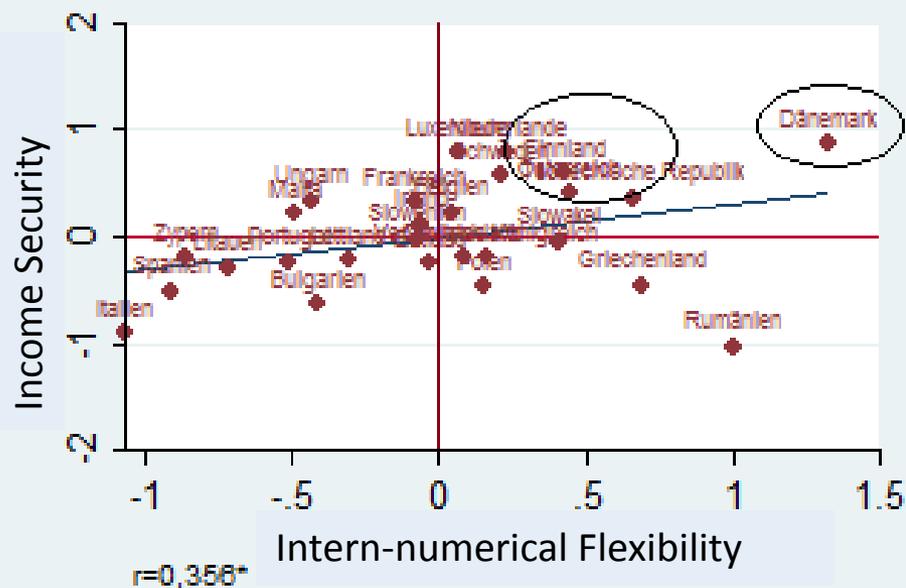
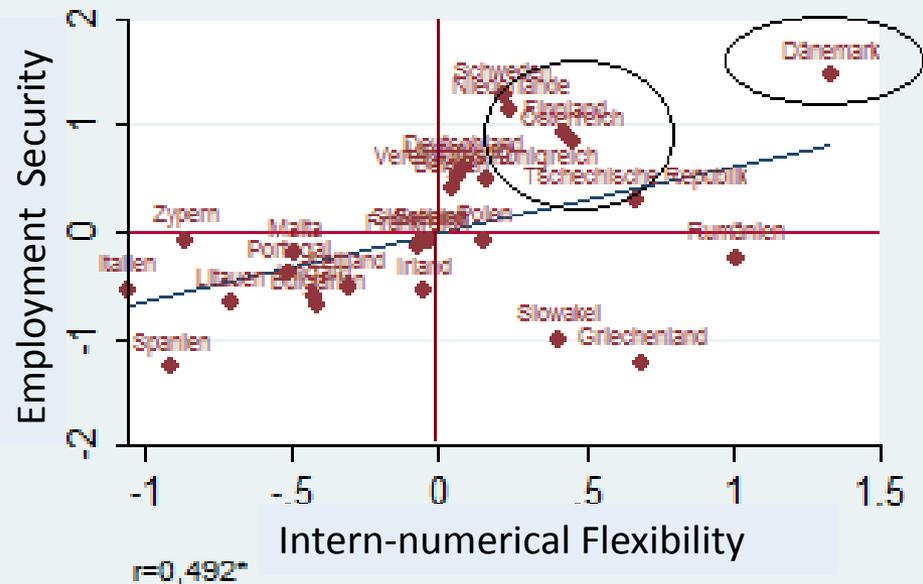
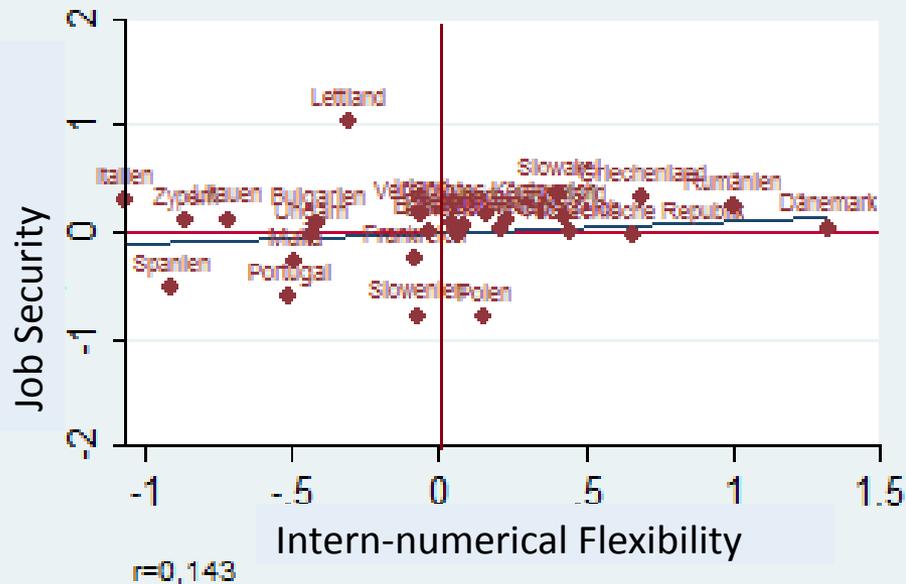


Security and Flexibility in the EU



Source: Eurostat, OECD, EWCS 2010, own calculations.

Flexicurity Strategies



Source: Eurostat, OECD, EWCS 2010, own calculations.



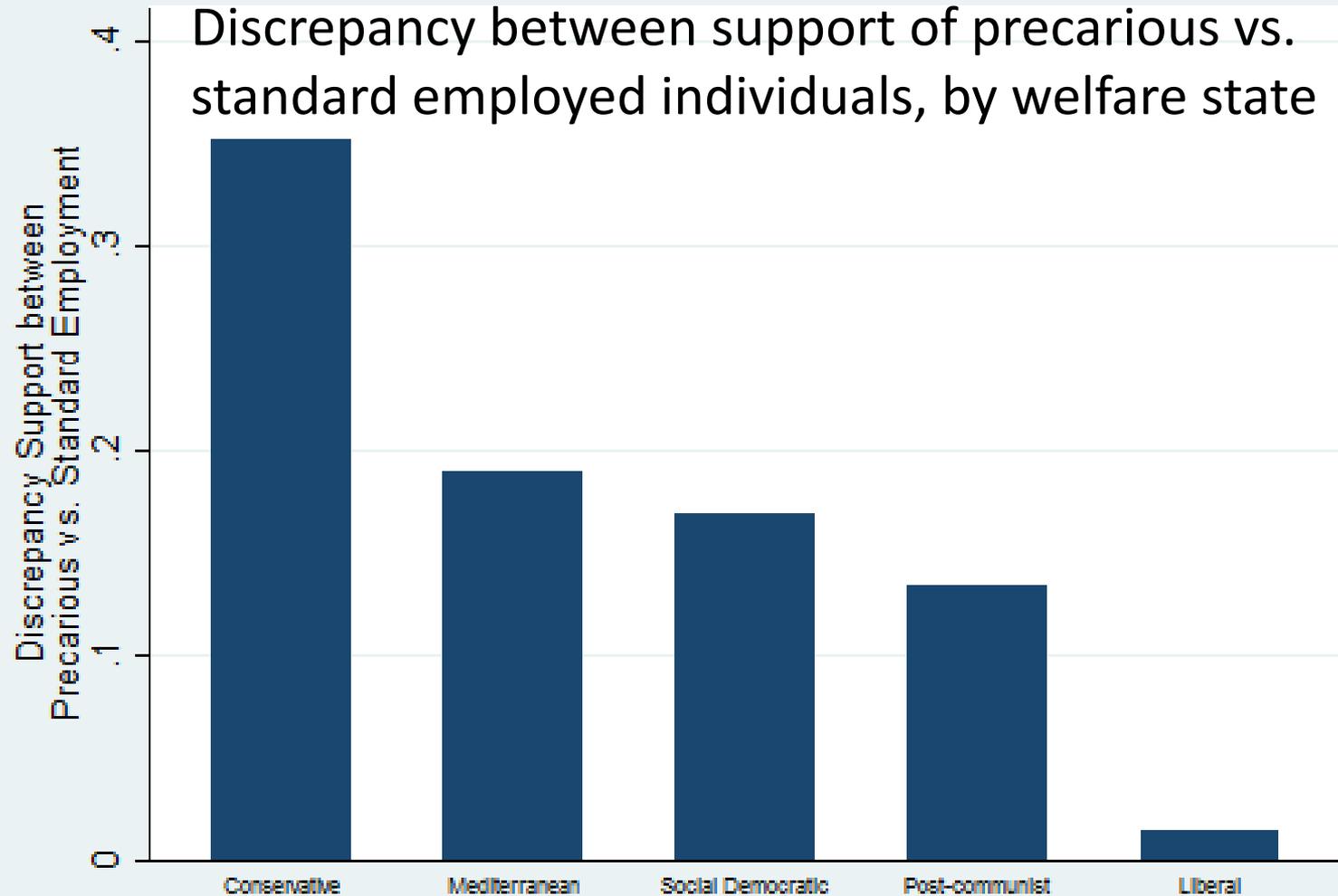
Descriptive Results I

Informal support in Europe, overall:

- Highest values in post communist and southern European countries
 - Lowest values in conservative and social democratic welfare states
- in less supportive welfare states, individuals are forced to access their own private social support to a greater extent

Informal support in Europe according to employment patterns:

- In all European countries, people in precarious employment patterns have less informal support than people in standard employment



Source: EQLS 2012, own calculations.

Multivariate Results



Source: EQLS 2012, Eurostat, OECD, EWCS 2010, own calculations. Controlled for age, sex, education, household context.



- Compared to standard employed individuals, people in precarious employment have less informal support in all European countries
 - Descriptive results: lowest discrepancy between employment patterns in welfare states with social security system that is not oriented to standard employment
 - Multivariate results: negative impact between precarious employment and informal support decreases if there is a well-balanced mix of flexibility and security
- to lower the risks of precarious employment, it has to go along with state measures of security and flexibility



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Appendix

Index of job security

Share of employees with job duration more than ten years

Share of employees with no fixed-term contract

Average subjective security of employment

Share of job losses (last year)

Self-assessment: work is possible when older than 60 years

Index of employment security

Share of people not long-term unemployed

Share of people not unemployed

Average confidence in finding a job after job loss

Share of people in part-time job by choice

Share of employees received paid training in the last twelve months

Expenditure on active labor market policy

Employment rate of elderly people (share of employees between 55 and 64 years)

Index of wage security

Share of employees not affected by poverty

Average replacement ratio (5 years after job loss)

Retirement pay in relation to last income before retiring

Social expenditure, in general

Share of non means-tested to means-tested social expenditure

Index of combination security

Working time regulation according to needs of employee

Work schedule allows attending to familial duties

Possibility to take a day off due to family concerns

Index of extern-numerical flexibility

Share of employees with a fixed-term contract

Employment protection legislation for standard employment (decreasing value)

Employment protection legislation for temporary employment (decreasing value)

Costs of firing (cancelation period, severance pay etc.)

Share of employees (in a short-term agency)

Index of intern-numerical flexibility

Rate of people without fix daily working hours

Rate of people without fix weekly working days

Average frequency of short-term changes of employment

Average frequency of long monthly working hours

Index of functional flexibility

Share of employees with rotating tasks between colleagues

Share of people who has to solve unforeseen problems on their own

Share of people who needs different skills for rotating tasks

Share of people whose tasks are not monotonous

Index of wage flexibility

Income inequality: Income quintile share ratio

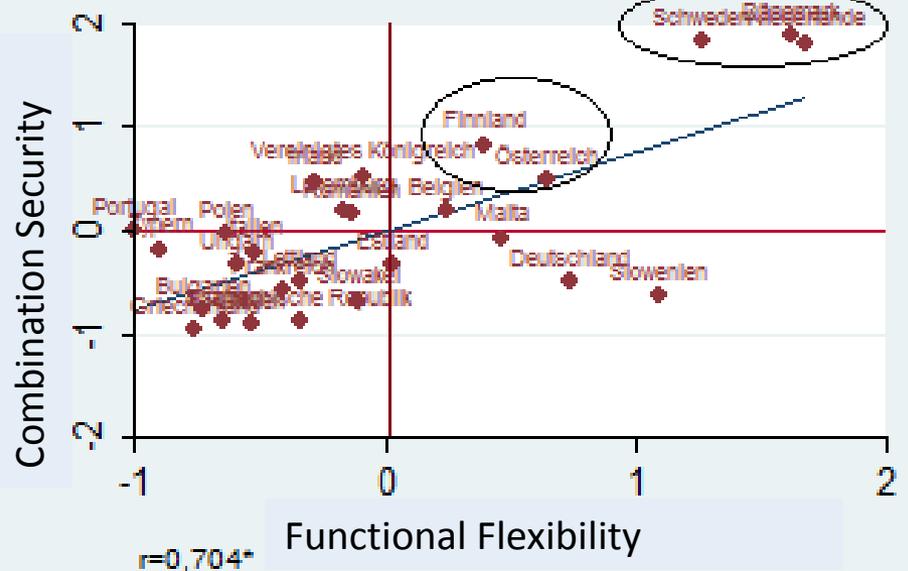
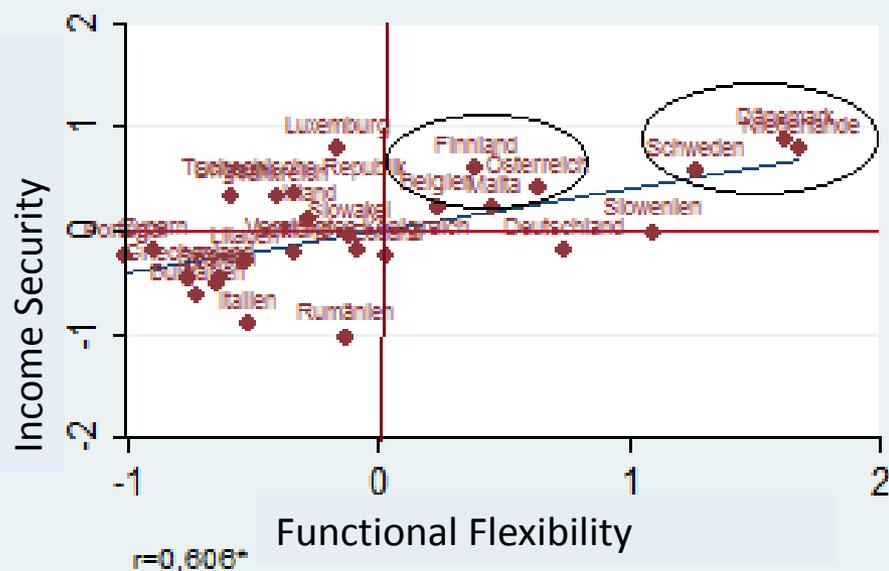
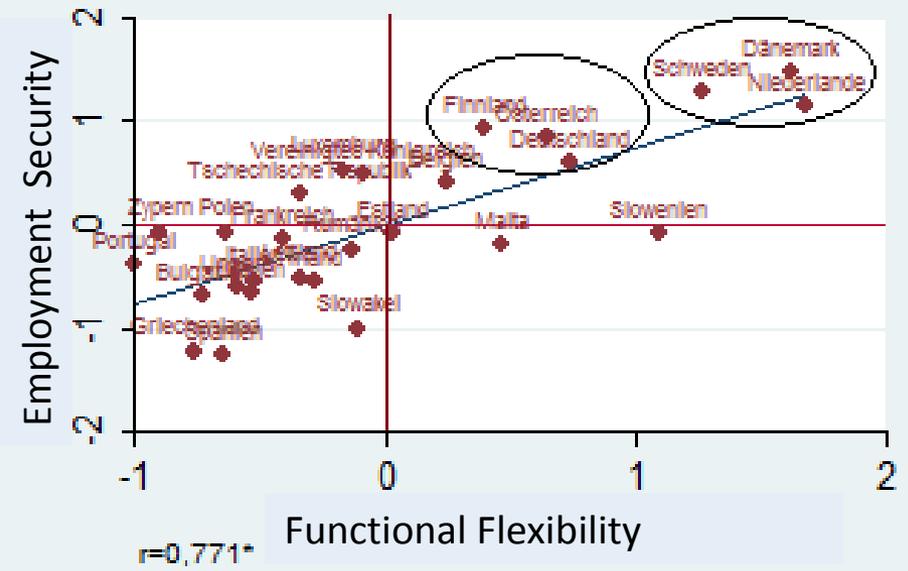
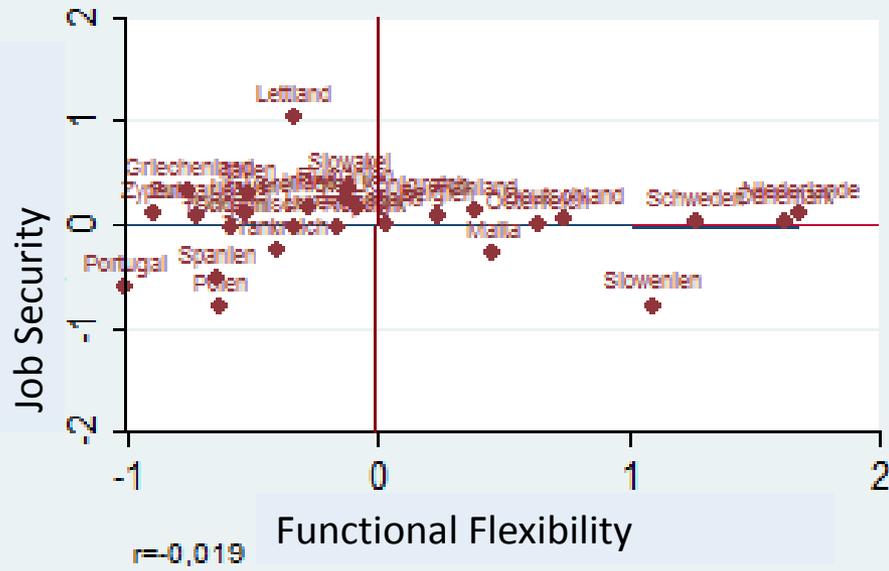
Share of employees with variable wages

Share of employees whose wage depend on their productivity

Share of employees who get different special payments

Share of employees whose wage depends on the company's success

Flexicurity Strategies



Flexicurity Strategies

