

Job quality profiles providing insight in working conditions

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Meeting of the Group of Experts on Quality of Employment

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Background

– Finnish Quality of Work Life Survey 2018

Continues time series 1977, 1984, 1990, 1997, 2003, 2008, 2013, 2018

- Conflicting results:
- Clear positive development in social relations, management, job satisfaction, employee-led working time flexibility, work engagement, equal treatment, family friendliness, appreciation of work...
- ...but record high increase in time pressure, coping problems at work, experienced risk of burn out...
- Long positive trend in development opportunities suddenly at halt, violence at work remains at a high level
- Digitalisation has cross-cutted work life

Questions raised

- Are working conditions developing towards a more positive or more negative direction, in general ...
- ... or is there polarisation going on?
- What factors are to be seen in the background of the development?
- If there is polarisation, is it necessary?

For better or worse? Polarisation or a more complex phenomenon?



Profilation of working conditions

- Based on the work of Eurofound (2015) on Job profiles - model
- Data: Finnish Quality of Work Life Survey 2018
- Factor analysis and two-step clustering analysis

Factor analysis

- Formation of 5 indices on the basis of selected variables in the FQWLS data
- Formed variables with values btw 0 and 1
- Some variables were given a higher weight in the index
- Internal consistency and reliability of the formed factors was tested and corrected with the help of factor analysis

Factors used in grouping analysis

– **Skills and Discretion**

Eg. possibilities for influencing different areas of work, for development and learning at work, appreciation gained by own professional skills

– **Social Environment**

Eg. relations with co-workers, satisfaction with supervisors, harassment, bullying, appreciation

– **Flexibility of Working Time**

Eg. Opportunities for influencing working time, flexibility, need for flexibility required by supervisors, tasks or clients

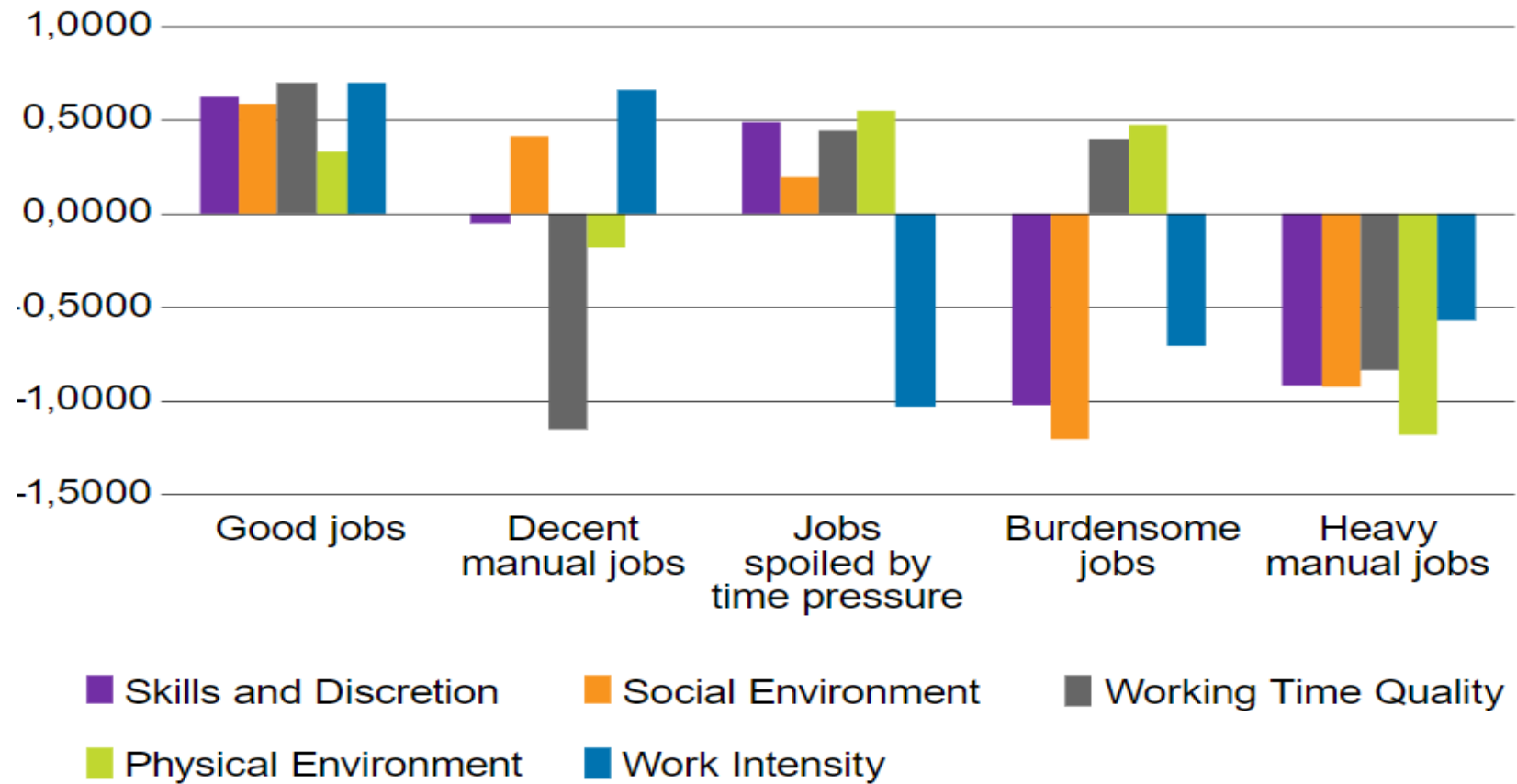
– **Physical Environment**

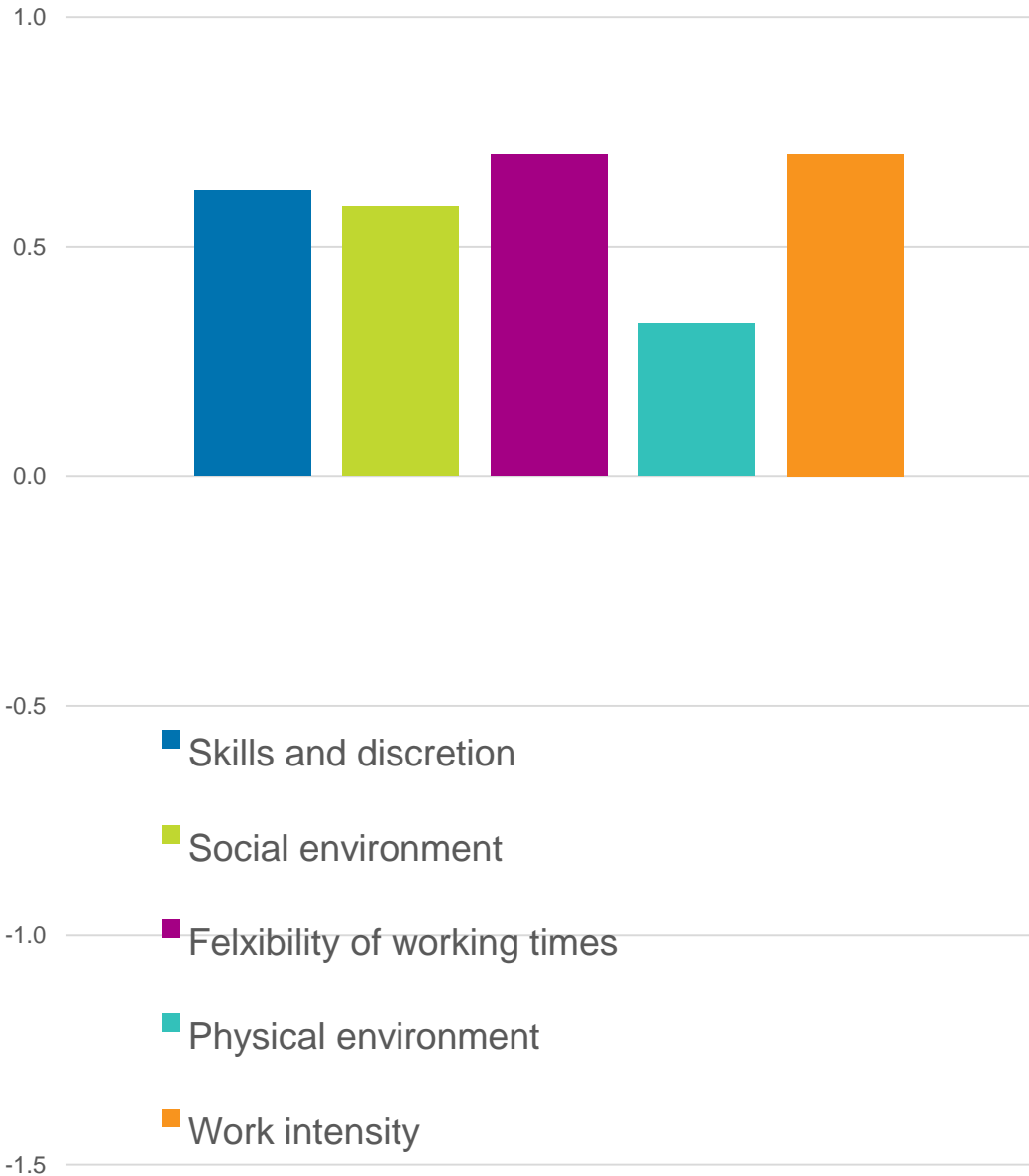
Eg. physical disadvantages in the work environment, perceived risks, experienced physical strain of work

– **Work intensity**

Eg. Aspects of time pressure, mental strain of work

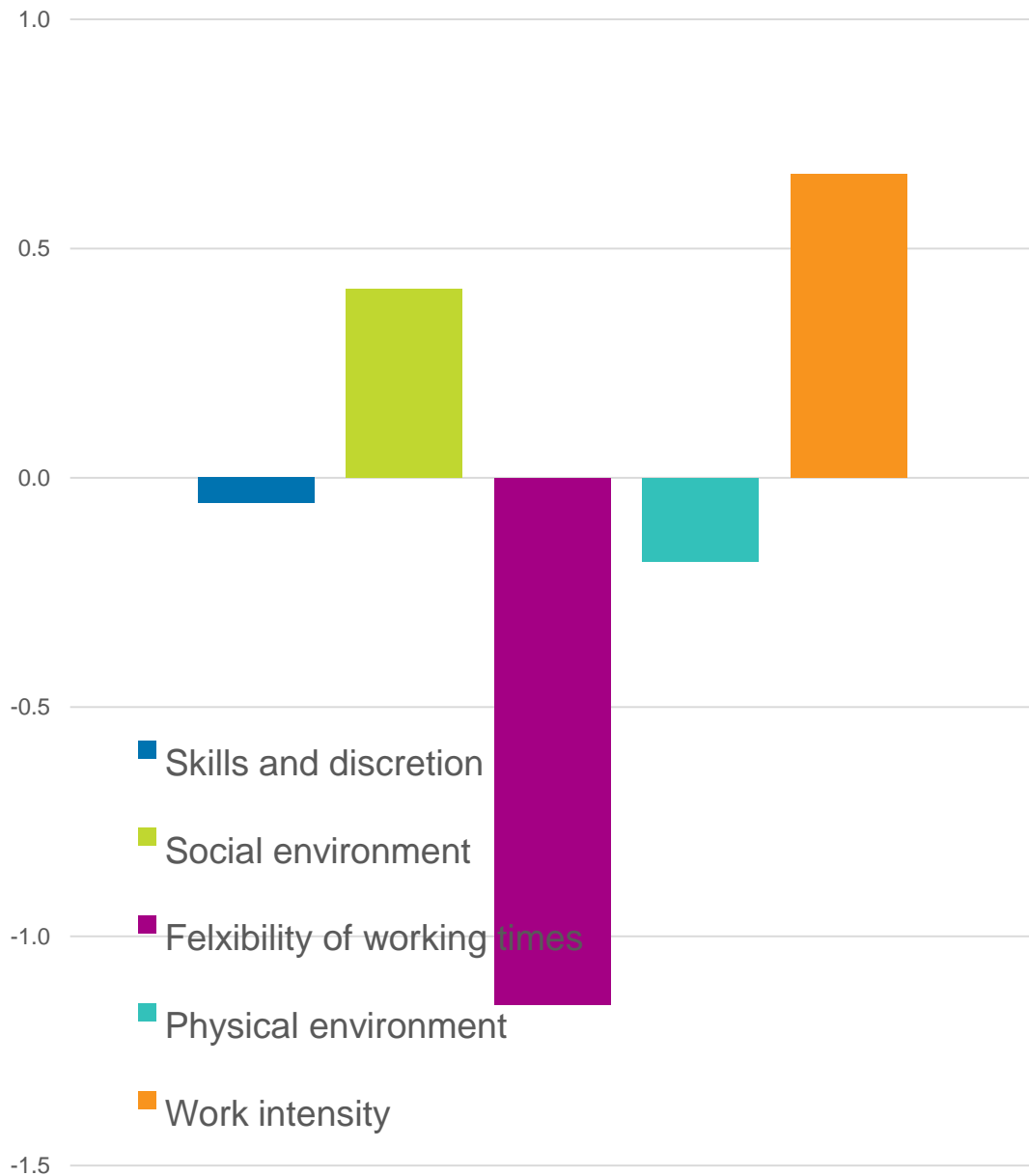
Five job quality profiles





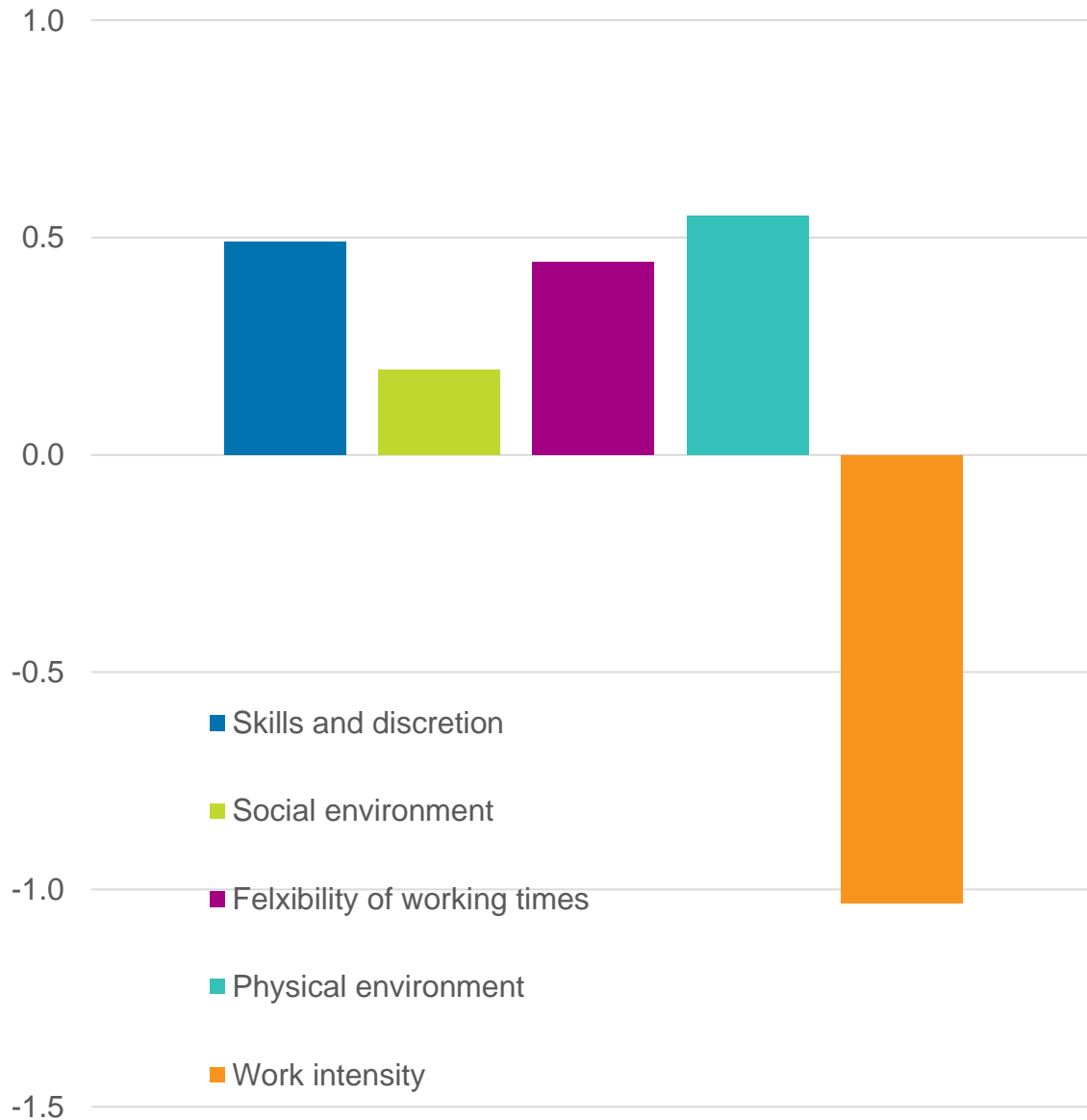
Good jobs

- All measured quality factors above the average
- Good opportunities for development and influencing work
- Social support, good atmosphere at work
- Flexibility in working times
- Not much physical or mental burdening, not too much time pressure
- Versatile structure by occupation, age or education
- Majority are men (60 %)



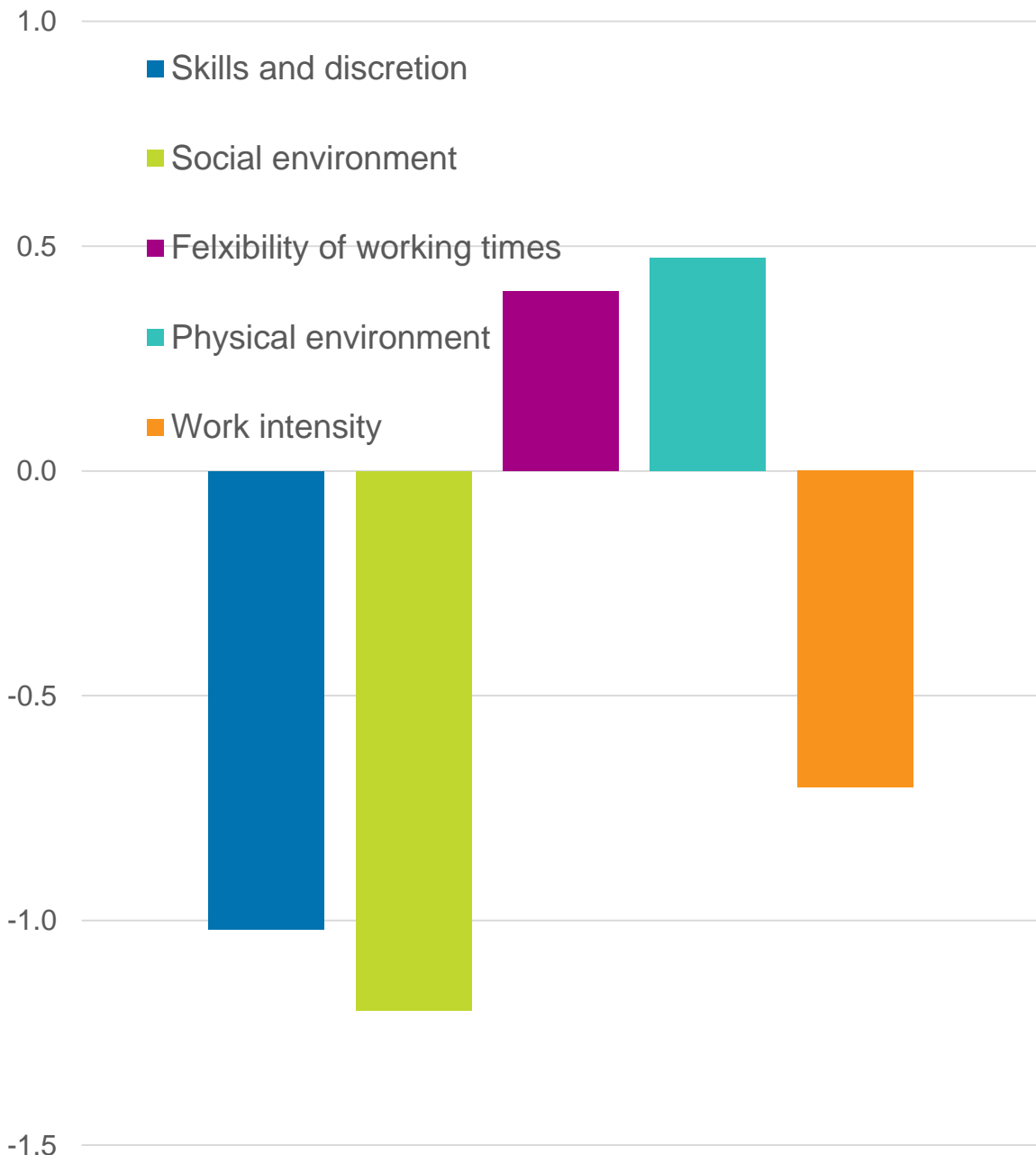
Decent physical jobs

- No working time flexibility
- Work often physically demanding
- Opportunities to develop and influence about the average
- Social support, good atmosphere at work
- Not too much time pressure or mental demands, work well organised
- Eg. process and transport workers, service and sales workers, and care workers, such as practical nurses
- Educational profile the lowest of all groups
- Gender structure even
- Younger and older ones emphasised in the age structure



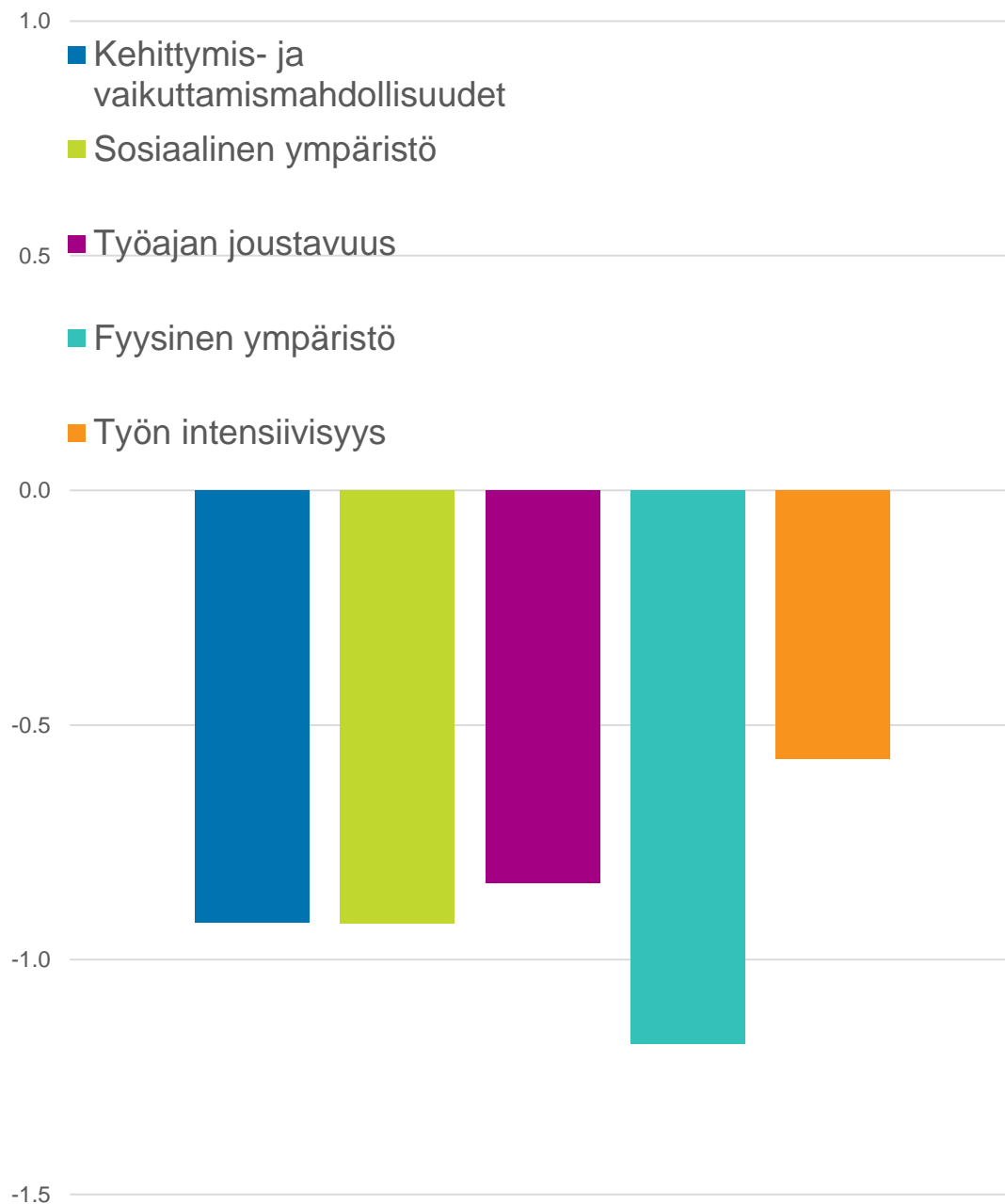
Jobs spoiled by time pressure

- Good opportunities to develop and influence own work, flexible working times, social relationships quite ok
- Time pressure and mental burden are high
- Eg. Managers, experts and professionals, teachers, social workers, software designers, It experts
- Educational profile the highest (72 % with tertiary degree)
- Slightly female-dominated (56 %)
- Those aged 35–44 yrs overpresented



Burdensome jobs

- Flexibility in working times
- Physical environment ok
- Not much opportunities to develop at work or influence own work
- A lot of conflicts, little social support
- Time pressure, mentally burdening
- Professionals and associate professionals, eg,. Social workers, teachers, software developers
- High educational profile (66 % with tertiary degree)
- Slightly female-dominated (57 %)
- Fewer younger and older ones than on average

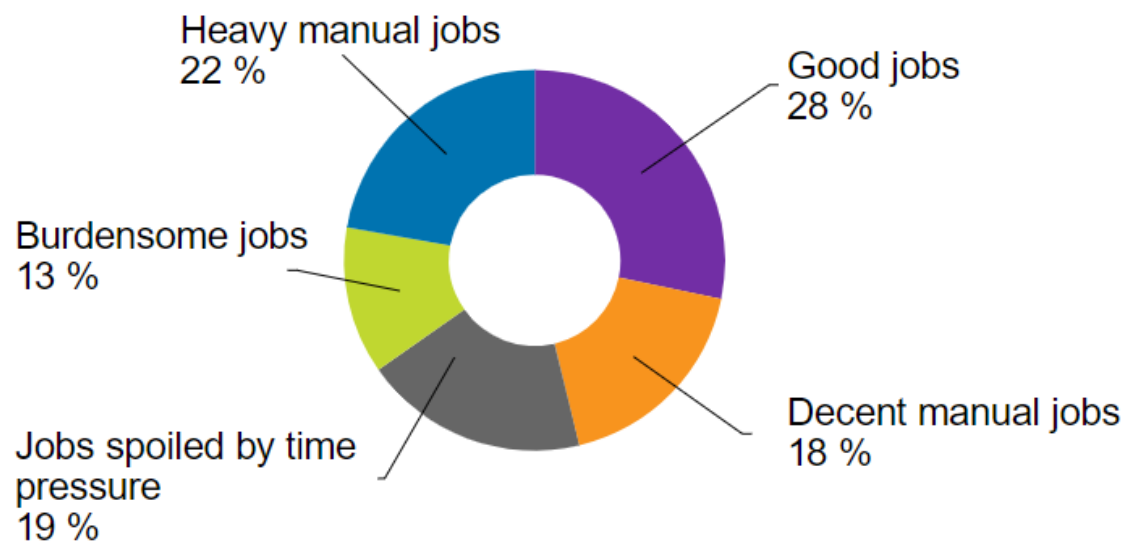


Heavy physical jobs

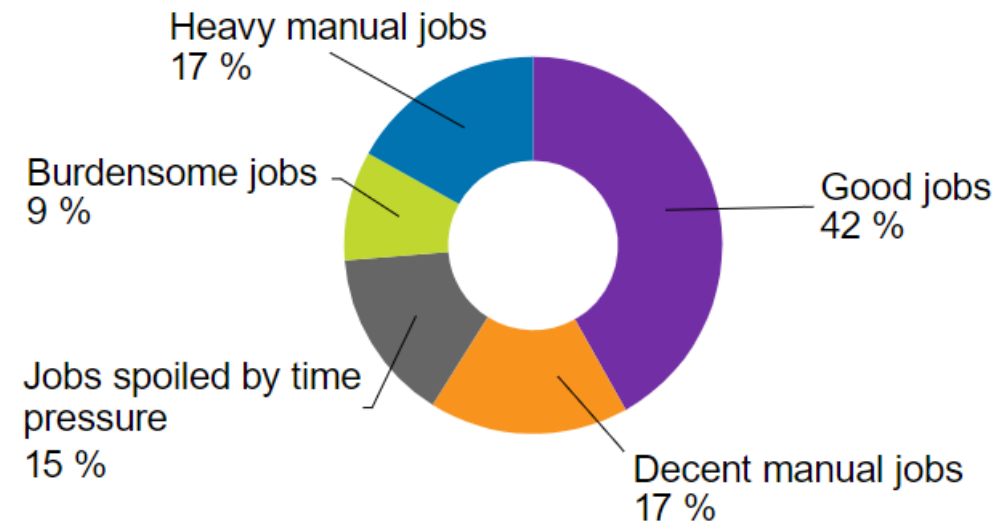
- All quality factors are negative
- Little opportunities to develop or influence own work
- Weak social support
- No flexibility in working times
- Mentally, but especially physically demanding work
- Time pressure
- Eg. Service and sales workers, care workers as well as process and transport workers
Upper secondary education overrepresented
- Slightly female-dominated (56 %), emphasis on local government sector
- All age groups

Job quality profiles by sex, FQWLS 2018

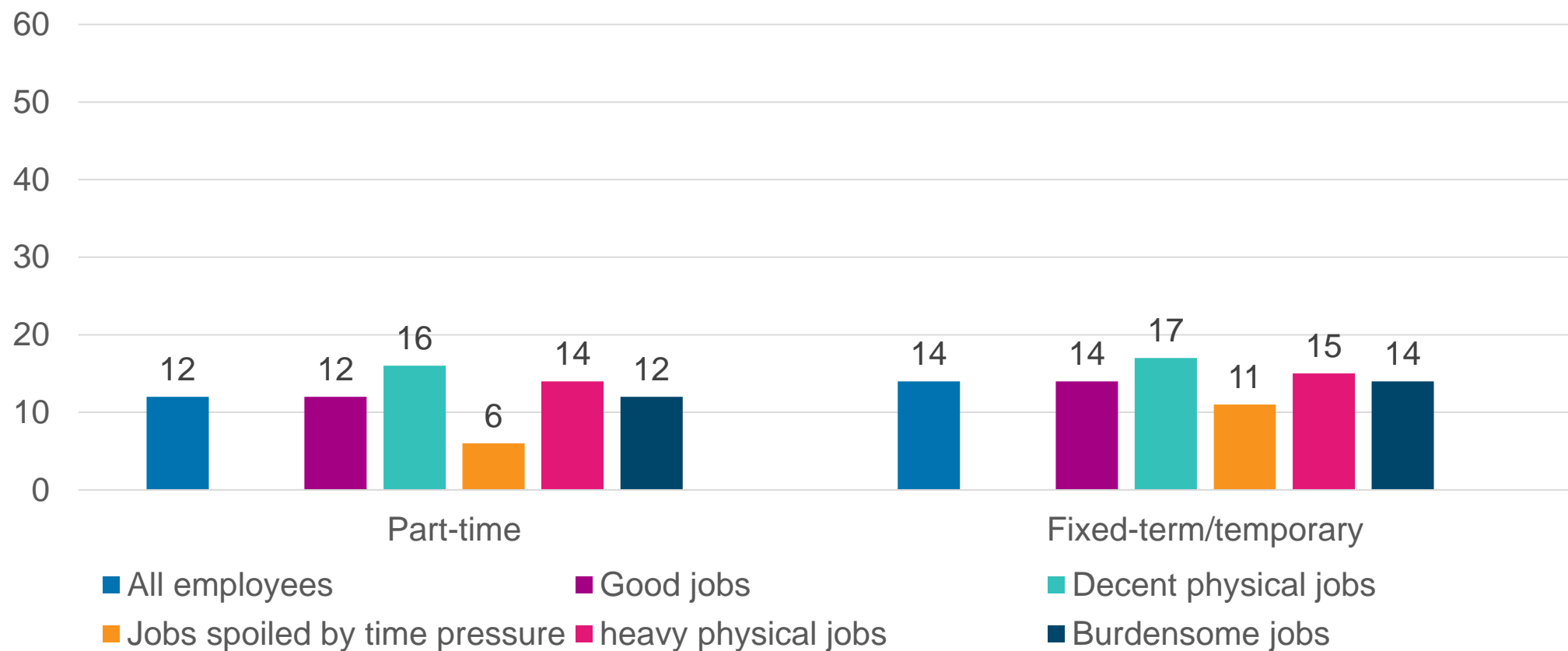
Women



Men



Share of part-time and temporary employment by job quality profiles, %, FQWLS 2018



Working conditions are the sum of their parts

- the combination is in a clear relation eg. to :

- job satisfaction
- work-life balance
- stress and coping at work
- commitment
- absences due to sickness

–...and the question is not only about an "attitude problem"

To sum up

- In Finland quality of work is internationally high; conscious work life development has been worth of it
- Still, polarisation is evident
- Gender gap in quality of work is clear
- Digitalisation of work affects all, but the consequences are different for different groups
- Strengths in some working conditions can compensate for shortcomings in other areas and vice versa
- Covid-19 crisis may strengthen the polarisation
- **Good or at least decent working conditions are possible in all kinds of work**

Employment quality profiles?



Possibility to do some similar exercise with the Framework indicators?

- 1 & 2) Safety and ethics at work, income and benefits from employment?
- 3) Working time and work-life?
- (4 & 5 Security of employment and social protection, social dialogue?)
- 6) Skills development and training
- 7) Employment-related relationships and work motivation

Possibility to do some similar exercise with the Framework indicators?

- More informative way compared to averages / one general index based on dimensions?
- Methodological feasibility? Not possible to have one model to fit for all?
- Not possible for comparison btw countries directly, but may be interesting for countries to compare sub-groups at country level => would also reveal the degree of polarisation within employed population in different countries
- Reveals the strengths, needs for improvement and the most problematic groups

Literature

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Thank you!