



Project no. 028408 (CIT5)
SPReW
Generational approach to the social patterns of relation to work

Specific Targeted Research Project
Priority 7: "Citizens and governance in a knowledge-based society"

Deliverable 4

Changing social patterns of relation to work

Overview and appraisal of quantitative surveys

Due date of deliverable: February 2008
Actual submission date: March 2008

Start date of project: 01/06/2006

Duration: 24 months

Lead contractor:
FTU

Final report

Project co-funded by the European Commission within the Sixth Framework Programme (2002-2006)		
Dissemination Level		
PU	Public	X
PP	Restricted to other programme participants (including the Commission Services)	
RE	Restricted to a group specified by the consortium (including the Commission Services)	
CO	Confidential, only for members of the consortium (including the Commission Services)	



Generational approach to the social patterns of relation to work

Changing social patterns of relations to work

Workpackage 4: Overview and appraisal of quantitative surveys

Edited by Patricia Vendramin (FTU)

Project no. 028408 (CIT5)

SPReW consortium

Fondation Travail-Université (FTU),

Work & technology research centre – Namur, Belgium

Rue de l' Arsenal, 5 – B-5000 Namur, phone +32-81-725122, fax +32-81-725128

Contact person: Patricia Vendramin (pvendramin@ftu-namur.org)

Coordinator

Centro de Investigação e de Intervenção Social (CIS), ISCTE – Lisbon, Portugal

Avenida das Forças Armadas – P-1649 Lisboa 026, phone +351-21-7903079

Scientific contact: Paula Castro (paula.castro@iscte.pt)

Fondazione Regionale Pietro Seveso (FRPS) – Milan, Italy

Viale Fulvio Testi, 42 – I-20099 Sesto San Giovanni (Mi), phone +39-02-24426251

Scientific contact: Anna Ponzellini (ponzmi@tin.it)

University of Bremen - Bremen, Germany

Institut Arbeit und Wirtschaft (IAW),

Parkhallee, 39 – D-28209 Bremen, phone +49-421-2183472

Scientific contact: Rainer Zoll (zoll@uni-bremen.de); Götz Richter (grichter@zeitpraxis.de)

Institute for Political Science of the Hungarian Academy of Sciences (MTA PTI) – Budapest, Hungary

PF 694/115 Budapest H-1399, Országház u. 30, 1014 Budapest, Hungary, phone +36-1-2246728

Scientific contact: Julia Vajda (h13073vaj@ella.hu)

Social Development Agency (SDA),

Agency of the European Trade Union Confederation – Brussels, Belgium

Boulevard du Roi Albert II, 5 – B- 1210 Brussels, phone +32-2-2240462

Scientific contact: Claudio Stanzani (cstanzani@etuc.org)

Direction de l'Animation de la Recherche, des Etudes et des Statistiques (DARES),

Ministère de l'emploi, du travail et de la cohésion sociale – Paris, France

Quai André Citroën, 39-43 – F-75015 Paris, phone +33-1-44382254

Scientific contact: Hélène Garner (helene.garner@dares.travail.gouv.fr)

Centre d'Etude de l'Emploi – Paris, France

Le Descartes 1, 29, promenade Michel Simon, F-93166 Noisy le Grand Cedex, phone +33-1-45926888

Scientific contact: Dominique Méda (Dominique.meda@mail.enpc.fr)

Website: <http://www.ftu-namur.org/sprew>

Copyright (2007) © Generational approach to the social patterns of relation to work - SPReW project

Project number: Project no. 028408 (CIT5)

All rights reserved. No part of the report may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording; and may not be quoted or cited, without prior permission in writing from the Project Co-ordinator.

The authors are solely responsible for the content of this report. It does not represent the opinion of the Community. The Community is not responsible for any use that might be made of data/information appearing therein.

Content

PRESENTATION OF SPREW.....	11
INTRODUCTION TO THE REPORT	13
PART 1:	
STATISTICAL INDICATORS CONCERNING THE SIX COUNTRIES.....	15
COMPARATIVE OVERVIEW OF STATISTICAL INDICATORS IN THE SIX COUNTRIES	17
<i>Introduction.....</i>	<i>17</i>
1. OVERVIEW OF RELEVANT DEMOGRAPHIC DATA	18
1.1 Age structure of the population.....	18
1.2 Population structure according to marital status	19
1.3 Activity rates by age group.....	21
1.4 Average age of exit from the labour force.....	21
2. OVERVIEW OF EMPLOYMENT DATA	22
2.1 Employment rate	22
2.2 Employment rates and education levels.....	25
2.3 Employment rates according to marital status and age.....	27
2.4 Background information: employment structure	28
3. OVERVIEW OF UNEMPLOYMENT DATA	29
3.1 Evolution of unemployment rates.....	29
3.2 Unemployment rates and education levels.....	30
4. OVERVIEW OF DATA CONCERNING FLEXIBLE WORKING.....	31
4.1 Temporary employment (fixed-term contracts).....	31
4.2 Part-time work.....	32
4.3 Atypical working time.....	34
PART 2:	
INVENTORY OF SURVEYS AT REGIONAL OR NATIONAL LEVEL.....	37
RELEVANT SURVEYS IN BELGIUM	39
1. SURVEY ABOUT SOCIAL COHESION IN THE WALLOON REGION	39
1.1 Description of the survey.....	39
1.2 Appraisal of the selected initiative	42
2. STUDEDIENST VAN DE VLAAMSE REGERING: SCV-SURVEY 2005 – WORK ORIENTATION III (ISSP)	43
2.1 Description of the survey.....	43
2.2 Appraisal of the selected initiative	47
3. DREAM: YOUTH AND THE PROFESSIONAL FUTURE	47
3.1 Description of the survey.....	47
3.2 Appraisal of the selected initiative	51

4. CAPA: “THE EVOLUTION OF THE PHYSICAL AND PHYSIOLOGICAL CAPABILITIES AT WORK REGARDING TO AGE”	51
4.1 Description of the survey.....	51
4.2 Appraisal of the selected initiative	54
5. TOR SURVEY “LIFE COURSE OF YOUNG ADULTS”	54
5.1 Description of the survey.....	54
5.2 Appraisal of this survey.....	60
6. SURVEY FTU/CSC: EMPLOYMENT CONDITIONS AND EXPECTATIONS OF WORKERS BELOW 30 IN THE FRENCH-SPEAKING PART OF BELGIUM	61
6.1 Structured description of the quantitative survey	61
6.2 Appraisal of this survey.....	64
RELEVANT SURVEYS IN FRANCE.....	65
1. EMPLOYMENT AND WORKING CONDITIONS (EMPLOI SALARIÉ ET CONDITIONS DE VIE) OF THE OBSERVATOIRE SOCIOLOGIQUE DU CHANGEMENT.....	65
1.1 Description of the survey.....	65
1.2 Appraisal of the selected initiative	66
2. WORK AND WAY OF LIFE (TRAVAIL ET MODES DE VIE).....	67
2.1 Description of the survey.....	67
2.1 Appraisal of the selected initiative	69
3. LIFE STORY – CONSTRUCTION OF THE IDENTITIES (HISTOIRE DE VIE – CONSTRUCTION DES IDENTITÉS)	71
3.1 Description of the survey.....	71
3.2 Appraisal of the selected initiative	74
4. THE SURVEY CHRONOPOST/IPSOS “WORK AT THE DIFFERENT AGES OF LIFE”	74
4.1 Description of the survey.....	74
4.2 Appraisal of the selected initiative	76
RELEVANT SURVEYS IN GERMANY	78
Introduction.....	78
1. SURVEYS ON YOUNG PEOPLE	78
1.1 15th Shell youth survey (2006).....	78
1.2 Brake, Anna (2003): Family - working time - leisure time: What counts? Life options of the quality of life in the ideas of young adults	82
2. SURVEYS ON MIDDLE-AGE PEOPLE	85
2.1 Federal Ministry for Family Affairs, Senior Citizens, Women and Youth: Seventh Family report (2006).....	85
3. SURVEYS ON OLDER PEOPLE.....	88
3.1 IHK Osnabrück-Emsland (2007): Generation Experience.....	88
3.2 Bertelsmann Stiftung (2006): Getting older – staying activ?!	90
4. GENERAL SURVEYS.....	93
4.1 Hans-Seidel Foundation (2005): Generations study	93
4.2 Scheller, Gita: Reunification as a push for individualisation?	97
5. SECONDARY ANALYSIS: GESIS: ALLBUS 2006 – WORK ORIENTATION III.....	100
5.1 Description of the survey.....	100

RELEVANT SURVEYS IN HUNGARY..... 106

<i>Introduction</i>	106
1 <i>TURNING POINTS OF THE LIFE COURSE (TPL)</i>	106
1.1 <i>Description of the survey</i>	106
1.2 <i>Appraisal of the selected initiative</i>	110
2. <i>LABOUR FORCE SURVEY (LFS)</i>	112
2.1 <i>Brief description of the survey: sampling and target groups</i>	112
2.2 <i>Appraisal of the selected initiative</i>	115
3. <i>INTERNATIONAL SOCIAL SURVEY PROGRAMME / FAMILY III” WAVE OF ISSP (2002)</i>	115
3.1 <i>Description of the survey</i>	115
4. <i>INTERNATIONAL SOCIAL SURVEY PROGRAMME / WORK ORIENTATION” WAVES ISSP</i>	118
4.1 <i>Description of the survey</i>	118
4.2 <i>Appraisal of the selected ISSP survey waves</i>	121

RELEVANT SURVEYS IN ITALY 125

<i>Introduction</i>	125
1. <i>CENSIS, 40TH REPORT ON COUNTRY SOCIAL SITUATION 2006</i>	125
1.1 <i>Description of the survey</i>	125
1.2 <i>Appraisal of the selected initiative</i>	127
2. <i>ISTAT, MANY-PURPOSE SURVEY ON FAMILIES, FAMILY AND SOCIAL PERSONS</i>	128
2.1 <i>Description of the survey</i>	128
2.2 <i>Appraisal of the selected initiative</i>	130
3. <i>ISFOL PLUS, LABOUR AND SOCIAL SECURITY ITALIAN OFFICE</i>	131
3.1 <i>Description of the survey</i>	131
3.2 <i>Appraisal of the selected initiative</i>	134
4. <i>ALMALAUREA SURVEY: THE GRADUATE PEOPLE EMPLOYMENT CONDITION 2006</i>	135
4.1 <i>Description of the survey</i>	135
4.2 <i>Appraisal of the selected initiative</i>	139
5. <i>IARD, SIXTH REPORT ON YOUNG PEOPLE CONDITION IN ITALY</i>	140
5.1 <i>Description of the survey</i>	140
5.2 <i>Appraisal of the selected initiative</i>	143
6. <i>ILFI SURVEY: UNEQUAL LIVES, INEQUALITIES AND LIFE COURSES IN CONTEMPORARY ITALY</i>	143
6.1 <i>Description of the survey</i>	143
6.2 <i>Appraisal of the selected initiative</i>	147
7. <i>LEFT DEMOCRATS SURVEY ON: THE CHANGING WORK. / IRES CGIL SURVEY ON: ITALY OF YOUNG PEOPLE AT WORK</i>	148
7.1 <i>Description of the surveys</i>	148
7.2 <i>Appraisal of the selected initiative</i>	153

RELEVANT SURVEYS IN PORTUGAL..... 154

<i>Introduction</i>	154
1. <i>LABOUR FORCE SURVEY</i>	154
2. <i>LISTS OF PERSONNEL</i>	157
2.1 <i>Worker’s mobility in the Portuguese economy</i>	158
2.2 <i>Regional survey – NUTS III – about the reduction of employment in companies/establishments</i>	160
2.3 <i>Evolution of rejuvenescence/ageing of the labour market</i>	163

2.4	<i>Pathways of Integration of Young Higher Education Graduates into the Labour Market.....</i>	165
2.5	<i>Middle-aged workers facing restructuring and Human Resources Management policies.....</i>	168
3.	OTHER RELEVANT STUDIES.....	170
3.1	<i>The Youth and the Labour Market: Characterisation, difficulties in the entry into the working life and the policies effectiveness.....</i>	170
5.	REFERENCES.....	174

PART 3:**INTERNATIONAL SURVEYS..... 175****THE INTERNATIONAL SOCIAL SURVEY PROGRAM (ISSP) 177**

1.	DESCRIPTION OF THE SURVEY.....	177
1.1	<i>Brief description of the survey.....</i>	177
1.2	<i>Type of initiator.....</i>	179
1.3	<i>Objectives, motivation.....</i>	179
1.4	<i>Main issues covered by the survey.....</i>	180
1.5	<i>Major results in connection with the topics of SPReW.....</i>	180
1.6	<i>Sources.....</i>	182
2.	APPRAISAL OF THE SELECTED INITIATIVE.....	183
3.	SPECIFIC ADDITIONAL ANALYSIS: SOME FIGURES.....	184

THE EUROPEAN SOCIAL SURVEY (ESS) 195

1.	DESCRIPTION OF THE SURVEY.....	195
1.1	<i>Brief description of the survey.....</i>	195
1.2	<i>Type of initiator.....</i>	196
1.3	<i>Objectives, motivation.....</i>	197
1.4	<i>Main issues covered by the survey.....</i>	197
1.6	<i>Major results in connection with the topics of SPReW.....</i>	197
1.6	<i>Sources.....</i>	198
2.	APPRAISAL OF THE SELECTED INITIATIVE.....	199
3.	SPECIFIC ADDITIONAL ANALYSIS: SOME FIGURES.....	202

THE EUROPEAN VALUES SURVEY (EVS)..... 205

1.	DESCRIPTION OF THE SURVEY.....	205
1.1	<i>Brief description of the survey.....</i>	205
1.2	<i>Type of initiator.....</i>	207
1.3	<i>Objectives, motivation.....</i>	207
1.4	<i>Main issues covered by the survey.....</i>	207
1.5	<i>Major results in connection with the topics of SPReW.....</i>	207
1.6	<i>Sources.....</i>	209
2.	APPRAISAL OF THE SELECTED INITIATIVE.....	209
3.	SPECIFIC ADDITIONAL ANALYSIS: SOME FIGURES.....	211

PART 4:	
TRANSVERSAL OVERVIEW	213
OVERVIEW OF THE SURVEYS RESULTS REGARDING THE	
SPREW ISSUES.....	215
<i>Introduction.....</i>	<i>215</i>
1. <i>CHARACTERISTICS OF THE SURVEYS INVENTORY.....</i>	<i>215</i>
2. <i>SELECTION OF RELEVANT RESULTS IN THE SURVEYS INVENTORY.....</i>	<i>217</i>
2.1 <i>The dominance of expressive orientations but without a significant</i>	
<i>role of age.....</i>	<i>217</i>
2.3 <i>Complexity of integration and dualisation.....</i>	<i>220</i>
2.4 <i>Relation between generations</i>	<i>224</i>
2.5 <i>Gender inequalities and gender roles</i>	<i>227</i>
2.6 <i>Trajectory and life course</i>	<i>229</i>
3. <i>GUIDELINES FOR FUTURE QUANTITATIVE APPROACHES.....</i>	<i>232</i>
3.1 <i>Summary appraisal of international survey schemes.....</i>	<i>232</i>
3.2 <i>Inputs from specific surveys relevant for the SPReW perspective</i>	<i>234</i>
3.3 <i>Suggestion of topics for future quantitative researches.....</i>	<i>238</i>

Presentation of Sprew

The SPReW project focuses on the factors leading to solidarity or tensions in intergenerational relations, in the area of work. Recent researches raised the hypothesis that the younger generation has different attitudes, forms of participation, expectations and engagement in work than the older generations. The pessimistic view concludes to an increased individualism, but this assumption is not founded on robust research. The project will provide a better understanding of the evolving relation that generations have to work. Such changes have important consequences on intergenerational relations at the workplace, on solidarity between generations, and on the relevance of specific work and employment policies as well as on other public policies. The relation to work can be analysed through different angles: value given to work, expectations associated to work, vision of the future, relation to precariousness or mobility, more generally the construction of an identity through work and the linking with other key values. A link is also established between the relation to work and other correlated issues: family formation and lifestyles, intergenerational relations in society, social inclusion or exclusion. The gender dimension and the position of migrants are constitutive and transversal aspects of all research tasks. The project also analyses age policies related to work and employment and identifies good practices. The research methodology combines qualitative, quantitative, comparative and participatory approaches. The key objectives are to draw out social patterns of relation to work for different generations, including the gender dimension; to study articulations with other societal fields (family formation and lifestyles, intergenerational relations, social cohesion); to develop awareness of public authorities and social actors on the generational dimensions in the relation to work and employment; to draw out guidelines for youth policies and ageing policies in this area.

The report

This report is the fourth deliverable of the SPReW project. It is produced in the framework of the workpackage 4. It consists of an overview of relevant quantitative surveys conducted at the national or regional level in all the countries included in the partnership. It also gives an overview of quantitative survey schemes conducted at the European and international levels. It provides a transversal overview of all the surveys inventoried and points out interesting conclusions regarding the SPReW issues. In addition, this report gathers some quantitative data about each country that support a good understanding of the results of the quantitative and qualitative workpackages.

The authors

Patricia Vendramin (ed)

The national contributions have been written by the following authors:

Belgium: John Cultiaux, Lotte Damhuis, Gérard Valenduc, Patricia Vendramin

France: Lucie Davoine, Béatrice Delay, Dominique Méda

Germany: Saka Belit, Götz Richter, Elisabeth Zoll-Grubert

Hungary: Katalin Füleki, Orsolya Polyacsó, Júlia Vajda

Italy: Maria Teresa Franco, Anna M. Ponzellini

Portugal: Ana Passos, Sandra Carvalho

International surveys: Lucie Davoine, Béatrice Delay, Dominique Méda

Introduction to the report

The quantitative approach (workpackage 4) was designed in order to map the existing relevant surveys at national, European or international level (European Value Survey, European Social Survey, International Social Survey Programme) that give additional information on the specific issues addressed in SPReW. The objectives of the quantitative approach were to assess the existing statistical sources on these issues in the different countries covered by the consortium and to give guidelines for future surveys on this issue at the European level. It was also to carry out secondary analysis of data when it was possible and relevant.

A common structure supports the national inventories; it includes both description and evaluation. It includes a *structured description* and an *appraisal* according to the SPReW objectives:

- Structured description of the quantitative survey: brief description of the selected survey; type of initiator; objectives / motivation; target groups; main issues covered by the survey; summary of results; sources.
- Appraisal of the selected initiative: complementarities with other survey schemes; originality of results; uses of the results (by whom, for which purposes, at which level); identification of specific questions that seem “innovative” regarding the SPReW concerns.

The purpose was not to be exhaustive but to point out interesting initiatives at the level of each country.

The report is divided into four parts:

- The first part provides comparative quantitative data for each country included in the consortium. It supports a comparative understanding of the results of the quantitative and qualitative approaches.
- The second part gathers the national inventories of quantitative surveys according to a common structure described above (comprehensive description and appraisal of selected initiatives).
- The third part proposes a similar overview at the international level, including some additional data analysis. Concretely, three survey schemes are analysed: the international social survey programme (ISSP); the European values survey (EVS); the European social survey (ESS).
- The fourth part gives a transversal overview of the whole inventory, pointing out interesting input regarding the issues covered by SPReW and looking at articulations with the results of the qualitative approach. It also gives some guidelines for future research at the European level.

**Part 1: Statistical indicators concerning
the six countries**

Comparative overview of statistical indicators in the six countries

Gérard Valenduc

Fondation Travail-Université, Namur

Introduction

The purpose of this first part of the report is to draw an overview of existing statistical data on generations at work, in the six countries of the SPReW partnership: Belgium, Germany, France, Italy, Hungary and Portugal. In order to get comparable data sets, the European Labour Force Survey (LFS) is the main source of this overview¹. Several goals are pursued by this data collection:

- Contextual information: basic data are selected and commented here in order to provide a first description of the employment context and generational context in each country.
- Comparative information: all data tables provide a systematic comparison between the six participating countries, and for the same age groups in all countries.
- Longitudinal information: basic employment and generational data were collected for 2006 (last fully available LFS data sets), 2001, 1996 and (when compatible) 1991. Some general trends can be described for every country and compared between countries.

The main topics covered by this overview are:

- Population: age structure and family structure; activity rate according to age categories and gender.
- Employment: employment rates according to age groups, gender, education level, economic sector, marital status
- Unemployment: unemployment rates according to age groups, gender, education level, marital status
- Work: ratios of part-time work and temporary work, ratios of atypical work schedules.

More in-depth analysis of a wider set of European statistical indicators is presented in the third part of the report, devoted to presentation and discussion of relevant European surveys, notably the European Social Survey (ESS) and the European Value Survey (EVS).

1. LFS data were obtained and retrieved from the EUROSTAT web site. Last consultation: 12/03/2008.

1. Overview of relevant demographic data

1.1 Age structure of the population

The age structure of the population in age of activity (i.e. from 15 to 65 years) is not fully homogeneous, but rather similar in the six countries: in 2006, the weight of the age group 15-24 in the whole population ranges from 10.3% in Italy to 13.0% in France; the weight of the age group 25-44, from 27.4% in France to 30.5% in Italy; and the weight of the age group 45-64, from 24.7% in Portugal to 27.0% in Hungary (Table I-1).

The evolution over the last fifteen years (1991-2006) of the respective weight of those three age groups within the whole population is rather significant. The share of the age group 15-24 decreased in all countries and lost about 2%, but much more in Italy (from 15.0% to 10.3%). The share of the age group 25-44 decreased in Belgium, Germany and France, but increased in Italy, Hungary and Portugal. The share of the age group 45-64 increased in all countries, the most in Belgium, France and Hungary, the least in Germany.

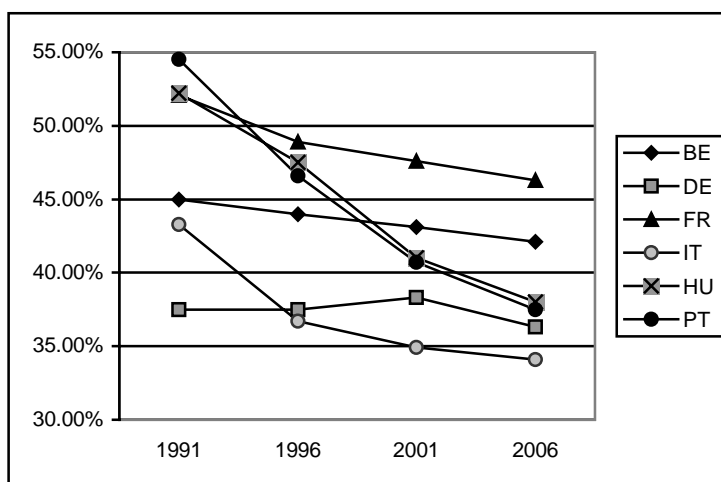
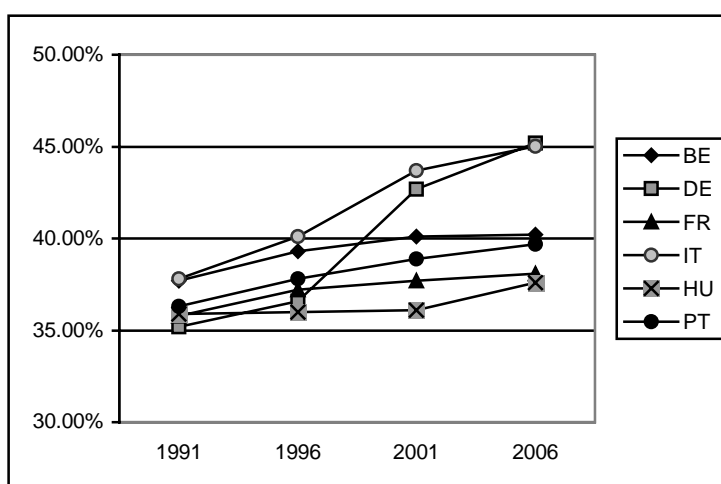
Table I-1: Share of different age groups of the active age population (15-64) in the whole population

		BE	DE	FR	IT	HU	PT
Age group 15-24	2006	12.1%	11.8%	13.0%	10.3%	12.9%	12.2%
	2001	12.1%	11.3%	13.1%	11.5%	14.5%	14.3%
	1996	12.7%	11.2%	13.8%	13.7%	15.6%	15.9%
	1991	13.8%	13.4%	15.0%	15.6%	14.6%	16.3%
Age group 25-44	2006	28.1%	28.8%	27.4%	30.5%	28.9%	30.4%
	2001	29.5%	30.7%	28.7%	30.7%	27.5%	29.7%
	1996	30.3%	31.9%	29.5%	29.8%	27.9%	28.5%
	1991	30.5%	30.0%	30.3%	28.8%	28.4%	27.5%
Age group 45-64	2006	25.5%	26.1%	24.8%	25.3%	27.0%	24.7%
	2001	24.0%	25.9%	23.3%	25.1%	26.2%	23.7%
	1996	23.1%	25.1%	22.0%	24.9%	24.1%	23.0%
	1991	22.5%	25.4%	20.5%	24.2%	23.6%	22.5%

Source: LFS EUROSTAT, 2008

In order to assess the degree of dependency of the youth (under 20 years) or the elderly (over 60 years) towards the population between 20 and 60 years, statisticians calculate a youth dependency ratio and an elderly dependency ratio², of which the evolution from 1991 to 2006 is described in figures I-2 and I-3. The youth dependency ratio is decreasing in all countries, while the elderly dependency ratio is increasing in all countries.

2. The youth dependency ratio is defined as the ratio between the population aged 0-19 and the population aged 20-59. The elderly dependency ratio is defined as the ratio between the population over 60 and the population aged 20-59.

Figure I-2: Evolution of the youth dependency ratio (LFS)**Figure I-3: Evolution of the elderly dependency ratio (LFS)**

Such dependency ratios are purely demographic. They do not account for any consideration about intergenerational solidarity in the various systems of welfare and social security. However, their evolution might be an explicative factor of policy priorities for youth and/or elderly in the different countries.

1.2 Population structure according to marital status

The next data set concerns the distribution of four marital status (single, married, widow, divorced) within three age groups: 15-24, 25-49 and 50-59, for the year 2006. Table I-4 shows, for men and women in each age group, the proportion of each marital status (except widow and divorced in the 15-24 group). Data that are significantly divergent in some countries are marked grey.

Table I-4: distribution of marital status of men and women, by age group (2006)

	Gender	Status	BE	DE	FR	IT	HU	PT
Age group 15-24	Men	Single	98.2%	98.3%	98.8%	99.2%	98.6%	95.1%
		Married	1.8%	1.7%	1.0%	0.7%	1.3%	4.8%
	Women	Single	94.5%	93.5%	95.7%	95.2%	94.7%	88.0%
		Married	5.3%	6.1%	4.0%	4.7%	5.0%	11.6%
Age group 25-49	Men	Single	36.5%	40.5%	45.3%	39.3%	37.9%	28.4%
		Married	54.8%	52.5%	48.6%	56.6%	54.9%	68.4%
		Divorced	8.4%	6.7%	5.8%	3.8%	6.6%	3.0%
		Widow	0.3%	0.3%	0.3%	0.3%	0.5%	0.2%
	Women	Single	26.7%	27.6%	36.4%	26.6%	23.9%	18.0%
		Married	60.4%	61.6%	53.7%	66.5%	62.6%	74.9%
		Divorced	11.5%	9.6%	8.9%	5.4%	11.5%	5.3%
		Widow	1.3%	1.2%	1.0%	1.4%	2.1%	1.7%
Age group 50-59	Men	Single	7.5%	10.6%	12.4%	8.7%	7.2%	5.2%
		Married	76.9%	76.9%	72.6%	83.7%	77.5%	90.1%
		Divorced	13.7%	11.0%	13.2%	5.6%	12.1%	3.1%
		Widow	1.8%	1.5%	1.7%	1.9%	3.2%	1.6%
	Women	Single	5.3%	6.3%	11.3%	6.4%	3.4%	4.7%
		Married	72.1%	74.6%	66.7%	78.1%	66.4%	81.5%
		Divorced	16.1%	12.3%	15.9%	6.6%	16.7%	6.0%
		Widow	6.5%	6.8%	6.0%	8.9%	13.5%	7.9%

Source: LFS EUROSTAT 2006, calculations FTU

Belgium, Germany and Hungary have rather similar population structures as regards marital status, except two singularities in the age group 50-59³: a high rate of widow women in Hungary, a high rate of single men in Germany. Italy and Portugal have a very low rate of divorces, due to institutional reasons; the marriage rate is much higher in Portugal than elsewhere in all generations. France is characterised by a much higher proportion of single men and women in both age groups 25-49 and 50-59; the question whether it indicates a preference for living alone or for “informal” cohabitation (not registered as legal cohabitation) cannot be answered from the data sets.

3. In most of the tables, the upper limit of the older age range is chosen when possible at 59 (instead of 64 in many statistical overviews), because the average exit age from the labour force is about 60 in all participating countries, except Portugal (63).

1.3 Activity rates by age group

The activity rate is the ratio of the active population (employed, unemployed or self-employed) in relation to the total population in the concerned age bracket. Table I-5 show the activity rates of men and women between 1996 and 2006, in three age groups.

Table I-5: activity rates of men and women, by age group (1996-2006)

	Gender	Year	BE	DE	FR	IT	HU	PT
Age group 15-24	Men	2006	37.4%	52.9%	42.2%	37.8%	30.1%	46.6%
		1996	36.7%	53.6%	37.9%	43.2%	39.6%	50.9%
	Women	2006	31.9%	47.6%	34.6%	26.9%	23.4%	38.7%
		1996	30.8%	47.1%	32.7%	33.7%	29.6%	44.3%
Age group 25-54	Men	2006	91.9%	93.8%	94.2%	91.3%	86.5%	92.9%
		1996	92.4%	93.0%	95.2%	90.3%	85.7%	93.1%
	Women	2006	77.0%	81.4%	81.7%	64.3%	72.9%	82.7%
		1996	68.5%	73.9%	77.8%	54.1%	68.2%	73.7%
Age group 55-64	Men	2006	42.7%	64.0%	43.1%	45.0%	43.1%	62.7%
		1996	33.4%	54.6%	36.6%	45.7%	28.9%	64.6%
	Women	2006	24.6%	46.6%	38.0%	22.5%	28.2%	45.1%
		1996	12.9%	33.3%	27.7%	15.2%	10.7%	36.0%

Source: LFS EUROSTAT

In the age group 15-24, the country differences in activity rates are biased by the differences in length of studies and mainly by the differences in student jobs: the activity rate is high in countries where students often combine part-time or occasional paid work with their studies⁴.

In the age group 25-54, all countries are characterised by a huge gender gap in activity rates: the activity rate of women is much lower than men, and particularly low in Italy. In Hungary, the activity rate of man is lower than in all other countries.

The age group 55-64 reveals large discrepancies among countries. The activity rate of men is low (about 40-45%), except in Germany and Portugal (over 60%). The activity rate of women is still lower, differing from a factor 3 between Belgium and Hungary on the one hand, Germany and Portugal on the other hand.

1.4 Average age of exit from the labour force

The Labour Force Survey calculates the “average age of exit from the labour force, weighted by the probability of withdrawal from the labour market”, for men and women. This indicator is shown in Table I-6. This average age of exit is close to 60, except in Portugal where men and women stay longer on the labour market. There is no huge gender gap: in 2005-2006, the largest gender gaps were 2.5 years in Hungary and 2.0 years in Belgium.

4. Schömann K., Hilbert C. (2008), “Europe’s youth = Europe’s future”, in *Benchmarking working Europe*, ETUI-REHS, European Trade Union Confederation, Brussels.

Table I-6: average age of exit from the labour force

		BE	DE	FR	IT	HU	PT
Total	2005-2006	60.6	61.9	58.9	60.2	59.8	63.1
	2000-2001	56.8	60.6	58.1	59.8	57.6	61.9
Men	2005-2006	61.6	62.1	58.7	60.5	61.2	62.4
	2000-2001	57.8	60.9	58.2	59.9	58.4	62.3
Women	2005-2006	59.6	61.6	59.1	60.0	58.7	63.8
	2000-2001	55.9	60.4	58.0	59.8	57.0	61.6

Source: LFS EUROSTAT

2. Overview of employment data

2.1 Employment rate

The employment rate is the ratio between the employed population and the total population in each age group between 15 and 64. Table I-7 gives an overview of men and women employment rates in each participating country, over the last 10 years, by narrow age groups.

Table I-7: men and women employment rates by narrow age groups, 1996 and 2006

	Gender	Year	BE	DE	FR	IT	HU	PT
Age group 20-24	Men	2006	52.6%	61.7%	54.2%	49.1%	43.9%	59.4%
		1996	50.5%	65.6%	46.7%	44.0%	57.0%	58.0%
	Women	2006	44.3%	59.8%	45.5%	34.0%	33.9%	48.7%
		1996	40.3%	60.9%	39.5%	30.7%	42.0%	46.1%
Age group 25-29	Men	2006	83.0%	76.4%	83.8%	74.0%	81.4%	82.8%
		1996	86.2%	78.3%	81.3%	69.9%	79.0%	82.3%
	Women	2006	74.4%	69.0%	72.9%	55.7%	60.7%	73.1%
		1996	71.2%	67.6%	64.5%	46.9%	45.7%	73.1%
Age group 30-34	Men	2006	87.9%	86.2%	89.0%	86.5%	87.7%	89.8%
		1996	87.3%	87.9%	87.7%	86.8%	82.4%	89.3%
	Women	2006	76.9%	73.8%	70.7%	62.0%	62.9%	80.1%
		1996	69.9%	67.0%	66.9%	51.7%	57.8%	73.7%
Age group 35-39	Men	2006	88.6%	88.8%	89.7%	90.9%	86.0%	90.8%
		1996	89.9%	89.4%	89.2%	90.3%	81.5%	91.9%
	Women	2006	74.8%	74.3%	75.1%	62.9%	69.1%	80.4%
		1996	66.0%	67.7%	68.8%	52.3%	69.9%	75.1%

	Gender	Year	BE	DE	FR	IT	HU	PT
Age group 40-44	Men	2006	88.1%	88.1%	90.1%	91.8%	82.7%	88.8%
		1996	87.8%	89.3%	88.7%	92.3%	78.9%	93.0%
	Women	2006	73.5%	77.1%	77.3%	61.8%	73.5%	75.9%
		1996	61.6%	70.7%	71.4%	52.2%	74.7%	72.3%
Age group 45-49	Men	2006	86.4%	86.0%	88.9%	91.2%	77.8%	89.3%
		1996	86.5%	87.9%	87.8%	90.0%	77.5%	90.2%
	Women	2006	68.4%	76.4%	79.0%	59.1%	73.7%	73.6%
		1996	53.0%	68.2%	70.7%	44.8%	70.4%	65.6%
Age group 50-59	Men	2006	68.6%	77.4%	71.5%	71.4%	65.1%	74.4%
		1996	62.4%	72.9%	70.5%	65.8%	55.8%	75.2%
	Women	2006	45.7%	64.8%	62.3%	41.8%	56.3%	58.0%
		1996	28.4%	50.0%	52.3%	27.1%	35.5%	47.7%
Age group 60-64	Men	2006	21.8%	38.3%	15.3%	28.0%	19.2%	48.9%
		1996	17.2%	26.1%	11.0%	29.0%	9.3%	49.7%
	Women	2006	9.7%	21.5%	13.6%	9.8%	8.9%	36.7%
		1996	5.0%	10.3%	11.2%	7.9%	5.4%	28.8%

Several observations can be drawn from this table, from a comparative angle, concerning gender differences, youth employment and ageing workers.

Gender

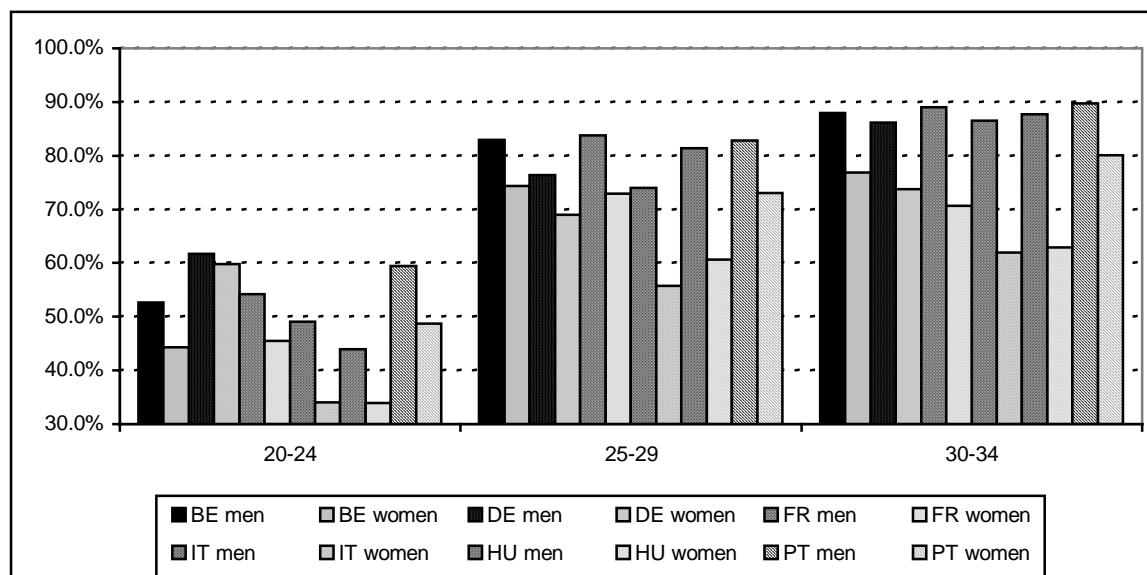
There is a systematic gender gap in employment rates, in all countries (Figure I-8). The widest gap is observed in Italy, where the women employment rate is very low, in all age groups. In Hungary, the gender gap is wider in young generations (< 35) than in older generations. However, the gender gap decreased in all countries between 1996 and 2006, due to the growth of the women employment rate.

In all countries, the employment rate of men remains rather stable between 30 and 50 years; it can be considered as the “core period” of the working life. In this age group, male employment rates are rather similar among countries, but slightly lower in Hungary. The employment rate of women is more variable according to age, particularly in France and Hungary. However, most of the country differences concern the younger (< 30) and ageing (> 50) workers.

Younger workers

Figure I-8 represents employment rates of men and women in the young age groups: 20-24, 25-29 and 30-34.

Figure I-8: employment rates of men and women in younger age groups (2006)



Between 20 and 25 years, employment rates are sensitive to two factors: the proportion of young people who are still in higher education, and the proportion of students who are simultaneously working part-time or seasonally. For these reasons, Table I-9 (employment rates according to education level) and Table I-14 (unemployment rates according to education level) are more instructive. Nevertheless, it can already be noted that the highest employment rates in this age group are observed in Germany (for both men and women), and that women employment rates are much lower than men's ones in all other countries. Table I-7 also shows that, between 1996 and 2006, employment rates decreased in Germany and Hungary, but increased in the other four countries.

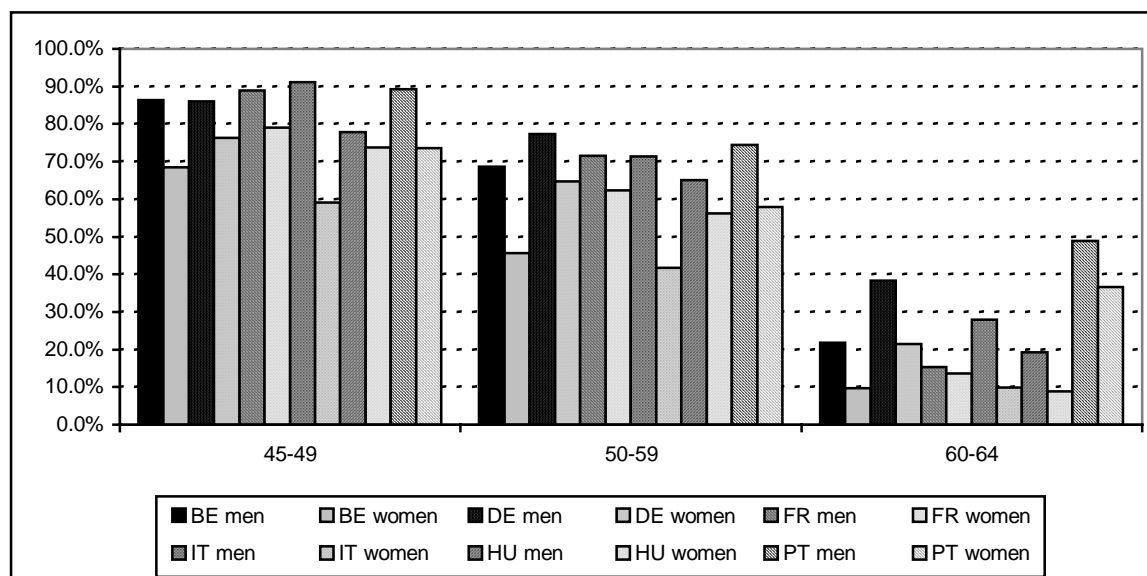
The 25-29 age group illustrates country differences and gender differences in the insertion into the labour market. In Belgium, France, Hungary and Portugal, men employment rates almost reach the level of the older age groups (30-50); Germany and Italy are not far behind. Country differences in women employment rates are more important, and they continue over 30 years. From 1996 to 2006, the evolution of employment rates in this age group is quite contrasted. Women employment rates increased in almost all countries, but much stronger in Hungary, France and Italy. Men employment rates decreased in Belgium and Germany, but increased in other countries.

The 30-34 age group prefigures the following age groups. From 1996 to 2006, employment rates increased much more for women than for men, in all countries.

Older workers

In all countries, employment rates start decreasing in the 50-59 age group, however with country differences and gender differences (Figure I-9). This decrease is accelerated in the 60-64 age group and country differences are amplified over 60.

Figure I-9: employment rates of men and women in older age groups (2006)



In the age group 50-59, which represents the “older workers” (taking into account the average age of exit from the labour market, Table I-6), the employment rate of women is particularly low in Belgium and Italy. Gender differences are less important in France and Hungary.

2.2 Employment rates and education levels

The education level is an important factor of differentiation of employment rates. In the qualitative study (deliverable D3), the education level was one of the sampling criteria for selecting interviewees. The next table (I-10) distinguishes the employment rates in 2006, according to three education levels (highest degree obtained): low (primary and lower secondary education); medium (upper secondary education); high (high schools, university or any tertiary degree). The younger age group is 20-24 years; in this age group, low and medium degrees are mostly completed, while there is still a part of students in higher education. The mid-age group is 25-40 years; they got their secondary education between about 1980 and 1995, during a period when education reforms brought an increasing number of students towards upper secondary and higher degrees; they are now in the ascending phase of their professional trajectory. The older age group is 40-59 years, born between 1946 and 1966 – the baby boom children, who got their school education before or at the early beginning of the education reforms of the 1980’s⁵.

5. In Hungary, this age group got his school education before the change of political and economical regime.

Table I-10: men and women employment rates by education level (highest degree obtained), 2006

	Degree	Gender	BE	DE	FR	IT	HU	PT
Age group 20-24	Low	Men	54.3%	61.7%	53.4%	61.7%	42.2%	75.2%
		Women	33.2%	48.5%	38.4%	36.0%	23.7%	66.5%
	Medium	Men	49.5%	60.9%	56.2%	45.6%	43.2%	35.9%
		Women	36.5%	62.5%	44.9%	33.6%	32.4%	32.5%
	High	Men	62.4%	80.8%	50.3%	22.0%	64.3%	52.0%
		Women	68.5%	86.3%	50.0%	32.3%	66.7%	53.8%
Age group 25-39	Low	Men	72.3%	67.7%	77.7%	83.9%	63.7%	88.9%
		Women	47.3%	49.2%	50.3%	44.1%	35.2%	73.6%
	Medium	Men	89.1%	83.4%	89.9%	58.8%	87.6%	83.9%
		Women	73.9%	73.7%	73.0%	66.8%	65.9%	78.9%
	High	Men	92.6%	95.1%	90.8%	82.1%	93.5%	88.1%
		Women	88.0%	86.2%	83.4%	72.8%	79.2%	87.1%
Age group 40-59	Low	Men	67.2%	68.2%	72.8%	75.5%	47.1%	80.8%
		Women	41.0%	55.2%	60.7%	35.7%	42.6%	62.4%
	Medium	Men	82.0%	81.6%	83.1%	88.2%	74.9%	84.8%
		Women	64.1%	72.3%	75.4%	66.9%	68.0%	79.0%
	High	Men	90.1%	91.5%	89.6%	94.5%	88.2%	92.7%
		Women	78.7%	84.6%	80.5%	84.7%	86.5%	88.0%

Source: LFS EUROSTAT, 2006

Although there is a trend in observing higher education levels coupled with high employment rates, a direct correlation cannot be established in all age groups and all countries. Some comparative comments can be made from these data:

- Beyond 25 years, the highest employment rates indeed correspond to the highest education level. Female employment rates are lower than male ones: the narrowest gender gaps (difference in employment rates < 5%) are observed in Portugal (all generations), Hungary (only beyond 40) and Belgium (only between 25 and 40); in the other cases, the gap gender varies from 7 to 10%.
- Beyond 25 years too, the situation is much more diversified for low and medium education levels. Employment rates of medium-graduated men are high in all countries, except Italy; they are however lower than those of high-graduated men; they decrease over age, except in Italy and Portugal. Employment rates of medium-graduated women are lower in Italy, Hungary, and Belgium (beyond 40). The gender gap is much wider among medium-graduated than high-graduated, except in the Italian 25-39 age group. Employment rates among low-graduated men and women are quite variable among countries: among men, the lowest in Hungary, the highest in Portugal and Italy; among women, the lowest in Italy, Hungary and Belgium. Here too, there is a deep gender gap.

Low-skilled women's employment rate is below 50%, except in Portugal, France and Germany (beyond 40).

- Between 20 and 25 years, the situation is quite contrasted. Employment rates of high-graduated young people is very high in Germany, very low in Italy: while four out of five young Germans (20-24) are at work, only one out of five Italian men and one out of three Italian women are at work. In this category, women employment rates are better than men's rates, except in France. Among medium and low-graduated (who have terminated their studies at this age), country differences and gender differences are important; they illustrate a wide variety, as well as huge difficulties, in entering the labour market.

Some country particularities are significant:

- The low women employment rates in Italy, already visible in table I-7, are differently highlighted here: the employment rate of Italian women is as high as in other countries for highly educated women over 40; it is lower in all other categories, and particularly very low for women with a low level of education, at all ages.
- For low and medium-skilled young people, the entry into the labour market seems easier in Germany than in other countries. In several countries, employment rates of young low-graduated is better than for medium-graduated. In Portugal, employment rates of low and medium-graduated is generally higher than in other countries, mainly over 25 years.
- In Belgium, the drop in employment rates within the older age group mainly concerns low-skilled men and women, and medium-skilled women.

2.3 Employment rates according to marital status and age

Table I-4 showed some country differences in the age distribution of marital status of men and women. Do they have any impact on employment rates? Table I-11 confirms already mentioned country differences, but brings little new elements in the discussion.

Table I-11: employment rates of men and women, by marital status and age group (2006)

	Gender	Status	BE	DE	FR	IT	HU	PT
Age group 15-24	Men	Single	29.6%	44.7%	34.5%	30.2%	23.8%	37.2%
		Married	73.8%	66.3%	71.5%	81.6%	71.3%	90.2%
	Women	Single	23.6%	41.8%	27.2%	20.0%	18.2%	26.7%
		Married	43.8%	41.2%	39.8%	22.8%	28.0%	68.1%
Age group 25-49	Men	Single	81.9%	79.5%	81.6%	77.8%	78.7%	75.8%
		Married	90.8%	91.3%	92.2%	93.7%	87.3%	93.8%
		Divorced	85.0%	69.7%	76.0%	88.1%	71.4%	82.8%
		Widow	83.0%	77.4%	85.2%	90.0%	77.7%	n.a.
	Women	Single	77.9%	81.4%	75.1%	68.1%	71.4%	73.7%
		Married	71.9%	71.3%	74.6%	55.9%	65.4%	76.8%
		Divorced	47.9%	76.1%	58.1%	64.3%	60.0%	83.2%
		Widow	74.5%	74.7%	74.2%	78.7%	72.6%	82.6%

			BE	DE	FR	IT	HU	PT
Age group 50-59	Men	Single	57.6%	62.8%	68.1%	62.8%	46.3%	53.1%
		Married	71.2%	81.2%	73.6%	72.2%	69.0%	76.2%
		Divorced	51.5%	61.7%	65.2%	60.7%	48.7%	61.5%
		Widow	62.2%	67.2%	64.9%	75.8%	56.1%	n.a.
	Women	Single	58.4%	70.4%	72.7%	58.7%	51.8%	57.4%
		Married	43.9%	63.9%	59.8%	38.7%	57.9%	57.2%
		Divorced	30.3%	60.6%	59.5%	37.5%	46.1%	71.7%
		Widow	55.7%	69.9%	69.2%	66.7%	58.9%	52.5%

Source: LFS EUROSTAT 2006, calculations FTU

In the age group 15-24, the employment rate is much higher among married than single men (the most in Portugal, the least in Germany), and slightly higher among married than single women. In the age group 25-49, the employment rate of married women is often lower than in other marital categories, and anyway lower than the male rates. Both features confirm the recurrence of the “male breadwinner model” across generations. Women employment is particularly low among Italian married women. In relative terms, the employment situation of divorced women is particularly difficult in Belgium and Hungary, as well as in France in the mid-age group and Italy in the older group. In Belgium, and to a lesser extent in Germany and France, the drop in employment rates of older women mainly concerns married and divorced women. The age group 50-59 presents a very contrasted picture.

2.4 Background information: employment structure

Country differences might be partially explained by differences in the structure of employment: share of self-employment in total employment; respective share of agriculture, manufacturing industry and services. Disaggregated sectoral data according to age groups are unfortunately not available from the EUROSTAT web site. Table I-12 gathers some comparative indicators of employment structure.

These indicators of employment structure reveal important country differences; some of them can partially explain observed differences in employment rates:

- Self-employment is mainly widespread in Italy, Portugal and Belgium (although to a lesser extent in these two last countries); in Portugal, self-employment concerns almost as much men as women; in all other countries, much more men than women.
- The “service-based economy” is a confirmed trend, but not a generalised model. Service employment is over 75% of total employment in Belgium and France, but under 50% in Portugal. The higher is the share of service employment, the higher is the proportion of women in service employment. The growth of service employment is favourable to women employment.

- Manufacturing employment is still important, and not so much decreasing, in Hungary, Portugal and Italy. The proportion of women working in manufacturing industries is low in Belgium and France, but higher in other countries. Agriculture is still an important job provider in Portugal, for both men and women.

Table I-12: selected indicators of employment structure

		BE	DE	FR	IT	HU	PT
Self-employed as % of total employment	Men	19.0%	13.5%	11.4%	27.9%	15.8%	19.2%
	Women	12.7%	8.5%	6.1%	18.8%	9.1%	17.2%
	Men + women	16.3%	11.2%	9.0%	24.3%	12.7%	18.3%
	<i>Difference 2006-1996</i>	<i>-2.0%</i>	<i>+1.2%</i>	<i>-1.4%</i>	<i>-2.6%</i>	<i>-5.2%</i>	<i>-3.2%</i>
Service employment as % of total employment	Men	67.8%	61.5%	65.3%	58.3%	51.6%	*48.9%
	Women	90.0%	84.9%	88.4%	81.3%	76.4%	*68.5%
	Men + women	77.7%	72.3%	76.2%	67.5%	63.0%	*57.8%
	<i>Difference 2006-1996</i>	<i>+4.5%</i>	<i>+6.6%</i>	<i>+4.1%</i>	<i>+3.6%</i>	<i>+4.4%</i>	<i>*+4.8%</i>
Industrial employment as % of total employment	Men	29.7%	35.8%	30.0%	37.0%	41.8%	*39.7%
	Women	8.7%	13.6%	9.6%	15.6%	20.9%	*18.7%
	Men + women	20.3%	25.5%	20.4%	28.4%	32.3%	*30.2%
	<i>Difference 2006-1996</i>	<i>-3.7%</i>	<i>-6.2%</i>	<i>-3.0%</i>	<i>-2.0%</i>	<i>-0.7%</i>	<i>*-2.4%</i>
Agricultural employment as % of total employment	Men	2.5%	2.7%	4.7%	4.7%	6.6%	*11.4%
	Women	1.3%	1.5%	2.0%	3.1%	2.7%	*12.7%
	Men + women	2.0%	2.2%	3.4%	4.1%	4.8%	*12.0%
	<i>Difference 2006-1996</i>	<i>-0.7%</i>	<i>-0.4%</i>	<i>-1.1%</i>	<i>-1.6%</i>	<i>-3.6%</i>	<i>*-2.4%</i>

Source: LFS EUROSTAT, calculations FTU (*Portugal: 2004 instead of 2006)

3. Overview of unemployment data

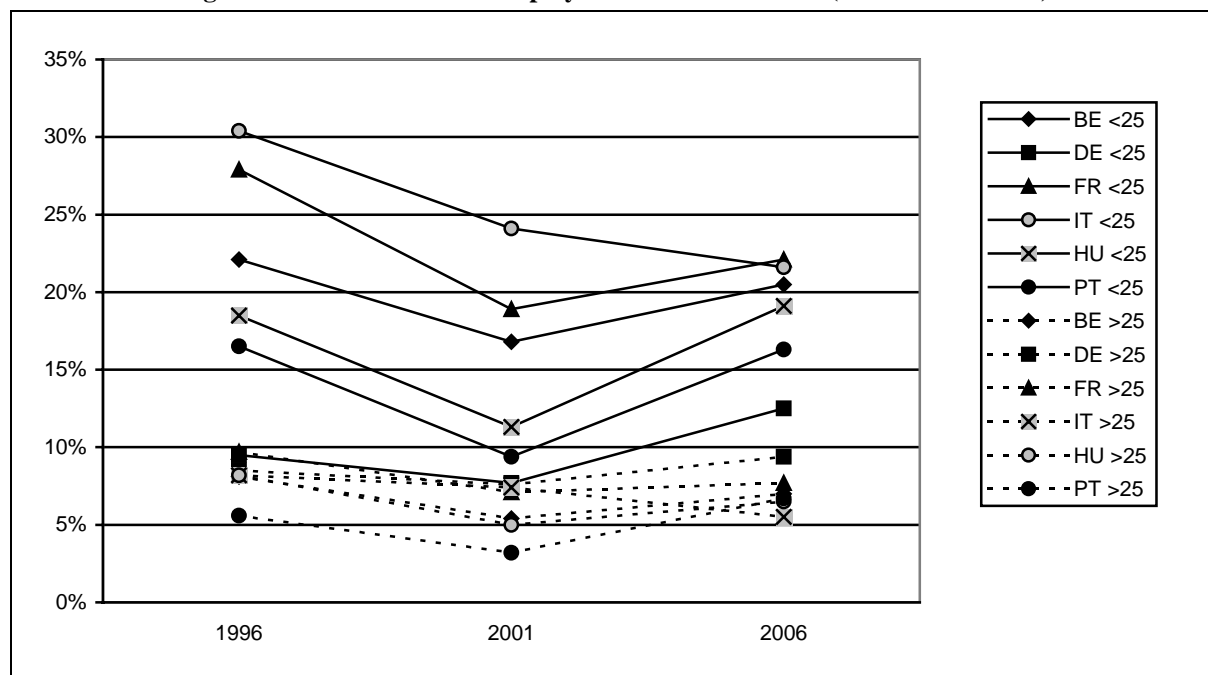
Youth unemployment is about twice higher than average unemployment in almost all EU countries. Concerning young people between 15 and 24 years, the unemployment rate is a better measurement of their difficulties on the labour market than employment rates, which depend on the activity rate of students⁶.

3.1 Evolution of unemployment rates

The evolution 1996-2006 of unemployment rates below and beyond 25 years, in the six countries, is represented in Figure I-13.

6. The unemployment rate is the ratio between the unemployed population and the active population within the age group; inactive population (e.g. studying population) is not taken into consideration. The employment rate is the ration between the employed population and the total population within the age group.

Figure I-13: evolution of unemployment rates 1996-2006 (LFS EUROSTAT)



Youth unemployment (under 25) is much higher than over 25, except in Germany where the gap is narrower. Over 25, all unemployment rates are between 5% and 10%, and country differences are small. Under 25, country differences are much more important. The stronger decrease between 1996 and 2001 is in France; the stronger increase after 2001 is in Hungary. Italy is the only country where youth unemployment significantly decreased all over the 1996-2006 period, and unemployment over 25 also decreased. In all other countries, youth unemployment is very sensitive to the economic conjuncture: youth unemployment decreases when economic growth increases (from 1996 to 2001), and conversely. “The volatility of youth labour market and its dependency on favourable economic conditions result in stronger exposure of youth to changing economic conditions”⁷. As shown in figure I-12, unemployment over 25 is less sensitive to conjuncture.

3.2 Unemployment rates and education levels

There is a rather good reverse correlation between unemployment rate and education level. Table I-14 shows that unemployment generally decreases when the education level increases; there are however some exceptions for young high-graduated in Italy and Portugal. Women unemployment rates are generally higher than for men. Country differences are important for low and medium-skilled workers.

7. Schömann K., Hilbert C. (2008), op.cit., p. 47 (particularly figure 5).

Table I-14: men and women unemployment rates by education level (highest degree obtained), 2006

	Degree	Gender	BE	DE	FR	IT	HU	PT
Age group 15-24	Low	Men	27.1	17.1	30.0	20.9	30.4	14.1
		Women	36.1	17.4	37.8	31.1	34.6	17.1
	Medium	Men	15.1	12.3	15.8	17.6	14.3	15.0
		Women	21.9	8.7	21.4	22.7	17.5	16.8
	High	Men	16.0	–	15.6	22.4	18.5	28.1
		Women	16.1	–	13.7	25.5	15.3	29.9
Age group 25-49	Low	Men	12.5	21.6	11.5	5.8	16.8	5.8
		Women	16.8	18.9	14.8	12.1	18.9	10.6
	Medium	Men	5.9	9.7	5.8	3.8	5.8	6.2
		Women	9.0	8.7	8.7	6.8	7.4	8.0
	High	Men	3.5	2.8	4.8	4.8	2.6	5.2
		Women	4.1	4.5	5.3	7.0	2.4	6.7

4. Overview of data concerning flexible working

The Labour Force Survey also provides some interesting data concerning employment status and flexible work patterns: fixed-term employment, part-time work, atypical working time. In the following tables, three age groups are considered: 15-24⁸; 25-49; 50-59. When available, the evolution 1996-2006 is also commented.

4.1 Temporary employment (fixed-term contracts)

Temporary employment (short-term and fixed-term contracts, seasonal work) is very important among young workers, and strongly increased during the past ten years, as shown in Table I-15. Country differences are also important.

Temporary employment of young people is particularly important in Germany, France, Portugal and Italy, but somewhat lower in Hungary. Explanations are probably different in each case: frequent seasonal employment in Italy and Portugal, frequent short-term contracts in Germany and France, high proportion of young people in interim work in Belgium, Germany and France. Temporary employment of young people is very important (more than 50% of total employment) in two countries where the employment rate of young people is higher than the average: Germany and Portugal.

Although at a much lower rate, temporary employment remains important in the mid-age group, particularly for women, in Portugal, Italy and France.

8. Unfortunately, it was not possible to isolate the 20-24 or 20-29 age group through direct retrieval from the EUROSTAT web site.

Table I-15: temporary employment as % of total employment, by age group (1996-2006)

	Gender	Year	BE	DE	FR	IT	HU	PT
Age group 15-24	Men	2006	28.7%	59.2%	49.4%	38.4%	17.9%	47.1%
		1996	19.0%	48.7%	48.3%	18.3%	–	26.5%
	Women	2006	31.5%	52.8%	52.5%	44.9%	15.4%	52.2%
		1996	24.1%	40.7%	46.1%	20.5%	–	31.4%
Age group 25-49	Men	2006	5.2%	8.9%	10.2%	9.6%	6.6%	17.8%
		1996	3.3%	6.9%	8.4%	5.4%	–	8.3%
	Women	2006	9.4%	9.8%	12.7%	15.3%	6.0%	20.1%
		1996	6.6%	7.3%	11.5%	7.5%	–	8.9%
Age group 50-59	Men	2006	2.5%	4.4%	4.7%	5.3%	5.3%	8.5%
		1996	–	3.9%	4.0%	3.5%	–	–
	Women	2006	6.1%	4.3%	6.5%	7.1%	3.3%	9.7%
		1996	–	5.0%	5.7%	5.4%	–	–

Source: LFS EUROSTAT

4.2 Part-time work

Part-time work is unequally distributed in the six countries: three countries (Belgium, Germany and France) have a high proportion of part-time work in the whole workforce (respectively 14.0%, 16.5% and 16.0%), and the others have a lower proportion: 8.7% in Portugal, 6.6% in Italy and 3.2% in Hungary. In all countries, part-time work mainly concerns women. About 30% of women are working part-time in Belgium, Germany and France, 13% in Italy and Portugal, but less than 5% in Hungary.

Part-time work is also unequally distributed according to age, as shown in Table I-16. In Belgium and Germany, the proportion of women working part-time is much higher in the mid-age group and the older age group than among the younger; in the other countries, this proportion is higher among the younger than in the mid-age group. It can be assumed that part-time is more widespread in Belgium and Germany among women with children, while in France, Italy and Portugal, part-time is more linked to precariousness; this assumption will be confirmed further, when the balance between voluntary and involuntary part will be examined (Table I-17). In the older age group, the proportion of men working part-time increases in countries where institutional provisions allow (or constrain) older workers to reduce their working time (Belgium, Germany); such provisions are recent and are reflected in a strong increase of men's part-time between 1996 and 2006 in those two countries.

Part-time work strongly increased between 1996 and 2006, except in France and Portugal where the increase was much smaller (even including a decrease in the younger age group in France). In Hungary and Portugal, part-time work does not play an important part in changes in the labour market: it is very limited in Hungary and rather stable in Portugal.

Table I-16: part-time work as % of total employment, by age group (1996-2006)

	Gender	Year	BE	DE	FR	IT	HU	PT
Age group 15-24	Men	2006	11.9%	15.2%	12.9%	10.1%	4.3%	5.7%
		1996	8.9%	5.1%	13.4%	5.0%	1.5%	5.2%
	Women	2006	31.9%	25.0%	35.1%	29.1%	5.3%	11.8%
		1996	24.7%	11.1%	37.0%	12.7%	3.3%	7.9%
Age group 25-49	Men	2006	4.8%	7.3%	4.2%	3.7%	1.6%	2.3%
		1996	2.1%	3.2%	3.7%	2.6%	1.5%	2.1%
	Women	2006	40.1%	47.4%	29.5%	27.9%	4.7%	9.1%
		1996	31.1%	34.5%	28.4%	13.2%	3.6%	9.1%
Age group 50-59	Men	2006	11.5%	7.4%	5.9%	3.6%	3.0%	6.4%
		1996	2.4%	2.6%	5.8%	2.7%	1.9%	4.4%
	Women	2006	48.7%	46.9%	29.5%	19.1%	5.9%	19.3%
		1996	31.4%	41.6%	29.1%	12.0%	5.4%	18.8%

Source: LFS EUROSTAT

A classical question about part-time (mainly women's part-time) is to check whether part-time work is a voluntary choice (tacit assumption: for family or personal reasons) or a constraint from the labour market. Table I-17 shows the proportion of involuntary (= constrained) part-time work in total part-time work, and reveals important differences among countries and age groups.

Table I-16: involuntary part-time work as % of total part-time work, by age group (1996-2006)

	Gender	Year	BE	DE	FR	IT	HU	PT
Age group 15-24	Men	2006	33.4%	24.0%	48.9%	50.2%	–	–
		1996	36.5%	15.6%	50.1%	54.7%	–	–
	Women	2006	40.0%	30.5%	65.9%	50.8%	–	54.5%
		1996	63.5%	24.3%	64.7%	63.8%	–	–
Age group 25-49	Men	2006	27.9%	45.5%	55.5%	60.5%	38.4%	43.7%
		1996	45.6%	20.3%	68.8%	56.7%	43.0%	39.3%
	Women	2006	12.7%	18.7%	27.2%	33.6%	31.7%	46.6%
		1996	24.7%	11.3%	36.1%	32.5%	36.5%	33.7%
			BE	DE	FR	IT	HU	PT
Age group 50-59	Men	2006	7.7%	48.6%	34.0%	38.6%	–	25.4%
		1996	–	21.9%	30.9%	33.9%	–	–
	Women	2006	9.4%	23.3%	32.9%	31.6%	16.7%	24.5%
		1996	11.5%	11.9%	25.1%	20.8%	23.6%	22.6%

Source: LFS EUROSTAT

In the age group 15-24, involuntary part-time work, imposed by the labour market, is very important in France and Italy, for both men and women, and among Belgian and Portuguese women. In Germany, the majority of part-time work is voluntary. Between 1996 and 2006, involuntary part-time work decreased in Belgium and Italy, increased in Germany and remained rather stable in France.

In the age group 25-49, gender differences are important: involuntary part-time work is more frequent for men than women (except in Portugal). Among women, there are two groups of countries: Belgium and Germany, with a low proportion of involuntary part-time, and the other four countries, with a higher proportion; however, voluntary part-time concerns about two thirds of French, Italian and Hungarian women working part-time. Between 1996 and 2006, involuntary part-time work strongly decreased in Belgium and France, but increased in Germany, Italy and Portugal, for both men and women.

In the age group 50-59, involuntary part-time is low in Belgium, but more important (and increasing) in Germany, France, Italy and Portugal.

4.3 Atypical working time

The purpose of this section is to consider comparative data concerning the distribution of atypical working time: shift work, Saturday work, Sunday work, night work, evening work. An overview of LFS data (2006) leads to some general conclusions:

- The proportion of older workers (50-59) confronted to atypical working time is lower than in other age groups, for all forms of atypical working time, and in all countries.
- Other generational differences, between the younger (15-24) and the mid-age group (25-49), are mostly visible for week-end work (Saturday or Sunday): the proportion of younger workers working during the week-end is higher. Generational differences are not really significant for shift work, night work and evening work.
- Gender differences are not that important, except for night work: twice as much men than women in the mid-age and the older age groups; narrower gap in the younger age group. Shift work is more male than female. The gender distribution of week-end work and evening work is different among countries.
- Looking at the evolution between 1996 and 2006, the following trends can be summarised: a decrease in shift work in the most “service-based” economies (Belgium and France), but small changes in other countries; an increase in night work and evening work, overall; an increase in week-end work, except in Portugal.

Table I-17 summarises a selection of relevant data for comparative purposes: Saturday work, Sunday work, evening work, and shift work. In order to simplify the table, only 2006 data are mentioned, and the evolution since 1996 is marked by symbols (↑, =, ↓).

Table I-17: proportion of workers in atypical working time, as % of each category (2006)

	Gender	Time	BE	DE	FR	IT	HU	PT
Age group 15-24	Men	Saturday	↑17.5%	↑21.9%	↑26.7%	↑33.4%	13.9%	↓19.9%
		Sunday	↑8.4%	↑10.0%	↑11.9%	↑14.0%	9.5%	↓9.9%
		Evening	↑14.5%	↑20.1%	↑18.0%	↑15.7%	12.2%	–
		Shift	↓12.1%	↑15.9%	=11.6%	=15.1%	23.5%	↑21.3%
	Women	Saturday	↑25.7%	↑31.0%	↑44.9%	↑48.2%	14.9%	↑35.4%
		Sunday	↑11.1%	↑14.3%	↑17.5%	↑16.5%	9.5%	↑21.4%
		Evening	↑10.8%	↑27.7%	↑17.4%	↑16.3%	9.8%	–
		Shift	↓9.8%	↑16.2%	=7.4%	↑18.0%	24.6%	↑27.9%
Age group 25-49	Men	Saturday	↑12.9%	↑23.4%	↑23.7%	=32.4%	11.6%	↓17.7%
		Sunday	↑7.7%	↑12.9%	↑11.4%	↑12.6%	8.1%	↓9.2%
		Evening	↑14.5%	↑29.2%	↑19.3%	↑17.9%	9.4%	–
		Shift	↓11.0%	↑20.2%	=10.7%	↓19.7%	21.1%	↑18.8%
	Women	Saturday	↑15.5%	↑24.9%	↑30.4%	↓31.4%	9.6%	↓17.3%
		Sunday	↑8.1%	↑12.7%	↑12.4%	↑10.6%	5.9%	↓8.8%
		Evening	=9.7%	↑23.0%	↑14.4%	↑10.9%	6.4%	–
		Shift	↓6.8%	↑13.6%	=7.0%	↑17.0%	18.5%	↑16.9%
Age group 50-59	Men	Saturday	↑11.1%	↑19.1%	↑21.0%	↓30.9%	8.6%	↓15.9%
		Sunday	↑7.1%	↑11.6%	↑9.2%	↑11.0%	6.1%	↓8.6%
		Evening	↑12.4%	↑23.8%	↑13.8%	↑14.4%	8.2%	–
		Shift	↓7.8%	↑15.9%	=8.4%	↓17.8%	19.5%	↑19.1%
	Women	Saturday	↑11.3%	↑24.0%	↑27.0%	↓33.0%	6.5%	↓13.6%
		Sunday	↑6.2%	↑11.9%	↑11.3%	↑8.0%	4.5%	↓7.6%
		Evening	↓8.1%	↑20.4%	↑11.8%	↑8.6%	5.0%	–
		Shift	↓4.9%	↑11.1%	=5.4%	=14.5%	14.4%	↑15.5%

Source: LFS EUROSTAT 2006, calculations FTU (1996 data non available for Hungary)

Germany is the only country where all kinds of atypical working time are increasing since 1996. In Belgium, shift work is significantly decreasing in all age groups, but all other forms of atypical working time are increasing; the situation is similar in France, except that shift work remains stable. In Portugal, shift work is increasing, but week-end work is decreasing, except for young women. In Italy, the evolution is more contrasted; Saturday work is decreasing, except for the youth, but Sunday work is increasing; evening work is increasing in all age groups; shift work only decreases for men.

Part 2: Inventory of surveys at regional or national level

Relevant surveys in Belgium

John Cultiaux

Lotte Damhuis

Patricia Vendramin

Fondation Travail-Université, Namur

1. Survey about social cohesion in the Walloon Region

1.1 Description of the survey

1.1.1 Type of initiator

The survey was initiated by the Walloon Region (interdepartmental directorate for social integration of the Ministry of the Walloon Region) and conducted by the Walloon institute for evaluation, prospective and statistics (IWEPS).

The general vocation of IWEPS is to provide scientific and strategic support for political decisions at the regional level. The staff is composed of 25 scientists (economists, sociologists, psycho-pedagogues, historians, demographers and statisticians).

It is in charge of centralisation, publication and processing of statistical information, design of development plans for regional statistics and formulation of propositions. The Institute is also in charge of fundamental research in the area of economic, social and political sciences. At the regional level, the institute is the unique interlocutor of the Federal and European statistical instances. Its strategic mission consists of making assessments about topics defined by the Walloon government and in carrying out prospective research.

The Walloon Council for evaluation, prospective, frames the work of the institute and statistics (CWEPS) composed of the rectors of the French-speaking universities, four members proposed by the Economical and Social Council of the Walloon Region; a member proposed by the Walloon Council for Environment and Sustainable Development; and five scientific or academic members.

1.1.2 Objectives, motivation

The general aim of the survey was to develop a more precise understanding about poverty and social exclusion situations. The idea was to nuance classical indicators (monetary, access to fundamental rights...) by new indicators that allow describing the situations of precariousness and the experience of the individuals, in a more accurate and dynamic way. This need is expressed by official instances, institutions and associations involved in the objective of eradication of poverty defined by the Lisbon strategy (2000). A multidimensional approach of social exclusion is necessary to develop useful assessments of the projects developed by the States to reach this objective.

1.1.3 Target groups

The survey is representative of the Walloon population and targeted to the identified risk factors. Among others, the analysis was attentive to differences observed between age groups: the young (<30 years); medium classes of age (30-49 and 50-65); the older (65+). The following description will then focus on the information concerning age as a factor of precariousness.

1.1.4 Main issues covered by the survey

A part of the questions included in this survey concerned the relation between poverty and factors of fragility concerning (chapter 7 of the report): life conditions, familial situation, professional and social insertion, health, income, level of qualification, housing, environment, psychological well-being, satisfaction... The survey also focused on some demographic sub-groups.

1.1.5 Summary of results

The demographic repartition of risks

1. The probability to be affected by one of the factors of precariousness has increased between 1994 and 2002, except for three of them: the quality of housing, the level of qualification and the access to employment have been improved during this period, at the regional level. The main explanation is the constant effort of public policies, in particular concerning women, to reach the Lisbon objectives. However, the situation is deteriorated in all the other areas of existence considered in the survey.
2. The amplitude of the deterioration is not the same for all factors. The probability to live alone and the probability to be confronted to environmental nuisance are the factors that have progressed the most. The first one is linked to population ageing but also to familial ruptures; in 2002, nearly 20% of the Walloons were living alone. The second one is linked to an objective degradation of the environment; 10% of the population live in a bad environmental quality.

If the access to employment and the global level of qualification were improved during this period, 40% of the Walloons (>16 years) are low qualified and 40% of the 16-64 has no access to the labour market and 25% have an “insecure” job.

Another problem is the fragility of employment and status (increase of jobs without precise status, part-time jobs or fixed-term jobs). Moreover, the survey confirms the existence of a direct link between professional income and status of employment. For example, the percentage of “poor workers” (in an individual definition) triples in this category of “insecure workers” (38% against 13% in the whole population). This situation concerns all age groups even if young workers (<30 years) are the most exposed.

Problems related to physical health and social isolation were also amplified during the past 9 years because of population ageing and global deterioration of life conditions, in general. 20% of the Walloon population suffer from significant health problems and 40% have a weak social network.

3. The risks do not affect equally all the demographic sub-groups. Some of them are particularly exposed when other ones seem relatively protected. In particular, women, young people and older people are particularly vulnerable.

Women between 30 and 49 years are, more than other groups, exposed to the risks of: objective and subjective poverty, monoparentality, unemployment, depression and social isolation. Dispositions concerning alternating custody would allow an evolution at this level in the next years.

Young people are, more than the rest of the active population, confronted to the risk of: objective and subjective poverty, unemployment and insecure jobs, psychological difficulties (mainly for young women). At the contrary, they are well protected against physical health risks and the weakness of the socio-cultural network.

Older people have a more nuanced profile. After 50 years, it is more frequent to be unemployed because of practices that favour early retirement and progressive retirement from the active life. Moreover, many women of this generation were housewives. Only women, after 50 years, are concerned by a weak level of qualification and are exposed to a growing risk to live alone in bad housing conditions.

Groups at risk

The statistical analyses allowed identifying the demographic sub-groups that are the most exposed or protected by the addition of risk factors considered two by two. In such analyses, **women clearly appear as the most exposed group** whatever the age.

1. Among the 30-49 years, concerning the link between: (a) poverty, monoparentality, jobless, insecurity of employment and psychological distress; (b) the weak level of qualification, monoparentality, objective poverty, unemployment and social isolation.
2. Among the 50-64 years, concerning the link between: a) poverty and familial isolation (to live alone), monoparentality, unemployment, psychological distress; b) the weak level of qualification and monoparentality, unemployment and psychological distress.
3. Among the 65 +, concerning the link between: a) poverty and isolation (social and familial), bad housing and psychological distress; b) the weak level of qualification and familial isolation.

Those observations are in relation with the constant weakening of the families, the increasing rate of familial ruptures and the prudence of the women concerning potential new relations. The analyses show that, when they have the necessary resources, they often prefer to lower their standard of living for a greater autonomy in the everyday organisation. For example, when considering individuals between 50-64 years, the survey shows that there are more women than men living alone but that this situation often reflects a personal choice or a difficulty to find a “good partner”. Over 50, a generational effect is also to take into consideration.

At the contrary, men appear as being more protected against the addition of the risk factors, except when they are low qualified or unemployed. In that case, the younger (<30) and older (65+) people are more exposed.

Clustering

The clustering procedure allows identifying three main configurations of precariousness. The variable “quality of employment” was not considered. The level of qualification and unemployment were also considered as non-discriminative variable for the elaboration of the clusters. At the contrary, *mainly age and gender contribute to explain the inclusion of an individual in a cluster.*

- The first cluster (representing the situation of 30% of the Walloon population) combines the fact to live alone and physical diseases. The group of the older people (65+), and particularly women (they represent nearly 25% of population identified to this cluster), is the most concerned. 40% of women and 30% of men belonging to the 50-64 age category are also associated to this first cluster.
- The second cluster (representing the situation of 12.1% of the Walloon population) combines many factors: housing, objective poverty, monoparentality and very low satisfaction about life. It corresponds, more than the two others cluster, to the definitional “core” of the poverty. The sub-group of women between 30 and 49 years is overrepresented in this second type (40%). Indeed, nearly 20% of women aged between 30 and 49 and only 10% of men are classified in this cluster.
- The third cluster (representing the situation of 57.7% of the Walloon population) mainly illustrates the contemporary fragilities: on the first side, the degradation of the environment and, on the other side, subjective and psychosocial brittleness (in particular, depression). People in the heart of the active and family life mainly compose this cluster: anew, the analysis shows an overrepresentation of women belonging to the 30-49 age group but also of men belonging to the same age group.

1.1.6 Sources

Report about social cohesion in the Walloon Region – Statistical side (2007) and, in particular, Chapter 7: “Multidimensionality of the factors of precariousness. Risks and brittleness of existence” available on the website:

<http://statistiques.wallonie.be/dyn/14/fichiers/CSchap7621.pdf>

1.2 Appraisal of the selected initiative

This survey gives recent figures concerning the extent of precariousness from one age group to another, but also factors (or combining factors) on which this precariousness is based.

The results confirm some analyses produced in the quantitative report (WP3). They stressed the importance of relation to employment in the relation individuals have with work, but also in the relation of generations. In addition, the report suggested that the precariousness of this bond could be experienced differently from one generation to another, in particular because the younger generation is more used to it.

The survey allows us to confirm:

- the fragility of the young concerning access to work;
- the over-determination of the gender factor in comparison to the age factor;
- the importance of educational level and familial environment.

2. Studiedienst van de Vlaamse regering: SCV-Survey 2005 – Work Orientation III (ISSP)

2.1 Description of the survey

2.1.1 Brief description of the selected survey

The study titled “The Flemish and their orientations towards (paid) work”⁹, uses data collected by means of the ‘work orientation III’ module of the International Social Survey Program (ISSP) 2005. This module was integrated in the 2005 SCV-Survey (Sociaal-culturele verschuivingen in Vlaanderen¹⁰).

This SCV-survey is carried out on a yearly basis by the Study service of the Flemish government. It started off in 1996. Its purpose is to collect data concerning values, orientations and convictions of the Flemish people regarding themes, which are socially and politically relevant. It is used as material for policy preparation and evaluations, as well as for scientific research.

2.1.2 Type of initiator

The SCV-survey was conceived in 1995 for the Flemish government, and developed by the planning and statistics administration, with support of a scientific steering committee, composed of professors of Flemish universities.

The ISSP module “work orientations III”, integrated in the SCV-survey, through which data could be collected regarding how the Flemish people consider (paid) work in 2005, is part of a larger annual programme of cross-national collaboration that brings together pre-existing social science projects and coordinates research goals.

The ISSP was founded in 1983 by international collaboration between four existing general social surveys from Great Britain, the United States, Australia and Germany. In 2006, besides the founding four, 37 other countries (spread over the 6 continents) have participated in the programme.

The ISSP covers each year only one topic, such as religion or environment. Each module should be repeated at quite irregular intervals. Concerning the “work orientations” module, it has been carried out in 1989 (I), 1997 (II) and 2005 (III). For Belgium, it has been carried out in 2005, and only for the Flemish part of the country.

2.1.3 Sample

The SCV-survey is conducted every year in a sample of 1500 Flemish-speaking Belgians living in the Flemish and Brussels Capital Region, aged 18 to 85 years old. The first survey was conducted in 1996 and has, since then, been an important tool for exploring the social and

9. Vanweddigen M. (2006), “Vlamingen en hun opvattingen over (betaalde) arbeid”, *Stativaria* 38, Ministerie van de Vlaamse Gemeenschap, Brussel.

10. Social and cultural moves in Flanders.

cultural framework of the Flemish government. Every year between April and June, 1500 randomly drawn respondents undergo a face-to-face interview. This interview is divided into a three-part standardised question list, which includes:

- yearly recurrent background questions and questions about social relations,
- question modules which are submitted every two or three years,
- a module (changing every year) with questions around currently policy-relevant topics.

Questions concerning work and work orientations were already present in the core module of the survey. Levelling with the questionnaire of the ISSP “work orientations III” module was however chosen to be able to conduct comparative analysis concerning this topic with other countries. This module (which counts approximately 60 questions) was left behind for the individuals of the sample to fill in by themselves. 88% of the sample questioned returned the filled-in ISSP formulary.

Representativity was assured by comparing and adjusting the sample with the Labour Force Survey (Enquête naar de Arbeidskrachten – EAK) and population statistics of the national institute of statistics (NIS).

2.1.4 Main issues covered by the survey

The general objective of the survey is to give an image of the major work orientations, which are found within the Flemish population. Four main interrogations were addressed:

- How important is work for the Flemish people? Questions like their wish to spend more or less time (for more or less money) on paid work or other life spheres were asked. The importance of work itself was also questioned.
- Which aspects of work are important for the Flemish people? Certain aspects/characteristics of work were submitted for appreciation, the fact of whether people could meet these aspects within their present work situation, as well as the choice for certain types of jobs were assessed.
- How satisfied are the working Flemish people with their job? For this topic, the general satisfaction as well as satisfaction towards certain aspects of the job was questioned.
- How does the working Flemish evaluate his working situation? Questions concerning fright of job loss, intention of looking for another job, or appreciation of difficulty to find a job of similar quality were submitted.

2.1.5 Summary of results

The analysis conducted by the author of the report focuses on work orientations of the whole (representative) sample as well as on differences that can be observed amongst the sample according to gender, age, educational background and work situation. The summary of results presented here stresses the main lines, which are relevant with the outcomes of SPReW WP3, i.e. those concerning age differences (or absence of significant differences) or observations focusing on characteristics having more impact than age on work orientations.

Importance of work

The average Flemish wants to spend more time on leisure activities (64,8%), family (54%) and friends (50,6%). Only one person out of four wishes more time for housework and less than one out of six wants more time for paid work. Of course, one needs to keep in mind that ‘wanting more time for...’ can refer to a lack of time to spend on certain spheres of life, or may underline the higher interest one shows for a certain sphere of life.

Younger groups (< 25 years) wants more time to spend with friends (71,8%) or on leisure activities (69,8%). More time for leisure is also stressed by the middle-aged group (25-54 years) as well as more time for the family. It is known that time pressure is highly undergone by this age group, which is often described as being at the “rush hour” of life. Concurrent to this statement, it is not surprising that the group aged over 55 years expresses less will of having more time for all of the submitted life spheres.

On the question of importance of work itself, the author stresses that – as opposed to what one could have expected - the younger group has a more ‘traditional’ relation to work (defined as work being important for itself, as a duty) compared to the other age groups. This statement is based on the questions ‘a job is only a way to earn money and nothing more than that’ (which refers to the modern/instrumental relation to work) and ‘I would continue working, even if I didn’t need the money’ (which refers to the traditional relation to work). The relevance of this shortcut can be questioned.¹¹ However, gender seems to be a more determinant factor of differentiation, with fewer women than men considering a job as a way of earning money.

Important aspects of work

The different aspects of work are gathered into three categories, which enables to describe people’s main relations to work:

- “**extrinsic**” factors which cover the questions of job security, high income and career opportunities.
- “**intrinsic**” factors which include having an interesting job or having some autonomy within the work.
- “**social**” factors which refer to helping others or having a feeling of utility.

In general, it is assessed that all respondents highly appreciate both extrinsic and intrinsic factors related to work. There are some differences observed amongst the respondents. Women and older workers underline more than others the social aspects of work as being important. Intrinsic aspects are higher appreciated amongst younger people, men and amongst those with a higher educational level.

However, these results are moderated on the basis of the bi-varied analysis: age and work situation are not significant variables in the analysis of the type of relation to work. The multiple regressions only show little variance in the importance given to the different aspects of work.

11. In the part that follows, regarding importance of certain aspects of work, the mobilised concepts seem more relevant.

Job satisfaction

Apart from the general appraisal of work (“are you satisfied with your current job?”), four categories of aspects are investigated in order to analyse to what extent people feel ‘good’ in their current job:

- work content refers to the concrete tasks one has to do (e.g. ability to take initiatives, training),
- work circumstances refer to the physical working conditions (e.g. time pressure),
- employment conditions refer to the contractual fixed conditions (e.g. salary or schedules),
- work relations refer to relations with colleagues and superiors.

Results show that nine out of ten respondents are overall satisfied with their job. Referring to the four sub-categories, significant differences were observed between age categories, as the overall satisfaction rate grows with age. Only the topics of training, chances of promotion and time pressure are negatively assessed by one person out of five.

‘Work relations’ receives the highest score of satisfaction amongst the whole sample. As for significant differences, it seems that the educational background has the biggest impact on the appreciation of work content: higher educated are more satisfied with the content of their job than people with lower educational background. Work circumstances, work conditions and work relations are assessed similarly between age, gender and educational categories.

Evaluation of work situation

In general, 90% of Flemish respondents don’t fear losing their job. However, great differences have been observed between age groups, with older people worrying more about job loss (one out of six for respondents older than 55 years old) than younger people (one out of thirteen in the 18 to 24 years old group).

Concerning the intention of looking for another job, differences between age groups have also been assessed. One out of three respondents aged between 18 and 24 years old considers probable that he/she will look for another job in the year to come, a proportion which drops to eight out of a hundred within the respondents older than 55.

As for the chance of finding a quality-equivalent job, less than half of the respondents aged 18 to 24 consider it small; the proportion goes up to 60% for people aged between 25 and 54.

Educational background has, however a bigger impact on these topics. There is a higher fear of job loss amongst lower educational levels, with a lower percentage claiming to intend to look for another job within the year to come (higher educational backgrounds are twice as much affirming having this intention).

Conclusions

Overall work orientations amongst the Flemish population are characterised by a more ‘traditional’ relation to work (as defined above, i.e. ‘the wish to continue working even if one doesn’t need the money’). More than 95% of the people consider job security as important. But other work aspects like having an interesting job and good career opportunities are also highly considered as important. Concerning job satisfaction, one can say that the average Flemish worker is quite satisfied with his work.

Significant differences are observed between gender, age and educational sub-groups. However, concerning the importance given to some aspects of work – and referring to a more “extrinsic”, “intrinsic” or “social” relation to work (as defined above) – the analysis stresses the low presence of significant differences between those different groups.

It seems that educational background has a relatively high degree of influence on the expressed work orientations.

2.1.6 Sources

Vanweddigen M. (2005), “Vlamingen en hun opvattingen over (betaalde) arbeid”, *Stativaria* 38, Brussels. Can be downloaded from:
http://aps.vlaanderen.be/statistiek/publicaties/pdf/stativaria_38.pdf

The website of the Study service of the Flemish government: www.aps.vlaanderen.be

Access to ISSP data is possible via the website of GESIS (German Social Science Infrastructure Service)

2.2 Appraisal of the selected initiative

The selected study gives a global descriptive picture of the work orientations within the Flemish population. It however specifies in the introductory words that further, deeper research is planned later on, based on the collected data.

The selected initiative is conducted in order to assess social and cultural changes within the Flemish population, in this case concerning work orientations. The study conducted on the basis of the SCV-survey is being used for means of policy designing or evaluation.

It seems however relevant to give a counter point of view of the Walloon part of Belgium, in order to balance the national picture. A “King Baudouin Foundation” publication (2000), presents the outcome of the European Values Study (EVS), with a chapter focusing on values regarding work. De Witte, H.(2000), ‘Houdingen tegenover arbeid in België op de drempel van de eenentwintigste eeuw’ in Dobbelaere, K., Elchardus, M., e.a. (red.), *Verloren zekerheid. De Belgen en hun waarden, overtuigingen en houdingen*, Brussel/Tielt, Koning Boudewijnstichting/Lannoo, pp 77-115.

3. DREAM: Youth and the professional future

3.1 Description of the survey

3.1.1 Type of initiator

DREAM is a project initiated by ICHEC-PME (SME department of a Brussels business school) in collaboration with EHSAL, an association that aims at stimulating entrepreneurship among young students. Since 2000, DREAM has been organising awareness actions in schools (www.dreamday.be), doing surveys and conferences and has created a website. In 2007, 15120 young students and 650 professionals participated in their activities.

3.1.2 Objectives, motivation

The DREAM survey aims at identifying students' representations of work, education and professional future. It also confronts those representations with observations of managers and HR professionals about new recruits.

A first survey took place four years ago and some comparisons are possible with the data collected in the recent survey (2005). DREAM plans to organise such comparisons on a regular basis to progressively build up a "barometer". These longitudinal observations will be helpful to prepare young students to their future work.

3.1.3 Target groups

The survey was launched in 2005. The first part of the data collection was conducted in a sample of 1789 young people (15-20 years), from general, transitional and technical orientations of secondary schools, in both French and Flemish parts of Belgium. 51 schools collaborated to the survey. Artistic orientations are not concerned by this survey. The questionnaire was previously tested by a sample of 70 students. For data collection, the final questionnaire (10 pages) was mailed to the participating schools and they were filled in the classroom. 1100 answers were valid.

Results were analysed in considering an error margin of 3%. The sample is representative of the schooling orientations of the students and the geographic localisation of the schools. Moreover, the gender distribution is balanced.

The second part of the data collection concerned HR managers and professionals regularly confronted to young recruits. This second phase was announced in generalist and specialised press and was supported by professional associations. 442 professionals (180 HR professional + 262 entrepreneurs) answered to an online questionnaire available on the Dream website. The questions (10) concerned the quality of the preparation of young recruits, their attitude regarding work and social relations, entrepreneurship...

3.1.4 Main issues covered by the survey

In the first phase: motivations for school orientation, motivations to pursue schooling after secondary school, choice of a professional orientation, representations and fears about the professional life were assessed. The second phase mainly aimed to propose cross-observations concerning young workers' attitudes, competencies and efficiency, and to suggest orientations for analyses.

3.1.5 Summary of results

Studies

Studies are considered as important in the building of the professional path and for social integration. A huge majority of students consider as important to pursue their studies after secondary school (73.5%). Moreover 66.6% of students already know what kind of studies they will pursue in the following years. This choice is in relation with the job they want to do. 87.5% declare having an idea (precise or vague) of the job they want to do. A short majority is mainly interested in intellectual jobs (56.27%).

The perspective to have a “good job” (75.7%), the opportunity to choose their job (59.8%) and a good salary (53.6%) are featured as the main motivations to continue schooling after secondary school. At the contrary, the reasons evoked to stop studying are: the desire to earn money (73.4%), the will to quit school (48.2%), the conviction that they can learn their future job on the workplace (39.6%).

The meaning of work and professional orientation

For the students, work is mainly considered as a means to earn money but less as an obligation. The fact they can experience their passions at work is also considered as a determinant criteria for the choice of a professional orientation. A huge majority of students consider as essential to have a pleasant job (93%) giving some possibilities to earn money (56.1%). Flexible working time (18.7%) and responsibilities (22%) are not a major concern for professional option.

They want to have a pleasant job but they are also realistic concerning the fact that they have to work to encounter material needs. For their future jobs, students declare that they are ready to make some sacrifices: reduction of the holiday time (79.5%) and of the time allowed to hobbies (77.9%). At the contrary, the time allowed to family life (38.5%) to the couple (43.7%), and to social life (50,9%) remains generally more important than work.

Some differences are observed between men and women. Both consider important to have a pleasant job (91.6% for men; 94.6% for women), but mainly young girls consider social relations as their second priority (57%) when young men consider that to earn a lot of money (64.5%) is more important.

Motivations for choosing a job / Comparison between boys and girls.

Boys	Girls
To have a pleasant job (91.6%)	To have a pleasant job (94.6%)
To earn a lot of money (64.5%)	Social relations (57%)
To have a job that corresponds to my qualifications (50.4%)	To have a job that corresponds to my qualifications (49%)
Security of employment (43.1%)	To earn a lot of money (48.1%)
To have a varied activity (40.3%)	Security of employment (43.2%)

Family life and the fact to have a first child is a good reason to ask for a part-time job for 44.4% of the young students and only 1% would totally abandon his job. About this topic, differences between men and women are significant: 7.4% of the men and 17.6% of the women would prefer a part-time job even if they have no child. With a child, 63% of the girls would choose a part-time job and only 24.7% of the young men.

Fear about future

Future workers are quite confident regarding their professional future (61.7%). Only 23% declare to be worried. Young men are more confident than young women and students from the general orientation are more worried than students from the technical orientation.

The main fears expressed by the students are: to have no private life (37.2%), to be jobless (24.7%) and not to be at the level of the task (23%). At the contrary, only 12% are uneasy about not being recognised in their work.

Fear about future

	Not a concern	A concern	A source of anxiety
To be jobless	24.8%	50.5%	24.7%
To earn not enough money in comparison with my investment	27.7%	53.8%	18.5%
Not to be at the level of the task	29.2%	47.8%	23%
To have a job that does not correspond to my will	30.8%	49.2%	20%
To have no desire to work	50.5%	35.7%	13.8%
To have no recognition at work	42.7%	45.3%	12%
To have no private life	26.3%	36.5%	37.2%

The opinion of the HR managers, recruiters and professionals

The main divergence between students and professionals concern the fact that 72% of the professionals consider that newcomers are not enough prepared to their professional life. At the contrary, 80.8% of the students consider they are well or very well prepared for their future jobs.

The survey also asked to the professionals which competencies are present or very present among their young recruits. They point out: the ambition (78.6%), the capacity to apply what they learned at school (61.7%), team spirit (59.6%) and flexibility (58.9%). HR managers and professionals consider those two last qualities as important. At the contrary, some are considered as absent or not enough developed. Young workers are not enough independent (65.1%), not enough open to foreign languages (62.3%) and not enough perseverant (55.8%). In the same time, they consider that perseverance is the most important quality they should develop.

At least, HR managers and professionals reacted to some affirmation. Among them:

- 59% consider that having a diploma after secondary school is necessary to find an interesting job (it was considered as important for 73.5% of the students).
- 57.4% agree with the fact that young workers have a realistic vision of their job.
- 60.1% *do not* agree with the fact that young graduates have a realistic vision of their abilities and capabilities.
- 58.9% consider that supervisors are *not* satisfied with young recruits.
- 88% agree that more information about jobs and careers would avoid incorrect study choices.

Comparison with the 2002 survey

In comparison with the survey conducted in 2002, the representations of the young students can be considered as stable.

3.1.6 Sources

The research report is downloadable on the ICHEC website: http://www.ichec-pme.be/content/RAPPORT_enq_2006_fr.pdf

3.2 Appraisal of the selected initiative

The public concerned by this survey is out of the scope of the SPReW sample that only includes active workers. However, those students (and future workers) also belong to the Generation Y: their representations of work then correspond to the representations of the new entrants in the active life.

Moreover, the analysis provided in the qualitative report demonstrates the importance of the life course and socialisation in the way the individuals manage their relation to work. This survey allows us to observe that such relation, expectations and even “career plans” exist before the first work experience. At least, the cross-observation between future workers and HR managers and professionals shows potential area of tensions concerning the importance of some values and dispositions.

4. CAPA: “The evolution of the physical and physiological capabilities at work regarding to age”

4.1 Description of the survey

4.1.1 Type of initiator

The CAPA survey was financed by the Ministry of employment, work and social dialogue (Humanisation of work). The DG “Humanisation of work” of the Ministry of employment, work and social dialogue promotes research projects concerning well-being at work. Those researches aim at formalising and disseminating information about methodologies to identify and prevent risks; and at managing adequate interventions about specific topics.

The survey was conducted by researchers belonging to French-speaking and Dutch-speaking universities in collaboration with an external service for prevention and security at work (SEPP).

4.1.2 Objectives, motivation

Since some years, age is becoming an important topic. The political reasons are: the necessity to maintain the activity rate; the constant ageing of the active population; the increasing charges on public finances, etc. Age is also an important issue for the companies and, in particular, the management of the end of careers and the organisation of work.

The age issue is also linked to social representations. The classical assumption is that performance decreases with age. In such a perspective, age is a key factor to understand disengagement, demotivation, resistance to change, failures to adapt to innovation, etc. On the positive side, age is also associated to experience, loyalty, knowledge transfer... All those

representations have consequences on the management and on decisions of anticipated retirement.

The CAPA project is in line with this context of age discrimination. Its main objective is to confront social representations to scientific literature and analyses. In the framework of this project, a survey was conducted in order to organise awareness campaigns about “the evolution of the physical and physiological capabilities regarding to the age of workers”.

The main questions are the following:

- What are the scope and nature of the representations about the physical, cognitive and psychosocial capacities of aged workers?
- What can be learnt from the scientific literature about the evolution of the physical, cognitive and psychosocial capacities of aged workers?

4.1.3 Target groups

The project was conducted in two phases. In the first phase (2004-2005), a survey was conducted in a sample of 800 workers belonging to 12 areas of activity. In the second phase (2006), 12 focus groups of 20 workers were organised.

4.1.4 Main issues covered by the survey

The first phase gathered information about stereotypes linked to age and early retirement. The second phase focused on four main topics: age and absenteeism, age and learning, age and motivation, age and stress.

The research allowed:

- Identifying and organising mental pictures concerning aged workers at all levels of the organisations and for both men and women. What are their main assets? What are their main weaknesses and failings?
- Taking some distance with such representations in confronting them to scientific literature. More than 200 references were consulted and referenced.

4.1.5 Summary of results

The pregnant stereotypes

In opposition to scientific hypotheses, the survey does not confirm the existence of significant social stereotypes about older workers. When they are present, they are deeply established and they correspond to scientific observations (e.g. some physical abilities decrease with age...). However, some stereotypes deserve to be analysed more precisely.

For example, the “difficulty to learn” is a deeply established stereotype about older workers. Otherwise, some studies demonstrate that training is not accessible enough for aged workers, because of supply factors (the employers suggest it more rarely) and demand factors (older workers exclude themselves from such opportunities for different reasons). But, such studies

also demonstrate that trained old workers are as efficient as their younger colleagues. Such observation lead to a debate between two positions: to organise training specifically dedicated to older workers (but there is a risk of stigmatisation); to adapt training for the older workers (but there is a risk to dishearten the younger workers).

At the contrary, some stereotypes are under-estimated by the population: for example the risk of depression among older workers is recognised by only 10% of the interviewees when literature demonstrates that such risk significantly increases with age when working conditions are not convenient and when aged workers loose control on their environment. Other problems like stress are also under-evaluated, even if the negative consequences are important.

As a consequence, stereotypes concerning older workers are not the principal hindrance for maintaining older workers on the labour market. Instead, they could be an excuse to legitimate some decisions in some conjunctures. In other words, mental schemes would be less significant than managerial considerations in the exclusion of the older workers. The analysis concludes that maintaining older workers in the active life would less depend on a change in the representations than on the working conditions of older workers.

The consequences of age on professional activity

Physical abilities and capabilities

The scientific literature provides explanations about the consequences of natural ageing on physical abilities and capabilities of workers. It concerns muscular strength, performance, sight, hearing... Inter-individual differences exist but “the young worker lambda” is significantly different from “the older worker lambda”.

Natural ageing can be compensated by collective or individual strategies of adaptation. Such strategies take place and are influenced by the work environment (social support, autonomy in tasks management). At the contrary, they are limited when the physical working conditions are too hard or when intensification of work is too strong.

Until the 90's, older workers were preserved from such evolutions: management took the age in account in the organisation and in the distribution of work. Laborious tasks were, in priority, allowed to younger workers. However, recent surveys demonstrate that such compensations tend to disappear.

Cognitive and psychosocial abilities.

Scientific literature about the effects of age on cognitive and psychosocial abilities is also abundant.

On the first hand, it demonstrates that age does not significantly affect such capacities: the ageing process is only significant after the age of retirement (over 70 years). Moreover, if the learning capacity tends to decline, this inconvenient can be easily compensated by adaptations of the training programmes.

On the other hand, working conditions would intervene significantly (positively or negatively) in the relation between age and abilities. If the work environment is “wealthy” and if the worker has a relative autonomy and social support, neither his abilities, nor his stress or implication will be affected by age. About this topic, recent analyses show that if social support is essential, autonomy is not necessarily a positive element. Indeed, autonomy

sometimes means greater responsibilities, risks and stress... The survey shows that all workers are not ready to assume that. At the contrary, if working conditions are deteriorated, in case on intensification of work for example, the effect of age will be more significant and older workers will be significantly attracted by early retirement.

Conclusions

Regarding both physical capacities and cognitive or psychosocial abilities, the survey and analyses conclude that ageing does not affect productivity and implication at work. The older worker knows the limitations imposed by his age and he is capable to manage it during the end of his career. Working conditions are then more significant.

4.1.6 Sources

Scientific report of the research.

The Ministry of employment, work and social dialogue will publish some information and guidelines about:

- Social stereotypes concerning older workers
- The relation between stress and age.
- Anticipated retirement.
- Learning and age guidelines.

Some information is also available on the website of the ministry:

<http://www.emploi.belgique.be/moduleDefault.aspx?id=133>:

- Inventory of the questionnaires concerning health and psychosocial charge at work.
- Database containing more than 200 references about ageing at work.

4.2 Appraisal of the selected initiative

Regarding to the SPReW concerns, the CAPA survey provides information about different dimensions of the ageing process and the representation of age in organisations. It lightens the importance of organisational dimensions and some issues that could be considered in the end of career management. In particular, it demonstrates that age is not *in itself* a major problem but that it could become one if the work organisation does not consider it and if working conditions do not allow the older workers to develop individual or collective strategies of compensation.

5. TOR survey “Life course of young adults”

5.1 Description of the survey

5.1.1 Brief description

This survey was carried out in 2004 and published in 2005 by the sociological research centre TOR (Tempus Omnia Revelat) of the Flemish Free University of Brussels (VUB). It is a

national survey, concerning young men and women between 18 and 36 years, and based on a sample of 4666 written answers (postal survey, four rounds, answer rate 46%). The overall purpose was to investigate the life courses and future expectations of young adults in Belgium. The survey was sponsored by an insurance company (P&V), two weekly magazines (Knack in Flemish and Le Vif in French) and the French-speaking public broadcasting RTBF.

Four reports are published and available on-line in French and Dutch:

- Report I: The life course of young adults
- Report II: Family life and the future of the family
- Report III: Work, careers, ethics of work, lifelong learning and time credit
- Report IV: The individual and social uneasiness of young adults

The most relevant reports for the SPReW project are I and III, but the other ones also contain specific interesting insights, which will be commented more briefly in this description.

5.1.2 Type of initiator

This survey is the fourth project carried out by TOR with the same sponsoring partners, between 2001 and 2005, on various subjects: the feeling of solidarity between Flemish and Walloons (2001), the expectations concerning the end of career (2002), the opinions regarding the use of biotechnologies (2003), and this one about the youth (2004-2005). The surveys of 2002 and 2003 were also co-sponsored by public authorities (federal ministries). The partnership with two weekly magazines and the radio allows for a broad diffusion of the results, beyond the research reports for the scientific community.

5.1.3 Objectives and motivation

There is a twofold motivation behind this survey. On the one hand, the research centre TOR tries to build up private/public partnerships for nationwide surveys, on topics of general interest. On the other hand the media (magazines and radio) also use the survey results for their own purposes and audience.

5.1.4 Target groups

The target group of the survey is composed by young adults from 18 to 36 years, living in Belgium (national coverage).

5.1.5 Main issues covered by the survey

Report I: The life course of young adults

This reports deals with a general overview of life courses of young adults, trying to define the ideal life course, as expected by the respondents, and measuring possible gaps between the ideal life course and real life courses. It raises the issue of standardised life courses versus de-standardised or individual life courses and proposes a measurement of this degree of (de)-standardisation. It considers to what extent young adult feel that their real life course restricts the range of alternative paths for their future. Based on the number of transitions already

experienced by young adults, the report distinguishes “social age” and “chronological age” among the surveyed population.

Report II: Family life and the future of the family

This report focuses on life course transitions: leaving the parents’ house, starting living with a partner, marriage, getting children, buying own house. It determines various lifestyles and household types dealing with these transitions, leading to a typology of seven types of family models.

Report III: Work, careers, ethics of work, lifelong learning and time credit

This report focuses on the education and professional paths of young adults, investigating how they consider their career. It proposes a typology of careers, relying on both their view of the future of their work and their relation to work, particularly their ethics of work. Specific aspects of the career prospects are investigated, such as professional mobility, lifelong learning and time credit. The report analyses the reasons why young adults are driven towards distinct types of careers. Gender, regional differences, education level and employment situation are regarded as key differentiating factors. The survey results indicate that the ethics of work and the “social age” strongly influence the preferences for certain types of careers. Finally, the report analyses how young adults adapt their career prospects to their life course orientation.

Report IV: The individual and social uneasiness of young adults

This report analyses the representations that young adults develop about their individual future and the future of society. These representations are imbedded in a wider feeling of welfare or unrest, satisfaction or dissatisfaction regarding their life course. The hypothesis that the representation of economic prospects has a strong influence on individual uneasiness is confirmed by the survey. Uncertainties about societal trends and the feeling of insecurity lead to disquiet regarding the future. The survey indicates that individual and social uneasiness have a strong influence on political preferences and voting.

5.1.6 Summary of relevant results for the SPReW project

Standardised versus individualised life courses

The report concerns the “ideal life course” of young adults. It describes the life courses as a sequence of life positions, separated by transitions. The survey identifies the ideal age for each transition: first sexual relation (17.53y), getting the driving licence (18.59y), voting (19.21y), first work experience (20.32y), financial autonomy (22.20y), end of studies (22.52y), starting cohabitation (23.66y), marriage (26.40y), first child (26.41y), buying own house (27.60y), last child (34.15y), going to retirement (57.73y). The statistical dispersion is rather low.

These data are used to comment the hypothesis, drawn from a brief literature review, that the standardised life course, based on a fixed sequence of positions and transitions (“discipline of time”), is being increasingly replaced by de-standardised life courses, since the end of the 1970s. De-standardised life courses are made of individual arrangements of both the sequence and the duration of positions and transitions. The survey results do not confirm that hypothesis. They conclude that the ideal life course of young adults is quite standard, both in timing and sequences. Statistical deviations (standard and inter-quartile deviations) are small.

Gender variations are not significant. Opinions about the ideal life course are constant over age, in the 18-36 range. Small regional variations concern timing, but not sequence. Minor deviations are observable, both in timing and sequence, according to the education level, linked to the length of studies: delayed timing; permutations in the sequence financial autonomy – end of studies – first cohabitation (of which average age is anyway very close); different perception of the end of career. The general description of the ideal life course, for both the whole sample and the higher education level, is summarised in the following table.

Ideal life course of young adults 18-36 (TOR survey)

Phase	Transitions	Whole sample			Higher education		
		Initial age	End age	Duration (years)	Initial age	End age	Duration (years)
Post-adolescence	First sexual relation, driving licence, first voting	16	20	4	17	23	6
Social adult age	First work experience, financial autonomy, end of studies, cohabitation with a partner	20	25	5	23	27	4
Family development	Marriage, first child, house acquisition	25	30	5	27	30	3
Fully active life		30	55	25	30	55	25
End of career	(Pre-)retirement	55	60	5	55	65	10
Post-active phase		60	80	20	65	80	15

The authors define the “social age” as the number of transitions experienced by an individual. The survey indicates that chronological age and social age remain parallel. As the social age progress, the possibilities to change the life course decrease. For example, the average age of young people who think that their life course is not yet decided and many paths are still open is 25.7y (median age 25); at this time, they have experienced 2.62 transitions. The average age of young people who think that it is rather impossible to change their life course is 30.9y (median age: 32); at this time, they have experienced 6.15 transitions.

The authors conclude that the hypothesis of increasingly individualised life courses is not confirmed by the survey.

Employment situation of young adults

The employment situation of the respondents (18-36y) is distributed between 60% employed, 8% self-employed, 10% unemployed and job seekers, 18% students, 4% inactive. The employment rate of respondents is however higher than the average employment rate in this age bracket. Among the students, 8.6% have already a work experience. Among the unemployed and job seekers, 76.3% have already worked (including student jobs). Among the employed, 18% work part-time.

Insertion in the labour market can be measured by the time interval between the end of studies and the first job. 65.2% of the respondents got their first job within 12 months, 17.9%

between 12 and 24 months, and 8.2% after 24 months; 8.6% already worked before the end of their studies. The following table indicates the breakdown by gender and according to the education level. Gender differences are weak, but degree differences are significant (following table). There is also an important regional gap between the Walloon and Flemish Regions: the young Walloons have much more difficulties to find their first job (only 56% in the first year, against 70% in Flanders; 14.5% after two years, against 5.7% in Flanders).

Time interval between end of studies and entry to the labour market (young adults 18-36)

	Entry to the labour market before end of studies	End of studies and first job within 12 months	First job between 12 and 24 months after end of studies	First job 24 months or later after end of studies
No secondary certificate	7.7%	58.8%	15.7%	17.8%
Secondary technical or professional degree	8.3%	65.0%	18.1%	8.6%
Secondary general or artistic degree	9.9%	55.5%	24.5%	10.2%
High school degree	8.0%	72.6%	15.2%	4.2%
University degree	10.9%	66.0%	19.3%	3.8%
Man	8.5%	65.5%	17.5%	8.4%
Women	8.8%	64.9%	18.3%	7.9%
Total	8.6%	65.3%	17.9%	8.2%

Career prospects and career models

Through aggregate analysis of a series of questions related to career prospects, the authors distinguish two key variables: the first one concerns career flexibility (either to prefer progression in the same job and/or the same company or to prefer to change job or employer frequently); the second one concerns the relation to work: to be centred on work and have career ambitions, or not. Four clusters are statistically defined and represent four types of careers (see table below): (a) ascending stable career; (b) ambitious and flexible career; (c) flat career; (d) flexible peripheral workers.

- a) ***Ascending stable career.*** This cluster is the most important. These young adults have a strong involvement in work; they wish to work full-time (88%), to work in the same sector and get promotions (82%), but they do not like a flexible career (only 30% would like it).
- b) ***Ambitious and flexible career.*** This cluster is composed of young adults as ambitious as in cluster (a) and as involved in their work, but much more open to a flexible career (61% positive opinions). They want to work full-time (74%), but a significant minority would like to alternate full-time and part-time periods (20%). They think that career progression can be better achieved by changing employer (74%).
- c) ***Flat career.*** In this cluster, people consider a career in the same sector without significant progression (89%), because they prefer working in a stable environment. They are much less ambitious than in clusters (a) and (b), and their involvement in work is lower. They

have low expectations regarding wage progress. Part-time is preferred by 38% and only 48% want to work full-time during their whole career.

- d) ***Flexible peripheral workers***. This cluster is the smallest one, contrary to several hypotheses in the literature on peripheral workers (Beck, Hyman) or “flexitime” workers (Castels). These workers are more ambitious than (c) but less than (a) and (b); also their involvement in work is in-between. They have low expectations regarding wage progress. Full-time is preferred by 43%, part-time by 35% and 22% would like to alternate full and part time.

Clusters of career prospects among young adults (18-36)

	Not flexible	Flexible	
Centred on work and ambitious	Ascending stable career 37.7%	Ambitious and flexible career 27.8%	65.5%
Not centred on work and not ambitious	Flat career 21.0%	Flexible peripheral workers 13.5%	34.5%
	58.7%	41.3%	

Ethics of work and work orientation

The survey also intends to measure the degree of importance attributed to work in one’s life course, and the values attached to work. The results indicate that the young adults continue to give a high importance to work; they refute the hypothesis that the new culture of the youth gives little importance to the ethics of work. The authors even state that the ethics of work is rather rigid and traditional among the 18-36 generation. Positive items get high scores: work can be fun (90%); if you want to realise something in your life, you must work (86%). A majority prefers working even if a similar income could be got from unemployment benefits (59%) and that its better to have any kind of job than being unemployed (51%); 45% of respondents would not like to receive money without meriting it by working or having worked. The score of ethics of work is higher in career model (a) than (d), but in a rather narrow range (score of 6.9/10 against 5.8/10 on a 0-10 scale).

Personal development and autonomy are also considered as important components of the relation to work. Personal development is highly valued in all career models (from 7.7 to 8.2 on a 0-10 scale). Autonomy is mainly valued in the flexible models (b) and (d).

Lifelong learning

The survey measures the attendance and intentions to attend continued training. At the moment of the survey, 38% of the non-students were attending a complementary training: one half within their job and one half for personal reasons. Even among the students, 12% were attending a complementary training for personal reasons. Referring to career models, the highest proportion of young adults attending training for professional reasons is in ascending stable careers (a), while for personal reasons in the “flexible” career models (b) and (d). The intentions to attend continued training in the future, either for professional or personal reasons, concern about one half of the respondents; it is higher among students, intellectual employees and unemployed, lower among manufacturing workers and self-employed. There is a gender differentiations in the intentions: among men, 32% intend to attend training for professional reasons and 22% for personal reasons; among women, the proportions are

respectively 24% and 25%. The household composition has also an influence on training intentions: the highest rate of non-intentions is among households with children.

Determinants of career orientation

The survey results reveal a strong gender bias in career orientation: women are over-represented among young adults who wish a flat career, and, to a lesser extent, among flexible peripheral workers. They are under-represented in the ascending career models, flexible or not (a and b). In the career models where women are more present, part-time is more frequent and promotion opportunities are lower.

Another strong differentiation concerns the education level. Holders of university degrees are highly over-represented in flexible career models, mainly the ambitious flexible career (b). Holders of certificates from technical and professional secondary education are over-represented in career model (a). Holders of high school degrees often prefer career models (a) or (c).

Age and position in the life course also influence the orientation towards a career model. The ambitious flexible career is often wished by young people (average chronological age = 26 and average social age = 3.1 transitions), as well as by those who do not yet work. There is a contrast with the flat career, which is mainly wished by the older (average chronological age = 30 and average social age = 5.1 transitions). Those wishing an ascending stable career are characterised by a young chronological age but a higher social age.

5.1.7 Sources

Elchardus M., Smits W. (2005), *Le cours de vie des jeunes adultes / De levensloop van jonge volwassenen*, Free University of Brussels (VUB), Study group Tempus Omnia Revelat (TOR).

- Report I (TOR2005/11): The life course of young adults
- Report II (TOR2005/12): Family life and the future of the family
- Report III (TOR2005/34): Work, careers, ethics of work, lifelong learning and time credit
- Report IV (TOR2005/36): The individual and social uneasiness of young adults

Downloadable in French and Dutch from www.vub.ac.be/TOR/main/publicaties/

5.2 Appraisal of this survey

This survey only concerns the young generation and does not deal with intergenerational relationships. Besides those limitations, the survey is meaningful for the SPReW project as it intends to quantify some of the concepts that were developed in our qualitative analysis, notably:

- The standardised /individualised life courses: the definitions used by the TOR group are slightly different from those developed in the SPReW qualitative research; in the TOR meaning, individualisation is assimilated to non-standard combinations of positions and transitions in the life course.

- The variety of entries to work: the TOR survey only measures the time interval between studies and first job; it does neither assess the stability of precariousness of the first job, nor the job mobility of young adults. The TOR concept of “transitions” does not cover transitions from one job to another, while other surveys on professional trajectories consider such changes as transitions.
- Career models and determinants of career orientation: the TOR survey is mainly based on intentions and wishes. The clustering of career models is however interesting, as it can be confronted with various standpoints in scientific literature. An interesting result of the survey is an attempt to quantify the various career models, and to relativise the popularity of “nomadic” career paths.

6. Survey FTU/CSC: Employment conditions and expectations of workers below 30 in the French-speaking part of Belgium

6.1 Structured description of the quantitative survey

6.1.1 Brief description of the selected survey

The survey is the result of a specific demand of young workers of the CSC (Christian Trade union). The general aim was to have a better understanding of young workers (under 30 years old), of their professional integration, their trajectories, their relation to work and perception of trade union participation. A survey questionnaire was used, to which 1079 respondents participated. This sample is representative of young workers of less than 30 years within both the Walloon and Brussels regions.

6.1.2 Type of initiator

Group of young people of the Christian trade union confederation. The Fondation Travail-Université conducted the survey.

6.1.3 Objectives / motivation

The general aim was to have a better understanding of workers below 30 years of age, of their professional integration, their trajectory, their relation to work and perception of trade unions.

6.1.4 Target groups

The target group is made of paid workers under the age of 30 in both Walloon and Brussels regions.

6.1.5 Main issues covered by the survey

The main themes of the survey are: work and employment experience; perception of work; opportunities and constraints within work; social concerns; relation to trade-union organisation.

6.1.6 Summary of results

Importance of the intrinsic dimension of work

The questioned workers underline the unavoidable nature of work; 84.5% think, “one must work to live”. But work is also considered as important for self-fulfilment: 86.1% think having a job is important for ones fulfilment. That doesn’t mean that work is the only source of self-development, but it does contribute to it. Indeed it brings experience, but also social integration and recognition. If a majority thinks that work is important, there is however a relative distance to work: only one worker out of 5 (20.8%) thinks that work should always come first, even if it means having less free time.

Young workers are rather divided concerning the sense of duty: one out of 2 thinks that working is a duty towards society. The same division is observed concerning the opinion that states non-working people must be blamed: 48.3% don’t agree with the statement that non-working people are lazy. On the other hand, a majority (57.5%) is opposed to the idea that people shouldn’t have to work if they don’t wish to. Receiving money without having to work for it is judged negatively by a little more than 4 young workers out of 10 (42.1%).

The survey also questioned the young workers on what is considered important within a job. In general, everything is considered important within work, which means that expectations towards work are high and that, at the same time, deception can be very high as well. Relation to work is far from being dominated by only financial purposes. Young workers expect their work to bring them concrete things, like a decent income, but they also wish to work in a good human environment, and expect their work to be self-fulfilling and give them recognition. The fact of having known a period of unemployment doesn’t influence these expectations towards work. Each of the mentioned themes remains in the same proportions.

The survey also asked the young workers about how they perceived *their current job* as regard to the instrumental, social and symbolic dimensions. The *social aspects of work* are those of greatest satisfaction: an average of 80.3% of young workers claim to be satisfied with their relation to colleagues and superiors. The *instrumental dimension* gives an average of 64.0% for all the items covering this dimension, but this average conceals some important differences. Income level is the item of less satisfaction (only 1 out of 2 finds it satisfactory); employment security is seen as satisfactory for 59.3% of respondents. Average satisfaction for items listed in the *symbolic dimension* is also positive (59.8%) but could be improved. Career perspectives, training possibilities, work recognition are noted as not very satisfactory by more than one worker out of 4. However, most of the respondents are satisfied with work content and level of responsibilities.

Trajectories of young workers

More and more young people experience the working world before finishing their studies. One out of 2 has “regularly” had student jobs before the current working contract; 29% have “sometimes” worked as a student and 22% have never worked while studying.

Entering into work life for young workers is a more or less insecure path, made of changes. One out of 2 young worker has already changed employer (51%), although within these 51%, almost half (48%) claims to have *always* done this voluntarily. This observation underlines the complexity of the phenomenon.

Focussing on the profile of young workers while taking into account the number of job changes, shows few differences between those who never changed employer and those who changed a limited number of times (1 to 3 times). In a way, a limited number of changes belongs to what could be called a “standardised” integration path. The differentiation between young workers is greater when the number of changes grow. 2 to 3 job changes seem “normal”, but additional changes reveal more fragile trajectories and the social reproduction of professional insecurity.

One out of 2 young workers (54%) has never been unemployed or, as one can also read this figure, almost one out of 2 (46%) has been unemployed. This survey concerns young workers; thus, these figures are not unemployment rates, unemployed young people were not included within the survey.

A little more than half of young workers don't worry about job security. One out of 5 doesn't have an opinion on this matter and about the same proportion has a rather negative position towards job security.

The vision of workers above 50

The survey also questioned the sample about their perception of the older worker (>50 years). 73% considers the older colleagues as a learning source, even though they are not always available. 51.9% of respondents declare that older colleagues are often available for helping the younger workers; only one out of 5 doesn't agree with this statement (20.5%). Age-mix is considered as positive, 76% thinks it gives way to a good working environment. On the other hand, one out of 2 young workers (48%) thinks older workers adapt less easily to changes. As for tasks and status distribution, opinions are divided. 35.6% of the respondents think older workers always have the good status, but about the same proportion (39.6%) have an opposite opinion. Concerning the item “the interesting work is always for the older ones”: almost one out of 4 respondents (23%) agrees but one out of 2 (52.5%) doesn't. Furthermore, a quarter of the respondents don't have an opinion on older workers. This can be explained either because they simply don't have older colleagues, or because they haven't considered the “age” aspect up to now.

Young workers who have known unemployment for a certain period of time have a less positive view on older worker's role regarding knowledge transfer: they are 64.6% to think *older colleagues teach their trade to the younger ones*, whereas respondents who have never experienced unemployment are 74.7% to share this opinion; 41.4% think *older colleagues are often available for helping younger workers*, proportion which goes up to 54.5% for those without unemployment experience.

28.4% of the female respondents vs. 17.1% of male respondents figure *the most interesting work is always for the older colleagues*. This is the only item for which male and female responses differ significantly.

Concerning the perception of older colleagues, the greatest difference is observed as to their availability in helping the young. Respondents in fixed-term contracts are more positive on

this matter. However, they are more negative as regard to statutes distribution. But proportions are not reversed. One must take the age effect into account here: fixed-term contracts are mostly those of younger workers; contracts, which are more present in small companies.

6.1.7 Sources

The report can be downloaded at the following address:

<http://www.ftu-namur.org/fichiers/Jeunes-travail-emploi.pdf>

6.2 Appraisal of this survey

Beside information on the status in employment, the survey focuses on common issues with the SPReW project: relation to work, vision of generations, trajectories in employment.

The social partners and the policy makers at the regional level use the survey.

One question can be interesting for SPReW. It is a question dedicated to the perception of workers above 50 by workers below 30. On a scale of 5 positions people have to say if they agree or not with the following statements:

- Older workers teach their trade to the younger ones
- The older workers are often available for helping the younger workers
- Various ages within the workforce favours a good working atmosphere
- The most interesting work is always given at older workers
- Good status (contracts, salaries...) are always given to older workers
- Older workers have more trouble adapting to changes within work
- At work, young workers stay with young workers and older workers also stay together.

Relevant surveys in France

*Lucie Davoine,
Béatrice Delay,
Dominique Méda*
Centre d'Étude de l'Emploi, Paris

1. Employment and working conditions (emploi salarié et conditions de vie) of the Observatoire sociologique du changement

1.1 Description of the survey

1.1.1 Brief description of the selected survey

The survey took place in 1995 and it interviewed 1036 workers in 5 sites. The sites were chosen in order to represent a variety of economic situation (dynamism, or decline) and a diversity of economic sectors. The sample was selected thanks to the list of the personnel of fifteen enterprises employing more than 50 workers, in the 5 sites that were selected. The sample is not representative of the whole French population. The interview was conducted at the interviewees' home. It deals with relation to work.

1.1.2 Type of initiator

The survey was conducted by a research centre, the *Observatoire sociologique du changement*, at the request of a trade union, the *CFDT*.

1.1.3 Objectives, motivation

The initial motivation of the survey may be pragmatic as it was initiated by a trade union in order to understand the relationship to work after the economic prosperity's period and in a time of economic crisis and rising precariousness. However, the survey was exploited by a group of sociologists and it allows raising more theoretical and conceptual knowledge (see below).

1.1.4 Main issues covered by the survey

The following themes are covered by the survey: relation to work, relation to the company, relation to the employment, relation to trade unions, relation to unemployment, the social involvement outside the company.

1.1.5 Summary of results

The results of this survey are presented in a book of the French sociologist, Serge Paugam. This book is entitled "The precarious worker" (*Le salarié de la précarité*). It is a direct

reference to the famous book of Golthorpe, *The affluent worker*. Is the relation to work described by Goldthrope as instrumental is still relevant in an age of precariousness?

The professional integration or, on the contrary, the precariousness should be analysed through 2 axes: the relation to work and the relation to employment. From a statistical point of view, these two axes correspond to the two factorial axes of the Multiple Correspondence Analysis (MCA). The relation to work corresponds to the satisfaction or dissatisfaction of employees when they are working. The relation to employment sums up the degree of professional stability. In our societies, the professional integration should assure the recognition of one's work as well as the recognition of social rights that stem from work: the professional integration does not mean only a personal fulfilment at work, but also the protection of the Welfare State.

The ideal-type that combines satisfaction at work and employment stability can be named “a certain integration” (*intégration assurée*). The deviations from this ideal type are:

- the uncertain integration (satisfaction at work, but employment instability)
- the laborious integration (dissatisfaction at work, but employment stability)
- the dishonouring integration (dissatisfaction at work and employment instability)

The workers near the “certain integration” constitute 42% of the sample. In this group, there are more men and more workers in dynamic companies with a skilled workforce. 75% of white collars are in this group.

The workers belonging to the “uncertain integration” are 18% of the sample. There are more women, more young people below 25, more workers in declining companies. The “laborious integration” comprises 20% of the sample, with more seniors, more blue collars, more workers in company that are not threatened in the future, but that maintain workers in bad working and employment conditions.

Lastly, the people near the “dishonouring integration” are 20% of the sample. There mainly unskilled workers, and workers in companies with many economic difficulties.

1.1.6 Sources

Paugam S. (2000), *Le salarié de la précarité*, Paris: PUF

1.2 Appraisal of the selected initiative

The survey was initiated by a trade union, but it remains famous because it has been exploited by the sociologist Serge Paugam (2000). At that time, many French surveys focused on employment status (through the Labour Force Survey) or working conditions (through the national survey on working conditions). The survey exploited by Paugam is complementary to the existing survey as far as it also tackles the relationship to the employment status and to the job itself. It allows distinguishing the two facets of job: the extrinsic facets and the intrinsic facets.

The whole questionnaire can be relevant for the SPReW purposes. Here is a selection of questions that are innovative:

- Are you satisfied with the working conditions? The wages? The hierarchy? With the possibility of working independently? With the relation between colleagues? With the atmosphere at work? With the possibilities of promotion? *Contrary to many other questionnaires, the questions about job satisfaction are very detailed and concerns many precise facets of work.*
- Are you personally involved in work?
- Do you want to succeed in life through work or, on the contrary, is work only a way to earn money?
- Do you have a passion for your work?
- Do you think your work ages you or allow you to stay “with-it” (“dans le coup” in French)?
- Do you think you don’t have the skill to accomplish your work?
- Do you like to speak about your job with friends?
- Are you proud of working for this enterprise?
- Are there internal rivalries in your company?
- Are there divergent interests among employees?
- Are there some injustices in your company?
- Do you agree the choices of the hierarchy?
- Is your company flourishing, stagnating or declining?
- Are you proud of working for this enterprise?

2. Work and way of life (Travail et Modes de vie)

2.1 Description of the survey

2.1.1 Brief description of the selected survey

The survey entitled “Work and way of life” (*Travail et mode de vie*) is an additional module to the continuous survey on the living conditions of households. It was conducted in January 1997; among a sample of 6000 persons, representative of the French population. It is made of face-to-face interviews at the interviewees’ home. This survey is entirely dedicated to work and its place in the life.

2.1.2 Type of initiator

The survey was carried by the National Institute for Statistics and Economic Studies (INSEE); but the questionnaire was drawn up with the department for Statistics and Studies of the Ministry of employment (DARES) and the school called *Ecole normale supérieure* (ENS).

2.1.3 Objectives, motivation

As the survey is initiated by scholars, a better knowledge of the relationship to work is the main objective of the survey, at a time where there are some controversies about the place of work in life. Indeed, the survey was conducted during the debates around the working time reduction law, which puts in light the question of the decreasing importance of work.

2.1.4 Main issues covered by the survey

The survey tries to cover the question of the relationship to work through many questions (see below). It also evokes the comparison between the professional situations of different generations. Lastly, many questions allow describing the daily working life and the working conditions, in order to link the job situation and the subjective relationship to work.

2.1.5 Summary of results

The survey begins with a very general question: “what is important for being happy?”. Work comes third, after health and family, as the most important thing in order to be happy.

Work is all the more considered as a requirement for happiness as work is lacking. Work is a condition of happiness for people facing hard working condition, low wages and high unemployment risk, and in particular for men in these difficult situations Work is cited as important by 43% of blue collars and 27% of managers and liberal professions. The employment status is also a determining factor: work is also more important for unemployed people (43%) and for workers with temporary jobs (45%) than for workers with a stable job (31%).

Life cycle, family situation and sex are also key factors. If they are in couple and above all if they have children, men considered less frequently work as an essential element of happiness. The importance of work decreases among women as soon as they are in couple and after 40 years old (but we can not distinguish here an age effect or a generational effect). For women, education level and occupations are not a determining factor.

To sum up, for the most disadvantaged, work is the first step towards a better life. For those enjoying many « goods » (income, children, family, interesting job), there are many sources of happiness.

The interviewees were also invited to describe their work by a work. Here, the most striking result is the similarities between the responses of the workers with a stable job and workers with a temporary contract (see table below).

Which expressions describe your professional situation?

	Stable actives	Temporary actives
A team	75	82
A hell	18	19
A jungle	14	17
A passion	55	59
An obstacle race	42	39
An impasse	9	18
A routine	39	37
An adventure	35	49

2.1.6 Sources

Baudelot C., Gollac M. (2002), *Travailler pour être heureux ?*, Paris : Fayard.

2.1 Appraisal of the selected initiative

The questionnaire is very complete. With this survey, the researchers have been able to construct a typology of relationship to work. The quantitative results were completed by qualitative surveys (Baudelot et Gollac, 2003). Secondly, it allows understanding the determinants of relationship to work. Indeed, the questionnaire also tackles more objective facets of work regarding the working conditions, the vocational training, the number of hours, etc. We select the most innovative questions about the appraisal of the job, the involvement in work, the relation to other spheres of life and the comparison between different generations. The question about working conditions and job situation are not presented here, because there are less innovative, and can be already found in international survey (the ISSP, the surveys of the Dublin Foundation on the improvement of life and working conditions).

- Here are some expressions. Could you choice the one that describes well you professional situation?
 - A team
 - A hell
 - A jungle
 - A passion
 - An obstacle race
 - An impasse
 - A routine
 - An adventure

This question is one of the most innovative compared to the existing surveys on work orientation that are available at the international level.

- If you have the choice, which job would you like to do?

- What were the job and the status of your parents when they are as old as you are now?
- Is your job evaluated by some criteria, by an annual and individual interview, by a mark or by other means?
- Would you say that your work is better, identical or worse than it was five years ago?
- Are you involved in your work? A lot? Just what is necessary? Few?
 - If a lot, why? To earn more money? Because of the intrinsic interest of work? Because you do not have any choice?
 - If “few”, why? Because of a lack of interest? Because you want to devote your time and energy to your private life?

This question is all the more interesting as it tries to understand the first answer and explain the attitude of the interviewee.

- Would you be happy if one of your children has chosen the same job?

According to Baudelot and Gollac (2003), the above question allows measuring a kind of satisfaction at work. It may be a better measure of satisfaction at work than the usual questions because it may bypass a social desirability bias.

- Do you feel proud of your work? Recognised at work? Useful to other persons?
- On the contrary, do you feel exploited? Do you bore at work? Do you think that everybody can do your job?
- Here are some expressions that describe work situations. Could you tell me the ones that you meet?
 - Working in a team where workers get well together.
 - Being powerful
 - Doing things that will remain
 - Being listen
 - Working abroad, in relation with the nature
- During the last six months, are there some tensions in your family or your entourage because you give too much time to work?

The above question is interesting as far as it is as precise and concrete question on the balance between private and professional life, contrary to most of the existing questions in the international surveys.

- Are there some activities that you would like to do or to do more, but you cannot do because of work? Which ones?
- At work do you have some opportunities of doing things that you like and that you cannot do elsewhere?

- Do you think that your professional situation is better than the professional situation of your father/your mother at the same age? Worse? Similar? You can't compare?

3. Life story – Construction of the identities (Histoire de vie – Construction des identités)

3.1 Description of the survey

3.1.1 Brief description of the selected survey

The survey “History of life – construction of the identities” was conducted in 2003. 8 400 persons were interviewed. The sample is characterised by an over representation of people with a migration origin and with health problems.

3.1.2 Type of initiator

The survey was carried by the National Institute for the Economic Studies and the Statistics.

3.1.3 Objectives, motivation

The survey aims at measuring the effects of the society change on the processes of social integration that allow people to find a place in the society and assert their personality.

3.1.4 Main issues covered by the survey

The survey deals with the main sphere of life that could help the individuals to find a place and to be fulfilled (family, work, friendship, leisure, political opinions).

3.1.5 Summary of results

In the SPReW perspective, here are the important results:

- A great majority choose the family as a thing that allows saying who they are. Work comes in the second place, far behind the family (see table below).

The contribution to the construction of identities

% of the interviewees that quoted the theme	
Your family	86,7
Your work, your professional situation, your studies	40,8
Your friends	36,0
A passion or a leisure activity	28,5
The places you are attached to	28,3
Your geographical origins	9,0
A health problem, a handicap	7,6
Your political opinion, your religious beliefs, your commitments	5,4
Your physical appearance	5,1

Note: 3 items can be chosen.

- Work is more frequently quoted as an element of the identity by managers and intellectual professions than by the other social categories and in particular blue collar and unskilled employees that stand back. Work is more frequently quoted by people without child as well.
- Everything being equals, women without child quote work as an element of identity more frequently than men.
- Work appears as “quite important but less important than other things (family, private or social life...)” for two thirds of the population. Very few people declare, “work is more important than everything else” or “less important than everything else”. A quarter estimates that “work is very important, but as important as other things.”
- The probability of stating, “work is less important than other things” is higher among blue collars and clerks, but also among women with children. The survey shows on the one hand that work importance is influenced by working and employment conditions and on the other hand that there is a competition between work and family for women who are mainly in charge of household and care.

Work importance and CSP

En %	
Professionals in arts, media and information	59
Trade men	42
Administrative or commercial managers in private companies	42
Craftsmen	39
Skilled workers in the craft or small companies' sector	39
Liberal professions	37
Managers in the public sector	37
Farmers	34
Teachers, academic professions	34
Unskilled workers in the craft or small companies' sector	29
Director of a company with 10 or more employees	27
Drivers	27
Unskilled workers in the industrial sector	25
Workers in the agricultural sector	24
Service workers	21
Shop and market sales workers	20
Clerks in private companies	17

Lecture: Among each occupations, proportion of people declaring that “work is as important or more important than other things”.

Champ: the active population with a job.

Source: Survey “Histoire de vie- Construction des identités”, Insee 2003.

The survey puts forward classical results about job satisfaction: everything being equals, job satisfaction is higher among self-employed workers, managers or workers in the public sector and people in the wealthiest decile. More precisely, liberal professions, managers in the public sector, teachers, professions in the academic world, in the arts and the media are the more incline to be satisfied. Thus, the satisfaction is linked to the opportunity of being creative, quit autonomous in the work organisation and having a secure job. The satisfaction increases with the income as well (which was not the case of the work's importance). With the same income, women are more satisfied than men, which as a classical result of job satisfaction studies.

Lastly, the survey allow put forward the difficulties in reconciling professional and family life. At the question “Do you think that work make the organisation of family life difficult?”, 39% of employed people answer “yes”: 15% estimates that the conciliation is “very difficult” and 24% “quit difficult”. Half of the parents find the conciliation difficult when there are children below 11 years old. The judgement is shared by a third of parents without young children.

3.1.6 Sources

Garner H., Méda D., Senik C., “La place du travail dans l’identité”, in *Economie et Statistique*, n° 393-394, 2006.

Garner H., Larquier G., Méda D., Rémillon D., *Carrière et rapport au travail, une distinction de genre ?*, INED, à paraître.

Garner H., Méda D., Senik C., *La conciliation vie professionnelle-vie familiale: les leçons des enquêtes auprès des ménages*, Travail Emploi, avril-mai, 2005

3.2 Appraisal of the selected initiative

In this survey, two questions deal with the relation to work. The first one is asked to the entire sample, at the end of the interview: “among the themes we discussed about, what are the three ones that corresponds to you, to what you are?”. Three answers can be given.

The second question is only asked to active people “at present, would you say that in your life, work is”:

- More important than everything else.
- Is important, but as important as other things (family, personal life, social life, etc.).
- Is quite important, but less important than other things.
- Is not very important.

This last question is very interesting because it allows knowing the place of work in the life, in comparison with other spheres of life. The wording of international surveys (for example the *European Values Survey*) does not allow such direct analysis, since the question of the importance in life is asked separately for each sphere.

4. The survey Chronopost/Ipsos “work at the different ages of life”

4.1 Description of the survey

4.1.1 Brief description of the selected survey

The survey was conducted in 2004. The sample was constituted of 1000 persons and it is a representative of the workers between 15 and 30 years old on the one hand and above 50 on the other hand.

4.1.2 Type of initiator

The initiative comes from the Institute funded by the firm Chronopost and it was realised by the poll institute IPSOS. It involves many researchers, including the researchers of the SPReW consortium.

4.1.3 Objectives, motivation

The main objective was a comparison of the relationship to work of different generations, namely the young and the seniors.

4.1.4 Main issues covered by the survey

It deals with the place and the meaning of work, as well as the different job facets that are valuable according to the opinion of young people and seniors.

4.1.5 Summary of results

Here are the main results:

- 70% of interviewees don't wish to be able «to do without working». Even if the proportions are different, the majority of young (76%) and the majority of seniors (63%) don't wish to stop working.
- 94% of young people and 97% of the seniors considered work above all as a source of income. This result is confirmed by the hierarchy of criteria for a job: the wage level is “essential” for 36% of young interviewees and 32% of senior, and “important” for 59% of young people and 64% of seniors. According to this survey, young also pay more attention to the possibility of blossoming at work.
- Workers at the bottom of the social scale see less frequently work as way of personal blossoming. The intrinsic interest of work is more important for people with a higher level of education. It concerns 67% of the people with a high level and 27% of people with a low level.
- young people want to invest their energy in a work that brings pleasure and that has a certain value for them. When choosing a job, the intrinsic interest of work on the one hand and the opportunity of developing skills are criteria considered as “very important » or “quiet important” by 89% and 87% of young people respectively. When they have a job, young people attach a higher value to the intrinsic and social dimensions of work: 45% estimate the interest and the contents of work as “essential” (compared to 35% among seniors), as well as the quality of the relation with the hierarchy (41% compared to 34% among seniors) and with colleagues (50% compared to 43% among seniors). Furthermore, the young people have higher expectations regarding the recognition of skills used at work. The recognition is a necessary criterion for 52% of the young people (compared to only 36% of the seniors).
- if work arouses high expectations and positive appraisal among workers and if these last ones attach an importance to work, they don't give it a predominant place in life. Only a small minority (4% of young, 9% of seniors) declares that work is most important than everything else. Only a small minority as well (4% of the young, 2% of the seniors) considered work as “unimportant”. The investment at work is not exclusive. Thus, the French people do not share a univocal conception of the life that would be structured only around the professional or the personal life. Both are important. Young people would like to balance private and professional life and to master the time spent in each sphere are very. This dimension is becoming an important criterion when evaluating a job.

4.1.6 Sources

Delay B., “La place et le sens du travail – Une approche comparative entre jeunes et ages”, in : *Temps de la vie : Jeunes et seniors face au travail*, *Tempos*, n° 4, Juin 2005.

Delay B., Huyez–Levrat G., (2006) : “Le transfert d’expérience est-il possible dans les relations intergénérationnelles ?”, in “La face cachée des generations”, *Sociologies Pratiques*, N°12, 2006

Vendramin, P. (2005), “Les clés de la satisfaction au travail”, in *Temps de la vie : Jeunes et seniors face au travail*, *Tempos*, n° 4, Juin 2005.

4.2 Appraisal of the selected initiative

The originality of the survey relies in particular in a set of innovative questions. For example, it tries to understand the importance of the different facets of job (stability, interesting work, etc.) with different questions. Usually, in many international surveys in particular, the only question on this subject is as follow: “what is important in a job?” But we don’t know the meaning of “important” (is it for the daily life? For choosing a job?). The survey Ipsos/Chronopost is more precise, by distinguishing the importance of the facets for the daily motivation, for the future, etc. (see below the detailed questions).

The most important in life is:

- A good health
- A harmonious family life
- Being fulfilled in one’s job
- Having a passion
- Having friends
- Being free
- Being involved

For you work is:

- above all, an obligation for supporting oneself
- an obligation and way of being fulfilled
- above all, a way of being fulfilled

For you, succeeding in your work means (three choices, sorted out in order of priority):

- reaching a high wage level
- reconciling work and family life
- being independent
- being a self-employed worker
- having a successful career
- having a good network
- having a stable job
- not working too much
- having important responsibilities
- always being able to learn

What motivates you to go to work (very important, important, neither important, nor unimportant, not important, not important at all):

- the wage
- the bonuses
- the responsibilities
- the recognition of your work
- the relations between management and workers
- the relation between colleagues
- the possibility of learning
- the tasks' diversity
- the working conditions
- the autonomy
- making a contribution to your collective project
- the career advancements prospects
- the feeling of being useful
- the job stability

If you had to define an ideal job, what would be the 3 most important components?

- a high wage level
- a high social status
- an interesting work
- a stable job
- being independent
- the possibility of developing your skills
- to work in teams
- being able to reconcile work and family life
- having career advancements prospects

What is your objective for the future?

- to work more, to earn more
- to work less, even if it means earning less
- to maintain the present situation

The main drawback of this survey is the sampling. Interviewing only young people and seniors makes the interpretation more difficult: are the difference depending of a generation effect? Or is the evolution of preferences throughout the life cycle? Knowing the meaning of work for the intermediary generation may help answering these questions.

Relevant surveys in Germany

Saka Bellit,

Götz Richter,

Elisabeth Zoll-Grubert

Universität Bremen – Institut Arbeit und Wirtschaft

Introduction

The overview on current studies on the main project topics from German researchers shows Analyses on labour market entry and exit, different life course patterns of different age groups or generations. Then we present a general survey on intergenerational relations and a survey on the individualisation process in East-Germany. In a second step we present a secondary analyses of the ISSP module Work orientations, which is part of the German General Social Survey ALLBUS.

1. Surveys on young people

1.1 15th Shell youth survey (2006)

1.1.1 Type of initiator

The 15th Shell youth survey has been conducted again by qualified personnel of TNS-Infratest and was designed as oral interview. The population was represented again by a sample of persons aged between 12 and 25. On the whole 2.532 youths from all federal states have been surveyed. The survey took place between January and June 2006.

1.1.2 Objectives, motivation

Since 1953 the German Shell Corporation mandates leading research institutes with the conduction of youth studies. On the occasion of a meeting of educators, youth tutors and supervisors of youth groups in 1952 the demand for scientifically funded documents about behaviour and thinking of the post-war youth has been formulated. The German Shell corporation financed this study so that opinion research centre EMNID was able to conduct a survey titled “Youth between 15 and 24”. This was the first representative survey in the youth sector whatsoever. Up till today 14 more studies have been issued. German Shell corporation restricts itself to providing the necessary financial means and publishing the results. On the whole 15 Shell youth studies have been published. Those papers have been accepted by the public with great interest and served as basic literature for numerous scientific and practical projects.

1.1.3 Target groups

The Shell youth study 2006 is founded on a representative sample of 2.532 youths aged between 12 and 25 from the new and old federal states, who have been interviewed on a

personal basis by qualified TNS-infratest personnel concerning their life situation, their attitudes and orientation. The survey was based on a standardised questionnaire and took place between January and June 2006. Within the framework of the qualitative part 25 explorative interviews with youths aged 12 to 25 have been conducted.

1.1.4 Main issues covered by the survey

The survey analyses the following range of topics: politics and society, employment and labour market, demographic change, European union and globalisation, Zeitgeist and value orientation, youth and religiousness

1.1.5 Summary of results¹²

Labour market and Employment

The Shell youth study 2006 shows that nowadays young people are significantly more concerned about losing their employment or not being able to find an adequate occupation respectively. While 55% of the surveyed were concerned in 2002, there are 69% concerned in 2006. Also the worries about bad economic conditions and increasing poverty have risen from 62% to 66% within the last 4 years. Facing this negative evaluation of the economic conditions in Germany it is reasonable that optimism concerning the personal future as well as the future of the society as a whole has decreased in the meantime. Still a majority of about 50% of the youths has a rather optimistic idea of their own future. 42 % consider their personal future rather mixed – and 8% expect the worst. Compared to this in the last Shell study 2002 56% of the youths considered the future to be rather positive, 37% rather mixed and 6% rather negative. The future of society is judged now as rather negative by 53% of the youths and rather positive by 48%, compared to 45% and 44% respectively in 2002.

Value orientation remains stable

The value system of the youths shows overall a positive and stable direction. Close social orientation like friendship and family are still very popular for both genders but is accompanied by an increased pursuit of personal independence. Independence belongs to a nexus of adolescent values targeting individual development. Since 2002 increased striving for individuality is less associated with emphasis on the own assertiveness, which is especially true for girls and young women. Secondary virtues, especially effort and ambition are on the upswing of adolescent strivings. Also striving for a health-conscious life has increased within the youth since 2002. Just like effort and ambition this trend is mostly set by the female youth. Religiousness plays a rather moderate role in the value system of the youth. This is especially true for male youths and has not changed since the 80s and 90s. In 2006, as already in 2002 girls and young women exhibit a greater awareness for values. Comprehensive life orientation like environmental awareness and health-consciousness are more important for them than for boys and young men. This also concerns the evaluation of close social relationships (especially family and partnership), the awareness of their own feelings as well as the evaluation of secondary virtues (especially organisation and safety). Male youths contrast this female consciousness of values that emphasises social bonds and norms, with a life concept focussing on competitiveness and challenge. This contrast has

12. Quoted from: http://www.shell.com/home/content/de-de/society_environment/jugendstudie/2006/dir_jugendstudie.html

rather been reinforced than minored since 2002, especially because the female profile became “softer”. They are just as ambitious and hard-working as boys and young adults but now less willing to enforce. Male and female youths therefore still put emphasis on different points of their life concept.

Family

Youths nowadays accredit great importance to family and stick to the structures of their family of origin rather long. Accordingly 73% of the youths aged between 18 and 21 live with their parents and still 34% aged between 22 and 25. Contradicting the thesis of termination of marriage and family a strong family orientation of today’s youth can be diagnosed, which even increased within the last 4 years. 72% of all youth think that a family is necessary in order to live a happy life (2002: 70%). In light of the relative bad economic conditions young men and women face multifaceted challenges by educational establishment and employers. In spite of all efforts they cannot await a reliable future. The support through their family of origin gives the youths a possibility for retention. The family offers safety, social backup and emotional support. The majority of the young people is satisfied with way they have been raised - 71 % of them would raise their children the same or a similar way - and have a good relationship with their parents, - about 90% claim to get along well with their parents (38% get along very well and another 52% get along although there are sometimes disagreements). Only 9 % of the youths indicate a bad relationship to their parents. A disproportionately high number of those youths have an underclass background. Girls and young women are still more family orientated (76% compared to 69%), more often wish to have children (69% to 57%), more frequently get along very well with their parents (41% to 35%) and earlier leave their parents house (33% to 24%).

At the same time the number of young adults in Germany that forgo the realisation of family and children grows. A wish for children exists mainly for emotional reasons. Unfavourable social basic conditions can prevent many young people from fulfilling this plan. Especially young women face manifold difficulties founding a family as education, professional integration, partnership and family founding are compressed into a very short time frame the so called “Rush hour of life”.

Demographic change and the relation between generations

The demographic change exhibits a challenge, which will enduringly shape the future everyday life of today’s young generation. The present young generation has a distinctive awareness of problems concerning this matter. On the one hand the image of age is affected by respect for the accomplishments of the elderly. Here the positive relationship to their own parents significantly determines their view on the older generation. On the other hand worries concerning the future development are evident. 70% of the youths think that the aging society is a big or even very big problem. Despite the various positive references to the elderly still 48 % of the people describe today’s relation between the generations as tense. The youths evaluate positively that today old people are longer healthy and lusty and therefore can longer take responsibility for social and familial tasks. On the other hand they are worried that an aging population implies that more public money must be spent for the interests of the old. Concerning their own old age provision there is a strong consensus that one will have to take earlier and better provision. The present distribution of wealth between the generations is judged to be just by a majority of 48% of the youths. Only 34% demand that the elderly should step back while a small majority of 12% demands that the youths should reduce their claims. On the whole it does not seem to be clear how the youths attitude towards

demographic change will develop in the future. It cannot be said though that there is a “Cancellation of solidarity between generations” at the moment.

Youths in an aging society: the qualitative part

The qualitative part of the study concentrates on the basic topic “Youth in an aging society”. With the help of case studies it is examined how young adults judge their present situation and their future chances, how they consider the relation of the generations and to what respect the aging society is perceived as a problem. Here the following generalised statements hold: the youths consider their future to be very unreliable. Their main worry is their professional development, their chances for a safe employment and through this a place in the society. This is encountered by high demands on themselves. They try to change the parameters they can influence by themselves, most importantly their own education. They react with adjustment and an extraordinary performance orientation to the conditions. When it comes down to realising professional dreams several strategies are applied. Most things are checked for their use for the CV. It is being thought in terms of one’s own market value. The youths set themselves modest, reachable targets. Only few allow themselves to dream.

It can be observed a strong orientation to the social resources of the close environment - a sticking to the peer group and family. The family experiences a rise in importance due to the uncertain future perspectives. Family gives stability, consistency and emotional backup. Additionally it is considered as a resource during economic bad times that can support economic and social aid to adjust to the conditions of the labour market.

The social network is not always chosen voluntarily since risen needs for mobility often reduce the circle of friends. On the other hand especially highly educated youths outweigh this by many different circles of friends, social and sportive activities. The older generation plays an important and mainly positive role. The image of the old generation is ambiguous. On the one hand there are the very old people, which are associated with the idealised image of spoiling, not authoritarian grand parents. On the other hand there are the “young olds” who actively enjoy their life and are open minded for new developments. In principle this is considered positive by young people. It becomes a problem only then if the seniors interfere, if they become competition in areas, which earlier have been reserved for the youth. Some youths already understood and accepted that the aging society will produce new manifestations of aging.

The aging society is not perceived as a possible source of limitation of their own resources. They are, however, aware of the problem of the demographic development and that this will imply increased caretaking for the elderly. Most of the questioned youths consider the full supply and integration of the growing number of old people as primary problem of the aging society. The prevailing impression from the interview: the old people that have made the federal republic what it is today, that already have paid the social security for their parents, they should be provided for – at least they rely on that. This promise has not been made to the young generation. This way they take over responsibility not only for themselves by private provisioning but also for the old by not cancelling their solidarity.

Young people as “Future of the society” express the wish to be treated appropriately. We examine a generation that fulfils all of societies expectations of responsibility, willingness to perform and sense of family. Compared to this, the reported desires for an improved social framework for education, for professional opportunities as well as for starting a family seem

to be rather moderate. On the whole the youths believe that their attitude will be rewarded. Only occasionally suspicions are entertained that in an aging society older people will be in charge of influential positions and therefore make disadvantageous decisions for the young. The strong relation between generations in the personal sphere makes conflicts concerning the distribution between old and young rather improbable.

1.1.6 Sources

http://www.shell.com/home/content/de-de/society_environment/jugendstudie/2006/dir_jugendstudie.html

Shell Deutschland Holding (Hg.): Jugend 2006 – Eine pragmatische Generation unter Druck, Frankfurt 2006

1.1.7 Appraisal of the selected initiative

For SPReW the following results and backgrounds are important:

- Compared to 2002 in 2006 an increasing number of young people stated fear of loosing their job and fear of the economic future.
- The genders differ concerning the relevance ranking of value orientation. Orientation for comprehensive values is more important for girls and young women than for young men. They rather live a challenge and competition orientated life style.
- The family of origin is of high importance for youths and they stick to its structures for a long time (34% of the youths aged 22 – 25 still live with their parents). In contrast the number of young people not starting a family and children rises.
- The youth's image concerning the relation of the generations is hardly accented. On the whole they believe that their willingness to performance will be rewarded. Only occasionally suspicions are entertained that in an aging society older people will be in charge of influential positions and therefore make disadvantageous decisions for the young.

1.2 **Brake, Anna (2003): Family - working time - leisure time: What counts? Life options of the quality of life in the ideas of young adults**

1.2.1 Brief description of the selected survey

The empiric non-representative dissertation study delivers comprehensive information about the areas of work-family-spare time. The first three parts are dominated by a large examination of three theoretical diagnoses of social modernity: a) the discourse of individualisation; b) the debate about the change of values c) the discussion about the fun society. Current social tendencies for changes in the areas of work-family-spare time are being outlined. The restructuring of work in the advanced society was accompanied by many circumstances, for instance the erosion of the regular relation to work, the flexibilisation of work time, the shifted demand for the standard of work or the varied accessibility employers towards their employees. The adolescents interviewed by the author formulate mainly subject-

orientated standards of work. In the foreground of the study is, for example, the question, “how the work related attitudes and values of adolescents can be accommodated with new work conditions and job profiles” (19) in the future.

1.2.2 Type of initiator

A scientific project¹³, sponsored amongst others by the scientific sponsorship of the Hans-Böckler-Stiftung.

1.2.3 Objectives, motivation

The young men and women, who were questioned by Anna Brake postulated a new approach to work, which make „meaning, fun and responsibility central aspects of occupational self-realisation“ (158). A change of the work orientations does not result in a renunciation of so called „hard criteria“, like high income, occupational advancement and success.

1.2.4 Target groups

1008 young men and women between the age of 18 and 21 were interviewed about the significance of work-family-spare time, using a standardised questionnaire. The partial samples consist of the following groups: apprentices, adolescents doing their military and public services as well as pupils and students. Unemployed and migrants are not involved in this study, due to excessive demands regarding the answering of the questionnaire and missing German skills. (p. 141) The complete random sample contains a minimum of 60% young men. (p. 148)

1.2.5 Main issues covered by the survey

Relation to work and family: Do adolescents avoid work? No. But it is refused as a dominating influence of life. There are more important things in life, like a family. The traditional gender role model is especially questioned by the young women. Not the family, but the classical division of work between men and women, is declined.

1.2.6 Summary of results

The strong orientation for performance of the youth in the nineties can, according to the evaluation from Anna Brake, not be described as “a renaissance of the performance principle, but as a clear demand for meaning, fun and creation” (p. 154). Brake states, “that overall the centrality of work in the concepts of life of young adults is, despite work time reduction and the decrease of so called regular work relations, still unbroken.” (ebd. p. 155) According to the results of Anna Brake, the areas work-family-spare time, as clearly divided elements in the biographical planning of young men and women, have lost importance. The question of an active design of the daily life gains importance for adolescents of the turn of millennium.

Regarding self-realisation, the gainful occupation has a top priority for young adults. Not only in expressive, but also in instrumental aspects. “The question, what a ‘good job’ requires,

13. Note from E. Zoll-Grubert: This study is a scientific dissertation project.

reveals the importance of self-realisation through work.” (p. 189) In every group, men and women, exists a desire to realise own ideas and conceptions at work. “Concurrently instrumental standards for work did not lose importance: a secured employment, the securing of the material livelihood, as well as the possibility for retirement arrangements are also seen as important aspects of work.” (ebd., p. 190).

Concerning the significance of a gainful occupation Brake states, “there has not been (...) an extrusion to the edge of a biography, but it has become an essential part of a fulfilled life. In this matter the women have not only become equal to men (...), they even tend to make the gainful occupation a bigger priority in their lives, than men do.” (ebd., p. 157) Regarding the chances of realising the occupational goals, especially the female students think they have a disadvantage. The majority of the adolescents, especially the apprentices, see the problem of unemployment as a problem of political responsibility. At the same time they believe avoiding unemployment is an individual problem and it can be prevented by individual efforts (good graduation, completing vocational training/the degree) “The idea, unemployment as a mass phenomenon can be used as a new biographical orientation, is usually disapproved by the adolescents.” (ebd., p. 190).

The traditional gender role model does not find acceptance among women, while young men still possess traditional thinking patterns of the classical model. “The traditional model of familial and occupational work division finds greater acceptance among male adolescents of all groups than among female adolescents. Especially male apprentices, as well as grammar school pupils can agree to the position that a man’s priority is to support the livelihood of his family, while the woman stays at home and raises the children. Such an attitude corresponds to the belief, that women with children cannot combine family and job.” (ebd., p. 190).

In matters of gainful occupation and family Anna Brake was not able to identify a new orientation among the questioned men and women. Starting a family is a future goal for both sexes. The men especially underlined the importance of an occupational position. The women still have the reconcilability of work and family as priority. Therefore, there is only little reorientation among the young adults. The increased subject orientated standards of work emanate mainly from the women. The occupation finds, despite changes in the work society, greater importance between both sexes.

“The tendencies for diversification and flexibilisation of work and the familial cohabitation shake the fundamentals of society and social cohesion.” (13)

1.2.7 Sources

Anna Brake (2003) Familie – Arbeitszeit – Freizeit: Was zählt? Lebensoptionen der Lebensqualität in den Vorstellungen junger Erwachsener. Leske und Budrich; Opladen

1.2.8 Appraisal of the selected initiative

The research study by Anna Brake has great relevance for the project SPReW, because it deals with several questions, which are also focused at SPReW: Even though it is not a representative study, the size of the sample (over 1000 respondents) allows concluding from the results. The central question about the ambition of adolescents, which has been negatively discussed in many European countries for the last decades, is answered positively. However,

most adolescents believe there are more important things in life than work. Furthermore a bigger demand for “meaning, fun and creation” (p.154) – which contains an explicit change of the work orientation and supports the dominance of expressive work orientations in our small qualitative study.

2. Surveys on middle-age people

2.1 *Federal Ministry for Family Affairs, Senior Citizens, Women and Youth: Seventh Family report (2006)*¹⁴

2.1.1 Brief description of the selected survey

Main topic of the Seventh Family Report is the future of the family — social change and social cohesion. The aim of the report was to be to examine fundamental and longer-term trends in demographic development and changes in the world of work and in the economy, as well as in gender roles and also in social cohesion. It was to develop recommendations on the basis of its deliberations. The Seventh Family Report is to open a time window for the next ten to 15 years and to provide a foundation for future orientated social policy activities. The committee was explicitly requested to include international experience on family development and family policies in other countries. The Federal Government has made an extensive statement on the commission’s report. The Seventh Family Report was submitted to the Federal Parliament and published in April 2006.

2.1.2 Type of initiator

The Federal Minister for Family Affairs, Senior Citizens, Women and Youth appointed an independent committee of experts in February 2003, which was to submit by 2005 the Seventh Family Report.

2.1.3 Objectives, motivation

The Seventh Family Report is a plea for sustainable family policy. The new goals of which are also underpinned by demographic and economic arguments. Family policy is key to the policy of the Federal Government. It aims to support families and to promote the reconcilability of family and work, thereby helping to make it possible to achieve life plans, which include children. The Federal Government has also initiated a paradigm shift and is orientating its family policy more towards expanding an effective infrastructure which supports families and children for education and care, as well as towards measures to integrate women into the world of work and allow a better balance to be achieved between family and work. In the context of the re-orientation towards sustainable family policy, the objective is for Germany to catch up with the most family-friendly countries in Europe by 2010.

14. This report is using parts of the official summary of the Seventh Family Report <http://www.bmfsfj.de/bmfsfj/generator/RedaktionBMFSFJ/Abteilung2/Pdf-Anlagen/familienbericht-englisch,property=pdf,bereich=,sprache=de,rwb=true.pdf>

2.1.4 Target groups

Policy Maker, Administration

2.1.5 Main issues covered by the survey

Family and social change, Family dynamics, Family in social context, Time in the family – time for the family

2.1.6 Summary of results

The transition from an industrial society towards a service- and knowledge-based society poses considerable challenges for families. The change in people's life cycles, such as longer life expectancy, a higher level of qualification and a greater variety of vocational and private life stages in careers, entails major changes in family living arrangements.

So that families can also be practiced in the future, a new balance is needed between the various areas of life such as family, work and the environment in which families exist. There is an imbalance in Germany today between time structures defined by work, those of schools, kindergartens and other educational institutions and time for families and care. Without new concepts making it possible to link education, work, partnership, parenthood and solidarity with the older generation, there is a danger that care for the coming generation, as well as solidarity between the generations, will become insecure.

Family development in Germany can be interpreted as part of a European development. A major characteristic of European families is the plurality of family living arrangements, such as one person households, lone parents, unmarried co-habitation, living-apart-together relationships, with or without children, or step or patchwork families. The demographic development of other European countries can also be compared with Germany. The introduction of the contraceptive pill and the educational reform entailed a drop in the birth rate all over Europe. The social policy responses found to these similar developments met with varying rates of success.

Other European countries are therefore in a better demographic situation today than Germany. The birth rates are higher in these countries, and the balance between family and work can be managed more easily. The actual problem in Germany is not childlessness, but the low share of multiple-child families, which could compensate for childlessness.

Why have these major differences emerged in the European countries although the starting conditions were so similar? This is important specifically German life cycle planning. The time span available to Germans to choose to have children is for instance particularly short. The German life cycle is split in three: training, then work, followed finally by retirement. Germans spend one-third of their lives in (very long) training. Then they start work. In other European countries, by contrast, it is much easier to acquire initial training at a fairly young age and then enter into ongoing education, for instance after a family phase. For instance, it is possible in France to progress from being an auxiliary teacher to a professor at an age beyond active parenthood. Germany, by contrast, has a "rush hour of life". Female German academics have about five years after completing their education and starting work to choose whether to have children or not. Assuming a life expectancy of almost 100 years for women born in 1970, this is a life share of 2 %!

Families in Germany, by contrast (to Finland for e.g./ G. Richter), experience an economic downward spiral: Family income is still high at the start of parental leave, followed by a marked decrease when parents start to draw child raising benefit, which is not linked to the previous income. Whilst parental leave in Germany is treated more or less as a private matter, it is viewed in Finland as a training period. There is therefore an urgent need in Germany to develop new life cycle models in order to realign and extend the time periods spent on training, work and family-formation.

Furthermore, the relationships between the genders differ in other European countries from those in Germany. Northern Europeans have for instance been operating consistent equal rights policies for a long time, whilst the standard of the sole male breadwinner is still the norm in our country. The structural framework, which has been created in Germany to date frequently requires families to be orientated in the traditional fashion to the male breadwinner model or to a household-based marriage. This thus creates a competitive disadvantage at work for women with children. Having said that, Scandinavian equal rights policies have only really led to changes at work, whilst in the private domain, for instance, it has only enticed men to do seven minutes more work in Swedish households.

Although the policies intended to create equal opportunities in the Northern European countries have certainly contributed to the higher birth rates, there is also a fall in the birth rate among female academics in Northern Europe. A higher educational level increases women's options, and hence childlessness also increases. This is related to life decisions on which a family-friendly framework exerts only a limited influence.

One reason for the low birth rate in Germany is the perception of motherhood. Whilst a working mother is regarded in Germany as a "bad" mother, for instance in France it is taken completely for granted that mothers work. Although the chronological identity of mothers' and women's roles which has applied for centuries today in fact no longer applies and is also no longer accepted by the young generation of women, many German mothers have no option whatever but to accept the traditional role.

What we therefore see is a retraditionalisation of the perception of women. The maternal role with its traditionally family-centred way of life is expanded to include the time burden of gainful employment. The man continues to take on the work-related role in many cases.

In contrast to other countries, German policymaking has slept through the rapid change from the industrial to the service society. A completely new infrastructure of work has come about with new perceptions of work, which offer new employment opportunities to women in particular.

There has been a very considerable expansion in the number of working hours in the transition from the male sole earner to the individual adult worker model (in which men and women are Potential workers). For instance, a man still worked for 48 hours per week at the beginning of the sixties, whilst today on average men and women together spend more than 70 hours at work. Family policy must react to this development by providing appropriate time and infrastructure policies.

2.1.7 Sources

<http://www.bmfsfj.de/bmfsfj/generator/RedaktionBMFSFJ/Abteilung2/Pdf-Anlagen/siebter-familienbericht,property=pdf,bereich=,sprache=de,rwb=true.pdf>

<http://www.bmfsfj.de/bmfsfj/generator/RedaktionBMFSFJ/Abteilung2/Pdf-Anlagen/familienbericht-englisch,property=pdf,bereich=,sprache=de,rwb=true.pdf>

2.1.8 Appraisal of the selected initiative

For SPReW the following results and backgrounds are important:

- The shift from an industrial society towards a knowledge based society poses considerable challenges for families. Traditional roles and traditional patterns of division of labour between genders, the institutional framework and the cultural perception of motherhood avoid a family friendly organisation of everyday-life.
- The middle-age years can be signed as “rush hour of life” – important decisions on family life and career have to be made in a very short period of life course.

3. Surveys on older people

3.1 IHK Osnabrück-Emsland (2007): Generation Experience

3.1.1 Brief description of the selected survey

Written survey of enterprises, conducted at the end of 2006. The study consists of a written questioning of about 770 enterprises, the rate of return is about 32%, 250 enterprises participated. The responding companies overall employ about 10.000 employees. 39% of the enterprises have a service background, 28% come from the industry, 27% from retail, 4% from the building sector and 2% are banks. 60% of the firms employ a staff between 10 and 249 people, 19% have more than 250 employees and 21% have between 1 and 9 staff members.

3.1.2 Type of initiator

Regional Chamber of Industry (IHK) and commerce in Osnabrück. The Chamber covers companies in the western part of Niedersachsen, from the Dutch border in the West, Nothrhein-Westfelia in the south and east and the North Sea coastal area in the north.

3.1.3 Objectives, motivation

The survey is concerned with the demographic change in the workforce of enterprises of the regions. On the one hand the survey examines the reasons for the low rate of employment of the elderly from an enterprise point of view. On the other hand it analysis what human resources manager think about older people. Older people are those who are older than 50 years.

3.1.4 Target groups

Enterprises in the region of Osnabrück, lower Saxony.

3.1.5 Main issues covered by the survey

The human resource managers are questioned about the share of the elderly people in the enterprise and also about the qualities of those employees.

3.1.6 Summary of results

41% of the enterprises quote a rising average age of their workforce over the last 10 years. Only 12,5% report a sunken average. The average age is presently 39 years – with a tendency to rise. Small businesses with less than 10 employees are exceptionally affected. Most businesses (92%) aim for a balanced age structure.

- While on the one hand a rising average age is observed, on the other hand the rate of employment of the elderly (50 to 75 years) is only 37,6% compared to a federal average of 39,1%. The long-term scenario of employment (until 2050) by the IHK shows a clear drop of employees aged younger than 50 years. For this reason human resource managers are asked for the reason of the minor employment rate of older persons. 405 of the businesses and even 80% of the big businesses apply partial retirement. This is a state subsidised practice for exiting professional life early. 39% of the businesses apply early retirement. This is another way of quitting active work life, which implies a reduction of old age pension. Partial retirement and long working periods are being applied only in few enterprises.

During the application process only few old people are considered. 59% of the businesses report that less than 10% of the aspirants are older than 50 years. They are underrepresented in the pool of applicants. But human resource managers also spot specific obstacles opposing recruitment. 82% of the surveyed companies state too high salary claims, 73% the legal protection against dismissal, 61% missing core qualifications, another 61% agreed wages, 59% high pension demands, 55% low professional qualification and 43% high costs for the training of those new employees.

- The human resource managers consider old people to be able to perform as well as the younger. By a portfolio analysis the survey derives that older people are appreciated by employers for the following virtues: experience, autonomy and consciousness for quality as well as discipline and loyalty. The older fall behind if it comes to flexibility, the ability to work in teams and willingness to learn. Physical capacity and creativity are associated with young people by most firms.

92% of the businesses believe that there is an increased need for qualifications. In this context 78% mention IT abilities, 35% knowledge of PC based production, 31% foreign languages and 29% communication. Expert qualifications are demanded by only 25% of the surveyed. By far most of the enterprises offer no special qualification programmes to their older employees. 60% are satisfied with the way older employees use regular professional development possibilities.

After all 52% of the surveyed enterprises optimise the working potential of older employed with special measures. For this purpose different instruments are used. 30% of the businesses analyse needs for qualifications during discussions with the employees, 24% make use of flexible work hours schemes, 17% benefit from a organised transfer of knowledge between the generations, 12% make satisfaction polls amongst the workforce and another 12 % offer a company health centre.

- Against the background of demographic change the study calls for a change in mentality of the company and its workforce as well as in society. Professional activity beyond 60 will be a normal part of future working life.

Businesses and employees should first analyse the starting conditions. For this a structural age analysis should be conducted and on the basis of the result forecasts should be made. Also adequate strategies for recruiting and binding personnel should be developed. Furthermore human resource development must be optimised. Instruments like discussions with employees, job rotation and supporting life long learning should be applied. The employment organisation should be optimised by the implementation of flexible working hours schemes, teams of mixed age and systematic transfer of knowledge. Finally measures like health management and health controlling should be used in order to maintain the productivity of the staff.

The IHK demands politics and labour unions to reduce incentives to retire early from professional life. Privileges for senior people should be removed for the benefit of a stronger orientation towards productivity. Besides the removal of special labour union rights for long term employees an easing of the dismissal protection, which creates a labour market barrier, seems to be necessary. Furthermore politics should support the service of demographic counsels.

3.1.7 Sources

The Report was published in 2007 from IHK Osnabrück, web site is www.osnabrueck.ihk24.de

3.1.8 Appraisal of the selected initiative

This study focussed on the influences of the demographic change of the labour market and needs for qualifications and human resources from a company's perspective. The study describes central areas of activity for a company's human resource politics.

3.2 Bertelsmann Stiftung (2006): Getting older – staying activ?!

3.2.1 Brief description of the selected survey

Countrywide representative telephone interviews by employees between the age of 35 and 55. It was executed between the 15th and 25th of May, 2007 with a total of 1001 respondents: 598 company employees, 348 workers and 55 public servants. The selection of respondents was random.

3.2.2 Type of initiator

“The Bertelsmann Stiftung is both a think tank and an agent for social change. As a private operating foundation, our primary goal is to make a meaningful and enduring contribution to society. We focus our activities on projects that can decisively influence society's long-term viability. We focus on areas where we have built compelling competence through years of experience. We work toward improved education, a just and efficient economic system, a preventative healthcare system, a vibrant civil society and greater international understanding. The Bertelsmann Stiftung is independent and non-partisan. We design, launch and run our own projects. As a learning organisation, we aspire to excellence. As an independent force for reform, we aim to break down barriers that stand in the way of social progress.” (Homepage Bertelsmann Foundation)

3.2.3 Objectives, motivation

The survey is financed and has been carried out by the Bertelsmann Foundation in Cooperation with TNS EMNID. “The Bertelsmann Stiftung promotes social change through project work that focuses on ensuring society's long-term viability. Working with a wide range of partners, the foundation wants to identify social problems and challenges early on and develop exemplary solutions to address them. We view ourselves as an initiator and driver of necessary reforms. We rely on knowledge and expertise to stimulate lively dialogue on the most pressing issues of our day and provide policymakers with new momentum.

The Bertelsmann Stiftung's projects are guided by our founder Reinhard Mohn's firm belief that entrepreneurial thinking and action must play a key role in ensuring society's long-term viability.” (Homepage Bertelsmann Foundation)

3.2.4 Target groups

The survey is supposed to examine the current opinion of the age group of employees, which is effected by the current pension reform and the parallel increase of the retirement age.

3.2.5 Main issues covered by the survey

The examination will present information about:

- the retirement age,
- preconditions for an occupation up to the age 65,
- the design of working time at the end of the occupational life
- an economic need for occupational possibilities for senior-citizens,
- the responsibility for securing the employability up to a high age.

3.2.6 Summary of results

Retirement age

The retirement age in Germany will be increased progressively from 65 to 67 years of age until 2012. In the beginning the age will be increased one month a year. Starting 2024 the increase will reach 2 months a year. As a result, all employees born after 1964 will retire at the age of 67. An early retirement will be possible at the age of 63. Therefore the retirement

pension would be 0,3% less per month. An important exception: Citizens, who have paid in the pension fund for 45 years, will be granted an exception for the retirement age. They will still be able to retire at the age of 65 without having a reduced pension. Self-employed occupations and the time for raising children will be included in the calculations.

Against the background of those statutory changes the survey is going to identify the personal opinions about the increase of the retirement age. 61% of the respondents agree to the following statement: “Every individual should be able to choose to retire at any time between the age of 60 and 67, regardless to any increases or decreases of the monthly pension.” 34% of the respondents agreed to this position: “People have a right for a long retirement after their working life, therefore the retirement age should not be increased.” 5% believe that: “The increase of the retirement age to 67 years is an important step, to guarantee a continuous retirement system.”

Preconditions for an occupation up to the age 65

Most important (75%) for the employees is an improved reconcilability of occupational and private obligations. 72% see a need to overtake functions, who are less dangerous for their health. 70% of the employees desire more recognition of their superiors for their work, to be able to maintain commitment and motivation for their current occupation until their retirement. Also 70% believe it is necessary to reduce the weekly working time at a certain age. 66% see the overtaking of new challenging functions in the company as a precondition, to keep working until the age of 65. 3% cannot even imagine working until the age of 65.

Design of the working time at the end of the occupational life

The majority of German employees want to reduce their working time at the end of their gainful lives: 47% would like to work part time and 19% preferred to switch between work and free time. 21% on the other side want to continue working full time, 11% plan to stop working completely and 2% do not know / n.a.

Economic need for occupational possibilities for senior-citizens

A remarkable fact is, that 71% of the respondents already see an economic need to work on the side during their retirement. The younger the employees are, the stronger they estimate the economic need to continue working during their retirement: 82% of the 35 to 39 year-olds consider this a realistic scenario, while financial reasons for 64% of the 50 to 55 year-olds are not of great importance.

3.2.7 Sources

Prager, Jens / Schleiter, Andre (2006): Länger leben, arbeiten und sich engagieren - Chancen werteschaftender Beschäftigung bis ins Alter, Gütersloh,

http://www.bertelsmann-stiftung.de/bst/de/media/CBP_Umfrage_03.pdf

3.2.8 Appraisal of the selected initiative

With the use of a simple research tool, the examination gathers opinions about the design of a complex section, the transfer from the working life into the retirement. Some of the results indicate methodical problems.

- Closely 2/3 of the respondents wish for possibilities to work part time or change between work and free time at the end of their gainful life. This result contradicts the experiences with the law for partial retirement. Partial retirement is often used in the civil service or in big companies. The law enables companies and employees at the end of their working lives to choose between full time or part time occupation – the part time option is hardly engaged though.
- 71% of the respondents and even 82% of the 35 to 39 year-olds see an economic need to continue work after retiring. Only a minority considers the retirement as a phase of life without gainful employment.
- Even reaching the current lawful retirement age of 65 requires, according to a majority of the respondents, serious changes in the organisation of working structures. The harm for the health has to be reduced, the commitment has to be appreciated by superiors, the work functions have to be diversified and the weekly work time has to be reduced as well.
- A surprising result is the large part of respondents, who have a high priority for an improved reconcilability of occupational and private life. 'Reconcilability' so far, was mainly viewed as a topic for parents with small children.
- The individualisation of expectations and life processes has also reached the exit from the professional life. The usual relation to work also loses binding power at the end, at the same time.

4. General surveys

4.1 *Hans-Seidel Foundation (2005): Generations study*

4.1.1 Brief description of the selected survey

The generation study 2005 by the Hans-Seidel Foundation is a follow-up investigation of the generations' studies 2001, 2002 and 2003. 2508 computer-assisted telephone interviews have been conducted. Private individuals with German citizenship and a minimum age of 16 have been interviewed. The average length of an interview was 31 minutes.

4.1.2 Type of initiator

Since its establishment on April 11, 1967, the Hanns Seidel Foundation has been practicing political education work with the aim of supporting “the democratic and civic education of the German people with a Christian basis” – as the foundation's statutes say. Hence, the political education work of the Hanns Seidel Foundation is based on a human ideal that includes free personality development and autonomy as well as social responsibility and solidarity. Today, this mission is more important than ever, since requirements for more autonomy, a new “culture of independence” and an “active society of citizens” are increasingly evolving.

4.1.3 Objectives, motivation

The main target of the examination is the determination and analysis of attitudes and behaviour patterns, which could contribute to different views and conflicts of interest between young and old people

4.1.4 Target groups

The study was conducted on a federal basis and includes representative partial samples for eastern and western Germany as well as for Bavaria.

4.1.5 Main issues covered by the survey

The following issues are examined:

- General and economic evaluation of presence and future.
- Change of values, patriotism and national pride.
- Electoral social layers and political-cultural milieus, attitudes towards the economic system, labour and reforms of the labour market.

The analysis of the results differs primarily by age: the youths (16-34 years old), the middle-aged (35-59 years) and elderly (60 years and older) are being distinguished.

4.1.6 Summary of results

Value orientation and hierarchy of values

The analysis of individual value orientation and value hierarchy shows that for people by far the most important value is the integration to their closer social cohabitations, which is carried by mutual trust and solidarity. The value “contact/trust” is obviously a deciding basis for the realisation of the need for community and society. The satisfaction of such needs after a solid social rootedness causes a considerable amount of social security. Albeit the value “security” is ranked second place on the hierarchy of values. Security describes the establishment of one’s life in a way that one can feel safe from threats and fear. Considering the multiple social, economical and societal changes in modern industrial societies this must not be surprising. However, basic needs for social rootedness and safety of life conditions are quite connected to the demand for a convenient but also nice and harmonic environment.

If the top group of the five most important values is examined on the whole, it becomes clear this is not the complete picture. In the top group of the five most important values there are values like responsibility and acquittal. Those basic orientations include significant effort if they want to be realised. Finally this is about taking over responsibility for one’s actions and fulfilling assigned tasks properly and satisfactory.

In the so called middle field of the hierarchy of values there are many to some extent quite different and sometimes even contradicting beliefs. Values like self-fulfilment, recognition and independence seem to create some kind of tension with values like altruism, tolerance and cooperation. The same kind of conflicts of targets holds for values like performance and enjoyment of life, which have to be solved individually with compromises. It is remarkable that the value “extension of knowledge” is found – although not within the top five – similar

to “performance” in the top part of the middle field while on the other hand moral and activity in the sense of an eventful and moved life can be found only at the tail-end of the middle group.

Compared to this the weakest five values: increase of wealth and possessions, the wish for adventures, the wish for a totally undisturbed life of its own, the striving for power and influence and especially the fulfilment through a religious life play a minor role. Obviously people in 2005 primarily strive for a feeling of security and safety rather than material needs. They are relatively satisfied if they meet their expectations in a moderate scope and hereby achieve self-fulfilment. It is evident that the basic conflict of objectives between the want for individuality and enjoyment of life on the one hand and a social orientation and performance life must be solved. (http://www.hss.de/downloads/Generationenstudie_2005.pdf, S. 19, 23.12.2007)

Besides many analogies there are also many differences between the generations. Compared to the total sample young people rather tend to assess values below average, whilst older people rather tend to assess those above average. The values self-fulfilment, enjoyment, cooperation and performance are exceptional from this. Those are just as important for the average as for the average. Money, power, activity and adventure are even more important to young persons than average. “The five most important values are totally agreed on by the elderly and mostly agreed on by the young”

Labour market

Tersely half of the surveyed persons expects the situation on the labour market, which is already judged to be extremely negative, to remain the same. Roughly each one out of four persons think that the situation will either improve or worse respectively. “Those extremely negative perspectives generate strong feelings of consternation and threat concerning the workplace for the individuals as well for the familial environment. Consequently 38% of the surveyed have the impression that themselves or a member of their family could be unemployed within a short time. Another 5% report to be unemployed since a short amount time. In this way more than 40% of the population are more or less affected or threatened. As expected young persons feel most threatened. They are threatened by unemployment beyond average. With respect to other family members fear of unemployment is comparably great for the elderly, while young and middle generations are worried not only about themselves but also about family members above average. Sensation of threat is most intense in eastern Germany and least intense in Bavaria. This meets general expectations and is covered by labour market facts. http://www.hss.de/downloads/Generationenstudie_2005.pdf , p. 41, 13.12.2007

The politics of reforming the legal and institutional framework of the labour market is not appreciated. Between 38% and 52% of the surveyed expect that measures like business unions for the insurance of employment, reductions of employee participation, a liberalisation of lay-off protection or prolongation of weekly working time will not contribute to an improvement of the situation of the labour market. “Facing the fact that besides the clear sceptics there are each 23% - 30% unsure other undecided about the effectiveness of those measures, there remain only a minority of 22% - 28% who believe in the effectiveness.” (p. 42) Especially the middle-aged and old generation have doubts about effectiveness of reforms. This is interpreted as a general fear of changes (p. 43)

Summary

The study does not recognise polarising discrepancies between the hierarchy of values of young and old. Value driven, cultural conflicts between the generations are not to be expected. The elderly generally live their life in stronger accordance with values and basic beliefs than the young generation. This however does not mean that the “young from today” will stick to their weaker orientation when they are old themselves. In fact it is to be assumed that value orientation will increase with increasing age. It is possible though that their hierarchy of values will differ from today’s old generation. This especially refers to values like responsibility, altruism, acquittal and moral. This development combined with concrete difference in opinions could intensify conflicts between generations and complicate compromises

At the same time the authors identify indications suggesting that value hierarchies are being examined between generations and adjusted to the conditions of the society. For this they hold responsible pressure by continuing economic, societal and social problems. Thereby they report levelling tendencies within the value hierarchy. The levelling mainly concerns important basic beliefs. On the other hand so far less important values gain increased importance.

The loss of importance of material values like wealth and possession is explained with a decrease in possibilities of converting them. “The same probably holds for declining importance of values like enjoyment of life, self fulfilment and independence since economic possibilities and available alternatives of independence and self fulfilment became sparer for young and old. Obviously the value hierarchies are adapted to new realities if worsened basic conditions have been experienced for some time and hope for better times decreases. Apparently people primarily strive for safety and the feeling of security and cut back needs for power and influence. They are relatively satisfied if they realise their aims in a moderate scope and thereby can reach self-fulfilment. It is distinctive that conflicts of targets between basic social orientation and values of performance on the one hand and striving for more individuality on the other hand must be solved.” (p.50)

4.1.7 Sources

http://www.hss.de/downloads/Generationenstudie_2005.pdf

4.1.8 Appraisal of the selected initiative

For SPReW specific questions 3 results deserve major attention

- No cultural polarisation between generations can be reported. The comparison with earlier studies shows a moderate dynamics of modernisation, which is characterised by increasing individualisation and differentiation of value hierarchies in the course of time.
- Labour market is experienced as source of social fear. This social fear has been disconnected from the real threat and became its own way of life. The policy of reforms of the younger generation is not considered as promising procedure to balance labour market inequalities. It can be spoken of a loss of belief in social politics.

- Strong orientation to trust and contact in the framework of personal relations can be interpreted as counter draft to the labour market, which is shaped, by competition and social fear.

4.2 Scheller, Gita: Reunification as a push for individualisation?

4.2.1 Brief description of the selected survey

For the secondary analysis official statistics were used, like micro census, the cohort analysis of the Max-Planck institute for educational research in Berlin, studies based on the socio-economic panel (SOEP), the survey of social welfare, the results of surveys from the federal office for construction and land use planning (BBR) and the socio-scientific research centre Berlin-Brandenburg. A central source is the general public survey of social science (ALLBUS). As a support three former studies from the institute for Freiraumentwicklung und Planungsbezogene Soziologie (IFPS) at the university of Hannover were consulted. The secondary analysis was complemented by inquiries in the context of the “Magdeburg study” and qualitative interviews with young adults.

4.2.2 Type of initiator

PD Dr. rer. pol. Gitta Scheller has been a scientific assistant at the institute for Freiraumentwicklung und Planungsbezogene Soziologie (IFPS) at the university Hannover.

4.2.3 Objectives, motivation

Two main goals are focused: One is the comparison of detachment processes in the various areas of life (work, private life forms and living quarters) between East- and West-Germany, to determine if they develop in the same direction and where they turn out stronger or weaker. The other is to clarify, “weather processes of individualisation in East-Germany show a linear or a broken progress.” (Scheller 2005, p 18)

4.2.4 Target groups

Target groups are employees between the age 15 and 64.

4.2.5 Main issues covered by the survey

Examined are among others the following hypotheses

- After the fall of the Soviet Union a detachment from regular work relations also began in East-Germany.
- The influence of the free market on employment was followed by a decrease of solidarity for work.
- Subjectivisation of occupational standards only progressed slowly in East-Germany.

4.2.6 Summary of results

Detachment from regular work relations

It was examined, whether the transfer from a state-directed to a free market economy also resulted in a flexibilisation of working time and an increased labour market mobility in East-Germany and to what extent the transfer to a system of flexible employment originated in greater individual creative room. The development of part-time work was analysed as an important indicator for flexibilisation of gainful occupation.

The structure of work in East-Germany has changed since the reunification: More and more East-Germans take on marginal occupations (mini-jobs) and the number of part-time workers has increased. According to micro census data this part has increased from 1991 to 2004 by 8% (from 9% to 17%). In West-Germany an increase from 15% to 24% was recorded also in the same period. Part-time work was less common in East-Germany than it was in West-Germany before the reunification. Furthermore, the average weekly work time in East-Germany was closer to the work time of full employment. Very remarkably, 80% of part-time workers are female. Nevertheless, the results can be interpreted by viewing the reasons for part-time work. The micro census 2004 identified, that 63% of West-German women choose part-time work for personal and familial reasons, while 56% of East-German women are forced to work part-time due to the lack of full-time positions. Therefore part-time employment is often not voluntarily in East-Germany, but because of missing alternatives.

The micro census data between 1991 and 1996 also clearly show, that the part of women working part-time voluntarily has decreased gradually. The evaluation of the category “Since there are no open full-time positions” show, that the part of women in East-Germany working part-time involuntarily has more than quadrupled from 1991 to 2004. In 1991 it was 12% and in 2004 the proportion reached 56%. While that proportion, which was at 5% in 1991, never exceeded the limit of 9% in West-Germany.

So it can be summarised, that part-time jobs in East- and West-Germany are mainly taken on by older women, as well as women with a lower level of education. The experienced individualisation and improved creative freedom in West-Germany means an involuntary withdrawal to traditional female roles in East-Germany.

Decreasing solidarity of work and detachment from work collectives

One of the scientific problems of Scheller was the effectiveness of social ideals that are related to work collectives, after the reunification and “if the people experienced the detachment from work collectives as a chance for a more autonomous way of life”. At the end of 1989 and at the beginning of 1990 the work collectives fell apart. As the great agreement (76%) of the Magdeburg study regarding the statement “dog-eat-dog world“ clarifies, the people had to adjust to varied occupational circumstances after the reunification. Especially the age group, which experienced the reduction of employment after the reunification (55-64 years of age) and those, who suffered under the increased pressure on the labour market (45-54 years) agree to this item. Gender specific differences could not be determined. Interestingly, the lower the level of education, the occupational position and the monthly income of the respondents, the stronger the decreasing solidarity is experienced. A possible explanation is that those groups have already been distancing themselves from enacted unified communities long before the reunification. Nevertheless, they are, based on their socio-economic status, able to even out the missing solidarity support.

The following factors were identified by respondents as reasons for decreasing solidarity:

- great differences in income,
- the growing pressure for rationalisation in companies,
- down periods,
- work processes only orientated at economic criteria,
- increasing pressure for performance,
- the frequent changes of personnel.

The Gotha study, as well as the Magdeburg Panel, shows the result, that solidarity relations have completely „broken up“ after the reunification. Since the middle of 1990 there has been a return to a solidarity understanding: Solidarity has had great importance, but it was still difficult, to come up to ones' occupational duties. Therefore the affective-solidarity functions in private and familial areas were dislocated and free socialising in the spare time became possible.

Concluding it can be mentioned, that the abolishment of work collectives was only rarely recognised as liberation. 46% of the respondents did not agree to the statement «the abolishment of work collectives is a liberation». The return to the positive aspects of work collectives could be identified as a possible explanation for this result.

Subjectivisation of occupational standards

Furthermore, the significance of subject centred standards was examined. Even though the labour market situation in East-Germany is much more critical than in West-Germany, subject centred occupational standards are measured almost on the same level in both regions (ALLBUS 2000). The desire for an interesting position takes on first place (77%) in both regions. Independent work was even judged a bit higher in East-Germany (75%) than in West-Germany (72%). The third place for East-German employees is a higher income. A significant difference comparing West-Germany can be discovered: East: 51%, West: 32%. The big significance for income in East-Germany was identified as a risk minimising strategy, after discontinuance of the guaranteed income in the GDR. The following priority is the chance for advancement and on the last place the occupational demands, orientated at the support “of others”; e.g. “a position, that enables you to help others” (East: 48%; West: 40%) und “a position with use for society” (East: 41%, West: 40%).

Further examinations, parallel to reports for West-Germany, have shown that subject centred occupational standards increase with the level of education of the respondents. East-German respondents with a lower level of education have greater priorities for the other aspects. Other surveys often identified good relations at the workplace as a motive for women and employees over 50.

4.2.7 Sources

Scheller, Gita: Die Wende als Individualisierungsschub? Umfang, Richtung und Verlauf des Individualisierungsprozesses in Ostdeutschland. VS Verlag für Sozialwissenschaften/GWV Fachverlage GmbH: Wiesbaden 2005.

4.2.8 Appraisal of the selected initiative

There are a lot of developments in East-Germany that indicate processes of individualisation: The enacted contact to colleagues decreased after the reunification, because the employees were able to choose their spare time activities more freely. That is a sign for individualisation. Also the decreasing solidarity of working relations can be seen as a “potential voluntary adaptation to varied institutional standards and therefore as individualisation.”

The fact, that more and more East-German women are *forced* to work part-time, cannot be identified as a sign of individualisation. The increase of “atypical” occupational biographies, influenced by down periods, competition and layoffs, can also not be explained by individualisation. Furthermore it has to be stated, that individualisation is a “partial phenomenon” and young employees as well as employees with a high level of education are more likely to participate in this process.

5. Secondary Analysis: GESIS: ALLBUS 2006 – Work Orientation III

5.1 Description of the survey

5.1.1 General description

For the quantitative approach of social patterns of relation to work in Germany we used Work Orientation III module of the **I**nternational **S**ocial **S**urvey **P**rogram (ISSP) 2005 that is fielded in Germany together with the German General Social Survey (**A**llgemeine **B**evölkerungs-**U**mfrage der **S**ozialwissenschaften – ALLBUS) study 2006.

The ALLBUS survey is carried out by GESIS. GESIS was founded in December 1986 as the Registered Society for Social Science Infrastructure Institutions (*Gesellschaft Sozialwissenschaftlicher Infrastruktureinrichtungen e.V.*), its purpose to promote and strengthen social scientific research. Among other things, its creation corresponded to the recommendation of the Science Advisory Board “to consolidate the most important services for social science research under one common organisational roof.”

5.1.2 Brief history and objectives of the ISSP

The ISSP is a continuing annual programme of cross-national collaboration that brings together pre-existing social science projects and coordinates research goals. It adds cross-national perspectives to the individual national studies. The ISSP was founded in 1983 by international collaboration between four existing general social surveys from Great Britain, the United States, Australia and Germany in order to:

- “jointly develop modules dealing with important areas of social science,
- field the modules as a fifteen-minute supplement to the regular national survey,
- include an extensive common core of background variables,
- make the data available to the social science community as soon as possible.”

There is no central funding for the studies so that each research organisation has to carry all of its participation costs. In 2006, besides the founding four, 37 other countries¹⁵ have participated in the programme.

5.1.3 Sample

The German part of the ISSP module Work Orientations III was fielded together with the ALLBUS 2006 study in a split. ALLBUS is a biennial survey that has been conducted since 1980 on the attitudes, behaviour and social structure of persons resident in Federal Republic of Germany. The primary objectives of ALLBUS program are to research the social change and to generate data for use of secondary research.

Every ALLBUS consists of detailed demographic questions about the respondent and the actual ISSP modules. Furthermore each study focuses on one or two main topics. Beside the ISSP module “Work Orientation III”, the attitude to different ethnic groups in Germany and another ISSP module on “Role of Government” were covered by the ALLBUS survey of 2006.

The ALLBUS sample in 2006 was developed to yield a representative sample of the adult population (18 years and older) living in private households in Germany, including foreigners who were able to answer the questions in German. The sample was drawn in a two-stage design using the official registers of inhabitants kept by municipalities throughout Germany. In the first stage the communities and sample points were selected randomly, in the second stage named individuals were randomly selected from each point. (Scholz et al. 2007) From east and West-Germany in total 148 communities with 162 sample points and than 52 individuals per sample point were selected. As a result 3421 analysable interviews were yielded. The fielding was in the period of 18.03.2006 to 21.08.2006. The data was collected in an interview using fully structured questionnaires (CAPI – Computer Assisted Personal Interviews). For the ISSP modules at the end of the interview CASI (Computer Assisted Self Interviews) questioning as a “drop-off” was applied (Wasmer et al. 2007). Obligatory background variables and demographics not included in the CASI questionnaire were asked in the preceding ALLBUS interview. The total ISSP response rate was 41.1 % (based on ALLBUS calculation). Due to the self-completion design of the questionnaires only 26.6 % of the cases were administered.

5.1.4 Summary of results

General demographics

In the following evaluations we concentrated on the persons, who filled out the ISSP questionnaire, a total of max. 1333 cases. 20% of the participants are between 15 and 29 years of age, 46% between 30 and 49 years and 34% between 50 and 65 years. Beside the employees, the questionnaire also examined other groups in the according age groups, for example pupils and students, housewives and senior citizens, as well as non-employed and

15. Austria, Belgium, Brazil, Bulgaria, Canada, Chile, Croatia, Cyprus, the Czech Republic, Denmark, The Dominican Republic, Finland, France, Hungary, Ireland, Israel, Japan, (South) Korea, Latvia, Mexico, the Netherlands, New Zealand, Norway, the Phillipines, Poland, Portugal, Russia, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Taiwan, Turkey, Uruguay and Venezuela.

early retired persons. 55% of the young, 68% of the average and 55% of the old age group are employed.

Requirements on the job

The answers to the question how the respondent personally thinks it is important in a job are listed below. They had to check one box in a 5 options scale from very important to not important at all. The values below are given in percentage over very important and important.

Requirements on the job, very important, in%	15-29 years		30-49 years		50-65 years	
	Male	Female	Male	Female	Male	Female
<i>Subject centred requirements on the job</i>						
An interesting job	64	49	50	42	48	48
A job that allows someone to work independently	44	34	43	35	46	39
A job that allows someone to decide their times or days of work	13	9	14	15	18	18
<i>Requirements oriented on the persons self</i>						
High income	29	21	24	17	22	17
Good opportunities for advancement	33	20	18	13	15	13
Job security	72	72	70	66	69	65
<i>Requirement oriented on the benefit 'for the others'</i>						
A job that allows someone to help other people	29	26	21	23	20	26
A job that useful to society	24	22	17	21	21	26

The highest consent is found regarding job security. The degree of consent varies stronger between men and women than between the age groups. The demand for interesting and challenging work functions is the second biggest priority. This especially applies for the men, rather than the women, of the young and average age groups. In the old age group there is no difference between the sexes regarding that demand. Independence in the work process is also a more important subject for men, than it is for women. While the consent varies depending on the sex, there are hardly any differences between the age groups. The income level is for men the fourth most important dimension concerning a job. The women on the other side consider the benefit to others as the fourth most important dimension, while they rank the income level as the fifth most important. Men consider the benefit to others and the use of their work for society as position five and six. Good chances of advancement are more important for young men than for young women. The average and especially the old age groups do not put a lot of importance on that subject. For the elderly the chances for disposition of work time play a more important role, than they do for the young and average age groups.

Summarized only small differences between the age groups, as well as the sexes, can be identified. The younger ones distinguish from the average and old age groups concerning the decreasing consent. Oftentimes the younger ones have higher standards for their workplaces than the average and old age groups. In view of good chances of advancement and high standards of income young men can be identified as „outliers“ in a quiet homogenised distribution. Community orientation and beneficial function of the work have more importance for women than for men of the average and old age groups.

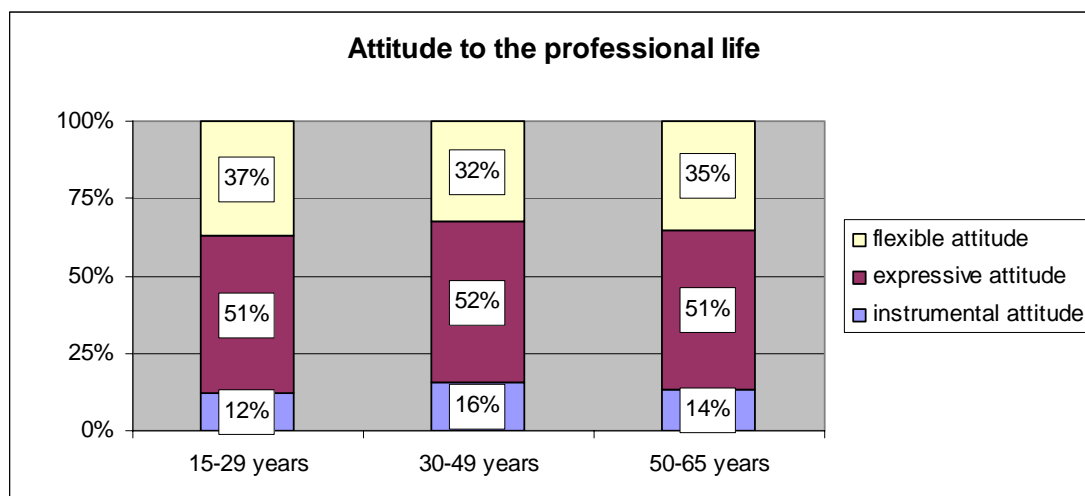
The phrase of the question can also be seen as a possible cause of unusually high consent. Most of the respondents ticked the very important box by the question about having an interesting job. It is difficult to confess that you are not looking for an interesting job.

Work orientations

ISSP questionnaire on Work Orientation III included 2 questions about the respondent's attitude the professional life. They had to give their opinion on the statements:

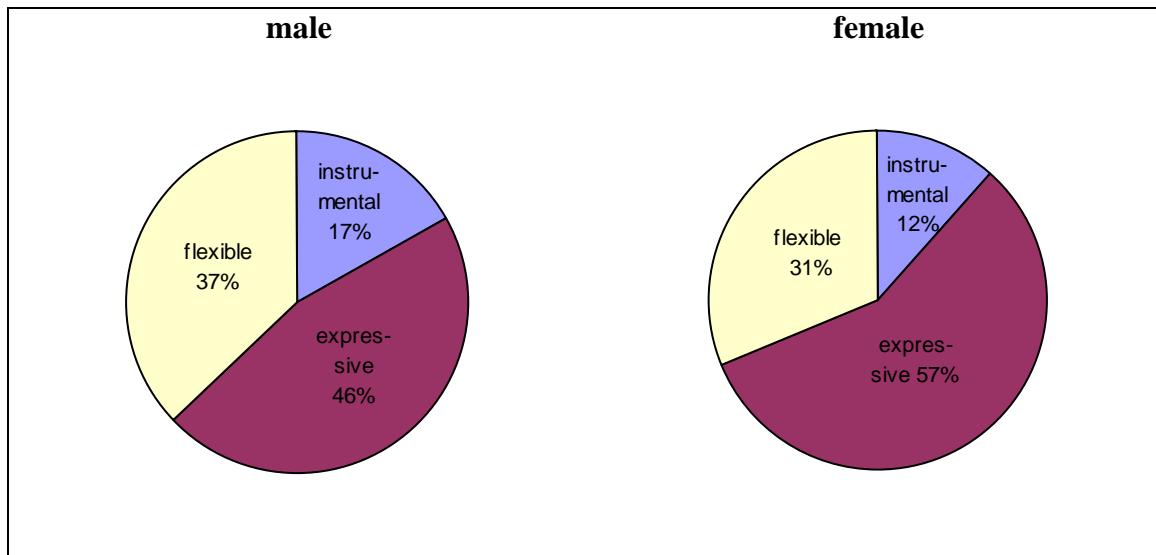
- A job is just a way of earning money – not more
- I would enjoy having a paid job even if I did not need the money.

A scale of 5 options from strongly agree to strongly disagree was used. In order to be able to make a statement about instrumental/expressive and flexible attitudes of the cohorts to the professional life combining the answers of both statements we generated the variable flexible attitude.



In the old age groups more than half of the participants agree to an expressive workflow. Over 30% chose flexible work orientations, which contain expressive as well as instrumental parts. Only 12% to 16% actually admit distinctively to instrumental work orientations. Hardly any differences show between the age groups. Work orientations are only little influenced by age and generational affiliation.

However, great differences can be observed between the sexes. The expressive orientations are dominant for men and women. Over half of the men relate to flexible and instrumental orientations, while a majority of the women prefer expressive work orientations.



5.1.5 Sources and references

The data and questionnaires are to find and download in the Central Archive for Empirical Social Research at the University of Cologne, which is the official ISSP archive since 1986.

General information on ALLBUS and the ISSP modules you can find on the homepage from GESIS under ‘social monitoring’. The questionnaires and databases are also available to free download.

Wasmer, Martina; Scholz, Evi; Blohm, Michael: *Konzeption und Durchführung der “Allgemeinen Bevölkerungsumfrage der Sozialwissenschaften” ALLBUS 2006*, ZUMA-Methodenbericht 2007/09. http://193.175.239.100/en/social_monitoring/allbus/e_documents/e_pdfs/mb2006.pdf

ALLBUS CAPI-Questionnaire: http://www.gesis.org/Dauerbeobachtung/Allbus/documents/pdfs/ALLBUS_2006.pdf

ISSP Module – Work Orientation III Questionnaire: http://www.za.uni-koeln.de/data/en/issp/codebooks/ISSP2005_source_quest.pdf

Scholz, Evi; Fooss, Timo: *ISSP 2005 Germany Work Orientations III*, ZUMA Report on the German Study. ZUMA-Methodenbericht Nr. 2007/03. http://www.gesis.org/Publikationen/Berichte/ZUMA_Methodenberichte/documents/pdfs/2007/07_03_Scholz.pdf

Scheller, Gita: *Die Wende als Individualisierungsschub? Umfang, Richtung und Verlauf des Individualisierungsprozesses in Ostdeutschland*. VS Verlag für Sozialwissenschaften/GWV Fachverlage GmbH: Wiesbaden 2005.

5.1.6 Appraisal of the selected initiative

We can test two of our hypotheses with the secondary analysis of the ISSP module Work Orientation III:

– *Hypothesis 2*

Besides the two known cultural models a third one appears. It is marked by the differentiation and flexibilisation of the orientations in the new cultural model. Special characteristic is a specific balance between freedom and security.

– *Hypothesis 18*

The young ones are more affected by the risk of unemployment than the elderly. A democratisation process of the risk of unemployment has occurred. The fear of being unemployed hangs over the youth's professional integration like a Damocles sword. In all age groups at least two-thirds demand a secure workplace. Despite their better institutional safeguard the average and old age groups also feel threatened by unemployment. The high consent for job security shows the insecurity, which is predominant in all generations after the long years of mass unemployment.

Summarised the distribution of answers for the questions of standards for work and work orientations the following conclusions can be made:

- The question of the standards for the job shows a quiet homogenised distribution of gender and age. In view of the work functions, the chances of advancement and the significance of the income level young men are „outliers“ with divergent preferences.
- Concerning the question of work orientations the gender is more important than the age.

Relevant surveys in Hungary

*Katalin Fiüleki,
Orsolya Polyacskó,
Júlia Vajda*

Institute for Political Science of the
Hungarian Academy of Sciences (MTA PTI), Budapest

Introduction

Three major sets of surveys relevant for the topic of relation to work were selected for review: the Hungarian GGS (Gender and Generations) survey (two waves) also known as “Turning points of the life course”; several modules of the Hungarian ISSP survey; and the set of Labour Force Surveys. These surveys however, except one special serial of ISSP, have a scope different from work-related attitudes. Some surveys were selected, because they provide information on social circumstances such as availability of work, activity rates for younger and older generations, which are, we believe, important factors shaping one’s relation to work. The other branch or surveys were selected, because they provide information on specific work-related issues, such as work-family life balance, returning to the labour market after child-delivery, which might have special importance for the younger generations.

1 Turning points of the life course (TPL)

1.1 Description of the survey

1.1.1 Brief description of the survey: sampling and target groups

The first selected survey „Turning points of the life course” (TPL) has a focus not on work-related but on demographic topics. The wide range of issues covered by the survey, however, makes it possible to identify domains of family life, which are influential concerning attitudes toward work.

The TPL survey is one of the few follow up surveys in Hungary. Its first wave was conducted in 2001 while the second one in 2004. The population out of which the **sample** was taken included all those Hungarian citizens aged 18-74 at the time of the first interview who lived permanently in Hungary in private households. Institutionalised population, therefore, was not included.

The sample was designed for analysing demographical processes, such as leaving parental home, union formation, and marriage, having children, divorce, becoming widowed and retirement in connection with social status. Therefore those groups, which are usually underrepresented in surveys such as younger people, divorcees and the most significant ethnic minority of Hungary, the Roma, were overrepresented in the sample. In order to achieve proper representation of some of these groups, the sample size necessary was estimated for 15 000. By estimating the general non-response rate according to gender, age group and

settlement type, taking into account also the likely magnitude of loss during future follow up, the original address list contained a bit more than 24 000 addresses. The response rate was finally 68% which resulted a sample of a size 16 363 for the first wave.

Apart from gender and age group the sample design also took into account the size of settlement. (Kapitány, 2003)

In the second wave of the survey no persons were added to the reference population, therefore the sample of the second wave is representative of the reference population aged 21-78. In 2004 13 642 interviews were successful, which is the 83% of the original sample size. 3% of the original sample has died between the two waves. Without death 86% of the original sample has been reached. Main causes of loss were refusal (6-7% of cases), a failure to contact with the original address (2%), moving to undisclosed location or residing abroad (2,7%) or being not able to respond, most commonly due to having a serious disease (0,6%). Other reasons of technical nature accounted an additional 1,5% to lost. (Kapitány - Spéder, 2005)

The survey was designed to understand major determinants of demographic events and changes of social-economic status. **Methodologically**, it aimed to link these events and changes to “environment and resources” which were considered as by the following main domains: structure of household, financial situation, housing, identity, norm and attitudes, quality of partnership, plans for future, satisfaction (Spéder, 2003)

1.1.2 Initiator

The Demographic Research Institute of HCSO holds full professional responsibility for the survey. Main founder is the Hungarian Central Statistical Office. The Max Planck Institute for Demographic Research in Rostock also contributed to cost of collection data for the first wave. These parties are entirely public institutions. Several Hungarian Ministries supported the targeted data analysis on several themes based on the data set of TPL.

1.1.3 Objectives, motivation

This program has no commercial objectives. The data collection is part of a wider international scientific web, namely the Gender and Generation program. National demographic institutions run most of the surveys of this network, so that the scientific approach is dominantly demographic. The Hungarian TPA is actually a pioneering work within the network in which most of the participating counties completed the first waves of their GGS surveys around 2004-2005, so that international comparison will be possible in the near future.

1.1.4 Main issues covered by the survey

The questionnaire of the TPA survey is organised around major life events of demographic nature.

Partnership is the first main topic of the survey. Within this domain exact marital/partnership status and also the history of marital status (or/and history of partnership) of the respondent is

explored in details. Items on attitudes toward marriage and different forms of partnership and satisfaction with current marriage/partnership have been also included.

The second main topic is organised around the theme of children. On one hand the actual activities performed by the respondent in connection with child rearing was taken into account (including the history of these activities concerning all children the respondent ever had in his/her household). On the other hand future plans, attitudes and beliefs were recorded connected with children: attitudes toward family planning, child rearing (including its hypothetical obstacles connected with work) and attitudes toward different form of subsidising child rearing.

The third major topic of the questionnaire is getting retired, or, more broadly, ageing.

Questions on attitudes toward old age and different activities of older people were asked from all persons of the sample. From older respondent a special block of question has also been asked on their future plans about retirement (including the issues of early retirement, late retirement), planned activities for the time of being retired. From people who had been already retired another set of questions was asked on their daily activities including mutual help provided generally between members of the broader family and the history of becoming retired.

As a background, information on household structure (including the relation of each household member to the respondent, and their economic activity); educational level of the respondent and his detailed economic activity were also collected. Several pieces of work-related information have also been gathered, such as plans about changing and not changing job, motivation, plans about getting a job (if the respondent has no job), occupation, type of workplace (if it is public or private), satisfaction with work and unemployment (number of episodes, its total length). This module has never been explored yet and ready for secondary analysis.

Smaller block of the questionnaire dealt with health status, housing and attitudes of different kind.

The second wave of the survey incorporated a new module on economic activity. This module is, in fact, is a schedule of detailed economic activity month by month between the dates of the two waves' data collection.

1.1.5 Summary of the results

From the point of view of SPReW two topics of TPL are of major interest. One of them is the phenomenon of postponing adolescence, which will be discussed elsewhere in this paper. Publications on this issue are forthcoming. The other important topic is the theme of the living condition of old people including their work-related attitudes (Dobossy-S Molnár –Virágh, 2003).

The selected study aimed to provide a comprehensive picture on the theme of living conditions of older people. In the paper several aspects of social environment and special problems connected to old age are also discussed: stereotypes on old age, preparation for ageing, main demographic features of elderly households, material circumstances, activities,

housing conditions and health status. Among the results of the study the ones related to stereotypes, activities and intergenerational exchange are of interest of SPReW.

Certain tension can be detected in connection with attitudes toward work of older people. While younger people tend not to hold that opinion that “the work of older people is more valuable than that of younger people due to the experience and knowledge of the older”, older people tend to agree with this statement. Elderly also agreed in a large number that “older people have no reputation at workplaces”. In brief, younger workers feel that older workers occupy positions – “their positions” – at workplaces and they also tend to have that assumption that older people are working primarily not for money but for not to feel being unnecessary.

In fact, the majority of working older people is working for money. That small proportion of people aged 46 or more who plans to work longer than the official retirement age (7-8% of this reference group) are mostly motivated by financial reasons (46%) and much less by the attraction to the work, they are actually doing (20%).

The vast majority of people aged 46 or more (63%), however, is not going to work even till the time of reaching the official retirement age. Main reasons for intending to retire earlier were: being tired (40%), need for more time for the family (23%), deteriorating health (9%), finding way out of unemployment (6%), and desire for having more free time (6%). None of the answers suggests that attitudes of the majority of older respondents toward work would include any aspects of self-realisation.

In the light of our knowledge on everyday activities of older generation tensions between generations are less pronounced in the families than in workplaces. Comparing the whole sample of respondents (aged 18-74) with the sub-sample of older people (ages 60-74) the latter spend less time with bread earning activities, but spend more on agricultural work done around their own house, and on caring for the family (They also have more time for leisure activities and watching TV). Care on the family, in the other hand means mostly childcare activities in case of elderly: 71% of the respondents age 60-75 were involved in agricultural work carried out around the house and 40% (older men at an even larger extent) in babysitting (Dobossy - S. Molnár – Virágh, 2003).

It seems that households of older people are far not isolated. In the survey large amount of information was collected on support the household provided for other households and/or get from other households. Families can provide financial support for other families (to their relatives or friends) regularly or occasionally. It is more common, that they volunteer with work for other households, like helping in cleaning or supervising children. Mutual help provided by relatives and neighbours in building houses has a long tradition in Hungary and well documented in the sociological literature. Families also often provide not money but different goods for each other: food products and clothes are commonly exchanged. Regarding the mutual support system, TPA raised that particular question if all these goods and services are floating toward those who are most in need or there are other aspects, which shape the direction of the transactions. According to the findings the majority of the Hungarian households actively participated in this mutual support net considering the one-year period before the questionnaire was completed. The main “winners” of these exchange system are families with small children. Elder people are also among the winners, but they are at least at the same extent, also the providers of goods and services. Definition of work for elderly is very likely different of having paid job: they are more concerned to help their families

by providing services, and producing goods around their house, which can also be part of the support provided for the younger generations (Spéder, 2002)

1.1.6 Sources

Spéder Zsolt (szerk.): *Demográfiai folyamatok és társadalmi környezet [Demographic processes and society. A preliminary report.]* Műhelytanulmányok 1. Népeségtudományi Kutatóintézet, Budapest 2002.

Kapitány Balázs (szerk.): *Módszertan és dokumentáció Az adatfelvétel ismertetése. [Methodology and documentation. Description of the data collection process]* Műhelytanulmányok 2. Népeségtudományi Kutatóintézet, Budapest 2003

Dobossy Imre – S. Molnár Edit – Virágh Eszter (2003): *Öregedés és társadalmi környezet [Ageing and social environment]* Műhelytanulmányok 3. Népeségtudományi Kutatóintézet, Budapest 2003

Kapitány Balázs- Spéder Zsolt: *Szegénység és depriváció [Poverty and deprivation.]* Műhelytanulmányok 4, Népeségtudományi Kutatóintézet, Budapest 2004

Kovács Katalin: *Egészség-esélyek [Health chances],* Műhelytanulmányok 5. Népeségtudományi Kutatóintézet, Budapest 2006.

Marietta Pongrácz: *Birth out of wedlock, Working Papers on Population, family and Welfare, no 2,* Demographic Research Institute, HCSO, Budapest, 2004

Spéder, Zs. – Kapitány B.: *Poverty and deprivation. Assessing Demographic and Social Structural Factors. Working Papers on Population, family and Welfare, no 8,* Demographic Research Institute, HCSO, Budapest, 2005

All publications above are available on: www.demografia.hu

Kapitány, B. – Spéder, Zs.: *Preliminary report on the fieldwork of the second wave of the Hungarian generation and gender Survey the “Turning points of the Life-course”.* Manuscript, DRI, Budapest, 2005

The dataset of the first wave of TPL is available free on request from the Demographic Research Institute.

1.2 Appraisal of the selected initiative

The TPL represent a golden midway between one type of surveys with large samples and short questionnaires and other types of surveys with very sophisticated questionnaires but only with small samples. Its demographic approach makes it a natural source for SPReW, although it contains only a few work-related questions. Social context (such as income, assets, general attitudes, family composition and so on) of the responses of these few work-related are reviewed much in detail than any of the other surveys in this collection.

All the result published so far is unique in Hungarian literature.

Specific block of questions of innovative nature connected generation transfers getting and providing different forms of support:

In the past year did you receive regular assistance in the form of money from a person not living in your household (parents, children, other relative, someone not related)?

Did you receive in the past year			IF YES, who from?			
	yes	no	parent	child	other relative	other person
regular assistance in form of money	1	2	1	2	3	4
assistance in form of occasional small sums of money?	1	2	1	2	3	4
large sum in one occasion	1	2	1	2	3	4

Do you nowadays receive regular help with household work from a person not living in your household (parents, children, other relative, someone not related)?

Have you received regular help nowadays			IF YES: who from			
	yes	no	parent	child	other relative	other person
for household work (e.g. cleaning, ironing)?	1	2	1	2	3	4
caring for the children?	1	2	1	2	3	4
caring for a sick person?	1	2	1	2	3	4
shopping?	1	2	1	2	3	4
building?	1	2	1	2	3	4
repair of fitting work?	1	2	1	2	3	4
handling official matters?	1	2	1	2	3	4

Do you regularly receive food (e.g. vegetables, meat) from someone not living in your household (parents, children, other relative, someone not related)?

Have you regularly received			IF YES: who from:			
	yes	no	parent	child	other relative	someone else
Food						
cleaning product, clothing, other things						

A similar block of questions is to use for mapping the support provided by the household.

2. Labour Force Survey (LFS)

2.1 Brief description of the survey: sampling and target groups

The labour Force Survey is a frequently run household survey. LFS aims to provide comprehensive monitoring of employment, unemployment and underemployment in Hungary. The survey employs the definitions recommended by the ILO, but it is also flexible in terms of adding modules for take national characteristics of labour regulations.

The sample of the Labour Force Survey has a multi-stage stratified design. The primary sampling units are enumerator districts, the secondary units are dwellings in settlements with 15 000 or more inhabitants. From other areas the sampling units are dwellings.

The LFS employs a sampling frame which contains 626 000 addresses. LFS collects data quarterly, from a 24 000 households (before 1997) or from 32 000 households, which are randomly selected (per sampling units) from the sampling frame. The later sample finally consists of 65 000 persons.

The sample has a simple rotation pattern. Any household entering the sample at some time is expected to provide labour market information for the six consecutive quarters, then leaves the sample forever. In the LFS sample design strata are defined in terms of geographic units, size categories of the settlements and area types.

The published LFS data are adjusted for non-response by updated census counts in cross-classes of age, sex and geographic units. In published data survey information are complemented with data collection from other sources, such as the regular data collection of the Hungarian Central Statistical Office from economic organisations.

2.1.1 Initiator

The Hungarian Central Statistical Office has the full responsibility for the surveys, which are founded from the budget of the Office. The main goal of the survey is to provide information on recent developments of the labour market for the government. No commercial interest is involved.

2.1.2 Main issues covered by the survey

The LFS questionnaire is generally short, collecting information on economic activity. It records the length of the periods of employment and unemployment. It also collects data on the present or last job: the type of employer by ownership, sector of employment and occupation, type (or lack) of contract. Reasons for becoming unemployed and intention for getting a job (in case of non-actives) are also questioned.

The questionnaire regularly supplemented by additional modules and targeted surveys using the same address frame. Most important topic of the additional data collection from the point of view of SPReW is the serial of the “Returning to the labour market: women on child-care assistance” (1993, 1995, 1999). The sample size of this survey was around 2000 persons in each year.

2.1.3 Summary of results

The LFS is often used for analysis of labour market options of different social and demographic groups. In this review we focus on those studies, which analyse labour market position of women (Nagy, 2001), mothers with young children (Lakatos, 2001) and young people (Sik 2001, Róbert, 2002).

Women generally seem to be in disadvantaged position in the labour market. Comparing 1992 and 1997 economic activity of women has decreased in all age group, but the most significant decrease was experienced by the age groups between 20-24 and 30-39. For women aged 20-24 the activity rate has fallen from 61% to 49%. This reduction can mostly be attributed to the extension of higher education. But activity rate of 30-39 years old women also has fallen from 80% to 69% and this reduction cannot be explained by the growing participation in higher education. Activity rates were most influenced by educational attainment: the activity rate of those women who had not completed elementary education has fallen from 46% to 20%, and that of those with only elementary education from 69% to 56%. The effect of having children on women's economic activity is rather complex. A multivariate analysis revealed that having small children under age 10 considerably decreases the activity of women. Single mothers, however, are more likely to be seeking for employment than married or cohabiting women who have the same number of children and of the same age (Nagy, 2001).

In the 1990s about 9-10 percent of the women in Hungary were away from the labour market because of utilisation of child-care assistance. Their proportion was growing relative to the number of women of working-age, despite of the parallel significant drop in Hungarian fertility.

Connected to three waves of LFS, in 1993, 1995 and 1999 large samples of women living on childcare allowance were questioned on their formal and planned labour market participation. Analysis of the data showed that re-employment of mothers was getting more difficult over time: a growing share of young women became dependent after the child-care period. In 1999, only 58 percent of the those women who were previously on child-care assistance and before that had a job thought that their employer would employ them again but only 46% wished to take the opportunity. It seems that experience of these women on being not able to return to the labour market led to a change in evaluation of being a housekeeper: while in 1993 and 1995 only a small proportion of those who were not able to return to the labour market wished to stay at home as housekeeper, this proportion grew as high as 23% by 1999. The willingness for being employed of women on childcare allowance showed a close strong correlation with the number of the children.

The majority of the surveyed women felt that being an employee and having a child (or children) in the same time is a disadvantage. Even so, they also thought that professional career (or its lack) is not a factor that would influence their intentions about founding a family (Lakatos, 2001).

Not only returning to the labour market, but also entering into it, can be difficult. In the light of the spread of precarious employment in Hungary, job-seeking individuals, especially the newcomers, face with increasing uncertainty (Sik, 2001, Róbert, 2002¹⁶).

16. This study used data sources other than LFS, too. "The Wax of Life and Time Use Survey" from 1999-2000, with a sample of 10000 and the "General Youth Survey" from 2000, which is a random sample of

Based on the results of the LFS the proportion of fixed-term employment was around 7% at the end of the 1990s in Hungary, and another 4 % worked in casual jobs. 11% of working persons had no written contract at all. “Flexible” forms of employment characterised by type of contract have usually less favourable working conditions. “Flexible” employment was found to be more common among younger workers (Sik, 2001)

Compared to previous generations, entering into the labour market is more difficult to the generation, which is to start professional career in the 1990s. This “globalisation” cohort faces with growing uncertainty in getting first job: the uncertainty is even higher for some groups of young people. Examining the strategies young people use for finding jobs, Róbert had distinguished several strategies. Many young people try to postpone final decisions forming a longer searching period. During this period adults are in the state of “not in education, not in labour force”. Another strategy applied for finding a proper job is to start to work already during the studies.

A detailed description of the process of entering into the labour market (Róbert, 2002) revealed that “the globalisation cohort” (compared with previous cohorts), had a higher chance to start its professional career with fixed-term and not a permanent employment. The chances are highly dependent of educational attainment: men with elementary level of education had an especially high risk having only fixed-term contract for first.

The rise of precarious employment in general in occasion of entering into the labour market was confirmed in the case of women but not for men. In particular, the odds of entry into unskilled service class jobs have increased for women belonging to the “globalisation” cohort KIK ŐK? compared to the previous cohorts. More education is necessary for entering into unskilled service jobs comparing to finding work as unskilled worker (Róbert, 2002).

All studies on labour market and economic activity mention the particular problems of long-term employment. Due to the specialties of the Hungarian labour market a significant proportion of parents with low educational attainment has not having a paid job for more than a decade. Educational system is not able to correct for the disadvantages of children of these, almost exclusively poor families. Around 2000 children coming from these families, with no virtual memory AZ MEG MI and experience gained in the family on paid work and with low educational attainment are already in the labour market.

2.1.4 Sources

Labour Force Survey Quarterly Bulletin (four times a year since 1996), HCSO

Labour Force Survey – Annual report, 1992, 1993, 1994, HCSO

Labour Force Survey, 1992, 1993, 1994, 1995, 1996, 1997, 1998, HCSO

Employment and earnings (Labour Statistics), yearly from 1992, HCSO

Nagy, Gyula (2001): A nők gazdasági aktivitása és foglalkoztatottsága, Statisztikai Szemle, 79 (1): 35-55

Lakatos, Judit (2001): Visszatérés a munkaerőpiacra a gyermekgondozási idő után [Return to the labour market after living on child-care allowance] Statisztikai Szemle [Statistical Review], 79(1): 54-63

Róbert, Péter: Changes over time in transition from school to work in Hungary, Paper presented for the RC28 meeting on Social Stratification and Mobility, Oxford, April 2002, <http://alia.sozioologie.uni-bielefeld.de/-globalife>

Sík, Endre (ed) (2001): The Forms of Flexibility (FF) in Contemporary Hungary, Country Report, Budapest: TÁRKI

2.2 Appraisal of the selected initiative

The main advantage of the LFS is its large sample size, but the content – in accordance with the extent and frequency of data collection- of questionnaire is rather limited. Several criticism are also can be formulated, especially regarding the definition of unemployment, which likely leads to the underestimation of the phenomena. Despite of these weaknesses, the LFS is a unique source of monitoring long-term changes in the labour market in Hungary. The datasets has been used for many analytic works from which here only a small selection was presented in order to represent the most important issue in connection with employment and participation in labour market in connection with the goal of SPReW.

There is no selected item from the questionnaire, which is recommended for SPReW.

3. International Social Survey Programme / Family III” wave of ISSP (2002)

ISSP is series of international social surveys run in many countries annually from 1987. The design of the survey and the questionnaire used is intended to be the same in each participating country. The survey’ focus is a different topic year by year. Two of the main topics of ISSP of interest: “Family” (surveyed in 1988, 1994 and 2002, the latest with a module on work-family life conflict) and “Work orientation” (run in 1989, 1997 and 2005). Among these waves the third on family (Blaskó, 2006) and the first and the second on work orientation (Medgyesi – Róbert, 1998, Medgyesi, 1999, Medgyesi–Róbert, 2000) was extensively analysed regarding Hungary.

This wave of the survey was focusing on relations between breadwinning and domestic work with special attention to growing presence of women in the labour market and its effect on domestic work.

3.1 Description of the survey

3.1.1 Brief description of the survey: sample and target groups

The address list of Hungarian survey consisted of 1728 items. 1023 questionnaire was completed. The sample was the Hungarian population aged 18 or older living in non-institutional households.

A three-step sampling design was used, in which first regions; secondly settlements and finally individuals were selected. The likelihood of becoming part of the sample was proportional to the size of the settlement. The distribution of the sample by sex, age group and educational attainment was corrected to the corresponding distributions of the whole population aged 18 year or more by applying weights.

In the study reviewed below only the sample of those who lived in partnership was used.

3.1.2 Methodology

The standard questionnaire of ISSP was used.

3.1.3 Initiator

The net of scientific institutions and individual scientists are working on each module of ISSP. Each national wave is financed from different, mainly national sources. In Hungary this particular wave was run by “TÁRKI” [Social Research Informatics Centre.]

3.1.4 Objectives, motivation

The goal of the survey was to describe changes in labour division in households between genders, the possible conflict between work and family in European societies. The survey also aimed to collect information on the balance between household tasks and bread-winning work, its effect on satisfaction. The orientation is mainly scientific, although researchers were ready to provide information for the corresponding areas of European and national legislations.

3.1.5 Main issues covered by the survey

- Attitudes toward women’ work
- Attitudes toward child-rearing, children and marriage
- Decision making in families: on spending, on leisure time activities
- Household tasks: responsibility, time spent on
- Time pressure due to breadwinning work
- Child-care
- Work orientation
- Work history
- Satisfaction
- Social and demographic background variables (age, marital status, economic activity, income relations)

3.1.6 Major results in connection with the topics of SPReW

In Hungary the social context of women’ participation in the breadwinning activities is different from that of in the Western European countries. Historically Hungarian women have a longer history of having full-time employment: their activity was significantly growing from the 1960s, and by 1980 it has reached 72,8% among women of aged 15-54, which is virtually the upper limit of employment for women of this age. The economic crises of the early 1990s

significantly lowered the activity rate: in 1997 only 52.6% of women were active. The activity rate is slowly increasing from that time, but it is still much lower than it was during the 1980s. The spread of two-earner family model in Hungary, consequently, was the development of the 1970s and 1980s, but it was parallel with the survival of the traditional attitudes on domestic tasks. Additionally, part-time employment is and has always been very rare in Hungary.

The analysis based on ISSP data examined the change of the traditional family roles in that economic environment in which possibilities for being employed, especially for women, are shrinking. The strong connection between age, educational attainment and the likelihood of being employed makes it possible to assume, that in certain segments of the society attitudes toward the traditional male and female roles would change and the male and female family members would have a more balanced division of household task than previously.

The survey revealed that the oldest and the youngest women groups spend much more time with working in the household than the middle-aged. The presence of the young child/children aged 0-3 years was the major factor, which influenced the length of time spent with the household task. Having paid job was associated with the numbers of hours spending on household. The effect of some of these variables, however, disappeared in multivariate analysis. The main factors, which really influenced the length of time spent with housekeeping, were the presence of a small child in the household, living in villages, the income level of the family, having a university diploma and attitudes on gender roles. Economic activity and age were proved to be dependent variables in this respect of educational level and type of settlement.

The younger generation of women, as we can conclude based on the results of the multivariate analysis, has no different amount of housekeeping work than other generations, only when they have small children. Conservative attitudes toward gender roles, which shape the distribution of housekeeping work, also did not change, or become a bit even more accepted between 1994 and 2002, except among the most educated.

Gender roles, both among Hungarian men and women, are formed mostly by the tradition. The acceptance of more equal roles is becoming more common only among those who have a university diploma. This is similar to the trends can be observed in other societies. It is important to note, that the presence of a more liberal attitude toward women's participation in the breadwinning activities and toward child-rearing among highly educated men is a new phenomenon in 2002: in 1994 Hungarian men with a diploma had less liberal attitudes than their counterpart with secondary level education. Except the most educated, young Hungarian men become more conservative regarding women's participation in the world outside of the household, while young women's attitudes became more liberal. The divergence in the direction of attitudes between young men and young women between 1994 and 2004, in the generation aged 18-26 (without diploma) predicts serious tensions within the families in the future regarding the definition of women's role.

The desire for part-time work is especially strong among Hungarian women, which is mainly due to the lack of such possibilities. (Blaskó, 2006).

4. International Social Survey Programme / Work Orientation” waves ISSP

ISSP is series of international social surveys run in many countries annually from 1987. The design of the survey and the questionnaire used is intended to be the same in each participating country. The survey’ focus is a different topic year by year. Two of the main topics of ISSP of interest: “Family” (surveyed in 1988, 1994 and 2002, the latest with a module on work-family life conflict) and “Work orientation” (run in 1989, 1997 and 2005). Among these waves the third on family (Blaskó, 2006) and the first and the second on work orientation (Medgyesi – Róbert, 1998, Medgyesi, 1999, Medgyesi–Róbert, 2000) was extensively analysed regarding Hungary.

4.1 Description of the survey

4.1.1 Brief description of the survey, target groups

Work orientation was the main focus of the ISSP data collection three times: in 1989, in 1997 and in 2005. Results on analyses of the data of the first and the second waves were published in Hungary so that sample of the 2005 data collection will not be described here.

Sampling design was similar to the one applied usually in ISSP. The sample was designed to be representative to the non-institutionalised national populations aged 18 or more by gender, age group and size of settlement.

The sample size of the Hungarian first wave was 1000 from which 601 was employed at the time of the data collection. The second wave had 27 participating countries, which samples ranged between 496 and 2518. The size of Hungarian sample was 1496 (626 persons were employed at the time of data collection).

The Hungarian analysis made on ISSP database so far focus on determinants of satisfaction with work, and only the data of those who had paid job at the time of the data collection was used. In the international comparisons carried out by Hungarian researchers only the data from European countries were used.

4.1.2 Type of initiator

The initiator is the international web of scientists. The Hungarian Science Foundation “OTKA” supported most waves of the data collection within the ISSP framework in Hungary.

4.1.3 Objectives, motivation

The primary focus is scientific and no commercial interest is present.

4.1.4 Main issues covered by the survey

- Satisfaction with length of time spent on different (work and not work-type) activities
- Value of work
- Responsibility for domestic duties

- Values associated with job
- Perceived effect of the introduction of new technologies on labour market and quality of work
- Preferences of different forms of employment (self-employment, company size, private or civil, part-time jobs)
- Perceived straights of one's position in the labour market
- Attitudes toward work (instrumental or not, acceptance of longer working hours)
- Quality of current job
- Working conditions (stress, physical demand, flexibility of working hours)
- Forms of contracts
- Skills (usage, willingness for improvements)
- Social relations at workplace
- Work-satisfaction
- Bounds with the work organisation/firm
- Unemployment, work-seeking

4.1.5 Summary of results

Job security was considered, as a main factor for shaping satisfaction with work, and it become an important issue in the 1990's Hungary in its own right. One of our selected studies (Medgyesi, 1999) focuses on the changes on perception of job security between 1989 and 1997 and its importance for work-satisfaction. The study revealed that job security is indeed an important determinant of being satisfied with work, and its importance in this respect, in accordance with the expectations, was growing between 1989 and 1997 among working Hungarians.

As differences by age groups, the study provides interesting results, which, however, must be treated with caution. The respondents aged 18-37 had the lowest percentage of those who consider their own job as a "not secure at all": 9% thought so in 1989 and 19% in 1997. These proportions are somewhat lower than in the age group 38-48 (10% and 23% retrospectively) and much lower in 1997 than in the age group 46+ (8% and 32% retrospectively). In 1997 the younger generation perceive their job altogether more secure than any other age group – which is a fact worth to compare with the higher than-average unemployment rates of the same generation. Those young people, however, who are not working, were not considered in this study.

As importance of job security, as a value, the perception of the younger generation changed between 1989 and 1997, although in statistical terms the change has only a marginal significance. Those who considered job security as "very important" has grown from 57% to 60% among those aged 18-37 years. The proportion of those, however, who judged job security as "not important at all", also has grown, from 2% to 5%. Opinions altogether become more polarised among the younger: the proportion of those who considered job security to be "important" went down from 41% to 35%. Among the middle-aged attitudes are clearly shifting toward attributing more importance to job security: among age 38-48 job security was important for 35% of respondents and "very important for 61% of them in 1989. The same figures for 1997 were 29% and 67%. Among those who were older than 48 years, the corresponding proportions were 40% and 54% in 1989 and 35% and 63% in 1997.

In multivariate approach, however, the age-component gained no special importance. It seems that differences in perceptions on job security between generations are due to differences in education, earning and having career opportunities (Medgyesi, 1999).

The two other studies, selected for review, analyse determinants of work satisfaction in international comparison. The first of them (Medgyesi-Róbert, 1999) compares changes between 1989 and 1997 in Hungary and in the Czech Republic in this respect, while the second one (Medgyesi-Róbert, 2000) examine the same problem in a larger set of countries in 1997 (Medgyesi- Róbert, 2000).

As comparing the Czech Republic and Hungary it seems that there were numerous similarities between the two countries. Wages were similarly important factors, which promote satisfaction with work in both countries, and so did job security. In Hungary, the importance of being promoted has increased and is considered to be much more important than in the Czech Republic. As opposed to that the proportion of those who think that flexible working hours are important has declined in Hungary and is less than in the Czech Republic. Hungarian employees differ from their Czech counterparts also in that they would be rather self-employed than employed would prefer working for private companies to working for state companies and they would rather choose large companies (Medgyesi-Róbert, 1999). The study however, did not consider the attitudes by age.

In international comparison Hungarians, together with people in Central and Eastern Europe, seem less satisfied with their work than the workers of Western and Southern Europe. In the third selected study on work satisfaction (Medgyesi- Róbert, 2000) the researchers examined the differences between the determinants of being satisfied with work among workers of different groups of European countries. Considering the row data, the satisfaction is even lower in the block of countries of Hungary, the Check Republic, Poland and Slovenia, which they consider “established new market economies” than in the so called “non-established” new market economies (Bulgaria, Russia). According to the row data, contrary to the expectation of the researcher there was no significant difference found between the level of satisfaction with work and age.

New market economies differ from “old market economies” in those aspects, which are those determinants influences satisfaction with work. The study found, that the highly educated are more satisfied with their work only in the new economies and income, provided by the work is also more important for the workers of the “new market economies”. Self-employment and being an employer leads more satisfaction with work in both sets of countries, but in a much greeter extend in the “new market economies”.

Discrepancy was defined, as the distance between individual assessment of the importance of certain aspects of work and individual achievement by the same aspects in owns current work. Discrepancy, as it was expected, was very influential considering satisfaction with work in each set of countries. So did job security, which was, in contrary to the expectations, equally influential in both sets of countries. Wages were more important factors in “new market economies”.

From the point of view of SRPEW the study has some especially interesting results. In the study determinants of being satisfied with work was also examined by multivariate methods, and they also applied a kind of “standardisation” method. They examined the “composition effects” in the case of “new market economies” examined what would happen if the

composition of workers in these countries by age, gender, education, wage, type of work organisation and labour market status would be the same as in “old market economies”. In this case satisfaction with work is growing by age. (Medgyesi-Róbert, 2000)

4.1.6 Sources

Blaskó Zsuzsa (2006): Nők és férfiak – keresőmunka, házimunka [Men and Women: Breadwinning work and domestic work], Népeségtudományi Kutatóintézet, Kutatási jelentések 82, Budapest: NKI

Medgyesi Márton – Róbert Péter(1998): Attitudes toward work: Longitudinal and international comparison, in Kolosi T - Tóth I Gy - Vukovics Gy (eds): Social report, 1998, Budapest: TÁRKI

Medgyesi M (1999): Az állásbiztonság és a munkával való elégedettség: változások 1989 és 1997 között. [Job security and satisfaction with work: changes between 1989 and 1997]. Szociológiai Szemle [Sociological Review] 2: 3-27.

Medgyesi M – Róbert P (2000): A munkával való elégedettség nemzetközi összehasonlításban. [Satisfaction with work in international comparison] in Kolosi T.- Tóth I. Gy. – Vukovich GY. (szerk.): Társadalmi Riport, 2000 591-616, Budapest: TÁRKI, 2000

Full description of the design of ISSP is available on the website: <http://www.gesis.org>, data of ISSP also available for request via the same website.

4.2 Appraisal of the selected ISSP survey waves

The nature of the ISSP survey allows us to disregard most of the issues concerning complementarities. It has to be mentioned, however, that the only weakness of the ISSP survey is the small sample size by countries. Data, therefore, are more useful for regional than national-level analysis.

The results concerning Hungary are absolutely original in cases of both surveys, especially in the case of work orientation surveys, since no other quantitative research was run in Hungary on this topic. In connection with the “Work Orientation” surveys it has to be mentioned, that many topics of them have not been explored, yet.

Several sets of questions are very relevant for the purposes of SPReW.

Apart from those block of questions which has already been mentioned in connection with other surveys, from “family” ISSP survey the questions regarding traditional/liberal attitudes on women’ labour seems appropriate to use. The issue of domestic labour can also be the interest of SPReW as domain of the attitudes of young women’.

The standard format of these two questions:

To what extent do you agree or disagree...?

	Fully agree	Agree	Undecided	Not agree	Not agree at all	Don't know
A working mothers can establish just as worm and secure relationship with her children as a mother who does not work	1	2	3	4	5	8
A pre-school child is likely to suffer of his or her mother works.	1	2	3	4	5	8
All in all, family life suffers when the women has a full-time job	1	2	3	4	5	8
A job is all right, but what most women really want is a home and children	1	2	3	4	5	8
Being a housewife is just as fulfilling as working for pay	1	2	3	4	5	8
Having a job is the best way for a women to be an independent person	1	2	3	4	5	8
Both the man and woman should contribute to the household income	1	2	3	4	5	8
A man's job is to earn money; a woman's job is to look after the home and family	1	2	3	4	5	8
Men ought to do a larger share of household work than they do now	1	2	3	4	5	8
Men ought to do a larger share of childcare than they do now	1	2	3	4	5	8

In your household, who does the following things?

	1 - always me 2 - usually me 3 – about equal or both together 4 – usually my spouse/partner 5 - always my spouse/partner 6 - is done by a third person 8 – can't choose						
Does the laundry	1	2	3	4	5	6	9
Makes small repairs around the house	1	2	3	4	5	6	9
Cares for sick family members	1	2	3	4	5	6	9
Shop for groceries	1	2	3	4	5	6	9
Does the household cleaning	1	2	3	4	5	6	9
Prepares the meals	1	2	3	4	5	6	9

From the Work orientation surveys all of the questions are of potential interest of SPReW.

An analysis of major work orientation types as “instrumental” and “self-fulfilment” could also be analysed by secondary analysis of the ISSP data or by interviews. The interferences between work and other areas of life can also be important from the point of view of young people and might shape their attitude toward work. Finally, insecurity of employment should also be among priorities of SPReW.

Standard questions regarding these domains:

How important is...	Very important	Important	Neither important nor unimportant	Not important	Not important at all	Can't choose
... job security	1	2	3	4	5	
... high income	1	2	3	4	5	
... good opportunities for advancement	1	2	3	4	5	
... an interesting job	1	2	3	4	5	
.. a job that allows someone to work independently	1	2	3	4	5	
... a job that allows someone to help other people	1	2	3	4	5	
... a job that is useful to the society	1	2	3	4	5	
... a job that allows someone to decide their times or days of work	1	2	3	4	5	

Suppose you could change the way you spend your time, spending more time on things and less time for others

*Which of the things on the following list you would like to spend **more** time on, which would you like to spend **less** time on and which would you like to spend the **same** amount of time on as now?*

	Much more time	A bit more time	Same time as now	A bit less time	Much less time
Time in a paid job	1	2	3	4	5
Time doing household work	1	2	3	4	5
Time with your family	1	2	3	4	5
Time with your friends	1	2	3	4	5
Time in leisure activities	1	2	3	4	5

Which of the following describes your present job situation?

- It is a job with no written contract
- It is a fixed term job lasting less than 12 month
- It is a fixed term job lasting for one year or more
- It is a job with no set time limit

Relevant surveys in Italy

*Maria Teresa Franco,
Anna Maria Ponzellini,*
Fondazione regionale Pietro Seveso, Milano

Introduction

Italy produces both periodical reports (usually annuals, but sometimes with a longer interval) on employment, education, young and adult people conditions in relation to work, and also some specific research on this topic. Generally, there are more researches on youth condition than adult age.

1. CENSIS, 40th Report on Country social situation 2006

1.1 Description of the survey

1.1.1 Brief description of the selected survey

Social Investments Study Centre (Censis) writes an annual Report on Italy's social situation with some parts dedicated to work and education. It is a periodical publication produced from a long time (the first goes up to 1967). The survey provides an Italian detailed situation analysis, with studies in depth of some themes that can be different from year to year.

As regards the methodological approach, the survey elaborates the main national statistic data. In particular, there are utilised Istat (Italy Statistic Institute), Education, University and Research Offices statistical information on work and education topics.

Last issue refers to 2006.

1.1.2 Type of initiator

Censis is the most important national Institute in social and economic researches. It is an independent Foundation (with a public nomination board). The Institute also works by special research contracts for many public and private Institutions, as Offices, Regions, Municipality, Chambers of Commerce, Banks, enterprises, International Organisms, etc.

The present work is sponsored from Cnel (Economy and Labour National Council, public organism composed by social parties).

1.1.3 Objectives, motivation

Annual Report intends to be a short-term overall analysis instrument on Italian social situation, especially addressed to Country's Government forces.

1.1.4 Target groups

The Report provides an analysis of the Italian economic recovery and the interpretation of social and political dynamics that characterised Italian situation during the past year.

1.1.5 Main issues covered by the survey

The survey deals with the most important issues faced last year and offers some studies in depth applied to: economy, labour, education processes and professions, welfare, healthiness, security, territory, citizenship, innovation, media and communication.

1.1.6 Summary of results

The following aspects appear from data on young and adult issues in relation to work.

As regards the education, there was a constant and progressive increase of the Italian population school attendance (even if its levels are still lower than main advanced Countries). This happened specially for the labour forces that present a more accentuated middle and high education (superior schools qualified and graduate people). But there are essential differences between younger (in particular those aged between 25 and 29) compared with the more adult people, especially for (upper) qualified people. In fact, in 2005, the upper qualified people aged 25 to 29 are undoubtedly superior (46.7%) than those of the more adult labour force aged 30 to 59 (33.9%). By contrast, the proportion of the respective graduate people (14.9% against 15.5%) is more similar. In the younger cohort between 20 and 24, instead, you can notice greater shares of qualified people with five-year certificate, compared with the more adult people aged 30 to 59 (52.3% against 33.9%), but smaller shares of graduate¹⁷ people (3.6% against 15.5%).

This study, like numerous researches, confirms that women have superior school attendance levels than men in every age class, both in university degree and in school-leaving certificate, phenomenon particularly accentuated for younger women (aged 20-24 and 25-29). On women case, you can point out that, in difference of the entire population, the share of those who are less educated (only primary school or none education qualification) is lower than men. That is a sign of the increasing importance of education for women's access to the labour market. All these characteristics are more pronounced if you consider degree's employed distribution.

With regard to the employment, there is a greater inclination to work of the 25 to 34 age group, who presents higher employment rate than more adult people aged 35 to 64. Indeed, the overall employment rate of people aged 15 to 64 is 57.5%, while the employment rate of the 25-34 age group is 69.3%, and that of the more adult group aged 35 to 64 is 61.4%. In general, employment rate grows with the education growth: but while in the younger cohort qualified people aged 25 to 34 have more work opportunities (with 72.3% employment rate), the absolutely highest employment rate (86.2%) is that of graduate elderly people (aged 35 to 64).

Youth unemployment is particularly intense (is about three times higher than overall unemployment), but is concentrated in particular in the South regions of the Country, while in

17. In Italy there is a tendency to prolong the term at the University: in fact young people are graduated on average at about 27 years old (at least till the reform's entrance) for any university course.

the North regions does not show worrying signals. In the quarter of 2006, the average unemployment rate of the young Italian aged 15 to 24 is 20.6% (in front of 7.7% average unemployment rate of the entire population). Its level in the North regions is around 10-11%, while in the South and in the Islands regions is a good 34%. The most unfavourable condition in unemployment is that of the young southern women.

It's interesting to notice that Censis asserts that, in spite of the increase in the use of more flexible labour contracts in the past years, the employment structure remained basically founded on "standard" work (subordinate permanent work). Consider that employment permanent rate increased between 2000 and 2005, from 62.3% to 64.3%. On the contrary, temporary work (fixed-term contracts, apprenticeship, and interim working) remained basically unchanged around 9%. Therefore, temporary work has helped not much in employment increase in this period, with only 95 thousands units in relation of permanent work's increase of 1 million 300 thousand units. As Censis says, there was not that attended subordinate fixed-term work "explosion", but work flexibility remains "to the fringes of system". It is significant of this tendency that all the different flexible contracts today available in Italy (both subordinate and freelance), are mainly utilised by the large-sized firms. Most of them use non-standard work prevalently for labour cost reasons (lower than that of permanent work as their life is shorter, or in case of collaboration contracts for their cost are lower) and in the second place for productive firm peaks. This type of flexibility, according to the Report, leaves few scopes of mobility to other work forms. It results from the circumstance that, a year later, only a minority (12.3%) of the fixed-term workers and project collaborators get a permanent contract, lower than those who lost their work (14.7%) during the same year.

The youth employment has high non-standard work rates (fixed-term contracts and occasional or project collaborations¹⁸). In fact, the incidence of non-standard work of the employed people aged until 34 is over 19% (the overall rate is 11%), while the share is lower in the other age groups (8.5% for people aged 35-44, 5.6% for those aged 45-54, 5.7% for those aged over 54). On the contrary, standard work (subordinate permanent work and self-employment) is higher for people aged over 45, with share of around 94%. The most relevant characteristic is that quite all the non standard workers (92%), in particular young people, don't want this kind of work, preferring permanent work, even though is paradoxical that few of them are active in search of another job.

1.1.7 Sources

The Report was published in 2006 from publishing house Franco Angeli, Milano. Censis web site is www.censis.it.

1.2 Appraisal of the selected initiative

The report is interesting as a tool of short-term analysis that is updated every year pointing out the issues considered the most important during the year, useful for policy makers and for anyone who wants to know better the Italy's social economic situation.

18. There are labour contracts between subordinate and self-employment work, which are often named "quasi-subordinate work".

The issue underlined by Censis and important for this work, in our opinions, is a scarce activation showed by the young people performing non-standard work on searching a different job, with the risk to remain trapped in “the illusionist waiting that this flexibility can become another thing”. Censis believes that are desirable, beside promotion politics for the youth’s entrance into work and transforming the contract in a permanent one, also actions promoting professional increase of these workers and making them responsible of their professional way.

2. ISTAT, Many-purpose survey on Families, Family and social persons.

2.1 Description of the survey

2.1.1 Brief description of the selected survey

Istat (Italy National Institute of Statistics) makes periodically from 1993 some Many-purpose surveys on families. One of them, called “Family and Social Persons”, has a five years cadence: the first was made in 1998 and the second (here examined) at the end of 2003¹⁹.

It was made in a multistage sampling were the first one are the Municipalities. The survey involved 19.227 families and in totals 49.451 persons of all the Italian regions.

It was conducted with Papi (Paper and Pencil interview) technique, trough direct interview and a self-compiled questionnaire. This late only for the parts related to the parents work and study, the opinions and values on family and work, the young’s permanence in the parental family, their intentions of fecundity and to leave the family house. For the first time in 2003 was used a panel method that allows a longitudinal view.

The main issues covered are the familial and the work dimension of people here involved.

2.1.2 Type of initiator

Istat (Italy Institute of Statistics) is the official statistical public Organism.

The survey’s responsible is Romina Fabroni. The researchers’ team is wide and is composed by nine persons. The Labour and Social Politics Office collaborated with this study.

2.1.3 Objectives, motivation

The motivations are mainly scientific, in particular the aim is to know the deep and the numerous socials and demographic changes those makes the Italian family so peculiar in the western country context. Its main characteristics are lowest fecundity, population ageing, long permanence of young people in the parental family, low divorces levels and births out of the

19. Before this period, Istat made other surveys on families frames and behaviours, whose methodology was changed in 1990.

marriage, low women and young employment levels, strong intergenerational ties, etc. At the same time this survey it is a useful instrument for policy makers who work on family issues.

2.1.4 Target groups

The theoretic sample was formed by 24 thousands families and more than 50 thousands persons. The reference population was the resident families in Italy and the persons who compose it. The referred territories are the five geographic divisions of Italy (Northwest, Northeast, Central, South, Islands), the Regions, the Municipality.

People interviewed were 19.227 families and in total 49.451 persons of all the Italian regions.

2.1.5 Main issues covered by the survey

The topics of this survey are many. As regards the family, it analyses the family frames (specially the mono-parents families, the free unions, the reconstituted families, the singles persons, young people living in the parental families, their intentions to leave the parental family). Some other topics are referred to the family, like the family networks, the networks of informal help and some people opinions and waiting on marriage and proliferation. With regard to work, there are opinions and intentions on the working entry, the career and conciliation work and family. For the SPReW project, three are the important issues: the first, is the analysis of young people living with their parental family. The second, is the young's intention to leave their parental families. Finally, it is the social mobility and in particular the social mobility between and within the generations.

2.1.6 Summary of results

Young Italian people are inclined to remain a long time in the parental house. In fact, the rate of young people who live with their parental families (at least with one parent) is considerable. In 2003, 61% of the young people aged 18 to 34 are living in the parental house: men are more than women are. The rate is very high for the younger age groups (is 91.5% for those between 18 and 24), but is also considerable in the cohort aged 25 to 34 (44.5%). This level remained essentially unchanged from 1998, but it rose from 1993-1994 (+4.4%). The notable aspect is the increasing in 10 years of youth's more adult cohort aged 25 to 34, of more than 10 percentage points. The professional condition of these young people shows that quite the half of them (46.4%) are employed, the student are 33% and those who are looking for a job are 16.3%. Youth's employment increased from 1993-1994, while young people in search of a job declined. The most important shares of young people remaining in the parental house are in the South (65.8%) and Islands (62.2%) region of Italy.

It is interesting to notice that the difficulty of finding a job is not always the motivation of the prolongation in living with own parents. 40.6% of young people living in the parental house, indeed, affirm they feel good in this situation, for they have their freedom. The second motivation is the study (32.1% of young people). The impossibility of bearing the costs of a house's rent concerns 24.1% of these people, while only 16% of them ascribe this permanence to the difficulty in finding a job. The parental family also supports financially their sons: 61.5% of young people living in the parental house receive some moneys from their parents (occasionally 36.1%, regularly 11.8% or every time they ask 13.6%). This happens especially for the younger cohort, and is the lowest for the more adult aged 30 to 34.

In the 2003 survey was put a section of a questionnaire to know young people intentions to go out the parental family (the next three years), referred to people aged 18 to 39. The most part of them (55.2%) don't intend to leave the parental house, especially the younger (aged 18 to 24). You can notice, however, that only 42.7% of the more adult cohort aged between 35 and 39 have the intention to leave family. Marriage is the most recurrent motivation (41.7%), especially for women, following by autonomy, work, living together. The majority of young people think that the economic situation and the improvement of their working condition would influence this choice. The trend of the late exit from the parental family of Italian young people is also testified by the answer to a question if it is right that sons must leave their parental family at the age of 18-20 years. Only a minority of them agrees with this opinion (18.9%), while the majority is unfavourable (45.7%).

This survey also analyses the social mobility between the generations, i.e. the employed people aged over 18 who, at their first job, are in a different social class from their father. You can notice that the rate is high and it increased in five years from 1998 to 2003 (it was 57.1% and now it is 59.9%). But in comparison with the absolute mobility (i.e. the social position at the interview's time) is lower (59.9% against 63.6%). This means the social positions of sons at the time of the entry into work is more similar to those of their fathers. The highest rates of mobility are those of agricultural working class and agricultural lower middle class, while the lowest rate is that of urban working class. The education level is important for social mobility, as appears from the higher rate of the upper qualified and graduate people compared with people with lower education levels.

As it results from the Ilfi survey here analysed, the social mobility within the generations (i.e. the employment class of the first job in comparison with the present one), indeed, is low (36% in 2003) as in comparison with the absolute one (63.6%) as with the intergenerational one (59.9%). In five years time the rate increased (from 30.2% to 36%). But it appears that, after the entry into labour market, is difficult to get on career. Women have lower rate than men do.

2.1.7 Sources

This survey is available on web site: www.istat.it, and is also published by Istat, *Families frames and opinions on family and sons – Many-purpose survey on Family and social persons 2003 year*, 2006, Roma, and *The social mobility – 2003 year*, 2006, Roma. Data are available on cd-rom.

2.2 Appraisal of the selected initiative

Three issues seem to be particularly interesting for the SPReW project.

Firstly, the young's people trend to protract their stay in the parental family not always for works reasons, but often for economic motives. Living with parents concerns, in Italy, 61% of young people aged 18 to 34, and a considerable part of them has a job. According to this survey, most of the times the reason for staying with parents depends from the freedom the young have in their family that makes them feel good there. Moreover, we must consider that the family gives a great economic support to their sons, as results from the fact that 61.5% of them receive some financial help by parents.

The second issue is the scarce intention of young people to leave their parental family. The majority of them declare that in the next three years they are not going out from the family house. They are in a great part the younger aged 18 to 24, but also an important share of the more adult one (about 43% of those aged 35 to 39). Leaving the parental home is prevalently connected with marriage. These young people seem to think to a parental family like a place of solidarity and helps, so they are not favourable to an early exit from the family house in the younger age.

The third issue is related to a social mobility that appears to be enough high between the generations, but low within the generation. In fact, the change of social class from their fathers concerns quite 60% of people aged over 18 (maybe for reason connected with the increasing of their education). On the contrary, changing the social class while working is more difficult, as results from the circumstance that only 36% of people changed the class from their first job.

3. ISFOL PLUS, Labour and Social Security Italian Office

3.1 Description of the survey

3.1.1 Brief description of the selected survey

It is a national sample survey made in 2005 and published in 2006 by Isfol, the Labour's Office technical scientific adviser, that analyses some topics about world work, that will be repeated periodically in the next years. In particular, it is directed to working age population (aged 15 to 64) looking into some issues concerning employment, income and family condition to understand their links and relations.

The survey intends to be a synthesis of two research's tendency: the economic and the sociological one connecting employment dynamics with people's personal and familial affairs. It was made by telephone on a many modules questionnaire related to specific target groups: young people, women, people aged over 50th, employed people, people in search of (first or new) work. The framework wants to cover the individual labour life stages through the integration of the transversal analysis concerning one year with a longitudinal reading.

3.1.2 Type of initiator

The survey was funded by the European Social Fund. The project's responsible is Isfol (Workers Professional Training Development Institute), public body of scientific researches that make study, analysis, experimentation, information, documentation, activity on education and social politics and work. The Institute is technical scientific adviser of the Labour and Social Security Office and of others Offices, Provinces, Municipalities, public and private Institutions too. It also makes support activities for some Community programs. In particular, it is a technical structure for European Social Fund system actions, it is the national Agency for Leonardo da Vinci community program and the national support structure to Equal community initiative.

The survey was conducted with Labour Office's collaboration. Doxa, one of the most important national statistical data enterprises, made data collection.

3.1.3 Objectives, motivation

The study's motivation was scientific, that is to analyse (in a complementary way with the existing administrative and statistical sources) the employment composition in the labour's reforms contest, the marginal youth's work and their employment dynamics, the employment dynamics of women and workers aged over 50.

3.1.4 Target groups

The reference is population aged 15 to 64 (34.779.159 persons). People interviewed were 40.386. Target individuals universe are: young aged 15 to 29, women aged 20 to 49, population aged 50 to 64, unemployed people looking for work, employed people.

3.1.5 Main issues covered by the survey

Besides the employment aspects, the survey generally deals with particular attention the familial individual contest.

The issues covered by the survey present some different studies in depth for the different typology of the individual target. In particular, for young people (students, employed people, people searching work) it was analysed the education and the employment ways composition, also in connection with the familial contest. For women (actives and non-actives), the analysis is referred to the familial structure, to the supply and replacement income, to their coming back to work, to the family services.

For elderly workers (actives and retired aged over 50), the survey analysed also some issues on their social security choices and the labour market exit. For people looking for work, were analysed their availability toward work, the search's channels used, in particular referring to Public Employment Services. For employed people, finally, besides classical employment aspects (activity sector, status and profession), were analysed the contractual forms regarding the work condition performances and the employment prospects and security.

3.1.6 Summary of results

Here are the main results of the survey, interesting for SPReW project.

As regards the youth participation to labour market, the target is divided in three cohorts: the youngest aged between 15 and 19, the young aged 20 to 24, the adult young between 25 and 29. As you can imagine, the prevalent condition of the group aged 15 to 19 is that of students. The students decrease in the 20-24 age group to about less than one third of total (girls students are more than boys are), but only 43% of them are employed. Two boys over three of the young group aged 25 to 29 affirm they are working, but the gender gap is very strong with 74% of men employed, while women employed are scarcely 55%. Clearly, young's participation to labour market is much influenced by the education level, with higher levels rate for higher education levels.

The first interesting result is the moderate young participation to work in the post scholastic period, mainly between 15 and 24 age group. That is even ascribed to the support role (economic too) that Italian family gives them. Consider that more than 92% of young men not

students aged 20 to 24 still live with their parental family (women are 82%), young men not students aged 25-29 who live with their parents are 75%, and women are 50%.

With regard to school and work transition, the transition is easier for people with higher educational qualification. In fact, five years after educational qualification employed graduates rate is 86% and qualified one is 69%. The most part of graduate peoples (59%) work as skilled white-collar workers (managers, legislators, entrepreneurs, and professionals). Qualified people, after five years, mainly make a so defined “low qualification white collars”²⁰ (46%) or “blue collars”²¹ professions (36%). In a mattered manner, it is interesting to notice that qualified people have after five years higher permanent workers (52%) than graduates one (40%). Graduates people, also present a significant proportion (21%) of collaborators (occasional or permanent).

The lacks of the educational system toward work (connected with working experience scarcity) are the most relevant aspects noticed by young people. In fact a great many of young people report to feel unprepared or inadequate for work, in the transition from school to work. But the women notice as the main difficulty the lack of information. Finally, many young people report that, among the complexities during the transition from school to work, they had made simple functions or underemployment levels too.

It is interesting to notice that the continuous search for work goes on less time for young people than for adult (it is an average 10 months for those aged 15 to 24, 12 months for those aged 25 to 29, 16 months for those aged 30 to 64). Young people living in the South of Italy take an average six months more than those living in the Centre and in the North. Young Italians show also less immediate availability in accepting a work than adults, partly influenced by its quality. 58% of them would accept it only if would be a satisfying work in contractual and wage terms, compared with 51% of people aged 30 to 64. Then, these aspects seem to confirm what results from the main researches on youth²² that is the important economic support that Italian family gives to young people. This aspect is also confirmed by the fact that the young’s quota who affirm they refused in the last thirty days a labour supply is higher in confront to the adult one. The principal reasons of this refuse are wage (“an offered pay lower than my requests”) and contractual conditions (“a contractual form not suitable to my demands”).

On the contrary, these young people show a higher availability for territorial mobility in accepting a work (70% of young aged 15 to 24, 80% of young aged 25 to 29), in Italy and abroad too.

As refers to elderly people’s work participation (those aged over 50), the first characteristic is the marginal labour force participation of adult women, specially those aged 55 to 59, aspect that confirm the general women position in the Italian labour market.

The second noteworthy aspect is the higher self-employment presence for elderly people, which increase with the adult age, reaching about 51% in the 60-64 age group. Generally,

20. They include executive office professions and with clients contact and professions related to sale and family’s services.

21. They include artisans, workmen systems conductors, machine operators and non-qualified staff.

22. See, besides others, Facchini Carla, (eds.), (2005), *Growing adults, Economic constraints and family strategies*, Guerini Scientifica, Milano.

self-employment is about 35% for workers aged 50-64, probably retired (in Italy the average age for retirement is lower than Europe), against 27% of overall employed aged 15-64. It concerns, according to this study, work that can be considered “authentically” self-employment. It means that is a voluntary choice in confront of young people, and presents some less “ambiguous” characteristics, like no fixed hour presence or no use of the employer’s instruments. Only a few of them, indeed, would like to transform their position in a subordinate contract. Workers interviewed aged over 50, mainly work in the services sector (especially in school, in Public Administration, in health boards), with higher proportion than overall workers did. As we can attend, for they are persons in the final part of their working career, the higher professions (entrepreneurs and managers, intellectual, scientific and high qualification professions) are more than the total average. The same is for artisans and skilled workers, while the technical and administrative positions are less than average. By contrast, is higher than average the proportion of unskilled workers. These older workers use less than the overall employed the fixed-term and part-time contracts (both are more consistent for women).

A partly unattended result (but in some ways common with the Left Democrats survey) is the less satisfaction for own work that elderly workers express compared with younger workers, as for the aspects of work atmosphere as for working organisation (hours, shifts, overtime, holidays, etc.). It is the same (even with fewer differences) for the individual working conditions like one’s functions performed, health’s protection, wage, etc. Tiredness is the most important trouble’s reason on work, mainly for women. Also unattended is that these workers have felt in a very limited manner hostile attitudes from their superiors (7% hardly). On the contrary, the greater part of them affirms to feel valued from the management (about 73%), with a considerable progression in degree’s increases. This seems to be in counter tendency with other surveys of the past years. In fact, some researches pointed out more critical state in the relations between elderly workers and their superiors, due to stereotypes showing them less inclined to invest in their education, more rigid on organising changes and innovations.

3.1.7 Sources

This survey is available in web site www.lavoro.gov.it/Europalavoro/SezioneEuropaLavoro/

3.2 Appraisal of the selected initiative

The survey presents some complementary aspects with the Left Democrat’s one (see later in this work) that are referred to the people interviewed opinions on their work satisfaction level.

As for the originalities of the results, we indicate two aspects. The first one is relative to the apparent better condition, as for work stability, of the young people qualified in comparison with the graduates one. In fact, the qualified people have higher permanent work proportions than the graduates. But it could depend also for qualified people work more in the free professions and in freelance forms like collaborations. The second issue is the good evaluation and trust relation that, as the elderly workers say, exist with their superiors in a period when is easier that appear greater tensions, since elderly workers can be considered by the management almost “outdated”.

Then, the most innovative issue for this work is, in our opinion, the less work satisfaction of the elderly workers (aged over 50) compared with the younger groups. This circumstance seem to deny, at least indirectly, the thesis on young generations having more individualist behaviours and being less oriented to consider themselves on work like part of a collective dimension. In the second place, it seems to be important the good relation's climate that was pointed out between elderly workers an their superiors.

4. ALMALAUREA survey: The Graduate people employment condition 2006.

4.1 Description of the survey

4.1.1 Brief description of the selected survey

This Report, referred to 2006, analyses the working courses of the graduate young people in the five years after the degree. It is a national survey made every year from 1997. The last one involved 40 Italy's Universities supporters of the AlmaLaurea consortium.

It was conducted by interviews and deals with the employment conditions of young people graduated before and after the university reform²³.

The survey concerns the themes on working conditions of young graduate people after and before the reform.

4.1.2 Type of initiator

AlmaLaurea is a Consortium participated by 50 Italian Universities, supported by Education University and Research Office. It started in 1994 and supplies documentation, information, analysis and matching services to students, firms, operators and studious people. The main services are the on line insertion of the graduate people curricula, two annual Reports, one on graduate people profile and the other on their working conditions, consultation's Counters, pre-selection and matching between supply and demand services.

The survey's costs were partially supported by the interested Universities. The University and Research Office paid out an aid.

The work's responsible is Andrea Cammelli, AlmaLaurea director.

23. The Italian University reform, made with two laws of 1997 and 1999, had the purpose to send the students to shorter length and higher professional competence courses of studies. It provides the courses articulation in two cycles: the triennial (new) degree (first level degree) and the specialised degree (second level degree) of two years length, to who on accedes after the first level degree. Some limited degree courses, indeed, are still in a single cycle (i.e. architecture, building engineering, pharmacy, dentistry, veterinary science and medicine).

4.1.3 Objectives, motivation

The motivation of this Report is mainly scientific, i.e. to know how develop the job search and the working activities of young Italian graduate people. At the same time, it is a useful means for the planning and the management of graduate people education activities.

4.1.4 Target groups

This study involved 89 thousands graduate persons of 40 Italian Universities, 16.965 of them were first level graduate (after the reform)²⁴. There were interviewed the graduate people of the 2005, 2003, 2001 summer sessions, respective one, three and five years later the degree. The choice of the only summer session graduate people had been made on the basis of their representative verification, compared with the whole graduate population. As we say, two typologies of graduate persons were interviewed, those before and after the university reform.

The reply rate was high: 89% are the graduate people after reform (first level), one year later the degree, 87% are those before reform one year later the study's conclusion, 84% three years later, 77% five years later.

4.1.5 Main issues covered by the survey

The issues of the survey concern the working condition of young graduate people, with reference to the working activity (permanent or unstable job), the degree efficacy on job, the job quality, the gender and territorial differences, the wages. It also investigated some aspects concerning the graduate people' parental family and the manners and the entry time into the labour market.

4.1.6 Summary of results

The most significant results for this project's issues are here summed up.

As regards the first level graduate people (with triennial degrees), one year later the degree the share of those working is similar to the people engaged only in the university studies continuation. In fact, 45% of them are working (some are studying and working at the same time); this rate is 7 point lower than those graduate people before the reform are. Another 45% of them are exclusively involved in the university studies continuation. Young people who don't work and who are not enrolled in specialised degree are very few (7%), but they declare they are looking for work. Compared with the previous year, there is a decrease of young people who are working and a parallel increase of those who are continuing in a specialised degree. This circumstance, according to the survey, is imputable to a different graduate people composition. For this year it was an increase of the so-called "pure" graduates, who made the entire study's period with the new system, and who are more interested to obtain specialised study titles, compared with the "hybrids" who began the studies with the old system.

The various courses of study affect in a different way the employment situation of young graduate people: the highest employment rate (87%) is that of medical group (in the health

24. They are the first graduate people with triennial degree who tested the Italian University reform (whose courses started up prevalently in 2001).

professions), and in a less proportion of teaching group (62%). In both cases, they are young graduate people who were already working while studying. On the contrary, the study groups psychological, geo-biological and juridical have the highest share of graduate people who are enrolled in specialised degrees.

It is interesting that many first level graduate people goes on (63%²⁵) their university education, one year later the degree, being enrolled to a specialised degree. The will to “complete and to enrich their own education” is the main motivation of this choice. For a less considerable groups of young people, the choice comes from the labour market demands. On the contrary, the motivation of most people (34%) who finish their university studies with a triennial degree is the difficulty to conciliate study and work.

As regard the work typology, it is important to notice that there is a quite similar proportion between those who are working with a permanent contract (subordinate permanent work, professional men, and self-employment²⁶) and those who are working with a temporary contract (subordinate²⁷ and collaboration). In fact, 40% of them are involved in stable work activities (mainly subordinate permanent work), and 43% in temporary work (24% in collaboration, 17% with fixed-term contracts). In this case also, it is confirmed the general better position of men whose stable work rate (48%), subordinate and self-employed, is higher than women (24%) are. It is interesting that young people employed who are continuing the job they began before the degree, have higher stable work rate (60%) than those who began working after it (23%).

The net monthly wage of these people is extremely low (969 euro on average). As it was expected, those who began working before the degrees earn much more (1.075 euro) than those who began after the degree (869 euro). Also in this case, the highest earnings are of the graduate people of medical and economic-statistic groups. Women earn less (-27%) than men, partially for they work fewer hours a week on average.

The importance of the degree for work is testified by the high share of graduate people (74%) who think it is “enough effective” for working activity. The level of efficacy is higher for graduate people who are working only, compared with those who are studying and working too. Also job quality has positive evaluations as from who are only involved in work (69%) as from whom are studying and working (58%).

The graduate people before the reform²⁸ one year later the degrees are working in a considerable proportion (52.4%), but their employment decreased from the previous year. Many of them (about 26%) already worked while studying, and some others (17%) worked at the degree time. Men work in a high proportion than women; the graduated people from Italy’s North regions have higher employed rate than those of the South regions. The highest proportion of employed people is of the engineering group. It is also high (67%) and constant

25. This item includes also the 0.7% of people enrolled in a quadrennial course of the old system.

26. The self-employment was put in the permanent work after a control with the young interviewed people, who don’t consider it a temporary work waiting for better opportunities.

27. There are not considered the fixed-term contracts for education reasons, after a control on their nature of introduction in a permanent work.

28. They are considered in a different chapter from those graduates after reform, for the researchers assert they are two populations not comparable for objectives, education, study length and availability of spending their degree.

in the time the proportion of those who (employed and not employed) are continuing their education, by training for putting on the professional registers, stages, volunteer collaborations with university teacher and professional men, qualifying post-degree schools. It is interesting that employment increases in a progressive manner in time from the degree: after three years the graduate people employed are 73.6%, and after five years the employed are 85%.

The influences of the mark degree and the parental family environment are considerable on work entry of the graduate people. The employment rate of the graduate people with the greatest degree marks decreases for, according to the survey, they have higher expectations on work. In proportion, graduate people coming from less favoured family (mainly who worked before the degree) work more than the others. Indeed, the lowest employment rate is of those both parents are graduates.

As regard the time entry into the work²⁹, there are remarkable gender differences, for women spend more time (6.2 months on average) than men (5 months), except in the case of doctors and architects, whose situation is inverted in women's favour.

The survey asserts that the last Italian labour market reform, that enlarged the possible use of more flexible types of work, caused some effects on young graduate people work. Their stable work (i.e. subordinate permanent work, professional men, self-employment), one year later the degree decreased, indeed, compared to the last years surveying. In five years (from 2001 survey) it passed from 46% to 38%. By contrast, the atypical work (i.e. subordinate temporary and freelance) increased of about 10 percentage points (from 37% to 47%). But in the longitudinal analysis, the 2001 graduate people, five years later the degree, have more stable work (they are 71%), although decreasing of about 5 points from previous survey, compared when they were interviewed one year later the degree, specially for the increase of the subordinate permanent contracts. They are 27 percentage points more. In this case, it is interesting to notice that are in advantage those who worked with stable contract one year after the degree. But also more than the half of who worked in an atypical contract, after five years have a stable work, while one third of them are still working with an atypical work. In general, the atypical work concerns more women (it is a temporary work, probably connected with the teaching).

As in the case of the graduate people after the reform, the net monthly wage is low, but increases in time (it is 1.000 euro for those interviewed one year later the degree, 1.164 three year later, 1.316 for 2001 graduate people). The highest earnings five years later the degree are those of graduate people in the medicine and engineering groups.

The graduate people, till the first year later the degree, believe that the degree's efficacy for work is on the whole good (it is "enough effective" for 82% of them), and increases in their opinion in the following years. The evaluations on labour quality are high too and increasing in time. It is enough good the work's satisfaction one year later the degree (on average 7.2 points in a 1 to 10 points range), and also increases in the five-year period. There are particularly satisfying for the colleague's relations, the independence and autonomy, the work office, the professionalism acquisition, the work social utility and the decision-making

29. In this case the survey includes only the graduate people five years later the degree that began working after the degree.

process involvement. On the contrary, people show fewer satisfactions for the work and study coherence, the stability and safety, the spare time's availability.

5.1.7 Sources

The survey is available on web site <http://www.almalaurea.it/università/occupazione>.

4.2 Appraisal of the selected initiative

This survey is in part similar to that periodical made by Istat (public Italy Statistical Institute) on employment of young people holding the (superior) school-leaving certificate and the degree, three years later the degree. The main differences are the surveys periodicity that is annual for AlmaLaurea, while Istat is triennial, the inclusion of (superior) school-leaving people only in the Istat case, the longitudinal analysis, which is made only by AlmaLaurea.

The issues important to be pointed out, for us, are four.

First of all, the precocious entry into work while they are still studying rewards the young graduate people towards who begin working after the study title, since they have greater stable works and higher wages.

In the second place, it is interesting the influence that the studies success has on work access of the graduate people. The degree's mark has an inverse relation to the possibility of finding a job. In fact, people who had the highest marks in their university studies have the lowest employment rate, probably for their ambitions on works are higher and prolong its search.

In the third place, it is important to notice that the parental family conditions influence the employment of these young people. The graduate people coming from more "favourite" families, in a special manner who have both their parents graduates, have less employment possibilities than who have less "favourite" families. These late, indeed, are active earlier in looking for a job, for they perhaps don't have an economic family support.

Finally, it is pointed out the fact that, as time goes on, the individual chance of stable employment increases (mainly for the growth of the permanent labour contracts), as it results from the growth of the stable workers in a five years time from their previous condition. Also if we can't undervalued that, in a five years time, one third of the graduate people who were working with temporary works (subordinate and freelance) still work with these "precarious" works.

5. IARD, Sixth report on young people condition in Italy.

5.1 Description of the survey

5.1.1 Brief description of the selected survey

Iard Institute makes every four years since 1984 one of the most important reports on young people in Italy. The last that was conducted in 2004 is at present being published.³⁰

It is based on a representative sample of 3.003 young people aged 15 to 34.

The Report deals with a wide range of topics concerning education, work, transition to adulthood, family, culture, the value system seen through a longitudinal perspective.

As regards the methodological approach, it was used a structured questionnaire composed by 174 questions, which had a preliminary test on 50 individuals. The sample was obtained with random method from Italian population's data and a stratification procedure concerning age, gender, residence and territory. The interviews were face to face. A specific attention was dedicated to the team surveyors' training.

5.1.2 Type of initiator

Iard Institute is a non-profit body (founded in 1961) that makes sociological researches, the main and absolutely the most significant is that on young Italian people conditions. It also offers technical and scientific advice to Public managers, private and public Institutions working on youth's politics. The survey's funding was internal.

An expert external company made data input.

The scientific responsible are sociologists Alessandro Cavalli, Carlo Buzzi and Antonio de Lillo who created this periodical Report and directed a large team of sociologists and researchers

5.1.3 Objectives, motivation

The survey's motivation was scientific i.e. to observe periodically the dynamic of the behaviours, opinions and attitudes of young Italians.

5.1.4 Target groups

Young people aged between 15 and 34 (at December 2003) are the target groups of this study. They are 3.003 persons (50.4% are women and 49.6% are men) born between 1969 and 1988. The sample observed is representative of all the Italian regions (23% Northwest, 16.7% Northeast, 18% Centre, 29% South, 13.6% Islands regions). It was divided in six age cohorts: 15-17, 18-20, 21-24, 25-29, 30-34 age groups.

30. We thank Iard direction for its collaboration on giving us a preview part of this survey.

5.1.5 Main issues covered by the survey

Main topics are school and education, transition to adult life, family life, work, culture, the value system, social behaviours, politics, religion, leisure, gender stereotypes, science and health, consumption, addiction. For the SPReW project, the most relevant appear the access to work and young's representations of labour market and professions.

5.1.6 Summary of results

Here are the most significant results of the Report, concerning work's themes.

Working is the main professional condition of these young people interviewed. In particular, the great part of them are working in a subordinate position (39.5%), the self-employed are 11%, 2.9% are free lancers (quasi-subordinate workers), 0.8% are involved in stages, in practice, in training. People not working are 36.2%, the others are unemployed (5.6%) and in search of first job (3.8%).

We can notice important differences in the age cohorts, especially from 21-24 to 25-29 age groups with a decline of a not working people (perhaps they have finished their study), and a substantial increase of subordinate workers (+18%) and self-employed (+7%). The freelance work is quite the same in all the age groups from 21 to 34 (between 3.6% and 3.8%). In this case the researchers put forward the hypothesis of "a kind of reserve of the labour market".

About 20% of the young workers are in "precarious" professional condition, considering freelance workers, fixed-term subordinate workers, those making stages and training. At the same time permanent young workers are the most part of workers (57%).

Some interesting remarks come from young's evaluation and waiting of their employment condition that testify the differences between the real condition and the perception they have of it. In fact, the share of people considering themselves workers is lower than those who declared to be employed, and is lower too the share of those working from more than two years. In these cases, the researchers are extremely cautious in making the conclusion on young's precariousness feeling, for this issue needs some widening.

In the Italian labour market is significant the friends and acquaintances help on looking for a job: 23.1% of young people find their first job mainly in this way. Also family network is important in the work's access (9.4% of parents, 7.5% of relatives). Nevertheless, there is a decreasing trend of their influence in comparison of the previous Iard reports, in a special manner for the parents and relatives (-20% from 2000). The more formal ways for job's search (like write or visiting companies, answering an advertisement or a work proposal) are still minority (each voice have a share between 3.5% to 6.8%), but are increasing especially those of the young offering themselves directly to the company. Young people use in a marginal way for the first and the actual jobs search the advertisement consultation.

In general, young people think that is important to be a qualified person to find a job. Nevertheless, according to the authors, those who don't have a relational support and a social capital feel that is difficult to enter in the labour market. In fact, young people living in the Island regions, unemployed people and those coming from low cultural level families give the first place to the influential persons help. The situation is completely different about making career because, in this case, the ability is the most important factor for these young people.

After that, only working hard seems to be important in the young's career, but with less proportion.

There is of some interest what young people prefer in the work. First of all, the young prefer self-employment to other work's forms, for reasons concerning its autonomy and independence on work's times, labour organisation and decisions. This preference is higher than 2000 Iard Report, but lower than 1992 (the highest on young's preferences). The most favourable are men, younger cohorts aged 15-17 and 18-20, young people living in the Centre and South regions of Italy and those whose parental families are of a high social class and high cultural level. As referred to working hours, it is unattended that the higher preference is for full-time work (48.3%), especially for those young people looking for job, even if part time (41.9%) gets a significant share. Women's preference is more than men and medium age groups from 21 to 24 and from 25 to 29 are more than the adult cohorts of the sample are. It is partially different from the other survey examined in this work³¹ that young people have few predispositions to geographical mobility. In fact, only 46.4% of young people are willing to move for professional reason, 26.4% are not, and 27.2% are uncertain. Maybe, as research says, for the difference between life cost and wages and for social relational reasons which are strictly linked with the territory. Looking at the past Iard surveys, this predisposition decreases from 1987 and increases that of the doubtful young people. Women and inactive young people have the lowest predisposition to move.

It is considerable to notice that young people don't like some labour flexibility concerning wages and dismissals, but are enough favourable of temporary work. In particular, they are contrary to reduce wages for productive reasons (only 15.4% are favourable) and to more possibility for dismissals (15.7%). On the contrary, they are favourable of temporary work larger use (54.7%). This youth opinion is fairly different from others surveys (see, for instance the Left Democrats and the Ires surveys) described in this work. Young men, young people living in the North regions and those of the higher class and of high cultural level family are more inclined to a wider flexibility.

Young people believe that the most important aspects on work fulfilment are the self-fulfilment (that obtain an index of 8.39 in a 1 to 10 range) and the relational aspects (8.16 index). They give less importance to the career and the professional prestige. In this case, the relational aspect is less important for young people whose parental family have a high cultural level. On the contrary, young people whose parental family have a low cultural level believe that are more important the instrumental aspects (like salary, work's closeness, the stability of the job). Finally, the career and the professional prestige mean more for young men and young people from South and Islands regions. According to the survey, these works "ostentatious" aspects are more important for traditional cultural models.

5.1.7 Sources

This survey is at present being published by the publishing house Il Mulino, Bologna.

Iard web site is www.istitutoiard.it. Contact: Carlo Buzzi (Iard Institute – Trento University). The access to database is not possible.

31. See Isfol Plus, Ministero del Lavoro e della Previdenza sociale Participation Labour Unemployment Survey.

5.2 Appraisal of the selected initiative

As we say, some topics of this Report are also analysed in other studies of this work, like those of Isfol - Labour Italian Office, Left Democrats Party, Ires surveys. They regard, in particular, the opinions of young people on work satisfaction labour contract's and flexibility, but not seen in a longitudinal way.

Four are the specific topics that appear relevant for SPReW work. The first is the significant share (about 20%) of young people who work in "precarious" condition, considering freelance work, fixed-term job and those involved in training or stages. The second issue is the importance of friends and acquaintances network (and family too) for youth's access into work. Although their influence declined in recent years, compared to the last Iard reports (especially that of parental family), friends and acquaintances still are the main mean used by young people for finding a job. The third is the importance of qualification to find a job in the general opinion of young people, and the difference that exists with those in weaker conditions (young people living in the Islands region, young whose family has a low cultural level) who give more importance to influential persons help. The fourth and the most "innovative" for us, are the different opinions that young people express about labour flexibility forms. While in general they adverse salary reduction (like diminishing salary for productive reason) and more possibility of dismissals, they seem to be in favour of more temporary work.

6. ILFI Survey: unequal lives, inequalities and life courses in contemporary Italy

6.1 Description of the survey

6.1.1 Brief description of the selected survey

This volume presents the results of a survey that was published in 2002. It is an analysis on inequalities and life courses that was made on a large sample of persons who were born in the first eighties of nine century. Main issues covered by this survey concern three inequality factors, i.e. origin and classes, gender, generations.

The methodological approach is based on early surge data of a 1997 panel research named Ilfi (Longitudinal Survey on Italian Families), and on regression logicism procedure and multiform analysis (Event History Analysis). Ilfi is a perspective study contracted in five periodic surveying (1997, 1999, 2001, 2003, and 2005)³². Some Italian Universities (Bologna, Milano Bicocca, and Trento) and other public and private Institutions (Istat, Trentin Culture Institute, Autonomous Province of Trento, Savings Bank of Trento and Rovereto) participated to this project. Its goals are the collection the of some information base on situation at interview time to a sample of Italian families on: composition, income, social and demographic characteristics of its members; social changes study trough dynamic information of every family member aged over 18, to redevelop life histories (mobility, education and professional training, work, social and family origins).

32. The last two weren't made at the time of this survey.

6.1.2 Type of initiator

The scientific responsible is Antonio Schizzerotto, sociologist at the Bicocca University in Milano. Fabrizio Bernardi, Ivano Bison, Maurizio Pisati collaborated with him.

6.1.3 Objectives, motivation

Many are the objectives: the most important concern the will to connect two traditions of sociological surveys about inequalities and life courses, which had been studied separately in Italy.

6.1.4 Target groups

Ifi data used in this survey have collected information on a wide family sample (4.404) representative of the Italian situation as a whole, involving 9.770 persons. They are dynamic information related to people aged over 18 to redevelop life histories on these aspects: geographic mobility, education, training, work, social origins and family (marriage or living together, birth or son adoption).

Six birth cohorts were adopted: until 1927, from 1928 to 1937, from 1938 to 1947, from 1948 to 1957, from 1958 to 1967, from 1968 to 1979. The intention was to have cohorts of the same wideness and homogeneous for people of each cohort could have the same contest of existential experiences (the thirties recession and the second world war, after war reconstruction, economic boom, the sixties school reform, increasing unemployment, flexible work spreading).

The other variables are: the geographic area (all people come from everything Country's geographic areas); the degree (till elementary school-leaving certificate, medium school certificate, school-leaving certificate, degree certificate); the social class (middle class, white-collar workers, little urban middle class, little agricultural middle class, urban working-class, agricultural working-class). All these variables adopted the conceptual regression pattern.

6.1.5 Main issues covered by the survey

The topics of the survey are: the adult life transition (the passage times and their differences, the sequences to adult life); the school system participation (the increase of educational chances, the school transitions analysis); the job searching (first and new job) and the working histories changes; the protected and non protected work; the career opportunities (professional mobility and work's changes); consort choose, classes, genders and generations.

It is one of the few Italian surveys that analyse life courses between generation's aspects.

6.1.6 Summary of results

As regards to SPReW project aspects, the followings are the main results of this survey.

In all the generation here considered there was a constant increase of the age for leaving the school system, mainly for the increase of education participation. The median age increased for men about 7.5 years (it was 12.1 years for people born at the beginning of 1900, it is now 19.6 years for people born in the cohort from 1968 to 1979). For women the increase is

higher, for median age rose from 10.7 to 19.7 years. The studies extension caused an increase of median age for the first employment.

The age for the first conjugal union (as legal as real) reduced for the first four generations (those aged until 1927, from 1928 to 1937, from 1938 to 1947, from 1948 to 1956), but beginning with women born in the middle of the fifties it increased slowly and continually. The result is that Italian women born around the sixties married at the same age of their grandmothers, i.e. about 25 years old. This derived, according to the survey, from the historical context. At the beginning of the century, people married late, own to the economic crisis of the middle thirties and the second world war which produced lack of income available, unemployment and absence of men involved in the war (these elements affect in negative on the possibility to form a family). Whereas for the following generations till 1956, the decrease of the conjugal age derives from the economic growth period of the post war economic reconstruction. These facts produced a greater economic affluence increasing the predisposition to begin a conjugal union. The following age growth of generations born after 1957 was caused by the deep social changes like the education increase, the difficulties on finding the first job in a labour market with deep structural changes, the women emancipation process, the large increase of women participation to the labour market, the young achievement of autonomy scopes inside parental family that reduced the necessity to leave it to be independent, etc. All that produced a prolongation of the age for the first son birth. The exceptional event indicated from the researchers is the possibility for generations born between the second half of the thirties and the second half of the fifties to anticipate the age of the first marriage and the first son birth. That was caused by the economic speed increase and by a welfare system particularly generous. So, the prolongation of the age to have a new family wasn't a new event during the 1900. Therefore, the initial data for the adult life transition during last century grew more and more with the increase of the education opportunities and the prolongation of the scholastic system participation. The transitions to adult life had alternate periods, for it was decreasing for people born in the 1910-1950 period, and it grew gradually from the 1950 generation.

As regards the first job search, the age of people interviewed grew from cohort to cohort for the education increase. Therefore, the younger generations are disadvantaged on possibility to find their first job compared with the older persons. This is in particular intense for women. The qualified and graduate persons have a longer wait for the first job. In fact, they are more exigent about the work conditions, for they invested more in their training (many of them are also financially supported by their parental family). This prolongation involves the last two generations, not only the younger one. During last century, the labour market characteristics deeply changed, so people born between the second half of the fifties and the end of the seventies had more difficulties on the first job search.

It is relevant that the search time for a new work is superior to that of first work for every age cohorts. In this case, the women older cohorts have longer times in unemployment (for they at that time participated less then today to the labour market). The generations born from the end of the thirties and the second half of the fifties had wider opportunities to work with permanent contracts and high legal protections. While those born in the second half of the sixties had more opportunities to begin working with irregular forms and more limited time. Moreover, a high education level is an antidote to the risk of starting work in concealed works (but this is important for the first job search).

As regards the transition from non-standard (temporary subordinate work and permanent collaborations³³) to permanent work, it is interesting to notice the influence of the generations. This possibility grows from the older men cohort to the younger, as for the reduction of the agricultural work with higher levels of seasonal work, as for corporation use of the fixed-term contract to evaluate workers attitude. It is the contrary for women, for some conditions, according to the survey, like the care work, the family service lack, and the gender asymmetry in domestic work and the short diffusion of part time work in Italy.

It is significant that the generations born from 1938 to 1957, on average spent the most part of their working life (about 64%-65%) in permanent work with strong security and insurance guarantees (they came in the labour market in the Ford's period, when permanent work and wide guarantees were in the majority). The older generations (born till 1927), instead, spent less time in this working condition (42.5%), the younger born from 1958 to 1967 too, whose share of standard work (58.2%) is yet higher than older persons. In the same time there is an important difference between these two generations, for the older had more concealed work experiences (20.2%) than younger (11.2% concealed work share), who had more fixed-term contracts. This, according to the researchers, shows that the non-standard work diffusion is an important option to the irregular work.

With regard to the professional mobility, the survey asserts that in Italy in general there are few possibilities to change class or to make career (change of qualification, duty, and employer). For the class change, indeed, people had on average two work's changes after 20 years from the first job, although these changes increase with the increase of working activity length. The opportunities had been higher for men than for women. The average number increase not too much passing from the older to the younger cohorts, as consequence of the economic modifications from agricultural to industrial. However, the numbers of changes after 20 years is low, and the authors have a feeling they decrease for the younger generations. The scarcity of the mobility changes between the generations have a relation with the strong influence of the parental family on individuals work career and with labour market feature which gives a great significance to the educational qualification. In Italy, people get in work with rather high positions by protections of educational qualification and parental family, and they remain in this position. For instance, 67% of people of this survey are in the same initial employment class, after 10 years. Also for work mobility these events are limited, since people in the more mobile class (i.e. the men) after 20 years on average had only three work events.

It is particularly interesting that weren't noted pronounced phenomena of instability at the beginning of the working careers of the younger generations. There is some caution from the survey's authors on precariousness of the beginning of the career, since data don't give information about people who began working after 1997, when in Italy was introduced the legislation that increase the possibility of non standard work.

With regard to the generation influences on inequalities, the survey affirms that one of the new phenomena of the twentieth century is the increase of negative influence by the generational belonging. In fact, the authors affirm that, although the young's material conditions improved, there is a wider parental family protection, young people have a larger

33. In this survey it was decided to include in the "atypical" work the temporary subordinate work and the so-called "permanent and co-ordinate collaborations" when people declared they had only one or few clients and used the employer's tools and offices.

autonomy from parental family also if they remain inside it, they have better education opportunity and schooling, these improvements have some contradictory aspects. The higher schooling doesn't completely remove the difficulty on entry into the first job, the risks of unstable and low protected work, the reduction of career opportunities owing to the late entry into work. The achievement of greater autonomy spaces into the parental family is associated with a greater economic and psychological dependence, which make more difficult their adult life transition. The younger generations here considered are the two firsts who didn't improve their general life conditions, in comparison with the immediately previous generations (at the same age). The most relevant aspect here pointed out is that the labour market regulation is one of the fundamental reasons of the generation inequality increase. In fact, adult generations have better protected their benefits, heaping their costs on younger people (as it happened in particular for the labour market and social security reforms).

6.1.7 Sources

The survey was published in 2002 from publishing house Il Mulino, Bologna. Web site is www.mulino.it/edizioni/fotocopie

6.2 Appraisal of the selected initiative

Ifi survey presents some complementary aspects with the Istat Italian family many-purpose surveys (that are here analysed). The main difference is that this study analyses a sample of quite the all generations born in the twentieth century, while Istat analyses a sample of people aged over 18.

As concern the originality of the results, there are some unattended issues and not much known to the sociological research. The first is the exceptionality of the entry sequence into adult life, in particular in relation to the setting up of the first conjugal union. It was pointed out, in fact, that the peculiar matter was the age decrease only in the economic growth period after the Second World War, which caused affluence and important economic resources to the family formation. The survey proved, on the contrary, that the phenomenon of the age increase for the first conjugal union is not new in the twentieth century.

The second is the increase of the possibility to pass from an atypical (temporary work) to a permanent work with the age increase, but only for men. For women, indeed, the general Italian welfare conditions and the asymmetry of the roles inside the family produce fewer possibilities when their age increase.

The third is the similar phenomenon of the younger people and those born at the beginning of 1900, concerning the time they spent in the so-called atypical work. There is the only difference that "concealed work" was higher for older people, while the younger people spent much more time in temporary work.

The aim of the survey was strictly cognitive. Yet, the authors hope that their analyses could have practical consequences on acting in social Italian inequalities. They make some practical application examples on education and on labour market regulation; i.e. in particular they suggest reducing the guarantees of older people in favour of increasing those of the younger generations.

The issues that seem to be innovative and important for the SPReW project are the demonstration that, in some ways, the life courses of the younger generations born in the twentieth century are more similar with their grandfathers than their fathers. It is the case of the age to form the first conjugal union that was extended for the younger people, and nowadays is similar to that of the beginning twentieth century generations. It is partially the case of the time spent in non-standard work that is longer for both younger and older generations compared with other generations. In this case the difference between the generations is, however, the typology of the atypical work: concealed work for grandfathers, temporary work for their grandsons.

7. LEFT DEMOCRATS survey on: The changing work. / IRES CGIL survey on: Italy of young people at work

7.1 Description of the surveys

7.1.1 Brief description of the selected surveys

These two surveys are here analysed together, since they are very similar in the plan and the methodology. We will try to point out their similar or different results, on describing them.

The Left Democrats Party survey was published in 2005 and presents the results of a research made between 2002 and 2003. It is a national survey on attitudes, opinions and waiting towards work of a wider sample of Italian workers. The topics here dealt with are mainly related to work: the employment situation (professional position, working contract typology, working condition, evaluations and prospects on working condition, wage), but also some more general social issues.

The survey was conducted by a structured questionnaire on 44 questions, gave out through a Left's Democrats newspaper (l'Unità) in some firms and some collection points of the most important towns. Many workers could answer the questionnaire on line.

Ires (research Institute of the Cgil union) survey, published in 2006, was made between 2004 and 2005. It is a national survey too that analyses the working young condition together with their wishes and waiting towards work and opinions on trade union. It was performed in two phases and involved 1.756 young and adult workers of some Italian big firms, of different productive sectors and with different labour contracts.

It was made by a questionnaire (gave out and collected from the territorial organisations of the promoting trade union Cgil) structured on 42 questions.

7.1.2 Type of initiator

The first survey has been promoted by Left Democrats Party and was carried out with the Unità newspaper and Youth Left collaboration.

Some sociologists of the University of Roma and Teramo (Aris Accornero, Mimmo Carrieri, Vittorio Rieser) are the scientific responsible of this survey. The operating responsible is the Labour Department of the promoting Party's National Direction.

Data processing was made by the research society SWG in Trieste town. Some researchers of the University of Modena, Reggio Emilia, Roma, the Ires and a journalist of the *Unità* newspaper collaborated with this study.

The second survey was made by Ires, the research Institute of trade union Cgil. The territorial Organisations of this union collaborated to the questionnaire collection and distribution. Agostino Megale, Ires director, is the operating responsible. The scientific responsible is Mimmo Carrieri, sociologist of Teramo University. Claudia Pratelli, Ires researcher, collaborated with this survey too.

7.1.3 Objectives, motivation

The motivation is for both surveys to support the policy's choices. In the first case (Left Democrats survey), the motivation is to know in depth the problems and waiting of people towards work, with the aim to best represent their needs in the Institutions and in the society. The second survey (Ires) wants to study in detail the Italian young workers condition and their perception of the union trade role and its capacity to represents young people.

7.1.4 Target groups

For the Left Democrats survey, 22.054 persons answered the questionnaire: it is the most extensive sample never achieved in Italy on work's themes. They are in a large part active people in the labour market (84%), like employed or people looking for employment. The sample presents some differences as regard the official labour forces. There is a higher presence of active people in comparison to non-active one. There is a higher average age (about 40 years old in comparison with 38.8 years of the official statistical data). There is also higher presence of subordinate workers in comparison to the self-employed workers and to the industrial and public workers. Finally there are higher shares of office-workers, managers and managerial staff.

People interviewed are distributed in all the age groups, the most part in the three central classes aged 25-34 (about 26%), 35-44 (28%), 45-54 (27%), who on the whole represent 81% of all. The young people aged 18-24 are about 8%, the over 55 are about 10%.

The persons who answered the questionnaire have education levels superior than the average national labour forces. The most part are (superior) qualified people (42%), following by the graduates (20%), people with only the school-leaving or elementary school-leaving certificate (20%) and those who have the professional qualification (12%).

Women are 34% (this proportion is quite near to the women presence in the labour forces). The graduate women have higher rate than the men do. The men are increasing with their age increase, while the women are decreasing.

As concerns the geographic distribution, the workers of the Italian North and Centre region are in the majority against the South regions.

The participants of the Ires survey were 1.756 workers prevalently of big firms, which are distributed in the whole Italian territory (Milano, Firenze, Pistoia, Roma, Taranto, and Terni provinces). It wasn't chosen a statistical representative sample of the Italian situation, but the

choice was directed to some firms' witnesses of some union symbolic struggles on work's conditions, much participated by the workers.

Unlike the previous case, young people are here predominantly: 66.3% are aged until 32 (14.7% in the 17-24 age class, 51.7% in the 25-32 age class), 19.43% are aged 33 to 40, 8.5% between 41 and 48, 5.8% are aged 49 and over. Women are 38% and men 62%. With regard to the education level, the most substantial rate is the superior qualified people (34.8%), following by those having the secondary school certificate (18.7%), and then those having the professional school certificate (15.5%). The graduate people rate is significant (14.4%), and people who have only the elementary school-certificate are 1.7%. A substantial part of these workers have a permanent work contracts (49.4%), the temporary workers are the majority with 50.6% (there is a prevalence of free lance over fixed-terms workers).

7.1.5 Main issues covered by the surveys

The surveys have as principal focus the work's topics, but they also deal with some general social issues. The Left Democrats survey deals with the feature of the work and some aspects of working condition (uneasiness, professional prospects, wage, work's limiting elements, future openings), social personal data outline of people interviewed, opinions on work's exit and retirement, on trade union, on foreign workers immigration, on success prospects for the parties, the social movement and the trade unions in Italy and Europe. The Ires survey deals with very similar topic, as for the working condition (labour contractual typology, productive sector, professional and retributive position), as for wishes and waiting concerning the work (satisfaction of their own work, wishes, work description). This survey is concentrated on young and trade union relation, looking into their support motivations, the participation and their opinions on union trade competence to represent young people. Finally, a part of it is referred to some general political topics, as their participation forms and the opinions on globalisation, Europe, the work flexibility.

7.1.6 Summary of results

Some interesting aspects of these surveys are here summarised.

As regards the Left Democrats survey, the work flexibility is much considerable among young people, with a similar peculiarity than in the Italian labour market. Almost two third of young people aged till 24 are involved in labour temporary contracts for education reasons specially directed to young people (apprenticeship and labour education contracts), and fixed-term contracts (seasonal or interim contracts). The permanent contract is, on the contrary, the work form of the adult people (aged over 35), with rates from 80% to 90%, while it is a very limited share (36%) for young people aged till 24.

It is probable that the precariousness of the first job is one of the reasons for young people have a second job. The proportion is about 25% in the age cohorts until 34 years; it comes down at about 12% and 15% in the 35 to 64 central age cohorts.

In relation to the opinions on the satisfaction level of their own work, it is interesting to notice that Italian workers, generally, express a rather high pleasure: 79% of the Italian workers like much or enough their job (much 30%, enough 49%). There aren't significant differences in relation to the age, if not that the younger aged until 24 have share slightly higher of negative

answers (they like “for nothing” or “little” their job), maybe for they are looking for a better and more definite job.

On the contrary, the older people aged 55 to 64 has the higher share of satisfaction. As expected, the most favourable opinions are from people with the highest professional qualification (entrepreneurs, managers, and professional men) and the highest education levels. Is to be noticed the fact that the maximum satisfaction’s peaks of their own work are those of self-employed workers (94%), the permanent collaborators (88%), the workers partners of co-operative societies (83%). While the most unsatisfied workers are the workmen (32%) and the workers ad interim. It is unexpected that the temporary workers are more satisfied than workers with permanent contracts did, maybe for they prefer (at least some of them), as the researchers say, a better labour quality to a temporary work.

The survey points out that the stress is the most relevant factor of uneasiness on work. But, there are some differences between younger and older workers. The young people (aged 18 to 24) indicate with higher proportion than more adult the work insecurity conditions, the work shifts and working hours, the work repetitiveness and the bodily strength. The older workers indicate the internal bureaucracy, the hierarchy, and the stress.

Another question on the work conditions concerns the factors that people believe are limiting its conditions. The prevalent answer for all people is the limited economic recognition. Whereas for young people are also important the limited contractual protection, for the central aged groups (aged 25 to 45) are important the impossibility of obtaining new skills, the difficulty of reconciling the work and the life requirements. Finally, the more adult workers aged 45 to 54 notices in a particular manner the impossibility of assuming control on the work organisation.

As regards the work flexibility general topic, we can notice a partially contradictory attitude³⁴. On the one hand, the workers express a good view on the security of their own work: 76% of them consider it much (25.6%) or enough (50.5%) safe. As attended, this perception increases by the age. Among the insecurity reasons, people working with a flexible contract (interim workers, fixed-terms workers, and collaborators) include the precarious work typology, while permanent workers indicate the conditions of company’s difficulty. On the other hand, the workers express their worry for the general increasing trend of flexible works, since they feel more insecure and exposed to higher risks. In a mean position is a significant proportion (26.3%) of those who would positively consider the flexibility “if there would be adequate protections”. Only a limited minority (4.7%) of them believes it desirable for they “feel more free”. In this case, is interesting the higher share (8.1%) of young people aged 18 to 24, also if the younger workers (those aged till 34) feel in a strong way the insecurity.

The majority of workers express a will of stability, as regards their working future projects. There are notable age’s differences, since the elderly workers have more stable conditions and they look at themselves as “going on till the retirement”, while the younger one (aged 18 to 24) express their higher propensity towards mobility. The workers with the more flexible labour contracts feel themselves more mobile.

34. The questions on this topic were two: one is referred to the prospect of one’s work security and the other more general to the increase of labour flexibility trend.

With regard the wage levels, the young workers have wages particularly low: about 1.000 euros net monthly. There are important differences with the other age groups of workers, for in this wage band are the majority of young people (77.5%), and the minority of elderly one (only 22% of those aged over 45). On the contrary, the share of people earning over 2.000 euro increases with the age: from 0.4% of the cohort aged between 18 and 24 to 16.5% in that aged over 55. Moreover, the survey confirms the known phenomenon of a superior wage variability of the younger workers.

As regards the Ires survey, women are in the less stable contractual typology: 66.3% of them have a fixed-term contract (as subordinate as freelance) against a male average of 40.9%. Men work, prevalently, with a permanent contract (59.1%). The younger workers aged between 17 and 24 are, almost all of them (87.3%), in temporary works (freelance especially). As it was attended, in this young people cohort there are substantial shares of workmen (50.8%) and apprentices (16.9%).

The wage of younger workers is very low: consider that 55.8% of people aged between 17 and 24 (against a general average of 24.3%) have a net monthly wage between 248 and 800 euro. It seems paradoxical that the wages lower than 800 euro are more diffused among graduates' people than those with lower educational qualification. But the researchers explain this fact with the inverse relation that is between educational qualification and age, for the age and the seniority count more than the education and the status. It is interesting to notice that the higher wage levels are among the permanent workers, even age being equal, whereas the lower levels are among the freelances. This leads the researches to say that the two labour typologies are like “opposite poles” as for the social and welfare protections side as for the retributive side. In the gender distribution, young women have the worst conditions as with the regard to the contractual typology as for the wage. They are more educated than men on average are, but they have more temporary contracts and lower wages than men (for instance, in the age group between 17 and 24 women with wage till 800 euro are 69.9% against 43.3% of men).

Regarding the opinion towards the work satisfaction, the permanent workers are more satisfied than temporary workers as for the protections as for the stability and autonomy on work are. It is typical, indeed, that are the permanent worker who express more satisfaction for the own work autonomy in comparison with the freelances. On the contrary, the temporary workers are more unsatisfied as for the protections as for the job stability, but they express a moderate satisfaction towards the work paces and the possibility to conciliate work and life times. Contrary to the Left Democrats survey, among the young people does not appear a significant higher satisfaction on their own job than the older one. This is related, as the survey asserts, to the presence in the sample of considerable share of call centre operators and workmen. Is partially unattended the circumstance that part time workers are much unsatisfied of the work paces. In this case, the researchers formulate the hypothesis that it was unwanted part time and perhaps made with quicker work paces than full time work. On the working contents there are high shares of unsatisfied among freelances, circumstance that is considered with caution from the researchers for the high presence of call centre freelances, whose work conditions are specially uncomfortable. In general, in comparison with the other survey here examined, the work satisfaction level expressed by the workers is on average low (50% between “much” and “enough” satisfied, against an average 70% of the other survey).

The young people waiting for the future are connoted by a pessimistic vision. The uncertainty of the economic future condition is the connotation of the youngest people aged between 17

and 24 (it concerns almost the half of them); it in part decreases between 25 and 32 ages, but is however higher than the other age groups. At the same time, in these two age groups there are the higher shares of optimists, but within certain limits to the working prospects. An unattended fact is the higher share of pessimists of the permanent workers that testify the diffuse insecurity about the future of all the workers. Finally, is particularly high the share of those who perceive the social and economic conditions worse than their parental family. In this case, mainly the central age groups of workers express this negative vision.

About the wishes: “would you like your future to be...” the work typology has much influence, for the temporary workers would like a more stable job and those permanent one would like a better paid job. As it was foreseeable, the higher stability is desired from the youngest people aged 17 to 24 and from women.

It is interesting, finally, the diversity of answers on work description. Permanent workers and men show an instrumental attitude defining it “a mean to get an income”, while the temporary workers and women consider it most a rewarding job.

7.1.7 Sources

Left Democrats survey and Ires surveys were published respectively in 2005 and 2006 by publishing house Ediesse, Roma. Web site: <http://www.ediesseonline.it>.

7.2 Appraisal of the selected initiative

The originality of the results of Left Democrats survey, is referable to the unattended high satisfaction of their own job that less stable workers for labour contractual conditions show in comparison of more secured workers. The researchers are then led to assert that some time there is an exchange on workers opinions between labour quality and stability. The other fact not much attended is, however, the high satisfaction that workers have towards their own job.

Then, the most important issue for this project seems to be this high satisfaction level on their own job expressed by the more precarious workers.

Two are the most important issues of the Ires survey. The first is that were not pointed out expressions of more satisfaction of their own job from younger workers, in comparison with older one, as it was in the first survey (Left Democrats one). Maybe this was caused by a substantial presence in the Ires survey of workmen and call centre workers. The second fact is the diffuse uncertainty of their future that young people show, which, as the researchers say, “expose them to the loss of imagination of their future”, even if pessimistic visions of their future connote the adult workers.

The use of the results is for both the cases mainly political, i.e. the acquaintance of the workers waiting to represent their needs, due also to the connotation of the Institutions, which promoted these surveys.

Relevant surveys in Portugal

Sandra Carvalho,

Ana Passos

Centro de Investigação e Intervenção Social,
Instituto Superior de Ciências do Trabalho e da Empresa, Lisbon

Introduction

In recent years, there is a growing interest of the Portuguese governmental and scientific organisations to study the implications of contemporary policies and practices in the field of intergenerational issues at the workplace. It is important to note that while gender issues are a much more discussed topic, intergenerational issues, on the other hand, are a very recent concern. This fact may justify the still reduced number of surveys found in Portugal referring to employment conditions of young and older workers.

The most relevant and prominent surveys on these specific topic has been promoted by institutions like National Statistical Institute (INE), Ministry of Labour and Social Solidarity (DGEEP-MSST), and developed by research centres like Centre for Regional and Urban Research (CIRIUS/ISEG) and Centre for Research and Studies in Sociology (CIES/ISCTE).

The following sections try to enumerate and describe the most relevant of these quantitative studies based on the distinction between major surveys at the national level and focused studies on intergenerational issues. It is important to note the significant lack of regional studies conducted on a regular basis concerning the theme. In the selection of the surveys, the priority was given to the most recent studies (since 2000), finished studies and studies not integrated in European networks. We have also considered a survey of quanti-qualitative nature due to its particular relevance and proximity to SPReW concerns.

1. Labour Force Survey

The Labour Force Survey (LFS) is a statistical instrument produced by INE that delivers quarterly and annual data about the total Portuguese labour force. Its main goal is to allow the characterisation of the labour market in Portugal, namely the evolution of employment and unemployment (Correia & Lima, 2006).

The statistics regarding the condition towards the labour and other characteristics of the Portuguese population related to the labour market such as the sector of economic activity and the profession, education level and professional training, the search for job and the professional path are here under analysis. Due to its richness in terms of individual information, it is possible to cross variables and obtain information that may contribute to a better understanding of the national reality. Other characteristics are also available allowing additional analysis, namely sex, age, familiar structure, and region. Developed on a regular basis it allows not only transversal analysis but also longitudinal analysis of indicators.

The estimations obtained through the LFS are internationally comparable because the survey follows the rules and orientations of the communitarian regulation, and the concepts used are in accordance with the requirements of the International Labour Organisation - ILO.

The LFS was created in 1974 after the Revolution, and since 1983 began the approximation to other similar European institutions, including in its denomination - Labour Force Survey, the English version. In 1998, the harmonisation was completed in consequence of the Regulation n°577/98 of the EU Council.

The variables in the questionnaire are those imposed by the Council but also some national indicators that emerged from specific problems and concerns that forced towards new adjustments in the sampling criteria and/or periodicity, the creation of new variables and/or the transformation of the existing indicators or, even, changes in the concepts. There are four temporal series of the LFS, which reflect precisely the referred adjustments. The last one was produced in 2001.

In terms of sampling, the LFS takes the entire Portuguese resident population and considers the familiar lodging as the sample unit, which is collected from a Mother-Sample that INE constituted on the basis of Census 2001. Currently, the sample is composed of 22.500 units that are surveyed every quarter. The information is collected through direct interviewing with all the unit's members. When one of members is not present or cannot answer, the information is obtained through another member in the unit able to do it – proxy answers.

The sample is equally distributed by the weeks in each quarter, that is to say that each unit is associated to a pre-defined week (reference week) to which information should refer. The interviews are conducted in the immediate week, or in the limit, two weeks after the reference week. LFS can therefore be considered a continuous survey.

Data is collected with the support of the CAPI System (Computer Assisted Personal Interviewing System) and interviewees are regularly trained to deal with the changes occurring each year in the survey and also the additional modules (which will be referred in the following section). The larger sample is composed of 6 sub-samples (rotations) and obeys to a rotation scheme in each quarter, meaning that a unit is visited during 6 consecutive quarters allowing the calculation of evolution indicators and the analysis of flows.

The quality of the Portuguese LFS is internally and externally controlled. Internally, the Department of Statistical Methodology of INE conducts a sample control made with the objective of detecting registration errors, problems of codification and possible inconsistencies in the values of some variables. The calculation of the variation's coefficient is another procedure that allows the establishment of quality criteria of the statistical information for the dissemination of the estimations. And another procedure developed on a regular basis is the Quality Survey. It consists on the repetition of the survey (in a short version) to 5% of the units and evaluating the consistency of the results. A Methodological Document is also annually published. At the European level, the estimations obtained by Eurostat based on the LFS must also be internally validated.

The LFS is widely used by institutions in Portugal. Governmental and non-governmental organisations use INE's statistics, and namely the LFS, as tools for building models of analysis and prevision of indicators and for the definition, conducting and evaluation of policies.

It is important to reinforce now the idea that our statistical analysis, presented in the late section concerning task 1 and the collection of common data, was mainly based on LFS and its additional modules.

The needs for tracking specific phenomena occurring in the Portuguese labour market, led to the inclusion of additional modules to the main LFS. These modules are specific surveys that intend to characterise a limited reality considered as relevant at the communitarian level. The inclusion of these modules started in 1999, as the following table illustrates, and some modules are already previewed for the next two years.

Additional modules of LFS

1999	Work-related accidents and professional diseases
2000	Transition from school to active life
2001	Characterisation of schedules and working hours
2002	Employment of individuals with handicaps
2003	Long Life Learning
2004	Organisation of labour and working time
2005	Conciliation between professional and familiar life
2006	Transition from professional life to retirement
2007	Work-related accidents and health problems
2008	Situation of the migrants and their descendants in the labour market
2009	Integration of young citizens in the labour market

Source: INE,

The recent survey of 2006 concerning the transition from professional life to retirement is particularly important for SPReW. This study tries to characterise the transition of the older generations (50-69) to the retirement phase.

The main results were summarised in 10 points: 1) 24,3% of individuals aged 50-69 had a professional life of 40 to 44 years; 2) 20,6% worked for 35 to 39 years; 3) This distribution is applicable to both sexes although women present higher percentages when compared to men in the categories under 34 working years (<20, 20-29 and 30-34); 4) In the 2nd quarter of 2006, 46,1% of the individuals that left the last job, or business, with 50 or more years old pointed the reaching of the retirement age (65 in Portugal) as the main reason to dropout, 19,9% stated disease or invalidity, and 10,4% indicated good financial conditions to stop working; 5) Other responses like having lost the job, need to take care of children and/or other dependent people, problems related with the job and others represented 23,5%; 6) The differences between women and men are not significant, although women state more frequently than men the reach of the retirement age (48,6% against 44,1% of men) and also disease and invalidity (22,3% against 18% of men); 7) On the other hand, men refer more frequently the good financial conditions (14% against 6% of women); 8) 62,2% of the employed individuals assumed the need of a sufficient familiar income as the main reason for continuing working after retirement age; 9) 14,6% referred the need to increase the earnings

coming from the pension with extra work; and 10) 22,7% declared that the decision of continuing working was not related with financial issues.

For the present report, we have contacted INE in order to have access to additional data and/or publications regarding this module. We have found then that all the additional modules are ordered by Eurostat and that the information is not available at the national level.

2. Lists of Personnel

The Lists of Personnel are an official instrument that must be sent through electronic support (e-mail, CD-ROM or diskette) or in paper version to the MTSS by all employers with at least one employee, on an annual basis – each October. The information contained covers a large set of variables concerning each employee such as name, professional category, profession, educational qualification, nationality, situation in profession, type of contract, regime of working hours, sex, number of social security beneficiary, date of birth, date of admission, last promotion, wage, bonus and regular subsidies, extra-hours, etc). All the information about the company and the local unit (if applicable) must also be included. The richness of this information system allows deep statistical analysis, including longitudinal studies and also the analysis of each worker's path in the life course.

For the development of the present report, and secondary analysis of some of these variables, we have submitted an application for access to the database of Lists of Personnel. By January 2008 we are still waiting for the approval.

The table below enumerates the surveys conducted on a national basis where the starting point was the analysis of the Lists of Personnel. These surveys focus on issues directly or indirectly related with SPReW concerns. First of all, two surveys with a more general scope but where intergenerational issues are very salient in their conclusions are considered. The second part of the table – with specific focus on SPReW target groups, is composed of three studies conducted at the national level specifically about generational management in the labour market.

Selected relevant surveys

Title	Institution/ Research centre	Financing
<i>With a general scope</i>		
1. Worker's mobility in the Portuguese economy	CIRIUS/ISEG	DGEEP/ MTSS
2. Regional survey – NUTS III – about the reduction of employment in companies/establishments	CIRIUS/ISEG	DGEEP/ MTSS
<i>With specific focus on SPReW target groups</i>		
3. Evolution of rejuvenescence/ageing of the labour market	CIRIUS/ ISEG	DGEEP/ MTSS
4. Pathways of integration of young higher education graduates into the labour market	CIRIUS/ISEG	DGEEP/ MTSS
5. Middle-aged Workers facing restructuring and Human Resources Management policies	CIDEC	OEFP/MTSS

It is important to note, that studies based on the Lists of Personnel database may face some problems. One of the limitations is the difficulty to follow individuals that leaved the database and, for instance, established themselves on their own account. Another limitation is that it does not include public servants. However, we find that this instrument remains a rich source for analysis, as will be seen in the next sections.

2.1 Worker's mobility in the Portuguese economy

2.1.1 Brief description

The study presents a characterisation of the labour mobility in three main dimensions – employment mobility, spatial mobility and wage mobility, during the 1990's. It is based on data from Lists of Personnel and through a system of longitudinal information on the companies, establishments and worker's path. It focuses on the different aspects of mobility, namely the mobility degree, on the characterisation of temporary and permanent workers and on the relationship between employment mobility, spatial mobility and wage mobility. It analyses also the workers' careers affected by the closing of companies and evaluates some mobility and flexibility indicators.

In this research, employment mobility corresponds to the changes of employer (company level) by the employees, spatial mobility corresponds to the changes in the location (municipality level) of the workplace, and wage mobility concerns to the changes in the position of the worker's income in the distribution of general incomes or in relation to the own income. Each year, a worker, may be in one of the following four situations: a) non-mobility, b) job change, c) left the database or d) entered the database. After several operations of data validation, 4,6 millions of workers were identified in the Lists of Personnel for the reference period. This number means 21 millions of observations of transitions in the labour market, which constitute the sample of this survey.

2.1.2 Type of initiator

The initiator is the General-Direction of Research, Statistics and Planning of the Ministry of Labour and Social Solidarity that contracted CIRIUS/ISEG.

2.1.3 Objectives/motivation

The study aims to characterise the Portuguese labour context in terms of mobility during the 1990's.

2.1.4 Target groups

It focuses on all groups in active age.

2.1.5 Main issues covered

Mobility, flexible hiring modalities, wages and careers affected by the closing of companies.

2.1.6 Summary of results

The results show a relatively high mobility degree in the Portuguese context. It seems however that a large percentage of the labour force has no mobility (57%) during the period under analysis. In fact, the high mobility degree is due to 43% of the labour force indicating that some workers have moved more frequently than others. Moreover, it is found that direct transitions between two jobs in two consecutive years are rare – transitions are generally made after leaving the database for a certain period of time, that is to say when the worker does not appear associated to any registered entrepreneurial unit for some time.

Concerning the characteristics of mobile and permanent workers, it was also found that the workers without mobility are, on average, the senior workers, those getting higher wages, with more qualifications and professional experience, but with lower education levels.

In terms of gender differences, the results show that male workers deal more frequently with situations of no mobility and of job change. On the other hand, female workers deal more frequently with situations of leaving and re-entering the labour market, giving signs that the job transition is more difficult to women than to men.

In terms of age groups, the younger workers are clearly under-represented in the no mobility condition being over-represented in all other mobility conditions. Inversely, workers with more than 55 years old are more represented in the conditions of no mobility and of leaving the post.

Workers with higher education levels register more incidence of job change and high mobility is more frequently associated with smaller companies.

The analysis of the relationship between employment mobility and wage mobility points to a wage incentive associated to the employment mobility that is relatively transversal to all kinds of workers, as well as to an additional incentive associated to the spatial mobility, namely for workers who move to more developed areas on a voluntary basis.

The analysis of the career of the workers affected by the closing of companies shows that those who find easily a new job are the youngest, the more educated and qualified and those that had before the highest wages.

In what concerns the incidence of the flexible hiring modalities, analysed by the types of contracts used in the new hiring, the results have showed that the young women with higher education levels are who more often have contracts with term. And also it was found that the highest incidence of contracts with term is celebrated in the biggest companies.

2.1.7 Sources

The main source for the elaboration of this case was the final report of the study “Worker’s Mobility in the Portuguese Economy” published by DGEEP/MTSS in 2004.

2.1.8 Appraisal of the selected initiative

It is an interesting study to understand the individual professional paths of different age groups and their motivation for mobility.

When we analyse the results, based on the differences between age groups, it is clear the distinctions between generations, indicating emerging different patterns of relation to work. If mobility is more attractive to the younger generations, the same cannot be said for the older groups.

The idea of crystallisation of the older, many times associated with change resistance in the discourses about the generations, is somehow supported by these findings. However, a detailed analysis suggests that the educational level is a key-variable to understand not only the differences of mobility, but also the reasons that eventually are on the basis of such mobility level.

Individuals with higher educational levels seem to search more intensively for mobility than the other groups. Many times, attaining their individual professional objectives passes through going abroad looking for better opportunities.

2.2 Regional survey – NUTS III – about the reduction of employment in companies/establishments

2.2.1 Brief description

The survey starts by analysing the job destruction process, trying to evaluate to what extent that destruction (resulting from plant shutdown or reduction of its size) is balanced from the point of view of the workers involved or, if certain categories of workers are too much affected by that process.

Secondly, a comparison is established between data on job destruction and data on job creation, concerning some features of the workers involved, attempting to evaluate to what extent there is a distortion in the process of job rotation that is susceptible of favouring certain categories of workers to the prejudice of others.

In terms of methodology, the study emphasis a dynamic analysis based on the capacity to follow workers, companies and establishments along a period of time using a longitudinal information system of trajectories – Lists of Personnel. Additionally, it is also used the information of registered unemployment, of job offers and placements made by the Employment Centres. This allowed to test the coherence between the information resulting from the analysis of Lists of Personnel and the situation of the labour market movements in the light of the Employment Centres registrations and, on the other hand, to analyse the problematic of inter-regional disequilibrium by comparing between job destruction and job creation.

The sample was collected taking into account several criteria. In the case of companies and establishments: a) that maintain their activity – that is to say that continue to deliver their List of Personnel in the reference period but that reduced significantly the labour force; b) that stopped sending their Lists of Personnel in a certain year of the reference period – in this case the year 2002 or previous years, and because of that are considered as companies/establishments that closed in that period.

In the case of workers: a) that left in any year of the reference period of any of the considered companies/establishments and that where no more detected in a latter year in any other labour

unit; b) that left in any year of the reference period of any of the considered companies/establishments and that were detected in a latter year in any other unit.

Regarding companies/establishments it was also analysed their regional location, activity (considering subsection CAE Rev. 2.1) and scale of dimension. Regarding workers it was also analysed their profession (considering two digits of CNP 1998), education level, qualification level, sex and age groups.

Taking into account this universe, the research carried out considered the following issues: a) typification of companies/establishments that reduced employment in the period of 1995-2004, by NUTS III regions; b) analysis of NUTS III regions in the professional balance of companies/establishments that reduced employment through: b1) typification of professions that registered a decrease, or that stopped existing and b2) typification of professions that registered an increase; c) aggregated evaluation of the evolution of the professions by regions NUTS III; d) study of presence/absence of inter-regional equilibriums – migrations and simultaneous existence of shortages and high unemployment values and the evaluation of more salient inadequacies between demand and supply of qualifications/education levels.

2.2.2 Type of initiator

The Ministry of Work and Social Solidarity (MTSS) through General Directorate of Studies, Statistics and Planning (DGEEP) that contracted CIRIUS/ISEG was the study initiator.

2.2.3 Objectives/motivation

The study aims to characterise, in regional terms, the job reduction processes at the enterprises/establishments, by evaluating, namely, their effects in terms of worker's occupations, age groups, education and sex.

The analysis tries also to evaluate to what extent the affected workers have a different behaviour in terms of participation in the labour market, identifying among the different types of enterprises/establishments and workers, those workers who show more probability of staying in the labour market once destroyed their workplace.

Finally, the study tries to evaluate the existence of spatial and occupational mobility in response to job destruction. An analysis of the mobility incidence by occupation is also attained.

2.2.4 Target groups

The target groups are all workers affected by job destruction.

2.2.5 Main issues covered

Job destruction, impact on different groups, spatial and occupational mobility.

2.2.6 Summary of results

Results are presented by sectors and type of establishments with a greater relevance in terms of job destruction, as well by the worker's categories more affected by job destruction in the period of 1995-2004.

The larger rates of employment destruction were registered in the textile industry, in the industry of leather and leather products and in the services to companies. Sectors like the production of electricity, post and telecommunications, financial intermediation and insurance present also high rates of job destruction but in this case deeply associated to the intense restructuring of the sectors with strong movements of fusions and acquisitions conducting, according to the adopted methodology, to an intense destruction of workplaces and entrepreneurial units. The units of smaller dimension show the higher rates of job destruction many times associated with the closing down of the unit, whereas in the larger units the main reason for the rates of job destruction is more related with the downsizing of the units.

The professions with higher rates of job destruction are: a) farmers and non-qualified workers of agriculture and fishery; b) non-qualified workers in mines, civil construction, transforming industries and transport; c) workers, crafts and workers in similar extraction industries and civil construction; d) non-qualified workers of services and commerce; e) receptionists, cashiers, ticket sellers and similar; f) models, sellers and demonstrators; g) administrative staff; and h) other workers, crafts and similar workers.

The process of job destruction affects mainly, in the generality of the regions, the workers with lower qualifications. Notwithstanding, there are some regions in the north of Portugal (Minho-Lima, Cávado, Beira Interior Norte e Douro) that register strong levels of job destruction among qualified workers.

Regarding specific SPReW concerns, the results show the prevalence of higher rates of job destruction in places occupied by male workers, affecting specially the older age groups, and workers with lower education levels.

Findings reveal also that only less than 20% of the workers who have their job destroyed, and are in the labour market at the end of the period, move to another region, indicating a reduced level of spatial mobility. When this mobility occurs, the majority of workers start a new job in a neighbour region, or in the Lisbon or Oporto Areas – that naturally attract more people. The professions with more geographical mobility that were identified: a) non-qualified workers of agriculture and fishery; b) workers, crafts and workers in similar extraction industries and civil construction; c) vehicles and boats drivers and operators of heavy mobile equipments; d) experts of physical sciences, mathematics and engineering; e) company directors; f) other technicians and professionals of intermediary level; g) farmers and qualified workers of agriculture and fishery; and h) operators of fixed or similar installations.

2.2.7 Sources

The main source was the publication “Regional survey – NUTS III – about the reduction of employment in companies/establishments” published by DGEEP/MTSS in 2007.

2.2.8 Appraisal of the selected initiative

Our research emphasises the need for more surveys at this level of analysis. The scarce number of studies found with a regional reference is far from being desirable.

However, the described study is extremely important to understand the impacts of restructuring on the affected sectors but also at the individual level.

The prevalence of higher rates of job destruction in places occupied by male workers, affecting specially the older generations, and workers with lower education levels is an important finding to reflect. It could be important to think of alternatives, for instance training, which allow attenuating the negative impacts of job destruction in specific groups – older and low qualified workers. Training plans maybe key-elements to prevent the premature exclusion of these groups.

2.3 Evolution of rejuvenescence/ageing of the labour market

2.3.1 Brief description

The labour market registers a permanent natural movement of workers entering and moving out. This fact is associated with the entry of the young generation into the working life and to the retirement of workers at the end of their careers. This rotation process makes the labour force change. The study evaluates to what extent that rotation is translated into changes of the socio-professional characteristics of a set of workers, their qualifications or educational levels and of some labouring relations like the contractual binds.

The analysis, made on a dynamic perspective, was based on the Lists of Personnel, which allows to follow-up the workers, companies and establishments, and therefore the analysis of the labour force composition. The sample was composed of the workers that appeared in the maps in the period from 1991 to 2002 belonging to the following age groups: a) ≤ 25 ; b) 26-30; c) 50-54; and d) 55-64.

In the two younger age groups (≤ 25 and 26-30), the analysis was restricted to those who entered the database for the first time during the reference period. Concerning the workers of the two older age groups (50-54 and 55-64), the analysis considered only the workers that left the database during the reference period and that were not detected in other units in the following years. Consequently, the analysis was concentrated on the two groups of workers that entered the labour market and the two groups of workers that left that same labour market.

The characteristics of the labour force analysed include: professions, levels of qualification, education levels, wages, contractual bind and regime of work duration. The study has three components: 1) comparative study of age groups with evaluation of the differences and determination of manifested tendencies; 2) comparative analysis of the wage's evolution, career progression and stability of jobs to the workers that enter; 3) analysis of the post-exit path of the older workers.

2.3.2 Type of initiator

The initiator was the General Directorate of Research, Statistics and Planning of the Ministry of Labour and Social Solidarity that contracted CIRIUS/ISEG.

2.3.3 Objectives/motivation

The study aims at analysing the Portuguese labour market rejuvenation process.

2.3.4 Target groups

The two major groups of workers considered were: 1) those entering and 2) those leaving the labour market. Each group was divided into two sub-groups according to the worker's age group. In what refers to the workers entering the labour market the focus considered was on those less than 25 years old and those aged 26-30. Regarding the workers leaving the labour market the focus was on the workers aged 50-54 and 55-64.

2.3.5 Main issues covered

Entry of the young generation in the labour market, retirement of older workers at the end of their careers, effects of the rotation process in the composition of the labour force.

2.3.6 Summary of results

The majority of workers entering the labour market have less than 25 years old. On the other hand, the workers that leave are situated in the older age group (55-64), although the difference between the groups (50-54 and 55-64) is not highly significant.

The weight of female workers among the workers that enter is higher when compared with their weight in relation to workers that leave, confirming the idea of a growing participation of women in the labour market.

It was also noted an upgrade in relation to the educational level of the labour force which is associated to the generational rotation of the working population – the new workers are generally more educated than the workers that leave.

Other important findings are: a) the loss of weight of the industrial and agricultural professions and the strengthening of the professions in the services area; b) the transfer of the weight of larger companies to smaller companies who have been absorbing the majority of the new workers; and c) the strengthening of sectors such as: Retail Trade and Repairing of Personal Goods and Goods for Home Use, Real State Activities and Rentals, Accommodation and Catering, Construction, Leather Industry and Leather Products, Manufacturing of Electrical Equipment and Optical Material, and Textile Industry – these sectors represent more weight in the workers that enter than in the workers that leave meaning a reinforcement of their weight through the natural movement of rotation of the labour force.

2.3.7 Sources

The main source was the publication “Evolution of rejuvenescence/ageing of the labour market” published by DGEEP/MTSS in 2006.

2.3.8 Appraisal of the selected initiative

The interest of this study resides in the fact of allowing a comparison of attributes and qualifications of two distinct age groups, particularly important for SPReW, which are in different moments of their professional life – those how enter and those how leave the changing labour market.

If, on one hand, the younger give indicators about the labour force in construction – with higher qualifications for instance, on the other hand, the older give indicators about the conditions of exiting the market. This allows an evaluation of the process of rejuvenescence and ageing in the Portuguese labour context.

These results reinforce the idea that for employers, the older workers are normally seen as a cost for the organisation and those can be, and should be, replaced by young and highly qualified workers - although the wages of young workers are not accompanying these changes. As we will see in the WP5 report on Good Policy Practices at the organisational level, this idea maybe perhaps wrong.

2.4 Pathways of Integration of Young Higher Education Graduates into the Labour Market

2.4.1 Brief description

The study tries to characterise the professional integration of young higher education graduates into the labour market during the 1990's. For that purpose it was used, once again, the Lists of Personnel that allow the follow-up of the workers, companies and establishment's pathway.

The workers under 30, holding a degree and registered in the database for the first time in a particular year are considered the target group of the study. The sample analysed corresponds to about 2 million entries into the labour market where about 110.000 are graduates. The occupational integration of the young graduates is characterised by comparing them with the total of workers under 30, who entered the labour market that year.

The analysis focused two main dimensions: a) the evaluation of the job characteristics of young graduates recently arrived in the labour market; b) the evaluation of their professional pathway in terms of wage mobility and employment mobility in the moments after the entry.

In this study the graduates are characterised in terms of gender, age group and, when possible, graduation area. Their workplaces are also characterised by sector, region, unit's dimension, qualification levels and position in the wage distribution, comparing a set of workers that enter in a determined year with the total set of workers.

It is also analysed the young graduates' occupational path in terms of employment mobility and wage mobility in the moments after the entry.

Concerning the employment mobility, the study analyses the transitions of those workers evaluating several indicators, namely the percentage that changes job, the percentage that maintains a job and the percentage of those leaving the database. This analysis is differentiated taking into account young graduates characteristics and the characteristics of the jobs initially occupied.

In terms of wage mobility, the study evaluates the wage variation of these workers, in real terms, in the years after the entry in the database. This analysis is differentiated considering the kinds of workers, the characteristics of the jobs initially occupied, and also the existence or not of situations of employment mobility.

2.4.2 Type of initiator

General Directorate of Research, Statistics and Planning of the Ministry of Labour and Social Solidarity that contracted CIRIUS/ISEG.

2.4.3 Objectives/motivation

The main goal of the study is to enlarge and deepen the knowledge about the dynamics of the labour market (professional, training, local, “informal” among other characteristics) and the strategies of professional integration in the perspective of young graduates seeking for first job and also in the perspective of the organisations/ companies that have been recruiting this kind of labour force.

2.4.4 Target groups

The target group is the young generation under 30 years old.

2.4.5 Main issues covered

Young graduates integration and professional pathway

2.4.6 Summary of results

The main conclusions of the study are:

- a) Predominance of female workers among the workers holding a higher degree;
- b) Predominance of graduates in economics and business sciences and also a significant percentage with a degree in engineering and social sciences;
- c) Predominance of companies with 50 or more workers in hiring of graduates (whereas workers without a degree are integrated more frequently in smaller companies);
- d) Young graduates are contracted for sectors like Estate Activities, Rentals and companies' services, Education, Financial Intermediation, and Health and Social Services;
- e) In regional terms the areas with more integration of young graduates are the Lisbon area, the Oporto area and the Baixo Mondego region;

- f) Existence of a wage premium for the graduates, placing them among the 20% of workers entering the labour market that year with higher remunerations (having a degree can be translated into higher wages in the entry);
- g) A graduate gets, on average, a wage that is the double of the average wage of all the workers entering the labour market that same year (it is important to note that since the 1990's and until 2002 this tendency has been diminishing significantly and that this does not mean necessarily a large salary);
- h) Degrees on engineering and on health sciences guarantee, on average, the higher remunerations on the entry into the labour market for young graduates;
- i) In terms of sectors, the Manufacturing of Electrical Equipment and Optical Material, Post and Telecommunications, Production and Distribution of Electricity, Gas and Water, Manufacturing of Chemical Products and Synthetic Fibres, and Support Activities to Financial Intermediation are the sectors that pay better wages, in relative terms, to young graduates;
- j) In regional terms, it is in the Lisbon area, the Alentejo Littoral, the Setúbal Peninsula, Madeira Islands and Oporto area, that young graduates earn higher wages;
- k) In terms of employment mobility, the workers holding a graduation are more likely to stay in the labour market, with or without occupational mobility, while the non-graduates appear more often associated to labour market dropout situations;
- l) The male workers seem more willing to mobility;
- m) The degree seems to guarantee not only higher wages in the entry, but also larger wage variations in the following period;
- n) The littoral regions seem to guarantee not only better wages in the entry, but also larger rates of growth afterwards; o) It seems to exist a tendency for convergence among the wages of graduates considering that those who start with lower wages, on average, are also those who register larger wage variations in the following periods.

2.4.7 Sources

The source was the publication “Pathways of Integration of Young Higher Education Graduates into the Labour Market” published by DGEEP/MTSS in 2006.

2.4.8 Appraisal of the selected initiative

It is a very important survey to enlighten the path that young graduates must go through in their way into the labour market.

It is particularly interesting to see the articulation between these findings, data from the first study here presented – Workers mobility in the Portuguese economy, the previous survey, and also with some of the good practices that will be described in WP5, namely INOVJOVEM – Young Graduates for the Innovation of SME's and Programme AUDAX.

The transition to adulthood marked by the entry in the labour market is today characterised by uncertainties, especially in certain areas and for certain group.

2.5 Middle-aged workers facing restructuring and Human Resources Management policies

2.5.1 Brief description

The issue of early retirement from the labour market became progressively more prominent during the last years. Persistent unemployment of the active population in the second half of their working life, and on the other hand, the threat that this fact represents to the Social Security system sustainability, lead to the development of a study concerned with middle-aged workers and their working conditions.

The study was conducted at different levels: employment and unemployment, applicable legislation, management policies adopted and career paths.

The research included interviews with observers and social partners, case studies, documental analysis namely statistics analysis for European comparisons and a survey to public employment agents and companies. In the present description we will focus only on this last survey.

2.5.2 Type of initiator

The initiator is the Employment and Vocational Training Observatory (OEFOP), an official institution that was created in 1992 for “accompanying the evolution of employment in quantitative terms”, through CIDEC.

2.5.3 Objectives/motivation

The objectives were to assess the situation of middle-aged workers and to draw appropriate recommendations for the resolution of the problems identified by the study, namely in the fields of employment, vocational training and social security.

2.5.4 Target groups

Middle-aged workers, which are considered the workers aged 45-55.

2.5.6 Main issues covered

Middle-aged workers’ problems, impact of organisational changes, training and long-life-learning.

2.5.7 Summary of results

Middle-aged workers (45-55) seem to deal with specific problems. For instance, the legal and social mechanisms that cover the older generations are not applicable to those in the previous

age group, although many of the difficulties those workers over 55 feel are already present in middle-aged workers.

The results show that middle-aged workers are valued in traditional sectors of the economy, where their skills are crucial to companies, but when confronted with transition situations they face many difficulties.

It seems that when companies face organisational changes they prefer to dismiss the older workers, including the middle-aged workers – first is first out. This tendency is not coherent with the traditional criteria used by employers who preferred to fire the last - *last is first out*. This fact points out a major change in the employers' view of the importance of older and younger generations at workplace, and their potential contributions.

On the other hand, results show that SME's seem unable to develop mechanisms to cope with the negative effects of the dismissals, namely the impacts on older workers' life course. In turn, larger companies show signs of concern with this group of workers.

Middle-aged workers when confronted with dismissal normally remain unemployed for longer periods than other age groups in the same situation, except for the older groups over 55. This fact frequently leads to situations of discrimination when eventually they find another job.

It is also noted that the problems faced by middle-aged workers are not very different from those faced by workers with low qualifications. Indeed, a large proportion of the middle-aged workers are under qualified.

A set of measures is proposed in order to deal with the problem of the middle-aged in the labour market. Training and education as life-long activity is considered a key-element in the process, where private but also public entities have their quote of responsibility.

2.5.8 Sources

The source was the publication “Middle-aged workers facing restructuring and Human Resources Management policies” published by OEFP in 2000.

2.5.9 Appraisal of the selected initiative

The study reveals the growing interest with middle-aged workers, who are in a similar position when compared with the older generations.

Companies demand higher and higher competences. The older workers must follow this demand if they want to keep their jobs and “catch the train”. This reveals the need for additional training of the older generations in order to cope with early dismissals and allowing the extent of active life.

On the other hand, it must not be forgotten the role and social responsibility of private and public entities in the promotion of conditions for the older generations' adaptability.

3. Other relevant studies

During the research for finding relevant quantitative surveys, we have found another important study of quanti-qualitative nature that will be described above.

3.1 The Youth and the Labour Market: Characterisation, difficulties in the entry into the working life and the policies effectiveness

3.1.1 Brief description

The research tries to characterise, in a comprehensive way, the situation and development of the participation of the younger generations in the labour market, namely in terms of education/qualification levels, their situation in face of the economic activity, the employment and unemployment structure. It is also analysed and discussed the relationship between the entry into the working life and the educational/vocational training, considering the different kinds of educational and vocational qualifications. The study identifies the main obstacles to the transition to the working life and evaluates the effectiveness of the educational, employment and vocational training policy measures as well as of other measures aiming to stimulate the youth recruitment and to avoid the long term unemployment.

In order to achieve these goals three methodologies were developed: 1) an extensive study regarding the general characterisation of the modes of integration of young citizens into the working life; 2) an intensive qualitative study about the processes of integration; and 3) an analysis of the policies that directly or indirectly contribute to that integration.

The study 1 involved: 1) gathering of relevant scientific documents and literature, namely several studies conducted in Portugal and in other countries of the European Union about the youth and the labour market; 2) the analysis of quantitative data about the participation of youth in the labour market coming from different statistical sources and official databases, at the national and international levels (Census and Employment Survey from INE, Lists of Personnel from DGEEP/MTSS, Registered Unemployment from IEFP, Funded Unemployment from SS, Eurostat and OCDE) – this allowed the comparison between the Portuguese reality and the reality in the other Member-States of the EU. In parallel, a comparison between different age groups within the young population (15-29), was established, as well as a comparison between the young population and the global population in active age.

The study 2, concerning the processes of integration in the working life, intended to deepen the knowledge about the conditioning factors (facilitators or obstacles) in the access to the labour market. This study was developed on the basis of group interviews (focus groups), to 32 young adults of both sexes in different situations towards the labour market - searching for job or already with some experience, and holding different educational and professional training backgrounds – without obligatory education and no professional qualifications, with obligatory education and professional qualifications, with secondary education, with higher education. The interviews captured the effective experiences of these young citizens - through the analysis of their individual paths, as well as their representations, expectancies, needs and fears related to the labour market.

The study 3, regarding the policies evaluation, had two main lines. On one hand, a first attempt was made in order to understand the pertinence and coherence of the instruments directly or indirectly related to the integration of the youth in the labour market. On the other hand, the study tries to analyse the capacity of those instruments to give an answer to the diagnosed problems. Two procedures were conducted: 1) analysis of documents related to policies in the domains of education, training and employment, labour legislation, fiscal legislation and others – this allowed the exhaustive mapping of the measures and their characterisation at the conception level in order to obtain execution indicators and/or even the impacts of those measures in the cases where they were available; 2) conducting interviews to a large set of privileged informers with the double objective of identification of problems and potentialities, challenges and blockages to the integration of young citizens into the labour market and the mapping of action proposals in the point of view of those that, in different ways, are involved in the execution of the measures or are their beneficiaries.

3.1.2 Type of initiator

General-Direction of Research, Statistics and Planning of the Ministry of Work and Social Solidarity (DGEEP/MTSS - Direcção-Geral de Estudos, Estatística e Planeamento do Ministério do Trabalho e da Solidariedade Social) that contracted CIES/ISCTE.

3.1.3 Objectives/motivation

The aim of the study is to know the situation of the Portuguese youth on the labour market taking into account the European Strategy, the national training and the resulting employment policies. Specific objectives of the study are: 1) characterise the situation and evolution of the youth in the labour market through the analysis of variables like educational level and qualification, sex, situation towards the activity, job structure (type of contract, regime of working hours, etc) and unemployment in an attempt to associate these dynamics with the two economic cycles that characterise the period of validity of the EEE (European Strategy for Employment) until the moment; 2) to deepen and discuss the patterns of the relationship between the integration in active life and educational and professional training, considering the different types of educational and professional qualifications; 3) to identify the main obstacles in the transition to the working life; 4) to evaluate the efficacy of the measures of educational policies, employment and professional training policies and others destined to stimulate the hiring of young citizens and avoid the long term unemployment; 5) to produce proposals for the course of action and recommendations to cope with the diagnosed problems and to improve the existing political instruments.

3.1.4 Target groups

Young generations

3.1.5 Main issues covered

Youth integration in labour force, difficulties in the transition to working life, educational/vocational training, and policy measures evaluation.

3.1.6 Summary of results

The study identifies 10 major factors of difficulties to the penetration of young citizens in the labour market and that are present in the diverse literature produced around the issue: 1) inequalities of competences and qualifications; 2) gap between the educational system and the professional system (or labour market); 3) flexibility and precariousness of the labour market; 4) the under-utilisation of young people's competences; 5) non adjustment between the new orientations towards work and the demands of the work system; 6) insufficiencies of the social support programmes; 7) asymmetries of the informal support networks; 8) the problem of work-family conciliation; 9) the distance to bureaucratic and financial institutions; and 10) the discrimination of "certain juvenile cultures".

The set of obtained results regarding study 1 - the characterisation of the modes of integration of young citizens into the working life, is quite exhaustive and highly comprehensive, rendering almost impossible to make a short version.

Regarding study 2 - the qualitative study about the processes of integration based on 32 interviews of young citizens with differentiated profiles, and study 3 - the policies evaluation, the results can be summarised in the following 13 points:

1. The integration in the labour market tends to be extended in time. It is not only a transition from the "inactive" to the "active" state. It is marked by the earning of sufficient income allowing an independent life, whose urgency varies with the personal projects and with the constraints imposed by the social condition;
2. This integration tends also to increased complexity: there are no extremes of total integration and total disintegration. On the contrary, the majority of young individuals is today in a situation of partial integration in semi-formal, temporary or part-time modalities;
3. This partial integration reflects two clearly differentiated situations: a) young individuals are simultaneously integrated in improving training systems, occupying temporary jobs by personal desire or need; and b) young individuals that already finished their training path and desire the full integration;
4. The main problem in the integration process of young citizens tends to be, not the general lack of job offers, but the incapacity to change from a situation of informal or precarious bonds to a situation of full employment with formal contracts and long term duration. This incapacity is extended to the public sector. It seems a significant result that only 5 out of the 32 interviewees were hired with a no term contract, all of them in the private sector.
5. The young individuals clearly distinguish between an ideal type of mobility, associated to project-based job and generator of self-fulfilling experiences and future valorisation, and a massive practice of mobility associated to patronage non responsibility and generator of a strong feeling of insecurity, which operates by unstructuring the future projects. This distinction derives from the nature of the job and the abundance and scarcity of jobs.
6. There is a clear distinction between: a) a highly privileged, creative and highly qualified segment where the mobility and informality of bonds represents an effective progressive valorisation and social and professional rising; b) a major segment where the circulation

between temporary and precarious occupations does not reflect any progressive rising leaving space to uncertainty and insecurity towards the future.

7. The insecurity tends to be strongly structured by social factors such as social class of origin, level and qualification area, and sex. To young citizens (and their families) with more economic, cultural and social capital, the sense of insecurity is more relative, whereas young citizens with a more unfavourable background feel a strong feeling of general insecurity, becoming more susceptible for unstructured and marginal paths. This asymmetry seems to be more salient in times of job's scarcity.
8. Access to jobs tends to be made in two different ways - highly formal or highly informal. In the first case, the lack of opportunities, the slowness of the processes and the lack of transparency of the tenders exclude the great majority of young individuals, especially those with urgency to get a job. In the second case, it seems that there is no mechanism of equality of opportunities, leaving to the patronage (public or private) the total autonomy to use legitimate and illegitimate selection criteria.
9. The formal programmes of support to the integration of young individuals in the labour market had small impact in the creation of effective jobs, although they had represented a mode of access of many youngsters to professional training (and qualifications). These programmes had a more positive impact on young people with the lower educational levels, than with higher degrees.
10. The articulation between the training systems and the labour market is rather complex and is far from being resolved with the constitution of specialised cabinets. The researchers suggest that this articulation needs the mobilisation of the courses responsible (teachers/coachers), the labour market (patronage and managers) in order to build specific curricula, traineeships and qualifications.
11. The "artificial" fabrication of professional traineeships tends to be appropriated as forms of precarious and temporary jobs, with low wages and not contributing to the real professional integration.
12. Due to the limited effects of the policies of formal support, the integration of young citizens in the labour market is mainly based in the informal support networks, which is by nature a generator of several inequalities of resources and opportunities. Even in the highly qualified sectors (and in the public sector), this prevalence of the informal networks over the formal mechanisms was observed.
13. The discrimination in the labour market is a reality lived and documented by the majority of the young interviewees, although it seems consensual that the age category (with positive and negative effects) is not the main criterion of discrimination. The differentiation based on the sex remains a reality with strong consequences. Others factors of exclusion are: ethnic origin, social class, residence place and lack of qualification resources.

3.1.7 Sources

The source was the publication “The Youth and the Labour Market: Characterisation, difficulties in the entry into the working life and the policies effectiveness” published by DGEEP/MTSS in 2006.

3.1.8 Appraisal of selected initiative

A very exhaustive study with very relevant findings and a strong connection to SPReW’s concerns and methodologies.

5. References

- DGEEP/MTSS (2004). *Worker’s Mobility in the Portuguese Economy* (Mobilidade dos Trabalhadores na Economia Portuguesa). Final report published in Collection Cogitum, 12.
- DGEEP/MTSS (2006). *The Youth and the Labour Market: Characterisation, difficulties in the entry into the working life and the policies effectiveness* (Os Jovens e o Mercado de Trabalho: Caracterização, estrangulamento à integração efectiva na vida activa e a eficácia das políticas). Published in Collection Cogitum, 18.
- DGEEP/MTSS (2006). *Pathways of Integration of Young Higher Education Graduates into the Labour Market* (Percursos de Inserção no Mercado de Trabalho dos Diplomados do Ensino Superior). Published in Collection Cogitum, 22.
- DGEEP/MTSS (2006). *Evolution of rejuvenescence/ageing of the labour market* (Evolução do Rejuvenescimento/ Envelhecimento do Mercado de Trabalho). Published in Collection Cogitum, 23.
- DGEEP/MTSS (2007). *Regional survey – NUTS III – about the reduction of employment in companies/establishments* (Estudo Regional – NUTS III – sobre a Redução do Emprego em Empresas/ Estabelecimentos). Published in Collection Cogitum, 26.
- INE (2007). *Children and Elder people in Portugal*. Report produced after the generational seminar of May 2007.
- Pestana, N. (2003). *Older Workers: Public policies and entrepreneurial practices* (Trabalhadores Mais Velhos: Políticas públicas e práticas empresariais). Cadernos de Emprego e Relações de Trabalho, MTSS – DGERT.
- Naumann, R. & Stoleroff, A. (2000). Portugal. In J. Visser and B. Ebbinghaus (Eds.), *The Societies of Europe: Trade Unionism in Western Europe Since 1945*. New York: Grove’s Dictionaries; and London: Macmillan.
- Stoleroff, A. & Naumann, R. (1998). Contabilidades: Alguns comentários necessários acerca da publicação 'A Evolução da Sindicalização Portuguesa de 1974 a 1995' de Maria da Conceição Cerdeira. *Sociologia: Problemas e Práticas*, 27, 169-176.
- OIEP (2000). *Middle-aged workers facing restructuring and Human Resources Management policies* (Os trabalhadores de meia idade face às reestruturações e políticas de gestão de recursos humanos). Published in collection “Estudos e Análises”, 30.

Part 3: International surveys

The International Social Survey Program (ISSP)

*Lucie Davoine,
Béatrice Delay,
Dominique Méda*
Centre d'Étude de l'Emploi, Paris

1. Description of the survey

1.1 Brief description of the survey

The International Social Survey Program (ISSP) started in 1985 in four countries: Great-Britain, USA, Germany and Australia. It now groups together forty national institutions from the 6 continents.

The ISSP covers each year only one topic, such as religion or environment. Each module should be repeated at quite irregular intervals.

1985: Role of Government I
1986: Social Networks
1987: Social Inequality I
1988: Family and Changing Gender Roles I
1989: Work Orientations I
1990: Role of Government II
1991: Religion I
1992: Social Inequality II
1993: Environment I
1994: Family and Changing Gender Roles II
1995: National Identity I
1996: Role of Government III
1997: Work Orientation II
1998: Religion II
1999: Social Inequality III
2000: Environment I
2001: Social Relations and Support Systems
2002: Family and Changing Gender Roles III
2003: National Identity II
2004: Citizenship
2005: Work Orientation III
2006: Role of Government IV
2007: Leisure time and sports
2008: Religion III
2009: Social Inequality IV
2010: Environment III

1.1.1 Sampling and target groups

The sample should be representative of the national population.

Sample for each country and each wave

Country	Achieved interviews in each wave on the topic of “Work Orientations”		
	1989	1997	2006
European Union			
Austria	1997		
Bulgaria		1004	1121
Cyprus		1002	1000
Czech Republic		1080	1226
Denmark		1034	1598
Germany (East)		531	587
Germany (West)	1575	1215	1114
Finland			1345
Flanders(Belgium)			1338
France		1011	1620
Great-Britain	1297	1088	913
Hungary	1000	1496	1012
Ireland	972		1001
Northern Ireland	780		
Italy	1028	1017	
Latvia			1067
Netherlands	1690	2267	
Poland		1200	
Portugal		1637	1837
Slovenia		1005	1002
Spain		1211	1203
Sweden		1353	1371
Other countries			
Norway	1848	2199	1322
Switzerland		2518	1078
South Africa			2884
Australia			
Bangladesh		2000	1988
Canada		949	933
South Korea			1613

USA	1453	1228	1518
Israel	1133	1533	1184
Japan		1226	921
Mexico			1401
New Zealand		1198	1309
Philippines		1200	1200
Dominican Republic			1958
Russia		1698	1605
Taiwan			2171

Source : <http://www.issp.org/>

1.1.2 Methodology

The ISSP is a cross-national collaboration that coordinates national social science projects. Indeed, the international consortium agrees a module of questions for each year on a topic. A sub-committee develops the annual module before being adopted in the plenary meetings of the ISSP. The questionnaire draft is in English and then translated in the several languages.

These modules that last 15 minutes are added to pre-existing national surveys. The Zentralarchiv für Empirische Sozialforschung, University of Cologne is responsible for merging the national data sets and to make the international merged data available to the researchers. It is helped by the Spanish partner, the Analisis Sociologicos, Economicos y Politicos (ASEP) in Madrid.

There are no central funds. Each national team has to gather funds in order to cover the costs.

1.2 Type of initiator

The ISSP began in 1982 with collaboration between the Allgemeinen Bevölkerungsufragen der Sozialwissenschaften (ALLBUS) of the Zentrum für Umfragen, Methoden, und Analysen (ZUMA) in Mannheim, Germany, and the General Social Survey (GSS) of the National Opinion Research Centre (NORC), University of Chicago. The two surveys were quite regular. At the same time, the Social and Community Planning Research (SCPR), based in London started at the British Social Attitudes Survey (BSA). Researchers from ZUMA, NORC, SCPR and the Research School of Social Sciences of the Australian National University decided to found the ISSP.

1.3 Objectives, motivation

The ISSP encourages a regular cooperation between the national organisations, instead of limited meetings on specific topics. The ISSP team puts effort in developing questionnaire on broad topics that are meaningful in many countries. Thus, adding a cross-national perspective in the main areas of the social sciences research is the main objective of the ISSP. Furthermore, the repetition of the modules allows combining a comparative perspective and a longitudinal perspective.

1.4 Main issues covered by the survey

The ISSP module on “work orientation” is one of the most complete data sets about work. It provides information about values and preferences regarding work, but also an appraisal of one’s job and the perception about working condition. It also contains information about the attitude of the interviewee: his loyalty towards the firm, his intention to stay with the same employer and to find another job.

1.5 Major results in connection with the topics of SPReW

Here we summarised the international results and comparative analysis already published³⁵. Firstly, the ISSP allows measuring the differences between countries. As a consequence, it could be useful for the SPReW analysis about cross-countries analysis. Secondly, it gives information about the differences between socio-demographics groups whose relations to work is analysed in the SPReW project; mainly age, but also gender and the level of education. In this regard, it can also add complementary information to the synthesis report of WP3. Some figures are displayed in part 3 below.

The ISSP data puts in light some common preferences and values among the countries participating in the SPReW consortium. For example, job security is rated as “very important” for a majority of the population (figure 1a). High income is “important” for a majority, but not “very important” for most people (figure 1b). However, some heterogeneity is perceptible between countries. For example, a high income is more frequently rated as “very important” in Hungary. The opportunities of advancements are more frequently valued in Portugal (figure 1c). Portuguese people also rated more frequently as important the relational aspects of work: being useful to society and helping people (figure 1f and g). Working independently is more important in Germany (figure 1d). In France, the interest of work is highly rated (figure 1e). These national peculiarities remain even after controlling for socio-demographics differences among countries (Davoine, 2007). These differences can be partly explained by the economic context: for example, the poorer Nations in Europe tend to attach more importance to a high income. Some linguistic biases cannot be dismissed. For example, the Portuguese people are less reluctant to rank as “very important” many aspects of the job. Lastly, clear trends along the three waves are not perceptible, with low exception (for example, the diminishing importance of job security in Hungary, see figure 1a).

The appraisal of the job and of the working conditions is generally mixed. There are some contrasting results between countries. For example, 60% of Hungarian and French people do not think that their opportunities for advancement is high (figure 2c). The workers without advancement’s hope are not so numerous in Germany and Portugal: they are 45% of the working population. The appraisal of the autonomy constitutes another example of the European diversity: more than 80% of Germans agree that they work independently, whereas 60% of Italians and French people are in this case (figure 2d). These results coincide with organisational studies arguing that taylorism has spread more in France than in Germany.

The trends along time are also diverse. The Hungarian and Portuguese workers say more frequently that their income is high in 2005 than in the previous waves (figure 2b). On the contrary, workers from France and from West-Germany are less satisfied by their income.

35. More detailed results on national cases can be found in this report (see for example the Hungarian results on the ISSP).

These trends are quite significant because the difference approximates 10 points of percentage in less than a decade. Furthermore, the satisfaction with income can explain the preferences on working hours. In countries with lower income (Hungary, Portugal), people want more frequently to work longer and earn more money (figure 5, see also Stier and Lewin-Epstein, 2003, who have analysed the same question in the 1997 wave only). But the growing dissatisfaction with pay in Germany and France can explain why a higher proportion of the population wants to work longer and earn more in 2005.

Regarding more specifically working conditions, the ISSP also shed light on some contrast: the Hungarian and Portuguese workers have more frequently to face dangerous working conditions and hard physical work (figure 3b and 3d). Furthermore, the stress among workers has increased in Hungary and Italy, whereas it is stable in the other countries (figure 3c).

Finally, the social relations at the workplace are quite diverse. There seems very good in Germany. 90% of workers declare that the relations between colleagues are “good” or “very good” (figure 4a) and 80% that the relations between managers and employees are “good” or “very good” (figure 4b). The social relations are worst in France. Only half of the working population agree that the relation between managers and employees are good (see also Philippon, 2007).

In addition to differences between countries, the ISSP data allows analysing the differences between socio-demographics groups that are studied within the SPReW project.

In Europe, the young people declare more frequently that the different facets of work are “very important”, whether considering an intrinsic facet (autonomy, interest of work) or an extrinsic facet (income, job security) (Davoine, 2007). In other words, the workers over 30 years old would have lower expectations and lower preferences. In the mean time, the older workers are more satisfied about their job and their appraisal about the different facet of job (security, income, interest) is also more positive (Clark, 2005a and b). Indeed, there would be a U-shaped relationship between age and job satisfaction. The minimum of job satisfaction would be around the mid-thirty in many countries. However, satisfaction with work does not fit the U-shape in the transition countries: it does not decrease first; it increases basically with age (Medgyesi and Robert, 2003)/

Moreover, there are still differences among gender. Men attached more importance to a high income and the opportunities of getting a promotion, whereas women favour the autonomy and the possibility of helping other people, everything being equal (Davoine, 2007, see also Sousa-Poza and Sousa-Poza, 200a, for an analysis with the 1997 wave)). Men also declared more frequently that their income is high and that their opportunities for advancement are high (Clark, 2005a and b).

In most countries, the education influence the values attached to work. The intrinsic aspects (interest of work, autonomy) are more important for those with high education in most countries, according to the 1997 and 2005 wave (Davoine, 2007). There is little exception: in Hungary, the impact of social and economic situations is stronger than the effect of education, according to the 1989 ISSP (Tarnai *et al.*, 1995). Regarding the satisfaction with work, a U-shape phenomenon is also perceptible: the least and the more educated are the more satisfied with work (Medgyesi and Robert, 2003). The workers with an intermediary level of education would have higher expectations than the workers with a lower level, but they are disappointed

by their situation, which is not so good than the situation of workers with the highest level of education.

1.6 Sources

Information is available on two websites:

<http://www.issp.org>

<http://www.gesis.org>

The data set can be downloaded on the second website.

Clark A. E. (2005a), “What makes a good job? Evidence from OECD countries”. in S. Bazen, C. Lucifora & W. Salverda (Eds.), *Job Quality and Employment Behaviour* (pp. 11-30): Palgrave.

Clark A. E. (2005b), “Your Money or Your Life: Changing Job Quality in OECD Countries”, *British Journal of Industrial Relations*, vol.43, n°3, pp.377-400.

Davoine L. (2007), *La qualité de l'emploi: une perspective européenne*, PhD thesis, November, University Paris 1 Panthéon-Sorbonne.

Huang X. & Vliert E. v. d. (2003), “Where intrinsic job satisfaction fail to work: national moderators of intrinsic motivation”, *Journal of Organizational Behavior*, vol.24, pp.159-179.

Huang X. & Vliert E. V. d. (2004), “Job Level and National Culture as Joint Roots of Job Satisfaction”, *Applied Psychology: An International Review*, vol.53, n°3, pp.329-348.

Hult C. & Svallfors S. (2002), “Production Regimes and Work Orientations: A Comparison of Six Western Countries”, *European Sociological Review*, vol.18, n°3, pp.315-331.

Medgyesi M. & Róbert P. (2003), “Satisfaction with Work in a European Perspective: Center and Periphery, ‘Old’ and ‘New’ Market Economies Compared”, *Review of Sociology*, vol.9, n°1, pp.43-68.

Norris P. (2003), “Is There Still a Public Service Ethos? Work Values, Experience, and Job Satisfaction Among Government Workers”. in J. D. Donahue & J. S. Nye (Eds.), *For the People. Can We Fix Public Service?*, Washington DC: The Brookings Institution Press.

Philippon T. (2007), *Le capitalisme d'héritiers. La crise française du travail*. Paris: Seuil.

Sousa-Poza A. & Hennerger F. (2000), “Work attitudes, Work Conditions and Hours Constraints: An Explorative, Cross-national Analysis”, *Labour*, vol.14, n°3, pp.351-372.

Sousa-Poza A. & Sousa-Poza A. A. (2000a), “Taking Another Look at the Gender/Job-Satisfaction Paradox”, *Kyklos*, vol.53, n°2, pp.135-151.

— (2000b), “Well-being at work: a cross-national analysis of the levels and determinants of job satisfaction”, *Journal of Socio-Economics*, vol.29, pp.517-538.

Stier H. & Lewin-Epstein N. (2003), “Time to Work: A Comparative Analysis of Preferences for Working Hours”, *Work and Occupations*, vol.30, n°3, Août, pp.302-326.

Vecernik J. (2003), “Skating on Thin Ice: A Comparison of Work Values and Job Satisfaction in CEE and EU Countries”, *International Journal of Comparative Sociology*, vol.44, n°5, pp.444-471.

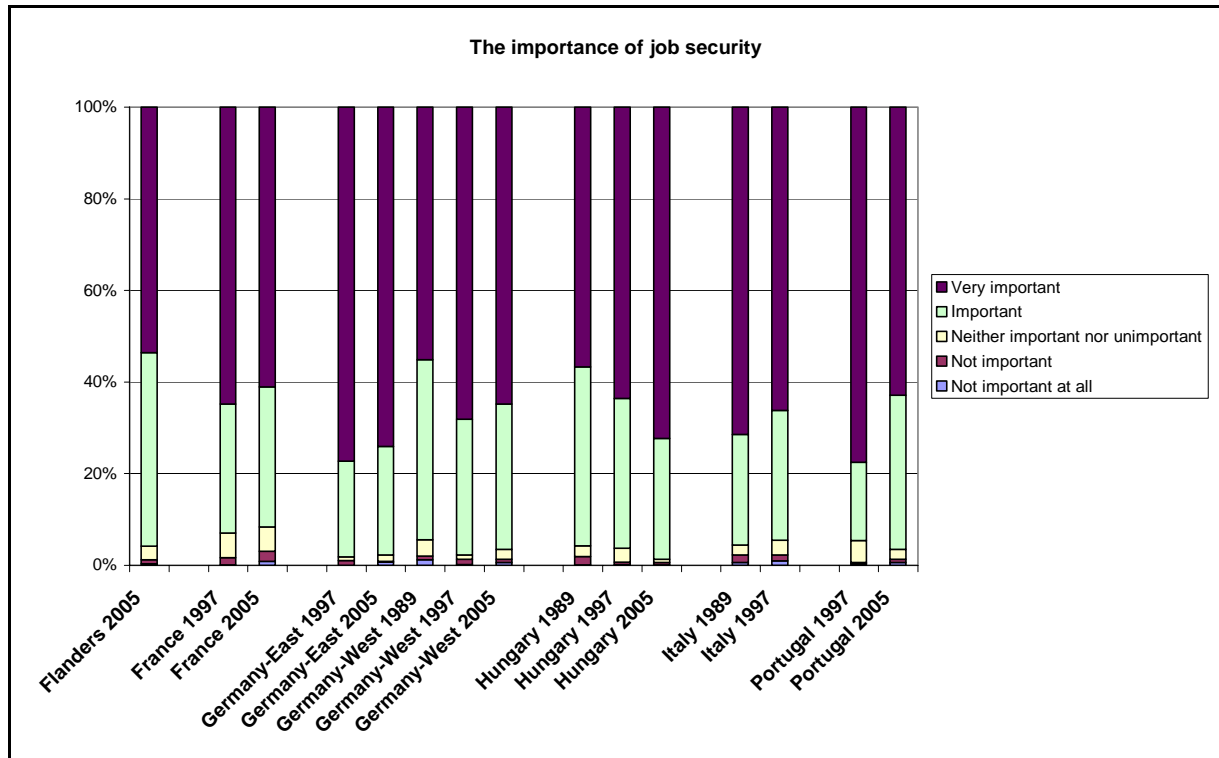
2. Appraisal of the selected initiative

The module on “work orientation” is very complete. It provides information on preferences and values as well as job situation, attitudes and behaviours. The entire questionnaire could be relevant for the analysis of social patterns of relation to work (it could be downloaded on the two websites quoted above).

However, there is still a room for other questions on work in an international survey. Firstly, the questions of the “Work orientation” module are very “classical”, in particular when asking for a degree of satisfaction or for rating the importance of each facet of work. Secondly, some topics are neglected in the ISSP questionnaire whereas the SPReW results suggest that these topics are key factors explaining relationship to work. For example, the ISSP questions are focused on the current job and the current preferences. Only one question deals with past experience, but it concerns the use of the skills acquired during the past experiences in the present job. Looking deeper at past preferences and past experiences would have been interesting, even if a memory bias is possible. A life course perspective, taking into account the different work experiences, the surprises and the deception could be relevant in an international survey. This life course perspective could help understanding the observed differences by ages, namely the high satisfaction and lower expectations of older people. Furthermore, the link between work and other spheres of life are touched on through a question on the time the interviewee would like to spend in different activities (paid job, household work, time with family; with friends, to relax, in leisure activities). The last round introduces further questions on this topic: would it be possible to go outside the workplace during two or three hours for family reasons? Do you have a feeling that job interferes with family life? And that family responsibility interferes with job? However, other questions on the interaction between different spheres of life are conceivable.

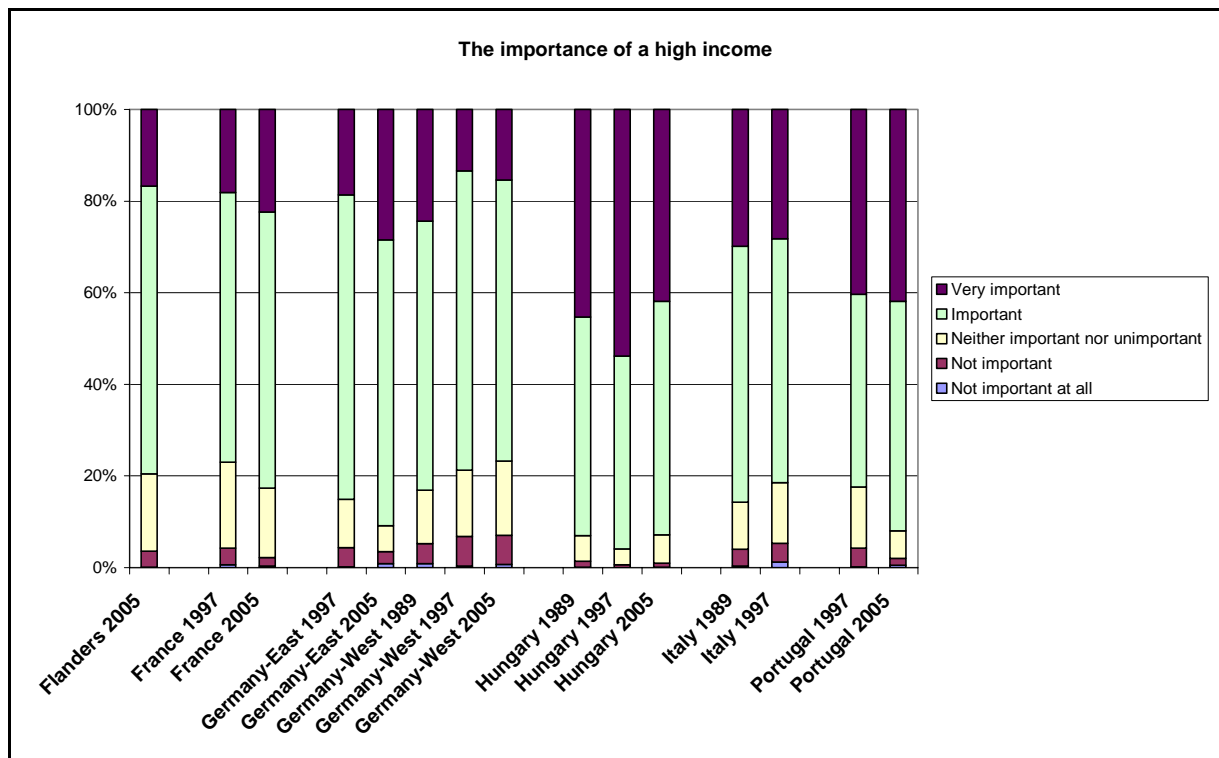
3. Specific additional analysis: some figures

Figure 1a



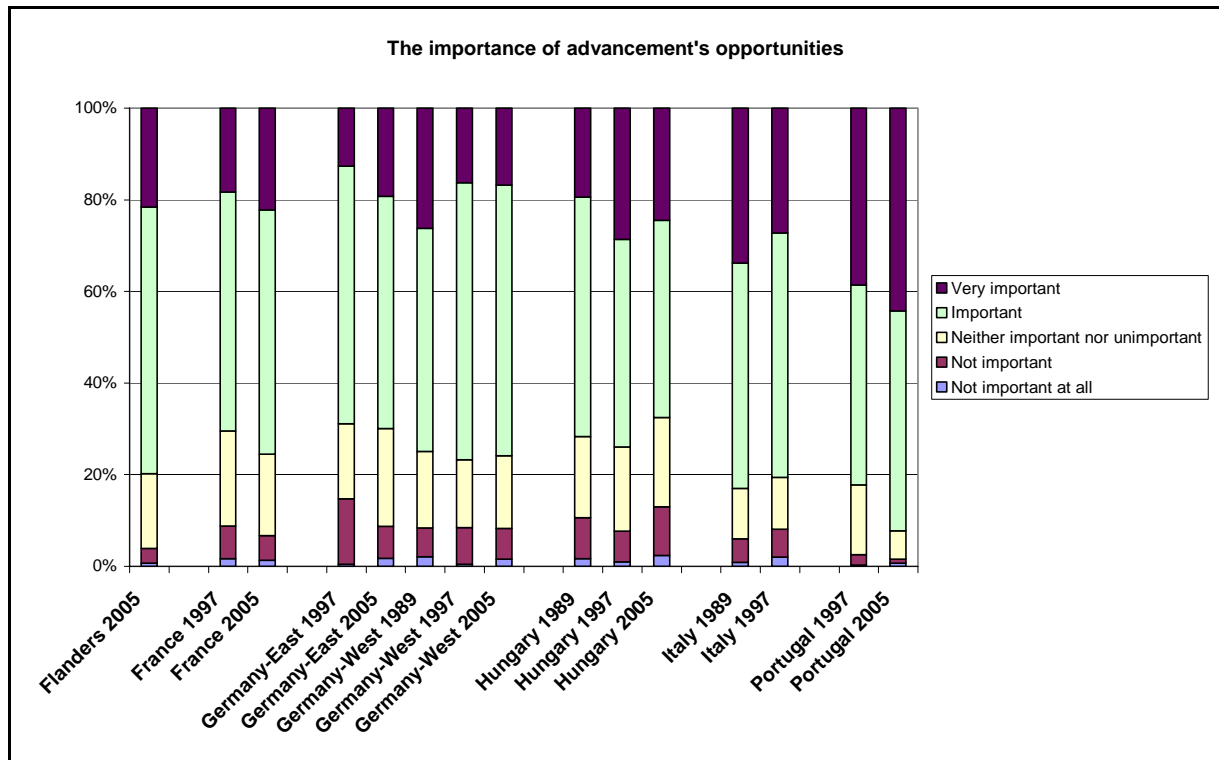
Source: ISSP 1989, 1997, 2005

Figure 1b



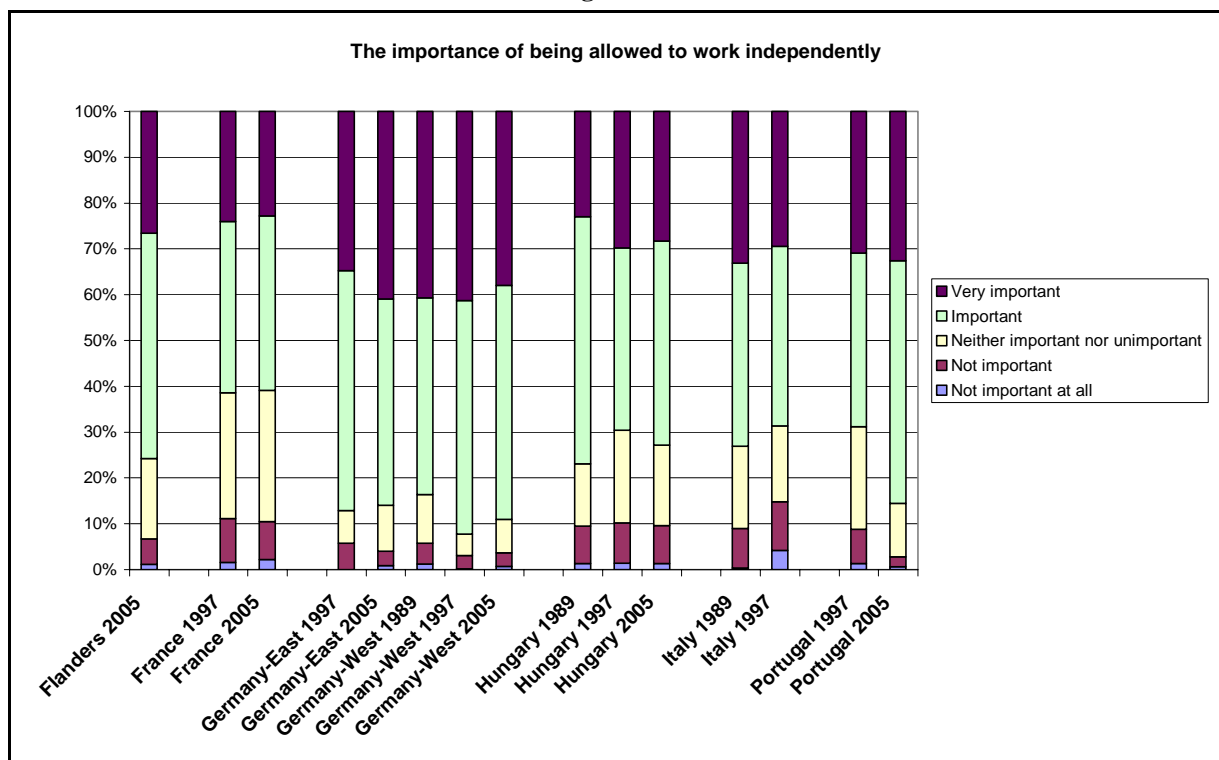
Source: ISSP 1989, 1997, 2005

Figure 1c



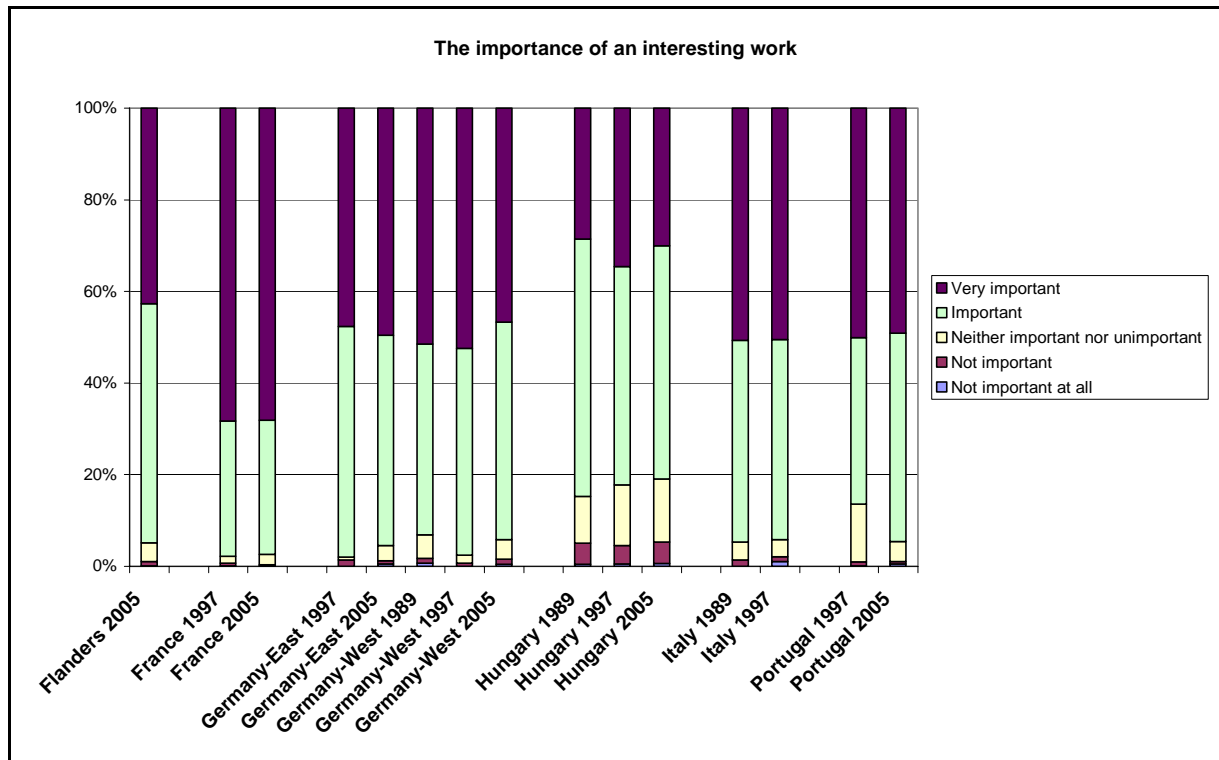
Source: ISSP 1989, 1997, 2005

Figure 1d



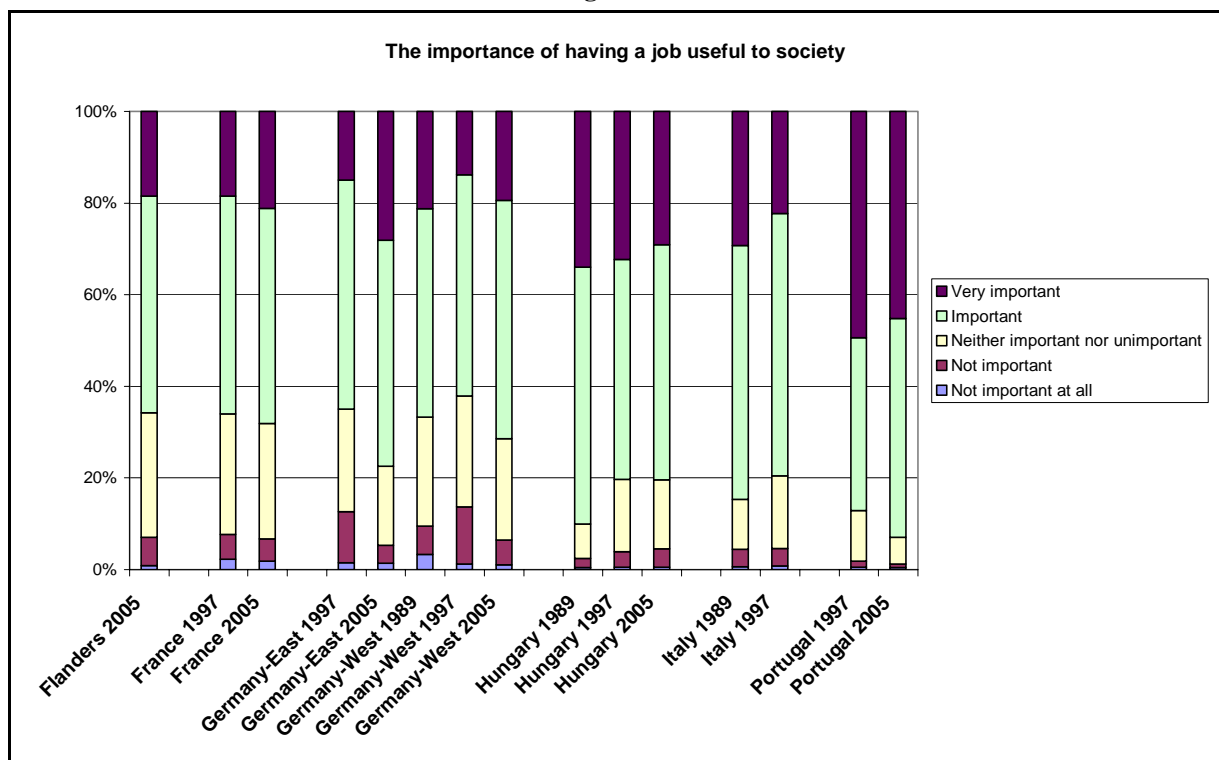
Source: ISSP 1989, 1997, 2005

Figure 1e



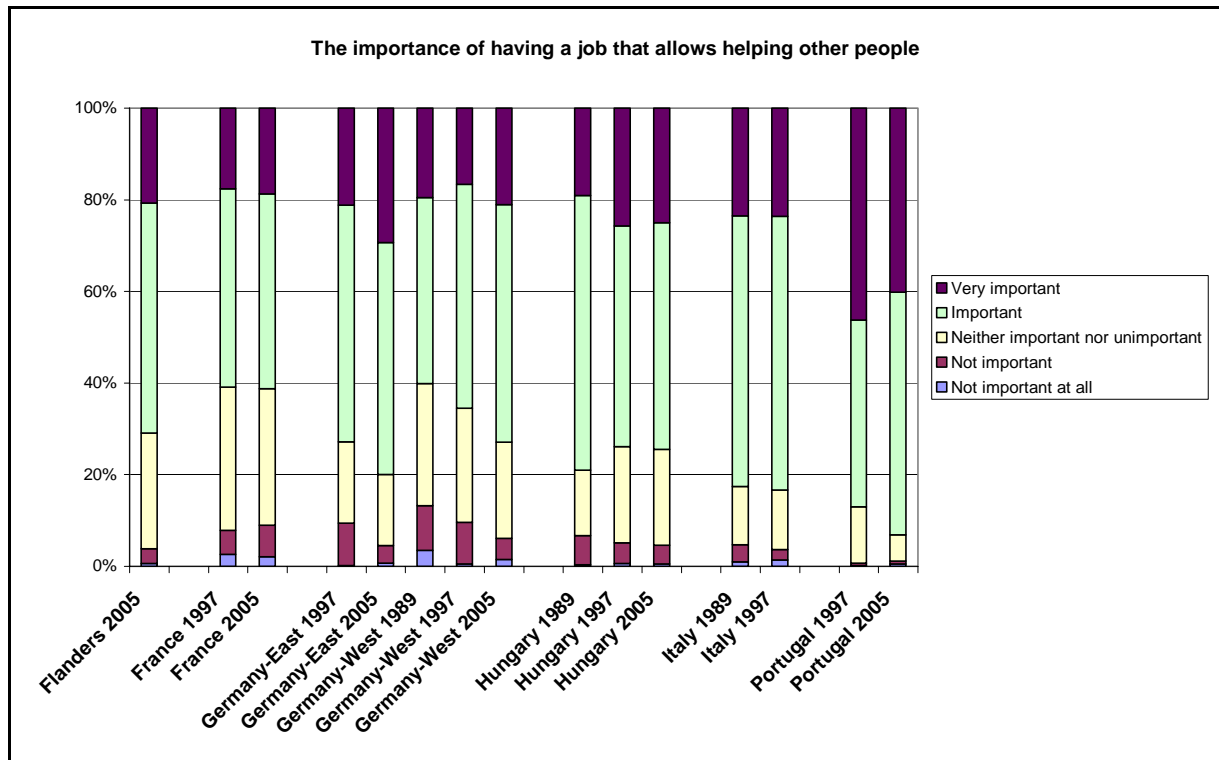
Source: ISSP 1989, 1997, 2005

Figure 1f



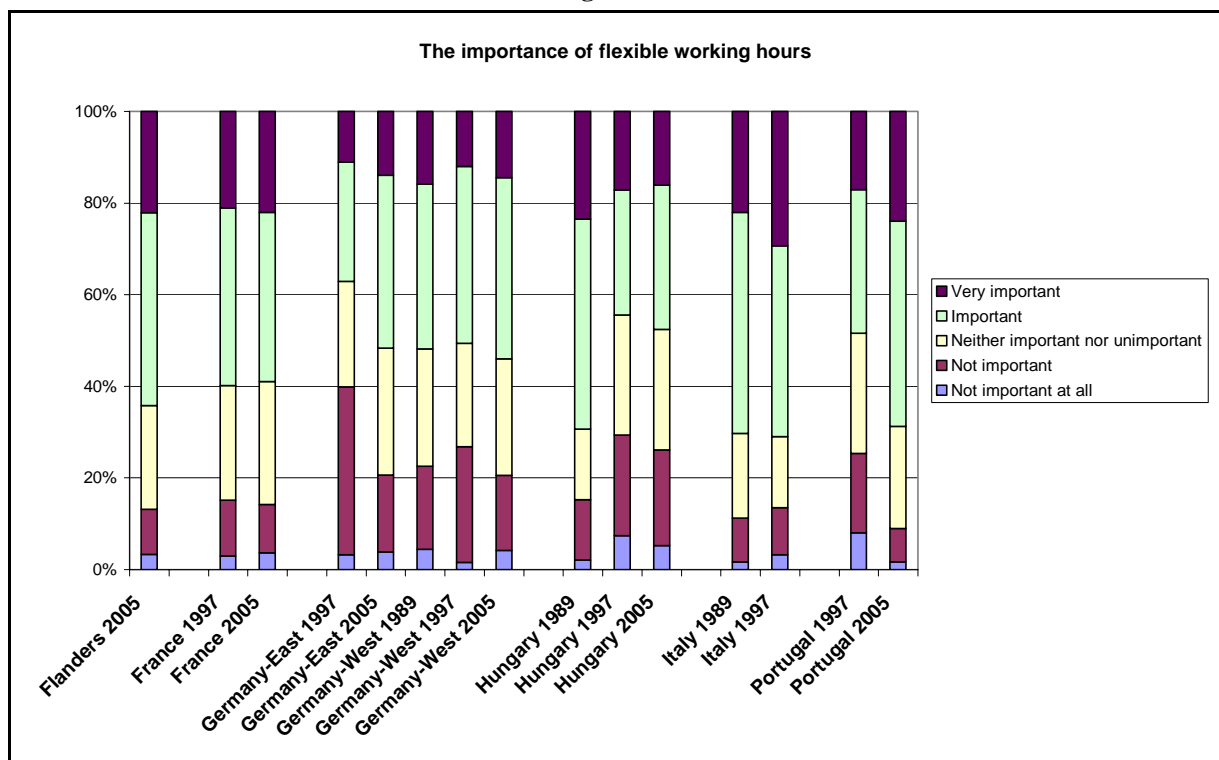
Source: ISSP 1989, 1997, 2005

Figure 1g



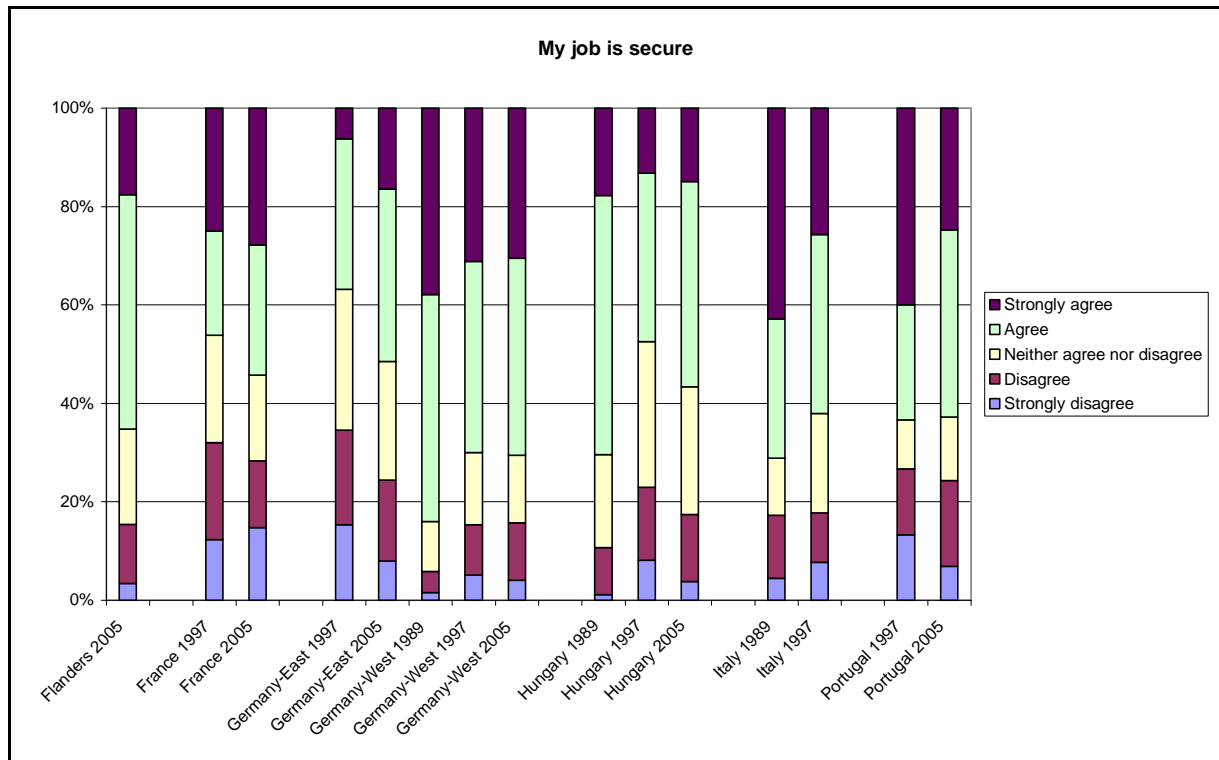
Source: ISSP 1989, 1997, 2005

Figure 1h



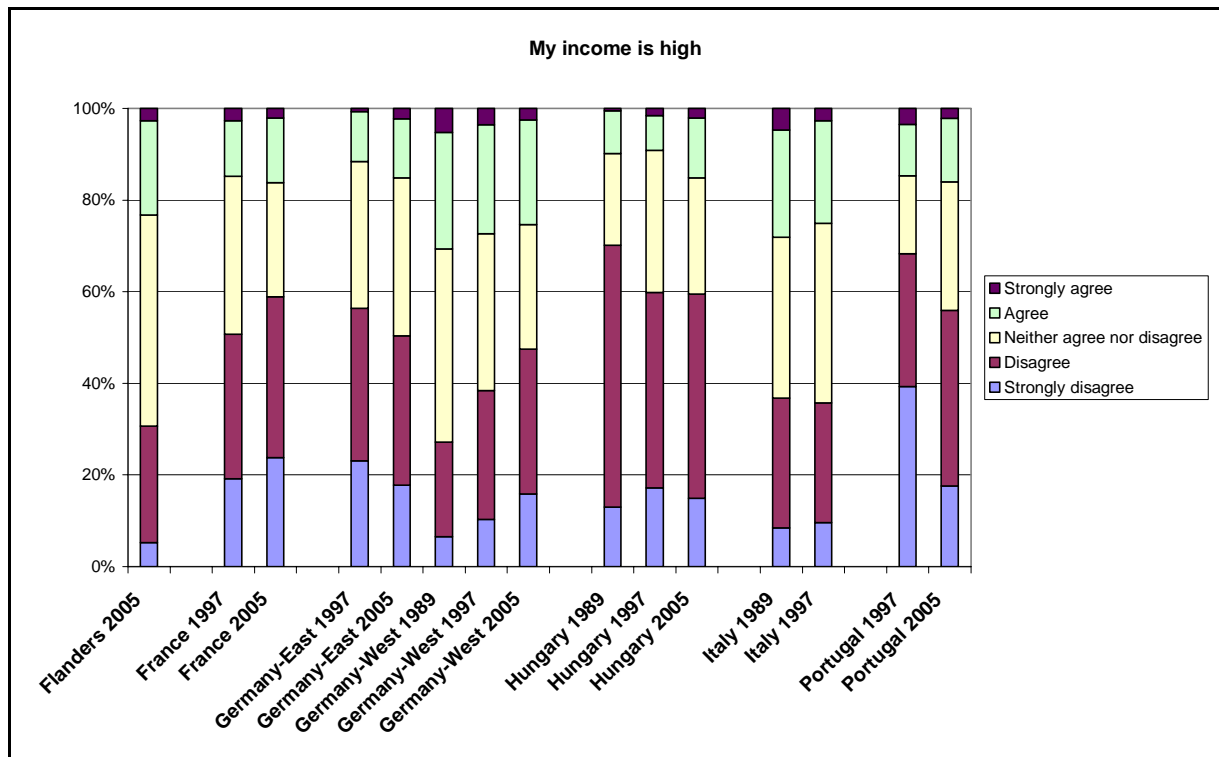
Source: ISSP 1989, 1997, 2005

Figure 2a



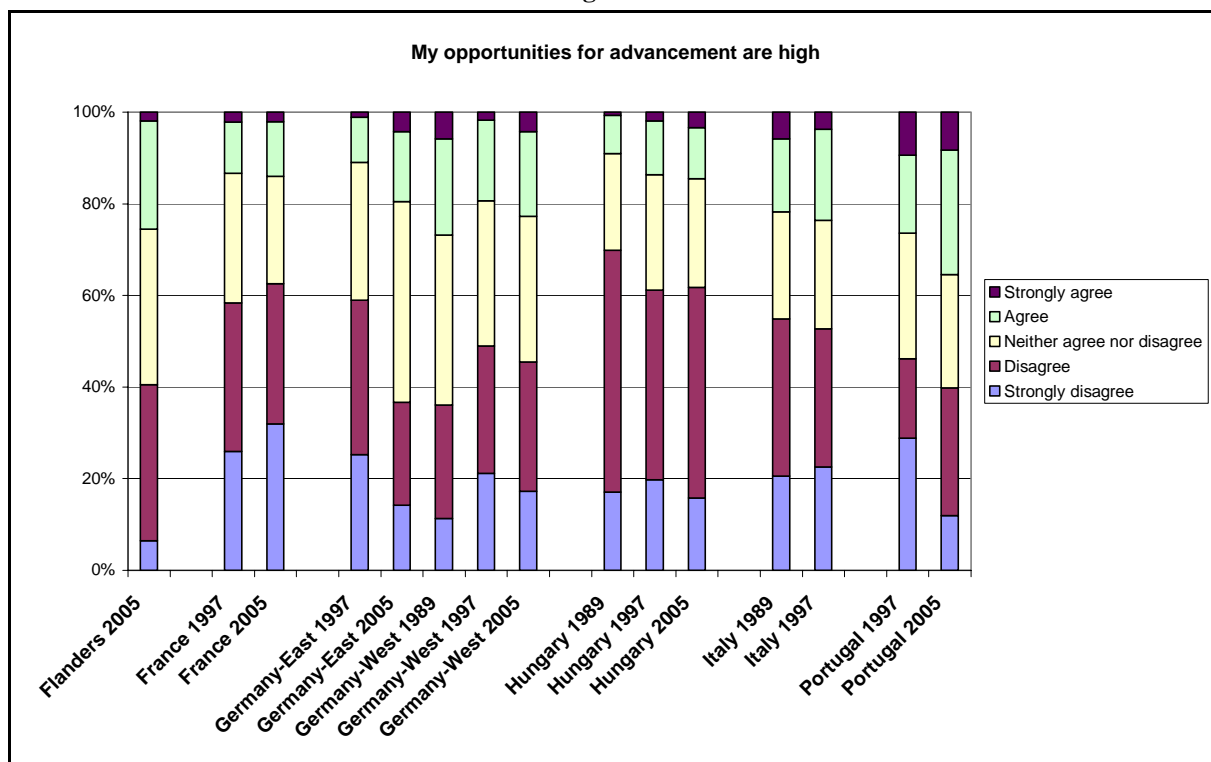
Source: ISSP 1989, 1997, 20

Figure 2b



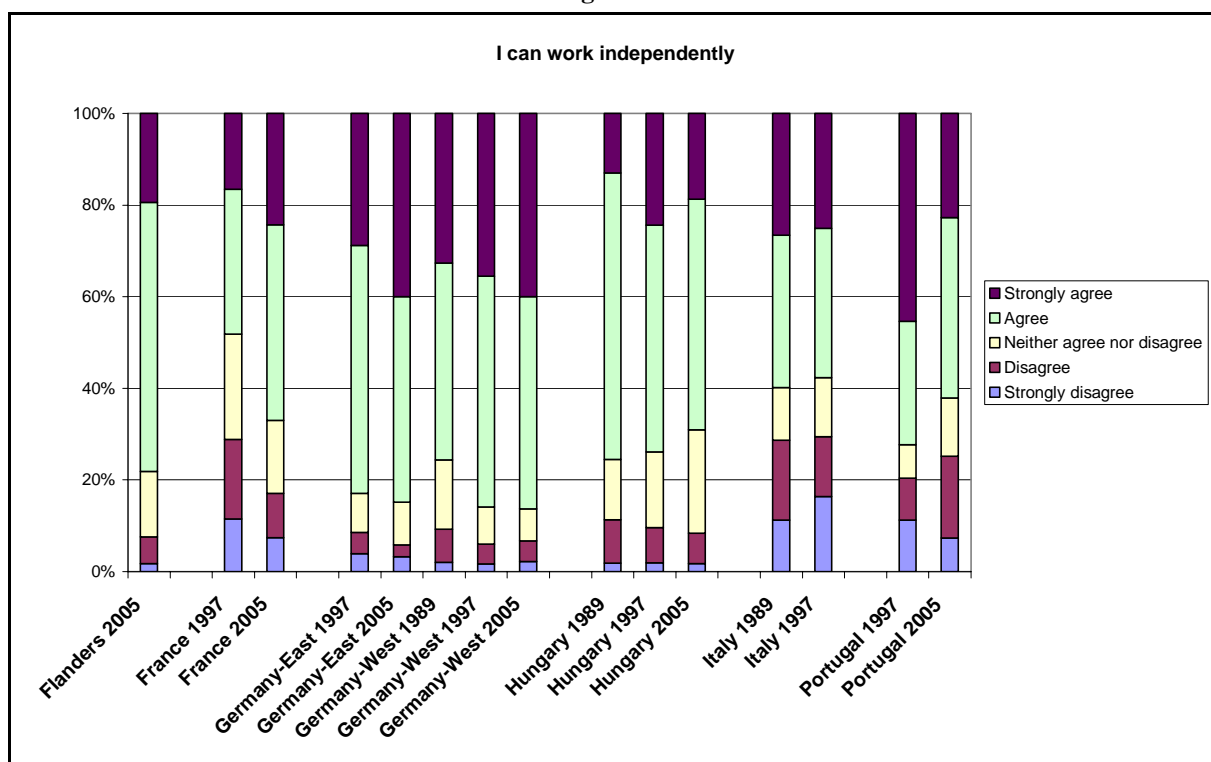
Source: ISSP 1989, 1997, 2005

Figure 2c



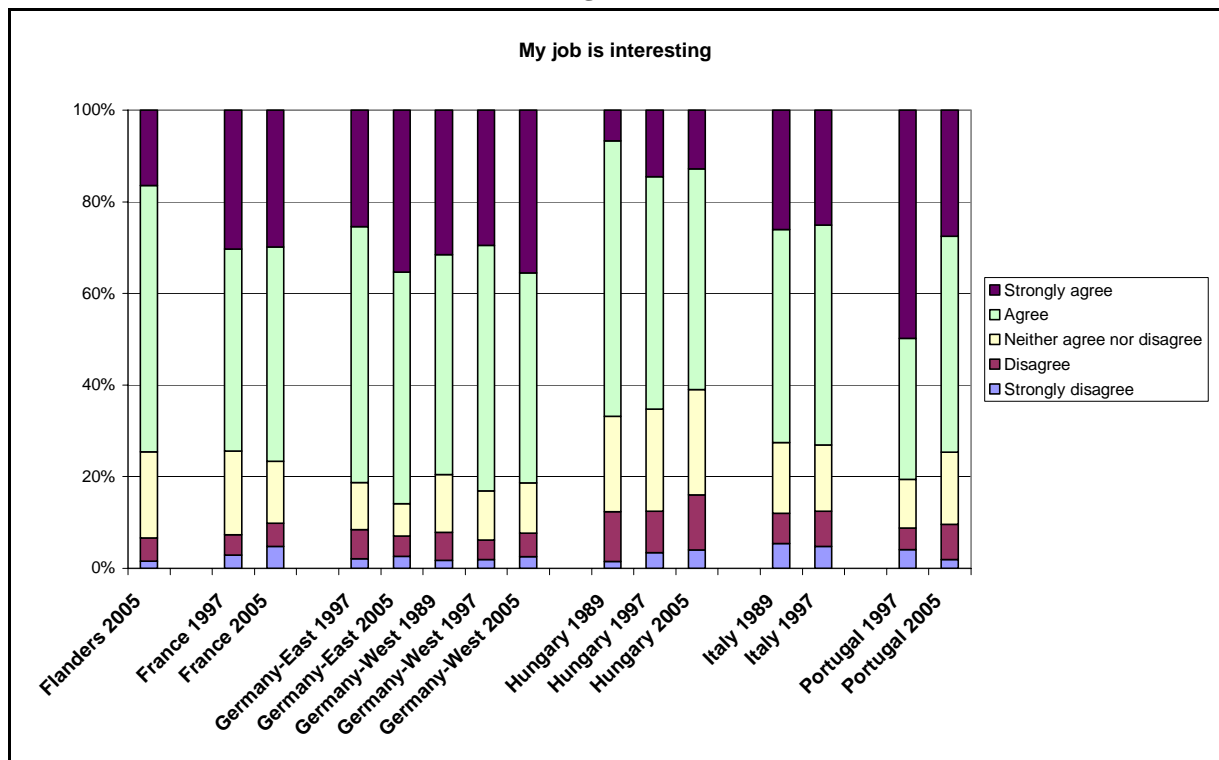
Source: ISSP 1989, 1997, 2005

Figure 2d



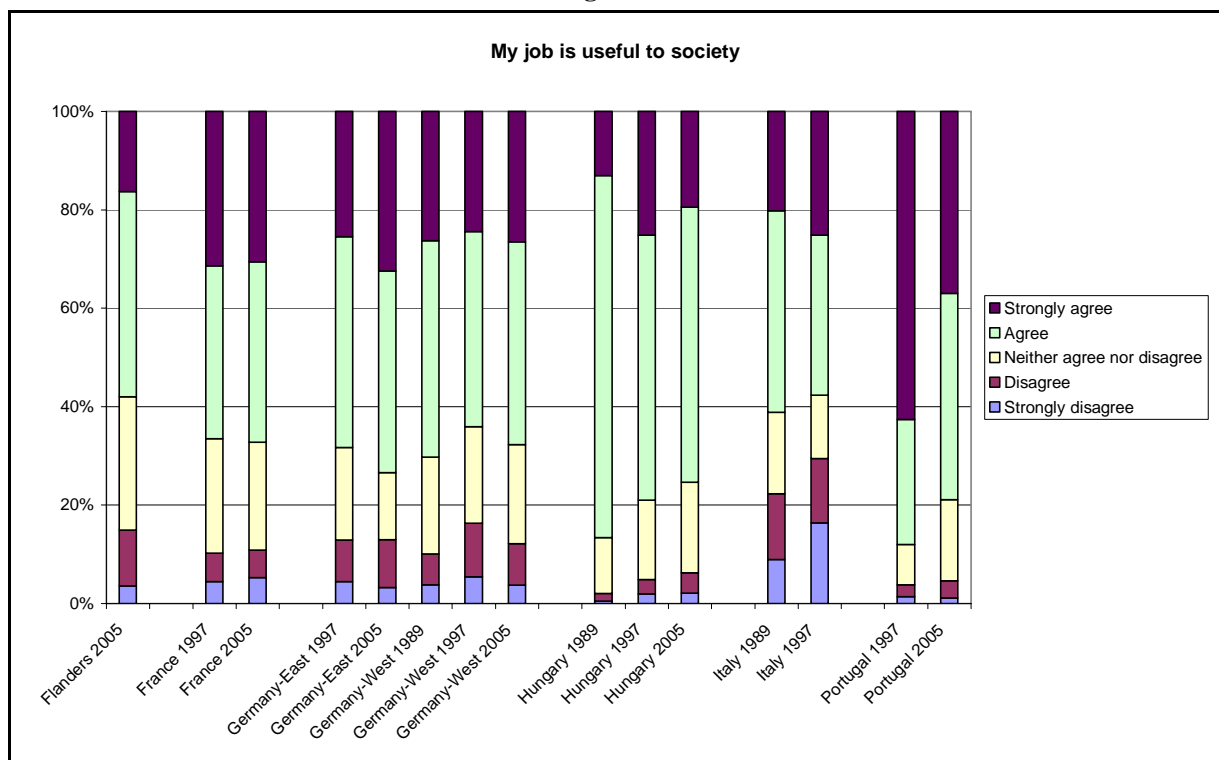
Source: ISSP 1989, 1997, 2005

Figure 2e



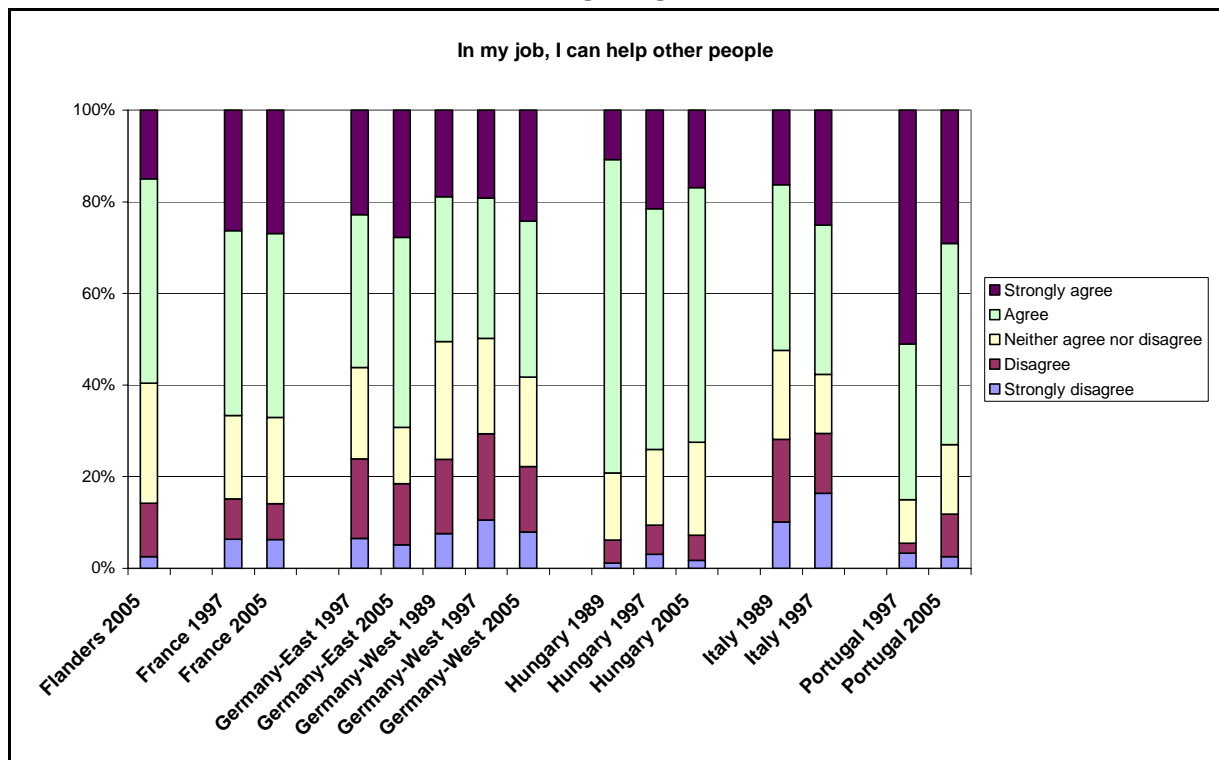
Source: ISSP 1989, 1997, 2005

Figure 2f



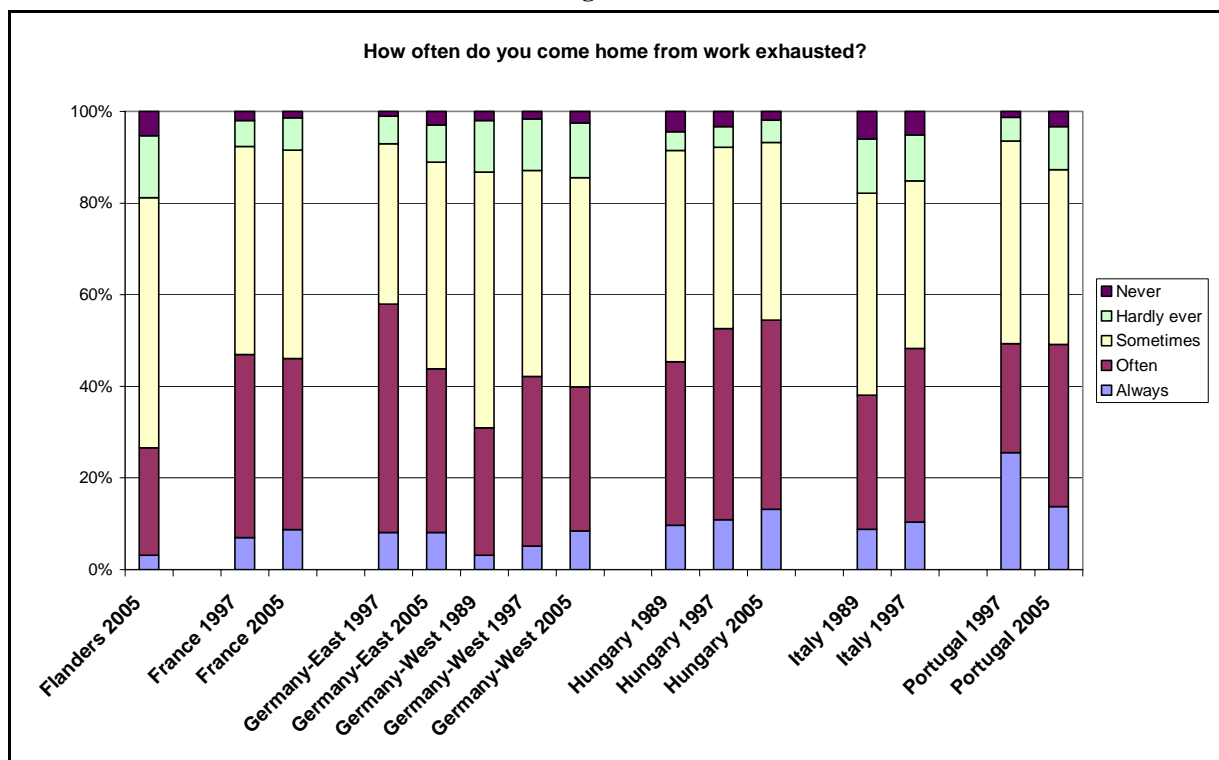
Source: ISSP 1989, 1997, 2005

Figure 2g



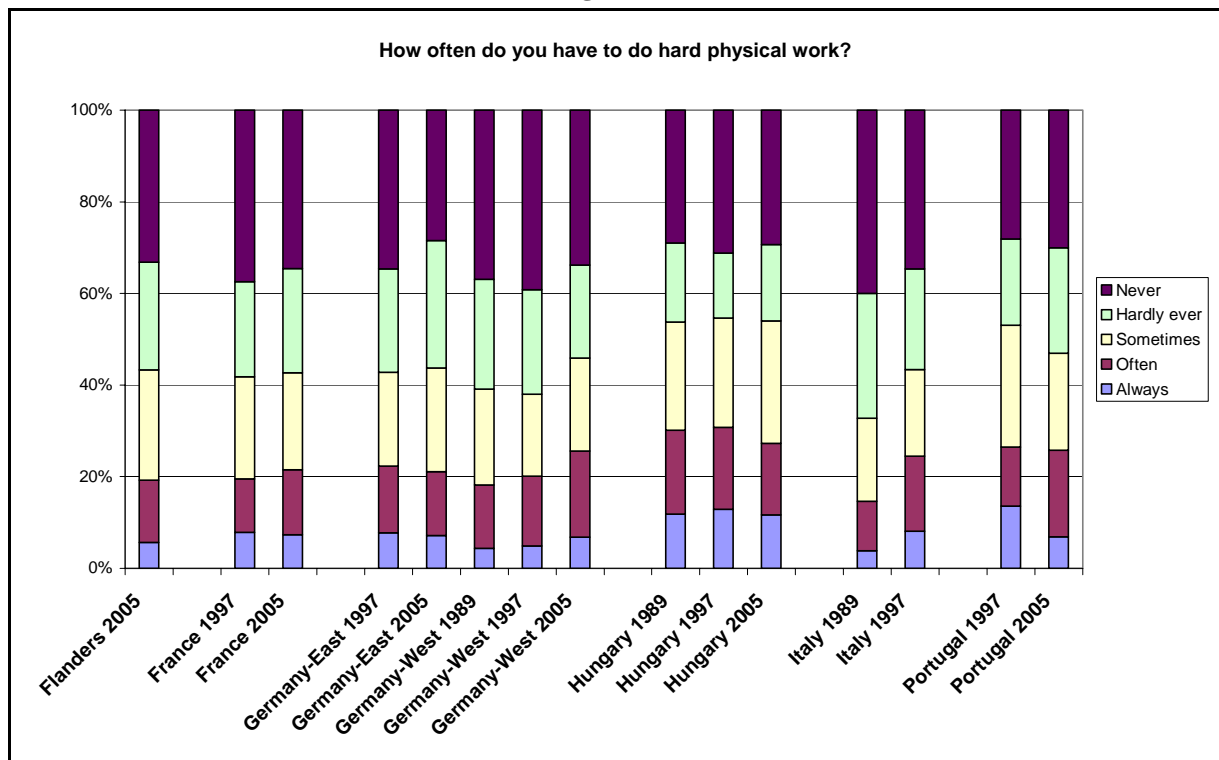
Source: ISSP 1989, 1997, 2005

Figure 3a



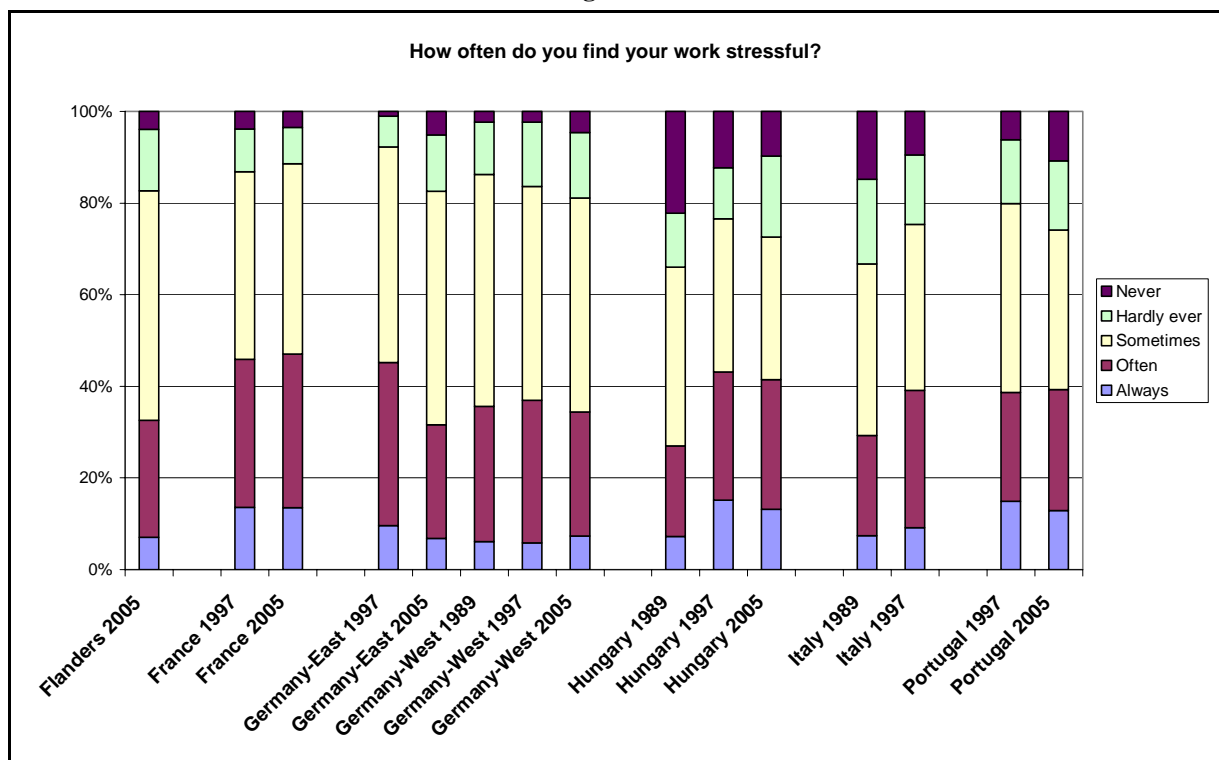
Source: ISSP 1989, 1997, 2005

Figure 3b



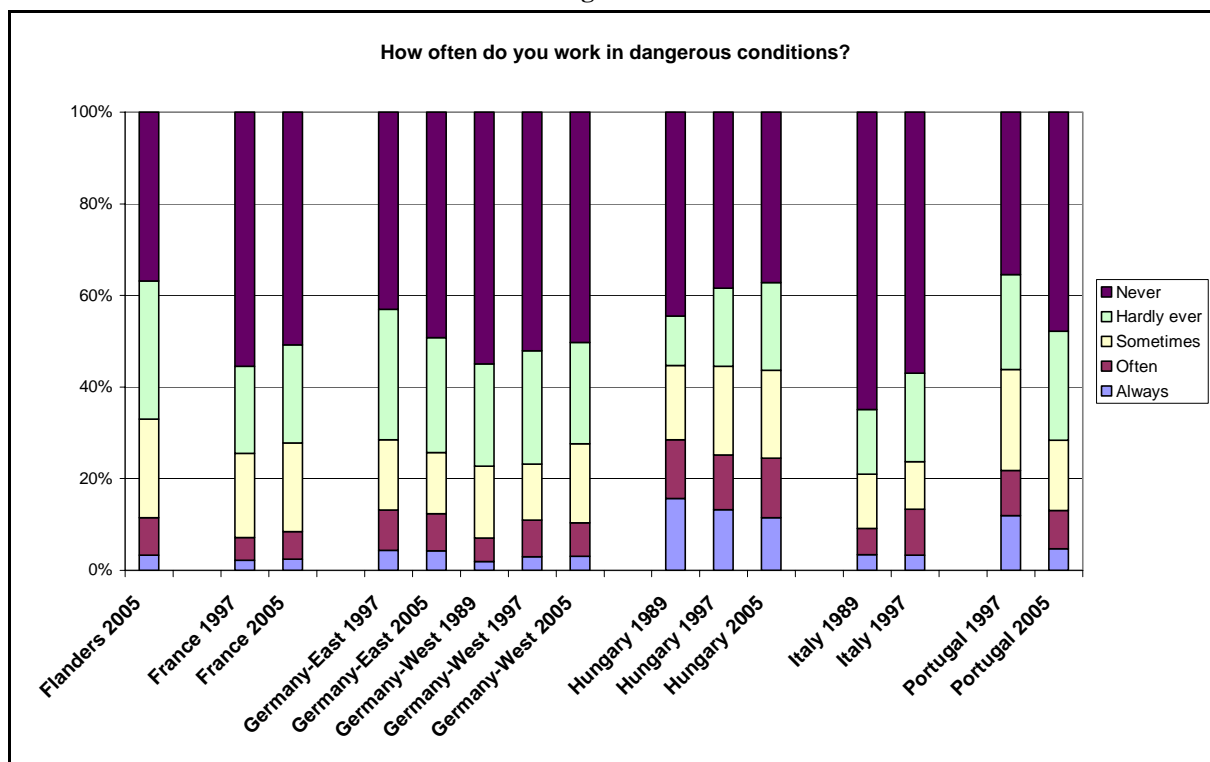
Source: ISSP 1989, 1997, 2005

Figure 3c



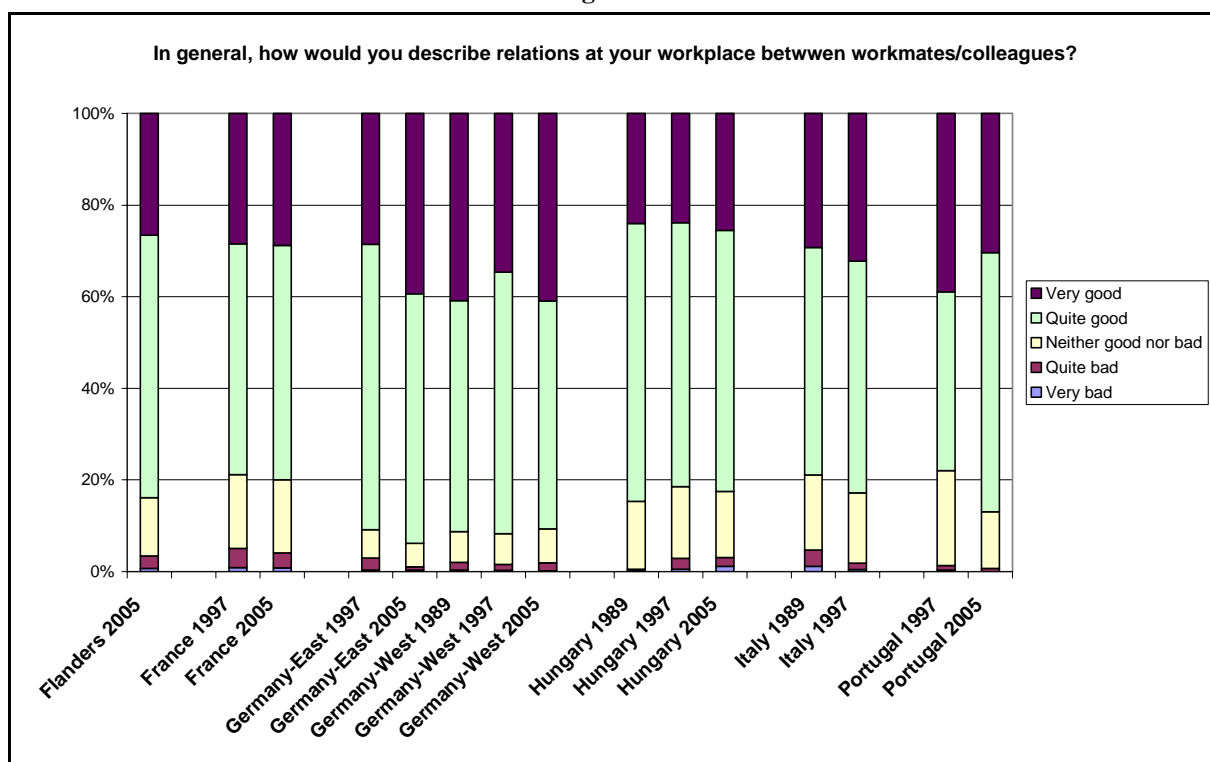
Source: ISSP 1989, 1997, 2005

Figure 3d



Source: ISSP 1989, 1997, 2005

Figure 4a



Source: ISSP 1989, 1997, 2005

Figure 4b

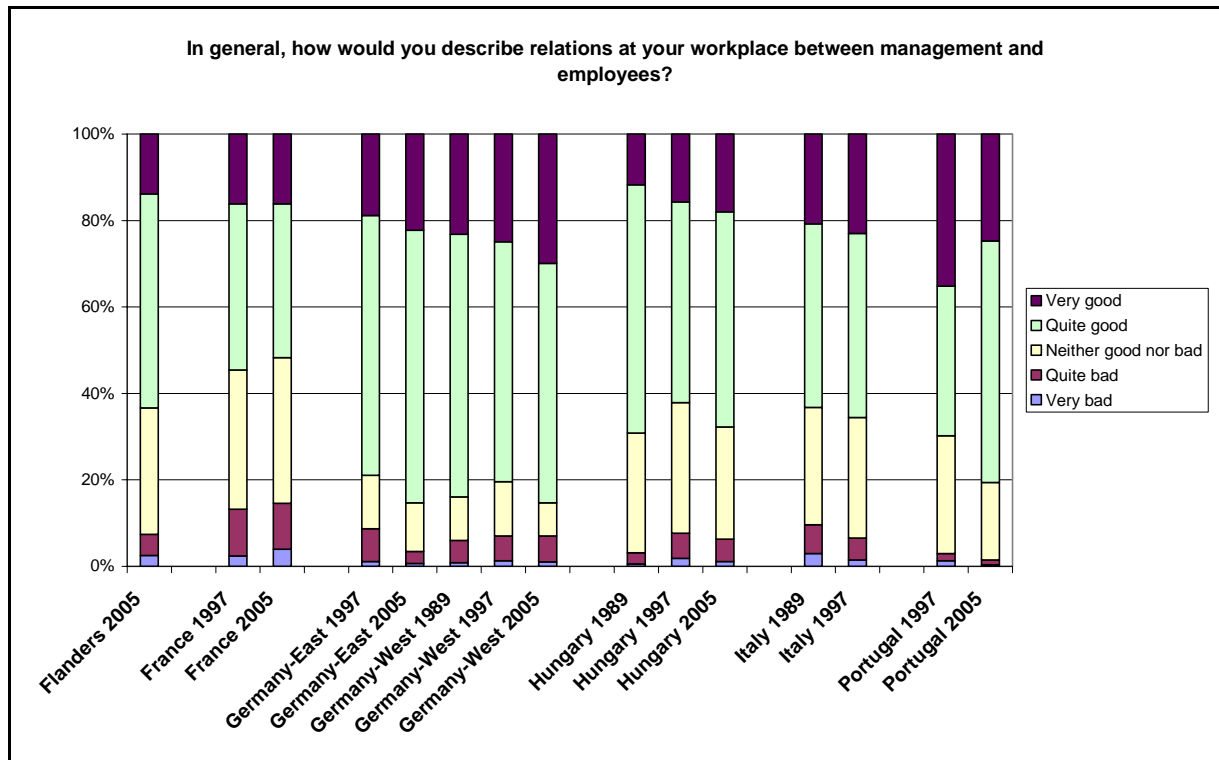
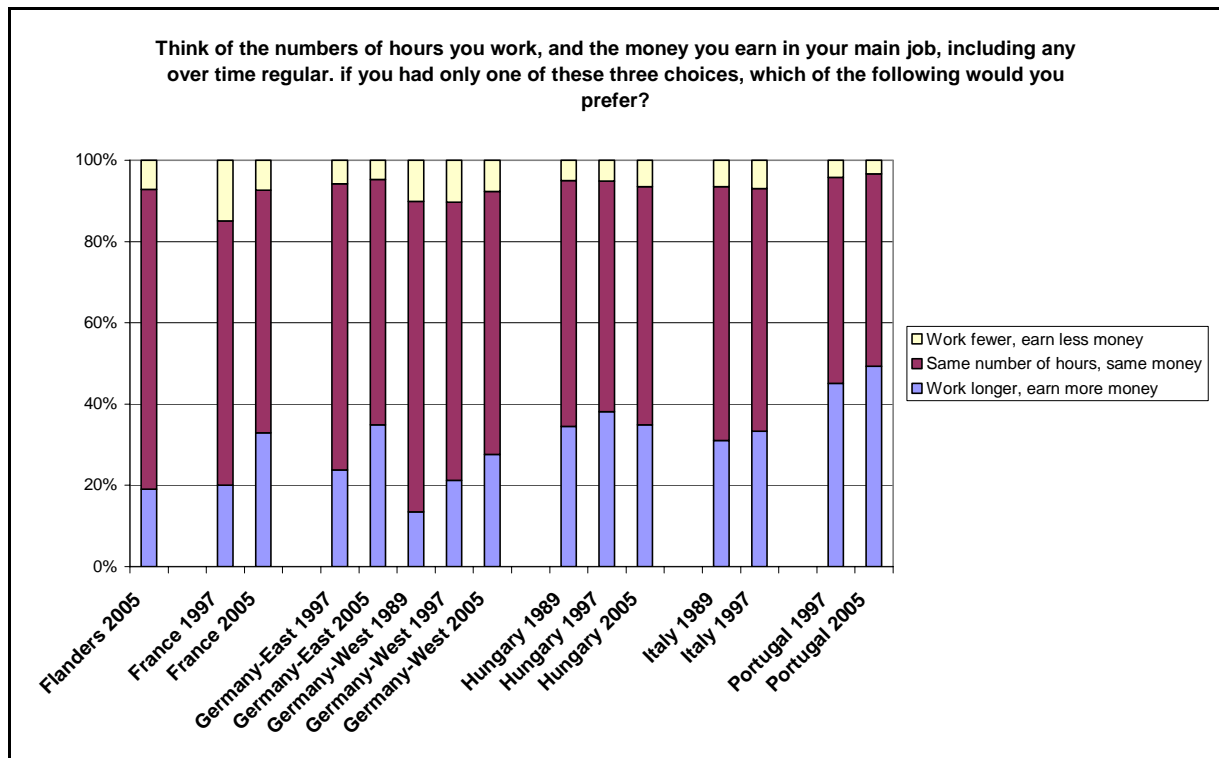


Figure 5



The European Social Survey (ESS)

*Lucie Davoine,
Béatrice Delay,
Dominique Méda*
Centre d'Étude de l'Emploi, Paris

1. Description of the survey

1.1 Brief description of the survey

The European Social Survey is the most recent initiative in the field of international surveys. It is a biennial survey. It covers thirty countries. The questionnaire is constituted of two parts. The first part does not change from round to round. The second one is made up of two or three “rotating modules”. Following call to tender, researchers’ team can propose a rotating module on their research subject. Two or three propositions are selected for each round. The themes of the rotating module have already been selected for the fourth wave. For the fifth round, the next call to tender could be expected in December 2008 and an application due to February 2009. If the SPReW team wants to propose a questionnaire on its subjects, the ESS is the most suitable structure.

1.1.1 Sampling and target groups

The sample should be representative of the whole population. The fieldwork of the first round took place in 2002, the second one in 2004, the third one in 2006. The dataset should be available within six months after the fieldwork.

Sample for each country and each wave

Country	Achieved interviews		
	ESS1 - 2002	ESS2 - 2004	ESS3 - 2006
Austria	2257	2256	
Belgium	1899	1778	1798
Bulgaria			1400
Cyprus			995
Czech Republic	1360	3026	
Denmark	1506	1487	1505
Estonia		1989	1517
Finland	2000	2022	1896
France	1503	1806	1986
Germany	2995	2870	2916
Greece	2566	2406	

Hungary	1685	1498	1518
Iceland		579	
Ireland	2046	2286	
Israel	2499		
Italy	1207	1529	
Luxembourg	1552	1635	
Netherlands	2364	1881	
Norway	2036	1760	1750
Poland	2110	1716	1721
Portugal	1511	2052	2222
Romania			2139
Russian Federation			2437
Slovakia		1512	1766
Slovenia	1519	1442	1476
Spain	1729	1663	1876
Sweden	1999	1948	1927
Switzerland	2040	2141	1804
Turkey		1856	
Ukraine		2031	
United-Kingdom	2052	1897	2394

Source: <http://ess.nsd.uib.no>

1.1.2 Methodology

The questionnaire is administrated through face-to-face interviews that last around an hour: half an hour for the core module and around half an hour for all the rotating modules. Each rotating module is constituted of around fifty questions.

The ESS' rules concerning the translation of questionnaire, the sampling methods and the modes of data collection is stricter than the flexible scheme of the EVS and the ISSP (see Bryson, Jowell, O'Shea, 2001 for further details).

1.2 Type of initiator

The project was initially encouraged by the European Science Foundation. Now, it is still funded by the European Social Foundation, as well as the European Commission and national research agencies. The central funding allows applying high-quality standards for the fieldwork in each country. The project is coordinated by a researchers' team led by Roger Jowell at the Centre for Comparative Social Surveys, City University, in London.

1.3 Objectives, motivation

The core module aims at describing and understanding distribution and change in social and political values, attitudes and behaviours. It also provides the socio-economic variables that can explain the values and behaviours that are tracked in the core and rotating modules. The rotating modules allow an in-depth analysis of specific topics that emerges in the social sciences research. Indeed, the agenda of the other European surveys (the Eurobarometer, the EVS and the ISSP) is already planned. The ESS can help to develop new themes in comparative research. Furthermore, according to the recent statistics standards, the earlier surveys (EVS, ISSP, Eurobarometer) would not be sufficiently rigorous (Bryson, Jowell, O’Shea, 2001). The surveys collected by Eurostat may be more rigorous, but it does not deal with values and attitudes. Catching up these high standards is one of the ESS’ objectives. Thus, the main objective of the ESS is to complement existing surveys and to develop high quality comparative research in the social sciences and to provide comparable data.

1.4 Main issues covered by the survey

The “core” or permanent questionnaire included socio-economics and demographics variables as well as questions about political and social values and participations, well-being, media uses and religious allegiances.

The rotating modules are constituted of two or three part dedicated to a theme proposed y researchers. The themes chosen for round 1 were:

- Citizenship, Involvement and Democracy
- Immigration

For round 2:

- Family, Work and Well-being
- Opinions on Health & Care Seeking
- Economic Morality in Europe: Market Society and Citizenship

For round 3:

- Personal and Social Well-being: creating indicators for a flourishing Europe
- The Timing of life: the organisation of the life course in Europe

For round 4, whose fieldwork will take place between September and December 2008, two teams were selected following a call for Proposals in December 2006, an application due to February 2007 and a selection in May 2008.

- Experiences and Expressions of Ageism
- Welfare attitudes in a changing Europe

1.6 Major results in connection with the topics of SPReW

The rotating module on “Family, Work and Well-being” contains interesting questions about the SPReW topics (see below for more details). Strangely, the team that suggests the questionnaire does not publish any article using the ESS. Some others researchers analyses a

few questions of this topic, but unfortunately their work is not easily available for the moment (see below the list). In a comparative perspective, articles put forward the importance of the national context, using multi-level modelling. Ivan Harsløf (2007) uses this technical tool to analyse the working time attitudes of young people. Control over working-time is less frequently when the young interviewee is temporarily employed and when the national context is characterised by high unemployment rate and temporary contracts in the youth labour markets, as well as a low income replacement for unemployed youth and a lack of spending in active labour markets. In other words, weak welfare institutions and poor economic context can endanger the well-being at work of young people and especially their possibility of controlling their working time. In the same vein, a high unemployment rate increases the feeling of job insecurity (Erlinghagen, 2007).

The part 3 provides some additional analyses of our own on the round 2 of the ESS (see figures below). Regarding SPReW topics, the results of the ESS puts forward the high expectations around working life. Extrinsic facets of work (such as job security or high income) seem very important across Europe. However, there would be more important in Portugal and Hungary than in France, Belgium and Germany. Intrinsic aspects such as autonomy would also be more valued in Portugal. The possibilities of combining work and family are important for a great majority of Europeans. This finding constitutes a major result of the round 2 of the ESS; when asking to rate the importance of the different facets of job, the other surveys (EVS, ISSP) do not provide an item on the opportunities of conciliation between work and other activities. The round of the ESS is the only one to ask explicitly to rank this facet. It appears as the most important just after job security.

The round 3 can also be interesting for SPReW project, but the data was released in September 2007 and the first work and publication using this round are not yet available.

1.6 Sources

Information is available on two websites:

<http://www.europeansocialsurvey.org>

<http://ess.nsd.uib.no>

The data set can be downloaded on these websites. A bibliography is also provided.

Bay, H. (2005), *European Value Map: Generations and Countries*, paper presented at the 1st Congress of the European Association for Survey Research, Barcelona, Spain

Bryson C., Jowell R. and O'Shea R. (2001), for the coordinating team of the ESS, "Comparative Attitudinal Research in Europe", available at: http://naticent02.uuhost.uk.uu.net/methodology/comparative_attitudinal_research.pdf

Bull, T. (2007). *Work-Family Conflict and Care-Career Values: Subjective Well-Being of Employed Lone Mothers in Europe*. MPhil Thesis, Research Centre for Health Promotion, Faculty of Psychology, University of Bergen, Norway.

Bull, T. and Mittelmark, M.B. (2007), *Work-Family Conflict and Care-Career Values: Subjective Well-Being of Employed Lone Mothers in Europe*. Poster presented at the 19th IUHPE World Conference on Health Promotion and Health Education, Vancouver, Canada, 10-15 June 2007

- Erlinghagen M. (2007), “Self-Perceived Job Insecurity and Social Context”, *Discussion Paper DIW Berlin*, n°688, Avril.
- Harsløf, I. (2007). “Changing Youth Labour Markets, Welfare Institutions and Young People's Control over Working Time” *Time & Society* **16** (2-3): 207-230
- Meulemann, H. (2006). “Empowerment at the work place - An Analysis of the measurement instrument use in the European Social Survey.” *European Association for Methodology*. Budapest.
- Polavieja, J. G. (2006). *The Effect of Occupational Sex-Composition on Earnings: Job-Specialisation, Sex-Role Attitudes and the Division of Domestic-Labour in Spain*. Universitat Pompeu Fabra, working paper, 2006-18
- Polavieja, J. G. (2007). *Occupational Sex-Composition and Earnings: Individual and Societal Effects*. Universitat Pompeu Fabra, working paper, 2007-22
- Rubel, T. & Schwartz, S.H (2005), *Sex differences in value priorities: Cross-cultural and multi-method studies*, paper presented at VII International Association for Cross-cultural Psychology Regional Congress.
- Senik, C. (2005), *Ambition and Jealousy: Income Interactions in the “Old” Europe versus the “New” Europe and the United States*, Paris-Jourdan Sciences Economiques Working Paper No 2005-14.
- Wittenkamp, C. (2006). *Work centrality, work hours and cultural values among European nations*. Masters Thesis: Department of Psychology, San Jose State University, San Jose, USA.
- Wittenkamp, C. and Glazer, S. (2007). *Work centrality and values: A 22-European Nation Study*. *5th Biennial Conference of International Academy for Intercultural Research (IAIR)*, Groningen, Netherlands, 9-12 July 2007.

2. Appraisal of the selected initiative

The ESS initiative is particularly interesting for the SPReW project as far as it allows asking innovative questions to thousands of Europeans. Comparing with the EVS for example, one of the major interests is the possibility of mixing quite conceptual questions (how satisfied are you in your job? How important is the security of job?) with more concrete questions (do you feel stress? Do you come back tired after work?). Here is a selection of questions links to the SPReW topics.

In the core questionnaire, there is no question about the relationship to work.

The rotating module on “Family, Work and Well-being” of the second round may be of interest for the SPReW project. Some questions are asked about the sharing up of housework, childcare, the working time. Regarding job, the following questions were asked in this module:

- Please tell me how true each of the following statements is about your current job:
 - *There is a lot of variety in my work*
 - *My job requires that I keep learning new things*
 - *My job is secure*

- *My wage or salary depends on the amount of effort I put into my work*
 - *I can get support and help from my co-workers when needed*
 - *I can decide the time I start and finish work*
 - *My health or safety is at risk because of my work*
- Still thinking about your current job, how much do you agree or disagree with each of the following statements:
- *My job requires that I work very hard*
 - *I never seem to have enough time to get everything done in my job*
 - *My opportunities for advancement are good*
- How many people is your immediate supervisor or boss responsible for?
- Is your immediate supervisor/boss a man or a woman?
- What is the proportion of women at your workplace?
- Thinking about the organisation you work for, how much do you agree or disagree with the following statements?
- *I would turn down another job with higher pay in order to stay with this organisation*
 - *My work is closely supervised*
- How difficult or easy would it be for you to get a similar or better job with another employer if you wanted to?
- In your opinion, how difficult or easy would it be for your employer to replace you if you left?
- How often do you...
- *... keep worrying about work problems when you are not working?*
 - *... feel too tired after work to enjoy the things you would like to do at home?*
 - *... find that your job prevents you from giving the time you want to your partner or family?*
 - *... find that your partner or family gets fed up with the pressure of your job?*
 - *... find it difficult to concentrate on work because of your family responsibilities?*
- For you personally, how important do you think each of the following would be if you were choosing a job?
- *A secure job*
 - *A high income*
 - *A job with good promotion opportunities*
 - *A job that enabled you to use your own initiative*
 - *A job which allowed you to combine work and family responsibilities*
- How many hours a week, if any, would you choose to work, bearing in mind that your earnings would go up or down according to how many hours you work?
- Including any time spent on maternity or parental leave, around how long in total have you spent full-time at home because you were caring your child(ren)?
- Do you think that this has had negative consequences for your occupational career?

- And around how long in total, have you spent in part-time work rather than full-time work because you were caring your child(ren).
- Do you think that this had negative consequences for your occupational career?

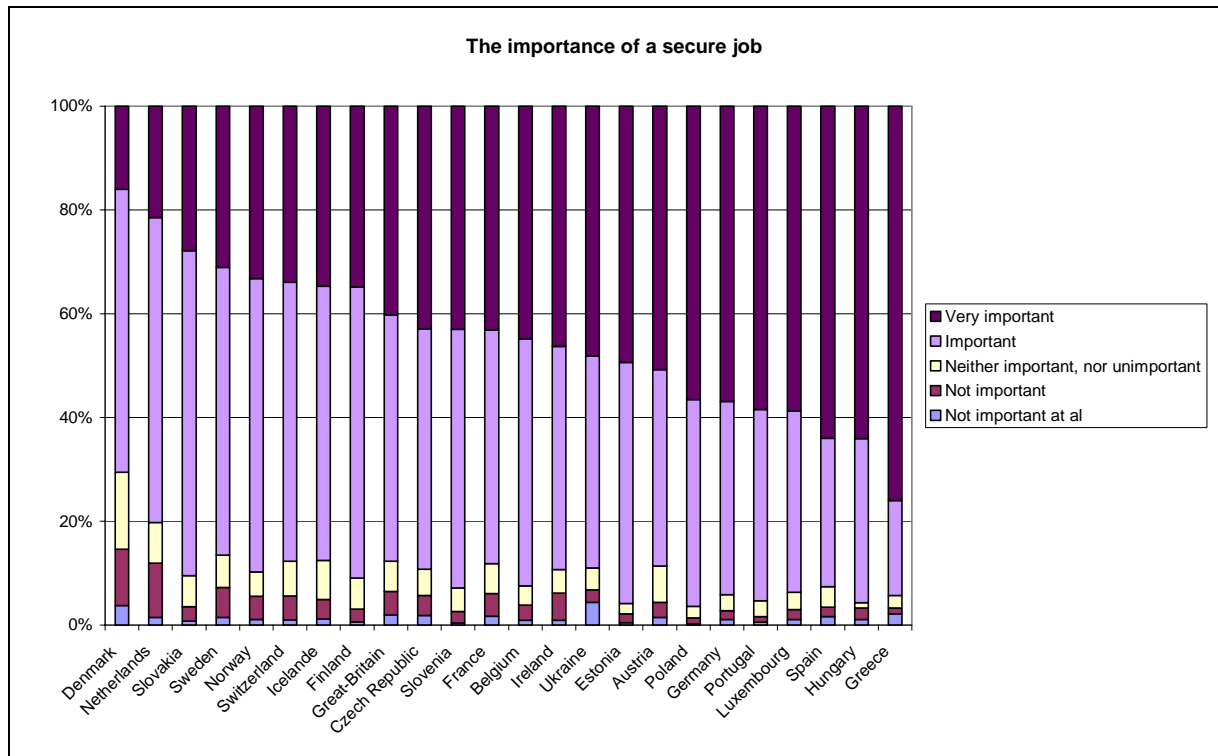
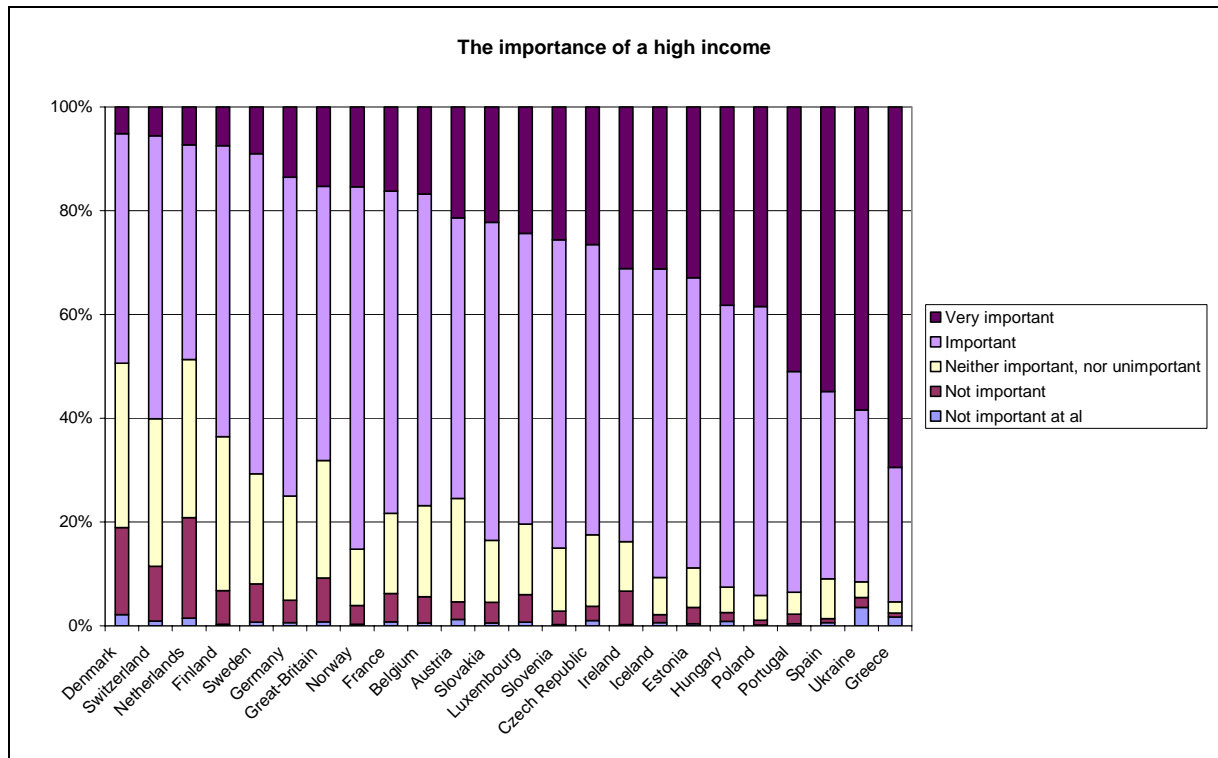
The rotating module about the “timing of life” asks questions about when the interviewee first did different things (working, leaving the parents, marriage, child, etc.). Then some questions are asked about the meaning and perception of the different stage of the life cycle: “adult age”, “middle-age” or “old age”. The interviewee also has to express perceived norms regarding the ideal age to do different things (becoming a mother, stop working, etc.).

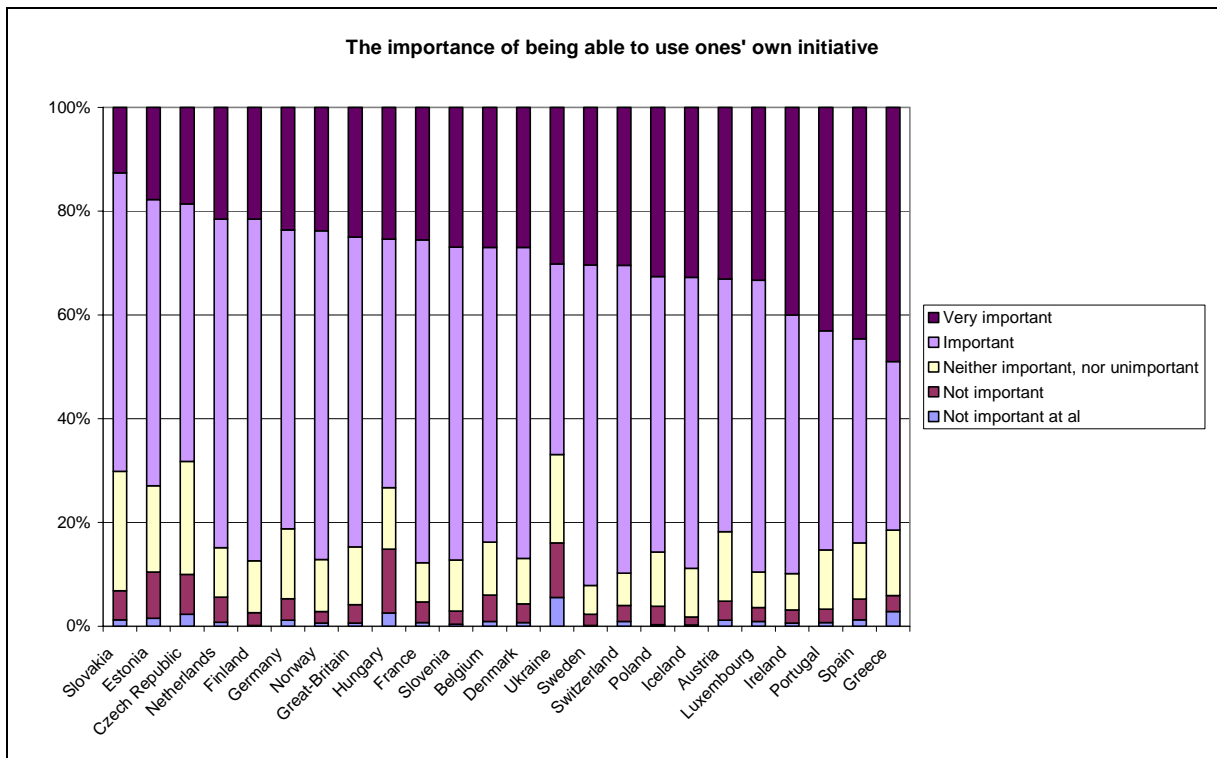
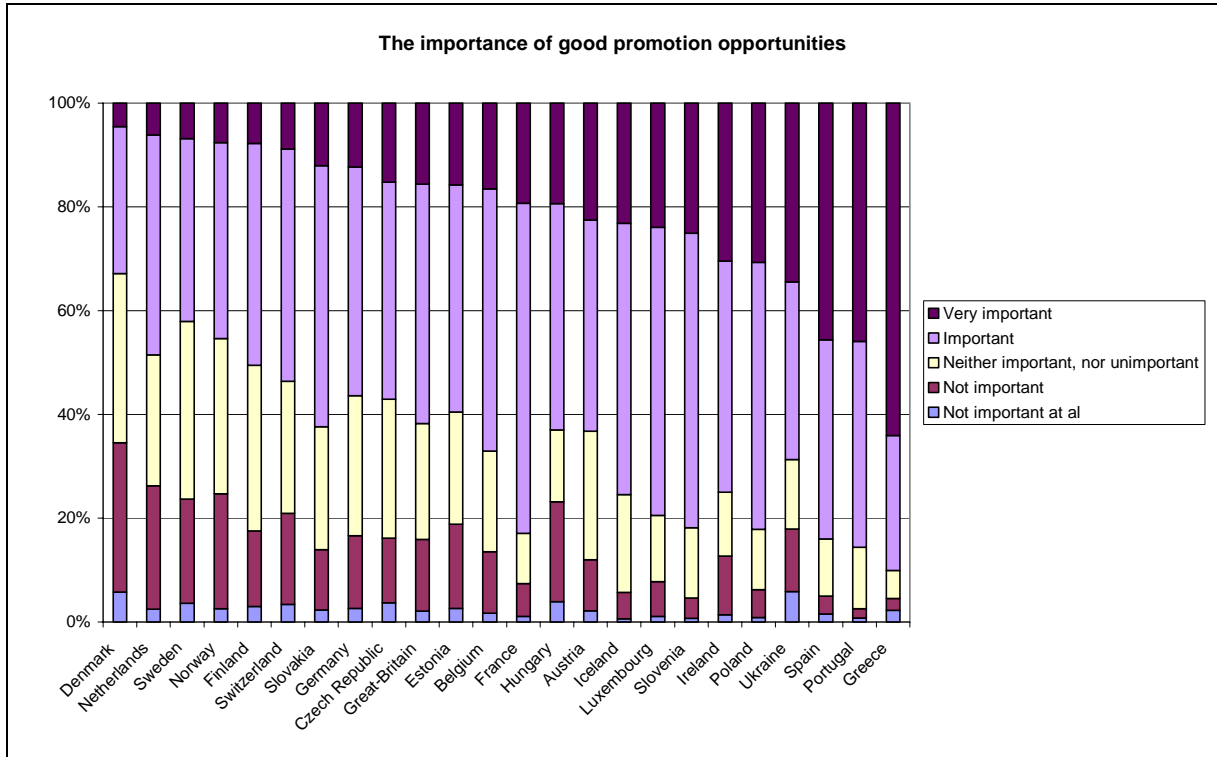
The two modules of the third round may be interesting as well. The rotating module about the “personal and social well-being” aims understanding not only global happiness and life satisfaction, but also satisfaction in different area of life. Working, helping other people and spending time with the family are the main areas explored in this rotating module. Furthermore, it tries to go beyond the measure of “hedonic well-being” in order to look at the “eudaimonic” well-being, that is to say a permanent well-being, based on the feeling of achievement. In the area of work, the following questions are asked:

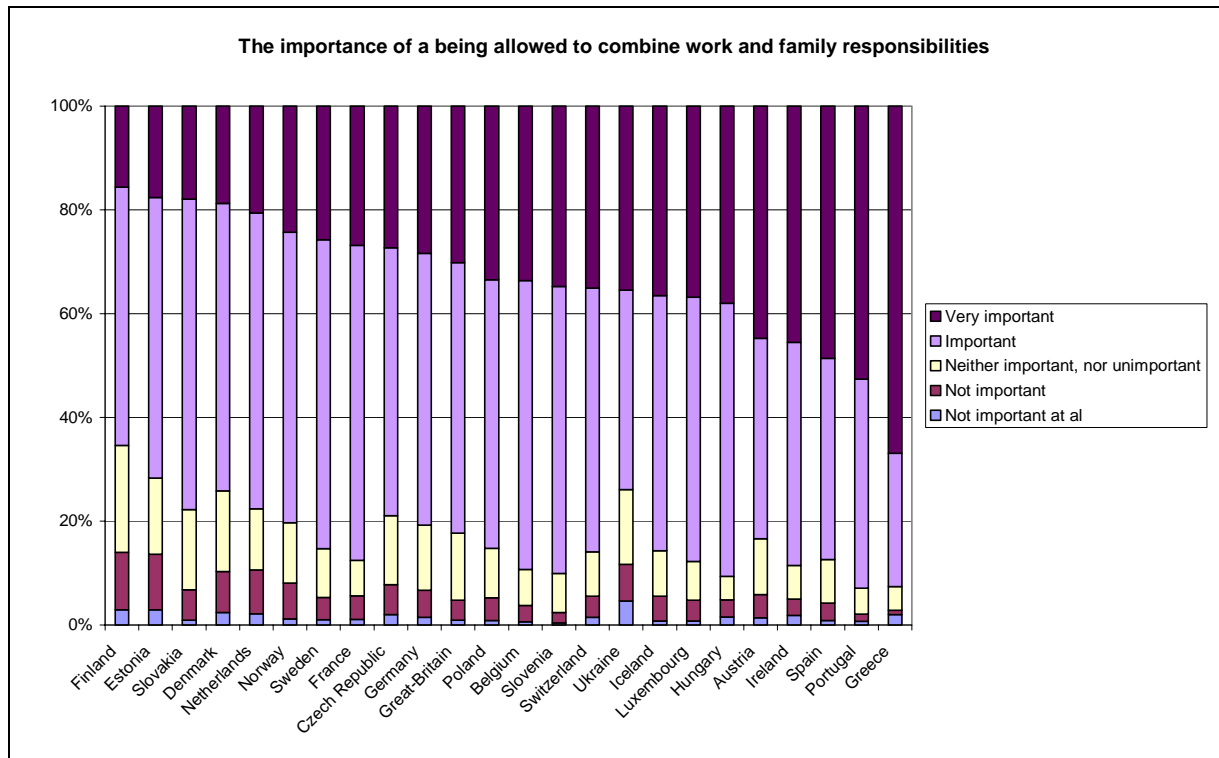
- all things considered, how satisfied are you with your present job?
- How satisfied are you with the balance between the time you spend on your paid work and the time you spend on other aspects of your life?
- How much of the time do you find your job interesting?
- How much of the time do you find your job stressful?
- How likely would you say it is that you will become unemployed in the next 12 months?
- To what extent do you agree or disagree with the following statement? Considering all my efforts and achievements in my job, I feel I get paid appropriately.
- How important is it for you to compare your income with other people’s incomes?
- Whose income would you be most likely to compare your own with?

Even if many questions regarding the SPReW projects have been already asked, there is a room for other questions regarding the relationship to work. The different modules have been focus on specific aspects (link with well-being, or the balance between family and work).

3. Specific additional analysis: some figures







The European Values Survey (EVS)

*Lucie Davoine,
Béatrice Delay,
Dominique Méda*
Centre d'Étude de l'Emploi, Paris

1. Description of the survey

1.1 Brief description of the survey

The European Values Survey (EVS) is one of the oldest international surveys. The first fieldwork was conducted between March and May 1981. The next waves were spaced out of nine years. The next one should be carried in 2008. More and more countries participated in the EVS. Furthermore, the initiative was extended to other continents. This worldwide survey is called the World Values Survey (WVS). The questionnaire is slightly different and there is an interval of few years between the waves of the EVS and of the WVS.

1.1.1 Sampling and target groups

Nationally representative samples from the population of adult citizen over 18 years of age are selected for the three waves. The target of achieved interviewees was around a thousand (except for very small countries).

Samples for each country and wave

Countries	Achieved interviews		
	1981	1990	1999
Austria	-	1460	1522
Belarus	-	1015	1000
Belgium	1348	2792	1912
Bulgaria	-	1034	1000
Croatia	-	-	1000
Czech Republic**	-	(1396)	1908
Denmark	1305	1030	1023
Estonia	-	1008	1005
Finland	1003	588	1038
France	1200	1002	1821
Germany*	1305	2101+1336	2036
Great-Britain	1231	1484	1000
Greece	-	-	1142

Hungary	1464	999	1000
Iceland	927	702	968
Ireland	1217	1000	1012
Northern Ireland	312	304	1000
Italy	1348	2010	2000
Latvia	-	903	1013
Lithuania	-	1000	1018
Luxembourg	-	-	1211
Malta	-	-	1002
Netherlands	1221	1017	1003
Norway	1246	1239	-
Poland	-	938	1095
Portugal	-	1185	1000
Romania	-	1103	1146
Russia	-	1961	2500
Slovakia**	-	(1396)	1331
Slovenia	-	1035	1006
Spain	2303	4147	1200
Sweden	954	1047	1015
Switzerland	-	1400	-
Ukraine	-	-	1195
Turkey	-	1030	1206
*In Germany, the survey was carried in the West in 1981, in the West and then in the East in 1990 (with two different samples) and with a common sample in 1999.			
**En 1990, a common survey was carried in Czechoslovakia.			

Source : Bréchon, 2002

1.1.2 Methodology

The EVS is one of the most ancient international surveys, with the same questionnaire for each country. Some in-depth discussions, group discussions or pilot questionnaires were carried in several countries, in order to build and test a preliminary version of the questionnaire. The final questionnaire is produced in English, and then translated in the other languages. It is administrated by national poll survey agencies (such as Gallup, or Ifop), through face-to-face interviews. A majority of questions remains in each wave in order to analyse the values changes during a decade, but some new questions appears in order to deal with new issues.

Random sampling or quota sampling is applied. The samples are weight to correct for age and gender.

1.2 Type of initiator

The 1981 survey was an initiative of Jan Kerkhofs from the Catholic University of Leuven and Ruud de Moor from Tilburg University. They brought together researchers in the European Value Systems Study Group Foundation, located in Amsterdam. In the nineties, the secretariat of the Foundation moved to WORC in Tilburg. Most national teams are constituted of scholars. Each national team is responsible for raising funds and controlling the national fieldwork.

The European Value Survey has been extended to the other continents on the initiative of Ronald Inglehart.

1.3 Objectives, motivation

The EVS allows analysing the dynamics of values in Europe in the main domains of life (politics, religion, work, marriage, etc.). It provides knowledge and the policy-oriented exploitation of the EVS are rather rare.

1.4 Main issues covered by the survey

The questionnaire covers the broad domains of life: religion and morality, politics, work and leisure, primary relations. It also provides basic information about the occupational status and the income of the household.

1.5 Major results in connection with the topics of SPReW

The questions regarding work have been analysed by researchers participating in the EVS coordinated team. The theoretical framework relies essentially on Maslow ideas and Inglehart comparative work (see, Inglehart, 1990 for exemple). According to them, the post-materialist values are spreading around the world when the societies become richer. In the area of work, the intrinsic facets of job (such as personal development) would become more important as soon as the needs of a secure job and wages are fulfilled. Furthermore, the post-materialist values would be more frequent among the young generation, which has grown in a richer and more secure world. The empirical analyses of the EVS aim to test this theoretical framework.

Regarding the different facets of work, younger people declared more frequently that intrinsic aspects and personal developments are important, but they also declared more frequently that extrinsic aspects (such as pay) are important (Tchernia, 2005, De Witte, Halman, & Gelissen, 2004). These results are partly due to the wording and structure of the EVS question that do not require explicitly to rank the facets that are important, or to choose the two or three more important: all facets can be said as important. Indeed young people choose to declare as important more facets than the other generations. These results are partially disappointing for the advocates of the post-modernisation theory according to which the younger generation would rank highly intrinsic and self-realisation values and badly the materialistic values of the industrial area.

Job characteristics and prospects may explain these results: transition from school to work is not so easy in many European countries, and younger workers do not enjoy a decent wage and a secure job at the beginning of their career. That's why they emphasise good pay and job security (De Witte et al., 2004). On the contrary, older people move to jobs with more

desirable characteristics, higher wages and job security. As a consequence, they do not worry for job security.

The three waves of the EVS (1980, 1990, 1999) have been used to analyse the values' change and to disentangle the cohort and age effects. Only one article analyses the three waves of EVS adopting clearly an intergenerational perspective. Ester and his colleagues (2006) distinguished three generations using the three waves of the EVS and excluding the former Communist countries: the *war generation*, which grew up during the World War II, the *baby boom generation* and the *baby bust generation*, which grew after the economic crisis of the 70's. They build an index of extrinsic values (characterised by a high importance of wages, job security, good time schedule and low stress) and of intrinsic values (characterised by the importance the interest of work, the autonomy, the possibility of realising something and using one's own skills). The importance of intrinsic facets increases at the end of the XXth century in France, Belgium, Italy and the Netherlands. In almost every country studied, the baby bust generation attaches more importance to both intrinsic and extrinsic aspects of job.

The question of the importance of the different facets of job has been greatly analysed. However, the questions about the importance of work in life and the ethic of work are less exploited. The part 3 (see below) provides some additional results on these questions, mainly in a comparative perspective. The figures displayed in part 3 allow a first analysis of differences among countries regarding the importance of work and the job orientations. Work is important in life for a great majority of the European population (see figure 1). The heterogeneity between countries appears as soon as we distinguished those for whom work is "important" and those for whom work is "very important". Work is "very important" in Belgium and France (for around 70% of the population) whereas German people are less reluctant to declare that work is "very important". Hungary, Portugal and Italy stand in an intermediary position. However, a greater proportion of the French and Belgian population thinks that decreasing work importance is a good thing (see figure 2). In the same vein, French and Belgian populations agree more frequently the idea according to which "people don't have to work if they don't want". Work is not considered as a duty towards the society and its importance has been exaggerated. Besides, in Portugal, France and Belgium, around fifty percent of the population declared that work should not come always first and to the detriment of free time (see figure 4). On this question, the contrast with Hungarian answers is striking. In Hungary, 80% of the interviewees agree the opinion according to which "work comes always first, even if it means less free time".

On these subjects, differences among ages exist. Compared to seniors, young people and the intermediary generation declare less frequently that work is "very important" and more frequently that decreasing work importance is a good thing (Davoine, 2007 and Tchernia, 2005). Age patterns appear as well when raising the question of the relative importance of work compared to other spheres of life. In many countries, young Europeans between 18 and 29 years old declare less frequently that work should be a priority, even if it means less free time. In other words, young people would not contest the importance of work, but its centrality in life. To sum up these results, work centrality would be more questioned among recent generations.

1.6 Sources

Information is available on the website: <http://www.europeanvalues.nl>

The data set can be downloaded on this website.

Bréchon P. (2002), « Les grandes enquêtes internationales (Eurobaromètres, Valeurs, ISSP): apports et limites », *L'Année sociologique*, vol.52, n°1, pp.105-130.

Davoine L. (2007), *La qualité de l'emploi: une perspective européenne*, PhD thesis, November, University Paris 1 Panthéon-Sorbonne.

De Witte, H., Halman, L., & Gelissen, J. (2004), « European work orientations at the end of the twentieth century ». In W. Arts & L. Halman (Eds.), *European Values at the Turn of the Millennium* (Vol. 7). Leiden, Netherlands: Brill.

Ester P., Braun M. & Vinken H. (2006), « Eroding Work Values? ». in P. Ester & M. Braun & P. Mohler (Eds.), *Globalization, Value Change and Generations. A Cross-National and Intergenerational Perspective* (pp. 89-113). Leiden, Boston: Brill Academic Publishers.

Inglehart R. (1990), *Culture Shift in Advanced Industrial Society*. Princeton: Princeton University Press.

Hui M. K., Au K. & Fock H. (2004), « Empowerment effects across cultures », *Journal of International Business Studies*, vol.35, pp.46-60.

Riffault, H., & Tchernia, J.-F. (2002), « Les Européens et le travail: un rapport plus personnel », *Futuribles*, n°277, Juillet-Août.

Tchernia, J.-F. (2005), « Les jeunes Européens, leur rapport au travail ». In O. Galland & B. Roudet (Eds.), *Les jeunes Européens et leurs valeurs: Europe occidentale, Europe centrale et orientale*. Paris: Injep, La Découverte.

Voicu M. (2004), « Work and family life in Europe: Value patterns and policy making ». in W. Arts & L. Halman (Eds.), *European Values at the Turn of the Millennium* (Vol. 7). Leiden, Netherlands: Brill.

2. Appraisal of the selected initiative

Several sets of questions are very relevant for the purposes of SPReW

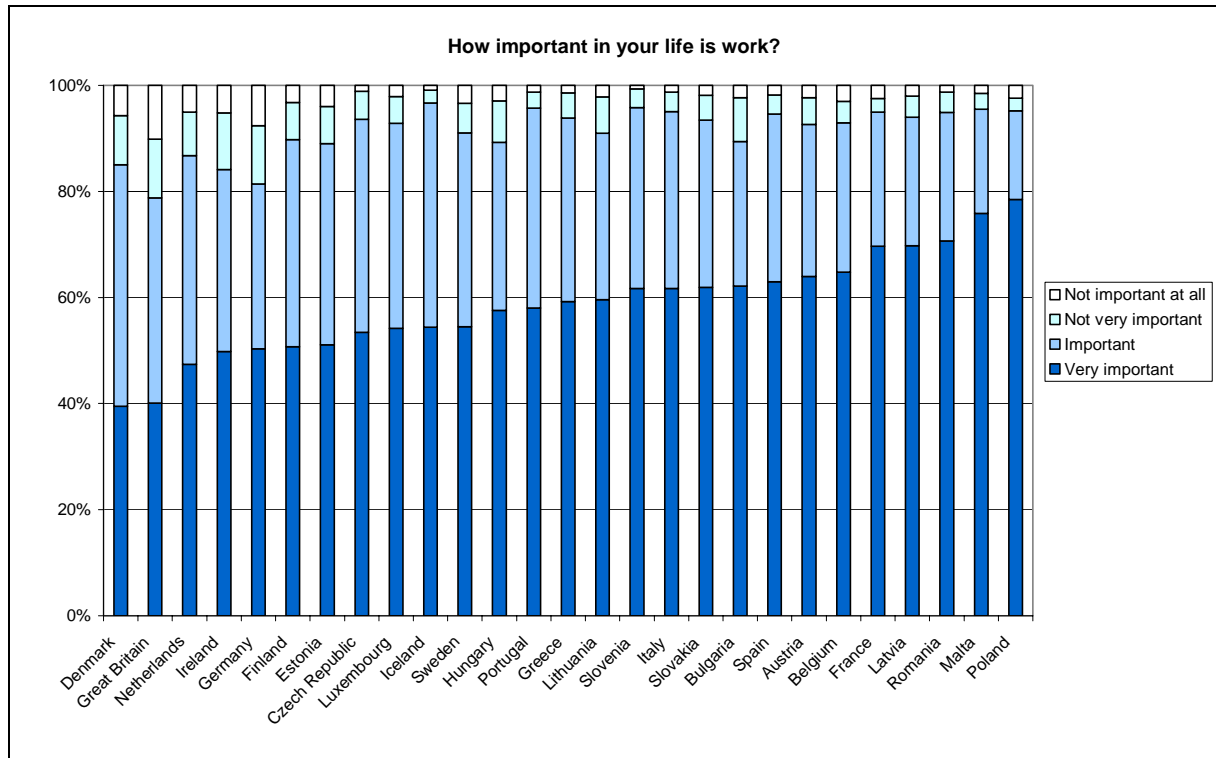
- How important in your life is
 - *Work*
 - *Family*
 - *Leisure*
 - *Politics religion*
- Here are some aspects of work that people say are important. Please look at them and tell which ones you personally
 - *good pay*
 - *pleasant people*
 - *not too much pressure*

- *job security*
 - *chances for promotion*
 - *respected job*
 - *good hours*
 - *use initiative*
 - *useful for society*
 - *generous holidays*
 - *meeting people*
 - *achieving something*
 - *responsible job*
 - *interesting job*
 - *meeting abilities*
 - *none of these*
- Overall, how satisfied or dissatisfied are you with your job?
 - How free are you to make decisions in your job?
 - How satisfied or dissatisfied are you with your job security?
 - Do you agree or disagree the following statements?
 - *To fully develop your talents, you need to have a job*
 - *It is humiliating to receive money without having to work for it*
 - *People who don't work turn lazy*
 - *Work is a duty towards society*
 - *People should not have to work if they don't want to*
 - *Work should always come first, even if it means less spare time*
 - Imagine two secretaries, of the same age, doing practically the same job. One finds out that the other earns £30 a week more than she does. The better paid secretary, however, is quicker, more efficient and more reliable at her job. In your opinion, is it fair or not fair that one secretary is paid more than the other?
 - People have different ideas about following instruction at work. Some say that one should follow instructions of one's superiors even when one does not fully agree with them. Others say that one should follow one's superior's instructions only when one is convinced that they are right. Which of these two opinions do you agree?

The merit of the survey is first to provide a long list of characteristics of the job, whereas the other surveys provide a shorter list. More fundamentally, it allows comparing work values and values on other spheres of life. However, this possibility is not so exploited among scholars. Several drawbacks should also be noticed. The EVS does not allow comparing work values and job concrete situations regarding working conditions, wages and type of contracts for example.

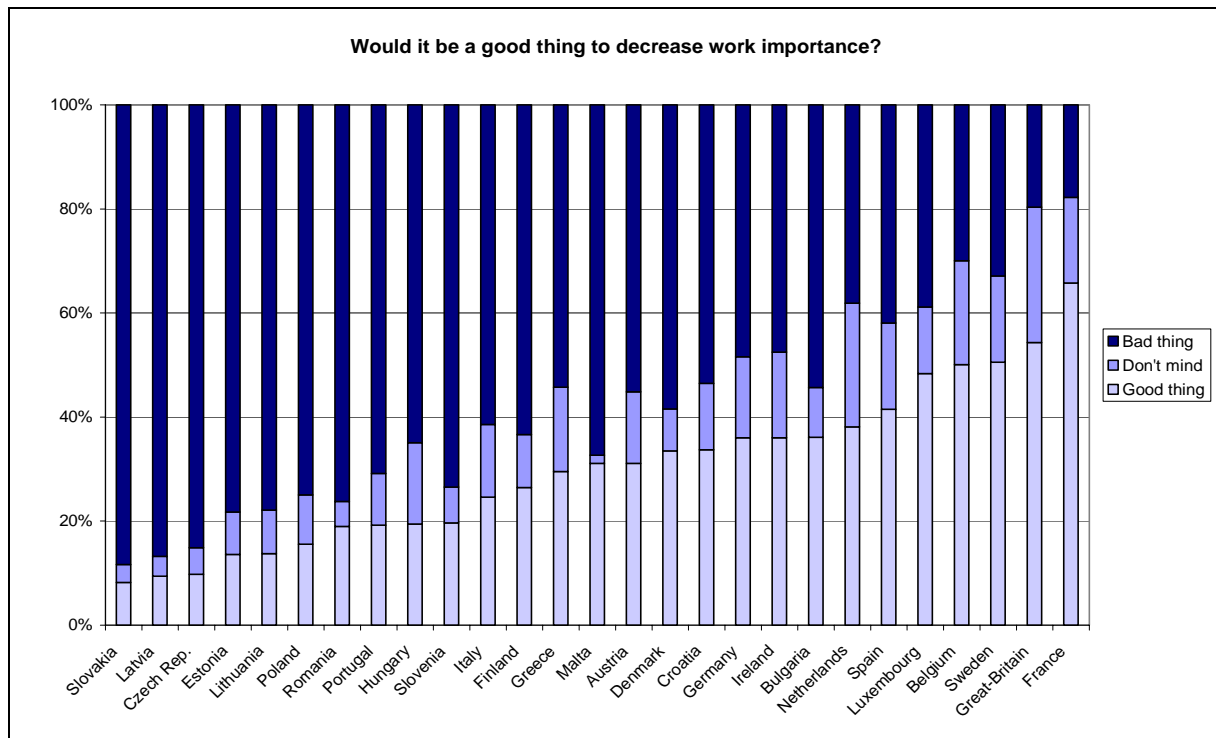
3. Specific additional analysis: some figures

Figure 1



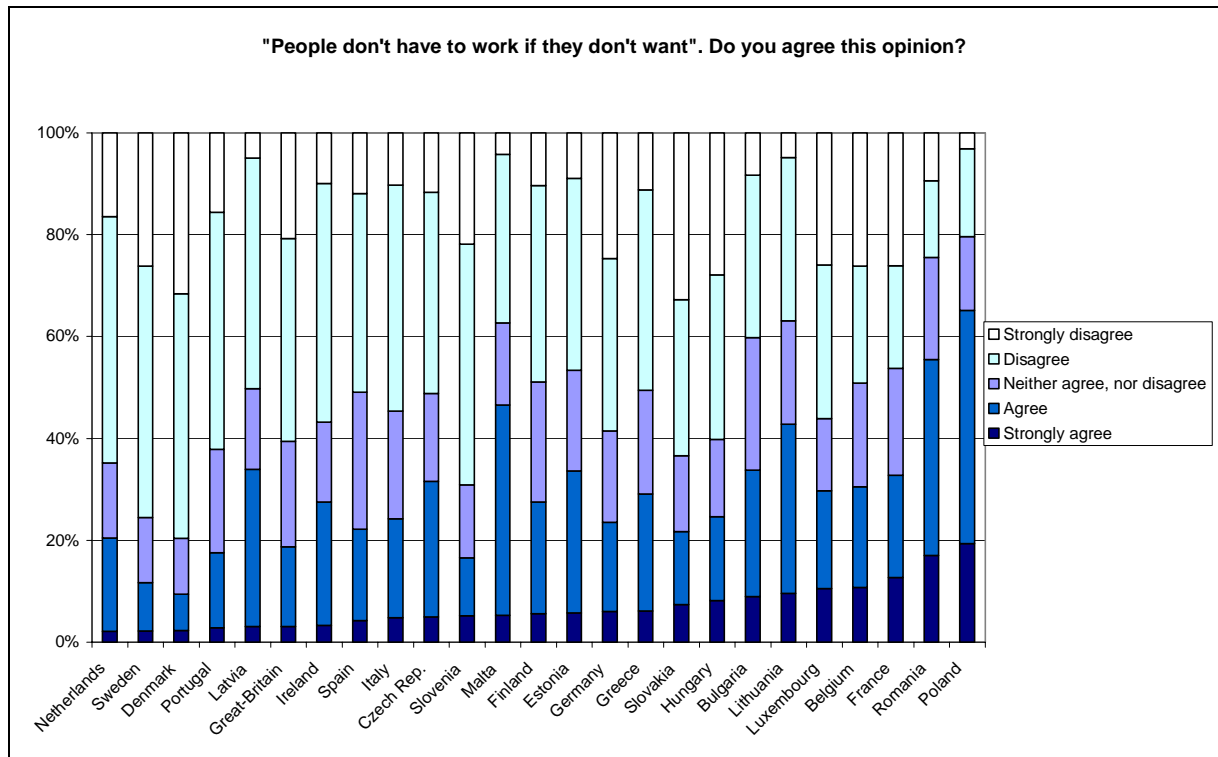
Source : EVS 1999

Figure 2



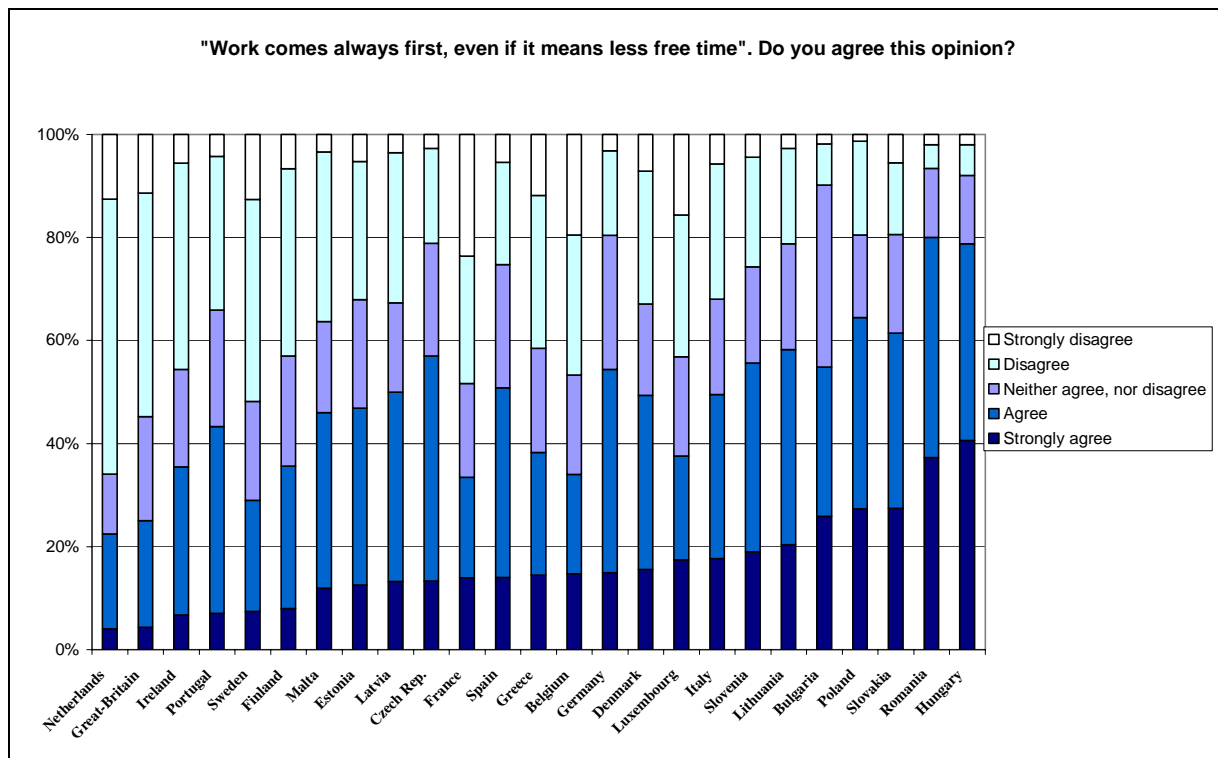
Source : EVS 1999

Figure 3



Source : EVS 1999

Figure 4



Source : EVS 1999

Part 4: Transversal overview

Overview of the surveys results regarding the SPReW issues

*Patricia Vendramin*³⁶
Fondation Travail-Université, Namur

Introduction

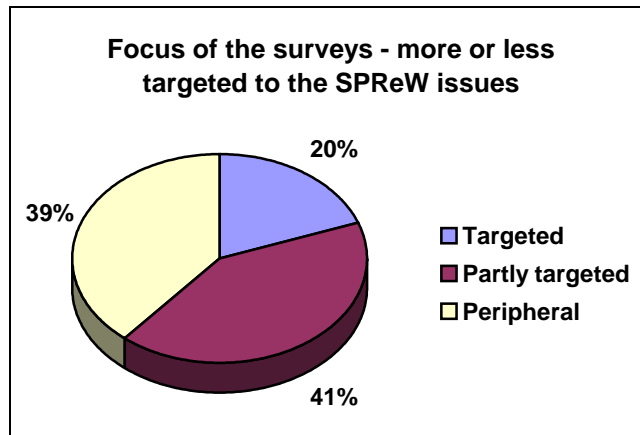
An overview of this large inventory of quantitative surveys shows interesting results giving complementary standpoints to the results of the qualitative approach (workpackage 3). However, all the conclusions of the surveys are not always convergent. Moreover, some issues, developed in the qualitative approach are not frequently addressed in quantitative surveys, for example the trajectories perspective and a comprehensive perspective on gender and relation to work. This synthesis gathers results that consist in interesting additional inputs as regards the SPReW concerns. A first section proposes a brief characterisation of the inventory. A second section summarises some interesting results picked up in all surveys; they are organised around five topics: the dominance of expressive orientations but without a significant role of age; complexity of integration and dualisation; relation between generations; gender inequalities and gender roles; trajectory and life course. A third section provides some guidelines for future quantitative approaches. It starts with a summary appraisal of existing international survey schemes. Afterwards, it points out some targeted inputs from specific surveys, relevant for the SPReW perspective. Finally, it suggests some important issues, not really covered by exiting surveys, that should be fruitfully integrated into future quantitative approaches.

1. Characteristics of the surveys inventory

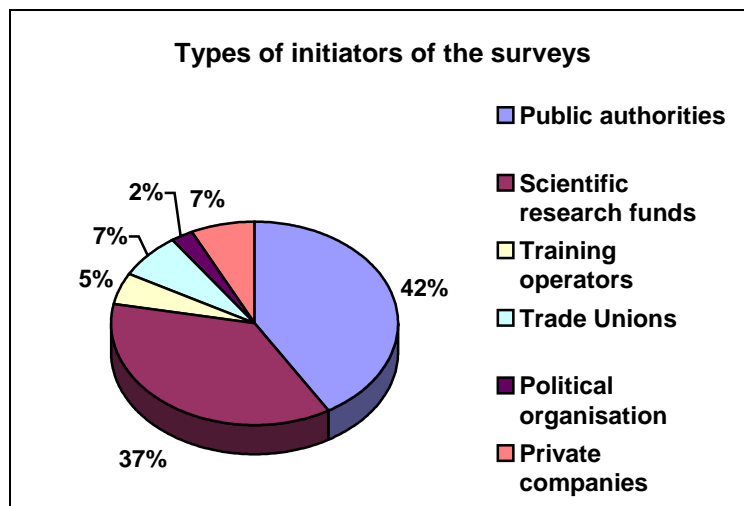
Before entering into a transversal approach of the results of the surveys, it is interesting to look at the characteristics of the inventory. A total of 31 surveys have been inventoried. We have classified them according to different criteria: the level of relevance of the survey (more or less targeted to the SPReW concerns); the type of initiator and the periodicity. Despite the fact that the inventory had no exhaustive ambition, such classification gives us some interesting feedback on the quantitative approach of the issues covered by the SPReW project.

First of all, we see that among the 31 surveys: 8 are really targeted to the SPReW topics, these are mainly the surveys linked to ISSP, EVS and ESS; 17 are partially targeted, either restricted to one age group or limited to a specific issue; 16 are peripheral, this means that they are targeted to order issues but nevertheless they include some useful information for SPReW.

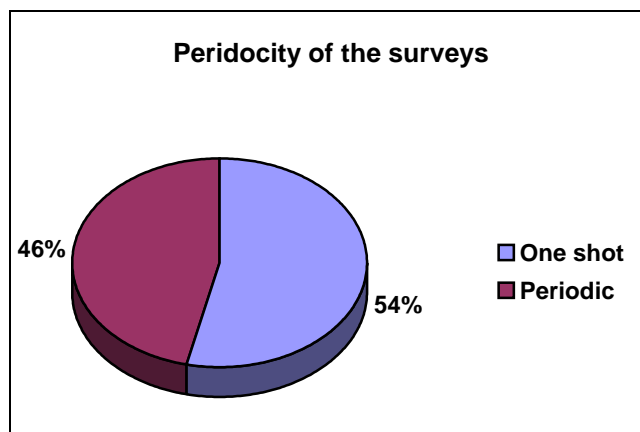
36. This section is based on all the national contributions. The overview gathers contributions of all partners involved in workpackage 4 (see authors page 11).



The main initiators of the surveys are on the one hand, public authorities (17) and on the other hand, diverse funds for scientific research (15). We have also 3 initiatives from trade unions, 3 from private companies, 2 from training operators and 1 from a political organisation.



Among the 31 surveys, 22 are “one shot” surveys, without periodical dimension, and 19 have a periodicity. These latter give useful data on the dynamic dimension of work situations. They are useful for a specific focus on trajectories that seems really important in the SPReW perspective.



It is also interesting to notice that the more targeted surveys are initiated through scientific research funds and that most of the surveys initiated by public authorities are classified in the peripheral and partly targeted categories.

We can move now to the transversal overview of results, looking at interesting additional information taking into account the results of the qualitative approach in workpackage 3.

2. Selection of relevant results in the surveys inventory

2.1 *The dominance of expressive orientations but without a significant role of age*

Quite all the analysed quantitative surveys demonstrate the dominance of expressive orientations towards work. Most of the surveys, not all, also make obvious that age is not a significant and discriminating variable in the analysis of the relation to work.

In Germany, the value system of the youth shows overall a positive and stable direction (15th Shell youth survey, 2006). Close social orientation like friendship and family are still very popular for both genders but is accompanied by an **increased pursuit of personal independence**. Independence belongs to a nexus of adolescent values targeting individual development. Compared to 2002, in 2006 an increasing number of young people stated fear of losing their job and fear of the economic future. Strong orientation to trust and contact in the framework of personal relations can be interpreted as counter draft to the labour market, which is shaped by competition and social fear.

The research study by Anna Brake has great relevance for the SPReW project, because it deals with several questions, which are also focused at SPReW. The central question about the ambition of adolescents, which has been negatively discussed in many European countries for the last decades, is answered positively. However, most adolescents believe there are more important things in life than work. Furthermore a bigger demand for “meaning, fun and creation”, which contains an explicit change of the work orientation and supports the **dominance of expressive work orientations**.

Still in Germany, the ISSP questionnaire on Work Orientation III included questions about the respondent’s attitude towards professional life. It appears that **work orientations are only little influenced by age and generational affiliation. However, great differences can be seen between the sexes**. The expressive orientations are dominant for men and women.

In Italy, in general, employed people are satisfied of their own work (AlmaLaurea, Iard, Isfol, Ires, Left Democrats). **Different accounts of the role of age** emerge from the surveys, one of them (Isfol) suggests a higher level of satisfaction among the younger workers, another (Left Democrats) from the older ones. Surprisingly, we can notice in one survey (Left Democrats) a higher satisfaction of the younger workers with temporary contracts than those performing a permanent contract. For young people, the most important aspects on work are the self-fulfilment and relational one rather than the career.

A different vision appears if we consider people looking at the future that is connoted by a diffuse insecurity for all the workers, especially for the younger. Finally, an interesting

outcomes from the Iard survey suggests a favour of the young people for a larger use of temporary work.

The Italian surveys demonstrate **identical results** with the qualitative approach conducted in WP3. Self-fulfilment and meaningful jobs are young people expectations (Iard). Lower perception of precariousness and higher satisfaction of their jobs, even if unstable, by younger people (Left democrats survey). They also come to **opposite results** with WP3. A secondary role of the variable “qualification”, related to young workers, in influencing job satisfaction is not confirmed by the surveys. By contrast, professionals and managers emerge from the surveys as the most satisfied and blue-collars as the least satisfied (Left democrats).

In Belgium, the surveys confirm the **centrality of work in life courses and personal projects for all generations**. It is clearly a factor that favours social integration, but also an important area for self-fulfilment. However, as observed in WP3, other fields are also considered as important: leisure, family and friends. In this perspective, the main fears expressed by the students (DREAM survey) are: to have no private life (37.2%), to be jobless (24.7%) and not to be at the level of the task (23%). On the contrary, only 12% are uneasy about not being recognised in their work.

The authors of the Flemish report SCV-Survey 2005 (ISSP) identified important aspects of work, which enables to describe different types of relations to work. On a general basis, they assessed that all respondents highly appreciate both “extrinsic” (instrumental relation to work) and “intrinsic” factors (expressive relation to work) related to work. They also confirm that, if there are some differences observed amongst the respondents, **age is not a significant and discriminating variable in the analysis of the type of relation to work**. In the same perspective, the TOR survey, in Belgium, identifies four clusters that define four type of relation to work among the young people. Those clusters are quite similar to the four types identified in the qualitative approach for all groups of age.

Even though the labour market situation **in East-Germany** is much more critical than **in West-Germany**, subject centred occupational standards are measured almost on the same level in both regions (ALLBUS 2000). **The desire for an interesting position takes on first place in both regions** (77%). Independent work was even judged a bit higher in East-Germany (75%) than in West-Germany (72%). The third place for East-German employees is a higher income. A significant difference comparing West-Germany can be discovered: East (51%), West (32%). The big significance for income in East-Germany was identified as a risk minimising strategy, after discontinuance of the guaranteed income in the GDR. The following priority is the chance for advancement and on the last place the occupational demands, orientated at the support “of others”; e.g. ,a position, that enables you to help others’ (East: 48%; West: 40%) und “a position with use for society” (East: 41%, West: 40%). Further examinations, parallel to reports for West-Germany, have shown that subject centred occupational standards increase with the level of education of the respondents. East-German respondents with a lower level of education have greater priorities for the other aspects. Other surveys often identified good relations at the workplace as a motivation for women and employees over 50.

The “Turning points in life course (TPL)” study **in Hungary** found that the majority of working older people worked for money. **The proportion of people aged 46 or more who plan to work beyond retirement age is low and they are mostly motivated by financial reasons and much less by the appeal of work they carry out**. The vast majority of people

over 46 planned early retirement because of feeling tired, wanting more time for the family, deteriorating health, finding way out of unemployment, and the desire to have more free time. None of the answers suggests that the majority of older respondents consider self-realisation as an aspect of work. The results of the groups interviews in Hungary corresponded to the TPL findings: people did not see many opportunities for older people and either viewed older women who are, and who should be, caring about the family only and maybe do work around the house. That is what they do, according to the TPL survey, which found that older people spend much less time on breadwinning activities but care for the family and help with looking after children, as the definition of work for them is very likely to be different from having a paid job: they are more concerned about helping their families and growing some produce in their garden, which can also be part of the support provided for the younger generations. The findings from the focus groups, however, suggest a sharp distinction between the sexes in this regard: older women are the ones who embody traditional values, calmness and a good balance between household work, while older men represent struggle and frustration who have burnt out by the time they grew old or who may still want to continue career, which is not acceptable in the Hungarian value system.

In France, According to the European Values Survey, most of **French people consider work as “very important”**. The national surveys allow qualifying this result, by comparing the importance of work and the importance of other spheres. Work appears as “quite important but less important than other things (family, private or social life...)” for two thirds of the French population. **Besides, a great majority choose the family as the most important thing in order to be happy and to say who they are.** Work comes far behind the family according to the surveys “Histoire de vie –construction des identités” and “Travail et mode de vie”. Very few people declare that “work is more important than everything else” or “unimportant” according to the surveys “Histoire de vie- construction des identités” and according to the IPSOS survey. In other words, the investment at work is not exclusive.

According to the French part of international surveys, **people value the intrinsic facets of job** (work interest, autonomy) **as well as the extrinsic facets of job** (security and wages). French people distinguish themselves by higher expectations regarding the intrinsic interest of work and the possibility of self-fulfilling through work. Beyond intrinsic and extrinsic facets of job, other dimensions of job quality are valued by workers. People in France and in Europe also express high expectation for the quality of social relations at work and the reconciliation between work and family life. Regarding these two additional dimensions, French people are more dissatisfied than other Europeans. According to the survey “Histoire de vie-construction des identités”, half of the parents find the conciliation difficult when they have children below 11 years old.

The national surveys and the French part of international surveys (ISSP, EVS and ESS) bring convergent results about the differences between ages group. When they have a job, young people attach a higher value to the intrinsic and social dimensions of work: 45% estimate the interest and the contents of work as “essential” (compared to 35% among seniors), as well as the quality of the relation with the hierarchy (41% compared to 34% among seniors) and with colleagues (50% compared to 43% among seniors), according to IPSOS survey. Furthermore, the young people have higher expectations regarding the recognition of skills used at work. The recognition is a necessary criterion for 52% of the young people (compared to only 36% of the seniors). When taking into account the difference of the structure of the population by age groups (in particular the difference in the education level), it appears that young people attach the same value to the interest of work as older people with the same level of education.

On the contrary, everything being equal, the young people distinguish themselves by higher expectations for the social dimension of work.

In Belgium, the surveys confirm observations made in the qualitative approach. Firstly, they refute the hypothesis that the new culture of the youth gives little importance to the ethics of work. On the contrary, they confirm that **work remains an important value and that the youth continue to give a high importance to work**. Some surveys (mainly in the Flemish part) even stress that the ethics of work is rather rigid and traditional among the 18-36 generation in comparison with the other age groups: “work can be fun and if you want to realise something in your life, you must work”. Secondly, **young people are realistic** concerning the fact that they have to work to earn money and to encounter material needs. Even young students consider important to make some sacrifices: reduction of the holiday time and of the time allowed to hobbies, for example. However, as observed in other age groups, they are not ready to sacrifice their family life, their couple and their social life. Thirdly, the survey about Social Cohesion in the Walloon Region confirms that **young people are more often confronted to precariousness factors**: objective and subjective poverty; unemployment and unsecured jobs; psychological difficulties (mainly young women). However, as observed in the interviews, they are also quite confident regarding their professional future even if there are differences regarding gender and educational background: young men are more confident than young women; students with general qualifications are more worried than students with technical qualifications; there is a higher fear of job loss amongst lower educational levels. Fourthly, the majority of the young people consider as **essential to have a pleasant job** giving some possibilities to earn money. Personal development and autonomy are also considered as important components of the relation to work. **Personal development is highly valued in all career models**. As a consequence, the **young people are also less loyal to their organisation** and nearly 30% of respondents aged between 18 and 24 years old considers probable that he/she will look for another job in the year to come (against 8% of the respondents older than 55).

In France, the survey “Histoire de vie- construction des identités”, work is more frequently quoted as an element of the identity by managers and intellectual professions than by the other social categories and in particular blue collar and unskilled employees. The probability of declaring that “work is less important than other things” is higher among blue collars and clerks. According to the four surveys described in the French report, job satisfaction is higher among self-employed workers, managers or workers in the public sector and people in the wealthiest decile. Thus, the satisfaction is linked to the opportunity of being creative, quit autonomous in the work organisation and having a secure job. The satisfaction increases with the income as well. It should be noted however that satisfactions with intrinsic facets of job and employment security could be independent for a part of the population. According to the survey “Emploi salarié et condition de vie”, four cases can exist: (1) the ideal-type that combines satisfaction at work and employment stability, (2) satisfaction at work, but employment instability, (3) dissatisfaction at work, but employment stability, (4) dissatisfaction at work and employment instability.

2.3 Complexity of integration and dualisation

Extension in time of the integration period is a common trend that is demonstrated by all surveys. They also draw the increased complexity of integration paths, including diverse models of partial integration, and some “incapacity” to shift from a situation of informal or

precarious bonds to a situation of full employment with formal contracts and long-term duration. The surveys also point out, in a convergent way, the social basis of insecurity and dualisation processes. The labour market is experienced as a social fear with a democratisation of the risk of unemployment and a loss of belief in social policies.

Ten major factors of difficulties in the entry of young citizens into the labour market were identified in the “The Youth and the Labour Market” study, **in Portugal**: 1) inequalities of competences and qualifications; 2) gap between the educational system and the professional system (or labour market); 3) flexibility and precariousness of the labour market; 4) the under-utilisation of young people’s competences; 5) non adjustment between the new orientations towards work and the demands of the work system; 6) insufficiencies of the social support programmes; 7) asymmetries of the informal support networks; 8) the problem of work-family conciliation; 9) the distance to bureaucratic and financial institutions; and 10) the **discrimination of “certain juvenile cultures”** – which is probably based on the negative stereotype described on WP3 and that relates the younger with lack of motivation to work, lack of initiative and concentration, and a more competitive spirit.

In Portugal, results from the quanti-qualitative study (The Youth and the Labour Market) suggest that **the integration of the young generation in the labour market tends to be extended in time**. It is not only a transition from the “inactive” to the “active” state. It is marked by the earning of sufficient income allowing an independent life, whose urgency varies with the personal projects and with the constraints imposed by the social condition. **This integration also tends to increased complexity**: there are no extremes of total integration and total exclusion. On the contrary, the majority of young individuals is today in a situation of **partial integration** in semi-formal, temporary or part-time modalities. This partial integration reflects two clearly differentiated situations: a) young individuals are simultaneously integrated in improving training systems, occupying temporary jobs by personal desire or need; and b) young individuals that already finished their training path and desire the full integration in the labour market.

These considerations seem highly convergent with what was stated based on the ideas that emerged from the interviews and focus groups, in Portugal – particularly when the importance of work for identity development and its organising role of the relation of individuals to work were highlighted. Indicators such as willingness to learn more and to invest time and effort in more knowledge might be in line with what was previously affirmed and consistent with a polycentric conception of existence which, although not particularly noted in the Portuguese context, could be on the basis of these findings - Young individuals simultaneously integrated in improving training systems or occupying temporary jobs by personal desire or need might be representing a tendency for a polycentric conception of existence.

Another main concern in the integration process of young citizens tends to be, not the general lack of job offers, but **the “incapacity” to change from a situation of informal or precarious bonds to a situation of full employment with formal contracts and long term duration**. In Portugal, this problem is extended to the public sector, which was also found in the interviews at a certain degree.

In Hungary, it is not only returning to the labour market that is difficult, but entering it can also prove hard. Given the precariousness in employment experiences in Hungary, job-seekers, especially the newcomers, face increasing uncertainty. Compared to previous generations, entry into the labour market was more difficult for the generation, which started

its professional career in the 1990s. This so-called “globalisation” cohort, and some sub-groups in particular, faced growing uncertainty in getting their first job. **The rise of precariousness when entering into the labour market was confirmed in the case of women but not in the case of men.** In particular, the chances of young women belonging to the “globalisation” cohort for getting into unskilled service class jobs have increased compared to previous cohorts. A higher level of education is required for entering into unskilled service jobs than for finding work as unskilled worker. Our findings in either the group interviews or the group discussions did not reveal big differences between the sexes in this respect. Most of the young interviewees (who may not be members of the globalisation cohort but precarious working conditions apply to them all the same), worked with their higher education degree in low-skilled jobs, mostly at multinational companies, which did not mean more for them than a mere income-generating activity.

In Italy, with respect to **the employment situation**, all the surveys highlight that the **unstable work** (temporary work and free lance) is **particularly spread among young people**, while it is not relevant for the more adult one. Two aspects of particular relevance come on this topic. The first is the **lack of activation of the young people performing unstable works on searching a different job** (Censis), although they declare not to like the kind of job they have. The second aspect is the **different amount of time that the generations (Ilfi) of the last century spent in the unstable work**. As a matter of fact, generations who were born from 1938 to 1957 spent the most part of their working life in permanent work, since they came into labour market in the Fordist period that was marked by permanent work and wide guarantees. By contrast, the older (born till 1927) and the younger generations (born from 1958 to 1967) spent less time in these working conditions. The difference is that the older had more concealed work while the younger had more fixed-term contracts. With regard to **the work conditions and their prospects**, some surveys (Ilfi, Istat) highlight that in Italy there are **few possibilities to make career** (for example, after 10 years 67% of workers are in the same initial employment class). Concerning the mobility between the generations, one survey (Istat) asserts that it is high (60% of people at their first job are in a different social class from their father), while another survey (Ilfi) suggests, indeed, that it is scarce, due to the importance of the parental family and the education on the individuals work career.

Surveys on mobility **in Portugal** distinguish between an **ideal type of mobility**, associated to project-based job and generator of self-fulfilling experiences and future valorisation (expressive relation and orientation to the future), and a **massive practice of mobility** associated to patronage non responsibility and generator of a strong feeling of insecurity which operates by unstructuring the future projects. The distinction derives from the nature of the job and the abundance or scarcity of jobs. These two situations may strongly affect the type of engagement with work as referred in the emergent findings of the interviews, and particularly the second situation, may act positively as a facilitator of a polycentric conception of existence conducting to long-life learning and higher degrees, or negatively as a facilitator of an instrumental relation with a deliberate disinvestment on the career. It may also affect the relation to others and the sense of belongingness.

It seems also that there is a clear **dualisation in mobility schemes** between: a) a highly privileged, creative and highly qualified segment where the mobility and informality of bonds represents an effective progressive valorisation and social and professional rising; b) a major segment where the circulation between temporary and precarious occupations does not reflect any progressive rising leaving space to uncertainty and insecurity towards the future. The

insecurity tends to be strongly structured by social factors such as social class of origin, level and qualification area, and sex. To young citizens (and their families) with more economic, cultural and social capital, the sense of insecurity is more relative, whereas young citizens with a more unfavourable background feel a strong feeling of general insecurity, becoming more susceptible for unstructured paths.

In Portugal, one particular study observed the “Middle-aged Workers Facing Restructuring and Human Resources Management Policies”, in Portugal. This study showed that middle-aged workers (45-55) deal with specific problems (and also suffer). For instance, **the legal and social mechanisms that cover the older generations are not applicable to those in the previous age group, although many of the difficulties those workers over 55 feel are already present in middle-aged workers.** The middle-aged workers are valued in traditional sectors of the economy, where their skills are crucial to companies, but when confronted with transition situations they face many difficulties. It seems that when companies face organisational changes they prefer to dismiss the older workers, including the middle-aged workers – *first in first out*. This tendency is not coherent with the traditional criteria used by employers who preferred to fire the last - *last in first out*. This fact points out a major change in the employers’ view (and stereotypes) of the importance of older and younger generations at workplace, and their potential contributions. It is also noted that the problems faced by middle-aged workers are not very different from those faced by workers with low qualifications (who also suffer). Indeed, a large proportion of the middle-aged workers are under qualified. Training and education as life-long activity are considered key-elements.

Labour market is experienced as source of social fear (HSF, Generations study, in Germany). This social fear has been disconnected from the real threat and became its own way of life. The policy of reforms of the younger generation is not considered as promising procedure to balance labour market inequalities. It can be spoken of a loss of belief in social policies. The young ones are more affected by the risk of unemployment than the elderly. A democratisation process of the risk of unemployment has occurred. The fear of being unemployed hangs over the youth’s professional integration like a Damocles sword. In all age groups at least two-thirds demand a secure workplace (Allbus survey 2006). Despite their better institutional safeguard the average and old age groups also feel threatened by unemployment. The high consent for job security shows the insecurity, which is predominant in all generations after the long years of mass unemployment.

Still in Germany, in the Generation study, tersely half of the surveyed persons expects the situation on the labour market, which is already judged to be extremely negative, to remain the same. Roughly each one out of four persons think that the situation will either improve or worse respectively. “Those extremely negative perspectives generate strong feelings of consternation and threat concerning the workplace for the individuals as well for the familial environment. Consequently 38% of the surveyed have the impression that themselves or a member of their family could be unemployed within a short time. Another 5% report to be unemployed since a short amount time. In this way more than 40% of the population are more or less affected or threatened. As expected young persons feel most threatened. They are threatened by unemployment beyond average. With respect to other family members fear of unemployment is comparably great for the elderly, while young and middle generations are worried not only about themselves but also about family members above average.

In Belgium (FTU/CSC), a little more than half of young workers don't worry about job security. One out of 5 doesn't have an opinion on this matter and about the same proportion has a rather negative position towards their job security.

2.4 Relation between generations

Most of the surveys provide little information about relations between generations. This topic should certainly be developed in future surveys. Nevertheless, they tend to confirm that age is neither a major problem nor a determinant factor to define relations to work.

In Belgium, the survey FTU/CSC gives some information on this topic. The survey questioned active workers below 30 about their perception of the older worker (>50 years). 73% considers the older colleagues as a learning source, even though they are not always available. Age-mix is considered as positive, 76% thinks it gives way to a good working environment. On the other hand, one out of 2 young workers (48%) thinks older workers adapt less easily to changes. As for tasks and status distribution, opinions are divided. 35.6% of the respondents think older workers always have the good status, but about the same proportion (39.6%) have an opposite opinion. Concerning the item "the interesting work is always for the older ones": almost one out of 4 respondents (23%) agrees but one out of 2 (52.5%) doesn't. Young workers who have known unemployment for a certain period of time have a less positive view on older worker's role regarding knowledge transfer: they are 64.6% to think *older colleagues teach their trade to the younger ones*, whereas respondents who have never known unemployment are 74.7% to share this opinion; 41.4% think *older colleagues are often available for helping younger workers*, proportion which goes up to 54.5% for those without unemployment experience. 28.4% of the female respondents vs. 17.1% of male respondents figure *the most interesting work is always for the older colleagues*. This is the only item for which male and female responses differ significantly.

Still in Belgium, the CAPA survey stresses that there are no significant social stereotypes about old workers. The consequence is also a relative **ignorance concerning age specificities**, in particular regarding older workers. For example, the risk of depression among older workers is recognised by only 10% of the interviewees when literature demonstrates that such a risk increases significantly with the age. Other problems like stress are also under-evaluated, even if the negative consequences are important. Moreover, the CAPA survey points out the importance of organisational and managerial factors.

In Germany, the 15th Shell youth survey shows, on the one hand, that the image of age is affected by respect for the accomplishments of the elderly. Here the positive relationship with their own parents significantly determines the youth view on the older generation. On the other hand, **worries concerning the future** development are evident. 70% of the youth think that the ageing society is a big or even very big problem. Despite the various positive references to the elderly still 48 % of the people describe today relation between the generations as tense. The youth's image concerning the relation of the generations is hardly accented (15th Shell youth survey). On the whole they believe that their willingness to performance will be rewarded. Only occasionally, suspicions are entertained that in an ageing society older people will be in charge of influential positions and therefore will take disadvantageous decisions for the young.

Besides many analogies, the *Generations study* shows also many differences between the generations. Compared to the total sample young people rather tend to assess values below

average, whilst older people rather tend to assess those above average. The values self-fulfilment, enjoyment, cooperation and performance are exceptional from this point of view. Those are just as important as for the average. Money, power, activity and adventure are even more important to young persons than average. The five most important values are totally agreed on by the elderly and mostly agreed on by the young. The study does not recognise polarising discrepancies between the hierarchy of values of young and old. **Value driven, cultural conflicts between the generations are not to be expected.** The elderly generally live their life in stronger accordance with values and basic beliefs than the young generation. This however does not mean that the “young from today” will stick to their weaker orientation when they are old themselves. In fact it is to be assumed that value orientation will increase with age. It is possible though that their hierarchy of values will differ from today old generation. This especially refers to values like responsibility, altruism, acquittal and moral. This development combined with concrete difference in opinions could intensify conflicts between generations and complicate compromises. At the same time, the authors identify indications suggesting that value hierarchies are being examined between generations and adjusted to the conditions of the society. For this, they hold responsible pressure by continuing economic, societal and social problems. Thereby they report levelling tendencies within the value hierarchy. The levelling mainly concerns important basic beliefs. On the other hand so far less important values gain increased importance. **No cultural polarisation between generations can be reported.** The comparison with earlier studies shows a moderate dynamics of modernisation, which is characterised by increasing individualisation and differentiation of value hierarchies in the course of time (HSF, Generations study).

The first survey in the Hungarian inventory, “Turning points of the life course” (TPL), explored, among others, the question of *retiring*, or, more broadly, *ageing*. Some aspects of the survey explored attitudes towards older people, as well as older people’s attitudes towards work. Another set of questions explored pensioners’ daily activities, including mutual help provided generally between members of the broader family and the history of becoming retired. The study concluded that **certain tension could be detected between generations in the area of work.** While younger people agree less with the statement that “the work of older people is more valuable than that of younger people due to the experience and knowledge of the older”, older people tend to agree with it. Older people also agreed in large numbers with the statement that “older people have no good reputation at workplaces”. In brief, younger workers feel that older workers occupy positions at workplaces, which younger workers consider “theirs” and they also tend to assume that older people do not primarily work for money but in order not to feel ‘unnecessary’. The findings in the qualitative part of the study seem to underline the findings of the TPL survey with regard to generational tensions at work, where it was found that conflict did exist between the young and old at workplaces, but it is more likely to be interpreted as conflicts between age groups. **They are conflicts among particular persons who might happen to be young/old but who socialised under different historical periods, which affected their relation to work.**

In Portugal, the discrimination in the labour market is a reality lived and documented by the majority of the young workers, although **it seems consensual that the age category (with positive and negative effects) is not the main criterion of discrimination.** The differentiation based on the sex remains a reality with strong consequences. Others factors of exclusion are: ethnic origin, social class, residence place and lack of qualification resources (The Youth and the Labour Market). These findings are highly convergent with what was observed in the interviews and not contrary to the focus groups conclusions. Only this deeper

technique allowed making an in-depth observation of the relations between generations and showed their (probable) taboo nature.

In France, the existing quantitative surveys do not allow describing the relation between generations. However, the qualitative investigations lead firstly to getting away from a conflictual reading of inter-generation relations in the workplace. The distinguishing feature of these relations is more their ambivalence; they are far from being reduced to a conflictual dimension, as witnessed by the strength of the links of solidarity and cooperation that often grow up between the different age groups. These results in themselves question the pertinence of a managerial and media-conscious rhetoric likely to precipitate oppositions rather than identify routes for rapprochement by illustrating the cohabitation of different age groups in the workplace from the viewpoint of “generational conflict”. They also lead to demonstration of the multiplicity of relations between the different age groups by emphasising the existence of a relational aspect that contrasts with, without necessarily refuting, the highlighting in the scientific analyses focusing their attention on the meticulous decoding of the conflictual relations of power in specific productive environments.

It is not our intention, by encouraging the relativisation of an agonistic conception of age groups, to stray too far in the opposite direction and fall into a naïve, idealised vision of inter-generation relations in the workplace. As we have seen, these may occasionally take the form of distant or even conflictual relations between employees of different ages and different levels of seniority. But, and it is this second point which we would like to emphasise, the gathered data encourages us to not confine ourselves to an essentialist or culture-based approach to inter-generation tension which, through interpretative short-cuts, tends to reduce relational dysfunctions to a conflict between the generations. It appears, in fact, that the tension between young people and older people within companies is less the product of cultural compartmentalisation or conflicting values, and much more the symptom of management and organisation models that are incapable of offering employees mechanisms for recognition suited to their needs and competences and possibilities for them to consider a positive future for themselves.

This observation is not surprising if we consider, following on from A. Honneth, that “obtaining social recognition is the normative condition for any communicational activity”³⁷. Inversely, the suffering produced by a feeling of a lack of recognition hinders the inclination of individuals to enter into cooperative relations with other people.

Thus the hostility of some young people towards older people may be seen as the extension of a more general rejection of the work provoked by a painful experience of the professional environment dominated by frustration and auto-depreciation. In the same way negative, unilateral views are transmitted about young people by employees who are in a particularly precarious position professionally or whose position is threatened. The cynicism that some older employees develop regarding not only new recruits but also the company and their development within the company is probably reflected in a loss of control (Pollak, 1995) over reality linked to a feeling that their career is no longer “on the right track” in relation to their hopes or the careers of their colleagues in the same cohort.

37. A. Honneth, 1996: “La dynamique sociale du mépris” (the social dynamic of disdain), in Bouchindhomme, Rochlitz, Habermas: *La raison, la critique* (reason and criticism), Paris, Editions du Cerf, p. 227.

Thus it appears to be necessary to inverse the usual perspective by apprehending lack of satisfaction in the workplace as a cause rather than a consequence of the deterioration of cooperation between the generations. In other words, relations between the generations are not an issue except in that they reveal the declining solidity of the socio-organisational system

2.5 Gender inequalities and gender roles

Obviously, most of the surveys demonstrate more differences linked to gender than to age. However, despite significant inequalities between men and women, in quite all countries, the gender divide is not considered more explicative than the generational divide.

In Portugal, a gendered pattern of relation to work also emerged from the surveys findings. The weight of female workers among the workers who enter is higher when compared with their weight in relation to workers who leave, confirming the idea of a growing participation of women in the labour market (Evolution of Rejuvenescence/Ageing of the Labour Market) – and allowing to establishment of a connection between this results and the **progressive growth of problems of work-family conciliation** that were detected in the qualitative data. It is also noted the predominance of female workers among the workers holding a higher degree, which are simultaneously those proportionally more affected by the growing unemployment.

In terms of mobility, the results show that male workers deal more frequently with situations of no mobility and of job change. On the other hand, female workers deal more frequently with situations of leaving and re-entering the labour market, giving **signs that the job transition is more difficult to women than to men** (Workers Mobility in the Portuguese Economy). This is also convergent with the qualitative findings. In turn, the male workers seem more willing to mobility. It is interesting to note that it was also this group that referred in the interviews no problems of work-family conciliation.

In Italy, the surveys also demonstrate results convergent with the qualitative approach. **Women are more educated but more precarious, worse paid and suffer a longer transition to stable jobs.** Though, the gender divide is not considered more explicative than the generational divide (Alma Laurea, Isfol, Ires).

In France, the survey “Histoire de vie- construction des identités”, work is important for both sexes at the beginning of the adult life. Gender differences are more striking after the birth of children. According to international surveys, men attach a higher value to wages and promotions. Women attach more importance to the social value of work, the possibility of helping other people and job security.

In Belgium too, most of the surveys confirm gender differences and the **determinant impact of gender rather than age**. This is true, particularly, when considering precariousness and relation to work. Firstly, women clearly appear as the more “vulnerable group” whatever can be the age. Particularly, women in the middle-age group are confronted to the risks of: objective and subjective poverty, monoparentality, unemployment, depression and social isolation. The status in employment is also less favourable for young women entering into the labour market, even if they hold higher degrees (FTU/CSC). Secondly, women are over-represented among young adults who have a flat career and among flexible peripheral workers, they are under-represented in the ascending career models. However, the surveys confirm that women have more intrinsic expectations regarding work.

The Allbus survey 2006 in Germany also demonstrates more differences between men and women than between age groups on the question regarding the value of work. In the 15th Shell youth survey, in Germany, **girls and young women appear still more family orientated** (76% compared to 69%), more often wish to have children (69% to 57%), more frequently get along very well with their parents (41% to 35%) and earlier leave their parents house (33% to 24%). The genders differ concerning the relevance ranking of value orientation. **Orientation for comprehensive values is more important for girls and young women than for young men.** They rather live a challenge and competition orientated life style.

Still in Germany, Anna Brake study demonstrates that **the traditional gender role model does not find acceptance among women, while young men still possess traditional thinking patterns of the classical model.** “The traditional model of familial and occupational work division finds greater acceptance among male adolescents of all groups than among female adolescents. Especially male apprentices, as well as grammar school pupils can agree to the position that a man’s priority is to support the livelihood of his family, while the woman stays at home and raises the children. Such an attitude corresponds to the belief, that women with children cannot combine family and job.” Furthermore, it seems that the relationships between the genders differ in other European countries from those in Germany. Northern Europeans have for instance been operating consistent equal rights policies for a long time, whilst the standard of the sole male breadwinner seems still the norm in Germany. The **institutional framework**, which has been created in Germany to date frequently requires families to be orientated in the traditional model of the male breadwinner model or to a household-based marriage. This thus creates a competitive disadvantage at work for women with children. Having said that, Scandinavian equal rights policies have only really led to changes at work, whilst in the private domain, for instance, it has only enticed men to do seven minutes more work in Swedish households (Seventh Family report).

The time span available to Germans to decide to have children seems particularly short. The German life cycle is split in three: training, then work, followed finally by retirement. Germans spend one-third of their lives in (very long) training. Then they start working. In other European countries, by contrast, it is easier to acquire initial training at a fairly young age and then enter into ongoing education, for instance after a family phase. Germany, by contrast, has a **“rush hour of life“**. Female German academics, for example, have about five years after completing their education and starting work to choose whether to have children or not. Assuming a life expectancy of almost 100 years for women born in 1970, this is a life share of 2 % (Seventh Family report).

In East-Germany, the structure of work has changed since the reunification. More and more East-Germans take on marginal occupations (mini-jobs) and the number of part-time workers has increased. Part-time employment is often not voluntarily in East-Germany, but because of missing alternatives (Gita Scheller). Part-time jobs in East- and West-Germany are mainly taken on by older women, as well as women with a lower level of education. The experienced individualisation and improved creative freedom in West-Germany means an **involuntary withdrawal to traditional female roles in East-Germany.**

In Hungary, gender came up as a salient issue in the findings of the qualitative part of the study, as a determinant of the relation to work and the perception of female/male employees. The group of young female employees went through the biggest change in the 1990’s with new opportunities emerging for them. This went counter to unchanged values in Hungarian

society, which appreciate strong family-centeredness in relation to women. Therefore those young women who pursue careers and for whom work is central are denounced and seen as evils. Therefore it seems that women should choose between a career and raising a child, especially given the few examples of policies supporting the reconciliation of work and family.

This is also what is suggested in the survey “Returning to the labour market: women on child-care assistance” segment of the Labour Force Survey, which found that the majority of the women in the survey felt that being an employee and having a child (or children) at the same time was a disadvantage. It is a strongly related finding that the re-employment of mothers became more difficult over time: a growing share of young women became dependent after the maternity leave ended, which may be related to the traditional roles Hungarian society holds about women’s roles. It seems that the experience of these women not being able to return to the labour market led to a re-assessment of the role of a housewife: while in 1993 and 1995 only a small proportion of those who were not able to return to the labour market wished to stay at home as housewives, this proportion grew as high as 23% by 1999. The willingness to seek employment on the part of women on maternity benefit showed strong correlation with the number of the children.

Similar issues came up in the 2002 wave (Family III) of the ISSP survey, the results of which seem to converge with what we have found in relation to gender roles: gender roles, both among Hungarian men and women, are formed mostly by tradition. Although this segment of the Hungarian ISSP survey suggested that more equal roles were becoming more accepted by highly educated men, this was not confirmed in the group discussion with people of higher education, which included men, where in fact the opposite was found.

2.6 Trajectory and life course

As pointed out in the characterisation of the inventory, only a part of the surveys can give information on the dynamic dimension of work situations and trajectories.

In Italy, as regards to the transition into adult life, **there is a tendency of the Italian young people, especially young males, to protract their stay in the parental family** (Istat), which is due mainly to economic reason. In Italy 61% of the young aged 18 to 34 live with their parents. It is interesting to notice that this phenomenon is not new but in fact it happened also at the beginning of last century (when people married late), and had alternate periods depending on the social and economic context. The age for the first conjugal union and the transition into adult life, decreased for people who were born in the 1910-1950 period, while it grew gradually from the 1950 generations on (Ilfi). Looking at the relation between education, work and parental family condition, the most important aspect is that the **precocious entrance into work** while they are still studying rewards the young graduate people more than those who begin working after finishing the university. Young people in the first group have greater chances to find stable works and higher wages (AlmaLaurea).

In Italy, the economic support of the parental family has a great influence on work of young people. Firstly, it affects their search of work, for young people appear to dedicate less time and to be less available in accepting work than adult one (Isfol). Secondly, the great part of the young finds a job through friends, acquaintances and family network aid (Iard). Thirdly, young graduate people coming from more privileged parental conditions (particularly those having both parents graduate) have lower employment rate than young with a less

privileged family background (AlmaLaurea). Such statements are similar to the results of the qualitative approach. Parental family influences the relation to work, to the extent that young Italians still living with their parents are often helped to find a job by acquaintances and family network aid (Iard). By the way, they are less prone to accept any job than adults, given the economic support they receive (Isfol, Alma Laurea).

In Belgium, the TOR survey confirms that **there is still a dominant standard life-course**. The “ideal life course” of young adults is quite standard, both in timing and sequences. In other words, as we observed in the qualitative analyses, standard life courses are not significantly replaced by de-standardised life courses. However, the TOR survey does not provide any information about the possible emergence of new standards defining a contemporary life-course framework.

In Belgium, most of the young workers get their first job within 12 months even if the surveys also reveal an important gap between the Walloon and Flemish Regions, in favour of the Flemish youth. Considering entry routes to work, surveys also stress **blurring boundaries between school and work**. As observed in the qualitative survey, starting of family is often a significant event that explains changing attitude towards work.

The survey FTU/CSC, on the French speaking part of Belgium, shows that one out of 2 young workers (below 30) has already changed employer (51%), although within these 51%, almost half (48%) claims to have *always* done this voluntarily. This observation underlines the complexity of the phenomenon. Focussing on the profile of young workers while taking into account the number of job changes, shows few differences between those who never changed employer and those who changed a limited number of times (1 to 3 times). In a way, a limited number of changes belongs to what could be called a “standardised” integration path. The differentiation between young workers is greater when the number of changes grow. 2 to 3 job changes seem “normal”, but additional changes reveal more fragile trajectories and the social reproduction of professional insecurity.

In France, the national surveys allow describing the interactions between the relation to work and the main events of the personal life course, such as a marriage or the birth of a child. According to the French survey “Histoire de vie- construction des identités”, **work is more frequently quoted as important by people without child**. The probability of declaring that “work is less important than other things” is higher among women with children. According to the survey “Travail et mode de vie”, the importance of work as an element of happiness decreases among women and men as soon as they are in couple and above all if they have children. The national surveys do not allow describing the detailed trajectory and life course, and in particular the impact of the past work experiences on the evolution of the relation to work.

In Portugal, in the quantitative approach, trajectory and life course was linked to, or “indirectly measured by”, the **different forms of mobility**. The survey’s results showed a relatively high mobility degree in the Portuguese context. It seems however that a large percentage of the labour force had no mobility (57%) during the 1990’s. In fact, the high mobility degree was due to 43% of the labour force indicating that some workers have moved more frequently than others. Moreover, it was found that direct transitions between two jobs in two consecutive years were rare – transitions were generally made after leaving the labour market for a certain period of time, that is to say when the worker did not appear associated to

any registered entrepreneurial unit for some time (Workers Mobility in the Portuguese Economy).

As stated before, the integration in the labour market tends to be extended in time. The main problem in the integration process of young citizens tends to be, not the general lack of job offers, but the **“incapacity” to change from a situation of informal or precarious bonds to a situation of full employment with formal contracts and long term duration.** This “incapacity” is extended to the public sector. Access to jobs tends to be made in two different ways - highly formal or highly informal. In the first case, the lack of opportunities, the slowness of the processes and the lack of transparency of the tenders exclude the great majority of young individuals, especially those with urgency to get a job. In the second case, it seems that there is no mechanism of equality of opportunities, leaving to the patronage (public or private) the total autonomy to use legitimate and illegitimate selection criteria (The Youth and the Labour Market).

The formal programmes of support to the integration of young individuals in the labour market had small impact in the creation of effective jobs, although they had represented a mode of access of many youngsters to professional training (and qualifications). These programmes had a more positive impact on young people with the lower educational levels, than with higher degrees. But, the **“artificial” fabrication of professional traineeships** tended to be appropriated as forms of precarious and temporary jobs, with low wages and not contributing to the real professional integration. Due to the limited effects of the policies of formal support, the integration of young citizens in the labour market is mainly based in the **informal support networks** (that may justify the importance of the network of personal relationships at workplace referred on qualitative analysis), which is by nature a generator of several inequalities of resources and opportunities. Even in the highly qualified sectors (and in the public sector), this prevalence of the informal networks over the formal mechanisms was observed (The Youth and the Labour Market).

In Germany, the family of origin is of high importance for youth and they stick to its structures for a long time (34% of the youths aged 22 – 25 still live with their parents). In contrast **the number of young people not starting a family and children rises** (15th Shell youth survey). The transition from an industrial society towards a service- and knowledge-based society poses considerable **challenges for families.** The change in people’s life cycles, such as longer life expectancy, a higher level of qualification and a greater variety of vocational and private life stages in careers, entails major changes in family living arrangements (Seventh Family report). Traditional roles and traditional patterns of division of labour between genders, the institutional framework and the cultural perception of motherhood avoid a family friendly organisation of everyday-life. The middle-age years can be signed as “rush hour of life” – important decisions on family life and career have to be made in a very short period of life course (Seventh Family report).

The survey “getting older - staying active”, **in Germany**, shows interesting results in relation to WP3. Closely 2/3 of the respondents wish possibilities to work part time or change between work and free time at the end of their gainful life. This result contradicts the experiences with the law for partial retirement. Partial retirement is often used in the civil service or in big companies. The law enables companies and employees at the end of their working lives to choose between full time or part time occupation – the part time option is hardly engaged though. 71% of the respondents and even 82% of the 35 to 39 year-olds see an economic need to continue work after retiring. Only a minority considers the retirement as a phase of life

without gainful employment. Even reaching the current lawful retirement age of 65 requires, according to a majority of the respondents, serious changes in the organisation of working structures. The harm for the health has to be reduced, the commitment has to be appreciated by superiors, the work functions have to be diversified and the weekly work time has to be reduced as well. A surprising result is the large part of respondents, who have a high priority for an improved reconcilability of occupational and private life. “Reconcilability” so far, was mainly viewed as a topic for parents with small children. **The individualisation of expectations and life processes has also reached the exit from the professional life. The usual relation to work also loses binding power at the end, at the same time.**

As a conclusion, the surveys overview shows many convergences with the conclusions of the qualitative approach but also some contradictory conclusions or missing issues. Quite all the analysed quantitative surveys demonstrate the dominance of expressive orientations towards work. Most of the surveys, not all, also make obvious that age is not a significant and discriminating variable in the analysis of the relation to work. They also provide consistent information on the complexity of integration and the dualisation processes. Most of the surveys provide little information about relations between generations. This topic should certainly be developed in future surveys. Nevertheless, they tend to confirm that age is neither a major problem nor a determinant factor to define relations to work. Obviously, most of the surveys demonstrate more differences linked to gender than to age. However, despite significant inequalities between men and women, in quite all countries, the gender divide is not considered more explicative than the generational divide. As pointed out in the characterisation of the inventory, only a part of the surveys can give information on the dynamic dimension of work situations and trajectories.

3. Guidelines for future quantitative approaches

3.1 Summary appraisal of international survey schemes

The module on “work orientation” in the *International Social Survey Programme* is very complete. It provides information on preferences and values as well as job situation, attitudes and behaviours. The entire questionnaire could be relevant for the analysis of social patterns of relation to work.

However, there is still a room for other questions on work in an international survey. Firstly, the questions of the “Work orientation” module are very “classical”, in particular when asking for a degree of satisfaction or for rating the importance of each facet of work. Secondly, some topics are neglected in the ISSP questionnaire whereas the SPReW results suggest that these topics are key factors explaining relationship to work. For example, the ISSP questions are focused on the current job and the current preferences. Only one question deals with past experience, but it concerns the use of the skills acquired during the past experiences in the present job. Looking deeper at past preferences and past experiences would have been interesting, even if a memory bias is possible. A life course perspective, taking into account the different work experiences, the surprises and the deception could be relevant in an international survey. This life course perspective could help understanding the observed differences by ages, namely the high satisfaction and lower expectations of older people. Furthermore, the link between work and other spheres of life are touched on through a question on the time the interviewee would like to spend in different activities (paid job,

household work, time with family; with friends, to relax, in leisure activities). The last round introduces further questions on this topic: would it be possible to go outside the workplace during two or three hours for family reasons? Do you have a feeling that job interferes with family life? And that family responsibility interferes with job? However, other questions on the interaction between different spheres of life are conceivable.

The *European Social Survey* initiative is particularly interesting for the SPReW project as far as it allows asking innovative questions to thousands of Europeans. Comparing with the EVS for example, one of the major interests is the possibility of mixing quite conceptual questions (how satisfied are you in your job? How important is the security of job?) with more concrete questions (do you feel stress? Do you come back tired after work?). There is a selection of questions links to the SPReW topics on page199.

In the core questionnaire, there is no question about the relation to work.

The rotating module on “Family, Work and Well-being” of the second round may be of interest for the SPReW project. Some questions are asked about the sharing up of housework, childcare, the working time. Regarding work, some questions asked in this module are selected (page 109).

The rotating module about the “timing of life” asks questions about when the interviewee first did different things (working, leaving the parents, marriage, child, etc.). Then some questions are asked about the meaning and perception of the different stages of the life cycle: “adult age”, “middle-age” or “old age”. The interviewee also has to express perceived norms regarding the ideal age to do different things (becoming a mother, stop working, etc.).

The two modules of the third round may be interesting as well. The rotating module about the “personal and social well-being” aims understanding not only global happiness and life satisfaction, but also satisfaction in different areas of life. Working, helping other people and spending time with the family are the main areas explored in this rotating module. Furthermore, it tries to go beyond the measure of “hedonic well-being” in order to look at the “eudaimonic” well-being, that is to say a permanent well-being, based on the feeling of achievement. In the area of work, some questions are selected (page 109)

Even if many questions regarding the SPReW issues have been already asked, there is a room for other questions regarding the relation to work. The different modules have been focussed on specific aspects (link with well-being, or the balance between family and work).

The merit of the *European Value Survey* is first to provide a long list of characteristics of the job, whereas the other surveys provide a shorter list. More fundamentally, it allows comparing work values and values in other spheres of life. However, this possibility is not so exploited among scholars. Several drawbacks should also be noticed. The EVS does not allow comparing work values and job concrete situations regarding working conditions, wages and type of contracts for example.

3.2 Inputs from specific surveys relevant for the SPReW perspective

3.2.1 Towards a comprehensive understanding of the value of work

Understanding the meaning of work through quantitative surveys is really a hard task. Despite the quality of many surveys, at national and international levels, it appears that it is still necessary to fine-tune this approach. The different surveys analyses give some useful inputs to this discussion.

In France, the survey of CFDT (page 65) exploited by Paugam tackles the relationship to the employment status and to the job itself. It allows distinguishing the two facets of job: the extrinsic facets and the intrinsic facets. The whole questionnaire can be relevant for the SPReW purposes. A selection of innovative questions is suggested page 66. The questionnaire “Modes de vie” (page 67) is also very complete. With this survey, the researchers have been able to construct a typology of relationship to work. The quantitative results were completed by qualitative surveys. It allows understanding the determinants of relationship to work. Indeed, the questionnaire also tackles more objective facets of work regarding the working conditions, the vocational training, the number of hours, etc. We select the most innovative questions about the appraisal of the job, the involvement in work, the relation to other spheres of life and the comparison between different generations (page 69).

In the survey “Histoires de vie”, still in France (page 71), some questions deals with the relation to work. A question is asked to active people “at present, would you say that in your life, work is: more important than everything else; is important, but as important as other things (family, personal life, social life, etc.); is quite important, but less important than other things; is not very important”. This question is interesting because it allows knowing the place of work in the life, in comparison with other spheres of life. The wording of international surveys (for example the *European Values Survey*) does not allow such direct analysis, since the question of the importance in life is asked separately for each sphere.

The originality of the Chronopost survey (page 74) relies in particular in a set of innovative questions. For example, it tries to understand the importance of the different facets of job (stability, interesting work, etc.) with different questions. Usually, in many international surveys in particular, the only question on this subject is as follow: “what is important in a job?” But we don’t know the meaning of “important” (is it for the daily life? For choosing a job?). This survey is more precise, by distinguishing the importance of the facets for the daily motivation, for the future, etc. (cf. detailed questions page 76).

Understanding the importance of the different dimensions of work is complex and cannot be tackle through direct and simple questions. In Germany, the Generation study (page 93) suggests that a strong orientation to the social dimension of work can be interpreted as counter draft to the labour market, which is shaped by competition and social fear. Relation to money is also a complex issue identified particularly in the Italian analysis. Relation to money is not reduced to an instrumental orientation towards work; the salary is also a symbolic recognition.

Crossing different modules of the ISSP seems really interesting in contexts that are facing rapid fundamental cultural changes such as in Hungary. The relation to work can only be understood through a multiple perspective that includes work situations but also cultural changes within family and gender roles.

A distinction between the relation to work and relation to employment could be fruitfully introduced in the quantitative surveys. It appears as a relevant distinction to understand the meaning of specific attitudes regarding “work” as a whole concept including both work and employment.

3.2.2 Complexity of the experience and perception of precariousness

Experience and perception of precariousness are also complex issues that require an improved approach. Precariousness of employment could be experienced differently from one generation to another, in particular because the younger generation is more used to it.

Some German surveys indicate that the labour market is experienced as source of social fear. This social fear has been disconnected from the real threat and became its own way of life (Generation study, page 93). Compared to 2002, in 2006 an increasing number of young people stated fear of losing their job and fear of the economic future (Shell survey, page 78). The policy of reforms of the younger generation is not considered as promising procedure to balance labour market inequalities. It can be spoken of a loss of belief in social policies. Still in Germany, the ISSP module on work orientation III (Allbus, page 100) shows that despite their better institutional safeguard the average and old age groups also feel threatened by unemployment.

However, relation to precariousness seems ambiguous. The IARD survey in Italy (page 140) shows that while in general young people adverse salary reduction (like diminishing salary for productive reason) and more possibility of dismissals, they seem to be in favour of more temporary work. Both with social fear some surveys also underline a scarce activation showed by the young people performing non-standard work on searching a different job, with the risk to remain trapped in “the illusionist waiting that this flexibility can become another thing” (Censis in Italy, page 125)

The link with work satisfaction and job security is something complex too. Some surveys demonstrate an unattended high satisfaction of their own job among less stable workers for labour contractual conditions in comparison with more secured workers. The researchers are then led to assert that sometime there is an exchange on workers opinions between labour quality and stability. The most important issue of the Left Democrats survey in Italy (page 148) seems to be this high satisfaction level on their own job expressed by the more precarious workers.

3.2.3 Importance of the gender dimension of the relation to work

Even if the distinction between men and women is present in all surveys, in-depth analyses of the gender dimensions in the meaning of work and in the relation to work has still to be developed. Gender is a key variable and many surveys reveal an over-determination of the gender factor in comparison to the age factor.

The genders differ in the values orientations. Orientation for comprehensive values seems more important for girls and young women than for young men (Shell survey in Germany, page 78).

The ISSP results in Hungary (page 115) reveal particularly gender dimension of the cultural changes. Both modules on “family” and “work orientation” are have not been explored enough. Several sets of questions are very relevant for the purposes of SPReW.

3.2.4 Understanding the role of families and socio-economic environment

The role of familial structure seems to be evolving. Data from many surveys point out a changing role of familial structures. The family of origin is of high importance for youth and they stick to its structures for a long time. In contrast the number of young people not starting a family and children rises. (Shell survey in Germany, page 78)

Surveys in Italy show similar interesting features (Istat, page 128). Firstly, the young’s people trend to protract their stay in the parental family not always for works reasons, but often for economic motives. Living with parents concerns, in Italy, 61% of young people aged 18 to 34, and a considerable part of them has a job. According to this survey, most of the times the reason for staying with parents depends from the freedom the young have in their family that makes them feel good there. Moreover, we must consider that the family gives a great economic support to their sons, as results from the fact that 61.5% of them receive some financial help by parents. The second issue is the scarce intention of young people to leave their parental family. The majority of them declare that in the next three years they are not going out from the family house. They are in a great part the younger aged 18 to 24, but also an important share of the more adult one (about 43% of those aged 35 to 39). Leaving the parental home is prevalently connected with marriage. These young people seem to think to a parental family like a place of solidarity and helps, so they are not favourable to an early exit from the family house in the younger age. Another issue is the importance of friends and acquaintances network (and family too) for youth’s access into work. Although their influence declined in recent years, compared to the last Iard reports (especially that of parental family), friends and acquaintances still are the main mean used by young people for finding a job.

The supportive role of families is complex and it has diverse effects on the relation to work of young people. Still in Italy, the Almalaurea survey (that focusses on the employment of young people holding the (superior) school-leaving certificate and the degree, three years after the degree, page 135) notices that the parental family conditions influence the employment of the young people. The graduate people coming from more “favourite” families, in a special manner who have both their parents graduates, have less employment possibilities than those who have less “favourite” families. The latter, indeed, are active earlier in looking for a job, perhaps for they don’t have an economic family support.

3.2.5 Including the perspective of trajectories

The perspective of trajectories is definitively an important issue as regards the results he SPReW project. The understanding of specific situations in work and specific values orientations is strongly correlated to individuals’ past trajectory. The diversification of trajectories especially among the young generation, the vulnerability of young integration in work and the non-standard combinations of positions and transitions in the life course require new approaches of working situations and attitudes at work. Some surveys provide pieces of relevant information in this analytical perspective, but it consists only in fragmented information.

The TOR survey in Belgium (page 54) is an attempt to quantify the various career models, and to relativise the popularity of “nomadic” career paths.

The Istat survey in Italy (page 128) analyses social mobility that appears to be rather high between the generations, but low within the generation. In fact, the change of social class from their fathers concerns quite 60% of people aged over 18 (maybe for reason connected with the increase of their education). On the contrary, changing the social class while working is more difficult, as results from the circumstance that only 36% of people changed the class from their first job.

The precocious entry into work while they are still studying seems to reward the young graduate people towards those who begin working after their studies, since they have more stable work and higher wages (Alamalaurea survey in Italy on employment of young people holding the (superior) school-leaving certificate and the degree, three years after the degree, page 135). This survey analyses the link between the degree’s mark and work access. The degree’s mark has an inverse relation to the possibility of finding a job. In fact, people who had the highest marks in their university studies have the lowest employment rate, probably for their ambitions on work are higher and prolong its search. Finally, this specific research pointed out the fact that, as time goes on, the individual chance of stable employment increases (mainly for the growth of the permanent work contracts), as it results from the growth of the stable workers in a five years time from their previous condition. Also if we can’t undervalued that, in a five years time, one third of the graduate people who were working with temporary contract (subordinate and freelance) still work with these “precarious” works.

The Ilfi survey in Italy (page 143) addresses interesting topics regarding trajectories. In the results, there are some unattended issues and not much known to the sociological research. The first is the exceptionality of the entry sequence into adult life, in particular in relation to the setting up of the first conjugal union. It was pointed out, in fact, that the peculiar matter was the age decrease only in the economic growth period after the Second World War, which caused affluence and important economic resources to the family formation. The survey proved, on the contrary, that the phenomenon of the age increase for the first conjugal union is not new in the twentieth century. The second interesting result is the increase of the possibility to pass from an atypical (temporary work) to a permanent work with the age increase, but only for men. For women, indeed, the general Italian welfare conditions and the asymmetry of the roles inside the family produce fewer possibilities when their age increase. A third interesting result of this survey is the similar phenomenon of the younger people and those born at the beginning of 1900, concerning the time they spent in the so-called non-standard work. There is the only difference that “concealed work” was higher for older people, while the younger people spent much more time in temporary work.

The issues raised by Ilfi survey that seem to be innovative and important for the SPReW project are the demonstration that, in some ways, the life courses of the younger generations born in the twentieth century are more similar with their grandfathers than their fathers. It is the case of the age to form the first conjugal union that was extended for the younger people, and nowadays is similar to that of the beginning twentieth century generations. It is partially the case of the time spent in non-standard work that is longer for both younger and older generations compared with other generations. In this case the difference between the generations is, however, the typology of the atypical work: concealed work for grandfathers, temporary work for their grandsons.

Another common issue regarding trajectories that came out of some surveys is the diffuse uncertainty of their future that young people show, which, as the researchers say, “expose them to the loss of imagination of their future.”

3.2.6 Developing the intergenerational approach

The intergenerational dimension is not really tackled as such in the surveys. Most of the information relates to mutual perceptions and stereotypes. The target groups are more frequently the ageing workers and sometimes the young workers, almost never the middle-aged generation. Knowledge transmission, working methods, cooperation at work, relation between experience and formal knowledge, between innovation and experience, trust relations, competition between generations, communication models, etc. are topics that are not addressed in the existing surveys. Only pieces of information can be collected on such issues through existing quantitative surveys.

In Belgium, the survey FTU/CSC (page 61) asks a specific question to young workers on their perception of ageing workers. The Capa survey (page 51) concerns stereotypes on older workers.

The Shell survey in Germany (page 78) gives some information on the youth’s image concerning the relation of the generations. On the whole young people believe that their willingness to performance will be rewarded. Only occasionally suspicions are entertained that in an ageing society older people will be in charge of influential positions and therefore make disadvantageous decisions for the young.

The Rejuvenescence survey in Portugal (page 163) provides a comparison of attributes and qualifications of two distinct age groups – those who enter and those who leave the changing labour market. This allows an evaluation of the process of rejuvenescence and ageing in the Portuguese labour context but however; however, it gives little information on the interrelations between these groups.

3.3 Suggestion of topics for future quantitative researches

As a conclusion, the existing quantitative survey schemes at the international level provide relevant pieces of information for the SPReW purposes. They also include opportunities for additional targeted modules. We also find interesting results and options in a selection of national or regional surveys. However, at the end of this overview, it appears that some important results of the qualitative approach conducted in workpackage 3 are not tackled. This point suggests important topics that could be tackled through future quantitative approaches.

A comprehensive understanding of the meaning of work - different questions/issues:

- The research raises the hypothesis of a fragmentation of the expressive type. There is a need for a better understanding of the meaning of instrumental and expressive relation to work.
- Money does not only refer to an instrumental attitude towards work, but also has a symbolic value, as a measure of one’s values, as an objective sign of recognition and esteem, as a sign of emancipation.

- Emergence of a polycentric conception of the existence and relativisation of the hegemonic value of work.
- The centrality of work for self-fulfilment and definition of one's identity can be relatively independent from the initial qualification and the content of the job.
- Understanding the relational motivation in work.
- Possible dissimilarities between the relation to work and the relation to employment.

The gender dimension of the relation to work - different questions/issues:

- Understanding the meaning of expressivity for men and women, at different life stages.
- What are the gender borders within age groups? A hypothesis is that the gender borders are blurred among the young workers.
- Contamination occurs between man and female styles and approaches to the relation to work. Some main features of this contamination of models of relation to work are: the search for a different balance between work and the other spheres of life; changes in the centrality and meaning of work depending on the different life phases; discontinuity –as opposite to the linearity of the male-bread winner path– in the work trajectory.

Specific issues for the young workers - different questions/issues:

- There is a strong linkage between work and moral issues, especially in young people. Young people do not appear as empty of values and just aimed at self-interest and fulfilment of consumerist desires, they manifest deep sense of justice, values interpersonal relations and look for coherence between work and life as far as values are concerned.
- The quest for meaningful jobs and not just stable job emerges especially from the young workers.
- Even when work is a passion, it is one of the many passions young people have in their life: life does not revolve around work, work is merely one of the ingredients –but not necessary the main one– of identity (polycentrism in young generation attitude to work and life).
- A common desire for professional fulfilment, and differentiated strategies to deal with the lack of job satisfaction.
- “Cooperative individualism” in the work activity and everyday social interactions.
- Shortening of temporal horizons.
- Valorisation of a career model that is discontinuous and diversified but secure.

The intergenerational dimension - different questions/issues:

- Homogeneity and heterogeneity within age groups. Complexification of segmentation lines generating serious intra-generational disparities in the everyday working experience. No homogeneisation and unification of generations.
- Which consciousness of being a generation?
- Perception of ages at work. Age appears as an unspoken issue. Does the non-perception of age acts as a brake to social change?
- Mutual stereotypes regarding age groups.
- Age dimension in competition? Where is the competition? Within age groups? Between adjacent age groups? Between the youngest and the older employees?
- Generation effect of co-presence of people of different ages, in different phases of their life who therefore express different needs.
- Intergenerational conflict is not explicit, yet the social inequality between generations is real (instability, precariousness, insecurity versus stability in work positions and in social security benefits).
- Often insecurity is the condition that older generation attribute to young one: old people seem to fear insecurity more than young though they did not really experienced it.
- Place for cooperation and transmission. Functions, roles and status of knowledge transfer in organisations.
- Respective status of accumulated experience and formal knowledge.
- Innovation versus experience. De-valuation of experience coupled with over-valuation of unquestioned and non-negotiated forms of innovation. Each one is associated to a specific age group.
- Role of organisational climate (business cultures, age stereotypes, lack of common cross-generational experiences...).
- Uncomfortable situation of some of those who are around forty years old and are experiencing a “sandwich effect” at work - captured between the older and the younger generations.

The perspective of trajectories

- Heuristic pertinence of an approach in terms of trajectories combined with a theoretical weakening of the predictive role of the social classes for interpreting differences in attitudes, values, and experience among workers.
- Need for a dynamic analysis of the relation to work from a constructivist viewpoint, as the crystallisation of a series of social interactions, and as the conjunction of a set of scattered elements and complex, multidimensional causalities.

- Family background is relevant. To have supportive/unsupportive parents, their level of education and work status play an important role in shaping the attitude towards work, the expectations and meanings people attribute to it.
- The period of stabilisation in the work world for young generation is extending, and it develops as a process “of trial and error” in which a number of new beginnings, detours, interruptions have substituted the one way of the linear work trajectory.