



HIGHER SCHOOL OF ECONOMICS
NATIONAL RESEARCH UNIVERSITY



Subjective Well-Being of Atypically Employed

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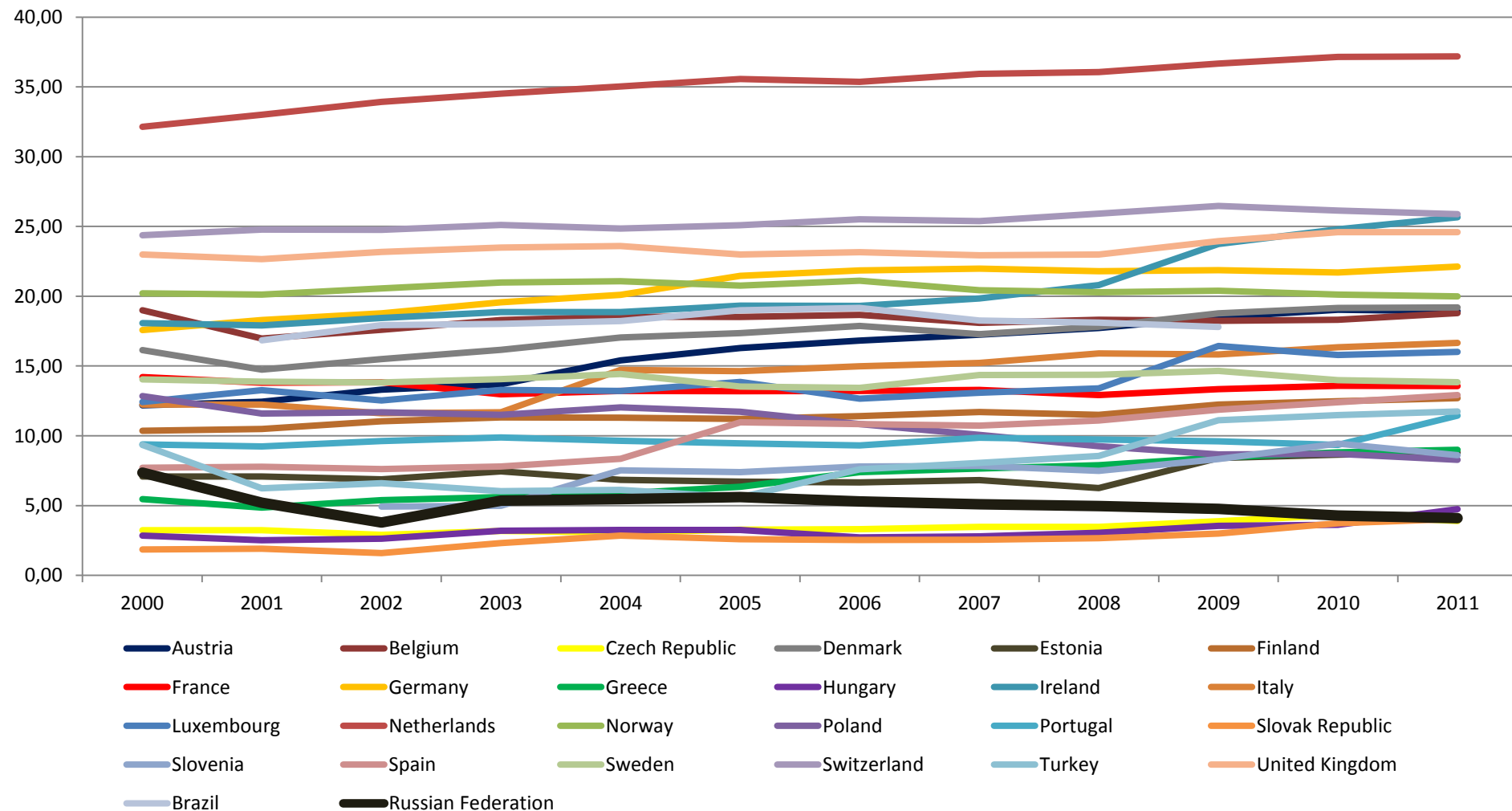
Problem and Motivation

- ⌘ Less than 30 years ago the predominantly type of employment was full-time permanent contract.
- ⌘ Non-standard contracts as the future of labor: part-time, self-employed, fixed-term, seasonal work, daily work, casual work, informal agreements, agency work and etc.
- ⌘ Precarious employment is usually associated with low qualified work, lower wages, lack of social benefits and guarantees as well as with the feeling of inferiority and uncertainty in the future. It is reasonable to assume that our well-being (happiness, life satisfaction, etc.) depends to a large extent on our employment status and job satisfaction as a whole.

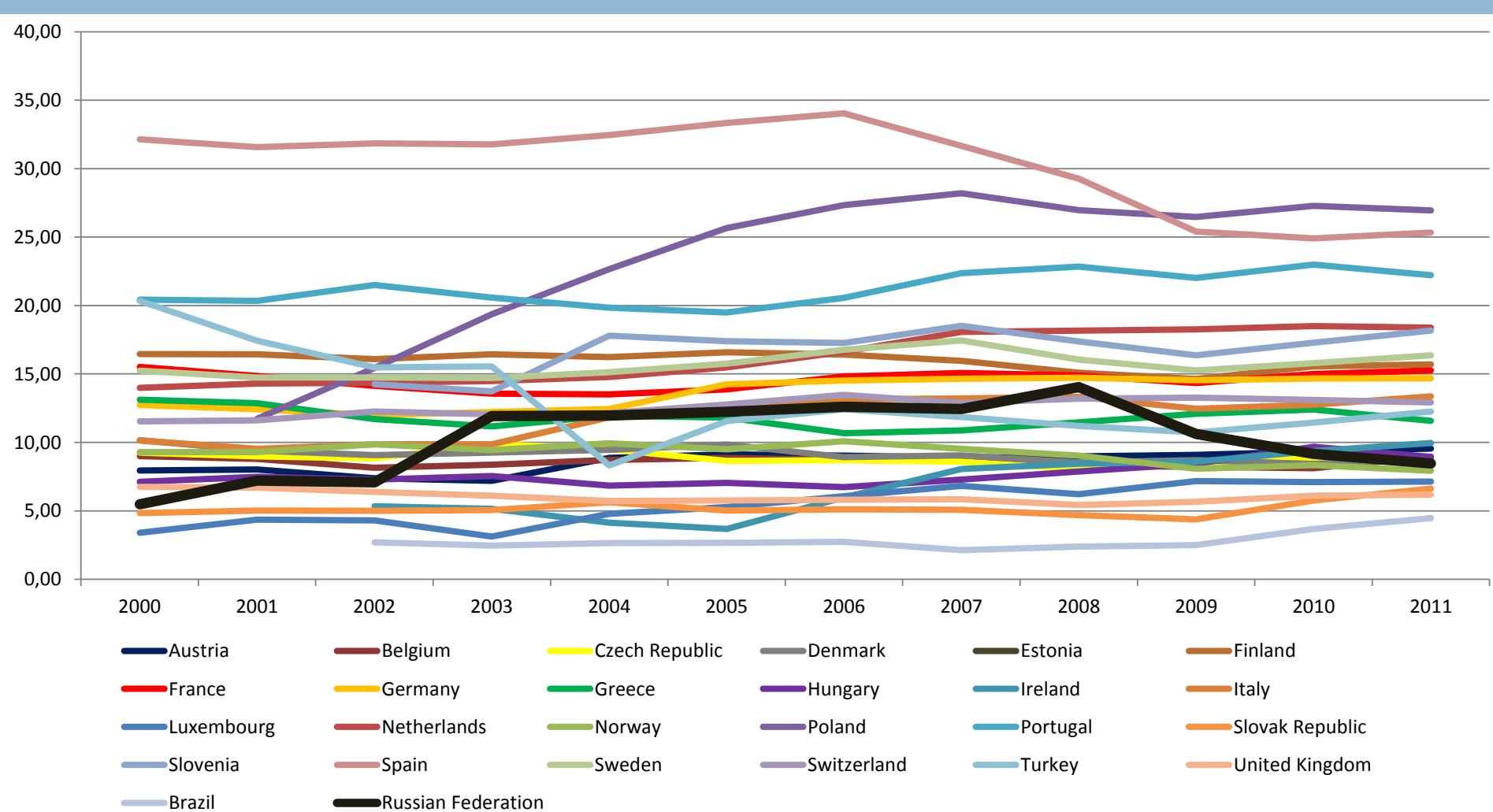


Does it really matter to have different type of employment for subjective well-being?

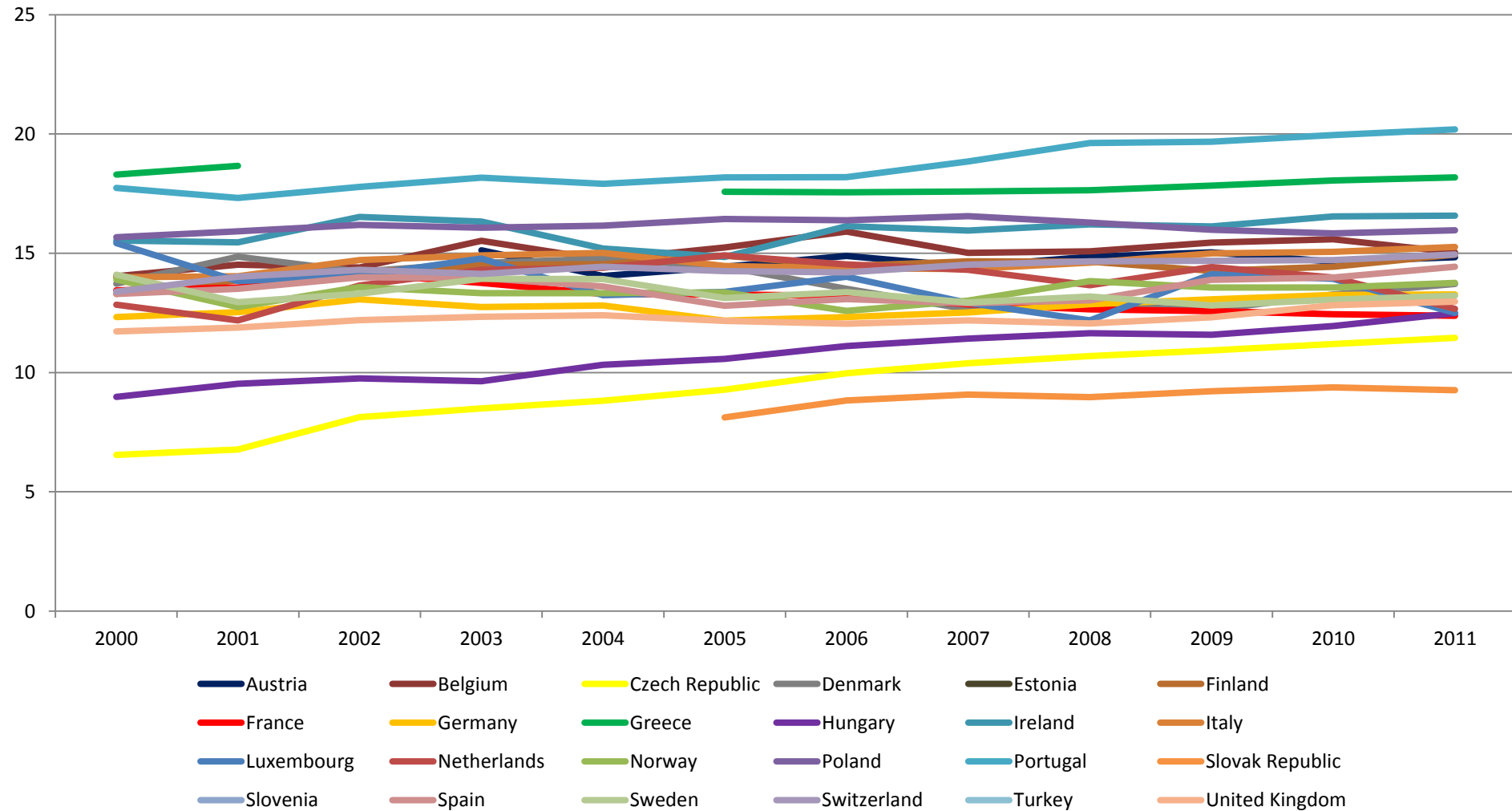
The Dynamics of Part-time Employment in European Countries, 2000-2011 (% of total employment), OECD data



The Dynamics of Temporary Employment in European Countries, 2000-2011 (% of total employment), OECD data



The Dynamics of Self-employment in European Countries, 2000-2011 (% of total employment), OECD data



ILO Terms and Definitions

- ✉ **Temporary employment** – labour contract of limited or unspecified duration with no guarantee of continuation.
- ✉ **Informal employment** - includes all remunerative work (i.e. both self-employment and wage employment), that is not registered, regulated or protected by existing legal or regulatory frameworks, as well as non-remunerative work undertaken in an income-producing enterprise. Informal workers do not have secure employment contracts, worker's benefits, social protection or workers' representation.
- ✉ **Part-time employment** - employment on a regular and voluntary basis for hours substantially shorter than the standard hours.
- ✉ **Self-employment** - jobs where remuneration is directly dependent upon profits, and incumbents make operational decisions or are responsible for the welfare of the enterprise (*OECD Employment Outlook 2000*)

Literature Review

Independent Variables	Dependent Variables	
	Job Satisfaction	Life Satisfaction
Part-time	-	-
Self-employment	+	+
Control Variables		
Age	+	+
Gender (Male, cv=female)	-	-
Lower secondary/Junior high school (cv=Primary)		+
Upper secondary/Senior high school (cv=Primary)		+
Degree (cv=Primary)		+
Married (cv=Single)	-	+
Co-habiting (cv=Single)		-
Widowed (cv=Single)		-
Separated and Divorced (cv=Single)		-
1 Child in the household (cv=no children)		+
2 Children in the household (cv=no children)		-
3 or more children in the household (cv=no children)		-

Hypothesis on Individual Level

H0. *Atypical employment* has both direct and indirect effects on subjective well-being through job satisfaction.

H1. *Informal employment* negatively affects subjective well-being, because workers have no guarantees and social benefits.

H2. *Temporary employment* negatively affects subjective well-being, because workers feel uncertainty in future.

H3. *Self-employment* positively affects subjective well-being, because workers have their own business and control it by themselves.

H4. *Part-time employment* positively affects women's subjective well-being, because they combine work and family care. While *part-time employment* negatively affects men's subjective well-being, because among them it is the involuntary choice.

Hypothesis on Country Level

Countries differ in labor market regulations (strictness or openness)

Strong overregulation leads to the increase of atypical employment

If we assume that atypical employment (in particular, informal and temporary) negatively affects subjective well-being, general well-being in the country will be lower

Countries will vary in the level of population subjective well-being through the country level of atypical employment and the institutional characteristics of the labor market

(EPL and the degree of protection of atypical workers)

H5. The stricter is EPL and more unprotected are temporary and informally employed, the lower is their level of subjective well-being and the general level of subjective well-being in the country.

Database and Key Variables

European Value Study – 2008

- ☞ To reveal the impact of part-time and self-employment on job satisfaction and subjective well-being
- ☞ Life satisfaction – 10-point scale
- ☞ Happiness – 4-point scale
- ☞ Job satisfaction – 10-point scale

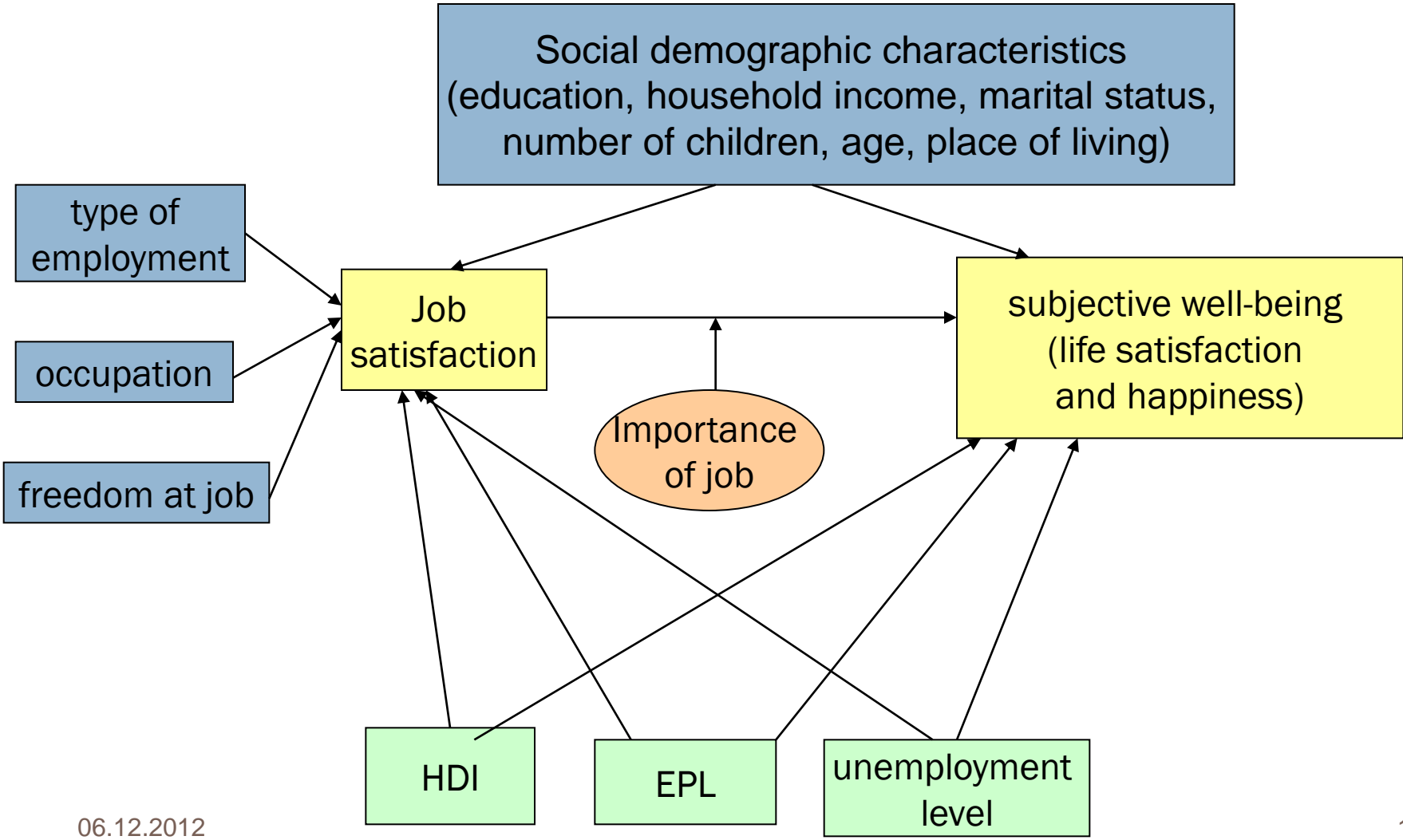
European Social Survey 2010

- ☞ To reveal the impact of temporary and informal employment on job satisfaction and subjective well-being
- ☞ Life satisfaction – 11-point scale
- ☞ Happiness – 11-point scale
- ☞ Job satisfaction – 11-point scale
- ☞ Work-life balance satisfaction – 11-point scale

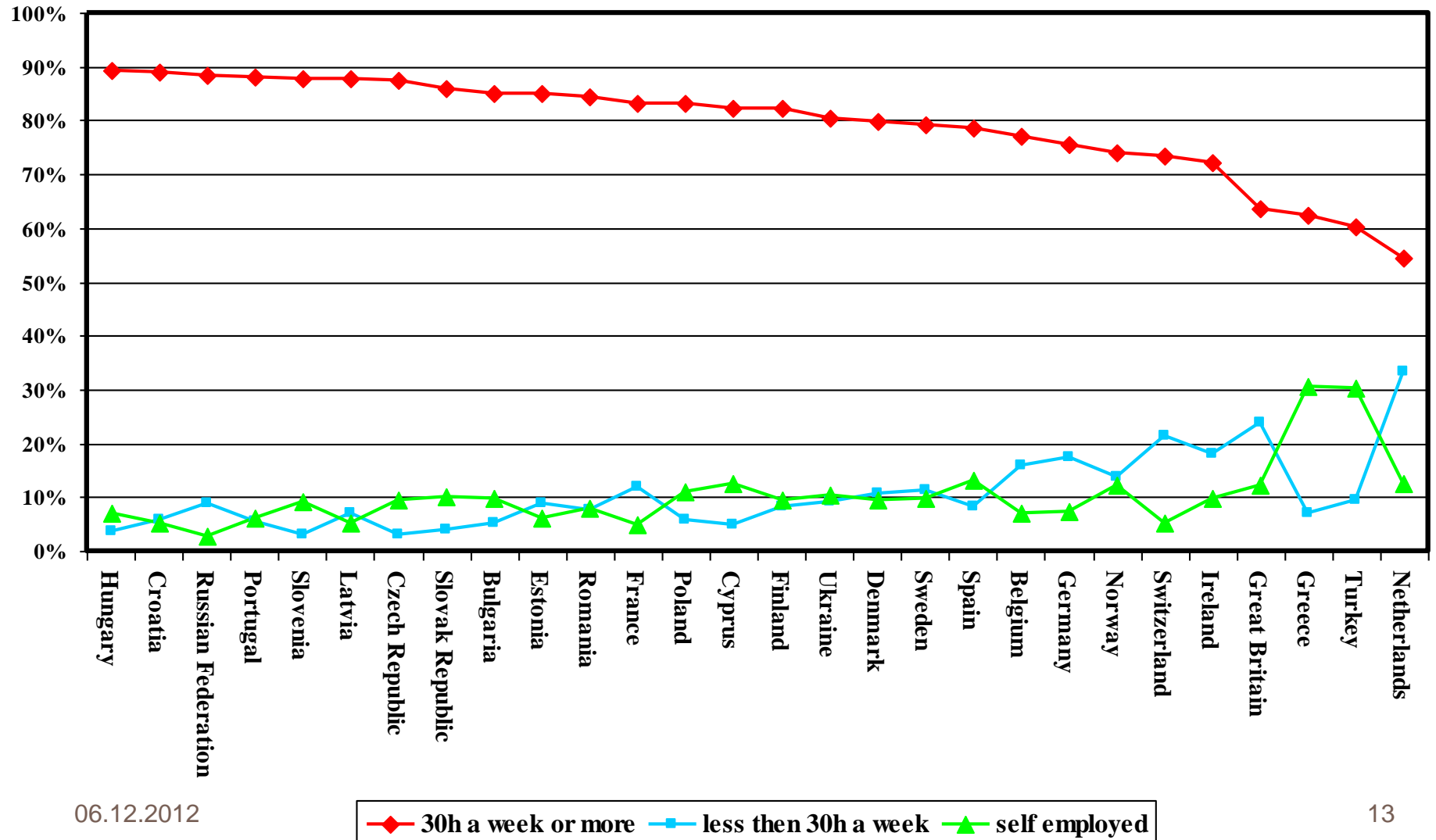
List of Countries

- ☞ Albania
- ☞ Armenia
- ☞ Austria
- ☞ Azerbaijan
- ☞ Belarus
- ☞ Belgium
- ☞ Bosnia Herzegovina
- ☞ Bulgaria
- ☞ Croatia
- ☞ Cyprus
- ☞ Czech Republic
- ☞ Denmark
- ☞ Estonia
- ☞ Finland
- ☞ France
- ☞ Georgia
- ☞ Germany
- ☞ Great Britain
- ☞ Greece
- ☞ Hungary
- ☞ Iceland
- ☞ Ireland
- ☞ Italy
- ☞ Kosovo
- ☞ Latvia
- ☞ Lithuania
- ☞ Luxembourg
- ☞ Macedonia
- ☞ Malta
- ☞ Moldova
- ☞ Montenegro
- ☞ Netherlands
- ☞ Northern Cyprus
- ☞ Northern Ireland
- ☞ Norway
- ☞ Poland
- ☞ Portugal
- ☞ Romania
- ☞ Russian Federation
- ☞ Serbia
- ☞ Slovak Republic
- ☞ Slovenia
- ☞ Spain
- ☞ Sweden
- ☞ Switzerland
- ☞ Turkey
- ☞ Ukraine

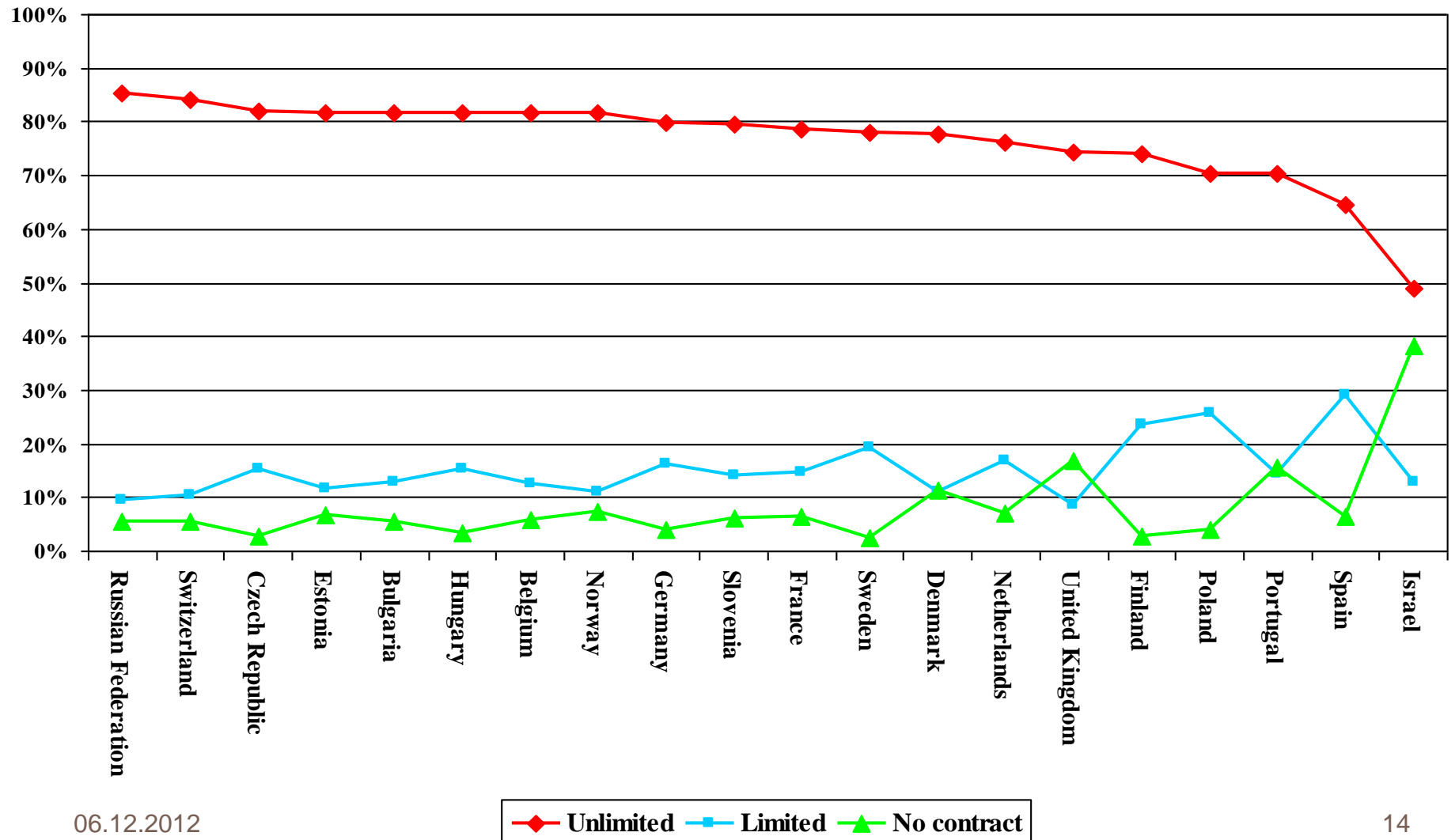
Basic Model



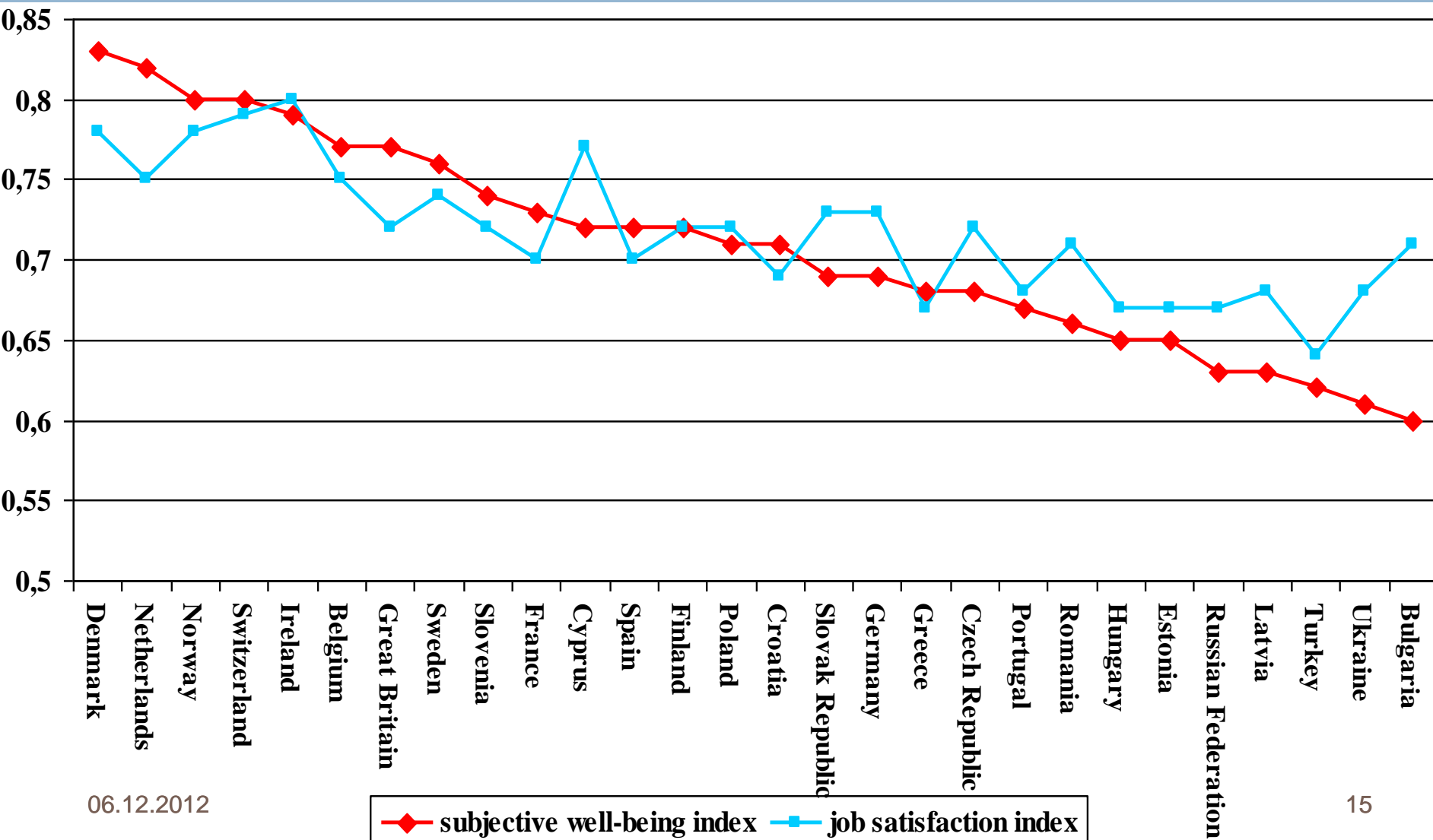
Distribution by Type of Employment (EVS)



Distribution by Type of Contract (ESS)



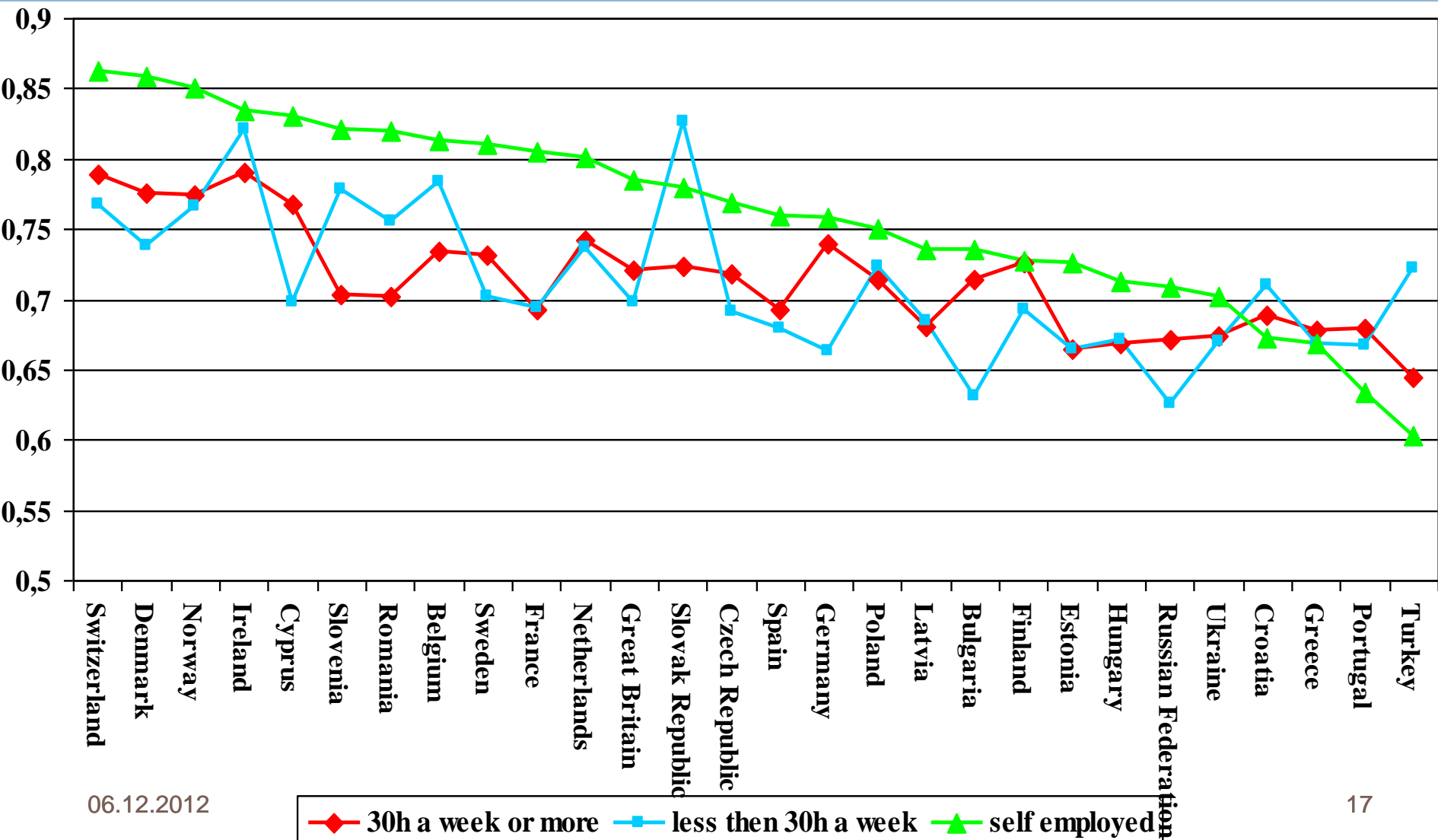
Subjective Well-being and Job Satisfaction (EVS)



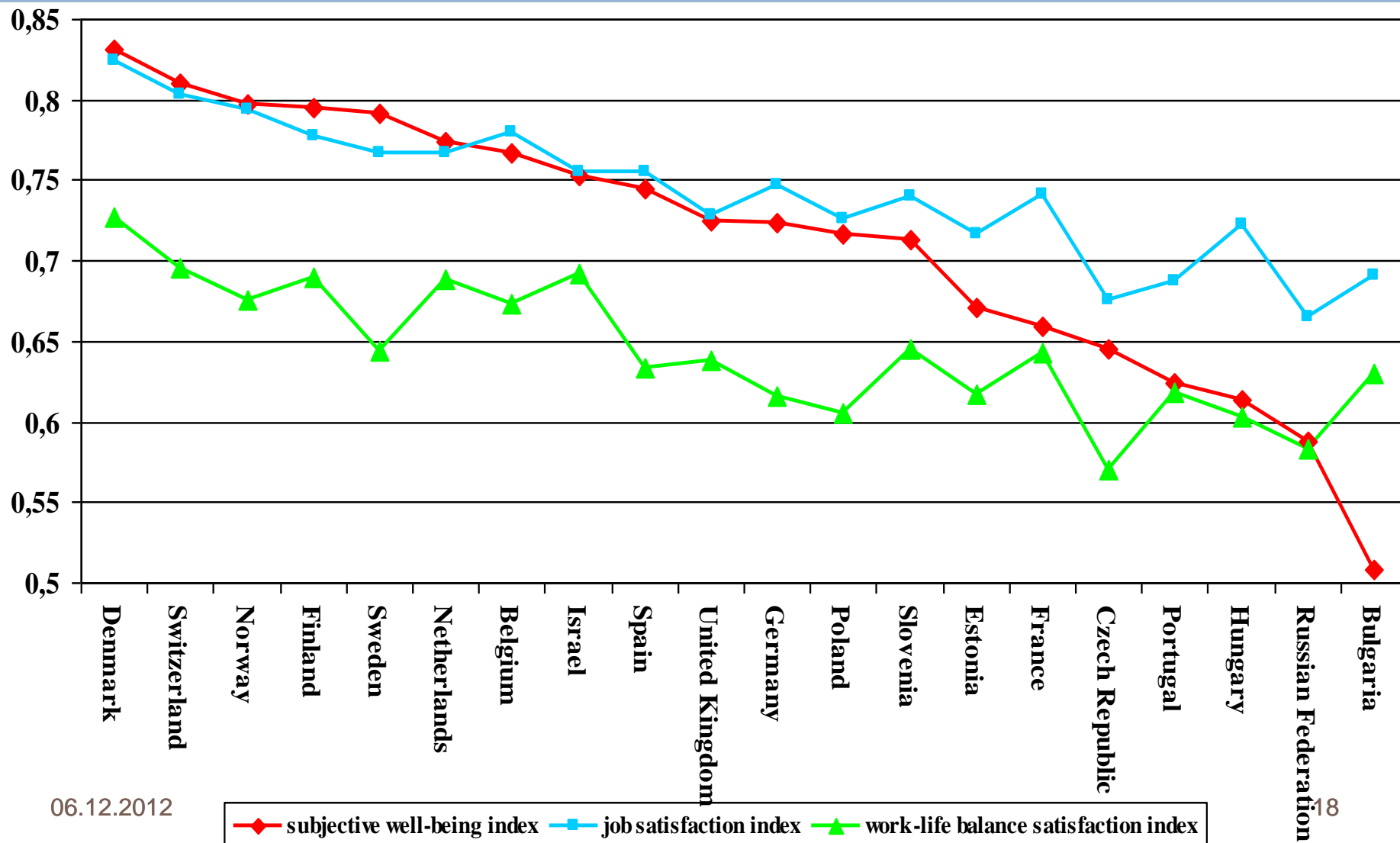
Subjective Well-being by Type of Employment (EVS)



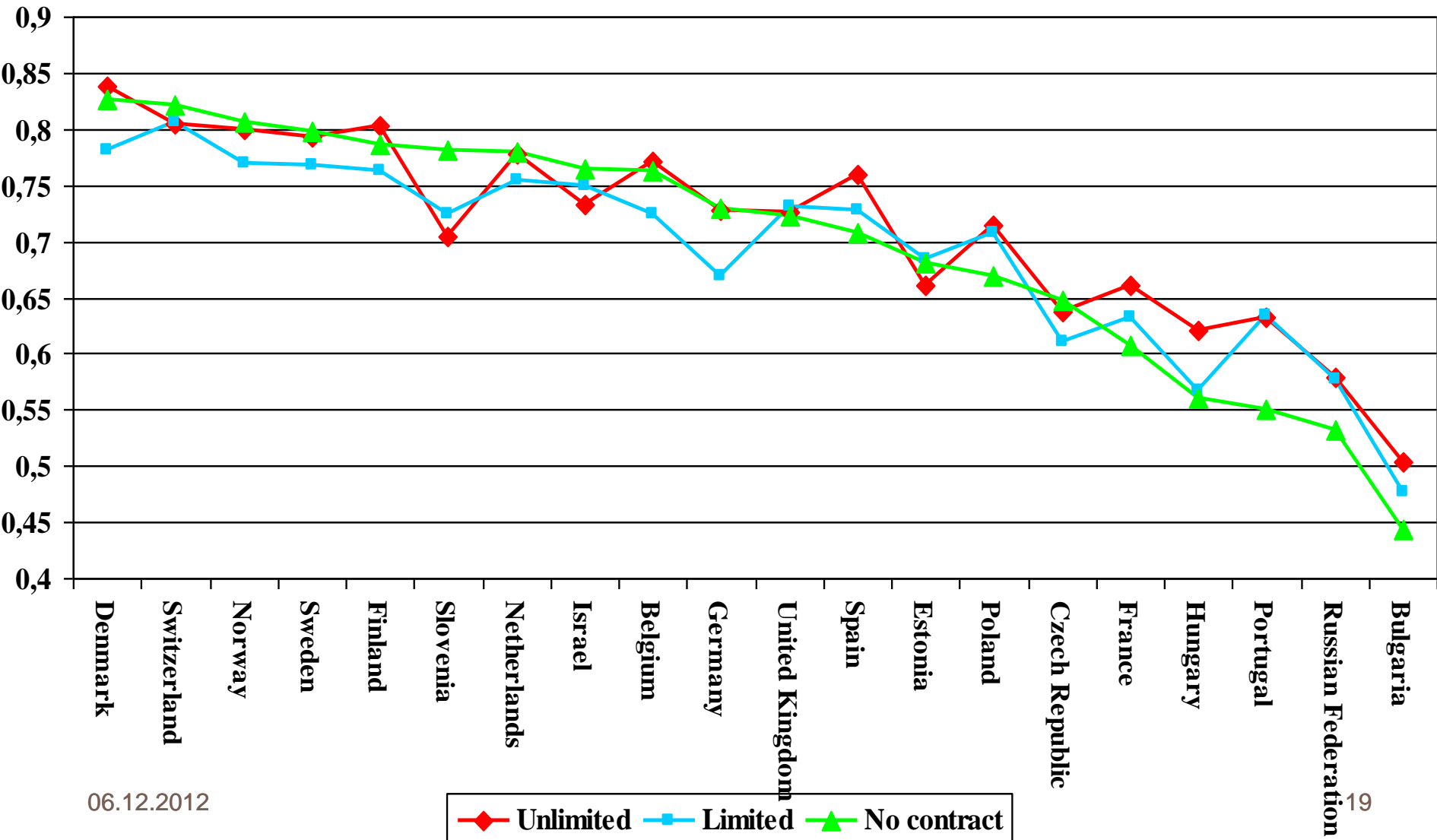
Job satisfaction by type of employment (EVS)



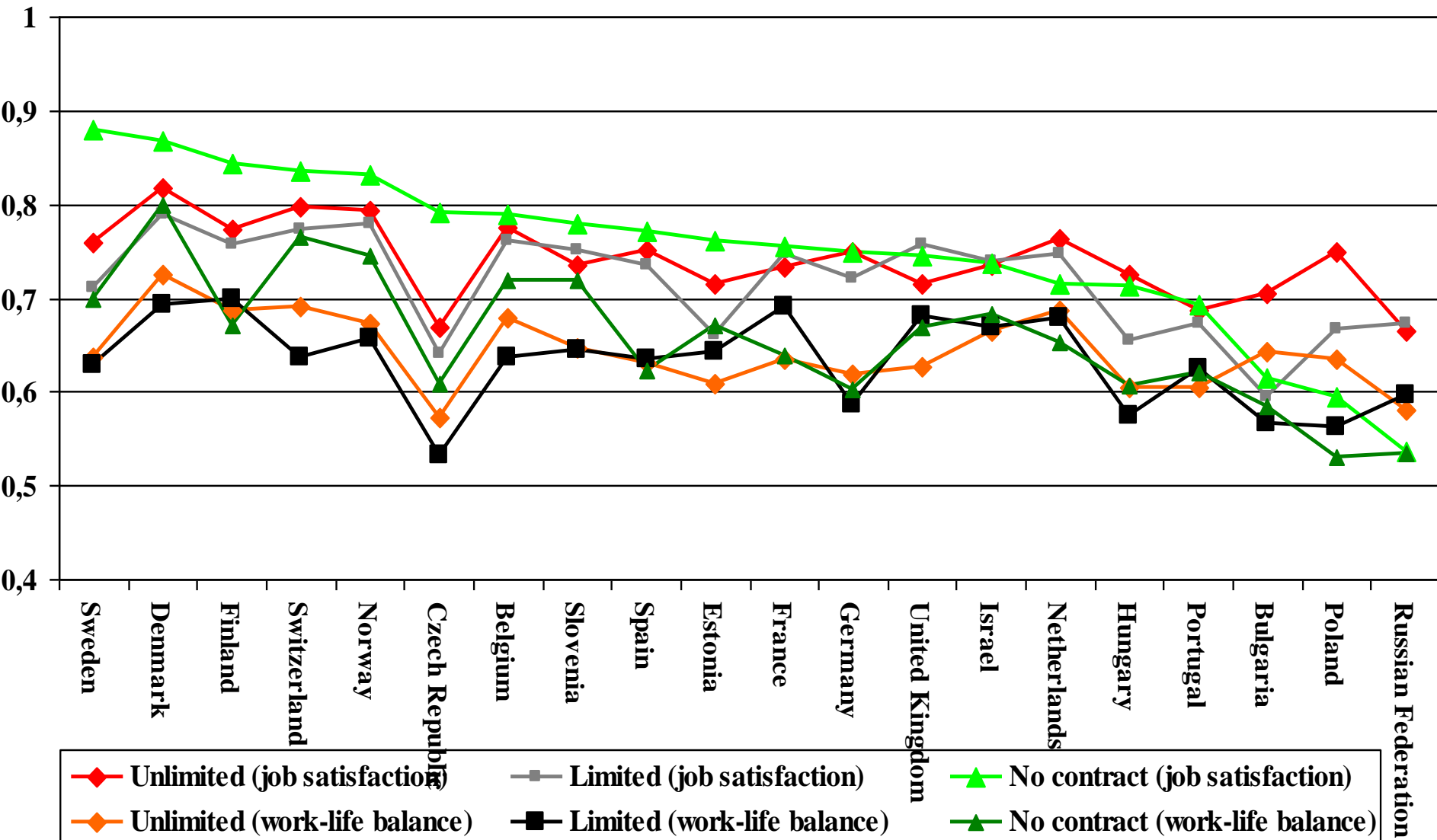
Subjective well-being, job satisfaction and work-life balance satisfaction (ESS)



Subjective Well-being by Type of Employment (ESS)



Job Satisfaction and Work-life Balance by Type of Employment (ESS)



Importance of Job (EVS)

Item	Component
To fully develop your talents, you need to have a job	0.65
It is humiliating receiving money without having to work for it	0.64
People who don't work turn lazy	0.70
Work is a duty towards society	0.66
Work should always come first, even if it means less spare time	0.70

45% of variance is explained by as single factor.

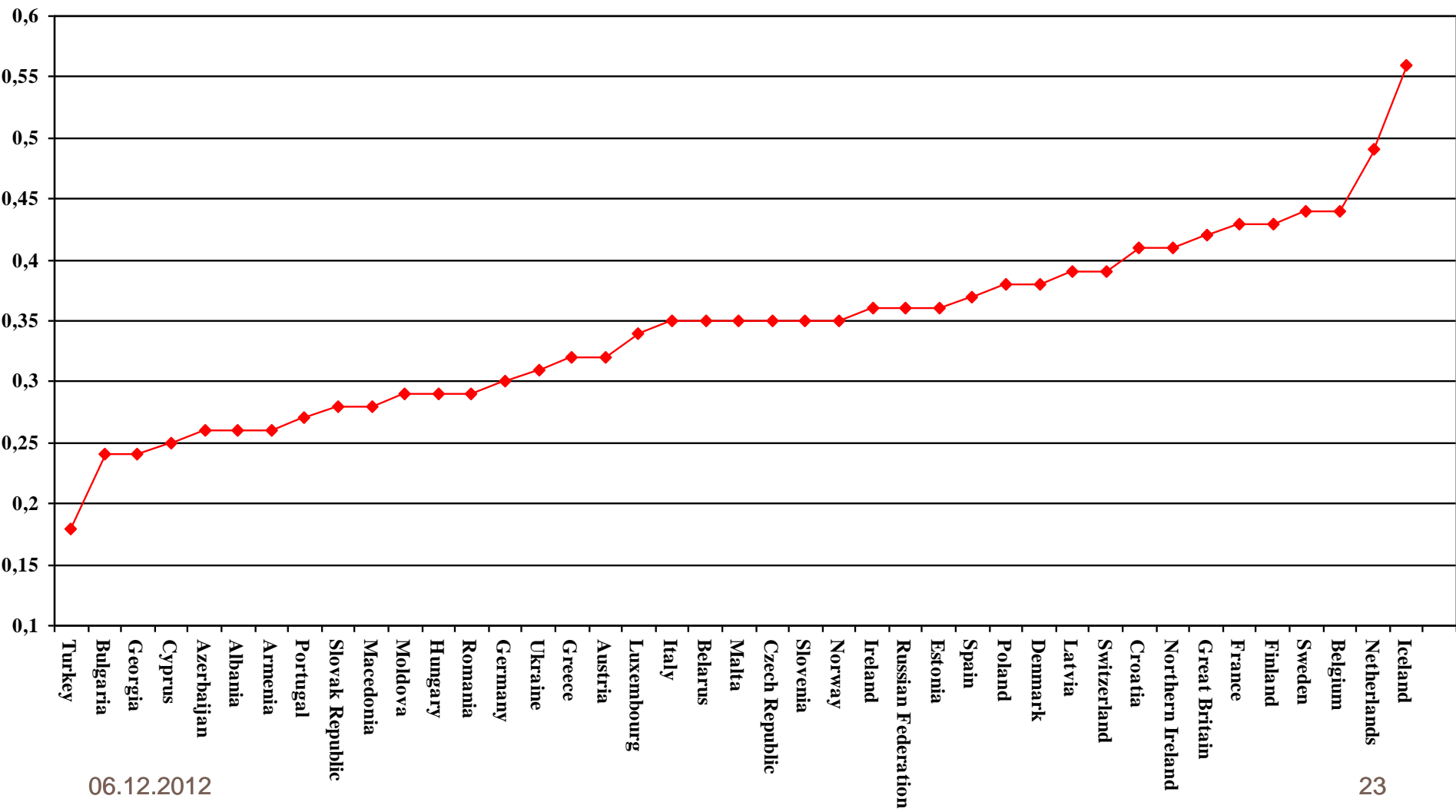
Importance of work in person's own life is less connected with the variables above

Index of Job Importance

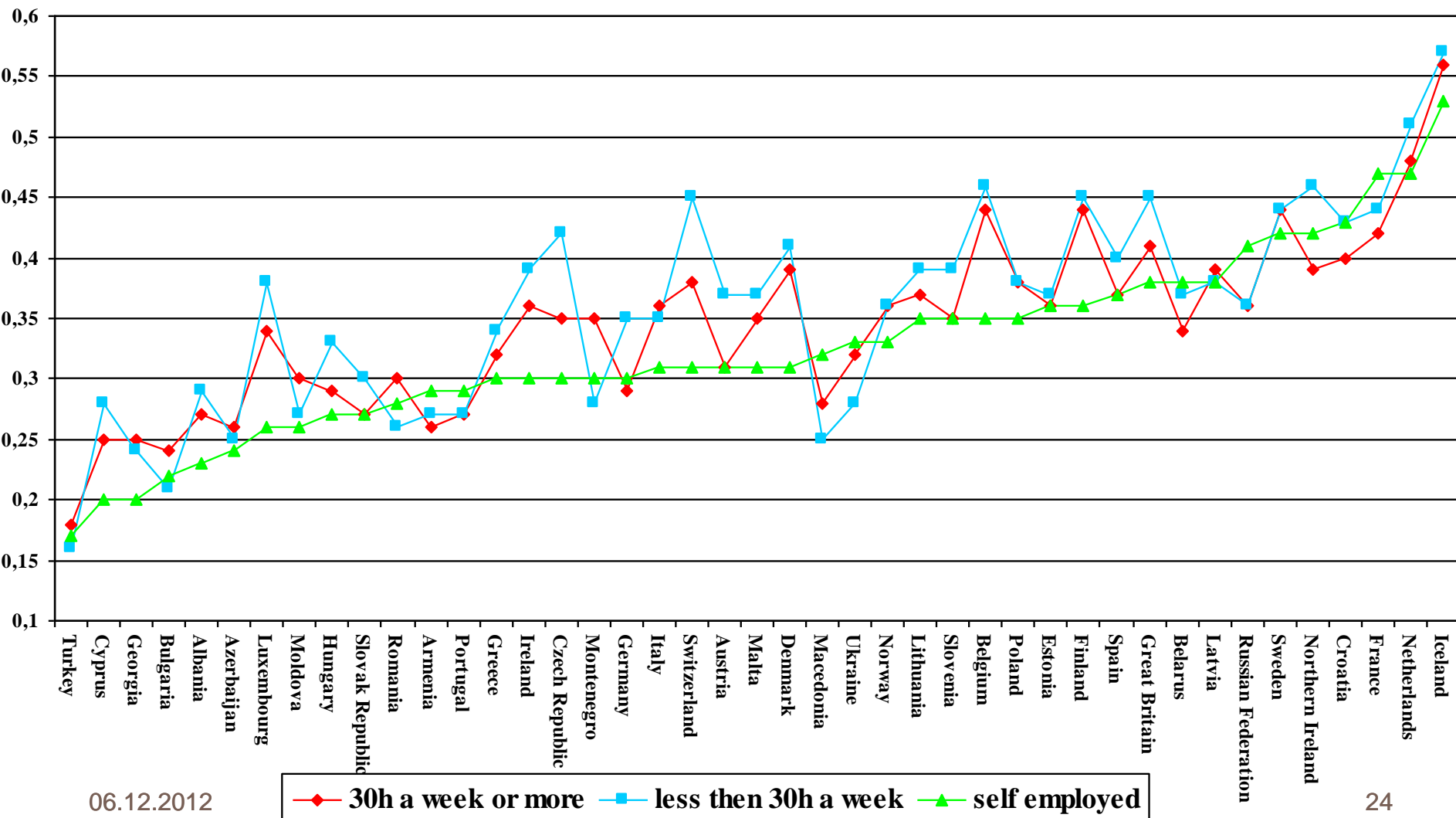
- ☞ To fully develop your talents, you need to have a job
- ☞ It is humiliating receiving money without having to work for it
- ☞ People who don't work turn lazy
- ☞ Work is a duty towards society
- ☞ Work should always come first, even if it means less spare time

- ☞ Each item has an equal weight.
- ☞ 0 – Job is very important
- ☞ 1 – Job is not important at all

Importance of Job by Country (EVS)



Importance of Job by Type of Employment (EVS)



Correlations

	SWB and job satisfaction	SWB and job importance	Job satisfaction and job importance
Country-level	0.8	0.63	0.47
Individual level	ranges from 0.23 in Denmark and 0.25 in Azerbaijan to 0.59 in Northern Cyprus and 0.49 in Italy.	correlated in Austria, Armenia, Northern Cyprus, Finland and Germany (more than 0.1)	In most countries 0.1 and 0.2 being the highest in Belorussia, Czech republic, Finland, Germany, Lithuania and Ukraine

Preliminary Findings

- ❧ Type of employment affects job satisfaction. In the majority of European countries self-employed are more satisfied with their jobs than full-time and part-time employed.
- ❧ Satisfaction of work-life balance is lower than job satisfaction and subjective well-being.
- ❧ Job is less important in the countries where self-expression values are more prevalent.

Thank you for
your attention and comments!