



Work and Life Quality
in New & Growing Jobs

walqing Final Report: Tables and Figures

File accompanying the **walqing** Final Report

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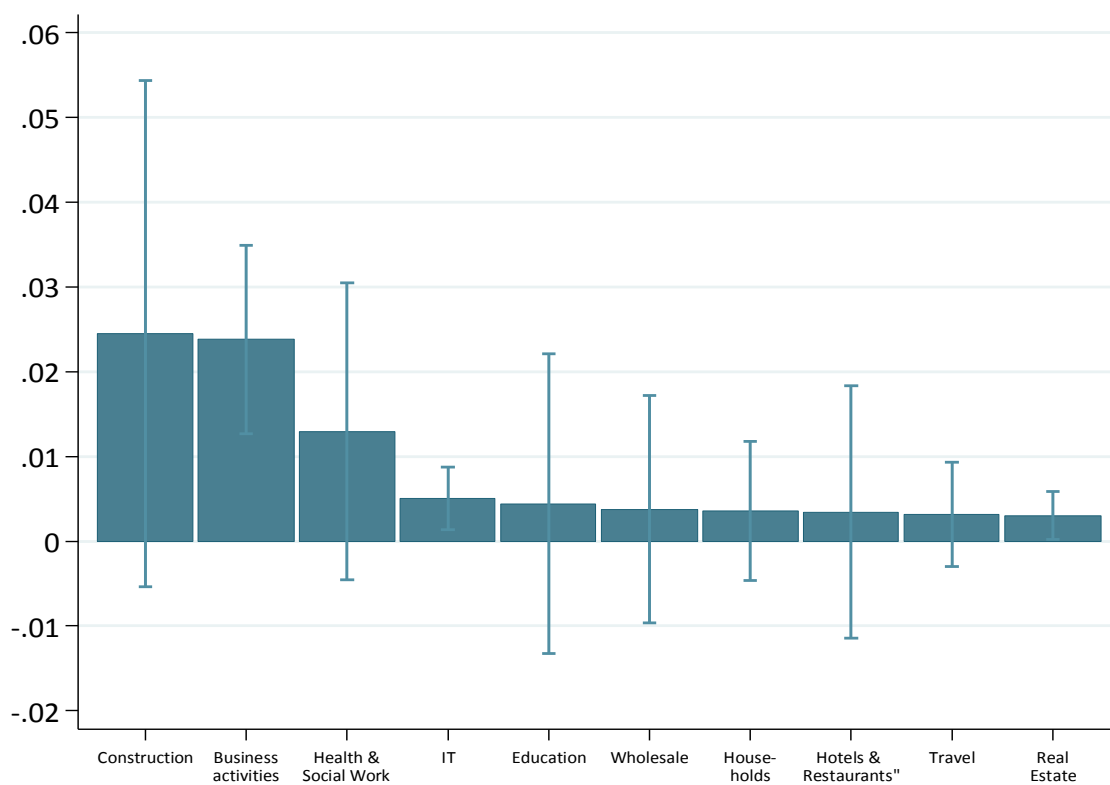
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walqing FINAL REPORT, TABLES AND FIGURES

Figure 1: Sectors showing the highest employment growth according to the BART Index



Source: walqing Newsletter #2, May 2011
(http://www.walqing.eu/fileadmin/download/external_website/walqing_Newsletter2_online.pdf).

Table 1: Sectors with highest growth and below-average job quality

NACE No.	Sub-Sector	Growth acc. to BART Index	Weighted Job Quality
45	Construction	0.0246	52.09
95	Activities of households as employers of domestic staff	0.0036	41.89
55	Hotels and restaurants	0.0035	48.83
63	Supporting and auxiliary transport activities	0.0032	53.19
28	Manufacture of fabricated metal products, except machinery	0.0020	48.57
34	Manufacture of motor vehicles, trailers and semi-trailers	0.0017	51.89
93	Other service activities	0.0013	53.30
33	Manufacture of medical, precision and optical instruments	0.0007	52.76
50	Sale, maintenance and repair of motor vehicles and motorcycles	0.0007	54.19
90	Sewage and refuse disposal, sanitation and similar activities	0.0007	49.25

Source: Holman, David/McClelland, Charlotte (2011): Job Quality in Growing and Declining Economic Sectors of the EU. walqing working paper 2011.3, Deliverable 4 of the walqing project, SSH-CT-2009-244597. Manchester, May 2011 (<http://www.walqing.eu/index.php?id=38>).

Table 2: Estimated Growth in Job Types 2000-2008

	Job Types						
	Active	Sat.	Team-Based	Passive	High-Strain	Insecure	Total
Agricultural¹ Sectors	9.6	16.7	10.2	14.3	9.9	39.2	
Jobs in 2000 (million)	1.4708	2.5586	1.5627	2.1909	1.5168	6.0058	15.3208
Jobs in 2008 (million)	1.2179	2.1187	1.2940	1.8142	1.2560	4.9733	12.6869
Industrial Sectors¹	14.9	9.9	14.4	25.0	19.2	16.6	
Jobs in 2000 (million)	8.3807	5.5684	8.0995	14.0616	10.7992	9.3369	56.2462
Jobs in 2008 (million)	8.1014	5.3829	7.8296	13.5931	10.4395	9.0258	54.3724
Service Sectors¹	17.5	15.3	13.9	19.2	14.8	19.3	
Jobs in 2000 (million)	24.2037	21.1609	19.2247	26.5549	20.4694	26.6932	138.3069
Jobs in 2008 (million)	27.9112	24.4024	22.1695	30.6226	23.6049	30.7821	159.4925
Totals							
1. NEW jobs from 2000 to 2008 (million)	3.1689	2.6161	2.4062	3.2225	2.5146	2.7450	16.6779
2. % increase from 2000	9.3	8.9	8.3	7.5	7.7	6.5	7.9
3. No. of jobs gained or lost since 2000 due to shift towards services (million)	0.4695	0.3024	0.1240	-0.1590	-0.7590	-0.5756	.0854
4. % of change in new jobs due to shift towards services	14.81	11.56	5.15	-4.93	-30.18	-20.96	
5. % change in total no. of jobs since 2000 due to shift towards services	1.36	1.09	.43	-.37	-2.31	-1.37	

¹ Figures on this row indicate percentage of job type in that sector.

Source: Holman, David/McClelland, Charlotte (2011): Job Quality in Growing and Declining Economic Sectors of the EU. walqing working paper 2011.3, Deliverable 4 of the walqing project, SSH-CT-2009-244597. Manchester, May 2011 (<http://www.walqing.eu/index.php?id=38>).

Table 3: Specific vulnerable groups and vulnerable work in the five walqing sectors

	Waste collection	Catering	Cleaning	Elderly care	Construction
Vulnerability	Not all are vulnerable: Country differences	Not all are vulnerable: Country and occupational differences	Most are vulnerable in terms of income	All care workers are vulnerable in terms of income	Not all workers are vulnerable Country differences
Particularly vulnerable groups	Older workers Workers with disabilities Temp workers (Roma workers)	Older workers, Women without formal education Young workers/students	Older workers Women, Immigrants/ethnic minorities	Older workers Women, Immigrants/Ethnic minorities	Older workers and migrant workers
Particularly problematic work and employment issues	Health risks (low income) (Atypical working hours)	Health risks (part time work) Low income (Fixed-discontinuous contracts)	Health risks Part time Low income Atypical hours Fragmented Split shifts Fixed-term	Health risks Unpredictable working hours and income Low income/poverty Part time Working alone (Fixed-term contracts)	Health risks Crisis and Subcontracting Insecure income Fixed-term and discontinuous employment

Source: Hohnen, Pernille (2012): Capacities and vulnerabilities in precarious work. The perspective of employees in European low wage jobs. Synthesis report on employees' experience and work trajectories for Workpackage 7 of the walqing project. Deliverable 7.14, 'Integrated report on individual perspectives and agency of jobholders in critical sectors' for the walqing project, SSH-CT-2009-244597 (http://www.walqing.eu/fileadmin/WALQING_Del7.14_fin.pdf).

Table 4: Action Research processes in the five walqing WP9 cases

Country	Case	Participation
Austria	Company case, cleaning / (Chamber of Labour)	Case study – presentation – intervention proposal – rejection – reflection meeting with management group walqing research presentation – collecting participants' own experiences – rich dialogue with and among stakeholders to contextualise findings
Belgium	Sectoral case, construction	Case studies – case studies integrated – WS 1 – refining report – WS2 – refining report – WS 3 – refining report – WS 4 – final refining
Bulgaria	Company case, waste collection	Case study – preparation/discussion process with management – A series of facilitated focus groups discussions – cogenerative conference – planned follow-up workshop
Denmark	Sectoral case, waste collection	Walqing research – scenario workshop (stakeholders defining problems/developing and evaluating plausible future scenarios/commitment to initiatives) – signs of a new emerging network among participants – second workshop (not just data gathering to check on first WS; also developing ambition for future action & for embedding already achieved results in a network)
Norway	Sectoral case, cleaning	Case studies – presentation meetings/proposing AR – rejection – researchers reframing – research proposal writing with user involvement – new project start-up

Source: Ravn, Johan E./Hasle, Peter/Holtgrewe, Ursula/Kirov, Vassil/Markova, Ekaterina/Van Peteghem, Jan/Peycheva, Darina/Ramioul, Monique/Sardadvar Karin/Sørensen, Ole H./Torvatn, Hans/Øyum, Lisbeth (2012): Engaging stakeholders in developing working conditions. Summary report on action research and policy lessons. Deliverable 9.15, 'Summary report on action research and policy lessons' for Workpackage 9 of the walqing project, SSH-CT-2009-244597 (http://www.walqing.eu/fileadmin/WALQING_DEL9.15_fin.pdf).

Table 5: Knowledge produced across the five Action Research cases of walqing WP9

Country	Action produced
Austria	<p>Difficult for researchers to find and assume a legitimately interventive role in the Austrian context.</p> <p>Views on dialogue, discussion and participation are indeed hierarchically and habitually unevenly distributed.</p> <p>Not everybody in Austria subscribes to the view that reflection and collaborative knowledge generation are generally worthwhile activities, particularly not on the company level (the AR approach is hardly known).</p> <p>Work organisation and job design are generally regarded as belonging to managerial prerogative in spite of comparatively strong social partnership.</p> <p>Involving stakeholders can enhance case-study research in general (not just AR).</p> <p>Raised awareness about different researcher roles – not just in AR.</p> <p>The Action Research process also validated and improved on the case-study findings from Workpackage 6 in the walqing project.</p>
Belgium	<p>The discussion of case-study findings with the company managers produced exchange of strategies, visions, experiences and approaches amongst companies</p> <p>Better understanding of the precise and qualified impact of greening of construction on work</p> <p>New knowledge about additional, influencing factors which can often not be investigated in-depth with case studies alone</p> <p>AR made it possible to validate, strengthen and qualify the outcome of an (inevitably) limited number of case studies</p> <p>It was possible to disseminate our research findings in a more systematic and active way to both case-study participants and relevant stakeholders, which fostered opportunities for raising awareness and influencing agendas</p> <p>It was possible to shift from analysis to the search for solutions to problems encountered during the qualitative research</p>
Bulgaria	<p>The FGD sessions produced important insights that the previous case-study research had not revealed.</p> <p>AR intervention assessed by the research team as very flexible and efficient tool for identification of employee related and working conditions problems, and to provide a framework and guidelines aiming to solve specific problems.</p> <p>Central and Eastern European countries dominated by working cultures with limited employee participation, and AR is an approach for improving (internal) communication and work process and even giving a “voice”.</p> <p>AR approach is relatively new and unknown in Bulgaria and its implementation was a challenge to both researchers and company representatives</p>
Denmark	<p>The results of the research indicate that other sectors with complicated, interdependent working environment problems would benefit from a similar participatory process as the one used in the Action Research.</p> <p>The first workshop (future workshop) may be a new take on the search conference method, where one of the particularities is the definition of future trends and another particularity may be the compressed time frame of one workday. Here, a future scenario method was used.</p> <p>The relationship between process form and degree of stakeholder/participant accountability (c.f. “soft accountability”).</p> <p>Critical comments at workshop should, in addition to reflections on the AR workshop, raise awareness that the initiatives and results are primarily valid as best cases (not representing the average).</p>

Norway	<p>Project has produced a further refinement of the understanding of how Norwegian work life is very different from many other European countries</p> <p>Learn to organize a an AR project along the value chain rather than firmly within a company node</p> <p>Involving the outside of the enterprises in the process of improving the inside is in a way redefining AR and challenges some of the commonly held systems assumptions.</p> <p>(Only) Indirectly addressing cleaners: addressing cleaning in a value chain perspective is likely to lead the project to be in touch with handlers of cleaning (buyers, users, managers, union representatives) more than the cleaners themselves.</p> <p>“Researcher alignment” and also research validation through bringing in colleagues into “our case”</p> <p>The process of agenda negotiation with the field and the resulting new and, we must admit, improved focus confirmed to us that practitioner involvement really carries the potential of improving a research process.</p>
All	<p>The project has improved the researchers understanding of AR as a possible method for developing sustainable work in precarious work settings, expanded on the methodological and practical knowledge in social science as well as increased their understanding of the work life and challenges in countries different from their own.</p>

Ravn, Johan E./Hasle, Peter/Holtgrewe, Ursula/Kirov, Vassil/Markova, Ekaterina/Van Peteghem, Jan/Peycheva, Darina/Ramioul, Monique/Sardadvar Karin/Sørensen, Ole H./Torvatn, Hans/Øyum, Lisbeth (2012): Engaging stakeholders in developing working conditions. Summary report on action research and policy lessons. Deliverable 9.15, ‘Summary report on action research and policy lessons’ for Workpackage 9 of the walqing project, SSH-CT-2009-244597 (http://www.walqing.eu/fileadmin/WALQING_DEL9.15_fin.pdf).