

<b>QUESTION MODULE DESIGN TEAM (ESS ROUND 5) APPLICATION FORM FOR <u>REPEAT MODULES<sup>1</sup></u></b>	
Please return this form by email to:	Mary Keane <a href="mailto:ess@city.ac.uk">ess@city.ac.uk</a> (PDF files only)
<b>CLOSING DATE FOR APPLICATIONS:</b> 17:00 hours (GMT) on 6 <sup>th</sup> February 2009	

**USE THE ARROW KEYS TO NAVIGATE ROUND THE FORM**

**1. Principal Applicant (*person to whom all correspondence will be sent*):**

<b>Forename:</b> Duncan	<b>Surname:</b> Gallie
Position: Official Fellow	
Department: NuffieldCollege	
Institution: University of Oxford	
Full Address:	New Road Nuffield College OX1 1NF Oxford Oxfordshire United Kingdom
Tel No: + 441865278586	Email: duncan.gallie@nuffield.ox.ac.uk

**2. Co-Applicants (*up to 4*):**

<b>(i) Forename:</b> Martina	<b>Surname:</b> Dieckhoff
Department: Skill Formation and Labour Markets	
Institution: Social Science Research Center Berlin	
Country: Germany	Email: dieckhoff@wzb.eu

<b>(ii) Forename:</b> Helen	<b>Surname:</b> Russell
Department: Social Cohesion and Quality of Life	
Institution: Economic and Social Research Institute	
Country: Ireland	Email: Helen.Russell@esri.ie>

<b>(iii) Forename:</b> Nadia	<b>Surname:</b> Steiber
Department: Institute of Sociology	
Institution: Vienna University of Economics	
Country: Austria	Email: nadia.steiber@wu-wien.ac.at

<b>(iv) Forename:</b> Michael	<b>Surname:</b> Tählin
Department: Swedish Institute for Social Research (SOFI)	
Institution: Stockholm University	
Country: Sweden	Email: michael.tahlin@sofi.su.se

<sup>1</sup> A repeat of a topic previously included on the ESS - at least 60% of questions will be administered in an identical format.

**3. Proposed title of module (*max 80 characters*):**

Work, Family and Well-Being : The Implications of Economic Recession

**4. Abstract (*max 200 words*)**

The proposal is for a repeat of the Round 2 module 'Family, Work and Well-Being'. It will draw primarily on the 'work experience' and 'work-family' conflict sections of the previous double module, while retaining a number of key indicators with respect to household activity. It will provide additional items to examine the implications of 'labour market trajectories' during the crisis and to extend the analysis of 'work-life balance'. Since the previous module the economic and social situation has been dramatically transformed by the economic recession. A repeat of the module will provide a unique opportunity to examine major theoretical claims about the factors affecting work, family experience and well-being and at the same time will provide an essential mapping for policy makers of the changes occurring, their social costs and their implications for individual's attitudes to work and society. Given the very different institutional contexts of EU member states, it will provide crucial insights into the extent to which different types of employment and welfare regime are able to mediate the impact of economic crisis.

## 5. Curriculum vitae

(Please provide a brief CV for each applicant, including subject expertise, questionnaire design and analysis experience, relevant publications and record of joint working – maximum one page per applicant.)

### Principal Applicant:

Duncan Gallie is Professor of Sociology at the University of Oxford and an Official Fellow of Nuffield College, Oxford. He has written on the quality of employment and the social consequences of unemployment, working with both British and wider European data. With respect to employment he has focused on changes in skills, in job control at work and on work pressure. He has co-authored with Helen Russell a paper on work-family conflict Gallie, D. and Russell, H. (2009 forthcoming) 'Work-Life Conflict and Working Conditions in Western Europe', Social Indicators Research (forthcoming). On unemployment, he has been concerned with the factors that accentuate unemployment risks, the implications of unemployment for work and socio-political attitudes and the relationship between labour market insecurity and vulnerability to social exclusion.

He has had extensive experience of questionnaire design - through his work as Co-ordinator of the British Social Change and Economic Life Initiative (which involved individual, household and employer surveys), as joint Director (with Michael White) of the Employment in Britain Survey, and as joint Director (with Alan Felstead and Francis Green) of the 2001 and 2006 British Skills Surveys. He also prepared a work module for DG Research which was fielded in 1996 as part of the Eurobarometer 44.3 and largely replicated in 2001 in the Eurobarometer 56.1. He was a member of the team that prepared the questionnaire for the Round 2 module of the European Social Survey, for which he was responsible with Helen Russell and Michael Tahlin for assessing and selecting the work and work-family conflict items. Most of his work during the last two decades has involved close collaboration with other European researchers.

### Selected Publications

Gallie, D. ed. (2007) *Employment Regimes and the Quality of Work*. Oxford: Oxford University Press.

Gallie, D. 2007. "Welfare Regimes, Employment Systems and Job Preference Orientations." *European Sociological Review* 23(3):279-93.

Gallie, D. and Dieckhoff, M. (2007) "The Renewed Lisbon Strategy and Social Exclusion Policy". *Industrial Relations*, 36 (6), 480-502.

Gallie, D. 2005. "Work Pressure in Europe 1996-2001." *British Journal of Industrial Relations* 43(3):351-75.

Gallie, D., Felstead, A, and Green, F. 2004. "Changing Patterns of Task Discretion in Britain." *Work, Employment and Society* 18(2):243-66.

Gallie, D. 2003. "The Quality of Working Life: Is Scandinavia Different?" *European Sociological Review* 19(1):61-79.

Gallie, D. and Paugam, S. (2003) *Social Precarity and Social Integration*. Luxembourg: Office for Official Publications of the European Communities.

Gallie, D. and Paugam, S. eds (2000) *Welfare Regimes and the Experience of Unemployment*, Oxford: Oxford University Press.

Gallie, D. 1999. "Unemployment and Social Exclusion in the European Union." *European Societies* 1(1):139-67.

Gallie, D., White, M., Cheng, Y, and Tomlinson, M. 1998. *Restructuring the Employment Relationship* edited by Oxford: Clarendon Press.

Gallie, D. and Russell, H. 1998. "Unemployment and Life Satisfaction." *Archives Europeennes De Sociologie* XXXIX(2):3-35.

Gallie, D., Penn, R., and Rose, M. ed. 1996. *Trade Unionism in Recession*. Oxford: Oxford University Press.

Gallie, D., Marsh, C., and Vogler, C. ed. (1994) *Social Change and the Experience of Unemployment*. Oxford: Oxford University Press.

Gallie, D. 1991. "Patterns of Skill Change - Upskilling, Deskilling Or the Polarization of Skills." *Work Employment and Society* 5(3):319-51.

## Curriculum vitae (continued):

### Co-applicant 1:

Dr. Martina Dieckhoff is senior researcher at the Social Science Research Center Berlin. Her research to date has predominantly been concerned with cross-national comparative research on labour market outcomes of initial and continuing training, with special focus on the role that institutions may play in explaining cross-national differences in training outcome. Within this context she has also been engaged in research questions pertaining to gender inequality in access to continuing training opportunities. Recently, she has started research on the long-term consequences of unemployment for individual's life and employment trajectories. She has much experience in the quantitative analysis of cross-national data – she has worked with the European Social Survey as well as with the European Community Household Panel and is currently also exploring the potential of the European Labour Force Survey. She is an active member of Equalsoc (Network of Excellence funded by the European Union' sixth framework programme). Together with her colleague Dr. Nadia Steiber (one of the co-applicants in this competition) she has been coordinating two projects within this framework: "Childcare responsibilities and continuing training participation in Europe: A cross-national comparative study" which is based on the round two ESS data, and "Varieties of Life Course Patterns: The Role of Institutions in Shaping Labour Market Careers in Europe" which uses the EULFS. Further relevant Equalsoc projects she has been involved in are "Skills Change and the Quality of Working Life" (coordinator: Prof. Duncan Gallie) and "The Training Gap in Life Long Learning" (coordinator: Prof. Philip O'Connell).

#### Selected Publications:

Dieckhoff, M. and Steiber, N. (2009 forthcoming) 'In search of gender differences in access to continuing training: is there a gender gap and if yes, why?' WZB Discussion Paper.

Dieckhoff, M. (2008) 'Skills and Occupational Attainment: A Comparative Study of Germany, Denmark and the UK', in: *Work, Employment and Society*, 22(1), 89-108.

Dieckhoff, M. (2007). 'Does it work? The Effect of Continuing Training on Labour Market Outcomes: A Comparative Study of Germany, Denmark, and the UK', in: *European Sociological Review*, 23(3), 295-308.

Gallie, D. and Dieckhoff, M. (2007). 'The Renewed Lisbon Strategy and Social Exclusion Policy', in: *Industrial Relations Journal*, 36(6), 480-502.

Dieckhoff, M., Jungblut, J. M., and O'Connell, P.J. (2007) 'Job-Related Training: Do Institutions Matter?', in D. Gallie (Ed.) *Employment Regimes and the Quality of Work*, Oxford University Press, pp. 77-103

Dieckhoff, M. (2006) 'Continuing Training', State-of- the-Art Report for the EqualSoc Network of Excellence, October 2006, available from: [www.equalsoc.org](http://www.equalsoc.org)

Dieckhoff, M. (2006) 'Unemployment and Activation', State-of-the Art Report for the EqualSoc Network of Excellence, October 2006, available from: [www.equalsoc.org](http://www.equalsoc.org)

## Curriculum vitae (continued):

### Co-applicant 2:

Dr. Helen Russell is a senior research officer at the Economic and Social Research Institute in Dublin. Dr Russell was a member of the questionnaire development team for the original Work, Family and Wellbeing Module fielded in round 2 of the European Social Survey.

Her research interests include employment, family, equality and quality of life. The interaction between work and family life has been a central theme of her research over the last 15 years. She has extensive experience in the design and analysis of large scale datasets. She was a member of the team that designed the first Irish national employee survey fielded in 2003, which investigated a wide range of employment issues. She is currently involved in designing a second wave of the employee survey which will be fielded this year. Other examples of questionnaire design and analysis in which Dr Russell has played a lead role include the first Irish National Time-Use survey (McGinnity & Russell 2008), the Follow-Up Survey of Graduates 2003 (Russell et al. 2005) and Survey of Women's Experiences at Work During Pregnancy (which is currently at questionnaire development stage).

Dr Russell is a member of the EQUALSOC network of excellence, and within the network has been co-ordinating (with Dr Fran McGinnity) a group of researchers from seven countries working on the issue of reconciling work and family life. The group has made extensive analyses of the Work, Family and Wellbeing Module of the European Social Survey. The output of this research team is the special issue of Social Indicators which will be published this year, entitled Comparing Work-life Conflict in Europe: Evidence from the European Social Survey. Dr Russell has been involved in a number of European projects with international teams that have produced high quality comparative research based on European-wide data e.g. EPUSE, PIEP, Youth Unemployment in Northern Europe and projects commissioned by the European Foundation for the Improvement of Living and Working Conditions.

At national level she is the co-ordinator of a major research project on equality in Ireland which has investigated topics such as subjective experiences of discrimination, gender differences in pay and changing female participation in the labour market. Within the programme three reports have already been published and a further four will be published by the end of 2009. She has recently edited an influential volume on the quality of life in Ireland over the last decade (Fahey, Russell & Whelan 2007).

Helen Russell is an associate editor of the journal The Economic and Social Review, a member of the Technical Advisory Committee for the Office of Social Inclusion in Ireland, and the Research Advisory Group of the National Centre for Partnership and Performance (NCPPI).

#### Selected Publications

Russell, H., O'Connell, P.J. and McGinnity, F. (2009) 'The Impact of Flexible Working Arrangements on Employee Stress and Work Pressure in Ireland.' Special Issue of Gender, Work and Organization, 'Work/Life Balance: A Matter Of Choice?', Vol. 16, No. 1.

Gallie, D. & Russell, H. (forthcoming 2009) 'Work-Family Conflict and Working Conditions in Western Europe'. Special Issue of Social Indicators Research

Layte, R., O'Connell, P.J. & Russell, H. (2008) Temporary Jobs in Ireland: Does Class Influence Job Quality? Economic and Social Review, vol. 39 no. 2 pp81-104.

McGinnity, F. and Russell, H. (2008) Gender Inequalities in Time Use: The Division of Caring, Housework and Employment Among Women and Men in Ireland. Dublin: The Equality Authority/ESRI.

Russell, H., Quinn, E., King O'Riain, R. & McGinnity, F. (2008) The Experience of Discrimination in Ireland. . Dublin: The Equality Authority/ESRI.

McGinnity, F. & Russell, H. (2007) Work Rich, Time Poor? Time Use of Men and Women in Ireland, Economic and Social Review, Vol. 38, No. 3.

Fahey, T., Russell, H. & Whelan, C.T. (eds.) (2007) The Best of Times? The Social Consequences of the Celtic Tiger, Dublin: IPA. (international edition published by Springer 2008, as Quality of Life in Ireland: Social Impact of Economic Boom)

O'Connell, P.J. and Russell, H. (2007) "Employment and the Quality of Work" in Fahey, Russell & Whelan (eds.) The Best of Times? Dublin: IPA.

Russell, H., Smyth, E. & O'Connell, P. J. (2005) Degrees of Equality: Gender Pay Differentials Among Recent Graduates, Dublin: Economic and Social Research Institute/Department of Justice Equality and Law Reform.

## Curriculum vitae (continued)

### Co-applicant 3 (if applicable):

Dr Nadia Steiber is a postdoctoral researcher at the Institute of Sociology, Vienna University of Economics. Her research interests focus on the analysis of labour market behaviour at different stages in the life-cycle and the consequences of different types of employment for individuals and families. Her doctoral thesis investigates work hour preferences, showing that the quality of work is a central factor shaping people's work motivation and labour supply decisions. Moreover, together with other members of the applicant team, she has worked on the issue of work-family reconciliation. She has co-authored a chapter on 'The Impact of Work Demands on Family Life' in an edited volume published by Oxford University Press (Gallie 2007) and has contributed an article to a special issue dedicated to the topic and using data from the ESS module on work, family and well-being, in Social Indicators Research. She has worked with the other members of the applicant team for many years, mainly through the 6FP research network Equalsoc. Together with M. Dieckhoff, she has been coordinating an EqualSoc project concerned with exploring the ESS' potential for investigating access to continuing training. Currently, they are co-ordinating an EqualSoc project that is exploring the potential of the EU Labour Force Survey for investigating 'The Role of Institutions in Shaping Labour Market Careers in Europe'. Further EqualSoc projects she has been involved in are 'Skills Change and the Quality of Working Life' (coordinated by D. Gallie), and 'Reconciling Work, family and Gender Equality' (coordinated by H. Russell and F. McGinnity).

#### Selected Publications:

Dieckhoff, M. and Steiber, N. (2009 forthcoming) 'In search of gender differences in access to continuing training: is there a gender gap and if yes, why?' WZB Discussion Paper.

Steiber, N. (2009): Reported Levels of Time-Based and Strain-Based Conflict between Work and Family Roles in Europe: A Multilevel Approach, Social Indicators Research, First Online.

Steiber, N. (2008): 'How Many Hours Would You Want to Work a Week?' Job Quality and the Omitted Variables Bias in Labour Supply Models, SOEPPapers on Multidisciplinary Panel Data Research, Paper No. 121, Berlin, August 2008.

Scherer, S. and Steiber, N. (2007): Work and Family in Conflict? The Impact of Work Demands on Family Life in Six European Countries, In Gallie, D. (ed.); Employment Regimes and the Quality of Work, Oxford: Oxford University Press, pp. 137-78.

Steiber, N. (2007): The Linkages between Work and Family: State of Knowledge and Policy Implications, EqualSoc Policy Paper, Volume 2, 2007, available from [www.equalsoc.org](http://www.equalsoc.org).

Torres, A., Brites, R., Haas, B. and Steiber, N. (2007): First European Quality of Life Survey: Time Use and Work-Life Options over the Life Course. Dublin: European Foundation for the Improvement of Living and Working Conditions.

Haas, B., Steiber, N., Hartel, M. and Wallace, C. (2006): Household Employment Patterns in an Enlarged European Union, Work, Employment and Society 20(4): 751-771.

## Curriculum vitae (continued)

### Co-applicant 4 (if applicable):

Michael Tåhlin is professor of sociology at the Swedish Institute for Social Research (SOFI), Stockholm University. He has conducted research on social stratification, labour markets, and education, with a special emphasis on the structure and change of skills and wage inequality. He has been engaged in survey research since the early 1980s and has participated in and been responsible for all stages in such work, including the design and construction of questionnaires as well as the analysis and reporting of the data. He has worked together with several internationally leading scholars, including Hans-Peter Blossfeld and Thomas DiPrete, and is a member of the editorial boards of *European Sociological Review*, *International Sociology*, and *Research in Social Stratification and Mobility*. As responsible for the Swedish level of living survey, he leads a large group of co-workers and graduate students. He is currently involved in Equalsoc, an EU funded Network of Excellence, and is a steering committee member of Transeurope, an ESF funded research network on the impact of international integration on social inequality.

#### Selected Publications:

Tåhlin, M., and Korpi, T. (2008). "Educational mismatch, wages, and wage growth. Overeducation in Sweden, 1974-2000. *Labour Economics* (in press)

Tåhlin, M. (2007) 'Class clues'. *European Sociological Review*, vol. 23, pp. 557-572.

Tåhlin, M. (2007) 'Skills and wages in European labour markets: Structure and change' Pp. 35-76 in Gallie, D. (ed.) *Employment Regimes and the Quality of Work*. Oxford: Oxford University Press.

Tåhlin, M. and Korpi, T. (2006) 'The impact of globalization on men's labor market mobility in Sweden' Pp. 149-77 in Blossfeld, H-P, M. Mills, F. Bernardi (eds.) *Globalization, Uncertainty, and Men's Careers. An International Comparison*. Cheltenham, UK: Edward Elgar. (With Tomas Korpi.)

Tåhlin, M. (2004) 'Do opposites attract? How inequality affects mobility in the labor market', *Research in Social Stratification and Mobility*, vol. 20, pp. 255-282.

Tåhlin, M. and le Grans, C. (2002) 'Job mobility and earnings growth' *European Sociological Review*, vol. 18, pp. 381-400.

Tåhlin, M., DiPrete, T., Goux, D., and Maurin, E. (2001) 'Institutional determinants of employment chances: The structure of unemployment in France and Sweden' *European Sociological Review*, vol. 17, pp. 233-254.

Tåhlin, M., DiPrete, T., De Graaf, P., Luijckx, R., and Blossfeld, H.P. (1997) 'Collectivist vs. individualist mobility regimes? Structural change and job mobility in four countries', *American Journal of Sociology*, vol. 103, pp. 318-358.

Tåhlin, M., le Grand, C., and Szulkin, R. (1995) "Why do some employers pay more than others? Earnings variation across establishments in Sweden", *Research in Social Stratification and Mobility*, vol. 14, pp. 265-296.

Tåhlin, M., le Grand, C., and Szulkin, R. (1994) 'Organizational structures and job rewards in Sweden', *Acta Sociologica*, vol. 37, pp. 231-251.

Tåhlin, M. (1993) 'Class inequality and post-industrial employment in Sweden', pp. 80-108 in Esping-Andersen, Gøsta (ed.) *Changing Classes. Stratification and Mobility in Post-Industrial Societies*. London: Sage.

Tåhlin, M. (1991) "Compensating and reinforcing wage differences in the Swedish labor market", *Research in Social Stratification and Mobility*, vol. 10, pp. 257-287.

Tåhlin, M. (1990) "Politics, dynamics and individualism. The Swedish approach to level of living research", *Social Indicators Research*, vol. 22, pp. 155-180.

## **Module Proposal – for REPEAT Modules**

### **Part 1: Theory behind proposed module (max 6000 words)**

A description of the theory and evidence that is driving the proposal, which demonstrates the team's expertise in the chosen topic, should be provided. Please cite relevant literature, past studies and publications in the field. Explain the relevance of the topic to a key academic or policy concern within European arena. Outline the conceptual framework for the proposed module relating this to the design of the previous ESS module on this topic, noting any differences and the reasons for these. Evidence of the relevance of data from the previous ESS rotating module should be included here, as well as a summary of the most relevant ESS findings on the subject.

#### **Introduction**

Our proposal is for a repeat module based on the 2004 module 'Family, Work and Well-Being'. We believe that this is highly timely for both theoretical and policy reasons. The 2004 module was designed to shed new light on the relationship between work, family and well-being in a comparative perspective. It was carried out at a time of relative economic prosperity, when living standards were rising and unemployment levels were falling. The economic and social situation has been dramatically transformed by the economic recession resulting from the financial crisis of 2008. This provides a unique opportunity to examine major theoretical claims about the factors affecting work, family experience and well-being and at the same time will provide an essential mapping for policy makers of the changes occurring, their social costs and their implications for individual's attitudes to work and society. Given the opportunities to examine changes in the very different institutional contexts of EU member states, it will provide crucial insight into the extent to which different types of employment and welfare regime are able to mediate the impact of economic crisis. There is no previous period for which we have high quality comparative data covering a transition from a period of prolonged economic growth to economic downturn.

The 2004 module 'Family, Work and Well-Being' was a double module collecting extensive information both on work experience and on family time use patterns. The two parts of the module were designed to explore a range of distinct issues about work and the family, but they also had an important area of intersection around the issue of work-family conflict. The current proposal builds primarily on the work and work-family conflict components of that module, with a substantially reduced section on the family conserving the items that proved empirically most important for accounting for work-family conflict. At the same time, it will add additional indicators to allow a more adequate examination of 'work-life' balance. We have taken this decision in the light of the immediacy of the research issues generated by the current economic recession with respect to the impact of work and labour market experiences. We suspect that change in some of the other areas of family behavior that were examined will take place over a longer period of time and would be best treated through a distinct repeat module focused on the family at a subsequent phase of the development of the ESS.



## **Part 1 Theoretical and Policy Background**

### *Theoretical and Policy Background of the Round 2 Module*

The work component of the 2004 module started from the premise that employment and the nature of work are critical factors for the quality of people's lives. This is partly because of the intrinsic importance of work for people's potential for self-development, partly because of the importance of employment for family incomes and partly because the nature of employment conditions have vital consequences for people's ability to combine work and family. Even for those not personally in employment, current well-being is likely to be heavily affected by the employment structure of the household or their own past employment experience. It was designed to address the EU policy concerns about the creation of better jobs and social cohesion highlighted at the Lisbon Summit of 2000 and subsequently incorporated into the European Employment Strategy.

The module built on several decades of research on the implications of job characteristics for people's experience of work, their psychological well-being, their health and their non-work lives (Hackman and Oldham, 1980; French et al. 1982; Kohn and Schooler, 1983; Warr, 1987; Karasek and Theorell, 1990). The choice of the core dimensions that were addressed: job skills, task discretion, work pressure, job security, and work-family conflict was then rooted in a large theoretical and empirical literature and indeed many of the items had their origins in these studies. There was however relatively little rigorous comparative data available on how such job characteristics affected people's non-work lives, although there was much speculation about a growing tension between work and non-work life.

The specific theoretical backcloth to the earlier module was the widespread argument that the nature of employment was changing as a result of new processes of intensification and flexibilisation (Beck, 2000; Burchell et al, 2002; Capelli, 1997; Green and McIntosh, 2001). One aspect of this was the increasing demands of jobs in an economy with rising skills, new technologies and organizational innovations that increased the continuity of work flows. Another was the growth of atypical forms of employment which increased the prevalence of asocial hours of work and reduced employment security. It seemed plausible that these developments had severe implications both for personal well-being and for the risks of work-family conflict, and our subsequent empirical analyses have shown that this was indeed the case.

At the same time an important focus of the module was the comparative analysis of the extent and implications of such changes in countries with distinct policy and institutional arrangements – in particular with different types of welfare regime. It was designed to cast light on the degree of inequality in employment conditions in different countries. Another central concern was how far national policies (such as care service and parental leave schemes) enable men and women to reconcile work and family life. These issues of commonality and country distinctiveness in the processes affecting personal and family well-being have been central to our publications making use of the data (Gallie ed. 2007; the special issue of Social Indicators Research forthcoming, 2009).

### *Theoretical and Policy Background of the Repeat Module*

The Round 2 survey however reflected the conditions of a period of relative economic prosperity. A replication of the module will provide a powerful instrument for examining how sharp economic deterioration affects the quality of people's lives.

In particular it will make it possible to look at the implications of economic change for:

- The experience of work and the labour market
- Work-Family Reconciliation
- Social Integration and Social Cohesion

a) The experience of work and the labour market

Even in a period of economic growth, there were aspects of the changing nature of work that were detrimental as well as aspects that were positive for well-being. In particular, we found that high work demands in terms of hours of work and the intensity of work had strongly negative effects on people's personal lives. Further insecurity, although it was restricted to specific parts of the workforce, had damaging consequences not only for the individual but also for the family. At least for the individual however the level of welfare support was an important mediator of the effects of insecurity.

It seems probable that the shift from a situation of economic growth to one of economic recession and accelerated restructuring of employment is likely to sharply accentuate the negative consequences of work experience. Most crucially it will raise levels of insecurity and spread insecurity over a much wider sector of the workforce. A feature of the current recession is that it seems likely to differ in important ways from earlier recessions in terms of the prevalence and distribution of insecurity. Earlier recessions affected disproportionately the manufacturing sectors and the less skilled. It is likely that this recession will impact as heavily on service industries as on manufacturing and that it will affect employees across the skill spectrum. The earlier module had an indicator of perceived job security that has been shown to be robust in its relationship to expected predictors (Erlinghagen, 2008).

Much theoretical and policy concern has been with the issue of labour market marginalization, particularly in the form of unemployment. Surveys of the size of the ESS do not normally permit robust analysis restricted to the currently unemployed. However, a far larger proportion of people have experienced unemployment at some point in recent years and there is considerable evidence that one spell of unemployment creates greater vulnerability for another. We will be concerned to see how this broader category of the marginalized has changed between the surveys both in its composition and in its implications for well-being.

Recession could potentially have negative consequences for other work experiences that are important for personal well-being, although our knowledge of these processes is currently rather weak. Brown et al (2007) and Clark (2005) have argued that declining unemployment levels may have been important for such progress as has been made in creating better jobs. Higher unemployment may reverse this, by reducing bargaining influence in the workplace.

It is notable that much of the rise in work intensity in the 1990s was in the earlier part of the decade. Arguably this reflected employers responding to economic crisis by significant reorganizations of the work process to cut costs and increase the output of a reduced workforce. This would have been made easier by the relative weakness of collective labour resistance when people are afraid of losing their jobs. However, there are also plausible reasons why an economic downturn might reduce work pressure. Exceptionally long hours of work and pressure for more rapid working may be less necessary to meet demand. The new module will make it possible to examine how far these different types of process occur.

Central features of the positive experience of work are skill levels, skill development and the sense of being able to learn new things on the job. The Round 2 module introduced much better measures of work skill than were previously available for comparative research. Tahlin's (2007) analyses have shown that these not only relate sensibly to class differences in all countries but account for much of the class (but not the gender) wage gap. At the same time, there are marked country differences in skills within similar occupational groups (Gallie, 2007b). Tahlin has also used the data to explore country differences in firm-based skill formation, challenging some common conceptions of country patterns. This type of skill formation was more widespread in Britain than in the supposedly training intensive countries of Germany and Sweden. At the same time women were rather similarly disadvantaged in this respect across countries and this was true irrespective of their social class. These differences accounted for a significant part of the gender wage gap in all countries. Dieckoff and Steiber (2009) have used the module to show that women are disadvantaged in opportunities for continuous learning even when human capital, job characteristics and work attitudes are taken into account.

An important issue is whether economic recession undercuts processes of skill development. A repeat of the module will enable us to build on the earlier measures to track trends. Very little is known currently about this. It may be that training budgets are one of the first victims of employers' cost saving measures, or, as suggested by Felstead and Green (1994), there may be a more pronounced stratification of training opportunities. And it may be that individuals are less likely to be able to afford to self-fund courses for personal skill development. An important related issue is whether a slowdown in skill development may accentuate problems of skill mismatch. As Galasi (2008) has shown the items in the original module on required job qualifications and own qualifications provide a useful measure of skill mismatch. Recession may also sharply reduce chances of personal advancement as organizations contract with important consequences for people's sense of the opportunities for self-realization. The previous module contained items that tapped both forms of skill acquisition and perceived opportunities for advancement, so it will be valuable to examine how these have changed over time and for what social groups.

The module has also been used to examine differences in the work autonomy of employees – an issue that has been shown to have crucial implications for job satisfaction, psychological stress and even health. Edlund and Gronlund (2008) have used the original module to test two common explanations of variations in the level of autonomy and have shown that the strength of organized labour is considerably more important in accounting for national differences than the skill requirements of production. If this is the case, it raises the issue of whether economic recession will lead to a decline in employee discretion at work (as a result of undercutting the strength of organized labour), with potentially severe consequences for employee well-being.

More generally the module will make it possible to examine the issue of the impact of recession on inequality at work. How far are the costs of economic downturn disproportionately carried by the less skilled or more evenly spread across the occupational spectrum? We know from past recessions that unemployment has fallen disproportionately on the non-skilled but we know very little about how it affected inequalities of work conditions among those who remained in employment.

The Employment Strategy of the European Union is formally committed to an improvement in the quality of work through the creation of 'better jobs'. The repeat module will cast light on whether this aspiration has been undermined by the economic crisis and, if so, for which categories of employees and with what consequences for personal well-being.

## b) Work-Family Relations

A major theme of the earlier module was to explore the distribution and determinants of work-family conflict. A special issue of *Social Indicators Research*, edited by Fran McGinnity and Christopher Whelan and with contributions from three co-applicants of the current team, is wholly devoted to these issues<sup>2</sup>. A major finding was that most of the variation in work-family conflict was explicable in terms of differences in working conditions. Gallie and Russell (2009) show that the length of working hours, the prevalence of asocial working hours, the intensity of work, and the level of job security all had strongly negative effects for work-family conflict and account for much of the inter-country variation in work-life conflict. McGinnity and Calvert (2009) underline the importance of long work hours and greater work pressure for the particularly high levels of work-life conflict experienced by those in professional/managerial jobs. Scherer (2009) found that fixed-term contracts, and the job security associated with them, exacerbate work-life conflict, economic pressure and low life satisfaction. Steiber (2009) uses the data to draw a distinction between time-based and strain-based conflict, showing significant differences by sex in the impact of job security on the two forms of conflict. As Polavieja (2009) and Gash (2009) show the pattern of gender specialization in housework and the difficulty in work-family conciliation have important consequences for gender segregated work and for the labour market outcomes experienced by mothers.

Contrary to much received opinion our analyses indicated that from the mid-1990s the level of work-family conflict was stable or in some countries declining (Scherer and Steiber, 2007). An important factor in this was the reduction of working hours over the period. There can be quite different scenarios as to the likely impact of the new period of recession on these trends. A reduced need of long working hours may make it easier to reconcile conflicting work and family commitments. But greater insecurity, in particular a higher prevalence of labour market marginalization, may aggravate tensions and financial stress in the family. In particular, unemployment research has shown the severe effects of financial deprivation on marital relations – including higher levels of divorce – and it may be that reductions of income for those in work, say due to lower overtime hours or job downgrading, may have comparable effects. The repeat module would be ideal for testing these contrasting hypotheses and hence would permit a significant step forward in our understanding of the relationship between macro-economic change, work and family relations.

The spread of labour market insecurity can of course affect members of the household who are not themselves in employment. Women in households with a division of labour based on the traditional breadwinner model may experience a severe increase in financial pressures leading to higher levels of conflict between partners over expenditure. New responsibilities for supporting young adults who normally have exceptional difficulty in obtaining jobs in periods of economic difficulty may similarly place major new strains on family cohesion. Addressing these issues may require some additional information in the new module about the employment experience of other family members.

A notable feature of the last couple of decades has been the rapid erosion of more traditional gender attitudes, in particular about women's obligations to stay at home when children are young and the priority they should give to men in periods when jobs are scarce. The new period of recession raises important questions about the implications and likely continuity of these trends. Previous recessions saw primarily the collapse of the heavy manufacturing industries, which were bastions of male employment. While the evidence is uncertain, they may have encouraged the decline of traditional normative beliefs by enhancing the importance and security of women's earnings in an expanding service sector. If this

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<sup>2</sup> *Social Indicators Research*, Special Issue edited by Frances McGinnity and Christopher Whelan 'Comparing Working-Life Conflict in Europe: Evidence from the European Social Survey', 2009.

recession is as severe in its impact on services as on manufacturing it will lead to heavy job loss among women as well as among men, given the concentration of female employment in services. Whereas in the past the persistence of traditional normative patterns may have made an easier transition for women from unemployment into non-activity, this is less likely to be the case now. The tensions in households may now be exacerbated by the labour market insecurity of two partners fully committed to employment. The module contains a battery of well established indicators of gender traditionalism that will make possible a closer examination of these issues.

An issue that has been the centre of much interest is how insecurity affects people's decisions about family formation. Much of the discussion has focused on the implications of the growth of non-standard employment patterns, in particular diverse forms of short-term contract or temporary work. The ESS 2004 module included a question on people's intentions about whether or not to have a child in the next three years. The relatively small sample numbers for workers on short-term contracts made it difficult to address the issue in the way it was framed at the time. However, a major shift in the level of security in the workforce provides greater scope for seeing whether there is any association between such intentions and the prevailing economic climate, and indeed whether there are differences between the broader categories of secure and insecure.

### c) Social Integration and Social Cohesion

A central concern both within the academic literature and for policy makers has been the impact of adverse economic conditions on social integration and social cohesion. We would be particularly concerned with four issues: the effect of employment and labour market change on attitudes to work, on social participation in the community, on attitudes to ethnic minorities and on attitudes to social inequality and social welfare.

Employment Integration and Work Values. Involvement in employment has come to be seen increasingly by policy makers as a key aspect of social integration. The issue of the nature of change in attitudes to employment is then of central interest. At the broadest level there has been much discussion of whether there has been a secular trend for a decline in the 'work ethic', with a decline in the value attached to employment, or whether employment is becoming increasingly important as a source of self-realization. There has been a related debate in the literature about both the trends and determinants of 'work orientations' or the key aspects of a job that people value. This has focused on whether or not there has been a shift from work orientations characterized primarily by a concern for the intrinsic benefits of work to work orientations of a predominantly instrumental type - where work is valued primarily as a source of income for financing more central life preoccupations to do with family and leisure. Theoretical accounts are very conflicting: rising living standards and the increased opportunities for consumption have been advanced by some as likely to favour the growth of instrumentalism but by others as providing a context for the increased salience of intrinsic values of self-realization.

By the same token, there has been little consensus about the likely effects of insecurity and labour market marginalization on work values (Russell 1998). Some theoretical perspectives take the position that work is an essential means for self-realization and personal meaning, with the implication that loss of employment or experience of difficult labour market conditions is unlikely to undermine its importance. Much social policy, on the other hand, is based on an assumption that labour market marginalization may lead to a loss of interest in work, requiring significant financial penalties or incentives to get people to return to stable employment. The role of insecurity with respect to work orientations has been very little examined. However, 'hierarchy of needs' theory provides some strong expectations. This advances the argument that higher order needs for self-realization, which could be expected

to translate into strong intrinsic job preferences, are contingent upon people being able to meet their more basic needs, in particular with respect to subsistence. Labour market insecurity is likely to heighten worries about the ability to finance primary needs and could be expected to lead to a shift from intrinsic to extrinsic job values. The 2004 module had a question on the ideal hours that people would wish to work, which can be taken as a proxy of commitment to employment. It also has battery of questions on job values that had been well tested in other surveys. As Agnese et al (2007) have shown, the items in the module provide a useful way of distinguishing 'work-centred' from 'family-centered' work orientations for exploring the change in women's orientations to work. A replication of the module would then provide an excellent opportunity to explore further whether labour market conditions have significant effects on employment commitment and people's job orientations.

**Community Integration.** Involvement in community relationships and activities has long been seen as a crucial aspect of social integration and an important source of resource and support for personal well-being. The relationship between work and employment experiences and community integration has a substantial history of theoretical debate. Some have suggested that positive work experiences – such as opportunities for decision-making, learning and advancement at work – have 'spillover' effects on people's involvement in out of work activities, while others have argued that participation in leisure and community activities is 'compensatory' in type: those who have negative experiences of work and employment will tend to compensate by greater involvement in out of work activities (Wilensky, 1960; Geurts and Demerouti, 2003). These different theories lead to very different predictions about the effects of economic recession. Following the logic of the first we would expect that decreased chances of skill development, upward mobility and security would translate into lower levels of community involvement; whereas 'compensatory' theory would suggest that there might be increased local activism. Very broadly one can distinguish between different forms of community integration: informal social interaction, the membership of voluntary associations and active civic involvement. The core questionnaire of the module includes useful questions on sociability (C2-C4) and civic activism (B13 to B19), though we will supplement these with additional items capturing satisfaction with different life domains, enabling us to broaden our analyses to work-life issues.

**Attitudes to Ethnic Minorities.** Faced by worries about the size of the workforce at a time of demographic ageing, many countries have allowed a significant expansion of immigration in recent years. There are signs that this has proved problematic in a period of economic expansion. Van Oorschot (2008) found that there is less informal solidarity towards immigrants than to other disadvantaged groups. Such reactions could be sharply accentuated in periods of economic difficulty, when jobs are scarce. This may in turn have important consequences for attitudes to longer established ethnic minorities. In exploring the mechanisms underlying attitudes to ethnic minorities, the module will enable us to make a significant contribution by examining the effects of the different types of adverse employment experience that it can track. The core ESS includes questions on attitudes to allowing people from different race or ethnic groups to enter the country, as well as about the impact of immigration on the economy, cultural life and the overall quality of life. These could be supplemented by some additional items from the round 1 module on immigration.

**Attitudes to Social Inequality and Social Welfare.** A third issue we would address, central to social cohesion, is the implications of the experience of recession for people's attitudes to social inequality and social welfare. There is some evidence from earlier research that in periods of economic difficulty people become more sympathetic to those in poverty, to a greater degree seeing their difficulties as flowing from structural circumstances and policy errors rather than from individual laziness or incompetence (Gallie and Paugam, 2003). But we know little about the experiences that underlie this and whether these responses are

general or confined to those who have themselves experienced adverse experiences. The module would enable us to explore the impact of different employment trajectories in the recession for attitudes to inequality and the treatment of the disadvantaged. There is a core question on whether or not 'the government should take measures to reduce differences in income levels', which we will supplement with some items on attitudes to the disadvantaged.

### *Country Comparisons and the Mediating Role of Institutions*

A great strength of the ESS is the opportunity it provides to compare the effects of different economic experiences between countries and of similar economic changes in quite diverse institutional contexts.

We would anticipate that, while the current economic downturn is very general across different countries, its severity and the distribution of its effects may be rather different from one country to another. While this may partly reflect differences in industry and occupational composition, it may also be affected by the policies adopted in response to the recession and by the nature of the institutional frameworks that provide differential protection with respect to pay, working conditions and unemployment.

There is now a rich theoretical and empirical literature on these issues which has emphasized in particular the implications of the nature of welfare, production and employment regimes (for an overview see Gallie, 2007). Members of the team have already published assessments of the leverage of these different schemas in understanding differences in employment and labour market experience in a period of relative prosperity, in part based on data from the 2004 module. A repeat module will provide an invaluable chance to examine their usefulness for understanding the social costs of economic downturn.

The welfare state literature has emphasized the differences between social democratic (universalistic) welfare protection on the one hand and corporatist and liberal welfare systems on the other. An employment regime perspective extends this to issues of the quality of work and employment inclusiveness. The production regime perspective argues for the value of a broad distinction between coordinated market economies (the exemplars of which are Germany and the Scandinavian societies) on the one hand and liberal market economies (such as Britain and the US) on the other for understanding work relations, labour market experience and welfare structure.

The general conclusion from our earlier analyses was that the empirical evidence was most consistent with the expectations of welfare and employment regime theories (although there remained national variations within these categories). But, given the sharp change in economic circumstances, the new module will provide a much more powerful test of many of the arguments. In particular, we will be able to examine whether there are systematic differences between countries closest to specific regime types in the impact of economic downturn on job quality, on the level of labour market insecurity that people experience, and on financial and social deprivation. For instance, there can be quite contrasting expectations about the relative vulnerability of the non-skilled in different regime types. Arguments emphasizing the importance of skill specificity and employment protection regulations would lead to the expectation that lower skilled employees would be particularly severely affected in 'liberal market' regimes such as the UK, whereas an emphasis on the wage costs of the low skilled could point to a scenario of higher insecurity for the low skilled in the Nordic countries with their more marked wage compression. It will be interesting to see whether countries with stronger workplace and national union influence are associated with greater protection against job and pay downgrading. Earlier analyses (Paugam and Zhou, 2007) have shown that the nature of labour market and

unemployment policies influences perceptions of security in a period of relative prosperity and it will be important to see whether this continues to be the case under the much more severe demands associated with economic downturn. Countries have very different retirement regulations and these may affect the relative vulnerability of employees of different ages. We will be able to examine whether any country differences in the experience of labour market insecurity have implications for individual well-being, family-work relations and social integration.

## **The Research Team**

The research team derives from the EQUALSOC Network of Excellence, funded by the EU's Sixth Framework Programme. The work of the network focuses on the implications of economic change for the quality of life and social cohesion. It brings together experts from a wide range of EU countries, with diverse disciplinary backgrounds. The applicants have worked together as part of the Employment and Labour Market Research Group (EMPLOY) and have collaborated together on at least one and in most cases two substantial publications - a book (Gallie, 2007) and a special issue of a journal (Social Indicators Research, forthcoming, 2009). The team brings together researchers from Austria, Germany, Ireland, Sweden and the UK.

All of the members of the team have worked on the ESS Round 2 data. Duncan Gallie and Helen Russell were co-applicants of the proposal for that round; Michael Tahlin contributed to the design of the module.

The team includes specialists on work and unemployment as well as researchers who have had a stronger focus on work-family conflict issues. Duncan Gallie has written on the changing quality of work - in particular on skill change, task discretion and work pressure. Michael Tahlin's research has included studies of skill development, education-skill mismatch, job mobility and earnings inequalities. Martina Dieckhoff has worked on the implications of training for employment and labour market opportunities. Duncan Gallie, Martina Dieckhoff and Helen Russell have published on the determinants of unemployment risks and the social consequences of unemployment. Helen Russell and Nadia Steiber have carried out research on work-family issues. Although not a co-applicant, Frances McGinnity at the ESRI (who was an editor of the Special Issue of Social Indicators Research that uses the Round 2 data) has contributed significantly to the existing proposal and will be working closely with her colleague Helen Russell in helping to assess and select appropriate items for the new module.

An important feature of the team is that it is designed to bring together researchers at different points in the career cycle. The coordinator Duncan Gallie has been scientific and administrative director of major national and international projects based on survey data. Michael Tahlin has been involved in the Swedish Level-of-Living Survey since 1981 and is one of the current leaders of that project. Helen Russell has had extensive project responsibilities at the Economic and Social Research Institute in Dublin. Martina Dieckhoff and Nadia Steiber are younger researchers, who have worked intensively on European survey data sources including the ESS. Given that the ESS is designed to be a long term social scientific programme, we feel that it is important to secure the involvement of younger researchers who will be able to help carry the project forward in future decades.



**Part 2: Reasons for repeating the module & for repeating it now rather than later (max 1000 words)**

Make a convincing case as to why you believe the module should be repeated now rather than later.

There are a number of major scientific and policy-related reasons for repeating the module in Round 5 rather than in a later round:

1. Our proposal, detailed in the previous section, draws heavily on the scientific possibilities given by the current recession for assessing the impact of economic downturn on work experiences and their subsequent spillover into relations in the family and in the community. While the likely duration of the current economic phase is a matter of considerable debate, we believe that interviews in 2010 are more likely than those at a later date to capture these effects in a clear way. For instance, it is important for the analyses to assess reasonably accurately people's employment and labour market trajectories in the course of the recession. This can only be done retrospectively. Retrospective data collected relatively close to the period of concern is likely to be much more accurate than when gathered after a substantial time interval.
2. With respect to policy, it will be important to try to assess as early as possible the personal and social costs of the economic downturn. There are reasons for thinking, as was mentioned in Part 1, that the current crisis may affect different categories of the workforce than in previous recessions and its impact may be accentuated by different dynamics at the level of the household. The earlier our understanding of the empirical patterns, the more useful the data will be for the ability of policy makers to develop effective ways of counter-acting the problems emerging.
3. The comparative focus of the module, with its emphasis upon understanding the implications of different types of institutional regime for mediating the effects of the economic downturn should also be useful for policy makers, helping for instance to highlight the effectiveness of particular systems of skill formation or particular types of welfare arrangement for containing the negative consequences of economic restructuring for individuals' careers, work attitudes, family lives and social involvement.
4. The Lisbon Strategy, which established the issue of 'better jobs' and greater 'social cohesion' as core objectives of the European Union, based its targets on achievements by 2010. The data collected by the repeat module will provide invaluable evidence for policy makers in assessing the progress made over the second phase of the Strategy. For instance, the module would be a unique source for a proper assessment of developments in jobs skills and would be by far the most adequate data source for assessing the impact of changes in jobs for creating a better balance between work and non-work life.

### **Part 3: Proposed module design (max 3000 words)**

Outline which concepts, dimensions (including specific items relating to these from the previous module) which might be repeated and the reasons for this choice. Evidence of the measurement quality of these items cross-nationally should be included. Suggestions for new dimensions should be outlined along with plans of how these might be operationalised. Draft versions of actual questions are not expected at this stage.

As this is a 'repeat' module, the majority of the items (min. 60%) will be directly replicated from the Round 2 module. Most of the measures of work characteristics and the questions on pay will be replicated. We plan to reduce somewhat the earlier section on family activities, while retaining the items that proved most useful in accounting for work-family conflict. We will also include the work attitudes dimensions of the original module, although possibly with some reduction of the number of items for the gender traditionalism set. We will retain some of the earlier information on work careers, but drop a number of questions where there was evidence of problems of data quality. Similarly, we are likely to retain the personal well-being measures (WHO5) with a reduced set of items. Our checks on the data suggest that these modifications could be made without substantial loss of power in the measures.

In addition we will introduce two new 'question sets' :

- to capture recent labour market trajectories
- to give a broader picture of satisfaction with a number of life domains.

There will also be some additional questions to increase the usefulness of earlier components of the module.

The most compelling reason for the replication of specific items is their demonstrated usefulness in earlier analyses. Most of the key dimensions that we wish to retain from the original module have been shown to have good predictive power in analyses of the Round 2 data. We give the sources (with references integrated with the main reference list). A number of scales have been used combining items, although practices have varied with respect to scale construction. We give references for the analyses and alphas for the more commonly used scales.

The principles underlying our approach remain the same as in the Round 2 module. We give central importance to the need to combine 'objective' with 'subjective' indicators. It is necessary then to combine both actual conditions (resources) and behaviour on the one hand, and the beliefs, preferences, and values of individuals on the other.

#### *Main Dimensions to be replicated from Round 2 Module*

##### **Job Characteristics**

The job characteristics questions were initially drawn from a range of different surveys (eg: the US Quality of Employment Surveys, the British Skills Surveys; Eurobarometers 44.3 and 56.1 and the Swedish Level of Living Survey). A good deal was therefore known about their

robustness in data analysis and some of the questions provided time series from the mid-1990s. The items chosen draw on extensive research on the effects of job characteristics for personal well-being, as well as proving important determinants of work-family conflict. The Job Skills measures were particularly innovative for a comparative European data set, although they have been available for nearly two decades in British and Swedish surveys. As in Round 2 most of the work questions will be asked to 'Employees and those whose main activity is paid work' and we assume that the previous mode of calculating the 'weight' of question items will be retained.

Task Discretion Scale (Core F18, F19, F19a)

(see Gallie and Russell, 2009; Boye, 2009)

Work Pressure (G67, G71, G72)

(see Gallie and Russell, 2009; Boye, 2009; McGinnity and Calvert, 2009; Steiber, 2009)

Job Skill (G61, G62, G63)

(see Gallie, 2007b; Tahlin, 2007; Polavieja, 2009; Steiber, 2009)

Job Variety (G64)

Continuous Learning in the Job (G65)

Job Security (G66)

(see Erlinghagen, 2008; Gallie and Russell, 2009; Steiber, 2009)

Flexibility in work times (G69)

(see Gallie and Russell, 2009; Steiber, 2009)

Opportunities for advancement (G 73)

(see Steiber, 2009)

Sex of Supervisor (G75)

(see Dieckhoff and Steiber, 2009)

Gender Segregation (G75a)

(see Polavieja, 2009; Steiber, 2009)

Closeness of supervision (G78)

Skill Transferability (G79, G80)

Unsocial hours (G82, G83, G84)

(see Gallie and Russell, 2009; McGinnity and Calvert, 2009; Scherer, 2009; Steiber, 2009)

## **Pay (G91, G92)**

The pay questions were regarded with some caution when proposed for the original module. However, analyses using them suggest that they work acceptably (Tahlin, 2007; Polavieja, 2009). Moreover, more detailed testing at the Swedish Institute for Social Research of their fit with other work characteristics show they provide a sensible picture. Carl le Grand and Michael Tahlin (unpublished) have examined the interrelations between social class, occupational prestige and individual wages on the one hand and indicators of individual skill, job requirements, authority, autonomy and employer-employee interdependence, on the other, using data from 11 countries in the ESS 2004. The results of these analyses indicate that the data are of remarkably high quality.

## **Work Career**

This section was also asked to the whole sample. The original module included information on the length of the individual's work career, time spent on maternity or parental leave and time in part-time work (including whether or not these were perceived as having detrimental consequences for the person's occupational career). The 'career interruptions' questions have relatively high non-response and our current view is that they should probably be dropped despite their undoubted theoretical interest. We would definitely wish to retain:

Year of starting first job (G117)

Total Years in Paid Work (G118)

## **Work-family conflict**

These indicators have been used in slightly different ways in different studies. A four item measure has been shown to work well for couples, but a three-item measure is better for the overall sample of those in paid work as it can be applied to those without partners. Steiber (2009) has used a variant that distinguishes between time and strain based conflict. The dimensions of work-family conflict and family-work conflict appear to be distinct (and there could be an argument for strengthening the measurement of the latter). Although Pichler (2008) has recommended caution about the interpretation of country means, it is notable that the relationship between the measure and a wide range of independent variables is remarkably stable across countries, suggesting that the measure is tapping very similar aspects of people's experience.

Work-Family Conflict Scale (G85, G86, G87, G89, G90) Alpha 0.75

(see Gallie and Russell, 2009; McGinnity and Calvert, 2009; Kasearu, 2009)

Family-Work Conflict (G90)

(see Gallie and Russell, 2009; Kasearu, 2009)

## **Work Attitudes**

The work attitudes questions were asked of the full sample. The gender traditionalism questions have been used particularly extensively. The scale alpha is marginal (depending on the construction of the scale between 0.59 to 0.55) but measures combining the items have been shown to work well for a range of substantive issues. G7 and G10 lower the alpha and contribute to a separate factor to G6, G8 and G9. We would propose reducing the number of items to three (G6, G8 and G9).

The ideal hours of work and job orientations questions will prove their value particularly with data over time and they address major hypotheses about the effects of economic change.

Gender traditionalism (G6, G8, G9), reducing five to three items.

(see Agnese et al. 2007; McGinnity and Calvert, 2009; Polavieja, 2009; Steiber, 2009)

Ideal Hours of Work (G116)

(Lewis et al. 2008)

Job Orientations (G111, G112, G114, G115)

## **Well-Being Index**

The original module included the WHO5 as a measure of individual well-being. It is designed to measure positive psychological well-being such as positive mood, vitality and general interest. The items form a single factor and have a Cronbach alpha of 0.82. The loadings are high on all items and it may be sensible to reduce them to say three, while accepting some decline in the alpha. The lowest loading is G5 (filled with things that interest me).

Mental well-being (G1 to G5) possibly reduced to the three highest loading items.

(see Boye, 2009)

## **The Household**

Given their importance in previous analyses, we would wish to retain:

Duration of partnership (G12)

Disagreement about money (G14)

Personal time spent on housework (G22, 23, 25, 26) and equivalents for single people.

Fertility Intentions (G58)

Reasons for Retirement (G108, G109)

## **New Measures**

Our main additions to the existing module will be designed to capture recent labour market trajectories and to provide a more differentiated measure of non-work life satisfaction.

### *Labour market trajectories*

Given our emphasis on the effects of experience of the recession, it will be important to introduce a measure that captures people's trajectories over the recent past (say the last two years). We expect that this will be a period in which an unusually high proportion of people will experience significant change in their labour market positions and it will be important to have information on this for analyzing their current attitudes. Such experiences could have an important effect on their aspirations and social attitudes. We anticipate a five-item battery. As well as basic shifts in economic activity status, this set could capture in summary form experiences of downward mobility in employment with respect to organizational position, contractual status and pay.

### *Life Satisfaction.*

In the earlier module, the questions provided excellent opportunity to examine the impact of work experiences on family tensions. It proved rather less easy to extend the discussion to the broader issue of work-life balance. There is a useful overall indicator of life satisfaction in the core (B24), and another highly correlated measure (.71) on overall happiness (C1). But it is not clear what domains of life activity contribute most to these. In examining the impact of recession it will be important to try to distinguish effects that primarily relate to greater financial difficulty, for instance participation in leisure activities, from effects that are the result of social withdrawal. These could be used in conjunction with core items C2 to C4 on sociability and social activity. This is likely to be a four or five item battery.

*Attitudes to disadvantaged groups and social inequality.* We still know very little about how work experiences affect attitudes to the disadvantaged. It has often been suggested that periods of economic difficulty are associated with decreased tolerance towards immigrants. However, there is also evidence (Gallie and Paugam, 2003) that people become more sympathetic to those that experience poverty. But in both cases, we have little idea of how such attitudes are connected to people's personal experiences of employment. Our data both on current employment experience and on recent labour market trajectories should make it possible to examine this in greater detail. The core contains a useful set of items on attitudes to immigrants (B35 to B40) but it may be useful to supplement this with a small battery that will permit comparison with attitudes to other potentially disadvantaged groups (perhaps 3 items). We will also examine carefully the items of the Round 1 module with a view to comparisons on key items.

### *Other*

There are some relatively small adjustments that we would wish to make in the form of filtered additions to existing questions in the module.

Unemployment. For those who have been unemployed it would be useful to have a measure of duration.

Job task vs employment security. A missing feature from the previous questionnaire was an item to distinguish job insecurity in the sense of fear of loss of employment from job insecurity in the form of loss of position or downgrading within the organization. This may be particularly important for those in higher occupational positions and including an additional item may enable us to considerably improve current analyses of job insecurity.

Training. The current item gives little indication of the nature of training received. We would propose asking those that receive training whether it was paid by the employer, its duration and its perceived transferability.

Retirement Plans. There are currently two items for the retired but none to capture early retirement intentions. It would be interesting to know whether recession brings forward or delays retirement plans and how this varies across different countries.

Elderly Care. The previous module had no good measure of how burdensome elderly care is to the household. As this is potentially an important factor in reconciling work and non-work demands, an item is needed to capture this.

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