



SGH

Prolonging working life – does job satisfaction matter? What Baltic countries can learn from each other?

Irena E.Kotowska, Agnieszka Chłoń-Domińczak
Institute of Statistics and Demography

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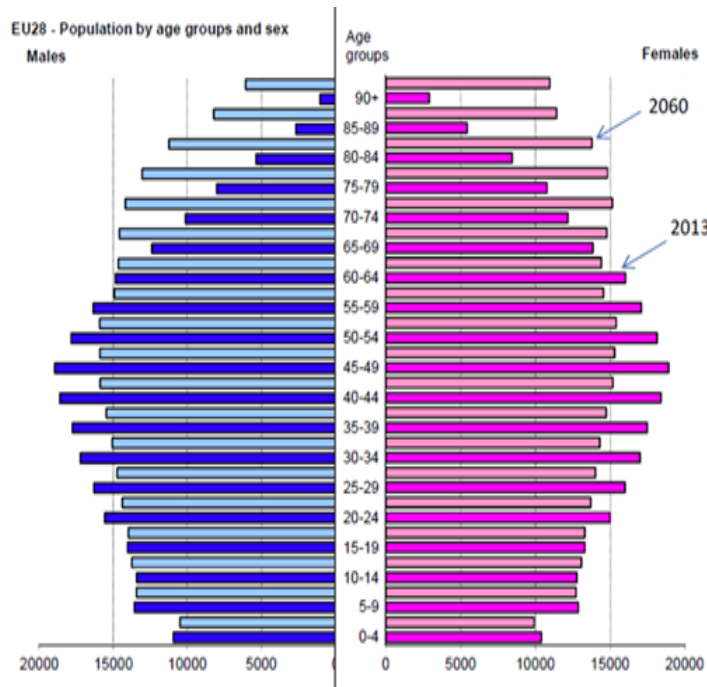
Gdansk SEMINAR “Sustainable Working Life in the Baltic Sea Region”

13 June 2019, 13:15 - 14:45, Gdańsk, Polish Baltic Philharmonic,

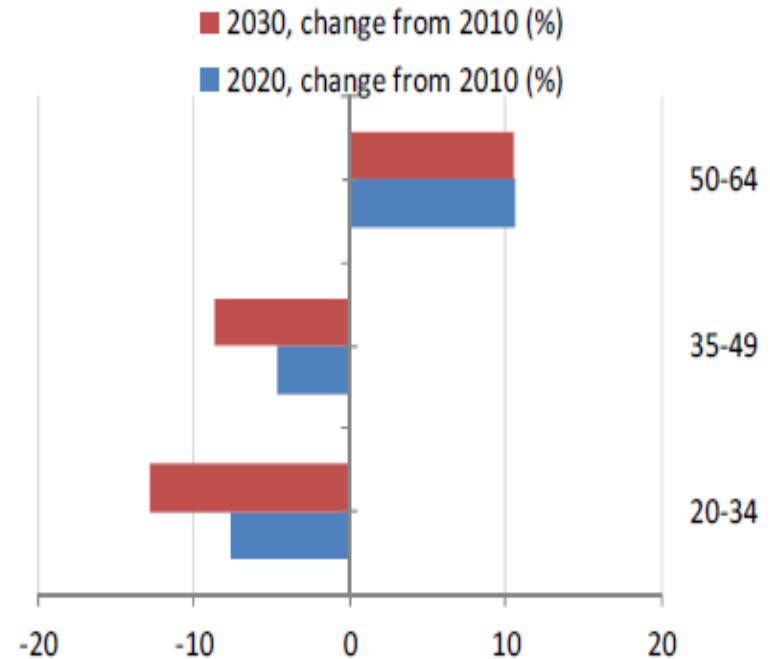
- Across country diversity of population change
- Better use of labour resources – more older workers in the labour market, different employment profiles by education
- Working conditions of older workers and job satisfaction and prolonging working life

Changes in the age composition of European populations

- population ageing, labour force ageing, labour force shrinking
- cross-country diversities



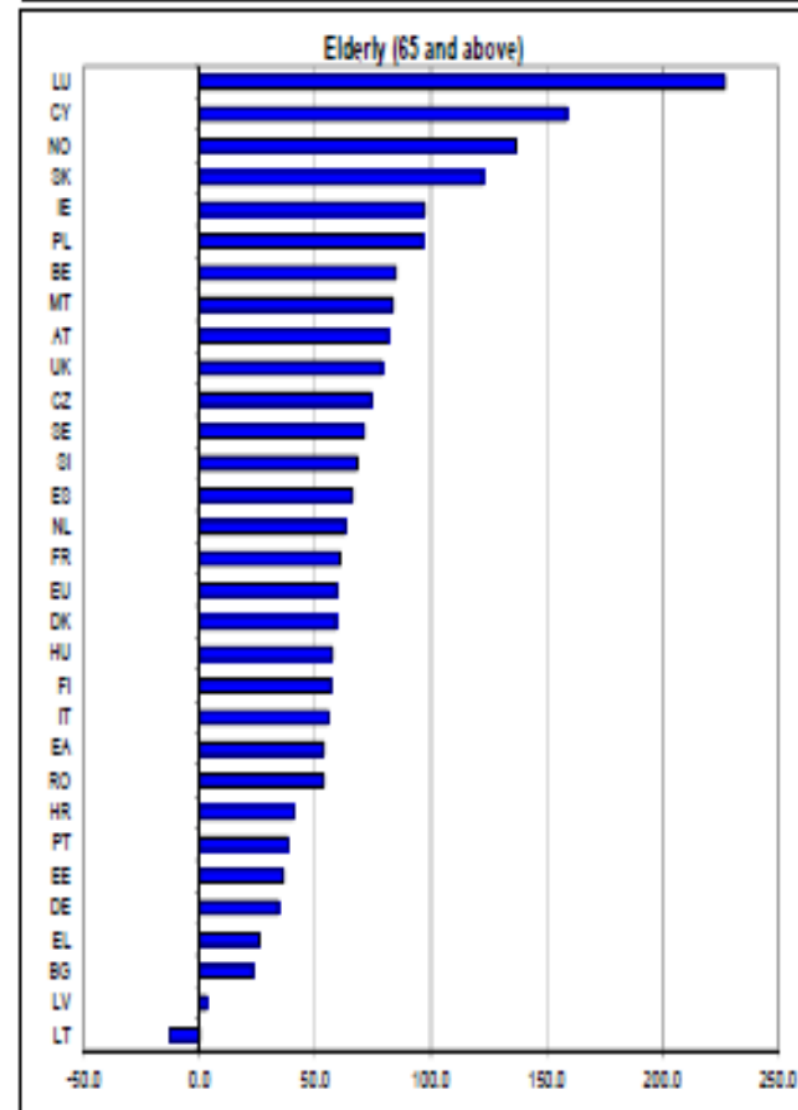
Source: The 2015 Ageing Report. Economic and budgetary projections for the 28 EU Member States (2013-2060), European Economy 3|2015



Source: J.Peschner & C. Fotakis, Growth potential of EU human resources and policy implications for future economic growth, Working Paper 3/2013, European Commission

- WAP changes: CEE - strong declines; Nordic countries – increases
- Advancement in ageing: CEE vs Nordic countries

Relative change of the 65+ population (%), 2013-2060

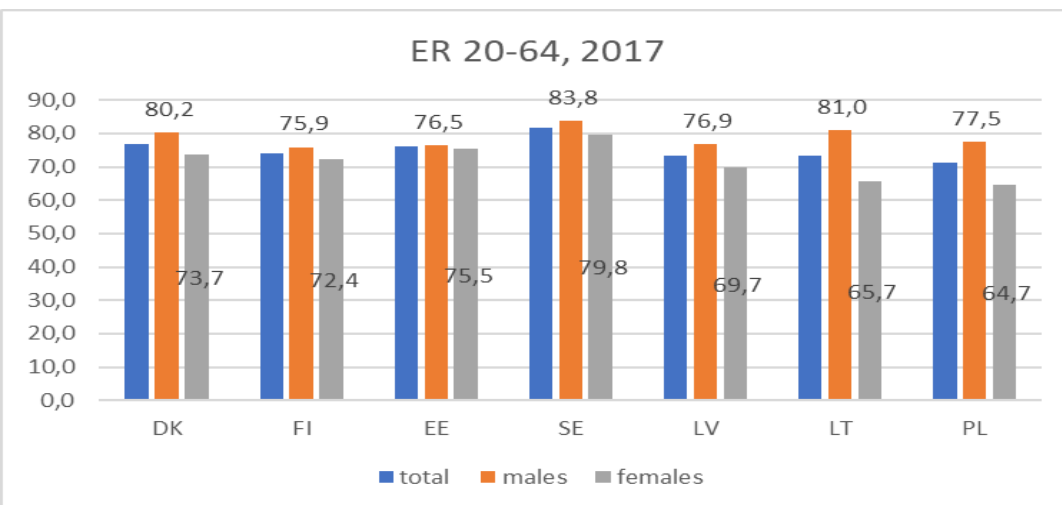


Changes in the working age population (20-64), CEE

	2009-2018	2019-2028	2029-2038	2039-2048	2049-2058
EU 28	9,1%	-2,5%	-3,7%	-2,6%	-1,8%
BG	-5,2%	-10,5%	-9,9%	-12,1%	-9,7%
CZ	2,9%	-1,8%	-2,8%	-3,2%	-4,6%
EE	3,3%	-3,5%	-3,5%	-5,9%	-7,5%
HR	1,9%	-7,3%	-5,7%	-6,3%	-5,6%
LV	-8,6%	-14,1%	-9,9%	-10,6%	-10,6%
LT	-7,0%	-19,0%	-14,8%	-10,3%	-10,2%
HU	2,5%	-5,2%	-4,4%	-7,2%	-4,3%
PL	5,1%	-7,1%	-4,6%	-10,4%	-10,5%
RO	-1,4%	-9,6%	-10,4%	-10,0%	-6,4%
SI	4,3%	-4,5%	-4,5%	-6,7%	-2,6%
SK	7,9%	-4,6%	-4,0%	-9,2%	-8,0%

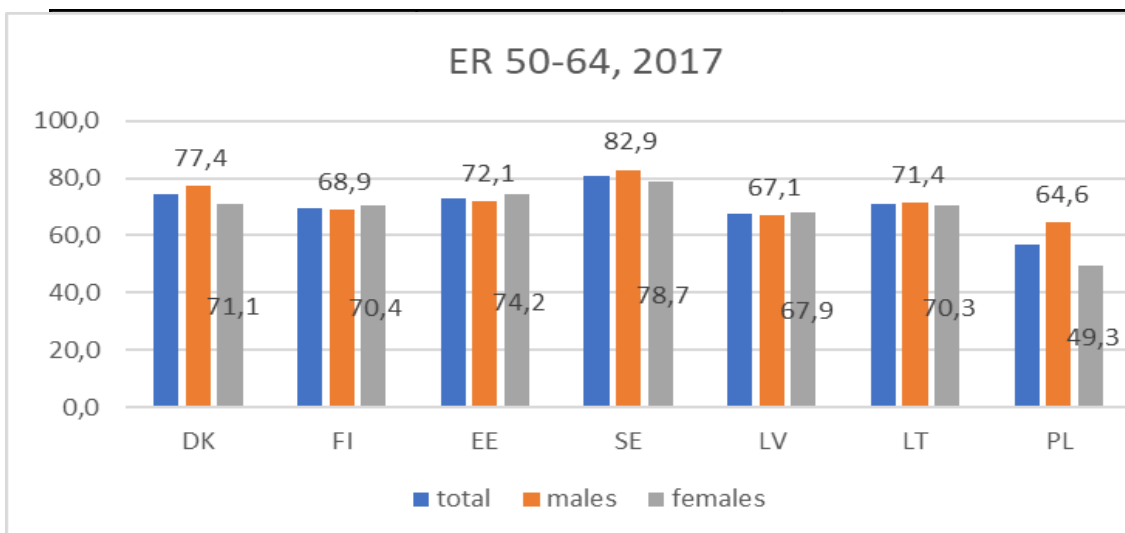
Source: 2015 Ageing Report. Economic and budgetary projections for the 28 EU Member States (2013-2060), European Economy 3 | 2015,

Employment rates 20-64 by sex, 2007-2017



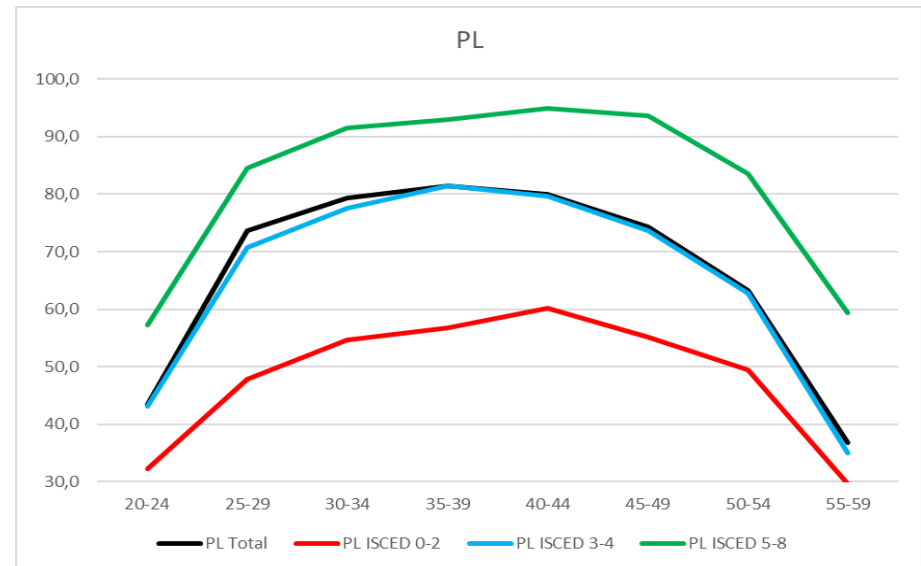
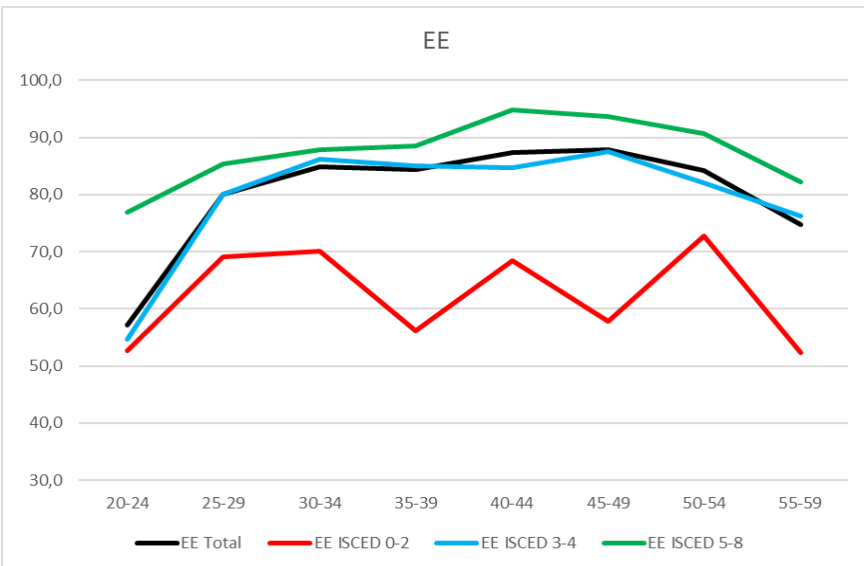
CHANGE 2007-2017			
Total	Males	Females	
-2,1	-3,0	-1,0	DK
-0,6	-1,3	-0,1	FI
3,3	-0,1	6,4	EE
1,7	0,7	2,7	SE
1,0	-0,6	2,6	LV
11,0	11,2	10,5	LT
3,9	1,5	6,0	PL

Employment rates 50-64 by sex, 2007-2017



CHANGE 2007-2017			
Total	Males	Females	
7,1	5,1	8,9	DK
5,5	5,2	5,6	FI
4,0	3,0	5,0	EE
6,0	5,4	6,5	SE
1,1	-4,3	5,3	LV
8,3	3,4	12,2	LT
13,2	11,1	14,9	PL

Employment rates by age and educational attainment, 2007



Changes in employment rates by age and educational attainment, 2007-2017

	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59
total	7,1	0,8	-4,6	-1,3	1,0	-0,1	-0,4	3,4
EE ISCED 0-2	10,5	1,4	-1,8	20,5	8,8	21,0	-0,7	0,7
EE ISCED 3-4	7,6	3,3	-6,2	-3,1	3,5	-2,0	-3,1	-1,1
EE ISCED 5-8	1,2	-3,7	-4,4	-2,4	-3,0	-0,9	3,1	4,3
total	7,3	4,8	2,4	2,4	4,1	8,0	13,3	27,2
PL ISCED 0-2	0,1	0,5	-5,9	-2,8	-4,2	3,4	1,5	12,9
PL ISCED 3-4	8,9	5,7	-0,3	-1,1	2,0	7,2	12,5	28,1
PL ISCED 5-8	-1,3	1,3	-1,6	-1,0	-1,1	0,1	8,7	22,6

Source: Eurostat, [lfsa_ergaed]

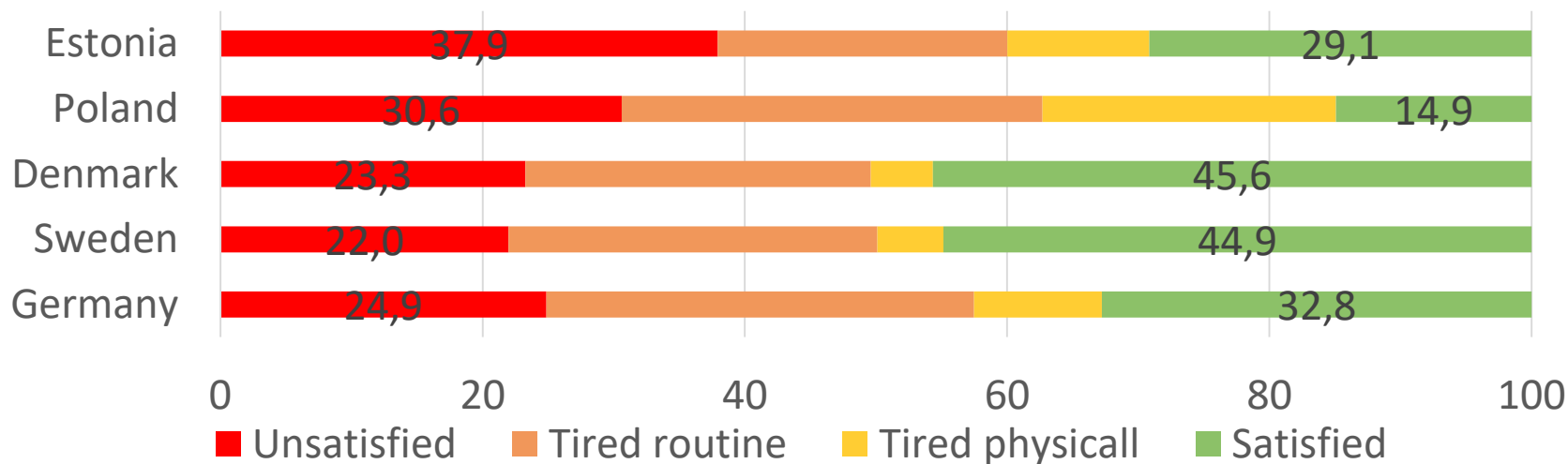
SHARE data on working conditions, clustering: respondents by job satisfaction

	Unsatisfied	Tired (routine)	Tired (physically)	Satisfied
General satisfaction	60.55	96.90	96.38	99.31
Physical work	68.19	44.79	74.52	27.04
Time pressure	71.58	40.55	65.97	29.17
Little freedom to decide how to do work	53.06	27.22	41.42	6.29
Poor prospects of job promotion	84.60	75.62	71.75	51.14
Poor job security	36.42	16.91	27.31	7.35
Opportunity to develop skills	28.48	58.57	70.88	87.50
Feeling of support	21.61	71.82	88.00	88.52
Feeling of recognition	10.09	67.27	84.68	89.94
Adequate earnings	16.29	49.98	60.04	77.84
Afraid of health limitations	86.54	53.60	67.13	16.63
Expectations to retire as soon as possible	48.58	15.19	53.85	3.54

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Source: A.Chłoń-Domińczak, Job Quality and Employment of Older Workers: Evidence from the Recent SHARE Data, 2019

Job satisfaction of workers in selected countries



Job satisfaction and ER 50-59



Conclusions

Macro level

- Diversified demographic pressure of better use of labour force resources
- Differences in employment profiles by education open space for further improvement

Mezzo level - working conditions at work place

Micro level – job satisfaction

- positive correlation between work and job satisfaction among SHARE respondents and country differences suggest how to learn from each other