Index

abilities see skills
advancement see career development opportunities
Africa see South Africa
age 25–8, 235–8, 258–61
  aging workforce 6
  young workers 238
variables 88
aggregating data 65–9
agricultural sector 180–81
‘alienation’ 51–4, 162, 163–4
AMECO (Annual Macro-Economic Database) 94, 141, 142
amenities see autonomy; career development; income; skills; work–life balance
Argentina 135–6
Austria 44, 93, 98, 158, 160, 206, 209, 210, 212, 215, 222, 223, 224, 227, 229, 232, 233, 234
WCI Austrian Work Climate Index 125–8, 135, 141, 146
autonomy 2, 12, 25, 29, 52–3, 70, 152, 162, 164, 170, 171
defined 163
behavioural approach/analysis 46–50, 60
QWF Quality of Work in Flanders (Belgium) 131–2, 135, 142, 144, 146, 147, 148
see also indicators, Laeken
benefits
employer-provided see US
EU contrasted with US 78
see also public sector support
Bonnet, F. 104–5, 106–8, 141, 145
Braverman, H. 52, 53, 55, 163, 171
Brazil 136
Bulgaria 10, 15, 17, 21, 22, 24, 28, 98, 158, 160, 206, 207, 209, 210, 212, 216, 217, 218, 222, 223, 224, 225, 227, 229, 232, 234, 244, 245, 246
bullying 179, 181, 183, 184
Canada 10, 15, 22,
IJQ Indicators of Job Quality (Canada) 114–19, 141, 146
capitalism
foundations 52
see also Marx; Marxism
career development 2, 65, 88, 95, 101, 152, 173, 174
see also lifelong learning; Human Development Index; skills
catering staff see HORECA
careers
chemicals 54
childcare 77, 237
numbers of under-2s in childcare by country 79
see also work–life balance
Chile 136
ICQE Index of the characteristics related to the quality of employment (Chile) 138–40, 142 146
Cobb-Douglas production function 191
cognitive dissonance see psychology
colleagues
negatively affected by colleagues’ payoffs 11
relationships 42, 119, 120, 121
Measuring more than money

social support 163, 165, 167–70
supervisor support 12
see also working conditions
collective interests 95
see also trade unions
compensating differentials see theory
construction workers 41–2, 152, 162,
172, 176, 180–81, 183, 189, 190,
197
contractual
issues
civil contract more attractive to
employers? 3
contractual stability 152, 173
employment contract 2
status 56, 80
see also laws
coworkers see colleagues
credit crunch see economic crisis
cultural differences 69–70
see also ethnicity
Cyprus 10, 15, 22, 24, 28, 93, 98, 158,
160, 161, 206, 109, 210, 212, 215,
217, 218, 222–5, 227, 229, 232,
233, 234
Czech Republic 10, 14, 15, 22, 24, 28,
79, 92, 93, 98, 158, 160, 206, 209,
210, 212, 215, 222–9, 232–4, 245,
246
SQWLI Subjective Quality of
Working Life Index (Czech)
119–21, 141
data sources 64–85
EU 80–85
people reluctant to reveal wages 157
death see fatalities, hazardous jobs;
health and safety
‘decent work’
definitions 225
indicators 101–46
see also indicators
demographics see also age; gender
Denmark
‘flexicurity model’ 19, 69
low firing costs 69
developing economies 111, 141
DGBI (Good Work Index/Germany)
121–5, 126, 141, 146
diversity and non-discrimination 90
Dominican Republic 10, 15, 22
‘dualism’ 55
economic
approaches
orthodox 60
radical 60
crisis 6–7
performance 88
perspective 29
Economics of Conformism 50
see also individual versus social
education
aspirations 25–8, 43
schooling 258–61
Egypt 111
EJQI (European Job Quality Index)
93–7, 113, 134, 141–5, 148, 191,
211
ELFS (European Labour Force
Survey) 76–7, 80, 81–2, 83, 94, 95,
141, 142
El Salvador 111, 112, 113
employees 3
see also workers
employers’ perspectives 97–9
Employment in Europe report (2008)
91–2, 134
strategy 1, 93, 140
employment quality 152, 173–6, 217,
225, 239, 243
contractual stability 152, 173
development opportunities 152, 173,
174
see also career development; contract
issues
ESES (European Structure of Earnings
Survey) 80, 81–2
Estonia
ethnicity 67
ETUI 93, 94, 97, 98, 210–13, 251
see also trade unions
EU 66, 67, 70, 71
benefits
EU contrasted with US 78
data sources 80–85
AMECO (Annual Macro-
Economic Database) 94, 141, 142
Index

ELFS (European Labour Force Survey) 76–7, 80, 81–2, 83, 94, 95, 141, 142
ESES (European Structure of Earnings Survey) 80, 81–2
Eurofound (Foundation for the Improvement of Living and Working Conditions; Dublin) 72, 76, 77, 80, 81–2, 83–5, 94, 95, 99–101, 132–5, 141, 142, 143, 145, 150–201, 203–46, 249, 250
Tangian’s Composite Indicator of Working Conditions (EU/EWCS) 132–5, 142, 146
ICTWSS (Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts) 94, 95, 141
ISSP (International Social Survey Program) 9, 14, 25, 27, 80–83, 244–6, 261
European Agency for Safety and Health at Work 100
European Commission 100
Employment in Europe report (2008) 91–2, 134
Flexicurity policy
Job Quality Index (EJQI) 93–7, 113, 134, 141–5, 148, 191, 211
European Community Household Panel 44, 88
European Employment Strategy 1, 93, 140
‘more and better jobs’ 1
European Trade Union Institute (ETUI) 93, 94, 97, 98, 210–13, 251
Eurofound (Foundation for the Improvement of Living and Working Conditions; Dublin) 10, 81, 83, 84, 99–101
Eurostat 79, 81, 83, 91, 100, 157
Family time to spend with 9, 58, 77, 90, 105, 109, 115, 131, 185
See also work–life balance
Workers 3
Fatalities
Work-related 42–3, 44
Relationship with wages 42
Females
See gender; women; work–life balance
Figueiredo, J.B. 104–5, 106–8, 141, 145
Finland
‘flexicurity’ 19, 69, 71, 88
Flexitime working time see ‘flexicurity’
Ford Foundation 111
France 10, 15, 21, 22, 24, 27, 28, 44, 79, 92, 93, 98, 135, 158, 160, 206, 209, 210, 212, 213–5, 218, 222–4, 227, 229, 230, 231–4, 244, 245
Sex workers’ ‘compensating differential’ for not using condoms 45
Gallie, Duncan
Employment Regimes and the Quality of Work (UK) 5, 57, 136
Game Theory 49
GBJI Ritter and Anker Good and Bad Jobs Index 135–6, 142
Gender 25–8, 57, 58, 67, 88, 93, 235–8, 258–61
Imbalances 57
Variables 88
See also indicators; women
Germany
DGBI Good Work Index (Germany) 121–5, 126, 141, 146
East 10, 15, 22, 25, 28
Measuring more than money

Ghai 102–4, 105, 141, 145, 211, 212
GJI (Good Jobs Index) 111–14, 141, 145
Global Policy Network 111
Green, Francis
Capabilities Approach (UK) 137–8

happiness
‘cult of cheerfulness’ 13
Happiness Economics 18
harassment 179, 181, 183, 184
hazardous work 41–2, 47, 48, 153
see also fatalities; health and safety
health and safety 2, 56–7, 60, 88, 176–83, 217–8, 243
bad posture/tiring positions 44, 180
chemicals 41–2, 180, 181, 182–3, 184
fumes 180, 181
heavy lifting 44, 180
high/low temperatures 180
moving people 180, 181
noise 41, 180, 181, 244
number of days lost due to illness 98
occupational disease 98
radiation 180, 181
smoke 180, 181
vibration 42, 180, 181
see also fatalities; hazardous jobs; indicators; risks
health sector workers 152, 162, 172, 176, 177, 181, 182, 183, 189, 190, 196, 197
HORECA (hotel/restaurant/catering workers) 152, 162, 171, 172, 176, 177, 182, 183, 189, 190, 196, 197
hospital workers
EU 152
US 41
see also HORECA
hotel workers see HORECA
Household Panel see EU, Community Household Panel

Human Development Index 18, 87, 96, 104
see also career development
humanist views 162
ICTWSS (Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts) 94, 95, 141
immigration 67
Spain 67
inclusion see social, unemployment
income 2, 14–15, 17, 18, 19, 24
absolute 46, 47
data, EU, per job 80
pay (EU) 156–62
conclusions 213
defined 156
EU countries with highest pay 157
people reluctant to reveal wages 157
relationship with work-related fatalities 42
relative 46, 47
sub-indicators 66–7
wages important even if income not needed 21
India 45
indicators 140–48
authors’ own new EU indicator 150–201
composite index versus system of indicators 72–5
‘decent work’ versus 101–46
Bescond, Châtaignier and Mehran (2003) 110–11, 141, 145, 211, 212
Bonnet, Figueiredo and Standing (2003) 104–05, 106–08, 141, 145
DGBI Good Work Index (Germany) 121–5, 126, 141, 146
Gallie’s Employment Regimes and the Quality of Work (UK) 5, 57, 136
GBJI (Ritter and Anker’s Good and Bad Jobs Index) 105, 109–10, 135–6, 141, 142, 145
Ghai 102–4, 105, 141, 145, 211, 212
GJI Good Jobs Index 111–14, 141, 145
Green’s Capabilities Approach (UK) 137–8
ICQE (Index of Characteristics related to Quality of Employment/Chile) 138–40, 142, 146
IJQ Indicators of Job Quality (Canada) 114–19, 141, 146
IQL Indicators of Quality of the Labour Market (Spain) 128–31, 142, 146, 148
QEI Quality of Employment Indicators 114, 145
QWF Quality of Work in Flanders (Belgium) 131–2, 135, 142, 144, 146, 147, 148
SQWLI Subjective Quality of Working Life Index (Czech) 119–21, 141, 146
Tangian’s Composite Indicator of Working Conditions (EU/EWCS) 132–5, 142, 146, 147, 148
Tilly’s Assessment of Job Quality (US) 137
WCI Austrian Work Climate Index 125–8, 135, 141, 146
designing 64–85
EU ‘Euro Indicators’ 91
‘Structural Statistical Indicators’ 91
Laeken 87–91, 141, 145
‘Characteristics of the Job Itself’ 87–8
‘Work and Wider Labour Market Context’ 87–8
sub-indicators 6–7
see also methodology
indices 87–148
composite index versus system of indicators 72–5
Human Development Index 18, 87, 96, 104
Model-Based Index of Job Quality 150–201
updating (periodicity/rate of change) 75–7, 84, 85
why create this indicator? 1, 247, 254
see also methodology
individual versus aggregate
data collection based on i. v. a. considerations 65–6
social consequences 46–8
rationality 49
institutional approach 60
see also segmentation
institutional environment 197, 198
see also benefits; laws
insurance
health insurance 69, 78
public sector 79, 139
occupational injury 109
interesting work 14–21, 24, 26, 43, 44, 120, 136
International Labour Organization (ILO) 1
‘decent work’ index 101–2
International People’s Security Surveys 135
International Social Survey Program (ISSP) 80–83, 244
International Standard Classification of Occupations 163
intrinsic quality of work 152, 162–73, 214, 216, 225, 239, 242
meaningfulness 152, 165, 167
powerfulness 54, 152, 163, 165
self-fulfilment 152, 163, 165
see also autonomy; skills; value
social support 152, 163, 165, 167–70
assistance from colleagues 167
friends at work 167
IQL Indicators of Quality of the Labour Market (Spain) 128–31, 142, 146, 148
Ireland 6, 10, 15, 21, 22, 24, 25, 28,
Measuring more than money

ISCO see standards
Israel 15
ISSP (International Social Survey Program) 9, 14, 25, 27, 80–83, 244–6, 261
job mobility 19, 40
relationship with levels of unemployment 40
see also leaving jobs; redundancies
job security/stability 2, 12, 20, 24, 69
job termination
Denmark, low firing costs 69
see also redundancies
jobs, multiple
2 jobs+ 39–40
labour market
dualism (Spain) 12
Latin America 138
laws
state regulation 55–6
see also contract issues; country entries, eg US
layoffs see redundancies, unemployment
leaving jobs/turndown 11
Denmark, high job mobility 19
see also redundancies
lifelong learning 88
see also career development; indicators; skills
machine operators 152, 162, 171, 176, 177, 182, 183, 189, 190, 196, 197
Malta 98, 158, 160, 161, 206, 209, 210, 212, 216, 222–5, 227, 229, 232–4, 245, 246
management
supervisor support 12
Marxism 55
see also Marx
Marx, Karl 45
false conscience 54
theories developed by Blauner 54
meaninglessness 54, 152, 163, 165, 167
powerlessness 54, 152, 163, 165
self-estrangement 54
social isolation 54
see also ‘alienation’
Mediterranean countries see Cyprus; Egypt; France; Greece; Italy; Malta; Slovenia; Spain; Turkey
men see females, gender
methodology 64–85, 140–48
outcomes-based analysis versus other methods 64
Pen’s parade 229, 230
see also standards
Mexico 45
Mill, John Stuart
Principles of Political Economy with some of their Applications to Social Philosophy (1848) 40–41
Model-Based Index of Job Quality 150–201
monotony see negatives
moral
good 52
‘weaknesses’ (envy jealousy) 46
multiple jobs
2 jobs+ 39–40
NACE 220
negatives
job insecurity 12
monotonous work 44, 123, 163, 166, 167, 168, 170
negativity 13–14
see also Marx, theories developed by Blauner 54
noise 41, 180, 181, 244

objective aspects
what makes a good job 14–22
objectivist approach 52–3

occupational
choice 31
death see fatalities
disease 98
see also health and safety
health see health and safety
medicine 56, 60
OECD countries 114, 116

part-time work 4, 89, 90, 92, 94, 95, 115, 116, 117, 118, 129, 185, 237, 240
pay see income
pensions
costs 69
private 69, 123
public 78, 79, 108–11, 117, 118
periodicity see indices
Poland 79, 93, 98, 158, 160, 206, 209, 210, 211, 212, 216, 217, 222–4, 227, 229, 232, 233, 234, 245, 246
policy implications 223
‘positional’ goods/attributes 46, 51
positive thinking 13
poverty 41, 67, 80, 87, 91, 108, 109, 113, 129, 248
in-work 94, 96, 97
‘Prisoner’s Dilemma’ 49
procedural indicators 64
production
functions 191
technique: work organized according to (Blauner)
craft 53
machine-tending 5
assembly-line 53
process technology 53–4
professionals 152, 162, 171, 172, 176, 177, 181, 182, 190, 196, 197
Protestant work ethic 52
psychology 46

positional/relative (comparison-based) thinking 46–7
positive thinking 13
Who Moved My Cheese? 13
psychological mechanisms 11, 23
cognitive dissonance 11, 23, 42
social psychology 11, 12
well-being and ‘alienation’ theory see Marx

public sector support 78
health insurance 79, 139
pensions 78, 79, 108–11, 117, 118
redundancy 78–9
work–life balance measures 79
social services provision 2
tax credits see tax
purchasing power parity (PPP) 157

QEI (Quality of Employment Indicators) 114, 145

radiation 180, 181
redundancies 13
negatively affected by colleagues’ payoffs 11
regulation see laws
relationships see colleagues
restaurant staff see HORECA
risk
construction of risk variables
problems 42–3
omitted variables 44
physical risks 152, 153, 176, 178, 180
psychological risk 152, 176, 178
psychosocial risks 179–81
bullying/harassment 179, 181, 183, 184
physical violence 179, 181, 183, 184
see also hazardous jobs; health and safety; fatalities
Russia 10, 15, 22, 111

security see job
segmentation 54–6, 60
Measuring more than money

self-employment 3, 152, 162, 171, 172, 173, 176, 177, 181, 188–9, 196, 197
employees in disguise? 3
shift work 44
night shift premium, Spain 44
SILC 80, 81–2, 94, 95, 141
skills 10–11, 27, 52–3, 55, 138, 152, 162, 163, 164, 167, 171
skill polarization 53
see also career development
Slovakia
Smith, Adam 52
general law of remuneration of labour critiqued by John Stuart Mills 41
theory of compensating (wage) differentials 31–42, 49, 50, 68, 156
smoke 180, 181
social exclusion 80
inclusion/access to labour market 88
see also indicators
psychology 11, 12
science 162, 166, 207
overview of different approaches to job quality 59, 60, 100
support 163, 165, 167–70
sociological tradition 29
see also autonomy; skills; contract issues; health and safety; work–life balance
South Africa 10, 15, 22, 111
South America see Latin America
IQL Indicators of Quality of the Labour Market (Spain) 128–31, 142, 146, 148
SQWLI (Subjective Quality of Working Life Index/Czech) 119–21, 141, 146
standards
ISCO 163, 164, 167, 170, 220
NACE 220
Standing. G. 104–5, 106–8, 141, 145
stats
statistical value of a worker’s life 42
stress 12, 57, 59
see also health and safety; work–life balance; working time
subjectivist approach 53–4
surveys
Labour Force Surveys to assist economic analysis 4
Sweden 157
Switzerland 84
Tangian, A. 132–5, 142, 146, 147, 148
Tanzania 111
tax
income tax credits 77, 78, 79
technology
assisting with work–life balance 58
post-WWII shift from industrial to service-based workforce (US) 53
tech advances responsible for ‘segmentation’? 55
temporary workers 12, 65, 94
together 8–60
compensating differentials 31–45, 49, 50, 68, 156
Game Theory: ‘Prisoner’s Dilemma’ 49
see also methodology; segmentation;
Smith, Adam
Tilly, Chris
Assessment of Job Quality (US) 137
trade unions 45, 97
see also EU, ETUI; EU, ICTWSS ‘trained gorillas’ 53
Turkey 84
Gallie’s Employment Regimes and the Quality of Work (UK) 136
Green’s Capabilities Approach (UK) 137–8
Ukraine 136
Index

unemployment
benefits 197
  generous benefits, Denmark 19
linkages with job mobility 40
public policy 79
see also redundancies
UNICEF 97–9
unionization see trade unions
United Nations Development Program
  see Human Development Index
US 41–2, 44
  employer-provided benefits
    (pensions, health insurance etc) 69, 78
post-WWII shift from industrial to
  service-based workforce (US) 53
Tilly’s Assessment of Job Quality
  (US) 137
USSR see Russia

value
  job’s value to society 2, 14, 15, 25
  statistical value of a worker’s life 42
  see also intrinsic quality of work
vibration 42, 180, 181
violence 179, 181, 183, 184

wages see income
welfare
  Welfare State 56, 64, 77, 78
  see also work–life balance
WLB see work–life balance
women 28
  1970s WLB trend 57
  sex workers’ ‘compensating
    differential’ for not using
    condoms 45

workers’
  own views 70, 71
  participation 65
see also job satisfaction
working conditions 13, 47–8
  choosing poor conditions for higher
    pay 32–40
  ‘segmentation’ 54–6
social environment 2
  friends at work/colleagues 167,
    168, 169, 170
  relationships 42, 119, 120, 121
see also theory, compensating
  differentials
working time (hours) 33, 34, 58, 95,
  167, 168
EU average 4
flexibility, duration, scheduling see
  work–life balance
flexitime 12, 16, 17, 18, 21, 22, 25,
  185, 188
hours 185, 186
scheduling (choice of days/shifts)
  185, 186
weekend working 9, 42
see also contract issues; part-time
  work; work–life balance
work–life balance (WLB) 2, 29, 57–9,
  60, 77, 95, 218–9, 225, 237, 239,
  243
  defined 57–8
public sector support 79
see also stress; indicators; working
  time
workload 12

Yemen 111