

# Employment characteristics, including labour contract and years of service

Report 2 of the [WICARE](#) project, February 2015

Do workers in the social services work for a private, a not-for-profit or a public organization? The web-survey contains a question about the ownership relations of the organisations, asking to tick one of these three categories, with an additional option 'other / don't know'. Figure 1 shows the results.

Working in the public sector is noticed in most countries, but the countries differ largely in this respect. In 12 countries, the majority of workers are working in a public sector organization, namely in France, Czech Republic, Estonia, Hungary, Lithuania, Slovakia, Slovenia, Azerbaijan, Belarus, Kazakhstan, the Russian Federation, and Ukraine. In the remaining 10 countries, the minority of workers does so, namely in Austria, Belgium, Germany, Italy, Luxembourg, Netherlands, Portugal, Spain, UK, and Bulgaria. In Italy less than one in ten workers is employed in the public sector followed by Austria and Germany with slightly over one in ten. In contrast, this share is nine in ten workers in Hungary and Slovenia.

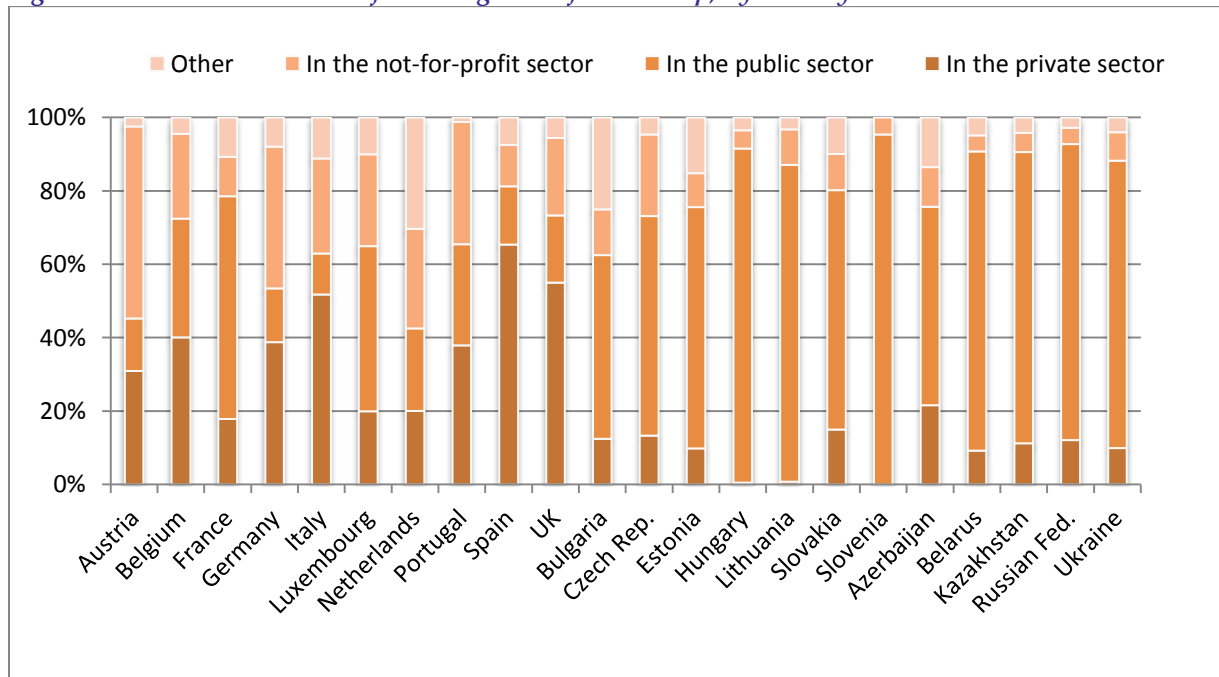
BOX: This report is part of the [WICARE](#) project, funded through the EU Industrial Relations and Social Dialogue Program of the European Commission (nr VS/2013/0404, DEC 2013 - NOV 2014). WICARE is coordinated by the University of Amsterdam/AIAS. Its main partner is the European Federation of Public Services Unions ([EPSU](#), Richard Pond and Mathias Maucher) in Brussels, the largest federation of the [ETUC](#) comprising of 8 million public service workers from over 250 trade unions; EPSU organises workers in the utilities, health and social services and local and national administration, in all European countries including in the EU's Eastern Neighbourhood. Other partners are the research institute [CELSI](#) in Bratislava (Brian Fabo and colleagues), and the [WageIndicator](#) Foundation (Paulien Osse). Authors: Kea Tijdens and Maarten van Klaveren, University of Amsterdam / Amsterdam Institute for Advanced labour Studies ([AIAS](#)). Sole responsibility for the project lies with the authors. More information about the [project](#). Core of the WICARE project are the analyses of the data from the continuous [WageIndicator](#) web-survey on work and wages. Visitors of the national WageIndicator websites are invited to complete the survey. Survey data is used from workers in the residential care activities and the social work activities without accommodation, collected between 1/1/2013 and 30/9/ 2014 from the web survey and a printed version of the survey, which was distributed by the national affiliates of EPSU. For Azerbaijan, Belarus, Belgium, Kazakhstan, Russian Federation, and Ukraine data-collection was prolonged until 31/01/2015. In total 9,143 workers started the questionnaire, of which 4,223 gave valid details about their wages. Per country the number of observations ranges from 20 in Bulgaria to 2,911 in the Netherlands. On 18/11/2014 the draft project results are presented at a conference in Amsterdam. The current report is the version of 28/02/2015.

Working for a private sector organization in the social services is also covered in the survey. In Italy, and the UK more than five in ten workers do so and in Spain even more than six in ten workers. In contrast, working for the private sector is hardly noticed in Hungary, Lithuania, and Slovenia.

Working in a not-for-profit organisation is very often found in Austria, where more than five in ten workers do so, followed by Germany and Portugal, where slightly over three in ten workers do so. In contrast, with less than one in twenty doing so, not-for-profit organisations are hardly noticed in Hungary, Slovenia, Belarus, Kazakhstan, the Russian Federation, and Ukraine.

In most countries, less than one in ten workers answered to be working in an 'other' organization, which may indicate that they are not aware how the ownership in their organization is organized, or that there are other forms apart from these three forms of organisations, not mentioned in the survey question. In three countries, have ticked relatively often to be working in an 'other' organization. This applies to the Netherlands, and Bulgaria, where almost three in ten workers has answered this way.

**Figure 1** Distribution over four categories of ownership, by country

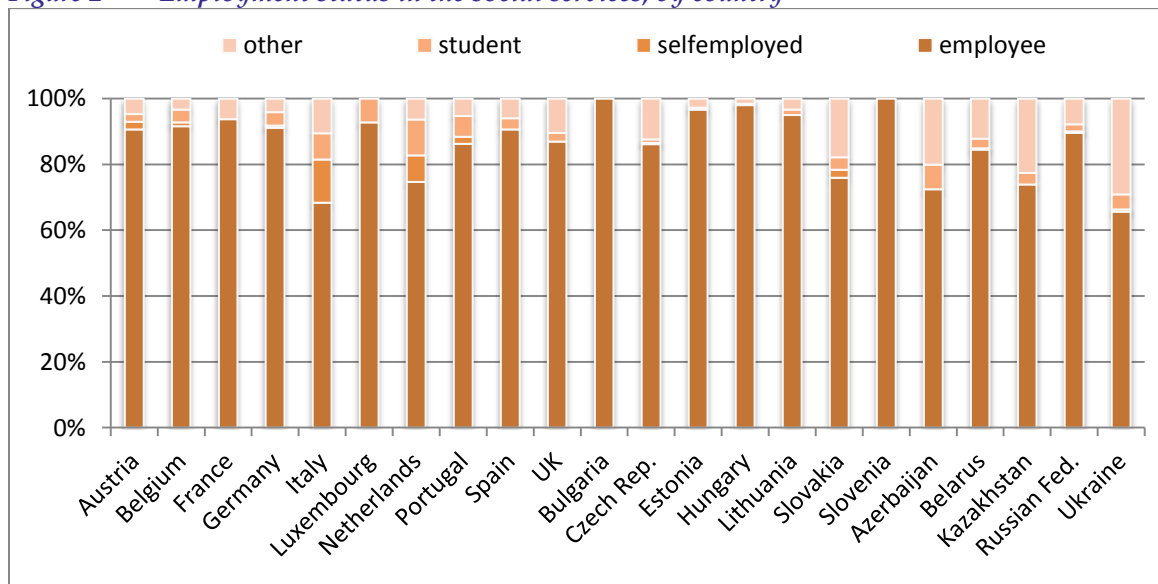


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014 (AZE, BEL, BLR, KAZ, RUS, UKR: 31-Jan-2015). Selection workers in social services in 22 countries. N=8,008.

What are the employment characteristics of workers in the social services? Based on the 2013-2014 data of the WageIndicator survey on work and wages, the WICARE project aimed to explore this topic. The survey has questions about the employment status of the workers in the social services (see Figure 2). In all but two countries, more than seven in ten workers are employees. In 14 countries, this is even more than nine in ten workers. Only in Italy and Ukraine slightly less than seven in ten are employees. Self-employment in the social services covers in most countries less than a few percentages, with the exception of Italy, where 13% is self-employed and the Netherlands with 8% self-employed. These two countries also have the highest percentages of students.

The category 'other' includes volunteer, unemployed, disabled and retired workers. In most countries this group is quite small, yet it is rather frequently found in Slovakia (19%), the Czech Republic (12%), Azerbaijan (20%), Kazakhstan (22%), and Ukraine (29%).

**Figure 2** Employment status in the social services, by country

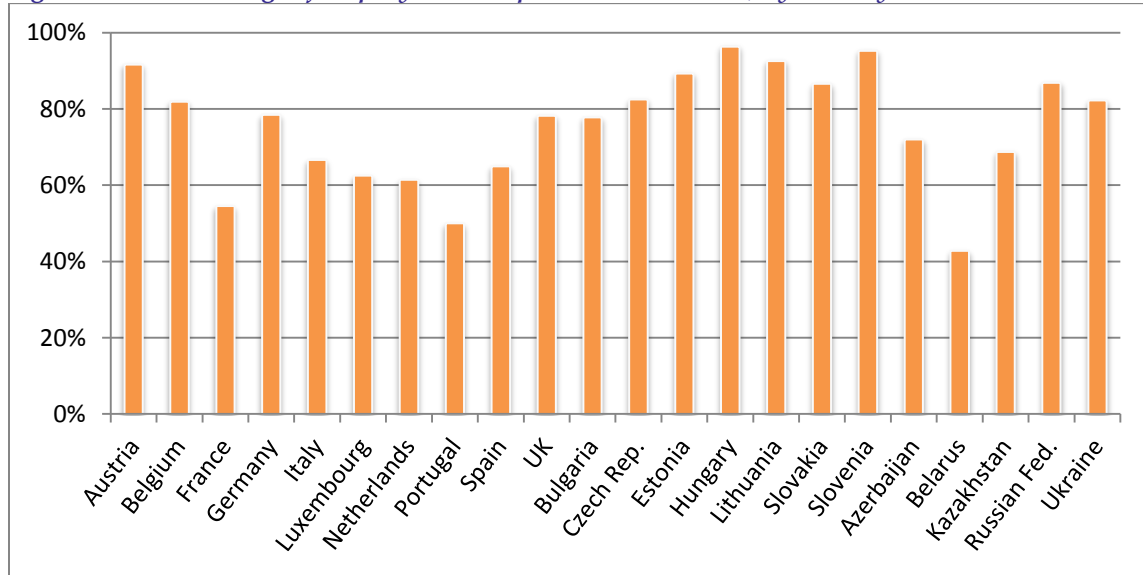


Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014 (AZE, BEL, BLR, KAZ, RUS, UKR: 31-Jan-2015). Selection workers in social services in 22 countries. N=9,118.

The survey asks the employees if they have a permanent employment contract (Figure 3). We find a wide variation in this respect, ranging from 96% in Hungary to just 43% in Belarus and 50% in Portugal.

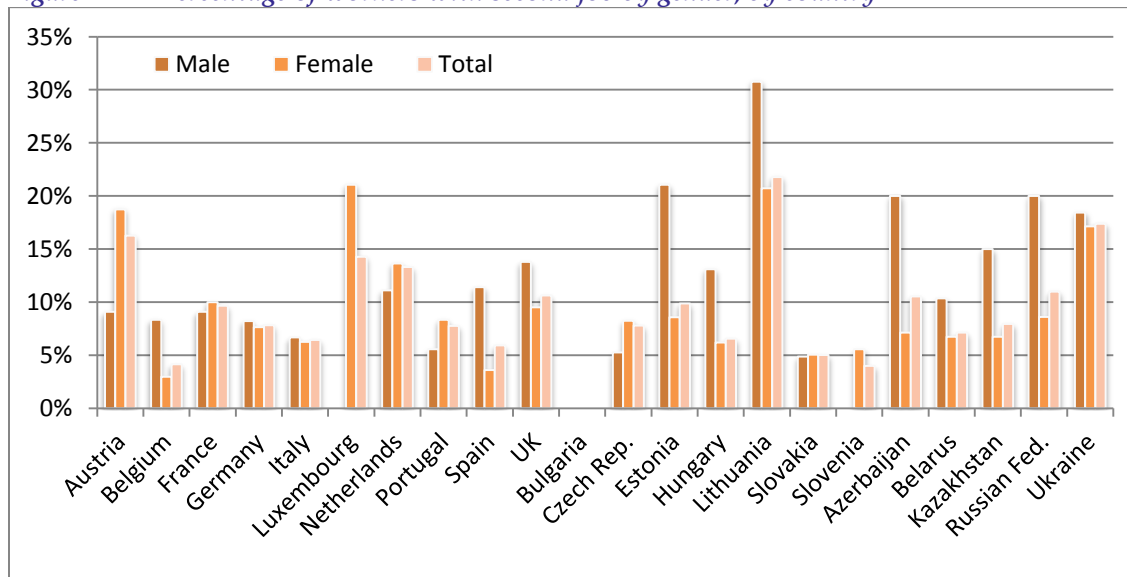
The survey asks all respondents if they hold a second job (Figure 4). Here too, we find large variation, ranging from no second jobs in Bulgaria and only 4% in Slovenia to 21% in Lithuania. A follow-up question asks about employment status in the second job (not in the Figure). The vast majority in the second job is employee, a minority is self-employed. On average, male workers have slightly more often a second job than women.

**Figure 3** Percentage of employees with permanent contract, by country



Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014 (AZE, BEL BLR, KAZ, RUS, UKR: 31-Jan-2015). Selection employees in social services in 22 countries, n=6,079.

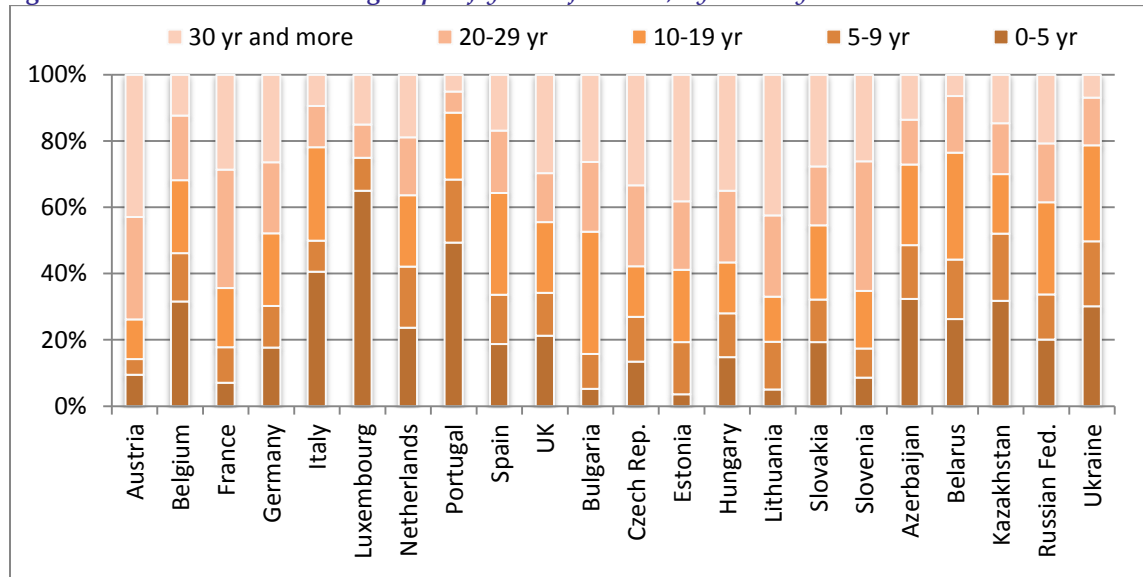
**Figure 4** Percentage of workers with second job by gender, by country



Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014 (AZE, BEL BLR, KAZ, RUS, UKR: 31-Jan-2015). Selection workers in social services in 22 countries, n=8,583.

The survey asks all respondents when they entered their first job and whether they had any employment spells of at least one year. Based on this information we are able to compute the total years of service. Figure 5 shows that there are few countries with four in ten workers who have worked less than five years, notably Italy, Luxembourg and Portugal. At the other end of the spectrum, there are countries with approximately four in ten workers working for over 30 years, namely Austria, Estonia, and Lithuania.

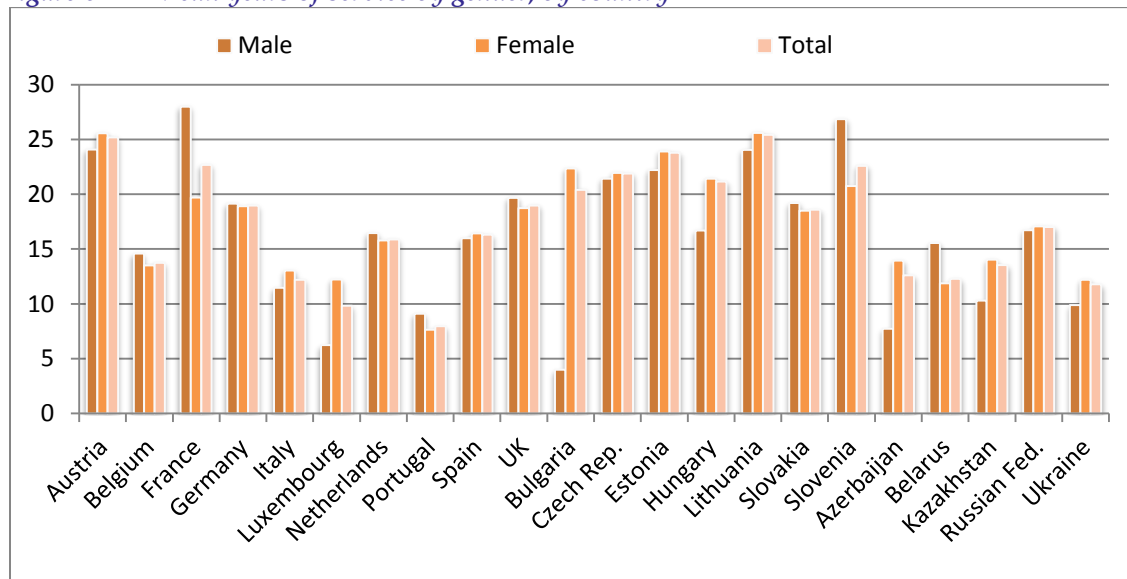
**Figure 5** *Distribution over groups of years of service, by country*



Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014 (AZE, BEL, BLR, KAZ, RUS, UKR: 31-Jan-2015). Selection workers in social services in 22 countries. N=8,008.

Figure 6 shows the mean (average) years of service, divided by gender. Overall, there is wide variation, from less than 10 years in Portugal until 20-25 years in Austria, France, Bulgaria, Czech Republic, Estonia, Hungary, and Slovenia. In Lithuania the average years of service are even over 25. In most countries the differences between men and women are rather limited, but there are some exceptions. In France, and Slovenia the average years of service of men are much higher; by contrast, in Luxembourg, and Bulgaria women are on average much longer in service.

Figure 6 Mean years of service by gender, by country



Source: WageIndicator data 01-Jan-2013 - 30-Sep-2014 (AZE, BEL, BLR, KAZ, RUS, UKR: 31-Jan-2015). Selection workers in social services in 22 countries. N=7,927.

In conclusion, concerning ownership relations of the respondents' employers we found that in 12 out of 22 countries majorities are working in a public sector organization; in three countries more than five in ten workers are employed by a private sector organization, and in one country in a not-for-profit organisation.

Concerning employment status, in all but two countries more than seven in ten respondents are employees. Self-employment in the social services mostly covers very small shares. The share of those having a permanent employment contract shows a wide variation across countries, between 43% and 96%. A similar variation shows up concerning the issue of having a second job, though between 0 and 21%.

Concerning years of service, few countries have considerable shares of respondents working less than five years, whereas some more have considerable shares working for over 30 years. In most countries, differences in average years of service for men and women are rather limited.

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