

Socio-demographic characteristics of workers in the social services

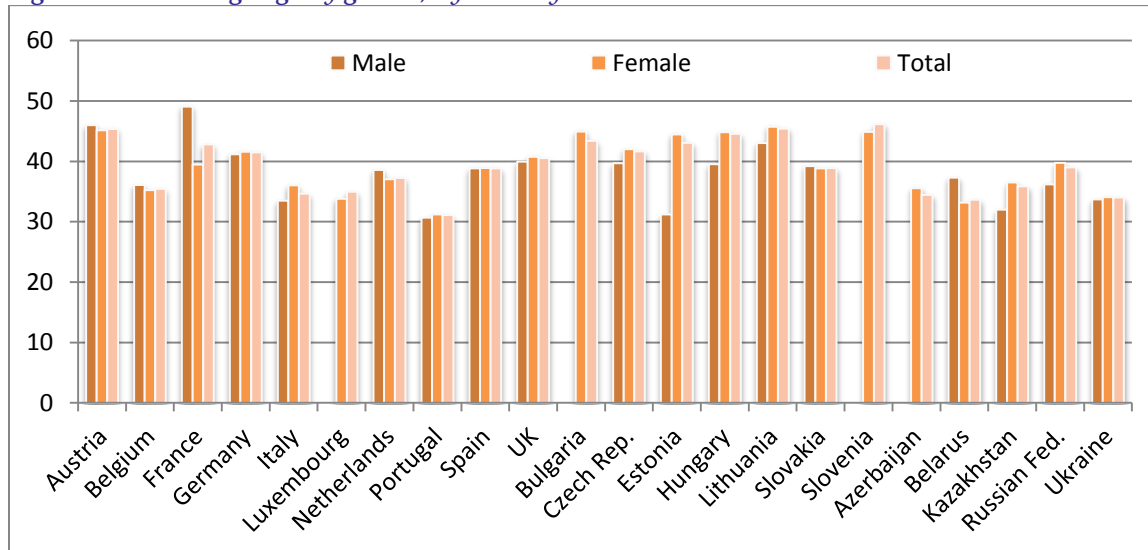
Report 9 of the WICARE project, February 2015.

What kind of workers has responded to the survey, considering age, gender, household composition and education? Based on the 2013-2014 data of the WageIndicator survey on work and wages, WICARE aims to explore this topic. Figure 10-1 shows that on average the respondents are between 31 years in Portugal and 46 years in Slovenia. In three other countries, the average age is also above 45 years of age, namely in Austria, Hungary, and Lithuania. The outcome may be compared with the average age for the social workforce in the EU28, that we calculated at 43. In this respect, the average age of the respondents in six EU countries (Belgium, Italy, Luxembourg, Netherlands, Portugal) seems rather low. We found few gender differences. In Estonia, the women are considerably older than men, whereas in France, Luxembourg and Belarus the opposite holds.

Not surprisingly, the vast majority of workers in the social services is mostly female, as Figure 10-2 shows. The share of females ranges from 47% in Italy, to

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.

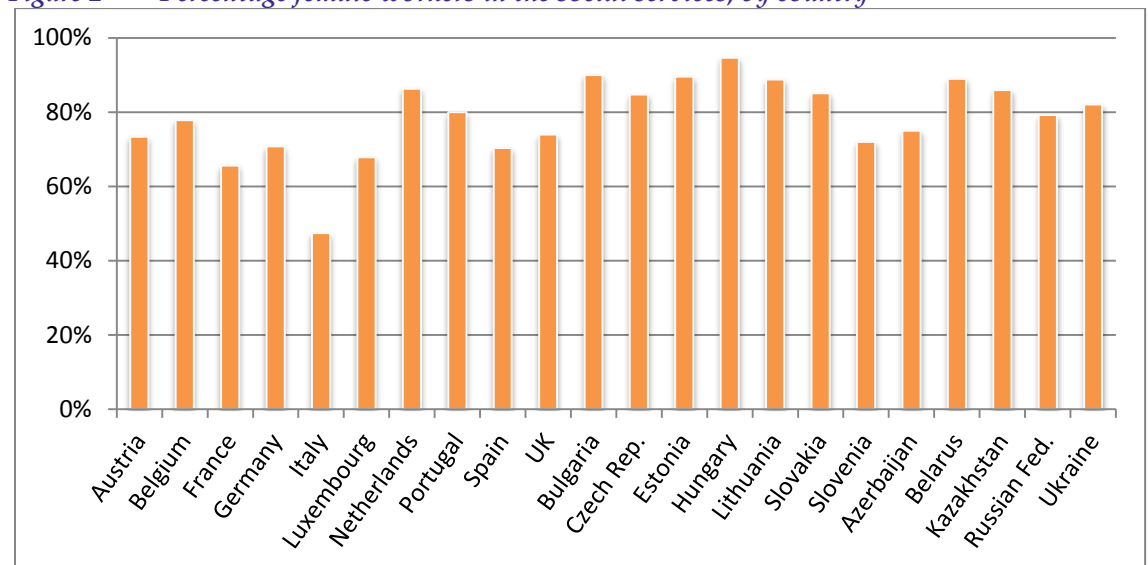
Figure 1 Average age by gender, by country



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 = 8,344. Cells with less than 10 observations are not shown.

almost 100% in Hungary. In the majority of countries, between 60% and 80% of the workers is female. According to Eurostat, in 2014 in the EU28 countries 81% of all workers in Residential care activities was female as well as 83% in Social work activities without accommodation. This comparison suggests that overall male workers are somewhat overrepresented among the survey respondents.

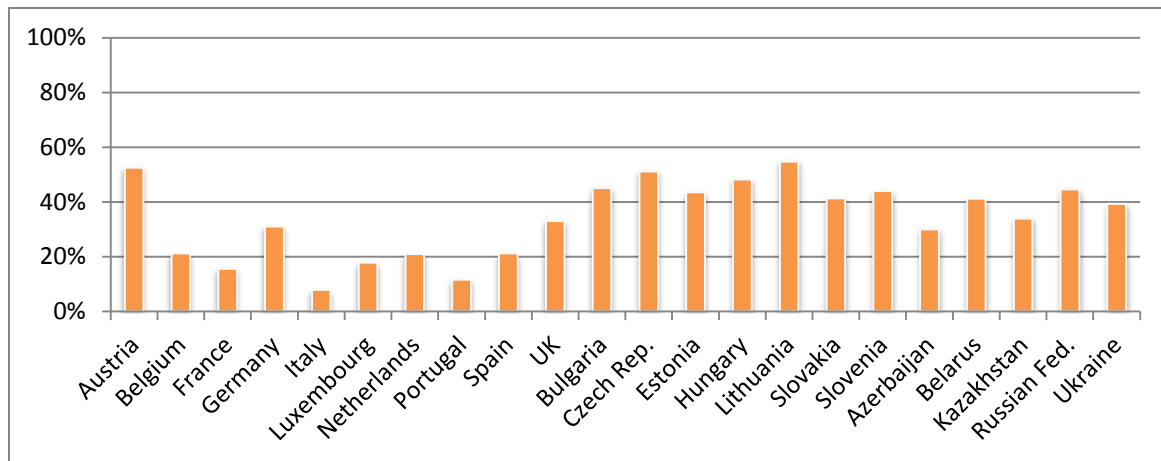
Figure 2 Percentage female workers in the social services, by country



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 = 9,002.

Concerning household composition, the survey asks if people live with children in their home. Figure 10-3 shows that the majority of the workers do not live with children in their home. In particular in Italy and Portugal, few workers do so, whereas in Belgium, France and Luxembourg also less than one in five workers live with children in their home. By contrast, in Austria, Czech Republic, and Lithuania more than half of the workers lives with one or more children.

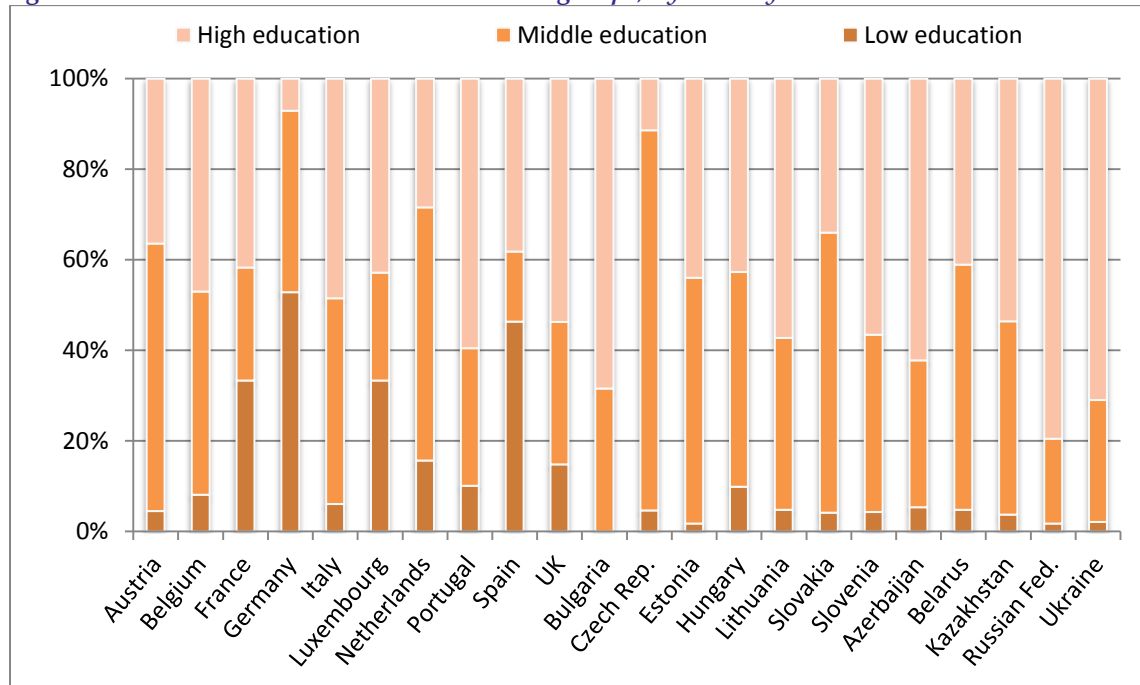
Figure 3 Percentage workers with one or more children living at their home, by country



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 = 9,048.

Finally, we explore the educational levels of the workers in the social services in Figure 10-4. These levels vary immensely across countries. Whereas approximately half of the workers in Germany and Spain are low educated, this is less than a few percentages in Estonia, the Russian Federation, and Ukraine. While in Germany and the Czech Republic approximately one in ten workers is highly educated, this is eight in ten in the Russian Federation.

Figure 4 Distribution over three education groups, 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 = 7,979.

Concerning socio-demographic characteristics, we conclude that the average age of the respondents varies considerably, with relatively young respondents in notably Portugal. As for gender, the vast majority is female in all but one country, Italy. Overall, the majority of the workers do not live with children in their home, though this does not apply to Austria, Czech Republic, and Lithuania. The educational levels of the workers in the social services vary immensely across countries, with large shares of highly educated notably in the Russian Federation.
