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A Socio-Structural Explanatory Model of Self-Perceived Employment Risks

ECSR, 25.09.2014

WZB, Berlin

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Research problem

- Employees are increasingly concerned about job/income insecurity

- Cognitive explanation: perceived job precarity = $P_{JL} * V_{JL}$

- Theory-guided analytical framework is missing that explains why certain employees are more likely to perceive higher precarity than others

  => developing a social explanatory model

- How do social conditions influence the subjective perception of job / income precarity?

■ PFH model

■ **<u>P</u>roduction Theory (Lindenberg/Bourdieu):**

unequal assets for the production or substitution of wage labor

■ **<u>F</u>ield Theory (Bourdieu)**

accounts for social conditions of using and substituting these assets

■ **<u>H</u>abitus Theory (Bourdieu)**

accounts for preceding social influences that generated different patterns of perception (habitus)

=> affect perceived likelihood (P_{JL}) and importance (V_{JL}) of loosing a job

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Lindenberg: Production Theory

Social production functions:

– Which assets (production factors) are needed <u>to produce</u> wage labor?

– Which assets may <u>substitute</u> wage labor in order to produce income?

=> <u>access to efficient assets</u> for the production or substitution of
wage labor influences perceived P_{JL} and V_{JL} of loosing a job

$$P_{JL} = f(PF_{JP})$$
$$V_{JL} = g(PF_{Js})$$

■ Bourdieu: Field Theory

The Capital Theory is necessarily related to the Field Theory

Employability of the capital depends on the <u>structure of the field</u>

- investments of other players within the field
- their valorization of the capital

=> <u>Efficiency of assets is not stable</u> but conditioned by the field

$$P_{JL} = f(PF_{JP} \mid F_{JP})$$
$$V_{JL} = g(PF_{JS} \mid F_{JS})$$

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Bourdieu: Habitus Theory

Habitus-theoretical dynamization of the model

cognitive patterns of perception (habitus) are being shaped by experiences regarding the production or substitution of wage labor

=> <u>Anticipated efficiency</u> of assets is conditioned by <u>habitualized experiences</u> (HE) / prior social conditions

$$P_{JL, t} = f(PF_{JP, t} \mid F_{JP, t}, HE_{JP, t-1})$$
$$V_{JL, t} = g(PF_{JS, t} \mid F_{JS, t}, HE_{JS, t-1})$$

Hypotheses (1)

Production Theory

Perceived precarity is higher among those individuals whose <u>assets restrict</u> …

■ *H1:* …the <u>production</u> of wage labor, so that P_{JL} will be raised.

=> $P_{JL} = f(PF_{JP}) = f(Q_{JP}, P_{JP}, R_{JP})$: qualifications, position, labor rights (employment contracts)

■ *H2:* …the <u>substitution</u> of wage labor, so that V_{JL} will be raised.

=> $V_{JL} = g(PF_{JS}) = g(S_{JS})$: social capital (economic resources of the household)

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■ Hypotheses (2)

Field Theory

Perceived precarity is higher within <u>fields that restrict</u>…

■ *H3:* …the <u>production</u> of wage labor and raise P_{JL}

     => unemployment rate, controlled for: firm size, industry

■ *H4:* …the <u>substitution</u> of wage labor and raise V_{JL}

     => Period and year effects: in- or decreasing decommodification of wage labor (labor and social security legislation)

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Hypotheses (3)

Habitus Theory

Perceived precarity is higher among those individuals whose <u>past experiences</u>…

- *H5:* …make P_{JL} <u>appear more likely</u>.
  => involuntary layoff, cohort effect of GDR socialization

- *H6:* …have <u>shown the severity</u> of a job loss and increased V_{JL}
  => experience of unemployment

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Data and Methods

Data

German Socio-Economic Panel, waves 1985-2011, unbalanced design

Sample

dependent employees in private households at age 18-65 excluding students, trainees, pensioners

Dependent variable

concerns about job / income security (no, some, big concerns)

Method

Random effects ordered probit panel regression
(Random effects generalized ordered probit panel regression)

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Job precarity: Concerns about job security

Production Theory		
Highest school qualification (ref.: secondary school)		
No certificate	.013	(.046)
Junior high school	-.065*	(.025)
High school	-.129***	(.037)
Highest voc. qualification (ref.: apprenticeship) H1a		
No certificate	.009	(.029)
Academic degree	-.120***	(.033)
Job position (ref.: un-/semi-trained worker)		
Trained worker	-.151***	(.028)
Team leader	-.339***	(.053)
Foreman H1b	-.325***	(.062)
Employee with simple tasks	-.249***	(.031)
Qualified professional	-.346***	(.031)
Highly qualified professional	-.427***	(.038)
Managerial	-.528***	(.069)
Low-level civil service	-1.306***	(.147)
Middle-level civil service	-1.489***	(.090)
High-level civil service	-2.111***	(.092)
Executive civil service	-2.376***	(.114)

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Job precarity: Concerns about job security

Production Theory (cont.)			
Fixed term	H1c	.798***	(.025)
Part-time (< 21 hrs.)		-.735***	(.068)
Part-time * female		.271***	(.073)
Female		.095***	(.024)
Household net equivalent income	H2	-.268***	(.015)
Field Theory			
Regional unemployment rate	H3	.038***	(.048)
Period			
Wave		.029***	(.001)
1997	H4	.271***	(.023)
2001		-.207***	(.019)
2004		.464***	(.018)
2005		.438***	(.018)
Not reported: industries, firm size		…..	…..

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Job precarity: Concerns about job security

Habitus Theory			
GDR socialization	H5	.274***	(.047)
Past involuntary layoff		.439***	(.032)
Overall past unemployment duration (years)	H6	.040***	(.009)
Periods of unemployment, individual		.033**	(.011)
Cut 1		57.935	
Cut 2		60.086	
N		186.924	
Number of groups		26.284	
Log Likelihood (0)		-188819.38	
Log Likelihood (full)		-171056.21	

SOEP 1985-2011, unst. coef., cluster-rob. s.e., * p<.05; ** p<.01, *** p<.001, random effects ordered probit panel regression

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Results

PFH model offers a theoretical model to explain social influences on perceptions of precarity

Social Explanation: Production, Field, and Habitus Theory

Subjective perception of precarity is influenced by:

- unequal assets for the production and substitution of wage labor
- varying social conditions to use or substitute these assets
- unequal experiences regarding the production and substitution of wage labor

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- Berichterstattung zur sozioökonomischen Entwicklung in Deutschland

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