Searching for gaps: are work values of the youth changing

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The structure of the presentation

• The core issues (research questions, methods and data)

• The age, period and birth cohort effect (the quasi time-lag and the HAPC model) on employment commitment in general
  – by gender
  – by country groups

• Conclusions
Our four generation workforce provides challenges

Generations and work values – hypotheses visualised
Research questions

(1) Are there significant differences between birth cohorts’ attitudes to work? and, if yes:

(2) How have attitudes to work changed in the past decades?

(3) Are these changes different in post-socialist and in EU15 (i.e. non-post-socialist) countries?
Research design

Birth cohort instead of generation because

Exploration instead of testing hypotheses

Since age, period, and birth cohort are intertwined – special methodology is needed
Methodology of multilevel analysis

Hierarchical age-period-cohort (HAPC) regression model

Multilevel data structure

**Quasi time-lag method** individuals of the same age in periods are compared
The control variables

- Gender
- Education
  - Binary variable, 1 = more than secondary education
- Marital status
  - Married/living with partner, divorced/separated, widowed or never married
- Labor force status
  - Binary variable, 1 = respondent has a job, i.e. her/his employment status is “working”
- Type of settlement
  - Binary variable, 1 = respondent lives in a city (with population over 100,000 people)
Data of employment commitment

- „I would enjoy having a paid job even if I did not need the money” (5-point scale from 1-strongly disagree to 5-strongly agree)
- Coverage: 12 of the EU15 countries, 13 post-socialist countries, 8 further OECD countries

Basic data

<table>
<thead>
<tr>
<th>Year</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>Min</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>1995-1999</td>
<td>25212</td>
<td>3.42</td>
<td>1.17</td>
<td>1</td>
<td>5</td>
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<tr>
<td>2005-2009</td>
<td>23744</td>
<td>3.38</td>
<td>1.20</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>2010-2014</td>
<td>37779</td>
<td>3.30</td>
<td>1.18</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>86735</td>
<td>3.36</td>
<td>1.18</td>
<td>1</td>
<td>5</td>
</tr>
</tbody>
</table>
The means of employment commitment by age in three periods (quasi time-lag method)
The results of the HAPC model - I
The effect of age on employment commitment

The y-axis shows the predicted value of the dependent variable (for an average respondent).
The results of the HAPC model - II
The effect of period and cohort on employment commitment

The y-axis shows the predicted value of the dependent variable (for an average respondent). Period: the dashed line shows the result of intrapolation for the years with missing data. Cohort: The dashed line displays the 5-year moving average.
The age, period and birth cohort effect on employment commitment among men and women (HAPC)
The age trend of employment commitment by periods in EU-15 and post-socialist countries (quasi time-lag method)
Conclusions

- No cohort or period effects
- Decrease with age
- Among women higher and more age sensitive than among men
- In EU15 countries higher and more age sensitive than in post-socialist countries
The full paper is downloadable from


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