

# 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
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# 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

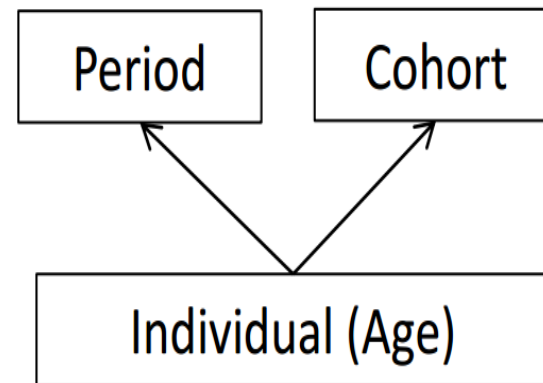
Since age, period, and birth cohort are intertwined – special methodology is needed

# Methodology of multilevel analysis

## Hierarchical age-period-cohort (HAPC) regression model

Multilevel data structure

Cross-classified structure of Yang and Land's HAPC model for repeated cross-sectional data



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

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# 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

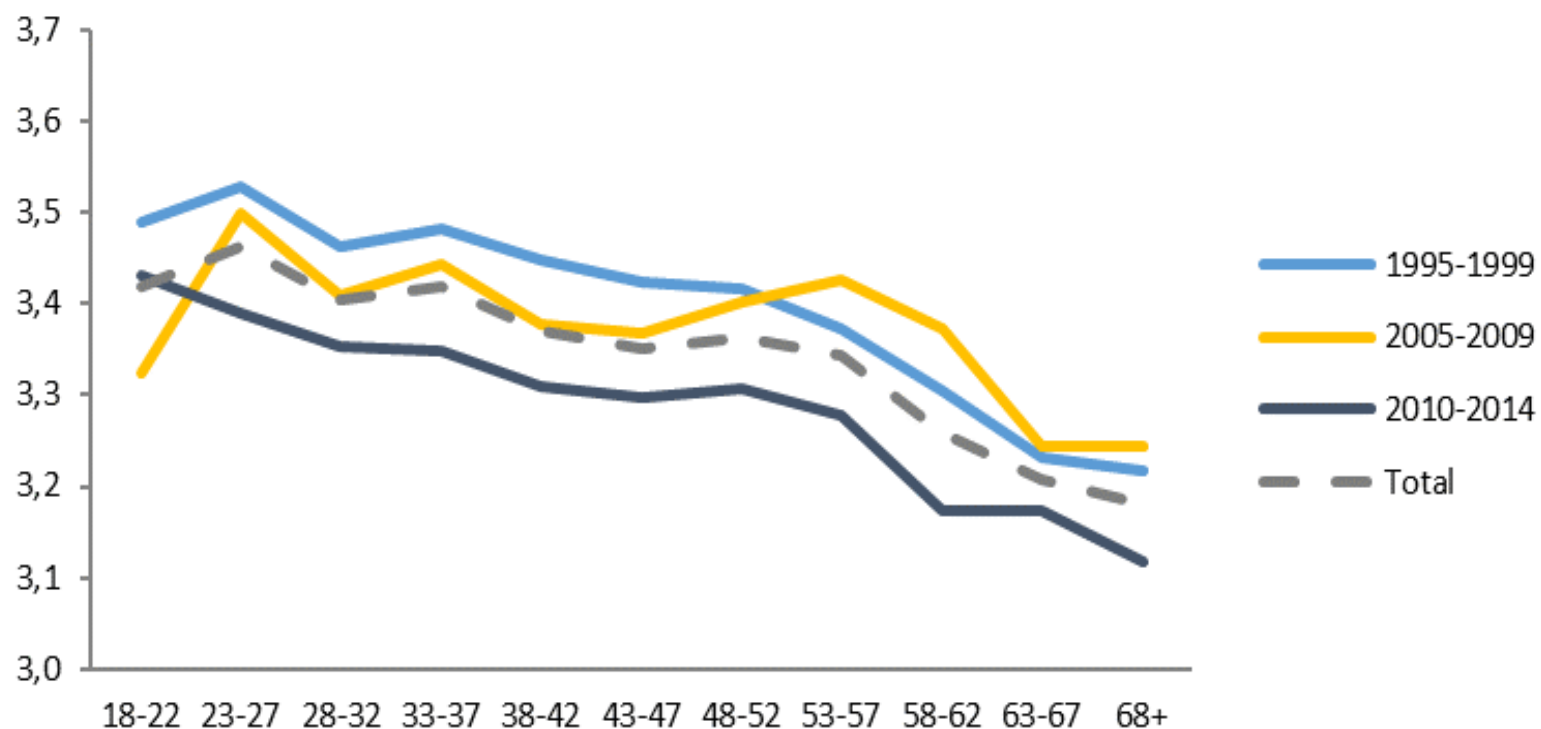
- ESS (2010), ISSP (1989 (not used), 1997, 2005)
- „I would enjoy having a paid job even if I did not need the money” (5-point scale from 1-strongly disagree to 5-strongly agree)
- Coverage: 12 of the EU15 countries, 13 post-socialist countries, 8 further OECD countries

## - Basic data

	N	Mean	SD	Min	Max
1995-1999	25212	3,42	1,17	1	5
2005-2009	23744	3,38	1,20	1	5
2010-2014	37779	3,30	1,18	1	5
Total	86735	3,36	1,18	1	5

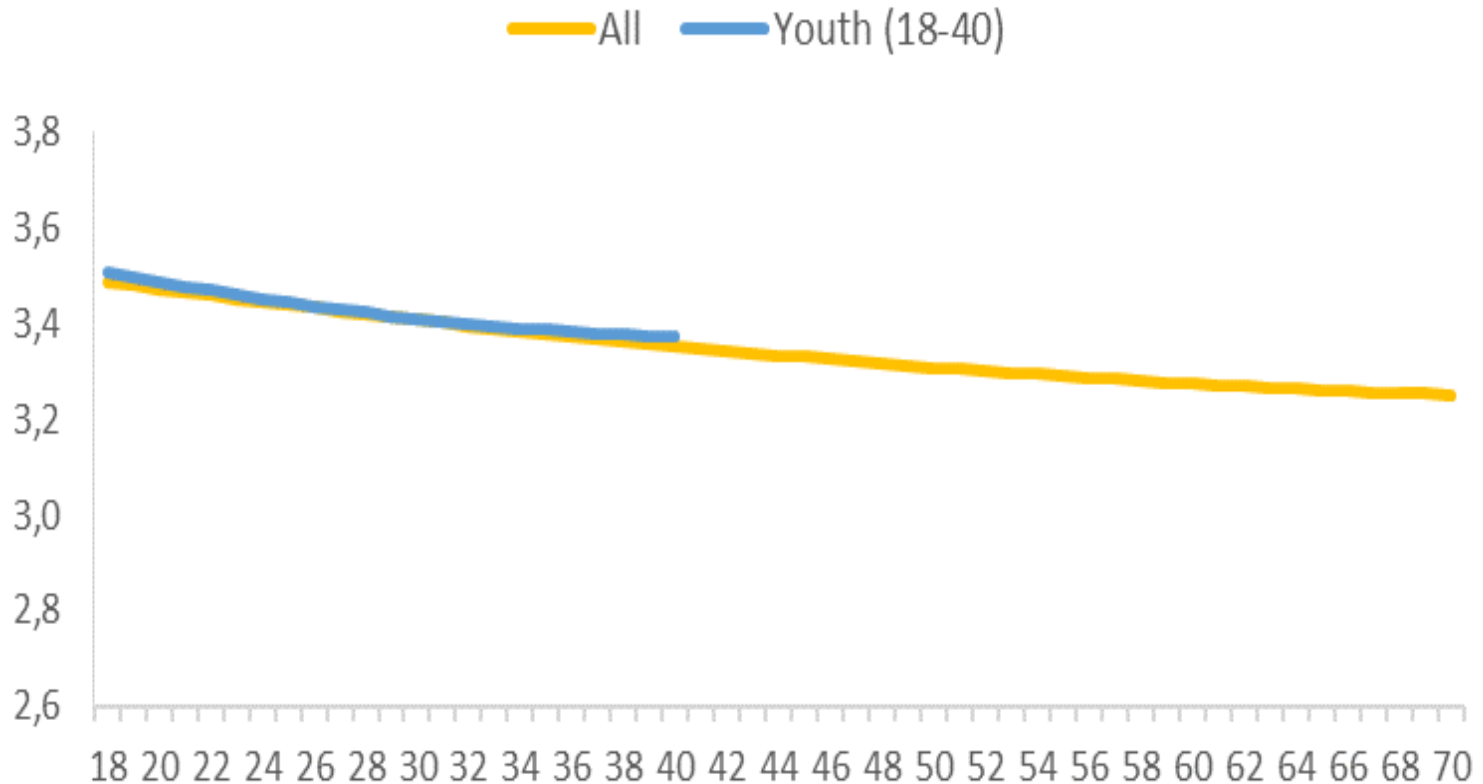


# The means of employment commitment by age in three periods (quasi time-lag method)



## The results of the HAPC model - I

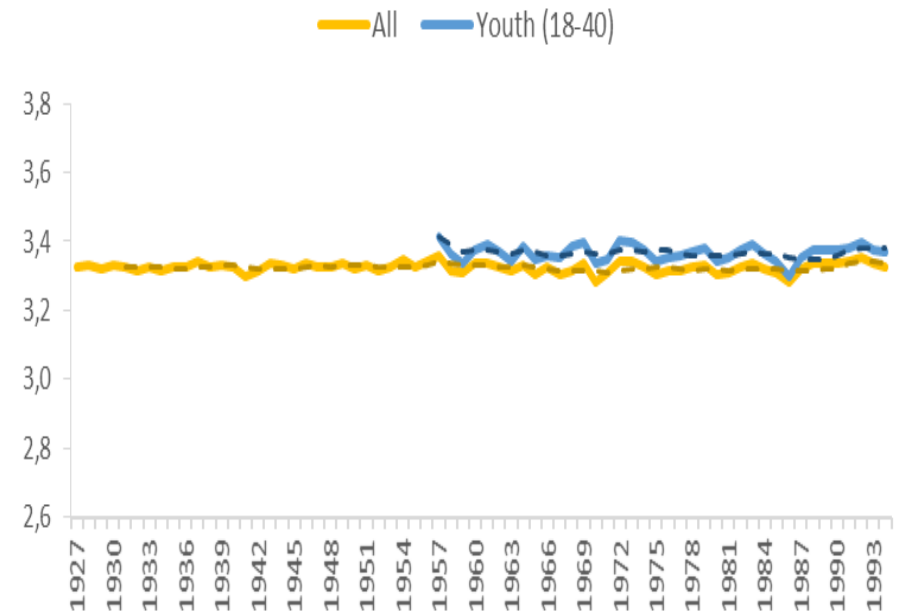
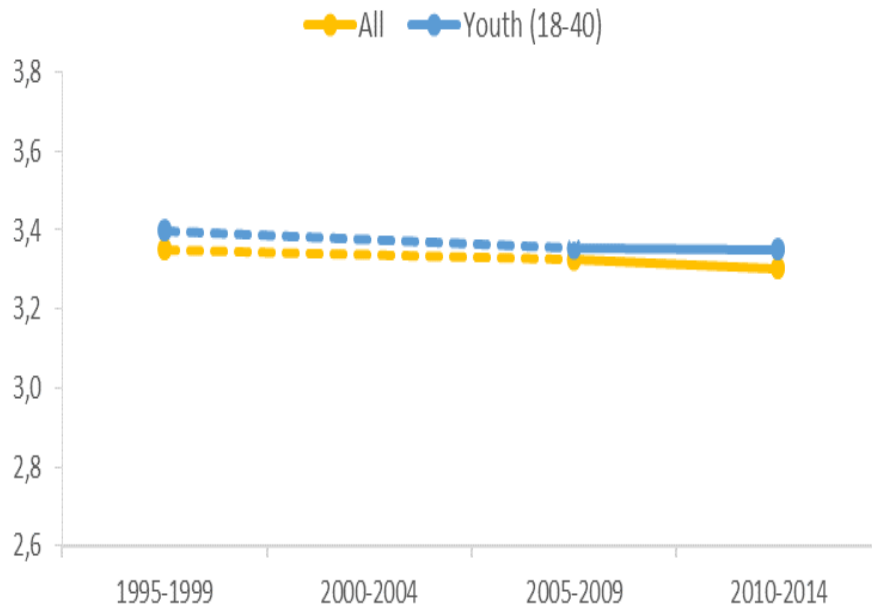
### The effect of age on employment commitment



The y-axis shows the predicted value of the dependent variable (for an average respondent).

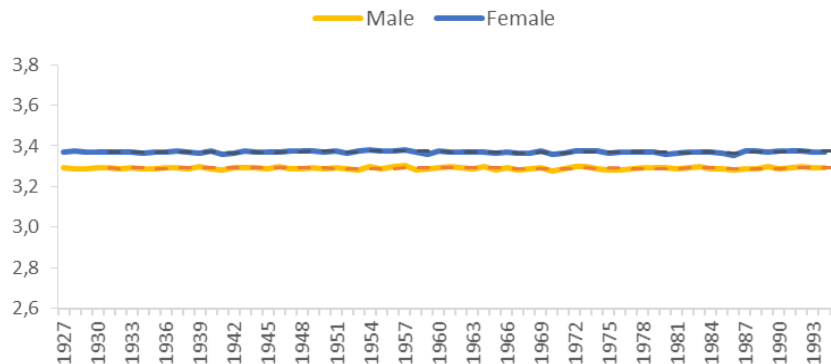
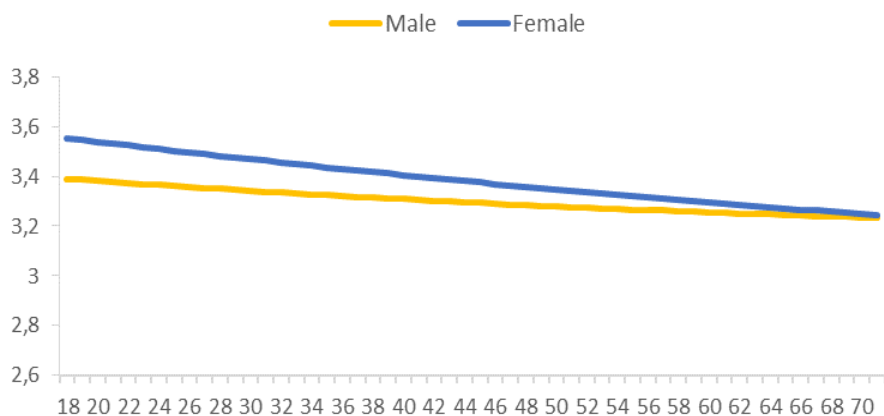
## The results of the HAPC model - II

### The effect of period and cohort on employment commitment

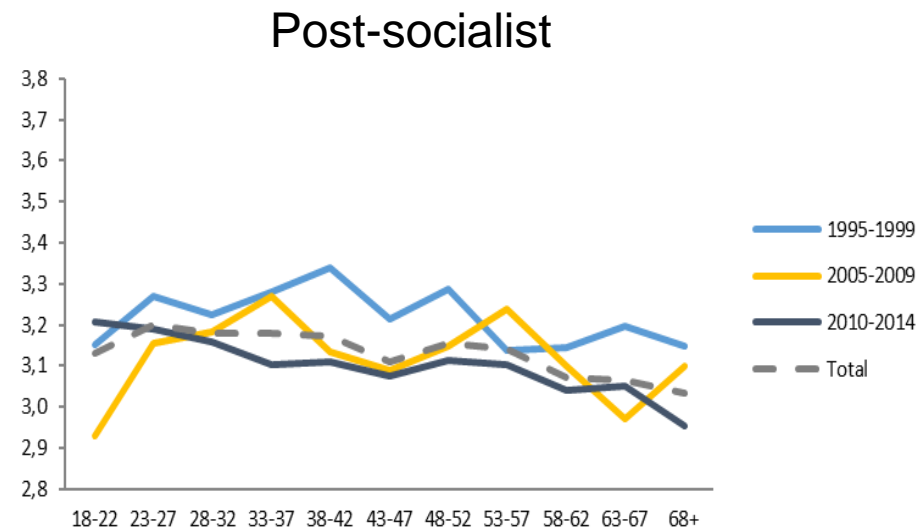
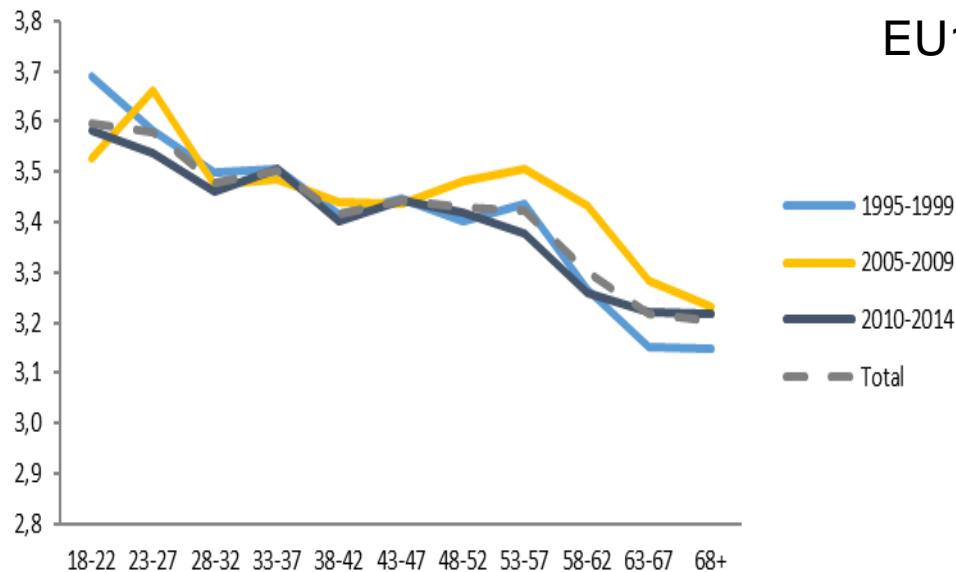


The y-axis shows the predicted value of the dependent variable (for an average respondent).  
 Period: the dashed line shows the result of intrapropagation for the years with missing data.  
 Cohort: The dashed line displays the 5-year moving average.

# 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 woman higher and more age sensitive than among man
  - In EU15 countries higher and more age sensitive than in post-socialist countries
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The full paper is downloadable  
from

[http://www.style-research.eu/wordpress/wp-content/uploads/ftp/D\\_9\\_1\\_Value\\_system\\_shared\\_by\\_young\\_generations\\_towards\\_work\\_and\\_family.pdf](http://www.style-research.eu/wordpress/wp-content/uploads/ftp/D_9_1_Value_system_shared_by_young_generations_towards_work_and_family.pdf)

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