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Employment Precariousness and Work-Life Balance in EU28 and Norway: Evidence from the Labour Force Survey

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Carlos Delclos

Zyab Ibáñez

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ii) to engage with relevant communities, stakeholders and practitioners in the research with a view to supporting social protection policies in Europe. Contributions to a dialogue about these results can be made through the project website euroship-research.eu, or by following us on Twitter: @EUROSHIP_EU.

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Authors

Carlos Delclos, Autonomous University of Barcelona (UAB)/IGOP
Zyab Ibáñez, Autonomous University of Barcelona (UAB)/IGOP

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List of Acronyms

AT Austria
BE Belgium
BG Bulgaria
CZ Czechia
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FI Finland
FR France
HR Croatia
HU Hungary
IE Ireland
IS Iceland
IT Italy
LV Latvia
LT Lithuania
LU Luxemburg
MT Malta
NL Netherlands
NO Norway
PL Poland
PT Portugal
RO Romania
SL Slovenia
SK Slovakia
SE Sweden
UK United Kingdom
EU-LFS European Union Labour Force Survey
EU-SILC European Union Survey of Income and Living Conditions
LM Labour Market
WLB Work Life Balance

Abstract

In this report we focus on precarious employees' Work Life Balance (WLB) adopting an intersectional perspective. That is, we want to unveil the extent to which disadvantage in access to WLB policies is cut across by a number of intersectional categories, mainly gender, age, migratory background, low education and income. Our analysis covers a broad period (2005-2018) to enable us to see changes over time and understand the impact of the Great Recession. We have used microdata from the European Labour Force Survey (EU-LFS) to map employment precariousness and WLB needs in the 28 EU member states and Norway. Our analysis shows that WLB agendas have risen throughout Europe alongside employment levels across different population groups. However, parallel increases in employment precariousness, seen for instance through involuntary part-time and in-work poverty, urge us to question the reach of these policies. Our results also show considerable regional and intersectional disparities. As for WLB, our main findings show access to non-family childcare improving in almost all groups and countries. Yet despite this convergence, major inequalities persist across regions, countries and intersectional categories.

1. Introduction

In this report we focus on precarious employees' Work Life Balance (WLB) adopting an intersectional perspective. That is, we want to unveil the extent to which disadvantage in access to WLB policies is cut across by a number of intersectional categories, mainly gender, age, migratory background, low education and income. Our analysis covers a broad period (2005-2018) to enable us to see changes over time and understand the impact of the Great Recession. Towards this end, we have used microdata from the European Labour Force Survey (EU-LFS) to map employment precariousness and WLB needs in the 28 EU member states and Norway.

In line with other EUROSHIP deliverables and recent literature (Jessoula 2021, Smith and McBride 2020, Rubery et al. 2018, Meszman 2016, Emmenegger et al. 2012), our work with the EU-LFS confirms that in most European countries, WLB agendas have risen alongside employment levels across different population groups. However, parallel increases in employment precariousness, seen for instance through involuntary part-time and in-work poverty urge us to question the reach of these policies, as significant regional and intersectional disparities warn us against broad generalisations.

In Norway, Germany, and Estonia the situation may have improved for a majority of groups, whereas in Southern Europe, it is difficult to find any major aggregated improvement during the last decade. At the same time, youth, women and individuals of migrant origin remain overrepresented among the unemployed and precarious employment categories in most countries. Such overrepresentation has actually increased for youth and migrants in several categories of precarious employment. The extent to which labour market inequalities, in-work poverty and employment precariousness are, or are not, worsening after the crisis, remains controversial for different countries and groups. But these realities are definitely not improving at the rhythm of other main structural economic indicators.

As for WLB, our main findings show access to non-family childcare improving in almost all groups and countries (among the selected countries, we only saw stagnation in Italy). Despite this convergence, major international, regional, gender and intersectional inequalities persist. Still, beyond childcare, it is difficult to make specific claims about possible improvements in WLB. As access grows, the need to focus on quality of provision and observe processes of social segmentation becomes more and more evident.

After months working in some detail with the EU-LFS, we have faced some conceptual and methodological limits that make us consider other future alternatives to strengthen our analysis, such as the potential complementarity between EU-LFS and EU-SILC data. We will comment on these key limitations and possible alternatives in the successive sections.

Finally, to assess the WLB of vulnerable workers from a capabilities perspective focusing on sets of plausible options, we especially missed detailed data on working conditions and the margin of choice workers have/lack. For vulnerable workers, the following aspects are crucial: salary per hour, nature of work, occupational status, total number of hours (real/preferred), and the real versus preferred distribution of those working hours during the week (with special attention to the possible problem of increasing hours dispersion). For example, while total average number of hours worked per employee has decreased given the growth of both voluntary and involuntary part-time, the total number of hours worked per household (given growing female participation) and the hours dispersion may have seriously increased involuntary time pressures in many households (Chieragato 2020, Ba 2019, Lewis & Beauregard 2018, Warren 2017).

2. Evolution of the active population and the unemployed

By definition, precarious employment conditions affect employed people. However, the key mechanism through which employment conditions are made precarious is the threat of unemployment or labour market exit, especially when, in the absence of other forms of income, poor employment and poor pay are better than no employment and no pay. Understanding the precarization of employment involves more than just a look at the share of temporary contracts, and must depart from an initial look at broad trends in the labour markets of our selected countries (Hürtgen 2021). Specifically, this implies that we must pay particular attention to changes in the composition of the employed population as well as overall unemployment trends in Europe before, during and after the Great Recession in order to understand the dynamics of precarization that accompanied them.

We begin by examining the evolution of those in formal paid employment as well as the unemployed at three specific time points, which also coincide with specific modules of the European Union Labour Force Survey (EU-LFS) focusing on WLB. Our descriptive analyses focus on the role of intersectionality, specifically in terms of age, sex, and migrant origin, and how the labour market relationships of specific subpopulations have changed over the period of study. We then analyse the differential exposure of these groups to precarious employment conditions based on indicators obtained through the EU-LFS. Finally, we analyse the relationship between precariousness and work-life balance difficulties through an intersectional lens; that is, by looking at the

interconnections of different social categories which might overlap in producing various forms of social disadvantage.

Table 1 below shows the composition of the "active population" (persons in paid work in the ordinary labour market) by age, sex, and migrant status in each selected country, with these variables coded dichotomously to identify groups of particular interest for the purposes of this study. We can see that, at the EU level, the share of workers under the age of 30 declined between 2005 and 2018 by four percentage points, with the negative trend being common to all countries with the exception of Denmark, Luxemburg, Norway, and Sweden, where the trends increased by between 0.1 and 1.5 percentage points. The decline in the share of young workers during this period was most intense in Spain, followed by Ireland, Greece, and Poland.

In terms of the sex composition of the population in paid work, there is a general trend of feminization at the EU level, with the percentage of women rising 1.6 percentage points to 46.2% between 2005 and 2018. However, there is some variation in direction and intensity at the national level. The female shares of the active population declined modestly over this period in Bulgaria, Estonia, Finland, Hungary, Iceland, Norway, Poland, and Romania. Everywhere else, the share of women in the active population rose, most substantially in Spain, Cypress, Luxemburg, Ireland, and Greece.

Finally, the share of foreign-born employees rose at the EU level by 3.2 percentage points between 2005 and 2018. This trend was quite common at the national level, with the only exceptions of Greece, Hungary, and Portugal. It is worth noting, too, that there is considerable variation in terms of the constancy of this trend. In some countries where the share of migrants in the active population was greater in 2018 than in 2005, several of these have seen a decline relative to 2010, presumably as a result of out- or return migration in response to the Great Recession. This is particularly visible in the cases of Estonia, Spain, and Greece.

Table 1 Sociodemographic composition of persons in employment (weighted)

	Ages 16-29				Female				Migrant			
Country	2005	2010	2018	Change	2005	2010	2018	Change	2005	2010	2018	Change
AT	24.99	24.58	22.15	-2.84	45.34	46.42	46.86	1.52	10.27	11.15	16.76	6.49
BE	22	21.04	19.64	-2.36	44.32	45.09	46.58	2.26	8.21	9.31	11.9	3.69
BG	19.72	19.32	14.46	-5.26	46.5	46.33	46.27	-0.23	0.13	0.15	0.22	0.09
CH	23.86	24.48	22.43	-1.43	45.66	45.78	46.81	1.15	21.91	23.12	27.46	5.55
CY	24.15	24.41	22.69	-1.46	43.88	47.31	47.77	3.89	13.8	21.26	18.83	5.03
CZ	22.36	19.16	15.64	-6.72	44.09	43.29	44.6	0.51	0.85	1.43	2.39	1.54
DE	21.43	21.19	19.56	-1.87	44.83	45.95	46.38	1.55	8.49	8.13	12.86	4.37
DK	23.52	23.85	25.04	1.52	46.69	47.15	47.26	0.57	3.18	3.98	7.1	3.92
EE	22.34	22.01	19.63	-2.71	49.96	49.38	48.36	-1.6	11.83	17.68	14.84	3.01
ES	27.06	20.67	15.64	-11.42	41.53	44.53	46.48	4.95	11.25	14.81	12.52	1.27
FI	23.77	22.54	21.77	-2	48.4	48.16	48.24	-0.16	1.4	1.93	3.07	1.67
FR	21.98	22.4	20.39	-1.59	47.08	47.79	48.37	1.29	4.99	5.59	6.82	1.83

	Ages 16-29				Female				Migrant			
Country	2005	2010	2018	Change	2005	2010	2018	Change	2005	2010	2018	Change
GR	23.2	19.96	15.13	-8.07	40.96	42.52	44.34	3.38	6.73	9.69	5.86	-0.87
HR	22.19	22.32	19.13	-3.06	45.53	45.72	46.54	1.01	0.2	0.2	0.49	0.29
HU	23.22	18.84	17.81	-5.41	45.91	46.32	45.37	-0.54	0.75	0.78	0.61	-0.14
IE	30.96	28.79	22.11	-8.85	42.26	44.82	45.97	3.71	7.73	15.17	16.4	8.67
IS	27.68	27.75	27.4	-0.28	46.69	47.27	45.95	-0.74	2.73	3.86	5.23	2.5
IT	19.9	16.3	14.34	-5.56	40.27	41.19	42.63	2.36	5.28	8.75	11.03	5.75
LT	19.69	19.23	16.99	-2.7	48.91	50.52	49.89	0.98	0.68	0.56	0.81	0.13
LU	19.51	19.28	20.78	1.27	42.44	43.52	46.16	3.72	45.2	49.51	54.26	9.06
LV	23.54	23.29	17.79	-5.75	49.11	50.74	50.18	1.07	0.83	16.41	12.02	11.19
NL	25.89	25.94	25.2	-0.69	44.71	46.15	46.81	2.1	3.64	4.24	5.65	2.01
NO	23.53	23.91	23.61	0.08	47.1	47.27	47.03	-0.07	4.01	6.04	12.24	8.23
PL	27.1	24.72	19.66	-7.44	45.43	44.94	45.02	-0.41	0.12	0.14	0.56	0.44
PT	22.72	18.4	16.13	-6.59	46.88	48.22	49.19	2.31	3.3	4.4	2.62	-0.68
RO	24.35	19.46	17.58	-6.77	45.1	43.76	42.74	-2.36	0.07	0.05	0.1	0.03
SE	21.93	22.86	22.5	0.57	47.64	47.24	47.67	0.03	4.69	4.58	6.18	1.49
SI	23.58	21.24	17.15	-6.43	46.01	45.86	46.18	0.17	0.35	1.51	4.9	4.55
SK	26.48	22.66	18.28	-8.2	44.92	44.63	45.09	0.17	0.15	0.18	0.29	0.14
UK	25.62	25.97	24.22	-1.4	45.95	46.24	46.97	1.02	5.75	8.47	11.09	5.34
Total	23.5	21.89	19.48	-4.02	44.7	45.45	46.16	1.46	5.78	7.16	9.01	3.23

Source: European Labour Force Survey

Meanwhile, Table 2 depicts weighted national unemployment rates across our country selection at those three key points. While the most profound economic consequences of the Great Recession were generally ongoing in 2010, both 2005 and 2018 capture unemployment rates during periods of economic growth. In this sense, the change in unemployment rates shown in the final column reflects a change in the level of so-called "structural unemployment" (Diamond 2013). Overall, the structural unemployment rate of the selected countries declined by roughly 2 percentage points. However, there is considerable variation by country. While Belgium, Croatia, Czech Republic, Germany, Estonia, Hungary, Lithuania, Poland, Romania, and Slovakia experienced significant declines in structural employment, there more modest increases in Cyprus, Denmark, France, Ireland, Iceland, Luxemburg, and Switzerland, and dramatic increases in Spain, Greece, and Italy.

Table 2 Unemployment rates by country and year (weighted), both men and women ages 16-64

Country	2005	2010	2018	Change
AT	5.45	4.65	4.81	-0.64
BE	8.26	8.19	5.94	-2.32
BG	10.02	10.28	5.21	-4.81
CH	4.44	4.8	4.73	0.29
CY	5.33	6.36	7.86	2.53

Country	2005	2010	2018	Change
CZ	7.87	7.32	2.24	-5.63
DE	11.16	7	3.41	-7.75
DK	4.81	7.67	5.02	0.21
EE	8.03	16.54	5.05	-2.98
ES	9.23	19.86	15.25	6.02
FI	9.04	8.39	7.28	-1.76
FR	8.7	9.08	9.08	0.38
GR	9.87	12.35	19.15	9.28
HR	12.6	11.81	7.98	-4.62
HU	7.15	11.19	3.64	-3.51
IE	4.24	14.56	5.89	1.65
IS	2.73	8.18	3.06	0.33
IT	7.63	8.33	10.61	2.98
LT	8.89	18.19	5.9	-2.99
LU	4.49	4.42	5.88	1.39
LV	10.23	19.93	7.53	-2.7
NL	5.48	4.95	3.67	-1.81
NO	4.51	3.56	3.74	-0.77
PL	18.04	9.68	3.74	-14.3
PT	7.39	10.67	6.86	-0.53
RO	7.17	6.75	4.15	-3.02
SE	7.86	8.59	6.24	-1.62
SI	6.13	7.16	5.15	-0.98
SK	16.29	14.38	6.58	-9.71
UK	4.56	7.84	4.04	-0.52
Total	8.8	9.39	6.75	-2.05

Source: European Labour Force Survey

The unemployment was not evenly distributed across population subgroups. Rather, we know that unemployment is disproportionately experienced depending on factors such as age, sex, educational level, ethnicity/race, educational level, social class, occupation or migrant origin (Vives et al 2013). As a result of these differential exposures to unemployment, we might expect differential intensities of precarization depending on these very same categories. To a great extent, this is what motivates the particular emphasis in this paper on the role of intersectionality in shaping both exposures to precariousness and the consequences of precariousness for work-life balance among different population subgroups.

With this in mind, we examine the evolution of unemployment by age, sex, and citizenship status in our country selection. Tables 3, 4 and 5 below depict these weighted unemployment rates before, during and after the Great Recession, in the context of changing structural unemployment depicted in Table 2. In terms of the general trends across selected countries, we see that unemployment rates

fell among youth, women and migrants by 2.9, 2.5 and 2.2 percentage points respectively. However, once again, we see considerable variation by country along similar lines as observed with regard to structural unemployment. Significant declines in youth unemployment, female unemployment and migrant unemployment generally occurred in countries where structural unemployment declined during the period observed. However, youth unemployment rates increased dramatically in Spain, Greece, and Italy, and to a lesser extent in Cyprus and Ireland, which experienced more modest increases in structural unemployment. Female unemployment also increased notably in these countries and in Denmark. In the case of migrant unemployment, however, there was more variation. In addition to these countries, migrant unemployment increased rather dramatically in Romania, Sweden, Hungary, Lithuania, and Luxemburg as well.

Table 3 Youth (ages 16-29) unemployment rate by country and year, ages 16-64 (weighted)

Country	2005	2010	2018	Change
AT	8.71	7.95	7.19	-1.52
BE	14.88	15.52	11.19	-3.69
BG	16.18	16.94	8.13	-8.05
CH	7.28	7.47	6.73	-0.55
CY	9.64	12.31	14.1	4.46
CZ	12.53	12.89	4.4	-8.13
DE	14.03	9.32	5.36	-8.67
DK	7.33	13.65	9.57	2.24
EE	11.39	24.19	6.67	-4.72
ES	15	31.83	26.75	11.75
FI	17.28	15.82	12.58	-4.7
FR	15.86	17.38	16.47	0.61
GR	19.09	23.61	31.7	12.61
HR	24.18	23.62	15.6	-8.58
HU	12.09	18.75	6.41	-5.68
IE	6.2	23.12	11.15	4.95
IS	5.88	15.84	6.47	0.59
IT	17.29	20.14	24.69	7.4
LT	10.47	27.22	7.45	-3.02
LU	8.12	8.23	10.71	2.59
LV	13.76	28.34	11.42	-2.34
NL	8.37	8.43	5.13	-3.24
NO	9.43	7.57	6.58	-2.85
PL	28.23	16.55	7.13	-21.1
PT	12.75	17.38	13.64	0.89
RO	13.42	14.45	9.83	-3.59
SE	17.38	18.59	11.33	-6.05
SI	10.95	13.65	8.72	-2.23
SK	22.42	23.22	10.97	-11.45
UK	8.91	14.85	8.16	-0.75
Total	14.63	16.39	11.76	-2.87

Table 4 Female unemployment rate by country and year, ages 16-64 (weighted)

Country	2005	2010	2018	Change
AT	5.72	4.46	4.64	-1.08
BE	9.24	8.34	5.56	-3.68
BG	9.71	9.61	4.65	-5.06
CH	5.09	5.19	5.09	0
CY	6.58	6.57	8.1	1.52
CZ	9.78	8.5	2.81	-6.97
DE	10.8	6.55	2.88	-7.92
DK	5.43	6.42	5.44	0.01
EE	6.91	14.09	5.11	-1.8
ES	11.99	20.22	17.02	5.03
FI	9.16	7.64	7.17	-1.99
FR	9.5	9.06	9.11	-0.39
GR	15.37	15.87	23.98	8.61
HR	13.84	12.42	8.94	-4.9
HU	7.39	10.57	3.64	-3.75
IE	3.8	11.48	5.76	1.96
IS	2.81	7.41	2.81	0
IT	9.85	9.5	11.77	1.92
LT	9.09	14.29	5.3	-3.79
LU	5.82	5.19	6.2	0.38
LV	9.94	16.7	6.26	-3.68
NL	6.28	5.5	3.78	-2.5
NO	4.36	2.97	3.47	-0.89
PL	19.28	10.02	3.74	-15.54
PT	8.34	11.71	7.26	-1.08
RO	6.57	6.06	3.39	-3.18
SE	7.76	8.44	6.11	-1.65
SI	6.57	6.84	5.67	-0.9
SK	17.17	14.63	7.1	-10.07
UK	4.07	6.92	3.97	-0.1
Total	9.52	9.34	6.99	-2.53

Source: European Labour Force Survey

Table 5 Migrant unemployment rate by country and year, ages 16-64 (weighted)

Country	2005	2010	2018	Change
AT	12.21	8.68	9.69	-2.52
BE	16.32	16.05	11.9	-4.42
BG	15.77	25.97	5.33	-10.44
CH	8.9	8.63	8.2	-0.7
CY	6.06	8.91	7.69	1.63
CZ	6.68	4.08	1.5	-5.18
DE	19.95	12.46	7.53	-12.42
DK	10.37	17.34	11.48	1.11
EE	14.86	28.21	9.53	-5.33
ES	11.47	31.9	21.81	10.34
FI	22.01	18.63	15.27	-6.74
FR	17.56	16.76	16.9	-0.66
GR	8.22	14.78	26.22	18
HR	22.48	12.38	14.45	-8.03
HU	4.11	8.61	4.23	0.12
IE	6.27	17.57	6.78	0.51
IS	3.08	19.26	6.32	3.24
IT	10.34	11.52	14.35	4.01
LT	3.98	22.5	4.76	0.78
LU	5.98	6.14	6.72	0.74
LV	19.38	27.45	11.18	-8.2
NL	13.85	9.24	6.82	-7.03
NO	10.91	9.28	8.61	-2.3
PL	8.73	10.47	4.4	-4.33
PT	11.99	18.2	10.7	-1.29
RO	4.07	3.1	7.09	3.02
SE	15.43	18.21	22.46	7.03
SI	9.03	15.06	7.43	-1.6
SK	9.79	0	13.56	3.77
UK	8.45	8.5	4.51	-3.94
Total	13.67	16.22	11.22	-2.45

Source: European Labour Force Survey

While many of the abovementioned unemployment trends by population subgroup simply follow the intensity of national trends in overall unemployment, our results also show that significant increases in unemployment among population subgroups do not map precisely onto those that showed significant increases in overall unemployment. The declines in overall unemployment and significant increases in migrant unemployment in Sweden and Romania are the best example of this. *This begs the question of the degree to which the composition of the structurally unemployed population in each country has changed since the Great Recession.* Tables A24-A26 in the appendix

depict the degree to which the social composition of unemployed people has changed in our selected countries.

The evolution of the over-representation of youth, women and migrants among the unemployed is also important for us. In Table 6 below, we can see that each of these groups was over-represented among the unemployed at the European level before and after the Great Recession. During the peak of the Recession, however, women were slightly underrepresented (by about 0.6%) among the unemployed. Nevertheless, with few exceptions, over-representation of these groups has been common across selected countries, albeit with important differences in terms of degree.

If we examine the evolution of over-representation over time, we see that between 2005 and 2018 the degree of over-representation of women fell by 4.5 percent, while the over-representation of youth and migrant workers increased by 8.0 and 10.7 percent respectively. At the national level, we see quite different dynamics in different countries. For instance, thirteen of the 28 countries shown saw a decline in the degree of over-representation of young workers among the unemployed between 2005 and 2018. While most countries saw a decline in the degree of over-representation of women among the unemployed over that period, seven countries saw modest increases. Finally, while more than half of the countries examined saw declines in the degree of over-representation of migrant workers, this was offset by massive increases in select countries.

Table 6 Over-representation of youth (16-29), women (16-64) and migrants (16-64) among the unemployed in Europe. Percentage points, 2005-2018.

	Under 30				Female				Migrant			
Country	2005	2010	2018	Change	2005	2010	2018	Change	2005	2010	2018	Change
AT	59.9%	70.7%	49.5%	-10.4%	5.0%	-4.3%	-3.5%	-8.5%	124.1%	86.6%	101.4%	-22.8%
BE	80.2%	89.4%	88.3%	8.1%	11.9%	1.8%	-6.4%	-18.3%	97.6%	95.8%	100.2%	2.6%
BG	61.5%	64.9%	56.0%	-5.4%	-3.1%	-6.5%	-10.7%	-7.6%	53.8%	160.0%	4.5%	-49.3%
CH	64.1%	55.5%	42.1%	-22.0%	14.8%	8.1%	7.6%	-7.2%	100.6%	79.6%	73.3%	-27.3%
CY	80.8%	93.7%	79.5%	-1.3%	23.4%	3.4%	3.1%	-20.4%	13.8%	40.2%	-2.2%	-15.9%
CZ	59.3%	76.0%	96.5%	37.2%	24.4%	16.1%	25.3%	0.9%	-15.3%	-44.1%	-33.1%	-17.8%
DE	25.7%	33.2%	57.4%	31.7%	-3.2%	-6.4%	-15.4%	-12.2%	78.7%	78.0%	120.9%	42.2%
DK	52.3%	78.1%	90.5%	38.2%	12.9%	-16.2%	8.3%	-4.6%	115.4%	126.1%	128.5%	13.0%
EE	41.9%	46.3%	32.2%	-9.7%	-14.0%	-14.8%	1.2%	15.1%	85.0%	70.6%	88.8%	3.8%
ES	62.5%	60.3%	75.3%	12.9%	29.9%	1.8%	11.6%	-18.3%	24.3%	60.6%	43.0%	18.7%
FI	91.2%	88.4%	72.9%	-18.2%	1.4%	-9.0%	-1.5%	-2.9%	144.3%	121.8%	109.8%	-34.5%
FR	82.3%	91.4%	81.3%	-1.0%	9.2%	-0.2%	0.3%	-8.9%	102.0%	84.6%	86.1%	-15.9%
GR	93.3%	91.1%	65.6%	-27.8%	55.6%	28.5%	25.2%	-30.4%	-16.8%	19.6%	36.9%	53.7%
HR	91.9%	100.0%	95.4%	3.5%	9.8%	5.2%	12.0%	2.2%	80.0%	5.0%	81.6%	1.6%
HU	69.0%	67.6%	76.2%	7.2%	3.4%	-5.5%	0.2%	-3.1%	-42.7%	-23.1%	16.4%	59.1%
IE	46.4%	58.8%	89.4%	43.1%	-10.4%	-21.1%	-2.2%	8.2%	47.9%	20.7%	15.2%	-32.6%
IS	115.1%	93.6%	111.5%	-3.6%	2.8%	-9.4%	-8.1%	-10.9%	12.5%	135.2%	106.7%	94.2%
IT	126.7%	141.8%	132.6%	5.9%	29.1%	14.1%	11.0%	-18.2%	35.6%	38.4%	35.4%	-0.2%
LT	17.8%	49.7%	26.3%	8.5%	2.2%	-21.5%	-10.1%	-12.4%	-54.4%	23.2%	-19.8%	34.7%
LU	80.9%	86.0%	82.1%	1.2%	29.7%	17.2%	5.4%	-24.3%	33.2%	38.7%	14.3%	-18.9%
LV	34.5%	42.2%	51.7%	17.2%	-2.8%	-16.2%	-16.9%	-14.0%	88.0%	37.7%	48.5%	-39.4%
NL	52.6%	70.2%	39.6%	-13.0%	14.5%	11.2%	2.8%	-11.7%	152.7%	86.6%	85.7%	-67.1%

	Under 30				Female				Migrant			
Country	2005	2010	2018	Change	2005	2010	2018	Change	2005	2010	2018	Change
NO	109.3%	112.5%	76.0%	-33.2%	-3.3%	-16.6%	-7.0%	-3.7%	141.9%	160.4%	130.6%	-11.3%
PL	56.5%	70.9%	90.5%	34.0%	6.9%	3.4%	0.1%	-6.8%	-50.0%	7.1%	17.9%	67.9%
PT	72.6%	62.9%	98.7%	26.1%	12.8%	9.7%	5.8%	-7.0%	62.4%	70.7%	55.7%	-6.7%
RO	87.2%	114.1%	136.6%	49.4%	-8.3%	-10.1%	-18.4%	-10.1%	-42.9%	-60.0%	70.0%	112.9%
SE	121.0%	116.5%	81.6%	-39.4%	-1.3%	-1.7%	-2.1%	-0.8%	96.4%	111.8%	260.0%	163.7%
SI	78.8%	90.6%	69.3%	-9.5%	7.3%	-4.5%	10.1%	2.8%	45.7%	109.9%	44.3%	-1.4%
SK	37.6%	61.5%	66.5%	28.9%	5.4%	1.8%	7.9%	2.5%	-40.0%	-100.0%	103.4%	143.4%
UK	95.2%	89.4%	102.2%	7.0%	-10.9%	-11.8%	-1.6%	9.3%	85.2%	8.4%	11.8%	-73.4%
Total	66.2%	74.5%	74.2%	8.0%	8.1%	-0.6%	3.6%	-4.5%	55.4%	72.5%	66.0%	10.7%

Source: European Labour Force Survey

3. Exposure to precarious employment conditions from an intersectional perspective

In this section, we restrict our analyses to the employed population in order to focus on the prevalence of precarious employment among specific groups. Over the last two decades, scholars have conceptualized precarious employment in numerous ways and identified a variety of forms of precarious employment. Though hardly exhaustive, the list of precarious employment types include informal workers (Julià et al 2019), employees in small or micro enterprises (<10 employees) whose employers do not offer work-life balance means (Jessoula et al, 2010), self-employed workers without dependent employees (Hipp et al, 2015), involuntary part-time workers (Maestripieri and León, 2019), temporary workers, zero-hour contract workers and the working poor (i.e., employed people earning less than 60% of the median of income) (Filandri and Struffolino, 2018).

Unfortunately, the EU-LFS does not allow for all of these employment relationships to be analyzed. While initially, variables such as the respondent's professional status captured whether one is an autonomous worker with or without employees, the data available for scientific use is coded such that this distinction cannot be made. Other variables, such as zero-hour contracts or the size of the firm the respondent worked for, are not available for all countries. Finally, the respondent's income was only gathered in all countries in the 2010 and 2018 datasets, with a fairly high non-response rate and only available in terms of the income decile, which is inadequate for the analysis of poverty risk.

Nevertheless, the EU-LFS does allow us to examine the prevalence of involuntary part-time work and involuntary temporary work for each of the countries and years studied. In addition to analyzing these separately, we examine an indicator of precariousness that simply captures whether the respondents were in either form of precarious employment or both. This data, depicted in Table 7, should be interpreted with caution. A decline in the share of these forms of underemployment does not necessarily suggest a decline in precarization. Quite the contrary, in countries where structural employment is high or rising, a decline in the relative share of these forms of underemployment may actually indicate higher churn as a result of shorter contracts. In other words, they may precisely indicate even poorer employment conditions and a corresponding higher level of precarization. Moreover, neither of these indicators adequately reflects the deterioration of otherwise standard employment contracts caused by precarization, nor do they do not account for broadly declining or increasingly unequal wages, poor working conditions, contingent work, gig work, dependent self-employment, informal work or the deteriorating quality of indefinite contracts. They simply highlight two of the major forms of underemployment that have evolved significantly over the last several years.[1]

[1] For better understanding, our descriptive results on these forms of precariousness, the appendix includes tables showing the social composition of the subsample analysed in this section, namely the employed population in our selected countries for the years 2005, 2010 and 2018 (n=7,927,298), defined as those who had a job during the reference week.

To capture some of the deterioration of full-time employment conditions, albeit in a limited way, we also use the limited data on income to construct a dichotomous variable measuring the prevalence of employees who, despite working full-time, were in their country's bottom quintile. This is depicted in Table 8. While involuntary part-time work fell in Croatia, Germany, Latvia, Lithuania, Poland, Romania, and Sweden, it rose everywhere else, most dramatically in Italy, Greece and Spain. Involuntary temporary work, on the other hand, rose in Hungary, Italy, the Netherlands, Portugal, and Slovakia.

Table 7 Prevalence of underemployment by type, country and year. Percentage among employees ages 16-64 (weighted)

			Involuntary part-time				Involuntary temporary	
Country	2005	2010	2018	Change	2005	2010	2018	Change
AT	2.9	3.21	3.59	0.69	7.93	5.39	4.72	-3.21
BE	4.02	3.95	3.47	-0.55	7.17	5.23	6.15	-1.02
BG	1.5	1.25	1.09	-0.41	4.81	3.57	2.87	-1.94
CH	3.58	3.72	4.63	1.05	10.64	10.49	9.68	-0.96
CY	3.05	3.45	7.51	4.46	10.48	11.57	12.04	1.56
CZ	1.75	1.76	1.68	-0.07	5.23	5.07	5.2	-0.03
DE	5.36	6.14	3.57	-1.79	12.38	12.59	10.83	-1.55
DK	4.99	5.98	5.78	0.79	7.19	6.42	6.59	-0.6
EE	1.61	2.83	2.38	0.77	2.11	3.24	2.48	0.37
ES	4.22	6.81	8.49	4.27	27.32	19.72	21.06	-6.26
FI	4.00	5.14	6.27	2.27	11.16	9.94	10.59	-0.57
FR	5.93	6.51	8.46	2.53	9.36	11.14	11.23	1.87
GR	2.44	3.46	6.3	3.86	7.48	7.93	7.38	-0.1
HR	4.16	2.95	2.1	-2.06	9.09	10.15	16.43	7.34
HU	1.91	2.95	1.92	0.01	5.85	7.3	6.1	0.25
IE	0	6.68	3.9	3.9	1.38	7.04	6.61	5.23
IS	0	6	5.82	5.82	3.21	6.22	5.03	1.82
IT	5.33	7.57	12.38	7.05	8.29	9.07	12.86	4.57
LT	3.58	3.75	2.28	-1.3	3.96	2.16	1.41	-2.55
LU	2.06	2.07	3	0.94	4.54	5.76	8.09	3.55
LV	3.51	4.14	2.67	-0.84	7.37	5.65	2.02	-5.35
NL	2.35	4.04	5.22	2.87	11.34	13.03	14.79	3.45
NO	4.63	6.61	6.68	2.05	7.63	5.32	5.92	-1.71
PL	4.24	2.31	1.44	-2.8	17.98	19.15	15.31	-2.67
PT	4.94	5.53	4.96	0.02	14.36	16.74	17.25	2.89
RO	5.4	5.59	3.87	-1.53	1.53	0.65	0.7	-0.83
SE	8.78	9.06	6.75	-2.03	9.75	9.47	8.75	-1
SI	0	0	0	0	14.63	14.6	13.67	-0.96
SK	0.97	1.46	1.91	0.94	3.42	4.06	5.86	2.44

			Involuntary part-time			Involuntary temporary		
Country	2005	2010	2018	Change	2005	2010	2018	Change
UK	2.66	2.2	3.89	1.23	3.6	3.43	3.16	-0.44
Total	4.3	5.01	5.46	1.16	10.52	10.26	10.17	-0.35

Source: European Labour Force Survey

The individual and distributional nature of this data seriously limits our possible comments on the situation of non-full-time and non-working household members, or on the degree of the inequalities and deprivations suffered by workers and households' members. Besides, the lack of pre-crisis data makes it not possible to assess whether the improvements have reached pre-crisis levels. However, if considered together with EU-SILC data on inequality, and on employees at risk of poverty (annex), we can try some line of arguing. For all those countries where the prevalence of low-income full-time work has decreased, at the same time as unemployment rates have decreased and total employment ones have increased, we can expect a higher role of precarious employment categories in explaining the growth in the number of employees in poverty or at risk of poverty.

Table 8 Prevalence of low-income full-time work in Europe by country and year. Percentage among all employees ages 16-64, weighted

Country	2010	2018	Change
AT	6.81	4.37	-2.44
BE	2.32	4.33	2.01
BG	16.95	16.61	-0.34
CH	6.73	5.17	-1.56
CY	13.88	14.93	1.05
CZ	16.19	--	--
DE	6.27	5.62	-0.65
DK	5.2	4.7	-0.5
EE	11.33	10.71	-0.62
ES	8.33	6.87	-1.46
FI	9.23	--	--
FR	8.4	3.65	-4.75
GR	7.1	8.21	1.11
HR	14.26	12.13	-2.13
HU	16.92	20.53	3.61
IE	0.62	0.88	0.26
IS	--	--	--
IT	8.48	6.56	-1.92
LT	8.49	13.12	4.63
LU	10.47	11.45	0.98
LV	15.96	16.59	0.63
MT	10.42	10.72	0.3

Country	2010	2018	Change
NL	2.05	2.32	0.27
NO	--	--	--
PL	4.12	7.01	2.89
PT	10.32	13.37	3.05
RO	20.06	21.34	1.28
SE	--	--	--
SI	13.63	13.06	-0.57
SK	5.03	5.31	0.28
UK	12.32	1.88	-10.44
Total	8.36	5.98	-2.38

Source: European Labour Force Survey

In the next section we look at the implications of these labour market inequalities and their evolution for work-life balance, and in particular the ability to care for dependent family members. We examine two key indicators of the latter provided by the Labour Force Survey's ad hoc modules for 2005, 2010 and 2018, namely the use of childcare services for children under 15 and the ability to take full days off of work for family reasons

4. Work Life Balance among precarious workers.

Here we have used EU-LFS main data on childcare, which give us interesting hints on some of the main trends in WLB across Europe, and allow us to advance some important discussions, especially in relation to increasing usage of childcare services in most European countries, including major rises among intersectional groups. However, we have confronted several problems worth mentioning:

- In the EU-LFS, childcare usage refers to any services (paid or public) beyond compulsory education for children ages 14 and under. Unfortunately, the LFS ad hoc modules on "Reconciliation between work and family life" include no information on childcare for ages 0 to 3, which, together with paid leaves and benefits, during the last three decades, is the most decisive public policy area within the WLB agenda, and the one that has received more theoretical and political attention.
- Parental leave variables are not equivalent over time. 2005 refers to previous 12 months, 2010 refers to children under 8, and 2018 refers to ever taking leave for any child. Only makes sense to compare within each year.
- No information on benefits of any kind
- Norway does not have info on income

Besides, in several countries, the data deviated strikingly from what we know of those countries, and from the EU-SILC information with which we are already working. In this sense, the most striking situation is that of Hungary. The problems we faced here deserve some words, since they reveal the challenges of making valid and reliable cross-European surveys given the rich cultural, political and linguistic diversity.

According to the master questionnaire of the LFS ad-hoc module of 2018, question number 3 is the following:

> "When answering the next questions, please consider all children younger than 15 you regularly take care of or look after.
>
> Do you normally use one of the following childcare services: crèche, kindergarten, whole-day school, afternoon school, or professional child-minders?
>
> Please consider the normal situation (e.g. non-holiday period)."

Thanks to our Hungarian colleagues,[2] we learnt that in the Hungarian version *whole-day school* is translated as *napközi*, which is a service provided for free in all public elementary schools (it is compulsory for schools to provide this until 4 pm, but it is up to the school to make it compulsory or not for children to participate). It just means that pupils stay in school for a few hours after lunch, to do their homework or play outside. Most pupils participate in this, as in elementary school; they usually have lessons until 12 or 1 pm, when parents are still at work. This may explain the spectacularly high figures for Hungary and questions their validity and comparability. Similar problems are at work for other countries (at least Norway and Spain), what make us very careful in using this variable.

Therefore, the arguments presented in this section need further refinement to support more grounded theoretical claims. In the short term, we are planning to complement this section with a detailed analysis of EU-SILC data to give more substance to what is going on in WLB in the different countries.

In general, as table 9 shows, we have detected a general trend towards greater usage of childcare services in Europe, with few exceptions: Iceland, Malta and, notably, Norway (here, as with Hungary, there might be some translation or definition issues). The strongest change appears in LU, HU, DE, AT, HR. While the following countries experienced below EU average: CH, CY, ES, FR, GR, HR, IT, MT, RO, UK.

[2] We specially wish to express our gratitude to Zsófia Tomka who kindly explained us the following details.

Table 9 Rate of childcare services usage among parents in the European active population by country and year. Percentages, ages 16-64 (weighted)

Country	2005	2010	2018	Change 2005-2018
AT	14.91	32.55	51.88	36.97
BE	35.68	36.26	45.99	10.31
BG	20.33	27.12	45.74	25.41
CH	14.08	--	37.23	23.15
CY	18.74	29.28	36.53	17.79
CZ	17.28	32.2	55.08	37.8
DE	15.62	37.61	52.7	37.08
DK	68.49	70.5	70.8	2.31
EE	28.14	46.42	50.41	22.27
ES	20.58	17.8	23.39	2.81
FI	35.59	39.5	51.32	15.73
FR	30.85	55.68	40.24	9.39
GR	24.66	27.45	37.37	12.71
HR	--	24.94	35.11	35.11
HU	41.08	27.95	78.31	37.23
IE	26.84	29.41	36.18	9.34
IS	58.99	49.34	57.35	-1.64
IT	16.16	37.04	33.92	17.76
LT	19.97	19.7	50.88	30.91
LU	23.91	25.49	61.6	37.69
LV	30.72	37.6	52.8	22.08
MT	--	28.66	28.19	-.47
NL	15.43	46.67	42.36	26.93
NO	72.57	45.28	55.78	-16.79
PL	18.73	34.42	46.99	28.26
PT	33.76	42.83	53.3	19.54
RO	9.98	14.26	21.62	11.64
SE	47.82	53.96	66.61	18.79
SI	35.49	46.78	65.02	29.53
SK	31.51	37.26	57.7	26.19
UK	17.76	22.74	27.87	10.11
Total	22.96	35.21	41.1	18.14

Source: European Labour Force Survey

At the European level, in table 10 below we see some important differences between intersectional groups in terms of childcare usage. Among those with children, employed women were substantially more likely than men to report childcare services usage, as one might expect. By 2018, over half of employed native mothers under 30 reported using professional childcare services, with employed migrant mothers in the same age group reporting somewhat less (46.3 percent). Among mothers

over the age of 30, natives reported 43.4 percent childcare usage and migrants reported 38.7 percent.

Women systematically reported higher childcare usage than men. Nevertheless, in Table 22 below we see that there has been a substantial rise in the use of childcare services among employed men, with rates more than doubling for nearly all intersectional groups between 2005 and 2018, and nearly doubling among native males under 30.

Table 10 Rate of childcare services usage in Europe by intersectional groups and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	18.58	33.15	39.69	21.11
Migrant male, 30+	13.91	27.23	33.65	19.74
Native male, under 30	19	30.8	36.95	17.95
Migrant male, under 30	12.48	26.4	29.98	17.5
Native female, 30+	27.92	38.21	43.38	15.46
Migrant female, 30+	26.16	33.42	38.65	12.49
Native female, under 30	35.5	43.1	51.18	15.68
Migrant female, under 30	35.9	33.21	46.26	10.36
Total	22.96	35.21	41.1	18.14

Source: European Labour Force Survey

With regard to the potential relationship between employment precariousness and childcare services usage in Europe, Table 11 below shows a slightly greater rate among stable employees than among underemployed ones. It is worth noting, however, that in the midst of the global financial crisis, childcare usage appeared to converge somewhat across employment types at the Europe level, as the difference between stable and underemployed employees decreased. This not only occurred at the European level, but across the selected countries. Nevertheless, between 2010 and 2018 childcare usage among stable employees increased at a greater rate than among underemployed ones, widening the modest gap that existed prior to the crisis.

We find the following trends:

Substantially greater growth among stable workers: Italy, UK

Substantially greater growth among underemployed workers: Netherlands, Estonia, Spain, Hungary

Even growth (or decline): Germany, Norway

Table 11 Rate of childcare services usage in Europe by country, employment conditions (stable or underemployed) and year. Percentages, ages 16-64 (weighted)

Characteristics	2005	2010	2018	Change
Netherlands				
Stable	15.53	46.56	42.22	26.69
Underemployed	14.2	47.65	43.45	29.25
Germany				
Stable	15.28	36.9	52.37	37.09
Underemployed	18.74	43.92	55.99	37.25
Estonia				
Stable	28.34	46.6	50.33	21.99
Underemployed	21.34	42.63	52.34	31
Spain				
Stable	21.66	18.25	23.5	1.84
Underemployed	17.27	16.06	23	5.73
Italy				
Stable	16.11	37.11	34.69	18.58
Underemployed	16.55	36.52	30.39	13.84
Hungary				
Stable	41.36	27.29	78.07	36.71
Underemployed	37.41	34.6	81.12	43.71
Norway				
Stable	72.5	45.36	55.57	-16.93
Underemployed	73.2	44.38	57.95	-15.25
United Kingdom				
Stable	17.86	22.79	28.14	10.28
Underemployed	15.62	21.74	23.23	7.61
Europe				
Stable	23.23	35.24	41.54	18.31
Underemployed	20.61	34.92	37.54	16.93

In terms of income, Table 12 below shows the rates of childcare services usage among low-income full-time workers relative to those of all other workers. We define low-income full-time workers here as those who, despite being employed full-time, are in the bottom quintile of the income distribution. At the European level, we see that while the rate of childcare services usage grew regardless of income level, it was significantly lower among low income full-time workers than among all other workers. That said, the gap between the two categories was reduced between 2010 and 2018, as the rate of childcare usage rose nearly twice as fast among low-income workers than among all others during this period. However, there are important differences by country. In the UK

for instance, low income workers have experienced a greater rise in access to childcare whilst in the Netherlands and Italy the greatest decline is for low-income workers.

Table 12 Rate of childcare services usage among full-time workers by income level and year. Percentages, ages 16-64 (weighted)

Characteristics	2010	2018	Change
Netherlands			
Low-income full-time workers	49.24	39.75	-9.49
All other workers	47	44.31	-2.69
Germany			
Low-income full-time workers	35.4	49.54	14.14
All other workers	38.07	52.67	14.6
Estonia			
Low-income full-time workers	54.74	54.59	-0.15
All other workers	46.93	50.11	3.18
Spain			
Low-income full-time workers	15.69	22.94	7.25
All other workers	18.19	23.73	5.54
Italy			
Low-income full-time workers	32.73	25.7	-7.03
All other workers	37.44	34.19	-3.25
Hungary			
Low-income full-time workers	31.38	83.15	51.77
All other workers	27.8	77.37	49.57
Norway			
All other workers			0
Low-income full-time workers			0
United Kingdom			
Low-income full-time workers	15.91	25.01	9.1
All other workers	24.57	30.41	5.84
Europe			
Low-income full-time workers	27.6	37.87	10.27
All other workers	37.02	42.78	5.76

Source: European Labour Force Survey

In table 13 below, we see that, in contrast to the expansion of childcare usage, at the European level there has been only a slight decline between 2005 and 2018 in the inability of workers to take whole days off for family reasons. However, there are major differences between countries in both the percentage of workers exposed to this incompatibility and the overall trend:

- Strongly declining flexibility: AT, CY, GR, HU, IE, IS, NO, PL
- Modestly declining flexibility: BE, FR, LT, LV, NL, SK
- Strongly rising flexibility: CZ, EE, FI, SI, UK

- Modestly rising flexibility: BG, IT, LU, PT, RO, SE
- Highest exposure to inflexibility: CY, FR, GR, HU, LT, PL, SK
- Lowest exposure to inflexbility: CZ, DK, EE, IS, NL, SI

Table 13 General inability to take whole days off for family reasons in Europe by country and year. Percentages, ages 16-64 (weighted).

Country	2005	2010	2018	Change
AT	42.19	24.32	62.01	19.82
BE	47.27	62.66	53.01	5.74
BG	69.53	86.24	63.54	-5.99
CY	82.08	92.75	96.06	13.98
CZ	62.83	55.66	37.26	-25.57
DE	66.77	72.98	66.52	-0.25
DK	42.21	43.8	38.32	-3.89
EE	61.96	55.35	34.27	-27.69
ES	50.06	54.43	50.24	0.18
FI	62.79	36.86	30.42	-32.37
FR	73.65	38.14	78.86	5.21
GR	64.3	81.87	80.47	16.17
HR		88.02	41.8	--
HU	68.15	91.03	90.14	21.99
IE	47.17	58.71	58.85	11.68
IS	27.29	56.55	37.71	10.42
IT	69.88	65.85	67.18	-2.7
LT	70.49	87.03	72.39	1.9
LU	64.62	48.87	61.78	-2.84
LV	57.98	71.89	60.17	2.19
MT		84.62	64.16	--
NL	35.9	44.4	39.91	4.01
NO	44.66	40.69	59.07	14.41
PL	73.71	86.01	89.79	16.08
PT	67.36	81.37	60.21	-7.15
RO	77.36	95.51	72.45	-4.91
SE	48.73	52.15	42.73	-6
SI	50.45	53.65	21.08	-29.37
SK	75.8	85.04	79.25	3.45
UK	59.79	32.32	43.84	-15.95
Total	63.62	58.97	61.75	-1.87

Source: European Labour Force Survey

Table 14 below displays the exposure of our intersectional groups to the general inability to take whole days off for family reasons at the European level between 2005 and 2018. We see that the

most exposed to this form of inflexibility are migrant males under 30, followed closely by native males in the same category. Broadly, we see that all males were more likely to be employed in jobs where this was the case, perhaps because women with care responsibilities were less likely to accept or be offered these types of employment. Nevertheless, we see a generalized decline in exposure to this incompatibility that is more pronounced among younger females, as well as migrant females ages 30 and over. On the other hand, the percentage of native males ages 30 and over who could not take days off for family reasons rose slightly over the same period.

Table 14 General inability to take whole days off for family reasons in Europe by intersectional group and year. Percentages, ages 16-64 (weighted)

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	61.24	57.87	62.73	1.49
Migrant male, 30+	67.34	64.13	64.41	-2.93
Native male, under 30	69.26	61.3	67.46	-1.8
Migrant male, under 30	70.79	61.68	69.51	-1.28
Native female, 30+	62.71	58.53	60.76	-1.95
Migrant female, 30+	63.89	59.09	54.82	-9.07
Native female, under 30	69.75	60.5	61.47	-8.28
Migrant female, under 30	63.41	59.66	51.56	-11.85
Total	63.62	58.97	61.75	-1.87

Source: European Labour Force Survey

With regard to the potential relationship between underemployment and the ability to take workdays off for family reasons, table 15 below shows a notably greater prevalence of inflexibility among underemployed workers than among stable ones at the European level. It is worth noting, however, that the gap between these groups has fallen between 2005 and 2010.

At the country level, we see some important differences. In the Netherlands, this form of inflexibility has risen between 2005 and 2018, and the gap between stable and underemployed workers has expanded. In Germany, where exposure to this incompatibility is high, the game between stable and underemployed workers has narrowed considerably, due to rising inflexibility among stable employees and a decline among underemployed workers. In Estonia, there has been a sharp decline in this incompatibility and the gap between workers has narrowed considerably. In Spain, the gap has also fallen due to rising inflexibility among stable workers and declining inflexibility among underemployed ones. In Italy, while the inability to take full days off for family reasons is widespread, the prevalence of this inflexibility has nonetheless declined during this period, with the gap between stable and underemployed workers narrowing due to a sharper decline among the latter. In Hungary and Norway, we see that the gap between these types of workers has narrowed between 2005 and 2018 as inflexibility has risen dramatically overall, and at a faster rate for stable employees. Finally, in the UK we see a generalized decline in the ability to take full days off for family reasons, and a narrowing of the gap between types of employees.

Table 15 General inability to take workdays off for family reasons usage in Europe by country, employment conditions and year. Percentages, ages 16-64 (weighted)

Characteristics	2005	2010	2018	Change 2005-2018
Netherlands				
Stable	35.35	44.33	38.77	3.42
Underemployed	41.36	44.7	46.98	5.62
Germany				
Stable	64.62	70.89	66.07	1.45
Underemployed	77.65	82.02	70.4	-7.25
Estonia				
Stable	62.26	55.75	34.34	-27.92
Underemployed	53.56	49	32.38	-21.18
Spain				
Stable	46.64	51.89	48.95	2.31
Underemployed	58.94	61.4	54.41	-4.53
Italy				
Stable	68.44	65.56	66.41	-2.03
Underemployed	79.91	67.16	70.17	-9.74
Hungary				
Stable	67.88	91.06	90.51	22.63
Underemployed	71.54	90.77	86.67	15.13
Norway				
Stable	43.69	38.46	58.36	14.67
Underemployed	54.09	57.63	66.12	12.03
United Kingdom				
Stable	59.66	31.97	43.71	-15.95
Underemployed	61.93	37.93	45.89	-16.04
Europe				
Stable	62.56	57.35	61.11	-1.45
Underemployed	70.61	67.83	66.26	-4.35

Source: European Labour Force Survey

In terms of income, table 16 shows that at the European level and in nearly all of the countries in our sub-sample, low-income full-time workers were less likely than other workers to be able to take full days off for family reasons, and the gap between them in this sense remained fairly stable at the European level between 2010 and 2018. Indeed, the gap between employees in this regard grew considerably in the Netherlands and more modestly in Spain. Meanwhile, the gap decreased in Germany, Estonia, and Italy.

We see a different situation in the United Kingdom. While in 2010, there was only a modest difference between income levels in terms of flexibility, by 2018 low-income full-time workers were less likely than other workers to be unable to take days off for family reasons.

Table 16 General inability to take workdays off for family reasons usage in Europe by country, income level and year. Percentages, ages 16-64 (weighted)

Characteristics	2010	2018	Change 2010-2018
Netherlands			
Low-income full-time workers	42.97	53.75	10.78
All other workers	44.42	39.77	-4.65
Germany			
Low-income full-time workers	88.27	76.21	-12.06
All other workers	71.98	66.37	-5.61
Estonia			
Low-income full-time workers	65.06	40.88	-24.18
All other workers	54.16	33.55	-20.61
Spain			
Low-income full-time workers	59.84	57.14	-2.7
All other workers	53.94	49.84	-4.1
Italy			
Low-income full-time workers	70.38	70.44	0.06
All other workers	65.44	67.05	1.61
Hungary			
Low-income full-time workers	92.58	91.82	-0.76
All other workers	90.72	89.78	-0.94
United Kingdom			
Low-income full-time workers	33.88	31.86	-2.02
All other workers	32.09	44.05	11.96
Europe			
Low-income full-time workers	65.44	69.04	3.6
All other workers	58.37	61.81	3.44

Source: European Labour Force Survey

**No income data for Norway*

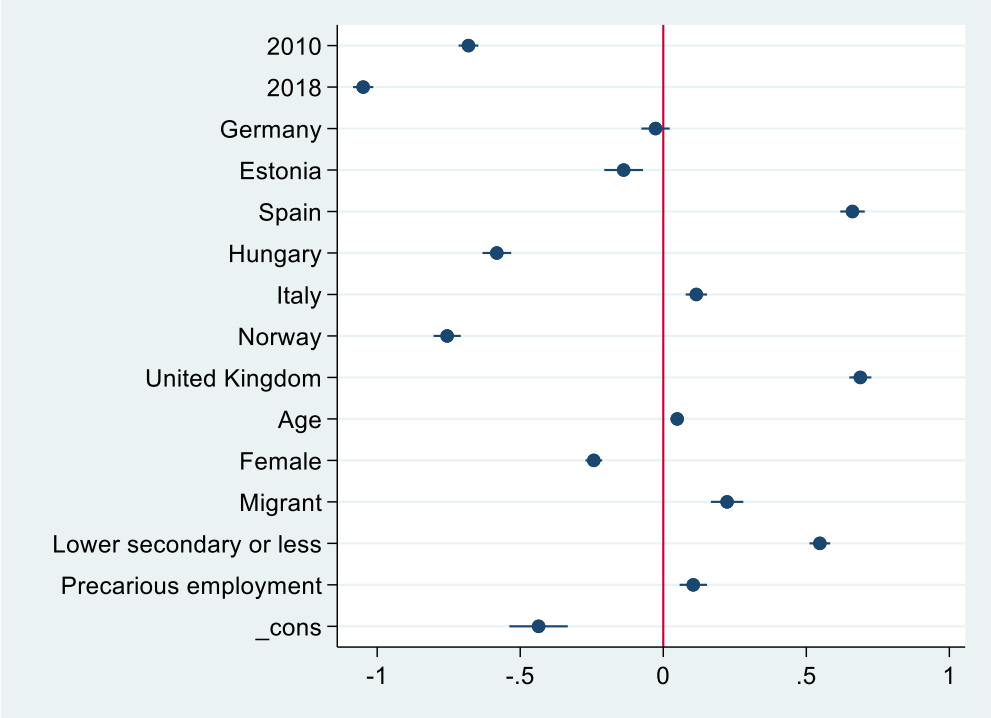
4.1. Multivariate analyses of work life balance

To examine the specific relationships between the variables examined in the descriptive results above and our indicators of work life balance, we performed multivariate logistic regression analyses for our selected countries. To go beyond the identification of broad effects, we analysed not only age and the dichotomous variables for females, migrants, educational level and precariousness but also an alternate coding using our intersectional categories. The results of our final models are displayed graphically in the figures below.

In Figure 1, we find statistical associations between not using childcare services and the year, country, age, sex, educational level, and precariousness. The rising overall usage of childcare services is captured by our model, as there is a negative association between non-usage and the years 2010 and 2018, relative to the reference category of 2005. We also see some clear country effects, with the Netherlands as our reference, such that there is no significant difference with Germany, a significantly higher likelihood of non-usage in Spain, Italy, and the United Kingdom and a significantly lower likelihood in Estonia, Hungary and Norway.

Age is significantly associated with non-usage, such that older workers were more likely than younger ones not to resort to professional childcare services. Meanwhile, women were significantly less likely to forego the use of professional childcare services than men. On the other hand, after accounting for the previously mentioned factors, migrants, precarious workers and, especially, those with a lower educational level were more likely to forego usage of childcare services.

Figure 1 Logistic regression estimates. Sociodemographic correlates of not using professional childcare in selected European countries [n= 232,877].

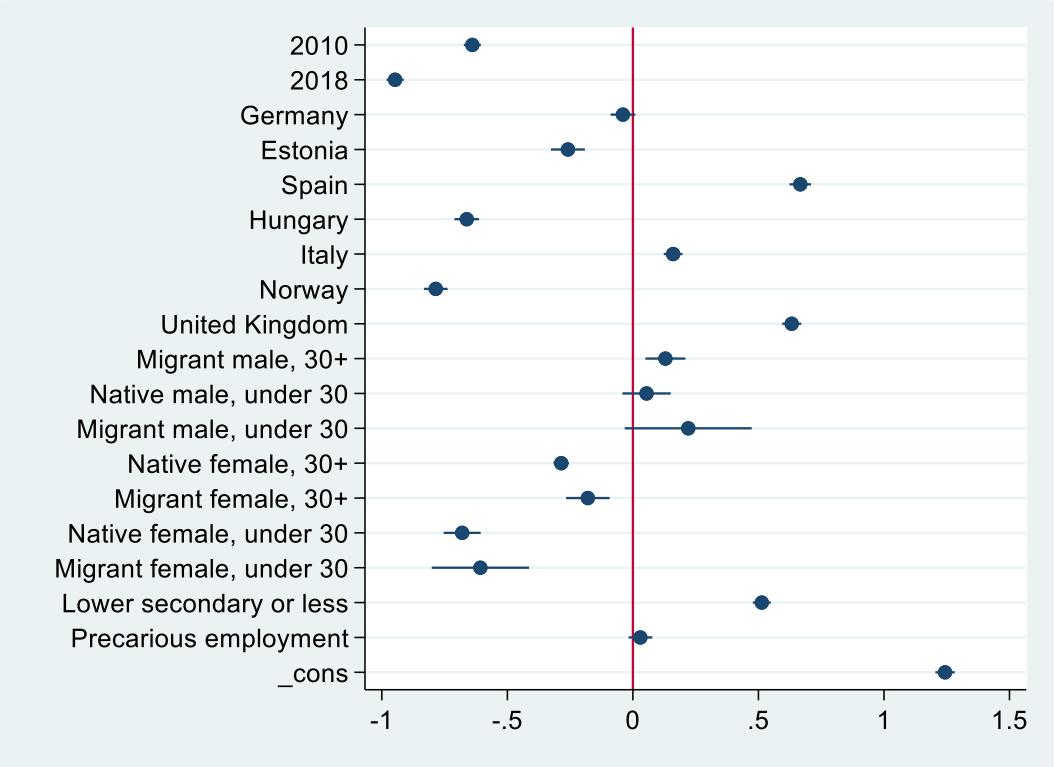


Source: European Labour Force Survey

In Figure 2, however, we see that accounting for the role of intersectionality changes the set of associations somewhat. As expected, the associations with country and year remain the same as in Figure 1. However, relative to native males aged 30 and over, the only other statistically significant association among males is with migrant males in the same age group, who were more likely to forego usage of professional childcare services.

We see statistically significant associations with females, reflecting a clear gender divide. Both native and migrant women ages 30 and over were more likely than native men in the same age group to forego the use of childcare services. This negative association was even stronger among younger women, with native women in that age group being the most likely to forego childcare services. Moreover, while we see that the association with a lower educational level is practically the same as in Figure 1 both in terms of significance and magnitude, the association with precarious employment is no longer statistically significant at the 95% confidence level, and its magnitude has also declined. This suggests that the significance of precarious employment displayed in Figure 1 may in part have been attributable to its intersectional distribution by age, sex, and migrant status, once we account for the respondent's educational level.

Figure 2 Logistic regression estimates. Sociodemographic correlates of not using professional childcare in selected European countries, with intersectional categories [n= 232,877].

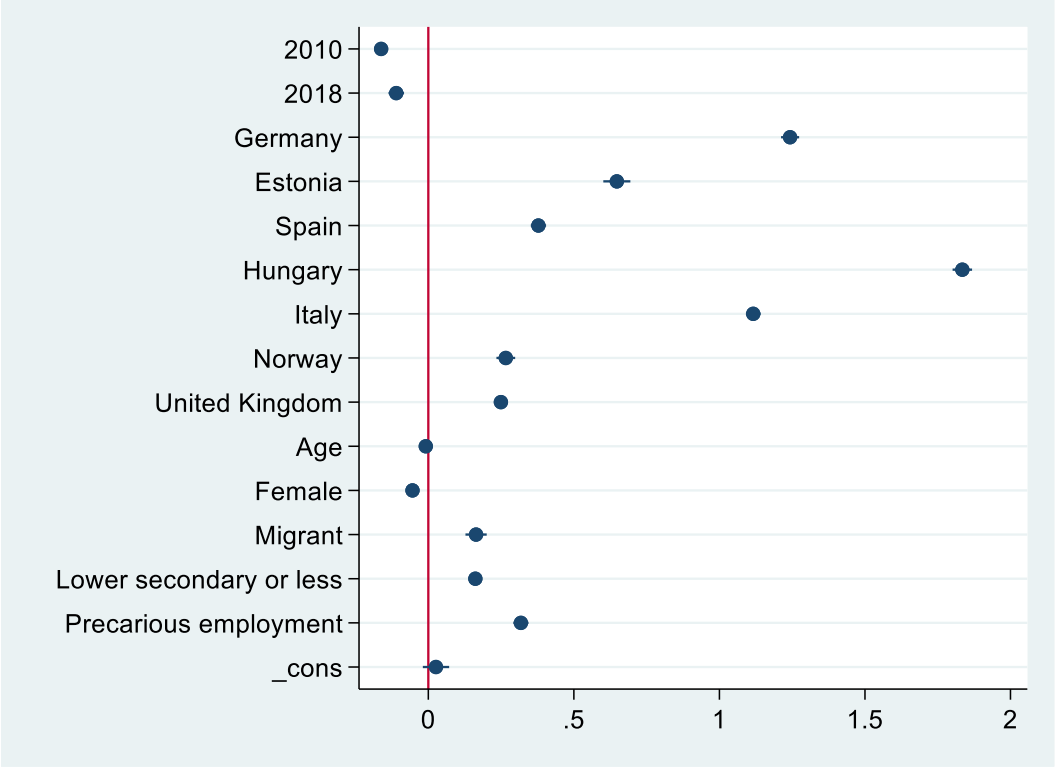


Source: European Labour Force Survey

Figure 3 below displays the same set of correlates as the above, but takes the general inability to take workdays off for family reasons as the dependent variable. As a result, our sample size increases substantially, since it is no longer limited to those workers with childcare responsibilities and accounts for those with family care responsibilities of any type. Here we once again see a statistically significant association with the year and country, those the coefficients have changed with respect to those for the use of childcare services. While in 2018, it is generally less likely for workers to be unable to take days off for family reasons relative to 2005, the magnitude of this association was greater in 2010. On the other hand, workers in all countries were significantly more likely to experience this incompatibility than in the Netherlands, to differing degrees.

With regard to individual characteristics, we find no significant association with age coded numerically. However, we do find statistically significant associations with migrant status, lower secondary education and precarious employment, such that those with these characteristics were more likely to be unable to take full workdays off for family reasons. Indeed, the strongest association was with precarious employment conditions, understood here as underemployment.

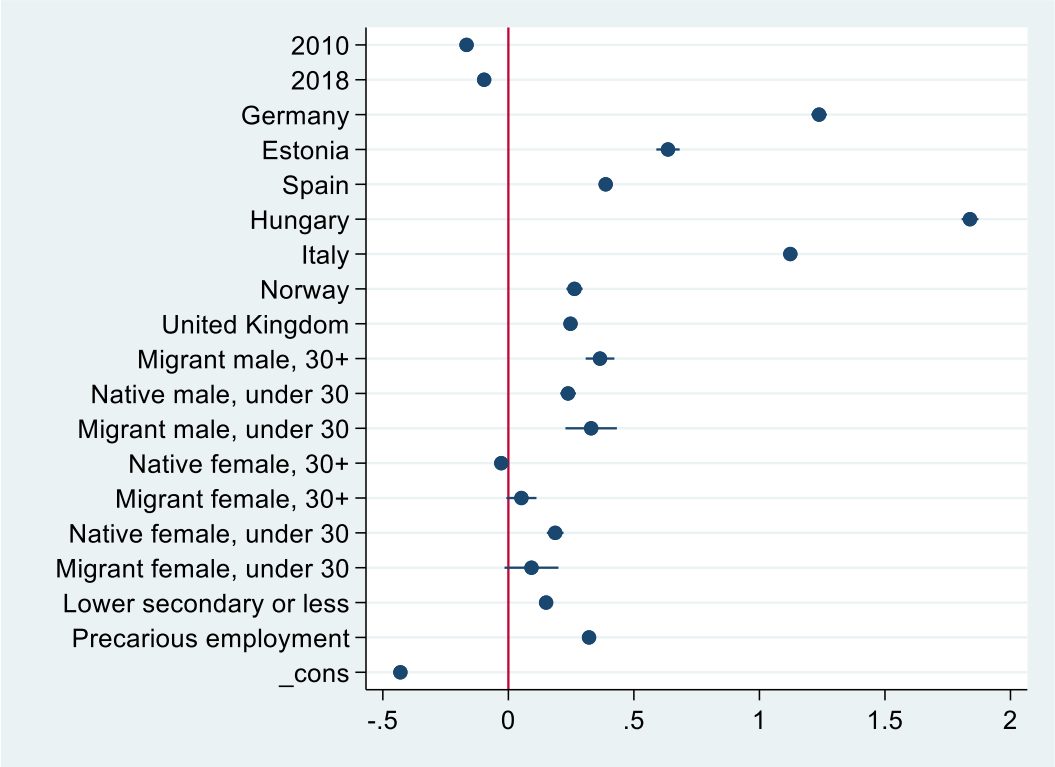
Figure 3 **Logistic regression estimates. Sociodemographic correlates of general inability to take workdays off for family reasons in selected European countries [n= 506,030].**



Source: European Labour Force Survey

As in Figure 2, Figure 4 accounts for the role of intersectionality, albeit with the dependent variable of being able to take full workdays off for family reasons. Associations with the time of the survey and the country remain the same as in Figure 3, however we find greater specificity of statistical associations with individual characteristics. While the statistical significance of precarious employment is maintained, its magnitude is no longer the greatest of the individual characteristics examined. Rather, the association between being a migrant male and being unable to take full days off for family reasons was slightly greater in terms of magnitude, regardless of the age group. On the other hand, while women ages 30 and over were less likely to be employed in jobs with this incompatibility than native men in the same age group, native women under 30 were more likely to be in this situation. Meanwhile, all employed migrant women were more likely to be unable to take workdays off for family reasons than native men ages 30 and over, though this association was not significant at the 95% level (p=.089 for 30 and over and .093 for under 30).

Figure 4 Logistic regression estimates. Sociodemographic correlates of general inability to take workdays off for family reasons in selected European countries, with intersectional categories [n= 506,030].



Source: European Labour Force Survey

5. Concluding remarks

Using EU LFS data, in this report we have shown that for most European countries, WLB agendas have risen alongside employment levels across different population groups. But our exploration of the European Labour Force Survey (EU LFS) data on precarious employment and WLB shows large inequalities across countries and groups. However, when examined in detail, the findings seem to indicate a possible mismatch between, on the one hand, evidence of convergence in childcare realities and policies across countries and intersectional groups, and, on the other hand, stagnating or growing inequalities in employment conditions and policies. The magnitude of this mismatch and congruity gaps could mean that recent employment dynamics risk eroding the efforts most countries are putting towards promoting a better WLB. As we saw in D 6.1 (Ibanez et al. 2021), this may be especially so for precarious workers, since their broader access to certain forms of non-family childcare has almost no impact on their capacity to choose better working lives, as most remain in struggling or just coping situations.

Data problems have limited us in two main ways. First, we cannot develop further the idea of serious congruity gaps between what is going on in the worlds of employment and WLB due to insufficiently detailed and exceedingly inconsistent indicators of precariousness and WLB. Second, with the available data, we can only offer rough explanations of the differences between countries and intersectional groups, as it is not possible to properly assess the relevance of those differences, much less to link the evolution of those differences to recent political changes. To address these limitations, further work should look at the complementarity between the LFS and EU-SILC databases. Furthermore, life-course interviews that are being carried out in the framework of the EUROSHIP project will be vital to understand how employment trajectories intersect with WLB needs and hopes.

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7. Appendix:

Unemployment, underemployment and prevalence of low-income full-time for all intersectional categories in EU-28

Tables A1, A2, and A3 below show:

Declining unemployment overall and for all intersectional categories. However, highest among under 30s, with relatively small difference by sex and notably higher among migrants than natives. Also, unemployment among migrant males over 30 is nearly as high as among native under 30s.

Rising underemployment overall and specifically among native males and females

Declining prevalence of low-income full-time work overall and for all intersectional categories. However, a noticeably higher prevalence among under 30s. Higher prevalence among migrant youth than among native youth. Native youth have smaller difference by sex than natives here.

Table A1. Prevalence of unemployment in Europe by intersectional category and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change
Native male, 30+	6.06	6.74	4.8	-1.26
Migrant male, 30+	11.77	15.06	9.46	-2.31
Native male, under 30	14.2	16.67	11.7	-2.5
Migrant male, under 30	15.72	20.61	14.25	-1.47
Native female, 30+	7.47	7.05	5.38	-2.09
Migrant female, 30+	13.71	14.66	11.57	-2.14
Native female, under 30	14.85	15.31	11.23	-3.62
Migrant female, under 30	17.67	19.89	14.62	-3.05
Total	8.8	9.39	6.75	-2.05

Table A2. Prevalence of underemployment in Europe by intersectional category and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change
Native male, 30+	6.89	7.08	7.6	0.71

Migrant male, 30+	17.98	16.62	16.97	-1.01
Native male, under 30	26.02	26.69	26.34	0.32
Migrant male, under 30	37.03	30.11	32.63	-4.4
Native female, 30+	11.82	12.56	13.17	1.35
Migrant female, 30+	25.6	25.5	23.65	-1.95
Native female, under 30	28.88	30.57	30.29	1.41
Migrant female, under 30	37.9	34.29	34.55	-3.35
Total	13.72	13.99	14.25	0.53

Table A3. Prevalence of low-income full-time work in Europe by intersectional category and year. Percentages, weighted.

Characteristics	2010	2018	Change
Native male, 30+	4.24	3.6	-0.64
Migrant male, 30+	8.39	5.04	-3.35
Native male, under 30	15.7	11.38	-4.32
Migrant male, under 30	18.52	13.61	-4.91
Native female, 30+	7.46	5.23	-2.23
Migrant female, 30+	13.47	8.82	-4.65
Native female, under 30	16.21	11.3	-4.91
Migrant female, under 30	21.62	13.18	-8.44
Total	8.36	5.98	-2.38

Table A4 below displays the degree of over-representation of our intersectional categories among the unemployed over time and at the European level. Here we see a high degree of over-representation among workers under age 30, with migrant workers generally more over-represented among the unemployed than native ones. With the sole exception of younger native females, the degree of over-representation for these groups increased between 2005 and 2018. Native males and females over the age of 30, on the other hand, are under-represented among the unemployed, with a tendency towards less under-representation in the case of males and more in the case of females. Among migrants in this age group, the tendency has been towards more over-representation.

Table A4. Over-representation of intersectional groups among the unemployed in Europe by year. Percentage points, weighted.

Characteristics	2005	2010	2018	Change
Native male, 30+	-31.1%	-28.3%	-28.9%	2.3%
Migrant male, 30+	33.6%	60.7%	40.1%	6.5%
Native male, under 30	61.2%	77.4%	73.1%	11.9%
Migrant male, under 30	79.5%	120.2%	111.7%	32.1%
Native female, 30+	-15.2%	-25.0%	-20.4%	-5.2%
Migrant female, 30+	55.5%	56.0%	71.3%	15.8%
Native female, under 30	68.6%	63.0%	66.3%	-2.3%
Migrant female, under 30	100.0%	112.2%	115.7%	15.7%

Table A5 displays the degree of over-representation of our intersectional categories among underemployed employees over time and at the European level. This value is the percentage difference between each group's share among the underemployed and their share of the total employed population. We can see that each year, the most disproportionately exposed to underemployment were migrant females and males under the age of 30, followed closely by native females under age 30, native males under 30, and migrant females over 30. On the other hand, native males aged 30 or older were under-represented, as were native females in the same age group, albeit to a lesser extent. However, if we compare the degree of over-representation over time, we see some shift in tendency. Though they remain under-represented among underemployed employees at the European level, older native workers became less so between 2005 and 2018. Meanwhile, native male workers under the age of thirty grew less over-represented among the underemployed, as did all migrant workers. Finally, native female workers under age 30 became slightly more over-represented between 2005 and 2018.

Table A5. Over-representation of intersectional groups among the underemployed in Europe by year. Percentage points, weighted.

Characteristics	2005	2010	2018	Change
Native male, 30+	-49.8%	-49.4%	-46.7%	3.1%
Migrant male, 30+	31.0%	18.6%	19.0%	-12.0%
Native male, under 30	89.6%	90.8%	84.9%	-4.7%

Characteristics	2005	2010	2018	Change
Migrant male, under 30	169.5%	115.9%	128.4%	-41.1%
Native female, 30+	-13.8%	-10.2%	-7.5%	6.2%
Migrant female, 30+	87.1%	82.2%	65.8%	-21.3%
Native female, under 30	110.5%	118.4%	112.5%	2.0%
Migrant female, under 30	175.0%	145.8%	140.8%	-34.2%

Finally, in terms of low-income full-time workers, Table A6 shows extremely high degrees of over-representation among young workers, as well as among older migrant female workers. Again, older native men and women were under-represented among low-income workers. While the degree of over-representation declined for most groups between 2005 and 2018, albeit at widely varying rates, the relative share of older native males among low-income full-time workers has increased somewhat, while the over-representation of younger migrant males has substantially increased further over the same period.

Table A6. Over-representation of intersectional groups among low-income full-time workers in Europe by year. Percentage points, weighted.

Characteristics	2010	2018	Change
Native male, 30+	-53.7%	-44.6%	9.1%
Migrant male, 30+	19.2%	13.0%	-6.3%
Native male, under 30	80.8%	79.0%	-1.8%
Migrant male, under 30	143.9%	182.9%	39.0%
Native female, 30+	-4.9%	-7.8%	-2.9%
Migrant female, 30+	131.3%	110.0%	-21.2%
Native female, under 30	100.9%	87.3%	-13.6%
Migrant female, under 30	228.1%	158.3%	-69.8%

Table A8. Rate of childcare services usage in the Netherlands by intersectional groups and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	9.17	44.41	39.38	30.21
Migrant male, 30+	5.64	43.03	39.51	33.87
Native male, under 30	5.8	41.84	48.42	42.62
Migrant male, under 30	0	35.29	46.91	46.91
Native female, 30+	23.13	49.66	43.72	20.59
Migrant female, 30+	24.79	49.41	42.74	17.95
Native female, under 30	25.58	46.93	60.15	34.57
Migrant female, under 30	18.36	42.44	63.55	45.19
Total	15.43	46.67	42.36	26.93

Table A9. Rate of childcare services usage in Germany by intersectional groups and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	10.27	35.74	53.63	43.36
Migrant male, 30+	3.78	30.26	47.84	44.06
Native male, under 30	11.9	40.43	32.64	20.74
Migrant male, under 30	0	39.9	44.45	44.45
Native female, 30+	21.74	38.12	55.33	33.59
Migrant female, 30+	21.49	37.21	46.48	24.99
Native female, under 30	36.86	59.82	48.19	11.33
Migrant female, under 30	33.11	33.54	56.67	23.56
Total	15.62	37.61	52.7	37.08

Table A10. Rate of childcare services usage in Estonia by intersectional groups and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	24.16	41.83	48.51	24.35
Migrant male, 30+	27.73	47.23	50.2	22.47
Native male, under 30	22.88	34.99	49.59	26.71
Migrant male, under 30	23.97	57.54	65.35	41.38
Native female, 30+	27.2	45.73	49.78	22.58
Migrant female, 30+	28.6	53.2	43.79	15.19
Native female, under 30	58.18	74.5	75.58	17.4
Migrant female, under 30	37.11	77.65	56.78	19.67
Total	28.14	46.42	50.41	22.27

Table A11. Rate of childcare services usage in Spain by intersectional groups and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	16.84	15.89	22.21	5.37
Migrant male, 30+	13.92	12.2	17.97	4.05
Native male, under 30	14.4	23.36	36.77	22.37
Migrant male, under 30	15.56	14.26	23.16	7.6
Native female, 30+	27.95	21.39	24.45	-3.5
Migrant female, 30+	18.09	15.02	24.71	6.62
Native female, under 30	22.53	21.32	42.85	20.32
Migrant female, under 30	37.97	21.18	33.54	-4.43
Total	20.58	17.8	23.39	2.81

Table A12. Rate of childcare services usage in Italy by intersectional groups and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	10.21	34.91	32.76	22.55
Migrant male, 30+	9.55	36.04	31.11	21.56
Native male, under 30	6.12	30.83	33.31	27.19
Migrant male, under 30	2.8	26.63	20.65	17.85
Native female, 30+	26.5	39.72	35.73	9.23
Migrant female, 30+	23.82	45.88	31.84	8.02
Native female, under 30	23.61	40.27	48	24.39
Migrant female, under 30	30.2	49.61	55.24	25.04
Total	16.16	37.04	33.92	17.76

Table A13. Rate of childcare services usage in Hungary by intersectional groups and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	34.2	25.76	75.82	41.62
Migrant male, 30+	42.34	39.72	81.37	39.03
Native male, under 30	25.51	17.27	45.35	19.84
Migrant male, under 30	15.44	34.41	0	-15.44
Native female, 30+	49.69	30.35	85.1	35.41
Migrant female, 30+	45.7	55.78	97.55	51.85
Native female, under 30	68.45	40.94	85.79	17.34
Migrant female, under 30	95.09	0	--	--
Total	41.08	27.95	78.31	37.23

Table A14. Rate of childcare services usage in Norway by intersectional groups and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	65.53	45.62	54.31	-11.22
Migrant male, 30+	55.53	37.53	56.22	0.69
Native male, under 30	48.5	33.66	65.68	17.18
Migrant male, under 30	70.77	16.23	46.74	-24.03
Native female, 30+	81.13	47.1	52.71	-28.42
Migrant female, 30+	76.46	40.68	62.3	-14.16
Native female, under 30	74.41	48.13	73.98	-0.43
Migrant female, under 30	89.15	50.99	78.87	-10.28
Total	72.57	45.28	55.78	-16.79

Table A15. Rate of childcare services usage in United Kingdom by intersectional groups and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	13.89	21.17	25.58	11.69
Migrant male, 30+	13.11	13.27	18.76	5.65
Native male, under 30	16.02	18.76	27.78	11.76
Migrant male, under 30	14.96	9.5	4.89	-10.07
Native female, 30+	20.38	24.99	31	10.62
Migrant female, 30+	29.62	22.68	27.06	-2.56
Native female, under 30	28.31	31.74	40.13	11.82
Migrant female, under 30	36.1	19.35	22.22	-13.88
Total	17.76	22.74	27.87	10.11

Table A16. General inability to take whole days off for family reasons in the Netherlands by intersectional group and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	35.89	45.38	37.41	1.52
Migrant male, 30+	51.9	55.38	53.87	1.97
Native male, under 30	38.61	41.65	49.5	10.89
Migrant male, under 30	27.5	44.19	25.43	-2.07
Native female, 30+	34.31	44.24	40.35	6.04
Migrant female, 30+	45.56	52.23	44.34	-1.22
Native female, under 30	36.9	42.28	42.51	5.61
Migrant female, under 30	34.36	49.19	64.19	29.83
Total	35.9	44.4	39.91	4.01

Table A17. General inability to take whole days off for family reasons in Germany by intersectional group and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	65.06	70.53	69.07	4.01
Migrant male, 30+	69.83	78.09	72.84	3.01
Native male, under 30	75.91	79.78	79.02	3.11
Migrant male, under 30	72.12	84.22	67.78	-4.34
Native female, 30+	64.18	71.2	64.39	0.21
Migrant female, 30+	66.19	77.1	59.22	-6.97
Native female, under 30	73.03	76.85	58.11	-14.92
Migrant female, under 30	62.43	81.45	43.11	-19.32
Total	66.77	72.98	66.52	-0.25

Table A18. General inability to take whole days off for family reasons in Estonia by intersectional group and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	55.58	51.87	30.14	-25.44
Migrant male, 30+	79.94	68.29	42.42	-37.52
Native male, under 30	64.19	44.72	30.79	-33.4
Migrant male, under 30	71.06	50.98	31.38	-39.68
Native female, 30+	61.96	55.64	36.41	-25.55
Migrant female, 30+	77.22	72.26	45.63	-31.59
Native female, under 30	61.95	54.14	29.04	-32.91
Migrant female, under 30	72.68	73.08	31.31	-41.37
Total	61.96	55.35	34.27	-27.69

Table A19. General inability to take whole days off for family reasons in Spain by intersectional group and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	47.72	52.52	50.12	2.4
Migrant male, 30+	60.38	67.91	61.5	1.12
Native male, under 30	52.58	58.64	54.39	1.81
Migrant male, under 30	60.56	65.4	67.88	7.32
Native female, 30+	48.02	51.32	49.41	1.39
Migrant female, 30+	54.28	56.88	43.69	-10.59
Native female, under 30	54.1	57.38	47.9	-6.2
Migrant female, under 30	57.6	65.81	47.99	-9.61
Total	50.06	54.43	50.24	0.18

Table A20. General inability to take whole days off for family reasons in Italy by intersectional group and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	67.5	64.71	67.8	0.3
Migrant male, 30+	81.14	79.94	76.72	-4.42
Native male, under 30	74.11	67.63	66.09	-8.02
Migrant male, under 30	83.77	81.1	78.73	-5.04
Native female, 30+	68.89	64.23	65.12	-3.77
Migrant female, 30+	78.68	68.51	62.93	-15.75
Native female, under 30	76.34	65.52	70.26	-6.08
Migrant female, under 30	79.78	72.86	60.7	-19.08
Total	69.88	65.85	67.18	-2.7

Table A21. General inability to take whole days off for family reasons in Hungary by intersectional group and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	64.98	90.86	92.45	27.47
Migrant male, 30+	62.29	81.01	100	37.71
Native male, under 30	72.94	92.95	96.72	23.78
Migrant male, under 30	65.03	92.3	100	34.97
Native female, 30+	68.43	90.48	86.51	18.08
Migrant female, 30+	74.65	85.62	74.46	-0.19
Native female, under 30	74.76	92.47	93.2	18.44
Migrant female, under 30	60.56	100	60.7	0.14
Total	68.15	91.03	90.14	21.99

Table A22. General inability to take whole days off for family reasons in Norway by intersectional group and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	37.88	32.23	54.74	16.86
Migrant male, 30+	45.19	39.52	60.94	15.75
Native male, under 30	46.21	45.89	63.99	17.78
Migrant male, under 30	49.2	51.81	84.47	35.27
Native female, 30+	49.28	42.06	63.1	13.82
Migrant female, 30+	53.56	54.38	57.85	4.29
Native female, under 30	57.01	54.83	56.98	-0.03
Migrant female, under 30	52.31	59.47	57.1	4.79
Total	44.66	40.69	59.07	14.41

Table A23. General inability to take whole days off for family reasons in the United Kingdom by intersectional group and year. Percentages, weighted.

Characteristics	2005	2010	2018	Change 2005-2018
Native male, 30+	56.48	32.15	44.37	-12.11
Migrant male, 30+	63.92	39.72	46.93	-16.99
Native male, under 30	67.85	36.98	52.29	-15.56
Migrant male, under 30	68.97	35.03	62.53	-6.44
Native female, 30+	57.81	28.79	42.37	-15.44
Migrant female, 30+	60.72	32.49	41.05	-19.67
Native female, under 30	67.56	36.08	43.57	-23.99
Migrant female, under 30	65.05	32.33	42.89	-22.16
Total	59.79	32.32	43.84	-15.95

Social composition of unemployed 2005-2018 in our selected countries.

Table A24 shows that the youth share of unemployment only increased in Denmark and Germany, and rather intensely so in the case of the former, to the extent that 47.7 percent of the unemployed in 2018 were under the age of 30 (an 11.9 percent increase since 2005). In every other country, the unemployed population seems to have aged due to a divergence in trends among workers under the age of 30 and those aged 30 and over. This dynamic has been most intense in Greece, Spain, Italy, Slovenia, and Belgium.

Regarding the sex composition of unemployed workers, Table A25 below shows that women's share of unemployment declined modestly at the European level, by about half a percentage point. However, there are various trends at the country level. First, in 2018 women were the majority of unemployed workers in 8 countries, while this was the case in 11 countries in 2005.

Significant declines (>=3.0%): BE, BG, CY, GR, IS, IT, LT, LU, LV, NL, PL, RO

Modest decline (<3.0%): AT, CH, DK, ES, FI, FR, HU, NO, PT, SE

Modest or no increase (<3.0%): CZ, HR, SI, SK

Significant increase (>=3.0%): EE, IE, UK

According to Table A26, the migrant share of unemployment has increased across Europe by nearly 6 percentage points. Portugal is the only country in our selection that saw a decline in the proportion of migrants among the unemployed. However, the intensity of growth in the migrant share of unemployment has different substantially by country, which Bulgaria, the Czech Republic, Croatia, Hungary, Lithuania, Poland, and Slovakia seeing increases below 1 percentage point. In contrast, the rise in the share of migrant unemployed has been highly pronounced in Norway, Latvia, Germany, Sweden, and Austria, and to a slightly lesser extent in Denmark, Italy, Iceland, and Ireland.

Table A24. Youth (under 30) share of unemployment by country and year (weighted).

Country	2005	2010	2018	Change
AT	39.97	41.97	33.12	-6.85
BE	39.65	39.84	36.99	-2.66
BG	31.84	31.85	22.56	-9.28
CH	39.16	38.06	31.88	-7.28
CY	43.67	47.29	40.73	-2.94
CZ	35.61	33.73	30.73	-4.88
DE	26.93	28.22	30.79	3.86
DK	35.82	42.47	47.71	11.89
EE	31.69	32.2	25.95	-5.74
ES	43.96	33.13	27.42	-16.54
FI	45.44	42.47	37.65	-7.79
FR	40.08	42.87	36.97	-3.11
GR	44.85	38.14	25.05	-19.8
HR	42.59	44.64	37.38	-5.21
HU	39.25	31.58	31.39	-7.86
IE	45.31	45.72	41.88	-3.43
IS	59.55	53.73	57.95	-1.6
IT	45.12	39.41	33.36	-11.76
LT	23.2	28.78	21.46	-1.74
LU	35.29	35.86	37.83	2.54
LV	31.66	33.11	26.98	-4.68
NL	39.51	44.16	35.17	-4.34
NO	49.24	50.81	41.56	-7.68
PL	42.42	42.25	37.46	-4.96
PT	39.21	29.98	32.05	-7.16
RO	45.59	41.67	41.6	-3.99
SE	48.47	49.49	40.87	-7.6
SI	42.15	40.48	29.03	-13.12
SK	36.44	36.59	30.44	-6
UK	50.01	49.19	48.98	-1.03
Total	39.06	38.2	33.93	-5.13

Table A25. Female share of unemployment by country and year (weighted).

Country	2005	2010	2018	Change
AT	47.61	44.44	45.21	-2.4
BE	49.59	45.9	43.61	-5.98
BG	45.07	43.3	41.32	-3.75
CH	52.4	49.48	50.35	-2.05
CY	54.16	48.93	49.24	-4.92
CZ	54.83	50.24	55.88	1.05
DE	43.39	42.99	39.25	-4.14
DK	52.7	39.51	51.19	-1.51
EE	42.98	42.07	48.93	5.95
ES	53.95	45.35	51.87	-2.08
FI	49.08	43.84	47.54	-1.54
FR	51.42	47.68	48.5	-2.92
GR	63.75	54.62	55.53	-8.22
HR	50	48.09	52.13	2.13
HU	47.45	43.77	45.47	-1.98
IE	37.87	35.35	44.95	7.08
IS	47.99	42.85	42.22	-5.77
IT	52	47	47.31	-4.69
LT	50.01	39.68	44.84	-5.17
LU	55.06	51.01	48.65	-6.41
LV	47.72	42.52	41.72	-6
NL	51.19	51.31	48.1	-3.09
NO	45.53	39.42	43.72	-1.81
PL	48.55	46.49	45.05	-3.5
PT	52.89	52.92	52.03	-0.86
RO	41.35	39.34	34.87	-6.48
SE	47.01	46.42	46.67	-0.34
SI	49.36	43.79	50.83	1.47
SK	47.34	45.42	48.65	1.31
UK	40.96	40.8	46.23	5.27
Total	48.31	45.2	47.8	-0.51

Table 26. Migrant share of unemployment by country and year (weighted).

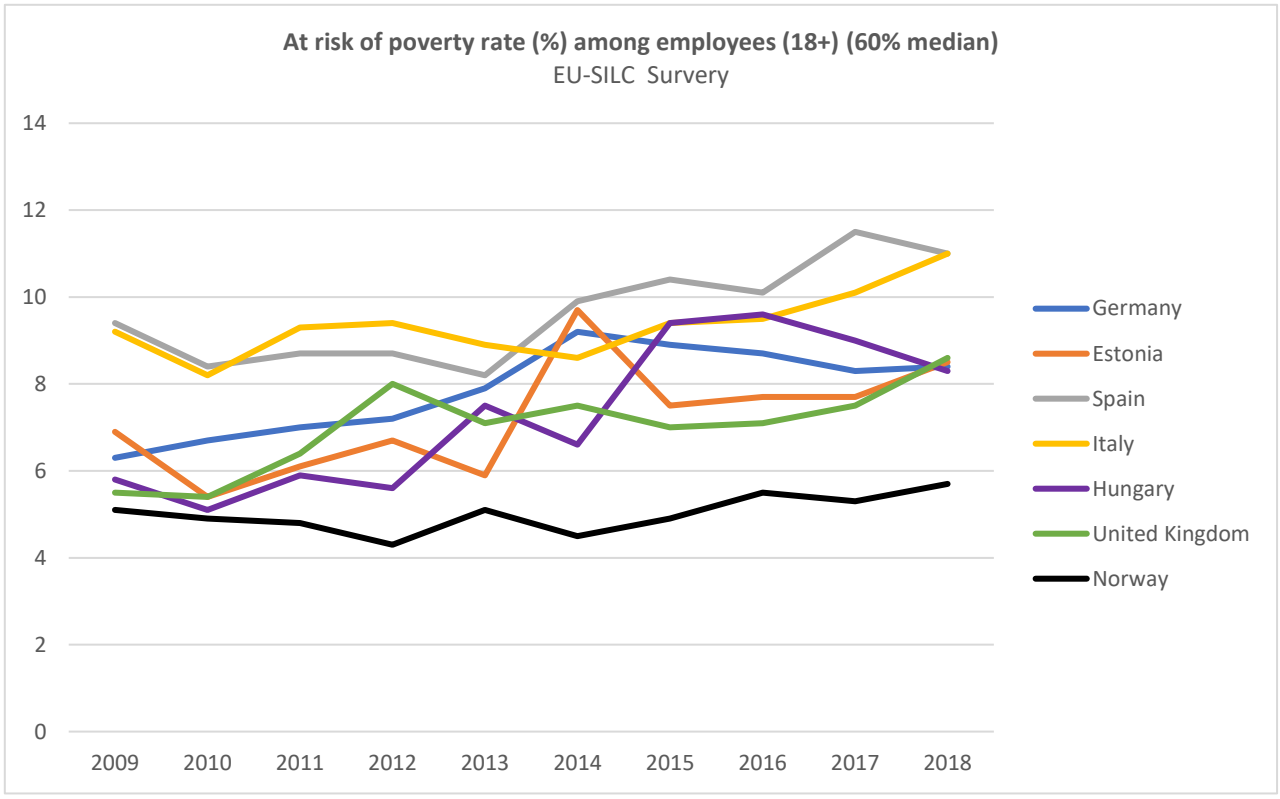
Country	2005	2010	2018	Change
AT	23.02	20.81	33.75	10.73
BE	16.22	18.23	23.82	7.6
BG	0.2	0.39	0.23	0.03
CH	43.96	41.53	47.6	3.64
CY	15.7	29.81	18.42	2.72
CZ	0.72	0.8	1.6	0.88
DE	15.17	14.47	28.41	13.24
DK	6.85	9	16.22	9.37
EE	21.89	30.16	28.02	6.13
ES	13.98	23.79	17.9	3.92
FI	3.42	4.28	6.44	3.02
FR	10.08	10.32	12.69	2.61
GR	5.6	11.59	8.02	2.42
HR	0.36	0.21	0.89	0.53
HU	0.43	0.6	0.71	0.28
IE	11.43	18.31	18.9	7.47
IS	3.07	9.08	10.81	7.74
IT	7.16	12.11	14.93	7.77
LT	0.31	0.69	0.65	0.34
LU	60.19	68.68	62.01	1.82
LV	1.56	22.6	17.85	16.29
NL	9.2	7.91	10.49	1.29
NO	9.7	15.73	28.22	18.52
PL	0.06	0.15	0.66	0.6
PT	5.36	7.51	4.08	-1.28
RO	0.04	0.02	0.17	0.13
SE	9.21	9.7	22.25	13.04
SI	0.51	3.17	7.07	6.56
SK	0.09	0	0.59	0.5
UK	10.65	9.18	12.4	1.75
Total	8.98	12.35	14.96	5.98

Table A27, shows results broadly similar to those for the active population. With few exceptions, the share of youth among the employed declined across Europe between 2005 and 2018, while the share of employed women and migrants rose

Table A27. Composition of employed population in selected countries by key characteristics and year. Percentages (weighted).

	Under 30				Women				Migrants			
Country	2005	2010	2018	Change	2005	2010	2018	Change	2005	2010	2018	Change
AT	24.1	23.7	21.6	-2.5	45.2	46.5	47.0	1.7	9.5	10.8	15.9	6.4
BE	20.4	19.4	18.5	-1.9	43.9	45.0	46.8	2.9	7.5	8.5	11.1	3.7
BG	18.4	17.9	14.0	-4.4	46.7	46.7	46.5	-0.1	0.1	0.1	0.2	0.1
CH	23.2	23.8	22.0	-1.2	45.4	45.6	46.6	1.3	20.9	22.2	26.5	5.6
CY	23.1	22.9	21.2	-1.9	43.3	47.2	47.6	4.3	13.7	20.7	18.9	5.2
CZ	21.2	18.0	15.3	-5.9	43.2	42.7	44.3	1.2	0.9	1.5	2.4	1.6
DE	20.7	20.7	19.2	-1.6	45.0	46.2	46.6	1.6	7.7	7.7	12.3	4.7
DK	22.9	22.3	23.8	0.9	46.4	47.8	47.1	0.7	3.0	3.6	6.6	3.6
EE	21.5	20.0	19.3	-2.2	50.6	50.8	48.3	-2.2	11.0	15.2	14.1	3.2
ES	25.3	17.6	13.5	-11.8	40.3	44.3	45.5	5.2	11.0	12.6	11.6	0.6
FI	21.6	20.7	20.5	-1.1	48.3	48.6	48.3	0.0	1.2	1.7	2.8	1.6
FR	20.3	20.4	18.7	-1.5	46.7	47.8	48.4	1.7	4.5	5.1	6.2	1.7
GR	20.8	17.4	12.8	-8.0	38.5	40.8	41.7	3.2	6.9	9.4	5.4	-1.5
HR	19.3	19.3	17.6	-1.7	44.9	45.4	46.1	1.2	0.2	0.2	0.5	0.3
HU	22.0	17.2	17.3	-4.7	45.8	46.6	45.4	-0.4	0.8	0.8	0.6	-0.2
IE	30.3	25.9	20.9	-9.5	42.5	46.4	46.0	3.6	7.6	14.6	16.3	8.7
IS	26.8	25.4	26.4	-0.3	46.7	47.7	46.1	-0.6	2.7	3.4	5.1	2.3
IT	17.8	14.2	12.1	-5.7	39.3	40.7	42.1	2.8	5.1	8.5	10.6	5.4
LT	19.4	17.1	16.7	-2.6	48.8	52.9	50.2	1.4	0.7	0.5	0.8	0.1
LU	18.8	18.5	19.7	0.9	41.8	43.2	46.0	4.2	44.5	48.6	53.8	9.3
LV	22.6	20.8	17.0	-5.6	49.3	52.8	50.9	1.6	0.7	14.9	11.6	10.8
NL	25.1	25.0	24.8	-0.3	44.3	45.9	46.8	2.4	3.3	4.1	5.5	2.2
NO	22.3	22.9	22.9	0.6	47.2	47.6	47.2	0.0	3.7	5.7	11.6	7.9
PL	23.7	22.8	19.0	-4.8	44.7	44.8	45.0	0.3	0.1	0.1	0.6	0.4
PT	21.4	17.0	15.0	-6.5	46.4	47.7	49.0	2.6	3.1	4.0	2.5	-0.6
RO	22.7	17.9	16.5	-6.2	45.4	44.1	43.1	-2.3	0.1	0.1	0.1	0.0
SE	19.7	20.4	21.3	1.6	47.7	47.3	47.7	0.1	4.3	4.1	5.1	0.8
SI	22.4	19.8	16.5	-5.9	45.8	46.0	45.9	0.1	0.3	1.4	4.8	4.5
SK	24.6	20.3	17.4	-7.1	44.5	44.5	44.8	0.4	0.2	0.2	0.3	0.1
UK	24.5	24.0	23.2	-1.3	46.2	46.7	47.0	0.8	5.5	8.4	11.0	5.5
Total	22.0	20.2	18.4	-3.6	44.4	45.5	46.0	1.7	5.5	6.6	8.6	3.1

Table A28 AROP- At risk of poverty rate (%), employees, 18+ years



Source: UNIMI-EUROSHIP

GEO/TIME	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Germany	6,3	6,7	7,0	7,2	7,9	9,2	8,9	8,7	8,3	8,4
Estonia	6,9	5,4	6,1	6,7	5,9	9,7	7,5	7,7	7,7	8,5
Spain	9,4	8,4	8,7	8,7	8,2	9,9	10,4	10,1	11,5	11,0
Italy	9,2	8,2	9,3	9,4	8,9	8,6	9,4	9,5	10,1	11,0
Hungary	5,8	5,1	5,9	5,6	7,5	6,6	9,4	9,6	9,0	8,3
United Kingdom	5,5	5,4	6,4	8,0	7,1	7,5	7,0	7,1	7,5	8,6
Norway	5,1	4,9	4,8	4,3	5,1	4,5	4,9	5,5	5,3	5,7

No available data for:

- At risk of poverty rate (%) among young (18-24) employed people (60% median)
- At risk of poverty rate (%) among young (18-24) unemployed people (60% median)

Gini coefficient of equivalised disposable income -EU-SILC survey

	2005	2010	2015	2019
EU-28		30,5	31,0	30,7
Denmark	23,9	26,9	27,4	27,5
Germany	26,1	29,3	30,1	29,7
Estonia	34,1	31,3	34,8	30,5
Spain	32,2	33,5	34,6	33,0
France	27,7	29,8	29,2	29,2
Italy	32,7	31,7	32,4	32,8
Hungary	27,6	24,1	28,2	28,0
Netherlands	26,9	25,5	26,7	26,8
Poland	35,6	31,1	30,6	28,5
Portugal	38,1	33,7	34,0	31,9
Norway	28,2	23,6	23,9	25,4
United Kingdom	34,6	32,9	32,4	:
Turkey	:	43,5	41,9	41,7

Source: own elaboration from EUROSTAT