

### **Arza**

*Working histories and retirement benefits: Distributional impacts of recent pension reform in Europe.*

Saturday 14:30 – 15:00, A 310

Over the past few decades most European countries have implemented some sort of pension reform aimed at addressing the problems of long run financial sustainability. In countries with Bismarckian as well as Beveridgean roots, across ‘worlds of welfare’ and ‘families of nations’, recent experience suggests that pension schemes have moved towards individualised types of arrangements, in which each individual’s biography become key to determine the value of future pension entitlements. In many European countries, pension reform either gave greater importance to private defined-contribution arrangements in overall pension provision (UK, most Central and East European countries), or reorganised existing public pensions into new defined-contribution arrangements (Sweden, Italy). This has made individual working-histories more relevant to determining benefit levels, including the number of years of full-time work, the type of labour contract (formal/informal/temporary), the number of years outside the labour market (child caring, education, housekeeping, etc.), and the wage level in each particular year. Benefit levels increasingly depend on the present value of social security contributions made over the working life by each individual. The paper aims to evaluate the distributional impacts these reforms may have in the future. It argues that standard research based on both macro and micro data is not able to capture the impacts pension reform can have on workers with different working-life histories: macro approaches are not sufficient because they centre on aggregate expenditures rather than on their distribution; micro-approaches are (often) not appropriate because they use data corresponding to current pensioners whose benefits have been calculated under past-system rules (and thus by and large are not affected by recent reforms). In contrast, the methodology adopted in this paper is based on the micro-simulation of working life histories using household panel data (European Community Household Panel), and aims to introduce working life histories into the analysis of the distributional impacts of pension reform. Preliminary results point out two key distributional problems for the future: first, the problem of women’s interrupted career histories; and second, the problem of informal, unskilled and low paid workers.

### **Baizan**

*Men’s involvement in childcare and fertility decisions: A European comparison.*

Saturday 11:00 – 11:30, Saal

This article investigates the hypothesis that in double earner couples father’s contribution to childcare has a positive effect on fertility. Social and economic theories provide overall a favourable basis for this hypothesis, mainly because active fathering allows to reduce the incompatibility between the role of worker and the role of mother. International differences can be explained by diversity in the gender system and the availability of non parental childcare. Event history models are applied to study the transition to second or higher order births for couples. I use data from the European Community Household Panel (1994-2001) for 12 countries. The results obtained indicate that, for two earner couples, a substantial involvement of men in childcare (i.e. more than 13 hours per week) has a positive impact on fertility in most of the countries studied, as well as in a pooled sample for 12 countries. The most important positive effects are found in the most “familistic” countries (Germany, Italy and Spain), in the United Kingdom, and in the Nordic countries, while in France, Belgium, Ireland and Portugal no significant effects are found.

### **Barone**

*Some things never change: Gender segregation in higher education across eight countries and three generations.*

Saturday 9:00 – 9:30, A 300

A well-established and quasi-universal finding of empirical research is that gender inequalities in educational attainment have been decreasing in recent decades. At the same time, there is also robust evidence that the distributions of men and women within educational levels have remained considerably uneven. This applies also to tertiary graduates: indeed gender segregation in higher education mediates between 30% and 50% of the wage gender gap. However, drawing on modernization theory as well as on world-polity institutional analysis, some scholars argue that a significant trend towards desegregation of higher education can be discerned, while others emphasize the prevailing stability of the association between gender and field of study (FOS, henceforth) at the tertiary level. A second source of disagreement relates to cross-country variations in the overall strength and in the qualitative pattern of this association, although the few large-scale comparative analyses conducted so far point to significant differences between nations. In this paper, I argue that gender segregation in higher education exhibits a very high degree of constancy across time and space. I employ loglinear models to analyze the Reflex data on young tertiary graduates in eight countries (Germany, Austria and Holland, Norway and Finland, Spain, Italy and Czech Republic) characterized by a high variety of educational systems and labour market institutions. I conclude that the association between gender and college major displays a very similar strength across nations. Moreover, also important qualitative similarities are apparent, over and above the well-know gender scientific divide. Hence, I develop topological loglinear models to show that we can account for these similarities by reference to a second (and even more important) gender divide, which involves fields of study that lead to skilled care jobs, either as a main destination or as a second-best option. These two divides account for more than 90% of the net association between gender and college major, controlling for marginal distributions. Furthermore, I am able to replicate successfully these topological models on the EULFS data for the same countries, and I can show that these divides prove remarkably resilient across the last three decades. Finally, I suggest that cultural and structural factors behind these two gender divides display high stability across time and space, which may well explain the observed noticeable degree of constancy of gender segregation in higher education.

### **Bernardi**

*Class and geographical inequality in the transition to post-compulsory education in Spain.*

Saturday 14:00 – 14:30, Saal

The starting point of the paper is that both class and the region of residence strongly affect the likelihood of attending post-compulsory secondary education at the age of 17 in Spain. Thus, if one considers individuals aged 17, only about 6% of those from a service class family are out of the educational system (being employed or unemployed) when compared to about 18% of those from an unskilled working class family. With regard to regional differences (that are relevant in the Spanish case since the organization of the educational system is largely decentralized) the percentage of those out of the educational system at age 17 is about 20% in Andalucia and 6% in the Basque country.

In order to explain these “social facts”, following the mainstream literature on educational inequalities I refer to two distinct processes (Boudon, Erikson and Jonsson, Goldthorpe and Breen): class (and regional) differences in educational performance and class (and regional) differences in transition propensities or educational choices. More precisely: a) I study how class and regions affect the likelihood of having completed lower secondary education on time or not (educational performance). b) among those who have not completed lower secondary education on time by age 16, I consider the decision of quitting the educational sys-

tem or staying in order to complete lower secondary education (educational choices). c) among those who have completed lower education, I consider the decision to moving on to upper secondary education or quitting the educational system (educational choices).

I use data from the Spanish Labour Force Survey for the years 2005-2007. I select people aged 17 since at that age they are supposed to have already finished lower secondary compulsory education. I distinguish among four possible situations: 1) being still enrolled in lower secondary education (this means that they have failed at least once during the lower secondary education studies); 2) attending the academic track of upper secondary education; 3) attending the vocational track of upper secondary education and 4) being out of the educational system (i.e. being employed or unemployed).

With regard to the key independent variables, I use EGP class scheme and define father's and mother's occupational class using 3-digits ISCO codes and I consider the standard regional classification for Spain (17 regions). In order to interpret the regional differences I plan to include in the analysis macro indicators that vary on a regional base for the institutional differences in the educational system (for instance, the ratio of teachers and students at lower secondary education) and indicators for differences in the labour market structure (incidence of the service sector, demand for low qualified workers). In addition I also consider other independent variables such as the country of birth, gender and other pieces of information on the father's and mother's occupation (part-time/full-time, public/private sector). I, then, employ logistic regression models to study the effects of these independent variables on educational performance (process a above) and education choices (processes b and c above).

In the conclusion I discuss the possibility to employ the same research design in order to study the transition to post-compulsory education in other countries using comparable data from the European Labour Force Surveys.

### **Bihagen/Nermo/Stern**

*The Gender of Labour Market Elites: Stability and Change in Characteristics of Swedish Top-Wage Earners 1993-2003.*

Saturday 11:30 – 12:00, A 300

Previous studies have shown that the elite in the Swedish labour market consists mainly of late middle-aged men. Moreover, despite a reputation of being a relatively gender equal country, earlier studies suggest the business elite in the Swedish labour market to be more male dominated than the business elite in the United States and the United Kingdom. Assuming that the labour market elite is one important recruitment channel for e.g. board members in large corporations, compositional changes will indicate the extent to which changes over time will be observed at the very top of the corporate pyramid. Thus, the purpose is to study gender differences in the elite of large Swedish private business corporations 1993 to 2003 using national registers from the STAR database. We define the elite as the top salary employees in large firms. Our access to data covering the whole nation gives us a unique opportunity to link register data to individuals. Thus, although we work with a select group of individuals, the elite is still large enough to study.

The analyses show that women's proportion of top salary employees in large Swedish private companies has increased since the early 1990s. Even so, men are still markedly over represented in this group of employees. The tendency towards gender equalisation over time is most salient in older cohorts born in the 40s. However, the overall gender difference is less pronounced among those born in the 1960s compared to older cohorts born in the 1940s and 1950s.

**Boudesseul/Grelet**

*Education returns: What is expected from a diploma?*

Saturday 15:00 – 15:30, Saal

Most of the education returns are identified either in terms of income or in terms of social class position. As prepared diplomas are good indicators of youngsters' educational investment, we assume that the reasons why they chose these diplomas partly reveal the expected returns they anticipate. The value of a diploma is determined neither by the Educational System, nor by the needs of the labour market. It results from social uses and assessments which are progressively constructed along the pathways. So, representations of diplomas are not only patterned by the social context, but also shaped by various kinds of social relations, in the present as well as in the past. Which are the economical and social attributes attached to diplomas making them desirable, why are they chosen, and which are the expected returns? Which are the distinctive characteristics of youngsters corresponding to each representation of diplomas' value, according to their gender, age, social background, schooling history and educational track? Such are the issues we try to tackle with by the means of a questionnaire survey among more than 2600 young people enrolled in secondary education, carried out in spring 2007, and focussing on the assessment of diploma's value young people refer to, when at a branching point of their educational pathway.

**Bozzon/Barbieri**

*Labour market changes, insider disease and the transition to childbirth in Italy.*

Saturday 15:00 – 15:30, A 310

This paper studies changes in the timing of first childbirth between post-IIWW Italian generations. In particular, we analyse how macro-level changes such as processes of regulation and de-regulation of the Italian labour market, affects individuals' work histories and through that, the time of transition to parental roles. The main idea is that – given the well known characteristics of the sub-protective Italian welfare, combined with the insider scenario boomed by the 80s-90s partial and targeted labour market deregulation – being a young, instable worker or, more generally, a marginal or secondary labour market participants, produces a delay in the transition to adulthood and in specific a delay in childbirth, for the last cohorts of the Italian population. The question is even more central, if non-standard or unstable work experiences become traps from which is hard to escape, that is to make the transition into better employment conditions – which in an insurance-based welfare directly translate in social rights. As we said, the negative effects of these processes regard mainly youngest cohorts (approximately, individuals born from the second half of the Sixties on) and among them those people poorly endowed with personal or familiar resources, so enhancing the role of the well known factors affecting social inequality. These people, completely “dis-embedded” from the “fordist” welfare guarantees, do not manage to catch the opportunities offered by the new “flexible” labour market and post-fordist productive environment. The analysis will be conducted on ILFI (Longitudinal Survey of Italian Families), a prospective panel survey that includes retrospective information on education, work career and family dynamics.

**Brinbaum**

*School careers and educational attainment of children of immigrants in France and in the US.*

Saturday 12:00 – 12:30, Württemberg

This paper aims at comparing the immigrants' children education in France and in the US. The first part of the paper will describe their schooling careers and educational attainment in both countries (using different indicators such as grade retention, track followed, high school grade completion and diploma). The comparison is focused on children from two groups:

North Africans in France and Mexicans in the US. The second part will look for mechanisms and factors explaining educational outcomes, including migration (or ethnicity), family and social background, child characteristics, school factors, as educational aspirations. We use two longitudinal datasets: the National Educational Panel Survey (Panel 95) of the French Ministry of Education and American Add Health data – the National Longitudinal Study of Adolescent Health -. Both datasets cover the same period and allow the follow up of the children over their whole school career in secondary education. Preliminary results show that in both countries second generation children encounter more difficulties in schools than children of native French parents: they are more likely to repeat a year, to drop out and less likely to obtain a high school diploma, but most of the difficulties are related to their social background. Educational aspirations are a strong predictor of schooling careers in both countries. However, some differences appear according to the country. Finally, we'll investigate how those results can be explained by the educational system itself or by the educational policies.

### **Carriero/Ghysels/Vanklaveren**

*Work Timing of Parents in Europe: a comparison of Dutch, Flemish and Italian parents.*

Friday 17:30 – 18:00, Württemberg

In this study we explore, for the first time in a comparative way, the coordination of paid working hours among dual earner couples with children aged up to 12. We used detailed data on work schedules collected in three countries (Flanders, Italy and the Netherlands). Given that a large amount of work time overlap between partners' schedules can be unintentional (due to common characteristics and constraints) we applied a statistical matching method that allows to disentangle the effects of within-couple interaction from other exogenous effects determining work time overlap. Our main finding is that in the three countries parents do interact in order to adjust the coordination of their work hours. However the degree and direction of active coordination differ according to the national context and the household characteristics. In Flanders and Italy parents actively coordinate towards more work time overlap (synchronization) compared to a control group made up of "pseudo-couples" who do not interact. Dutch couples instead seem to coordinate towards less work time overlap (desynchronization). Our results call upon differences in the national contexts (e.g. childcare and part-time work arrangement availability) and in couples' preferences for parental vs. non-parental childcare.

### **Cebolla Boado**

*Why do students learn less in segregated schools and why do immigrants progress faster?*

*Issues on immigration and education.*

Friday 18:00 – 18:30, Saal

This paper focuses on two key issues in the study of immigration and education: whether immigrant students progress faster than natives and how the concentration of foreigners in schools shapes the students' outcomes. The results indicate that immigrants progress more than natives throughout lower secondary schooling. However, this does not mean necessarily that they learn more or that they are more skilled or motivated than natives. On the contrary the evidence shows that this only happens because they depart from lower grades at the beginning of the period under observation. Secondly, it is confirmed that students in schools with a high percentage of foreigners progress less than others. In addition, these students receive an extra reward for their progress in terms of a higher probability of proceeding towards the academic track in upper secondary schooling.

**Chauvel**

*Welfare Regime Changes, Intra and Inter Cohort Inequalities, and the dynamics of Social Generations.*

Friday 16:30 – 17:00, A 300

The generational sustainability of welfare regimes is of central importance to most long-term analyses of welfare state reforms (see for example: Esping-Andersen et al., 2002). There are strong interaction between welfare regime and intra cohort inequalities (Mayer, 2001). A complement to these analyses shows that changes in intra versus inter cohort inequalities are major outcomes or consequences of the trajectories of the different welfare regimes. Here, we propose a comparison between the British, Danish, French, and Italian dynamics of distribution of after tax and transfers equivalised income by age, period and cohort, to assess how different welfare regimes faced different trade-offs between intra and inter cohort inequality. The main result is that the conservative and the familialistic welfare regimes are marked by more inter-cohort inequalities to the expense of young social generations, when the social-democrat and the liberal ones show less inter-cohort redistribution of resources, and more intra-cohort inequality, particularly in the case of the UK. Is it the result of a logics of communicating vessels : the stronger is the “socioeconomic solidarity between family generations toward the generation of children”, the weaker the “social welfare based solidarity between social generations for the integration of the social generations of young adults”.

**Checchi**

*Private School Quality in Italy.*

Saturday 14:30 – 15:00

We discuss how a schooling system’s structure may imply that private school enrolment leads to worse subsequent performance in further education or in the labour market, and we seek evidence of such phenomena in Italian data. If students differ not only in terms of their families’ ability to pay but also in terms of their own ability to take advantage of educational opportunities (“talent” for short), theory predicts that private schools attract a worse pool of students when publicly funded schools are better suited to foster progress by more talented students. We analyze empirically three surveys of Italian secondary school graduates, interviewed 3 year after graduation. In these data, the impact of observable talent proxies on educational and labour market outcomes is indeed more positive for students who (endogenously) choose to attend public schools than for those who choose to pay for private education.

**Cooke/Gash**

*Panacea or Pitfall? Women's Part-time Employment and Marital Stability in West Germany, UK and US.*

Saturday 11:00 – 11:30, A 310

Part-time employment, overwhelmingly taken up by women, is advocated as a means of achieving work-life balance. British, German and US panel data are used to test competing hypotheses regarding the effect of married women’s employment on divorce risk across countries representing different earner-carer and part-time work regimes. Results provide no support for the independence hypothesis; where effects are significant, wives’ part-time or full-time employment predicts more stable marriages as compared with wives out of the labor force. The optimal mix, however, varies across the countries. West German couples where the wife (but not mothers) works part-time are significantly more stable, whereas UK couples where the wife works full-time are most stable. Divorce risk in both countries begins to rise, however, as wives’ relative earnings increase, suggesting persistent tensions between economic necessity and traditional gender roles. Only in the US did a mother’s (not wives’)

part-time employment significantly decrease divorce risk. So only in the country with no policy support for work-life balance did the reduced-hours strategy predict more stable marriages for parents. The differences across contexts indicate minimal reinforcement of a male breadwinner model allows modern families to balance economic and familial pressures more successfully.

### **Corluy/Marx**

*The impact of the transition out of irregularity on the socio-economic position of migrants; the driving factors of differential trajectories.*

Saturday 12:30 – 13:00

In 2000, there was a large-scale one-off amnesty for migrants who were at the time residing irregularly in Belgium. More than 50,000 individuals applied for a regularization under this campaign.

This paper looks at the impact of the regularization campaign on the lives and coping strategies of those who benefited. How did the amnesty affect their labour market position, their living standards and their reliance on informal vs formal support systems? What are the most relevant factors accounting for differential trajectories ( migration history, ethnicity, human and social capital factors, etc.) ?

The paper builds on information collected through semi-structured in-depth interviews, conducted in 2007, among 120 regularized migrants, drawn from a stratified sample. In the interviews people were asked about various aspects of their lives and their living conditions (including housing, work, income, health, family situation, education, social networks, etc.).

### **Darmody/McGinnity/Smyth/Coutrot**

*Coping with change: immigrant children in Irish schools.*

Saturday 11:30 – 12:00, Württemberg

In this paper we explore recent changes that have taken place in Irish schools with regard to the rapid increase in the numbers of immigrant children. Ireland is a particularly interesting case as recent years have seen a movement from a culturally homogenous society to a more diverse one, with increasing numbers of ethnic minorities living in Ireland over a relatively short period in time. This paper is focussing on schools' readiness and capacity to address this change in primary and secondary schools and highlights areas that are of particular concern in catering for a diverse pupil population. This study is based on a nationally representative data on cultural diversity in primary and second-level schools in Ireland. This is an exploratory study, drawing on information gathered from descriptive survey data as well as interviews with school staff and students.

### **Demivera**

*Examining the labour market disadvantage of immigrants and second generation ethnic minorities in the British labour market the role of recruitment methods.*

Saturday 9:00 – 9:30, Württemberg

Whereas much of the up-to-date discrimination and human capital literature has focused on employers' selection and decision-making processes as well as on the subsequent conditions of employment, little research has been done in terms of the recruitment of ethnic minorities. Recruitment relates to the ways or the sources through which the applicant has acquired information about the job (Petersen et al, 2000). Thus, before the issue of whether an employer hires an individual of ethnic minority origin and on what terms is examined, attention should be paid to the question of whether the ethnic minority member has even heard about the job due to his/her limited social resources. Since job search techniques differ by the educational level, class position and age of the respondents using them (Granovetter, 1974; 1994), they can be an important predictor of how immigrants adapt to the host country labour market

with the acquisition of human capital over time and improvement in social circumstances; and of how they avail of the host country institutions if they use state or private employment agencies. Alternatively, job search methods can also reflect on the strength of ethnic community support through referral to social ties (Lin, 1999; Portes and Sensenbrenner, 1993); and even on discrimination in case of fear of direct contact with employers (Kirnan et al, 1989). Using a combined 1994-2004 British Labour Force Survey dataset, this article examines recruitment techniques as an instrument tapping some of the unobserved factors underlying ethnic penalization.

**Ebbinghaus/Gronwald/Wiss**

*Pension Governance and Social Inequality in Old Age - A European Comparison.*

Saturday 12:00 – 12:30, A 300

Recent pension reforms have shifted the public-private mix towards more private responsibility. A variety of governance modes coexist in private pensions across European welfare states, ranging from voluntary firm-provided plans to collective funds negotiated by the social partners to private insurance of individuals. Although these are private schemes, the state intervenes by regulating eligibility, funding and benefit conditions through framework laws or tax rules. Therefore, private pension systems can differ considerably in insurance coverage across employment groups, vesting rights and transferability between firms, funding formula and financial risks. In particular, these differences in coverage and benefit formula will have major repercussions on social inequality in old age.

**Erikson/Torssander**

*Stratification and mortality.*

Saturday 11:00 – 11:30, A 300

The present paper is a first draft of a study where we compare mortality differences along various socioeconomic dimensions. Four such dimensions of social stratification are considered: Education, occupational class, occupational status and income. We examine total and relative contributions for each of them to inequality in death. In this first draft, only total mortality is considered, but in later versions we plan to take a closer look at more specific causes of death as well, since the relative impact of different indicators can be assumed to vary with cause of death. For the four dimensions studied here we both look at the individual's own position and, for married/cohabiting, also the household position (according to 'dominance' orders). A further aim is to add the importance of the wife/husband's or cohabiting partner's standing on individuals' death risks. One aim of this paper is to evaluate the significance of status for mortality, since claims have been made for a 'status order' as a different form of stratification than the class structure, both theoretically and empirically (Chan & Goldthorpe 2004, 2007a). Another aim is to take account of income during a longer time period than is usually the case when indicators of socioeconomic position are compared in relation to mortality. Swedish register data are used and the results refer to employed men and women living in Sweden in the year 1990. All deaths in the Cause of Death Register from 1991 until 2003 are included. Cox regressions (bi- and multivariate) are used to estimate relative risks for different groups. At the time of writing this abstract very preliminary results from the multivariate analyses suggest that education has an independent effect on death risk for both men and women also when other stratification dimensions are controlled for. Disposable income and social class seem to be more important for men than for women, while status appears to be of more significance for women. Among married/cohabiting women, individual education and household status position show the largest differences in death risk. For married/cohabiting men, relative risk differences for status are more or less absent, while income measures show significantly large disparities.

### **Esser**

*Employment Commitment across Welfare and Production Regimes: A Multi-level Analysis of fifteen OECD Countries and changes over time 1997-2005.*

Saturday 9:00 – 9:30, A 310

Questions have often raised regarding the unintended consequences of extensive social protection, especially on its effects on individuals' work orientations. This study examines the role of both welfare and production regime institutions for explaining cross-national patterns in individuals' employment commitment across fifteen OECD-countries in 2005 and evaluates attitude changes over time since the late 1990s. In hierarchical regressions attitude data from the International Social Survey Program is combined with new institutional data. Preliminary results show how employment commitment is stronger within more generous welfare regimes as well as within more extensively regulated labour markets, which confirms previous findings drawing on data for 1997. Institutions also appear to be more important for structuring the attitudes of persons with less stable labour market attachment such as home workers and unemployed persons, although such conclusions are tentative due to data restrictions. Furthermore, there is no indication of any significant relative attitude changes between 1997 and 2005. Employment commitment tends to be stronger in (all but one of) the Nordic countries, and weaker in English-speaking countries such as the United States, the United Kingdom, Australia and New Zealand, with some gendered differences.

### **Fullin/Reyneri**

*Low unemployment and bad jobs for highly educated immigrants: the case of the new immigration in Italy.*

Saturday 10:00 – 10:30, Württemberg

The article aims to analyse the insertion of immigrants in the Italian labour market, their segregation in low productivity industries and their penalisation in the access to qualified occupations. The analysis is based on the labour force survey and highlights that the great majority immigrants who entered Italy in the last few years are quite poorly penalised in comparison with Italians as regards the risk of unemployment, but, in contrast, they are highly penalised regarding the socio-professional status of jobs. Differently from what occurred to the old European immigration, the segregation of immigrant workers in the lowest ranks of the occupational ladder is not at all due to their poor education. On the contrary, their penalisation in comparison with Italians grows wider if we take into account the educational attainment.

The segregation of immigrants in low labour productivity sectors and in manual jobs as well as their relatively low probability of being unemployed don't depend on their personal characteristics but rely on the mismatch between labour demand and native labour supply and the sharp labour market segmentation by age, gender, region and educational attainment, grounded on the family support for long-term job-seekers.

### **Gähler/Garriga**

*The Changing Impact of Divorce – Parental Divorce and Adult Psychological Well-Being in Sweden 1968-2000.*

Saturday 9:30 – 10:00, Saal

A large number of studies have shown that parental divorce affects children's living conditions on a number of dimensions. Less is known, however, on whether the magnitude of the impact has changed over time. This is mainly due to a lack of data, i.e. repeated cross-sectional or longitudinal data. Meta-studies analysing research conducted across several decades conclude that the impact of parental divorce generally declined between the 1950s and the 1980s and increased again in the 1990s. A problem with meta-studies, though, is the lack of comparability between included studies. In this paper we use data from the five waves of the Swedish Level of Living Survey, conducted in 1968, 1974, 1981, 1991 and 2000, to ana-

lyze the impact of parental divorce on the psychological adjustment of adult children of divorce. Preliminary results show that the magnitude of the impact has decreased over time, i.e. later cohorts are not as severely affected by their parents' divorce as earlier cohorts were.

### **Goedeme**

*Multidimensional Poverty and the Elderly in Eastern Europe. Individual and Institutional Determinants.*

Saturday 14:30 – 15:00, A 300

Since the end of the communist era, the new Eastern European EU member states developed a varying range of social policy measures in order to face the social consequences of the transition towards a free market economy, especially in the area of pensions. Contrary to most Western European member countries, (relative) poverty rates of the elderly are lower than the national average in many Eastern EU member countries. Nonetheless the performance of Eastern member countries in obtaining low poverty risks varies greatly among countries. Therefore, the focal point of this research lies in unraveling how the new member states manage to reduce the poverty risk of the elderly. More in specific we estimate the effect of a range of institutional policy measures on the poverty risk of the elderly (65+) using EU-SILC (2005). In this study poverty is operationalized as a multidimensional concept including a wide range of deprivation indicators grouped into three poverty domains: housing deprivation, financial stress and lack of means. For the clustering of our deprivation indicators we use the technique of latent class analysis. Our institutional variables refer to two important policy domains. First of all we include the influence of the pension system measured by the pension replacement rate and absolute level of the minimum pension. Second, as Castles (1998) points out, also the housing policies determine the poverty risk of the elderly. Therefore our institutional variables also concern the percentage of owners and the percentage of elderly in social housing. A final macro-indicator is GDP per capita. The effects of these variables are controlled for population composition by including individual variables in our models.

CASTLES, F. G. (1998), The really big trade-off: home ownership and the welfare state in the New World and the Old. *Acta Politica*, 33, 5-19

### **Goldthorpe/Mills**

*Trends in Intergenerational Class Mobility in Modern Britain: Evidence from National Surveys, 1972-2005.*

Friday 16:00 – 16:30, A 300

Most recent analyses of trends in intergenerational social mobility in Britain have drawn on data from the two main British cohort studies, the National Child Development Study and the British Cohort Study. However, these data have evident limitations as a basis for population estimates. They refer to two birth cohorts of children only twelve years apart (i.e. born in 1958 and 1970), and cross-cohort comparisons can, so far, be made only in regard to the mobility experience of respondents up to their early 30s. In this paper we seek to exploit data from the EU-SILC module, contained within the 2005 General Household Survey, in order to extend up to this year earlier analyses of intergenerational class mobility that we have undertaken using nationally representative sample surveys. Problems arise in that no consistent class codings can be established as between the EU-SILC data and those of these earlier surveys. We use the first round of the British Household Panel Survey of 1991 as the means of establishing a 'splice'.

**Gonzalez/Naldini**

*The golden age of gender equality? A cross-national analysis on couples' allocation of homework in Post-industrial societies.*

Friday 16:30 – 17:00, Württemberg

Women in Western nations have notably achieved higher educational and occupational positions. The most outstanding socio-demographic issue, however, is not so much related to the new role of women but men's reluctance to change. Women have progressively increased the amount of hours devoted to paid employment, but this process has seldom been translated in a more equal gender division of labour. Different explanations are provided to this resistance to change: the persistence of traditional values, women's relative economic disadvantage, women's need to demonstrate her "motherhood skills" while being in full time paid-work, socialisation-gender roles attitudes, lack of state support to dual-career couples or lagged men's adaptation to women's changes.

This paper uses a multi-level approach which places special emphasis on the institutional context (i.e. women's options to exit relationships and women's empowerment) in contrast to gender preference theory. We analyse men's participation in domestic activities across EU countries, controlling for relevant institutional and composition effects, such as education or marital instability at the country level, and including both data on values and material constraints. In line with some pioneering research within this perspective, we advocate for embedding the analysis of the gendered division of domestic work in the cultural, demographic and economic context. We test three main hypotheses:

- 1) In countries with a low degree of marital instability and consensual unions (proxies for "women's options to exit relationships") men will have less incentives to renegotiate traditional 'gender roles';
- 2) The national index of female empowerment is a better predictor for men's participation in domestic work than "national gender cultures";
- 3) Couples' characteristics (e.g. earnings, working-time) are a better predictor for men's domestic work than preferences.

The study is mainly based on The European Social Survey (2004) which provides information for 15 countries and applies a multi-level analysis to predict men's participation in domestic work according to individual, couple and country characteristics.

**Halldén/Zhou**

*The Changing Quality of Part-time Work - A Cross-Country Comparison.*

Saturday 11:00 – 11:30, A 310

The main objective of this paper is to examine whether differences in institutional context within which part-time work developed led to significant differences in the quality of part-time work. The focus is on countries that provide relatively strong institutional contrasts – such as the Scandinavian countries on the one hand, which have been characterized as having inclusive employment systems, and Britain, on the other, which is often taken as the exemplar of a liberal or deregulated employment system. The nature of change in the quality of part-time work between the early 1990s and the mid 2000s within these countries is studied. While at the beginning of the period, the characteristics of part-time work were determined primarily by national institutional systems, by the end of the period they are likely to have been increasingly affected by European regulations. Other factors that might have acted as a driving force to changes in the quality of part-time work over time could for example be increased levels of education and a potential rise in employers' demand for flexible labour. These questions are examined using the Swedish Level of Living Survey (LNU) and the Swedish Living Condition Survey (ULF), respectively the British Skill Survey and the Employment in Britain Survey (EIB).

## **Hällsten**

### *Horizontal Segregation by Social Origin in Swedish Tertiary Education.*

Saturday 9:30 – 10:00, A 300

It is a well established fact that social origin affects the level of schooling individuals attain. Recently, scholars of social inequality have directed attention to social origin effects on the orientation of educational attainment. In the light of the great expansion of educational systems in the last decades in many European countries, horizontal educational choices have potentially become more important for class reproduction. It has been observed that different fields of study generate diverse outcomes within each level of education.

Some researchers have proposed that when attendance at a given level of schooling reaches saturation, privileged groups look for qualitative differences within each level to secure advantage. There is some evidence that children of manual workers enrol in the less prestigious and less selective institutions. Hence, educational expansion as a means of reducing social inequality has been questioned. Uncovering the rationale of horizontal educational choices is thus highly relevant for the sociology of inequality.

This paper aims at analysing whether tertiary education choice behaviour will accentuate class reproduction. Specifically, I will test three hypotheses on social origin differences in educational decision making, namely (1) that high origin individuals strive for more prestigious degrees, whereas low origin individuals unfamiliar with education pile up in the low end of the prestige scale; (2) that the advantage of high origin individuals is due to differences in the trade-off between risks and rewards, i.e., that low origin individuals behave risk-aversely and make safer choices at the cost of lower pay-offs; and (3) that individuals choose an education that matches either of their parents' educational credentials (for instance, due to parental role models and/or inherited comparative advantage).

Apart from providing free tertiary education and having an educational system virtually without dead ends, Sweden is an interesting sociological experiment site because of an unusual richness of population level register data. Virtually all university applications are handled by a government authority and stored in a register. The register facilitates an analysis of authentically stated preference embedded in social practice (contrary to realised choices, i.e., life-course events, which is to a larger extent dependent on influence beyond an individual's control). Since the register contains almost all programmes offered, the researcher has a very good view on the decision process.

The central idea of the paper is to estimate a decision equation, where the risk and reward characteristics of each programme influence the utility gained from choosing that programme. Contrary to many previous studies, educational programmes are not merged into broader fields of study, which will potentially put new light on social origin differences. Each programme will be linked with the labour market conditions for those who have previously graduated from the programme. Building on this, expected risk and reward characteristics are constructed as simple aggregate measures from population level registers using indicators such as high/low wage, skilled/unskilled occupation and unemployment.

The decision equation is estimated by means of a rank order logistic regression model of the ranking and inclusion of alternatives in the choice set, with risk and reward characteristics and their interaction with social origin and GPA as independent variables. The hypotheses are assessed by analyzing the first-time programme choice of graduates of the natural science track in upper-secondary school. Regardless of social origin, individuals attending the natural science track are positively selected on ability and aspiration, and focusing on this group minimizes unobserved differences and thus provides a conservative test of the hypotheses. The choice is occurring late in the educational career, and one could expect this to minimise social differences in decision making.

The estimated decision equation shows that individuals from high social origin do strive for higher rewards. However, this is not due to a risk and rewards trade off. Hence, a difference

in risk aversion across classes is unlikely to explain the social differential in horizontal choices. This might in part be due to a negative correlation between risk and reward characteristics; programmes leading to great rewards also have lower risks. Individuals also choose education that resembles their parents' education, but this effect is very weak in relation to other factors.

In order to provide a more comprehensible picture of the horizontal choice effects, differences in the expected risk and reward programme characteristics across social origin are analysed within a traditional regression framework. Conditional on an extensive control variable set (gender, GPA, number of SATs taken, age and length of studies), I find that individuals from manual origins have 8 percent lower expected chances of obtaining a high wage and 4 percent higher expected risk of unemployment. All due to differences in decision making.

One conclusion is that tertiary level horizontal choices still are characterised by class inequality, even with a conservative test case.

### **Jacob/Hillmert**

*Selections and social selectivity on the academic track: A life-course analysis of educational attainment in Germany.*

Saturday 10:00 – 10:30, A 300

Academic training can be regarded as the key qualification in contemporary knowledge societies. Against this background, public debate has repeatedly highlighted two problems of the German system: first, a comparatively small proportion of the population attaining higher education and second, a relatively high degree of social selectivity in education, not least among university graduates where working class children are highly underrepresented. However, graduating from university is just the final step of an extended educational career, which in most cases lasts for up to 20 years. Sociological transition research has made it clear that final educational attainment must be understood as the result of the sequence of steps and successive educational decisions along the educational career. With regard to the graduation, for example, specific school qualifications are required for enrolling, and in Germany, the decision for upper secondary schooling is at a much earlier age. So where on the long way to the university degree does Germany 'lose' its potential academics and in particular its working-class children?

This paper gives a detailed account of life-course development of educational attainment by reconstructing the various steps of the collective educational history of a particular birth cohort. The paper takes account of both the country-specific institutional structures of the educational system and inter-individual variation (age variation, detours etc.) and combines both aspects in an analysis of the most relevant types of educational transitions associated with the 'academic track'. Altogether, the transitions aggregate to the final number of graduates as well as to the observed amount of inequality in educational attainment. As we are interested in both relative social differences in the process of educational attainment and reliable estimates of absolute quantities, our analyses base upon register and census data from official statistics. These are complemented by survey data where necessary to estimate (relative) transition probabilities.

The paper confirms the usefulness of transition research for the understanding of educational attainment and its superiority over an analysis which focuses purely on stock figures of educational attainment. However, it also shows that conventional ways of doing transition research are often too simple as they assume an ideal-typical sequence (and timing) of transitions and phases of education, and educational careers in reality often deviate from this. In contrast to this, the empirical analyses of this paper show the relevance of 'atypical' transitions, in particular: delayed transitions, drop-out, and re-entry. The number of young people (including working-class children) who try to join the 'academic track' at least once during their educational career is much higher than the number of those who in the end graduate

successfully. Accounting for these additional events helps to understand the quantitative and qualitative selectivity of the German educational system.

**Kahancova/Visser/Kaminska**

*Emigration and labor shortages: an opportunity for Trade Unions in New Member States?*

Friday 16:30 – 17:00, A 310

In this paper we explore whether strong post EU enlargements emigration flows from New Member States (NMS) to Old Member States have had impact on the position of Trade Unions (TU) in the former group of countries. The position of TU has been weakening worldwide over last decades, and this is particularly visible in post-communist countries in Central and Eastern Europe where the issue is set against a broader picture of de-legitimization of civil society institutions and possibly negative effects on social cohesion. However, as the 2004 and 2007 EU enlargements have been followed by strong emigration from NMS to EU-15, the resulting workforce shortages in some sectors of NMS economies could offer ground for TU in these countries to mobilize and to regain legitimation. We test this hypothesis by examining the NMS TU capacity to influence wage levels and social and employment provisions in the healthcare sector which is the most affected by workforce shortages, the public education sector serving as a control group. We will look at the two sectors in selected countries over the post-communist transition period, and analyze the increase rates of gross wages, as well as at the strike rates, negotiations, and other TU actions.

**Kesler**

*Immigration and occupational segregation in Germany, Sweden, and the UK: the role of labour market institutions and the public sector.*

Saturday 9:30 – 10:00, Württemberg

This paper explores how immigration figures in processes of occupational segregation in three countries: Germany, Sweden, and the UK. Using occupations as the unit of analysis and focussing on changes in occupational composition by nativity and gender over time, the paper provides evidence related to two sets of questions. First, is it possible to detect a threshold at which occupations are identified as ‘immigrant’, above which the rate of change in immigrant/native-born composition rises substantially? And if so, how does this ‘tipping’ process (similar to the ‘tipping’ that has been identified in studies of residential segregation) vary across national contexts? In particular, the paper examines whether the empirical evidence is consistent with the hypothesis that weak labour market institutions allow high levels of wage competition between immigrant and native-born workers and exacerbate ‘tipping’. Second, how does the public sector share of an occupation affect change in the composition of occupational incumbents over time? Given marked cross-national differences in the size and occupational composition of the public sector, as well as divergent laws on access to public sector jobs, we would expect substantial variation in the public sector’s effect on occupational segregation. The analysis uses data from the European Labour Force Surveys from the mid-1990s to the present, supplemented as relevant by the country-specific data sources (British Labour Force Survey, German Mikrozensus, and Swedish Arbetskraftsundersökningarna). As sample sizes permit, analyses focus on specific immigrant minority groups within each country, in addition to immigrant workers as a whole. Methodologically, the analysis is modelled closely on Charles’ (2000) case study of occupational segregation in Switzerland.

Charles, Maria (2000). ‘Divisions of Labour: Social Groups and Occupational Allocation’. *European Sociological Review* 16(1): 27-42.

### **Kroneberg**

*Ethnic Communities and School Performance among the New Second Generation. Testing the Theory of Segmented Assimilation.*

Saturday 11:00 – 11:30, Württemberg

The Theory of Segmented Assimilation has become a popular framework for explaining the adaptation of the children of the post-1969 wave of immigration to the United States. These are assumed to experience divergent outcomes depending on the way they are received by US society, their access to social capital through ethnic communities and the exposure to the oppositional cultures of marginalized domestic minorities. The article critically reviews those arguments and provides a test in the area of school performance. Based on data from the regional Children of Immigrants Longitudinal Study, my analyses show that indicators of community-based social capital can indeed account for a considerable extent of inter-ethnic differences in school performance. However, my results challenge the notions that ethnic communities are generally supportive of the school performance of the second generation, while contact with the oppositional cultures of domestic minorities is the main cause of lower-than-average achievement. Instead, they support a conditional view of ethnic communities. According to this view, the extent to which immigrant families' insertion into ethnic communities can support the school performance of their children depends on the communities' socio-economic profile and general commitment to education.

### **Lapuerta/Baizan/Gonzalez**

*Who Benefits from Parental Leaves in Spain? A Life Course Analysis of the Baby-boom Cohort.*

Saturday 11:30 – 12:00, Saal

This paper analyses the socio-demographic profile of individuals born in the mid-1960s who ever used a parental leave in Spain. There are several theoretical reasons for choosing the baby-boom cohort: they have almost reached the end of the reproductive cycle, they are the first cohort experiencing a substantial increase in educational attainment and employment experience, and they are therefore the first cohort facing the strong conflicts to balance employment and family life. In this context, we study the extent to which these individuals have used this specific family package, time off to looking after children, to accommodate paid work and family responsibilities over their life course. The economic theory sustains individuals with lower opportunity costs will be more prone to taking up a parental leave (Wen-Jui & Waldfogel 2003). Other theoretical strands analyse couples characteristics to explain women's and men's chances of ever taking up a parental leave (Brandth & Kvande 2001 and 2002, Bulanda 2004, Bygren & Duvander 2005, Sundström & Duvander 2002). The individual dilemma for using a parental leave is particularly acute in Spain where this is a family unpaid benefit (mother and father are equally entitled) and, therefore, individuals have to rely on other resources to make ends meet. The leave has a maximum duration of three years, and only since the 1999 legislative reform workers are entitled to social security rights during the first year on parental leave.

Research goal:

The aim of this paper is to analyse simultaneously both the chances that a mother or a father use a parental leave, and the duration of this leave according to different socio-demographic characteristics such as occupation, educational attainment, job contract, family structure and birth order.

Main hypothesis:

We theorise that the mechanisms prompting mothers and fathers take up a parental leave are very different according to the individual characteristics. Thus, women in low occupational status and reduced working hours, civil servants and women with long and consolidated position in the labour market will be more likely to temporarily withdraw from paid work. These

groups are at different extremes in the occupational structure. Men, instead, only in case of having high occupation status or educational attainment will be more prone to take up a leave as they are more prepared to transgress traditional gender roles within the Spanish societal context.

Data:

The research is based on a unique register data consisting of sample from the Workers' Social Security (Muestra Continua de Vidas Laborales; MCVL) which was available since the mid-2000s in Spain. For the first time, we can retrospectively reconstruct individual employment histories and analyse career breaks related to different sphere of the family policies such as the parental leave. We use multivariate regression techniques. The data have, however, some drawbacks such as the fact that we cannot trace the partners' characteristics (this is an individual register data) or major changes in family structure over the life course. The household composition is obtained by the merging of social security and municipality files, although this is only available for the last observed year.

Methodology:

We first investigate the decision to take a parental leave with a probit model, in which we include several independent variables such as occupation, hours worked, public/private sector, period (year), etc. Separate models are applied to men and women and by birth order. Second, the duration of the leave period is modelled with a Tobit model, since parental leave regulations impose a minimum (i.e. the maternity leave period) and a maximum (36 months) in the range of durations parents can choose. This Tobit model is estimated simultaneously with the decision to take a parental leave, as the duration of leave is only observed for those individuals who take a parental leave. This specification allows testing the possible correlation between the two outcomes. The model estimation is performed with the software AML (Lillard and Panis, 2000).

### **Lefranc**

*The Link between Inequality of Opportunity for Income Acquisition and Income Inequality: the French example, 1977-1993.*

Friday 18:00 – 18:30, A 300

We analyze equality of opportunity for earnings acquisition in France between 1973 and 1993 conditional on the father earnings in the earnings distribution using two waves of the French data set FQP. First, using stochastic dominance tools, we find that inequality of opportunity has remained stable when conditioning on the earnings level of the father, while it has diminished when conditioning on his rank in the earnings distribution. The former result is explained by the stable intergenerational earnings elasticity. The latter by the decreasing wage inequality in the previous generation. Then, we decompose the evolution of inequality of opportunity using the mean logarithmic deviation and the results of regressions of descendants' earnings on their parents earnings. It is shown that the main reason beneath the reduction of inequality of opportunity lies in the decrease of earnings inequality taking place in the eighties.

### **Lemel/Coulangeon**

*The stratification of life styles. Elitism, eclecticism or omnivorousness?*

Saturday 15:00 – 15:30, A 300

The sociology of lifestyles is dominated by Bourdieu's view on consumption and lifestyles. People's tastes are seen as channeled by their position within the class structure (Bourdieu, 1979). Structural homology and habitus are the key concepts. The Distinction model establishes a systematic correspondence between the space of practices and consumptions on the one hand and the space of social positions on the other. This theoretical construct has inspired much criticism. Some postmodernist or radically individualistic arguments deny the

social dimension of taste and lifestyles. The “omnivore/univore” hypothesis, which was originally proposed by Di Maggio (1987) and systematized in a seminal article by Peterson and Simkus (1992) on the musical tastes of contemporary Americans, supports the idea that the main social distinction today is a matter of cultural diversity rather than one of highbrow or lowbrow taste. The paper will deal the structural homology aspect of Bourdieu’s thesis. To what extent is it effectively possible to draw a correspondence between a space of positions and a space of lifestyles? Is the highbrow/lowbrow dimension the main principle organizing the life-styles? What kind of positions could be associated to these life-styles? Answering these questions will imply an operational definition of the two spaces and a statistical assessment of the correspondence between them. This work will be carried out from the survey entitled Permanent Survey on Living Conditions (EPVC) and conducted during 2003 about cultural and sport activities in France.

### **Mischke**

*Family policy institutions and reconciliation of work and family in Europe.*

Friday 18:00 – 18:30, Württemberg

In the face of globalisation processes and demographic change, family policy has become a major issue on the political agenda of both the European member states and the European Union itself. Given high levels of women’s education and increasing female employment rates on the one hand and low fertility rates on the other, questions of reconciliation of work and family life became important.

Through family policy welfare states provide the framework in which families arrange their family and working life. According to Korpi’s family typology model, welfare states can be distinguished along the question whether the state supports a dual earner family model, encouraging women’s labour force participation or rather the nuclear family, presuming a traditional gendered division of labour.

Based on this theoretical background data from the 2004 ESS module “family, work and well-being” is analyzed for the 15 “old” member states of the European Union. Primary results are presented concerning work- and care arrangements of parents with (small) children and perceived consequences of part-time work and/or parental leave for their occupational career. The effects of individual characteristics such education, family status and the number and age of children living in the household on the chosen arrangement are investigated. Results are then related to specific national family policy measures in order to shed light on the question how institutions structure individuals’ choices (and thus live chances) in a certain national context.

The paper concludes with theoretical and methodological considerations for further research.

### **Nazio/Saraceno**

*Does cohabitation provide weaker intergenerational bonds than marriage? A comparison between Italy and the United Kingdom.*

Saturday 9:00 – 9:30, Saal

In this paper we explore whether the increasing emergence of cohabitation instead of or before marriage weakens family ties and intergenerational solidarity as suggested by previous research, based however, on a not clear distinction between different forms of cohabitation. We study the extent to which the partnership form entered by adult children (cohabitation vs. legal marriage) affects the frequency of contacts and visits between them and their parents. With empirical evidence from the Multiscopo survey (2003) for Italy and the British Household Panel Study (2001), we test the hypothesis that marriage might provide a more favourable locus for solidarity, exchange and emotional support between generations than cohabitation, as suggested by the, not well developed, literature. According to this literature, explanation of this phenomenon may be of two kinds: a) cohabitation goes along with a higher de-

gree of individualisation, therefore of weakening of traditional family obligations; b) cohabitations are more vulnerable to breaking up, a phenomenon that also in marriage tends to weaken at least partly (along the gather-child line) intergenerational contacts and solidarity. A third explanation rather points to the fact that cohabitations are internally heterogeneous and involve a large quota of young cohabitants, that is of individuals and couples in a specific phase of establishing themselves as individual adults. This in turn explains both the higher vulnerability of cohabitations to break ups and the lower degree of involvement with family and kin. If long-term cohabitations were compared with marriages, and the age of partners controlled for in both situations, results might differ. We will test these hypotheses in two countries – the UK and Italy – in which cohabitations are differently developed. We will use multilevel analysis in acknowledgment to the nested nature of family ties.

### **Noelke**

*Structural Change and Youth Unemployment.*

Friday 17:00 – 17:30, A 310

Past research suggests that technological change, educational expansion and globalization have contributed to the rise of labour market inequalities between (and within) skill groups. This study seeks to assess their impact on youth unemployment risks using country-level panel data derived from the European Union Labour Force Survey as well as national labour force surveys for 23 European countries for the period from 1992 to 2005. Preliminary results indicate that, over the period of observation, the unemployment risk of the least skilled (ISCED 0-2 graduates) relative to tertiary graduates has risen particularly in Austria, the Czech Republic, Germany, Italy, the Netherlands, Norway and Slovakia. Multivariate analyses using first-difference estimators indicate that cyclical changes in labour demand as well as educational expansion explain part of the observed changes in relative unemployment risks. Their impact is mediated by employment protection legislation (EPL): A decline in aggregate labour demand increases the unemployment risk of least skilled relative to tertiary educated if EPL is rigid. Furthermore, educational expansion diminishes the relative unemployment risk of least skilled relative to tertiary graduates, but only if EPL is flexible.

### **Ortiz**

*Over-education and temporary employment: Longitudinal analysis of a trade-off between human capital investment and job security.*

Saturday 14:00 – 14:30, A 310

The demand of qualifications generated by post-industrial societies and the technological and organisational developments our societies have recently gone through explain the recent educational expansion experienced by many OECD countries. Such an increase in human capital, though, may have also generated a parallel process of credentials inflation. The current research is part of a longer study on the role of institutions and labour market structure on the generation of over-education. The standardisation and stratification of the system of education have often been blamed for job mismatch; labour market regulation and structure has not received so much attention. Yet, recent research has provided evidence of a paradoxical association between temporary employment and over-education. Resorting to the Spanish, Italian and French samples of the European Community Household Panel, preliminary evidence supports the idea that permanent workers are more likely than temporary ones to be over-educated if temporary employment is outstanding and the labour market is clearly segmented, as it is the case of Spain. Notwithstanding the common character of the system of education in these three countries, the particular structure of the Spanish labour market would explain why some individuals trade their human capital investment by job security. This results quite paradoxically in a higher likelihood of being over-educated among permanent workers than among temporary ones, relative to what happens in France or Italy (Ortiz,

2007). Yet, the research carried out so far has not exploited the possibility the ECHP offers to study the importance of over-education in a dynamic perspective: how long does it take to over-come over-education?; are Spanish workers who are over-educated but hold a permanent contract more likely to preserve this situation, given the importance of job security in this country?; or are they able to jump into a permanent contract properly matching their previous education?. The current research will explore these issues by analysing the likelihood of being over-educated in previous waves of the ECHP, contingent on being over-educated in the current one.

### **Ozcan/Esping-Andersen**

*Female Employment Change and Household Income Distributions.*

Friday 16:00 – 16:30, Württemberg

The aim of this paper is to investigate the impact of women's employment on the household income distributions in EU countries and the US. As a first step we display the trends in women's earnings and employment patterns by the distribution of husbands' earnings. One key issue here is to address the underlying selection with regard to couple formation and dissolution. Thus, we also explore the distribution of union formation and dissolution across income quartiles over time. Consequently, we intend to estimate the income distributive effect of single/lone mother households. We then, run a number of simulations to isolate the effect of a change in the labour supply of women on the household income distribution while taking into account the mentioned non-random nature of the changes in the household structure.

### **Pochic**

*Women's careers under restructuring: a cross-national comparison France / UK / Hungary.*

Saturday 12:00 – 12:30, A 310

It is not always easy for sociologists to study corporate restructuring processes, even if mergers and acquisitions are frequent and have numerous impact on working conditions and employment relations, particularly negative for women. Thanks to a survey on a major French utility company, we made life-stories interviews with more than 20 managers and professionals in two of its subsidiaries (UK and Hungary) and 70 in the parent company, allowing us to have the story from both side. Each country doesn't have the same degree of flexibility and the same trend of women's employment, and we will study the evolution of the labour market, particularly for the qualified workers, in each country with the LFS 1995-2005. The classic difficulties women encounter in the course of their occupational career, linked to organisational aspects, as informal norms related to management positions (time and geographical mobility constraints) and cooptation and network processes are reinforced when flexibility grows. In the countries with low public support for work/life balance (UK and Hungary), reconciling career and family becomes really tricky when the firm is put under the pressure of a new shareholder and sometimes relocated. Cost-cutting plans have very negative effects on low-qualified women but also increases competition within the managerial staff as opportunity for local promotion diminishes, and international mobility is rare and risky. However, restructuring processes can also create new career routes for young professionals, with specific skills on the service sector (finance, law, HR) who can be used as modernisation/rationalisation tools by the parent company, and a few high-qualified women can benefit from this movement.

### **Poggio**

*The intergenerational transmission of home ownership and the reproduction of the familialistic welfare regime.*

Saturday 12:30 – 13:00, A 300

In comparative welfare research, the concept of familialistic welfare regime denotes the major role performed by the extended family in welfare provision and in redistribution across generations within Southern European countries.

Housing is not a widely studied topic in this area of study. However, comparative research has highlighted that the extended family also plays a major role in providing housing support and, specifically, in sustaining entry into owner occupation.

Is it possible to trace connections between these two roles of the family in the Mediterranean countries?

The overall argument developed in the paper is that the intergenerational transmission of home ownership in Southern Europe is of pivotal importance in the reproduction of a welfare system centered on the family as a major agent in the allocation of economic resources and in care provision. Proximity between different generations is the link between the transmission of housing tenure and reproduction of the familialistic welfare system. On the one hand, the intergenerational production of home ownership is itself embedded in a family-based welfare system. In principle, the family provides support for home ownership regardless of the child's location. In practice, forms of family support, at least in-kind, for housing – a dwelling as a gift or a bequest, or allocated for free – tend to be connected to the proximity between the two generations. The nearer to their parents that the descendants decide to settle, the more the former may help the latter in accessing home ownership through various in-kind resources.

On the other hand, proximity is also a reliable foundation for further mutual support between the two generations, taking the form, for example, of parents looking after their grandchildren or – vice versa – the middle aged couple taking care of a frail parent. Obviously, mutual support does not necessarily entail proximity, but the nearer to each other that parents and children live, the more frequent their personal interaction can be, and the easier it is for them to provide each other with care.

From this point of view, the inter-vivos transfers associated with the intergenerational production of home ownership seem to be the basis for a private, and to a certain extent pre-industrial, generational contract between care and – anticipated – inheritance.

The paper discusses this argument. Evidence for the relevance of the intergenerational transmission of home ownership in Southern Europe is provided at a macro level. Furthermore, using Italy as an exemplary case of a familialistic welfare regime, the relationships among family housing support to new couples, proximity between generations, and care to the elderly are investigated at a micro level.

### **Saar/Roosmaa**

*Inequality in Non-Formal Education Participation: Different Patterns in Old and New European Union Member States.*

Friday 16:30 – 17:00, Saal

Research questions: How does the structure of the educational system and its interaction with the labour market affect adult non-formal education participation gaps? Which mechanisms explain inequality in training opportunities between high-skilled and low-skilled adults? How do new and old European Union member states differ in the way institutional systems shape the opportunities non-formal education/training participation? The main aim of the paper is to reveal how country-specific institutional “packages” have different impact on adult non-formal education participation inequality and how this impact is different in old versus new EU member states.

New EU member states are yet again following new (EU) rules and the adjustment of institutions is still an ongoing process. Thus, it is expected that due to the impact of the EU, the importance of labour market institutions in new member states is increasing and labour market is becoming less flexible. It is difficult to predict how this factor might influence the linkage between the educational system and the labour market, and hence participation in non-formal education. However, we expect new member states to diverge from patterns of links between the educational system and participation in non-formal education predicted by the theories and characteristics of the old EU member states. One likely explanation for this divergence is that in new member states it's the role of the state rather than employer that determines participation in further education. Therefore the impact of the welfare state (e.g. public expenditure on training of unemployed and on active and passive labour market policies) should also be taken into account.

Based on a lifelong learning ad hoc module in the EU Labour Force Survey 2003, aggregated data about participation in non-formal learning in different European Union countries will be used. Also several other datasets will be employed to characterise educational systems in European Union countries.

### **Salazar**

*The Distributional Consequences of Women's Educational Expansion in Italy and Spain.*

Saturday 14:00 – 14:30, A 300

This paper explores women's educational expansion over time, its implications in terms of higher rates of participation in the labour market, increased contributions to total household income, non-marriage, and educational assortative mating, and assesses their distributional consequences. If (a) women belonging to households at the top of the income distribution tended to have a higher propensity to work than women at the bottom, (b) the correlation between spouses' earnings had become stronger as a consequence of increased educational homogamy at the highest levels, and (c) increased heterogeneity in household types (in terms of number of adults and number of earners) entailed higher income differences, then the distribution of household income should have become more unequal over time.

Using several decompositions of synthetic inequality measures and counterfactual analyses, the aim of the paper is to quantify the impact of increased education that takes place via each of the proposed processes on changes in income inequality between households. The type of decomposition that is carried out allows to distinguish the effects of changes in the marginal distributions of the variables (particularly women's and men's education and employment) from those that are due to changes in the associations between them. In the paper, results for two countries with relatively similar features as regards family formation and female participation patterns are presented, Italy and Spain. Data from the Luxembourg Income Study (LIS) harmonised datasets (several years) covering the eighties and nineties are used.

### **Salverda**

*Economy, policies, institutions and low-wage employment: an international comparison.*

Friday 16:00 – 16:30, A 310

On the basis of an extensive comparison between Denmark, France, Germany, Netherlands, UK and US, the ease with which, first, (European) economies are often blamed for a lack of low-wage jobs and, second, (labour-market) institutions are held responsible for this lack, is questioned.

The first main vector for the questioning is a more precise international comparison of levels and developments, showing long-run stable high and low levels for the US and Denmark respectively, upward moves for Germany and the Netherlands and downward ones for the UK and France all concentrated in the 1990s. The second vector is a comparative consideration of the economics of low pay, working through the structure of production on the one

hand and the level and structure of product demand on the other hand.

It is concluded that institutions should not be taken at face value and that more attention should be paid to the economics of low pay.

### **Schindler/Reimer**

*Primary and Secondary Effects in Class Differentials: The Transition to Tertiary Education in Germany.*

Friday 17:30 – 18:00, Saal

In this article we investigate social inequality at the transition to tertiary education in Germany by drawing on Boudon's well-known distinction between primary and secondary effects of social class origin. Primary effects describe class differentials that are related to academic performance, secondary effects comprise class differentials in educational choices, given the same performance levels. In order to generate estimates on the relative importance of primary and secondary effects in the creation of class differentials in tertiary choices and their development over time, we apply a procedure which has recently been developed by Jackson et al. (2007). For our analyses we rely on a series of datasets from the German Higher Education Information Systems Institute (HIS) on students who have gained eligibility for tertiary education in 1983, 1990, 1994 and 1999. Our results show that class differentials in the transition to higher education in Germany are mainly due to secondary effects. While the relative importance of primary vs. secondary effects does not change over time, overall class effects seem to be generally more pronounced for women. In the second part of the analyses we relate the secondary effects to explanatory factors, such as motivational differences or cost-benefit expectations in order to gain more insight into the underlying mechanisms.

#### Reference:

Jackson, M., Erikson, R., Goldthorpe, J. H. and Yaish, M. (2007) 'Primary and Secondary Effects in Class Differentials in Educational Attainment: The Transition to A-Level Courses in England and Wales', *Acta Sociologica* 50(3): 211-229.

### **Schneider**

*The International Standard Classification of Education (ISCED-97): An Evaluation of Content and Criterion Validity in 15 European Countries.*

Friday 16:00 – 16:30, Saal

This talk will present the results of more than two years of collaboration in the EDUC research team "Evaluation of the ISCED-97 for Comparative Research". The core outcome of the work performed so far is a book, to be published by MZES. In this book, country experts evaluate the application of the ISCED-97 to national educational qualifications in 15 European countries, and validate the distribution of educational attainment as measured by the ISCED-97 found in the EU-LFS with distributions they individually derive from national education variables in national (usually labour force) surveys. This presentation will summarise and synthesize the results from the country chapters and make some suggestions on how progress in measuring educational attainment for cross-national research could be made.

The core problems in the application of the ISCED-97 can be divided into three areas: 1) conceptual limitations of the ISCED-97 itself, 2) difficulties in the application of the ISCED to actual educational qualifications in specific countries, and 3) constricted implementation in cross-national surveys. With respect to the reproducibility of the ISCED distributions found in the EU-LFS by recoding 'indigenous' education variables in national data sets, the results are positive overall, but with some exceptions.

The suggestions for improving the measurement of educational attainment in cross-national surveys involve 1) the refinement of the ISCED-97 in a future revision, 2) the enhancement

of nationally specific measures of educational attainment, and 3) the amelioration of coding procedures in cross-national surveys.

The authors of the country chapters are Dobrinka Kostova (Bulgaria), Jana Strakova (Czech Republic), Ellu Saar (Estonia), Elina Kilpi (Finland), Annick Kieffer (France), Silke Schneider (Germany and UK), Erzsébet Bukodi, Péter Róbert and Szilvia Altorjai (Hungary), Emer Smyth (Ireland), Carlo Barone and Antonio Schizzerotto (Italy), Ruud Luijkx and Manon de Heus (Netherlands), Bogdan Mach and Maciej Kryszczuk (Poland), Angela Ivancic (Slovenia), Luis Ortiz (Spain) and Karin Halldén (Sweden).

### **Schroeder/Brüderl**

*An analysis of the effect of women's employment on first births in Germany.*

Saturday 12:00 – 12:30, Saal

The paper investigates whether female employment shows a causal effect on the transition to motherhood. Using data from the German Family Survey 2000 we find that employed women have a lower transition rate to the first child. However, according to certain theoretical considerations it seems debatable, whether this effect is causal. There are plausible arguments that this effect is due to self-selection, i.e. women with low family orientation self-select into employment. To check this, we develop two indirect testing strategies. Results show that (at least part of) the effect of employment on fertility is not causal.

### **Sjöberg**

*Corporate Governance and Earnings Inequality in the OECD Countries.*

Friday 18:00 – 18:30, A 310

The purpose of this paper is to analyze the role of corporate governance in explaining cross-national differences and trends in earnings inequality in a sample of OECD countries between 1979 and 2000. The basic argument is that corporate governance fundamentally is about in whose interest corporations are run and, as a consequence, will have important consequences for how the returns from production are distributed among the parties with a stake in the corporation, such as shareholders and labour interests. The article is divided into four parts. The first part summarizes the main cross-national differences and trends in wage inequality in the OECD countries, as well as gives a brief account of the main theoretical approaches for explaining these differences and trends. The second part outlines an institutional approach to corporate governance and its cross-national variation, whereas the third section of the article formulates the causal mechanisms whereby corporate governance may influence earnings inequality. Basically, it is argued that emphasis upon shareholder value, which involve frequent corporate restructuring including hostile takeovers and downsizing, active and liquid capital markets and dispersed ownership, will have important consequences for earnings inequality. In the last section of the article, the empirical relevance of institutions relating to corporate governance for explaining cross-national differences and trends in earnings inequality (as measured by the p90/p10 ratio) is assessed. It is shown that the role of the stock market in channelling capital to corporations, the extent of mergers and acquisitions, ownership dispersion and the importance of bank-based financing and the protection of minority shareholders are all significantly related to cross-national differences and trends in earnings inequality. The conclusion is that corporate governance institutions and the managerial practices implied by these institutions can contribute significantly to our understanding of fundamental stratification processes.

### **Solera**

*Combining marriage and children with paid work: changes across cohorts in Italy and Great Britain.*

Friday 17:00 – 17:30, Württemberg

It is a well-established fact that over the last fifty years in all advanced countries women have increasingly entered the labour market and remained in it throughout the period of family formation. Yet, most research on women's employment changes has been based on cross-sectional or time-series data. When longitudinal data have been used, the attention has typically gone to single cohorts, or, in case of comparison across cohorts, to single countries or to specific crucial phases in female life courses, namely on transitions around the birth of first child. By contrast, this paper compares two countries, Italy and Great Britain, and, by drawing on the BHPS and the ILFI up to 2005, it uses event history data and methods to explicitly analyse changes across four subsequent birth cohorts in the incidence and determinants of transitions between paid market work and unpaid family-care work. Moreover, it looks at a wide span of women's life courses (from the time they leave full-time education to their mid-thirties) in order to capture also exits and re-entries occurring at later ages and to see how the effect of family responsibilities has changed across cohorts and, particularly, to what extent and for whom the timing of interruptions has been postponed from the period around marriage to the period around childbirth.

My findings show that both in Italy and Great Britain women from younger cohorts are more attached to the labour market, but that the type and causes of such increasing attachment differ importantly. In Great Britain women's employment has gradually expanded from exiting the labour market when marrying and re-entering at the end of childrearing, to exiting when having the first child and re-entering more often between births and more quickly after child-bearing. Moreover, the employment of married women and mothers has become more differentiated by education, social class and work experience. In Italy women's employment has grown but "compositionally". *Ceteris paribus*, in Italy the influence of education, marriage and children has remained fairly constant across cohorts. Women still appear polarised in a "opt-in opt-out" participation pattern: either women remain lifelong housewives, never entering paid work or interrupting it around marriage or childbirth without never re-entering, or they remain lifelong workers, although discontinuous careers have increased in the last decade.

### **Stocké**

*Educational Aspirations and Inequality in Educational Opportunity: The Difference between Realistic and Idealistic Aspirations.*

Friday 17:00 – 17:30, Saal

In the tradition of the Wisconsin-School, it has been argued that educational aspirations are of causal significance for explaining educational outcomes. Furthermore, effects of families' socioeconomic background are assumed to be explained by respective differences in the academic ambitions. In testing these assumptions, barely all studies failed to differentiate between two different aspiration concepts. Whereas realistic aspirations are merely forecasts about the likely educational career, taking all relevant and known factors influencing educational success into account, idealistic aspirations refer to (self-)obligations to reach certain educational credentials. Since only idealistic aspirations can be assumed to have motivational significance and both kinds of aspirations are likely to be associated, only the net-effect of idealistic aspirations, controlling for the realistic expectation, provides evidence for differences in ambitions to explain educational outcomes. Despite the Janus-faced nature of the aspiration concept, barely all available studies tested the effect of single aspiration measures on educational outcomes. Thus, it remained unclear to what degree the observed effects express motivational differences due to idealistic wishes or only the anticipation of opportuni-

ties and constraints. In the present article, we propose separate measures for both aspiration concepts and test for their net-effects on the decision between secondary school tracks in Germany. Firstly, we found realistic rather than idealistic aspirations much more affected by the students' achievement-test scores and their grade-point averages as well as the temporal development of these competency measures. This provides support for the assumed differences in the nature of the two aspiration measures. Secondly, realistic aspirations were substantially associated with educational decisions. This effect was substantially reduced when controlling for indicators for the children's academic competencies. Thirdly, although controlling for competency effects and realistic aspirations, the parents' idealistic wishes were found to have a substantial additional net-effect on the educational decisions. This confirms the assumed independent effect of aspirations. We provide numerical estimates for the extent to which competencies, realistic and in particular idealist aspirations explain the observed direct effects of the parental social class background.

### **Trumm/Kutsar/Kasearu**

*The determinants of perceived social exclusion among the youth of middle-sized towns in Estonia, Germany and United Kingdom.*

Friday 17:30 – 18:00, A 300

Tackling youth poverty and unemployment is one of the key challenges for reducing social exclusion and achieving better social cohesion in the European Union. Understanding the causes leading to the poverty and social exclusion of the youth is a strong precondition for elaborating and implementing successful policy. The prospects for the youth to find a job and possess adequate living standards still depend in a great deal on their family background. The authors of the paper are investigating the relationship between perceived social exclusion and parental family background. We argue that parental family culture and parents involvement and support in child's life is a critically important determinant of perceived social exclusion in adulthood. We propose that parents' socio-economic status, parental support and success or failure at school, contribute to young people's current inclusion or exclusion in society. Moreover, the influence of societal context is taken into consideration. The analysis showed that the main factors of perceived social exclusion are not the current characteristics of young adults, exception is unemployment. The study suggests that the perceived social exclusion is largely influenced by parents support and involvement in child's life during the school years. The article is based on the data from the survey conducted in the frames of the EU 6th Framework Programme project PROFIT (Policy Responses Overcoming Intergenerational Transmission of Inequalities) in 2006.

### **Tucci**

*Immigrants' descendants in France and Germany: processes of social distancing and modes of participating in the labour market.*

Friday 17:00 – 17:30, A 300

Despite some similarities in the social situations of the descendants of Turkish immigrants in Germany and those of North-African immigrants in France, the two groups are not subject to the same institutional, economic, or symbolic processes of social distancing. This study uses micro-data from France and Germany (SOEP and Enquête Histoire Familiale EHF) to show that these young people develop different modes of participating in the labour market. It stresses the influence of particular institutional and economic regulations and constraints on their modes of participation: First, the French and the German labour markets do not present the same opportunities and constraints to working class young people. Second, the "Other" is used differently in the French and German conceptions of integration, leading to different effects in institutional, political and symbolic terms. The results on educational achievement indicate that while young people of Turkish origin in Germany experience severe exclusion

at school, young people of North-African origin in France experience polarization between those who manage to reach higher education and those who don't. The result for the Turkish youth is a situation of relegation to specific positions in the labour market and of "quasi invisibility". In contrast, the better educational attainment of the descendants of North-African immigrants in France leads to their higher visibility at the different levels of the social hierarchy, making them more subject to discrimination as practice of social distancing. Paradoxically, however, their inclusion as French citizens does not lead to a better or more stable work situation. The adoption of the French universal principles among the youth of North-African origin and their belief in the Republican promise of equality leads precisely to their frustration. This experience presents a stark contrast to the early and ongoing experience of "Otherness" among the young people of Turkish origin in Germany. The societal consequences of these processes of social distancing thus differ markedly between both countries.

**Van de Werfhorst/Putman**

*The Effects of Individual and Labor Market Characteristics on Job Preferences.*

Saturday 9:30 – 10:00, A 310

This paper examines the extent to which employees vary in the preferences for extrinsic, intrinsic, and social aspects of a job, and whether this variation is systematically related to the institutional structure of the labor market. Furthermore, it examines whether indicators of precariousness on the labor market affect work motivations differently in contexts that vary with regard to income inequality, employment protection and unemployment protection. To this aim the paper uses European Value Study (EVS) data, which has an extensive list of issues that people find important in a job, and data of the Organisation of Economic Cooperation and Development (OECD) on labor market characteristics, for 16 countries over two time periods. Multi-level models are used to test the influence of individual and institutional characteristics on work motivations. At first glance the results show that individual characteristics best explain differences in job preferences. Especially the educational level influences preferences. The labor market characteristics have a more limited effect. The level of income inequality influences the preferences for extrinsic job aspects positively and for social job aspects negatively. The height of the replacement rate increases the preferences for the social dimension of work. If a labor market characteristic has any effect on job preferences it has the same influence for all employees. The job preferences of employees in precarious positions – the lower educated employees – are not differently affected by the labor market institutions than those of higher educated employees.

**Van den Bosch**

*Living with your adult children: solution or cover-up of poverty? Household formation and poverty among the elderly in EU countries.*

Saturday 10:00 – 10:30, Saal

In Southern EU countries, many people aged 65 or over live with their children or other relatives (in some countries more than 50%). This is often seen as a passing phenomenon: when old people can afford it, they live on their own. However, this may be a North-European perspective, which is not applicable to Mediterranean countries. Also (and perhaps for similar reasons) in poverty research this is often seen as a nuisance and disregarded. The reasons for older parents and adult children to live together in one household are probably diverse, and may be related to economic needs of the parents, but also of the children, health care needs, and housing shortages, to name a few possibilities. The presence of adult children may enhance the income position of aged persons, but can also be a drain on their resources. There has been some research into this issue from the perspective of the younger generations (i.e., differences between EU countries in the age when young people leave the parental home, and possible factors accounting for these differences), but little from the point of view of the

older generation. In this paper I will make a start to understand the implications of these living arrangements for the incomes and economic well-being of aged persons in the Mediterranean countries.

### **Wetzels**

*The Effects of a Non-standard Child on Parental Labour Supply when the Infant is Very Young.*

Saturday 12:30 – 13:00, Saal

Our aim in this paper is to analyse the effects of a non-standard child on the labour supply decisions of parents. We consider a non-standard child as 1) a child born with some disability, 2) a child which needs extra time/money inputs as a result of health problems (the child has been twice or more in hospital for more than 24 hours). We aim at three contributions. Firstly, we analyse parental labour market behavior when the infant is very young making use of recently collected panel data that provide us with the change on labour supply and working hours as regards the before birth situation and the after child birth situation of families with “non-standard” children in comparison to “standard” children. Secondly, we analyse the labour supply and the paid working hours’ decisions of mothers including the labour market attachment (supply and hours of paid work) of fathers. Thirdly, our analyses provides some insights in the effects of different institutional settings as we compare families in the US and in the Netherlands. These countries are particularly interesting since they both aim at high female and parental labour supply rates when the baby is born, but they do not provide generous parental leave for parents with young infants nor do they provide general leaves for special care. However, the countries do differ in their insurance systems, which may reveal that in the US insurance is strongly linked to paid work whereas in the Netherlands insurance, although linked to paid work, is more generous as the basis insurance for health care is concerned than in the US.

In the Netherlands disability seems not to affect the continuous employment of mothers but it does negatively affect the full-time employment of recent mothers (negatively), whereas hospital treatments seem to affect the continuous employment of recent mothers but not the fulltime continuous employment. Fathers do not seem to adjust the continuous employment nor the continuous full-time employment when their child demands more time/money caused by disability or hospital treatment. In the Netherlands, we observe that a partner not sharing the household with the mother affects the mother’s continuous work pattern of the mother positively if the child is disabled, but there are not effects of paid work hours of the father related to the child being disabled. A mother work of 25-40 hours has a negative effects of father paid work hours after birth, but the effect is reversed when the child is disabled. The continuous paid work pattern of mothers is positively affected by her partner working between 25-40 hours per week and negatively by a partner who works more than 40 hours per week. A child which needs hospital treatment and a partner working more than fulltime has also a positive effect on mother’s continuous paid work. For the US the results for disability are similar to the Dutch results. However, due to very few observations for part-time work we could not perform the analyses as detailed as for the Netherlands.

### **Whelan/Maitre**

*The ‘Europeanisation’ of Reference Groups: A Reconsideration Using EU-SILC.*

Friday 17:30 – 18:00, A 310

In this paper we address the question of the relative importance of within and between country differences in income and material deprivation in the European Union in the context of recent suggestions that insufficient attention has been paid to the latter. In particular, we respond to the argument that the ‘state bounded’ relative income approach obscures the significance of EU-wide reference groups. Making use of EU-SILC 2004, we have sought to quan-

tify the magnitude of relevant within and between country differences and their relative impact. Overall, our analysis supports the view that the predominant frame of reference is a national one. The limited impact of European reference groups observed in our analysis does not require explanation in terms of the emergence of a European social stratification system. Furthermore, the significance of such comparisons depends not only on the expectations of those affected by European inequalities but on the degree of legitimacy afforded to ensuing demands. While an EU-wide income-threshold can provide information regarding progress of the Union towards greater social cohesion, its usage for this purpose does not require a strong sense of European identity. Given, the current status of the European Social Model it would seem unwise to attribute an undue degree of policy relevance to the relatively modest impact of EU-wide reference groups revealed in our analysis.

**Zou**

*Understanding the gender difference in job satisfaction: A work orientation perspective.*

Saturday 10:00 – 10:30, A 310

There has been a ‘grateful slaves’ paradox in the job satisfaction literature. Women, although argued to be in a relatively disadvantaged position in the labour market, are more satisfied with their job than men. This paper approaches this paradox from a work orientations perspective. Using data from two British nationally representative surveys, the analysis yields three major findings on gender difference in job satisfaction. The first is that women, either in full-time or part-time employment, do present significantly higher levels of job satisfaction. Secondly, there are some differences in ‘taste’ that shapes job satisfaction between male/female full-time workers and female part-time workers. Finally, and most importantly, the differences in work orientations between male workers, female full-timers and female part-timers can completely account for the observed gender satisfaction differential.