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SAFEGUARDING WORK IN EUROPE: EXPLORING NATIONAL DYNAMICS OF JOB SECURITY ACROSS AGES
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Parole chiave: labour market, employment, job security, comparative analysis, econometric models, European countries

Sommario: Employment has evolved into a pivotal pathway for economic stability, heightened social connections, and an overall enhanced quality of life, particularly for older adults. This emphasizes the imperative to address and safeguard the job security of all workers throughout their professional journey (Lee et al., 2018). The goal of the study is to offer a comparative analysis of labor participation, employment status, and job characteristics of workers in the European countries, considering younger, middle-aged, and older groups. Subsequently, perceived job security, i.e., workers' perception of being safe from being fired or laid off will be examined to ascertain similarities and differences within Europe. The study will then investigate how selected country-level dimensions, including differences in work conditions, skills, and knowledge, along with macro-level institutional, economic, and social factors, are likely to differentially influence job security across different age groups of workers.

The study combines descriptive statistics with econometric models, considering perceived job security as the dependent variable. Authors rely on different kinds of micro- and macro-level secondary data. Notably, national socio-economic contexts will be measured through Eurostat, ILO, and OECD data, while micro-level data about individual workers will be drawn from the European Working Condition Survey (EWCS) covering different topics, including employment status, work organization, health and well-being, job, and financial security.

Next to the analysis of specific indicators at both levels, the study will uncover if and to what extent specific country-level institutional and socio-economic factors determine different levels of job security across European countries and their relevance for different aged groups of workers, thus contributing to advance the still scant existing knowledge (e.g., Matuszczyk, 2019; Moy et al., 2023). On the practical level, it will contribute to identifying targeted preventive interventions and policies, such as social welfare, training, and outplacement services, to promote the integration/reintegration into the workforce or the maintenance of employment. This is especially crucial for older workers who are more exposed to long-term unemployment or inactivity and could be more adversely impacted by job insecurity compared with younger ages.