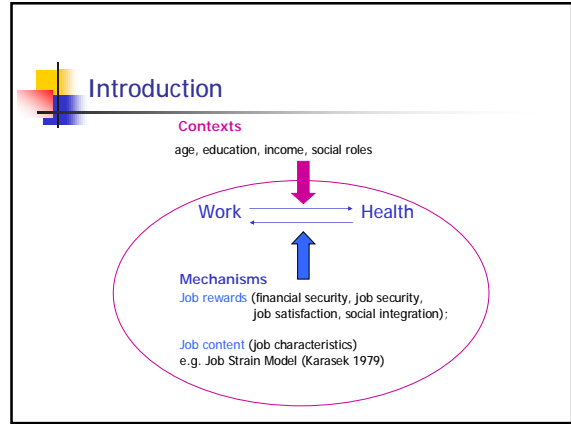


A Trajectory Approach to Study on Work and Health

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Reiping Huang



Critiques

- n Dichotomous classification of Work
 - employed vs. unemployed
 - a. miss a variety of work statuses:
 - i. volunteering
Luoh and Herzog 2002; Marrow-Howell et al. 2003; Moen et al. 1992
 - ii. caregiving
Marks 2004; Pavaiko and Woodbury 2000
 - b. not account for adequacy of employment:
overemployment, underemployment
Feldman 1996; Feldman et al. 1997; Friedland and Price 2003

Critiques (cont.)

- n Cross-sectional:
 - a. Problematic assumption
work treated as fixed vs. changing/cumulative process
 - b. Empirically inaccurate
emerging "flexible jobs" (low job security, low compensation, impaired working conditions) (Benach et al. 2002)
decline of professional jobs (Aronowitz and DiFazio 1995)

Useful theoretical frameworks

I. Life Course theories:

- n Time and Timing Matter
when; how long; in what order; cohort
- n Cumulative (dis)advantages (Merton 1964; O'Rand 1996)
- n Empirical studies about Work:
 - job transitions (exit from/entry to labor market):
Bosse et al. 1987; Ekerdt et al. 1983; McDonough and Amick 2001, etc.
 - duration of work status
Jahn 1995; Luoh and Herzog 2002; Pavaiko and Woodbury 2000, etc.

Work as Trajectory: A Holistic Perspective

- n Interdependence among Life Events
context of life events
e.g. involuntary vs. voluntary job changes (Jahn et al. 1995)
- n Work as a Temporal Structure
temporal dimensions unexplained by transition/duration
e.g. sequence/order, pace, initial status, overall trend,
turning point, disruption

Useful Theoretical Frameworks II

Studies about career patterns

e.g. Spilerman (1977) on career lines:

distinguished *orderly, chaotic, craft, and professional* career lines;
 based on: entry portals, No. of positions, availability of transfer options to alternative careers, and shapes of career returns.

Studies about career patterns (cont.)

Empirical studies:

- a. **sequence analysis**
 Abbott and Forrest 1986; Abbott and Hrycak 1990; Abbott and DeViney 1992; Abbott 1995
- b. **small samples, specific groups**
 e.g. 18th century German musicians (n=279) (Abbott and Hrycak 1990)
 employees at Lloyds Bank (n=80x3) (Stoval et al. 1996)
 executive women in finance (n=56) (Blair-Loy 1999)
- c. **either deductive (hypothesized ideal types) or inductive (empirical distribution of data)**

Current Study:

- n Various work statuses: full-time employed (>35 hrs/week), part-time, retired, others
- n Multiple jobs (full-time employment: hours, job returns, or job content?): 1 full-time job vs. multiple jobs
- n trajectory of work status as a whole
- n state-of-art methods; a large random sample (n=8327)
- n Identify and label trajectory groups both based on theories and empirically
- n multiple health outcomes

Data: Wisconsin Longitudinal Study (1957-)

- n Random sample of WI high school graduates in 1957 (n= 10,137)
- n Longitudinal:
 same cohort followed up through life time (1957, 1964, 1975, 1992/93, 2003/04), sibling interviews (1977, 1994), parents/ spouse surveys
- n Social background, youthful aspirations, schooling, family formation, aging, and especially, occupation and work.

Data (cont.)

1957 family origin

Wave 3: Jan. 1975 (mid 30's)

Wave 4: June, 1992 (mid 50's)

17.5 yr = 2-monthly spell x 105

health, health-related conditions

work status/job(s) → for each person: trajectory of work status, avg. occ. earning, avg. job conditions

N=8,327 respondents

Variables

- n **Health (1992):** overall self-reported health(1=excellent), depression, musculoskeletal problems, cardiovascular problems
- n **Work and SES:**
 1975–1992: group of work trajectory, occ. earning, physical /psychosocial job characteristics
 1992: asset, completed 4 or more year of college (1=yes)
- n **Gender:** 1=female
- n **Health selection (1975–1992):** ever left a job for health reasons

Variables (cont.)

- n Health-related conditions
exercise, BMI, smoking, psychological well-being (1992);
ever covered by health insurance (1=yes) (1975-1992)
- n Social integration (1992): participation in religious activities
- n Family (1992):
work status of spouse (employed, voluntarily unemployed,
involuntarily unemployed, currently unmarried);
caregiving experience (non-caregiver vs. usual caregiver/
intensive caregiver)
- n Family origin (1957):
father's occupation (Duncan SEI Score), farm origin (1=yes)

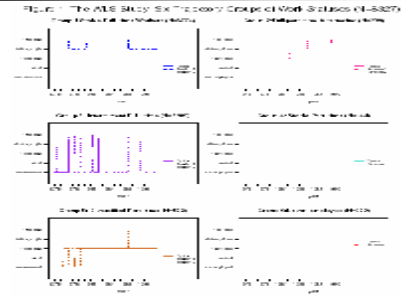
Classify Trajectories: Ad hoc

	(1) Stable full-time	(2) Full-/part- alternating	(3) Intermittent part-time	(4) Stable Part-time	(5) Diversified part-time	(6) Never employed
N (%)	3774 (45.3%)	299 (3.6%)	3209 (38.5%)	144 (1.7%)	502 (6.0%)	399 (4.8%)
1 full-time job	104.86 (2.76)	63.30 (28.67)				
Multiple jobs	0.14 (2.76)	0				
1 part-time job	0	41.70 (28.67)		105 (0)		
Retired	0	0				0
others	0	0				105 (0)

Avg. Distribution of Work Status by Trajectory Group

	(1) Stable full-time	(2) Full-/part- alternating	(3) Intermittent Full-time	(4) Stable Part-time	(5) Diversified Part-time	(6) Never employed
N (%)	3774 (45.3%)	299 (3.6%)	3209 (38.5%)	144 (1.7%)	502 (6.0%)	399 (4.8%)
1 full-time job			62.39 (32.00)		6.61 (10.94)	
Multiple jobs			0.38 (2.97)		3.19 (11.84)	
1 part-time job			6.85 (12.61)		72.22 (17.70)	
Retired			2.10 (9.63)		0.71 (3.98)	
others			32.18 (28.13)		22.17 (15.63)	

Six Patterns of Work Trajectory



Work Trajectory, Occupation, and SES


Table 1: Average Distribution of Risk and Resilience Variables by Trajectory Group (N=827)

	(1) Stable full-time	(2) Full-/part- alternating	(3) Intermittent Full-time	(4) Stable Part-time	(5) Diversified part-time	(6) Never employed
Sample size (N) in each group	3774	299	3209	144	502	399
Mean (SD)						
Standard deviation						
Significance						
Chi-square						
Df						
p-value						
Mean (SD)						
Standard deviation						
Significance						
Chi-square						
Df						
p-value						

Gender Stratification of Work


Table 2: Gender Stratification of Work in ALES

	(1) Stable full-time	(2) Full-/part- alternating	(3) Intermittent Full-time	(4) Stable Part-time	(5) Diversified part-time	(6) Never employed
Sample size (N) in each group	3774	299	3209	144	502	399
Mean (SD)						
Standard deviation						
Significance						
Chi-square						
Df						
p-value						




Summary

- n 6 patterns of work trajectories;
- n SES and Occ:
 - \$\$ and psych. less demanding -- % of full-time employ.+ , labor force participation+ , and stability+
- n Gender:
 - Females -- "disadvantaged" trajectories (stability-, % full-time employ.-, and disruptions+)



Summary (cont.)

- n Health:
 - gender and trajectory groups; disappear when accounting for other variables
- n Health selection-
- n Occ.: phy. job characteristics-
- n SES: asset+, BA's+, health insurance+, farm origin+
- n Caregiving-, marriage+, spouse employed+
- n Health behaviors+



Directions for Future Research

- n Methodology e.g. Bioinformatics models and software?
- What is work? What does working mean to health?
- n Concepts underlying trajectory
 - stability, continuity, participation in "formal" economy, departure from norm, etc.
- n Work= individual demands/controls + organizational settings (e.g. inner labor market, organizational structure, compensations, family-leave policies, informal network, unions) + macro structure (labor market, political structure, culture, policies, new technologies)
- n Other life domains (e.g. marriage, family, peers, education)
- n Correlations between work trajectory and other temporal dimensions of work as well as SES