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TITOLO SESSIONE	Wellbeing and work (Qualità della vita e lavoro)

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TITOLO	Flexicurity and job satisfaction in Europe: The importance of perceived and actual job stability for well-being at work

ABSTRACT

In this paper we study the effect of a micro-level measure of flexicurity on workers' job satisfaction. To this end, using micro-data from the Eurobarometer survey, we disaggregate the sample of workers into different groups according not only to their employment contract (i.e. permanent or temporary), but also to their perceived job security, and we evaluate differences in job satisfaction between these groups. After the potential endogeneity of job type has been controlled for, the results show that what matters for job satisfaction is not just the type of contract, but mainly the perceived job security, which may be independent of the type of contract.

The combination "temporary but secure job" seems preferable to the combination "permanent but insecure job", indicating that the length of the contract may be less important if the worker perceives that s/he is not at risk of becoming unemployed. Our main conclusions are robust to the use of alternative definitions of workers' types and they generally hold within different welfare regimes and also for different aspects of job satisfaction, mainly those more related to job security.

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