

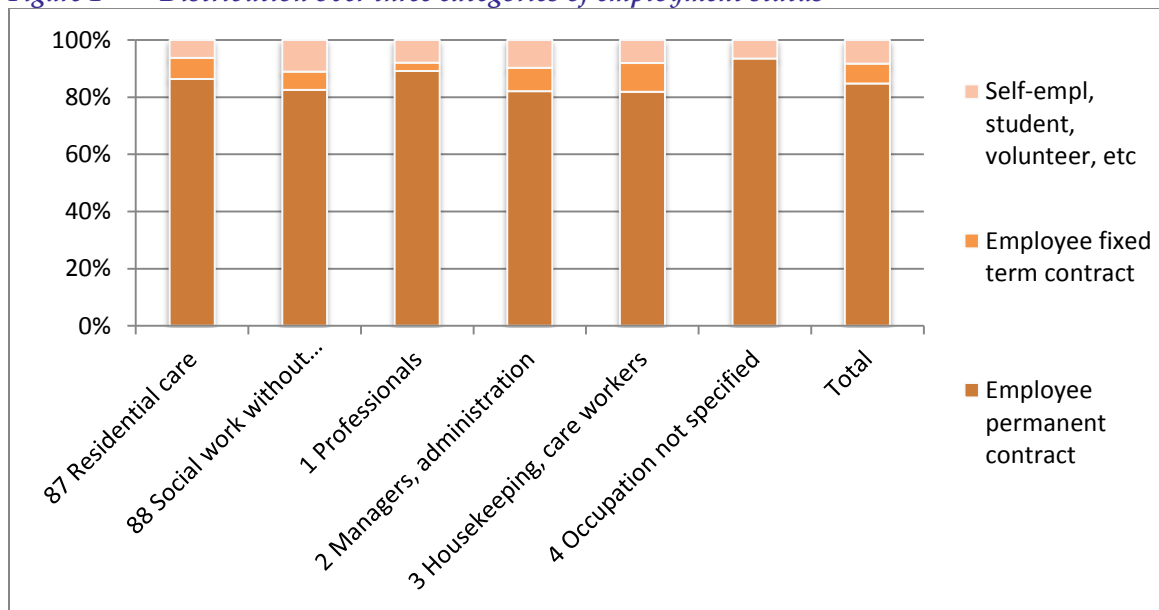
The social services in Belgiumⁱ

What about wages and working conditions in the social services in Belgium? To explore this topic we use the 840 responses, of which 78% women, to the continuous WageIndicator web survey and its printed survey version with data from January 2013 until January 2015. In total 317 persons provided valid data for the wage calculations.

Employment status

More than eight in ten workers in the social services in Belgium are an employee on a permanent contract (Figure 1). Employees on a fixed-term contract are most often found among the workers in the housekeeping and care jobs. On average workers in the social services in Belgium have 13.7 years of service in the labour force (not in a graph). Two in ten have been promoted in their current organization. A second job is held by 4% of the workers.

Figure 1 *Distribution over three categories of employment status*

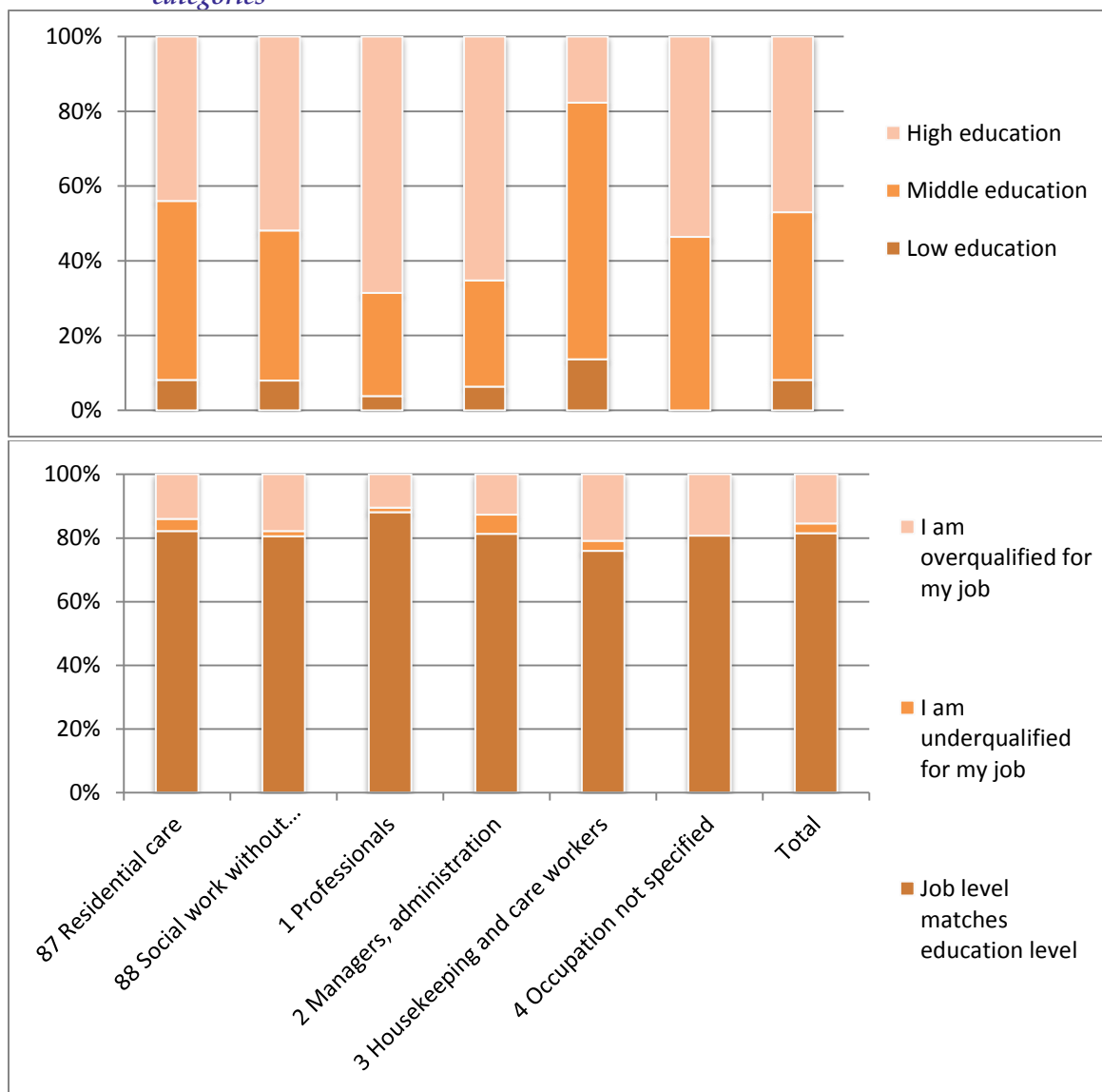


Source: WageIndicator data 01-Jan-2013 - 31-Jan-2015. Selection workers in social services in Belgium. N = 564.

Training and education

Almost five in ten workers in the social services of Belgium have a high education, and more than four in ten have a middle education, as the first panel in Figure 2 shows. More than eight in ten report that their education level matches the demands in their jobs, as the second panel in Figure 2 shows. More than six in ten have received employer-provided training in the last year (not in a graph).

Figure 2 *Distribution over three educational categories. Distribution over job match categories*



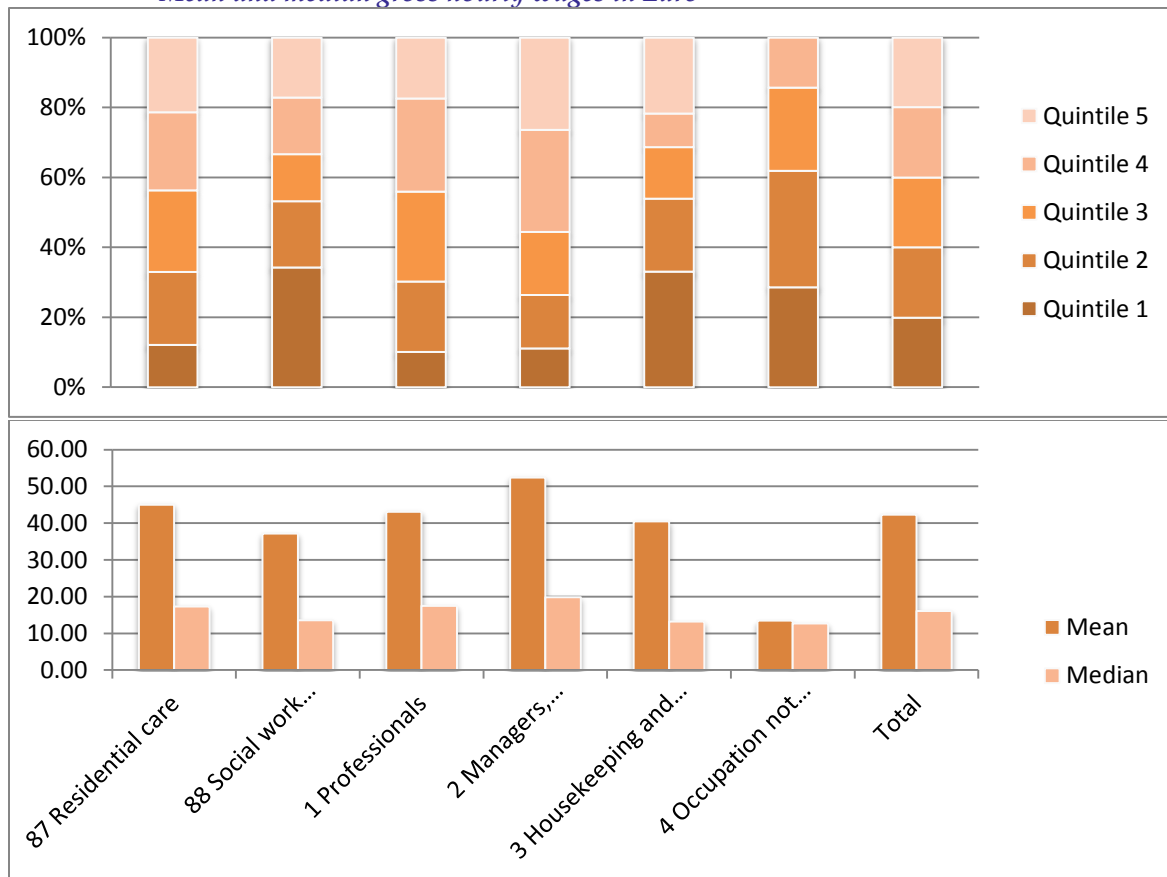
Source: WageIndicator data 01-Jan-2013 - 31-Jan-2015. Selection workers in social services in Belgium. N = 840.

Wages

To compare wages, we divided the gross hourly wages into five equal categories (see the bar Total in the first panel in Figure 3). The workers in the housekeeping and care jobs most frequently fall into the lowest category, whereas the managers and administration jobs fall most often in the highest category.

In the second panel in Figure 3 we use two yardsticks to measure wages: the median (as many persons below as above this amount) and the mean (average) wages. The largest gap is found for the workers in the housekeeping and care jobs, pointing to a large group at the bottom of the wage distribution and a small group high-earners at the top.

Figure 3 *Distribution over five equal categories gross hourly wages. Mean and median gross hourly wages in Euro*

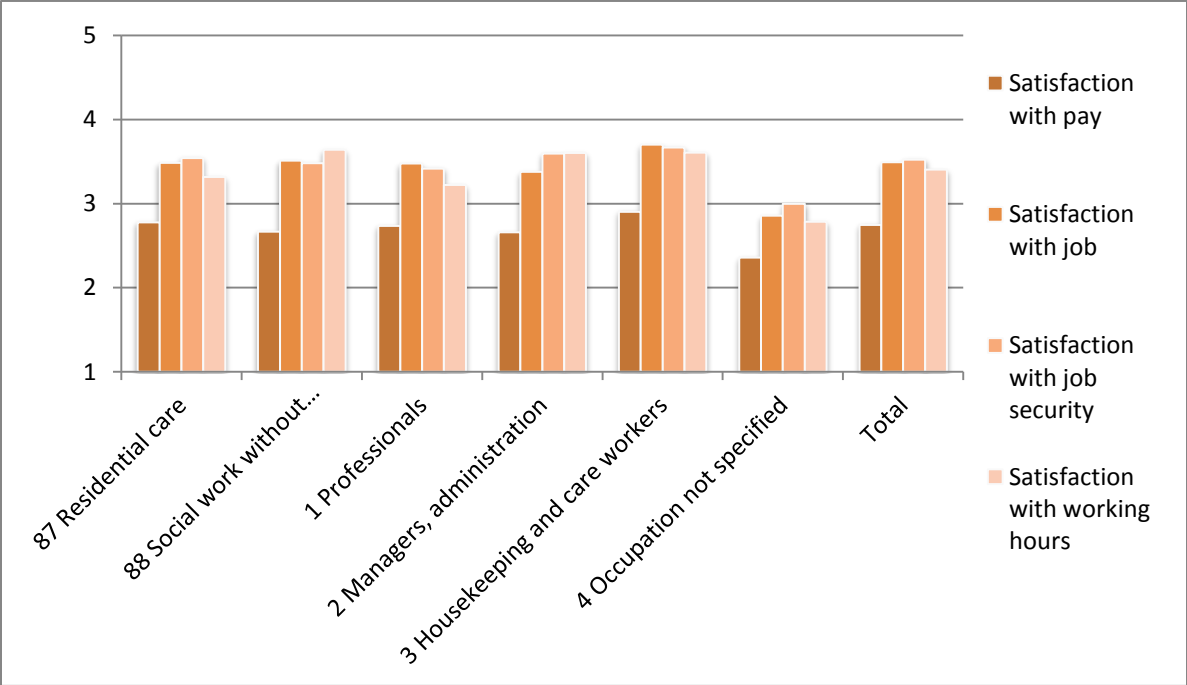


Source: WageIndicator data 01-Jan-2013 - 31-Jan-2015. Selection workers in social services in Belgium. N = 317.

Job satisfaction

Out of four satisfaction survey questions, the workers in the social services in Belgium are most satisfied with their job security, closely followed by the satisfaction with their job and their working hours. Figure 4 shows the average scores by activities in the social services and by occupational groups. In the total group, satisfaction with pay has the lowest scores, on average 2.8 on a scale from 1 (highly dissatisfied) to 5 (very satisfied). In contrast, satisfaction with job security has with 3.5 the highest score.

Figure 4 Average scores on four satisfaction questions, ranging from 1 (highly dissatisfied) to 5 (very satisfied)



Source: WageIndicator data 01-Jan-2013 - 31-Jan-2015. Selection workers in social services in Belgium.
N = 183 for Satisfaction with pay; N = 187 for Satisfaction with job; N = 170 for Satisfaction with job security;
N = 185 for Satisfaction with working hours;

ⁱ Report of the [WICARE](#) project, February 2015. Project supported by the European Commission in its Industrial Relations and Social Dialogue Program (Nr. VS/2013/0404). Authors: Kea Tijdens and Maarten van Klaveren, University of Amsterdam / Amsterdam Institute for Advanced labour Studies ([AIAS](#)). Partners: [EPSU](#), [WageIndicator](#), and [CELSI](#). Sole responsibility for the project lies with the authors. More information about the project, see <http://www.epsu.org/a/10010>.