



European Foundation for the Improvement of Living and Working Conditions

# Quality of Employment in Europe: selected findings from the European Working Conditions Survey

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# European Working Conditions Survey (EWCS)

- European wide survey – 5 waves so far: 1991, 1995, 2000 (+01/02), 2005 and 2010
- 1 questionnaire / translated in all the languages
  - ▶ 2010: 25 languages and 16 variants
- Country coverage: EU + neighbour countries
  - ▶ 5<sup>th</sup> EWCS (2010): 34 countries covered : EU27 + NO + ACC3 + IPA3
  - ▶ 43000 interviews in total (1000/4000 interview per country)
- Workers survey: employees and self-employed (15+) (LFS def)
  - ▶ face to face interviews
- Covers many different aspects of the conditions of work and employment of European workers (more than 100 questions)
  - ▶ Demographics, structure of workforce, job characteristics, household info (incl work at home)
  - ▶ Working time : duration, organisation
  - ▶ Physical and psychosocial work factors
  - ▶ Nature of work / place of work / work organisation
  - ▶ Job content and training
  - ▶ Work-life balance
  - ▶ Information and consultation
  - ▶ Outcomes : health, job satisfaction
  - ▶ Earnings
- Gender mainstreaming : central in reflection on questionnaire





## Change over the last 20 years in Europe: some general underlying elements

- Globalisation
- Structure of employment
  - ▶ More in services, less in industry
  - ▶ A wide variety of employment contracts (& blurring division between self-employed and employees)
- A more diverse workforce
  - ▶ More women on the labour market -> but gender segregation remains
  - ▶ Ageing workforce
- (National) policies aiming at modernising working life aimed at social progress and /or developing competitiveness



## Dimension 1: safety and ethics of employment

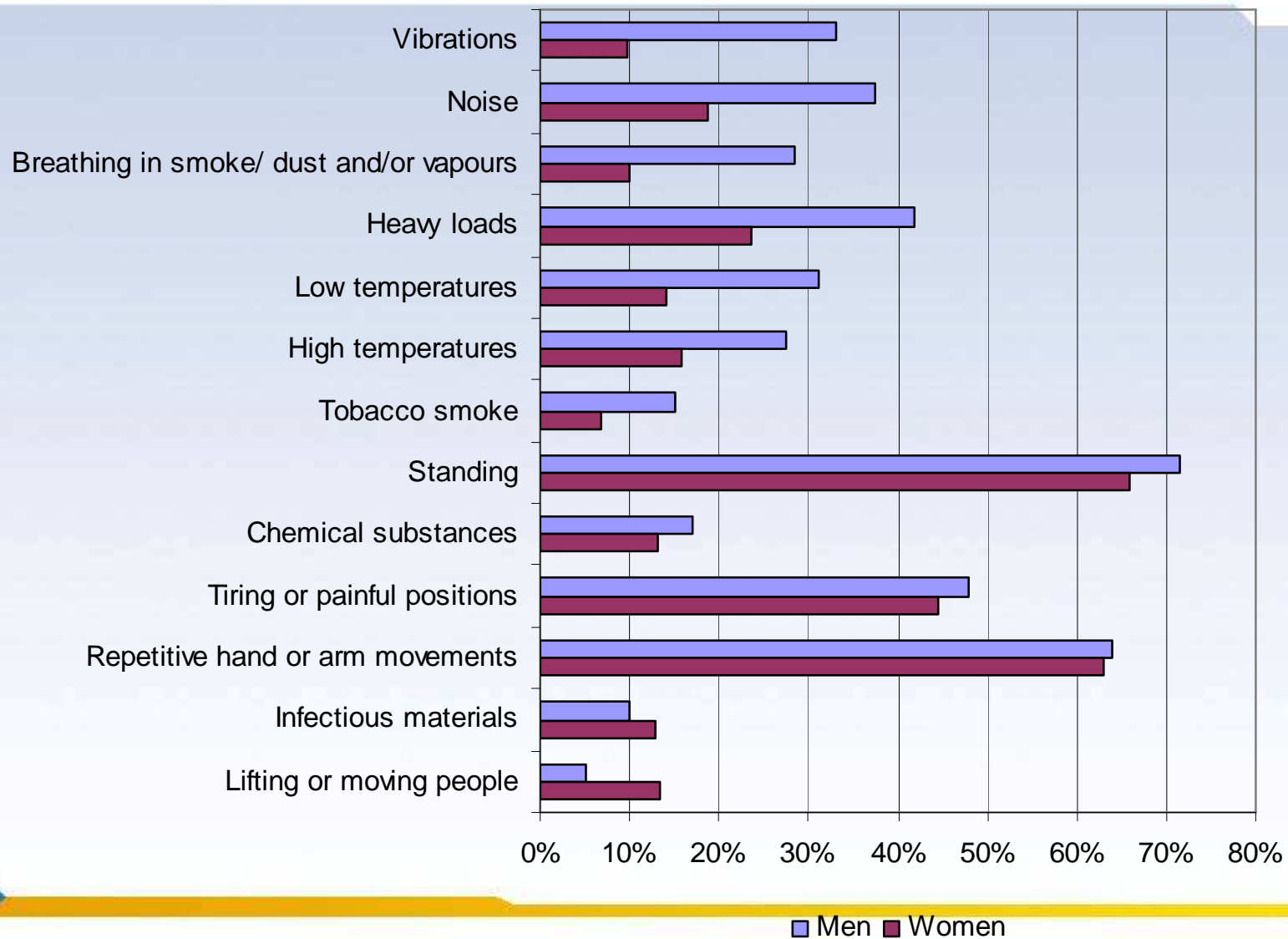
### Risks

- Mixed trends on physical and ergonomic risks
  - ▶ Some have remained stable
  - ▶ Most prevalent increase: noise, repetitive movements, high temperature
- Psychosocial risks are getting more attention (and are being better measured)
  - ▶ Multiple causes, different theories
  - ▶ Work organisation, job insecurity, contact with public, role clarity and leadership, pressure...
  - ▶ Worrying developments:
    - stable high levels of work intensity
    - no increase in workers' room for manoeuvre
  - ▶ Other factors :
    - emotional demands (emotional involvement, consequences of mistakes)
    - value conflicts and work dissatisfaction
    - employment insecurity and lack of career prospects and insecurity in the work
    - violence, harassment and bullying
    - work-life balance

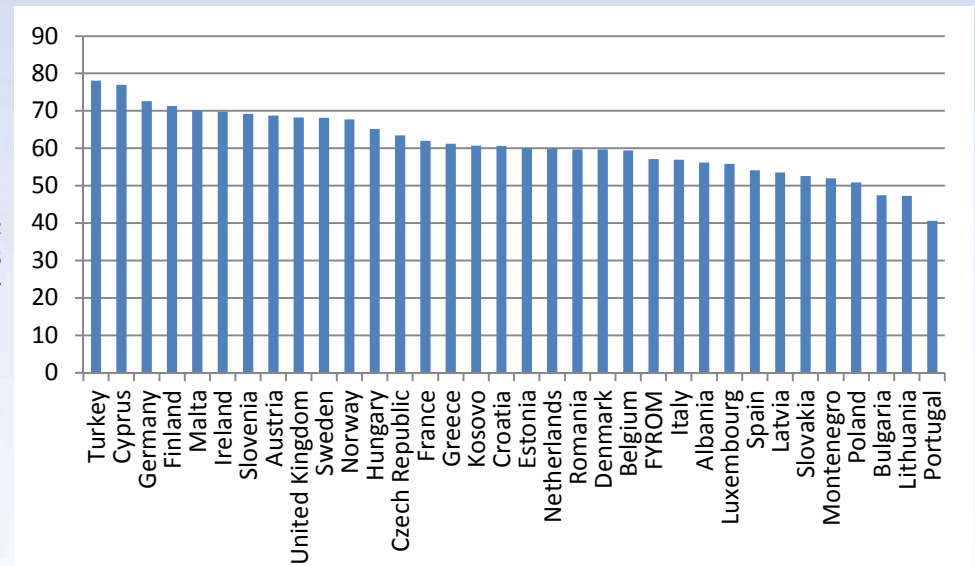
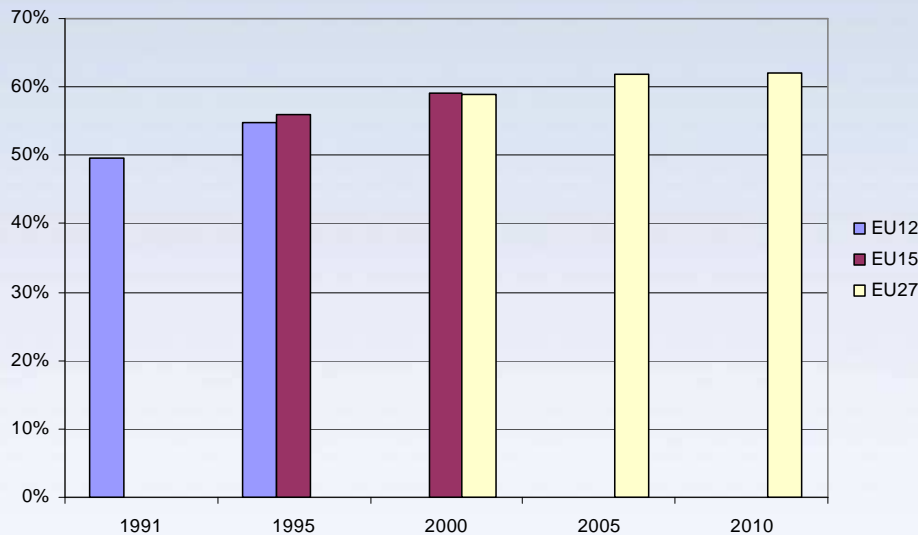


## Risk exposures: - overall: little change

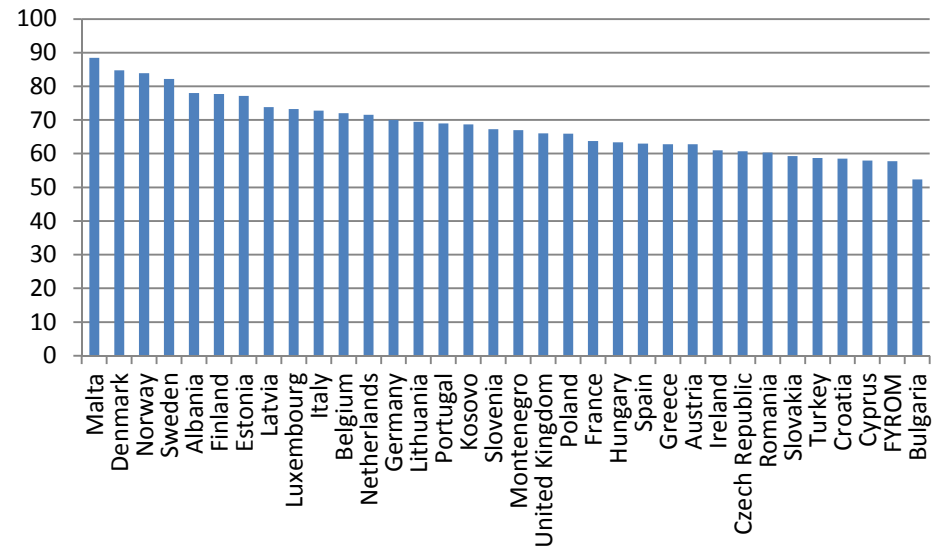
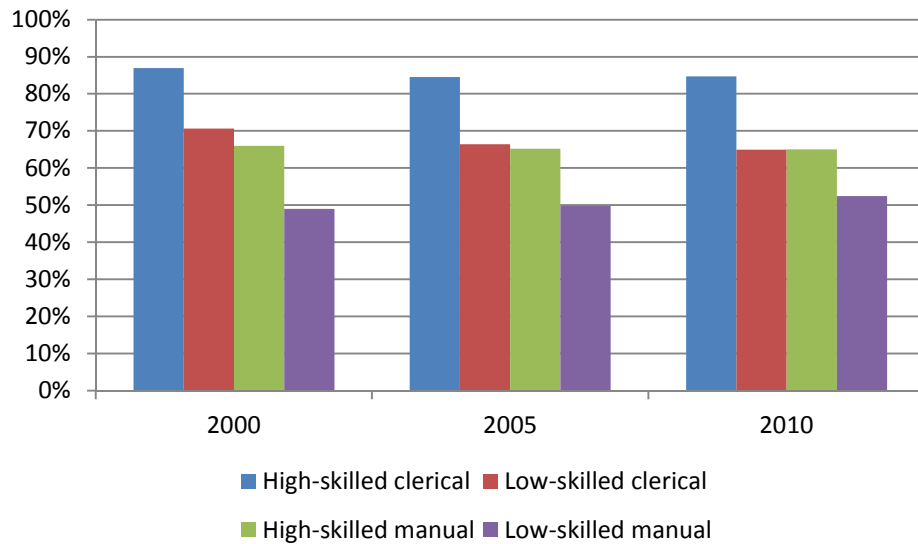
- differences however between different countries, sectors, occupation
- gender differences in exposure to physical risks



## Trends and country comparisons in work intensity – working to tight deadlines

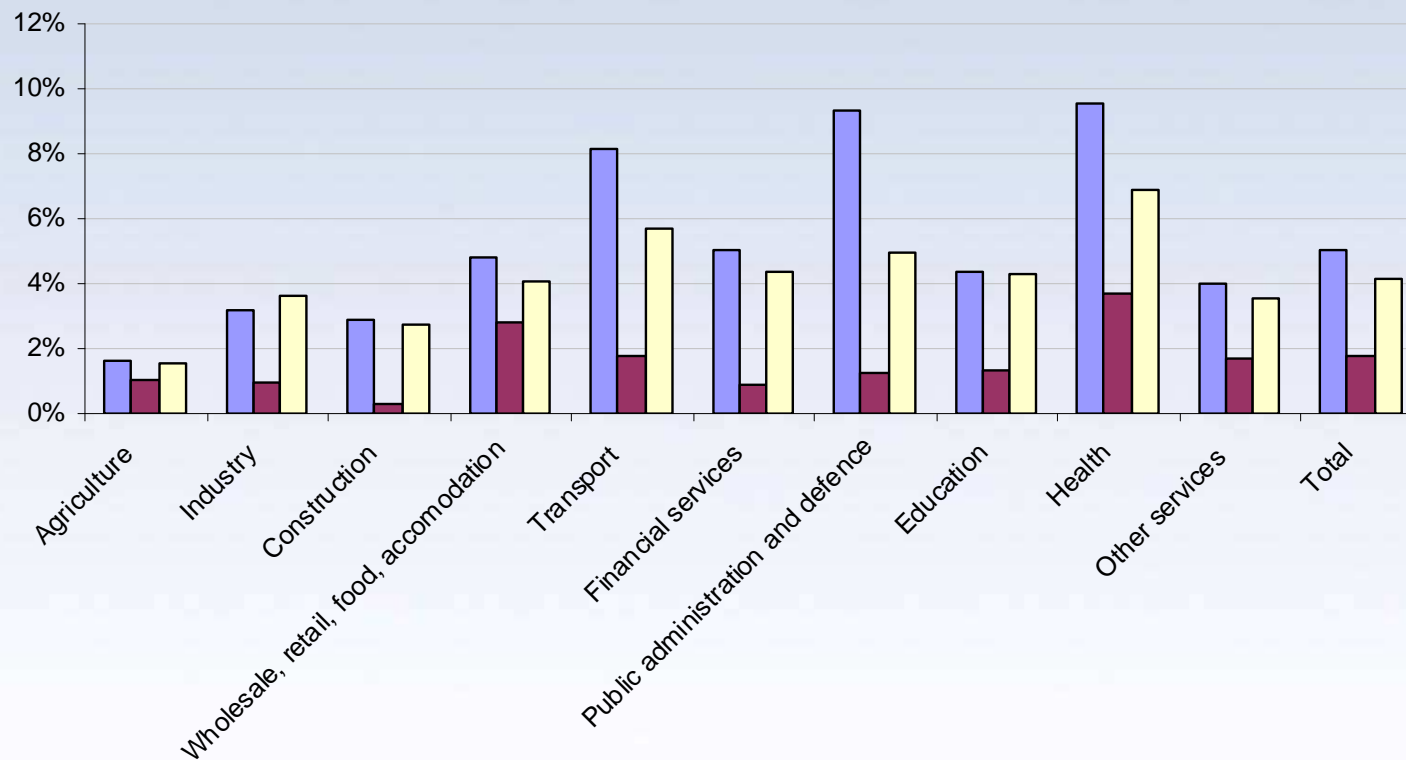


# Trends and country comparisons in autonomy –Ability to choose or change methods of work





## Threats and harassment by sector



■ Threats or humiliating behaviour ■ Unwanted sexual attention ■ Bullying and harassment

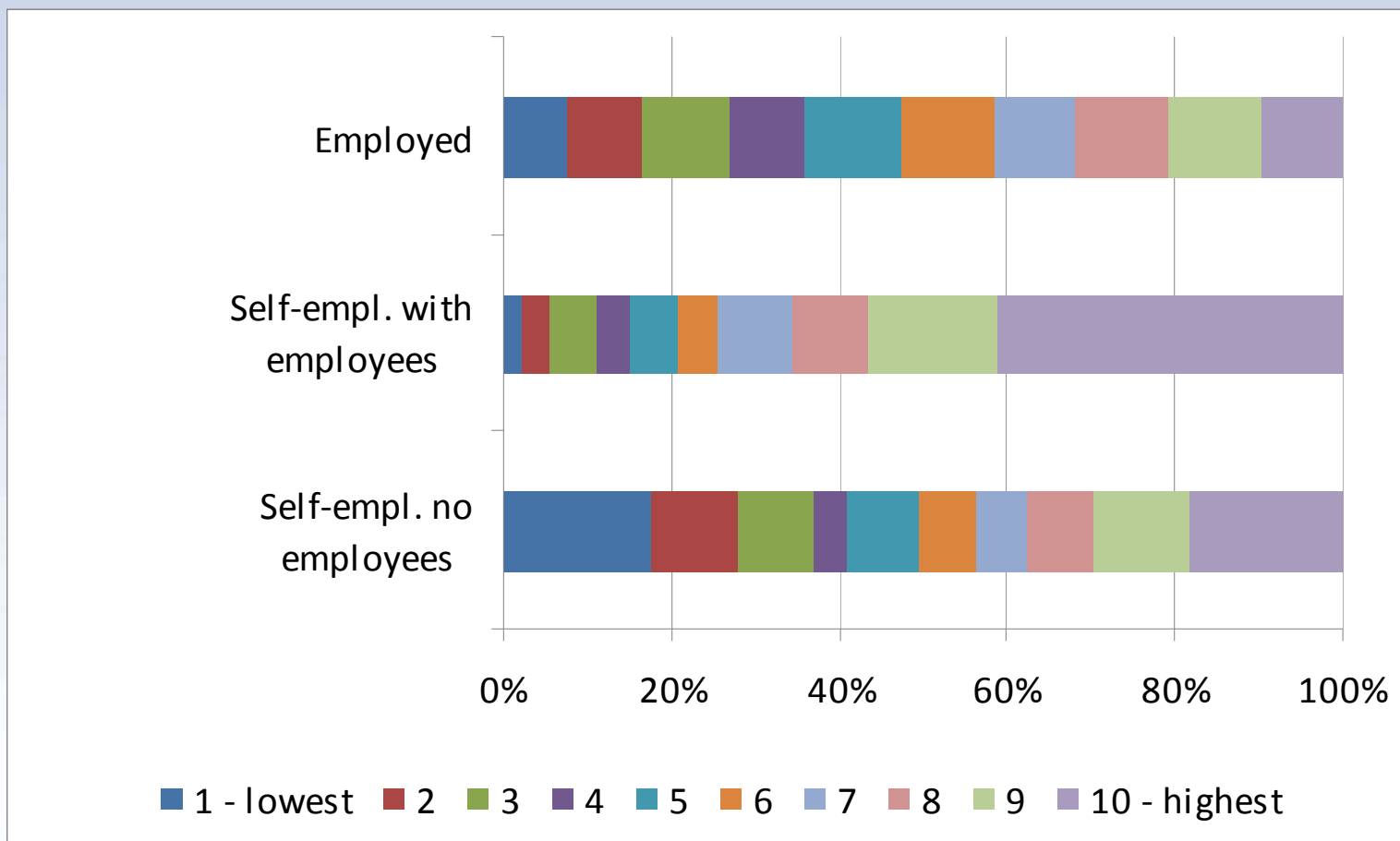




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## Dimension 2: income and benefits from employment

Income bands/employment status, EU27



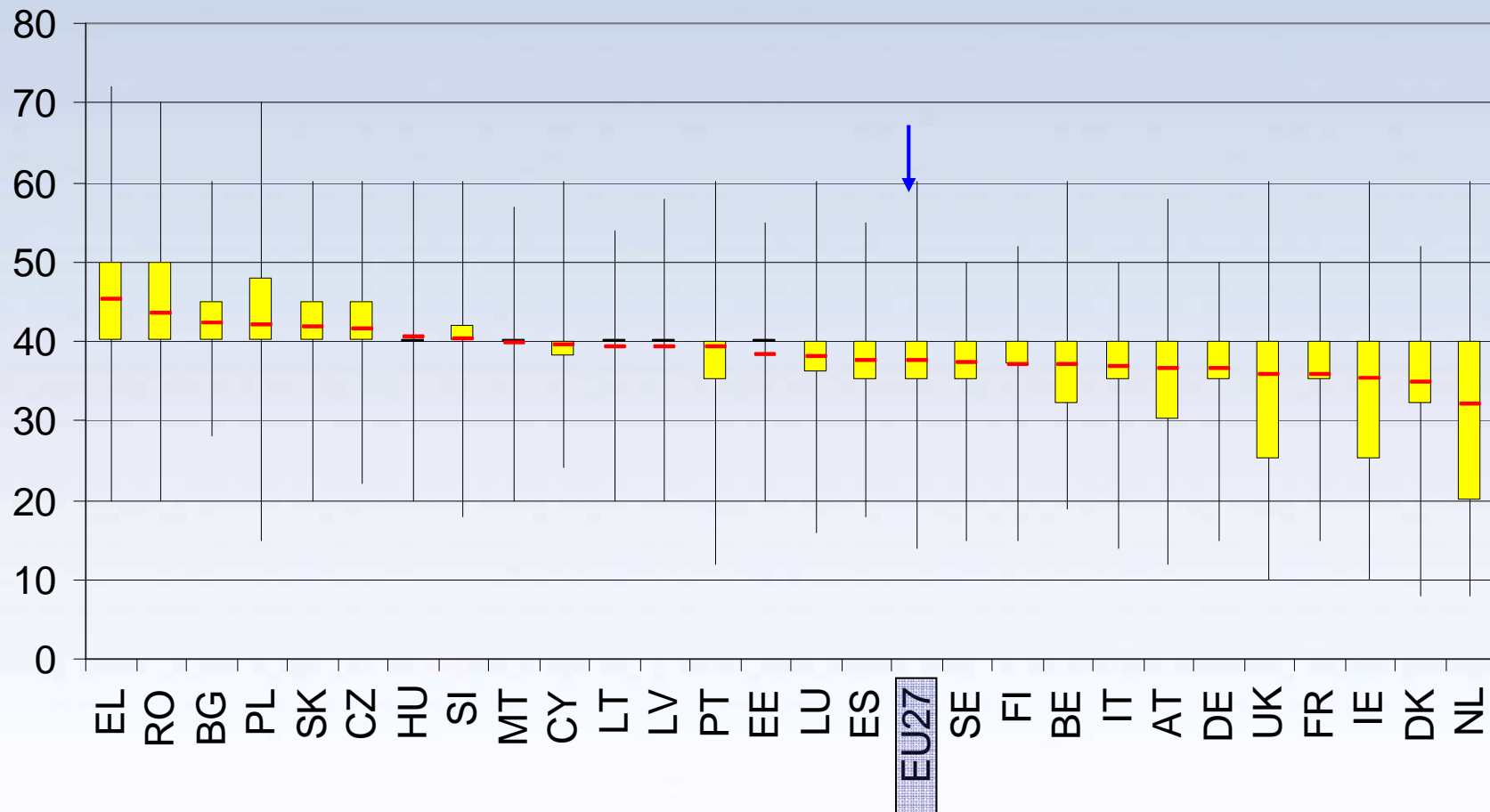
## Dimension 3: working hours and work-life balance

- Working time is decreasing on average
  - ▶ From 40.5 hrs/week in 1991 (EC12) to 37.5 hrs/week in EU27 (2010)
    - On average men work 7 hrs more than women in paid employment
    - However: paid + unpaid work: women work more
  - ▶ Gender time segregation
    - Women work more shorter hours
    - Men work more longer hours

	20 or less	21-34	35-40	41-47	48 or more
Male	6.6%	5.9%	56.8%	9.7%	21.0%
Female	19.5%	19.0%	45.4%	6.0%	10.1%



## But working time dispersion differs between countries



# Working time duration and stress

- **Long working hours :**
  - Slightly decreasing but still
    - 54% of self-employed with employees,
    - 43% of self-employed without employees and
    - 11 % of employees
  - work 48 + hours per week
  - -> Report more health problems, work life balance problems and work intensity
- **Short working hours (particularly short part time)**
  - Increasing, mostly female phenomenon (gender segregation)
  - Can be linked with other psychosocial risks mainly related to job and financial insecurity



# Working time organisation and stress

- **Standard working hours still the norm but a good proportion of workers work at different times**
  - ▶ 16% of workers work long days (>10 hours)  
at least 5 times a month
  - ▶ 10% of workers do night work  
more than 3 times a month
  - ▶ 17% of the workers do shift work
  - ▶ 20% work on call
  - ▶ 53% work at the weekend at least once a month  
26% work at least one Sunday a month
  - ▶ -> also report more of the same problems of health, work-life balance and work intensity (as first group)

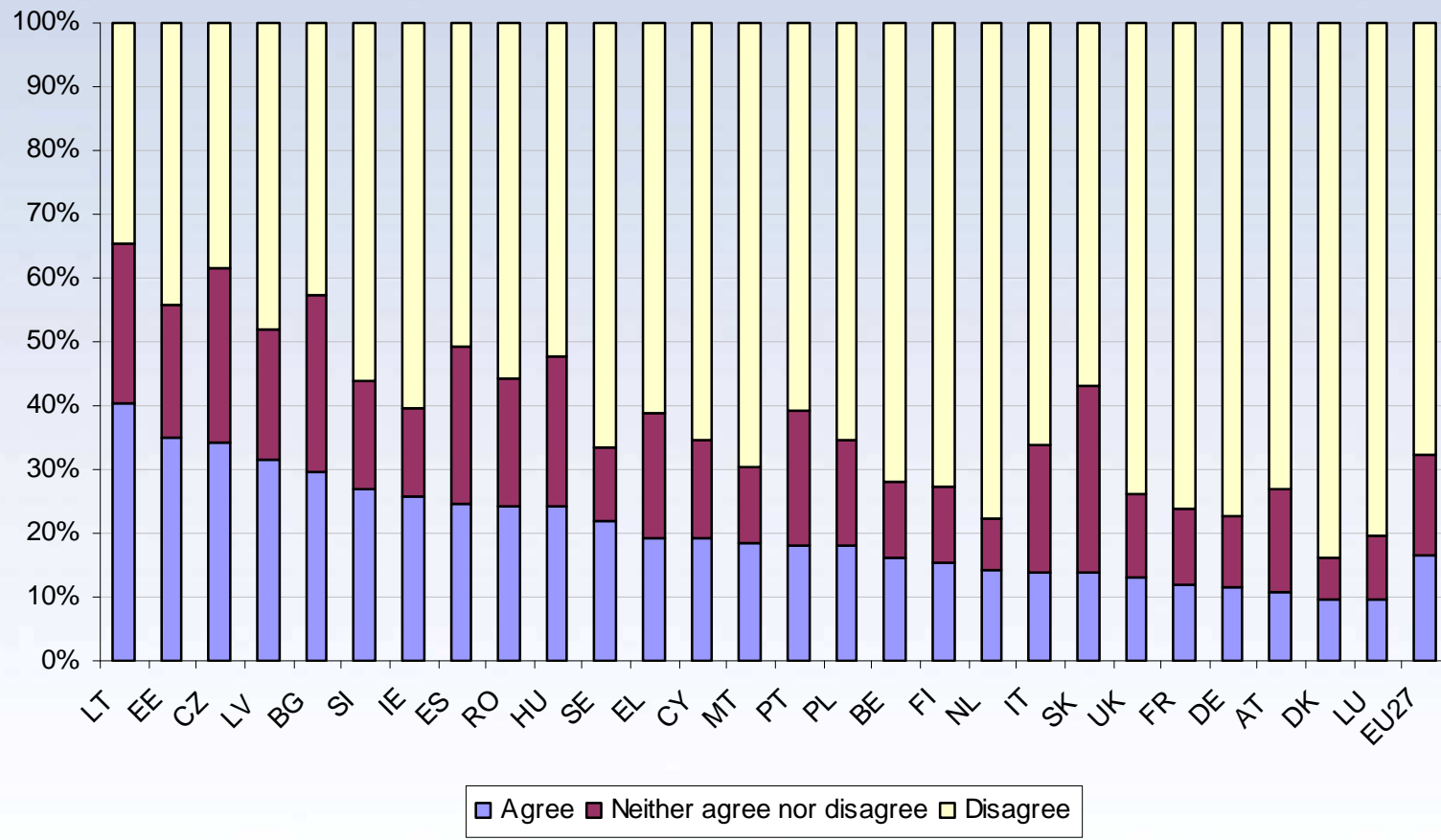


- 18% of workers have problems with work-life balance
  - ▶ Men > women
  - ▶ esp. men 30-49 yrs old
  - ▶ Dissatisfaction for women more evenly spread over career
- But flexibility of workers and employers
  - ▶ 1 / 3 of the workers can easily take 1 hour off
    - Easier for men than for women
  - ▶ More than 1 / 3 work in their free time
    - Slightly more men and for women
    - Nearly 20 % (both men and women) do this more than once per week



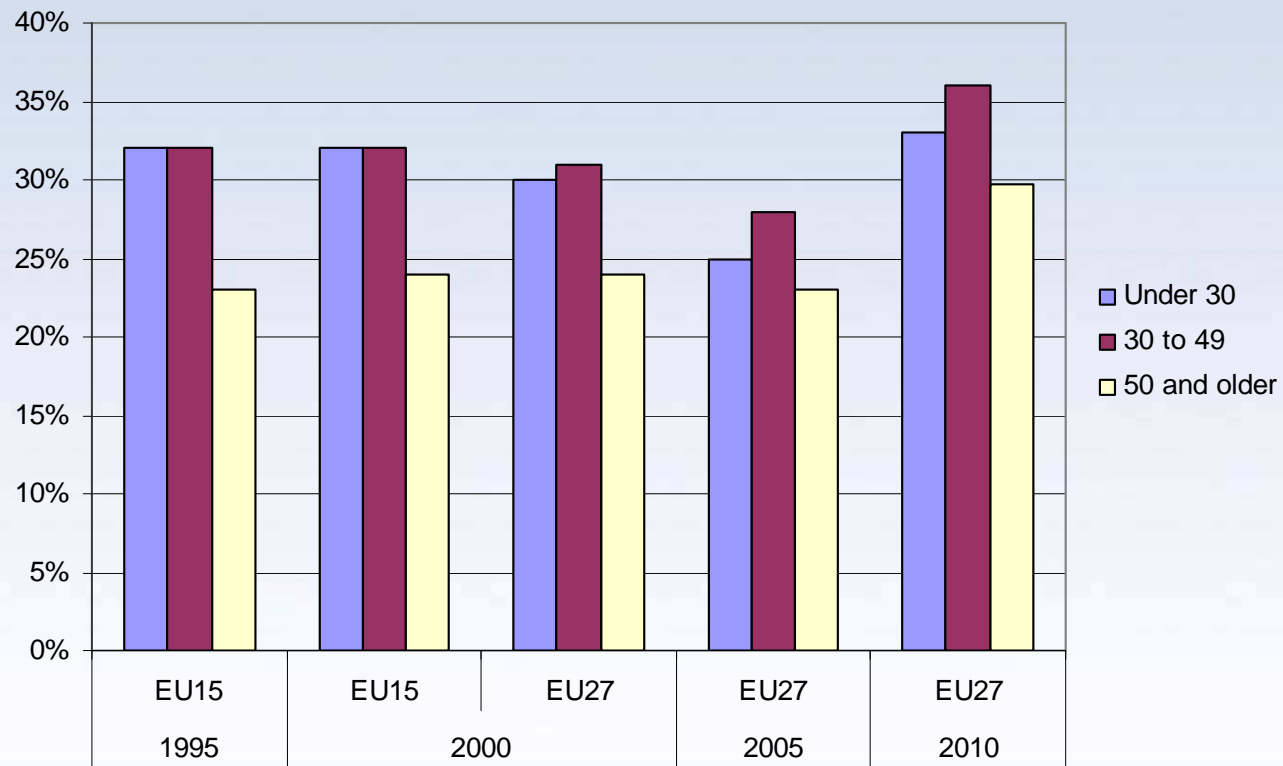
## Dimension 4: security of employment

### 'I might lose my job in the next 6 months'



# Dimension 6: training and skills development:

## Employer-paid training by age of employee, 1995 – 2010, EU15 and EU27 (%) (or paid by oneself if self-employed)





## Dimension 7: workplace relationships and work motivation

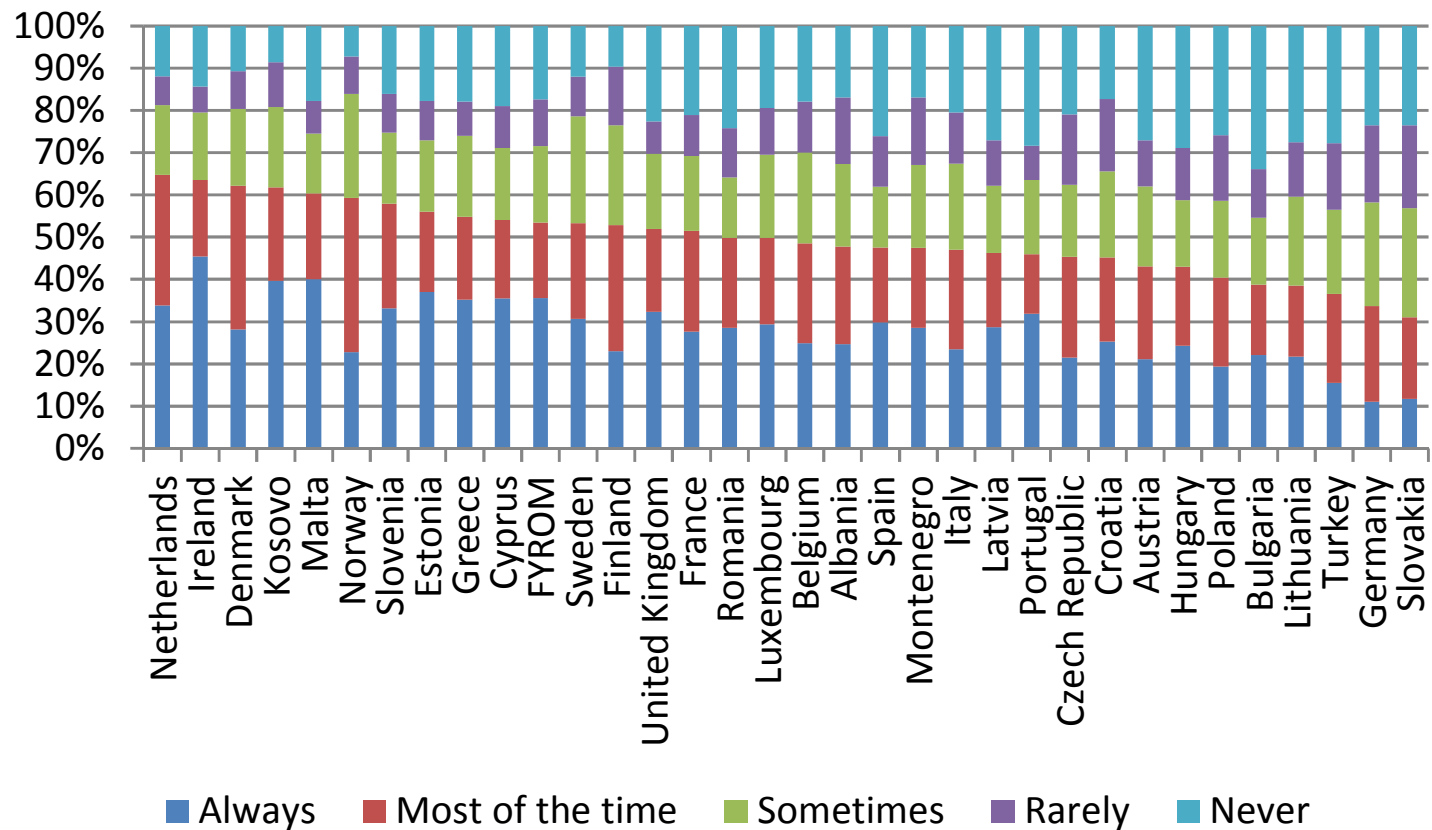
- Sustainable work : being able and willing to do the job until 60

Important determinants:

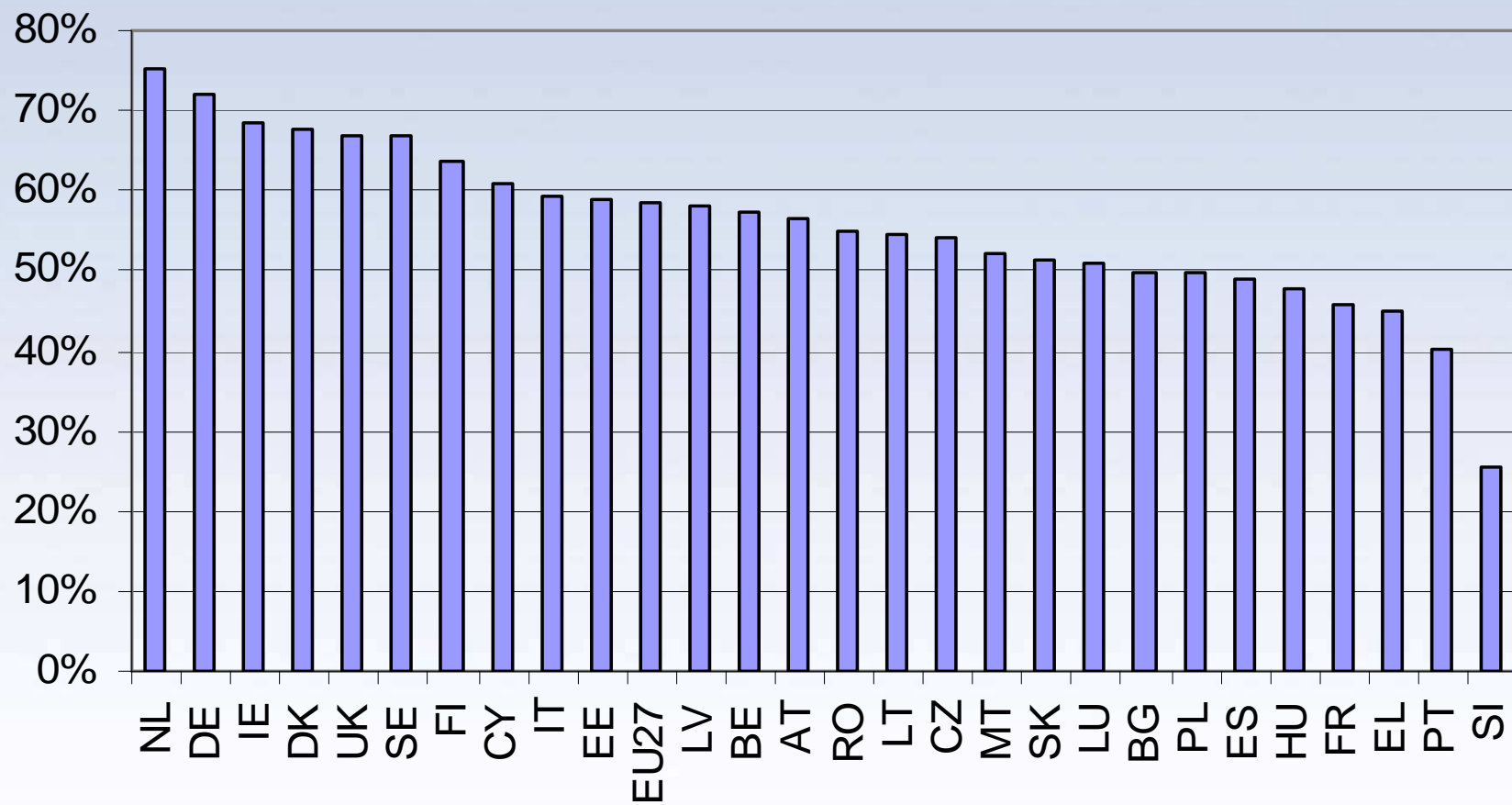
- autonomy plays its protective role, work intensity its deterrent role.
  - ▶ Karasek is important (job strain - / active jobs +)
- work-life balance
  - ▶ Incl working time autonomy
- cognitive dimensions of work
- involvement in workplace organisation/innovation
- social support from colleagues and managers
  
- But also important : intrinsic rewards
- violence and harassment, exposure to ergonomic risks, job insecurity associated with lower levels of job sustainability



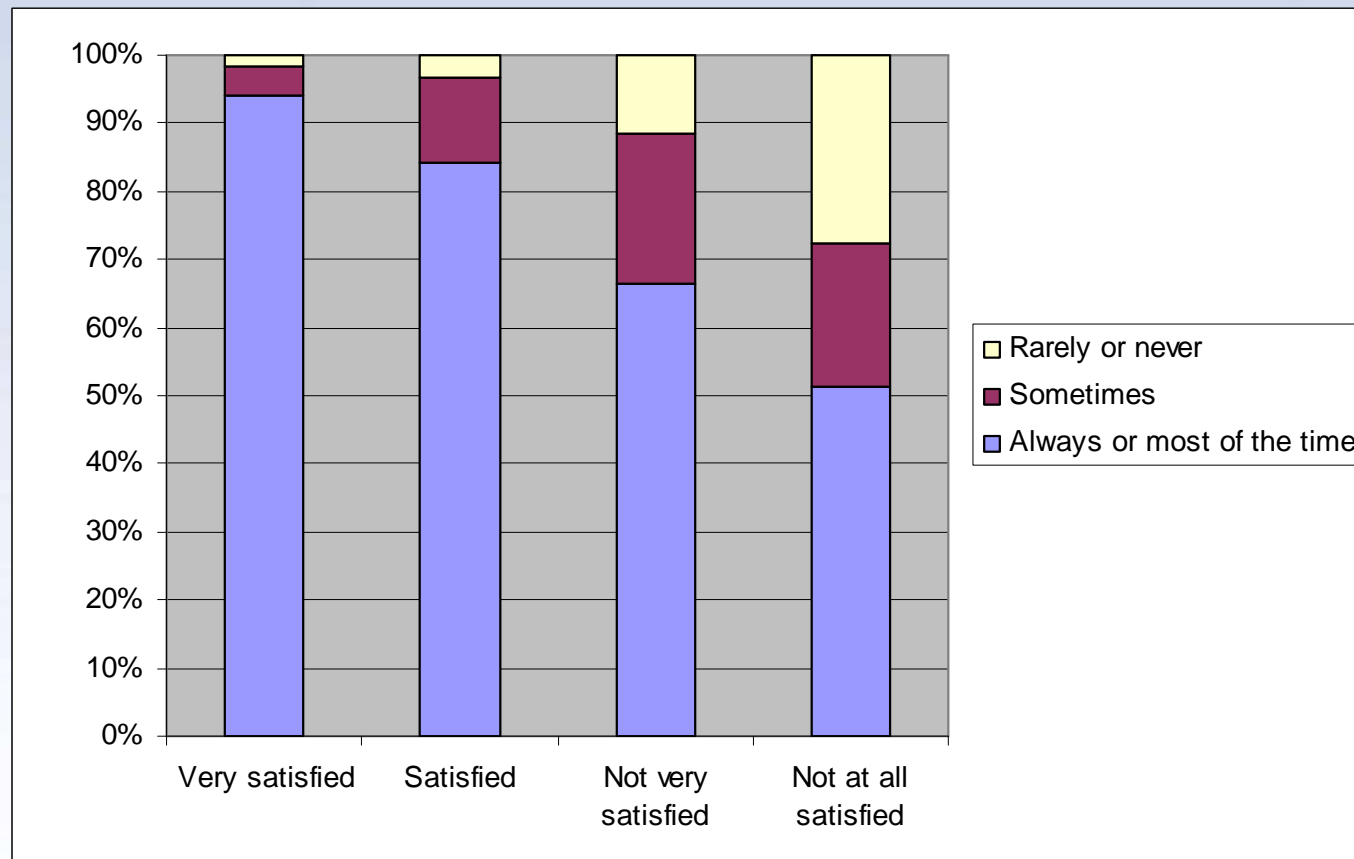
# Involvement in improving work organisation



## Able to work at 60, by country



## Feeling of one's work well done, by job satisfaction, 2010, EU27 (%)





# Thank you

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*Datasets of surveys available through Essex data archive*

*Survey map tool*

*Secondary analyses ongoing*

*Questionnaire: used in other surveys (eg Korea) and as basis for ILO project (GWCS)*

