



Working conditions in Europe. Findings from the 5th European Working Conditions Survey

Gijs van Houten - Eurofound

Studies seminar

Work, participation, democracy: People, rights, civil economy

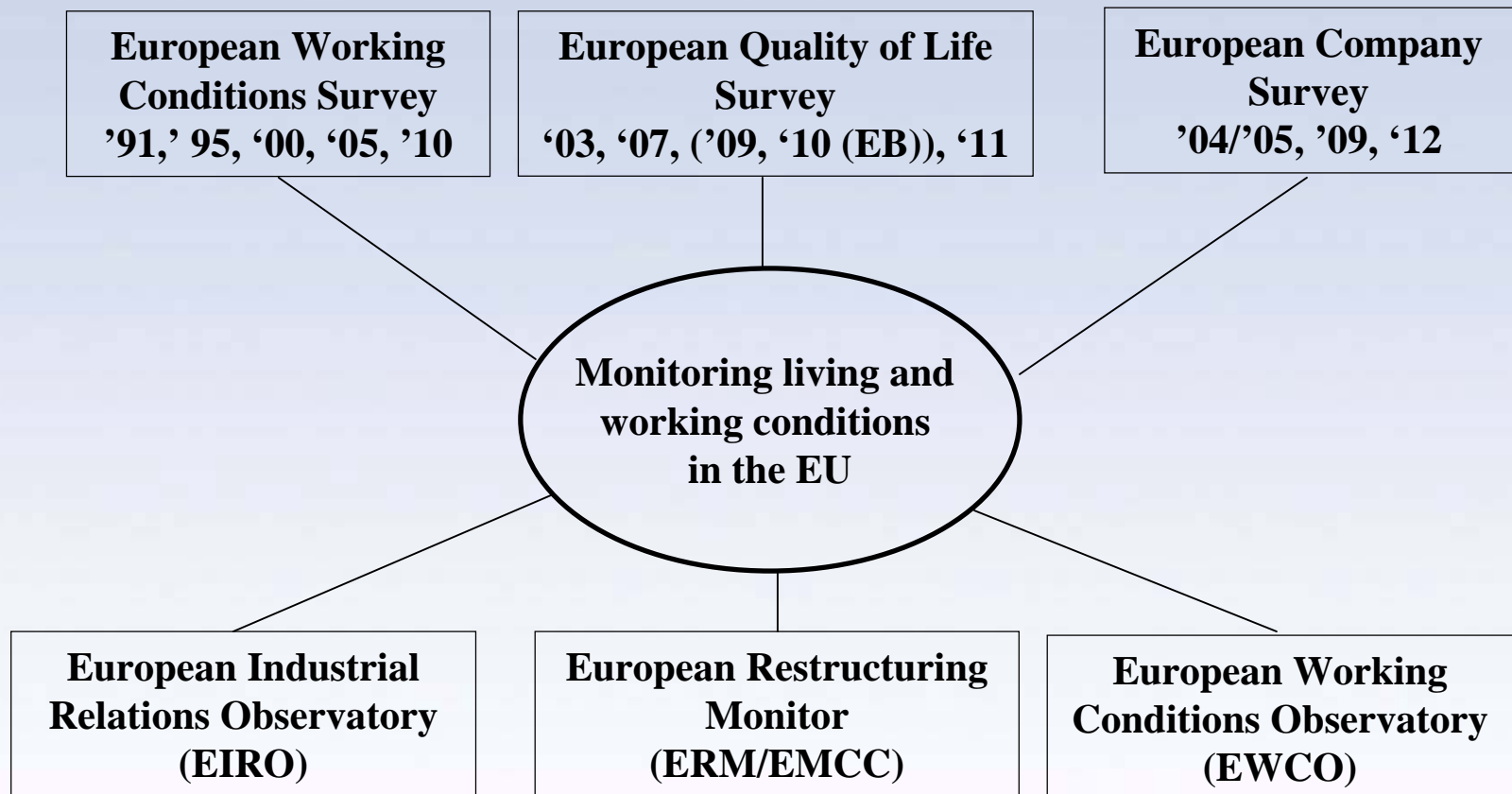
London, 7 October 2011

Content

- Eurofound
- European Working Conditions Survey
- Working conditions in Europe
 - ▶ Physical and psychosocial risk factors at the workplace
 - ▶ Using and acquiring skills
 - ▶ Work-life balance
 - ▶ Job and employment security
- Data availability

European Foundation for the Improvement of Living and Working Conditions

- A decentralised agency of the EU
- Administered by a Governing Board
 - ▶ composed of national representatives of the social partners, national governments and the European Commission
- Generates policy-relevant research and findings which contribute to improving the quality of work and life in Europe, through:
 - ▶ Comparative research and analysis of developments affecting living and working conditions
 - ▶ Monitoring of trends in the working environment



5th European Working Conditions Survey

- 5 waves: 1991, 1995, 2000, 2005 and 2010
- Covering EU and neighbouring countries
 - ▶ 5th EWCS (2010): 34 countries: EU27 + NO + ACC3 + IPA3
 - ▶ 43816 interviews (1000-4000 interviews per country)
- Surveying workers
 - ▶ employees and self-employed (15+; LFS definition)
- ‘Face to face’ interviews at peoples’ homes
 - ▶ Average duration 40 minutes
- Same questionnaire translated in all languages
 - ▶ 2010: 25 languages and 16 language variants

Different dimensions of quality of work and employment

JOB & EMPLOYMENT SECURITY

- Employment status
- Wages
- Access to social protection
- Workers rights

PROTECTING HEALTH & WELL-BEING

- Health and safety outcomes
- Exposure to risks
- Participation
- Healthy work organisation

Quality of Work and Employment

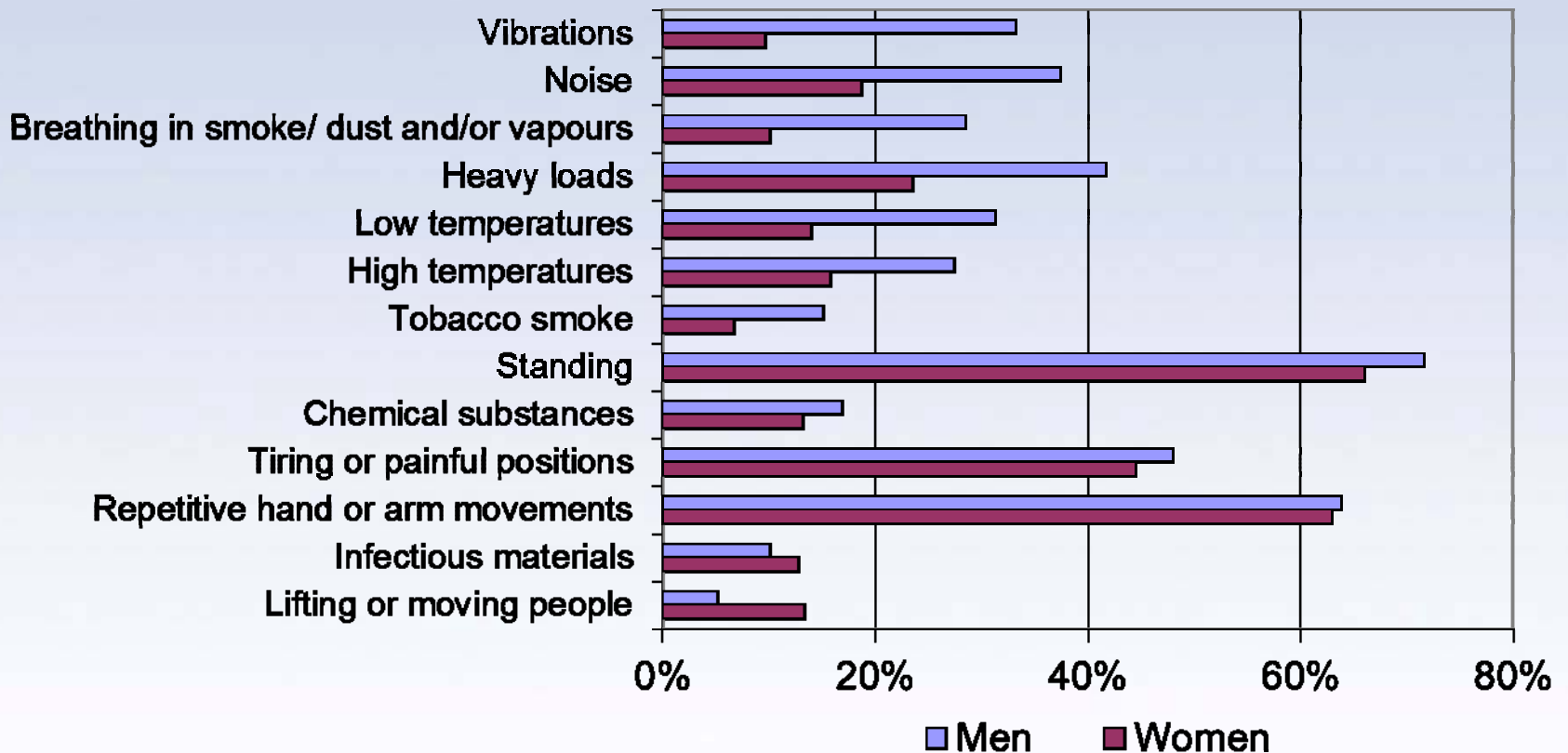
USING and ACQUIRING SKILLS

- Initial education
- Cognitive content of work
- Training & lifelong learning
- Career development

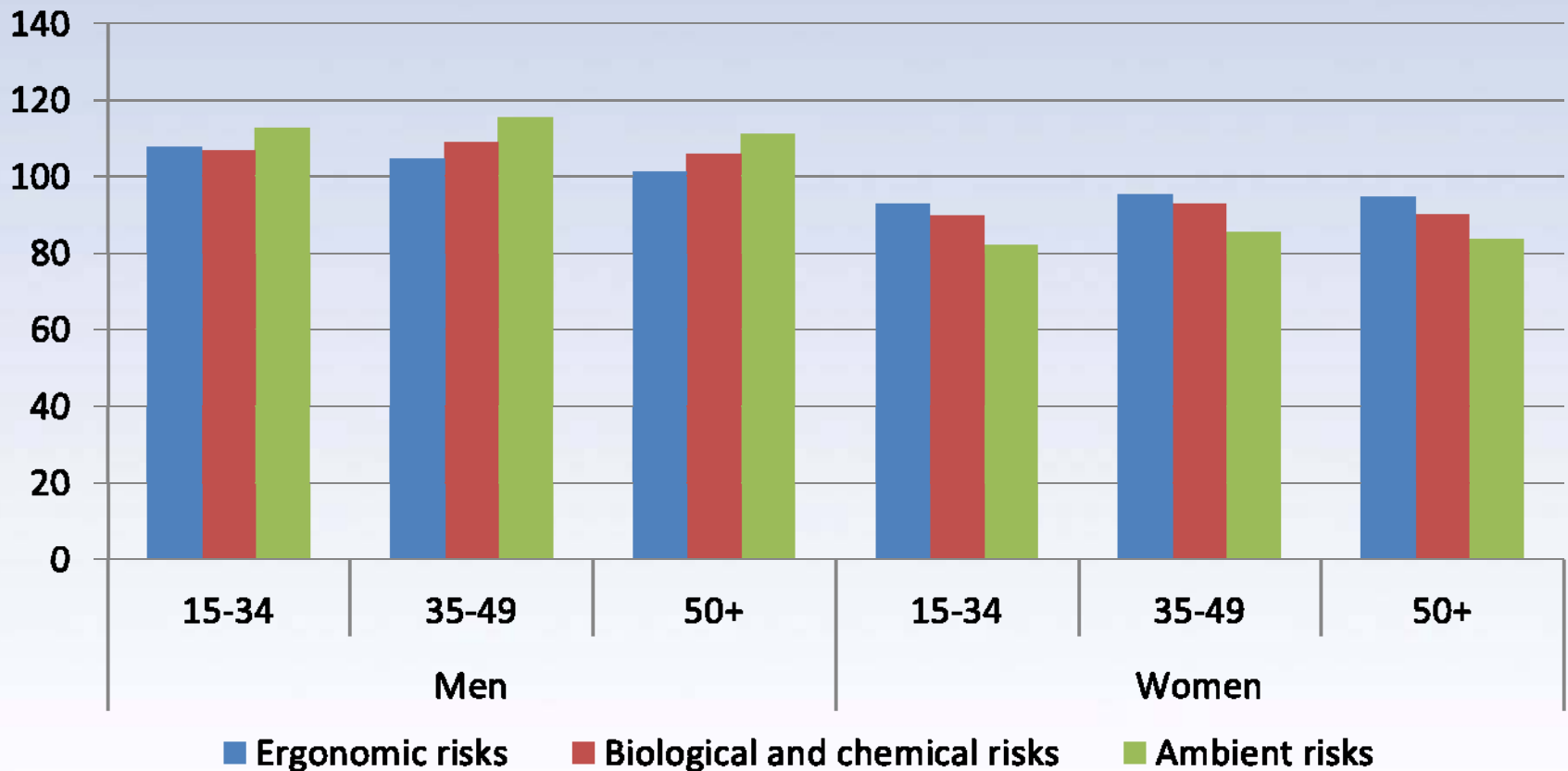
WORK-LIFE BALANCE

- Organisation of working time
- Blurring frontiers between work and private life
- Social infrastructures and provisions

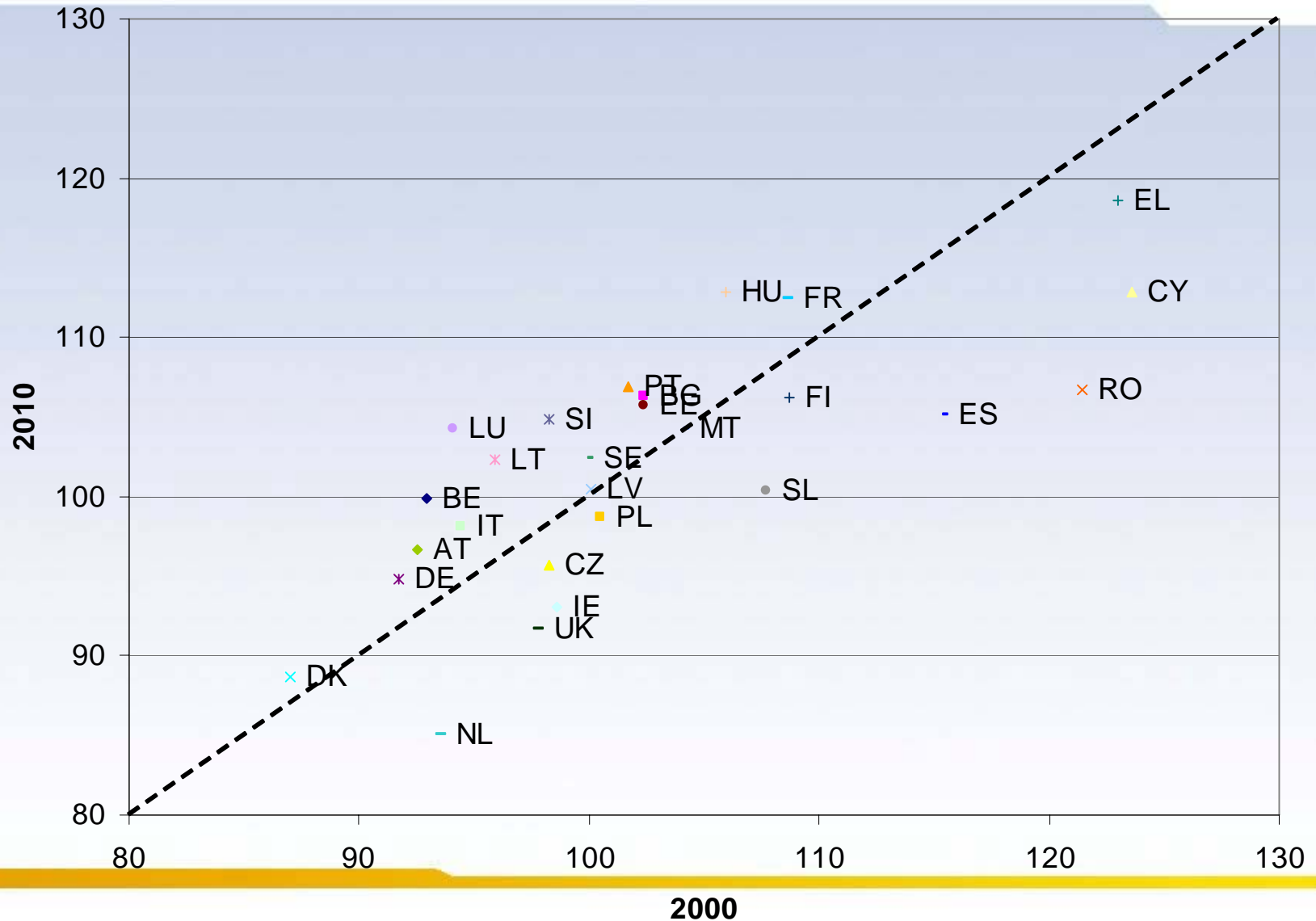
Exposure to physical risks (at least 1/4 of the time)



Exposure to physical risks, by age and gender



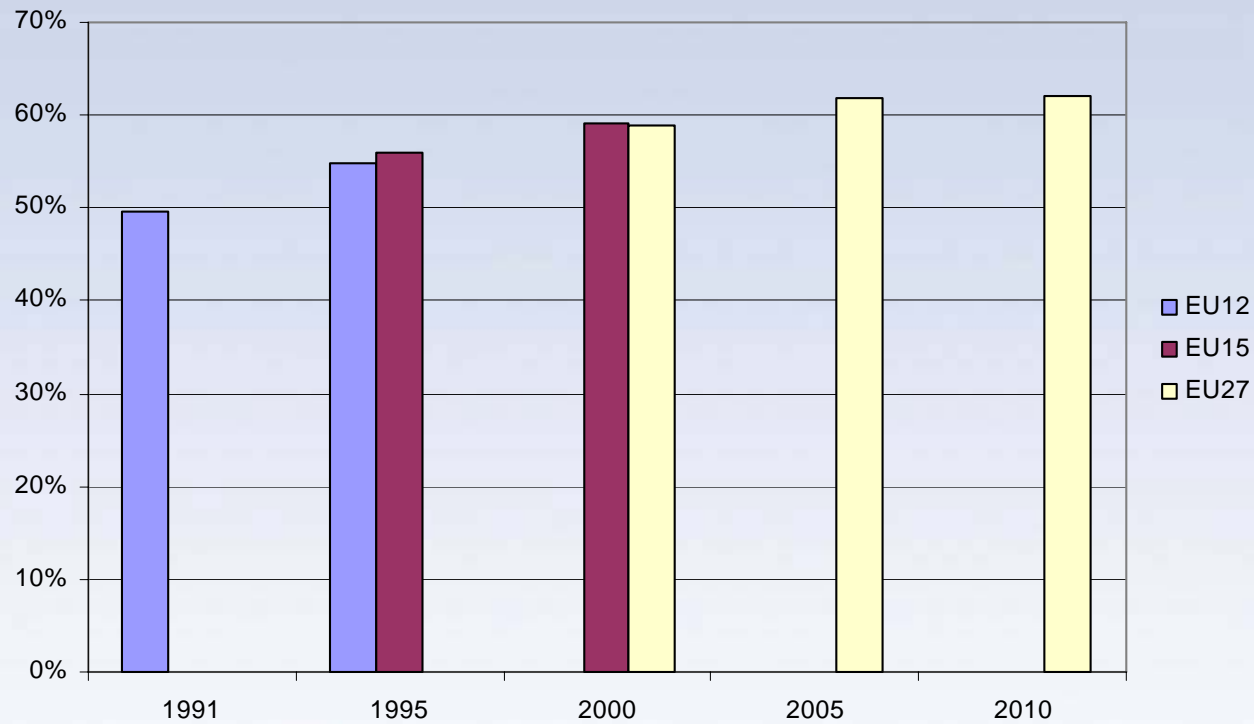
Change in exposure to physical risks between 2000 and 2010, by country



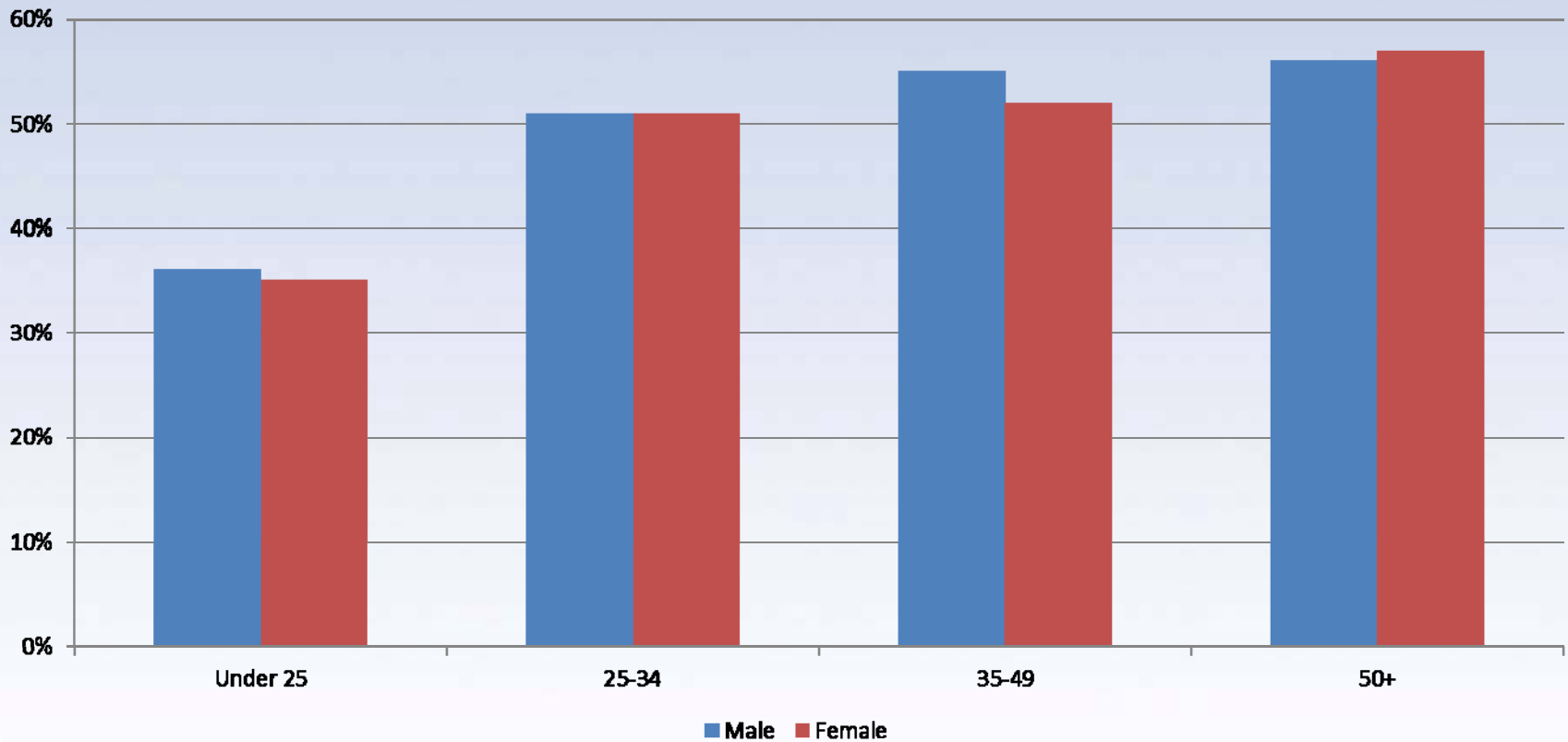
Psychosocial risk factors

1. high demands and work intensity
2. emotional demands
3. lack of autonomy
4. ethical conflicts
5. poor social relationships
6. job and work insecurity

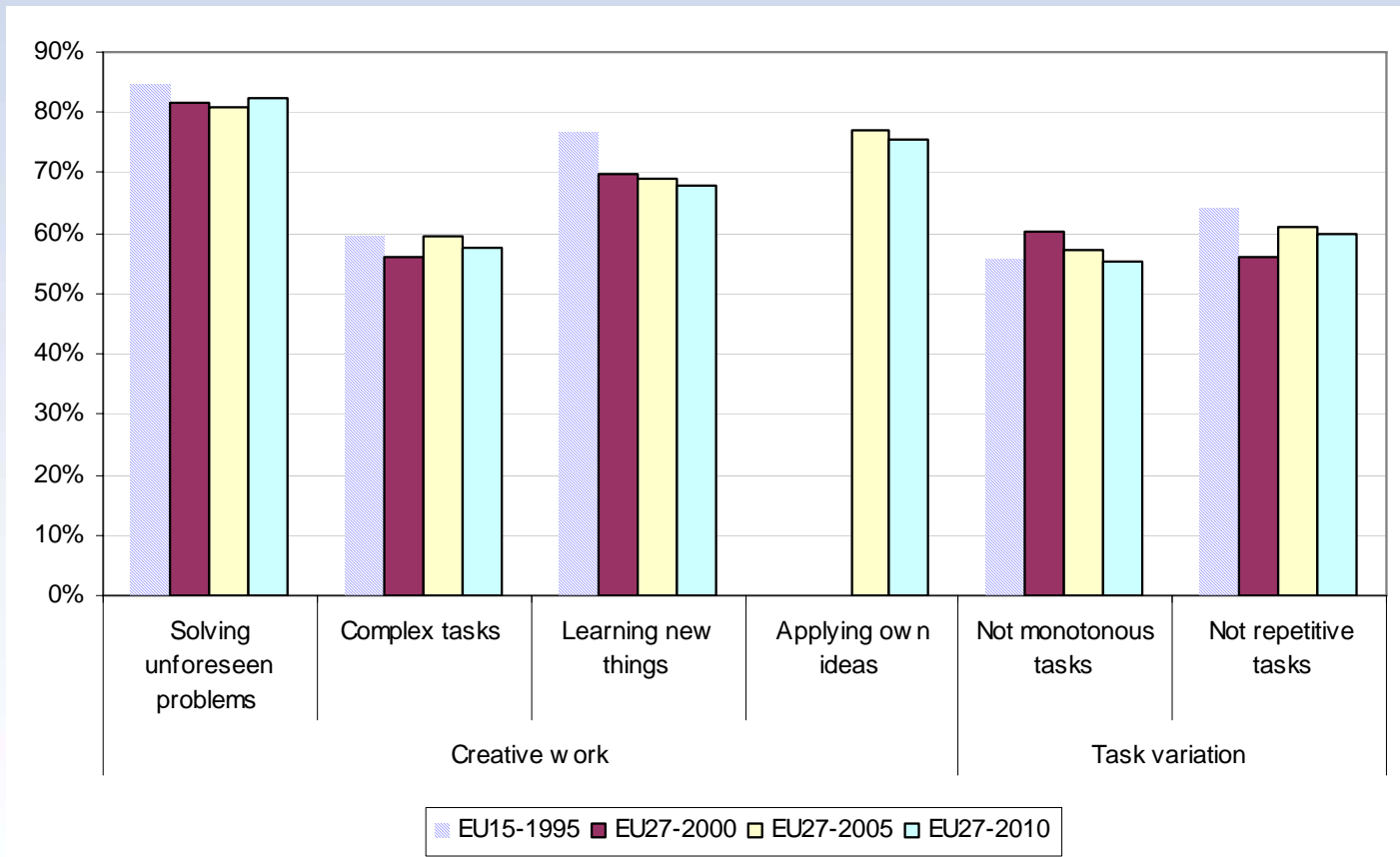
Working to tight deadlines, at least a quarter of the time, EC12, EU15 en EU27, 1991-2010



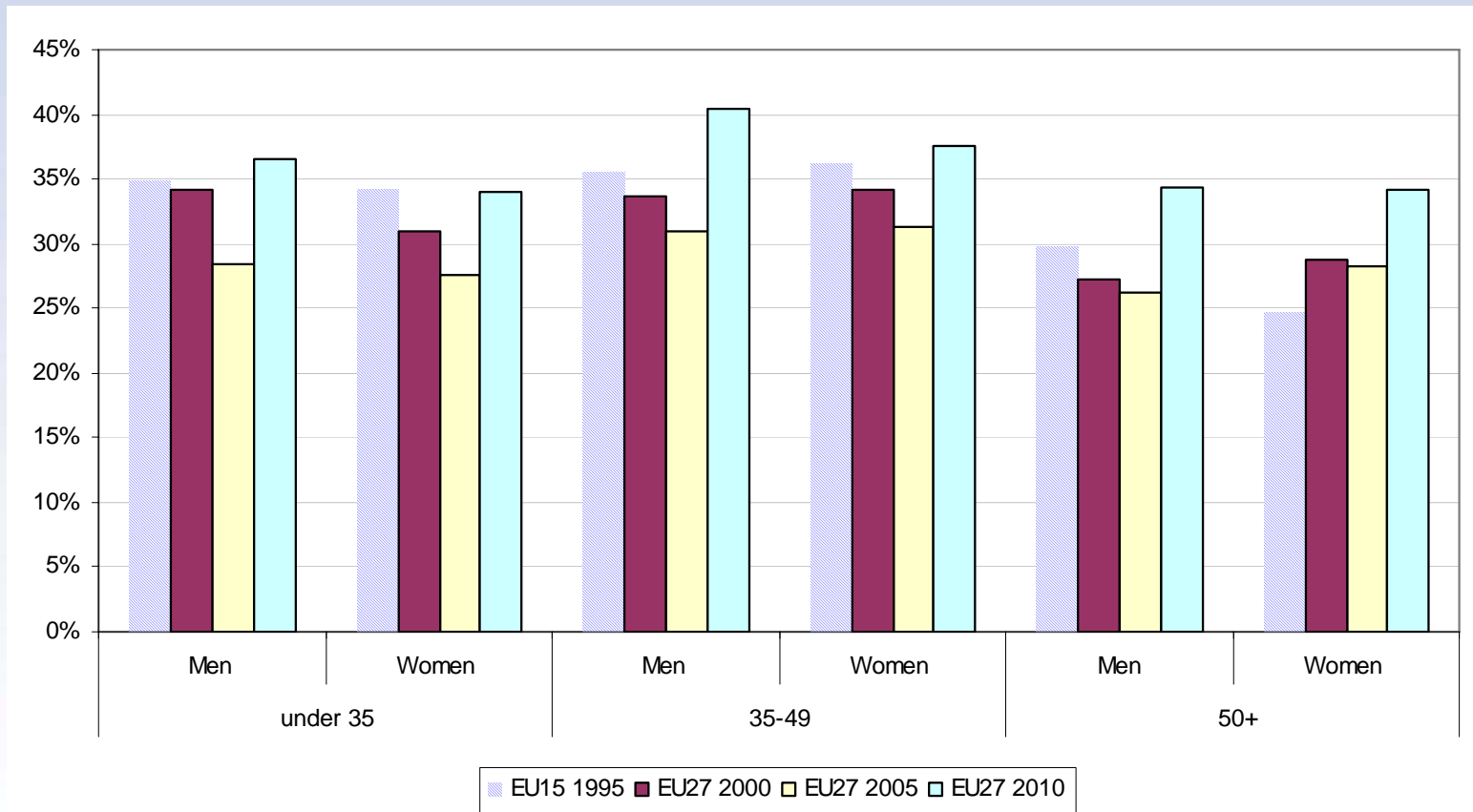
Job autonomy, by gender and age



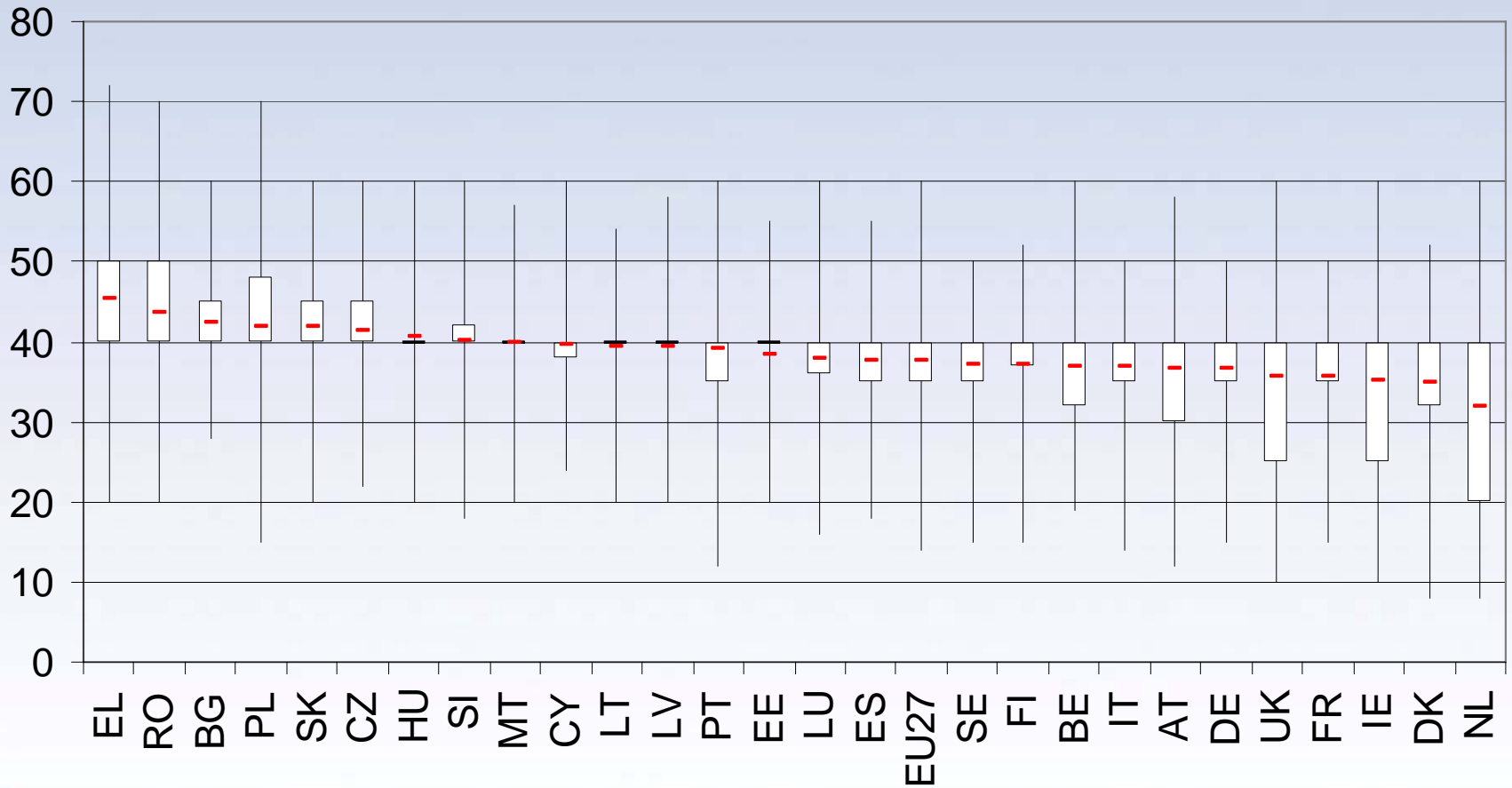
Trends in creative work and task variation



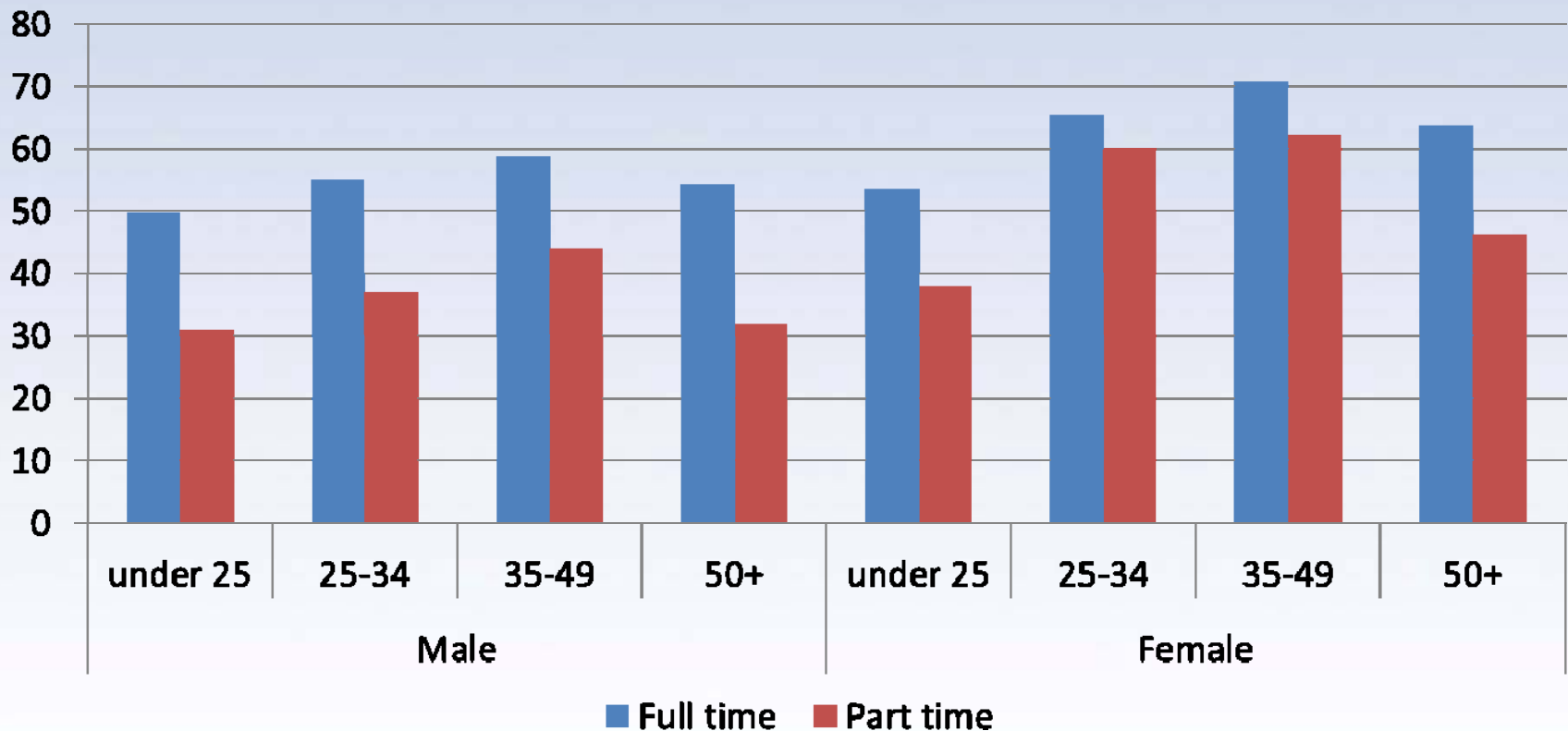
Trends in employer paid training, by gender and age



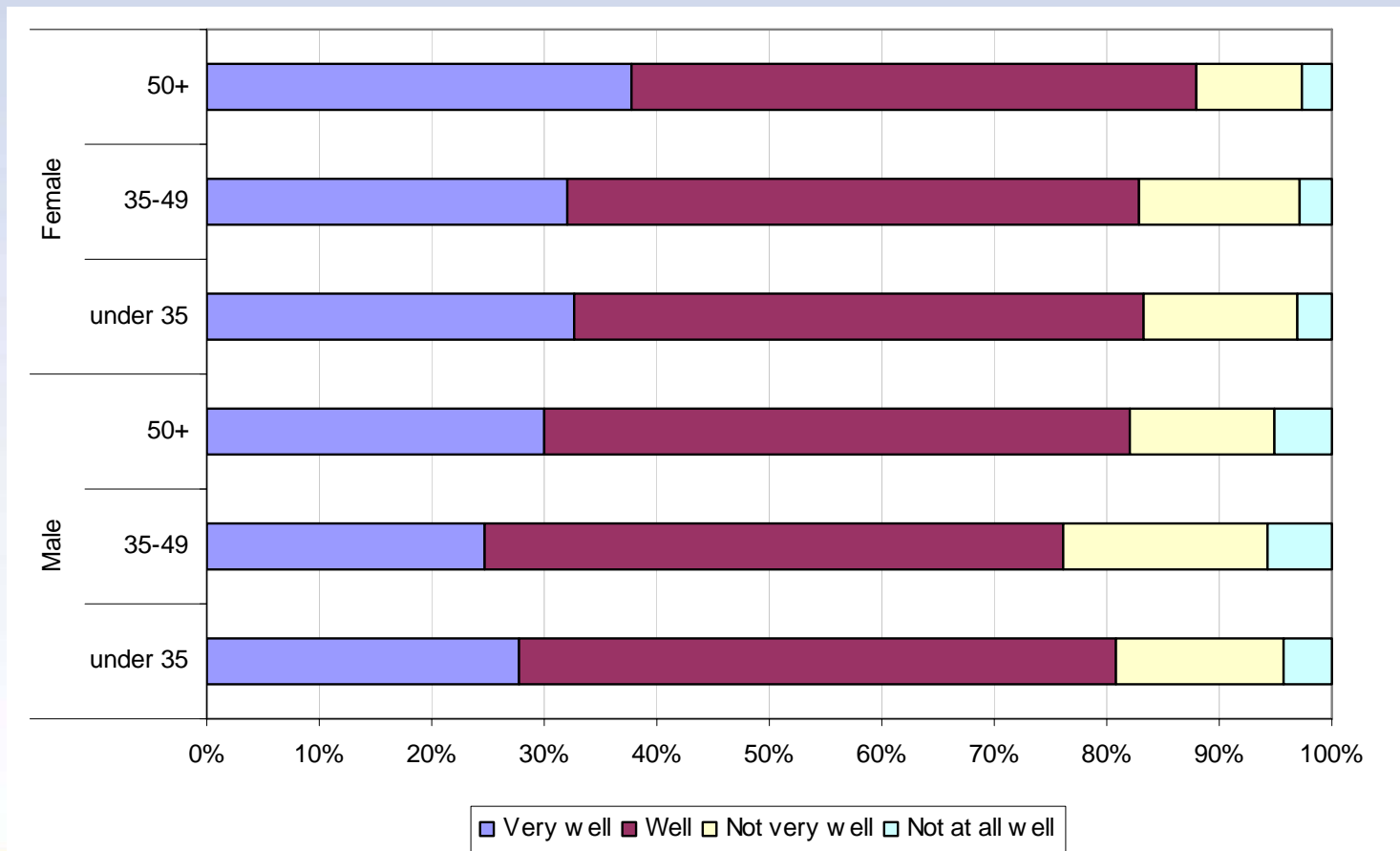
Number of hours worked per week



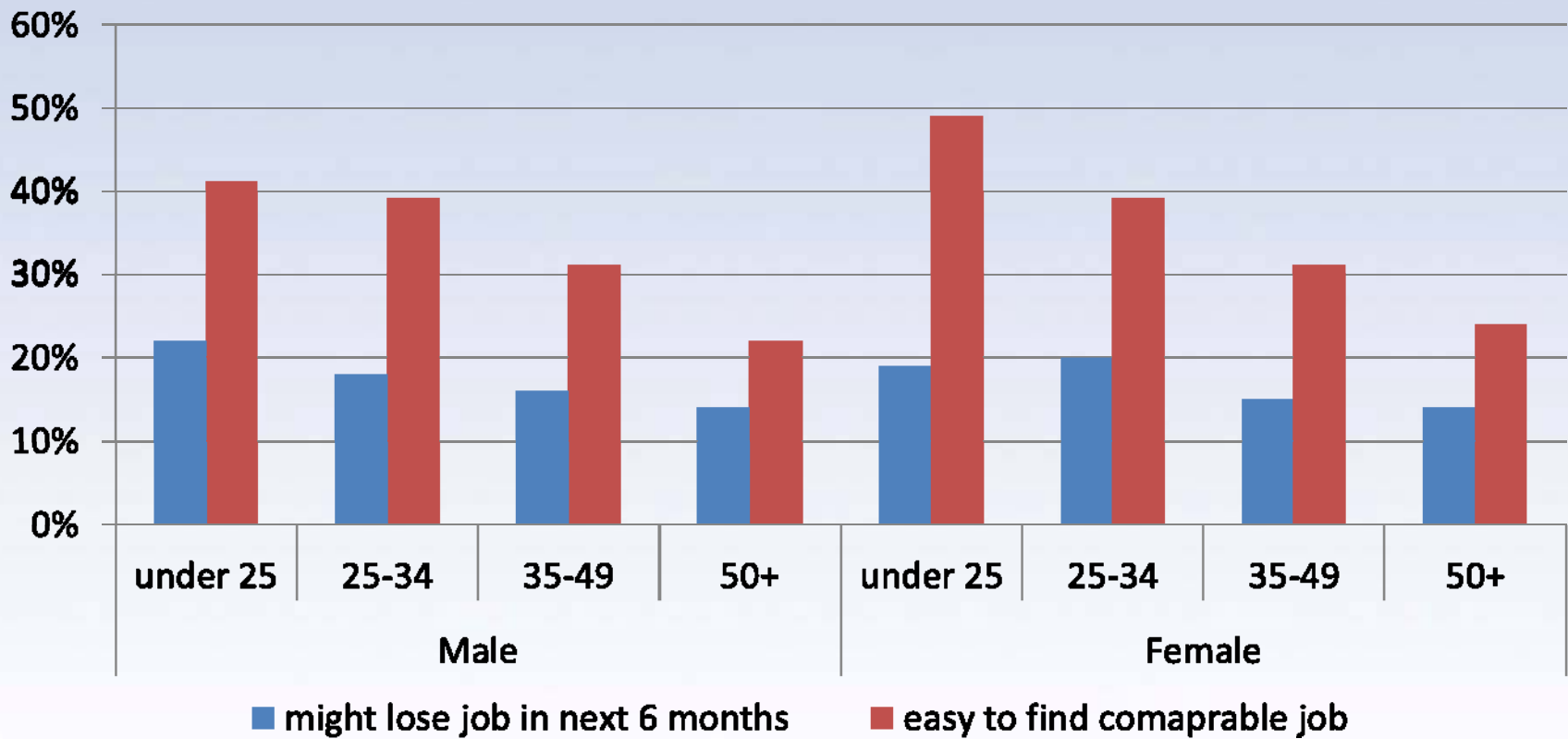
Number of hours spent on paid and unpaid work per week, by gender, age and working time



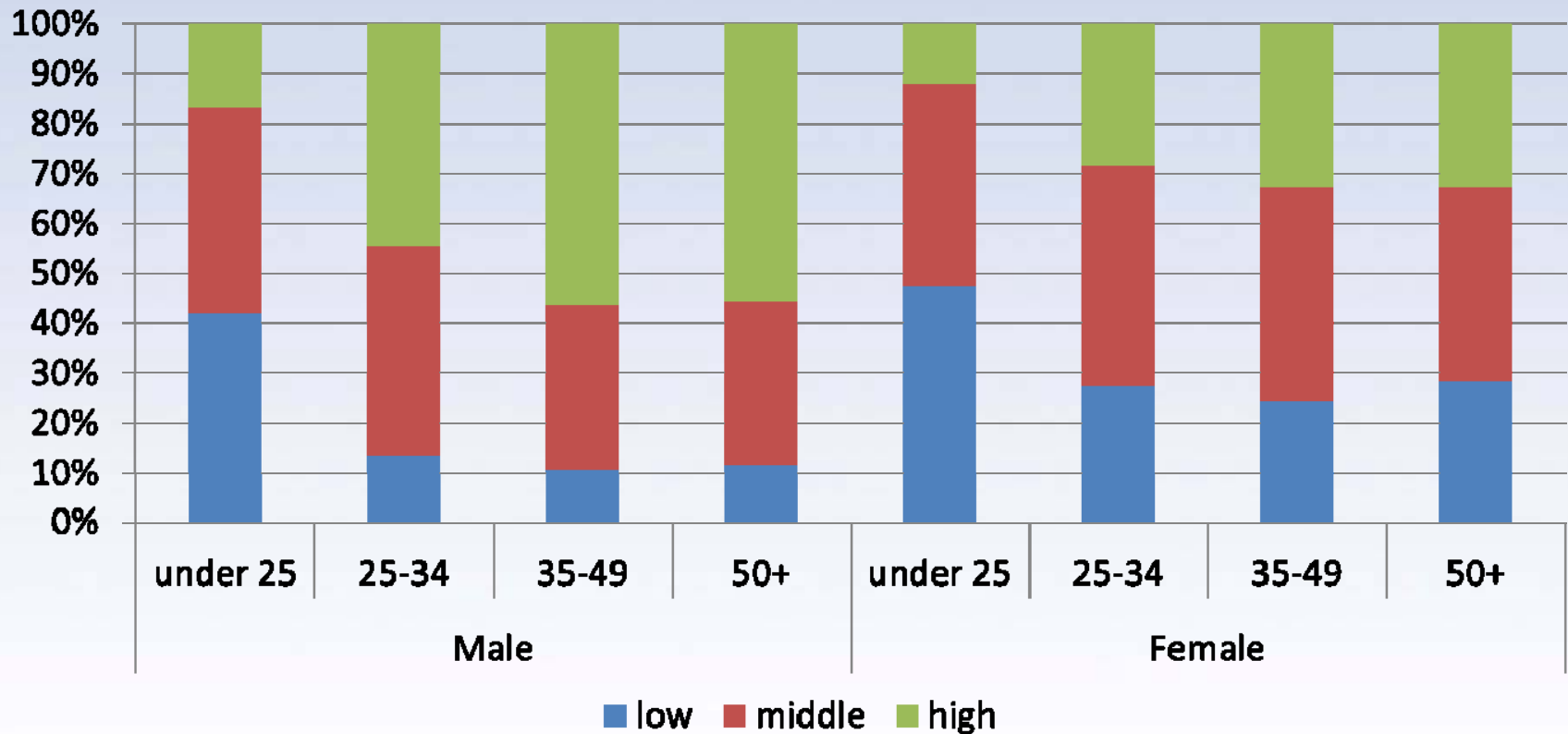
Fit between working time and social commitments for workers of different age



Job and employment (in)security, by age and by gender



Income categories, by gender and age (full time workers only)



Data availability

- UK Data archive
 - ▶ All Eurofound datasets are made available within 2 years after finalisation of fieldwork
- Survey mapping tool
 - ▶ Online tool for data access
 - ▶ Data made available on an aggregate level (country, EU) shortly after finalisation of fieldwork
 - ▶ For EWCS trend data available and breakdowns for gender, age, type of occupation, sector and employment status



Thank you for your attention!

*www.eurofound.europa.eu
gvh@eurofound.europa.eu*

