



HIVA

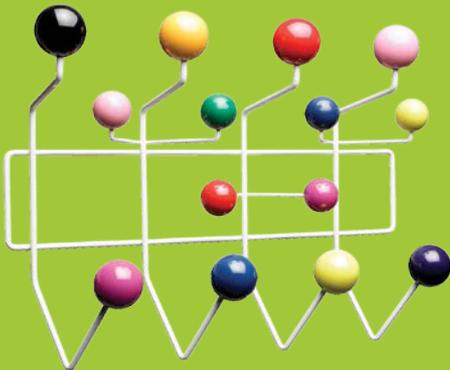
ONDERZOEKINSTITUUT VOOR ARBEID EN SAMENLEVING

K.U. LEUVEN

Quality of work and employment in Belgium - Analyses on EWCS 2010

ETUI Seminar 26-27 March 2012

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- Findings of research project commissioned by FOD WASO and Eurofound
- Analyses on the 4,000 sample of the Belgian EWCS 2010
- Tom Vandenbrande, Sem Vandekerckhove, Patricia Vendramin, Gérard Valenduc, Rik Huys, Geert Van Hootegem, Isabelle Hansez, Christophe Vanroelen, Vanessa Puig-Barrachina, Kim Bosmans & Hans De Witte



- Introduction
- 1: Quality of work in Belgium
- 2: Older workers and work sustainability
- 3: The impact of work on health
- 4: Restructuring calls for active jobs
- 5: Precarious work
- Conclusions



Indicators on job quality

Selection of 22 indicators

Job content

- Autonomous team work
- Emotional pressure
- Repetitive tasks
- Speed pressure
- Task autonomy
- Task complexity
- Working time autonomy

Working conditions

- Risks
- Dealing with people
- Fixed workplace

Employment conditions

- Career opportunities
- Contract (temporary or fixed)
- Earnings
- Full time work
- Training
- Unusual working hours
- Working time flexibility

Social relations

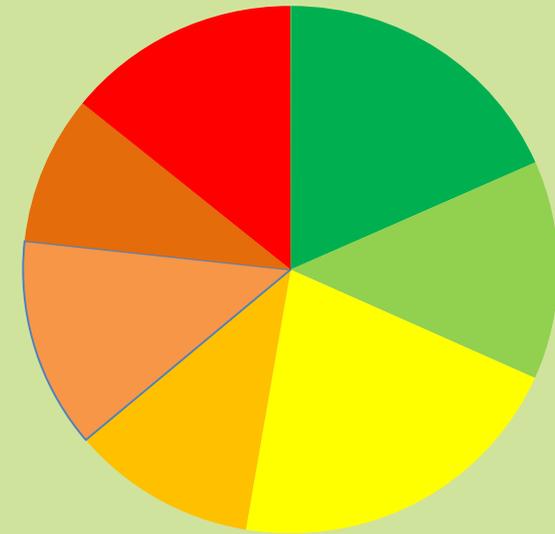
- Say
- Supportive management
- Social support
- Harassment
- Voice



Seven job quality types

Constellations based on 22 indicators

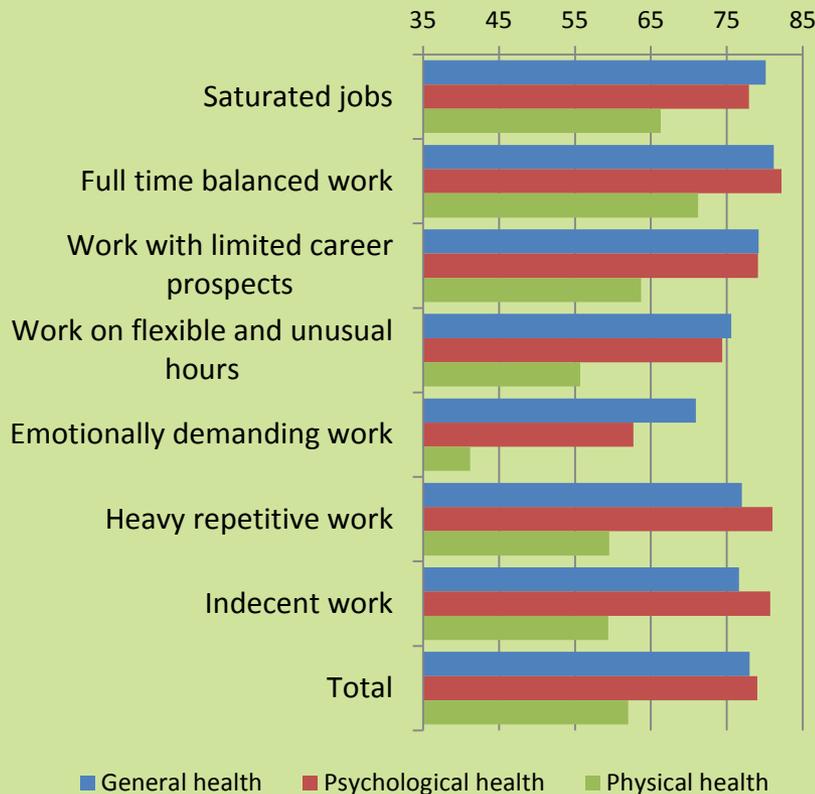
- Saturated jobs: interesting scores on all indicators
- Full time balanced work: reasonable positive scores on most dimensions
- Work with limited career prospects: working part time and/or in jobs with limited career prospects
- Work on flexible and unusual hours: good salary and a full time job, but unfavourable working time arrangements
- Emotionally demanding work: dealing with people outside organization, no support inside organization
- Heavy repetitive work: no autonomy or say, risky environment, but good working conditions
- Indecent work: bad scores on most items



- Saturated jobs
- Full time balanced work
- Work with limited career prospects
- Work on flexible and unusual hours
- Emotionally demanding work
- Heavy repetitive work
- Indecent work



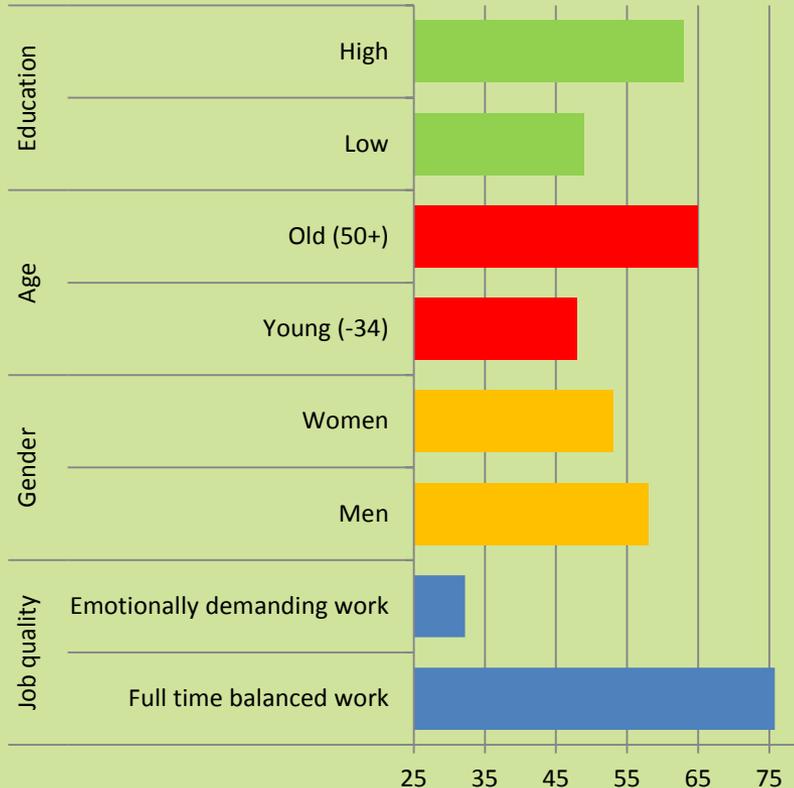
Relation between job quality constellations and outcomes: good quality good for workers



- Job quality related to different outcomes (health, security, attitude)
- Best / worst quality not the best / worst work for health
- Full time balanced work versus emotionally demanding work



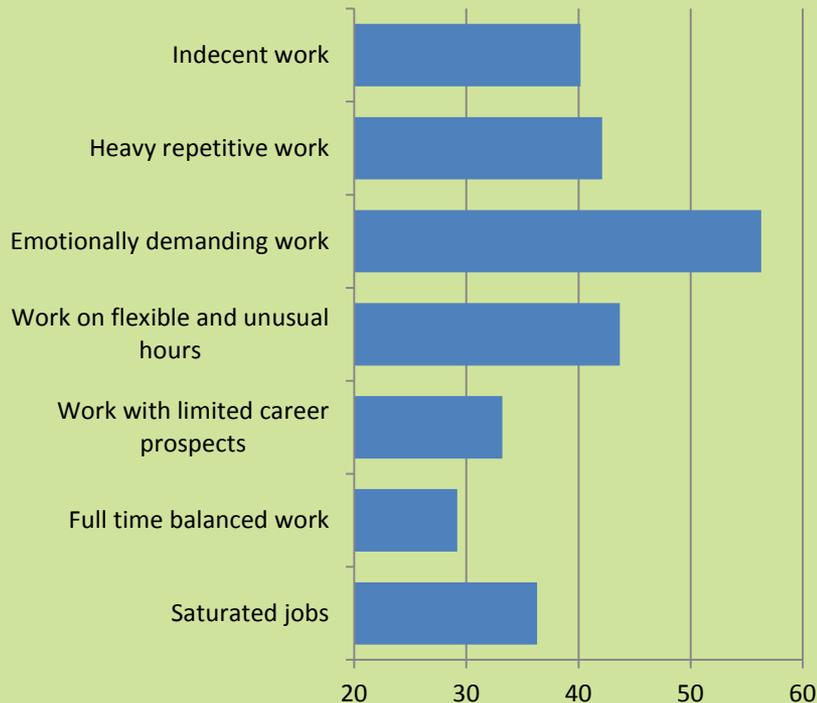
Active ageing: job quality matters!



- Sustainability: Do you think you will be able to do the same job you are doing now when you are 60 years old?
- Strongly related to quality of work!



Work related health risks

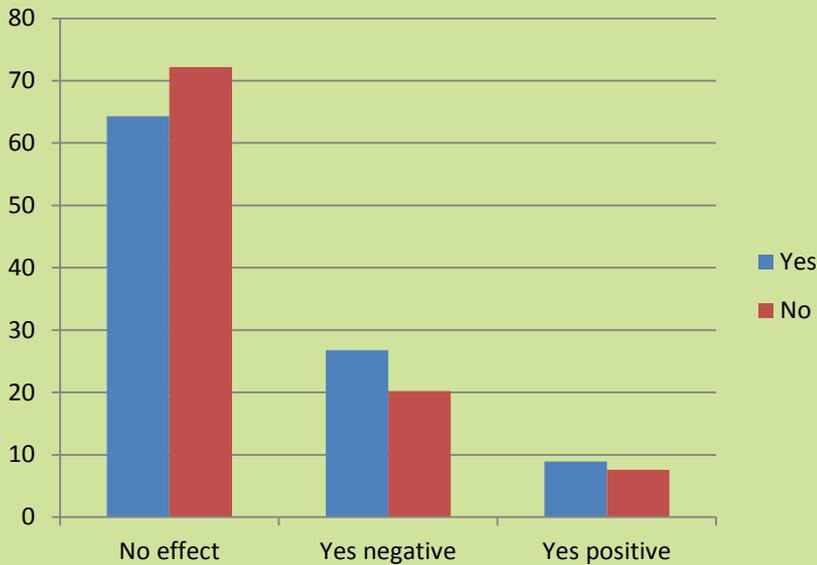


- Determinants of healthy workers:
- Emotional pressure
- Speed pressure, risks
- Social relations (social support, supportive management, career opportunities, violence and harassment)



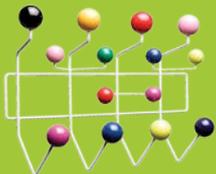
Restructuring calls for active jobs

Share of employees with health affected by work, according to the occurrence of restructuring



Share of employees in the Karasek-quadrant, according to the occurrence of restructuring

	Demands Low	Demands High
Control High	<i>Low-strain jobs</i> 35.4 (no r.) 25.2 (restr.)	<i>Active jobs</i> 19.7 (no r.) 24.9 (restr.)
Control Low	<i>Passive jobs</i> 26.7 (no r.) 19.6 (restr.)	<i>High-strain jobs</i> 18.2 (no r.) 30.3 (restr.)



Precariousness on the Belgian labour market

Prevalence of precariousness items and overall precariousness

	Percentage
Temporary contract	13.9
Low earnings	33.4
Limited employability opportunities	32.4
Intensive working times	15.3
Flexible working times	29.5
No OHS information	4.6
Limited voice	54.9
Limited say	28.4
Overall precariousness	26.4

- Precariousness not equally distributed: women, younger workers, less educated workers, workers in SME's.
- Association with health outcomes, job security, job satisfaction.



- Job quality really matters
- Balanced work with best outcomes, emotionally demanding work with worst outcomes
- Uneven distribution of good quality work and precarious work
- Job quality should be an important element in policies on active ageing, well being and reflective restructuring

