European Foundation for the Improvement of Living and Working Conditions

The European Working Conditions Survey
An Overview

ETUI Conference

Brussels, March 2012

David Foden

Head of Unit

Working Conditions and Industrial Relations

Eurofound

Eurofound

Contents

- Main characteristics of the (5th) EWCS
- Dimensions of the quality of work and employment
  - Learning and developing on the job
  - Work intensity and job autonomy
  - Exposure to physical and psychosocial risks
  - Work organisation and social innovation: (productive and innovative)
  - Working time and work-life balance
- Conclusions – sustainability towards 2020?
- :

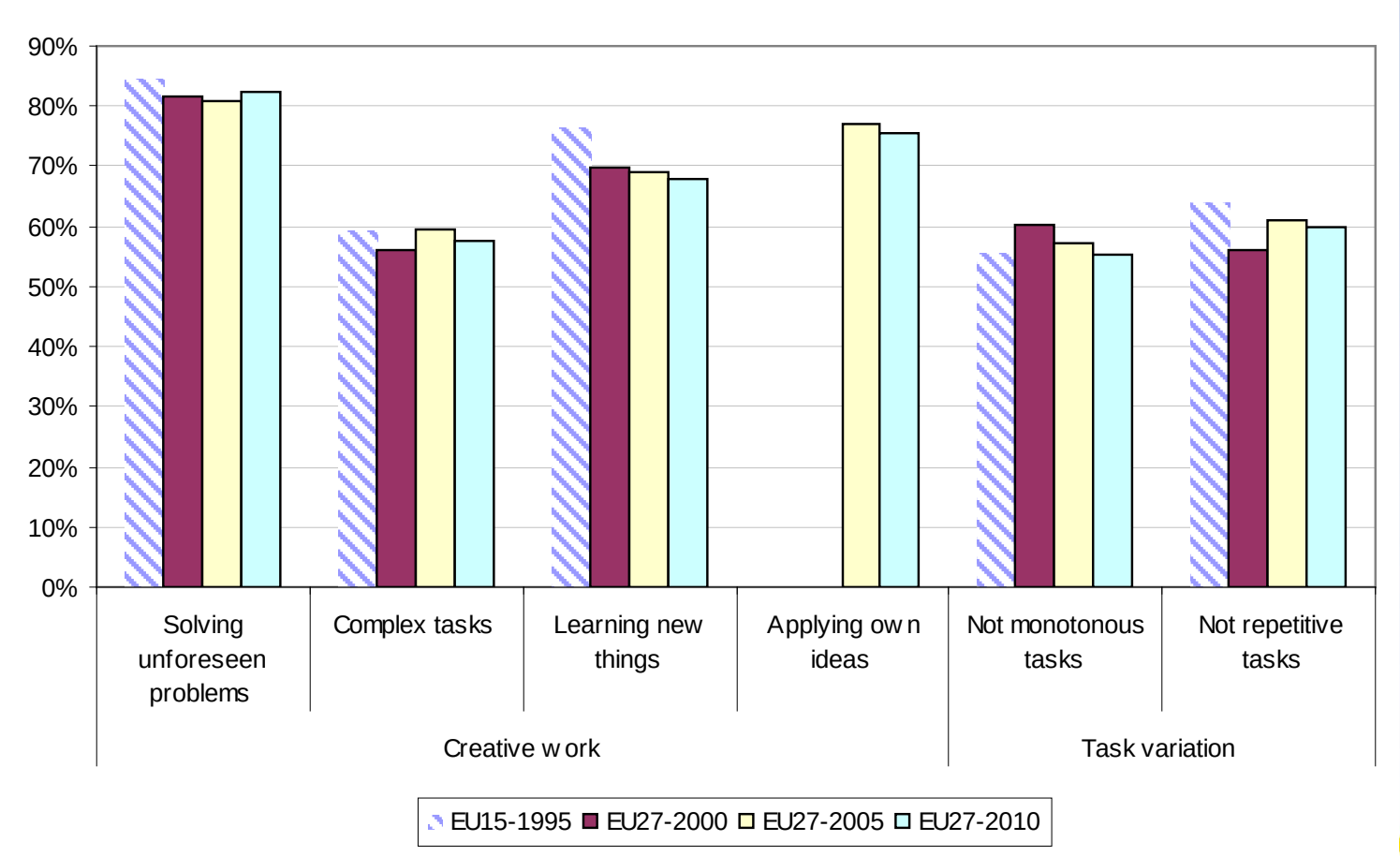
5th European Working Conditions Survey

- 5 waves: 1991, 1995, 2000, 2005 and 2010
- Covering EU and neighbouring countries
  - 5th EWCS (2010): 34 countries: EU27 + NO + ACC3 + IPA3
  - 43,816 interviews (1000-4000 interviews per country)
- Cross sectional survey
- 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
- Dataset on the essex data archive from December 2011

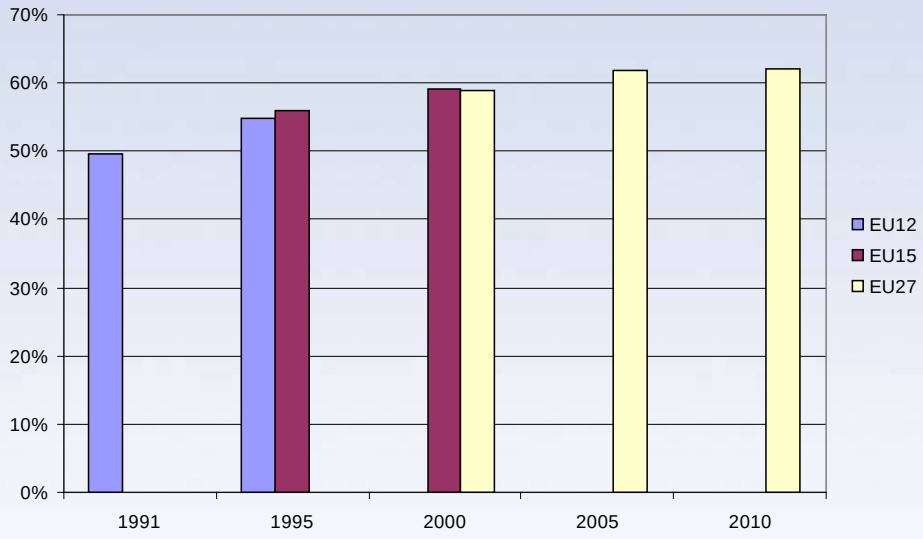
Eurofound

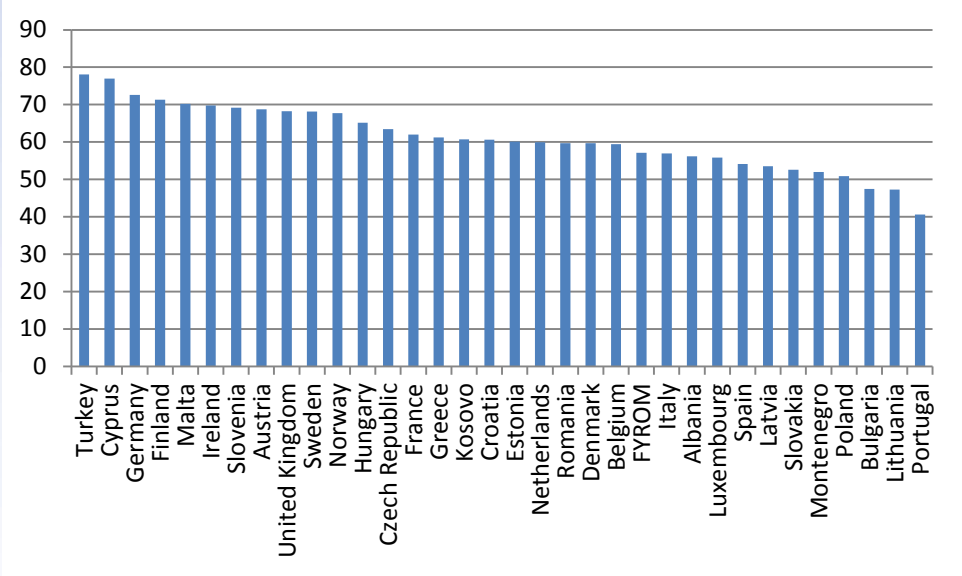
Learning and developing on the job: Employer paid training by country, employees

Trends in creative work and task variation



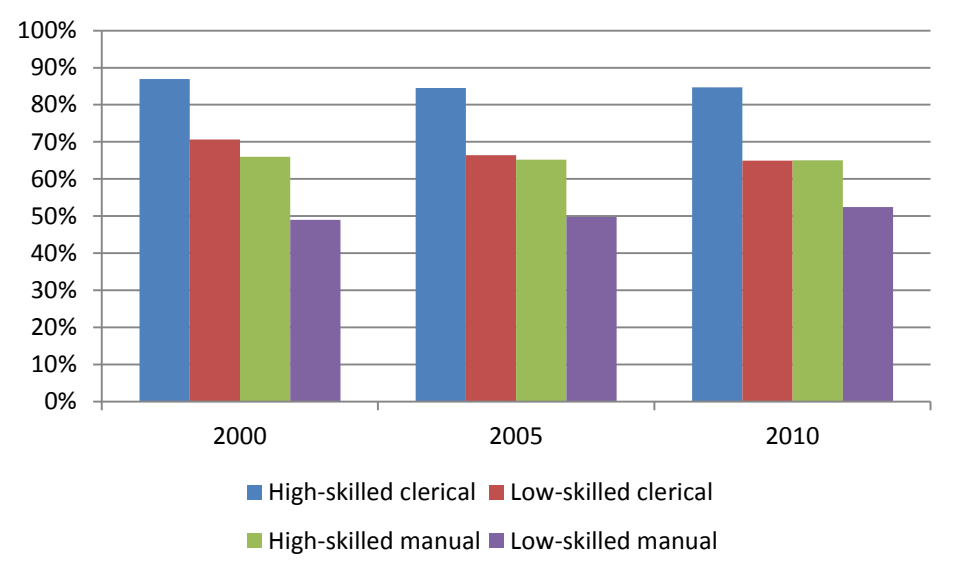
Trends and country comparisons in work intensity –Tight deadlines (at least ¼ of the time)

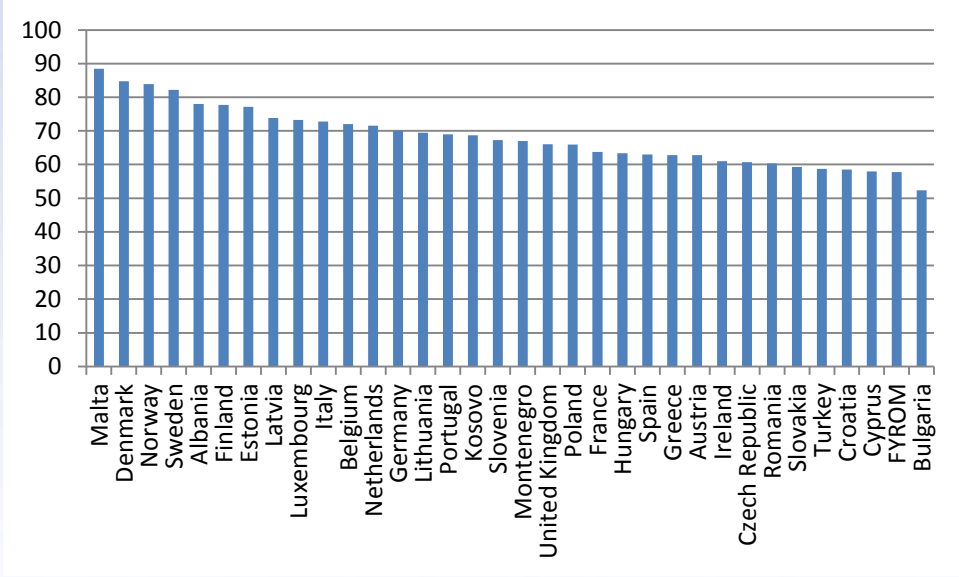




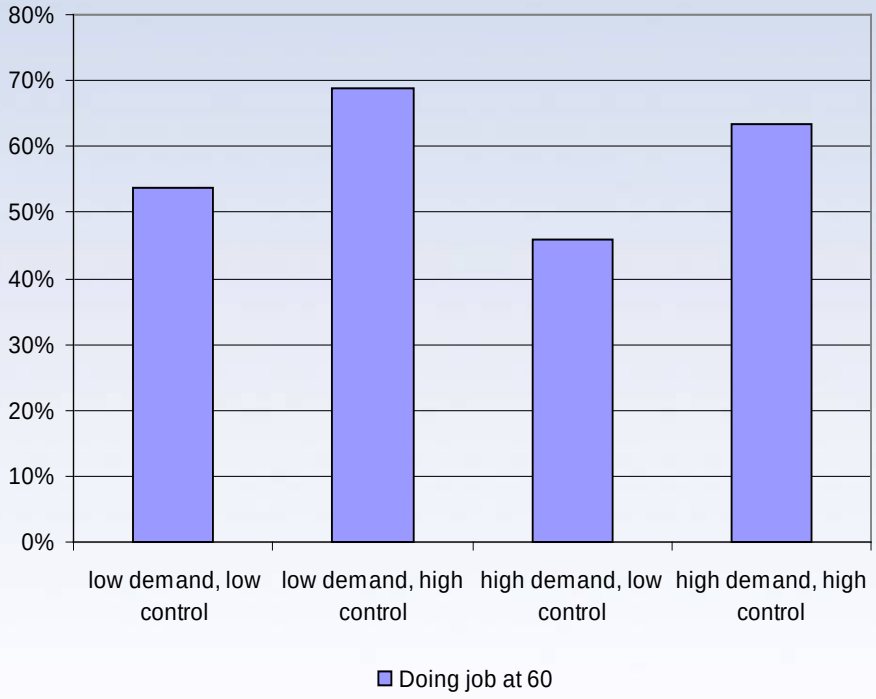
Eurofound

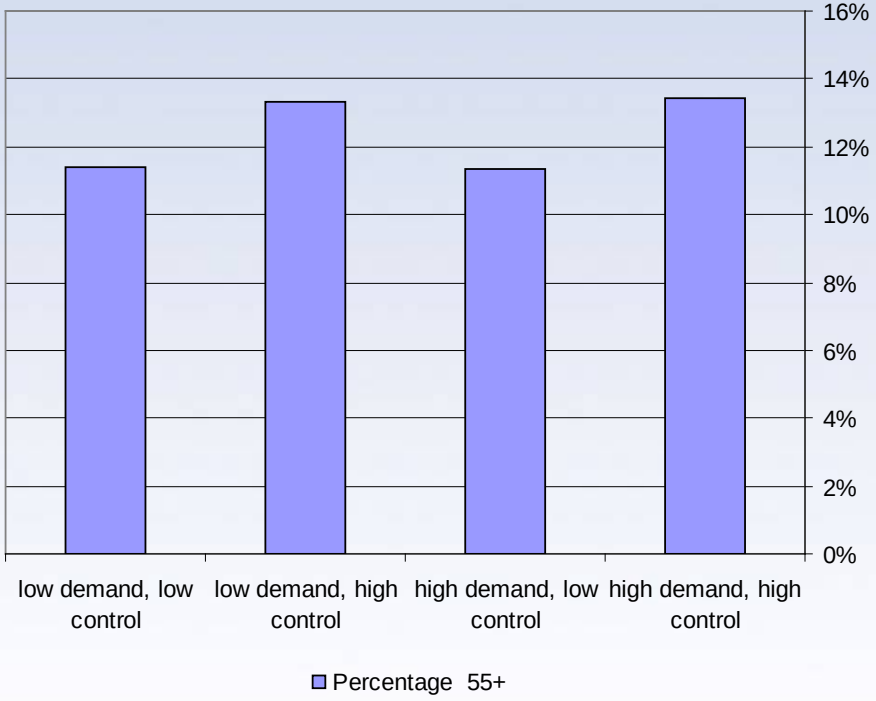
Trends and country comparisons in autonomy –Ability to choose or change methods of work



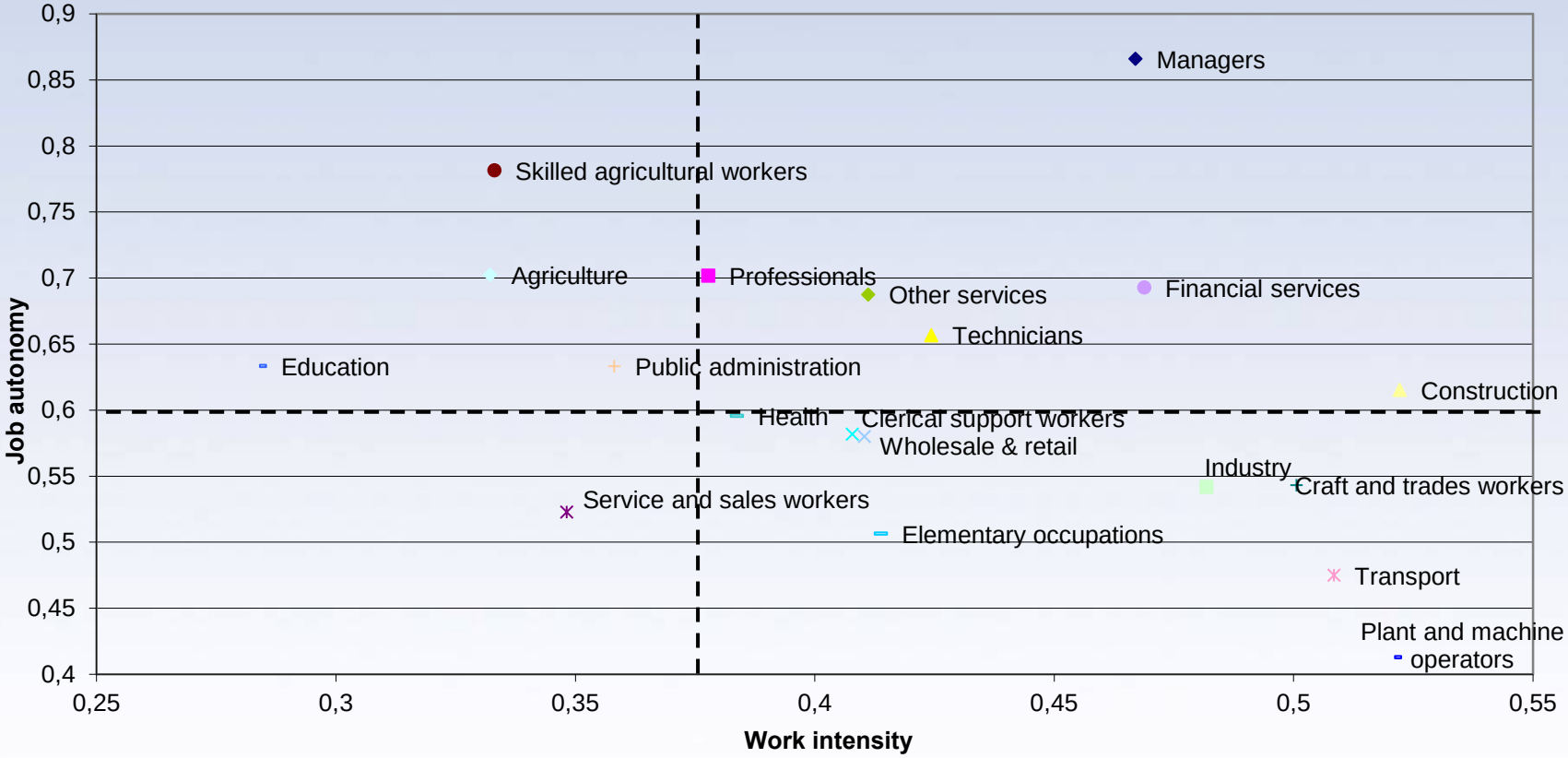


Work intensity, decision latitude and sustainability of the work

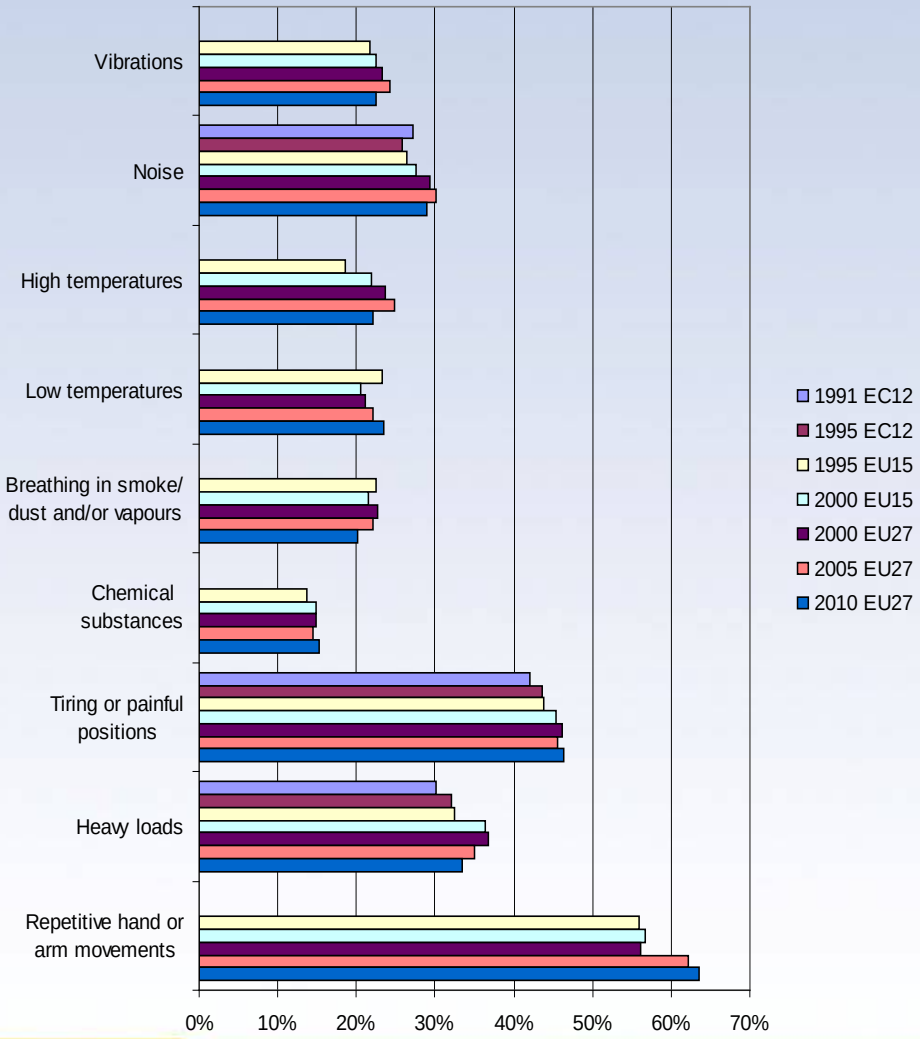




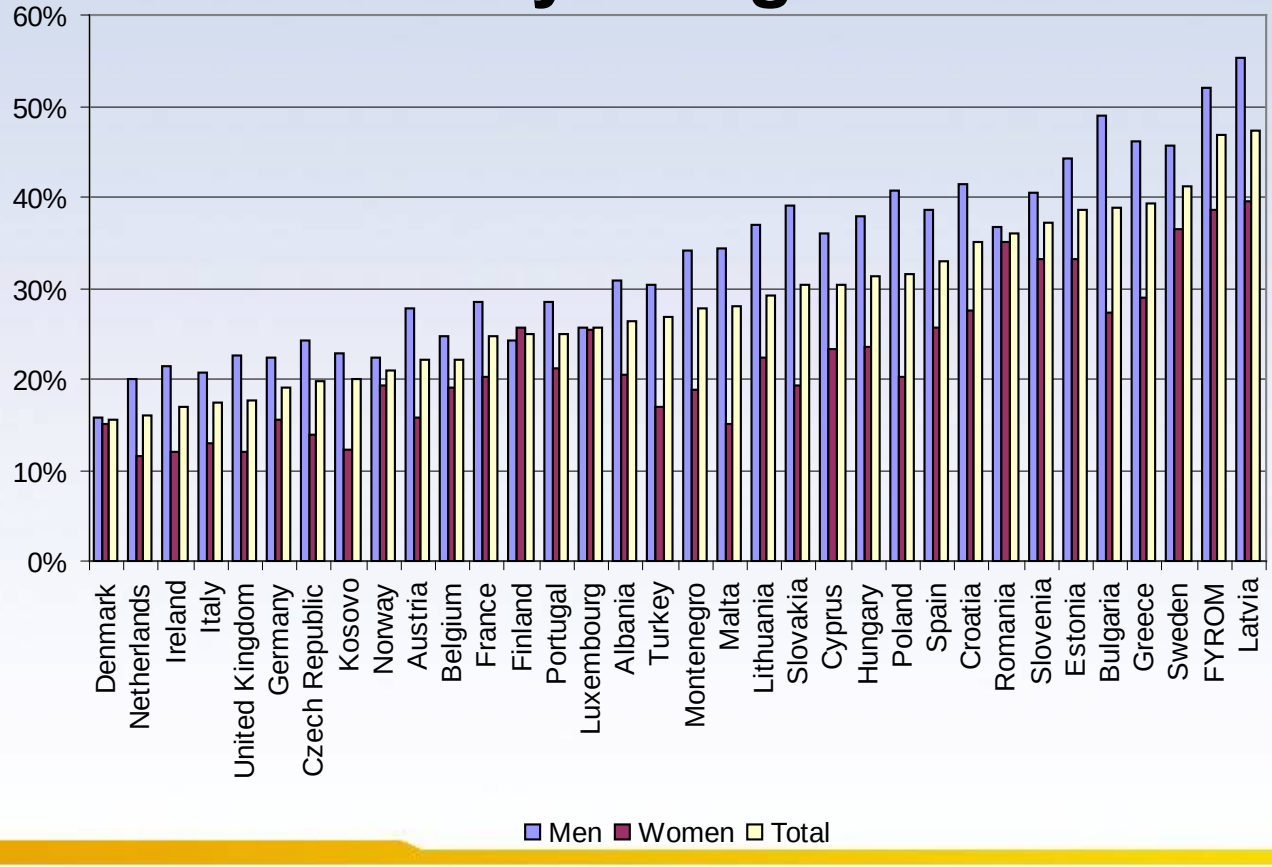
Work intensity and job autonomy



Trends in physical risks

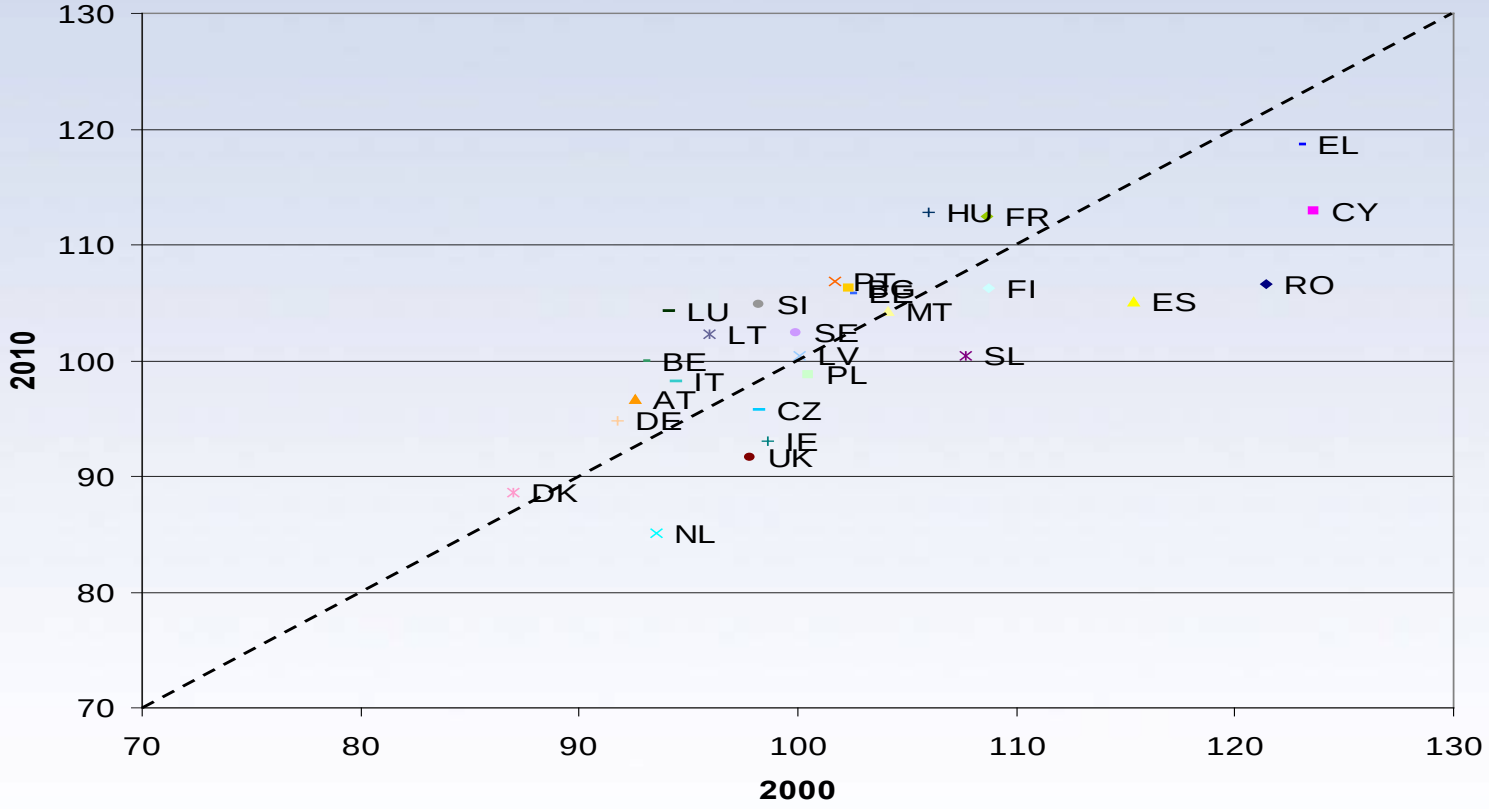


Percentage of workers thinking their health or safety is at risk because of their work, by country and gender

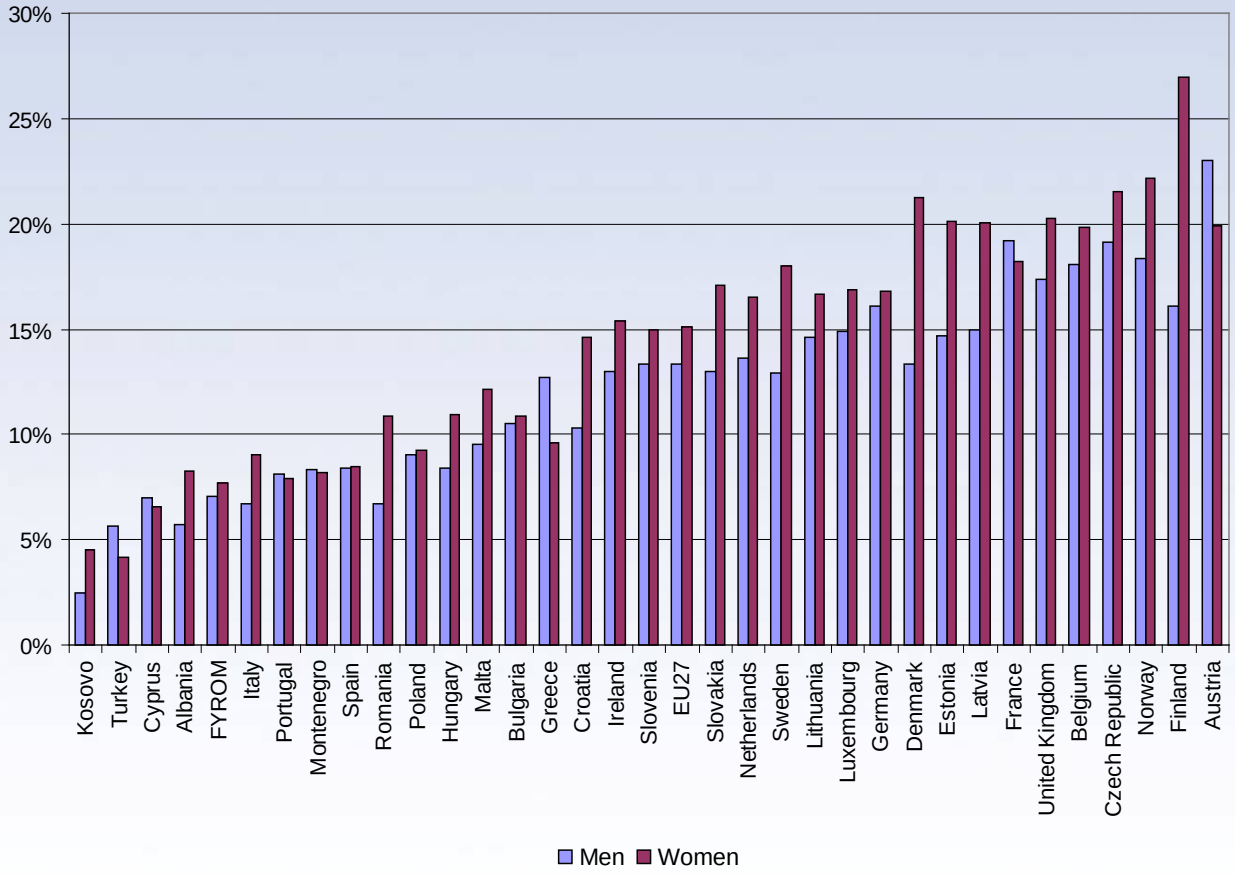


Eurofound

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



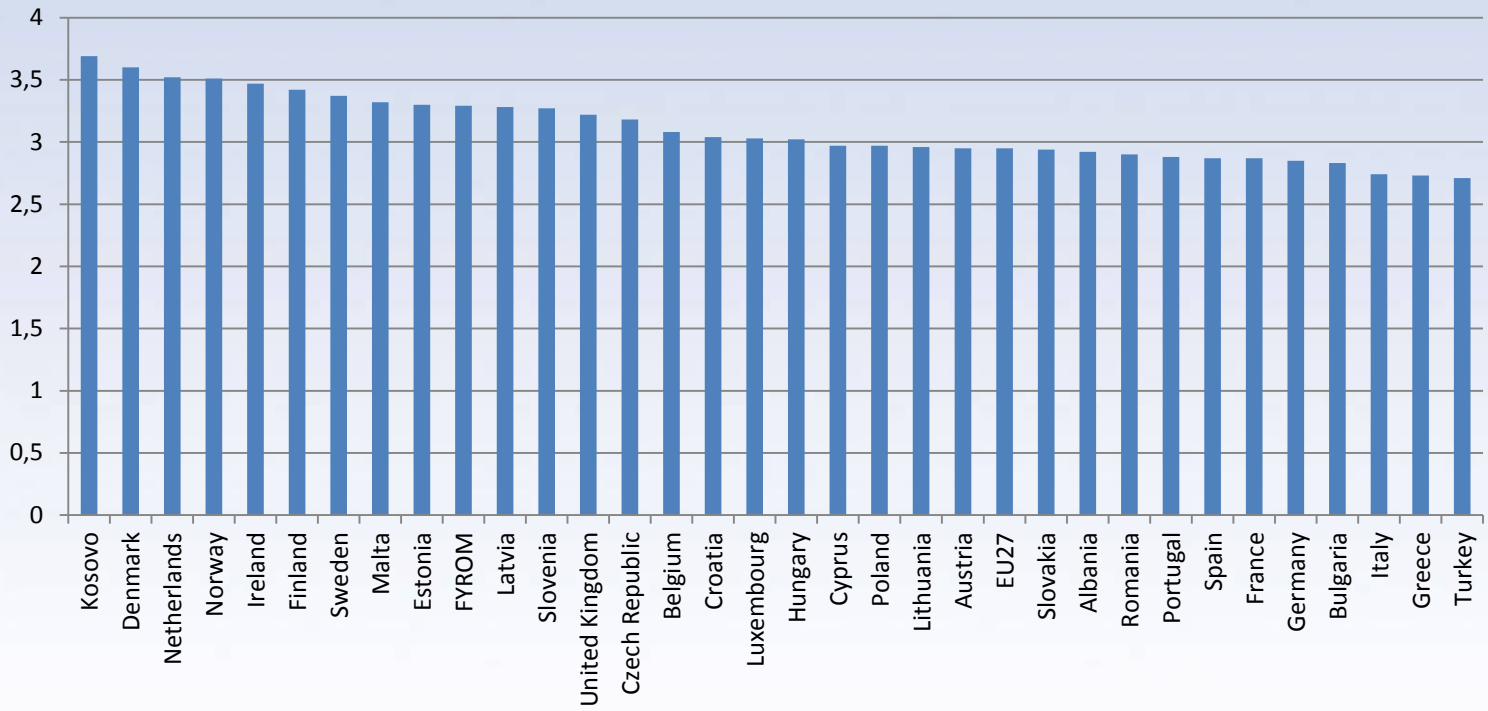
Subject to adverse social behaviour



Social innovation (employees 10+ only)

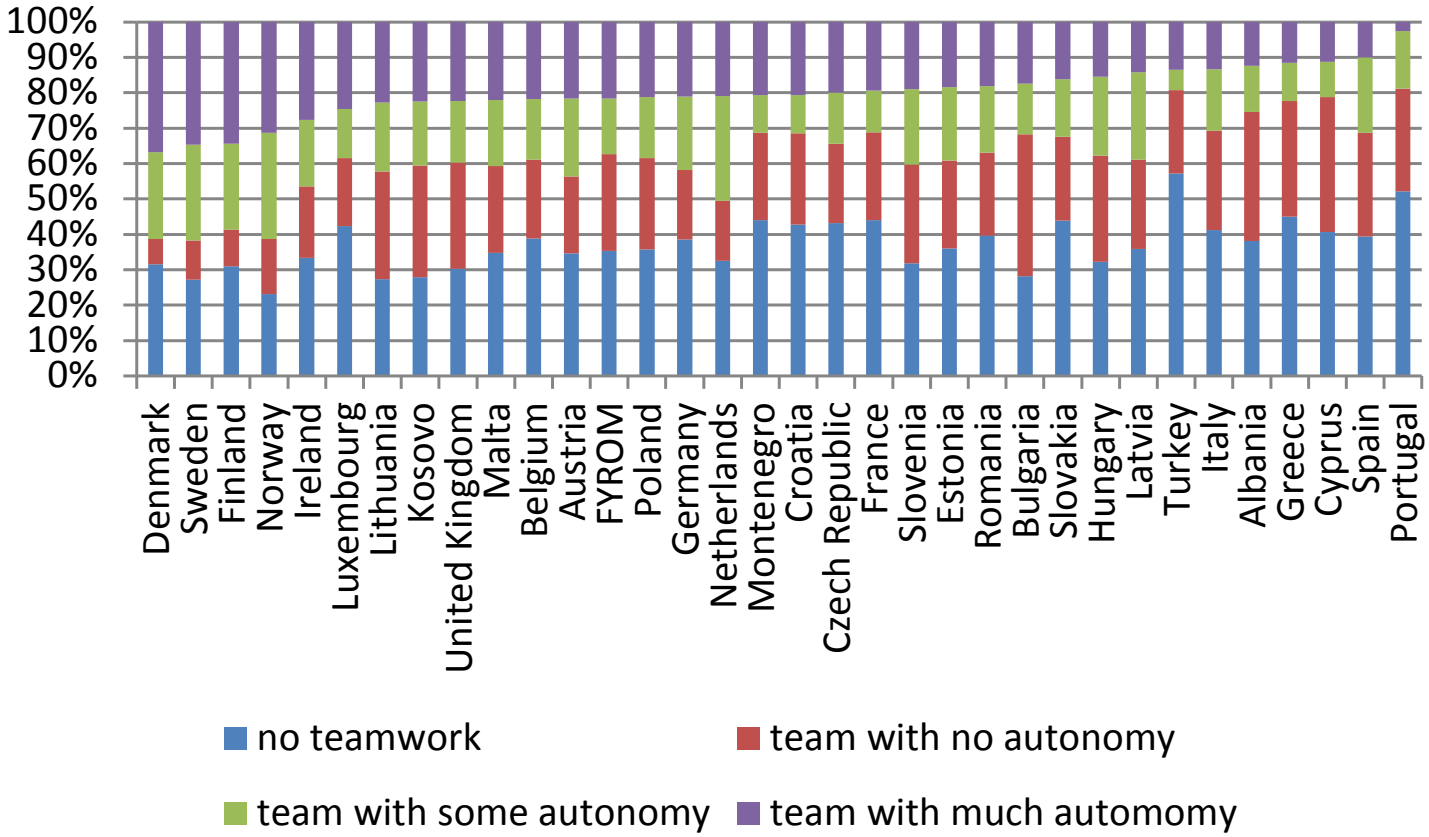
:

you are consulted before targets for your work are set,
you are involved in improving the work organisation or work processes of your department or organisation,
you can influence decisions that are important for your work.

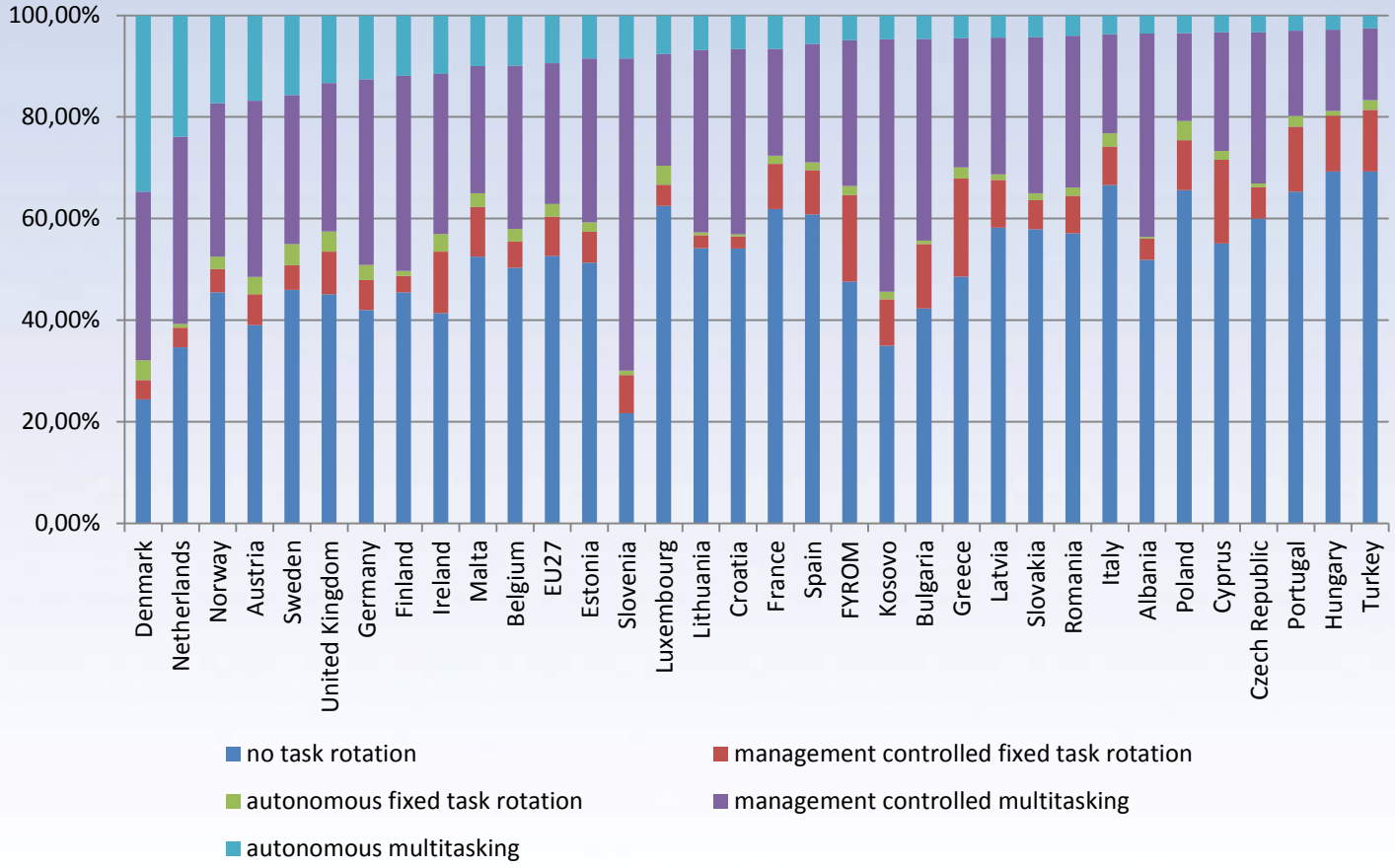


Eurofound

Different types of teamwork



Task rotation : empl 10 +



Working long hours …

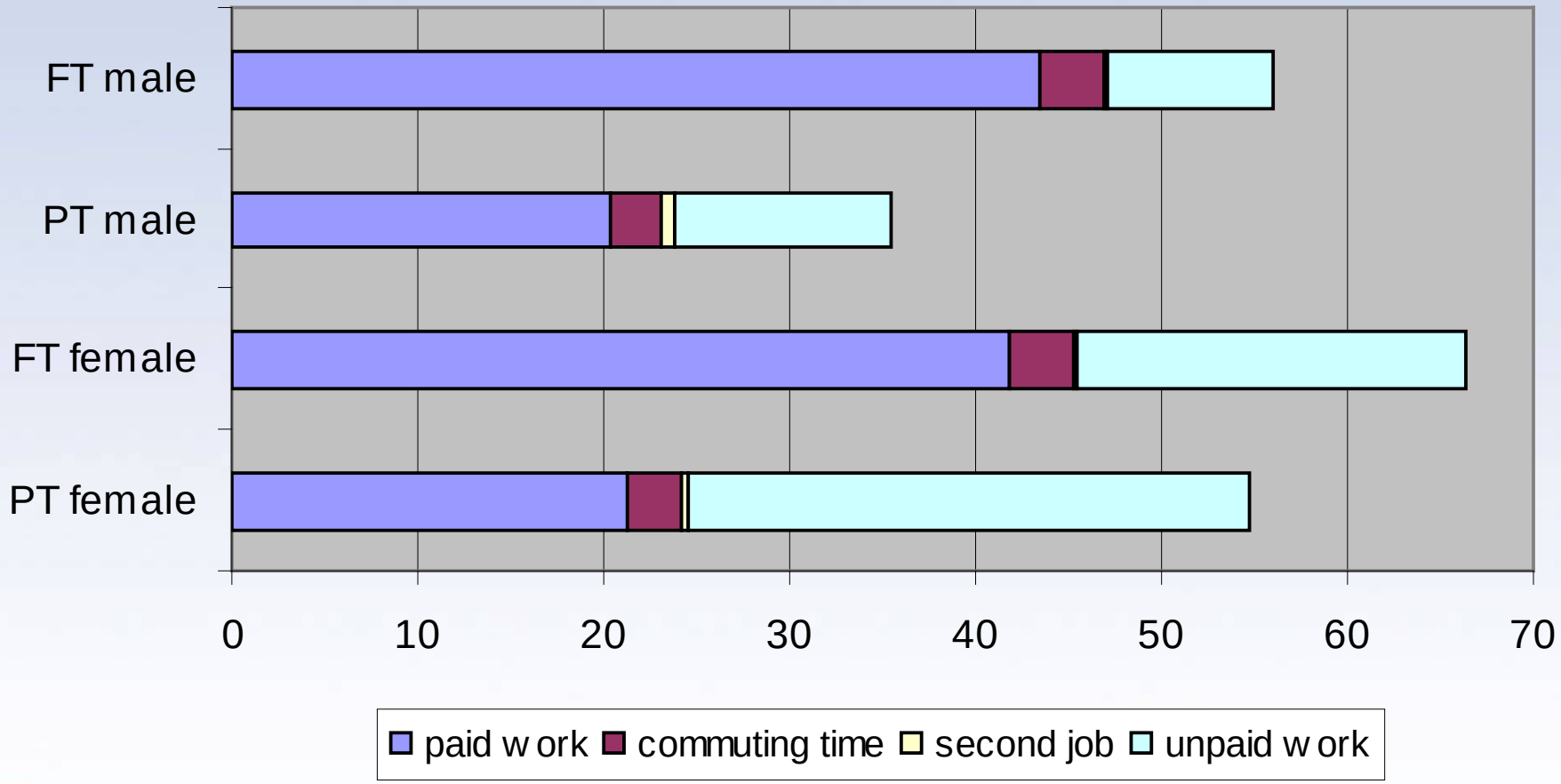
	Working less than 48h	Working 48 h or more
Problems with work life balance	16%	38%
Work affects my health negatively	23%	37%
Work intensity (high speed > ½ time)	44%	54%
Consulted for your work targets	22%	29%
I feel at home at work	22 %	33 %

Working time duration

- 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 empl
    - However: paid + unpaid work: women work more
  - 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%

And if we look at all working time …



Working shifts, on call

	Shift work	No shift work	On call	Not on call
Problems with WLB	29%	15%	26%	17%
Work affect my health negatively	33%	23%	31%	23%
Work intensity (high speed ½)	55%	44%	51%	44%
Consulted for your work targets	40%	48%	52%	46%
I feel at home at work	60%	62%	69%	69%

Working all around the clock?

- Working time organisation
  - Standard working time still the norm for the majority of workers (9 to 5 jobs / same hours/ same nr of days etc)

    This is more the case for women than for men…

  - But a considerable proportion of workers work at 'other times'

    16% of the workers work long days (5+ times/month)

    10% of workers do night work (+ 3 times/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

Work life balance

- 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
  - One third of the workers can easily take 1 hour off
    - Easier for men than for women
  - More than one third of the workers work in their free time
    - Slightly more men and for women
    - Nearly 20 % (both men and women) do this more than once per week

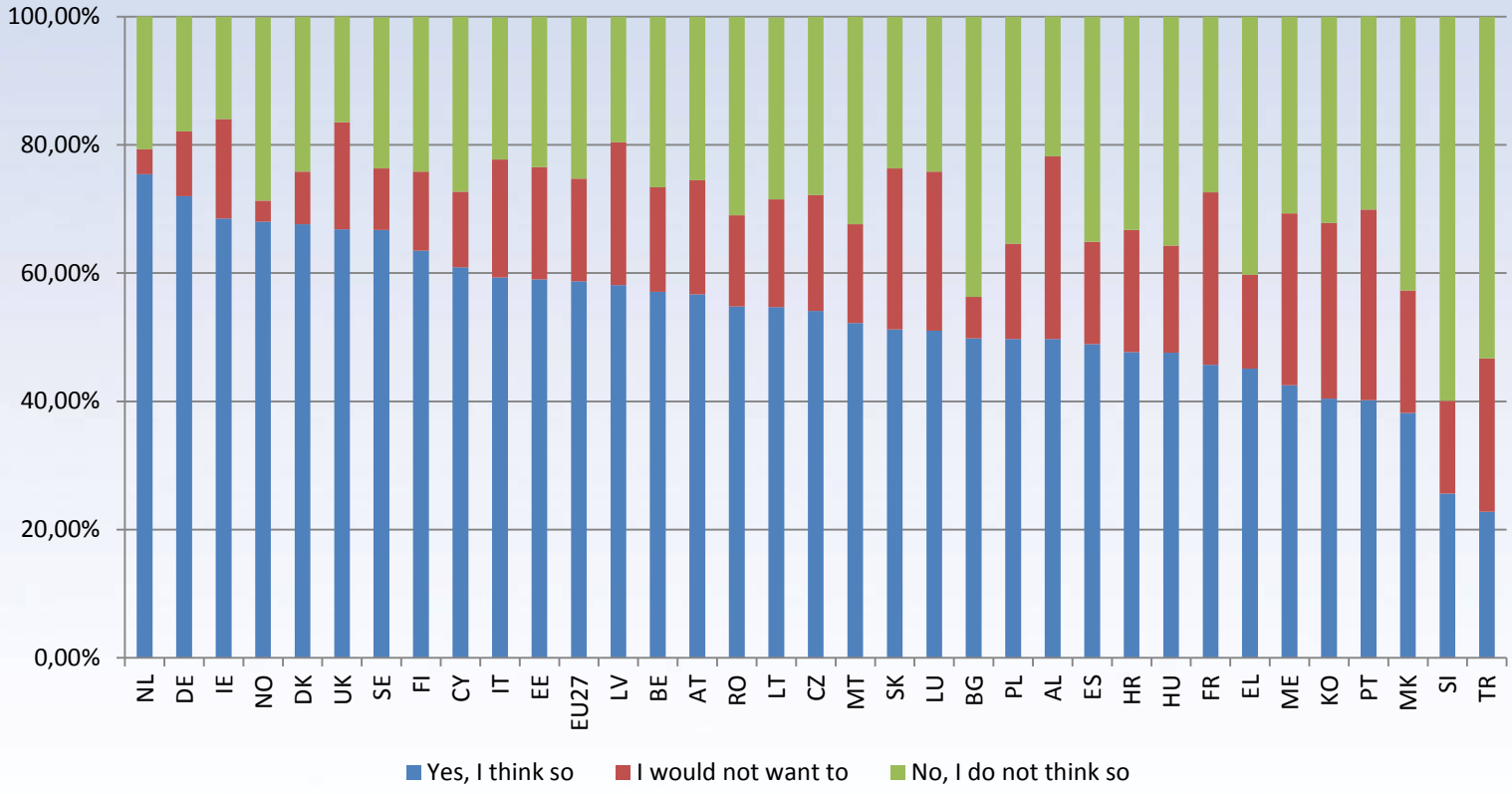
Eurofound

Job sustainability and working conditions

		Male	Female			Male	Female
Autonomy	Low	48	46	**Posture-related index**	Low	77	69
	High	72	67		High	39	35
Work intensity	Low	64	61	**Job offers possibilities for career development**	Low	49	49
	High	51	50		High	66	64
Social innovation	Low	46	47	**Work-life balance**	unfit	47	42
	High	70	65		fit	62	62
Work well done	never	43	44	**Learning new things**	Low	49	49
	Always	63	60		High	63	60

Eurofound

Able and willing to do the same job at 60 ?



Conclusions

- Sustainability : emerging dimension of the EU debate
  - Slow improvements over time, important variations.
  - Improvement of working conditions across all dimensions of quality of work and employment matter
  - Exposure to physical risks factors : No inevitable improvement
  - Good job design : reducing work intensity ?
  - Modern work organisation
  - Work life balance fit
  - Learning environment
- Not all measures are costly. Can we change work to make it better (as well as more productive) ?

Eurofound

Next steps

- Overview report launch – April 12th, European Parliament
- Analytical reports
  - Quality of work and employment; working time and WLB; employability and security; work and well-being; sustainable work and ageing; work organisation and innovation; work and gender; sectoral analysis
- Data available http://www.esds.ac.uk/
- Prepare 2015…
- http://www.eurofound.europa.eu/surveys/ewcs/index.htm
- http://www.eurofound.europa.eu/