



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing
knowledge to assist in the development
of social and work-related policies

European Working Conditions Survey

Mathijn Wilkens
CESI Symposium

Copenhagen, 1 June 2016

European Working Conditions Survey (EWCS)

49

languages

43,850

face to face
interviews (CAPI)
at worker's
homes

35

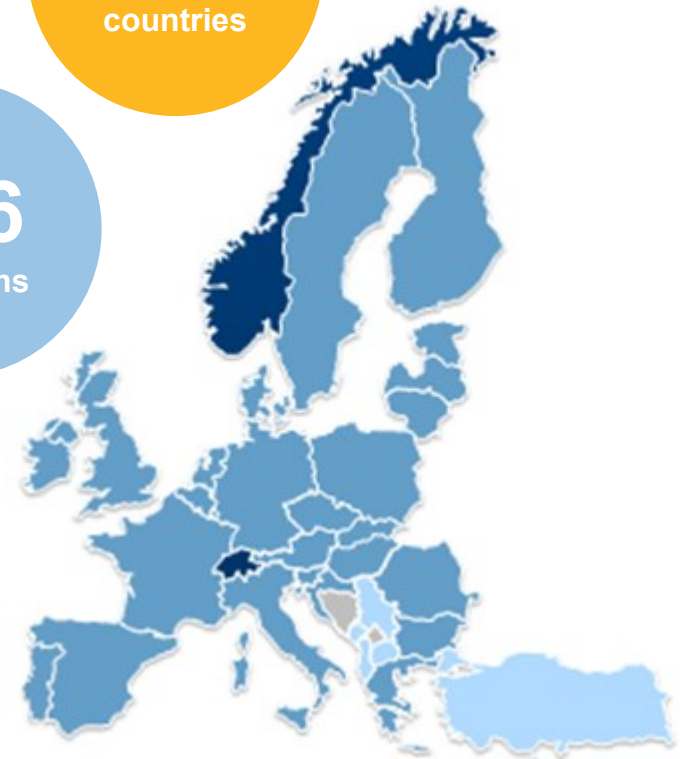
countries

106

questions

45

minutes



Sixth edition

1991, 1995, 2000, 2005, 2010,

2015

EWCS objectives

- Assess and quantify working conditions of **employees and self-employed** across Europe on a harmonised basis
- Analyse **relationships between** different aspects of **working conditions**
- **Identify groups at risk** and issues of concern and progress
- **Monitor trends** by providing homogeneous indicators
- **Contribute to European policy development** - in particular on **quality of work and employment issues**

Where are we now?

September
2015

Fieldwork
completed

November
2015

Eurofound  1975-2015

First findings: Sixth European Working Conditions Survey

> résumé <

"Paid work contributes to quality of life both positively and negatively. Paid work provides income as well as identity and social interactions, but it may also be a source of negative experiences and risks. ... This underscores the importance of collecting more systematic information on the quality of paid work ..."

Report by the Commission on the Measurement of Economic Performance and Social Progress (presented at the 10th anniversary of the Eurobarometer survey on the quality of paid work).

Joseph Wright, Annette Van der Meer and Jean-Paul Fassin, 2015



The sixth European Working Conditions Survey (EWCS) presents the diverse picture of Europe at work over time across countries, occupations, gender and age groups. The findings underline the complex reality with which Europe's policymakers are confronted as they seek to build a fair and competitive Europe. The findings draw attention to the range and scope of actions that policy actors could develop to address today's challenges.

Key findings

Positive developments in several areas

- Reported exposure to posture-related risks, while still significant at 43%, has declined.
- Nine out of ten workers report being either well informed or very well informed about the health and safety risks related to the performance of their job.
- A high proportion of workers (58%) report that their manager supports them all or most of the time, and a very high proportion (71%) receive support from colleagues all or most of the time.
- The proportion of employees whose immediate boss (supervisor) is a woman has increased from 24% in 2000 to 33% in 2015.
- The majority of the workforce (58%) report being satisfied with the working time in their main paid job.

- One-third of employees (31%) work in a 'high-involvement organisation', characterised by a high level of task discretion and a high level of organisational participation.
- Almost two-thirds of workers agree that the organisation they work for motivates them to give their best job performance: 39% 'tend to agree' and 24% 'strongly agree'.

Issues relating to specific groups of workers

- Gender differences remain important: both in work and in life outside work.
- Men more frequently work longer hours (41 hours or more – self-employed workers in particular) and women more frequently work shorter hours (fewer than 20 hours).
- Men report more paid working hours, but the total number of working hours (paid work in main and second jobs, commuting time and daily unpaid work) is higher for women than for men.
- Workers in smaller companies are less frequently informed about the health and safety risks related to the performance of their job.
- Young workers are more exposed to work intensity, shift work, adverse social behaviour and job insecurity than other workers.
- Workers over the age of 50 report lower prospects for career advancement and inadequate training provision.

November
2016

Launch
overview
report

17 November
2016

Before we continue...

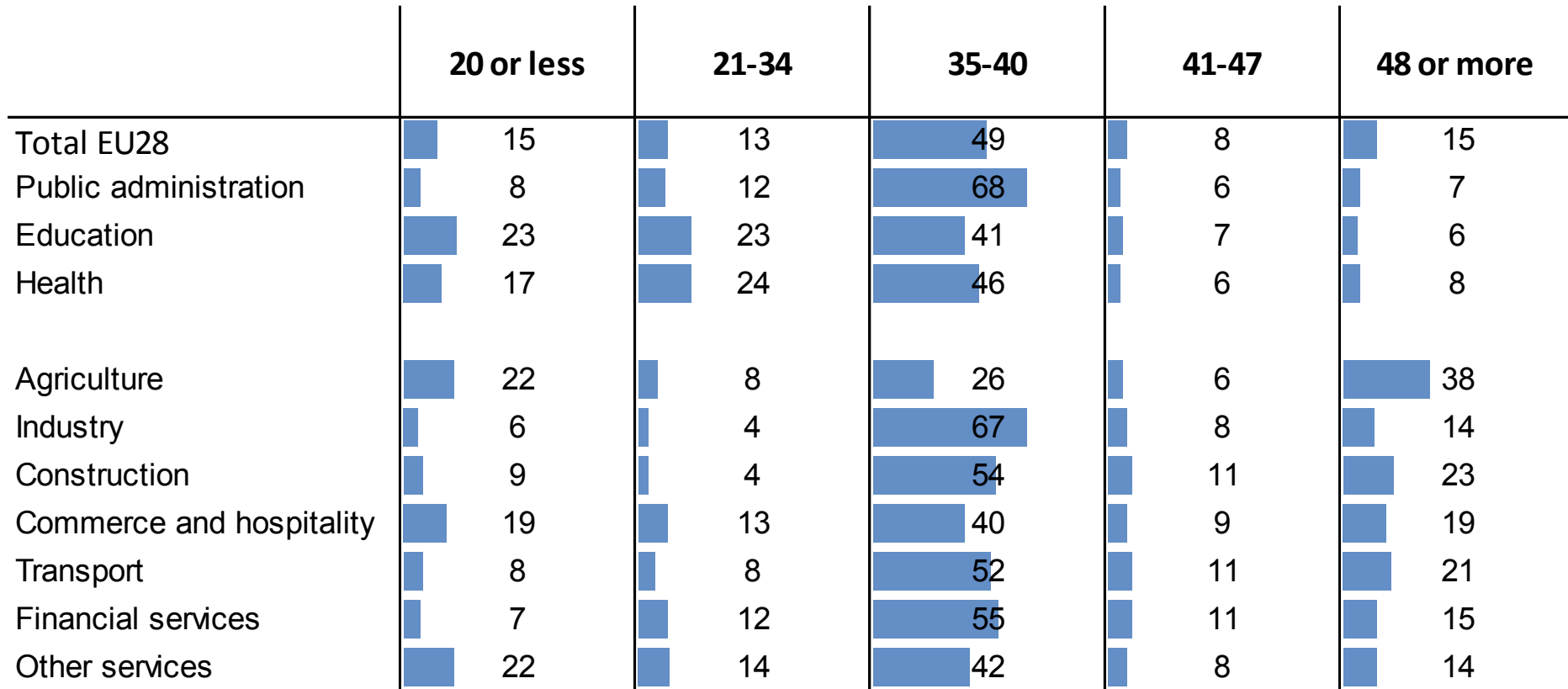
- This is a preview: all figures in this presentation are draft figures for the overview report
- All figures refer to the EU28
- Some workers in public administration, health and education might have private employers

DRAFT

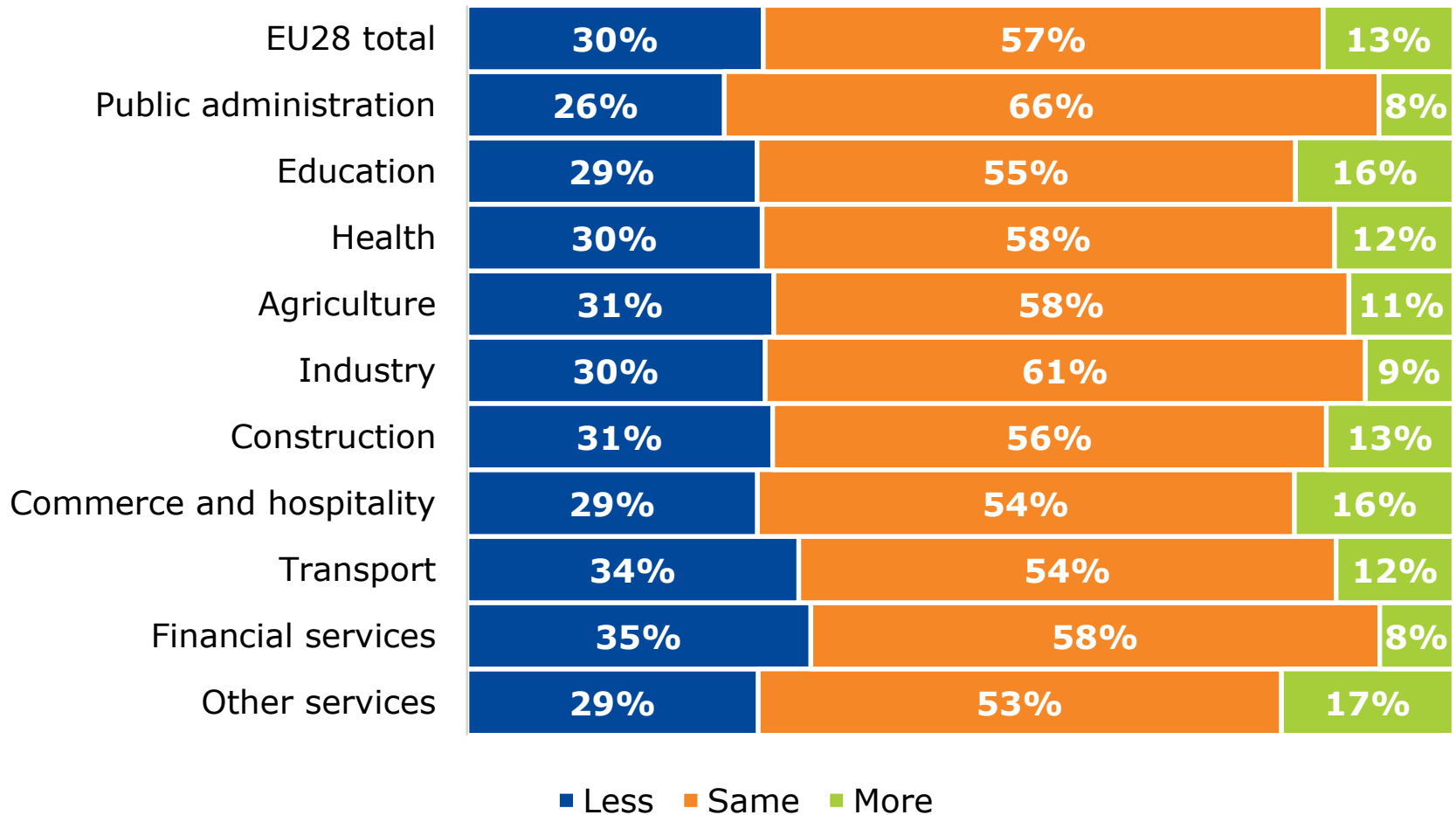
Working time

- Working time duration decreased in EU28
 - 38.6 hours per week in 2005
 - 37.5 hours per week in 2010
 - 36.3 hours per week in 2015
- More part time work
- Less long working weeks (48+ hours)

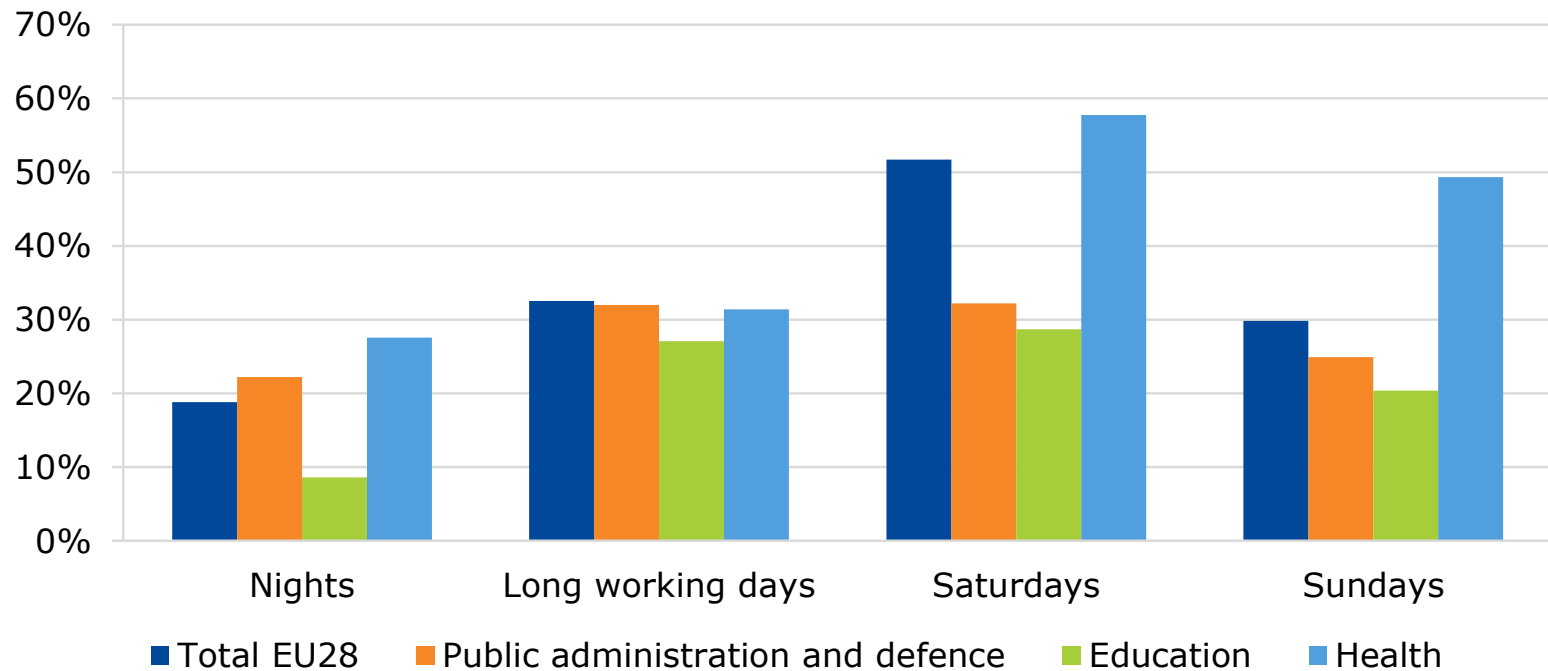
Working hours in main job (EU28)



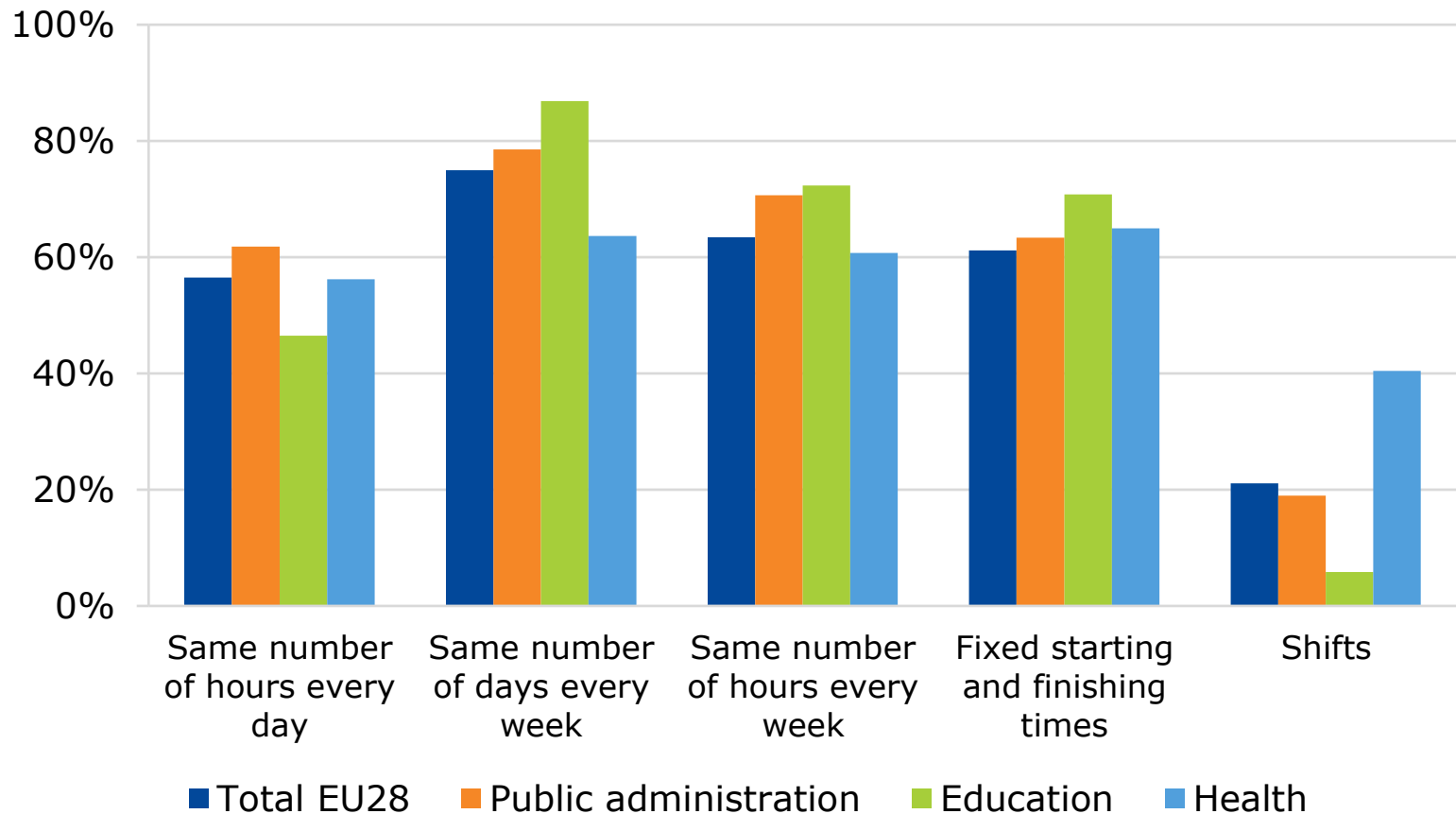
Working time preferences



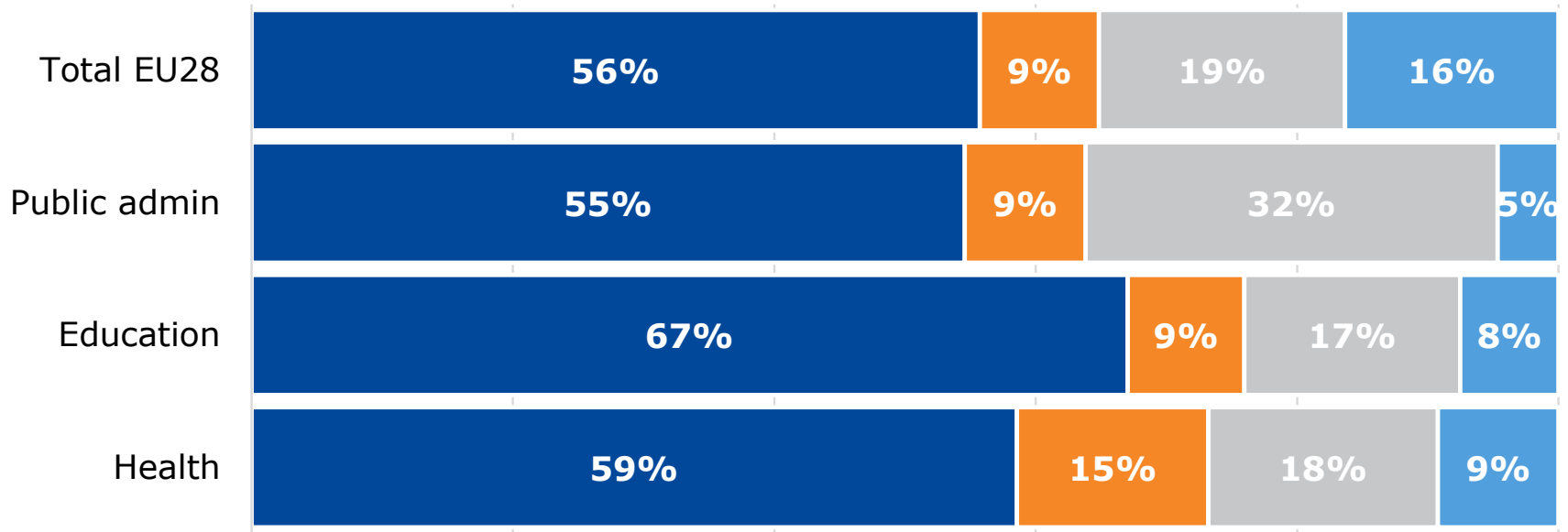
Atypical working hours



Regular working hours

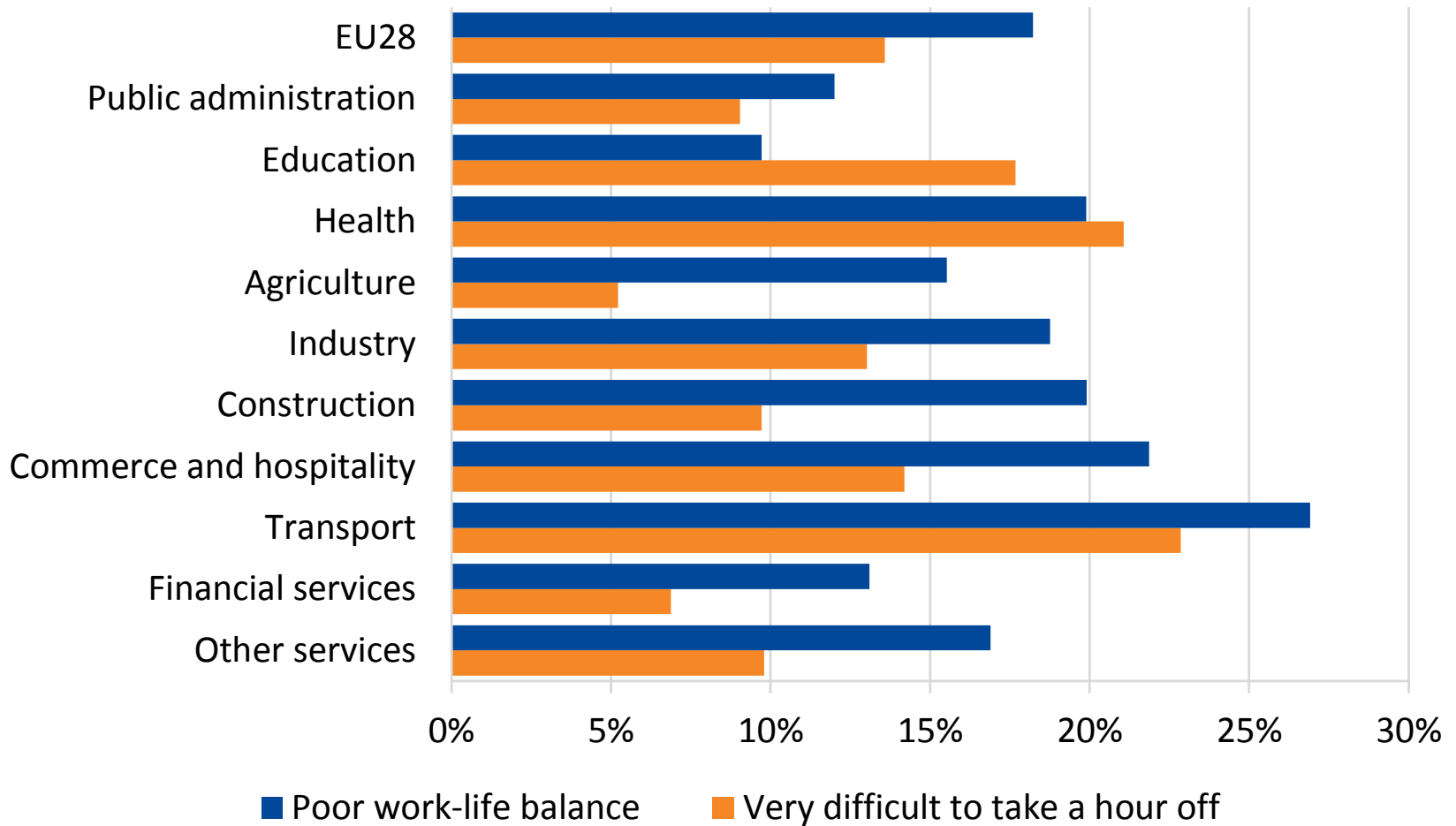


How are your working arrangements set?

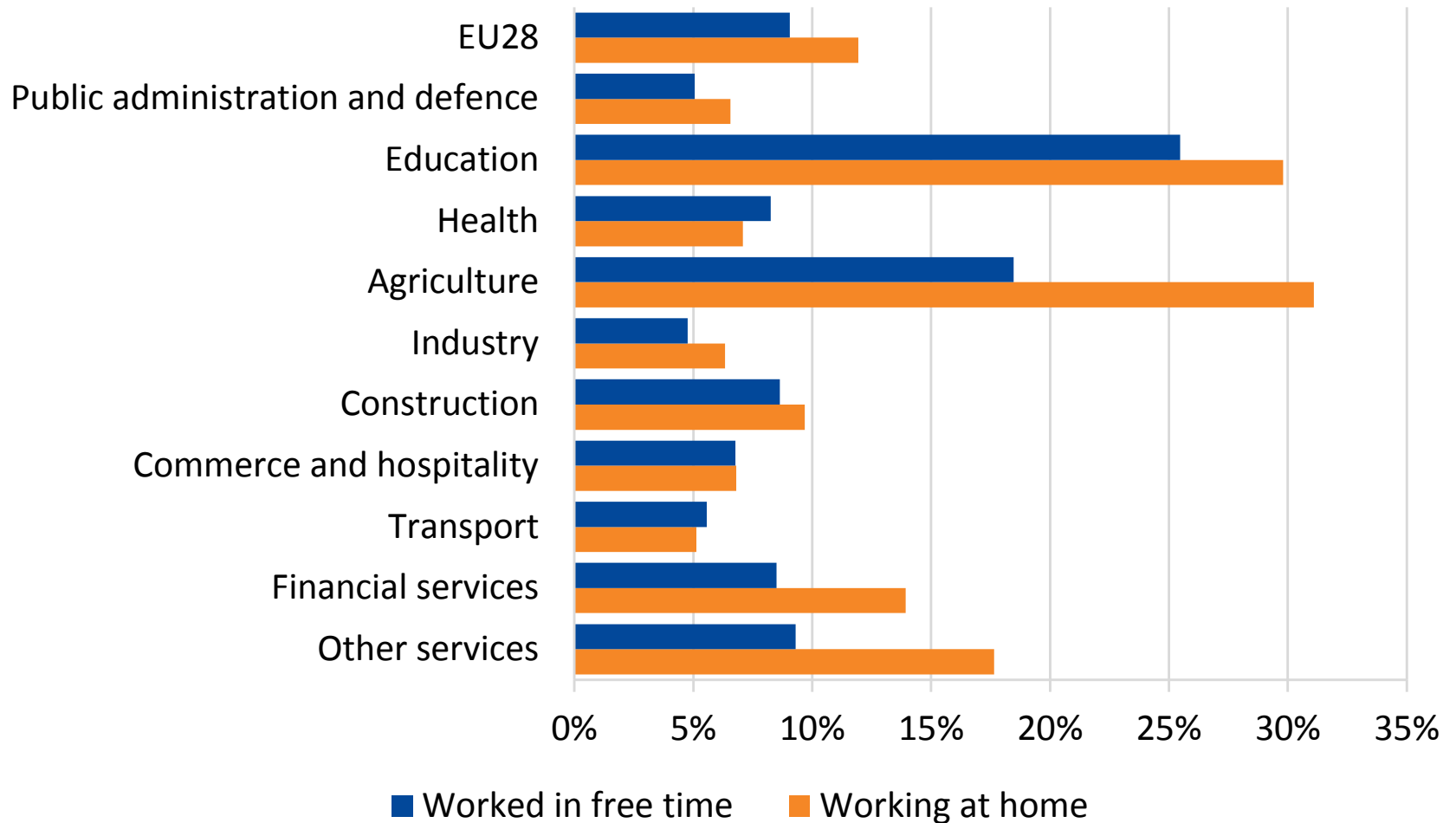


- Set by the organisation with no possibility for changes
- Choose between several fixed working schedules determined by the organisation
- Adapt your working hours within certain limits (e.g. flexitime)
- Working hours are entirely determined by worker

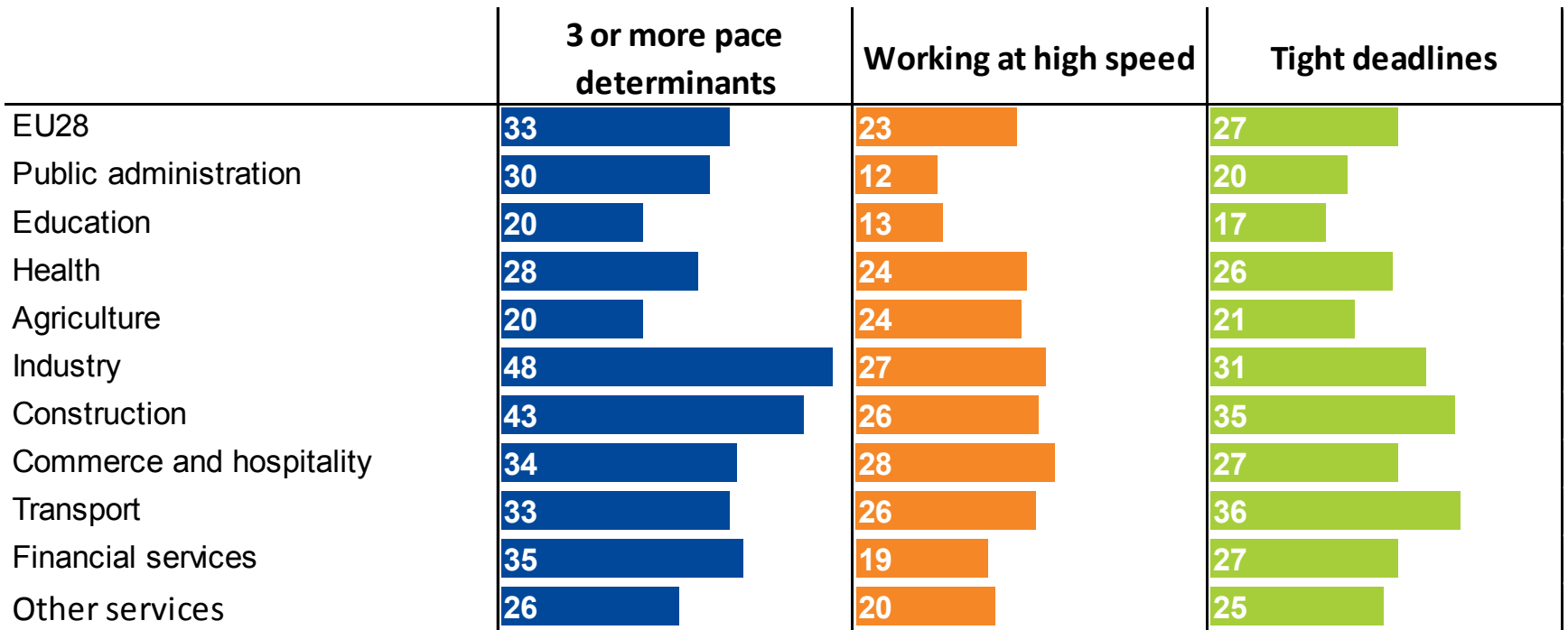
Work-life balance



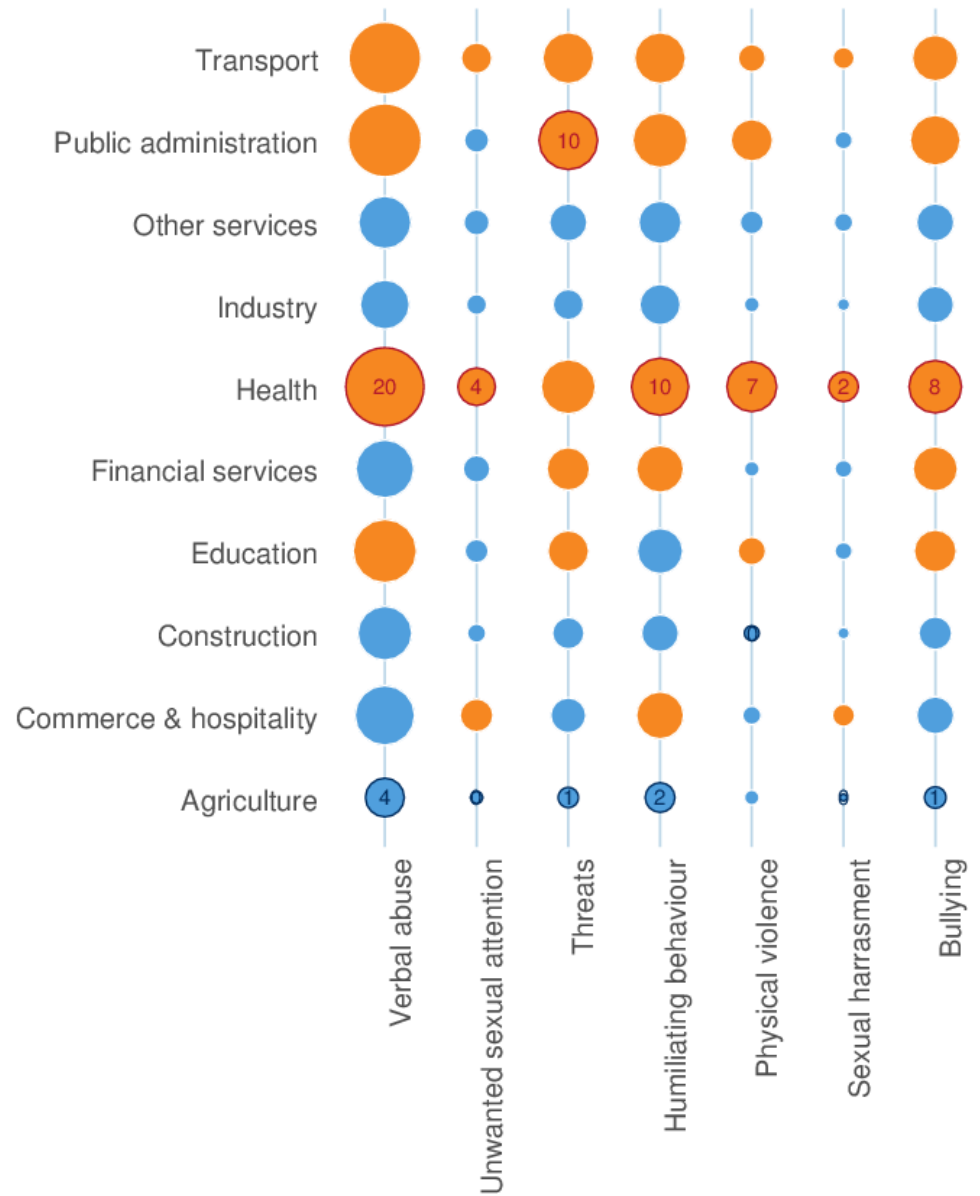
Teleworking and working in free time



High work demands



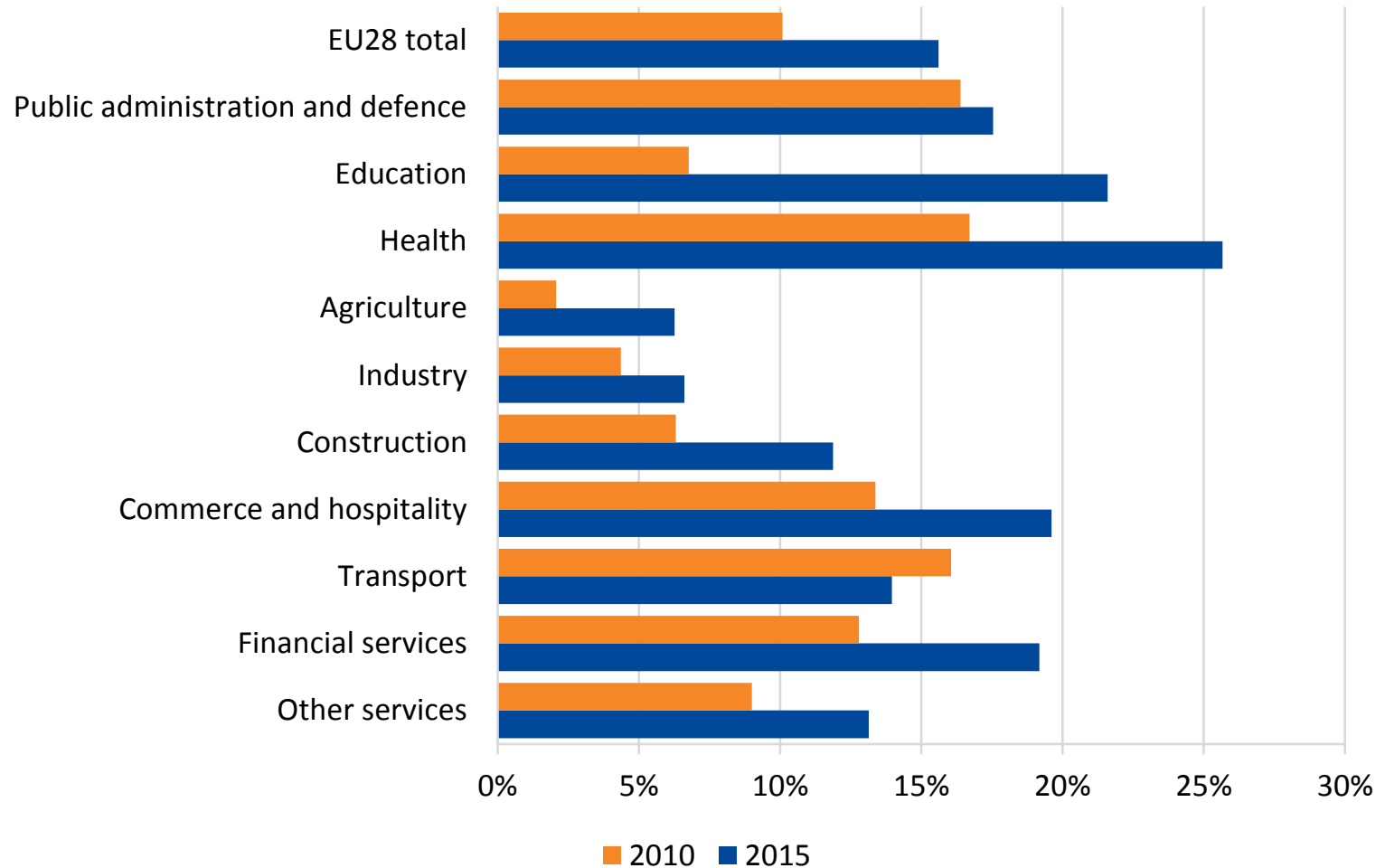
Adverse social behavior



Within ASB category

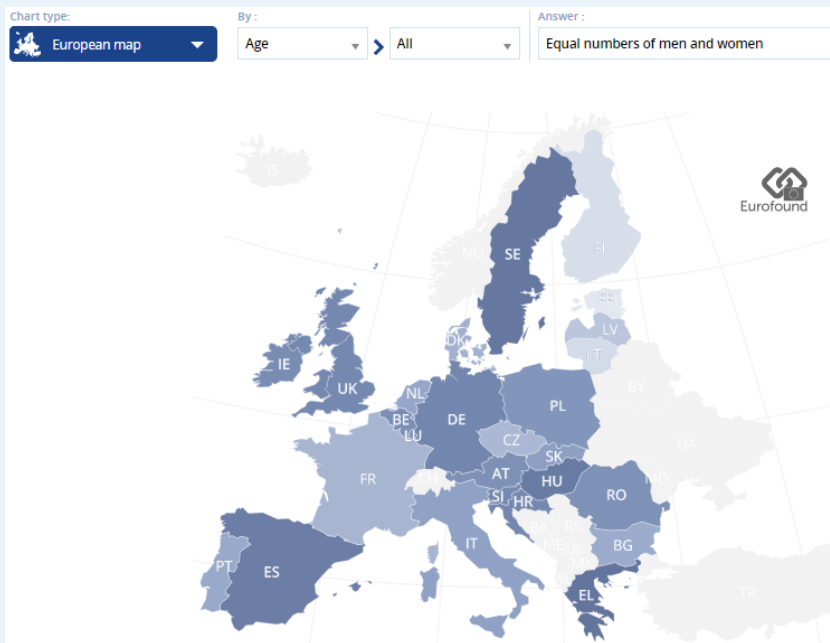
- above average
- below average
- highest percentage
- lowest percentage

Job involves handling angry clients, etc for $\frac{3}{4}$ of the time or more



Thank you

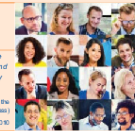
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Eurofound **40** 1975-2015

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