



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**

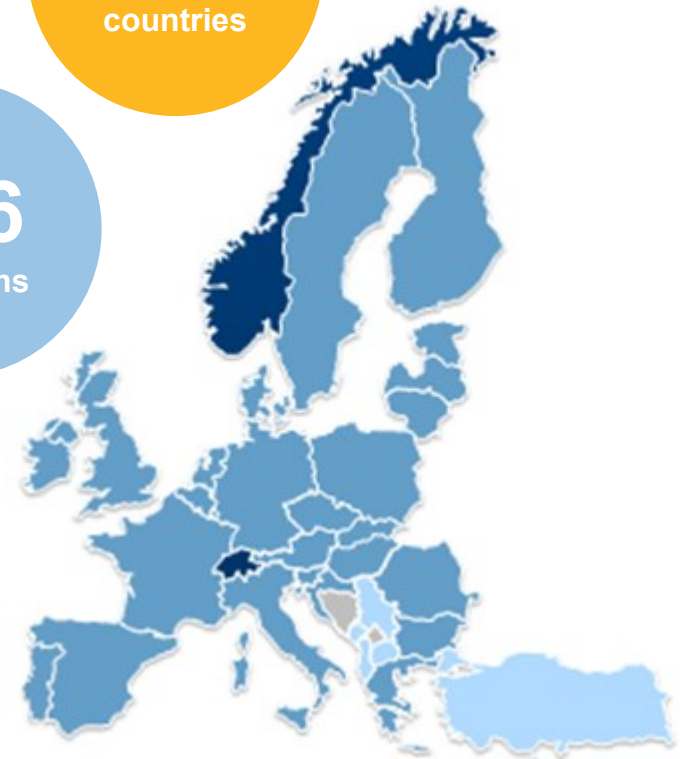
countries

**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 Bari, and Jean-Paul Fassin, 2016



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...

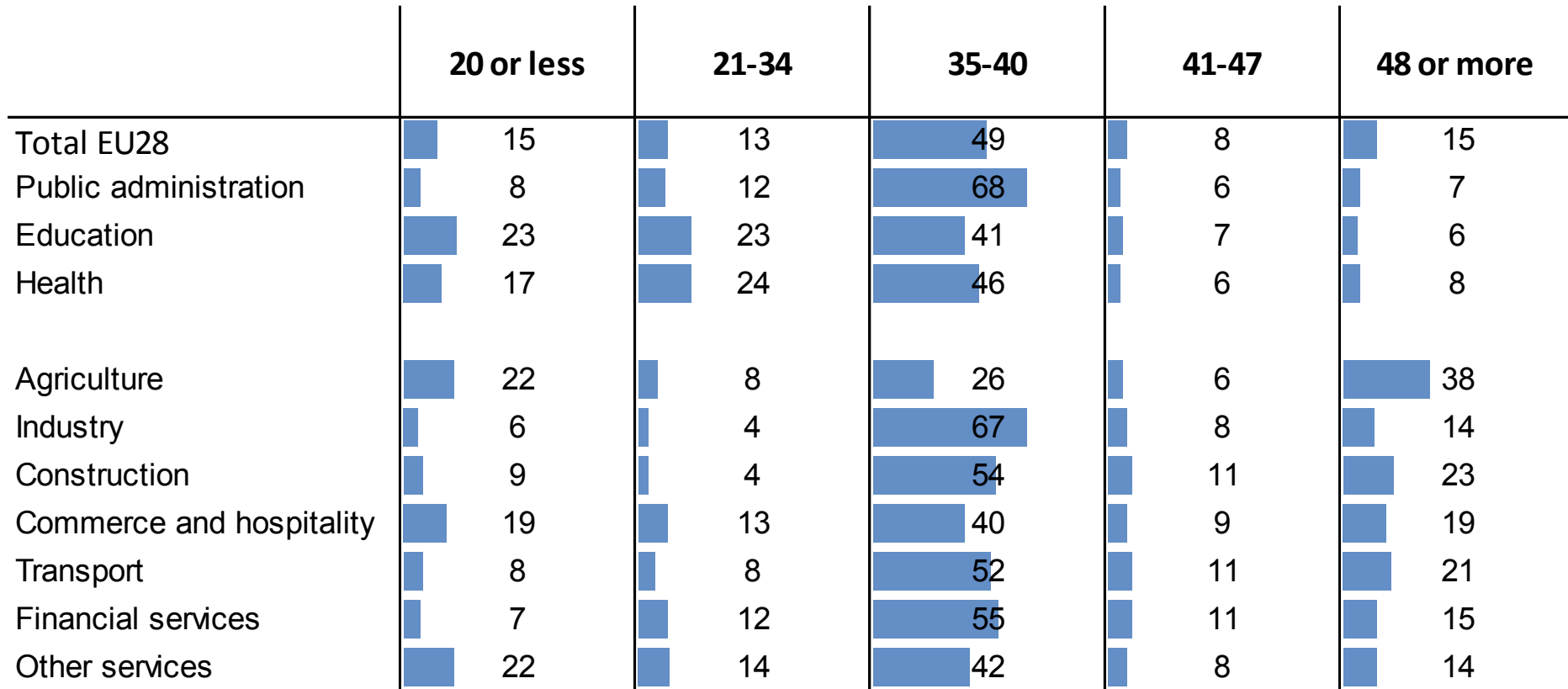
- This is a preview: all figures in this presentation are draft figures for the overview report
- All figures refer to the EU28
- Some workers in public administration, health and education might have private employers

**DRAFT**

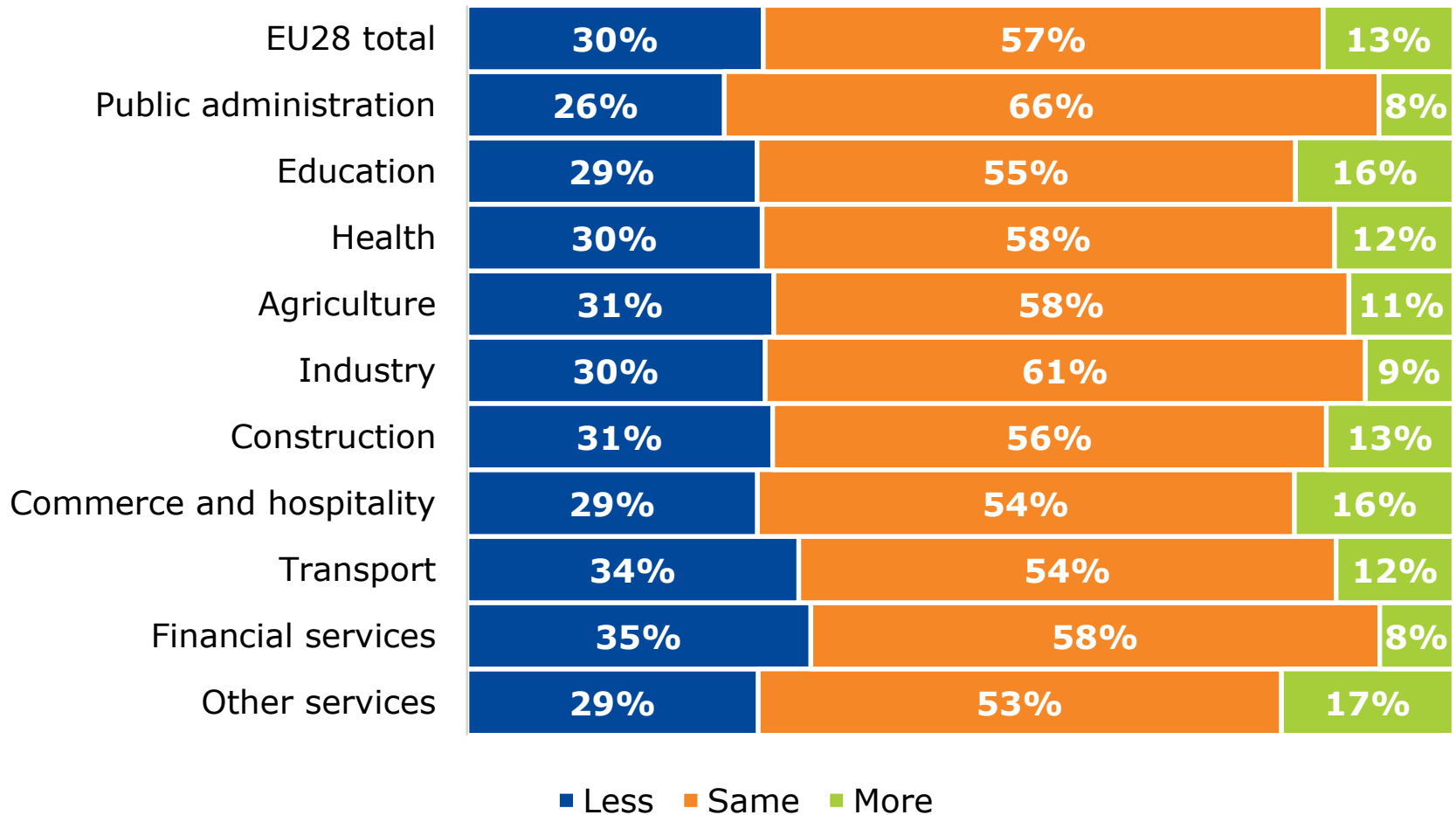
# Working time

- 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)

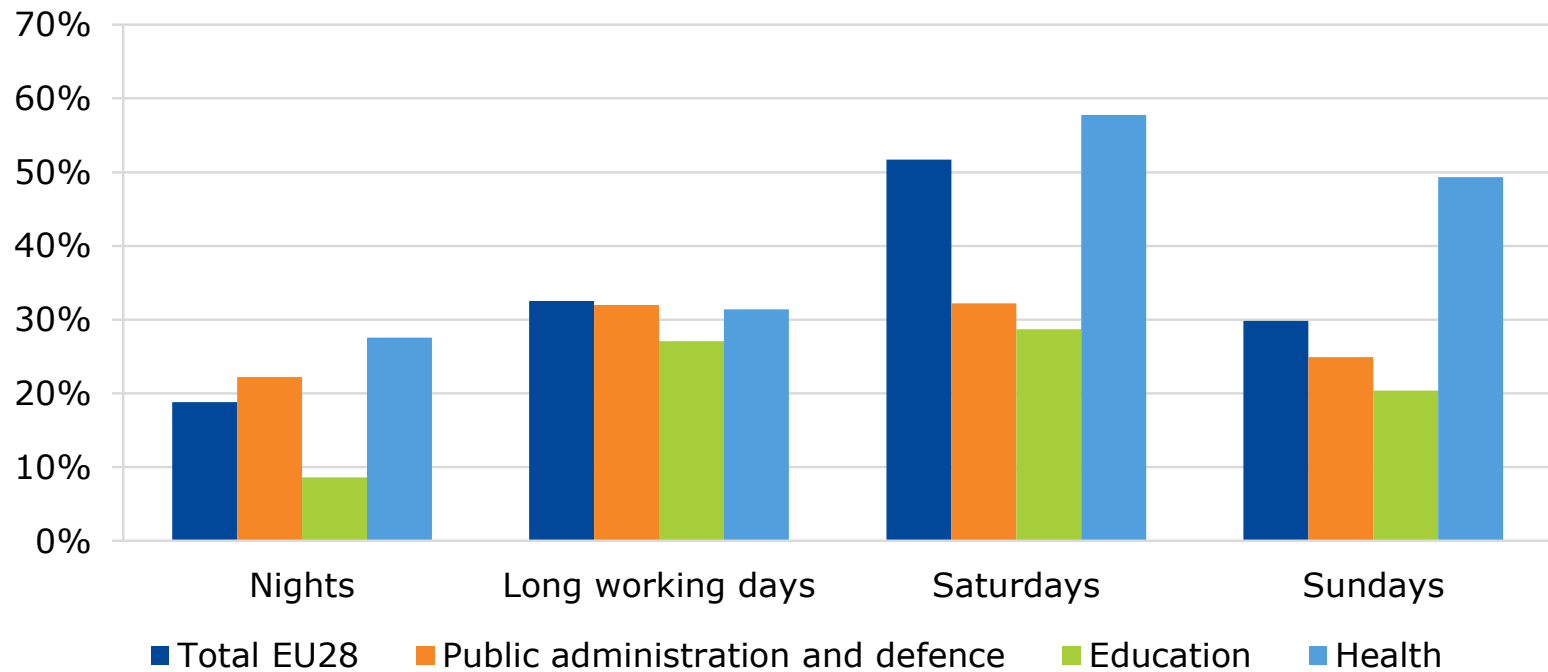


# Working time preferences

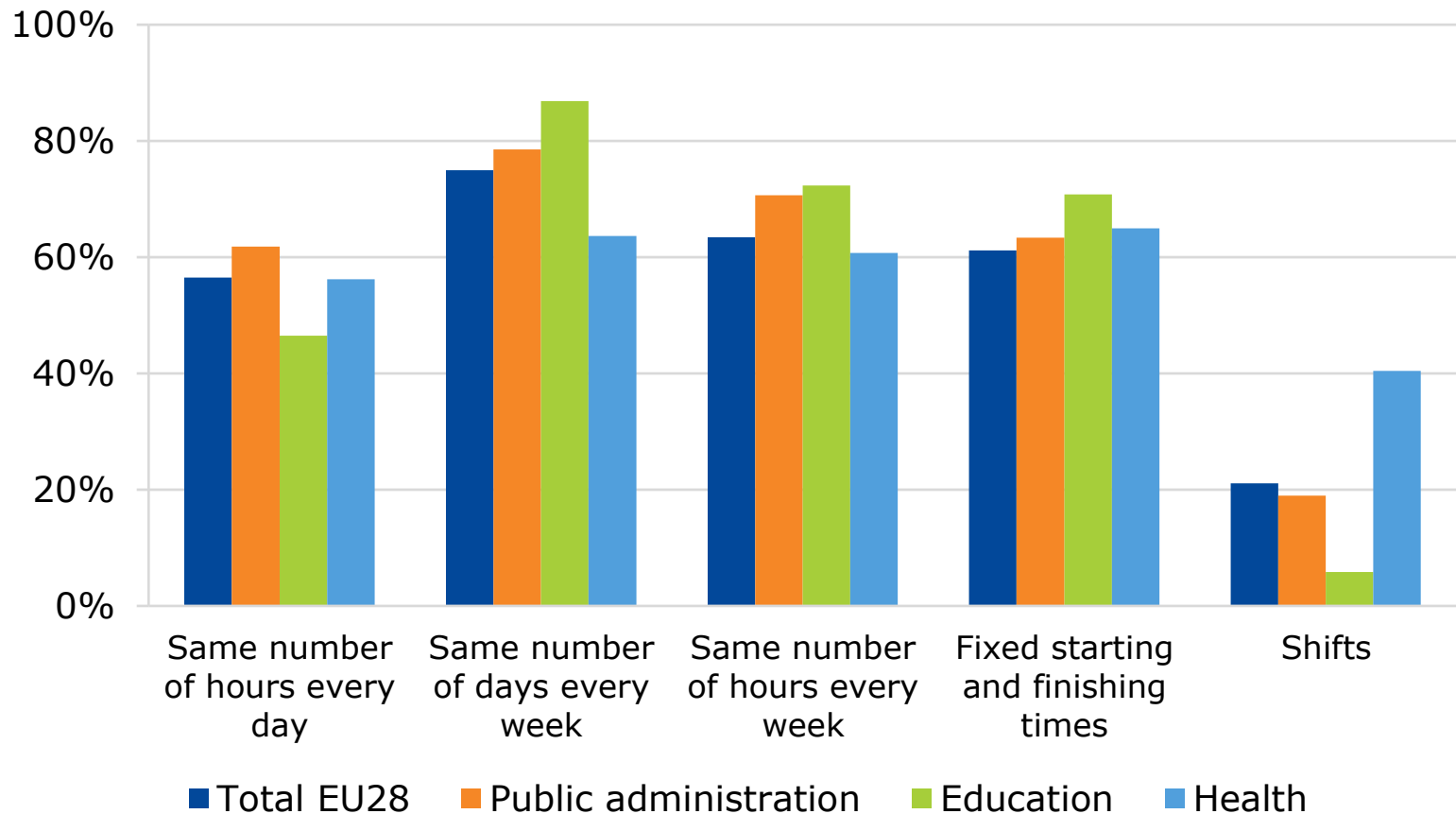




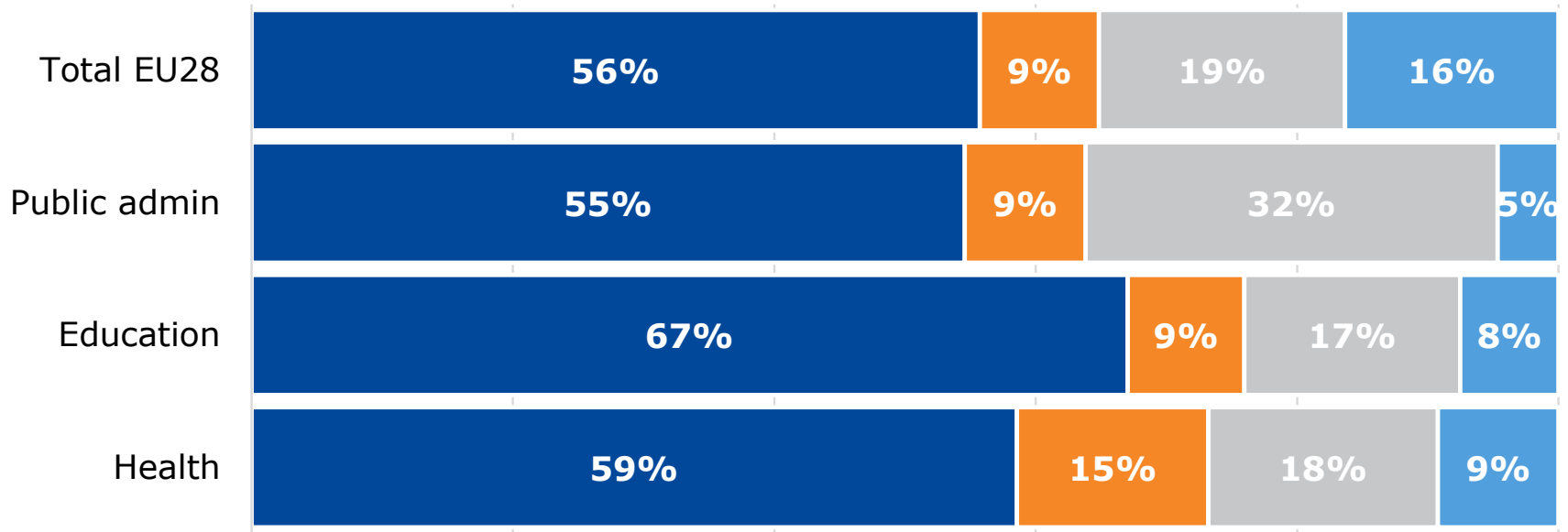
# Atypical working hours



# Regular working hours

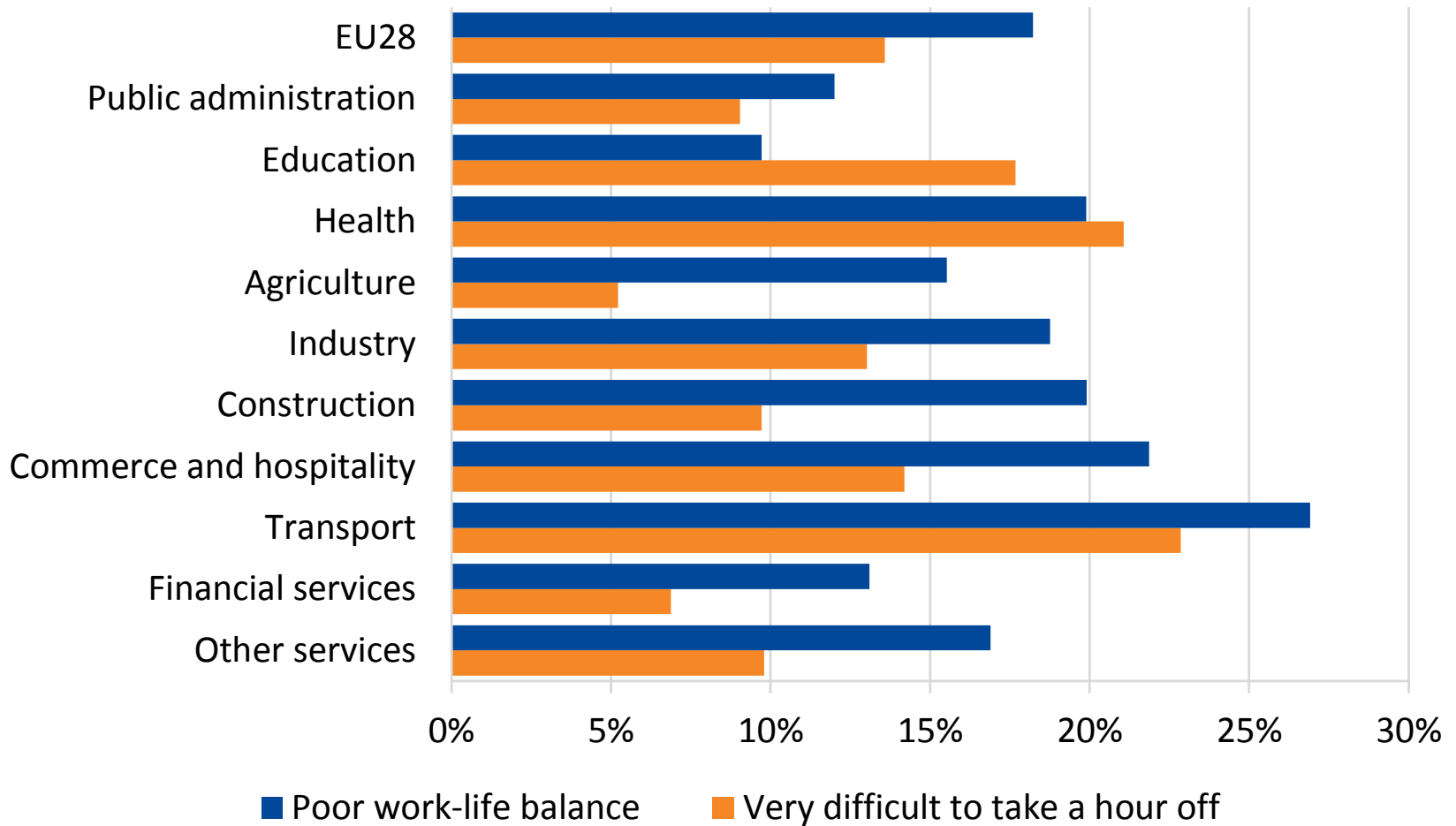


# How are your working arrangements set?

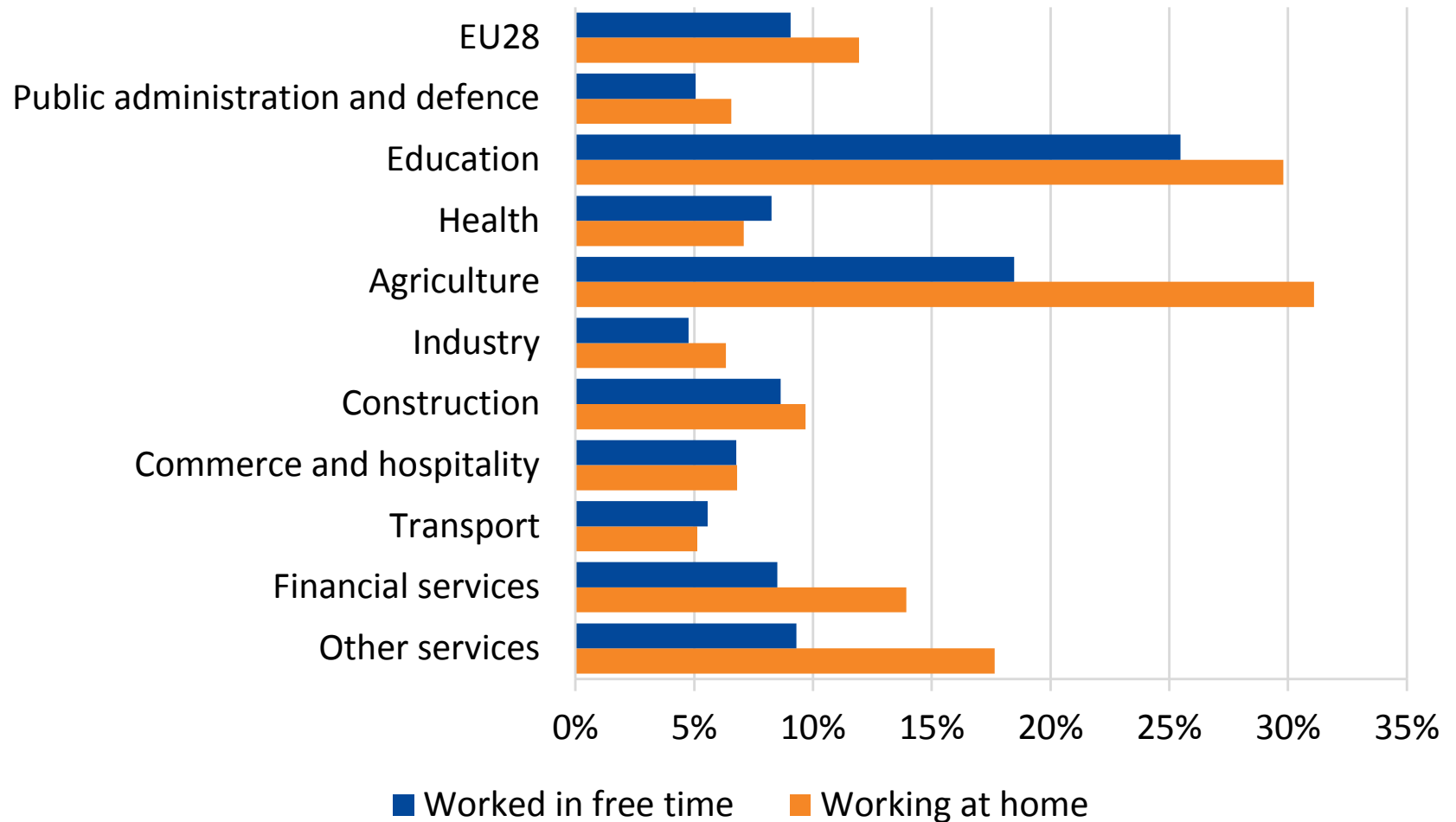


- Set by the organisation with no possibility for changes
- Choose between several fixed working schedules determined by the organisation
- Adapt your working hours within certain limits (e.g. flexitime)
- Working hours are entirely determined by worker

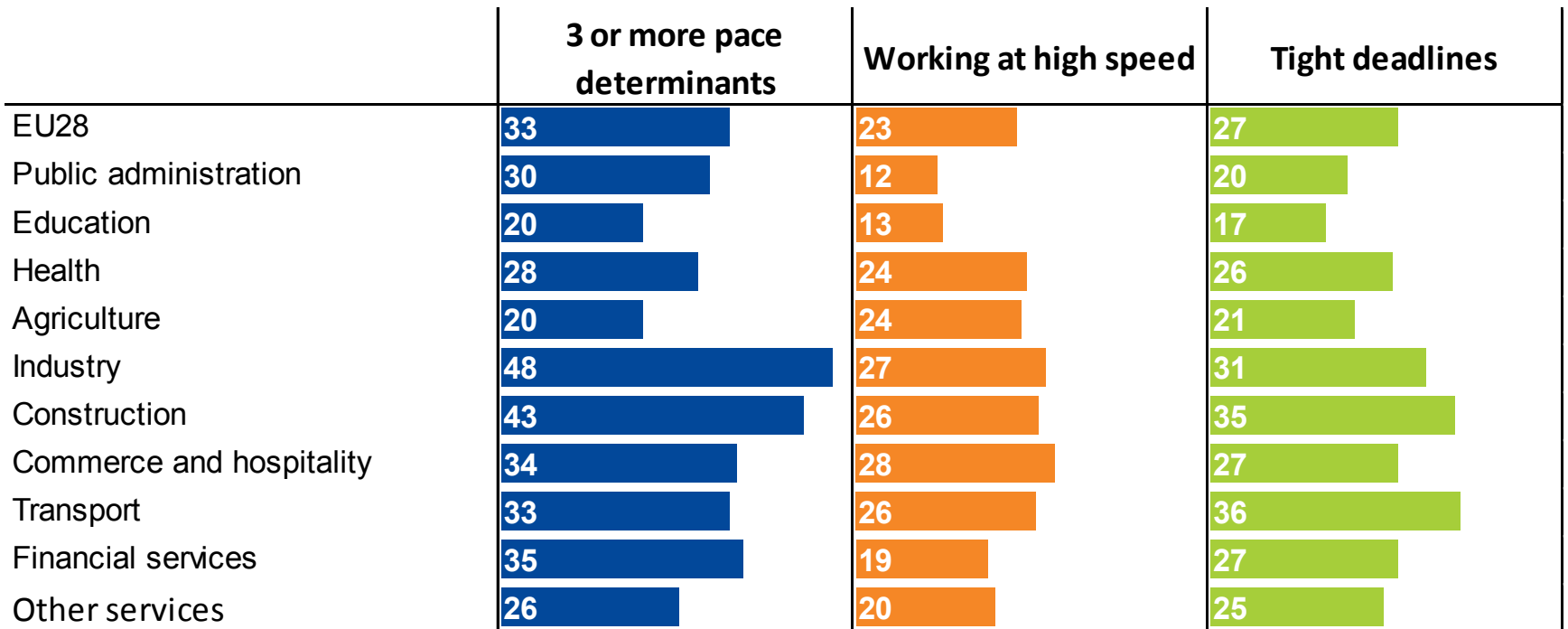
# Work-life balance



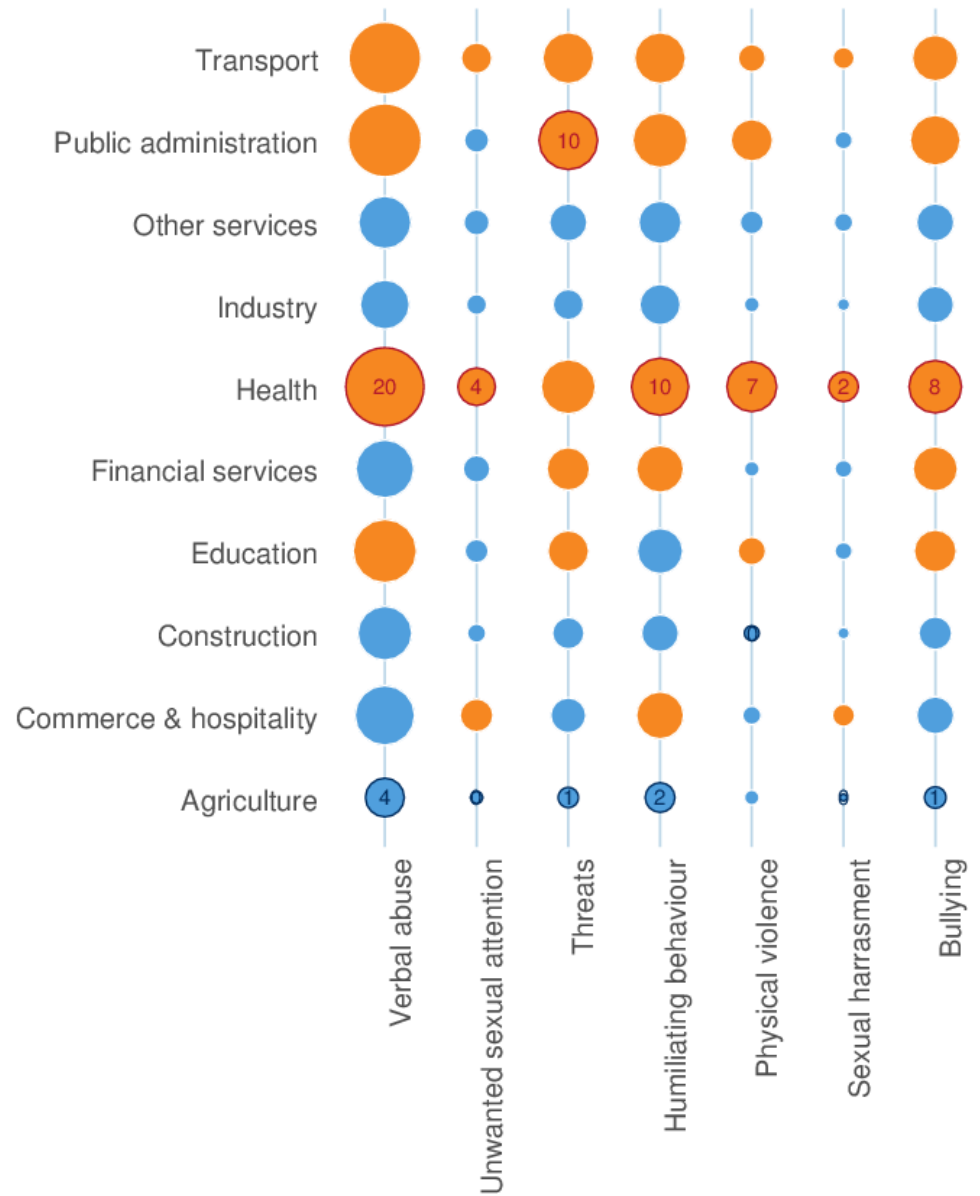
# Teleworking and working in free time



# High work demands



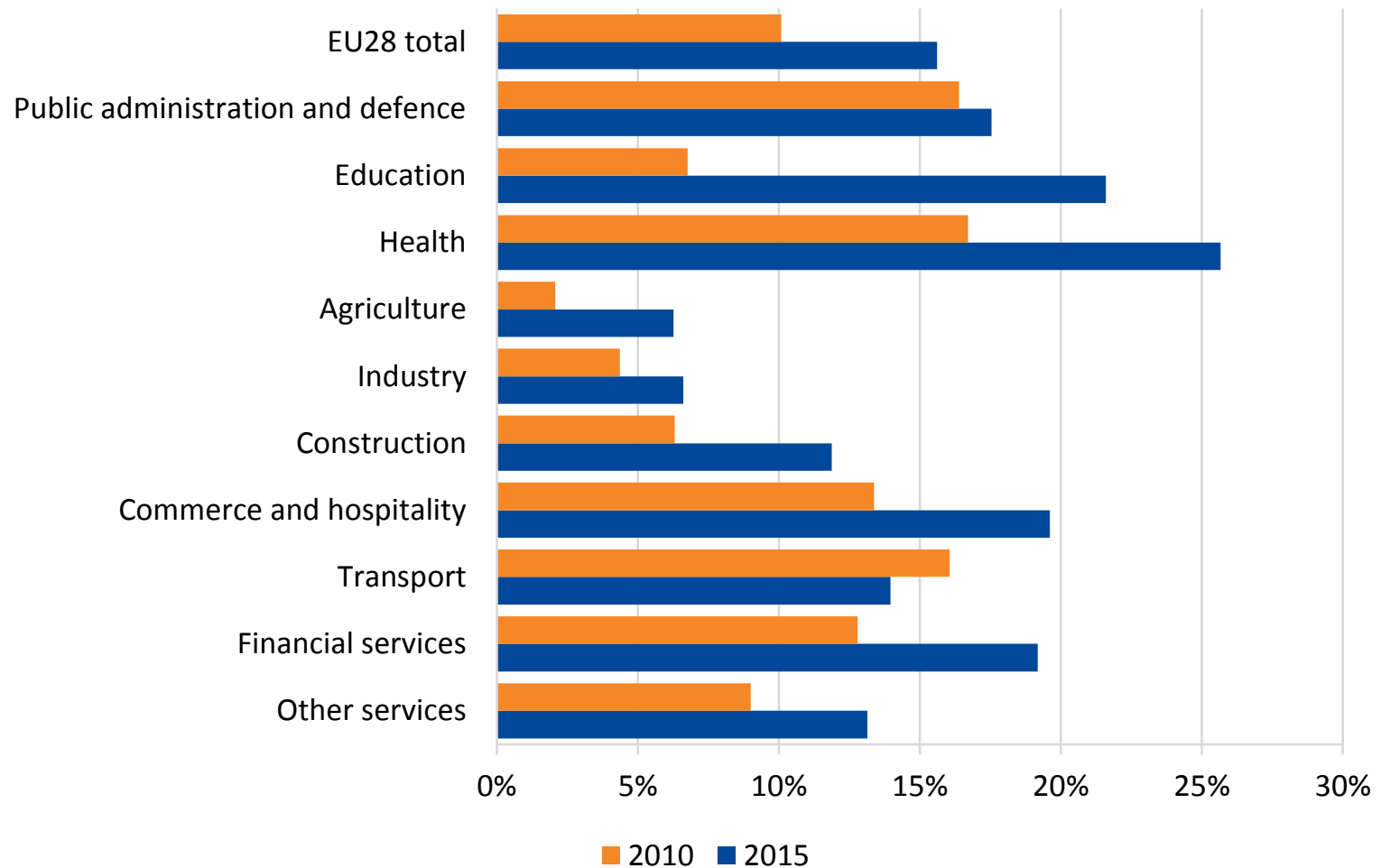
# Adverse social behavior



Within ASB category

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

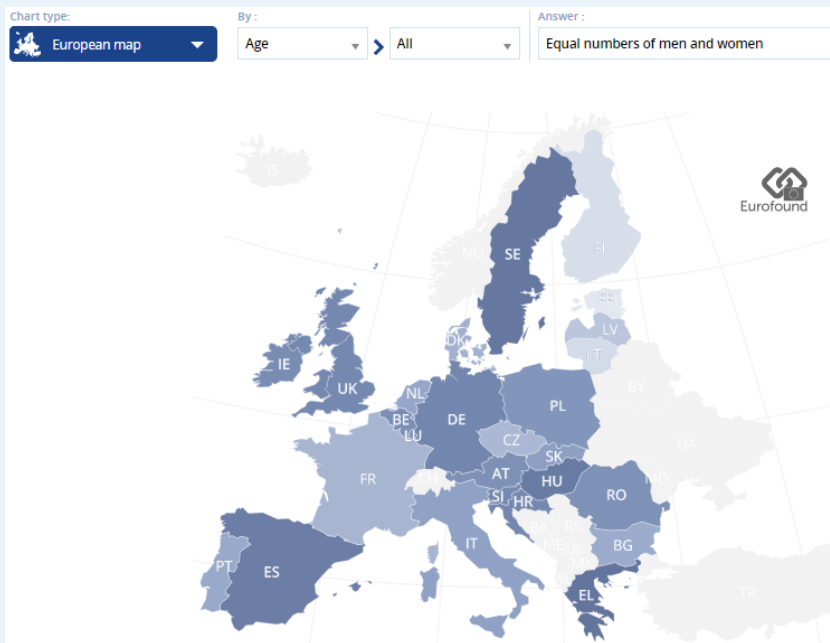
## Job involves handling angry clients, etc for $\frac{3}{4}$ of the time or more





# Thank you

[eurofound.europa.eu](http://eurofound.europa.eu)




**Eurofound** 40 1975-2015

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Report by the Commission on the Measurement of Economic Performance and Social Progress (aimed at identifying the links of GDP as an indicator of economic performance and social progress)  
Joseph Stiglitz, Amartya Sen and Jean-Paul Fitoussi, 2014



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