



Working Conditions in Europe in 2010 – Towards Sustainable Work?

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Content of my presentation

- Main characteristics of the 5th EWCS
- Job sustainability: Results and relationship with working conditions
- Changes over time and key results on qwe dimensions:
 - ▶ Learning and developing on the job
 - ▶ Exposure to physical and psychosocial risks
 - ▶ Work organisation and social innovation: (productive and innovative)
 - ▶ Making work pay
 - ▶ Work life balance



Conclusion

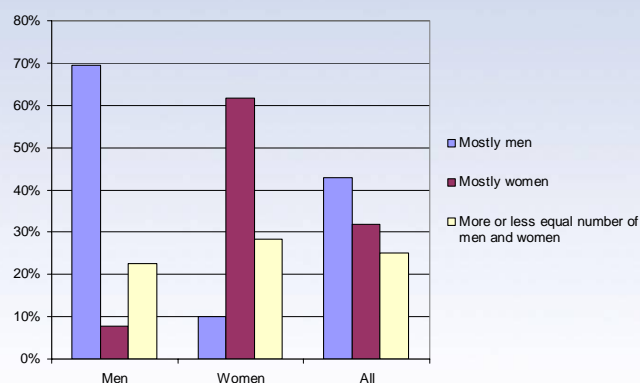
5th European Working Conditions Survey

- 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

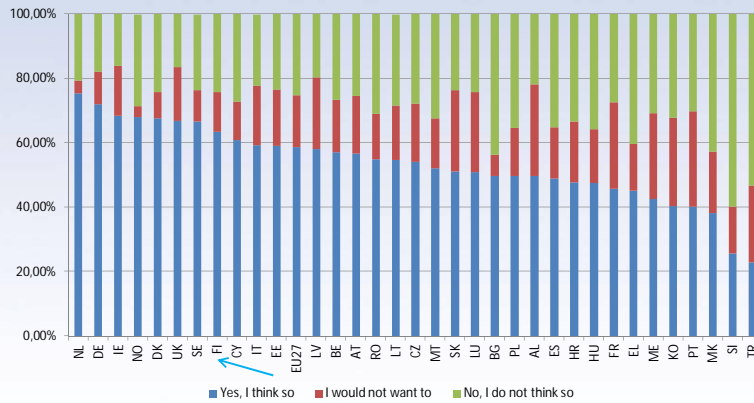
➔ Dataset will be made available on the Essex data archive

Gender segregation

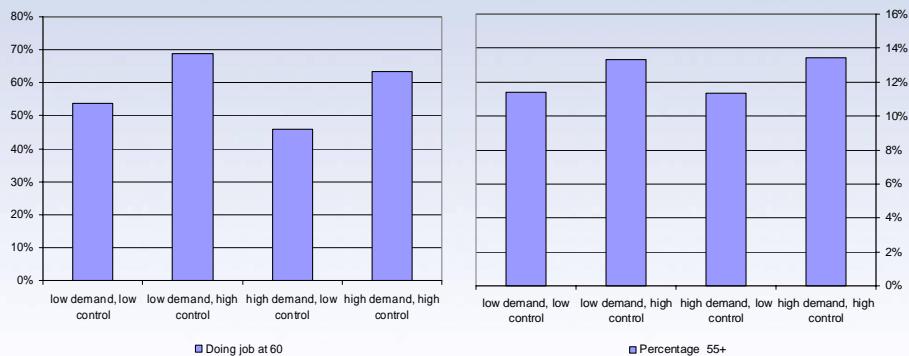
Level of job segregation at the workplace by gender, 2010, EU27 (%)



Able and willing to do the same job at 60 ?



Work intensity, decision latitude and sustainability of the work





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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	Jof offers possibilities for career development	Low	49	49
	High	51	50		High	66	64
Sociale innovatie	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



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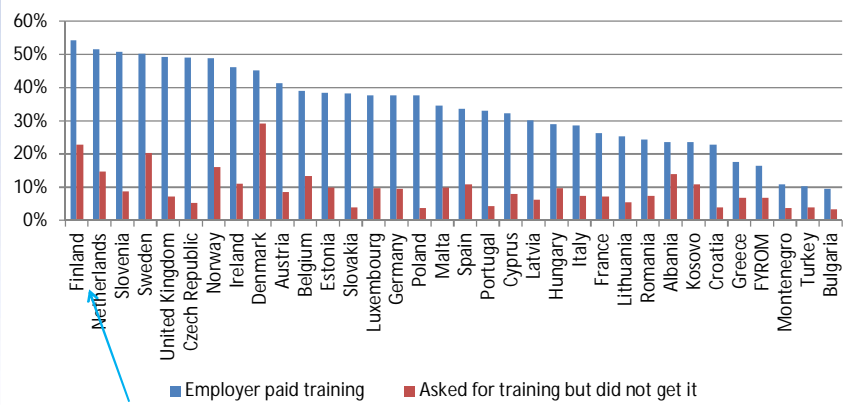
Trends in creative work and task variation





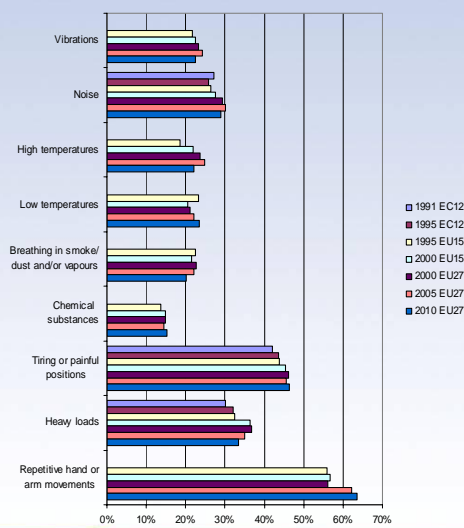
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Learning and developing on the job: Employer paid training by country, employees

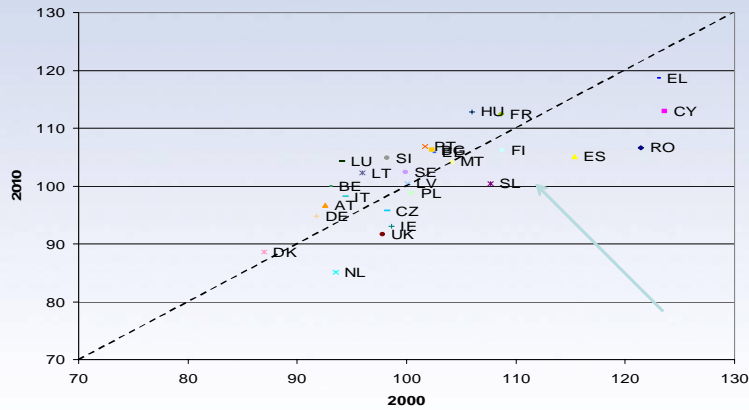


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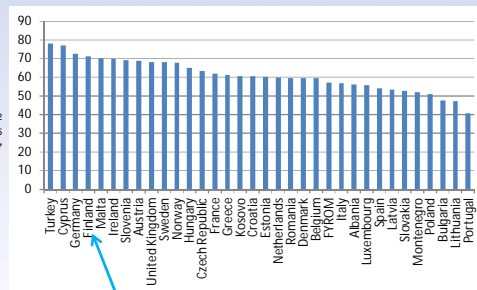
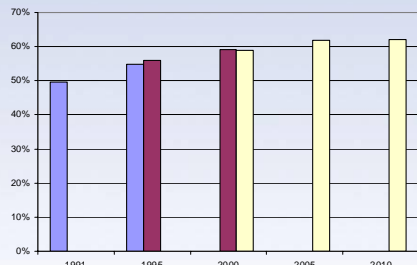
Trends in physical risks



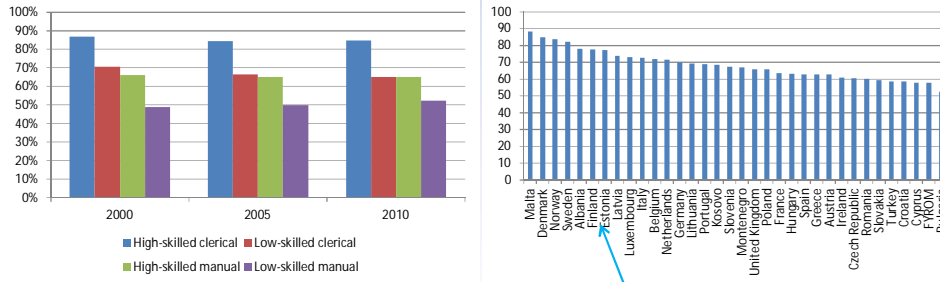
Change in exposure to physical risks (index) between 2000 and 2010, by country



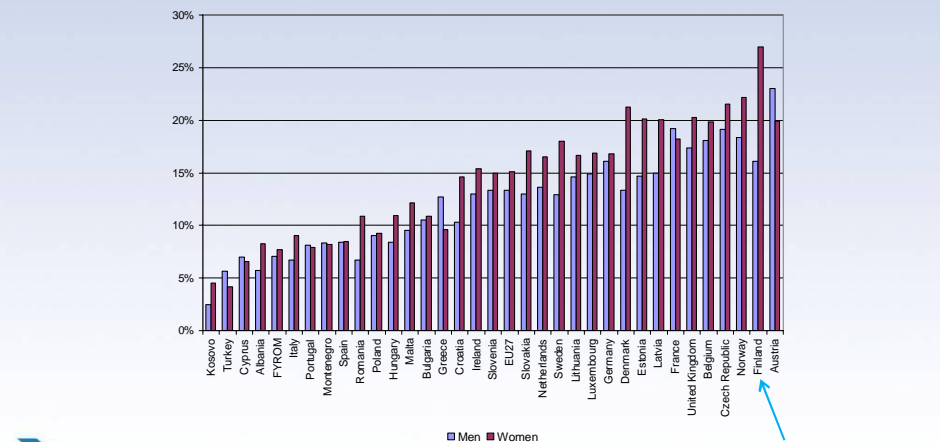
Trends and country comparisons in work intensity –Tight deadlines (at least 1/4 of the time)



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



Subjection to adverse social behaviour

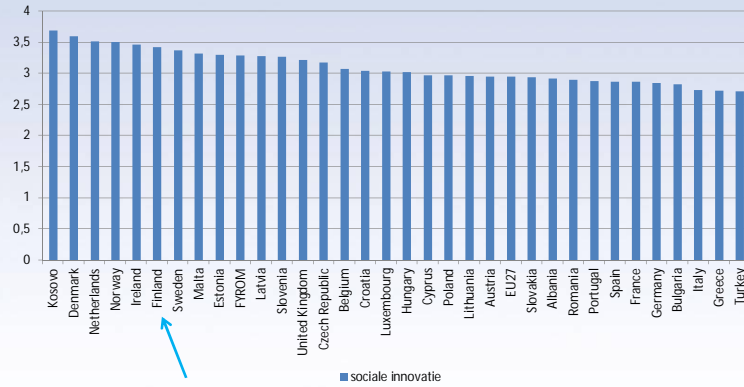




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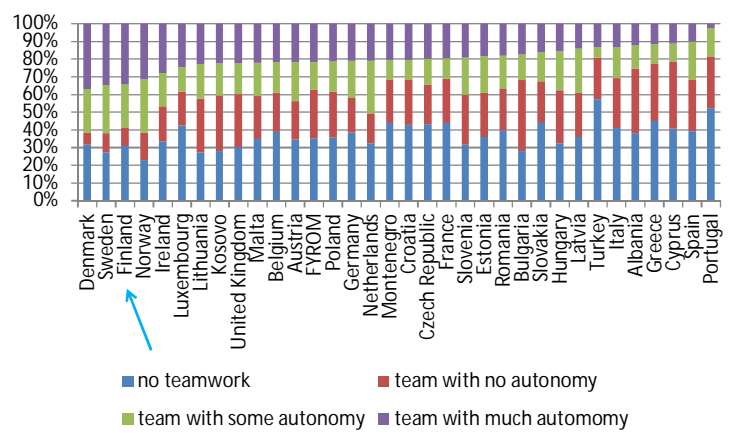
Sociale innovatie (employees 10+ only)

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.

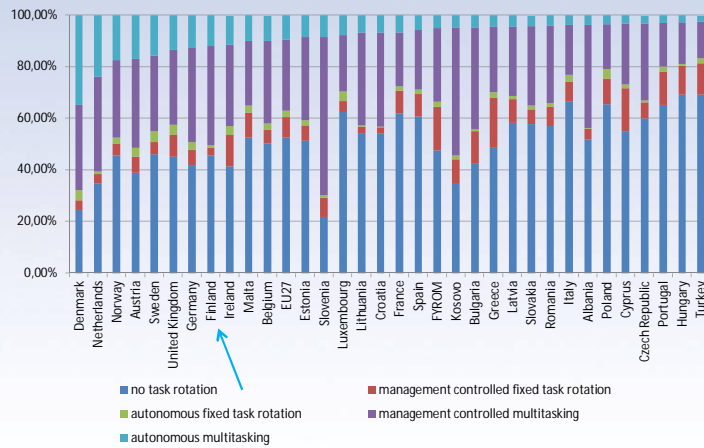


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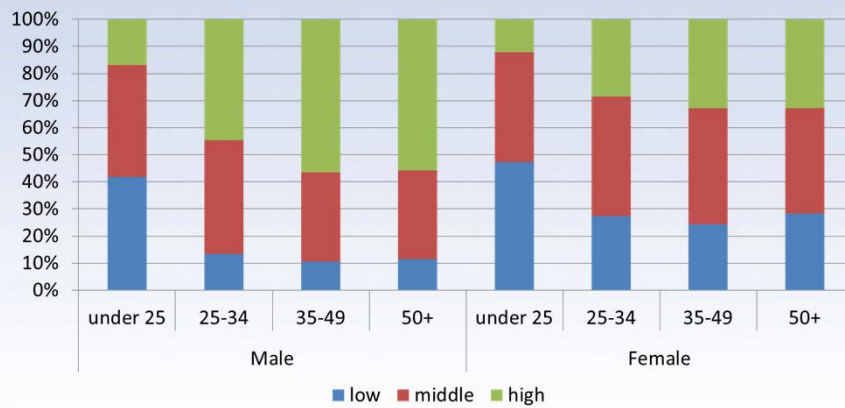
Different types of teamwork



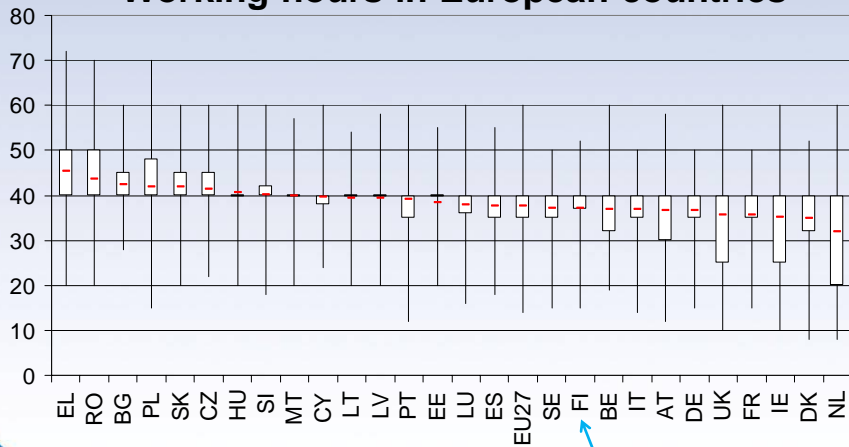
Task rotation: Employees 10 +



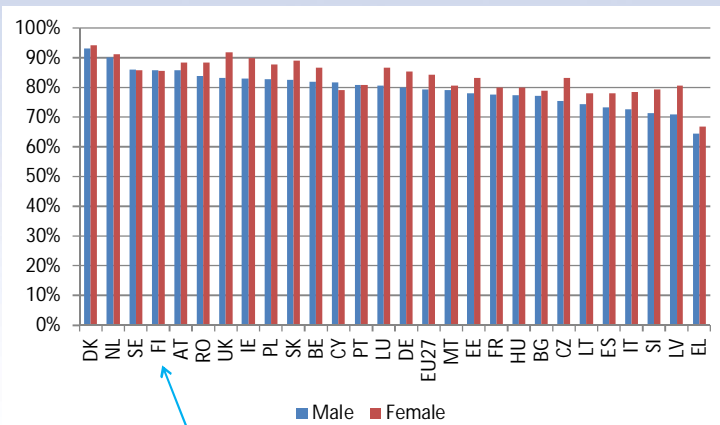
Income categories, by gender and age (full-time workers only)



Reconciliation between work and life – Working hours in European countries



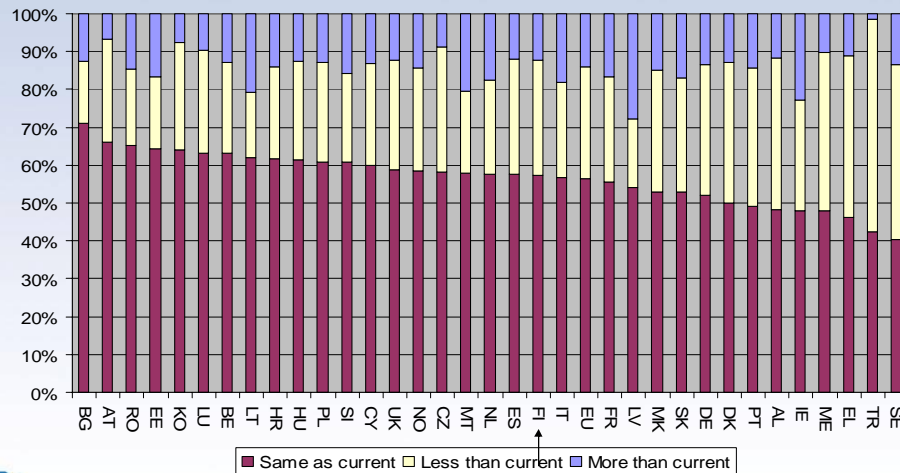
Good fit between working hours and social commitments by country





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Working hours preference, by country, 2010, EU27 (%)



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Conclusions: Towards the new frontier ?

- Sustainability: Emerging dimension of the EU debate
 - ▶ Slow improvements over time, important variations. Finland a relatively good performance when compared to other MS
- Improvement of working conditions matter
 - ▶ Exposure to physical risks factors: No natural improvement
 - ▶ Good job design: Reducing work intensity ?
 - ▶ Supporting work organisation: Social support, productive forms of collective work (win-win)
 - ▶ Work-life balance fit
 - ▶ Learning environment
- Social gradient: Not all are equals
- Not all measures are costly. Can we change work to make it better (as well as more productive) ?



Kiitos!

Thank you!

