European Dialogue – 14-16 April 2016
Workshop: The Europe of Good Work

Good work in Europe: Findings from the European Working Conditions Survey

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In this presentation

- The European Working Conditions Survey (EWCS)
- Eurofound’s model of job quality
- EWCS – the sixth wave
- Outlook and policy pointers
The European Working Conditions Survey

- Six waves (since 1991)
- 35 countries (2015)
- 43,000 workers (employees and self-employed, age: 15+)
- 45 minute face to face interviews at respondent’s home
- 33 languages, 49 language versions
- Multi-stage, stratified, random samples of the working population ranging from 1,000 to 3,300 people in each country
The European Working Conditions Survey

Themes

- employment status
- working time duration and organisation
- work organisation
- learning and training
- physical and psychosocial risk factors
- health and safety
- work-life balance
- worker participation
- earnings and financial security
- work and health
The European Working Conditions Survey

Questions
- 2015: 106 questions
- 1991: 19 (of which 13 are still included)
- Modified trend: 75
- New in 2015: 60
  - Country of birth
  - Self-employment
  - Working time
  - Work family conflicts
  - Place of work
  - Fairness
  - Employee representation
What is a good job?
EUROFOUND’S MODEL OF JOB QUALITY
Defining job quality

A general, simple definition:

Job quality refers to the potential impact of the characteristics of jobs on the well-being of workers.
Job quality indices - Eurofound 2010

- Earnings
- Prospects
- Intrinsic Job Quality
- Working Time Quality

Intrinsic Job Quality
- Skill use and discretion
- Social environment
- Physical environment
- Work intensity
Measuring job quality

• Drawing on a single source: the European Working Conditions Survey

• Theoretical model guides identification of variables

• Subjective component – but variables are as ‘objective’ and ‘job focused’ as possible

• Individual indicators are aggregated
<table>
<thead>
<tr>
<th>Index</th>
<th>Brief description of content</th>
<th>Items Used In Construction *</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earnings</td>
<td>Hourly earnings</td>
<td>EF10, EF11, Q18</td>
</tr>
<tr>
<td>Prospects</td>
<td>Job security, career progression, contract quality</td>
<td>Q77A, Q77C, Q6, Q7</td>
</tr>
<tr>
<td>Intrinsic Job Quality</td>
<td>Skill Use and Discretion (0.25)</td>
<td>Q61A, Q61C, Q49C, Q49E, Q49F, Q50A, Q50B, Q50C, Q51C, Q51E, Q51I, Q51O, Q24H,</td>
</tr>
<tr>
<td></td>
<td>• skills and autonomy</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Good Social Environment (0.25)</td>
<td>Q51A, Q51B, Q58A, Q58B, Q58C, Q58D, Q58E, Q77E, Q70A, Q70B, Q70C, Q71A, Q71B Q71C</td>
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<td></td>
<td>• social support, absence of abuse</td>
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<td></td>
<td>Good Physical Environmental (0.25)</td>
<td>Q23A to Q23I, Q24A to Q24E</td>
</tr>
<tr>
<td></td>
<td>• low level of physical &amp; posture-related hazards</td>
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<td></td>
<td>Work Intensity (0.25)</td>
<td>Q45A, Q45B, Q46A to Q46E, Q51G, Q51L, Q51P &amp; Q24G</td>
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<tr>
<td></td>
<td>• pace of work, work pressures, &amp; emotional/value conflict demands</td>
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<tr>
<td>Working Time Quality</td>
<td>Duration, scheduling, discretion, and short-term flexibility over working time</td>
<td>Q18, Q32, Q33, Q34, Q35, Q39, Q40, Q43</td>
</tr>
</tbody>
</table>

(Eurofound, Fifth European Working Conditions Survey)
Assessing job quality in Europe
Job clusters – the good news

Cluster 1: High-paid good jobs 14%
Cluster 2: Well-balanced good jobs 37%

Good jobs = 51%

(Eurofound, Fifth European Working Conditions Survey)
Job clusters – the not so good news

- **Cluster 4: Low-quality jobs** (20%)
- **Cluster 1: High-paid good jobs** (14%)
- **Cluster 2: Well-balanced good jobs** (37%)

(Eurofound, Fifth European Working Conditions Survey)
EWCS – THE SIXTH WAVE 2015
First findings:
Sixth European Working Conditions Survey

> résumé <

This 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 gathering more systematic information on the quality of paid work.

[Report by the Committee on the Measurement of Economic Performance and Social Progress joined at a meeting of the Eurostat Group on an indicator of economic performance and social progress]
Joseph Stiglitz, Jeremy Seidman and Joe E. Stiglitz (2011)

The Sixth European Working Conditions Survey (EWCS) presents the diverse picture of Europe at work across time, countries, occupations, gender and age groups. The findings underline the complex reality with which European 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 makers could develop to address today’s challenges.

Key findings

Positive developments in several areas
- Reported exposure to musculoskeletal stress, which is 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 (88%) report that their manager or someone at work supports them all or most of the time.
- The proportion of employees whose immediate boss (supervisor) is a woman has increased from 24% in 2003 to 29% 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 (9 of 10 hours or more – self-employed workers in particular) and women more frequently work shorter hours (fewer than 30 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.
Sixth EWCS – First findings

People at work

- Gender differences remain important, both in work and in life outside work
- Working conditions vary with age
Sixth EWCS – First findings

Job quality

• No change in job insecurity, employment insecurity down
• Better career prospects
• Physical risks remain, some positive developments
• 15% subject to adverse social behaviour
• Increase in autonomy over time
• Working time not (always) in line with individual preference
• Employment status makes a difference
• Differences in job quality by occupation
• Sharp drop in feeling of work always well done
Sixth EWCS – First findings

Company practices

• High level of social support from colleagues and managers

• 31% of employees work in a high involvement organisation (high task discretion and high organisational participation)

• 63% report the organisation they work for motivates them to give their best job performance
Sixth EWCS – Physical risks

- Lifting or moving people
- Handling infectious materials
- Handling chemicals
- Vibrations
- Noise
- Carrying or moving heavy loads
- Tiring or painful positions
- Repetitive movements

Yearly percentage comparison for different physical risks from 2000 to 2015.
Sixth EWCS – Job autonomy

- Order of tasks
- Methods of work
- Speed or rate of work

Comparative analysis across years and gender:
- Men
- Women

Year/Category:
- 2005
- 2010
- 2015
Sixth EWCS – Intense work by occupation
Sixth EWCS – Working time preferences

[Bar chart showing preferences for working hours compared to current hours, with categories 20 or less, 21-34, 35-40, 41-47, 48 or more, and total.]

- **Less than currently**: Red
- **Same as currently**: Gray
- **More than currently**: Blue

Legend:

- 20 or less
- 21-34
- 35-40
- 41-47
- 48 or more
- Total
Sixth EWCS – Work well done

- Elementary occupations
- Plant and machine operators, and assemblers
- Craft and related trades workers
- Skilled agricultural, forestry and fishery workers
- Service and sales workers
- Clerical support workers
- Technicians and associate professionals
- Professionals
- Managers

Sex
- Female
- Male

Occupations

Sex

- Male: 40.00%
- Female: 40.00%
Sixth EWCS – working conditions by age group

Experienced restructuring
No training provided in the last 12...
Not learning new things
Poor prospects for career advancement
Fear of losing jobs in the next 6 months
Not able to change work methods
Adverse social behaviour
Working at high speed (¾+)
Shift work
Painful or tiring positions

50+ | 35-49 | Under 35 years of age
Do you think you will be able to do your current job when you are 60 years old?

EU 27: 59%
NL: 75%
D = 72%
ES: 49%
FR: 46%
SI: 26%

(Eurofound, Fifth European Working Conditions Survey)
Policy pointers

- **Physical risks** associated with (health) care services on the rise
- **Working time**
  - Preferences not in line with reality
  - Uneven sharing of paid work and unpaid (care) work between men and women
- **Psychosocial risks**
  - High work intensity – but also higher levels of autonomy
  - Feeling of work well-done
  - Adverse social behaviour
- **Making work sustainable** over the life course
Thank you for your attention

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