



European Foundation for the Improvement of Living and Working Conditions

From working conditions of older workers to sustainable work and employment

***Foundation's seminar series
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*Agnès Parent-Thirion
Head of Surveys and Trends unit, Eurofound*



Content

- Main characteristics of the the 5th EWCS
- Elements of Quality of work and employment
 - ▶ Over time and by age groups
- Job sustainability : results and relationship with working conditions
- 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

Different dimensions of quality of work and employment

PROTECTING HEALTH & WELL-BEING

- Health and safety outcomes
- Exposure to risks
- Participation
- Occupational Health and Safety prevention framework
- Healthy work organisation

HAVING A JOB WITH FUNDAMENTAL RIGHTS & EMPLOYMENT SECURITY

- Employment status
- Wages
- Access to social protection
- Workers rights

QWE

BALANCING WORK with NON WORK LIFE

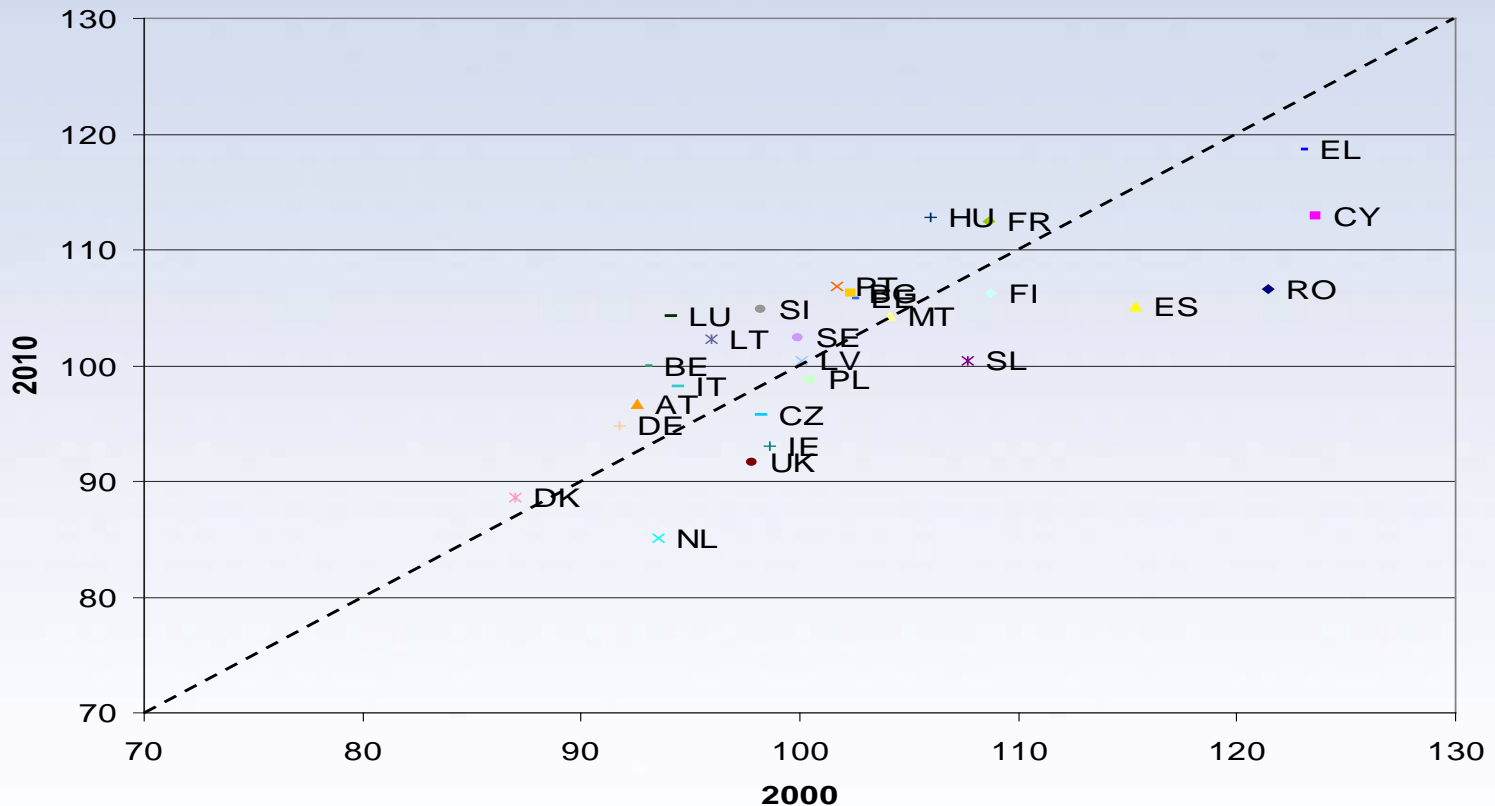
- Organisation of working time
- blurring frontiers between work and private life
- Social infrastructures and provisions

USING and ACQUIRING SKILLS

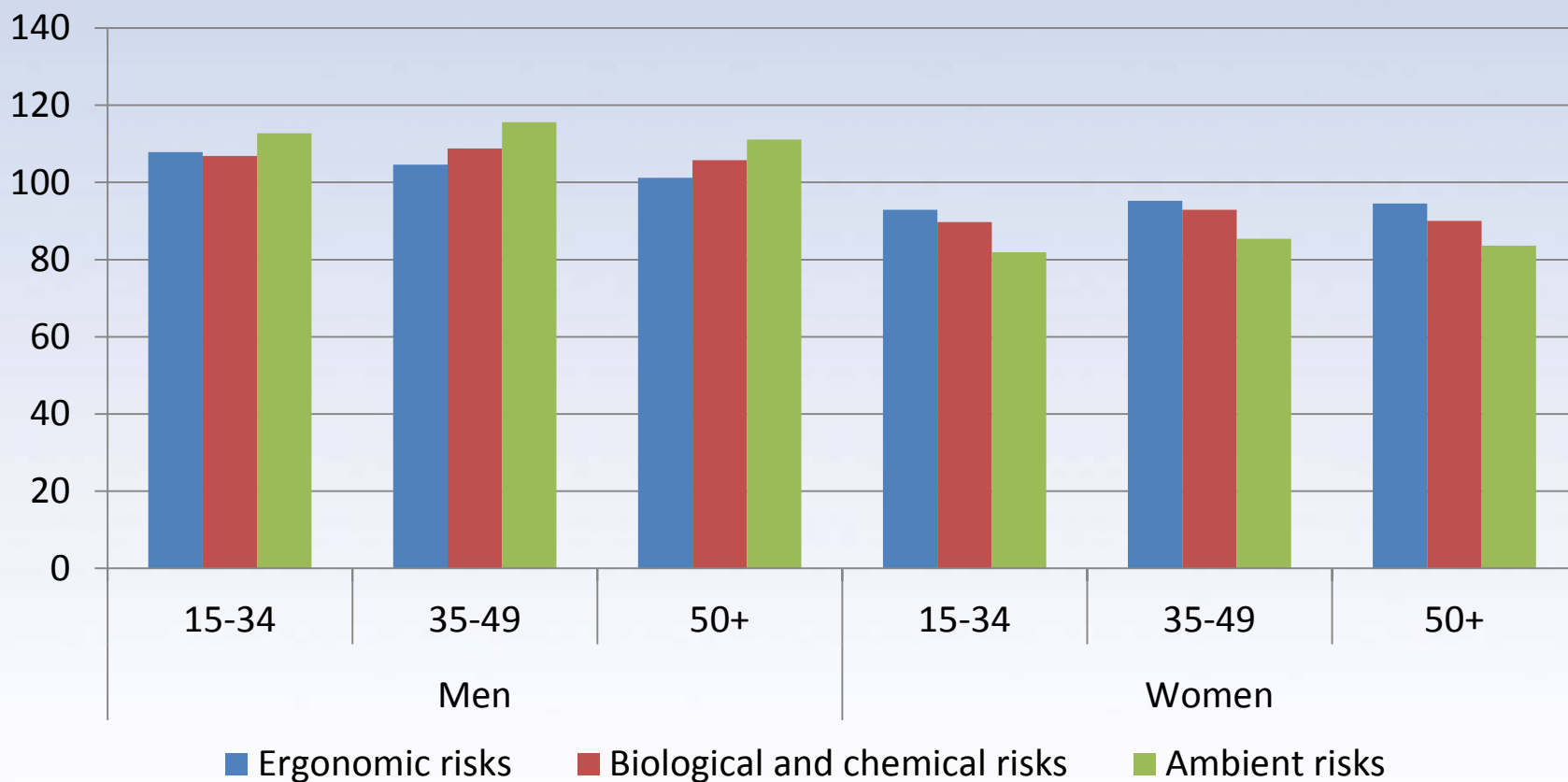
- Initial education
- Cognitive content of work
- Training & lifelong learning
- Career development
- Learning organisation



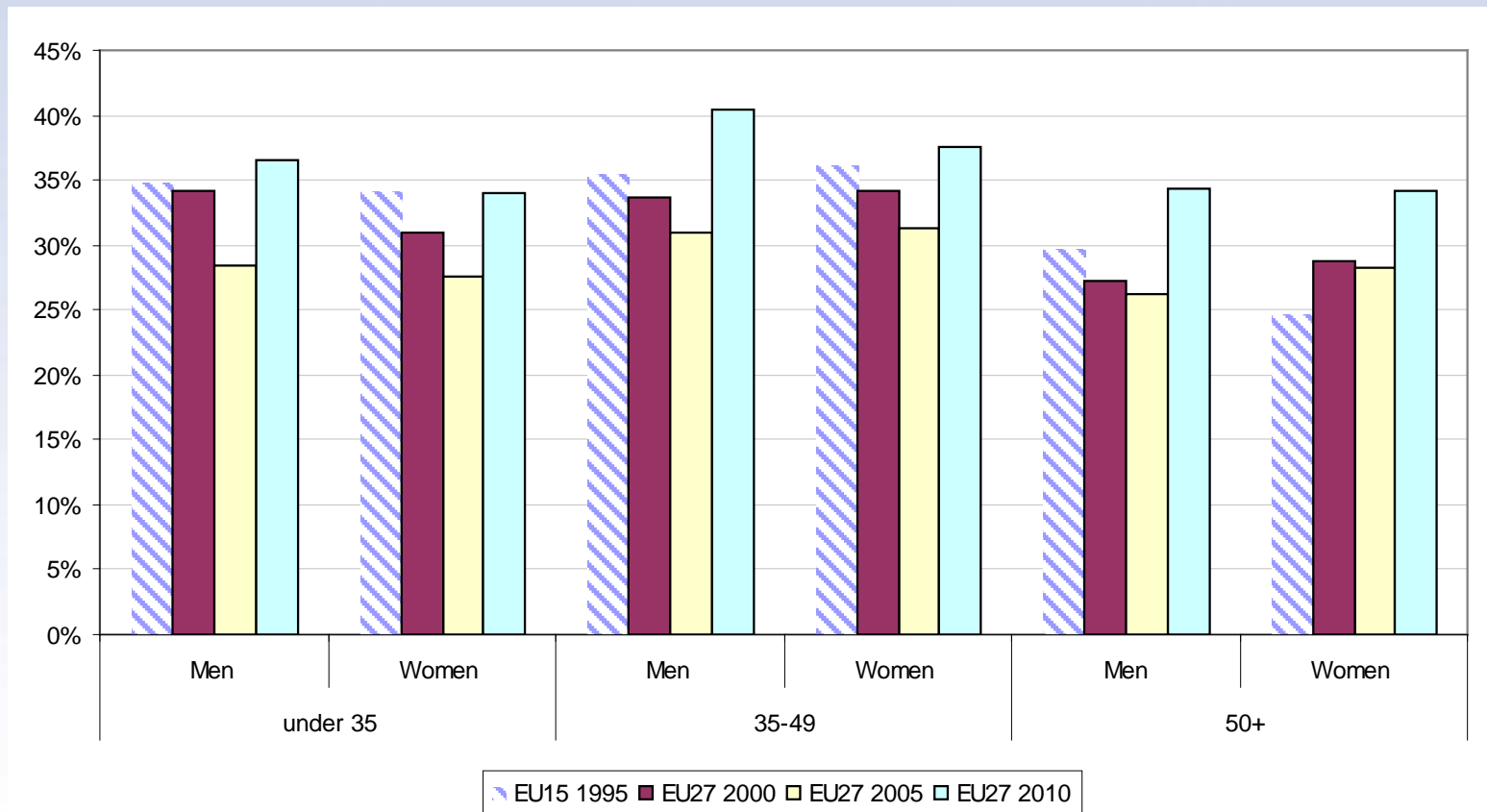
Change in exposure to physical risks (index) between 2000 and 2010, by country



Exposure to physical risks, by age and gender

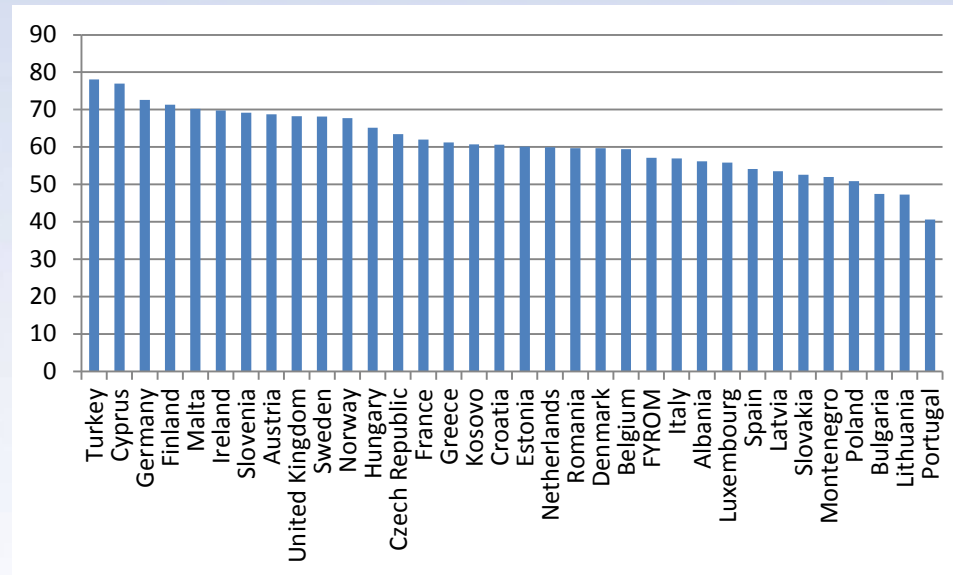
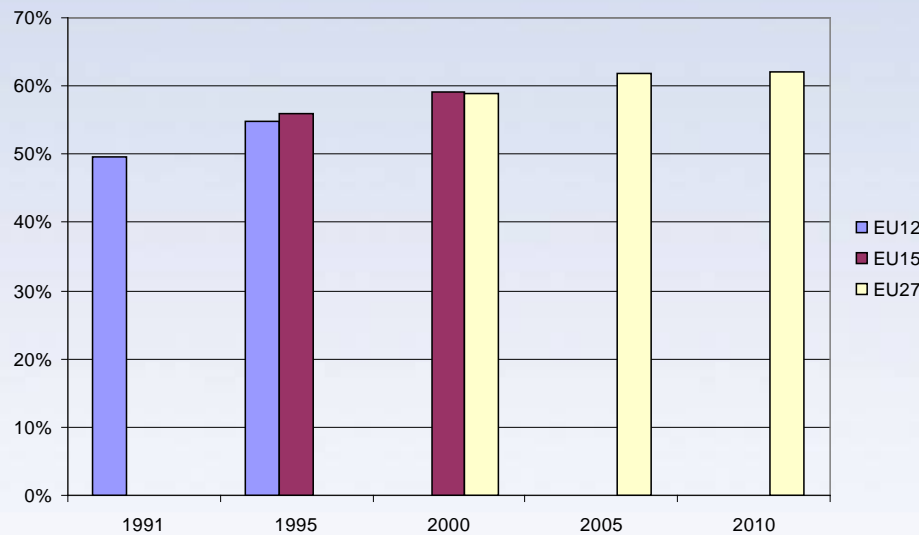


Trends in employer paid training, by gender and age

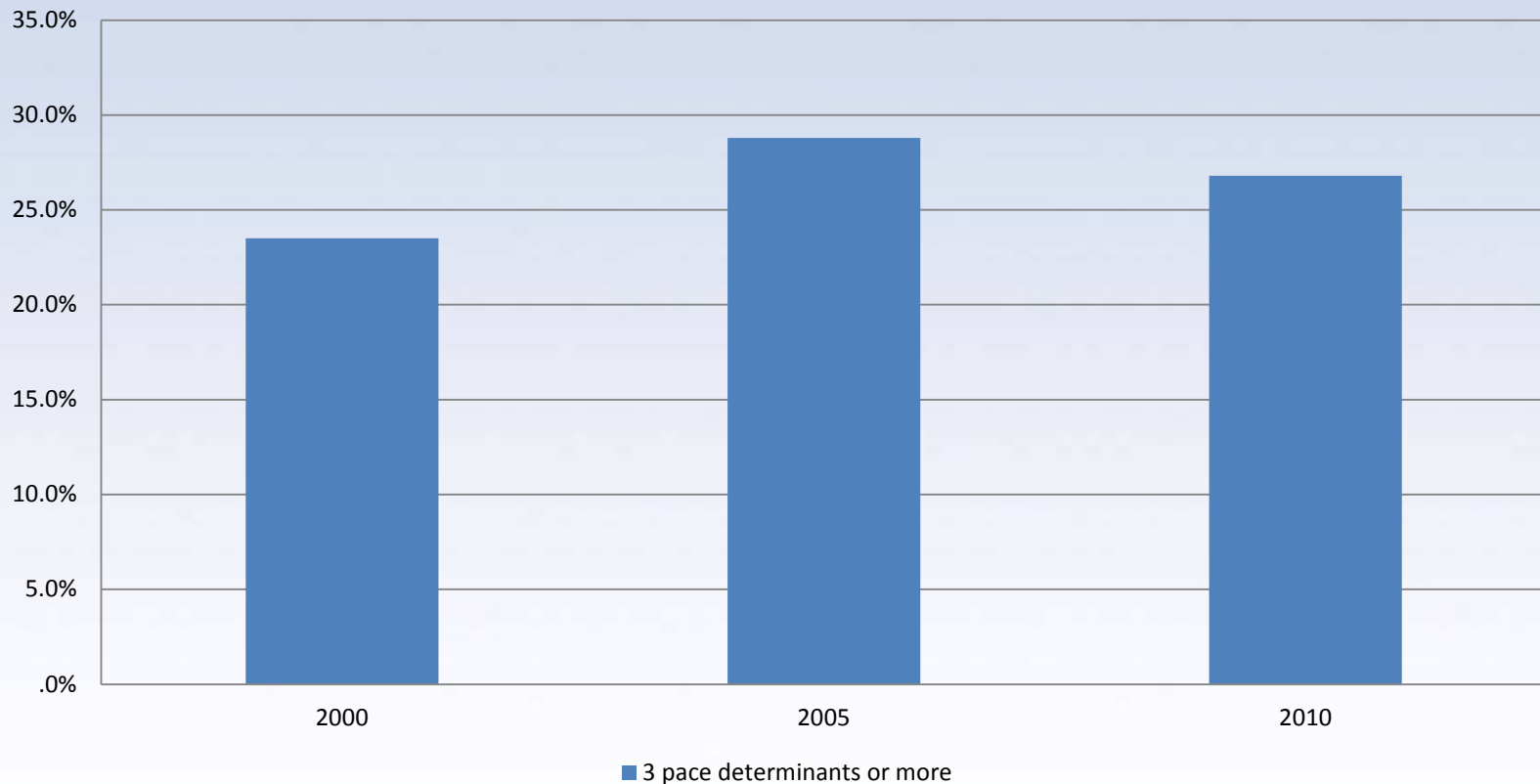


Trends and country comparisons in work intensity

–Tight deadlines (at least 1/4 of the time)

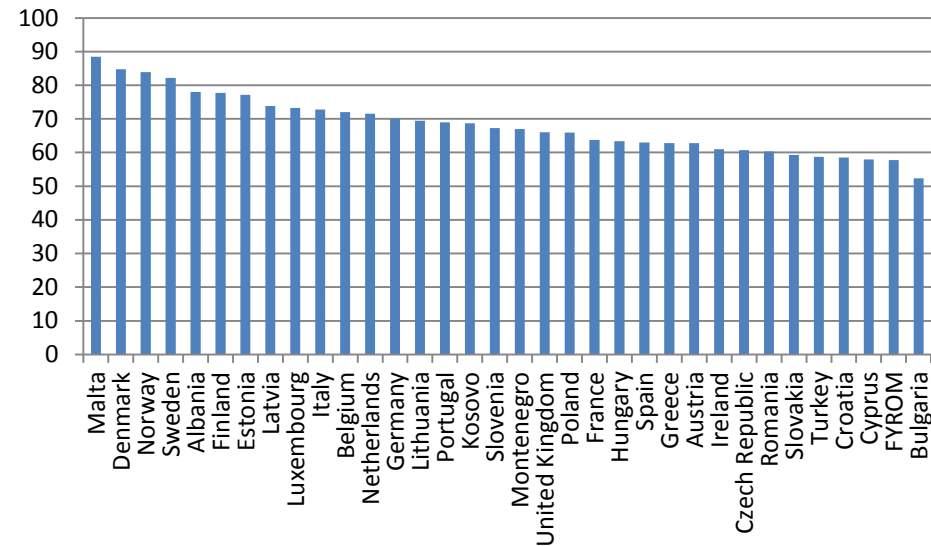
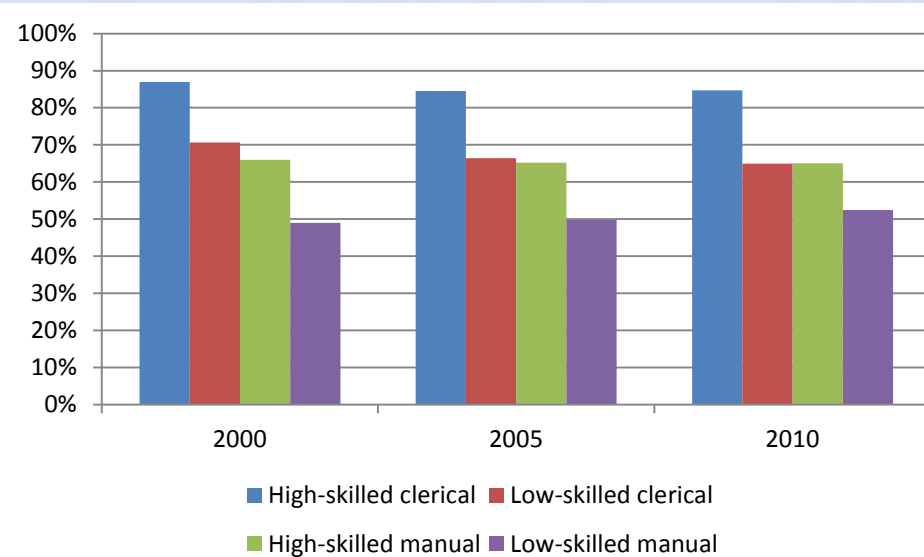


(Objective) work intensity over time for the 50+

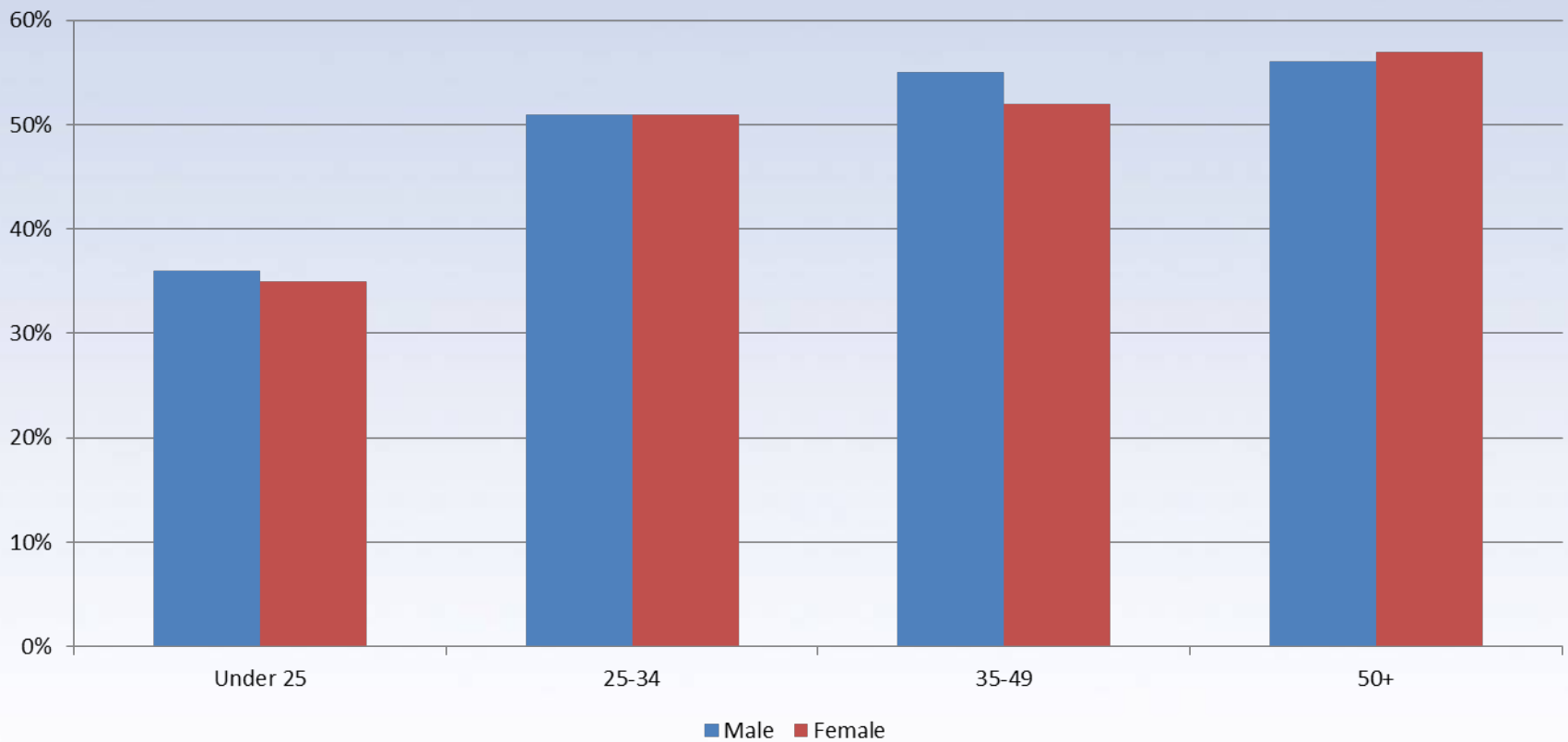


Trends and country comparisons in autonomy

–Ability to choose or change methods of work

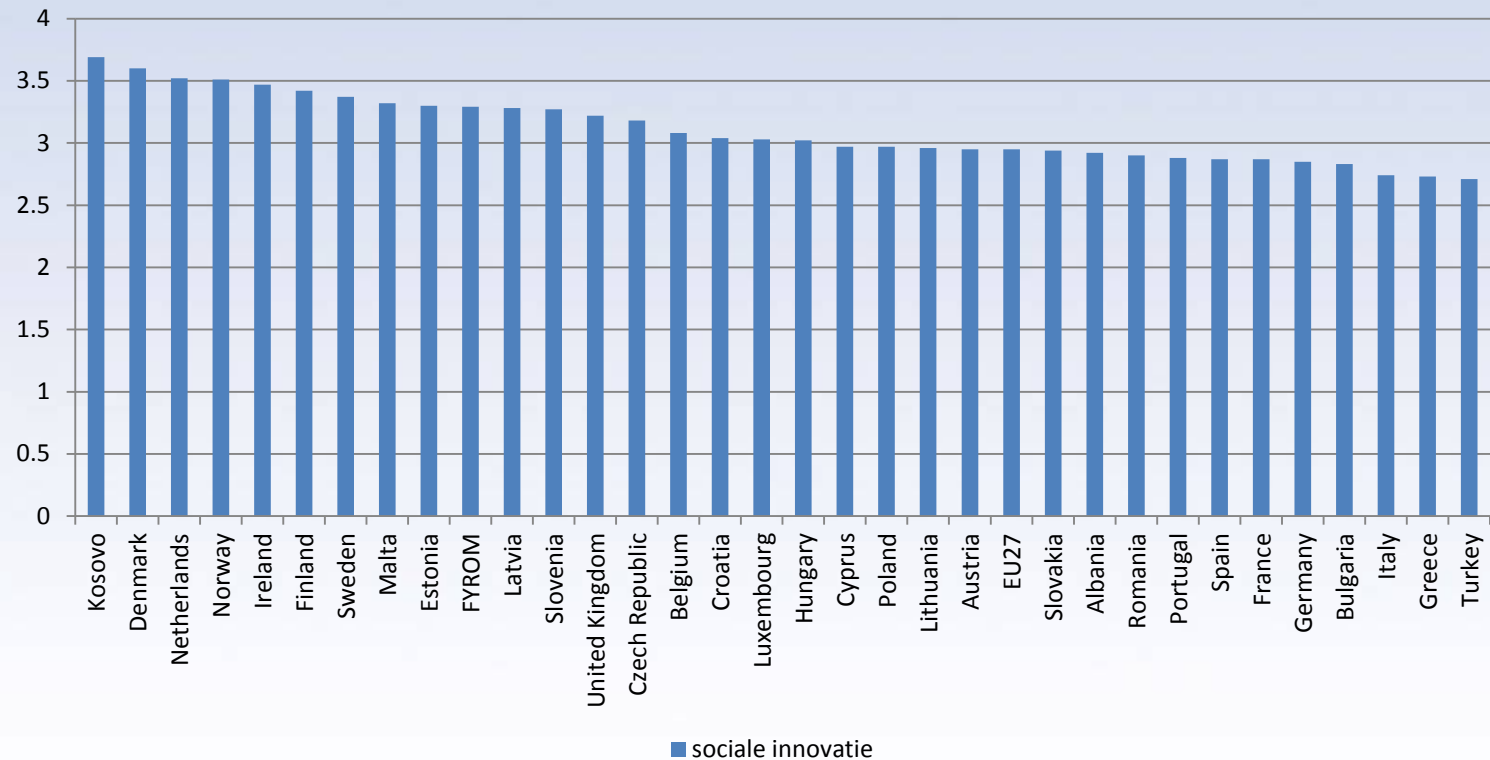


Job autonomy, by gender and age



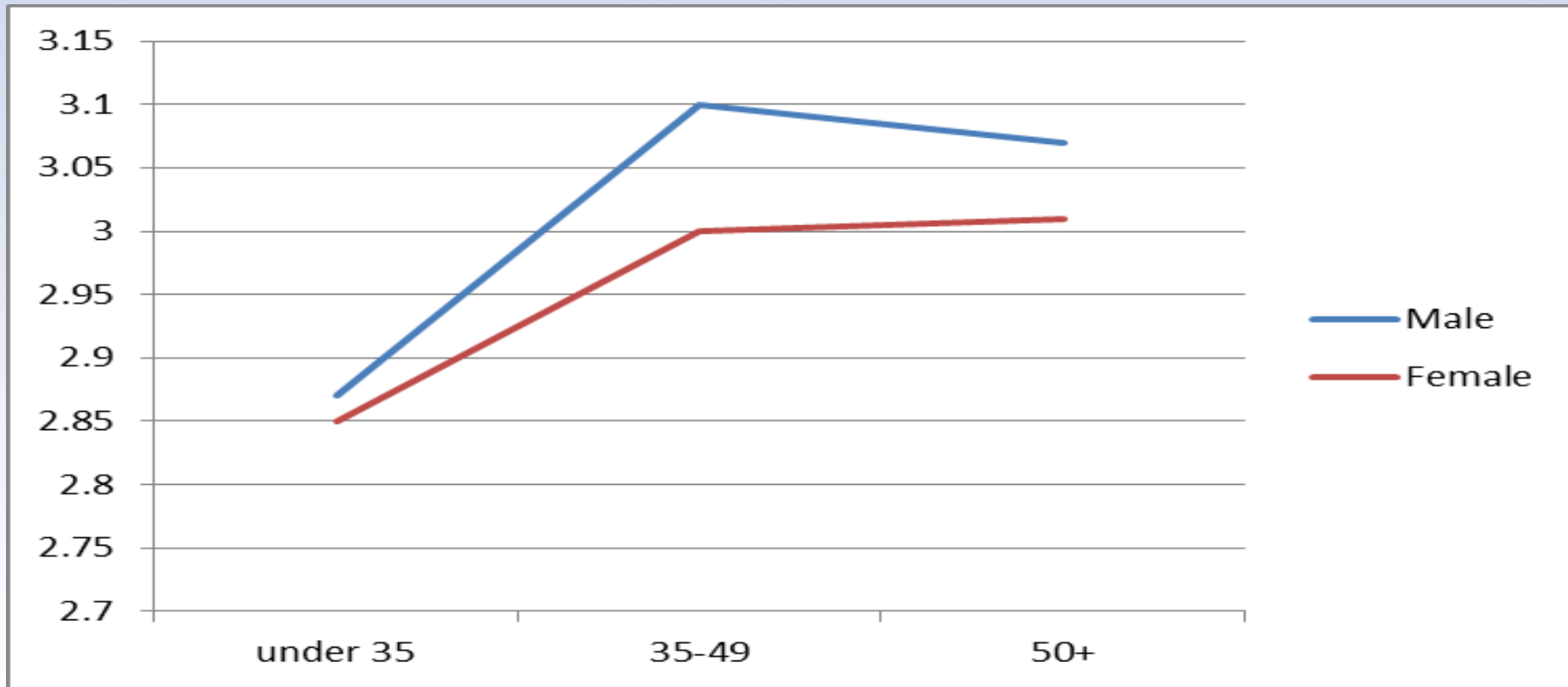
Sociale innovatie (employees 10+ only)

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.



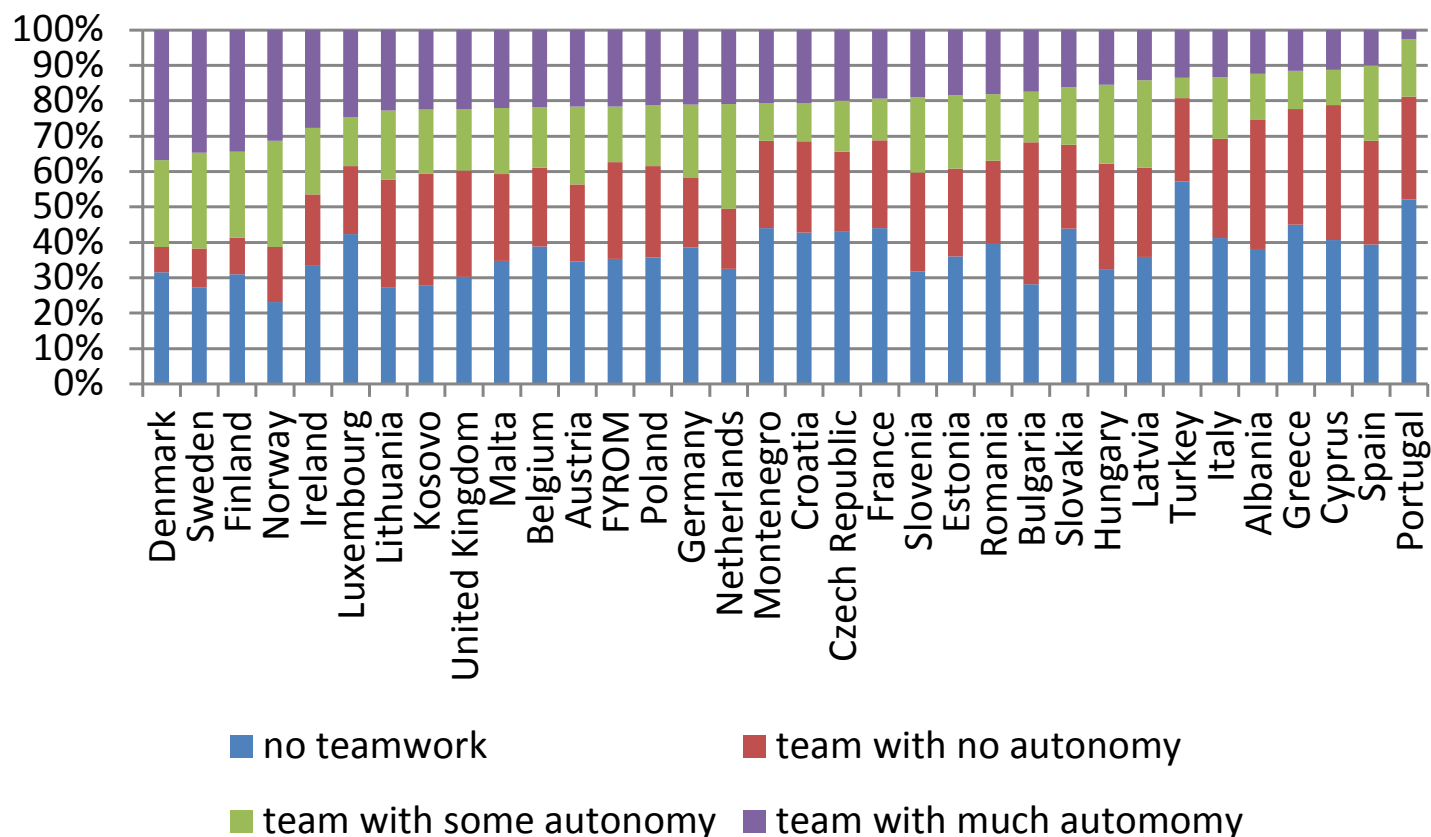


Sociale innovatie by age and gender

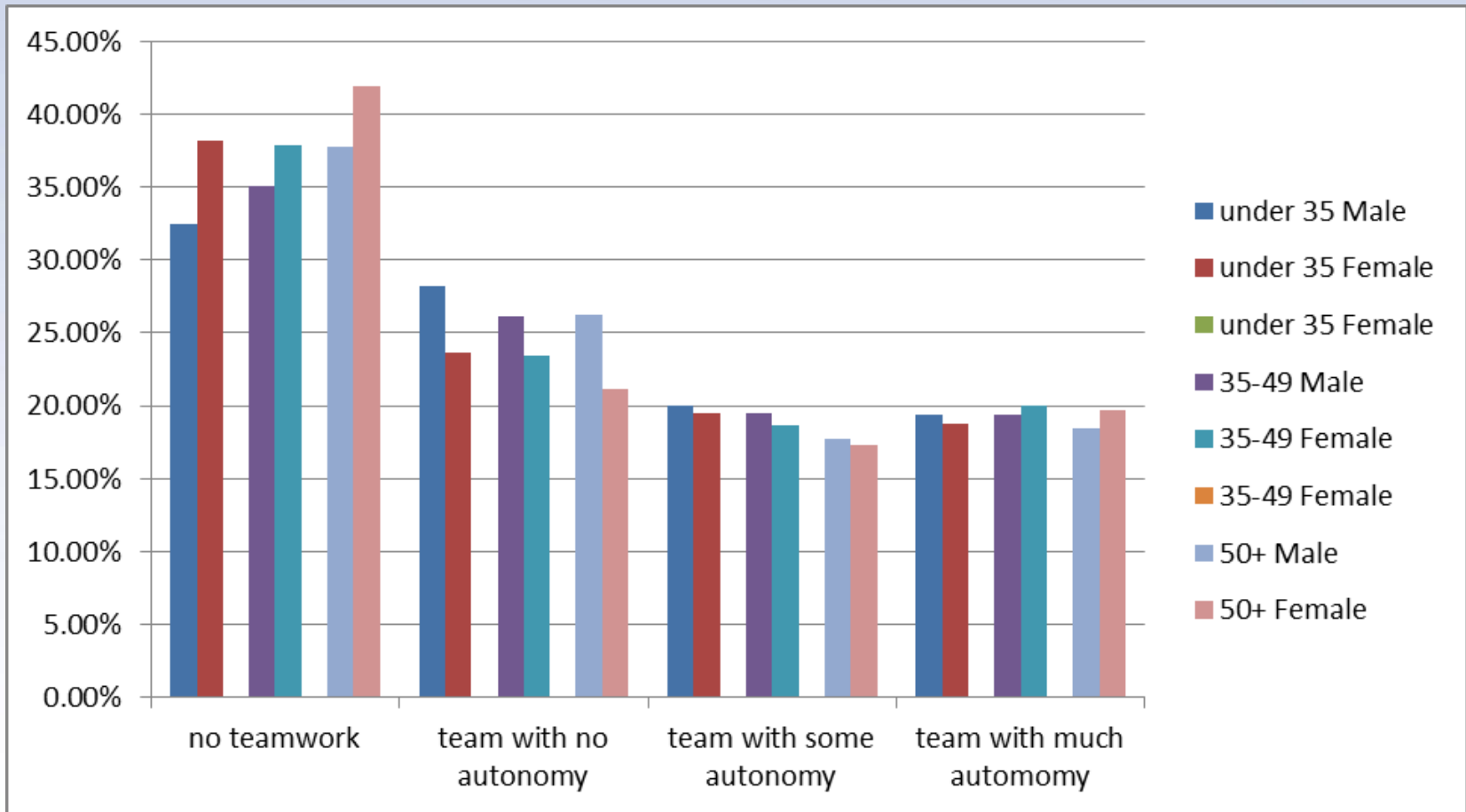




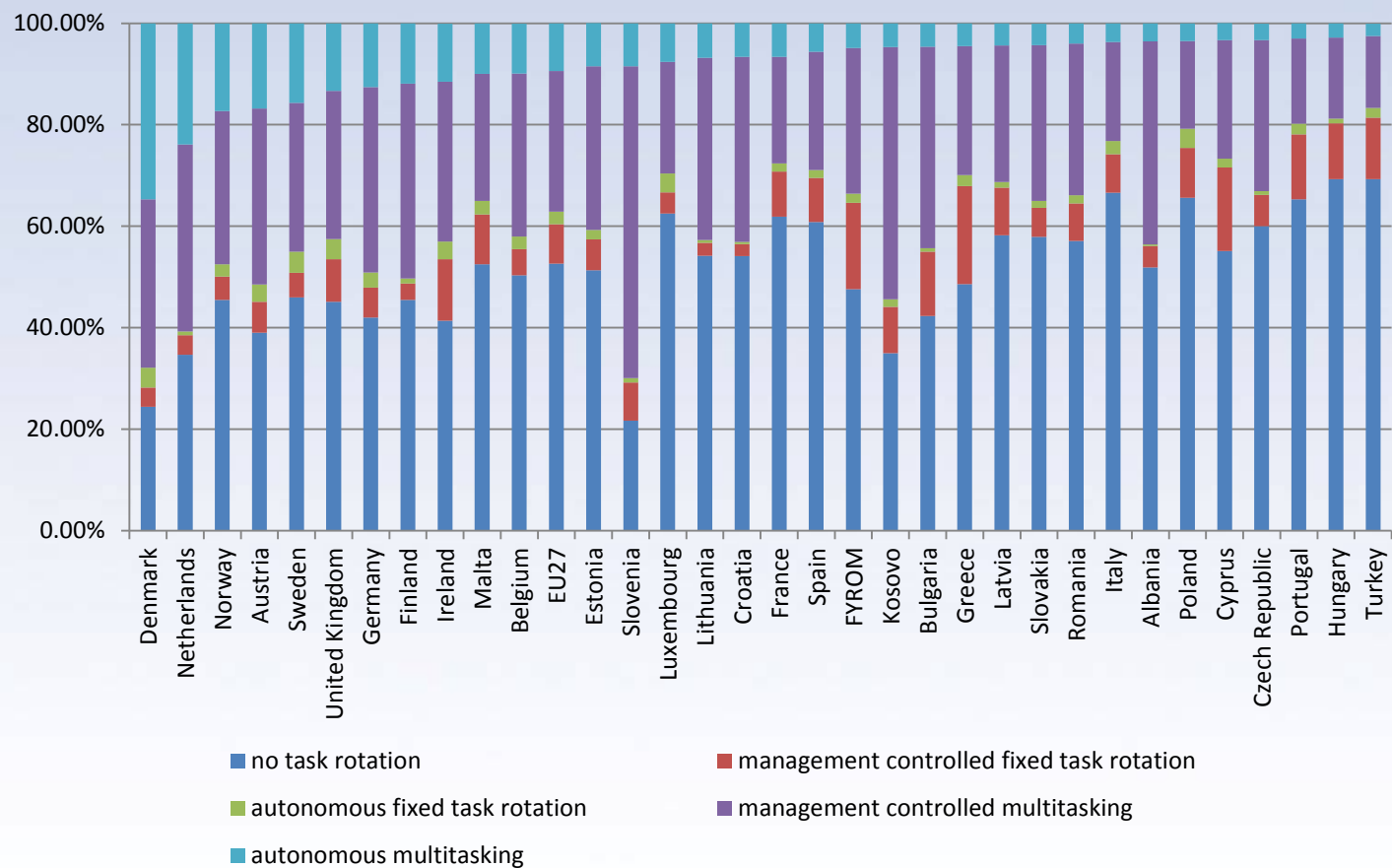
Different types of teamwork



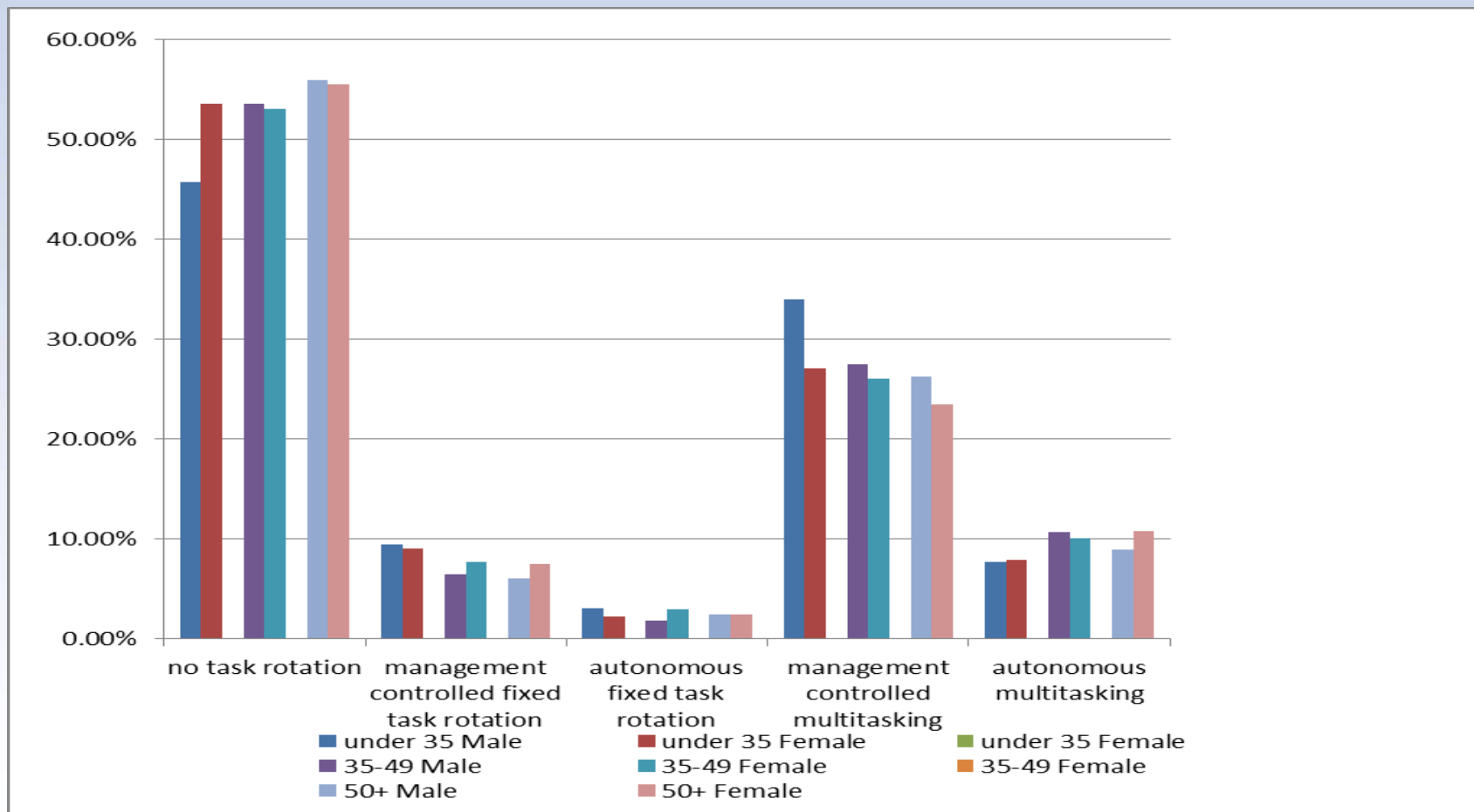
Types of team work per age and gender



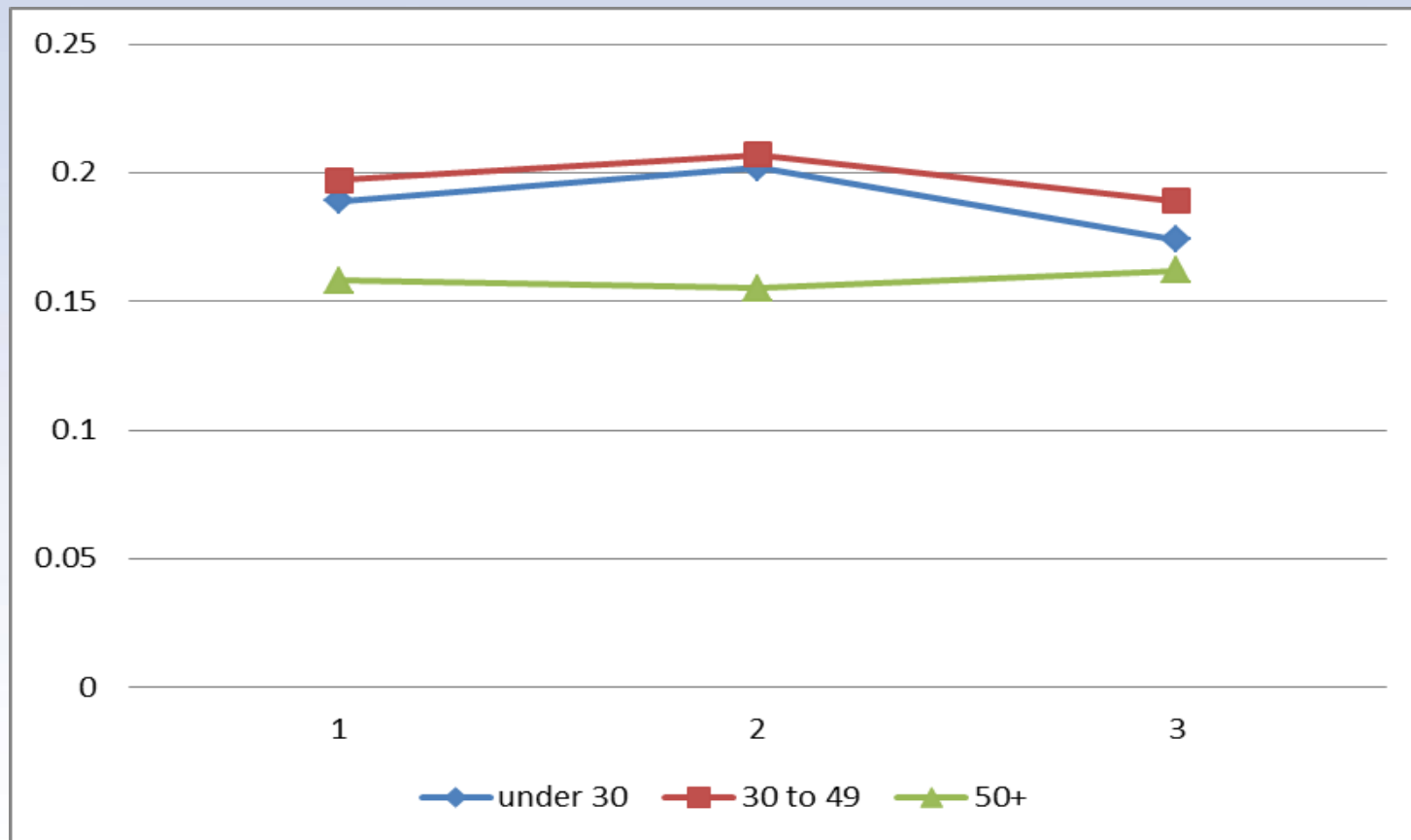
Task rotation : empl 10 +



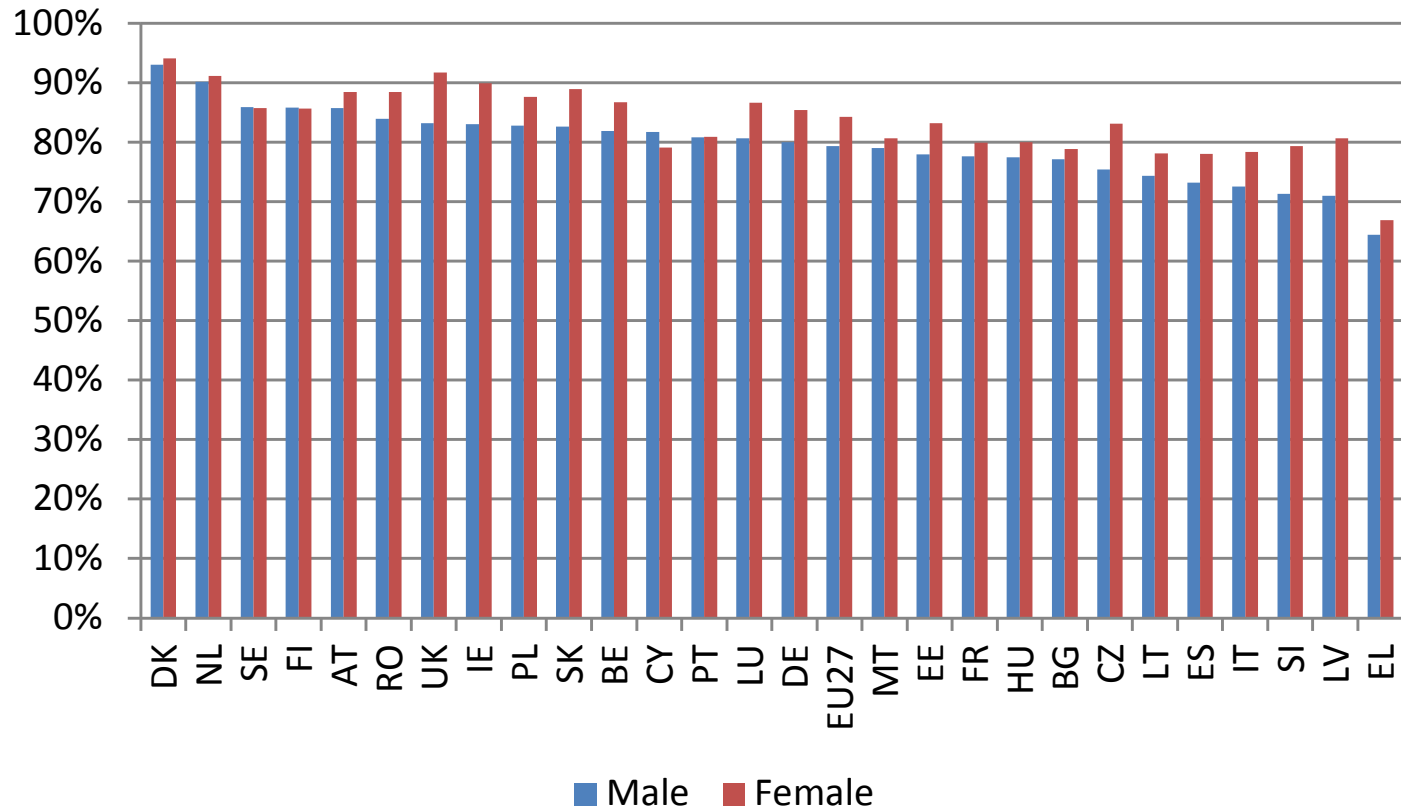
Task rotation schemes per age group



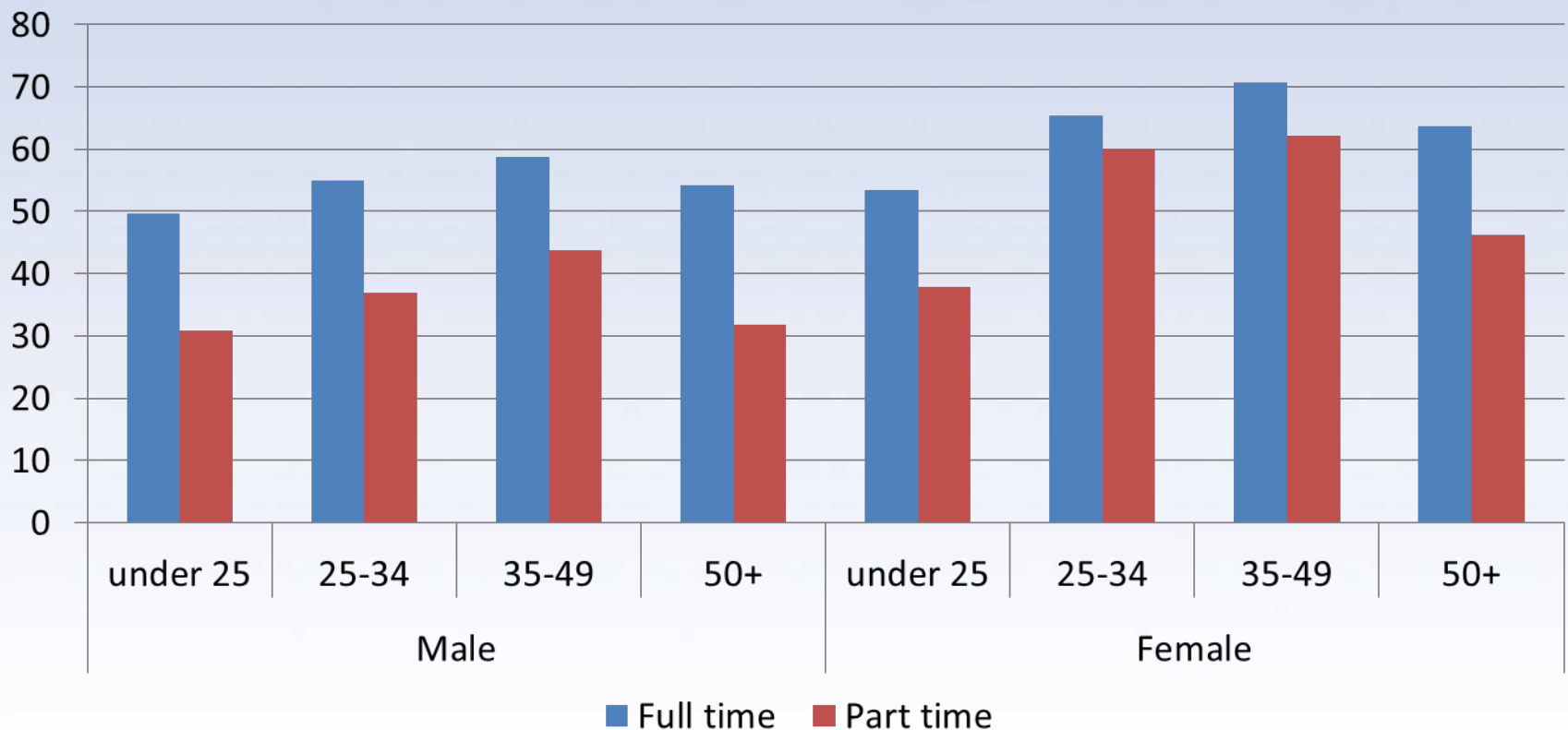
Exposure to night work over time



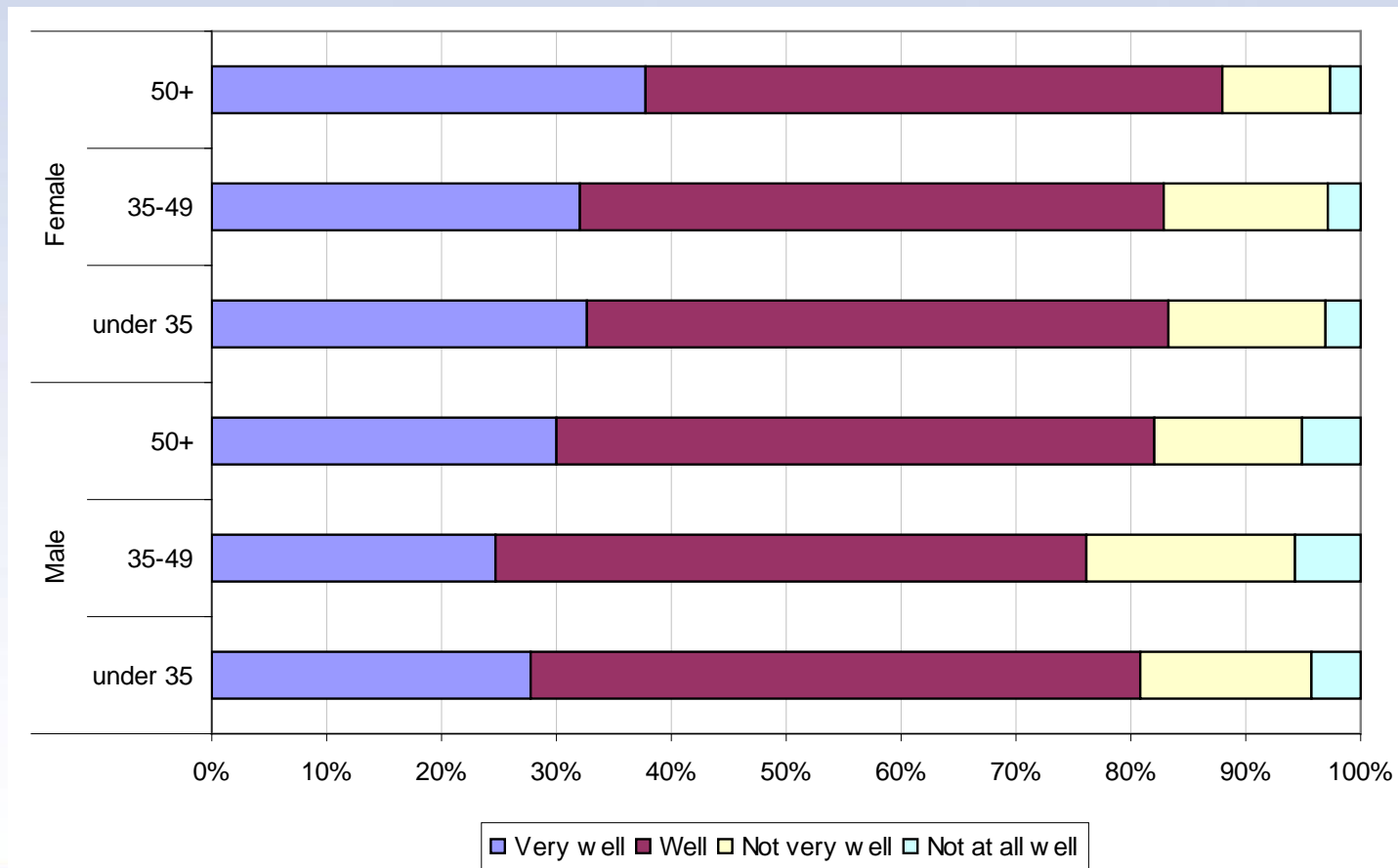
Good fit between working hours and social commitments by country



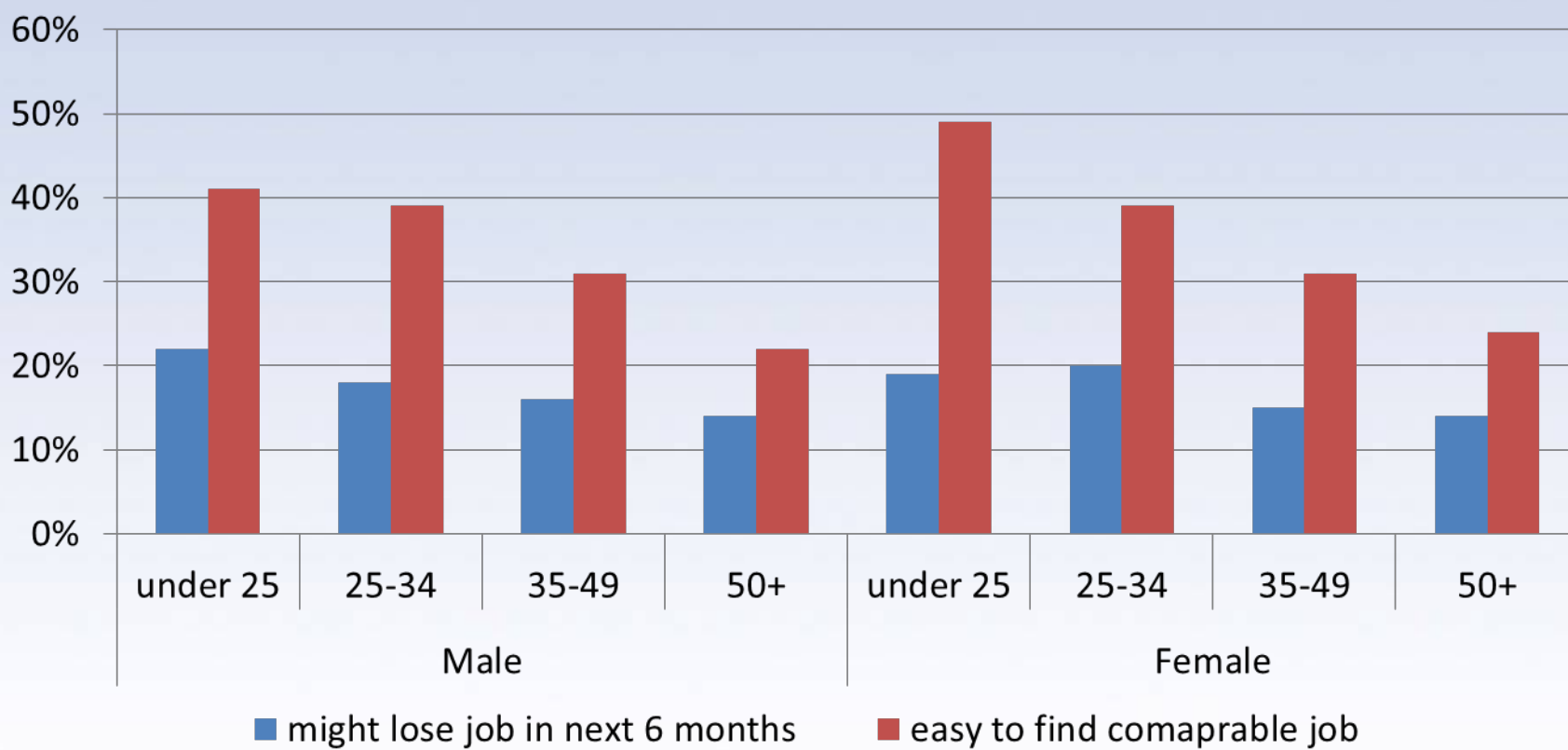
Number of hours spent on paid and unpaid work per week, by gender, age and working time



Fit between working time and social commitments for workers of different age

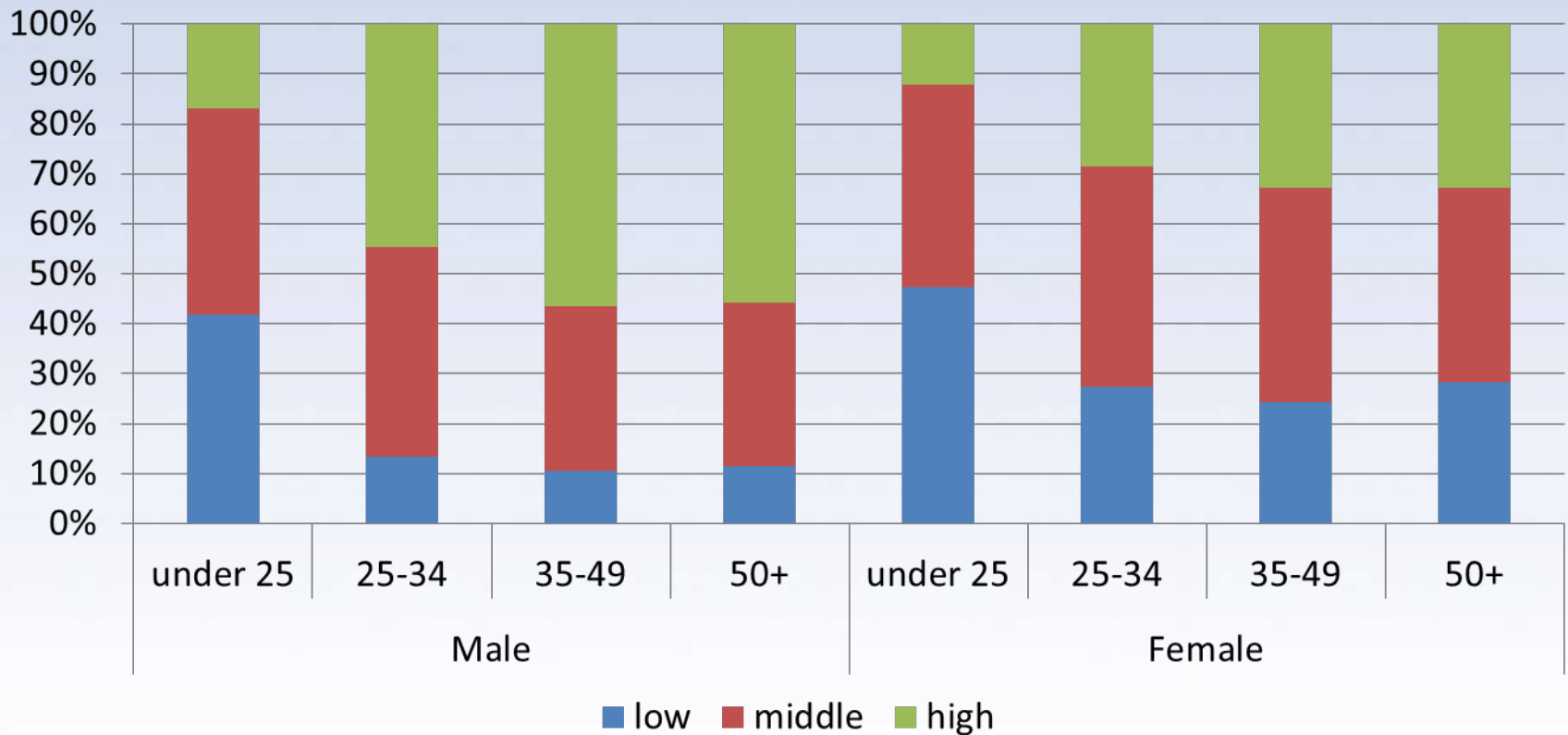


Job and employment (in)security, by age and by gender

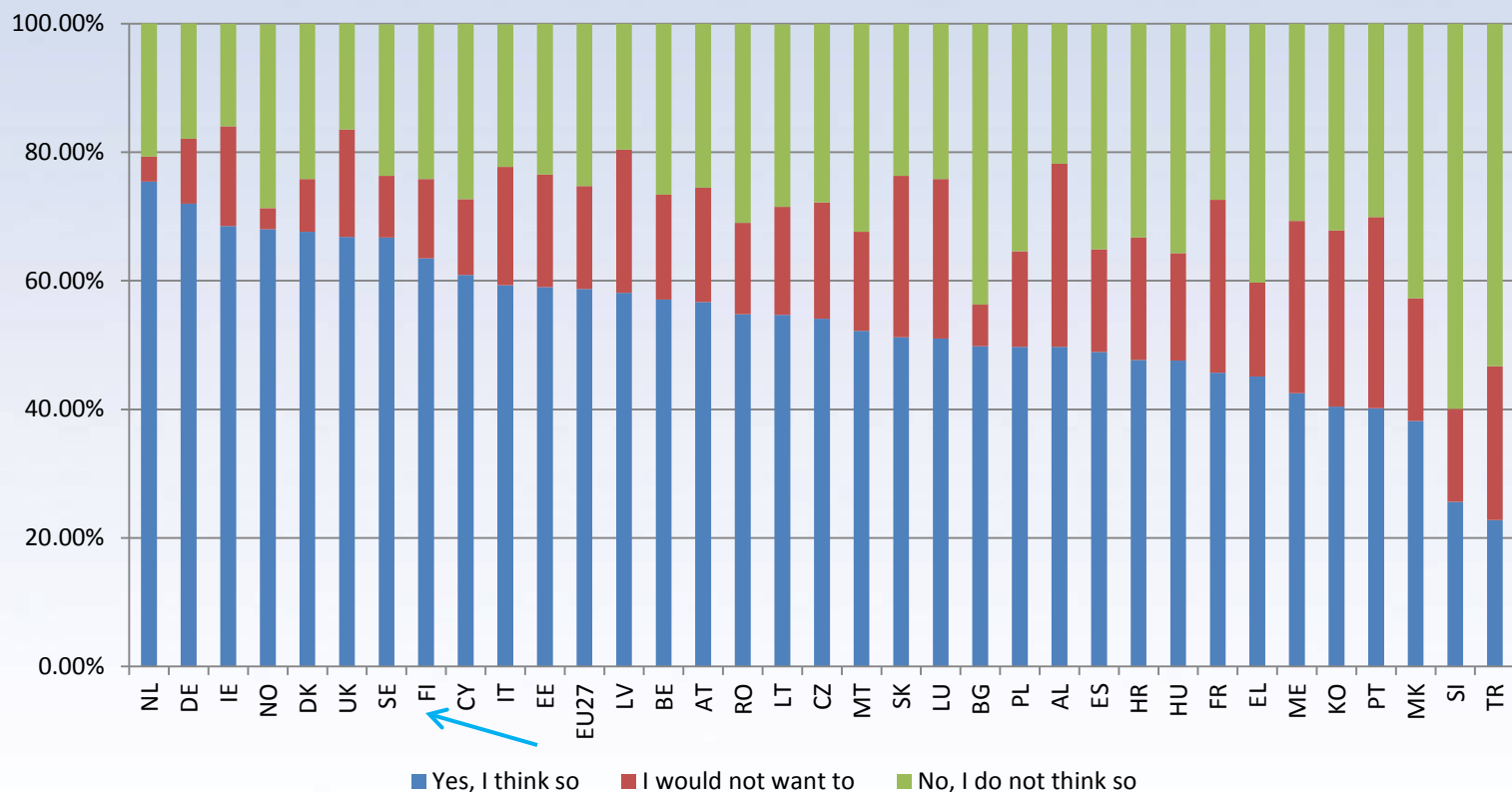




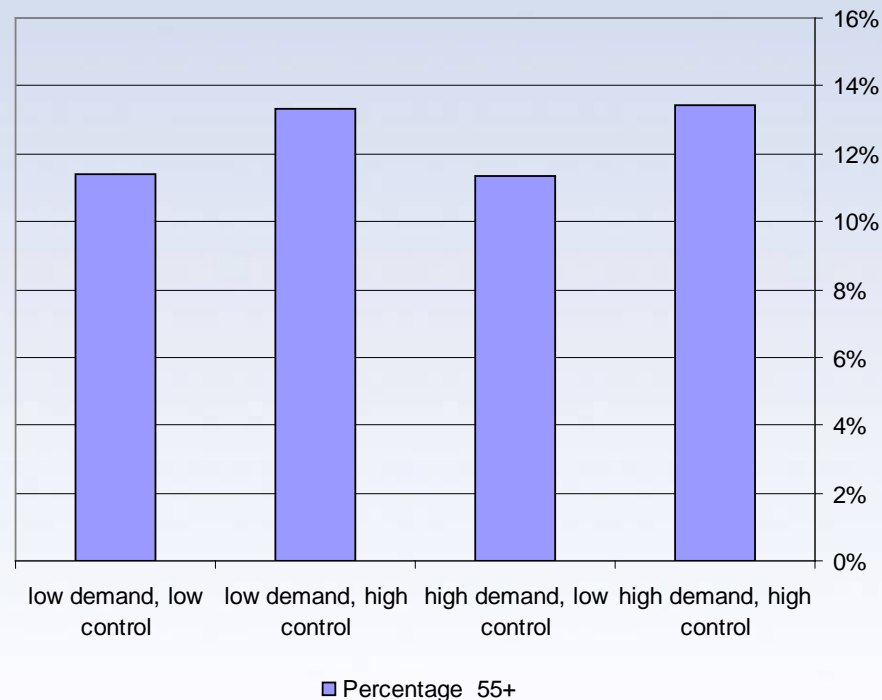
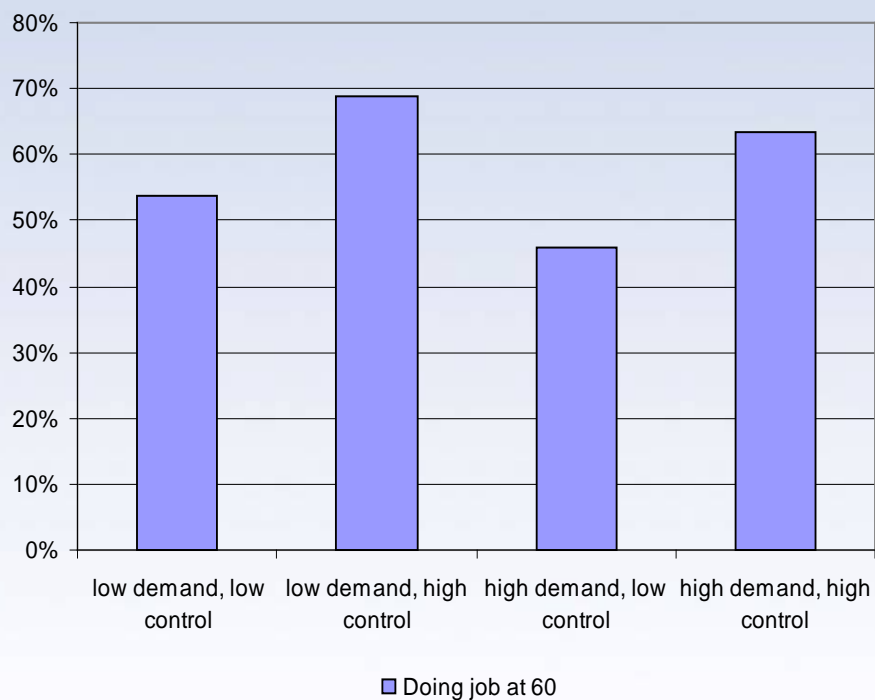
Income categories, by gender and age (full time workers only)



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	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

Conclusions : Towards the new frontier ?

- 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 natural improvement
 - ▶ Good job design : reducing work intensity ?
 - ▶ Supporting work organisation : social support, no adverse social behaviours
 - ▶ Modern work organisation features : different in relationship with working conditions
 - ▶ Work life balance fit : accounting care
 - ▶ Learning environment :
- Social gradient by isco : not all are equals
- Not all measures are costly. Can we change work to make it better and sustainable as well as more productive ?



More information

- Survey mapping tool : online tool for data access
 - ▶ For EWCS trend data available and breakdowns for gender, age, type of occupation, sector and employment status
- Essex data archive : as from December 2011
- 20 years of working conditions (2010)
- 5th EWCS overview report, forthcoming (Q1, 2012)
- Ageing workforce and sustainable work, forthcoming (Q4 of 2012)

Merci,

