



Changes of the working environment European perspective

Perosh seminar

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Main characteristics of the EWCS

- 4 so far, 5th ewcs fieldwork to start in January 2010
- 15+ in employment according to LFS standards
- Face to face interviews of around 35 minutes
- From 1991 to 2005: questionnaire has expanded from 30 to 100 questions ó however attempt to keep -trendsøand survey has expanded its geographical scope from 12 countries to probably 34 in 2010
- Revision of questionnaire with the support of an expert questionnaire development group
- Strict quality assurance mechanisms
- 4th ewcs :
 - ▶ 1 questionnaire / 25 languages and 16 variants,
 - ▶ 31 countries covered : EU27 + ACC2 + NO + SW
 - ▶ 29680 interviews in total
 - ▶ 1000 interviews in each country except 600 for CY, EE, Lxbug, MT and SV



The context

- The structure of employment has changed : demographics and economical composition of the industries
- The economic crisis
 - ▶ Some companies are restructuring
 - ▶ unemployment is increasing
- The nature of work is changing: more open to external demands, customers and growing use of I.T.



Å the impact on possible changes

- Risks specific to female-dominated jobs
 - ▶ Developing gender sensitive analysis
- Diversity of the workforce í more diversity in possible impact, acceptable levels ?
- Risks linked to new occupations / w org linked to the service industry in general, the KS in particular
- (un)employment : job insecurityí employment security
- New technologies : surveillance or collaborative work ?
- Cognitive dimensions of work (risks etc)
- Not a one-best way in work organisation
- Place of work / work around the clock
- Contact / violence with customers and other parties at the workplace
- Collective / isolation ?



Quality of work and employment

- Ensuring career and employment security (employment status, income, social protection and workers' rights)
- Maintaining and promoting the health and wellbeing of workers
- Developing skills and competences (qualifications, training, learning organisation, career advice)
- Making it possible to reconcile working and non-working life



.. The impact on possible changes

- The political debate : employment versus work ?
- Interrelationships are important : looking at 1 issue in isolation is not enough (e.g. multi-factorial risk)
- Certain groups / work situations combine exposure to some risks and the effect of combination is synergetic
- A dynamic perspective is often lacking e.g. pénibilité ó strenuous- jobs,

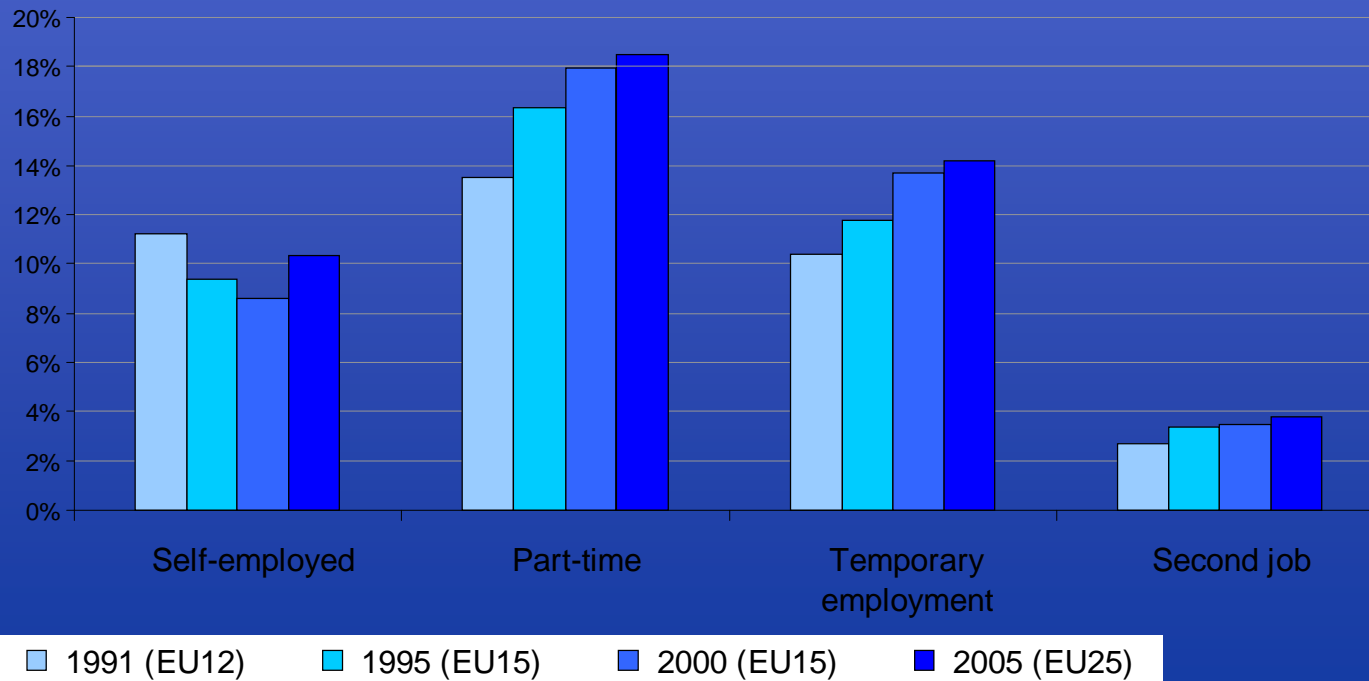


Ensuring career and employment security

- Employment status:
 - ▶ non-permanent contracts associated with poorer working conditions.
 - ▶ 1/2 of the new jobs are not permanent jobs. Most of them are for non-nationals.
- Workers' rights: vertical and horizontal gender segregation persists; discrimination
- Income : significant gaps between female and male incomes, low wages correlated to precarious employment relationships
- Social protection: flexicurity, some new employment forms and hybrid use /empl- forms are developing and may not covered against risks
- Undeclared work

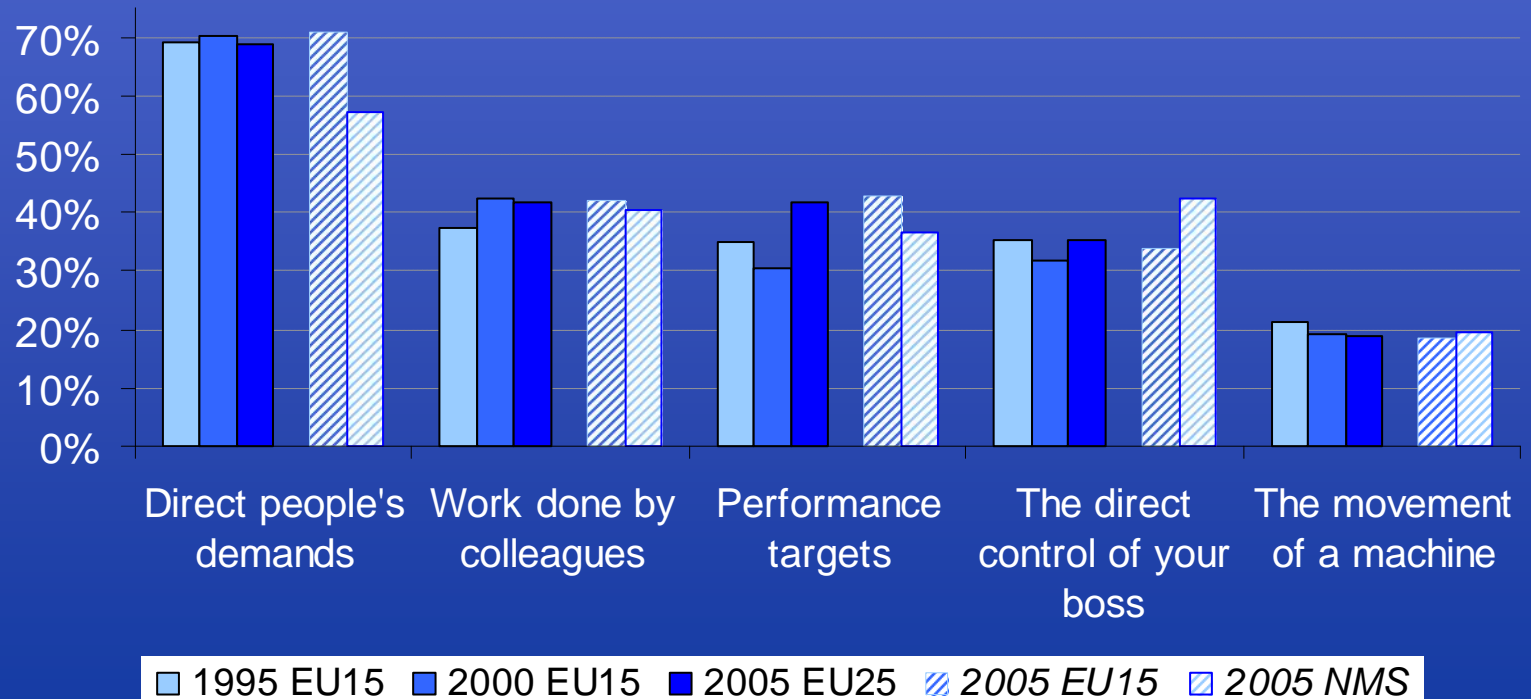


Rise in non-standard employment in the European Union, 1991 -2005 (%)





Pace of work: demand led...





Promoting health and well-being

- Exposure to 'traditional' risks haven't decreased when exposure to psychosocial risks is increasing
- Motivation, burn out, presenteeism
- Emotional demands
- An epidemic of musculoskeletal health problems
- Violence at work
- 10% of workers have been harassed at work
- Mental health a growing concern

- Issues are (high- er ?) on the European agenda
- But what we observe across Europe, are the multiplicity of definitions / concepts and answers to psychosocial risks and mental health issues. We need to work on developing knowledge and more common understanding of issues at stake and solutions to tackle the issues if we want to be able to develop 'social compromises'

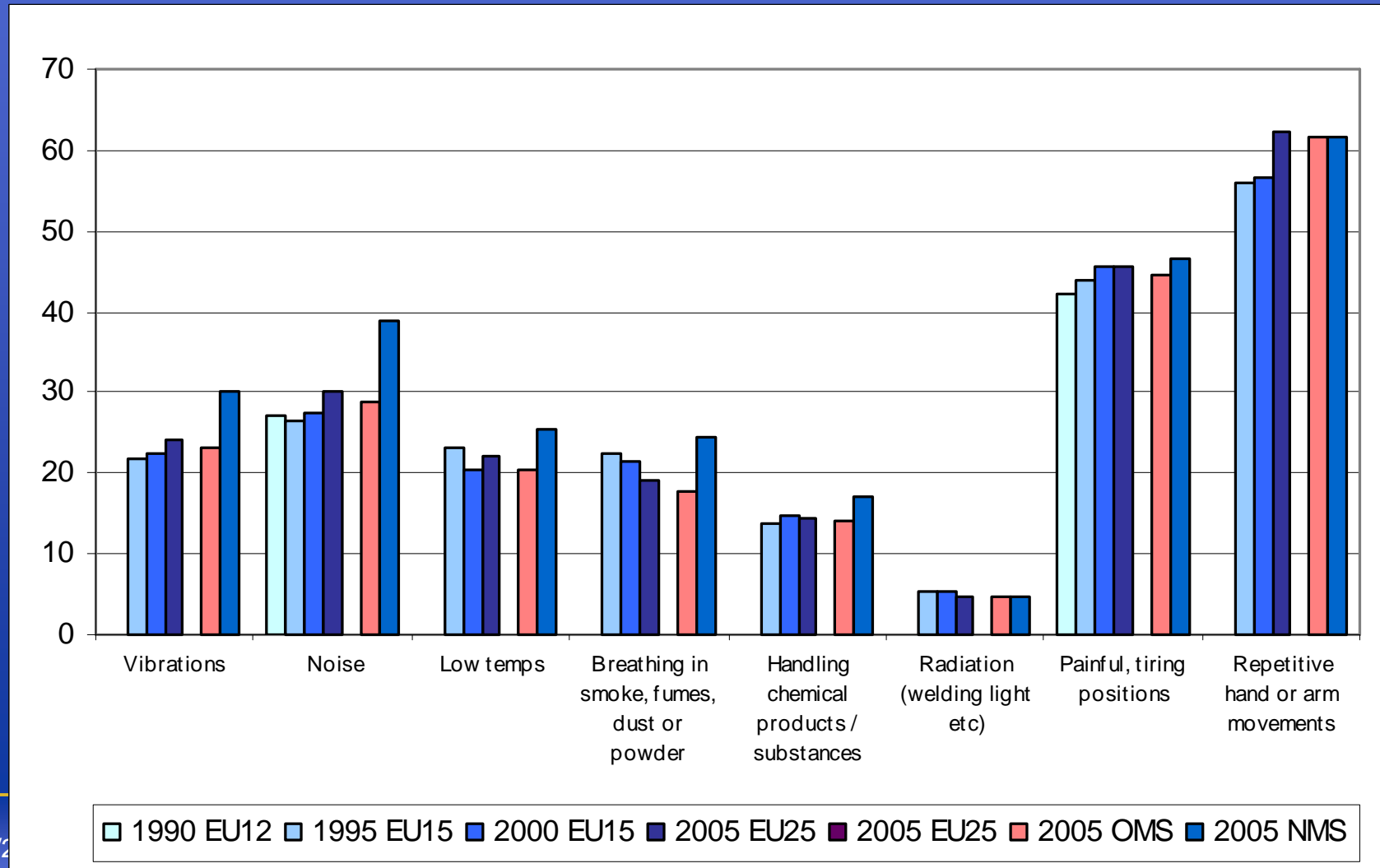
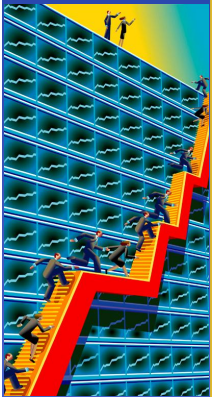


Promoting health and well-being : a group and dynamic approach

- The older workers:
 - ▶ age-related exclusion phenomena,
 - ▶ work may result in premature bodily wear and tear
- The female workers:
 - ▶ more exposed to violence and harassment,
 - ▶ -flexibleø women highly exposed
- The disabled, the chronically ill
(managers)

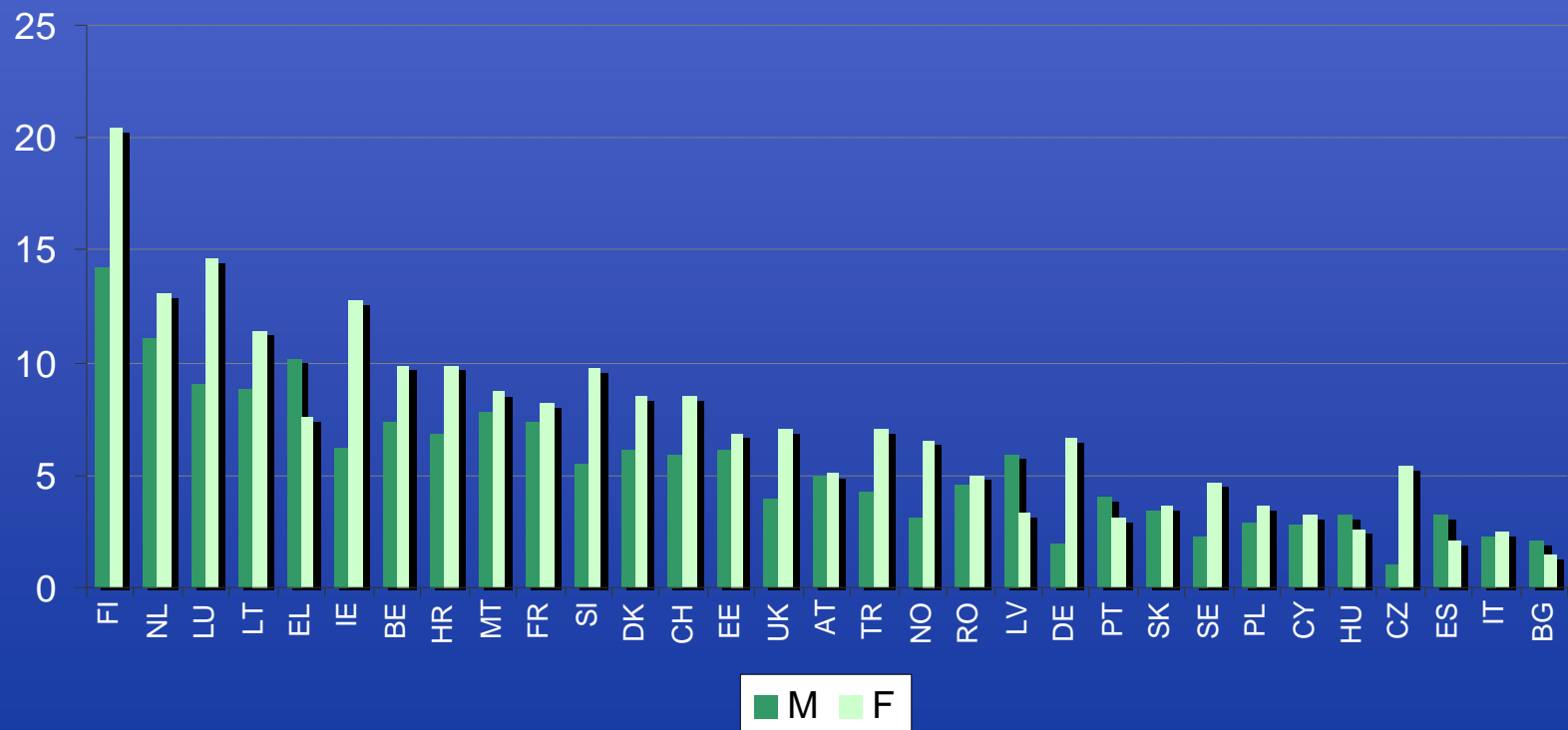


Exposure to physical risks : stable or on the increase





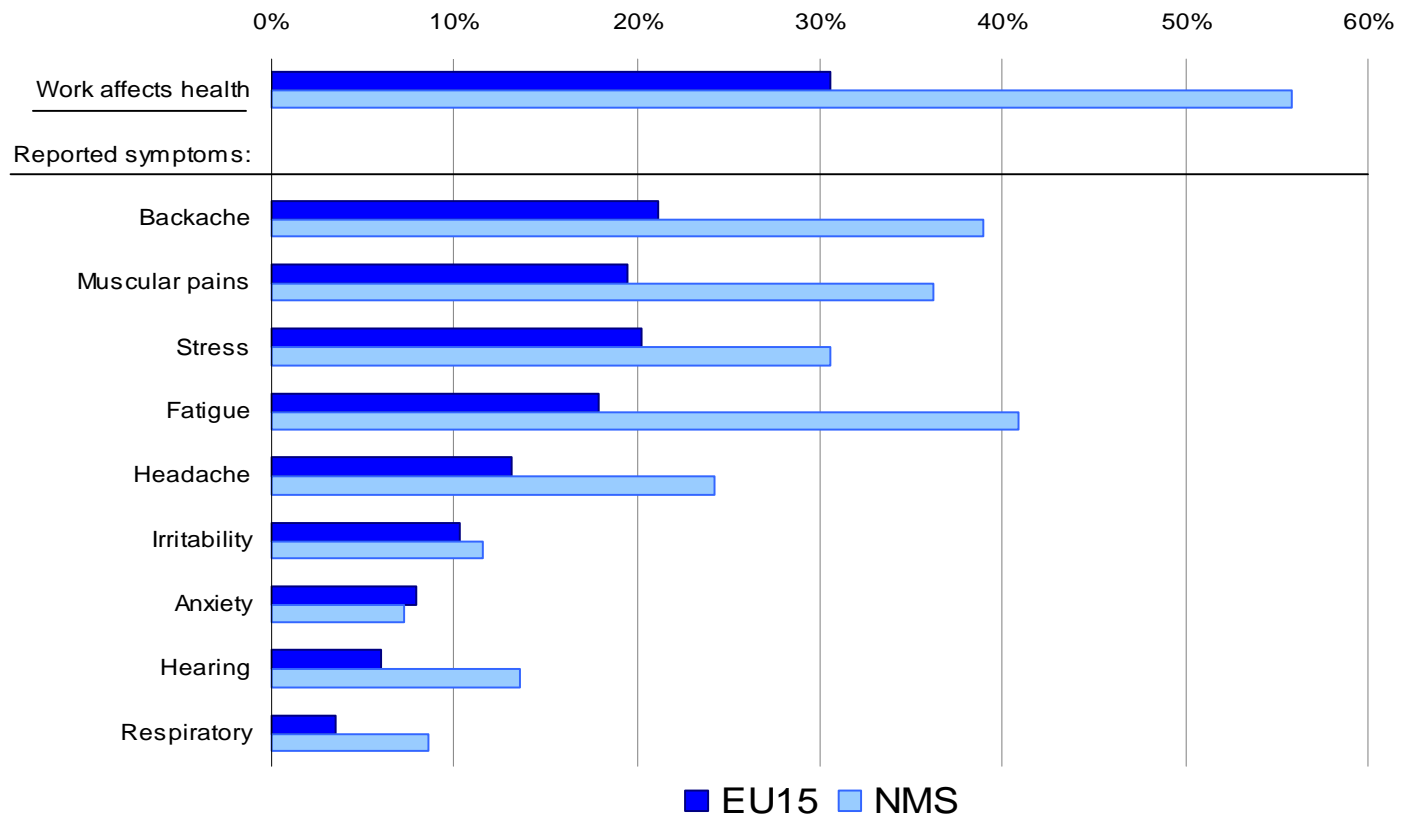
Bullying / harassment in the workplace





Impact of work on health

Impact of work on health, 2005



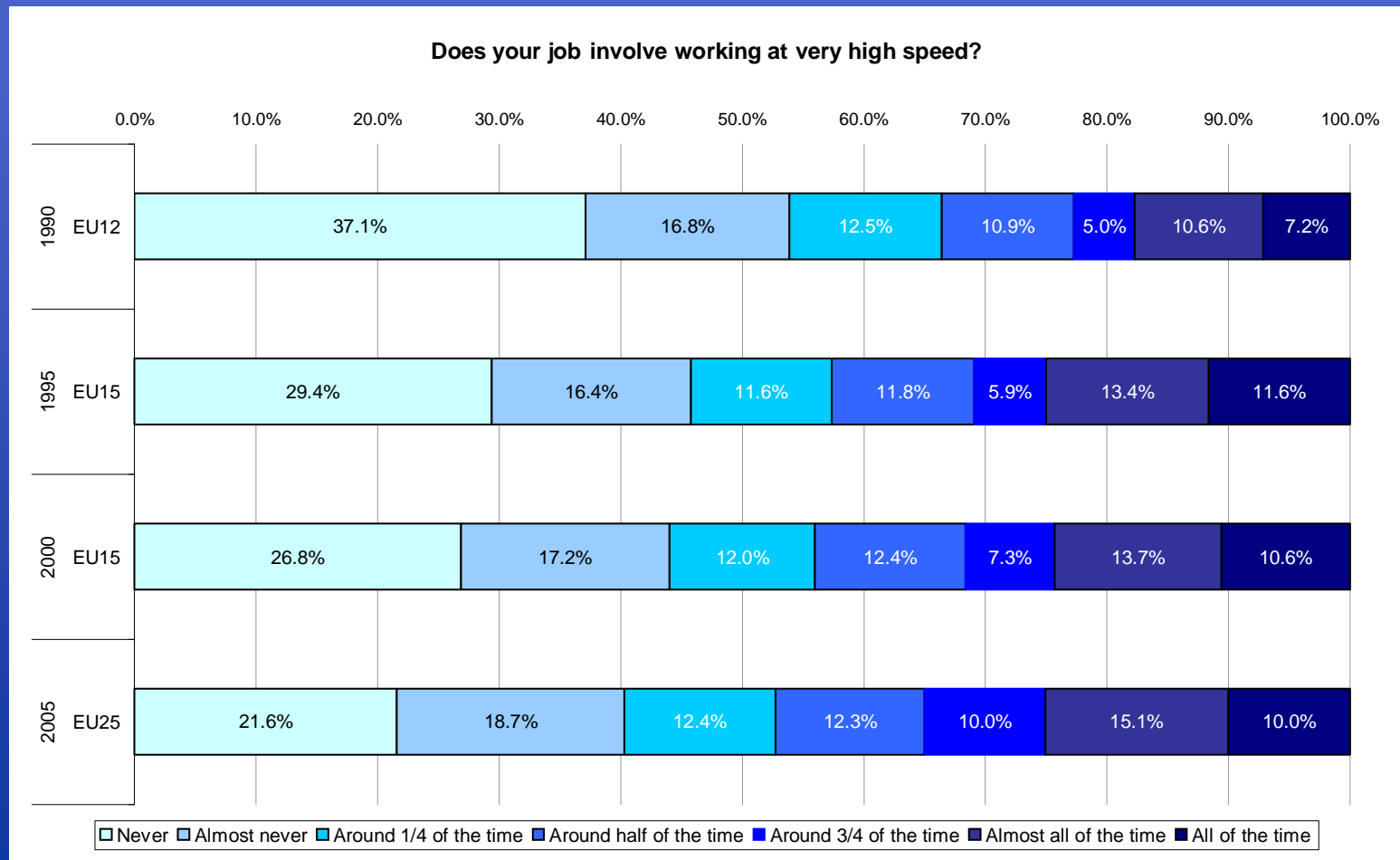


Development of skills and competences

- Learning organisations versus lean production
- No increase in access to lifelong learning
- From job (in) security to employment security
- Work intensity on the increase
- Subjectivity at the heart of commitment
- Technologies and innovations impact in different ways
 - ▶ Collaborative or surveillance / productivity lead

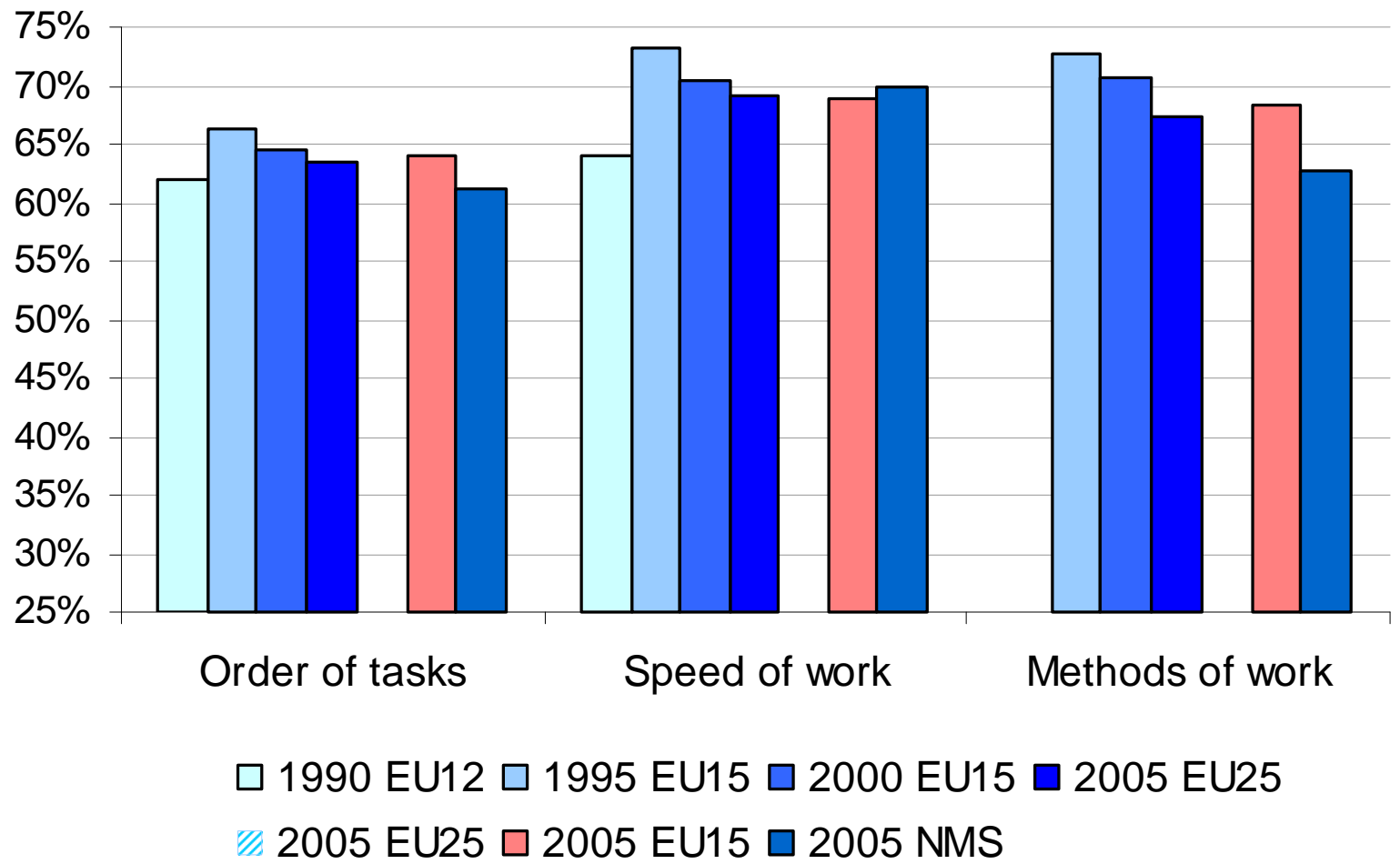


Increase in work intensity





Decision latitude : a slight decline





Forms of work organisation in Europe

- Discretionary learning forms (38% of employees)
 - ▶ Overrepresentation of autonomy, learning dynamics, task complexity, self assessment of work as well as autonomous teamwork
- Lean production forms (26% of employees)
 - ▶ Overrepresentation of teamwork, task rotation, quality management variables and objective determinants of pace of work
- Taylorist forms (20% of employees)
 - ▶ Low autonomy, learning dynamics, complexity and overrepresentation of obj determinants of pace of work, repetitiveness, monotony and quality norms
- traditional and simple structure forms (16%)
 - ▶ Poorly described by the variables of work organisation.

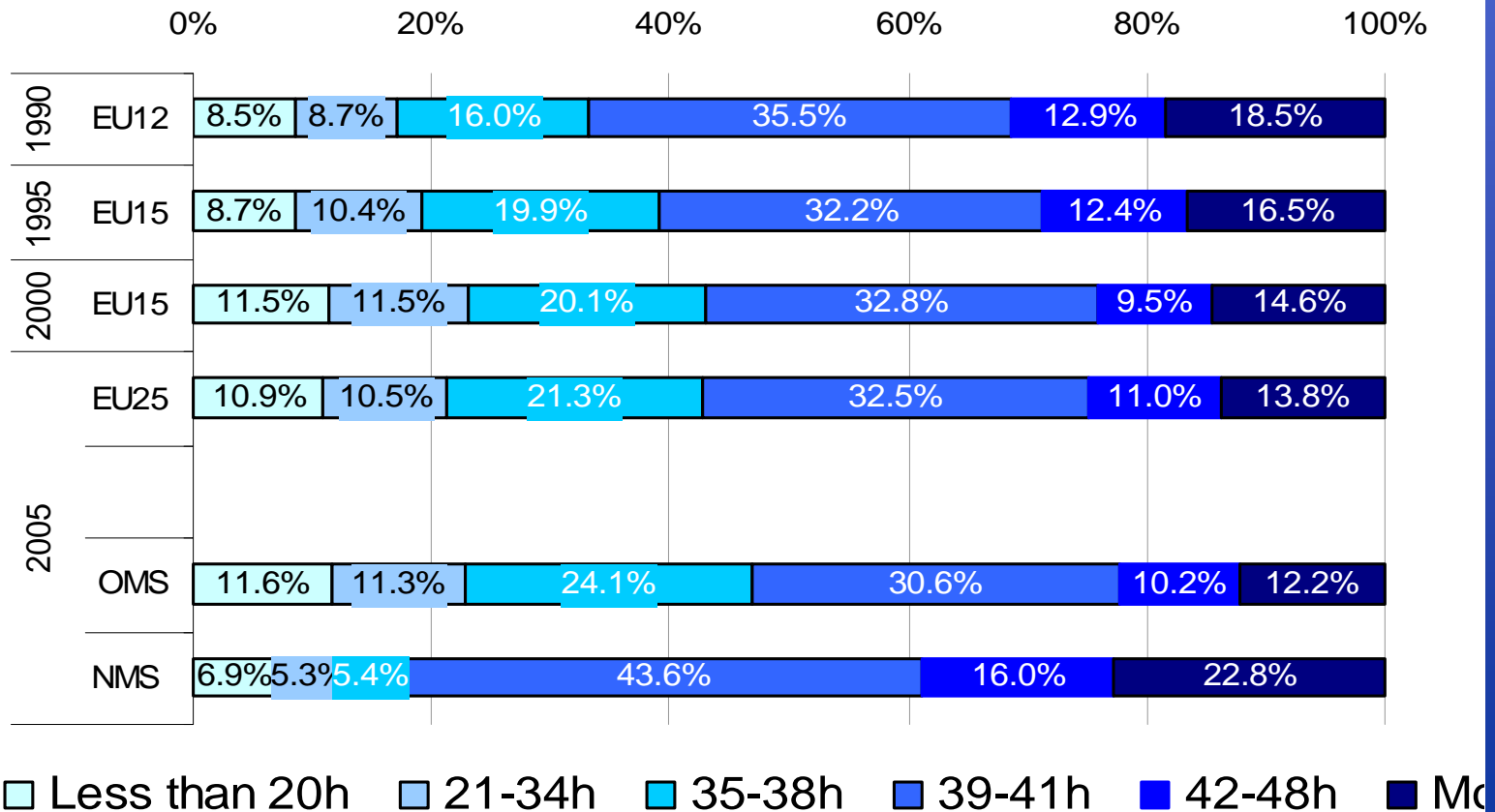


Reconciling working and non-working life

- Not an issue relevant only to people with caring responsibilities
- The double workload
- Time management:
 - ▶ Part time work : different realities and outcomes for (female) workers; *ˆCendirellaˆ*
 - ▶ atypical working hours : regulated or not, predictable or not, working time account
 - ▶ Long hours still exist more for self employed
- Work and non work life : working poor, alcohol abuse etc



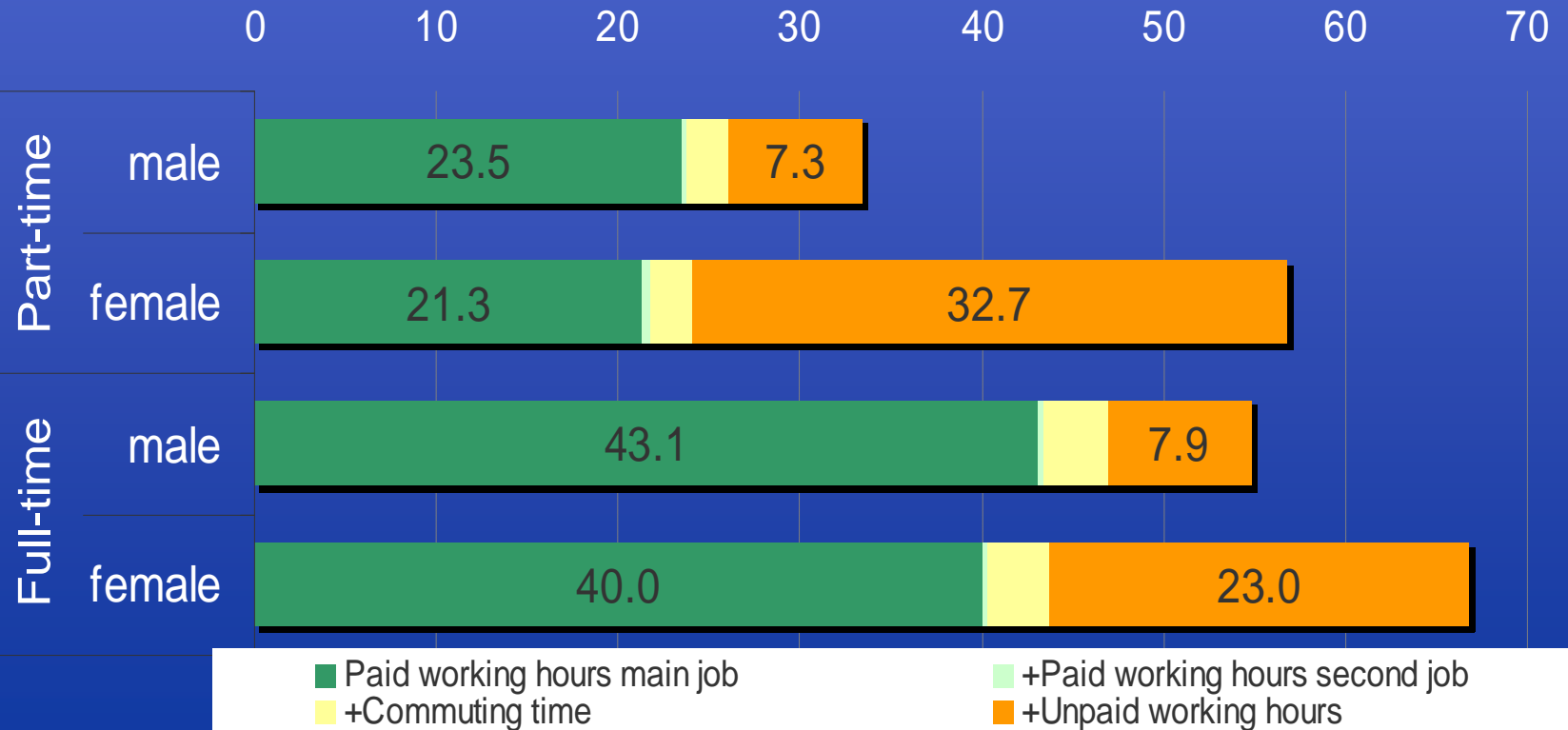
Working hours





Combined working hours : women work the longest

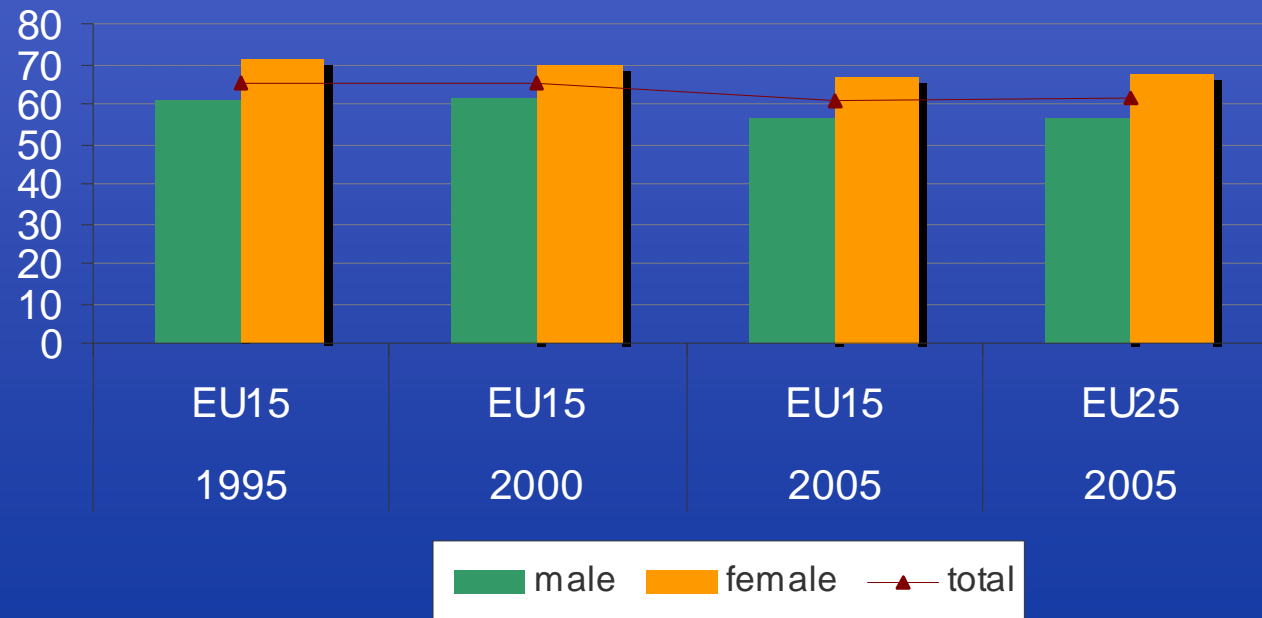
(EU27 only)





Working time flexibility does not increase as quickly as one tends to believe

Work fixed starting and finishing times by gender, %



Source: Fourth European Working Conditions survey



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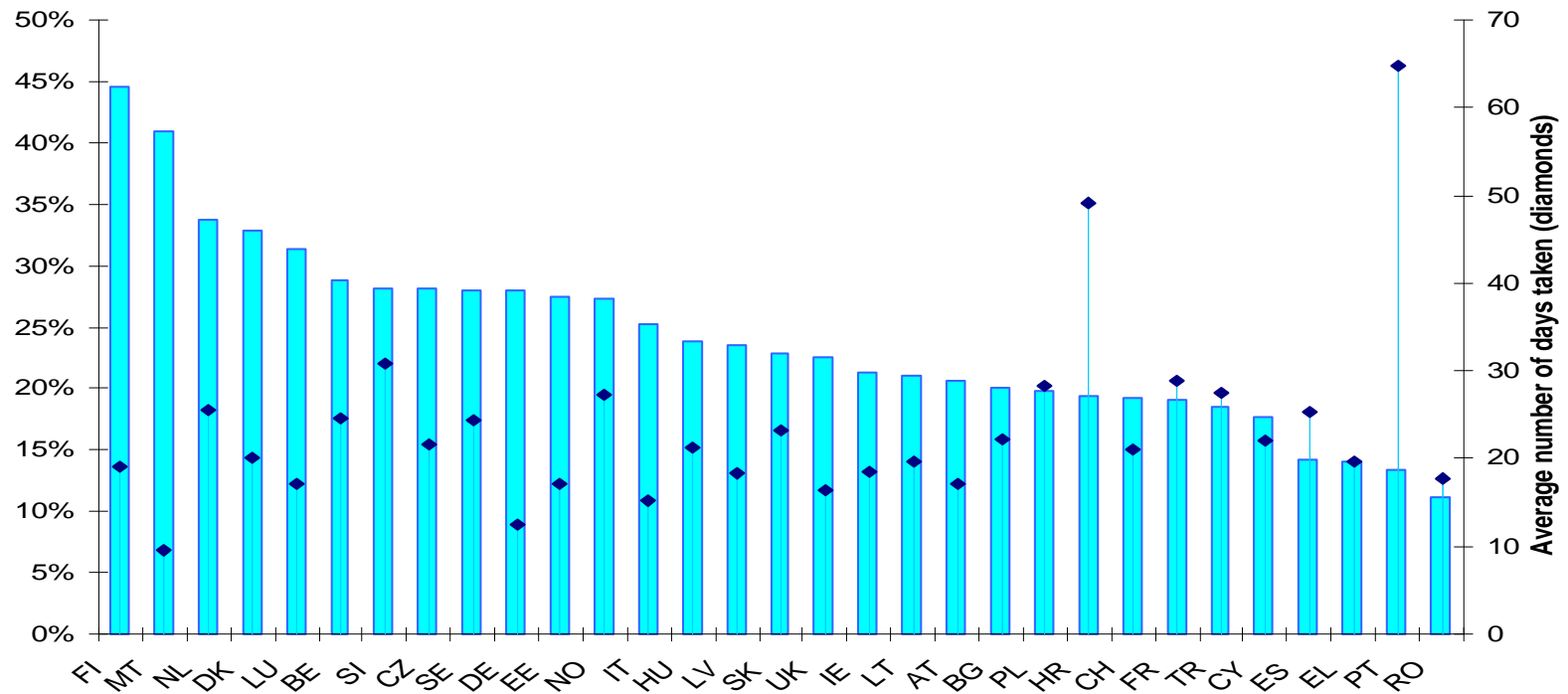


Health related leaves

Proportion of workers taking health-related leave in last 12 months, and average days taken

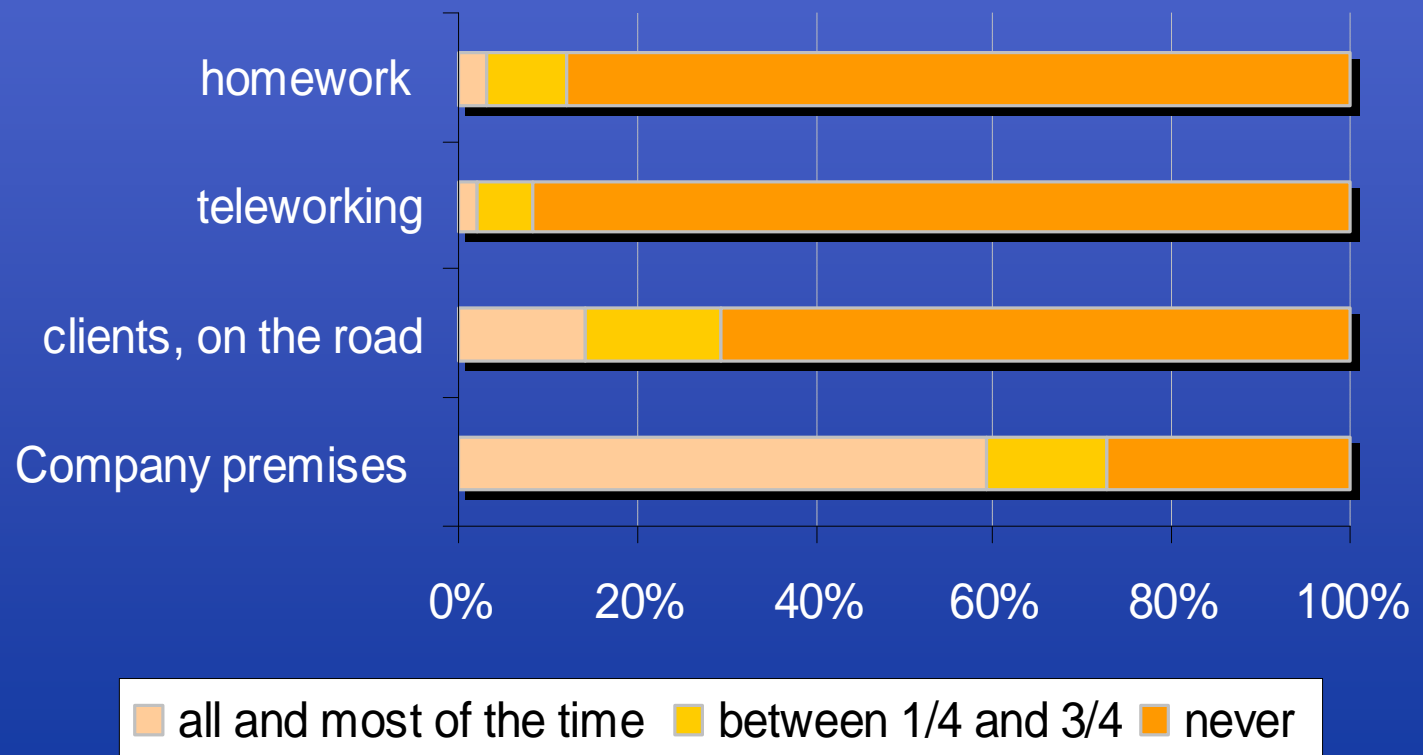


Proportion of workers
(bars)





Place of work



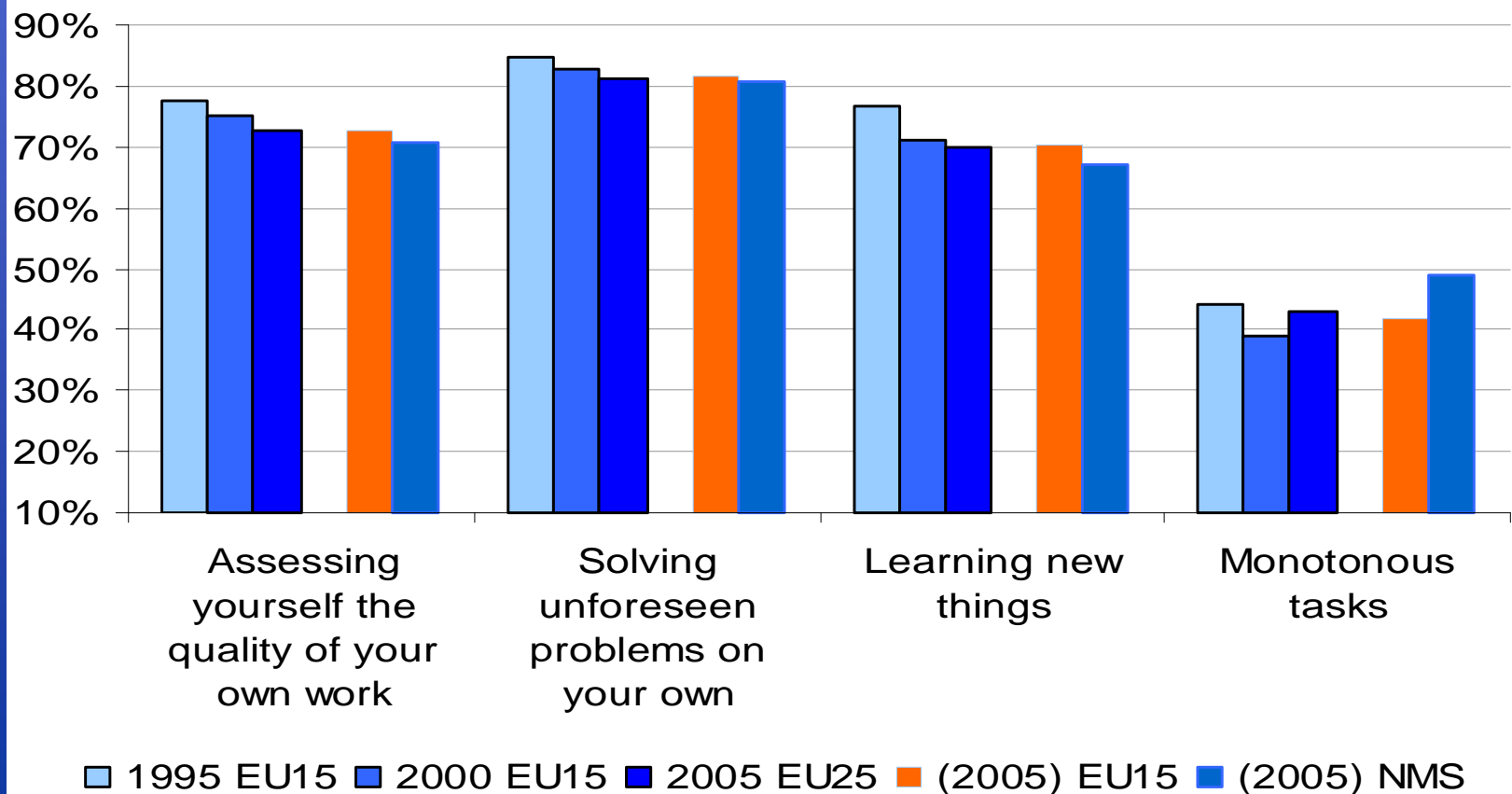


And on social protection rights

- Social protection systems not always/fully adapted to this new way of organising work
 - ▶ First and second pillar
 - ▶ Fragmented careers
 - ▶ How to deal with child bearing and rearing
 - Back to work (or not): very differently organised in different countries
 - Part-time
 - Child care facilities, incl. out of school care
 - Parental leave for men and women + effect on careers
 - (Engendered) career choices at the kitchen table
 - ▶ Unemployment spells versus other spells
 - Level of replacement rate is important (UE benefit 80% in DK vs 40 % in IT)
 - Consequences on building other rights:
 - Usually for pension rights: (covered) UE spells relatively ok - other spells more tricky
 - ▶ Pension rights
 - Last salary ? Calculation over life course? How to take into account different kinds of spells/transitions/contracts
- Hence: reflection on some reforms in systems possible / needed í



High level of cognitive demands







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European Foundation for the Improvement of Living and Working Conditions

The results: country by country

