

European Working Conditions Survey

6th EWCS: First findings

**Changing working conditions in Europe:
Moving towards better work**

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Sixth edition - 1991, 1995, 2000, 2005, 2010 , 2015

From 12 MS in 1991 to 35 European countries in 2015

Cooperation with South Korea, US, China with support of ILO

'Face to face' interviews : 45 minutes

Questionnaire revised - input from tripartite stakeholders and users

35,765 interviews in EU 28 between February and September 2015

Comparability is key

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**

Work as an activity

- Means to an end
- A product

Work and its quality

- High-level political concern
- Important activity for workers and households
- For companies and their representatives
- For governments and societies at large

Quality of work and employment (and job quality)

- Result of behaviours at micro level - workers, companies
- Embedded in different labour markets and institutional contexts
- Affected by many determinants

Changes in working conditions and population at work

A first set of indicators

CAUTION!

People at work

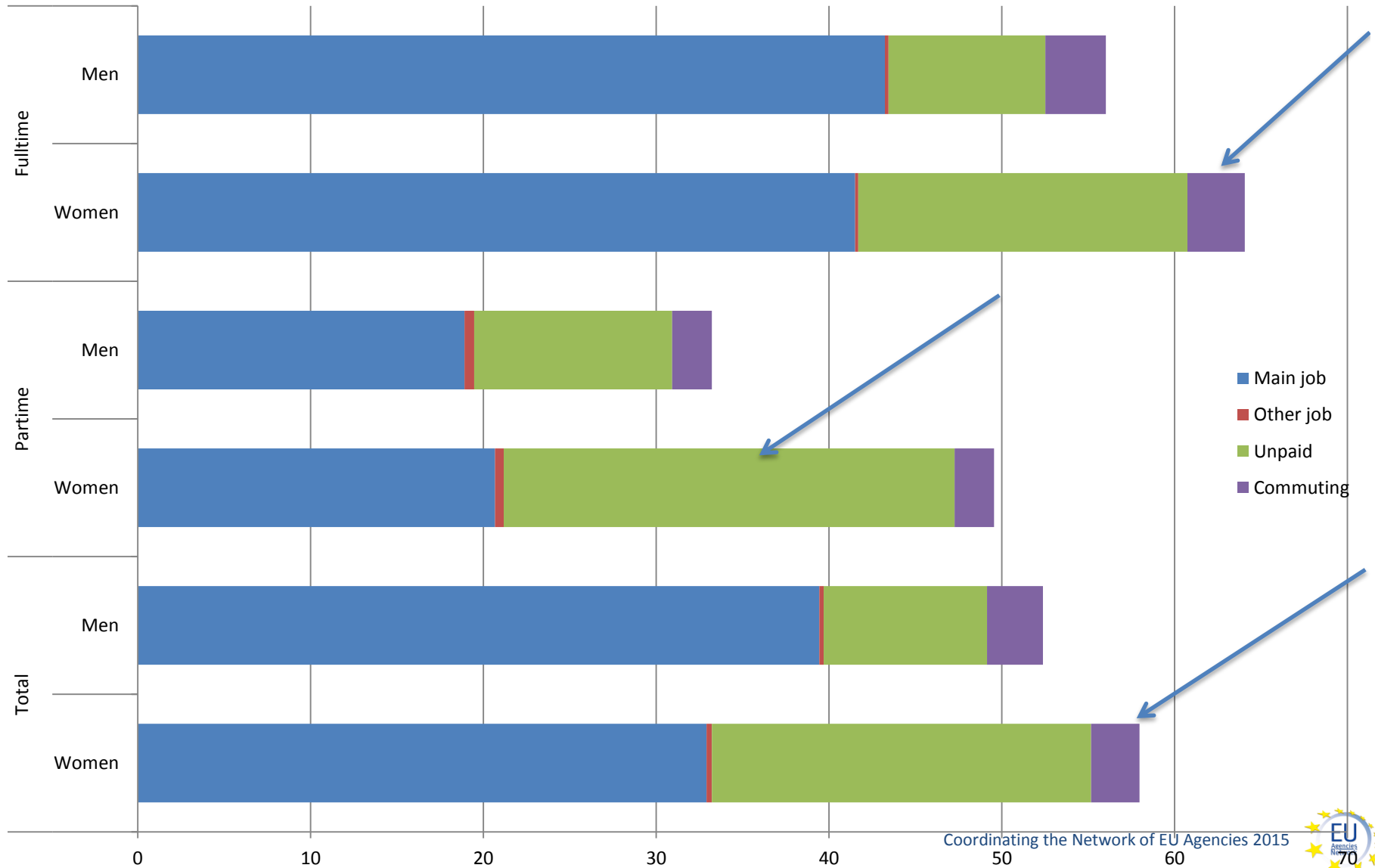
- Gender differences remain important
- Both in and outside work
- Working conditions vary with age

Job quality

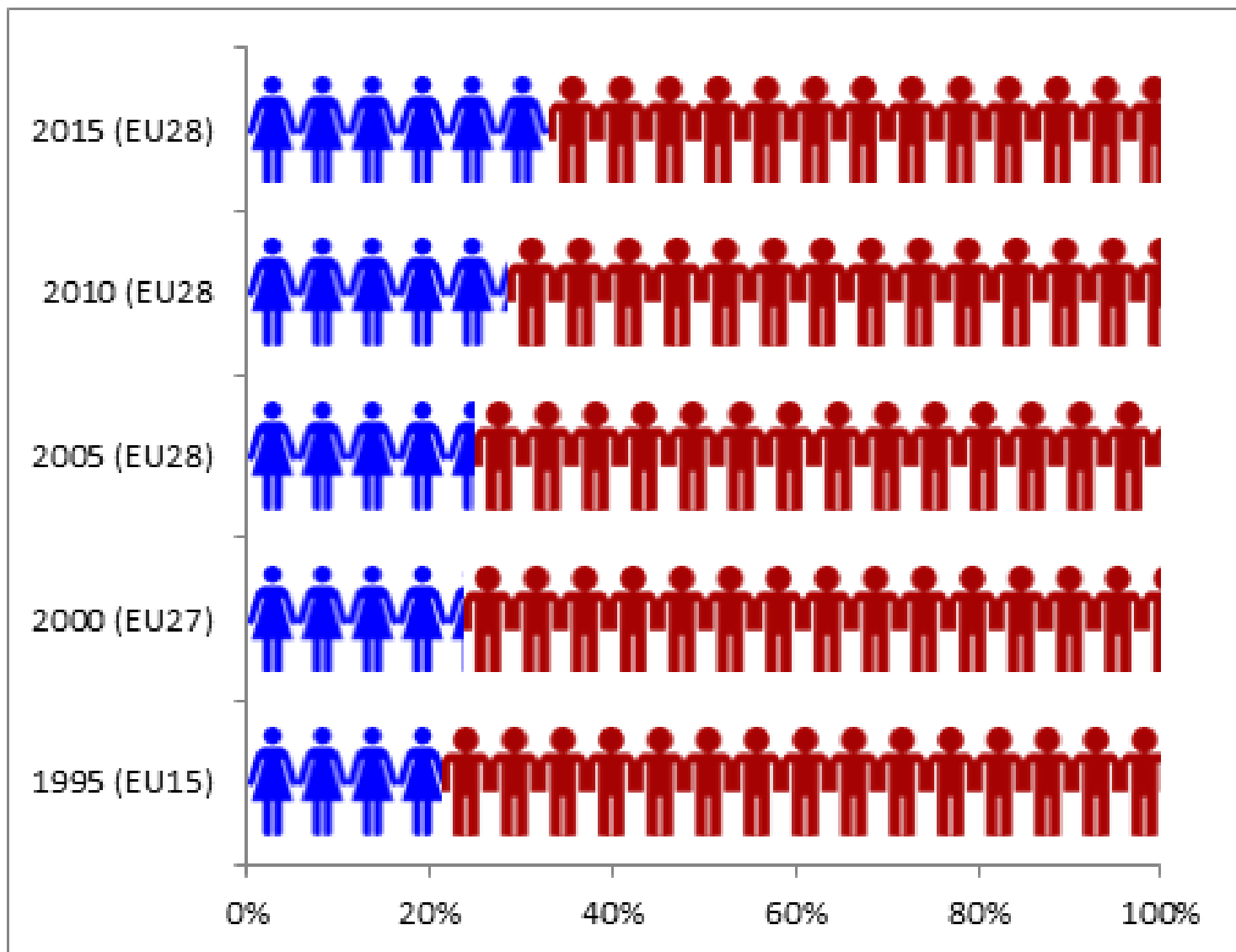
- Same job insecurity, employment insecurity down
- More career prospects
- Physical risks remain, some positive developments
- 15% subject to adverse social behaviour
- Working time not (always) individual preference
- Increase in autonomy over time
- Multiple evidence of gender segregation
- Employment status makes a difference
- Differences in job quality by occupation
- Working conditions combine in different ways
- Sharp drop in feeling of work always well done

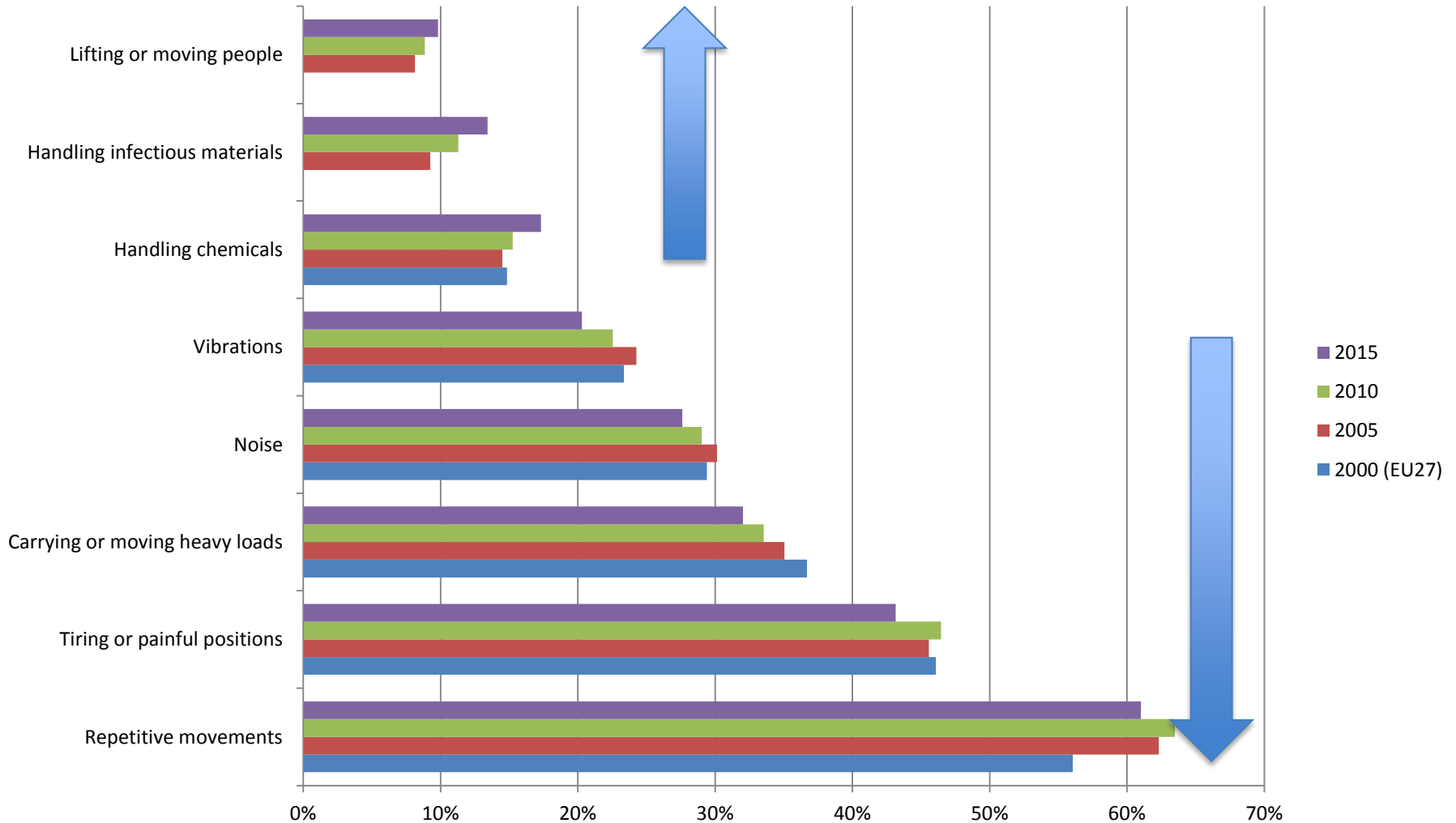
Company practices

- High level of information on health and safety risks, differences according to company size
- High level of social support by colleagues (71% all the time) and managers (58%)
- 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

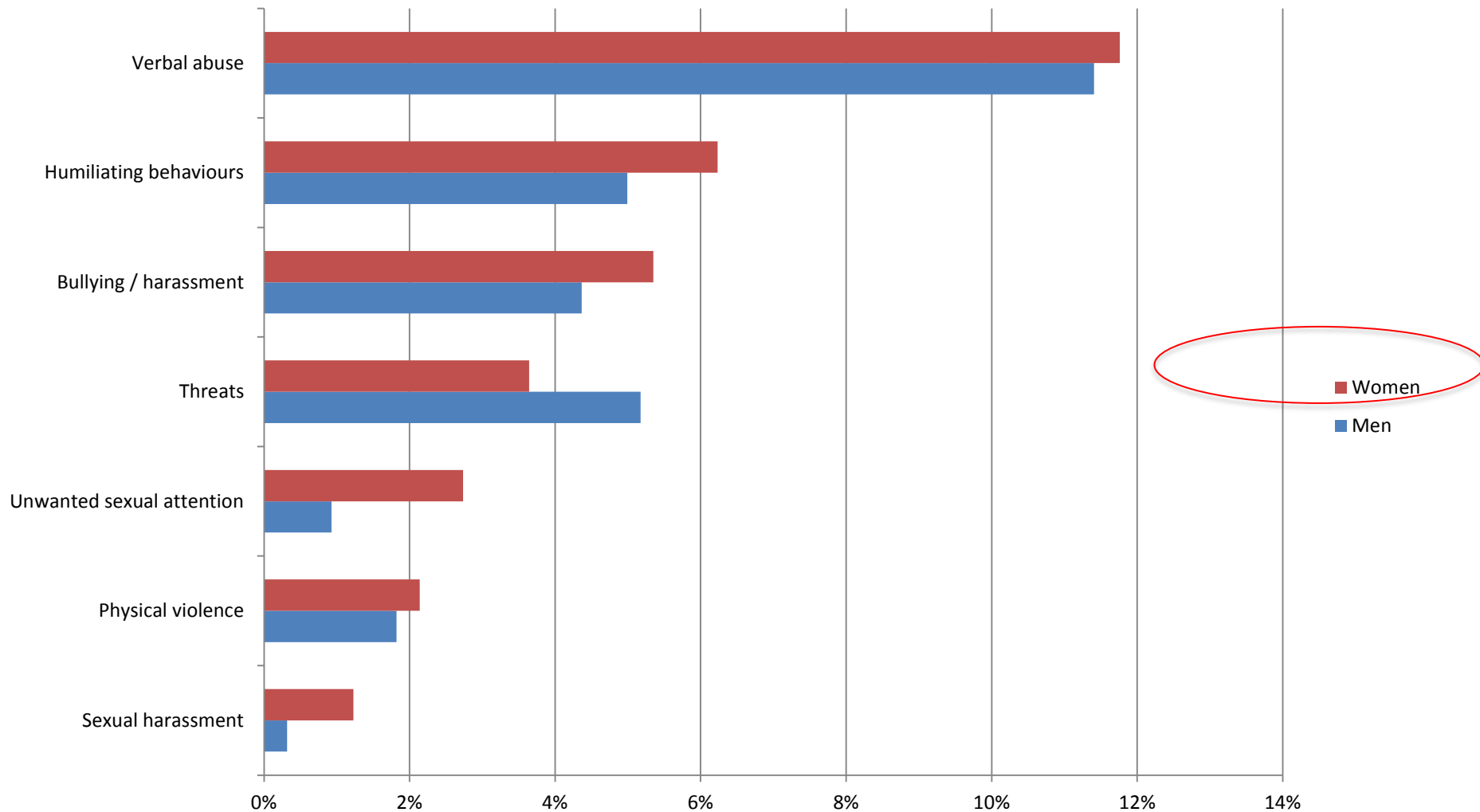


6th EWCS: Women managers

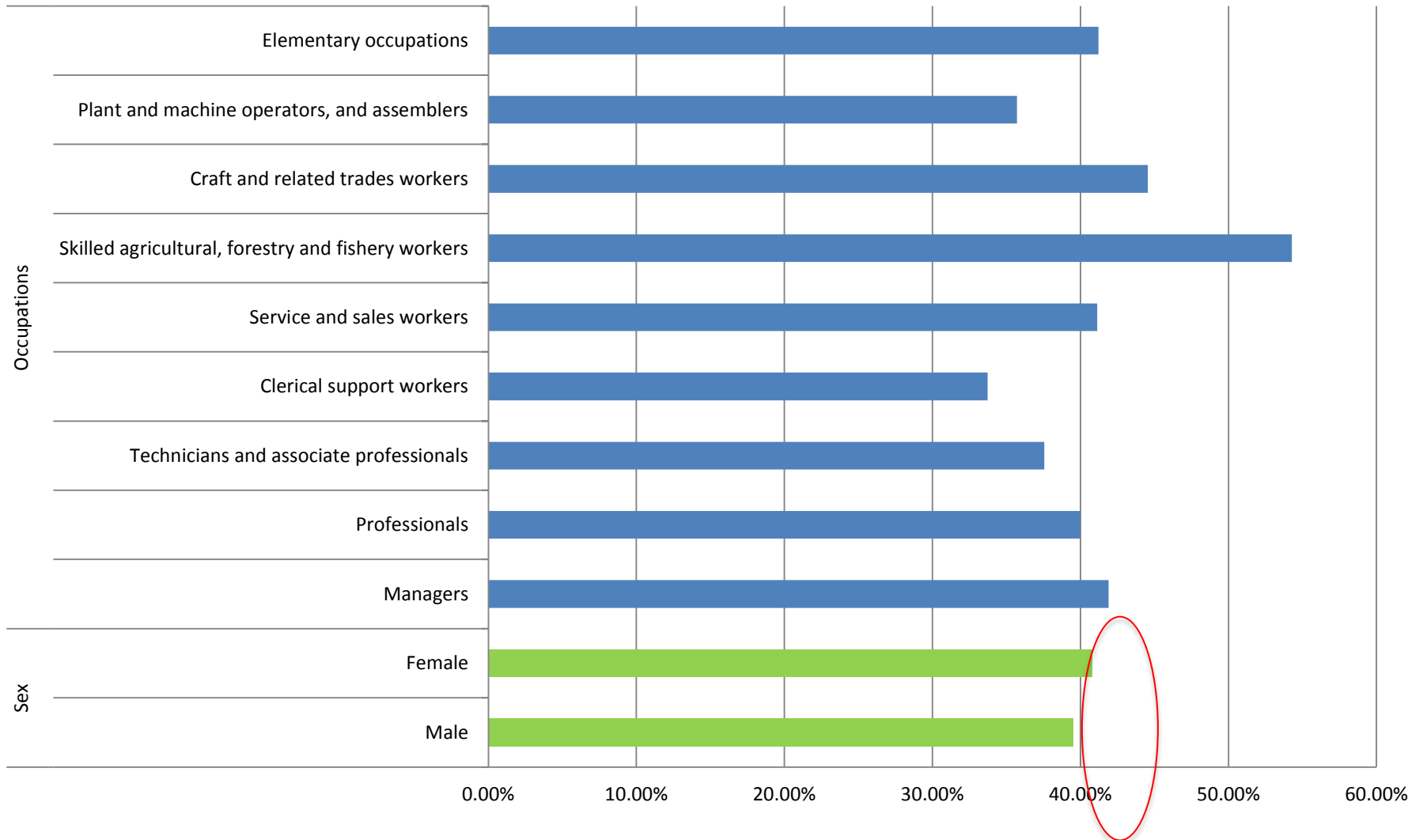




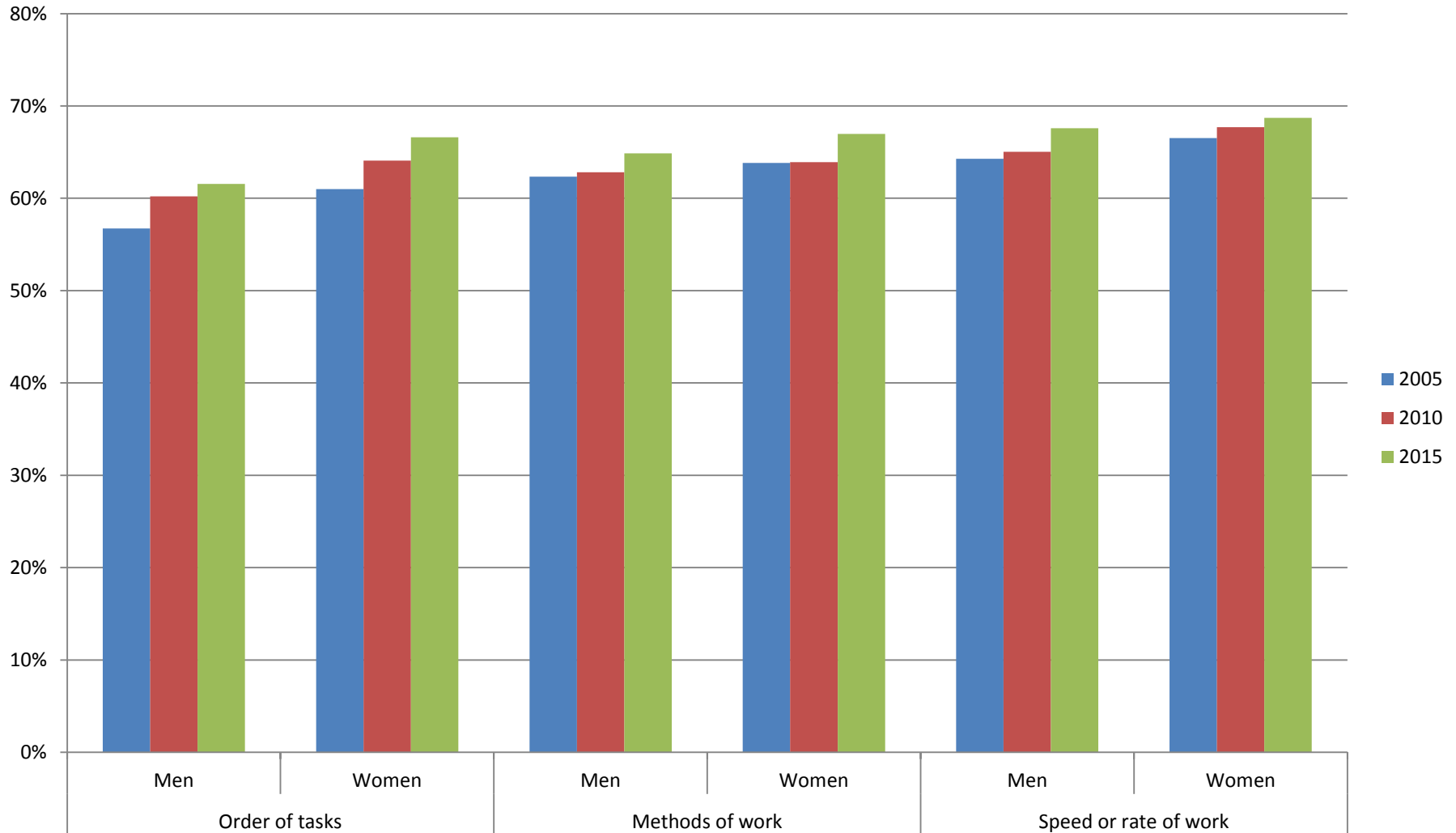
6th EWCS: Violence at work



6th EWCS: Work well done

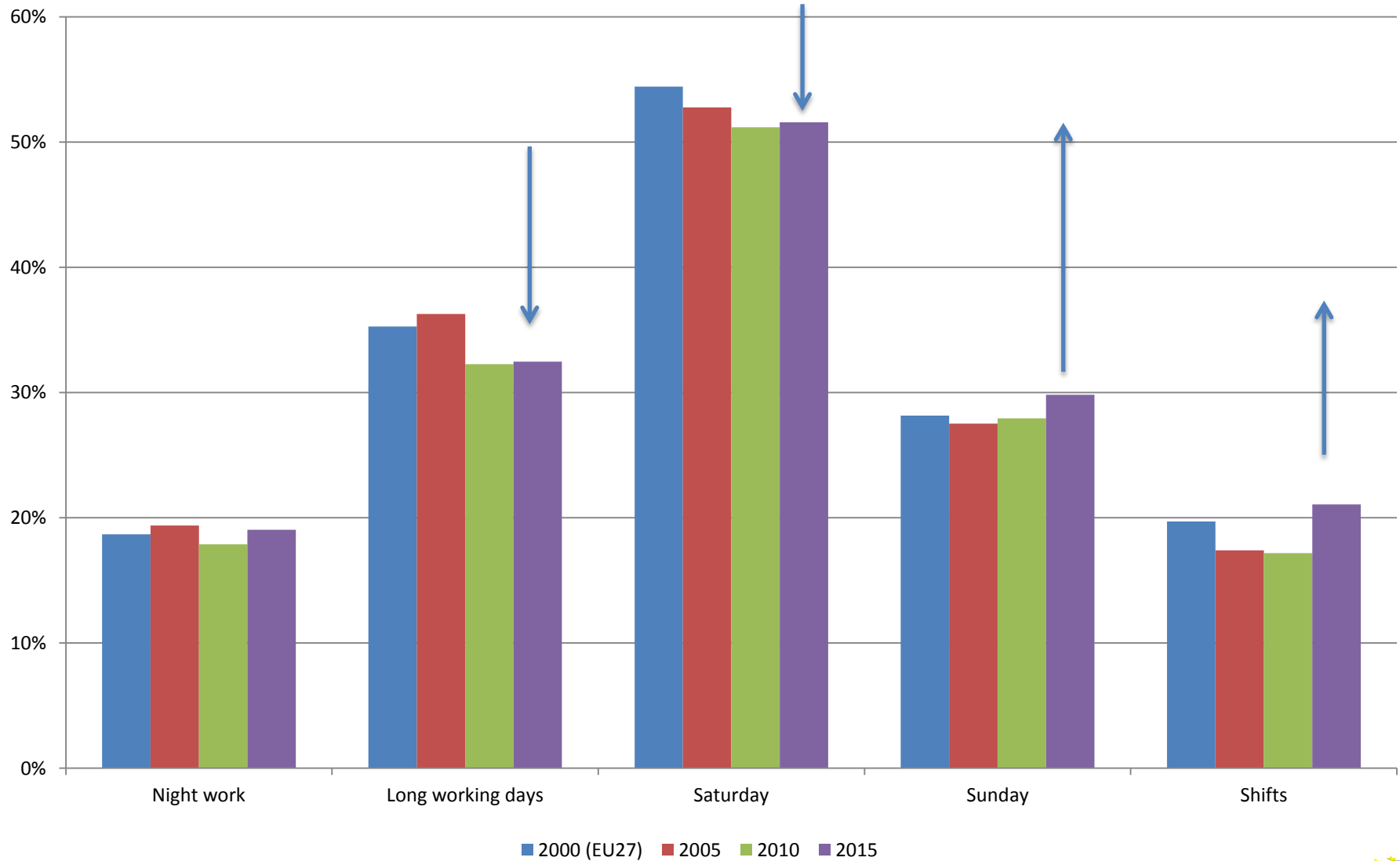


6th EWCS: Job autonomy



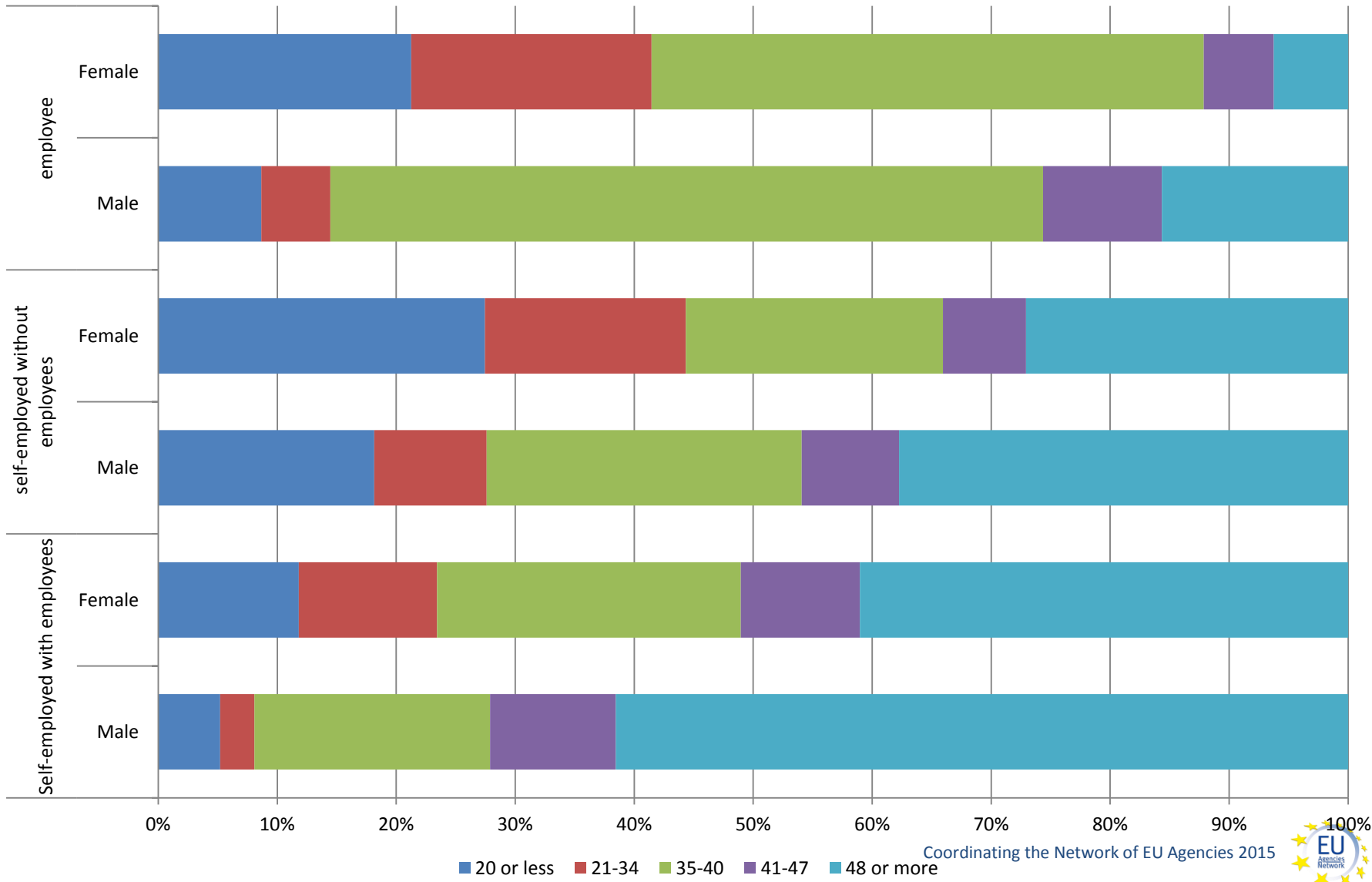
6th EWCS: Working time

(Atypical)

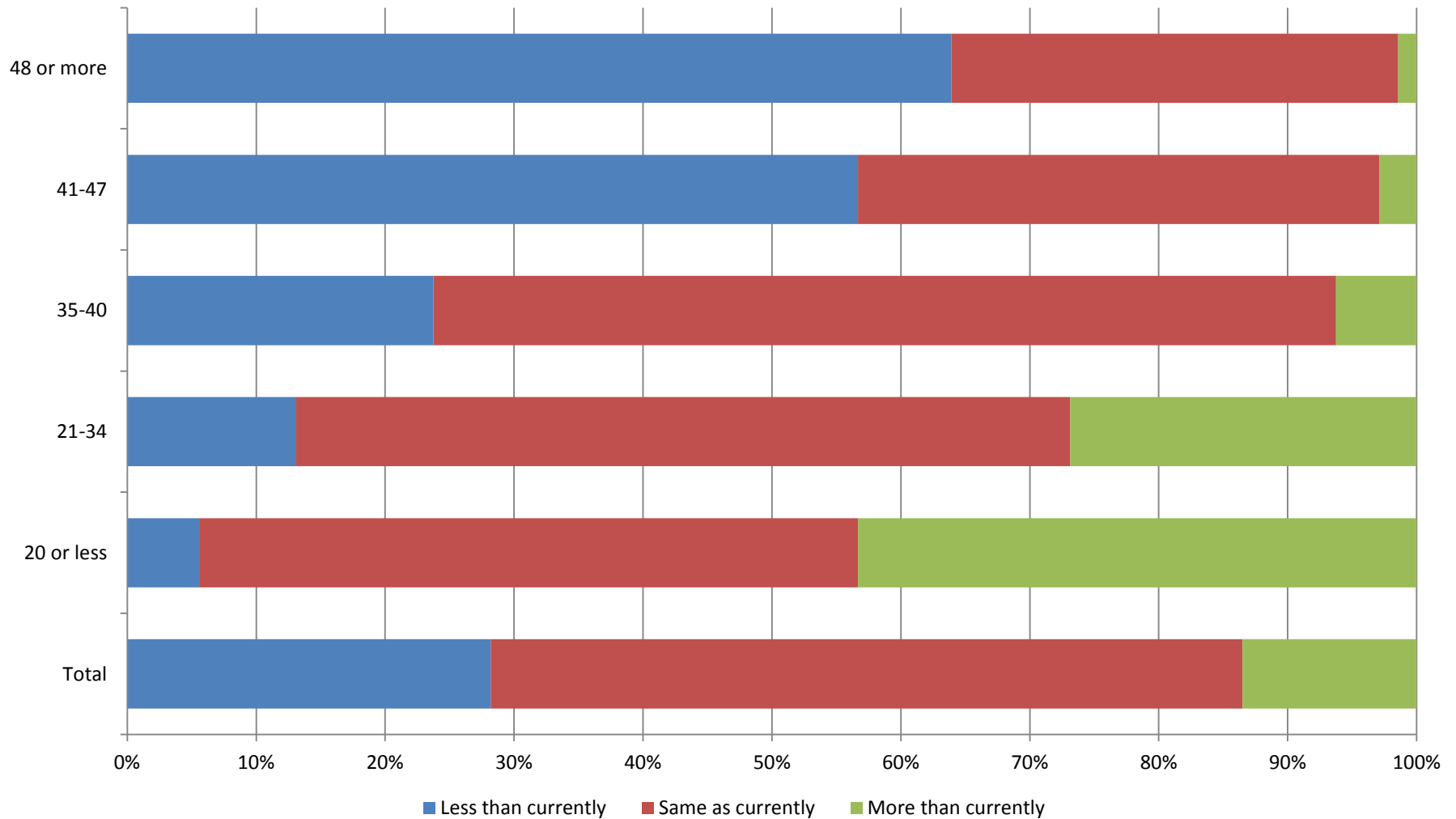


6th EWCS: Working time

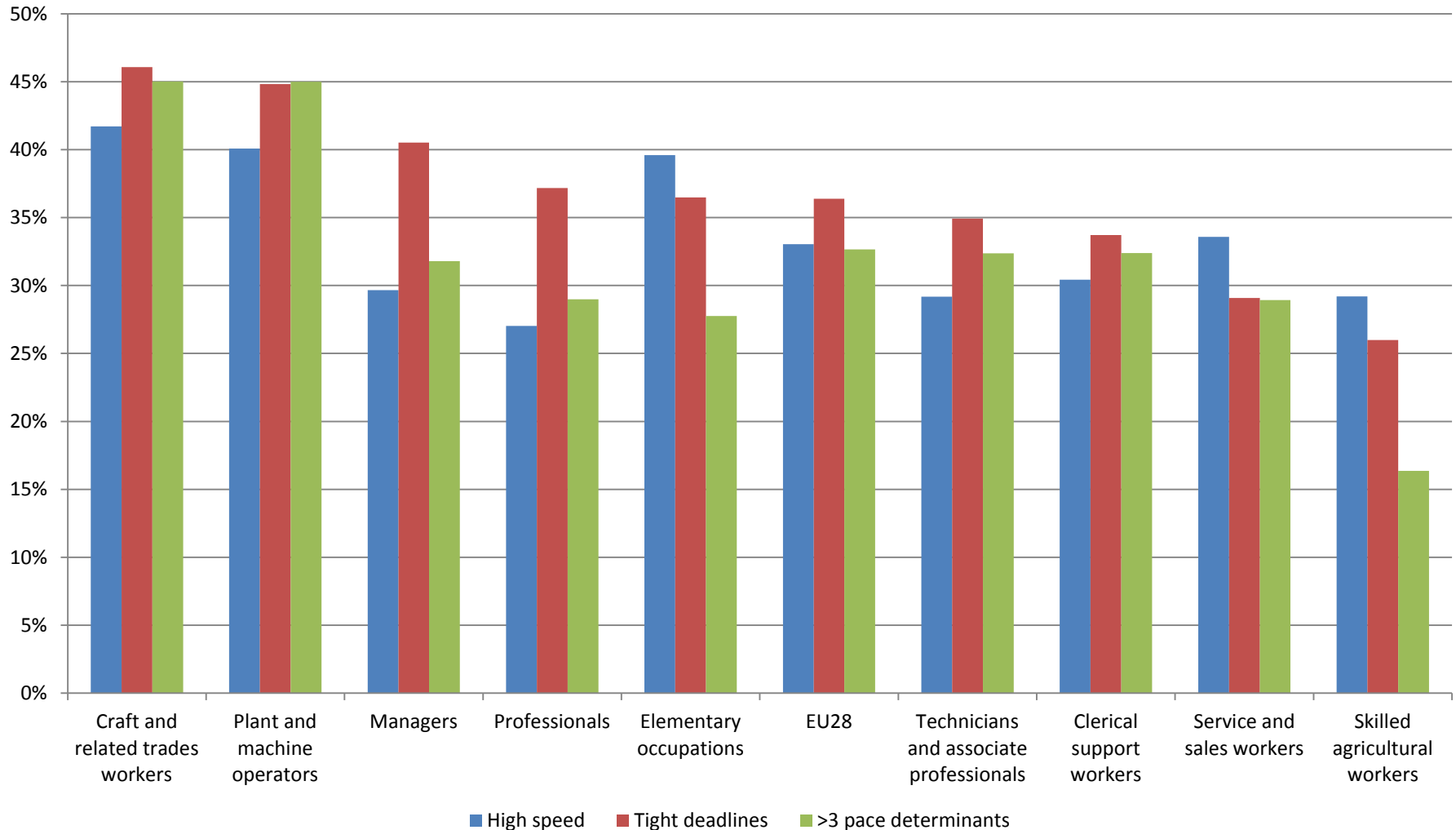
(employment status)



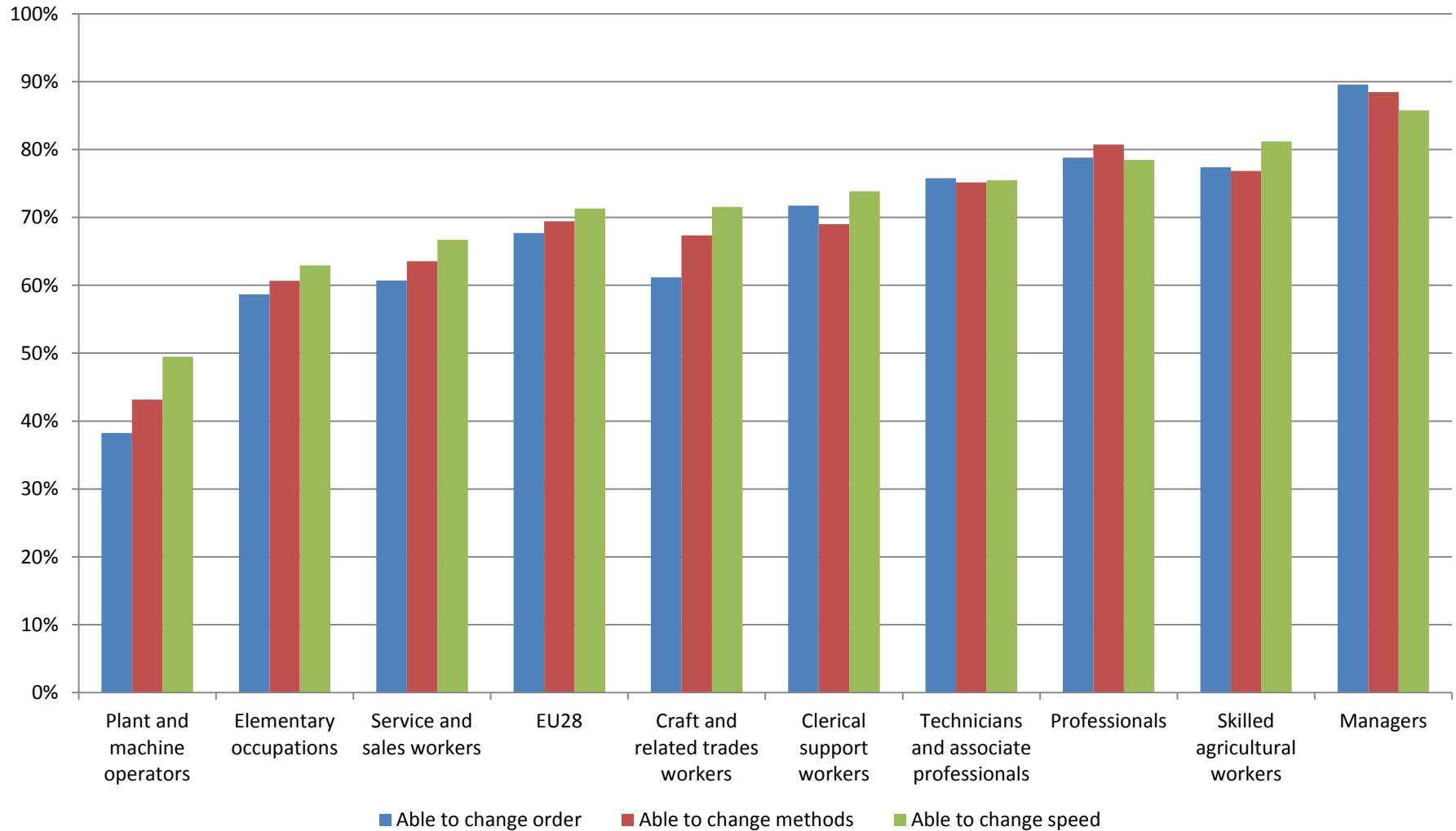
6th EWCS: Working time (preferences)

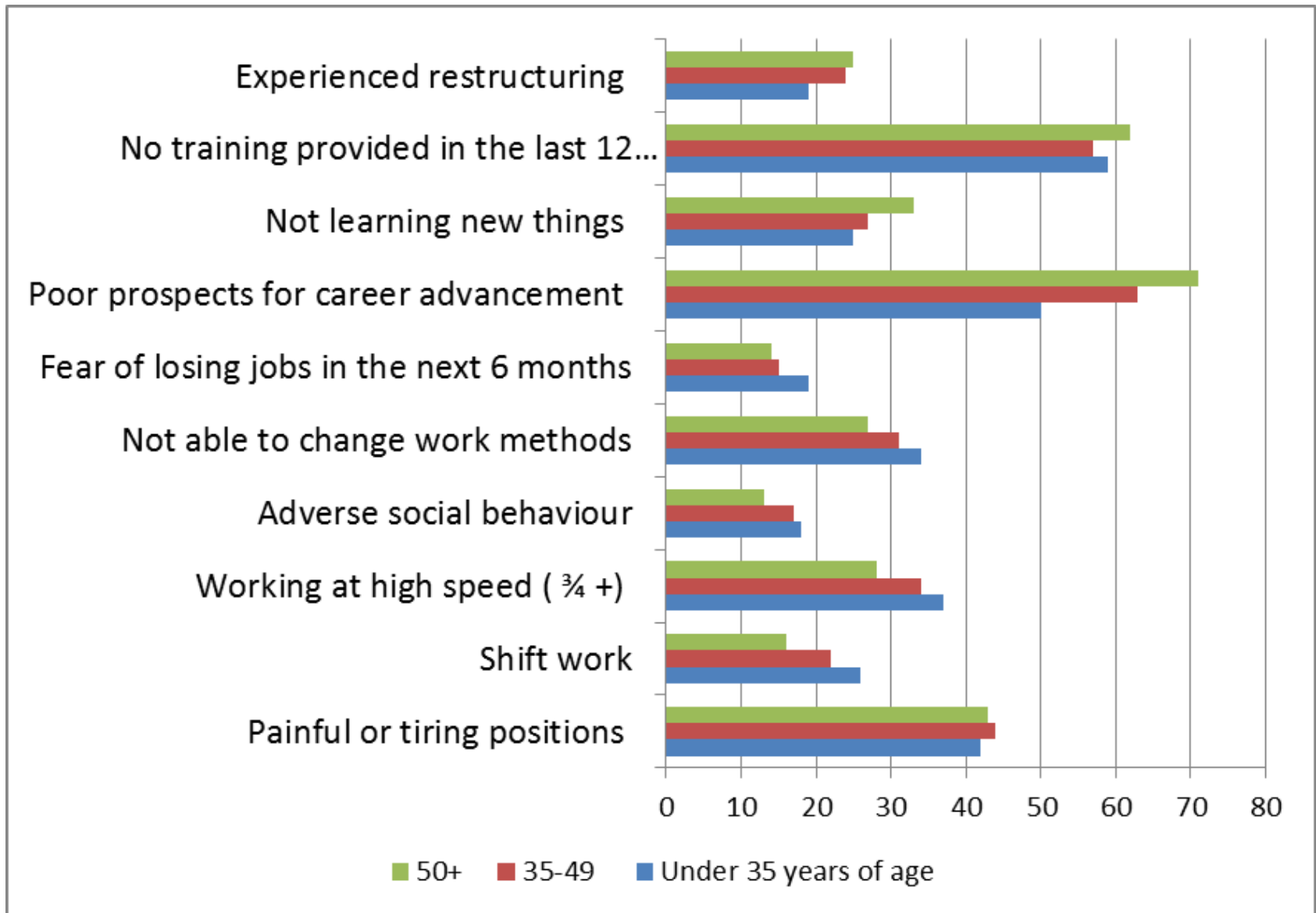


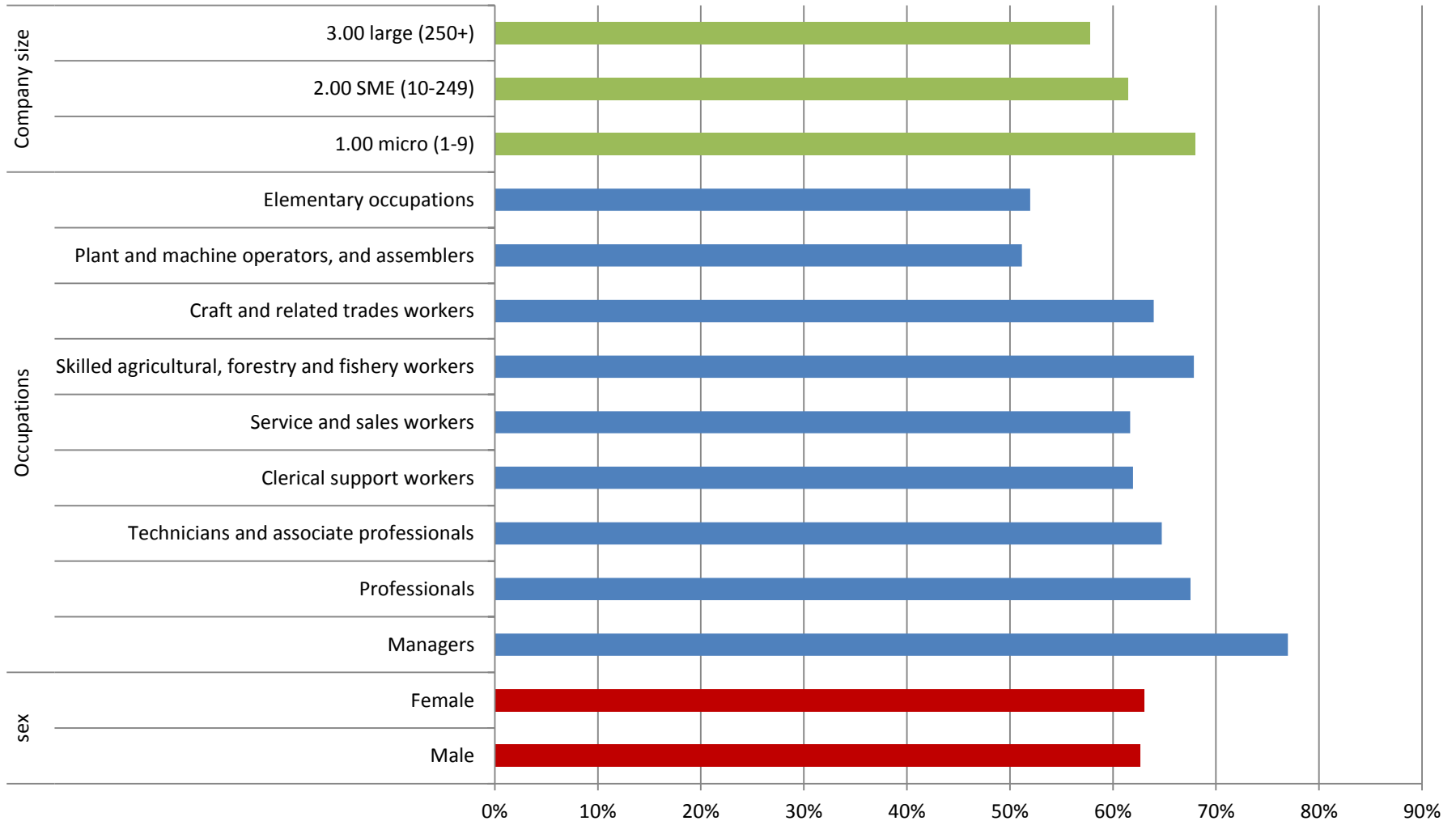
	Increase	No change	Decrease
Number of working hours per week	21	72	7
Your salary or income	32	58	11
Amount of influence over your work	22	74	4
Your tasks and duties	34	63	3



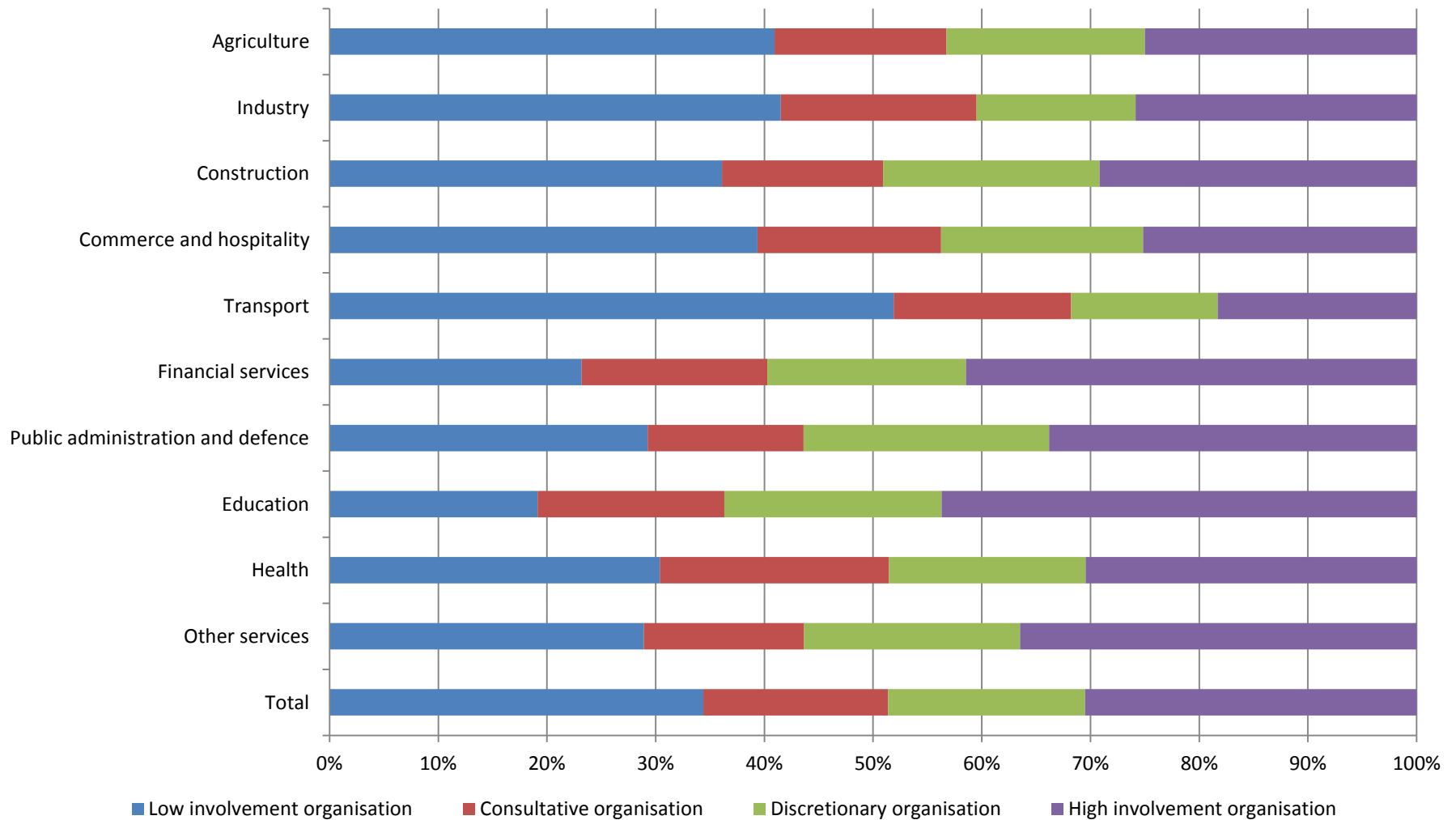
6th EWCS: Autonomy, occupations







6th EWCS: Organisation participation



Richness and diversity of working lives confirmed : many work situations reflect positive and negative features, **‘traditional ‘** issues, **inequalities** at work, **emerging** developments and changes

Labour markets and social policies closely linked - also to economic policies more generally

Improvement of working conditions not automatic - requires support - many improvements do not cost money

Good working conditions can assist in meeting the **ageing challenge** and developing our **human capital**

Lifetime perspective crucial in successful development of labour market, social and economic policies in pursuit of higher levels of employment

Surveys, statistics needed to monitor developments, understand changes. should build on interdisciplinary approach, involve data user

Merci

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