

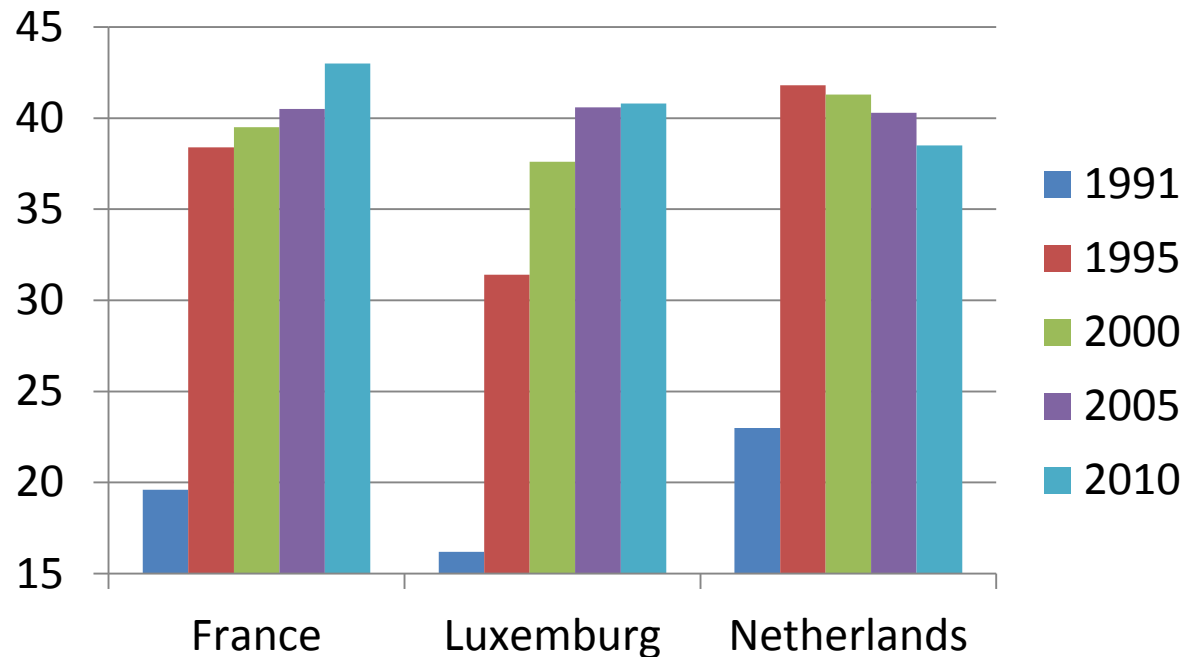
# Changes in job quality over time

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- Job quality: "job features that meet workers' needs from work"
- Earnings; Prospects, Intrinsic Job Quality (IJQ), Working Time Quality
- Work Intensity (part of IJQ)



# Work intensification: why?, so what?, and what to do about it.

- Why?
  - technology; power balance & competitive pressures
- Consequences:
  - stress; lower well-being; sleeping problems; headaches; more days absent
- Remedies:
  - participation; autonomy; social support

# Job insecurity: consequences and what to do about it.

- Consequences:
  - stressor: causes headaches, eyestrains and skin problems, and lower overall (self-reported) health. Associated with other specific conditions.
  - Sickness Absence
- Remedies:
  - participation/ autonomy; social support; employability
  - better macroeconomic policies

# Session 1: Changes over time – is work improving?

*Chair: **Michel de Gols**, Director General for Individual Industrial Relations (SPF Emploi, Travail et Concertation Sociale) at the Belgian Ministry of Labour and member of Eurofound's Governing Board*

- Christa Sedlatschek, Director, EU-OSHA: Improving Occupational Health and Safety in small and medium companies
- Francis Green, Professor of Work and Education Economics, University College London University: Changes in job quality over time
- **Anna-Maija Lehto**, Head of Work Research Unit, Statistics Finland: Changes in working conditions over time - Results from 40 years of Finnish quality of work life surveys