

## Sixth EWCS report launched in Brussels

On 17 November, Eurofound launched the overview report of its sixth European Working Conditions Survey (EWCS) at a day-long conference in the European Parliament.

Since 1991, Eurofound has been using the survey to monitor working conditions in Europe. The report explores the findings of interviews with almost 44,000 workers in 35 European countries. It analyses the data using seven dimensions of job quality: a safe physical environment, a secure social environment, adequate earnings, working time quality, employment prospects, skills use and autonomy and an acceptable level of work intensity. The one-day conference brought together policymakers, social partners, academics and representatives from national authorities and the European institutions. Among the high-level invitees were Members of the European Parliament, the European-level social partners, the European Commission, the ILO and OECD, as well as Members of the European Economic and Social Committee (EESC) and the EU Employment Committee (EMCO).

Read the overview report at <http://bit.ly/6EWCS2015>

## Tackling fraudulent practices in employment

Bogus self-employment, abuse of the posting of workers and sham subcontracting arrangements are all examples of fraudulent employment practices that infringe the basic protection provided by employment law and collective bargaining.

Eurofound's latest report, *Exploring the fraudulent contracting of work in the European Union*, explores the extent and impact of such contracting of work in Europe. Based on 29 national reports covering the EU28 and Norway, the study examines measures initiated by national authorities to identify, prevent and combat such duplicitous practices. While governments and public bodies focus on improving regulation – reducing loopholes in legislation and strengthening detection and inspection – the social partners largely tackle the issue through organising information and awareness-raising initiatives. The research points to the contribution that EU actors could make, given the crucial role of cross-border cooperation in detecting and sanctioning fraudulent practices with a transnational dimension.

Read the report at <http://bit.ly/ContractEU>

## FINDINGS IN FIGURES

**34%** – the proportion of bosses in the EU who are female – up from 25% in 2005.

**3%** – the percentage of employees who telework mainly from home.

**81%** – the percentage of EU workers who feel there is a good fit between their work and family or social commitments.

**20** – the number of unpaid hours (household duties, childcare) worked by a man in a couple with a child under the age of seven. By contrast, a woman in the same position works unpaid for 39 hours.

**33%** – the percentage of female workers who work part time; the equivalent figure for men is 10%.

**80%** – the percentage of workers aged 55 and under in Germany, Portugal, Denmark, Sweden, Italy and Ireland who say they could do their current job until the age of 60. In contrast, the figure for Poland is around 50%.

Source: Sixth European Working Conditions Survey

## Launching #6EWCS in European Parliament



The first panel session at the launch of the sixth EWCS focused on 'Job quality – Challenges and opportunities'. Pictured at the session are (from left) **David Foden**, Head of Unit Working Conditions and Industrial Relations, Eurofound, **Georgi Pirinski**, Bulgarian MEP in the S&D Group; **Claude Rolin**, Belgian MEP (EPP Group); **Marita Ulvskog**, Swedish MEP (S&D Group) and Vice-Chair of the Parliament's Committee on Employment and Social Affairs (EMPL); **Renate Hornung-Draus**, Vice-Chair, Social Affairs Committee, BusinessEurope; and **Luca Visentini**, General Secretary of the European Trade Union Confederation (ETUC).

## Access to work for refugees and asylum seekers

Part of the solution to the refugee situation in Europe is to swiftly integrate those who have arrived into host countries' labour markets. Refugees and asylum seekers, however, face many obstacles to getting work, including lengthy asylum procedures, poor conditions in reception centres and lack of adequate support. Eurofound is holding a national-level seminar entitled 'EU labour market integration of asylum seekers and refugees: Challenges and opportunities' to raise awareness of its work in this area in Berlin on 28–29 November. These national-level seminars are organised to reach out to the key tripartite stakeholders in various Member States on themes relevant to clusters of countries – on this occasion, Austria, Belgium, France, Germany, Luxembourg and the Netherlands. For more on the event, visit <http://bit.ly/ClusterSeminar>

## Progress on Enforcement Directive on posted workers

In 2014, the EU adopted a new Enforcement Directive (Directive 2014/67/EU) to address concerns surrounding regulations regarding the posting of workers in Europe. Member States had two years until the deadline of 18 June 2016 to transpose and adapt their national regulations. A recently published topical update from Eurofound's Observatory of Working Life (EurWORK ) considers the progress made by Member States. Half – mostly countries from the former EU15 – had almost finalised the transposition process by the deadline. Nine countries have discussed a draft transposition regulation, but have no dates for adopting and/or enforcing it. However, three southern countries – Greece, Portugal and Spain – do not seem to have started discussing or even drafting specific regulations for transposing the Directive. For more, visit <http://bit.ly/PostingProgress>

## Developing potential of strategic employee sharing

The European labour market is still largely dominated by traditional employment forms – permanent full-time contracts, or self-employment. However, there is a marked increase in new forms of employment that aim to align employers' needs for flexibility with workers' needs for security and stability. Strategic employee sharing provides the opportunity for a group of employers with recurring resource needs – often specific skill sets – to hire workers and take joint responsibility for these shared workers, who are assured the same pay and the same treatment as core staff. A new report from Eurofound provides an overview of strategic employee sharing, looking at factors affecting its implementation and the potential benefits and risks of the model, and assessing how it can be implemented across Europe. Read *New forms of employment: Developing the potential of strategic employee sharing* at <http://bit.ly/EmployeeSharing>



<http://bit.ly/6EWCSReport>

## Latest from EurWORK

**Belgium: Latest working life developments – Q3 2016**  
<http://bit.ly/BEWorkingLife>

**Employee involvement and participation at work: Recent research and policy developments revisited**  
<http://bit.ly/ParticipationRevisited>

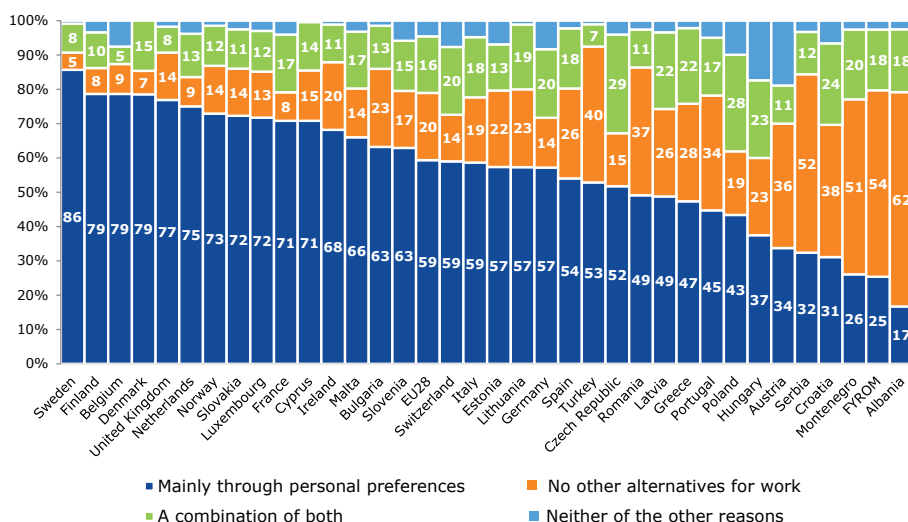
**Germany: Compromise struck on new temporary agency work legislation**  
<http://bit.ly/AgencyCompromise>

**Greece: Latest working life developments – Q3 2016**  
<http://bit.ly/LifeDevelopments>

**Ireland: New paternity leave law could benefit up to 40,000 fathers**  
<http://bit.ly/IEPaternity>

**Malta: Airline pilots' right to strike disputed**  
<http://bit.ly/PilotStrike>

## Mapping reasons for self-employment: Choice not the only factor



The reasons why people choose self-employment reflect both the choices available to them and the overall economic situation in their country. The sixth EWCS asked workers what was the main driver for becoming self-employed. The answers vary greatly between countries: 86% of self-employed workers in Sweden said they opted for self-employment 'mainly through own personal preferences'. However, only around one-third of their counterparts in Austria, Croatia, Serbia and Montenegro said the the same. And in Serbia, Montenegro, the former Yugoslav Republic of Macedonia and Albania, at least 50% of respondents said they had 'no other alternatives for work'.

Source: Sixth EWCS, 2015