



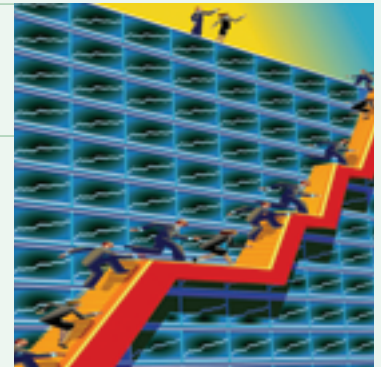
European Foundation
for the Improvement of
Living and Working Conditions

Fourth European Working Conditions Survey

> résumé <

'Workplaces have to enhance the organisation of work so that both the quality of work and the creativity and innovation of employees increase, which in turn improves productivity.'

*Statement from informal Council meeting of Employment,
Social and Health Ministers, Helsinki, 6–8 July 2006*



Context

Work plays a significant part in the lives of most Europeans. It is recognised at EU policy level that understanding the conditions under which people work across the different EU countries is central to achieving improved quality of work, greater productivity and increased employment – the so-called Lisbon objectives.

The Foundation's *European Working Conditions Survey*, conducted every five years, has been providing a valuable insight into quality-of-work issues since 1990. This fourth survey presents the views of workers on a wide range of issues, including work organisation, working time, equal opportunities, training, health and well-being and job satisfaction. The interviews were carried out in late 2005 with nearly 30,000 workers in 31 countries (the EU25, the two acceding countries Bulgaria and Romania, as well as Croatia, Turkey, Switzerland and Norway). At the time of the survey, about 235 million people were employed in these 31 countries.

With its five-year cycle, the survey represents an effective means of tracking over time the impact of crucial issues and events: EU enlargement, the ageing workforce and pressures associated with an ever-increasing pace of life, competitiveness, productivity, globalisation and restructuring. The aim of the survey is to draw a comprehensive picture of how European workers experience and assess their working lives and working conditions, to be used as a source of reference for policymakers and as the basis for further research.

What workers say

- Overall, European workers are satisfied with their working conditions: this is linked to job security, a positive working atmosphere and good opportunities to learn and grow. Work-life balance is rated most positively by those working regular and predictable schedules.
- Work intensification is on the increase with rising numbers working at high speed and to tight deadlines. Workers' autonomy levels are high, though they are not increasing. Direct demands from people as well as performance targets determine the pace of work. Weekly working hours are decreasing.
- European working conditions vary considerably – between individual Member States, between 'old' and 'new' Member States but also between sectors, women and men, employees and self-employed and different age groups. This presents a challenge to the Lisbon Agenda's goal of further improving the quality and productivity of work.
- Computer use has risen across Europe. More people use computers all the time – a step towards the knowledge society.
- A majority of European workers report that work is interesting and offers new opportunities to learn. Access to training has not improved. This is particularly the case for older and less-qualified workers, underlining a deficit in progress towards lifelong learning.
- A declining proportion of European workers consider their health and safety at risk because of their work, though workers in the 'new' Member States report significantly higher levels than those in the EU15.
- More women are moving into managerial roles but the gender pay gap still exists, highlighting continuing challenges to the equal opportunities objectives.

Main findings

- Over 80% of workers say they are 'satisfied' or 'very satisfied' with working conditions in their job.
- 80% of workers say they are satisfied with their work-life balance, although more than 44% of those working long hours – over 48 hours a week – report being unhappy with their work-life balance.
- Around 5% of workers say they have experienced violence, or bullying or harassment in the workplace. Workers in the education and health sector are six times more likely to have encountered the threat of physical violence than their counterparts in the manufacturing sector.
- 78% of European employees work under an indefinite-term or open-ended contract.
- The services sector is the largest sector in the EU27 and is still growing: it employs around 66% of EU workers.
- High-skilled jobs (both blue and white collar) account for more than half (55%) of all jobs in Europe.
- One quarter of all workers reports having to work at very high speed all or nearly all of the time.
- More than 60% of workers are able to choose or change the order in which they perform tasks, their speed of work or their working methods.
- Public-sector workers are twice as likely to receive training as those in the private sector (41% and 21% respectively).
- While men work longer than women in paid employment in all countries, women work more hours than men if paid and unpaid working hours are combined.
- Telework remains marginal: fewer than 2% of workers telework full time. A further 4% do occasional telework (between one quarter and three quarters of the time).
- The two most common risks for men and women are repetitive hand/arm movements and working in painful or tiring positions: over 62% make repetitive hand/arm movements a quarter of the time or more, while 46% work in painful or tiring positions.
- One quarter of all workers work at least some of the time outside their company's premises; they tend to associate such work with a higher level of risk to their health and safety.
- Women are more likely to work in low-paid jobs than are men, partly because they work part time more often than do men.
- Part-time and non-permanent workers are less likely to have received training than their full-time, permanent colleagues – 25% of part-time and 23% of non-permanent employees receive training, compared to around 30% of full-time and permanent employees.

A changing workforce

Despite the dramatic changes seen in Europe's workforce over the last five years – triggered by the accession of 10 new Member States, the increase in non-traditional forms of employment such as part-time and temporary work, and greater numbers of women entering the labour market – findings from the fourth *European Working Conditions Survey* indicate that working conditions have remained relatively stable.

Employment status

- On average, 78% of European employees work under an employment contract of indefinite term.
- Fixed-term contracts are more likely to be held by women (14%) than by men (10%).
- Temporary-agency contracts are used only infrequently: on average in the EU27, less than 2% of workers hold such contracts. However, a number of countries have slightly higher proportions of workers on such contracts, for example Cyprus (5%), Greece and Spain (both 3%).
- The proportion of employees holding temporary contracts (both fixed-term and temporary-agency) is higher than average in the hotels and restaurants sector (21%), agriculture (15%) and education (16%).
- On average in the EU27, 7% of employees report not having a contract of employment; this proportion is highest in agriculture and in the hotels and restaurants sector (22% and 21% respectively).

Women and men at work

In the EU27¹, more men (56%) than women (44%) are in employment.

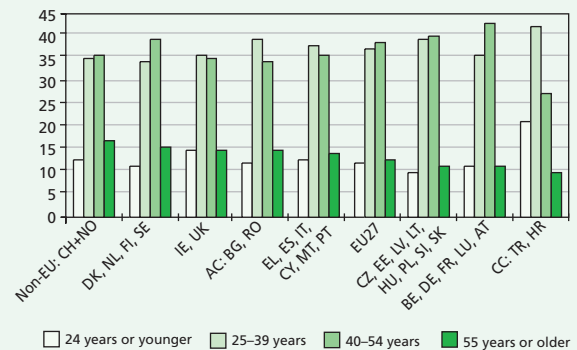
- Many sectors are still largely dominated by one sex.
- Women account for the majority of workers in health (79%), education (72%), other services (61%) and the wholesale and retail trade (55%). These sectors employ more than half of all women in employment; any changes in the working conditions in these sectors would have a considerable impact on the quality of work and employment for women.
- Men constitute 89% of those employed in the construction sector, 80% of those in public utilities, and 74% of those in transport and communications.
- Only 23% of the workforce is employed in gender-integrated occupations (i.e. between 40% and 60% of the workforce are women).

Age

With the gradual ageing of Europe's population, many European countries will lose around 13% of their workforce to retirement in the next 10 years.

The substantial proportion of workers (above 15%) in the 55 years and older age group indicates a significant ongoing policy challenge, particularly for Netherlands and the Scandinavian countries.

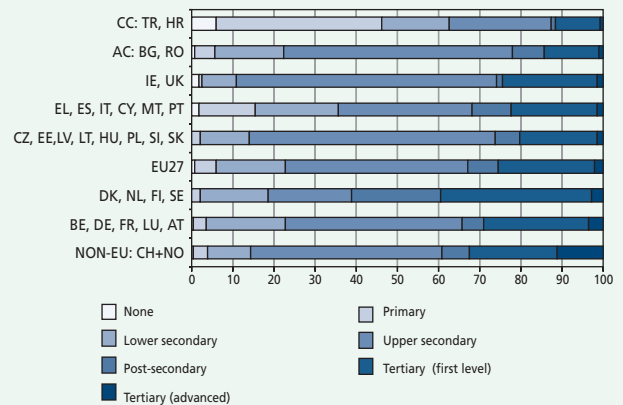
Figure 1 Age profile by country group (%)



Educational level

In Europe today, the most common level of education attained by respondents is an upper-secondary level (43% of respondents). On average, only 7% of workers have not progressed beyond a primary level of education; this proportion is lowest in Ireland and the UK (1%) and highest in southern European countries (14%). More than a quarter of all employees have completed third-level education; Netherlands and the Scandinavian countries, and the continental countries (Austria, Belgium, France, Germany and Luxembourg), have higher-than-average proportions of employees with third-level qualifications (39% and 29% respectively).

Figure 2 Highest level of education attained, by country group (%)



Skills level

High-skilled white-collar jobs now account for more than 40% of the jobs in nine Member States (Belgium, Denmark, Estonia, Finland, Germany, Luxembourg, Netherlands, Sweden and the UK).

Sectors

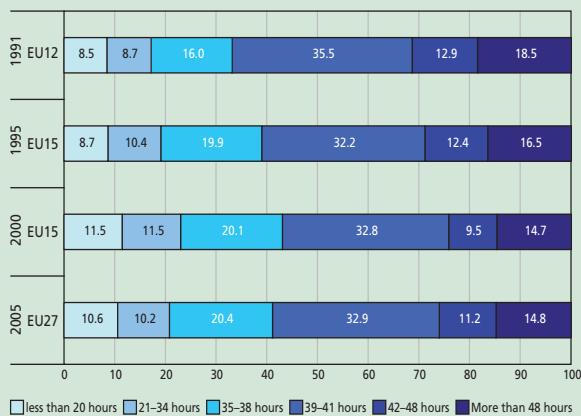
The service sector is the largest sector in the EU27, employing around 66% of workers. 29% of all workers are employed in the manufacturing sector and just 5% in agriculture. Almost 70% of workers are employed in the private sector, 25% in the public sector and 6% in non-governmental organisations (NGOs) or joint bodies.

¹ For definitions of country groups used in this leaflet, refer to the last page.

Working time

Since 1991, there has been a steady reduction in the length of the EU working week – a trend that changed in 2005 following the accession of the NMS, where average working hours are longer. However, even in the NMS, the proportion of people working more than 41 hours per week has decreased since 2001, while that of people working shorter hours is gradually increasing.

Figure 3 Evolution of weekly working hours (%)



In general, eastern and southern European countries tend to have longer working days and working weeks, while central and northern European countries tend to have shorter hours and weeks. The Netherlands, with its very high incidence of part-time work, has the shortest average working hours per week.

Standard working hours

Standard working hours still appear to be the norm for most workers. The proportion of people working non-standard hours (working at night or at weekends) has fallen slightly since 1995. However, non-standard hours are still prevalent in hotels and restaurants, agriculture and the transport and communications sector.

Working time in Europe is characterised by a high degree of regularity. Overall in the EU27, working hours for the majority of the workforce revolve around a five-day, 40-hour week:

- > 58% of all workers work the same number of hours every day;
- > 74% work the same number of days every week;
- > 61% have fixed starting and finishing times.

Work schedules are, however, more flexible in northern than southern European countries.

Organisation of working time

Over half of all workers (56%) have their working-time arrangements set by the company with no possibility of change; 9% of workers can choose between several fixed working schedules, 17% can adapt their working hours within certain limits and, in 18% of cases, it is the worker who decides individual working hours (for instance, self-employed workers). More than 50% of workers in Netherlands and the Scandinavian countries can adapt their working time (to a certain extent) to their particular needs. In contrast, less than 25% of workers in southern and eastern European countries have the possibility of doing this.

Part-time work

- > Part-time work is more prevalent than the average (17%) in the Netherlands (34%) and the UK (29%); it is least prevalent in Cyprus, the Czech Republic, Greece, Hungary, Latvia, Lithuania, Malta, Portugal, Slovakia and Slovenia (where fewer than 10% of workers work part time).
- > Part-time work is most prevalent in other services (30%), health (28%), hotels and restaurants (27%), education (24%) and the wholesale and retail trade (23%), all of which are female-dominated sectors.
- > Slightly more than three quarters of those working part time are women; men account for the majority of full-time workers (62%).
- > Looking at all jobs, 4% are held by men working part time, 13% by women working part time, 32% by women working full time and 52% by men working full time.

Long working hours

Long working hours in the context of the fourth *European Working Conditions Survey* refers to a working week of 48 or more hours.

- > On average, 15% of workers in Europe are required to work long hours.
- > Long working hours (in paid employment) is a predominantly male phenomenon: 20% of men work long hours, compared to just over 8% of women.
- > 44% of the self-employed work more than 48 hours per week, compared to just over 9% of employees.

Work-life balance

Four out of five workers (80%) report that they are satisfied with how their working-time arrangements fit in with their non-work responsibilities. While this percentage has remained stable in the EU15 over the 15 years since the working conditions surveys began, in the NMS and Bulgaria and Romania it decreased slightly between 2001 and 2005.

A key factor influencing work–life balance is the length of the working week. Of those who work long hours, 45% say they are dissatisfied with their work–life balance; by contrast, 85% of those who work less than 30 hours per week are happy with their work–life balance. Regular long working days (of over 10 hours in length) also have a negative impact.

A regular working schedule, of around 40 hours per week, with the same number of days per week and hours per day – and with fixed starting and finishing times – is considered to be the best means of balancing work and life.

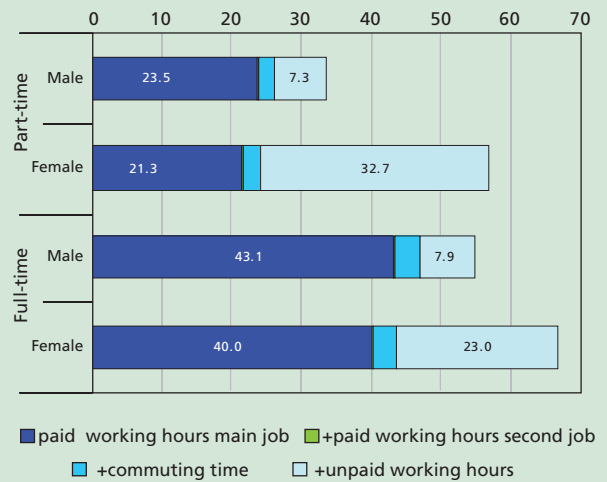
Men, particularly working fathers, report more dissatisfaction with their work–life balance than women. Working fathers tend to have longer working hours; this, when combined with changing social expectations of a father’s domestic role (and perhaps frustration at their inability to fulfil such expectations), may contribute to the relative dissatisfaction of working fathers.

Combined working hours

Standard labour force surveys measure working time in terms of time spent in an individual’s primary paying employment. The *European Working Conditions Survey* has expanded this definition to include the following elements:

- > time spent in second paying job;
- > time spent commuting (typically 40 minutes per day);
- > time spent doing unpaid work: childcare, caring for elderly relatives and domestic duties.

Figure 4 Composite weekly working hours indicator, by type of employment and gender (EU27 only)

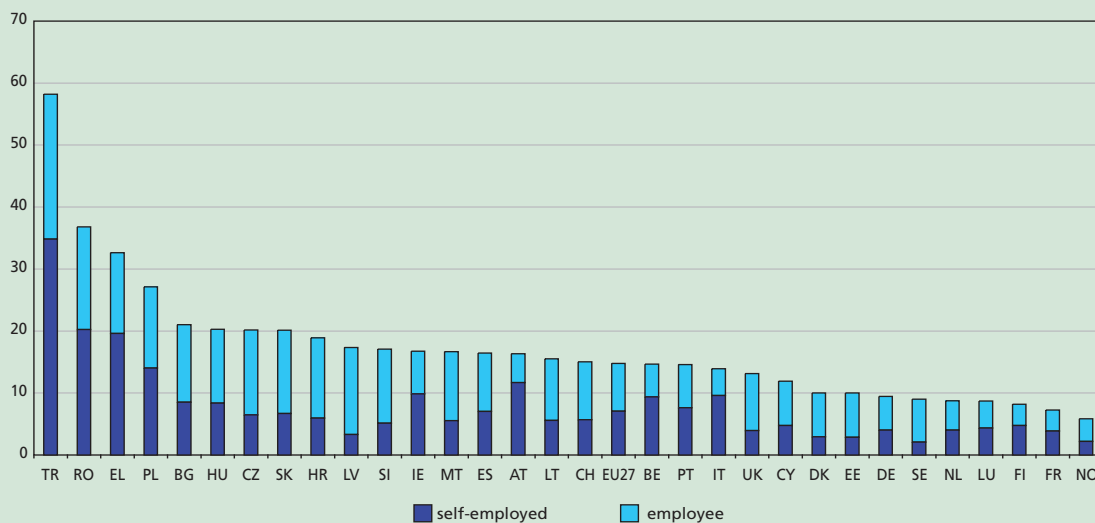


Whereas men work longer hours than women in paid employment in all countries, if working time is calculated as paid and unpaid hours of work combined, the survey findings indicate that women work more hours than men, even in the case of women engaged in part-time work.

The difference in working time between men and women varies across countries. In Bulgaria and Romania, men spend just over two hours per week caring for children, whereas women spend over 10 hours per week; in the Scandinavian countries, men spend seven hours per week caring for children, whereas women spend over 16 hours.

Men working part time tend to use their unpaid working hours for further education while women part-time workers use their free time mainly for domestic duties.

Figure 5 Proportion of workers working more than 48 hours a week (%)



Skills and training

Computer use

Computer use has been steadily on the increase since the first European Working Conditions Survey in 1990. Around 27% of workers now work with computers all, or almost all, of the time; in 1990, the equivalent figure was around 13%. However, a sizeable proportion (64%) of workers still never or almost never use internet or email, and around only 2% telework full time.

Sectors most reliant on computer use are financial intermediation, real estate and public administration. Workers in larger companies use computers more than workers in small companies. Younger workers use computer technology more than do older workers: in the 25–39 age group, almost 20% of workers work with computers all the time, as against 11% of workers aged over 55 years.

Cognitive challenges of work

Cognitive challenges of work – for instance, solving problems, undertaking complex tasks, learning new things, being able to apply one’s own ideas at work and assessing the quality of one’s own work – all contribute to raising the skills level of a job.

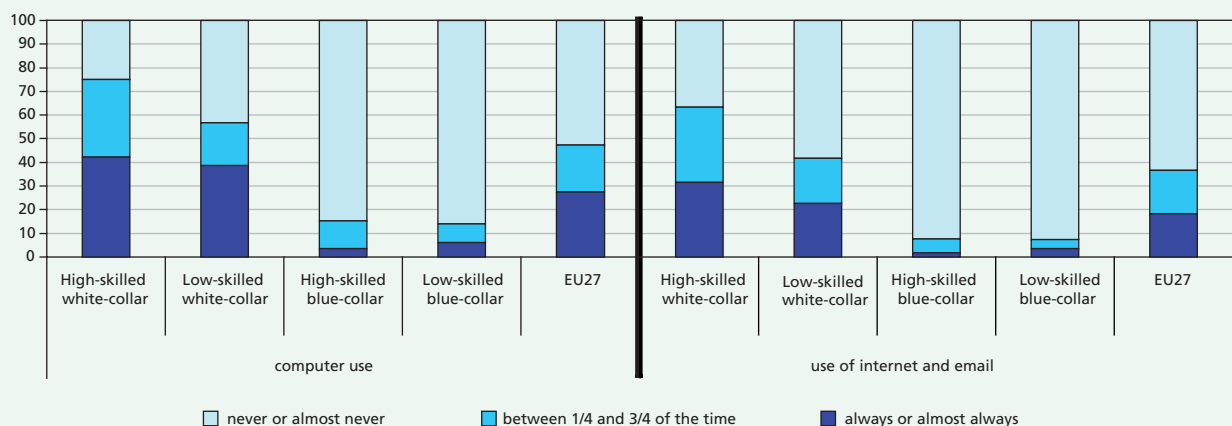
- The intellectual demands of a job vary according to employment status: workers on indefinite-term contracts are most likely to have to solve unforeseen problems on their own (82%). The equivalent figures for workers on fixed-term contracts or from temporary agencies are 75% and 64% respectively.
- Educational level is also important: 62% of workers with only a primary level of education carry out monotonous tasks, while the equivalent figure for those who have completed third-level education is 31%.

Access to training

Training is an important dimension of employability.

- There are substantial differences between the countries surveyed in terms of the level of training that employers provide: it ranges from 10% in Bulgaria and Romania to around 40% in northern Europe.
- There are differences according to age and sex: younger workers and women receive more training: 25% of men aged between 30 and 49 years received training from their employer, compared to 20% of men aged over 50 years.
- Workers with a higher educational level receive more training: only 10% of those with a primary level of education received training over the previous 12-month period compared to 41% of those with a third-level education.
- Public-sector workers are twice as likely to receive training as those in the private sector (41% and 21%, respectively).
- Most training is given to workers on permanent contracts (31%), followed by fixed-term contracts (29%). People working under a temporary-agency contract (18%) or with no contract (11%) receive least training of all.
- When training is provided, the average number of paid training days per year is low: 60% received between one and five days and 20% received between six and 10 days of training.

Figure 6 Computer, email and internet use at work, by occupational type (%)



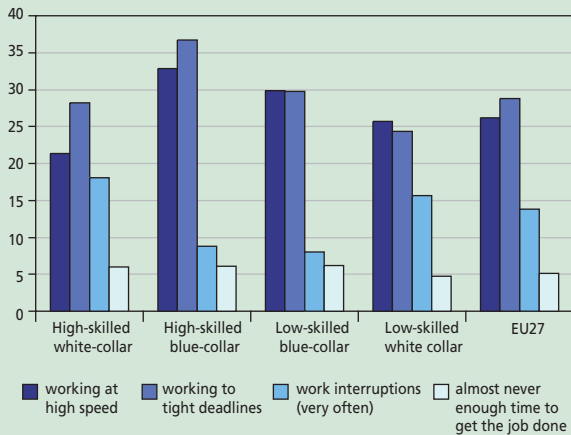
Work organisation

Work intensity

Work intensity – working to tight deadlines or working at a high speed – is on the increase. In 2005, 26% of the workforce of what is now the EU27 reported having to work at very high speed all or almost all of the time. In 1990, the equivalent figure was 19% (for the EU12).

Work intensity levels are highest among high-skilled blue-collar workers: 33% of these employees report that they work at high speed – and 37% work to tight deadlines – all of the time or almost all of the time. Older workers are less exposed than young workers to a high pace of work.

Figure 7 Work intensity (%)



Pace of work

Factors influencing the pace of work vary according to sector.

- The pace of work can be determined by various factors, depending on the occupation. In the EU27, the pace of work is determined by direct demands from people e.g. customers or passengers (68%), by the work of colleagues (42%), numerical and production targets (42%), direct control of the boss (36%) and automatic speed of a machine (19%).
- For around 80% of workers in the wholesale and retail trade, hotels and restaurants and education and health sectors, direct demands from other people determine the pace of work.
- For over 60% of workers in the construction sector, the pace of work is set by their colleagues.
- Around 40% of workers in the manufacturing and mining sectors are likely to be working to the pace set by machinery.
- Those workers whose pace of work is determined by the automatic speed of a machine or numerical production targets are more affected by physical health problems, perceive work as more intense and stressing and enjoy lower levels of autonomy at work. On the other hand, those whose pace of work is determined by direct demands by people report higher levels of psychological health outcomes.

Autonomy at work

Job autonomy – having some say in how work is organised – generally results in greater job satisfaction and sense of self-development. The survey found that more than 60% of workers can choose or change the order in which they perform tasks, their speed of work or their working methods.

- As might be expected, high-skilled white-collar workers have the most autonomy in their jobs, while low-skilled blue-collar workers have the least.
- The higher the level of education, the greater the level of job control. Only around 50% of workers with a primary level of education are able to choose their work methods, compared to 80% of workers with a third-level education.
- The lowest levels of job autonomy can be found among workers in manufacturing, construction and electricity and gas sectors, and the highest in financial intermediation and real estate.

Figure 8 Factors determining pace of work (%)

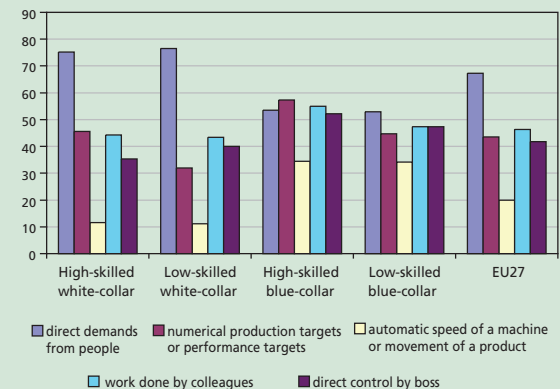
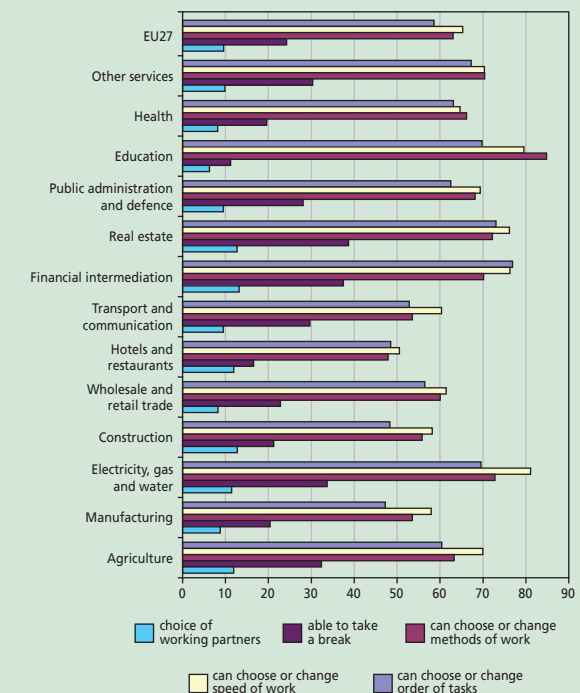


Figure 9 Job autonomy by sector, employees only (%)



Health and safety at work

Physical risks

The proportion of the European workforce employed in traditional, physically demanding sectors such as manufacturing and agriculture is declining; however, the survey reveals that certain physical risks still persist: there are improvements for some indicators, but others have worsened, albeit to a slight degree.

- > The proportion of workers reporting repetitive hand or arm movements has increased by four percentage points. This is the most commonly cited physical risk, with 62% of the working population reporting exposure a quarter or more of the time;
- > 46% of workers report working in painful or tiring positions at least a quarter of the time;
- > In terms of exposure to risks, the acceding countries Bulgaria and Romania generally have the highest levels: for instance, over 75% in these two countries report repetitive hand or arm movements a quarter or more of the time, as against 62% in the EU27.

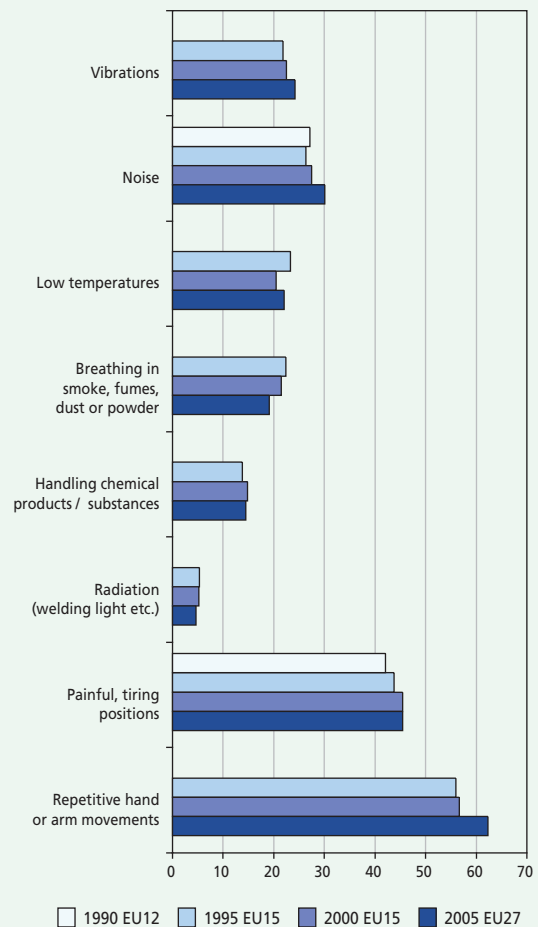
Men are more exposed than women to some risks, and vice versa.

- > Men, particularly younger men, report higher exposures to traditional physical work risks (e.g. noise, vibrations) than women: around 15% of men report exposure to vibration, and 14% to noise, all or almost all of the time, compared to between 5% and 7%, respectively, of women.
- > Ergonomic risks (repetitive hand or arm movements, work involving painful or tiring positions, etc.) tend to be more gender-neutral.

For certain risks, prevalence is higher amongst female workers, notably in education and health. For instance, over 5% of women say their job requires them to lift or move people regularly, compared to just over 1% of men.

Blue-collar workers are significantly more exposed to nearly all physical workplace risks than their white-collar counterparts.

Figure 10 Exposure to physical risks by type of risk (%)



Note: Percentage is of workers reporting exposure a quarter or more of the time.

- > 18% of blue-collar workers have to move heavy loads all or almost all of the time, whereas just under 5% of white-collar workers do so. Similar distinctions are seen for exposure to noise.
- > Exposure to all types of risk (noise, vibrations, ergonomic, and exposure to biological and chemical agents) is highest in the construction sector, and lowest in financial intermediation.

Violence, harassment and bullying

Bullying or harassment, violence or the threat of violence, and various forms of discrimination all contribute to psychological ill-health and stress. Around 5% of workers reported having experienced some form of violence, bullying or harassment in the workplace in the previous 12-month period. It should be noted that country-to-country differences may reflect awareness of the issue and willingness to report, as well as variations in prevalence.

- > In general, exposure to violence and threats of violence is greater in northern Europe: higher-than-average levels are reported in the Netherlands (10%), France and the UK (9%) and Ireland (8%).
- > Reported levels of workplace harassment or bullying range from 17% in Finland and 12% in the Netherlands to 2% in Italy and Bulgaria.
- > There has been a slight increase in the level of physical violence reported: 4% in the period 1995–2005 (for the EU15) compared to 6% in 2005.
- > Women, particularly younger women, suffer more from bullying or harassment than men: for example, three times as many women as men suffer unwanted sexual attention.
- > A greater level of bullying and harassment is reported in large establishments (over 250 workers) and in the education, health, and hotels and restaurants sectors.

Figure 11 Exposure to violence, by country grouping (%)

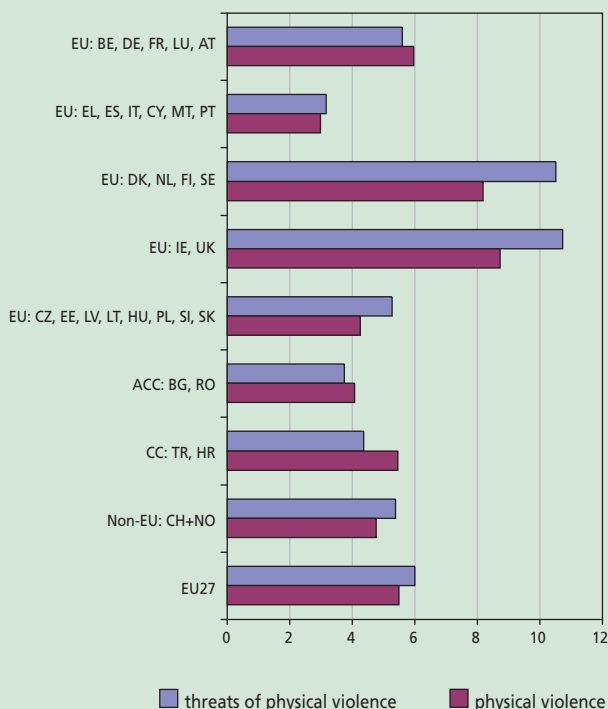
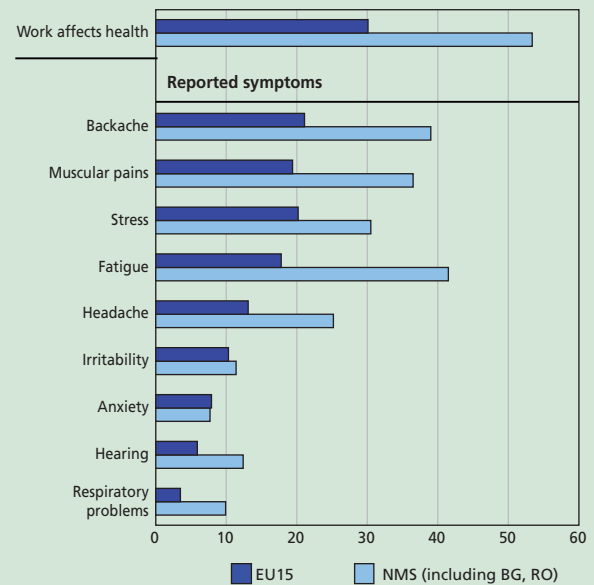


Figure 12 Impact of work on health (%)



Work-related health effects

- > The most reported symptoms are backache (25%) and muscular pains (23%) followed by fatigue and stress (22%). These problems are reported mainly by workers in the agriculture, health, education, and construction sectors.
- > Night work has the strongest association with both types of work-related health outcomes, physical and psychosocial. People who suffer violence or harassment in the workplace tend to report higher levels of work-related ill-health than those who do not – nearly four times the level of symptoms of psychological disturbances such as sleeping problems, anxiety and irritability, as well as physical ailments such as stomach ache.
- > Those exposed to psychosocial risks, particularly bullying and harassment, are significantly more likely than average to report absence due to work-related ill-health (23% compared to 7%). They also tend to take longer periods of absence from work.

Pay

The employment status of a worker (whether they work full or part time) and their occupation appear to be the most important determinants of level of income. Part-time workers, workers on temporary contracts, and workers in the agricultural sector are more likely to fall into the lower income categories, while senior officials, managers or professionals, and persons in a supervisory capacity, are most likely to belong to the highest income categories. Women are more likely than men to be found in the lower income groups.

Having a managerial job is associated both with long working hours, and with a higher income. Workers with a higher level of education tend also to be better paid. More than 60% of employees with a postgraduate education, and 40% with undergraduate degrees, are to be found in the two top income categories, compared with less than 10% of those with only primary education.

Gender and pay

In the EU27, around 50% of all female employees are positioned in the lower third of the income scale. Only around 20% of men occupy this position, while

they are over-represented in the upper third of the scale. The higher prevalence of female part-time workers partly accounts for this. However, the differences are still marked among full-time workers. Women are particularly under-represented in the upper third of the income scale, across all countries.

Pay elements

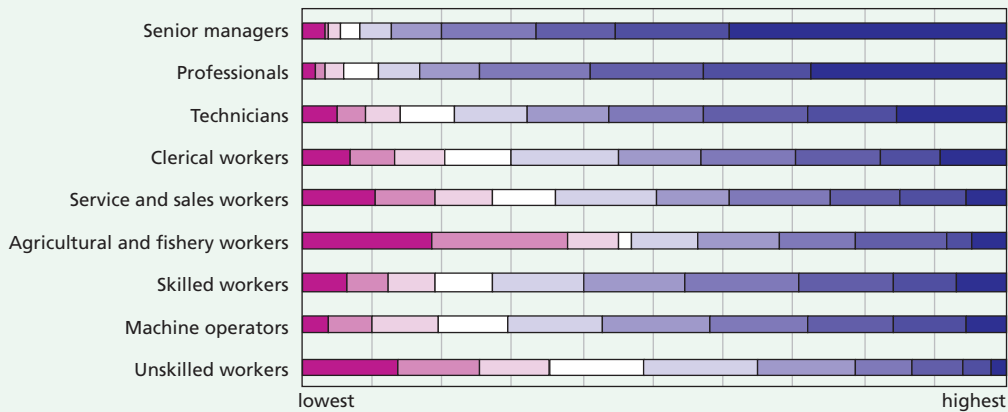
More than 95% of European employees have a regular, fixed salary. Only in the Baltic States and in Bulgaria and Romania do a significant proportion of workers – 20% – have no fixed salary.

For more than 50% of workers, there is also a variable pay element, which usually takes the form of overtime pay. Around one third of workers receive overtime pay and this form of work is especially prevalent in Austria, the Czech Republic, Italy, Slovakia and Slovenia.

The proportion of workers who receive piece rate/productivity payment is relatively low in the EU as a whole: around 12%. It is quite common in eastern European countries.

In most European countries, financial participation is rarely used as an element of pay.

Figure 13 Income of full-time employees, by occupation (EU27)



Note: Scale ranges from lowest income band to highest income band.

Job satisfaction

Overall, work appears to be a positive and satisfying experience for the majority of European workers: over 80% report that they are 'satisfied' or 'very satisfied' with working conditions in their main paid job, a picture that has changed little since 1995. A number of factors seem to favour high levels of job satisfaction:

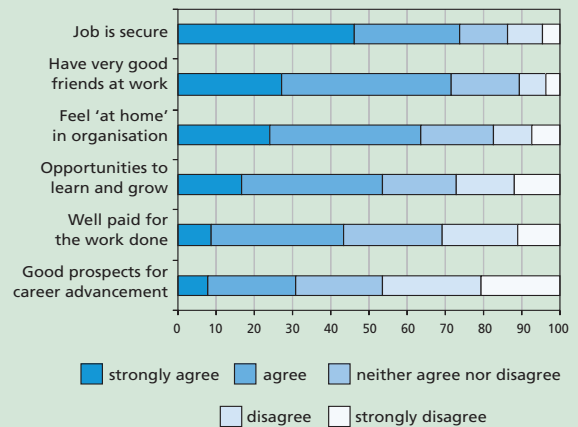
- > the feeling of 'belonging' to one's organisation;
- > the perception of being well-rewarded (the feeling appears to be much more important than the level of income itself);
- > greater autonomy and control over one's work;
- > greater intellectual demands in the job, without excessive pressure or work intensity;
- > potential opportunities for career advancement;
- > general satisfaction with work-life balance.

Survey respondents were also optimistic about their job security: only 13% considered it likely that they would lose their job in the following six months. On the other hand, at least 30% of workers do not consider themselves well paid for the job they do. And workers are much less optimistic about their prospects for career or personal development in their work than the high levels of overall satisfaction with working conditions might suggest.

Lower levels of satisfaction tend to be linked to:

- > long or non-standard working hours;
- > high levels of work intensity;
- > low levels of job control;

Figure 14 Opinions about positive job elements (%)

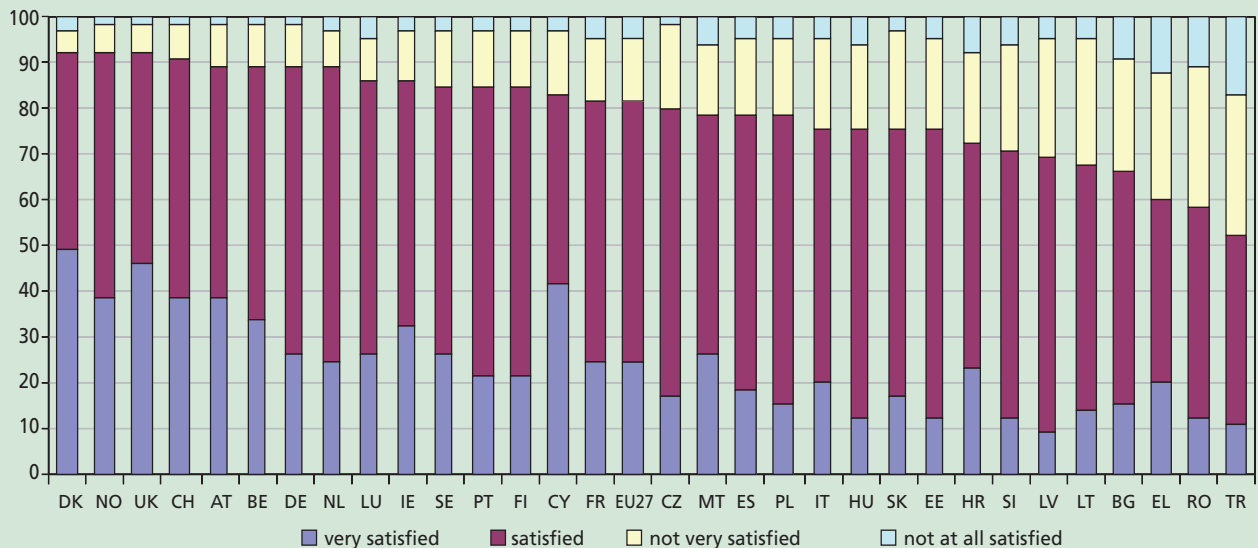


- > exposure to physical or psychosocial risks (with associated negative work-related health outcomes).

Workers who report that their work affects their health and that their health and safety is at risk in their workplace are five times more likely to be dissatisfied in their work than those who do not consider their health affected or at risk.

Satisfaction levels in predominantly office-based service sectors such as financial intermediation and real estate are notably higher (almost 90%) than in traditional, non-service sectors such as the agriculture and fisheries sector (64%). The sectoral decline in the latter sectors, as well other negative work aspects (long working hours, low perceived rewards and high levels of physical risk exposure) may account for this.

Figure 15 Job satisfaction, by country (%)



Survey methodology

- Interviews were carried out face-to-face with 29,980 workers in their homes.
- Fieldwork took place between September and November 2005 in 31 countries: the EU25, two acceding countries (Bulgaria and Romania), two candidate countries (Croatia and Turkey), as well as Switzerland and Norway.
- Respondents were selected by multistage random sampling, to be representative of the working population in all 31 countries covered.
- Fieldwork was coordinated by Gallup Europe.
- The questionnaire was formulated in cooperation with an expert questionnaire development group, as well as leading European experts in the field of working conditions and survey methodology.
- Data integrity was monitored by means of a survey quality framework.

Country definitions

EU15	15 EU Member States prior to enlargement in 2004
NMS	10 new Member States that joined in 2004
EU25	15 EU Member States, plus the 10 NMS
EU27	25 EU Member States, plus Bulgaria and Romania

Country groups

In the fourth European Working Conditions survey 2005, countries are presented in groups according to an adapted Esping-Andersen typology, which has been expanded to include all countries covered by the survey. The countries are divided into eight groups as follows:

- continental countries: AT, BE, DE, FR, LU
- Ireland and the United Kingdom: IE, UK
- eastern European countries: CZ, EE, HU, LT, LV, PL, SI, SK
- southern European countries: CY, EL, ES, IT, MT, PT
- Scandinavian countries and the Netherlands: DK, FI, NL, SE
- acceding countries: BG, RO
- candidate countries: HR, TR
- European Free Trade Area (EFTA): CH, NO

Set up in 2003 as a project of the European Foundation, the European Working Conditions Observatory (EWCO) monitors developments in quality of work and employment in EU Member States and at EU level. Its key areas of focus include: employment security; health and well-being; competence and skills development; and work-life balance.

www.eurofound.europa.eu/ewco/

Ewco

Further information

More detailed results will be available on the European Working Conditions Observatory website:
<http://www.eurofound.europa.eu/ewco/surveys/>
 More detailed analyses of the data will be made available in the course of 2007.

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