



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing
knowledge to assist in the development
of social and work-related policies

Sixth European Working Conditions Survey

Workers and creativity

Agnès Parent-Thirion
Senior Programme Manager

European Working Conditions Survey

49

language
versions

43,850

face to face
interviews (CAPI)
at worker's
homes

35

countries

106

questions

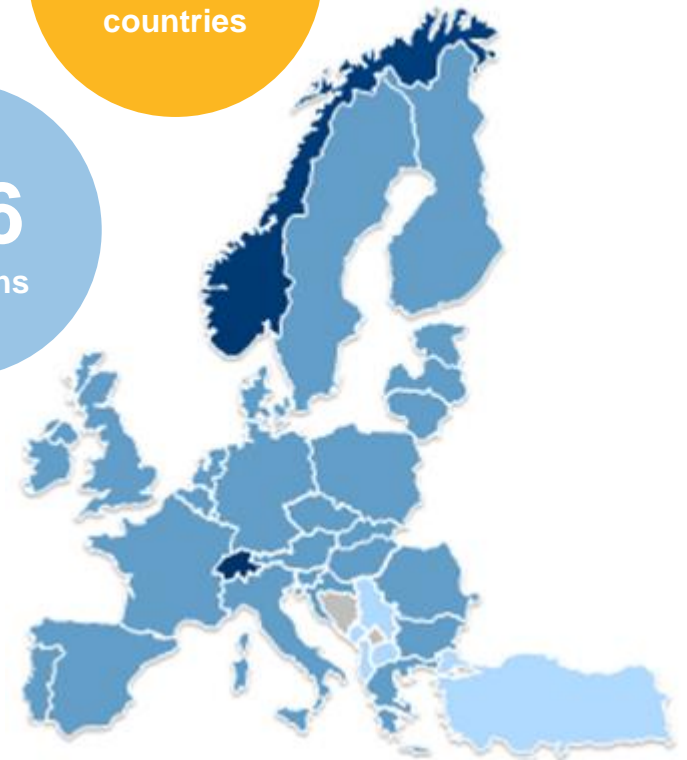
45

minutes


Sixth edition

1991, 1995, 2000, 2005, 2010,

2015



Focus on job quality



The Union and Member States shall have as their objectives ... **improved living and working conditions**

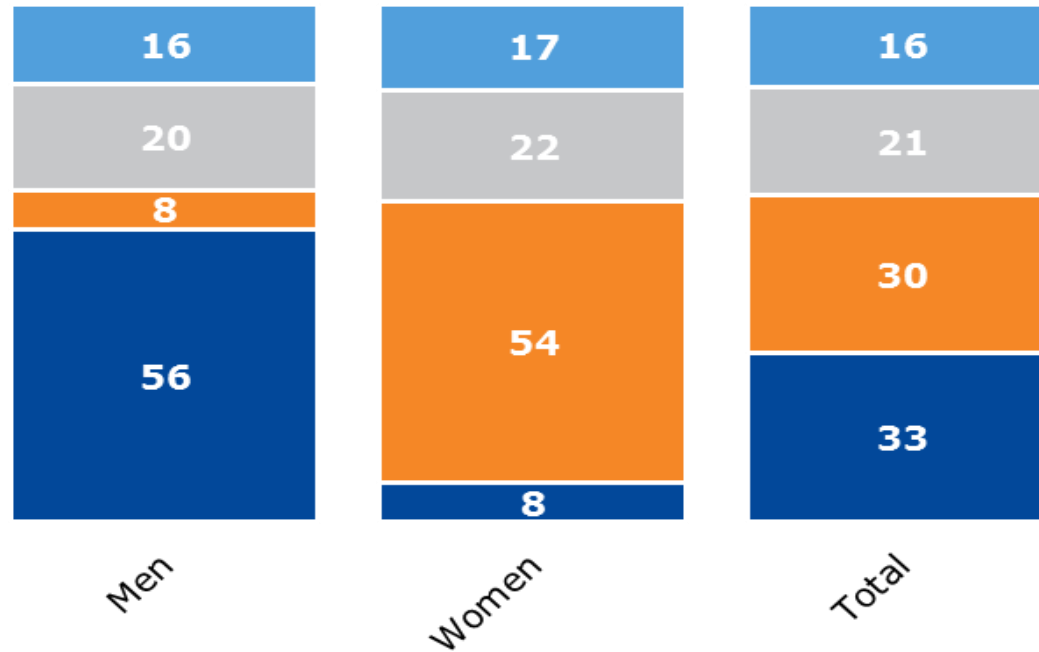
Job quality associated with employment rate, longer working lives

Micro level, job quality improves **health, well-being, productivity**

Support other (European) **policy** objectives , such as gender equality

A tool to monitor and guide **future** developments in the world of work

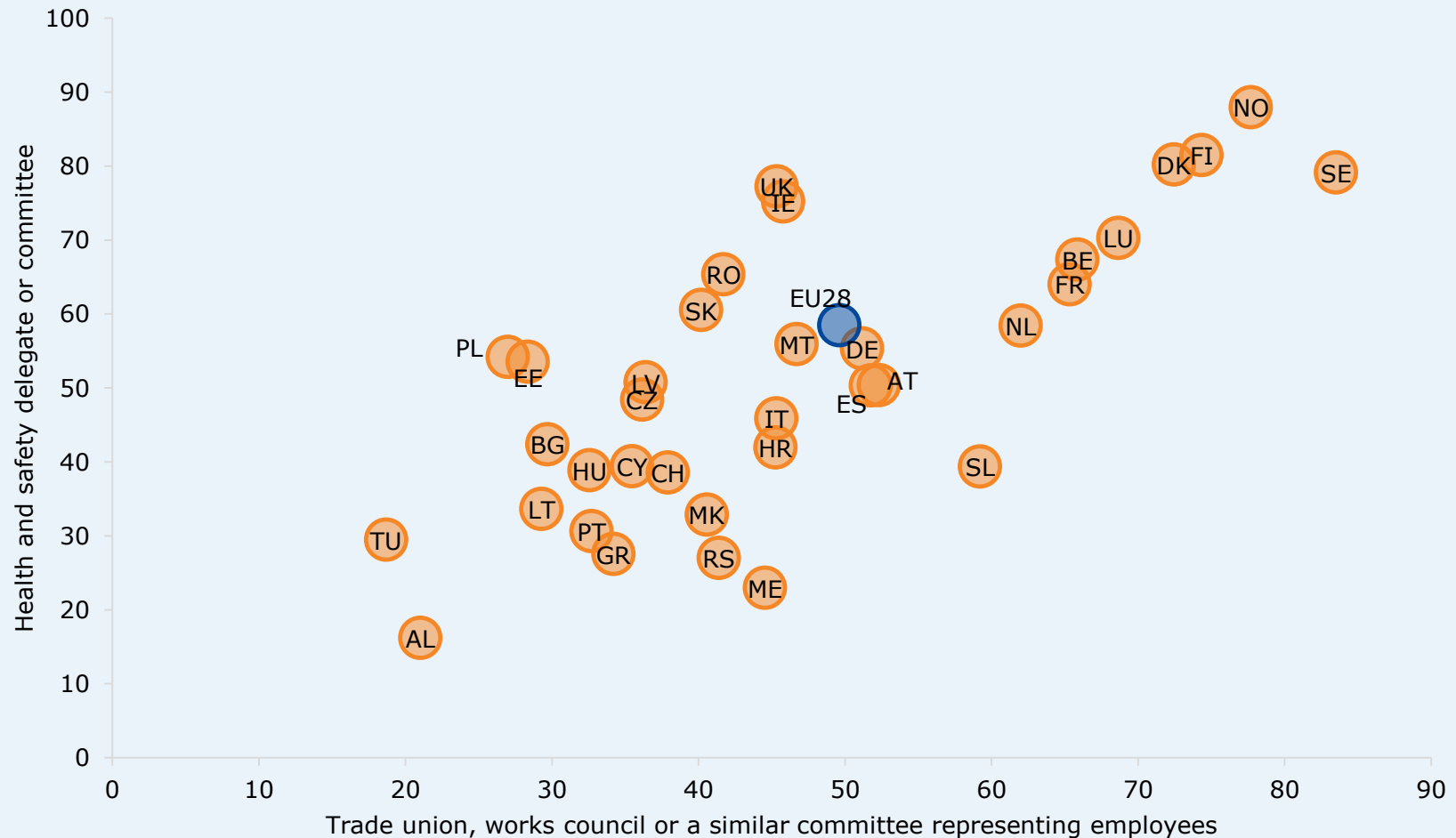
Gender segregation at job level



- Nobody else has the same job title
- Approximately equal
- Mostly women
- Mostly men

Source: 6EWCS – EU 28 – reweighted

Representation at the workplace



Source: 6EWCS, EU28, reweighted

Job quality

Physical environment

- Posture-related
- Ambient
- Biological and chemical

Social environment

- Adverse social behaviour
- Social support
- Management quality

Work intensity

- Quantitative demands incl. emotional
- Pace determinants and interdependency

Skills and discretion

- Cognitive dimension inc. computer use
- Decision latitude
- Organisational participation
- Training

Working time quality

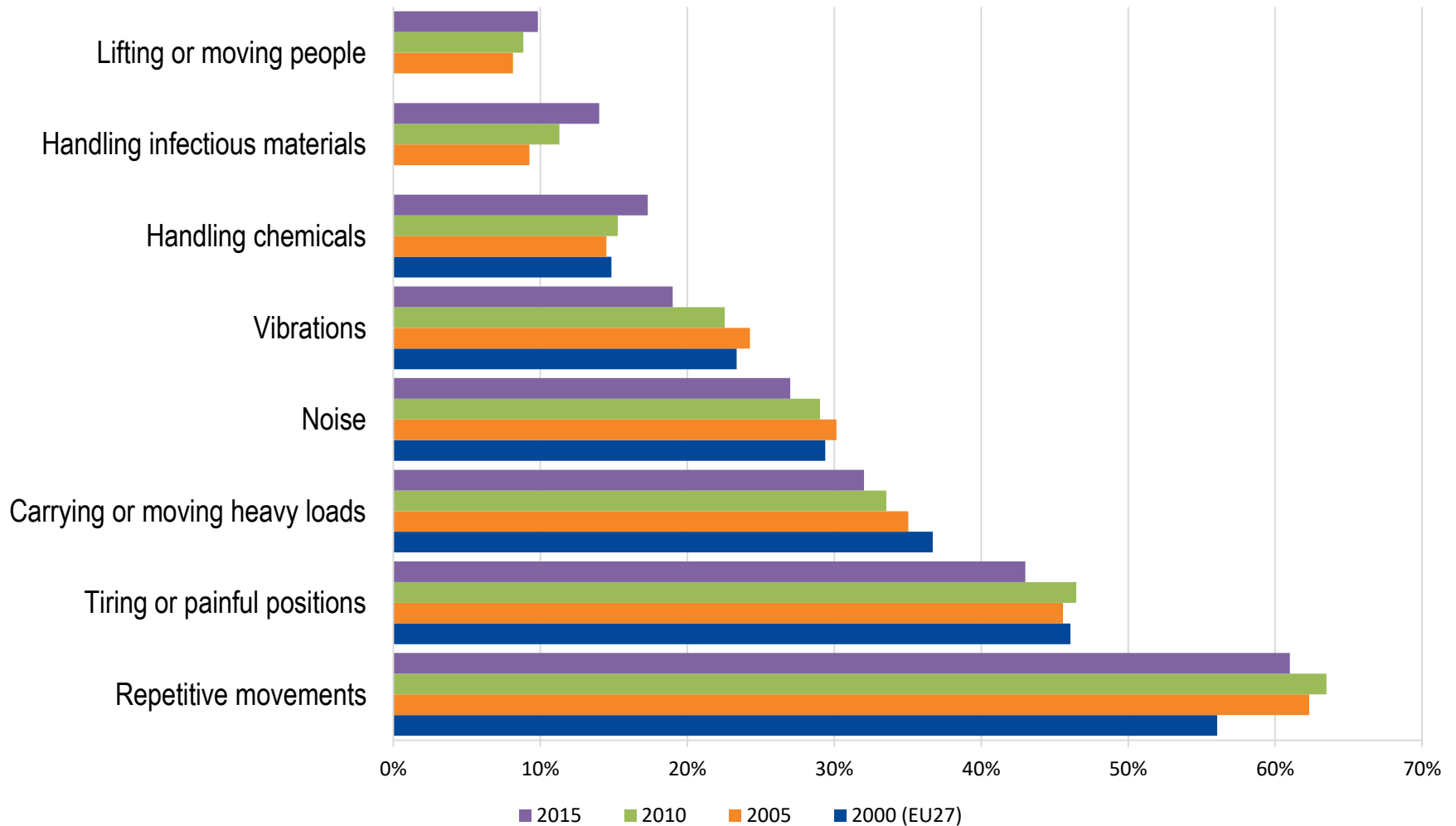
- Duration
- Atypical working time
- Working time arrangements
- Flexibility

Prospects

- Career prospects
- Employment status
- Job security
- Downsizing

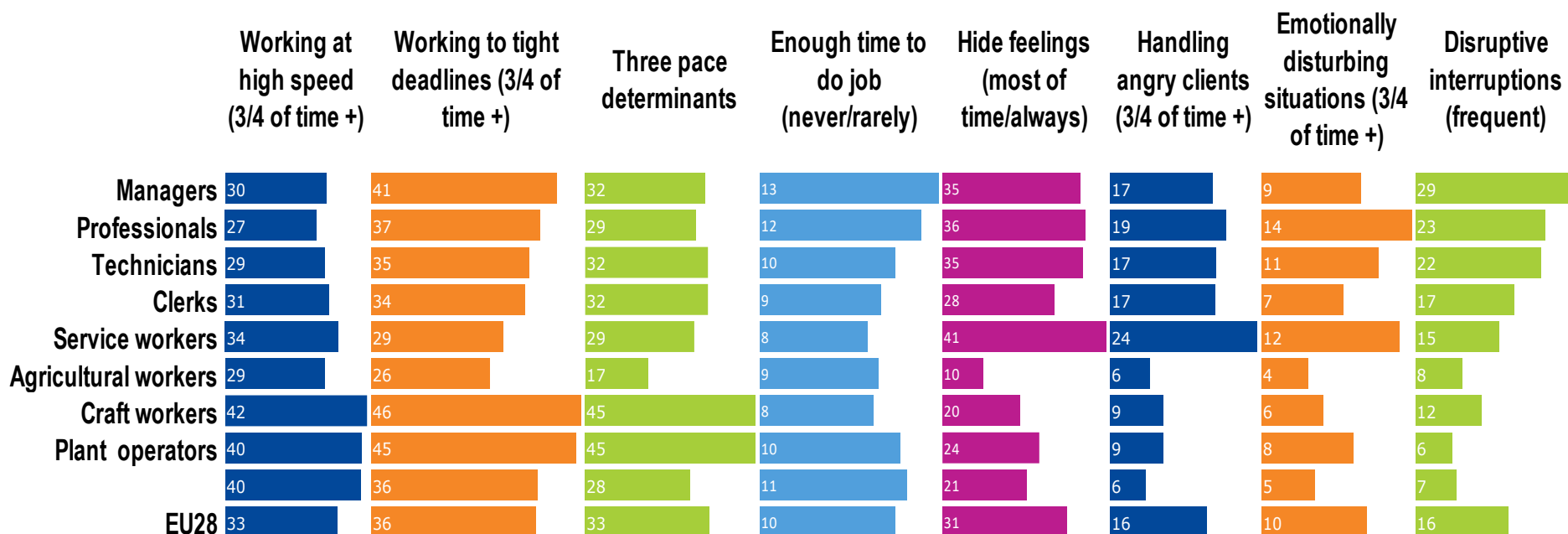
Earnings

Physical environment



Source: 6EWCS, EU28 – reweighted

Features of work intensity



Source: 6EWCS – EU 28 in 2015 – reweighted

Working time quality

Duration

- Working hours continue to decline
- 23% no 11-hour break between working days

Atypical working hours

- Increase in shift and Sunday work
- Long working, very short working hours

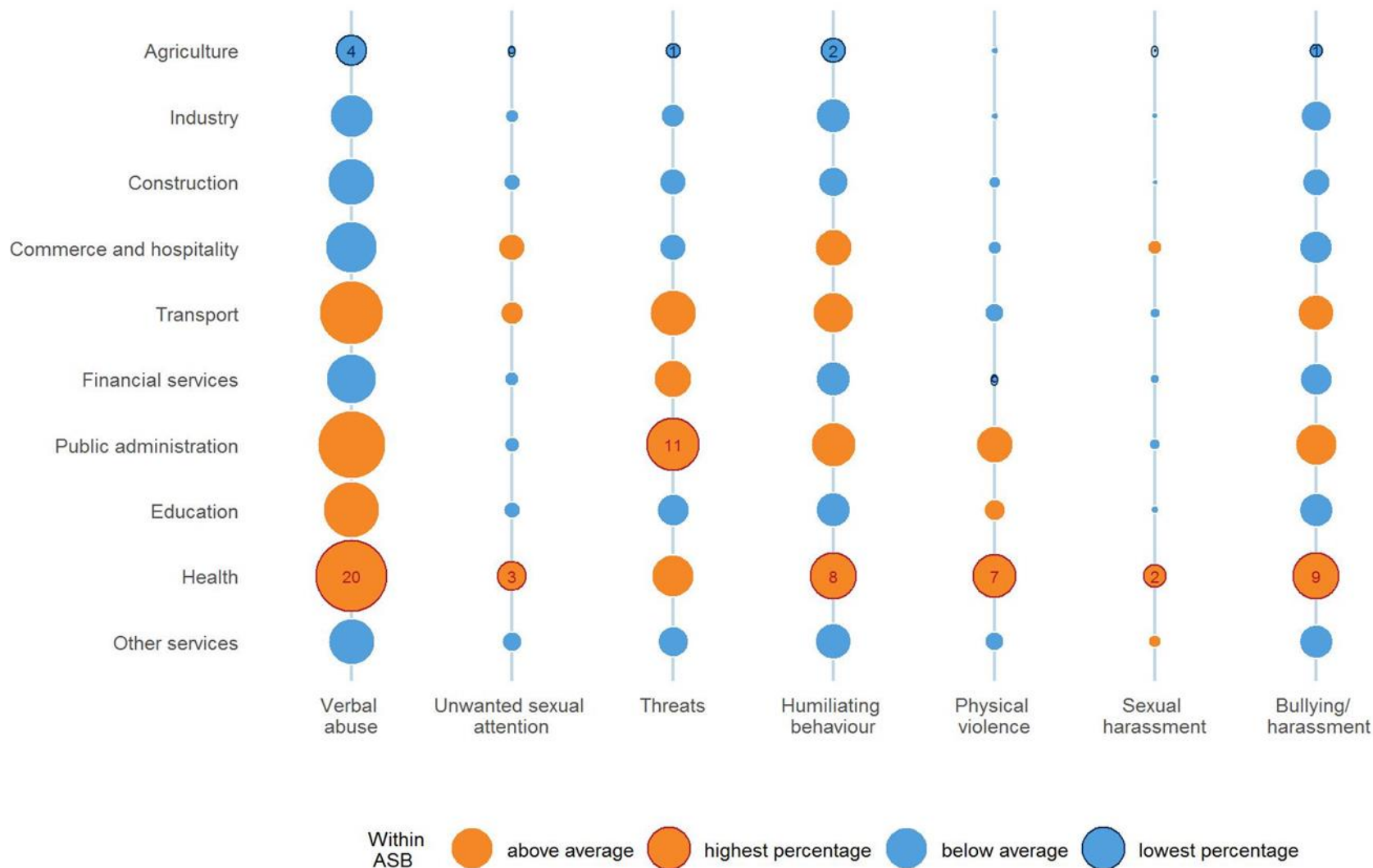
Working time arrangements

- Companies set working time arrangements
- 13% notice of change 24 hours or less
- 12% work at short notice a few times a month

Flexibility

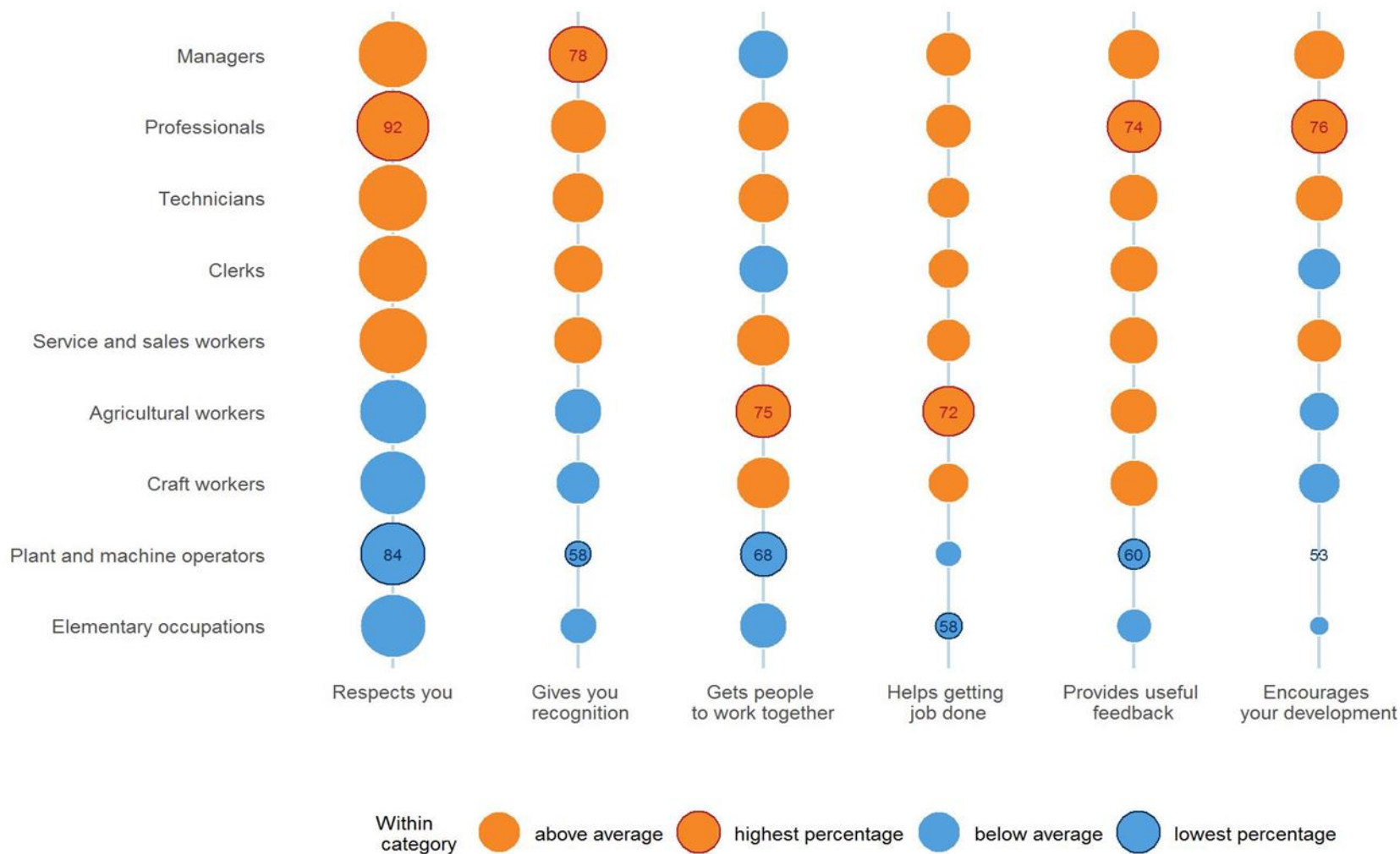
- 25% easy to arrange to take an hour off work
- 22% work in free time to meet work demands

Social environment : violence



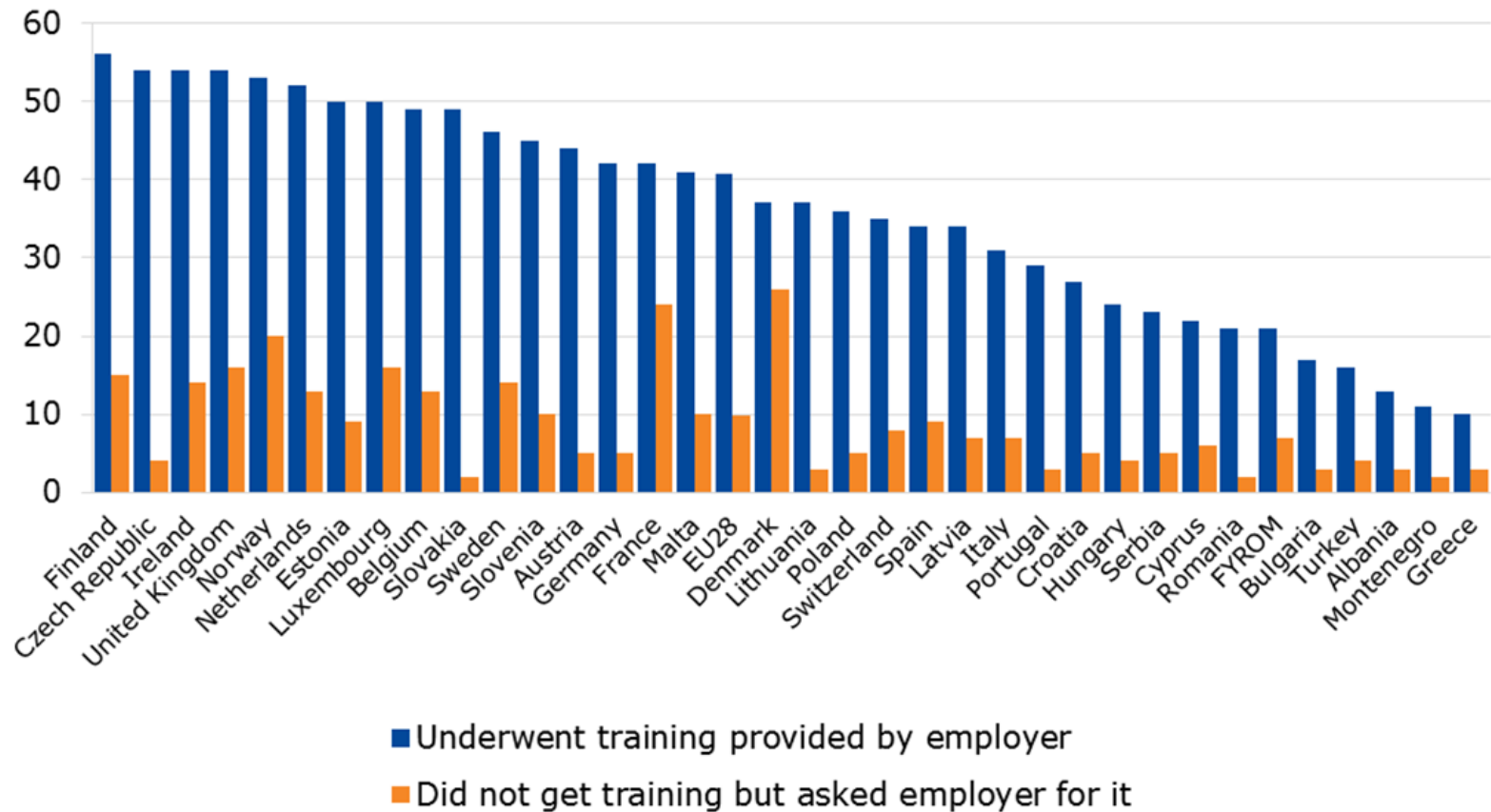
Source: 6EWCS 2015 EU28 – reweighted

Social environment : management



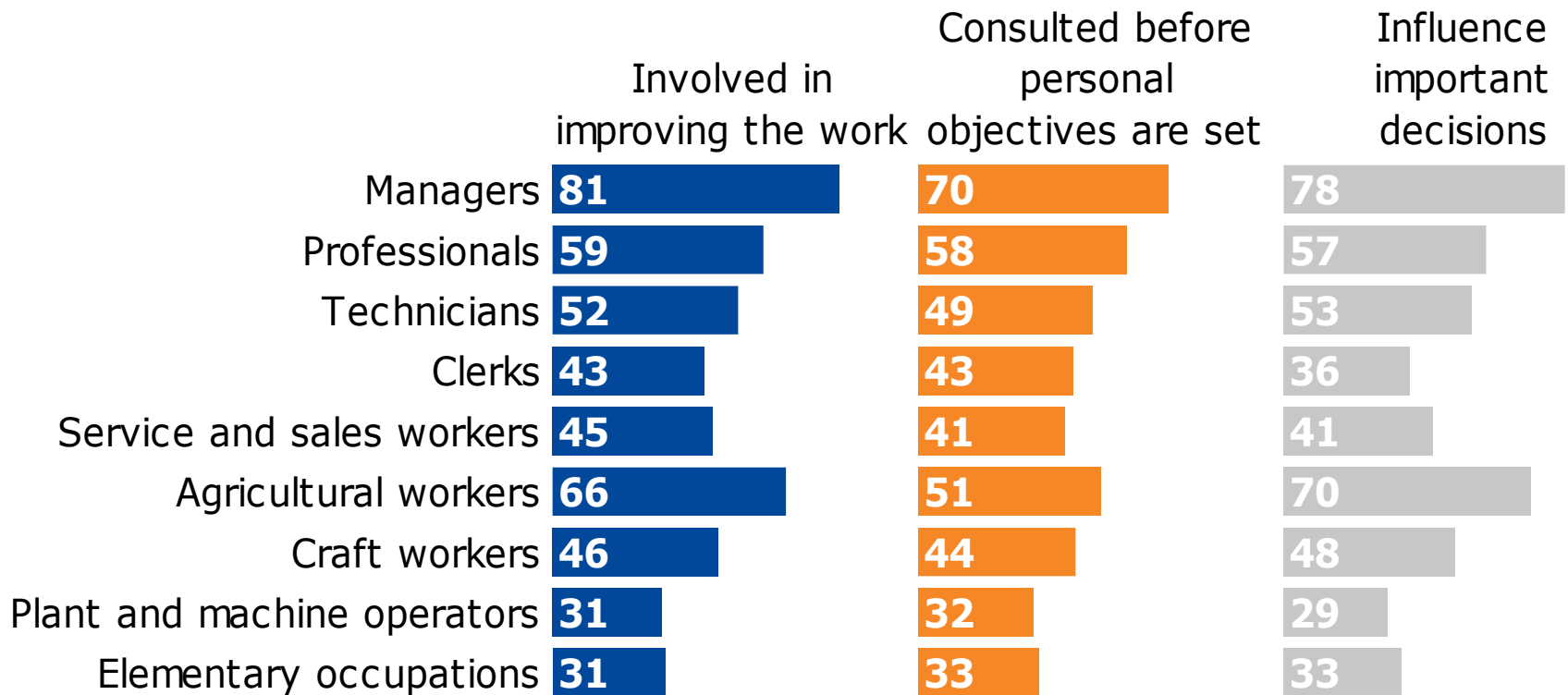
Source: 6EWCS 2015 EU28 – reweighted

Skills and discretion



Source: 6EWCS, EUR 35, reweighted

Worker participation



Prospects

Employment status

- 1% workers find difficult to report employment status
- Self-employed without employees, changing group

Job security

- 16% might lose their job in next 6 months

Career prospects

- 39% report good career prospects

Employment change

- 22% report downsizing, 22% new jobs

Job quality matter to more than only workers

Subjective well-being

Making ends meet

Health

Engagement

Work-life balance

Less absence and presenteeism

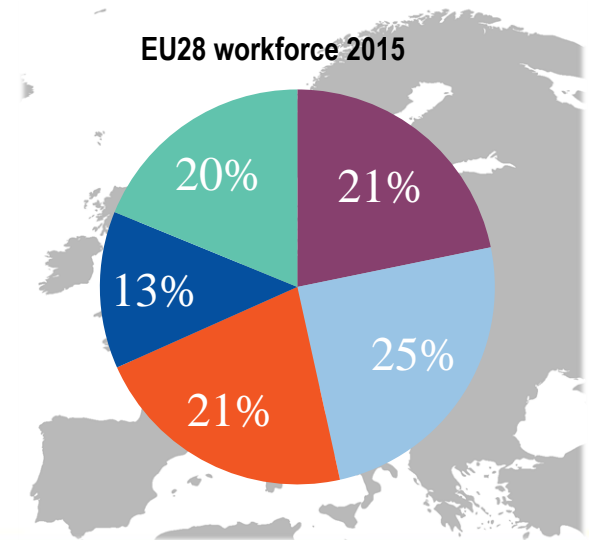
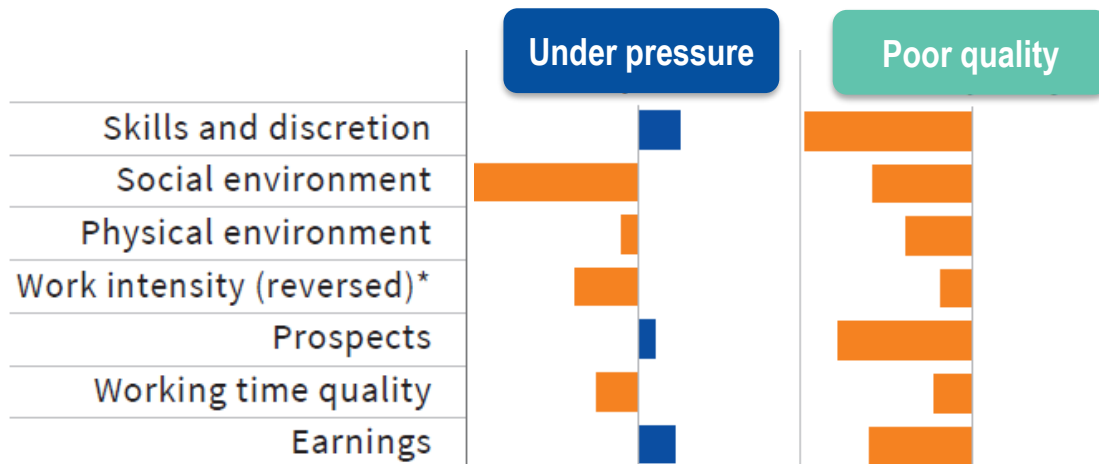
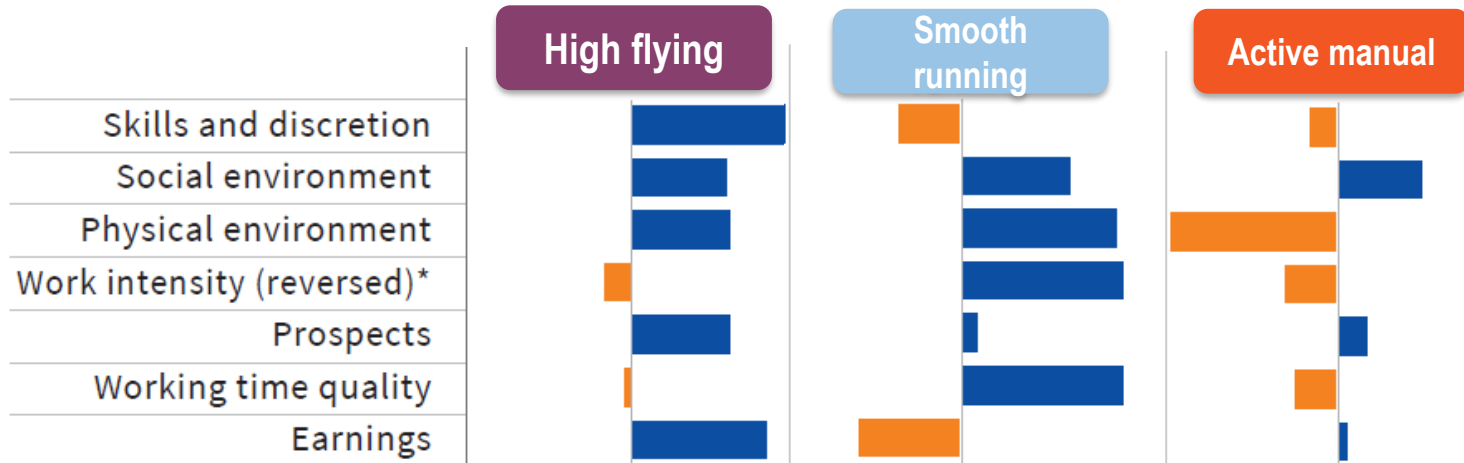
Motivation

Sustainable work

Meaningful work

Social Climate

Job quality profiles

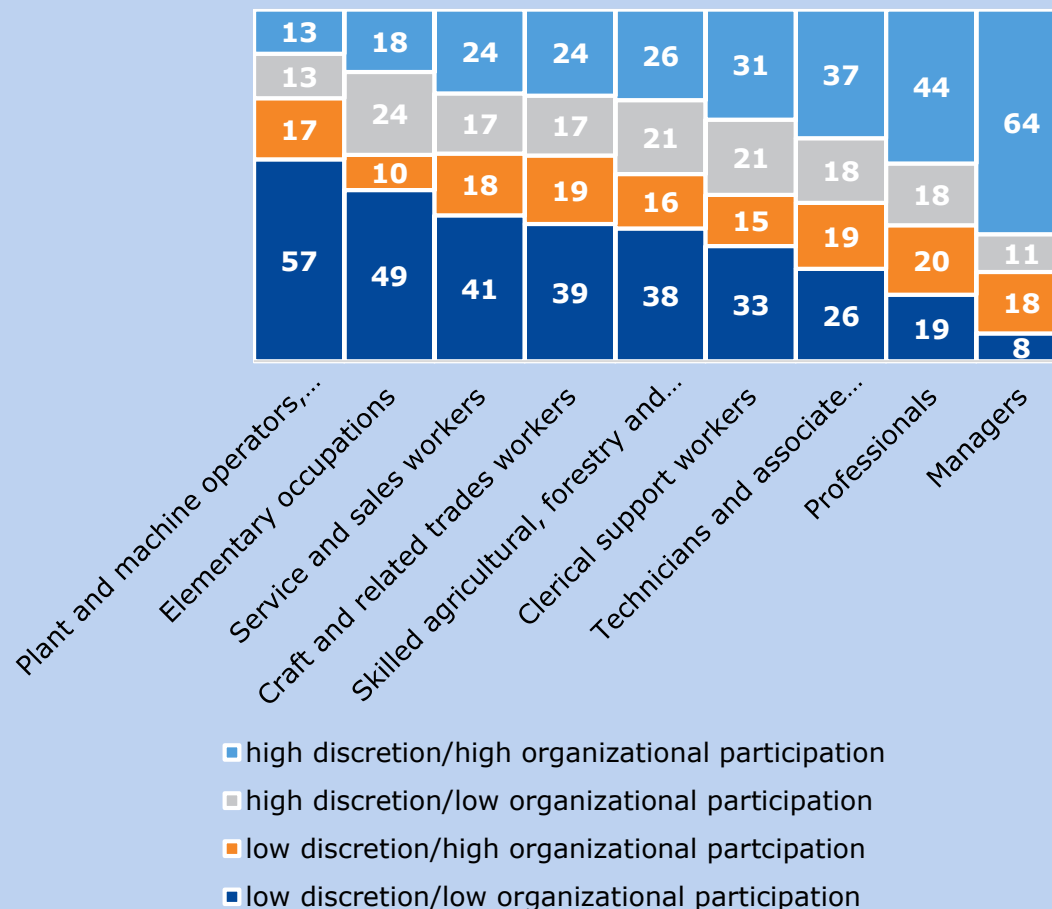


Forms of work organisation by employee involvement

- Unpublished. On the basis of eurofound (2013) –by Gallie and Zhou
- 4 forms of work organisation are constructed on the basis of
 - Workers discretion at work
 - Their organisational participation

High/high : 31% (EU28)
 High/low : 18 % (EU28)
 Low/high : 17% (EU28)
 Low/low : 34% (EU28)

- Structural differences by country and sectors as well



Forms of work organisation by employee involvement and job quality

	Low discretion / low organisational participation	Low discretion / high organisational participation	High discretion / low organisational participation	High discretion / high organisational participation
Physical environment	81	83	85	86
Working time quality	70	70	73	72
Earnings	1,207	1,503	1,377	1,799
Prospects	60	68	62	70
Work intensity (less is better)	36	36	31	34
Social environment	71	81	73	82

Job quality indices between 1 and 100 the higher the better except for work intensity / source 6th ewcs employees only

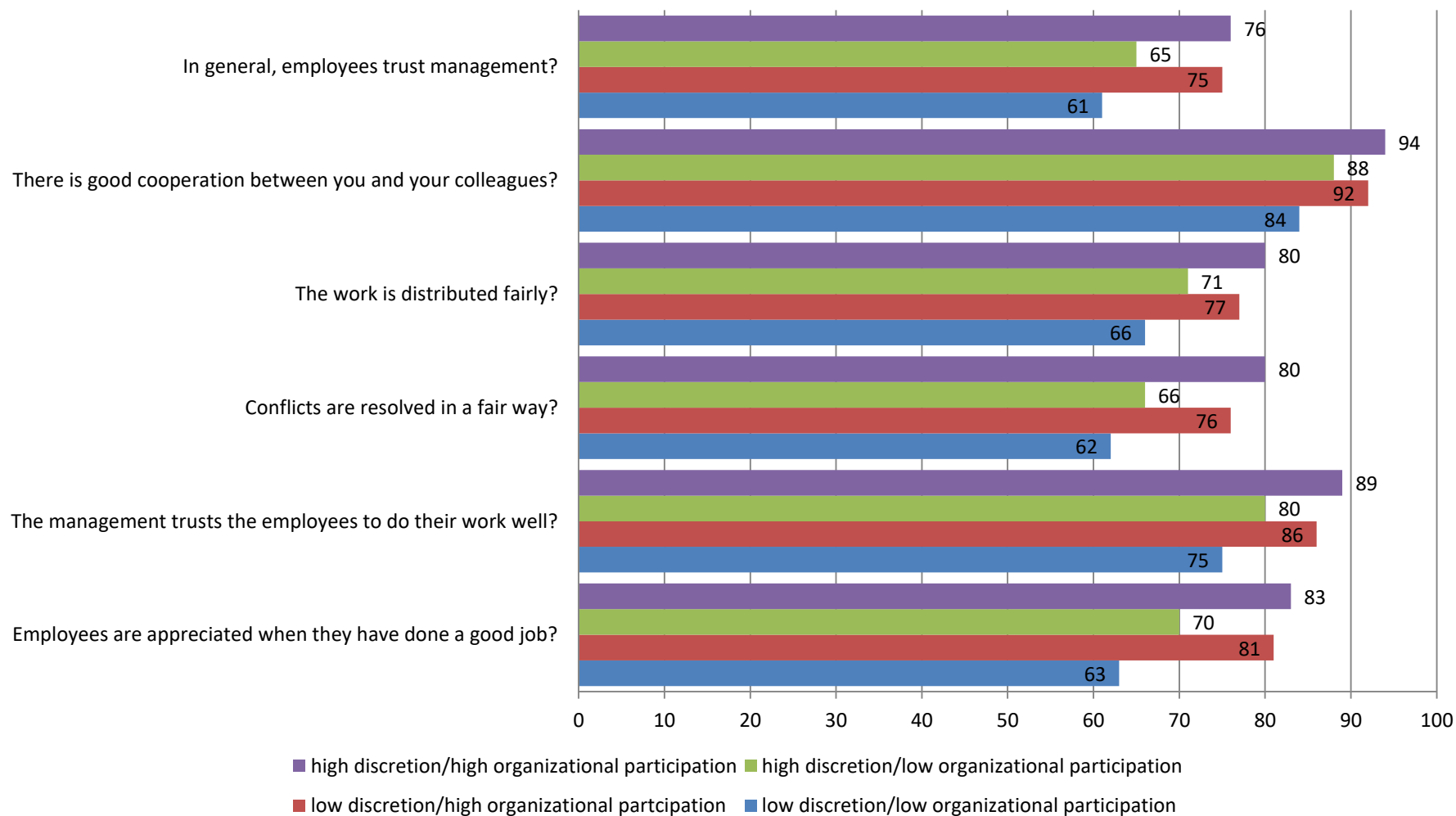
Forms of work organisation by employee involvement and (selected) human resource practice and quality of working life

	Low discretion / low organisational participation	Low discretion / high organisational participation	High discretion / low organisational participation	High discretion / high organisational participation
Training paid by employers	32%	49%	37%	51%
Restructuring affecting one's work	21%	26%	24%	29%
Treated fairly*	76%	89%	81%	93%
get on well with colleagues *	88%	93%	91%	96%
A TU, works council	49%	53%	49%	53%
A health and safety delegate	55%	63%	57%	65%
Work well done*	70%	86%	77%	91%
The organisation motivates me to give my best performance *	49%	70%	54%	75%

Source 6th ewcs employees only

* Always and most of the time

Social climate at the workplace



Final points

Occupation, gender, play important role in job quality - and national policies and practices

Strong association between each dimension of job quality and positive working life experience and performance

Challenges in job profiles call for different policy responses to improve quality of these jobs

Each job quality dimension can be improved through workplace practices and policies: employee representation important

Involving employee makes a positive difference for workers, companies and the societies in which they live

Merci,

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

Information and data visualisation:
<http://bit.ly/6EWCS2015>

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Job quality profiles and quality of working lives

