

Well being at work in the future of work : lessons based on the European working conditions surveys series

Well being at work in a changing world : challenges and
opportunities

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Eurofound – the basic facts



European
Foundation for the
Improvement of
Living and Working
Conditions



Established in 1975



Budget of € 20.5 million



100 people



Tripartite agency

European Working Conditions Survey

49

language
versions

43,850

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

35

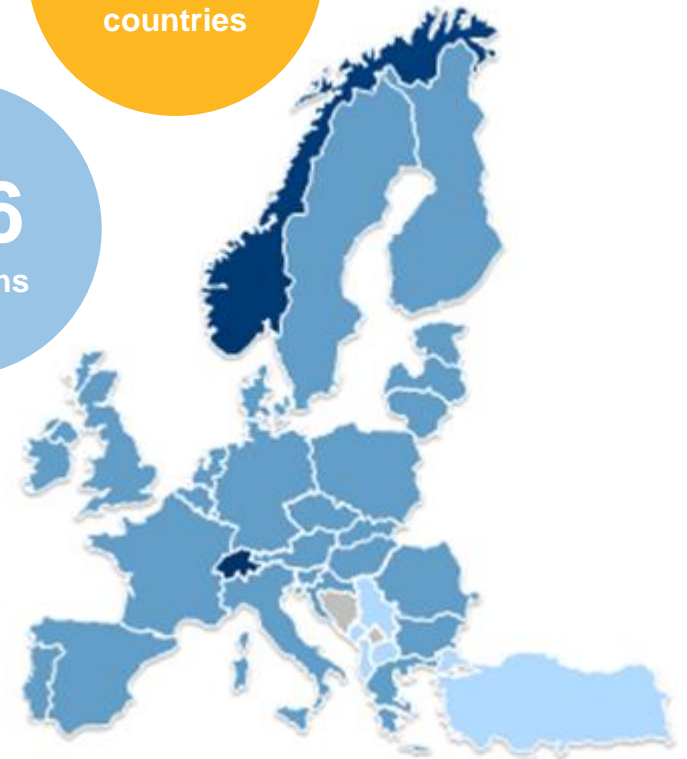
countries

106

questions

45

minutes



Sixth edition

1991, 1995, 2000, 2005, 2010,

2015

Lessons

Job quality supports well being and a positive experience of working life

A comparative analysis of job quality suggests common global challenges

Women and men report systematic differences in job quality

Policies supporting job quality are relevant for other policy domains

Diversification and fragmentation call for more work on work

If we want to get the future of work that we want, we need data to know where we are and chart our path

Job quality supports well being and a positive experience of work life

- These characteristics of work and employment that matter for health and well being in a positive or negative side make job quality (preventive approach).
- Job quality is assessed at the level of the job, e.g. the contract between an employer and a employee; if there are externalities, legislative actors can intervene
- 4 different types of profiles based on job quality can be built

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

Job quality matter. Not only to workers

Subjective well-being

Making ends meet

Health

Engagement

Work-life balance

Less absence and presenteeism

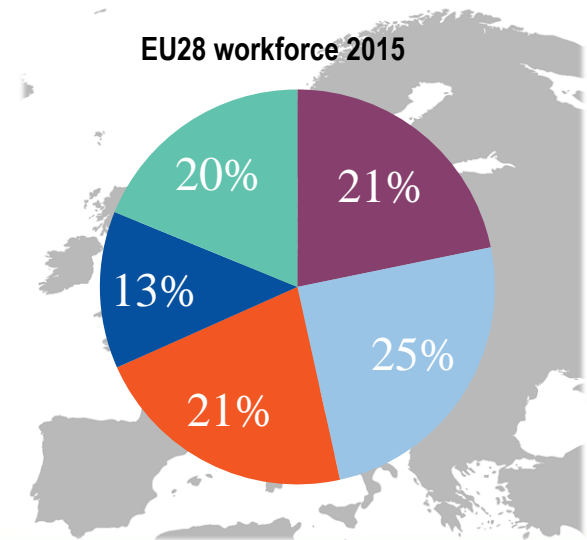
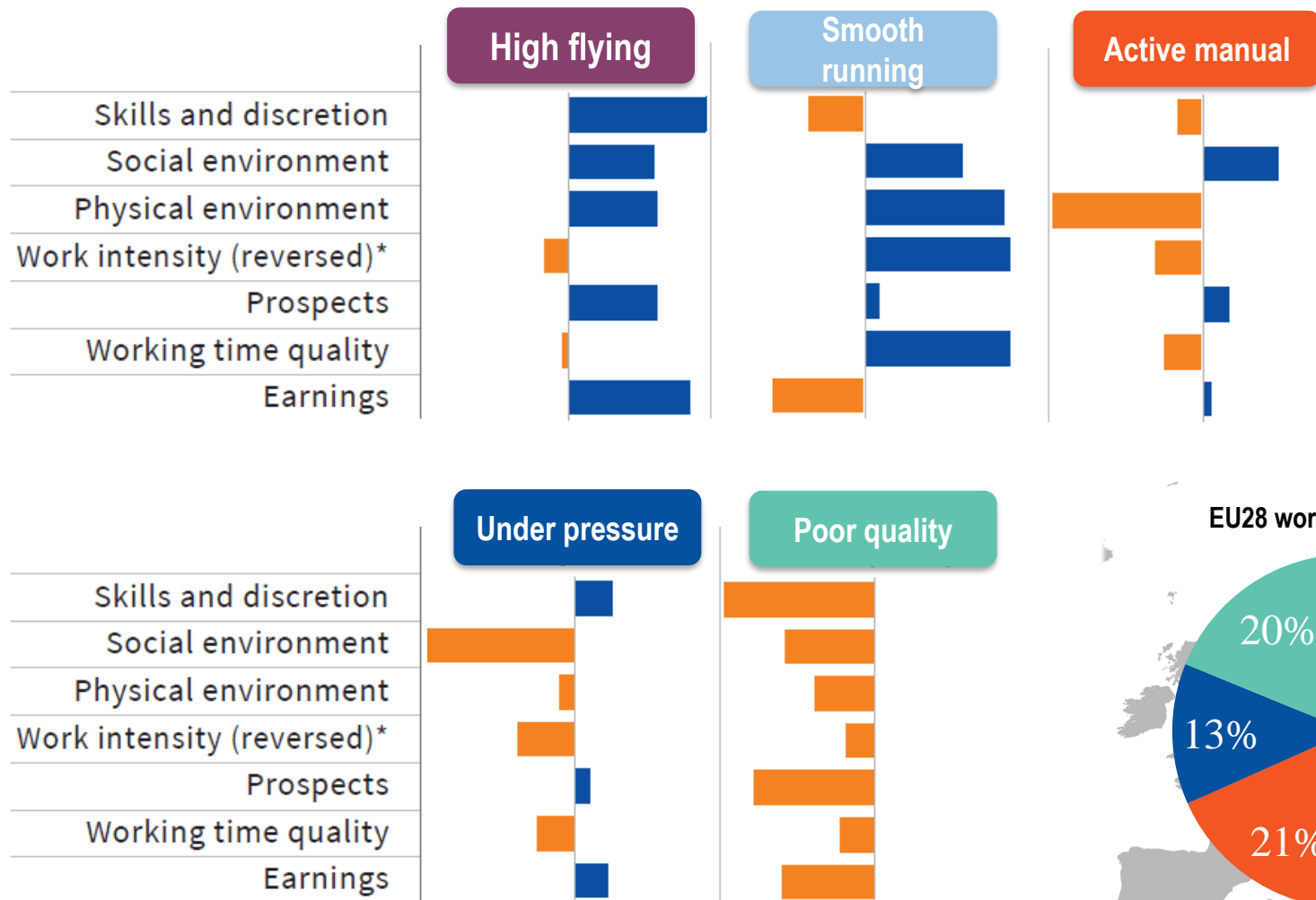
Motivation

Sustainable work

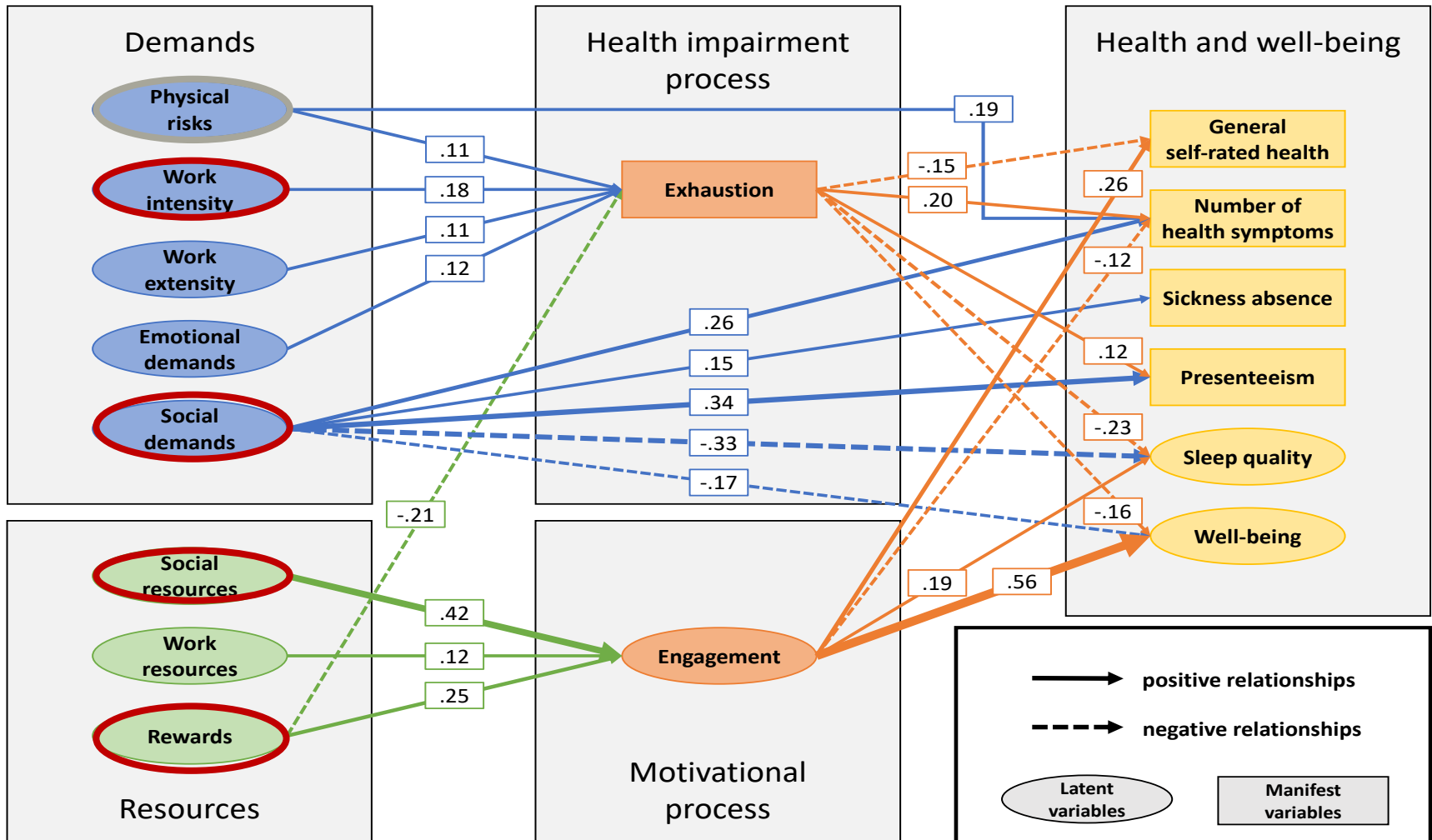
Meaningful work

Social Climate

Job quality profiles

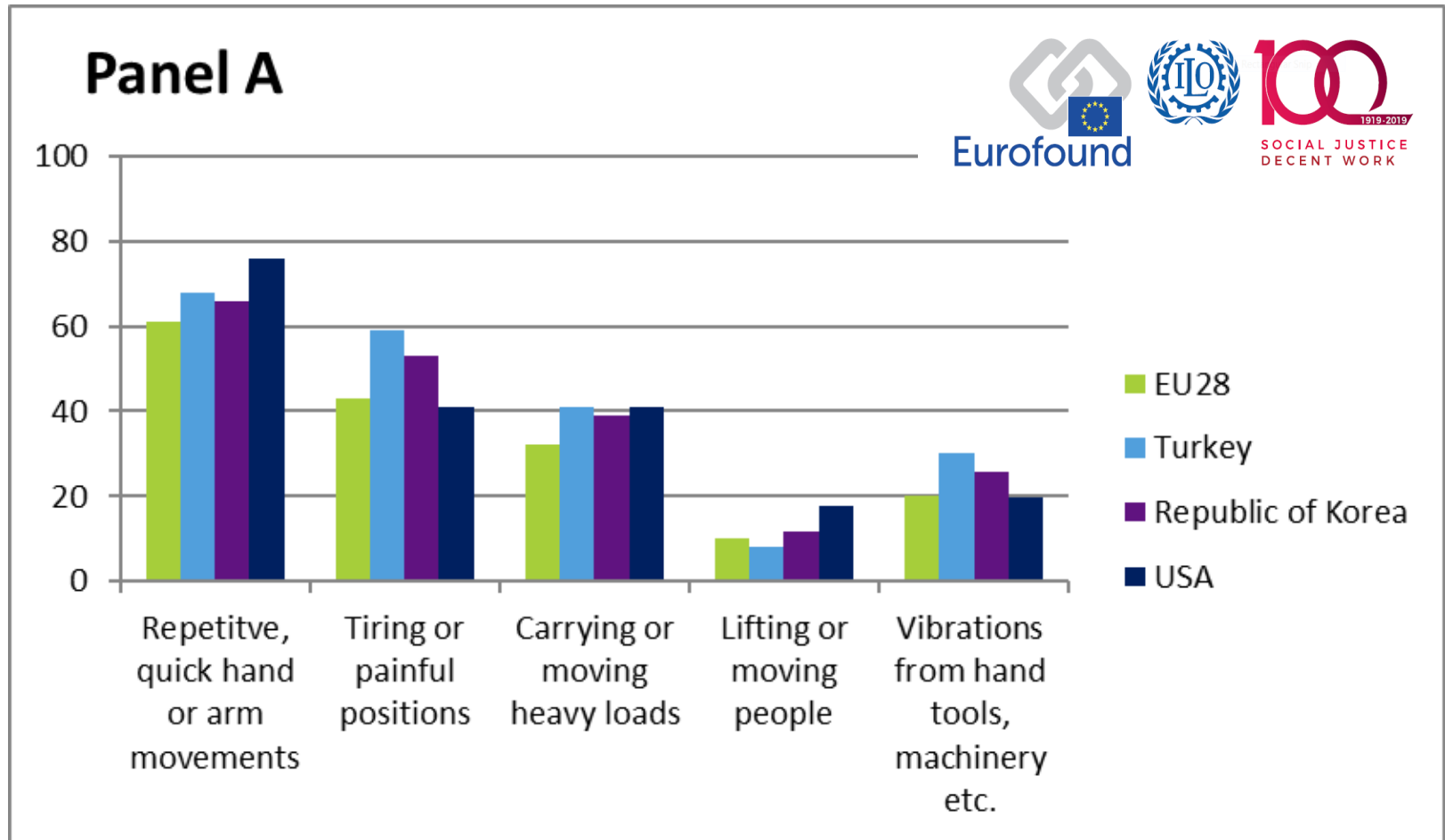


Working conditions and workers' health – a JDR approach



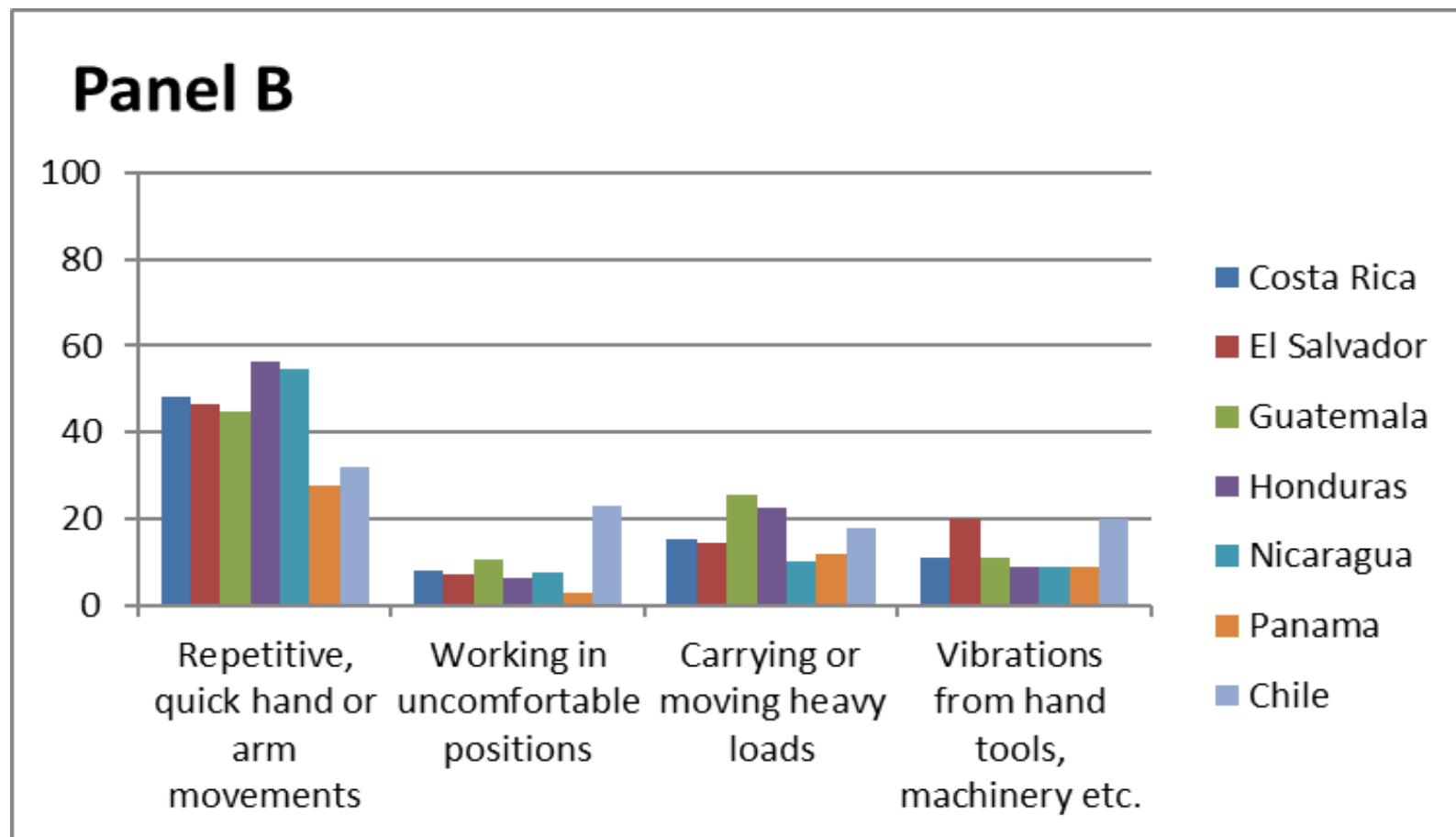
Source: Eurofound (2019), *Working conditions and workers' health*, Publications Office of the European Union, Luxembourg

Common global challenges : Physical environment



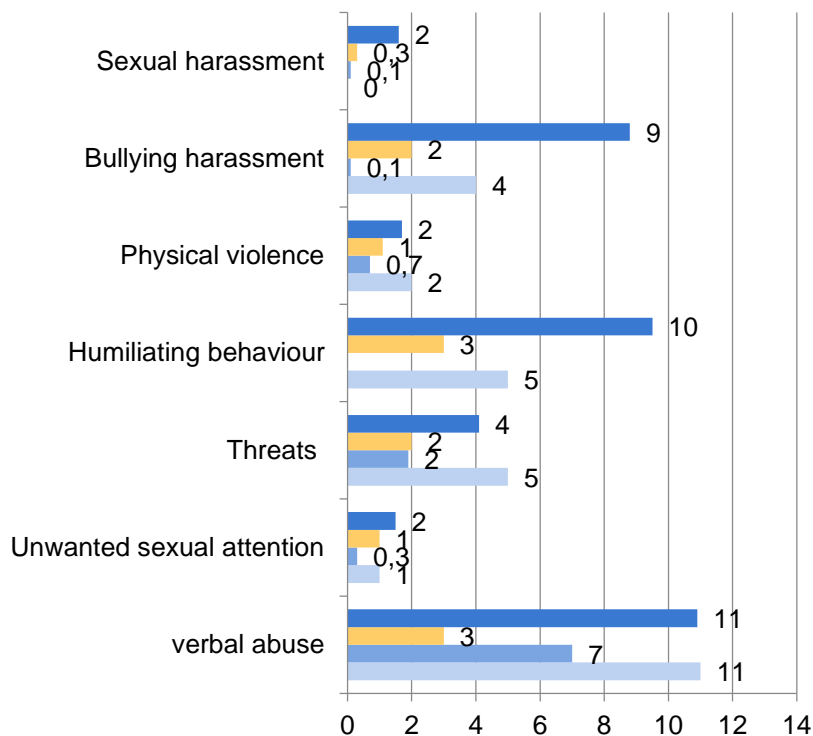
Source: ILO - Eurofound (2019), *Working conditions in a global perspective*, Publications Office of the European Union, Luxembourg

Physical environment (cont).

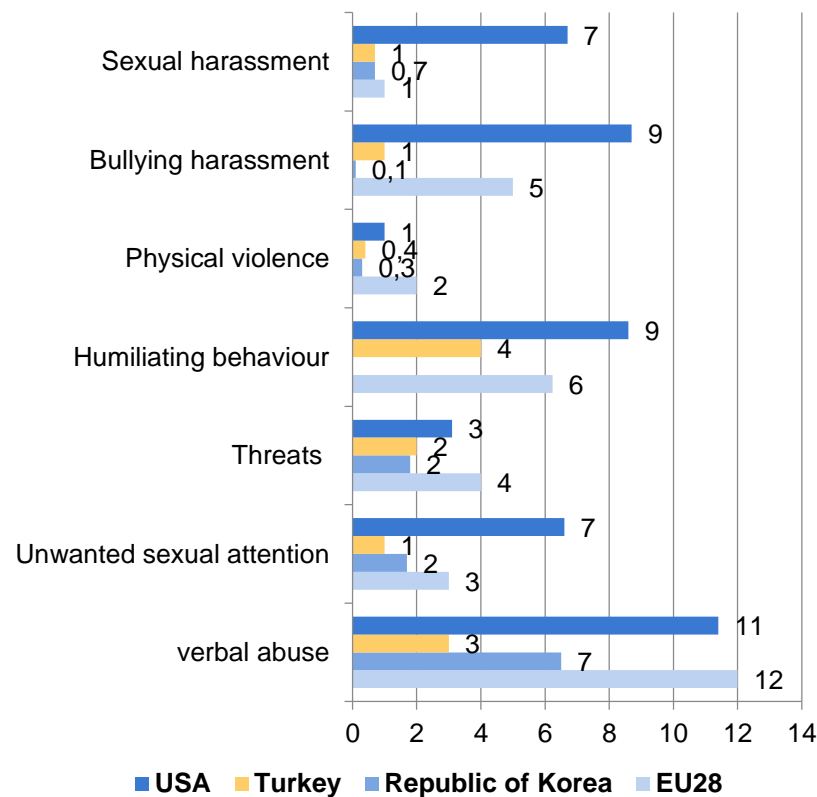


Common global challenge : Exposure to adverse social behaviour

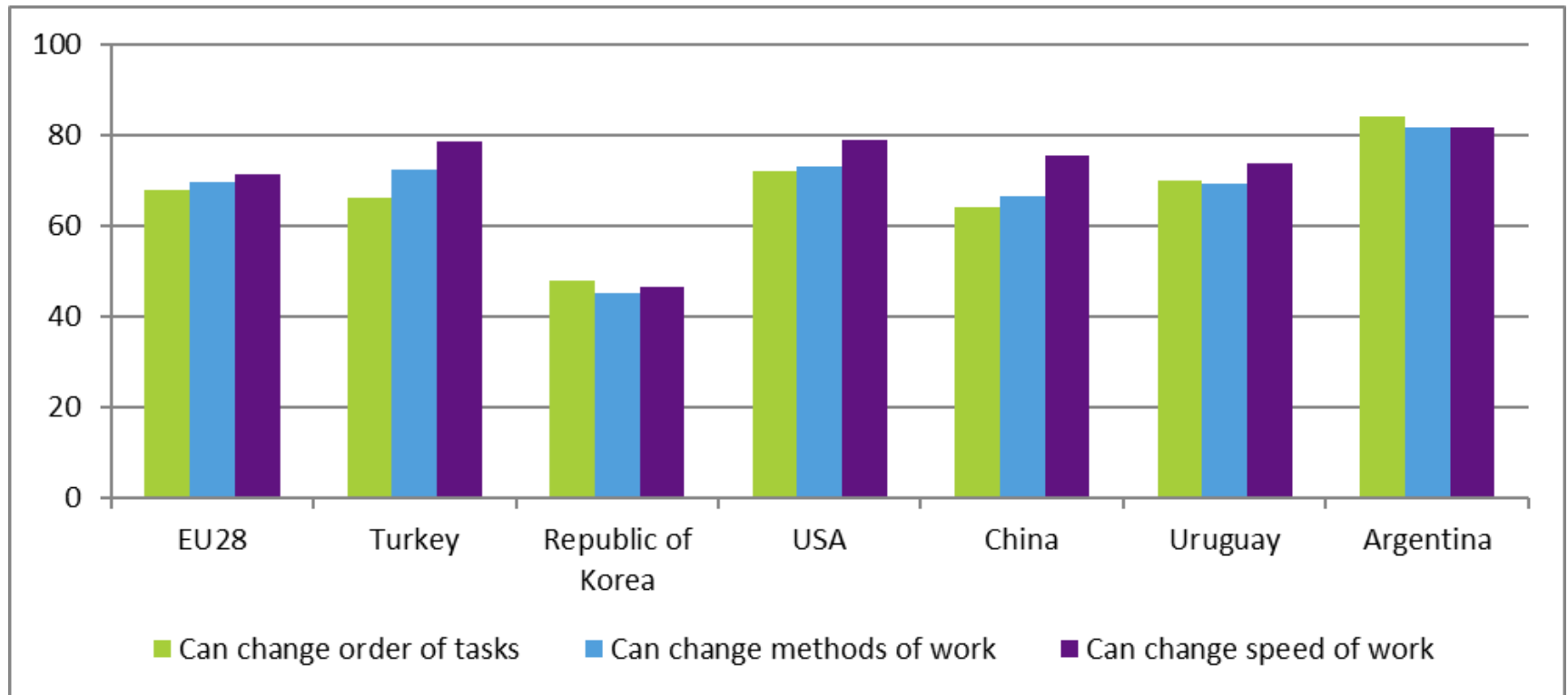
Panel A, men



Panel A, women

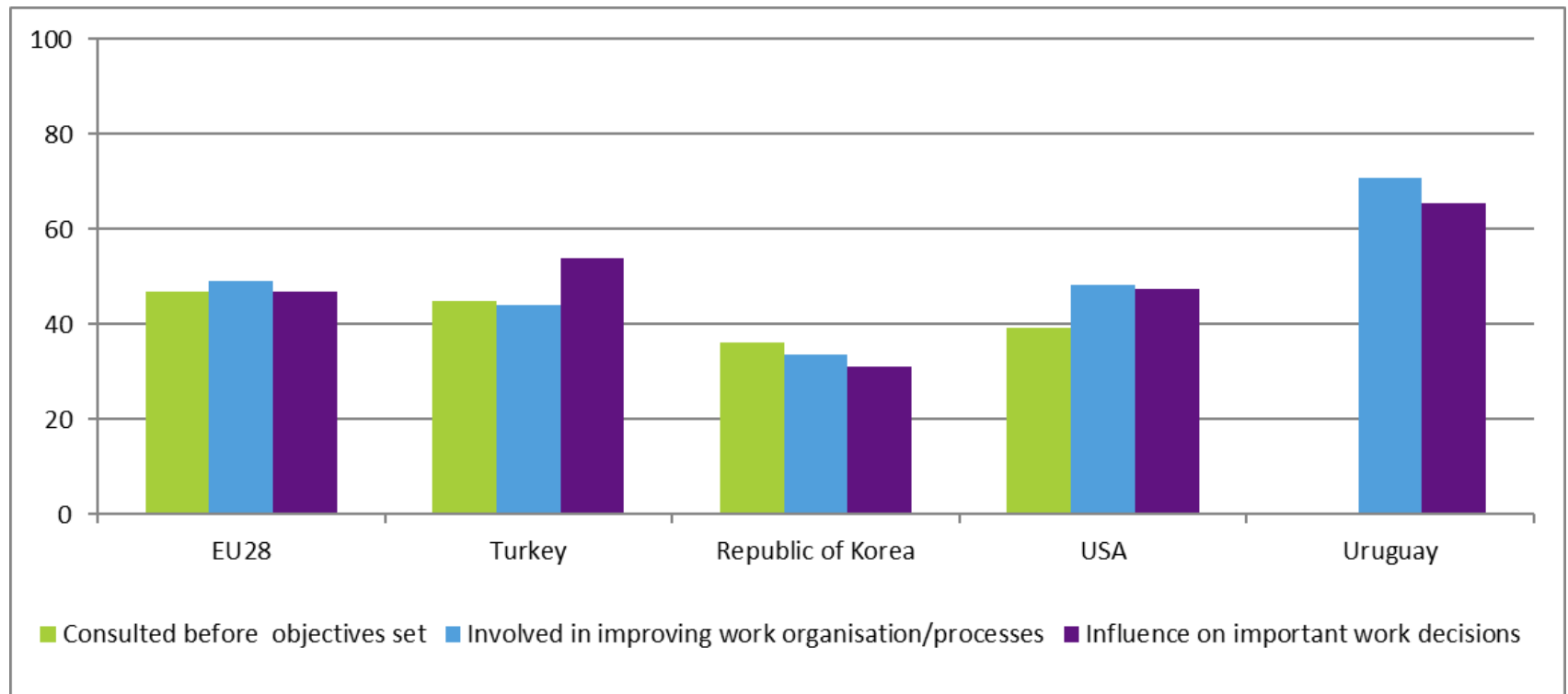


Global working conditions - different choices : task discretion



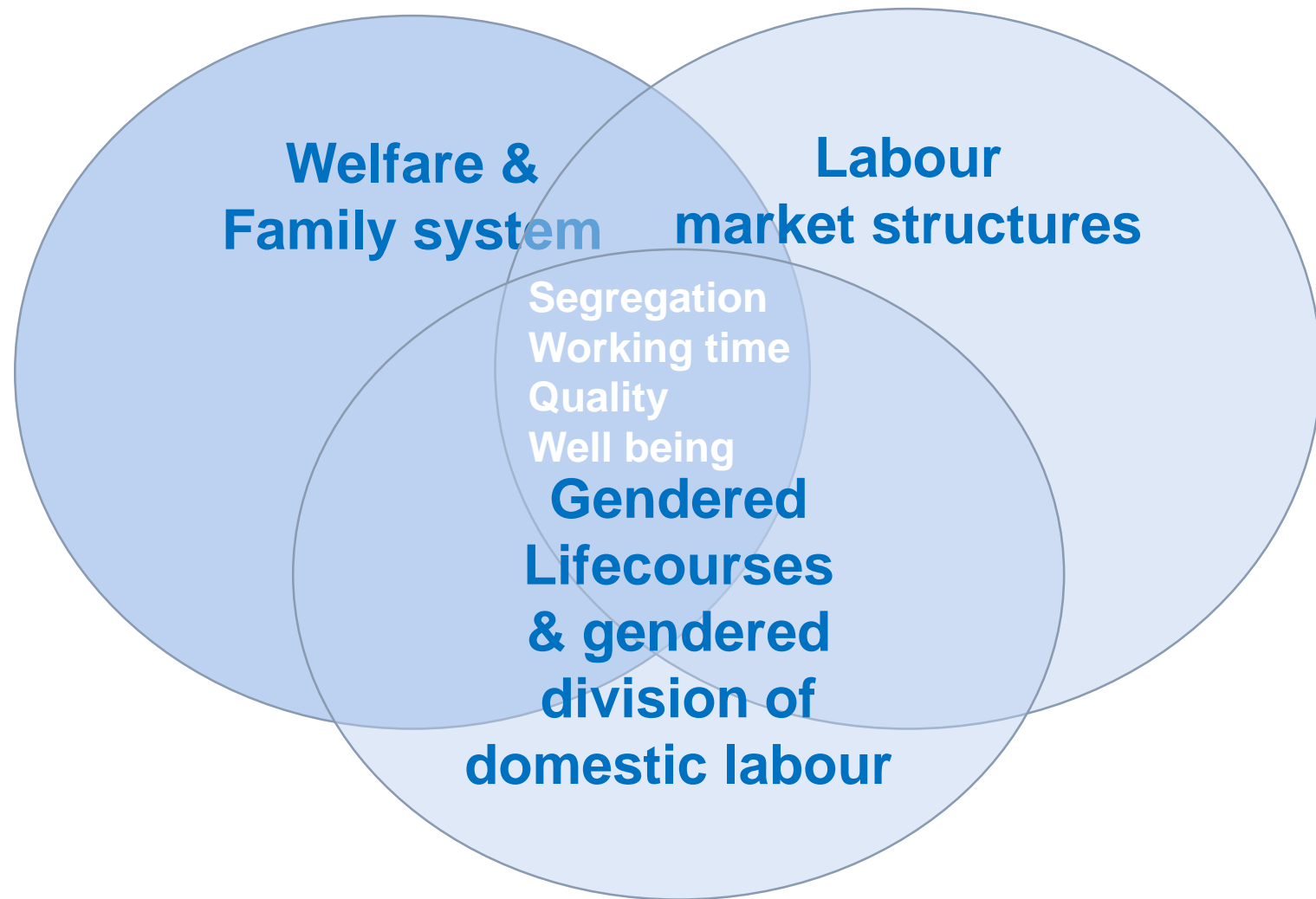
Source: ILO - Eurofound (2019), *Working conditions in a global perspective*, Publications Office of the European Union, Luxembourg

Global working conditions – different choices : organisational participation



Source: ILO - Eurofound (2019), Working conditions in a global perspective , Publications Office of the European Union, Luxembourg

Women and men : systematic differences

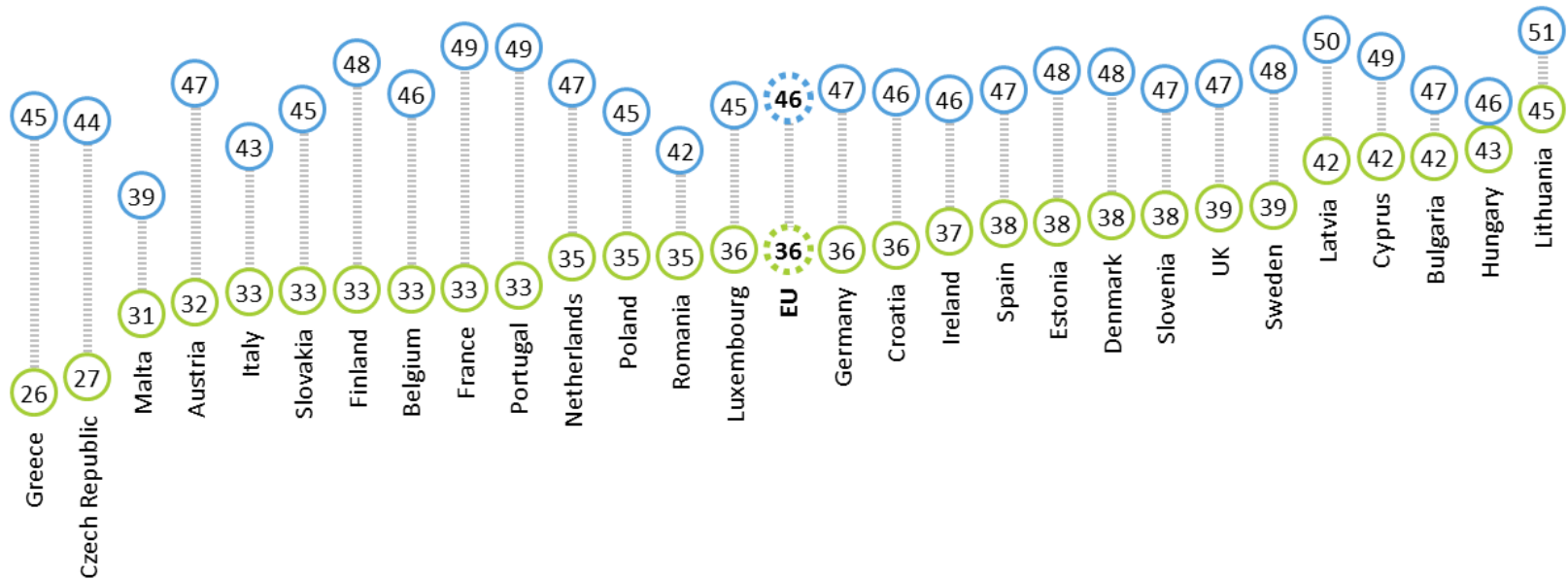


Other groups (eg age) experience systematic differences



Eurofound

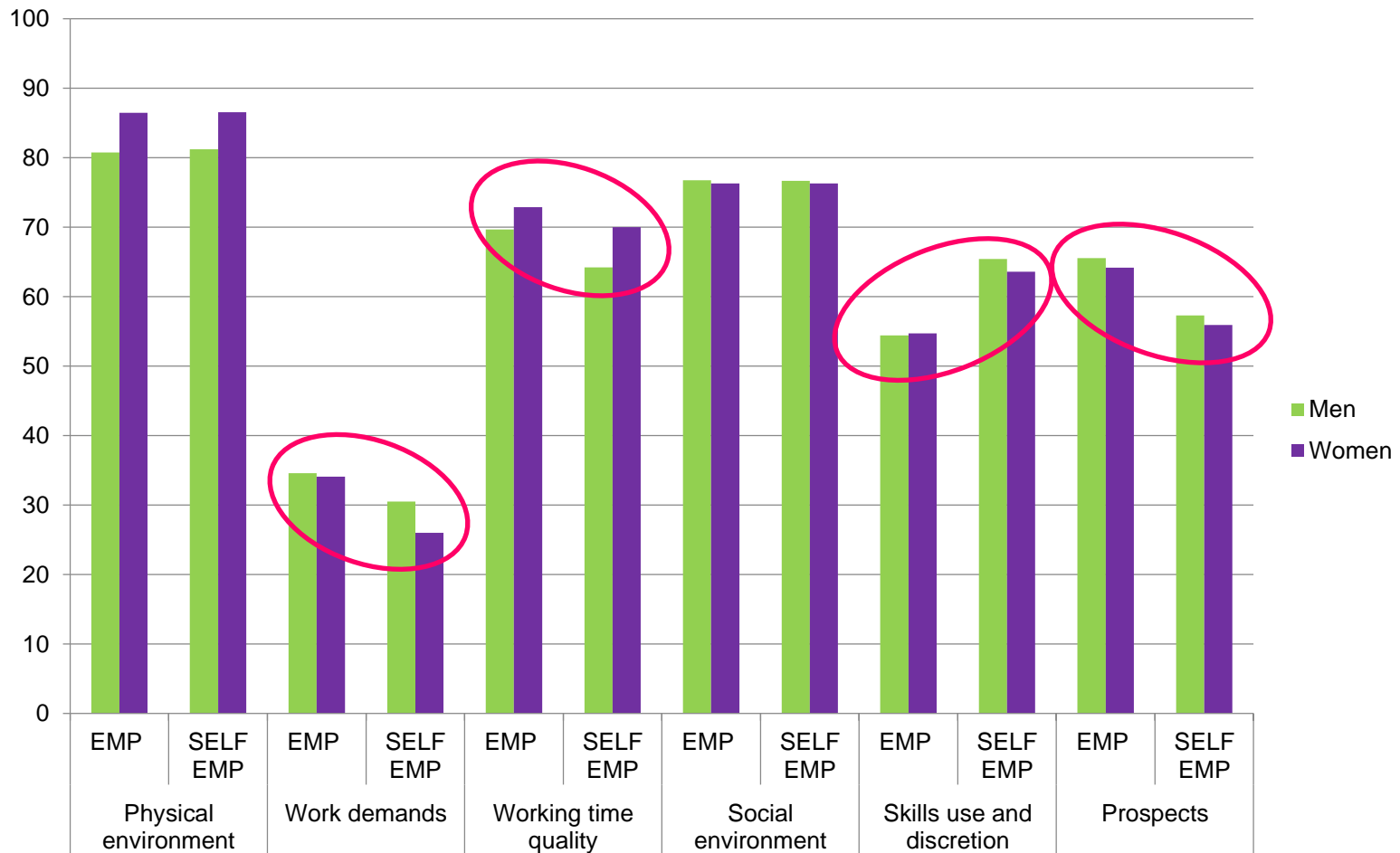
Women managers



Percentage of women in employment

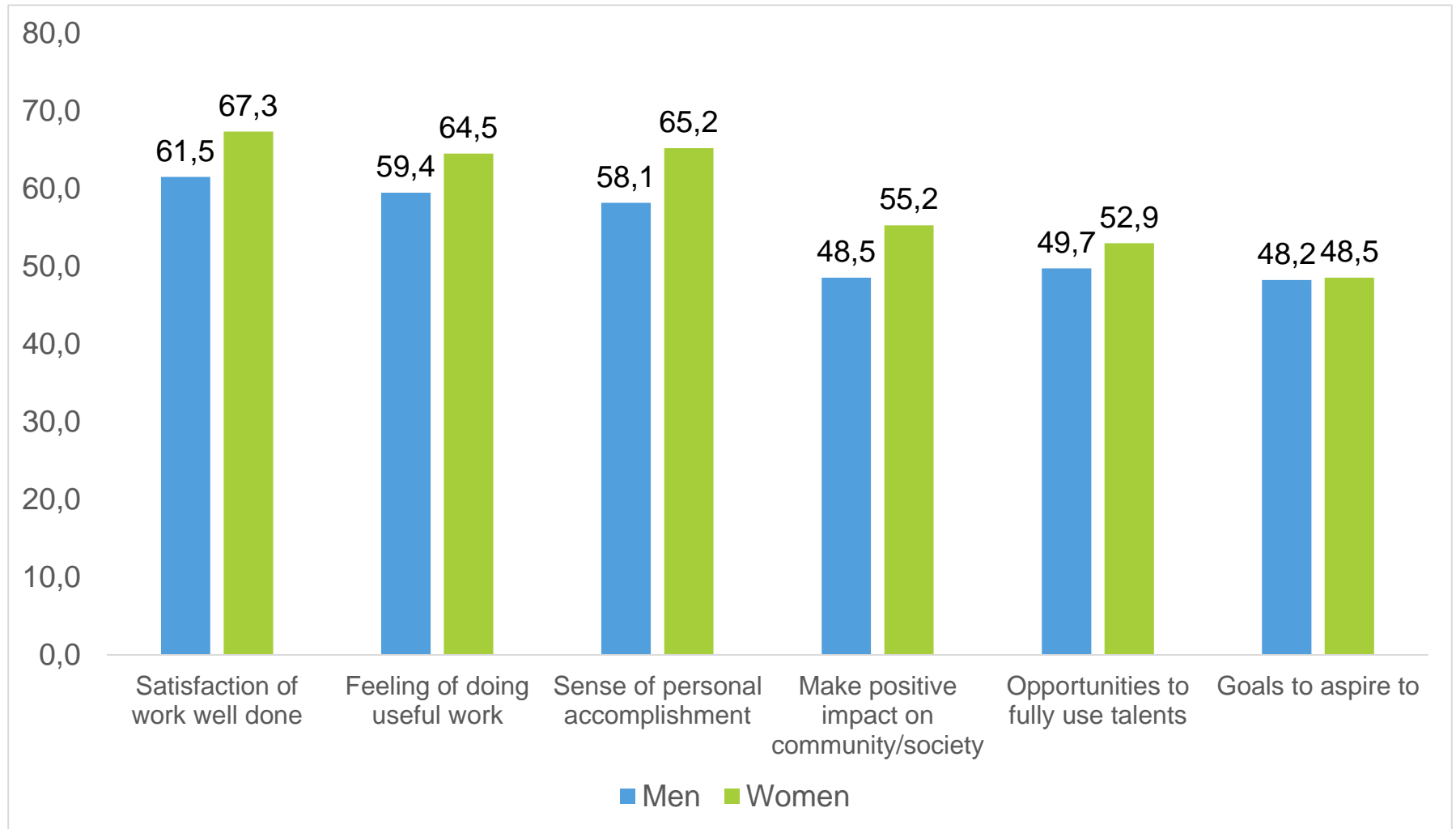
Percentage of managers who are women

Job Quality from a gender perspective



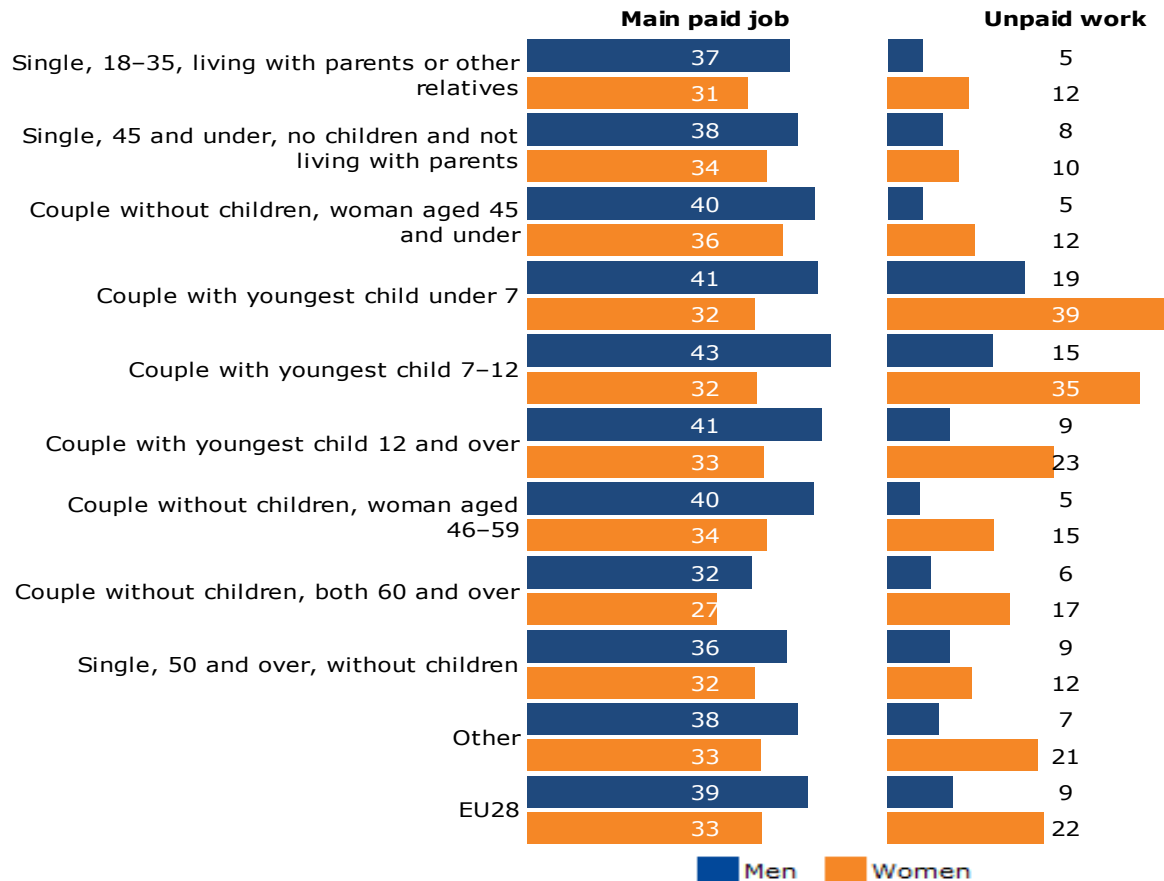
Source Eurofound (forthcoming) gender equality at work, Publications Office of the European Union, Luxembourg

US – Meaningful work, by sex, %



Job quality matter for other policies – e.g. Working time: gender equality, digitalisation, health and well being, caring and working

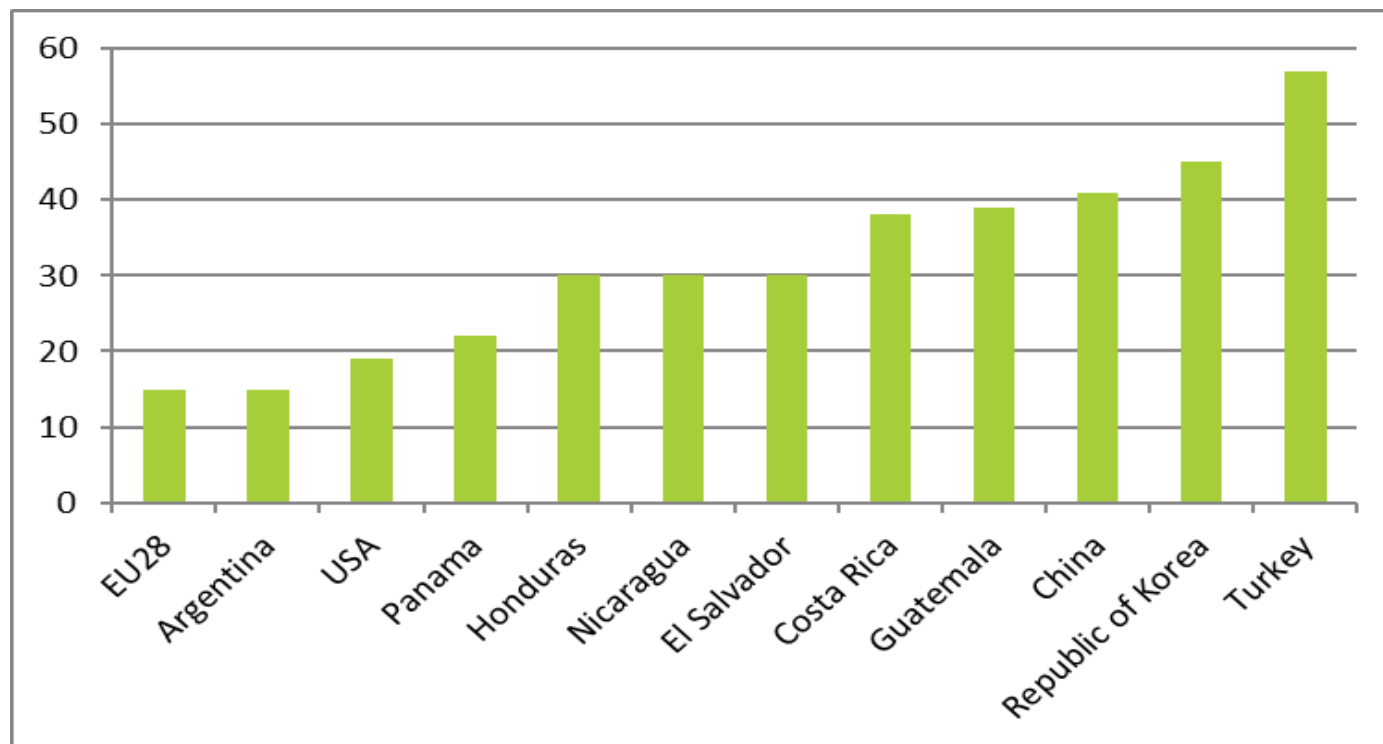
Paid and unpaid work over the lifecycle



Source: Eurofound (2017), 6th European Working conditions survey, Publications Office

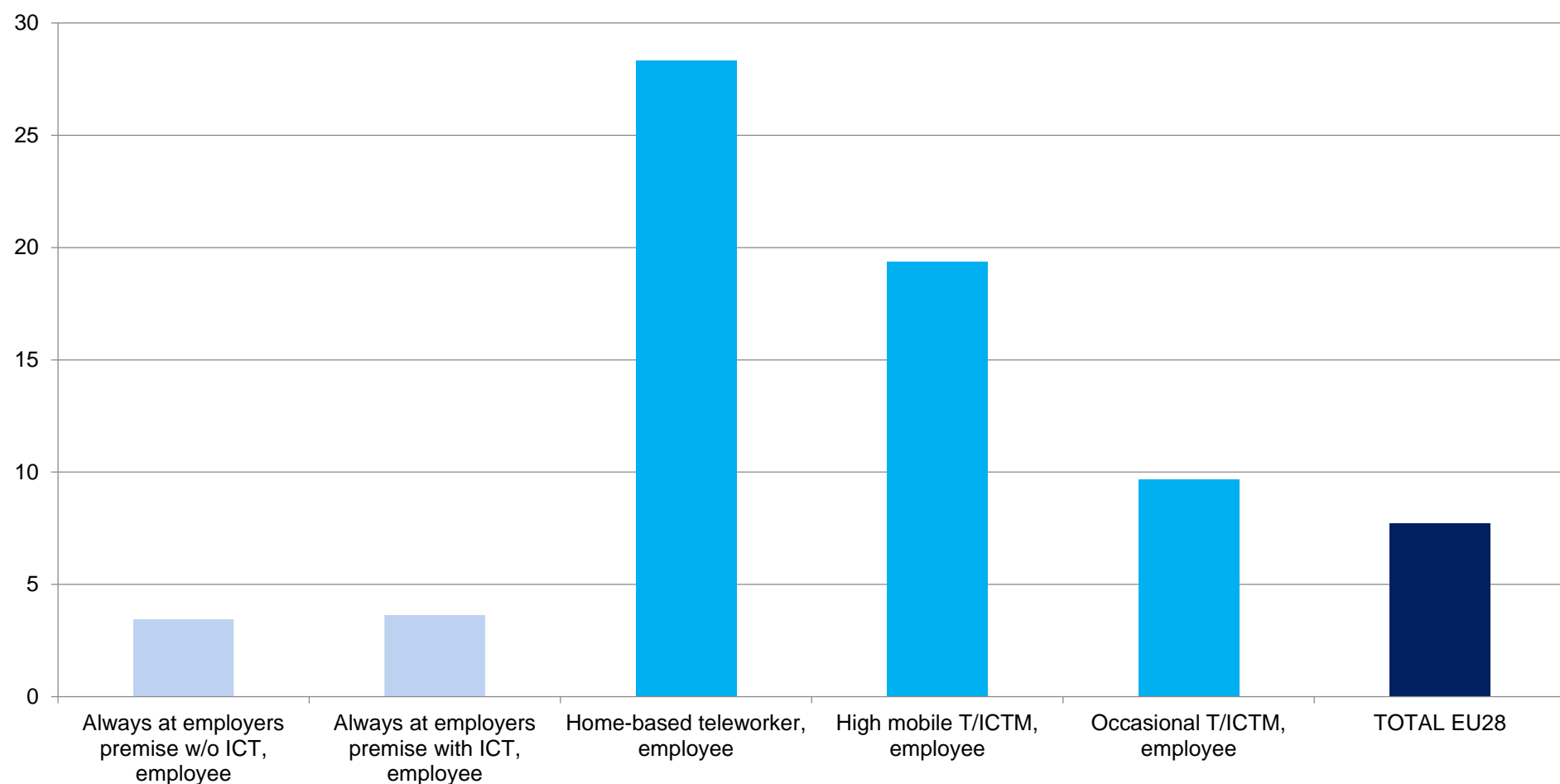
Working long hours : a global approach

% of workers working more than 48 hours per week



Everywhere, those working long hours work also more intensively

ICT mobile work and work in free time (daily or several times a week)



Source: ILO - Eurofound (2017), *Working anytime, anywhere : the effects of the world of work*, Publications Office of the European Union, Luxembourg

Diversification and fragmentation : Employment status and Job Quality Indices

	Good social env.	Good physical env.	Skills and discretion	Work intensity	Prospects	Working time quality	Job strain
<i>P-value</i>	***	***	***	***	***	***	***
An indefinite contract	77	84	56	35	67	71	11%
A fixed term contract (1y)	76	83	52	34	47	70	14%
A fixed term contract (-1y)	77	81	44	36	41	70	23%
Self-employed without employees – dep.	70	83	54	27	44	72	9%
Self-employed without employees	72	83	64	26	49	67	2%
Self-employed with employees	86	84	71	35	62	60	3%
Total	77	83	56	34	60	70	11%

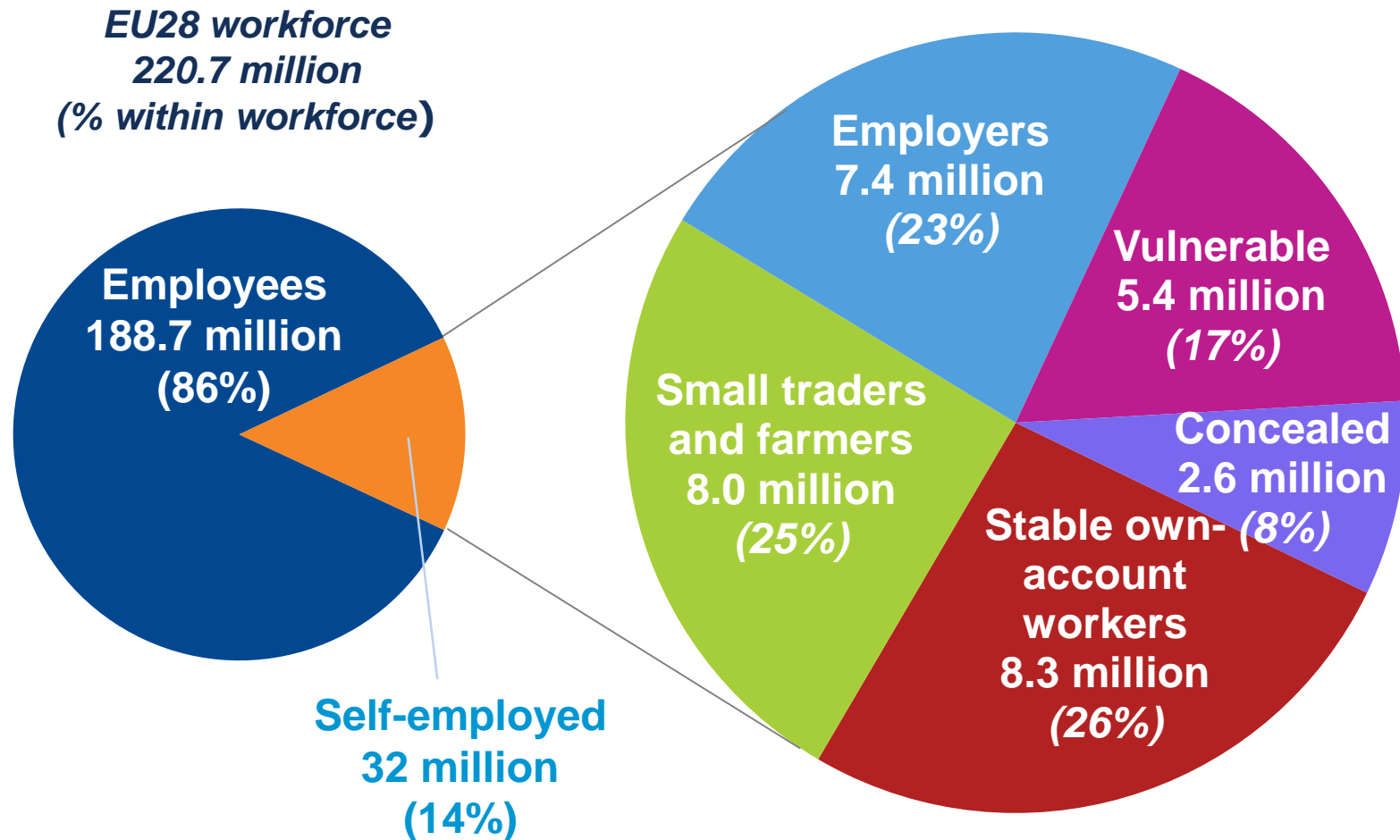
Source: Eurofound (2018), *does employment status matter for job quality*,
Publications Office of the European Union, Luxembourg

Does the employment status matter (cont.) ?

	Dimensions of Job Quality					
	Physical environment	Work intensity	Working time quality	Social Environment	Prospects	Skills and Discretion
Fixed-term>1year		Light	Dark		Dark	Light
Fixed-term<1year			Light	Light	Dark	Dark
Self-emp, no employees - dependent		Dark	Light	Dark		Dark
Self-emp, no employees - independent	Light	Dark	Dark	Dark		Dark
Employers		Dark	Dark	Light	Dark	Dark
Parttime (< 34hrs)		Dark	Dark	Dark		Dark

Regression results controlling for individual characteristics, occupation, sector and others. Only statistically significant results are reported in the table:
 Dark shades: highly significant ($p < 0,001$), light shades: significant ($p < 0,01$),

Diversification and fragmentation : self employed



Stable own-account workers (26%)

**Opportunity,
independent,
autonomous**

99% does not
employ staff

93% has more than
one client

12% self-employed
out of necessity

90% able to take
time off



Vulnerable (17%)

**Dependent,
precarious,
necessity**

**40% out of
necessity**

**55% only
one client**

**48%
difficult to
find new
clients**

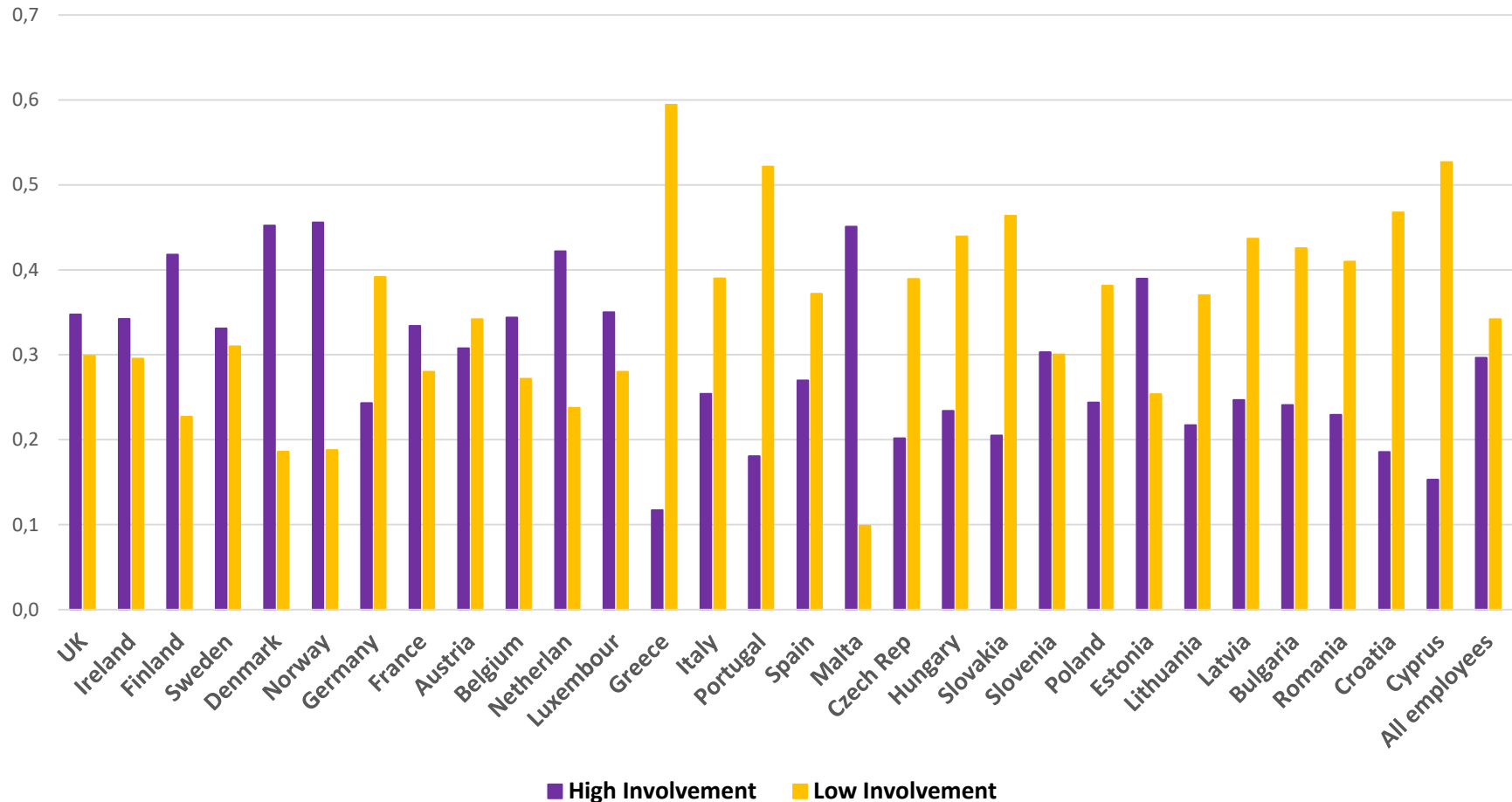
**63% in
lowest
income
quintile**

**98% no
training**



Work organisation matters

Percentage of Employees in High and Low Involvement Organisations by Country



Source: Eurofound (forthcoming), work organisation, engagement and skills development , Publications Office of the European Union, Luxembourg

If we want to get the future of work that we want, we need data to know where we are and chart our path

7th EWCS will take place in 2020

www.eurofound.europa.eu/surveys/european-working-conditions-surveys

Or key topic . Working conditions and sustainable work

Merci,

Agnes.parent-thirion@eurofound.europa.eu on behalf of
the activity working conditions and sustainable work