



European Foundation
for the Improvement
of Living and Working
Conditions

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

Europe's slow-burning issue: Making work sustainable

International Conference on Occupational Health and Safety
in a Changing World of Work, Brdo, 2017 June

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VSE AVTORSKE PRAVICE SO PRIDRŽANE.

**GRADIVA NI DOVOLJENO RAZMNOŽEVATI ALI
RAZPOŠILJATI V KAKRŠNIKOLI OBLIKI BREZ
PREDHODNEGA PISNEGA**

**DOVOLJENJA AVTORICE IN MINISTRSTVA ZA DELO,
DRUŽINO, SOCIALNE ZADEVE IN ENAKE MOŽNOSTI.**

Outline

Sustainable work over one's working life

Job quality

Age, work and sustainable work

Job quality and health

Reconciliation between work and private life over one's life course,
new ways of working

European Working Conditions Survey

49

language
versions

43,850

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

35

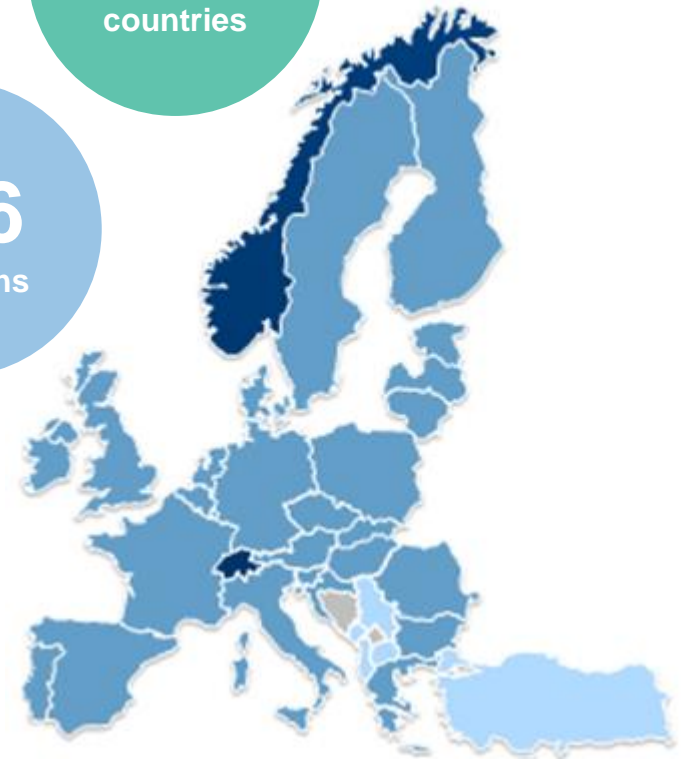
countries

106

questions

45

minutes

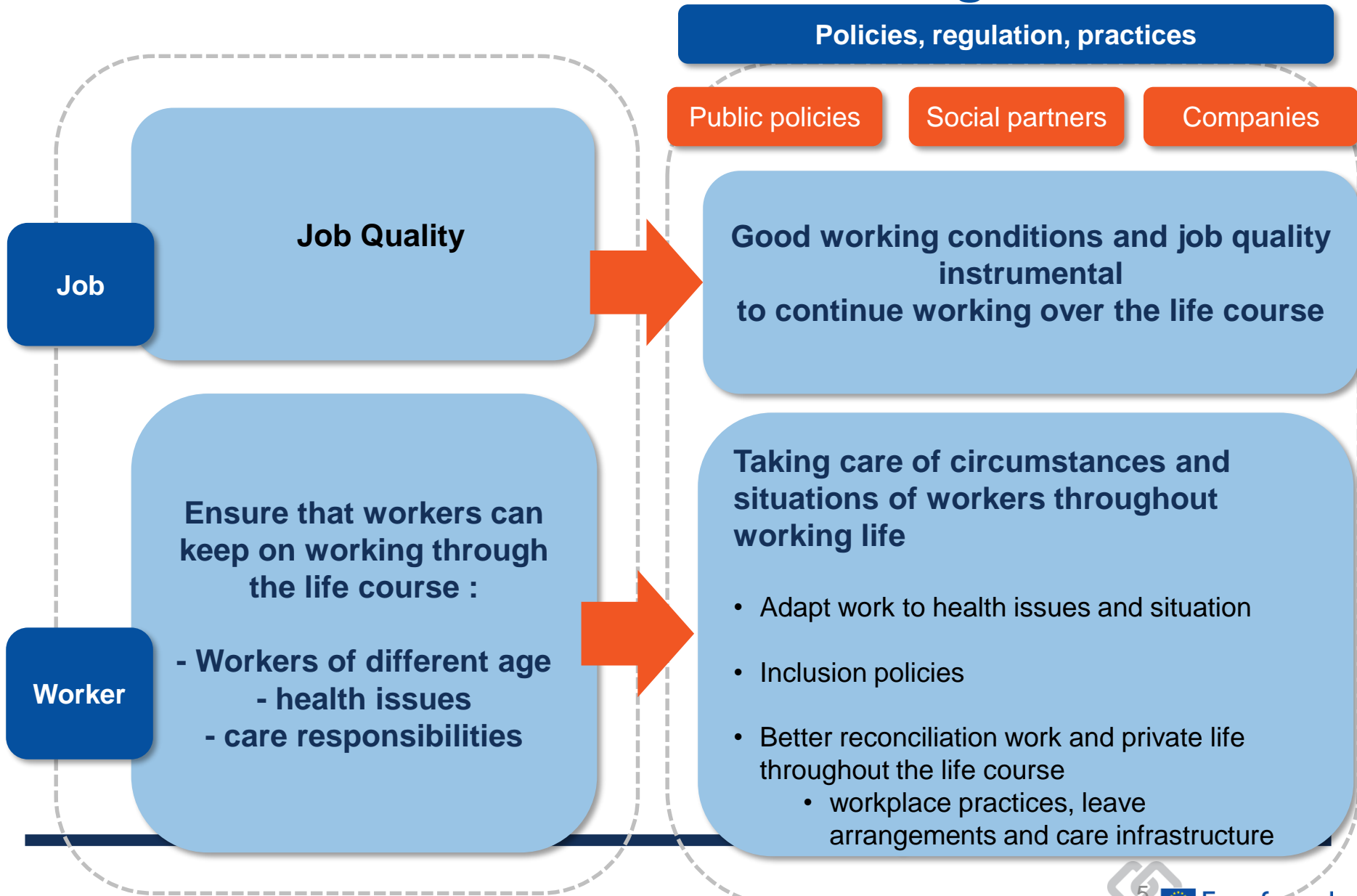


Sixth edition

1991, 1995, 2000, 2005, 2010,

2015

Sustainable work over one's working life



Job quality

Physical environment

- Posture-related
- Ambient
- Biological and chemical

Work intensity

- Quantitative demands incl. emotional
- Pace determinants and interdependency

Working time quality

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

Social environment

- Adverse social behaviour
- Social support
- Management quality

Skills and discretion

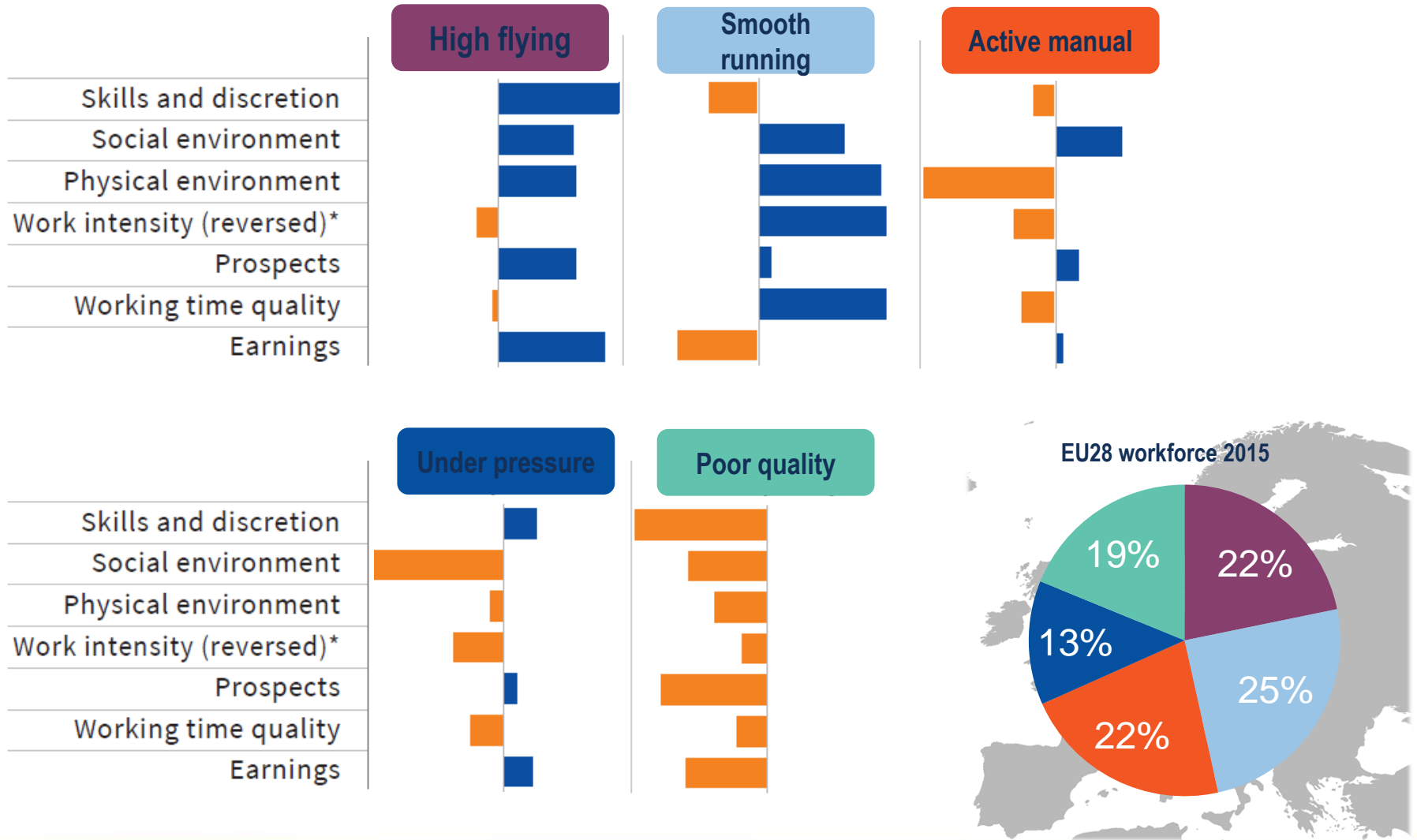
- Cognitive dimension inc. computer use
- Decision latitude
- Organisational participation
- Training

Prospects

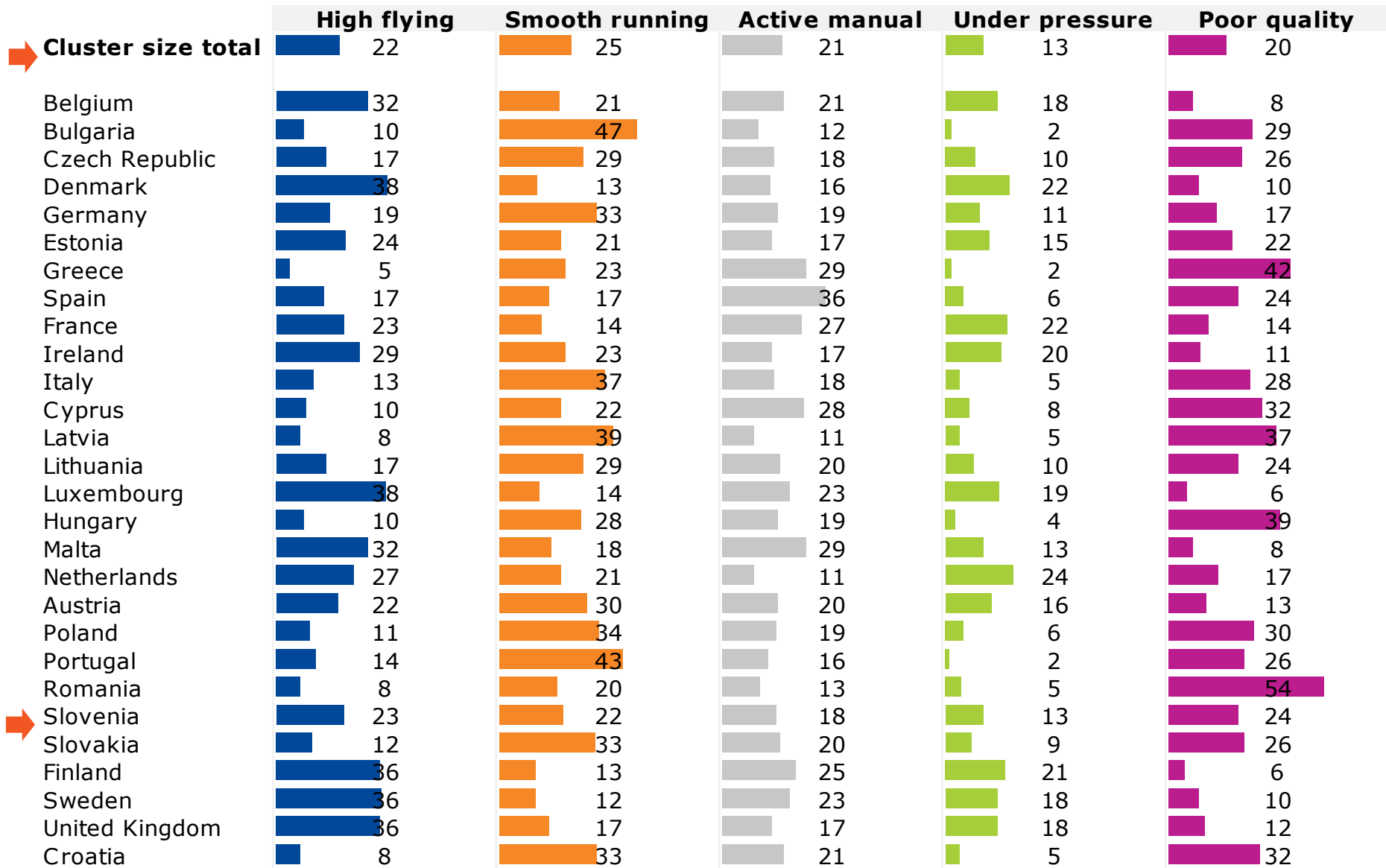
- Career prospects
- Employment status
- Job security
- Downsizing

Earnings

Job quality profiles



Source: 6th EWCS



Age, work and sustainable work

Differences in working conditions of workers by age

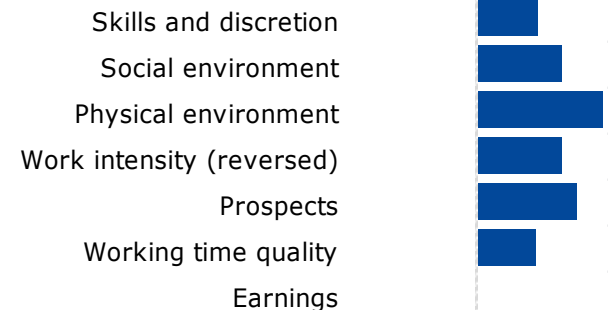
- Young workers exposed more to certain working conditions
- Risks spread over working life - nightwork, shiftwork, intensity
- Older workers less access to training, career prospects, learning

73% of workers report being able to do the job until 60

- Men more than women
- 1 in 5 wants to work 'as long as possible'

Sustainable work associated with

- All job quality indices
- (Except earnings)



Source: 6th EWCS

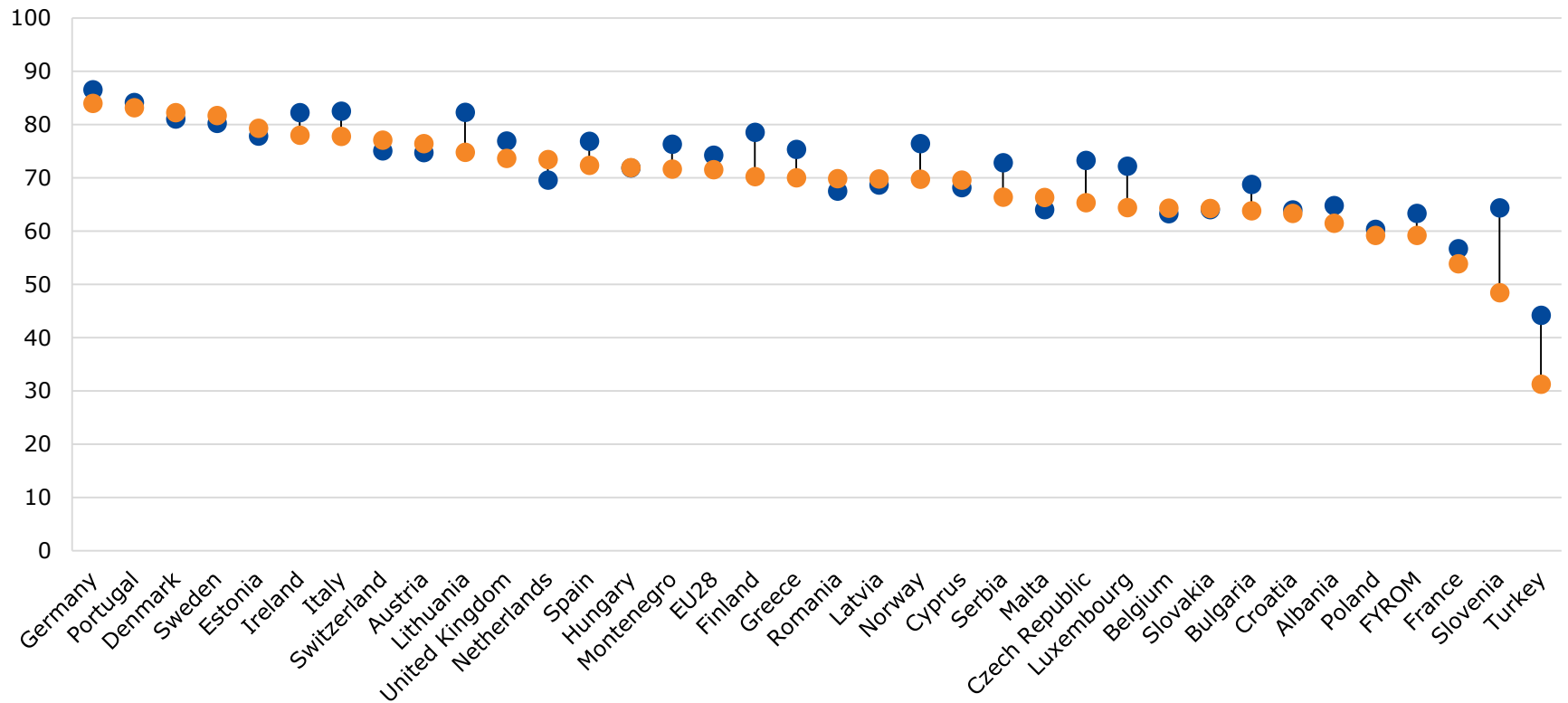
Considerable country differences

- The percentage of workers able to do the same job or a similar one until 60 (or in 5 years time for those over 55) varies considerably:
 - EU28: 73%
 - Sweden, Denmark, Ireland, Germany, Portugal: more than 80% of the workers
 - France, Slovenia: less than 60%



Source: 6th EWCS

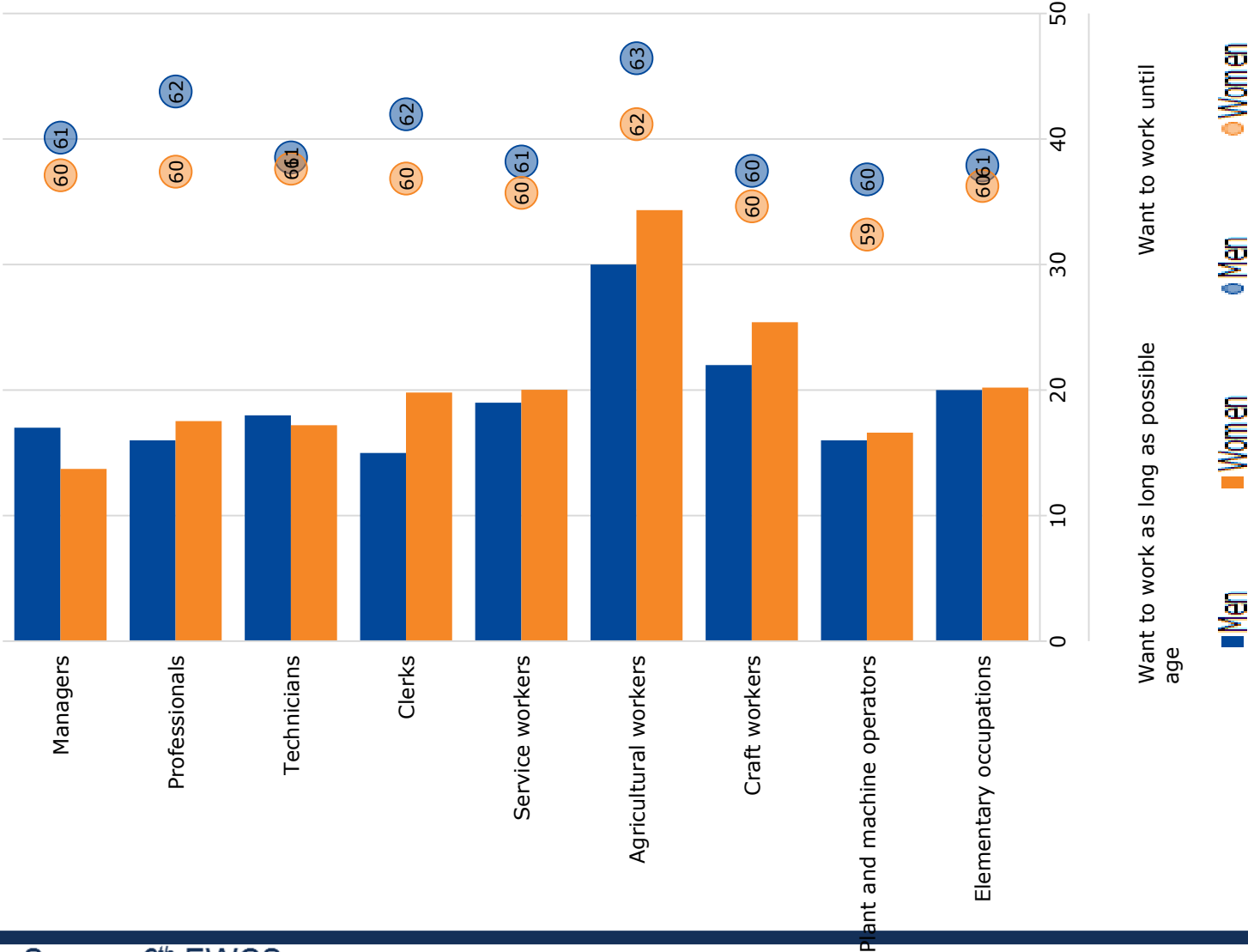
Able to work until 60 by country and sex



Source: 6th EWCS

● Men ● Women

Age at which workers wish to stop working



Source: 6th EWCS

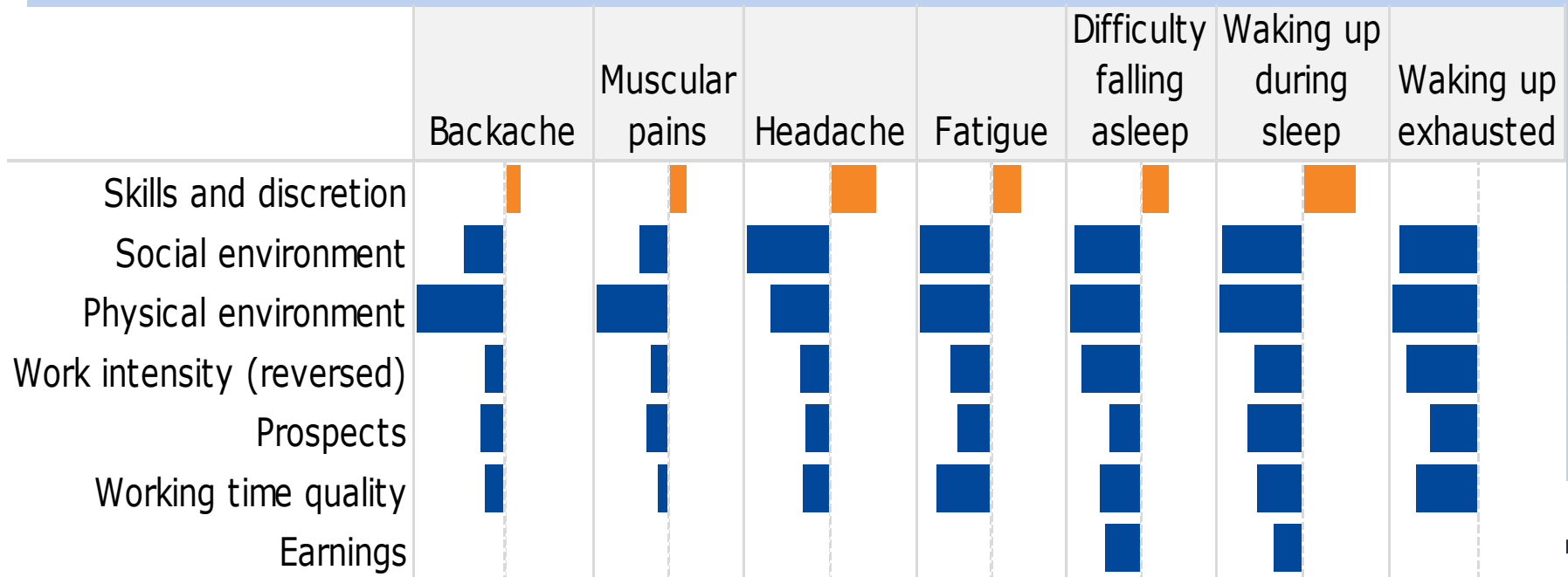
Job quality and health

One in four says work affects their health negatively

6 % at risk of mental well-being problems

One in three report backache, MSDs, fatigue

Integration of workers with chronic illness



Source: 6th EWCS

Inclusive labour market

**More
inclusive
workplaces**

- 1 in 5 has long-standing illness
 - Increases with age
- Half have limitations in daily activities
- Workplaces adapted for up to 29%
- One in four would need more changes

Reconciliation work and private life

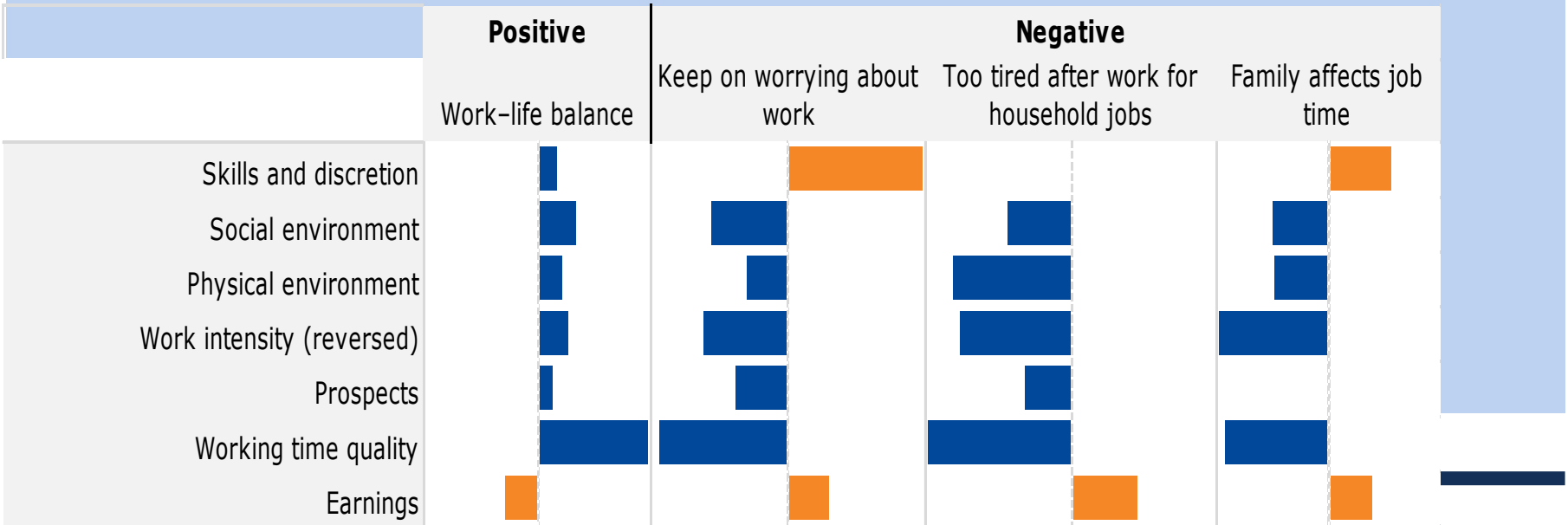
Work-life balance

associated negatively with long, irregular, asocial hours, working outside working hours to meet work demands

associated positively with shorter hours, autonomy, work from home and being able take time off at short notice

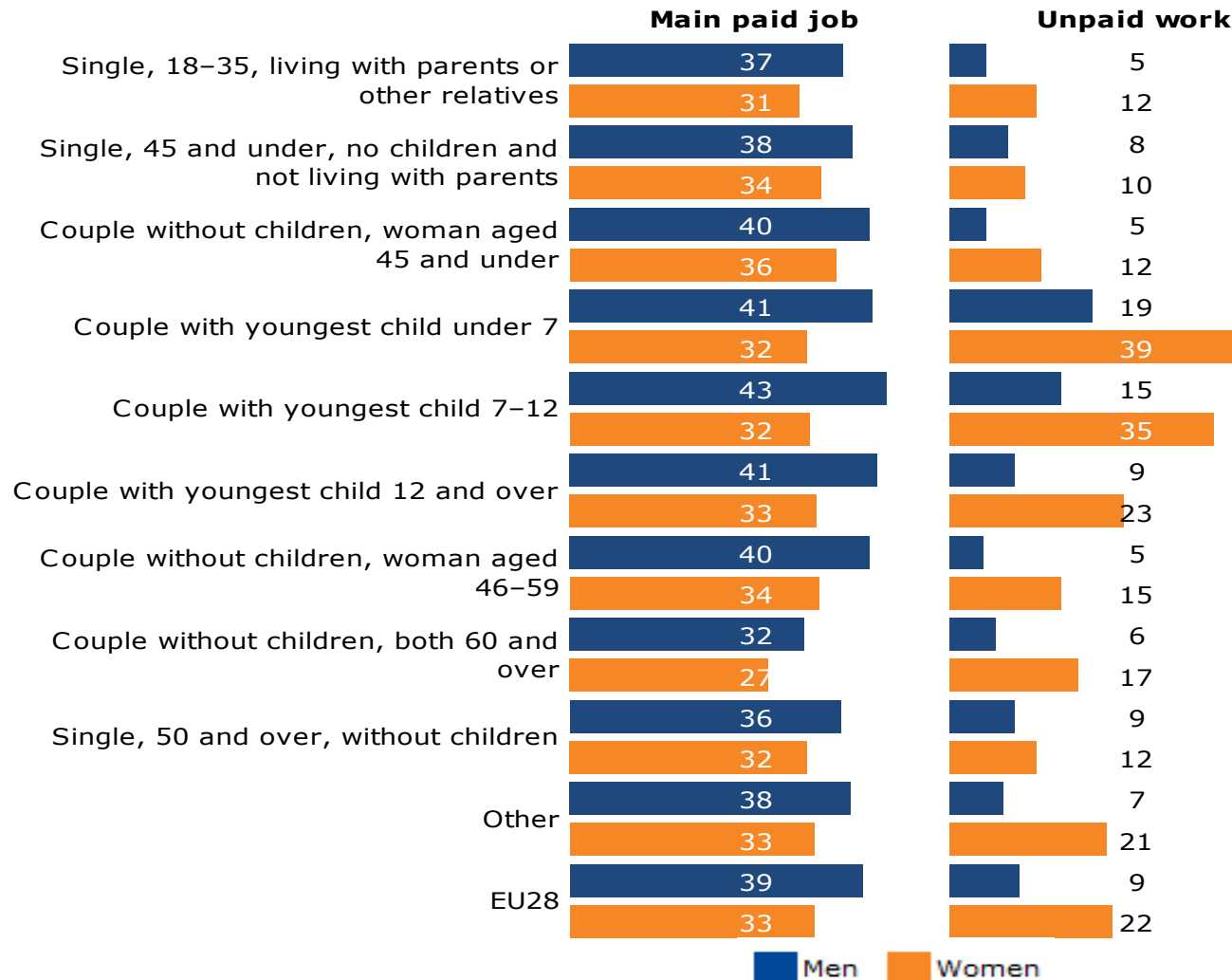
19% report poor work-life balance

- more men than women - women do more unpaid work
- most intensive time when children



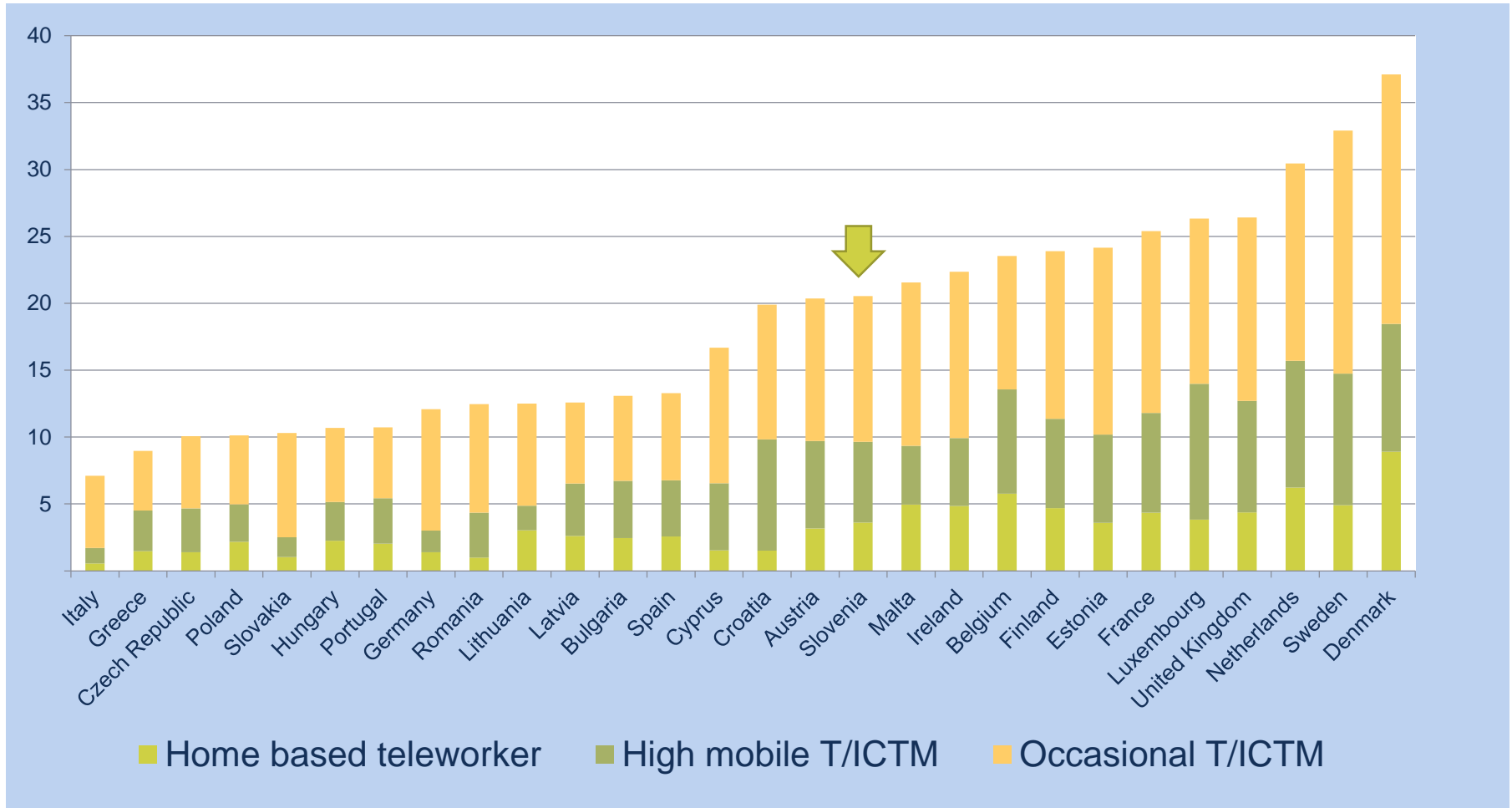
Source: 6th EWCS

Uneven distribution of unpaid work, at different phases of one's life



Source: 6th EWCS

New way of working :working anywhere anytime



Source: 6th EWCS, ILO/Eurofound report 'Working anywhere, anytime'

Working anywhere and anytime and sustainability of work

- Longer working hours, including supplemental working time / availability
 - Ambiguous effects or double edge sword of the “blurring”: e.g. poorer and better work-life balance
 - Overall good for productivity
 - More intensity (stress) but more sovereignty
 - Lack of attention to ergonomics and isolation
- > depends very much on how this is introduced and managed
- > from the European telework directive to ... the right to disconnect

Source: 6th EWCS, ILO/Eurofound report ‘Working anywhere, anytime’

A final reflection

Circumstances of individual needs to be taken into account to ensure workers can engage in work over the life course

No **'one fits all' solution** for all workers and situations

Transitions over the life course are important

All actors have role to play: governments, social partners, company actors

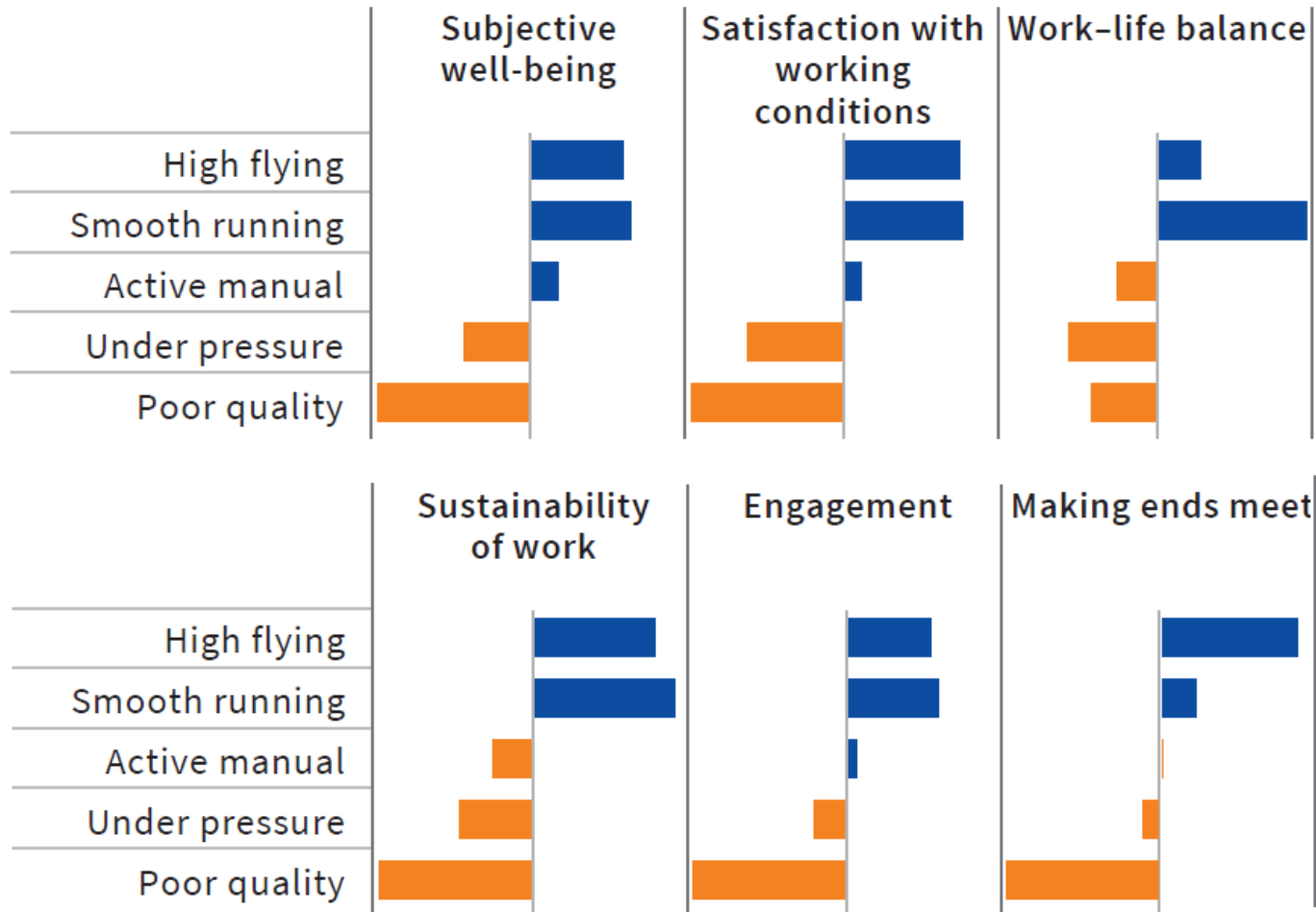
Job quality associated with sustainability of work and reconciliation of work and private life

Thank you

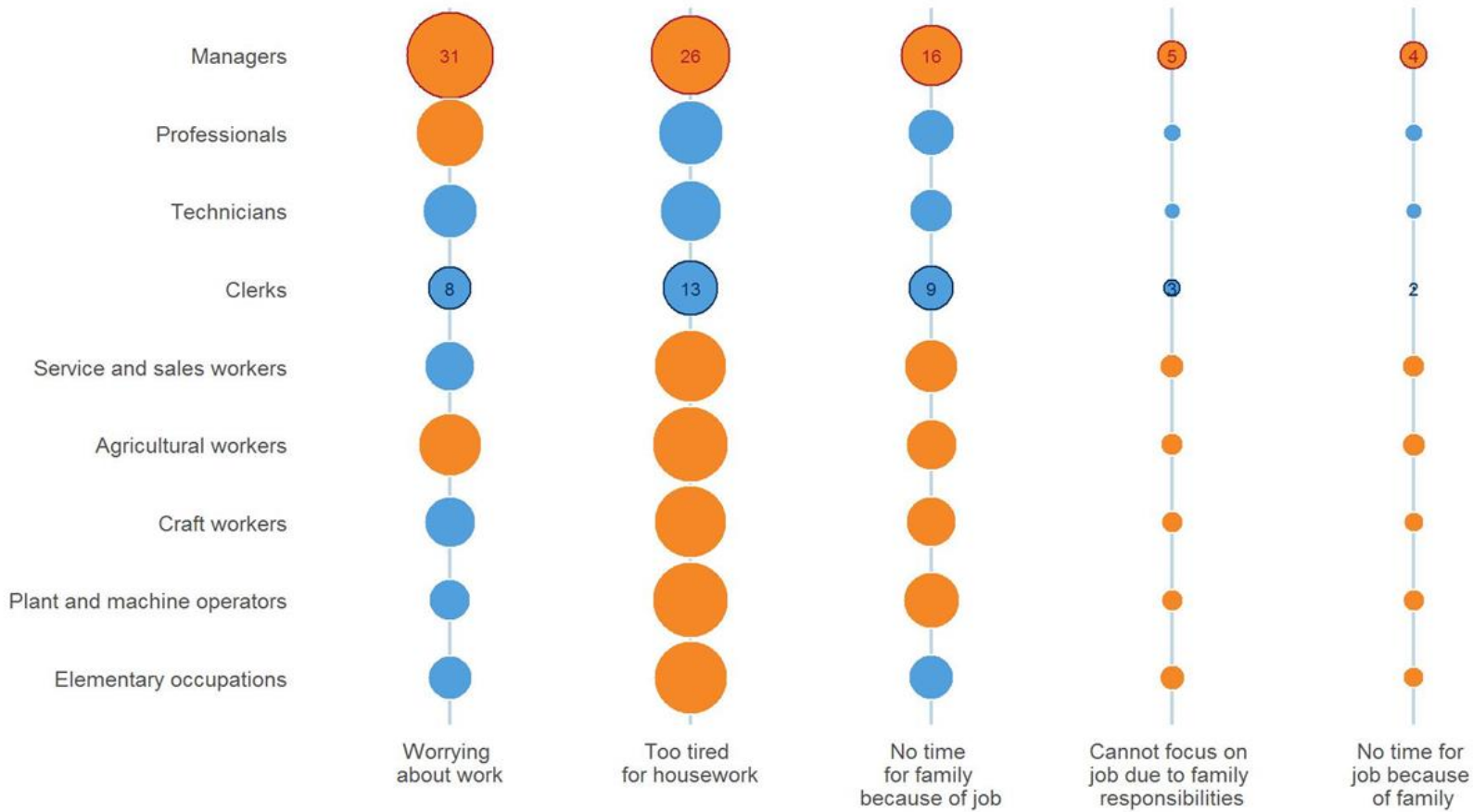
Website: eurofound.europa.eu
Email: gve@eurofound.europa.eu

Overview report 6th EWCS:
<https://www.eurofound.europa.eu/publications/report/2016/working-conditions/sixth-european-working-conditions-survey-overview-report>

Job quality profiles and quality of working lives



Work family conflicts by occupation



Within work-family conflict ● above average ● highest percentage ● below average ● lowest percentage