

# Public tribune on occupational safety and health (Ljubljana, 27 October 2017)

## Working in the European Union

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# Content of the presentation:

1. Eurofound: introduction, how can we be of use?

2. 6th European Working Conditions Survey (EWCS, 2015).

3. Key findings of the 6th EWCS

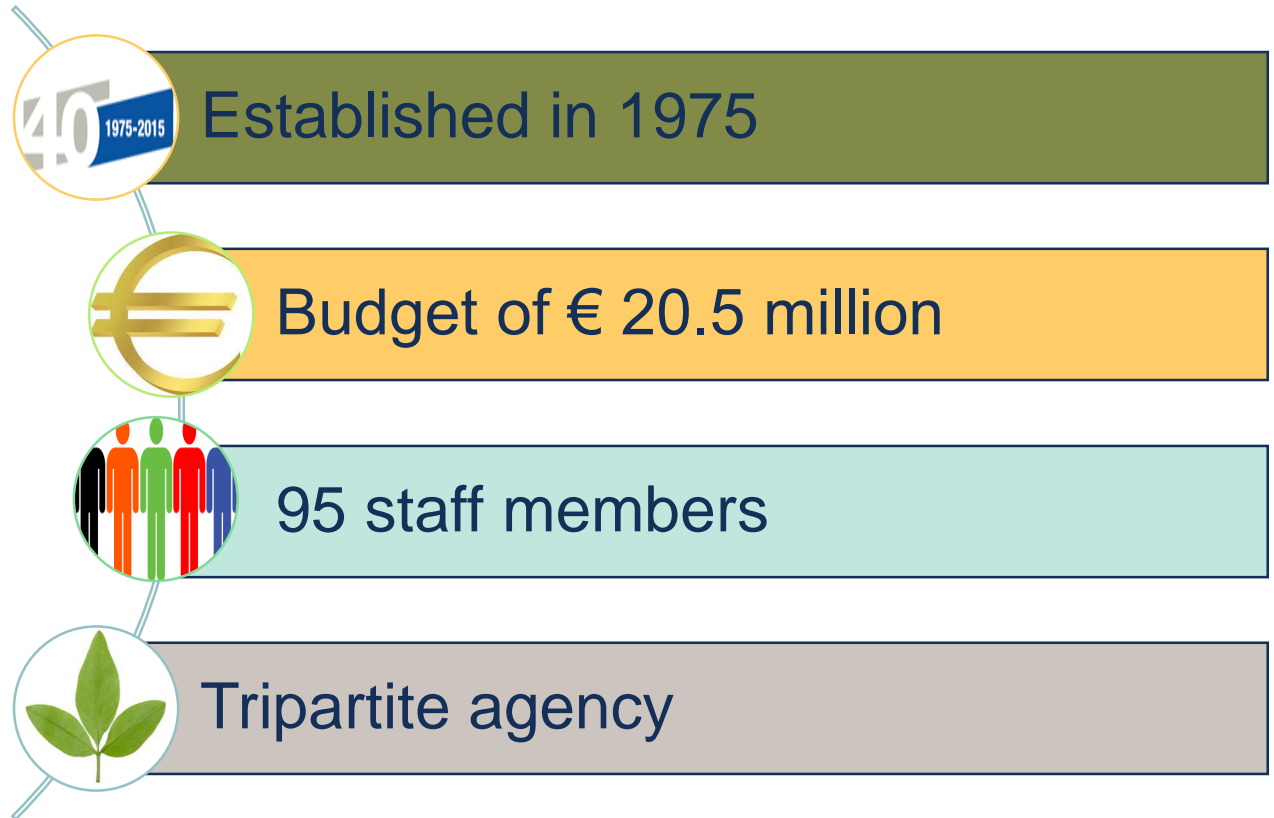
4. Making work sustainable over the life course.

5. Extending working life: what do workers want?

# 1. Eurofound



European Foundation  
for the Improvement of  
Living and Working  
Conditions



## 2. The 6<sup>th</sup> European Working Conditions Survey:

**49**

language  
versions

**43,850**

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

**35**

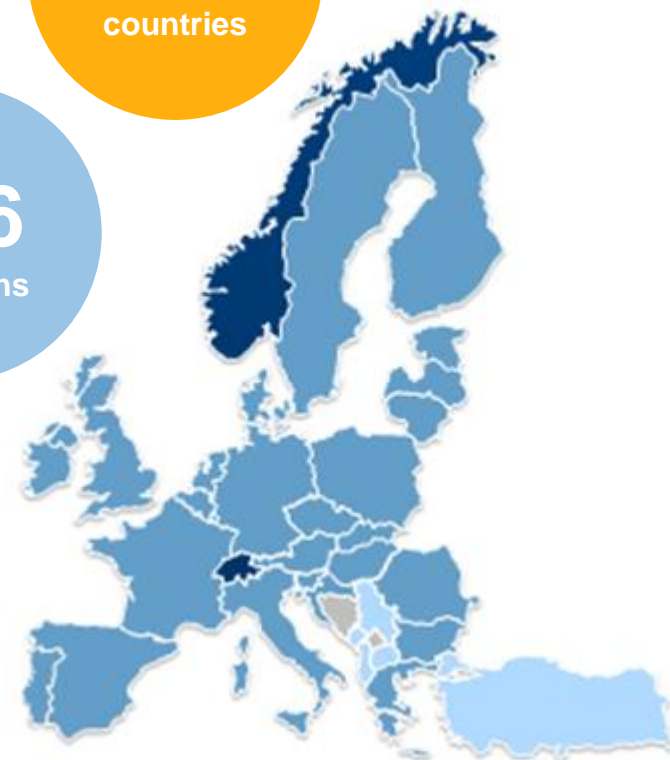
countries

**106**

questions

**45**

minutes



**Sixth edition**

1991, 1995, 2000, 2005, 2010,

**2015**

# Objectives of the EWCS:

Assess and quantify working conditions of employees and self-employed across Europe on a harmonised basis

Analyse relationships between different aspects of working conditions

Identify groups at risk and issues of concern as well as of progress

Monitor trends by providing homogeneous indicators on these issues

Contribute to European policy development in particular on quality of work and employment issues

### 3. Key findings of the 6<sup>th</sup> EWCS:

Job quality is multidimensional

Each dimension supports a positive experience of working life

Progress in job quality limited over last ten years

Important differences between groups: gender, occupation, countries

Clustering of jobs make working lives more complex: 5 job profiles

# Job quality indices:

## 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

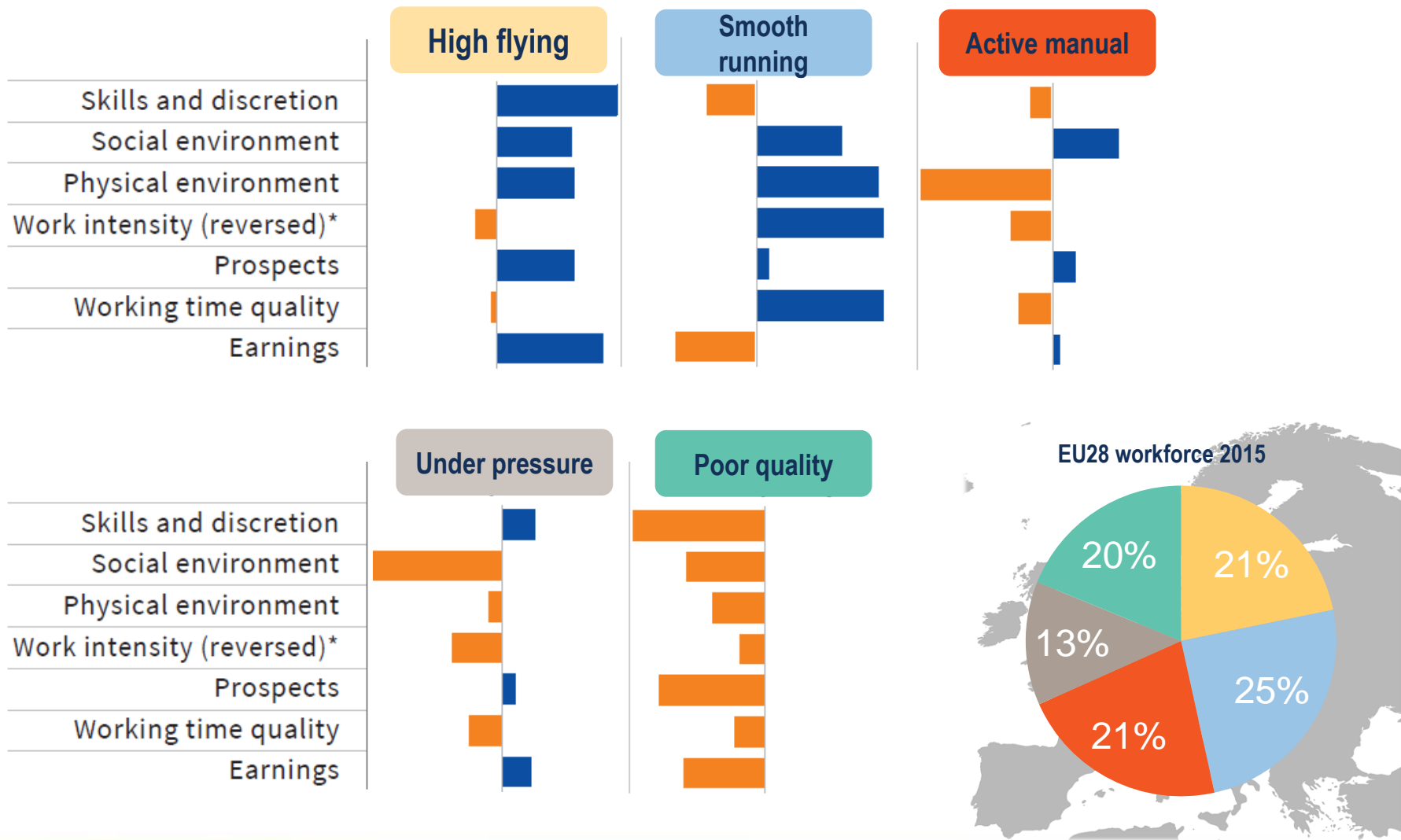
- Cognitive dimension incl. computer use
- Decision latitude
- Organisational participation
- Training

## Prospects

- Career prospects
- Employment status
- Job security
- Downsizing

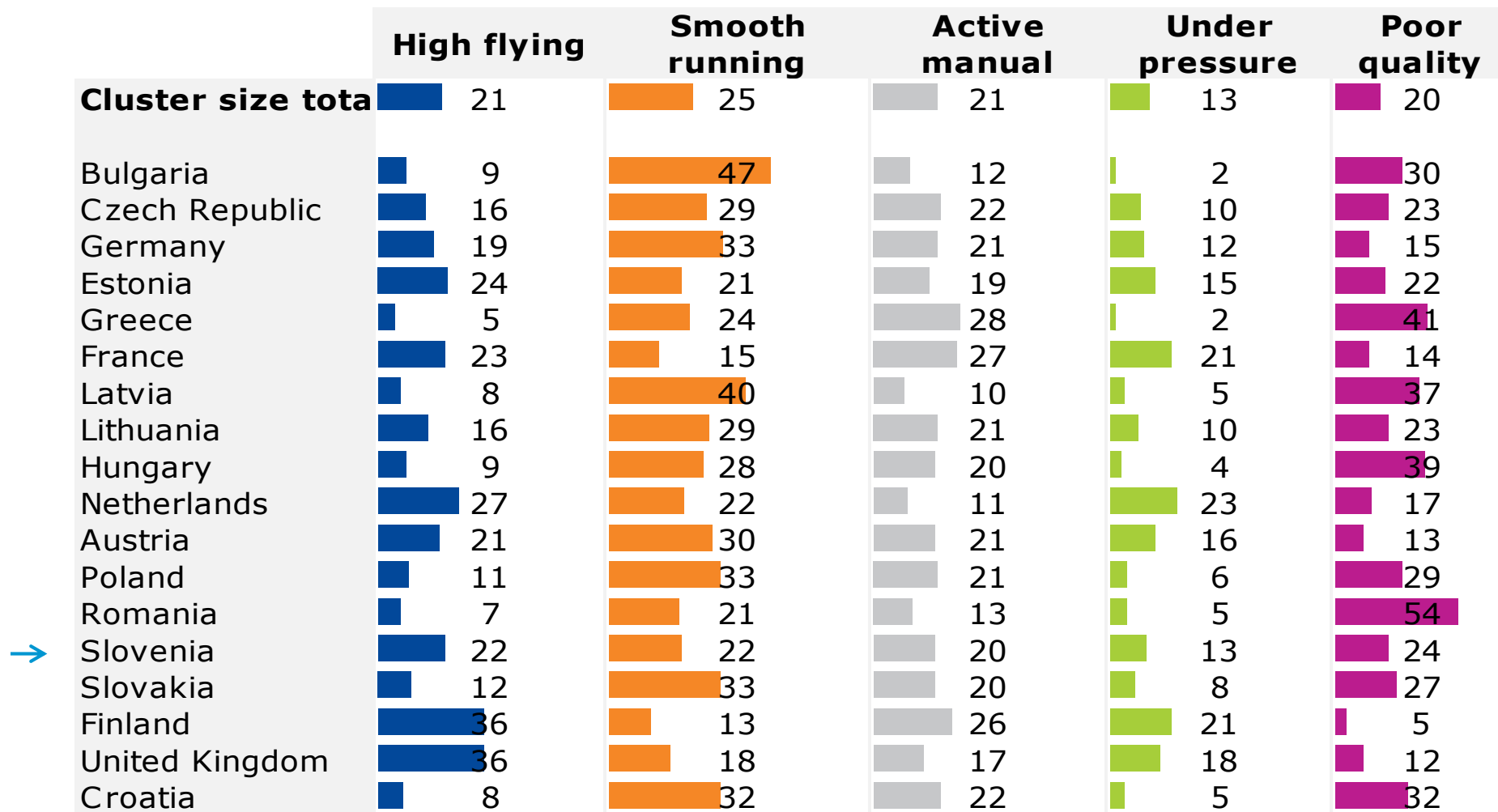
## Earnings

# Job quality profiles:





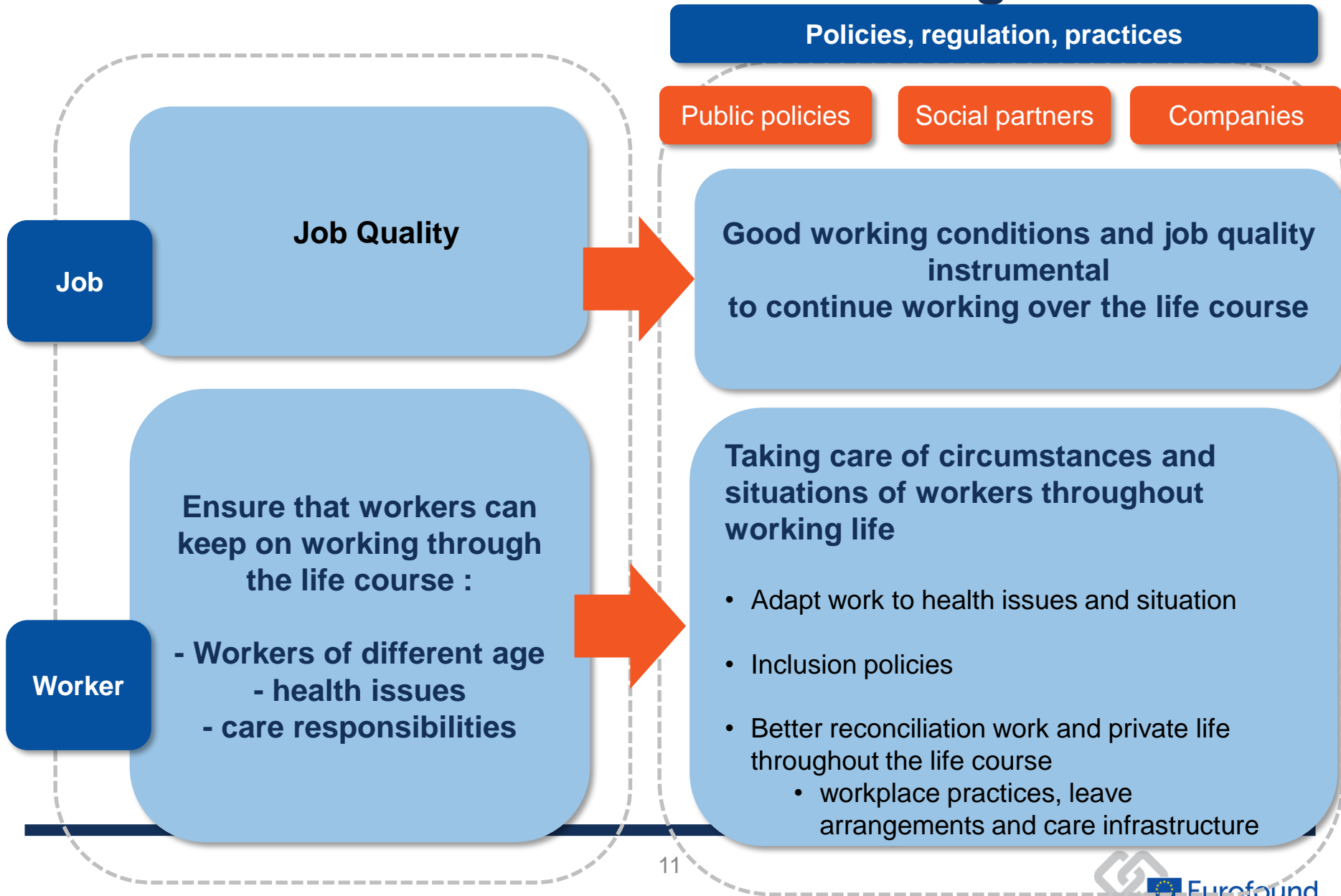
# Job quality profiles per country



# 4. Making work sustainable over the life course



# Sustainable work over one's working life:



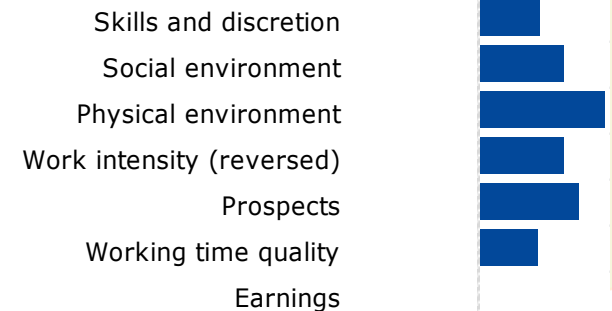
# Age, work and sustainable work:

## Differences in working conditions of workers by age

- Young workers exposed more to certain working conditions – shift work, job insecurity, less autonomy
- Risks spread over working life – work intensity, painful and tiring positions
- Older workers less access to training, career prospects, learning

## Sustainable work associated with

- All job quality indices
- (Except earnings)



# Working conditions of workers of different ages

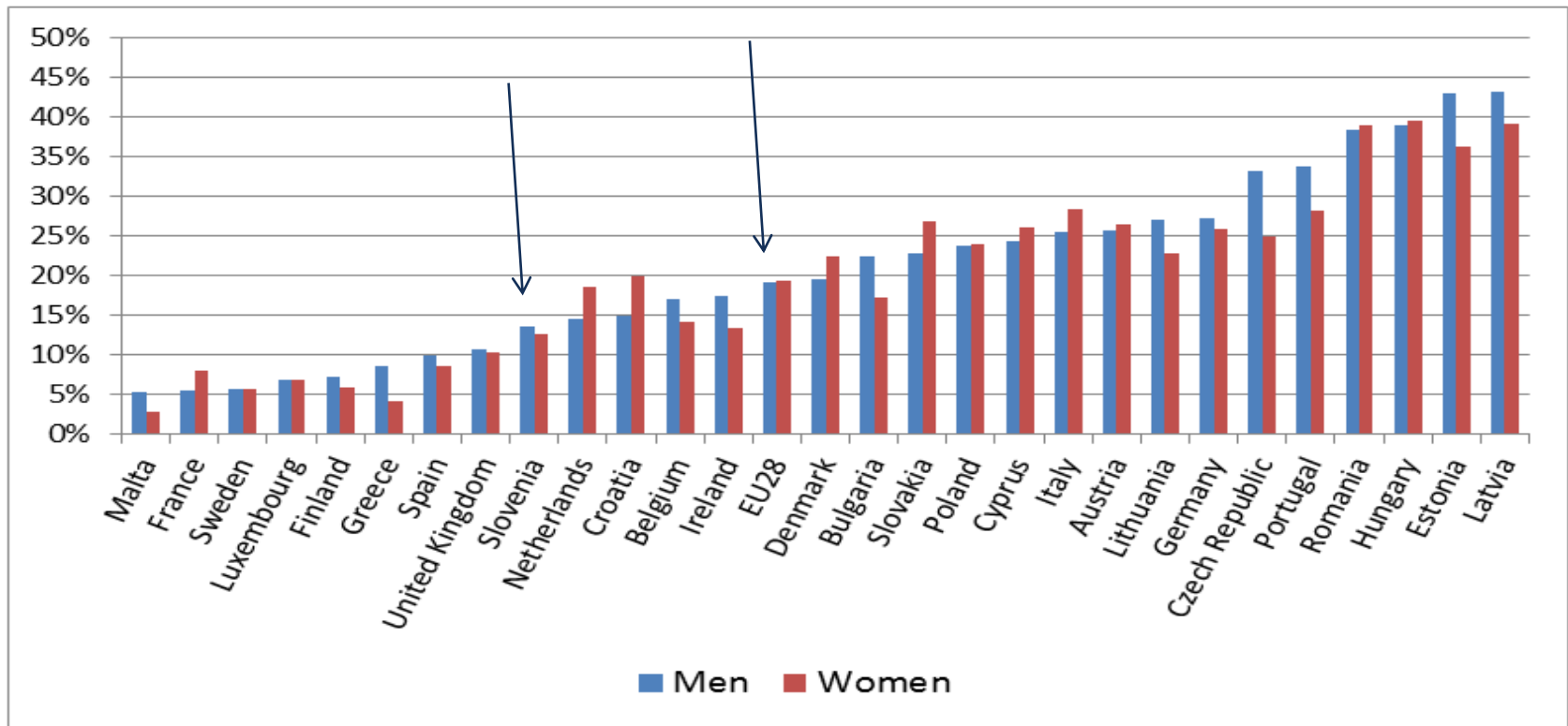
- Working conditions and indicators of ‘sustainable work’
- ‘Health’ and ‘prospects’ deteriorate with age
- 55+ age group:
  - Attitudes related to ‘ability to work’ decline
  - Exposure to ‘physical demands’ improves
  - Exposure to ‘working time related conditions’ improve.
  - Experience less Work-life balance problems
- For all age groups it pays off to consider sustainable work indicators.
- Employees of different ages experience different ‘critical conditions’.
- Some occupations show constant negative effects on sustainable work outcomes over the life course (e.g. machine operators/metal workers).
- Country differences when comparing age groups.

# 5. Extending working life: what do workers want?



# «The ideal retirement age»

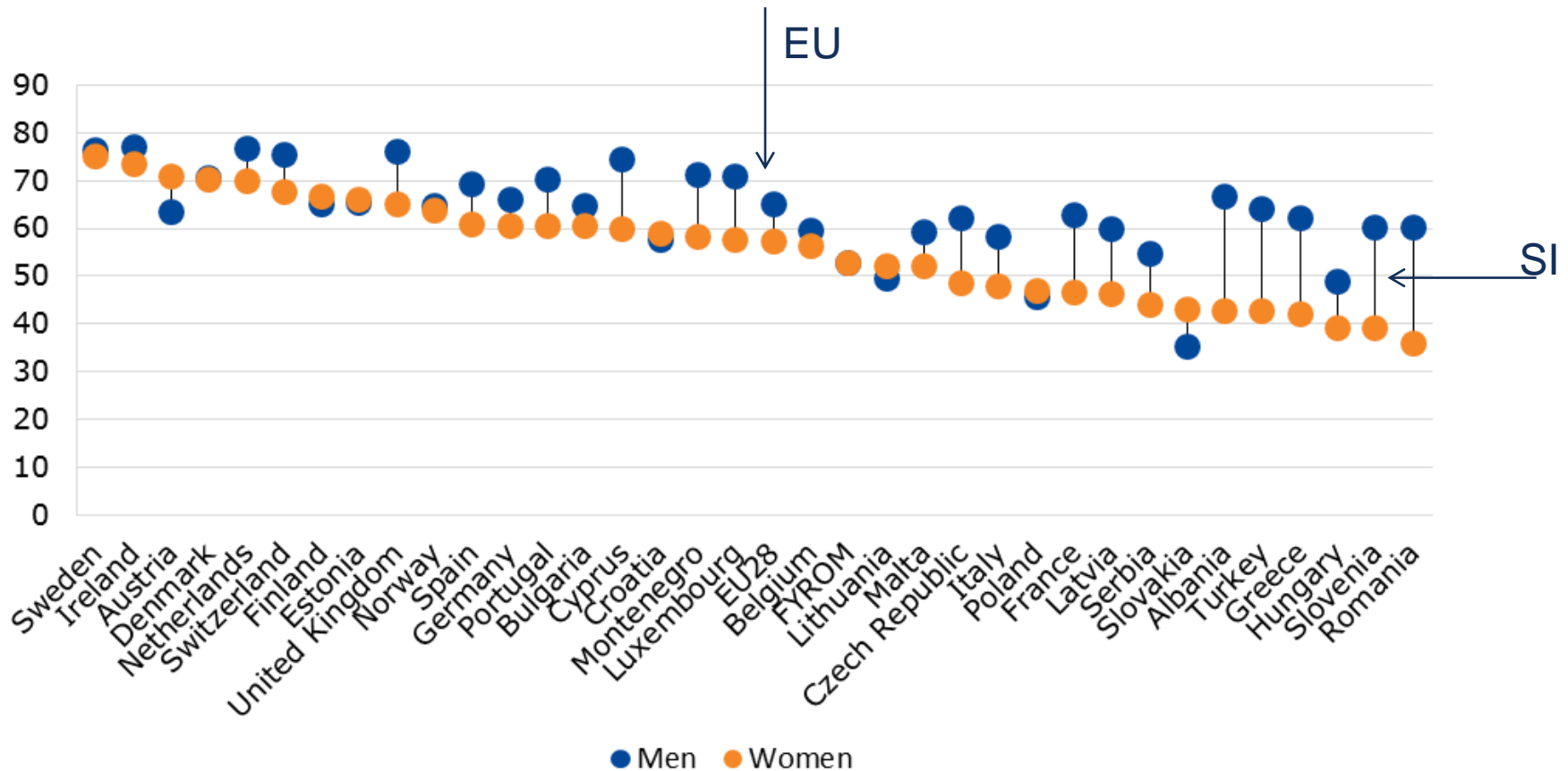
Figure 1 - Share of workers wanting to work until "as late as possible", per country, 2015



Note: The question was "Until what age do you want to work?" and the figures presented in the chart correspond to the spontaneous answers "as late as possible".

Source: EWCS 2015.

# Still working in 5 years time (55+)



Source: 6<sup>th</sup> EWCS.



# Pension age VS age willing and able to work to

**Table 1: National statutory pension age and average age workers want to work to and think they can do the same job, by country**

	A		B			C			A-B		A-C	
	National statutory pension age 2017		Until what age do you want to work to?			Until what age do you think you will be able to do your current job or a similar one?						
	M	W	M	W	Total	M	W	Total	M	W	M	W
<b>Austria</b>	65	60	59.9	57.5	58.7	63.7	61.8	62.7	-5.1	-2.5	-1.29	1.81
<b>Belgium</b>	65	65	60.6	59.9	60.3	64.2	63.2	63.7	-4.4	-5.1	-0.76	-1.81
<b>Bulgaria</b>	65	62	59.9	58.2	59.1	63.9	62.0	63.0	-5.1	-3.8	-1.06	-0.04
<b>Croatia</b>	65	61.75	60.9	58.8	59.9	64.5	63.0	63.8	-4.1	-3.0	-0.46	1.29
<b>Cyprus</b>	65	65	57.6	56.9	57.3	63.8	62.6	63.2	-7.4	-8.1	-1.19	-2.37
<b>Czech Republic</b>	63.2	62.3	61.3	59.7	60.4	64.0	62.9	63.4	-1.9	-2.6	0.78	0.58
<b>Denmark</b>	65	65	64.3	63.7	64.0	67.6	66.4	67.0	-0.7	-1.3	2.63	1.38
<b>Estonia</b>	63.25	63.25	62.4	62.0	62.1	64.1	63.3	63.6	-0.9	-1.3	0.87	0.02
<b>Finland</b>	63	63	62.2	62.3	62.3	65.3	64.1	64.7	-0.8	-0.7	2.31	1.08

# Pension age VS age willing and able to work to

	A		B			C			A-B		A-C	
	National statutory pension age 2017		Until what age do you want to work to?			Until what age do you think you will be able to do your current job or a similar one?						
	M	W	M	W	Total	M	W	Total	M	W		
France	65.3	65.3	60.3	60.0	60.2	63.4	62.2	62.8	-5.0	-5.0	-1.90	-3.09
Germany	65.4	65.4	62.4	61.5	62.0	64.6	63.7	64.2	-3.0	-3.0	-0.84	-1.71
Greece	67	67	60.1	58.0	59.2	62.0	61.0	61.6	-6.9	-9.0	-5.03	-6.02
Hungary	62.5	62.5	60.1	58.3	59.2	62.1	61.0	61.5	-2.4	-4.2	-0.37	-1.54
Ireland	66	66	62.2	60.2	61.2	65.5	64.4	65.0	-3.8	-5.8	-0.46	-1.58
Italy	66.6	66.6	61.0	59.4	60.3	64.8	63.9	64.4	-5.6	-7.2	-1.81	-2.67
Latvia	62.75	62.75	60.4	58.5	59.3	66.3	65.5	65.9	-2.4	-4.2	3.55	2.73
Lithuania	63.5	62	61.0	59.5	60.2	63.1	62.8	62.9	-2.5	-2.5	-0.40	0.80
Luxembourg	65	65	59.2	58.6	58.9	63.4	61.8	62.7	-5.8	-6.4	-1.63	-3.24
Malta	62	62	59.1	56.2	58.0	62.6	61.7	62.2	-2.9	-5.8	0.56	-0.30
Netherlands	65.75	65.75	61.6	62.3	61.9	67.7	66.6	67.2	-4.2	-3.5	1.99	0.85
Norway	67	67	65.4	64.1	64.8	67.1	66.0	66.6	-1.6	-2.9	0.09	-1.04
Poland	65.6	60.6	58.6	57.3	57.9	63.2	62.4	62.7	-7.0	-3.3	-2.45	1.79
Portugal	66.25	66.25	62.8	62.2	62.5	65.8	64.4	65.1	-3.4	-4.1	-0.48	-1.86
Romania	65	60.5	59.2	58.6	58.9	63.2	62.0	62.6	-5.8	-1.9	-1.76	1.48
Slovakia	62.2	62.2	60.4	59.1	59.8	62.6	61.5	62.0	-1.8	-3.1	0.25	0.68
Slovenia	65	65	58.2	56.6	57.4	63.6	62.4	63.1	-6.8	-8.4	-1.37	-2.63
Spain	65.4	65.4	60.9	60.3	60.6	63.8	63.2	63.5	-4.5	-5.0	0.55	2.00
Sweden	64	64	63.3	62.8	63.1	68.0	67.1	67.5	0.7	-0.2	3.98	3.08
UK	65	64.25	61.3	60.7	61.1	65.6	64.6	65.2	-3.7	-3.5	0.61	0.35

# Worker participation in OSH and Psychosocial risks

- 3<sup>rd</sup> ECS: SI-workers more involved in positive 'direct participation' than EU average (65% versus 60%).
- SI-workers more often working in companies with 'work place social dialogue'.
- Trust between management and employee representatives: SI is about EU average
- SI-workplaces rank lower than EU average in terms of 'social dialogue types'.
- But: 6<sup>th</sup> EWCS: SI-workers score better than EU average in terms of 'worker participation in general'.
- Scope for improvement.

# Worker participation in OSH and Psychosocial risks

- **Joint EU-OSHA/EF-report** on Psychosocial risks in Europe (Nov. 2014).
- 25% of EU-workers (nearly) always or most of their working time experience work-related stress.
- Tackling PsychoSo. risks: critical for allowing longer working lives (link: EU2020 strategy).
- **EWCS**: 6 dimensions of Psychosocial risks.
- Overall, SI-workers are close to EU28 average
- But report slightly higher on ‘work intensity’ and ‘lack of autonomy’.
- ‘Work intensity’ in SI decreased in 2010-2015 period.
- Still, 13% of SI-jobs are ‘under strain’ with very high levels of psychosocial risks.
- Underlines relevance of discussion today.

# Some final reflections:

- **Circumstances** of the individual need to be taken into account
- No '**one size fits all**' solution for all workers and situations
- **Transitions** over the life course are important
- **Partial retirement schemes**: revise/redesign to become effective.
- **Variety of actors have a role** to play: governments, social partners, company level.
- **Job quality** is associated with **sustainability of work**.
- **Employee involvement** can support employers' objectives to raise levels of work performance and can also enhance the quality of employees' lives at work.
- 'Under pressure jobs' entail **psychosocial risks** impacting negatively on sustainable work.

# Thank you

Website: [www.eurofound.europa.eu](http://www.eurofound.europa.eu)