



European Working Conditions Survey

Flexible work practices

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Outline of the presentation

- European Foundation
- European Working Conditions Survey
- Some flexible working practices in detail
 - ▶ Temporary agency work
 - ▶ Part-time
- Flexibility and social protection



The European Foundation for the Improvement of Living and Working Conditions

- A decentralized agency of the EU
- Administered by an ‘Governing Board’
 - ▶ composed of national representatives of the social partners and governments and the European Commission



The European Foundation's role

Research and analyse developments affecting the working conditions of European workers & monitor trends in the working environment

Generate policy-relevant research and findings which will contribute to improving the quality of work in Europe



Indicators of Quality of Work and Employment

CAREER AND JOB SECURITY

- Status
- Income
- Social protection
- Workers rights

HEALTH AND WELL-BEING

- Health and safety outcomes
- Exposure to risks
- Occupational Health and Safety prevention framework

QWE

COMPETENCE DEVELOPMENT

- Skills
- Training and education
- Career development
- Learning organisation

COMBINING WORKING AND NON-WORKING LIFE

- Organisation of time
- Social infrastructures and provisions

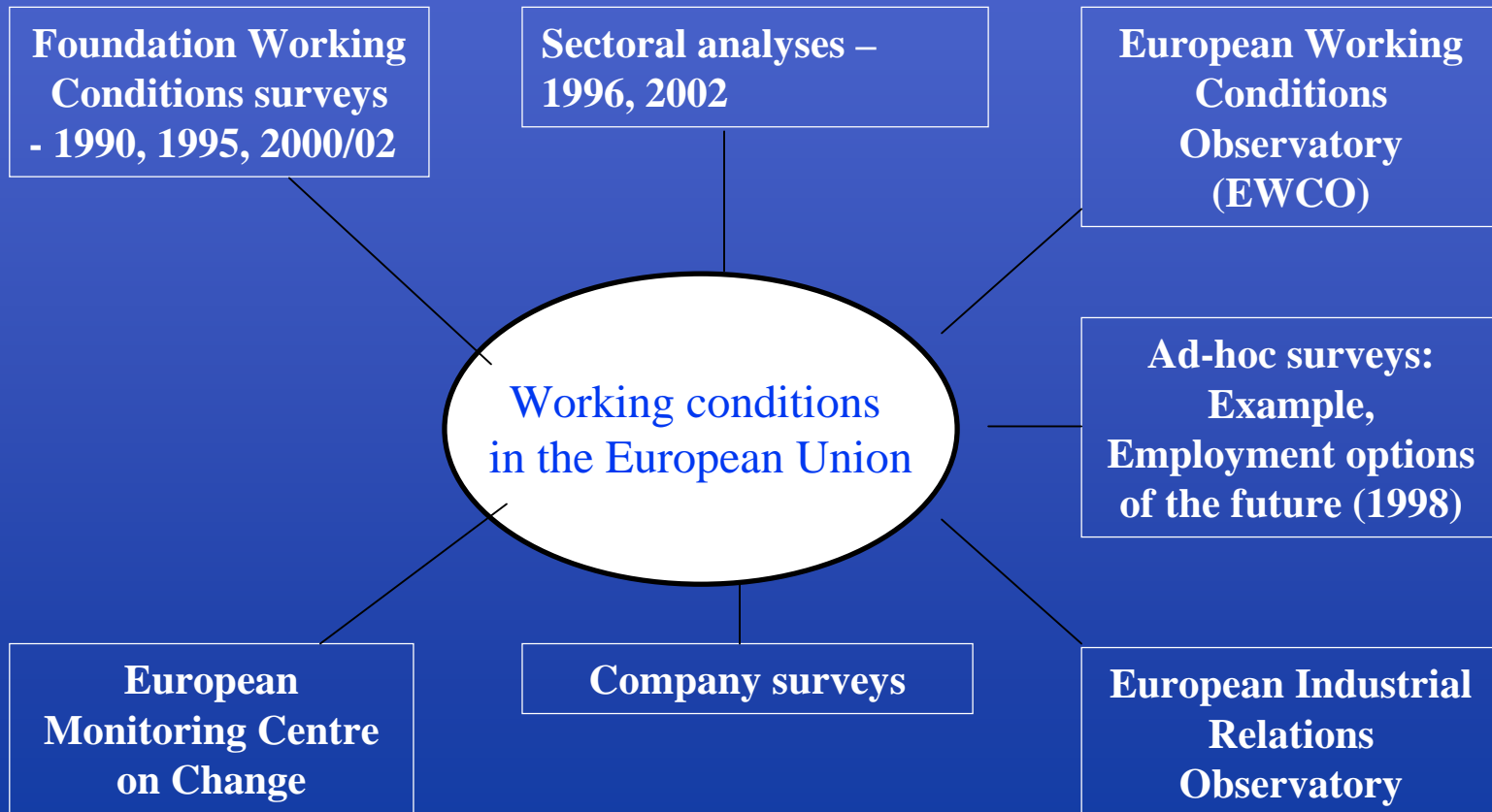


Foundation's work in this area:

- **Monitoring instruments:**
 - European Working Conditions surveys
 - European Working Conditions Observatory
- **Strategic research**
- **Dissemination activities:** conferences, publications, press events



Monitoring tools





The Foundation surveys

- First European Survey on Working Conditions in 1990 (prototype survey with only 30 questions)
- Second European Survey on Working Conditions in 1995 (60 questions)
- Third European Survey on Working Conditions in 2000 (80 questions) + one in Acceding and Candidate countries in 2001/2002 (idem)



The European Working Conditions Surveys

- Next data collection in 2005
- Aims:
 - ▶ provide an overview of the state of working conditions in Europe
 - ▶ understand relationships
 - ▶ identify trends
 - ▶ indicate the nature and contents of changes



The European Working Conditions Surveys

- An workers survey (covers employed and self-employed), probably 1500 / country
- Covering a wide field on themes:
demographics of the employees, exposure to physical risks, working time, reconciliation, work organisation, income level, health outcomes, etc.



The European Working Conditions Surveys

- Impact so far, the surveys have
 - ▶ Drawn the attention of policy-makers to particular trends, e.g. increase in time pressure for employees, stress, type of work contract and working conditions
 - ▶ Contributed to the stimulation of the policy debate, e.g. on precariousness and its consequences
 - ▶ Provided impetus for further research e.g. on stress prevention, TAW, flexibility



Structure of the questionnaire

- Employee and company information
- Nature of the work
- Physical environment factors
- Working time
- Organisation of work
- Satisfaction, outcomes (inc. health)
- Information and consultation
- Violence and discrimination
- Income



Main findings

- No automatic improvement of working conditions
- Physical risks still prevalent – exposure to noise, heavy loads, painful positions have risen
- Intensification of work - higher pace, more deadlines
- Improvements in job control / autonomy
- Extensive flexible time and work organisation patterns
- Gender segregation still persists
- Temporary workers report poorer working conditions
- Ageing of the workforce



New member states / candidate countries : compared to EU15

- Structural differences
- Higher activity rate for women
- Similar breakdown on employment status
 - ▶ Same SE/Empl. Ratio (? COUNTRIES)
 - ▶ Similar breakdown among employees
- More small companies
- Different distribution between job categories



Labour market flexibility

- Increase in temporary work (fixed-term and temporary agency work) / long term vs. short term
- Clear correlation between temporary work and bad working conditions
- Structural reasons, but
- Status is an aggravating factor
- Directive on TAW
- Challenges for social protection systems

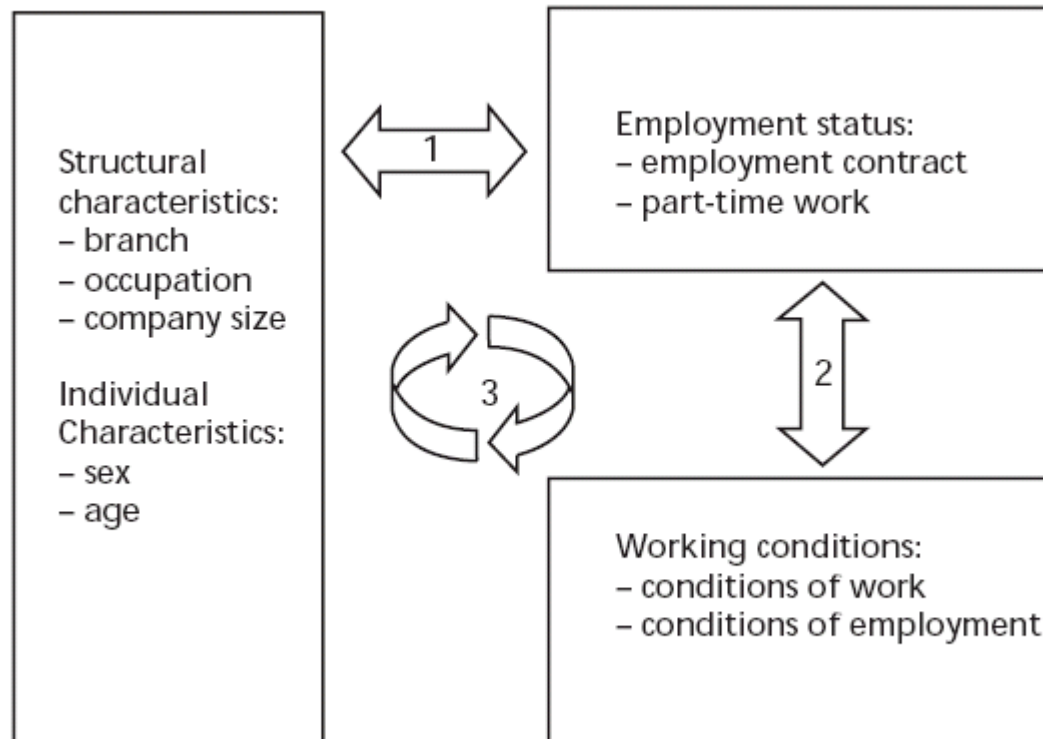


Quantitative information

	D	Es	El	Nl	Sv	Uk	Eu15
Participation rate (M)	72.7	69.3	71.3	82.1	72.6	77.9	72.4
Participation rate (F)	57.8	40.3	41.3	63.4	69.7	64.5	53.8
FT contract	12.7	32.1	13.1	14	14.7	6.7	13.4
Part-time M	5	2.9	2.6	19.3	36.3	9	6.3
Part-time W	37.9	17.2	7.9	70.6	10.7	44.5	33.7
FT eq/empl rate	58.6	53.8	55.1	58.1	65.1	62.1	58.5



Employment status and working conditions





Different forms of flexibility

Table 2: *Different forms of flexibility*

<i>Forms of flexibility</i>	Quantitative flexibility	Qualitative flexibility
External flexibility	Employment status: <ul style="list-style-type: none"> • permanent contract • fixed term contract • temporary agency contract • seasonal work • work on demand/call 	Production system: <ul style="list-style-type: none"> • subcontracting • outsourcing • self-employed
Internal flexibility	numerical flexibility Working time: <ul style="list-style-type: none"> • reduction of working hours • overtime / part-time work • night and shift work • weekend work • compressed working week • varying working hours • irregular / unpredictable working times temporal flexibility	productive and/or geographical flexibility' Work organisation: <ul style="list-style-type: none"> • job enrichment / job rotation • team work / autonomous work • multi-tasking, multi-skilling • project groups • responsibility of workers over: planning, budget, innovation technology functional flexibility



Employees having been less than one year in the company (%) (EU)

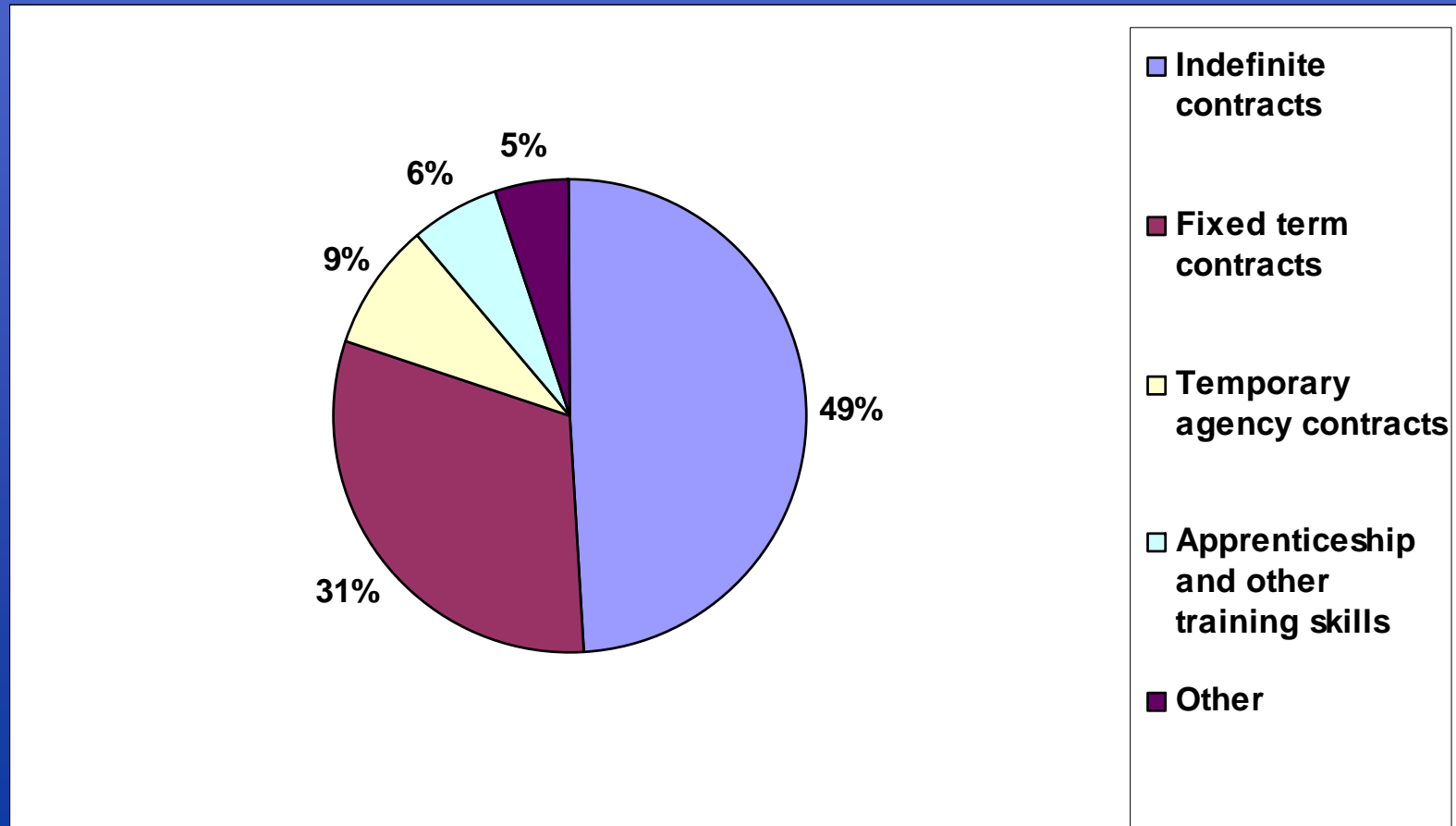




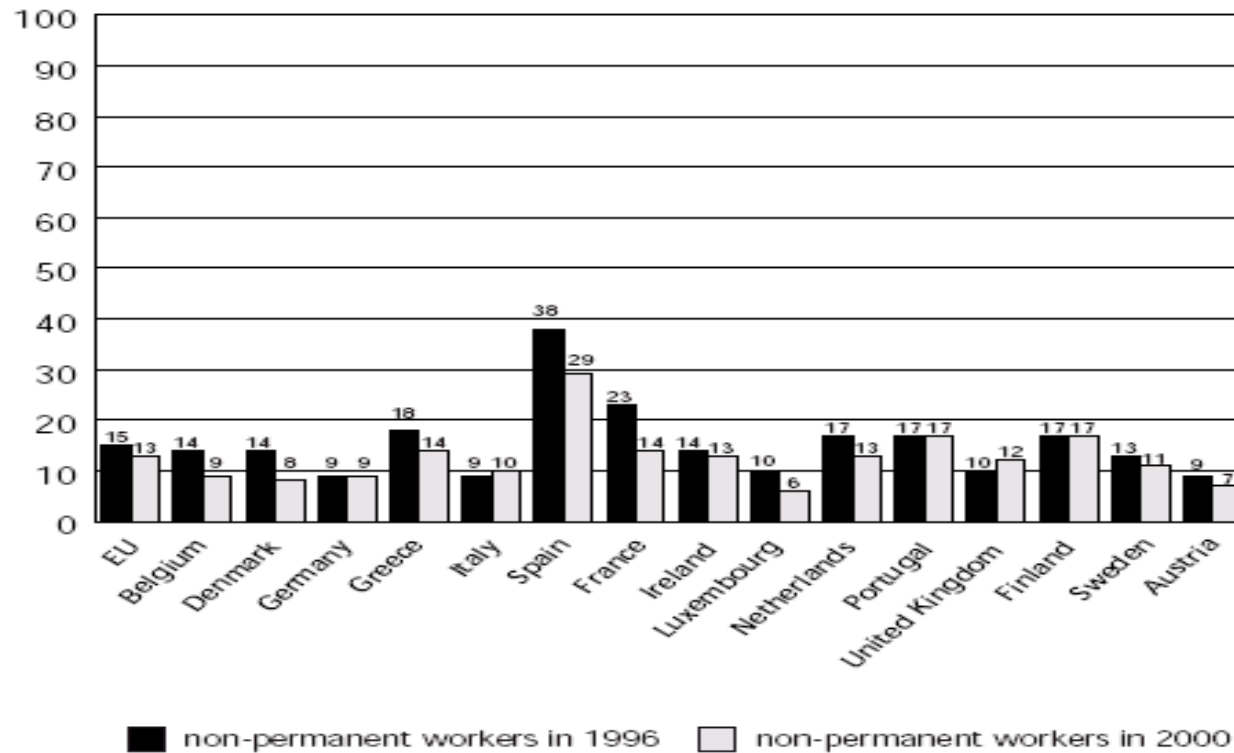
Table 3 Different types of employment status in the EU countries (2000) (total population; column %)

	B	DK	D	EL	I	E	F	IRL	L	NL	FIN	P	A	S	UK	EU
Small employers (micro firms)	4.6	3.6	6.7	11.9	7.5	7.8	4.3	7.1	4.0	2.2	3.6	5.8	5.6	3.4	4.2	5.4
Self-employed without personnel																
>35 hrs	7.8	2.4	3.5	20.1	12.0	13.6	6.4	8.7	3.0	1.3	4.8	10.2	3.2	3.6	5.1	7.0
10-35 hrs	1.7	0.5	1.1	17.7	3.1	2.2	1.2	1.5	0.2	0.7	1.1	2.5	0.7	1.8	2.1	2.3
Total self-employed without personnel	9.5	2.9	4.6	37.8	15.1	15.8	7.6	10.2	3.2	2.0	5.9	12.7	3.9	5.4	7.2	9.3
Permanent employed																
>35 hrs	55.3	65.4	60.7	29.5	57.2	44.9	46.6	53.2	69.1	47.9	63.8	54.0	64.0	62.8	53.4	55.0
10-35 hrs	22.6	20.0	19.8	13.8	12.3	9.4	29.3	18.8	18.2	35.4	11.2	13.7	20.0	18.6	24.8	19.5
Total permanent employed	77.9	85.4	80.5	43.3	69.5	54.3	75.9	72.0	87.2	83.3	75.0	67.7	84.0	81.4	78.2	74.5
Non-permanent employed																
>35 hrs	4.1	5.2	5.4	3.9	3.8	15.8	5.7	5.4	3.8	5.8	11.1	9.6	4.5	5.8	6.3	6.6
10-35 hrs	3.8	2.0	2.9	3.2	4.1	6.3	6.5	5.2	1.7	6.8	4.4	4.2	2.0	3.9	4.1	4.2
Total non-permanent employed	7.9	7.2	8.3	7.1	7.9	22.1	12.2	10.6	5.5	12.6	15.5	13.8	6.5	9.7	10.4	10.8
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100



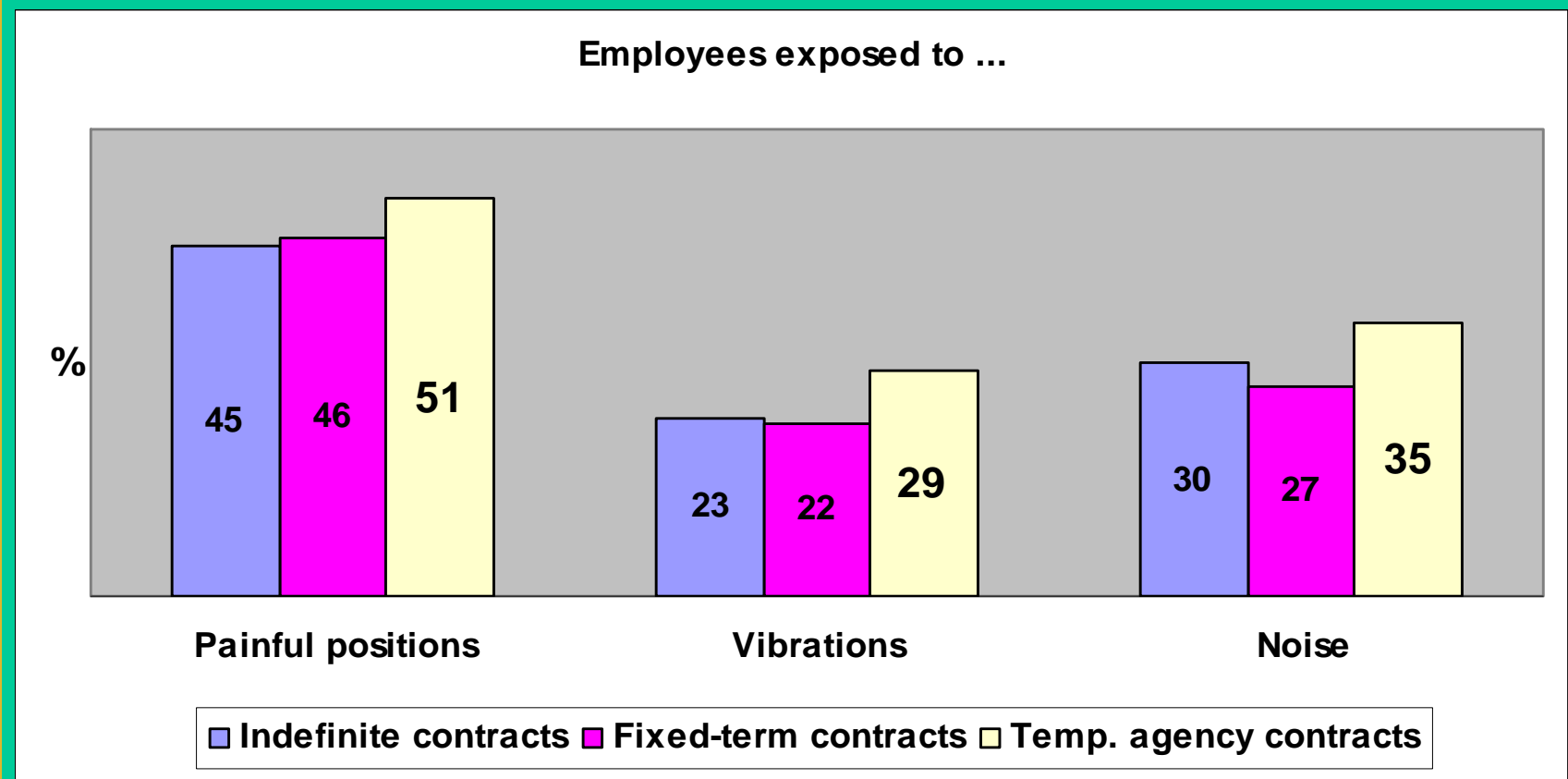
Non-permanent contracts

Percentage of non-permanent contracts among employees



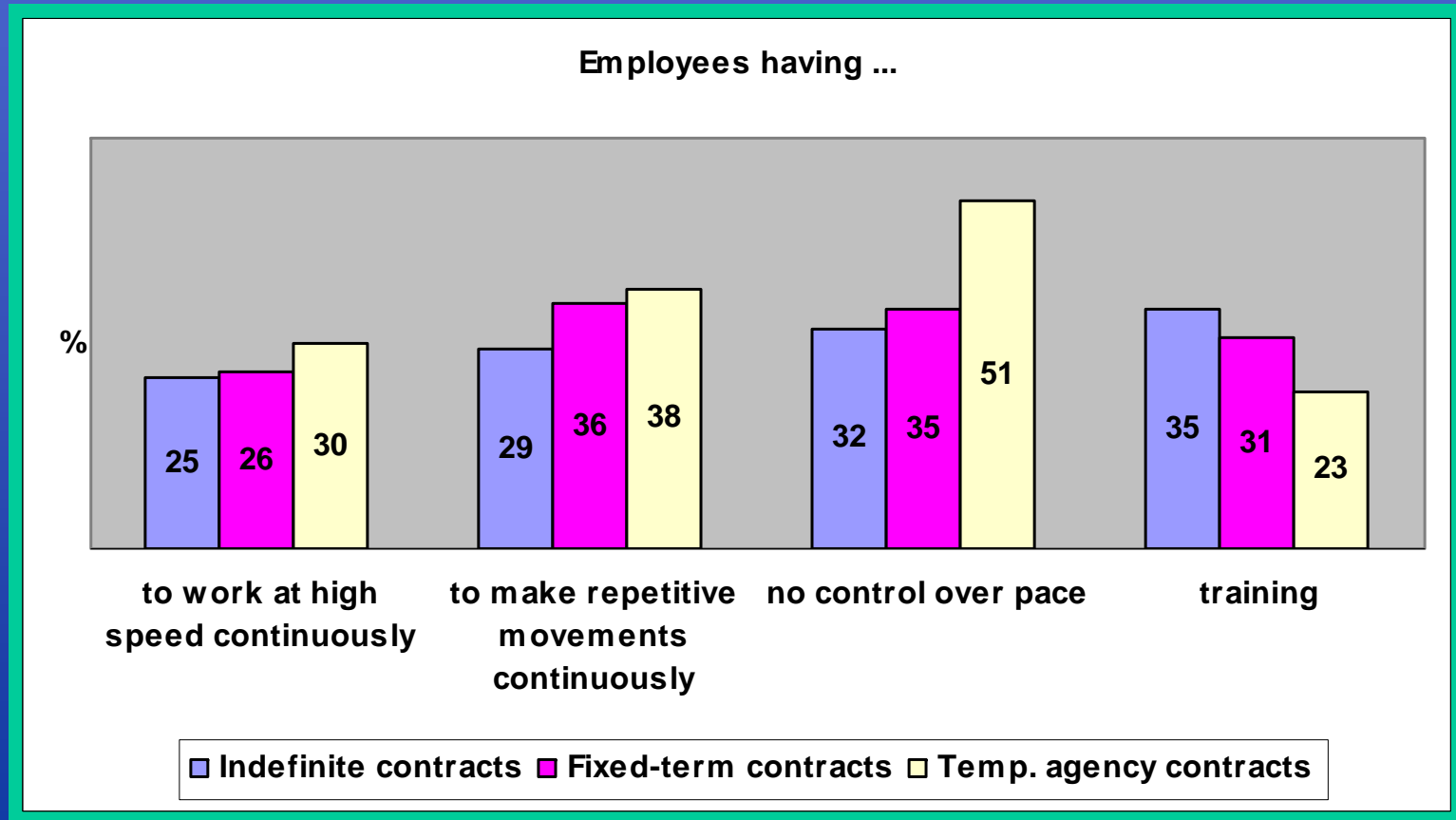


Status and working conditions (EU)





Status and working conditions/2





Temporary agency work



Temporary Agency Work Definition:

- ▶ Relationship between three parties – temporary agency firm, temporary worker and company availing of the service
- ▶ Temporary agency workers conclude an employment contract with the lender as an employer



Temps in Europe

- About 2 million workers, 1.3% of the working population in Europe, huge increase over the last years (double/quintupling)
- A variety of different situations in the different member states (no generalisations)
- Young people (20 – 50% under 25 years of age)
- Majority men in industry and construction sector,
- except in Scandinavian MS, where majority is women in service sector



Regulation:

- From prohibition (GR, L) until 2001, to nearly no regulation (U.K, IRL, DK, SF, S) to extensive regulations (D, B)
- Level of Regulation:
 - D, A, GR: legally (exclusively)
 - NL, S: framework (legal), which is realised in collective agreements.



Regulation:

- Duration:

- in nearly all countries temporary agency workers are employed on a fixed-term basis.
- in D, SF, GR, I, NL, E, S there are also indefinite contract versions



Working Conditions for Temporary Agency Workers

- Temporary agency work and precarious employment
- Frequent change of workplace
- Multiple (dual) “employer responsibility“
 - Employee representation
 - Health and safety at the workplace
 - The social context of *the* workplace
 - Human capital investment



Stylised Facts on Working Conditions for Temporary Agency Workers

- Contracts are of very short duration
- Assignments of even shorter duration
- Limited control over working time
- Some evidence of bad working conditions
- Many indications of illegal abuse
- Social security, “extras“ and seniority
- Two different sorts : good and bad temp contracts
 - ▶ Low wage/pay gaps
 - ▶ High skilled jobs/ often very good conditions/ flexibility



Working conditions of temps

- Working conditions and further training possibilities are worse for people in temporary employment
- Directive on TAW : initial training, risks etc
- However : big differences over the countries / type of job
- Works best where negotiated with trade unions,
 - ▶ eg NL



Working conditions of temporary agency workers

- ▶ by-passing the working conditions which are binding for the permanent personnel with indefinite contracts
- ▶ bonus payments, sick pay, holiday pay, further training and other social benefits
- ▶ Problem: short lending and employment times



Payment of Wages

- ▶ Despite the equality principle, considerable differences in wages can be stated between temporary agency workers and permanent employees.
- ▶ UK: only $\pm 68\%$ of the average payment of a permanent employee.
- ▶ Nevertheless, there are countries and branches where temporary agency workers earn more than permanent employees.



Permanent Training

- ▶ Temporary agency workers avail less often of permanent training than the permanent employees
- ▶ company specific investment
- ▶ because of relationship between three parties (temporary agency firm, temporary agency worker and company availing of the service) there are almost no incentives to give further training to temporary agency workers



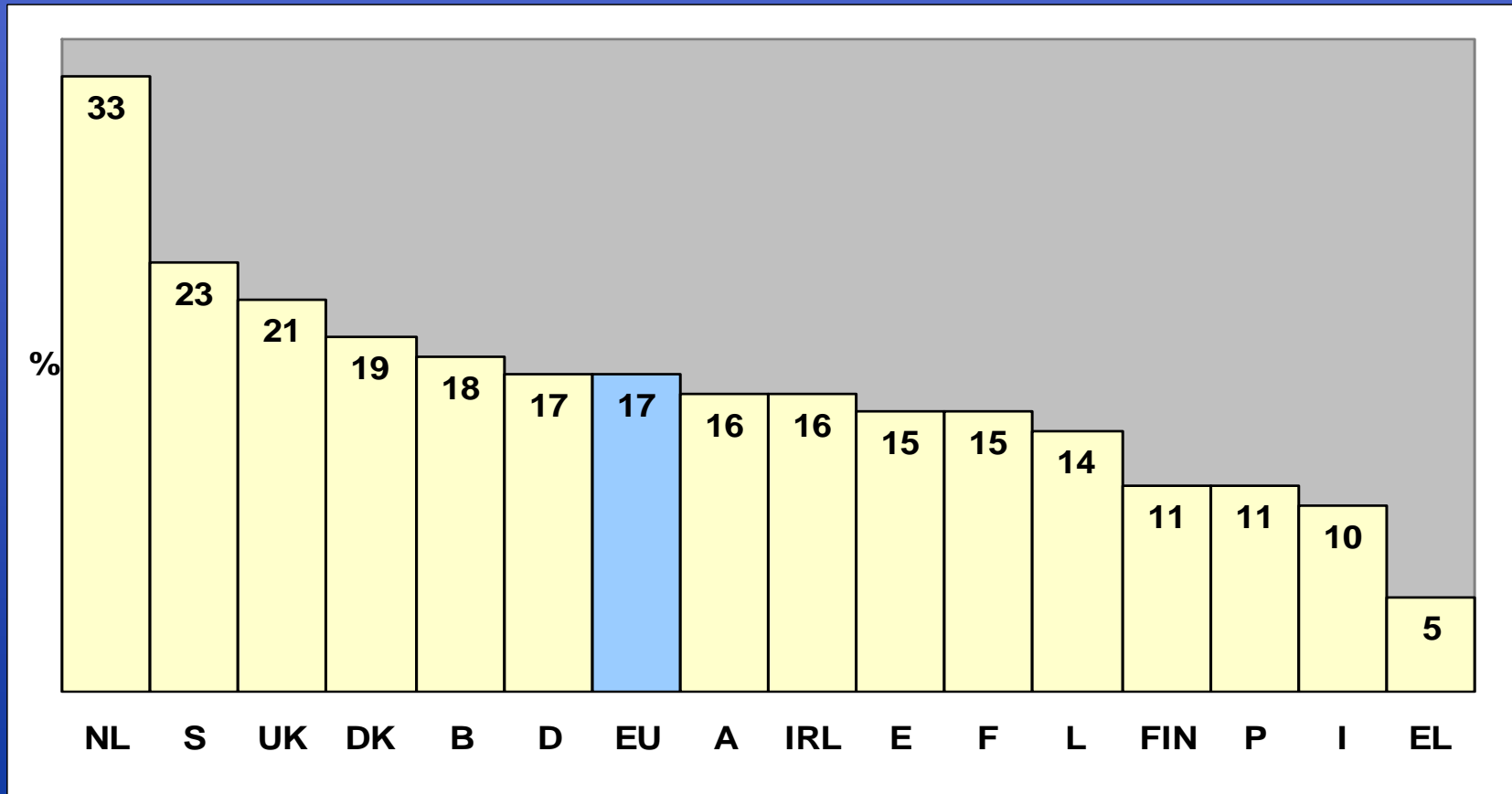
- ▶ NL: 0,7 % of the wages have to be paid by the temporary agency firm into a fund for further training.
- ▶ I, E, P: by law 1 % obligatory reserves of the wages, which the companies have to invest into further training for temporary agency workers.



Part-time work

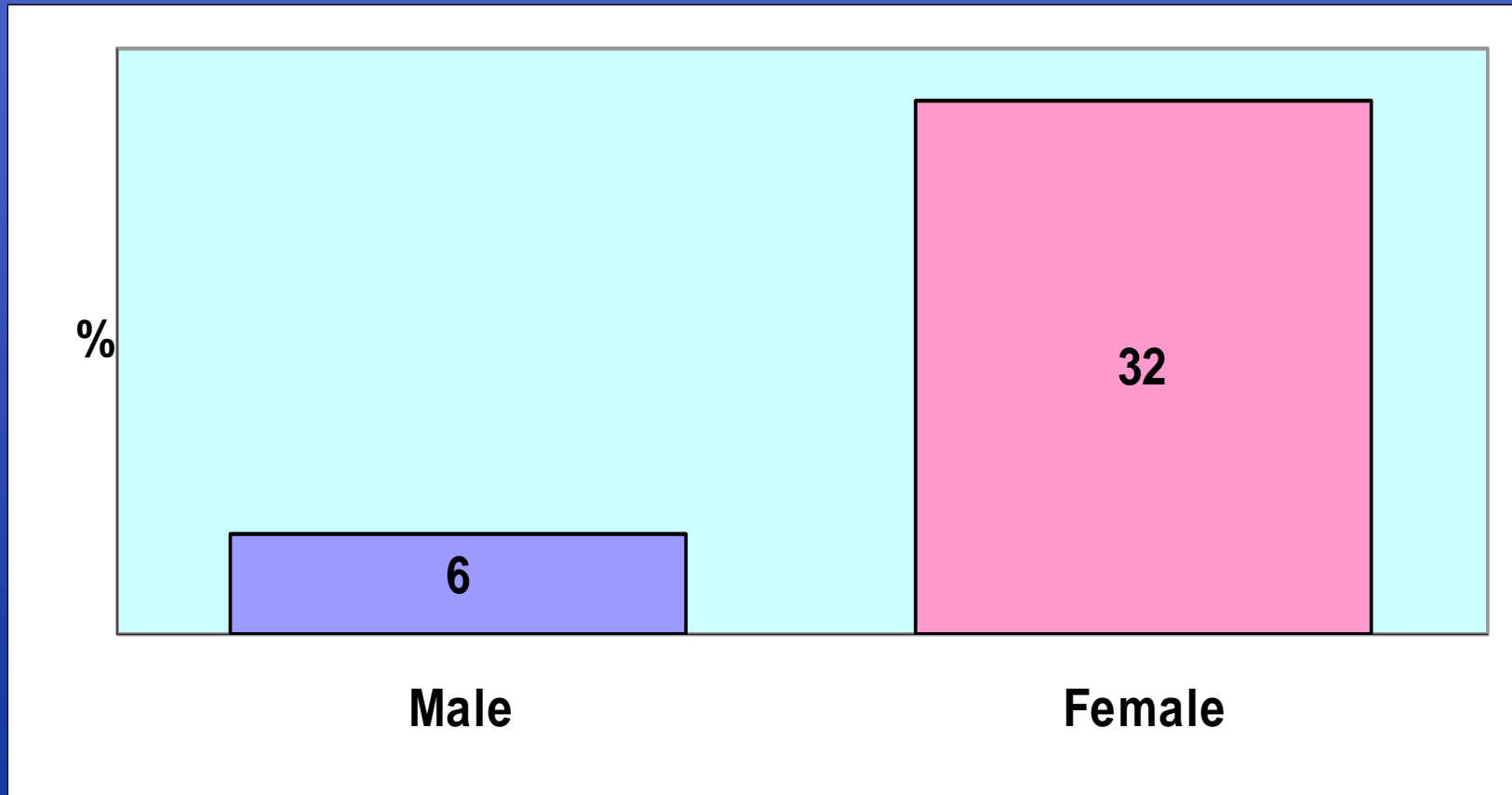


Part-time work (by country) (2000)



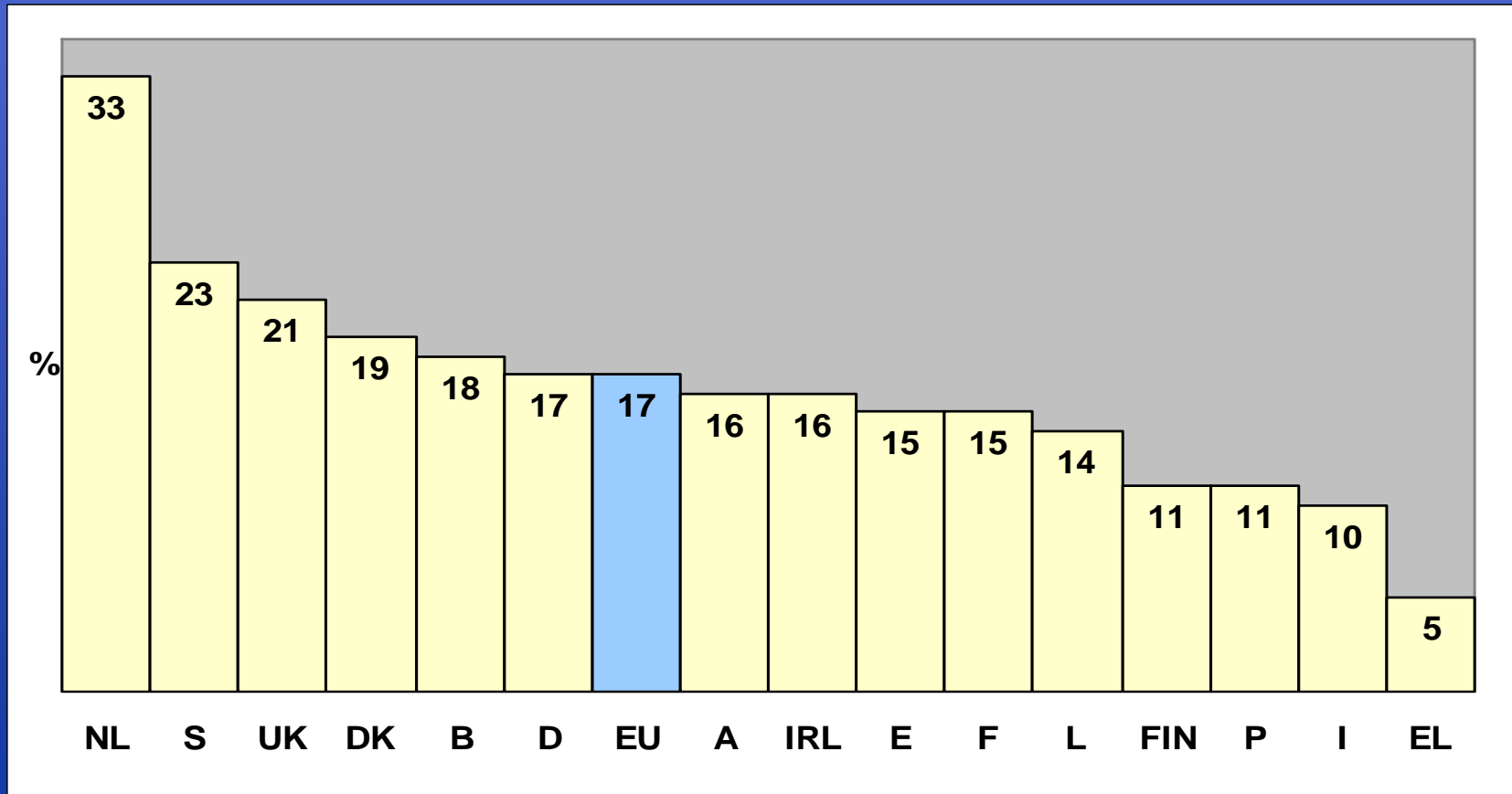


Part-time work / gender (2000) (EU)



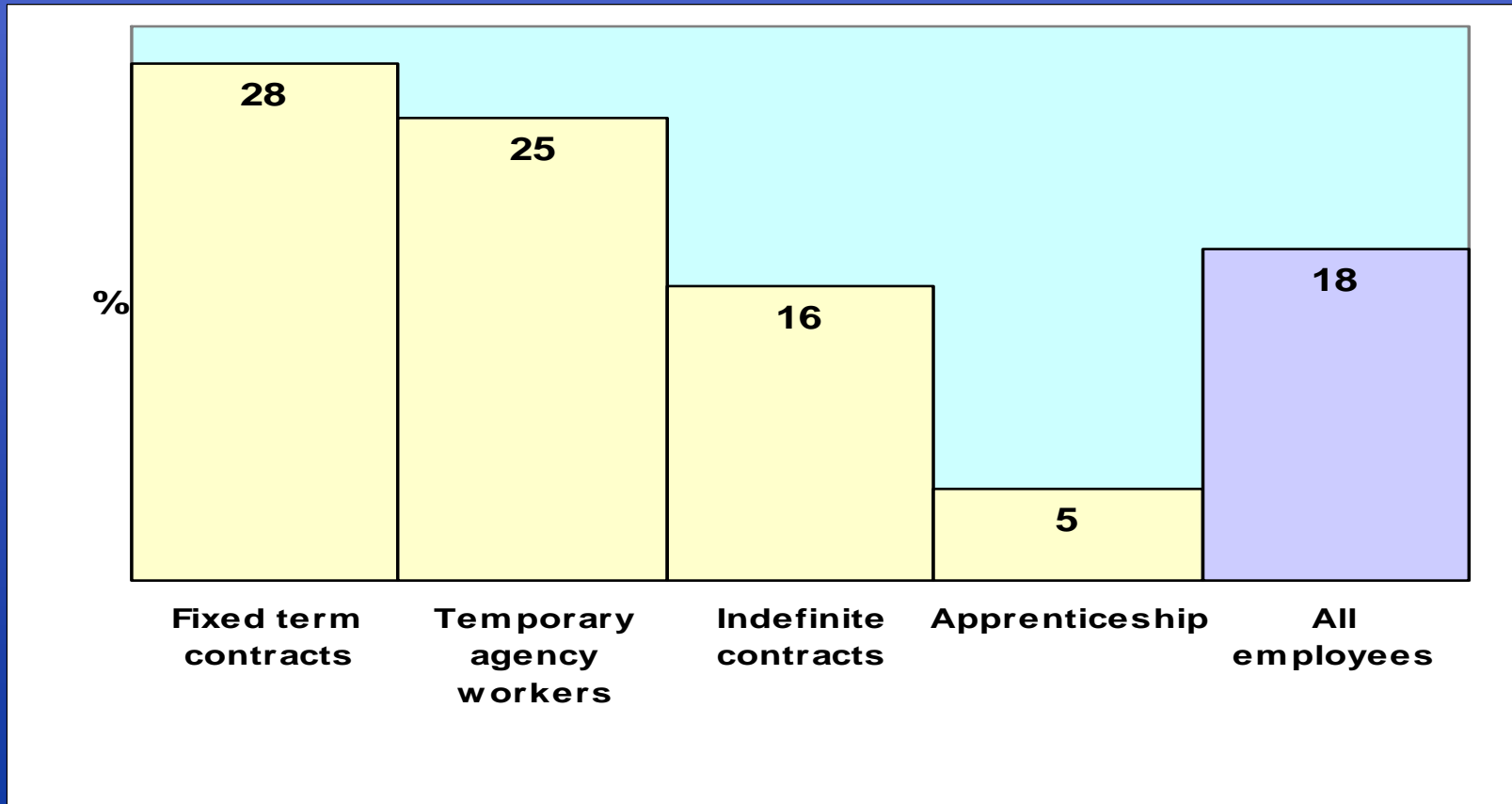


Part-time work (by country) (2000)





Employees working part-time (spontaneous) (by type of contract) (EU)





Flexibility and social protection



Flexibility and social protection

- For employers: social protection systems might be regarded as a burden (inappropriateness to new economic realities)
 - For workers in flexible forms of employment: social protection systems are not always adapted to their situation (not necessarily sufficient security)
 - These forms are often stimulated by states
- > growing need to overcome pbs of mismatch between flexibility and security / flexicurity



Challenges posed between flexibility and security

- Not same level of security for flexible workers
- risk of fragmentation of the labour market
- less prone to permit flexibility than in the past
- Social protection systems themselves may feed this insecurity

-> Reflection needed !



Challenges posed between flexibility and security

- Non permanent contracts may lead to discontinued careers :
- Hence need to look at access to
 - ▶ Unemployment benefits
 - ▶ Pensions
 - ▶ Parental leave
- Respecting the differences between member states



Flexi-security ?

	Short-term	Long-term
Decommodification	Temporary income to protect people from precarious situations Eg unemployment benefits	Continuation of income in the case of structural or LT events Eg disability ben. , pensions not linked to previous LM activity
Employability	Re-employment, IIary status, FTC, integration schemes in companies	Dvt of personal projects that are not necessarily immediately profitable in the ST on the labour market, skills dvt



Thank you!

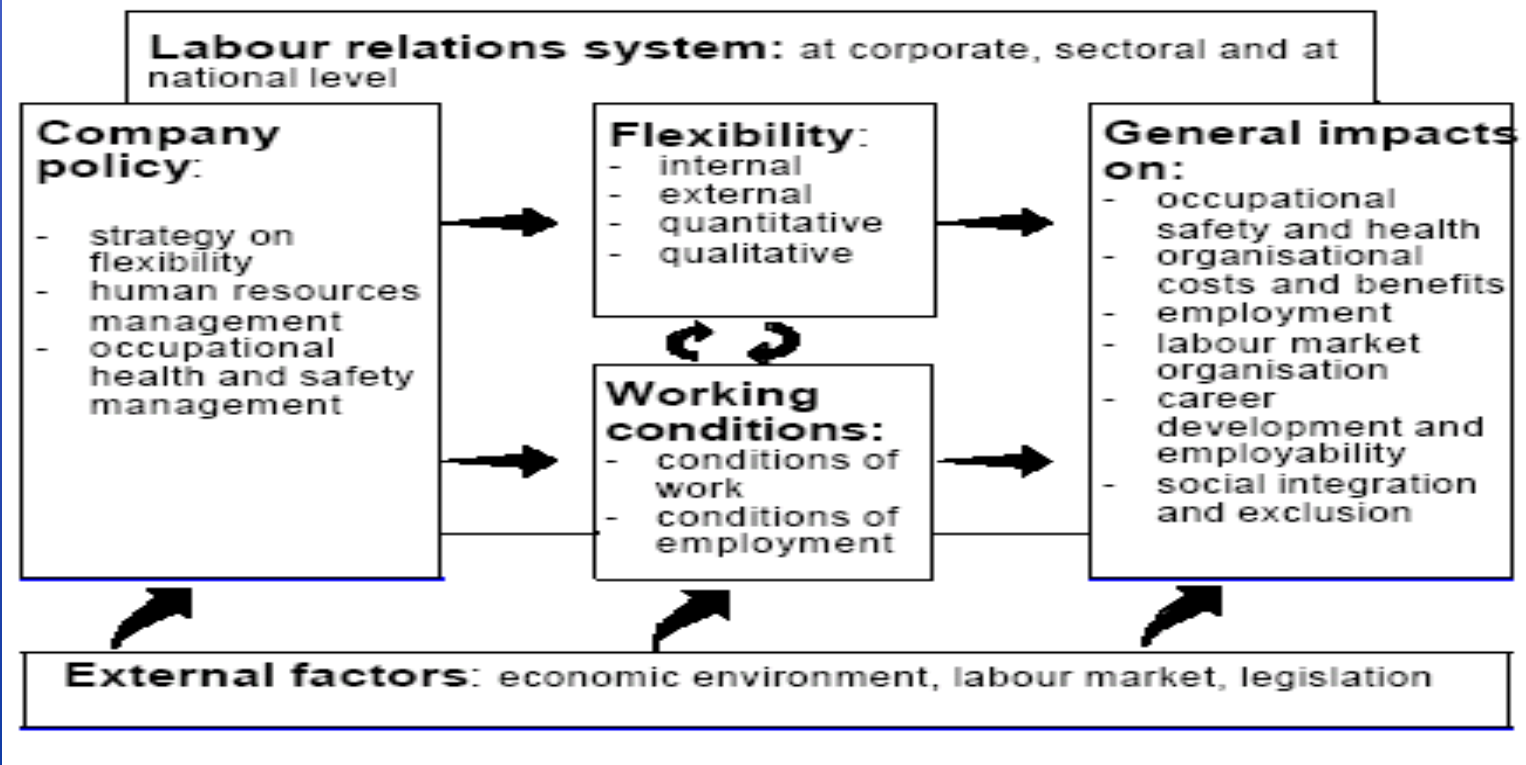
More information:

- www.eurofound.eu.int
- or contact:
John.Hurley@eurofound.eu.int



Flexibility and working conditions

Figure 1: *Flexibility and working conditions: a global research framework*





Conditions of work/employment

Conditions of work	Conditions of employment
<ul style="list-style-type: none">• musculoskeletal job demands:<ul style="list-style-type: none">• position, loads, repetitive movements• physical exposure:<ul style="list-style-type: none">• vibrations, noise, temperature• chemical and biological exposure• psychosocial job demands (work organisation and work content):<ul style="list-style-type: none">• job demands (job intensity, pace of work, monotonous work)• job control (autonomy, support)• emotional job demands:• violence, discrimination, harassment	<ul style="list-style-type: none">• job security : employment status and/or perspectives• access to training and qualification• career prospects• duration of time and control over working time• level of workers direct/indirect participation• flexible vs. fixed payment



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Different level of negotiation

Figure 2: *Different areas/levels of negotiation*

Scenarios	Issues	Levels of negotiation
Scenario 1	Conditions of work	OSH policy and training
	Exposure to risk, occupational health and safety	National, sectoral and corporate levels
Scenario 2	Conditions of employment (<i>Job insecurity, access to training, career prospects, pay gaps, gender segmentation</i>)	HRM policy
	Division of labour	Collective agreements, balanced with individual arrangements Sectoral and corporate levels, national 'stimulating' measure
Scenario 3	Work organisation	Job control
	Job intensification or monotony	Corporate level, with local management agreements