

Indicators on Quality of Employment

Statistics Netherlands

Heerlen, 11 October 2011

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Draft version. Do not quote or cite.

Sources used:

LFS

National Accounts

External Causes of Death statistics

NWCS

Register on tax and insurance schemes

Labour Force Survey; annual data (sample size around 65.000 households)

Annual data

Annual data

Netherlands Working Conditions Survey (annual data 2005-2013; from 2014 onwards once every two years; sample size of 80.000 employees)

Explanation of symbols used in the tables:

. : too small figures (unreliable)

- : zero

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1A) SAFETY AT WORK

Fatal occupational injury rate (workplace fatalities per 100 000 employed people).

Workplace fatalities per 100 000 of the total population in that specific age-group.

		Total	Age								
			<15	15-20	20-30	30-40	40-50	50-60	60-70	70-80	>=80
Total	2005	0.4	0.1	0.2	0.3	0.7	0.2	0.8	0.3	0.5	0.5
	2006	0.4	0.1	0.1	0.3	0.6	0.7	0.8	0.6	0.2	0.3
	2007	0.4	0.1	0.2	0.4	0.4	0.5	0.9	0.5	0.2	0.2
	2008	0.5	.	0.2	0.4	0.8	0.8	0.7	0.3	0.5	0.2
	2009	0.4	.	0.3	0.5	0.5	0.5	0.6	0.4	0.5	0.2
	2010	0.3	.	0.2	0.3	0.3	0.7	0.4	0.4	0.4	.
Male	2005	0.8	0.2	0.4	0.6	1.3	0.4	1.4	0.7	1.1	1.6
	2006	0.8	0.1	0.2	0.5	1.2	1.1	1.4	1.1	0.4	0.5
	2007	0.8	0.1	0.4	0.7	0.7	1.1	1.8	1.0	0.4	0.5
	2008	0.9	.	0.4	0.8	1.6	1.6	1.3	0.6	1.0	.
	2009	0.8	0.1	0.6	1.0	0.9	1.1	1.1	0.9	1.0	0.5
	2010	0.7	0.1	0.4	0.5	0.6	1.5	0.8	0.8	1.0	.
Female	2005	.	.	.	.	0.1	.	0.1	.	.	.
	2006	0.1	0.1	.	.	.	0.2	0.1	.	.	0.2
	2007	.	.	.	.	0.1	.	0.1	.	.	.
	2008	.	.	.	.	.	.	.	.	.	0.2
	2009	.	.	.	.	.	.	.	.	.	.
	2010	.	.	.	0.1	.	.	.	0.1	.	.

Source: External Causes of Death Statistics

Non-fatal occupational injury rate (workplace accidents per 100 000 employed people).

Workplace accidents per 100 000 employees.

	Total	Sex		Ethnic background					Age				
		Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65
2005	12 446	14 201	10 330	11 837	7 741	13 773	22 706	11 817	13 381	10 511	14 099	13 033	10 556
2006	9 763	12 705	6 284	9 554	9 145	11 872	11 866	7 764	13 256	9 668	8 827	10 039	8 218
2007	12 190	14 184	9 796	11 099	15 198	11 250	25 896	15 630	17 631	14 530	10 752	11 225	8 323
2008	14 367	15 267	13 315	13 959	9 913	20 950	20 258	6 724	17 676	16 298	15 645	10 891	12 158
2009	13 077	15 650	10 119	12 356	7 719	20 427	21 804	7 818	26 198	10 239	12 166	10 597	10 255
2010	13 378	15 542	10 924	13 251	9 018	12 275	17 186	15 939	22 711	14 046	11 640	11 060	9 474

Source: Netherlands Working Conditions Survey (NWCS)

Occupational disease contraction per 100.000 employed people.

Share of chronically sick employees who indicate that their chronic illness is inflicted by their job (so prevalence in stead of incidence rate).

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	17.8	20.8	14.5	6.5	18.2	21.4
2007	17.3	21.3	13.1	6.5	18.1	19.2
2008	15.0	19.0	11.1	7.0	15.4	17.8
2009	13.9	16.7	11.1	3.1	14.2	18.3
2010	14.1	16.8	11.4	7.4	14.8	15.4

Source: Netherlands Working Conditions Survey (NWCS)

Share of employed persons working in “hazardous” industries and occupations (as defined by ILO).

Share of employees working in dangerous conditions regularly (self-reported).

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	5.4	8.6	1.6	5.3	5.5	5.3
2007	3.7	5.6	1.4	5.4	3.7	2.4
2008	5.0	7.3	2.3	5.8	5.1	4.0
2009	3.7	5.7	1.4	4.6	3.8	2.5
2010	4.3	6.6	1.7	4.7	4.5	3.4

Source: Netherlands Working Conditions Survey (NWCS)

Share of employed persons who feel significant levels of stress on the job.

Share of employees with work-related complaints leading to absenteeism (at least one day) for whom stress was the main complaint.

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	36.4	33.4	40.9	24.5	37.8	36.2
2007	35.8	34.0	38.3	29.8	36.7	34.2
2008	35.7	32.6	40.0	24.4	37.2	35.9
2009	32.9	30.2	36.3	26.1	33.9	32.1
2010	31.3	29.0	34.2	18.6	33.8	27.7

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees having an emotionally demanding job.

	Total	Sex		Ethnic background					Age				
		Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	.	.	.	.	.	.	.	.	.	.	.	.	.
2007	12.3	10.7	14.1	12.2	13.6	12.9	11.4	13.2	6.9	10.8	11.9	15.5	14.2
2008	11.8	10.1	13.9	11.7	14.2	10.3	13.8	11.4	7.6	11.4	11.2	13.6	14.6
2009	12.5	10.8	14.4	12.2	18.6	13.1	11.9	13.0	6.6	12.2	11.9	14.9	15.3
2010	12.1	10.8	13.6	11.8	15.4	11.7	16.4	10.1	7.0	13.5	11.7	13.5	13.8

Source: Netherlands Working Conditions Survey (NWCS)

1B) CHILD LABOUR AND FORCED LABOUR

Share of employed persons who are below the minimum age specified for the kind of work performed.

Data available, but not published.

Share of employed persons below 18 years of age in “hazardous” industries and occupations (as defined by ILO).

Share of 15-25 year old employees working in dangerous conditions regularly (self-reported). Note the deviation in age-group. Figures on the age-group 15-18 can be made however.

	Total	Sex	
		Male	Female
2005	.	.	.
2006	5.3	.	.
2007	5.4	8.9	1.8
2008	5.8	.	.
2009	4.6	6.9	2.4
2010	4.7	7.2	2.2

Source: Netherlands Working Conditions Survey (NWCS)

Share of employed persons below 18 years working hours which exceed a specified threshold.

Data available, but not published.

Share of children working in household chores which exceed a specified threshold of hours.

No data available.

Share of employed or recently-employed migrant population who were deceived during recruitment to/by an employer.

No data available.

Share of employed or recently-employed migrants who felt they were forced or coerced during their employment.

No data available.

1C) FAIR TREATMENT IN EMPLOYMENT

For the measurement of fair treatment, statistics should be produced across all dimensions, for as many indicators of quality of employment as possible, for the following groups depending on their relevance in a country: Sex, Ethnic groups, Immigrants, Indigenous population, Persons with disabilities, Age groups, Geographic region.

Where possible, differences in sex, age and ethnic groups are shown.

2A) INCOME FROM EMPLOYMENT

Average weekly earnings of employed people.

Note that weekly earnings are asked for and hourly and monthly earnings are provided. The figures concern employees only.

Average *hourly* earnings per job, x 1 euro

	Total	Sex		Age									
		Male	Female	15-20	20-25	25-30	30-35	35-40	40-45	45-50	50-55	55-60	60-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	18.39	19.97	15.73	5.70	10.58	14.50	17.59	19.68	20.79	21.51	22.08	22.52	22.42
2007	18.90	20.49	16.26	5.78	10.89	14.96	18.11	20.26	21.36	22.07	22.63	23.13	23.10
2008	19.50	21.11	16.86	5.98	11.34	15.55	18.72	20.97	22.06	22.68	23.16	23.65	23.68
2009	20.01	21.66	17.38	6.06	11.55	15.84	19.06	21.43	22.58	23.17	23.64	24.13	24.09
2010	.	.	.	.	.	.	.	.	.	.	.	.	.

Source: Register on tax and insurance schemes.

Average *monthly* earnings per job, x 1 euro

	Total	Sex		Age									
		Male	Female	15-20	20-25	25-30	30-35	35-40	40-45	45-50	50-55	55-60	60-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	2 027	2 526	1 422	318	1 012	1 769	2 128	2 307	2 408	2 493	2 565	2 575	2 280
2007	2 068	2 571	1 467	319	1 042	1 818	2 184	2 367	2 466	2 544	2 612	2 631	2 364
2008	2 136	2 649	1 529	332	1 096	1 897	2 267	2 459	2 553	2 622	2 675	2 695	2 435
2009	2 198	2 733	1 582	322	1 099	1 933	2 324	2 534	2 635	2 700	2 747	2 772	2 510
2010	.	.	.	.	.	.	.	.	.	.	.	.	.

Source: Register on tax and insurance schemes.

Low pay (share of employed with below 2/3 of median hourly earnings).

Data available, but not published.

Distribution of weekly earnings (quintiles).

Data available, but not published.

2B) NON-WAGE PECUNIARY BENEFITS

Share of employees entitled to annual leave.

All. By law and part of collective Agreement.

Average number of days of annual leave employees are entitled to use per year.

By law and part of collective Agreement.

Share of employees entitled to sick leave.

All. By law and part of collective Agreement.

Average number of days of sick leave employees are entitled to use per year.

By law and part of collective Agreement.

Share of employees with supplemental medical insurance plan.

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3A) WORKING HOURS

Average actual hours worked per week per person.

Average *usual* hours worked per week per employed person.

	Total	Sex		Age		
		Male	Female	15-25	25-50	50-65
2005	31.6	37.2	24.5	22.2	33.8	32.3
2006	31.7	37.2	24.8	22.0	34.0	32.5
2007	31.6	37.1	25.0	21.8	34.1	32.5
2008	31.7	37.0	25.2	21.7	34.2	32.4
2009	31.5	36.7	25.2	21.1	34.1	32.4
2010	31.3	36.5	25.2	20.4	34.1	32.3

Source: Labour Force Survey (LFS)

Share of employed persons working 49 hrs and more per week.

Data available, but not published.

Share of employed persons working less than 30 hours per week involuntarily.

Data available, but not published.

Distribution of actual hours worked (quintiles).

Data available, but not published.

Share of employed persons working more than one job.

Data available, but not published.

3B) WORKING TIME ARRANGEMENTS

Share of employed persons who usually work at night/evening.

Share of employed labour force (working 12 hours or more per week) usually working at evening.

	Total	Sex		Ethnic background			Age				
		Male	Female	Native Dutch	Western foreign	Non-western foreign	15-25	25-35	35-45	45-55	55-65
2005	44.4	46.0	42.1	44.2	45.2	45.1	48.7	42.2	45.3	44.4	42.5
2006	44.8	46.0	43.0	44.9	44.3	43.9	51.2	42.3	45.0	45.3	42.0
2007	45.8	47.4	43.7	46.1	45.2	43.3	51.1	44.0	46.1	46.1	43.1
2008	46.4	48.0	44.3	46.6	46.3	44.6	50.6	44.6	47.1	46.8	43.6
2009	46.9	48.6	44.7	47.2	45.5	45.5	52.4	45.8	46.7	47.8	42.9
2010	49.4	52.3	45.8	49.7	49.6	46.5	51.5	48.3	50.8	50.3	45.8

Source: Labour Force Survey (LFS)

Share of employed labour force (working 12 hours or more per week) usually working at night.

	Total	Sex		Ethnic background			Age				
		Male	Female	Native Dutch	Western foreign	Non-western foreign	15-25	25-35	35-45	45-55	55-65
2005	16.4	20.2	11.2	16.1	17.2	18.5	15.8	16.8	17.8	16.1	13.3
2006	16.7	20.4	11.5	16.4	17.2	18.8	17.1	16.9	17.4	16.6	14.0
2007	16.4	20.1	11.5	16.5	15.8	16.0	15.2	16.6	17.5	17.3	12.9
2008	16.0	19.8	11.1	15.8	17.3	16.9	16.2	16.6	16.8	16.3	12.8
2009	16.5	20.3	11.5	16.2	17.7	17.5	16.7	16.8	17.1	17.3	13.1
2010	16.5	20.7	11.2	16.2	17.0	18.6	15.6	17.7	17.5	16.8	12.7

Source: Labour Force Survey (LFS)

Share of employed persons who usually work on weekend or bank holiday.

Share of employed labour force (working 12 hours or more per week) usually working on Saturdays.

	Total	Sex		Ethnic background			Age				
		Male	Female	Native Dutch	Western foreign	Non-western foreign	15-25	25-35	35-45	45-55	55-65
2005	43.0	44.9	40.2	42.9	42.8	43.7	53.5	40.8	42.0	42.1	41.8
2006	43.8	45.3	41.7	43.6	42.9	46.6	54.6	42.4	42.5	43.2	41.0
2007	44.4	46.1	42.2	44.6	43.6	43.4	55.2	42.1	43.6	43.7	42.3
2008	44.7	46.5	42.3	44.7	45.3	44.1	55.9	42.4	43.7	43.8	43.0
2009	44.4	46.2	42.2	44.5	42.4	46.1	56.9	42.2	42.6	44.4	42.0
2010	46.6	49.6	42.9	46.6	47.5	46.0	56.9	44.0	45.3	47.2	44.6

Source: Labour Force Survey (LFS)

Share of employed labour force (working 12 hours or more per week)usually working on sundays.

	Total	Sex		Ethnic background			Age				
		Male	Female	Native Dutch	Western foreign	Non-western foreign	15-25	25-35	35-45	45-55	55-65
2005	29.0	29.4	28.3	28.5	31.5	31.0	29.9	26.9	29.4	30.1	29.1
2006	29.5	29.5	29.6	29.1	31.0	31.7	31.8	27.4	29.3	31.0	29.0
2007	30.3	30.2	30.5	30.3	31.9	29.0	31.8	28.7	30.4	31.6	29.2
2008	30.3	30.4	30.0	29.9	33.5	29.9	32.0	28.5	30.2	31.7	29.1
2009	31.1	31.1	31.1	30.8	32.5	32.0	34.7	29.0	30.8	32.9	28.7
2010	32.8	33.4	32.0	32.3	36.3	33.9	36.2	30.6	32.1	34.5	31.9

Source: Labour Force Survey (LFS)

Share of employees with flexible work schedules.

Share of employed labour force (working 12 hours or more per week) working irregular hours (evening, night, weekends)

	Total	Sex		Ethnic background			Age				
		Male	Female	Native Dutch	Western foreign	Non-western foreign	15-25	25-35	35-45	45-55	55-65
2005	55.1	56.9	52.5	54.8	55.7	56.7	62.9	51.9	55.4	54.9	53.7
2006	55.5	57.0	53.5	55.3	55.5	57.9	63.8	53.1	55.2	56.0	52.5
2007	56.9	58.5	54.7	57.0	56.0	56.7	64.4	54.3	56.9	56.9	54.9
2008	57.3	59.1	55.0	57.3	57.2	57.4	64.5	54.9	57.3	57.3	55.1
2009	57.3	59.2	54.9	57.5	54.8	58.1	65.6	55.3	56.5	58.2	54.5
2010	60.9	63.9	57.2	61.0	61.2	60.0	66.5	59.2	60.9	61.7	58.3

Source: Labour Force Survey (LFS)

3C) BALANCING WORK AND NON-WORKING LIFE

Share of employed persons receiving maternity/paternity/family leave benefits.

Share of employees entitled to maternity/paternity leave benefits.

	Total	Sex	
		Male	Female
2005	4	4	4
2006	4	4	4
2007	4	3	4
2008	3	3	4
2009	4	3	4
2010	4	3	4

Source: Labour Force Survey (LFS)

Share of employees making use of maternity/paternity leave benefits.

	Total	Sex	
		Male	Female
2005	1	1	2
2006	1	1	2
2007	1	1	2
2008	1	1	1
2009	1	1	2
2010	1	1	2

Source: Labour Force Survey (LFS)

Average usual hours worked per week per household.

Share of couples working (fulltime vs parttime).

	Both partners working fulltime	One partner working fulltime and the other parttime (but more than 12 hours per week)	Both partners working parttime (but more than 12 hours per week)	One partner working fulltime	One partner working parttime (but more than 12 hours per week)	No work or working less than 12 hours per week.
2005	11.7	37.4	5.0	28.5	6.9	10.5
2006	12.4	38.5	5.3	26.9	6.7	10.2
2007	13.1	40.2	5.6	25.2	6.5	9.4
2008	13.7	42.0	5.7	24.0	6.2	8.4
2009	13.3	42.7	5.9	23.3	6.7	8.2
2010	13.7	42.5	6.0	22.5	7.1	8.2

Source: Labour Force Survey (LFS)

Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49.

N.B. It concerns all mothers, irrespective of age

	<i>Mothers in labour force (working), x 1000</i>	
	<i>Total</i>	<i>With youngest child < 6 years of age</i>
2005	1189	553
2006	1230	566
2007	1288	577
2008	1326	588
2009	1343	593
2010	1340	585

Source: Labour Force Survey (LFS)

Average duration of commuting from home to work.

In minutes, including journey forward to work and backward to home.

	<i>Total</i>	<i>Sex</i>		<i>Age</i>		
		<i>Male</i>	<i>Female</i>	<i>15-25</i>	<i>25-55</i>	<i>55-65</i>
2005	.	.	.	.	.	.
2006	.	.	.	.	.	.
2007	55.6	61.7	48.3	46.9	56.4	58.6
2008	55.8	61.8	48.7	47.9	56.7	57.9
2009	53.1	58.8	46.6	41.2	54.8	56.5
2010	52.6	58.3	46.1	39.8	54.6	56.0

Source: Netherlands Working Conditions Survey (NWCS)

4A) SECURITY OF EMPLOYMENT

Share of employees 25 years of age and older with temporary jobs.

Share of employees (working 12 hours or more per week) 25 years of age and older with flexible contracts (temporary or stand-by workers).

	25-35 years			35-45 years			45-55 years			55-65 years		
	Total	Male	Total	Male	Female	Female	Total	Male	Female	Total	Male	Female
2005	7.9	8.6	7.1	4.8	4.0	5.7	4.0	3.0	5.4	4.6	4.3	5.1
2006	8.5	8.6	8.3	5.0	4.2	6.0	4.3	3.2	5.7	5.1	4.9	5.4
2007	8.5	8.9	8.0	5.8	4.9	7.1	4.8	3.5	6.5	5.6	4.9	6.8
2008	8.6	8.5	8.8	5.8	4.5	7.2	5.0	3.6	6.9	5.8	5.2	6.9
2009	8.2	8.0	8.4	5.1	4.1	6.4	4.7	3.3	6.4	5.5	4.8	6.6
2010	9.2	9.6	8.8	5.2	4.2	6.4	4.8	3.6	6.3	5.5	5.3	5.8

Source: Labour Force Survey (LFS)

Share of all employed people who are unincorporated self-employed without employees.

Share of the employed labour force (working 12 hours or more per week) being unincorporated self-employed without employees.

	Total	Sex		Ethnic background			Age				
		Male	Female	Native Dutch	Western foreign	Non-western foreign	15-25	25-35	35-45	45-55	55-65
2005	8.2	9.4	6.4	8.4	8.2	6.0	2.4	5.4	9.1	9.4	15.0
2006	8.4	9.8	6.6	8.5	9.5	6.3	2.8	6.1	9.0	9.7	14.6
2007	8.7	10.2	6.7	8.8	9.7	6.4	3.1	6.1	9.7	9.9	13.9
2008	9.0	10.4	7.2	9.1	10.8	6.6	3.4	6.2	9.9	10.3	14.6
2009	9.2	10.6	7.4	9.4	9.7	7.2	3.5	6.1	10.1	10.5	14.7
2010	9.5	11.2	7.4	9.6	10.5	7.6	3.7	6.7	10.4	11.1	13.8

Source: Labour Force Survey (LFS)

Shares of employed persons 25 years of age and older with job tenure < 1 year; 1-3 years; 3-5 years; >=5 years.

Share of the employed labour force (working 12 hours or more per week) with job tenure < 1 year; 1-5 years; 5-10 years; 10-20 years; >=20 years, x 1000

		Total	Sex		Ethnic background			Age				
			Male	Female	Native Dutch	Western foreign	Non-western foreign	15-25	25-35	35-45	45-55	55-65
< 1 year	2005	12.5	12.1	13.1	11.7	13.8	18.7	40.2	15.8	8.9	5.4	3.5
	2006	14.1	13.5	14.8	13.1	15.0	22.2	42.8	18.8	10.2	6.2	3.8
	2007	15.8	15.0	16.8	14.6	17.5	24.7	44.8	21.1	12.0	7.7	4.7
	2008	16.1	15.1	17.4	15.1	17.3	23.6	45.3	21.4	12.6	8.1	5.2
	2009	13.8	12.7	15.3	12.9	14.8	20.4	42.1	18.3	10.4	7.1	3.8
	2010	12.8	12.0	13.8	11.9	14.5	18.8	41.7	17.1	9.5	6.4	3.7
1-5 years	2005	28.7	25.9	32.7	28.0	29.4	35.6	46.5	41.9	26.5	18.5	10.4
	2006	25.8	24.2	28.1	25.2	27.6	30.4	42.8	38.0	23.9	16.5	9.5
	2007	25.0	24.2	26.2	24.3	26.3	30.3	41.8	37.2	23.4	15.6	9.4
	2008	26.3	26.0	26.7	25.4	28.4	31.8	41.6	39.7	25.2	16.8	10.3
	2009	28.6	28.1	29.3	27.7	30.7	34.1	45.4	43.7	27.8	18.6	11.1
	2010	29.6	28.5	31.0	28.8	31.0	35.2	47.5	45.6	28.9	19.7	11.0
5-10 years	2005	21.8	21.0	22.9	21.4	22.6	24.3	8.4	30.7	24.9	18.9	12.9
	2006	23.7	22.4	25.4	23.4	24.3	26.2	9.2	32.4	27.5	21.0	14.9
	2007	23.1	21.2	25.6	23.1	22.5	23.6	7.7	30.8	27.1	21.9	15.2
	2008	21.5	19.3	24.2	21.4	21.4	22.0	7.1	28.0	25.7	20.9	14.0
	2009	20.3	18.4	22.7	20.2	20.4	21.1	6.9	26.2	24.1	19.8	14.4
	2010	19.0	17.7	20.5	18.9	19.1	20.0	6.9	25.0	22.0	18.3	13.6
10-20 years	2005	19.5	19.6	19.3	20.1	18.1	14.7	-	10.3	29.4	24.1	22.2
	2006	18.9	18.9	18.9	19.6	16.8	14.0	-	9.5	28.4	23.2	22.3
	2007	18.5	18.5	18.4	19.0	17.2	14.7	-	9.5	27.0	23.3	22.0
	2008	18.3	18.4	18.2	18.8	17.1	15.1	-	9.6	26.9	22.8	21.7
	2009	19.3	19.4	19.2	19.7	18.1	16.8	-	10.5	28.5	23.6	21.9
	2010	20.4	20.1	20.8	20.8	19.4	18.0	-	11.1	30.1	24.8	23.4
>=20 years	2005	15.7	20.1	9.7	17.0	14.3	5.1	-	-	8.9	31.6	49.2
	2006	15.7	19.7	10.2	16.9	14.5	5.3	-	-	8.6	31.5	47.5
	2007	15.6	19.5	10.3	16.9	14.3	4.7	-	-	8.6	29.8	47.0
	2008	15.8	19.6	10.7	17.2	13.7	5.2	-	-	8.0	29.6	47.1
	2009	16.0	19.9	11.0	17.4	14.1	5.9	-	-	7.8	29.3	46.9
	2010	16.6	20.3	12.0	18.0	14.8	6.4	-	-	8.4	29.6	46.8

Source: Labour Force Survey (LFS)

4B) SOCIAL PROTECTION

Share of employees covered by unemployment insurance.

All.

Average weekly unemployment insurance payment as a share of average weekly wage.

No data available.

Public social security expenditure as share of GDP.

	%
2005	2.7
2006	2.6
2007	2.6
2008	2.3
2009	3.0
2010	3.2

Source: National Accounts

Share of economically active population contributing to a pension fund.

No data available.

5) SOCIAL DIALOGUE

Share of employees covered by collective wage bargaining.

Share of employees covered by a collective bargaining agreement.

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	.	.	.	.	.	.
2007	80.6	80.0	81.2	73.8	80.6	86.1
2008	81.8	80.8	82.9	79.0	81.3	86.5
2009	77.5	76.6	78.4	69.5	77.5	85.3
2010	.	.	.	.	.	.

Source: Netherlands Working Conditions Survey (NWCS)

Share of enterprises belonging to employer organizations.

No data available.

6) SKILLS DEVELOPMENT AND TRAINING

Share of employees who received job training within the last 12 months.

Share of employees who received internal job training within the last 2 years.

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	.	.	.	.	.	.
2007	56.6	57.6	55.4	45.0	59.5	51.9
2008	58.7	59.7	57.5	45.2	61.8	54.5
2009	56.4	58.0	54.7	40.6	59.9	54.4
2010	56.6	58.6	54.4	38.9	60.9	54.6

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees whose employer paid for an external job training within the last 2 years.

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	.	.	.	.	.	.
2007	43.5	47.8	38.3	32.5	46.6	36.7
2008	44.4	48.8	39.2	34.6	47.4	37.5
2009	43.1	47.8	37.8	28.0	47.3	37.1
2010	42.7	46.3	38.6	25.4	47.6	37.2

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who received job training by type of job training.

Data available, but not published.

Share of employed persons in high skilled occupations.

Share of employees (working 12 hours or more per week) working in higher-level occupations, x 1000.

	Total	Sex		Age				
		Male	Female	15-25	25-35	35-45	45-55	55-65
2005	20.7	20.6	20.9	7.7	22.5	22.5	23.0	21.4
2006	20.2	19.7	20.9	7.6	22.4	21.5	22.2	21.2
2007	20.3	20.0	20.7	8.0	23.1	21.4	22.0	21.4
2008	20.6	20.6	20.6	8.1	23.7	21.8	22.1	21.5
2009	20.8	20.7	20.9	8.6	23.6	22.5	21.7	21.6
2010	21.5	21.3	21.7	8.7	25.1	23.2	21.9	21.8

Source: Labour Force Survey (LFS)

Share of employees (working 12 hours or more per week) working in university-level occupations, x 1000.


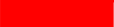
	Total	Sex		Age				
		Male	Female	15-25	25-35	35-45	45-55	55-65
2005	7.7	8.5	6.7	.	8.4	8.3	8.4	10.5
2006	8.1	8.8	7.2	.	8.9	8.6	9.0	10.0
2007	8.3	9.1	7.3	.	9.5	8.6	9.1	10.3
2008	8.9	9.7	8.0	2.0	10.5	9.4	9.2	10.9
2009	9.1	9.9	8.1	2.2	10.9	9.6	9.2	10.8
2010	9.5	10.4	8.5	2.1	11.6	9.9	9.9	10.6

Source: Labour Force Survey (LFS)

**Share of employed persons who have more education than is normally required in their occupation.
&
Share of employed persons who have less education than is normally required in their occupation.**

Crosstable of educationlevel of employees (working 12 hours or more per week) by occupationlevel of employees.

		Occupational level					
		Elementary	Low	Intermediate	High	University	
Educational level	Low	2005	278	811	314	38	.
		2006	286	794	303	33	.
		2007	302	801	295	35	.
		2008	327	821	310	37	.
		2009	310	805	307	34	.
		2010	296	751	292	37	.
	Intermediate	2005	175	625	1564	247	35
		2006	176	652	1592	234	40
		2007	182	673	1630	241	48
		2008	173	638	1665	250	54
		2009	161	627	1657	247	53
		2010	163	608	1599	250	56
	High	2005	20	95	343	960	425
		2006	21	92	346	967	445
		2007	21	94	357	995	465
		2008	22	97	369	1037	511
		2009	23	98	377	1047	521
		2010	25	110	385	1066	536

 Educational level > Occupational level
 Educational level < Occupational level

Source: Labour Force Survey (LFS)

Employees (working 12 hours or more per week) who have more education than is normally required in their occupation.

	x 1000	% of all employees
2005	1258	20.8
2006	1287	21.0
2007	1327	21.1
2008	1299	20.1
2009	1286	20.0
2010	1291	20.4

Source: Labour Force Survey (LFS)

Employees (working 12 hours or more per week) who have less education than is normally required in their occupation.

	<i>x 1000</i>	<i>% of all employees</i>
2005	634	10.5
2006	610	9.9
2007	619	9.8
2008	651	10.1
2009	641	10.0
2010	635	10.0

Source: Labour Force Survey (LFS)

7A) WORKPLACE RELATIONSHIPS

Share of workers who feel they have a strong or very strong relationship with their co-workers.

Average score of employees on a scale from 1(little) to 4(much): Social support of colleagues

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	.	.	.	.	.	.
2007	3.24	3.21	3.28	3.33	3.24	3.17
2008	3.24	3.21	3.28	3.32	3.24	3.18
2009	3.26	3.23	3.31	3.36	3.26	3.18
2010	3.24	3.2	3.28	3.35	3.23	3.16

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who feel they have a strong or very strong relationship with their supervisors.

Average score of employees on a scale from 1(little) to 4(much): Social support of supervisors

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	.	.	.	.	.	.
2007	2.84	2.84	2.85	2.97	2.84	2.79
2008	2.87	2.86	2.88	2.97	2.87	2.78
2009	2.88	2.87	2.90	3.01	2.87	2.79
2010	2.85	2.84	2.87	3.00	2.84	2.78

Source: Netherlands Working Conditions Survey (NWCS)

Share of workers who feel they have been a victim of discrimination at work.

Share of employees who say discrimination by sex often happens at work (these are not victims per se).

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	3.6	3.4	3.8	4.7	3.4	3.8
2007	.	.	.	.	.	.
2008	1.8	2.0	1.5	2.9	1.6	1.5
2009	.	.	.	.	.	.
2010	2.0	2.0	2.0	2.7	1.9	1.6

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who say discrimination by skin color often happens at work (these are not victims per se).

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	3.4	3.7	3.0	4.5	3.1	3.5
2007	.	.	.	.	.	.
2008	1.7	2.1	1.2	2.3	1.6	1.6
2009	.	.	.	.	.	.
2010	1.8	2.1	1.4	2.3	1.7	1.4

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who say discrimination by religion often happens at work (these are not victims per se).

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	3.1	3.3	2.8	4.2	2.9	3.1
2007	.	.	.	.	.	.
2008	1.5	2.1	0.8	2.1	1.4	1.2
2009	.	.	.	.	.	.
2010	1.7	2.0	1.3	2.5	1.6	1.3

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who say discrimination by sexual inclination often happens at work (these are not victims per se).

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	2.8	3.0	2.6	4.0	2.6	3.1
2007	.	.	.	.	.	.
2008	1.1	1.4	0.8	1.5	1.0	1.1
2009	.	.	.	.	.	.
2010	1.3	1.5	1.2	2.4	1.2	0.9

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who say discrimination by age often happens at work (these are not victims per se).

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	1.6	1.7	1.5	2.5	1.4	2.4
2007	.	.	.	.	.	.
2008	1.8	2.0	1.6	2.1	1.5	2.9
2009	.	.	.	.	.	.
2010	2.7	2.9	2.4	5.2	2.0	3.1

Source: Netherlands Working Conditions Survey (NWCS)

Share of workers who feel they have been harassed at work.

Share of employees who have been victim of sexual harassment by customers within the last 12 months.

	Total	Sex		Ethnic background					Age					
		Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65	
2005
2006
2007	4.4	1.5	8.0	4.4	3.9	4.9	5.3	5.1	6.7	5.6	4.2	4.0	2.0	
2008	4.8	1.9	8.2	4.6	5.7	5.0	6.2	6.1	7.5	5.8	4.4	4.0	2.8	
2009	5.0	1.7	8.9	5.0	4.2	6.1	4.4	7.9	10.3	5.8	4.1	3.7	2.7	
2010	5.0	1.8	8.7	5.0	3.8	4.2	5.8	8.7	8.6	6.7	4.0	3.7	3.0	

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who have been victim of sexual harassment by supervisors or colleagues within the last 12 months.

	Sex		Ethnic background					Age					
	Total	Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	.	.	.	.	.	.	.	.	.	.	.	.	.
2007	1.8	1.0	2.9	1.6	3.6	1.8	3.8	1.8	2.2	2.5	2.0	1.4	0.9
2008	1.8	0.9	2.9	1.7	2.5	2.7	2.0	3.0	3.7	2.4	1.6	1.2	0.7
2009	1.7	1.0	2.5	1.5	2.3	2.6	3.1	2.5	2.2	1.9	2.0	1.4	0.8
2010	1.8	0.9	2.7	1.6	2.1	1.5	3.1	3.7	2.7	2.4	1.7	1.2	0.9

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who have been victim of intimidation by customers within the last 12 months.

	Sex		Ethnic background					Age					
	Total	Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	.	.	.	.	.	.	.	.	.	.	.	.	.
2007	19.7	16.8	23.3	20.2	14	22.4	13.9	19.2	19.0	21.1	19.0	21.1	17.3
2008	18.9	15.4	23.0	19.6	13.1	18.3	14.4	15.8	19.2	18.4	18.4	20.4	17.8
2009	19.4	16.1	23.2	20.2	13.7	23.2	11.1	14.2	19.4	19.9	18.0	20.6	19.0
2010	18.3	15.8	21.1	18.9	12.4	19.8	12.5	18.6	19.2	18.8	16.9	19.0	18.0

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who have been victim of intimidation by supervisors or colleagues within the last 12 months.

	Sex		Ethnic background					Age					
	Total	Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	.	.	.	.	.	.	.	.	.	.	.	.	.
2007	11.5	12.6	10.3	11.3	12.5	14.1	13.3	8.8	6.4	9.8	12.4	14.3	12.2
2008	10.7	11.9	9.3	10.4	11.9	14.5	11.2	9.7	6.9	9.1	11.0	12.9	12.1
2009	11.2	12.5	9.8	11.1	11.2	14.4	10.3	10.8	5.7	10.2	12.1	13.4	12.9
2010	9.9	10.9	8.8	9.9	8.6	11.4	10.2	8.1	5.6	8.5	9.7	13.1	11.3

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who have been victim of physical violence by customers within the last 12 months.

	Total	Sex		Ethnic background					Age				
		Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	.	.	.	.	.	.	.	.	.	.	.	.	.
2007	5.8	3.9	8.1	6.0	4.0	5.6	4.5	5.7	7.3	6.3	5.8	5.5	4.1
2008	6.5	4.2	9.1	6.6	5.4	5.7	6.8	3.3	8.6	6.3	6.0	6.7	5.3
2009	6.3	4.2	8.7	6.6	4.3	5.4	5.7	4.2	8.1	6.8	5.5	6.3	5.1
2010	6.1	4.3	8.1	6.3	3.9	6.3	5.1	3.4	6.8	7.5	5.2	5.7	5.2

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who have been victim of physical violence by supervisors or colleagues within the last 12 months.

	Total	Sex		Ethnic background					Age				
		Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	.	.	.	.	.	.	.	.	.	.	.	.	.
2007	0.5	0.8	0.2	0.5	0.7	0.5	1.5	1.1	0.7	0.5	0.6	0.5	0.3
2008	0.6	0.9	0.3	0.4	0.9	1.2	2.7	0.0	0.9	0.7	0.7	0.5	0.2
2009	0.5	0.7	0.3	0.4	1.2	0.3	1.8	0.7	0.6	0.5	0.5	0.6	0.3
2010	0.5	0.7	0.3	0.4	1.2	0.6	1.8	0.5	0.7	0.8	0.4	0.4	0.4

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who have been victim of teasing by customers within the last 12 months.

	Total	Sex		Ethnic background					Age				
		Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	.	.	.	.	.	.	.	.	.	.	.	.	.
2007	7.0	6.9	7.1	6.8	7.2	7.7	8.0	11.5	9.1	7.3	6.0	7.0	6.7
2008	6.8	6.7	6.9	6.4	5.7	8.2	10.6	7.2	8.9	6.3	6.1	7.0	6.6
2009	7.3	6.9	7.8	7.0	9.7	7.8	9.1	9.0	9.4	6.7	6.5	7.1	8.2
2010	6.5	6.7	6.4	6.0	7.4	6.4	10.6	10.7	8.1	6.6	6.0	6.3	6.1

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who have been victim of teasing by supervisors or colleagues within the last 12 months.

	Total	Sex		Ethnic background					Age				
		Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65
2005	.	.	.	.	.	.	.	.	.	.	.	.	.
2006	.	.	.	.	.	.	.	.	.	.	.	.	.
2007	8.6	9.6	7.4	7.7	12.9	10.4	15.7	12.4	9.2	8.5	8.4	9.0	8.0
2008	8.4	9.6	6.9	7.5	12.4	11.4	15.5	9.9	8.7	8.7	8.3	8.6	7.3
2009	8.4	9.4	7.1	7.4	14.6	9.7	15.9	9.1	8.3	8.6	8.3	8.9	7.3
2010	7.2	8.3	5.9	6.7	9.6	7.2	11.7	8.3	7.1	6.9	7.2	7.9	6.4

Source: Netherlands Working Conditions Survey (NWCS)

7B) WORK MOTIVATION

Share of workers who are able to choose order of tasks or methods of work.

Share of employees who are able to choose methods of work.

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	65.5	67.5	63.1	44.1	68.2	70.1
2007	65.8	69.8	60.9	44.1	68.0	72.2
2008	64.6	69.2	59.2	43.3	67.2	70.5
2009	62.7	66.6	58.3	40.4	65.9	69.0
2010	62.7	67.6	57.2	39.2	66.3	70.3

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who are able to choose order of tasks.

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	63.8	63.8	63.8	43.9	66.5	67.1
2007	67.1	69.0	64.8	45.2	69.8	71.7
2008	65.8	67.9	63.4	46.1	68.5	69.8
2009	64.6	66.0	62.9	41.0	68.3	69.5
2010	64.2	66.2	61.9	39.3	68.4	70.1

Source: Netherlands Working Conditions Survey (NWCS)

Share of employees who receive regular feedback from their supervisor.

No data available.

Share of workers who feel they are able to apply their own ideas in work.

	Total	Sex		Age		
		Male	Female	15-25	25-55	55-65
2005	.	.	.	.	.	.
2006	67.5	71.8	62.4	46.5	70.4	70.4
2007	65.8	70.8	59.9	45.9	68.4	69.6
2008	69.8	74.9	63.9	50.7	72.6	72.7
2009	69.2	73.4	64.3	47.4	73.0	71.6
2010	68.7	73.5	63.2	45.3	73.2	71.5

Source: Netherlands Working Conditions Survey (NWCS)

Share of workers who feel they do 'useful' work.

No data available.

Share of workers who feel satisfied with their work.

	Total	Sex		Ethnic background					Age					
		Male	Female	Native Dutch	Western foreign, 1st generation	Western foreign, 2nd generation	Non-western foreign, 1st generation	Non-western foreign, 2nd generation	15-25	25-35	35-45	45-55	55-65	
2005
2006
2007	77.4	76.9	77.9	78.8	70.7	76.1	64.6	69.2	77.3	77.0	77.1	77.3	78.6	
2008	78.4	78.0	78.9	80.0	74.1	75.6	65.2	68.6	76.8	76.7	79.1	78.6	80.9	
2009	78.5	77.3	79.8	80.3	69.1	76.8	65.7	68.8	78.4	77.3	78.4	79.4	78.7	
2010	78.8	78.0	79.6	80.4	73.0	75.9	65.5	71.4	77.7	77.6	79.0	78.7	81.3	

Source: Netherlands Working Conditions Survey (NWCS)