Working conditions in a global perspective

Agnès Parent-Thirion
A joint ILO-Eurofound project:
Shared commitment to improving job quality and decent work
41 countries, approximately 1.2 billion workers

- EU 28
- Turkey
- China
- United States
- Republic of Korea
- Spanish speaking Central America
- Argentina
- Uruguay
- Chile
A multidimensional framework of job quality

- **Physical environment**
  - Posture-related
  - Ambient (vibration, noise, temperature)
  - Biological and chemical

- **Social environment**
  - Adverse social behaviour
  - Social support
  - Management quality

- **Skills and discretion**
  - Cognitive dimension
  - Decision latitude
  - Organisational participation
  - Training

- **Work intensity**
  - Quantitative demands
  - Pace determinants and interdependency

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

- **Prospects**
  - Employment status
  - Career prospects
  - Job security
  - Downsizing

- **Earnings**

Joint ILO-Eurofound report
41 countries with approximately 1.2 billion workers - yet different levels of economic development

GDP per capita, 2017

- USA: 59,501
- EU28: 41,176
- Republic of Korea: 29,891
- Uruguay: 16,722
- Chile: 15,070
- Argentina: 14,467
- Turkey: 10,512
- China: 8,643
- Central America: 5,546
And different labour market structures
Though commonalities in many labour market patterns, particularly in relation to occupational sex segregation
Data sources

- EU28: EWCS, 2015
- China: CULS, 2015 and SSWCS, 2010
- Republic of Korea: KWCS, 2014
- Turkey: EWCS, 2015
- United States: AWCS, 2015
- Central America (6 countries): ECCTS, 2011
- Argentina: ENTETCML, 2010
- Chile: ENETS, 2010
- Uruguay: 2013
Physical environment

Workers have a right to a high level of protection of their health and safety at work
Exposure to posture-related risks, by country or region (%)

Note: Exposure to risks one quarter of the time or more.
Working time

.. Maximum working week
% of workers working more than 48 hours per week

Working time quality: duration

- EU28
- Argentina
- USA
- Panama
- Honduras
- Nicaragua
- El Salvador
- Costa Rica
- Guatemala
- China
- Republic of Korea
- Turkey
Work does not end at the end of the working day

- Work in ‘free time’

  Around 30% in Europe, Turkey and Korea at least several times a month, very frequently reported in the US (slightly different wording – 2 out of 3)

- Predictable working hours

  10 to 15% report that they are informed of changes in their working time arrangements either on the day or the day before (US: more so in part time and low skilled occupations)
### Korea – working hours per occupation

<table>
<thead>
<tr>
<th>Occupation</th>
<th>&lt;21</th>
<th>21–34</th>
<th>35–40</th>
<th>41–47</th>
<th>48–59</th>
<th>60+</th>
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</thead>
<tbody>
<tr>
<td>Clerks</td>
<td>2</td>
<td>1</td>
<td>58</td>
<td>15</td>
<td>19</td>
<td>4</td>
</tr>
<tr>
<td>Professionals and technicians</td>
<td>5</td>
<td>5</td>
<td>48</td>
<td>11</td>
<td>20</td>
<td>10</td>
</tr>
<tr>
<td>Managers</td>
<td>3</td>
<td>3</td>
<td>51</td>
<td>11</td>
<td>20</td>
<td>13</td>
</tr>
<tr>
<td>Agricultural workers</td>
<td>11</td>
<td>19</td>
<td>24</td>
<td>6</td>
<td>25</td>
<td>16</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>15</td>
<td>12</td>
<td>24</td>
<td>6</td>
<td>19</td>
<td>24</td>
</tr>
<tr>
<td>Plant and machine operators</td>
<td>1</td>
<td>3</td>
<td>29</td>
<td>7</td>
<td>31</td>
<td>28</td>
</tr>
<tr>
<td>Craft workers</td>
<td>2</td>
<td>5</td>
<td>22</td>
<td>9</td>
<td>34</td>
<td>29</td>
</tr>
<tr>
<td>Sales workers</td>
<td>5</td>
<td>5</td>
<td>20</td>
<td>7</td>
<td>27</td>
<td>37</td>
</tr>
<tr>
<td>Service workers</td>
<td>10</td>
<td>8</td>
<td>15</td>
<td>5</td>
<td>19</td>
<td>44</td>
</tr>
</tbody>
</table>
Work intensity

Working in haste does not mean working in an effective way
Global working conditions: work intensity

Social environment

How we work together makes a difference in how we feel but also how we do well
Key findings ‘Social environment’

• Around 70% report relatively good levels of management quality (higher in the US)
• 10% report that their boss does not respect them (16% in Korea)
• 70% to 90% report social support by colleagues (only 49% in Korea)
• Between 5 -10% report verbal abuse (lowest in Turkey, highest in the EU)
• 2 - 4% report physical violence at work (lowest in Korea, highest in the EU)
Exposure to adverse social behaviour, USA, Turkey, Rep. of Korea, EU28, %

Panel A, men

<table>
<thead>
<tr>
<th>Behavior</th>
<th>USA</th>
<th>Turkey</th>
<th>Rep. of Korea</th>
<th>EU28</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verbal abuse</td>
<td>11</td>
<td>11</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>Unwanted sexual attention</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Threats</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Humiliating behaviour</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Physical violence</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Bullying harassment</td>
<td>9</td>
<td>9</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>7</td>
<td>7</td>
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<td>7</td>
</tr>
</tbody>
</table>

Panel A, women

<table>
<thead>
<tr>
<th>Behavior</th>
<th>USA</th>
<th>Turkey</th>
<th>Rep. of Korea</th>
<th>EU28</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verbal abuse</td>
<td>11</td>
<td>11</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>Unwanted sexual attention</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Threats</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Humiliating behaviour</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Physical violence</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Bullying harassment</td>
<td>9</td>
<td>9</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>
## US - Management quality by occupation, %

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Boss respects you</th>
<th>Boss gives recognition</th>
<th>Boss gets people to work together</th>
<th>Boss helps get job done</th>
<th>Boss provides useful feedback</th>
<th>Boss encourages your development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary occupations</td>
<td>95</td>
<td>84</td>
<td>77</td>
<td>82</td>
<td>81</td>
<td>84</td>
</tr>
<tr>
<td>Craft workers</td>
<td>92</td>
<td>67</td>
<td>78</td>
<td>78</td>
<td>72</td>
<td>86</td>
</tr>
<tr>
<td>Professionals</td>
<td>89</td>
<td>80</td>
<td>76</td>
<td>77</td>
<td>76</td>
<td>83</td>
</tr>
<tr>
<td>Technicians</td>
<td>88</td>
<td>78</td>
<td>78</td>
<td>79</td>
<td>81</td>
<td>82</td>
</tr>
<tr>
<td>Clerks</td>
<td>88</td>
<td>74</td>
<td>71</td>
<td>75</td>
<td>73</td>
<td>83</td>
</tr>
<tr>
<td>Service and sales workers</td>
<td>85</td>
<td>74</td>
<td>71</td>
<td>78</td>
<td>68</td>
<td>74</td>
</tr>
<tr>
<td>Plant and machine operators</td>
<td>81</td>
<td>78</td>
<td>61</td>
<td>68</td>
<td>73</td>
<td>72</td>
</tr>
<tr>
<td>Managers</td>
<td>75</td>
<td>64</td>
<td>63</td>
<td>63</td>
<td>62</td>
<td>70</td>
</tr>
</tbody>
</table>
Skills and discretion

When there is no trust, limited market powers to resist, it is possible to have low discretion, even when work is highly skilled,
Decision latitude, by country or region (%)
Skills and discretion
Organisational participation, by country or region (%)

- **EU28**
  - Consulted before objectives set
  - Involved in improving work organisation/processes
  - Influence on important work decisions

- **Turkey**
  - Consulted before objectives set
  - Involved in improving work organisation/processes
  - Influence on important work decisions

- **Republic of Korea**
  - Consulted before objectives set
  - Involved in improving work organisation/processes
  - Influence on important work decisions

- **USA**
  - Consulted before objectives set
  - Involved in improving work organisation/processes
  - Influence on important work decisions

- **Uruguay**
  - Consulted before objectives set
  - Involved in improving work organisation/processes
  - Influence on important work decisions
Women and men at work
Systematic differences in job quality
Women and man at work ... global trends

- Gender occupational segregation
- Women bear the strongest part of domestic unpaid work
- Gender pay gap all across the world
- Differences in job quality

<table>
<thead>
<tr>
<th>Manager / boss</th>
<th>EU28 Male</th>
<th>EU28 Female</th>
<th>Turkey Male</th>
<th>Turkey Female</th>
<th>Republic of Korea Male</th>
<th>Republic of Korea Female</th>
<th>USA Male</th>
<th>USA Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worker</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>84</td>
<td>16</td>
<td>93</td>
<td>7</td>
<td>94</td>
<td>6</td>
<td>73</td>
<td>27</td>
</tr>
<tr>
<td>Women</td>
<td>48</td>
<td>52</td>
<td>72</td>
<td>28</td>
<td>55</td>
<td>45</td>
<td>43</td>
<td>57</td>
</tr>
<tr>
<td>Total</td>
<td>66</td>
<td>34</td>
<td>87</td>
<td>13</td>
<td>78</td>
<td>22</td>
<td>59</td>
<td>41</td>
</tr>
</tbody>
</table>
Conclusions

• There are common global challenges
  – physical environment

• There are other ways (than the European ones to organize work)
  - task discretion,
  - organisational participation,
  - learning in your work

• The ways we treat colleagues can be different

• Some occupational differences and gradients are similar across countries
  – Improvement? By investment in the working environment; by structural change

• There are systematic differences between men and women and job quality

• Strong benefits in comparing countries through job quality and working conditions survey

• There is no perfect region / country for job quality

• Let’s try again
Thank you
If we want to get the future of work that we want, we need data to know where we are and chart our path.

Working conditions surveys, an essential tool to monitor progress and highlight trade-offs.
# Eurofound research based on the EWCS

## Published
- 6th EWCS: overview report
- Exploring self employment in Europe
- Working conditions of workers of different ages
- Working time patterns for sustainable work
- (joint report with the ILO) Working anytime, anywhere
- Women in management: underrepresented and overstretched
- (by eu osha): health and safety risks at the workplace: a joint analysis of 3 major surveys (joint analysis esener / IFS / EWCS)
- Does employment status matter for job quality?
- ERM report 2018: impact of restructuring on working conditions
- Striking a balance: reconciling work and life in the EU (joint analysis of the EWCS and EQLS)
- Working conditions and workers’ health
- Chronic diseases and ability to work

## Forthcoming
- Work and engagement and development of the workers
- Foreign origin workers
- Sectoral analysis
- Convergence in job quality and working conditions
- ICT work and health and well being,
- Workers in multiple employment
- Working with customers

- « Flagship » report

**Supporting external researchers: data set available on the UK data archive**
Working conditions and workers’ health – a JDR approach

Job quality matter. Not only to workers

Subjective well-being  Making ends meet
Health  Engagement
Less absence and presenteeism  Motivation
Meaningful work  Social Climate
Work-life balance  Sustainable work

Job quality profiles

Working time quality

- **Working time arrangement**
  - For the majority of workers in Korea, EU28 and China, hours are set by their company with no possibility for change
  - Around 10% can choose between different schedules offered by their company
  - Wide country differences on possibility to adapt one’s working hours

- **Atypical working hours**
  - 10 to 20% work night, but about a third in the US
  - Similar proportions work shift
  - Around 50% work at week ends (at least once a month)

- **Wide country variations of flexible working arrangements**
  - How easy is it to arrange to take an hour off during working hours to take care of personal or family matters?
  - Between 36% (Turkey) and over 70% (Korea)