

Working conditions in a global perspective

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A joint ILO-Eurofound project: Shared commitment to improving job quality and decent work



41 countries, approximately 1.2 billion workers



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

Work intensity

Quantitative demands
Pace determinants and interdependency

Skills and discretion

Cognitive dimension
Decision latitude
Organisational participation
Training

Working time quality

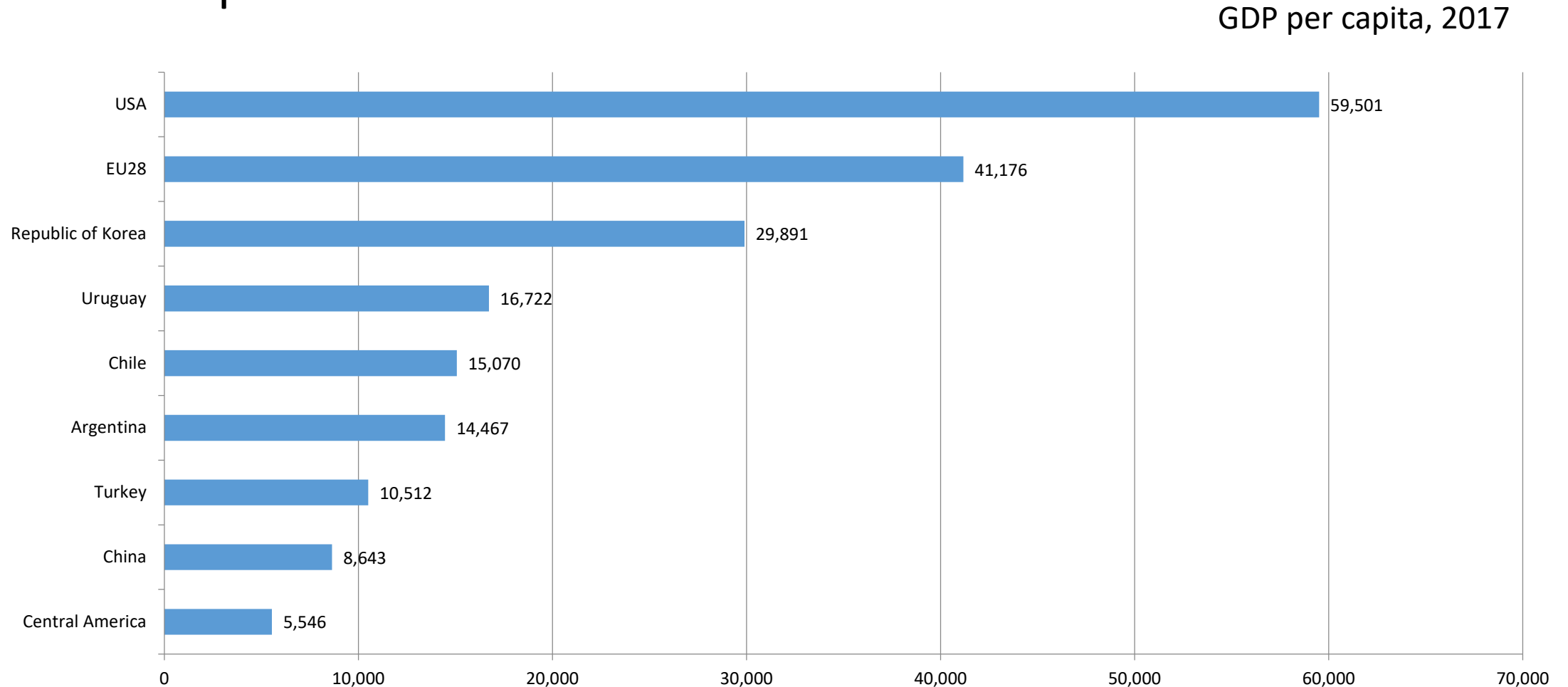
Duration
Atypical working time
Working time arrangements
Flexibility

Prospects

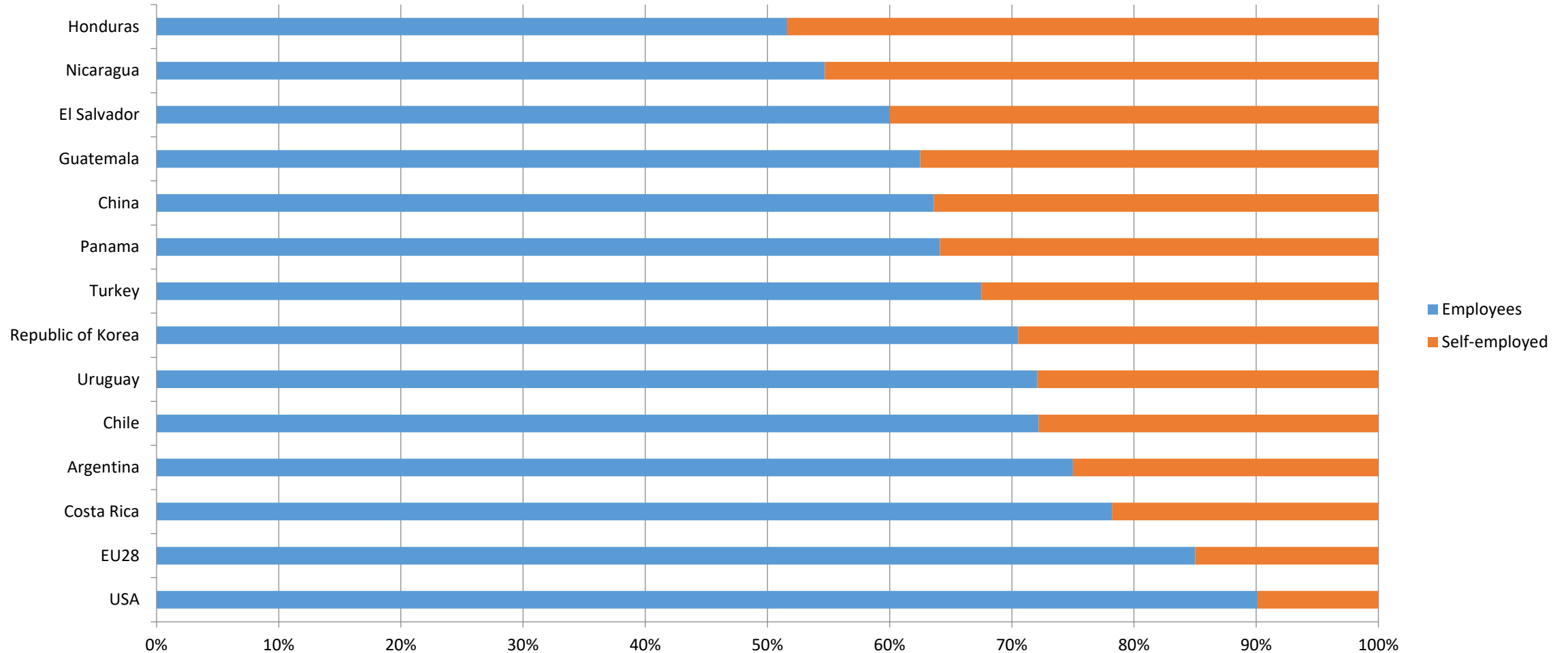
Employment status
Career prospects
Job security
Downsizing

Earnings

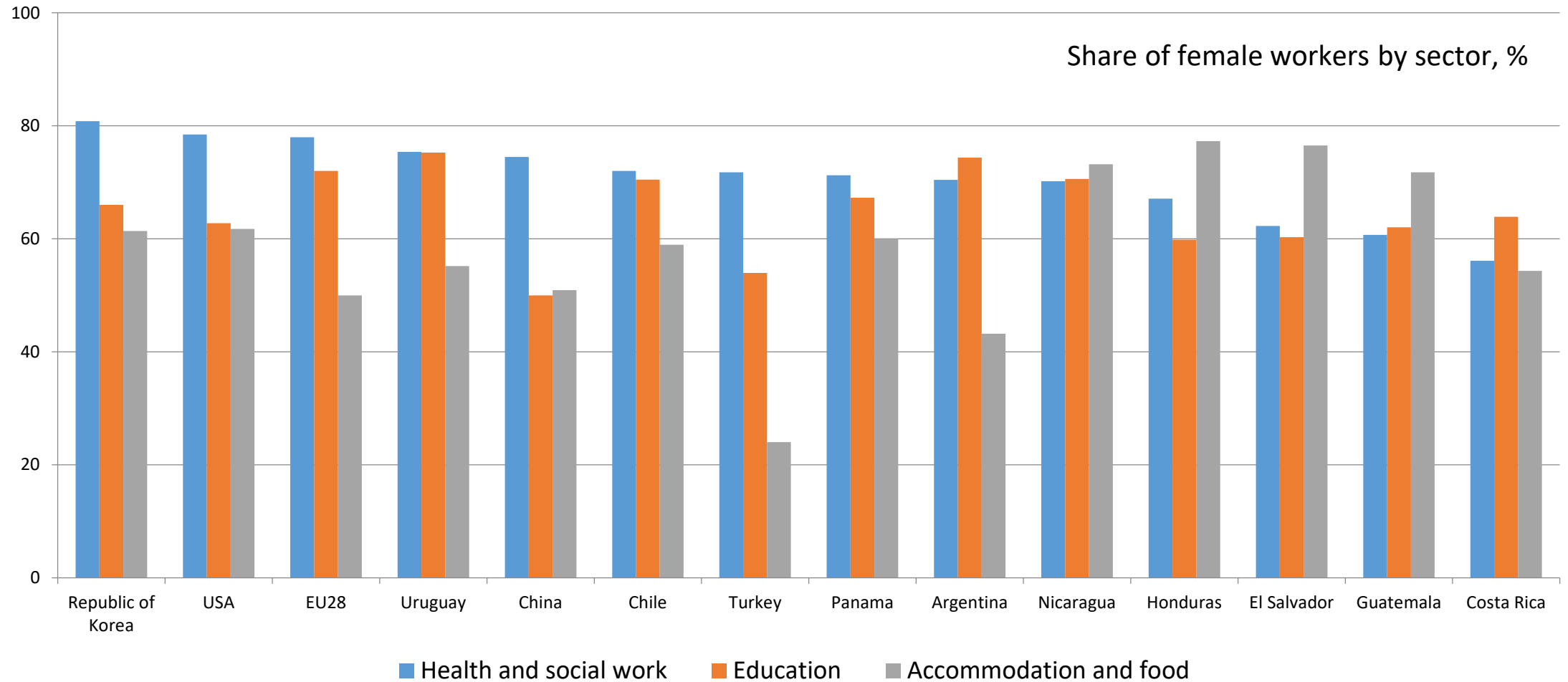
41 countries with approximately 1.2 billion workers - yet different levels of economic development



And different labour market structures



Though commonalities in many labour market patterns, particularly in relation to occupational sex segregation



Data sources

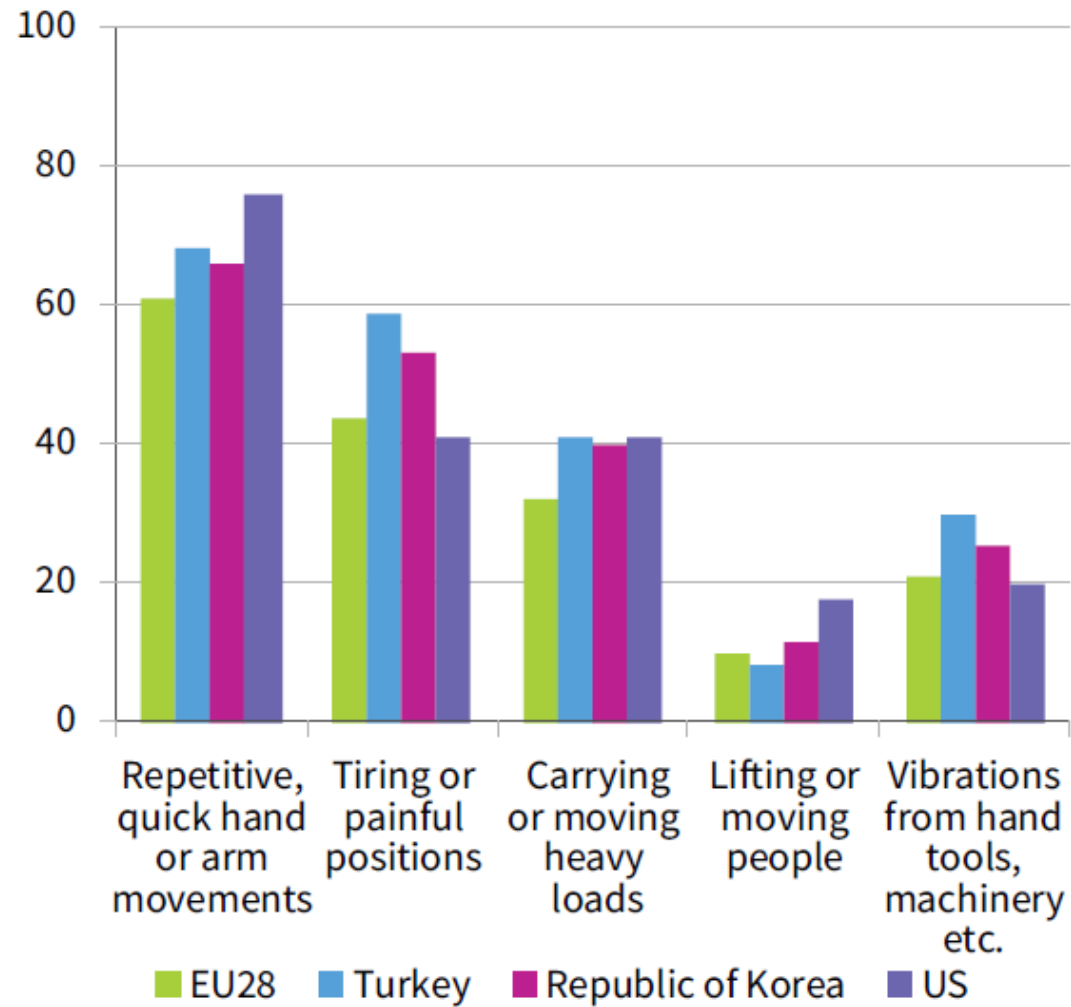
- EU28: EWCS, 2015
- China: CULS, 2015 and SSWCS, 2010
- Republic of Korea: KWCS, 2014
- Turkey: EWCS, 2015
- United States: AWCS, 2015
- Central America (6 countries): ECCTS, 2011
- Argentina: ENTETCML, 2010
- Chile: ENETS, 2010
- Uruguay: 2013



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.

The background features a dark blue world map with a network of white lines connecting various points. Overlaid on this are several small, semi-transparent images of people working or interacting. A light blue geometric shape is in the top left, and a solid blue vertical bar is on the right.

Working time

.. Maximum working week

Working time quality

Duration

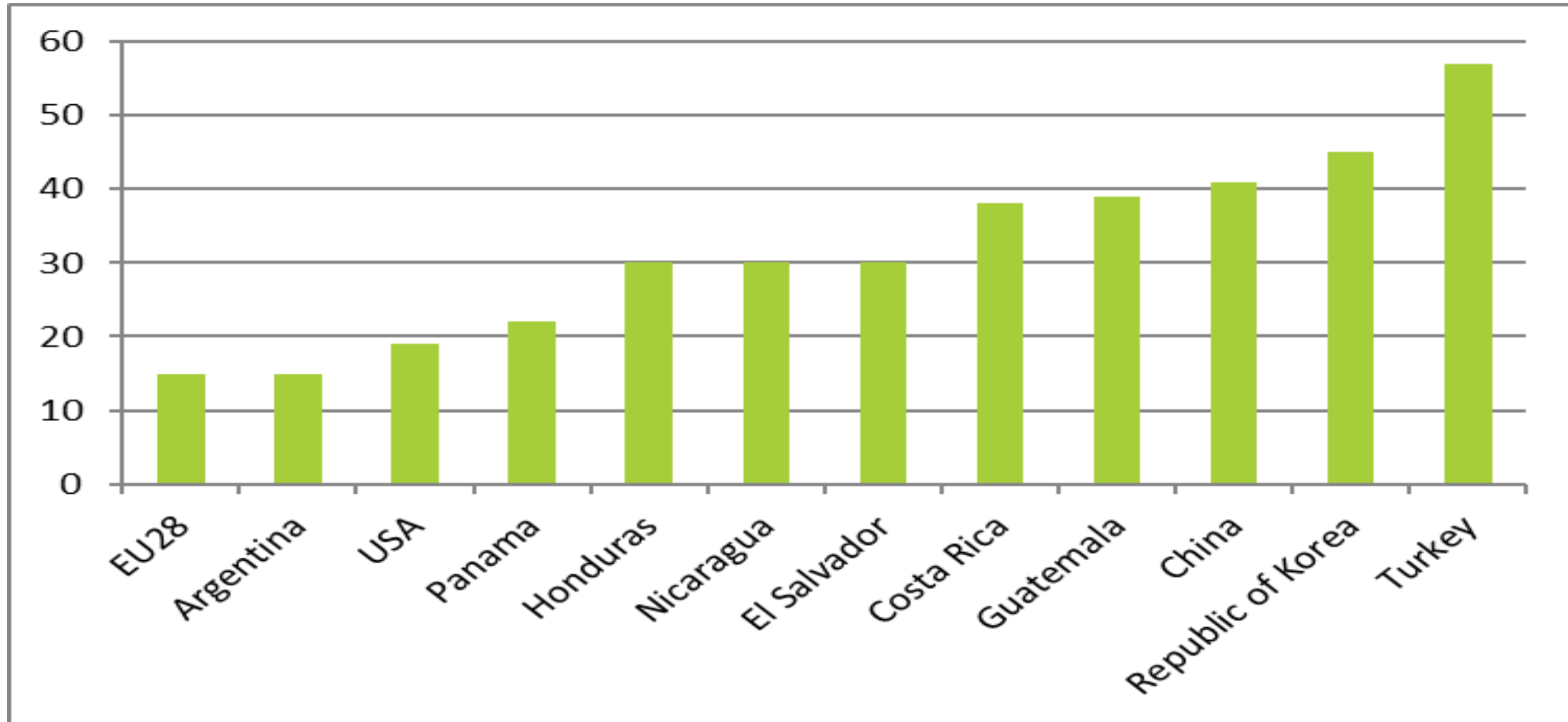
Atypical working time

Working time arrangements

Flexibility

Working time quality : duration

% of workers working more than 48 hours per week



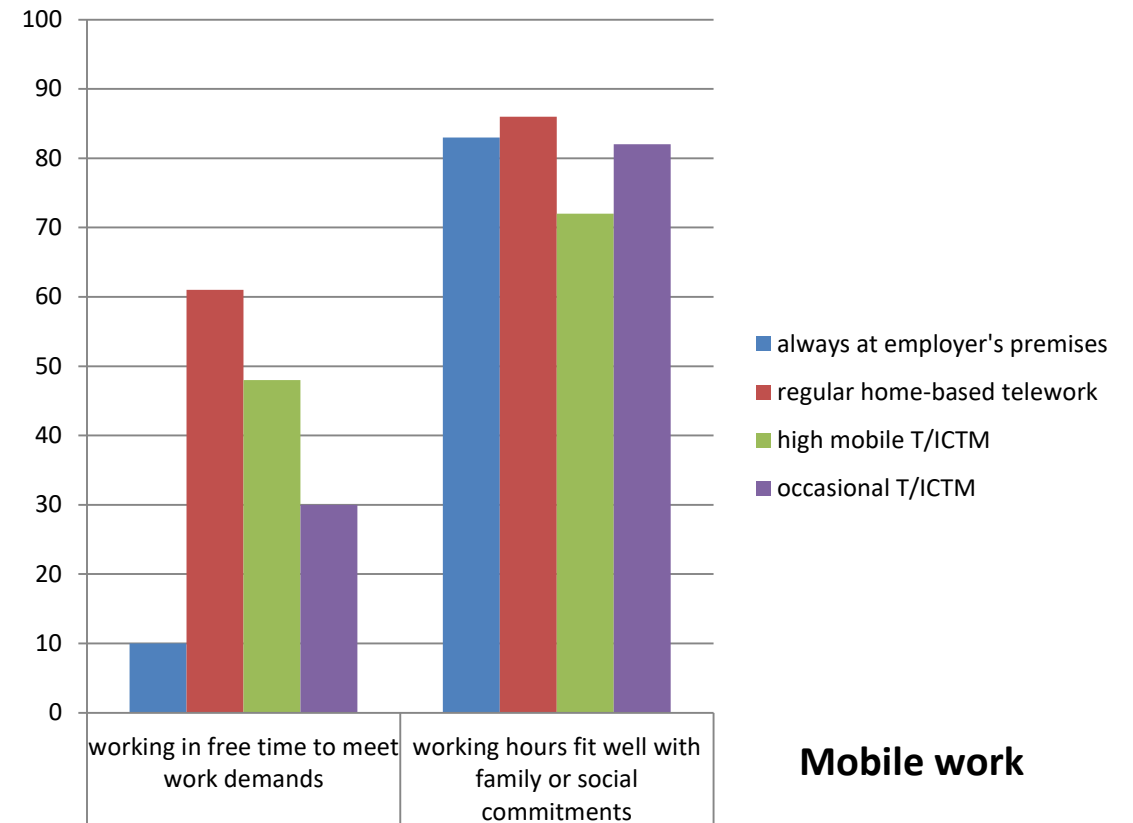
Work does not end at the end of the working day

- 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)

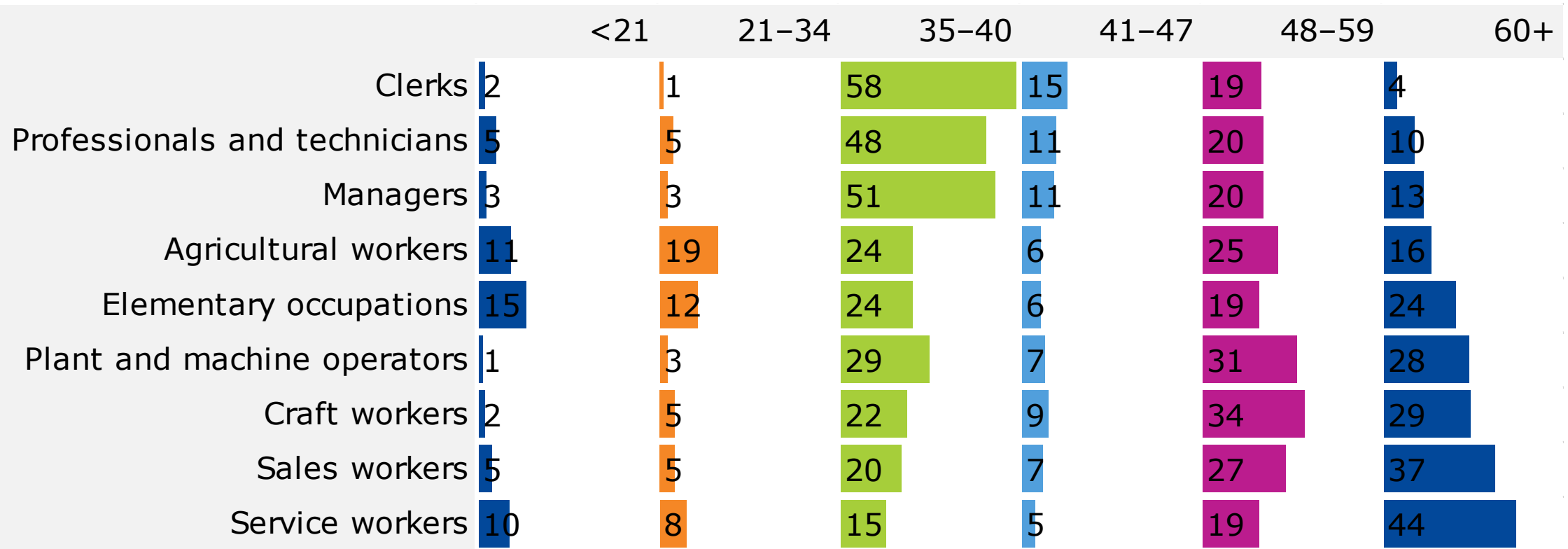
- Predictable working hours

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)



Mobile work

Different use of “part-time”



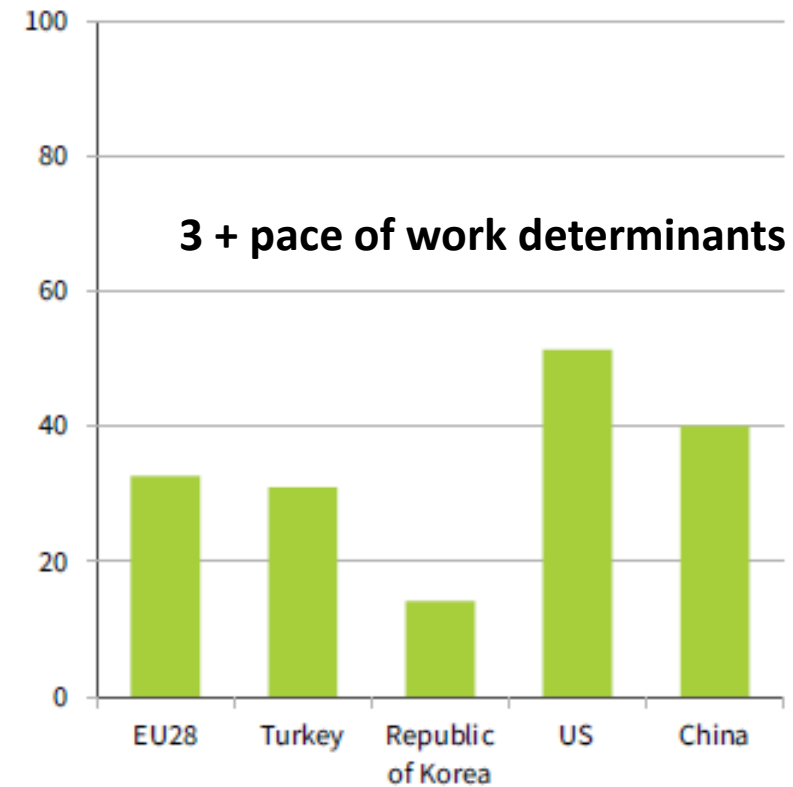
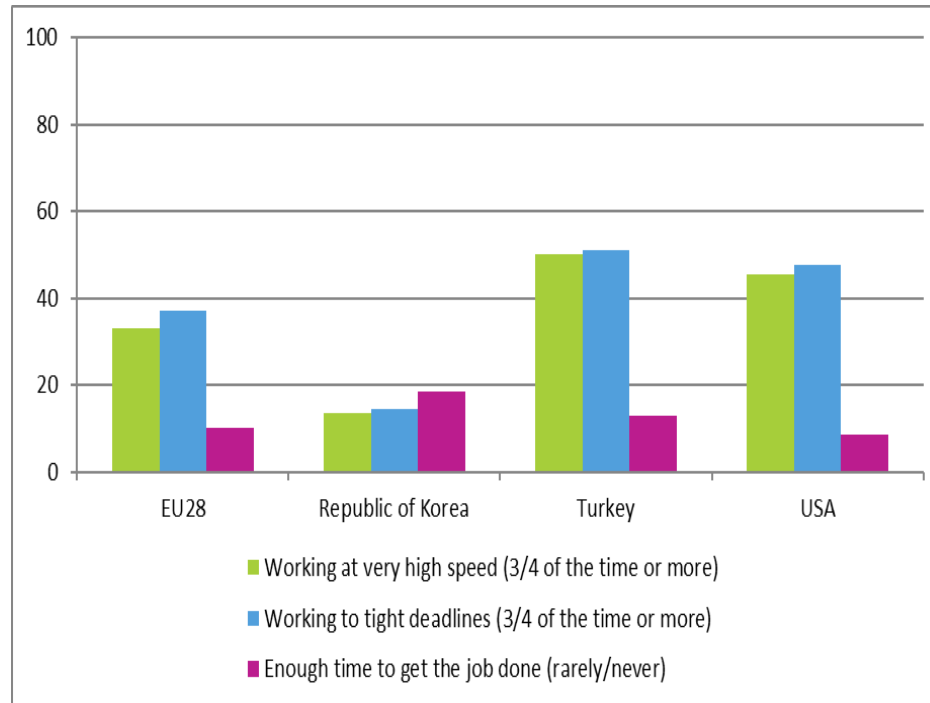
Korea – working hours per occupation

The background of the slide features a dark blue world map with a network of white lines and nodes connecting various points across the globe. Overlaid on this map are several small, semi-transparent images of people working in different settings. A light blue geometric shape is in the top left corner, and a solid blue vertical bar is on the right side.

Work intensity

Working in haste does not mean working in an effective way

Global working conditions : work intensity



Source: ILO - Eurofound (2019), *Working conditions in a global perspective*, Publications Office of the European Union, Luxembourg

The background features a dark blue world map with a network of white lines and nodes connecting various points. Three inset photographs of people are integrated into the network: a person in a white shirt, a person in a blue shirt, and a person in a red jacket. A light blue geometric shape is in the top left, and a solid blue vertical bar is on the right.

Social environment

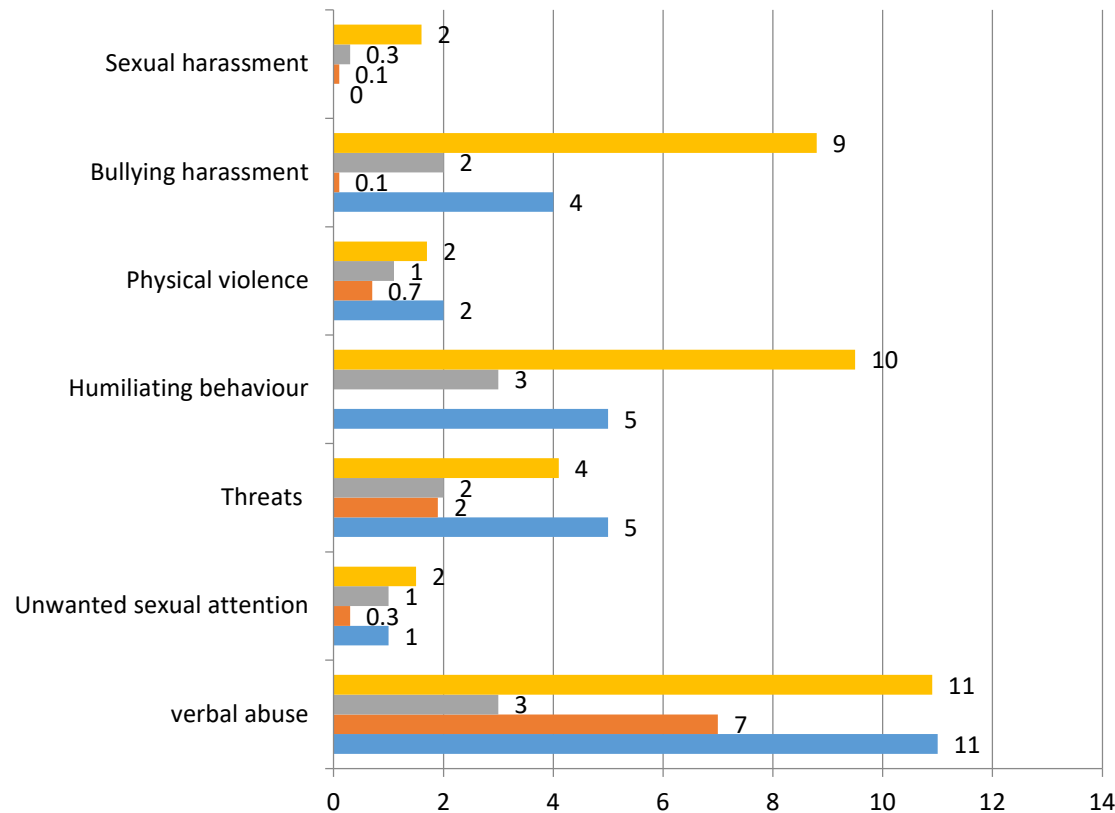
How we work together makes a difference in how we feel but also how we do well

Key findings 'Social environment'

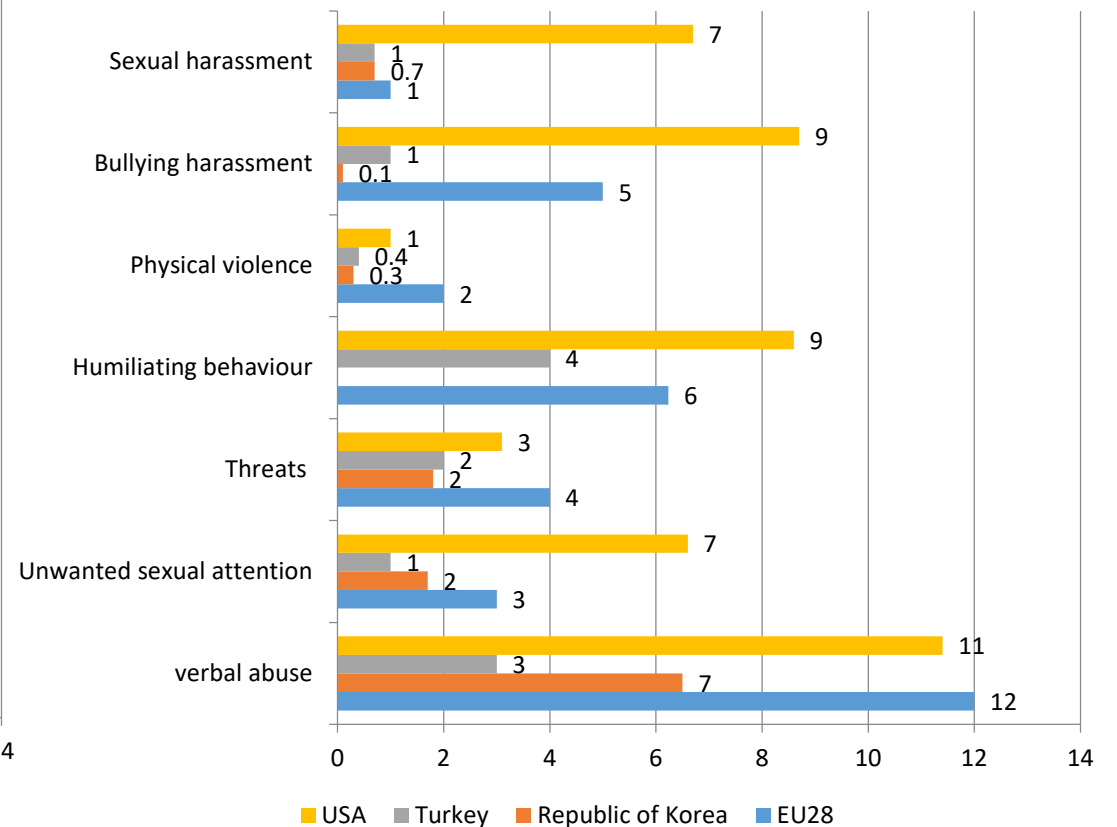
- Around 70% report relatively good levels of management quality (higher in the US)
- 10% report that their boss does not respect them (16% in Korea)
- 70% to 90% report social support by colleagues (only 49% in Korea)
- Between 5 -10% report verbal abuse (lowest in Turkey, highest in the EU)
- 2 - 4% 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



Panel A, women



US - Management quality by occupation, %

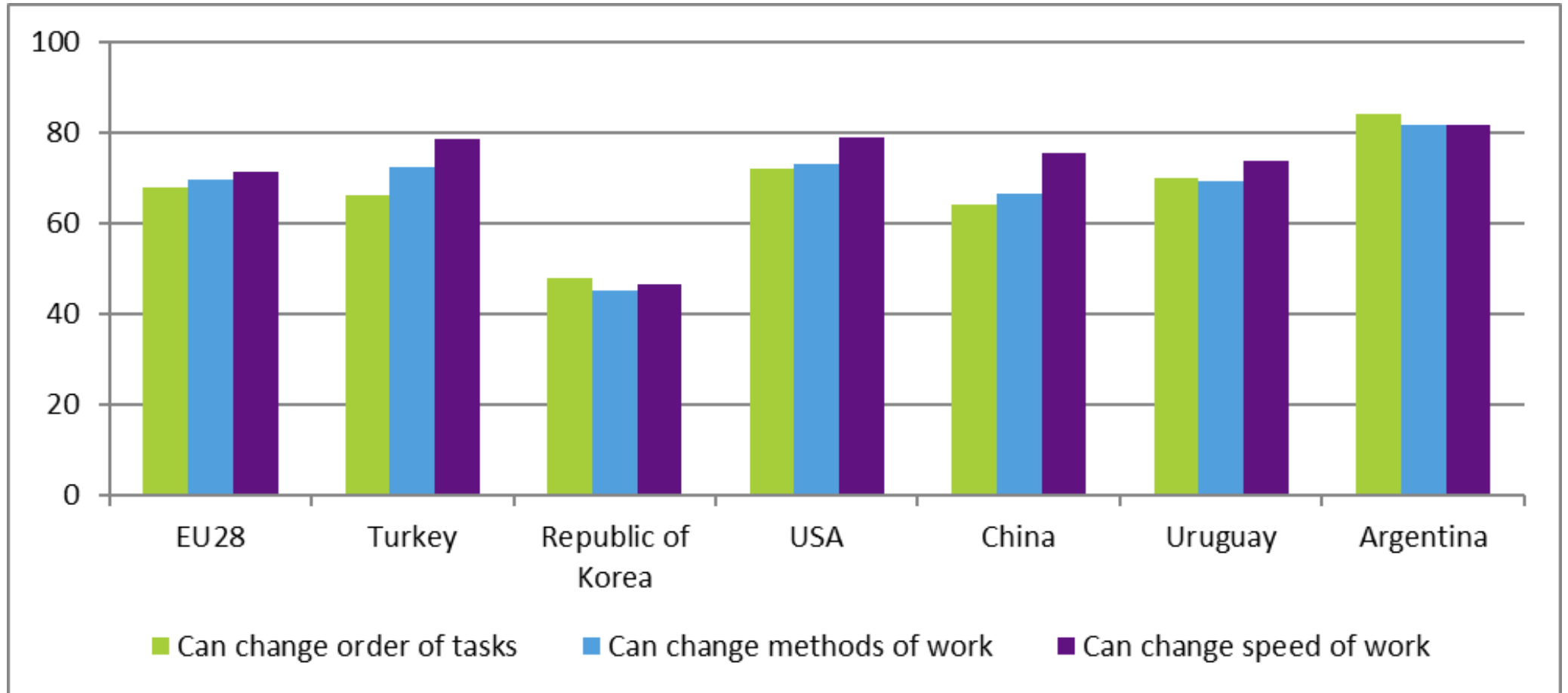
	Boss respects you	Boss gives recognition	Boss gets people to work together	Boss helps get job done	Boss provides useful feedback	Boss encourages your development
Elementary occupations	95	84	77	82	81	84
Craft workers	92	67	78	78	72	86
Professionals	89	80	76	77	76	83
Technicians	88	78	78	79	81	82
Clerks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



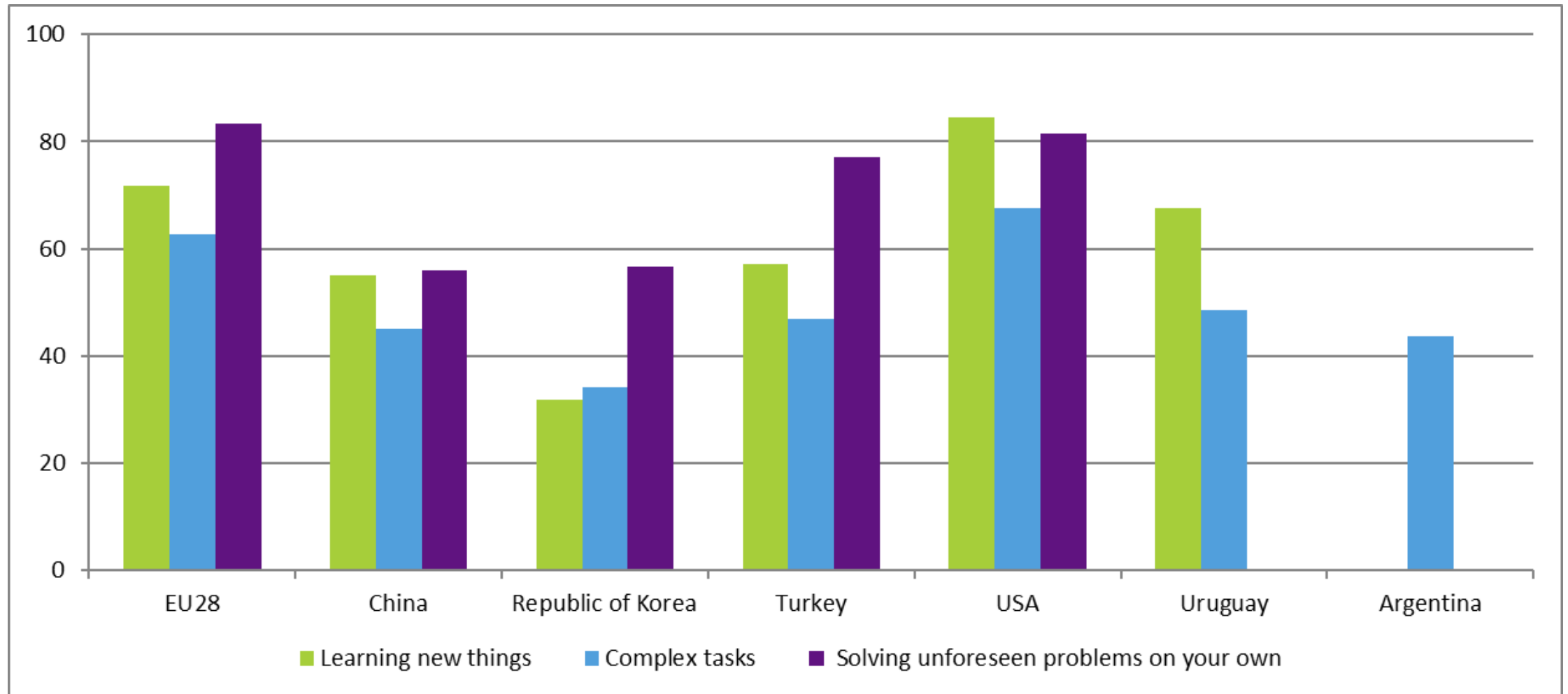
Skills and discretion

When there is no trust, limited market powers to resist, it is possible to have low discretion, even when work is highly skilled,

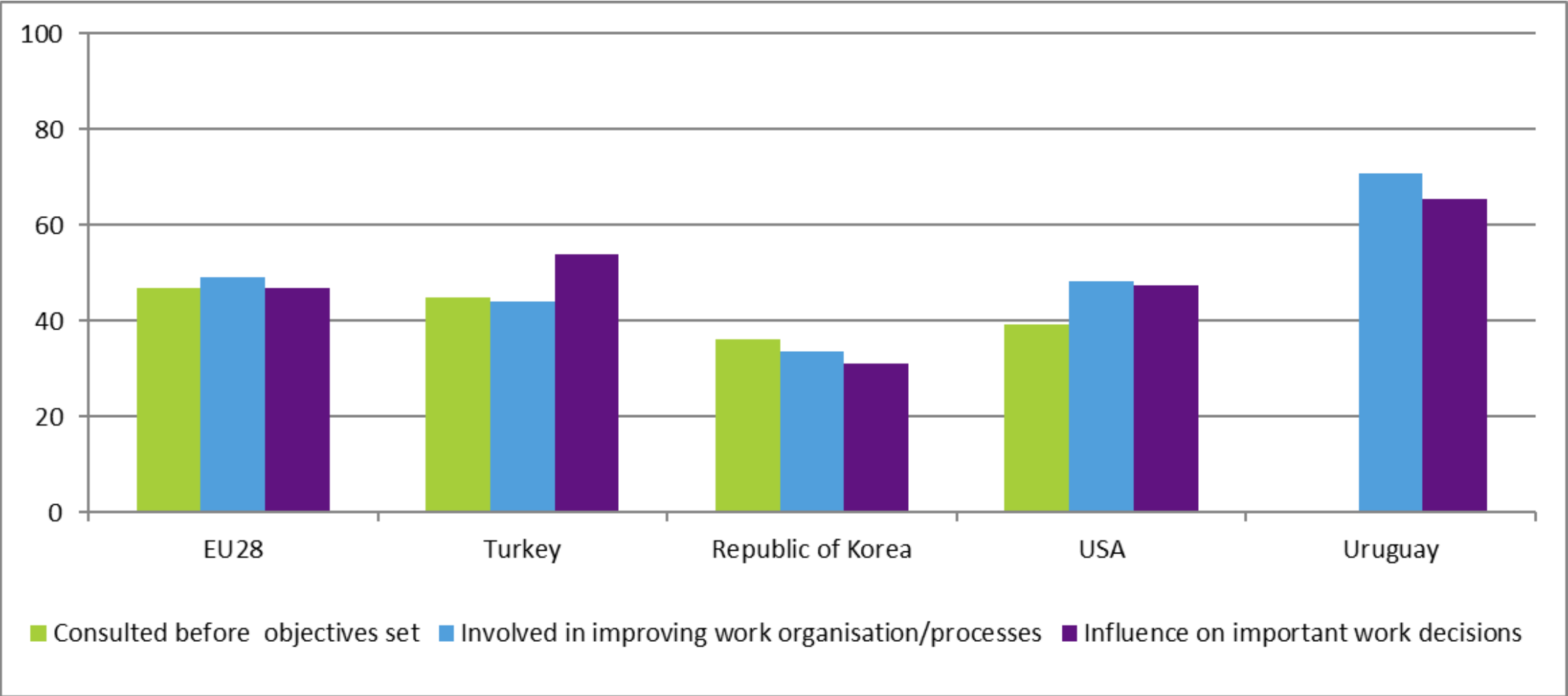
Decision latitude, by country or region (%)



Skills and discretion



Organisational participation, by country or region (%)



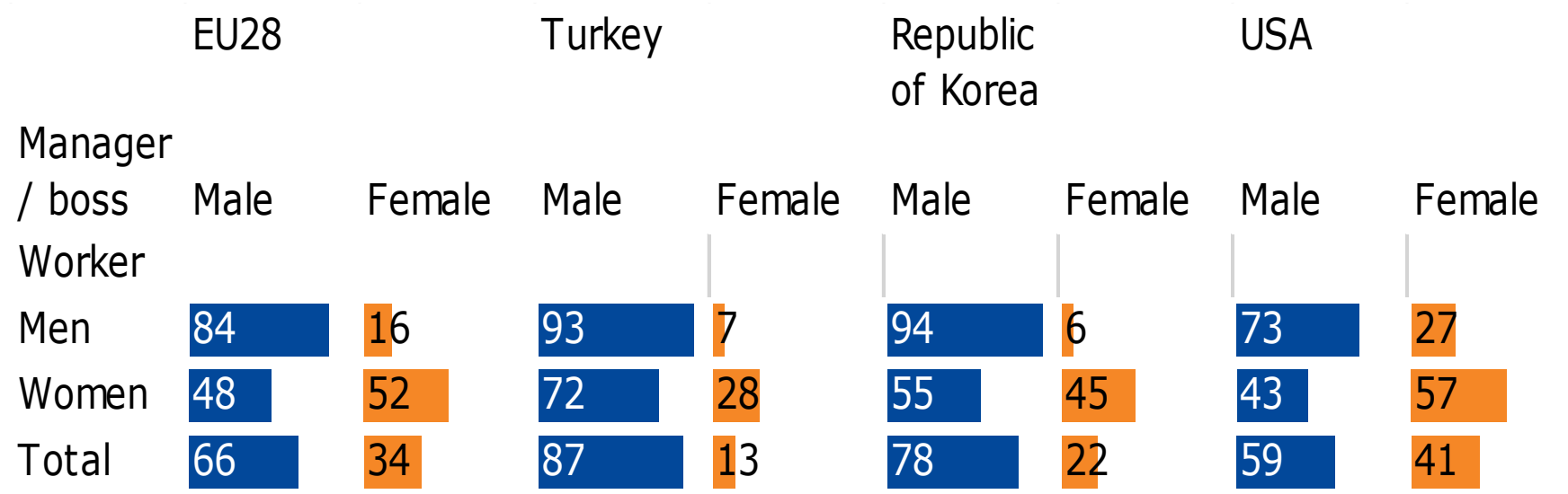


Women and men at work

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



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

RESEARCH REPORT



Working conditions
**Working conditions in
a global perspective**



Joint ILO–Eurofound report

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

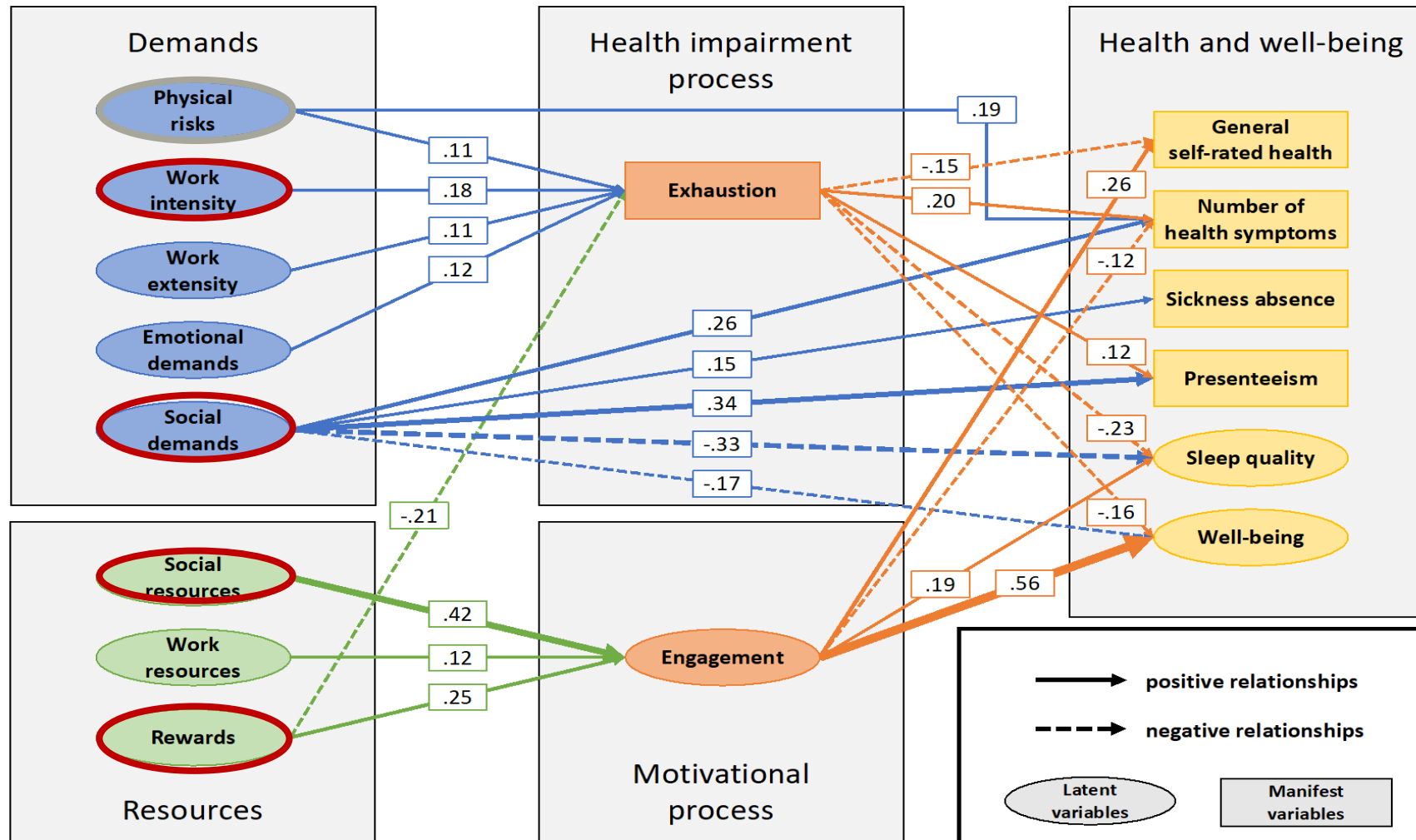
- 6th EWCS : overview report
- Exploring self employment in Europe
- Working conditions of workers of different ages
- Working time patterns for sustainable work
- (joint report with the ILO) Working anytime, anywhere
- Women in management : underrepresented and overstretched
- (by eu osha) : health 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



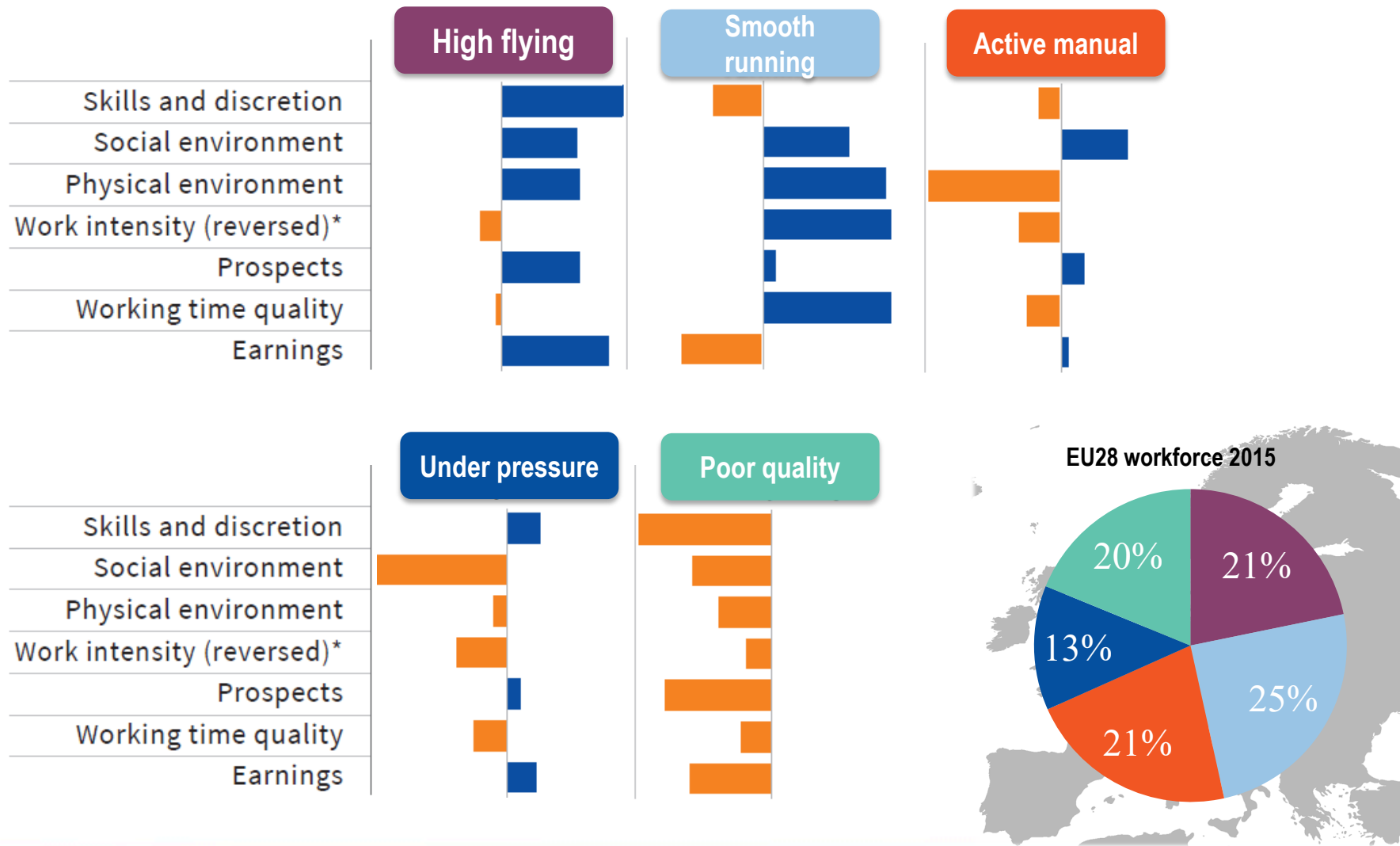
Source: Eurofound (2019), *Working conditions and workers' health*, Publications Office of the European Union, Luxembourg

Job quality matter. Not only to workers



Source: Eurofound (2017), 6th European Working conditions survey, Publications Office of the European Union, Luxembourg

Job quality profiles



Working time quality

Duration

Atypical working time

Working time arrangements

Flexibility

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)