



Keeping track of work organisation European-wide surveys of companies and workers

Dr Gijs van Houten

Research Officer, Surveys and Trends unit

European Foundation for the Improvement of Living and Working Conditions

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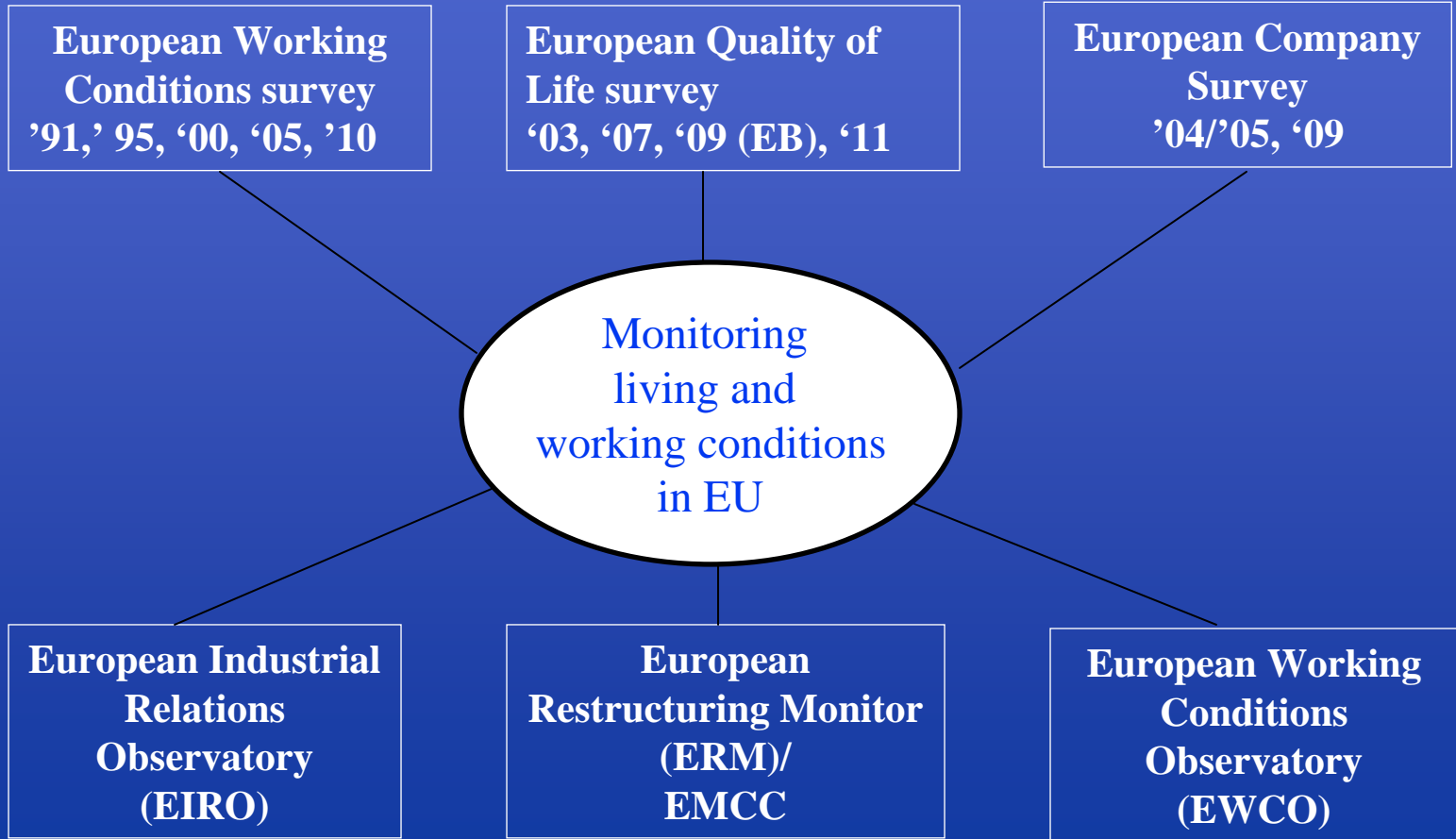


European Foundation for the Improvement of Living and Working Conditions (Eurofound)

- A decentralised agency of the EU
- Administered by a Governing Board
 - ▶ composed of national level representatives of the social partners and governments and representatives of the European Commission
- Generate policy-relevant research and findings which contribute to improving the quality of work and life in Europe, through:
 - ▶ comparative research and analysis of developments affecting living and working conditions
 - ▶ monitoring of trends in the working environment



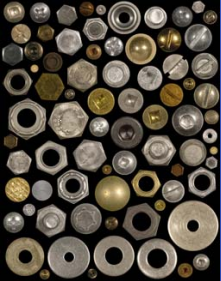
Surveys and observatories





European company survey

- Objective is to map practices at establishment level by interviewing HR managers and employee representatives.
 - ▶ Knowledge at European level on workplace practices and how they are negotiated



Edition	Year	Themes	Countries
1	2004/2005	working time work life balance	21
2	2009	flexibility practices social dialogue practices	30



ECS: Second edition

- Overview report available
 - ▶ Work in progress
 - Flexibility profiles in European companies
 - ▶ Forthcoming tenders
 - Social dialogue in European companies
 - Modern workplaces (flexibility practices)
- National level figures available through survey mapping tool on Eurofound website
- Full dataset available through UK Data Archive on the website of Essex University by the end of 2010





European Working Conditions Survey

- Four waves so far ('91, '95, '00 and '05)
 - ▶ Fieldwork 5th wave in progress
- EU + neighbouring countries
 - ▶ 5th EWCS: EU27, ACC3 + NO + IPA3
 - ▶ 42000 interviews in total
- Employees and self-employed (15+)
- Questionnaire expanded from 30 to 100 questions
 - ▶ Creating and maintaining trend data
 - ▶ Capturing new developments





Work organisation in Europe

Research questions:

1. What are the main forms of work organisation in Europe?
2. How does work organisation impact on quality of work and employment?



Types of work organisation in Europe

- Discretionary learning (DL, 38%)
- Lean production (LP, 26%)
- Taylorist (TY, 20%)
- Traditional/simple structure (SS, 16%)



	DL	LP	TY	SS
Autonomy	+	±	--	-
Learning	+	+	-	--
Self assessment of quality	+	++	-	--
Task rotation	±	+	±	-
Team work	±	+	±	-
Monotony	-	+	++	±
Repetitiveness	-	+	+	-
Work pace constraints	-	+	+	-
Assistance	±	+	-	-



Human resources support policies

- Types of work organisation requiring high discretion problem solving, are more effective if supported by particular human resources support policies, so expected for DL and LP:
 - ▶ elaborate systems of employee consultation and representation
 - ▶ high investments in training
 - ▶ secure employment contracts
 - ▶ performance based pay



	DL	LP	TY	SS
Representation	±	+	±	-
Consultation	+	+	-	-
Training	+	+	-	-
Permanent contract	+	±	-	-

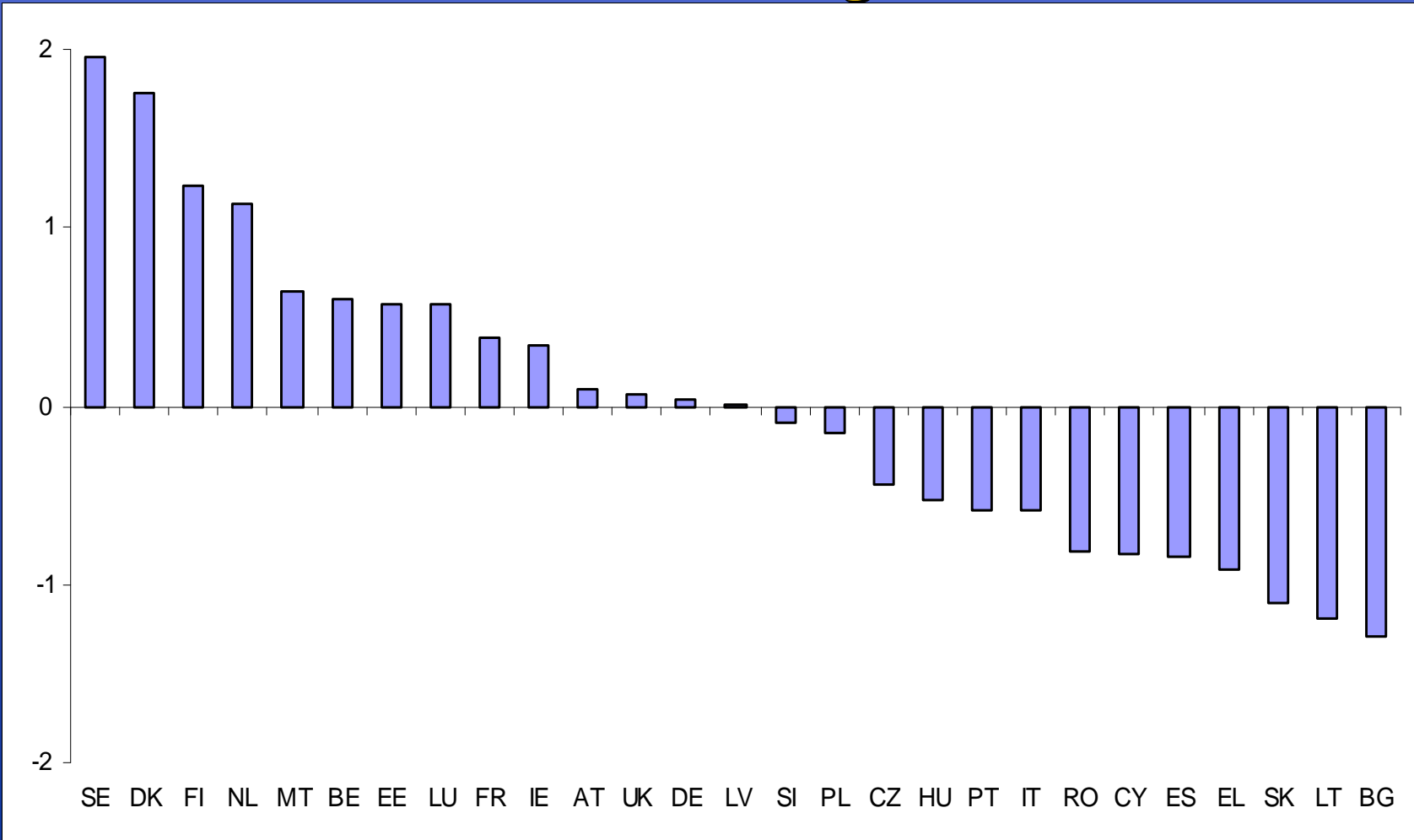


Quality of work and employment

- DL scores best on nearly all indicators of quality of work and employment
- LP v TY
 - ▶ LP scores better for some ergonomic risks, some working hours, psychological work conditions, satisfaction
 - ▶ TY scores better for chemical risks and ambient risks
- When aiming to improve working conditions, it is important to give greater importance to discretionary learning (DL) in the diffusion of new forms of work organisation



Innovative forms of work organisation index





Thank you

More info: www.eurofound.europa.eu

Email: gvh@eurofound.europa.eu