Preliminary findings from the 5th EWCS on gender

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European Working Conditions Survey

- 1 questionnaire / translated in all the languages
  - 2010: 32 languages and 16 variants
- Country coverage: EU + neighbour countries
  - 5th EWCS (2005): 34 countries covered: EU27 + ACC3 + NO + IPA3
  - 42000 interviews in total (1000/4000 interview per country)
- Workers survey: employees and self-employed (15+) (LFS def)
- Face to face interviews
  - 2010: 40 min // 2010
- From 1991 to 2010: questionnaire has expanded from 30 to 100 questions – however attempt to keep ‘trends’
- Gender mainstreaming, a concern
- Revision of
  - Questionnaire: with support of a questionnaire development group + Eurofound’s Governing Board (advisory committee on EWCS)
  - Quality process: strict quality assurance mechanisms
Participation rates over time (LFS)
Proportion of women in supervisory positions, EC12, EU15 and EU27, 1991 - 2010 (%)
Level of job segregation at the workplace by gender, 2010, EU27 (%)
• Working time is decreasing on average
  - From 40.5 hrs/week in 1991 (EC12) to 37.5 hrs/week in EU27 (2010)
    - On average men work 7 hrs more than women in paid employment
    - However: paid + unpaid work: women work more

• Gender time segregation
  - Women work more shorter hours
  - Men work more longer hours

<table>
<thead>
<tr>
<th></th>
<th>20 or less</th>
<th>21-34</th>
<th>35-40</th>
<th>41-47</th>
<th>48 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>6.6%</td>
<td>5.9%</td>
<td>56.8%</td>
<td>9.7%</td>
<td>21.0%</td>
</tr>
<tr>
<td>Female</td>
<td>19.5%</td>
<td>19.0%</td>
<td>45.4%</td>
<td>6.0%</td>
<td>10.1%</td>
</tr>
</tbody>
</table>
Average working hours and distribution of working hours, per country
Working hours preference, by gender, age and employment status, 2010, EU27 (%)

- Employed - Other
- Employed - permanent contract
- Self-employed
- 50 or more years of age
- Between 30 and 49 years of age
- Less than 30 years of age
- Women
- Men
- All

More  The Same  Less
A lot of regularity:

- 67% workers work same hour/week
- 58% work same hours/day
- 77% work same days/week
- 61% start and finish at the same time every day

-> This is more the case for women than for men...

But considerable proportion work non standard work:

- 16% of the workers work long days
  - at least 5 times a month
- 10% of workers do night work (more men than women)
  - more than 3 times a month
- 17% of the workers do shift work (equal for men and women)
- 20% work on call
- 53% work at the weekend at least once a month
  - 26% work at least one Sunday a month
Work life balance

• 18% of workers have problems with work-life balance
  ‣ Men > women
  ‣ esp. men 30-49 yrs old
  ‣ Dissatisfaction for women more evenly spread over career

• But flexibility of workers and employers
  ‣ One third of the workers can easily take 1 hour off
    Easier for men than for women
  ‣ More than one third of the workers work in their free time
    Slightly more men and for women
    Nearly 20 % (both men and women) do this more than once per week
But if we look at all working time ...
Working to tight deadlines,
EC12, EU15 and EU27, 1991-2010 (%)
Physical risk factors, 2010, EU27 (%) – similarly high for men and women

- Tiring or painful positions
- Repetitive hand / arm movements

A 1/4 of the time or more
(Almost) all of the time
“Male” physical risk factors, 2010, EU27 (%)

Vibrations
- Men: 35%
- Women: 5%

Noise
- Men: 40%
- Women: 10%

Breathing in smoke, fumes, powder or dust
- Men: 25%
- Women: 5%

Carrying or moving heavy loads
- Men: 45%
- Women: 15%

Legend:
- Purple: A 1/4 of the time or more
- Light blue: (Almost) all of the time
“Female” physical risk factors, 2010, EU27 (%)

From 1/4 of the time to around 3/4 of the time
(Almost) all of the time

<table>
<thead>
<tr>
<th>Activity</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lifting or moving people</td>
<td>2%</td>
<td>10%</td>
</tr>
<tr>
<td>Handling infectious materials</td>
<td>4%</td>
<td>14%</td>
</tr>
</tbody>
</table>
Psychosocial factors: Client contact, 2010, EU27 (%)
### Job fulfilment, 2010, EU27 (%)

<table>
<thead>
<tr>
<th>Question</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does your job require that you <strong>hide your feelings</strong>?</td>
<td>23.00%</td>
<td>28.50%</td>
</tr>
<tr>
<td>Do you get <strong>emotionally involved</strong> in your work?</td>
<td>39.30%</td>
<td>46.20%</td>
</tr>
<tr>
<td>Do you feel you are doing <strong>useful work</strong>?</td>
<td>83.90%</td>
<td>83.60%</td>
</tr>
<tr>
<td>Does your job give you a feeling of <strong>work well done</strong>?</td>
<td>83.10%</td>
<td>84.10%</td>
</tr>
</tbody>
</table>
### Violence, Discrimination and Harassment (Part I), 2010, EU27 (%)

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over the last month, during the course of your work, have you been subjected to <strong>verbal abuse</strong>?</td>
<td>10.80%</td>
<td>10.70%</td>
</tr>
<tr>
<td>Over the last month, during the course of your work, have you been subjected to <strong>unwanted sexual attention</strong>?</td>
<td>1.10%</td>
<td>2.60%</td>
</tr>
<tr>
<td>Over the last month, during the course of your work, have you been subjected to <strong>threats and humiliating behaviour</strong>?</td>
<td>4.90%</td>
<td>5.10%</td>
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<tr>
<td></td>
<td>Men</td>
<td>Women</td>
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</tr>
<tr>
<td>Over the past 12 months, during the course of your work, have you been subjected to <strong>physical violence</strong>?</td>
<td>2.00%</td>
<td>1.70%</td>
</tr>
<tr>
<td>Over the past 12 months, during the course of your work, have you been subjected to <strong>bullying /harassment</strong>?</td>
<td>3.90%</td>
<td>4.40%</td>
</tr>
<tr>
<td>Over the past 12 months, during the course of your work, have you been subjected to <strong>sexual harassment</strong>?</td>
<td>0.60%</td>
<td>1.50%</td>
</tr>
</tbody>
</table>
Some final points

• Women and men at work:
  ▶ Gender segregation at labour market
    Still widespread … not so easy to tackle
  ▶ Working time: more than just hours
    Organisation, transitions over life-course…
    Reconciliation with private life: work-life balance
  ▶ Variability is increasing and needed
  ▶ Other elements to look at to understand men and women’s jobs
    Client contact, different risks, …

• More analysis will be done on data to understand working conditions of men and women
Thank you

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On behalf of all the ewcs project team,
### Evolution of Weekly Working Hours, 1991 – 2010, EC12, EU15 and EU27 (%)

<table>
<thead>
<tr>
<th>Year</th>
<th>EC12 (EU15 from 1995)</th>
<th>EU27</th>
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<tbody>
<tr>
<td>1991</td>
<td></td>
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<td>1995</td>
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<td>2000</td>
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<tr>
<td>2005</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td></td>
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</tbody>
</table>

- **20 or less**
- **21 to 34**
- **35 to 38**
- **39 to 41**
- **42 to 48**
- **more than 48**
Working when sick in the past 12 months

[Bar chart showing the percentage of people working when sick in the past 12 months for various countries, with corresponding labels for each country.]
Able to work at 60, by country