

Second

European Survey

on Working Conditions

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EUROPEAN FOUNDATION
for the Improvement of Living and Working Conditions

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INTRODUCTION

In 1991 the European Foundation carried out the “First European Survey on the Work Environment”¹. Designed as a prototype, as it was the first of its kind, it was intended as a tool to help policy makers by providing a clearer picture of working conditions in Europe.

At the end of 1995 and beginning of 1996 the Second Survey on Working Conditions was carried out on an extended basis (extended questionnaire; 15 countries covered with the addition of Austria, Finland and Sweden). The present report provides the general overview of results through a series of tables.

The disk with the raw data in SPSS format can be obtained by forwarding a request to the Foundation.

In addition to this report the Foundation is currently carrying out a series of specific analyses (in particular on issues such as time constraints, gender and working conditions, precarious employment). These studies will be published separately at a later stage.

The information collected by the Foundation is primarily aimed at policy makers in Community Institutions, governments, unions and employer organisations, both at EU and national level. So as to best serve their needs, the Foundation welcomes any requests or suggestions from these organisations to include new items in future surveys.

The Foundation wishes to express special thanks to Liesbeth Haken, Véronique Letourneux, Leontine Mastebroek, Ingebrit Scheltens, and Bernice Turner who contributed to put together the data for this report.

The Foundation also wishes to thank the pilot group who has over the years supported the Foundation in developing this project. (see Annex 4)

The project was coordinated by Pascal Paoli and Isy Vromans.

¹ First European Survey on the Work Environment 1991-1992

THE METHODOLOGY

The present survey (as the 1991 Survey) was elaborated in close cooperation with National Institutes which carry identical surveys at national level and in close cooperation with EUROSTAT.

A pilot group was set up (see list of members in annex 4) to help the Foundation define the methodology and the questionnaire.

The Foundation commissioned INRA-EUROPE to do the field work. It was carried out as a separate survey through EUROBAROMETER 44.2 between 27 November 1995 and 19 January 1996.

For further technical information on the methodology readers are invited to refer to the Eurobarometer technical specifications².

SAMPLING

A representative sample of the **total ACTIVE population**, i.e. people who were, at the moment of the interview, **either employed or self-employed** was sought.

The basic sample design is a multi-stage random sampling. Individuals were interviewed from the age of 15 (knowing that after the age of 65 the number of active people would level off rapidly). All retired, unemployed people, as well as housewives, etc. were excluded. Non-Europeans were **INCLUDED**, on the condition that they could be interviewed in the respective national language(s) of the countries where they work.

Interviews were carried out in all Member States of the European Union. All interviews were scheduled at times of the day when employed and self-employed could be reached. The respondents were interviewed at home.

The target was 1,000 cases per country (500 in Luxembourg, 2,000 in Germany: 1000 for former East Germany and 1000 for former West Germany).

² The "Eurobarometer Technical Specifications" document describes into detail the methodology of the survey and can be obtained from the Foundation by special request.

Actual numbers of interviews is as follows:

	Number of interviews
Belgium	1,019
Denmark	1,000
Germany:	2,087:
West Germany	1,034
East Germany	1,053
Greece	1,006
Spain	1,000
France	1,006
Ireland	1,006
Italy	1,032
Luxembourg	500
Netherlands	1,065
Austria	1,079
Portugal	1,000
Finland	1,062
Sweden	1,058
UK (Great Britain)	1,066
EU 15	15,986

WEIGHTING

The target was “persons in employment” as defined by the Labour Force Survey (EUROSTAT): “persons in employment’ refers to those who during the reference week³ did any work for pay or profit, or were not working but had jobs from which they were temporarily absent. Family workers are also included... ’Activity rates’ represent the labour force as a percentage of the population of working age.”

Three different sources were used for weighting the national data:

- The latest EUROSTAT Labour Force Survey - Results 1993 (For EU 12) detailed tables
- Six cumulated Eurobarometer waves (EB40.0 to EB44.1) (adding up to a total of 6,000 individuals) and
- Regional Statistics Yearbook - REG

³ Reference week varied by country

The following weighting criteria were used:

- Sex (2 cat) * age (5 cat)
- Sector NACE (11 cat)
- Occupation ISCO (10 cat)
- NUTS - regions (var. number of cat)
 - Regional Statistics Yearbook for Belgium, the Netherlands, Italy, France, Spain and Portugal
 - & Eurobarometer for the other Member States
- Habitat

RESPONSE RATES

Response rates indicate the number of persons kept in the sample in relation to the number of contacts made with the persons selected for interviews.

When considering (and comparing) response rates one should be careful as methods of measuring response rates vary from one country to the other. The present response rates are in line with the response rates achieved for similar questionnaire surveys, in particular surveys carried out through Eurobarometer.

EB 44-2	B	DK	WG	EG	GR	E	F	IRL	I	L	NL	A	P	FIN	S	UK
RR	58	35	67	70	47	77	79	70	43	60	37	81	66	55	66	58

(in %)

GENERAL REMARKS

At national level, the samples have generally shown an over-representation of some sectors, such as Services and Public Administration while other sectors, such as Agriculture, were under-represented.

It also happened that the industry sector was under-represented in some of its sub-categories.

A bias which can be hypothesized is a greater rate of refusal amongst those “under-represented” categories. This could not be avoided as the respondents’ selection was done on a random basis. It had thus to be corrected through weighting. This explains why, in some instances, a heavy weight had to be given : “Armed forces” are illustrative in this respect.

Because of the small number of respondents in “mining and quarrying” the two NACE categories, “Mining and quarrying” and “Manufacturing”, had to be regrouped. The sub-categories Occupation (ISCO) and Sector of activity (NACE) are described in Annexes 2 and 3.

Extrapolation was done for all countries, with the exception of the three new Member States on the basis of the Labour Force Survey. Extrapolation for the three new Member States was done on the basis of the Eurobarometer.

	Active population 15+ (x1000)
Belgium	3,378
Denmark	2,141
W. Germany	31,255
E. Germany	5,429
Greece	3,323
Spain	10,255
France	19,761
Ireland	946
Italy	17,917
Luxembourg	143
Netherlands	5,483
Austria	3,602
Portugal	3,793
Finland	2,072
Sweden	4,356
UK (Great Britain)	21,367

FIELDWORK

The fieldwork started on 27th November 1995 and ended on 19th January 1996.

	Fieldwork Dates
Belgium	27/11 - 29/12
Denmark	8/12 - 3/1
W. Germany	1/12 - 12/12
E. Germany	1/12 - 12/12
Greece	5/12 - 22/12
Spain	4/12 - 10/12
France	4/12 - 22/12
Ireland	4/12 - 5/1
Italy	9/12 - 24/12
Luxembourg	6/12 - 9/1
Netherlands	5/12 - 11/1
Austria	7/12 - 7/1
Portugal	29/12 - 17/1
Finland	1/12 - 19/1

Sweden	5/12 - 14/1
UK (Great Britain)	29/11 - 14/12

LIMITATIONS OF THE SURVEY

The methodology used and more generally international comparisons create a number of problems which users of the data should keep in mind when analyzing and interpreting the results.

1. The **Industrial Structure** differs widely between countries and so does the distribution of the workforce between sectors, therefore international comparisons should be considered with caution. The report provides where necessary the various breakdowns which can help understand (at least partly) why the results differ from one country to the other.
2. The **Sample size** in each country is limited to 1000 workers. This means that breakdowns may lead to subgroups with insufficient number of cases to draw conclusions, the number of cases in each group in each country may be too small to draw conclusions. Because of the sample size the breakdown between sectors had to be limited to one digit categories.
3. On some issues, the data provide by the Survey is not, by far, as detailed and possibly as reliable as the data provided by more specialized surveys. The aim was not to provide, for example on working hours, a review of working time in Europe, but rather to enable a linkage between working time and working conditions.
4. The **legal and cultural differences** between countries may influence the way the questions are understood and must be taken into account when reading the report. The level of knowledge or awareness about the working environment problems and the attitudes and concern about such problems are very different from one country to another. In some countries the concept of working environment is well-known and accepted, in other countries the working environment is perceived to be part of daily life, and the problems experienced in connection with the working situations are only considered to be a ‘natural’ part of life conditions, and as such not worth giving special consideration.
5. Some issues such as **occupational accidents** have not been addressed as there are already harmonized data sources (EUROSTAT).

POSITIVE POINTS

The limitations described above should not on the other hand hide the positive points.

1. The present survey was designed in close connection with existing National Work Environment Surveys. Therefore the similar methodology and the fact that some indicators are at times identical enables to compare and check the validity of the data.
2. The adoption of the NACE and ISCO code which are currently used by EUROSTAT should facilitate harmonization of data.

3. The present survey does not aim to cover all issues in detail or to provide answers to all questions. Its aim is to help provide policy makers with a better picture of trends and existing working conditions in the EU. It points at areas or issues for further more detailed research if necessary.

4. The survey describes **self-perceived working conditions**. As can be seen from the questionnaire (annex 13) people were asked, in so far as possible, to describe their working conditions, seldom to give an opinion on them. The aim of the survey is in fact to provide a picture of working conditions as they are. With regard to this objective and as indicated above the present survey certainly has limitations, but nonetheless helps provide such a picture. Obviously it could and should be complemented by other information sources (case studies, company based questionnaires, etc.) to improve the picture.

DIFFERENCES BETWEEN 1991 AND 1996 SURVEYS

A number of changes between the two surveys have to be kept in mind when comparing results.

1. The First European Survey was a prototype survey. The number of questions was limited.
2. In 1991 only 12 countries were covered instead of 15.
3. The NACE classification has been modified since 1991.
4. The job occupation code was changed to ISCO in 1996.
5. Non-EU workers working in the Union are included in the 1996 sample.
6. Some of the 1991 questions were either left out of the 1996 survey or modified. A balance between improvement of the previous questionnaire and continuity to ensure comparability had to be reached.

THE LABOUR FORCE IN THE EU

The results of the present survey should be assessed while keeping in mind the structure of the labour force in the EU Member States.

It is vital to do so for two reasons:

1. to understand the differences which might exist between countries:

It is in fact difficult to compare countries whose economic structures (and therefore labour distribution) can be very different, knowing the weight of specific aspects of working conditions attached to some sectors. For example, agriculture has 21% of the labour force in Greece as opposed to only 2% in the UK; 72% of the labour force is in the service sector in the Netherlands as opposed to 56% in Portugal.

2. to understand the changes which have occurred between the 1991 and 1996 survey results. Several major trends have to be considered:

- The decrease (both in absolute and relative terms) of people working in **agriculture** has been particularly strong (from 8% to 6% of the EU labour force). This trend has particularly affected some countries (from 26% to 21% in Greece, from 21% to 12% in Portugal).
- The same trend can be observed in **industry** (overall decrease from 34% to 31%).
- The **services** sector has, on the other hand, increased from 59% to 63%.
- Probably as a consequence of agriculture decrease, the percentage of **independent workers** has diminished (from 19% to 17%), although this is not the case in all countries. The decrease has been particularly strong in Greece and Portugal, while increases can be noted (Belgium, Denmark).

- Finally the proportion of **female workers** has continued its steady increase (from 39% to 41%).

Table 0-1 Working population

	EU 12 (1988)	EU 12 (1993)	EU 15 (1993)
Total Labour Force	136,934	137,756	147,088
Independent workers	26,566 (19 %)	24,014 (17%)	25,221 (17%)
Employed workers	110,368 (81%)	113,749 (83%)	122,437 (83%)

(Source: Eurostat)

Table 0-2 Distribution of the labour force (in %)

	EC 12 (1988)	EC 12 (1993)	EC 15 (1993)
Agriculture	7.5%	6%	6%
Industry	33.8%	31.5%	31%
Services	58.7%	62.5%	63%

(Source: Eurostat)

Table 0-3 Sector percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
A-B agric, hunting forest, fishing	3	5	3	21	8	10	6	13	4	4	12	2	3	7	2	4	5
C-D mining manufacturing	22	20	29	16	23	21	19	19	15	17	24	21	18	22	16	17	22
E electricity gas & water	1	1	1	1	1	1	1	1	1	1	1	1	2	2	1	2	1
F construction	7	6	8	7	9	9	7	7	11	6	8	7	15	5	6	9	8
G wholesale & retail, repairs	15	13	14	16	17	17	14	15	15	16	15	16	14	7	9	17	15
H hotels & restaurants	3	3	3	5	4	5	3	5	6	3	5	4	2	2	2	5	4
I transport & communication	7	7	6	7	6	6	6	5	6	7	5	6	6	7	6	6	6
J financial intermediation	4	3	8	2	3	3	3	4	9	3	3	5	3	2	3	4	5
K real estate & business activ.	6	7	0	4	4	5	8	6	6	10	4	8	3	3	3	2	5
L public administration	9	7	9	7	7	6	10	6	9	8	7	7	11	32	12	12	9
M-Q other services	23	29	19	13	17	16	22	20	20	25	17	23	23	10	39	21	21

Table 0-4 Occupations in percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Legislators and managers	10	9	6	10	1	8	2	9	10	12	9	14	5	7	9	11	7
Professionals	18	12	11	11	10	9	12	15	10	16	6	15	4	10	16	1	11
Technicians	10	17	18	5	13	6	15	4	11	18	11	8	12	21	20	18	14
Clerks	17	13	13	10	14	12	14	14	20	12	11	17	13	9	21	13	14
Service and sales workers	10	15	10	11	15	13	14	17	11	14	14	13	23	13	9	17	13
Agricultural and fishery workers	3	2	2	21	5	9	5	10	2	2	9	1	2	7	1	2	4
Craft and related trades workers	16	12	19	18	21	18	17	12	17	11	22	13	26	14	9	17	17
Plant and machine operators	8	8	8	7	9	11	13	8	9	7	7	8	7	10	6	6	9
Elementary occupations	9	13	12	6	10	14	8	9	11	7	11	9	8	8	8	13	10
Armed forces	1	0	1	1	1	0	1	2		1	1	1	0	1	1	1	1

Table 0-5 Gender percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Male	60	53	58	65	60	66	53	63	64	60	56	55	56	54	53	59	58
Female	40	47	42	35	40	34	47	37	36	40	44	45	44	46	47	41	42

Table 0-6 Company size in percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
None (person works alone)	12	6	5	23	16	15	13	13	6	5	16	6	3	9	5	6	9
1 to 9	21	14	22	39	27	28	24	25	19	13	29	14	25	16	14	18	22
10 to 49	19	24	19	14	9	14	11	10	22	16	15	15	24	11	18	17	15
50 to 99	8	9	11	5	3	5	6	5	6	8	8	5	8	6	7	7	7
100 to 499	13	14	14	8	7	7	10	12	17	18	13	10	10	16	11	12	11
500 and over	23	31	25	11	25	24	31	28	26	36	14	48	18	39	42	27	30
don't know	5	2	5	2	13	7	5	8	4	3	5	3	12	2	2	12	6

Table 0-7 Distribution according to years in job (Average years in job : 11.76 years)

	Less than 1 year	1 - 5 years	More than 5 years
%	10	33	57
N	1601	5045	8831

THEMATIC RESULTS

THE PHYSICAL ENVIRONMENT AND DESIGN OF WORK STATIONS

Several questions in the 1996 survey address the issue of the physical factors of working conditions and of the design of the work stations

The factors considered are:

- **ambiental factors:** noise, vibrations, temperature, radiation, air quality, dangerous materials and chemicals, protective equipment
- **design factors:** possibilities to adjust a work station to personal requirements in an ergonomical way, positions of work
- **information** on risks
- **place of work** (home)

Ambiental factors

The exposure of ambiental factors such as noise, vibrations, extreme temperatures, dangerous products or substances, was high in 1991 and remains high in 1996, even when including the 3 new Member States. Approximately a **quarter of the workforce is exposed** at some stage to high level noise (28%), to vibrations from hand tools or machinery (24%), to intense heat (20%) or intense cold (24%), to inhaling vapours, fumes, dust or dangerous chemicals (24%), to handling dangerous products or substances (15%).

Things have not changed much **from 1991 to 1996**, although a very slight decrease can be observed. But one has to remember the structural changes which have affected the distribution of the workforce, especially in the Southern European Member States.

Problems are not spread out evenly between countries, sexes, age groups, sectors and categories of workers.

Countries: Greece, Spain and Portugal have a systematically higher proportion of workers exposed (noise, vibrations, temperature extremes, air pollution). Some countries join in for handling of dangerous substances (France), for radiation (Austria, Denmark, Germany).

Sexes: male workers are more exposed than female workers to all factors mentioned.

Age groups: younger workers are more exposed to all factors, and older workers join in for noise, vibrations and heat

Sectors: manufacturing, construction and agriculture are to all factors exposed more than average, transport to vibrations and air pollution; hotels/restaurants to heat and air pollution.

Job categories: plant and machine operators, craft workers, and farmers are more exposed to all factors, with the addition of professionals to radiation and elementary occupations to temperature extremes and air pollution.

Status: workers with a precarious status (on fixed term contracts and on temporary contracts) are systematically more exposed than permanent employees and self employed workers. They are also the least informed on risks.

Company size: exposure increases for companies in the 50/499 bracket.

Table 0-1 *Ambiental factors*

	Employed (%)	Self Employed (%)	All workers (%)
Exposure to:			
• vibrations ¹	23	27	24
• noise ¹	29	24	28
• radiation ¹	5	4	5
• high temperatures ¹	20	20	20
• low temperatures ¹	24	25	24
• air pollution ¹	23	24	23
• handling dangerous substances ¹	15	14	14
Wearing personal protective equipment ¹	26	8	25

¹ A quarter of the time or more

Table 0-2 Percentage of workers exposed to vibrations from hand tools or machinery by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	6	5	12	18	8	19	12	8	13	7	18	8	9	8	5	14	11
Around 3/4 or 1/2 of the time	6	4	7	10	7	6	5	7	4	3	6	4	4	7	3	6	6
Around 1/4 of the time	6	6	10	8	6	5	6	9	7	3	6	6	10	11	7	7	7
Almost never or never	82	85	71	63	80	70	77	76	75	87	70	82	77	74	85	73	76

Table 0-3 Percentage of workers exposed to vibrations from hand tools or machinery by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	Con- struc- tion	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	Other ser- vices	
All or almost all the time	18	20	13	23	6	3	14	2	4	4	5	11
Around 3/4 or 1/2 of the time	14	8	8	12	5	6	4	1	1	2	3	6
Around 1/4 of the time	13	9	18	14	6	4	6	2	4	4	3	7
Almost never or never	55	62	61	50	82	88	75	95	91	90	89	76

Table 0-4 Percentage of workers exposed to vibrations from hand tools or machinery by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	4	3	4	2	3	17	24	32	12	17	11
Around 3/4 or 1/2 of the time	2	1	3	2	2	16	15	9	6	8	6
Around 1/4 of the time	5	4	4	2	3	17	15	8	8	11	7
Almost never or never	89	93	90	95	91	51	46	51	73	64	76

Table 0-5 Percentage of workers exposed to vibrations from hand tools or machinery by form of employment

	self- employed	employed	EU
All or almost all the time	10	11	11
Around 3/4 or 1/2 of the time	8	5	6
Around 1/4 of the time	9	7	7
Almost never or never	74	77	76

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	11	13	16	15
Around 3/4 or 1/2 of the time	5	6	6	8
Around 1/4 of the time	7	6	5	6
Almost never or never	77	75	73	71

Table 0-6 Percentage of male and female workers exposed to vibrations from hand tools or machinery

	Male	Female	EU
All or almost all the time	15	6	11
Around 3/4 or 1/2 of the time	7	4	6
Around 1/4 of the time	10	3	7
Almost never or never	68	88	76

Table 0-7 Percentage of workers exposed to noise so loud that you would have to raise your voice to talk to people by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	7	8	9	18	9	16	12	10	12	9	15	10	7	11	10	9	10
Around 3/4 or 1/2 of the time	8	8	9	9	6	7	8	8	6	5	7	8	5	11	9	9	8
Around 1/4 of the time	7	13	10	11	6	6	10	12	10	9	6	12	10	16	13	9	10
Almost never or never	77	71	72	62	79	71	70	70	72	76	72	69	78	61	69	73	72

Table 0-8 Percentage of workers exposed to noise so loud that you would have to raise your voice to talk to people by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	15	20	10	17	6	7	10	1	3	5	6	10
Around 3/4 or 1/2 of the time	11	10	8	14	7	9	9	1	5	6	5	8
Around 1/4 of the time	14	11	14	16	8	13	11	4	6	9	7	10
Almost never or never	59	59	68	53	80	72	70	94	86	80	82	72

Table 0-9 Percentage of workers exposed to noise so loud that you would have to raise your voice to talk to people by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	4	5	6	3	4	12	20	27	14	16	10
Around 3/4 or 1/2 of the time	4	4	5	3	6	14	16	10	9	11	8
Around 1/4 of the time	9	9	7	6	7	18	15	11	10	11	10
Almost never or never	82	82	83	88	83	56	49	53	67	63	72

Table 0-10 Percentage of workers exposed to noise so loud that you would have to raise your voice to talk to people by form of employment

	self- employed	employed	EU
All or almost all the time	7	11	10
Around 3/4 or 1/2 of the time	7	8	8
Around 1/4 of the time	10	10	10
Almost never or never	77	71	72

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	11	12	17	8
Around 3/4 or 1/2 of the time	8	9	7	13
Around 1/4 of the time	10	10	13	10
Almost never or never	72	70	64	68

Table 0-11 Percentage of male and female workers exposed to noise so loud that you would have to raise your voice to talk to people

	Male	Female	EU
All or almost all the time	13	7	10
Around 3/4 or 1/2 of the time	10	5	8
Around 1/4 of the time	11	7	10
Almost never or never	66	80	72

Table 0-12 Percentage of workers exposed to radiation such as x rays, radioactive radiation, welding light, laser beams by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	1	3	2	4	1	2	2	1	3	2	1	2	1	2	2	3	2
Around 3/4 or 1/2 of the time	1	2	2	1	0	1	1	1	2	1	1	1	1	2	2	3	1
Around 1/4 of the time	2	3	2	2	2	2	1	2	1	2	1	3	5	5	4	3	2
Almost never or never	96	93	94	93	97	94	96	95	94	95	97	94	93	92	92	91	95

Table 0-13 Percentage of workers exposed to radiation such as x rays, radioactive radiation, welding light, laser beams by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	1	4	7	2	2	0	2	1	0	1	2	2
Around 3/4 or 1/2 of the time	0	2	3	1	1	0	1	0	0	1	1	1
Around 1/4 of the time	1	3	2	3	1	1	1	1	2	3	3	2
Almost never or never	98	91	87	95	96	99	95	98	98	95	95	95

Table 0-14 Percentage of workers exposed to radiation such as x rays, radioactive radiation, welding light, laser beams by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	0	3	2	1	1	1	4	4	1	1	2
Around 3/4 or 1/2 of the time	0	1	2	0	0	0	3	3	0	1	1
Around 1/4 of the time	2	3	2	0	2	1	5	2	1	5	2
Almost never or never	98	94	94	98	97	98	89	91	98	93	95

Table 0-15 Percentage of workers exposed to radiation such as x rays, radioactive radiation, welding light, laser beams by form of employment

	self- employed	employed	EU
All or almost all the time	1	2	2
Around 3/4 or 1/2 of the time	1	1	1
Around 1/4 of the time	2	2	2
Almost never or never	96	94	95

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	2	3	2	2
Around 3/4 or 1/2 of the time	1	2	3	0
Around 1/4 of the time	2	3	1	2
Almost never or never	94	93	94	97

Table 0-16 Percentage of male and female workers exposed to radiation such as x rays, radioactive radiation, welding light, laser beams

	Male	Female	EU
All or almost all the time	3	1	2
Around 3/4 or 1/2 of the time	2	1	1
Around 1/4 of the time	3	1	2
Almost never or never	93	97	95

Table 0-17 Percentage of workers exposed to high temperatures which make you perspire even when not working by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	3	2	4	10	4	10	6	5	9	6	5	5	3	2	2	6	5
Around 3/4 or 1/2 of the time	6	7	5	19	6	8	7	5	9	6	8	9	4	7	4	9	7
Around 1/4 of the time	8	8	8	10	4	6	8	6	10	8	6	10	8	11	8	8	8
Almost never or never	84	83	83	60	85	76	78	84	72	80	81	76	85	80	86	77	80

Table 0-18 Percentage of workers exposed to high temperatures which make you perspire even when not working by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	6	9	3	6	4	10	4	2	2	3	3	5
Around 3/4 or 1/2 of the time	14	8	8	12	5	10	7	3	4	5	5	7
Around 1/4 of the time	17	9	9	9	6	12	11	4	5	6	5	8
Almost never or never	63	75	80	73	85	67	77	91	88	86	86	80

Table 0-19 Percentage of workers exposed to high temperatures which make you perspire even when not working by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	2	3	2	2	4	7	8	13	7	7	5
Around 3/4 or 1/2 of the time	5	3	3	3	5	15	10	13	9	7	7
Around 1/4 of the time	6	5	5	5	7	18	11	11	9	8	8
Almost never or never	87	90	90	90	84	60	70	63	74	78	80

Table 0-20 Percentage of workers exposed to high temperatures which make you perspire even when not working by form of employment

	self- employed	employed	EU
All or almost all the time	4	5	5
Around 3/4 or 1/2 of the time	7	7	7
Around 1/4 of the time	9	7	8
Almost never or never	80	80	80

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	5	7	13	5
Around 3/4 or 1/2 of the time	7	9	8	5
Around 1/4 of the time	8	6	5	5
Almost never or never	81	79	74	85

Table 0-21 Percentage of male and female workers exposed to high temperatures which make you perspire even when not working

	Male	Female	EU
All or almost all the time	6	4	5
Around 3/4 or 1/2 of the time	8	5	7
Around 1/4 of the time	9	5	8
Almost never or never	77	85	80

Table 0-22 Percentage of workers exposed to low temperatures whether indoors or outdoors by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	3	3	3	10	6	11	8	4	5	5	4	4	5	2	2	6	5
Around 3/4 or 1/2 of the time	6	6	5	21	6	9	9	8	7	6	8	14	6	7	5	8	8
Around 1/4 of the time	10	11	9	12	6	7	11	10	11	9	6	15	12	17	12	8	10
Almost never or never	82	80	83	56	81	73	72	77	80	82	67	77	74	81	78	76	

Table 0-23 Percentage of workers exposed to low temperatures whether indoors or outdoors by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	15	6	11	11	6	2	6	1	3	2	3	5
Around 3/4 or 1/2 of the time	17	7	15	20	8	3	8	3	9	7	5	8
Around 1/4 of the time	23	11	20	19	8	7	11	4	6	9	7	10
Almost never or never	44	77	53	51	78	89	76	92	83	82	85	76

Table 0-24 Percentage of workers exposed to low temperatures whether indoors or outdoors by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	2	1	3	3	4	17	8	9	9	4	5
Around 3/4 or 1/2 of the time	8	4	3	4	6	20	14	12	10	16	8
Around 1/4 of the time	10	8	6	4	7	24	15	13	13	15	10
Almost never or never	80	87	88	89	82	39	63	67	68	65	76

Table 0-25 *Percentage of workers exposed to low temperatures whether indoors or outdoors by form of employment*

	self- employed	employed	EU
All or almost all the time	5	6	5
Around 3/4 or 1/2 of the time	10	8	8
Around 1/4 of the time	10	10	10
Almost never or never	75	76	76

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	5	8	12	5
Around 3/4 or 1/2 of the time	7	11	9	9
Around 1/4 of the time	10	9	8	10
Almost never or never	77	72	71	76

Table 0-26 *Percentage of male and female workers exposed to low temperatures whether indoors or outdoors*

	Male	Female	EU
All or almost all the time	6	4	5
Around 3/4 or 1/2 of the time	10	5	8
Around 1/4 of the time	13	6	10
Almost never or never	70	84	76

Table 0-27 Percentage of workers exposed to breathing in vapours, fumes, dust, or dangerous substances such as chemicals, infectious materials, etc. by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	7	4	10	26	9	17	13	7	11	7	17	10	8	10	10	10	11
Around 3/4 or 1/2 of the time	4	3	7	11	5	8	6	6	6	4	7	7	4	8	6	8	6
Around 1/4 of the time	6	7	6	9	6	5	6	11	6	4	5	5	8	15	7	8	6
Almost never or never	83	85	77	53	79	70	74	76	77	84	72	79	80	66	77	75	76

Table 0-28 Percentage of workers exposed to breathing in vapours, fumes, dust, or dangerous substances such as chemicals, infectious materials, etc. by sector

	A-B agric. hunting forest. fishing	C-D mining & manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate, busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
All or almost all the time	13	19	5	18	7	13	13	2	4	6	7	11
Around 3/4 or 1/2 of the time	8	8	6	14	6	6	6	2	4	4	4	6
Around 1/4 of the time	15	7	9	11	6	4	7	1	4	4	4	6
Almost never or never	64	66	80	56	81	77	74	95	88	86	85	76

Table 0-29 Percentage of workers exposed to breathing in vapours, fumes, dust, or dangerous substances such as chemicals, infectious materials, etc. by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	4	4	6	3	8	13	21	24	16	20	11
Around 3/4 or 1/2 of the time	4	3	3	1	4	9	15	11	7	5	6
Around 1/4 of the time	5	4	3	2	3	14	13	8	8	7	6
Almost never or never	88	89	88	93	85	64	52	57	68	68	76

Table 0-30 Percentage of workers exposed to breathing in vapours, fumes, dust, or dangerous substances such as chemicals, infectious materials, etc. by form of employment

	self- employed	employed	EU
All or almost all the time	10	11	11
Around 3/4 or 1/2 of the time	7	6	6
Around 1/4 of the time	7	6	6
Almost never or never	76	76	76

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	11	13	20	7
Around 3/4 or 1/2 of the time	6	9	6	7
Around 1/4 of the time	6	8	6	6
Almost never or never	77	71	68	80

Table 0-31 Percentage of male and female workers exposed to breathing in vapours, fumes, dust, or dangerous substances such as chemicals, infectious materials, etc.

	Male	Female	EU
All or almost all the time	14	7	11
Around 3/4 or 1/2 of the time	8	4	6
Around 1/4 of the time	8	4	6
Almost never or never	70	85	76

Table 0-32 Percentage of workers exposed to handling or touching dangerous substances by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	5	2	5	15	4	7	8	4	6	4	6	4	4	3	5	4	5
Around 3/4 or 1/2 of the time	2	2	3	9	2	5	3	5	3	3	4	4	2	3	3	5	3
Around 1/4 of the time	4	5	6	8	6	5	5	8	5	4	3	8	5	12	7	6	6
Almost never or never	89	90	86	68	87	84	84	83	87	89	87	84	90	82	85	84	85

Table 0-33 Percentage of workers exposed to handling or touching dangerous substances by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	6	9	12	6	5	1	4	0	2	4	5	5
Around 3/4 or 1/2 of the time	7	4	6	6	2	2	2	1	3	3	3	3
Around 1/4 of the time	16	7	7	8	4	3	5	0	3	4	5	6
Almost never or never	71	80	75	80	89	95	88	98	92	89	87	85

Table 0-34 Percentage of workers exposed to handling or touching dangerous substances by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	1	5	5	0	3	7	10	9	6	8	5
Around 3/4 or 1/2 of the time	2	2	3	0	2	9	7	3	5	4	3
Around 1/4 of the time	4	5	3	1	4	15	11	9	6	8	6
Almost never or never	93	88	89	98	91	69	72	79	84	80	85

Table 0-35 Percentage of workers exposed to handling or touching dangerous substances by form of employment

	self- employed	employed	EU
All or almost all the time	4	6	5
Around 3/4 or 1/2 of the time	4	3	3
Around 1/4 of the time	6	6	6
Almost never or never	86	85	85

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	5	6	7	11
Around 3/4 or 1/2 of the time	3	4	6	1
Around 1/4 of the time	6	8	5	5
Almost never or never	86	82	82	83

Table 0-36 Percentage of male and female workers exposed to handling or touching dangerous substances

	Male	Female	EU
All or almost all the time	7	3	5
Around 3/4 or 1/2 of the time	4	2	3
Around 1/4 of the time	7	4	6
Almost never or never	82	90	85

Table 0-37 Percentage of workers whose job involves wearing personal protective equipment by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	15	9	18	11	9	16	16	17	11	18	10	23	23	19	13	14	16
Around 3/4 or 1/2 of the time	3	3	4	2	2	4	2	5	5	2	3	6	4	8	3	5	4
Around 1/4 of the time	3	6	4	5	4	3	4	9	4	3	3	7	4	11	5	4	5
Almost never or never	80	82	74	82	84	77	78	68	79	76	84	64	69	63	78	76	75

Table 0-38 Percentage of workers involves wearing personal protective equipment by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	17	27	27	33	11	11	13	2	8	10	11	16
Around 3/4 or 1/2 of the time	6	5	14	6	3	2	4	0	2	4	3	4
Around 1/4 of the time	10	5	8	8	1	3	4	1	2	6	4	5
Almost never or never	67	63	51	53	84	84	78	97	88	81	82	75

Table 0-39 Percentage of workers involves wearing personal protective equipment by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	7	7	11	2	11	13	34	34	25	15	16
Around 3/4 or 1/2 of the time	3	4	4	0	3	8	7	4	3	4	4
Around 1/4 of the time	5	3	5	1	3	10	8	4	3	18	5
Almost never or never	85	85	80	97	83	70	52	59	68	62	75

Table 0-40 Percentage of workers involves wearing personal protective equipment by form of employment

	self- employed	employed	EU
All or almost all the time	9	18	17
Around 3/4 or 1/2 of the time	4	4	4
Around 1/4 of the time	5	5	5
Almost never or never	82	74	75

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	18	20	19	17
Around 3/4 or 1/2 of the time	4	5	3	4
Around 1/4 of the time	5	4	3	6
Almost never or never	74	71	75	73

Table 0-41 Percentage of male and female workers involves wearing personal protective equipment

	Male	Female	EU
All or almost all the time	22	9	16
Around 3/4 or 1/2 of the time	5	3	4
Around 1/4 of the time	6	3	5
Almost never or never	67	86	75

Design of work stations

The exposure to painful positions and to carrying or moving heavy loads was high in 1991 and remains high in 1996. The addition of new Member States even creates a slight increase in exposure. Nearly half the workforce (45%) is affected by painful positions and 1/3 by carrying or moving heavy loads.

New questions have been introduced in the 1996 Survey with regard to the possibility for workers to control factors of physical well being at their work stations such as temperature, lighting, ventilation, and positions of desk/bench or instruments and equipment used. Results indicate that a very high proportion of workers (from 52% for lighting to 67% for position of desk/bench) have no control over these parameters.

Again problems are not spread out evenly. With regard to **countries** design problems are highest in a group comprising France, Greece, Italy, Portugal and Spain. Best results are generally achieved in Finland, the Netherlands and Sweden.

Sexes: there is no clear difference in gender. Male workers are more concerned with heavy loads, whereas female workers are more concerned with painful positions. Possibilities for adjustment in comfort are few for both groups.

Age groups: problems are highest in the younger age groups and satisfaction with control over comfort increases with age.

Sectors: all sectors report a high rate of exposure or lack of control. Transport, agriculture, manufacturing industry, construction and catering report the highest incidence of exposure or lack of control.

Job categories: farmers, machine plant operators, elementary occupations and craft workers report the highest incidence of exposure and lack of control.

Status: there is, as for ambient factors, a striking difference between permanent workers and temporary workers or workers with a fixed term contract. Those groups indicate a much higher incidence of exposure, and are joined by the apprentices and trainees with regard to the lack possibilities to adjust their workstations for comfort.

Table 0-42 Design of workstations

	Employed (%)	Self employed (%)	All workers (%)
Painful/tiring positions ¹	43	53	45
Carrying/moving heavy loads ¹	32	39	33
Not possible to adjust:			
• temperature ²	60	48	58
• lighting ²	54	44	53
• ventilation ²	60	50	58
• position of desk ²	68	60	67
• position of seat ²	53	58	54
• instruments/equipment ²	60	46	58

¹ a quarter of the time or more

² indicating the % of “no” answers

Table 0-43 Percentage of workers whose job involves painful and tiring positions by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	14	9	14	41	20	24	26	10	15	10	37	12	14	9	11	13	18
Around 3/4 or 1/2 of the time	12	12	14	15	15	13	17	12	12	8	13	13	11	16	15	16	14
Around 1/4 of the time	14	15	15	12	11	10	12	15	9	9	9	14	18	20	18	17	13
Almost never or never	60	63	57	32	53	53	46	63	64	72	42	61	56	55	55	55	55

Table 0-44 Percentage of workers whose job involves painful and tiring positions by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	35	18	12	25	19	23	21	7	12	11	14	18
Around 3/4 or 1/2 of the time	24	13	14	19	14	21	12	11	10	11	13	14
Around 1/4 of the time	12	13	15	17	13	13	11	9	12	14	15	13
Almost never or never	29	56	58	39	54	43	55	73	66	65	58	55

Table 0-45 Percentage of workers whose job involves painful and tiring positions by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	11	6	10	10	14	38	25	32	26	19	18
Around 3/4 or 1/2 of the time	11	10	12	10	14	26	18	15	17	19	14
Around 1/4 of the time	13	14	11	10	14	14	18	10	14	10	13
Almost never or never	65	69	67	70	57	22	39	42	42	51	55

Table 0-46 *Percentage of workers whose job involves painful and tiring positions by form of employment*

	self- employed	employed	EU
All or almost all the time	23	16	17
Around 3/4 or 1/2 of the time	16	14	14
Around 1/4 of the time	15	13	14
Almost never or never	47	57	55

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	15	21	24	17
Around 3/4 or 1/2 of the time	13	18	20	11
Around 1/4 of the time	13	12	13	13
Almost never or never	59	49	43	58

Table 0-47 *Percentage of male and female workers whose job involves painful and tiring positions*

	Male	Female	EU
All or almost all the time	17	19	18
Around 3/4 or 1/2 of the time	14	14	14
Around 1/4 of the time	14	12	13
Almost never or never	55	55	55

Table 0-48 Percentage of workers whose job involves carrying or moving heavy loads by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	8	6	9	15	6	16	16	8	8	8	12	10	11	6	8	11	11
Around 3/4 or 1/2 of the time	11	11	8	15	7	8	10	12	8	6	7	10	8	12	10	12	9
Around 1/4 of the time	13	18	14	9	10	11	14	15	8	10	8	17	19	21	17	13	14
Almost never or never	67	65	69	60	76	65	61	64	76	75	73	63	62	62	65	64	67

Table 0-49 Percentage of workers whose job involves carrying or moving heavy loads by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	22	11	15	24	12	8	12	3	5	4	7	11
Around 3/4 or 1/2 of the time	21	9	10	17	10	12	8	2	3	5	7	9
Around 1/4 of the time	18	15	11	16	17	16	12	5	12	10	12	14
Almost never or never	39	66	64	43	61	63	67	91	79	81	75	67

Table 0-50 Percentage of workers whose job involves carrying or moving heavy loads by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	5	2	4	3	10	25	18	18	19	3	11
Around 3/4 or 1/2 of the time	6	3	4	2	9	24	15	13	13	15	9
Around 1/4 of the time	12	8	9	6	16	21	21	16	17	10	14
Almost never or never	77	87	83	88	65	30	45	53	51	72	67

Table 0-51 Percentage of workers whose job involves carrying or moving heavy loads by form of employment

	self- employed	employed	EU
All or almost all the time	12	10	10
Around 3/4 or 1/2 of the time	10	9	9
Around 1/4 of the time	17	13	14
Almost never or never	61	68	67

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	9	18	16	10
Around 3/4 or 1/2 of the time	8	13	12	7
Around 1/4 of the time	13	12	16	10
Almost never or never	70	58	56	73

Table 0-52 Percentage of male and female workers whose job involves carrying or moving heavy loads

	Male	Female	EU
All or almost all the time	13	7	11
Around 3/4 or 1/2 of the time	10	7	9
Around 1/4 of the time	15	12	14
Almost never or never	62	74	67

Table 0-53 Percentage of workers able to adjust the temperature to their own comfort by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
no	55	54	56	69	70	62	61	58	51	49	69	49	57	61	52	59	58
yes	45	46	44	31	30	38	39	42	49	51	31	51	43	39	48	41	42

Table 0-54 Percentage of workers able to adjust the temperature to their own comfort by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting & forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
no	72	63	67	67	57	51	54	53	53	54	53	58
yes	28	37	33	33	43	49	46	47	47	46	47	42

Table 0-55 Percentage of workers able to adjust the temperature to their own comfort by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
no	34	51	51	50	58	73	70	68	73	56	58
yes	66	49	49	50	42	27	30	32	27	44	42

Table 0-56 Percentage of workers able to adjust the temperature to their own comfort by form of employment

		self- employed	employed	EU
no		48	60	58
yes		52	40	42

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
no	59	64	67	67
yes	41	36	33	33

Table 0-57 Percentage of male and female workers able to adjust the temperature to their own comfort

	Male	Female	EU
no	60	55	58
yes	40	45	42

Table 0-58 Percentage of workers able to adjust the lighting to their own comfort by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
no	50	52	43	64	69	55	60	52	54	41	67	53	41	40	27	47	52
yes	50	48	57	36	31	45	40	48	46	59	33	47	59	60	73	53	48

Table 0-59 Percentage of workers able to adjust the lighting to their own comfort by sector

	A-B agric. hunting forest. fishing	C-D mining & manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate, busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
no	74	57	53	58	55	55	53	48	53	43	43	52
yes	26	43	47	42	45	45	47	52	47	57	57	48

Table 0-60 Percentage of workers able to adjust the lighting to their own comfort by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
no	31	37	41	47	54	73	59	72	69	66	52
yes	69	63	59	53	46	27	41	28	31	34	48

Table 0-61 Percentage of workers able to adjust the lighting to their own comfort by form of employment

	self- employed	employed	EU
no	44	54	52
yes	56	46	48

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
no	53	58	64	65
yes	47	42	36	35

Table 0-62 Percentage of male and female workers able to adjust the lighting to their own comfort

	Male	Female	EU
no	55	50	52
yes	45	50	48

Table 0-63 Percentage of workers able to adjust the ventilation to their own comfort by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
no	58	63	46	73	78	56	69	52	62	52	76	50	43	62	64	50	58
yes	42	37	54	27	22	44	31	48	38	48	24	50	57	38	36	50	42

Table 0-64 Percentage of workers able to adjust the ventilation to their own comfort by sector

	A-B agric. hunting forest. fishing	C-D mining & manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate, busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
no	79	62	56	66	60	51	51	52	59	55	50	58
yes	21	38	44	34	40	49	49	48	41	45	50	42

Table 0-65 Percentage of workers able to adjust the ventilation to their own comfort by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
no	35	45	51	56	60	80	67	67	69	64	58
yes	65	55	49	44	40	20	33	33	31	36	42

Table 0-66 Percentage of workers able to adjust the ventilation to their own comfort by form of employment

		self- employed	employed	EU
no		50	60	58
yes		50	40	42

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
no	58	65	76	76
yes	42	35	24	24

Table 0-67 Percentage of male and female workers able to adjust the ventilation to their own comfort

	Male	Female	EU
no	59	57	58
yes	41	43	42

Table 0-68 Percentage of workers able to adjust the position of their desk, bench or workstation by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
no	65	66	65	73	76	74	70	58	75	55	79	63	70	53	45	61	67
yes	35	34	35	27	24	26	30	42	25	45	21	37	30	47	55	39	33

Table 0-69 Percentage of workers able to adjust the position of their desk, bench or workstation by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
no	88	67	68	71	73	87	68	52	58	55	62	67
yes	12	33	32	29	27	13	32	48	42	45	38	33

Table 0-70 Percentage of workers able to adjust the position of their desk, bench or workstation by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
no	40	46	56	55	75	88	78	86	88	67	67
yes	60	54	44	45	25	12	22	14	12	33	33

Table 0-71 Percentage of workers able to adjust the position of their desk, bench or workstation by form of employment

	self- employed	employed	EU
no	60	68	67
yes	40	32	33

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
no	66	76	79	84
yes	34	24	21	16

Table 0-72 Percentage of male and female workers able to adjust the position of their desk, bench or workstation

	Male	Female	EU
no	68	66	67
yes	32	34	33

Table 0-73 Percentage of workers able to adjust the position of their seat by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
no	56	43	49	65	74	65	62	47	63	35	78	39	58	39	31	51	54
yes	44	57	51	35	26	35	38	53	37	65	22	61	42	61	69	49	46

Table 0-74 Percentage of workers able to adjust the position of their seat by sector

	A-B agric. hunting forest. fishing	C-D mining & manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate, busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
no	79	55	54	66	61	83	43	27	42	40	51	54
yes	21	45	46	34	39	17	57	73	58	60	49	46

Table 0-75 Percentage of workers able to adjust the position of their seat by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
no	31	33	40	30	62	79	77	60	82	61	54
yes	69	67	60	70	38	21	23	40	18	39	46

Table 0-76 Percentage of workers able to adjust the position of their seat by form of employment

		self- employed	employed	EU
no		58	53	54
yes		42	47	46

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
no	51	62	65	67
yes	49	38	35	33

Table 0-77 Percentage of male and female workers able to adjust the position of their seat

	Male	Female	EU
no	57	50	54
yes	43	50	46

Table 0-78 Percentage of workers able to adjust the instruments or equipment they use by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
no	57	49	55	52	69	65	68	52	61	52	75	49	52	43	38	47	58
yes	43	51	45	48	31	35	32	48	39	48	25	51	48	57	62	53	42

Table 0-79 Percentage of workers able to adjust the instruments or equipment they use by sector

	A-B agric. hunting forest. fishing	C-D mining & manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate, busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
no	56	58	44	48	64	70	63	53	56	58	56	58
yes	44	42	56	52	36	30	37	47	44	42	44	42

Table 0-80 Percentage of workers able to adjust the instruments or equipment they use by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
no	41	53	51	58	66	50	53	70	72	57	58
yes	59	47	49	42	34	50	47	30	28	43	42

Table 0-81 Percentage of workers able to adjust the instruments or equipment they use by form of employment

	self- employed	employed	EU
no	46	60	57
yes	54	40	43

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
no	59	65	67	70
yes	41	35	33	30

Table 0-82 Percentage of male and female workers able to adjust the instruments or equipment they use

	Male	Female	EU
no	54	62	58
yes	46	38	42

Information and risks

The level of information on risks resulting from the use of materials, instruments or products handled by workers is generally good (71% consider to be well or very well informed as opposed to 10% badly informed).

Sectors where level of information are lowest are: agriculture (18% badly informed) and construction (16%). Information is also lacking for temporary workers (14% badly informed).

Table 0-83 Information and risks

	Employed (%)	Self employed (%)	All workers (%)
Information about risks (well and quite well informed)	74	71	72

Table 0-84 Degree of information (in percentages) to which workers are informed about risks resulting from the use of materials, instruments or products they handle in their job by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Very well informed	45	44	36	26	29	34	32	46	49	39	18	45	37	43	40	45	36
Quite well informed	26	32	40	40	40	43	28	27	36	28	46	26	44	47	37	33	35
Quite badly informed	4	7	6	9	9	7	8	2	4	6	7	8	3	4	6	5	7
Very badly informed	2	2	2	3	4	2	4	2	2	2	1	4	1	1	2	2	3
not applicable	22	14	13	20	15	13	27	22	8	25	26	17	12	4	15	11	17
don't know	1	1	3	2	3	1	1	1	1	0	2	1	2	1	0	5	2

Table 0-85 Degree of information (in percentages) to which workers are informed about risks resulting from the use of materials, instruments or products they handle in their job by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Very well informed	30	39	41	31	36	32	36	31	33	38	39	36
Quite well informed	44	40	43	44	34	39	39	32	25	29	30	35
Quite badly informed	12	8	6	11	6	4	8	4	8	5	5	7
Very badly informed	6	3	1	5	2	1	3	2	3	3	2	3
not applicable	6	9	7	8	20	21	14	29	29	23	22	17
don't know	2	1	3	2	2	3	1	2	1	2	2	2

Table 0-86 Degree of information (in percentages) to which workers are informed about risks resulting from the use of materials, instruments or products they handle in their job by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Very well informed	45	39	41	32	37	27	37	35	28	50	36
Quite well informed	28	30	28	31	32	46	46	40	42	24	35
Quite badly informed	3	5	5	6	6	12	9	9	8	16	7
Very badly informed	2	1	2	3	3	5	2	6	4	6	3
not applicable	22	23	23	26	22	6	5	8	14	4	17
don't know	1	2	1	2	1	3	1	2	4		2

Table 0-87 Degree of information (in percentages) to which workers are informed about risks resulting from the use of materials, instruments or products they handle in their job by form of employment

	self- employed	employed	EU
Very well informed	39	36	36
Quite well informed	35	36	36
Quite badly informed	5	7	7
Very badly informed	2	3	3
not applicable	18	17	17
don't know	2	2	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Very well informed	37	27	27	28
Quite well informed	34	40	43	53
Quite badly informed	7	9	8	3
Very badly informed	3	3	6	2
not applicable	17	17	15	12
don't know	1	4	1	1

Table 0-88 Degree of information (in percentages) to which male and female workers are informed about risks resulting from the use of materials, instruments or products they handle in their job

	Male	Female	EU
Very well informed	38	33	36
Quite well informed	38	32	35
Quite badly informed	7	7	7
Very badly informed	3	3	3
not applicable	13	22	17
don't know	1	2	2

Place of work

17% of workers work at home at least a quarter of their time. Wide variations are to be found between employees (12%) and self employed workers (42%).

Ireland (27%), and Belgium and Finland (26%) have the highest proportion of home workers.

Permanent home work concerns 7% of workers with the highest incidence again in Belgium (13%) and in Ireland and Finland (12%).

The sector with most homeworkers is agriculture (25%).

Table 0-89 Place of work

	Employed (%)	Self employed (%)	All workers (%)
Working at home (more than a quarter of the time)	11	41	17

Table 0-90 Percentage of workers whose main paid job involves working at home by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	13	6	8	3	3	6	8	12	9	5	4	5	7	12	4	11	7
Around 3/4 or 1/2 of the time	4	3	4	3	3	3	5	3	3	3	4	3	2	4	3	5	3
Around 1/4 of the time	9	7	7	5	5	4	6	11	9	8	10	10	7	11	12	7	7
Almost never or never	74	84	81	89	89	88	81	73	79	84	81	82	83	74	81	77	83

Table 0-91 Percentage of workers whose main paid job involves working at home by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	17	4	7	5	7	5	4	5	5	4	10	7
Around 3/4 or 1/2 of the time	3	2	1	1	3	0	1	3	3	6	6	3
Around 1/4 of the time	5	6	10	5	6	3	3	8	12	10	10	7
Almost never or never	75	89	83	88	84	92	91	84	79	79	74	83

Table 0-92 Percentage of workers whose main paid job involves working at home by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	11	15	6	3	6	21	6	2	2	0	7
Around 3/4 or 1/2 of the time	5	10	5	1	3	4	1	1	1	2	3
Around 1/4 of the time	17	16	10	4	6	6	4	1	3	3	7
Almost never or never	67	59	79	93	85	69	89	95	95	95	83

Table 0-93 *Percentage of workers whose main paid job involves working at home by form of employment*

	self- employed	employed	EU
All or almost all the time	22	3	7
Around 3/4 or 1/2 of the time	7	2	3
Around 1/4 of the time	12	6	7
Almost never or never	58	88	83

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary agency contract	on apprentice- ship or other training scheme
All or almost all the time	3	3	2	1
Around 3/4 or 1/2 of the time	2	3	1	3
Around 1/4 of the time	6	6	3	3
Almost never or never	88	88	93	93

Table 0-94 *Percentage of male and female workers whose main paid job involves working at home*

	Male	Female	EU
All or almost all the time	6	8	7
Around 3/4 or 1/2 of the time	3	3	3
Around 1/4 of the time	7	7	7
Almost never or never	84	82	83

THE ORGANISATIONAL ENVIRONMENT

Under this topic several issues are being addressed in the 1996 survey with regard to:

- **working time and time patterns** (duration of work, night and shiftwork, weekend work, commuting);
- **work rhythms** (pace of work, pace of work dependency, deadlines, payment systems);
- **job control and autonomy;**
- **job content** (nature of tasks, division of tasks, quality control, skills required, training, learning opportunities, technology).

Working time and time patterns

Duration of work: Overall Europeans work long hours: 50% work over 40 hours a week and 7% of them over 60 hours. There are big differences between countries, the shortest average working hours are to be found in Denmark and the Netherlands, the longest in Greece and Italy.

Self employed work longer hours (77% work over 40 hours a week against 44% of employees) which may explain why the longest hours are to be found in branches such as agriculture, trade and catering.

Commuting: A quarter of the workforce spends over an hour a day commuting and 4% over 2 hours. Some clear national patterns are to be found with Italy having the shortest commuting times and the Netherlands, the UK, and former East Germany the longest.

Nightwork: Although only 2% of workers perform permanent nightwork, 21% do work at night at some stage with the highest proportions to be found in Finland, Ireland, the UK and Greece, and in branches such as energy production, catering and transport.

Weekend work: 8% of workers work all Sundays and 25% all Saturdays. 30% work at least once a month on a Sunday and 55% on a Saturday.

Shiftwork: 33% of workers (31% of employees) work shifts or irregular working hours, mostly in catering (2 shift systems), manufacturing (3 shifts), energy production (4 shifts) or in transport. Shiftwork concerns 13% of workers, irregular hours of work (excluding shiftwork) 20%. Temporary workers are most involved in shiftwork (20%), while independent workers have more irregular patterns of working time. Shiftwork increases with company size.

These results illustrate the extent of irregular working time patterns and of the round the clock 7 days a week distribution of work.

Table 0-95 Working time and time patterns

	Employed (%)	Self employed (%)	All workers (%)
Weekly hours:			
• less than 30 hours	14	10	15
• 30 - 39 hours	42	12	36
• more than 40 hours	44	77	49
Working shifts and irregular hours	31	43	33
Working shifts	15	3	13
Working at night	19	28	21
Permanent nightwork	1	3	2
Working Saturdays	48	83	55
Working all Saturdays	18	56	25
Working Sundays	25	48	29
Working all Sundays	6	21	8
Commuting per day:			
• less than 20 minutes	23	36	25
• 20 - 60 minutes	50	28	46
• more than 60 minutes	26	14	23
Average weekly working hours	38	47	39
Average daily commuting time in minutes		30	38

Table 0-96 Percentage of workers indicating their amount of hours worked per week in main paid job by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
less than 10 hours	1	1	1	1	0	2	0	0	2	4	1	0	0	1	1		1
10 - 19 hours	4	4	5	3	3	2	3	2	2	8	2	11	1	2	2	1	5
20 - 29 hours	9	8	10	7	8	6	8	6	8	11	5	12	4	5	10	8	9
30 - 39 hours	38	64	47	13	24	17	53	32	4	33	16	35	27	37	22	31	36
40 - 44 hours	21	7	22	33	33	42	14	28	61	31	38	17	48	38	52	35	26
45 - 59 hours	17	12	13	22	23	21	15	17	19	9	25	17	14	11	11	17	16
more than 60 hours	11	4	3	21	9	10	7	13	6	5	13	8	5	6	3	8	7

Table 0-97 Percentage of workers indicating their amount of hours worked per week in main paid job by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
less than 10 hours	1	0		0	1	2	0	0	1	0	1	1
10 - 19 hours	2	2		1	7	12	2	3	5	4	8	5
20 - 29 hours	8	5	1	2	8	11	5	10	10	13	14	9
30 - 39 hours	26	43	51	32	29	16	35	43	29	50	35	36
40 - 44 hours	21	31	33	35	25	17	26	22	28	22	25	26
45 - 59 hours	23	13	7	24	20	21	22	17	18	9	13	16
more than 60 hours	18	4	7	5	10	21	10	4	10	1	5	7

Table 0-98 Percentage of workers indicating their amount of hours worked per week in main paid job by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
less than 10 hours	0	1	1	1	1	1	0	0	1		1
10 - 19 hours	2	7	5	5	8	3	2	1	9	4	5
20 - 29 hours	4	14	10	11	11	8	3	2	15	0	9
30 - 39 hours	21	33	47	48	31	24	31	45	32	44	36
40 - 44 hours	19	22	24	27	23	20	37	29	25	35	26
45 - 59 hours	33	18	10	7	18	22	21	15	13	13	16
more than 60 hours	20	6	3	2	8	22	7	8	5	3	7

Table 0-99 Percentage of workers indicating their amount of hours worked per week in main paid job by form of employment

	self- employed	employed	EU
less than 10 hours	1	1	1
10 - 19 hours	4	5	5
20 - 29 hours	6	9	8
30 - 39 hours	12	42	36
40 - 44 hours	19	28	27
45 - 59 hours	33	13	16
more than 60 hours	25	3	7

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
less than 10 hours	0	1	4	0
10 - 19 hours	4	6	9	1
20 - 29 hours	8	14	13	7
30 - 39 hours	42	38	31	44
40 - 44 hours	28	24	30	30
45 - 59 hours	13	13	7	14
more than 60 hours	3	4	6	3

Table 0-100 Percentage of male and female workers indicating their amount of hours worked per week in main paid job

	Male	Female	EU
less than 10 hours	0	1	1
10 - 19 hours	2	8	5
20 - 29 hours	3	17	9
30 - 39 hours	34	38	36
40 - 44 hours	29	22	26
45 - 59 hours	22	9	16
more than 60 hours	9	4	7

Table 0-101 Percentage of workers working shifts (that is sometimes working mornings, sometimes afternoons, or sometimes nights) or irregular hours by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
No, not working shifts or irregular hours	70	70	70	47	62	70	65	63	69	72	72	66	59	57	68	75	67
Yes, I work irregular hours, but not in a shift	19	22	17	39	23	13	25	27	16	18	22	18	23	22	23	15	20
Yes, 2 shifts	5	3	7	7	9	11	5	6	5	3	3	7	11	9	4	6	7
Yes, 3 shifts	3	3	4	6	3	5	2	3	6	4	2	5	6	8	2	2	4
Yes, 4 shifts	1	0	1	1	1	0	1	1	1	1	1	1	2	1	1	0	1
Yes, 5 shifts and over	1	1	0	0	2		1	1	2	2	0	3	0	1	1	0	1
don't know	1	0	0	0	0	1	1		2	0	1	0		2	0	0	0

Table 0-102 Percentage of workers working shifts (that is sometimes working mornings, sometimes afternoons, or sometimes nights) or irregular hours by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
No, not working shifts or irregular hours	54	66	72	74	74	44	49	83	72	70	66	67
Yes, I work irregular hours, but not in a shift	39	13	16	19	19	30	31	13	20	15	23	20
Yes, 2 shifts	4	11	4	4	5	20	10	3	3	6	6	7
Yes, 3 shifts	2	8	6	2	1	3	5	0	3	5	3	4
Yes, 4 shifts	1	1	3	0	0	0	2	0	1	2	1	1
Yes, 5 shifts and over		2	0	0	0	2	3	0	1	1	1	1
don't know	1	0	0	1	0	1	0	1	0	0	0	0

Table 0-103 Percentage of workers working shifts (that is sometimes working mornings, sometimes afternoons, or sometimes nights) or irregular hours by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
No, not working shifts or irregular hours	72	71	65	82	63	49	71	48	63	66	67
Yes, I work irregular hours, but not in a shift	24	23	23	10	22	46	16	21	20	14	20
Yes, 2 shifts	2	3	6	5	7	4	8	17	11	13	7
Yes, 3 shifts	1	2	4	1	5	1	5	8	6	6	4
Yes, 4 shifts	0	1	1	0	1		0	2	1	1	1
Yes, 5 shifts and over	1	1	1	1	1		0	3	1		1

Table 0-104 Percentage of workers working shifts (that is sometimes working mornings, sometimes afternoons, or sometimes nights) or irregular hours by form of employment

	self- employed	employed	EU
No, not working shifts or irregular hours	56	69	67
Yes, I work irregular hours, but not in a shift	40	16	20
Yes, 2 shifts	2	8	7
Yes, 3 shifts	0	5	4
Yes, 4 shifts	0	1	1
Yes, 5 shifts and over	0	1	1
don't know	1	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
No, not working shifts or irregular hours	69	68	59	80
Yes, I work irregular hours, but not in a shift	15	18	20	11
Yes, 2 shifts	8	8	14	6
Yes, 3 shifts	5	5	5	2
Yes, 4 shifts	1	1	2	1
Yes, 5 shifts and over	1	1	1	0
don't know	0	0	0	0

Table 0-105 Percentage of male and female workers working shifts (that is sometimes working mornings, sometimes afternoons, or sometimes nights) or irregular hours

	Male	Female	EU
No, not working shifts or irregular hours	63	72	67
Yes, I work irregular hours, but not in a shift	22	17	20
Yes, 2 shifts	7	7	7
Yes, 3 shifts	5	3	4
Yes, 4 shifts	1	1	1
Yes, 5 shifts and over	1	1	1
don't know	0	0	0

Table 0-106 *Percentage of workers working on Saturdays (number worked per month) by country*

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
No Saturdays	49	57	53	27	31	44	42	42	48	58	52	44	41	50	60	49	45
1	9	16	11	8	8	9	8	7	7	13	6	13	14	16	17	11	11
2	12	17	15	15	13	10	13	18	10	13	10	14	25	15	16	18	14
3	4	4	4	5	4	4	5	7	6	5	4	7	9	8	3	6	5
4 - 5	27	7	17	45	44	33	31	27	29	11	28	22	12	12	3	17	25

Table 0-107 *Percentage of workers working on Saturdays (number worked per month) by sector*

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
No Saturdays	34	54	59	48	29	15	40	65	48	57	46	45
1	8	12	11	12	8	5	13	10	11	11	12	11
2	11	14	17	17	10	16	18	8	15	15	16	14
3	3	5	3	6	4	6	8	6	4	5	5	5
4 - 5	45	16	11	17	48	58	20	11	21	12	21	25

Table 0-108 *Percentage of workers working on Saturdays (number worked per month) by occupation*

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
No Saturdays	35	50	49	67	30	25	44	44	45	47	45
1	11	15	13	7	9	7	11	11	8	20	11
2	13	12	17	8	17	12	14	19	14	20	14
3	5	3	6	3	6	3	5	8	5	3	5
4 - 5	36	20	15	14	37	53	25	19	28	9	25

Table 0-109 Percentage of workers working on Saturdays (number worked per month) by form of employment

	self- employed	employed	EU
No Saturdays	17	52	45
1	9	11	11
2	13	14	14
3	5	5	5
4 - 5	56	18	25

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
No Saturdays	52	50	51	58
1	12	10	8	5
2	14	14	16	9
3	5	4	3	6
4 - 5	17	22	22	22

Table 0-110 Percentage of male and female workers working on Saturdays (number worked per month)

	Male	Female	EU
No Saturdays	41	51	45
1	12	8	11
2	16	12	14
3	6	4	5
4 - 5	25	25	25

Table 0-111 Percentage of workers working on Sundays (number worked per month) by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
No Sundays	69	66	78	48	73	72	72	66	73	75	76	60	73	57	66	73	71
1	8	13	6	9	8	7	8	6	7	7	4	12	8	15	15	9	8
2	9	13	9	16	9	8	9	11	7	11	7	9	12	11	13	10	10
3	3	3	1	6	2	2	3	3	6	3	3	6	3	6	2	2	3
4 - 5	12	5	5	21	8	10	9	14	8	4	10	13	3	10	3	6	8

Table 0-112 Percentage of workers working on Sundays (number worked per month) by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
No Sundays	54	78	67	80	76	27	61	87	71	71	67	71
1	7	7	14	10	8	6	10	6	9	9	10	8
2	11	7	12	5	6	18	13	5	9	12	13	10
3	3	3	4	2	1	5	6	1	4	4	4	3
4 - 5	25	5	2	3	10	45	10	2	7	4	7	8

Table 0-113 *Percentage of workers working on Sundays (number worked per month) by occupation*

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
No Sundays	59	66	67	89	66	45	77	68	73	58	71
1	12	12	11	3	8	7	8	7	6	20	8
2	10	10	15	4	11	13	6	12	9	17	10
3	4	3	3	1	5	3	2	5	3	3	3
4 - 5	15	9	4	3	9	31	7	8	9	1	8

Table 0-114 Percentage of workers working on Sundays (number worked per month) by form of employment

	self- employed	employed	EU
No Sundays	52	75	71
1	12	8	8
2	11	9	10
3	4	3	3
4 - 5	21	6	8

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
No Sundays	75	73	74	87
1	8	8	6	2
2	9	9	10	5
3	3	3	2	4
4 - 5	5	7	9	2

Table 0-115 Percentage of male and female workers working on Sundays (number worked per month)

	Male	Female	EU
No Sundays	67	76	71
1	10	6	8
2	11	8	10
3	4	2	3
4 - 5	9	8	8

Table 0-116 Percentage of workers working at night for at least two hours between 10.00 p.m. and 05.00 am (number worked per month) by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
no nights	81	78	82	72	83	80	78	74	78	79	77	74	81	67	81	78	79
1 to 5	10	14	8	11	9	10	11	11	9	12	10	11	7	21	10	11	10
6 to 10	5	5	6	8	4	4	5	8	8	7	6	8	8	8	6	7	6
11 to 20	3	2	3	4	3	3	3	5	2	2	5	5	3	3	2	3	3
21 or more	1	2	1	5	2	2	2	3	3	0	3	2	1	1	1	1	1

Table 0-117 Percentage of workers working at night for at least two hours between 10.00 pm and 05.00 am (number worked per month) by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
no night	78	80	73	88	90	46	61	93	77	77	77	79
1 to 5	14	9	17	7	5	13	16	4	12	14	12	10
6 to 10	5	8	5	3	2	11	12	2	6	7	5	6
11 to 20	2	2	4	2	2	19	6	2	4	2	4	3
21 or more	1	1	0	0	1	11	4	0	1	0	1	1

Table 0-118 *Percentage of workers working at night for at least two hours between 10.00 pm and 05.00 am (number worked per month) by occupation*

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
no night	77	76	77	93	78	76	83	64	82	42	79
1-5 nights	13	15	12	4	8	15	9	13	7	39	10
6-10 nights	4	5	8	1	8	6	5	14	5	12	6
11-20 nights	4	4	3	1	5	1	2	6	4	7	3
> 20 nights	2	0	0	1	2	1	1	4	2	0	1

Table 0-119 Percentage of workers working at night for at least two hours between 10.00 pm and 05.00 am (number worked per month) by form of employment

	self- employed	employed	EU
no night	72	81	79
1 to 5	14	9	10
6 to 10	7	6	6
11 to 20	4	3	3
21 or more	3	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
no night	81	79	78	93
1 to 5	9	10	9	3
6 to 10	6	5	6	4
11 to 20	3	4	4	0
21 or more	1	2	2	1

Table 0-120 Percentage of male and female workers working at night for at least two hours between 10.00 pm and 05.00 am (number worked per month)

	Male	Female	EU
no night	74	87	79
1 to 5	13	7	10
6 to 10	8	4	6
11 to 20	4	2	3
21 or more	2	1	1

Table 0-121 Percentage of workers spending time traveling from home to work and back (total in minutes) by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
less than 10 min	6	7	2	12	18	11	6	7	5	7	18	4	2	4	4	5	7
10 - 19 min	16	16	11	19	34	19	20	14	13	17	28	14	12	16	16	19	18
20 - 39 min	30	32	35	32	25	38	32	29	29	23	26	30	27	31	35	36	31
40 - 59 min	13	16	21	8	8	10	15	14	19	16	6	14	16	14	15	16	15
60 - 89 min	13	13	18	16	6	12	12	15	20	15	11	17	23	17	16	10	14
90 - 119 min	6	5	5	3	1	2	4	4	3	7	4	6	7	4	6	3	4
more than 120 min	3	4	4	9	2	4	4	5	3	7	7	7	11	5	4	4	5
other answer	13	7	3	2	6	4	7	13	8	7	2	8	2	8	3	7	5

Table 0-122 Percentage of workers spending time traveling from home to work and back (total in minutes) by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
less than 10 min	10	5	2	5	12	14	5	5	7	5	7	7
10 - 19 min	22	18	18	16	19	27	14	15	16	17	19	18
20 - 39 min	32	33	29	30	30	31	34	30	26	34	31	31
40 - 59 min	9	16	21	15	13	9	16	15	15	18	14	15
60 - 89 min	8	16	16	17	12	9	14	16	17	15	14	14
90 - 119 min	1	4	3	4	4	2	6	8	6	4	4	4
more than 120 min	3	4	7	7	3	2	7	7	7	5	5	5
other answer	14	3	3	7	7	6	4	3	6	2	6	5

Table 0-123 Percentage of workers spending time traveling from home to work and back (total in minutes) by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
less than 10 min	10	6	6	5	7	11	8	7	8	7	7
10 - 19 min	13	12	15	17	20	25	20	20	24	12	18
20 - 39 min	26	28	30	35	33	32	30	37	34	31	31
40 - 59 min	14	17	17	17	12	5	15	13	14	13	15
60 - 89 min	16	16	18	14	14	7	13	15	11	25	14
90 - 119 min	7	6	5	5	4	1	3	3	3	0	4
more than 120 min	6	8	5	5	5	2	5	3	3	11	5
other answer	8	6	4	2	7	17	6	3	3	1	5

Table 0-124 Percentage of workers spending time traveling from home to work and back (total in minutes) by form of employment

	self- employed	employed	EU
less than 10 min	16	5	7
10 - 19 min	20	18	18
20 - 39 min	21	33	31
40 - 59 min	7	16	15
60 - 89 min	8	16	14
90 - 119 min	3	5	4
more than 120 min	4	5	5
other answer	21	2	5

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
less than 10 min	5	5	5	8
10 - 19 min	18	16	19	18
20 - 39 min	33	35	35	36
40 - 59 min	16	17	16	19
60 - 89 min	16	14	14	12
90 - 119 min	4	6	5	2
more than 120 min	5	5	6	3
other answer	2	2	1	2

Table 0-125 Percentage of male and female workers spending time traveling from home to work and back (total in minutes)

	Male	Female	EU
less than 10 min	7	7	7
10 - 19 min	17	20	18
20 - 39 min	30	33	31
40 - 59 min	14	15	15
60 - 89 min	15	13	14
90 - 119 min	5	4	4
more than 120 min	6	3	5
other answer	5	6	5

Work rhythms

Several factors help determine the time constraints which affect people's work: the pace of work, deadlines, the dependency on a number of external factors (clients, machines, etc.), payment systems.

For a majority of workers (76%), the pace of work is set by **customers**, especially in trade and catering, rather than by speed of machines (22%), colleagues (37%), direct management control (34%) or by production targets (34%).

Piece rate work: 13% of workers declare being paid on a piece rate basis. Manufacturing, construction and agriculture are the branches with the highest percentages of piece rate workers.

Work at very high speed affects 54% of workers (25% permanently) especially in catering, manufacturing and agriculture and in countries such as the Netherlands, Finland, Germany and Sweden. Plant and machine sectors are the most concerned as well as, with regard to employment status, workers with temporary and fixed term contracts.

Work to tight deadlines: 56% of workers indicate working to tight deadlines (89% permanently). Female workers are more concerned, as well as plant and machine operators and managers. Work to tight deadlines is also relatively more important in Austria, the UK and Finland. Sectors most concerned are transport, manufacturing and construction.

Table 0-126 Work rhythms

	Employed (%)	Self employed (%)	All workers (%)
working at very high speed ¹	55	53	54
working to tight deadlines ¹	57	52	56
not having enough time to get the jobs done ²	22	16	21
remunerated on piece rate basis ²	10	24	13
work rate dependent on: ²			
• colleagues	41	20	37
• customers, clients, etc.	65	80	67
• production norms	36	30	35
• automation speed of machines	23	17	22
• direct control of boss	40	7	34

¹ more than a quarter of the time
² yes/no question

Table 0-127 Percentage of workers whose job involves working at very high speed by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	19	23	23	27	24	22	23	17	18	38	32	25	35	32	27	29	25
Around 3/4 or 1/2 of the time	19	23	17	25	19	14	15	16	14	21	17	16	18	21	26	22	18
Around 1/4 of the time	13	15	13	14	12	13	8	10	5	12	10	10	12	18	16	13	12
Almost never or never	50	39	46	34	45	52	54	57	63	30	41	50	35	29	31	37	46

Table 0-128 Percentage of workers whose job involves working at very high speed by sector

	A-B agric. hunting forest. fishing	C-D mining & manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate, busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
All or almost all the time	29	31	20	27	22	35	28	22	25	17	21	25
Around 3/4 or 1/2 of the time	17	17	15	21	18	27	17	22	18	16	15	18
Around 1/4 of the time	13	13	16	15	11	13	10	10	8	12	11	12
Almost never or never	41	40	49	37	49	26	45	45	49	56	53	46

Table 0-129 Percentage of workers whose job involves working at very high speed by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	25	17	20	24	23	28	27	37	30	24	25
Around 3/4 or 1/2 of the time	21	18	16	19	17	18	19	14	17	23	18
Around 1/4 of the time	13	10	13	11	12	15	12	10	9	10	12
Almost never or never	41	54	52	46	49	39	42	38	44	43	46

Table 0-130 Percentage of workers whose job involves working at very high speed by form of employment

	self- employed	employed	EU
All or almost all the time	23	25	25
Around 3/4 or 1/2 of the time	17	18	18
Around 1/4 of the time	12	11	12
Almost never or never	47	45	46

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	25	26	30	22
Around 3/4 or 1/2 of the time	18	20	13	19
Around 1/4 of the time	12	11	9	8
Almost never or never	46	42	47	51

Table 0-131 Percentage of male and female workers whose job involves working at very high speed

	Male	Female	EU
All or almost all the time	25	25	25
Around 3/4 or 1/2 of the time	18	17	18
Around 1/4 of the time	12	10	12
Almost never or never	44	48	46

Table 0-132 Percentage of workers whose job involves working to tight deadlines by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	20	24	28	21	17	19	28	28	21	29	17	45	37	37	26	56	29
Around 3/4 or 1/2 of the time	11	17	20	20	10	14	13	20	13	8	10	18	16	20	21	15	16
Around 1/4 of the time	9	16	18	14	8	7	9	11	8	5	9	11	12	16	16	5	12
Almost never or never	60	43	34	45	66	60	50	41	57	57	64	25	35	28	36	24	44

Table 0-133 Percentage of workers whose job involves working to tight deadlines by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	22	35	27	35	25	26	39	32	36	23	24	29
Around 3/4 or 1/2 of the time	12	17	18	21	15	14	18	21	13	13	14	16
Around 1/4 of the time	10	12	24	14	10	6	9	12	9	14	12	12
Almost never or never	56	36	32	30	50	55	33	35	42	51	51	44

Table 0-134 Percentage of workers whose job involves working to tight deadlines by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	38	28	26	26	24	19	33	40	26	33	29
Around 3/4 or 1/2 of the time	19	18	16	18	12	15	17	14	12	15	16
Around 1/4 of the time	12	15	13	12	11	11	13	8	7	9	12
Almost never or never	30	40	46	44	53	55	37	38	55	43	44

Table 0-135 Percentage of workers whose job involves working to tight deadlines by form of employment

	self- employed	employed	EU
All or almost all the time	28	29	29
Around 3/4 or 1/2 of the time	14	16	16
Around 1/4 of the time	11	12	12
Almost never or never	48	43	43

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	30	27	22	18
Around 3/4 or 1/2 of the time	16	17	15	15
Around 1/4 of the time	12	10	7	9
Almost never or never	41	47	57	57

Table 0-136 Percentage of male and female workers whose job involves working to tight deadlines

	Male	Female	EU
All or almost all the time	32	25	29
Around 3/4 or 1/2 of the time	16	15	16
Around 1/4 of the time	13	10	12
Almost never or never	39	50	44

Table 0-137 Percentage of workers indicating that they have enough time to get the job done by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	82	68	75	84	84	85	77	84	77	70	81	69	76	66	71	81	77
No	14	29	22	14	12	13	21	13	19	28	18	28	22	32	28	16	21
don't know	5	2	2	2	4	2	1	3	4	1	1	2	2	1	1	3	2

Table 0-138 Percentage of workers indicating that they have enough time to get the job done by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	76	77	73	74	80	84	75	74	74	75	77	77
No	22	21	25	23	17	15	20	25	24	23	21	21
don't know	2	2	2	3	2	1	5	0	2	2	2	2

Table 0-139 Percentage of workers indicating that they have enough time to get the job done by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	70	70	75	76	82	78	78	75	83	75	77
No	28	28	22	22	15	19	20	22	15	25	21
don't know	2	3	2	2	3	2	2	3	3	0	2

Table 0-140 Percentage of workers indicating that they have enough time to get the job done by form of employment

	self- employed	employed	EU
Yes	81	76	77
No	16	22	21
don't know	3	2	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	75	75	78	89
No	22	23	20	9
don't know	2	2	2	2

Table 0-141 Percentage of male and female workers indicating that they have enough time to get the job done

	Male	Female	EU
Yes	77	77	77
No	21	21	21
don't know	2	2	2

Table 0-142 Percentage of workers whose remuneration includes piece rate or productivity payments by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
No	92	88	90	58	85	80	88	91	93	94	79	90	89	75	90	93	87
Yes	8	12	10	42	15	20	12	9	7	6	21	10	11	25	10	7	13

Table 0-143 Percentage of workers whose remuneration includes piece rate or productivity payments by sector

	A-B agric. hunting forest. fishing	C-D mining & manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate, busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
No	71	83	87	84	89	89	88	88	86	97	92	87
Yes	29	17	13	16	11	11	12	12	14	3	8	13

Table 0-144 Percentage of workers whose remuneration includes piece rate or productivity payments by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
No	89	93	90	94	87	65	82	82	88	94	87
Yes	11	7	10	6	13	35	18	18	12	6	13

Table 0-145 Percentage of workers whose remuneration includes piece rate or productivity payments by form of employment

		self- employed	employed	EU
No		76	90	87
Yes		24	10	13

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
No	90	89	86	88
Yes	10	11	14	12

Table 0-146 Percentage of male and female workers whose remuneration includes piece rate or productivity payments

	Male	Female	EU
No	85	90	87
Yes	15	10	13

Table 0-147 *Percentage of workers whose pace of work is dependent on the work done by colleagues by country*

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	27	37	28	33	38	31	40	46	39	39	38	51	31	37	43	33	37
No	72	62	71	50	61	68	60	46	57	60	62	49	68	63	56	66	62
don't know	1	1	1	17	2	1	0	8	4	1	0	0	1	0	1	1	1

Table 0-148 *Percentage of workers whose pace of work is dependent on the work done by colleagues by sector*

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	30	43	40	49	29	43	36	36	43	34	32	37
No	66	56	59	49	70	55	62	63	56	65	66	62
don't know	4	1	1	2	1	2	2	1	0	1	1	1

Table 0-149 Percentage of workers whose pace of work is dependent on the work done by colleagues by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	37	33	34	39	29	27	43	44	40	46	37
No	60	66	65	60	70	68	57	56	59	54	62
don't know	3	1	1	1	1	6	1	1	1	0	1

Table 0-150 Percentage of workers whose pace of work is dependent on the work done by colleagues by form of employment

	self- employed	employed	EU
Yes	20	41	37
No	77	59	62
don't know	3	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	40	43	48	41
No	59	56	52	57
don't know	1	2	1	1

Table 0-151 Percentage of male and female workers whose pace of work is dependent on the work done by colleagues

	Male	Female	EU
Yes	38	35	37
No	60	64	62
don't know	1	1	1

Table 0-152 Percentage of workers whose pace of work is dependent on direct demands from people such as customers, passengers, pupils, patients, etc. by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	73	69	56	61	67	66	73	67	64	69	64	78	63	63	79	62	67
No	26	31	43	34	32	34	27	26	33	31	36	22	37	36	21	37	32
don't know	1	0	0	5	1	0	0	7	3	1	0	0	0	1	1	2	1

Table 0-153 Percentage of workers whose pace of work is dependent on direct demands from people such as customers, passengers, pupils, patients, etc. sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting & forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struction	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
Yes	35	50	56	58	86	90	67	74	78	68	76	67
No	63	49	42	41	14	10	33	25	22	31	24	32
don't know	2	1	1	1	0	0	0	0	0	1	0	1

Table 0-154 Percentage of workers whose pace of work is dependent on direct demands from people such as customers, passengers, pupils, patients, etc. occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	81	82	72	71	84	35	57	52	51	55	67
No	19	18	28	29	16	62	43	47	47	45	32
don't know	1	0	0	1	0	3	1	0	1		1

Table 0-155 Percentage of workers whose pace of work is dependent on direct demands from people such as customers, passengers, pupils, patients, etc. by form of employment

	self- employed	employed	EU
Yes	80	65	67
No	19	35	32
don't know	1	0	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	66	62	53	60
No	34	38	46	39
don't know	0	1	0	1

Table 0-156 Percentage of male and female workers whose pace of work is dependent on direct demands from people such as customers, passengers, pupils, patients, etc.

	Male	Female	EU
Yes	64	71	67
No	35	28	32
don't know	1	1	1

Table 0-157 *Percentage of workers whose pace of work is dependent on production norms by country*

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	29	31	35	42	32	34	35	33	26	38	33	34	36	55	37	31	35
No	69	67	64	50	65	64	64	54	69	60	64	62	64	44	59	65	63
don't know	1	2	0	9	2	3	1	14	5	2	4	4	1	2	4	4	2

Table 0-158 *Percentage of workers whose pace of work is dependent on production norms by sector*

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	50	57	32	48	27	21	32	21	26	19	23	35
No	46	41	67	50	71	75	66	79	72	79	76	63
don't know	4	2	1	3	2	4	3	1	2	2	2	2

Table 0-159 Percentage of workers whose pace of work is dependent on production norms by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	30	26	30	27	23	47	52	51	33	23	35
No	68	73	69	71	76	48	45	47	64	75	63
don't know	2	2	2	3	2	5	2	2	3	2	2

Table 0-160 Percentage of workers whose pace of work is dependent on production norms by form of employment

	self- employed	employed	EU
Yes	30	36	35
No	67	62	63
don't know	3	2	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	36	35	36	25
No	62	63	62	71
don't know	2	2	2	4

Table 0-161 Percentage of male and female workers whose pace of work is dependent on production norms

	Male	Female	EU
Yes	40	27	35
No	57	71	63
don't know	2	2	2

Table 0-162 *Percentage of workers whose pace of work is dependent on automatic speed of a machine or moving of a product by country*

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	16	14	21	26	22	24	22	23	25	21	24	25	17	20	12	19	22
No	83	84	78	66	76	75	77	67	70	78	74	74	82	79	87	79	77
don't know	1	2	1	7	1	1	1	10	5	1	3	0	1	1	1	2	1

Table 0-163 *Percentage of workers whose pace of work is dependent on automatic speed of machine or moving of a product by sector*

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	40	37	17	26	17	13	20	14	19	11	11	22
No	57	62	81	72	82	86	79	85	80	88	88	77
don't know	3	1	1	2	1	1	1	1	1	1	1	1

Table 0-164 Percentage of workers whose pace of work is dependent on automatic speed of machine or moving of a product by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	13	9	13	20	10	42	32	46	26	21	22
No	85	91	86	79	89	55	67	53	73	78	77
don't know	2	1	1	1	1	4	1	1	1	1	1

Table 0-165 Percentage of workers whose pace of work is dependent on automatic speed of a machine or moving of a product by form of employment

		self- employed	employed	EU
Yes		17	23	22
No		80	76	77
don't know		2	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	22	23	31	25
No	77	76	67	74
don't know	1	1	1	0

Table 0-166 Percentage of male and female workers whose pace of work is dependent on automatic speed of a machine or moving of a product

	Male	Female	EU
Yes	25	17	22
No	74	81	77
don't know	1	1	1

Table 0-167 *Percentage of workers whose pace of work is dependent on the direct control of their boss by country*

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	35	19	26	35	35	44	46	45	34	22	39	37	35	18	17	35	34
No	65	80	73	36	64	55	53	46	62	77	59	62	63	82	82	63	64
don't know	1	1	1	29	1	1	1	9	4	0	1	1	2	1	2	2	2

Table 0-168 *Percentage of workers whose pace of work is dependent on the direct control of their boss by sector*

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting & forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
Yes	33	42	35	42	26	27	38	34	31	35	29	34
No	59	57	65	56	72	71	60	66	66	63	70	64
don't know	8	1	0	2	2	2	2	0	2	2	1	2

Table 0-1 *Percentage of workers whose pace of work is dependent on the direct control of their boss by occupation*

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	17	26	27	38	31	29	39	48	43	57	34
No	80	73	71	61	68	60	60	51	56	43	64
don't know	3	1	2	1	2	11	1	0	1	0	2

Table 0-2 Percentage of workers whose pace of work is dependent on the direct control of their boss by form of employment

	self- employed	employed	EU
Yes	7	40	34
No	88	59	64
don't know	5	1	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	37	51	53	67
No	62	48	45	32
don't know	1	1	2	1

Table 0-3 Percentage of male and female workers whose pace of work is dependent on the direct control of their boss

	Male	Female	EU
Yes	35	33	34
No	63	65	64
don't know	2	2	2

Job control and autonomy

Two series of questions deal with the job control issue: Can the workers choose or change the order of their tasks, their method of work, their speed or rate of work? These questions tend to assess their autonomy in doing their job. The second series looks at their capacity to decide on their time patterns: Can you take a break when you wish?, Are you free to decide when to take holidays or days off? Do you have fixed starting and finishing hours of work?

Overall 35% of workers (40% of employees) have no control of the order of their tasks, 28% have no control over their method of work (32% of employees), and 28% have no control over their pace of work (32% of employees).

When it comes to the capacity to regulate one's own time patterns results indicate that 37% of workers can not take a break when they wish (42% of employees), 41% can not decide when to take holidays or days off (47% of employees), and that 34% have access to flexitime (28.5% of employees).

These results indicate a lack of autonomy and a rigidity of time patterns for a high proportion of workers, especially for employees. The proportion is even greater for young workers, for female workers (with regard to time arrangements), for workers in precarious employment, for plant and machine operators and for elementary occupations, for manufacturing, catering and transport sectors, in countries such as Germany, Austria and Spain. Workers in the Netherlands and Denmark have the highest autonomy and flexibility.

Table 0-4 Job control and autonomy

	Employed (%)	Self employed (%)	All workers (%)
Not able to choose or change rate of work	32	11	28
Not able to choose or change methods of work	32	11	28
Not able to choose or change order of tasks	39	16	35
Not able to take a break when wanted	42	11	37
Not free to decide when to take holidays or days off	47	15	41
Having flexitime	28	63	34

Table 0-5 Percentage of workers that is able to choose or change the speed or rate of work by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	77	81	64	66	78	66	69	72	67	79	76	80	61	72	63	70	71
No	23	18	35	33	21	32	30	27	29	20	22	20	37	28	35	28	28
don't know	0	1	1	1	1	1	1	1	4	1	2	0	1	1	2	2	1

Table 0-6 Percentage of workers that is able to choose or change the speed or rate of work by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	70	64	74	69	75	67	67	73	82	76	74	71
No	29	36	26	30	23	33	32	26	17	23	25	28
don't know	2	1		1	1	0	1	1	0	1	1	1

Table 0-7 Percentage of workers that is able to choose or change the speed or rate of work by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	88	81	76	74	72	73	66	54	62	57	71
No	11	18	23	26	27	25	33	46	37	39	28
don't know	0	1	1	1	1	2	1	0	1	4	1

Table 0-8 Percentage of workers that is able to choose or change the speed or rate of work by form of employment

	self- employed	employed	EU
Yes	88	68	71
No	11	31	28
don't know	1	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	69	63	55	60
No	30	36	44	38
don't know	1	1	1	2

Table 0-9 Percentage of male and female workers that is able to choose or change the speed or rate of work

	Male	Female	EU
Yes	71	71	71
No	28	28	28
don't know	1	1	1

Table 0-10 Percentage of workers that is able to choose or change their methods of work by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	79	82	66	65	75	66	70	67	66	80	75	72	66	74	85	61	71
No	20	17	33	35	23	33	30	33	31	19	24	27	34	26	14	37	28
don't know	0	1	0	1	2	1	0	0	3	1	1	1	1	1	1	1	1

Table 0-11 Percentage of workers that is able to choose or change their methods of work by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	66	65	72	70	72	65	63	68	82	76	78	71
No	32	35	28	30	27	34	36	31	18	23	21	28
don't know	2	1	0	1	1	0	1	1	0	1	1	1

Table 0-12 Percentage of workers that is able to choose or change their methods of work by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	89	86	78	71	72	72	66	51	57	57	71
No	10	14	21	28	28	27	33	49	42	41	28
don't know	0	1	1	1	1	1	1	0	1	2	1

Table 0-13 Percentage of workers that is able to choose or change their methods of work by form of employment

	self- employed	employed	EU
Yes	89	67	71
No	11	32	28
don't know	1	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	69	61	57	46
No	30	39	43	54
don't know	1	1	0	0

Table 0-14 Percentage of male and female workers that is able to choose or change their methods of work

	Male	Female	EU
Yes	71	70	71
No	28	29	28
don't know	1	1	1

Table 0-15 Percentage of workers that is able to choose or change their order of tasks by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	70	82	55	58	59	60	69	65	64	81	66	73	54	78	82	59	64
No	29	18	45	41	40	39	31	34	33	18	33	27	45	22	17	40	35
don't know	1	1	1	1	1	1	0	1	3	1	0	0	1	0	0	2	1

Table 0-16 Percentage of workers that is able to choose or change their order of tasks by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	61	55	64	57	67	60	55	71	81	71	71	64
No	38	44	35	42	32	40	44	28	18	28	28	35
don't know	1	1	1	1	1	0	1	1	1	0	1	1

Table 0-17 *Percentage of workers that is able to choose or change their order of tasks by occupation*

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	87	79	73	67	66	64	57	39	50	65	64
No	13	20	27	32	34	34	43	60	49	33	35
don't know	1	1	0	1	1	2	1	1	0	2	1

Table 0-18 Percentage of workers that is able to choose or change their order of tasks by form of employment

	self- employed	employed	EU
Yes	83	60	64
No	16	39	35
don't know	1	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	62	54	48	43
No	38	45	51	54
don't know	1	0	2	3

Table 0-19 Percentage of male and female workers that is able to choose or change their order of tasks

	Male	Female	EU
Yes	64	64	64
No	35	35	35
don't know	1	1	1

Table 0-20 Percentage of workers that is able to take a break when he/she wishes by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	55	70	50	65	78	60	73	65	70	57	79	66	40	65	68	50	63
No	44	30	49	34	21	39	27	34	29	43	20	34	60	35	32	48	37
don't know	1	0	0	1	1	1	0	1	1	0	1	0	1	0	0	2	1

Table 0-21 Percentage of workers that is able to take a break when he/she wishes by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	74	55	67	65	67	55	65	72	79	61	60	63
No	25	45	32	35	32	44	34	28	21	39	39	37
don't know	0	1	0	0	1	1	1	0	0	1	1	1

Table 0-22 Percentage of workers that is able to take a break when he/she wishes by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	86	63	64	67	62	77	58	51	51	70	63
No	14	37	36	33	37	22	41	49	48	27	37
don't know	0	0	0	0	1	0	1	0	1	3	1

Table 0-23 Percentage of workers that is able to take a break when he/she wishes by form of employment

	self- employed	employed	EU
Yes	88	57	63
No	11	42	37
don't know	0	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	58	51	53	51
No	41	48	47	48
don't know	1	1	0	1

Table 0-24 Percentage of male and female workers that is able to take a break when he/she wishes

	Male	Female	EU
Yes	66	58	63
No	33	41	37
don't know	1	0	1

Table 0-25 Percentage of workers that is free to decide when to take holidays or days off by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	68	66	49	57	63	47	49	60	53	69	59	74	37	42	60	60	57
No	30	32	50	41	34	52	49	38	43	31	38	24	62	57	38	38	41
don't know	2	2	1	3	3	1	2	2	4	1	3	2	2	1	2	3	2

Table 0-26 Percentage of workers that is free to decide when to take holidays or days off by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	65	53	65	55	61	58	58	63	68	53	54	57
No	33	45	35	43	37	39	41	36	32	46	45	41
don't know	2	2	0	2	2	3	1	1	1	1	2	2

Table 0-27 Percentage of workers that is free to decide when to take holidays or days off by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	81	53	58	60	58	64	55	46	47	55	57
No	18	46	41	38	41	35	43	51	50	42	41
don't know	1	1	1	2	2	1	2	3	3	3	2

Table 0-28 *Percentage of workers that is free to decide when to take holidays or days off by form of employment*

	self- employed	employed	EU
Yes	84	51	57
No	15	47	41
don't know	1	2	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	53	42	44	53
No	46	54	54	45
don't know	2	4	2	2

Table 0-29 *Percentage of male and female workers that is free to decide when to take holidays or days off*

	Male	Female	EU
Yes	60	53	57
No	39	45	41
don't know	2	2	2

Table 0-30 Percentage of workers that have fixed starting and finishing times every day by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	67	72	62	57	67	70	71	70	78	60	65	63	61	70	66	73	65
No	31	28	38	42	33	30	29	29	21	39	34	37	39	29	34	26	34
don't know	1	0	1	0	1	0	0	0	1	0	0	0	0	1	0	1	0

Table 0-31 Percentage of workers that have fixed starting and finishing times every day by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & retail repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
Yes	49	73	71	63	67	58	57	56	56	69	67	65
No	50	26	29	37	32	41	43	43	44	30	33	34
don't know	1	0	0	0	0	1	0	0	0	1	1	0

Table 0-32 Percentage of workers that have fixed starting and finishing times every day by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	50	56	59	75	65	42	72	72	73	86	65
No	50	43	40	25	35	57	28	28	26	14	34
don't know	0	0	1	0	0	1	0	0	1		0

Table 0-33 Percentage of workers that have fixed starting and finishing times every day by form of employment

	self- employed	employed	EU
Yes	37	72	65
No	63	28	34
don't know	1	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	71	73	72	85
No	28	27	27	15
don't know	0	0	0	

Table 0-34 Percentage of male and female workers that have fixed starting and finishing times every day

	Male	Female	EU
Yes	61	71	65
No	39	28	34
don't know	1	0	0

Job content

Several questions deal with the content and nature of jobs:

- complexity of tasks;
- variety of tasks (repetition, rotation, quality control, problem solving);
- teamworking, assistance from other staff members;
- contact with external people (clients, patients, pupils, etc.);
- skills required (job demands, learning opportunities, training);
- technology (use of computers).

Complexity of tasks: 57% of workers (and employees) define their tasks as complex, the percentage is higher for male workers, young workers, skilled workers and permanent workers. At the same time 45% of workers (and 46% of employees) consider their tasks as being **monotonous**, especially young workers, temporary workers, low skilled workers, and blue collar workers. Complexity and monotony increase with company size.

Monotony can be linked to **repetitiveness**: 37% of workers declare doing short repetitive tasks (16% of employees on a permanent basis). Countries with the highest incidence are Spain, Greece and France. Female workers, young workers, temporary workers, and blue collar workers have the highest incidence. Sectors with the highest incidence are catering and manufacturing.

For a majority of workers the job includes **quality control** (76% of workers and employees) and **dealing directly with unforeseen problems** such as breakdowns (82% of workers and 80% of employees). This concerns especially older workers, male workers, skilled workers, countries such as Denmark, the Netherlands and the UK.

Team working has been addressed through 3 types of questions:

- the possibility to **rotate tasks** with colleagues: 55% of workers do rotate tasks (59% of employees), especially in large companies and among managers and technicians. The lowest incidence is to be found in manufacturing and construction.
- the possibility to **jointly decide on organisational issues** such as division of tasks, staff replacements, timetables, and production objectives: 46% of workers do decide on such issues (45% of employees).
- a high level of support is indicated: 83% of workers and 89% of employees indicate possible assistance from colleagues if required.

Particularly high incidences are to be found in the Netherlands, the UK, Sweden and Denmark. Lowest incidences are found in Greece, Portugal, France and Germany for joint decision making. Among sectors public administration and energy/water services have the highest incidence.

Training: 71% of workers have not received any corporate training over the last 12 months (68% of employees). Extremes can be found between countries: half the workers receive training in Finland, Sweden, and Denmark while more than 80% receive no training in Greece Portugal, Spain, Italy and Belgium.

Access to training is lowest for older workers, unskilled workers, and temporary workers. Professionals and employees in large companies benefit most from training.

Nevertheless a majority of workers(81%) consider that their **skills** match the demands imposed by their job. Only 7% consider the demands as too high, 10% as too low (14% of young workers).

Jobs also provide **learning opportunities** for 74% of workers, with the lowest incidence in the catering sector, and for blue collar workers and temporary workers.

Finally with regard to the **profile of jobs** three issues were addressed: the availability of information technology, the relation with outside people and the place of work.

Working with computers (PCs, network or main frame) is an occasional feature for 38% of workers (41% of employees) and a permanent feature for 18% of workers (20% of employees). Incidence of use is higher for female workers, for white collar workers and for permanent employees.

Working at home is an occasional feature for 17% of workers (12% of employees) and a permanent feature for only 7%(3% of employees). Self-employed workers work more at home, especially in agriculture and retailing.

Finally 69% of workers (83% of self-employed) deal directly with people external to the organisation such as customers, patients.

Table 0-35 Job content

	Employed (%)	Self employed (%)	All workers (%)
Job involving complex tasks	57	58	57
Job involving monotonous tasks	46	39	45
Job involving assessing the quality of own work	76	77	76
Job involving meeting precise quality standards	71	73	71
Job involving problem solving	80	93	82
Job involving short repetitive tasks (of less than 10 minutes)	36	37	37
Job involving repetitive hand/arm movements	57	59	57
Job involving rotating tasks	59	38	55
Possible assistance from colleagues	89	59	84
Dealing directly with outside people	66	83	69
Demands too high in relation to skills	7	6	7
Demands too low in relation to skills	11	7	10
Having undergone training in the last 12 months	32	15	29
Job involving learning new things	74	77	74
Working with computers	41	28	38

Table 0-36 Percentage of workers whose job involves complex tasks by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	50	58	57	49	47	38	53	50	55	61	38	71	69	69	72	74	57
No	49	38	38	50	51	61	46	42	39	38	60	29	29	30	27	23	41
don't know	1	4	6	1	2	1	0	8	7	1	2	0	1	1	1	3	2

Table 0-37 Percentage of workers whose job involves complex tasks by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	42	56	76	66	47	35	55	64	66	64	61	57
No	56	42	22	31	51	64	43	34	34	33	37	41
don't know	2	2	2	4	2	1	2	2	0	2	2	2

Table 0-38 Percentage of workers whose job involves complex tasks by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	71	76	68	58	47	42	61	42	30	71	57
No	27	22	30	41	50	56	37	56	66	29	41
don't know	1	2	2	1	3	2	3	2	4	0	2

Table 0-39 Percentage of workers whose job involves complex tasks by form of employment

	self- employed	employed	EU
Yes	58	57	57
No	40	41	41
don't know	3	2	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	60	45	37	44
No	38	53	62	55
don't know	2	2	1	1

Table 0-40 Percentage of male and female workers whose job involves complex tasks

	Male	Female	EU
Yes	62	50	57
No	36	47	41
don't know	2	3	2

Table 0-41 Percentage of workers whose job involves monotonous tasks by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	36	39	34	59	41	61	48	54	36	32	43	67	22	47	27	29	45
No	63	61	65	41	57	38	51	38	55	67	54	33	77	52	72	65	54
don't know	2	1	1	0	2	0	0	8	8	1	3	0	1	1	1	6	1

Table 0-42 Percentage of workers whose job involves monotonous tasks by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	56	49	38	43	44	52	52	38	47	38	40	45
No	42	50	62	55	55	48	46	59	52	61	60	54
don't know	2	1	1	2	1	0	1	2	1	1	1	1

Table 0-43 Percentage of workers whose job involves monotonous tasks by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	43	33	33	48	39	57	46	60	60	46	45
No	56	66	66	51	60	41	53	39	39	54	54
don't know	1	1	1	1	2	2	1	1	1		1

Table 0-44 Percentage of workers whose job involves monotonous tasks by form of employment

	self-employed	employed	EU
Yes	39	46	45
No	59	53	54
don't know	2	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprenticeship or other training scheme
Yes	45	50	60	35
No	54	50	40	63
don't know	1	0	0	3

Table 0-45 Percentage of male and female workers whose job involves monotonous tasks

	Male	Female	EU
Yes	44	45	45
No	54	53	54
don't know	1	1	1

Table 0-46 Percentage of workers whose job involves assessing the quality of their own work by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	78	86	77	65	71	72	75	70	67	77	68	81	76	80	79	67	76
No	20	13	20	29	26	25	24	23	27	20	27	18	21	19	18	30	22
don't know	2	2	4	5	3	2	1	7	6	3	5	1	2	1	3	3	3

Table 0-47 Percentage of workers whose job involves assessing the quality of their own work by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	69	79	84	77	69	77	76	76	80	77	76	76
No	28	18	14	21	28	21	23	22	18	21	22	22
don't know	3	3	1	2	3	2	1	2	2	2	2	3

Table 0-48 Percentage of workers whose job involves assessing the quality of their own work by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	80	83	80	74	70	68	81	73	64	74	76
No	19	15	17	23	28	28	17	24	32	24	22
don't know	1	2	3	2	2	4	2	3	4	3	3

Table 0-49 Percentage of workers whose job involves assessing the quality of their own work by form of employment

	self- employed	employed	EU
Yes	77	76	76
No	21	22	22
don't know	2	3	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	77	70	68	77
No	21	26	29	21
don't know	2	4	3	2

Table 0-50 Percentage of male and female workers whose job involves assessing the quality of their own work

	Male	Female	EU
Yes	77	74	76
No	21	23	22
don't know	3	3	3

Table 0-51 Percentage of workers whose job involves meeting precise quality standards by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	76	77	66	47	67	68	67	68	58	83	64	84	69	76	80	70	71
No	21	22	30	46	28	29	33	24	34	16	31	16	28	22	18	26	27
don't know	3	1	4	8	4	3	1	8	7	2	4	1	3	2	2	3	3

Table 0-52 Percentage of workers whose job involves meeting precise quality standards by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	65	80	85	77	69	70	73	63	76	60	65	71
No	29	18	14	20	29	25	25	33	23	37	32	27
don't know	6	2	1	3	2	4	2	4	1	3	3	3

Table 0-53 Percentage of workers whose job involves meeting precise quality standards by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	77	70	74	66	62	64	83	72	62	63	71
No	22	27	25	31	35	29	14	26	35	37	27
don't know	1	3	1	3	4	7	2	2	4	0	3

Table 0-54 Percentage of workers whose job involves meeting precise quality standards by form of employment

	self- employed	employed	EU
Yes	73	71	71
No	23	27	26
don't know	3	3	3

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	71	67	66	68
No	26	30	30	29
don't know	2	4	4	3

Table 0-55 Percentage of male and female workers whose job involves meeting precise quality standards

	Male	Female	EU
Yes	74	66	71
No	23	31	27
don't know	3	3	3

Table 0-56 Percentage of workers whose job involves solving unforeseen problems on their own by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	82	90	76	71	78	86	84	72	75	91	78	90	82	87	93	77	82
No	17	9	23	26	20	13	16	20	21	9	20	10	17	13	6	20	17
don't know	1	1	1	3	2	1	0	7	4	1	3	0	1	1	0	3	1

Table 0-57 Percentage of workers whose job involves solving unforeseen problems on their own by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	77	76	89	80	82	79	87	85	88	87	86	82
No	19	23	10	19	18	20	12	13	11	12	14	17
don't know	3	1	1	1	1	1	1	2	1	1	1	1

Table 0-58 Percentage of workers whose job involves solving unforeseen problems on their own by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	97	94	88	83	82	79	77	73	66	90	82
No	3	5	11	17	17	17	22	26	32	10	17
don't know	0	1	1	1	1	4	1	1	2		1

Table 0-59 Percentage of workers whose job involves solving unforeseen problems on their own by form of employment

	self- employed	employed	EU
Yes	93	80	82
No	6	19	17
don't know	1	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	82	71	70	58
No	17	27	28	39
don't know	1	2	2	3

Table 0-60 Percentage of male and female workers whose job involves solving unforeseen problems on their own

	Male	Female	EU
Yes	85	79	82
No	14	20	17
don't know	1	1	1

Table 0-61 Percentage of workers whose job involves short repetitive tasks of less than 10 minutes by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	13	12	12	23	10	25	22	12	10	22	17	15	11	16	15	14	16
Around 3/4 or 1/2 of the time	8	11	10	13	9	8	12	11	6	9	9	13	8	14	13	12	10
Around 1/4 of the time	8	10	11	13	11	9	8	12	8	9	8	14	13	15	12	10	11
Almost never or never	71	67	67	50	71	58	58	65	76	60	66	57	68	55	61	64	63

Table 0-62 Percentage of workers whose job involves short repetitive tasks of less than 10 minutes by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	19	20	13	15	18	29	13	9	10	10	12	16
Around 3/4 or 1/2 of the time	14	10	12	14	11	13	9	11	14	8	8	10
Around 1/4 of the time	16	12	11	10	11	10	11	8	11	10	10	11
Almost never or never	52	58	64	61	59	48	66	73	66	72	69	63

Table 0-63 Percentage of workers whose job involves short repetitive tasks of less than 10 minutes by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	10	6	9	15	16	21	19	27	24	12	16
Around 3/4 or 1/2 of the time	12	6	8	10	10	14	13	10	14	12	10
Around 1/4 of the time	12	8	9	11	11	16	14	8	12	15	11
Almost never or never	66	79	74	64	64	50	55	55	51	61	63

Table 0-64 Percentage of workers whose job involves short repetitive tasks of less than 10 minutes by form of employment

	self- employed	employed	EU
All or almost all the time	14	16	16
Around 3/4 or 1/2 of the time	10	11	11
Around 1/4 of the time	13	11	11
Almost never or never	64	63	63

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	15	20	28	13
Around 3/4 or 1/2 of the time	10	11	10	18
Around 1/4 of the time	11	12	7	10
Almost never or never	64	57	54	60

Table 0-65 Percentage of male and female workers whose job involves short repetitive tasks of less than 10 minutes

	Male	Female	EU
All or almost all the time	14	18	16
Around 3/4 or 1/2 of the time	10	11	10
Around 1/4 of the time	12	10	11
Almost never or never	64	62	63

Table 0-66 Percentage of workers whose job involves repetitive hand or arm movements by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	29	22	22	48	32	45	43	25	22	39	48	36	25	41	17	27	33
Around 3/4 or 1/2 of the time	14	16	14	16	12	10	11	15	13	12	10	17	13	15	12	16	13
Around 1/4 of the time	8	11	13	12	10	8	8	10	8	7	7	14	11	13	14	9	11
Almost never or never	50	51	51	23	47	38	38	50	57	42	35	33	50	31	57	48	43

Table 0-67 Percentage of workers whose job involves repetitive hand or arm movements by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & communi- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
All or almost all the time	47	39	31	41	32	45	40	20	26	19	27	33
Around 3/4 or 1/2 of the time	15	13	11	18	13	16	10	16	14	12	11	13
Around 1/4 of the time	11	12	11	9	10	10	11	7	11	11	10	11
Almost never or never	26	36	47	31	44	28	39	57	48	57	51	43

Table 0-68 Percentage of workers whose job involves repetitive hand or arm movements by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	17	15	19	31	29	49	42	55	50	26	33
Around 3/4 or 1/2 of the time	15	11	10	15	13	16	16	10	15	7	13
Around 1/4 of the time	15	9	9	10	11	13	13	9	10	7	11
Almost never or never	53	65	62	44	47	21	29	25	25	60	43

Table 0-69 Percentage of workers whose job involves repetitive hand or arm movements by form of employment

	self- employed	employed	EU
All or almost all the time	34	33	33
Around 3/4 or 1/2 of the time	14	13	14
Around 1/4 of the time	11	11	11
Almost never or never	41	43	43

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	31	40	50	35
Around 3/4 or 1/2 of the time	13	15	9	10
Around 1/4 of the time	11	9	7	11
Almost never or never	45	36	34	44

Table 0-70 Percentage of male and female workers whose job involves repetitive hand or arm movements

	Male	Female	EU
All or almost all the time	31	35	33
Around 3/4 or 1/2 of the time	13	14	13
Around 1/4 of the time	11	10	11
Almost never or never	44	42	43

Table 0-71 Percentage of workers whose job involves rotating tasks with colleagues by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	44	66	60	44	41	41	48	59	54	65	44	65	66	62	64	60	55
No	55	34	39	39	58	58	51	34	40	33	54	35	33	38	35	38	44
don't know	1	1	1	16	1	1	1	8	6	1	2	0	1	0	1	2	1

Table 0-72 Percentage of workers whose job involves rotating tasks with colleagues by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	48	55	66	49	49	57	57	57	57	64	55	55
No	47	44	33	49	49	42	42	42	42	35	44	44
don't know	4	1	1	2	1	1	2	1	1	1	1	1

Table 0-73 Percentage of workers whose job involves rotating tasks with colleagues by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	58	56	58	56	55	44	52	50	54	61	55
No	39	43	41	43	43	50	47	48	46	38	44
don't know	2	1	1	1	1	6	1	1	1	0	1

Table 0-74 Percentage of workers whose job involves rotating tasks with colleagues by form of employment

	self- employed	employed	EU
Yes	38	58	55
No	59	41	44
don't know	3	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	59	55	51	48
No	40	44	49	51
don't know	1	0	0	0

Table 0-75 Percentage of male and female workers whose job involves rotating tasks with colleagues

	Male	Female	EU
Yes	55	55	55
No	44	44	44
don't know	1	1	1

Table 0-76 Percentage of workers who can get assistance from colleagues if required by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	83	91	81	68	81	77	79	90	85	92	74	94	85	90	91	86	83
No	14	8	18	14	18	22	21	10	14	7	26	6	14	9	8	13	15
don't know	3	0	1	18	1	1	1	0	1	0	0	0	1	1	1	1	1

Table 0-77 Percentage of workers who can get assistance from colleagues if required by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	76	86	94	86	75	83	84	85	85	92	82	83
No	20	13	6	13	23	16	15	13	14	7	16	15
don't know	3	1		1	2	1	1	2	1	0	2	1

Table 0-78 Percentage of workers who can get assistance from colleagues if required by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	79	88	89	89	81	72	82	82	79	89	83
No	18	11	10	10	17	24	18	18	20	11	15
don't know	3	1	1	1	1	4	1	1	2	0	1

Table 0-79 Percentage of workers who can get assistance from colleagues if required by form of employment

	self- employed	employed	EU
Yes	59	89	84
No	37	10	15
don't know	4	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	89	88	89	94
No	10	11	10	6
don't know	1	1	1	

Table 0-80 Percentage of male and female workers who can get assistance from colleagues if required

	Male	Female	EU
Yes	84	82	83
No	14	17	15
don't know	1	1	1

Table 0-81 Percentage of workers whose job involves dealing directly with people who are not employees at their workplace such as customers, passengers, pupils, patients, etc. by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	49	40	39	45	51	55	54	52	46	48	44	54	51	40	53	51	49
Around 3/4 or 1/2 of the time	9	14	11	8	8	6	8	10	11	11	8	15	11	11	12	10	10
Around 1/4 of the time	8	17	10	11	8	3	11	8	7	13	7	11	7	17	14	5	10
Almost never or never	33	29	40	36	32	36	27	30	36	27	41	21	31	32	21	34	31

Table 0-82 Percentage of workers whose job involves dealing directly with people who are not employees at their workplace such as customers, passengers, pupils, patients, etc. by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
All or almost all the time	21	27	35	29	68	79	50	56	60	54	62	49
Around 3/4 or 1/2 of the time	5	9	14	16	10	3	11	15	13	12	10	10
Around 1/4 of the time	10	11	10	12	8	3	10	10	11	12	8	10
Almost never or never	64	54	41	43	14	14	29	19	16	23	20	31

Table 0-83 Percentage of workers whose job involves dealing directly with people who are not employees at their workplace such as customers, passengers, pupils, patients, etc. by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	62	61	57	47	74	19	31	34	41	24	49
Around 3/4 or 1/2 of the time	16	10	13	15	11	6	9	7	5	8	10
Around 1/4 of the time	12	11	10	13	5	12	11	6	6	15	10
Almost never or never	11	17	20	25	10	63	50	53	49	53	31

Table 0-84 Percentage of workers whose job involves dealing directly with people who are not employees at their workplace such as customers, passengers, pupils, patients, etc. by form of employment

	self- employed	employed	EU
All or almost all the time	63	45	49
Around 3/4 or 1/2 of the time	11	10	11
Around 1/4 of the time	8	10	10
Almost never or never	17	34	31

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	46	47	41	42
Around 3/4 or 1/2 of the time	11	8	5	10
Around 1/4 of the time	11	6	4	6
Almost never or never	33	39	50	43

Table 0-85 Percentage of male and female workers whose job involves dealing directly with people who are not employees at their workplace such as customers, passengers, pupils, patients, etc.

	Male	Female	EU
All or almost all the time	42	58	49
Around 3/4 or 1/2 of the time	11	9	10
Around 1/4 of the time	11	7	10
Almost never or never	35	26	31

Table 0-86 Percentage of workers indicating how well they think that their skills match the demands imposed on them by their job by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
The demands are too high	8	5	5	11	8	4	7	6	17	4	9	10	6	5	6	11	7
They match	85	86	82	79	79	77	81	86	74	85	81	77	87	89	83	77	81
The demands are too low	4	8	10	10	10	17	9	6	5	10	8	12	4	6	9	10	10
don't know	2	1	3	0	3	2	2	2	3	1	2	1	2	1	2	2	2

Table 0-87 Percentage of workers indicating how well they think that their skills match the demands imposed on them by their job by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- facturing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stration	other ser- vices	
The demands are too high	10	8	8	6	6	8	5	8	7	7	7	7
They match	78	80	83	83	78	75	81	81	81	83	82	81
The demands are too low	9	9	7	9	14	14	12	11	8	9	9	10
don't know	3	3	2	1	2	2	2	0	3	1	2	2

Table 0-88 Percentage of workers indicating how well they think that their skills match the demands imposed on them by their job by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
The demands are too high	5	7	6	6	7	10	7	9	9	10	7
They match	85	83	86	81	79	78	82	77	71	74	81
The demands are too low	8	9	6	11	12	8	8	12	17	9	10
don't know	2	1	2	2	2	4	3	1	3	6	2

Table 0-89 Percentage of workers indicating how well they think that their skills match the demands imposed on them by their job by form of employment

	self- employed	employed	EU
The demands are too high	6	7	7
They match	84	80	81
The demands are too low	7	11	10
don't know	3	2	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
The demands are too high	7	8	11	12
They match	81	76	70	77
The demands are too low	10	13	18	6
don't know	2	3	1	4

Table 0-90 Percentage of male and female workers indicating how well they think that their skills match the demands imposed on them by their job

	Male	Female	EU
The demands are too high	7	8	7
They match	82	79	81
The demands are too low	10	11	10
don't know	2	2	2

Table 0-91 Percentage of workers whose job involves learning new things by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	68	84	73	49	75	62	74	69	69	81	66	82	81	90	86	73	74
No	31	15	26	49	23	37	25	23	26	19	32	18	18	10	13	24	24
don't know	1	1	2	2	2	1	0	7	5		2	0	1	0	1	3	1

Table 0-92 Percentage of workers whose job involves learning new things by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	63	72	88	77	67	56	71	81	82	85	79	74
No	35	27	10	21	31	43	28	19	17	14	19	24
don't know	2	1	2	1	1	1	2	0	1	1	1	1

Table 0-93 Percentage of workers whose job involves learning new things by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	82	95	87	77	73	61	74	57	47	79	74
No	17	5	11	22	26	37	25	42	51	20	24
don't know	1	0	2	1	1	2	2	1	2	2	1

Table 0-94 Percentage of workers whose job involves learning new things by form of employment

	self- employed	employed	EU
Yes	77	74	75
No	21	25	24
don't know	2	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	75	69	58	86
No	23	31	41	12
don't know	1	0	1	2

Table 0-95 Percentage of male and female workers whose job involves learning new things

	Male	Female	EU
Yes	76	72	74
No	23	26	24
don't know	1	1	1

Table 0-96 Percentage of workers who have undergone training paid for or provided by their employer to improve skills by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
no training	80	53	71	88	84	84	77	78	78	57	87	54	67	47	53	73	71
less than 5 days	8	15	12	3	5	2	8	7	8	19	3	20	8	25	22	6	11
5 - 9 days	5	15	6	2	5	5	7	7	6	11	4	11	7	14	14	6	7
10 - 19 days	3	8	6	2	4	4	3	5	4	6	2	8	9	8	8	8	6
20 - 49 days	2	6	4	3	3	4	3	2	2	5	3	5	5	4	3	5	4
more than 50 days	1	4	1	1	1	1	2	2	1	3	1	1	4	2	1	1	1

Table 0-97 Percentage of workers who have undergone training paid for or provided by their employer to improve skills by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining & manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate, busi- ness activ.	public admini- stra- tion	other ser- vices	
no training	87	75	63	82	77	86	66	46	65	55	68	71
less than 5 days	4	9	12	5	12	9	13	14	13	14	13	11
5 - 9 days	3	7	12	5	4	2	10	14	9	12	8	7
10 - 19 days	3	5	6	3	3	1	7	13	9	10	6	6
20 - 49 days	2	3	6	3	3	2	2	13	4	7	4	4
more than 50 days	0	2	0	2	1	0	2	1	1	3	2	1

Table 0-98 Percentage of workers who have undergone training paid for or provided by their employer to improve skills by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
no training	64	54	58	66	71	88	82	81	88	57	71
less than 5 days	12	18	14	15	11	3	6	7	7	11	11
5 - 9 days	9	12	12	9	7	3	3	6	3	3	7
10 - 19 days	9	8	8	6	5	5	4	3	2	9	6
20 - 49 days	6	7	5	4	4	2	3	2	1	15	4
more than 50 days	1	1	3	1	1	0	2	1	0	5	1

Table 0-99 Percentage of workers who have undergone training paid for or provided by their employer to improve skills by form of employment

	self- employed	employed	EU
no training	85	68	71
less than 5 days	5	12	11
5 - 9 days	3	8	7
10 - 19 days	4	6	6
20 - 49 days	2	4	4
more than 50 days	1	2	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
no training	65	78	88	62
less than 5 days	13	9	7	8
5 - 9 days	9	4	3	1
10 - 19 days	7	4	1	8
20 - 49 days	4	4	1	7
more than 50 days	1	2	0	14

Table 0-100 Percentage of male and female workers who have undergone training paid for or provided by their employer to improve skills

	Male	Female	EU
no training	71	71	71
less than 5 days	9	13	11
5 - 9 days	7	7	7
10 - 19 days	6	5	6
20 - 49 days	4	3	4
more than 50 days	2	1	1

Table 0-101 Percentage of workers whose job involves working with computers: PCs, network, mainframe by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
All or almost all the time	20	16	18	5	12	16	19	14	18	34	12	26	12	17	16	17	18
Around 3/4 or 1/2 of the time	9	11	12	3	8	4	7	9	14	10	4	13	7	12	14	10	9
Around 1/4 of the time	11	15	12	4	11	6	9	10	8	11	5	16	10	17	17	10	11
Almost never or never	60	58	59	89	69	75	66	67	61	45	78	46	71	54	52	63	62

Table 0-102 Percentage of workers whose job involves working with computers: PCs, network, mainframe by sector

	A-B agric. hunting forest. fishing	C-D mining & manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate, busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
All or almost all the time	7	17	26	14	15	4	20	48	30	20	16	18
Around 3/4 or 1/2 of the time	2	9	14	7	8	3	10	20	12	17	8	9
Around 1/4 of the time	6	12	13	6	10	4	10	12	14	14	13	11
Almost never or never	85	62	47	73	66	89	59	20	44	49	63	62

Table 0-103 Percentage of workers whose job involves working with computers: PCs, network, mainframe by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
All or almost all the time	22	23	22	48	13	5	5	8	4	18	18
Around 3/4 or 1/2 of the time	14	14	15	19	8	2	4	2	2	4	9
Around 1/4 of the time	20	21	15	10	11	4	7	7	3	16	11
Almost never or never	45	42	47	23	68	89	84	83	92	61	62

Table 0-104 Percentage of workers whose job involves working with computers: PCs, network, mainframe by form of employment

	self- employed	employed	EU
All or almost all the time	11	20	18
Around 3/4 or 1/2 of the time	5	11	10
Around 1/4 of the time	12	11	11
Almost never or never	72	59	61

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
All or almost all the time	21	14	12	17
Around 3/4 or 1/2 of the time	11	10	5	11
Around 1/4 of the time	12	7	6	4
Almost never or never	56	69	77	67

Table 0-105 Percentage of male and female workers whose job involves working with computers: PCs, network, mainframe

	Male	Female	EU
All or almost all the time	15	22	18
Around 3/4 or 1/2 of the time	9	10	9
Around 1/4 of the time	12	9	11
Almost never or never	63	59	62

Payment systems

Payment systems have an influence on working conditions, in so far as:

- they can be an incentive to work faster (piece rate work) thus contributing to increase work intensity;
- they can be an indication of some work patterns (e.g. overtime);
- they can point at possible obstacles to changes (e.g. compensation for nightwork or risk situations).

27% of employees are being paid for overtime and 17% for “unsociable” working hours (such as night or Sunday work).

10% of employees (14% of people in precarious employment) and 24% of self employed workers are piece rate remunerated.

Table 0-180 Payment systems

	Employed (%)	Self employed (%)	All workers (%)
Remuneration includes			
• basic fixed salary	94	27	82
• piece rate/productivity payment	10	24	13
• extra payment for additional hours of work	27	3	22
• extra payment compensating for special working hours	17	2	14
• extra payment compensating for poor working hours	4	1	4

Table 0-106 Percentage of workers whose remuneration includes a basic fixed salary/wage by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
No	22	13	15	43	33	26	14	24	15	15	28	12	12	20	9	10	18
Yes	78	87	85	57	67	74	86	76	85	85	72	88	88	80	91	90	82

Table 0-107 Percentage of workers whose remuneration includes a basic fixed salary/wage by sector

	A-B agric. hunting forest. fishing	C-D mining manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate & busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
No	44	14	12	20	26	26	13	13	23	3	17	18
Yes	56	86	88	80	74	74	87	87	77	97	83	82

Table 0-108 Percentage of workers whose remuneration includes a basic fixed salary/wage by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
No	28	18	14	6	18	52	25	12	17	3	18
Yes	72	82	86	94	82	48	75	88	83	97	82

Table 0-109 Percentage of workers whose remuneration includes a basic fixed salary/wage by form of employment

	self- employed	employed	EU
No	73	6	18
Yes	27	94	82

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
No	5	9	18	16
Yes	95	91	82	84

Table 0-110 Percentage of male and female workers whose remuneration includes a basic fixed salary/wage

	Male	Female	EU
No	21	15	18
Yes	79	85	82

Table 0-111 Percentage of workers whose remuneration includes piece rate or productivity payments by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
No	92	88	90	58	85	80	88	91	93	94	79	90	89	75	90	93	87
Yes	8	12	10	42	15	20	12	9	7	6	21	10	11	25	10	7	13

Table 0-112 Percentage of workers whose remuneration includes piece rate or productivity payments by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struction	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stration	other ser- vices	
No	71	83	87	84	89	89	88	88	86	97	92	87
Yes	29	17	13	16	11	11	12	12	14	3	8	13

Table 0-113 Percentage of workers whose remuneration includes piece rate or productivity payments by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
No	89	93	90	94	87	65	82	82	88	94	87
Yes	11	7	10	6	13	35	18	18	12	6	13

Table 0-114 Percentage of workers whose remuneration includes piece rate or productivity payments by form of employment

		self- employed	employed	EU
No		76	90	87
Yes		24	10	13

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
No	90	89	86	88
Yes	10	11	14	12

Table 0-115 Percentage of male and female workers whose remuneration includes piece rate or productivity payments

		Male	Female	EU
No		85	90	87
Yes		15	10	13

Table 0-116 Percentage of workers whose remuneration includes extra payments for additional hours of work by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
No	86	88	78	84	74	91	82	81	79	76	92	69	80	82	65	57	78
Yes	14	12	22	16	26	9	18	19	21	24	8	31	20	18	35	43	22

Table 0-117 Percentage of workers whose remuneration includes extra payments for additional hours of work by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
No	87	68	72	71	81	87	66	84	86	81	83	78
Yes	13	32	28	29	19	13	34	16	14	19	17	22

Table 0-118 Percentage of workers whose remuneration includes extra payments for additional hours of work by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
No	90	86	79	78	79	88	71	60	75	83	78
Yes	10	14	21	22	21	12	29	40	25	17	22

Table 0-119 Percentage of workers whose remuneration includes extra payments for additional hours of work by form of employment

	self-employed	employed	EU
No	97	73	77
Yes	3	27	23

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprenticeship or other training scheme
No	72	80	78	89
Yes	28	20	22	11

Table 0-120 Percentage of male and female workers whose remuneration includes extra payments for additional hours of work

	Male	Female	EU
No	75	82	78
Yes	25	18	22

Table 0-121 Percentage of workers whose remuneration includes extra payments compensating for special working hours, such as nightwork, weekend work by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
No	86	84	86	89	90	91	90	90	90	81	95	81	85	81	65	78	86
Yes	14	16	14	11	10	9	10	10	10	19	5	19	15	19	35	22	14

Table 0-122 Percentage of workers whose remuneration includes extra payments compensating for special working hours, such as nightwork, weekend work by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
No	93	80	73	90	93	86	75	94	91	83	85	86
Yes	7	20	27	10	7	14	25	6	9	17	15	14

Table 0-123 Percentage of workers whose remuneration includes extra payments compensating for special working hours, such as nightwork, weekend work by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
No	94	91	80	92	85	95	85	71	86	81	86
Yes	6	9	20	8	15	5	15	29	14	19	14

Table 0-124 Percentage of workers whose remuneration includes extra payments compensating for special working hours, such as nightwork, weekend work by form of employment

	self- employed	employed	EU
No	98	83	86
Yes	2	17	14

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
No	82	87	84	92
Yes	18	13	16	8

Table 0-125 Percentage of male and female workers whose remuneration includes extra payments compensating for special working hours, such as nightwork, weekend work

	Male	Female	EU
No	84	88	86
Yes	16	12	14

Table 0-126 Percentage of workers whose remuneration includes extra payments compensating for poor working conditions by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
No	96	97	95	97	97	97	96	100	99	95	99	99	95	96	98	86	96
Yes	4	3	5	3	3	3	4	0	1	5	1	1	5	4	2	14	4

Table 0-127 Percentage of workers whose remuneration includes extra payments compensating for poor working conditions by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struction	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stration	other ser- vices	
No	98	95	85	93	99	97	94	99	97	95	98	96
Yes	2	5	15	7	1	3	6	1	3	5	2	4

Table 0-128 Percentage of workers whose remuneration includes extra payments compensating for poor working conditions by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
No	99	99	96	99	98	98	94	94	95	86	96
Yes	1	1	4	1	2	2	6	6	5	14	4

Table 0-129 Percentage of workers whose remuneration includes extra payments compensating for poor working conditions by form of employment

	self-employed	employed	EU
No	99	96	96
Yes	1	4	4

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprenticeship or other training scheme
No	96	96	96	95
Yes	4	4	4	5

Table 0-130 Percentage of male and female workers whose remuneration includes extra payments compensating for poor working conditions

	Male	Female	EU
No	95	98	96
Yes	5	2	4

SOCIAL ENVIRONMENT

We have grouped under this heading issues dealing with:

- **Participation and consultation:** consultation about changes affecting working conditions and involvement in organisational issues: contact with management, colleagues and staff representatives on work related issues; work appraisal.
- **Discrimination:** possible discriminating practices based on gender, age, race, nationality, disability.
- **Violence at work:** whether it be physical violence, bullying or sexual harassment.
- **Equal opportunities** between male and female workers.
- **Facilities provided by companies** to facilitate care and education of children: maternity leave, leave to attend a sick child, parental leave and day care for children.

Participation and consultation

Consultation: 49% of employees declare not being consulted about organisational changes and changes affecting their working conditions. Highest incidences of non consultation are to be found with workers on fixed term contract (59%) and temporary contracts (66%), blue collar workers and small and medium size companies. Finland, Denmark, the Netherlands, and the UK are the countries with the highest incidence or consultation, Portugal, Spain, Greece and Belgium the lowest.

The possibility for employees to **discuss work related problems** exists for 65% with their boss, for 74% with colleagues, but only for 24% with employee representatives. Highest incidence for countries on this issue are found in Finland, Sweden, Denmark and the UK. Contact increases with the size of the company. Temporary workers have the least contact with staff representatives (12%), while workers employed in large companies have more contacts.

Appraisal of work (Over the last 12 months did you have a frank discussion with your boss about your work performance?)

Table 0-131 Participation and consultation

	Employed (%)	Self employed (%)	All workers (%)
Consultation about changes (over the last 12 months)	50	24	46
Job involving deciding on departmental issues	45	51	46
Discussion of work related issues (over the last 12 months):			
• with staff representatives	24	11	22
• with boss	65	17	57
• with colleagues	74	42	69
Work appraisal with boss (over the last 12 months)	47	14	41

Table 0-134 Percentage of workers that, over the past 12 months, has been consulted about changes in the organisation of work and/or their working conditions by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	52	57	57	50	46	26	35	41	34	53	45
No	46	42	42	50	54	73	64	59	66	45	54
don't know	2	1	1	0	0	1	1	0	0	2	1

Table 0-135 Percentage of workers that, over the past 12 months, has been consulted about changes in the organisation of work and/or their working conditions by form of employment

	self- employed	employed	EU
Yes	24	50	46
No	74	49	54
don't know	2	0	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	53	40	33	31
No	47	59	66	68
don't know	0	0	0	1

Table 0-136 Percentage of male and female workers that over the past 12 months has been consulted about changes in the organisation of work and/or their working conditions

	Male	Female	EU
Yes	45	45	45
No	54	54	54
don't know	1	1	1

Table 0-137 Percentage of workers whose job involves deciding, possibly with colleagues, on departmental issues such as the division of tasks, staff replacements, production objectives, timetables, etc. by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	51	63	29	41	47	43	46	42	62	74	45	57	25	57	73	60	46
No	48	35	69	41	50	55	53	49	34	25	50	42	75	42	26	38	52
don't know	1	2	1	18	2	2	1	9	4	1	5	0	1	2	2	3	2

Table 0-138 Percentage of workers whose job involves deciding, possibly with colleagues, on departmental issues such as the division of tasks, staff replacements, production objectives, timetables, etc. by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	39	40	58	39	43	44	48	46	63	56	50	46
No	53	59	40	59	55	52	50	53	36	43	49	52
don't know	7	1	3	2	2	4	1	1	1	1	2	2

Table 0-139 Percentage of workers whose job involves deciding, possibly with colleagues, on departmental issues such as the division of tasks, staff replacements, production objectives, timetables, etc. by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	76	65	52	47	44	39	35	31	29	60	46
No	22	34	47	51	54	53	63	68	68	40	52
don't know	2	1	1	2	2	8	2	1	2	0	2

Table 0-140 Percentage of workers whose job involves deciding, possibly with colleagues, on departmental issues such as the division of tasks, staff replacements, production objectives, timetables, etc. by form of employment

	self- employed	employed	EU
Yes	51	45	46
No	44	54	52
don't know	5	1	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	47	37	33	22
No	52	62	64	78
don't know	1	1	3	0

Table 0-141 Percentage of male and female workers whose job involves deciding, possibly with colleagues, on departmental issues such as the division of tasks, staff replacements, production objectives, timetables, etc.

	Male	Female	EU
Yes	48	43	46
No	50	55	52
don't know	2	2	2

Table 0-142 Percentage of workers that, over the past 12 months, has discussed work-related problems with employee representatives by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	19	37	14	31	25	12	26	28	32	24	13	29	11	41	29	22	22
No	80	62	85	68	74	88	73	71	65	76	87	71	88	56	71	77	77
don't know	1	1	0	1	1	0	1	1	3		1	0	0	3	0	2	1

Table 0-143 Percentage of workers that, over the past 12 months, has discussed work-related problems with employee representatives by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	17	24	29	19	16	13	30	18	21	33	21	22
No	82	75	71	81	83	87	69	81	79	67	78	77
don't know	1	1	0	1	1	1	1	0	0	1	1	1

Table 0-144 Percentage of workers that, over the past 12 months, has discussed work-related problems with employee representatives by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	25	29	25	21	22	15	17	26	14	27	22
No	73	70	74	78	77	84	82	74	85	72	77
don't know	2	1	0	1	1	1	1	0	0	0	1

Table 0-145 Percentage of workers that, over the past 12 months, has discussed work-related problems with employee representatives by form of employment

	self-employed	employed	EU
Yes	11	24	22
No	87	75	77
don't know	2	0	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprenticeship or other training scheme
Yes	26	18	12	11
No	73	82	87	88
don't know	0	0	0	1

Table 0-146 Percentage of male and female workers that, over the past 12 months, has discussed work-related problems with employee representatives

	Male	Female	EU
Yes	24	19	22
No	76	80	77
don't know	1	1	1

Table 0-147 Percentage of workers that, over the past 12 months, has discussed work-related problems with their boss by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	37	68	54	47	57	27	62	59	58	61	30	69	64	75	75	50	57
No	62	31	46	51	42	72	37	40	40	39	70	30	36	23	24	48	43
don't know	1	0	0	1	1	0	1	1	2	0	0	1	0	2	1	2	1

Table 0-148 Percentage of workers that, over the past 12 months, has discussed work-related problems with their boss by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	39	59	62	50	49	47	63	65	58	73	57	57
No	60	41	38	49	51	52	37	34	41	27	42	43
don't know	1	0	0	0	1	1	0	0	1	0	1	1

Table 0-149 Percentage of workers that, over the past 12 months, has discussed work-related problems with their boss by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	47	67	68	65	61	31	46	55	47	78	57
No	51	32	31	35	39	68	54	45	53	22	43
don't know	2	1	1	0	0	1	1	0	0		1

Table 0-150 Percentage of workers that, over the past 12 months, has discussed work-related problems with their boss by form of employment

	self-employed	employed	EU
Yes	17	65	57
No	81	34	43
don't know	2	0	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprenticeship or other training scheme
Yes	67	58	46	56
No	32	42	54	42
don't know	0	0		1

Table 0-151 Percentage of male and female workers that, over the past 12 months, has discussed work-related problems with their boss

	Male	Female	EU
Yes	56	58	57
No	44	42	43
don't know	1	0	1

Table 0-152 Percentage of workers that over the past 12 months has discussed work-related problems with colleagues by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	47	79	67	75	73	36	71	68	65	75	36	79	77	83	87	60	68
No	52	21	33	25	26	64	28	31	33	25	64	20	23	15	13	39	31
don't know	1		0	0	0	0	1	1	2	0	0	1		1	0	1	0

Table 0-153 Percentage of workers that over the past 12 months has discussed work-related problems with colleagues by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	52	70	79	66	59	55	74	74	74	83	69	68
No	48	29	21	34	40	45	25	25	26	17	30	31
don't know	0	1	0	0	1	1	0	1	0	0	0	0

Table 0-154 Percentage of workers that over the past 12 months has discussed work-related problems with colleagues by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	67	82	77	73	67	47	61	70	54	83	68
No	31	17	22	27	32	52	38	30	46	17	31
don't know	1	1	0	0	0	0	1	0	0		0

Table 0-155 Percentage of workers that over the past 12 months has discussed work-related problems with colleagues by form of employment

	self- employed	employed	EU
Yes	42	74	69
No	56	25	31
don't know	1	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	76	66	59	76
No	24	34	41	23
don't know	0		0	1

Table 0-156 Percentage of male and female workers that over the past 12 months has discussed work-related problems with colleagues

	Male	Female	EU
Yes	69	67	68
No	30	32	31
don't know	1	0	0

Table 0-157 Percentage of workers that, over the past 12 months, has had a frank discussion with their boss about their work performance by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	26	42	34	39	45	29	38	38	37	62	23	52	37	67	50	40	41
No	73	58	66	60	55	70	61	61	61	38	76	48	62	31	49	58	59
don't know	1	0	0	1	1	0	1	1	2	0	0	1	0	2	1	1	1

Table 0-158 Percentage of workers that, over the past 12 months, has had a frank discussion with their boss about their work performance by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	23	43	49	37	36	37	48	53	42	48	40	41
No	75	57	51	63	63	62	52	47	57	51	59	59
don't know	1	0	0	0	1	1	0	0	1	1	1	1

Table 0-159 Percentage of workers that, over the past 12 months, has had a frank discussion with their boss about their work performance by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	40	46	48	48	46	21	32	37	32	50	41
No	58	53	52	51	53	77	67	63	68	50	59
don't know	2	1	0	0	1	2	1	0	0		1

Table 0-160 Percentage of workers that, over the past 12 months, has had a frank discussion with their boss about their work performance by form of employment

	self- employed	employed	EU
Yes	13	47	41
No	84	53	58
don't know	2	0	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	47	44	38	58
No	52	56	62	41
don't know	0	0	0	0

Table 0-161 Percentage of male and female workers that, over the past 12 months, has had a frank discussion with their boss about their work performance

	Male	Female	EU
Yes	42	39	41
No	58	60	59
don't know	1	0	1

Equal opportunities

For a majority of workers (66%) the **boss is a man**, 54% of female workers have a man as boss and 6% of male workers have a woman as boss. The sectors where the ration between male and female bosses is smallest are: services, public administration, catering, banking and farming. The ration is highest in all industrial branches, construction and transport.

60% of workers see **opportunities between men and women** as equal, but 32% see more opportunities for men and 8% more opportunities for women. Paradoxically men see themselves as more advantaged than their female colleagues (55% of men consider opportunities to be equal as opposed to 67% of women).

Sexual discrimination: 2% of all workers feel sexually discriminated (4% of women and 0.5% of men). The younger the more discrimination is being felt. Discrimination is also felt more acutely in temporary employment contracts.

Disability discrimination as indicated by the respondents is low (1%) and probably should be related to a possible low rate of employed disabled workers.

Racial discrimination is highest in countries with important ethnic minorities (UK, France, Luxembourg, Germany).

Age discrimination is felt by 3% of workers, mostly among young workers (7%) and older workers (4%), and in the banking sector (7%). Discrimination is felt particularly with regard to training ((8%).

Table 0-162 Equal opportunities

	Employed (%)	Self employed (%)	All workers (%)
The boss is a man	78	11	66
The boss is a woman	19	3	17
Consider that men and women have equal opportunities	57	56	56
Consider that men have more opportunities	31	26	31
Consider than women have more opportunities	8	6	7
Subject to:			
• sexual discrimination	2	1	2
• nationality discrimination	1	1	1
• disability discrimination	1	1	1
• racial discrimination	1	1	1
• age discrimination	3	2	3

Table 0-163 Percentage of workers that has a man or woman as immediate boss by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
A man	66	68	75	48	57	68	64	61	77	73	58	63	71	60	63	75	66
A woman	13	26	13	7	10	12	20	17	11	17	15	24	21	27	30	14	17
Not applicable	21	6	13	45	33	20	16	22	12	9	27	12	8	13	7	11	17

Table 0-164 Percentage of workers that has a man or woman as immediate boss by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
A man	51	79	88	81	56	59	80	70	57	70	53	66
A woman	7	10	5	2	18	15	9	19	14	27	30	17
Not applicable	42	10	6	16	27	25	11	11	29	3	17	17

Table 0-165 Percentage of workers that has a man or woman as immediate boss by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
A man	48	62	65	73	59	43	72	84	67	95	66
A woman	7	20	24	22	26	6	5	10	21	4	17
Not applicable	45	18	11	5	15	51	23	7	12	0	17

Table 0-166 Percentage of workers that has a man or woman as immediate boss by form of employment

	self- employed	employed	EU
A man	11	78	66
A woman	3	19	16
Not applicable	86	2	17

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
A man	78	78	74	82
A woman	19	19	25	18
Not applicable	2	3	1	1

Table 0-167 Percentage of male and female workers that has a man or woman as immediate boss

	Male	Female	EU
A man	75	54	66
A woman	6	32	17
Not applicable	20	14	17

Table 0-168 Percentage of workers stating that men and women have equal opportunities at their workplace by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Equal opportunities	59	70	53	46	63	52	57	68	54	61	59	75	53	69	66	50	60
More opportunities for men	33	23	39	44	30	38	33	28	38	30	32	19	38	27	29	42	32
More opportunities for women	8	7	8	10	8	9	10	4	7	9	9	5	10	4	5	8	8

Table 0-169 Percentage of workers stating that men and women have equal opportunities at their workplace by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Equal opportunities	54	52	51	32	63	77	55	68	66	69	69	60
More opportunities for men	42	40	46	66	28	12	42	27	26	24	17	32
More opportunities for women	4	7	3	2	9	11	3	5	8	8	13	8

Table 0-170 Percentage of workers stating that men and women have equal opportunities at their workplace by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Equal opportunities	67	73	68	69	66	53	40	46	55	30	60
More opportunities for men	28	20	26	24	19	42	55	46	32	66	32
More opportunities for women	5	7	7	7	15	5	5	7	13	4	8

Table 0-171 Percentage of workers stating that men and women have equal opportunities at their workplace by form of employment

	self- employed	employed	EU
Equal opportunities	63	59	60
More opportunities for men	30	33	32
More opportunities for women	7	8	8

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Equal opportunities	59	58	57	64
More opportunities for men	33	30	31	25
More opportunities for women	7	11	11	11

Table 0-172 Percentage of male and female workers stating that men and women have equal opportunities at their workplace

	Male	Female	EU
Equal opportunities	55	67	60
More opportunities for men	43	18	32
More opportunities for women	3	15	8

Table 0-173 Percentage of workers subjected to sexual discrimination at their workplace by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	1	1	3	2	2	2	2	1	1	2	1	3	1	1	2	3	2
No	99	99	96	98	98	98	98	99	97	98	98	97	99	98	97	96	98
don't know			1			0		0	2	0	1	0	0	0	0	1	0

Table 0-174 Percentage of workers subjected to sexual discrimination at their workplace by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	1	2	2	1	2	3	3	2	1	2	2	2
No	99	98	98	99	98	97	96	96	99	97	98	98
don't know	0	0	0	0	0	0	1	1	0	1	0	0

Table 0-175 Percentage of workers subjected to sexual discrimination at their workplace by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	2	3	3	2	3	1	1	2	2	5	2
No	98	97	97	97	97	99	99	98	98	95	98
don't know	0	0	0	1	0	0	0		0		0

Table 0-176 Percentage of workers subjected to sexual discrimination at their workplace by form of employment

	self- employed	employed	EU
Yes	1	2	2
No	99	97	98
don't know	0	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	2	2	3	2
No	97	98	96	98
don't know	0	0	0	0

Table 0-177 Percentage of male and female workers subjected to sexual discrimination at their workplace

	Male	Female	EU
Yes	1	4	2
No	99	96	98
don't know	0	0	0

Table 0-178 Percentage of workers subjected to nationality discrimination at their workplace by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	1	0	2	1	0	0	2	0	3	1	1	2	0	1	1	1	1
No	99	100	98	99	100	100	98	99	96	99	99	98	100	99	99	98	99
don't know	0		0			0	0	0	1	0	1	0	0	0	0	1	0

Table 0-179 Percentage of workers subjected to nationality discrimination at their workplace by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	4	1		2	1	3	2	1	1	1	1	1
No	96	99	100	98	99	97	98	99	99	98	99	99
don't know	0	0	0		0	0	1		0	0	0	0

Table 0-181 Percentage of workers subjected to nationality discrimination at their workplace by form of employment

	self- employed	employed	EU
Yes	1	1	1
No	99	99	99
don't know	0	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	1	3	2	
No	99	97	98	100
don't know	0	0	0	

Table 0-182 Percentage of male and female workers subjected to nationality discrimination at their workplace

	Male	Female	EU
Yes	1	1	1
No	98	99	99
don't know	0	0	0

Table 0-186 Percentage of workers subjected to disability discrimination at their workplace by form of employment

	self- employed	employed	EU
Yes	0	1	1
No	99	99	99
don't know	0	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	1	1	1	0
No	99	99	99	100
don't know	0	0	0	

Table 0-187 Percentage of male and female workers subjected to disability discrimination at their workplace

	Male	Female	EU
Yes	1	0	1
No	99	99	99
don't know	0	0	0

Table 0-191 Percentage of workers subjected to race discrimination at their workplace by form of employment

	self- employed	employed	EU
Yes	1	1	1
No	99	99	99
don't know	0	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	1	2	1	1
No	99	98	99	99
don't know	0	0	0	0

Table 0-192 Percentage of male and female workers subjected to race discrimination at their workplace

	Male	Female	EU
Yes	1	1	1
No	99	99	99
don't know	0	0	0

Table 0-193 Percentage of workers subjected to age discrimination at their workplace by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	1	2	2	3	2	2	5	2	2	3	2	5	1	4	3	6	3
No	99	98	97	97	98	98	95	98	96	97	97	95	98	96	97	93	97
don't know		0	1		0	0	0	0	2	0	0	0	0	0	0	1	0

Table 0-194 Percentage of workers subjected to age discrimination at their workplace by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	3	2	0	4	3	2	3	7	3	3	3	3
No	97	98	100	96	96	98	97	93	97	96	97	97
don't know	1	0	0	0	0	0	1	1	0	1	0	0

Table 0-1 Percentage of workers subjected to age discrimination by form of employment

	self- employed	employed	EU
Yes	2	3	3
No	98	97	97
don't know	0	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	3	5	6	8
No	97	95	94	91
don't know	0	0	0	1

Table 0-2 Percentage of male and female workers subjected to age discrimination at their workplace

	Male	Female	EU
Yes	3	3	3
No	97	96	97
don't know	0	0	0

Violence at work

Sexual harassment affects 2.3 % of workers in general, but it affects 4.1% of female workers, in particular employees in precarious employment.

Bullying affects 8.1% of workers, male and female workers are affected almost equally. Workers in precarious employment and in apprenticeships experience more bullying.

Physical violence affects 3.6% of workers (3.9% of employees), male and female workers are affected equally, mostly in services.

Table 0-3 Violence at work

	Employed (%)	Self Employed (%)	All workers (%)
Subjected to physical violence	4	2	4
Subjected to unwanted sexual attention	2	2	2
Subjected to intimidation	9	5	8

Table 0-4 Percentage of workers that, over the past 12 months, when at work, has been subjected to physical violence by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	1	3	4	2	0	2	3	6	3	3	8	7	3	3	5	4	4
No	99	97	96	98	100	98	97	94	95	97	92	93	97	97	95	95	96
don't know						0	0	0	2		1		0	0		1	0

Table 0-5 Percentage of workers that, over the past 12 months, when at work, has been subjected to physical violence by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	4	1	1	1	5	4	2	2	4	6	6	4
No	96	98	99	99	95	96	98	98	96	93	94	96
don't know	0	0	0	0	0	1	0	0	0	0	0	0

Table 0-7 Percentage of workers that, over the past 12 months, when at work, has been subjected to physical violence by form of employment

	self- employed	employed	EU
Yes	2	4	4
No	98	96	96
don't know	0	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	4	4	4	2
No	96	96	95	98
don't know	0	0	0	0

Table 0-8 Percentage of male and female workers that, over the past 12 months, when at work, has been subjected to physical violence

	Male	Female	EU
Yes	3	4	4
No	96	96	96
don't know	0	0	0

Table 0-9 Percentage of workers that, over the past 12 months, when at work, has been subjected to unwanted sexual attention by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	1	2	3	2	1	1	2	2	1	1	1	4	0	2	2	4	2
No	99	98	97	98	99	98	98	98	97	99	98	96	99	98	98	96	98
don't know	0	0	0			1	0	0	2		1		0	0	0	1	0

Table 0-10 Percentage of workers that, over the past 12 months, when at work, has been subjected to unwanted sexual attention by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	1	2	1	0	3	6	2	2	3	3	3	2
No	99	98	99	99	97	94	98	98	97	97	97	98
don't know	0	0	0	0	0	0	1	0	0	0	0	0

Table 0-12 Percentage of workers that, over the past 12 months, when at work, has been subjected to unwanted sexual attention by form of employment

	self- employed	employed	EU
Yes	2	2	2
No	97	98	98
don't know	0	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	2	3	3	2
No	98	97	97	98
don't know	0	0	0	0

Table 0-13 Percentage of male and female workers that, over the past 12 months, when at work, has been subjected to unwanted sexual attention

	Male	Female	EU
Yes	1	4	2
No	99	96	98
don't know	0	0	0

Table 0-17 Percentage of workers that, over the past 12 months, when at work, has been subjected to intimidation by form of employment

	self- employed	employed	EU
Yes	5	9	8
No	95	91	92
don't know	0	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	9	10	10	12
No	91	90	89	88
don't know	0	0	0	0

Table 0-18 Percentage of male and female workers that, over the past 12 months, when at work, has been subjected to intimidation

	Male	Female	EU
Yes	7	9	8
No	92	91	92
don't know	0	0	0

Facilities provided by companies

A series of questions deal with the provision of additional facilities (on top of the statutory requirements) for:

- sick child leave;
- maternity leave;
- parental leave;
- child day care (such as a creche).

These facilities aim at facilitating the combination of paid work and family duties. The rate of 'not applicable' answers is particularly high (20% on all 4 issues) and probably leads to question the way the question was formulated.

Table 0-19 Facilities provided by companies

	Employed (%)	Self employed (%)	All workers (%)
Maternity leave	50	13	44
Sick Child leave	41	13	36
Parental leave	42	13	37
Child day care	9	5	9

Table 0-20 Percentage of workers whose company/employer provides for additional maternity leave (the amount of time a woman can stay at home before and after the birth of a child) over and above any statutory requirements by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	36	35	60	34	35	36	38	37	47	54	38	47	35	26	5	55	43
No	16	40	12	10	22	27	27	15	17	16	30	20	15	43	48	14	21
Not applicable	41	18	17	53	12	19	26	42	22	23	20	20	35	18	36	23	22
don't know	7	8	11	4	32	18	9	5	14	7	13	12	15	13	11	8	14

Table 0-21 Percentage of workers whose company/employer provides for additional maternity leave (the amount of time a woman can stay at home before and after the birth of a child) over and above any statutory requirements by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU	
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices		
Yes	26	46	44	29	38	32	47	59	36	61	47	43	
No	24	21	26	24	19	23	22	16	19	20	21	21	
Not applicable	37	20	14	30	23	23	23	16	24	13	21	22	
don't know	13	13	15	17	20	21	8	10	21	7	11	14	

Table 0-22 Percentage of workers whose company/employer provides for additional maternity leave (the amount of time a woman can stay at home before and after the birth of a child) over and above any statutory requirements by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	38	52	53	57	45	22	30	41	37	56	43
No	21	19	18	20	20	22	22	24	23	17	21
Not applicable	35	16	17	15	20	46	29	22	18	18	22
don't know	6	13	12	9	14	11	19	14	22	9	14

Table 0-23 Percentage of workers whose company/employer provides for additional maternity leave (the amount of time a woman can stay at home before and after the birth of a child) over and above any statutory requirements by form of employment

	self- employed	employed	EU
Yes	13	50	44
No	16	22	21
Not applicable	44	17	22
don't know	27	11	14

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	53	43	26	39
No	21	23	28	19
Not applicable	17	16	26	24
don't know	10	18	19	18

Table 0-24 Percentage of male and female workers whose company/employer provides for additional maternity leave (the amount of time a woman can stay at home before and after the birth of a child) over and above any statutory requirements

	Male	Female	EU
Yes	35	54	43
No	22	19	21
Not applicable	26	16	22
don't know	16	10	14

Table 0-25 Percentage of workers whose company/employer provides for additional sick child leave (the amount of time one can stay at home to take care of a sick child) over and above any statutory requirements by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	32	35	46	28	34	45	32	18	25	38	43	26	26	28	6	58	36
No	28	39	20	19	22	26	36	35	37	31	32	40	27	45	53	15	29
Not applicable	30	18	18	49	12	17	22	38	17	17	16	17	31	13	30	17	20
don't know	9	8	15	5	32	12	10	9	21	14	9	17	16	14	11	9	16

Table 0-26 Percentage of workers whose company/employer provides for additional sick child leave (the amount of time one can stay at home to take care of a sick child) over and above any statutory requirements by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	24	36	46	29	28	26	40	46	31	56	37	36
No	30	31	29	32	29	32	29	24	29	23	30	29
Not applicable	33	17	12	25	22	21	19	14	19	10	20	20
don't know	14	16	13	14	21	21	12	15	20	11	13	16

Table 0-27 Percentage of workers whose company/employer provides for additional sick child leave (the amount of time one can stay at home to take care of a sick child) over and above any statutory requirements by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	33	40	46	43	34	23	26	36	32	54	36
No	30	29	26	29	31	26	31	33	29	24	29
Not applicable	29	15	14	14	20	41	25	18	16	15	20
don't know	8	16	15	14	16	10	19	13	24	7	16

Table 0-28 Percentage of workers whose company/employer provides for additional sick child leave (the amount of time one can stay at home to take care of a sick child) over and above any statutory requirements by form of employment

	self- employed	employed	EU
Yes	13	41	36
No	17	32	29
Not applicable	43	14	19
don't know	27	13	16

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	42	35	24	27
No	32	31	34	23
Not applicable	14	14	20	24
don't know	12	19	21	26

Table 0-29 Percentage of male and female workers whose company/employer provides for additional sick child leave (the amount of time one can stay at home to take care of a sick child) over and above any statutory requirements

	Male	Female	EU
Yes	32	41	36
No	29	29	29
Not applicable	22	17	20
don't know	17	13	16

Table 0-30 Percentage of workers whose company/employer provides for additional parental leave (the amount of time a parent can stay at home to take care of a very young child) over and above any statutory requirements by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	25	31	54	29	33	33	35	15	22	42	40	26	33	27	6	57	37
No	28	43	17	18	21	30	31	36	40	24	32	37	17	46	52	15	27
Not applicable	34	18	17	49	14	18	22	37	17	18	15	16	33	13	31	20	20
don't know	12	9	12	5	32	20	12	11	21	16	12	20	16	14	10	8	17

Table 0-31 Percentage of workers whose company/employer provides for additional parental leave (the amount of time a parent can stay at home to take care of a very young child) over and above any statutory requirements by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	20	39	38	26	30	23	42	53	30	57	38	37
No	29	28	32	28	26	30	28	20	26	23	28	27
Not applicable	36	17	12	28	21	22	19	13	20	11	20	20
don't know	15	16	18	17	23	25	12	14	24	9	14	17

Table 0-32 Percentage of workers whose company/employer provides for additional parental leave (the amount of time a parent can stay at home to take care of a very young child) over and above any statutory requirements by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	33	43	47	47	37	18	26	35	31	44	37
No	28	25	24	26	27	26	28	32	27	27	27
Not applicable	31	14	14	14	20	44	26	18	16	20	20
don't know	8	17	15	13	17	12	20	15	26	9	17

Table 0-33 Percentage of workers whose company/employer provides for additional parental leave (the amount of time a parent can stay at home to take care of a very young child) over and above any statutory requirements by form of employment

	self-employed	employed	EU
Yes	13	42	37
No	17	29	27
Not applicable	44	14	20
don't know	27	15	17

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprenticeship or other training scheme
Yes	45	33	22	31
No	29	30	33	22
Not applicable	14	14	22	23
don't know	13	23	24	23

Table 0-34 Percentage of male and female workers whose company/employer provides for additional parental leave (the amount of time a parent can stay at home to take care of a very young child) over and above any statutory requirements

	Male	Female	EU
Yes	32	43	37
No	27	27	27
Not applicable	22	17	20
don't know	18	14	17

Table 0-35 Percentage of workers whose company/employer provides for additional child day care (the company/employer provides or subsidizes day care for you child) over and above any statutory requirements by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	7	5	12	8	5	6	8	4	6	19	19	6	7	8	2	13	9
No	51	71	55	37	53	65	61	51	58	55	54	69	44	69	59	53	58
Not applicable	33	18	20	50	9	19	22	39	17	18	14	16	35	14	32	23	20
don't know	9	6	13	5	32	11	9	6	19	9	13	8	14	10	8	11	13

Table 0-36 Percentage of workers whose company/employer provides for additional child day care (the company/employer provides or subsidizes day care for you child) over and above any statutory requirements by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	4	8	11	6	6	5	8	11	7	20	10	9
No	49	62	56	52	54	55	58	65	56	62	59	58
Not applicable	35	17	14	29	23	22	21	13	19	11	21	20
don't know	12	13	19	13	18	19	13	12	18	7	10	13

Table 0-37 Percentage of workers whose company/employer provides for additional child day care (the company/employer provides or subsidizes day care for you child) over and above any statutory requirements by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	11	14	10	11	8	4	5	7	6	9	9
No	53	61	59	65	59	44	51	63	58	68	58
Not applicable	30	14	17	15	20	42	26	18	16	17	20
don't know	6	12	15	9	13	10	17	12	21	6	13

Table 0-38 Percentage of workers whose company/employer provides for additional child day care (the company/employer provides or subsidizes day care for you child) over and above any statutory requirements by form of employment

	self- employed	employed	EU
Yes	5	9	9
No	25	65	58
Not applicable	43	15	20
don't know	27	10	13

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	10	9	6	4
No	67	60	55	55
Not applicable	15	14	19	22
don't know	9	17	20	18

Table 0-39 Percentage of male and female workers whose company/employer provides for additional child day care (the company/employer provides or subsidizes day care for you child) over and above any statutory requirements

	Male	Female	EU
Yes	7	10	9
No	55	63	58
Not applicable	23	17	20
don't know	15	10	13

OUTCOME

Most of the questions in the Survey aim at identifying potential risk factors. A limited number of questions though deal with health consequences and satisfaction such as:

- occupational risks and health problems
- health related absenteeism
- perception of risk
- job satisfaction

Occupational risks and health problems

57% of workers (56% of employees) thinks that their work affects their health in a negative way, with the highest incidence in Greece (80%), Sweden (70%) and Portugal (69%). The lowest incidence is found in Ireland (29%) and Belgium (40%).

Male workers indicate higher incidences, as well as workers in the construction sector, blue collar workers and self employed workers.

The most important problems indicated are:

- backache 30%
- stress 28%
- overall fatigue 20%
- muscular pains 17%
- headaches 13%

Backache complaints are highest in Greece, Portugal and Spain and increase with age. Workers in agriculture and construction and blue collar workers are particularly concerned.

Stress complaints are highest in Greece, Italy, Sweden, Luxembourg and Finland while they are the lowest in Ireland. Older and younger workers have less complaints. Stress is higher in catering (34%) and among managers and professionals and self employed workers.

17% of workers experience more **difficulties to perform their work** because of health problems such as chronic or permanent incapacity. Highest incidences of difficulties encountered are found in Austria and Germany, the lowest incidences in Spain, Ireland and the UK. Difficulties increase with age. Professionals most affected are farmers and craft workers.

Table 0-40 Occupational risks and health problems

	Employed (%)	Self employed (%)	All workers (%)
Work affects my health	56	60	57
Stress	27	33	28
Backache	29	33	30
Overall fatigue	19	23	20
Headaches	13	12	13
Muscular pains in arms and legs	16	20	17
Sleeping problems	7	8	7
Allergies	4	4	4
Heart disease	1	2	1
Anxiety	7	12	7
Irritability	11	10	11
Personal problems	4	5	4
Respiratory difficulties	4	5	4
Stomach ache	4	5	5
Skin problems	6	5	6
Eye problems	10	8	9
Ear problems	7	5	6
Work improves my health	1	2	1
Job made more difficult because of health problems	17	17	17

Table 0-41 Percentage of workers stating whether their work affects their health or not by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes, it does affect health	40	60	56	80	67	59	52	29	55	45	69	49	59	63	70	54	57
No, it does not affect health	60	40	44	20	33	41	48	71	45	55	31	51	41	37	30	46	43

Table 0-42 Percentage of workers stating whether their work affects their health or not by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struction	whole- sale & repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stration	other ser- vices	
Yes, it does affect health	63	59	56	70	52	58	56	49	51	56	54	57
No, it does not affect health	37	41	44	30	48	42	44	51	49	44	46	43

Table 0-43 Percentage of workers stating whether their work affects their health or not by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes, it does affect health	53	55	52	44	55	67	66	66	57	60	57
No, it does not affect health	47	45	48	56	45	33	34	34	43	40	43

Table 0-44 Percentage of workers stating whether their work affects their health or not by form of employment

	self- employed	employed	EU
Yes, it does affect health	60	56	57
No, it does not affect health	40	44	43

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes, it does affect health	57	51	56	44
No, it does not affect health	43	49	44	56

Table 0-45 Percentage of male and female workers stating whether their work affects their health or not

	Male	Female	EU
Yes, it does affect health	58	55	57
No, it does not affect health	42	45	43

Table 0-46 *Percentage of workers whose work causes health problems*

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU

Q34C: Yes, ear problems																	
No	95	94	95	91	92	92	93	98	94	95	91	96	94	84	90	91	94
Yes	5	6	5	9	8	8	7	2	6	5	9	4	6	16	10	9	6
Q34C: Yes, eye problems																	
No	93	96	91	81	90	89	88	97	88	94	85	93	94	92	91	89	91
Yes	7	4	9	19	10	11	12	3	12	6	15	7	6	8	9	11	9
Q34C: Yes, skin problems																	
No	97	95	95	88	95	96	94	98	94	95	94	95	95	88	88	94	94
Yes	3	5	5	12	5	4	6	2	6	5	6	5	5	12	12	6	6
Q34C: Yes, backache																	
No	79	70	70	56	68	65	71	87	68	83	61	77	63	67	69	69	70
Yes	21	30	30	44	32	35	29	13	32	17	39	23	37	33	31	31	30
Q34C: Yes, headaches																	
No	90	84	90	76	83	87	89	95	87	92	79	89	86	80	81	88	87
Yes	10	16	10	24	17	13	11	5	13	8	21	11	14	20	19	12	13
Q34C: Yes, stomach ache																	
No	96	97	95	91	95	96	94	99	90	98	96	99	95	93	93	95	95
Yes	4	3	5	9	5	4	6	1	10	2	4	1	5	7	7	5	5
Q34C: Yes, muscular pains in arms or legs																	
No	91	76	88	63	81	76	81	94	87	90	69	89	84	71	76	86	83
Yes	9	24	12	37	19	24	19	6	13	10	31	11	16	29	24	14	17
Q34C: Yes, respiratory difficulties																	
No	97	98	96	86	96	96	96	98	96	97	92	96	97	94	98	96	96
Yes	3	2	4	14	4	4	4	2	4	3	8	4	3	6	2	4	4
Q34C: Yes, stress																	
No	77	75	77	50	59	78	76	88	62	80	74	73	69	66	62	73	72
Yes	23	25	23	50	41	22	24	12	38	20	26	27	31	34	38	27	28

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU

Q34C: Yes, overall fatigue																	
No	86	89	86	43	74	70	76	90	83	88	72	85	82	80	80	95	80
Yes	14	11	14	57	26	30	24	10	17	12	28	15	18	20	20	5	20
Q34C: Yes, sleeping problems																	
No	96	94	93	90	95	97	93	97	95	94	92	90	92	89	91	93	93
Yes	4	6	7	10	5	3	7	3	5	6	8	10	8	11	9	7	7
Q34C: Yes, allergies																	
No	98	98	98	89	95	98	95	99	97	97	93	98	98	93	93	97	96
Yes	2	2	2	11	5	2	5	1	3	3	7	2	2	7	7	3	4
Q34C: Yes, heart disease																	
No	100	100	98	97	99	100	99	100	98	100	98	100	99	98	99	97	99
Yes	0	0	2	3	1	0	1	0	2	0	2	0	1	2	1	3	1
Q34C: Yes, anxiety																	
No	96	99	99	70	87	94	89	96	97	99	91	91	96	93	89	99	93
Yes	4	1	1	30	13	6	11	4	3	1	9	9	4	7	11	1	7
Q34C: Yes, irritability																	
No	95	91	89	87	84	92	90	95	89	93	88	91	91	84	82	89	89
Yes	5	9	11	13	16	8	10	5	11	7	12	9	9	16	18	11	11
Q34C: Yes, personal problems																	
No	98	98	95	96	96	96	95	99	96	98	97	98	95	97	99	96	96
Yes	2	2	5	4	4	4	5	1	4	2	3	2	5	3	1	4	4
Q34C: Other (SPONTANEOUS)																	
No	99	98	98	98	99	98	99	99	99	98	99	98	99	99	97	99	98
Yes	1	2	2	2	1	2	1	1	1	2	1	2	1	1	3	1	2
Q34C: My work improves my health (SPONTANEOUS)																	
No	99	98	97	99	100	99	100	99	98	100	98	100	99	99	97	99	99
Yes	1	2	3	1	0	1	0	1	2	0	2	0	1	1	3	1	1

Table 0-47 *Percentage of workers whose work causes health problems by sector*

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric, hunting forest, fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	

Q34C: Yes, ear problems												
No	89	89	91	88	97	97	93	98	98	95	97	94
Yes	11	11	9	12	3	3	7	2	2	5	3	6
Q34C: Yes, eye problems												
No	92	87	87	90	94	96	89	86	88	89	94	91
Yes	8	13	13	10	6	4	11	14	12	11	6	9
Q34C: Yes, skin problems												
No	93	92	90	90	96	95	97	98	99	96	94	94
Yes	7	8	10	10	4	5	3	2	1	4	6	6
Q34C: Yes, backache												
No	51	70	70	56	74	69	69	80	80	75	73	70
Yes	49	30	30	44	26	31	31	20	20	25	27	30
Q34C: Yes, headaches												
No	83	87	84	87	89	90	88	87	89	85	88	87
Yes	17	13	16	13	11	10	12	13	11	15	12	13
Q34C: Yes, stomach ache												
No	94	95	93	96	96	94	95	96	96	94	96	95
Yes	6	5	7	4	4	6	5	4	4	6	4	5
Q34C: Yes, muscular pains in arms or legs												
No	65	82	90	72	85	80	82	94	90	87	87	83
Yes	35	18	10	28	15	20	18	6	10	13	13	17
Q34C: Yes, respiratory difficulties												
No	94	94	97	91	97	94	97	97	98	98	97	96
Yes	6	6	3	9	3	6	3	3	2	2	3	4
Q34C: Yes, stress												
No	73	73	75	73	77	66	73	69	69	71	70	72
Yes	27	27	25	27	23	34	27	31	31	29	30	28

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric, hunting forest, fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Q34C: Yes, overall fatigue												
No	70	80	86	77	82	76	80	86	79	80	82	80
Yes	30	20	14	23	18	24	20	14	21	20	18	20
Q34C: Yes, sleeping problems												
No	94	92	88	95	96	91	92	94	92	90	93	93
Yes	6	8	12	5	4	9	8	6	8	10	7	7
Q34C: Yes, allergies												
No	92	96	95	96	98	98	99	98	97	97	96	96
Yes	8	4	5	4	2	2	1	2	3	3	4	4
Q34C: Yes, heart disease												
No	97	99	98	98	99	99	100	98	99	98	100	99
Yes	3	1	2	2	1	1	0	2	1	2	0	1
Q34C: Yes, anxiety												
No	91	94	94	94	93	95	95	95	85	91	92	93
Yes	9	6	6	6	7	5	5	5	15	9	8	7
Q34C: Yes, irritability												
No	90	89	92	89	91	89	90	89	86	85	89	89
Yes	10	11	8	11	9	11	10	11	14	15	11	11
Q34C: Yes, personal problems												
No	95	97	100	97	96	95	96	96	97	96	96	96
Yes	5	3	0	3	4	5	4	4	3	4	4	4
Q34C: Other												
No	100	98	98	99	98	98	97	99	99	98	99	98
Yes	0	2	2	1	2	2	3	1	1	2	1	2
Q34C: My work improves my health												
No	99	99	100	99	99	99	98	99	99	98	99	99
Yes	1	1		1	1	1	2	1	1	2	1	1

Table 0-48 *Percentage of workers whose work causes health problems by occupation*

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU

Q34C: Yes, ear problems											
No	97	97	97	98	97	90	87	84	94	81	94
Yes	3	3	3	2	3	10	13	16	6	19	6
Q34C: Yes, eye problems											
No	94	92	91	85	93	92	89	89	95	84	91
Yes	6	8	9	15	7	8	11	11	5	16	9
Q34C: Yes, skin problems											
No	97	96	96	98	95	93	89	92	94	92	94
Yes	3	4	4	2	5	7	11	8	6	8	6
Q34C: Yes, backache											
No	81	82	79	79	70	47	61	56	64	63	70
Yes	19	18	21	21	30	53	39	44	36	37	30
Q34C: Yes, headaches											
No	89	88	89	86	89	83	87	85	90	77	87
Yes	11	12	11	14	11	17	13	15	10	23	13
Q34C: Yes, stomach ache											
No	97	95	95	97	96	93	95	93	96	97	95
Yes	3	5	5	3	4	7	5	7	4	3	5
Q34C: Yes, muscular pains in arms or legs											
No	91	94	91	93	84	59	74	72	77	71	83
Yes	9	6	9	7	16	41	26	28	23	29	17
Q34C: Yes, respiratory difficulties											
No	98	98	98	98	97	94	92	94	94	91	96
Yes	2	2	2	2	3	6	8	6	6	9	4
Q34C: Yes, stress											
No	63	61	71	78	72	72	76	72	79	73	72
Yes	37	39	29	22	28	28	24	28	21	27	28

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU

Q34C: Yes, overall fatigue											
No	81	81	84	87	81	66	78	74	77	65	80
Yes	19	19	16	13	19	34	22	26	23	35	20
Q34C: Yes, sleeping problems											
No	93	90	92	96	93	94	95	89	94	89	93
Yes	7	10	8	4	7	6	5	11	6	11	7
Q34C: Yes, allergies											
No	99	97	97	99	96	93	94	96	97	96	96
Yes	1	3	3	1	4	7	6	4	3	4	4
Q34C: Yes, heart disease											
No	98	99	99	100	99	97	99	99	99	100	99
Yes	2	1	1	0	1	3	1	1	1		1
Q34C: Yes, anxiety											
No	91	88	92	93	91	90	94	95	96	91	93
Yes	9	12	8	7	9	10	6	5	4	9	7
Q34C: Yes, irritability											
No	89	85	88	90	89	90	91	90	90	75	89
Yes	11	15	12	10	11	10	9	10	10	25	11
Q34C: Yes, personal problems											
No	96	96	95	98	95	96	97	97	97	88	96
Yes	4	4	5	2	5	4	3	3	3	12	4
Q34C: Other											
No	99	98	97	99	99	99	99	98	99	98	98
Yes	1	2	3	1	1	1	1	2	1	2	2
Q34C: My work improves my health											
No	98	99	99	99	99	100	99	100	99	100	99
Yes	2	1	1	1	1	0	1	0	1	0	1

Table 0-49 *Percentage of workers whose work causes health problems by form of employment*

	self- employed	employed	EU

Q34C: Yes, ear problems			
No	95	93	94
Yes	5	7	6
Q34C: Yes, eye problems			
No	92	90	90
Yes	8	10	10
Q34C: Yes, skin problems			
No	95	94	94
Yes	5	6	6
Q34C: Yes, backache			
No	67	71	70
Yes	33	29	30
Q34C: Yes, headaches			
No	88	87	87
Yes	12	13	13
Q34C: Yes, stomach ache			
No	95	96	95
Yes	5	4	5
Q34C: Yes, muscular pains in arms or legs			
No	80	84	83
Yes	20	16	17
Q34C: Yes, respiratory difficulties			
No	95	96	96
Yes	5	4	4
Q34C: Yes, stress			
No	67	73	72
Yes	33	27	28

	self- employed	employed	EU

Q34C: Yes, overall fatigue			
No	77	81	80
Yes	23	19	20
Q34C: Yes, sleeping problems			
No	92	93	93
Yes	8	7	7
Q34C: Yes, allergies			
No	96	96	96
Yes	4	4	4
Q34C: Yes, heart disease			
No	98	99	99
Yes	2	1	1
Q34C: Yes, anxiety			
No	89	93	93
Yes	11	7	7
Q34C: Yes, irritability			
No	90	89	89
Yes	10	11	11
Q34C: Yes, personal problems			
No	95	97	96
Yes	5	3	4
Q34C: Other			
No	99	98	98
Yes	1	2	2
Q34C: My work improves my health			
No	98	99	99
Yes	2	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme

Q34C: Yes, ear problems				
No	93	93	96	97
Yes	7	7	4	3
Q34C: Yes, eye problems				
No	90	92	92	95
Yes	10	8	8	5
Q34C: Yes, skin problems				
No	94	93	93	97
Yes	6	7	7	3
Q34C: Yes, backache				
No	71	71	69	71
Yes	29	29	31	29
Q34C: Yes, headaches				
No	87	89	88	91
Yes	13	11	12	9
Q34C: Yes, stomach ache				
No	95	98	97	96
Yes	5	2	3	4
Q34C: Yes, muscular pains in arms or legs				
No	85	80	79	82
Yes	15	20	21	18
Q34C: Yes, respiratory difficulties				
No	96	95	95	97
Yes	4	5	5	3
Q34C: Yes, stress				
No	72	78	76	86
Yes	28	22	24	14

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme

Q34C: Yes, overall fatigue				
No	82	77	78	84
Yes	18	23	22	16
Q34C: Yes, sleeping problems				
No	93	95	95	97
Yes	7	5	5	3
Q34C: Yes, allergies				
No	96	97	94	96
Yes	4	3	6	4
Q34C: Yes, heart disease				
No	99	100	100	100
Yes	1	0		
Q34C: Yes, anxiety				
No	93	95	93	93
Yes	7	5	7	7
Q34C: Yes, irritability				
No	89	89	90	93
Yes	11	11	10	7
Q34C: Yes, personal problems				
No	97	96	95	96
Yes	3	4	5	4
Q34C: Other				
No	98	99	98	99
Yes	2	1	2	1
Q34C: My work improves my health				
No	99	99	99	99
Yes	1	1	1	1

Table 0-50 *Percentage of male and female workers whose work causes health problems*

	Male	Female	EU

Q34C: Yes, ear problems			
No	91	97	94
Yes	9	3	6
Q34C: Yes, eye problems			
No	91	91	91
Yes	9	9	9
Q34C: Yes, skin problems			
No	94	95	94
Yes	6	5	6
Q34C: Yes, backache			
No	71	70	70
Yes	29	30	30
Q34C: Yes, headaches			
No	89	85	87
Yes	11	15	13
Q34C: Yes, stomach ache			
No	95	96	95
Yes	5	4	5
Q34C: Yes, muscular pains in arms or legs			
No	83	84	83
Yes	17	16	17
Q34C: Yes, respiratory difficulties			
No	95	97	96
Yes	5	3	4
Q34C: Yes, stress			
No	72	73	72
Yes	28	27	28

	Male	Female	EU

Q34C: Yes, overall fatigue			
No	80	80	80
Yes	20	20	20
Q34C: Yes, sleeping problems			
No	93	94	93
Yes	7	6	7
Q34C: Yes, allergies			
No	97	96	96
Yes	3	4	4
Q34C: Yes, heart disease			
No	99	99	99
Yes	1	1	1
Q34C: Yes, anxiety			
No	93	92	93
Yes	7	8	7
Q34C: Yes, irritability			
No	89	89	89
Yes	11	11	11
Q34C: Yes, personal problems			
No	97	96	96
Yes	3	4	4
Q34C: Other			
No	99	98	98
Yes	1	2	2
Q34C: My work improves my health			
No	99	99	99
Yes	1	1	1

Table 0-51 Percentages of workers whose work causes health problems by age

	15 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55 + years	EU

Q34C: Yes, ear problems						
No	95	95	93	92	93	94
Yes	5	5	7	8	7	6
Q34C: Yes, eye problems						
No	94	90	90	89	90	91
Yes	6	10	10	11	10	9
Q34C: Yes, skin problems						
No	93	94	94	95	96	94
Yes	7	6	6	5	4	6
Q34C: Yes, backache						
No	75	71	71	68	65	70
Yes	25	29	29	32	35	30
Q34C: Yes, headaches						
No	89	87	87	87	89	87
Yes	11	13	13	13	11	13
Q34C: Yes, stomach ache						
No	97	96	96	94	96	95
Yes	3	4	4	6	4	5
Q34C: Yes, muscular pains in arms or legs						
No	85	85	84	81	78	83
Yes	15	15	16	19	22	17
Q34C: Yes, respiratory difficulties						
No	94	97	96	96	95	96
Yes	6	3	4	4	5	4
Q34C: Yes, stress						
No	80	72	70	70	75	72
Yes	20	28	30	30	25	28

	15 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55 + years	EU

Q34C: Yes, overall fatigue						
No	83	81	80	79	76	80
Yes	17	19	20	21	24	20
Q34C: Yes, sleeping problems						
No	96	94	92	92	91	93
Yes	4	6	8	8	9	7
Q34C: Yes, allergies						
No	96	97	96	97	96	96
Yes	4	3	4	3	4	4
Q34C: Yes, heart disease						
No	100	100	99	98	97	99
Yes	0	0	1	2	3	1
Q34C: Yes, anxiety						
No	95	93	92	91	92	93
Yes	5	7	8	9	8	7
Q34C: Yes, irritability						
No	93	89	88	87	90	89
Yes	7	11	12	13	10	11
Q34C: Yes, personal problems						
No	97	96	96	96	97	96
Yes	3	4	4	4	3	4
Q34C: Other						
No	98	99	99	98	98	98
Yes	2	1	1	2	2	2
Q34C: My work improves my health						
No	99	99	99	99	99	99
Yes	1	1	1	1	1	1

Table 0-52 Percentage of workers whose work causes health problems by company size

	None (person works alone)	1 to 9	10 to 49	50 to 99	100 to 499	500 and over	don't know	EU
Q34C: Yes, ear problems								
No	95	96	94	92	90	92	96	94
Yes	5	4	6	8	10	8	4	6
Q34C: Yes, eye problems								
No	93	93	91	90	88	88	93	91
Yes	7	7	9	10	12	12	7	9
Q34C: Yes, skin problems								
No	94	95	96	91	94	95	93	94
Yes	6	5	4	9	6	5	7	6
Q34C: Yes, backache								
No	67	69	71	73	70	72	70	70
Yes	33	31	29	27	30	28	30	30
Q34C: Yes, headaches								
No	89	89	89	89	86	85	86	87
Yes	11	11	11	11	14	15	14	13
Q34C: Yes, stomach ache								
No	95	96	96	95	96	95	96	95
Yes	5	4	4	5	4	5	4	5
Q34C: Yes, muscular pains in arms or legs								
No	78	82	83	85	84	86	81	83
Yes	22	18	17	15	16	14	19	17
Q34C: Yes, respiratory difficulties								
No	95	96	96	96	95	96	96	96
Yes	5	4	4	4	5	4	4	4
Q34C: Yes, stress								
No	73	74	75	75	71	69	75	72
Yes	27	26	25	25	29	31	25	28

	None (person works alone)	1 to 9	10 to 49	50 to 99	100 to 499	500 and over	don't know	EU

Q34C: Yes, overall fatigue								
No	78	79	81	83	81	80	79	80
Yes	22	21	19	17	19	20	21	20
Q34C: Yes, sleeping problems								
No	93	94	95	94	94	90	95	93
Yes	7	6	5	6	6	10	5	7
Q34C: Yes, allergies								
No	96	96	97	97	97	97	95	96
Yes	4	4	3	3	3	3	5	4
Q34C: Yes, heart disease								
No	98	99	99	99	99	99	99	99
Yes	2	1	1	1	1	1	1	1
Q34C: Yes, anxiety								
No	90	92	95	96	94	92	90	93
Yes	10	8	5	4	6	8	10	7
Q34C: Yes, irritability								
No	92	90	91	91	90	86	88	89
Yes	8	10	9	9	10	14	12	11
Q34C: Yes, personal problems								
No	96	96	97	97	96	96	96	96
Yes	4	4	3	3	4	4	4	4
Q34C: Other								
No	99	99	99	97	99	98	97	98
Yes	1	1	1	3	1	2	3	2
Q34C: My work improves my health								
No	98	99	99	99	99	99	99	99
Yes	2	1	1	1	1	1	1	1

Table 0-53 Percentage of workers whose job is more difficult because of a chronic or permanent health problem by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes, all or almost all the time	3	2	4	5	3	2	4	4	5	4	8	3	2	7	2	6	4
Yes, around 3/4 or 1/2 of the time	1	1	3	3	2	1	4	1	2	2	2	2	3	3	2	4	3
Yes, around 1/4 of the time	3	2	4	4	3	1	4	2	4	2	2	1	4	4	2	7	3
Yes, but hardly ever	6	6	14	4	10	2	7	2	7	3	6	3	11	5	5	9	8
No, never	87	89	75	85	81	94	80	91	82	88	83	91	80	82	90	74	83

Table 0-54 Percentage of workers whose job is more difficult because of a chronic or permanent health problem by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes, all or almost all the time	8	4	4	5	3	3	3	5	3	3	3	4
Yes, around 3/4 or 1/2 of the time	5	3	0	3	2	2	3	2	1	4	2	3
Yes, around 1/4 of the time	6	3	4	4	3	4	2	2	3	3	3	3
Yes, but hardly ever	7	11	10	11	7	8	4	6	3	7	7	8
No, never	74	81	82	77	85	84	88	85	89	84	86	83

Table 0-55 Percentage of workers whose job is more difficult because of a chronic or permanent health problem by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes, all or almost all the time	2	2	3	2	3	10	5	5	6	3	4
Yes, around 3/4 or 1/2 of the time	1	2	1	2	3	5	4	5	2	4	3
Yes, around 1/4 of the time	3	2	3	1	3	6	4	3	2	5	3
Yes, but hardly ever	5	4	8	6	8	7	12	7	8	6	8
No, never	88	90	86	88	84	72	75	80	81	82	83

Table 0-56 Percentage of workers whose job is more difficult because of a chronic or permanent health problem by form of employment

	self- employed	employed	EU
Yes, all or almost all the time	4	4	4
Yes, around 3/4 or 1/2 of the time	3	3	3
Yes, around 1/4 of the time	4	3	3
Yes, but hardly ever	7	8	8
No, never	83	83	83

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes, all or almost all the time	4	3	3	1
Yes, around 3/4 or 1/2 of the time	2	4	1	3
Yes, around 1/4 of the time	3	3	3	3
Yes, but hardly ever	8	7	8	2
No, never	83	84	86	91

Table 0-57 Percentage of male and female workers whose job is more difficult because of a chronic or permanent health problem

	Male	Female	EU
Yes, all or almost all the time	4	3	4
Yes, around 3/4 or 1/2 of the time	3	2	3
Yes, around 1/4 of the time	3	3	3
Yes, but hardly ever	8	8	8
No, never	83	83	83

Health related absenteeism

77% of workers (75% of employees) declare not having missed a day work over the last 12 months and 6% (6.4% of employees) declare having missed 20 days or more. Lowest absenteeism incidences are to be found in Sweden, Denmark, and the UK. The highest incidence are found in Austria and Germany. Female workers experience slightly lower absenteeism incidences.

Workers in elementary occupations experience the highest incidence of absenteeism (29%), as well as employees with permanent status (26%) compared to temporary workers (17%). Absenteeism also increases with company size.

Table 0-58 Health related absenteeism (over the last 12 months)

	Employed (%)	Self employed (%)	All workers (%)
No absences	75	84	77
Less than 5 days	6	5	6
5 - 20 days	13	7	12
More than 20 days	6	4	6

Table 0-59 Percentage of workers who, over the past 12 months, were absent due to health problems cause by their job by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
never	74	85	66	82	83	81	79	84	71	73	78	84	69	70	87	64	77
less than 5 days	7	5	6	2	5	7	5	8	8	8	5	7	4	8	4	5	6
5 - 9 days	6	4	7	4	4	3	5	5	8	6	5	3	9	7	3	7	5
10 - 19 days	7	3	11	5	5	4	6	3	7	5	5	3	10	7	2	15	7
20 - 49 days	5	2	8	4	2	3	3	1	4	4	4	2	6	6	3	8	4
more than 50 days	2	2	1	2	1	3	2	1	2	4	4	1	1	2	1	1	2

Table 0-60 Percentage of workers who, over the past 12 months, were absent due to health problems cause by their job by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
never	77	76	73	72	79	76	73	76	84	74	77	77
less than 5 days	4	5	5	5	6	7	7	5	5	5	7	6
5 - 9 days	5	5	3	5	5	7	6	7	3	5	5	5
10 - 19 days	7	7	9	10	5	7	8	7	5	8	6	7
20 - 49 days	5	5	6	5	4	3	5	2	2	5	3	4
more than 50 days	2	2	5	2	2	0	1	3	1	2	1	2

Table 0-61 Percentage of workers who, over the past 12 months, were absent due to health problems cause by their job by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
never	82	81	77	80	77	77	73	73	71	77	77
less than 5 days	7	7	6	5	7	5	6	6	5	6	6
5 - 9 days	4	3	6	5	5	5	5	5	6	1	5
10 - 19 days	4	6	6	5	6	4	8	8	8	11	7
20 - 49 days	2	2	3	3	3	6	6	5	7	3	4
more than 50 days	2	0	2	1	2	3	2	2	2	2	2

Table 0-62 Percentage of workers who, over the past 12 months, were absent due to health problems cause by their job by form of employment

	self- employed	employed	EU
never	84	75	77
less than 5 days	5	6	6
5 - 9 days	3	6	5
10 - 19 days	4	7	7
20 - 49 days	2	5	4
more than 50 days	2	2	2

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary agency contract	on apprentices hip or other training scheme
never	74	76	83	82
less than 5 days	6	8	9	3
5 - 9 days	5	6	3	8
10 - 19 days	8	5	2	3
20 - 49 days	5	4	2	4
more than 50 days	2	1	2	0

Table 0-63 Percentage of male and female workers who, over the past 12 months, were absent due to health problems cause by their job

	Male	Female	EU
never	76	78	77
less than 5 days	6	6	6
5 - 9 days	5	5	5
10 - 19 days	7	6	7
20 - 49 days	4	4	4
more than 50 days	2	1	2

Perception of risk

28% of workers and employees think their health and their safety are at risk because of their work. The lowest incidence is found in Ireland (17%), the Netherlands (23%) and Germany (22%), the highest incidence is found in Greece (50%), Spain and Portugal (34%). Male workers are most concerned (33%), as well as workers in agriculture and construction (41%), plant and machine operators (45%), workers from medium sized companies (34%).

Table 0-64 Perception of risk

	Employed (%)	Self employed (%)	All workers (%)
Workers who think their health and safety is at risk because of their work	28	29	28
Workers who think they have a secure job	63	72	70

Table 0-65 Percentage of workers who think that their health and safety are at risk because of their work by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	19	18	22	50	31	34	31	17	28	23	34	30	24	31	25	27	28
No	78	78	71	49	63	65	65	80	70	74	63	70	70	68	72	65	68
don't know	3	3	6	1	6	1	4	3	3	3	3	1	6	2	3	8	4

Table 0-66 Percentage of workers who think that their health and safety are at risk because of their work by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	40	30	33	41	23	23	32	15	25	30	23	28
No	53	65	59	54	74	72	63	84	72	67	74	68
don't know	7	5	7	5	2	5	4	2	2	3	4	4

Table 0-67 Percentage of workers who think that their health and safety are at risk because of their work by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	19	22	24	14	25	42	38	45	30	55	28
No	79	75	74	84	71	50	56	48	66	39	68
don't know	2	2	2	2	4	7	6	7	5	7	4

Table 0-68 Percentage of workers who think that their health and safety are at risk because of their work by form of employment

	self- employed	employed	EU
Yes	29	28	28
No	67	68	68
don't know	4	4	4

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes	28	27	28	16
No	68	68	69	77
don't know	4	4	4	6

Table 0-69 Percentage of male and female workers who think that their health and safety are at risk because of their work

	Male	Female	EU
Yes	33	22	28
No	63	75	68
don't know	4	4	4

Table 0-70 Percentage of workers who have a secure job by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes	73	83	74	64	73	72	59	76	82	81	63	74	42	69	64	74	70
No	19	13	14	34	18	26	36	12	11	17	32	21	29	26	27	12	22
don't know	8	4	12	2	9	2	5	12	6	2	6	6	29	6	9	14	8

Table 0-71 Percentage of workers who have a secure job by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes	60	69	76	60	70	66	75	76	69	81	70	70
No	32	21	12	30	20	26	17	18	25	15	22	22
don't know	8	10	12	9	10	8	8	7	6	4	8	8

Table 0-72 Percentage of workers who have a secure job by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Yes	77	73	72	74	71	61	67	66	61	78	70
No	17	22	18	18	22	30	23	24	29	15	22
don't know	6	5	9	8	7	9	10	10	10	6	8

Table 0-73 *Percentage of workers who have a secure job by form of employment*

	self- employed	employed	EU
Yes	63	72	70
No	29	20	22
don't know	8	8	8

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Yes	78	43	26	52
No	14	48	68	36
don't know	8	9	6	13

Table 0-74 *Percentage of male and female workers who have a secure job*

	Male	Female	EU
Yes	69	71	70
No	22	21	22
don't know	9	8	8

Job satisfaction

Overall 84% of workers and of employees are satisfied with their job. Highest scores of satisfaction are found in Ireland, Denmark and Belgium, lowest satisfaction in Greece, Spain, Italy and France.

Sectors with the highest satisfaction rates are energy/water and public administration, lowest rates are in agriculture. Dissatisfaction is highest among workers with precarious employment status and among elementary occupations.

While 16% of workers are dissatisfied with their work, 21% have either changed or tried to change jobs to seek a healthier work environment with highest incidences in Spain and France.

Blue collar workers and service and sales workers are those who most changed or tried to change jobs, as well as workers in precarious employment.

Table 0-75 Job satisfaction

	Employed (%)	Self employed (%)	All workers (%)
Satisfied with job	84	86	84
In the last 5 years:			
• have changed job for a healthier job	13	11	13
• have tried to change, but unsuccessfully	9	5	8
• have not tried to change	78	83	79

Table 0-76 *Percentage of workers' satisfaction with their job by country*

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Very satisfied	44	50	34	11	26	23	22	57	39	46	21	38	34	31	39	44	31
Fairly satisfied	49	45	50	50	55	57	59	38	52	46	62	49	55	62	53	45	53
Not very satisfied	6	3	11	29	15	16	13	4	5	7	13	9	8	6	5	9	11
Not at all satisfied	1	2	4	9	4	4	5	1	2	1	3	4	2	2	2	1	4
don't know	0	0	1	0	0	0	1	0	1	0	0		0	0	0	1	1

Table 0-77 *Percentage of workers' satisfaction with their job by sector*

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- facturing	elec- tricity gas & water	con- struction	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stration	other ser- vices	
Very satisfied	23	27	30	25	31	25	28	35	38	39	38	31
Fairly satisfied	49	56	61	55	51	61	56	51	49	50	50	53
Not very satisfied	19	12	9	16	13	11	12	9	10	8	8	11
Not at all satisfied	9	4	0	4	4	4	4	4	4	2	3	4
don't know	1	0		0	1	0	1	2	0	0	1	1

Table 0-78 Percentage of workers' satisfaction with their job by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Very satisfied	47	41	39	31	32	19	26	21	22	33	31
Fairly satisfied	43	49	51	54	52	53	56	59	54	43	53
Not very satisfied	6	7	7	12	12	22	13	14	16	10	11
Not at all satisfied	4	2	2	3	4	5	4	5	8	14	4
don't know	0	1	1	1	0	1	0	1	0		1

Table 0-79 *Percentage of workers' satisfaction with their job by form of employment*

	self- employed	employed	EU
Very satisfied	38	30	31
Fairly satisfied	48	54	53
Not very satisfied	10	12	11
Not at all satisfied	3	4	4
don't know	0	1	1

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Very satisfied	31	24	19	33
Fairly satisfied	54	53	51	51
Not very satisfied	10	17	23	12
Not at all satisfied	3	6	8	4
don't know	1	0	0	0

Table 0-80 *Percentage of male and female workers' satisfaction with their job*

	Male	Female	EU
Very satisfied	30	33	31
Fairly satisfied	54	51	53
Not very satisfied	12	11	11
Not at all satisfied	4	4	4
don't know	0	1	1

Table 0-81 Percentage of workers that, over the past 5 years, changed their job in order to seek a healthier or less dangerous job by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Yes, I have	8	12	13	9	10	16	18	5	13	10	17	11	22	7	8	15	13
No, but I tried to	4	5	9	9	11	10	8	5	11	7	8	5	9	5	6	9	8
No and I did not try to	86	83	77	82	79	74	74	90	76	84	75	84	68	88	86	76	79
don't know	2	0	1									0	2	1			0

Table 0-82 Percentage of workers that, over the past 5 years, changed their job in order to seek a healthier or less dangerous job by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Yes, I have	9	14	14	12	15	19	11	10	15	11	13	13
No, but I tried to	8	9	4	11	8	8	9	6	9	6	6	8
No and I did not try to	83	77	81	77	76	73	80	83	77	83	80	79
don't know	0	0	1	0	1	0	0			0	0	0

Table 0-84 Percentage of workers that, over the past 5 years, changed their job in order to seek a healthier or less dangerous job by form of employment

	self- employed	employed	EU
Yes, I have	11	13	13
No, but I tried to	5	9	8
No and I did not try to	83	78	79
don't know	0	0	0

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentices hip or other training scheme
Yes, I have	11	23	29	10
No, but I tried to	8	10	13	8
No and I did not try to	80	66	58	82
don't know	0	0	0	0

Table 0-85 Percentage of male and female workers that, over the past 5 years, changed their job in order to seek a healthier or less dangerous job

	Male	Female	EU
Yes, I have	13	13	13
No, but I tried to	8	8	8
No and I did not try to	78	79	79
don't know	1	0	0

COUNTRIES

Table 0-1 Working conditions in percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
AMBIENTAL FACTORS¹																	
Exposed to:																	
• high level noise	23	29	28	38	21	29	30	30	28	24	28	31	22	39	31	27	28
• vibrations	18	15	29	37	20	30	23	24	25	13	30	18	23	26	15	27	24
• radiation	4	7	6	7	3	6	4	5	6	5	3	6	7	8	8	9	5
• high temperatures	16	17	17	40	15	24	22	16	28	20	19	24	15	20	14	23	20
• low temperatures	18	20	17	44	19	27	28	23	20	18	33	23	26	19	22	24	24
Breathing in vapours	17	15	23	47	21	30	26	24	23	16	28	21	20	34	23	25	24
Handling dangerous substances	11	10	14	32	13	16	16	17	13	11	13	16	10	18	15	16	15
Wearing protective equipment	20	18	26	18	16	23	22	32	21	24	16	36	31	37	22	24	25
DESIGN OF WORK STATIONS																	
Working in painful positions ¹	40	37	43	68	47	47	54	37	36	28	58	39	44	45	45	45	45
Moving heavy loads ¹	33	35	31	40	24	35	39	36	24	26	27	37	38	38	35	36	33
DESIGN OF WORK STATIONS (continued)																	
Able to adjust to their own comfort ² :																	
• Temperature	45	46	44	31	30	38	39	42	49	51	31	51	43	39	48	41	42
• lighting	50	48	57	36	31	45	40	48	46	59	33	47	59	60	73	53	48
• ventilation	42	37	54	27	22	44	31	48	38	48	24	50	57	38	36	50	42
• position of desk/work station	35	34	35	27	24	26	30	42	25	45	21	37	30	47	55	39	33
• position of seat	44	57	51	35	26	35	38	53	37	65	22	61	42	61	69	49	46
• instruments/equipment	43	51	45	48	31	35	32	48	39	48	25	51	48	57	62	53	42
INFORMATION ON RISKS																	
Well informed ¹	71	76	76	66	69	77	60	73	85	77	64	71	81	80	77	78	71
PLACE OF WORK																	
Working at home ¹	26	16	19	11	11	12	19	27	21	16	19	18	17	26	19	23	17

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
WORKING TIME																	
Weekly hours:																	
• less than 30	14	13	16	11	11	10	11	8	12	23	8	23	5	8	13	9	15
• 30 - 39	38	64	47	13	24	17	53	32	4	33	16	35	27	37	22	31	36
• more than 40	49	23	38	76	65	73	36	58	86	45	76	42	67	55	66	60	59
Average working hours per week (in hours)	40	37	37	46	41	42	40	43	41	36	45	38	40	40	38	41	39
Working shifts and irregular hours	30	30	30	53	38	30	35	37	31	28	28	34	41	43	32	25	33
Working shifts	10	7	12	14	16	16	9	11	14	10	6	16	19	19	8	8	13
Working at night (at least once a month)	19	22	18	28	17	20	22	26	22	21	23	26	19	33	19	22	21
Permanent nightwork (more than 16 nights a month)																	
Working Saturdays (at least once a month)	51	43	47	73	69	56	58	58	52	42	48	56	59	50	40	51	55
Working Sundays (at least once a month)	31	34	22	52	27	28	28	34	27	25	24	40	27	43	34	27	29
Average commuting time per day (in minutes)	39	38	43	40	23	33	36	40	40	44	33	46	53	41	40	36	38
WORK RHYTHMS																	
Working at very high speed ¹	50	61	54	66	55	48	46	43	37	70	59	50	65	71	69	63	54
Working to tight deadlines ¹	40	57	66	55	34	40	50	59	43	43	36	75	65	72	64	76	56
Not having enough time to do the job ²	14	29	22	14	12	13	21	13	19	28	18	28	22	32	28	16	21
Remuneration on piece rate basis ²	8	12	10	42	15	20	12	9	7	6	22	10	11	25	10	7	13
Work rate dependent on ² :																	
• colleagues	27	37	28	33	38	31	40	46	39	39	38	51	31	37	43	33	37
• customers, clients, etc.	73	69	56	61	67	66	73	67	64	69	64	78	63	63	79	62	67
• production norms	29	31	35	42	32	34	35	33	26	38	33	34	36	55	37	31	35
• automatic speed of machine	16	14	21	26	22	24	22	23	25	21	24	25	17	20	12	19	22
• direct control of boss	35	19	26	35	35	44	46	45	34	22	39	37	35	18	17	35	34

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
JOB CONTROL AND AUTONOMY²																	
Not able to choose or change:																	
• rate of work	23	18	35	33	21	32	30	27	29	20	22	20	37	28	35	28	28
• methods of work	20	17	33	35	23	33	30	33	31	19	24	27	34	26	14	37	28
• order to tasks	29	18	45	41	40	39	31	34	33	18	33	27	45	22	17	40	35
Not able to take a break when wanted	44	30	49	34	21	39	27	34	29	43	20	34	60	35	32	48	37
Not free to decide when to take holidays or days off	30	32	50	41	34	52	49	38	43	31	38	24	62	57	38	38	41
On flexitime	31	28	38	42	33	30	29	29	21	39	34	37	39	29	34	26	34
JOB CONTENT																	
Job involving:																	
• complex tasks ²	50	58	57	49	47	38	53	50	55	61	38	71	69	69	72	74	57
• monotonous tasks ²	36	39	34	59	41	61	48	54	36	32	43	67	22	47	27	29	45
• assessing the quality of own work ²	78	86	77	65	71	72	75	70	67	77	68	81	76	80	79	67	76
• precise quality standards ²	76	77	66	47	67	68	67	68	58	83	64	84	69	76	80	70	51
• problem solving ²	82	90	76	71	78	86	84	72	75	91	78	90	82	87	93	77	82
• short repetitive tasks (less than 10 minutes) ¹	29	33	33	50	29	42	42	35	24	40	34	43	32	45	39	36	37
• repetitive hand/arm movements ¹	50	49	49	77	53	62	62	50	43	58	65	67	50	79	43	52	57
• rotating tasks ²	44	66	60	44	41	41	48	59	54	65	44	65	66	62	64	60	55
Possible assistance from colleagues ²	83	91	81	68	81	77	79	90	85	92	74	94	85	90	91	86	83
Dealing directly with outside people ¹	67	71	60	64	68	64	73	70	64	73	59	79	69	68	79	66	69
Demands too high in relation to skills	8	5	5	11	8	4	7	6	17	4	9	10	6	5	6	11	7

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Demands too low in relation to skills	4	8	10	10	10	17	9	6	5	10	8	12	4	6	9	10	10
Job involving learning new things ²	68	84	73	49	75	62	74	69	69	81	66	82	81	90	86	73	74
Having undergone training in the last 12 months	20	47	29	12	16	16	23	22	22	43	13	46	33	53	47	27	29
Working with computers ¹	40	42	41	11	31	25	34	33	39	55	22	54	29	46	48	37	38
PAYMENT SYSTEMS																	
Remuneration includes:																	
• basic fixed salary	78	87	85	57	67	74	80	76	85	85	72	88	88	80	91	90	82
• piece rate/productivity payment	8	12	10	42	15	20	12	9	7	6	22	10	11	25	10	7	13
• payment for overtime	14	12	22	16	26	10	18	19	21	24	8	31	20	18	35	44	22
• payment for special working hours	14	16	15	11	10	9	10	10	10	19	5	19	15	19	35	22	14
• compensation for poor working conditions	4	3	5	3	3	3	4	0	1	5	1	1	5	4	2	14	4
PARTICIPATION AND CONSULTATION²																	
Consultation about changes (over the last 12 months)	33	60	44	32	46	28	41	46	49	65	25	60	47	61	48	41	45
Job involving deciding on departmental issues	51	63	29	41	47	43	46	42	62	74	45	57	25	57	73	60	46
Discussion of work related issues (over the last 12 months)																	
• with staff representatives	19	37	14	31	25	12	26	28	32	24	13	29	11	41	29	22	22
• with boss	37	68	54	47	57	27	62	59	58	61	30	69	64	75	75	50	57
• with colleagues	47	79	67	75	73	36	71	68	65	75	36	79	77	83	87	60	68
Work appraisal with boss (over the last 12 months)	26	42	34	39	45	29	38	38	37	62	23	52	37	67	50	40	41
EQUAL OPPORTUNITIES																	
The boss is a man	66	68	75	48	57	68	64	61	77	73	58	63	71	60	63	75	66

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
The boss is a woman	13	26	13	7	10	12	20	17	11	17	15	24	21	27	30	14	17
Consider that ² :																	
• men and women have equal opportunities	59	70	53	46	63	52	57	68	54	61	59	75	53	69	66	50	60
• men have more opportunities	33	23	39	44	30	38	33	28	38	30	32	19	18	27	29	42	32
• women have more opportunities	8	7	8	10	8	9	10	4	7	9	9	5	10	4	5	8	8
Subjected to ² :																	
• sexual discrimination	1	1	3	2	2	2	2	1	1	2	1	3	1	1	2	3	2
• nationality discrimination	1	0	2	1	0	0	2	0	3	1	1	2	0	1	1	1	1
• disability discrimination	0	0	1	1	0	1	2	0	1	1	0	1	0	0	0	1	1
• racial discrimination	0	0	1	1	0	0	2	1	2	1	1	2	0	0	1	0	1
• age discrimination	1	2	2	3	2	2	5	2	2	3	2	5	1	4	3	6	3
VIOLENCE AT WORK²																	
Subjected to:																	
• physical violence	1	3	4	2	0	2	3	6	3	3	8	7	3	3	5	4	4
• unwanted sexual attention	1	2	3	2	1	1	2	2	1	1	1	4	0	2	2	4	2
• intimidation	4	6	8	5	4	5	9	8	7	7	5	16	6	9	10	7	8
FACILITIES PROVIDED BY COMPANIES²																	
Maternity leave	36	35	60	34	35	36	38	37	47	54	38	47	35	26	5	55	43
Sick child leave	32	35	46	28	34	45	32	18	25	38	43	26	26	28	6	58	36
Parental leave	25	31	54	29	33	33	35	15	22	42	40	26	33	27	6	57	37
Child day care	7	5	12	8	5	6	8	4	6	19	19	6	7	8	2	13	9
OCCUPATIONAL RISKS AND HEALTH PROBLEMS																	
Work affects health	40	60	56	80	67	59	52	29	55	45	69	49	59	63	70	54	57
Stress	23	25	23	50	41	22	24	12	38	20	26	27	31	34	38	27	28
Backache	21	30	30	44	32	35	29	13	32	17	39	23	37	33	31	31	30
Overall fatigue	14	11	14	57	26	30	24	10	17	12	28	15	18	20	20	5	20
Headaches	10	16	10	24	17	13	11	5	13	8	21	11	14	20	19	12	13
Muscular pains in arms or legs	9	24	12	37	19	24	19	6	13	10	31	11	16	29	24	14	17
Sleeping problems	4	6	7	10	5	3	7	3	5	6	8	10	8	11	9	7	7

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Allergies	2	2	2	11	5	2	5	1	3	3	7	2	2	7	7	3	4
Heart disease	1	0	2	3	1	0	1	0	2	0	3	0	1	2	1	3	1
Anxiety	4	1	1	30	13	6	11	4	3	1	10	9	4	7	11	1	7
Irritability	5	9	11	13	16	9	10	5	11	7	12	9	9	16	18	11	11
Personal problems	2	2	5	4	4	4	5	1	4	2	3	2	5	3	1	4	4
Respiratory difficulties	3	2	4	14	4	4	4	2	4	3	8	4	3	6	2	4	4
Stomach ache	4	3	5	9	5	4	6	1	10	2	4	1	5	7	7	5	5
Skin problems	3	5	5	12	5	4	6	2	6	5	6	5	5	12	12	6	6
Eye problems	7	4	9	19	10	11	12	3	12	6	15	7	7	8	9	11	9
Ear problems	5	6	5	9	8	8	7	2	6	5	9	4	6	16	10	9	6
Work improves my health	1	2	3	1	0	1	0	1	2	0	2	0	1	2	3	1	1
Job made more difficult because of health problems	7	5	11	12	8	4	12	7	11	8	12	6	9	14	6	17	17
HEALTH RELATED ABSENTEEISM (over the last 12 months)																	
No absence	74	85	66	82	83	81	79	84	71	73	78	84	69	70	87	64	77
Less than 5 days	7	5	6	2	5	7	5	8	8	8	5	7	4	8	4	5	5
5 - 20 days	13	7	18	9	9	7	11	8	15	11	10	6	19	14	5	22	12
More than 20 days	7	4	9	6	3	6	5	2	6	8	8	3	7	8	4	9	6
PERCEPTION OF RISK²																	
Think their health at risk because of work	19	18	22	50	31	34	31	17	28	23	34	30	24	31	25	27	28
Think their job is secure	73	83	74	64	73	72	59	76	82	81	63	74	42	69	64	74	70
JOB SATISFACTION																	
Satisfied with their job	93	95	84	61	81	80	81	95	91	92	83	87	89	93	92	89	84
In the last 5 years:																	
• changed job for a healthier job	8	12	13	9	10	16	18	5	13	10	17	11	22	7	8	15	13
• tried, but unsuccessfully	4	5	9	9	11	10	8	5	11	7	8	5	9	5	6	9	8
• did not try	86	83	77	82	79	74	74	90	76	84	75	84	68	88	86	76	79

¹ exposure for more than a quarter of the time

² yes/no question

Table 0-2 Sector percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
A-B agric, hunting forest, fishing	3	5	3	21	8	10	6	13	4	4	12	2	3	7	2	4	5
C-D mining manufacturing	22	20	29	16	23	21	19	19	15	17	24	21	18	22	16	17	22
E electricity gas & water	1	1	1	1	1	1	1	1	1	1	1	1	2	2	1	2	1
F construction	7	6	8	7	9	9	7	7	11	6	8	7	15	5	6	9	8
G wholesale & retail, repairs	15	13	14	16	17	17	14	15	15	16	15	16	14	7	9	17	15
H hotels & restaurants	3	3	3	5	4	5	3	5	6	3	5	4	2	2	2	5	4
I transport & communication	7	7	6	7	6	6	6	5	6	7	5	6	6	7	6	6	6
J financial intermediation	4	3	8	2	3	3	3	4	9	3	3	5	3	2	3	4	5
K real estate & business activ.	6	7	0	4	4	5	8	6	6	10	4	8	3	3	3	2	5
L public administration	9	7	9	7	7	6	10	6	9	8	7	7	11	32	12	12	9
M-Q other services	23	29	19	13	17	16	22	20	20	25	17	23	23	10	39	21	21

Table 0-3 Occupations in percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Legislators and managers	10	9	6	10	1	8	2	9	10	12	9	14	5	7	9	11	7
Professionals	18	12	11	11	10	9	12	15	10	16	6	15	4	10	16	1	11
Technicians	10	17	18	5	13	6	15	4	11	18	11	8	12	21	20	18	14
Clerks	17	13	13	10	14	12	14	14	20	12	11	17	13	9	21	13	14
Service and sales workers	10	15	10	11	15	13	14	17	11	14	14	13	23	13	9	17	13
Agricultural and fishery workers	3	2	2	21	5	9	5	10	2	2	9	1	2	7	1	2	4
Craft and related trades workers	16	12	19	18	21	18	17	12	17	11	22	13	26	14	9	17	17
Plant and machine operators	8	8	8	7	9	11	13	8	9	7	7	8	7	10	6	6	9
Elementary occupations	9	13	12	6	10	14	8	9	11	7	11	9	8	8	8	13	10
Armed forces	1	0	1	1	1	0	1	2		1	1	1	0	1	1	1	1

Table 0-4 Gender percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Male	60	53	58	65	60	66	53	63	64	60	56	55	56	54	53	59	58
Female	40	47	42	35	40	34	47	37	36	40	44	45	44	46	47	41	42

Table 0-5 *Company size in percentages by country*

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
None (person works alone)	12	6	5	23	16	15	13	13	6	5	16	6	3	9	5	6	9
1 to 9	21	14	22	39	27	28	24	25	19	13	29	14	25	16	14	18	22
10 to 49	19	24	19	14	9	14	11	10	22	16	15	15	24	11	18	17	15
50 to 99	8	9	11	5	3	5	6	5	6	8	8	5	8	6	7	7	7
100 to 499	13	14	14	8	7	7	10	12	17	18	13	10	10	16	11	12	11
500 and over	23	31	25	11	25	24	31	28	26	36	14	48	18	39	42	27	30
don't know	5	2	5	2	13	7	5	8	4	3	5	3	12	2	2	12	6

SECTORS

Table 0-1 Percentage and number of workers by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
%	6	22	1	8	15	4	6	5	5	9	21	100
N	845	3456	164	1230	2313	552	950	716	735	1348	3192	15500

Table 0-2 Working conditions in percentages by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
AMBIENTAL FACTORS¹												
Exposed to:												
• high level noise	41	41	32	47	20	28	30	6	14	20	18	28
• vibrations	45	38	39	50	18	12	25	5	8	10	11	24
• radiation	2	9	3	5	4	1	5	2	2	5	5	5
• high temperatures	37	25	20	27	15	33	23	9	12	14	14	20
• low temperatures	56	23	47	49	22	11	24	8	17	18	15	24
Breathing in vapours	36	34	20	44	19	23	26	5	12	14	15	24
Handling dangerous substances	29	20	25	20	11	5	12	2	8	11	13	15
Wearing protective equipment	33	37	49	47	16	16	22	3	12	19	18	25
DESIGN OF WORK STATIONS												
Working in painful positions ¹	71	44	42	61	46	57	45	27	34	35	42	45
Moving heavy loads ¹	61	34	36	57	39	37	33	9	21	19	25	33
Able to adjust to their own comfort ² :												
• Temperature	28	37	33	33	43	49	46	47	47	46	47	42
• lighting	26	43	47	42	45	45	47	52	47	57	57	48
• ventilation	21	38	44	34	40	49	49	48	41	45	50	42
• position of desk/work station	12	33	32	29	27	13	32	48	42	45	38	33
• position of seat	21	45	46	34	39	17	57	73	58	60	49	46
• instruments/equipment	44	42	56	52	36	30	37	47	44	42	44	42
INFORMATION ON RISKS												
Well informed ¹	74	79	84	75	70	71	75	63	58	67	69	71

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
PLACE OF WORK												
Working at home ¹	25	11	17	12	16	8	9	16	21	21	26	17
WORKING TIME												
Weekly hours:												
• less than 30	11	7	1	3	16	25	7	13	16	17	23	15
• 30 - 39	26	43	51	32	29	16	35	43	29	50	35	36
• more than 40	62	48	47	64	55	59	58	43	56	32	43	59
Average working hours per week (in hours)	44	39	41	42	40	43	42	38	40	36	36	39
Working shifts and irregular hours	46	34	28	26	26	56	51	17	28	30	34	33
Working shifts	7	22	13	6	6	5	10	3	8	14	13	13
Working at night (at least once a month)	22	20	27	12	10	54	39	7	23	23	23	21
Permanent nightwork (more than 16 nights a month)												
Working Saturdays (at least once a month)	66	46	41	52	71	85	60	35	52	43	54	55
Working Sundays (at least once a month)	46	22	33	20	24	73	39	13	29	29	33	29
Average commuting time per day (in minutes)	30	39	44	42	34	28	44	45	44	41	38	38
WORK RHYTHMS												
Working at very high speed ¹	59	60	51	63	51	74	55	55	51	44	47	54
Working to tight deadlines ¹	44	64	68	70	50	45	67	65	58	49	49	56
Not having enough time to do the job ²	22	21	25	23	17	15	20	25	24	23	21	21
Remuneration on piece rate basis ²	29	17	13	16	11	11	12	12	14	3	8	13
Work rate dependent on ² :												
• colleagues	30	43	40	49	29	43	36	36	43	34	32	37
• customers, clients, etc.	35	50	56	58	86	90	67	74	78	68	76	67
• production norms	50	57	32	48	27	21	32	21	26	19	23	35
• automatic speed of machine	40	37	17	26	17	13	20	14	19	11	11	22
• direct control of boss	33	42	35	42	26	27	38	34	31	35	29	34

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
JOB CONTROL AND AUTONOMY²												
Not able to choose or change:												
• rate of work	29	36	26	30	23	33	32	26	17	23	25	28
• methods of work	32	35	28	30	27	34	36	31	18	23	21	28
• order to tasks	38	44	35	42	32	40	44	28	18	28	28	35
Not able to take a break when wanted	25	45	32	35	32	44	34	28	21	39	39	37
Not free to decide when to take holidays or days off	33	45	35	43	37	39	41	36	32	46	45	41
On flexitime	50	26	29	37	32	41	43	43	44	30	33	34
JOB CONTENT												
Job involving:												
• complex tasks ²	42	56	76	66	47	35	55	64	66	64	61	57
• monotonous tasks ²	56	49	38	43	44	52	52	38	47	38	40	45
• assessing the quality of own work ²	69	79	84	77	69	77	76	76	80	77	76	76
• precise quality standards ²	65	80	85	77	69	70	73	63	76	60	65	51
• problem solving ²	77	76	89	80	82	79	85	85	88	87	86	82
• short repetitive tasks (less than 10 minutes) ¹	48	42	36	39	41	52	27	27	34	28	31	37
• repetitive hand/arm movements ¹	74	64	53	69	56	72	43	43	52	43	49	57
• rotating tasks ²	48	55	66	49	49	57	57	57	57	64	55	55
Possible assistance from colleagues ²	76	86	94	86	75	83	84	85	85	92	82	83
Dealing directly with outside people ¹	36	46	59	57	86	86	71	81	84	77	80	69
Demands too high in relation to skills	10	8	8	6	6	8	5	8	7	7	7	7
Demands too low in relation to skills	9	9	7	9	14	14	12	11	8	9	9	10
Job involving learning new things ²	63	72	88	77	67	56	71	81	82	85	79	74
Having undergone training in the last 12 months	13	25	37	18	23	14	34	54	35	45	32	29
Working with computers ¹	15	38	53	27	34	11	41	80	56	51	17	38
PAYMENT SYSTEMS												
Remuneration includes:												
• basic fixed salary	56	86	88	80	74	74	87	87	77	97	83	82

• piece rate/productivity payment	29	17	13	16	11	11	12	12	14	3	8	13
	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
Remuneration includes:												
• payment for overtime	13	32	28	29	19	13	34	16	14	19	17	22
• payment for special working hours	7	20	27	10	7	14	25	6	9	17	15	14
• compensation for poor working conditions	2	5	15	7	1	3	6	1	3	5	2	4
PARTICIPATION AND CONSULTATION²												
Consultation about changes (over the last 12 months)	30	46	53	39	39	39	51	49	48	59	48	45
Job involving deciding on departmental issues	39	40	58	39	43	44	48	46	63	56	50	46
Discussion of work related issues (over the last 12 months)												
• with staff representatives	17	24	29	19	16	13	30	18	21	33	21	22
• with boss	39	59	62	50	49	47	63	65	58	73	57	57
• with colleagues	52	70	79	66	59	55	74	74	74	83	69	68
Work appraisal with boss (over the last 12 months)	23	43	49	37	36	37	48	53	42	48	40	41
EQUAL OPPORTUNITIES												
The boss is a man	51	79	88	81	56	59	80	70	57	70	53	66
The boss is a woman	7	19	5	2	18	15	9	19	14	27	30	17
Consider that ² :												
• men and women have equal opportunities	54	52	51	32	63	77	55	68	66	69	69	60
• men have more opportunities	42	40	46	66	28	12	42	27	26	24	17	32
• women have more opportunities	4	7	3	2	9	11	3	5	8	8	13	8
Subjected to ² :												
• sexual discrimination	1	2	2	1	2	3		2	1	2	2	2
• nationality discrimination	4	1	0	2	1	3	2	1	1	1	1	1
• disability discrimination	2	1	1	0	1	2	1	1	1	1	1	1
• racial discrimination	3	2	0	4	3	2	3	7	3	3	3	1

• age discrimination

4 1 1 1 5 4 2 2 4 6 6 3

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
VIOLENCE AT WORK²												
Subjected to:												
• physical violence	4	1	1	1	5	4	2	2	4	6	6	4
• unwanted sexual attention	1	2	1	0	3	6	2	2	3	3	3	2
• intimidation	9	6	5	5	8	8	8	10	9	13	10	8
FACILITIES PROVIDED BY COMPANIES²												
Maternity leave	26	46	44	29	38	32	47	59	36	61	47	43
Sick child leave	24	36	46	29	28	26	40	46	31	56	37	36
Parental leave	20	39	38	26	30	23	42	53	30	57	38	37
Child day care	4	8	11	6	6	5	8	11	7	20	10	9
OCCUPATIONAL RISKS AND HEALTH PROBLEMS												
Work affects health	63	59	56	70	52	58	56	49	51	56	54	57
Stress	27	27	25	27	23	34	27	31	31	29	30	28
Backache	49	30	30	44	26	31	31	20	20	25	27	30
Overall fatigue	30	20	14	23	18	24	20	14	21	20	18	20
Headaches	17	13	16	13	11	10	12	13	11	15	12	13
Muscular pains in arms or legs	35	18	10	28	15	20	18	6	10	13	13	17
Sleeping problems	6	8	12	5	5	9	8	6	8	10	7	7
Allergies	8	4	5	4	2	2	1	2	3	4	4	4
Heart disease	3	1	2	2	1	2	0	2	1	2	0	1
Anxiety	9	6	6	6	7	5	5	5	15	9	8	7
Irritability	10	11	8	11	9	11	10	11	14	15	11	11
Personal problems	5	3	0	3	4	5	4	4	3	5	4	4
Respiratory difficulties	6	6	2	9	3	6	3	3	2	2	3	4
Stomach ache	6	5	7	4	4	6	5	4	4	6	4	5
Skin problems	7	8	10	10	4	5	3	2	1	4	6	6
Eye problems	8	13	13	11	6	5	11	14	12	11	7	9
Ear problems	11	11	9	12	3	3	7	2	2	5	3	6
Work improves my health	1	1	0	1	1	1	2	1	1	2	1	1

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
Job made more difficult because of health problems	19	10	8	12	8	9	8	9	7	10	8	17
HEALTH RELATED ABSENTEEISM (over the last 12 months)												
No absence	77	76	73	72	79	76	73	76	84	74	77	77
Less than 5 days	4	5	5	5	6	7	7	5	5	5	7	5
5 - 20 days	12	12	12	15	10	14	14	14	8	13	11	12
More than 20 days	7	7	11	7	6	3	6	5	3	7	4	6
PERCEPTION OF RISK²												
Think their health at risk because of work	40	30	33	41	23	23	32	15	25	30	23	28
Think their job is secure	60	69	76	60	70	66	75	76	69	81	70	70
JOB SATISFACTION												
Satisfied with their job	72	83	91	80	82	86	84	86	87	89	88	84
In the last 5 years:												
• changed job for a healthier job	9	14	14	12	15	19	11	10	15	11	13	13
• tried, but unsuccessfully	8	9	4	11	8	8	9	6	9	6	6	8
• did not try	83	77	81	77	76	73	80	83	77	83	80	79

¹ exposure for more than a quarter of the time

² yes/no question

Table 0-3 Occupations in percentages by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Legislators and managers	1	5	5	7	13	11	8	10	13	6	5	7
Professionals	3	6	10	4	4	3	6	7	17	22	26	11
Technicians	3	11	21	7	7	4	12	17	14	26	22	14
Clerks	1	11	15	11	14	15	18	45	24	16	10	14
Service and sales workers	1	6	4	4	29	28	11	9	10	14	17	13
Agricultural and fishery workers	72	0	0	0	0		0			0	0	4
Craft and related trades workers	2	32	23	49	18	8	8	2	6	3	8	17
Plant and machine operators	2	18	20	9	4	3	30	3	4	3	3	9
Elementary occupations	14	10	4	9	11	29	7	7	11	4	10	10
Armed forces	1			0	0		0	0	0	5	1	1

Table 0-4 Form of employment in percentages by sector

	A-B agric. hunting forest. fishing	C-D mining manu- factur- ing	E elec- tricity gas & water	F con- struc- tion	G whole- sale & retail, repairs	H hotels & restau- rants	I trans- port & com- muni- cation	J financ. inter- media- tion	K real estate & busi- ness activ.	L public admini- stra- tion	M-Q other ser- vices	EU
self-employed	44	10	9	20	29	27	12	14	26	1	17	18
employed	56	90	91	80	71	73	88	86	74	99	83	82
employed, on a permanent basis	63	85	85	82	85	71	87	87	83	85	83	83
employed, on a fixed term contract	23	10	11	12	10	18	8	8	10	12	12	11
employed, on a temporary employment agency contract	12	3		4	3	8	3	1	5	2	3	4
on apprenticeship or other training scheme	1	2	4	2	2	3	2	4	2	1	2	2

Table 0-5 Gender percentages by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Male	63	65	91	85	50	49	78	51	58	48	42	58
Female	37	35	9	15	50	51	22	49	42	52	58	42

OCCUPATIONS

Table 0-1 Percentage and number of workers by occupation

	Legislators and managers	Professionals	Technicians	Clerks	Service and sales workers	Agric. and fishery workers	Craft & rel. trades workers	Plant and machine operators	Elementary occupations	Armed forces	EU
%	7	11	14	14	13	4	17	9	10	1	100
N	1105	1756	2108	2160	2046	631	2677	1375	1535	107	15500

Table 0-2 Working conditions in percentages by occupation

	Legislators and managers	Professionals	Technicians	Clerks	Service and sales workers	Agric. and fishery workers	Craft & rel. trades workers	Plant and machine operators	Elementary occupations	Armed forces	EU
AMBIENTAL FACTORS¹											
Exposed to:											
• high level noise	18	18	17	12	17	44	51	47	33	37	28
• vibrations	11	8	11	6	8	50	54	49	26	36	24
• radiation	2	6	6	2	3	2	11	9	2	7	5
• high temperatures	13	10	10	10	16	40	30	37	26	22	20
• low temperatures	20	13	12	11	18	41	37	33	32	34	24
Breathing in vapours	12	11	12	7	14	36	48	43	32	32	24
Handling dangerous substances	7	12	11	2	9	31	28	23	16	20	15
Wearing protective equipment	15	15	20	3	7	30	48	41	32	38	25
DESIGN OF WORK STATIONS											
Working in painful positions ¹	35	30	33	30	43	78	61	58	58	49	45
Moving heavy loads ¹	23	12	17	11	35	70	55	47	49	28	33
Able to adjust to their own comfort ² :											
• Temperature	67	49	49	50	42	27	30	32	28	44	42
• lighting	69	63	59	53	46	27	41	28	31	34	48

	Legislators and managers	Professionals	Technicians	Clerks	Service and sales workers	Agric. and fishery workers	Craft & rel. trades workers	Plant and machine operators	Elementary occupations	Armed forces	EU
Able to adjust to their own comfort ² :											
• ventilation	65	55	49	45	41	20	33	33	31	36	42
• position of desk/work station	60	54	44	45	25	12	22	14	12	33	33
• position of seat	69	67	60	70	38	21	23	40	18	39	46
• instruments/equipment											
INFORMATION ON RISKS											
Well informed ¹											
PLACE OF WORK											
Working at home ¹	33	41	21	7	15	30	11	5	5	5	17
WORKING TIME											
Weekly hours:											
• less than 30	6	29	15	17	20	12	4	4	26	5	14
• 30 - 39	21	33	47	48	31	24	31	45	32	44	36
• more than 40	72	46	38	36	49	64	65	51	43	51	50
Average working hours per week (in hours)	47	37	37	36	38	45	42	42	36		39
Working shifts and irregular hours	28	29	35	18	37	51	29	52	38	34	33
Working shifts	5	6	12	7	14	5	13	30	18	20	13
Working at night (at least once a month)	23	24	23	7	22	24	17	36	18	58	21
Permanent nightwork (more than 16 nights a month)											
Working Saturdays (at least once a month)	65	50	51	33	70	75	56	56	55	53	55
Working Sundays (at least once a month)	41	34	32	11	34	54	23	32	27	42	29
Average commuting time per	44	46	42	39	37	26	37	34	32		38

day (in minutes)



	Legislators and managers	Professionals	Technicians	Clerks	Service and sales workers	Agric. and fishery workers	Craft & rel. trades workers	Plant and machine operators	Elementary occupations	Armed forces	EU
WORK RHYTHMS											
Working at very high speed ¹	59	46	48	54	51	61	58	62	56	57	54
Working to tight deadlines ¹	70	60	54	56	47	45	63	62	45	57	56
Not having enough time to do the job ²	28	28	22	22	15	19	20	22	15	25	21
Remuneration on piece rate basis ²											
Work rate dependent on ² :											
• colleagues	37	33	34	39	29	27	43	44	40	46	37
• customers, clients, etc.	81	82	72	71	84	35	57	52	52	55	67
• production norms	30	26	30	27	23	47	52	51	33	23	35
• automatic speed of machine	13	9	13	20	10	42	32	46	26	21	22
• direct control of boss	17	26	27	38	31	29	39	48	43	57	34
JOB CONTROL AND AUTONOMY²											
Not able to choose or change:											
• rate of work	11	18	23	26	27	26	33	46	37	39	28
• methods of work	10	14	21	28	28	27	34	49	42	41	28
• order to tasks	13	20	27	32	34	34	43	60	49	33	35
Not able to take a break when wanted	14	37	36	33	37	22	41	49	48	27	37
Not free to decide when to take holidays or days off	18	46	41	38	41	35	44	51	50	42	41
On flexitime	50	56	60	75	65	42	72	72	73	86	66
JOB CONTENT											
Job involving:											
• complex tasks ²	71	76	69	58	47	42	61	42	30	71	57
• monotonous tasks ²	43	33	33	48	39	57	46	60	60	46	45
• assessing the quality of own work ²	80	83	80	74	70	68	81	73	64	74	76
• precise quality standards ²	77	70	74	66	62	64	83	72	62	63	71

	Legislators and managers	Professionals	Technicians	Clerks	Service and sales workers	Agric. and fishery workers	Craft & rel. trades workers	Plant and machine operators	Elementary occupations	Armed forces	EU
Job involving:											
• problem solving ²	97	94	88	83	82	79	77	74	66	90	82
• short repetitive tasks (less than 10 minutes) ¹	34	21	26	36	36	50	45	44	49	39	37
• repetitive hand/arm movements ¹	47	35	38	56	53	79	71	74	75	40	57
• rotating tasks ²	58	56	59	56	55	44	52	51	54	61	55
Possible assistance from colleagues ²	79	88	90	89	81	72	82	82	79	89	84
Dealing directly with outside people ¹	89	83	80	75	90	37	50	47	51	47	69
Demands too high in relation to skills	5	7	6	6	7	10	7	9	9	11	7
Demands too low in relation to skills	8	9	6	11	12	8	8	12	17	9	10
Job involving learning new things ²	82	95	87	77	73	61	74	57	47	79	74
Having undergone training in the last 12 months	36	46	42	34	29	12	18	19	12	43	29
Working with computers ¹	55	58	53	77	32	11	16	17	8	39	38
PAYMENT SYSTEMS											
Remuneration includes:											
• basic fixed salary	72	82	86	94	82	48	75	88	83	97	82
• piece rate/productivity payment	11	7	10	6	13	35	18	19	12	6	13
• payment for overtime	10	14	21	22	21	12	29	40	25	17	23
• payment for special working hours	6	9	20	8	15	5	15	29	14	20	14
• compensation for poor	1	1	5	1	2	3	6	7	5	14	4

working conditions

	Legislators and managers	Professionals	Technicians	Clerks	Service and sales workers	Agric. and fishery workers	Craft & rel. trades workers	Plant and machine operators	Elementary occupations	Armed forces	EU
PARTICIPATION AND CONSULTATION²											
Consultation about changes (over the last 12 months)	52	57	57	50	46	26	35	41	34	53	45
Job involving deciding on departmental issues	76	65	52	47	44	39	35	31	30	60	46
Discussion of work related issues (over the last 12 months)											
• with staff representatives	25	29	25	21	22	15	18	26	14	27	22
• with boss	47	67	68	65	61	31	46	55	47	78	57
• with colleagues	67	82	77	73	67	47	62	70	54	83	68
Work appraisal with boss (over the last 12 months)	40	46	48	48	46	21	32	37	32	50	41
EQUAL OPPORTUNITIES											
The boss is a man	49	62	65	73	59	43	72	84	67	95	66
The boss is a woman	7	20	24	22	26	6	5	10	21	4	17
Consider that ² :											
• men and women have equal opportunities	63	71	65	67	62	47	37	44	51	27	56
• men have more opportunities	26	19	25	23	18	37	50	44	29	60	30
• women have more opportunities	5	6	6	7	15	4	4	7	12	4	8
Subjected to ² :											
• sexual discrimination	2	3	3	2	3	1	1	2	2	5	2
• nationality discrimination	1	2	1	0	1	2	1	2	2	3	1
• disability discrimination	0	1	1	0	1	1	0	1	1	0	1
• racial discrimination	1	2	1	1	1	0	1	1	2	3	1
• age discrimination											
VIOLENCE AT WORK²											
Subjected to:											
• physical violence	4	6	6	1	6	2	1	2	3	3	4
• unwanted sexual attention	2	4	2	2	4	1	2	1	2	2	2

	Legislators and managers	Professionals	Technicians	Clerks	Service and sales workers	Agric. and fishery workers	Craft & rel. trades workers	Plant and machine operators	Elementary occupations	Armed forces	EU
Subjected to:											
• intimidation	8	11	9	7	12	6	5	6	8	20	8
FACILITIES PROVIDED BY COMPANIES²											
Maternity leave	38	52	53	57	45	22	30	41	38	56	43
Sick child leave	33	40	46	43	34	23	26	36	32	54	36
Parental leave	33	43	47	47	37	18	26	35	31	44	37
Child day care	11	14	10	11	8	4	5	7	6	9	9
OCCUPATIONAL RISKS AND HEALTH PROBLEMS											
Work affects health	53	56	52	44	55	67	66	67	57	60	57
Stress	37	39	29	22	28	28	24	29	21	27	28
Backache	19	18	21	21	30	53	39	44	36	37	30
Overall fatigue	19	19	16	13	19	37	22	26	23	35	20
Headaches	11	12	11	14	11	17	13	15	10	23	13
Muscular pains in arms or legs	9	6	9	7	16	41	26	28	23	29	17
Sleeping problems	7	10	8	4	7	6	5	11	6		7
Allergies	1	3	3	1	4	7	7	4	3		4
Heart disease	2	1	1	0	1	3	1	1	1		1
Anxiety	9	12	8	7	9	10	6	5	4		7
Irritability	11	15	12	10	11	10	9	10	11		11
Personal problems	4	4	5	2	5	4	3	3	3		4
Respiratory difficulties	2	2	2	2	3	6	8	6	6		4
Stomach ache	3	5	5	3	4	7	5	7	4		5
Skin problems	3	4	4	2	7	8	11	11	6		6
Eye problems	6	8	9	15	3	10	13	16	5		9
Ear problems	3	3	3	2	3	10	13	16	6		6
Work improves my health	2	1	1	1	2	0	1	0	1		1
Job made more difficult because of health problems	12	10	14	12	16	28	25	20	19	18	17

	Legislators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agric. and fishery workers	Craft & rel. trades workers	Plant and machine operators	Elementary occu- pations	Armed forces	EU
HEALTH RELATED ABSENTEEISM (over the last 12 months)											
No absence	83	81	77	80	77	77	73	73	71	77	77
Less than 5 days	7	7	6	5	7	5	6	6	5	6	6
5 - 20 days	8	9	13	11	11	9	13	14	14	12	12
More than 20 days	3	3	5	4	5	9	8	7	9	5	6
PERCEPTION OF RISK²											
Think their health at risk because of work	20	22	24	14	26	42	38	46	30	55	28
Think their job is secure	77	73	72	74	71	61	67	66	61	78	70
JOB SATISFACTION											
Satisfied with their job	90	90	90	85	84	82	83	80	76	76	84
In the last 5 years:											
• changed job for a healthier job	8	10	12	12	19	10	12	14	18	13	13
• tried, but unsuccessfully	6	7	7	7	7	7	10	10	11	10	8
• did not try	86	83	80	82	74	82	78	76	71	77	79

¹ exposure for more than a quarter of the time

² yes/no question

Table 0-3 Sector percentages by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
A-B agric, hunting forest, fishing	1	1	1	0	0	97	1	1	8	7	5
C-D mining manufacturing	16	13	19	17	10	1	42	46	22		22
E electricity gas & water	1	1	2	1	0	0	1	2	0		1
F construction	8	3	4	7	2	0	23	8	7	0	8
G wholesale & retail, repairs	26	5	7	16	32	1	16	8	16	2	15
H hotels & restaurants	5	1	1	4	8		2	1	10		4
I transport & communication	7	3	6	8	5	0	3	20	4	1	6
J financial intermediation	6	3	6	15	3		1	2	3	0	5
K real estate & business activ.	9	7	5	8	4		2	2	5	2	5
L public administration	7	17	17	10	9	0	2	3	3	66	9
M-Q other services	13	47	33	15	26	1	9	7	20	20	21

Table 0-4 Form of employment in percentages by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
self-employed	41	18	12	5	17	52	24	7	12	0	18
employed	59	82	88	95	83	48	76	93	88	100	82
employed, on a permanent basis	95	84	88	87	82	65	81	85	72	74	83
employed, on a fixed term contract	4	12	9	8	14	21	12	9	18	23	11
employed, on a temporary employment agency contract	0	3	2	3	3	13	2	5	8	1	4
on apprenticeship or other training scheme	0	1	1	1	1	1	4	2	2	2	2

Table 0-5 Gender percentages by occupation

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Male	70	56	54	29	45	65	82	77	49	79	58
Female	30	44	46	71	55	35	18	23	51	21	42

FORM OF EMPLOYMENT

Table 0-1 Percentage and number of workers by form of employment

	Self employed	Employed			
		total	on a permanent basis	on a fixed term contract	on a temp. agency contract
%	17	83	67	9	3
N	2688	12438	10346	1420	437

Table 0-2 Working conditions in percentages by form of employment

	Self employed	Employed			
		total	on a permanent basis	on a fixed term contract	on a temp. agency contract
AMBIENTAL FACTORS¹					
Exposed to:					
• high level noise	23	29	29	37	32
• vibrations	26	23	25	27	29
• radiation	4	6	5	8	6
• high temperatures	20	20	19	21	26
• low temperatures	25	24	23	28	29
Breathing in vapours	24	24	23	29	32
Handling dangerous substances	14	15	14	18	18
Wearing protective equipment	18	26	26	29	25
DESIGN OF WORK STATIONS					
Working in painful positions ¹	53	43	41	51	57
Moving heavy loads ¹	39	32	30	42	44
Able to adjust to their own comfort ² :					
• Temperature	52	40	41	36	33
• lighting	56	46	47	42	36
• ventilation	50	40	42	35	24
• position of desk/work station	40	32	34	24	21
• position of seat	42	47	49	38	35
• instruments/equipment	54	40	41	35	33
INFORMATION ON RISKS					
Well informed ¹	74	72	71	67	70
PLACE OF WORK					
Working at home ¹	42	12	12	12	7

	Self employed	Employed			
		total	on a permanent basis	on a fixed term contract	on a temp. agency contract
WORKING TIME					
Weekly hours:					
• less than 30	11	15	12	21	26
• 30 - 39	18	51	50	52	44
• more than 40	77	44	44	41	43
Average working hours per week (in hours)	47	38	38	37	35
Working shifts and irregular hours	44	31	31	32	41
Working shifts	2	15	15	15	22
Working at night (at least once a month)	28	19	19	21	22
Permanent nightwork (more than 16 nights a month)					
Working Saturdays (at least once a month)	83	48	48	50	49
Working Sundays (at least once a month)	48	25	25	27	26
Average commuting time per day (in minutes)	30	40	40	40	41
WORK RHYTHMS					
Working at very high speed ¹	53	55	54	58	53
Working to tight deadlines ¹	52	57	59	53	43
Not having enough time to do the job ²	16	22	22	23	20
Remuneration on piece rate basis ²	24	10	10	11	14
Work rate dependent on ² :					
• colleagues	20	41	40	43	48
• customers, clients, etc.	80	65	66	62	53
• production norms	30	36	36	35	36
• automatic speed of machine	17	23	22	23	31
• direct control of boss	7	40	37	51	53
JOB CONTROL AND AUTONOMY²					
Not able to choose or change:					
• rate of work	11	31	30	36	44
• methods of work	11	32	30	39	43
• order to tasks	16	39	38	45	51
Not able to take a break when wanted	11	42	41	48	47
Not free to decide when to take holidays or days off	15	47	46	54	54
On flexitime	37	72	71	73	72
JOB CONTENT					
Job involving:					
• complex tasks ²	58	57	60	45	37
• monotonous tasks ²	39	46	45	50	60
• assessing the quality of own work ²	77	76	77	70	68
• precise quality standards ²	73	71	71	67	66
• problem solving ²	93	80	82	71	70

•

	Self employed	Employed			
		total	on a permanent basis	on a fixed term contract	on a temp. agency contract
Job involving:					
• short repetitive tasks (less than 10 minutes) ¹	36	37	36	43	46
• repetitive hand/arm movements ¹	59	57	55	64	66
• rotating tasks ²	38	58	59	55	51
Possible assistance from colleagues ²	59	89	89	88	89
Dealing directly with outside people ¹	83	66	67	61	50
Demands too high in relation to skills	6	7	7	8	11
Demands too low in relation to skills	7	11	10	13	18
Job involving learning new things ²	77	74	75	69	58
Having undergone training in the last 12 months	15	32	35	22	12
Working with computers ¹	28	41	44	31	23
PAYMENT SYSTEMS					
Remuneration includes:					
• basic fixed salary	27	94	95	91	82
• piece rate/productivity payment	24	10	10	11	14
• payment for overtime	3	27	28	20	22
• payment for special working hours	12	17	18	13	16
• compensation for poor working conditions	1	4	4	4	5
PARTICIPATION AND CONSULTATION²					
Consultation about changes (over the last 12 months)	24	50	53	40	33
Job involving deciding on departmental issues	51	45	47	37	33
Discussion of work related issues (over the last 12 months)					
• with staff representatives	11	24	26	18	12
• with boss	17	65	67	58	46
• with colleagues	42	74	76	66	59
Work appraisal with boss (over the last 12 months)	13	47	47	44	38
EQUAL OPPORTUNITIES					
The boss is a man	11	78	78	78	74
The boss is a woman	3	19	19	19	25
Consider that ² :					
• men and women have equal opportunities	63	59	59	58	57
• men have more opportunities	30	33	33	30	31
• women have more opportunities	7	8	7	11	11

	Self employed	Employed			
		total	on a permanent basis	on a fixed term contract	on a temp. agency contract
Subjected to ² :					
• sexual discrimination	1	2	2	2	3
• nationality discrimination	1	1	1	3	2
Subjected to ² :					
• disability discrimination	0	1	1	1	1
• racial discrimination	1	1	1	2	1
• age discrimination	2	3	3	5	6
VIOLENCE AT WORK²					
Subjected to:					
• physical violence	2	4	4	4	4
• unwanted sexual attention	2	2	2	3	3
• intimidation	5	9	9	10	10
FACILITIES PROVIDED BY COMPANIES²					
Maternity leave	13	50	53	43	26
Sick child leave	13	41	42	35	24
Parental leave	13	42	45	33	22
Child day care	5	9	10	9	6
OCCUPATIONAL RISKS AND HEALTH PROBLEMS					
Work affects health	60	56	57	51	56
Stress	33	27	28	22	24
Backache	33	29	29	29	31
Overall fatigue	23	19	18	23	22
Headaches	12	13	13	12	12
Muscular pains in arms or legs	20	16	15	20	21
Sleeping problems	8	7	7	5	5
Allergies	4	4	4	3	6
Heart disease	2	1	1	0	0
Anxiety	12	7	7	5	7
Irritability	10	11	11	11	10
Personal problems	5	4	3	4	5
Respiratory difficulties	5	4	4	5	5
Stomach ache	5	4	5	2	3
Skin problems	5	6	6	7	7
Eye problems	8	10	10	8	8
Ear problems	5	7	7	7	4
Work improves my health	2	1	1	1	1
Job made more difficult because of health problems	17	17	17	16	14

	Self employed	Employed			
		total	on a permanent basis	on a fixed term contract	on a temp. agency contract
HEALTH RELATED ABSENTEEISM (over the last 12 months)					
No absence	84	75	74	76	83
Less than 5 days	5	6	6	8	9
5 - 20 days	7	13	13	11	5
More than 20 days	4	7	7	5	4
PERCEPTION OF RISK²					
Think their health at risk because of work	29	28	28	27	28
Think their job is secure	63	72	78	43	26
JOB SATISFACTION					
Satisfied with their job	86	84	85	77	70
In the last 5 years:					
• changed job for a healthier job	11	13	11	23	29
• tried, but unsuccessfully	5	9	8	10	13
• did not try	83	78	80	66	58

- ¹ exposure for more than a quarter of the time
² yes/no question

Table 0-3 Form of employment percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
self-employed	23	8	14	46	33	23	13	22	18	10	31	13	11	15	8	12	18
employed	77	92	86	54	67	77	87	78	82	90	69	87	89	85	92	88	82
employed, on a permanent basis	86	81	88	81	85	59	77	85	89	82	82	90	81	83	87	90	83
employed, on a fixed term contract	10	10	9	11	7	29	18	10	6	14	9	6	13	15	3	8	11
employed, on a temporary employment agency contract	3	5	1	7	4	11	4	4	2	3	7	3	2	2	9	0	4
on apprenticeship or other training scheme	1	4	2	1	4	2	1	2	2	1	2	1	4	0	0	2	2

Table 0-4 Form of employment percentages by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
self-employed	44	10	9	20	29	27	12	14	26	1	17	18
employed	56	90	91	80	71	73	88	86	74	99	83	82
	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
employed, on a permanent basis	63	85	85	82	85	71	87	87	83	85	83	83
employed, on a fixed term contract	23	10	11	12	10	18	8	8	10	12	12	11
employed, on a temporary employment agency contract	12	3		4	3	8	3	1	5	2	3	4
on apprenticeship or other training scheme	1	2	4	2	2	3	2	4	2	1	2	2

Table 0-5 Occupations in percentages by form of employment

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
self-employed	41	18	12	5	17	52	24	7	12	0	18
employed	59	82	88	95	83	48	76	93	88	100	82
	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
employed, on a permanent basis	95	84	88	87	82	65	81	85	72	74	83
employed, on a fixed term contract	4	12	9	8	14	21	12	9	18	23	11
employed, on a temporary employment agency contract	0	3	2	3	3	13	2	5	8	1	4
on apprenticeship or other training scheme	0	1	1	1	1	1	4	2	2	2	2

Table 0-6 Gender percentages by form of employment

	self- employed	employed	EU
Male	67	56	58
Female	33	44	42

	employed, on a permanent basis	employed, on a fixed term contract	employed, on a temporary employment agency contract	on apprentice- ship or other training scheme
Male	57	52	53	52
Female	43	48	47	48

Table 0-7 Company size in percentages by form of employment

	None (person works alone)	1 to 9	10 to 49	50 to 99	100 to 499	500 and over	don't know	EU
self-employed	81	35	6	3	2	2	12	18
employed	19	65	94	97	98	98	88	82
	None (person works alone)	1 to 9	10 to 49	50 to 99	100 to 499	500 and over	don't know	EU
employed, on a permanent basis	73	76	84	82	86	88	74	83
employed, on a fixed term contract	19	16	11	14	10	8	16	11
employed, on a temporary employment agency contract	6	5	3	4	3	3	7	4
on apprenticeship or other training scheme	3	4	2	1	1	1	3	2

GENDER

Table 0-1 Percentage and number of workers by gender

	Male	Female
%	58	42
N	8935	6565

Table 0-2 Working conditions in percentages by gender

	Male	Female
AMBIENTAL FACTORS¹		
Exposed to:		
• noise	34	20
• vibrations	32	13
• radiation	7	3
• high temperatures	23	15
• low temperatures	30	16
Breathing in vapours	30	15
Handling dangerous substances	18	10
Wearing protective equipment	32	14
DESIGN OF WORK STATIONS		
Working in painful positions ¹	45	46
Moving heavy loads ¹	38	26
Able to adjust to their own comfort ² :		
• Temperature	40	45
• lighting	45	50
• ventilation	41	43
• position of desk/work station	32	34
• position of seat	43	50
• instruments/equipment	46	38
INFORMATION ON RISKS		
Well informed ¹	77	67
PLACE OF WORK		
Working at home ¹	16	18
WORKING TIME		
Weekly hours:		
• less than 30	5	26
• 30 - 39	34	38
• more than 40	60	35
Average working hours per week (in hours)	43	35
Working shifts and irregular hours	37	28
Working shifts	14	11

	Male	Female
Working at night (at least once a month)	27	14
Permanent nightwork (more than 16 nights a month)	3	1
Working Saturdays (at least once a month)	59	49
Working Sundays (at least once a month)	33	24
Average commuting time per day (in minutes)	41	35
WORK RHYTHMS		
Working at very high speed ¹	56	52
Working to tight deadlines ¹	61	50
Not having enough time to do the job ²	22	21
Remuneration on piece rate basis ²	15	10
Work rate dependent on ² :		
• colleagues	39	36
• customers, clients, etc.	64	72
• production norms	41	28
• automatic speed of machine	25	18
• direct control of boss	35	34
JOB CONTROL AND AUTONOMY²		
Not able to choose or change:		
• rate of work	28	28
• methods of work	28	29
• order to tasks	35	35
Not able to take a break when wanted	34	42
Not free to decide when to take holidays or days off	40	46
On flexitime	61	72
JOB CONTENT		
Job involving:		
• complex tasks ²	63	51
• monotonous tasks ²	45	46
• assessing the quality of own work ²	79	76
• precise quality standards ²	76	68
• problem solving ²	85	80
• short repetitive tasks (less than 10 minutes) ¹	36	38
• repetitive hand/arm movements ¹	56	58
• rotating tasks ²	55	55
Possible assistance from colleagues ²	85	83
Dealing directly with outside people ¹	64	74
Demands too high in relation to skills	7	8
Demands too low in relation to skills	10	11
Job involving learning new things ²	77	73
Having undergone training in the last 12 months	29	29
Working with computers ¹	37	41
PAYMENT SYSTEMS		
Remuneration includes:		
• basic fixed salary	79	85
• piece rate/productivity payment	15	10
• payment for overtime	25	19

	Male	Female
Remuneration includes:		
• payment for special working hours	16	12
• payment compensating poor working conditions	5	2
PARTICIPATION AND CONSULTATION²		
Consultation about changes (over the last 12 months)	46	46
Job involving deciding on departmental issues	49	44
Discussion of work related issues (over the last 12 months)		
• with staff representatives	24	19
• with boss	56	58
• with colleagues	70	67
Work appraisal with boss (over the last 12 months)	42	40
EQUAL OPPORTUNITIES		
The boss is a man	75	54
The boss is a woman	6	32
Consider that ² :		
• men and women have equal opportunities	53	65
• men have more opportunities	41	18
• women have more opportunities	3	15
Subjected to ³ :		
• sexual discrimination	1	4
• nationality discrimination	1	1
• disability discrimination	1	0
• racial discrimination	1	1
• age discrimination	3	3
VIOLENCE AT WORK²		
Subjected to:		
• physical violence	3	4
• unwanted sexual attention	1	4
• intimidation	7	9
FACILITIES PROVIDED BY COMPANIES²		
Maternity leave	35	54
Sick child leave	32	41
Parental leave	32	43
Child day care	7	10
OCCUPATIONAL RISKS AND HEALTH PROBLEMS		
Work affects health	58	55
Stress	28	27
Backache	29	30
Overall fatigue	20	20
Headaches	11	15
Muscular pains in arms or legs	17	16
Sleeping problems	7	6
Allergies	3	4
Heart disease	1	1
Anxiety	7	8
Irritability	11	11

	Male	Female
Personal problems	3	4
Respiratory difficulties	5	3
Stomach ache	5	4
Skin problems	6	6
Eye problems	10	9
Ear problems	9	3
Work improves my health	1	1
Job made more difficult because of health problems	10	8
HEALTH RELATED ABSENTEEISM (over the last 12 months)		
No absence	76	78
Less than 5 days	6	6
5 - 20 days	12	11
More than 20 days	6	5
PERCEPTION OF RISK²		
Think their health at risk because of work	33	22
Think their job is secure	69	71
JOB SATISFACTION		
Satisfied with their job	84	84
In the last 5 years:		
• changed job for a healthier job	13	13
• tried, but unsuccessfully	8	8
• did not try	78	79

¹ exposure for more than a quarter of the time

² yes/no question

Table 0-3 Gender percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
Male	60	53	58	65	60	66	53	63	64	60	56	55	56	54	53	59	58
Female	40	47	42	35	40	34	47	37	36	40	44	45	44	46	47	41	42

Table 0-4 Gender percentages by sector

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric. hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
Male	63	65	91	85	50	49	78	51	58	48	42	58
Female	37	35	9	15	50	51	22	49	42	52	58	42

Table 0-5 Gender percentages by occupations

	Legis- lators and managers	Profes- sionals	Techni- cians	Clerks	Service and sales workers	Agricul- tural and fishery workers	Craft and related trades workers	Plant and machine ope- rators	Ele- mentary occupa- tions	Armed forces	EU
Male	70	56	54	29	45	65	82	77	49	79	58
Female	30	44	46	71	55	35	18	23	51	21	42

Table 0-6 Form of employment in percentages by gender

	Male	Female	EU
self-employed	20	14	18
employed	80	86	82
	Male	Female	EU
employed, on a permanent basis	84	82	83
employed, on a fixed term contract	11	12	11
employed, on a temporary employment agency contract	3	4	4
on apprenticeship or other training scheme	2	2	2

Table 0-7 Age in percentages by gender

	Male	Female	EU
15 - 24 years	12	15	13
25 - 34 years	29	29	29
35 - 44 years	26	27	27
45 - 54 years	22	20	21
55 + years	11	9	10

Table 0-8 Company size in percentages by gender

	Male	Female	EU
None (person works alone)	10	9	9
1 to 9	21	22	22
10 to 49	15	15	15
50 to 99	7	6	7
100 to 499	12	10	11
500 and over	30	30	30
don't know	5	8	6

AGE

Table 0-1 Percentage and number of workers by age

	15 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55+ years
%	13	29	27	21	10
N	2057	4486	4130	3258	1569

Table 0-2 Working conditions in percentages by age

	15 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55 + years
AMBIENTAL FACTORS¹					
Exposed to:					
• noise	31	28	27	27	26
• vibrations	25	24	23	23	25
• radiation	5	6	5	6	3
• high temperatures	21	20	19	20	19
• low temperatures	27	25	22	23	22
Breathing in vapours	26	23	24	22	24
Handling dangerous substances	18	16	13	13	13
Wearing protective equipment	28	26	24	23	23
DESIGN OF WORK STATIONS					
Working in painful positions ¹	46	45	45	45	46
Moving heavy loads ¹	39	35	31	31	33
Able to adjust to their own comfort ² :					
• Temperature	38	40	43	44	44
• lighting	39	46	49	52	50
• ventilation	36	39	42	46	47
• position of desk/work station	25	32	36	34	36
• position of seat	39	45	48	48	46
• instruments/equipment	38	43	43	43	45
INFORMATION ON RISKS					
Well informed ¹	74	70	72	71	73
PLACE OF WORK					
Working at home ¹	9	14	19	21	23

	15 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55 + years
WORKING TIME					
Weekly hours:					
• less than 30	15	13	14	14	16
• 30 - 39	42	37	36	35	32
• more than 40	43	50	50	51	52
Average working hours per week (in hours)	38	39	40	39	40
Working shifts and irregular hours	30	36	34	33	29
Working shifts	13	15	13	12	8
Working at night (at least once a month)	17	22	23	21	17
Permanent nightwork (more than 16 nights a month)					
Working Saturdays (at least once a month)	54	57	53	54	55
Working Sundays(at least once a month)	28	31	28	29	28
Average commuting time per day (in minutes)	37	39	39	39	37
WORK RHYTHMS					
Working at very high speed ¹	59	58	53	50	45
Working to tight deadlines ¹	53	58	57	56	51
Not having enough time to do the job ²	19	20	22	23	21
Remuneration on piece rate basis ²	12	14	12	12	15
Work rate dependent on ² :					
• colleagues	43	39	36	34	32
• customers, clients, etc.	68	68	69	66	62
• production norms	34	36	34	35	32
• automatic speed of machine	26	23	21	20	18
• direct control of boss	47	36	31	30	28
JOB CONTROL AND AUTONOMY²					
Not able to choose or change:					
• rate of work	36	26	27	27	26
• methods of work	40	28	26	27	26
• order to tasks	47	34	34	33	30
Not able to take a break when wanted	47	36	35	36	31
Not free to decide when to take holidays or days off	46	41	42	41	35
On flexitime	29	34	35	36	36
JOB CONTENT					
Job involving:					
• complex tasks ²	47	59	59	58	52
• monotonous tasks ²	49	46	44	42	45
• assessing the quality of own work ²	71	77	76	78	73
• precise quality standards ²	70	73	70	70	67
• problem solving ²	71	83	85	85	81

	15 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55 + years
Job involving:					
• short repetitive tasks (less than 10 minutes) ¹	48	37	34	35	36
• repetitive hand/arm movements ¹	64	56	55	57	56
• rotating tasks ²	56	57	56	53	48
Possible assistance from colleagues ²	90	88	82	79	75
Dealing directly with outside people ¹	66	70	70	69	64
Demands too high in relation to skills	7	7	8	7	8
Demands too low in relation to skills	14	11	10	9	6
Job involving learning new things ²	72	78	76	74	65
Having undergone training in the last 12 months	32	30	30	28	21
Working with computers ¹	34	42	42	37	28
PAYMENT SYSTEMS					
Remuneration includes:					
• basic fixed salary	86	83	82	81	72
• piece rate/productivity payment	12	14	12	12	15
• payment for overtime	21	27	22	21	17
• payment for special working hours	13	18	13	13	11
• payment compensating poor working conditions	4	4	4	3	2
PARTICIPATION AND CONSULTATION²					
Consultation about changes (over the last 12 months)	41	49	48	45	37
Job involving deciding on departmental issues	36	46	51	47	46
Discussion of work related issues (over the last 12 months)					
• with staff representatives	14	21	25	24	21
• with boss	55	61	58	55	44
• with colleagues	67	72	70	68	58
Work appraisal with boss (over the last 12 months)	45	47	39	36	31
EQUAL OPPORTUNITIES					
The boss is a man	73	68	65	65	56
The boss is a woman	22	17	17	14	14
Consider that:					
• men and women have equal opportunities	55	57	57	55	55
• men have more opportunities	30	31	30	31	30
• women have more opportunities	10	7	7	8	7

	15 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55 + years
Subjected to:					
• sexual discrimination	3	2	2	2	1
• nationality discrimination	3	1	1	1	0
Subjected to:					
• disability discrimination	1	1	1	1	1
• racial discrimination	2	1	1	1	0
• age discrimination	7	2	2	3	4
VIOLENCE AT WORK²					
Subjected to:					
• physical violence	6	4	3	3	3
• unwanted sexual attention	5	2	2	1	1
• intimidation	12	8	7	8	6
FACILITIES PROVIDED BY COMPANIES²					
Maternity leave	43	45	47	41	36
Sick child leave	30	38	40	34	30
Parental leave	35	40	39	36	27
Child day care	8	10	9	8	7
OCCUPATIONAL RISKS AND HEALTH PROBLEMS					
Work affects health	51	56	58	59	56
Stress	20	28	30	30	25
Backache	25	29	29	32	35
Overall fatigue	17	19	20	21	24
Headaches	11	14	13	13	11
Muscular pains in arms or legs	15	15	16	19	22
Sleeping problems	4	6	8	8	9
Allergies	4	3	4	3	4
Heart disease	0	0	1	2	3
Anxiety	5	7	8	9	8
Irritability	7	11	12	13	10
Personal problems	3	4	4	4	3
Respiratory difficulties	6	4	4	4	5
Stomach ache	3	4	4	6	4
Skin problems	7	6	6	5	4
Eye problems	6	10	10	11	10
Ear problems	5	5	7	8	7
Work improves my health	1	1	1	1	1
Job made more difficult because of health problems	5	7	9	11	18

	15 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55 + years
HEALTH RELATED ABSENTEEISM (over the last 12 months)					
No absence	75	77	78	76	78
Less than 5 days	8	7	5	4	5
5 - 20 days	13	12	12	12	9
More than 20 days	5	5	5	8	9
PERCEPTION OF RISK²					
Think their health at risk because of work	27	27	28	30	27
Think their job is secure	67	75	78	80	79
JOB SATISFACTION					
Satisfied with their job	79	84	85	86	84
In the last 5 years:					
• changed job for a healthier job	17	17	13	9	7
• tried, but unsuccessfully	8	9	8	8	7
• did not try	74	74	79	84	86

¹ exposure for more than a quarter of the time

² yes/no question

Table 0-3 Age percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	EU
15 - 24 years	10	17	14	11	10	14	13	18	13	17	15	16	16	6	8	14	13
25 - 34 years	34	24	27	25	34	27	32	28	32	30	24	27	29	27	25	29	29
35 - 44 years	30	24	25	26	30	26	30	24	28	26	26	24	27	32	25	23	27
45 - 54 years	19	23	23	21	19	19	19	17	19	19	20	21	21	24	28	22	21
55 + years	7	12	11	17	7	15	6	12	7	7	16	12	6	10	15	13	10

Table 0-4 Sector percentages by age

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric, hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
15 - 24 years	12	11	12	14	20	28	12	12	13	8	11	13
25 - 34 years	23	33	34	25	29	26	28	32	28	25	29	29
35 - 44 years	24	26	28	28	23	22	26	28	29	31	29	27
45 - 54 years	21	21	16	22	19	16	25	21	19	25	22	21
55 + years	20	10	10	11	9	8	9	7	11	10	9	10

Table 0-5 Occupations in percentages by age

	Legislat ors and managers	Professi onals	Technici ans	Clerks	Service and sales workers	Agricult ural and fishery workers	Craft and related trades workers	Plant and machine operator s	Elementa ry occupati ons	Armed forces	EU
15 - 24 years	6	7	11	14	18	11	16	11	20	14	13
25 - 34 years	22	31	29	33	30	22	27	31	27	33	29
35 - 44 years	29	32	28	27	24	24	24	30	23	17	27
45 - 54 years	25	23	22	19	20	22	21	19	19	24	21
55 + years	18	7	9	7	8	20	11	9	12	12	10

Table 0-6 Gender percentages by age

	15 - 24 years	25 - 34 years	35 - 44 years	45 - 54 years	55 + years	EU
Male	53	57	57	60	63	58
Female	47	43	43	40	37	42

COMPANY SIZE

Table 0-1 Percentage and number of workers by company size

	working alone	1 - 9	10 - 49	50 - 99	100 - 499	500 and over
%	10	23	16	7	11	32
N	1453	3362	2341	1052	1705	4646

Table 0-2 Working conditions in percentages by company size

	working alone	1 - 9	10 - 49	50 - 99	100 - 499	500 and over
AMBIENTAL FACTORS¹						
Exposed to:						
• noise	22	25	29	37	32	28
• vibrations	24	25	24	33	27	19
• radiation	2	5	5	9	7	6
• high temperatures	15	20	19	21	21	21
• low temperatures	22	26	24	25	23	22
Breathing in vapours	25	25	23	29	26	21
Handling dangerous substances	14	15	11	20	15	15
Wearing protective equipment	14	22	23	30	28	29
DESIGN OF WORK STATIONS						
Working in painful positions ¹	54	51	42	43	42	41
Moving heavy loads ¹	38	40	34	33	31	27
Able to adjust to their own comfort ² :						
• Temperature	48	48	41	33	41	39
• lighting	54	52	46	41	44	48
• ventilation	47	46	44	41	41	39
• position of desk/work station	36	32	31	30	31	37
• position of seat	38	37	46	41	48	57
• instruments/equipment	50	46	41	33	40	44
INFORMATION ON RISKS						
Well informed ¹	69	74	73	70	69	72
PLACE OF WORK						
Working at home ¹	37	19	13	13	11	14
WORKING TIME						
Weekly hours:						
• less than 30	12	15	14	10	9	15
• 30 - 39	20	24	33	40	45	47
• more than 40	68	61	53	50	47	38

	working alone	1 - 9	10 - 49	50 - 99	100 - 499	500 and over
Average working hours per week (in hours)		42	39	39	39	37
Working shifts and irregular hours	37	30	25	26	36	39
Working shifts	3	5	9	14	18	22
Working at night (at least once a month)	23	19	14	18	23	26
Permanent nightwork (more than 16 nights a month)						
Working Saturdays (at least once a month)	77	65	46	46	45	51
Working Sundays(at least once a month)	41	32	21	23	26	31
Average commuting time per day (in minutes)		31	41	42	43	43
WORK RHYTHMS						
Working at very high speed ¹	44	54	57	58	59	55
Working to tight deadlines ¹	43	52	63	60	61	60
Not having enough time to do the job ²	14	17	22	29	25	25
Remuneration on piece rate basis ²	22	13	9	11	13	12
Work rate dependent on ² :						
• colleagues	11	35	40	38	43	44
• customers, clients, etc.	77	77	67	60	54	65
• production norms	25	29	37	44	45	36
• automatic speed of machine	15	19	22	25	26	24
• direct control of boss	12	29	38	40	40	39
JOB CONTROL AND AUTONOMY²						
Not able to choose or change:						
• rate of work	13	25	30	36	32	30
• methods of work	13	24	28	33	37	32
• order to tasks	18	32	37	39	42	36
Not able to take a break when wanted	14	28	41	49	44	42
Not free to decide when to take holidays or days off	21	37	50	51	45	41
On flexitime	45	61	71	66	69	70
JOB CONTENT						
Job involving:						
• complex tasks ²	51	52	58	53	60	63
• monotonous tasks ²	41	42	45	45	45	49
• assessing the quality of own work ²	74	74	75	73	75	79
• precise quality standards ²	66	70	69	69	70	76
• problem solving ²	91	82	79	75	78	86
• short repetitive tasks (less than 10 minutes) ¹	38	39	35	42	39	36

	working alone	1 - 9	10 - 49	50 - 99	100 - 499	500 and over
Job involving:						
• repetitive hand/arm movements ¹	63	60	56	57	57	54
• rotating tasks ²	17	55	58	56	58	63
Possible assistance from colleagues ²	41	82	89	89	87	93
Dealing directly with outside people ¹	78	77	67	59	56	68
Demands too high in relation to skills	4	6	7	8	6	9
Demands too low in relation to skills	9	9	10	11	12	11
Job involving learning new things ²	68	73	72	71	73	81
Having undergone training in the last 12 months	11	16	25	28	32	45
Working with computers ¹	19	28	37	38	45	52
PAYMENT SYSTEMS						
Remuneration includes:						
• basic fixed salary		71	92	89	93	87
• piece rate/productivity payment		13	9	11	13	12
• payment for overtime		12	25	26	29	31
• payment for special working hours		5	11	11	20	25
• payment compensating poor working conditions		2	3	4	5	6
PARTICIPATION AND CONSULTATION²						
Consultation about changes (over the last 12 months)	15	38	47	44	50	58
Job involving deciding on departmental issues	32	49	45	43	44	52
Discussion of work related issues (over the last 12 months)	7	10	20	26	27	34
• with staff representatives	16	44	60	61	65	72
• with boss	28	57	72	71	76	84
• with colleagues	12	32	40	38	48	54
Work appraisal with boss (over the last 12 months)						
EQUAL OPPORTUNITIES						
The boss is a man	15	54	78	83	81	76
The boss is a woman	8	13	16	14	17	22
Consider that:						
• men and women have equal opportunities	49	55	55	49	53	63
• men have more opportunities	24	29	33	39	37	29
• women have more opportunities	11	8	8	6	6	5

	working alone	1 - 9	10 - 49	50 - 99	100 - 499	500 and over
Subjected to:						
• sexual discrimination	1	1	3	2	1	3
• nationality discrimination	1	1	1	1	1	1
• disability discrimination	0	1	0	1	1	1
• racial discrimination	0	1	1	2	1	1
• age discrimination	2	3	2	4	3	4
VIOLENCE AT WORK²						
Subjected to:						
• physical violence	3	2	3	9	3	5
• unwanted sexual attention	2	2	2	4	2	3
• intimidation	5	6	7	11	8	11
FACILITIES PROVIDED BY COMPANIES²						
Maternity leave	10	31	45	48	52	57
Sick child leave	10	26	39	39	38	46
Parental leave	9	26	38	38	45	49
Child day care	3	5	7	11	9	13
OCCUPATIONAL RISKS AND HEALTH PROBLEMS						
Work affects health	57	55	55	60	58	57
Stress	27	26	26	25	29	31
Backache	34	31	29	27	30	28
Overall fatigue	22	21	19	17	19	20
Headaches	11	11	11	11	14	15
Muscular pains in arms or legs	22	18	17	15	16	14
Sleeping problems		6	5	6	6	10
Allergies		4	3	4	3	3
Heart disease		1	1	1	1	1
Anxiety		8	5	4	6	8
Irritability		10	9	9	10	14
Personal problems		4	3	3	4	4
Respiratory difficulties		4	4	4	5	4
Stomach ache		4	4	5	5	5
Skin problems		5	4	9	6	5
Eye problems		7	9	10	13	12
Ear problems		4	6	8	10	8
Work improves my health		1	1	1	1	1
Job made more difficult because of health problems	10	9	9	11	9	9
HEALTH RELATED ABSENTEEISM (over the last 12 months)						
No absence	85	80	72	72	77	75
Less than 5 days	3	6	7	7	5	6
5 - 20 days	8	10	15	13	11	12
More than 20 days	4	4	6	9	7	7
	working	1 - 9	10 - 49	50 - 99	100 - 499	500 and

	alone					over
PERCEPTION OF RISK²						
Think their health at risk because of work	29	25	23	34	30	31
Think their job is secure		73	80	74	78	82
JOB SATISFACTION						
Satisfied with their job	83	86	85	80	83	86
In the last 5 years:						
• changed job for a healthier job	12	14	15	12	14	11
• tried, but unsuccessfully	7	8	8	14	9	7
• did not try	81	78	77	71	77	82

¹ exposure for more than a quarter of the time
² yes/no question

Table 0-3 Company size in percentages by country

	B	DK	WD	GR	I	E	F	IRL	L	NL	P	UK	OD	FIN	S	A	E
None (person works alone)	12	6	5	23	16	15	13	13	6	5	16	6	3	9	5	6	
1 to 9	21	14	22	39	27	28	24	25	19	13	29	14	25	16	14	18	2
10 to 49	19	24	19	14	9	14	11	10	22	16	15	15	24	11	18	17	1
50 to 99	8	9	11	5	3	5	6	5	6	8	8	5	8	6	7	7	
100 to 499	13	14	14	8	7	7	10	12	17	18	13	10	10	16	11	12	1
500 and over	23	31	25	11	25	24	31	28	26	36	14	48	18	39	42	27	3
don't know	5	2	5	2	13	7	5	8	4	3	5	3	12	2	2	12	

Table 0-4 Sector percentages by company size

	A-B	C-D	E	F	G	H	I	J	K	L	M-Q	EU
	agric, hunting forest. fishing	mining manu- factur- ing	elec- tricity gas & water	con- struc- tion	whole- sale & retail, repairs	hotels & restau- rants	trans- port & com- muni- cation	financ. inter- media- tion	real estate & busi- ness activ.	public admini- stra- tion	other ser- vices	
None (person works alone)	19	6	3	10	14	11	6	4	9	2	13	9
1 to 9	41	13	16	27	34	44	15	15	27	4	21	22
10 to 49	10	14	12	23	16	23	15	14	15	9	16	15
50 to 99	3	10	4	11	6	2	6	5	6	5	6	7
100 to 499	7	19	14	10	6	5	9	8	8	11	10	11
500 and over	13	33	46	15	20	11	44	47	27	60	26	30
don't know	7	5	4	4	5	5	4	6	7	9	8	6

Table 0-5 Form of employment in percentages by company size

	None (person works alone)	1 to 9	10 to 49	50 to 99	100 to 499	500 and over	don't know	EU
self-employed	81	35	6	3	2	2	12	18
employed	19	65	94	97	98	98	88	82
	None (person works alone)	1 to 9	10 to 49	50 to 99	100 to 499	500 and over	don't know	EU
employed, on a permanent basis	73	76	84	82	86	88	74	83
employed, on a fixed term contract	19	16	11	14	10	8	16	11
employed, on a temporary employment agency contract	6	5	3	4	3	3	7	4
on apprenticeship or other training scheme	3	4	2	1	1	1	3	2

A COMPARISON BETWEEN THE RESULTS OF 1991 AND 1996

The comparison between the 1991 and 1996 Surveys provides a series of interesting trends (see table) but one should keep in mind:

- the enlargement from 12 to 15 Member States;
- the changes occurred in the distribution of the Labour Force (See Chapter 4);
- that the questionnaire was enlarged and that only a limited number of variables are the same;
- the NACE code was changed and a new code of occupations (ISCO) was selected;

Major trends or results are:

- an increase in work intensity;
- the persistence of physical risk factors at the same level;
- an improvement in autonomy at work;

1991/1996 (EU12)		
% of workers exposed to:	1991	1996
High level noise (1)	27	28
Breathing in dangerous substances (1)	25	24
Handling dangerous materials (1)	16	15
Painful positions (1)	43	45
Carrying heavy loads (1)	31	33
Working at high speed (1)	48	54
Working to tight deadlines (1)	50	56
Health and safety at risk	32	28
Working with computers (1)	32	38
Working at night	18	21
No influence on work rhythm	36	28

ANNEX I THE QUESTIONNAIRE

Question (possible answers are given in brackets):

1. **Sex?**
2. **What age were you at your last birthday?** (in years)
3. **What is your Nationality?** (Belgian, Danish, German, Greek, Spanish, French, Irish, Italian, Luxemburgese, Dutch, Portuguese, British, Austrian, Swedish, Finnish, other specify, don't know)
4. **What is your main paid job? Please give me your job title? Do you have any other regular paid job?** (yes, no, refusal)
5. **How many people are employed in total in your country by the company/organisation where you work?** (none, 1 to 9, 10 to 49, 50 to 99, 100 to 499, 500 and over, don't know)
6. **Are you working in public or the private sector?** (public sector, private sector, don't know)
7. **Are you mainly:**
 - Self employed, Freelance
 - Employed, on a permanent basis
 - Employed, on a fixed term contract
 - Employed, on a temporary employment agency contract
 - On apprenticeship or other training scheme
 - Other
 - Don't know
8. **What is the main activity of the company/organisation where you work?**
9. **How many people work under your supervision?** (none, 1 to 5, 6 to 9, 10 and over, don't know)
10. **How many years or months have you been in your main paid job?**
11. **What does your remuneration include?** (yes, no)
 - Basic fixed salary/wage
 - Piece rate or productivity payments
 - Extra payments for additional hours of work
 - Extra payments compensating for special working hours, such as nightwork, weekend work
 - Extra payments compensating for poor working conditions
 - Other
 - Don't Know

12. How many hours do you usually work per week, in your main job?

13. How many minutes per day do you normally spend traveling from home to work and back in total?

14. How often are you exposed at work to each of the following? (all of the time, almost all of the time, around 3/4 of the time, around half of the time, around 1/4 of the time, almost never, never, don't know)

- Vibrations from hand tools, machinery, etc.
- Noise so loud that you would have to raise your voice to talk to people
- High temperature which makes you perspire even when not working
- Low temperatures whether indoors or outdoors
- Breathing in vapours, fumes, dust, or dangerous substances such as chemicals, infectious materials, etc.
- Handling or touching dangerous products or substances
- Radiation such as X rays, radioactive radiation, welding light, laser beams

15. How often does your main paid job involve each of the following? (all of the time, almost all of the time, around 3/4 of the time, around half of the time, around 1/4 of the time, almost never, never, don't know)

- Painful or tiring positions
- Carrying or moving heavy loads
- Short repetitive tasks of less than 10 minutes
- Repetitive hand or arm movements
- Wearing personal protective equipment
- Working with computers: PC's, network, mainframe
- Working at very high speed
- Working to tight deadlines
- Dealing directly with people who are not employees at your workplace such as customers, passengers, pupils, patients etc.
- Working at home

16. Would you say you are very well informed, quite well informed, quite badly informed or very badly informed about the risks resulting from the use of materials, instruments or products which you handle in your job? (very well informed, quite well informed, quite badly informed, very badly informed, not applicable, don't know)

17. Which, if any, of the following working conditions can you adjust personally to your own comfort ?

- The temperature
- The lighting
- The ventilation
- The position of your desk, bench or workstation
- The position of your seat
- The instrument(s) or equipment you use
- Other (specify)
- None
- Don't Know

18. a) Normally, how many times a month do you typically work at night, say for at least 2 hours between 10.00pm and 05.00am?

b) How many times a month do you typically work on Sundays? (1, 2, 3, 4, none)

c) And on Saturdays? (1, 2, 3, 4, none)

19. Do you work shifts (that is sometimes working mornings, sometimes afternoons or sometimes nights) or irregular hours, or not? (If YES) How many shifts? (no. not working shifts or irregular hours; yes, I work irregular hours, but not in a shift; yes, 2 shifts; yes, 3 shifts; yes, 4 shifts; yes, 5 shifts and over; don't know)

20. For each of the following statements please answer Yes or No

- You can get assistance from colleagues if required
- You can take your break when you wish
- You are free to decide when to take holidays or days off
- You have fixed starting and finishing times every day
- You have enough time to get the job done
- You have a secure job

21. On the whole, is your pace of work dependent, or not on? (yes, no)

- The work done by colleagues
- Direct demands from people such as customers, passengers, pupils, patients etc.
- Production norms
- Automatic speed of a machine or moving of a product
- The direct control of your boss

22. **Are you able, or not, to choose or change?** (yes, no)
- Your order of tasks
 - Your methods of work
 - Your speed or rate of work
23. **Does your main paid job involve, or not** (yes, no)
- Meeting precise quality standards
 - Assessing the quality of your own work
 - Solving unforeseen problems on your work
 - Deciding, possibly with colleagues, on departmental issues such as the division of tasks, staff replacement, production objectives, timetables, etc.
 - Rotating tasks between yourself and colleagues
 - Monotonous tasks
 - Complex tasks
 - Learning new things
24. **How well do you think your skills match the demands imposed on you by your job?** (the demands are too high, they match, the demands are too low, don't know)
25. **Over the last 12 months, have you undergone training paid for or provided by your employer to improve your skills or not?** (yes, how many days; no)
26. **Over the past 12 months, have you, or not ... ?** (yes, no, don't know)
- Had a frank discussion with your boss about your work performance
 - Been consulted about changes in the Organisation of work and/or your working conditions
 - Discussed work-related problems with your boss
 - Discussed work-related problems with your colleagues
 - Discussed work-related problems with employee representative
27. **Over the past 12 months, when at work, have you, or have you not, been subjected to?** (yes, no, don't know)
- Physical violence
 - Intimidation
 - Sexual discrimination
 - Unwanted sexual attention
 - Age discrimination
 - Race discrimination
 - Disability discrimination
 - Nationality discrimination

28. **At your workplace, would you say that men and women have equal opportunities or not?**
- Equal opportunities
 - More opportunities for men
 - More opportunities for women
 - Other
 - DK
29. **Is your immediate boss a man or a woman?**
- A man
 - A woman
 - Not Applicable
30. **Over and above any statutory requirements, does your company/employer additionally provide for?**
(yes, no, not applicable, don't know)
- **Sick child leave** that is, amount of time you can stay at home to take care of a sick child
 - **Maternity leave** that is, the amount of time a woman can stay at home before and birth of a child
 - **Parental leave** that is, the amount of time a mother or a father can stay at home to take care of a very young child
 - **Child Day Care** that is, your company/employer provides or subsidizes day care for your child
31. **Do you think your health and safety is at risk because of your work, or not?** (yes, no, don't know)
32. **Over the past 12 months, how many days, if any, were you absent due to health problems caused by your main job?**
33. **Over the past 5 years, have you changed your job in order to seek a healthier or less dangerous job, or not?** (yes, I have; no, but I tried to; No and I did not try to)
34. **Does your work affect your health, or not? (IF YES) how does it affect your health?**
- No, it does not affect my health
 - Yes, ear problems
 - Yes, eye problems
 - Yes, skin problems
 - Yes, backache
 - Yes, headaches
 - Yes, stomach ache
 - Yes, muscular pain in arms or legs
 - Yes, respiratory difficulties
 - Yes, stress

- Yes, overall fatigue
- Yes, sleeping problems
- Yes, allergies
- Yes, heart disease
- Yes, anxiety
- Yes, irritability
- Yes, personal problems
- Other (Spontaneous)
- My work improves my health (Spontaneous)
- Don't Know

35. Is your job more difficult for you because of any chronic or permanent health problem? (no, never; yes, all the time; yes, almost all of the time; yes, around 3/4 of the time; yes, around half of the time; yes, around 1/4 of the time; yes, but hardly ever; don't know)

36. On the whole, are you satisfied, fairly satisfied, not very satisfied or not at all satisfied with your main job? (very satisfied, fairly satisfied, not very satisfied, not at all satisfied, don't know)

37. Are you?

- Single
- Married
- Living as Married
- Divorced
- Separated
- Widowed

38. How old were you when you stopped full-time education?

39. How many people live in your household, including yourself, all adults and children? (1, 2, 3, 4, 5, 6, 7, 8, 9 and more)

40. How many children under 15 are currently living in your household? (1, 2, 3, 4, 5, 6, 7, 8, 9 or more children, none)

41. Are you in your household? (yes, no)

- the person mainly responsible for ordinary shopping and looking after the home
- the person who contributes most to the household income

ANNEX 2 THE NACE CODE (SECTORS)

Agriculture, hunting, forestry and fishing	A-B
Mining and quarrying	C
Manufacturing	D
Electricity, gas and water supply	E
Construction	F
Wholesale and retail trade, repairs	G
Hotels and restaurants	H
Transportation and communication	I
Financial intermediation	J
Real estate and business activities	K
Public administration	L
Other services	M-Q

ANNEX 3 THE ISCO CODE (OCCUPATIONS)

description used in tables	ISCO number	ISCO description
Legislators and managers	11	Legislators and senior officials
	12	Corporate Managers
	13	General Managers
Professionals	21	Physical, mathematical and engineering science professionals
	22	Life science and health professionals
	23	Teaching associate professionals
	24	Other professionals
Technicians	31	Physical and engineering science associate professionals
	32	Life science and health associate professionals
	33	Teaching associate professionals
	34	Other professionals
Clerks	41	Office clerks
	42	Customer service clerks
Service and sales workers	51	Personal and protective service workers
	52	Models, sales persons and demonstrators
Agricultural and fishery workers	61	Skilled agricultural and fishery workers
	62	Subsistence agricultural and fishery workers
Craft and related trades workers	71	Extraction and related trades workers
	72	Metal, machinery ;and related trades workers
	73	Precision, handicraft, printing and related trades workers
	74	Other craft and related trades workers
Plant and machine operators	81	Stationary plant and related operators
	82	Machine operators and assemblers
	83	Drivers and mobile plant operators
Elementary occupations	91	Sales and services elementary occupations
	92	Agricultural, fishery and related labourers
	93	Labourers in mining, construction, manufacturing and transport
Armed forces	01	Armed forces

ANNEX 4 COUNTRY ABBREVIATIONS

abbreviation	country
B	Belgium
DK	Denmark
WD	former West Germany
GR	Greece
I	Italy
E	Spain
F	France
IRL	Ireland
L	Luxembourg
NL	Netherlands
P	Portugal
UK	United Kingdom
OD	former East Germany
FIN	Finland
S	Sweden
A	Austria
EU	European Union average

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