



EP -COMMITTEE ON PETITIONS  
PUBLIC HEARING  
*22 November 2017*



# Precarious Working conditions in Europe in 2017:

*Characteristics and enabling factors*

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- Precarious work characteristics
  - Multidimensional features
  - Precarity ‘sprinkles’ and ‘Job quality’
- Enabling factors
  - Lack of clarity employment status
  - Transformation of sectors/companies/workplaces
  - Still room for improvement of WC
- Key Challenges
  - Increasing transfer of risks to individuals
  - Devising a ‘collective interest’
  - Sens of « work »

- I Precarious work characteristics
  - Multidimensional features
  - Precarity ‘sprinkles’ and ‘Job quality’

# Job quality indices

## Physical environment

- Posture-related
- Ambient
- Biological and chemical

## Work intensity

- Quantitative demands incl. emotional
- Pace determinants and interdependency

## Working time quality

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

## Social environment

- Adverse social behaviour
- Social support
- Management quality

## Skills and discretion

- Cognitive dimension inc. computer use
- Decision latitude
- Organisational participation
- Training

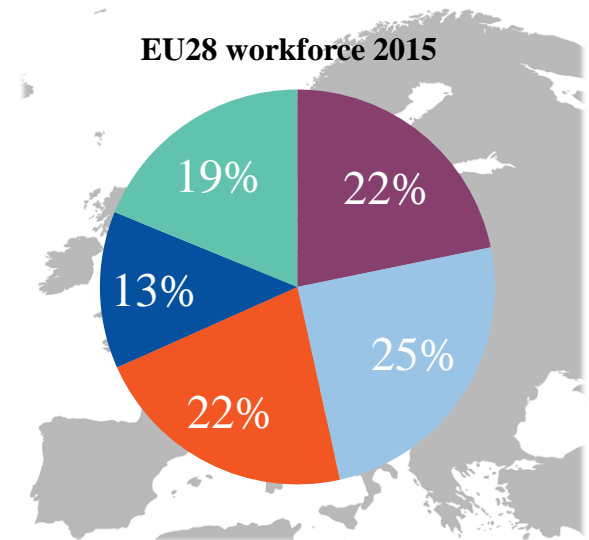
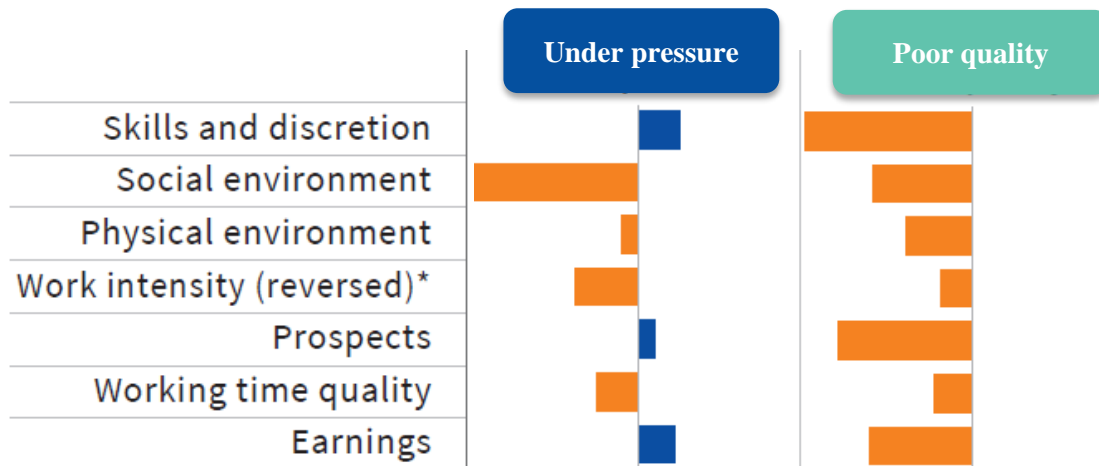
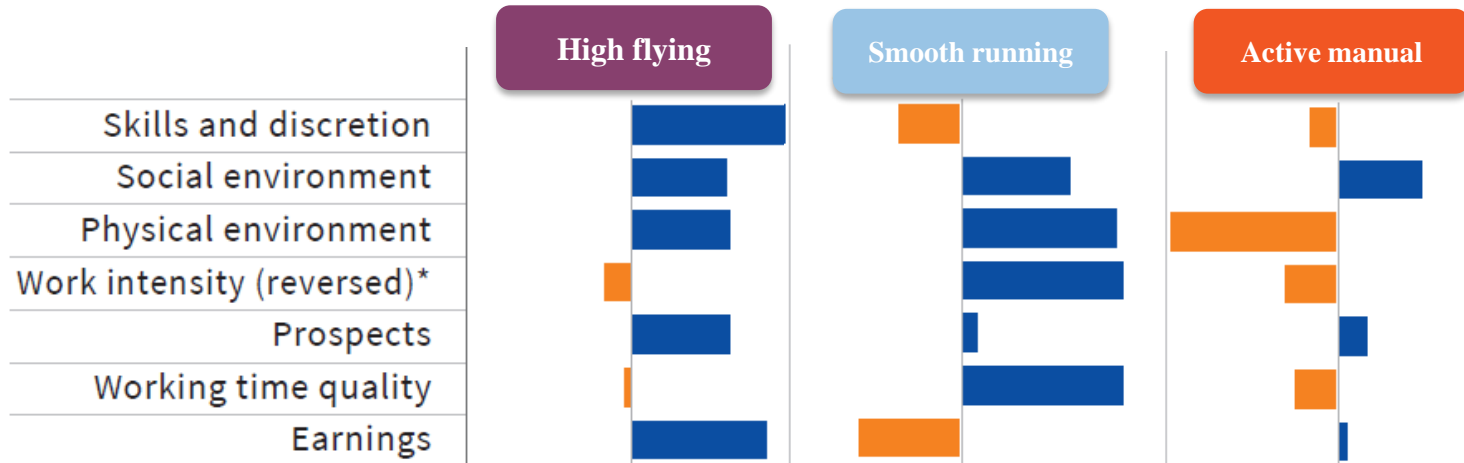
## Prospects

- Career prospects
- Employment status
- Job security
- Downsizing

## Earnings

Source: Eurofound (2012), *Trends in job quality in Europe*, Publications Office of the European Union, Luxembourg.

# Job quality profiles



# Employment quality: dimensions of de-standardisation

## *Standard employment*

**Beneficial employment conditions and relations**  
Stable, full-time employment, standard working times, a sustainable income and good employment relations

## *Portfolio employment*

**Beneficial employment conditions and relations**  
Exception: long working hours, high working times irregularity and uncompensated exceptional working times

## *Instrumental employment*

**Work for pay**  
Stable, full-time employment, standard working times and a sustainable income, but no additional rewards/training opportunities and poor employment relations

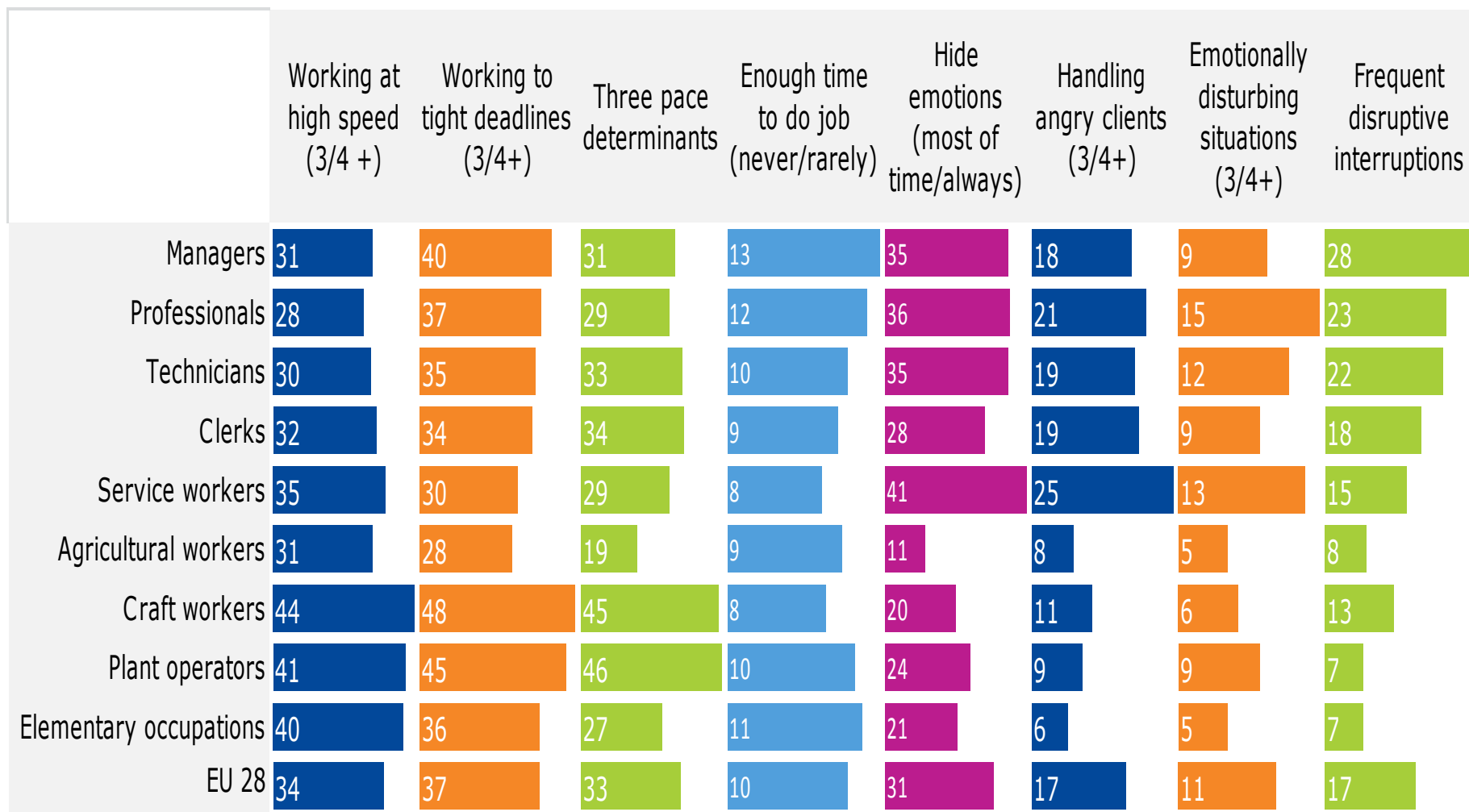
## *Precarious unsustainable employment*

**Adverse employment conditions and relations**  
Specific: involuntary part-time employment and a low income

## *Precarious intensive employment*

**Adverse employment conditions and relations**  
Specific: long working hours, schedule unpredictability and uncompensated exceptional working times

# Features of work intensity



Source: 6EWCS – EU 28 in 2015

# Working time quality

## Duration

- Working hours continue to decline
- 26% no 11-hour break between working days

## Atypical working hours

- Increase in shift and Sunday work
- Long working, very short working hours

## Working time arrangements

- Companies set working time arrangements
- 13% notice of change 24 hour or less
- 12% work at short notice few times a month

## Flexibility

- 26% easy to arrange to take an hour off work
- 22% work in free time to meet work demands



# Social environment



- II Enabling factors
  - Lack of clarity employment status
  - Transformation of sectors/companies/workplaces
  - Still room for improvement of WC

# Prospects

## Employment status

- Lack of clarity
- Self-employed report multiple identities

## Job security

- 17% might lose their job in next 6 months

## Career prospects

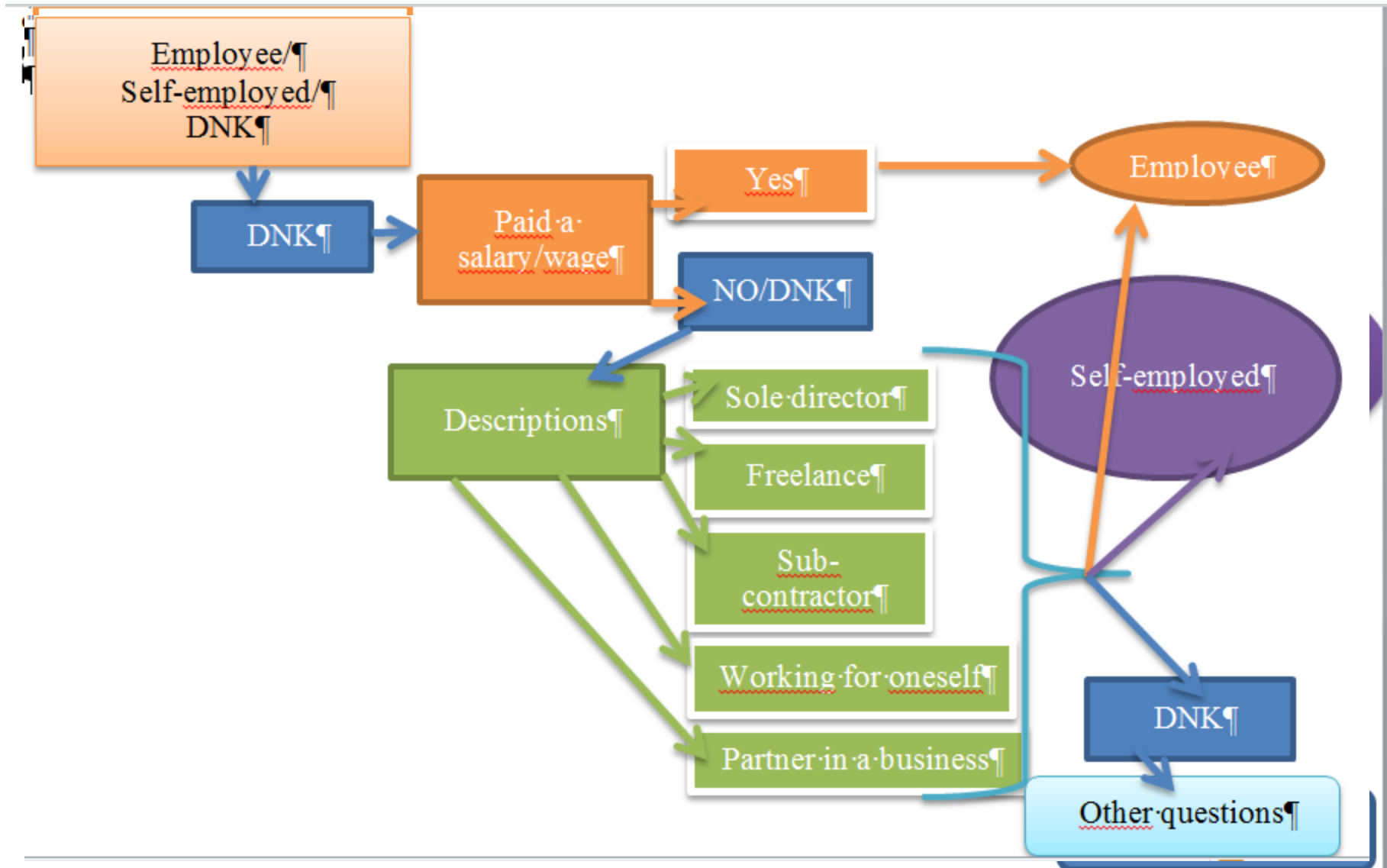
- 38% report good career prospects

## Employment change

- 23% report downsizing, 20% new jobs

Source: EWCS 2005, 2010 and 2015 , EU 28 but EU27 in 2005

# *Employment status not clear for*



# Genuine self-employment: How to spot it?

## Checklist

(Self-employed without employees)

- More than one client
- Authority to hire/dismiss staff
- Authority to make strategic business decisions



Three checks = genuinely independent



56% of SEWoE



No or just one criteria fulfilled = Economically dependent worker

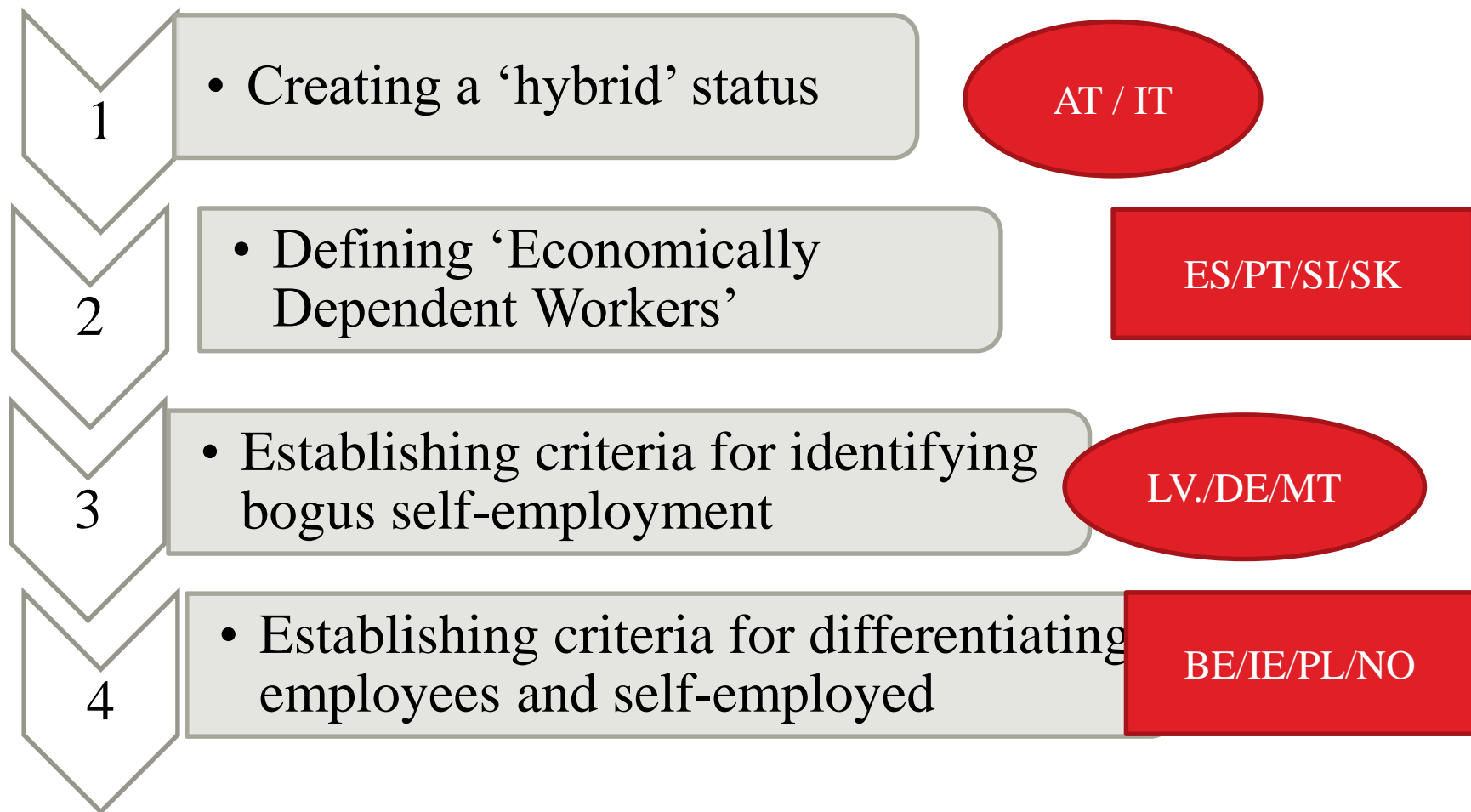
13% of SEWoE

Two checks = grey zone

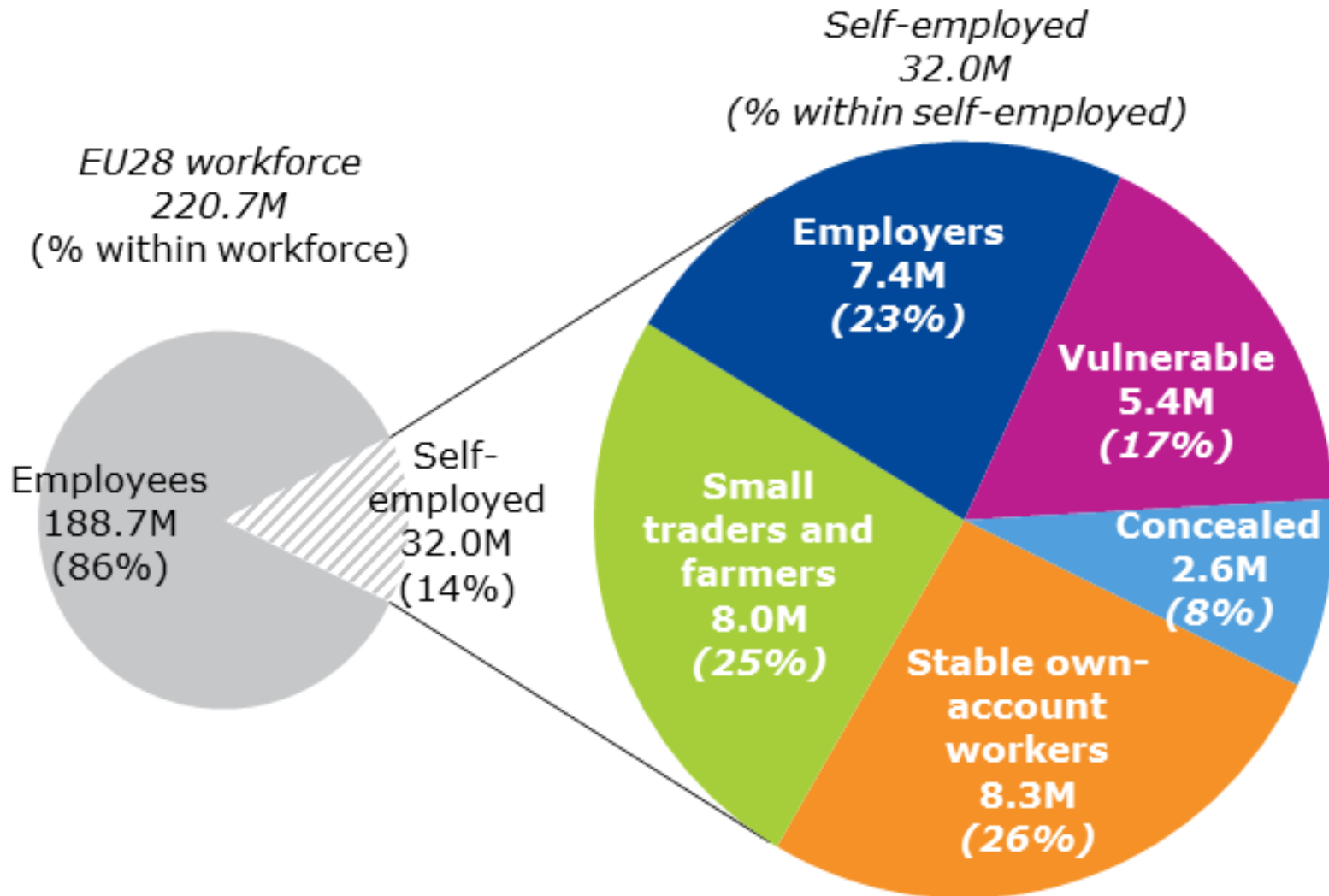


30% of SEWoE

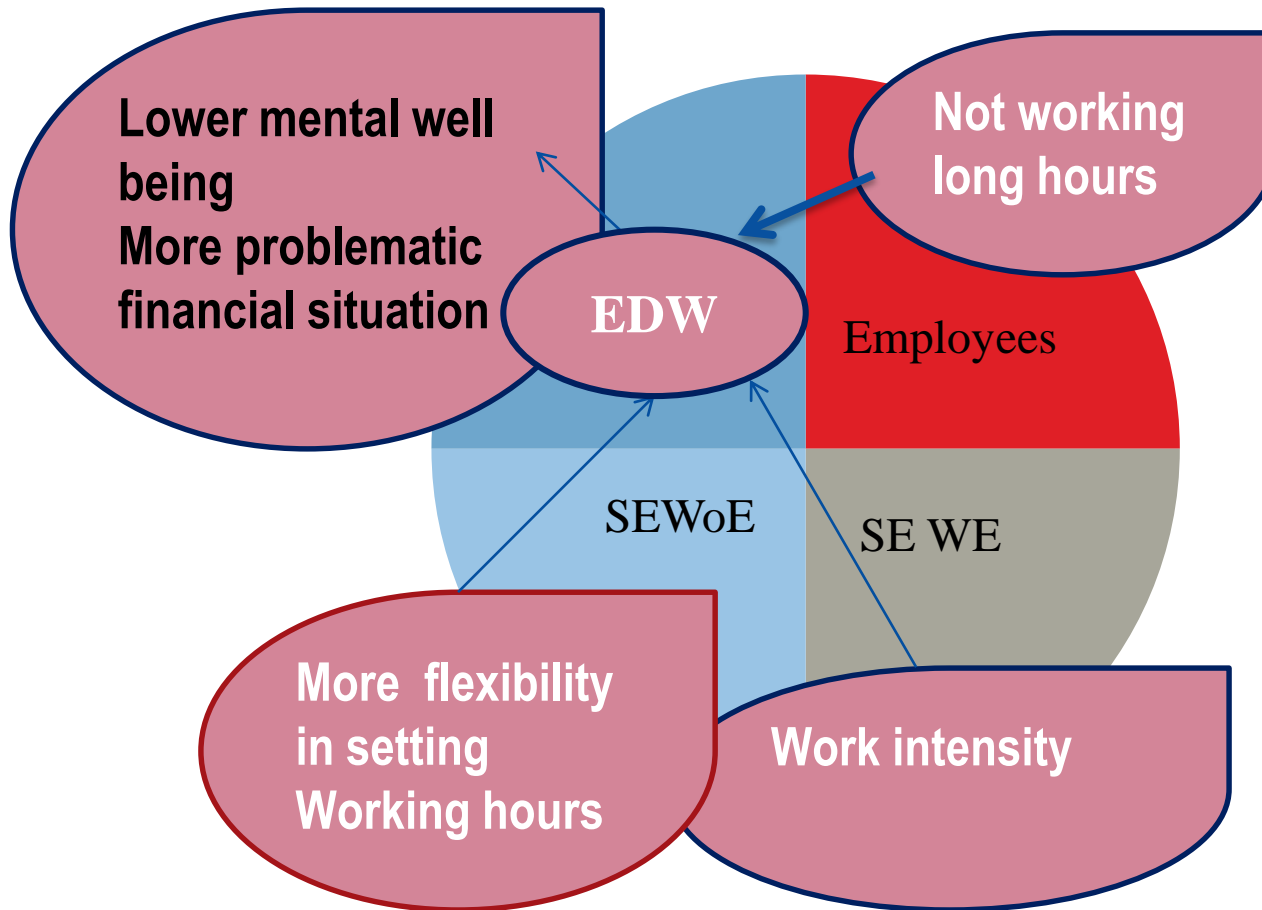
# Member State approaches to regulation



# Classification of self-employed



# EDW Working conditions

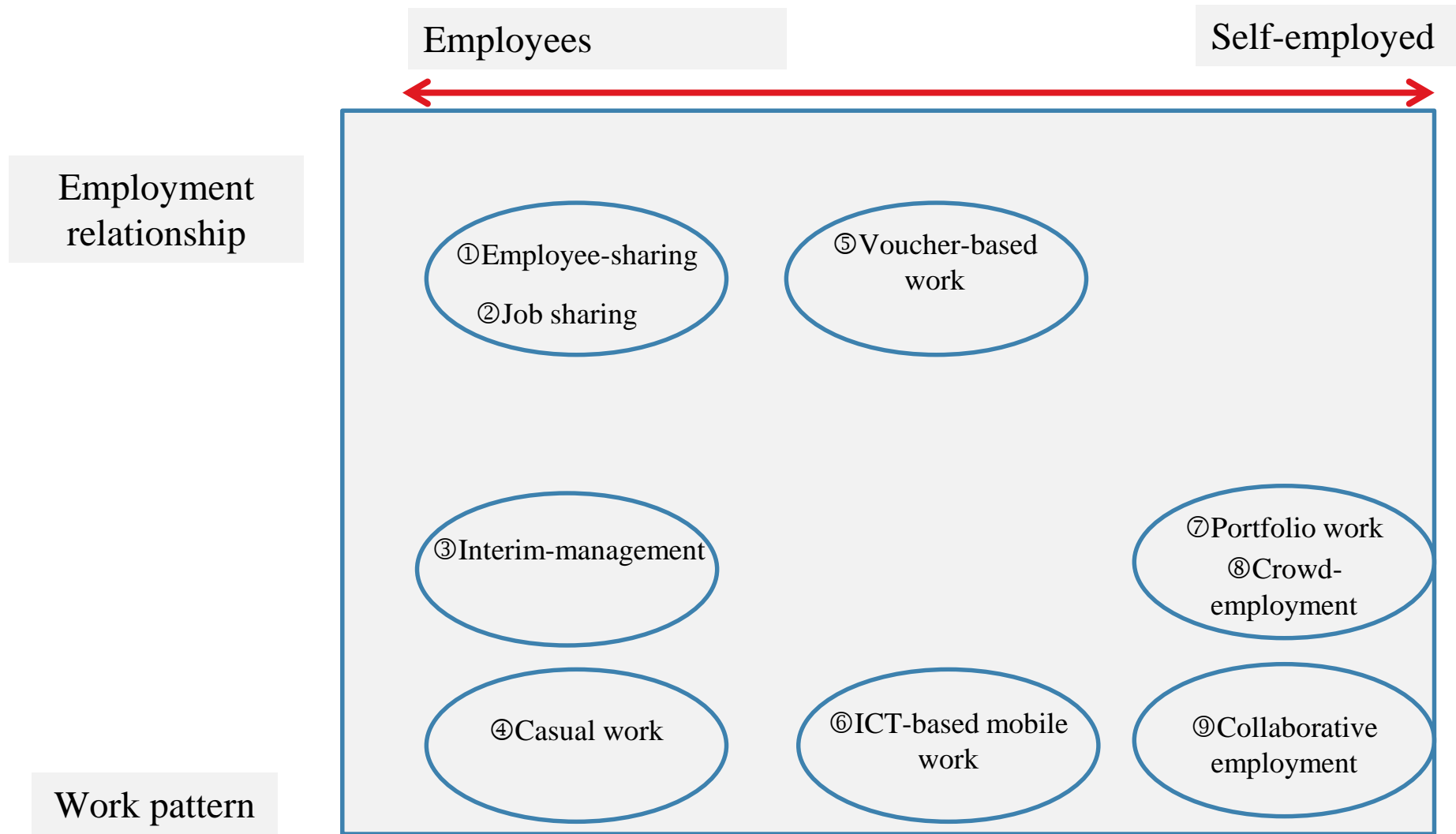


Self employed or not Self employed? WC of EDW  
(Eurofound 2013)



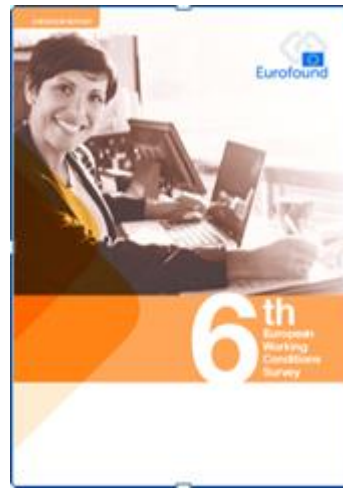
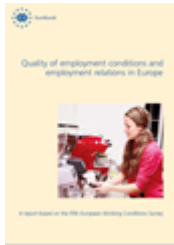
- III/ Key Challenges
  - Increasing transfer of risks to individuals
  - Devising a ‘collective interest’
  - Sens of « work »

# 'New' forms of employment





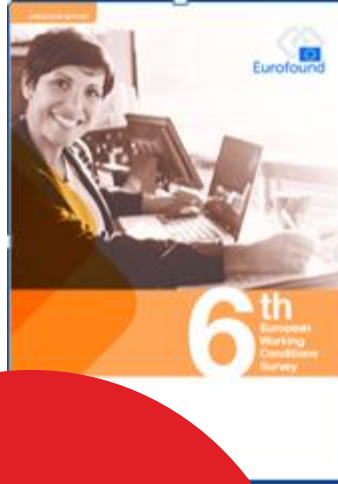
## Collective actions



# Thank you for your attention

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# European Working Conditions Survey



**49**

language  
versions

**43,850**

face to face  
interviews (CAPI)  
at worker's  
homes

**35**

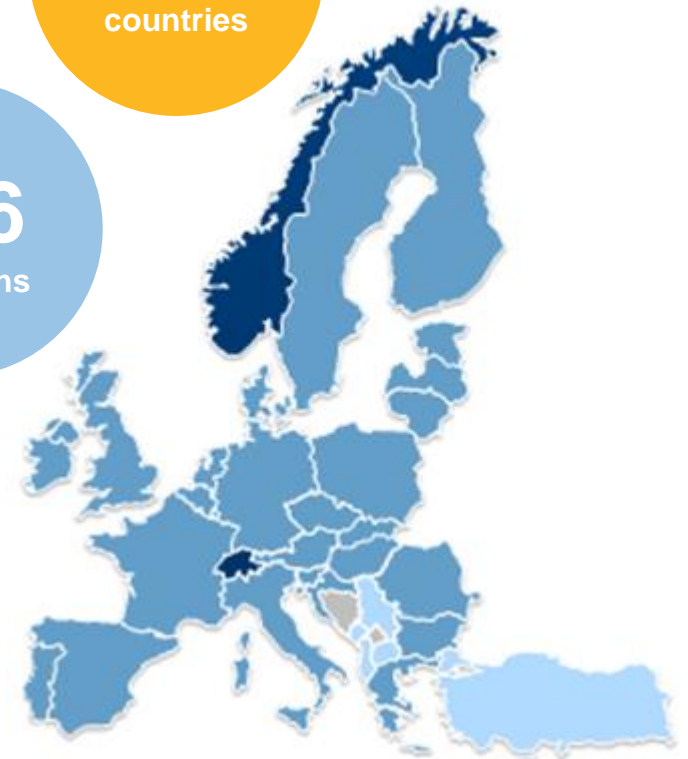
countries

**106**

questions

**45**

minutes



**Sixth edition**

1991, 1995, 2000, 2005, 2010,

**2015**