



DIRECTORATE-GENERAL FOR INTERNAL POLICIES

POLICY DEPARTMENT
ECONOMIC AND SCIENTIFIC POLICY **A**



Risk of precariousness: Results from European Working Conditions Survey 2010 and 2015



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In-depth analysis for the EMPL Committee



DIRECTORATE GENERAL FOR INTERNAL POLICIES
POLICY DEPARTMENT A: ECONOMIC AND SCIENTIFIC POLICY

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IN-DEPTH ANALYSIS

Abstract

This publication, commissioned by the European Parliament's Policy Department for Economic and Scientific Policies, at the request of the Committee on Employment and Social Affairs (EMPL), analyses patterns of job quality across types of employment as regards the dimensions of working conditions reported in the European Working Conditions Surveys from 2010 and 2015.

Job quality in Europe did not change significantly between 2010 and 2015 - this is the main result referring to reported objective, rather objective and subjective perceptions of working conditions in this dataset. Full-time and part-time open-ended contracts as well as self-employment with employees continue to be associated with the lowest risk of precariousness whereas marginal-part-time work, fixed-term contracts and freelance work exhibit by a medium level of precariousness risks. The risk of precariousness is highest and tends to increase for temporary agency workers.

This document was requested by the European Parliament's Committee on Employment and Social Affairs.

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EXECUTIVE SUMMARY

This brief study shows **patterns of job quality across types of employment** with respect to the dimensions of working conditions provided by the EWCS 2010 and 2015 waves. This study provides an overview of the latest available data on job quality across Europe with a special focus on contract types. This study complements the general overview of EWCS data provided by Eurofound (2016) that did not refer systematically to contractual statuses. It also goes more in depth regarding types of employment and job quality compared to a recent global study by the ILO (2016).

Working conditions based on objective, rather objective and subjective perceptions as reported in this dataset **did not change significantly between 2010 and 2015** at the EU27 level. Clearly, and as expected, full-time and part-time open-ended contracts as well as self-employment with employees are associated with the lowest risk of precariousness whereas marginal-part-time work, fixed-term contracts and freelance work exhibit by a medium level of precariousness risks; the **risk of precariousness** is particularly high and **tends to increase for temporary agency workers**.

There are only **small changes in some dimensions** for single types of employment:

For marginal part-time work the **share of low pay** declined from 23 percent to 20 percent and subsequently the satisfaction with pay increased;

Based on the data available, there is some decline in the share of employees receiving **training paid by employers** for part-time workers (from 45 percent to 41 percent) while training for full-time workers was intensified (from 39 percent to 45 percent);

Perceived career opportunities are the highest and improved slightly for full-time workers, freelancers and self-employed with dependent employees reaching on average a medium level;

Perceived stress declined for part-time workers, freelancers as well as for self-employed with employees but remain on medium level such as the EU27 average;

Temporary agency workers reported an increase in stress levels (even though slightly below EU27 average), low pay shares (from 26 percent to 33 percent) and dissatisfaction with overall working conditions.

While the **marginal overall improvement of working conditions** benefited mostly the **full-time workers on open-ended contracts**, our analysis raises particular concerns regarding the low level of employment stability for temporary agency workers as well as for career opportunities for them and for marginal-part-time workers. One can argue that in most cases these types of employment appear not to be particularly effective stepping stones.

We can also draw some limited conclusions from **country-level analysis**:

1. In line with the general pattern, **changes over time are mostly small** and difficult to interpret;
2. **Persistent differences** in dimensions of job quality by employment type shown in the European averages also **hold for most individual countries**;
3. In general, the **risk of precariousness** found in the EU27 data is **more pronounced in some Central and Eastern European as well as Southern European EU Member States**, where, on average, the economic situation is more difficult.

1. CONCEPTUAL FRAMEWORK AND DATA ANALYSIS

In line with our earlier study on precarious employment (see Broughton et al., 2016) we focus on a distinct operationalization of contractual types of employment that might be affected by different dimensions of precariousness. We distinguish between seven types of employment:

- a. full-time open-ended contracts
- b. part-time open-ended contracts
- c. marginal part-time (less than 20 hours per week)
- d. fixed-term employment (can be part-time with 20 hours or more)
- e. temporary agency work
- f. freelancer
- g. self-employed with at least one employee

As regards the individual risks of precariousness, we adopt a multi-dimensional approach that can be applied to the empirical data available. We consider five subdomains of a potential risk of precariousness:

- a. low pay
- b. job insecurity
- c. stress and health
- d. career development and training
- e. low level of collective rights.

By means of the European Working Conditions Survey (EWCS) 2010 and 2015 objective, rather objective and subjective indicators of the quality of work (see Box 1 for details) are used to compare the risks of precariousness between types of employment, between countries and over time. All analyses are based on weighted results for the working population of all EU27 countries.

Regarding low pay the share of employees receiving less than two thirds of median hourly wage per country and the subjective satisfaction with pay are used as indicators. Job insecurity is measured on a self-reported scale from low to high. For stress and health two rather objective indicators (physical and psycho-social demands) as well as the self-reported health status are used. The perceived career opportunities by workers and the objective measure of training with last 12 months paid by employer provide indicators of career development and training. The share of employees working in companies with employee representative or work council indicates the level of collective rights. The overall satisfaction with working condition represents a general subjective indicator of job quality.

Box 1: Unstandardized indicators for the quality of work

In order to compare changes of working conditions over time by means of the EWCS, average values of single indicators have been used. The scaling differs between these dimensions but not over time. Nevertheless, some limitations for interpretation of changes over time remain due to adaptations in the EWCS 2015 questionnaire regarding population asked and wording of questions. See Annex 2 for more detailed information.

Objective indicators

Workers representation gives the share of employees working in companies with employee representative. Comparability over time may be influenced by the change of wording which was more precise in 2015: not only the local unit of company but the whole organisation as well as trade union, work council etc. should be considered).

Training paid by employer gives the share of employees that stated to received training paid by employer within the last 12 months before the interview. Comparability over time may be influenced by the change of population asked in 2015: freelancer and self-employed not analysed.

Low pay is the share of employees earning less than two thirds of median net hourly wage per country.

Rather objective indicators

Physical demands is a combined indicator (average) of three items: "Tiring or painful positions", "Carrying or moving heavy loads", "Repetitive hand or arm movements" that are evaluated by the respondents – from never to all of the time. The values of this indicator ranges from low (1) to high (7).

Psycho-social demands (stress) is a combined indicator (average) of two items: "You experience stress in your work" and "Your job requires that you hide your feelings" that are evaluated by the respondents – from never to all of the time. The values of this indicator range from low (1) to high (7).

Subjective indicators

Career opportunities are given by respondents whether they think their job offers good prospects for career advancement – from strongly disagree to strongly agree. The values of this indicator range from low (1) to high (5).

Job security indicates whether respondents fear that they will loose their job within the next six months – from strongly agree to strongly disagree. The values of this indicator range from low (1) to high (5).

Satisfaction with pay (average) reflects whether employed persons feel they are paid well/ appropriately – from strongly disagree to strongly agree. The values of this indicator range from low (1) to high (5). Comparability over time may be influenced by the change of wording in 2015.

Satisfaction with working conditions (average) is given by the respondents – from not at all satisfied to very satisfied. The values of this indicator range from low (1) to high (4).

Health (average) indicates whether the respondents evaluate their own health in general from very bad to very good. The values of this indicator range from low (1) to high (5).

2. WORKING CONDITIONS IN EUROPE 2010 AND 2015

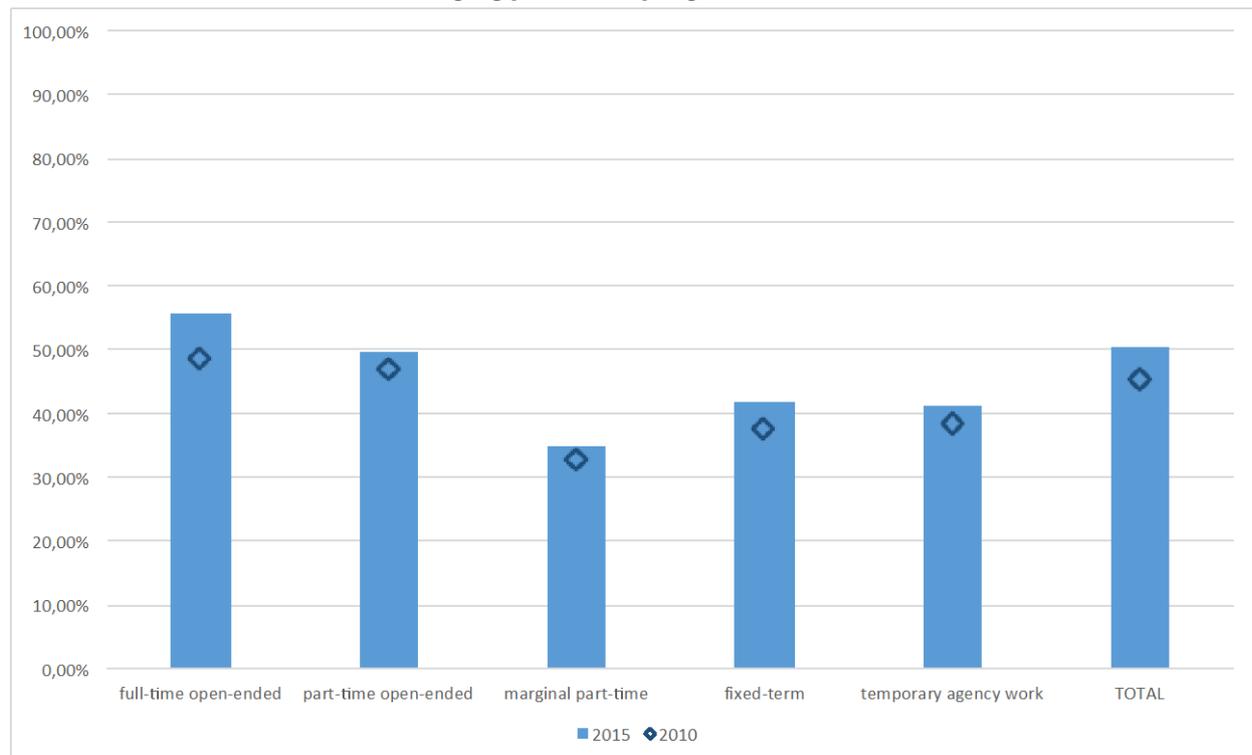
2.1. Dimensions of working conditions 2010 and 2015: More continuity than change

In the following section changes of working conditions from 2010 to 2015 are analysed by type of employment at EU27 level using several indicators of EWCS data. These analyses show that working conditions based on objective, rather objective and subjective perceptions of employees have not changed significantly between 2010 and 2015 at the EU27 level. When looking at the different dimensions of working conditions by contractual status as shown in EWCS data for 2010 and 2015 we see in general broad stability of subjectively perceived working conditions; in general, the self-employed, full-time and part-time workers typically report better working conditions than temporary agency, fixed-term and marginal part-time workers.

2.1.1. Employees representation varies across employment types

As regards the representation of employees (Figure 1) the situation is much better in permanent full-time and part-time compared to other types of employment, in particular marginal part-time work. The share of workers with employee representative is at **average 50 percent** ranging from about **35 percent for marginal part-time workers** to about **55 percent for full-time open-ended contracts**. At the same time, the data show a general **slight increase**, particularly in full-time open-ended employment, however, this may be due to the fact that the question in survey was modified in the 2015 wave (see Annex 2 for more details on indicators used).

Figure 1: Average share of employees with employee representative in Europe 2010 and 2015 by type of employment

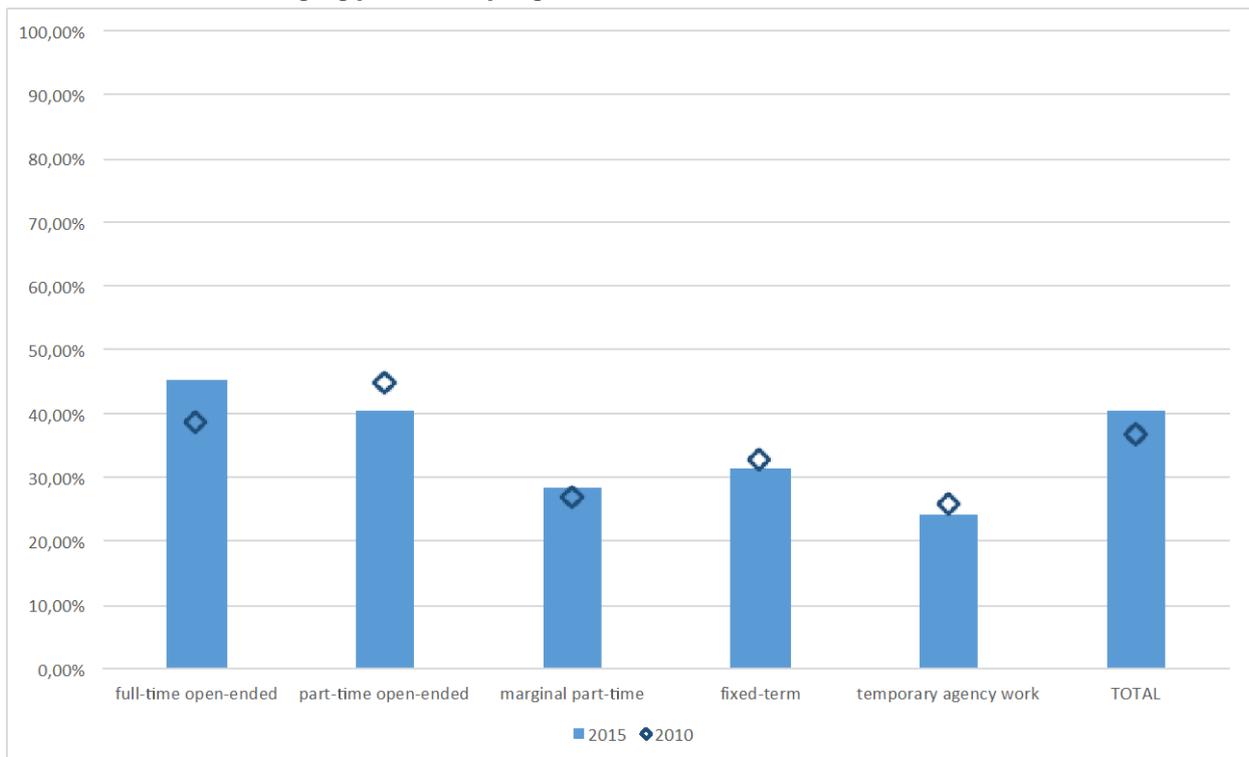


Source: EWCS 2010, 2015, weighted results, own calculation.

2.1.2. Mixed picture for training provided by employers

The participation in training measured as the share of employees reporting to have received training paid by employers in the last 12 months **increased slightly** on average reaching 40 percent in 2015 (Figure 2). Pronounced progress is reported by full-time workers (from 39 percent to 45 percent) whereas other groups of workers experienced no change or even a **decline**, in particular with respect to **part-time workers** (45 percent to 40 percent). Marginal part-time and temporary agency workers continue to receive training more rarely than others, the share ranges from 24 percent to 29 percent with almost no change over time.

Figure 2: Average share of employees receiving training in Europe 2010 and 2015 by type of employment

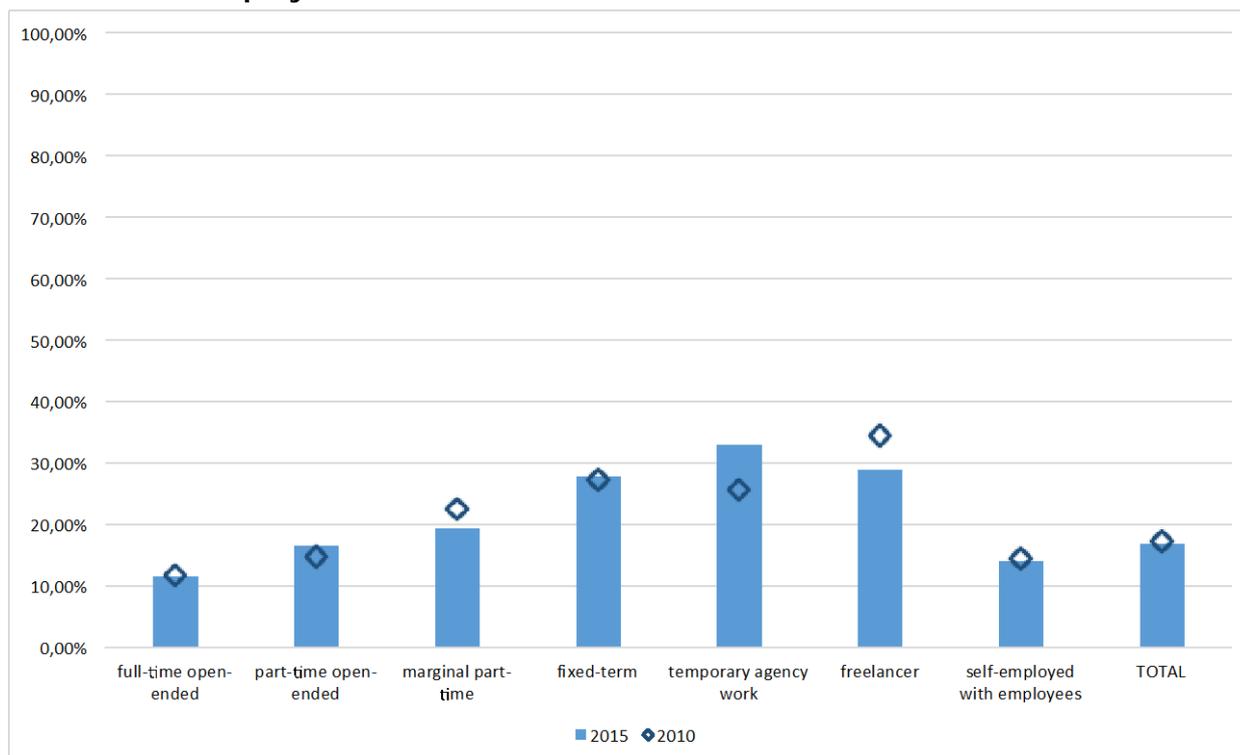


Source: EWCS 2010, 2015, weighted results, own calculation.

2.1.3. Minor changes in the share of low pay

The average low pay share of European employees did hardly change between 2010 and 2015, affecting about 17 percent according to EWCS data (Figure 3). A **decline** could be observed with respect to **marginal part-timers** (from 22 percent to 20 percent) **and freelancers** (from 34 percent to 29 percent) while temporary agency work saw an increase (from 26 percent to 33 percent) in the share of low paid workers. Thus the variation between employment types slightly increased despite a stable figure for the EU27 average over time. Since income questions in surveys are sometimes biased due to high shares of refused answers and proxy questions (categories which were changed in EWCS in 2015), these changes in variation of low pay **should be interpreted with caution** as minor changes.

Figure 3: Average share of low pay in Europe 2010 and 2015 by type of employment

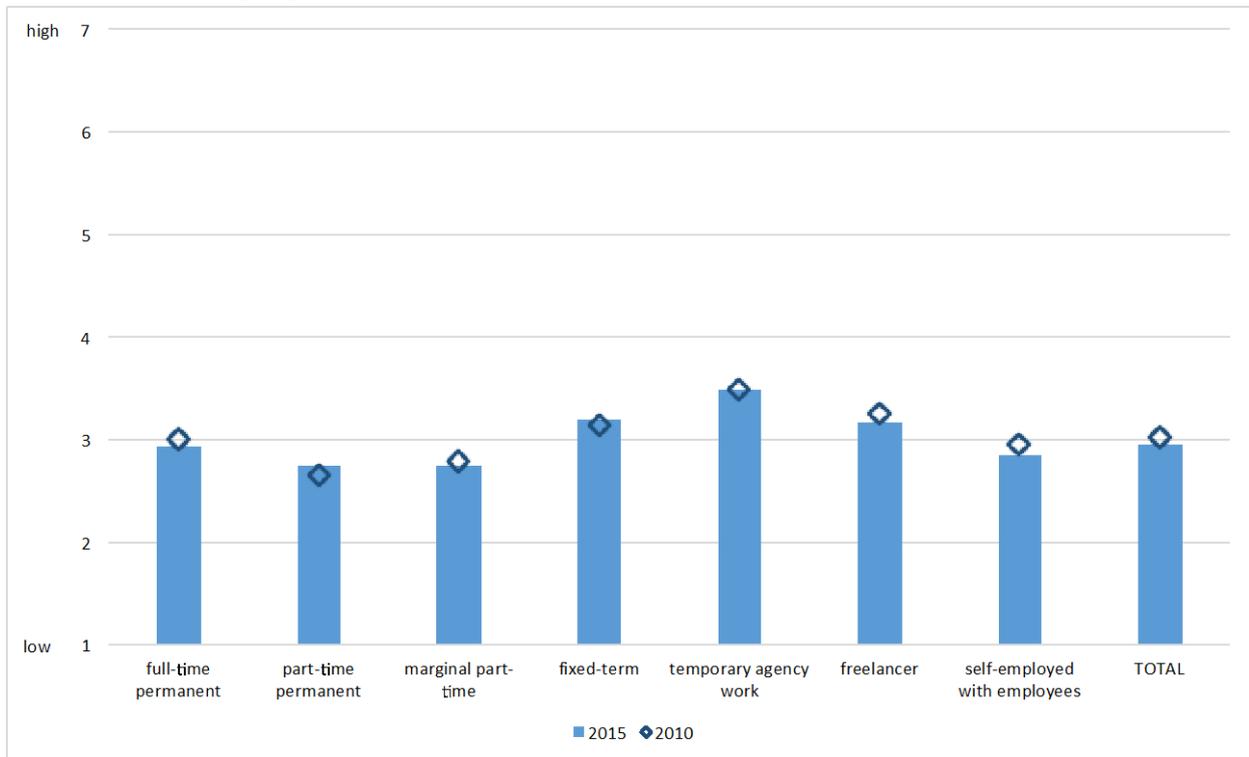


Source: EWCS 2010, 2015, weighted results, own calculation.

2.1.4. Physical demands remain on medium-low level

With respect to physical demands at work we can see a pattern that is quite stable over time with only marginal downward change (Figure 4). **Temporary agency workers, fixed-term employees and freelancers are more affected than other categories** of workers, which may be due to different task and occupational profiles. At average physical demands are on a low to medium level.

Figure 4: Average physical demands in Europe 2010 and 2015 by type of employment

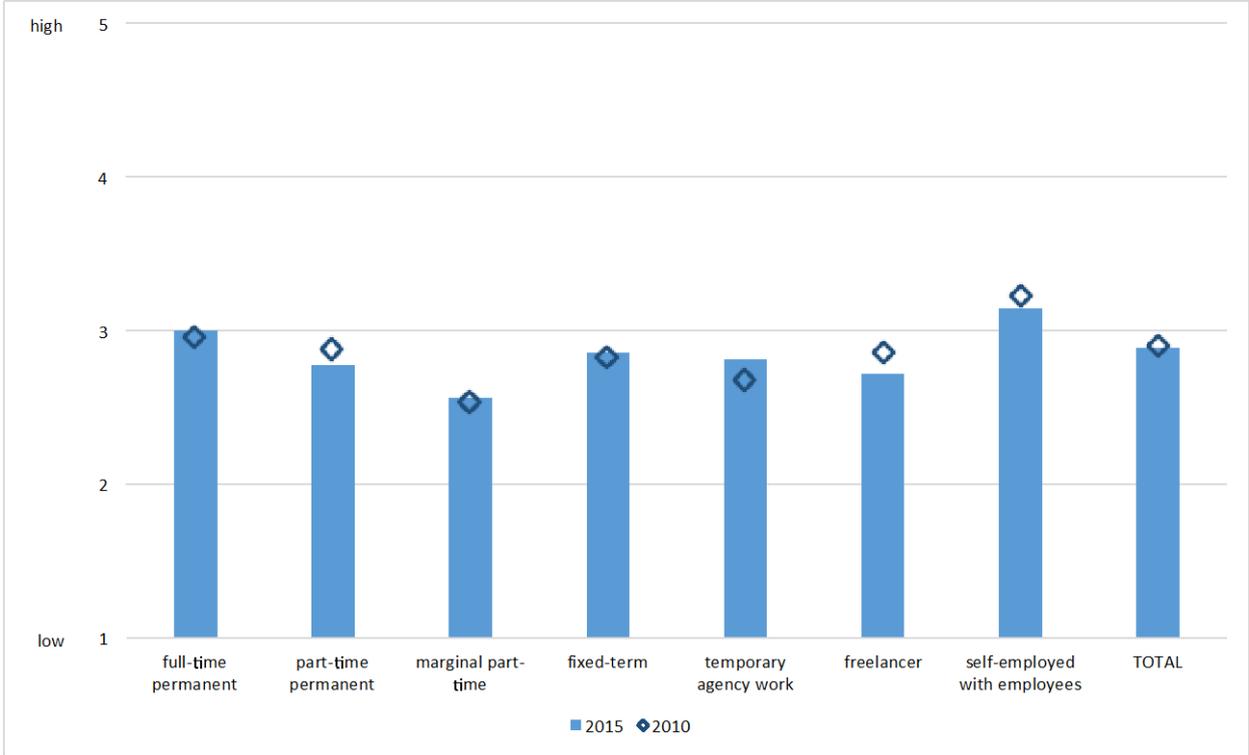


Source: EWCS 2010, 2015, weighted results, own calculation.

2.1.5. No increase in psycho-social demands

Also psycho-social demands did not change much between 2010 and 2015 according to EWCS data (Figure 5). They are on a **medium level** and continuously **higher for self-employed with employees and full-time workers** compared to other types of employment.

Figure 5: Average psycho-social demands (stress) in Europe 2010 and 2015 by type of employment

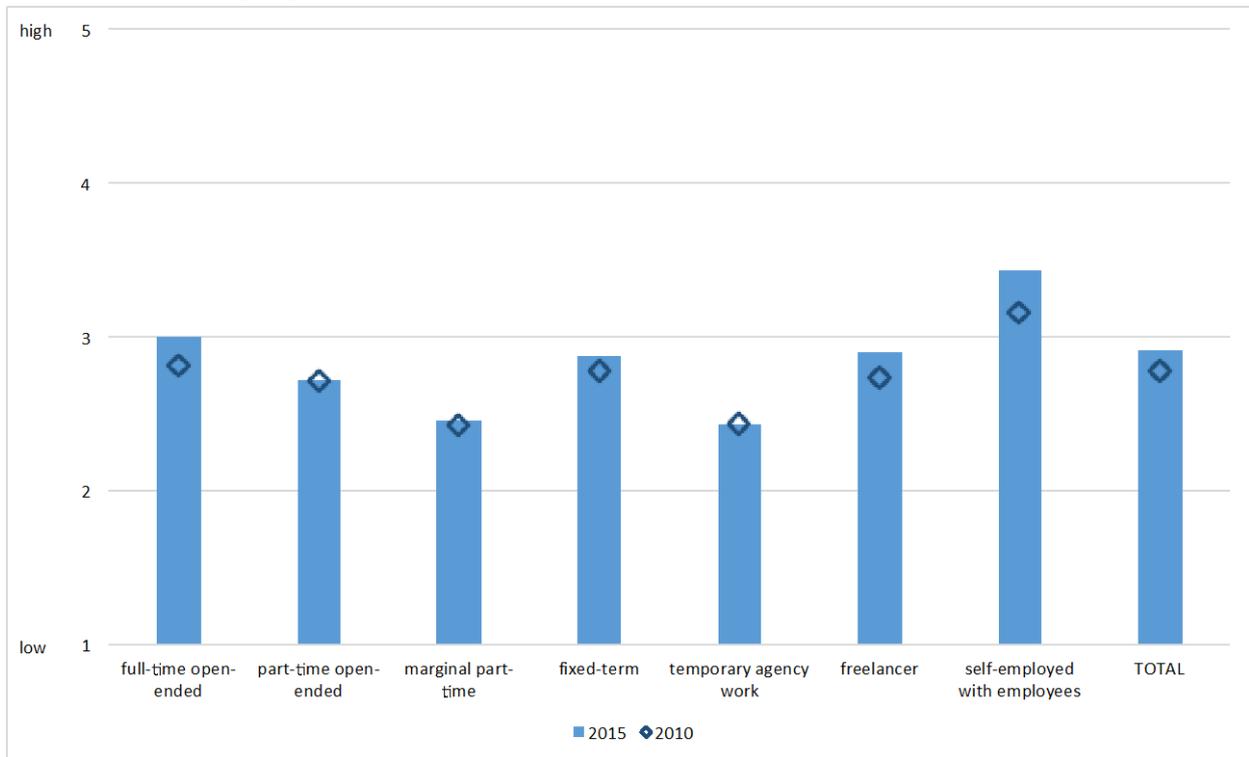


Source: EWCS 2010, 2015, weighted results, own calculation.

2.1.6. Variation in career prospects continues

The same pattern is however true for career opportunities where the two groups with the **best perceived opportunities, full-time workers and entrepreneurs**, report even an improvement between 2010 and 2015 (Figure 6). Other groups did not show a change, and **career opportunities** continue to be **more limited for marginal part-time workers and temporary agency staff**.

Figure 6: Average career opportunities in Europe 2010 and 2015 by type of employment

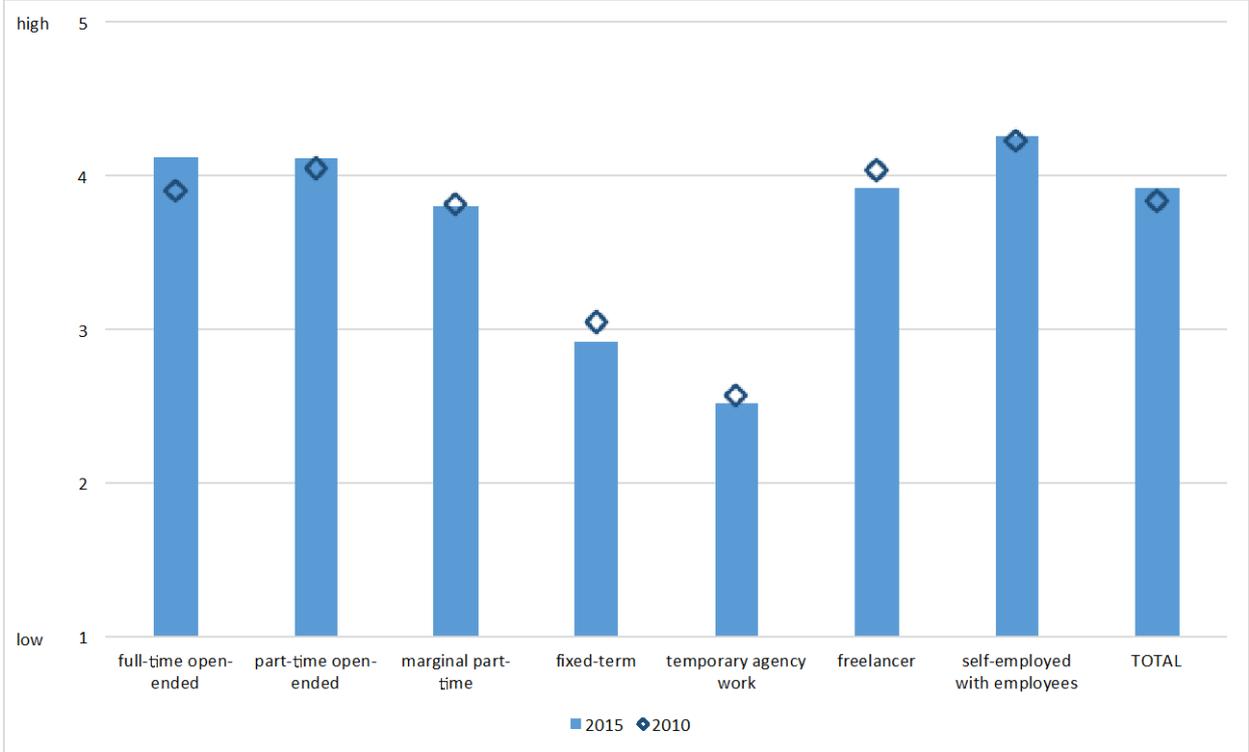


Source: EWCS 2010, 2015, weighted results, own calculation.

2.1.7. Job security varies by employment types

As regards job security, both full-time and part-time workers with permanent contracts as well as self-employed with employees responded positively in the EWCS survey at both points in time (Figure 7). Not unexpectedly, perceived job security is **more problematic** with respect to **fixed-term and temporary agency workers**. It even **declined** somewhat in these cases. In comparison to other dimensions of work quality considered in this analysis, the variations in perceived job security by employment type are remarkable but also quite stable over time.

Figure 7: Average job security in Europe 2010 and 2015 by type of employment

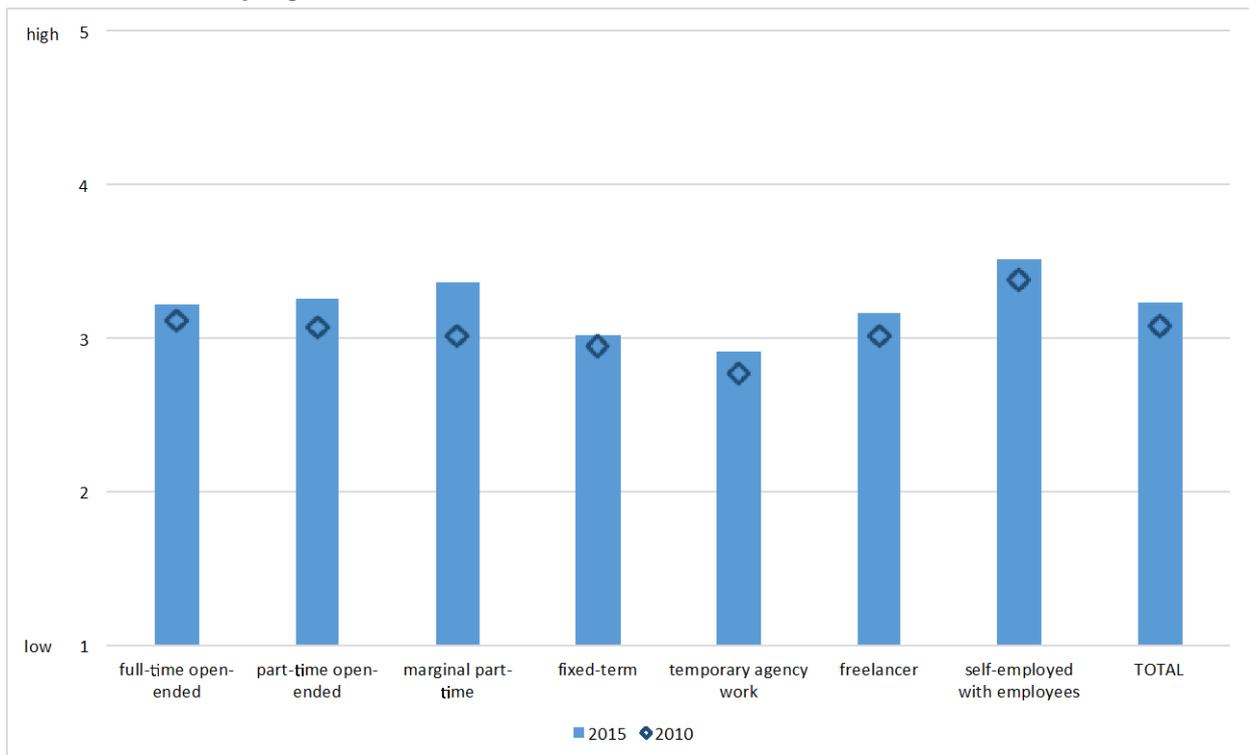


Source: EWCS 2010, 2015, weighted results, own calculation.

2.1.8. Satisfaction with payment increased slightly

Taking satisfaction with pay as another dimension of job quality, the EWCS data show **medium satisfaction** in general (Figure 8). The **highest satisfaction** with pay is reported by the **self-employed with employees** and – quite **surprisingly** and hard to understand – high and increased satisfaction reported by **marginal part-time workers**. **Temporary agency workers** also report the **lowest satisfaction** with their job in this respect. As with other subjective indicators especially satisfaction with pay other influences such as the general economic situation may explain changes over time. The economic situation in 2010 shortly after the recession might have been perceived worse compared to 2015 and subsequently caused the slight increase in satisfaction with pay across all types of employment.

Figure 8: Average satisfaction with pay in Europe 2010 and 2015 by type of employment

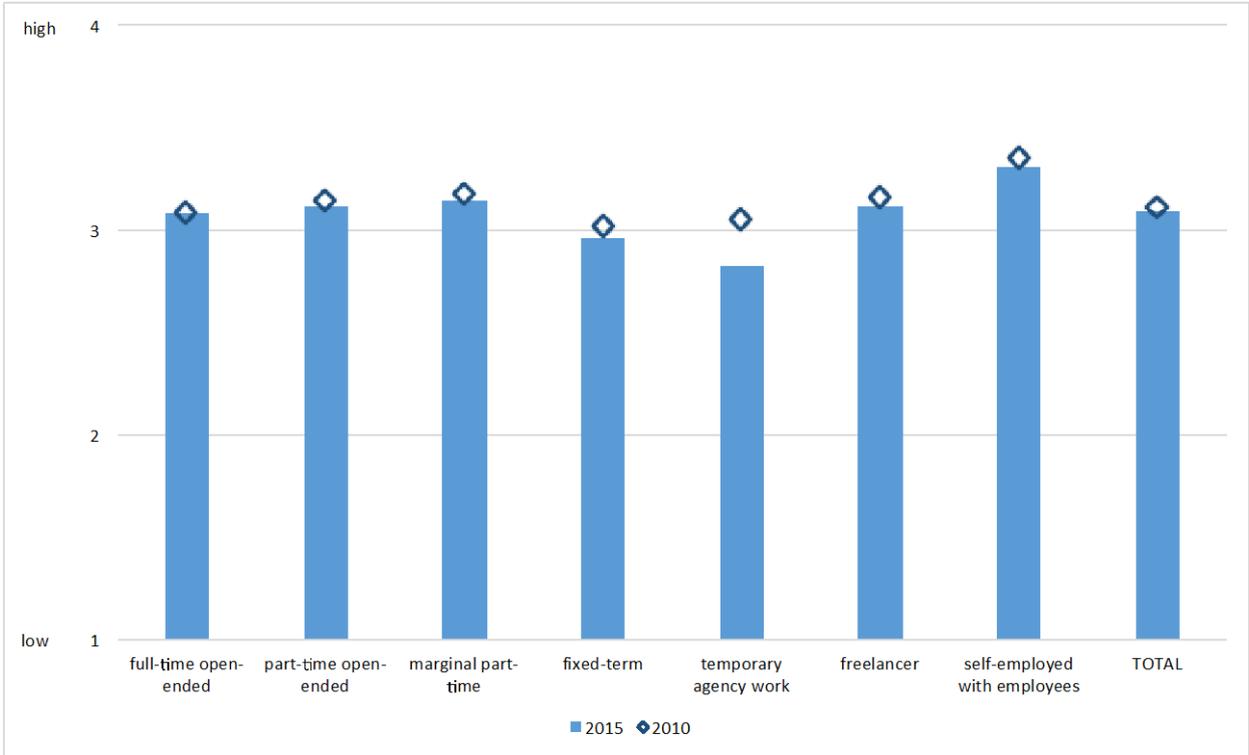


Source: EWCS 2010, 2015, weighted results, own calculation.

2.1.9. Overall medium-high satisfaction

The overall reported satisfaction with working conditions (Figure 9) is on a **rather high level** and shows **almost no changes** over time except for temporary agency workers. Self-employed with employees are the most satisfied group while **temporary agency workers** are the **least satisfied** and even report a **decline** in this dimension. The variations in overall satisfaction with working conditions by employment type however show the same patterns as for satisfaction with pay.

Figure 9: Average satisfaction with working conditions in Europe 2010 and 2015 by type of employment

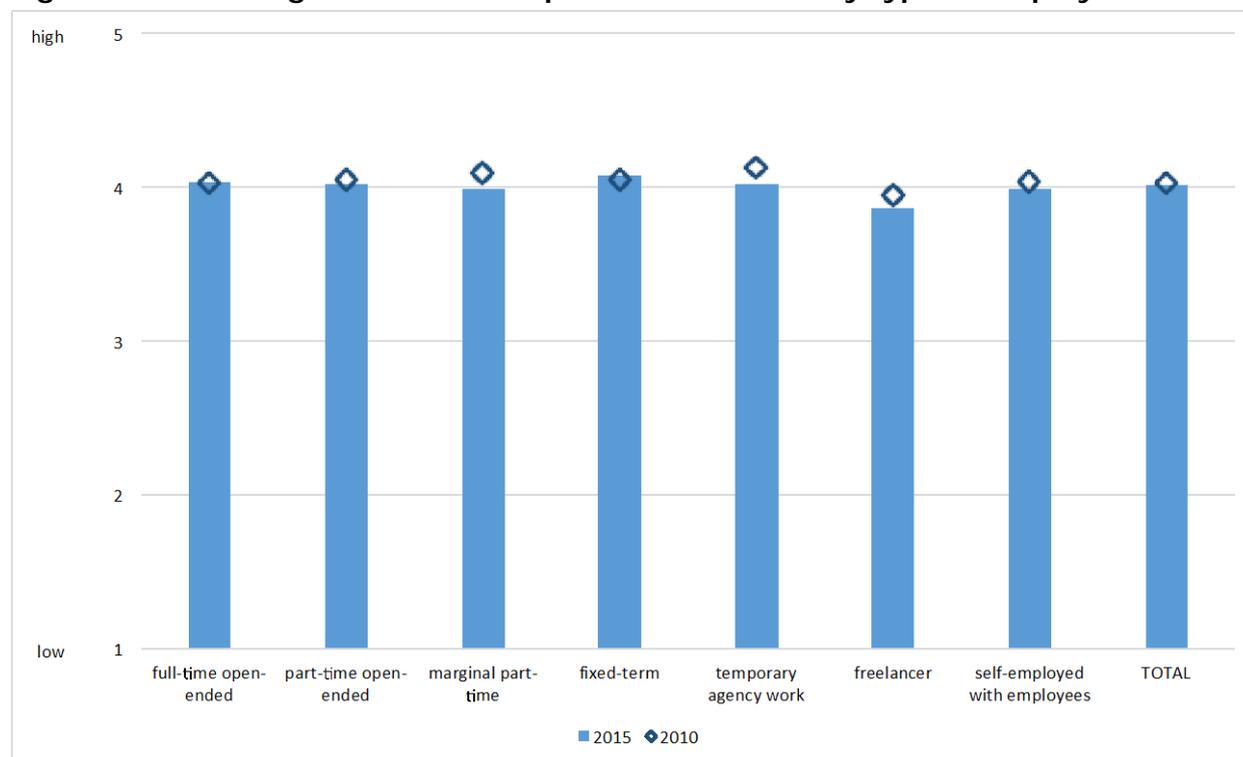


Source: EWCS 2010, 2015, weighted results, own calculation.

2.1.10. Self-reported health status continues to be rather high

Finally, the employment types studied are neither characterized by remarkable differences in reported health nor changes over time (Figure 10). The health status measured on a self-reported scale from (1) 'low' to (5) 'high' reaches an **average value of 4 for all types of employment**. Nevertheless, variations within each type may occur.

Figure 10: Average health in Europe 2010 and 2015 by type of employment



Source: EWCS 2010, 2015, weighted results, own calculation.

2.2. Working conditions by employment type

The main findings of our previous study on the risks of precariousness based on the 2010 wave of the EWCS (Broughton et al. 2016) can basically be confirmed with the new data. Taking a summarizing look at the European averages by employment type, we can identify the following pattern:

2.2.1. Full-time open-ended contracts

- There is a low risk of precariousness.
- Main risks, if identifiable, relate to low pay, stress and health, career development and training.
- Training activities supported by employers increased at EU27 level between 2010 and 2015.
- Furthermore, perceived career prospects and job security slightly increased at EU EU27 level between 2010 and 2015.

2.2.2. Part-time open-ended contracts

- There is a low risk of precariousness.
- Main risks are low pay, social security, career development and training.

- The Overall working conditions of part-time employees who have an unlimited contract seem not to be different from those of full-time workers.
- Training investments by employers slightly decreased between 2010 and 2015 (especially when compared with an increase for full-time workers).
- Reported stress slightly decreased between 2010 and 2015.

2.2.3. Marginal part-time work

- Marginal part-time work shows a medium risk of precariousness.
- The main risks are low pay, lack of social security, below average career opportunities and exclusion from training.
- Compared to other types of employment, marginal part-time workers perceive lower job security, fewer career opportunities, less training investment by the employers, a higher share of low pay and, in some countries, they are less satisfied with payment.
- The share of low pay amongst part-time workers slightly decreased and satisfaction with pay increased accordingly between 2010 and 2015.

2.2.4. Fixed-term contracts

- They exhibit a medium risk of precariousness.
- The main risks are low pay, social security, labour rights and job insecurity.
- Fixed-term workers experience much lower levels of job security than those in permanent employment; this tends to indicate that fixed-term contracts are not being used as a stepping stone to more permanent forms of contracts.
- Perceived job security slightly decreased at between 2010 and 2015.

2.2.5. Temporary agency work

- Compared to other types of employment, temporary agency work is characterized by a rather high risk of precariousness.
- Main risks are low pay, labour rights, career development and training, low level of collective rights.
- In addition, the share of low pay slightly increased between 2010 and 2015 as well as the level of stress reported.
- The data also show a decrease of perceived job security and overall working conditions between 2010 and 2015.

2.2.6. Freelancers

- Freelance work shows a medium risk of precariousness.
- The main risks are Low pay, social security, labour rights, career development and training.
- Freelancers see quite positive job security and satisfaction with working conditions is at average or slightly above.
- The share of low pay slightly decreased between 2010 and 2015.
- Stress also slightly decreased between 2010 and 2015.
- Perceived career prospects slightly increased between 2010 and 2015 but job security slightly decreased.

2.2.7. Self-employed with employees

- Self-employed with employees benefit from a low risk of precariousness.
- They experience the best (subjective perceptions of) working conditions, satisfaction with career opportunities, job security and pay.
- Perceived career prospects slightly increased at EU EU27 level between 2010 and 2015.

3. WORKING CONDITIONS BY EMPLOYMENT TYPE AND COUNTRY 2010 AND 2015

The tables in the annex 1 show standardized indicators regarding different dimensions of working conditions that could be compared over time using data from EWCS for 2010 and 2015. The tables in the annex 1 show deviations from the EU average in 2010 and 2015. The numbers show the magnitude of deviation as measured in one standard deviation. Positive deviations can reach +1 (or even higher), while negative deviations can reach up to -1 (or even lower) (for details see Box 2). As the size of some employment categories is relatively small, some country data can only be interpreted with great caution. This holds for low numbers of cases in EWCS, i.e. below 50, in lines marked with a (*). If there are less than 30 cases the results have been dropped (.).

From this analysis, some limited conclusions can be drawn. First, changes over time are mostly small and hard to interpret. Second, we can see that the persistent differences in dimensions of job quality by employment type shown in the European averages above also hold for most individual countries, and differences at the country level are often small or difficult to interpret. Third, the general pattern in the risk of precariousness found in the EU27 data is more pronounced in some Central and Eastern European as well as Southern European EU Member States. However, given the small number of cases, we cannot provide a reliable analysis for all dimensions in the clusters of countries.

Taking a closer look at the employment types, countries and dimensions of job quality where the reliability of the data is given, we can see in Table 1 in the annex 1 that **working condition in permanent full-time work are generally quite favourable**, in particular in many **Continental European countries** (e.g. Belgium, Luxembourg or the Netherlands) and **Scandinavia** (Denmark, Finland and Sweden) as well as in the **UK** while we see some negative aspects in the three Baltic countries, the Central and Eastern European countries (such as Bulgaria) and the Southern European countries affected by 2008/09 crisis (e.g. Greece or Portugal). Some negative deviations observed in the 2010 data (e.g. job security in Lithuania or general health in Latvia) disappeared to some extent in 2015.

This pattern is basically in line with the findings regarding **part-time work** although the reliability of the data is more limited there (see Annex 1 Table 2). **Positive perceptions** are reported by **Dutch and Belgian part-time workers** while, for example, in German career opportunities are reported to be unsatisfactory. Clear negative or positive statements regarding satisfaction with pay or health expressed in some countries in 2010 could not be replicated using the 2015 data.

Marginal part-time work is generally more 'precarious' in most dimensions and most countries studied, this is true in particular for training, worker representation, career opportunities and job security. However, physical and psychosocial demands tend to be low. Subjective indicators with positive outcomes are reported for countries such as Austria and Denmark as regards satisfaction with pay or working conditions (Annex 1 Table 3).

Fixed-term contracts, shown in Annex 1 Table 4, exhibit a low level of perceived **job security and higher risks of low pay** in virtually all EU Member States, however, some dimensions such as health or career opportunities are also related with slightly **above average job quality in Denmark**.

Freelancers (Annex 1 Table 5) show a generally more positive subjective level of satisfaction than other non-standard workers. This is relevant in particular regarding psycho-social demands, career opportunities, job security and overall satisfaction with working conditions. Taking the **2015** data, the **low pay risks** are generally large, most dramatically in Estonia,

Ireland, Romania and Slovenia. Reported health is a concern in Estonia, Lithuania, Portugal and Romania.

Self-employed persons with dependent employees, finally (Annex 1 Table 6), report the **best subjective assessment** of working conditions, in particular regarding career opportunities, pay satisfaction and satisfying working conditions. At the same time, however, **psycho-social demands** are higher for entrepreneurs than they are for other categories of workers. **Greece is a notable exception** from the generally positive picture as Greek entrepreneurs are much less satisfied with their situation.

ANNEX 1: COUNTRY GRID

Box 2: Standardised indicators for the quality of work

All indicators described above have been standardised¹ in 2010 and 2015 to the EU27 mean of all employed persons per year. Thus all dimensions are comparable regardless of their scale and furthermore average deviations can be used for cross-country and cross-employment type comparisons. All indicators are coded in a way that higher values indicate better working conditions and lower (negative) values indicate worse working conditions (risks of precariousness).

The following tables show for each dimension of the quality of work the average (standardised) value per country, which can be interpreted as the average deviation from the EU27 mean for a certain indicator. Tables are produced for each type of employment but can also be compared with each other. The colours within cells indicate whether the average value for a given country and dimension of work quality deviates positively (green colours) or negatively (red colours) from the yearly EU27 average for some thresholds. The darker the colour the greater the deviation. The thresholds used reflect the relative position of countries within the EU27 distribution of a given indicator for a certain type of employment (e.g. within 50%, outside 50% and within 75% or outside 75%).

Changes over time should not be stressed as long as there are no dramatic changes of colours, restricted interpretation due to unreliable results (low number of cases are marked with * or (.)) need to be considered. The comparison between values in 2010 and 2015 can only give some hints of a change in relative positions among countries or employment types – not controlling for structural changes neither within the country nor within the type of employment.

¹ Each indicator was standardised by means of normalisation to a yearly mean of 0 and standard deviation of 1 following a normal distribution.

Table 1: Dimensions of working conditions – full-time open-ended contracts (average deviation from overall EU27 average). Subjective and objective indicators of precariousness 2010 and 2015

	Objective						Rather objective				Subjective									
	work council		training received		share of low pay (low)		physical demands (low)		psycho-social demands (low)		career opportunities		job security		satisfaction with pay		satisfaction with working conditions		general health	
	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015
Austria	0,13	0,11	0,14	0,20	0,20	0,24	0,01	0,05	-0,21	-0,36	-0,05	0,07	0,13	0,21	0,30	0,25	0,27	0,32	0,02	0,24
Belgium	0,36	0,39	0,09	0,27	0,33	0,36	-0,02	0,10	-0,10	-0,03	0,26	0,02	0,11	0,24	0,37	0,24	0,13	0,07	0,14	0,08
Bulgaria	-0,23	-0,39	-0,53	-0,48	-0,09	-0,01	-0,11	-0,01	0,09	0,00	0,02	0,10	-0,50	0,03	-0,15	0,01	-0,18	-0,02	0,03	0,03
Cyprus	0,02	-0,23	-0,08	-0,39	0,06	0,19	-0,21	-0,49	-0,34	-0,34	0,12	0,14	0,06	-0,28	0,40	-0,01	0,18	0,00	0,30	0,54
Czech Republic	-0,22	-0,23	0,32	0,34	0,18	-0,02	0,11	0,25	-0,11	0,01	-0,05	0,12	-0,67	-0,17	-0,06	0,08	-0,10	0,10	-0,08	0,27
Denmark	0,62	0,54	0,29	0,06	0,36	0,27	0,44	0,21	0,27	0,25	0,31	0,36	0,45	0,54	0,41	0,28	0,39	0,34	0,37	0,32
Estonia	-0,39	-0,44	0,11	0,30	-0,09	-0,10	-0,07	-0,03	-0,03	0,01	-0,17	0,14	-0,58	-0,12	-0,19	-0,07	-0,19	-0,09	-0,57	-0,40
Finland	0,62	0,55	0,44	0,44	0,31	0,28	-0,13	0,01	-0,02	0,01	0,03	0,07	0,20	0,29	-0,16	0,05	-0,04	0,12	-0,06	0,02
France	0,19	0,40	-0,15	0,18	0,34	0,21	-0,30	-0,27	-0,14	-0,28	0,03	-0,07	0,35	0,41	-0,25	-0,39	-0,18	-0,26	-0,10	0,08
Germany	0,00	0,21	0,13	0,17	0,15	0,12	0,14	0,27	-0,20	-0,05	-0,04	-0,01	0,32	0,34	0,27	0,16	0,07	0,10	0,01	0,02
Greece	-0,36	-0,32	-0,38	-0,62	0,06	0,03	-0,29	-0,31	-0,52	-0,53	-0,04	0,04	-0,15	-0,37	-0,01	-0,20	-0,38	-0,05	0,39	0,60
Hungary	0,05	-0,25	-0,11	-0,25	0,19	0,07	-0,20	0,19	-0,25	-0,29	-0,28	0,17	-0,29	-0,06	-0,67	-0,04	-0,38	-0,10	-0,26	0,01
Ireland	0,15	-0,01	0,29	0,44	0,08	0,02	0,11	0,25	-0,17	-0,21	0,35	0,22	-0,26	0,32	0,18	-0,03	0,17	0,10	0,58	0,49
Italy	-0,03	0,08	-0,17	-0,11	0,31	0,18	-0,08	0,17	0,22	0,08	-0,14	-0,15	0,06	-0,08	-0,16	-0,02	-0,24	-0,13	-0,13	-0,22
Latvia	-0,17	-0,20	-0,10	-0,06	0,02	0,08	0,01	0,05	-0,10	0,01	-0,12	0,10	-0,50	-0,17	-0,44	-0,22	-0,29	-0,23	-0,70	-0,48
Lithuania	-0,24	-0,40	-0,21	-0,06	-0,08	-0,17	0,08	-0,03	0,06	0,08	-0,15	-0,20	-0,84	-0,09	-0,29	-0,18	-0,28	-0,11	-0,38	-0,30
Luxembourg	0,45	0,44	0,00	0,21	-0,08	0,10	-0,11	-0,15	-0,13	-0,18	0,40	0,08	0,29	0,41	0,39	0,12	0,01	-0,08	0,07	0,03
Malta	-0,10	-0,01	-0,01	0,07	0,22	0,16	-0,05	0,01	-0,11	-0,26	0,37	0,28	0,00	0,45	0,14	-0,13	0,08	-0,01	0,17	0,05
Netherlands	0,36	0,43	0,50	0,48	0,24	0,29	0,39	0,26	0,27	0,29	0,09	0,18	0,24	0,21	0,27	0,28	0,07	0,10	0,01	0,09
Poland	-0,17	-0,34	0,03	0,04	0,07	0,05	0,15	0,09	0,19	-0,01	0,19	0,23	-0,18	-0,32	0,06	0,06	-0,04	-0,03	-0,06	-0,04
Portugal	-0,44	-0,23	-0,04	-0,16	0,25	0,28	-0,27	0,00	-0,13	-0,01	0,02	0,09	-0,03	-0,13	-0,24	0,02	-0,10	0,08	-0,46	-0,05
Romania	0,01	-0,16	-0,25	-0,37	-0,12	0,08	0,01	-0,31	0,35	0,16	-0,25	0,25	-0,32	0,09	-0,19	0,07	-0,19	-0,12	-0,24	-0,07
Slovakia	0,07	-0,13	0,13	0,26	0,18	0,07	0,10	0,13	0,01	-0,06	-0,20	-0,12	-0,15	0,25	-0,22	-0,18	-0,12	-0,11	-0,32	0,02
Slovenia	-0,07	0,34	0,36	0,22	0,04	0,17	-0,16	-0,05	0,05	0,04	-0,06	-0,05	-0,26	-0,13	-0,35	-0,23	-0,43	-0,14	-0,22	-0,04
Spain	0,09	0,20	0,03	0,01	0,01	0,09	-0,09	-0,22	0,00	-0,11	0,04	0,02	-0,28	0,06	0,17	-0,03	-0,05	-0,04	0,02	-0,05
Sweden	0,48	0,73	0,41	0,26	0,33	0,28	-0,13	-0,06	-0,10	-0,20	-0,05	0,02	0,17	0,33	0,06	0,12	-0,01	-0,04	0,08	0,05
United Kingdom	0,21	-0,02	0,36	0,36	0,06	0,14	0,20	0,11	-0,14	-0,16	0,39	0,25	0,14	0,17	0,20	0,01	0,19	0,11	0,36	0,22
EU27	0,07	0,12	0,06	0,10	0,17	0,15	0,01	0,01	-0,04	-0,09	0,04	0,06	0,06	0,15	0,04	-0,01	-0,04	-0,01	0,00	0,04

Source: EWCS 2010, 2015, weighted results, own calculation.

Note: less reliable due to low number of cases (*), unreliable due to less than 30 cases (.)

-1,15	Negative, outside 75 %
-0,68	Negative, outside 50 %
-0,32	Negative, within 50 %
0,00	Inner 25 %
0,32	Positive, within 50 %
0,68	Positive, outside 50 %
1,15	Positive, outside 75 %

Table 2: Dimensions of working conditions – part-time work (average deviation from overall EU27 average). Subjective and objective indicators of precariousness 2010 and 2015

	Objective						Rather objective				Subjective									
	work council		training received		share of low pay (low)		physical demands (low)		psycho-social demands (low)		career opportunities		job security		satisfaction with pay		satisfaction with working conditions		general health	
	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015
Austria*	-0,14	-0,11	0,58	-0,17	0,21	0,36	0,43	0,12	0,00	-0,22	-0,09	-0,24	0,46	0,39	0,54	0,48	0,35	0,48	0,26	0,33
Belgium	0,34	0,30	0,20	0,18	0,33	0,37	-0,01	-0,05	0,06	0,01	-0,14	-0,22	0,31	0,31	0,40	0,18	0,12	0,14	0,09	0,00
Bulgaria	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
Cyprus*	-0,13	-0,58	-0,41	-0,50	-0,05	-0,39	0,47	-0,14	-0,24	-0,29	-0,03	0,37	0,43	-0,59	0,78	0,12	0,45	0,22	0,54	0,73
Czech Republic	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
Denmark*	0,51	0,48	0,26	0,17	0,09	0,08	0,25	0,20	0,20	0,07	-0,32	0,21	0,38	0,19	0,38	-0,08	0,39	0,23	0,01	-0,03
Estonia	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
Finland*	0,57	(.)	0,29	(.)	0,24	(.)	0,03	(.)	-0,07	(.)	-0,09	(.)	0,37	(.)	-0,36	(.)	-0,01	(.)	-0,25	(.)
France	-0,02	0,21	-0,19	-0,23	0,19	0,26	-0,17	-0,15	-0,16	-0,22	-0,16	-0,07	0,59	0,45	-0,29	-0,52	-0,11	-0,36	0,01	-0,06
Germany	-0,23	-0,20	0,21	0,00	-0,06	-0,09	0,32	0,21	-0,15	0,04	-0,42	-0,37	0,18	0,38	0,15	0,22	-0,15	0,06	-0,26	-0,13
Greece*	-0,21	0,02	-0,25	-0,57	0,22	0,18	0,04	0,07	-0,62	-0,01	-0,28	0,15	0,23	-0,28	-0,06	-0,23	-0,14	0,08	0,84	0,66
Hungary	0,00	(.)	0,01	(.)	-0,44	(.)	-0,06	(.)	-0,54	(.)	-0,47	(.)	-0,41	(.)	-1,18	(.)	-0,34	(.)	-0,83	(.)
Ireland	(.)	-0,18	(.)	-0,01	(.)	-0,10	(.)	0,08	(.)	-0,13	(.)	-0,12	(.)	0,16	(.)	-0,07	(.)	0,17	(.)	0,60
Italy	-0,03	0,09	0,01	-0,18	0,12	0,31	0,35	0,40	-0,11	0,22	-0,29	-0,33	0,08	-0,08	-0,39	-0,04	-0,21	-0,07	-0,07	-0,32
Latvia*	-0,24	(.)	0,12	(.)	0,03	(.)	-0,06	(.)	-0,40	(.)	-0,13	(.)	-0,81	(.)	-0,75	(.)	-0,59	(.)	-0,40	(.)
Lithuania*	(.)	(.)	0,25	(.)	(.)	(.)	0,40	(.)	(.)	(.)	-0,06	(.)	-0,75	(.)	-0,43	(.)	-0,54	(.)	-0,71	(.)
Luxembourg*	0,24	0,32	0,31	0,12	(.)	0,05	0,22	0,12	-0,11	-0,28	-0,12	-0,12	0,47	0,46	0,72	0,23	0,13	0,22	0,01	-0,03
Malta*	0,04	-0,08	0,12	-0,06	(.)	(.)	0,25	-0,09	-0,16	0,08	0,08	-0,18	0,22	0,61	0,16	-0,17	0,63	0,42	0,42	-0,13
Netherlands	0,12	0,32	0,33	0,48	0,23	0,22	0,34	0,17	0,18	0,15	-0,19	-0,25	0,34	0,01	0,28	0,18	0,01	-0,02	0,05	-0,01
Poland	0,59	(.)	0,63	(.)	0,37	(.)	0,87	(.)	-0,22	(.)	0,48	(.)	0,06	(.)	-0,07	(.)	-0,01	(.)	-0,27	(.)
Portugal	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
Romania	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
Slovakia	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
Slovenia	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
Spain*	0,07	0,07	0,11	-0,06	0,00	-0,18	0,32	-0,12	-0,34	0,07	0,18	-0,38	-0,07	-0,12	0,29	0,04	0,13	0,12	0,12	0,04
Sweden	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)
United Kingdom	0,03	-0,12	0,40	0,18	-0,16	-0,26	0,17	0,27	-0,04	0,12	0,37	0,22	0,25	0,18	-0,11	0,04	0,37	0,20	0,27	0,26
EU27	0,03	-0,01	0,19	0,01	0,08	0,01	0,24	0,13	-0,12	0,06	-0,04	-0,14	0,18	0,15	-0,01	0,02	0,04	0,04	0,04	0,02

Source: EWCS 2010, 2015, weighted results, own calculation.

Note: less reliable due to low number of cases (*), unreliable due to less than 30 cases (.)

-1,15	Negative, outside 75 %
-0,68	Negative, outside 50 %
-0,32	Negative, within 50 %
0,00	Inner 25 %
0,32	Positive, within 50 %
0,68	Positive, outside 50 %
1,15	Positive, outside 75 %

Table 3: Dimensions of working conditions – marginal part-time work (average deviation from overall EU27 average). Subjective and objective indicators of precariousness 2010 and 2015

	Objective						Rather objective				Subjective									
	work council		training received		share of low pay (low)		physical demands (low)		psycho-social demands (low)		career opportunities		job security		satisfaction with pay		satisfaction with working conditions		general health	
	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015
Austria	-0,23	-0,19	-0,16	-0,19	0,20	0,29	0,29	0,27	-0,05	0,04	-0,28	-0,20	0,13	0,18	0,41	0,39	0,50	0,55	0,37	0,22
Belgium	0,10	0,09	0,06	-0,05	0,30	0,25	-0,13	0,08	0,01	0,02	-0,11	-0,27	0,12	-0,10	0,32	0,23	0,08	0,07	0,01	-0,10
Bulgaria*	(.)	-0,43	-0,50	-0,42	-0,04	0,30	0,08	0,16	(.)	0,14	(.)	-0,05	(.)	-0,18	-0,67	0,00	-0,71	0,03	-0,04	0,28
Cyprus	(.)	-0,79	(.)	-0,50	(.)	0,19	(.)	0,02	(.)	0,32	(.)	0,30	(.)	-0,32	(.)	0,22	(.)	-0,07	(.)	0,79
Czech Republic	(.)	-0,45	(.)	-0,29	(.)	-0,24	(.)	0,26	(.)	0,38	(.)	-0,18	(.)	-0,36	(.)	0,20	(.)	0,18	(.)	-0,14
Denmark	0,21	0,03	-0,43	-0,51	-0,94	-0,65	0,08	0,08	0,57	0,29	-0,23	-0,01	0,21	0,24	0,76	0,67	0,40	0,66	0,32	0,02
Estonia	-0,26	-0,09	-0,38	-0,14	0,20	-0,28	-0,15	-0,14	0,32	0,35	-0,15	-0,28	-0,80	-0,40	-0,71	-0,28	-0,22	-0,07	-0,71	-0,51
Finland	0,29	0,23	0,11	0,00	0,07	0,13	0,01	0,15	0,11	0,24	0,27	0,13	-0,17	0,19	0,26	0,58	0,10	0,28	0,06	-0,06
France	-0,37	-0,09	-0,46	-0,45	0,03	0,04	-0,20	-0,07	0,22	0,10	-0,52	-0,43	0,08	-0,14	-0,35	-0,17	-0,08	0,06	-0,01	-0,02
Germany	-0,44	-0,46	-0,33	-0,35	-0,23	-0,05	0,21	0,23	-0,03	0,23	-0,62	-0,64	-0,08	0,16	-0,27	0,17	-0,04	0,18	-0,02	-0,22
Greece*	-0,43	-0,53	-0,65	-0,79	0,32	0,35	0,45	-0,52	-0,34	-0,24	-0,07	-0,61	-0,03	-0,74	-0,65	-0,37	-0,30	-0,35	0,80	0,50
Hungary*	-0,45	-0,68	-0,59	-0,43	0,00	0,30	-0,25	0,26	-0,18	-0,08	-0,30	0,35	-0,33	-0,40	-0,72	0,32	-0,87	-0,10	-0,37	-0,31
Ireland	-0,36	-0,14	-0,16	-0,07	-0,20	-0,15	0,34	0,47	0,01	0,13	-0,13	-0,03	-0,40	0,05	0,11	0,13	0,31	0,46	0,76	0,59
Italy	-0,34	-0,19	-0,24	-0,07	0,35	0,23	0,03	0,40	0,29	0,29	-0,36	-0,47	-0,08	-0,46	-0,22	-0,15	-0,01	-0,12	-0,12	-0,06
Latvia	-0,37	-0,42	-0,29	-0,55	0,26	0,24	0,31	0,21	0,19	0,31	-0,41	-0,04	-0,54	-0,18	-0,51	0,05	-0,26	0,01	-0,58	-0,64
Lithuania	-0,44	-0,49	-0,41	-0,05	0,03	-0,27	-0,01	0,25	0,39	0,35	-0,23	-0,38	-0,98	-0,48	-0,38	0,07	0,16	-0,19	-0,50	-0,55
Luxembourg	0,16	0,21	0,21	0,19	0,03	0,01	0,09	0,16	-0,22	0,05	-0,10	-0,02	0,42	0,42	0,64	0,37	0,10	0,06	0,13	0,09
Malta	-0,45	-0,55	-0,43	-0,55	0,06	-0,30	-0,28	0,08	0,23	0,17	-0,15	-0,23	-0,16	0,17	0,13	-0,09	0,27	0,09	0,21	0,18
Netherlands	-0,09	-0,04	-0,01	-0,10	-0,49	-0,58	0,17	0,20	0,52	0,60	-0,34	-0,33	0,29	0,06	0,32	0,28	0,14	0,24	0,10	0,05
Poland	-0,30	-0,58	-0,05	-0,36	0,11	0,31	0,52	0,29	0,32	0,29	0,05	0,23	-0,08	-0,19	0,02	0,23	-0,19	0,20	-0,31	-0,17
Portugal*	-0,76	-0,84	-0,36	-0,62	0,47	0,41	-0,11	0,17	0,05	0,66	-0,26	-0,71	-0,85	-1,18	-0,34	-0,46	-0,27	-0,59	-0,37	-0,18
Romania*	0,31	0,06	-0,03	-0,43	0,35	0,29	0,51	-0,11	0,46	0,29	0,53	0,13	0,15	-0,13	0,09	0,29	0,11	-0,17	0,10	0,07
Slovakia*	-0,47	-0,37	-0,56	-0,23	-0,63	0,22	0,27	0,12	0,32	0,36	-0,79	-0,09	-0,84	-0,26	-0,69	0,12	-0,01	0,12	-0,40	-0,29
Slovenia*	-0,14	0,01	-0,13	-0,19	0,14	0,35	-0,33	-0,14	0,45	0,20	-0,21	-0,21	-0,34	-0,35	0,04	-0,32	-0,34	-0,18	-0,48	-0,50
Spain	-0,42	-0,34	-0,37	-0,37	0,06	-0,07	-0,02	-0,17	0,25	0,17	-0,18	-0,45	-0,52	-0,53	0,02	-0,07	-0,01	-0,30	0,16	0,05
Sweden	0,38	0,47	-0,16	-0,49	0,11	0,03	-0,09	-0,09	0,05	-0,01	-0,13	-0,44	-0,41	0,04	0,03	0,17	0,08	0,11	0,00	-0,07
United Kingdom	-0,13	-0,26	0,03	0,23	-0,27	-0,32	0,25	0,21	0,21	0,07	-0,04	0,03	0,16	0,16	0,07	0,27	0,31	0,34	0,32	0,19
EU27	-0,25	-0,30	-0,19	-0,24	-0,12	-0,06	0,15	0,13	0,19	0,21	-0,28	-0,34	-0,02	-0,10	-0,05	0,11	0,08	0,08	0,09	-0,03

Source: EWCS 2010, 2015, weighted results, own calculation.

Note: less reliable due to low number of cases (*), unreliable due to less than 30 cases (.)

-1,15	Negative, outside 75 %
-0,68	Negative, outside 50 %
-0,32	Negative, within 50 %
0,00	Inner 25 %
0,32	Positive, within 50 %
0,68	Positive, outside 50 %
1,15	Positive, outside 75 %

Table 4: Dimensions of working conditions – fixed-term contracts (average deviation from overall EU27 average). Subjective and objective indicators of precariousness 2010 and 2015

	Objective						Rather objective				Subjective									
	work council		training received		share of low pay (low)		physical demands (low)		psycho-social demands (low)		career opportunities		job security		satisfaction with pay		satisfaction with working conditions		general health	
	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015
Austria*	-0,16	0,57	0,07	0,41	-0,41	0,15	0,14	0,29	-0,35	-0,56	0,30	0,17	0,08	-0,61	-0,04	0,10	0,13	0,16	0,21	0,40
Belgium	0,09	0,35	-0,04	0,04	0,27	0,31	-0,22	0,19	-0,13	0,01	0,16	0,07	-0,80	-0,73	0,00	0,30	-0,05	-0,06	0,25	0,17
Bulgaria	-0,23	-0,56	-0,58	-0,44	-0,52	-0,22	0,12	-0,09	0,42	0,12	-0,20	0,32	-0,95	-0,58	-0,42	0,17	-0,12	-0,10	0,08	0,14
Cyprus*	-0,09	-0,01	0,19	-0,12	-0,20	-0,04	0,09	0,09	-0,33	-0,42	0,32	0,14	0,06	-0,60	0,40	-0,04	0,24	0,18	0,39	0,73
Czech Republic	-0,47	-0,42	0,20	0,30	-0,28	-0,66	-0,04	0,09	0,04	0,37	-0,16	-0,09	-1,15	-0,74	-0,22	-0,02	-0,52	-0,08	-0,07	0,23
Denmark	0,77	0,65	0,19	-0,10	-0,44	-0,17	0,02	0,27	0,22	0,33	0,67	0,65	-0,32	-0,42	0,21	0,11	0,25	0,44	0,65	0,37
Estonia	-0,46	-0,42	-0,03	-0,01	-0,34	-0,27	-0,28	-0,03	-0,19	-0,04	-0,20	0,28	-1,09	-0,26	-0,28	0,12	-0,35	0,12	-0,74	-0,42
Finland	0,52	0,38	0,26	0,09	0,08	-0,13	-0,13	0,08	0,13	0,05	0,32	0,28	-0,84	-0,70	0,01	0,31	0,00	0,26	-0,02	0,30
France	-0,06	0,13	-0,39	-0,31	-0,07	-0,46	-0,43	-0,29	-0,13	0,07	-0,38	0,02	-0,90	-0,63	-0,39	-0,31	-0,39	-0,01	0,02	0,30
Germany	-0,16	-0,02	-0,07	0,09	-0,52	-0,57	0,12	0,11	-0,25	-0,11	0,14	-0,01	-0,33	-0,48	-0,15	-0,06	0,07	-0,12	0,13	-0,11
Greece*	-0,08	-0,09	-0,16	-0,55	-0,04	0,21	0,02	-0,39	-0,50	-0,63	-0,20	0,16	-0,72	-0,95	-0,31	-0,03	-0,34	0,15	0,55	0,46
Hungary	-0,07	-0,48	-0,30	-0,49	-0,43	-0,87	-0,16	0,08	-0,16	0,00	-0,35	-0,17	-0,84	-0,31	-0,88	-0,40	-0,29	-0,24	-0,45	-0,13
Ireland*	0,44	-0,14	0,42	0,22	0,10	-0,36	-0,13	0,43	-0,06	0,09	0,41	0,64	-0,22	-0,50	0,12	0,01	0,19	0,38	0,62	0,72
Italy	-0,17	-0,42	0,02	-0,51	-0,18	-0,31	-0,14	0,03	0,26	0,05	-0,15	-0,15	-0,52	-1,15	-0,21	-0,14	-0,03	-0,29	0,15	-0,13
Latvia	-0,43	-0,29	-0,22	0,02	-0,28	0,29	-0,30	0,29	0,05	-0,06	-0,39	-0,09	-0,92	-0,76	-0,57	-0,39	-0,62	-0,29	-1,00	-0,26
Lithuania*	-0,52	(.)	-0,27	-0,41	0,00	(.)	-0,47	-0,80	-0,02	0,15	-0,52	(.)	-1,38	(.)	-0,69	-0,36	-0,81	-0,72	-0,41	-0,18
Luxembourg*	0,02	0,30	-0,04	0,30	-0,71	-0,80	0,17	-0,45	-0,15	0,08	0,49	0,20	-0,36	-0,31	0,50	-0,07	-0,01	0,03	0,05	-0,06
Malta	-0,18	-0,09	0,08	-0,04	-0,21	-0,17	-0,16	0,07	-0,32	-0,30	0,47	0,50	-0,29	-0,01	0,02	-0,15	-0,24	0,11	0,26	0,08
Netherlands	0,02	-0,03	0,14	0,05	-0,15	-0,34	0,37	0,24	0,31	0,25	0,21	0,20	-0,35	-0,59	0,22	-0,10	0,04	-0,13	-0,10	0,30
Poland	-0,44	-0,61	0,06	-0,10	-0,38	-0,25	0,10	-0,02	0,31	0,08	0,17	0,08	-0,63	-0,64	0,00	-0,15	0,00	-0,27	0,02	-0,01
Portugal	-0,63	-0,71	-0,01	-0,46	0,00	0,04	-0,42	0,01	-0,12	-0,04	-0,04	-0,21	-0,84	-0,89	-0,56	-0,34	-0,22	-0,27	-0,19	-0,03
Romania*	0,04	-0,13	-0,34	-0,24	-0,37	0,39	-0,27	0,07	0,26	0,04	-0,29	0,44	(.)	-0,64	-0,38	0,17	0,03	-0,31	-0,39	-0,19
Slovakia	0,05	-0,27	-0,22	0,06	0,03	-0,09	-0,17	-0,13	0,02	0,01	-0,38	-0,18	-0,58	-0,50	-0,45	-0,16	-0,38	-0,31	-0,26	-0,21
Slovenia	-0,33	0,00	0,27	-0,14	-0,13	-0,14	-0,05	-0,12	0,20	0,28	0,14	0,08	-0,86	-0,88	-0,18	-0,31	-0,25	-0,19	0,01	0,05
Spain	-0,21	-0,11	-0,23	-0,28	-0,32	-0,24	-0,23	-0,54	0,15	0,05	-0,13	-0,24	-1,05	-1,01	0,00	-0,27	-0,32	-0,31	0,04	0,10
Sweden*	0,35	0,51	0,21	-0,17	0,13	-0,16	0,02	-0,20	0,16	-0,24	0,06	0,03	-0,90	-0,89	0,18	0,05	0,12	-0,15	-0,05	0,13
United Kingdom*	0,10	-0,18	0,31	0,22	0,06	-0,13	0,07	0,36	-0,34	-0,18	0,71	0,55	-0,17	-0,43	0,45	0,09	0,16	0,16	0,10	0,27
EU27	-0,16	-0,16	-0,07	-0,18	-0,25	-0,29	-0,08	-0,17	0,02	0,04	0,01	-0,03	-0,67	-0,78	-0,12	-0,16	-0,12	-0,18	0,04	0,09

Source: EWCS 2010, 2015, weighted results, own calculation.

Note: less reliable due to low number of cases (*), unreliable due to less than 30 cases (.)

-1,15	Negative, outside 75 %
-0,68	Negative, outside 50 %
-0,32	Negative, within 50 %
0,00	Inner 25 %
0,32	Positive, within 50 %
0,68	Positive, outside 50 %
1,15	Positive, outside 75 %

Table 5: Dimensions of working conditions – freelancer (average deviation from overall EU27 average). Subjective and objective indicators of precariousness 2010 and 2015

	Objective						Rather objective				Subjective									
	work council		training received		share of low pay (low)		physical demands (low)		psycho-social demands (low)		career opportunities		job security		satisfaction with pay		satisfaction with working conditions		general health	
	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015
Austria					-0,12	0,02	-0,01	0,08	0,15	0,08	-0,22	-0,25	0,54	0,19	0,16	0,15	0,37	0,40	0,12	-0,25
Belgium					-0,24	-0,46	-0,07	0,26	-0,17	-0,05	0,52	0,35	0,33	0,21	0,45	0,16	0,45	0,31	0,32	0,01
Bulgaria					-0,41	-0,19	-0,40	-0,45	-0,03	0,16	-0,22	-0,17	-0,22	0,01	-0,50	-0,19	-0,07	-0,25	-0,38	-0,02
Cyprus					-0,23	0,06	-0,73	-0,51	-0,56	-0,13	0,02	0,29	-0,33	0,05	0,03	0,02	-0,18	0,20	-0,08	0,22
Czech Republic					0,41	0,24	0,26	0,32	-0,03	0,36	0,43	0,52	-0,26	0,09	0,35	0,49	0,24	0,55	-0,02	0,39
Denmark*					-0,30	-0,43	0,29	0,28	0,49	0,69	0,00	0,59	0,42	0,57	0,45	0,72	0,54	0,72	0,45	0,14
Estonia					-0,15	-0,69	0,06	-0,14	0,15	0,32	-0,02	0,15	-0,07	-0,27	-0,07	-0,05	-0,11	-0,02	-0,51	-0,71
Finland					-0,47	-0,39	-0,37	-0,21	-0,03	0,33	0,07	0,41	0,44	0,38	-0,03	0,18	0,09	0,13	-0,16	-0,10
France					-0,54	-0,62	-0,57	-0,57	-0,30	-0,10	-0,19	0,09	0,47	-0,04	-0,47	-0,38	0,14	0,11	0,12	-0,05
Germany					-0,24	-0,24	0,44	0,44	-0,09	0,01	0,10	-0,17	0,34	0,37	0,16	-0,04	0,17	0,22	0,26	-0,13
Greece					-0,53	-0,23	-0,65	-0,67	-0,61	-0,57	-0,21	0,01	0,31	-0,19	-0,35	-0,57	-0,72	-0,45	0,18	0,30
Hungary					-0,25	-0,20	-0,11	0,08	-0,23	0,26	-0,05	0,58	0,12	0,36	-0,33	0,42	-0,03	0,08	-0,33	-0,23
Ireland					-0,27	-0,76	-0,16	0,07	-0,20	0,02	0,27	0,05	-0,25	0,05	-0,01	-0,09	0,49	0,32	0,57	0,24
Italy					-0,02	-0,16	-0,13	0,07	0,03	0,23	-0,05	-0,26	0,08	-0,24	-0,14	-0,18	-0,06	-0,35	-0,18	-0,48
Latvia*					(.)	-0,26	-0,25	-0,28	0,34	0,24	0,18	0,08	0,01	0,09	-0,05	0,17	-0,45	-0,18	-0,63	-0,64
Lithuania					-0,70	-0,26	-0,45	-0,17	0,63	0,43	-0,18	-0,27	-0,04	0,00	-0,42	-0,18	0,54	-0,07	-0,76	-0,74
Luxembourg					-0,64	-0,57	0,01	0,40	-0,15	-0,22	0,53	0,19	0,21	0,29	0,24	-0,07	0,18	0,27	0,07	0,31
Malta					0,11	-0,51	-0,64	-0,61	-0,19	-0,31	-0,04	0,20	-0,22	0,11	-0,01	0,06	-0,11	0,34	0,06	-0,13
Netherlands					-0,26	-0,61	0,34	0,17	0,34	0,45	0,08	0,31	0,04	-0,11	0,43	0,25	0,30	0,56	-0,12	0,22
Poland					-0,61	-0,43	-0,16	-0,17	0,29	0,25	0,22	0,05	0,37	-0,18	-0,09	-0,07	-0,07	-0,05	-0,36	-0,41
Portugal					-0,17	-0,34	-0,25	-0,23	0,32	0,59	-0,32	-0,45	0,24	-0,03	-0,19	-0,40	0,14	-0,36	-0,76	-0,77
Romania					-1,62	-0,86	-0,54	-0,65	0,64	0,84	-0,88	-0,23	0,11	0,14	-0,67	0,10	-0,45	-0,32	-1,01	-0,68
Slovakia					0,04	0,39	0,10	-0,06	0,05	0,11	0,25	0,26	0,15	0,25	0,39	0,25	-0,02	0,05	-0,22	-0,11
Slovenia					-0,48	-0,79	-0,12	-0,39	0,10	0,48	0,03	-0,06	-0,28	0,02	-0,20	-0,34	-0,18	-0,08	-0,19	-0,23
Spain					-0,44	-0,51	-0,25	-0,40	0,14	0,13	-0,27	-0,14	-0,37	-0,01	-0,12	-0,26	0,04	0,00	0,00	-0,16
Sweden					-0,44	-0,08	-0,01	0,18	-0,02	0,44	0,42	0,56	-0,08	0,16	0,13	0,16	0,44	0,70	0,31	0,10
United Kingdom					-0,08	-0,04	-0,10	-0,07	0,08	-0,04	0,27	0,20	0,20	0,03	0,45	0,37	0,48	0,45	0,30	0,04
EU27					-0,43	-0,32	-0,15	-0,14	0,06	0,14	-0,02	-0,01	0,18	0,00	-0,05	-0,05	0,06	0,04	-0,09	-0,18

Source: EWCS 2010, 2015, weighted results, own calculation.

Note: less reliable due to low number of cases (*), unreliable due to less than 30 cases (.)

-1,15	Negative, outside 75 %
-0,68	Negative, outside 50 %
-0,32	Negative, within 50 %
0,00	Inner 25 %
0,32	Positive, within 50 %
0,68	Positive, outside 50 %
1,15	Positive, outside 75 %

Table 6: Dimensions of working conditions – self-employed with employees (average deviation from overall EU27 average). Subjective and objective indicators of precariousness 2010 and 2015

	Objective						Rather objective				Subjective									
	work council		training received		share of low pay (low)		physical demands (low)		psycho-social demands (low)		career opportunities		job security		satisfaction with pay		satisfaction with working conditions		general health	
	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015	2010	2015
Austria*			(.)	-0,33	-0,07	0,53	-0,12	-0,24	0,38	0,31	0,67	0,44	0,46	-0,03	0,50	0,45	0,09	-0,08		
Belgium			0,01	-0,37	0,01	0,23	-0,23	-0,56	0,74	0,63	0,40	0,14	0,77	0,30	0,48	0,34	0,30	0,12		
Bulgaria*			(.)	0,45	-0,21	0,15	-0,64	-0,19	0,58	0,94	0,05	0,41	0,05	0,78	0,04	0,56	0,05	0,28		
Cyprus			0,18	0,28	-0,44	-0,68	-0,89	-0,53	0,51	0,60	-0,05	-0,02	0,44	0,26	0,33	0,53	0,22	0,61		
Czech Republic*			0,27	(.)	0,65	0,50	-0,54	0,21	0,44	(.)	-0,01	0,39	0,31	0,70	0,28	1,00	-0,16	0,44		
Denmark			-0,19	(.)	0,36	(.)	0,25	(.)	0,71	(.)	0,71	(.)	0,76	(.)	0,83	(.)	0,31	(.)		
Estonia*			(.)	0,16	(.)	0,27	(.)	-0,16	(.)	0,78	(.)	0,04	(.)	0,74	(.)	0,24	(.)	-0,28		
Finland			(.)	-0,13	(.)	0,04	(.)	-0,16	(.)	0,72	(.)	0,20	(.)	0,61	(.)	0,35	(.)	-0,21		
France*			0,09	0,05	-0,41	-0,43	-0,53	-0,56	0,23	0,60	0,58	0,45	0,06	0,01	0,33	0,27	-0,17	0,30		
Germany			0,14	0,24	0,32	0,45	-0,34	-0,24	0,25	0,37	0,42	0,49	0,38	0,30	0,30	0,34	0,18	-0,17		
Greece			-0,35	0,04	-0,72	-0,35	-1,04	-0,73	0,21	-0,21	0,36	-0,17	-0,21	-0,56	-0,47	-0,46	0,30	0,24		
Hungary*			(.)	(.)	-0,16	0,04	-0,55	-0,44	0,10	(.)	0,33	(.)	-0,44	0,31	0,05	0,25	-0,27	0,15		
Ireland*			0,08	-0,04	0,21	0,14	-0,42	-0,35	0,62	0,45	0,47	0,19	0,41	0,24	0,28	0,54	0,37	0,52		
Italy			0,25	0,30	-0,16	0,20	0,00	0,04	0,35	0,09	0,11	0,18	0,07	0,28	0,16	0,22	-0,04	-0,24		
Latvia*			(.)	0,28	(.)	0,21	(.)	-0,52	(.)	0,61	(.)	0,28	(.)	0,38	(.)	0,15	(.)	-0,48		
Lithuania*			(.)	(.)	(.)	0,08	(.)	-0,21	(.)	(.)	(.)	(.)	(.)	0,38	(.)	0,21	(.)	-0,46		
Luxembourg*			(.)	-0,17	-0,10	-0,06	-0,40	-0,57	0,57	(.)	0,35	(.)	0,39	0,46	0,22	0,53	0,09	0,03		
Malta*			(.)	(.)	0,02	-0,16	-0,59	-0,52	0,41	(.)	0,09	(.)	0,13	(.)	0,18	0,80	-0,05	0,23		
Netherlands*			-0,17	-0,05	0,48	0,17	0,17	0,04	0,39	0,24	0,53	0,51	0,41	0,10	0,28	0,61	0,25	0,36		
Poland*			0,29	(.)	0,30	0,16	-0,08	0,16	0,65	0,48	0,22	-0,12	0,52	0,27	0,36	0,36	-0,31	-0,10		
Portugal*			(.)	0,29	0,02	0,25	-0,30	0,18	0,34	(.)	(.)	0,34	(.)	0,26	0,15	0,24	-0,50	-0,32		
Romania*			(.)	(.)	0,39	-0,32	0,04	0,25	(.)	(.)	(.)	(.)	0,49	(.)	0,00	0,51	-0,32	-0,11		
Slovakia*			(.)	(.)	0,28	(.)	0,00	(.)	(.)	(.)	(.)	(.)	(.)	(.)	0,09	(.)	-0,47	(.)		
Slovenia*			0,22	-0,63	0,11	0,02	-0,22	-0,08	0,37	0,51	-0,06	-0,02	0,50	0,21	0,13	0,23	-0,16	-0,11		
Spain*			(.)	0,02	0,10	-0,23	0,06	-0,31	(.)	0,28	(.)	0,05	(.)	0,04	0,43	0,15	-0,20	-0,14		
Sweden*			(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)	(.)		
United Kingdom*			(.)	-0,06	0,06	0,09	-0,38	-0,17	0,78	0,64	0,54	0,42	0,41	0,38	0,61	0,76	0,34	0,09		
EU27			0,09	0,07	0,05	0,06	-0,26	-0,20	0,33	0,39	0,33	0,26	0,27	0,21	0,29	0,32	0,02	-0,03		

Source: EWCS 2010, 2015, weighted results, own calculation.

Note: less reliable due to low number of cases (*), unreliable due to less than 30 cases (.)

-1,15	Negative, outside 75 %
-0,68	Negative, outside 50 %
-0,32	Negative, within 50 %
0,00	Inner 25 %
0,32	Positive, within 50 %
0,68	Positive, outside 50 %
1,15	Positive, outside 75 %

ANNEX 2: DESCRIPTION OF EWCS DATA

Population and type of employment

In order to compare the same number of countries in 2010 and 2015 at the EU level, Croatia has been excluded and hence EU27 averages are shown for both periods. The analyses are based on the total working population. The type of employment has been assigned according to stepwise process with distinct groups as described in Broughton et al. (2016).

Indicators of working conditions

There are many indicators and items in the EWCS reflecting various dimensions of working conditions. But due to changes of variables sets, scales and wording over time only a few can be used that can be considered rather comparable.

In order to show whether there are changes in the absolute working conditions for types of employment, we have selected single items of (unstandardized) working conditions to show changes over time for each type of employment. Due to low number of cases further details e.g. by country are not reliable. All indicators are coded in a way that high values represent good/better working conditions than lower values. Even though the coding changed over time items are comparable as long as they are asked in the same manner. The range of scales differs across indicators due to the original question asked.

For cross-country comparisons of single employment types we used a standardisation to the EU27 mean (across all types of employment for the working population) of each working condition. Thus, values for each country have to be interpreted as average deviation from the overall EU27 mean. The country grid of working conditions in 2010 and the one for 2015 can only be used to compare the change of the relative position of each country for a certain type of employment, which does not necessarily show an increase or decrease of working conditions within countries or within types of employment. If the overall working conditions become better for all employment types in all countries to the same extent e.g. the relative positions all stay the same (between countries and between employment types).

Objective: Work council (wording and population changed)

In 2015 dependent employees or self-employed who receive a salary or wage from an agency (or did not answer regarding payment) are asked the following question: *“Does the following exist at your company or organisation...? Info for the Interviewer: It is about the company or organisation to which one belongs, not only the local establishment and maybe not the local place of work.”* The item of interest is: *“Trade union, works council or a similar committee representing employees?”* with the original scale: 1 “yes”, 2 “no”.

In 2010 only dependent employees are asked the following question: *“At your workplace is there an employee acting as an employee representative? Info for the Interviewer: Employee representatives can be an union officer or any other kind of employee representative; they may also be coming from outside the workplace.”* with the original scale: 1 “yes”, 2 “no”.

Note: The population in 2015 asked about employee representation is broader including freelancer with paid salary or wages from an agency, thus we restricted our analyses to dependent employees in both years (excluding freelancers and self-employed persons with at least one employee. The change in wording may have produced generally an increasing number of respondents who answered with “yes” in 2015 compared to 2010 due to a more detailed explanation (trade union, works council, similar committee representing employees vs. a person who acts as a employee representative) and a broadening regarding the reference (company not only local work place vs. workplace). This indicator gives the average share of employees with trade union, work council or employee representative in their company (resp. at their workplace in 2010).

Objective: Training paid by employer (population changed)

The following question applies both years: *“Over the past 12 months (if recently employed: since you started your main paid job), have you undergone any of the following types of training to improve your skills?”* But in 2015 only dependent employees or self-employed who receive a salary or wage from an agency (or did not answer regarding payment) had to answer the item of interest: *“Training paid for or provided by your employer”* with the original scale: 1 “yes”, 2 “no”. Whereas in 2010 all employed persons were asked: *“Training paid for or provided by your employer or by yourself if self-employed”* with the original scale: 1 “yes”, 2 “no”.

Note: The population in 2010 includes all working people – self-employed persons who receive a salary or wage by an agency cannot be identified in 2010, thus we restricted our analyses to dependent employees in both years. This indicator gives the average share of employees who received receiving training paid by employer in the last 12 months.

Objective: Low Pay

Low pay is indicated if the hourly wage is below two thirds of median of hourly wage per country (following OECD definition). Hourly wages are calculated based on net earnings per month (and imputed mean if only answers within categories are available) and usual working time per week (times 4 weeks per month).

Rather objective: Physical demands (combined indicator of three items - reduced)

All employed persons are asked the following question in both years: *“Please tell me, using the same scale, does your main paid job involve ...?”* The items of interest are: *“Tiring or painful positions”, “Carrying or moving heavy loads”, “Repetitive hand or arm movements”* with the original scale: 1 “all of the time” to 7 “never”.

Note: Using data of the EWCS 2010 the indicator and corresponding items were tested using multivariate techniques such as factor analyses in our previous study (see Broughton et al. 2016). Because some items were not asked in 2015 this indicator was reduced to those items that are available in both survey without further tests for internal consistency. This indicator gives the average of all three items. The scale was recoded indicating higher demands with higher values: 1 “never” to 7 “all of the time”.

Rather objective: Psycho-social demands or stress (combined indicator of two items - reduced)

All employed persons are asked the following question in both years: *“For each of the following statements, please select the response which best describes your work situation.”* The items of interest are: *“You experience stress in your work”* and *“Your job requires that you hide your feelings”* with the original scale: 1 “all of the time” to 5 “never”.

Using data of the EWCS 2010 the indicator and corresponding items were tested using multivariate techniques such as factor analyses in our previous study (see Broughton et al. 2016). Because some items were not asked in 2015 this indicator was reduced to those items that are available in both survey without further tests for internal consistency. This indicator gives the average of both items. The scale was recoded indicating higher demands with higher values: 1 “never” to 7 “all of the time”.

Subjective: Career opportunities (scale changed)

In 2010 all employed persons are asked to agree or disagree to the following item: *“My job offers good prospects for career advancement”* with the original scale: 1 “strongly disagree” to 5 “strongly agree”. In 2015 the coding of values is reversed: 1 “strongly agree” to 5 “strongly disagree”. The scale in 2015 was recoded, indicating better career opportunities with higher values: 1 “strongly disagree” to 5 “strongly agree”.

Subjective: Job security (scale changed)

In 2010 all employed persons are asked to agree or disagree to the following item: "I might lose my job in the next 6 months" with the original scale: 1 "strongly disagree" to 5 "strongly agree". In 2015 the coding of values is reversed: 1 "strongly agree" to 5 "strongly disagree". Since the wording of the items is negative regarding job security, the scale in 2010 was recoded, indicating higher job security with higher values: 1 "strongly agree ... 5 "strongly disagree".

Subjective: Satisfaction with Payment (wording and scale changed)

In 2010 all employed persons are asked to agree or disagree to the following item: "I am well paid for the work I do" with the original scale: 1 "strongly disagree" to 5 "strongly agree". In 2015 this item has changed to: "Considering all my efforts and achievements in my job, I feel I get paid appropriately" with a reversed coding of values: 1 "strongly agree" to 5 "strongly disagree". The scale in 2015 was recoded, indicating higher satisfaction with higher values: 1 "strongly disagree ... 5 "strongly agree".

Note: The wording in 2015 has changed and seems to be more strongly related to the concept of effort and reward compared to the wording in 2010. Therefore changes over time may be also due to the change of wording regarding the question.

Subjective: Satisfaction with working conditions

All employed persons are asked the following question in both years: "On the whole, are you very satisfied, satisfied, not very satisfied or not at all satisfied with working conditions in your main paid job?" with the original scale: 1 "very satisfied" to 4 "not at all satisfied". The scale of this indicator was recoded, indicating higher satisfaction with higher values: 1 "not at all satisfied" ... 4 "very satisfied".

Subjective: Health

All respondents are asked in both years: "How is your health in general? Would you say it is ..." with answers ranging from: 1 "very good" to 5 "very bad". The scale of this indicator was recoded, indicating better health with higher values: 1 "very bad" ... 5 "very good".

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NOTES

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