



nasjonal overvåking av arbeidsmiljø og -helse

5te

europiske
arbeidsmiljøundersøkelse



Working
conditions in
Norway and EU
- with a special focus on
sexual harassment

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02.10.2014





nasjonal overvåking av arbeidsmiljø og -helse

Outline of the presentation

- European Working Condition Survey (EWCS)
- Trends – Change over last 20 years
- Key labour market indicators – Important background information
- Adverse social behavior (Violence, bullying and sexual harassment, results from EWCS)
- Adverse social behavior (Results from the Norwegian Survey of living conditions, working environment)
- Physical and psychosocial exposures



1. 5th European Working Conditions Survey

➔ Only European dataset covering wide range of working conditions in a comparable way
developed with support of Eurofound tripartite stakeholders as well as experts in measuring working conditions

5 waves: 1991, 1995, 2000, 2005, 2010.

➔ *5th EWCS (2010): 34 countries: EU27 + NO (for the 3rd time)
43816 interviews (1000-4000 interviews per country)*

Surveying employees, self-employed (15+; LFS definition)

➔ Face-to-face' interviews at peoples' homes (40 minutes)

➔ Same questionnaire translated in all languages

2010: 25 languages and 16 language variants



EWCS....

- Covers many different aspects of the conditions of work and employment of European workers (more than 100 questions)
 - Demographics, structure of workforce, job characteristics, household info (incl work at home)
 - Working time : duration, organisation
 - Physical and psychosocial work factors
 - Nature of work / place of work / work organisation
 - Job content and training
 - Work-life balance
 - Information and consultation
 - Outcomes : health, job satisfaction
 - Earnings
- Gender mainstreaming : central in reflection on questionnaire



2. Change over the last 20 years

- Globalisation
- Structure of employment
 - More in services, less in industry
 - A wide variety of employment contracts (& blurring division between self-employed and employees)
- A more diverse workforce
 - More women on the labour market -> but gender segregation remains
 - Ageing workforce
- (National) policies aiming at modernising working life aimed at social progress and /or developing competitiveness

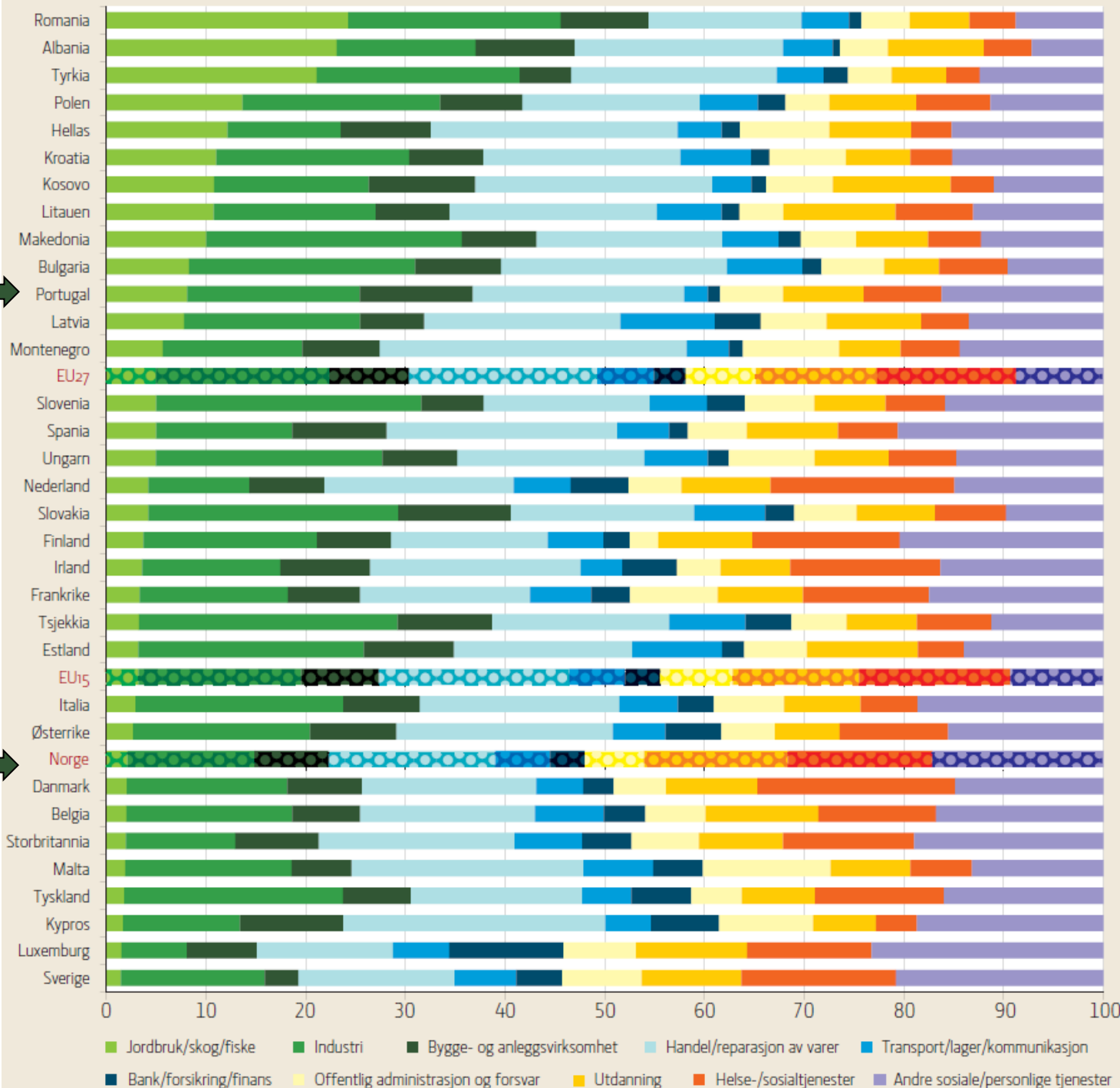


| | Employment rate (15–64 years) | | | Unemployment rate (15–64 years) | | | Percentage of workers working part-time | | | Percentage of employees on temporary contracts | | | |
|--|---------------------------------------|-------------|-------------|---------------------------------|------------|------------|---|-------------|------------|--|-------------|-------------|-------------|
| | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women | |
| EMPLOYMENT RATE (15 – 64 YRS) | Belgium | 62.0 | 67.4 | 56.5 | 8.3 | 8.1 | 8.5 | 24.0 | 9.0 | 42.3 | 8.1 | 6.8 | 9.6 |
| | Bulgaria | 59.7 | 63.0 | 56.4 | 10.2 | 10.9 | 9.5 | 2.4 | 2.2 | 2.6 | 4.5 | 5.0 | 4.0 |
| UNEMPLOYMENT RATE (15 – 64 YRS) | Czech Republic | 65.0 | 73.5 | 56.3 | 7.3 | 6.4 | 8.5 | 5.9 | 2.9 | 9.9 | 8.9 | 7.5 | 10.6 |
| | Denmark | 73.4 | 75.8 | 71.1 | 7.4 | 8.2 | 6.6 | 26.5 | 15.2 | 39.0 | 8.6 | 8.3 | 8.8 |
| | Germany | 71.1 | 76.0 | 66.1 | 7.1 | 7.5 | 6.6 | 26.2 | 9.7 | 45.5 | 14.7 | 14.5 | 14.9 |
| | Estonia | 61.0 | 61.5 | 60.6 | 16.9 | 19.5 | 14.3 | 11.0 | 7.1 | 14.5 | 3.7 | 4.7 | 2.8 |
| | Ireland | 60.0 | 63.9 | 56.0 | 13.7 | 16.9 | 9.7 | 22.4 | 11.8 | 34.7 | 9.3 | 8.6 | 10.0 |
| % WORKING PART-TIME | Greece | 59.6 | 70.9 | 48.1 | 12.6 | 9.9 | 16.2 | 6.4 | 3.7 | 10.4 | 12.4 | 10.9 | 14.4 |
| | Spain | 58.6 | 64.7 | 52.3 | 20.1 | 19.7 | 20.5 | 13.3 | 5.4 | 23.2 | 24.9 | 23.9 | 26.1 |
| | France | 64.0 | 68.3 | 59.9 | 9.7 | 9.4 | 10.2 | 17.8 | 6.7 | 30.0 | 15.1 | 14.2 | 16.0 |
| | Italy | 56.9 | 67.7 | 46.1 | 8.4 | 7.6 | 9.7 | 15.0 | 5.5 | 29.0 | 12.8 | 11.4 | 14.5 |
| % TEMPORARY CONTRACTS | Cyprus | 69.7 | 76.6 | 63.0 | 6.5 | 6.4 | 6.7 | 9.3 | 6.5 | 12.7 | 13.5 | 7.0 | 20.5 |
| | Latvia | 59.3 | 59.2 | 59.4 | 18.7 | 21.7 | 15.7 | 9.7 | 7.8 | 11.4 | 6.8 | 8.9 | 5.0 |
| | Lithuania | 57.8 | 56.8 | 58.7 | 17.8 | 21.2 | 14.5 | 8.1 | 6.7 | 9.3 | 2.4 | 3.3 | 1.7 |
| | Luxembourg | 65.2 | 73.1 | 57.2 | 4.5 | 4.0 | 5.3 | 17.9 | 4.0 | 36.0 | 7.1 | 6.2 | 8.3 |
| | Hungary | 55.4 | 60.4 | 50.6 | 11.2 | 11.6 | 10.7 | 5.8 | 3.9 | 8.0 | 9.7 | 10.1 | 9.2 |
| | Malta | 56.0 | 72.3 | 39.2 | 6.8 | 6.6 | 7.2 | 12.4 | 5.9 | 24.9 | 5.7 | 4.7 | 7.3 |
| | Netherlands | 74.7 | 80.0 | 69.3 | 4.5 | 4.4 | 4.5 | 48.9 | 25.4 | 76.5 | 18.5 | 17.3 | 19.9 |
| | Austria | 71.7 | 77.1 | 66.4 | 4.4 | 4.6 | 4.2 | 25.2 | 9.0 | 43.8 | 9.3 | 9.8 | 8.8 |
| | Poland | 59.3 | 65.6 | 53.0 | 9.6 | 9.3 | 10.0 | 8.3 | 5.7 | 11.5 | 27.3 | 27.4 | 27.1 |
| ➔ | Portugal | 65.6 | 70.1 | 61.1 | 11.0 | 10.0 | 12.1 | 11.6 | 8.2 | 15.5 | 23.0 | 22.4 | 23.6 |
| | Romania | 58.8 | 65.7 | 52.0 | 7.3 | 7.9 | 6.5 | 11.0 | 10.6 | 11.4 | 1.1 | 1.3 | 1.0 |
| | Slovenia | 66.2 | 69.6 | 62.6 | 7.3 | 7.5 | 7.1 | 11.4 | 8.6 | 14.7 | 17.3 | 15.4 | 19.3 |
| | Slovakia | 58.8 | 65.2 | 52.3 | 14.4 | 14.2 | 14.6 | 3.9 | 2.8 | 5.4 | 5.8 | 5.6 | 5.9 |
| | Finland | 68.1 | 69.4 | 66.9 | 8.4 | 9.1 | 7.6 | 14.6 | 10.0 | 19.6 | 15.5 | 12.4 | 18.4 |
| | Sweden | 72.7 | 75.1 | 70.3 | 8.4 | 8.5 | 8.2 | 26.4 | 14.0 | 40.4 | 15.8 | 14.0 | 17.6 |
| | United Kingdom | 69.5 | 74.5 | 64.6 | 7.8 | 8.6 | 6.8 | 26.9 | 12.6 | 43.3 | 6.1 | 5.8 | 6.5 |
| | Croatia | 54.1 | 59.5 | 48.8 | 11.8 | 11.5 | 12.3 | 9.7 | 7.3 | 12.5 | 12.3 | 12.1 | 12.6 |
| | Former Yugoslav Republic of Macedonia | 43.5 | 52.8 | 34.0 | a | a | a | 5.9 | 5.0 | 7.4 | 16.4 | 18.6 | 13.3 |
| | Turkey | 46.3 | 66.7 | 26.2 | 10.7 | 10.4 | 11.4 | 11.7 | 6.9 | 23.8 | 11.5 | 11.1 | 12.5 |
| ➔ | Norway | 75.3 | 77.3 | 73.3 | 3.5 | 4.0 | 3.0 | 28.4 | 15.4 | 42.9 | 8.4 | 7.0 | 9.8 |
| | Albania ^b | 42.3 | 51.0 | 33.5 | 13.5 | 11.2 | 16.7 | a | a | a | a | a | a |
| | Kosovo ^c | 26.4 | 40.2 | 12.6 | 45.4 | 40.7 | 56.4 | 16.3 | 16.8 | 15.0 | 65.4 | 63.4 | 70.0 |
| | Montenegro ^d | 47.6 | 54.3 | 41.0 | 19.7 | 18.9 | 20.7 | 5.0 | 5.3 | 4.5 | 10.8 | 10.8 | 10.2 |
| ➔ | EU27 | 64.2 | 70.1 | 58.2 | 9.6 | 9.7 | 9.6 | 19.2 | 8.7 | 31.9 | 14.0 | 13.4 | 14.6 |

Key labour market indicators in Europe (%)

Kilde: Eurostat, 2010

Distribution of employment, by country and sector

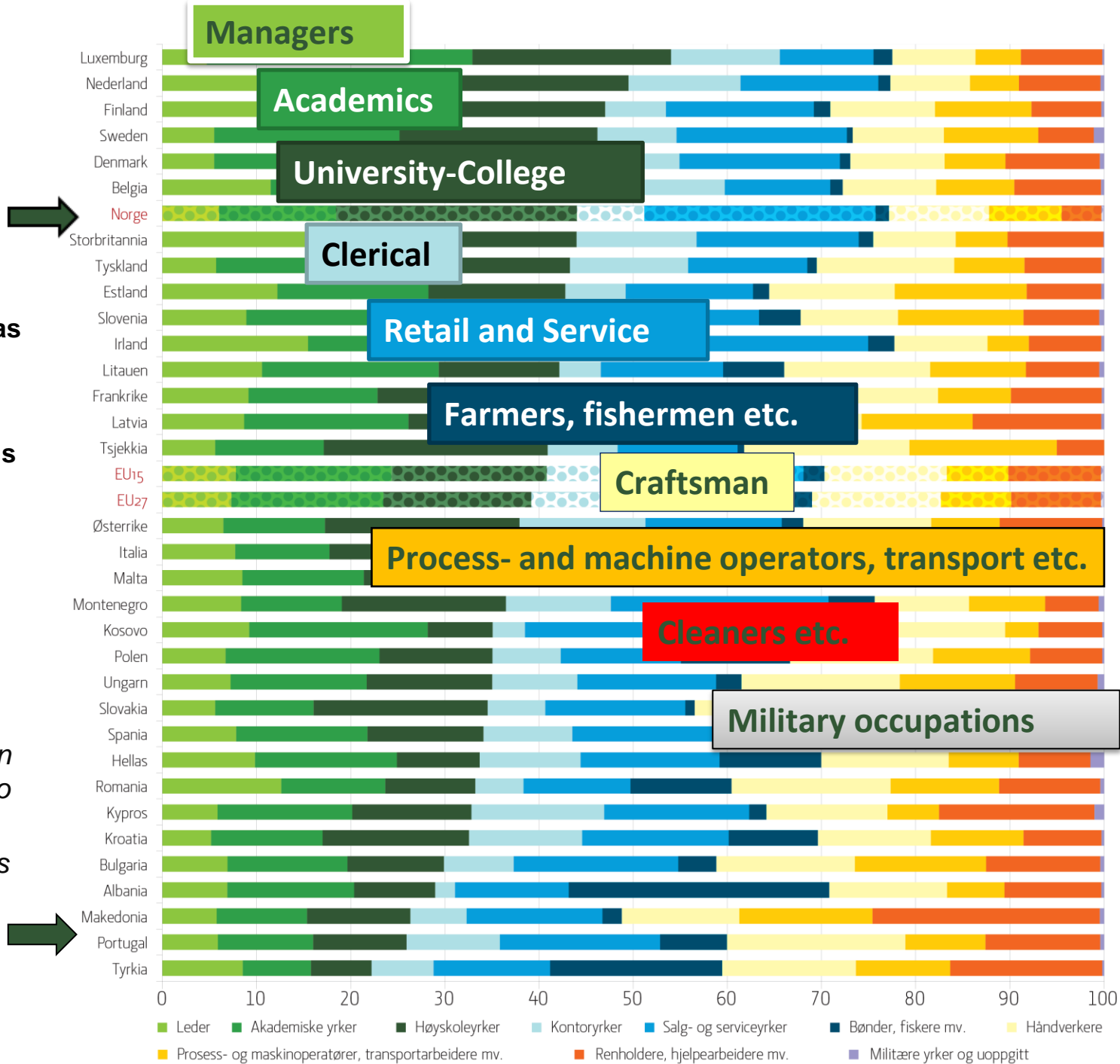


NB! The figure is sorted after the share of employees employed in Agriculture

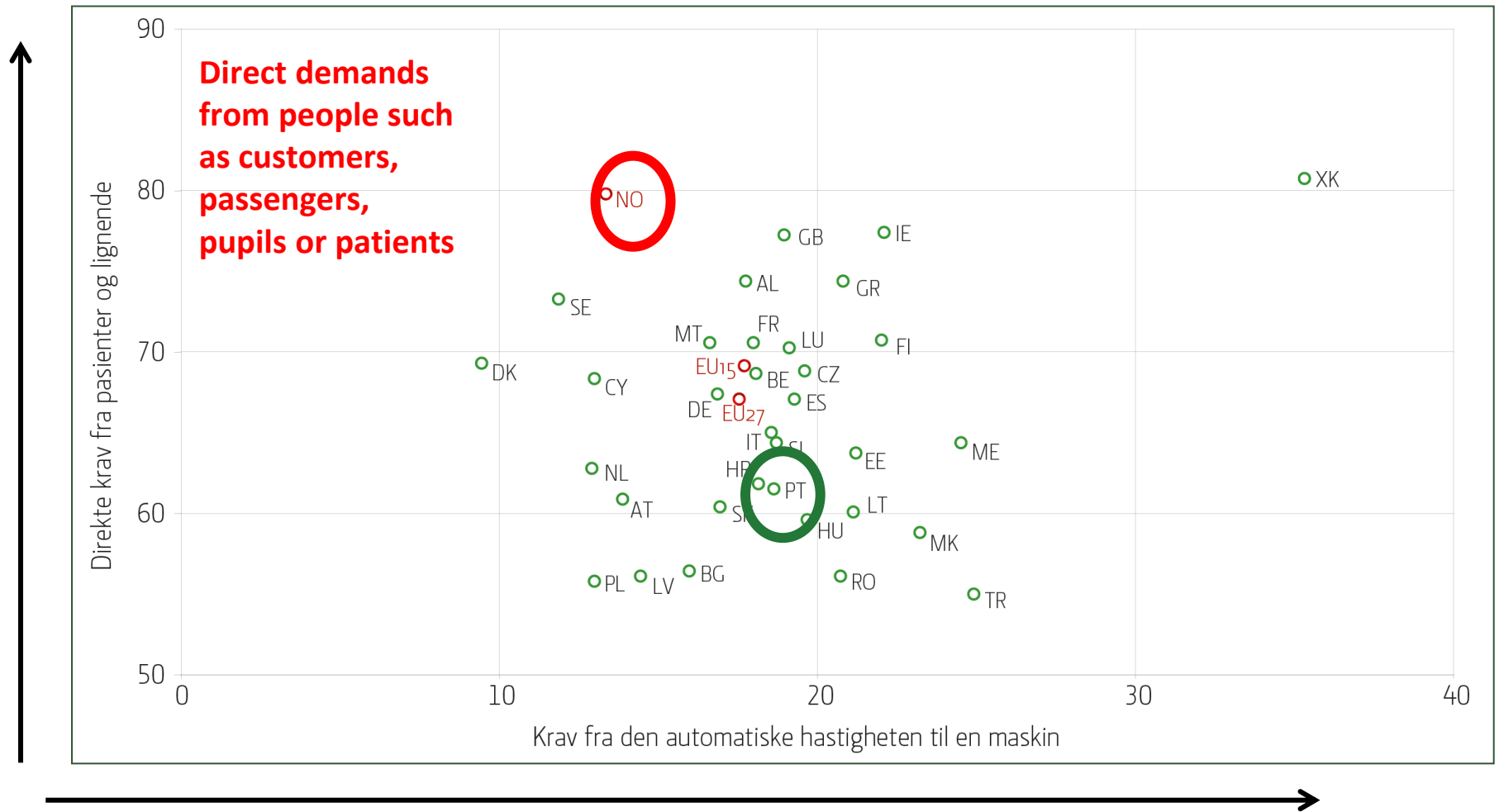
Distribution of employment by country and occupation

The figure is sorted after porportion of employees employed as managers, professionals, technicians and assosiate professionals

The labour market in 2010 remains highly segregated. Men and women continue to work not only in different sectors but also in different occupations

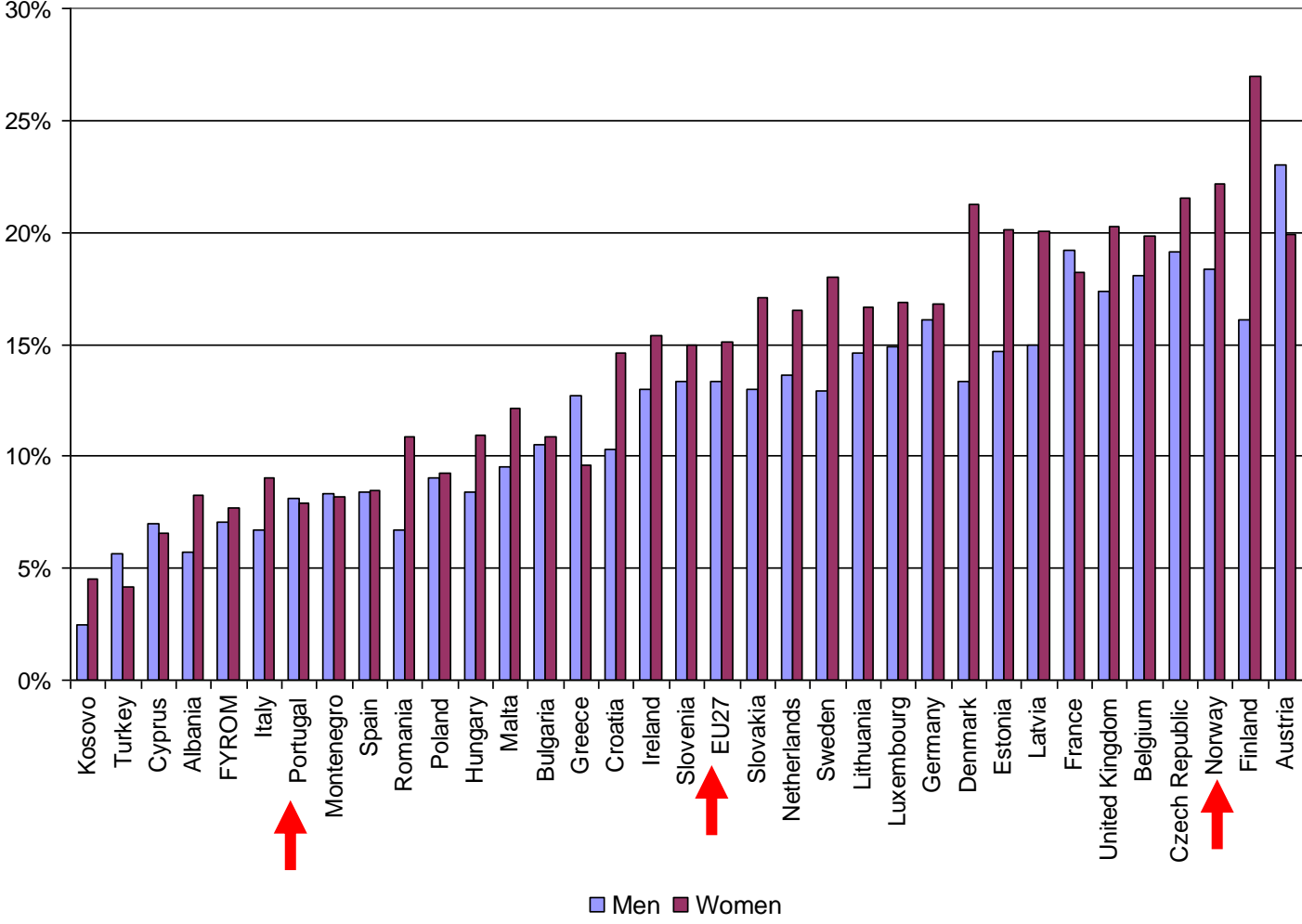


Factors determining the pace of work



The automatic speed of a machine or movement of a product

Subjection to adverse social behaviour



Can we interpret the differences?

- **It is difficult to interpret the differences between countries concerning exposure to adverse social behaviour, as the differences not only reflect variations in the actual prevalence of adverse social behaviour, but also cultural differences with regard to the type of behaviour that is considered adverse (e.g. when does 'playful teasing' turn into bullying? what type of sexual attention is unwanted?).**
- **Moreover, there are country differences in the likelihood of people reporting that they were subjected to any of these types of behaviour (while people might recognise that they are being bullied or harassed, they could feel that reporting it is socially less acceptable and could be scared that it would not be followed up on, or loose their job etc)**

In Norway we have Regulation, laws on preventing sexual harassment and third party violence on local level.



EWCS 2010

<http://www.eurofound.europa.eu/surveys/ewcs/2010/questionnaire.htm>


(MODIFIED TREND) ASK ALL

Q70 [formerly Q65] Over the last month, during the course of your work have you been subjected to

READ OUT FROM 'A' TO 'C'

| | Yes | No | DK | Refusal |
|--|-----|----|----|---------|
| A - verbal abuse? | 1 | 2 | 8 | 9 |
| B - unwanted sexual attention? | 1 | 2 | 8 | 9 |
| C - threats and humiliating behaviour? | 1 | 2 | 8 | 9 |

These are just research values for replies – not replies



Q71 [formerly Q65] And over the past 12 months, during the course of your work have you been subjected to

READ OUT FROM 'A' TO 'C'

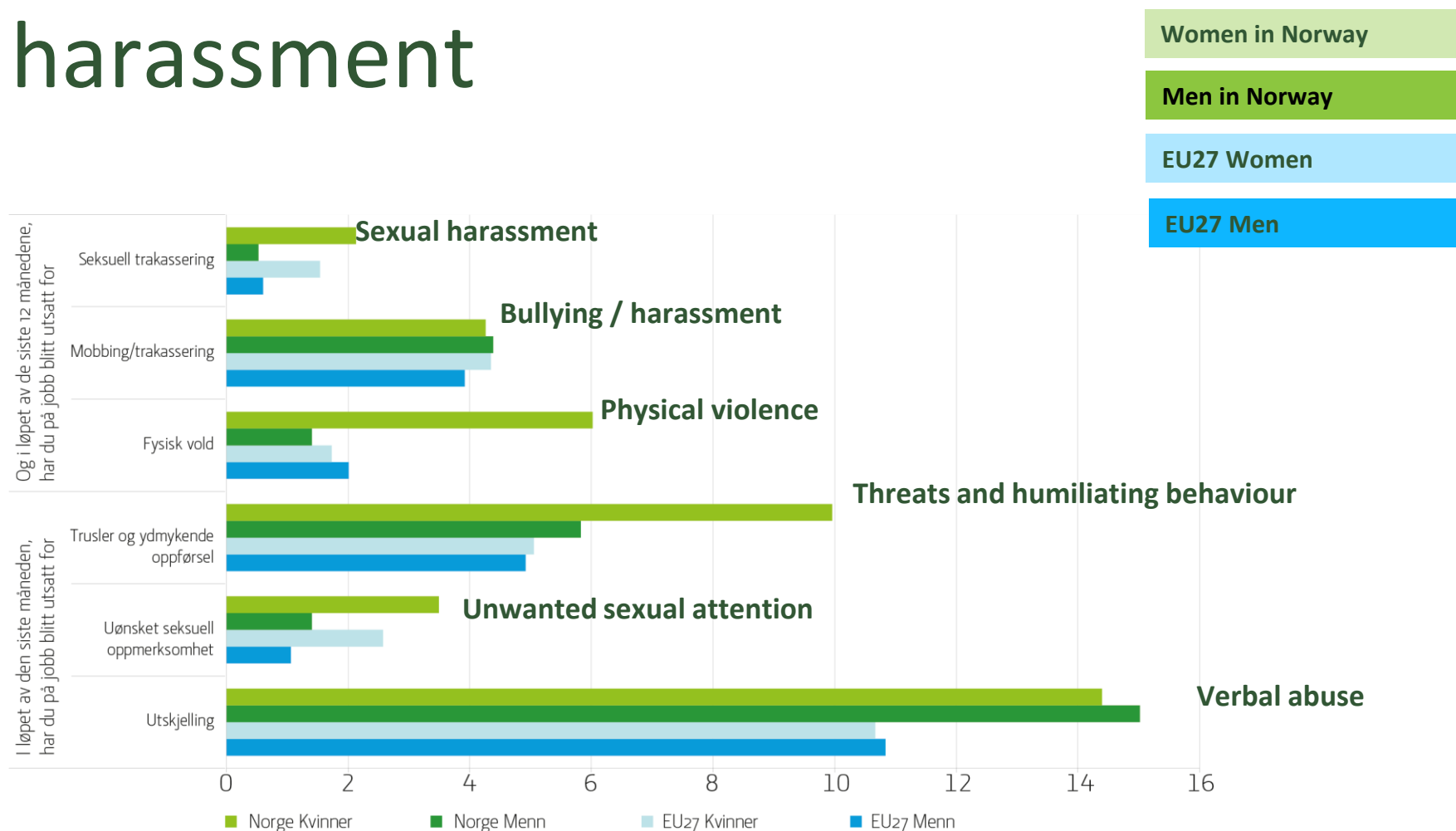
| | Yes | No | DK | Refusal |
|--|-----|----|----|---------|
| A - physical violence (MODIFIED TREND) | 1 | 2 | 8 | 9 |
| B - bullying /harassment | 1 | 2 | 8 | 9 |
| C - sexual harassment | 1 | 2 | 8 | 9 |

Adverse social behavior

TABELL 6.12 Prosentandel som opplever å være utsatt for negative sosiale relasjoner og fysisk vold i arbeidet, i Norge, de fem enkeltlandene der de yrkesaktive oppgir høvest eller lavest forekomst, og EU27. (Kilde: EWCS, 2010)

| | | In the past month, have you – at work - been exposed to... | | | | | In the past 12 months, have you – at work - been exposed to... | | | | | |
|---------------|-----------|--|---------------------------|-----------------------------------|---------------|-------------------|--|-------------------|-----------|-----|-----------|-----|
| | | Verbal abuse | Unwanted sexual attention | Threats and humiliating behaviour | | Physical violence | Bullying/harrasment | Sexual harrasment | | | | |
| Høy forekomst | Tsjekkia | 17,5 | Finland | 4,6 | Storbritannia | 7,8 | Frankrike | 3,8 | Frankrike | 9,5 | Frankrike | 1,9 |
| | Østerrike | 17,3 | Sverige | 3,6 | Nederland | 7,2 | Storbritannia | 3,2 | Belgia | 8,6 | Finland | 1,9 |
| | Estland | 15,8 | Luxemburg | 3,1 | Frankrike | 7,1 | Irland | 3,2 | Nederland | 7,7 | Tsjekkia | 1,8 |
| | Finland | 15,7 | Storbritannia | 2,4 | Slovenia | 6,6 | Belgia | 3,0 | Luxemburg | 7,2 | Nederland | 1,8 |
| | Latvia | 15,6 | Frankrike | 2,4 | Irland | 6,6 | Danmark | 2,9 | Østerrike | 7,2 | Luxemburg | 1,6 |
| Lav forekomst | Romania | 6,8 | Bulgaria | 0,7 | Slovakia | 3,4 | Kypros | 0,4 | Estland | 1,6 | Kypros | 0,2 |
| | Italia | 5,8 | Portugal | 0,6 | Romania | 3,3 | Estland | 0,4 | Slovakia | 1,2 | Portugal | 0,2 |
| | Kypros | 5,5 | Ungarn | 0,6 | Portugal | 2,6 | Litauen | 0,3 | Italia | 0,9 | Ungarn | 0,2 |
| | Spania | 5,2 | Spania | 0,6 | Polen | 2,4 | Ungarn | 0,3 | Polen | 0,7 | Bulgaria | 0,2 |
| | Portugal | 4,6 | Latvia | 0,5 | Italia | 2,3 | Italia | 0,2 | Bulgaria | 0,6 | Litauen | 0,1 |
| | Norge | 14,8 | Norge | 2,4 | Norge | 7,8 | Norge | 3,7 | Norge | 4,2 | Norge | 1,2 |
| | EU27 | 10,8 | EU27 | 1,7 | EU27 | 5,0 | EU27 | 1,9 | EU27 | 4,1 | EU27 | 1,0 |

Violence, bullying and sexual harassment



Norwegian Survey of Living Conditions – Working Environment

- Survey by Statistics Norway
 - Population survey (17-66 years)
 - Every third year since 1989

The 2009 survey

- Sample size : 12 500 individuals
10 000 economically active
- Response rate: 61 %
- Telephone interviews or at home (0.5 %)
- Modified panel design (cohort) – both cross sectional and longitudinal data



Examples of questions (2009)

- Do you sometimes receive unwanted sexual attention, comments, etc. at your workplace? Would you say...
 - yes, once or more a week,
 - yes, once or more a month,
 - no?

- Do you yourself sometimes get bothered or teased in an unpleasant way by your colleagues? Would you say...
 - yes, once or more a week,
 - yes, once or more a month,
 - no

- Do you yourself sometimes get bothered or teased in an unpleasant way by superiors? Would you say...
 - yes, once or more a week,
 - yes, once or more a month,
 - no



- Over the past 12 months, have you been the victim ... of violence at the workplace that caused visible marks or physical damage?
- YES
- NO
- how many times?

- Over the past 12 months, have you been the victim ...
- of violence at the workplace that did not cause visible marks or physical damage?
- YES
- NO
- how many times?

- Over the past 12 months, have you been threatened ... at the workplace in such a way that you felt scared?
- YES
- NO
- How many times?



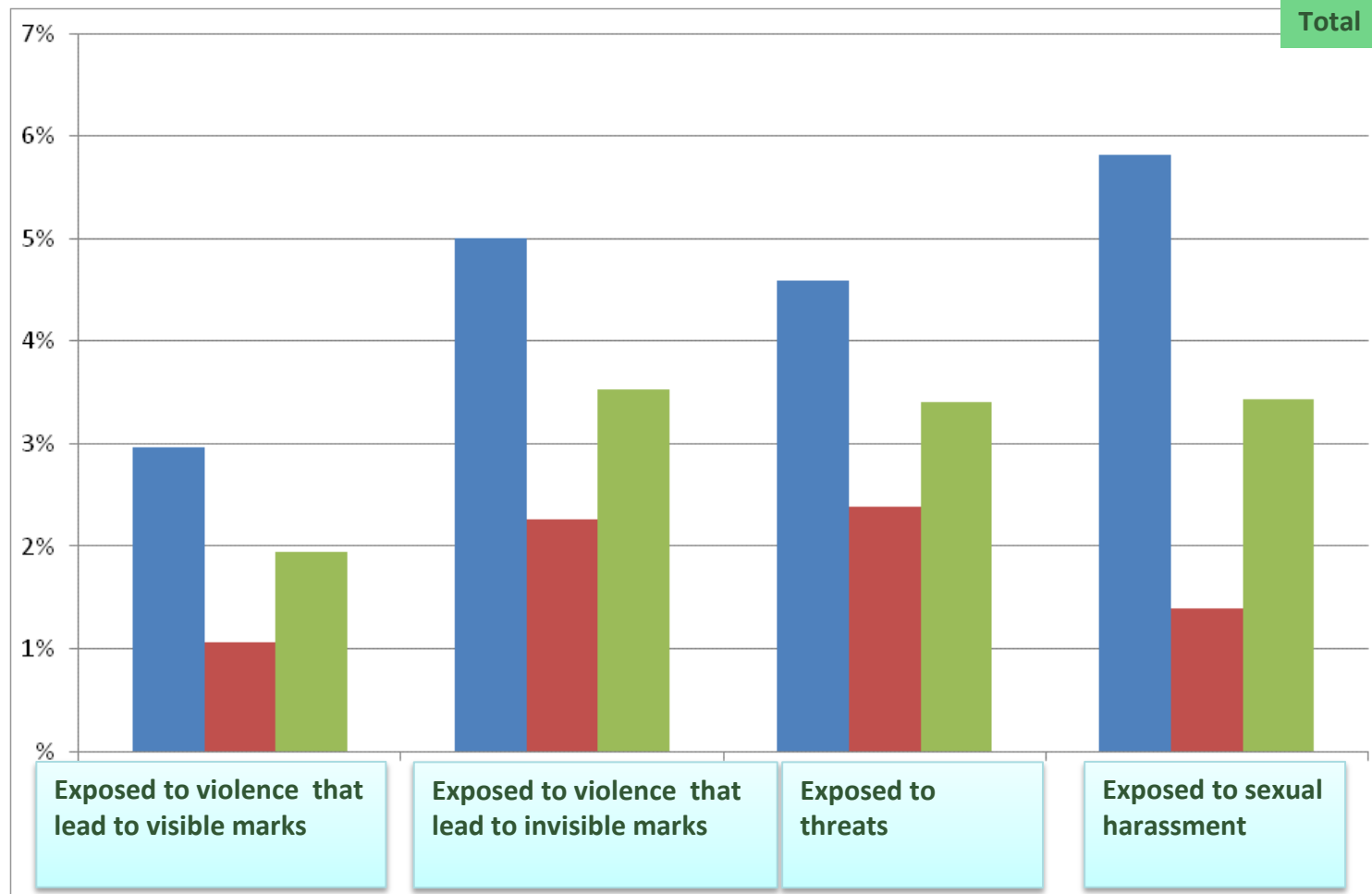
Violence, Threats and Sexual Harassment

(Norwegian Living Condition Survey, 2009)

Women

Men

Total





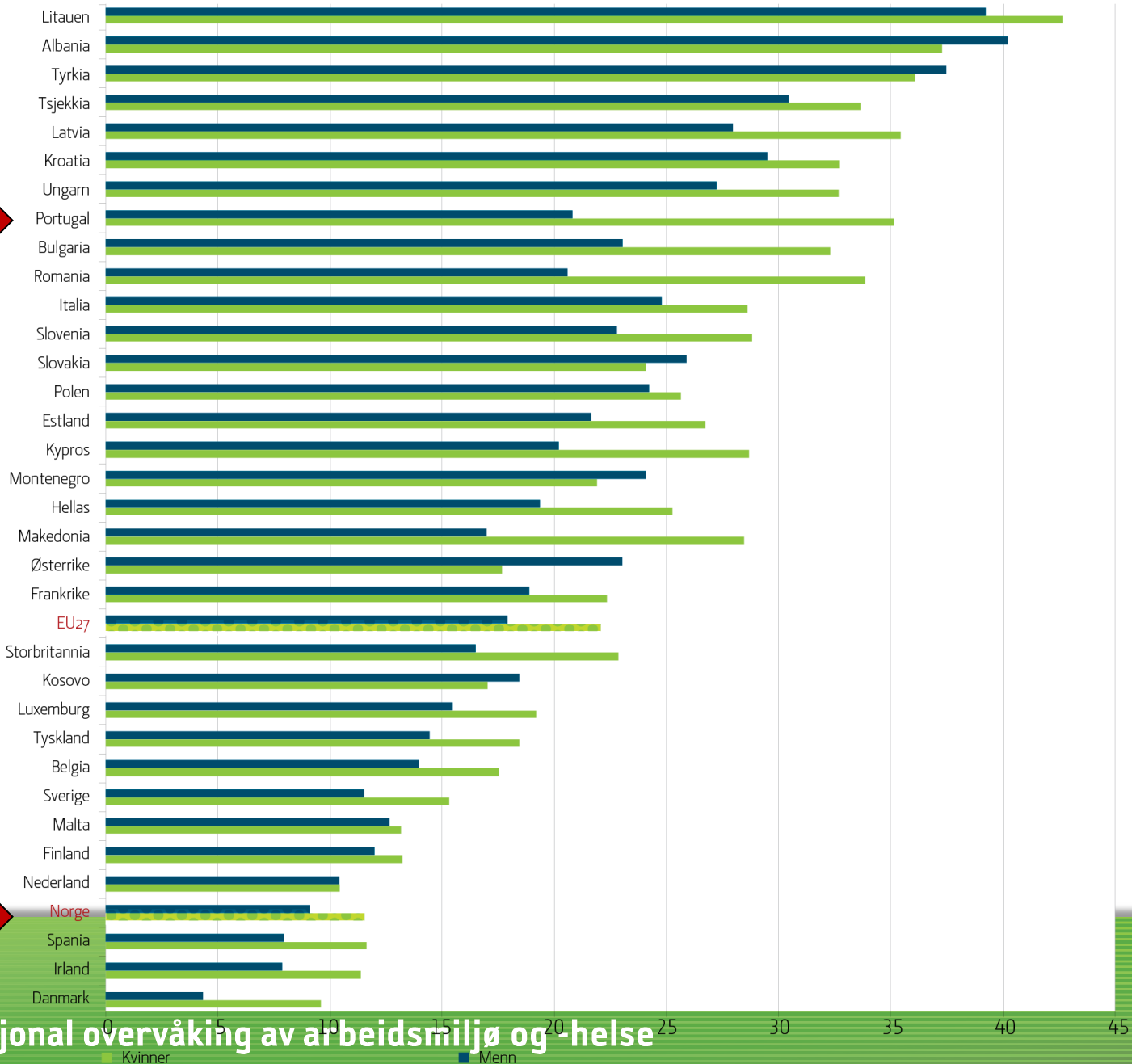
Mental health



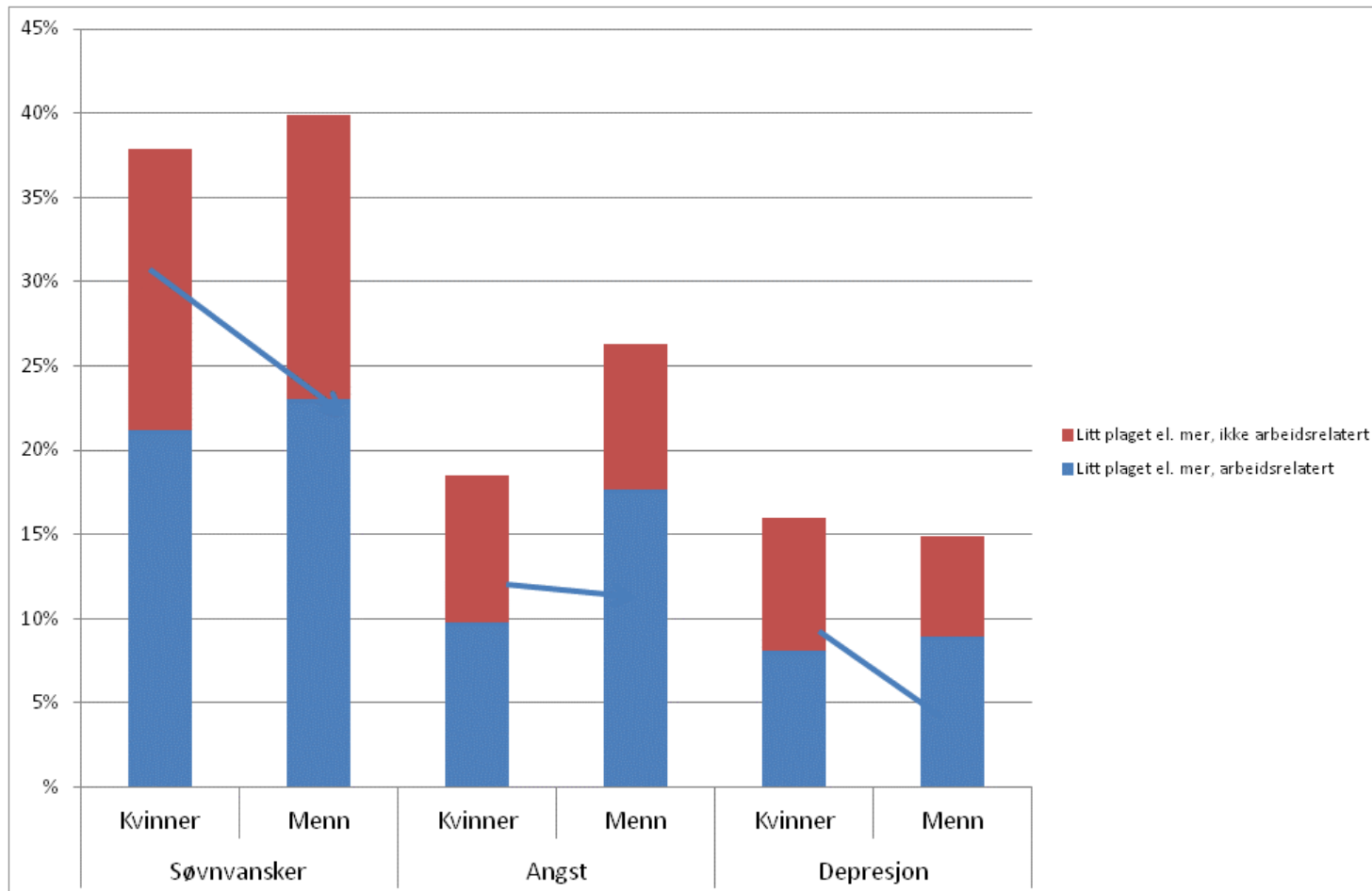
The five questions used by the WHO-5 index assess:

- 1) Positive mood (good spirit, relaxation)
- 2) Vitality (being active and waking up fresh and rested)
- 3) General interest (being interested in things).

The answers score from 0 to 25. Levels below **13** indicate a poor mental well-being



Violence, Threats and Mental Health



A short summary

- Regarding the breakdown by sector per country, the European workforce is mainly occupied in three sectors: wholesale, industry and other services.
- Largest sectors in Norway; Health, Education, Wholesale and other services
- Largest sectors in Portugal ; Agriculture, Industry, wholesale and other services
- In Norway 80 % say that their pace of work is determined by direct demands from people such as customers, passengers, pupils or patients (EU27, 70%, Portugal 62 %)
- According to the adverse social behavior index developed by Eurofound. Approx 20 % employees are exposed to adverse social behavior in Norway, 15 % in EU27 and near 8 % in Portugal.



Eurofound Survey Mapping Tool

The dataset is available at ESDS International (Economic and Social Data Service)
<http://www.esds.ac.uk/>

<http://www.eurofound.europa.eu/surveys/smt/ewcs/results.htm>

Eurofound

De A a Z | Mapa do sítio | Perguntas mais frequentes | Ajuda | Contacto

Termos a pesquisar: Procurar

Você está aqui: [Eurofound](#) > [Surveys](#) > Inquérito 2010

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[Resultados do Inquérito Europeu sobre as Condições de Trabalho 2010](#)

Contexto profissional (11)

Horários de trabalho (12)

Intensidade de trabalho (9)

Factores físicos (12)

Factores cognitivos (9)

Factores psico-sociais (7)

Saúde e bem-estar (6)

Competências, formação e perspectivas de carreira (8)

Organização do trabalho (9)

Relações sociais (5)

Realização profissional (7)

Conciliação da vida profissional com a vida familiar e segurança financeira (7)

Violência, assédio e discriminação (5)

Metodologia do inquérito

Inquérito Europeu sobre as Condições de Trabalho – mapas dos resultados

Utilize as hiperligações no lado esquerdo da página para obter representações gráficas do Inquérito Europeu sobre as Condições de Trabalho, realizado em 2010, e da evolução das condições em 1991 e 2010.

Em cada pergunta apresentada, pode:

- ver os dados de 2010 no mapa ou em gráficos de barras ou tabelas;
- clicar sobre um país para ver os respectivos dados em comparação com as médias da UE;
- ver os dados sobre as tendências a nível da UE em gráficos de barras e os dados sobre as tendências a nível nacional em tabelas;
- explorar os números relativos a 2010 e as respectivas tendências discriminadas por sexo, idade, situação profissional, actividade da organização e tipo de profissão;
- descarregar os dados num ficheiro .xls ou .csv.

As conclusões do inquérito estão agrupadas em 13 temas enumerados no lado esquerdo da página. O número entre parêntesis mostra quantas perguntas estão disponíveis em cada tema.

Selecione itens separados colocando o cursor sobre o tema para ver a lista pormenorizada.

O número da pergunta correspondente do inquérito de 2010 aparece entre parêntesis. Se estiverem disponíveis menos de 30 respostas, não são apresentados quaisquer dados.

No lado esquerdo da página, encontra uma hiperligação para uma nota sobre a metodologia do inquérito e sobre o questionário. Ambos os elementos são importantes para a interpretação correcta dos dados deste instrumento.

As opções para gerar dados discriminados permitem uma visão mais específica. A Eurofound também publica análises aprofundadas e uma contextualização dos resultados do inquérito sob a forma de relatórios e resumos.

Línguas disponíveis:

| | | | | | | |
|----|----|----|----|----|----|----|
| en | bg | cs | da | de | el | |
| es | et | fi | fr | ga | hu | it |
| lt | lv | mt | nl | pl | pt | ro |
| sk | sl | sv | | | | |



Obrigado!



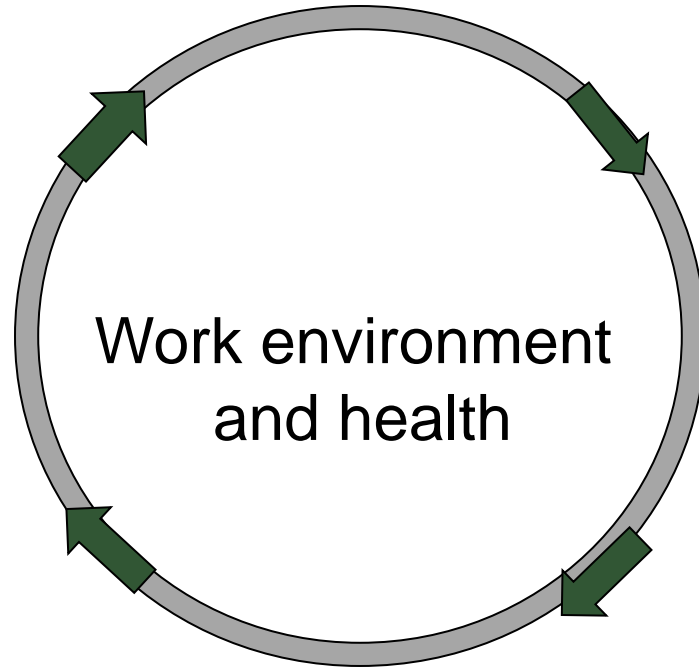
nasjonal overvåking av arbeidsmiljø og -helse

Data collection

Surveys
Measurements

Priority of preventive measures

Ministry Of Labour
Directorates of Labour inspection
Social partners
Company health services
Research institutions
Public



Data

Statistics Norway
The Labour and Welfare administration
The Labour Inspection Authorities
Product registry
EXPO (Chemical and biological exposure database at NIOH)
Cancer registry
The Norwegian Patient Registry (NPR).
etc.

NOA

Dpt. Of Occupational Work and Health Surveillance

NOA provides and improves new knowledge

3.2.45 Prosentandel av alle yrkesaktive som opplever å bli utsatt for seksuell trakassering på jobb etter ulike næringer. Antall spurte i hver næringsgruppe står oppført i parentes. (Kilde: SSB, LKU, 2009)

Sexual harassment

In total 3,4 % report being subjected to unwanted sexual attention in 2009.

Highest prevalence among those working in Accomodation/service (fig.)

Occupational groups especially prone to sexuall harassment.

Hotel-/restaurant workers (25 %)

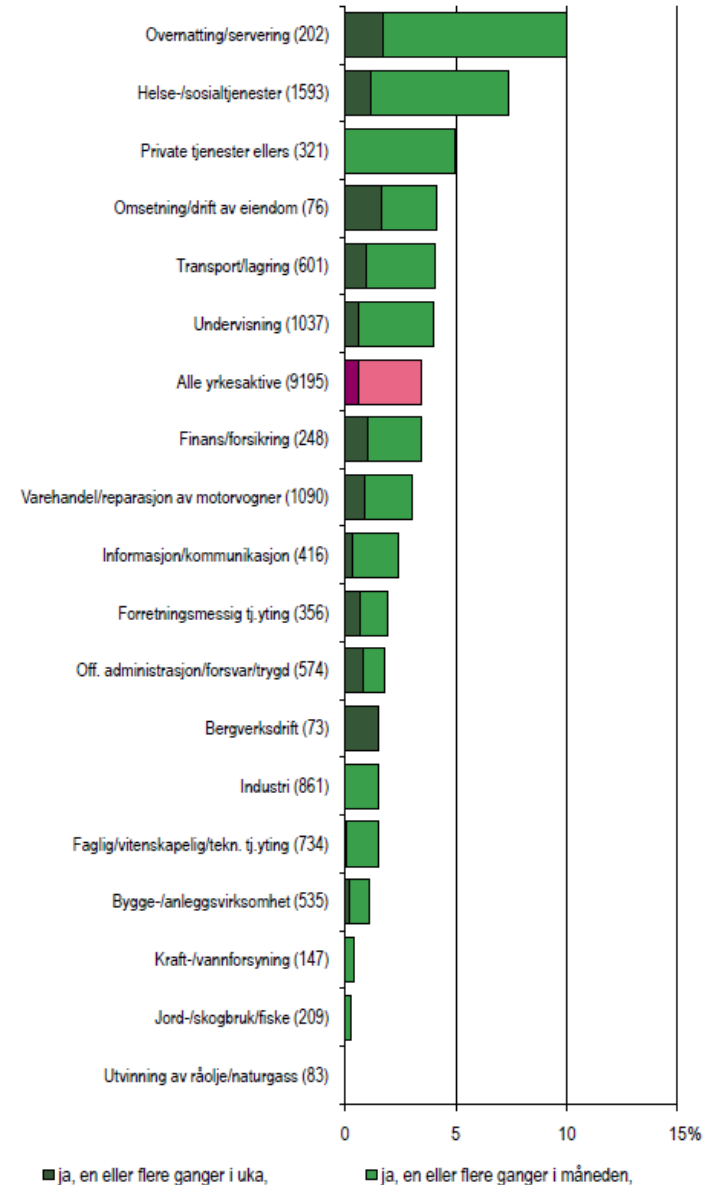
Assistant nurses

Nurses

Physiotherapists

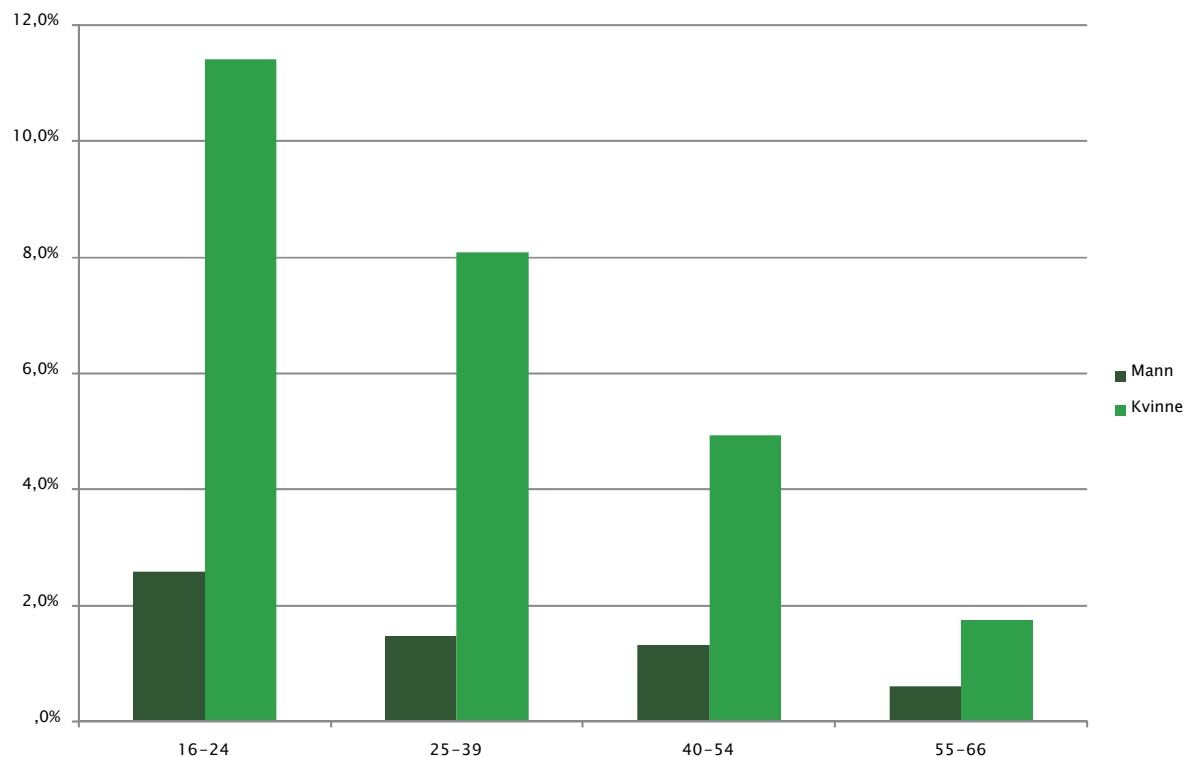
5,7 % Public sector

2,5 % Private sector



Sexual harassment and age

Near 12 percent of women in the age group 16-24 are exposed to sexual harassment at the work place



Violence and threats

6,3 % say that they have been exposed to violence or threats of violence in the last year.

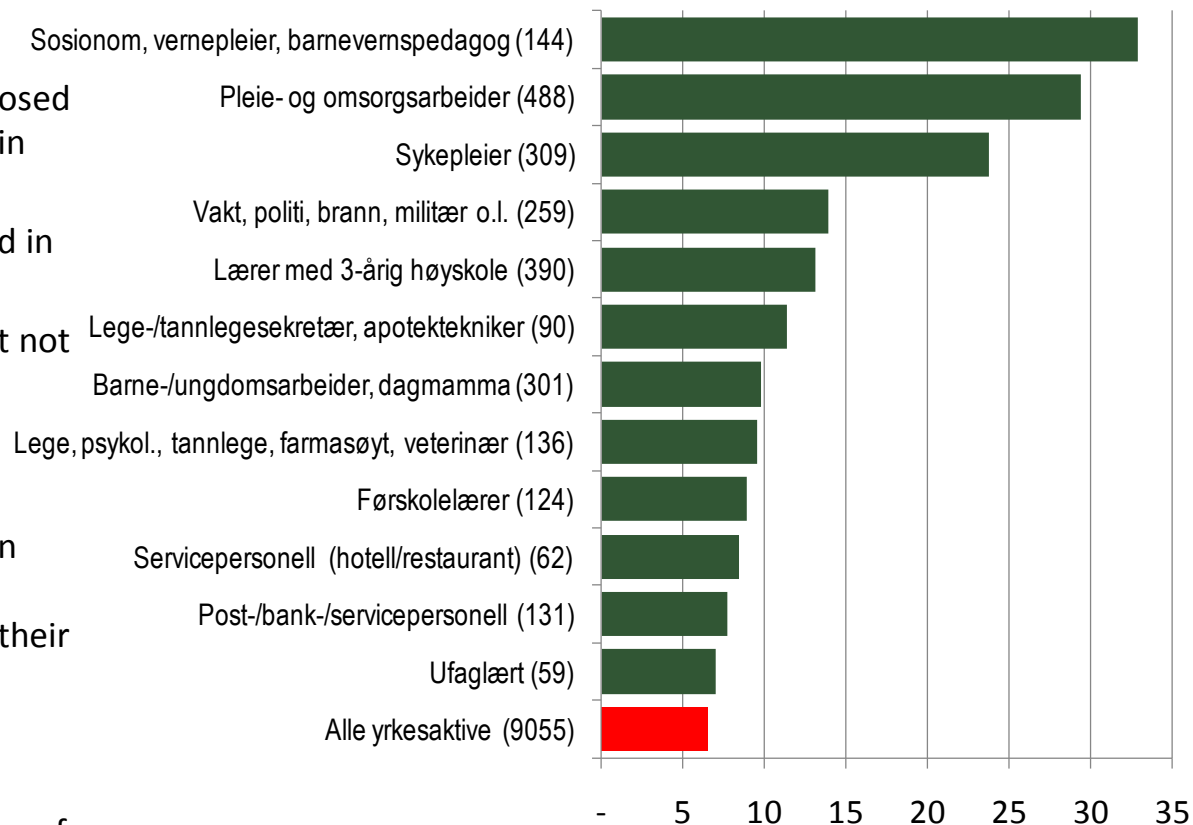
1,9 % exposed to violence, resulted in visible marks.

3,5 % exposed to violence, resulted not in visible marks.

3,5 % exposed to threats.

A higher share of men than women among social service workers and nurses are exposed to violence at their workplace.

Almost one out of two who are exposed, have experienced episodes of violence or threats once or twice.



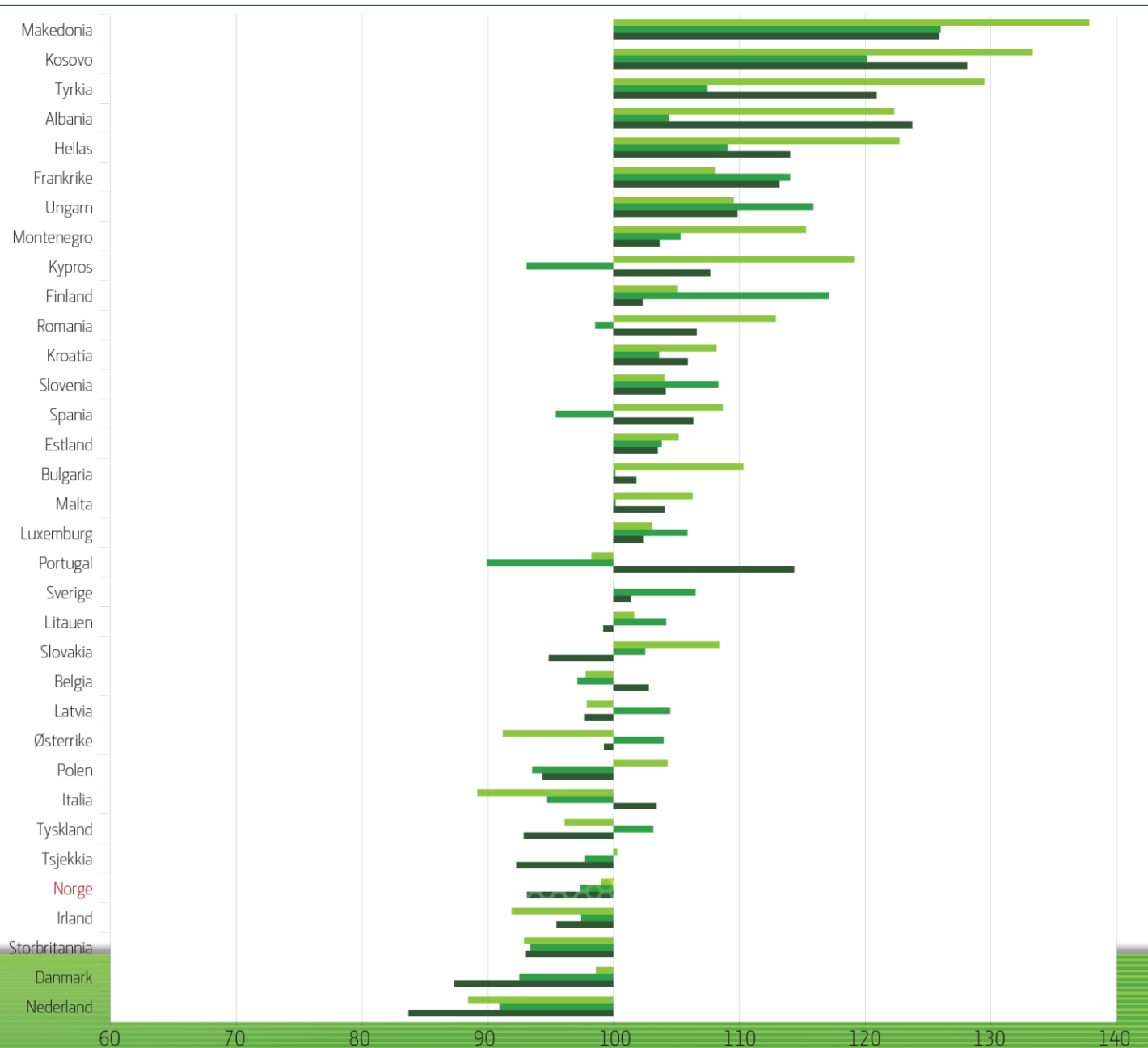


Physical
Risks -

EWCS

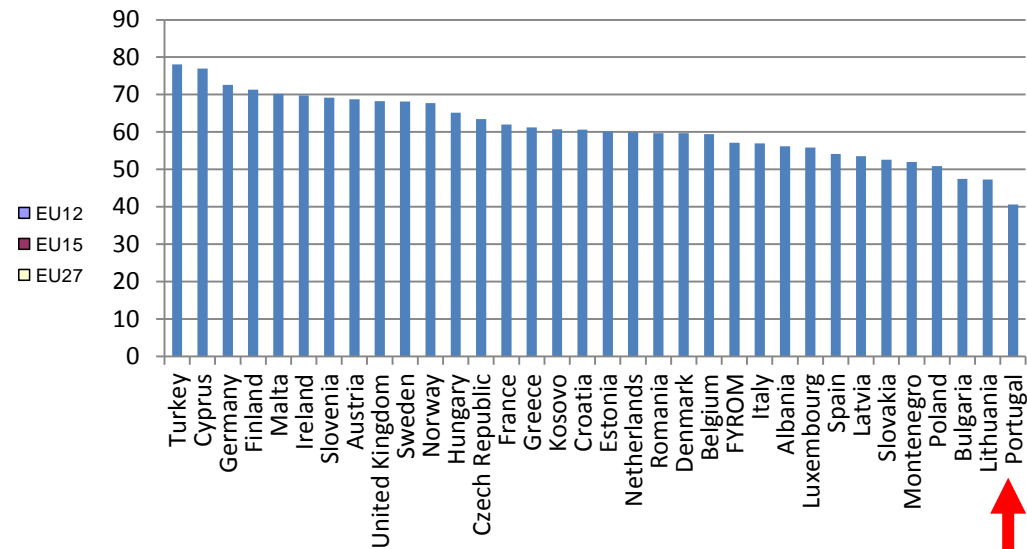
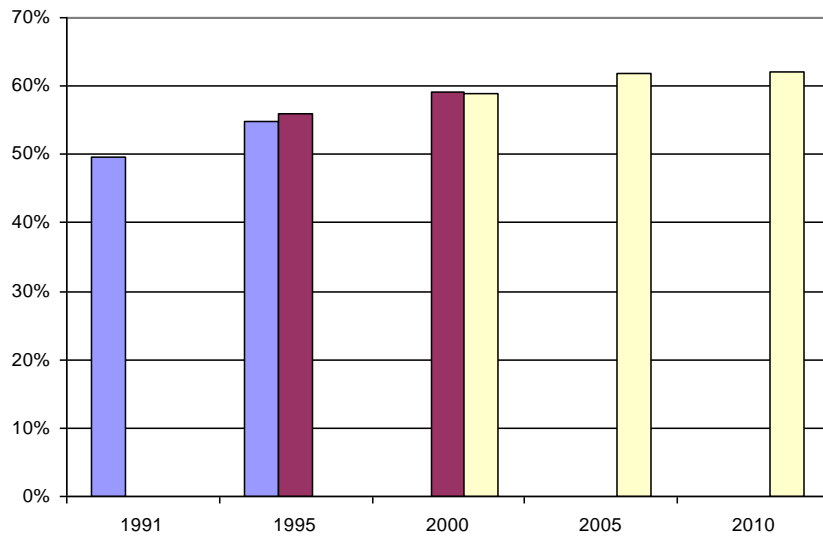
The figure shows the scores for each country on separate indices measuring exposure to posture-related, biological and chemical, and ambient risks.

The EU27 average has been set to 100.



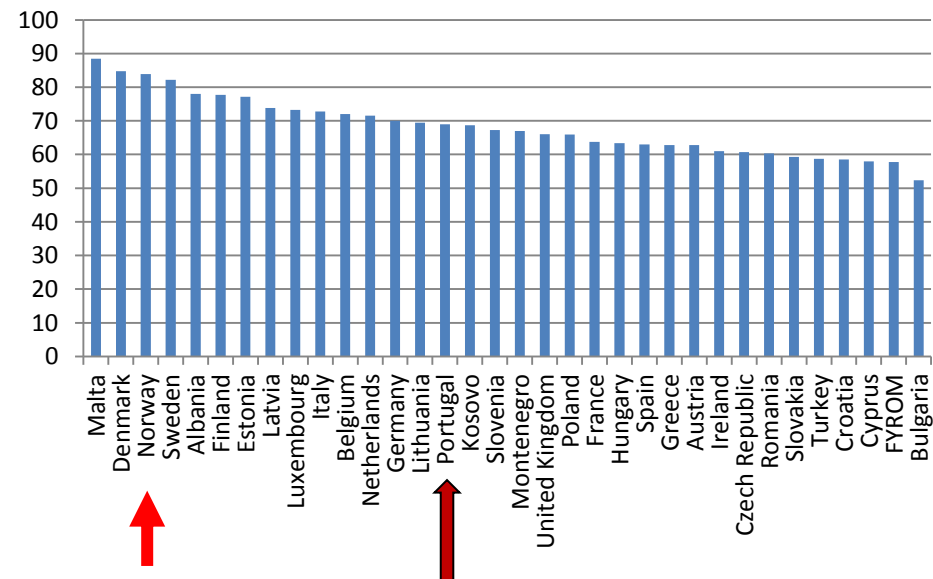
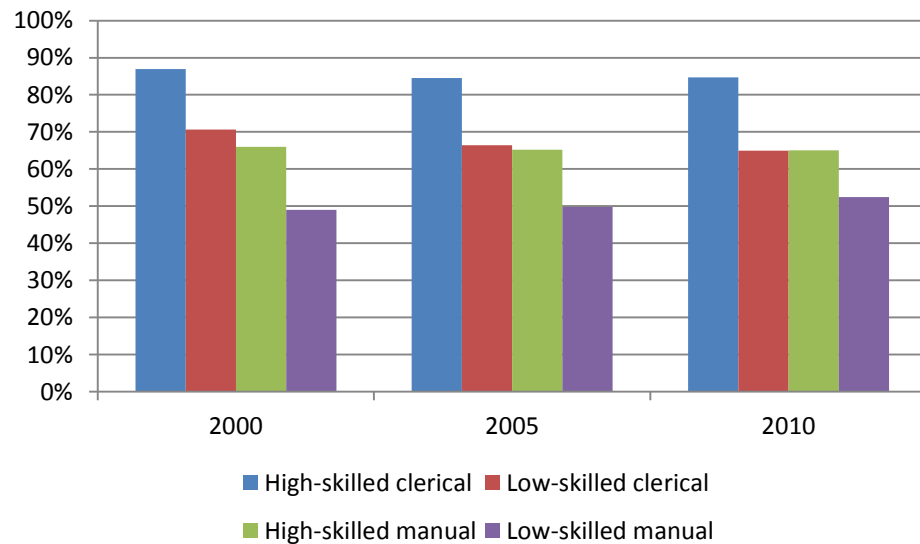
Trends and country comparisons in work intensity

-Tight deadlines (at least ¼ of the time)



Trends and country comparisons in autonomy

-Ability to choose or change methods of work



Employer paid training by country, employees

