



Flash Eurobarometer 398

WORKING CONDITIONS

REPORT

Fieldwork: April 2014

Publication: April 2014

This survey has been requested by the European Commission, Directorate-General for Employment, Social Affairs and Inclusion and co-ordinated by the Directorate-General for Communication.

This document does not represent the point of view of the European Commission. The interpretations and opinions contained in it are solely those of the authors.

Flash Eurobarometer 398 - TNS Political & Social

Flash Eurobarometer 398

Working Conditions

Conducted by TNS Political & Social at the request of the European Commission, Directorate-General Employment, Social Affairs and Inclusion

Survey co-ordinated by the European Commission, Directorate-General for Communication (DG COMM "Strategy, Corporate Communication Actions and Eurobarometer" Unit)

Project title	Working Conditions
Linguistic Version	EN
Catalogue Number	KE-01-14-474-EN-N
ISBN	978-92-79-37854-6
DOI	10.2767/21855

© European Union, 2014

TABLE OF CONTENTS

INTRODUCTION.....	3
KEY FINDINGS	5
I. WORKING CONDITIONS AND THEIR EVOLUTION IN THE LAST 5 YEARS	8
1.1. Satisfaction of current working conditions.....	8
1.2. General assessment of the evolution of working conditions over the last 5 years 14	
II. DETAILED SATISFACTION REGARDING WORKING CONDITIONS.....	18
2.1. Satisfaction regarding working hours	18
2.2. Satisfaction regarding how interesting tasks are	23
2.3. Satisfaction regarding the pace of work.....	27
2.4. Satisfaction regarding autonomy at work	30
2.5. Satisfaction regarding work-life balance.....	34
III. WORKERS' VIEWS ON WORKING CONDITIONS	38
3.1. Respect of the minimum working time/periods	38
3.2. Opportunity and use of flexible working arrangements	41
3.3. Information and consultation in current company/organisation.....	45
3.4. Perceived equality of treatment by employees with a temporary contract	54
IV. HEALTH AND SAFETY AT WORK.....	57
4.1. Satisfaction regarding health and safety at work.....	57
4.2. Information and measures to improve health and safety at work	59
4.3. Perceived risks at the work place.....	66
4.4. Health problems related to work.....	71
4.5. Sick leave related to health problems caused by work.....	75

V. WORKING POPULATION PROFILE	77
5.1. Status	77
5.2. Organisation	80
5.3. Working time	82
5.4. Employers	84
5.5. Type of contracts	86

ANNEXES

Technical specifications
Questionnaire
Tables

INTRODUCTION

Working conditions are one of the key areas covered by European Union law. This legislation include provisions that define minimum requirements for all workers in a range of areas including working hours, information and consultation of workers, occupational health and safety at work as well as conditions for part time, full time and temporary agency workers¹.

To further explore Europeans' actual experiences of working conditions the Directorate General for Employment, Social Affairs and Inclusion commissioned the following survey. This survey was designed to explore a range of questions about working conditions and occupational health and safety, including:

- Workers' general opinions about the state and trends of working conditions in their country,
- Satisfaction with their working conditions in general, as well as specific areas such as working hours, workload, autonomy and work-life balance,
- Access to paid holidays, rest periods and flexibility at work,
- Information and consultation, and
- Health and safety at work, including the experience of work related health problems or accidents.

Respondents were divided into two broad groups with five more specific subgroups:

- Working population: including group A (employees and manual workers) and group B (self-employed)
- Those with some past work experience: including group C (looking for work), group D (students) and group E (retired).

Some questions were specifically asked to these target groups, as indicated by the letter or letters in the question number.

Results are first analysed at EU level, and then comparisons between individual Member States are made. In addition to standard socio-demographic comparisons across age, gender and education lines, results comparing the working and non-working population, and by specific groups or company size are also discussed, where relevant and noteworthy.

¹ <http://ec.europa.eu/social/main.jsp?catId=706>

This survey was carried out by TNS Political & Social network in the 28 Member States of the European Union between 3rd and 5th April 2014. Some 26.571 respondents from different social and demographic groups were interviewed via telephone (landline and mobile phone) in their mother tongue on behalf of the European Commission, DG Employment, Social Affairs and Inclusion. The methodology used is that of Eurobarometer surveys as carried out by the Directorate-General for Communication (Strategy, Corporate Communication Actions and Eurobarometer" Unit)². A technical note on the manner in which interviews were conducted by the Institutes within the TNS Political & Social network is appended as an annex to this report. Also included are the interview methods and confidence intervals³.

Note: In this report, countries are referred to by their official abbreviation. The abbreviations used in this report correspond to:

ABBREVIATIONS			
BE	Belgium	LT	Lithuania
BG	Bulgaria	LU	Luxembourg
CZ	Czech Republic	HU	Hungary
DK	Denmark	MT	Malta
DE	Germany	NL	The Netherlands
EE	Estonia	AT	Austria
IE	Ireland	PL	Poland
EL	Greece	PT	Portugal
ES	Spain	RO	Romania
FR	France	SI	Slovenia
HR	Croatia	SK	Slovakia
IT	Italy	FI	Finland
CY	Republic of Cyprus*	SE	Sweden
LV	Latvia	UK	The United Kingdom
		EU28	European Union – 28 Member States

* Cyprus as a whole is one of the 28 European Union Member States. However, the 'acquis' has been suspended in the part of the country which is not controlled by the government of the Republic of Cyprus. For practical reasons, only the interviews carried out in the part of the country controlled by the government of the Republic of Cyprus are included in the 'CY' category and in the EU28 average.

** EU15 refers to the 15 countries forming the European Union before the enlargements of 2004 and 2007

* * * * *

We wish to thank the people throughout the European Union who have given their time to take part in this survey. Without their active participation, this study would not have been possible.

² http://ec.europa.eu/public_opinion/index_en.htm

³ The results tables are included in the annex. It should be noted that the total of the percentages in the tables of this report may exceed 100% when the respondent has the possibility of giving several answers to the question.

MAIN FINDINGS

Working conditions and their evolution in the last 5 years

- Just over half of the respondents say that working conditions in their country are good (53%). Country results vary from 87% in Denmark to 16% in Greece.
- More than three quarters (77%) of the current working population are satisfied with their current working conditions, and Greece is the only Member State where less than half express satisfaction (38%).
- A majority of Europeans (57%) say working conditions in their country have deteriorated in the last 5 years, 27% say they have stayed the same while 12% think they have improved.
- Estonia (42%), Malta (40%), Lithuania (27%), Latvia and Hungary (both 25%) are the only countries where at least one quarter of respondents think working conditions in their country have improved over the last five years.

Satisfaction with working conditions

- Most of the working population (80%) are satisfied with their working hours, while 80% of those not currently working were also satisfied with their hours during their last experience of work.
- Excessive working hours is the main reason respondents express dissatisfaction with their working hours (48%), followed by being constrained by shift work (28%) or being unable to influence their work schedule (28%).
- Almost nine in ten respondents who are currently working (87%) say they are satisfied with how interesting their tasks are in their current job, and at least seven out of ten in each Member State agree. The results for those with work experience but who are not currently working are similar (82% satisfied).
- Around three quarters (74%) are satisfied with their workload or the pace of their work, while 75% of those not currently working say this about their last experience of work.
- 83% of those currently working and 79% of those with work experience, but who are not currently working, are or were satisfied with the autonomy they have/had at work.
- Around three quarters of both current workers and those with past work experience are or were satisfied with their work-life balance (74%).

Workers' views on working conditions

- Most workers benefit from appropriate work breaks and holiday periods: 90% get at least four weeks of paid holidays per year, 88% get at least one break after six hours of work, 83% have at least one day off each week, while 75% say they generally benefit from working days that do not exceed a total of 13 hours.
- Most employees and manual workers say they have access to some form of flexibility at work, such as special leave or working from home (56%), although only 26% say they have or would use one of these benefits. Those in Denmark (79%), the Netherlands (77%), Belgium (73%) and the UK (71%) are the most likely to say they have some kind of flexible working options.
- Within the working population (workers, employees and self-employed) most respondents are satisfied with the way their opinion is taken into account when decisions are made about their work (70%), with at least half of the working population in each Member State being satisfied in this area. The results are similar for those with past work experience.
- Amongst the working population, discussions about work-related problems are most likely to occur with colleagues (75%), followed by managers (64%) or employee representatives (39%).
- Almost two third of the working population (65%) have been informed about the situation of their company or organisation regarding its financial situation and its future, while 54% have been consulted about changes in the organisation of work and/or working conditions.
- Most employees with a fixed term contract think their salary (61%) and conditions (79%) are equivalent to permanent employees.
- Most employees with a temporary agency contract think their conditions are equivalent to permanent employees (73%), but fewer say this about salary (49%).

Health and safety at work

- More than eight out of ten express satisfaction with workplace health and safety at their current job (85%). Satisfaction is highest in Austria, the UK, the Netherlands, Belgium (all 92%) and lowest in Greece (53%).
- Just over six in ten employees and manual workers say they have been consulted on health and safety issues at work by their employer or a health and safety representative (62%), although at country level the proportions range from 90% in Slovakia to 25% in Greece.

- More than three quarters (77%) of current workers say health and safety information and/or training is available in their workplace while 59% say there are measures to prevent health problems or accidents at work. Just under half (47%) say there are measures in place for people returning from long term sickness.
 - The larger the company the respondent works for, the more likely they are to say that the company has each of these measures in place.
- Exposure to stress is considered to be the main workplace health and safety risk by current workers (53%) as well as those with past work experience (43%).
- At least one quarter of those currently working have experienced bone, joint or muscle problems, or stress, depression or anxiety either caused by or exacerbated by work (both 27%). These are also the most mentioned work related health mentioned by those with experience of work (but who are not currently working) (28% and 29% respectively).
- Stress, depression or anxiety is the most mentioned work related health problem in the majority of Member States.
- Most employees and manual workers have not taken sick leave in the last 12 months due to work related or work exacerbated health problems (62%).

Working population profile

- Almost half of all respondents classify themselves as not working (48%), 36% are employees, 8% are manual workers and 8% are self-employed.
- Employees and manual workers are most likely to work for companies with more than 250 employees (40%), followed by those with 11-50 employees (22%) and 51-250 employees (20%).
- Most respondents who are currently working are employed full time (76%).
- Most European employees and manual workers only have one employer (87%) although at least one in ten employees and manual workers in Italy (14%), Spain (11%) and Ireland (10%) have more than two employers.
- Most employees and manual workers currently working have permanent contracts (80%). The second most used type of contract is the fixed term contract (13%).

I. WORKING CONDITIONS AND THEIR EVOLUTION IN THE LAST 5 YEARS

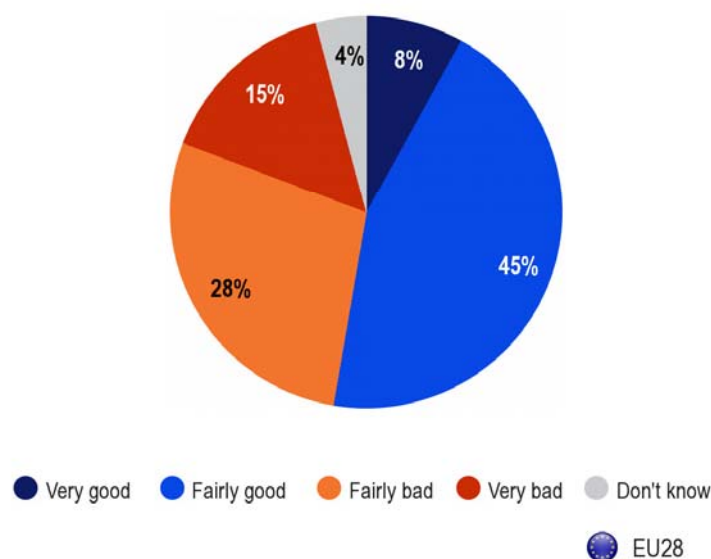
This section of the report explores respondents' views about the current working conditions in their country in general, and their level of satisfaction with these conditions. Opinions about the evolution of working conditions in the last five years will also be discussed.

1.1. Satisfaction of current working conditions

- A majority say working conditions in their country are good -

Just over half of the respondents say that working conditions in their country are good (53%), with 8% saying they are 'very good' and 45% that they are 'fairly good'⁴. On the other hand, more than one quarter say conditions are 'fairly bad' (28%), while 15% think they are 'very bad'.

Q1. Working conditions are defined as working time, work organisation, health and safety at work, employee representation and relation with the employer. From your own experience and/or from what you know from your friends and relatives who are currently working, what do you think the working conditions are like in (OUR COUNTRY) today?

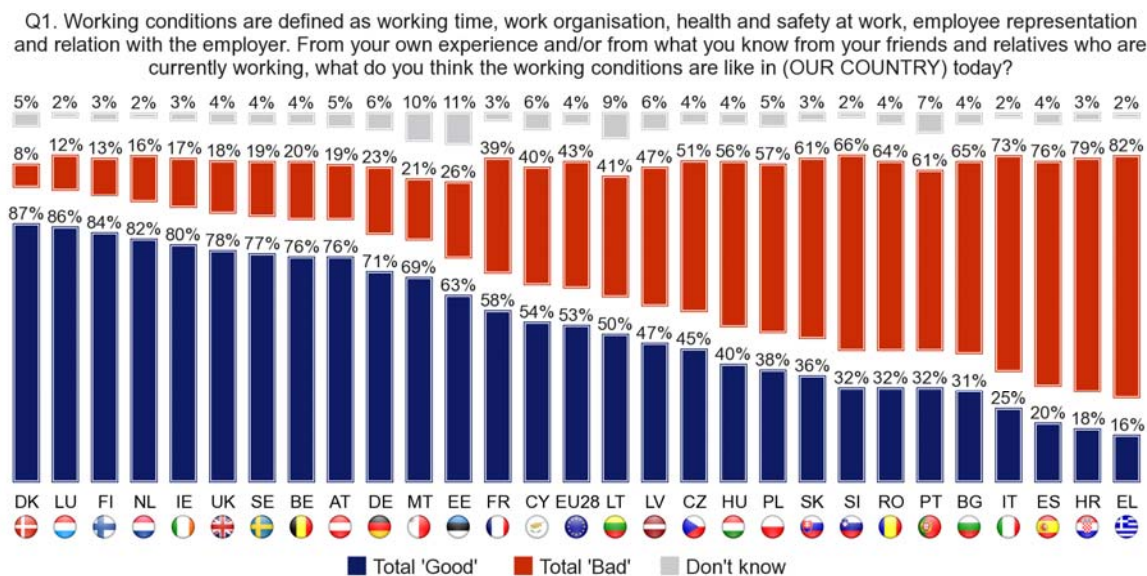


Base: Total number of respondents

There are largely divergent views across EU28 about working conditions. At least eight out of ten respondents in Denmark (87%), Luxembourg (86%), Finland (84%), the Netherlands (82%) and Ireland (80%) say working conditions in their country are good. This is much higher than the EU average of 53%.

⁴ Q1 Working conditions are defined as working time, work organisation, health and safety at work, employee representation and relation with the employer. From your own experience and/or from what you know from your friends and relatives who are currently working, what do you think the working conditions are like in (OUR COUNTRY) today?

At the other end of the scale less than one in five respondents say working conditions in their country are good in Greece (16%), Croatia (18%) and Spain (20%).



Base: Total number of respondents

The **socio-demographic analysis** shows that the older the respondents, the less likely they are to think that working conditions in their country are good. Amongst 15-24 year olds 60% say conditions are good, compared to 46% of those aged 55+. Opinion also varies according to education levels. The longer respondents remained in education, the more likely they are to say working conditions are good: 40% of those with the lowest education levels say this, compared to 57% of those who finished education aged 20+.

Respondents who are currently working are much more likely to say working conditions in their country are good when compared to people with working experience who are not currently working (61% vs. 46%). Employees are more likely to say that working conditions in their country are good compared to self-employed and manual workers (64% vs. 54% and 52% respectively).

Q1 Working conditions are defined as working time, work organisation, health and safety at work, employee representation and relation with the employer. From your own experience and/or from what you know from your friends and relatives who are currently working, what do you think the working conditions are like in (OUR COUNTRY) today?

	Total 'Good'	Total 'Bad'	Don't know
EU28	53%	43%	4%
Age			
15-24	60%	38%	2%
25-39	55%	44%	1%
40-54	54%	43%	3%
55+	46%	46%	8%
Education (End of)			
15-	40%	53%	7%
16-19	51%	45%	4%
20+	57%	40%	3%
Still studying	63%	35%	2%
Respondent occupation scale			
Self-employed	54%	44%	2%
Employee	64%	34%	2%
Manual workers	52%	46%	2%
Not working	44%	50%	6%
Respondent occupation by target			
Target AB: Working population	61%	37%	2%
Target CDE: Not currently working	46%	51%	3%

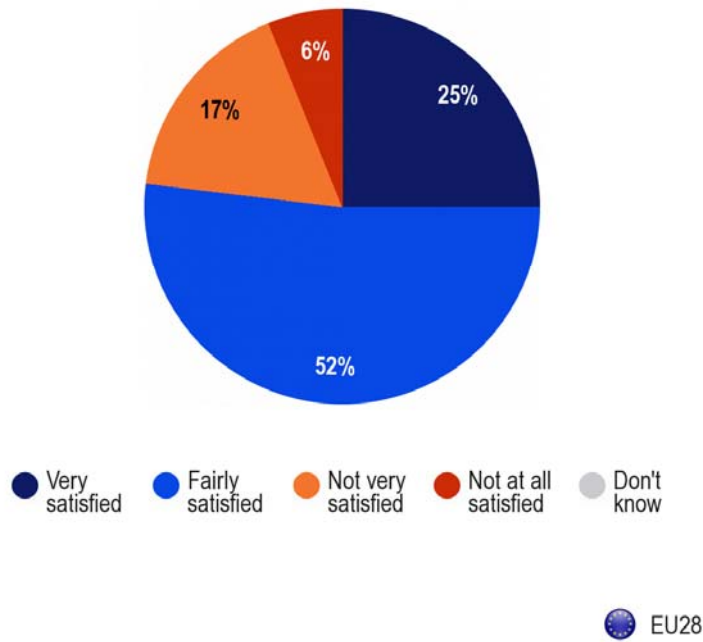
Base: Total number of respondents

- More than three quarters are satisfied with their current working conditions -

Respondents who are currently working were asked how satisfied they were with their current working conditions⁵. More than three quarters say they are satisfied (77%), with 25% 'very satisfied' and 52% 'fairly satisfied' with their conditions. Almost one in five (17%) say they are 'not very satisfied', while 6% are 'not satisfied at all'.

⁵ Q3AB Overall, are you satisfied or not with your current working conditions?

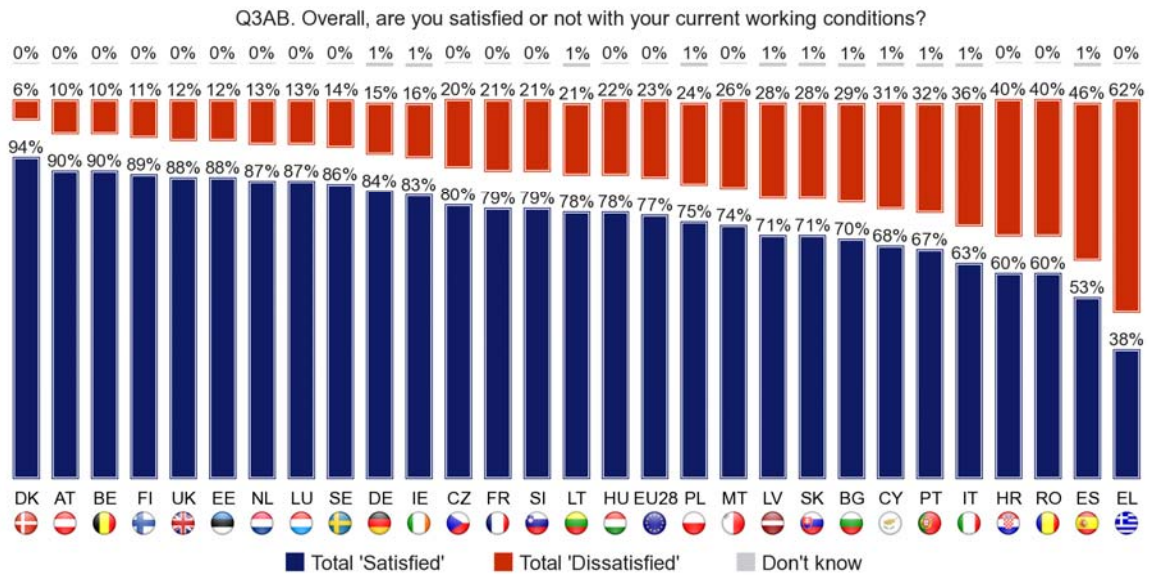
Q3AB. Overall, are you satisfied or not with your current working conditions?



Base: Respondents in target A and B (n=13991)

Greece is the only country where fewer than half of all working respondents are satisfied with their current working conditions (38%), although satisfaction in Spain (53%), Romania and Croatia (both 60%) is also notably lower than the EU average.

At the other end of the scale at least nine out of ten working respondents in Denmark (94%), Austria and Belgium (both 90%) say they are satisfied with their current working conditions.



Base: Respondents in target A and B (n=13991)

Current workers who completed their education aged 15 or younger are less likely than those with a higher level of education to be satisfied with their working conditions (66% vs. 76%-78%). Employees and manual workers are also more likely to be satisfied than those who are self-employed (78% vs. 70%).

Furthermore, those who think working conditions in their country are good are much more likely to be satisfied with their current working conditions compared to those who say working conditions in their country are bad (90% vs. 55%). Those who say working conditions in their country have improved or stayed the same in the last five years are also more likely to be satisfied with their current working conditions when compared to those who think working conditions have deteriorated in their country (93% and 90% vs. 66%).

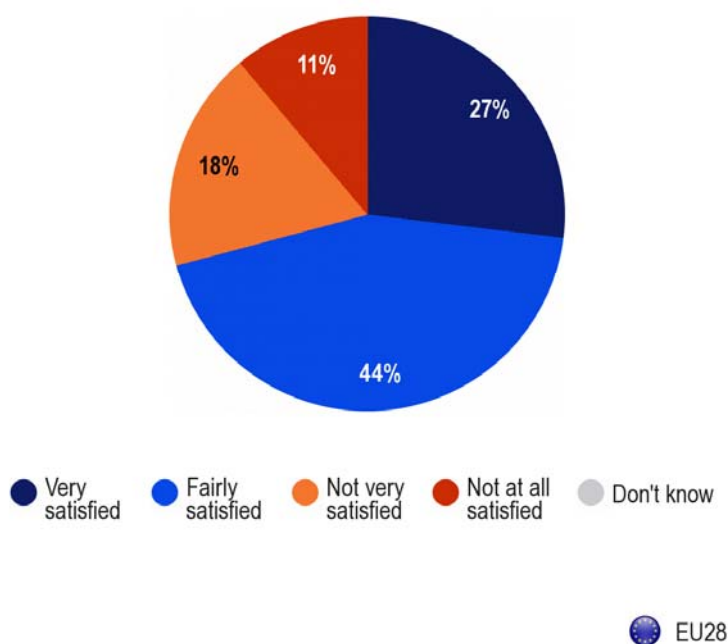
Q3AB Overall, are you satisfied or not with your current working conditions?

	Total 'Satisfied'	Total 'Disatisfied'	Don't know
EU28	77%	23%	0%
Education (End of)			
15-	66%	34%	0%
16-19	76%	23%	1%
20+	78%	22%	0%
Still studying	87%	13%	0%
Respondent occupation scale			
Self-employed	70%	29%	1%
Employee	79%	21%	0%
Manual workers	75%	25%	0%
Not working	76%	19%	5%
Status of working conditions			
Total 'Good'	90%	10%	0%
Total 'Bad'	55%	44%	1%
General - Evolution of working conditions (last 5 years)			
Improved	93%	7%	0%
Stayed the same	90%	10%	0%
Deteriorated	66%	33%	1%
Satisfaction working conditions			
Total 'Satisfied'	100%		-
Total 'Disatisfied'		100%	-
Working conditions in the last 5 years			
Improved	95%	5%	-
Stayed the same	87%	13%	-
Deteriorated	46%	54%	-

Base: Respondents in target A and B (n=13991)

Respondents who have had work experience in the past but who are not currently working were asked how satisfied they were with the working conditions the last time they worked⁶. At least seven out of ten say they were satisfied with the working conditions (71%), with 27% 'very satisfied'. Overall 29% say they were not satisfied, with 18% 'not very satisfied' and 11% 'not at all satisfied'.

Q3CDE. When you think about your last experience of work would you say you were satisfied or not with the working conditions?



Base: Respondents in target C, D and E (n=2339)

Amongst those with work experience who are not currently working, those aged 55+ are the most likely to be satisfied with the working conditions from their last experience of work, particularly compared to 25-39 year olds (80% vs. 56%). Retired persons are also much more likely to be satisfied with their past working conditions compared to students and those looking for a job (81% vs. 67% and 60% respectively).

Furthermore, those who think working conditions in their country are good are much more likely to be satisfied with their previous working conditions compared to those who say working conditions are bad in their country (85% vs. 56%). Those who say working conditions in their country have improved or stayed the same are also more likely to be satisfied with their last working conditions when compared to those who think general working conditions have deteriorated (90% and 82% vs. 62%).

⁶ Q3CDE When you think about your last experience of work would you say you were satisfied or not with the working conditions?

Q3CDE When you think about your last experience of work would you say you were satisfied or not with the working conditions?

	Total 'Satisfied'	Total 'Dissatisfied'	Don't know
EU28	71%	29%	0%
Age			
15-24	69%	31%	0%
25-39	56%	44%	0%
40-54	64%	35%	1%
55+	80%	19%	1%
Respondent occupation by target			
Target C: Looking for a job	60%	40%	0%
Target D: Students	67%	33%	0%
Target E: Retired	81%	18%	1%
Status of working conditions			
Total 'Good'	85%	14%	1%
Total 'Bad'	56%	43%	1%
General - Evolution of working conditions (last 5 years)			
Improved	90%	9%	1%
Stayed the same	82%	18%	0%
Deteriorated	62%	37%	1%

Base: Respondents in target C, D and E (n=2339)

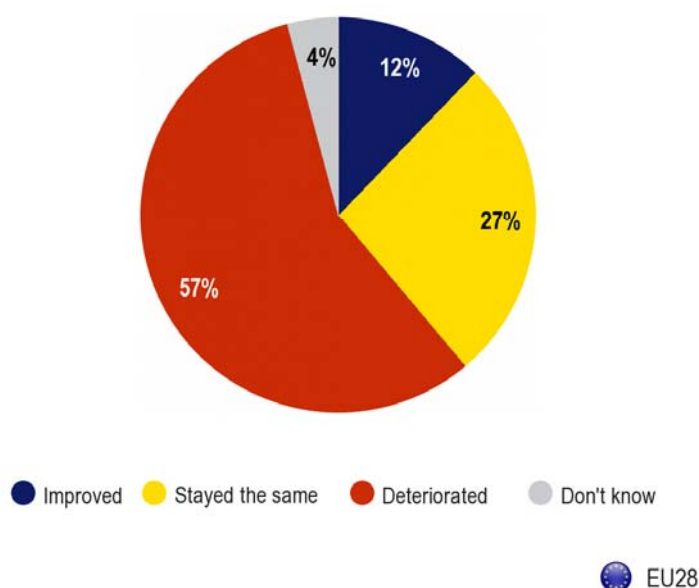
1.2. General assessment of the evolution of working conditions over the last 5 years

- Most respondents say working conditions in their country have deteriorated in the last 5 years –

All respondents were asked whether they thought working conditions in their country had improved, stayed the same, or deteriorated over the last five years⁷. Most think working conditions have deteriorated during this period (57%). Just over one quarter (27%) think conditions have stayed the same, while 12% think conditions have improved.

⁷ Q2 From your own experience and/or from what you know from your friends and relatives who are currently working, do you think over the last 5 years the working conditions in (OUR COUNTRY) have...

Q2. From your own experience and/or from what you know from your friends and relatives who are currently working, do you think over the last 5 years the working conditions in (OUR COUNTRY) have...

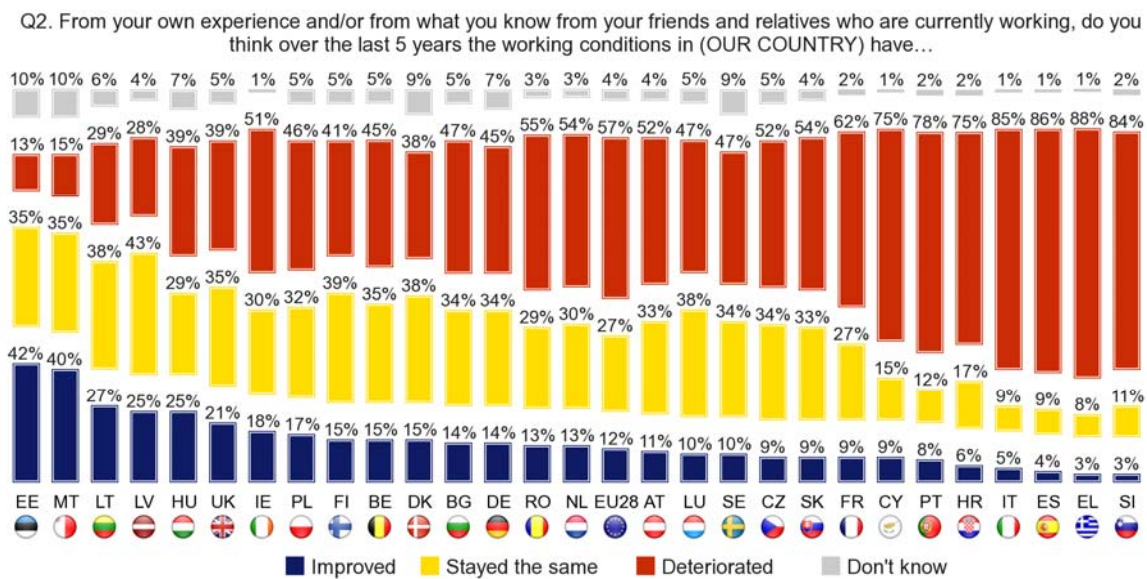


Base: Total number of respondents

Estonia (42%), Malta (40%), Lithuania (27%), Latvia and Hungary (both 25%) are the only countries where at least one quarter of respondents think working conditions in their country have improved over the last five years. In fact more respondents in Malta and Estonia say that working conditions have improved than deteriorated. In contrast, just 3% of respondents in Slovenia and Greece, and 4% of those in Spain think working conditions in their country have improved over the last five years.

In 15 Member States at least one third of respondents say that working conditions have stayed the same, and this is particularly the case in Latvia (43%), Finland (39%), Denmark, Lithuania and Luxembourg (all 38%). Just 8% of those in Greece and 9% in Italy and Spain say working conditions have stayed the same.

The majority of respondents in 14 Member States say that working conditions have deteriorated in the last five years. In fact this is the most common answer in all but four countries (Lithuania, Latvia, Malta and Estonia). At least eight out of ten respondents in Greece (88%), Spain (86%), Italy (85%) and Slovenia (84%) say that working conditions in their country have deteriorated, compared to 13% of those in Estonia and 15% in Malta.



Base: Total number of respondents

Socio-demographic analysis illustrates the following differences:

- Men are slightly more likely to say that working conditions in their country have improved over the last five years (15% vs. 10%) while women are more likely to say they have deteriorated (60% vs. 54%).
- Those aged 15-24 years are the most positive about working conditions, with 17% saying they have improved (vs. 12% for older groups), and 34% saying working conditions have stayed the same (vs. 23%-30%). They are also the least likely to say conditions have deteriorated (44% vs. 57%-61%).
- Those who are currently working are more likely than those with past work experience to say conditions have stayed the same (29% vs. 23%), while those with past experience are more pessimistic - 64% say conditions have deteriorated, compared to 56% of those who are currently working.
- Those who are looking for a job are much more likely than those who are working to say conditions have deteriorated (72% vs. 56%).
- Not surprisingly, those who think overall working conditions in their country are good are more likely to say conditions have improved (19% vs. 4%) or stayed the same (38% vs. 14%). Those who think working conditions are bad are much more likely to say conditions have deteriorated in the last five years (80% vs. 39%).

Q2 From your own experience and/or from what you know from your friends and relatives who are currently working, do you think over the last 5 years the working conditions in (OUR COUNTRY) have...

	Improved	Stayed the same	Deteriorated	Don't know
EU28	12%	27%	57%	4%
Sex				
Male	15%	28%	54%	3%
Female	10%	25%	60%	5%
Age				
15-24	17%	34%	44%	5%
25-39	12%	30%	57%	1%
40-54	12%	25%	61%	2%
55+	12%	23%	58%	7%
Respondent occupation by target				
All targets	13%	28%	57%	2%
Target A: Employees/ Manual workers	13%	30%	56%	1%
Target B: Self employed	16%	26%	56%	2%
Target C: Looking for a job	6%	21%	72%	1%
Target D: Students	10%	36%	47%	7%
Target E: Retired	12%	23%	60%	5%
Not working and never worked	12%	24%	56%	8%
Target AB: Working population	14%	29%	56%	1%
Target CDE: Not currently working	10%	23%	64%	3%
Status of working conditions				
Total 'Good'	19%	38%	39%	4%
Total 'Bad'	4%	14%	80%	2%

Base: Total number of respondents

II. DETAILED SATISFACTION REGARDING WORKING CONDITIONS

This section of the report explores European's satisfaction with their working conditions in more details. Satisfaction with working hours and work-life balance is discussed, as well as levels of satisfaction with autonomy, the pace of work, and the level of interest in work tasks.

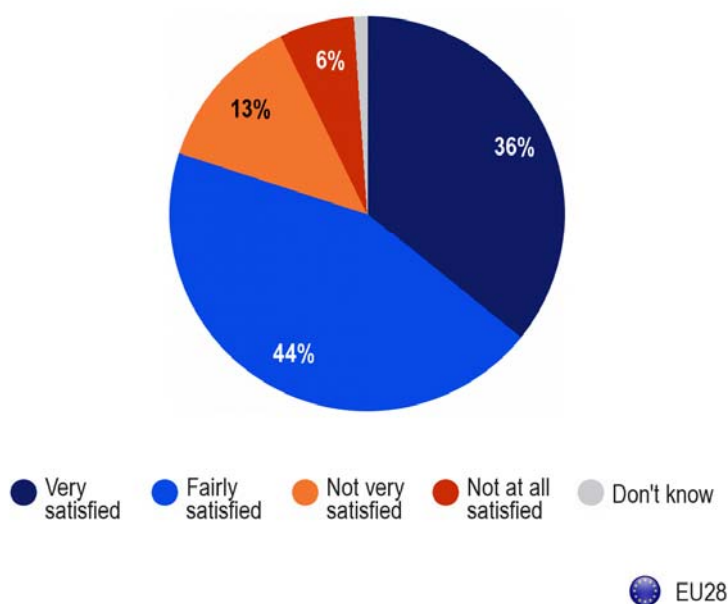
2.1. Satisfaction regarding working hours

- Most respondents are satisfied with their working hours -

Respondents who are currently working were asked how satisfied they are with their current working hours⁸. Eight out of ten (80%) say they are satisfied with their hours, with more than one third 'very satisfied' (36%). Almost one in five are not satisfied (19%), with 13% 'not very satisfied' and 6% 'not at all satisfied'.

Q5AB.1. More precisely, how satisfied are you with each of the following aspects in your current job?

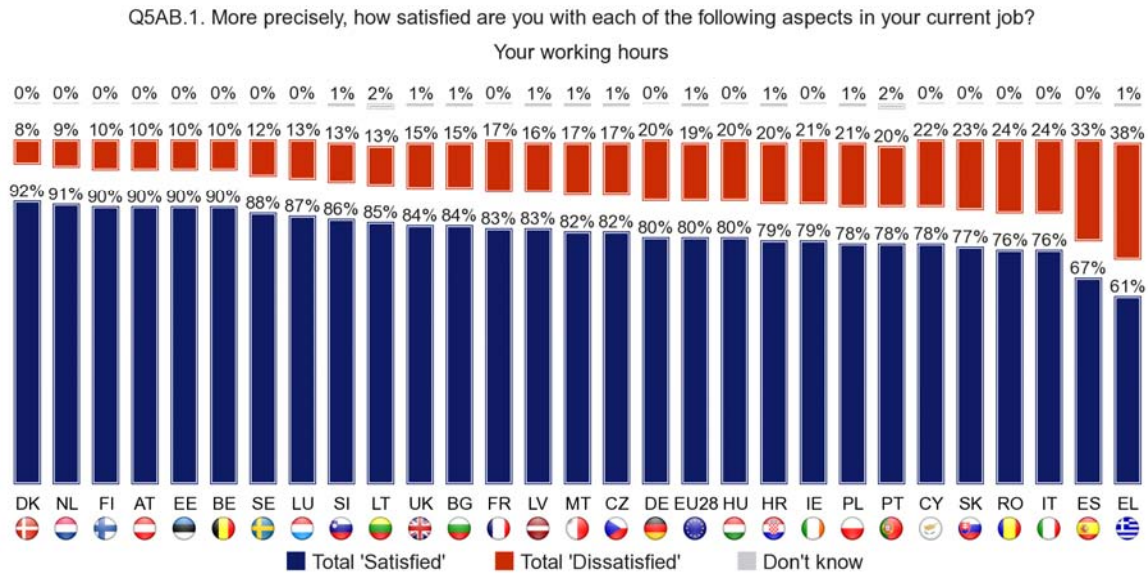
Your working hours



Base: Respondents in target A and B (n=13991)

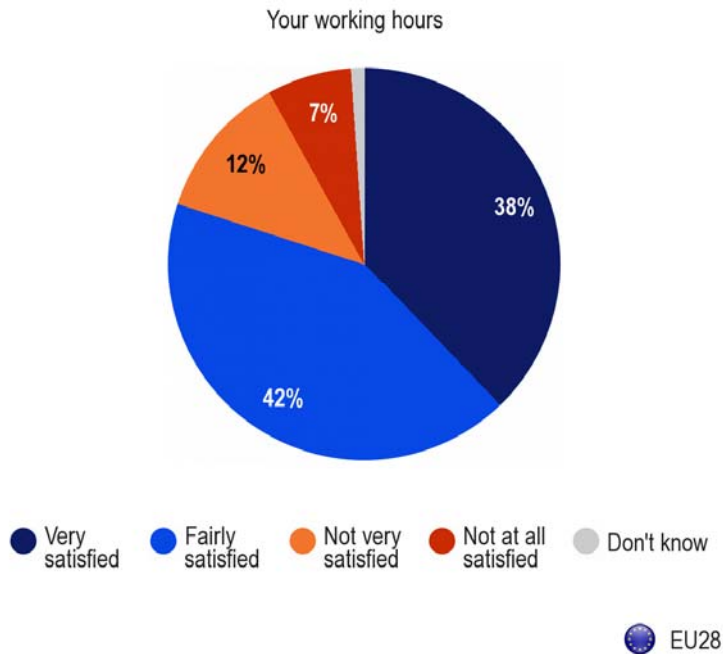
⁸ Q5AB.1 More precisely, how satisfied are you with each of the following aspects in your current job? Your working hours

There is relatively little variation across EU28, with at least three quarters of those in all but two Member States satisfied with the working hours in their current job. Respondents in Denmark (92%), the Netherlands (91%), Finland, Austria, Estonia and Belgium (all 90%) are the most likely to be satisfied, compared to 61% of those in Greece and 67% of those in Spain.



Base: Respondents in target A and B (n=13991)

Q5CDE.1. More precisely, how satisfied were you with each of the following aspects during your last experience of work?



Base: Respondents in target C, D and E (n=2339)

Respondents who are not currently working, but who have work experience, were also asked how satisfied they were with the working hours during their last experience of work⁹. Most (80%) say they were satisfied with their working hours, with 38% ‘very satisfied’ and 42% ‘fairly satisfied’. On the other hand, 12% report being ‘not very satisfied’ and 7% ‘not at all satisfied’ with their working hours during their last experience of work.

Socio-demographic analysis shows that amongst those currently working:

- Those with higher education levels are most likely to be satisfied with their working hours (80%-82% vs. 74% for those with the lowest education levels).
- Employees and manual workers are more likely to be satisfied than the self-employed (82% vs. 72%).

Amongst those who have work experience but are not currently working:

- Those with the lowest education levels are most likely to be satisfied with their working hours during their last experience of work (88% vs. 78%-81%).
- Retired persons are more likely to say they were satisfied (86%) compared to students (81%) and those looking for work (74%).


For both groups of respondents, those who think general working conditions in their country are good are more likely to also be satisfied with their working hours compared to those who say working conditions are bad (workers: 87% vs. 68%, work experience: 88% vs. 73%). Those who think working conditions in their country have improved or stayed the same are more likely to be satisfied with working hours compared to those who think general conditions have deteriorated (workers: 88% vs. 74%, work experience: 86% vs. 76%).

⁹ Q5CDE.1 More precisely, how satisfied were you with each of the following aspects during your last experience of work? Your working hours


Q5AB.1 More precisely, how satisfied are you with each of the following aspects in your current job?

Your working hours

	Target AB: Working population		Target CDE: With working experience	
	Total 'Satisfied'	Total 'Dissatisfied'	Total 'Satisfied'	Total 'Dissatisfied'
EU28	80%	19%	80%	19%

 Education (End of)

15-	74%	25%	88%	11%
16-19	82%	18%	78%	21%
20+	80%	20%	81%	18%
Still studying	88%	11%	79%	20%

 Respondent occupation by target

Target A: Employees/ Manual workers	82%	18%	0%	0%
Target B: Self employed	72%	27%	0%	0%
Target C: Looking for a job	0%	0%	74%	25%
Target D: Students	0%	0%	81%	19%
Target E: Retired	0%	0%	86%	13%

Status of working conditions

Total 'Good'	87%	13%	88%	12%
Total 'Bad'	68%	31%	73%	26%

General - Evolution of working conditions (last 5 years)

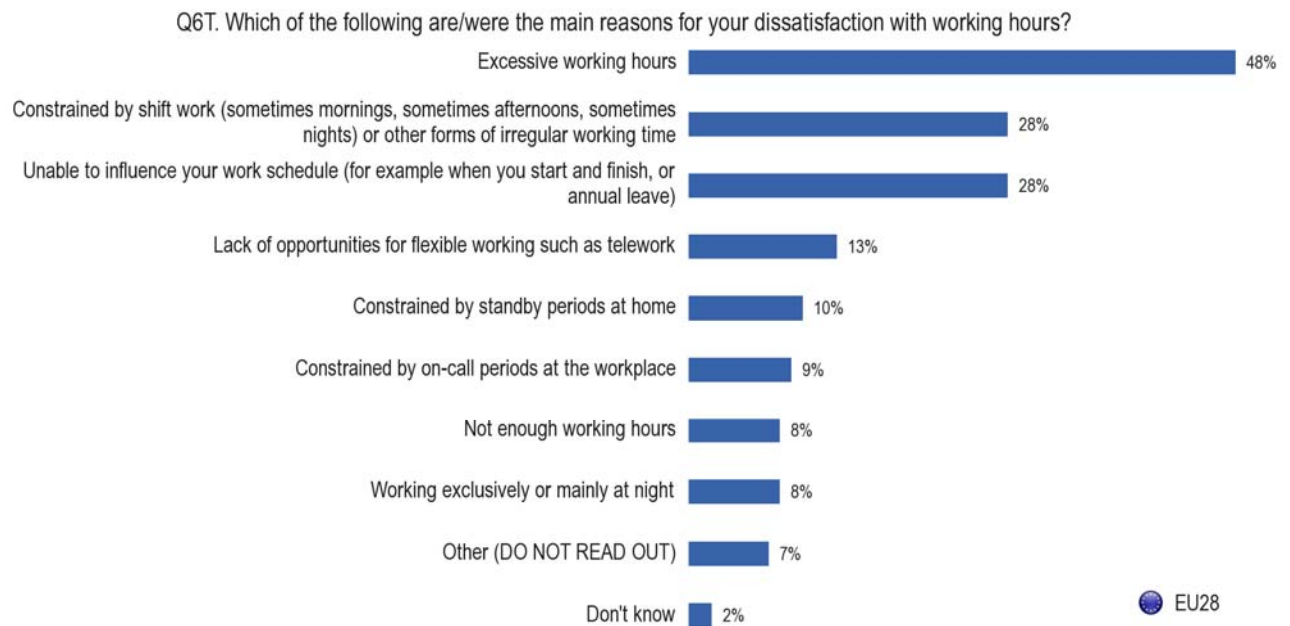
Improved	88%	12%	86%	13%
Stayed the same	88%	12%	86%	13%
Deteriorated	74%	25%	76%	23%

Base: Respondents in target A and B (n=13991) and in target C, D and E (n=2339)

- Excessive working hours is the most common reason respondents express when dissatisfied with their working hours -

Amongst those who have either current or past experience of working excessive working hours is the main reason they are or were dissatisfied with their working hours (48%)¹⁰. More than one quarter express dissatisfaction because they cannot influence their work schedule, or because their hours are constrained by shift work or irregular working times (both 28%). At least one in ten mention a lack of opportunities for flexible working (13%) or the fact they are constrained by standby periods at home (10%). Being constrained by on-call periods in the workplace is mentioned by 9%, while 8% mention insufficient working hours or the fact that they are working mainly at night.

¹⁰ Q6AB / Q6CDE Which of the following are/were the main reasons for your dissatisfaction with working hours?



Base: Respondents in all targets who are not satisfied with working hours (n=3135)

Due to small bases sizes, country level analysis was not included.

Socio-demographics analysis on both groups (working population and population with experience of work) only reveals a few notable differences:

- Men are slightly more likely than women to say they were dissatisfied with working hours because they were excessive (51% vs. 45%), while women are more likely to mention being constrained by shift work (31% vs. 26%) or unable to influence their work schedule.
- Respondents aged 15-24 are the most likely of all age groups to mention excessive hours (55% vs. 47%-49%) or being unable to influence their work schedule (38% vs. 26%-27%).
- The shortest respondents remained in education the less likely they are to be dissatisfied as a result of excessive working hours. Almost one in four (39%) with the lowest education levels mention this reason, compared to 52% of those who completed their education aged 20+. On the other hand those with the highest education levels are least likely to mention being constrained by shift work (24% vs. 32%-34%).
- Respondents who are self-employed are the most likely to mention excessive working hours (57%), followed by employees (48%) and manual workers (38%). On the other hand, manual workers are the most likely to mention being unable to influence their work schedule (36% vs. 22%-29%), or being constrained by shift work (38% vs. 19%-29%).

Q6T - Which of the following are/were the main reasons for your dissatisfaction with working hours?

	Excessive working hours	Constrained by shift work (sometimes mornings, sometimes afternoons, sometimes nights) or other forms of irregular working time	Unable to influence your work schedule (for example when you start and finish, or annual leave)	Lack of opportunities for flexible working such as telework	Constrained by standby periods at home	Constrained by on-call periods at the workplace	Not enough working hours	Working exclusively or mainly at night
EU28	48%	28%	28%	13%	10%	9%	8%	8%
Sex								
Male	51%	26%	26%	12%	10%	10%	7%	9%
Female	45%	31%	30%	15%	9%	7%	10%	6%
Age								
15-24	55%	28%	38%	19%	6%	7%	10%	6%
25-39	47%	29%	26%	14%	11%	8%	10%	7%
40-54	49%	28%	27%	14%	10%	9%	7%	7%
55+	47%	27%	27%	8%	8%	10%	8%	11%
Education (End of)								
15-	39%	34%	25%	8%	13%	3%	10%	9%
16-19	47%	32%	32%	13%	8%	9%	8%	7%
20+	52%	24%	25%	14%	10%	9%	8%	7%
Still studying	38%	43%	26%	21%	5%	12%	17%	14%
Respondent occupation scale								
Self-employed	57%	19%	22%	10%	14%	8%	9%	3%
Employee	48%	29%	29%	16%	10%	9%	7%	7%
Manual workers	38%	38%	36%	11%	8%	6%	8%	13%
Not working	47%	29%	24%	7%	6%	9%	11%	10%

Base: Respondents in all targets who are not satisfied with working hours (n=3135)

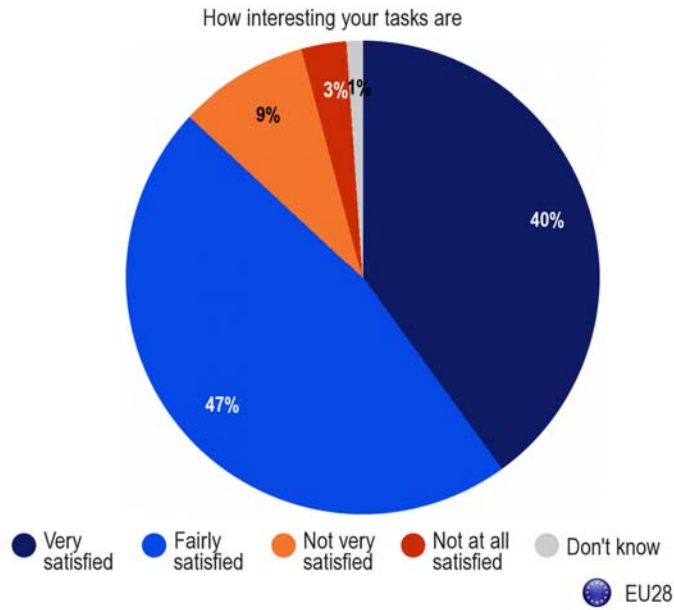
2.2. Satisfaction regarding how interesting tasks are

- At least eight out of ten are satisfied with how interesting their tasks are/were -

Almost nine in ten respondents who are currently working (87%) say they are satisfied with how interesting their tasks are at work¹¹. Four in ten (40%) are 'very satisfied', while 47% are 'fairly satisfied'. Just over one in ten are dissatisfied, with 9% 'not very satisfied' and 3% 'not satisfied at all'.

¹¹ Q5AB.3 More precisely, how satisfied are you with each of the following aspects in your current job? How interesting your tasks are

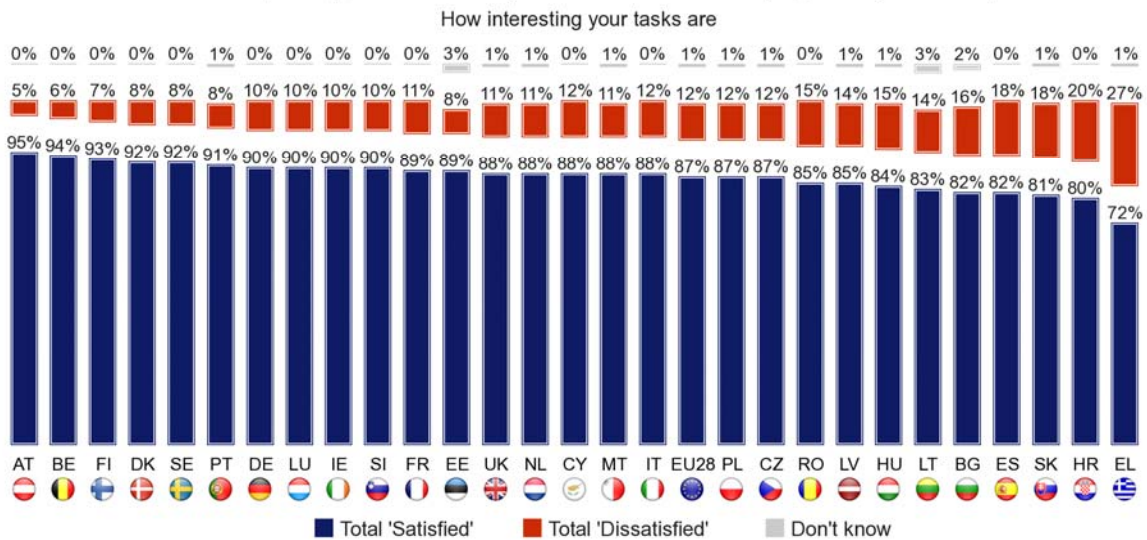
Q5AB.3. More precisely, how satisfied are you with each of the following aspects in your current job?



Base: Respondents in target A and B (n=13991)

At least seven out of ten current workers in each Member State say they are satisfied with how interesting their tasks are at their current job. In fact in ten countries at least nine out of ten respondents say this, particularly those in Austria (95%), Belgium (94%) and Finland (93%). Greece is the only country where fewer than eight in ten agree, but even here 72% express satisfaction with how interesting their tasks are in their current job.

Q5AB.3. More precisely, how satisfied are you with each of the following aspects in your current job?

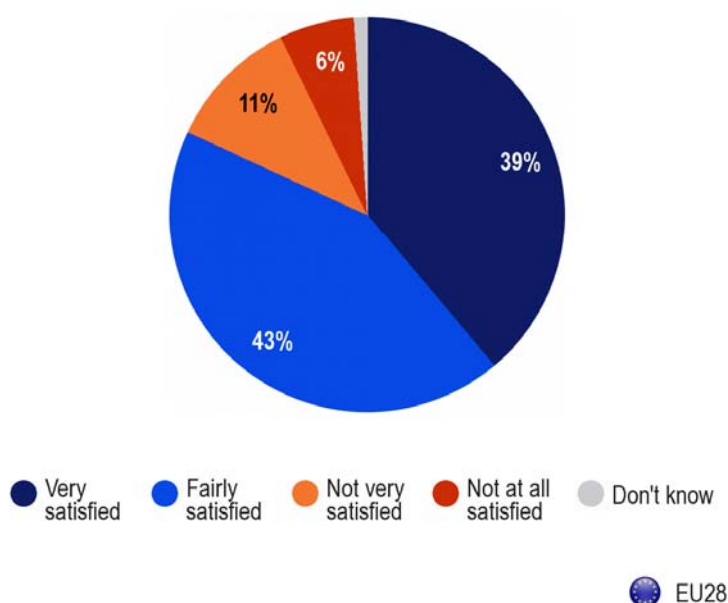


Base: Respondents in target A and B (n=13991)

Those not currently working (but with work experience) were asked how satisfied they were with how interesting their tasks were during their last experience of work¹². More than eight in ten (82%) say they were satisfied, with 39% being 'very satisfied'. Overall 17% said they were not satisfied, with 11% 'not very satisfied' and 6% 'not at all satisfied'.

Q5CDE.3. More precisely, how satisfied were you with each of the following aspects during your last experience of work?

How interesting your tasks were



Base: Respondents in target C, D and E (n=2339)

Socio-demographic analysis shows no notable differences for the main demographic groups amongst those currently working.

Amongst those with work experience, but not currently working:

- The older the respondents, the more likely they are to say they were satisfied with how interesting their tasks were during their last experience of work: 64% of those aged 15-24 say this, compared to 90% of those aged 55+.
- Retired persons are more likely to say they were satisfied (90%) compared to those looking for work (78%) and students (60%).

¹² Q5CDE.3 More precisely, how satisfied were you with each of the following aspects during your last experience of work? How interesting your tasks were

Q5CDE.3 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

How interesting your tasks were

	Total 'Satisfied'	Total 'Dissatisfied'	Don't know
EU28	82%	17%	1%
Sex			
Male	82%	17%	1%
Female	81%	18%	1%
Age			
15-24	64%	36%	0%
25-39	76%	24%	0%
40-54	81%	18%	1%
55+	90%	10%	0%
Education (End of)			
15-	86%	14%	0%
16-19	82%	17%	1%
20+	85%	15%	0%
Still studying	63%	37%	0%
Respondent occupation by target			
Target C: Looking for a job	78%	21%	1%
Target D: Students	60%	40%	0%
Target E: Retired	90%	9%	1%

Base: Respondents in target C, D and E (n=2339)

For both groups of respondents, those who think general working conditions in their country are good are more likely to also be satisfied with how interesting their tasks are/were compared to those who say working conditions are bad (workers: 92% vs. 81%, work experience: 86% vs. 77%). Those who think working conditions in their country have improved or stayed the same are more likely to be satisfied with how interesting their tasks are/were compared to those who think general conditions have deteriorated (workers: 92%-94% vs. 84%, work experience: 85%-88% vs. 79%).

Q5.3 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

How interesting your tasks were

	Target AB: Working Population			Target CDE: With working experience		
	Total 'Satisfied'	Total 'Dissatisfied'	Don't know	Total 'Satisfied'	Total 'Dissatisfied'	Don't know
EU28	87%	12%	1%	82%	17%	1%
General - Evolution of working conditions (last 5 years)						
Improved	94%	6%	0%	88%	12%	0%
Stayed the same	92%	8%	0%	85%	14%	1%
Deteriorated	84%	15%	1%	79%	21%	0%

Base: Respondents in target A and B (n=13991) and C, D and E (n=2339)

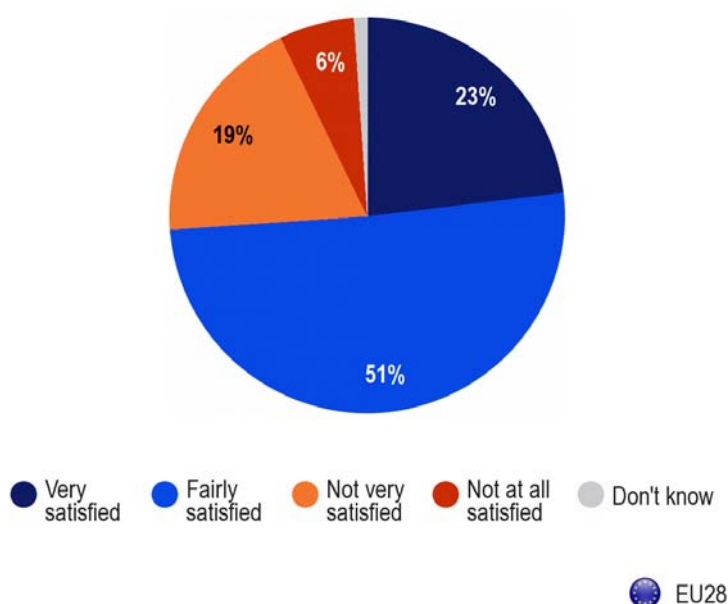
2.3. Satisfaction regarding the pace of work

- Around three quarters are satisfied with their workload or the pace of their work -

Almost three quarters of respondents (74%) who are currently working say they are satisfied with their workload or pace of work¹³. More than one in five say they are 'very satisfied' with this aspect (23%), while 51% are 'fairly satisfied'. Overall one quarter (25%) say they are dissatisfied to some degree: 19% 'not very satisfied' and 6% 'not at all satisfied'.

Q5AB.2. More precisely, how satisfied are you with each of the following aspects in your current job?

Your workload or your pace of work



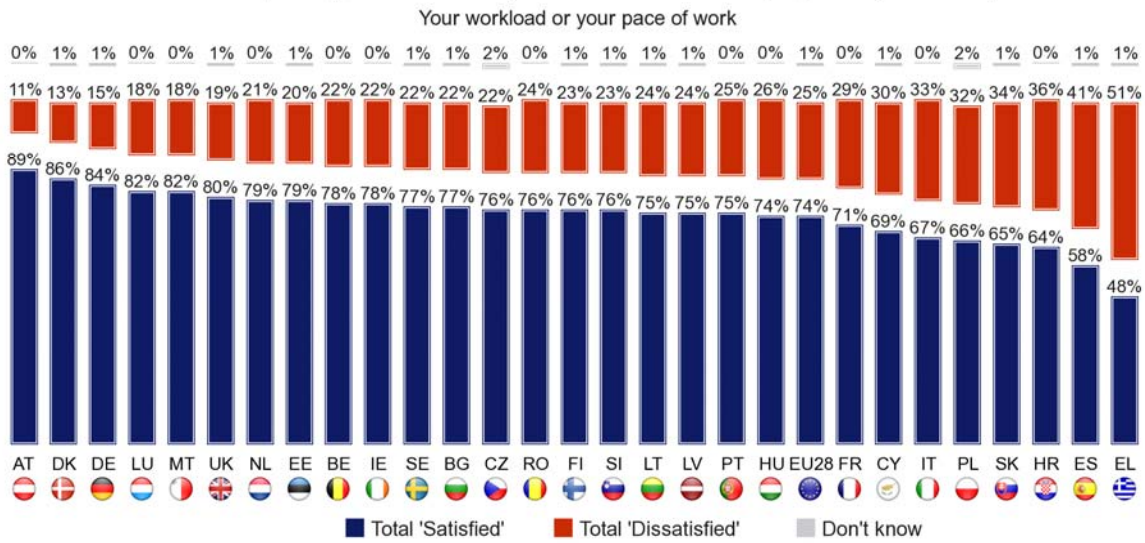
Base: Respondents in target A and B (n=13991)

At least half of all working respondents in all but one Member State say they are satisfied with their workload or pace of work. Respondents in Austria are most likely to express satisfaction in this area (89%), followed by those in Denmark (86%), Germany (84%) and Luxembourg (82%).

Greece is the only country where fewer than half of those who are currently working are satisfied with their workload or pace of work (48%). Respondents in Spain (58%) are also less likely to say they are satisfied in this area.

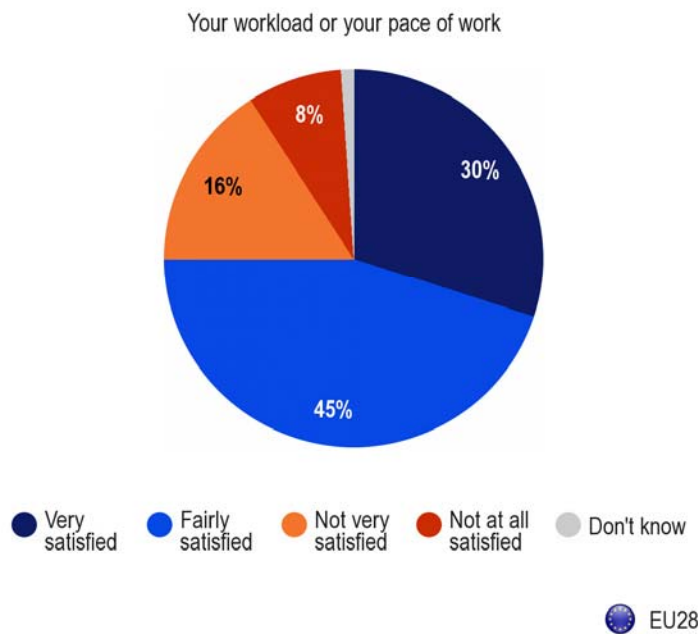
¹³ Q5AB.2 More precisely, how satisfied are you with each of the following aspects in your current job? Your workload or pace of work

Q5AB.2. More precisely, how satisfied are you with each of the following aspects in your current job?



Base: Respondents in target A and B (n=13991)

Q5CDE.2. More precisely, how satisfied were you with each of the following aspects during your last experience of work?



Base: Respondents in target C, D and E (n=2339)

Amongst those who are not working (but who have work experience), three quarters say they were satisfied with their workload or pace of work at their last job (75%), with 30% 'very satisfied'¹⁴. Almost one quarter say they were dissatisfied with this aspect of their last experience of work (24%), with 16% 'not very satisfied' and 8% 'not at all satisfied'.

¹⁴ Q5CDE.3 More precisely, how satisfied were you with each of the following aspects during your last experience of work? Your workload or pace of work




Socio-demographic analysis shows that amongst those currently working:

- Those aged 15-24 are the most likely to say they are satisfied with their workload or pace of work (82% vs. 73%-74%).

Amongst those with work experience who are not currently working:

- Those aged 25-54 are least likely to be satisfied with their workload (66%-68% vs. 79%-82%).
- Those with the lowest education levels are most likely to be satisfied with their workload during their last experience of work (81% vs. 72%-73%).
- Students are more likely to say they were satisfied (83%), particularly compared to those looking for work (68%).

Q5.2 More precisely, how satisfied are you with each of the following aspects in your current job?

	Your workload or your pace of work			
	Target AB: Working population		Target CDE: With working experience	
	Total 'Satisfied'	Total 'Disatisfied'	Total 'Satisfied'	Total 'Disatisfied'
EU28	74%	25%	75%	24%
 Age				
15-24	82%	18%	82%	16%
25-39	74%	26%	68%	32%
40-54	73%	26%	66%	34%
55+	74%	25%	79%	19%
 Education (End of)				
15-	73%	26%	81%	19%
16-19	76%	23%	72%	27%
20+	73%	26%	73%	26%
Still studying	77%	23%	82%	17%
 Respondent occupation by target				
Target A: Employees/ Manual workers	74%	25%	0%	0%
Target B: Self employed	70%	29%	0%	0%
Target C: Looking for a job	0%	0%	68%	32%
Target D: Students	0%	0%	83%	17%
Target E: Retired	0%	0%	79%	19%

Base: Respondents in target A and B (n=13991) and C, D and E (n=2339)

For both groups of respondents, those who think general working conditions in their country are good are more likely to also be satisfied with their workload compared to those who say working conditions are bad (83% vs. 61%). Those who think working conditions in their country have improved or stayed the same are more likely to be satisfied with their workload compared to those who think general conditions have deteriorated (86%-84% vs. 67%).

Q5T.2 More precisely, how satisfied are/were you with each of the following aspects ?

Your workload or your pace of work

	Total 'Satisfied'	Total 'Dissatisfied'	Don't know
EU28	74%	25%	1%
Status of working conditions			
Total 'Good'	83%	16%	1%
Total 'Bad'	61%	38%	1%
General - Evolution of working conditions (last 5 years)			
Improved	86%	13%	1%
Stayed the same	84%	16%	0%
Deteriorated	67%	32%	1%

Base: Respondents in targets A, B, C, D and E (n=16331)

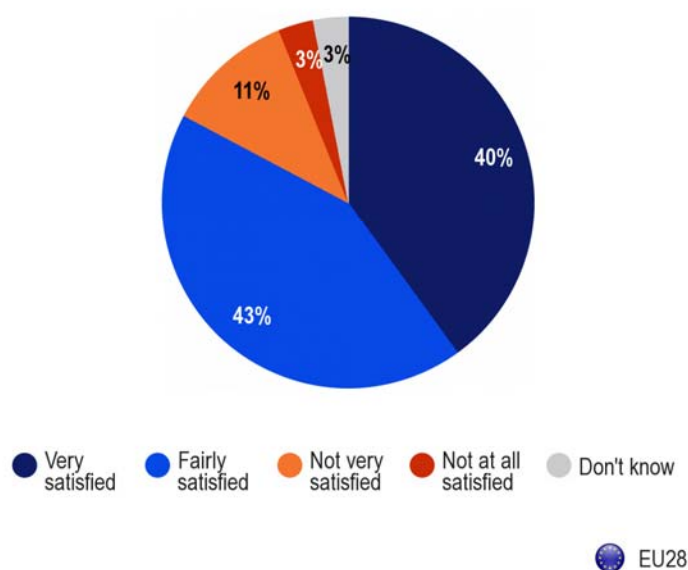
2.4. Satisfaction regarding autonomy at work

- Around eight in ten are satisfied with the autonomy they have at work -

More than eight in ten of those who are currently working say they are satisfied with the autonomy they have at work (83%), with 40% saying they are 'very satisfied'¹⁵. Just over one in ten are dissatisfied (14%), with 11% 'not very satisfied' and 3% 'not satisfied at all'.

Q5AB.4. More precisely, how satisfied are you with each of the following aspects in your current job?

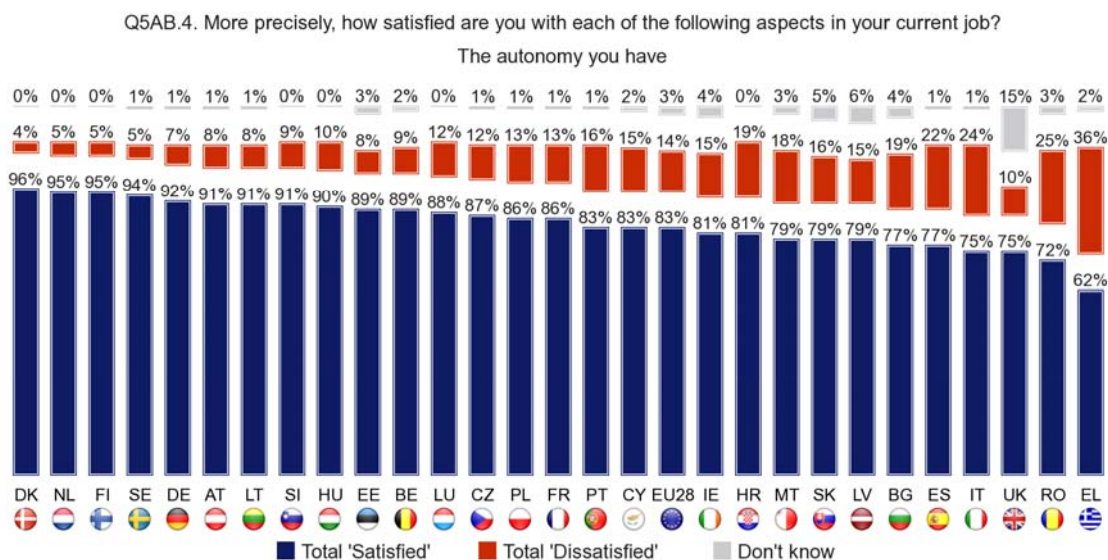
The autonomy you have



Base: Respondents in target A and B (n=13991)

¹⁵ Q5AB.2 More precisely, how satisfied are you with each of the following aspects in your current job? The autonomy you have

In all Member States, at least six in ten respondents say they are satisfied with the autonomy they have at work. Respondents in Denmark (96%), the Netherlands and Finland (95%) are the most likely to be satisfied, compared to 62% of those in Greece and 72% of respondents in Romania.

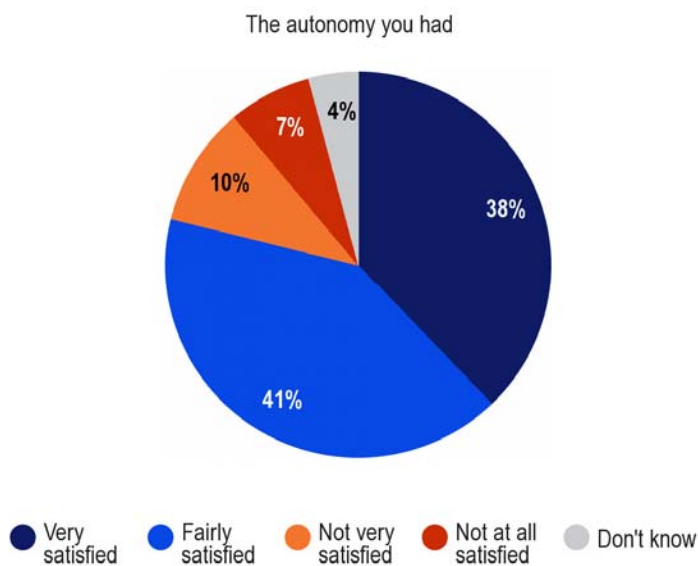


Base: Respondents in target A and B (n=13991)

The majority of respondents who have experience of work (but are not currently working) were satisfied with the level of autonomy they had during their last experience of work (79%)¹⁶. In fact 38% were 'very satisfied'. Overall 17% were dissatisfied to some degree, with 7% saying they were 'not at all satisfied'.

¹⁶ Q5CDE.3 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

Q5CDE.4. More precisely, how satisfied were you with each of the following aspects during your last experience of work?



EU28

Base: Respondents in target C, D and E (n=2339)

Amongst those with work experience who are not currently working:

- Those aged 55+ are the most likely to be satisfied with the autonomy they had during their last experience of work (86% vs. 70%-74%) compared with the other age groups.
- Retired persons are more likely to say they were satisfied (86%), compared to those looking for work (73%) and students (69%).

Q5CDE.4 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

The autonomy you had

	Total 'Satisfied'	Total 'Dissatisfied'	Don't Know
EU28	79%	17%	4%
Age			
15-24	74%	26%	0%
25-39	73%	23%	4%
40-54	70%	23%	7%
55+	86%	10%	4%
Respondent occupation by target			
Target C: Looking for a job	73%	23%	4%
Target D: Students	69%	27%	4%
Target E: Retired	86%	10%	4%

Base: Respondents in target C, D and E (n=2339)

For both groups of respondents, those who think general working conditions in their country are good are more likely to also be satisfied with the autonomy they had compared to those who say working conditions are bad (89% vs. 74%). Those who think working conditions in their country have improved or stayed the same are more likely to be satisfied with the autonomy they had compared to those who think general conditions have deteriorated (90%-89% vs. 78). Those with the lowest education levels are the least likely to be satisfied with the autonomy they have (75% vs. 81%-85%).

Q5T.4 More precisely, how satisfied are/were you with each of the following aspects ?

The autonomy you had

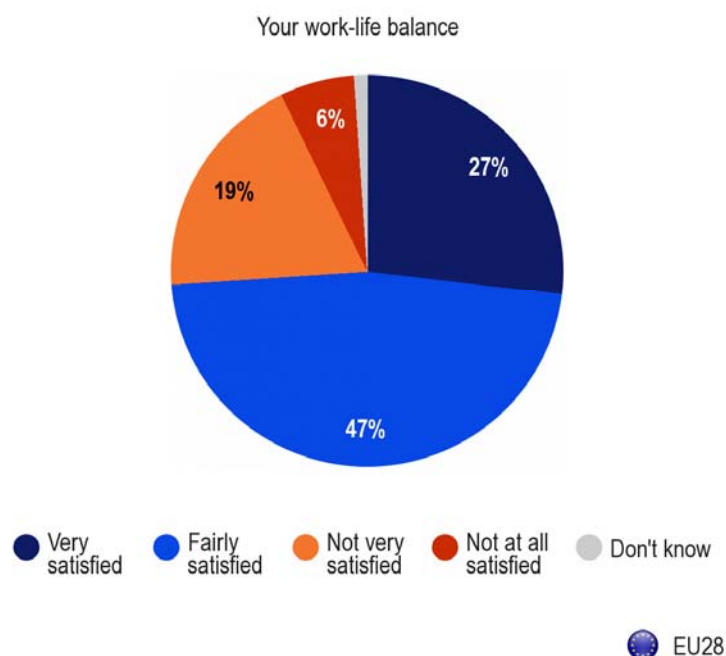
	Total 'Satisfied'	Total 'Dissatisfied'	Don't know
EU28	83%	14%	3%
Education (End of)			
15-	75%	20%	5%
16-19	81%	14%	5%
20+	85%	14%	1%
Still studying	81%	17%	2%
Status of working conditions			
Total 'Good'	89%	7%	4%
Total 'Bad'	74%	24%	2%
General - Evolution of working conditions (last 5 years)			
Improved	90%	5%	5%
Stayed the same	89%	8%	3%
Deteriorated	78%	19%	3%

Base: Respondents in target A, B, C, D and E (n=16331)

2.5. Satisfaction regarding work-life balance

- Around three quarters are satisfied with their work-life balance –

Q5AB.7. More precisely, how satisfied are you with each of the following aspects in your current job?



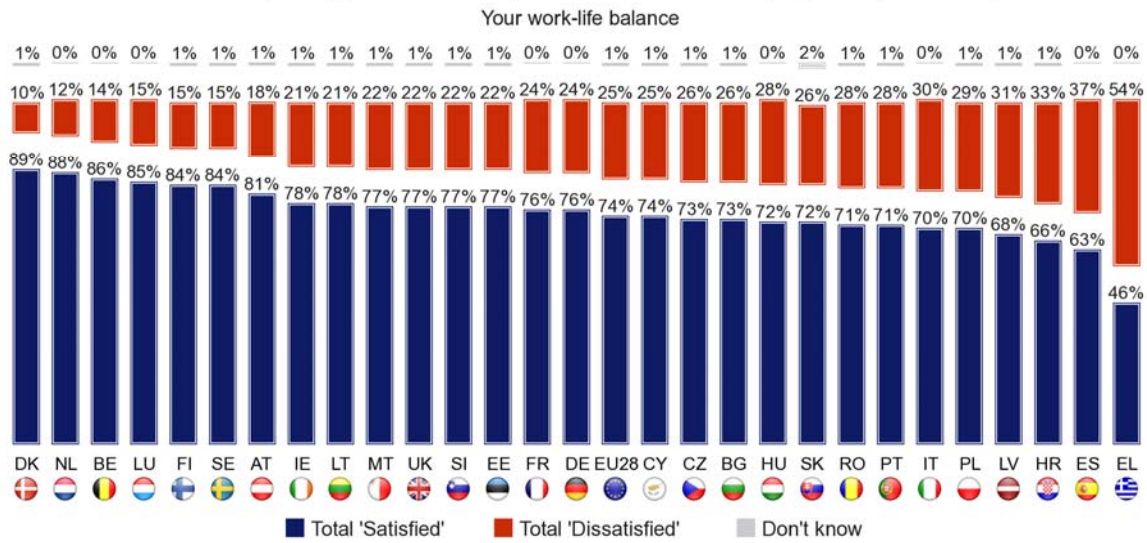
Base: Respondents in target A and B (n=13991)

Almost three quarters of current workers say they are satisfied with their work-life balance (74%). More than one quarter (27%) are 'very satisfied', while 47% are 'fairly satisfied'¹⁷. Overall one quarter (25%) are dissatisfied with their work-life balance: 19% are 'not very satisfied', while 6% are 'not at all satisfied'.

In all but one Member State are the majority of workers satisfied with their work-life balance. This is particularly the case for those in Denmark (89%), the Netherlands (88%), Belgium (86%) and Luxembourg (85%). The exception is Greece, where only 46% of those currently working express satisfaction with their work-life balance.

¹⁷ Q5AB.7 More precisely, how satisfied are you with each of the following aspects in your current job? Your work-life balance

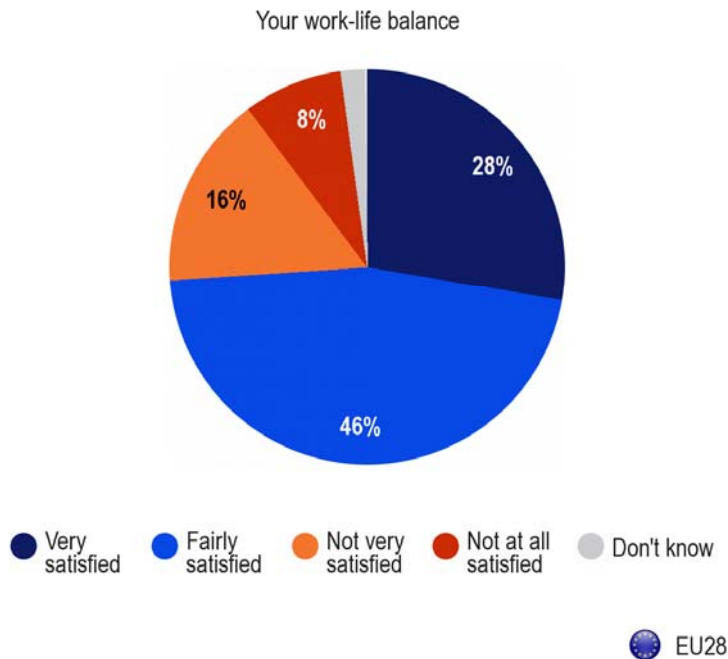
Q5AB.7. More precisely, how satisfied are you with each of the following aspects in your current job?



Base: Respondents in target A and B (n=13991)

Almost three quarters of those with work experience (who are not currently working) also express satisfaction with their work-life balance during their last experience of work (74%), with 28% saying they were ‘very satisfied’¹⁸. On the other hand 24% say they were dissatisfied with their work-life balance, with 8% saying they were ‘not at all satisfied’.

Q5CDE.7. More precisely, how satisfied were you with each of the following aspects during your last experience of work?



Base: Respondents in target C, D and E (n=2339)

¹⁸ Q5CDE.7 More precisely, how satisfied were you with each of the following aspects during your last experience of work? Your work-life balance

Socio-demographic analysis shows that amongst those currently working:

- Those who think working conditions in their country have improved (84%) or stayed the same (82%) are more likely to be satisfied with their work-life balance compared to those who think general conditions have deteriorated (67%).

Amongst those with work experience who are not currently working:

- Those aged 25-54 are least likely to be satisfied with the work-life balance they had during their last experience of work (66%-67% vs. 76%-80%).
- Retired persons are more likely to say they were satisfied (80%), compared to those looking for work (70%) and students (68%).

Q5AB.7 More precisely, how satisfied are you with each of the following aspects in your current job?

Your work-life balance

	Target AB: Working population		Target CDE: With working experience	
	Total 'Satisfied'	Total 'Dissatisfied'	Total 'Satisfied'	Total 'Dissatisfied'
EU28	74%	25%	74%	24%

Age

15-24	77%	23%	76%	23%
25-39	72%	28%	67%	33%
40-54	74%	25%	66%	32%
55+	77%	21%	80%	18%

Respondent occupation by target

Target A: Employees/ Manual workers	75%	24%	0%	0%
Target B: Self employed	69%	30%	0%	0%
Target C: Looking for a job	0%	0%	70%	29%
Target D: Students	0%	0%	68%	32%
Target E: Retired	0%	0%	80%	18%

General - Evolution of working conditions (last 5 years)

Improved	84%	15%	79%	20%
Stayed the same	82%	18%	79%	19%
Deteriorated	67%	32%	71%	28%

Base: Respondents in target A and B (n=13991) and C, D and E (n=2339)

For both groups of respondents, those who think general working conditions in their country are good are more likely to also be satisfied with their work-life balance compared to those who say working conditions are bad (81% vs. 63%).

Those with a part time contract are/were more satisfied with the work-life balance than respondents with a full time contract (81% vs. 72%).

Respondents with a temporary employment agency contract are the most satisfied with their work-life balance (81%). Respondents with an apprenticeship contract are the least satisfied with 69%.

Q5T.7 More precisely, how satisfied are/were you with each of the following aspects ?

Your work-life balance			
	Total 'Satisfied'	Total 'Dissatisfied'	Don't know
EU28	74%	25%	1%
Full/part time			
Part time	81%	18%	1%
Full time	72%	27%	1%
Type of contract			
Permanent contract	75%	24%	1%
Fixed term contract	74%	25%	1%
Temporary employment agency contract	81%	18%	1%
Apprenticeship	69%	31%	0%
Status of working conditions			
Total 'Good'	81%	18%	1%
Total 'Bad'	63%	36%	1%

Base: Respondents in target A, B, C, D and E (n=16331)

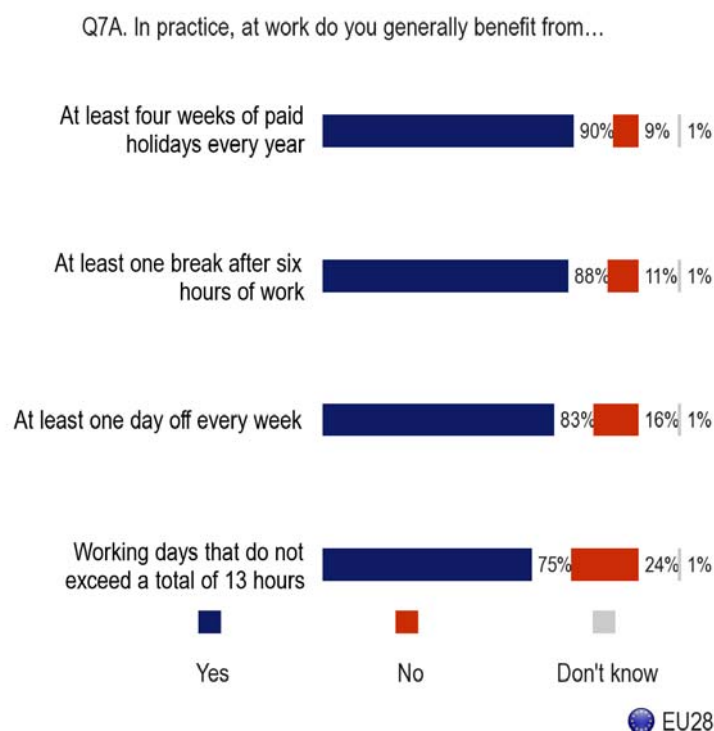
III. WORKERS' VIEWS ON WORKING CONDITIONS

This section of the report considers the opinions of employees and manual workers about their working conditions, including holidays and break periods and their access to special leave or flexible working hours. This section also discusses whether workers feel their opinions are considered in their company. Finally, the opinions of workers having temporary contracts (fixed term; temporary agency work) about equality of treatment are analysed.

3.1. Respect of the minimum working time/periods

- Most workers agree they benefit from appropriate work breaks and holiday periods -

A large majority of employees and manual workers say they generally benefit from at least four weeks of paid holidays each year (90%), while 88% agree they get at least one break after six hours of work¹⁹. Just over eight in ten say they have at least one day off each week (83%), while 75% say they generally benefit from working days that do not exceed a total of 13 hours.



Base: Respondents in target A who work full-time for one employer (n=7845)

¹⁹ Q7A.1 In practice, at work do you generally benefit from...

In 26 Member States at least eight out of ten employees and manual workers say they benefit from at least **four weeks of paid holidays** each year. In Sweden (97%), Denmark, Estonia, France (all 96%) and Austria (95%) almost all of this group of workers say this. The exceptions are Greece and Poland, where 60% and 73% respectively say they benefit from at least four weeks of paid holiday.






























Employees and manual workers in Estonia (96%), the Czech Republic (95%) and Sweden (94%) are the most likely to say they generally benefit from **at least one break after six hours of work**. At the other end of the scale 73% of those in Greece and 80% in Romania say the same.

In 25 Member States at least seven out of ten say they have **at least one day off every week**. Almost all employees and manual workers in Latvia say this (98%) as do 97% of those in Estonia and 96% in Italy. It is in Greece along with Belgium (both 61%) and Cyprus (69%) that the respondents are least likely to say they have at least one day off every week.

There is a greater range in the results for **working days that do not exceed 13 hours**. Estonia is the only country where at least nine out of ten employees and manual workers say this is generally the case (90%). 84% of this group of workers in Italy and 83% of those in Austria and Sweden also say their working days generally do not exceed 13 hours. Slovakia and Greece are the only Member States where less than half say their working days do not exceed 13 hours (45% and 48% respectively).

Q7A In practice, at work do you generally benefit from...

'Yes'

		At least one break after six hours of work	Working days that do not exceed a total of 13 hours	At least one day off every week	At least four weeks of paid holidays every year
	EU28	88%	75%	83%	90%
	BE	88%	72%	61%	93%
	BG	87%	62%	95%	83%
	CZ	95%	81%	82%	94%
	DK	89%	75%	75%	96%
	DE	88%	80%	78%	94%
	EE	96%	90%	97%	96%
	IE	92%	77%	95%	94%
	EL	73%	48%	61%	60%
	ES	88%	73%	93%	91%
	FR	88%	82%	81%	96%
	HR	84%	59%	89%	86%
	IT	89%	84%	96%	89%
	CY	85%	71%	69%	85%
	LV	93%	79%	98%	87%
	LT	89%	70%	90%	85%
	LU	85%	67%	80%	94%
	HU	84%	72%	87%	82%
	MT	87%	72%	91%	93%
	NL	92%	72%	81%	94%
	AT	92%	83%	90%	95%
	PL	82%	58%	73%	73%
	PT	88%	76%	86%	90%
	RO	80%	75%	89%	81%
	SI	92%	54%	89%	93%
	SK	93%	45%	78%	91%
	FI	93%	81%	95%	93%
	SE	94%	83%	82%	97%
	UK	92%	78%	87%	94%

Base: Respondents in target A who work full-time for one employer (n=7845)

The socio-demographic analysis highlights a few notable differences:

- Employees and manual workers aged 15-24 are much less likely than older workers to say they have at least 4 weeks paid holiday (74% vs. 90%-93%).
- Those with permanent contracts are the most likely to say they get at least 4 weeks paid holiday every year (92%), followed by those with fixed term contracts (82%), temporary employment agency contracts (77%) and apprenticeships (58%).

- Those with permanent and fixed term contracts are the least likely to say they get at least one break after six hours of work (85%-88% vs. 97%-99%). Those doing apprenticeships are more likely than those with other contract types to say their working day does not exceed 13 hours (89% vs. 71%-79%).

Q7A.1 In practice, at work do you generally benefit from...

'Yes'

	At least one break after six hours of work	Working days that do not exceed a total of 13 hours	At least one day off every week	At least four weeks of paid holidays every year
EU28	88%	75%	83%	90%
Age				
15-24	89%	80%	83%	74%
25-39	89%	77%	84%	90%
40-54	87%	73%	82%	91%
55+	86%	75%	86%	93%
Number of employee in the company				
One employee	93%	44%	80%	64%
2 to 10 employees	91%	73%	83%	81%
11 to 50 employees	87%	75%	85%	88%
51 to 250 employees	90%	75%	84%	91%
More than 250 employees	87%	77%	83%	94%
Type of contract				
Permanent contract	88%	76%	84%	92%
Fixed term contract	85%	71%	81%	82%
Temp. employ. agency contract	99%	79%	70%	77%
Apprenticeship	97%	89%	78%	58%

Base: Respondents in target A who work full-time for one employer (n=7845)

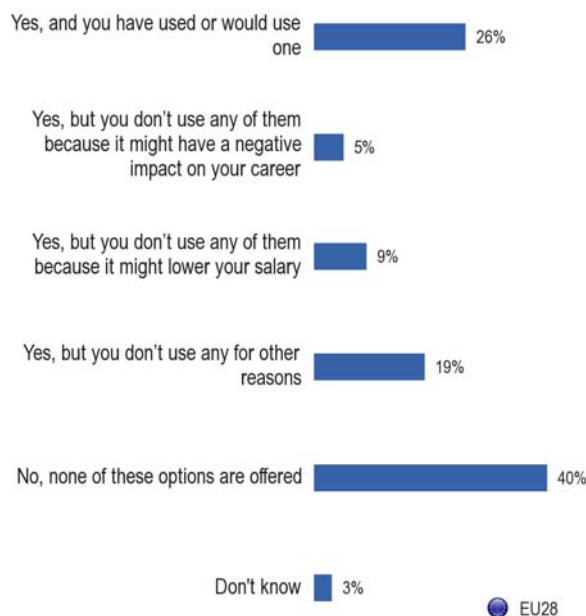
3.2. Opportunity and use of flexible working arrangements

- Almost six in ten have access to some form of flexibility at work -

Most employees and manual workers say they have access to some form of flexibility at work, such as special leave or working from home (56%)²⁰. Just over one quarter say they have these kinds of options and have either used one, or would use one (26%). Three in ten (30%) have these kinds of options but don't use them: 5% because of the possible negative impact on their career, 9% because it might lower their salary, and 19% for other reasons. Four in ten employees and manual workers say they do not have any of these kinds of options on offer at their company (40%).

²⁰ Q8A In some companies, employees are able to take special leave, to work part time or with flexible hours or to work from home. Does your company or organisation offer any of these options? Yes, and you have used or would use one; Yes, but you don't use any of them because it might have a negative impact on your career; Yes, but you don't use any of them because it might lower your salary ; Yes, but you don't use any for other reasons; No, none of these options are offered.

Q8A. In some companies, employees are able to take special leave, to work part time or with flexible hours or to work from home. Does your company or organisation offer any of these options?



(MULTIPLE ANSWERS)

Base: Respondents in target A who work full-time for one employer (n=7845)

Taking a broad overview, in 15 Member States at least half of all employees and manual workers say their company offers flexible working options, and this is particularly the case in Denmark (79%), the Netherlands (77%), Belgium (73%) and the UK (71%). At the other end of the scale 14% of employees and manual workers in Cyprus and 22% of those in Greece and Bulgaria say the same.

However, availability of flexible working options does not mean that workers make use of them. For instance, although 71% of employees and manual workers in the UK say their company has flexible working options, only 29% say they have used or would use one of these options. The picture is different in Denmark where 79% say their company has these options and 51% have used or would use them.






























Looking at the results in more detail shows that employees and manual workers in Sweden (57%), Denmark (51%) and the Netherlands (47%) are the most likely to say that they **have flexible working options at their workplace, and they either have used or would use one of these options**. At the other end of the scale 9% of those in Greece and Cyprus say the same.

Belgium is the only country where at least one in ten say their company has these options, but they **don't use them because it might have a negative impact on their career** (12%), followed by 9% in France. In contrast no manual workers or employees in Finland, Malta, Estonia or Cyprus say this.

Around one in five employees and manual workers in Belgium (21%) and France (20%), along with 16% in Luxembourg say their company has flexible options, but they **don't use them because it might decrease their salary**. Very few in Croatia, Malta and Cyprus say the same (all 1%). In the UK (30%), Italy and Austria (25%), at least one in four employees and manual workers do not use their company's flexible working options for some **other reason**.

Employees and manual workers in Cyprus (83%), Greece (78%) and Bulgaria (75%) are the most likely to say their **company does not offer any flexible working options**.

Q8A In some companies, employees are able to take special leave, to work part time or with flexible hours or to work from home. Does your company or organisation offer any of these options?

	Yes, and you have used or would use one	Yes, but you don't use any of them because it might have a negative impact on your career	Yes, but you don't use any of them because it might lower your salary	Yes, but you don't use any for other reasons	No, none of these options are offered
 EU28	26%	5%	9%	19%	40%
 BE	28%	12%	21%	22%	25%
 BG	13%	1%	2%	7%	75%
 CZ	24%	5%	7%	12%	51%
 DK	51%	2%	4%	23%	18%
 DE	29%	6%	6%	19%	43%
 EE	38%	0%	3%	13%	42%
 IE	34%	5%	11%	12%	39%
 EL	9%	2%	7%	6%	78%
 ES	12%	3%	10%	14%	59%
 FR	26%	9%	20%	19%	31%
 HR	18%	3%	1%	12%	64%
 IT	20%	7%	12%	25%	39%
 CY	9%	0%	1%	4%	83%
 LV	27%	2%	9%	10%	51%
 LT	31%	2%	5%	12%	48%
 LU	36%	4%	16%	17%	27%
 HU	17%	1%	5%	10%	64%
 MT	40%	0%	1%	22%	29%
 NL	47%	6%	5%	23%	20%
 AT	36%	2%	7%	25%	31%
 PL	25%	2%	6%	12%	51%
 PT	14%	1%	3%	8%	65%
 RO	17%	7%	5%	22%	43%
 SI	34%	1%	6%	24%	31%
 SK	30%	2%	2%	9%	55%
 FI	45%	0%	3%	16%	34%
 SE	57%	1%	2%	6%	30%
 UK	29%	5%	9%	30%	25%

Highest percentage per country

Lowest percentage per country

(MULTIPLE ANSWERS)

Base: Respondents in target A who work full-time for one employer (n=7845)

Socio-demographic analysis shows the following differences:

- The youngest respondents are the least likely to say their company has flexible working options and they have or would use them (16% vs. 25%-28%).
- The longer a respondent remained in education, the less likely they are to say their company does not have any flexible working options. Just over half (52%) of those who finished education before 16 say this, compared to 37% of those who completed their education aged 20+.
- The larger the company, the more likely respondents are to say their company has some kind of flexible working options: 33% of those working in companies with one employee say this, compared to 70% of those who work in companies with more than 250 employees.
- Those who say working conditions in their country are good are much more likely to say that their company has flexible working options, compared to those who think conditions in their country are bad (64% vs. 44%). Those who think working conditions have improved in the last five years are more likely to say their company has flexible options compared to those who think conditions have deteriorated (65% vs. 52%).

Q8A In some companies, employees are able to take special leave, to work part time or with flexible hours or to work from home. Does your company or organisation offer any of these options?

	Yes, and you have used or would use one	Yes, but you don't use any of them because it might have a negative impact on your career	Yes, but you don't use any of them because it might lower your salary	Yes, but you don't use any for other reasons	No, none of these options are offered	Total 'Yes'
EU28	26%	5%	9%	19%	40%	56%
Age						
15-24	16%	5%	9%	29%	43%	55%
25-39	28%	6%	10%	18%	38%	58%
40-54	28%	5%	9%	17%	41%	56%
55+	25%	3%	7%	20%	45%	53%
Education (End of)						
15-	20%	5%	8%	17%	52%	46%
16-19	22%	4%	9%	18%	45%	50%
20+	30%	6%	10%	20%	37%	62%
Still studying	26%	15%	1%	29%	19%	70%
Number of employee in the company						
One employee	26%	0%	1%	5%	44%	33%
2 to 10 employees	25%	3%	6%	9%	56%	41%
11 to 50 employees	20%	3%	7%	18%	52%	46%
51 to 250 employees	25%	4%	9%	18%	44%	52%
More than 250 employees	32%	7%	12%	23%	28%	70%
Status of working conditions						
Total 'Good'	31%	5%	9%	22%	33%	64%
Total 'Bad'	18%	5%	9%	15%	53%	44%
Working conditions in the last 5 years						
Improved	33%	5%	7%	24%	31%	66%
Stayed the same	29%	4%	8%	18%	40%	57%
Deteriorated	17%	6%	12%	16%	49%	48%

(MULTIPLE ANSWERS)

Base: Respondents in target A who work full-time for one employer (n=7845)

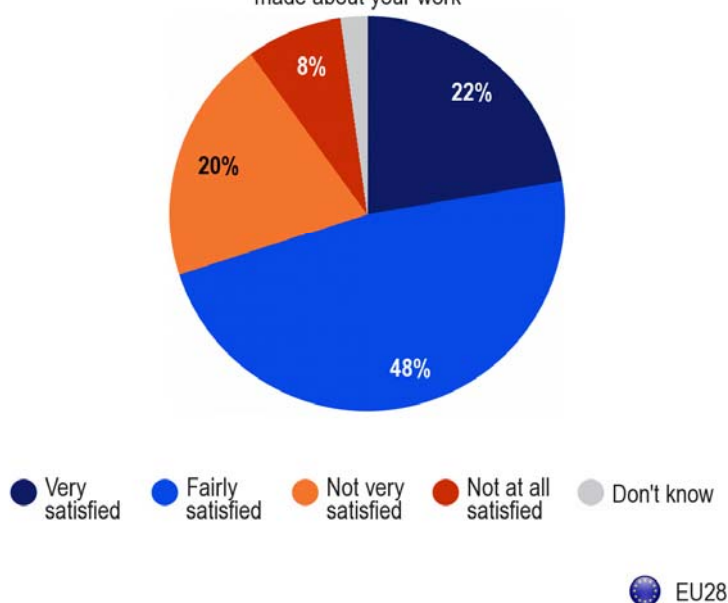
3.3. Information and consultation in current company/organisation

- Seven out of ten are satisfied with the way their opinions are considered in decisions made about their work -

Within the working population most respondents are satisfied with the way their opinion is considered when decisions are made about their work (70%), with 22% saying they are 'very satisfied'²¹. Overall 28% are dissatisfied, with 20% 'not very satisfied' and 8% 'not at all satisfied'

Q5AB.5. More precisely, how satisfied are you with each of the following aspects in your current job?

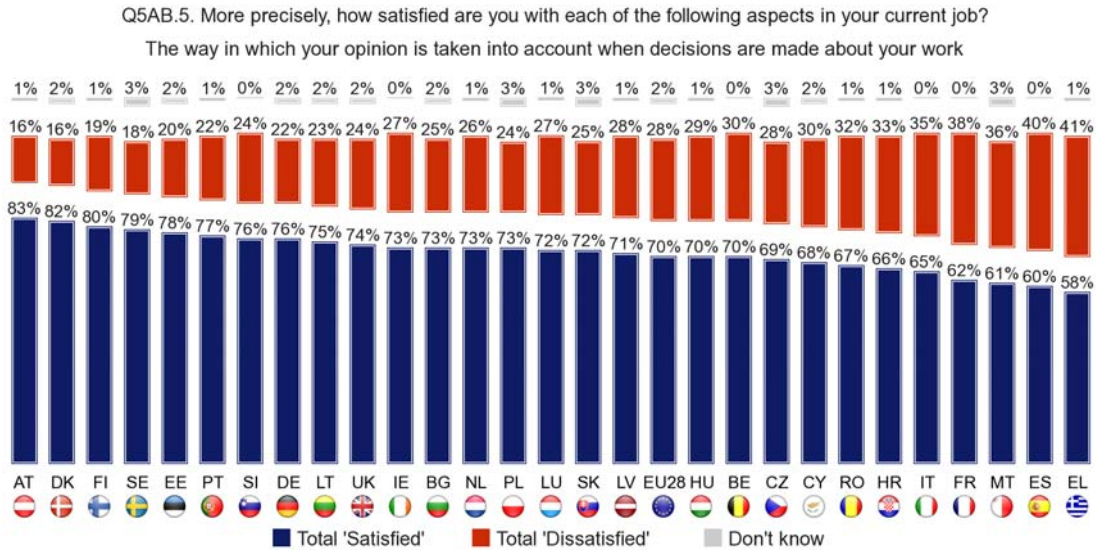
The way in which your opinion is taken into account when decisions are made about your work



Base: Respondents in target A (n=11727)

At least half of the working population in each Member State is satisfied with the way their opinions are considered when decisions are made about their work. Those in Austria (83%), Denmark (82%) and Finland (80%) are the most likely to express satisfaction, particularly compared to respondents in Greece (58%), Spain (60%) and Malta (61%).

²¹ Q5AB.5 More precisely, how satisfied are you with each of the following aspects in your current job? The way in which your opinion is taken into account when decisions are made about your work

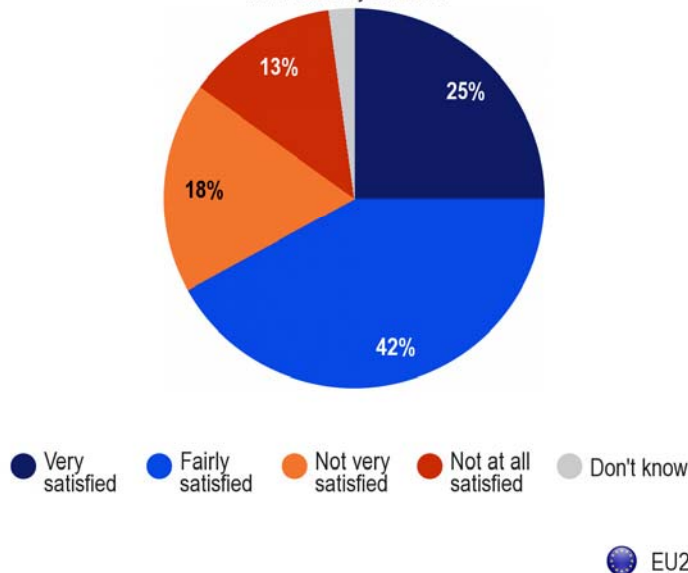


Base: Respondents in target A (n=11727)

Respondents who have experience of work (but not currently working) were asked how satisfied they were with the way their opinion was considered when decisions were made about their work during their last experience of work²². Most (67%) were satisfied, with one quarter ‘very satisfied’. Almost one third (31%) were dissatisfied with 13% saying they were ‘not at all satisfied’.

Q5CDE.5. More precisely, how satisfied were you with each of the following aspects during your last experience of work?

The way in which your opinion was taken into account when decisions were made about your work



Base: Respondents in target C, D and E who did not have their own company or were not self-employed (n=2187)

²² Q5CDE.5 More precisely, how satisfied were you with each of the following aspects during your last experience of work? The way in which your opinion was taken into account when decisions were made about your work

Socio-demographic analysis shows that amongst those currently working:




- 15-24 year olds are the most likely to say they are satisfied with the way their opinion is considered when decisions are made about their work (77% vs. 68%-72%).
- Those working for companies with 10 employees or less are more likely to be satisfied in this area (81%-83% vs. 68%-70%).

Amongst those with work experience (but not currently working):

- The oldest respondents are the most likely to say they were satisfied with the way their opinion was considered when decisions were made about their work (76% vs. 57%-62%).
- Those with the lowest education levels are the most likely to say they were satisfied in this area (73% vs. 66%-67%).
- Retired persons are much more likely to express satisfaction than students and those looking for work (78% vs. 61% and 58% respectively).

Q5.5 More precisely, how satisfied are you with each of the following aspects in your current job?

The way in which your opinion is taken into account when decisions are made about your work

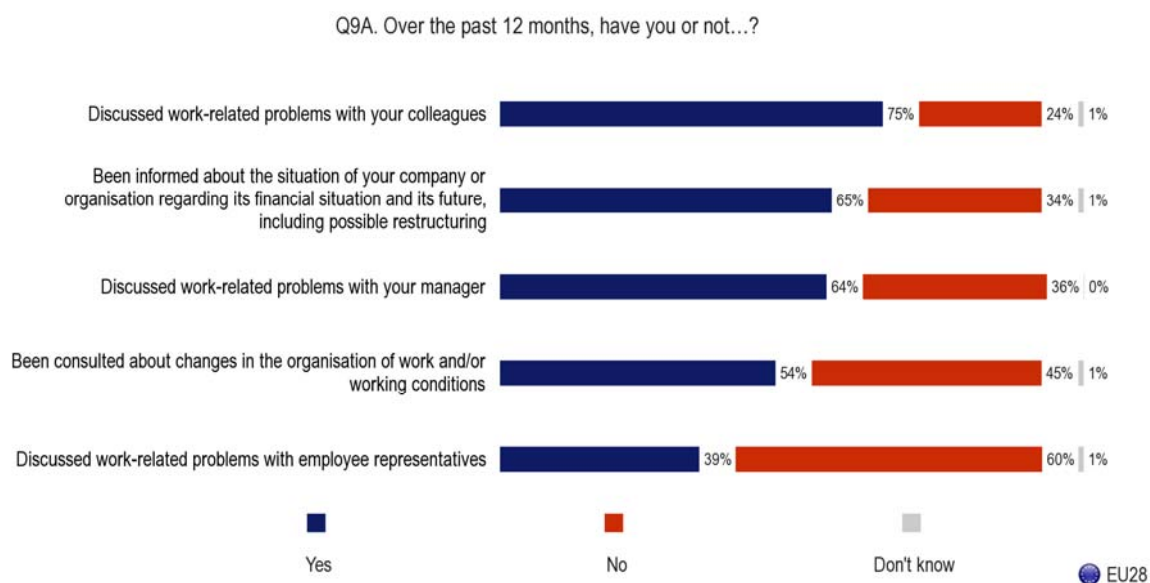
	Target AB: Working population		Target CDE: With working experience	
	Total 'Satisfied'	Total 'Dissatisfied'	Total 'Satisfied'	Total 'Dissatisfied'
EU28	70%	28%	67%	31%
 Age				
15-24	77%	21%	62%	34%
25-39	72%	27%	59%	38%
40-54	68%	31%	57%	42%
55+	69%	29%	76%	22%
 Education (End of)				
15-	71%	27%	73%	27%
16-19	71%	28%	67%	32%
20+	70%	29%	66%	32%
Still studying	72%	18%	61%	35%
 Respondent occupation by target				
All targets	70%	28%	67%	31%
Target A: Employees/ Manual workers	70%	28%	-	-
Target C: Looking for a job	-	-	58%	40%
Target D: Students	-	-	61%	36%
Target E: Retired	-	-	78%	21%
Target AB: Working population	70%	28%	-	-
Target CDE: With working experience	-	-	67%	31%
Number of employee in the company				
One employee	83%	14%	70%	27%
2 to 10 employees	81%	19%	71%	27%
11 to 50 employees	70%	29%	64%	34%
51 to 250 employees	70%	29%	55%	42%
More than 250 employees	68%	31%	74%	24%

Base: Respondents in target A (n=11727) and C, D and E who did not have their own company or were not self-employed (n=2187)

For both groups of respondents, those who think general working conditions in their country are good are more likely to also be satisfied with the way their opinion is considered, compared to those who say working conditions are bad (workers: 78% vs. 58%, work experience: 77% vs. 58%). Those who think working conditions in their country have improved or stayed the same are more likely to be satisfied compared to those who think general conditions have deteriorated (workers: 85%-80% vs. 62%, work experience: 87%-76% vs. 60%).

- Discussions about work-related problems are most likely to occur with colleagues -

Three quarters of employees and manual workers have discussed work-related problems with their colleagues in the last 12 months (75%), while 64% have discussed these kinds of problems with their manager and 39% have discussed them with an employee representative²³. Almost two third (65%) have been informed about the situation of their company or organisation regarding its financial situation and its future and 54% have been consulted about changes in the organisation of work and/or working conditions.



Base: Respondents in target A (n=11727)

In 27 Member States at least half of all employees and manual workers have **discussed work-related problems with their colleagues** over the past 12 months. In fact at least nine out of ten in Finland (92%), Latvia (91%), Estonia, Hungary and Slovakia all 90%) have done so. At the other end of the scale 45% of those in Austria and 50% in Germany say they have done this.

²³ Q9A.1 Over the past 12 months, have you or not...?

At least three quarters of employees and manual workers in Finland (86%), Denmark (81%), Sweden and the Netherlands (77%) say they have been **informed about the situation of their company or organisation regarding its financial situation and its future, including possible restructuring** over the past 12 months. Overall at least half of the respondents in 25 Member States say this has happened. The exceptions are Malta (47%), Bulgaria (48%) and Romania (49%).






























Employees and manual workers in Hungary (83%), Finland (81%) and Estonia (80%) are the most likely to have **discussed work-related problems with their manager** in the last 12 months. In fact Austria (35%) and Germany (41%) are the only countries where fewer than half say they have done this.

Those in the Netherlands (75%), Hungary, Lithuania and the UK (all 69%) are the most likely to have been **consulted about changes in the organisation of work and/or working conditions**, particularly compared to employees and manual workers in Poland (42%), Portugal and Greece (46%).

Employees and manual workers in Romania (60%), Slovakia (59%) and Denmark (54%) are the most likely to have **discussed work-related problems with employee representatives**. In contrast 20% of those in Germany and 21% of those in Austria have done the same.

Overall, employees and manual workers in Germany and Austria are the least likely to have discussed work-related problems with colleagues, managers or employee representatives.

Q9A Over the past 12 months, have you or not...?
'Yes'

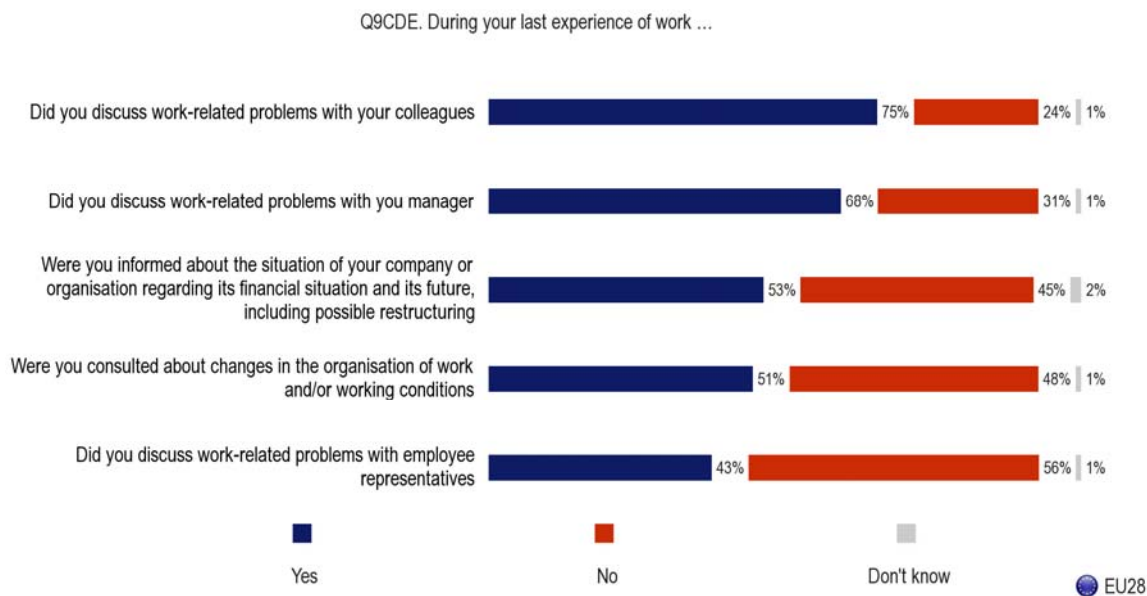
		Discussed work-related problems with your colleagues	Been informed about the situation of your company or organisation regarding its financial situation and its future, including possible restructuring	Discussed work-related problems with your manager	Been consulted about changes in the organisation of work and/or working conditions	Discussed work-related problems with employee representatives
	EU28	75%	65%	64%	54%	39%
	BE	76%	60%	61%	62%	39%
	BG	76%	48%	66%	56%	48%
	CZ	85%	68%	72%	60%	43%
	DK	77%	81%	72%	64%	54%
	DE	50%	63%	41%	47%	20%
	EE	90%	71%	80%	68%	34%
	IE	83%	64%	69%	59%	39%
	EL	86%	54%	72%	46%	52%
	ES	87%	61%	75%	47%	49%
	FR	78%	68%	66%	50%	42%
	HR	89%	63%	55%	48%	48%
	IT	77%	61%	64%	48%	43%
	CY	78%	64%	68%	48%	40%
	LV	91%	60%	73%	55%	50%
	LT	89%	65%	79%	69%	52%
	LU	79%	55%	60%	50%	45%
	HU	90%	57%	83%	69%	36%
	MT	84%	47%	73%	48%	40%
	NL	74%	77%	66%	75%	32%
	AT	45%	67%	35%	50%	21%
	PL	81%	58%	61%	42%	38%
	PT	79%	52%	62%	46%	29%
	RO	89%	49%	66%	57%	60%
	SI	83%	74%	68%	55%	51%
	SK	90%	70%	78%	61%	59%
	FI	92%	86%	81%	63%	29%
	SE	89%	77%	78%	59%	52%
	UK	79%	72%	74%	69%	45%

Base: Respondents in target A (n=11727)

The picture for those with work experience (who are not currently working) is similar. Three quarters (75%) discussed work-related problems with their colleagues during their last experience of work, while 68% discussed these with their manager and 43% discussed them with employee representatives²⁴.

²⁴ Q9CDE During your last experience of work...

Around half were informed about the situation of your company or organisation regarding its financial situation and its future, including possible restructuring (53%) or were consulted about changes in the organisation of work and/or working conditions (51%).
































Base: Respondents in target C, D and E who did not have their own company or were not self-employed (n=2187)

In all Member States at least half of those with work experience (who are not currently working) **discussed work-related problems with their colleagues** during their last experience of work. Those in Latvia (89%), Ireland, Croatia and Hungary (all 88%) are the most likely to have done this. At the other end of the scale 51% of those in Austria and 54% in Germany say they did this.

At least eight in ten in Malta (83%), Hungary and Slovenia (both 81%) **discussed work-related problems with their manager**. In fact Croatia (48%) is the only country where fewer than half of those with work experience said they had done this during their last experience of work.

At least half of those with work experience in 18 Member States say they were **informed about the situation of your company or organisation regarding its financial situation and its future, including possible restructuring** during their last experience of work. This is particularly the case in Finland, Sweden (both 69%) and France (68%). In contrast, 36% of those in Bulgaria and 41% in Poland and Greece say the same.

Q9CDE During your last experience of work ...
"Yes"

	Did you discuss work-related problems with your colleagues	Did you discuss work-related problems with you manager	Were you informed about the situation of your company or organisation regarding its financial situation and its future, including possible restructuring	Were you consulted about changes in the organisation of work and/or working conditions	Did you discuss work-related problems with employee representatives
 EU28	75%	68%	53%	51%	43%
 BE	68%	56%	57%	55%	53%
 BG	69%	58%	36%	43%	43%
 CZ	85%	77%	55%	53%	41%
 DK	82%	67%	60%	62%	56%
 DE	54%	54%	46%	47%	35%
 EE	87%	79%	66%	61%	35%
 IE	88%	74%	59%	45%	48%
 EL	81%	71%	41%	44%	57%
 ES	71%	68%	43%	33%	40%
 FR	76%	67%	68%	64%	58%
 HR	88%	48%	46%	42%	47%
 IT	74%	74%	50%	38%	33%
 CY	77%	67%	49%	53%	51%
 LV	89%	71%	61%	67%	59%
 LT	86%	64%	49%	55%	49%
 LU	71%	51%	54%	67%	45%
 HU	88%	81%	49%	68%	41%
 MT	81%	83%	42%	69%	63%
 NL	63%	67%	61%	61%	35%
 AT	51%	55%	66%	54%	21%
 PL	83%	70%	41%	47%	46%
 PT	62%	59%	57%	48%	29%
 RO	83%	66%	56%	44%	55%
 SI	84%	81%	62%	53%	61%
 SK	85%	77%	63%	67%	63%
 FI	85%	77%	69%	60%	31%
 SE	82%	75%	69%	44%	60%
 UK	86%	75%	56%	65%	39%

Base: Respondents in target C, D and E who did not have their own company or were not self-employed (n=2187)



At least two thirds of those with work experience (who are not currently working) in Malta (69%), Hungary (68%), Slovakia, Latvia and Luxembourg (all 67%) say they were **consulted about changes in the organisation of work and/or working conditions**. This compares with 33% in Spain and 38% in Italy.

Those with work experience in Malta, Slovakia (both 63%), Slovenia (61%) and Sweden (60%) are the most likely to have **discussed work-related problems with employee representatives**. In contrast 21% of those in Austria and 29% in Portugal have done the same.

Both groups were combined (current workers and those with past work experience) for **the socio-demographic analysis**. Highlights from the results include:

- Respondents aged 15-24 are the least likely to say they have done any of these things. For example 65% have discussed work related problems with colleagues, compared to 75%-77% for older age groups. This pattern is repeated for each option.
- Those with the highest education levels are the most likely to have discussed work related problems with colleagues (80% vs. 64%-73%), or their manager (69% vs. 61%). They are also the most likely to have been informed about the situation of their company or organisation regarding its financial situation and its future (68% vs. 56%-60%).
- Those in the working population are more likely than those with past work experience to say they were informed about the situation of their company or organisation regarding its financial situation and its future, including possible restructuring (65% vs. 53%).
- Those working full time are more likely to have done each of these things compared to those working part time. For example 78% of full timers have discussed work-related problems with colleagues, compared to 65% of part timers.
- Respondents who think working conditions in their country are good are much more likely to say they were informed about the situation of their company or organisation regarding its financial situation and its future compared to those who say working conditions are bad (70% vs. 53%). The same pattern applies for being consulted about changes in the organisation of work and/or working conditions (60% vs. 44%).
- The same pattern for these two options also applies when comparing those who are satisfied with working conditions to those who are dissatisfied. However, those who are satisfied with working conditions are less likely to have discussed work-related problems with colleagues compared to those who are dissatisfied (74% vs. 80%).

Q9T - Over the past 12 months, have you or not...? / During your last experience of work ...

	Did you discuss work-related problems with your colleagues	Did you discuss work-related problems with your manager	Did you discuss about the situation of your company or organisation regarding its financial situation and its future, including possible restructuring	Were you consulted on health and safety issues at work by your employer or a health and safety representative	Were you consulted about changes in the organisation of work and/or working conditions	Did you discuss work-related problems with employee representatives
EU28	75%	64%	63%	61%	54%	40%
 Age						
15-24	65%	55%	56%	62%	62%	34%
25-39	76%	66%	65%	61%	54%	36%
40-54	77%	66%	63%	60%	52%	43%
55+	75%	64%	63%	63%	52%	45%
 Education (End of)						
15-	64%	61%	56%	65%	51%	41%
16-19	73%	61%	60%	66%	55%	41%
20+	80%	69%	68%	58%	54%	40%
Still studying	64%	52%	51%	50%	48%	26%
 Respondent occupation by target						
Target AB: Working population	75%	64%	65%	62%	54%	39%
Target CDE: With professions	75%	68%	53%	58%	51%	43%
Full/part time						
Part time	65%	55%	54%	54%	50%	31%
Full time	78%	67%	66%	64%	55%	43%
Status of working conditions						
Total 'Good'	73%	64%	70%	64%	60%	38%
Total 'Bad'	79%	65%	53%	56%	44%	43%
Satisfaction working conditions						
Total 'Satisfied'	74%	64%	67%	65%	58%	40%
Total 'Dissatisfied'	80%	65%	49%	48%	39%	41%

Base: Respondents in targets A, C, D and E who did not have their own company or were not self-employed (n=13914)

3.4. Perceived equality of treatment by employees with a temporary contract

- Most fixed term contract employees think their salary and conditions are equivalent to permanent employees -

Employees with a fixed term contract were asked several questions about their conditions²⁵. Almost eight out of ten agree their working conditions are equivalent to those of permanent employees (79%), while 61% say their salary is the same as permanent employees with the same position and tasks.

²⁵ Q10A1.1 You told me you had a fixed term contract, do you think that, in the organisation you work for... Your salary is the same as permanent employees who have the same position and tasks as you; Apart from your pay, your working conditions are equivalent to those of permanent employees (in terms of equipment, working hours, workload, trainings, etc.)

Q10A1. You told me you had a fixed term contract, do you think that, in the organisation you work for...

Apart from your pay, your working conditions are equivalent to those of permanent employees (in terms of equipment, working hours, workload, trainings, etc.)



Your salary is the same as permanent employees who have the same position and tasks as you



■ Total 'Agree' ■ Total 'Disagree' ■ Don't know

EU28

Base: Respondents in target A with fixed term contract (n=1516)

Due to small base sizes country level analysis could not be performed for this question.

The socio-demographic analysis does not reveal any notable differences.

- Most temporary agency contract employees think their conditions are equivalent to permanent employees, but fewer say this about salary -

Amongst those employed with a temporary agency work contract 73% agree their working conditions are equivalent to those of permanent employees²⁶. However, far fewer - 49% - agree their salaries are the same as permanent employees with the same position and tasks.

²⁶ Q10A1.1 You told me you had a temporary agency work contract, do you think that, in the organisation you work for... Your salary is the same as permanent employees who have the same position and tasks as you; Apart from your pay, your working conditions are equivalent to those of permanent employees (in terms of equipment, working hours, workload, trainings, etc.)

Q10A2. You told me you had a temporary agency work contract, do you think that, in the organisation you work for...

Apart from your pay, your working conditions are equivalent to those of permanent employees (in terms of equipment, working hours, workload, trainings, etc.)



Your salary is the same as permanent employees who have the same position and tasks as you



■ Total 'Agree' ■ Total 'Disagree' ■ Don't know

EU28

Base: Respondents in target A with temporary Employment agency contract (n=206)

Almost all temporary contract employees in countries outside the eurozone say their working conditions are equivalent to permanent employees (93%) compared to 54% of those in the eurozone. Those in countries outside the eurozone are also more likely to say their salaries are the same as permanent employees compared to their counterparts in the eurozone (56% vs. 43%).

Due to small base sizes country level analysis and socio-demographic analysis could not be performed for this question.

IV. HEALTH AND SAFETY AT WORK

This section of the report explores a range of health and safety issues including satisfaction with workplace health and safety, and the health and safety measures implemented in Europeans' workplaces. Work related health problems, and sick leave as a result of these problems are also discussed.

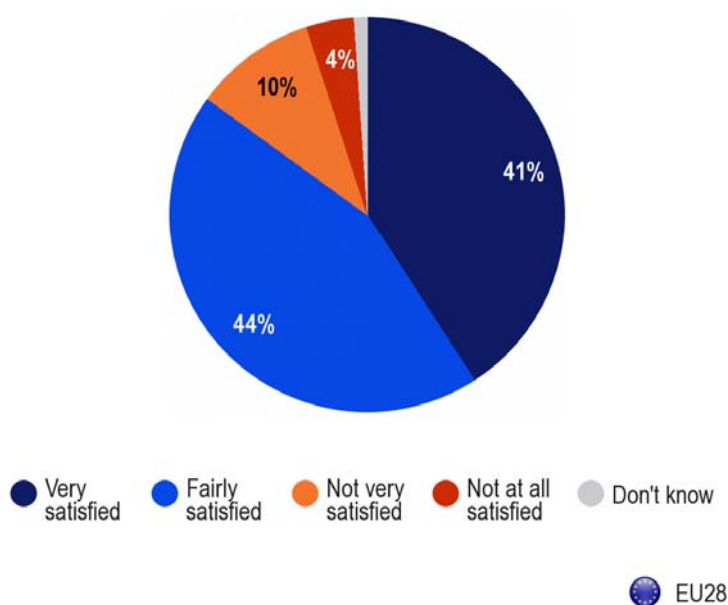
4.1. Satisfaction regarding health and safety at work

- A large majority are satisfied with health and safety at work -

Amongst those currently working, more than eight out of ten express satisfaction with workplace health and safety at their current job (85%), with 41% 'very satisfied'²⁷. Just over one in ten express dissatisfaction (14%), although only a small proportion are 'not at all satisfied' with their workplace health and safety (4%).

Q5AB.6. More precisely, how satisfied are you with each of the following aspects in your current job?

Health and safety at work

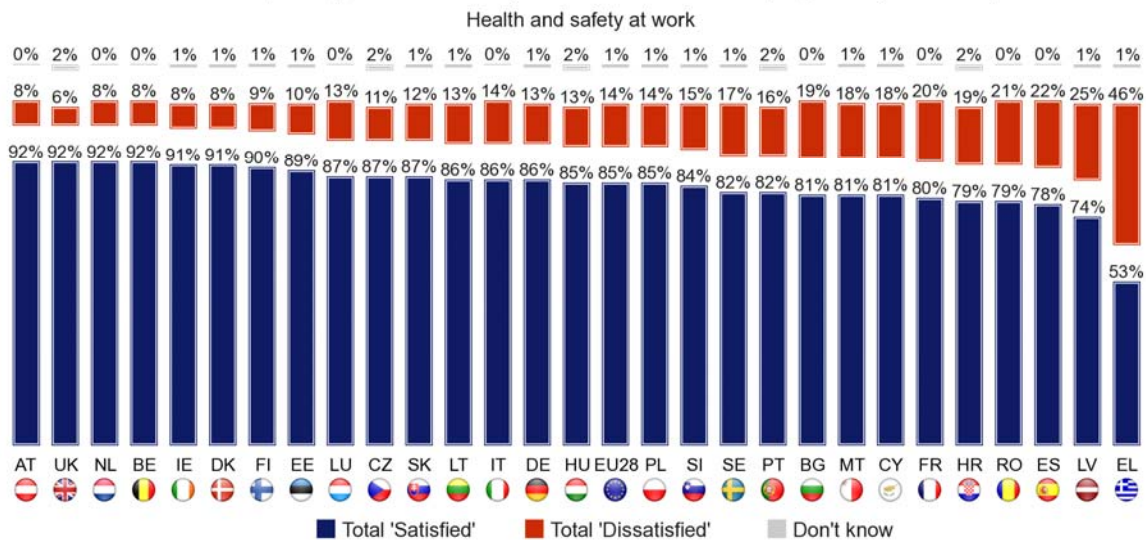


Base: Respondents in target A and B (n=13991)

At least seven out of ten members of the working population in all but one Member State say they are satisfied with health and safety at their current job. Satisfaction is most widespread in Austria, the UK, the Netherlands, Belgium (all 92%), Ireland and Denmark (both 91%). Greece is the exception, with 53% expressing satisfaction with their workplace health and safety. This is considerably lower than the EU28 average of 85%.

²⁷ Q5AB.6 More precisely, how satisfied are you with each of the following aspects in your current job? Health and safety at work

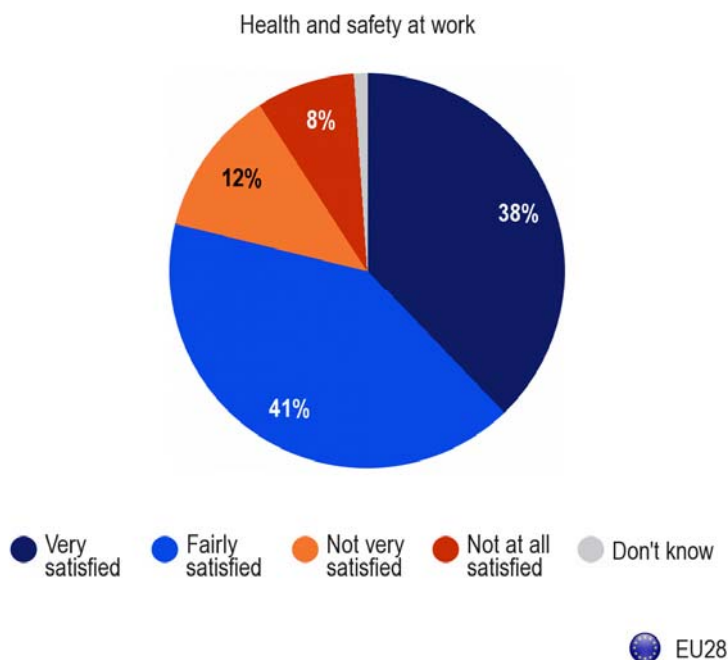
Q5AB.6. More precisely, how satisfied are you with each of the following aspects in your current job?



Base: Respondents in target A and B (n=13991)

Respondents with previous work experience (but who are not currently working) were also asked how satisfied they were with health and safety at their last workplace²⁸. Almost eight in ten (79%) express satisfaction, with 38% 'very satisfied'. One in five say they were not satisfied, with 12% 'not very satisfied' and 8% 'not at all satisfied'.

Q5CDE.6. More precisely, how satisfied were you with each of the following aspects during your last experience of work?



Base: Respondents in target C, D and E (n=2339)

²⁸ Q5AB.6 More precisely, how satisfied were you with each of the following aspects during your last experience of work? Health and safety at work

There are few **socio-demographic** differences of note. For both groups of respondents, those who think general working conditions in their country are good are more likely to also be satisfied with workplace health and safety compared to those who say working conditions are bad (92% vs. 73%). Those who think working conditions in their country have improved or stayed the same are more likely to be satisfied compared to those who think general conditions have deteriorated (90-94% vs. 78%).

Q5T.5 More precisely, how satisfied are/were you with each of the following aspects ?

Health and safety at work			
	Total 'Satisfied'	Total 'Dissatisfied'	Don't know
EU28	84%	15%	1%
Status of working conditions			
Total 'Good'	92%	7%	1%
Total 'Bad'	73%	26%	1%
General - Evolution of working conditions (last 5 years)			
Improved	94%	5%	1%
Stayed the same	90%	9%	1%
Deteriorated	78%	21%	1%

Base: Respondents in targets A, B, C, D and E (n=16331)

4.2. Information and measures to improve health and safety at work

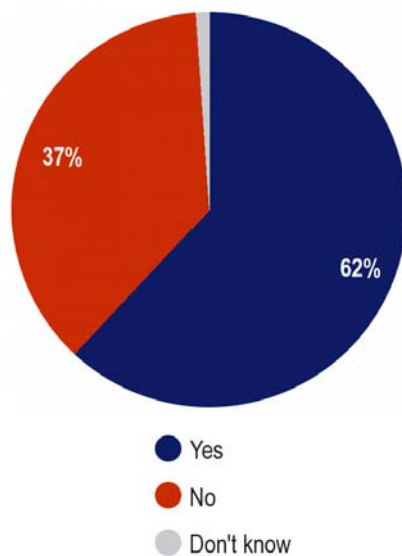
- A majority say they have been consulted on health and safety issues by an employer or health and safety representative -

Just over six in ten employees and manual workers say they have been consulted on health and safety issues at work by their employer or a health and safety representative (62%)²⁹.

²⁹ Q9A.6 Over the past 12 months, have you or not...? Been consulted on health and safety issues at work by your employer or a health and safety representative

Q9A.6. Over the past 12 months, have you or not...?

Been consulted on health and safety issues at work by your employer or a health and safety representative



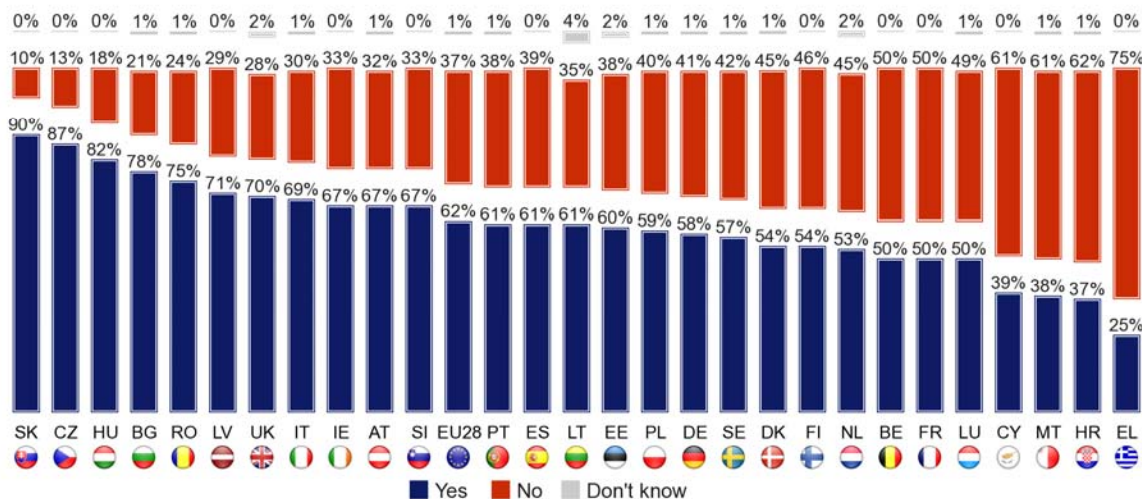
EU28

Base: Respondents in target A (n= 11 727)

There is a broad range of responses across EU28. Employees and manual workers in Slovakia (90%), the Czech Republic (87%) and Hungary (82%) are the most likely to say they have been consulted. In contrast 25% in Greece, 37% in Croatia, 38% in Malta and 39% in Cyprus say the same.

Q9A.6. Over the past 12 months, have you or not...?

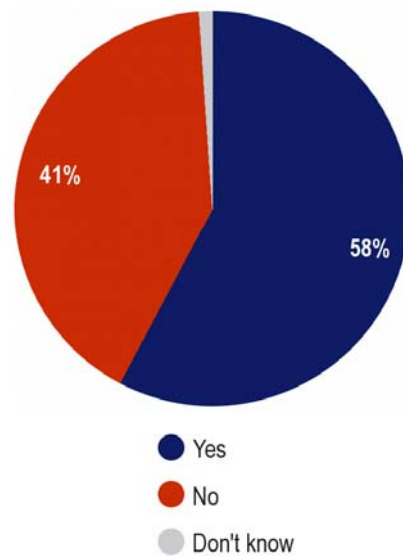
Been consulted on health and safety issues at work by your employer or a health and safety representative



Base: Respondents in target A (n=11727)

More than half of those with work experience (but not currently working) say they were consulted on health and safety issues at their last workplace (58%)³⁰.

Q9CDE.6. During your last experience of work ...
Were you consulted on health and safety issues at work by your employer or a health and safety representative



 EU28

Base: Respondents in target C, D and E who did not have their own company or were not self-employed (n=2187)

Socio-demographic analysis for current and past workers shows:

- Those working full time are more likely to have been consulted than those working part time (64% vs. 54%).
- Those working for companies with up to 10 employees are less likely to say they have been consulted about health and safety compared to those working in larger companies (49%-55% vs. 61%-65%).
- Those who are satisfied with working conditions are more likely to say they have been consulted compared to those who are dissatisfied (65% vs. 48%).
- Those who say working conditions in their country have improved over the last five years are more likely to say they have been consulted compared to those who say conditions have deteriorated (74% vs. 57%).

³⁰ Q9CDE.6 During your last experience of work? Were you consulted on health and safety issues at work by your employer or a health and safety representative

Q9T.6 - Au cours des 12 derniers mois, avez/aviez-vous, ou non, ... ?

Were you consulted on health and safety issues at work by your employer or a health and safety representative

	Yes	No	Don't know
EU28	61%	38%	1%
Education (End of)			
15-	65%	35%	0%
16-19	66%	33%	1%
20+	58%	41%	1%
Still studying	50%	49%	1%
Number of employee in the company			
One employee	49%	44%	7%
2 to 10 emp-loyees	55%	45%	0%
11 to 50 emp-loyees	61%	39%	0%
51 to 250 emp-loyees	61%	38%	1%
More than 250 emp-loyees	65%	34%	1%
Full/part time			
Part time	54%	45%	1%
Full time	64%	35%	1%
General - Evolution of working conditions (last 5 years)			
Improved	74%	26%	-
Stayed the same	64%	35%	1%
Deteriorated	57%	42%	1%
Satisfaction working conditions			
Total 'Satisfied'	65%	34%	1%
Total 'Dissatisfied'	48%	51%	1%

Base: Respondents in targets A, C, D and E who did not have their own company or were not self-employed (n=13914)

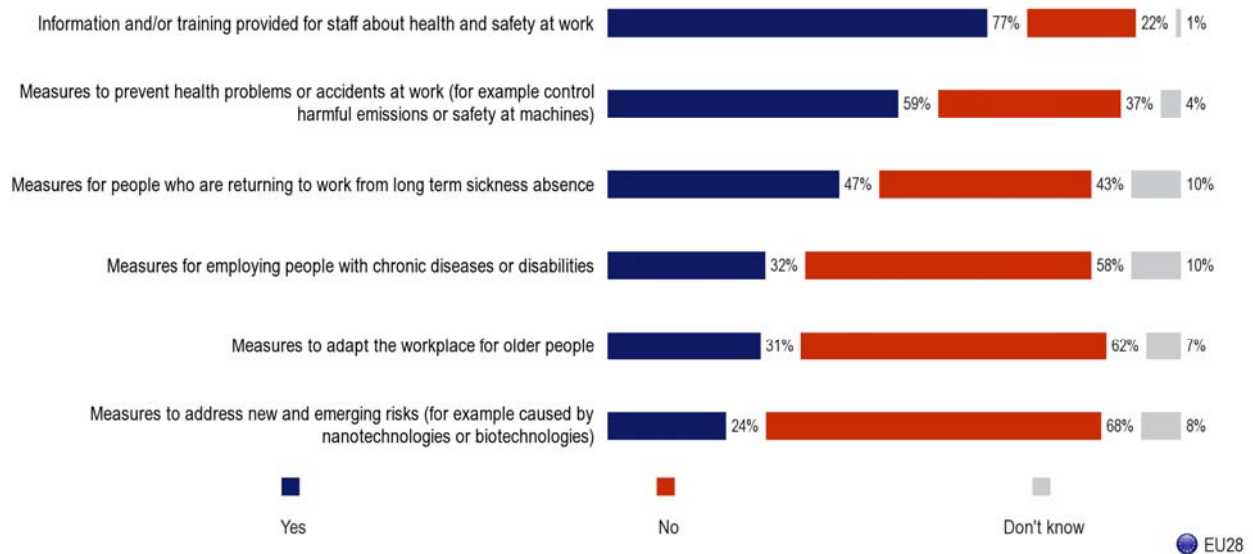
- More than three quarters of current workers say health and safety information and/or training is available in their workplace -

Employees and manual workers were asked whether any of a range of health and safety measures had been implemented in their workplace³¹. More than three quarters (77%) say health and safety information and/or training is provided at work, while 59% say there are measures to prevent health problems or accidents at work.

Just under half (47%) say there are measures in place for people returning from long term sickness while 32% say their workplace has measures for employing people with chronic diseases or disabilities. Three in ten (31%) say there are measures to adapt their workplace for older people while 24% say their workplace has measures to address new and emerging risks.

³¹ Q14A.1 Have the following measures been put in place at your workplace?

Q14A. Have the following measures been put in place at your workplace?



Base: Respondents in target A (n=11727)

At least half of all employees and manual workers in all but one Member State say that **information and/or training is provided for staff about health and safety at work** at their workplace. This is particularly the case for those in the Czech Republic (95%), Slovakia (91%), the UK (89%) and Hungary (88%). Greece is the exception, with 47% saying this kind of information and/or training is available, although levels are relatively low in Denmark (50%) and Malta (56%).






























More than two thirds of employees and manual workers in Italy (70%), the UK (69%) and Finland (68%) say that there are **measures to prevent health problems or accidents at work** in their workplace. At the other end of the scale 44% of those in Luxembourg, 46% in Greece and 47% in Denmark and Poland say the same.

Employees and manual workers in the UK are the most likely to say that there are **measures for people who are returning to work from long term sickness absence** in their workplace (67%) followed by those in Germany (62%) and the Netherlands (61%). In contrast 24% of those in Estonia and 26% of those in Spain say the same.

At least four out of ten employees and manual workers in the UK (48%) and Italy (41%) say there are measures to adapt their workplace for people with **chronic diseases or disabilities**. This compares to 14% of those in Latvia and 17% in Portugal.

The UK is the only Member State where at least half say their workplace has **measures to adapt the workplace for older people** (52%). Those in Malta are the next most likely to say this, although the proportion is much smaller (36%). At the other end of the scale 20% of this group of workers in Greece and Latvia say their workplace has these kinds of measures.

**Q14A Have the following measures been put in place at your workplace?
'Yes'**

	Information and/or training provided for staff about health and safety at work	Measures to prevent health problems or accidents at work (for example control harmful emissions or safety at machines)	Measures for people who are returning to work from long term sickness absence	Measures for employing people with chronic diseases or disabilities	Measures to adapt the workplace for older people	Measures to address new and emerging risks (for example caused by nanotechnologies or biotechnologies)
 EU28	77%	59%	47%	32%	31%	24%
 BE	59%	55%	34%	23%	26%	19%
 BG	72%	55%	45%	26%	23%	35%
 CZ	95%	59%	30%	21%	25%	17%
 DK	50%	47%	51%	24%	23%	10%
 DE	78%	63%	62%	34%	29%	30%
 EE	76%	62%	24%	23%	22%	18%
 IE	75%	66%	47%	33%	32%	26%
 EL	47%	46%	28%	20%	20%	14%
 ES	76%	54%	26%	24%	26%	23%
 FR	61%	49%	41%	34%	23%	12%
 HR	76%	57%	40%	25%	31%	27%
 IT	86%	70%	37%	41%	34%	26%
 CY	61%	66%	28%	25%	28%	38%
 LV	77%	55%	28%	14%	20%	21%
 LT	76%	64%	45%	21%	33%	21%
 LU	58%	44%	34%	25%	32%	14%
 HU	88%	63%	31%	21%	31%	23%
 MT	56%	50%	36%	31%	36%	40%
 NL	62%	58%	61%	27%	34%	27%
 AT	83%	64%	38%	34%	34%	19%
 PL	82%	47%	35%	22%	23%	17%
 PT	68%	53%	33%	17%	27%	29%
 RO	79%	64%	37%	25%	29%	26%
 SI	85%	65%	35%	33%	32%	35%
 SK	91%	65%	47%	31%	35%	39%
 FI	76%	68%	51%	20%	35%	35%
 SE	66%	61%	50%	22%	22%	21%
 UK	89%	69%	67%	48%	52%	32%

Base: Respondents in target A (n=11727)

Socio-demographic breakdown by company size and the cross-tabulation with other questions illustrates the following differences:

- The larger the company the respondents work for, the more likely they are to say that it has each of these measures in place. For example, less than half of those working in companies with 10 employees or less say their company has measures in place to prevent health problems or accidents at work (41%-49%) compared to 54% of those working in companies with 11-50 employees, and at least six out of ten who work in companies with at least 51 employees (61%-66%).

Furthermore less than half of those working in companies with one employee say their workplace provides information and/or training provided for staff about health and safety at work (45%) compared to 63% of those who work in companies with 2-10 employees, 73% of those in companies with 11-50 employees and more than eight in ten of those working in companies with 51 or more employees (81%-82%).

- A similar tendency can be observed as regards measures for employing people with chronic diseases or disabilities and the measures to adapt workplaces for older people.
- The respondents who were satisfied with their working conditions were more likely to declare that the aforementioned measures were introduced. Similarly, those who declared that the working conditions in their country have improved over the last five years were more likely to declare that they information and training for staff on health and safety was provided to them and that measures to prevent health problems or accidents at work were introduced.

Q14A Have the following measures been put in place at your workplace?

	Information and/or training provided for staff about health and safety at work	Measures to prevent health problems or accidents at work (for example control harmful emissions or safety at machines)	Measures for people who are returning to work from long term sickness absence	Measures for employing people with chronic diseases or disabilities	Measures to adapt the workplace for older people	Measures to address new and emerging risks (for example caused by nanotechnologies or biotechnologies)
EU28	77%	59%	47%	32%	31%	24%
Education (End of)						
15-	75%	67%	45%	27%	31%	30%
16-19	79%	64%	51%	32%	34%	27%
20+	75%	55%	44%	32%	29%	22%
Still studying	69%	59%	46%	30%	41%	22%
Respondent occupation scale						
Self-employed	-	-	-	-	-	-
Employee	77%	58%	48%	34%	32%	24%
Manual workers	76%	64%	44%	24%	28%	26%
Not working	68%	42%	39%	18%	36%	15%
Number of employee in the company						
One employee	45%	41%	13%	14%	18%	12%
2 to 10 emp-loyees	63%	49%	28%	16%	26%	18%
11 to 50 emp-loyees	73%	54%	42%	27%	29%	21%
51 to 250 emp-loyees	81%	61%	46%	31%	29%	23%
More than 250 emp-loyees	82%	66%	59%	42%	36%	29%
Status of working conditions						
Total 'Good'	80%	63%	54%	36%	36%	26%
Total 'Bad'	71%	53%	34%	26%	24%	20%
General - Evolution of working conditions (last 5 years)						
Improved	84%	69%	57%	38%	43%	30%
Stayed the same	79%	61%	51%	32%	32%	25%
Deteriorated	73%	56%	43%	31%	28%	23%

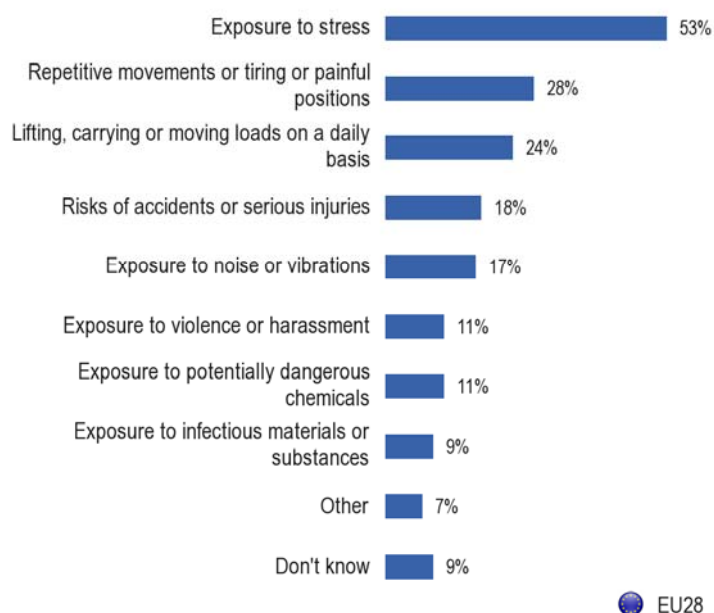
Base: Respondents in target A (n=11727)

4.3. Perceived risks at the work place

- Exposure to stress is considered to be the main workplace health and safety risk by current workers and those with past work experience -

Amongst current workers exposure to stress is considered one of the main health and safety risks they face in their workplace (53%)³². It was followed by ergonomic risks. More than one quarter mention repetitive movements or tiring or painful positions (28%) while 24% mention lifting, carrying or moving loads on a daily basis.

Q11AB. In your opinion what are the main health and safety risks that you face in your workplace?



(MAX. 3 ANSWERS)

Base: Respondents in target A and B (n=13991)

Almost one in five say the risks of accidents or serious injuries is one of the main health and safety risks (18%) while 17 % mention exposure to noise or vibrations. Around one in ten say exposure to violence or harassment or to potentially dangerous chemicals is the main risk (both 11%) while 9% mention exposure to infectious materials.

In 27 Member State, those currently working are most likely to say that exposure to **stress** is one of the main health and safety risks at work. Those in Sweden are the most likely to mention stress (67%), followed by those in Belgium, Croatia (59%), Hungary and Romania (58%). At the other end of the scale 34% of those in Estonia and 36% in Lithuania mention stress.

Workers in France, Spain (both 40%) and Estonia (38%) are the most likely to say **repetitive movements or tiring or painful positions** are the main health and safety risk, while in Estonia this is the most mentioned risk of all those asked about (38%).

Those in Slovakia (14%), Lithuania and Romania (both 17%) are the least likely to mention this risk. Those in France (34%) and the UK (30%) are the most likely to mention **lifting, carrying or moving loads on a daily basis**, while those in Cyprus (9%) and Greece (11%) are the least likely.

Q11AB In your opinion what are the main health and safety risks that you face in your workplace?

	Exposure to stress	Repetitive movements or tiring or painful positions	Lifting, carrying or moving loads on a daily basis	Risks of accidents or serious injuries	Exposure to noise or vibrations	Exposure to violence or harassment	Exposure to potentially dangerous chemicals	Exposure to infectious materials or substances	Other	Don't know
EU28	53%	28%	24%	18%	17%	11%	11%	9%	7%	9%
BE	59%	33%	29%	16%	19%	14%	13%	7%	5%	5%
BG	44%	21%	15%	15%	27%	5%	8%	5%	12%	12%
CZ	53%	21%	29%	32%	22%	7%	10%	8%	6%	8%
DK	54%	30%	24%	11%	21%	14%	4%	7%	7%	10%
DE	57%	21%	24%	19%	15%	6%	10%	12%	4%	16%
EE	34%	38%	23%	23%	25%	4%	14%	8%	10%	9%
IE	44%	20%	29%	22%	10%	18%	9%	6%	8%	10%
EL	57%	26%	11%	18%	6%	7%	10%	12%	5%	5%
ES	46%	40%	27%	17%	16%	7%	12%	6%	10%	7%
FR	53%	40%	34%	14%	23%	17%	15%	7%	8%	4%
HR	59%	26%	16%	18%	17%	13%	8%	9%	10%	5%
IT	50%	28%	19%	18%	16%	7%	9%	7%	9%	8%
CY	52%	26%	9%	21%	8%	3%	7%	9%	13%	11%
LV	51%	34%	24%	18%	22%	6%	11%	5%	8%	9%
LT	36%	17%	18%	19%	19%	7%	11%	7%	11%	12%
LU	51%	27%	18%	21%	19%	12%	12%	7%	8%	9%
HU	58%	23%	20%	23%	19%	7%	10%	8%	6%	9%
MT	53%	26%	17%	23%	9%	17%	11%	8%	8%	13%
NL	57%	35%	19%	17%	13%	21%	9%	8%	9%	8%
AT	55%	19%	23%	14%	18%	6%	6%	9%	7%	16%
PL	55%	27%	20%	24%	22%	6%	12%	9%	4%	9%
PT	49%	36%	13%	19%	21%	8%	14%	10%	5%	13%
RO	58%	17%	13%	15%	16%	8%	9%	7%	11%	5%
SI	55%	29%	21%	15%	15%	9%	10%	11%	8%	3%
SK	50%	14%	21%	19%	19%	5%	8%	9%	10%	7%
FI	55%	34%	24%	14%	25%	19%	10%	7%	7%	5%
SE	67%	27%	25%	14%	23%	15%	9%	6%	3%	6%
UK	47%	26%	30%	21%	13%	19%	10%	11%	10%	11%

Highest percentage per country

Lowest percentage per country

Highest percentage per item

Lowest percentage per item

(MAX. 3 ANSWERS)

Base: Respondents in target A and B (n=13991)

In the Czech Republic almost one third of those currently working say the **risks of accidents or serious injuries** are the main health and safety risk they face (32%), followed by 24% of those in Poland. At the other end of the scale 11% of those in Denmark mention this risk.

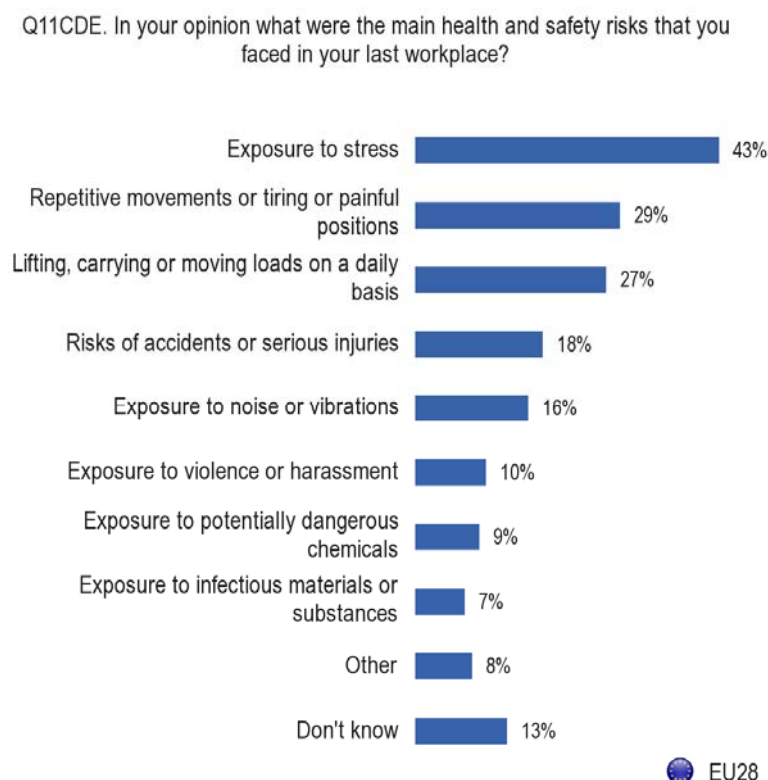
³² Q11AB In your opinion what are the main health and safety risks that you face in your workplace?

At least one quarter of those in Bulgaria (27%), Estonia and Finland (both 25%) mention **exposure to noise or vibrations**, compared to 6% of those in Greece and 8% in Cyprus. Around one in five working respondents in the Netherlands (21%) Finland and the UK (both 19%) mention **exposure to violence or harassment**, compared to 3% in Cyprus and 4% in Estonia.

Those in France (15%), Portugal and Estonia (both 14%) are the most likely to mention **exposure to potentially dangerous chemicals**, while those in Greece and German are the most likely to mention **exposure to infectious materials** (both 12%).

For those who have work experience (but are not currently working) the pattern is similar, although those not currently working are less likely to mention stress than the current working population (43% vs. 53%). However, stress is still the most mentioned risk faced in their last workplace (43%), followed by repetitive movements or tiring or painful positions (29%) and lifting, carrying or moving loads on a daily basis (27%).

Almost one in five say the risk of accidents or serious injury was the main health and safety risk (18%) while 16% mention exposure to noise or vibrations. Around one in ten mention exposure to violence or harassment (10%) or potentially dangerous chemicals (9%) while 7% mention exposure to infectious materials.



(MAX. 3 ANSWERS)

Base: Respondents in target C, D and E (n=2339)

Socio-demographic analysis of both workers and those with previous work experience shows that:

- Men are more likely than women to say the risk of accident or serious injuries (25% vs. 11%), exposure to noise or vibrations (21% vs. 12%) or exposure to potentially dangerous chemicals (13% vs. 7%) are the main health and safety risks faced in the workplace.
- 15-24 year olds are the most likely to mention lifting, carrying and moving loads on a daily basis (40% vs. 21%-24%) but the least likely to mention stress (40% vs. 48%-54%).
- The longer respondents remained in education the more likely they are to mention exposure to stress. Almost one third of those with the lowest education levels mention stress (32%) compared to 61% of those who completed their education aged 20+. The lower a respondent's education level, the more likely he or she is to mention lifting, carrying or moving loads on a daily basis: 17% of those with the highest education levels mention this, compared to 40% of those who finished their education aged 15 or younger.
- Employees and the self-employed are more likely to mention stress compared to manual workers and those not currently working (57% and 52% vs. 34% and 42% respectively).
- Not surprisingly manual workers are more likely than other occupation groups to mention lifting, carrying or moving loads on a daily basis (41% vs. 21%-27%). They are also more likely to mention exposure to noise or vibrations (29% vs. 13%-17%) and risks of accidents or serious injuries (28% vs. 16%-18%).
- Respondents working in companies with 1-10 employees are less likely to mention exposure to stress compared to those working in larger companies (33%-39% vs. 50%-59%). Those working in companies with more than 250 employees are the least likely to mention lifting, carrying or moving loads on a daily basis (18% vs. 27%-32%).
- Full time workers are more likely to mention stress than those working part time (54% vs. 43%).
- Those with a permanent contract are more likely than those with a fixed term or temporary employment agency contract to mention exposure to stress (54% vs. 43% and 29% respectively).

Q11T In your opinion what are/were the main health and safety risks that you face(d) in your workplace?

	Exposure to violence or harassment	Exposure to stress	Risks of accidents or serious injuries	Lifting, carrying or moving loads on a daily basis	Repetitive movements or tiring or painful positions	Exposure to infectious materials or substances	Exposure to potentially dangerous chemicals	Exposure to noise or vibrations
EU28	11%	51%	18%	25%	28%	9%	10%	17%
Sex								
Male	8%	48%	25%	26%	25%	8%	13%	21%
Female	14%	55%	11%	23%	31%	10%	7%	12%
Age								
15-24	10%	40%	19%	40%	29%	11%	13%	19%
25-39	11%	54%	19%	24%	31%	8%	11%	18%
40-54	11%	54%	20%	24%	28%	9%	10%	18%
55+	10%	48%	15%	21%	23%	8%	9%	15%
Education (End of)								
15-	8%	32%	22%	40%	26%	7%	11%	20%
16-19	9%	45%	22%	32%	30%	8%	12%	20%
20+	13%	61%	15%	17%	27%	9%	9%	15%
Still studying	7%	33%	20%	26%	31%	11%	13%	15%
Respondent occupation scale								
Self-employed	4%	52%	18%	23%	29%	7%	9%	13%
Employee	14%	57%	16%	21%	27%	10%	10%	16%
Manual workers	6%	34%	28%	41%	31%	8%	15%	29%
Not working	10%	42%	17%	27%	28%	6%	9%	17%
Number of employee in the company								
One employee	4%	33%	16%	29%	35%	7%	11%	14%
2 to 10 employees	5%	39%	20%	32%	30%	5%	11%	18%
11 to 50 employees	10%	50%	20%	29%	28%	7%	8%	18%
51 to 250 employees	12%	52%	18%	27%	27%	6%	12%	20%
More than 250 employees	16%	59%	17%	18%	27%	12%	12%	17%
Full/part time								
Part time	10%	43%	14%	26%	29%	9%	9%	14%
Full time	11%	54%	20%	24%	28%	8%	11%	18%
Type of contract								
Permanent contract	12%	54%	18%	24%	28%	9%	10%	18%
Fixed term contract	11%	43%	20%	27%	29%	9%	13%	21%
Temp. employ. agency contract	6%	29%	22%	39%	31%	9%	12%	24%
Apprenticeship	8%	44%	17%	30%	26%	17%	17%	18%

(MAX. 3 ANSWERS)

Base: Respondents in targets A, B, C, D and E (n= 16331)

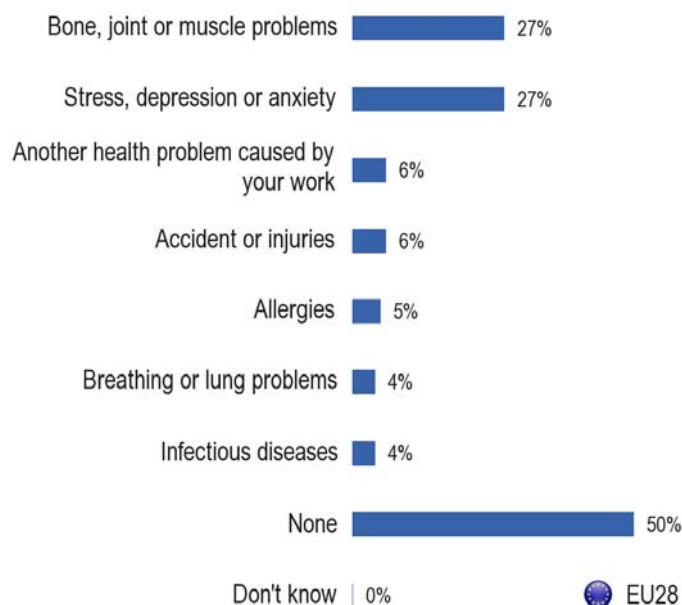
4.4. Health problems related to work

- At least one quarter have experienced bone, joint or muscle problems, or stress, depression or anxiety either caused by or exacerbated by work –

Respondents who are currently working were asked if they had experienced any of a range of health problems that were either caused by or made worse by their work³³. More than one quarter mention bone, joint or muscle problems, or stress, depression or anxiety (both 27%). These are the most commonly mentioned issues by a considerable margin. Accidents or injuries or other health problems are each mentioned by 6%, while 5% mention allergies, and 4% breathing or lung problems or infectious diseases.

Overall half (50%) experienced at least one of these health issues either caused by or made worse by work in the last 12 months, while 50% say they haven't experienced any of these issues.

Q12AB. In the last twelve months, have you experienced any of the following health problems caused or worsened by your work?



(MAX. 3 ANSWERS)






























Base: Respondents in target A and B (n=13991)

In 18 Member States **stress, depression or anxiety** are the most mentioned health problems either caused or made worse by work. Almost half of all of those in Sweden who currently work mention these issues, as do 38% in Greece and 37% in Latvia. At the other end of the scale 19% of those in Romania and Slovakia mention stress, depression or anxiety.

³³ Q12AB In the last twelve months, have you experienced any of the following health problems caused or worsened by your work?

In 11 Member States **bone, joint or muscle problems** are the most mentioned health problem either caused or made worse by work. This is particularly the case in Finland (38%), Poland (36%) and Spain (33%). In Belgium 33% also mention these kinds of problems, although slightly more mention stress, depression or anxiety (34%). **Bone, joint or muscle problems** are least likely to be mentioned by the current working population in Malta and Lithuania (both 14%).

Q12AB In the last twelve months, have you experienced any of the following health problems caused or worsened by your work?

	Bone, joint or muscle problems	Stress, depression or anxiety	Accident or injuries	Another health problem caused by your work	Allergies	Breathing or lung problems	Infectious diseases	None	Don't know
 EU28	27%	27%	6%	6%	5%	4%	4%	50%	0%
 BE	33%	34%	8%	8%	5%	3%	4%	43%	0%
 BG	17%	22%	4%	6%	3%	6%	2%	61%	1%
 CZ	25%	26%	5%	6%	5%	4%	2%	51%	0%
 DK	28%	21%	3%	4%	4%	2%	6%	54%	1%
 DE	32%	22%	6%	7%	6%	5%	9%	48%	0%
 EE	22%	21%	2%	6%	4%	3%	4%	57%	1%
 IE	18%	26%	5%	4%	1%	4%	2%	58%	1%
 EL	25%	38%	4%	6%	6%	4%	4%	37%	0%
 ES	33%	31%	6%	6%	4%	2%	2%	43%	0%
 FR	29%	28%	7%	6%	6%	3%	1%	48%	0%
 HR	19%	23%	4%	6%	6%	3%	0%	59%	0%
 IT	22%	30%	3%	5%	6%	3%	1%	49%	0%
 CY	23%	30%	4%	3%	5%	4%	1%	53%	0%
 LV	27%	37%	4%	10%	6%	3%	4%	44%	0%
 LT	14%	21%	5%	3%	4%	4%	4%	60%	1%
 LU	31%	27%	9%	4%	7%	7%	6%	48%	0%
 HU	23%	25%	4%	6%	5%	3%	2%	55%	1%
 MT	14%	35%	2%	3%	5%	5%	6%	54%	0%
 NL	22%	21%	5%	3%	4%	2%	1%	56%	1%
 AT	26%	22%	4%	6%	3%	4%	4%	56%	0%
 PL	36%	26%	4%	7%	7%	4%	3%	43%	1%
 PT	31%	32%	7%	6%	6%	4%	1%	47%	0%
 RO	19%	19%	1%	4%	3%	5%	1%	61%	0%
 SI	21%	26%	4%	5%	4%	4%	5%	51%	1%
 SK	18%	19%	3%	5%	5%	4%	3%	54%	2%
 FI	38%	34%	7%	6%	6%	7%	9%	35%	0%
 SE	25%	47%	5%	8%	4%	3%	8%	38%	1%
 UK	21%	28%	9%	4%	3%	3%	3%	55%	0%

Highest percentage per country

Lowest percentage per country

Highest percentage per item

Lowest percentage per item

(MAX. 3 ANSWERS)

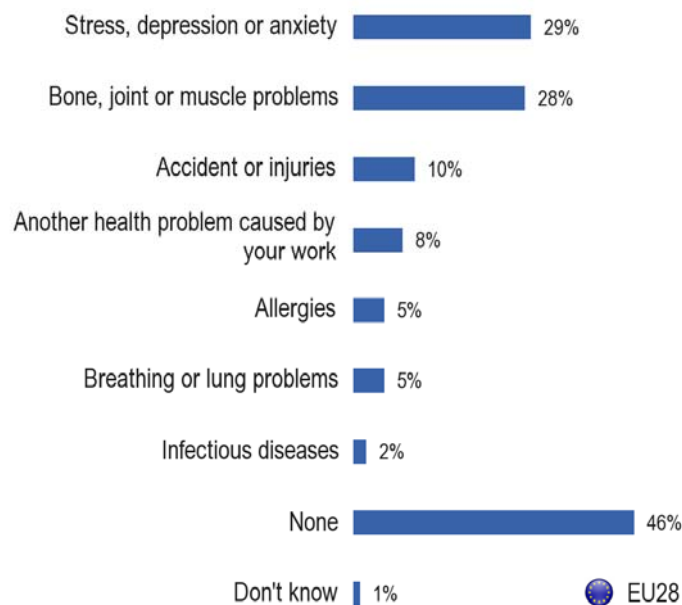
Base: Respondents in target A and B (n=13991)

There is relatively little variation between Member States regarding the proportions who mention the other health related problems asked about - in each case the range is less than ten percentage points. Those in the UK and Luxembourg are the most likely to mention **accident or injuries** (both 9%). Those in Luxembourg are also the most likely to mention **allergies** (along with those in Poland), and **breathing or lung problems** (along with those in Finland) (all 7%). Respondents in Germany and Finland are most likely to mention **infectious diseases** (both 9%).

The pattern for those with experience of work (but who are not currently working) is very similar³⁴. More than one quarter mention stress, depression or anxiety (29%) or bone, joint or muscle problems (28%). Once again these are the most commonly mentioned issues by a considerable margin. Accidents or injuries are mentioned by 10%, and other work caused health problems by 8%. One in twenty mention allergies or breathing or lung problems (both 5%) while 2% mention infectious diseases.

Almost half (46%) say they did not experience any of these health problems during their last experience of work.

Q12CDE. During your last experience of work, did you have you any of the following health problems caused or worsened by your work?



(MAX. 3 ANSWERS)

Base: Respondents in target C, D and E (n=2339)

³⁴ Q12CDE During your last experience of work, did you have you any of the following health problems caused or worsened by your work?

Socio-demographic analysis of both workers and those with previous work experience shows that:

- Women are more likely than men to say they have experienced stress, depression or anxiety (31% vs. 24%) or bone, joint or muscle problems (32% vs. 23%). Men are more likely than women to say they had an accident or injury at work (8% vs. 4%).
- Those aged 15-24 are the least likely to say they have experienced stress, depression or anxiety (19% vs. 26%-29%). In fact this age group are the most likely to say they have not experienced any of these health issues (57% vs. 46%-51%).
- Respondents working for companies with one employee are the most likely to mention bone, joint or muscle problems (38% vs. 26%-29%).
- Respondents who are satisfied with working conditions are much more likely to say they have not experienced any of these health issues either caused by or made worse by work (55% vs. 31%).

Q12T In the last twelve months, have you experienced any of the following health problems caused or worsened by your work? / During your last experience of work, did you have you any of the following health problems caused or worsened by your work? (MULTIPLE ANSWERS POSSIBLE)

	Stress, depression or anxiety	Bone, joint or muscle problems	Infectious diseases	Breathing or lung problems	Accident or injuries	Allergies	Another health problem caused by your work	None
EU28	27%	27%	3%	4%	6%	5%	6%	49%
Sex								
Male	24%	23%	2%	4%	8%	4%	6%	53%
Female	31%	32%	5%	4%	4%	6%	6%	44%
Age								
15-24	19%	20%	4%	3%	8%	5%	4%	57%
25-39	28%	25%	2%	3%	5%	4%	5%	51%
40-54	29%	30%	4%	4%	6%	5%	6%	46%
55+	26%	29%	4%	5%	7%	5%	7%	47%
Number of employee in the company								
One employee	26%	38%	2%	6%	10%	10%	6%	43%
2 to 10 employees	21%	27%	2%	3%	7%	5%	6%	52%
11 to 50 employees	27%	29%	3%	4%	6%	4%	5%	48%
51 to 250 employees	28%	27%	4%	4%	5%	5%	7%	48%
More than 250 employees	29%	26%	4%	4%	6%	5%	7%	48%
Satisfaction working conditions								
Total 'Satisfied'	22%	24%	3%	3%	5%	4%	5%	55%
Total 'Dissatisfied'	43%	37%	3%	6%	10%	8%	10%	31%

(MAX. 3 ANSWERS)

Base: Respondents in targets A, B, C, D and E (n=16331)

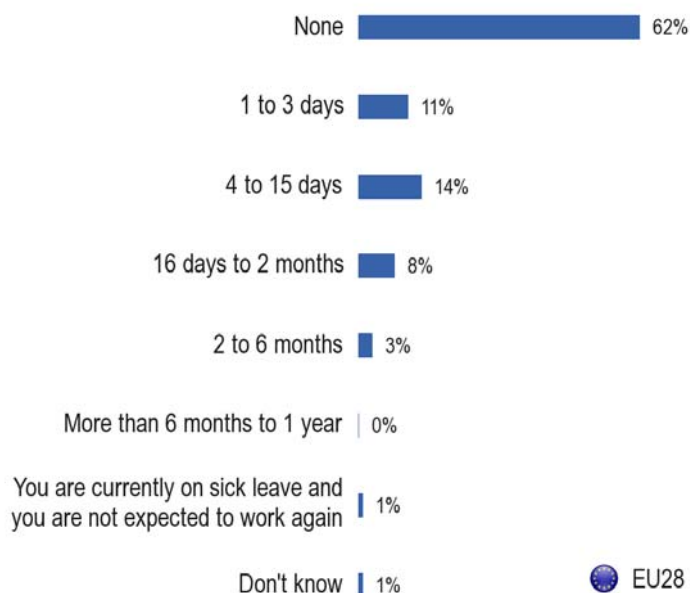
4.5. Sick leave related to health problems caused by work

- Most employees and manual workers have not taken sick leave in the last 12 months due to work related or work exacerbated health problems -

Employees and manual workers were asked how many sick days they had taken in the last 12 months due to health problems caused by or made worse by work, or by a workplace accident³⁵. Most (62%) have not taken any. Just over one in ten (11%) have taken one to three days and 14% have taken 4-15 days.

Almost one in ten (8%) have taken between 16 days and two months, while 3% have spent between two and six months on sick leave for one of these reasons. A small proportion (1%) say they are currently on sick leave and do not expect to return to work.

Q13A. During the last twelve months, how many days were you on sick leave due to health problems caused or made worse by your work or due to an accident at work?



Base: Respondents in target A who have experienced at least one health problem (n=5904)






























At least half of all employees and manual workers in 25 Member States say they have not taken any sick leave due to work-related health problems or accidents. This is particularly the case for those in Spain (80%), the Czech Republic (79%), Romania (77%) and Portugal (75%). At the other end of the scale 42% of those in Malta, 45% in Belgium and 46% in Denmark say the same.

At least one in five employees and manual workers in Malta (31%), Greece (23%) and Cyprus (20%) say they have taken one to three days of sick leave for work related health issues or accidents. Just 2% of those in Estonia say the same.

³⁵ Q13A During the last twelve months, how many days were you on sick leave due to health problems caused or made worse by your work or due to an accident at work?

More than one in five employees or manual workers in Germany (23%) Belgium and Slovenia (both 22%) have taken 4-15 days sick leave, compared to 4% of those in Spain and 5% in the Czech Republic.

Q13A During the last twelve months, how many days were you on sick leave due to health problems caused or made worse by your work or due to an accident at work?

		None	1 to 3 days	4 to 15 days	16 days to 2 months	2 to 6 months	More than 6 months to 1 year	You are currently on sick leave and you are not expected to work again	Don't know
	EU28	62%	11%	14%	8%	3%	0%	1%	1%
	BE	45%	17%	22%	5%	6%	1%	2%	2%
	BG	63%	5%	19%	9%	2%	1%	1%	0%
	CZ	79%	3%	5%	7%	6%	0%	0%	0%
	DK	60%	14%	12%	6%	5%	0%	0%	3%
	DE	46%	14%	23%	12%	3%	1%	0%	1%
	EE	73%	2%	14%	8%	2%	0%	1%	0%
	IE	62%	15%	17%	1%	1%	2%	2%	0%
	EL	59%	23%	13%	2%	1%	1%	0%	1%
	ES	80%	12%	4%	2%	1%	0%	1%	0%
	FR	58%	8%	16%	12%	3%	0%	3%	0%
	HR	68%	5%	13%	5%	3%	2%	4%	0%
	IT	60%	11%	20%	4%	2%	0%	1%	2%
	CY	57%	20%	14%	6%	3%	0%	0%	0%
	LV	68%	6%	13%	11%	1%	0%	1%	0%
	LT	62%	7%	16%	10%	2%	0%	1%	2%
	LU	52%	15%	20%	5%	3%	5%	0%	0%
	HU	74%	3%	13%	7%	1%	0%	2%	0%
	MT	42%	31%	19%	4%	1%	0%	0%	3%
	NL	66%	9%	13%	6%	3%	2%	1%	0%
	AT	58%	12%	17%	11%	1%	1%	0%	0%
	PL	65%	7%	14%	6%	6%	0%	1%	1%
	PT	75%	3%	7%	11%	3%	0%	0%	1%
	RO	77%	4%	13%	3%	2%	0%	0%	1%
	SI	55%	8%	22%	9%	4%	1%	0%	1%
	SK	68%	7%	11%	9%	4%	0%	0%	1%
	FI	57%	15%	18%	6%	1%	1%	1%	1%
	SE	70%	10%	11%	5%	1%	2%	0%	1%
	UK	67%	15%	8%	7%	2%	0%	0%	1%

Base: Respondents in target A who have experienced at least one health problem (n=5904)

V. WORKING POPULATION PROFILE

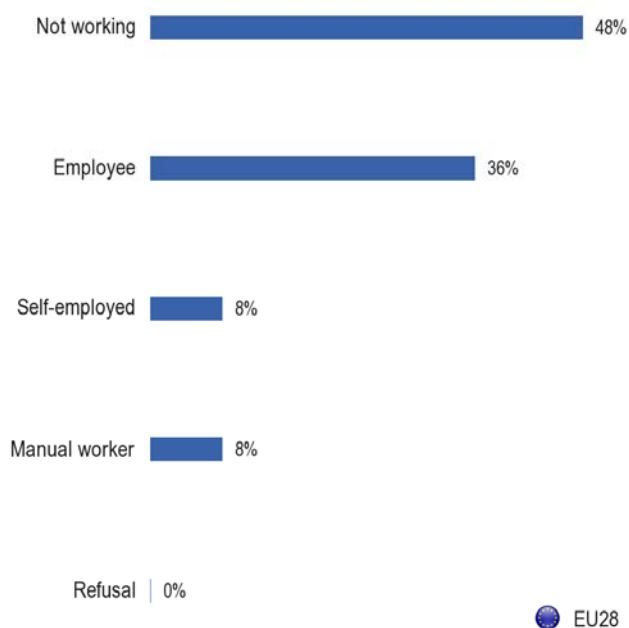
This section of the report provides a profile of the working status of respondents, as well as various aspects of their working life, including whether they work full or part time, and the size of company they work for. The type of contracts that are most common and the number of employers respondents have is also considered.

5.1. Status

- Almost half of all respondents classify themselves as not working –

Respondents are most likely to say that they are not working, which includes retired persons, full time students, those looking after the home as well as those looking for work and other unemployed (48%)³⁶. At least one third say they are an employee (36%), while 8% are manual workers and 8% are self-employed.

D5. As far as your current occupation is concerned would you say you are:
































Base: Total number of respondents

In 12 Member States at least half of all respondents say they are not working. The highest proportions of non-workers are found in Croatia (61%), Italy (56%) and Bulgaria, Greece, Spain and Hungary (55%). At the other end of the scale 38% of respondents in the Netherlands, 40% of those in Cyprus and 41% of those in Denmark describe themselves as not working.

³⁶ D5 - As far as your current occupation is concerned, would you say you are self-employed, an employee, a manual worker or would you say that you are without a professional activity? Does it mean that you are a...

D5 As far as your current occupation is concerned would you say you are:

		Not working	Employee	Self-employed	Manual worker	Refusal
	EU28	48%	36%	8%	8%	0%
	BE	51%	31%	6%	12%	1%
	BG	55%	25%	7%	13%	0%
	CZ	46%	20%	13%	21%	0%
	DK	41%	27%	5%	26%	0%
	DE	43%	43%	8%	7%	0%
	EE	48%	40%	7%	6%	0%
	IE	48%	39%	10%	2%	0%
	EL	55%	26%	17%	2%	0%
	ES	55%	32%	9%	4%	0%
	FR	49%	41%	6%	5%	0%
	HR	61%	33%	5%	1%	0%
	IT	56%	23%	12%	9%	0%
	CY	40%	48%	11%	1%	0%
	LV	51%	35%	9%	5%	0%
	LT	51%	33%	7%	8%	0%
	LU	44%	38%	5%	12%	0%
	HU	55%	33%	5%	7%	0%
	MT	52%	39%	7%	2%	0%
	NL	38%	54%	7%	1%	0%
	AT	42%	38%	10%	9%	0%
	PL	50%	23%	11%	16%	0%
	PT	46%	42%	9%	2%	0%
	RO	50%	33%	7%	10%	0%
	SI	47%	39%	7%	6%	0%
	SK	49%	35%	11%	4%	0%
	FI	46%	15%	8%	32%	0%
	SE	42%	31%	6%	21%	0%
	UK	43%	46%	7%	4%	0%

Base: Total number of respondents

The Netherlands is the only country where more than half are employees (54%), followed by Cyprus (48%) and the UK (46%). Finland (15%) and the Czech Republic (20%) have the smallest proportions of employees.



Greece has the largest proportion of respondents who are self-employed (17%), followed by the Czech Republic (13%) and Italy (12%). At the other end of the scale 5% of respondents in Luxembourg, Hungary, Croatia and Denmark are self-employed.

Finland has the highest proportion of manual workers (32%), followed by Denmark (26%), the Czech Republic and Sweden (both 21%). In contrast just 1% of those in Croatia, Cyprus and the Netherlands are manual workers.

Socio-demographic analysis reveals the following differences:

- Men are more likely than women to be self-employed (11% vs. 5%) or manual workers (11% vs. 5%), while women are more likely to be not working (54% vs. 42%).
- The longer a respondent remained in education the more likely they are to be employees, and the less likely they are to be not working. For example 75% of those who finished school prior to age 16 are not working, compared to 32% of those who finished education aged 20+.
- Employees are more likely to say that working conditions in their country are good (44% vs. 28% bad), whereas those who are not working are more likely to say conditions are bad (55% vs. 40% who say they are good).

D5 - As far as your current occupation is concerned, would you say you are...

	Not working	Employee	Self-employed	Manual worker
EU28	48%	36%	8%	8%
 Sex				
Male	42%	36%	11%	11%
Female	54%	35%	5%	5%
 Education (End of)				
15-	75%	11%	6%	8%
16-19	44%	37%	8%	12%
20+	32%	50%	12%	6%
Still studying	88%	8%	1%	2%
Status of working conditions				
Total 'Good'	40%	44%	8%	8%
Total 'Bad'	55%	28%	8%	8%

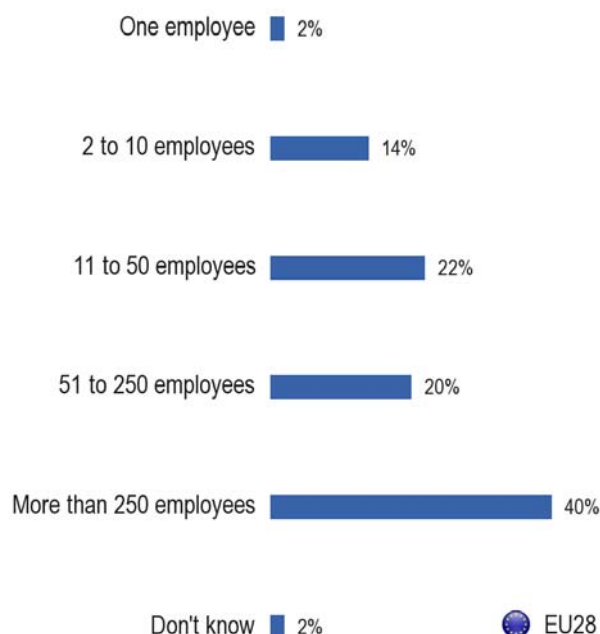
Base: Total number of respondents

5.2. Organisation

- Employees and manual workers are most likely to work for mid or large size companies -

Employees and manual workers were asked the size of the organisation they worked for, with most working for mid to large sized companies³⁷. Four in ten (40%) work for companies with more than 250 employees. Around one in five work for companies with 51-250 employees (20%) or with 11-50 employees (22%). Just over one in ten work for companies with 2-10 employees (14%), while just 2% work for companies with one employee.

D23A. How many employees are there in the company you work for?



Base: Respondents in target A (n=11727)

At least half of all employees and manual workers in the Netherlands (52%) and Sweden (51%) work for companies with more than 250 employees, as do 48% of those in the UK. This compares to 17% of this group of workers in Cyprus and Estonia, and 20% in Latvia.

In 19 Member States at least one in five employees or manual workers works for companies with 51-250 employees. The proportions are highest in Malta (30%), Croatia, Latvia (both 26%) and Slovenia (25%), and lowest in Spain (12%) and Sweden (15%).






























At least one third of employees and manual workers in Estonia (40%), Latvia (36%) and Greece (34%) work in companies with 11-50 employees. In contrast, 18% of this group of workers in Portugal and Denmark work in companies of this size.

³⁷ D23A How many employees are there in the company you work for?

Cyprus has the highest proportion of employees and manual workers employed by companies with 2-10 employees (30%), followed by Spain (23%), Portugal (21%) and Estonia (20%). At the other end of the scale 5% of this group of workers in the Netherlands, and 9% of those in Malta and the UK work for companies of this size.

Few employees or manual workers in any Member State work for companies that only have one employee, with Cyprus having the highest level (4%).

D23A How many employees are there in the company you work for?

	One employee	2 to 10 employees	11 to 50 employees	51 to 250 employees	More than 250 employees	Don't know
 EU28	2%	14%	22%	20%	40%	2%
 BE	2%	13%	20%	19%	44%	2%
 BG	2%	19%	29%	19%	26%	5%
 CZ	2%	16%	22%	21%	38%	1%
 DK	0%	15%	32%	19%	31%	3%
 DE	1%	15%	18%	20%	44%	2%
 EE	1%	20%	40%	21%	17%	1%
 IE	0%	19%	26%	19%	34%	2%
 EL	2%	19%	34%	16%	27%	2%
 ES	3%	23%	24%	12%	34%	4%
 FR	3%	13%	19%	21%	44%	0%
 HR	1%	17%	22%	26%	32%	2%
 IT	2%	15%	22%	20%	37%	4%
 CY	4%	30%	27%	22%	17%	0%
 LV	1%	15%	36%	26%	20%	2%
 LT	0%	15%	32%	24%	24%	5%
 LU	2%	10%	24%	21%	41%	2%
 HU	2%	18%	30%	23%	26%	1%
 MT	1%	9%	20%	30%	38%	2%
 NL	2%	5%	20%	20%	52%	1%
 AT	1%	14%	22%	19%	42%	2%
 PL	1%	16%	27%	24%	29%	3%
 PT	3%	21%	18%	22%	33%	3%
 RO	0%	13%	30%	16%	37%	4%
 SI	0%	15%	23%	25%	37%	0%
 SK	2%	13%	28%	20%	34%	3%
 FI	1%	11%	20%	20%	45%	3%
 SE	0%	12%	21%	15%	51%	1%
 UK	1%	9%	19%	21%	48%	2%

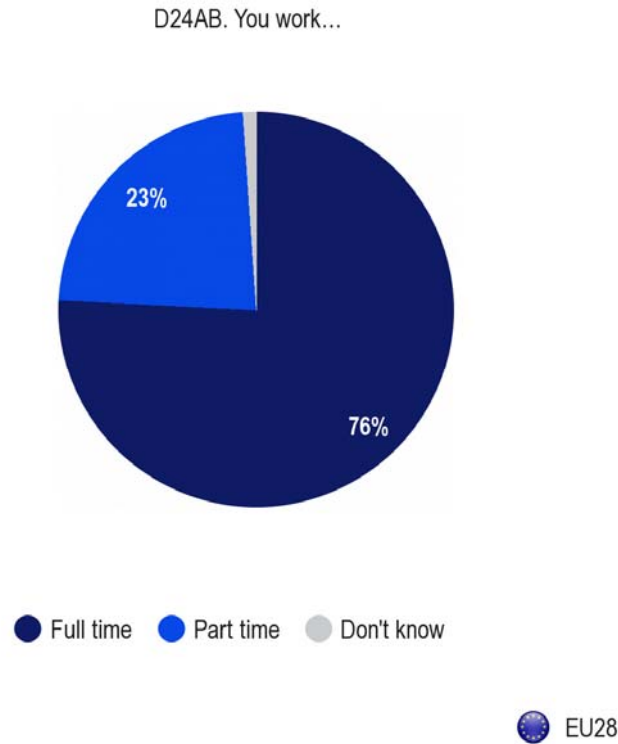
Base: Respondents in target A (n=11727)

There are no notable differences across socio-demographic groups.

5.3. Working time

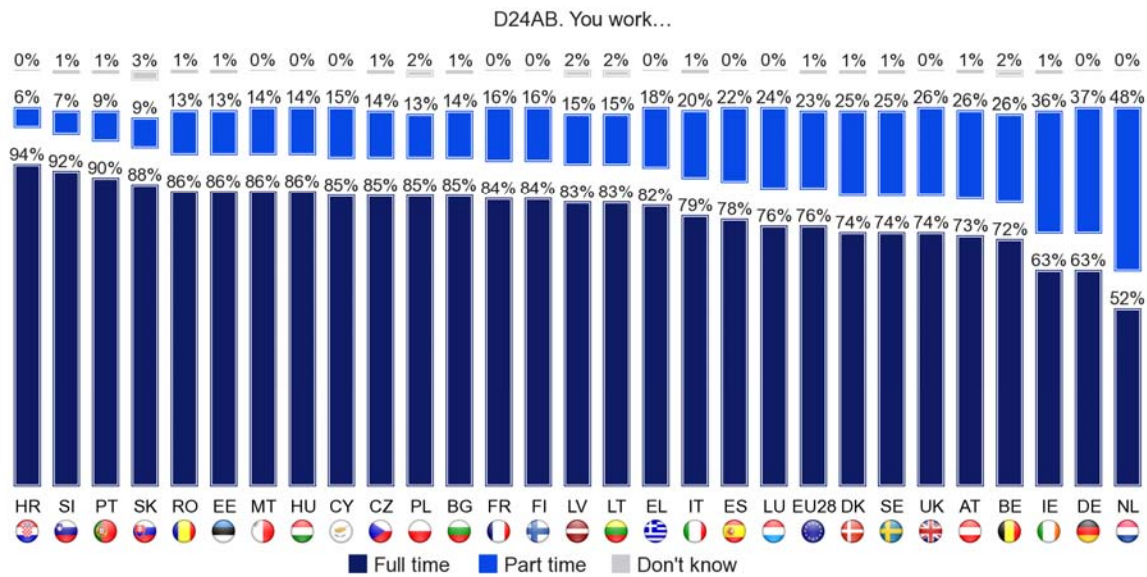
- Most Europeans who are currently working are employed full time –

Respondents who are currently working were asked if they worked full time or part time. Most (76%) work full time, while 23% work part time.



Base: Respondents in target A and B (n=13991)

In all Member States at least half of all respondents work full time. Croatia has the highest level of full time employment (94%), followed by Slovenia (92%), Portugal (90%) and Slovakia (88%). The Netherlands has the lowest proportion of full time workers (52%), followed by Germany and Ireland (both 63%).



Base: Respondents in target A and B (n=13991)

Socio-demographic analysis highlights that women are more likely than men to work part time (35% vs. 13%), while men are more likely than women to work full time (86% vs. 64%). 15-24 year olds are the most likely to work part time (39% vs. 20%-27%), and the least likely to work full time (61% vs. 71%-79%).

Those working for companies with ten or less employees are more likely to be part time compared to those working in larger companies (46% and 33% vs. 20%-24%). Conversely, companies with at least 11 employees have a higher proportion of full time employees than smaller companies (76%-80% vs. 52%-67%).

D24AB You work...

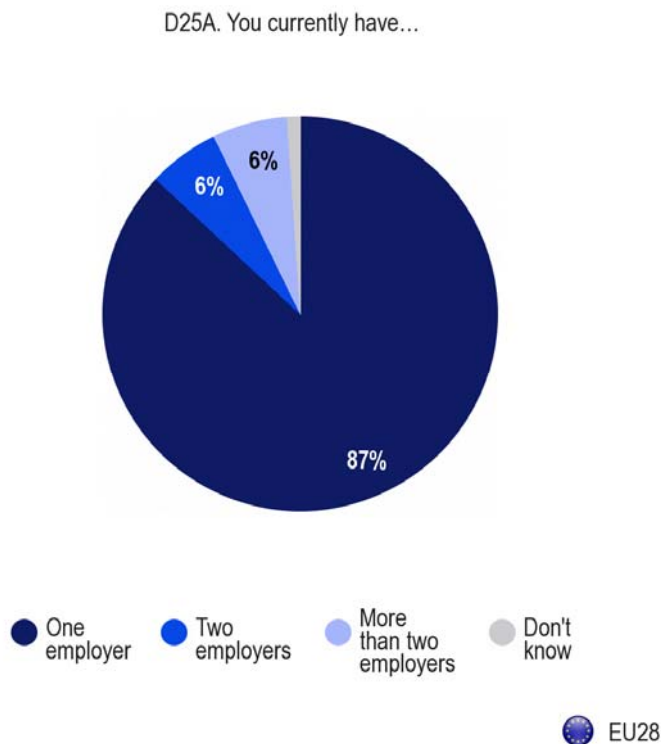
	Full time	Part time	Don't know
EU28	76%	23%	1%
Sex			
Male	86%	13%	1%
Female	64%	35%	1%
Age			
15-24	61%	39%	0%
25-39	79%	20%	1%
40-54	79%	21%	0%
55+	71%	27%	2%
Number of employee in the company			
One employee	52%	46%	2%
2 to 10 employees	67%	33%	0%
11 to 50 employees	76%	24%	0%
51 to 250 employees	80%	20%	0%
More than 250 employees	80%	20%	0%

Base: Respondents in target A and B (n=13991)

5.4. Employers

- Most European employees and manual workers only have one employer –

Almost nine out of ten employees and manual workers only work for one employer (87%). Overall 12% have more than one employer: 6% work for two employers, while 6% have more than two employers.



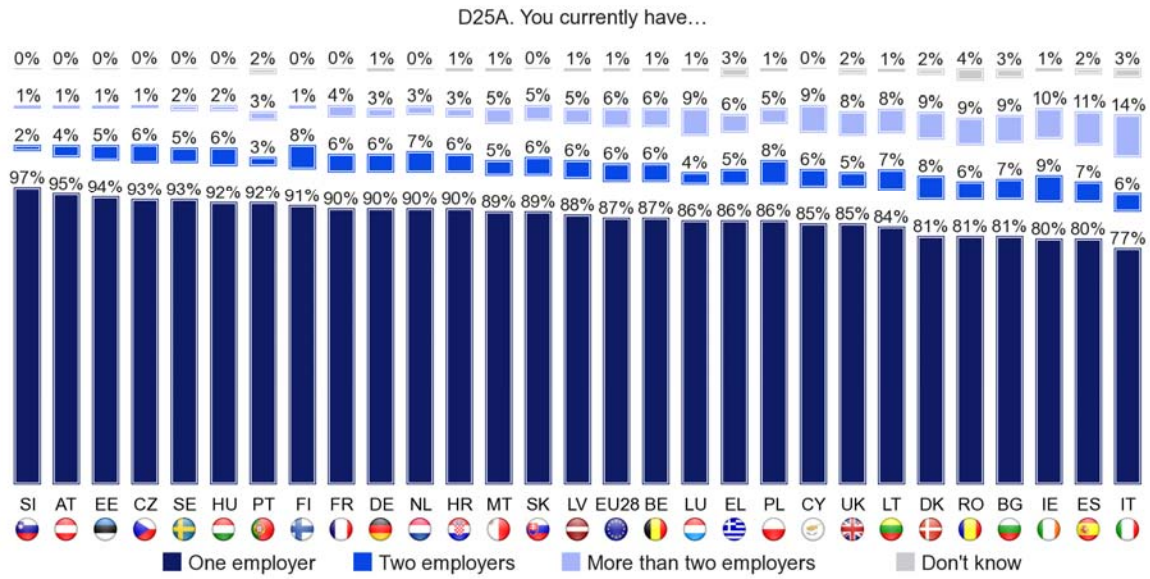
Base: Respondents in target A (n=11727)

The majority of employees and manual workers in each Member State have just one employer. In fact in 12 countries at least nine out of ten have only one employer, and this is particularly the case in Slovenia (97%), Austria (95%) and Estonia (94%). At the other end of the scale 77% of employees and manual workers in Italy have one employer, as do 80% of those in Spain and Ireland.

Overall, employees and manual workers in Italy (20%), Ireland (19%) and Spain (18%) are the most likely in EU28 to have more than one employer, while those in Slovenia (3%) and Austria (5%) are the least likely.

Employees and manual workers in Ireland are the most likely to work for two employers (9%), followed by those in Denmark, Poland and Finland (all 8%). This compares to just 2% of those in Slovenia and 3% in Portugal.

At least one in ten employees and manual workers in Italy (14%), Spain (11%) and Ireland (10%) have more than two employers, compared to just 1% of this group of workers in Finland, The Czech Republic, Estonia, Austria and Slovenia.



Base: Respondents in target A (n=11727)

Socio-demographic analysis shows 15-24 year olds are the most likely to have more than one employer (20% vs. 10%-13%).

D25A You currently have...

	One employer	Two employers	More than two employers	Don't know
EU28	87%	6%	6%	1%
Age				
15-24	79%	11%	9%	1%
25-39	86%	7%	6%	1%
40-54	88%	5%	5%	2%
55+	89%	5%	5%	1%

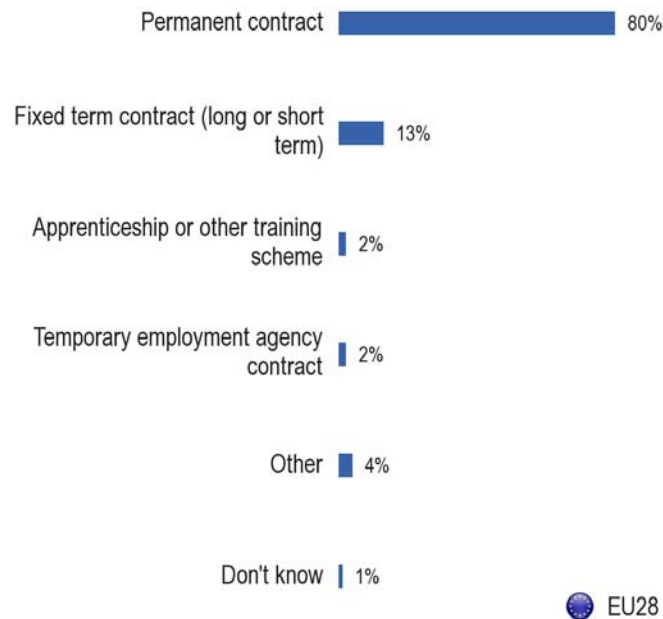
Base: Respondents in target A (n=11727)

5.5. Type of contracts

– Most employees and manual workers have permanent contracts -

Eight out of ten manual workers and employees have permanent contracts (80%). Just over one in ten have a fixed term contract (13%), 2% have an apprenticeship or temporary employment agency contract, while 4% have some other kind of contract.

D26A. What type of contract do you have?



(MULTIPLE ANSWERS)






























Base: Respondents in target A (n= 11 727)

The majority of employees and manual workers in each Member State have permanent contracts. The highest proportions are in Luxembourg (89%), Belgium (88%) and Romania (87%), and the lowest in Portugal (60%) and Poland (65%). At least one in five employees and manual workers in Portugal (25%), Poland (24%) and Finland (20%) have a fixed term contract, compared to just 7% of those in Austria and Belgium.

Ireland has the highest proportion of employees and manual workers on temporary employment agency contracts (7%) followed by the Netherlands (5%). No workers in this group have this kind of contract in Malta, Latvia, Italy or the Czech Republic.

In each Member State few employees or manual workers are on an apprenticeship, with the highest proportions in Portugal, Germany and Austria (all 3%).

D26A What type of contract do you have?

		Permanent contract	Fixed term contract (long or short term)	Apprenticeship or other training scheme	Temporary employment agency contract	Other	Don't know
	EU28	80%	13%	2%	2%	4%	1%
	BE	88%	7%	0%	2%	5%	0%
	BG	85%	9%	0%	1%	3%	1%
	CZ	80%	18%	1%	0%	5%	0%
	DK	83%	8%	2%	1%	4%	2%
	DE	82%	12%	3%	1%	2%	0%
	EE	86%	12%	0%	1%	3%	0%
	IE	71%	13%	2%	7%	7%	2%
	EL	73%	12%	0%	2%	13%	0%
	ES	75%	18%	2%	1%	3%	0%
	FR	84%	10%	1%	1%	5%	0%
	HR	82%	14%	1%	1%	2%	0%
	IT	82%	14%	2%	0%	3%	0%
	CY	71%	12%	0%	2%	12%	5%
	LV	85%	13%	0%	0%	2%	1%
	LT	84%	13%	1%	1%	2%	1%
	LU	89%	9%	0%	2%	1%	0%
	HU	81%	17%	0%	1%	2%	0%
	MT	84%	11%	0%	0%	1%	4%
	NL	76%	17%	1%	5%	3%	1%
	AT	86%	7%	3%	1%	3%	0%
	PL	65%	24%	1%	1%	10%	1%
	PT	60%	25%	3%	1%	8%	4%
	RO	87%	9%	1%	1%	1%	1%
	SI	84%	16%	0%	1%	0%	1%
	SK	76%	19%	0%	3%	2%	1%
	FI	76%	20%	0%	3%	2%	0%
	SE	85%	9%	1%	1%	6%	0%
	UK	83%	8%	2%	4%	4%	1%

(MULTIPLE ANSWERS)

Base: Respondents in target A (n= 11 727)

Socio-demographic analysis shows 15-24 year olds are the most likely to be with a temporary contract (31% vs. 9%-18% of older age groups) - particularly a fixed term contract (24% vs. 8%-17%) or an apprenticeship (15% vs. 0%-1%). They are also the least likely to have a permanent contract (49% vs. 78%-88%).

Respondents that work part time are less likely to be with a permanent contract than those working full time (70% vs. 83%).

Those who think working conditions in their country are good are more likely to have a permanent contract than those who say these conditions are bad (84% vs. 74%). Those who say working conditions are bad are more likely than those who say conditions are good to have a fixed term contract (18% vs. 10%).

D26A What type of contract do you have?

	Permanent contract	Fixed term contract (long or short term)	Temporary employment agency contract	Apprenticeship or other training scheme	Other
EU28	80%	13%	2%	2%	4%
Age					
15-24	49%	24%	6%	15%	7%
25-39	78%	17%	1%	1%	4%
40-54	88%	8%	1%	0%	3%
55+	85%	8%	2%	-	5%
Full/part time					
Part time	70%	17%	3%	2%	7%
Full time	83%	12%	1%	2%	3%
Status of working conditions					
Total 'Good'	84%	10%	2%	2%	3%
Total 'Bad'	74%	18%	2%	2%	5%

(MULTIPLE ANSWERS)

Base: Respondents in target A (n= 11 727)

ANNEXES

TECHNICAL SPECIFICATIONS

FLASH EUROBAROMETER 398

"Working Conditions"

TECHNICAL SPECIFICATIONS

Between the 3rd and the 5th of April 2014, TNS Political & Social, a consortium created between TNS political & social, TNS UK and TNS opinion, carried out the survey FLASH EUROBAROMETER 398 about "Working Conditions".

This survey has been requested by the EUROPEAN COMMISSION, Directorate-General for Employment, Social Affairs and Inclusion. It is a general public survey co-ordinated by the Directorate-General for Communication (DG COMM "Strategy, Corporate Communication Actions and Eurobarometer" Unit). The FLASH EUROBAROMETER 398 covers the population of the respective nationalities of the European Union Member States, resident in each of the 28 Member States and aged 15 years and over. The survey covers the national population of citizens as well as the population of citizens of all the European Union Member States that are residents in these countries and have a sufficient command of the national languages to answer the questionnaire. All interviews were carried using the TNS e-Call center (our centralized CATI system). In every country respondents were called both on fixed lines and mobile phones. The basic sample design applied in all states is multi-stage random (probability). In each household, the respondent was drawn at random following the "last birthday rule".

TNS has developed its own RDD sample generation capabilities based on using contact telephone numbers from responders to random probability or random location face to face surveys, such as Eurobarometer, as seed numbers. The approach works because the seed number identifies a working block of telephone numbers and reduces the volume of numbers generated that will be ineffective. The seed numbers are stratified by NUTS2 region and urbanisation to approximate a geographically representative sample. From each seed number the required sample of numbers are generated by randomly replacing the last two digits. The sample is then screened against business databases in order to exclude as many of these numbers as possible before going into field. This approach is consistent across all countries.

Readers are reminded that survey results are estimations, the accuracy of which, everything being equal, rests upon the sample size and upon the observed percentage. With samples of about 1,000 interviews, the real percentages vary within the following confidence limits:

Statistical Margins due to the sampling process (at the 95% level of confidence)											
<i>various sample sizes are in rows</i>						<i>various observed results are in columns</i>					
	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	
	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%	
N=50	6,0	8,3	9,9	11,1	12,0	12,7	13,2	13,6	13,8	13,9	N=50
N=500	1,9	2,6	3,1	3,5	3,8	4,0	4,2	4,3	4,4	4,4	N=500
N=1000	1,4	1,9	2,2	2,5	2,7	2,8	3,0	3,0	3,1	3,1	N=1000
N=1500	1,1	1,5	1,8	2,0	2,2	2,3	2,4	2,5	2,5	2,5	N=1500
N=2000	1,0	1,3	1,6	1,8	1,9	2,0	2,1	2,1	2,2	2,2	N=2000
N=3000	0,8	1,1	1,3	1,4	1,5	1,6	1,7	1,8	1,8	1,8	N=3000
N=4000	0,7	0,9	1,1	1,2	1,3	1,4	1,5	1,5	1,5	1,5	N=4000
N=5000	0,6	0,8	1,0	1,1	1,2	1,3	1,3	1,4	1,4	1,4	N=5000
N=6000	0,6	0,8	0,9	1,0	1,1	1,2	1,2	1,2	1,3	1,3	N=6000
N=7000	0,5	0,7	0,8	0,9	1,0	1,1	1,1	1,1	1,2	1,2	N=7000
N=7500	0,5	0,7	0,8	0,9	1,0	1,0	1,1	1,1	1,1	1,1	N=7500
N=8000	0,5	0,7	0,8	0,9	0,9	1,0	1,0	1,1	1,1	1,1	N=8000
N=9000	0,5	0,6	0,7	0,8	0,9	0,9	1,0	1,0	1,0	1,0	N=9000
N=10000	0,4	0,6	0,7	0,8	0,8	0,9	0,9	1,0	1,0	1,0	N=10000
N=11000	0,4	0,6	0,7	0,7	0,8	0,9	0,9	0,9	0,9	0,9	N=11000
N=12000	0,4	0,5	0,6	0,7	0,8	0,8	0,9	0,9	0,9	0,9	N=12000
N=13000	0,4	0,5	0,6	0,7	0,7	0,8	0,8	0,8	0,9	0,9	N=13000
N=14000	0,4	0,5	0,6	0,7	0,7	0,8	0,8	0,8	0,8	0,8	N=14000
N=15000	0,3	0,5	0,6	0,6	0,7	0,7	0,8	0,8	0,8	0,8	N=15000
	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	
	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%	

ABBR.	COUNTRIES	INSTITUTES	N° INTERVIEWS	FIELDWORK DATES		POPULATION 15+
BE	Belgium	TNS Dimarso	1.003	3/04/2014	5/04/2014	8.939.546
BG	Bulgaria	TNS BBSS	1.000	3/04/2014	5/04/2014	6.537.510
CZ	Czech Rep.	TNS Aisa s.r.o	1.000	3/04/2014	4/04/2014	9.012.443
DK	Denmark	TNS Gallup A/S	1.009	3/04/2014	5/04/2014	4.561.264
DE	Germany	TNS Infratest	1.000	3/04/2014	4/04/2014	64.336.389
EE	Estonia	TNS Emor	1.000	3/04/2014	4/04/2014	945.733
IE	Ireland	IMS Millward Brown	1.000	3/04/2014	5/04/2014	3.522.000
EL	Greece	TNS ICAP	1.001	3/04/2014	5/04/2014	8.693.566
ES	Spain	TNS Demoscopia S.A	1.001	3/04/2014	4/04/2014	39.127.930
FR	France	TNS Sofres	1.005	3/04/2014	5/04/2014	47.756.439
HR	Croatia	HENDAL	1.002	3/04/2014	5/04/2014	3.749.400
IT	Italy	TNS ITALIA	1.000	3/04/2014	4/04/2014	51.862.391
CY	Rep. of Cyprus	CYMAR	500	3/04/2014	4/04/2014	660.400
LV	Latvia	TNS Latvia	1.000	3/04/2014	5/04/2014	1.447.866
LT	Lithuania	TNS LT	1.000	3/04/2014	4/04/2014	2.829.740
LU	Luxembourg	TNS Dimarso	502	3/04/2014	5/04/2014	434.878
HU	Hungary	TNS Hoffmann Kft	1.010	3/04/2014	4/04/2014	8.320.614
MT	Malta	MISCO International Ltd	502	3/04/2014	5/04/2014	335.476
NL	Netherlands	TNS NIPO	1.003	3/04/2014	5/04/2014	13.371.980
AT	Austria	TNS Austria	1.001	3/04/2014	5/04/2014	7.009.827
PL	Poland	TNS OBOP	1.000	3/04/2014	5/04/2014	32.413.735
PT	Portugal	TNS EUROTESTE	1.001	3/04/2014	5/04/2014	8.080.915
RO	Romania	TNS CSOP	1.005	3/04/2014	5/04/2014	18.246.731
SI	Slovenia	RM PLUS	1.002	3/04/2014	4/04/2014	1.759.701
SK	Slovakia	TNS AISA Slovakia	1.016	3/04/2014	5/04/2014	4.549.956
FI	Finland	TNS Gallup Oy	1.008	3/04/2014	5/04/2014	4.440.004
SE	Sweden	TNS SIFO	1.000	3/04/2014	4/04/2014	7.791.240
UK	United Kingdom	TNS UK	1.000	3/04/2014	5/04/2014	51.848.010
TOTAL EU28			26.571	3/04/2014	5/04/2014	412.585.684

QUESTIONNAIRE

ASK D21CDE IF CODE 2, 3 OR 4 IN D5e (STUDENT, RETIRED OR SEEKING FOR A JOB)

D21CDE Have you worked in the past 5 years?

(READ OUT – ONE ANSWER ONLY)

Yes, for less than 6 months	1
Yes, for 6 months or more	2
No	3
DK/NA (DO NOT READ OUT)	4

NEW

D21CDE: IF CODE 1, 3 OR 4 (DK/NA) GO TO Q1

ASK D22DE IF CODE 2 IN D21CDE (IF HAVE WORKED 6 MONTHS OR MORE IN THE PAST 5 YEARS)

D22DE Are you currently working?

(READ OUT – ONE ANSWER ONLY)

Yes, and you are an employee	1
Yes, and you have your own company or you are self-employed	2
No	3
DK/NA (DO NOT READ OUT)	4

NEW

CREATE TARGETS A, B, C, D AND E SUCH AS:
 Target A : D5a= 2,3 OR D22DE=1 (EMPLOYEE, MANUAL WORKER, STUDENT WORKING, RETIRED WORKING, SEEKING FOR A JOB WORKING (NOT SELF-EMPLOYED))
 Target B: D5a= 1 OR D22DE=2 (SELF-EMPLOYED, SELF-EMPLOYED STUDENT, SELF-EMPLOYED RETIRED, SELF-EMPLOYED SEEKING FOR A JOB)
 Target C : D5e=4 AND D22DE=3,4 (SEEKING FOR A JOB WITH EXPERIENCE OF WORK)
 Target D : D5e=2 AND D22DE=3,4 (STUDENT WITH EXPERIENCE OF WORK)
 Target E : D5e=3 AND D22DE=3,4 (RETIRED WITH EXPERIENCE OF WORK)

ASK D23A TO TARGET A (IF CODE 2 OR 3 IN D5a OR CODE 1 IN D22DE)

D23A How many employees are there in the company you work for?

(READ OUT – ONE ANSWER ONLY)

One employee	1
2 to 10 employees	2
11 to 50 employees	3
51 to 250 employees	4
More than 250 employees	5
DK/NA (DO NOT READ OUT)	6

NEW

ASK D23CDE TO TARGETS C, D, E (IF CODE 2, 3, OR 4 IN D5e AND CODE 3 OR 4 IN D22DE)

D23CDE How many employees were there in the company you worked for during your last experience of work?

(READ OUT – ONE ANSWER ONLY)

One employee	1
2 to 10 employees	2
11 to 50 employees	3
51 to 250 employees	4
More than 250 employees	5
DK/NA (DO NOT READ OUT)	6

NEW

ASK D24AB TO TARGET A AND B (IF CODE 1, 2 OR 3 IN D5a OR CODE 1, 2 IN D22DE)

D24AB You work...

(READ OUT – ONE ANSWER ONLY)

Part time	1
Full time	2
DK/NA (DO NOT READ OUT)	3

NEW

ASK D24CDE TO TARGETS C, D, E (IF CODE 2, 3, OR 4 IN D5e AND CODE 3 OR 4 IN D22DE)

D24CDE During your last experience of work, you worked...

(READ OUT – ONE ANSWER ONLY)

Part time	1
Full time	2
DK/NA (DO NOT READ OUT)	3

NEW

ASK D25A AND D26A TO TARGET A (IF CODE 2 OR 3 IN D5a OR CODE 1 IN D22DE)

D25A You currently have...

(READ OUT – ONE ANSWER ONLY)

One employer	1
Two employers	2
More than two employers	3
DK/NA (DO NOT READ OUT)	4

NEW

D26A: ITEM 6 SINGLE

D26A What type of contract do you have?

(READ OUT – MULTIPLE ANSWERS POSSIBLE)

Permanent contract	1,
Fixed term contract (long or short term)	2,
Temporary employment agency contract	3,
Apprenticeship or other training scheme	4,
Other	5,
DK/NA (DO NOT READ OUT)	6,

NEW

ASK D26CDE TO TARGETS C, D, E (IF CODE 2, 3, OR 4 IN D5e AND CODE 3 OR 4 IN D22DE)

D26CDE: ITEM 7 SINGLE

D26CDE During your last experience of work, what type of contracts did you have?

(READ OUT – MULTIPLE ANSWERS POSSIBLE)

Permanent contract	1,
Fixed term contract (long or short term)	2,
Temporary employment agency contract	3,
Apprenticeship or other training scheme	4,
You had your own company or were self employed	5,
Other	6,
DK/NA (DO NOT READ OUT)	7,

NEW

ASK ALL

Q1 Working conditions are defined as working time, work organisation, health and safety at work, employee representation and relation with the employer. From your own experience and/or from what you know from your friends and relatives who are currently working, what do you think the working conditions are like in (OUR COUNTRY) today?

(READ OUT – ONE ANSWER ONLY)

Very good	1
Fairly good	2
Fairly bad	3
Very bad	4
DK/NA (DO NOT READ OUT)	5

NEW

--

Q2	From your own experience and/or from what you know from your friends and relatives who are currently working, do you think over the last 5 years the working conditions in (OUR COUNTRY) have...
----	--

(READ OUT – ONE ANSWER ONLY)

Improved	1
Stayed the same	2
Deteriorated	3
DK/NA (DO NOT READ OUT)	4

NEW

ASK Q3AB TO TARGET A AND B (IF CODE 1, 2 OR 3 IN D5a OR CODE 1, 2 IN D22DE)

--

Q3AB	Overall, are you satisfied or not with your current working conditions?
------	---

(READ OUT – ONE ANSWER ONLY)

Very satisfied	1
Fairly satisfied	2
Not very satisfied	3
Not at all satisfied	4
DK/NA (DO NOT READ OUT)	5

NEW

ASK Q3CDE TO TARGET C, D AND E (IF CODE 2, 3, OR 4 IN D5e AND CODE 3 OR 4 IN D22DE)

Q3CDE When you think about your last experience of work would you say you were satisfied or not with the working conditions?

(READ OUT – ONE ANSWER ONLY)

Very satisfied	1
Fairly satisfied	2
Not very satisfied	3
Not at all satisfied	4
DK/NA (DO NOT READ OUT)	5

NEW

ASK Q4AB TO TARGET A AND B (IF CODE 1, 2 OR 3 IN D5a OR CODE 1, 2 IN D22DE)

Q4AB Do you think over the last 5 years your working conditions have...

(READ OUT – ONE ANSWER ONLY)

Improved	1
Stayed the same	2
Deteriorated	3
DK/NA (DO NOT READ OUT)	4

NEW

ASK Q5AB TO TARGETS A AND B (IF CODE 1, 2 OR 3 IN D5a OR CODE 1, 2 IN D22DE)

Q5AB: DO NOT ASK ITEM 5 IF TARGET B

Q5AB: ROTATE STATEMENTS 1 TO 7

Q5AB More precisely, how satisfied are you with each of the following aspects in your current job?

(READ OUT - ONE ANSWER ONLY)

		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)
1	Your working hours	1	2	3	4	5
2	Your workload or your pace of work	1	2	3	4	5
3	How interesting your tasks are	1	2	3	4	5
4	The autonomy you have	1	2	3	4	5
5	The way in which your opinion is taken into account when decisions are made about your work	1	2	3	4	5
6	Health and safety at work	1	2	3	4	5
7	Your work-life balance	1	2	3	4	5

NEW

ASK Q5CDE TO TARGETS C, D AND E (IF CODE 2, 3, OR 4 IN D5e AND CODE 3 OR 4 IN D22DE)

Q5CDE: DO NOT ASK ITEM 5 IF D26CDE=5

Q5CDE: ROTATE STATEMENTS 1 TO 7

Q5CDE More precisely, how satisfied were you with each of the following aspects during your last experience of work?

(READ OUT - ONE ANSWER ONLY)

		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)
1	You working hours	1	2	3	4	5
2	Your workload or your pace of work	1	2	3	4	5
3	How interesting your tasks were	1	2	3	4	5
4	The autonomy you had	1	2	3	4	5
5	The way in which your opinion was taken into account when decisions were made about your work	1	2	3	4	5
6	Health and safety at work	1	2	3	4	5
7	Your work-life balance	1	2	3	4	5

NEW

ASK Q6AB TO TARGET A AND B (IF CODE 1, 2 OR 3 IN D5a OR CODE 1, 2 IN D22DE) AND IF CODE 3 OR 4 IN Q5AB_1

Q6AB: ROTATE ITEMS 1 TO 8; ITEMS 5, 6 ALWAYS ROTATE TOGETHER

Q6AB: ITEM 10 SINGLE

Q6AB Which of the following are the main reasons for your dissatisfaction with working hours?

(READ OUT – MAX. 3 ANSWERS)

- | | |
|---|-----|
| Excessive working hours | 1, |
| Not enough working hours | 2, |
| Constrained by shift work (sometimes mornings, sometimes afternoons, sometimes nights) or other forms of irregular working time | 3, |
| Working exclusively or mainly at night | 4, |
| Constrained by standby periods at home | 5, |
| Constrained by on-call periods at the workplace | 6, |
| Unable to influence your work schedule (for example when you start and finish, or annual leave) | 7, |
| Lack of opportunities for flexible working such as telework | 8, |
| Other (DO NOT READ OUT) | 9, |
| DK/NA (DO NOT READ OUT) | 10, |

NEW

ASK Q6CDE TO TARGET C, D, E (IF CODE 2, 3, OR 4 IN D5e AND CODE 3 OR 4 IN D22DE)
AND IF CODE 3 OR 4 IN Q5CDE_1

Q6CDE: ROTATE ITEMS 1 TO 8; ITEMS 5, 6 ALWAYS ROTATE TOGETHER

Q6CDE: ITEM 10 SINGLE

Q6CDE Which of the following were the main reasons for your dissatisfaction with working hours?

(READ OUT – MAX. 3 ANSWERS)

Excessive working hours	1,
Not enough working hours	2,
Constrained by shift work (sometimes mornings, sometimes afternoons, sometimes nights) or other forms of irregular working time	3,
Working exclusively or mainly at night	4,
Constrained by standby periods at home	5,
Constrained by on-call periods at the workplace	6,
Unable to influence your work schedule (for example when you start and finish, or annual leave)	7,
Lack of opportunities for flexible working such as telework	8,
Other (DO NOT READ OUT)	9,
DK/NA (DO NOT READ OUT)	10,

NEW

ASK Q7A AND Q8A TO TARGET A (IF CODE 2 OR 3 IN D5a OR CODE 1 IN D22DE) AND IF CODE 2 IN D24AB AND CODE 1 IN D25A (IF A FULL TIME EMPLOYEE OR MANUAL WORKER AND WITH ONLY ONE EMPLOYER)

Q7A: ROTATE STATEMENTS 1 TO 4

Q7A In practice, at work do you generally benefit from...

(READ OUT – ONE ANSWER ONLY)

		Yes	No	DK/NA (DO NOT READ OUT)
1	At least one break after six hours of work	1	2	3
2	Working days that do not exceed a total of 13 hours	1	2	3
3	At least one day off every week	1	2	3
4	At least four weeks of paid holidays every year	1	2	3

NEW

Q8A: ITEMS 1, 5 AND 6 SINGLE

Q8A In some companies, employees are able to take special leave, to work part time or with flexible hours or to work from home. Does your company or organisation offer any of these options?

(READ OUT – MULTIPLE ANSWERS POSSIBLE)

Yes, and you have used or would use one	1,
Yes, but you don't use any of them because it might have a negative impact on your career	2,
Yes, but you don't use any of them because it might lower your salary	3,
Yes, but you don't use any for other reasons	4,
No, none of these options are offered	5,
DK/NA (DO NOT READ OUT)	6,

NEW

ASK Q9A TO TARGET A (IF CODE 2 OR 3 IN D5a OR CODE 1 IN D22DE)
--

Q9A: ROTATE STATEMENTS 1 TO 6

--

Q9A	Over the past 12 months, have you or not...?
-----	--

(READ OUT – ONE ANSWER ONLY)

		Yes	No	DK/NA (DO NOT READ OUT)
--	--	-----	----	----------------------------------

1	Been consulted about changes in the organisation of work and/or working conditions	1	2	3
2	Discussed work-related problems with you manager	1	2	3
3	Discussed work-related problems with your colleagues	1	2	3
4	Discussed work-related problems with employee representatives	1	2	3
5	Been informed about the situation of your company or organisation regarding its financial situation and its future, including possible restructuring	1	2	3
6	Been consulted on health and safety issues at work by your employer or a health and safety representative	1	2	3

NEW

ASK Q9CDE TARGET C, D AND E (IF CODE 2, 3, OR 4 IN D5e AND CODE 3 OR 4 IN D22DE) AND IF D26CDE IS NOT 5 (NOT SELF-EMPLOYED)

Q9CDE: ROTATE STATEMENTS 1 TO 6

Q9CDE During your last experience of work ...

(READ OUT – ONE ANSWER ONLY)

		Yes	No	DK/NA (DO NOT READ OUT)
1	Were you consulted about changes in the organisation of work and/or working conditions	1	2	3
2	Did you discuss work-related problems with you manager	1	2	3
3	Did you discuss work-related problems with your colleagues	1	2	3
4	Did you discuss work-related problems with employee representatives	1	2	3
5	Were you informed about the situation of your company or organisation regarding its financial situation and its future, including possible restructuring	1	2	3
6	Were you consulted on health and safety issues at work by your employer or a health and safety representative	1	2	3

NEW

ASK Q10A1 TO TARGET A (IF CODE 2 OR 3 IN D5a OR CODE 1 IN D22DE) AND IF CODE 2 IN D26A (TARGET A ON A FIXED TERM CONTRACT)

Q10A1: ROTATE STATEMENTS 1 TO 2

Q10A1 You told me you had a fixed term contract, do you think that, in the organisation you work for...

(READ OUT – ONE ANSWER ONLY)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK/NA (DO NOT READ OUT)
--	--	---------------	---------------	------------------	------------------	----------------------------

1	Your salary is the same as permanent employees who have the same position and tasks as you	1	2	3	4	5
2	Apart from your pay, your working conditions are equivalent to those of permanent employees (in terms of equipment, working hours, workload, trainings, etc.)	1	2	3	4	5

NEW

ASK Q10A2 TO TARGET A (IF CODE 2 OR 3 IN D5a OR CODE 1 IN D22DE) AND IF CODE 3 IN D26A (TARGET A ON A TEMPORARY EMPLOYEMENT AGENCY CONTRACT)

Q10A2: ROTATE STATEMENTS 1 TO 2

Q10A2 You told me you had a temporary agency work contract, do you think that, in the organisation you work for...

(READ OUT – ONE ANSWER ONLY)

		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK/NA (DO NOT READ OUT)
--	--	---------------	---------------	------------------	------------------	-------------------------

1	Your salary is the same as permanent employees who have the same position and tasks as you	1	2	3	4	5
2	Apart from your pay, your working conditions are equivalent to those of permanent employees (in terms of equipment, working hours, workload, trainings, etc.)	1	2	3	4	5

NEW

ASK Q11AB TO TARGET A AND B (IF CODE 1, 2 OR 3 IN D5a OR CODE 1, 2 IN D22DE)

Q11AB: ROTATE ITEEMS 1 TO 8

Q11AB: ITEM 10 SINGLE

Q11AB In your opinion what are the main health and safety risks that you face in your workplace?

(READ OUT – MAX. 3 ANSWERS)

Exposure to violence or harassment	1,
Exposure to stress	2,
Risks of accidents or serious injuries	3,
Lifting, carrying or moving loads on a daily basis	4,
Repetitive movements or tiring or painful positions	5,
Exposure to infectious materials or substances	6,
Exposure to potentially dangerous chemicals	7,
Exposure to noise or vibrations	8,
Other	9,
DK/NA (DO NOT READ OUT)	10,

NEW

ASK Q11CDE TO TARGET C, D AND E (IF CODE 2, 3, OR 4 IN D5e AND CODE 3 OR 4 IN D22DE)

Q11CDE: ROTATE ITEMS 1 TO 8

Q11CDE: ITEM 10 SINGLE

Q11CDE In your opinion what were the main health and safety risks that you faced in your last workplace?

(READ OUT – MAX. 3 ANSWERS)

Exposure to violence or harassment	1,
Exposure to stress	2,
Risks of accidents or serious injuries	3,
Lifting, carrying or moving loads on a daily basis	4,
Repetitive movements or tiring or painful positions	5,
Exposure to infectious materials or substances	6,
Exposure to potentially dangerous chemicals	7,
Exposure to noise or vibrations	8,
Other	9,
DK/NA (DO NOT READ OUT)	10,

NEW

ASK Q12AB TO TARGET A AND B (IF CODE 1, 2 OR 3 IN D5a OR CODE 1, 2 IN D22DE)

Q12AB: ROTATE ITEMS 1 TO 6

Q12AB: ITEMS 8 AND 9 SINGLE

Q12AB In the last twelve months, have you experienced any of the following health problems caused or worsened by your work?

(READ OUT – MULTIPLE ANSWERS POSSIBLE)

- | | |
|--|----|
| Stress, depression or anxiety | 1, |
| Bone, joint or muscle problems | 2, |
| Infectious diseases | 3, |
| Breathing or lung problems | 4, |
| Accident or injuries | 5, |
| Allergies | 6, |
| Another health problem caused by your work | 7, |
| None | 8, |
| DK/NA (DO NOT READ OUT) | 9, |

NEW

ASK Q12CDE TO TARGET C, D AND E (IF CODE 2, 3, OR 4 IN D5e AND CODE 3 OR 4 IN D22DE)

Q12CDE: ROTATE STATEMENTS 1 TO 6

Q12CDE: ITEMS 8 AND 9 SINGLE

Q12CDE During your last experience of work, did you have you any of the following health problems caused or worsened by your work?

(READ OUT – MULTIPLE ANSWERS POSSIBLE)

Stress, depression or anxiety	1,
Bone, joint or muscle problems	2,
Infectious diseases	3,
Breathing or lung problems	4,
Accident or injuries	5,
Allergies	6,
Another health problem caused by your work	7,
None	8,
DK/NA (DO NOT READ OUT)	9,

NEW

ASK Q13A TO TARGET A (IF CODE 2 OR 3 IN D5a OR CODE 1 IN D22DE) AND IF AT LEAST ONE ANSWER FROM 1 TO 7 IN Q12AB

Q13A During the last twelve months, how many days were you on sick leave due to health problems caused or made worse by your work or due to an accident at work?

(READ OUT - ONE ANSWER ONLY)

None	1
1 to 3 days	2
4 to 15 days	3
16 days to 2 months	4
2 to 6 months	5
More than 6 months to 1 year	6
You are currently on sick leave and you are not expected to work again	7
DK/NA (DO NOT READ OUT)	8

NEW

ASK Q14A TO TARGET A (IF CODE 2 OR 3 IN D5a OR CODE 1 IN D22DE)

Q14A: ROTATE STATEMENTS 1 TO 6

--

Q14A	Have the following measures been put in place at your workplace?
------	--

(READ OUT – ONE ANSWER ONLY)

		Yes	No	DK/NA (DO NOT READ OUT)
--	--	-----	----	----------------------------------

1	Information and/or training provided for staff about health and safety at work	1	2	3
2	Measures to prevent health problems or accidents at work (for example control harmful emissions or safety at machines)	1	2	3
3	Measures for employing people with chronic diseases or disabilities	1	2	3
4	Measures to adapt the workplace for older people	1	2	3
5	Measures for people who are returning to work from long term sickness absence	1	2	3
6	Measures to address new and emerging risks (for example caused by nanotechnologies or biotechnologies)	1	2	3






























NEW

TABLES

D23A Combien y-a-t-il de salariés dans l'entreprise dans laquelle vous travaillez ?

D23A How many employees are there in the company you work for?






























D23A Wie viele Mitarbeiter beschäftigt das Unternehmen, bei dem Sie arbeiten?

		Un salarié	2 à 10 salariés	11 à 50 salariés	51 à 250 salariés	Plus de 250 salariés	NSP/SR (NE PAS LIRE)
		One employee	2 to 10 employees	11 to 50 employees	51 to 250 employees	More than 250 employees	DK/NA (DO NOT READ OUT)
		Einen Mitarbeiter	2 bis 10 Mitarbeiter	11 bis 50 Mitarbeiter	51 bis 250 Mitarbeiter	Mehr als 250 Mitarbeiter	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	2	14	22	20	40	2
	BE	2	13	20	19	44	2
	BG	2	19	29	19	26	5
	CZ	2	16	22	21	38	1
	DK	0	15	32	19	31	3
	DE	1	15	18	20	44	2
	EE	1	20	40	21	17	1
	IE	0	19	26	19	34	2
	EL	2	19	34	16	27	2
	ES	3	23	24	12	34	4
	FR	3	13	19	21	44	0
	HR	1	17	22	26	32	2
	IT	2	15	22	20	37	4
	CY	4	30	27	22	17	0
	LV	1	15	36	26	20	2
	LT	0	15	32	24	24	5
	LU	2	10	24	21	41	2
	HU	2	18	30	23	26	1
	MT	1	9	20	30	38	2
	NL	2	5	20	20	52	1
	AT	1	14	22	19	42	2
	PL	1	16	27	24	29	3
	PT	3	21	18	22	33	3
	RO	0	13	30	16	37	4
	SI	0	15	23	25	37	0
	SK	2	13	28	20	34	3
	FI	1	11	20	20	45	3
	SE	0	12	21	15	51	1
	UK	1	9	19	21	48	2

D24AB Vous travaillez...

D24AB You work...






























D24AB Sie arbeiten...

		A temps partiel	A temps plein	NSP/SR (NE PAS LIRE)
		Part time	Full time	DK/NA (DO NOT READ OUT)
		Teilzeit	Vollzeit	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	23	76	1
	BE	26	72	2
	BG	14	85	1
	CZ	14	85	1
	DK	25	74	1
	DE	37	63	0
	EE	13	86	1
	IE	36	63	1
	EL	18	82	0
	ES	22	78	0
	FR	16	84	0
	HR	6	94	0
	IT	20	79	1
	CY	15	85	0
	LV	15	83	2
	LT	15	83	2
	LU	24	76	0
	HU	14	86	0
	MT	14	86	0
	NL	48	52	0
	AT	26	73	1
	PL	13	85	2
	PT	9	90	1
	RO	13	86	1
	SI	7	92	1
	SK	9	88	3
	FI	16	84	0
	SE	25	74	1
	UK	26	74	0

D25A Actuellement, vous avez...

D25A You currently have...






























D25A Zurzeit haben Sie...

		Un employeur	Deux employeurs	Plus de deux employeurs	NSP/SR (NE PAS LIRE)	Plus d'un employeur
		One employer	Two employers	More than two employers	DK/NA (DO NOT READ OUT)	More than one employer
		Einen Arbeitgeber	Zwei Arbeitgeber	Mehr als zwei Arbeitgeber	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Plus d'un employeur
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	87	6	6	1	12
	BE	87	6	6	1	12
	BG	81	7	9	3	16
	CZ	93	6	1	0	7
	DK	81	8	9	2	17
	DE	90	6	3	1	9
	EE	94	5	1	0	6
	IE	80	9	10	1	19
	EL	86	5	6	3	11
	ES	80	7	11	2	18
	FR	90	6	4	0	10
	HR	90	6	3	1	9
	IT	77	6	14	3	20
	CY	85	6	9	0	15
	LV	88	6	5	1	11
	LT	84	7	8	1	15
	LU	86	4	9	1	13
	HU	92	6	2	0	8
	MT	89	5	5	1	10
	NL	90	7	3	0	10
	AT	95	4	1	0	5
	PL	86	8	5	1	13
	PT	92	3	3	2	6
	RO	81	6	9	4	15
	SI	97	2	1	0	3
	SK	89	6	5	0	11
	FI	91	8	1	0	9
	SE	93	5	2	0	7
	UK	85	5	8	2	13

D26A Quel type de contrat avez-vous ? (PLUSIEURS RÉPONSES POSSIBLES)

D26A What type of contract do you have? (MULTIPLE ANSWERS POSSIBLE)






























D26A Was für einen Arbeitsvertrag haben Sie? (MEHRFACHNENNUNGEN MÖGLICH)

		Un contrat à durée indéterminée	Un contrat à durée déterminée (longue durée ou courte durée)	Un contrat via une agence de travail intérimaire	Un contrat d'apprentissage ou d'un autre programme de formation	Autre	NSP/SR (NE PAS LIRE)	Contrat temporaire
		Permanent contract	Fixed term contract (long or short term)	Temporary employment agency contract	Apprenticeship or other training scheme	Other	DK/NA (DO NOT READ OUT)	Temporary contract
		Unbefristeter Vertrag	Befristeter Arbeitsvertrag (kurz- oder langfristig)	Zeitvertrag einer Arbeitsvermittlungsgesellschaft (sogenannte "Leiharbeit")	Lehrvertrag oder eine andere Ausbildungsvereinbarung	Sonstiges	Weiß nicht/Keine Angabe (NICHT VORLESEN)	Contrat temporaire
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	80	13	2	2	4	1	15
	BE	88	7	2	0	5	0	8
	BG	85	9	1	0	3	1	11
	CZ	80	18	0	1	5	0	18
	DK	83	8	1	2	4	2	9
	DE	82	12	1	3	2	0	13
	EE	86	12	1	0	3	0	13
	IE	71	13	7	2	7	2	20
	EL	73	12	2	0	13	0	14
	ES	75	18	1	2	3	0	20
	FR	84	10	1	1	5	0	11
	HR	82	14	1	1	2	0	15
	IT	82	14	0	2	3	0	14
	CY	71	12	2	0	12	5	14
	LV	85	13	0	0	2	1	13
	LT	84	13	1	1	2	1	14
	LU	89	9	2	0	1	0	11
	HU	81	17	1	0	2	0	18
	MT	84	11	0	0	1	4	12
	NL	76	17	5	1	3	1	21
	AT	86	7	1	3	3	0	9
	PL	65	24	1	1	10	1	24
	PT	60	25	1	3	8	4	26
	RO	87	9	1	1	1	1	10
	SI	84	16	1	0	0	1	17
	SK	76	19	3	0	2	1	22
	FI	76	20	3	0	2	0	22
	SE	85	9	1	1	6	0	10
	UK	83	8	4	2	4	1	12

Q1 Les conditions de travail sont définies comme le temps de travail, l'organisation du travail, la santé et la sécurité au travail, la représentation des salariés et la relation des salariés avec leur employeur. D'après votre propre expérience et/ou d'après ce que vous savez de vos amis et des membres de votre famille qui travaillent, comment sont, d'après vous, les conditions de travail dans (NOTRE PAYS) aujourd'hui ?

Q1 Working conditions are defined as working time, work organisation, health and safety at work, employee representation and relation with the employer. From your own experience and/or from what you know from your friends and relatives who are currently working, what do you think the working conditions are like in (OUR COUNTRY) today?






























Q1 Arbeitsbedingungen werden definiert durch Arbeitszeiten, Arbeitsorganisation, Gesundheit und Sicherheit am Arbeitsplatz, Mitarbeitervertretung und das Verhältnis zum Arbeitgeber. Wie sind die Arbeitsbedingungen in (UNSEREM LAND) heutzutage aus Ihrer eigenen Erfahrung und/oder basierend auf Informationen von berufstätigen Freunden und Verwandten?

		Très bonnes	Plutôt bonnes	Plutôt mauvaises	Très mauvaises	NSP/SR (NE PAS LIRE)	Total 'Bonnes'	Total 'Mauvaises'
		Very good	Fairly good	Fairly bad	Very bad	DK/NA (DO NOT READ OUT)	Total 'Good'	Total 'Bad'
		Sehr gut	Ziemlich gut	Ziemlich schlecht	Sehr schlecht	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Gut'	Gesamt 'Nicht gut'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	8	45	28	15	4	53	43
	BE	11	65	15	5	4	76	20
	BG	3	28	42	23	4	31	65
	CZ	4	41	37	14	4	45	51
	DK	28	59	6	2	5	87	8
	DE	10	61	19	4	6	71	23
	EE	4	59	23	3	11	63	26
	IE	15	65	11	6	3	80	17
	EL	2	14	39	43	2	16	82
	ES	6	14	44	32	4	20	76
	FR	5	53	31	8	3	58	39
	HR	5	13	38	41	3	18	79
	IT	3	22	40	33	2	25	73
	CY	14	40	22	18	6	54	40
	LV	3	44	39	8	6	47	47
	LT	2	48	31	10	9	50	41
	LU	21	65	11	1	2	86	12
	HU	3	37	39	17	4	40	56
	MT	7	62	17	4	10	69	21
	NL	17	65	12	4	2	82	16
	AT	16	60	14	5	5	76	19
	PL	2	36	40	17	5	38	57
	PT	2	30	36	25	7	32	61
	RO	3	29	38	26	4	32	64
	SI	5	27	32	34	2	32	66
	SK	7	29	40	21	3	36	61
	FI	16	68	12	1	3	84	13
	SE	16	61	16	3	4	77	19
	UK	17	61	12	6	4	78	18

Q2 D'après votre propre expérience et/ou d'après ce que vous savez de vos amis et des membres de votre famille qui travaillent, pensez-vous qu'au cours des 5 dernières années les conditions de travail dans (NOTRE PAYS)...

Q2 From your own experience and/or from what you know from your friends and relatives who are currently working, do you think over the last 5 years the working conditions in (OUR COUNTRY) have...






























Q2 Meinen Sie aufgrund Ihrer eigenen Erfahrung und/oder basierend auf Informationen von berufstätigen Freunden und Verwandten, dass sich die Arbeitsbedingungen in (UNSEREM LAND) in den vergangenen 5 Jahren ...

		Se sont améliorées	Sont restées les mêmes	Se sont détériorées	NSP/SR (NE PAS LIRE)
		Improved	Stayed the same	Deteriorated	DK/NA (DO NOT READ OUT)
		verbessert haben	gleich geblieben sind	verschlechtert haben	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	12	27	57	4
	BE	15	35	45	5
	BG	14	34	47	5
	CZ	9	34	52	5
	DK	15	38	38	9
	DE	14	34	45	7
	EE	42	35	13	10
	IE	18	30	51	1
	EL	3	8	88	1
	ES	4	9	86	1
	FR	9	27	62	2
	HR	6	17	75	2
	IT	5	9	85	1
	CY	9	15	75	1
	LV	25	43	28	4
	LT	27	38	29	6
	LU	10	38	47	5
	HU	25	29	39	7
	MT	40	35	15	10
	NL	13	30	54	3
	AT	11	33	52	4
	PL	17	32	46	5
	PT	8	12	78	2
	RO	13	29	55	3
	SI	3	11	84	2
	SK	9	33	54	4
	FI	15	39	41	5
	SE	10	34	47	9
	UK	21	35	39	5

Q3AB Dans l'ensemble, êtes-vous satisfait(e) ou non de vos conditions de travail actuelles ?

Q3AB Overall, are you satisfied or not with your current working conditions?






























Q3AB Sind Sie mit Ihren derzeitigen Arbeitsbedingungen insgesamt zufrieden oder nicht?

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)	Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	25	52	17	6	0	77	23
	BE	36	54	7	3	0	90	10
	BG	17	53	22	7	1	70	29
	CZ	20	60	16	4	0	80	20
	DK	55	39	4	2	0	94	6
	DE	28	56	13	2	1	84	15
	EE	26	62	10	2	0	88	12
	IE	33	50	12	4	1	83	16
	EL	8	30	35	27	0	38	62
	ES	14	39	32	14	1	53	46
	FR	20	59	14	7	0	79	21
	HR	22	38	30	10	0	60	40
	IT	15	48	24	12	1	63	36
	CY	25	43	22	9	1	68	31
	LV	16	55	24	4	1	71	28
	LT	17	61	18	3	1	78	21
	LU	33	54	9	4	0	87	13
	HU	20	58	17	5	0	78	22
	MT	28	46	21	5	0	74	26
	NL	39	48	11	2	0	87	13
	AT	47	43	7	3	0	90	10
	PL	12	63	18	6	1	75	24
	PT	13	54	22	10	1	67	32
	RO	13	47	31	9	0	60	40
	SI	30	49	13	8	0	79	21
	SK	21	50	22	6	1	71	28
	FI	31	58	10	1	0	89	11
	SE	43	43	11	3	0	86	14
	UK	36	52	9	3	0	88	12

Q3CDE En pensant à votre dernière expérience professionnelle, diriez-vous que vous étiez satisfait(e) ou non des conditions de travail ?

Q3CDE When you think about your last experience of work would you say you were satisfied or not with the working conditions?






























Q3CDE Wenn Sie an Ihre letzte Beschäftigung denken, würden Sie sagen, dass Sie mit den Arbeitsbedingungen zufrieden waren oder nicht?

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)	Total 'Satisfied'	Total 'Dissatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	27	44	18	11	0	71	29
	BE	28	48	10	14	0	76	24
	BG	17	47	22	14	0	64	36
	CZ	23	48	18	11	0	71	29
	DK	52	36	2	8	2	88	10
	DE	35	37	14	14	0	72	28
	EE	17	64	14	3	2	81	17
	IE	40	45	11	4	0	85	15
	EL	16	50	20	13	1	66	33
	ES	17	38	28	16	1	55	44
	FR	21	62	11	6	0	83	17
	HR	29	33	25	12	1	62	37
	IT	24	40	21	15	0	64	36
	CY	36	34	17	13	0	70	30
	LV	28	50	17	4	1	78	21
	LT	17	49	25	6	3	66	31
	LU	32	49	11	8	0	81	19
	HU	31	50	15	4	0	81	19
	MT	51	38	8	3	0	89	11
	NL	38	40	15	7	0	78	22
	AT	38	46	12	4	0	84	16
	PL	24	49	15	12	0	73	27
	PT	27	51	10	11	1	78	21
	RO	20	44	24	12	0	64	36
	SI	36	44	14	6	0	80	20
	SK	21	40	29	10	0	61	39
	FI	24	63	12	1	0	87	13
	SE	52	28	11	9	0	80	20
	UK	38	30	19	11	2	68	30

Q4AB Pensez-vous qu'au cours des 5 dernières années vos conditions de travail...

Q4AB Do you think over the last 5 years your working conditions have...






























Q4AB Glauben Sie, dass sich Ihre Arbeitsbedingungen in den vergangenen 5 Jahren...

		Se sont améliorées	Sont restées les mêmes	Se sont détériorées	NSP/SR (NE PAS LIRE)
		Improved	Stayed the same	Deteriorated	DK/NA (DO NOT READ OUT)
		verbessert haben	in etwa gleich geblieben sind	verschlechtert haben	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	24	45	30	1
	BE	24	52	22	2
	BG	32	51	16	1
	CZ	25	48	26	1
	DK	24	46	24	6
	DE	26	48	25	1
	EE	41	48	9	2
	IE	22	42	34	2
	EL	11	26	62	1
	ES	15	31	54	0
	FR	16	50	33	1
	HR	20	43	35	2
	IT	24	33	43	0
	CY	17	37	44	2
	LV	37	47	14	2
	LT	33	50	14	3
	LU	21	53	24	2
	HU	32	43	24	1
	MT	27	53	17	3
	NL	24	51	24	1
	AT	24	51	22	3
	PL	30	44	26	0
	PT	20	33	45	2
	RO	23	50	25	2
	SI	14	43	41	2
	SK	30	40	27	3
	FI	25	57	18	0
	SE	31	43	23	3
	UK	28	50	20	2

Q5AB.1 Plus précisément, êtes-vous satisfait(e) ou non de chacun des aspects suivants dans votre travail actuel ?
Votre temps et horaire de travail

Q5AB.1 More precisely, how satisfied are you with each of the following aspects in your current job?
Your working hours






























Q5AB.1 Wie zufrieden sind Sie mit folgenden einzelnen Aspekten Ihrer derzeitigen Tätigkeit?
Ihren Arbeitszeiten

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)	Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	36	44	13	6	1	80	19
	BE	44	46	7	3	0	90	10
	BG	43	41	10	5	1	84	15
	CZ	39	43	12	5	1	82	17
	DK	63	29	7	1	0	92	8
	DE	42	38	15	5	0	80	20
	EE	44	46	8	2	0	90	10
	IE	34	45	15	6	0	79	21
	EL	15	46	21	17	1	61	38
	ES	29	38	20	13	0	67	33
	FR	32	51	12	5	0	83	17
	HR	38	41	13	7	1	79	20
	IT	28	48	16	8	0	76	24
	CY	33	45	15	7	0	78	22
	LV	32	51	14	2	1	83	16
	LT	34	51	10	3	2	85	13
	LU	46	41	7	6	0	87	13
	HU	37	43	15	5	0	80	20
	MT	52	30	11	6	1	82	17
	NL	58	33	7	2	0	91	9
	AT	54	36	7	3	0	90	10
	PL	21	57	15	6	1	78	21
	PT	31	47	12	8	2	78	20
	RO	26	50	14	10	0	76	24
	SI	47	39	8	5	1	86	13
	SK	33	44	18	5	0	77	23
	FI	41	49	9	1	0	90	10
	SE	52	36	9	3	0	88	12
	UK	41	43	11	4	1	84	15

Q5AB.2 Plus précisément, êtes-vous satisfait(e) ou non de chacun des aspects suivants dans votre travail actuel ?
Votre charge de travail ou votre rythme de travail

Q5AB.2 More precisely, how satisfied are you with each of the following aspects in your current job?
Your workload or your pace of work






























Q5AB.2 Wie zufrieden sind Sie mit folgenden einzelnen Aspekten Ihrer derzeitigen Tätigkeit?
Ihr Arbeitspensum oder Ihr Arbeitstempo

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)	Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	23	51	19	6	1	74	25
	BE	24	54	16	6	0	78	22
	BG	21	56	17	5	1	77	22
	CZ	22	54	17	5	2	76	22
	DK	42	44	9	4	1	86	13
	DE	33	51	13	2	1	84	15
	EE	23	56	16	4	1	79	20
	IE	29	49	14	8	0	78	22
	EL	7	41	33	18	1	48	51
	ES	17	41	31	10	1	58	41
	FR	16	55	21	8	0	71	29
	HR	20	44	27	9	0	64	36
	IT	21	46	24	9	0	67	33
	CY	24	45	21	9	1	69	30
	LV	15	60	23	1	1	75	24
	LT	17	58	19	5	1	75	24
	LU	28	54	14	4	0	82	18
	HU	19	55	20	6	0	74	26
	MT	34	48	15	3	0	82	18
	NL	27	52	17	4	0	79	21
	AT	41	48	9	2	0	89	11
	PL	11	55	27	5	2	66	32
	PT	21	54	16	9	0	75	25
	RO	18	58	15	9	0	76	24
	SI	25	51	17	6	1	76	23
	SK	19	46	27	7	1	65	34
	FI	19	57	19	4	1	76	23
	SE	23	54	17	5	1	77	22
	UK	29	51	13	6	1	80	19

Q5AB.3 Plus précisément, êtes-vous satisfait(e) ou non de chacun des aspects suivants dans votre travail actuel ?
L'intérêt de vos tâches

Q5AB.3 More precisely, how satisfied are you with each of the following aspects in your current job?
How interesting your tasks are






























Q5AB.3 Wie zufrieden sind Sie mit folgenden einzelnen Aspekten Ihrer derzeitigen Tätigkeit?
Interessanter Aufgabenbereich

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)	Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	40	47	9	3	1	87	12
	BE	42	52	3	3	0	94	6
	BG	34	48	13	3	2	82	16
	CZ	33	54	10	2	1	87	12
	DK	56	36	6	2	0	92	8
	DE	51	39	8	2	0	90	10
	EE	35	54	6	2	3	89	8
	IE	44	46	8	2	0	90	10
	EL	27	45	17	10	1	72	27
	ES	34	48	14	4	0	82	18
	FR	37	52	8	3	0	89	11
	HR	37	43	17	3	0	80	20
	IT	41	47	8	4	0	88	12
	CY	34	54	9	3	0	88	12
	LV	27	58	13	1	1	85	14
	LT	23	60	13	1	3	83	14
	LU	33	57	6	4	0	90	10
	HU	33	51	12	3	1	84	15
	MT	51	37	9	2	1	88	11
	NL	51	37	8	3	1	88	11
	AT	62	33	4	1	0	95	5
	PL	25	62	10	2	1	87	12
	PT	42	49	5	3	1	91	8
	RO	28	57	13	2	0	85	15
	SI	43	47	8	2	0	90	10
	SK	30	51	15	3	1	81	18
	FI	46	47	6	1	0	93	7
	SE	49	43	6	2	0	92	8
	UK	43	45	8	3	1	88	11

Q5AB.4 Plus précisément, êtes-vous satisfait(e) ou non de chacun des aspects suivants dans votre travail actuel ?
L'autonomie dont vous disposez

Q5AB.4 More precisely, how satisfied are you with each of the following aspects in your current job?
The autonomy you have






























Q5AB.4 Wie zufrieden sind Sie mit folgenden einzelnen Aspekten Ihrer derzeitigen Tätigkeit?
Selbständiges Arbeiten

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)	Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
 EU 28		40	43	11	3	3	83	14
 BE		38	51	6	3	2	89	9
 BG		27	50	14	5	4	77	19
 CZ		39	48	9	3	1	87	12
 DK		68	28	3	1	0	96	4
 DE		57	35	6	1	1	92	7
 EE		41	48	7	1	3	89	8
 IE		36	45	11	4	4	81	15
 EL		16	46	23	13	2	62	36
 ES		29	48	18	4	1	77	22
 FR		42	44	9	4	1	86	13
 HR		42	39	16	3	0	81	19
 IT		34	41	19	5	1	75	24
 CY		33	50	12	3	2	83	15
 LV		20	59	14	1	6	79	15
 LT		34	57	7	1	1	91	8
 LU		37	51	8	4	0	88	12
 HU		35	55	8	2	0	90	10
 MT		32	47	14	4	3	79	18
 NL		65	30	4	1	0	95	5
 AT		50	41	7	1	1	91	8
 PL		36	50	12	1	1	86	13
 PT		30	53	11	5	1	83	16
 RO		23	49	20	5	3	72	25
 SI		47	44	6	3	0	91	9
 SK		27	52	13	3	5	79	16
 FI		54	41	4	1	0	95	5
 SE		62	32	4	1	1	94	5
 UK		31	44	7	3	15	75	10

Q5AB.5 Plus précisément, êtes-vous satisfait(e) ou non de chacun des aspects suivants dans votre travail actuel ?
La manière dont votre avis est pris en compte lorsque des décisions sont prises au sujet de votre travail

Q5AB.5 More precisely, how satisfied are you with each of the following aspects in your current job?
The way in which your opinion is taken into account when decisions are made about your work






























Q5AB.5 Wie zufrieden sind Sie mit folgenden einzelnen Aspekten Ihrer derzeitigen Tätigkeit?
Die Berücksichtigung Ihrer Meinung, wenn Ihre Tätigkeit betreffende Entscheidungen getroffen werden

		Très satisfait(e) Very satisfied Sehr zufrieden	Assez satisfait(e) Fairly satisfied Ziemlich zufrieden	Pas très satisfait(e) Not very satisfied Nicht sehr zufrieden	Pas du tout satisfait(e) Not at all satisfied Überhaupt nicht zufrieden	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Total 'Satisfait(e)' Total 'Satisfied' Gesamt 'Zufrieden'	Total 'Pas satisfait(e)' Total 'Disatisfied' Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	22	48	20	8	2	70	28
	BE	23	47	21	9	0	70	30
	BG	22	51	15	10	2	73	25
	CZ	23	46	21	7	3	69	28
	DK	41	41	12	4	2	82	16
	DE	22	54	17	5	2	76	22
	EE	27	51	15	5	2	78	20
	IE	31	42	16	11	0	73	27
	EL	12	46	31	10	1	58	41
	ES	20	40	26	14	0	60	40
	FR	16	46	23	15	0	62	38
	HR	23	43	23	10	1	66	33
	IT	20	45	21	14	0	65	35
	CY	25	43	21	9	2	68	30
	LV	15	56	23	5	1	71	28
	LT	17	58	18	5	2	75	23
	LU	19	53	18	9	1	72	27
	HU	20	50	22	7	1	70	29
	MT	26	35	27	9	3	61	36
	NL	29	44	21	5	1	73	26
	AT	35	48	13	3	1	83	16
	PL	15	58	20	4	3	73	24
	PT	24	53	16	6	1	77	22
	RO	19	48	22	10	1	67	32
	SI	28	48	15	9	0	76	24
	SK	23	49	20	5	3	72	25
	FI	24	56	17	2	1	80	19
	SE	30	49	14	4	3	79	18
	UK	28	46	18	6	2	74	24

Q5AB.6 Plus précisément, êtes-vous satisfait(e) ou non de chacun des aspects suivants dans votre travail actuel ?
La santé et la sécurité au travail

Q5AB.6 More precisely, how satisfied are you with each of the following aspects in your current job?
Health and safety at work






























Q5AB.6 Wie zufrieden sind Sie mit folgenden einzelnen Aspekten Ihrer derzeitigen Tätigkeit?
Gesundheit und Sicherheit am Arbeitsplatz

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied		Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden		Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	41	44	10	4	1	85	14
	BE	39	53	5	3	0	92	8
	BG	34	47	14	5	0	81	19
	CZ	48	39	7	4	2	87	11
	DK	61	30	7	1	1	91	8
	DE	48	38	10	3	1	86	13
	EE	38	51	7	3	1	89	10
	IE	55	36	5	3	1	91	8
	EL	16	37	25	21	1	53	46
	ES	30	48	15	7	0	78	22
	FR	31	49	14	6	0	80	20
	HR	35	44	14	5	2	79	19
	IT	38	48	8	6	0	86	14
	CY	37	44	10	8	1	81	18
	LV	23	51	19	6	1	74	25
	LT	29	57	11	2	1	86	13
	LU	40	47	7	6	0	87	13
	HU	40	45	9	4	2	85	13
	MT	43	38	10	8	1	81	18
	NL	48	44	7	1	0	92	8
	AT	59	33	7	1	0	92	8
	PL	31	54	11	3	1	85	14
	PT	30	52	12	4	2	82	16
	RO	30	49	18	3	0	79	21
	SI	41	43	10	5	1	84	15
	SK	39	48	9	3	1	87	12
	FI	42	48	8	1	1	90	9
	SE	36	46	14	3	1	82	17
	UK	59	33	5	1	2	92	6

Q5AB.7 Plus précisément, êtes-vous satisfait(e) ou non de chacun des aspects suivants dans votre travail actuel ?
L'équilibre entre votre travail et votre vie personnelle

Q5AB.7 More precisely, how satisfied are you with each of the following aspects in your current job?
Your work-life balance

Q5AB.7 Wie zufrieden sind Sie mit folgenden einzelnen Aspekten Ihrer derzeitigen Tätigkeit?
Das ausgewogene Verhältnis Ihres Berufs- und Privatlebens

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied		Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden		Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	27	47	19	6	1	74	25
	BE	34	52	9	5	0	86	14
	BG	23	50	20	6	1	73	26
	CZ	23	50	21	5	1	73	26
	DK	53	36	9	1	1	89	10
	DE	31	45	19	5	0	76	24
	EE	28	49	16	6	1	77	22
	IE	32	46	14	7	1	78	21
	EL	8	38	36	18	0	46	54
	ES	26	37	26	11	0	63	37
	FR	25	51	18	6	0	76	24
	HR	22	44	27	6	1	66	33
	IT	22	48	22	8	0	70	30
	CY	26	48	19	6	1	74	25
	LV	16	52	27	4	1	68	31
	LT	19	59	16	5	1	78	21
	LU	30	55	9	6	0	85	15
	HU	21	51	22	6	0	72	28
	MT	35	42	15	7	1	77	22
	NL	41	47	11	1	0	88	12
	AT	39	42	15	3	1	81	18
	PL	14	56	22	7	1	70	29
	PT	23	48	20	8	1	71	28
	RO	17	54	24	4	1	71	28
	SI	34	43	16	6	1	77	22
	SK	22	50	21	5	2	72	26
	FI	33	51	13	2	1	84	15
	SE	37	47	13	2	1	84	15
	UK	32	45	16	6	1	77	22

Q5CDE.1 Plus précisément, étiez-vous satisfait(e) ou non de chacun des aspects suivants durant votre dernière expérience professionnelle ?






























Votre temps et horaire de travail

Q5CDE.1 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

You working hours

Q5CDE.1 Wie zufrieden waren Sie mit folgenden einzelnen Aspekten Ihrer letzten Beschäftigung?

Ihre Arbeitszeiten

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)	Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	38	42	12	7	1	80	19
	BE	43	37	6	8	6	80	14
	BG	30	46	13	11	0	76	24
	CZ	39	38	16	7	0	77	23
	DK	69	22	8	1	0	91	9
	DE	51	33	4	11	1	84	15
	EE	30	48	15	7	0	78	22
	IE	42	35	14	9	0	77	23
	EL	27	45	18	9	1	72	27
	ES	25	41	15	18	1	66	33
	FR	31	52	12	5	0	83	17
	HR	31	37	16	15	1	68	31
	IT	43	46	6	5	0	89	11
	CY	48	39	6	7	0	87	13
	LV	44	38	11	7	0	82	18
	LT	30	40	16	13	1	70	29
	LU	45	49	3	0	3	94	3
	HU	36	46	10	5	3	82	15
	MT	64	17	19	0	0	81	19
	NL	58	31	8	1	2	89	9
	AT	52	35	7	6	0	87	13
	PL	22	55	15	5	3	77	20
	PT	37	41	15	6	1	78	21
	RO	31	39	21	7	2	70	28
	SI	55	32	7	6	0	87	13
	SK	32	37	21	10	0	69	31
	FI	42	50	6	2	0	92	8
	SE	57	28	8	5	2	85	13
	UK	46	36	14	3	1	82	17

Q5CDE.2 Plus précisément, étiez-vous satisfait(e) ou non de chacun des aspects suivants durant votre dernière expérience professionnelle ?






























Votre charge de travail ou votre rythme de travail

Q5CDE.2 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

Your workload or your pace of work

Q5CDE.2 Wie zufrieden waren Sie mit folgenden einzelnen Aspekten Ihrer letzten Beschäftigung?

Ihr Arbeitspensum oder Ihr Arbeitstempo

		Très satisfait(e) Very satisfied Sehr zufrieden	Assez satisfait(e) Fairly satisfied Ziemlich zufrieden	Pas très satisfait(e) Not very satisfied Nicht sehr zufrieden	Pas du tout satisfait(e) Not at all satisfied Überhaupt nicht zufrieden	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Total 'Satisfait(e)' Total 'Satisfied' Gesamt 'Zufrieden'	Total 'Pas satisfait(e)' Total 'Disatisfied' Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
 EU 28		30	45	16	8	1	75	24
 BE		32	49	11	8	0	81	19
 BG		15	58	16	11	0	73	27
 CZ		26	52	14	6	2	78	20
 DK		51	34	10	4	1	85	14
 DE		47	30	12	9	2	77	21
 EE		25	56	12	7	0	81	19
 IE		29	49	12	9	1	78	21
 EL		8	47	30	15	0	55	45
 ES		26	40	17	14	3	66	31
 FR		23	47	20	10	0	70	30
 HR		23	42	20	13	2	65	33
 IT		28	53	11	8	0	81	19
 CY		32	45	11	10	2	77	21
 LV		23	55	18	1	3	78	19
 LT		17	46	22	13	2	63	35
 LU		40	46	11	3	0	86	14
 HU		25	52	12	8	3	77	20
 MT		46	48	6	0	0	94	6
 NL		22	50	23	4	1	72	27
 AT		47	45	5	2	1	92	7
 PL		18	50	22	7	3	68	29
 PT		36	50	10	4	0	86	14
 RO		35	44	15	6	0	79	21
 SI		27	51	12	10	0	78	22
 SK		21	44	25	10	0	65	35
 FI		26	52	17	5	0	78	22
 SE		48	31	15	5	1	79	20
 UK		39	39	16	5	1	78	21

Q5CDE.3 Plus précisément, étiez-vous satisfait(e) ou non de chacun des aspects suivants durant votre dernière expérience professionnelle ?






























L'intérêt de vos tâches

Q5CDE.3 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

How interesting your tasks were

Q5CDE.3 Wie zufrieden waren Sie mit folgenden einzelnen Aspekten Ihrer letzten Beschäftigung?

Interessanter Aufgabenbereich

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied		Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden		Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	39	43	11	6	1	82	17
	BE	47	30	14	5	4	77	19
	BG	25	42	21	9	3	67	30
	CZ	28	52	16	3	1	80	19
	DK	54	41	3	1	1	95	4
	DE	51	22	15	10	2	73	25
	EE	33	48	19	0	0	81	19
	IE	43	42	12	3	0	85	15
	EL	27	52	17	4	0	79	21
	ES	36	47	14	3	0	83	17
	FR	35	53	7	5	0	88	12
	HR	38	39	16	4	3	77	20
	IT	45	35	11	9	0	80	20
	CY	51	31	14	4	0	82	18
	LV	30	58	8	1	3	88	9
	LT	20	63	13	2	2	83	15
	LU	54	36	9	1	0	90	10
	HU	30	53	11	6	0	83	17
	MT	65	26	9	0	0	91	9
	NL	51	28	19	2	0	79	21
	AT	50	38	9	3	0	88	12
	PL	20	69	8	3	0	89	11
	PT	53	37	7	3	0	90	10
	RO	28	50	13	7	2	78	20
	SI	48	44	4	4	0	92	8
	SK	31	50	14	4	1	81	18
	FI	40	49	7	4	0	89	11
	SE	43	35	15	6	1	78	21
	UK	47	33	8	12	0	80	20

Q5CDE.4 Plus précisément, étiez-vous satisfait(e) ou non de chacun des aspects suivants durant votre dernière expérience professionnelle ?






























L'autonomie dont vous disposez

Q5CDE.4 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

The autonomy you had

Q5CDE.4 Wie zufrieden waren Sie mit folgenden einzelnen Aspekten Ihrer letzten Beschäftigung?

Selbständiges Arbeiten

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)	Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	38	41	10	7	4	79	17
	BE	34	53	7	6	0	87	13
	BG	21	46	18	12	3	67	30
	CZ	38	49	10	1	2	87	11
	DK	59	36	2	1	2	95	3
	DE	61	27	7	4	1	88	11
	EE	39	51	8	1	1	90	9
	IE	38	37	10	6	9	75	16
	EL	28	38	25	8	1	66	33
	ES	27	40	15	15	3	67	30
	FR	36	49	8	6	1	85	14
	HR	37	45	13	4	1	82	17
	IT	40	40	10	8	2	80	18
	CY	39	37	20	4	0	76	24
	LV	24	53	13	0	10	77	13
	LT	26	54	9	7	4	80	16
	LU	44	38	12	5	1	82	17
	HU	42	41	9	6	2	83	15
	MT	55	32	0	13	0	87	13
	NL	63	24	6	6	1	87	12
	AT	38	40	17	4	1	78	21
	PL	37	53	5	4	1	90	9
	PT	41	43	10	5	1	84	15
	RO	30	41	16	10	3	71	26
	SI	53	33	10	4	0	86	14
	SK	22	56	16	4	2	78	20
	FI	46	47	6	1	0	93	7
	SE	56	31	10	2	1	87	12
	UK	27	34	12	8	19	61	20

Q5CDE.5 Plus précisément, étiez-vous satisfait(e) ou non de chacun des aspects suivants durant votre dernière expérience professionnelle ?






























La manière dont votre avis était pris en compte lorsque des décisions étaient prises au sujet de votre travail

Q5CDE.5 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

The way in which your opinion was taken into account when decisions were made about your work

Q5CDE.5 Wie zufrieden waren Sie mit folgenden einzelnen Aspekten Ihrer letzten Beschäftigung?

Die Berücksichtigung Ihrer Meinung, wenn Ihre Tätigkeit betreffende Entscheidungen getroffen wurden

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied		Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden		Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	25	42	18	13	2	67	31
	BE	20	41	26	7	6	61	33
	BG	25	34	24	16	1	59	40
	CZ	20	45	19	14	2	65	33
	DK	45	37	8	8	2	82	16
	DE	28	44	14	12	2	72	26
	EE	26	47	16	10	1	73	26
	IE	29	43	10	16	2	72	26
	EL	24	38	23	13	2	62	36
	ES	13	41	24	21	1	54	45
	FR	21	41	23	14	1	62	37
	HR	23	41	20	13	3	64	33
	IT	24	50	18	6	2	74	24
	CY	28	31	28	13	0	59	41
	LV	23	47	20	7	3	70	27
	LT	8	52	26	12	2	60	38
	LU	38	42	15	5	0	80	20
	HU	25	50	10	15	0	75	25
	MT	43	12	25	11	9	55	36
	NL	27	30	23	12	8	57	35
	AT	25	43	26	5	1	68	31
	PL	18	50	21	5	6	68	26
	PT	26	48	15	11	0	74	26
	RO	31	43	14	12	0	74	26
	SI	23	47	15	11	4	70	26
	SK	20	43	26	10	1	63	36
	FI	24	55	16	4	1	79	20
	SE	38	41	6	12	3	79	18
	UK	44	25	10	20	1	69	30

Q5CDE.6 Plus précisément, étiez-vous satisfait(e) ou non de chacun des aspects suivants durant votre dernière expérience professionnelle ?






























La santé et la sécurité au travail

Q5CDE.6 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

Health and safety at work

Q5CDE.6 Wie zufrieden waren Sie mit folgenden einzelnen Aspekten Ihrer letzten Beschäftigung?

Gesundheit und Sicherheit am Arbeitsplatz

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied		Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden		Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	38	41	12	8	1	79	20
	BE	40	45	8	7	0	85	15
	BG	25	50	13	11	1	75	24
	CZ	38	44	10	7	1	82	17
	DK	64	27	4	2	3	91	6
	DE	45	31	19	4	1	76	23
	EE	33	41	21	3	2	74	24
	IE	64	30	6	0	0	94	6
	EL	28	37	16	19	0	65	35
	ES	29	37	18	16	0	66	34
	FR	31	55	6	8	0	86	14
	HR	35	31	19	13	2	66	32
	IT	35	46	9	10	0	81	19
	CY	56	36	4	4	0	92	8
	LV	22	51	20	4	3	73	24
	LT	33	44	14	4	5	77	18
	LU	42	41	8	9	0	83	17
	HU	39	43	13	5	0	82	18
	MT	28	42	30	0	0	70	30
	NL	39	42	18	1	0	81	19
	AT	51	37	8	3	1	88	11
	PL	29	43	13	12	3	72	25
	PT	46	38	6	8	2	84	14
	RO	33	41	15	8	3	74	23
	SI	47	41	7	5	0	88	12
	SK	36	42	18	4	0	78	22
	FI	45	43	7	5	0	88	12
	SE	47	36	7	7	3	83	14
	UK	53	35	7	3	2	88	10

Q5CDE.7 Plus précisément, étiez-vous satisfait(e) ou non de chacun des aspects suivants durant votre dernière expérience professionnelle ?






























L'équilibre entre votre travail et votre vie personnelle

Q5CDE.7 More precisely, how satisfied were you with each of the following aspects during your last experience of work?

Your work-life balance

Q5CDE.7 Wie zufrieden waren Sie mit folgenden einzelnen Aspekten Ihrer letzten Beschäftigung?






























Das ausgewogene Verhältnis Ihres Berufs- und Privatlebens

		Très satisfait(e)	Assez satisfait(e)	Pas très satisfait(e)	Pas du tout satisfait(e)	NSP/SR (NE PAS LIRE)	Total 'Satisfait(e)'	Total 'Pas satisfait(e)'
		Very satisfied	Fairly satisfied	Not very satisfied	Not at all satisfied	DK/NA (DO NOT READ OUT)	Total 'Satisfied'	Total 'Disatisfied'
		Sehr zufrieden	Ziemlich zufrieden	Nicht sehr zufrieden	Überhaupt nicht zufrieden	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Zufrieden'	Gesamt 'Nicht zufrieden'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	28	46	16	8	2	74	24
	BE	35	46	7	7	5	81	14
	BG	20	44	23	8	5	64	31
	CZ	26	50	15	8	1	76	23
	DK	59	31	4	4	2	90	8
	DE	21	45	22	9	3	66	31
	EE	30	45	15	10	0	75	25
	IE	30	47	12	11	0	77	23
	EL	19	40	29	12	0	59	41
	ES	25	39	20	15	1	64	35
	FR	28	50	18	4	0	78	22
	HR	23	42	27	7	1	65	34
	IT	32	42	15	11	0	74	26
	CY	24	49	18	9	0	73	27
	LV	19	60	14	7	0	79	21
	LT	14	55	22	7	2	69	29
	LU	33	55	9	3	0	88	12
	HU	29	50	8	13	0	79	21
	MT	23	42	25	6	4	65	31
	NL	47	40	9	4	0	87	13
	AT	38	46	14	2	0	84	16
	PL	16	58	16	3	7	74	19
	PT	33	48	11	6	2	81	17
	RO	24	56	11	8	1	80	19
	SI	31	42	16	9	2	73	25
	SK	27	36	24	9	4	63	33
	FI	33	55	10	1	1	88	11
	SE	55	34	8	1	2	89	9
	UK	33	44	14	8	1	77	22

Q6T Quelles sont les principales raisons de votre insatisfaction relative à votre temps et horaire de travail? (MAX. 3 RÉPONSES)

Q6T - Which of the following are the main reasons for your dissatisfaction with working hours? (MAX. 3 ANSWERS)






























Q6T - Aus welchen der folgenden Gründe sind Sie hauptsächlich unzufrieden mit Ihren Arbeitszeiten? (MAX. 3 NENNUNGEN)

		Des heures de travail excessives	Pas assez d'heures de travail	Des contraintes dues au travail posté (parfois le matin, parfois l'après-midi, parfois la nuit) ou à d'autres formes d'horaires irréguliers	Un travail essentiellement ou principalement de nuit	Des contraintes dues à des périodes d'astreinte à la maison
		Excessive working hours	Not enough working hours	Constrained by shift work (sometimes mornings, sometimes afternoons, sometimes nights) or other forms of irregular working time	Working exclusively or mainly at night	Constrained by standby periods at home
		Zu lange Arbeitszeiten	Zu kurze Arbeitszeiten	Obligatorische Schichtarbeit (manchmal morgens, manchmal nachmittags, manchmal nachts) oder andere Arten unregelmäßiger Arbeitszeiten	Nur oder vor allem Nachtarbeit	Obligatorischer Bereitschaftsdienst von zu Hause aus
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	48	8	28	8	10
	BE	51	7	35	14	8
	BG	48	3	23	12	11
	CZ	53	4	26	12	14
	DK	44	9	14	8	5
	DE	51	5	32	9	12
	EE	53	3	28	5	5
	IE	33	34	22	16	3
	EL	51	10	24	3	7
	ES	46	12	34	5	9
	FR	46	6	27	10	11
	HR	48	2	40	7	6
	IT	47	11	32	6	12
	CY	51	8	24	5	20
	LV	43	2	36	9	8
	LT	54	7	22	9	2
	LU	29	2	43	9	4
	HU	46	11	19	5	11
	MT	41	7	21	8	7
	NL	45	13	35	6	14
	AT	60	4	32	7	9
	PL	52	4	23	6	12
	PT	66	1	30	11	1
	RO	46	5	15	9	5
	SI	37	4	26	6	0
	SK	42	9	17	9	10
	FI	47	11	44	6	8
	SE	31	14	32	6	2
	UK	49	13	27	7	7

Q6T Quelles sont les principales raisons de votre insatisfaction relative à votre temps et horaire de travail? (MAX. 3 RÉPONSES)

Q6T - Which of the following are the main reasons for your dissatisfaction with working hours? (MAX. 3 ANSWERS)

Q6T - Aus welchen der folgenden Gründe sind Sie hauptsächlich unzufrieden mit Ihren Arbeitszeiten? (MAX. 3

		Des contraintes dues à des périodes de permanence sur le lieu de travail	L'impossibilité d'influencer les horaires ou l'organisation de votre travail (c. à d. quand vous commencez et finissez, ou les congés annuels)	Le manque de possibilités de travailler de manière flexible, par exemple en télétravail	Autre (NE PAS LIRE)	NSP/SR (NE PAS LIRE)
		Constrained by on-call periods at the workplace	Unable to influence your work schedule (for example when you start and finish, or annual leave)	Lack of opportunities for flexible working such as telework	Other (DO NOT READ OUT)	DK/NA (DO NOT READ OUT)
		Obligatorischer Bereitschaftsdienst am Arbeitsplatz	Kein Einfluss auf den Arbeitszeitplan (z. B. Arbeitsbeginn, Arbeitsende, Jahresurlaub)	Fehlende Möglichkeiten für flexible Lösungen wie z. B. Heimarbeit	Andere (NICHT VORLESEN)	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	9	28	13	7	2
	BE	20	50	14	2	0
	BG	9	28	10	8	4
	CZ	13	34	17	5	4
	DK	2	17	15	14	8
	DE	9	39	27	3	2
	EE	4	32	11	10	4
	IE	7	22	17	5	3
	EL	4	31	2	3	2
	ES	9	22	10	13	2
	FR	14	36	9	10	1
	HR	9	42	13	10	4
	IT	9	15	11	3	2
	CY	5	27	9	10	5
	LV	4	37	8	11	6
	LT	4	22	8	11	3
	LU	11	41	24	5	0
	HU	2	25	13	12	1
	MT	12	24	20	7	0
	NL	13	32	16	13	0
	AT	7	32	18	7	2
	PL	8	24	8	6	0
	PT	10	17	5	6	0
	RO	1	23	7	9	6
	SI	6	35	16	9	7
	SK	7	28	11	7	2
	FI	8	38	13	3	4
	SE	9	45	21	7	0
	UK	7	21	14	9	5

Q7A.1 En pratique, au travail, bénéficiez-vous généralement...






























D'au moins une pause après six heures de travail

Q7A.1 In practice, at work do you generally benefit from...

At least one break after six hours of work

Q7A.1 Profitieren Sie an Ihrem Arbeitsplatz konkret von...






























mindestens einer Pause nach sechs Stunden Arbeitszeit

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	88	11	1
	BE	88	12	0
	BG	87	12	1
	CZ	95	5	0
	DK	89	10	1
	DE	88	12	0
	EE	96	4	0
	IE	92	8	0
	EL	73	27	0
	ES	88	12	0
	FR	88	12	0
	HR	84	14	2
	IT	89	11	0
	CY	85	15	0
	LV	93	7	0
	LT	89	10	1
	LU	85	15	0
	HU	84	15	1
	MT	87	12	1
	NL	92	6	2
	AT	92	7	1
	PL	82	14	4
	PT	88	11	1
	RO	80	19	1
	SI	92	7	1
	SK	93	7	0
	FI	93	6	1
	SE	94	6	0
	UK	92	8	0

Q7A.2 En pratique, au travail, bénéficiez-vous généralement...
De journées de travail qui n'excèdent pas un total de 13 heures

Q7A.2 In practice, at work do you generally benefit from...
Working days that do not exceed a total of 13 hours

Q7A.2 Profitieren Sie an Ihrem Arbeitsplatz konkret von...
Arbeitstagen, die insgesamt nicht länger als 13 Stunden dauern

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	75	24	1
	BE	72	27	1
	BG	62	36	2
	CZ	81	18	1
	DK	75	25	0
	DE	80	20	0
	EE	90	10	0
	IE	77	22	1
	EL	48	48	4
	ES	73	26	1
	FR	82	18	0
	HR	59	36	5
	IT	84	16	0
	CY	71	28	1
	LV	79	20	1
	LT	70	28	2
	LU	67	33	0
	HU	72	28	0
	MT	72	28	0
	NL	72	26	2
	AT	83	17	0
	PL	58	40	2
	PT	76	23	1
	RO	75	23	2
	SI	54	43	3
	SK	45	49	6
	FI	81	18	1
	SE	83	16	1
	UK	78	19	3

Q7A.3 En pratique, au travail, bénéficiez-vous généralement...






























D'au moins un jour de congé par semaine

Q7A.3 In practice, at work do you generally benefit from...

At least one day off every week

Q7A.3 Profitieren Sie an Ihrem Arbeitsplatz konkret von...

mindestens einem arbeitsfreien Tag pro Woche

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	83	16	1
	BE	61	38	1
	BG	95	5	0
	CZ	82	18	0
	DK	75	24	1
	DE	78	21	1
	EE	97	3	0
	IE	95	5	0
	EL	61	37	2
	ES	93	7	0
	FR	81	19	0
	HR	89	11	0
	IT	96	3	1
	CY	69	30	1
	LV	98	2	0
	LT	90	10	0
	LU	80	19	1
	HU	87	13	0
	MT	91	8	1
	NL	81	18	1
	AT	90	10	0
	PL	73	26	1
	PT	86	14	0
	RO	89	10	1
	SI	89	11	0
	SK	78	22	0
	FI	95	4	1
	SE	82	17	1
	UK	87	13	0

Q7A.4 En pratique, au travail, bénéficiez-vous généralement...






























D'au moins quatre semaines de congés payés par an

Q7A.4 In practice, at work do you generally benefit from...

At least four weeks of paid holidays every year

Q7A.4 Profitieren Sie an Ihrem Arbeitsplatz konkret von...






























mindestens vier Wochen bezahltem Urlaub pro Jahr

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	90	9	1
	BE	93	7	0
	BG	83	17	0
	CZ	94	6	0
	DK	96	1	3
	DE	94	5	1
	EE	96	4	0
	IE	94	5	1
	EL	60	40	0
	ES	91	8	1
	FR	96	4	0
	HR	86	13	1
	IT	89	10	1
	CY	85	13	2
	LV	87	11	2
	LT	85	14	1
	LU	94	6	0
	HU	82	16	2
	MT	93	6	1
	NL	94	6	0
	AT	95	5	0
	PL	73	25	2
	PT	90	8	2
	RO	81	17	2
	SI	93	7	0
	SK	91	8	1
	FI	93	5	2
	SE	97	2	1
	UK	94	5	1

Q8A Dans certaines entreprises, les salariés peuvent prendre des congés spéciaux, travailler à temps partiel ou avec des horaires flexibles ou travailler de chez eux. A cet égard, l'entreprise ou l'organisation dans laquelle vous travaillez offre-t-elle une ou plusieurs de ces possibilités ? (PLUSIEURS RÉPONSES POSSIBLES)

Q8A In some companies, employees are able to take special leave, to work part time or with flexible hours or to work from home. Does your company or organisation offer any of these options? (MULTIPLE ANSWERS POSSIBLE)






























Q8A In einigen Unternehmen können Mitarbeiter Sonderurlaub nehmen, in Teilzeit oder mit flexiblen Arbeitszeiten bzw. von zu Hause aus arbeiten. Bietet Ihr Unternehmen oder Ihre Organisation irgendeine dieser Möglichkeiten? (MEHRFACHNENNUNGEN MÖGLICH)

		Oui, et vous avez déjà utilisé l'une de ces possibilités ou vous le feriez Yes, and you have used or would use one Ja, und Sie haben eine dieser Möglichkeiten genutzt oder würden sie nutzen	Oui, mais vous ne les utilisez pas car cela pourrait avoir une influence négative sur votre carrière Yes, but you don't use any of them because it might have a negative impact on your career Ja, aber Sie nutzen keine davon, weil sich dies negativ auf Ihre Karriere auswirken könnte	Oui, mais vous ne les utilisez pas car cela pourrait diminuer votre salaire Yes, but you don't use any of them because it might lower your salary Ja, aber Sie nutzen keine davon, weil sich dies negativ auf Ihr Gehalt auswirken könnte
	%	Flash EB 398	Flash EB 398	Flash EB 398
 EU 28		26	5	9
 BE		28	12	21
 BG		13	1	2
 CZ		24	5	7
 DK		51	2	4
 DE		29	6	6
 EE		38	0	3
 IE		34	5	11
 EL		9	2	7
 ES		12	3	10
 FR		26	9	20
 HR		18	3	1
 IT		20	7	12
 CY		9	0	1
 LV		27	2	9
 LT		31	2	5
 LU		36	4	16
 HU		17	1	5
 MT		40	0	1
 NL		47	6	5
 AT		36	2	7
 PL		25	2	6
 PT		14	1	3
 RO		17	7	5
 SI		34	1	6
 SK		30	2	2
 FI		45	0	3
 SE		57	1	2
 UK		29	5	9

Q8A Dans certaines entreprises, les salariés peuvent prendre des congés spéciaux, travailler à temps partiel ou avec des horaires flexibles ou travailler de chez eux. A cet égard, l'entreprise ou l'organisation dans laquelle vous travaillez offre-t-elle une ou plusieurs de ces possibilités ? (PLUSIEURS RÉPONSES POSSIBLES)

Q8A In some companies, employees are able to take special leave, to work part time or with flexible hours or to work from home. Does your company or organisation offer any of these options? (MULTIPLE ANSWERS POSSIBLE)

Q8A In einigen Unternehmen können Mitarbeiter Sonderurlaub nehmen, in Teilzeit oder mit flexiblen Arbeitszeiten bzw. von zu Hause aus arbeiten. Bietet Ihr Unternehmen oder Ihre Organisation irgendeine dieser Möglichkeiten? (MEHRFACHNENNUNGEN MÖGLICH)

		Oui, mais vous ne les utilisez pas pour d'autres motifs	Non, aucune de ces possibilités n'est offerte	NSP/SR (NE PAS LIRE)	Total 'Oui'	Total 'Oui mais ne les utilise pas'
		Yes, but you don't use any for other reasons	No, none of these options are offered	DK/NA (DO NOT READ OUT)	Total 'Yes'	Total 'Yes but don't use any'
		Ja, aber Sie nutzen aus anderen Gründen keine davon	Nein, keine dieser Möglichkeiten wird geboten	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Ja'	Gesamt 'Ja, aber nutze keine'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	19	40	3	56	30
	BE	22	25	2	73	45
	BG	7	75	3	22	10
	CZ	12	51	6	44	20
	DK	23	18	3	79	28
	DE	19	43	0	57	27
	EE	13	42	3	55	17
	IE	12	39	1	60	27
	EL	6	78	1	22	13
	ES	14	59	3	38	26
	FR	19	31	3	66	40
	HR	12	64	3	34	15
	IT	25	39	2	59	39
	CY	4	83	3	14	5
	LV	10	51	3	46	19
	LT	12	48	4	48	17
	LU	17	27	6	68	32
	HU	10	64	3	33	16
	MT	22	29	8	62	23
	NL	23	20	3	77	30
	AT	25	31	2	68	32
	PL	12	51	3	45	20
	PT	8	65	10	25	11
	RO	22	43	8	49	32
	SI	24	31	5	64	30
	SK	9	55	3	42	12
	FI	16	34	2	64	19
	SE	6	30	3	67	10
	UK	30	25	4	71	42

Q9A.1 Au cours des 12 derniers mois, avez-vous, ou non, ... ?






























Été consulté(e) sur des changements dans l'organisation du travail et/ou des conditions de travail

Q9A.1 Over the past 12 months, have you or not...?

Been consulted about changes in the organisation of work and/or working conditions

Q9A.1 Welche der folgenden Aussagen treffen auf die vergangenen 12 Monate zu bzw. nicht zu?

Sie wurden zu Änderungen der Arbeitsorganisation und/oder der Arbeitsbedingungen konsultiert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	54	45	1
	BE	62	38	0
	BG	56	43	1
	CZ	60	39	1
	DK	64	35	1
	DE	47	52	1
	EE	68	30	2
	IE	59	40	1
	EL	46	54	0
	ES	47	53	0
	FR	50	50	0
	HR	48	52	0
	IT	48	52	0
	CY	48	52	0
	LV	55	44	1
	LT	69	30	1
	LU	50	49	1
	HU	69	30	1
	MT	48	52	0
	NL	75	24	1
	AT	50	48	2
	PL	42	57	1
	PT	46	54	0
	RO	57	42	1
	SI	55	45	0
	SK	61	38	1
	FI	63	37	0
	SE	59	39	2
	UK	69	29	2

Q9A.2 Au cours des 12 derniers mois, avez-vous, ou non, ... ?






























Discuté de problèmes relatifs au travail avec votre supérieur

Q9A.2 Over the past 12 months, have you or not...?

Discussed work-related problems with you manager

Q9A.2 Welche der folgenden Aussagen treffen auf die vergangenen 12 Monate zu bzw. nicht zu?

Sie haben berufliche Probleme mit Ihrem Vorgesetzten erörtert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	64	36	0
	BE	61	39	0
	BG	66	34	0
	CZ	72	27	1
	DK	72	27	1
	DE	41	58	1
	EE	80	18	2
	IE	69	30	1
	EL	72	28	0
	ES	75	25	0
	FR	66	34	0
	HR	55	44	1
	IT	64	36	0
	CY	68	31	1
	LV	73	26	1
	LT	79	20	1
	LU	60	40	0
	HU	83	17	0
	MT	73	27	0
	NL	66	33	1
	AT	35	64	1
	PL	61	38	1
	PT	62	38	0
	RO	66	33	1
	SI	68	32	0
	SK	78	22	0
	FI	81	19	0
	SE	78	22	0
	UK	74	25	1

Q9A.3 Au cours des 12 derniers mois, avez-vous, ou non, ... ?






























Discuté de problèmes relatifs au travail avec vos collègues

Q9A.3 Over the past 12 months, have you or not...?

Discussed work-related problems with your colleagues

Q9A.3 Welche der folgenden Aussagen treffen auf die vergangenen 12 Monate zu bzw. nicht zu?

Sie haben berufliche Problem mit Ihren Kollegen erörtert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	75	24	1
	BE	76	24	0
	BG	76	24	0
	CZ	85	15	0
	DK	77	21	2
	DE	50	49	1
	EE	90	9	1
	IE	83	17	0
	EL	86	14	0
	ES	87	13	0
	FR	78	22	0
	HR	89	10	1
	IT	77	22	1
	CY	78	22	0
	LV	91	9	0
	LT	89	10	1
	LU	79	21	0
	HU	90	10	0
	MT	84	16	0
	NL	74	24	2
	AT	45	55	0
	PL	81	18	1
	PT	79	21	0
	RO	89	11	0
	SI	83	16	1
	SK	90	9	1
	FI	92	8	0
	SE	89	11	0
	UK	79	20	1

Q9A.4 Au cours des 12 derniers mois, avez-vous, ou non, ... ?






























Discuté de problèmes relatifs au travail avec les représentants du personnel

Q9A.4 Over the past 12 months, have you or not...?

Discussed work-related problems with employee representatives

Q9A.4 Welche der folgenden Aussagen treffen auf die vergangenen 12 Monate zu bzw. nicht zu?

Sie haben berufliche Probleme mit Belegschaftsvertretern erörtert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	39	60	1
	BE	39	60	1
	BG	48	51	1
	CZ	43	56	1
	DK	54	44	2
	DE	20	79	1
	EE	34	61	5
	IE	39	56	5
	EL	52	47	1
	ES	49	51	0
	FR	42	57	1
	HR	48	51	1
	IT	43	56	1
	CY	40	59	1
	LV	50	49	1
	LT	52	46	2
	LU	45	54	1
	HU	36	62	2
	MT	40	60	0
	NL	32	67	1
	AT	21	78	1
	PL	38	61	1
	PT	29	70	1
	RO	60	40	0
	SI	51	48	1
	SK	59	40	1
	FI	29	69	2
	SE	52	45	3
	UK	45	53	2

Q9A.5 Au cours des 12 derniers mois, avez-vous, ou non, ... ?






























Été informé(e) de la situation de l'entreprise ou de l'organisation dans laquelle vous travaillez, au sujet de sa situation financière et de son futur, y compris une possible restructuration

Q9A.5 Over the past 12 months, have you or not...?

Been informed about the situation of your company or organisation regarding its financial situation and its future, including possible restructuring

Q9A.5 Welche der folgenden Aussagen treffen auf die vergangenen 12 Monate zu bzw. nicht zu?

Sie wurden über die finanzielle Situation Ihres Unternehmens oder Ihrer Organisation und dessen/deren Zukunft, einschließlich einer möglichen Umstrukturierung, informiert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	65	34	1
	BE	60	39	1
	BG	48	50	2
	CZ	68	31	1
	DK	81	18	1
	DE	63	35	2
	EE	71	27	2
	IE	64	34	2
	EL	54	45	1
	ES	61	39	0
	FR	68	31	1
	HR	63	36	1
	IT	61	39	0
	CY	64	35	1
	LV	60	39	1
	LT	65	33	2
	LU	55	44	1
	HU	57	43	0
	MT	47	50	3
	NL	77	22	1
	AT	67	32	1
	PL	58	41	1
	PT	52	47	1
	RO	49	50	1
	SI	74	26	0
	SK	70	30	0
	FI	86	13	1
	SE	77	22	1
	UK	72	27	1

Q9A.6 Au cours des 12 derniers mois, avez-vous, ou non, ... ?






























Eté consulté(e) sur des sujets relatifs à la santé et à la sécurité au travail par votre employeur ou un représentant santé-sécurité

Q9A.6 Over the past 12 months, have you or not...?

Been consulted on health and safety issues at work by your employer or a health and safety representative

Q9A.6 Welche der folgenden Aussagen treffen auf die vergangenen 12 Monate zu bzw. nicht zu?

Ihr Arbeitgeber oder eine für Gesundheit und Sicherheit zuständige Person hat Sie zu Themen im Zusammenhang mit Gesundheit und Sicherheit am Arbeitsplatz konsultiert

	Oui	Non	NSP/SR{13} (NE PAS LIRE)
	Yes	No	DK/NA (DO NOT READ OUT)
	Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%	Flash EB 398	Flash EB 398	Flash EB 398
 EU 28	62	37	1
 BE	50	50	0
 BG	78	21	1
 CZ	87	13	0
 DK	54	45	1
 DE	58	41	1
 EE	60	38	2
 IE	67	33	0
 EL	25	75	0
 ES	61	39	0
 FR	50	50	0
 HR	37	62	1
 IT	69	30	1
 CY	39	61	0
 LV	71	29	0
 LT	61	35	4
 LU	50	49	1
 HU	82	18	0
 MT	38	61	1
 NL	53	45	2
 AT	67	32	1
 PL	59	40	1
 PT	61	38	1
 RO	75	24	1
 SI	67	33	0
 SK	90	10	0
 FI	54	46	0
 SE	57	42	1
 UK	70	28	2

Q9CDE.1 Durant votre dernière expérience professionnelle... ?






























Etiez-vous consulté(e) sur des changements dans l'organisation du travail et/ou des conditions de travail

Q9CDE.1 During your last experience of work ...

Were you consulted about changes in the organisation of work and/or working conditions

Q9CDE.1 Welche der folgenden Aussagen treffen auf Ihre letzte Beschäftigung zu bzw. nicht zu?

Sie wurden zu Änderungen der Arbeitsorganisation und/oder der Arbeitsbedingungen konsultiert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	51	48	1
	BE	55	39	6
	BG	43	55	2
	CZ	53	46	1
	DK	62	34	4
	DE	47	48	5
	EE	61	36	3
	IE	45	52	3
	EL	44	56	0
	ES	33	66	1
	FR	64	35	1
	HR	42	58	0
	IT	38	62	0
	CY	53	45	2
	LV	67	30	3
	LT	55	42	3
	LU	67	31	2
	HU	68	31	1
	MT	69	31	0
	NL	61	38	1
	AT	54	44	2
	PL	47	52	1
	PT	48	51	1
	RO	44	54	2
	SI	53	47	0
	SK	67	33	0
	FI	60	40	0
	SE	44	55	1
	UK	65	33	2

Q9CDE.2 Durant votre dernière expérience professionnelle... ?






























Discutiez-vous de problèmes relatifs au travail avec votre supérieur

Q9CDE.2 During your last experience of work ...

Did you discussed work-related problems with you manager

Q9CDE.2 Welche der folgenden Aussagen treffen auf Ihre letzte Beschäftigung zu bzw. nicht zu?

Sie haben berufliche Probleme mit Ihrem Vorgesetzten erörtert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	68	31	1
	BE	56	44	0
	BG	58	42	0
	CZ	77	22	1
	DK	67	32	1
	DE	54	46	0
	EE	79	21	0
	IE	74	25	1
	EL	71	29	0
	ES	68	32	0
	FR	67	32	1
	HR	48	51	1
	IT	74	26	0
	CY	67	31	2
	LV	71	27	2
	LT	64	33	3
	LU	51	49	0
	HU	81	19	0
	MT	83	17	0
	NL	67	31	2
	AT	55	43	2
	PL	70	27	3
	PT	59	41	0
	RO	66	34	0
	SI	81	19	0
	SK	77	23	0
	FI	77	23	0
	SE	75	25	0
	UK	75	23	2

Q9CDE.3 Durant votre dernière expérience professionnelle... ?






























Discutiez-vous de problèmes relatifs au travail avec vos collègues

Q9CDE.3 During your last experience of work ...

Did you discussed work-related problems with your colleagues

Q9CDE.3 Welche der folgenden Aussagen treffen auf Ihre letzte Beschäftigung zu bzw. nicht zu?

Sie haben berufliche Problem mit Ihren Kollegen erörtert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	75	24	1
	BE	68	32	0
	BG	69	31	0
	CZ	85	14	1
	DK	82	17	1
	DE	54	44	2
	EE	87	13	0
	IE	88	12	0
	EL	81	19	0
	ES	71	28	1
	FR	76	23	1
	HR	88	11	1
	IT	74	26	0
	CY	77	23	0
	LV	89	11	0
	LT	86	11	3
	LU	71	29	0
	HU	88	12	0
	MT	81	19	0
	NL	63	34	3
	AT	51	48	1
	PL	83	17	0
	PT	62	38	0
	RO	83	17	0
	SI	84	16	0
	SK	85	13	2
	FI	85	15	0
	SE	82	17	1
	UK	86	13	1

Q9CDE.4 Durant votre dernière expérience professionnelle... ?






























Discutiez-vous de problèmes relatifs au travail avec les représentants du personnel

Q9CDE.4 During your last experience of work ...

Did you discussed work-related problems with employee representatives

Q9CDE.4 Welche der folgenden Aussagen treffen auf Ihre letzte Beschäftigung zu bzw. nicht zu?

Sie haben berufliche Probleme mit Mitarbeitervertretern erörtert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	43	56	1
	BE	53	47	0
	BG	43	56	1
	CZ	41	55	4
	DK	56	42	2
	DE	35	64	1
	EE	35	56	9
	IE	48	52	0
	EL	57	43	0
	ES	40	60	0
	FR	58	41	1
	HR	47	53	0
	IT	33	67	0
	CY	51	49	0
	LV	59	36	5
	LT	49	49	2
	LU	45	52	3
	HU	41	58	1
	MT	63	34	3
	NL	35	63	2
	AT	21	77	2
	PL	46	54	0
	PT	29	69	2
	RO	55	45	0
	SI	61	39	0
	SK	63	37	0
	FI	31	68	1
	SE	60	39	1
	UK	39	55	6

Q9CDE.5 Durant votre dernière expérience professionnelle... ?






























Etiez-vous informé(e) de la situation de l'entreprise ou de l'organisation dans laquelle vous travaillez, au sujet de sa situation financière et de son futur, y compris une possible restructuration

Q9CDE.5 During your last experience of work ...

Were you informed about the situation of your company or organisation regarding its financial situation and its future, including possible restructuring

Q9CDE.5 Welche der folgenden Aussagen treffen auf Ihre letzte Beschäftigung zu bzw. nicht zu?

Sie wurden über die finanzielle Situation Ihres Unternehmens oder Ihrer Organisation und dessen/deren Zukunft, einschließlich einer möglichen Umstrukturierung, informiert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	53	45	2
	BE	57	41	2
	BG	36	64	0
	CZ	55	41	4
	DK	60	39	1
	DE	46	47	7
	EE	66	32	2
	IE	59	39	2
	EL	41	59	0
	ES	43	57	0
	FR	68	31	1
	HR	46	54	0
	IT	50	46	4
	CY	49	51	0
	LV	61	39	0
	LT	49	45	6
	LU	54	45	1
	HU	49	50	1
	MT	42	55	3
	NL	61	38	1
	AT	66	32	2
	PL	41	56	3
	PT	57	43	0
	RO	56	44	0
	SI	62	37	1
	SK	63	37	0
	FI	69	30	1
	SE	69	30	1
	UK	56	42	2

Q9CDE.6 Durant votre dernière expérience professionnelle... ?






























Etiez-vous consulté(e) sur des sujets relatifs à la santé et à la sécurité au travail par votre employeur ou un représentant santé-sécurité

Q9CDE.6 During your last experience of work ...

Were you consulted on health and safety issues at work by your employer or a health and safety representative

Q9CDE.6 Welche der folgenden Aussagen treffen auf Ihre letzte Beschäftigung zu bzw. nicht zu?

Ihr Arbeitgeber oder eine für Gesundheit und Sicherheit zuständige Person hat Sie zu Themen im Zusammenhang mit Gesundheit und Sicherheit am Arbeitsplatz konsultiert

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	58	41	1
	BE	44	56	0
	BG	58	41	1
	CZ	79	21	0
	DK	47	52	1
	DE	50	45	5
	EE	70	28	2
	IE	77	23	0
	EL	27	72	1
	ES	50	49	1
	FR	60	39	1
	HR	35	65	0
	IT	53	47	0
	CY	41	59	0
	LV	69	31	0
	LT	56	41	3
	LU	63	37	0
	HU	74	26	0
	MT	57	43	0
	NL	54	42	4
	AT	66	33	1
	PL	54	42	4
	PT	58	41	1
	RO	63	37	0
	SI	74	24	2
	SK	82	16	2
	FI	52	48	0
	SE	48	47	5
	UK	74	26	0

Q10A1.1 Vous m'avez dit avoir un contrat à durée déterminée, pensez-vous que, dans l'organisation dans laquelle vous travaillez,...






























Votre salaire est le même que celui des salariés en contrat à durée indéterminée qui occupent le même poste et doivent effectuer les mêmes tâches que vous

Q10A1.1 You told me you had a fixed term contract, do you think that, in the organisation you work for...

Your salary is the same as permanent employees who have the same position and tasks as you

Q10A1.1 Sie haben angegeben, dass Ihr Arbeitsvertrag befristet ist. Inwiefern stimmen Sie folgenden Ihr Unternehmen betreffenden Aussagen zu bzw. nicht zu?

Sie haben das gleiche Gehalt wie Mitarbeiter mit unbefristetem Arbeitsvertrag, die in der gleichen Position und im gleichen Aufgabenbereich wie Sie tätig sind

		Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP/SR (NE PAS LIRE)	Total 'D'accord'	Total 'Pas d'accord'
		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK/NA (DO NOT READ OUT)	Total 'Agree'	Total 'Disagree'
		Stimme voll und ganz zu	Stimme eher zu	Stimme eher nicht zu	Stimme überhaupt nicht zu	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Stimme zu'	Gesamt 'Stimme nicht zu'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	37	24	13	14	12	61	27
	BE	45	11	17	25	2	56	42
	BG	20	31	17	19	13	51	36
	CZ	32	25	16	8	19	57	24
	DK	51	17	6	13	13	68	19
	DE	55	9	18	14	4	64	32
	EE	35	14	22	19	10	49	41
	IE	43	27	13	9	8	70	22
	EL	11	8	34	43	4	19	77
	ES	25	19	14	25	17	44	39
	FR	35	31	9	13	12	66	22
	HR	38	44	10	7	1	82	17
	IT	30	27	16	7	20	57	23
	CY	51	6	10	25	8	57	35
	LV	33	24	12	8	23	57	20
	LT	35	34	16	5	10	69	21
	LU	24	32	10	27	7	56	37
	HU	34	24	14	15	13	58	29
	MT	50	0	15	28	7	50	43
	NL	44	24	10	4	18	68	14
	AT	36	13	17	16	18	49	33
	PL	25	36	10	13	16	61	23
	PT	41	16	10	25	8	57	35
	RO	55	19	6	16	4	74	22
	SI	43	29	6	19	3	72	25
	SK	35	32	17	5	11	67	22
	FI	54	15	16	10	5	69	26
	SE	29	34	5	18	14	63	23
	UK	44	28	10	13	5	72	23

Q10A1.2 Vous m'avez dit avoir un contrat à durée déterminée, pensez-vous que, dans l'organisation dans laquelle vous travaillez,...






























Mis à part votre salaire, vos conditions de travail sont équivalentes à celles des salariés sous contrat à durée indéterminée (en termes d'équipement, d'horaires de travail, de charge de travail, de formations, etc.)

Q10A1.2 You told me you had a fixed term contract, do you think that, in the organisation you work for...

Apart from your pay, your working conditions are equivalent to those of permanent employees (in terms of equipment, working hours, workload, trainings, etc.)

Q10A1.2 Sie haben angegeben, dass Ihr Arbeitsvertrag befristet ist. Inwiefern stimmen Sie folgenden Ihr Unternehmen betreffenden Aussagen zu bzw. nicht zu?

Abgesehen von Ihrem Gehalt haben Sie die gleichen Arbeitsbedingungen wie Mitarbeiter mit unbefristetem Arbeitsvertrag (Ausstattung, Arbeitszeiten, Arbeitspensum, Schulungen usw.)

		Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP/SR (NE PAS LIRE)	Total 'D'accord'	Total 'Pas d'accord'
		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK/NA (DO NOT READ OUT)	Total 'Agree'	Total 'Disagree'
		Stimme voll und ganz zu	Stimme eher zu	Stimme eher nicht zu	Stimme überhaupt nicht zu	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Stimme zu'	Gesamt 'Stimme nicht zu'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	49	30	11	6	4	79	17
	BE	53	26	13	8	0	79	21
	BG	38	33	3	19	7	71	22
	CZ	60	35	2	3	0	95	5
	DK	56	34	7	2	1	90	9
	DE	57	14	26	3	0	71	29
	EE	59	21	4	7	9	80	11
	IE	57	28	12	1	2	85	13
	EL	27	29	25	19	0	56	44
	ES	33	30	11	11	15	63	22
	FR	45	36	6	13	0	81	19
	HR	53	29	10	8	0	82	18
	IT	45	31	16	3	5	76	19
	CY	58	17	0	16	9	75	16
	LV	68	17	6	3	6	85	9
	LT	63	21	7	3	6	84	10
	LU	41	45	4	10	0	86	14
	HU	42	25	16	5	12	67	21
	MT	73	11	8	4	4	84	12
	NL	74	18	4	3	1	92	7
	AT	54	34	7	5	0	88	12
	PL	40	41	10	5	4	81	15
	PT	60	19	10	9	2	79	19
	RO	65	21	0	14	0	86	14
	SI	67	19	7	4	3	86	11
	SK	59	21	10	5	5	80	15
	FI	45	35	12	6	2	80	18
	SE	48	21	12	10	9	69	22
	UK	46	44	1	3	6	90	4





























Q10A2.1 Vous m'avez dit avoir un contrat via une agence intérimaire, pensez-vous que, dans l'organisation dans laquelle vous travaillez, ...

Votre salaire est le même que celui des salariés en contrat à durée indéterminée qui occupent le même poste et doivent effectuer les mêmes tâches que vous

Q10A2.1 You told me you had a temporary agency work contract, do you think that, in the organisation you work for... Your salary is the same as permanent employees who have the same position and tasks as you

Q10A2.1 Sie haben angegeben, dass Ihr Arbeitsvertrag ein Zeitvertrag einer Arbeitsvermittlungsgesellschaft ist. Inwiefern stimmen Sie folgenden Ihr Unternehmen betreffenden Aussagen zu bzw. nicht zu?

Sie haben das gleiche Gehalt wie Mitarbeiter mit unbefristetem Arbeitsvertrag, die in der gleichen Position und im gleichen Aufgabenbereich wie Sie tätig sind

		Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Total 'D'accord'	Total 'Pas d'accord'
		Totally agree	Tend to agree	Tend to disagree	Totally disagree		Total 'Agree'	Total 'Disagree'
		Stimme voll und ganz zu	Stimme eher zu	Stimme eher nicht zu	Stimme überhaupt nicht zu		Gesamt 'Stimme zu'	Gesamt 'Stimme nicht zu'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	24	25	17	30	4	49	47
	BE	13	45	0	17	25	58	17
	BG	42	9	0	29	20	51	29
	CZ	100	0	0	0	0	100	0
	DK	19	15	66	0	0	34	66
	DE	0	29	59	12	0	29	71
	EE	0	0	0	100	0	0	100
	IE	16	0	28	51	5	16	79
	EL	48	25	0	27	0	73	27
	ES	73	0	13	14	0	73	27
	FR	23	51	0	26	0	74	26
	HR	0	0	66	34	0	0	100
	IT	50	0	0	50	0	50	50
	CY	23	0	9	68	0	23	77
	LT	45	34	0	0	21	79	0
	LU	0	32	34	34	0	32	68
	HU	54	0	0	25	21	54	25
	MT	0	0	0	0	100	0	0
	NL	23	0	37	28	12	23	65
	AT	16	19	0	26	39	35	26
	PL	0	52	0	28	20	52	28
	PT	22	61	0	0	17	83	0
	RO	22	22	40	16	0	44	56
	SI	26	40	0	34	0	66	34
	SK	6	53	33	8	0	59	41
	FI	13	24	26	25	12	37	51
	SE	72	28	0	0	0	100	0
	UK	27	30	0	43	0	57	43





























Q10A2.2 Vous m'avez dit avoir un contrat via une agence intérimaire, pensez-vous que, dans l'organisation dans laquelle vous travaillez, ...

Mis à part votre salaire, vos conditions de travail sont équivalentes à celles des salariés sous contrat à durée indéterminée (en termes d'équipement, d'horaires de travail, de charge de travail, de formations, etc.)

Q10A2.2 You told me you had a temporary agency work contract, do you think that, in the organisation you work for... Apart from your pay, your working conditions are equivalent to those of permanent employees (in terms of equipment, working hours, workload, trainings, etc.)

Q10A2.2 Sie haben angegeben, dass Ihr Arbeitsvertrag ein Zeitvertrag einer Arbeitsvermittlungagentur ist. Inwiefern stimmen Sie folgenden Ihr Unternehmen betreffenden Aussagen zu bzw. nicht zu?






























Abgesehen von Ihrem Gehalt haben Sie die gleichen Arbeitsbedingungen wie Mitarbeiter mit unbefristetem Arbeitsvertrag (Ausstattung, Arbeitszeiten, Arbeitspensum, Schulungen usw.)

		Tout à fait d'accord	Plutôt d'accord	Plutôt pas d'accord	Pas du tout d'accord	NSP/SR (NE PAS LIRE)	Total 'D'accord'	Total 'Pas d'accord'
		Totally agree	Tend to agree	Tend to disagree	Totally disagree	DK/NA (DO NOT READ OUT)	Total 'Agree'	Total 'Disagree'
		Stimme voll und ganz zu	Stimme eher zu	Stimme eher nicht zu	Stimme überhaupt nicht zu	Weiß nicht/ Keine Angabe (NICHT VORLESEN)	Gesamt 'Stimme zu'	Gesamt 'Stimme nicht zu'
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	43	30	15	10	2	73	25
	BE	0	52	30	0	18	52	30
	BG	51	18	0	11	20	69	11
	CZ	100	0	0	0	0	100	0
	DK	29	15	18	0	38	44	18
	DE	0	42	30	21	7	42	51
	EE	100	0	0	0	0	100	0
	IE	32	32	16	15	5	64	31
	EL	15	73	12	0	0	88	12
	ES	57	0	43	0	0	57	43
	FR	43	16	26	15	0	59	41
	HR	0	47	19	34	0	47	53
	IT	50	0	0	50	0	50	50
	CY	68	23	9	0	0	91	9
	LT	45	34	21	0	0	79	21
	LU	0	32	34	34	0	32	68
	HU	21	79	0	0	0	100	0
	MT	0	100	0	0	0	100	0
	NL	24	16	23	37	0	40	60
	AT	65	35	0	0	0	100	0
	PL	0	28	52	20	0	28	72
	PT	22	61	0	17	0	83	17
	RO	100	0	0	0	0	100	0
	SI	0	26	0	34	40	26	34
	SK	37	48	8	7	0	85	15
	FI	37	28	35	0	0	65	35
	SE	55	45	0	0	0	100	0
	UK	66	34	0	0	0	100	0

Q11AB D'après vous, quels sont les principaux risques relatifs à la santé et à la sécurité auxquels vous êtes confronté(e) sur votre lieu de travail ? (MAX. 3 RÉPONSES)

Q11AB In your opinion what are the main health and safety risks that you face in your workplace? (MAX. 3 ANSWERS)






























Q11AB Welchen primären Gesundheits- und Sicherheitsrisiken sehen Sie sich Ihrer Meinung nach an Ihrem Arbeitsplatz ausgesetzt? (MAX. 3 NENNUNGEN)

		L'exposition à la violence ou au harcèlement	L'exposition au stress	Les risques d'accidents ou de blessures sérieuses	Soulever, porter ou bouger des charges quotidiennement	Des mouvements répétitifs ou des positions fatigantes ou douloureuses
		Exposure to violence or harassment	Exposure to stress	Risks of accidents or serious injuries	Lifting, carrying or moving loads on a daily basis	Repetitive movements or tiring or painful positions
		Gefährdung durch Gewalttätigkeit und Belastung durch Mobbing	Belastung durch Stress	Unfallrisiko oder das Risiko ernsthafter Verletzungen	Tägliches Heben, Tragen oder Bewegen von Lasten	Sich wiederholende Bewegungen oder anstrengende bzw. Schmerz verursachende Positionen
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	11	53	18	24	28
	BE	14	59	16	29	33
	BG	5	44	15	15	21
	CZ	7	53	32	29	21
	DK	14	54	11	24	30
	DE	6	57	19	24	21
	EE	4	34	23	23	38
	IE	18	44	22	29	20
	EL	7	57	18	11	26
	ES	7	46	17	27	40
	FR	17	53	14	34	40
	HR	13	59	18	16	26
	IT	7	50	18	19	28
	CY	3	52	21	9	26
	LV	6	51	18	24	34
	LT	7	36	19	18	17
	LU	12	51	21	18	27
	HU	7	58	23	20	23
	MT	17	53	23	17	26
	NL	21	57	17	19	35
	AT	6	55	14	23	19
	PL	6	55	24	20	27
	PT	8	49	19	13	36
	RO	8	58	15	13	17
	SI	9	55	15	21	29
	SK	5	50	19	21	14
	FI	19	55	14	24	34
	SE	15	67	14	25	27
	UK	19	47	21	30	26

Q11AB D'après vous, quels sont les principaux risques relatifs à la santé et à la sécurité auxquels vous êtes confronté(e) sur votre lieu de travail ? (MAX. 3 RÉPONSES)

Q11AB In your opinion what are the main health and safety risks that you face in your workplace? (MAX. 3 ANSWERS)






























Q11AB Welchen primären Gesundheits- und Sicherheitsrisiken sehen Sie sich Ihrer Meinung nach an Ihrem Arbeitsplatz ausgesetzt? (MAX. 3 NENNUNGEN)

		L'exposition à des matières ou à des substances infectieuses Exposure to infectious materials or substances Gefährdung durch infektiöses Material oder infektiöse Substanzen	L'exposition à des produits chimiques potentiellement dangereux Exposure to potentially dangerous chemicals Gefährdung durch möglicherweise gefährliche Chemikalien	L'exposition au bruit ou aux vibrations Exposure to noise or vibrations Belastung durch Lärm oder Schwingungen	Autre Other Sonstiges	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
 EU 28		9	11	17	7	9
 BE		7	13	19	5	5
 BG		5	8	27	12	12
 CZ		8	10	22	6	8
 DK		7	4	21	7	10
 DE		12	10	15	4	16
 EE		8	14	25	10	9
 IE		6	9	10	8	10
 EL		12	10	6	5	5
 ES		6	12	16	10	7
 FR		7	15	23	8	4
 HR		9	8	17	10	5
 IT		7	9	16	9	8
 CY		9	7	8	13	11
 LV		5	11	22	8	9
 LT		7	11	19	11	12
 LU		7	12	19	8	9
 HU		8	10	19	6	9
 MT		8	11	9	8	13
 NL		8	9	13	9	8
 AT		9	6	18	7	16
 PL		9	12	22	4	9
 PT		10	14	21	5	13
 RO		7	9	16	11	5
 SI		11	10	15	8	3
 SK		9	8	19	10	7
 FI		7	10	25	7	5
 SE		6	9	23	3	6
 UK		11	10	13	10	11

Q11CDE D'après vous, quels étaient les principaux risques relatifs à la santé et à la sécurité auxquels vous étiez confronté(e) sur votre dernier lieu de travail ? (MAX. 3 RÉPONSES)

Q11CDE In your opinion what were the main health and safety risks that you faced in your last workplace? (MAX. 3 ANSWERS)






























Q11CDE Welche primären Gesundheits- und Sicherheitsrisiken gab es an Ihrem letzten Arbeitsplatz Ihrer Meinung nach? (MAX. 3 NENNUNGEN)

		L'exposition à la violence ou au harcèlement	L'exposition au stress	Les risques d'accidents ou de blessures sérieuses	Soulever, porter ou bouger des charges quotidiennement	Des mouvements répétitifs ou des positions fatigantes ou douloureuses
		Exposure to violence or harassment	Exposure to stress	Risks of accidents or serious injuries	Lifting, carrying or moving loads on a daily basis	Repetitive movements or tiring or painful positions
		Gefährdung durch Gewalttätigkeit und Belastung durch Mobbing	Belastung durch Stress	Unfallrisiko oder das Risiko ernsthafter Verletzungen	Tägliches Heben, Tragen oder Bewegen von Lasten	Sich wiederholende Bewegungen oder anstrengende bzw. Schmerzen verursachende Positionen
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	10	43	18	27	29
	BE	19	54	19	20	31
	BG	5	40	12	25	36
	CZ	9	46	21	38	22
	DK	8	44	11	28	32
	DE	5	46	13	37	21
	EE	3	25	20	36	33
	IE	19	39	20	20	15
	EL	2	48	14	17	32
	ES	11	36	21	35	37
	FR	14	51	14	30	40
	HR	7	48	19	27	22
	IT	4	36	14	18	25
	CY	2	50	5	5	23
	LV	10	46	16	19	25
	LT	8	31	15	22	18
	LU	4	54	18	13	25
	HU	2	47	21	21	19
	MT	14	42	27	19	17
	NL	9	50	20	17	27
	AT	10	56	14	31	26
	PL	1	39	26	28	22
	PT	6	41	13	18	22
	RO	6	51	19	21	21
	SI	12	49	14	15	21
	SK	6	45	16	15	12
	FI	16	48	12	27	39
	SE	11	49	14	33	16
	UK	23	41	25	26	34

Q11CDE D'après vous, quels étaient les principaux risques relatifs à la santé et à la sécurité auxquels vous étiez confronté(e) sur votre dernier lieu de travail ? (MAX. 3 RÉPONSES)

Q11CDE In your opinion what were the main health and safety risks that you faced in your last workplace? (MAX. 3 ANSWERS)






























Q11CDE Welche primären Gesundheits- und Sicherheitsrisiken gab es an Ihrem letzten Arbeitsplatz Ihrer Meinung nach? (MAX. 3 NENNUNGEN)

		L'exposition à des matières ou à des substances infectieuses Exposure to infectious materials or substances Gefährdung durch infektiöses Material oder infektiöse Substanzen	L'exposition à des produits chimiques potentiellement dangereux Exposure to potentially dangerous chemicals Gefährdung durch möglicherweise gefährliche Chemikalien	L'exposition au bruit ou aux vibrations Exposure to noise or vibrations Belastung durch Lärm oder Vibrationen	Autre Other Sonstiges	NSP/SR (NE PAS LIRE) DK/NA (DO NOT READ OUT) Weiß nicht/Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	7	9	16	8	13
	BE	11	2	11	9	7
	BG	4	8	27	8	14
	CZ	8	10	21	9	13
	DK	7	9	22	7	15
	DE	11	13	19	5	18
	EE	5	9	25	9	7
	IE	1	8	3	10	14
	EL	8	6	8	7	7
	ES	3	10	14	12	11
	FR	6	15	20	11	9
	HR	7	10	15	9	9
	IT	10	2	21	13	12
	CY	2	0	4	20	13
	LV	14	6	15	11	13
	LT	4	13	19	15	21
	LU	10	15	15	18	9
	HU	4	6	18	8	18
	MT	2	16	31	18	13
	NL	9	8	8	9	19
	AT	12	5	13	2	16
	PL	4	7	22	4	15
	PT	7	13	17	7	24
	RO	10	12	13	3	13
	SI	7	8	8	16	5
	SK	10	6	23	11	3
	FI	5	12	27	2	8
	SE	1	5	18	6	20
	UK	4	6	6	4	9

Q12AB Au cours des douze derniers mois, avez-vous eu l'un des problèmes de santé suivants, causé ou aggravé par votre travail ? (PLUSIEURS RÉPONSES POSSIBLES)

Q12AB In the last twelve months, have you experienced any of the following health problems caused or worsened by your work? (MULTIPLE ANSWERS POSSIBLE)






























Q12AB Hatten Sie in den vergangenen 12 Monaten folgende Gesundheitsprobleme, die durch Ihre Arbeit verursacht wurden oder die sich durch sie verschlimmert haben? (MEHRFACHNENNUNGEN MÖGLICH)

		Stress, dépression ou anxiété	Problèmes osseux, articulaires ou musculaires	Maladies infectieuses	Problèmes respiratoires ou pulmonaires
		Stress, depression or anxiety	Bone, joint or muscle problems	Infectious diseases	Breathing or lung problems
		Stress, Depression, Angstzustände	Probleme mit Knochen, Gelenken oder Muskeln	Infektions-erkrankungen	Probleme mit der Atmung oder den Lungen
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	27	27	4	4
	BE	34	33	4	3
	BG	22	17	2	6
	CZ	26	25	2	4
	DK	21	28	6	2
	DE	22	32	9	5
	EE	21	22	4	3
	IE	26	18	2	4
	EL	38	25	4	4
	ES	31	33	2	2
	FR	28	29	1	3
	HR	23	19	0	3
	IT	30	22	1	3
	CY	30	23	1	4
	LV	37	27	4	3
	LT	21	14	4	4
	LU	27	31	6	7
	HU	25	23	2	3
	MT	35	14	6	5
	NL	21	22	1	2
	AT	22	26	4	4
	PL	26	36	3	4
	PT	32	31	1	4
	RO	19	19	1	5
	SI	26	21	5	4
	SK	19	18	3	4
	FI	34	38	9	7
	SE	47	25	8	3
	UK	28	21	3	3

Q12AB Au cours des douze derniers mois, avez-vous eu l'un des problèmes de santé suivants, causé ou aggravé par votre travail ? (PLUSIEURS RÉPONSES POSSIBLES)

Q12AB In the last twelve months, have you experienced any of the following health problems caused or worsened by your work? (MULTIPLE ANSWERS POSSIBLE)






























Q12AB Hatten Sie in den vergangenen 12 Monaten folgende Gesundheitsprobleme, die durch Ihre Arbeit verursacht wurden oder die sich durch sie verschlimmert haben? (MEHRFACHNENNUNGEN MÖGLICH)

		Accidents ou blessures	Allergies	Un autre problème de santé causé par votre travail	Aucun	NSP/SR (NE PAS LIRE)
		Accident or injuries	Allergies	Another health problem caused by your work	None	DK/NA (DO NOT READ OUT)
		Unfälle oder Verletzungen	Allergien	Andere Gesundheitsprobleme, die durch Ihre Arbeit verursacht wurden	Keine	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	6	5	6	50	0
	BE	8	5	8	43	0
	BG	4	3	6	61	1
	CZ	5	5	6	51	0
	DK	3	4	4	54	1
	DE	6	6	7	48	0
	EE	2	4	6	57	1
	IE	5	1	4	58	1
	EL	4	6	6	37	0
	ES	6	4	6	43	0
	FR	7	6	6	48	0
	HR	4	6	6	59	0
	IT	3	6	5	49	0
	CY	4	5	3	53	0
	LV	4	6	10	44	0
	LT	5	4	3	60	1
	LU	9	7	4	48	0
	HU	4	5	6	55	1
	MT	2	5	3	54	0
	NL	5	4	3	56	1
	AT	4	3	6	56	0
	PL	4	7	7	43	1
	PT	7	6	6	47	0
	RO	1	3	4	61	0
	SI	4	4	5	51	1
	SK	3	5	5	54	2
	FI	7	6	6	35	0
	SE	5	4	8	38	1
	UK	9	3	4	55	0

Q12CDE Durant votre dernière expérience professionnelle, avez-vous eu l'un des problèmes de santé suivants, causé ou aggravé par votre travail ? (PLUSIEURS RÉPONSES POSSIBLES)

Q12CDE During your last experience of work, did you have you any of the following health problems caused or worsened by your work? (MULTIPLE ANSWERS POSSIBLE)






























Q12CDE "Hatten Sie bei Ihrer letzten Beschäftigung eines oder mehrere der folgenden Gesundheitsprobleme, die durch Ihre Arbeit verursacht wurden oder die sich durch sie verschlimmert haben?" (MEHRFACHNENNUNGEN MÖGLICH)

		Stress, dépression ou anxiété	Problèmes osseux, articulaires ou musculaires	Maladies infectieuses	Problèmes respiratoires ou pulmonaires
		Stress, depression or anxiety	Bone, joint or muscle problems	Infectious diseases	Breathing or lung problems
		Stress, Depression, Angstzustände	Probleme mit Knochen, Gelenken oder Muskeln	Infektions- erkrankungen	Probleme mit der Atmung oder den Lungen
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
 EU 28		29	28	2	5
 BE		30	28	2	3
 BG		29	29	3	7
 CZ		34	32	3	11
 DK		36	34	7	2
 DE		28	44	3	8
 EE		20	19	2	2
 IE		29	18	1	3
 EL		38	23	2	8
 ES		31	36	1	6
 FR		31	29	1	2
 HR		22	21	1	6
 IT		22	12	1	0
 CY		34	19	4	8
 LV		36	27	4	12
 LT		23	20	1	3
 LU		34	30	0	6
 HU		23	21	5	3
 MT		46	12	2	8
 NL		29	27	0	5
 AT		25	35	5	4
 PL		35	33	3	5
 PT		40	24	0	6
 RO		22	29	6	10
 SI		26	13	3	6
 SK		28	31	3	5
 FI		45	39	7	7
 SE		26	22	4	3
 UK		30	18	0	4

Q12CDE Durant votre dernière expérience professionnelle, avez-vous eu l'un des problèmes de santé suivants, causé ou aggravé par votre travail ? (PLUSIEURS RÉPONSES POSSIBLES)

Q12CDE During your last experience of work, did you have you any of the following health problems caused or worsened by your work? (MULTIPLE ANSWERS POSSIBLE)






























Q12CDE "Hatten Sie bei Ihrer letzten Beschäftigung eines oder mehrere der folgenden Gesundheitsprobleme, die durch Ihre Arbeit verursacht wurden oder die sich durch sie verschlimmert haben?" (MEHRFACHNENNUNGEN MÖGLICH)

		Accidents ou blessures	Allergies	Un autre problème de santé causé par votre travail	Aucun	NSP/SR (NE PAS LIRE)
		Accident or injuries	Allergies	Another health problem caused by your work	None	DK/NA (DO NOT READ OUT)
		Unfälle oder Verletzungen	Allergien	Andere Gesundheitsprobleme, die durch Ihre Arbeit verursacht wurden	Keine	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	10	5	8	46	1
	BE	9	5	12	43	0
	BG	7	5	9	51	0
	CZ	5	5	13	37	0
	DK	10	6	5	38	1
	DE	8	7	9	36	6
	EE	3	5	10	51	2
	IE	5	0	8	56	1
	EL	5	7	8	39	1
	ES	17	8	10	42	1
	FR	16	2	6	43	0
	HR	11	6	12	47	4
	IT	7	3	5	62	0
	CY	0	2	6	52	0
	LV	10	10	15	42	3
	LT	3	6	8	48	3
	LU	15	7	9	41	0
	HU	4	7	12	53	1
	MT	10	11	4	41	0
	NL	2	6	7	43	1
	AT	9	6	5	47	1
	PL	8	2	13	41	1
	PT	10	10	5	46	1
	RO	8	10	8	44	0
	SI	3	2	6	56	0
	SK	12	5	9	39	0
	FI	11	7	10	32	0
	SE	9	2	8	58	1
	UK	10	6	6	51	0

Q13A Au cours des douze derniers mois, pendant combien de jours avez-vous été en congé maladie à cause de problèmes de santé causés ou aggravés par votre travail ou causés par un accident au travail ?

Q13A During the last twelve months, how many days were you on sick leave due to health problems caused or made worse by your work or due to an accident at work?






























Q13A Wie viele Tage waren Sie in den vergangenen 12 Monaten wegen Gesundheitsproblemen krank geschrieben, die durch Ihre Arbeit oder einen Unfall am Arbeitsplatz verursacht wurden oder sich dadurch verschlimmert haben?

		Aucun	1 à 3 jours	4 à 15 jours	16 jours à 2 mois	2 à 6 mois
		None	1 to 3 days	4 to 15 days	16 days to 2 months	2 to 6 months
		Keinen	1 bis 3 Tage	4 bis 15 Tage	16 Tage bis 2 Monate	2 bis 6 Monate
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	62	11	14	8	3
	BE	45	17	22	5	6
	BG	63	5	19	9	2
	CZ	79	3	5	7	6
	DK	60	14	12	6	5
	DE	46	14	23	12	3
	EE	73	2	14	8	2
	IE	62	15	17	1	1
	EL	59	23	13	2	1
	ES	80	12	4	2	1
	FR	58	8	16	12	3
	HR	68	5	13	5	3
	IT	60	11	20	4	2
	CY	57	20	14	6	3
	LV	68	6	13	11	1
	LT	62	7	16	10	2
	LU	52	15	20	5	3
	HU	74	3	13	7	1
	MT	42	31	19	4	1
	NL	66	9	13	6	3
	AT	58	12	17	11	1
	PL	65	7	14	6	6
	PT	75	3	7	11	3
	RO	77	4	13	3	2
	SI	55	8	22	9	4
	SK	68	7	11	9	4
	FI	57	15	18	6	1
	SE	70	10	11	5	1
	UK	67	15	8	7	2

Q13A Au cours des douze derniers mois, pendant combien de jours avez-vous été en congé maladie à cause de problèmes de santé causés ou aggravés par votre travail ou causés par un accident au travail ?

Q13A During the last twelve months, how many days were you on sick leave due to health problems caused or made worse by your work or due to an accident at work?

Q13A Wie viele Tage waren Sie in den vergangenen 12 Monaten wegen Gesundheitsproblemen krank geschrieben, die durch Ihre Arbeit oder einen Unfall am Arbeitsplatz verursacht wurden oder sich dadurch verschlimmert haben?

		Plus de 6 mois à un an	Vous êtes actuellement en congé maladie et il n'est pas prévu que vous retravailliez	NSP/SR (NE PAS LIRE)
		More than 6 months to 1 year	You are currently on sick leave and you are not expected to work again	DK/NA (DO NOT READ OUT)
		mehr als 6 Monate bis 1 Jahr	Sie sind zurzeit krank geschrieben und werden Ihre Arbeit voraussichtlich nicht wieder aufnehmen	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	0	1	1
	BE	1	2	2
	BG	1	1	0
	CZ	0	0	0
	DK	0	0	3
	DE	1	0	1
	EE	0	1	0
	IE	2	2	0
	EL	1	0	1
	ES	0	1	0
	FR	0	3	0
	HR	2	4	0
	IT	0	1	2
	CY	0	0	0
	LV	0	1	0
	LT	0	1	2
	LU	5	0	0
	HU	0	2	0
	MT	0	0	3
	NL	2	1	0
	AT	1	0	0
	PL	0	1	1
	PT	0	0	1
	RO	0	0	1
	SI	1	0	1
	SK	0	0	1
	FI	1	1	1
	SE	2	0	1
	UK	0	0	1

Q14A.1 Les mesures suivantes ont-elles été mises en place sur votre lieu de travail ?






























Une information et/ou des formations destinées aux salariés relatives à la sécurité et à la santé au travail

Q14A.1 Have the following measures been put in place at your workplace?

Information and/or training provided for staff about health and safety at work

Q14A.1 Wurden die folgenden Maßnahmen an Ihrem Arbeitsplatz eingeführt?

Mitarbeiter werden zu den Themen Gesundheit und Sicherheit am Arbeitsplatz informiert und/oder geschult

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	77	22	1
	BE	59	40	1
	BG	72	27	1
	CZ	95	4	1
	DK	50	44	6
	DE	78	21	1
	EE	76	20	4
	IE	75	24	1
	EL	47	53	0
	ES	76	24	0
	FR	61	39	0
	HR	76	22	2
	IT	86	14	0
	CY	61	37	2
	LV	77	21	2
	LT	76	21	3
	LU	58	41	1
	HU	88	11	1
	MT	56	40	4
	NL	62	36	2
	AT	83	17	0
	PL	82	17	1
	PT	68	30	2
	RO	79	20	1
	SI	85	14	1
	SK	91	8	1
	FI	76	21	3
	SE	66	29	5
	UK	89	10	1

Q14A.2 Les mesures suivantes ont-elles été mises en place sur votre lieu de travail ?






























Des mesures destinées à prévenir les problèmes de santé ou les accidents au travail (par exemple le contrôle des émissions nuisibles ou la sécurité sur les machines)

Q14A.2 Have the following measures been put in place at your workplace?

Measures to prevent health problems or accidents at work (for example control harmful emissions or safety at machines)

Q14A.2 Wurden die folgenden Maßnahmen an Ihrem Arbeitsplatz eingeführt?

Maßnahmen zur Vorbeugung von Gesundheitsproblemen oder Unfällen am Arbeitsplatz (z. B. Überwachung schädlicher Emissionen oder der Sicherheit von Maschinen)

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	59	37	4
	BE	55	43	2
	BG	55	41	4
	CZ	59	34	7
	DK	47	46	7
	DE	63	35	2
	EE	62	29	9
	IE	66	30	4
	EL	46	51	3
	ES	54	44	2
	FR	49	50	1
	HR	57	37	6
	IT	70	28	2
	CY	66	31	3
	LV	55	42	3
	LT	64	31	5
	LU	44	54	2
	HU	63	34	3
	MT	50	45	5
	NL	58	37	5
	AT	64	35	1
	PL	47	50	3
	PT	53	42	5
	RO	64	35	1
	SI	65	34	1
	SK	65	31	4
	FI	68	30	2
	SE	61	34	5
	UK	69	23	8

Q14A.3 Les mesures suivantes ont-elles été mises en place sur votre lieu de travail ?






























Des mesures afin d'embaucher des personnes souffrant d'une maladie chronique ou d'un handicap

Q14A.3 Have the following measures been put in place at your workplace?

Measures for employing people with chronic diseases or disabilities

Q14A.3 Wurden die folgenden Maßnahmen an Ihrem Arbeitsplatz eingeführt?






























Maßnahmen zur Beschäftigung von Menschen mit chronischen Erkrankungen oder Behinderungen

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	32	58	10
	BE	23	71	6
	BG	26	58	16
	CZ	21	67	12
	DK	24	61	15
	DE	34	58	8
	EE	23	53	24
	IE	33	56	11
	EL	20	73	7
	ES	24	63	13
	FR	34	62	4
	HR	25	59	16
	IT	41	49	10
	CY	25	67	8
	LV	14	79	7
	LT	21	66	13
	LU	25	70	5
	HU	21	74	5
	MT	31	56	13
	NL	27	53	20
	AT	34	56	10
	PL	22	72	6
	PT	17	74	9
	RO	25	66	9
	SI	33	59	8
	SK	31	60	9
	FI	20	69	11
	SE	22	61	17
	UK	48	35	17

Q14A.4 Les mesures suivantes ont-elles été mises en place sur votre lieu de travail ?
Des mesures destinées à adapter le lieu de travail aux personnes plus âgées

Q14A.4 Have the following measures been put in place at your workplace?
Measures to adapt the workplace for older people

Q14A.4 Wurden die folgenden Maßnahmen an Ihrem Arbeitsplatz eingeführt?
Maßnahmen zur geeigneten Gestaltung des Arbeitsplatzes für ältere Menschen

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	31	62	7
	BE	26	72	2
	BG	23	67	10
	CZ	25	67	8
	DK	23	65	12
	DE	29	64	7
	EE	22	59	19
	IE	32	58	10
	EL	20	76	4
	ES	26	70	4
	FR	23	73	4
	HR	31	61	8
	IT	34	62	4
	CY	28	69	3
	LV	20	74	6
	LT	33	59	8
	LU	32	64	4
	HU	31	64	5
	MT	36	52	12
	NL	34	58	8
	AT	34	59	7
	PL	23	73	4
	PT	27	69	4
	RO	29	62	9
	SI	32	63	5
	SK	35	57	8
	FI	35	54	11
	SE	22	70	8
	UK	52	38	10

Q14A.5 Les mesures suivantes ont-elles été mises en place sur votre lieu de travail ?






























Des mesures pour les salariés reprenant le travail après un congé maladie de longue durée

Q14A.5 Have the following measures been put in place at your workplace?

Measures for people who are returning to work from long term sickness absence

Q14A.5 Wurden die folgenden Maßnahmen an Ihrem Arbeitsplatz eingeführt?

Maßnahmen für Menschen, die nach langer Erkrankung die Arbeit wieder aufnehmen

		Oui	Non	NSP/SR (NE PAS LIRE)
		Yes	No	DK/NA (DO NOT READ OUT)
		Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	47	43	10
	BE	34	60	6
	BG	45	41	14
	CZ	30	49	21
	DK	51	39	10
	DE	62	32	6
	EE	24	46	30
	IE	47	41	12
	EL	28	62	10
	ES	26	62	12
	FR	41	53	6
	HR	40	48	12
	IT	37	53	10
	CY	28	57	15
	LV	28	63	9
	LT	45	37	18
	LU	34	60	6
	HU	31	60	9
	MT	36	45	19
	NL	61	26	13
	AT	38	53	9
	PL	35	53	12
	PT	33	60	7
	RO	37	54	9
	SI	35	56	9
	SK	47	44	9
	FI	51	34	15
	SE	50	36	14
	UK	67	21	12

Q14A.6 Les mesures suivantes ont-elles été mises en place sur votre lieu de travail ?






























Des mesures destinées à faire face aux risques nouveaux et émergents (par exemple causés par les nanotechnologies ou les biotechnologies)

Q14A.6 Have the following measures been put in place at your workplace?

Measures to address new and emerging risks (for example caused by nanotechnologies or biotechnologies)

Q14A.6 Wurden die folgenden Maßnahmen an Ihrem Arbeitsplatz eingeführt?






























Maßnahmen zum Umgang mit neuen und neu entstehenden Risiken (z. B. aufgrund von Nano- oder Biotechnologie)

	Oui	Non	NSP/SR (NE PAS LIRE)
	Yes	No	DK/NA (DO NOT READ OUT)
	Ja	Nein	Weiß nicht/ Keine Angabe (NICHT VORLESEN)
%	Flash EB 398	Flash EB 398	Flash EB 398
 EU 28	24	68	8
 BE	19	77	4
 BG	35	55	10
 CZ	17	73	10
 DK	10	80	10
 DE	30	65	5
 EE	18	62	20
 IE	26	64	10
 EL	14	79	7
 ES	23	69	8
 FR	12	84	4
 HR	27	63	10
 IT	26	69	5
 CY	38	52	10
 LV	21	72	7
 LT	21	67	12
 LU	14	83	3
 HU	23	72	5
 MT	40	53	7
 NL	27	58	15
 AT	19	75	6
 PL	17	78	5
 PT	29	65	6
 RO	26	68	6
 SI	35	60	5
 SK	39	50	11
 FI	35	55	10
 SE	21	68	11
 UK	32	51	17

D5 - En ce qui concerne votre occupation actuelle, diriez-vous que vous êtes indépendant, salarié, ouvrier ou diriez-vous que vous êtes sans activité professionnelle ? Cela signifie-t-il que vous êtes (un) ...

D5 - As far as your current occupation is concerned, would you say you are self-employed, an employee, a manual worker or would you say that you are without a professional activity? Does it mean that you are a...






























D5 Würden Sie in Bezug auf Ihre derzeitige Berufstätigkeit sagen, dass Sie selbständig, Angestellter, Arbeiter oder zurzeit nicht berufstätig sind?

		Agriculteur, sylviculteur, pêcheur	Commerçant, artisan	Profession libérale (avocat, médecin, comptable, architecte, ...)
		Farmer, forester, fisherman	Owner of shop, craftsman	Professional (lawyer, medical practitioner, accountant, architect, ...)
		Landwirt, Forstwirt, Fischer	Inhaber eines Geschäfts, Handwerker	Freiberufler (Anwalt, Arzt, Wirtschaftsprüfer, Architekt ...)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	1	2	3
	BE	1	1	3
	BG	0	1	1
	CZ	0	4	6
	DK	0	2	1
	DE	0	1	4
	EE	1	1	2
	IE	2	2	3
	EL	4	6	4
	ES	1	2	2
	FR	0	2	1
	HR	1	2	1
	IT	1	5	5
	CY	1	5	3
	LV	2	1	2
	LT	3	1	2
	LU	1	1	1
	HU	1	1	1
	MT	1	3	2
	NL	0	1	2
	AT	3	4	3
	PL	2	2	3
	PT	1	2	2
	RO	1	1	2
	SI	1	3	3
	SK	1	3	3
	FI	1	1	1
	SE	0	2	1
	UK	0	1	3

D5 - En ce qui concerne votre occupation actuelle, diriez-vous que vous êtes indépendant, salarié, ouvrier ou diriez-vous que vous êtes sans activité professionnelle ? Cela signifie-t-il que vous êtes (un) ...

D5 - As far as your current occupation is concerned, would you say you are self-employed, an employee, a manual worker or would you say that you are without a professional activity? Does it mean that you are a...






























D5 Würden Sie in Bezug auf Ihre derzeitige Berufstätigkeit sagen, dass Sie selbständig, Angestellter, Arbeiter oder zurzeit nicht berufstätig sind?

		Dirigeant d'une entreprise Manager of a company Geschäftsführer eines Unternehmens	Autre (Profession libérale\Indépendant) Other (Self-employed) Spontan: Sonstiges / Verweigert (NICHT VORLESEN)	Cadre employé (médecin sous convention, avocat, comptable, architecte, ...) Professional (employed doctor, lawyer, accountant, architect, ...) Freiberufler im Angestelltenverhältnis (z.B. angestellter Arzt, Anwalt, Wirtschaftsprüfer, Architekt ...)
%		Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	2	1	5
	BE	1	0	3
	BG	3	1	5
	CZ	1	1	7
	DK	2	1	1
	DE	3	0	2
	EE	3	0	12
	IE	1	2	10
	EL	0	2	1
	ES	2	2	4
	FR	1	0	2
	HR	1	0	5
	IT	0	0	2
	CY	2	0	1
	LV	3	1	7
	LT	1	1	11
	LU	1	0	3
	HU	2	0	7
	MT	1	1	4
	NL	3	1	7
	AT	0	0	1
	PL	3	0	7
	PT	2	3	3
	RO	1	2	10
	SI	1	0	6
	SK	2	2	7
	FI	4	0	4
	SE	2	1	10
	UK	1	2	10

D5 - En ce qui concerne votre occupation actuelle, diriez-vous que vous êtes indépendant, salarié, ouvrier ou diriez-vous que vous êtes sans activité professionnelle ? Cela signifie-t-il que vous êtes (un) ...

D5 - As far as your current occupation is concerned, would you say you are self-employed, an employee, a manual worker or would you say that you are without a professional activity? Does it mean that you are a...





























D5 Würden Sie in Bezug auf Ihre derzeitige Berufstätigkeit sagen, dass Sie selbständig, Angestellter, Arbeiter oder zurzeit nicht berufstätig sind?

		Direction générale, directeur ou direction supérieure General management, director or top management Geschäftsleitung, Direktor oder Top-Management	Cadre moyen Middle management Mittleres Management	Fonctionnaire Civil servant Beamter	Employé(e) de bureau Office clerk Büroangestellter	Autre salarié (commercial, infirmière, ...) Other employee (salesman, nurse, ...) Sonstiger Angestellter (Verkäufer, Krankenpfleger/in, ...)	Autre (Employé) Other (Employee) Spontan: Sonstiges (Angestellter)
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	2	5	6	6	12	0
	BE	1	4	8	6	9	1
	BG	1	4	5	3	8	0
	CZ	1	3	2	3	5	0
	DK	3	3	2	6	11	1
	DE	2	5	3	11	21	0
	EE	2	6	3	4	13	0
	IE	2	5	5	3	14	1
	EL	1	3	10	3	7	1
	ES	1	5	5	4	13	1
	FR	2	6	11	6	14	0
	HR	1	2	8	4	12	1
	IT	2	1	10	7	3	0
	CY	2	1	14	16	14	0
	LV	2	8	2	3	12	0
	LT	1	5	3	4	9	0
	LU	2	4	10	7	13	0
	HU	1	3	2	5	15	0
	MT	2	4	11	4	13	1
	NL	1	13	8	3	20	1
	AT	2	14	5	9	7	1
	PL	2	3	4	5	2	1
	PT	1	5	7	5	18	2
	RO	1	2	3	3	13	1
	SI	2	3	8	6	14	0
	SK	2	5	5	2	14	0
	FI	1	3	1	2	4	0
	SE	1	5	5	6	4	0
	UK	3	8	3	4	18	0

D5 - En ce qui concerne votre occupation actuelle, diriez-vous que vous êtes indépendant, salarié, ouvrier ou diriez-vous que vous êtes sans activité professionnelle ? Cela signifie-t-il que vous êtes (un) ...

D5 - As far as your current occupation is concerned, would you say you are self-employed, an employee, a manual worker or would you say that you are without a professional activity? Does it mean that you are a...





























D5 Würden Sie in Bezug auf Ihre derzeitige Berufstätigkeit sagen, dass Sie selbständig, Angestellter, Arbeiter oder zurzeit nicht berufstätig sind?

	Superviseur\ agent de maîtrise (chef d'équipe, ...)	Ouvrier	Ouvrier non qualifié	Autre (Manual worker)	Femme\ Homme au foyer	Etudiant (temps plein)
	Supervisor\ foreman (team manager, ...)	Manual worker	Unskilled manual worker	Other (Manual worker)	Looking after the home	Student (full time)
	Supervisor\Vorarbeiter\Meister (Teamleiter etc.)	Arbeiter	Ungelernter Arbeiter	Spontan: Sonstiges (Ungelernter Arbeiter)	Hausfrau \ Hausmann	Schüler \ Student (Vollzeit)
%	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
EU 28	1	5	1	0	7	9
 BE	1	8	2	0	6	11
 BG	1	8	4	0	4	10
 CZ	2	15	4	1	6	7
 DK	1	13	12	0	1	10
 DE	2	4	1	0	4	8
 EE	0	3	2	0	4	9
 IE	0	1	1	0	10	11
 EL	0	1	0	0	10	12
 ES	0	3	1	0	13	10
 FR	1	4	1	0	4	10
 HR	0	1	0	0	6	8
 IT	1	5	2	1	12	8
 CY	0	0	0	0	4	11
 LV	0	3	2	0	6	12
 LT	1	6	1	0	6	11
 LU	1	8	3	0	9	11
 HU	0	5	2	0	5	10
 MT	0	1	0	0	25	14
 NL	0	0	1	0	7	7
 AT	2	6	1	0	4	7
 PL	3		1	0	7	8
 PT	0	2	0	0	4	9
 RO	0	7	3	0	9	8
 SI	0	4	1	1	1	13
 SK	0	3	0	0	6	12
 FI	4	25	2	0	2	11
 SE	2	18	2	0	0	10
 UK	1	2	1	0	5	7

D5 - En ce qui concerne votre occupation actuelle, diriez-vous que vous êtes indépendant, salarié, ouvrier ou diriez-vous que vous êtes sans activité professionnelle ? Cela signifie-t-il que vous êtes (un) ...

D5 - As far as your current occupation is concerned, would you say you are self-employed, an employee, a manual worker or would you say that you are without a professional activity? Does it mean that you are a...

D5 Würden Sie in Bezug auf Ihre derzeitige Berufstätigkeit sagen, dass Sie selbständig, Angestellter, Arbeiter oder zurzeit nicht berufstätig sind?

		Retraité	Demandeur d'emploi	Autre (Sans activité professionnelle)	Refus
		Retired	Seeking a job	Other (Without a professional activity)	Refusal
		Rentner \ Pensionär	Auf Arbeitssuche	Spontan: Sonstiges / Verweigert (NICHT VORLESEN)	Verweigert
%		Flash EB 398	Flash EB 398	Flash EB 398	Flash EB 398
	EU 28	24	7	2	0
	BE	25	5	4	1
	BG	27	14	1	0
	CZ	26	7	1	0
	DK	24	5	1	0
	DE	27	2	0	0
	EE	26	7	1	0
	IE	16	10	2	0
	EL	21	11	1	0
	ES	19	12	1	0
	FR	26	6	2	0
	HR	30	15	2	0
	IT	24	11	0	0
	CY	15	8	3	0
	LV	19	11	2	0
	LT	22	9	3	0
	LU	20	3	2	0
	HU	30	8	2	0
	MT	13	2	0	0
	NL	17	5	3	0
	AT	26	5	0	0
	PL	25	6	3	0
	PT	21	10	1	0
	RO	25	7	1	0
	SI	28	5	0	0
	SK	23	8	0	0
	FI	28	6	0	0
	SE	25	5	1	0
	UK	23	4	3	0