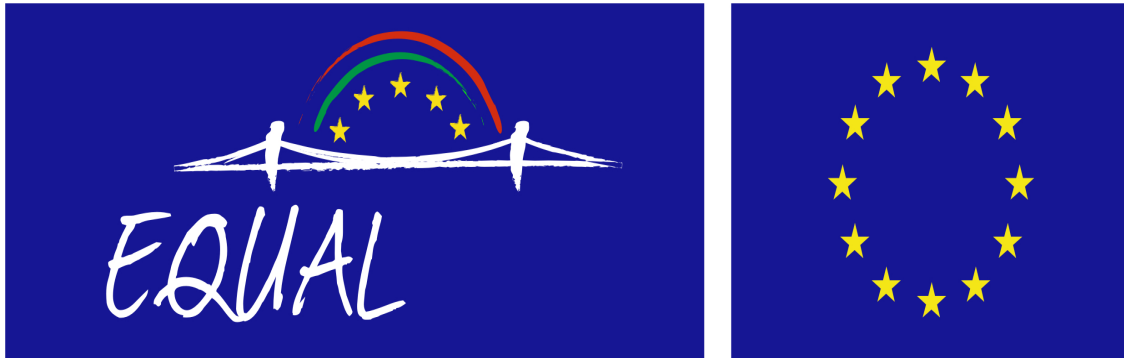


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Magyarország célba ér



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Hungary	Egyenlő munkáért egyenlő bért! e-BérBarométer	<a href="#">HU-6</a>
Belgium (fl)	Dicht de gender loonkloof	<a href="#">BEnl-28</a>
The Netherlands	Dicht de loonkloof(m/v)!	<a href="#">NL-2004/EQH/0016</a>

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EQUAL PROJECT  
eSolution: EQUAL pay for equal work!  
II. Joint research report



**working conditions of women and men  
with focus on the reconciliation of  
duties at work and in the family**

**Belgium, Hungary and the Netherlands**

**Edited by Szilvia Borbély**

**EQUAL**

**eSolution: Equal pay for equal work!**

**II. Joint research report**

**Amsterdam-Budapest-Brussels**

November 2007



# **European Social Fund - EQUAL**

## **eSolution: Equal pay for equal work!**

### **II. Joint research report**

#### **working conditions of women and men with focus on the reconciliation of duties at work and in the family**

#### **Belgium, Hungary and the Netherlands**

**Edited by  
Szilvia Borbély**

**with the participation of**

**Dirk Dragstra (the Netherlands)  
Kea Tijdens (the Netherlands)  
Maarten van Klaveren (the Netherlands)  
Paulien Osse (the Netherlands)  
Szilvia Borbely (Hungary)  
Zsolt Pacskovszki (Hungary)  
Tim Guily (Belgium)**

**Amsterdam-Budapest-Brussels**

October 2007

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## Summary and conclusions

The present paper tries to present a comparative overview on working conditions with focus on reconciliation of duties at work and in the family in three countries: Belgium, Hungary and the Netherlands. We look at this subject from the standpoint of the labour market flexibility and employability security for women and men. The source of data is the WageIndicator dataset for the Netherlands and Belgium released on 04/04/2007 and BérBarométer dataset for Hungary released in October 2006. Where appropriate, we confront the *WageIndicator* outcomes with those of other (mostly official) statistical sources.

Working time and work schedule are two of the cornerstones of the reconciliation of work and family life and plays important role in the achievement of the targets set up by the European Union in the so called Lisbon Strategy. The Commission proposes among others that the aim of reconciling family and working life must be covered more comprehensively.

Beside full-time work per week part-time work is not the only type but also the annualised hours, flexible hours, working on-call or other type of not regular full-time work exists. **The most evident indicator of the change of employment structure and work arrangement is the rise in the rate of part-time work relative to full-time employment. Part-time employment has been publicly praised as a tool for promoting market flexibility and reorganising working time, for family policy** and for redistributing existing employment (thereby reducing unemployment). In 1992 14% of EU employees worked part-time, in 2002 their share raised to 18.2%: in that year already 33.5% of women and 6.6% of men worked part-time. In 2002 in Hungary only 2.9% of employees worked part-time. In 2006 in the Netherlands more than 40% of the women who filled in the on-line questionnaire do not work full-time, in Belgium their proportion is near 30%. In Hungary only 6.7% of all employees and 8% of women do not work full-time. It is important to note, that *in the Netherlands most part-time workers have a permanent position, their work is not a “precarious” job, and the term “part-time work” only refers to the working hours in relation to the standard working hours within the company.*

The rate of men not working full-time in all the three countries is low, in Hungary and Belgium the proportion is 5%, and in the Netherlands 8%. We may assume that the full-timers are mostly men. Part-time employment is far less significant in Hungary than in most countries of the EU. This also has some historical roots: in the socialist economy part-time work was only possible for working pensioners. The other main reason is the low wage level in Hungary and the need for the salary of two full-time employees to maintain a family.

In the WageIndicator on-line surveys in Belgium and the Netherlands the respondents answer to such question whether part-time work is chosen because of housekeeping, or child rearing, or because job would be otherwise too stressful, or simply the respondent would like to have more free time, or there is no other choice. Comparing the three countries – Hungary, Belgium and the Netherlands – we may assume that **working in part-time is a typical Dutch and female phenomenon**. The motivation to work part-time of men and women differs. More than half of Dutch and Belgian women responded so, that **the most important motivation for them to work part-time is the possibility to look after children**. The most important motivation for *Belgian men is having more time for themselves*: almost half of the Belgian men mentioned it and only 15% of male respondents concerned the childcare. In the

Netherlands the situation slightly differs: the same percentage of men highlighted childcare and self-care (32-32%) as motivation for part-time work. Due to the low incidence in working part-time, in the Hungarian WageIndicator questionnaire we do not ask on motivation.

In Hungary **women are more satisfied with their organisation of working time**. 40% of all female and only 29% of male respondents answered that working time never disturbs family life. **Also among the less satisfied we find fewer women (4%) and more men (6%)**. What could be behind the higher satisfaction level of women? We assume that behind these figures we may find *higher capacity to make compromises, less and lower level of managing positions, possibly more flexible work organisation for women*.

*The reconciliation of family life and work depends on the organisation of working time and frequency to work on Saturdays, Sundays, evenings and in other irregular hours, too.* Unusual work times (hours during evenings, weekends or nights) may be associated with poorer mental health of parents and more social and emotional difficulties for children. When it is mothers who work these hours, there is worse family functioning, more hostile and ineffective parenting, and more parent distress. *The most problematic family environments occur when both parents work non-standard hours.* In Belgium, the Netherlands and Hungary evenly around 30% of women work regularly on Saturdays and 18-19% on Sundays. In Belgium and the Netherlands slightly more percentage of men works regularly on Saturdays than women and the same percentage on Sundays. The incidence of Hungarian men exceed: **45% of the Hungarian male respondents work on Saturdays and 30% on Sundays**. The evening work prevails in the Netherlands: 35% of women and almost half of the men work regularly in the evening. Shift work is one of the main tools for internal flexibility. But shift work requires people to drastically change their sleep habits weekly or even daily and makes the reconciliation of family life and work difficult. In the WageIndicator databases the shift workers are overrepresented. **Surprisingly, in both countries the female incidence working in shifts or irregular hours is higher than the male**. Almost 30% of Belgian and Dutch women working in shift do it in alternating morning and afternoon shifts, and **one quarter of Dutch women work in three shifts!** At the same time we must not forget that in the Netherlands workers are greatly able to influence the schedule of their working hours. According to the *Fourth European Working Conditions Survey*, there is a specific indicator on telework, which is defined as working from home and with a PC. The overall proportion of people doing telework is very low: slightly more than 5% of all EU workers do any telework at all, and less than 2% regularly work from home and with a PC. According to WageIndicator databases in Belgium and the Netherlands only 5-7% of women work in telework at least one day per week. **The telework is more popular among men: 10-12% of the respondents in both countries work in telework**. In Hungary we asked if one worked at home at least one day per week. 15% of women and 16% of men answered positively to this question, but we have to make the comparison carefully with the relevant Belgian and Dutch data, as this type of “home” work is not necessarily coincides with the classical telework in Belgium or the Netherlands.

*An important condition of planning family life is to know work-time schedule in advance.* While work-time schedules with moderate flexibility may be positively related to the efficiency of organisation of family life, highly flexible work-time arrangements may correlate negatively with family life due to the difficulties of planning in advance and therefore increase of stress. **Almost 60% of Belgian women and 49% of Dutch women do**

**not know their working schedule one month in advance.** More than 60% of Belgian and Dutch men do not know their schedule one month in advance as well, creating difficulties in planning the family events. *The overtime is obviously against family life. Frequent overtime, long hours of work or demanding work schedules represent risks to the worker's safety and health.* **Almost 75% of Hungarian women and more than 80% of men have to work overtime; furthermore 4.5% of female and 5% of male respondents have to work overtime on daily basis! In Belgium and the Netherlands around 50-60% of female and male workers work overtime from time to time.** Studies on the impact of work schedule indicate the occurrence of traumatic injuries, musculoskeletal and cardiovascular diseases and workplace stress. Despite of the high incidence of overtime, almost 70% of women and men are satisfied with the length of working time. In Hungary only 27% of women would like to work less. **It must be correlated with the already mentioned low wage level in Hungary.**

The increase of precarious type of jobs - among them the fixed-term contracts - makes the planning of family life difficult on the long run and contributes to workplace stress but helps the labour market flexibility. The WageIndicator databases show that the labour market flexibility is the highest in the Netherlands, where – according to the database – 30% of women are employed with other than permanent contract. In Hungary 2.5% of women and 3.4% of men responding to the question asking about the nature of contracts answered that they work through temporary agency. We can find the highest proportion of employees having contract with temporary agency in Belgium, where 12.2% of women responding to the question in concern of the type of contracts work through temporary agency. **The incidence of permanent (not fixed-term) contract for women is the highest in Hungary (90%) and for men in Belgium (93%).** The overwhelming majority of the respondents in the Netherlands work with fixed-term contract but with the prospect of permanent employment.

We may conclude that in all three countries **the job security is higher for men than for women:** the incidence of men working with permanent contract in every country is higher than the incidence of women. **It seems that the labour market flexibility is achieved mainly at the detriment of women!**

*The re-launched Lisbon Strategy has reinforced the goal of turning the EU into the most competitive and dynamic knowledge-based economy in the world.* Despite of the goals, based on the Fourth European Working Conditions Survey, **less than 30% of EU employees received any type of training at work in 2005.** The levels of training in the EU have not increased in the last 10 years, since the *European Working Conditions Survey* started measuring. But there are very **big differences among countries.** As in the previous editions of the survey, North European countries come at the top of the league: more than 50% of the workers received training at work in Finland and Sweden. At the other end of the scale are most Southern and Eastern European countries, where the levels of training are very low, hardly reaching 20% of employees in Spain, Greece, Hungary, Portugal, Romania and 10% of employees in Bulgaria and Turkey. In the Netherlands the training reached more than 30% and in Belgium near 50% of employees, mainly covered by the employers. *What do the WageIndicator databases show?* According to the Hungarian WageIndicator (BérBarométer) the majority – **78% of the surveyed persons – do not take part in any kind of training or retraining.** It affects not only their employability but also gives less opportunity to increase the productivity and efficiency at a given workplace. In Hungary 59% of those who take part in training are women and 41% are men. **Women – despite of their household and family**

**responsibilities – utilize emerging training possibilities more frequently.** The majority of employees taking part in (re)training have middle school education. The worst situation in concern of (re)training we find in the case of workers who finished only elementary education (8 grades) or basic level professional school.

According to the **Fourth European Working Conditions Survey** “those workers who carry out complex tasks and learn new things at work are much more likely to feel that they need further training, whereas the opposite is the case for those carrying out monotonous or repetitive tasks (who are actually more likely to consider themselves over skilled for the work they do)”. *The Hungarian WageIndicator database verifies this: the higher the degree of education of the respondent is, the higher the proportion of those respondents is who obtained further training and qualification after formal education: 80% of women with further training after secondary school and around 70% of women with higher education (college and university) have obtained further qualification. Only in the case of professional workers the proportion of men obtaining further qualification is significantly higher than the proportion of women doing the same thing. Comparing the three countries concerning the further qualification we may assume that the country with the most flexible labour market has the highest achievement: in the Netherlands 68% of women and 76% of men have obtained further qualifications, in Belgium their proportion is around 60% both for women and men, in Hungary the proportion is only slightly more than half of the women (52%) and men (56%), in the Netherlands due to flexible contracts the high labour market flexibility is counterweighted by the high incidence of those gaining new qualifications. In all three countries further qualifications and training are connected to higher – at least secondary – formal education. The circulus vitiosus of low formal education followed by low participation in further training should be broken by special measures to raise motivation and ease access to further education also for these strata. Who does finance the training? We may assume that employer’s financing is much more common than self-financing. The employees finance less but longer and more serious trainings for themselves.*

The stress related to workplace and work can be considered as hindrance of the reconciliation of work and family life. Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the **capabilities, resources or needs of the worker**. Job stress can lead to poor health and even injury and not at last to poisoned home atmosphere. **According to the WageIndicator databases among the three compared countries in Hungary women and men are the most exhausted physically and mentally.** According to the Hungarian database more than 30% of women and men evaluate their work physically tiring and 34% of women and 25% of men think it mentally exhausting. At the same time these results seem to contradict partly to the answers in concern of the following question “Do you find your work stressful?”. In Hungary only 27% of women answered that they find their job stressful daily. 25% of men experience their work stressful daily which corresponds to the 25% of men finding their work mentally exhausting. But 17-17% of Hungarian women and men never find their job stressful despite of high incidence of people finding their job physically and mentally fatiguing. **According to the WageIndicator respondents the most stressful are the Belgian women and men: 32% and 34% of them feel their job stressful every day, and only 4% of women and 3% of men do never feel their work stressful.**

The Ministry of Social Affairs and Employment developed an extensive sectoral approach to risk management with the aim to reduce workplace stress. One of the most important benefits of the covenant was identified as **the cooperation of three parties – employees, employers and the Dutch government – with the aim of reducing workplace stress.**

## Introduction

Within the framework of EQUAL program three development partnerships (DPs) - the Belgian “Dicht de gender loonkloof” ([BEEnl-28](#)), the “Dicht de loonkloof(m/v)!” ([NL-2004/EQH/0016](#)) from the Netherlands and the “Egyenlő munkáért egyenlő bért! e-BérBarométer” ([HU-6](#)) – make joint effort to fulfil the tasks in their transnational cooperation agreement (TCA) “e-Solution: Equal pay for equal work!”. The common interest of the DPs taking part in the TCA derives from common problems, like the persistent wage gap between male and female employees. The present paper is the second of the two joint papers trying to analyse wages and incomes with focus on gender pay gap and to present a comparative overview on working conditions with focus on reconciliation of duties at work and in the family. We introduce other – nowadays frequently debated – standpoints, too, like the labour market flexibility and employability security for women and men. The present joint report uses the results of the research of Marmol Unlimited Partnership.

## Data

The source of data for analysis in this report is the *WageIndicator* dataset for the Netherlands and Belgium released on 04/04/2007 and *BérBarométer* dataset for Hungary released in October 2006. The Dutch and Belgian dataset contains the data of the on-line questionnaires, filled from the beginning of April 2006 until the end of December 2006. Hungarian dataset is based on paper-form face to face survey of 5000 respondents. The Hungarian data cover the period of May 2006 – October 2006.

Where appropriate, we will confront the *WageIndicator* outcomes with those of other (mostly official) statistical sources.

In the present paper we used also the results of the **Fourth European Working Conditions Survey (Dublin Foundation)** and of the so called **WIBAR** project<sup>1</sup>. The WIBAR project aims to promote the input of cross-country, comparative analyses at the level of themes and industries using the *WageIndicator* survey data.

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<sup>1</sup> The Amsterdam Institute of Advanced Labour Studies (AIAS) / University of Amsterdam has developed the WIBAR project in cooperation with the European Trade Union Confederation (ETUC).

## Working time

Working time and work schedule are two of the cornerstones of the reconciliation of work and family life. Furthermore the reconciliation of work and family life plays an important role in the achievement of the targets set up by the European Union in the so called Lisbon Strategy.

The Council accepted the Council Directive 93/104/EC of 23 November 1993 concerning certain aspects of the organization of working time<sup>2</sup>, which aims to fix the minimal safety and health requirements in concern of working time organisation. In 2004 the Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time entered into force. **One of the most important changes in Europe's employment structure over the last 10 years concerns the increasing diversification of working-time schedules. Today working time is in the middle of debates and negotiations.** This debate has been stimulated by the proposals of the European Commission for revising the Working Time Directive. **The Commission proposes among others that the aim of reconciling family and working life must be covered more comprehensively.**

### *Full-time, part-time*

The data used in this chapter covers the period September 2004 - September 2006, and includes only 89% of the total *WageIndicator* sample for the eight member states, as we restrict our analyses to employees.<sup>3</sup>

Table 1 presents an overview of the working hours arrangements of those employees in different countries of the *WageIndicator* sample that have indicated their employment contract to include the number of hours agreed with the employer.

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<sup>2</sup> Source: Official Journal L 307 , 13/12/1993 P. 0018 – 0024, The full text can be seen in the following website:  
<http://europa.eu.int/eur-lex/lex/LexUriServ/LexUriServ.do?uri=CELEX:31993L0104:HU:HTML>  
[http://www.eum.hu/eum/eum.news.page?pid=DA\\_39372](http://www.eum.hu/eum/eum.news.page?pid=DA_39372)

<sup>3</sup> The working time part chapter as concern Belgium, Denmark, Finland, Germany, the Netherlands, Poland, Spain and UK is based on Maarten van Klaveren, Kea Tijdens, Nuria Ramos Martin: Working Time, Wibar Report No1, 22/02/2007, final version

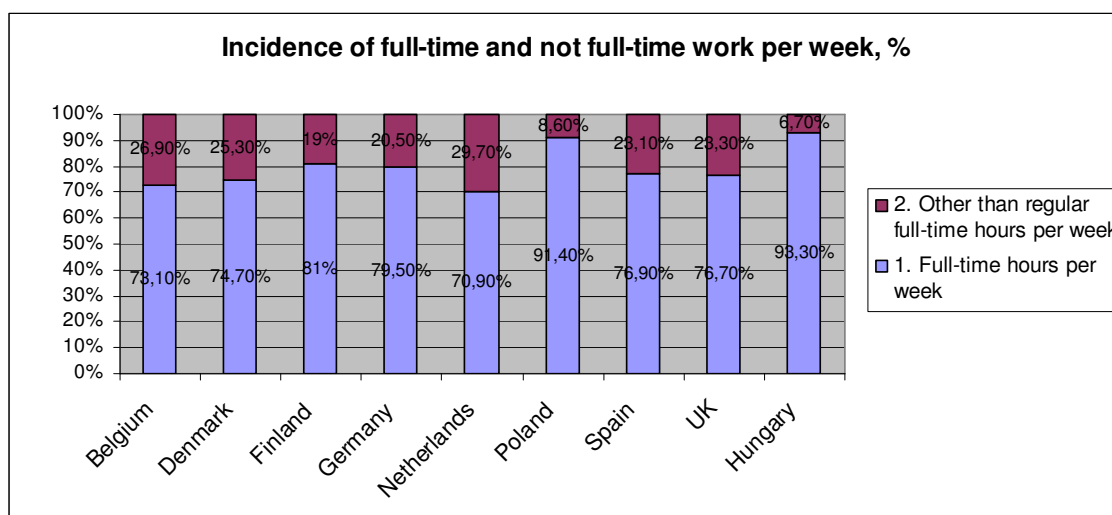
## 1. Incidence of working hours' arrangements by the 8 WageIndicator countries and Hungary, 2004-2006, %

	Belgium	Denmark	Finland	Germany	Netherlands
<b>1. Full-time hours per week</b>	73.1	74.7	81.0	79.5	70.9
<b>2. Other than regular full-time hours per week</b>	26.9	25.3	19.0	20.5	29.7

	Poland	Spain	UK	Hungary
<b>1. Full-time hours per week</b>	91.4	76.9	76.7	93.3
<b>2. Other than regular full-time hours per week</b>	8.6	23.1	23.3	6.7

Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

**Chart 1**



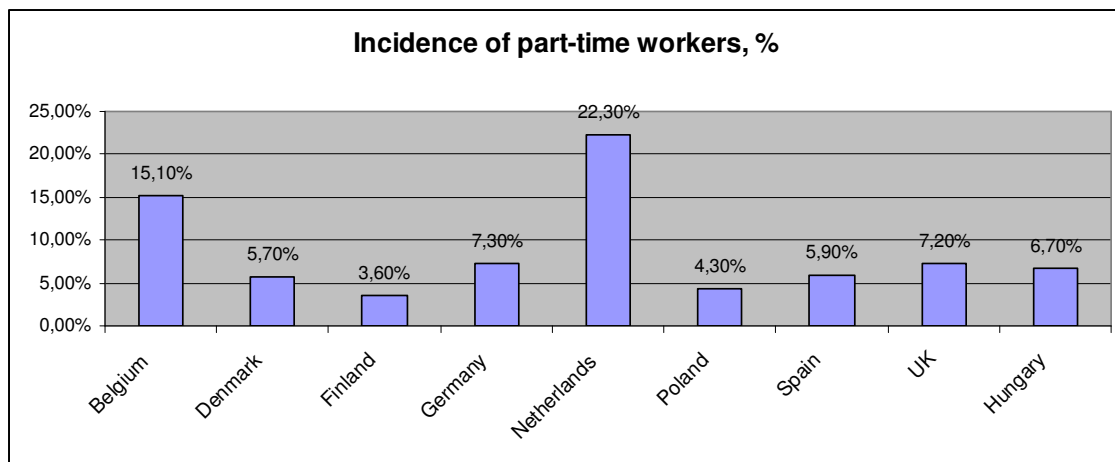
Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; Hungary: BérBarométer 5000 dataset, October 2006

An overwhelming majority of the respondents, from 71% (the Netherlands) through 91% (Poland) to 93% (Hungary), stipulates to work on a full-time hours per week basis.

The none-regular full-time work per week includes not only the part-time work but also the annualised hours, flexible hours, working on-call or other type of not regular full-time work. The share of flexible hours' arrangements in our sample is remarkably high, notably in

Denmark (12.65), Finland (10.6%) and Belgium (10.1%), but also in Germany (8.6%), Spain (9.4%) and the UK (8.8%). The share of part-time hours per week arrangements varies widely, from less than 4% in Finland to 15% in Belgium and over 22% in the Netherlands.

**Chart 2**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; Hungary: BérBarométer 5000 dataset, October 2006

## ***Belgium, Hungary and the Netherlands***

### **Full-timers and part-timers: women and men**

#### **2. Number of persons filling the WageIndicator/BérBarométer questionnaire and answering to the question in relation of working time**

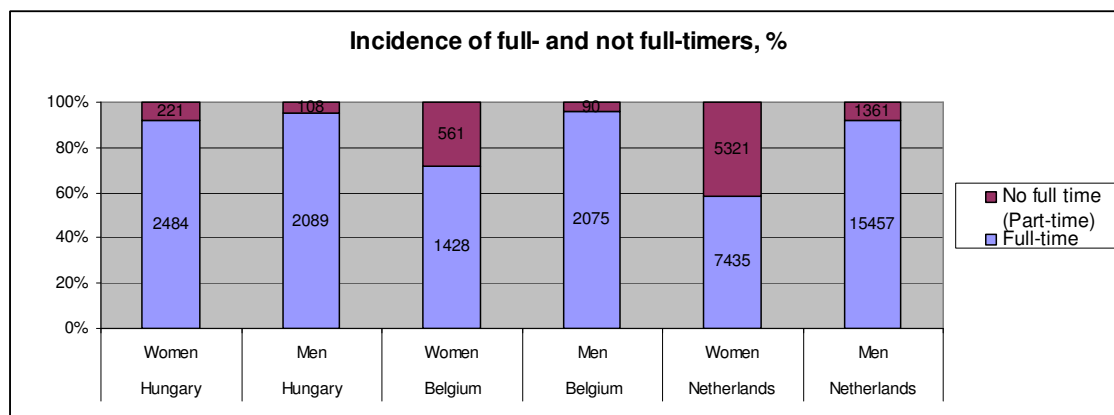
	HUNGARY			BELGIUM			NETHERLANDS		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
<b>Full-time</b>	2484	2089	4573	1428	2075	3503	7435	15457	22892
<b>Not full-time</b>	221	108	329	561	90	651	5321	1361	6682
<b>Total</b>	2705	2197	4902	1989	2165	4154	12756	16818	29574

Source: *WageIndicator*, 04.04.2007 and BérBarométer 5000 database, October 2006, Hungary

The most evident indicator of the change of employment structure and work arrangement is the rise in the rate of part-time work relative to full-time employment. Part-time employment has been publicly praised as a tool for promoting market flexibility and reorganising working time, for family policy and for redistributing existing employment (thereby reducing unemployment).

In 1992 14% of EU employees worked part-time, in 2002 their share raised to 18.2%. In 2002 already 33.5 % of women and 6.6 % of men worked part-time.<sup>4</sup> In 2002 in Hungary only 2.9% of employees worked part-time.

**Chart 3**



Source: *WageIndicator* 04.04.2007 data release and Hungary, BérBarométer 5000 dataset, October 2006

### 3. Incidence of full-and not-full timers, %

	HUNGARY		BELGIUM		NETHERLANDS	
	Women	Men	Women	Men	Women	Men
<b>Full-timers</b>	92%	95%	72%	96%	58%	92%
<b>Not full-timers</b>	8%	5%	28%	5%	42%	8%
<b>Part-time workers, OECD 2006</b>	4.2%	1.5%	34.7%	6.7%	59.7	18.8

Source: *WageIndicator* 04.04.2007 data release and Hungary, BérBarométer 5000 dataset, October 2006, OECD, 2006

In 2006 in the Netherlands more than 40% of the women who filled in the on-line questionnaire do not work full-time, in Belgium their proportion is near 30%. In Hungary according to the Hungarian *WageIndicator* database only 6.7% of all employees and 8% of women do not work full-time. This incidence is much higher than the incidence shown by the official OECD source, according to which 4.2 % of all female employees and 1.5 % of all male employees worked part-time in 2006.

In the Netherlands the official figures are higher than the figures of the *WageIndicator* database<sup>5</sup>: 54% of women aged 15 to 64 had a job of at least 12 hours a week in 2005, and the incidence of part-time working women in 2006 according to the OECD data was 59.7 %. In

<sup>4</sup> Eurostat Labour Force Survey 2002 and Employment in Europe, 2003

<sup>5</sup> Source: www.dutchnews.nl, 13 December 2006

2000, the proportion of Dutch part-timers was already 52% and the official target is 65% by 2010. It is important to note, that in the Netherlands most part-time workers have a permanent position, their work is not a “precarious” job, and the term “part-time work” only refers to the number of working hours in relation to the standard working hours within the company.

According to WageIndicator databases the rate of men not working full-time in all three countries is low, in Hungary and Belgium the proportion is 5%, and in the Netherlands 8%. We may presume that full-timers are mostly men.

We may assume that compared to the official national statistics full-time workers are overrepresented in Belgium and the Netherlands and underrepresented in Hungary.

Part-time employment is far less significant in Hungary than in most countries of the EU. This also has some historical roots: in the socialist economy part-time work was only possible for working pensioners. The other main reason is the low wage level in Hungary and the need for the salary of two full-time employees to maintain a family. (To have an idea about the difference in wage level we mention that the Belgian minimum wage in 2006 was EUR 1234, in the Netherlands EUR 1273 and in Hungary EUR 250. The amounts slightly differ if we count the minimum wages according to purchasing power parities, than the figures are: 1184, 1210 and 401, respectively.)

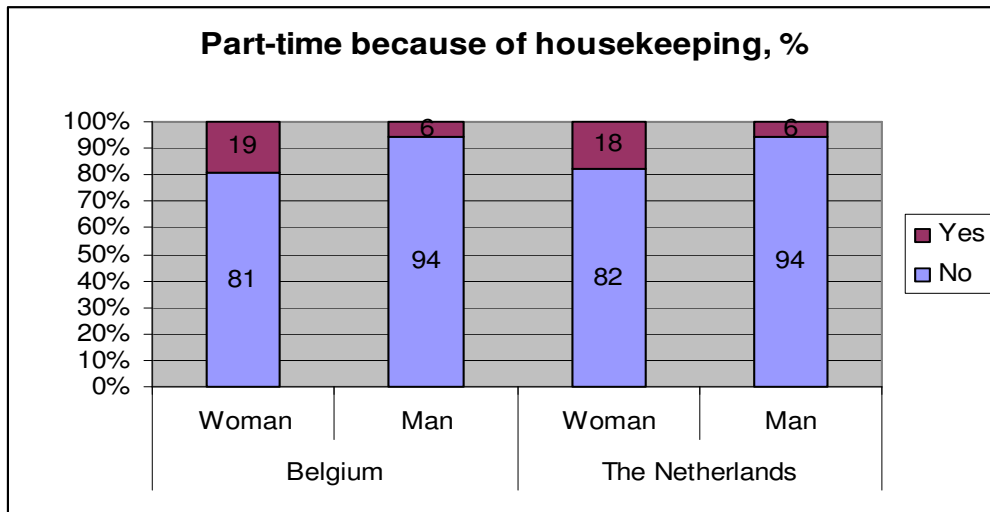
## **Motivations**

As we see in Hungary part-time work does not prevail. It is the reason why the Hungarian questionnaire does not contain specific question in concern of motivation to work part-time meanwhile the Belgian and Dutch questionnaire does.

In the WageIndicator on-line surveys in Belgium and the Netherlands the respondents have to answer to such question whether part-time work is chosen because of housekeeping, or child rearing, or because job would be otherwise too stressful, or the respondent would like to have more free time, or simply they have no other possibilities.

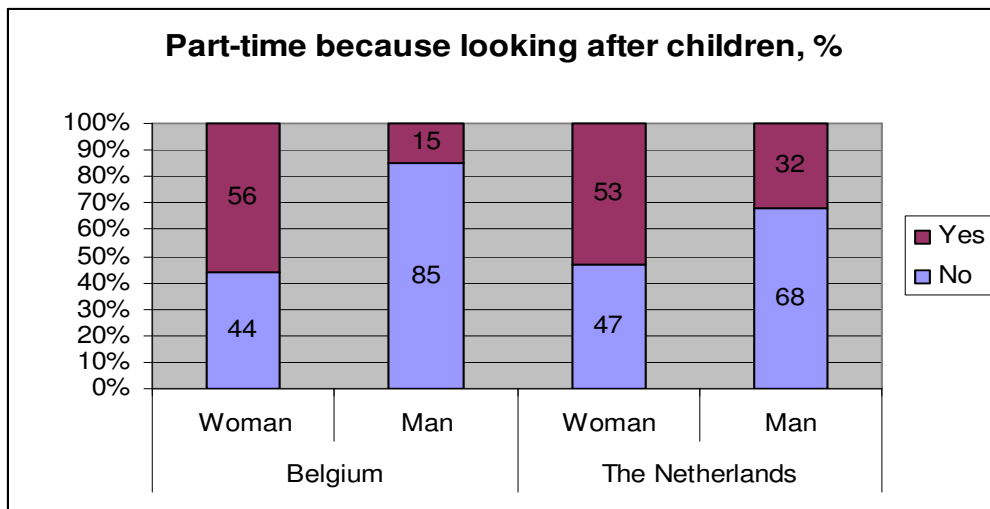
The following answers were received to the questions:

**Chart 4**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

**Chart 5**



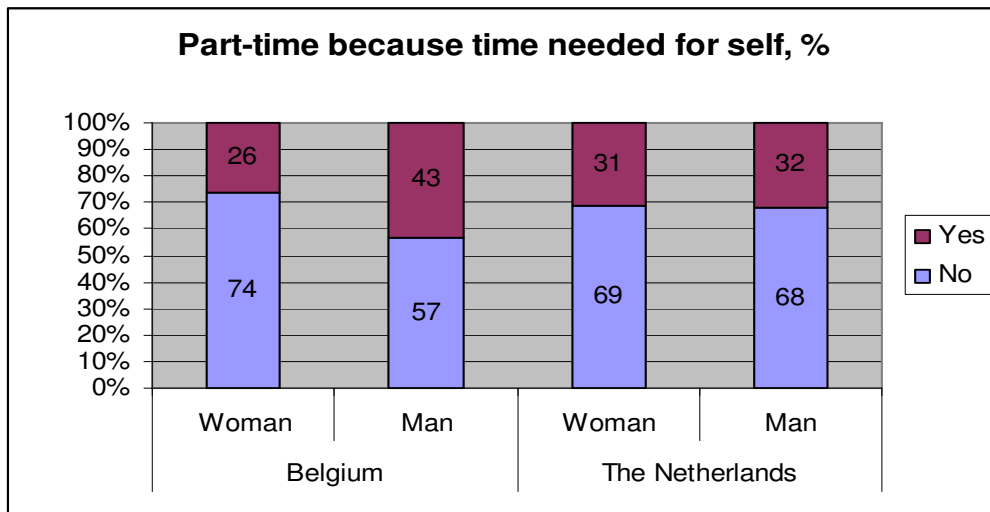
Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

**Chart 6**



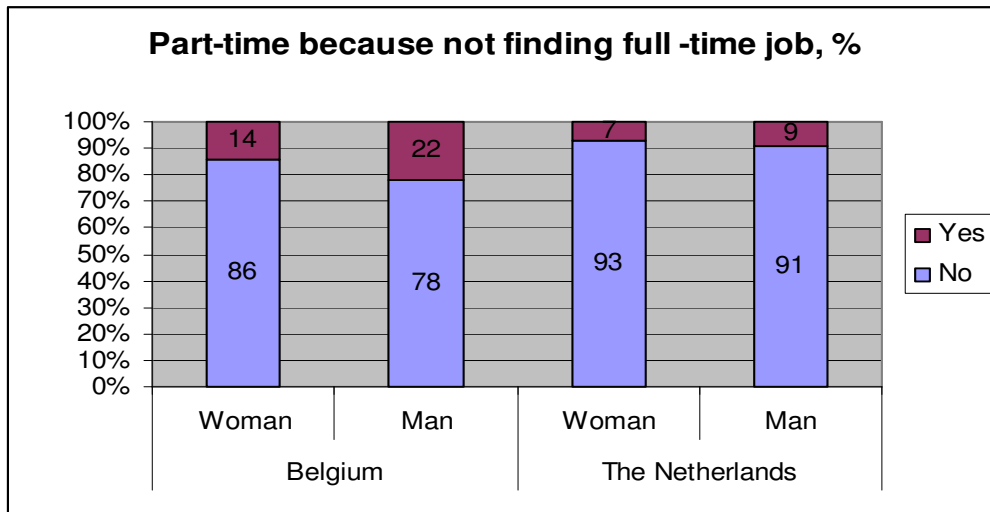
Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

**Chart 7**



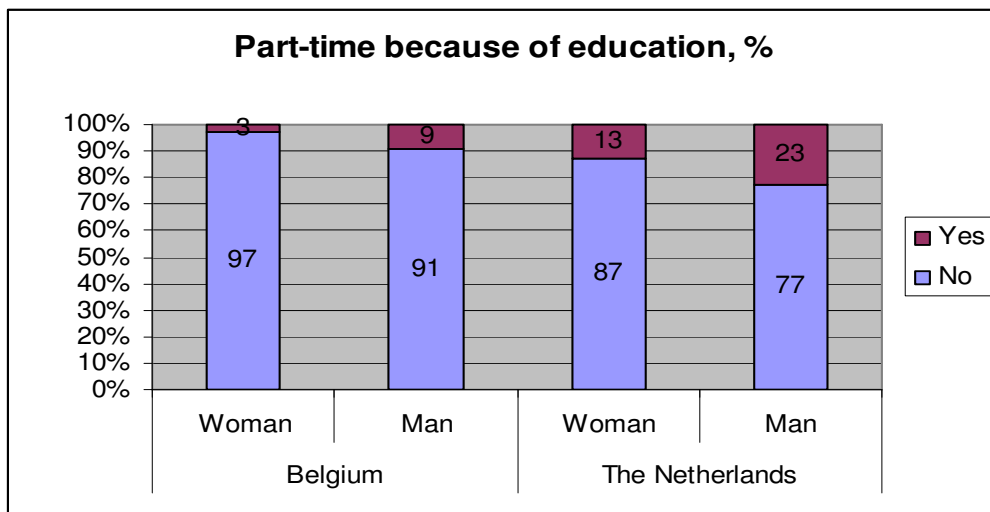
Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

**Chart 8**



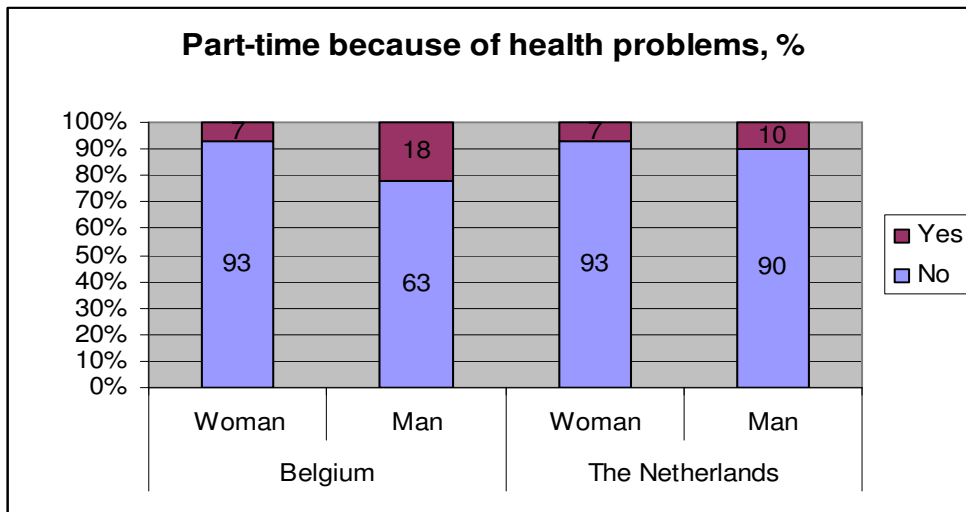
Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

**Chart 9**



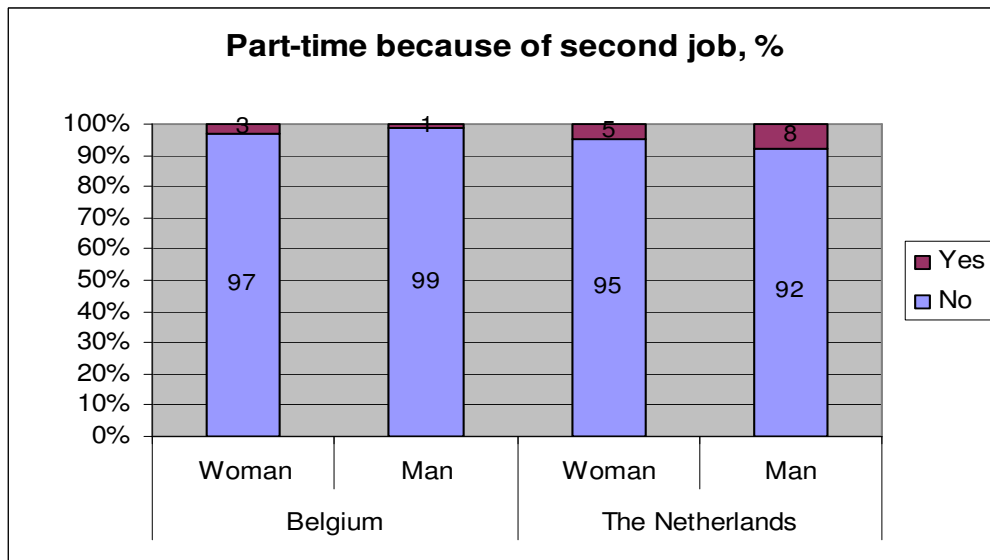
Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

**Chart 10**



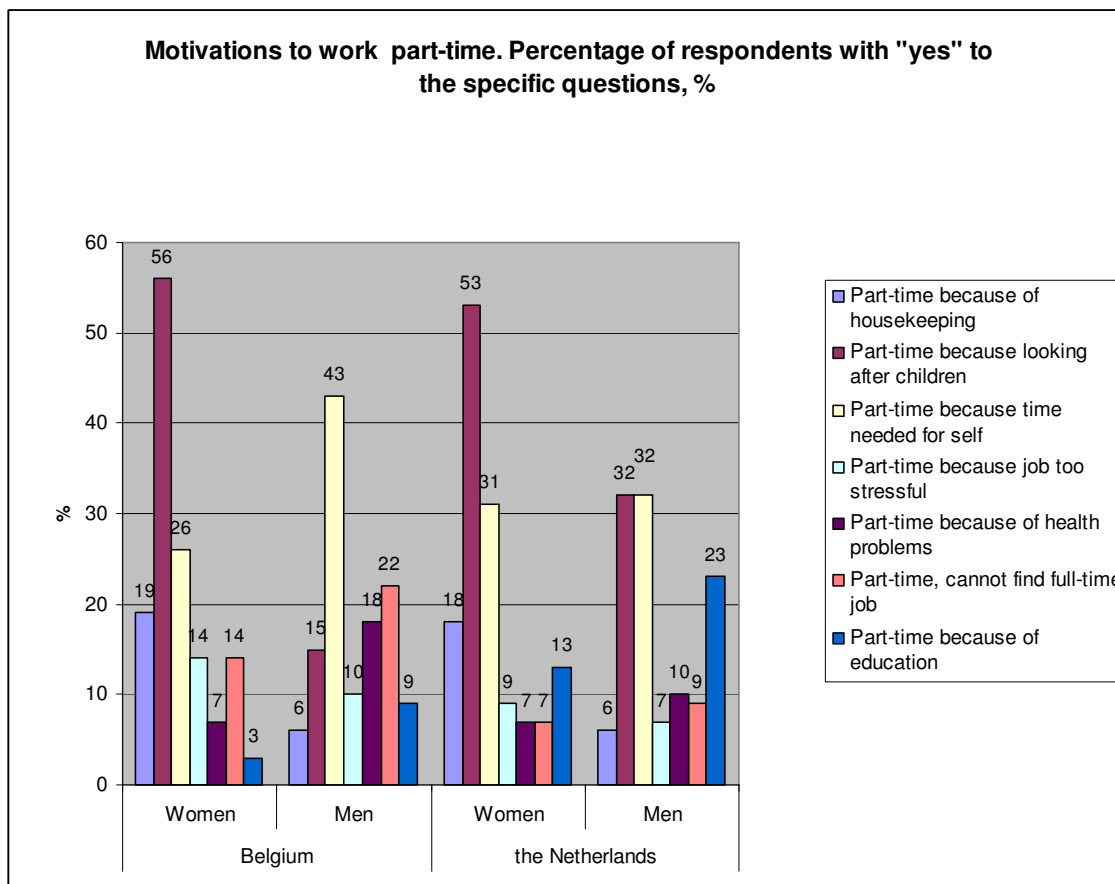
Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

**Chart 11**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

**Chart 12**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

Comparing the three countries – Hungary, Belgium and the Netherlands – we may assume that working in part-time is a typical Dutch and female phenomenon. The motivation to work part-time of men and women differs. More than half of Dutch and Belgian women responded so, that the most important motivation for them to work part-time is the possibility to look after children. (According to another source in the Netherlands almost 50% of working women with children at primary school say they would work more if they could combine working hours better with family life.<sup>6</sup>)

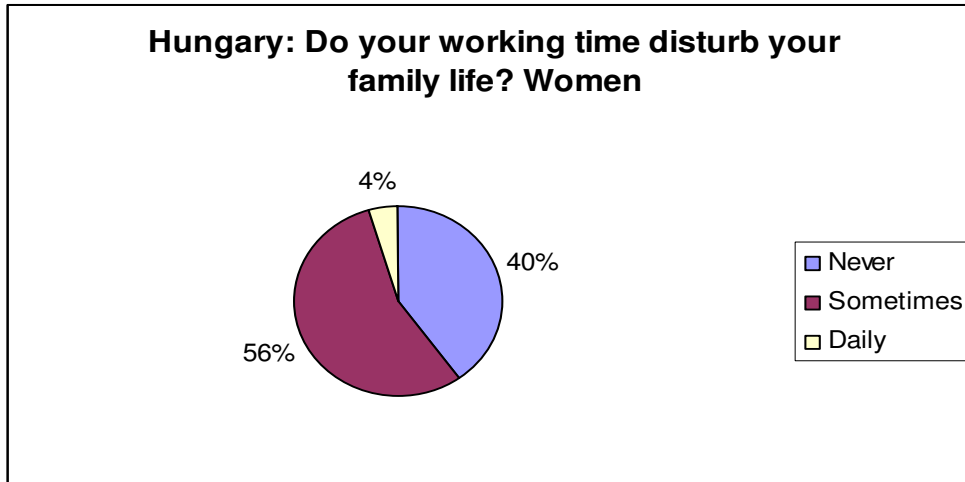
The most important motivation for Belgian men is having more time for themselves almost half of the Belgian men mentioned it and only 15% of male respondents concerned the childcare. In the Netherlands the situation slightly differs: the same percentage of men highlighted childcare and the self-care (32-32%) as motivation for part-time work.

<sup>6</sup> Source: [www.dutchnews.nl](http://www.dutchnews.nl), 13 December 2006

## Organisation of working time

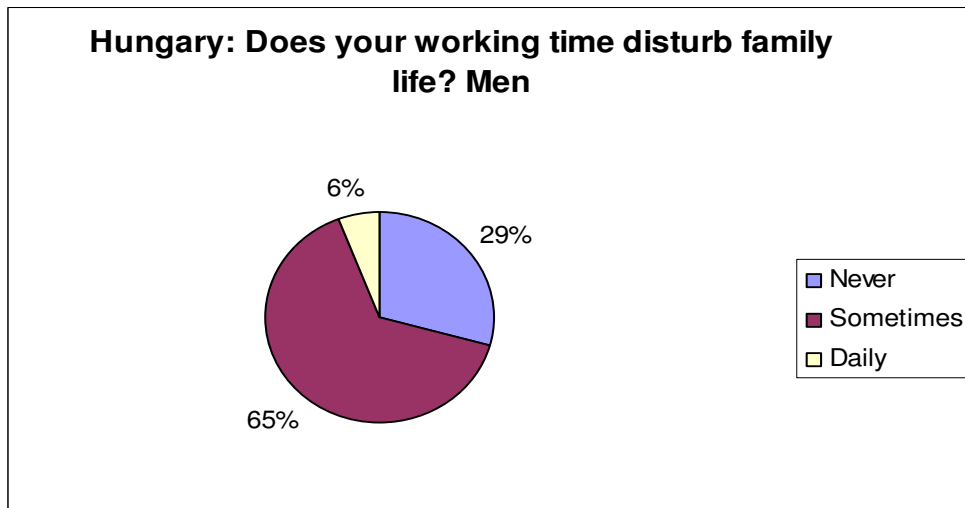
### Working time and family life

Chart 13



Source: BérBarométer 5000 dataset, October 2006, Hungary

Chart 14



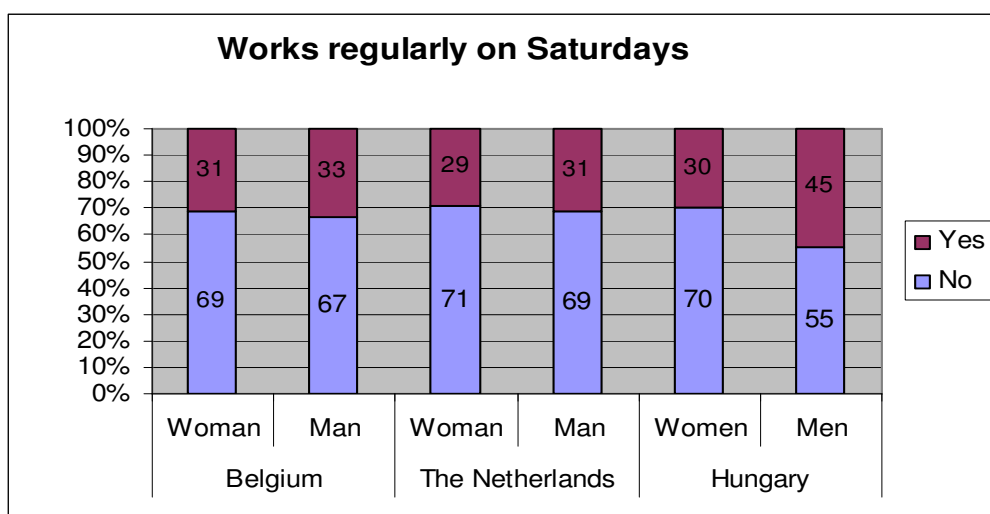
Source: BérBarométer 5000 dataset, October 2006, Hungary

In Hungary **women are more satisfied with their organisation of working time**. 40% of all female and only 29% of male respondents answered that working time never disturbs family life. Also among the less satisfied we find fewer women (4%) and more men (6%). What could be behind the higher satisfaction level of women? We assume that behind these figures we may find higher capacity to make compromises, less and lower level of managing positions, possibly more flexible work organisation for women.

To the additional question “Is the reconciliation of family life and work important?” half of the Hungarian female and only 40% of male respondents answered positively and only 5% of women and 6% of men did not care about it.

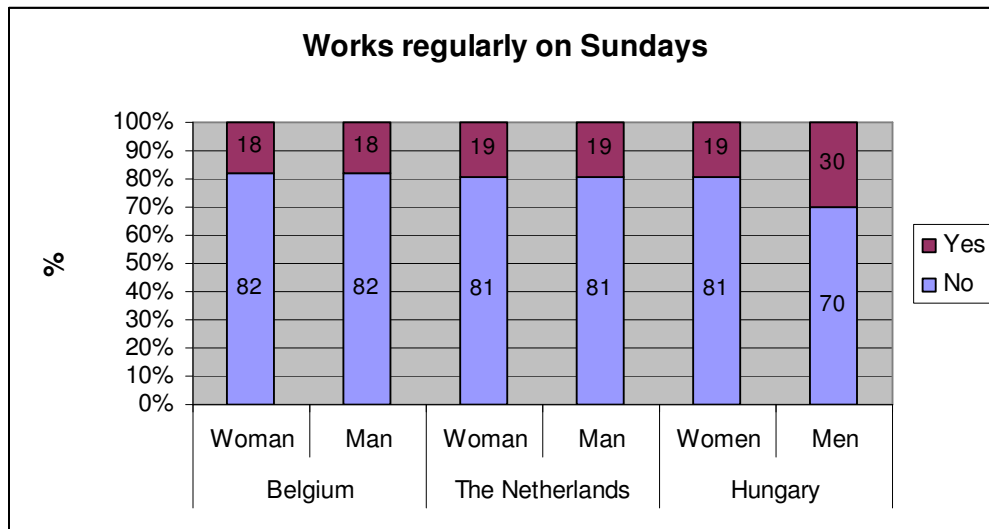
The reconciliation of family life and work depends on the organisation of working time and frequency of work on Saturdays, Sundays, evenings and in other irregular hours, too. Unusual work times (hours during evenings, weekends or nights) may be associated with poorer mental health of parents and more social and emotional difficulties for children. When it is mothers who work these hours, there is worse family functioning, more hostile and ineffective parenting, and more parent distress. The most problematic family environments occur when both parents work non-standard hours.

**Chart 15**



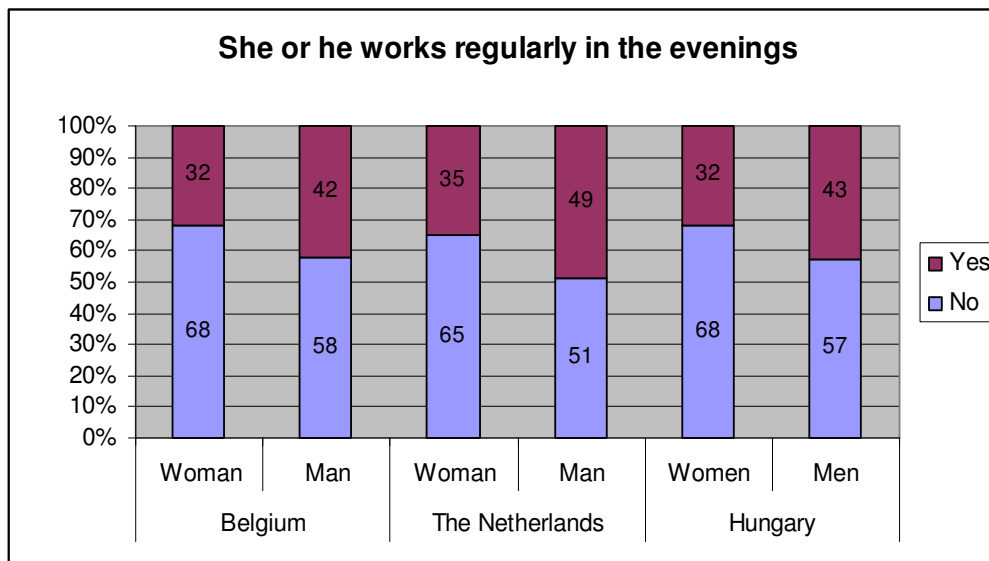
Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

**Chart 16**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

**Chart 17**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

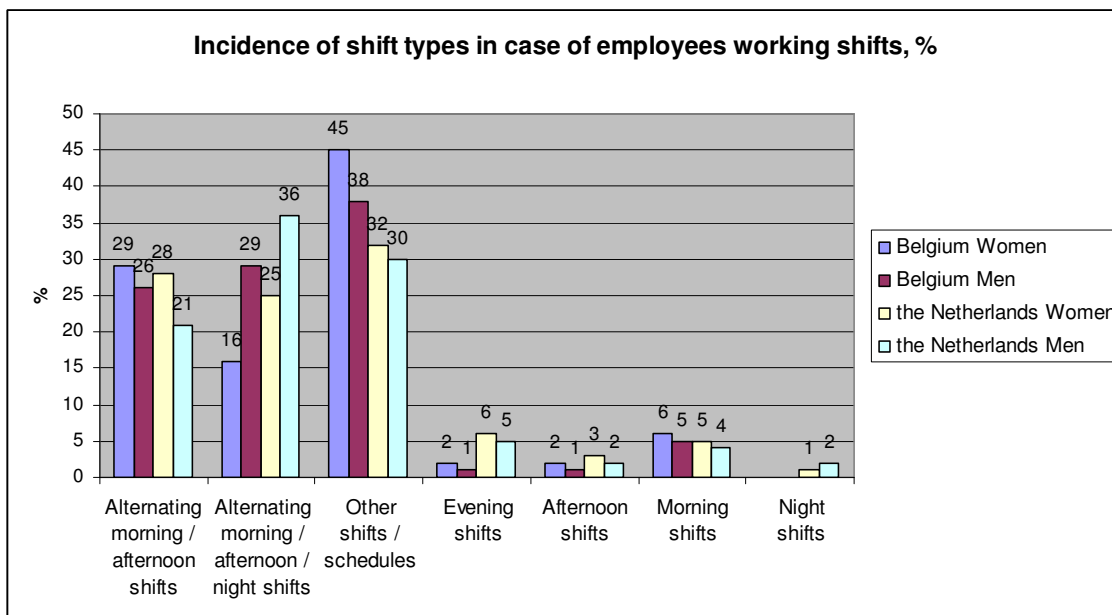
#### 4. Regular work on Saturdays, Sundays and evenings, women and men, Belgium, the Netherlands and Hungary

Type of work	Women	Men	Extremes
<b>Regular work on Saturdays</b>	Belgium, the Netherlands and Hungary – around 30%	Belgium, the Netherlands and Hungary: bigger proportion of men do regular Saturday work than women	Hungary: the proportion of men working regularly on Saturdays is extremely high (45%)
<b>Regular work on Sundays</b>	Belgium, the Netherlands and Hungary – around 18-19%	Belgium, the Netherlands – proportion of men doing regular Sunday work is the same as of women: 18-19%	Hungary: the proportion of men working regularly on Sundays is high (30%)
<b>Regular work in the evenings</b>	Belgium, Hungary – 32% The Netherlands- 35%	Belgium, Hungary – 43%, the Netherlands 49%	the Netherlands: almost half of the men work regularly in the evenings

In Belgium, the Netherlands and Hungary evenly around 30% of women work regularly on Saturdays and 18-19% on Sundays. In Belgium and the Netherlands slightly more percentage of men works regularly on Saturdays than women and the same percentage on Sundays. The incidence of Hungarian men exceeds this: **45% of Hungarian male respondents work on Saturdays and 30% on Sundays.** The evening work prevails in the Netherlands: 35% of women and almost half of the men work regularly in the evenings.

Shift work is one of the main tools for internal flexibility. But shift work requires people to drastically change their sleeping habits weekly or even daily and makes the reconciliation of family life and work difficult. The first shift usually runs from 7 a.m. to 3 p.m.; the evening or second shift generally lasts from 3 p.m. to 11 p.m.; and the night shift is usually from 11 p.m. to 7 a.m.

**Chart 18**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

According to the fourth European Working Conditions Survey 17% of employees in the EU25 worked in shifts in 2005. Also according to the fourth European Working Conditions Survey only 15% of Belgian and less than 15% of Dutch workers work in shifts. The incidence of Hungarian workers working in shifts exceeds the EU average, it is 23%.<sup>7</sup>

In the *WageIndicator* databases the shift workers are overrepresented. In the Belgian *Wageindicator* sample almost 29% of all respondents (30% of women and 28% of men) and in the Dutch *Wageindicator* sample 22% of all respondents (26% of women and 20% of men) work in shifts or other irregular hours. Surprisingly, in both countries the female incidence of working in shifts or irregular hours is higher than the male.

Almost 30% of Belgian and Dutch women working in shift work in alternating morning and afternoon shifts, and **one quarter of Dutch women work in three shifts!** At the same time we must not forget that in the Netherlands workers are considerably able to influence the schedule of their working hours.

**An example**

In a residential home for the elderly in the Netherlands all its employees, both nurses and support staff, can choose the working time arrangements they want. The employees, who are mainly women, are responsible together for the working time schedule of their team. They work in three shifts: a day shift, an evening shift and a night shift. Several teams work in each shift, which ensures that sufficient staff is available to work night shifts. Under this working time structure, hours of work can vary from a six-hour week, or three night shifts a month, to a full-time contract for a 36-hour week. Employees can change their working-time arrangements at any

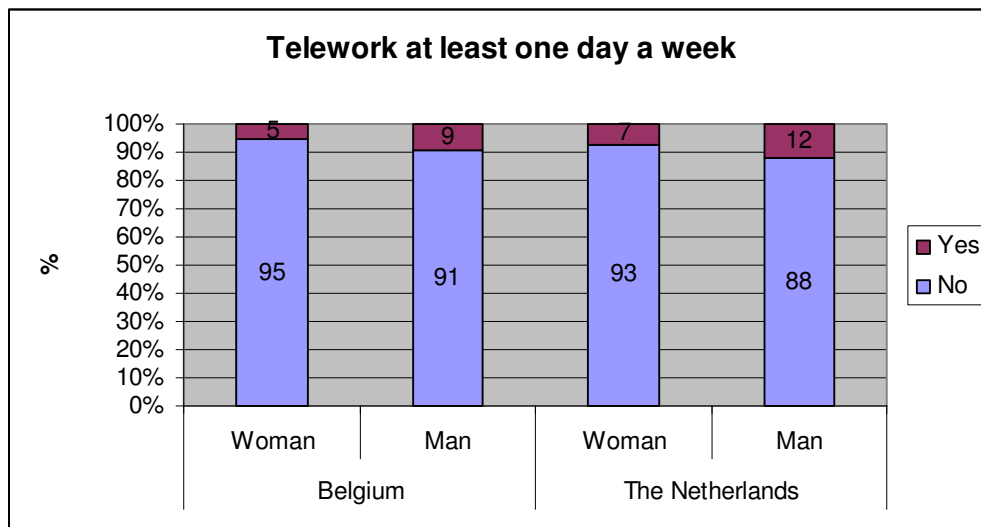
<sup>7</sup> Fourth European Working Conditions Survey, Dunlin Foundation, 2007, p. 22

time, for example when they move to a different stage in their lives and therefore have different needs and responsibilities. Nearly everybody works part time. Although the employees work a regular number of shifts each month, the team itself decides (after mutual consultation) who will work at what time or on which day. Work assignment and consultation with colleagues are very important. Since these arrangements were introduced, the rate of absenteeism has decreased and employee turnover has been very low. Source: W. de Lange et al.: *Work redesign and the organisation of working time: Some best practice in the Netherlands*-paper presented at the 7<sup>th</sup> International Symposium on Working Time, 18-20 February 1999, Institut Arbeit und Technik, Gelsenkirchen.

## Telework

According to the *Fourth European Working Conditions Survey*, there is a specific indicator on telework, which is defined as working from home and with a PC. The overall proportion of people doing telework is very low: slightly more than 5% of all EU workers do any telework at all, and less than 2% regularly work from home and with a PC. Although it is generally very low everywhere, the proportion of people teleworking is highest in the Scandinavian countries and the Netherlands and lowest in the Southern European countries; it is also high in Eastern European countries. Telework is much more often carried out by self-employed persons than by employees, and men are slightly more likely to do telework than women. In terms of sectors, three are standing out with a considerably higher use of telework than all the rest: real estate, financial intermediation and education. Only professional, managerial and technical occupations have more than 5% of workers working sometimes or always from home and with a PC. Educational level (not shown here) is also strongly related to telework: the higher the formal qualifications, the more likely workers do telework.<sup>8</sup>

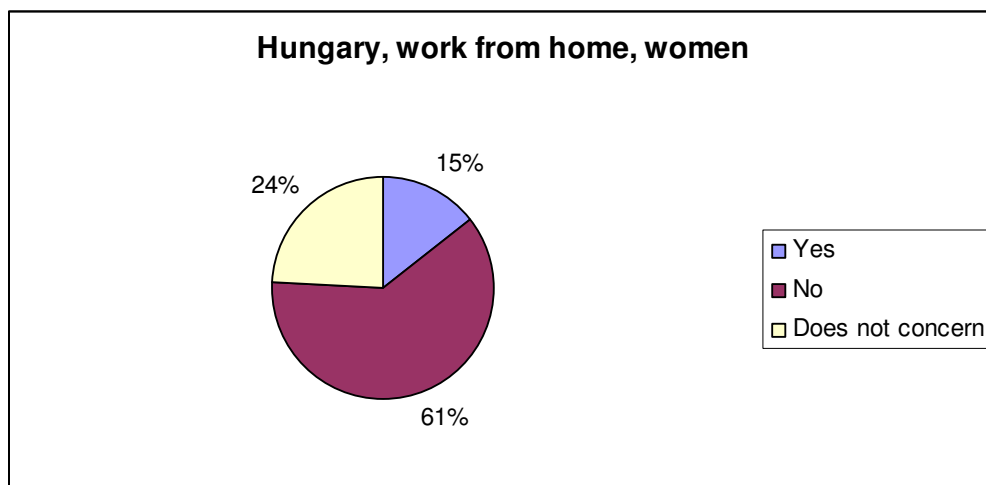
Chart 19



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

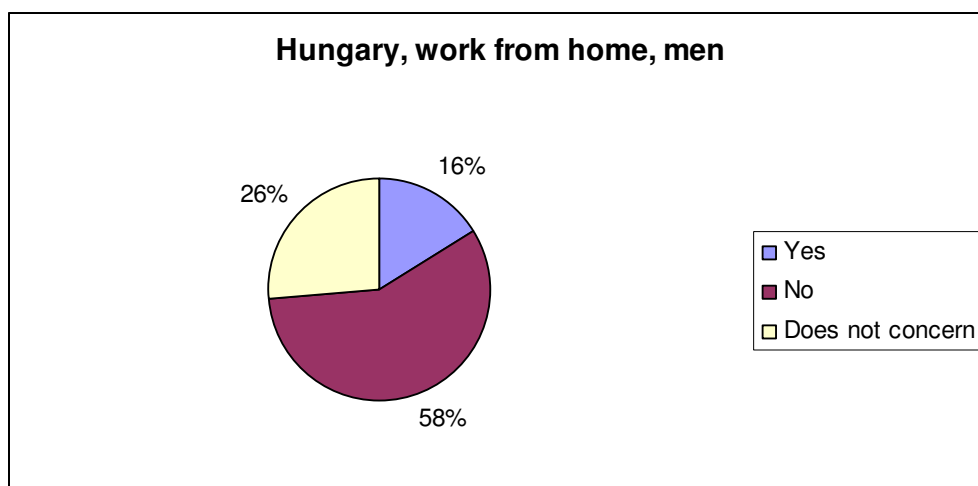
<sup>8</sup> Source: European Foundation for the Improvement of Living and Working Conditions, 2007, p. 43

**Chart 20**



Source: BérBarométer 5000 dataset, October 2006, Hungary

**Chart 21**



Source: BérBarométer 5000 dataset, October 2006, Hungary

According to WageIndicator databases in Belgium and the Netherlands only 5-7% of women work in telework at least one day per week. The telework is more popular among men: 10-12% of the respondents in both countries work in telework. In Hungary we put the question in concern of work carried out at least one day/week at home. 15% of women and 16% of men answered positively to this question, but we have to make the comparison carefully with the relevant Belgian and Dutch data, as this type of "home" work is not necessarily coincides with the classical telework in Belgium or the Netherlands.

In Hungary only 1% of women and 2% of men would run office at home. This figure concerns first of all the self-employed and micro-entrepreneurs.

## Flexibility and security

The classic Danish model of “flexicurity”- that is the combination of labour market flexibility and social security tries to find answers to the challenges of economic performance, labour market and globalism. The three pillars of the model are the

- flexible labour market where protection from dismissal is low, liberal hiring/firing rules;
- good social protection offering high unemployment benefits which make transition from one job to another less painful (Ghent-system)<sup>9</sup>;
- active labour market policy, including first of all a training policy – including compulsory employment support the top-quality upskilling schemes to shorten the period between jobs.

In the Netherlands in 1982, the leaders of the most important national trade union, FNV, and the most important employers’ association, VNO, signed the Wassenaar Agreement. The Agreement put an end to the system of automatic compensation for inflation in wages and introduced the flexible reduction of working time as a measure against unemployment. The Wassenaar Agreement has had an impact on the Dutch labour market in three major ways:

- The reduction of working hours was achieved across the board to a national average of 38 hours per week but in many different forms (e.g. more free days, regular afternoons off etc.).
- The government started to promote **part-time work** with particular emphasis on women’s employment.
- Employers began to promote the external flexibility of their workforce through the introduction of more **fixed-term contracts** and by taking more temporary workers from temporary work agencies.

The Dutch *Flexibility and Security Act* includes such measures as the shortening of periods of notice, easier access to unemployment benefits in the case of dismissal on economic grounds.<sup>10</sup> The Dutch flexicurity model encourages

- care and education more evenly over the lifecycle;
- new voluntary saving scheme to cover periods of care leave, education, etc.

As **Belgium** concerns, the indicators of job mobility resulting from the 2005 Eurobarometer survey on geographical and labour market mobility systematically show less job mobility for Belgium than for the EU average. The higher degree of regulation of temporary forms of employment also results a relatively low rate of temporary workers. According to the Labour Force Survey 2005, only 8.8% of Belgian employees were working with a temporary contract, compared to the European average of 14.4%.<sup>11</sup>

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<sup>9</sup> In Finland, Sweden and Denmark the unemployment benefit system is based on Ghent system. In Ghent public subsidies for trade union offering unemployment benefits for their members were first introduced in 1901. Trade unions played role in the administration of unemployment benefit.

<sup>10</sup> Peer Review The Flexibility and Security Act, The Netherlands, October 267-27, 2000

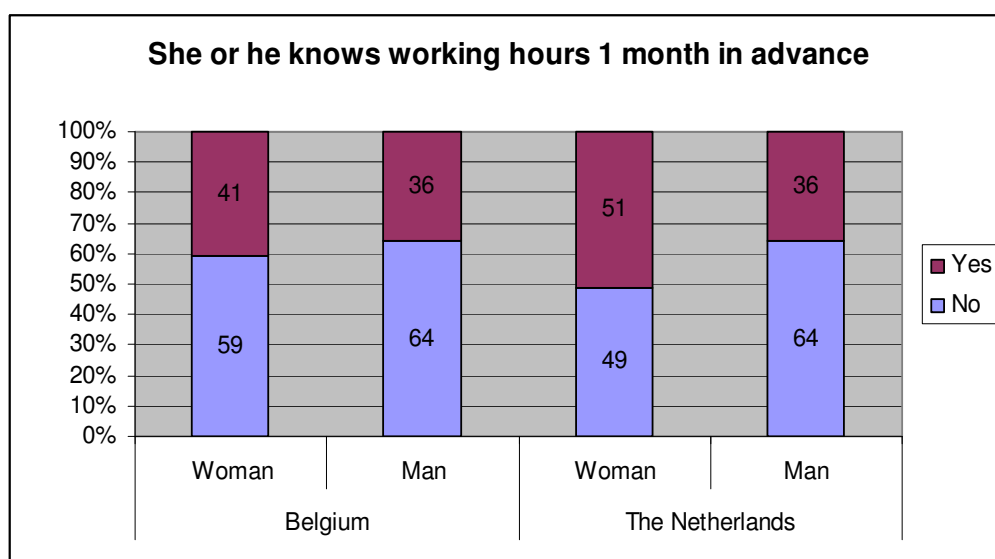
<sup>11</sup> See: Wim Herremans, Flexicurity Belgium, 2006, Resource Centre for Labour Market Research

In **Hungary** the Labour Code favours open-ended contracts, which is reflected in the fact that the scope of fixed-term contracts is limited by the law. The legislation regulating layoffs are quite rigid and employee-friendly, thus creating potentially large costs for employers, associated with firing.

### ***Flexibility in work-time organisation***

While the use of work-time schedules with moderate flexibility may be positively related to the efficiency of organisation of family life, highly flexible work-time arrangements may correlate negatively with family life due to the difficulties of planning in advance and the increase of stress.

**Chart 22**

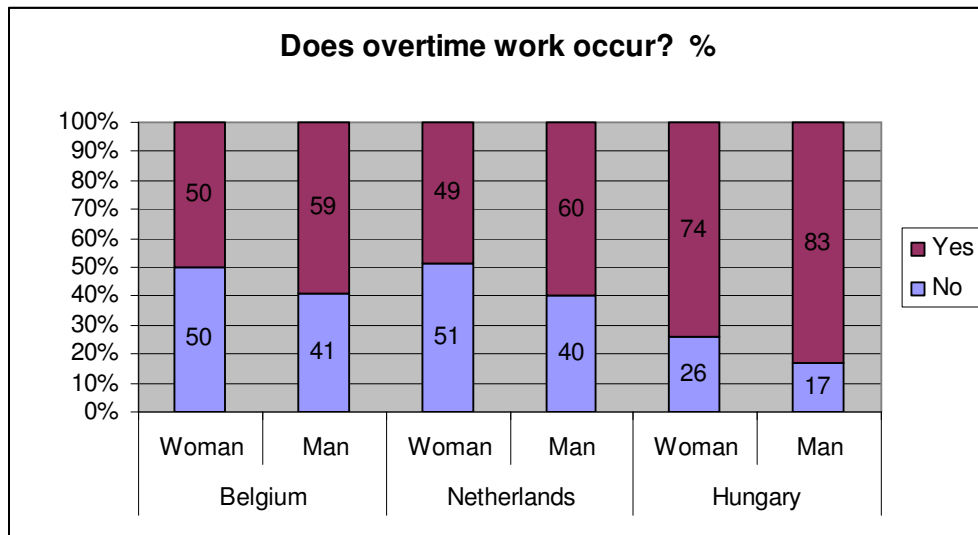


Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

An important condition of the family life planning is to know work-time schedule in advance. Almost 60% of Belgian women and 49% of Dutch women do not know their working schedule one month in advance. More than 60% of Belgian and Dutch men do not know their schedule one month in advance as well, creating difficulties in planning the family events.

### **Working overtime**

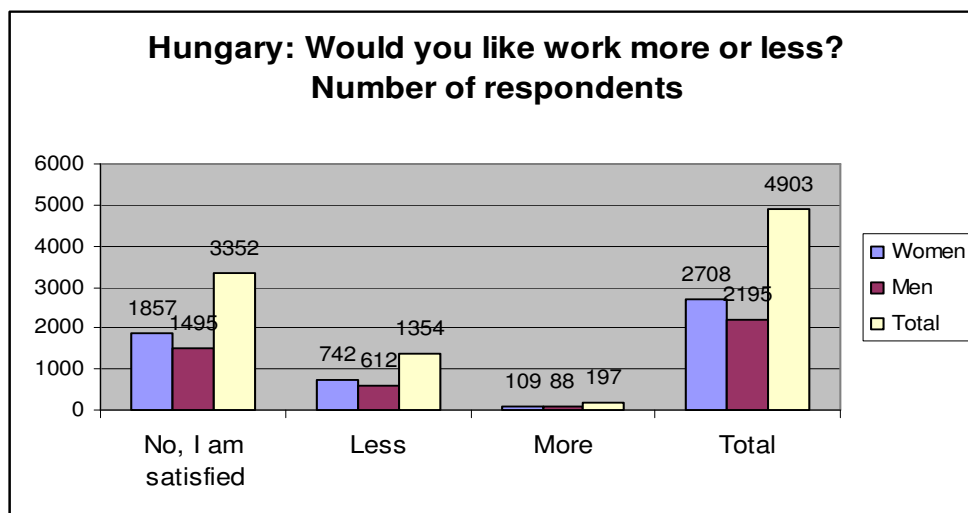
**Chart 23**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

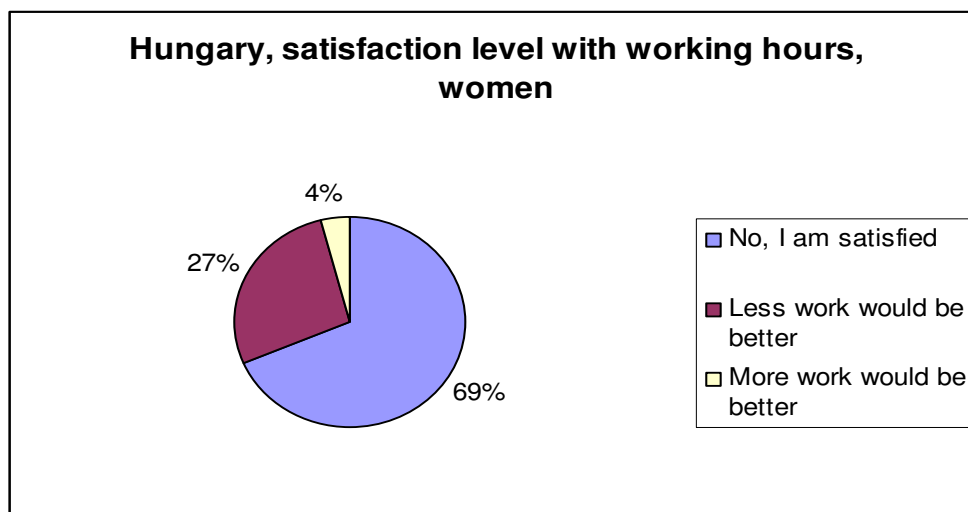
Almost 75% of Hungarian women and more than 80% of men have to work overtime, furthermore 4.5% of female and 5% of male respondents have to work overtime on daily basis! In Belgium and the Netherlands around 50-60% of female and male workers work overtime from time to time. Frequent overtime, long hours of work or demanding work schedules represent risks to the worker's safety and health. Studies on the impact of work schedule indicate the occurrence of traumatic injuries, musculoskeletal and cardiovascular diseases and workplace stress.

**Chart 24**



Source: BérBarométer 5000 dataset, October, 2006 Hungary

**Chart 25**



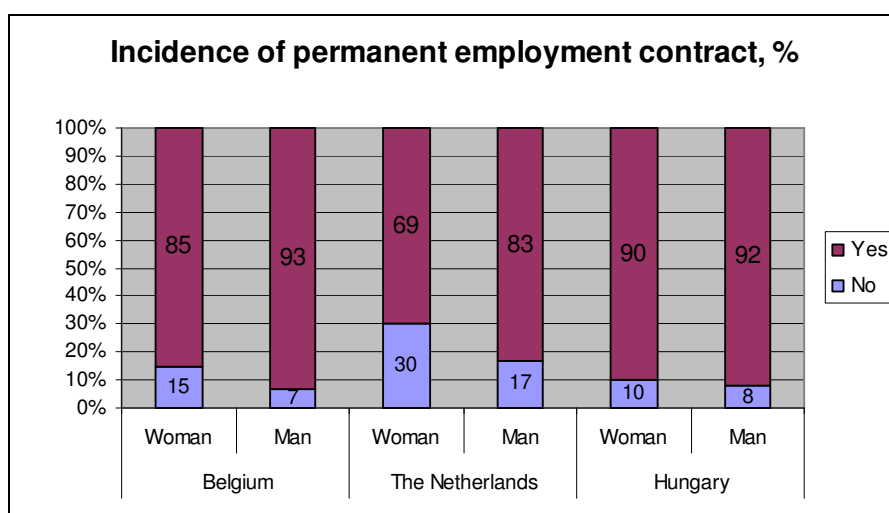
Source: BérBarométer 5000 dataset, October 2006, Hungary

In spite of the high incidence of overtime, almost 70% of women and men are satisfied with the length of working time. In Hungary only 27% of women would like to work less. It must be correlated with the already mentioned low wage level in Hungary.

### ***Working contracts as condition of labour market flexibility***

#### **Permanent employment contract**

**Chart 26**

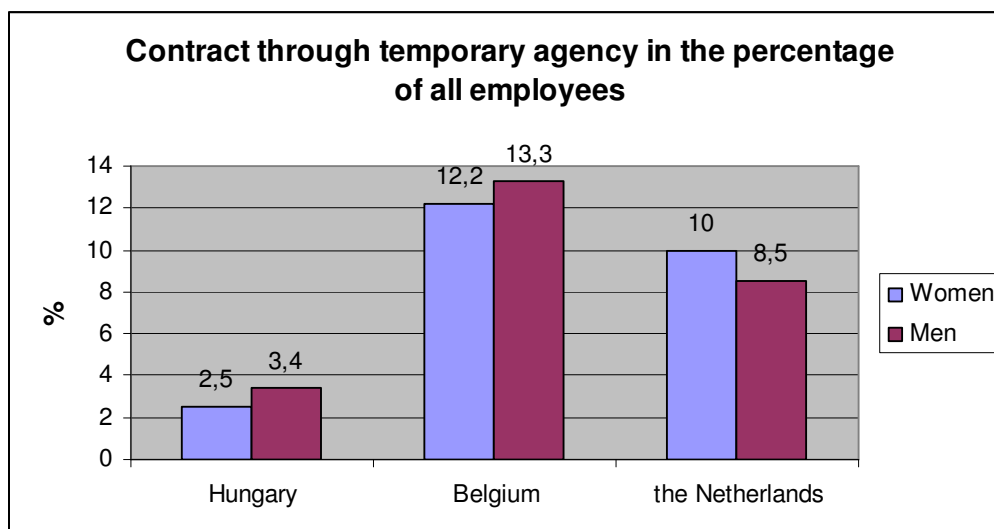


Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

The incidence of permanent or open ended contract for women is the highest in Hungary (90%) and for men in Belgium (93%). The WageIndicator databases show as well that the labour market flexibility is the highest in the Netherlands, where – according to the database – 30% of women are employed with other than permanent contract.

## Precarious work

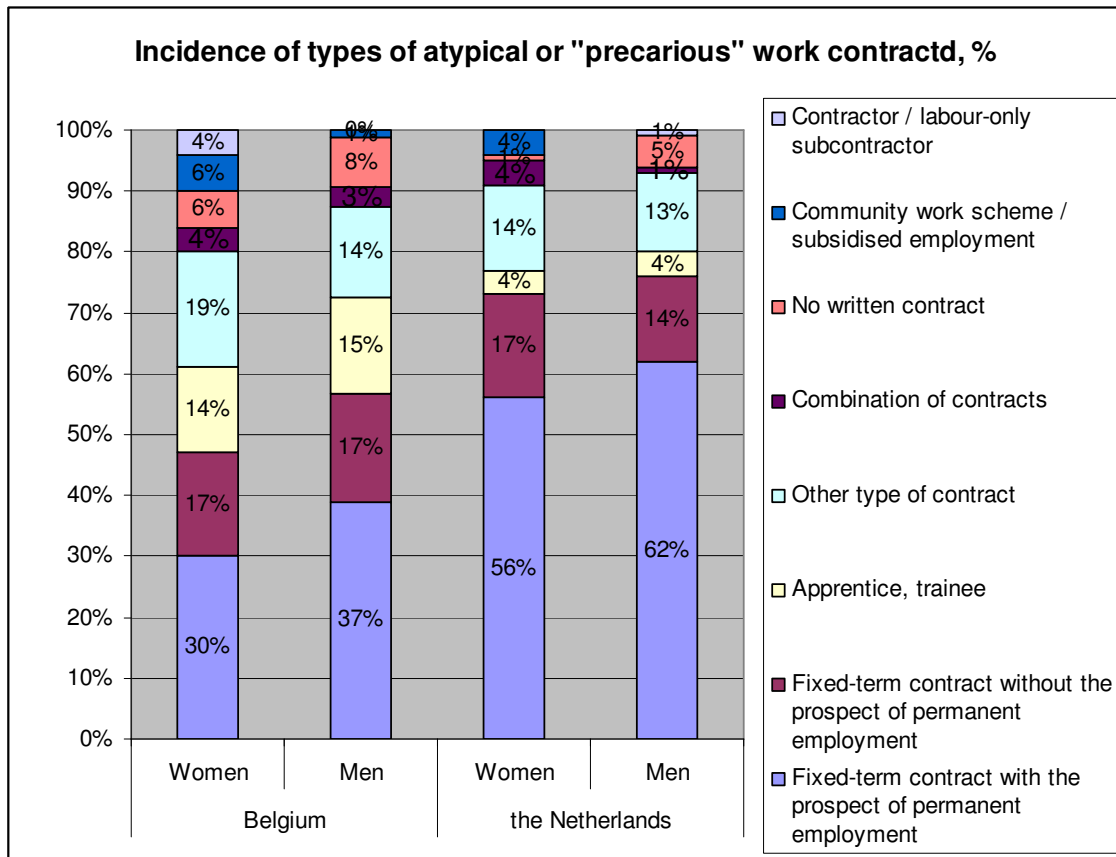
Chart 27



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

In Hungary 2.5% of women and 3.4% of men responding to the question asking about the nature of contracts answered that they work through temporary agency. We can find the highest proportion of employees having contract through temporary agency in Belgium, where 12.2% of women responding to the question concerning of the type of contracts working this way.

Chart 28



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

In Belgium 221 women and 107 men, in the Netherlands 3468 women and 2446 men answered positively to the question whether she or he works with “precarious” contract. The overwhelming majority of the respondents in the Netherlands work with fixed-term contract but with the prospect of permanent employment.

In all three countries the job security is higher for men than for women: the incidence of men working with permanent contract is higher in every country than the incidence of women. **It seems that the labour market flexibility is achieved mainly at the detriment of the women!**

## ***Training as condition of re-entrance into the labour market and labour market security***

The re-launched Lisbon Strategy has reinforced the goal of turning the EU into the most competitive and dynamic knowledge-based economy in the world. One of its objectives is the transformation of education and training throughout Europe. Once being part of the labour force, workers with an employment contract get less public support or facilities to keep up with changes at work, while at the same time new skills are required for the possibility of (upward) mobility. They can depend on training courses for adults offered by the local authorities or commercial suppliers (paid by themselves and in their spare time), or can attend trainings provided, paid and organised by their employer.<sup>12</sup>

In spite of the goals, based on the **Fourth European Working Conditions Survey** less than 30% of EU employees received any type of training at work in 2005. The levels of training in the EU have not increased in the last 10 years, since the *European Working Conditions Survey* started measuring. But there are very big differences among countries. As in the previous editions of the survey, North European countries come at the top of the league: more than 50% of the workers received training at work in Finland and Sweden. At the other end of the scale are most South and East European countries, where the levels of training are very low, hardly reaching 20% of employees in Spain, Greece, Hungary, Portugal, Romania and 10% of employees in Bulgaria and Turkey. In the Netherlands the training reached more than 30% and in Belgium near 50% of employees, mainly covered by the employers.<sup>13</sup>

### **Training in Hungary according to the WageIndicator database**

In the Hungarian WageIndicator (BérBarométer) survey 4916 persons answered the question „Are you taking part presently in training or retraining?” and 22.2% of them answered positively. (This data corresponds to the data of the Fourth European Working Conditions Survey.)

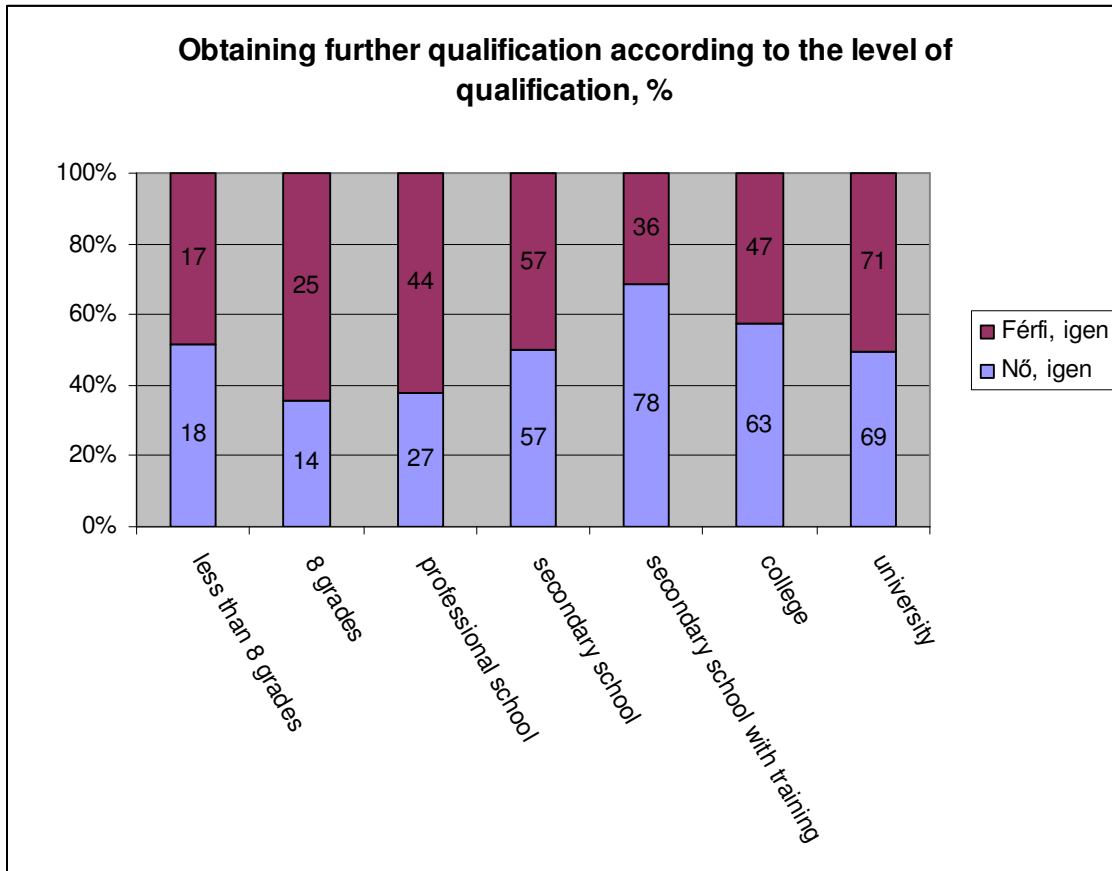
It means that the majority – 78% of the surveyed persons, people of working age – do not take part in any kind of training or retraining. It affects not only their employability but also gives less opportunity to increase the productivity and efficiency at a given workplace. In Hungary **59% of those who take part in training are women and 41% are men.** Women – despite their household and family responsibilities – utilise more frequently the emerging training possibilities. The majority of employees taking part in (re)training have middle school education. The worst situation in concern of (re)training we find in the case of workers who finished only elementary education (8 grades) or basic level professional school.

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<sup>12</sup> WIBAR Report No. 3, Training, 01/03/2007

<sup>13</sup> European Foundation for the Improvement of Living and Working Conditions, 2007

Chart 29

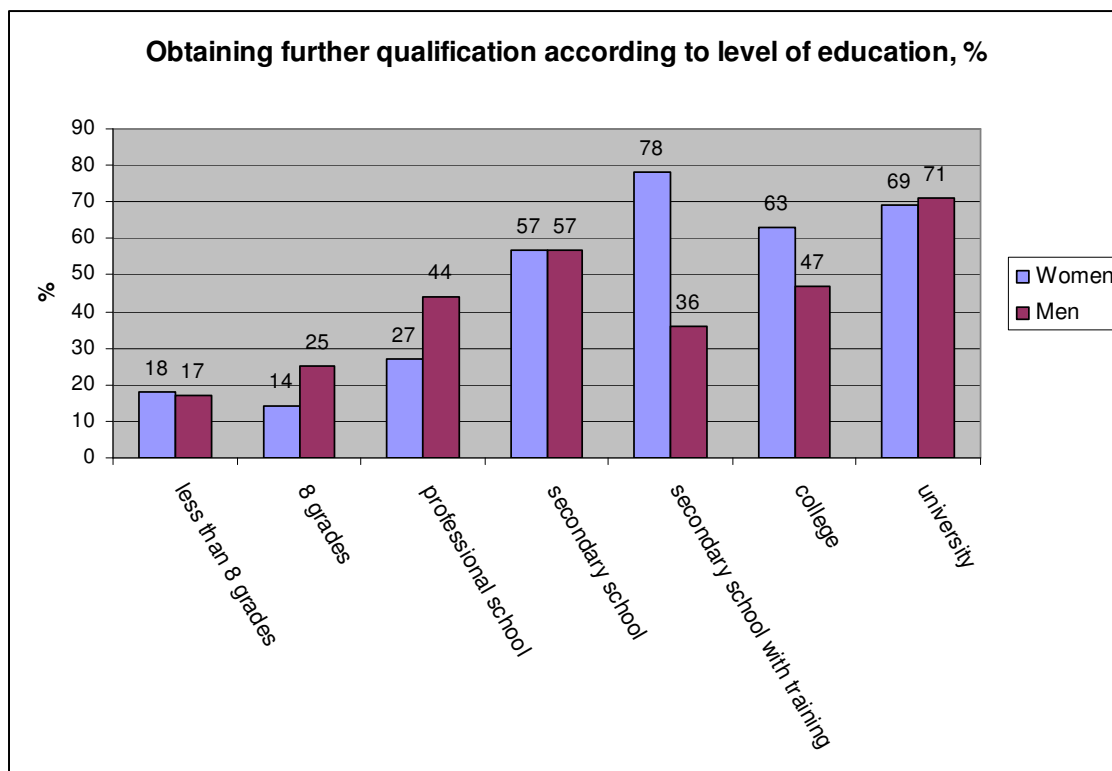


Source: BérBarométer 5000 dataset, October 2006 October, Hungary

In Hungary 54% of almost 5000 respondents have acquired a new qualification after finishing the formal education; 52% of women and a slightly higher percentage, 56%, of men responded positively to this question.

According to the **Fourth European Working Conditions Survey** (p. 48) “those workers who carry out complex tasks and learn new things at work are much more likely to feel that they need further training, whereas the opposite is the case for those carrying out monotonous or repetitive tasks (who are actually more likely to consider themselves over skilled for the work they do)”. *The Hungarian WageIndicator database verifies this: the higher the degree of education of the respondent is, the higher the proportion of those respondents is who obtained further qualification after formal education.*

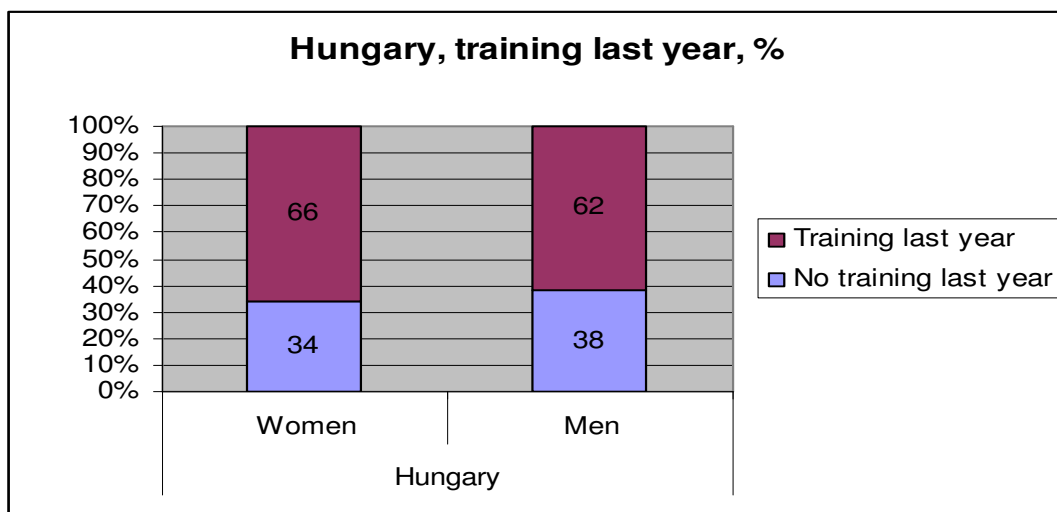
**Chart 30**



Source: BérBarométer 5000 dataset, October 2006, Hungary

According to the Hungarian database almost 80% of women with further training after secondary school and around 70% of women with higher education (college and university) have obtained further qualification. Only in the case of professional workers the proportion of men obtaining further qualification is significantly higher than the proportion of women doing the same thing.

**Chart 31**



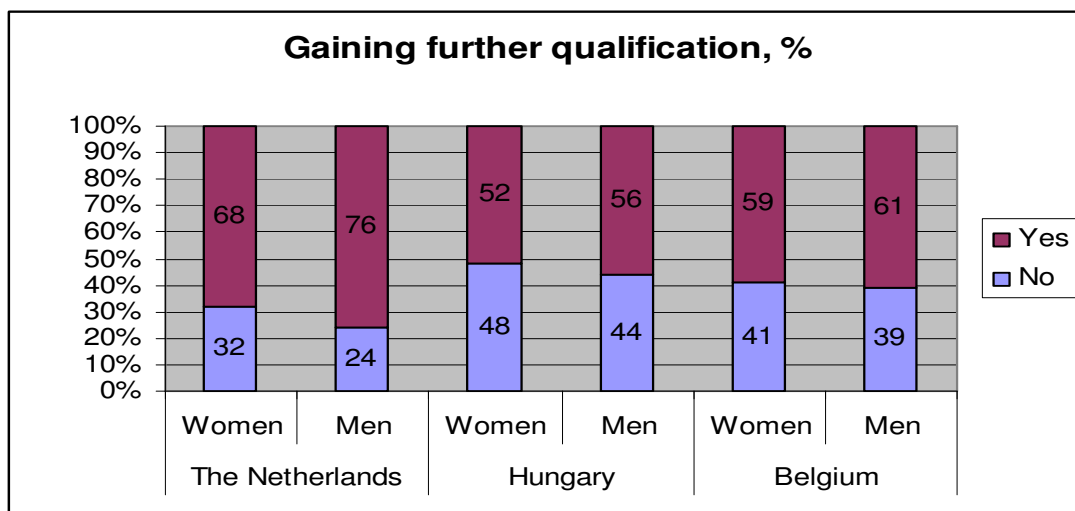
Source: BérBarométer 5000 dataset, October 2006, Hungary

According to the Hungarian database 66% of women and slightly less – 62% – of men responded positively to the question whether they did take part in training last year. It means that only 34% of women – preceding men with 38% – did not take part in any training.

**Summarizing, in Hungary women proved to be more diligent obtaining further qualifications and taking part in trainings.**

### Further qualification and training: Belgium, the Netherlands and Hungary

**Chart 32**

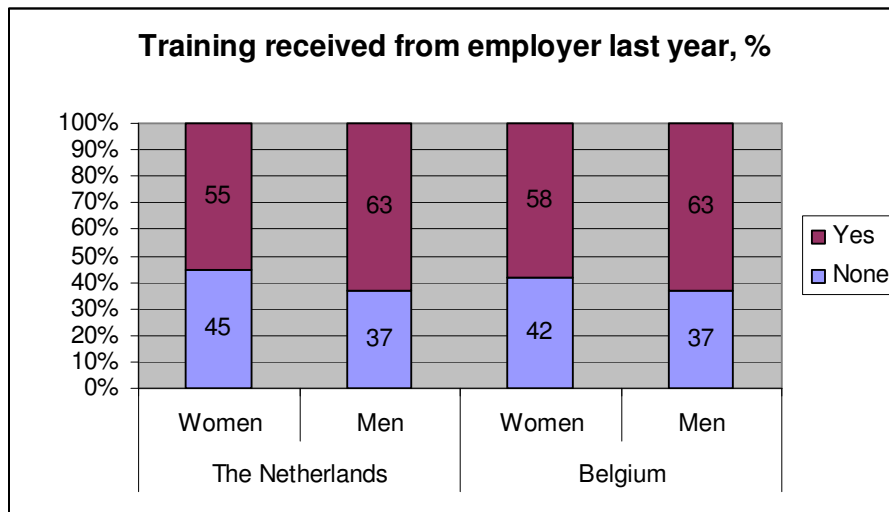


Source: WageIndicator dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

Hungary is in the third place in gaining further qualifications. In the Netherlands 68% of women and 76% of men have obtained further qualifications and also in Belgium their proportion is around 60% both for women and men. In Hungary only slightly more than half of the women (52%) and men (56%) did the same. **In the Netherlands due to flexible contracts the high labour market flexibility is counterweighted by the high incidence of those gaining new qualifications.**

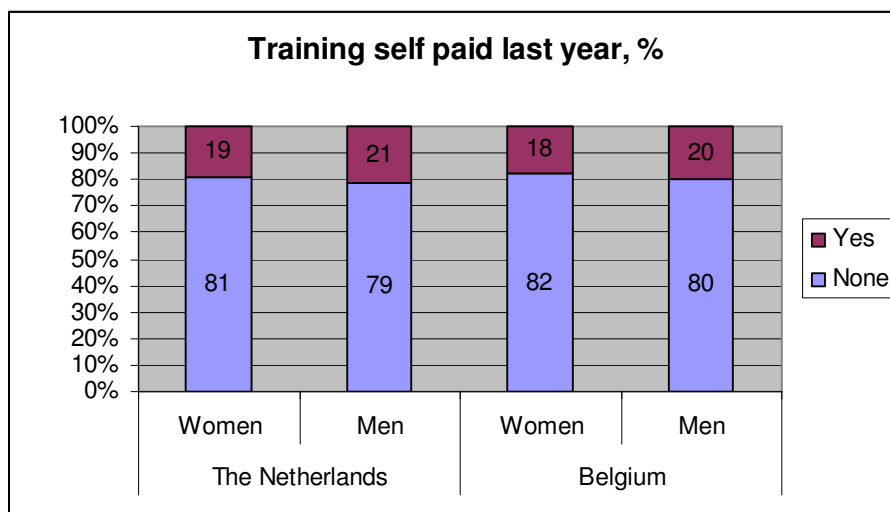
*In all three countries further qualifications and training are connected to higher – at least secondary – formal education. The circulus vitiosus of low formal education followed by low participation in further training should be broken by special measures to raise motivation and ease access to further education also for these strata.*

**Chart 33**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

**Chart 34**

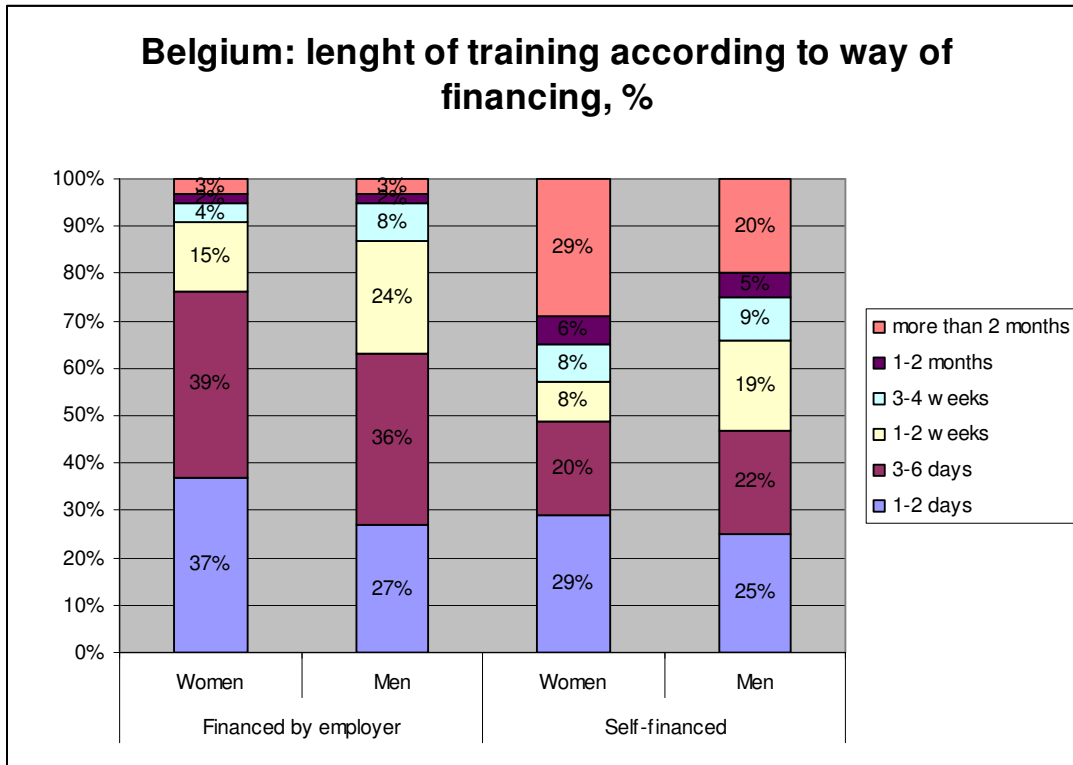


Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

Who does finance the training? We may assume that employer's financing is much more common than self-financing. In the Netherlands 55% of women and 63% of men answered positively to the question whether she/he received training from her/his employer last year. In Belgium the incidence of those receiving training from their employer is similar.

Only 19-21% of employees answered positively to the question whether they have financed training for themselves.

Chart 35



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006

In Belgium 76% of the trainings for women and 66% for men paid by the employer lasted only 1-6 days. Only 5% of the trainings offered for women and men lasted 1 month or longer. 49% of the trainings concerning women and 47% concerning men - paid by themselves - lasted 1-6 days. Not typically true for trainings paid by employers 35 % of the trainings concerning women and 25 % of the trainings concerning men lasted 1 month or longer! **Summarizing, the employees finance less but deeper trainings for themselves.**

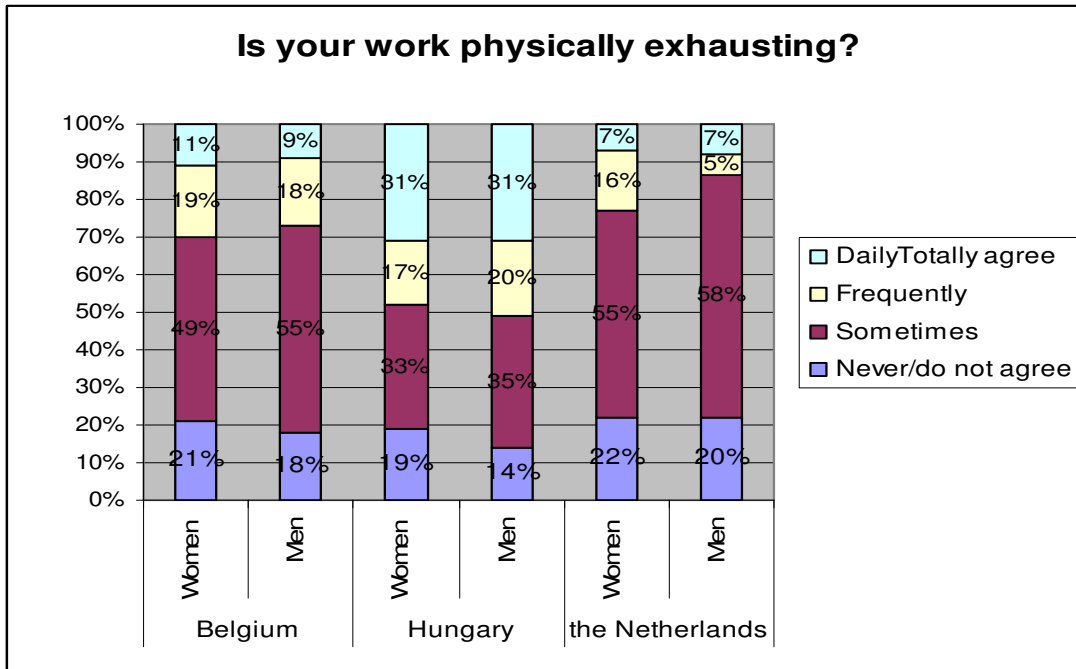
## Stress at work

Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the **capabilities, resources or needs of the worker**. Job stress can lead to poor health and even injury.<sup>14</sup> So, job characteristics such as heavy demands and low control increase health risks. Research carried out in Sweden found that the total workload of women employed full-time is much higher than that of men employed full-time, and that the total workload for women employed part-time is as high as that of men employed full-time. Sweden is a country in which 86% of women are in the workforce, but the division of house-work between spouses has remained much the same.<sup>15</sup>

<sup>14</sup> Stress at work, United States National Institute of Occupational Safety and Health, Cincinnati, 1999.

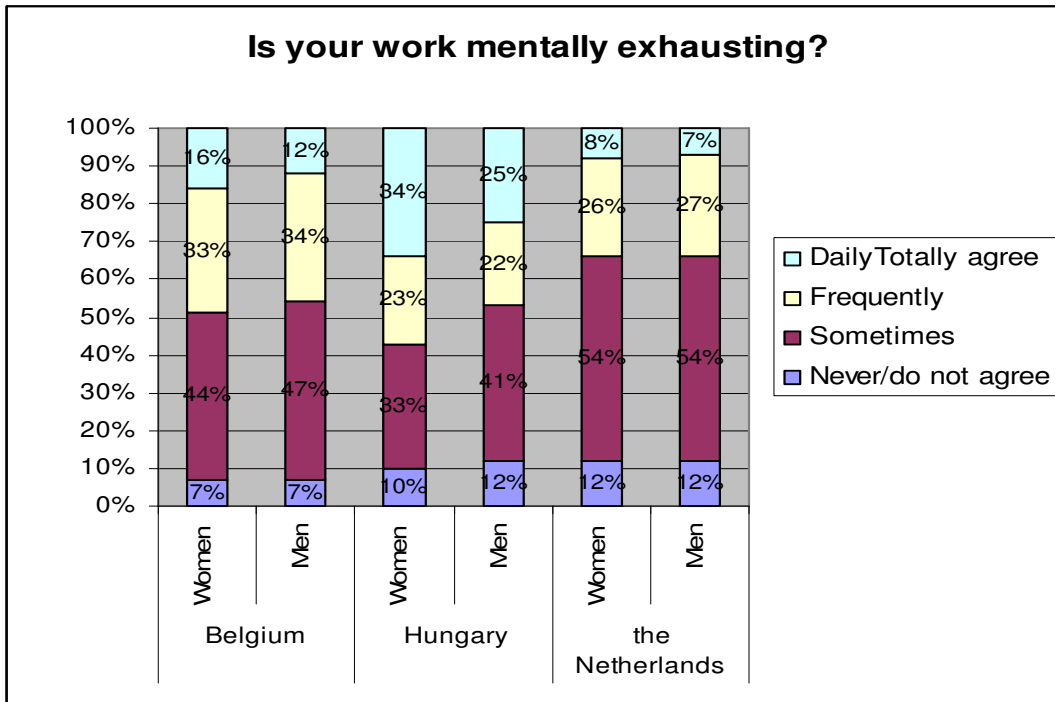
<sup>15</sup> Source: The measurement of the total workload of men and women, M. Frankensteiner, Stockholm, 1991

**Chart 36**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; *BérBarométer 5000* dataset, October 2006, Hungary

**Chart 37**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

**According to the WageIndicator databases women and men are the most exhausted physically and mentally in Hungary.** More than 30% of women and men in Hungary evaluate their work physically fatiguing and 34% of women and 25% of men think it mentally exhausting.

**Chart 38**



Source: *WageIndicator* dataset Sept. 2004-Sept. 2006; BérBarométer 5000 dataset, October 2006, Hungary

These results seem to contradict partly the answers to the question “Do you find your work stressful?” as only 27% of the women answered that they find their job stressful daily. 25% of men experience their work stressful daily which corresponds to the 25% of men finding their work mentally exhausting. **17-17% of Hungarian women and men never find their job stressful. The most stressful are the Belgian women and men: 32% and 34%** of them feel their job stressful every day, and only 4% of women and 3% of men do never feel their work stressful. In the Netherlands during the last 10 years, the Dutch Ministry of Social Affairs and Employment developed an extensive sectoral approach to risk management with the aim to reduce workplace stress. Many sectors participated in the project over the period, with the social partners in each sector and the Ministry sharing responsibility for the interventions and the costs. The Ministry paid for the preparation and evaluation of the risk management. One of the most important benefits of the covenant was identified as the cooperation of the three parties – employees, employers and government – with the aim of reducing the number of employees reporting high work stress to at least 10%.

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