



Impact of the crisis on working conditions:

Technical annex

Supplementary tables

Table A1 presents a final ranking of the countries obtained via the average ranking value. This value is based on a ranking of the countries in terms of the change in unemployment during the crisis (2007–2011) and a ranking of the countries based on the growth in GDP during the crisis (2008–2011).

Table A1: Ranking of EU Member States and Norway according to the size of the economic effect of the crisis

	Final ranking	Change in unemployment (2007–2011)	Ranking based on unemployment*	Growth in GDP (2008–2011)	Ranking based on GDP growth**	Average ranking value***
EU27		2.50		-0.14		
PL	1	0.10	24	3.46	28	26
DE	2	-2.80	28	0.78	24	25.5
MT	3	0.00	25	1.32	26	23.5
AT	4	-0.20	26	0.64	21	23
BE	5	-0.30	27	0.44	19	22
NO	6	0.80	22	0.66	22	21
SE	7	1.40	17	1.16	25	20.5
SK	8	2.40	14	2.22	27	19.5
RO	9	1.00	19	0.52	20	18.5
NL	10	0.80	21	0.08	16	18.5
LU	11	0.60	23	0.04	14	17
CZ	12	1.40	16	0.34	18	16.5
FR	13	1.20	18	0.08	15	16
FI	14	0.90	20	-0.42	12	15
BG	15	4.40	7	0.72	23	13.5
CY	16	3.80	10	0.24	17	12
UK	17	2.70	13	-0.52	11	9.5

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	Final ranking	Change in unemployment (2007–2011)	Ranking based on unemployment*	Growth in GDP (2008–2011)	Ranking based on GDP growth**	Average ranking value***
DK	18	3.80	9	-0.64	10	9
HU	19	3.50	11	-0.84	7	9
SI	20	3.30	12	-0.98	6	9
IT	21	2.30	15	-1.36	3	7.5
LT	22	11.10	2	-0.32	13	7
EE	23	7.90	6	-0.84	8	6.5
PT	24	4.00	8	-1.12	5	5
ES	25	13.40	1	-0.82	9	3.5
IE	26	9.80	3	-1.32	4	3
LV	27	9.70	4	-2.42	2	3
EL	28	9.40	5	-4.26	1	26

Notes: * Ranking: 1 = largest increase in unemployment rate; 28 = largest decrease in unemployment rate

** Ranking : 1 = smallest GDP growth (= GDP decline); 28 = largest GDP growth

*** Average ranking value = (ranking based on unemployment + ranking based on GDP growth) / 2

Source: Eurostat

Table A2 shows the countries studied classified on the basis of a ranking in terms of average GDP growth between 2008 and 2011 and the change in the unemployment rate between 2007 and 2011.

Table A2: Size of the economic effect of the crisis in EU Member States and Norway

Weaker	Weak	Relatively weak	Average	Relatively strong	Strong	Stronger
PL (1)	BE (5)	RO (9)	FI (14)	UK (17)	LT (22)	ES (25)
DE (2)	NO (6)	NL (10)	BG (15)	DK (18)	EE (23)	IE (26)
MT (3)	SE (7)	LU (11)	CY (16)	HU (19)	PT (24)	LV (27)
AT (4)	SK (8)	CZ (12)		SI (20)		EL (28)
		FR (13)		IT (21)		
Classification standard: standard deviation from average (14.5) *						
[-1.75; -1.25]	[-1.25; -0.75]	[-0.75; -0.25]	[-0.25; 0.25]	[0.25; 0.75]	[0.75; 1.25]	[1.25; 1.75]

Notes: Ranking numbers are given in parentheses after the country code.

* Countries are classified into seven groups based on the standard deviation (SD) of their average ranking value related to the average (given in square brackets). For example, there is a group of 'weaker' countries with a ranking value within the bounds -1.75 SD from the average and -1.25 SD from the average.

Average = 14.5; SD = 7.48

Source: Eurostat

Table A3: Percentage change in temporary employment, by age and gender

	Age (years)			Gender	
	15–24	25–49	50–65	Men	Women
EU27	-1.2	0	0.2	-0.3	-0.3
AT	-2.3	-0.9	0	0.9	0.9
BE	-2.7	-0.6	0.3	0.9	0
BG	2	0.9	0.5	-0.3	-0.9
CY	6.1	-1.6	0	-0.6	-0.9
CZ	-4.9	-1.1	0.7	0.2	1.1
DE	1.4	-1.1	0.8	-0.1	-1.2
DK	0.4	-0.2	2.7	0.6	-1
EE	nd	-1.8	-0.1	2.7	nd
EL	-3.1	-1	-1.3	1.2	1.2
ES	1.4	4.7	-1.3	-6.4	-7.4
FI	-1	-0.2	-1.2	0.3	2
FR	-1.6	-0.3	3.6	0.6	5.3
HU	-3.8	-1.7	nd	1.7	2.1
IE	-13.7	-2.3	nd	2.8	2.6
IT	-7.6	-0.5	-0.6	1.1	0.9
LT	0.7	0.4	-3.3	-1	-3.3

	Age (years)			Gender	
	15–24	25–49	50–65	Men	Women
LU	-0.4	-0.6	1	0.1	-0.4
LV	-1.4	-2.4	-1	2.3	0.6
MT	-6.7	-0.5	-1.7	2	2
NL	-2.6	-0.4	nd	0.6	-1.8
PL	0.1	0	0.1	-0.9	-1.3
PT	-4.6	-0.6	0.6	0.2	1.5
RO	-1.2	0	-0.4	0.1	0.1
SE	-0.2	1.7	0.7	-0.7	-1.4
SI	-6.2	-0.7	0.1	0.1	-0.5
SK	-4.9	-1.8	-0.8	1.3	1.3
UK	-0.2	-0.6	1.3	0.5	-1.3
NO	3.7	1.3	-0.3	-0.8	-1.4

Note: nd = no data available

Source: Eurostat

Table A4: Increase in involuntary temporary employment (%) and evolution of transition rate

	Involuntary temporary employment			Transition rate		
	2007	2011	Change 2007–2011	2007	2010	Change 2007–2010
EU27	60.3	60.4	0.1	26.4	25.9	-0.5
AT	60.3	65.4	5.1	42.6	40.5	-2.1
BE	73.1	61.6	-11.5	34.8	36.1	1.3
BG	26.6	24.7	-1.9	nd	36.7	nd
CY	63.6	79.9	16.3	22.4	22.1	-0.3
CZ	50.0	50.7	0.7	39.9	37.0	-2.9
DE	80.0	75.9	-4.1	26.2	41.0	14.8
DK	18.1	8.5	-9.6	nd	nd	nd
EE	52.9	52.5	-0.4	58.0	17.2	-40.8
EL	68.8	84.3	15.5	22.4	18.0	-4.4
ES	78.1	80.1	2.0	26.3	16.4	-9.9
FI	84.5	91.5	7.0	7.6	48.7	41.1
FR	37.9	32.3	-5.6	11.9	10.6	-1.3
HU	89.5	94.5	5.0	48.3	39.2	-9.1
IE	57.1	56.4	-0.7	44.3	nd	nd
IT	36.5	45.2	8.7	30.1	25.0	-5.1
LT	64.5	64.2	-0.3	46.2	46.3	0.1

	Involuntary temporary employment			Transition rate		
	2007	2011	Change 2007–2011	2007	2010	Change 2007–2010
LU	65.3	70.6	5.3	38.9	26.0	-12.9
LV	55.4	57.3	1.9	50.4	35.3	-15.1
MT	44.8	59.3	14.5	70.9	10.0	-60.9
NL	39.2	45.7	6.5	26.5	20.0	-6.5
PL	52.0	56.6	4.6	27.4	22.4	-5.0
PT	64.9	70.5	5.6	17.7	29.6	11.9
RO	66.9	62.8	-4.1	nd	61.0	nd
SE	40.0	67.9	27.9	43.0	43.9	0.9
SI	nd	36.2	nd	35.9	31.8	-4.1
SK	81.7	85.7	4.0	69.4	39.9	-29.5
UK	60.2	71.4	11.2	nd	72.1	nd
NO	82.5	86.1	3.6	43.6	48.4	4.8

Notes: Involuntary temporary employment = temporary employment because could not find a permanent employment

nd = no data available

Source: Eurostat

Table A5: Percentage change in part-time employment and involuntary part-time employment

	Part-time employment			Involuntary part-time employment		
	2007	2011	Change 2007–2011	2007	2011	Change 2007–2011
EU27	17.6	18.8	1.2	22.4	26.1	3.7
AT	21.8	24.3	2.5	12.2	10.1	-2.1
BE	21.9	24.7	2.8	14.8	10.4	-4.4
BG	1.5	2.2	0.7	60.6	57.6	-3.0
CY	6.4	8.7	2.3	30.7	49.6	18.9
CZ	4.4	4.7	0.3	14.8	18.5	3.7
DE	25.4	25.7	0.3	22.6	17.0	-5.6
DK	23.0	25.1	2.1	13.4	16.1	2.7
EE	7.2	9.3	2.1	15.8	22.0	6.2
EL	5.4	6.6	1.2	45.2	60.5	15.3
ES	11.6	13.7	2.1	32.5	55.5	23.0
FI	13.4	14.1	0.7	25.2	28.8	3.6
FR	17.2	17.6	0.4	31.5	30.8	-0.7
HU	3.9	6.4	2.5	28.0	39.4	11.4
IE	17.3	22.9	5.6	11.1	37.7	26.6

	Part-time employment			Involuntary part-time employment		
	2007	2011	Change 2007–2011	2007	2011	Change 2007–2011
IT	13.4	15.2	1.8	39.5	54.5	15.0
LT	8.1	8.2	0.1	27.5	37.5	10.0
LU	17.8	18.0	0.2	5.2	9.9	4.7
LV	5.6	8.8	3.2	24.4	42.1	17.7
MT	10.6	12.4	1.8	17.1	16.1	-1.0
NL	46.3	48.5	2.2	5.1	7.2	2.1
PL	8.5	7.3	-1.2	23.6	24.8	1.2
PT	8.8	10.1	1.3	38.9	45.8	6.9
RO	8.6	9.3	0.7	53.1	53.0	-0.1
SE	24.2	24.7	0.5	25.8	27.5	1.7
SI	8.1	9.5	1.4	5.8	8.0	2.2
SK	2.5	3.9	1.4	13.4	24.4	11.0
UK	24.2	25.5	1.3	10.6	18.9	8.3
NO	27.5	27.3	-0.2	17.3	18.8	1.5

Note: Involuntary part-time employment = part-time employment because could not find a full-time employment

Source: Eurostat

Table A6: Evolution of (involuntary) part-time employment by gender between 2007 and 2011

	Change in part-time employment		Change in involuntary part-time employment	
	Men	Women	Men	Women
EU27	1.1	0.8	6.2	2.9
AT	1.6	2.7	-1.5	-2.3
BE	2.1	2.8	-4.3	-4.7
BG	0.9	0.5	-3.1	-3.4
CY	2.9	1.7	21.1	15.6
CZ	0.1	0.6	6.6	3.0
DE	0.5	-0.5	-8.9	-4.9
DK	1.8	1.9	2.8	2.7
EE	1.2	2.9	0	nd
EL	1.7	0.1	19.4	11.9
ES	2.0	0.7	30.6	20.4
FI	1.1	0.2	3.5	3.7
FR	1.0	-0.5	-0.4	-0.9
HU	1.9	3.3	16.8	8.3

	Change in part-time employment		Change in involuntary part-time employment	
	Men	Women	Men	Women
IE	5.8	3.5	37.4	22.1
IT	0.9	2.5	15.0	14.9
LT	0	0.1	12.7	8.4
LU	1.7	-1.2	0.0	4.4
LV	2.9	3.4	17.8	17.5
MT	1.4	0.9	0.0	-0.2
NL	1.8	1.7	3.1	1.8
PL	-1.1	-1.3	2.2	0.7
PT	2.3	0.1	7.4	7.6
RO	0.4	1.2	-1.3	2.0
SE	1.5	-0.8	2.7	1.3
SI	0.6	2.2	2.3	2.0
SK	1.6	1.3	nd	7.6
UK	1.6	0.8	15.2	5.8
NO	0.9	-1.5	1.2	1.9

Notes: Involuntary part-time employment = part-time employment because could not find a full-time employment

nd = no data available

Source: Eurostat

Table A7: Evolution of working hours of employed between 2007 and 2011

	2007	2009	2011	Change 2007–2009	Change 2009–2011
EU27	37.4	36.9	36.9	-0.5	0.0
AT	38.0	36.6	36.6	-1.4	0.0
BE	37.0	36.6	36.8	-0.4	0.2
BG	41.1	40.3	40.2	-0.8	-0.1
CY	39.0	38.6	38.6	-0.4	0.0
CZ	41.3	40.5	40.3	-0.8	-0.2
DE	36.0	35.3	35.6	-0.7	0.3
DK	34.9	34.3	34.9	-0.6	0.6
EE	39.6	37.6	38.6	-2.0	1.0
EL	41.2	40.8	40.9	-0.4	0.1
ES	38.4	37.8	37.5	-0.6	-0.3
FI	36.7	36.1	36.4	-0.6	0.3
FR	36.7	36.5	36.8	-0.2	0.3
HU	39.9	39.6	39.1	-0.3	-0.5

	2007	2009	2011	Change 2007–2009	Change 2009–2011
IE	36.7	35.1	34.9	-1.6	-0.2
IT	38.0	37.2	37.0	-0.8	-0.2
LT	38.6	38.6	38.3	0.0	-0.3
LU	37.5	37.8	37.8	0.3	0.0
LV	40.5	38.8	38.6	-1.7	-0.2
MT	38.9	38.8	37.7	-0.1	-1.1
NL	31.7	31.4	31.7	-0.3	0.3
PL	40.3	39.7	39.5	-0.6	-0.2
PT	37.9	37.9	38.0	0.0	0.1
RO	39.7	39.4	39.2	-0.3	-0.2
SE	35.4	35.0	35.7	-0.4	0.7
SI	39.5	38.8	38.4	-0.7	-0.4
SK	40.3	39.2	39.5	-1.1	0.3
UK	35.8	35.4	35.3	-0.4	-0.1
NO	34.0	33.7	33.9	-0.3	0.2

Note: Actual working hours per week

Source: Eurostat

Table A8: Change in working hours of part-time and full-time employed

	Part-time employed				Full-time employed			
	2007	2009	2011	Change 2007–2011	2007	2009	2011	Change 2007–2011
EU27	20.0	19.9	20.0	0.0	41.2	40.7	40.8	-0.4
AT	20.1	20.0	19.9	-0.2	43.1	42.0	42.1	-1.0
BE	22.8	23.0	23.0	0.2	41.1	40.8	41.4	0.3
BG	20.8	20.3	20.5	-0.3	41.4	40.7	40.6	-0.8
CY	19.3	19.6	19.0	-0.3	40.4	40.2	40.7	0.3
CZ	21.9	21.6	21.1	-0.8	42.3	41.6	41.4	-0.9
DE	18.1	18.1	18.2	0.1	42.3	41.4	41.8	-0.5
DK	20.2	19.8	19.6	-0.6	39.3	39.1	39.8	0.5
EE	20.8	21.2	21.0	0.2	41.3	39.5	40.6	-0.7
EL	20.2	19.6	19.9	-0.3	42.4	42.1	42.4	0.0
ES	18.8	18.5	18.5	-0.3	41.1	40.7	40.7	-0.4
FI	20.5	19.7	20.3	-0.2	39.2	38.6	39.0	-0.2
FR	22.8	22.4	22.5	-0.3	39.6	39.4	39.8	0.2
HU	23.4	23.7	23.2	-0.2	40.7	40.5	40.3	-0.4
IE	18.8	18.7	18.7	-0.1	40.5	39.5	39.7	-0.8

	Part-time employed				Full-time employed			
	2007	2009	2011	Change 2007–2011	2007	2009	2011	Change 2007–2011
IT	21.0	21.0	21.3	0.3	40.6	39.9	39.9	-0.7
LT	23.2	23.4	22.1	-1.1	40.0	39.9	39.9	-0.1
LU	21.6	20.5	21.9	0.3	40.8	41.4	41.3	0.5
LV	21.6	21.6	21.4	-0.2	41.8	40.6	40.3	-1.5
MT	21.0	20.9	20.7	-0.3	41.0	41.0	40.3	-0.7
NL	20.3	20.7	21.1	0.8	41.3	41.0	41.4	0.1
PL	21.2	20.8	20.9	-0.3	42.2	41.4	41.1	-1.1
PT	19.0	18.6	16.0	-3.0	40.5	40.4	41.3	0.8
RO	27.5	27.4	26.1	-1.4	41.1	40.7	40.7	-0.4
SE	24.5	23.4	23.7	-0.8	39.6	39.2	39.8	0.2
SI	19.0	19.4	19.2	0.2	41.8	41.3	40.7	-1.1
SK	21.3	22.0	18.8	-2.5	40.8	39.9	40.4	-0.4
UK	18.4	18.4	18.5	0.1	41.3	41.0	41.1	-0.2
NO	20.6	20.7	20.7	0.1	39.0	38.7	38.8	-0.2

Note: Change in number of hours worked per week

Source: Eurostat

Table A9: Evolution of fatal occupational accidents during the crisis

	2008	2009	2010	Change 2008–2010
EU27	3.21	2.54	2.61	-0.60
AT	4.65	6.47	6.38	1.73
BE	4.97	2.64	2.57	-2.40
BG	5.73	3.38	3.55	-2.18
CY	6.56	2.86	6.72	0.16
CZ	3.93	2.36	3.30	-0.63
DE	2.44	1.39	1.59	-0.85
DK	2.08	1.88	2.54	0.46
EE	2.95	3.09	3.82	0.87
EL		nd	nd	
ES	3.96	3.18	2.88	-1.08
FI	1.47	1.71	1.88	0.41
FR	1.83	2.90	2.69	0.86
HU	4.61	3.41	3.23	-1.38
IE	2.54	2.54	3.79	1.25
IT	4.22	4.02	3.89	-0.33
LT	6.19	5.39	4.85	-1.34

	2008	2009	2010	Change 2008–2010
LU	3.80	1.77	5.28	1.48
LV	5.71	3.98	3.45	-2.26
MT	nd	4.49	nd	
NL	2.71	2.10	1.58	-1.13
PL	3.91	5.66	3.96	0.05
PT	Nd	5.60	5.26	
RO	9.77	5.93	6.44	-3.33
SE	2.14	1.92	2.11	-0.03
SI	3.62	3.20	3.50	-0.12
SK	4.63	2.28	2.67	-1.96
UK	0.90	1.54	1.63	0.73
NO	nd	nd	2.58	

Notes: Standardised incidence rate of fatal accidents between 2008 and 2010 = number of people involved in fatal accidents at work per 100,000 people

nd = no data available

Source: Eurostat

Table A10a: Synthesis map of changes in working conditions since the crisis (indicators: job insecurity, involuntary temporary, involuntary part-time, net migration)

	Job insecurity	Involuntary temporary	Involuntary part-time	Net migration
PL	4.2	-11.5	1.2	0.4
DE	-2.4	-1.9	-5.6	2.9
MT	5.4	0.7	-1.0	-4.5
AT	1.2	-9.6	-2.1	0.3
BE	-0.4	-4.1	-4.4	-4.1
NO	3.0	-0.4	1.5	1.0
SE	-1.4	-0.7	1.7	-1.1
SK	10.4	15.5	11.0	-0.8
RO	6.9	2.0	-0.1	-0.1
NL	0.8	-5.6	2.1	1.9
LU	1.1	8.7	4.7	8.7
CZ	12.0	16.3	3.7	-6.5
FR	3.7	1.9	-0.7	0.0
FI	-1.9	-0.3	3.6	0.5
BG	0.1	5.3	-3.0	-0.5
CY	22.4	5.0	18.9	11.9
UK	5.1	14.5	8.3	0.3
DK	2.2	6.5	2.7	-1.3
HU	3.9	5.1	11.4	-0.1
SI	24.9	4.6	2.2	-6.1

IT	7.0	5.6	15.0	-4.4
LT	3.1	-4.1	10.0	-11.0
EE	5.4		6.2	-0.1
PT	11.4	4.0	6.9	-4.1
ES	10.9	7.0	23.0	-16.5
IE	12.5	27.9	26.6	-17.8
LV	12.4	11.2	17.7	-10.9
EL	22.4	3.6	15.3	-4.9

Notes: percentage change in country average, 2007–2011

Indicators:

Job insecurity = change in proportion between 2007 and 2012 of working people who think it is ‘very likely’ or ‘quite likely’ they will lose their job within the next six months (source: EQLS)

Change in the proportion of temporary/part-time employed (2007–2011) who give as reason for temporary/part time employment that they ‘could not find permanent/full employment’ (source: LFS)

Change in net migration rate = percentage change between 2007 and 2011; net migration rate = immigration minus emigration (source: OECD)

Colour coding: Dark green = relatively strong positive change; light green = relatively positive change; light red = relatively negative change; dark red = relatively strong negative change in average

Table A10b: Synthesis map of changes in working conditions since the crisis (indicators: work–life balance, work intensity, absenteeism, work accidents, job satisfaction)

	Work–life balance	Work intensity	Absenteeism	Work accidents	Job satisfaction
PL	1		0	1	8.5
DE	-1		1	-1	2.9
MT			-1	-1	
AT	-1	-1		0	
BE	1		1	-1	4.2
NO			1		7.2
SE	-1	-1	-1	-1	20.5
SK				-1	6.7
RO				-1	
NL		0	0	-1	4.4
LU			1	-1	
CZ			-1		
FR		0		-1	8.1
FI	1	-1		0	1.6
BG				-1	4.6
CY			0	0	-1.0
UK	1	0	-1	-1	1.4
DK	-1	0	-1	-1	9.1

HU					4.8
SI			-1	-1	0.6
IT		-1	-1	-1	
LT			-1		
EE			-1	-1	-6.6
PT			-1	-1	12.6
ES		1		-1	7.6
IE	1	1		-1	-8
LV	1	0	0	-1	
EL				-1	

Notes: percentage change in country average, 2007–2011

Indicators:

Work–life balance, work intensity, absenteeism, work accidents: dummy coding based on reported national figures; 1 = increase; 0 =stable; -1 = decrease (between 2007 and 2011)

Job satisfaction: percentage of employees very satisfied (8–10 on 0–10 scale) (source: ESS, 2006, 2010)

Colour coding: Dark green = relatively strong positive change; light green = relatively positive change; light red = relatively negative change; dark red = relatively strong negative change in average

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