



European Foundation for the Improvement of Living and Working Conditions

Working conditions in Romania

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This report is available in electronic format only.

More than 50% of Romanian workers complain that their working conditions involve potential hazards to their health and safety, while 27% of workers have irregular working hours. Fixed-term employment contracts are not common in Romania, and more women than men hold indefinite employment contracts. Meanwhile, job satisfaction has declined in recent years. These are among the findings of the working conditions section of the 2004 survey on living conditions in Romania. This report outlines the survey findings based on the following quality of work dimensions: working conditions and industry profile; work organisation; working time arrangements; commuting; workplace location; and job satisfaction.

Introduction

Romania has experienced substantial change since the process of economic and social reform began in 1990 in the transition from a communist state to a free market economy. It may be assumed that working conditions have also evolved significantly over this period, not least due to privatisation and restructuring, and the gradual implementation of EU legislation as the country prepares to join the European Union in January 2007.

The working conditions section of the Living Conditions Survey (*Ancheta asupra conditiilor de viata* , ACOVI) is the only nationally representative source of data on working conditions in Romania, and has followed developments in more recent years since its inception in 2001. The survey findings for 2004 provide a unique perspective of Romanian working conditions before accession to the EU, and are based on the following quality of work dimensions:

- working conditions and industry profile;
- work organisation;
- working time arrangements;
- commuting;
- workplace location;
- job satisfaction.

Survey methodology

Field of observation

ACOVİ has been carried out each year since 2001 by the Romanian National Institute of Statistics (Institutul National de Statistica, [INS](#)). It provides information on the following issues: economic situation of households, living conditions, health, working conditions, social relations and social participation. In addition to statistical data, the survey also collects more personal views on respondents' degree of satisfaction in relation to their working and living conditions.

Sample and type of questionnaire

The survey is carried out at national level, covering rural and urban areas. All household members are interviewed, including those who are away for more than six months if they maintain contact with their families and households; the latter category would include army recruits, students, workers, prisoners or hospitalised persons, for example.

The sample in 2004 was a random one and involved 10,920 households nationwide. Data were collected between 7 and 20 June 2004, and the response rate was 92.8%.

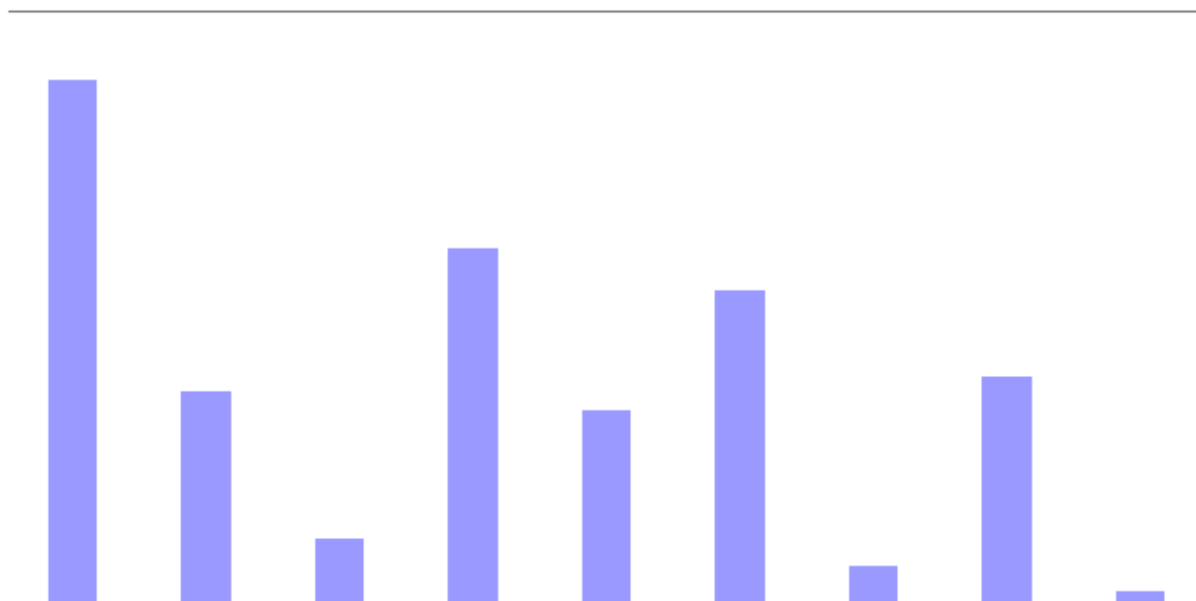
The survey sample was designed to be representative in respect of the following dimensions: area of residence (urban and rural), sex and age. The maximum error margin was 3% with a probability level of 97% for the above described dimensions.

A total of two types of questionnaire were used: one for the household and another for individuals. The interviews were carried out face to face. Further detail on the questionnaires is provided in the Appendix, which also offers a wider selection of statistical data tables.

Working conditions and industry profile

More than 50% of workers complain that their working conditions involve potential hazards to their health and safety. Thus, for 2004, 31% of the employed population had to work in excessive heat; approximately 20% were affected by pollution or noise; and 13.5% carried out activities involving painful or tiring positions. Cold temperatures affect 12.6% of the workforce, while 11.4% complain of unhygienic or dirty working conditions (see Figure 1 and also Table A1 in the Appendix). Although some trend changes were noted in relation to the factors investigated over the period 2001-2004, their relative hierarchy of importance remained the same.

Figure 1: Exposure to working conditions implying physical risk, 2004 (% of employed population)



Source: ACOVI, 2004, INS

Sectoral breakdown

Significant differences emerge in relation to the working conditions that characterise each type of economic activity. The highest rates of complaint about unfavourable conditions strongly correlate with the structure of the Romanian economy, which records higher rates of employment in sectors or activities with a low added value.

Thus, the agriculture, mining and construction sectors report the highest rates of workers complaining of:

- heat (52% in agriculture, 46.8% in mining, 39.8% in construction);
- cold (16.4% in agriculture, 30.8% in mining, 21.1% in construction);
- pollution (49.7% in mining, 39.2% in construction, 21% in agriculture);
- dirt (31% in mining, 25.7% in construction, 15.5% in agriculture);
- noise (33.9% in mining, 32.9% in construction);
- painful and tiring positions (23% in agriculture, 20.9% in mining, 16.8% in construction).

Workers in manufacturing and in transport and storage also recorded high levels of complaint regarding unfavourable working conditions. In manufacturing, 33.2% of the workforce complain of pollution and 42.9% of noise, while in transport and storage, 17.3% of workers complain of cold, 24.9% of pollution and 35.4% of noise. See Table A2 for a full sectoral breakdown on this issue.

The mining sector as well as that of health and social work report unusually high levels of 'degrading' working

conditions, at 7% and 5% respectively. Both of these sectors are regarded as being highly unionised, although this apparently high degree of unionisation is poorly documented. Therefore, employees in these economic activities may have a greater awareness of their working conditions and possibly a heightened sensitivity - perhaps even to the point of exaggeration - which may partly explain the higher levels of complaint.

Although there is a clear distinction between degrading and poor working conditions, it is possible that a certain degree of overlap or confusion has occurred, especially in the mining sector, where conditions can be very difficult. Such working conditions are mainly due to the nature of the work but also due to persistent underinvestment over a prolonged period of time, to the extent that the difficult working conditions may even feel degrading.

Type of ownership

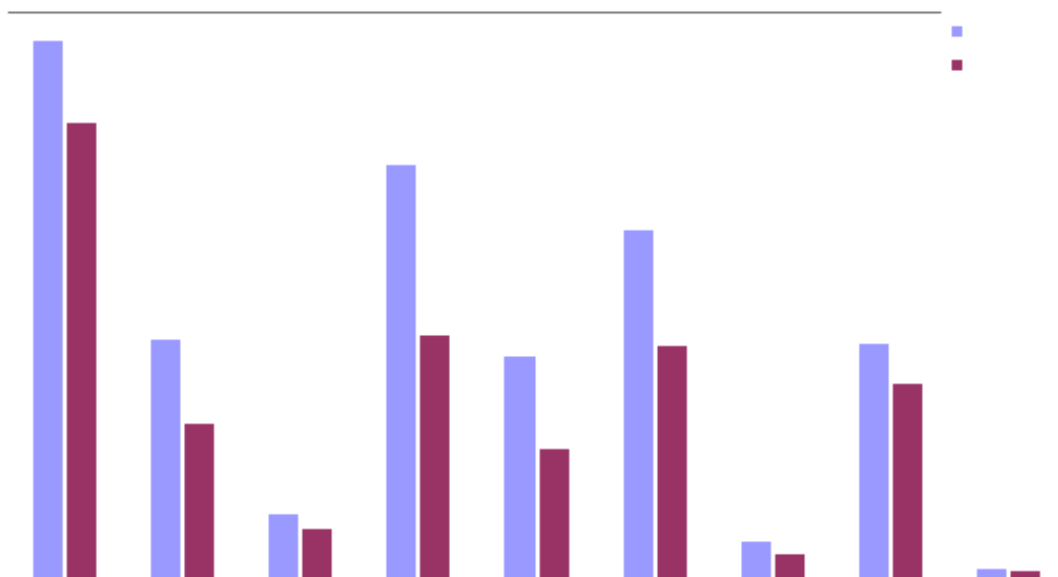
The worst working conditions were reported by workers in organisations with a mixed - public and private - ownership, which consist mainly of former state-owned manufacturing companies still in the process of being privatised.

Workers in private companies usually complain of more unfavourable working conditions. This can be explained by the fact that a large proportion of private enterprises are categorised as small and medium-sized enterprises (SMEs) in low value-added activities - both in terms of the production process as well as with regard to the final production output. Overall, the union penetration rate in these companies is weak or declining.

Gender dimension

Generally, men are more exposed than women to working conditions that pose risks to their health and safety; this situation is the result of occupational segregation (Figure 2).

Figure 2: Physical exposure to risks in working conditions, by sex, 2004 (%)



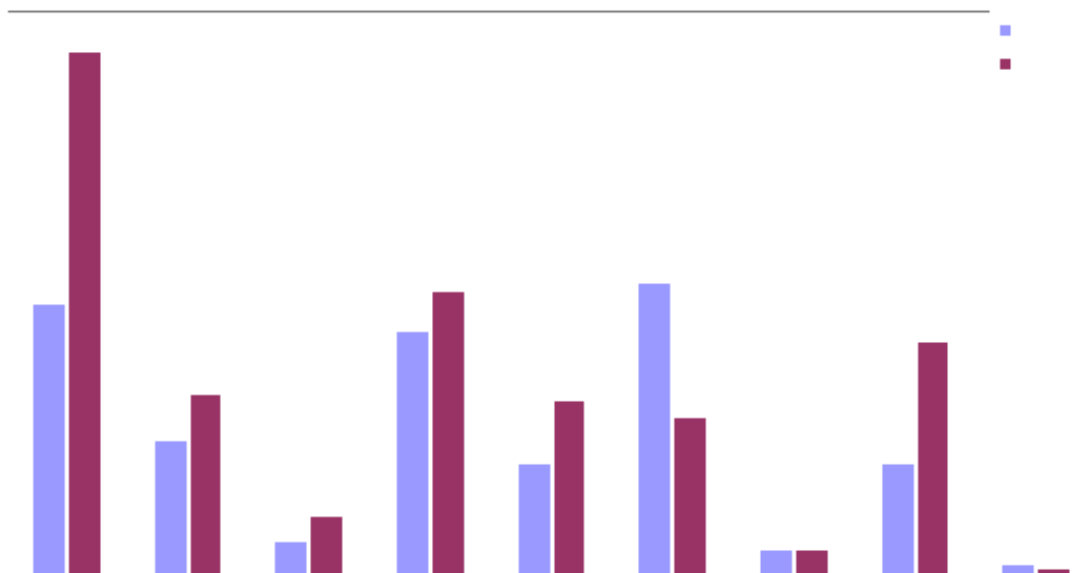
Source: ACOVI, 2004, INS

Area of residence

Workers from urban areas are less exposed to working conditions implying risks to their health and safety than

workers in rural areas are. The exceptions are those reporting noise (usually associated with the manufacturing sector) - which affects urban residents more - and those reporting degrading conditions, where levels are the same in urban and rural areas (Figure 3). Overall, the rural active population accounts for a high proportion of physical risk, due to its particular exposure to hazards such as heat, cold, dust and/or painful or tiring positions.

Figure 3: Physical exposure to risks in working conditions, by area of residence, 2004 (%)



Source: ACOVI, 2004, INS

Work organisation

Type of employment contract

Representing almost 95% of employees, the proportion of those working on long-term or indefinite contracts of employment slightly increased during the period 2001-2003: from 92.2% in 2001 to 94.2% in 2002 and 95% in 2003 (Table 1). Simultaneously, the proportion of employees working on short-term or fixed-term employment contracts decreased from 6.2% in 2001 to 4.2% in 2003. This trend was brought to a halt due to the new regulations introduced in 2003 by the Labour Code. Under these regulations, so-called civil contracts, which were used instead of employment contracts as a way of avoiding tax and social security contributions, have been removed from the remit of the Labour Law and restricted to that of Common Law (for further information, see the 2003 annual review of main developments in industrial relations in Romania, [RO0401102F](#)).

Table 1: Employees, by type of employment contract, 2001-2004 (% of total employed population)

Year	Indefinite period	Fixed-term	Civil contract	Verbal agreement
2001	92.2	6.2	1.2	0.3
2002	94.2	4.6	1.1	-
2003	95.0	4.2	0.6	0.1
2004	94.1	4.9	0.6	0.1

Source: ACOVI, 2001-2004, INS

Type of ownership

The public sector reports the highest proportion of employees working on indefinite employment contract because of the ongoing nature of their activities. Moreover, this sector contains large organisations with high levels of unionisation.

The largest proportions of employees working on fixed-term employment contract are found in cooperatives (41.6%) and in local and national public administration (15.4%). The first group carries out mainly seasonal activities, which is why fixed-term employment contracts are so widespread in that sector. Meanwhile, the public sector, in particular local and national public administration, has undergone major restructuring in order to provide adequate services, and has hired employees on fixed-term employment contracts as a way to cope with ad-hoc or supplementary activities.

The number of employees on fixed-term employment contracts is almost three times greater in the private sector than in the public sector (Table 2). The private sector, as has already been noted, consists mainly of SMEs with low levels of unionisation.

Table 2: Employed population, by type of employment contract and type of ownership, 2004 (%)

Ownership	Indefinite period	Fixed-term	Civil contract	Verbal agreement
Public	97.6	1.9	0.3	-
Private	93.9	5.2	0.7	-
Mixed (state and private)	93.8	3.6	-	-
Cooperatives	58.4	41.6	-	-
National/local public administration	83.1	15.4	1.1	-

Source: ACOVI, 2004, INS

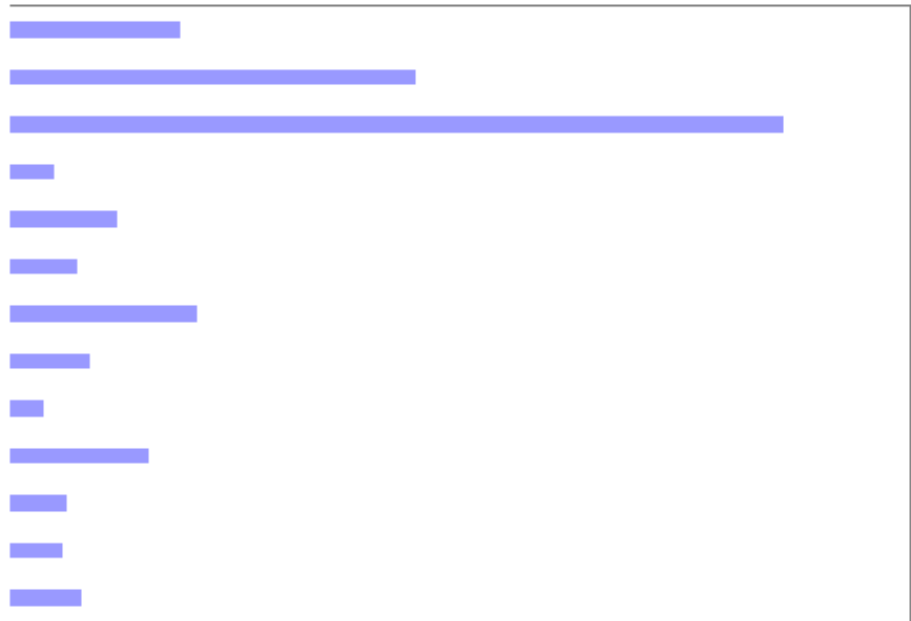
Sector and occupational breakdown

The highest prevalence of fixed-term contracts of employment occurs among farmers and skilled workers in agriculture, forestry and fishery (28.6%) due to the seasonal character of these activities, followed - at some distance - by workers in services, including commerce, at 6% (see Tables A4 and A5).

Thus, the economic activities characterised by the highest rates of fixed-term employment contract are:

- agriculture (11.5%), fisheries (51.6%), forestry and related activities (27.1%);
- hotels and restaurants (12.6%);
- public administration (9.4%);
- construction (7.3%).

Figure 4: Prevalence of fixed-term employment contract, by sector, 2004 (%)



Source: ACOVI, 2004, INS

Gender dimension

More women (95.9%) than men (92.7%) work on indefinite contracts of employment. Women are concentrated in the public sector, where most employment contracts are of a long-term nature, while men tend to be over-represented in manufacturing activities, now mostly within the private sector. As a consequence, more men than women work on short-term employment contracts (Table 3).

Table 3: Employed population, by type of employment contract and sex, 2004 (%)

Sex	Indefinite period	Fixed-term	Civil contract	Verbal agreement
Male	92.7	6.2	0.6	0.1
Female	95.9	3.4	0.6	-

Source: ACOVI, 2004, INS

Area of residence

Working on fixed-term employment contract is more widespread among those employed in rural areas (8.7%) than urban ones (3.7%). This correlates with the fact that the main economic activities displaying high rates of fixed-term employment are more commonly found in rural areas (fisheries, forestry and related activities, agriculture).

Furthermore, the proportion of indefinite employment contracts is higher in urban areas (95.6%) than in rural areas (89.8%) (Table 4).

Table 4: Employed population, by type of employment contract and area of residence, 2004 (%)

Areas of residence	Indefinite period	Fixed-term	Civil contract	Verbal agreement
Urban	95.6	3.7	0.5	0.1

Rural	89.8	8.7	0.9	-
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Source: ACOVI, 2004, INS

Working time arrangements

In relation to the issue of working time arrangements, the survey results showed that the most common forms of atypical working time are: irregular working time, weekend work and shift work. Thus, almost 70% of the employed population carried out their activities from Monday to Friday, around 27% worked irregular hours, about 20% also worked during the weekend and 13% worked in shifts (Table 5).

Table 5: Employed population, by type of ownership and working time arrangements, 2004 (% of total employed for each type of ownership)

Working time arrangements	Total	Public	Private	Mixed	Cooperatives
Monday-Friday	68.9	83.1	64.6	78.3	67.8
Evening	6.1	5.3	6.6	-	-
Night	2.4	4.7	1.8	0.8	-
Weekend	20.5	11.8	23.3	16.5	6.6
Shift	12.8	20.0	10.4	26.5	-
Irregular working time	26.9	4.2	34.7	2.6	20.8

Source: ACOVI, 2004, INS

The following findings emerged in relation to working time (see Tables A6-A10):

- Typical working hours are more common among those employed by state companies or institutions and less common among those from private and mixed-ownership companies. Although there are few gender differences, this working time arrangement is more prevalent among employed women than employed men (see Tables A7-A8). Considerable differences arise between urban and rural areas in this regard, the latter being more exposed to atypical working hours (see Tables A9-A10).
- Evening work is more common among workers in the private sector, with no gender differences. Again, the differences between urban and rural areas are significant, the latter being more exposed to evening work, mainly due to the high proportion of self-employed people among the employed population in rural areas.
- Employees in state companies and national or local public organisations are more exposed to night work due to their prevalence in the public health system. With respect to gender differences, women from state companies and public organisations are more exposed to night work than their male counterparts are, while night work is more common among male workers from private companies than female workers in this area.
- Weekend work is more prevalent in the private sector, with no gender differences but with higher rates for rural workers than for urban workers.
- The main sectors using shift work are state companies and public organisations. Men are more exposed to shift work than women are, and workers from urban areas are more likely to work shifts than those from rural areas.
- Irregular working time is more common in the private sector in urban areas, with no significant differentiation by sex.
- The majority of the employed population who worked without taking their leave entitlement - in other words without holidays - during 2004 were in the private sector.

Commuting

An estimated 85% of workers work in their own localities. The proportion of workers commuting to urban areas (11.9%) exceeds the share of those commuting to rural areas (3.8%) - Table 6.

Table 6: Employed population, by commuting experience, 2001-2004 (%)

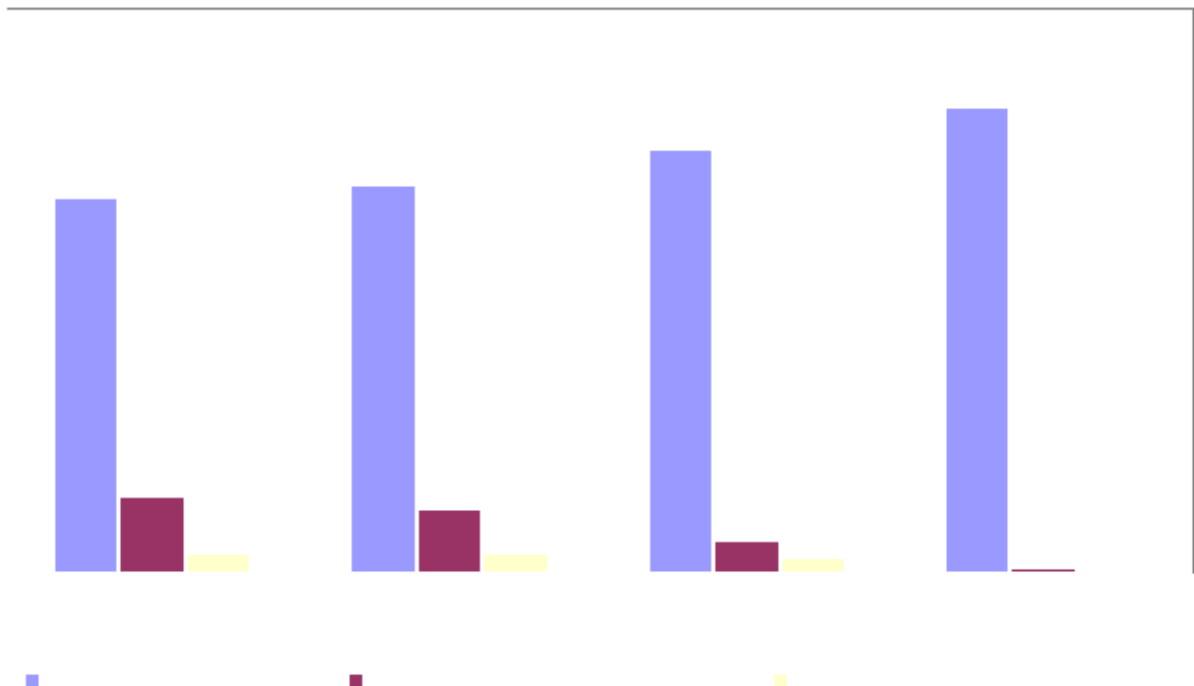
Year	Workplace in own locality	Workplace in other locality
		Urban area
2001	86.6	9.2
2002	86.5	9.6
2003	86.8	9.2
2004	84.3	11.9

Source: ACOVI, 2001-2004, INS

Age variations

The experience of commuting reaches a peak among young adults and declines with age. Thus, 20.4% of workers aged 15-24 years report that they commute, compared with 17.6% of workers aged 25-49 years, 9.9% of workers aged 50-64 years and 1.2% of workers aged over 65 years (Figure 5).

Figure 5: Commuting experience, by age, 2004 (%)



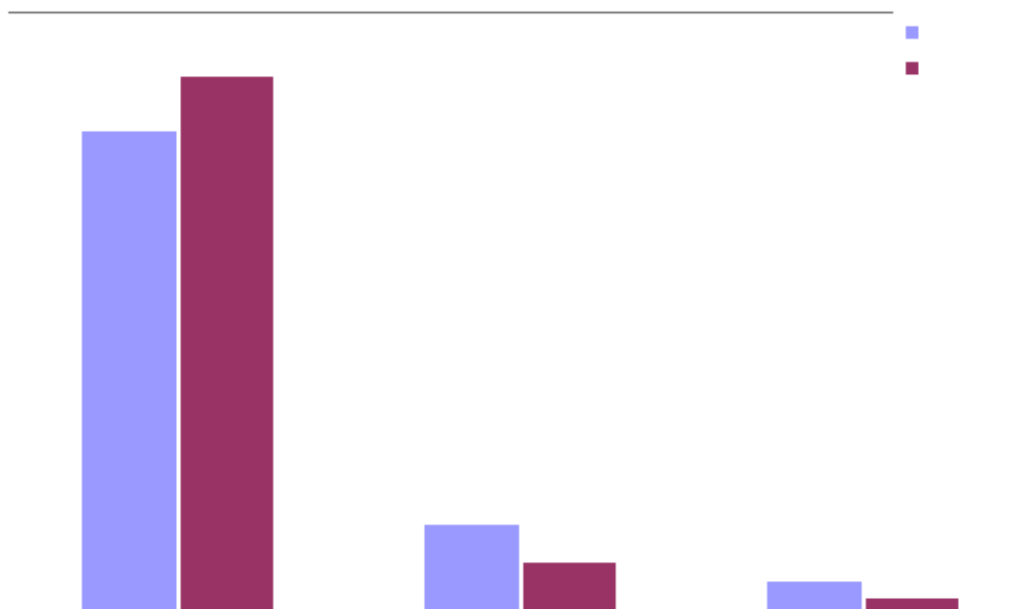
Source: ACOVI, 2004, INS

Gender dimension

Overall, more men than women are found among commuting workers: 19.8% of employed men commute,

compared with 10.6% of employed women (Figure 6). Working women show a more obvious decline of commuting with age than men do. In the case of women, 17.2% of those aged 15-24 years commute, compared with 12.1% of women aged 25-49 years and 4.7% of those aged 50-64 years. Among men, 22.5% of those aged 15-24 years old commute, compared with 22% of men aged 25-49 years, 13.9% of those aged 50-64 years and 1.7% of those aged over 65 years (see Tables A11-A12).

Figure 6: Commuting experience, by sex, 2004 (%)

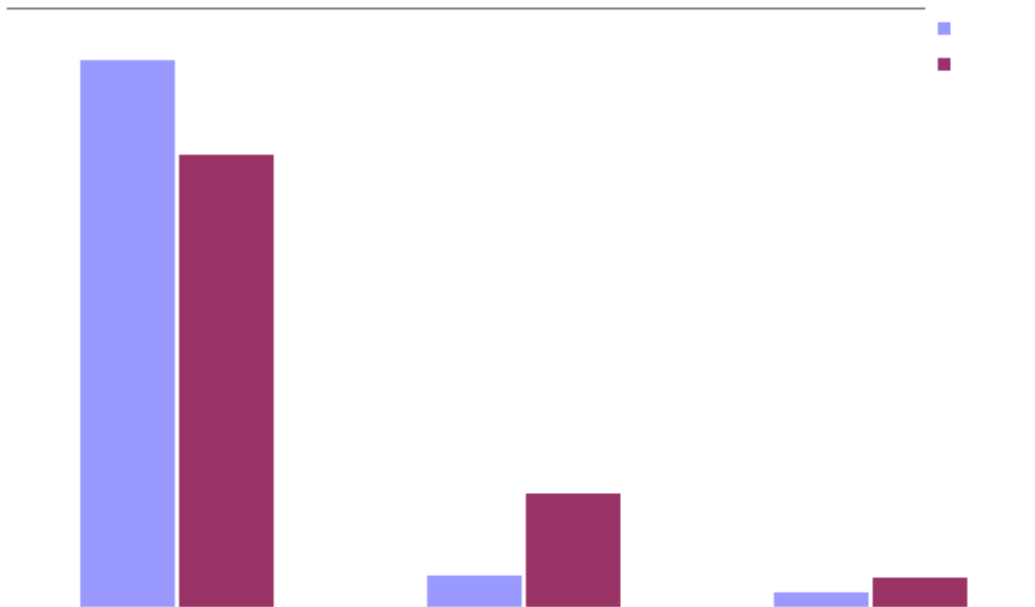


Source: ACOVI, 2004, INS

Influence of area of residence

More than 90% of the total urban employed population work in their own locality (Figure 7). Conversely, rural areas display the highest proportion of commuting workers, at 24.3%, compared with 8.3% for urban residents. In fact, commuting is highest among rural workers holding jobs in urban areas (19.2%), especially among the younger age categories: 22.9% among those aged 15-24 years and 25.5% among those aged 25-49 years commute for their work. This is the result of higher levels of economic activity in urban areas than rural areas, combined with the availability of more and often better jobs (see Tables A13-A14).

Figure 7: Commuting experience, by area of residence, 2004 (%)



Source: ACOVI, 2004, INS

Workplace location

The majority of workers have jobs with a fixed location (63.9%), while the remainder are split mainly between homework (18.4%) and jobs that involve travel (13.8%) - Table 7. Workers within the 25-49 year age group represent the highest proportion (71.8%) among those reporting jobs with a fixed location, compared with 60% of 15-24 year olds and 42.1% of those aged 50 years old and over.

Table 7: Location of work, by age group, 2004 (%)

Age group	Total	Fixed location	Mobile location	At employer or customer's home
15-24 years	100	60.0	14.7	7.3
25-49 years	100	71.8	12.7	3.8
50+ years	100	42.1	16.9	2.5
Total	100	63.9	13.8	3.9

Source: ACOVI, 2004, INS

The proportion of men holding jobs that involve travel is 3.1 times higher than that of women. Homework displays a higher prevalence among women (22% of employed women) than men (15.5%). Furthermore, homeworkers account for the highest proportion among those aged 50 years and over (38.5%).

Job satisfaction

The proportion of workers declaring themselves dissatisfied with their job slightly declined in 2004, compared with 2003. However the reasons for dissatisfaction remain the same and display the same order of importance.

- Half of those employed are dissatisfied with their incomes, 29% of workers are dissatisfied with their working conditions, 18% are unhappy with job security and long working hours, while 14% express dissatisfaction with the social climate at their workplace.
- Young workers are less satisfied by their jobs than older workers are. More than half of young workers considered that their incomes were inadequate for the amount of work performed, 33% are dissatisfied with their working conditions and about 25% express dissatisfaction with job security and long working hours.
- The public sector provides higher levels of job security and reasonable working hours: only 9.8% of employees in the public sector are dissatisfied with their job security and only 7.8% with their working hours. High proportions of those reporting less satisfaction with respect to their incomes work in the mixed, private or cooperative sectors (approximately 54%).

Work fatigue and stress

In 2004, 52.8% of workers declared that their work was tiring, 18.4% found it stressful, while 12.4% considered their work monotonous (Table 8). The proportion of the employed population reporting work-related fatigue shows a decreasing trend from 56.9% in 2001 to 52.8% in 2004.

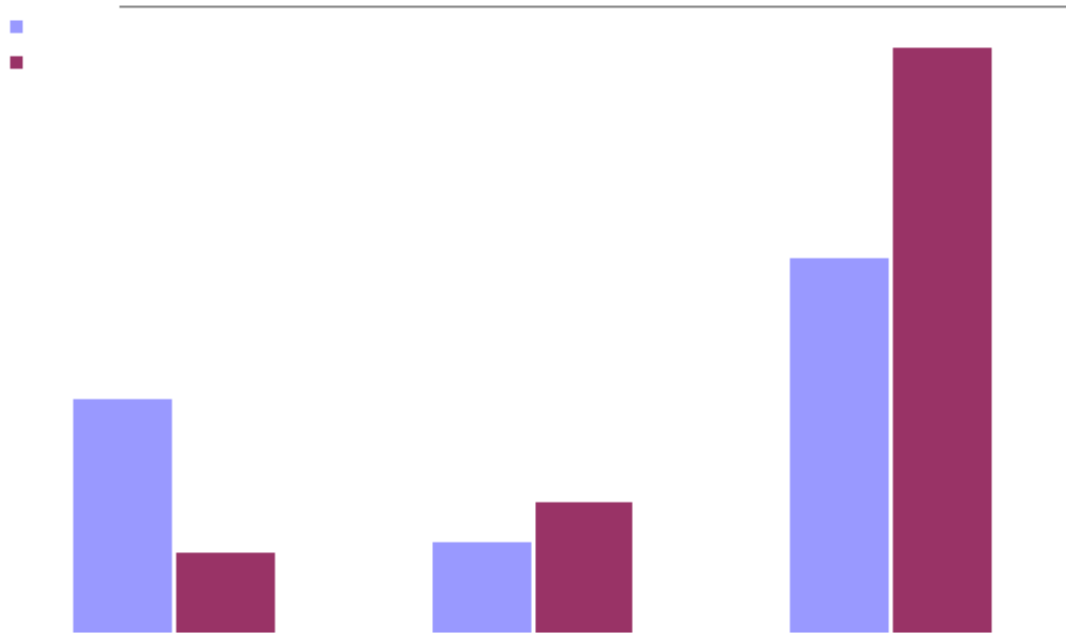
Table 8: Employed population, by opinions regarding their work, 2001-2004 (%)

Year	% of total employed, by their opinions regarding their work	
	Work-related stress	Repetitive tasks
2001	18.6	13.0
2002	20.9	13.6
2003	19.2	11.8
2004	18.4	12.4

Source: ACOVI, 2001-2004, INS

Significant differences in work-related problems emerge between workers from urban and rural areas, with the latter displaying lower levels of work-related stress but higher levels of work-related fatigue (Figure 8).

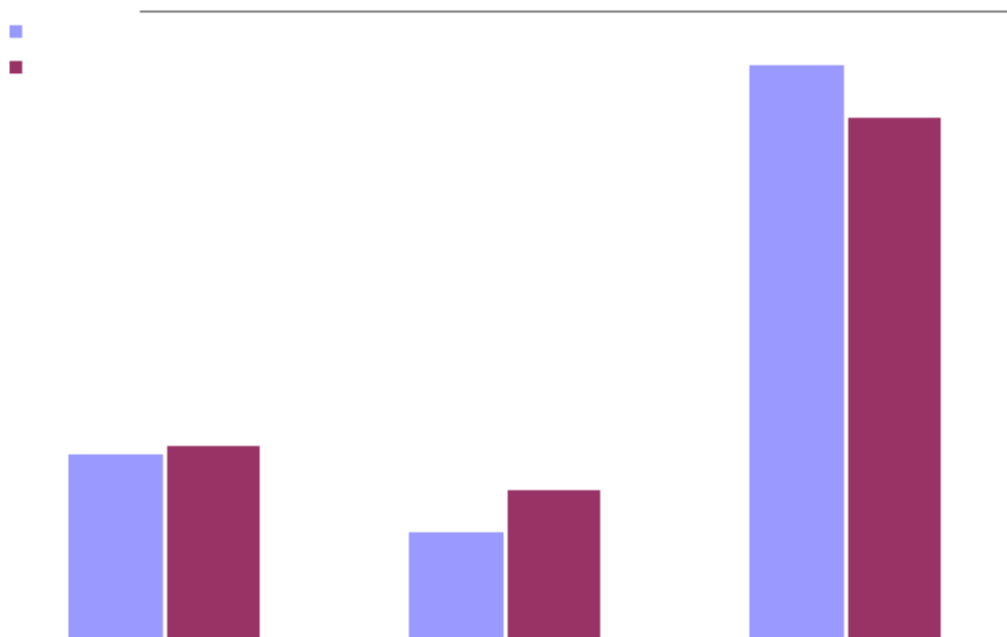
Figure 8: Work-related problems, by area of residence, 2004 (%)



Source: ACOVI, 2004, INS

Men and women record slightly different experiences in relation to repetitive tasks (reported by 14.6% of women compared with 10.7% of men) and work-related fatigue (reported by 55% of men compared with 50.1% of women). However, hardly any differences appear with respect to work-related stress (Figure 9).

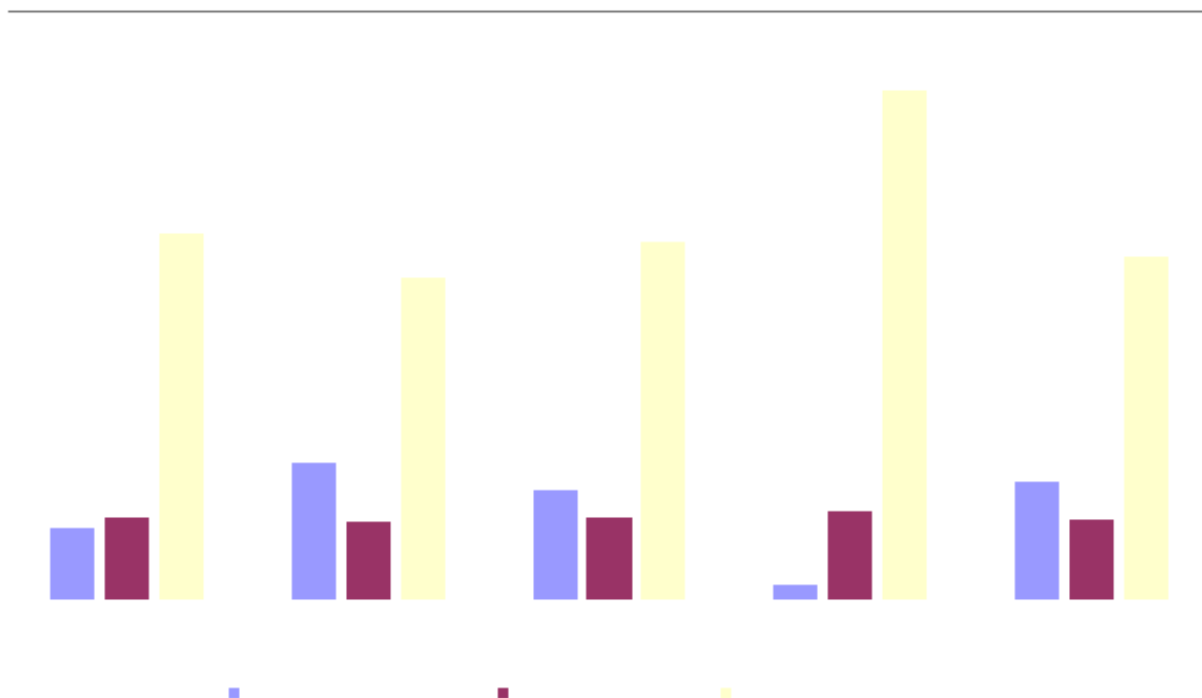
Figure 9: Opinions about work-related problems, by sex, 2004 (%)



Source: ACOVI, 2004, INS

The proportion of the employed population reporting work-related fatigue tends to increase with age, while the figure for work-related stress declines with age (Figure 10). The proportion of workers declaring that their work involves repetitive tasks remains rather constant in this regard.

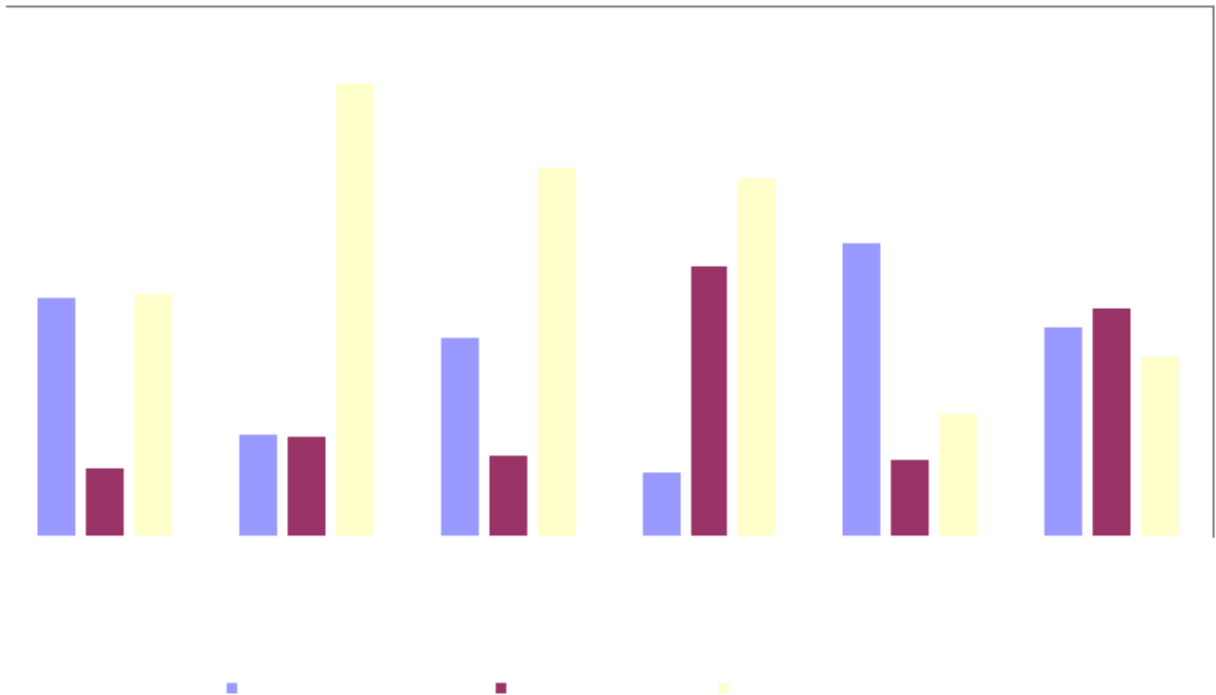
Figure 10: Opinions about work-related problems, by age, 2004 (%)



Source: ACOVI, 2004, INS

Employees in state companies and public organisations report high levels of work-related stress, while those in private companies are more exposed to work-related fatigue (Figure 11).

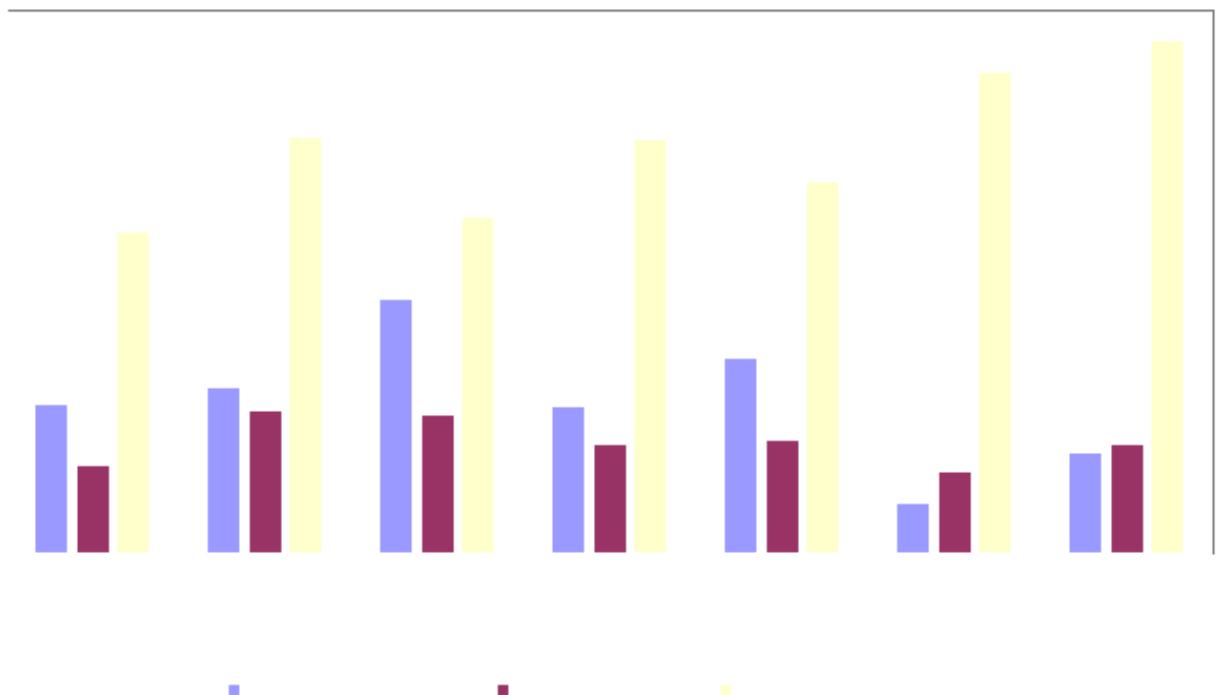
Figure 11: Opinions about work-related problems, by type of ownership, 2004 (%)



Source: ACOVI, 2004, INS

Work-related stress is higher among those who are working at night, while work-related fatigue is prevalent among those with irregular working time or without taking their leave (mainly self-employed people from rural areas). Workers performing evening and night work reported a higher level of monotonous tasks (Figure 12).

Figure 12: Opinions about work-related problems, by working time arrangements, 2004 (%)



Source: ACOVI, 2004, INS

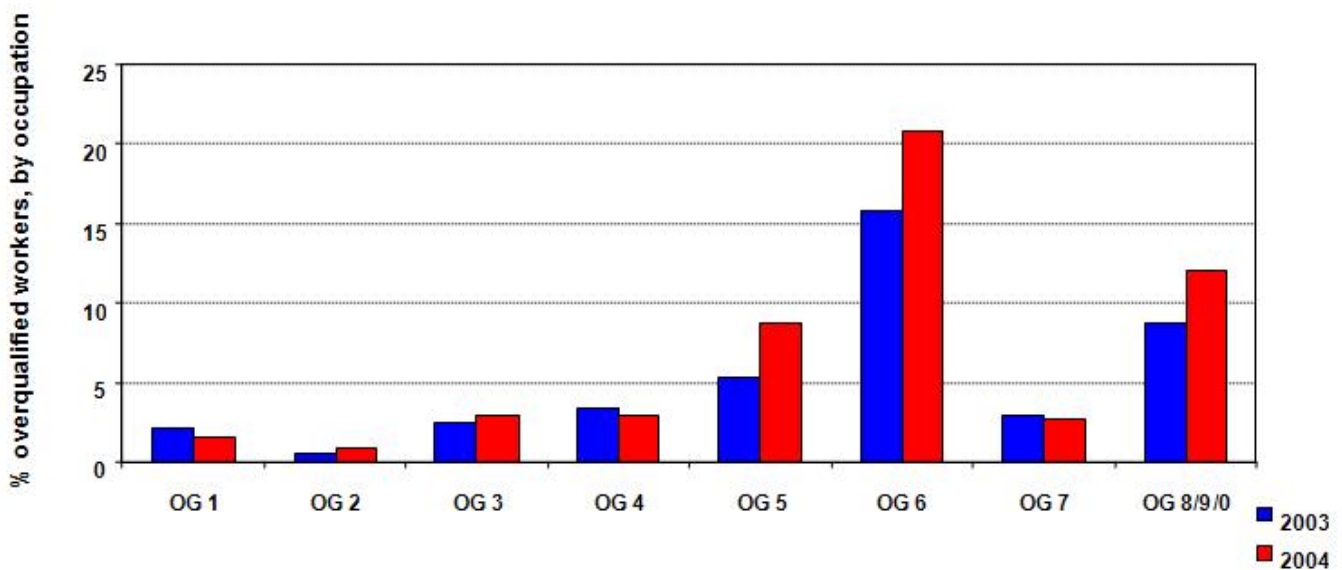
Qualification level

The findings of the survey also revealed the phenomenon of ‘invisible under-employment’, which refers to workers performing activities below their formal level of education or qualification; 9.8% of the employed population are in this situation.

The proportion of those who are overqualified decreased among corporate executives and senior civil servants as well as among civil servants in general; nevertheless, in 2004, it increased among categories such as workers in services and commerce, and farmers (Figure 13).

Moreover, the survey results indicated that young workers are more ready to accept jobs below their qualification level: 15.3% of workers between the ages of 15 and 24 years report being over qualified for their job, compared with 8.6% for those aged 50 years and over.

Figure 13: Overqualified workers, by occupation, 2003 and 2004 (%)



Note: Occupational group (OG) 1 = Members of legislative body, executives, managers in public administration, managers and clerks of socioeconomic and political units; OG 2 = Experts with intellectual and scientific occupations; OG 3 = Technicians, supervisors; OG 4 = Administrative clerks; OG 5 = Operative workers in services and commerce; OG 6 = Farmers and skilled workers in agriculture, forestry and fishery; OG 7 = Artisans and handicraft workers in machinery and maintenance; OG 8/ 9/0 = Other categories of occupations.

Source: ACOVI, 2004, INS

Commentary

The information contained in this report is based on the findings of the working conditions section of Romania’s National Institute of Statistics ACOVI (Living Conditions Survey), the only nationally representative source of data on working conditions. As data have only been collected since 2001, it is difficult to draw pertinent conclusions about the development of working conditions in Romania, at least throughout the full period of transition from a planned economy to a market economy. Nor is it possible to compare between working conditions at the onset of the reform process in 1990 and those that currently prevail.

Furthermore, it is impossible to evaluate how the dynamics of the transition process have affected working conditions, or to assess the effects of privatisation and restructuring in this regard. Meanwhile, the effects of changes in the legislation - which has evolved considerably both as a result of the transition process as well as a

result of the gradual assimilation and implementation of the EU *acquis communautaire* (entire body of EU law) - are also hard to capture.

An apparent worsening of working conditions in the private sector does not necessarily signal a lack of attention on the part of private sector employers towards working conditions. It is a consequence of the gradual privatisation of state enterprises and the involvement of the private sector in activities with more arduous working conditions. Therefore, not surprisingly, the proportion of employees in state companies reporting unfavourable working conditions is declining as a result of the state's withdrawal from certain economic activities, while the share of employees in the private sector reporting unfavourable working conditions is, conversely, on the rise.

Romania's specific labour market structure with a large proportion of employment in agriculture, concentrated in small-scale, family-type subsistence establishments also influences working conditions. This economic profile, for example, is responsible for the fact that exposure to excessive heat is by far the most reported work-related risk. The surge of activity in the construction sector in recent years also accounts for many physical risks.

Although the survey thus identifies useful and valid trends, certain misgivings are expressed in the way the data are reported, with many issues still being left undisclosed. The fact that the survey combines working conditions with living conditions limits its capacity to focus on particular issues in detail.

While it is known that information and communication technologies (ICT) already have a deep degree of penetration into the life of average Romanians as well as in companies - private and public, small and large - the impact of their utilisation on working conditions is so far unknown. Their impact on living conditions is also largely undocumented. This makes it difficult to evaluate the impact of the use of new technologies on production processes in the Romanian economy and productivity, as well as on working conditions.

Another weakness of the survey relates to the industrial relations aspect, which is poorly documented. The degree of unionisation can only be assessed by proxy: analysing answers to different questions by type of economic activity or sector and then, subsequently, relating them to the presumed level of unionisation as provided by union sources, with questionable reliability.

The fact that data are broken down by sex is a genuine strength, underlining a strong awareness of the issue. Nevertheless, certain aspects are not present which may be considered as particular to a gender-sensitive approach, such as the relative prevalence of discrimination, violence and harassment at the workplace, and the reconciliation of work and family life.

As this is the first such survey in Romania, and with only a few years of experience, it is clear that methodological improvements are necessary. Perhaps the first necessity is to separate the working conditions survey from that of living conditions.

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Appendix

Survey questionnaires

The survey used two different questionnaires: a household questionnaire addressed to the head of the household and an individual questionnaire addressed to each member of the household.

The household questionnaire collected information on the following topics:

- household identification data;
- household members;
- household insurance and liabilities;
- economic situation of the household;
- household income;

- household savings;
- credit and borrowings;
- household durables;
- purchasing power;
- household goods;
- quality of neighbourhood;
- relations with neighbours;
- living conditions.

The individual questionnaire collected information on the following topics:

- personal identification data - for all members of the household;
- personal health - for all members of the household;
- intra-family relations - for all members of the household;
- friendship - for members aged over seven years old;
- travel, holidays - for members aged over seven years old;
- leisure - for members aged over seven years old;
- social participation - for members aged over seven years old;
- use of public transport - for members aged over seven years old;
- safety - for members aged over seven years old;
- economic activity - for members aged 15 years and over;
- income - for all members of the household.

Supplementary statistical data

Working conditions and industry profile

Table A1: Working conditions implying physical risk, 2004 (% of total employed population)

Year	Heat	Cold	Humidity	Pollution, gases and dust	Dirt	Noise	Degrading conditions	Painful or tiring positions
2001	29.9	10.5	5.8	18.6	11.2	19.6	1.6	13.7
2002	30.6	10.8	3.5	18.9	12.0	18.6	1.9	14.0
2003	38.0	13.8	3.7	18.2	12.7	17.7	2.9	14.1
2004	31.0	12.6	3.8	21.1	11.4	18.5	2.2	13.5

Source: ACOVI, 2001-2004, INS

Table A2: Unfavourable working conditions, by sector, 2004 (% of total employed population)

Economic activity	Heat	Cold	Humidity	Pollution, gases and dust	Dirt	Noise	Degrading conditions	Painful or tiring positions
Agriculture	22.0	16.4	6.3	21.0	15.5	2.5	2.7	23.0
Mining	46.8	30.8	16.0	49.7	31.0	33.9	7.0	20.9
Manufacturing	29.4	9.4	2.3	33.2	11.5	42.9	0.9	10.6
Energy, gas and water	23.1	13.3	6.0	19.9	13.2	26.6	2.5	13.1
Construction	39.8	21.1	4.3	39.2	25.7	32.9	2.2	16.8
Commerce	14.8	11.2	1.4	11.9	4.2	13.3	0.7	9.0

Hotels and restaurants	24.1	2.5	2.8	6.6	2.3	13.8	2.4	5.0
Transport and storage	29.4	17.3	3.3	24.9	6.9	35.4	3.0	9.1
Public administration	7.8	5.8	1.8	5.6	3.3	7.3	2.7	3.9
Education	3.2	3.8	-	3.7	2.5	14.3	1.1	2.5
Health and social work	9.0	4.6	1.9	5.0	4.5	4.2	5.0	5.0

Source: ACOVI, 2004, INS

Table A3: Unfavourable working conditions, by type of ownership, 2004 (% of total employed population)

Ownership	Heat	Cold	Humidity	Pollution, gases and dust	Dirt	Noise	Degrading conditions	Painful or tiring positions
Public	16.1	10.7	3.7	16.0	8.2	19.5	3.0	7.4
Private	36.1	13.2	4.0	22.7	12.3	18.1	1.9	15.7
Mixed (state and private)	28.8	19.0	1.1	34.4	16.6	36.0	0.8	8.4
Cooperatives	19.2	8.0	-	35.9	34.1	26.9	-	31.1
National/local public administration	4.8	4.8	1.5	3.9	2.9	9.0	3.0	3.0

Source: ACOVI, 2004, INS

Work organisation

Table A4: Employed population, by type of employment contract and occupational group, 2004 (%)

Ownership	Indefinite period	Fixed-term	Civil contract	Verbal agreement
Corporate executives and senior civil servants	96.8	3.2	-	-
Specialists with intellectual and scientific occupations	96.7	2.0	-	-

Technicians and supervisors	94.7	2.3	0.3	-
Civil servants	95.7	3.1	1.1	-
Workers in services and commerce	92.6	6.0	0.8	-
Farmers and skilled workers in agriculture, forestry and fishery	68.6	28.6	-	-
Artisans and handicraft workers in machinery and installations, maintenance and adjustment	95.6	3.6	0.6	-
Other	90.7	8.0	0.8	0.1

Source: ACOVI, 2004, INS

Table A5: Employed population, by type of employment contract and sector, 2004 (%)

Economic activity	Indefinite period	Fixed-term	Civil contract	Verbal agreement
Agriculture	86.9	11.5	1.6	-
Forestry and relating activities	72.9	27.1	-	-
Fisheries	-	51.6	-	-
Mining	99.1	-	-	-
Manufacturing	96.5	3.1	0.2	-
Energy, gas and water	98.8	-	-	-
Construction	91.0	7.3	1.2	-
Commerce	93.8	4.6	1.1	-
Hotels and restaurants	87.4	12.6	-	-
Transportation and storage	94.4	5.4	-	-
Communications	95.9	-	-	-
Financial services	100	-	-	-
Real estate	96.7	2.4	-	-

Public administration	89.1	9.4	1.1	-
Education	95.8	3.9	-	-
Health and social work	95.3	3.7	-	-
Other activities	92.4	4.9	2.0	-

Source: ACOVI, 2004, INS

Working time arrangements

Table A6: Employed population, by type of ownership and working time arrangements, 2004 (% of total employed)

Working time arrangements	Public	Private	Mixed	Cooperatives	National/local public administration
Total	18.7	74.3	2.8	0.3	3.8
Monday-Friday	22.6	69.7	3.1	0.3	4.1
Evening	16.4	81.1	-	-	2.0
Night	36.3	56.0	0.9	-	5.9
Weekend	10.8	84.5	2.2	0.1	2.2
Shift	29.2	60.6	5.7	-	4.4
Irregular working time	2.9	95.9	0.2	0.3	0.6
Without taking leave	5.4	92.1	1.1	-	-
None of these situations	10.6	65.5	-	-	22.7

Source: ACOVI, 2004, INS

Table A7: Employed men, by type of ownership and working time arrangements, 2004 (% of total employed)

Working time arrangements	Public	Private	Mixed	Cooperatives	National/local public administration
Total	18.7	74.3	2.8	0.3	3.8
Monday-Friday	20.9	71.6	3.7	0.3	3.4
Evening	17.6	80.3	-	-	1.8
Night	32.4	61.0	-	-	4.6
Weekend	12.2	83.2	2.3	-	1.8

Shift	34.7	55.0	6.5	-	3.8
Irregular working time	4.1	94.5	0.3	0.4	0.6
Without taking leave	3.4	94.5	-	-	-
None of these situations	4.0	61.2	-	-	34.8

Source: ACOVI, 2004, INS

Table A8: Employed women, by type of ownership and working time arrangements, 2004 (% of total employed)

Working time arrangements	Public	Private	Mixed	Cooperatives	National/local public administration
Total	18.7	74.3	2.8	0.3	3.8
Monday-Friday	24.6	67.4	2.5	0.3	5.0
Evening	14.5	82.3	-	-	2.2
Night	47.2	42.2	-	-	9.6
Weekend	8.9	86.0	2.1	-	2.7
Shift	22.3	67.5	4.6	-	5.2
Irregular working time	1.4	97.7	-	-	0.6
Without taking leave	8.3	88.6	-	-	0.6
None of these situations	22.2	73.0	-	-	1.5

Source: ACOVI, 2004, INS

Table A9: Employed population from urban areas, by type of ownership and working time arrangements, 2004 (% of total employed)

Working time arrangements	Public	Private	Mixed	Cooperatives	National/local public administration
Total	18.7	74.3	2.8	0.3	3.8
Monday-Friday	26.7	64.3	4.0	0.3	4.5
Evening	24.5	71.3	-	-	3.0
Night	37.3	55.3	-	-	6.2
Weekend	13.9	79.3	3.5	-	3.0
Shift	30.4	58.8	5.4	-	5.2

Irregular working time	11.8	84.7	1.1	-	1.9
Without taking leave	12.4	81.5	4.3	-	-
None of these situations	25.6	36.8	-	-	33.9

Source: ACOVI, 2004, INS

Table A10: Employed population from rural areas, by type of ownership and working time arrangements, 2004 (% of total employed)

Working time arrangements	Public	Private	Mixed	Cooperatives	National/local public administration
Total	18.7	74.3	2.8	0.3	3.8
Monday-Friday	14.8	79.8	1.4	0.5	3.3
Evening	8.8	90.2	-	-	1.0
Night	34.2	57.5	-	-	5.2
Weekend	6.9	90.7	0.7	-	1.2
Shift	26.3	64.8	6.5	-	2.4
Irregular working time	1.0	98.3	-	0.3	0.3
Without taking leave	3.0	95.8	-	-	-
None of these situations	3.5	79.1	-	-	17.4

Source: ACOVI, 2004, INS

Commuting

Table A11: Employed men, by commuting experience and age, 2004 (%)

Age group	Workplace in own locality	Workplace in other locality
		Urban area
15-24 years	77.5	17.3
25-49 years	78.0	16.5
50-64 years	86.1	9.4
65+ years	97.8	1.7
Total	80.2	14.7

Source: ACOVI, 2004, INS

Table A12: Employed women, by commuting experience and age, 2004 (%)

Age group	Workplace in own locality	Workplace in other locality
		Urban area
15-24 years	82.8	14.6
25-49 years	87.9	9.5
50-64 years	95.3	3.3
65+ years	99.6	-
Total	89.4	8.3

Source: ACOVI, 2004, INS

Table A13: Employed population from urban areas, by commuting experience and age, 2004 (%)

Age group	Workplace in own locality	Workplace in other locality
		Urban area
15-24 years	89.0	8.6
25-49 years	92.0	5.4
50-64 years	91.9	4.4
65+ years	92.7	-
Total	91.7	5.6

Source: ACOVI, 2004, INS

Table A14: Employed population from rural areas, by commuting experience and age, 2004 (%)

Age group	Workplace in own locality	Workplace in other locality
		Urban area
15-24 years	71.4	22.9
25-49 years	67.8	25.5
50-64 years	88.5	8.8
65+ years	99.2	0.5
Total	75.7	19.2

Source: ACOVI, 2004, INS

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