



Manufacture of cars and other transport vehicles

Fact sheet

Background

Eurofound's European Working Conditions Surveys (EWCS) have been carried out every five years since 1991. Each wave of the survey provides an overview of the state of working conditions throughout Europe and indicates the nature and extent of changes affecting the workforce and the quality of work. The fieldwork for Eurofound's most recent edition of the EWCS was carried out in 2005 in 31 countries, including the 27 EU Member States, plus candidate countries Croatia and Turkey, as well as EFTA countries Norway and Switzerland. In 2005, the sample size was set at 1000 per country (600 for Cyprus, Estonia, Luxemburg, Malta and Slovenia).

Following the 2005 survey, Eurofound asked TNO Work & Employment to perform a secondary statistical analysis of the data from the fourth EWCS 2005 on sector profiles with regard to working conditions in the 27 Member States. For the analysis, NACE Revision 1.1¹ was applied. The findings are set out in 26 fact sheets, each covering one of the 26 sectors in the NACE classification. Each fact sheet presents:

- a profile of the sector's socio-demographic characteristics based on data at NACE at 1 and 2 digit level;
- a profile of working conditions in the sector based on data at NACE at 1 and 2 digit level.

This fact sheet presents a snapshot of working conditions in the manufacture of cars and other transport vehicles sector (Nace Rev. 1.1 D 34-35).

Sector profile

The manufacture of cars and other transport vehicles sector is a typically male sector, with 80.2% of workers being men. This sector is also characterised by a higher than average proportion of workers employed in companies with 250 employees or more (56.8% compared to a cross-sector average of 15%).

The vast majority of workers in the sector are employees (96.5%), compared to the average for all sectors of 83.3%. Self-employment is very uncommon: just 3.5% in the sector are self-employed compared to an average of 16.7%.

With regard to job tenure, 33.1% of the workers in this sector have spent 16 years or longer in their current job, while only 13.3% report two years or less of service (the corresponding cross-sector averages are 22.4% and 27.1% respectively).

In terms of educational level, 55.2% of workers in this sector have an upper secondary level of education compared to the average across all sectors of 44.5%. Finally, only 15.5% fall in the lowest income category, against a cross-sector average of 25.1%.

Differences by other socio-demographic characteristics between this sector and the average for all sectors are not statistically significant and therefore do not merit further analysis here.

¹ This is a revision of the 'General Industrial Classification of Economic Activities within the European Communities', known by the acronym NACE and originally published by Eurostat in 1970. The NACE code was subsequently revised (REV. 1.1) in the 1990s.

Gender		
	<i>Men</i>	<i>Women</i>
Manufacturing: cars and other transport vehicles	80.2%▲▲▲	19.8%▼▼▼
All sectors	55.5%	44.5%

Age					
	<i>Average age</i>	<i>Age group</i>			
		<i>≤ 24 years</i>	<i>25-39 years</i>	<i>40-54 years</i>	<i>≥ 55 years</i>
Manufacturing: cars and other transport vehicles	41.2	5.7%	39.0%	44.5%	10.9%
All sectors	40.0	11.8%	36.8%	38.6%	12.7%

Years in company or organisation				
	<i>≥ 2 years</i>	<i>3-5 years</i>	<i>6-15 years</i>	<i>≤16 years</i>
Manufacturing: cars and other transport vehicles	13.3%▼▼▼	18.2%	35.3%	33.1%▲▲▲
All sectors	27.1%	20.9%	29.6%	22.4%

Type of employment		
	<i>Self-employed</i>	<i>Employee</i>
Manufacturing: cars and other transport vehicles	3.5%▼▼▼	96.5%▲▲▲
All sectors	16.7%	83.3%

Employment contract		
	<i>Permanent contract</i>	<i>Non-permanent contract</i>
Manufacturing: cars and other transport vehicles	85.3%	14.7%
All sectors	76.6%	23.4%

Company size					
	<i>One-person company</i>	<i>Micro enterprise (2-9 employees)</i>	<i>Small enterprise (10-49 employees)</i>	<i>Medium enterprise (50-249 employees)</i>	<i>Large enterprise (250+ employees)</i>
Manufacturing: cars and other transport vehicles	0.07%▼▼▼	6.5%▼▼▼	10.9%▼▼▼	25.7%	56.8%▲▲▲
All sectors	10.4%	27.5%	27.7%	19.4%	15.0%

Education level							
	<i>No education</i>	<i>Primary education (ISCED 1)</i>	<i>Lower secondary education (ISCED 2)</i>	<i>Upper secondary education (ISCED 3)</i>	<i>Post-secondary including pre-vocational or vocational education</i>	<i>Tertiary education - first level (ISCED 5)</i>	<i>Tertiary education - advanced level (ISCED 6)</i>
Manufacturing: cars and other transport vehicles	0.4%	4.0%	16.6%	55.2%▲▲▲	5.2%	17.2%	1.3%
All sectors	0.9%	5.3%	16.5%	44.5%	7.3%	23.5%	2.0%

Income level				
	<i>Income bands</i>			
	<i>Lowest</i>	<i>Low</i>	<i>High</i>	<i>Highest</i>
Manufacturing: cars and other transport vehicles	15.5%▼▼▼	25.2%	35.2%	24.1%
All sectors	25.1%	23.9%	26.7%	24.3%

How to read the table

The comparison is between the subgroup/sector and the average for all sectors based on the 2005 European Working Conditions Survey sample for the EU27. ▲ (p<0.05), ▲▲ (p<0.01), and ▲▲▲ (p<0.001) indicate differences between the sector profiled and the sample average at different levels of statistical significance. Each mean is tested with parametric tests of difference (t-test) to determine whether such differences are statistically significant. The more triangles, the higher the statistical significance of the figure (i.e. it is more likely to reflect a real difference in the population).

Where estimates are not accompanied by triangles, this indicates that observed differences are not statistically significant.

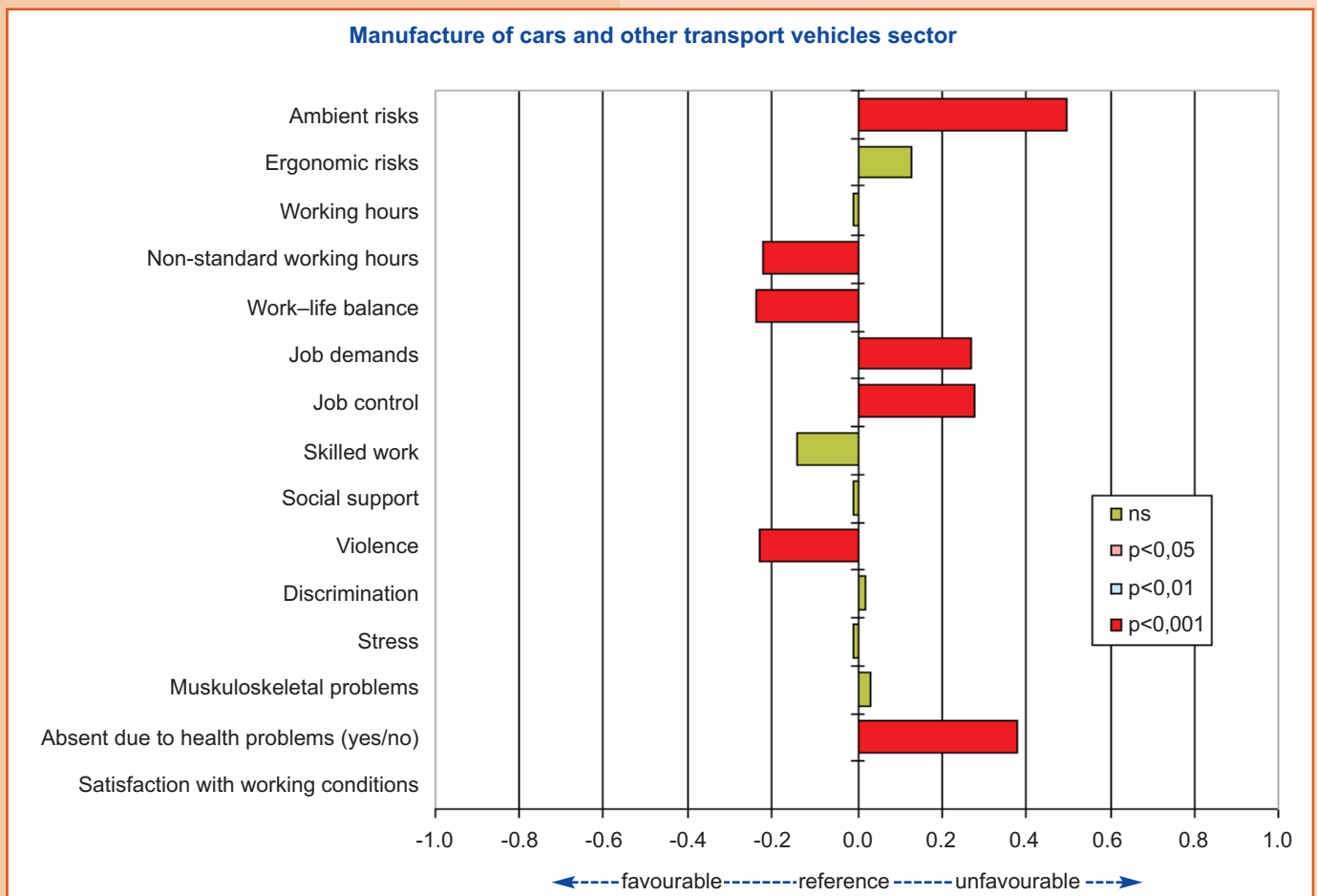
Working conditions and outcomes

The figure below shows specific dimensions of working conditions with favourable and unfavourable scores in the manufacture of cars and other transport vehicles sector, taking as a point of reference mean exposure (0.0 score in the chart below).

Looking at the statistically significant differences only, employees in this sector score unfavourably on exposure to ambient risks (exposure to vibrations, noise, high/low temperatures, breathing in smoke, fumes, powder or dust, breathing in vapours, handling chemical products or substances), levels of job demands/work intensity (working at high speed and to tight deadlines) and job

control over the work process (ability to choose or change the order of tasks, methods of work and speed or rate of work). The score on absence due to health problems is also unfavourable.

On the positive side, workers in this sector score favourably on matching working hours with family or social commitments. This could be partly explained by the lower than average exposure to non-standard working hours, which is also characteristic of this sector. Finally, the analysis reveals lower levels of reported exposure to workplace violence (threats of physical violence and actual acts of violence) from colleagues and non-colleagues alike.



How to read the figure

For the profiling of the sector, eleven aspects of working conditions (mainly composite indexes based on several variables) and four outcomes (stress, musculoskeletal disorders, absence due to health problems and job satisfaction) were taken into account.

In the chart above, p < 0.001 represents the highest level of statistical significance, while p < 0.01 and p < 0.05 indicate comparatively lower levels of statistical significance; 'ns' stands for no statistically significant difference. Statistical differences from the average can be either favourable (scores on the left side of the chart) or unfavourable (scores on the right side of the chart) on a specific set of working conditions.

Score values greater than +/- 0.2 indicate a small deviation from mean exposure (0.0) while score values ranging from +/- 0.2 to +/- 0.5 and greater than +/- 0.5 indicate respectively substantial and very substantial deviation from mean exposure.

For example, the chart above shows that values indicating levels of job control are highly statistically significant (p < 0.001) and greater than 0.2 in the relative scale meaning that workers in the manufacture of cars and other transport vehicles sector report comparatively lower levels of job control than the average.

Key findings

- In terms of socio-demographic characteristics, the cars and other transport vehicles sector is a male-dominated sector with a higher than average proportion of workers employed in large companies or organisations.
- Employment is considered to be quite secure and stable in this sector, with longer than average job tenure.
- Fewer workers fall in the lowest income category compared to the average for all sectors.
- Workers in this sector report high exposure to ambient risks, high levels of job demands/work intensity and low levels of job control. The score on absence due to health problems is also high.
- This sector scores favourably on exposure to non-standard working hours, workplace violence, and work–life balance.

Methodology

The European Working Conditions Survey (EWCS) is carried out every five years by the European Foundation for the Improvement of Living and Working Conditions (Eurofound), a tripartite European agency based in Dublin. The questionnaire is developed by the Eurofound team in close cooperation with an expert questionnaire development group. This group comprises representatives of the European social partners, other EU bodies (European Commission, Eurostat, European Agency for Safety and Health at work), international organisations (OECD, ILO), national statistical institutes, as well as leading European experts in the field. The sample of the EWCS is representative of persons in employment (according to the Eurostat definition this comprises both employees and the self-employed aged 15 years and over) resident in the countries covered for the respective periods. In each country, the EWCS sample followed a multi-stage, stratified and clustered design with a random walk procedure for the selection of the respondents at the last stage. All interviews were conducted face-to-face in the respondent's own household.

Further Eurofound research on the sector

The automotive sector at a crossroads

http://www.eurofound.europa.eu/emcc/publications/2004/sf_auto_1.pdf

Scenarios for the automotive sector

http://www.eurofound.europa.eu/emcc/publications/2004/sf_auto_2.pdf

Balancing conflicting pressures: the automotive sector of tomorrow

http://www.eurofound.europa.eu/emcc/publications/2004/sf_auto_3.pdf

Further information

The Fourth *European Working Conditions Survey* report and secondary analysis of survey data are available on the *European Working Conditions Observatory* website:
<http://www.eurofound.europa.eu/ewco/surveys/ewcs2005/>

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