



# Food, beverages and tobacco

## 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 1.1<sup>1</sup> 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 food products, beverages and tobacco sector (Nace Rev 1.1 D15–16).

### Sector profile

The manufacture of food products, beverages and tobacco sector is characterised by high job turnover. In this sector, 36.5% of employees have spent only two years or less in their job compared with an average of 27.1% for all sectors.

Moreover, the sector has a higher than average concentration of employees with only primary education (10.2% compared with an average of 5.3%) and upper secondary education (55.8% compared with an average of 44.5%). Workers with a higher level of education are less likely to work in this sector.

In terms of income levels, the food products, beverages and tobacco sector has a higher proportion of workers falling in the medium–low income band (36.9%) than the average for all sectors (23.9%). Similarly, a much lower proportion of workers are in the highest income category (14.9%), in comparison to all sectors taken together (24.3%).

Differences according to other socio-demographic characteristics (e.g. gender, age, employment status) between the food products, beverages and tobacco sector and the average for all sectors are not statistically significant.

<sup>1</sup> 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.

<b>Gender</b>		
	<i>Men</i>	<i>Women</i>
Manufacture of food, beverages and tobacco	55.9%	44.1%
All sectors	55.5%	44.5%

<b>Age</b>					
	<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>
Manufacture of food, beverages and tobacco	38.4 yrs	14.5%	35.8%	41.6%	8.2%
All sectors	40.0	11.8%	36.8%	38.6%	12.7%

<b>Years in company or organisation</b>				
	<i>≥ 2 years</i>	<i>3-5 years</i>	<i>6-15 years</i>	<i>≤16 years</i>
Manufacture of food, beverages and tobacco	36.5%▲▲▲	21.7%	23.8%	18.1%
All sectors	27.1%	20.9%	29.6%	22.4%

<b>Type of employment</b>		
	<i>Self-employed</i>	<i>Employee</i>
Manufacture of food, beverages and tobacco	10.6%	89.4%
All sectors	16.7%	83.3%

<b>Employment contract</b>		
	<i>Permanent contract</i>	<i>Non-permanent contract</i>
Manufacture of food, beverages and tobacco	80.0%	19.0%
All sectors	76.6%	23.4%

<b>Company size</b>					
	<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>
Manufacture of food, beverages and tobacco	4.9%	27.0%	28.3%	23.4%	15.9%
All sectors	10.4%	27.5%	27.7%	19.4%	15.0%

<b>Education level</b>							
	<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>
Manufacture of food, beverages and tobacco	1.2%	10.2%▲▲▲	14.6%	55.8%▲▲▲	5.7%	12.3%▼▼▼	0.2%
All sectors	0.9%	5.3%	16.5%	44.5%	7.3%	23.5%	2.0%

<b>Income level</b>				
	<i>Income bands</i>			
	<i>Lowest</i>	<i>Low</i>	<i>High</i>	<i>Highest</i>
Manufacture of food, beverages and tobacco	23.4%	36.9%▲▲▲	24.8%	14.9%▼▼▼
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 the t-test). 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

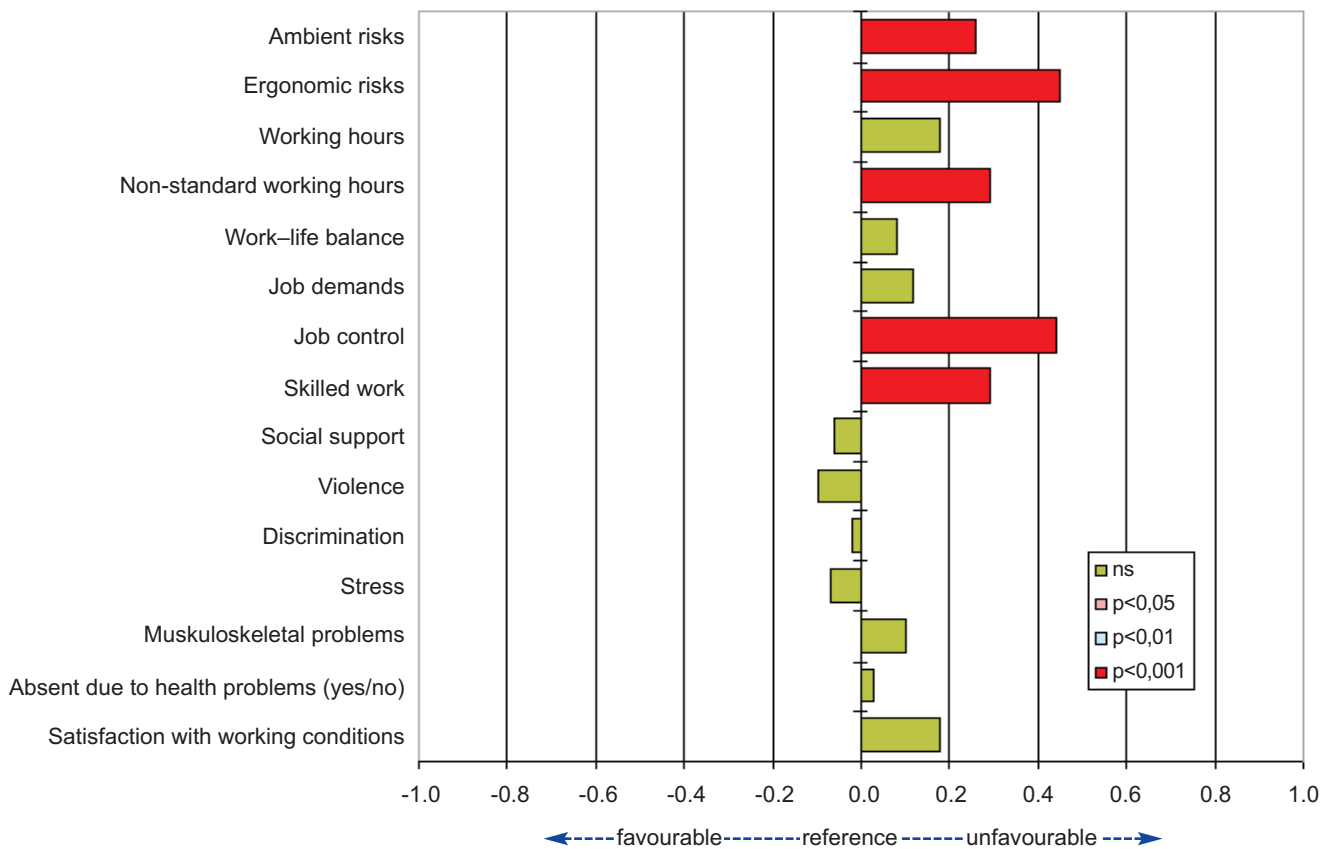
The figure below shows specific dimensions of working conditions with favourable and unfavourable scores in the food products, beverages and tobacco sector, taking as a point of reference mean exposure (0.0 score in the chart below).

Looking at the statistically significant differences only, workers in this sectors are particularly exposed to ergonomic risks (exposure to tiring or painful positions, carrying or moving heavy loads, standing or walking and repetitive hand or arm movements) and, albeit to a lesser extent, 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).

Workers in this sector are prone to working non-standard hours (night and evening work, Sunday/Saturday work and more than 10 working hours a day). Compared to the average, this sector is also characterised by relatively lower levels of control over the work process (ability to choose or change the order of tasks, methods of work and speed or rate of work) and lower levels of skilled work (use of quality standards in the work process, solving unforeseen problems, job complexity and learning new things).

**Manufacturing: food products, beverages and tobacco**



### 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  $\pm 0.2$  indicate a small deviation from mean exposure (0.0) while score values ranging from  $\pm 0.2$  to  $\pm 0.5$  and greater than  $\pm 0.5$  indicate respectively substantial and very substantial deviation from mean exposure.

## Key findings

- The manufacture of food products, beverages and tobacco sector is characterised by lower than average job tenure.
- Workers in this sector are more likely to have lower than average levels of education and fall into the low income categories.
- The sector has an unfavourable profile in relation to some working conditions: exposure to physical risks, non-standard working hours, skilled work, and job control.

## 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

### **Representativeness of the European social partner organisations: Manufacture of sugar**

<http://www.eurofound.europa.eu/eiro/studies/tn0707037s/index.htm>

### **Trends and drivers of change in the food and beverage industry in Europe: Mapping report**

<http://www.eurofound.europa.eu/publications/htmlfiles/ef0637.htm>

### **EMCC case studies - The food cluster in the Øresund region**

<http://www.eurofound.europa.eu/publications/htmlfiles/ef06415.htm>

### **EMCC case studies - The food cluster in the Flanders region**

<http://www.eurofound.europa.eu/publications/htmlfiles/ef06413.htm>

### **Trends and drivers of change in the food and beverage industry in Europe: Three scenarios**

<http://www.eurofound.europa.eu/emcc/publications/2006/EF0664EN.pdf>

### **The future of the food and drink sector**

[http://www.eurofound.europa.eu/emcc/publications/2004/sf\\_fd\\_1.pdf](http://www.eurofound.europa.eu/emcc/publications/2004/sf_fd_1.pdf)

### **Europe's food sector at a crossroads**

<http://www.eurofound.europa.eu/emcc/publications/2004/ef04112en.pdf>

### **The future landscape for Europe's food policy**

<http://www.eurofound.europa.eu/emcc/publications/2004/ef04146en.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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