



Flemish Workability Monitor (self-employed entrepreneurs)

Contact:

Ria Bourdeaud'hui - +32 2 209 01 68 – rbourdeaudhui@serv.be, Frank Janssens - +32 2 209 01 64 – fjanssens@serv.be, Stephan Vanderhaeghe - +32 2 209 01 72 – svanderhaeghe@serv.be

Since 2004, the three-yearly workability monitor provides a statistical overview of working conditions and job quality on the Flemish labour market.

The monitor is an initiative of the Flemish social partners, who agreed with the Flemish Government to develop actions to improve the quality of jobs. These agreements were formalized in the Future Pact for Flanders (Pact 2020). The Foundation Innovation & Work was commissioned to develop a measurement system for monitoring the evolution/progress in job quality, both for employees (since 2004) and for self-employed entrepreneurs (since 2007).

What do we survey?

The workability monitor measures four key aspects of job quality: mental fatigue (stress at work), well-being at work (motivation), learning opportunities and work-life balance. Workability means your work is motivating and offers opportunities to learn. It also means that you are not overloaded with work and have a good work-life balance. The 'workability rate' is the percentage of self-employed entrepreneurs for whom the work situation does not score problematically for these four quality criteria.

The workability monitor also looks at job characteristics responsible for a good or poor workability. Four so called 'risk indicators' for self-employed entrepreneurs are mapped: pressure at work (to do with pace of work and deadlines), emotional workload (especially important for customer-facing occupations), task variety and finally physical working conditions (health and safety risks).

Method

The workability survey is a mail survey of a representative sample of self-employed entrepreneurs (Flemish Region). In 2016, 10,000 self-employed entrepreneurs were surveyed with a net response rate of 27.3%.

Timing

The workability survey is carried out every three years. For the self-employed entrepreneurs, the first measurement was made in 2007 and the most recent in 2016.

Results

In 2016, 50.7% of the self-employed entrepreneurs in Flanders had a job awarded the 'workability' quality label. This rate shows no significant difference with the 2013-rate (51.4%), which was significantly higher than in 2010 (47.8%). Since 2007 the workability rate of the self-employed entrepreneurs improved significantly by three percentage points.

Figure: % of workable jobs (green) and non-workable jobs (orange), self-employed entrepreneurs, 2007-2016

