



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

Eurofound presentation to EESC







Eurofound overview and planned activities for 2021

By Maria Jepsen, Acting Executive Director, Eurofound

16 April 2021

Fun(damental) facts



-  Established in 1975
-  Based in Dublin
-  Brussels Liaison Office
-  Budget of €21.7 million (2020)
-  100 staff members
-  EU agency with Tripartite Management Board

Eurofound 2021-2024

Mission

- To provide knowledge to support the development of better informed social, employment and work-related policies

Vision

- Being Europe's leading knowledge source for better life and work

Strategic objective

- To provide scientifically sound, unbiased, timely and policy relevant knowledge that contributes to better informed policies to improve living and working conditions and strengthen cohesion in a changing Europe

Eurofound: A centre of expertise

Programming document 2021–2024

Towards recovery and resilience



Three Europe-wide surveys

The European Working
Conditions Survey



**European Working
Conditions Survey**

1990/91; 1995/96; 2000;
2005; 2010; 2015

The European
Quality of Life Survey



**European Quality of
Life Survey**

2003; 2007/8;
2011/12; 2016

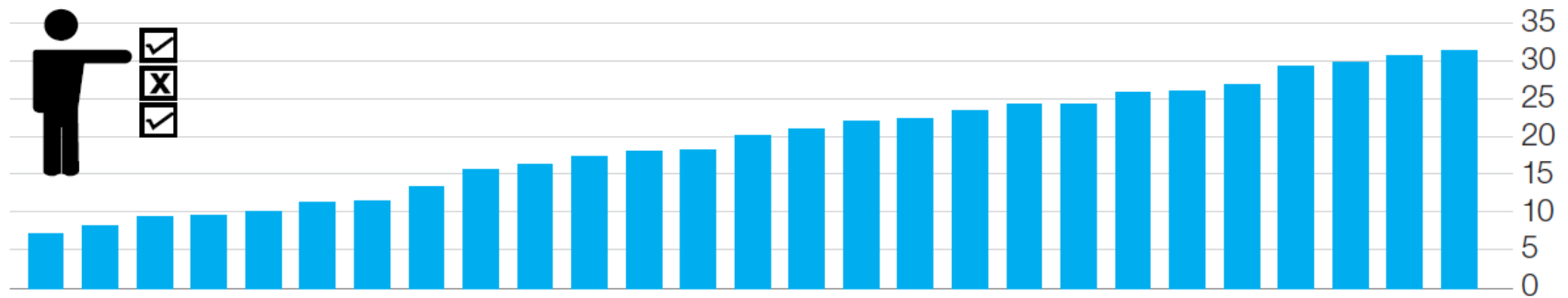
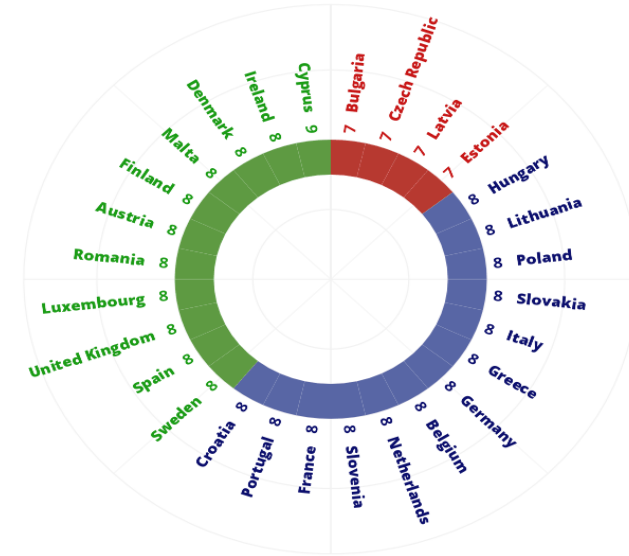
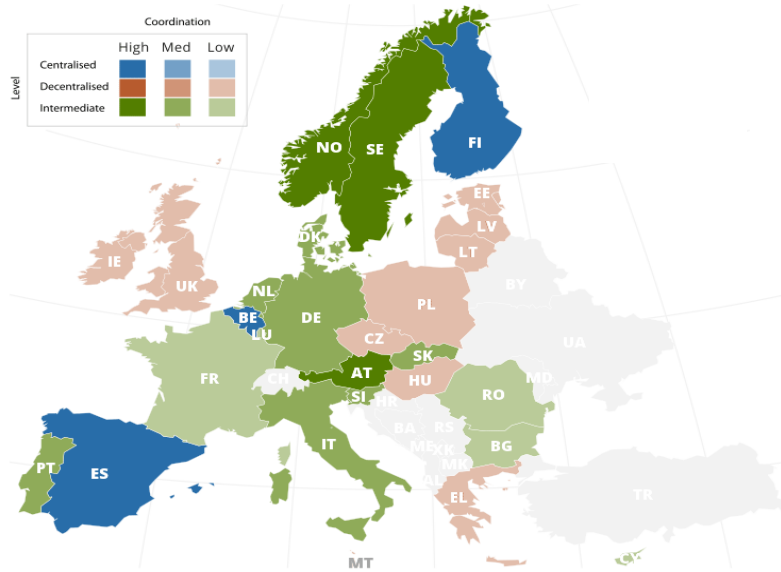
The European
Company Survey



**European Company
Survey**

2004; 2009;
2013; 2019

Comparative research



National level

Key figures

Background

Actors and institutions

Collective bargaining

Industrial actions and disputes

Individual employment relations

Pay

Working time

Health and well-being

Skills, learning and employability

Work organisation

Equality and non-discrimination at work

Working life links

Living and working in Germany

18 October 2017

- Population: 82.8 million (2017)
- Real GDP growth: 1.9% (2016)
- Unemployment rate: 4.1% (2016)

Data source: [Eurostat](#)

Eurofound provides information on living and working conditions in Germany. This information is part of the 28 translated fact sheets.

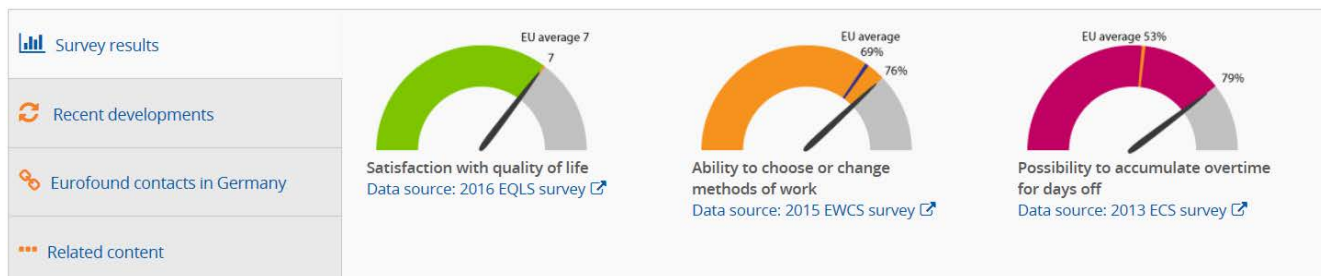
Eurofound's strategy in this context is to provide headline target information on the work of the social partners at national level, country fact sheets, case studies and databases. Furthermore, it has regular events at national level and a visitor's programme.

Eurofound also offers additional resources by country: report summaries in all official languages, comparative analysis between countries and sectors, information on the work of the social partners at national level, country fact sheets, case studies and databases. Furthermore, it has regular events at national level and a visitor's programme.

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European Commission: [The European Semester](#)
 European Commission: [The European Semester - EU country-specific recommendations](#)
 European Commission: [European Semester documents for Germany](#)

The country page gives access to Eurofound's most recent survey data and news, directly related to Germany:



EU and Norway					
Austria	Belgium	Bulgaria	Croatia	Cyprus	Czech Republic
Denmark	Estonia	Finland	France	Germany	Greece
Hungary	Ireland	Italy	Latvia	Lithuania	Luxembourg
Malta	Netherlands	Norway	Poland	Portugal	Romania
Slovakia	Slovenia	Spain	Sweden	United Kingdom	EU level

Non-EU - Industrial Relations profiles 2015					
Bosnia and Herzegovina	Brazil	China	Former Yugoslav Republic of Macedonia	India	Japan
Kosovo	Montenegro	Serbia	Turkey	United States	



2015 Eurofound EWC:
 Germany: 95% of people
 good at their work

Quality of life

Work-life balance

Quality of society

Quality of public services

Living, working and COVID-19 survey

40-day turnaround for publication of **First findings**

Round 1: 9-30 April 2020, First findings 7 May 2020

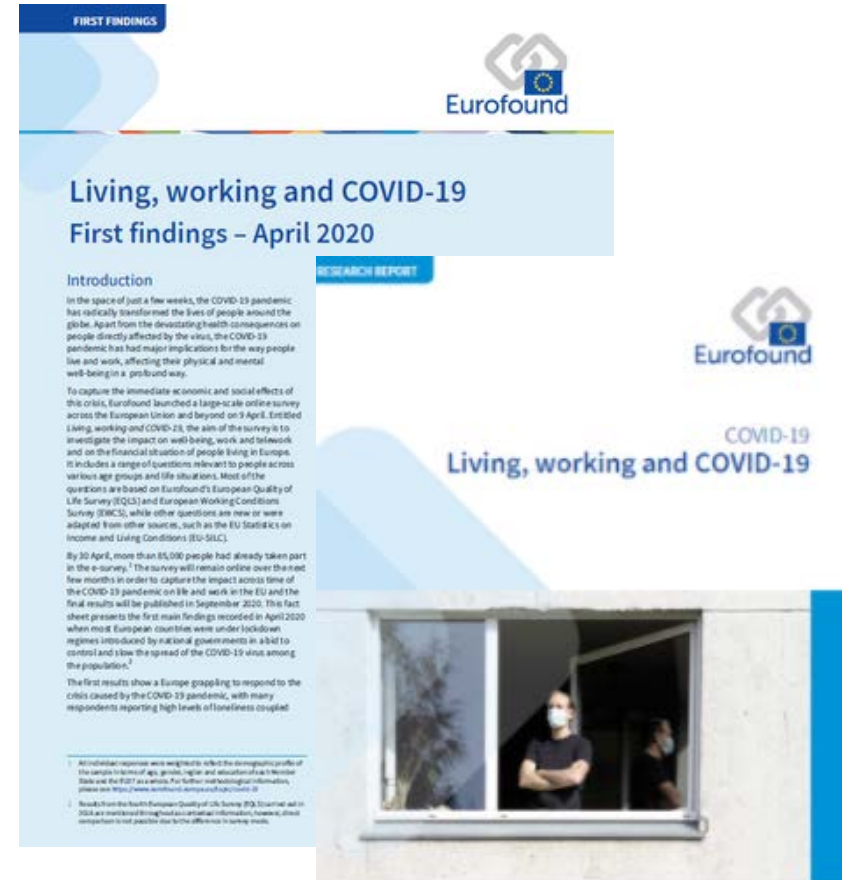
Round 2: 22 June-27 July 2020, Report 28 September 2020

Round 3: 8 Feb-30 March 2021 (**First findings planned for 10/05**)

EU agencies among **first to deliver fresh data on crisis**

Findings used in various EU level documents

Results highlight EU challenges and issues for future focus:
Teleworking, R2D, H&S, working time...



Round 3: Living, working and COVID-19 survey

Fieldwork 15/2 – 30/03, First findings available May 2021

- **Trends** over three waves of survey: April 2020, July 2020, March 2021
- How have you experienced **telework, online schooling, work-life balance**, mental well-being, resilience, health?
- How have **EU/national policy measures** helped you throughout the pandemic?
- The state of **your finances** during the pandemic: how bright is the future?
- Impact of restrictions: how your **levels of trust** have evolved during the pandemic

★ **NEW** questions on attitudes and willingness to be vaccinated



COVID-19 EU PolicyWatch database and mapping report

Database shows initiatives aimed at keeping businesses afloat continue to make up the largest share of measures



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COVID-19 EU PolicyWatch

Database of national-level responses

Eurofound's COVID-19 EU PolicyWatch collates information on the responses of government and social partners to the crisis, as well as gathering examples of company practices aimed at mitigating the social and economic impacts.

Country All	Category All	Type All	Target groups All	
Territorial scope All	Sub-category All	Funding All	Involved actors All	
Region All	Sectors All	Occupations All	Role of trade unions All	Role of employers' organi... All
Search		3/31/2020 12/4/2020		925 cases found

RESEARCH REPORT



Labour market change
COVID-19:
Policy responses across Europe





2021-2024: Research activities

Working conditions
and sustainable
work

Industrial relations
and social dialogue

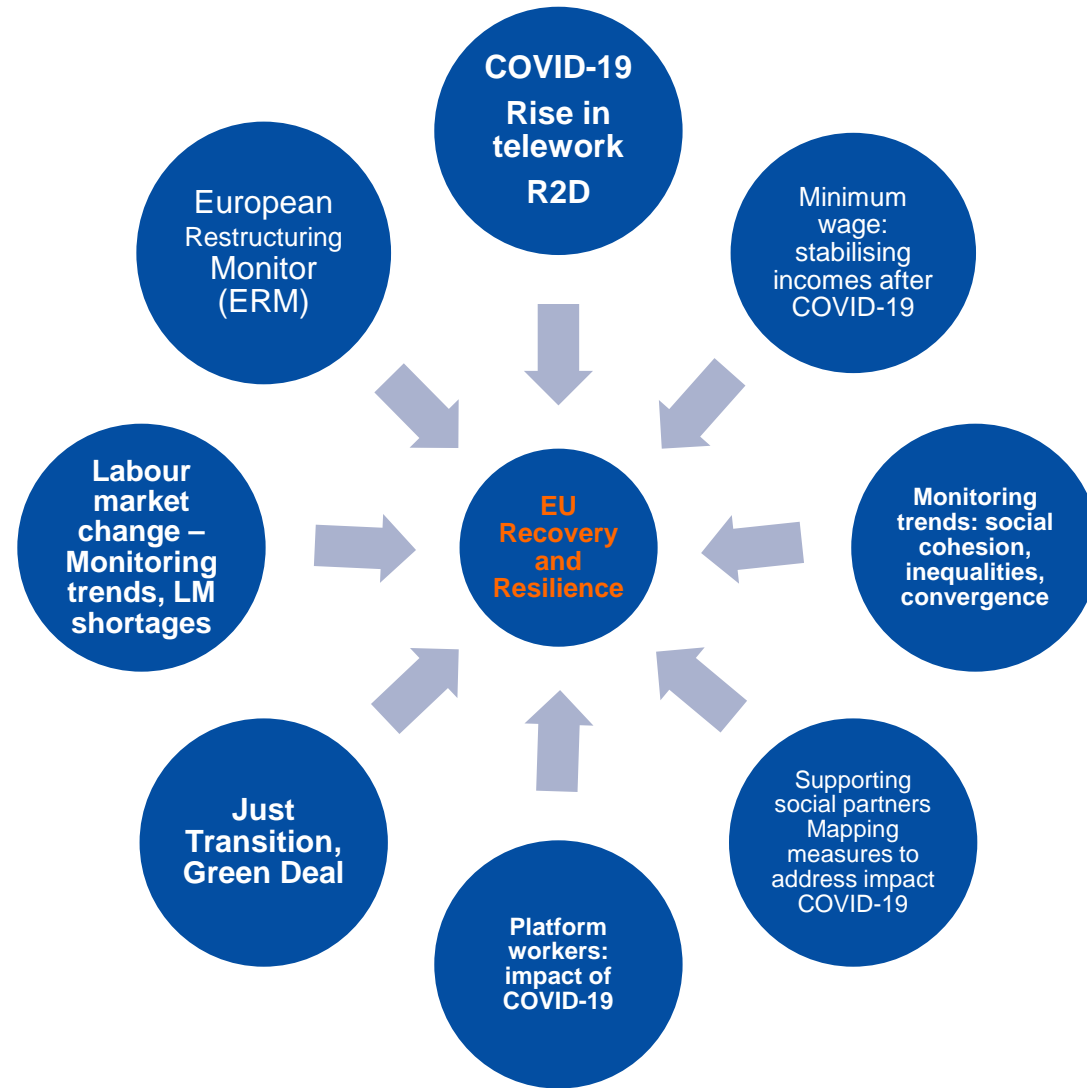
Employment and
labour markets

Living conditions
and quality of life

Anticipating and
managing the
impact of change

Promoting social
cohesion and
convergence

Improving recovery and resilience: Supporting the EU Pillar of Social Rights



COVID-19 and gender equality

- **COVID-19** exacerbating inequalities between men and women and **threatens to reverse previously made progress**
- Risk of **lasting consequences** from fall in **female labour market participation** – unsustainable work-life conflicts, or continuously unequal sharing of unpaid work – may worsen unless **action taken to address persistent gender pay gap**
- Other critical elements **to ensure greater gender equality** in the labour market are:
 - **Flexibility in working time**
 - **Availability of high-quality and affordable childcare**
 - **More equal sharing of caring responsibilities**
 - **Pay transparency: taking account of variable forms of pay**



Fresh findings: Disability and labour market integration

Labour market participation remains a challenge for people with disabilities - compounded by COVID-19

Responses to prevent job loss for people with disabilities limited during pandemic - appropriate financial resources required for disability-inclusive solutions

Labour market support measures must take account of disability and policy responses to be tailored to inclusion of people with disabilities in employment - all actors play important role

More high-quality, comparable data across the EU, by disability type required for effective integration of people with disabilities into labour market

Supporting labour market participation of people with disabilities is crucial, but adequate and inclusive social protection mechanisms also need to be in place



It is fundamental that people with disabilities are not left behind in the recovery from the COVID-19 crisis

Telework: Key findings

Teleworking took off in all EU countries during the pandemic: Over three-quarters of EU employees now want to continue working from home at least occasionally, even without COVID-19 restrictions

- Increased telework has revealed a greater blurring of lines between work and private life
- **‘Right to disconnect’ initiatives will be critical to avoid workers becoming at risk of physical and emotional exhaustion**
- In anticipation of increased incidence of teleworking post-crisis, **social partners have a role in regulating this form of working**
- Looking across EU countries, sectors and socio-economic profiles, estimate is **37% of employment in the EU is currently teleworkable**

Anticipating and managing the impact of change

Does the new telework generation need a right to disconnect?

03 December 2020 | Blog | Author: Vargas Llave, Oscar ; Weber, Tina | Permalink: eurofound.link/ef20082
Topic: Working conditions and sustainable work , Work-life balance , Collective bargaining , Agreements , Digital age , Teleworking , Labour and social regulation , Anticipating and managing the impact of change



Whatever the benefits of telework – and there are many, including more flexible working time, increased productivity and less commuting – there are drawbacks, as many of the one-third of Europeans who were exclusively working from home during the pandemic will attest. Primary among these is the ‘always on’ culture that telework engenders, encouraging workers to respond to emails, phone calls and texts from work long after the working day or week has ended. This situation may be aggravated if the organisational culture at work incentivises employees to accept heavy workloads and put in overtime, often unpaid. All of which upsets work-life balance, leading to conflicts between work and home life, insufficient rest and health problems like work-related stress and sleep disorders.

Concerns about the impact of telework on the mental health and work-life balance of workers are not unique to this period of pandemic, but the explosion in working from home has certainly focused policy attention on them, and this had led to a debate around the right to disconnect. Yet to be formally conceptualised, it can be described as the right of workers to switch off their digital devices after work without facing negative consequences for not responding to communications from bosses, colleagues or clients. The idea is not new and already had some time in the spotlight when France adopted legislation on the issue in 2016.

Telework: Work plan 2021

Mapping of recent changes in regulation of telework

Update of teleworkability report: which jobs can be done remotely

Changes in workplace practices, including telework

Working conditions of teleworkers



Prevalence of telework by occupation, 2018, EU-27 (% of total employment)



Minimum wage: Key findings

COVID-19 crisis disproportionately hit sectors and occupations with high shares of minimum wage earners

- Countries differ but overall, 7 out of 10 minimum wage workers report at least some difficulty in making ends meet (less than 5 out of 10 for other workers)
- For 2021, most countries have cautiously increased minimum wages

What role of minimum wage?

- (Statutory) minimum wages can have a role to play in the policy mix to stabilise income as they are used as reference points for benefits in many countries, with impact far beyond those earning the minimum wage.



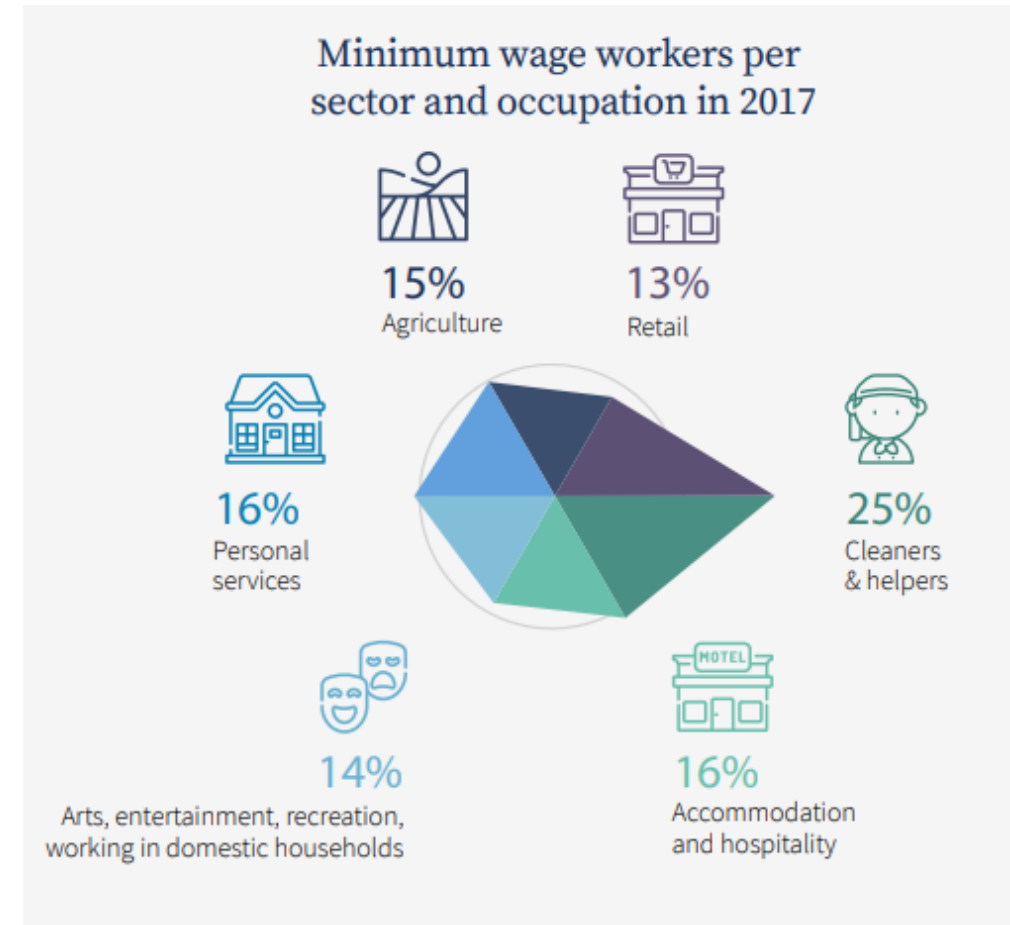
1 in 10 workers in the EU earned around the minimum wage in 2017

Minimum wage: Work plan 2021

Eurofound to carry out EP Pilot project on minimum wage 2021 - 2023

Eurofound provides annual review on minimum wages (setting and levels) in the EU

Eurofound can contribute to debate around minimum wage and proposal

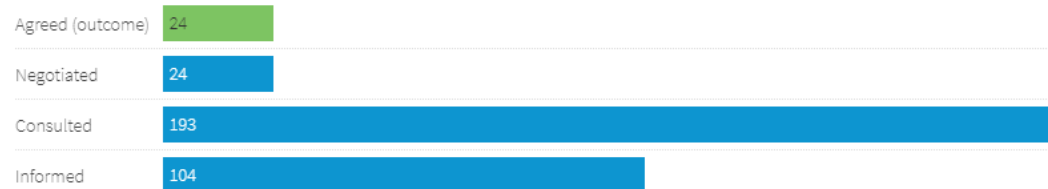


Social partner involvement in COVID-19 policies

Eurofound's COVID-19 EU PolicyWatch database has identified *649 legislations and other statutory regulations, for which social partner involvement has been mapped

Role of employers' organisations in designing the measure

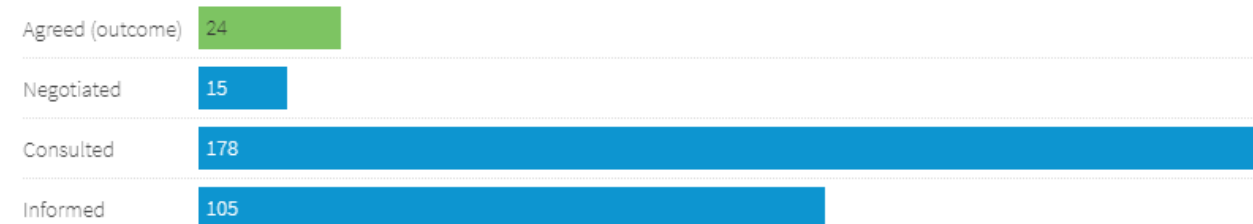
- In 345 measures, employers' organisations were involved:



- In 184 measures, there was no involvement;
- For the 120 remaining measures the involvement is unknown, or they were considered as being out of the social partner's domain.

Role of trade unions in designing the measure

- In 322 measures, trade unions were involved:



- In 187 measures, there was no involvement;
- For the 140 remaining measures the involvement is unknown, or they were considered as being out of the social partner's domain.

Source: Eurofound's EU PolicyWatch database, accessed on *12/04/2021

Promoting social dialogue and collective bargaining: Work plan 2021

Ongoing work with social partners on capacity building

Provide regular reporting on pay setting, minimum wage and working time developments, as well as working life outcomes

Eurofound information readily available on collective bargaining (e.g. Representativeness studies)

Forthcoming: Collective bargaining following the pandemic



Labour market change – Work plan 2021

Monitor trends in EU labour market, and following up on employment impact of COVID-19 for different groups of workers

Focus on labour shortages and under-utilised human resources and talent in certain sectors and occupations – **accentuated during COVID-19**

Support **EU transition to climate-neutral economy**, circular economy and implementation of EU recovery instrument **NextGenerationEU** by starting to investigate socioeconomic effects of these changes



Supporting the road to recovery and resilience: Promoting social cohesion and convergence

Eurofound to expand existing research on upward convergence and **investigate emergence of new inequalities in wake of COVID-19 crisis**

Examine **effectiveness of EU and national responses** to pandemic for economic and social convergence – what is working?

Report regularly on trends in upward convergence in the socioeconomic dimension and dimensions outlined in the Action Plan for the **European Pillar of Social Rights**



Managing the transition to digital age, a climate-neutral economy and new ways of working post COVID-19:

How Eurofound can also provide input:

Eurofound's European Working Conditions Survey

EU Green Deal: forthcoming work on the distributional impact of climate change policies

#NextGenerationEU: building on results of Eurofound pilot project on future of manufacturing (FOME)

SURE programme: analysing short-term working schemes



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