

How good company practices impact on workplace well-being and performance

European Company Survey

The fourth edition of the European Company Survey (ECS), carried out jointly by Eurofound and Cedefop in 2019, collected information about:

- Work organisation
- HR management
- Skills use & development
- Employee participation

The ECS 2019 is the first Europe-wide company survey to use a push-to-web methodology: establishments were contacted by telephone to identify respondents, who were then asked to complete the questionnaire online.

Overall, the survey confirms that most EU27 companies have a positive work climate.



Job quality

'High investment, high involvement' workplaces have the best outcomes for workers and employers, managing to boost performance and improve job quality by:

- Increasing **employee autonomy**
- Facilitating **employee involvement**
- Promoting **training and learning**



Autonomy

Many jobs across EU27 companies offer little autonomy and only to a small proportion of workers.



Employee involvement

Workplaces with involving, trusting and influential social dialogue are more likely to have regular, direct employee participation that makes a difference on the ground.



Training and learning

Most workplaces in the EU offer at least some training to at least some workers, but ...



Role of governments and social partners

A **people-centred management approach** – which supports **employees** in the application of their skill and knowledge in the workplace and facilitates training and skills development – can bring benefits that go beyond the workplace, such as **lower healthcare costs** and **increased civic engagement**.

