How to improve job quality in the EU

Governments play an essential role through regulation while workers, employers and their organisations improve job quality through social dialogue.

In the seven dimensions of job quality developed by Eurofound, the workplace is where change happens.

- Working time quality
- Prospects
- Earnings
- Source: Eurofound (EWCS 2015)
- Physical environment
- Social environment
- Work intensity
- Skills and discretion

Gap between working time preferences and hours people actually work.

- Among couples with small children, the gap between actual and preferred hours is bigger for men than women
- Many teleworkers find it harder to switch off from work during their free time
- The share of workers reporting working more than 40 hours a week is higher among teleworkers and highly mobile workers compared to on-site workers

Workplace practices in the EU

‘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 participation
- Promoting training and learning

Only 1 in 5 European companies combine these practices and score better on both workplace well-being and performance.

Preparing for the future of work

- Teleworking
- Work-life balance
- Sustainability for older workers and for those with disabilities

Governments and social partners are discussing the right to disconnect to protect large segments of workers from the risk of physical, emotional exhaustion.