Working conditions and sustainable work in the EU



Working conditions in the EU have been improving, but progress is slower for some groups

Job quality

Around 1/5 of jobs in the EU are of poor quality.



Good-quality jobs enable people to have longer and better working lives, contributing to sustainable work and a positive work-life balance.

Distribution of workers according to job quality profiles Source: Eurofound (EWCS 2015)



How to improve job quality in the EU

Governments play an essential role



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





Social environment



Work intensity



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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

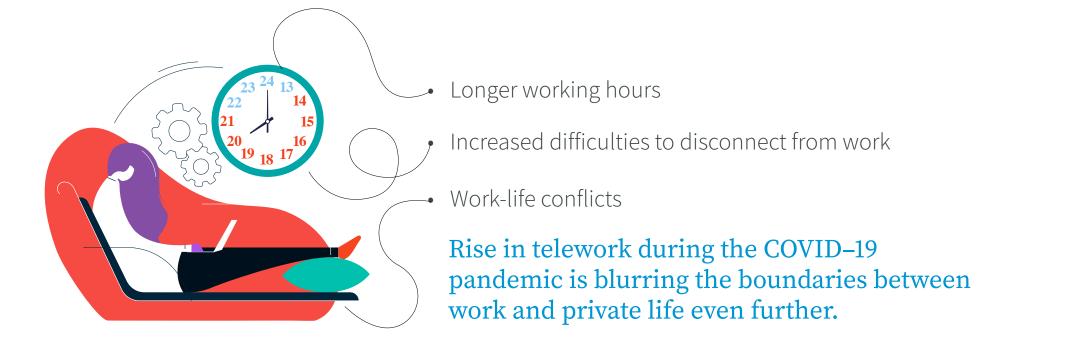
Many teleworkers find it harder to switch off from work during their free time

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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



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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:

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- 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

Main areas for action when considering the future of work in the EU will include:





Teleworking



Work-life balance



Sustainability for older workers and for those with disabilities





Efforts to reduce the gender gap in pay and employment



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

