



European Foundation  
for the Improvement  
of Living and Working  
Conditions

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

# Combining work with non-working life Sustainable work over the life course

**Greet Vermeylen**  
**Senior Programme Manager**

# Work and working life

- Sustainability of work
- Ageing workforce: workers of all ages
- Work and health
- Workers with health issues
- Reconciliation: work and private life
- Work–life balance and gender equality

# Sustainable work over life course

To ensure more people can participate in the labour market and are able and willing to do so until a later age

Conditions enable a fit between work and the circumstances of the individual throughout their working life

# Job quality and sustainable work

## Policies, regulation, practices

Public policies

Social partners

Companies

## Job

Job Quality

Good working conditions and job quality are instrumental to being able to continue working over the life course

## Worker

Ensure that workers can keep on working through the life course :

- Workers of different ages
- Health issues
- Care responsibilities

**Taking care of circumstances and situations of workers throughout working life**

- Adapt work to health issues and situation
- Inclusion policies
- Workplace practices allowing for better reconciliation between work and private life throughout the life course, leave arrangements and care infrastructure

# Age, work and sustainable work

## Differences in working conditions of workers by age

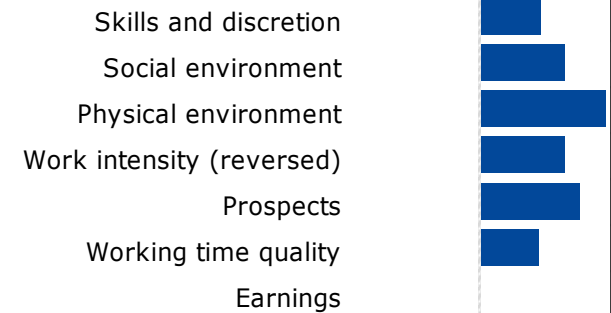
- Young workers exposed more to certain working conditions
- Risks spread over working life - nightwork, shiftwork, intensity
- Older workers less access to training, career prospects, learning

## 72% of workers report being able to do the job until 60

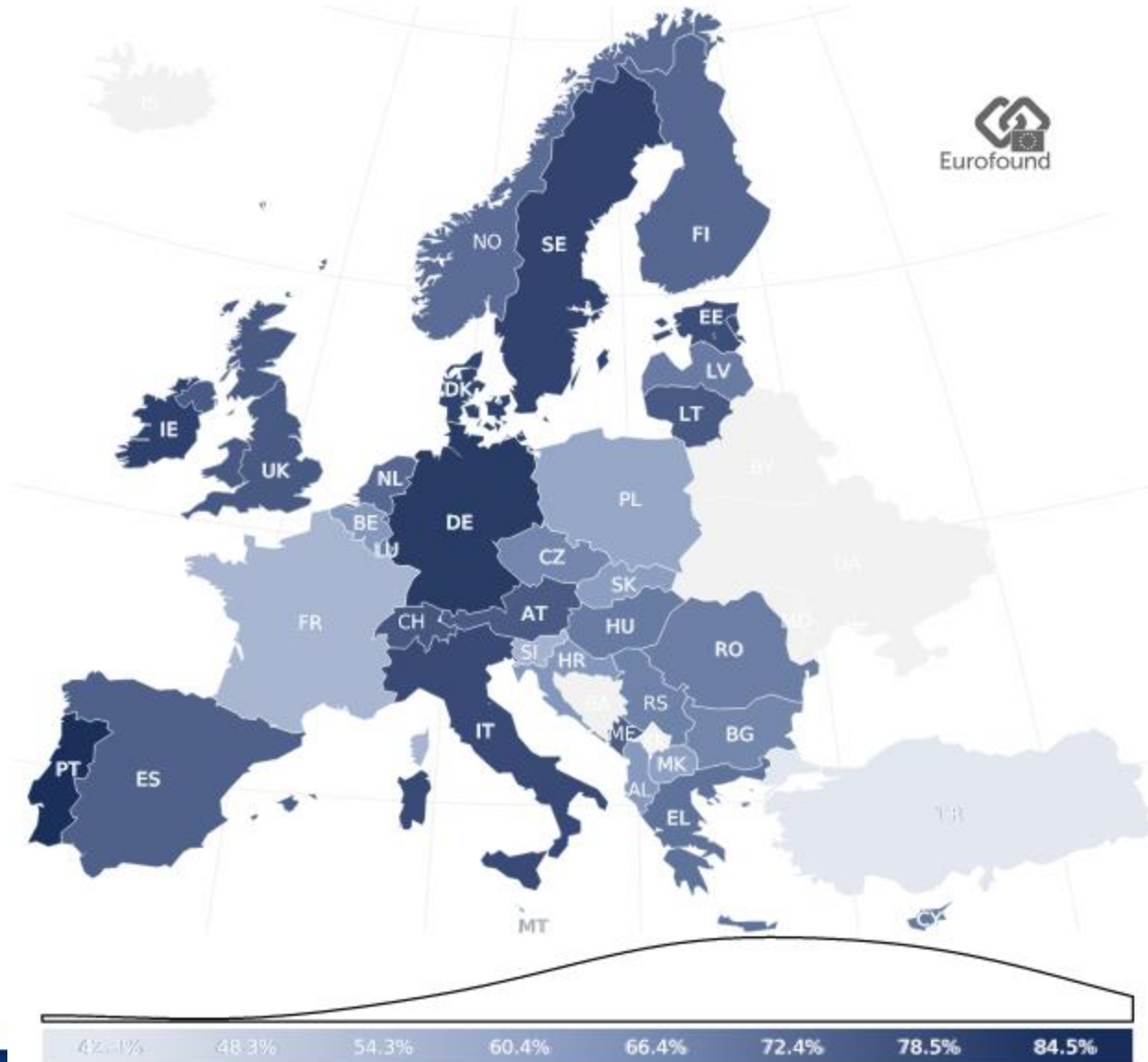
- Men more than women
- 1 in 5 wants to work 'as long as possible'

## Sustainable work associated with

- All job quality indices
- (Except earnings)

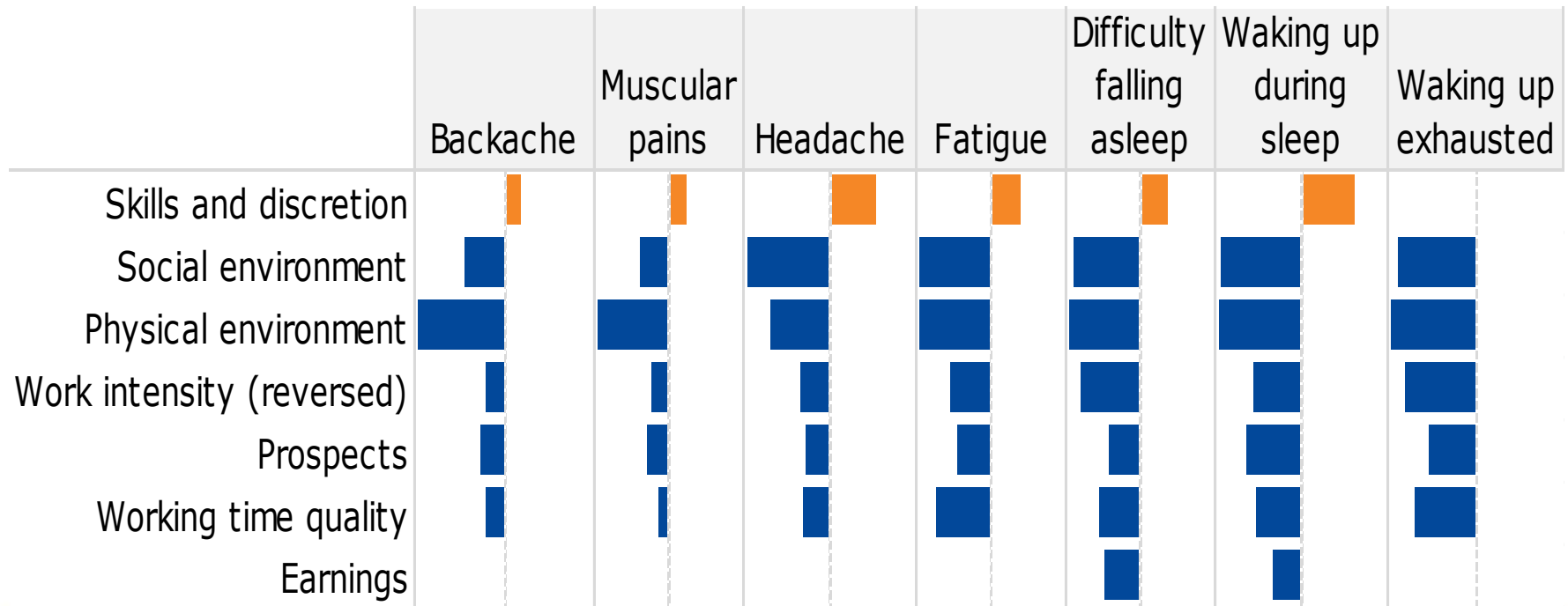


# Considerable country differences



Source: SMT, 6EWCS

# Job quality and health



Source: 6EWCS

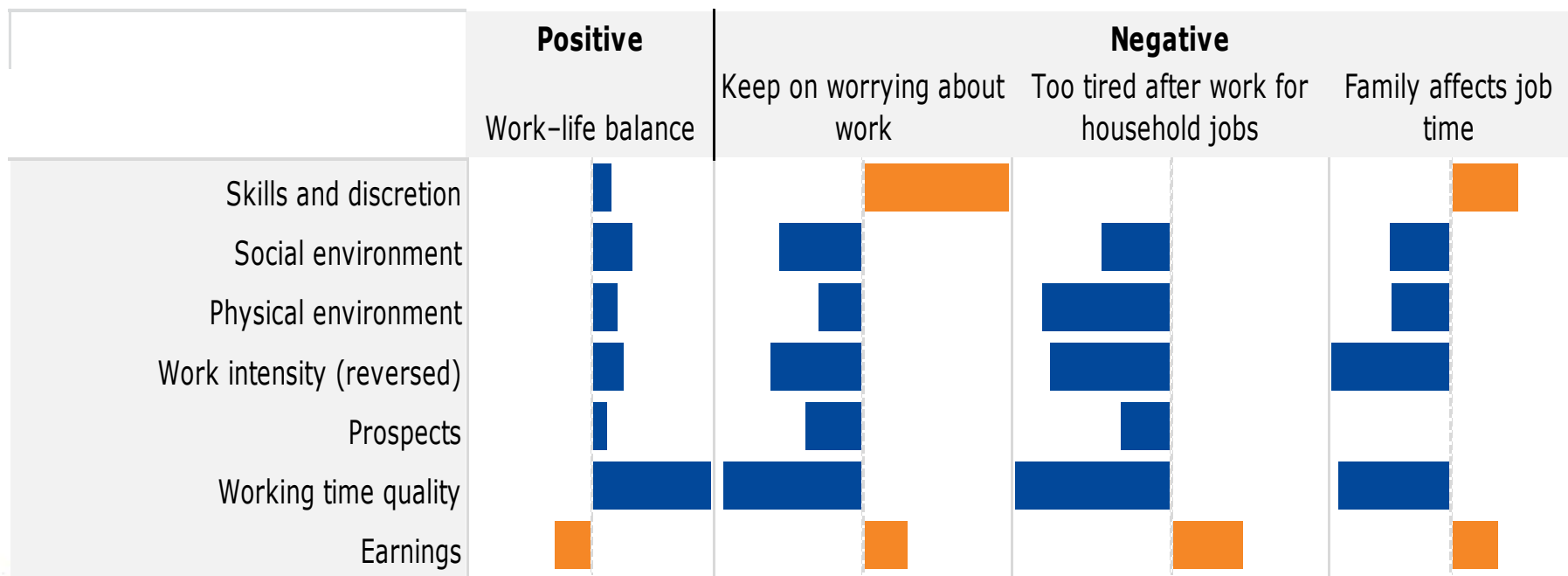
# Reconciliation of work and private life

## Work–life balance

- Associated negatively with long, irregular, asocial hours..
- Associated positively with shorter hours, autonomy..

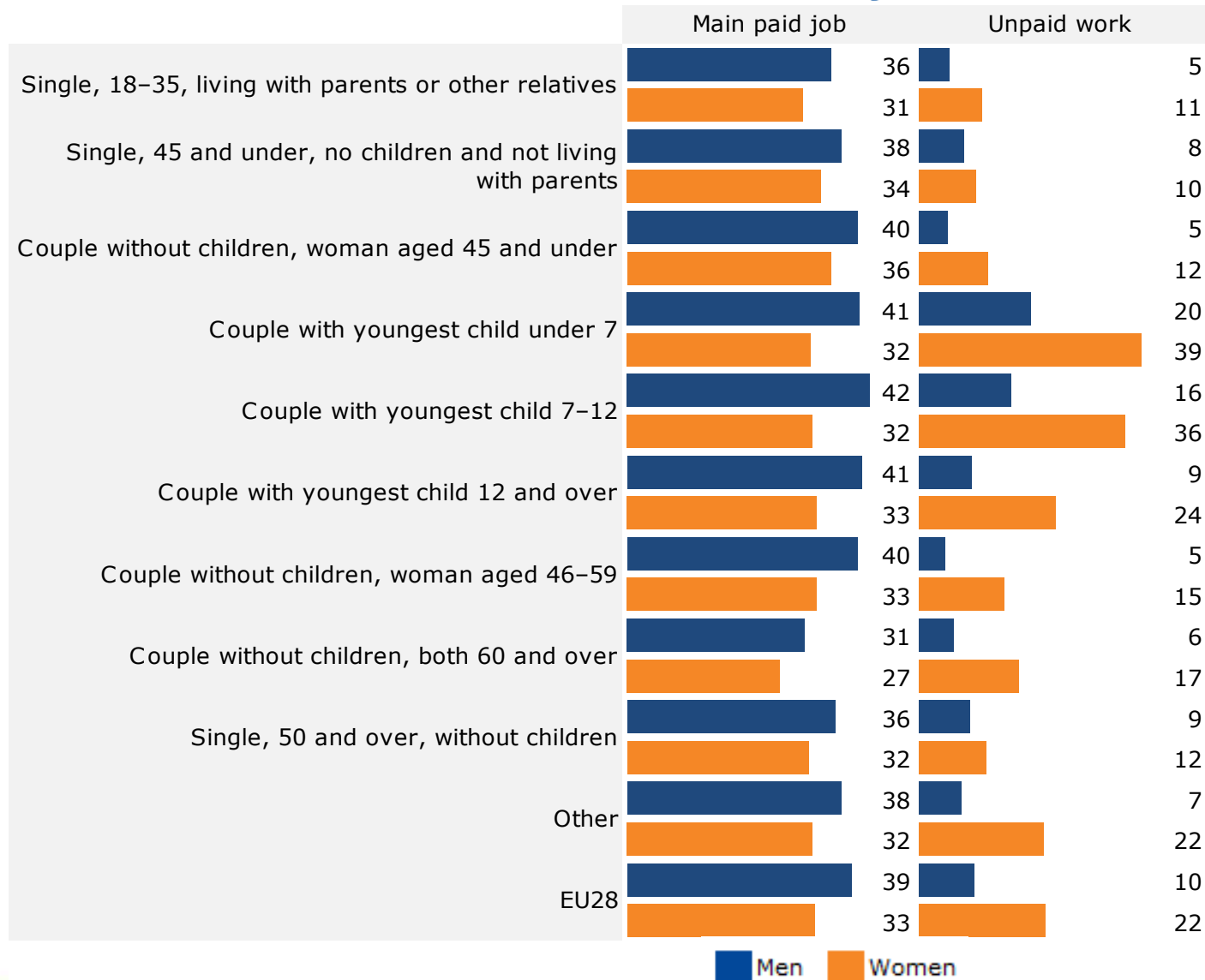
## 19% report poor work–life balance

- More men than women – women do more unpaid work
- Most intensive time when children





# Unpaid work unevenly distributed



# A final reflection

Circumstances of individual needs to be taken into account to ensure workers can engage in work over the life course

No 'one fits all' solution for all workers and situations

Transitions over the life course are important

All actors have role to play: governments, social partners, companies

Job quality associated with sustainability of work and reconciliation of work and private life

# Thank you

Report: <http://bit.ly/6EWCSReport>

Information and data visualisation:  
<http://bit.ly/6EWCS2015>

[gve@eurofound.europa.eu](mailto:gve@eurofound.europa.eu)

# Inclusive labour market

Workplaces  
more  
inclusive

- 1 in 5 has long-standing illness
- Increases with age
- Half have limitations in daily activities
- Workplaces adapted for up to 29%
- 1 in 4 would need more changes