



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

The impact of remote work on working conditions in Europe: The Pandemic

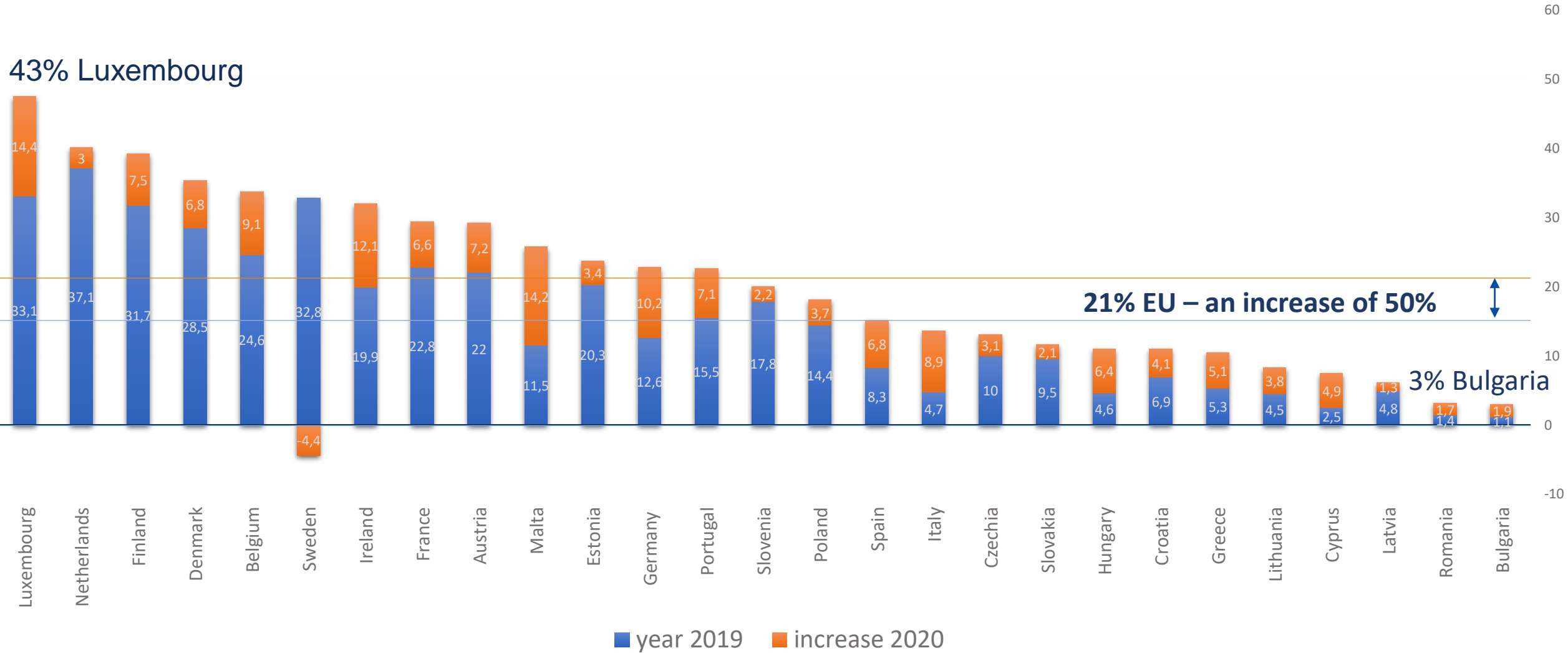
Oscar Vargas Llave (Research Manager)

Joint UNI Europa / FES Webinar
Remote Work: Who will be the real winners?

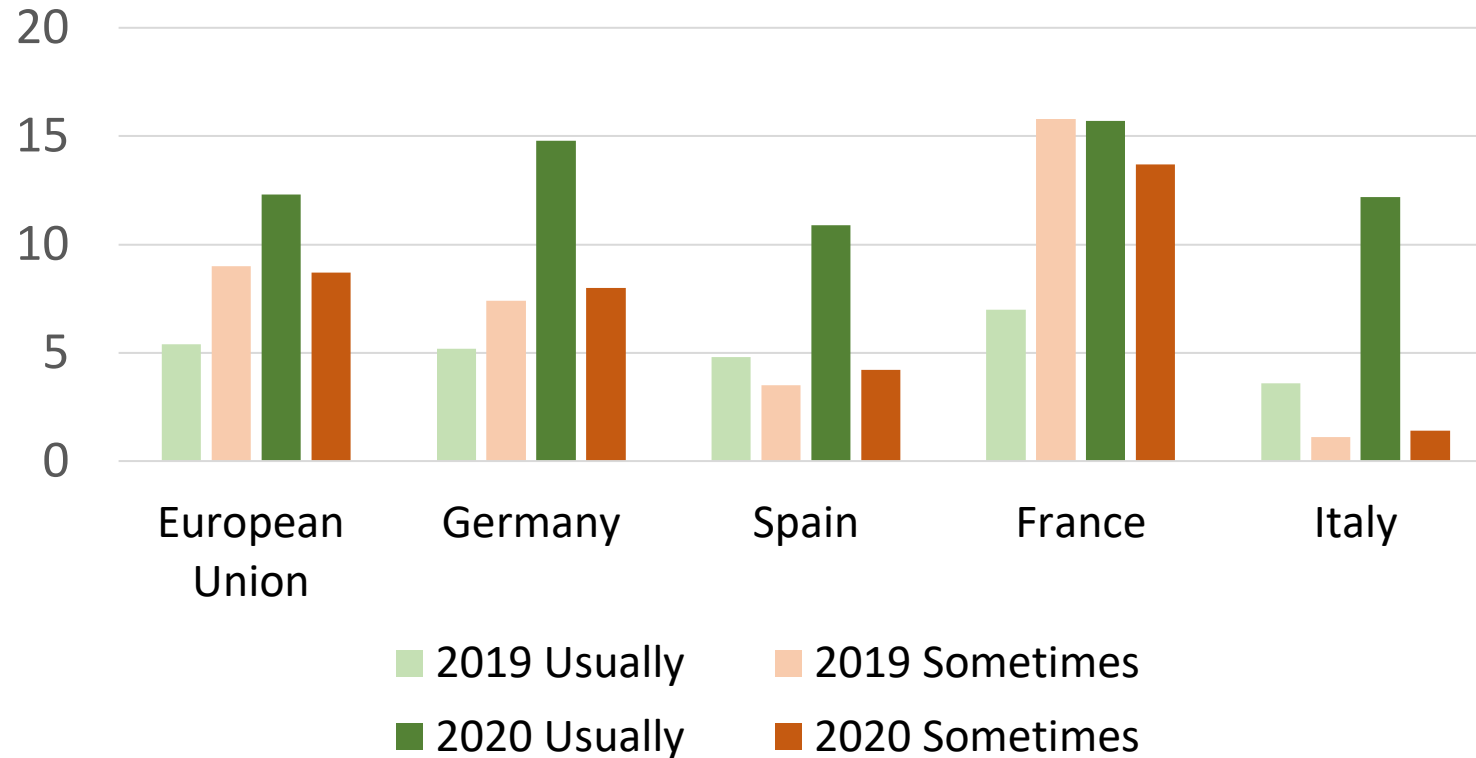
Thursday, 17 June 2021, 10am – 12pm CET

Surge of telework

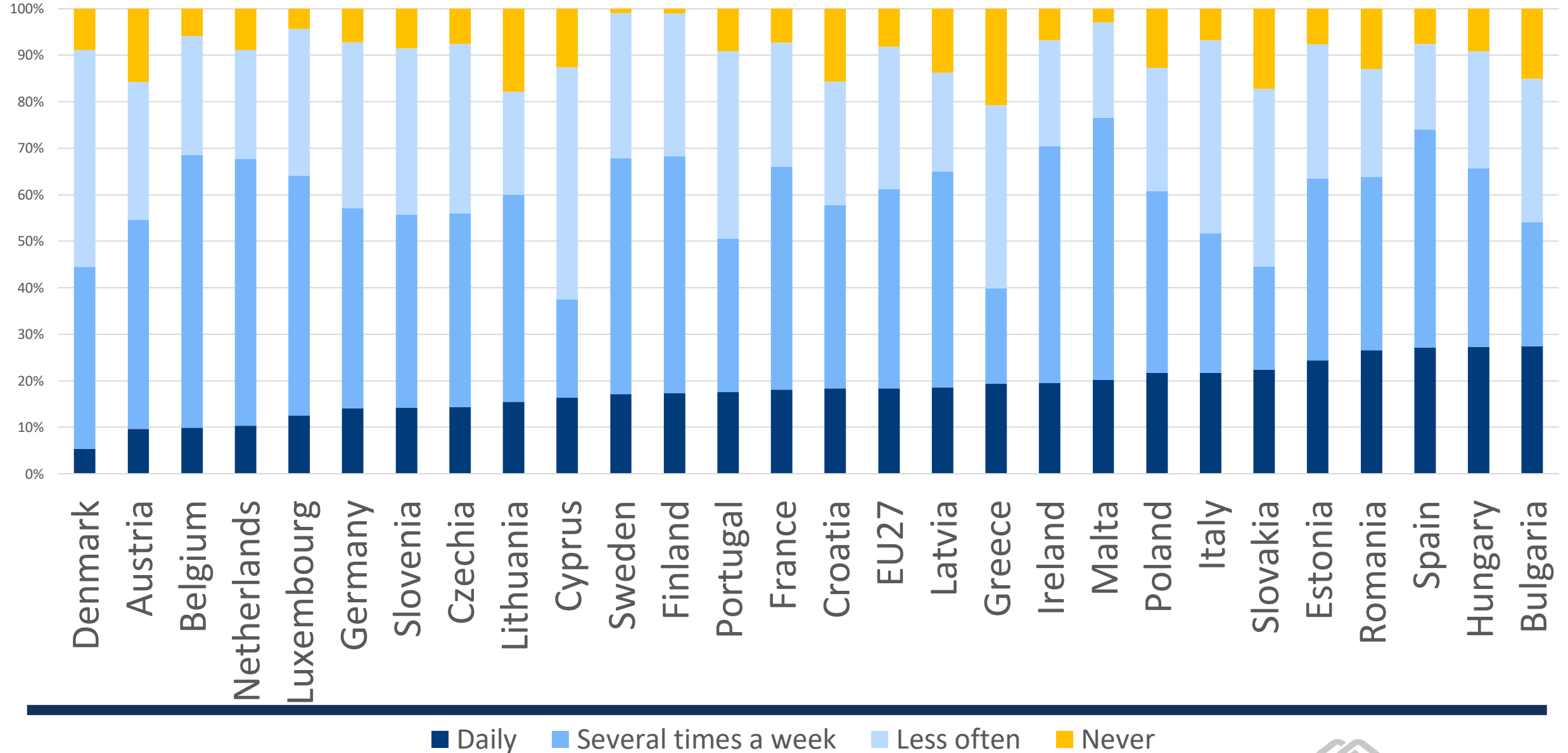
Percentage of workers working from home 2020



Percentage of employees working from home “Usually vs. Sometimes” 2019-2020

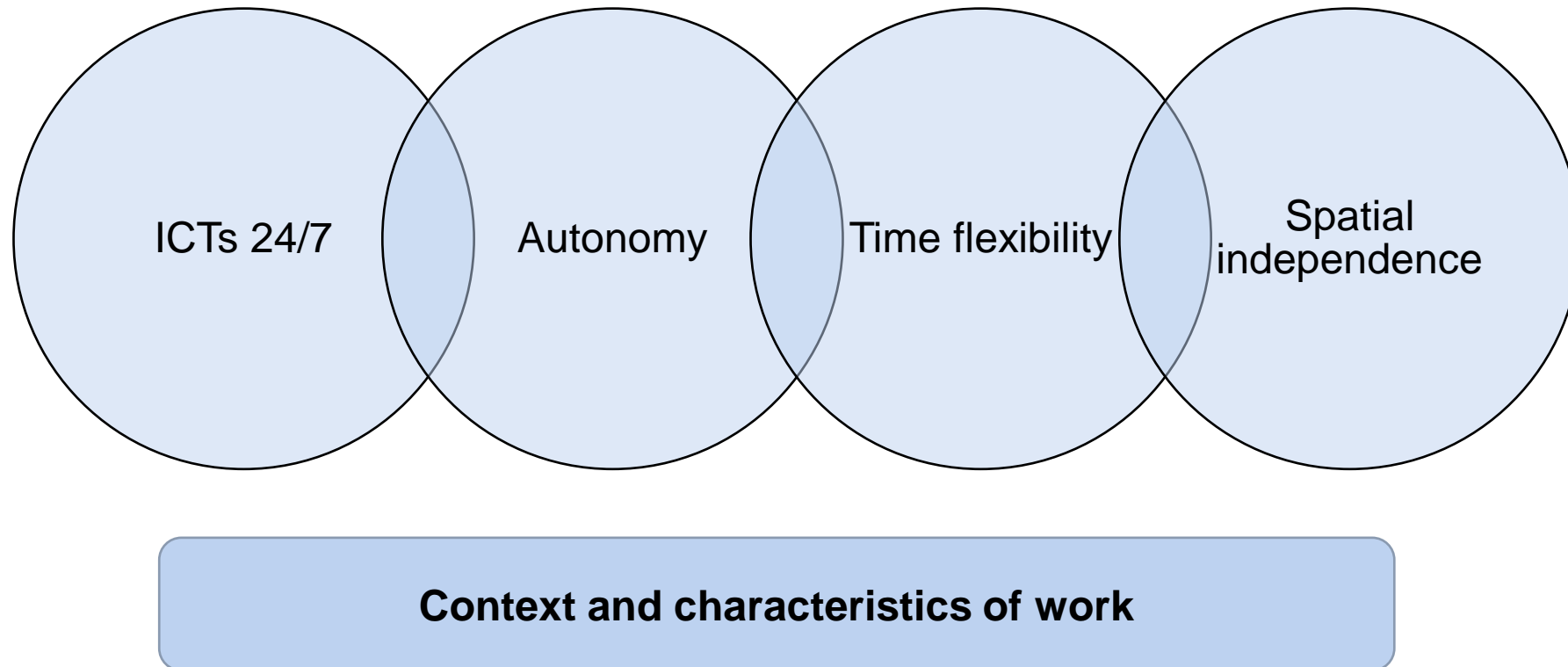


Preferences of employees teleworking: 60% in the EU would like to telework after the pandemic (February-March 2021)



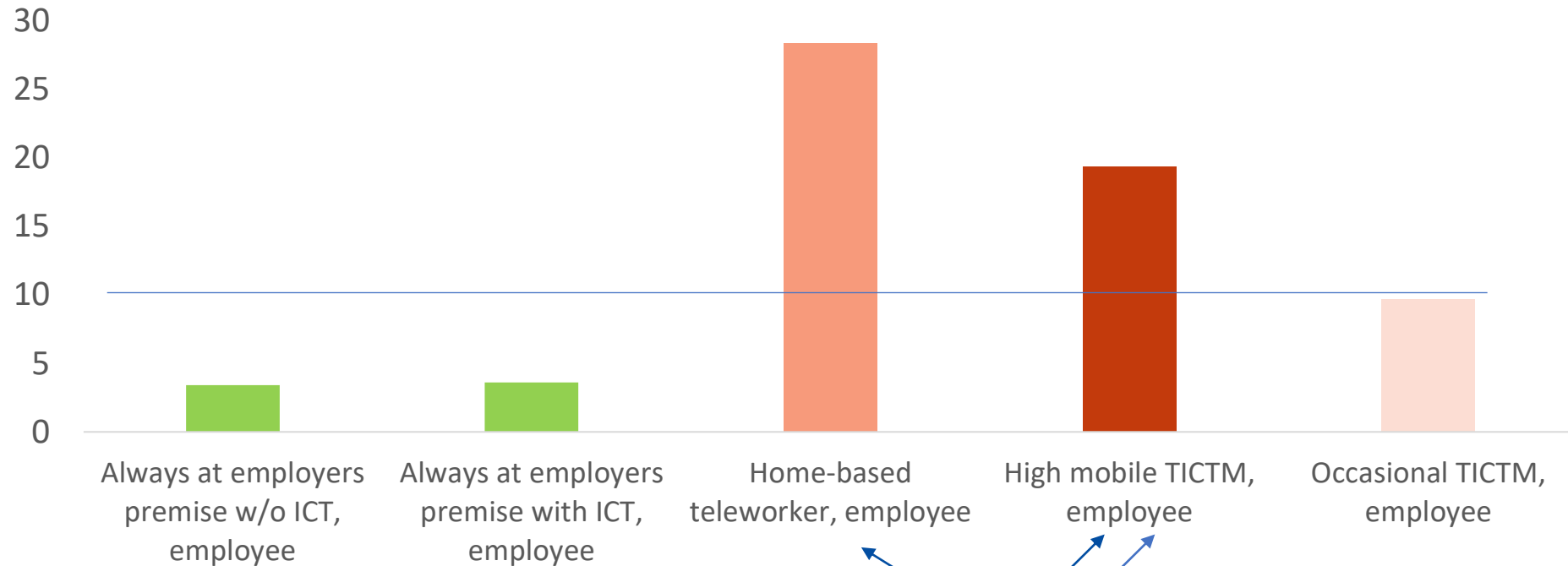
Working conditions in Telework and ICT-based mobile work (TICTM)

Telework and ICT-based Mobile Work: Key characteristics



Effects on working time

Percentage of workers working daily or several times per week in their free time (EU27 and UK)



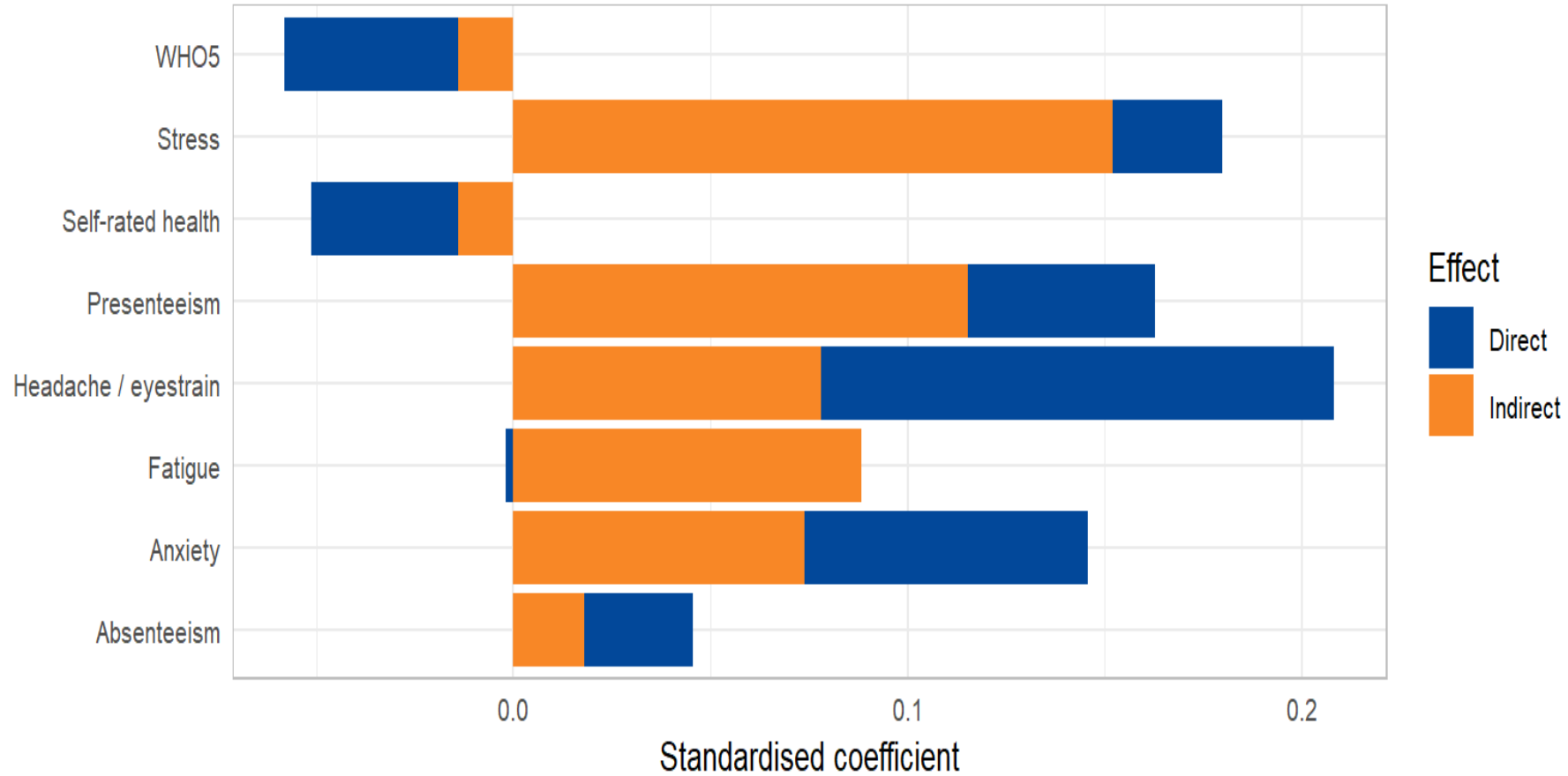
More than 48 hours a week

Reduced rest periods (below 11 hours btw working days)

Source: Eurofound (EWCS2015)

Effect of ICT-mobile work use on health indicators

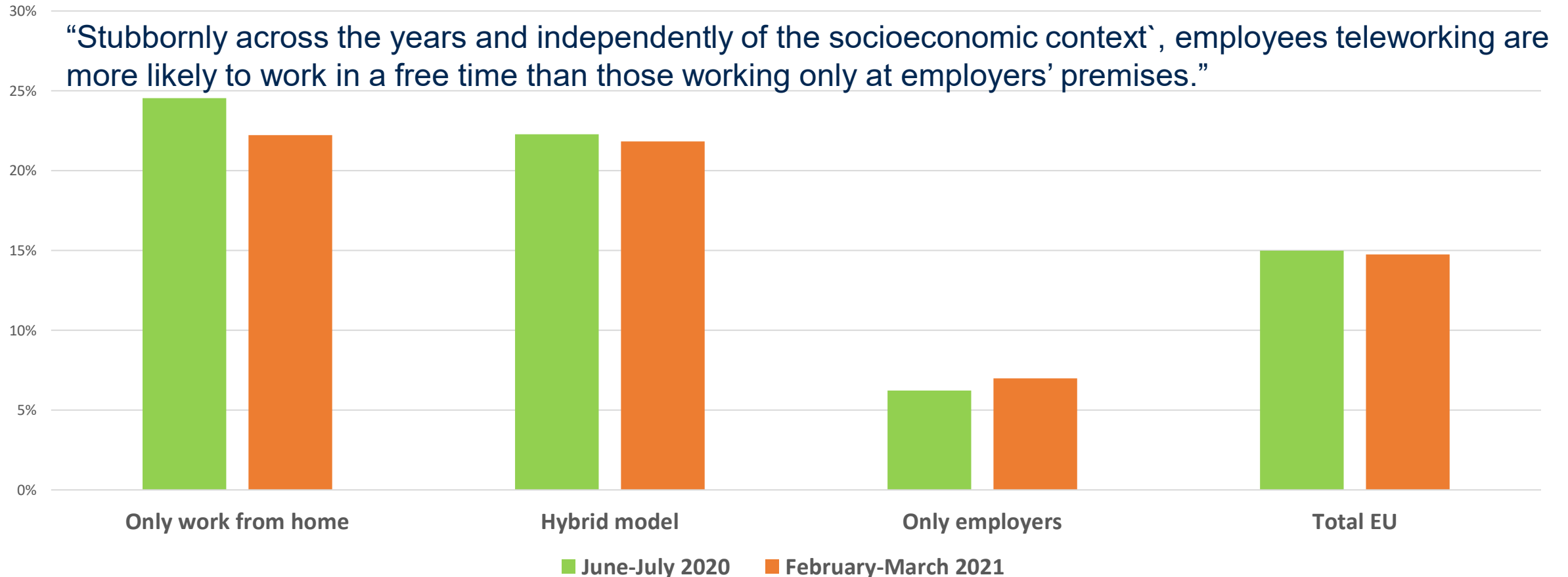
Standardised coefficients, direct and mediated through job demands and resources



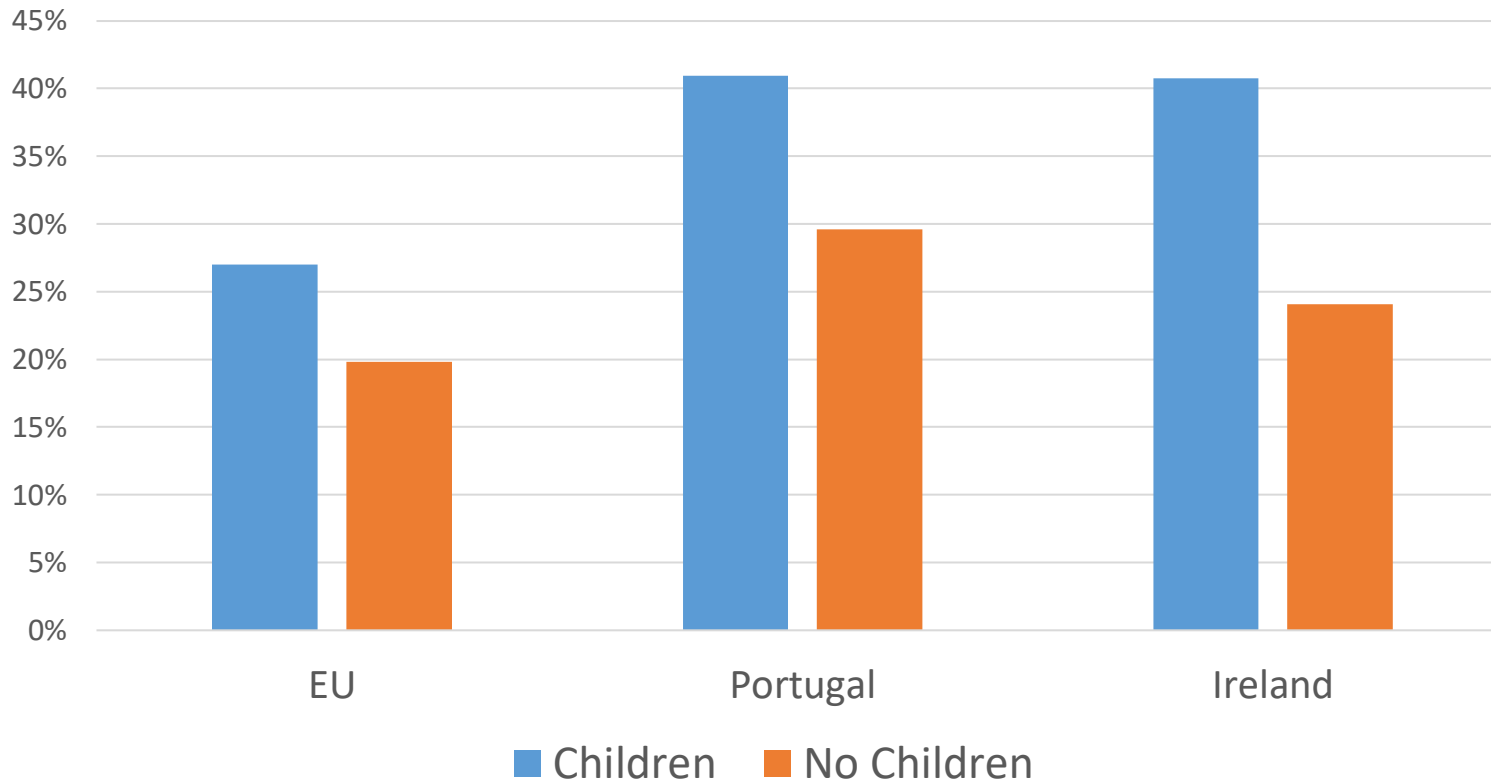
Source: EWCS 2015

Employees working from home during the pandemic

Share of employees working in a free time (every day or every other day by place of work) to meet job demands (EU)



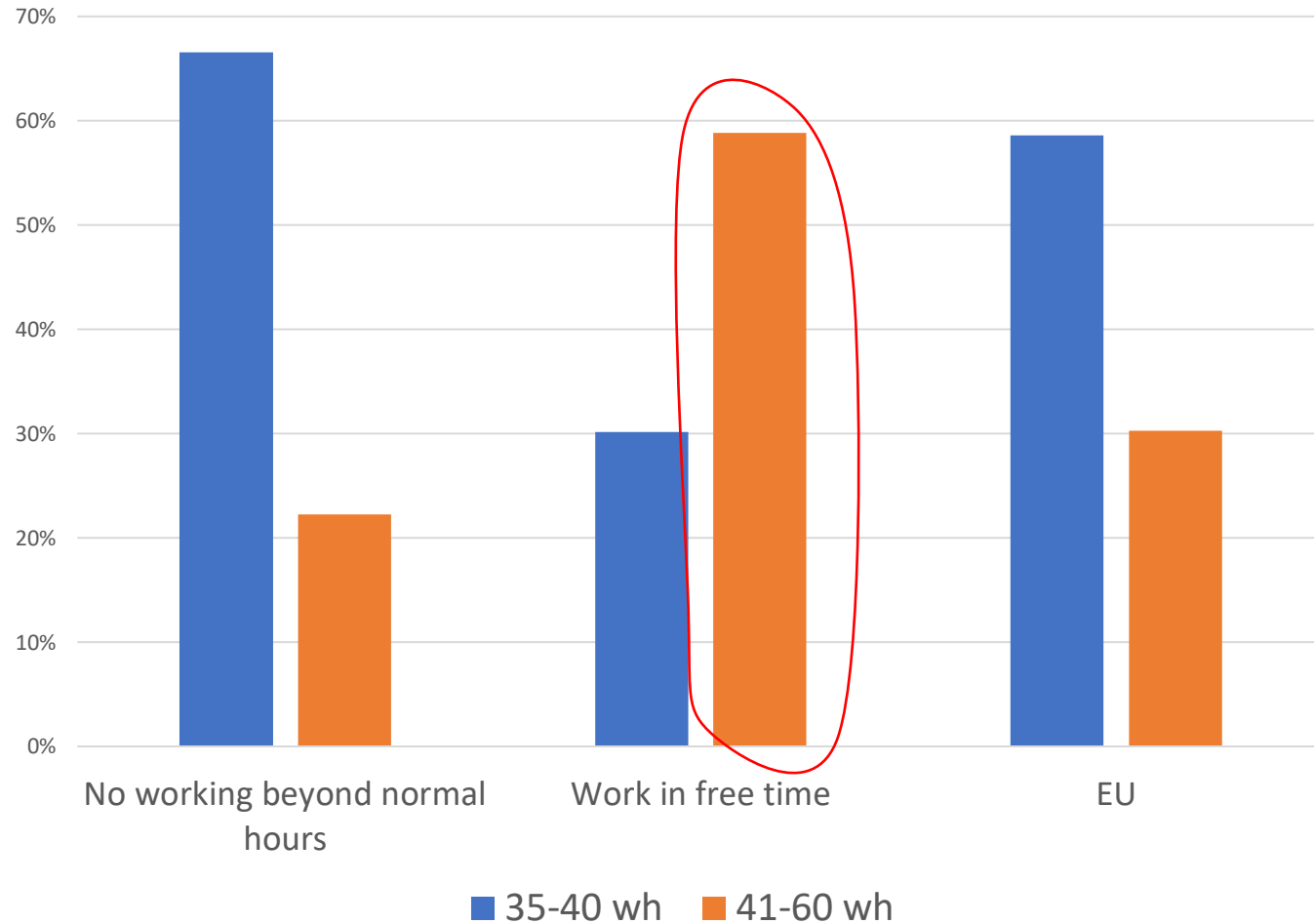
Working in a free time (February-March 2021), caring and schools closure in strict lockdown



“Employees who are parents (caring role) and experienced school closures were more likely to report working in a free time”

“Working in a free time is an strategy to have ‘better’ fit between job demands and caring and for 1 in 3 employees represents changes in the organisation of time use, but have contributed to working long?”

Full time employees teleworking and weekly working hours (February-March 2021)

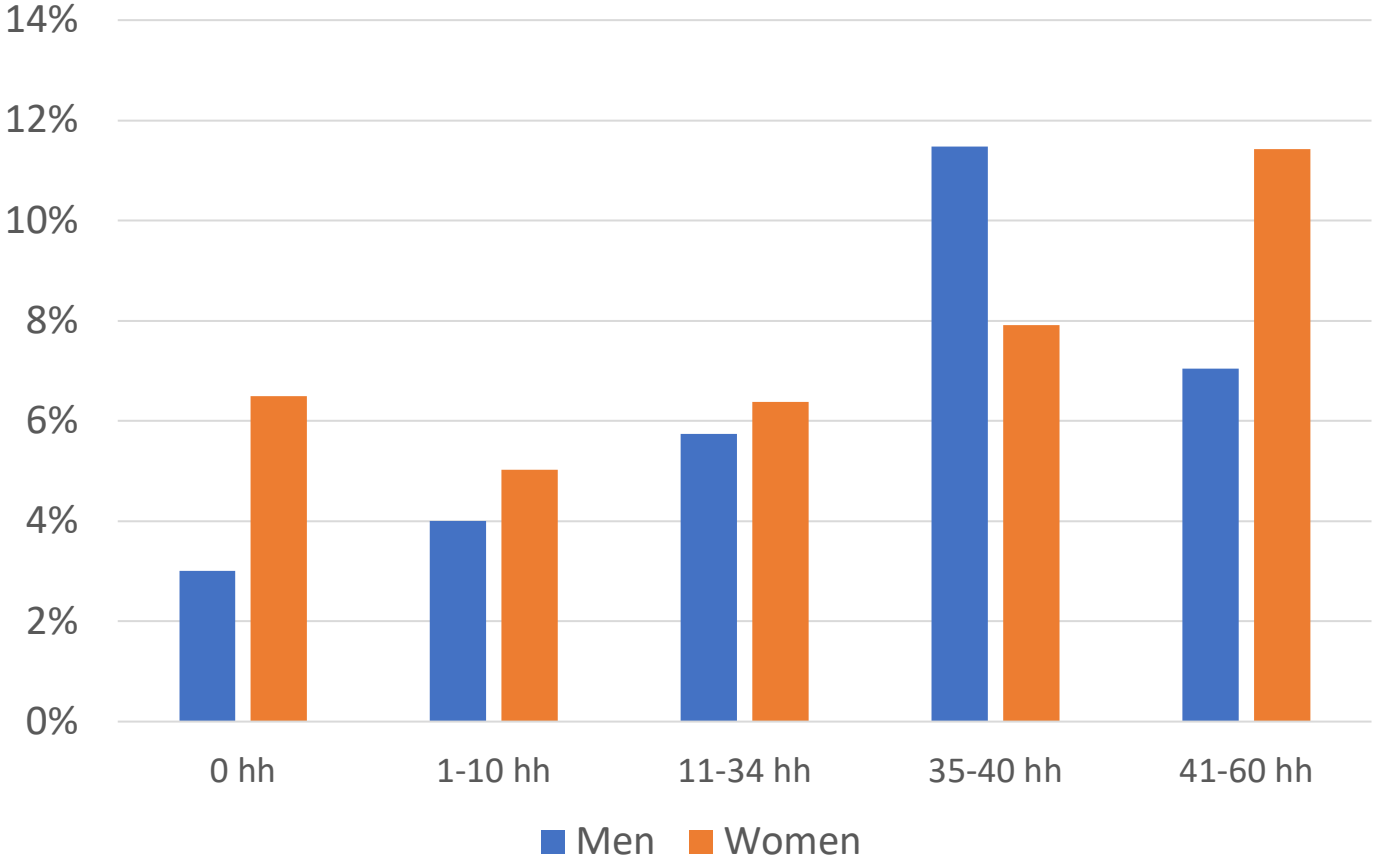


“During the pandemic working in a free time in telework has contributed to work long hours”

“In this equation work intensity, household work and caring play role”

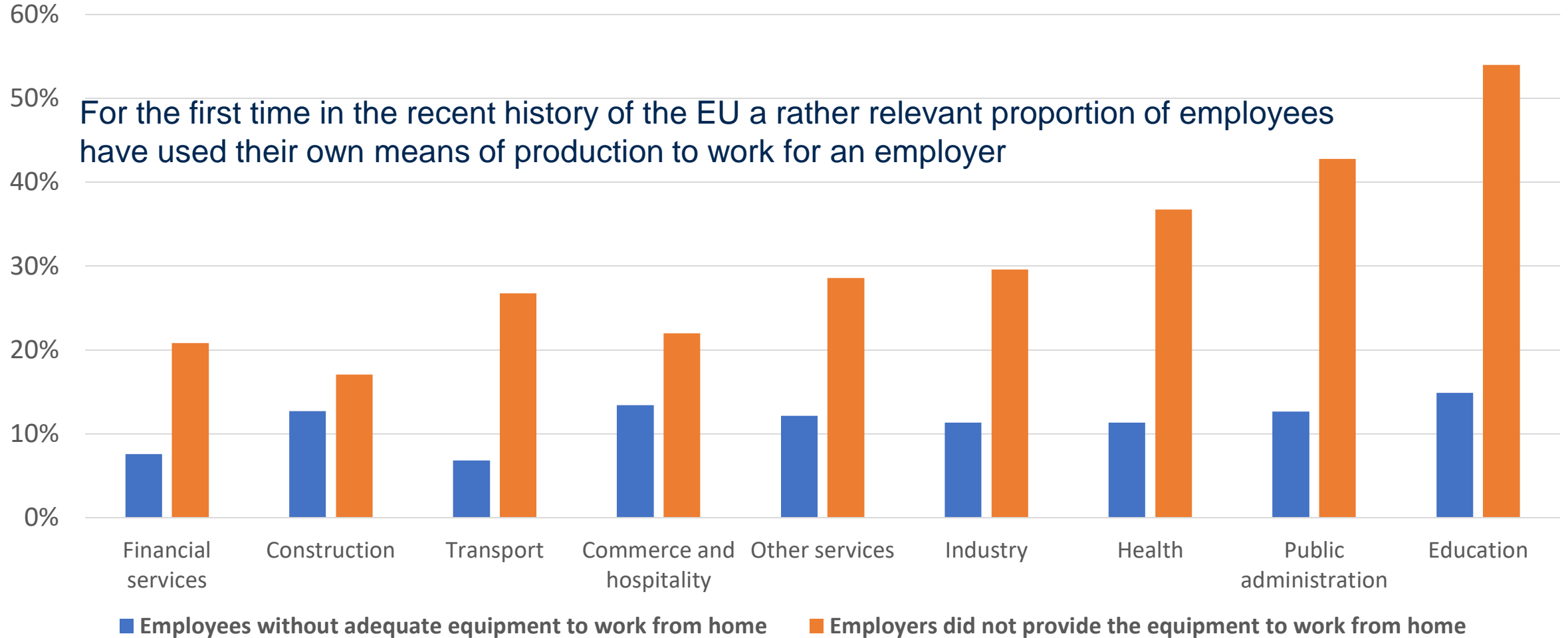
“Gender and contract”

Work life (family) conflict and weekly hours worked from home (February – March 2021): employee can not concentrate on their work (always or almost all of the time) because of family responsibilities (EU)

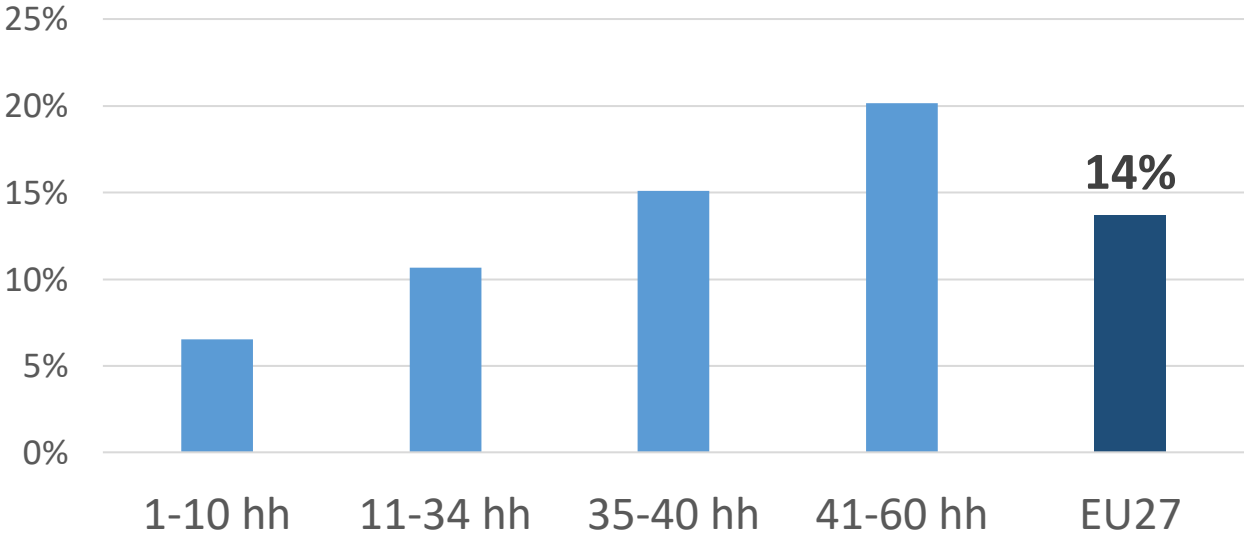


Longer hours worked from home correlates with experiencing work family conflict, with some gender differences

Inadequate work equipment and no provision by the employer (June-July 2020) (EU)

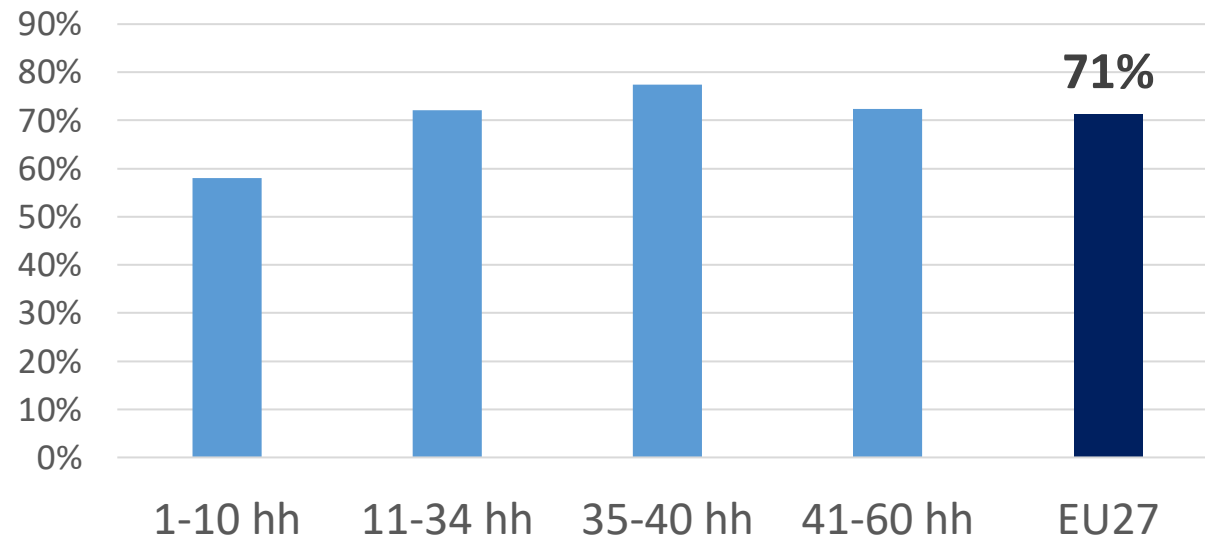


Feeling isolated at work by weekly hours teleworking (EU)



Satisfaction with working from home by weekly hours teleworking (EU)

Strongly agree or agree that “ Overall, I am satisfied with the experience working from home ”



- Positive work (social) environment
- Reduced commuting
- More efficient used of time
- Improved work life balance
- Autonomy

- An average of 1 in 5 workers have teleworked during the pandemic in 2020 – **Similar take up is expected in the future**
- **Ambivalent consequences for working conditions**
- **Some “new” elements:**, lock-down, caring, work-family conflicts, equipment, isolation, exacerbating the working time and health risks
- **Work-life balance is a real challenge:** huge potential for improvement (and deterioration)
- **Challenges - Social partners (Social dialogue)** role is fundamental in shaping conditions for the well-being of workers, while legislation should set minimum standards

Thank you !



[Covid-19-unleashed-the-potential-for-telework-how-are-workers-coping](#)

[Does-the-new-telework-generation-need-a-right-to-disconnect ?](#)

[As-member-states-take-different-approaches-to-regulating-telework-will-the-eu-bring-them-into-line ?](#)

Forthcoming: Article on prevalence and working conditions in telework during the pandemic (July 2021)