



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

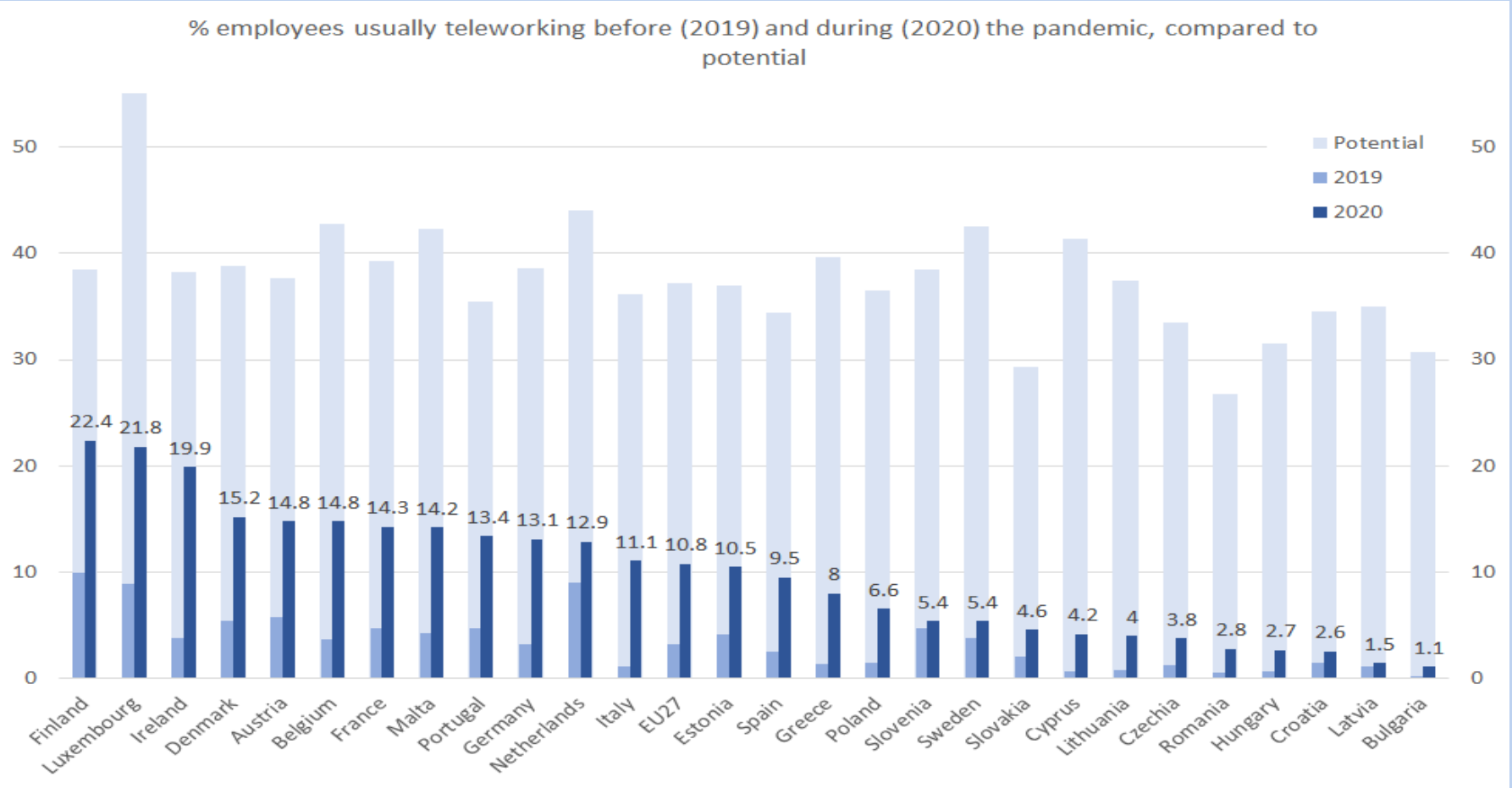
Prevalence and working conditions in telework during the pandemic

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International conference: Teleworking and role of social dialogue

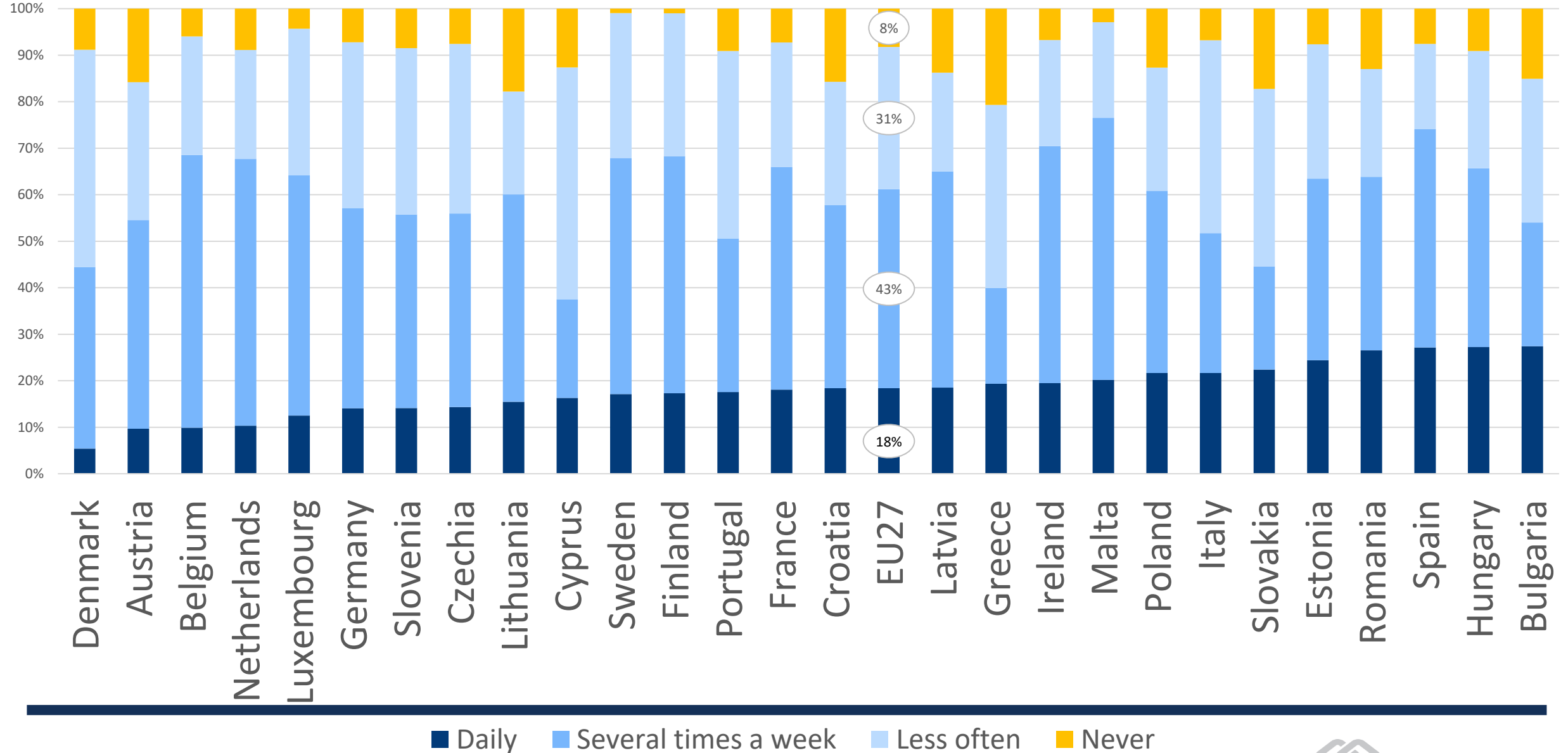
13 October 2021

Teleworking: actual and potential

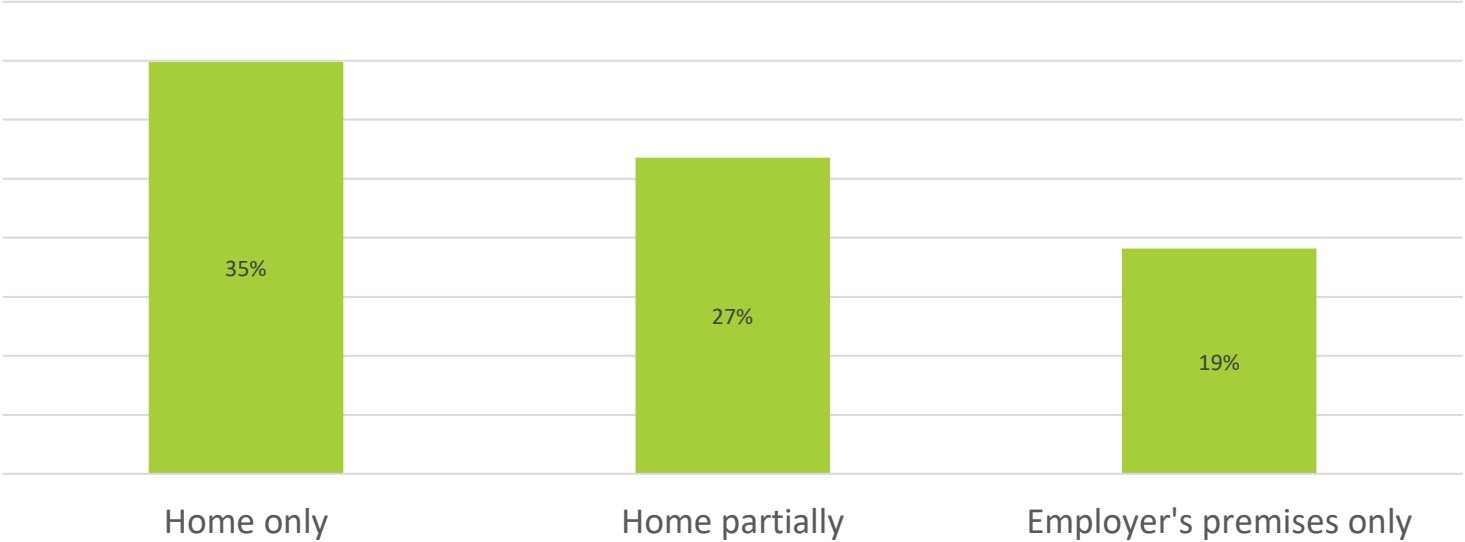


Source: LFS, Eurofound / European Commission JRC, 2021

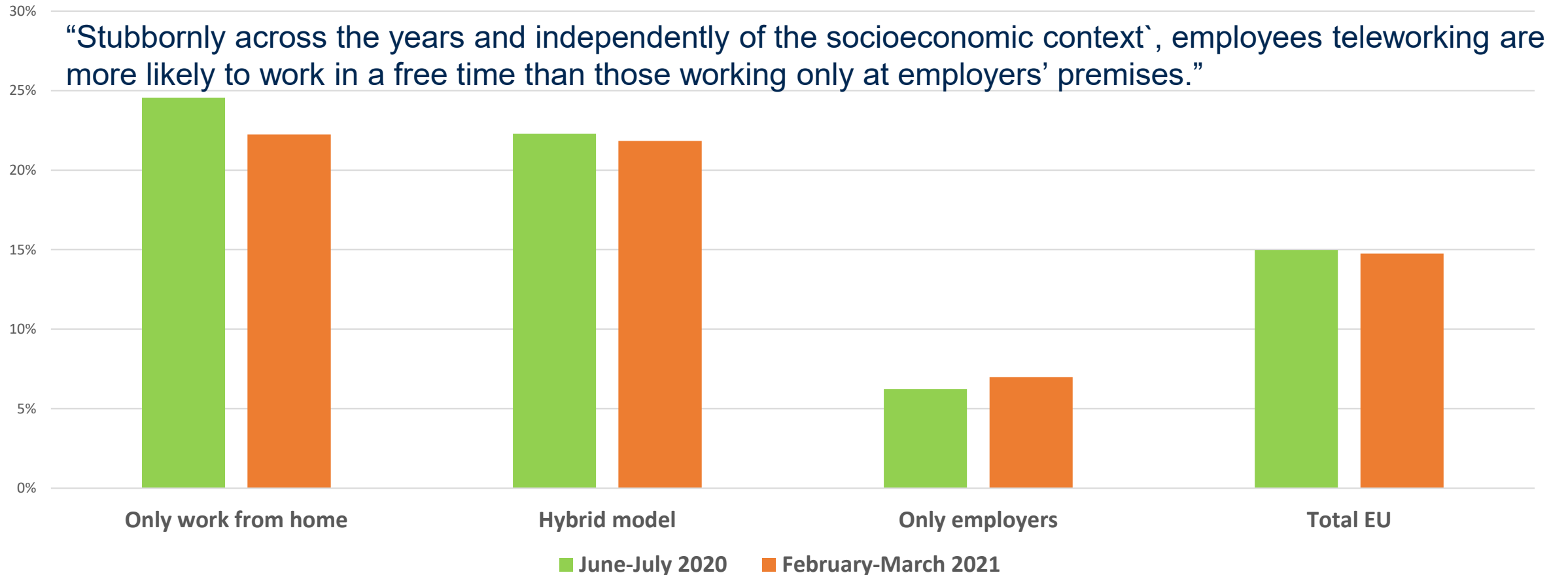
Preferences of employees teleworking: 60% in the EU would like to telework after the pandemic (March 2021)



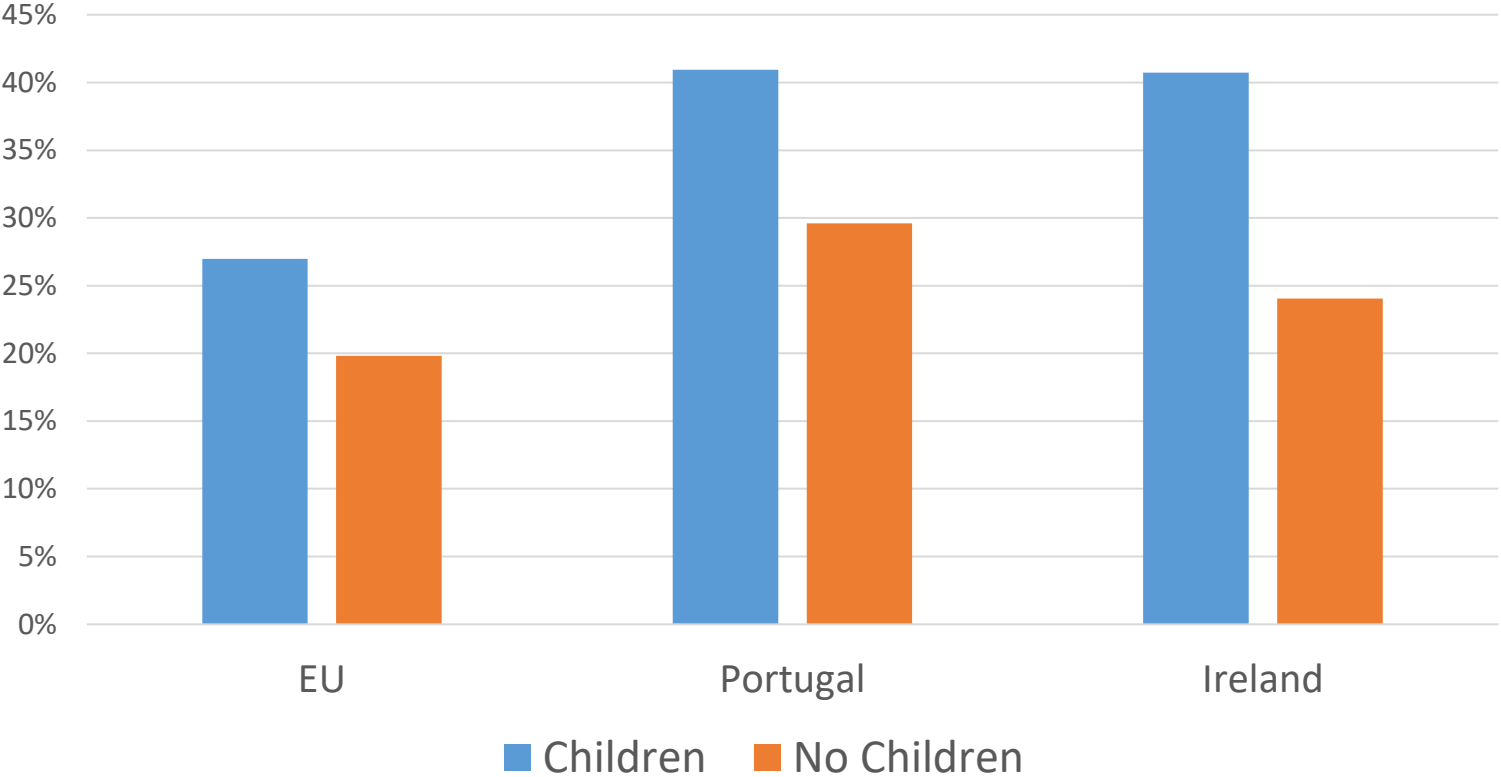
Share of employees working more than 40 hours a week (March, 2021)



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



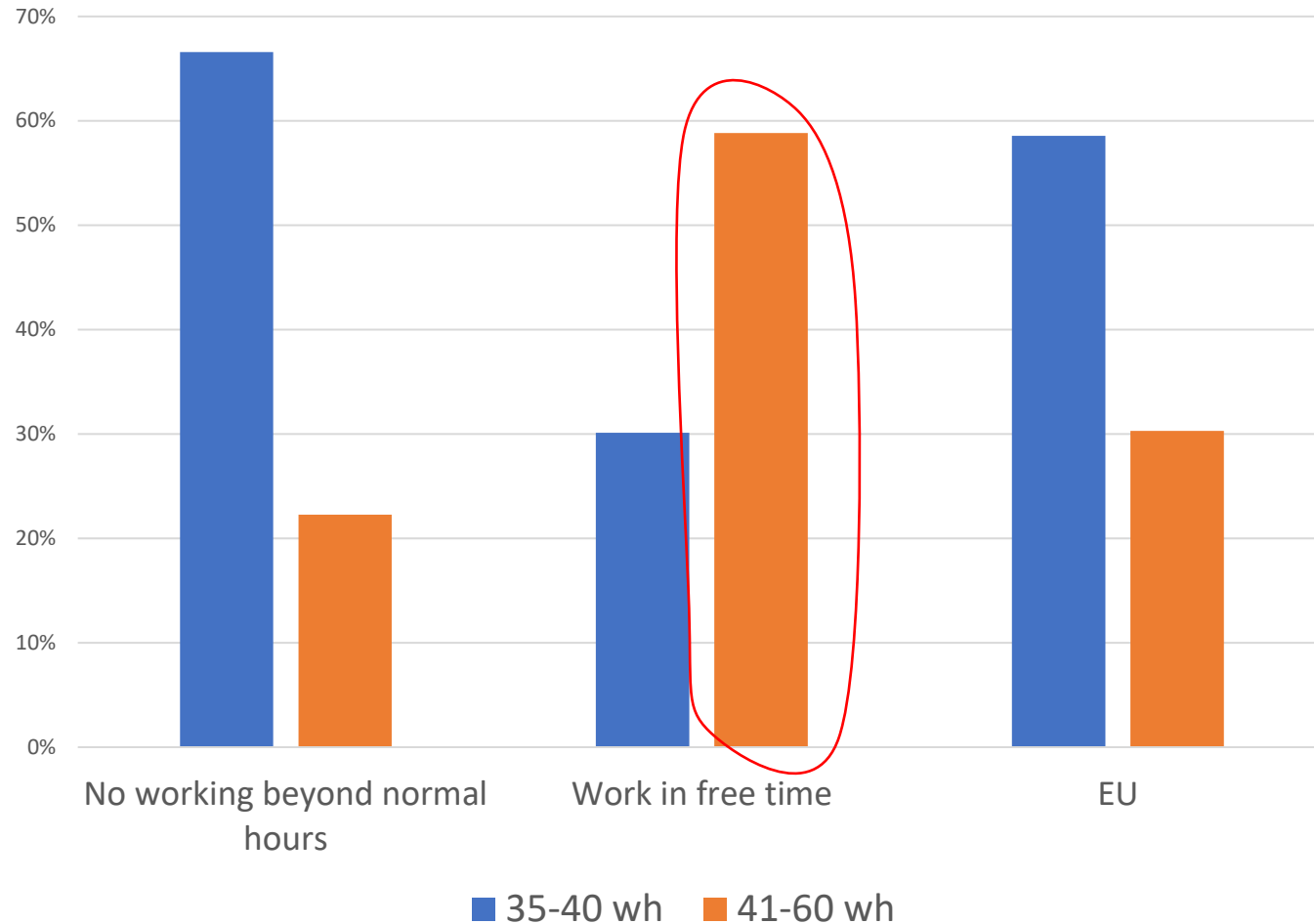
Working in a free time (March 2021), caring and schools closure in strict lockdown



“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 (March 2021)



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

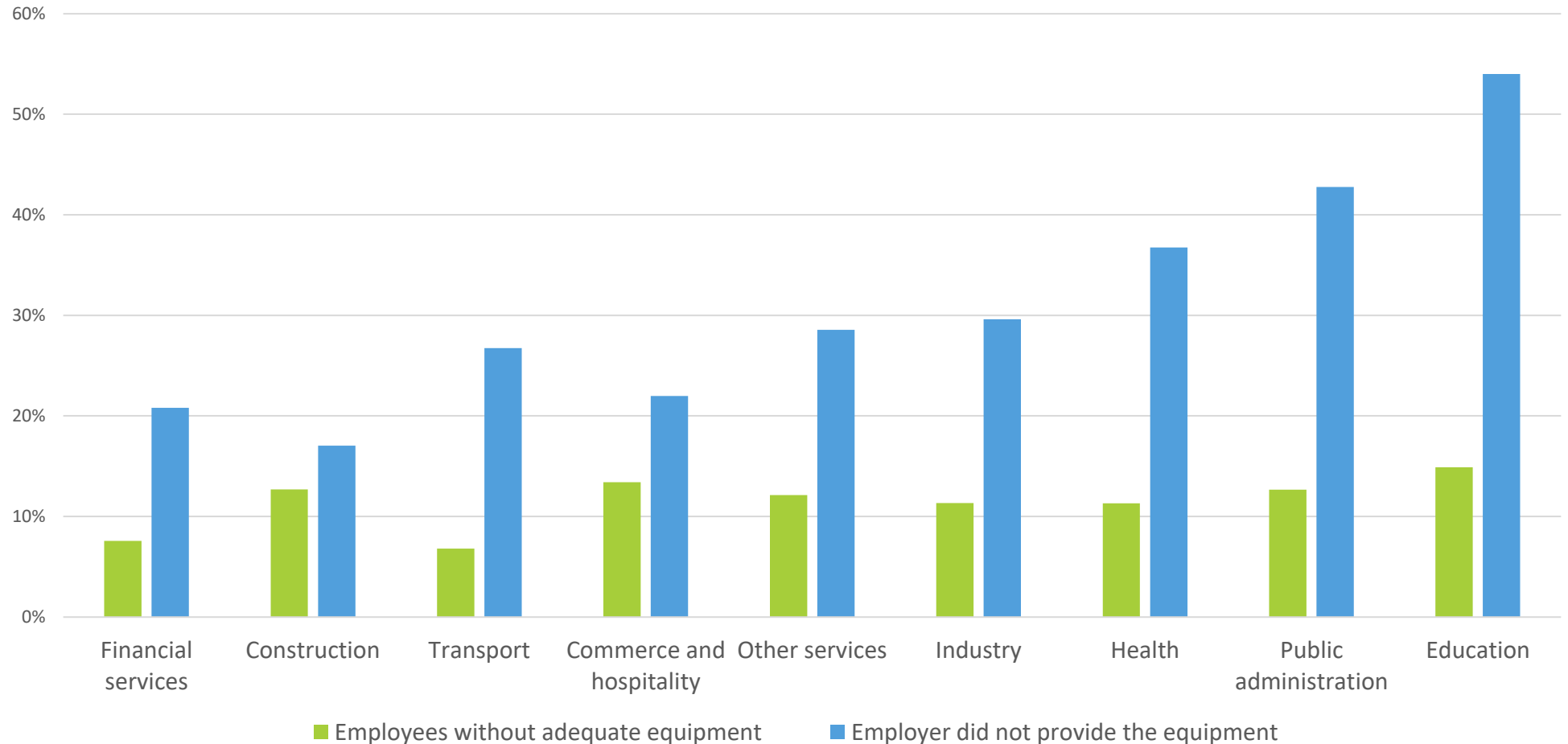
“In fact, a larger proportion of employees Working from home reported and increase of working hours during the pandemic”

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

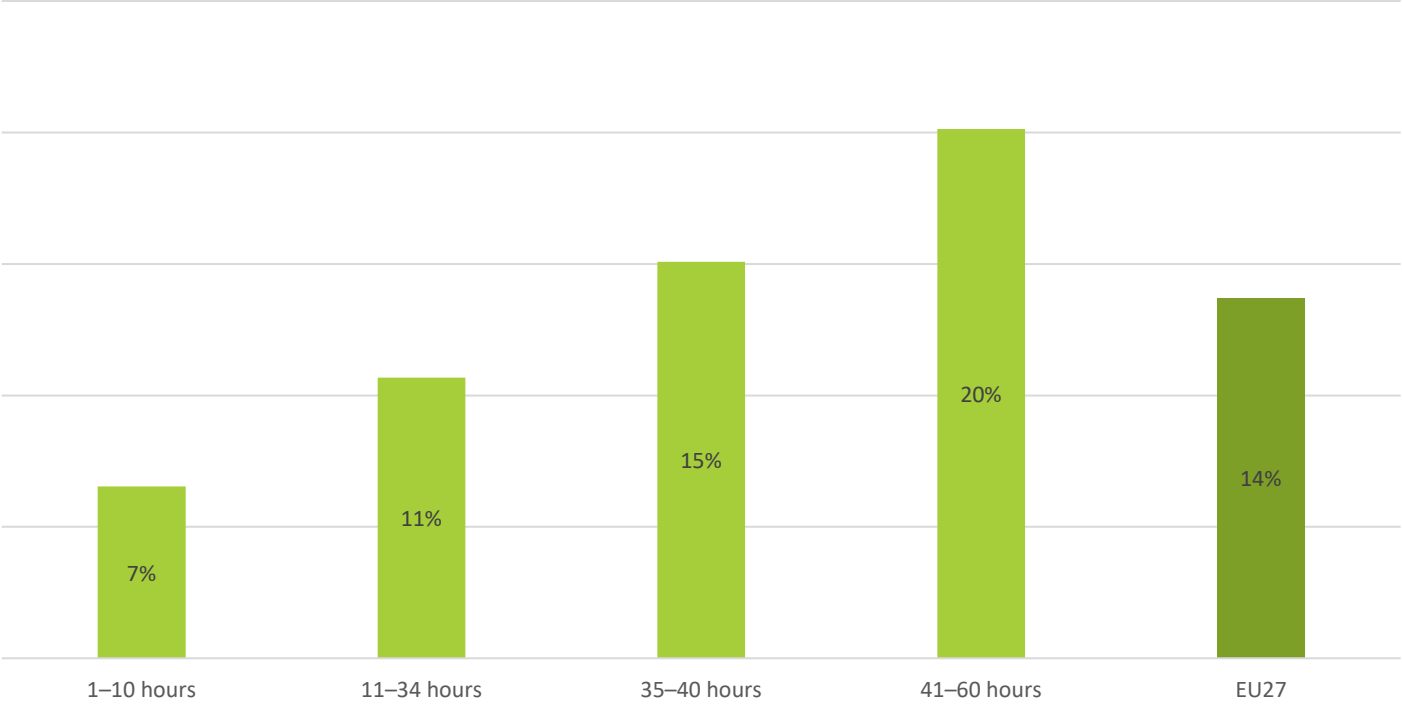
“Gender and contract”

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

For the first time in the recent history of the EU a rather relevant proportion of employees have used their own means of production to work for an employer

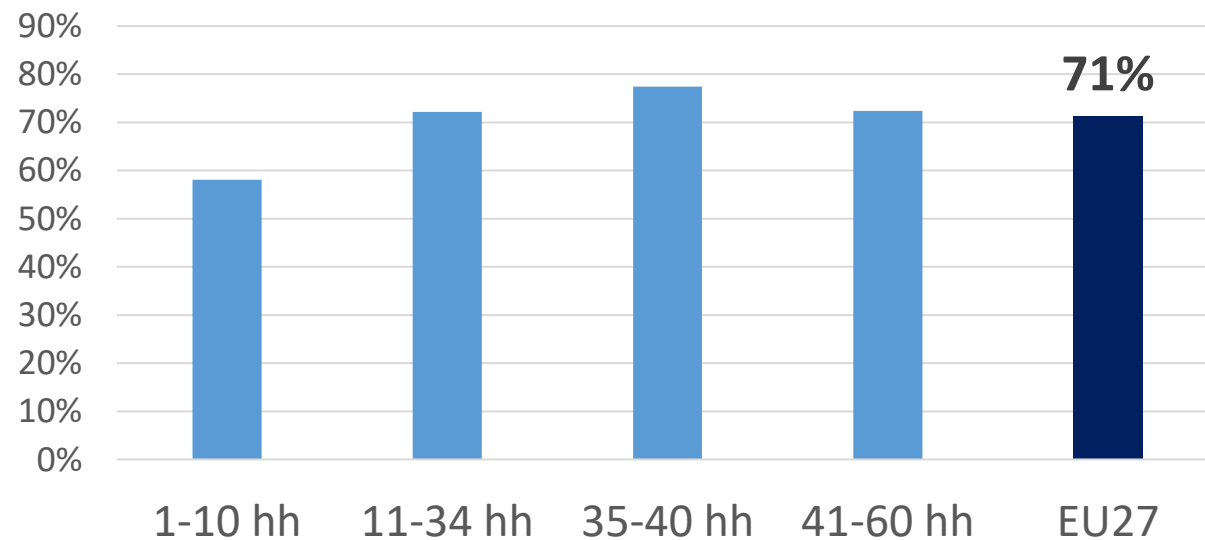


Feeling isolated at work by weekly hours teleworking (EU) (July, 2020)



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
- Good equipment
- No work-family conflict

- 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 ?](#)

<https://www.eurofound.europa.eu/publications/article/2021/workers-want-to-telework-but-long-working-hours-isolation-and-inadequate-equipment-must-be-tackled>