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“Workers want to telework but long working hours, isolation and inadequate equipment must be tackled”

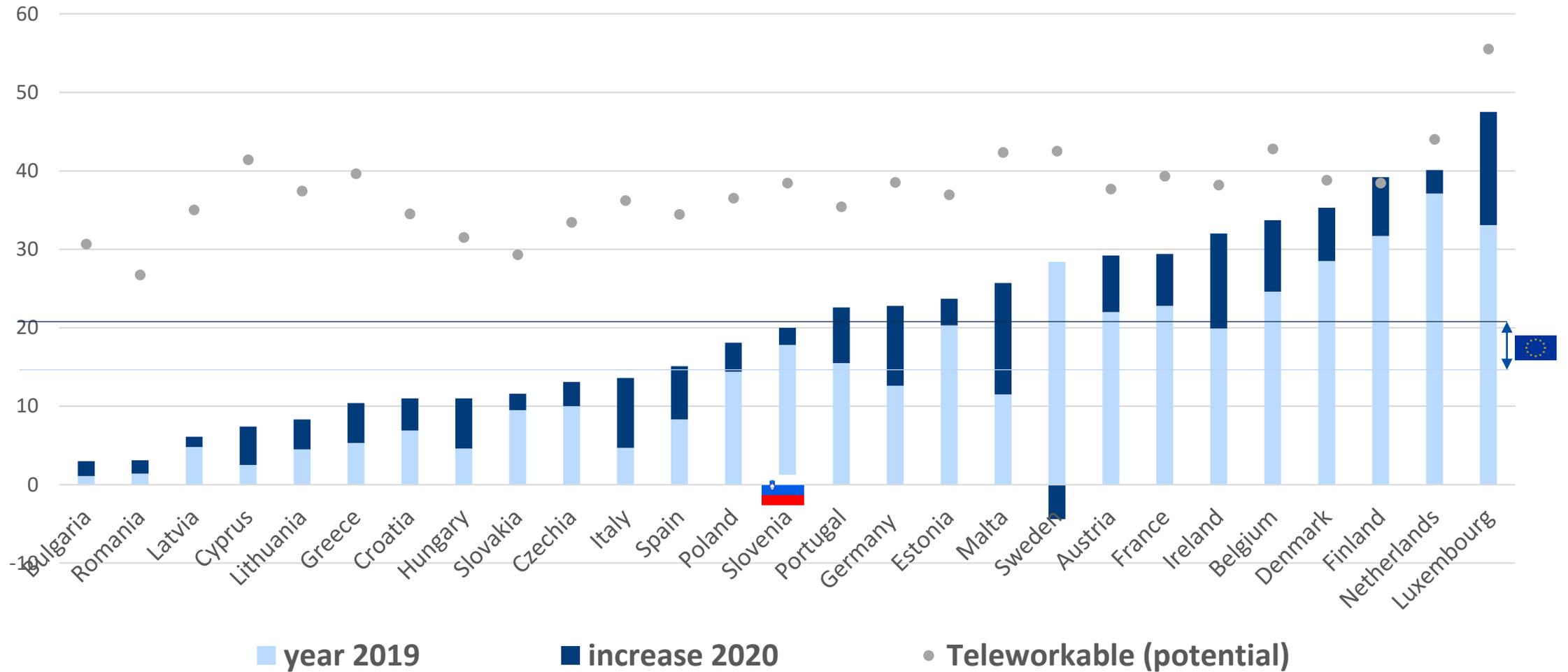
Telework during the pandemic

Oscar Vargas Llave, Eurofound

1 December 2021

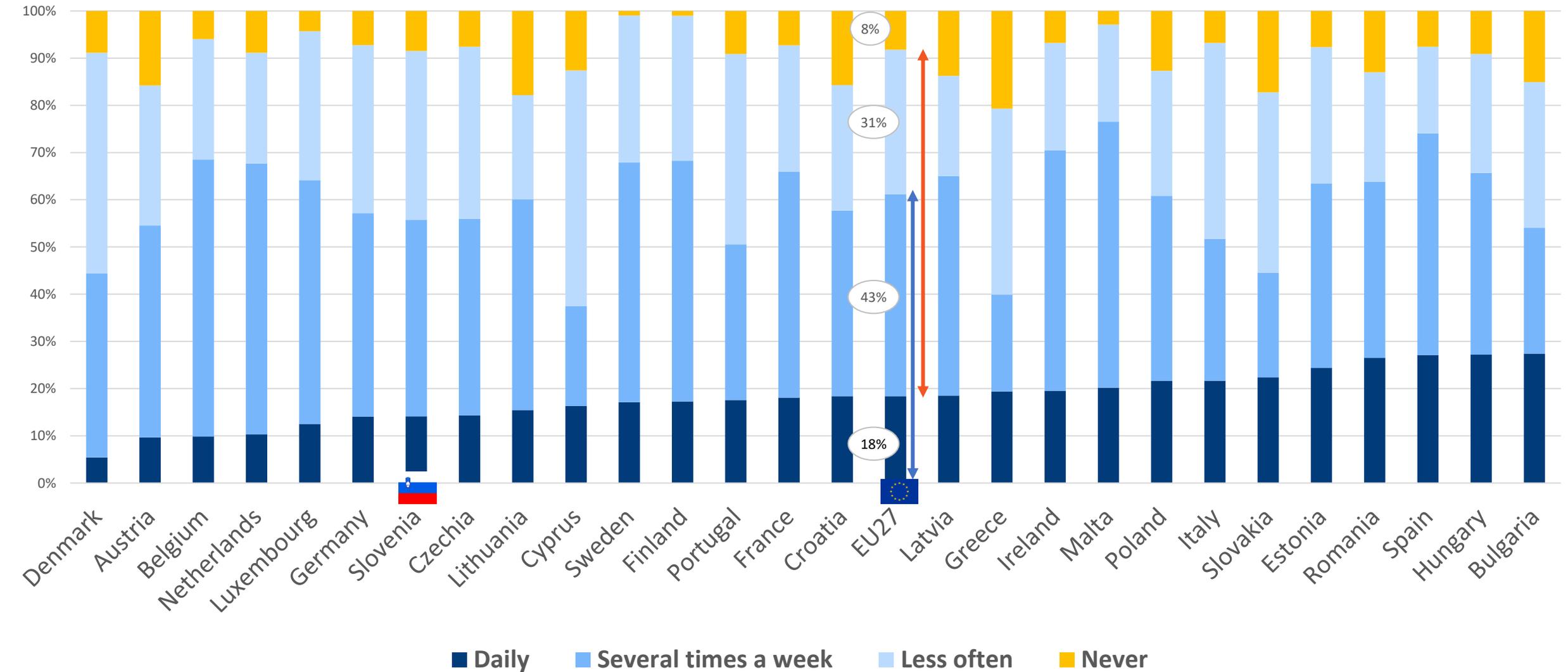
Telework prevalence: country differences

Percentage of workers working from home usually or occasionally



Source: Eurostat LFS, 2019, 2020

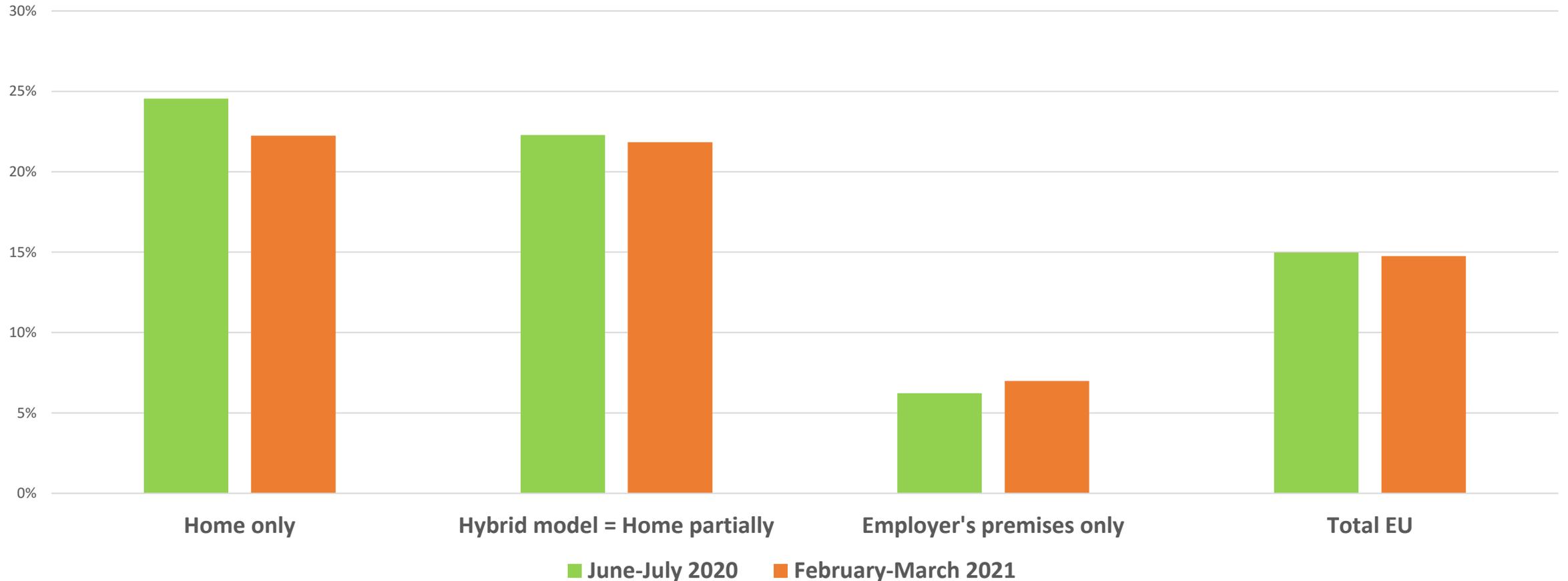
Preferences of employees teleworking: almost 2 in 3 would like to telework regularly after the pandemic (EU)



Source: Eurofound, Living, working and COVID-19 survey, third wave, March 2021

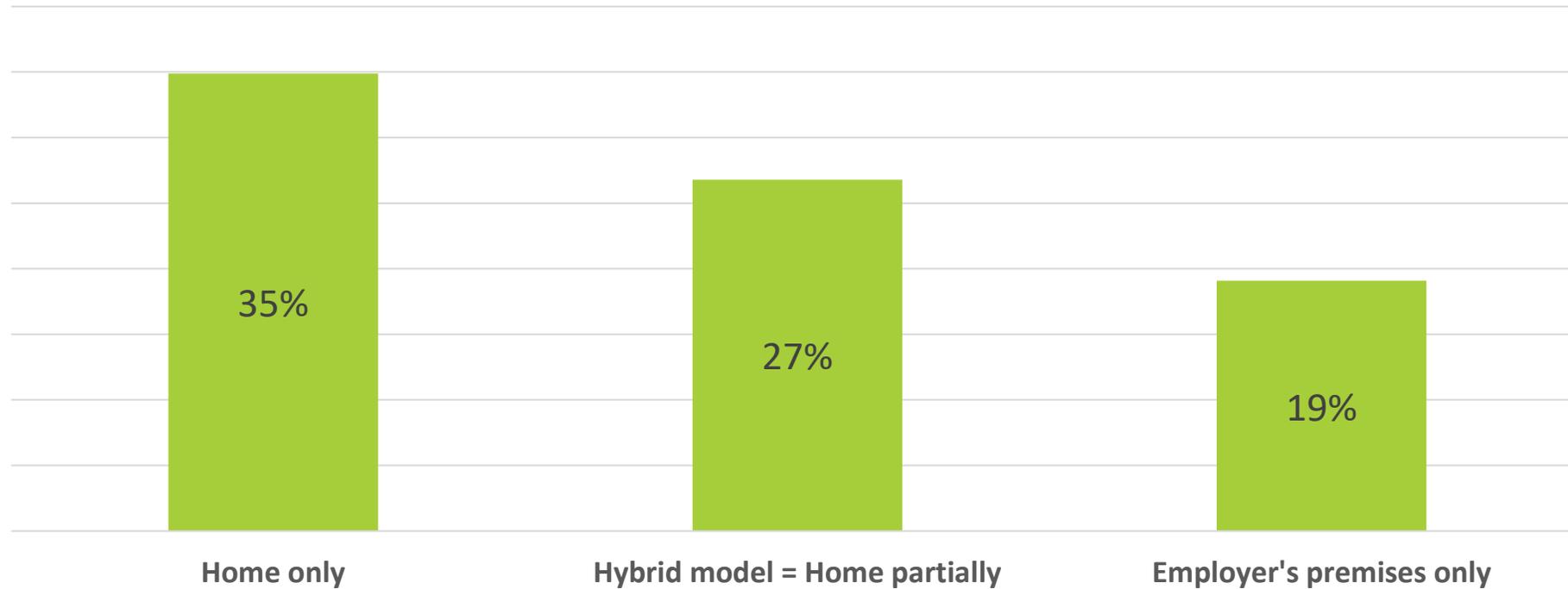
Telework and organisation of working time

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

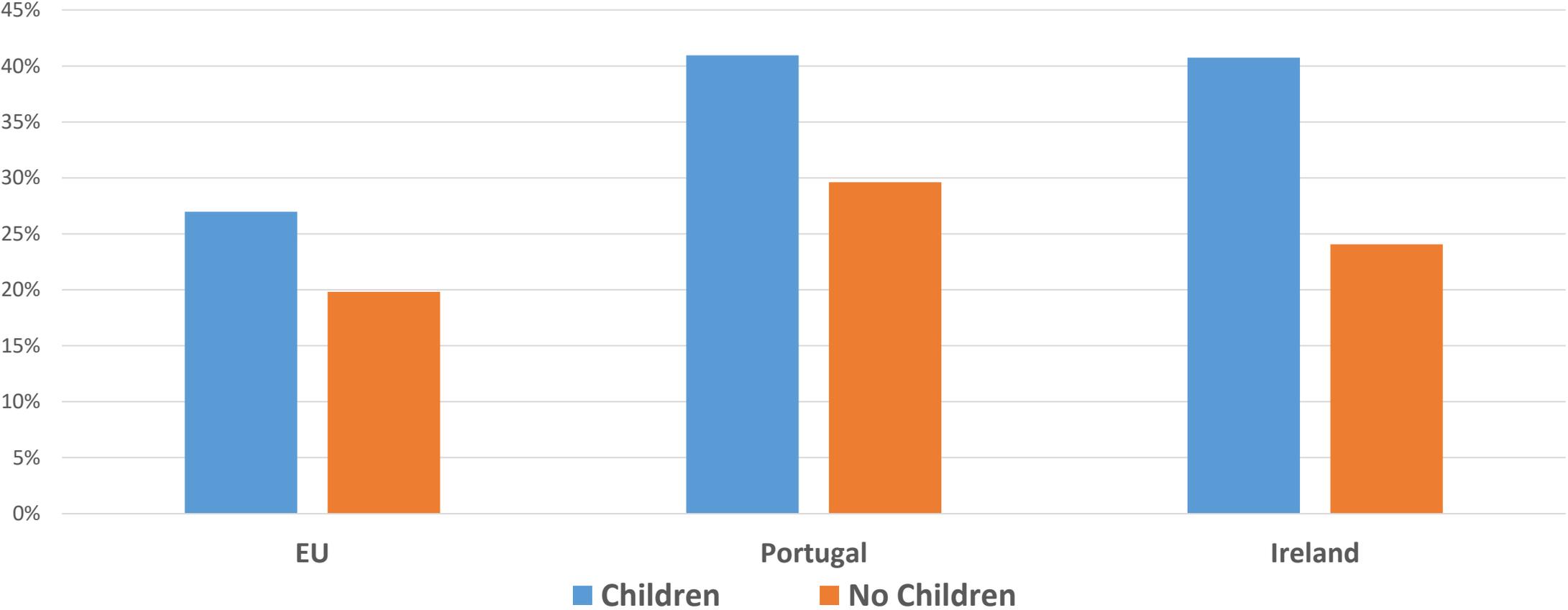


Source: Eurofound, Living, working and COVID-19 survey, third wave, July 2020 and March 2021

Share of employees working more than 40 hours a week (EU)



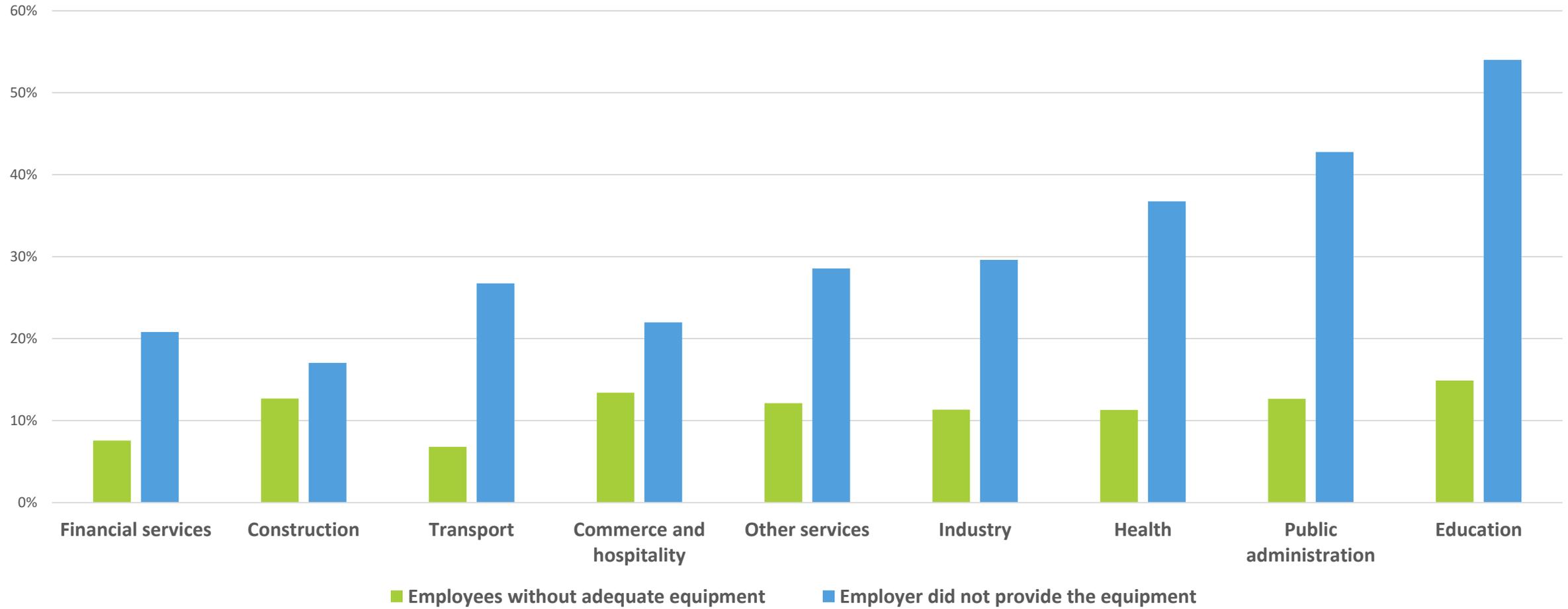
Working in a free time, caring and schools closure in strict lockdown (EU)



Source: Eurofound, Living, working and COVID-19 survey, third wave, March 2021

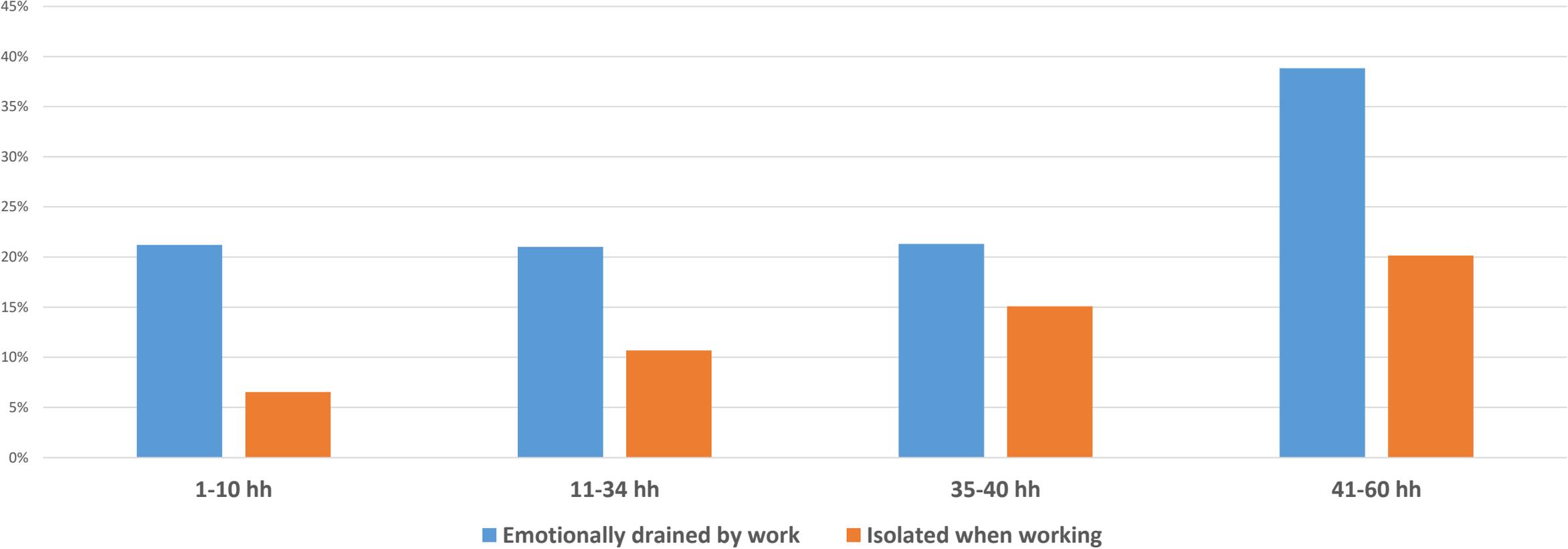
Work environment

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



Source: Eurofound, Living, working and COVID-19 survey, third wave, July 2020

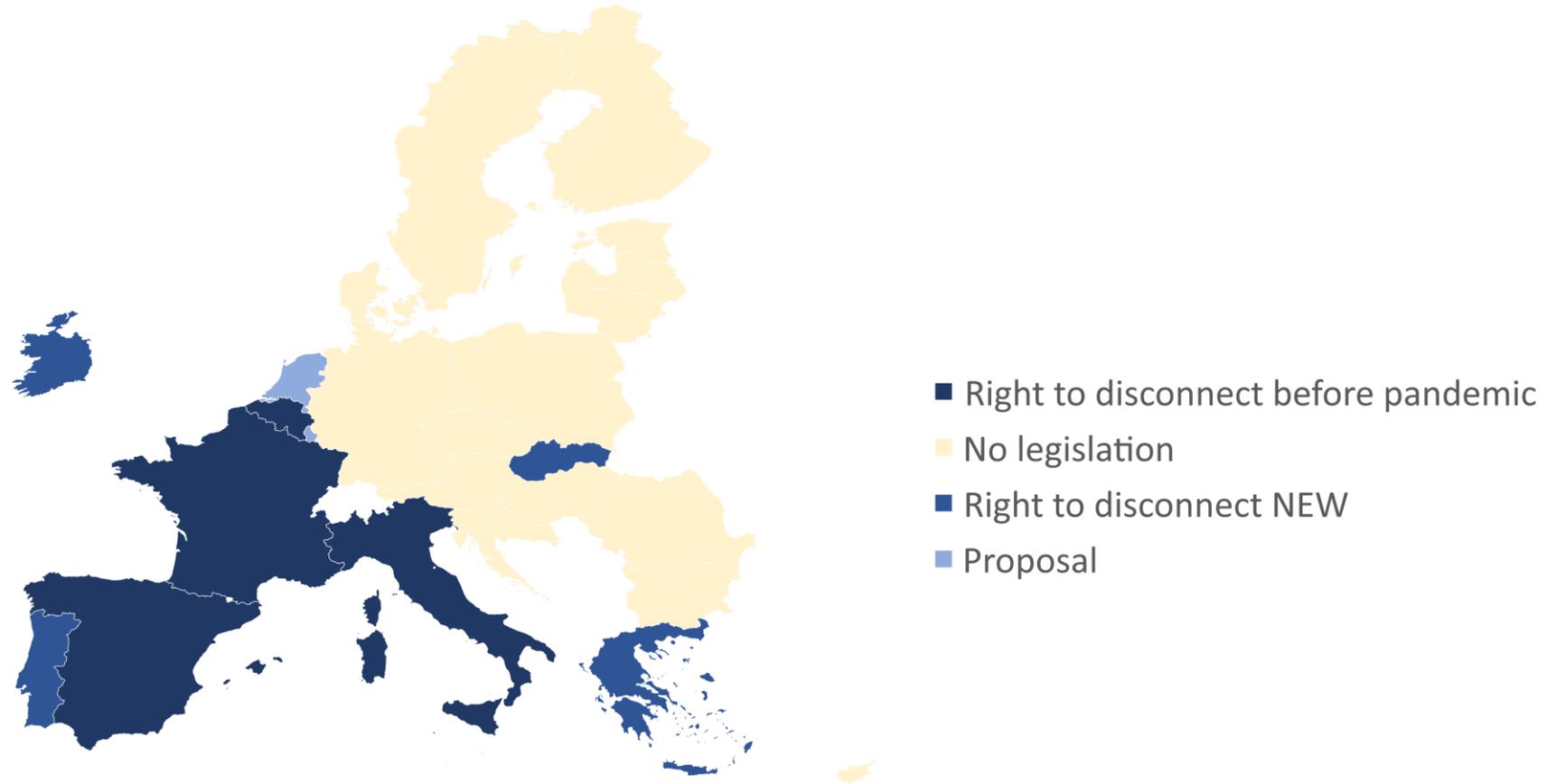
Isolation, feeling drained by weekly hours worked from home



Source: Eurofound, Living, working and COVID-19 survey, second wave, July 2020

Is a right to disconnect a solution?

Right to disconnect in the legislation in the EU Member States - update 2021



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Source: Eurofound, Forthcoming report “Telework regulations in the EU”

employees satisfaction

Satisfaction with working from home in the EU

Despite the risks, 71% strongly agree or agree that “overall, I am satisfied with the experience working from home”

- **Positive work (social) environment / no feelings of isolation**
 - **Good equipment**
 - **No work-family conflict (ability to Concentrate)**
-
- Reduced commuting
 - More efficient use of time
 - Improved work life balance
 - Autonomy

Conclusions

- An average of 1 in 5 workers have teleworked during the pandemic in 2020 – **Similar take up is expected in the future and country differences will remain**
- **Work-life balance is a real challenge:** huge potential for improvement (and deterioration)
- **Some “new” elements:** lock-down, caring, work-family conflicts, equipment, isolation, exacerbating the working time and health risks **But there is scope for improving working conditions in telework**
- **OSH principles** (Directive 89/391/EEC - OSH "Framework Directive) **applies to telework environment** (Framework Agreement on Telework 2002): “The employer is responsible for the protection of the occupational health and safety of the teleworker”
- **Social dialogue** role is fundamental in shaping conditions for the well-being of workers, while legislation should set minimum standards

RESEARCH REPORT



**Working anytime, anywhere:
The effects on the
world of work**



Joint ILO-Eurofound report



WORKING PAPER



Digital age
**Further exploring the working
conditions of ICT-based mobile
workers and home-based
teleworkers**



Working anytime, anywhere. The effects on the world of work

RESEARCH REPORT



Digital age
**Telework and ICT-based mobile work:
Flexible working in the digital age**



WORKING PAPER



Industrial relations
**Right to disconnect in the
27 EU Member States**



*Telework and ICT-based mobile work:
Flexible working in the digital age*

RESEARCH REPORT



Industrial relations
**Regulations to address
work-life balance in digital
flexible working arrangements**



RESEARCH REPORT



Working conditions
**Right to disconnect:
Exploring company practices**




**Workers want to telework but long
working hours, isolation and inadequate
equipment must be tackled**

Article | 6 September 2021

Forthcoming: Regulations on Telework in the European Union