

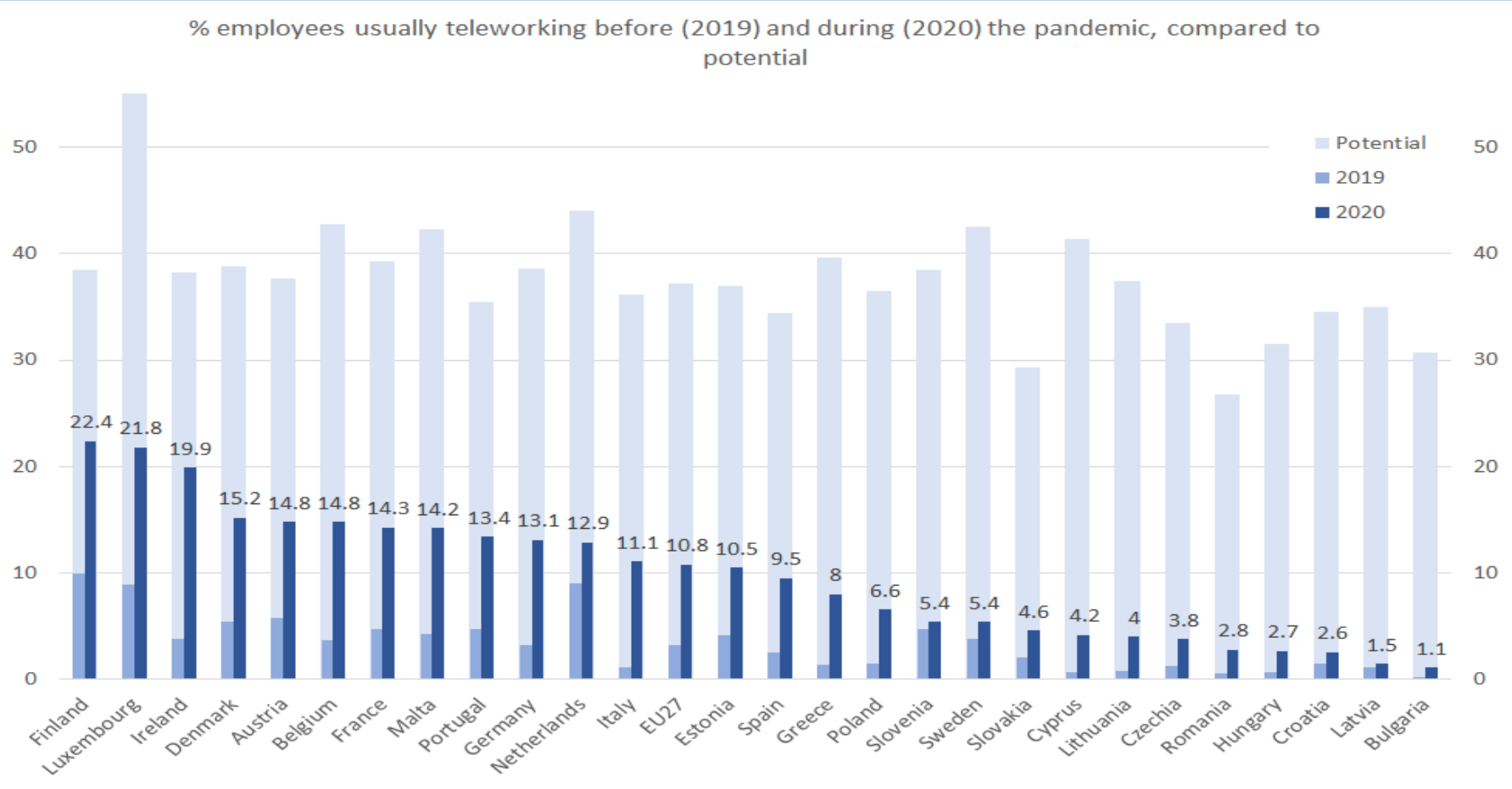
# Prevalence and working conditions in telework during the pandemic

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International conference: Teleworking and role of social dialogue

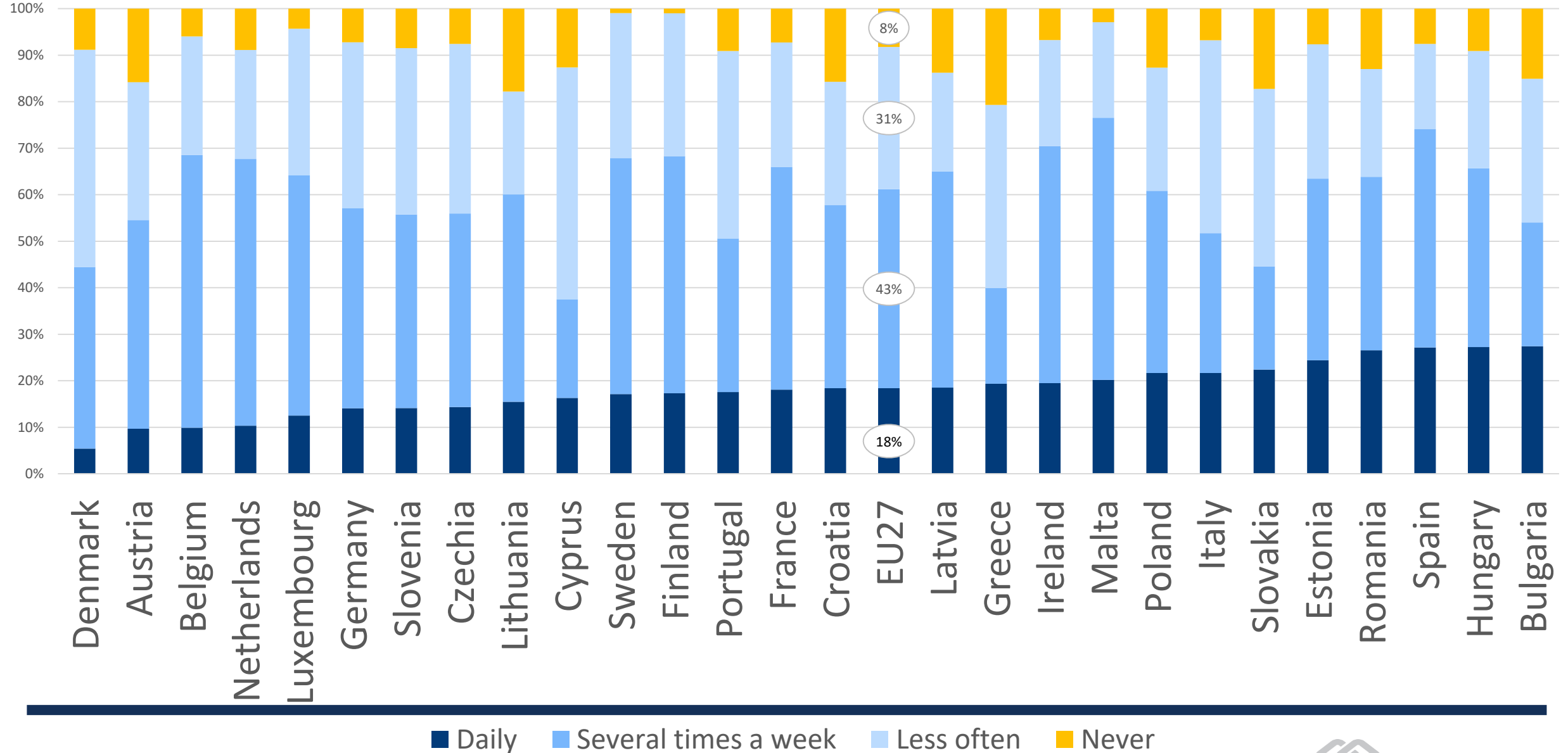
13 October 2021

# Teleworking: actual and potential

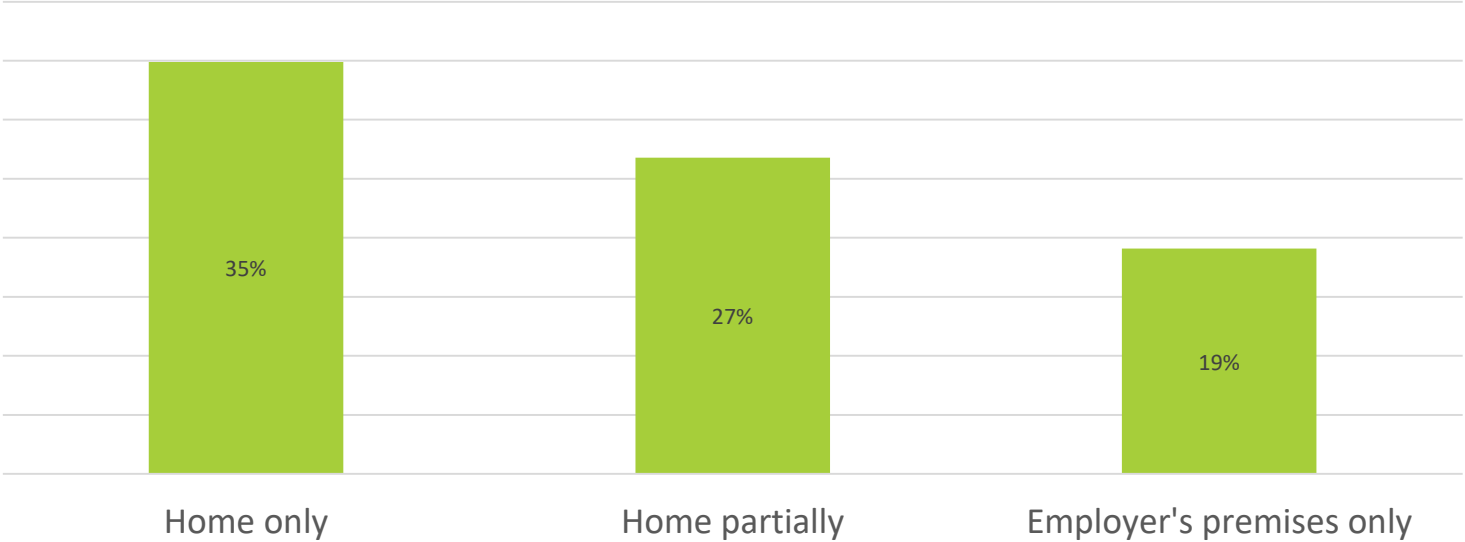


Source: LFS, Eurofound / European Commission JRC, 2021

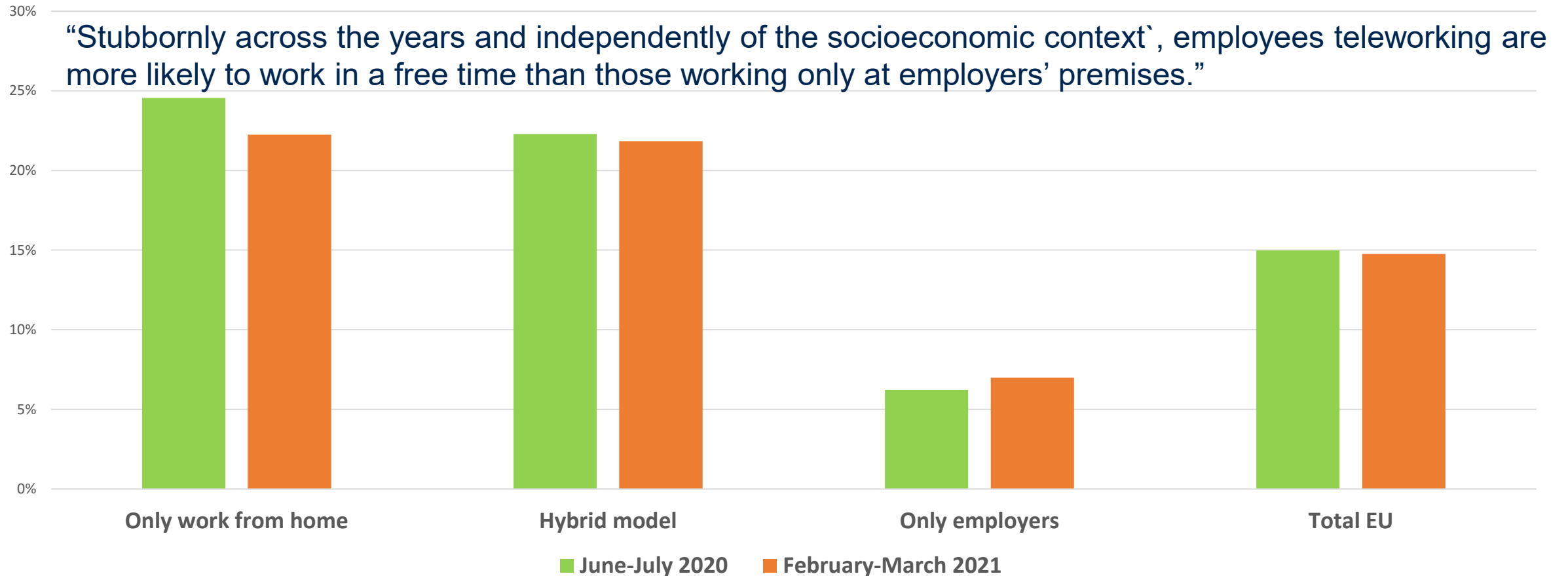
# Preferences of employees teleworking: 60% in the EU would like to telework after the pandemic (March 2021)



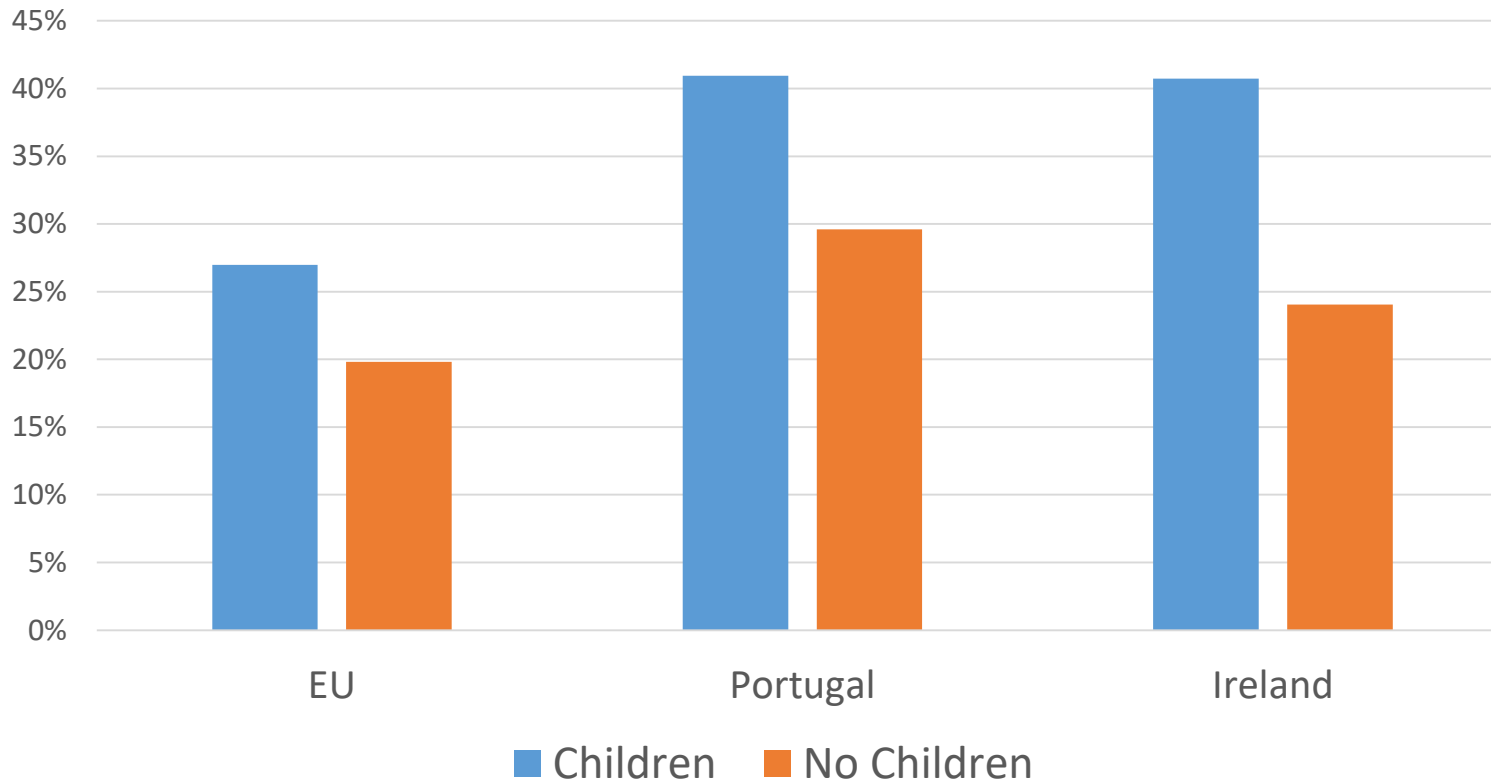
# Share of employees working more than 40 hours a week (March, 2021)



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



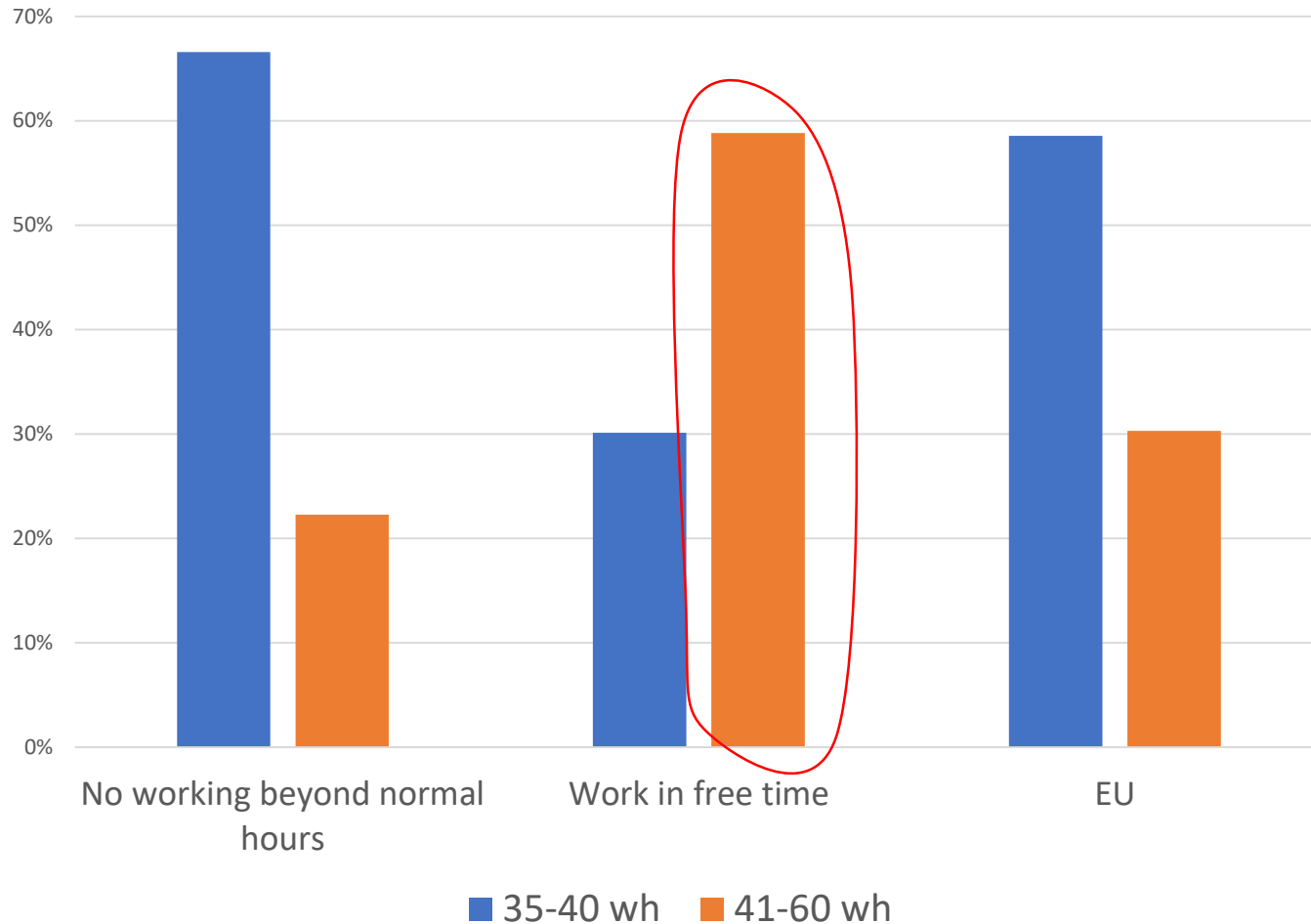
# Working in a free time (March 2021), caring and schools closure in strict lockdown



“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”

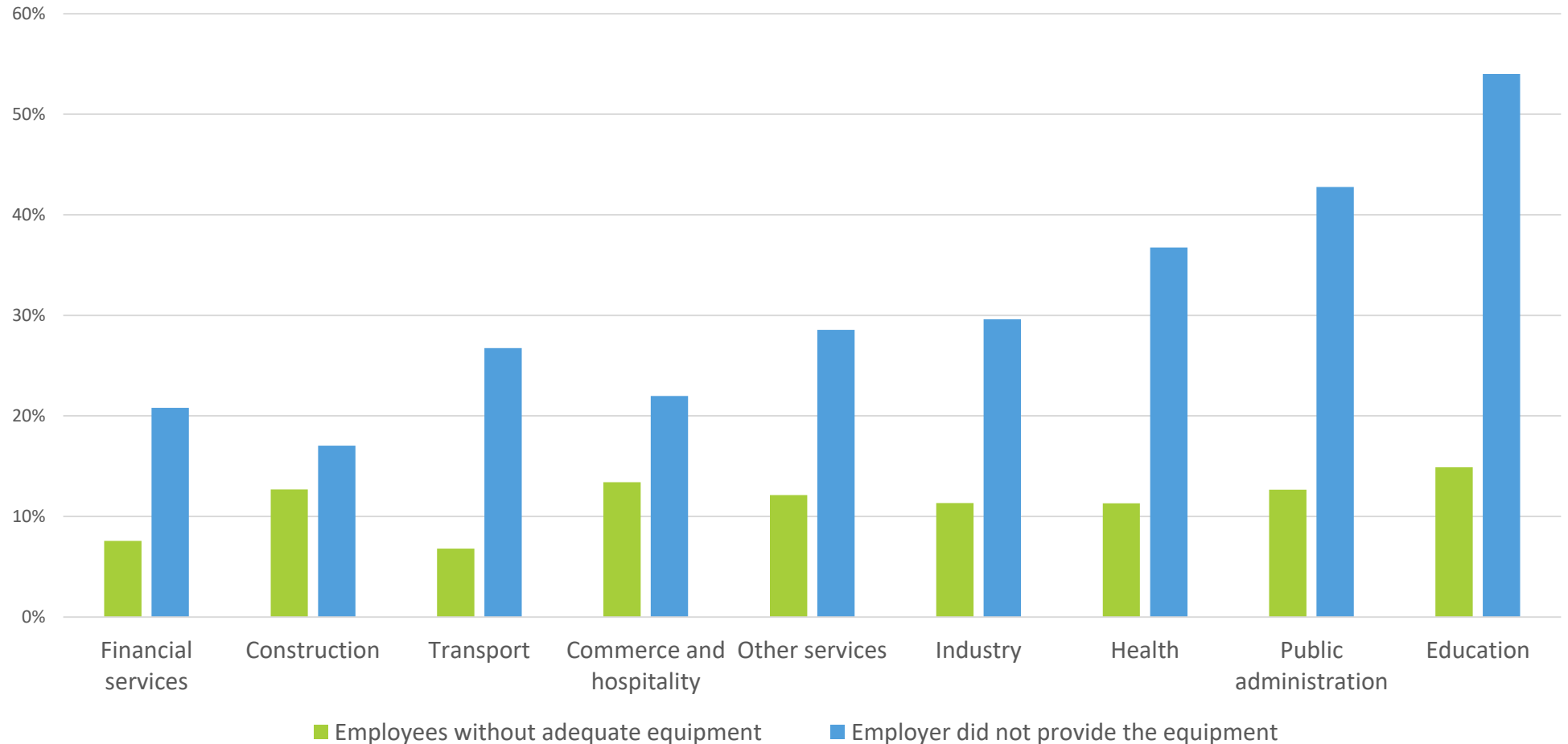
“In fact, a larger proportion of employees Working from home reported and increase of working hours during the pandemic”

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

“Gender and contract”

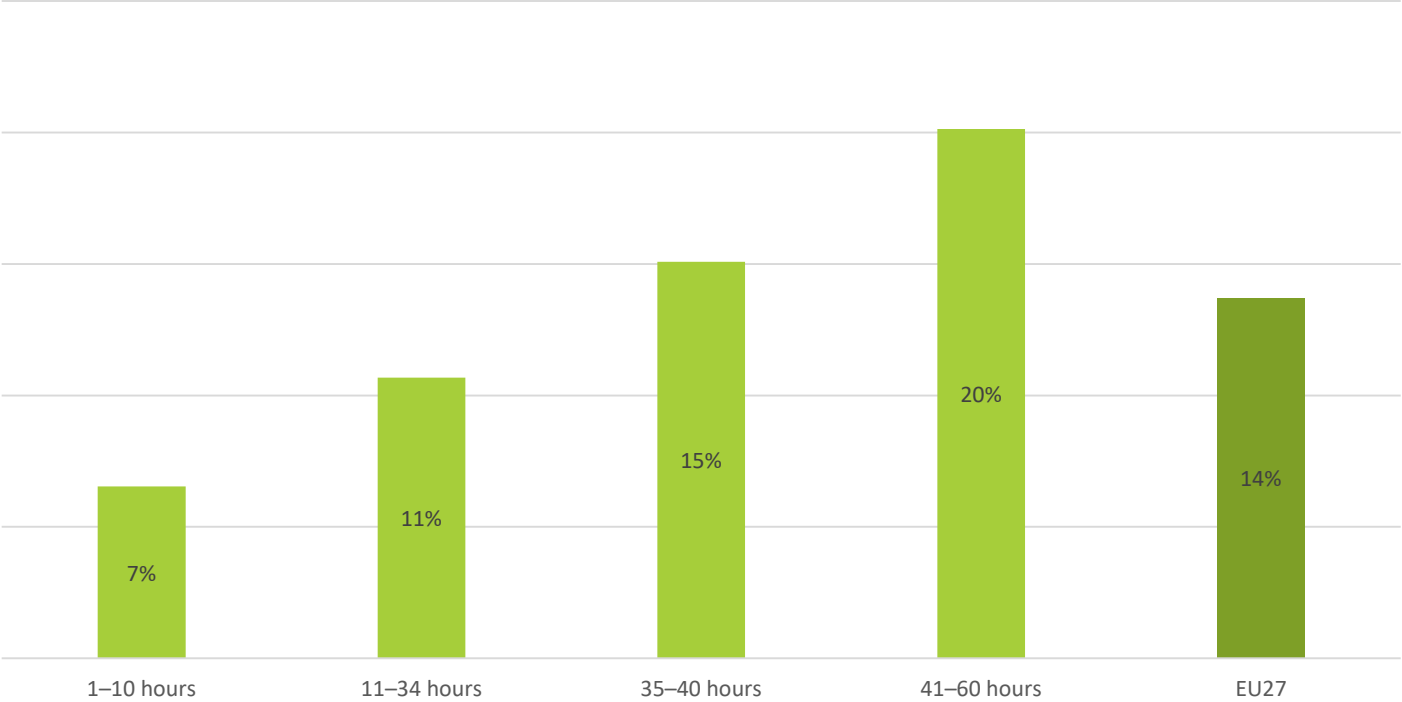
# Inadequate work equipment and no provision by the employer (July 2020) (EU)

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



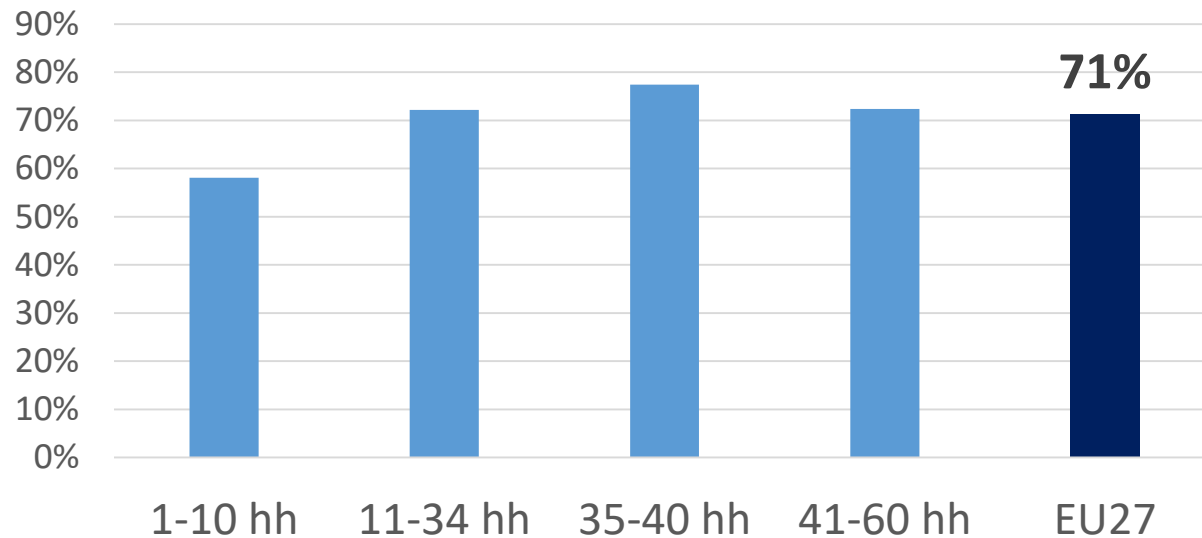


# Feeling isolated at work by weekly hours teleworking (EU) (July, 2020)



# 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>