



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

Eurofound

Anna Ludwinek – Brussels Liaison Office

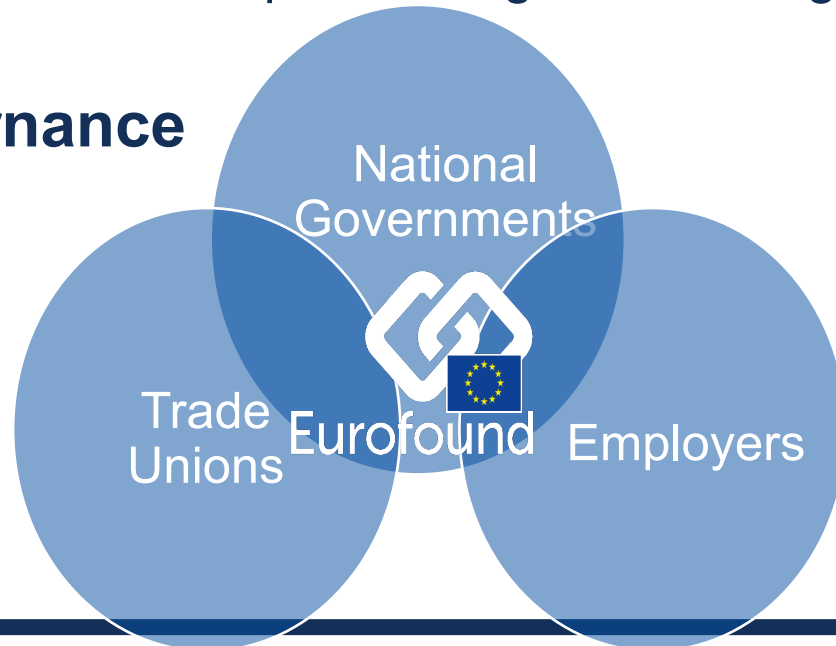
Presentation – Just Ask – exchange session

15 October 2024 - Room Spinelli A1E1

50 years of providing knowledge to assist the development of better social, employment and work-related policies

- Continuous, productive and a **long-standing cooperation with EP and EMPL in particular**
- **Strategic objective** – to continue
To provide scientifically sound, unbiased, timely and policy relevant knowledge that contributes to better informed policies to improve living and working conditions and strengthen cohesion in a changing Europe

Tripartite governance



Europe-wide surveys

European Company Surveys (ECS)

The ECS gives an overview of workplace practices in European establishments. The survey targets both managers and employee representatives.

2019 2013 2009 2004-2005

[Learn more](#)

[Data visualisation](#)

European Quality of Life Surveys (EQLS)

The EQLS provides a comprehensive portrait of living conditions in European countries. It contains a broad range of indicators on different dimensions of quality of life, both objective and subjective.

2016 2012 2007 2003

[Learn more](#)

[Data visualisation](#)

European Working Conditions Surveys (EWCS)

The EWCS is the longest running survey and has become an established source of information about working conditions and the quality of work and employment. EWCS 2024 is underway.

2024 2021 2015 2010 2005

[Learn more](#)

[Data visualisation](#)



Living and working in the EU e-survey

In addition to the three pan-European surveys, in response to COVID-19 Eurofound launched the *Living and working in the EU e-survey* in April 2020. This large-scale online survey, which uses non-probabilistic sampling methods, allowed Eurofound to capture the experience of living and working through a pandemic.

2024 Q1 2020 Q1 2020 Q2 2021 Q1 2021 Q4 2022 Q2

[Learn more](#)

[Data visualisation](#)



Data sources – more to come: info-hub on minimum wage



European Restructuring Monitor

Since 2002, the European Restructuring Monitor (ERM) has been monitoring the employment impact of large-scale restructuring events in Europe and covers the 27 EU Member States plus Norway.



EU PolicyWatch

Eurofound's EU PolicyWatch collates information on the responses of government and social partners to the COVID-19 crisis, the war in Ukraine, rising inflation, as well as gathering examples of company practices aimed at mitigating the social and economic impacts.



EU convergence monitoring hub

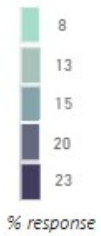
This online resource summarises Eurofound's research on convergence, explains the different dimensions of convergence and provides access to the convergEU app, allowing researchers to perform their own analysis on convergence.

Comparative research

Responses

- Nobody else has the same job title
- Equal numbers of men and women
- Mostly women
- Mostly men

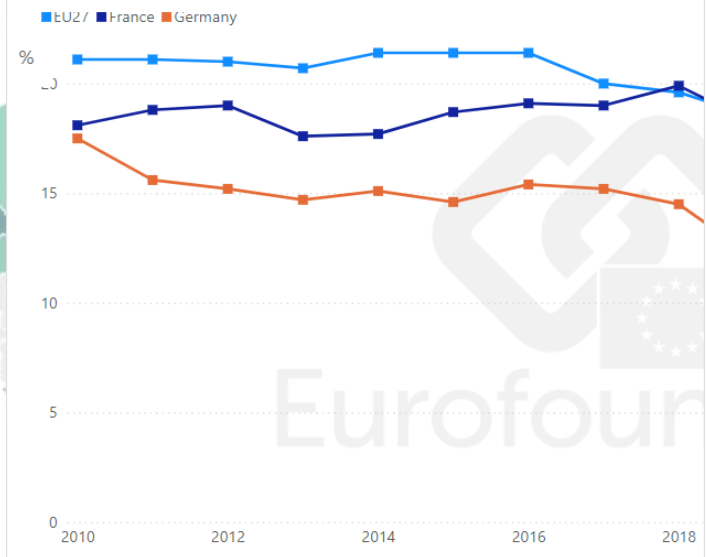
Legend



2010

2015

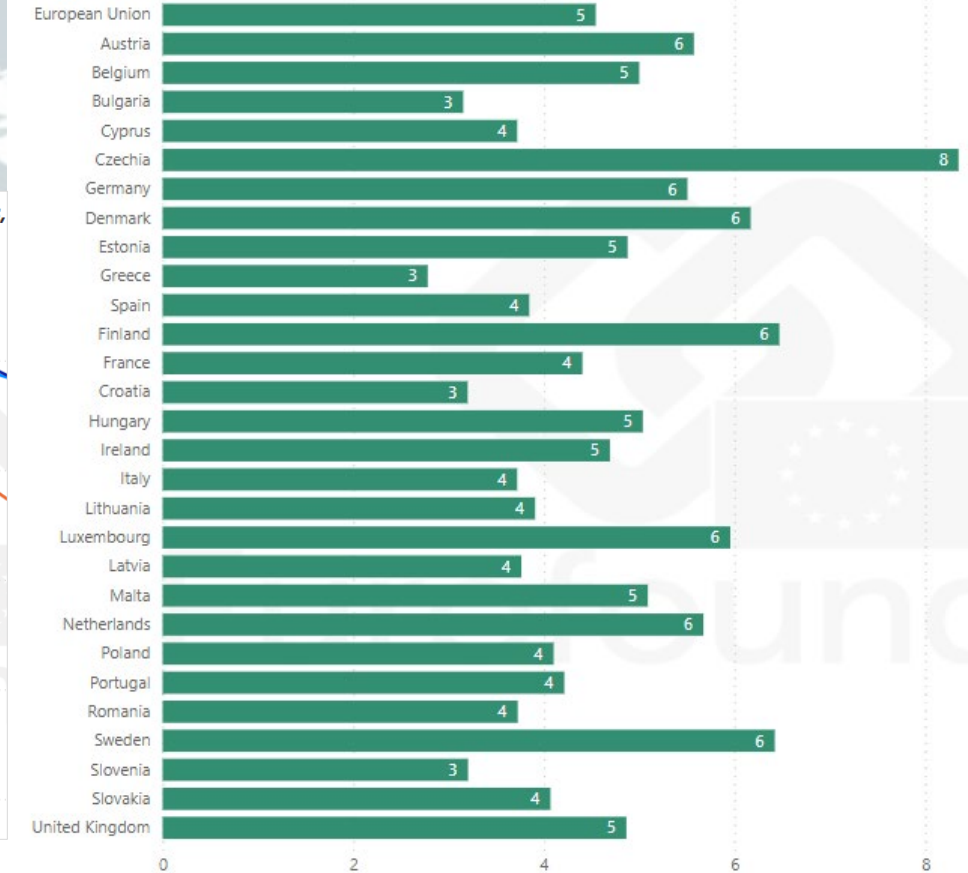
Share of at-risk-of poverty rate for children, EU27 and Member States, deviation Total



Trust and social tensions Trust in the parliament - EQLSR4

Trust in the parliament

index score



50 years of expertise: Building on the past, shaping the future

Key role in informing European Parliament

- **Information and analysis**
- **Monitoring developments**
- **Facilitating dialogue**

Written input – tailored, specific contributions (briefings) drawing from EF multiple sources – examples: R2D, minimum wage, care strategy, platform workers, housing)

Additional, privileged analysis of data (in-work poverty, working conditions in creative sectors, quality jobs) support to IPOL and EPRS work

Events – contribution to EP hearings – AI workplace, joint events, EF events with MEP as speakers, webinars, podcasts, Eurofound talks, Brussels briefings,

Pilot projects and ad-hoc requests – Future of manufacturing, reduction of working time; or the minimum wage, implementation of a child guarantee

Comparative work/versus national information – country fiches

Visit Eurofound's exhibition: 15–17 October, European Parliament at ASP Bar area 3D

Just Ask – Info session with Eurofound

- Tuesday 15 October 10.00–12.00, Room Spinelli A1E1

Official Opening Reception

- Tuesday 15 October 18.00–20.00, ASP Bar area 3D with Jagna Marczułajtis Walczak, Mario Nava and Ivailo Kalfin.

Panel Debate: *“Building a competitive Europe for its people – A future with quality jobs, affordable housing and access to opportunities”*

- Wednesday 16 October 10.00–12.00, Room Spinelli A1E1
- With participation of Yana Toom, Maria Ohisalo, Evelyn Regner, Aodhán Ó Ríordáin and Goran Bosanac.



**Thank you
for your
attention**

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www.eurofound.europa.eu



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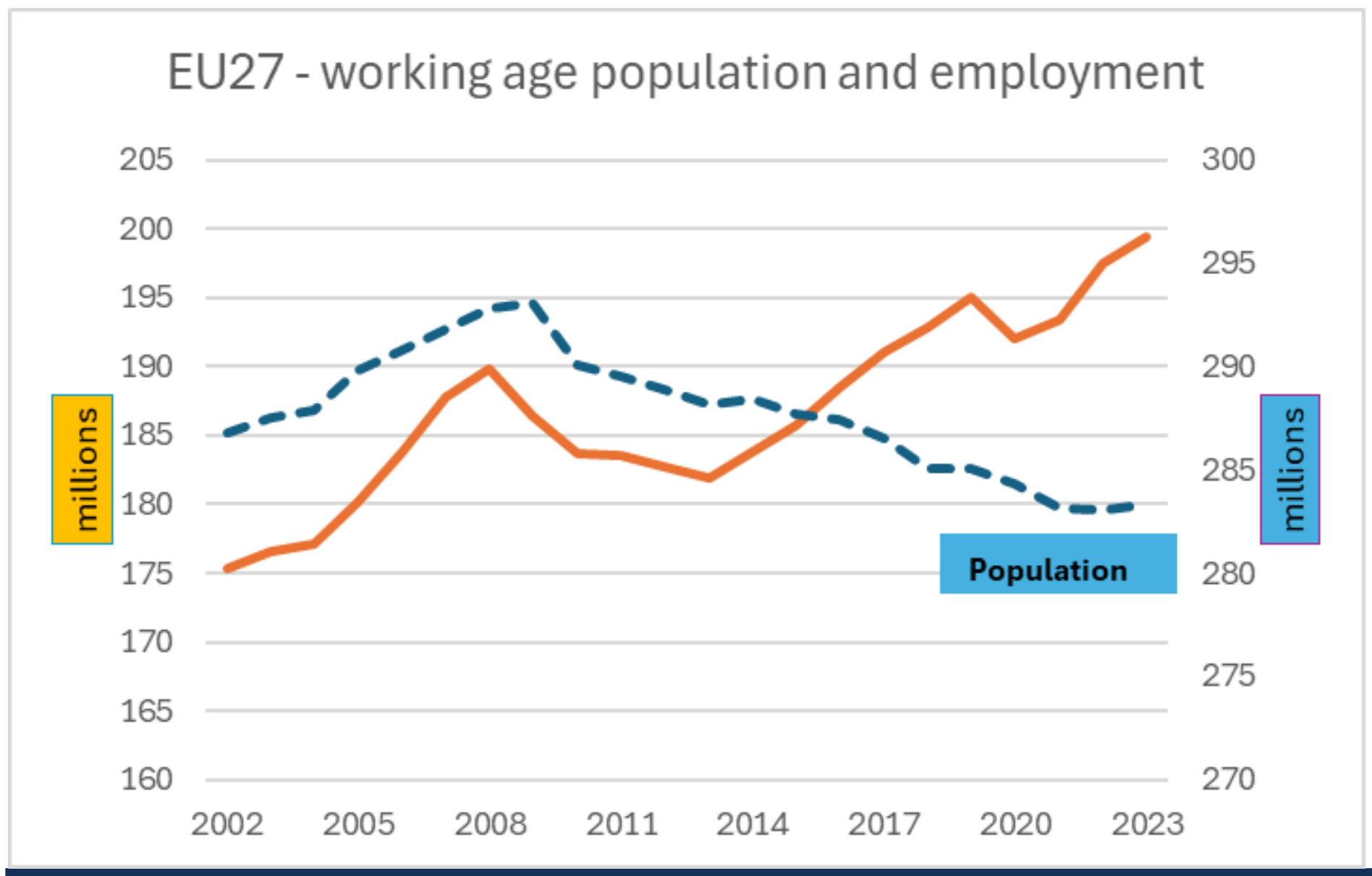
Employment and labour market trends & future challenges in the EU

Tadas Leoncikas, Head of Employment Unit

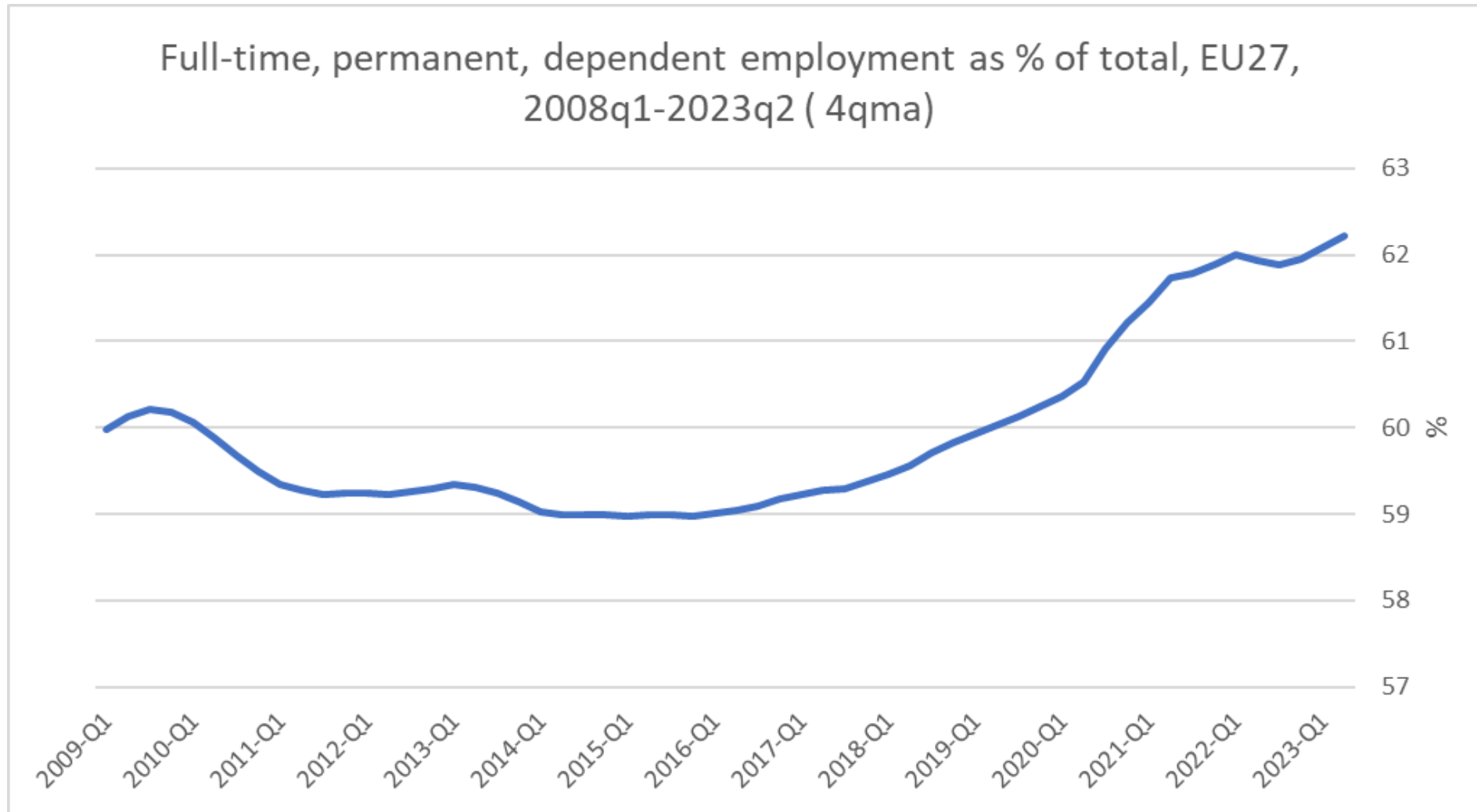
15 October 2024



Structural change of EU labour market: what does it say for the social dimension of the EU?



Growth of core employment: rise in standards or shortage of labour?

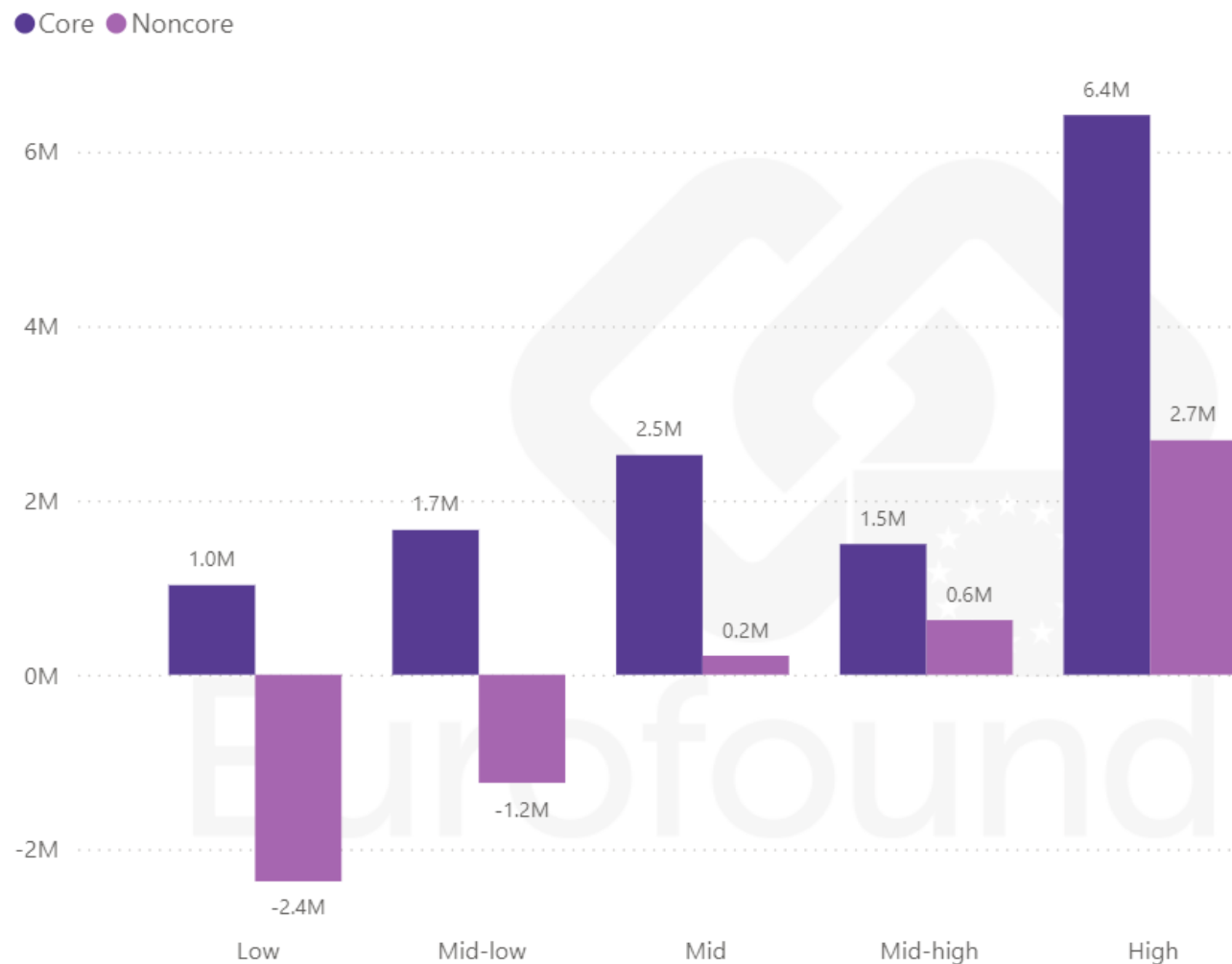


The share of employment in the EU27 that is 'core' or standard has been increasing.

Part-time employment: some growth, incl. in permanent contracts.

Greater **decline** in *self- and temporary employment and family workers.*

Employment change by job-wage quintile in European Union (2011–2022)



2011–2022 has been a period of employment upgrading in the EU as a whole and most MSs experienced stronger employment growth in well-paid compared to low-paid or mid-paid jobs (exceptions: IT, BG).

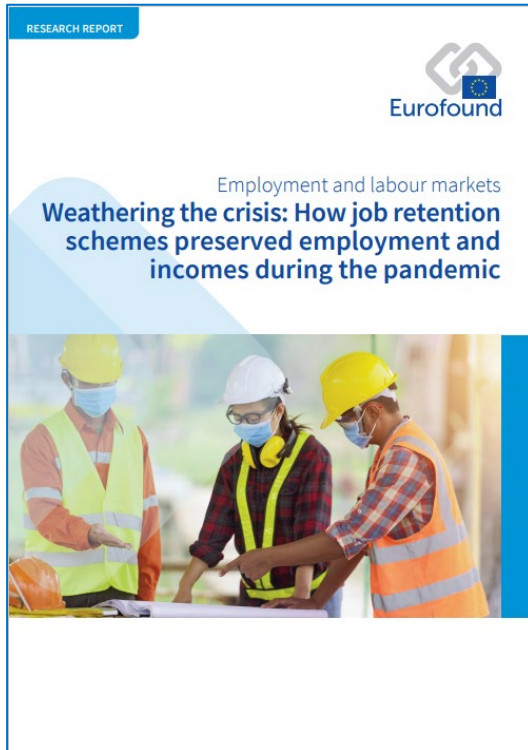
Nonetheless, **non-standard employment has increased in well-paid jobs** accounting for nearly one in three of net new top-quintile jobs (2.7 million of 9.1 million). Non-standard employment therefore has also been **upgrading**.

To appreciate the change, note:

- Nearly 27 million jobs were saved in the EU in 2020-2021 In 2021, the job retention schemes
 - reduced inequality by 0.15 pp
 - lowered the at-risk-of-poverty rate by 0.5 pp
- Minimum wages grew in real terms in a number of MSs
- Self-employment is decreasing, issues remain

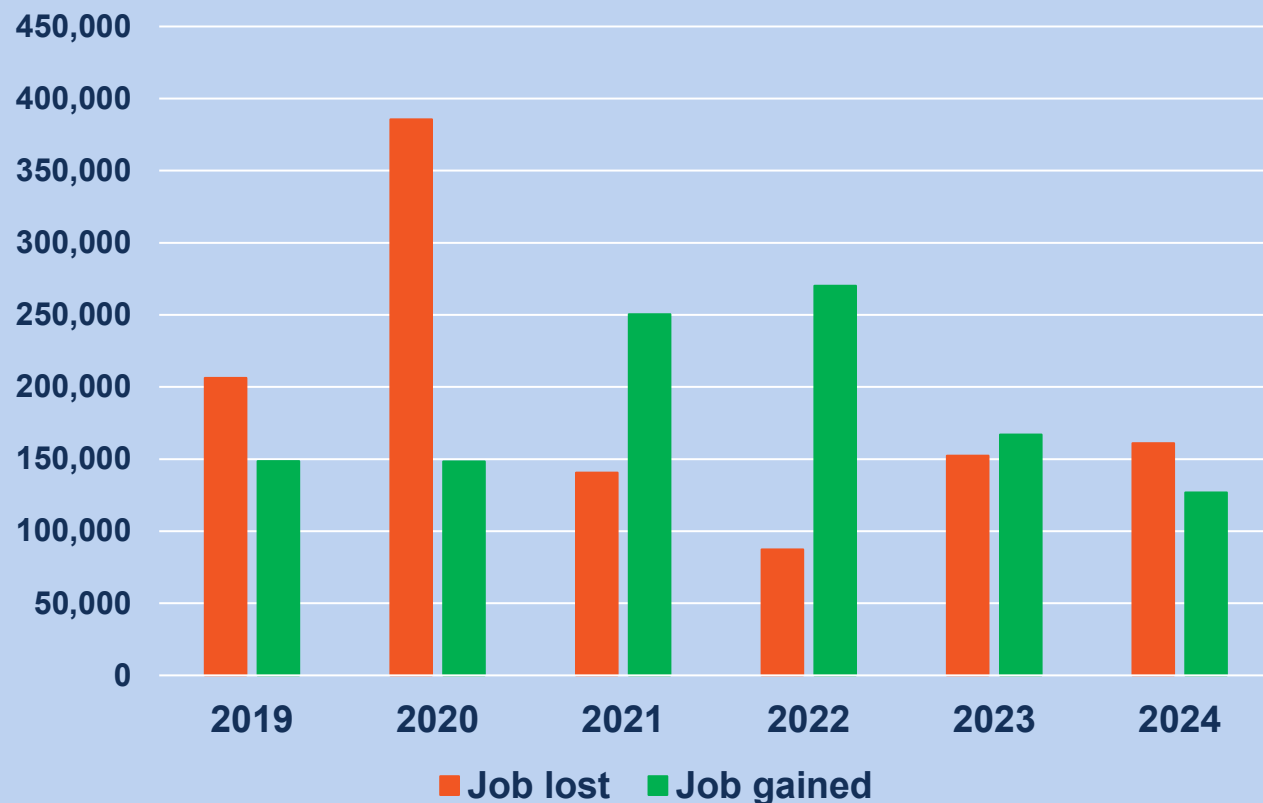
Forthcoming in 2025-2026:

- **Structure of employment: Annual review 2024** – with a chapter on productivity
- **Measuring differences in tasks**
- **New and atypical forms of work: labour market trends and working conditions**
- **Impact of minimum wage policies on low-paid jobs**
- **Wage determinants in the EU: the riddle of opposing gender gaps**



European Restructuring Monitor

Total number of jobs recorded in large restructuring events, EU27



The sectors with the largest recorded number of jobs lost in 2024 are:

- manufacturing,
- **retail**,
- *information and communication*

Sectors with the largest recorded number of job creation in 2024 are:

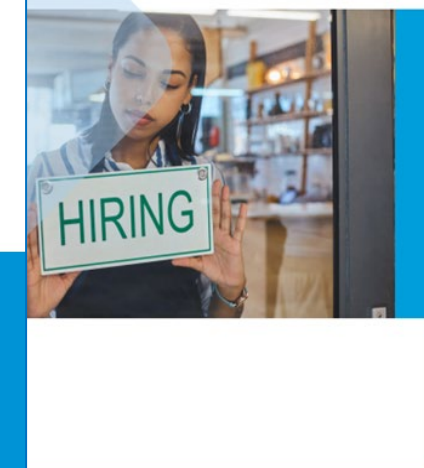
- manufacturing,
- **transportation / storage**,
- *hotel and restaurants*

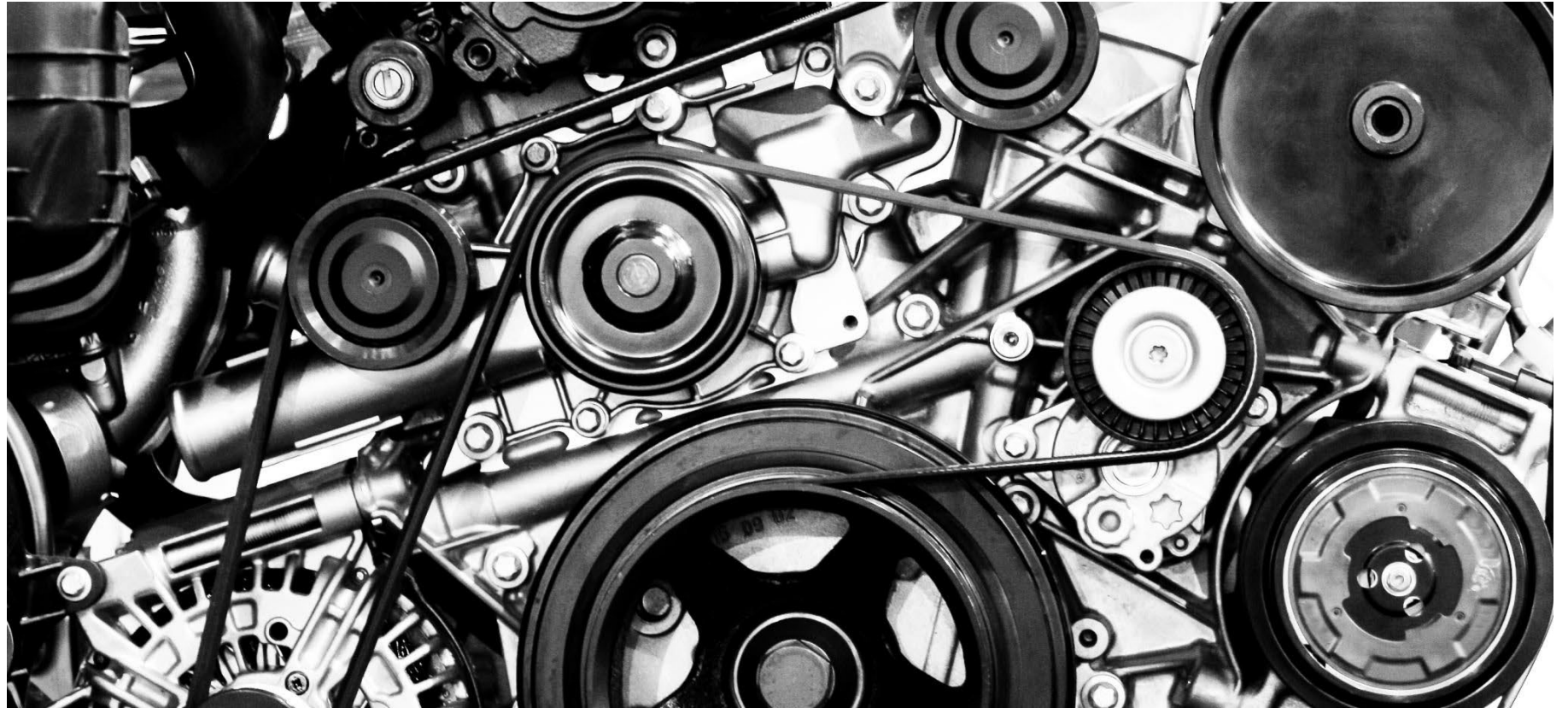


Persistence of labour shortages: temporary challenge or a structural problem?

Eurofound covers:

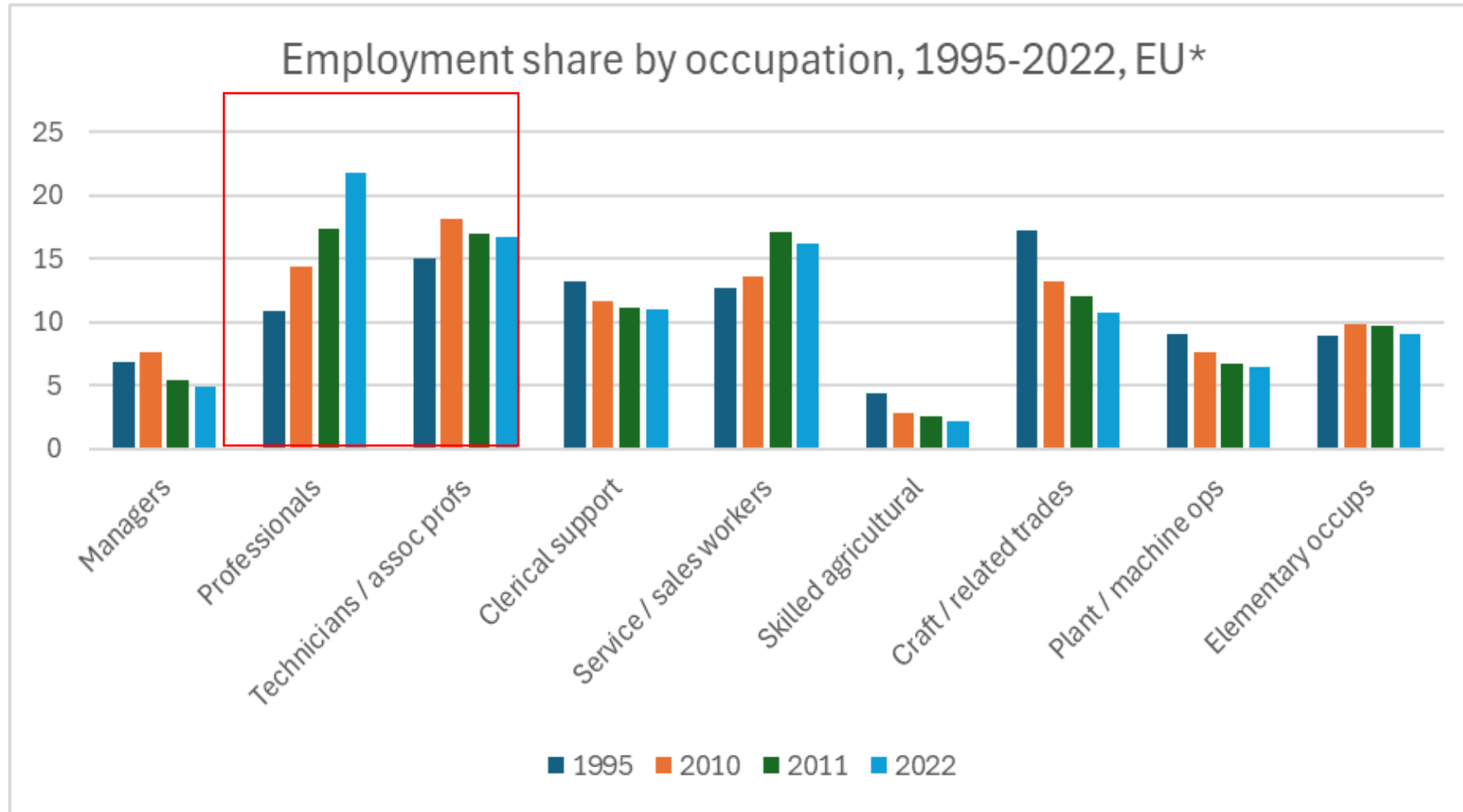
- main sectors and occupations of shortage,
- drivers of shortage,
- trends and classification of main measures taken at Member State level,
- Review of the evaluated measures to address shortages in healthcare, ICT and in relation to green and digital transition,
- Company practices (→ EF/ELA event on 25 OCT)





Sectoral and occupational change – a key to competitiveness?

Professionalisation



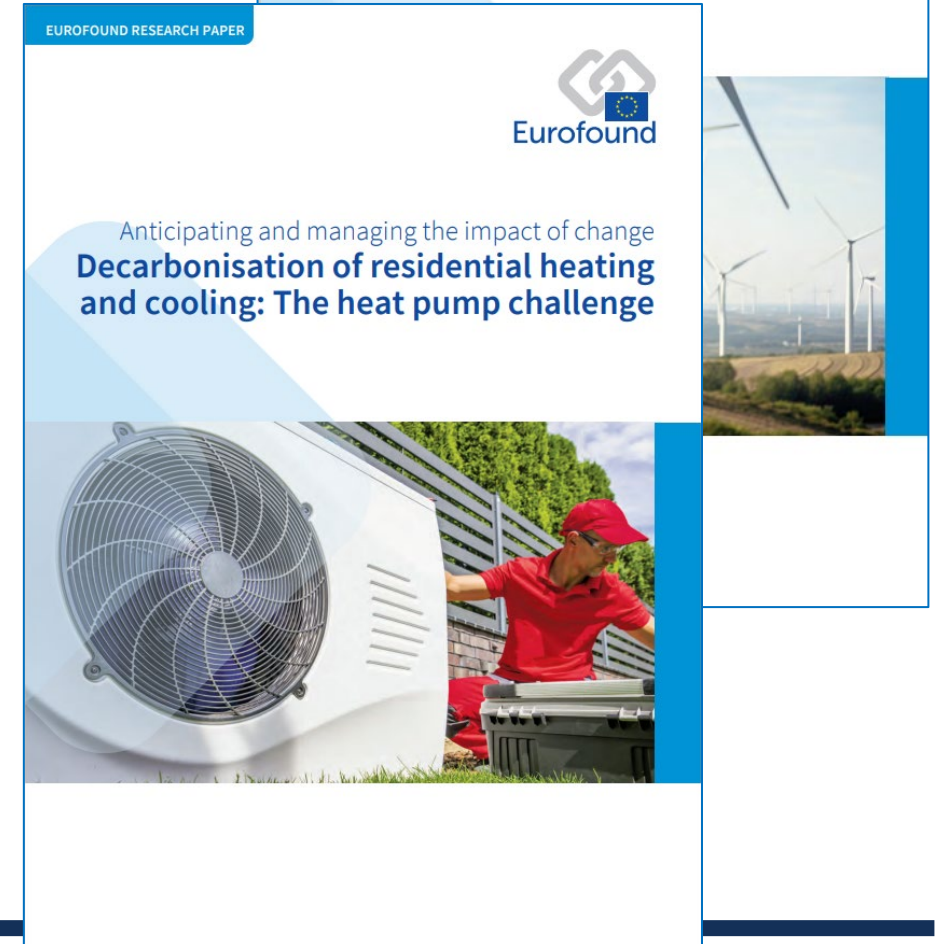
Notes on data

- Longest LFS data series for occupation (ISCO) and sector (NACE) starts 1995
- Working with census data (IPUMs, selected MSs) to extend series back to 1970s
- Classification breaks in NACE, 2008 and ISCO, 2011

Source: EU-LFS microdata (EF elaboration); * EU12 = EU15 except Finland, UK and Sweden)

Prospects of the green jobs

- Carbon-intensive and extractive brown sectors account for a high share of GHG emissions but a relatively low share of overall employment. However, the contraction there will mean proportionately more job cuts in many cases.
- Fit for 55 policies are likely to be marginally positive at EU aggregate level in the main model specification. A net 204,000 jobs are projected to be created in the EU as a result of the Fit-for-55 package, in addition to the baseline employment growth of 6.7 million net new jobs between 2019 and 2030.
- The sector likely to benefit most in terms of employment is construction. Also, a shift in the structure of the economy towards 'cleaner' sectors and services.
- A move to some of the eco-clean services may be impeded by labour shortages.





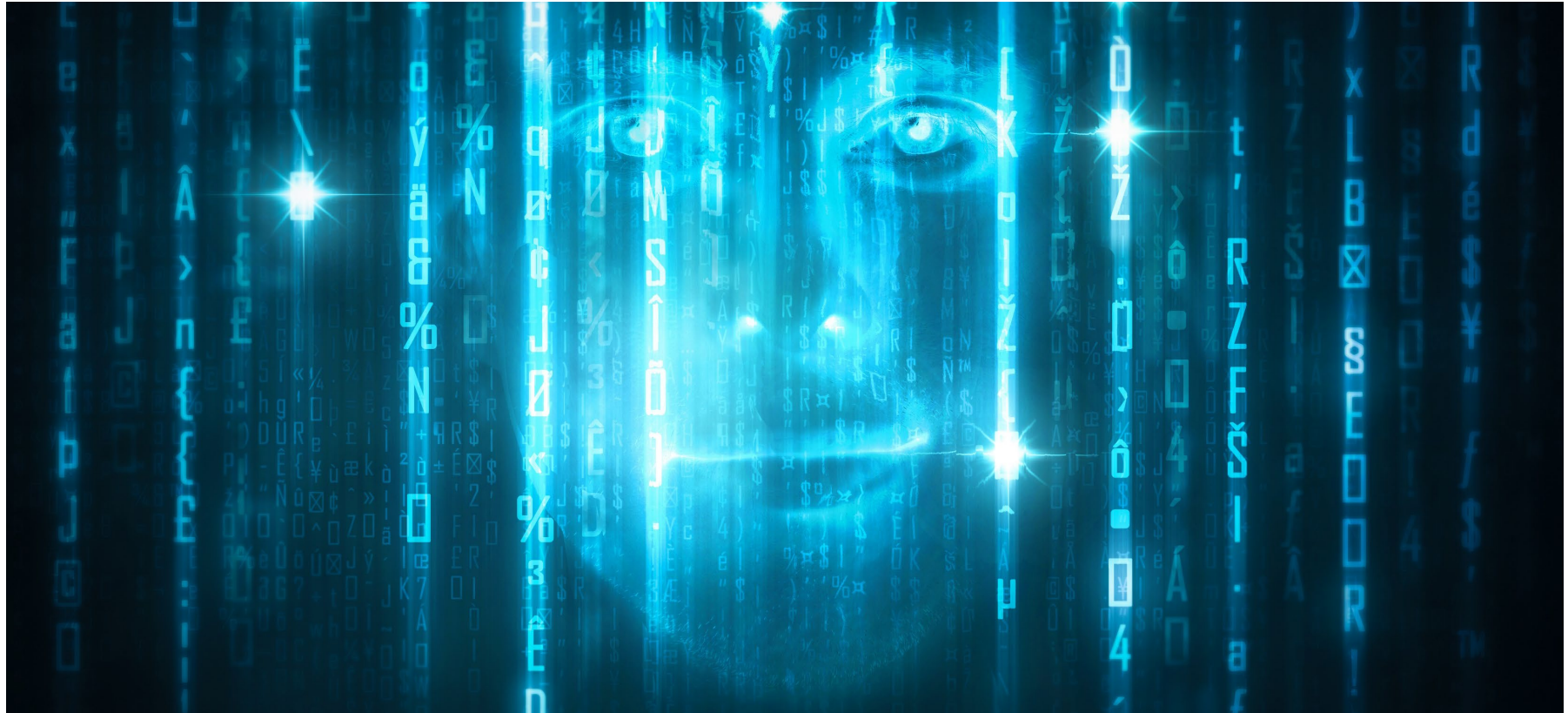
Sectors in focus: investigation of employment and occupational structure

Impact of change caused by the twin transition at sector level (forthcoming 2025)

- **tourism**
- **construction**
- **automotive manufacturing**

Sectors in focus in the twin transition:

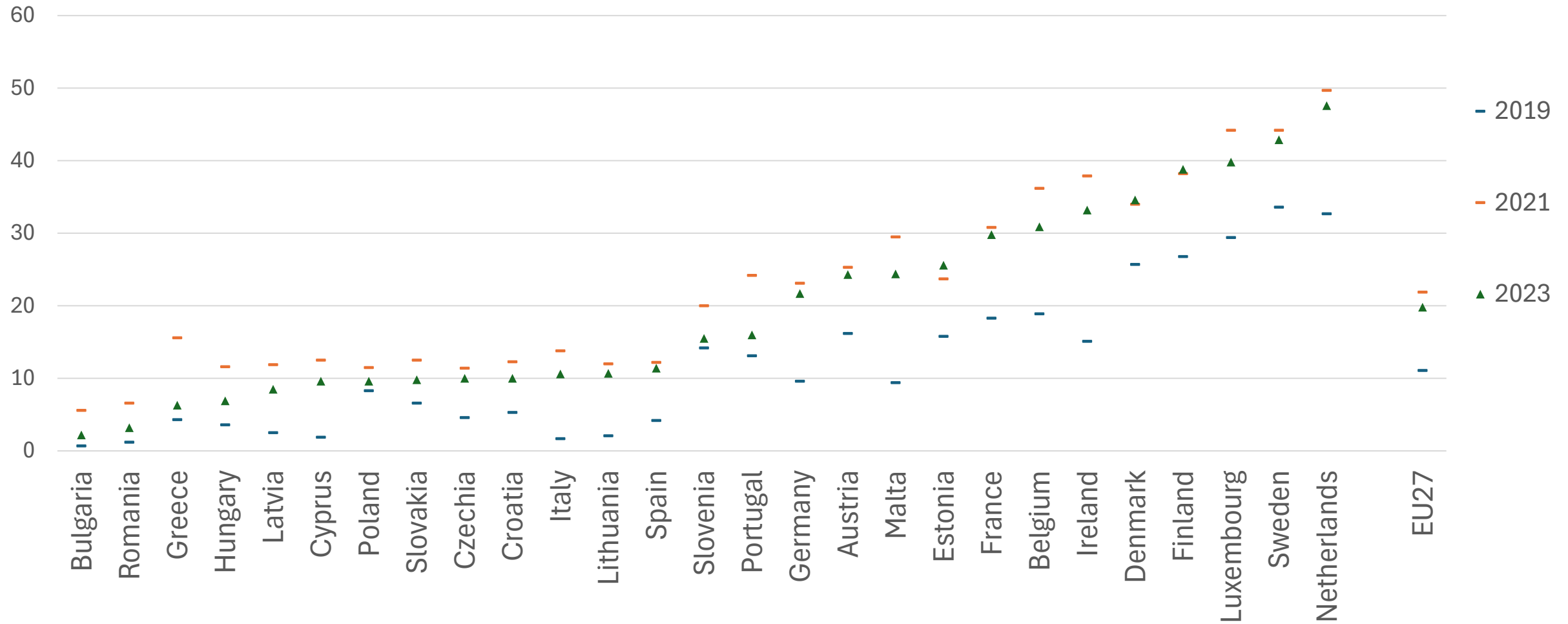
- **2025: ICT ecosystem** (with focus on NACE 62) - feeder for Europe's high-tech breakthrough?
 - 2026, 2027 - other sectors that had been shortlisted for work programme:
 - **Electric power and networks:** a hub for diversified energy sources (NACE 35.1 - Electric power generation, transmission and distribution)
 - **Energy-intensive manufacturing:** winners, losers, and adaptation strategies (NACE 19, 20 and 24)
 - **Agriculture** (NACE 1 or NACE 1-3)
 - **Civil defence and rescue services:** getting future-ready
-



Digitalisation and the future of work

Trends in telework / teleworkability

Working from home sometimes or usually, % of employees, 2019-2023, LFS



‘I would like you to focus on the impact of digitalisation in the world of work’ – EC

President’s mission letter to R.Minzatu

What is next on policy agenda:

- The **Platform Work Directive** will come into force and will have to be implemented
- Initiative on **algorithmic management**
- Introducing the **right to disconnect**

Platform economy database



Relevant resource for policy makers and *legislators* – it provides information on **393 initiatives and court cases** - geographical scope, year, type of initiative, actors involved, sector and companies concerned

RESEARCH REPORT



Working conditions and sustainable work
**Right to disconnect:
Implementation and impact
at company level**



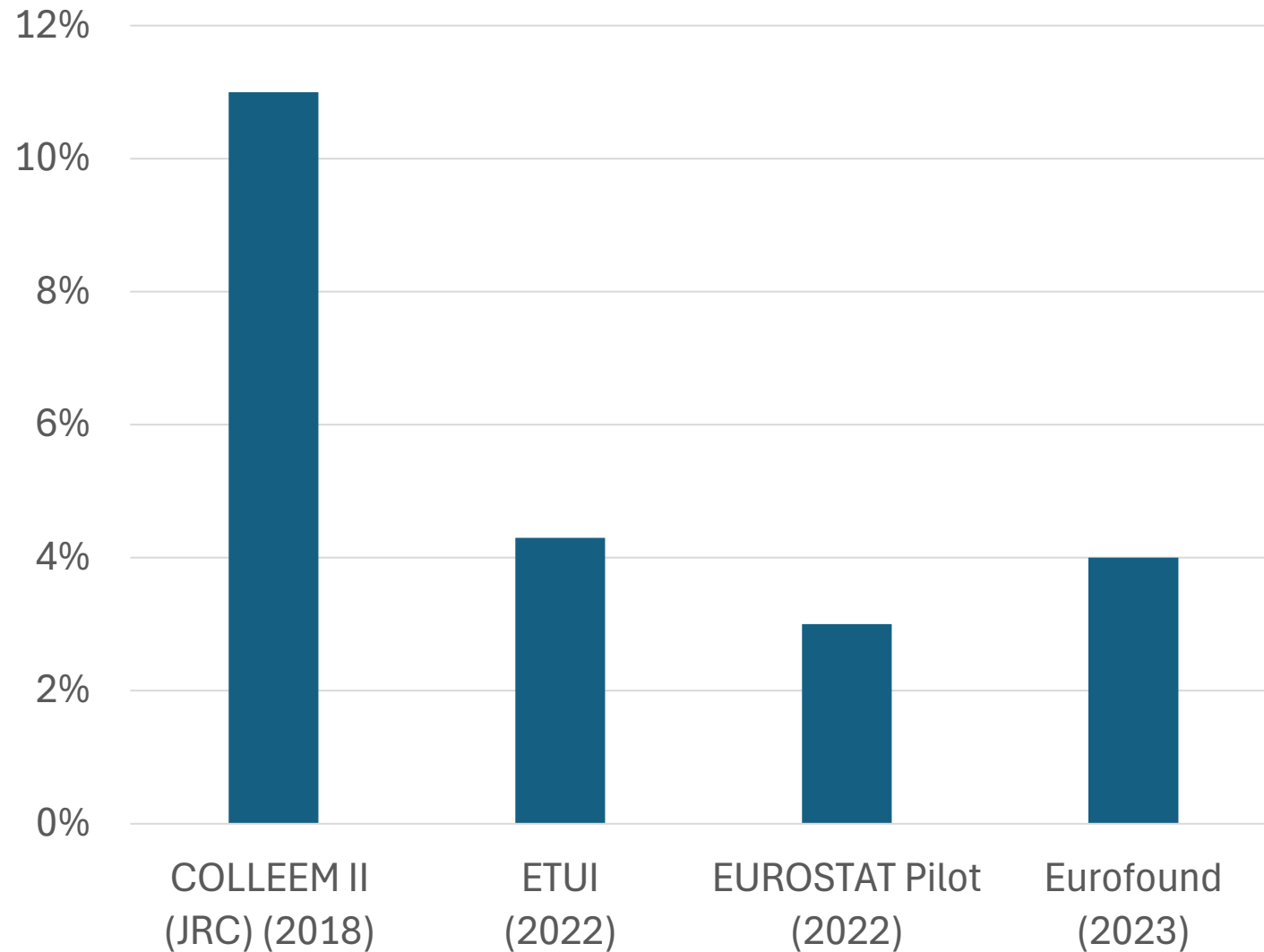
RESEARCH REPORT



Industrial relations and social dialogue
**Workplace bullying, harassment and
cyberbullying: Are regulations and
policies fit for purpose?**



Prevalence of platform work (% of working age people) EU - different surveys

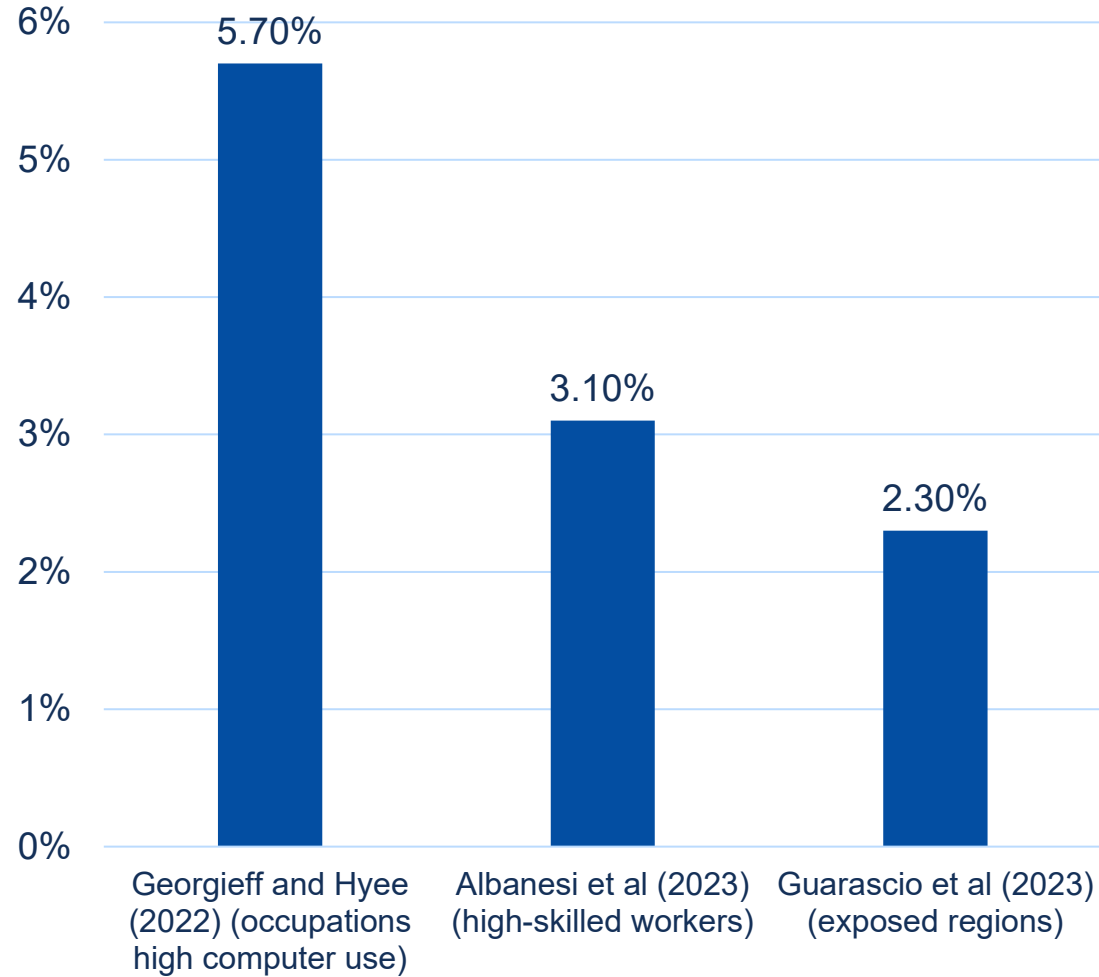


Forthcoming results by EF & ELA in 2025 -

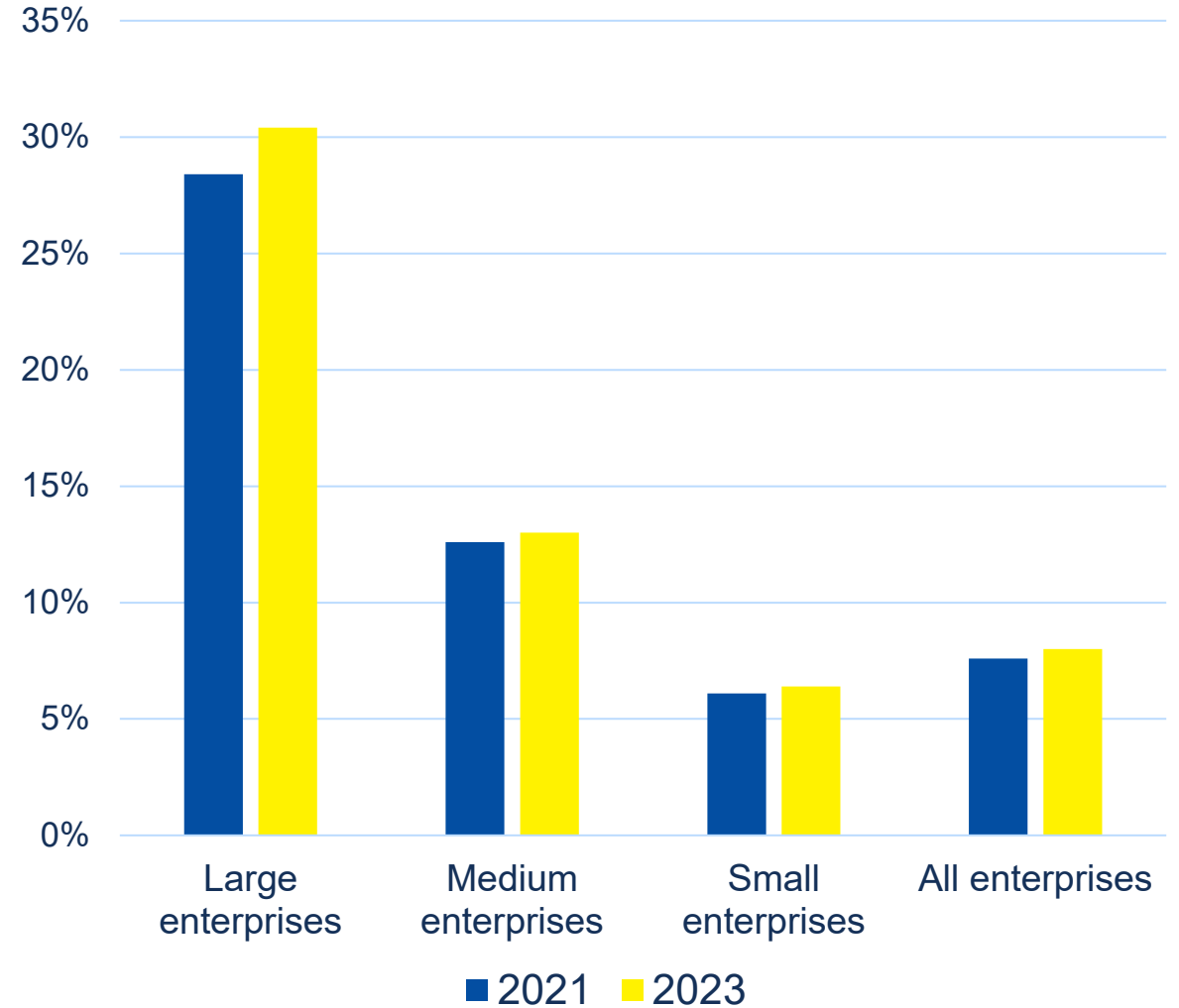
Survey on platform work of online workers:

- Who performs online platform work and why?
- Which platforms?
- Work intensity, working time, pay?
- Work management, role of algorithms,
- Information needs (e.g. on legislation, taxation, contacts with colleagues)

AI: employment effects are relatively small, but positive



However, AI adoption in Europe remains slow



Enterprises using at least one AI technology, Eurostat ICT Survey

Automation, AI:

- First, there is a popular misperception that AI based industries and tools are autonomous – no, they use a lot of human input (including labour). Eurofound researchers are in exchange with others on ideas to research that.
- Automation proper, or robotics – see **Human–robot interaction: What changes in the workplace?** : enterprises using industrial or service robots in the EU, 2018–2022: 6 → 7%.



Thank you



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Working conditions and Social dialogue

Just Ask session with Eurofound

Barbara Gerstenberger, Head of Working Life Unit

15 October 2024

Working conditions and quality jobs

- What makes a job a good job?
 - Eurofound's job quality framework
 - European Working Conditions Survey



Seven dimensions of job quality



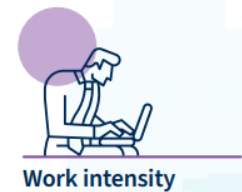
Physical environment

- Posture-related
- Ambient
- Biological and chemical



Social environment

- Adverse social behaviour
- Social support
- Management quality



Work intensity

- Quantitative demands incl. emotional
- Pace determinants and interdependency



Skills and discretion

- Cognitive dimension inc. computer use
- Decision latitude
- Organisational participation
- Training



Working time quality

- Duration
- Atypical working time
- Working time arrangements
- Flexibility



Prospects

- Career prospects
- Employment status
- Job security
- Downsizing

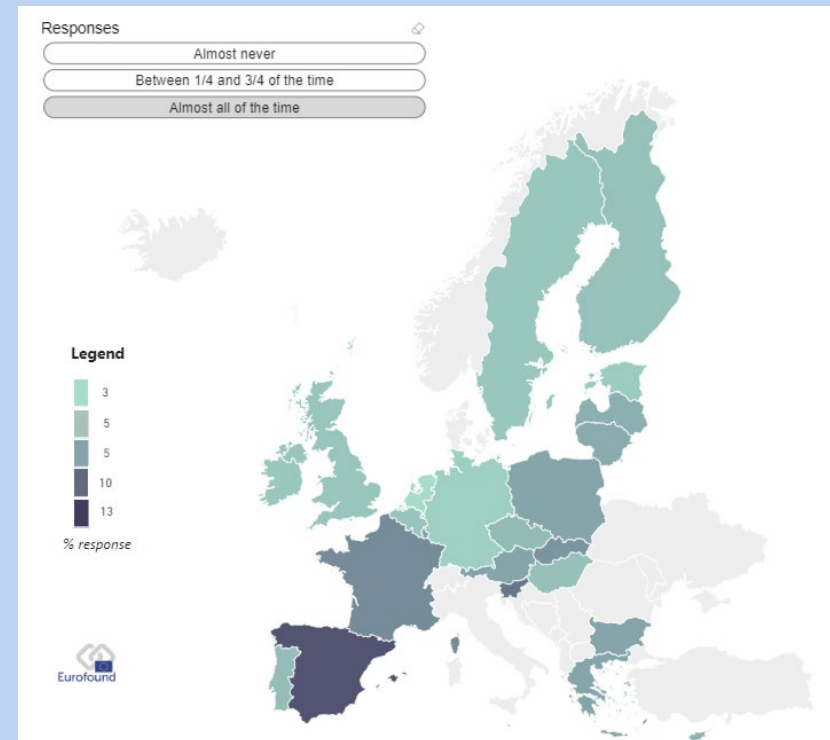


Earnings

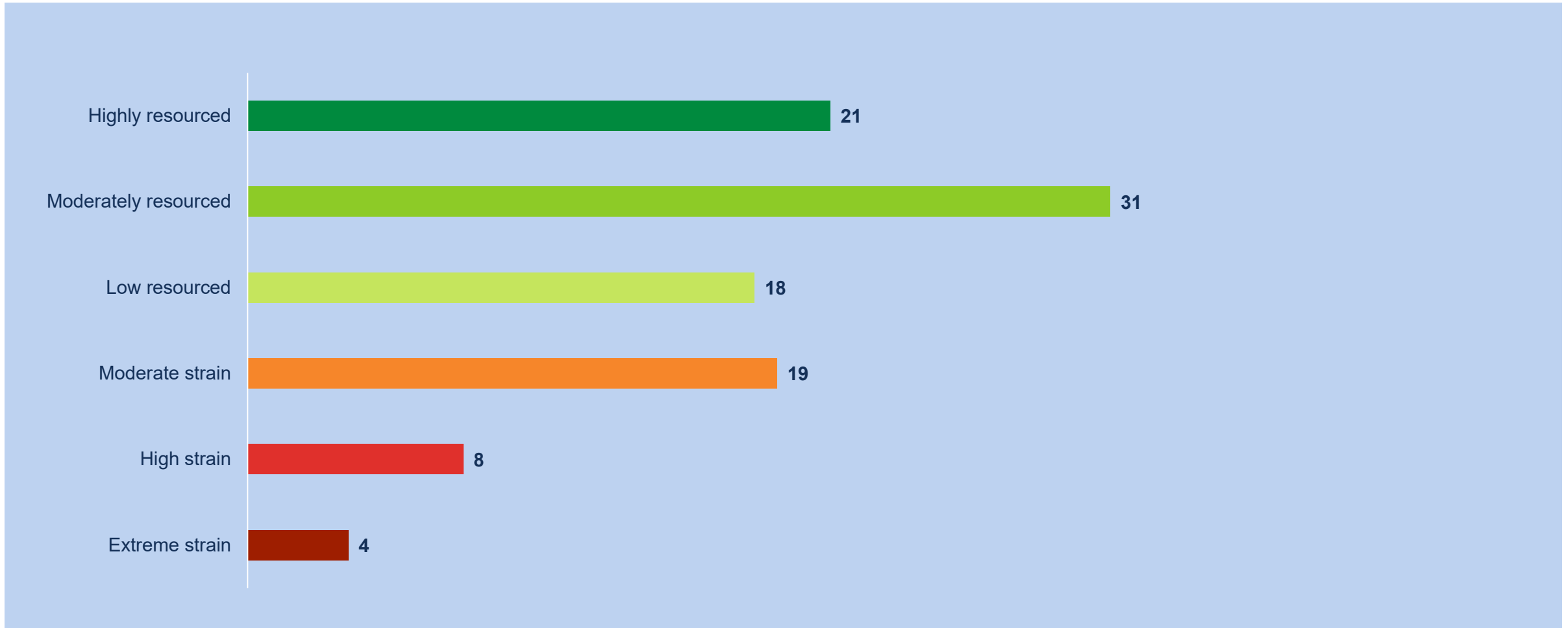
Quality jobs

Work intensity Does your job involve being in situations that are emotionally disturbing for you?

- Measuring trends in job quality: The European Working Conditions Survey 2024
 - Face-to-face interviews with workers of around 45-minute duration
 - More than 100 questions
 - 50,000 workers in 35 countries
 - Fully harmonised to allow for country comparison
 - Trend analysis: 2005, 2010, 2015, 2024



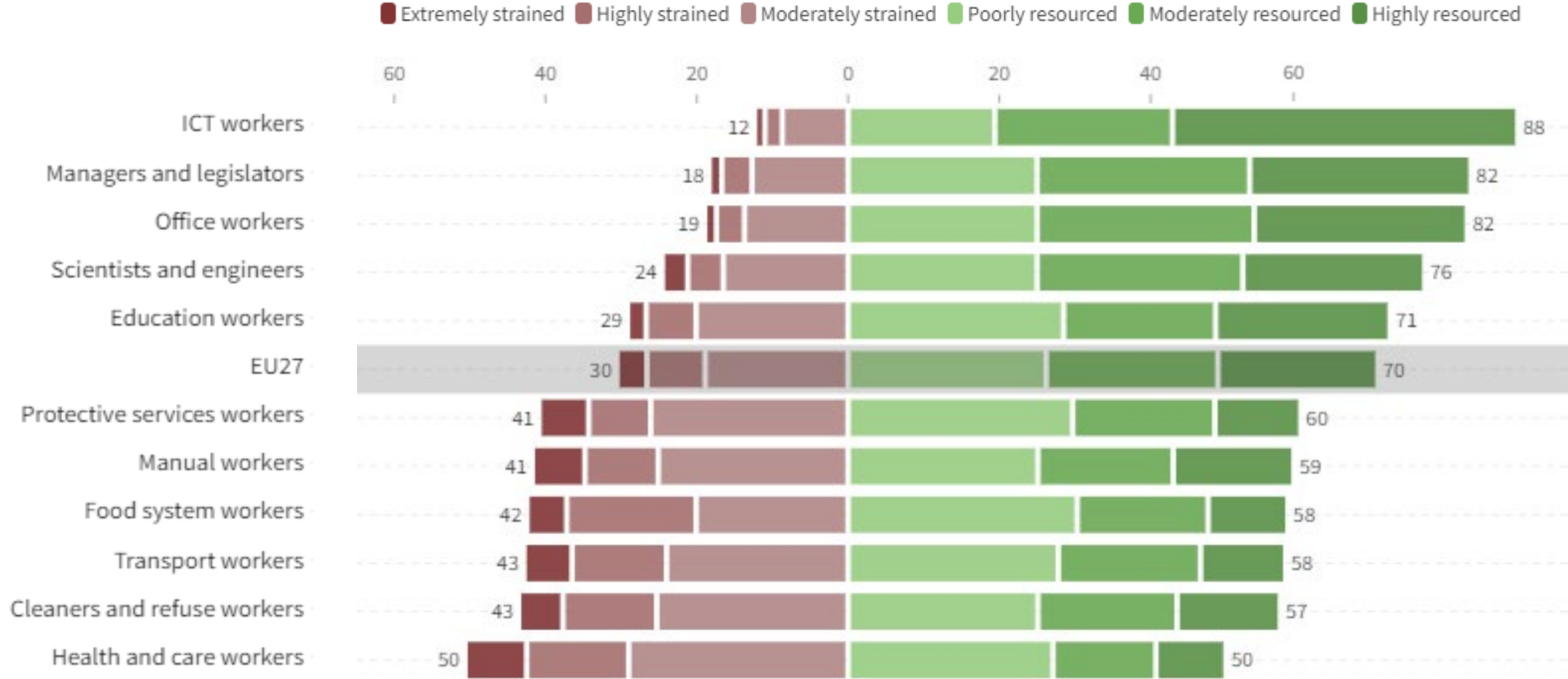
Distribution of job quality, EU 27 (%)



Source: European Working Conditions Telephone Survey, 2021.

Job quality: A key driver of labour shortages

Job quality index, by critical workers group, EU27



Source: European Working Conditions Telephone Survey, 2021.



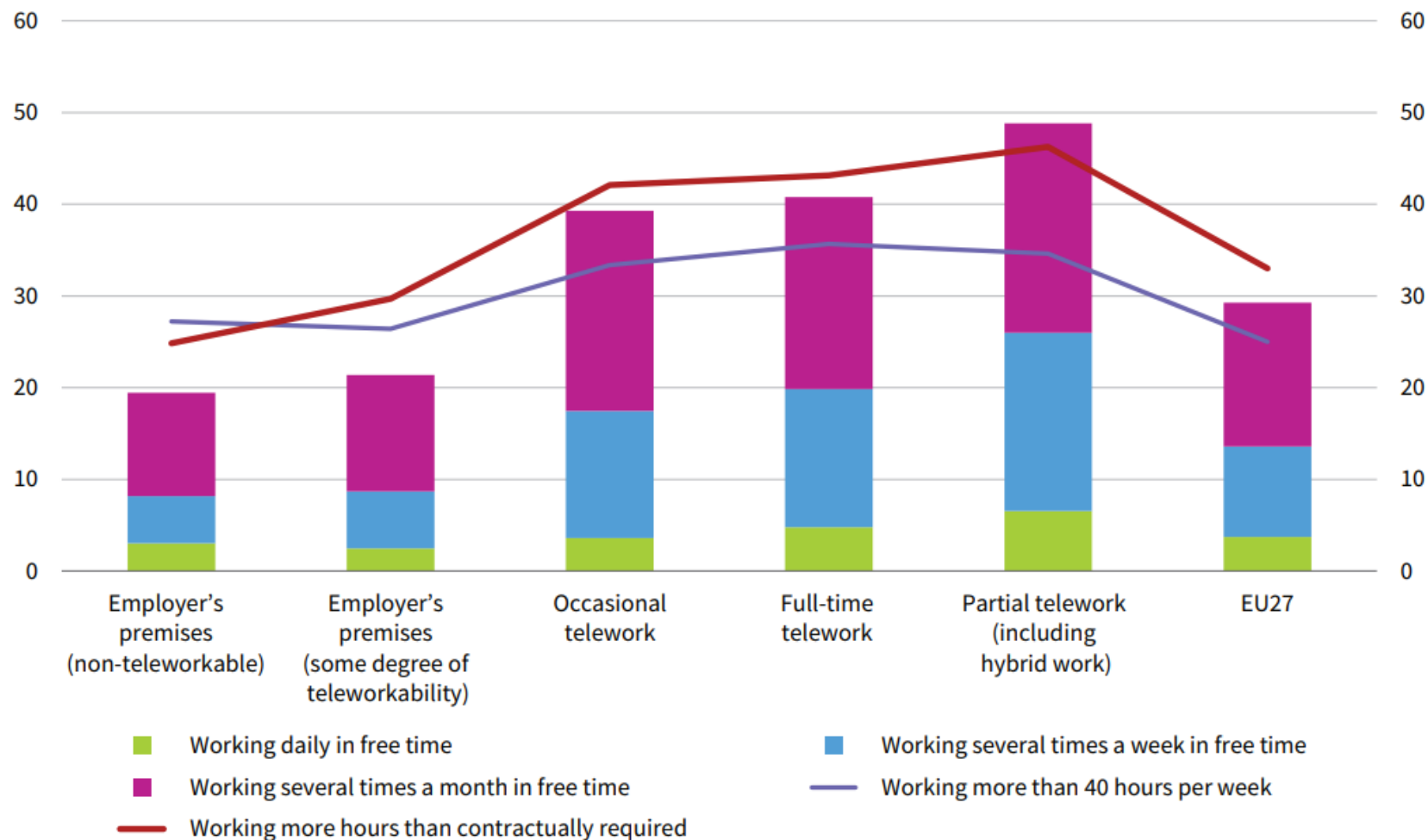
Remote work

Remote work – What explains the attraction?

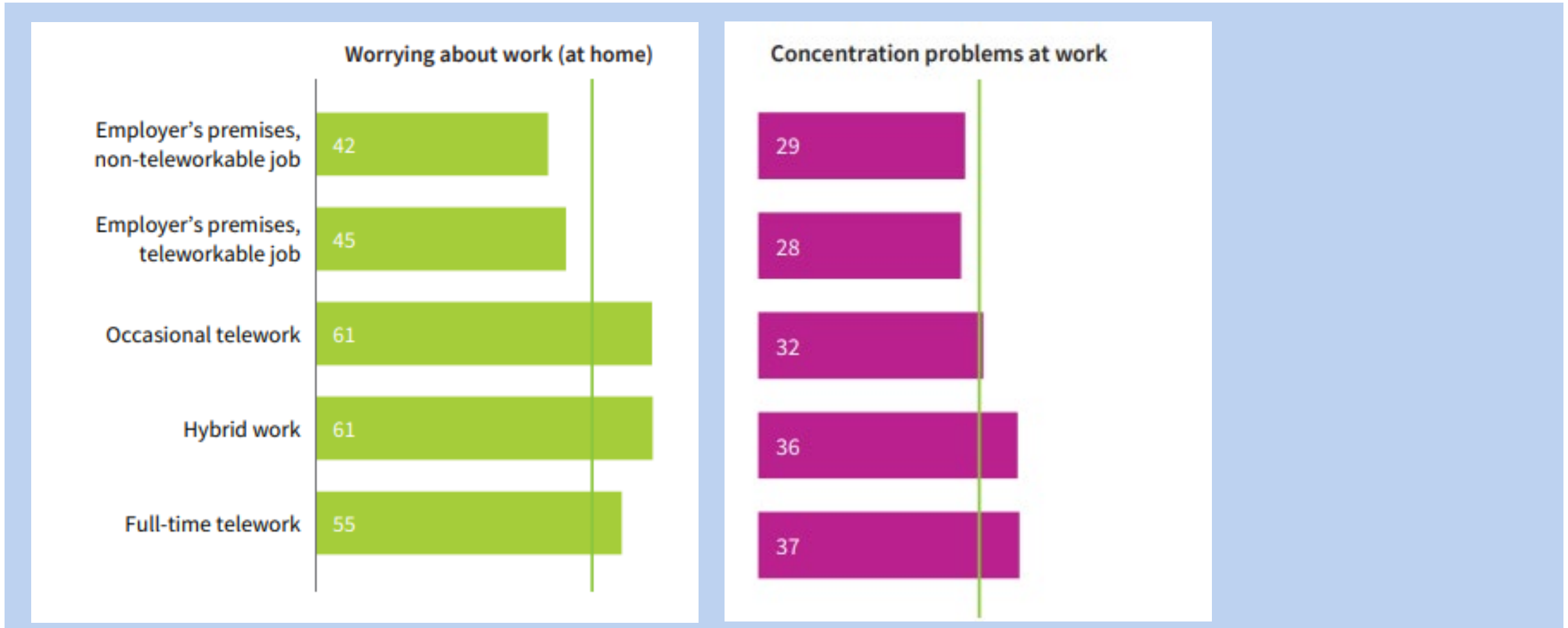


Note: Vertical green lines indicate the EU27 average.

Remote work – challenges around working hours



Remote work – challenges around work-life interference



Note: Vertical green lines indicate the EU27 average.

Forthcoming

- The hybrid workplace in the post-covid era
- Hybrid work – the challenge to manage





AI and algorithmic management



AI: Are fears just fears, or could they turn into reality?

- **Employees' stressors:** fear of job loss, greater monitoring of activities, skills obsolescence, tech complexity or unreliability.
- AI mostly **used to augment work**, rather than eliminate jobs.
- Future plans for tech adoption in companies show **job cuts are not ruled out**.

What's holding us back?

Opportunities

1. Productivity gains.
2. Greater physical safety.
3. Enhanced accuracy and reduced human errors.
4. Improved production processes or service delivery

Obstacles

1. Limited investment in training and reskilling.
2. Limited worker involvement.
3. No ethical thinking and human centricity in technology design and implementation.

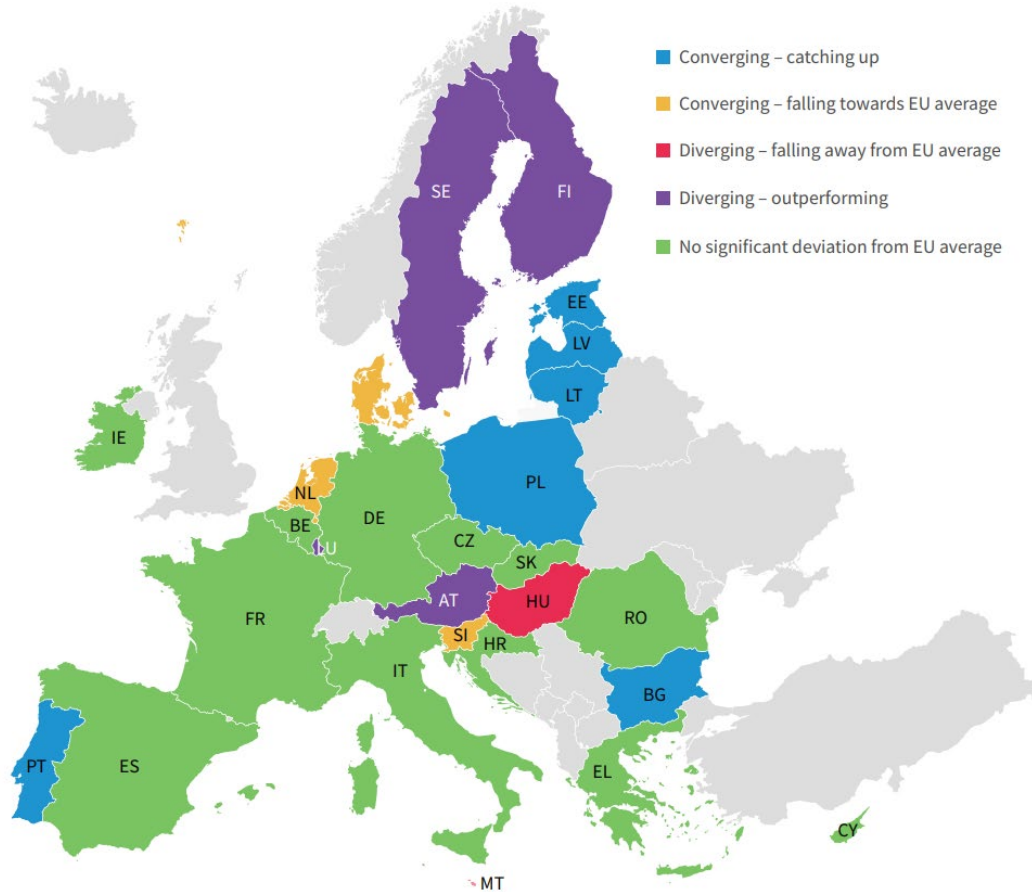
AI at the workplace – Exploring impact through EWCS 2024

- What kind of technologies – including Artificial Intelligence - are used and how frequently?
- How is technology use impacting on work?
 - Removed tasks?
 - Created new tasks?
 - Allowed for more interaction with colleagues?
- Algorithmic management
 - Computer programme
 - allocates work tasks
 - determines when to work
 - monitors performance



Developments in Social Dialogue

Trends in social dialogue



Industrial Democracy Index

- Associational governance (the organisational strength of trade unions and employer organisations and their power to influence economic and social policy)
- Social dialogue at company level
- Workers' rights

Pronounced improvement or decline in industrial democracy subdimensions

Pronounced improvement	Subdimension	Pronounced decline
Czechia Poland Portugal Slovakia	Associational governance	Greece Hungary Slovenia Romania
France Hungary Italy Luxembourg Romania	Social dialogue at company level	Denmark Estonia Greece Slovakia Slovenia Spain
France Lithuania	Workers' rights	Czechia Hungary Malta



Forthcoming



- Collective bargaining beyond pay (2025)
- How can collective bargaining be promoted? - lessons learned from the past, and the determinants of collective bargaining coverage (2026)
- Evolution of social dialogue and its contributions to the transitions facing economies, labour markets and societies (2027)

Societal challenges – Improving social cohesion

Massimiliano Mascherini, Head of Social Policies Unit

15 October 2024



Societal challenges – Improving social cohesion

Our impact in policy making

- Monitoring implementation of the Child Guarantee.
- Young people, NEETs and the Youth Guarantee
- Young people and traineeship
- Monitoring convergence in the EU
- Housing: costs, overindebtedness and adequacy
- Care
- Ageing and older people
- Regular Contribution to debates

European Child Guarantee

European Parliament

2023/2066(INI)
Reducing inequalities and promoting social inclusion in times of crisis for children and their families

#E

Information

Basic information PDF

Review 01

EN

EU actions addressing traineeships for young people

Youth Guarantee

family law, parental leave

BRIEFING

European Parliament

Social and youth housing in the EU

SUMMARY

Access to housing in the EU has become problematic in recent years. Demography and urbanisation-related structural factors, aggravated by the COVID-19 pandemic, the conflict in Ukraine, soaring energy prices, the cost-of-living crisis and (already) high housing prices that keep rising are preventing many people from accessing decent housing solutions. The lack of affordable housing supply only adds to this situation. These difficulties affect not only low- but now also middle-income households, as well as specific vulnerable groups, among them young people. Overall, there is not enough 'social housing' provision in the EU to meet increased demand.

While both the EU and the United Nations recognise the right to housing, the longstanding crisis in housing affordability has had an adverse impact on people's living standards, well-being and social inclusion. This is especially the case with young people, many of whom are struggling to access any form of decent housing, in particular in cities. Throughout the EU, the number of young people experiencing homelessness is on the rise.

The primary responsibility for housing policies in the EU lies with the Member States, while the concrete provision of social housing is often ensured by regions and cities. The EU has no direct competence in the area of housing and only a limited scope of action to address social issues, yet it provides relevant guidance and funding. Furthermore, certain EU rules have an indirect impact on housing provision.

STUDY

Requested by the EMPL committee

Ageing policies - access to services in different Member States

Decent and affordable housing for all

European Parliament resolution of 7 July 2021 on an old continent growing older – possibilities and challenges related to ageing policy post-2020 (2020/2008(INI))

The European Parliament,

- having regard to Articles 6, 153, 156 and 174 of the Treaty on the Functioning of the European Union,
- having regard to the Charter of Fundamental Rights of the European Union (the "Charter"), in particular Articles 21, 23, 24, 25, 26, 31, 32, 33, 34 and 35 thereof,
- having regard to the UN Convention on the Rights of Persons with Disabilities,

P9_TA(2021)0020

European Parliament resolution of 21 January 2021 on access to decent and affordable housing for all (2019/2187(INI))

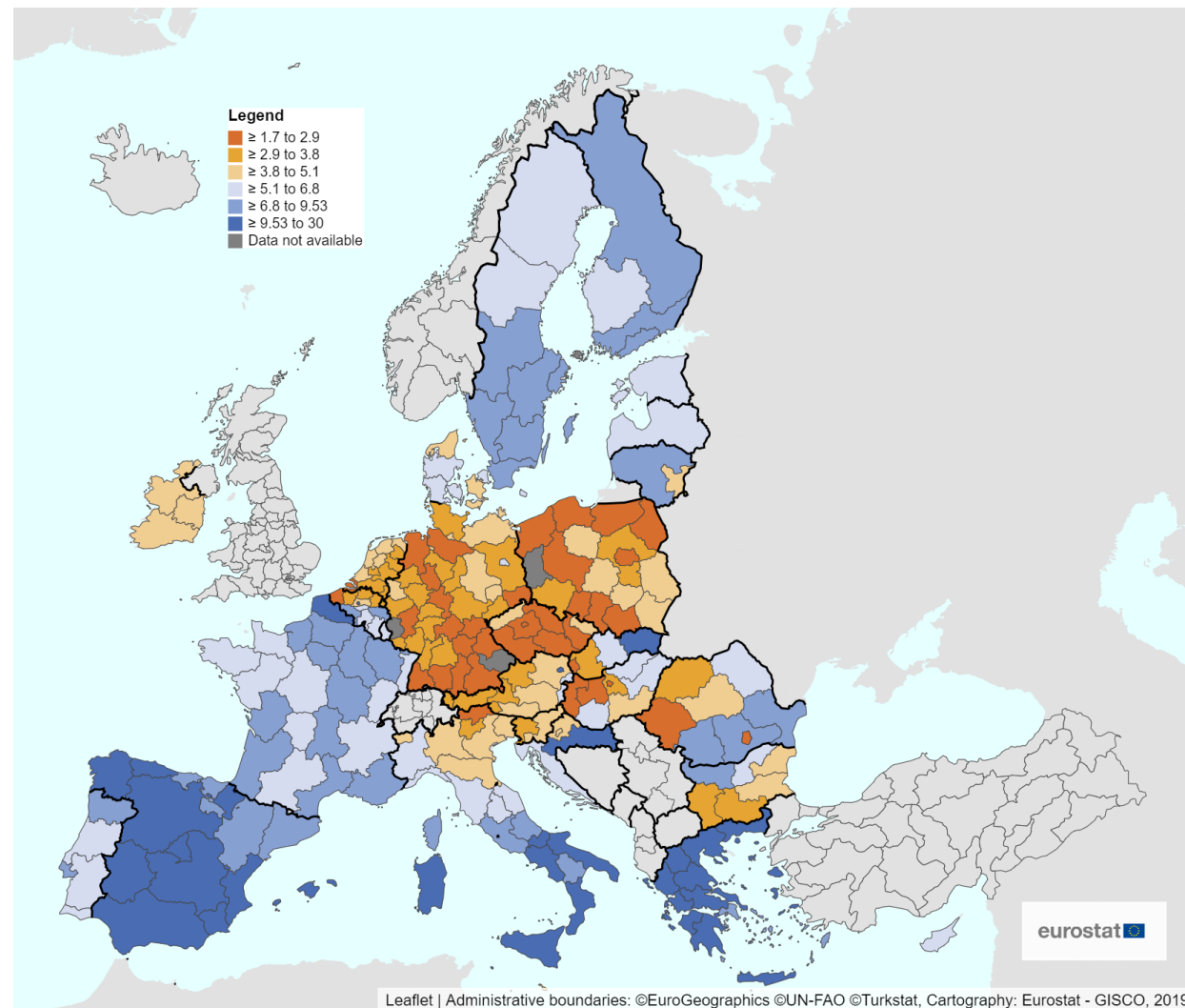
(2021/C 456/14)

The European Parliament,

- having regard to the Treaty on European Union, in particular Article 3(3) thereof, and the Treaty on the Functioning of the European Union (TFEU), in particular Articles 9, 14, 148, 151, 153, 160 and 168 thereof, and Protocol 26 thereto on services of general interest,
- having regard to the Charter of Fundamental Rights of the European Union, in particular Title IV (Solidarity) thereof,

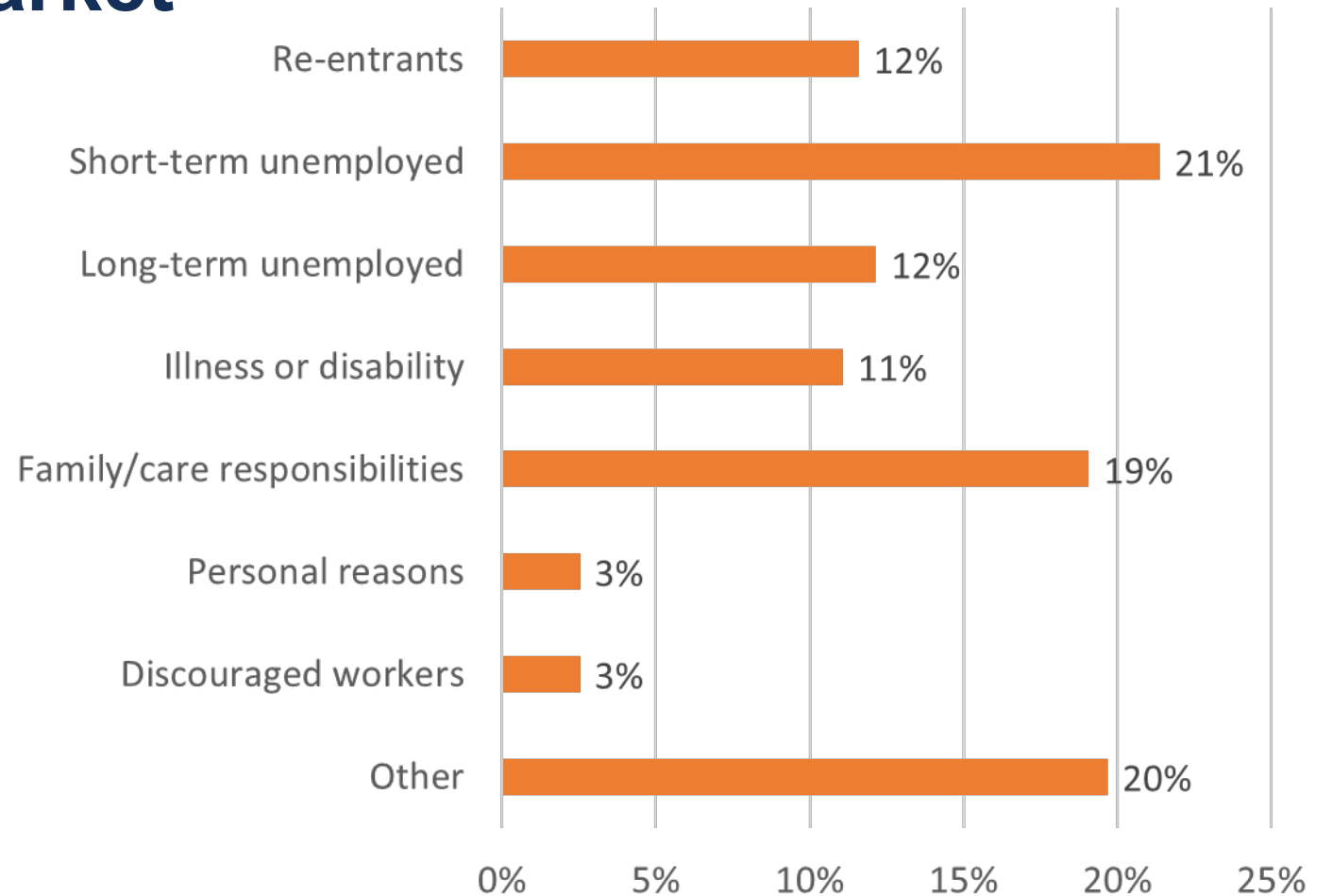
The issue of unemployment

- Around **12.1 million** Europeans, 5.9%, were unemployed in February 2024.
- Among them, almost 3 million were **young people** under 25 (14.3%)
- The unemployment rate for **women** was 6.1% against the 5.7% for men.
- Highest unemployment rates in the EU were recorded for those with a **low level of education** (>10%).
- **Marked geographical disparities:** At regional level: From the 28.4% in the Ciudead de Ceuta Region to the 1.6% of Zeeland.



Youth and the Labour Market

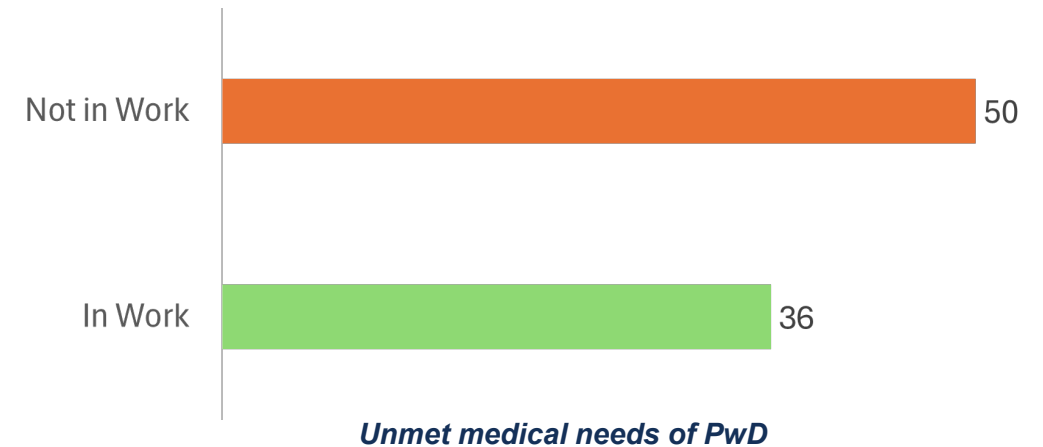
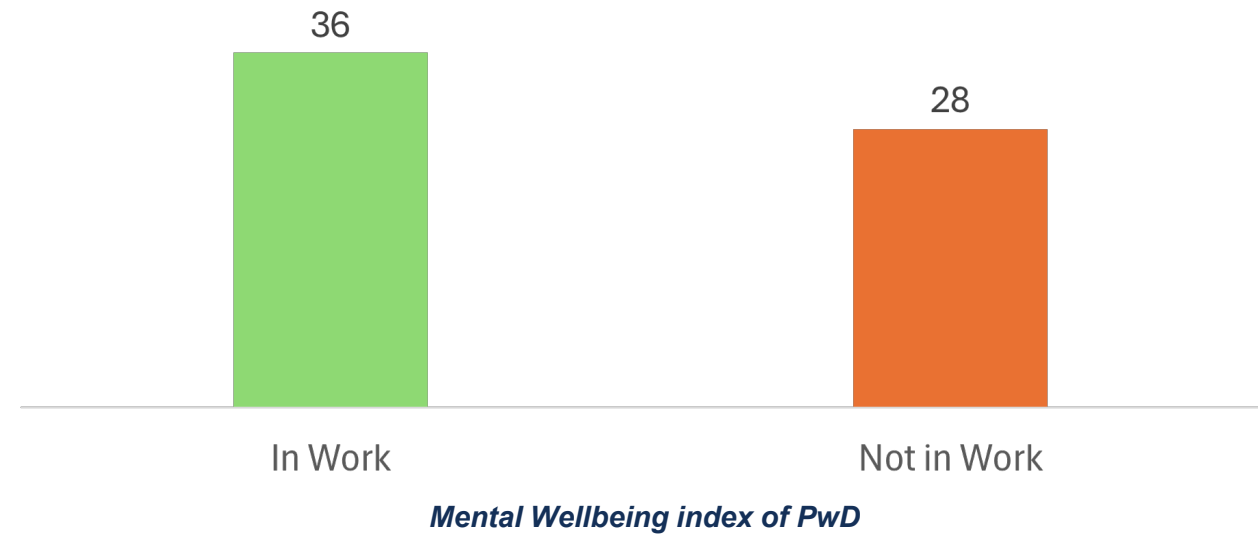
- **Less than 50% of young people (15-29) are at work**
- < 40% in IT, EL, RO, BG, ES
- > 70% in NL
- Among them:
 - 33% have **temporary contract**
 - Around 25% with **part time**
- The issue of **traineeship**: more than 50% did one or more traineeship, only half received compensation.
- 11.2% of young people were **NEETs**



Composition of NEETs - 2022

Persons with disability

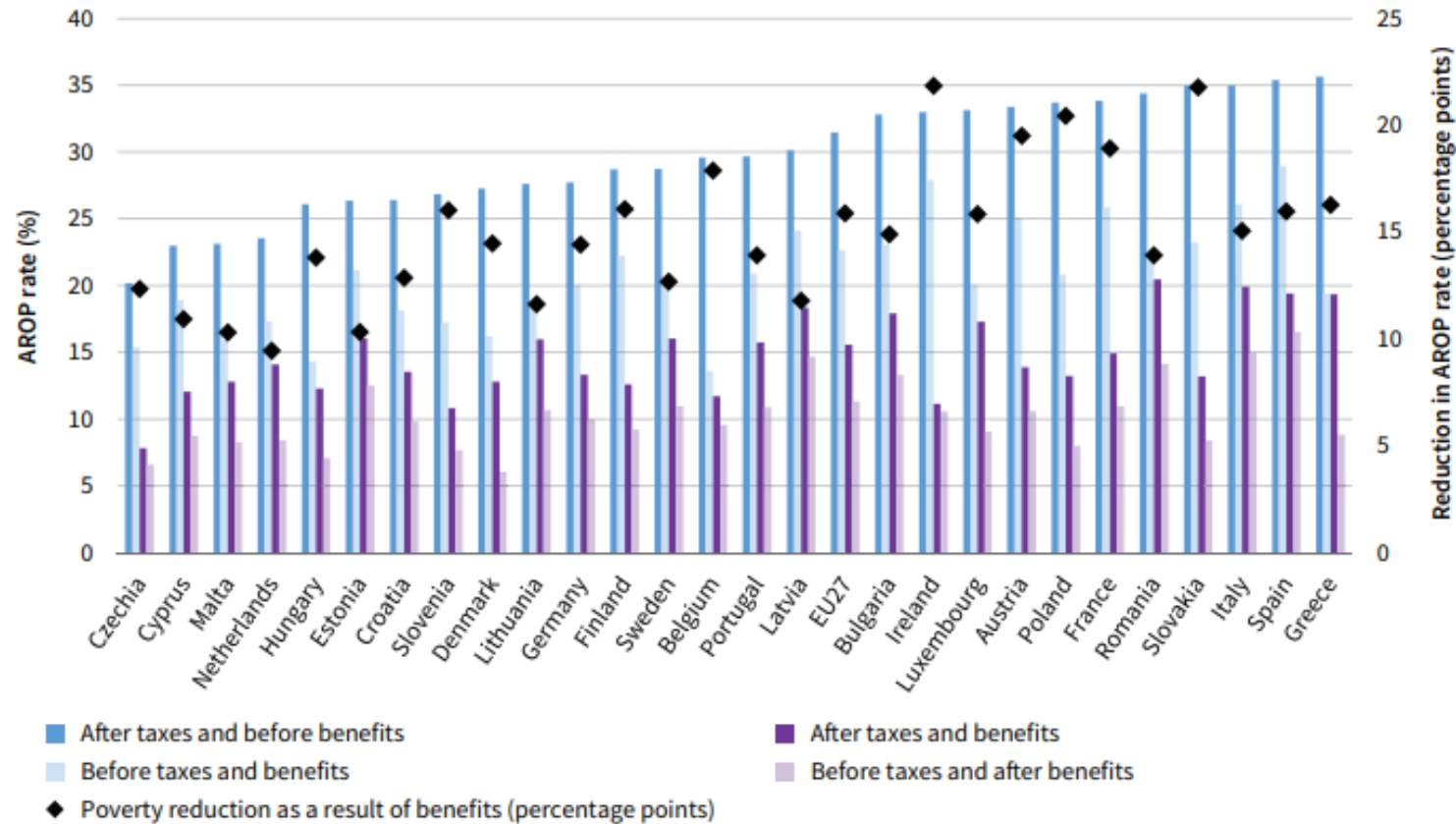
- Disability Employment Gap: **21.5%**
- Higher difficulties in making ends meet:
39% PwD vs 22% Others
- Lower Mental wellbeing (WHO-5):
35 PwD vs 51 others
- Higher share of unmet medical needs:
40% PwD vs 17% Others
- **The role of work!**



Differences between Persons with Disabilities at work and those not at work

Poverty reduction

Figure 1: At-risk-of-poverty rate before and after taxes and social transfers among people aged 16–64, 2022



- Social benefits halve the proportion of people aged 16–64 at risk of poverty in the EU, reducing it from 31% (after taxes and before transfers) to 15.5% (after taxes and transfers).
- If a lower poverty threshold is applied at 40% instead of 60% of median income, social benefits would raise to 69% of households above it (instead of 50.5%).
- About one-quarter of economically inactive and unemployed people are brought above the at-risk-of-poverty threshold of 60% of median income, and 73% and 63%, respectively, are brought above 40% of median income.

Notes: AROP, at risk of poverty. Old-age pensions and survivor benefits are included in social transfers. The poverty threshold is 60% of median equivalised income after taxes and transfers. Survey weights were applied.

Source: Authors' estimates, based on EU-SILC microdata

Coverage

Overall, about **two-thirds of unemployed people are left without benefits.**

Ineligible groups: gaps exist for some groups of people who are self-employed, with non-standard contracts, with short work histories, non-nationals, long-term unemployed

Non-take-up: expected to be mostly for means-tested unemployment benefits, and -especially- for other benefits supporting unemployed

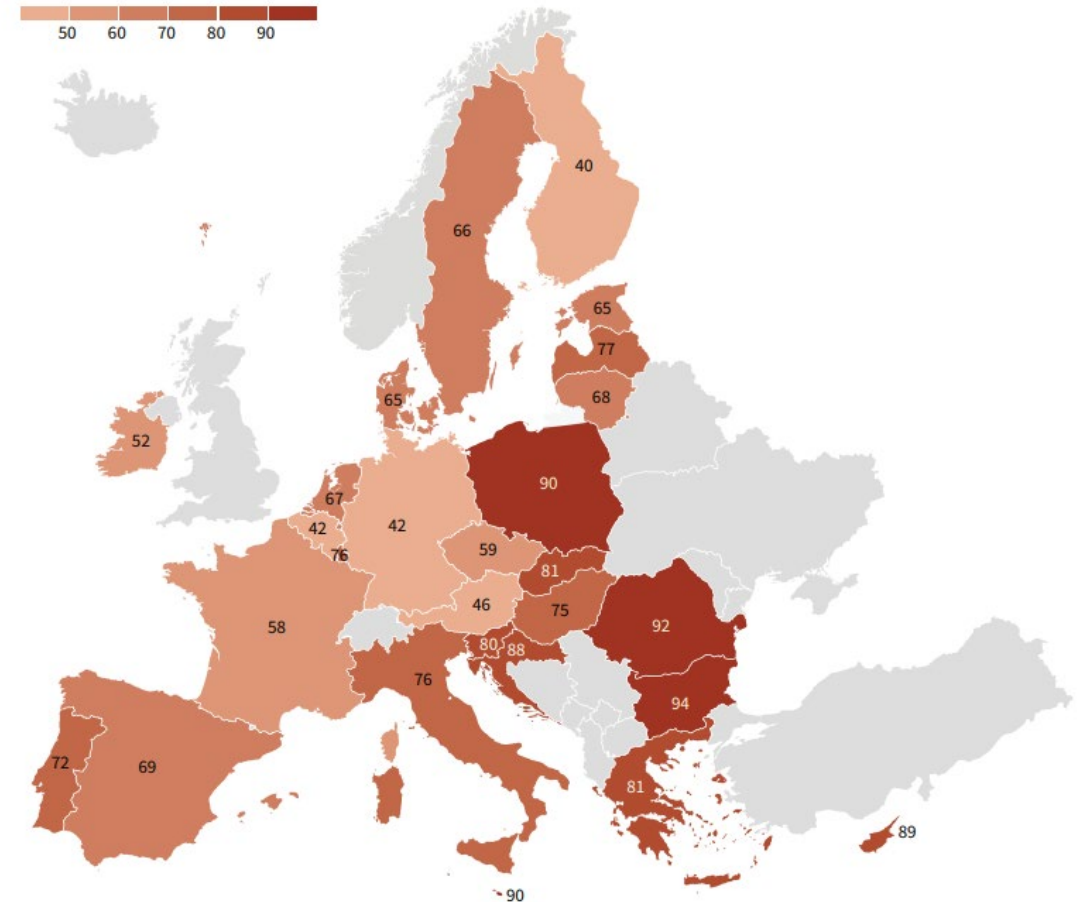
Adequacy

Low benefits: low-income earners, short work history, long-term unemployed

Inflation adjustment: sometimes absent or limited, and not always low-income-specific inflation

Inability to make ends meet regardless of benefit receipt: longer unemployed, low educational attainment, single parent, poor self-reported health

Percentage of unemployed people not in receipt of benefits or assistance, EU Member States, 2021 (%)



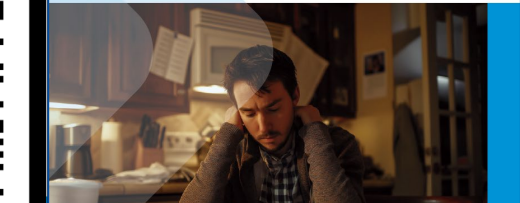
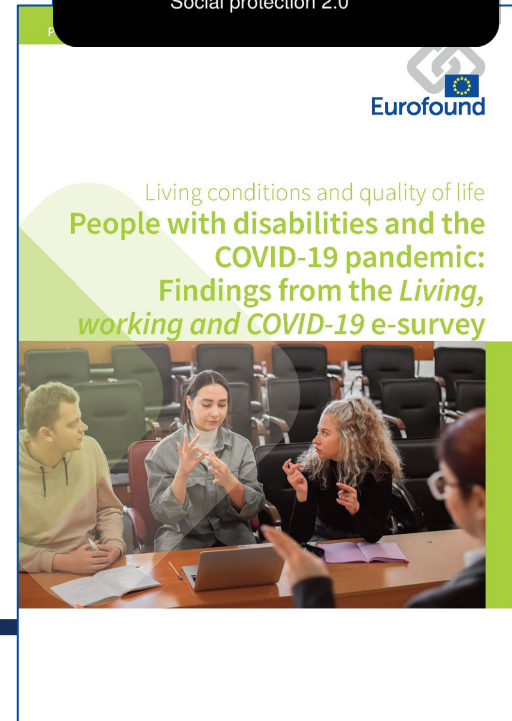
Social Protection and Living Conditions

- **Social Protection**

- Access to unemployment benefit and minimum income
- Use of digital technology in social protection systems

- **Living Conditions**

- Young people
- Persons with Disabilities
- Housing! For general population and focus on youth.
- Human capital disparities among groups and EU countries and regions.
- Rural Urban divide

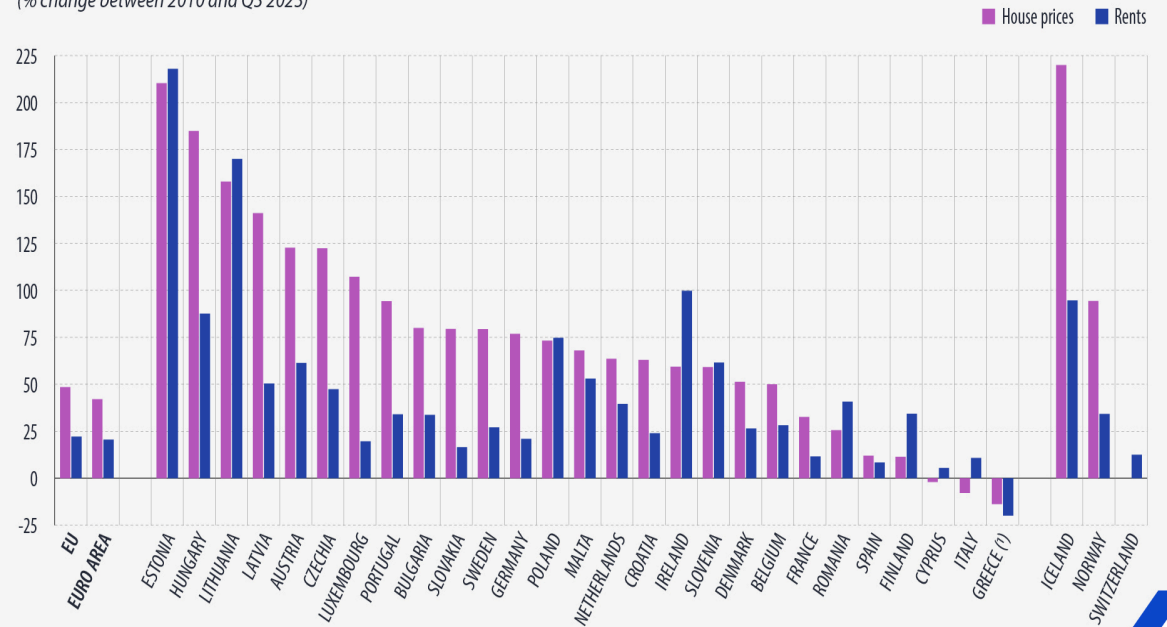


The housing challenge

- **House prices up by 48% in EU between 2010 and 2021:**
 - Increase in 23 Member States.
 - Largest increases observed in Estonia, Hungary, Lithuania, Latvia
 - Decreases registered in Italy, Cyprus, Greece
- **Rents up by 20%:**
 - Increase in 22 Member States
 - Largest increases registered in Estonia, Lithuania and Ireland
 - Decreases observed in Greece.
- **Housing costs increased much more than disposable income:**
 - Disposable income +17%
 - Housing price: +76%
 - Rent: +35%
 - **More than 8% of European households spend more than 40% of their income in households related costs.**

House prices and rents

(% change between 2010 and Q3 2023)

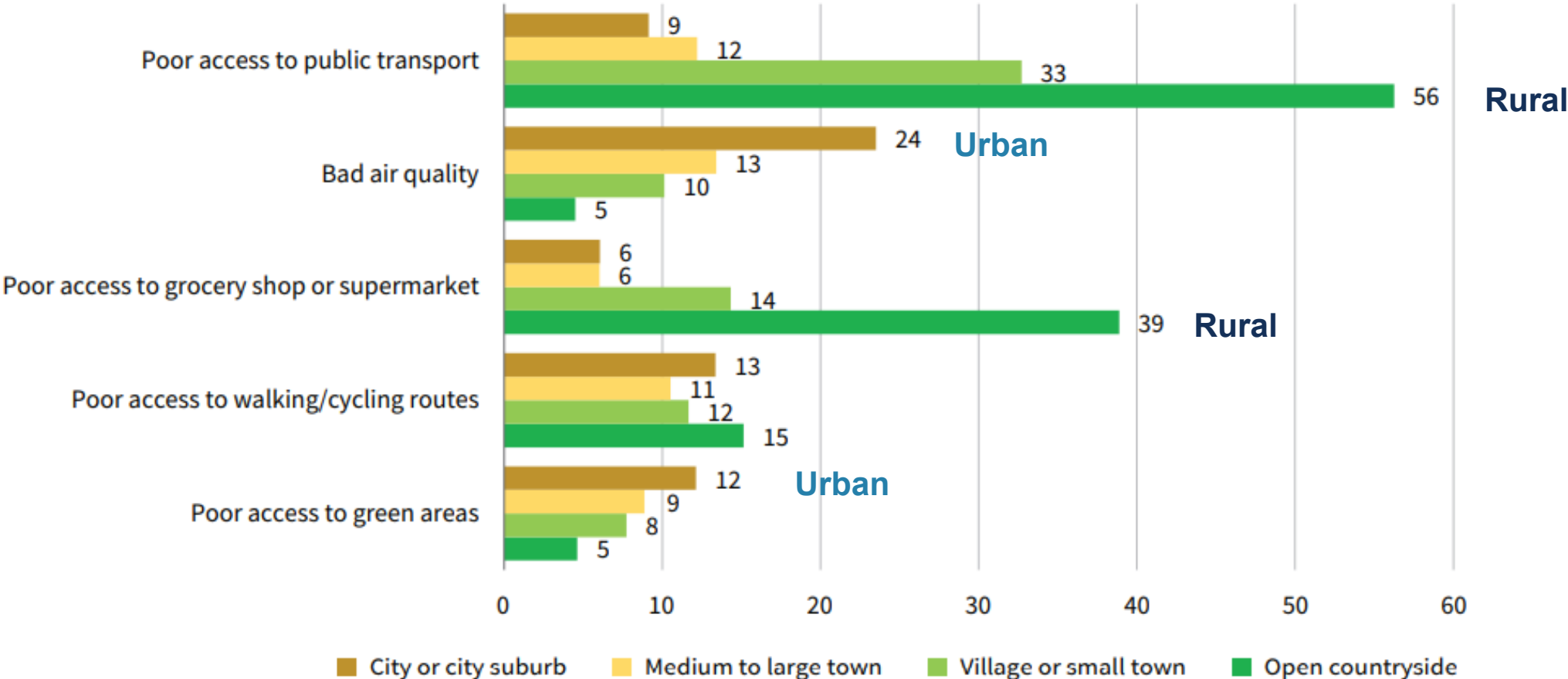


(*) House Prices: data from Bank of Greece; 2022 instead of third quarter of 2023.

eurostat

Inadequacy: Problems with the neighbourhood

Figure 15: People reporting problems with the local area, by degree of urbanisation, EU27, 2022 (%)

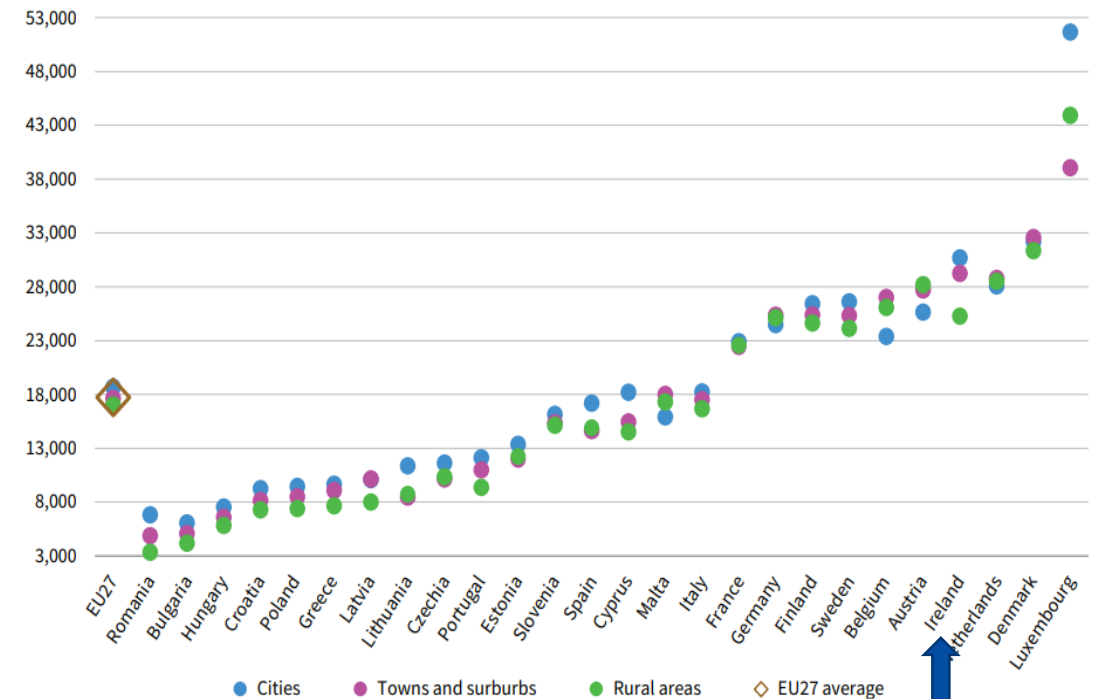


Source: Eurofound (2023, <https://www.eurofound.europa.eu/en/publications/2023/unaffordable-and-inadequate-housing-europe>, Living, working and COVID-19 e-survey, fifth round (carried out 25 March to 2 May 2022))

The rural-urban divide and importance of Territorial Cohesion

- **The place in which people reside** is a significant component of their identity and influences their daily lives and activities.
- **Urban areas** have higher employment rates, average GDP per capita and productivity, and better equipped to reap the advantages of globalisation.
- **The rural-urban gap** in incomes increased by almost 20% between 2012 and 2021. Similar trends in education and employment.
- Gaps in the provision of **public services** between rural and urban areas are also increasing, and declining and ageing populations pose challenges to future service provision in rural areas.

Median income, by Member State and degree of urbanisation, 2021 (€)



Notes: Slovakia is not included, as no data were available for 2021. Member States are ordered by median income, from lowest to highest.
Source: EU-SILC

Political participation and satisfaction with democracy

- **Trust in institutions** is a precondition for effective governance and contributes to political stability.
- Trust in national governments and EU **lowest in rural areas.**
- **Satisfaction with democracy** also lowest in rural areas.
- **Population in rural areas do not feel their role recognized by own governments.**
- Points to a potential **weakening of social cohesion.**
- **Importance of public services.**

Trust in government, in the EU, and satisfaction with democracy

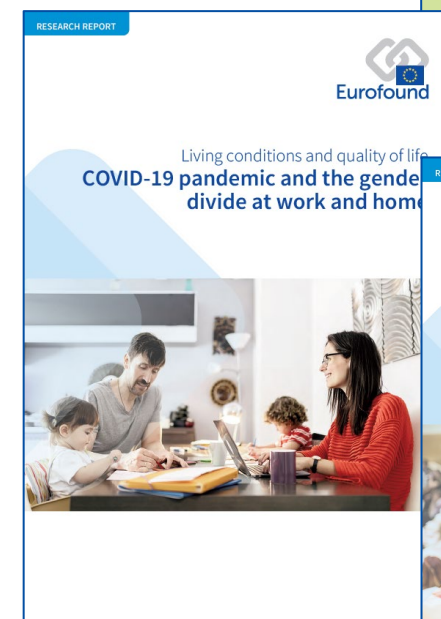
● 2020 ● 2022



Source: [Living, working and COVID-19 e-survey, round 5 \(2022\)](#) • **Note:** Scale ranges from 1 to 10, with 1 representing the lowest level of trust/satisfaction. Satisfaction with democracy data only available from 2022.

Inequalities and cohesion

- **Housing:**
 - Monitoring housing situation in Europe with a focus on youth
- **Dynamics of income and wealth inequalities**
 - the distribution of savings and assets in European countries has changed following the pandemic and its economic disruptions.
 - comprehensive examination of trends in income inequality within and between the EU Member States with focus on the middle class
- **Intergenerational and gender inequalities**
 - Analysis of living standards and prospects among generations and men and women.
- **Economic and social convergence**
 - Regular investigation of the dynamics of economic and social disparities among EU countries and regions.
 - Analysis of the trends in disparities in the areas of the EU pillar of Social Rights
- **Impact and implications of political polarization**
 - Trends, drivers and role of social media.



Research areas in the medium term



Care and Services



Social Protection



Living Conditions



Social Impact of Green and Digital



Inequalities and convergence



Trust and Cohesion