

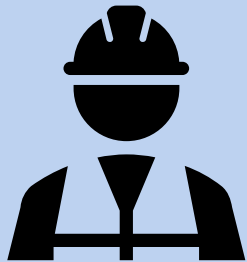
# Session I

## Working remotely: An overview of trends, opportunities, challenges and risks

High-level conference on the Future of Work  
'Remote Work: Challenges, Risks and Opportunities'

Irene Mandl  
9 March 2021

# Remote work: Not new ....

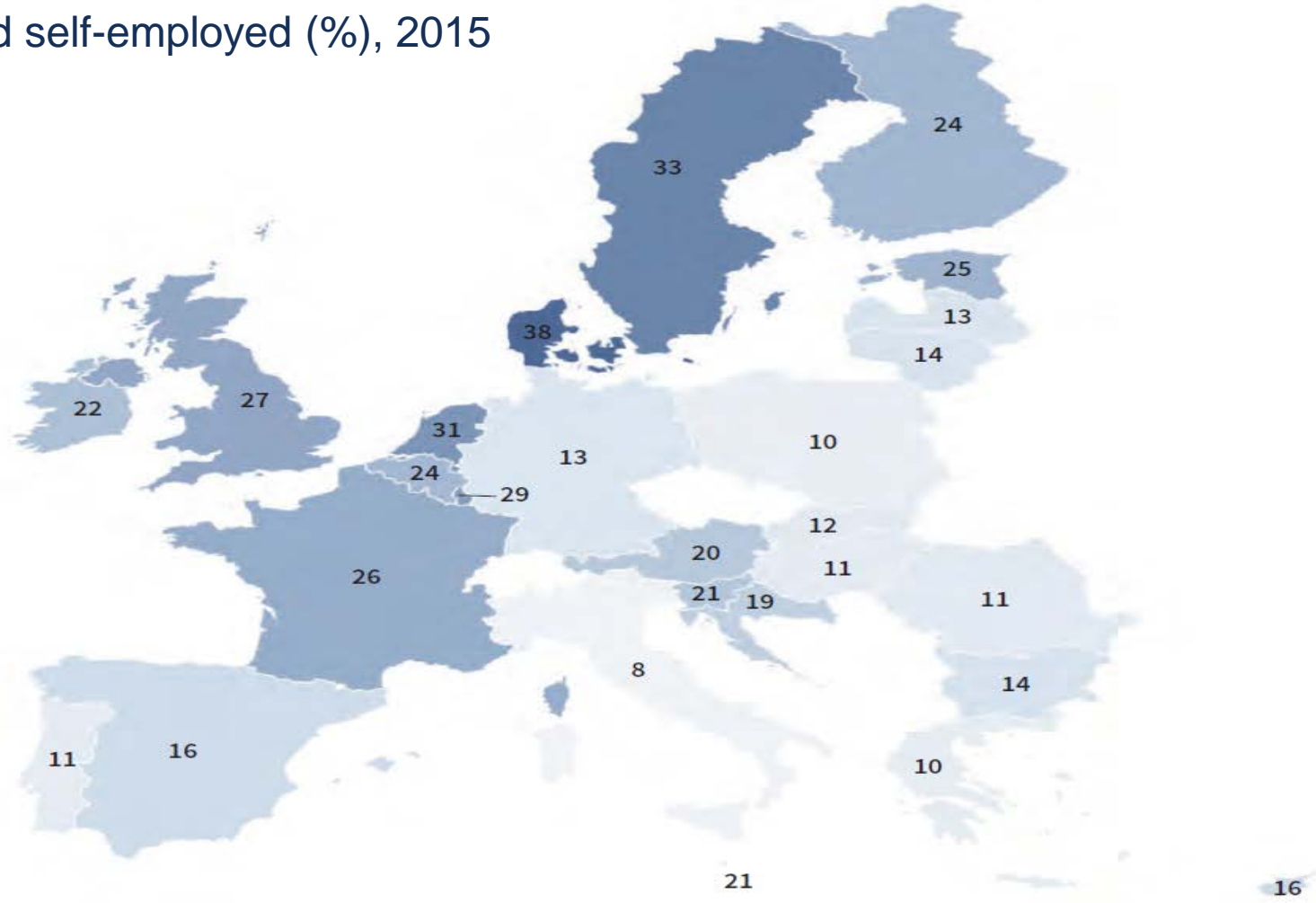


# ... but modernising over time: ICT-based mobile work

- New work arrangement for employees and self-employed
- Work outside the employer's or a client's premises
- 'More mobile' than home-based telework
- Reliance on modern ICT and shared computer network
- Often demand driven
- Informally implemented

# ICT-based mobile work – spread in Europe

Shares of employees and self-employed (%), 2015

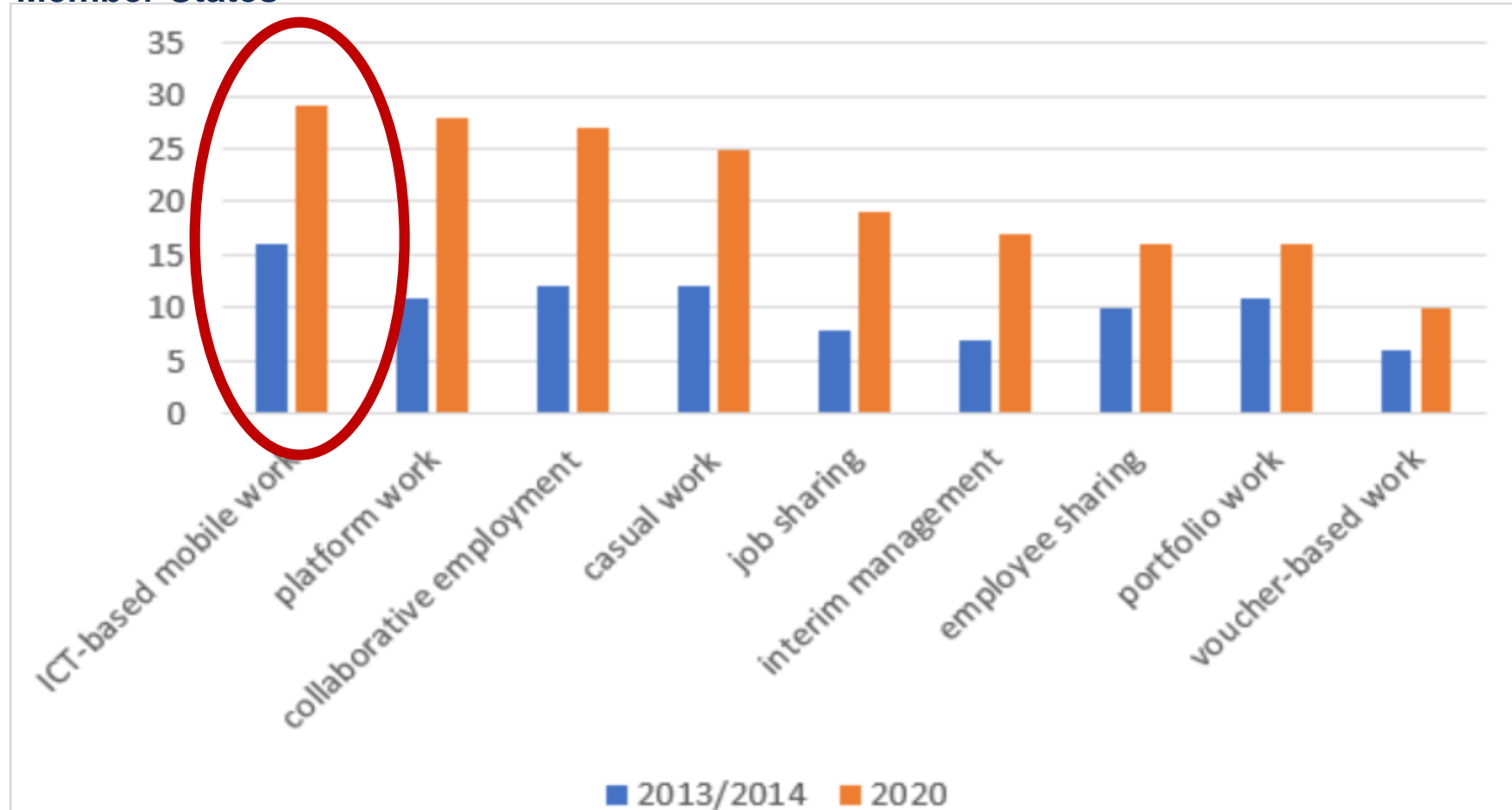


Source: EWCS 2015

# ICT-based mobile work

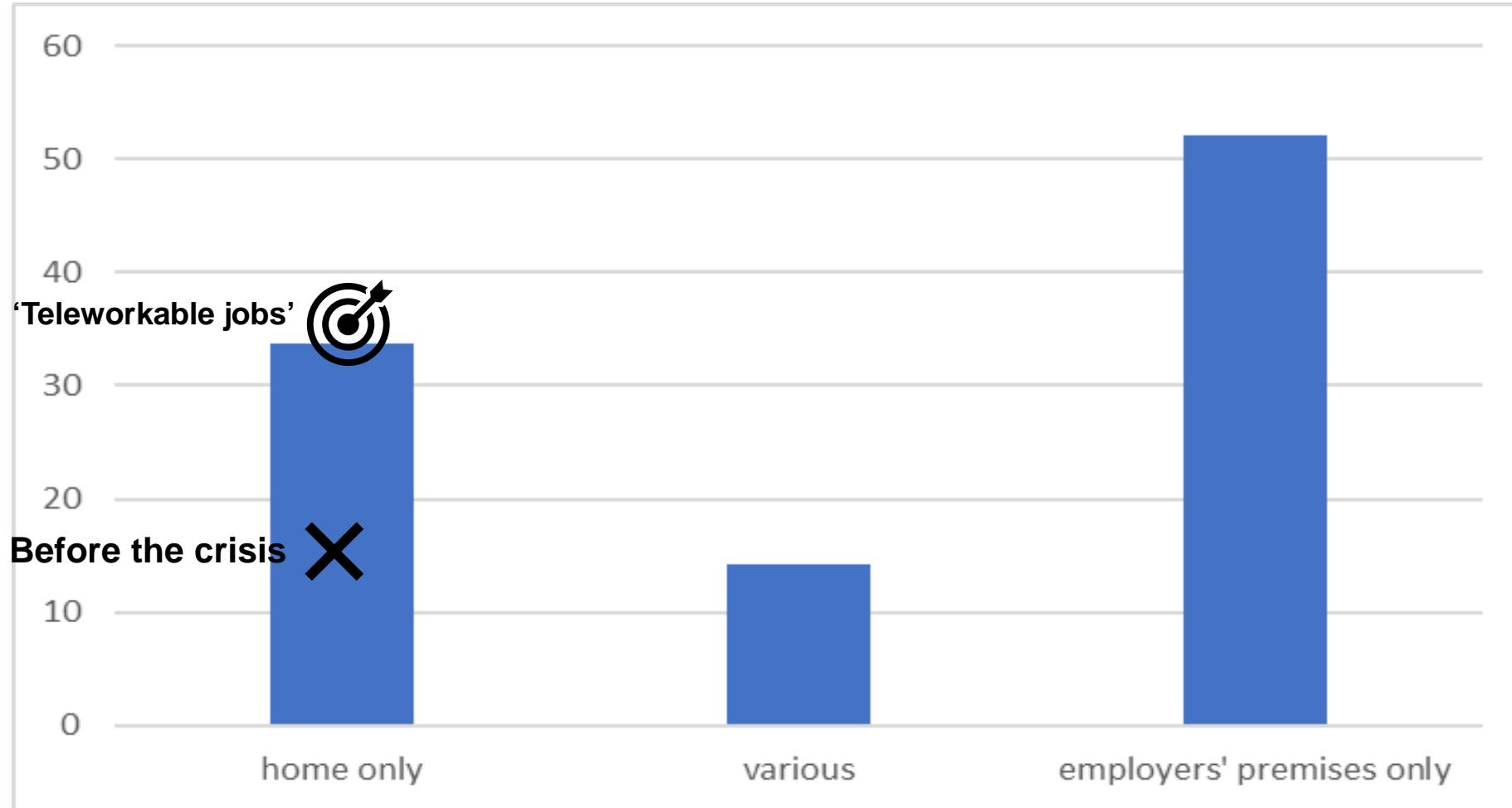
## Increasing prevalence over time

Number of EU Member States



# Telework: the 'new normal'?

Employees working from home in July 2020



# Remote work: Main opportunities and risks

Opportunities	Risks
Potential transformation of work organisation	
Contribution to inclusive labour markets Addressing (regional) labour shortages Job creation and retention	Potential exclusion of certain groups from the labour market (for example, low-skilled workers, older people, place-bound occupations)
Flexibility and autonomy	Advanced monitoring and control Increased work intensity and stress
Improved work–life balance	‘Limitless work’ Potential expected 24/7 availability Long working hours, limited rest time Blurring spheres of work and private life
Productivity, costs, results-based remuneration	
Improved communication and collaboration	Information overload Conflicts due to a lack of coordination
Skills development (technical applications)	Social and professional isolation High demands for self-management and self-organisation
	Outsourcing of employer responsibilities (equipment, health and safety, data protection)

# Some policy considerations

- The workplace of the future: employer-based vs. home-based vs. hybrid
- Approach to remote work
  - Capitalising on the inherent opportunities
  - Avoiding and mitigating inherent risks and challenges
- Potential initiatives
  - Ensuring policy intelligence: ‘facts and findings’
  - Awareness raising and information provision among policy actors, employers, workers
  - Regulation – legislation and collective bargaining
  - Safeguarding enforcement



**Thank you for your attention!**

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