

Working conditions and job quality in the time of COVID – Implications for the future

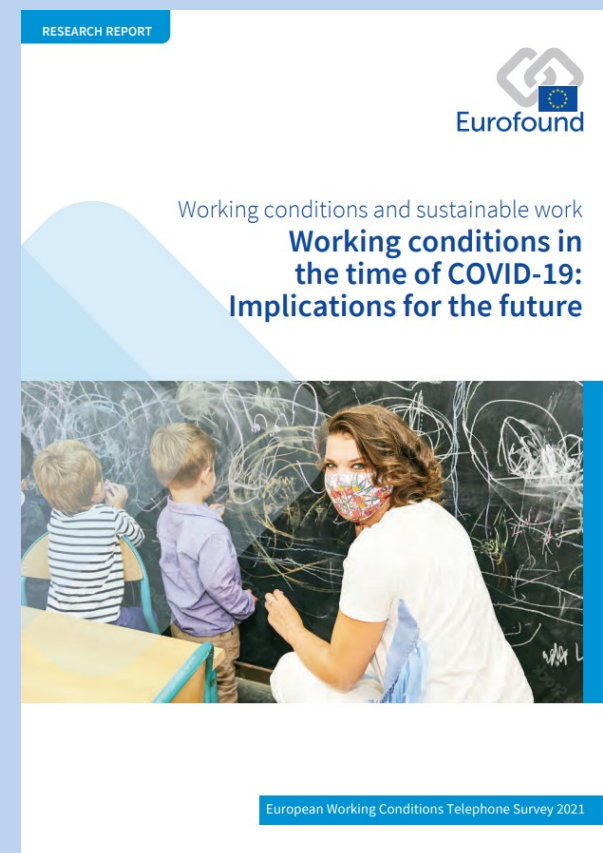
Nevin Economic Research Institute, 29th of March 2023

Agnes Parent-Thirion

On behalf of the project team

The European Working Conditions Telephone Survey - EWCTS

- Over 70,000 interviews in 36 countries, Feb. – Nov. 2021
- High quality, probability-based survey provides robust results; representative of the working population in Europe
- Measures job quality and its different dimensions (OECD approach)
- Snapshot of the situation in 2021



Women and men at work : the Covid groups

A selected labour market

- Furlough
- Sectors and occupations restricted in their activities
- Temporary contracts not renewed
- Places of work change
- Different covid country paths

AND Occupational gender segregation, a long standing feature

But a common grouping is possible

Frontline workers (20%)



On location production (24%)



On-location service workers (20%)



Home office workers (34%)



Job quality during the pandemic



Job demands

- Physical demands high and physical risks frequent
- Intimidation
- High levels of work intensity
- Unsocial and long hours, work in free time and work at short notice

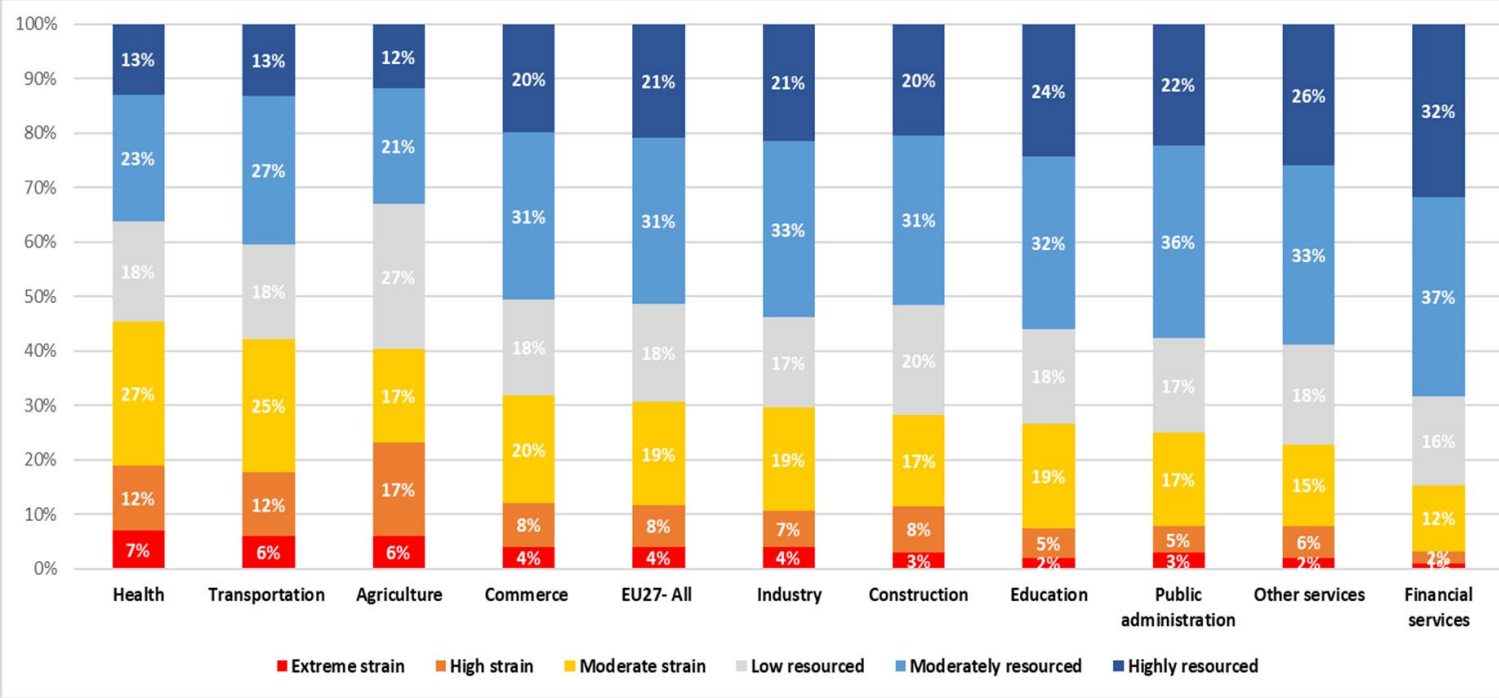
Job resources

- High levels of autonomy and possibility to influence decisions
- Easy to take one hour off
- Good social support by colleagues and managers
- Recognition at work
- Prospects: Majority report 'fair pay' in relation to their effort

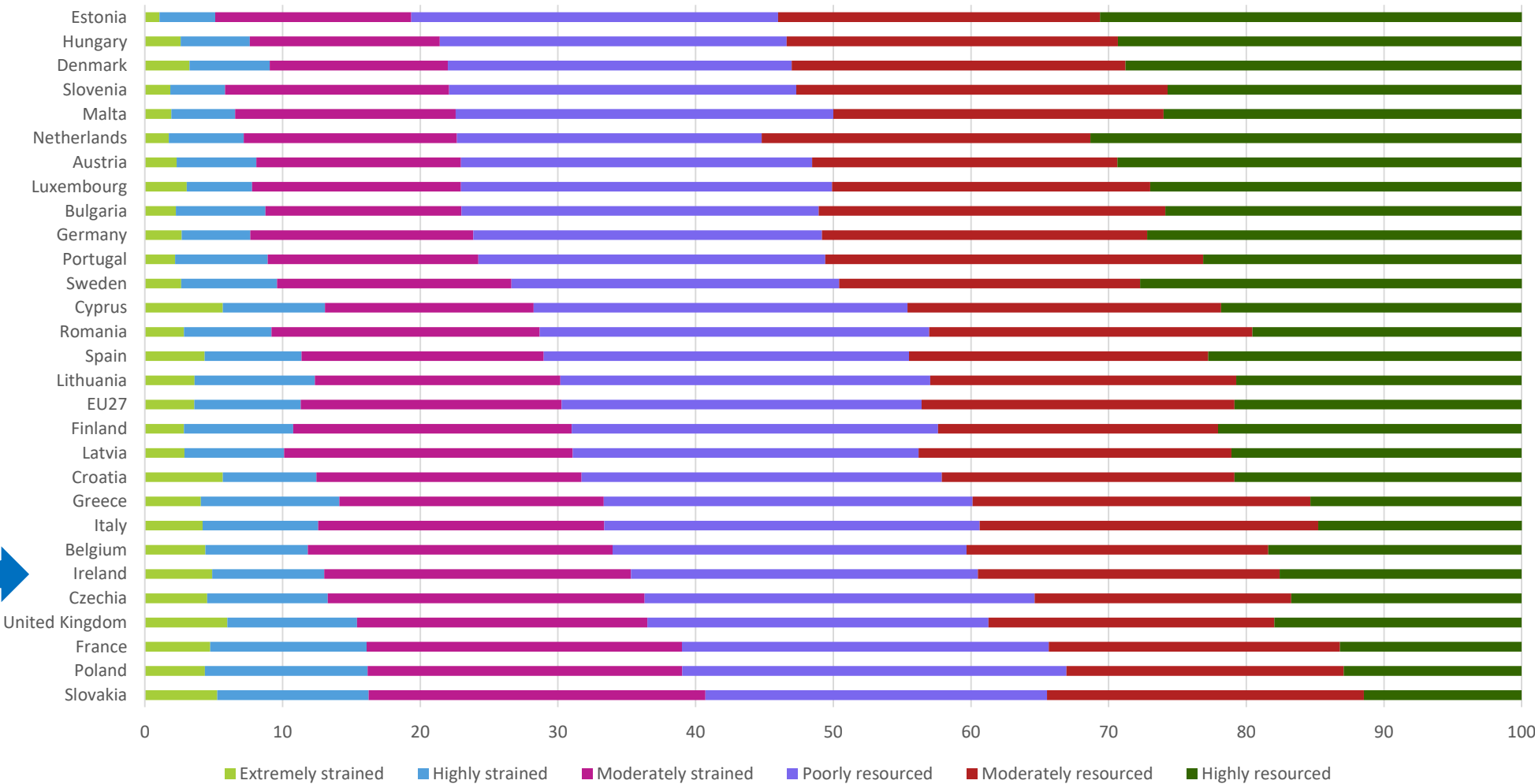
Dimensions of job quality and corresponding job demands and job resources

Dimension	Job demands	Job resources
Physical and social environment	Physical risks	
	Physical demands	
	Intimidation and discrimination	Social support
Job tasks	Work intensity	Task discretion and autonomy
Organisational characteristics	Dependence (self-employed only)	Organisational participation and workplace voice
Working time arrangements	Unsocial work schedules	Flexibility of working hours
Job prospects	Perceptions of job insecurity	Training and learning opportunities
		Opportunities for career development
Intrinsic job features		Intrinsic rewards
		Opportunities for self-realisation

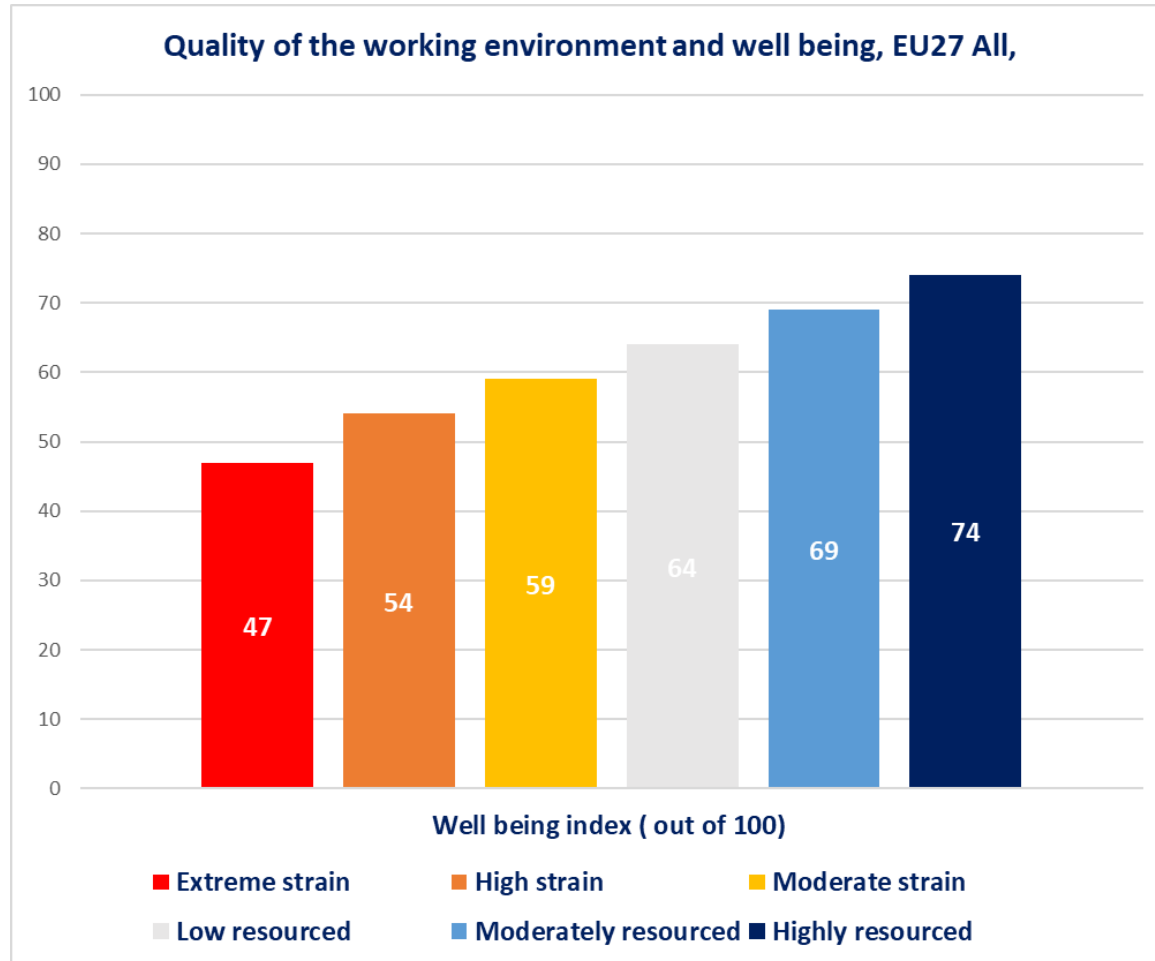
Job quality index : job strain by sector



Job quality index, by country (%), EU27 + UK



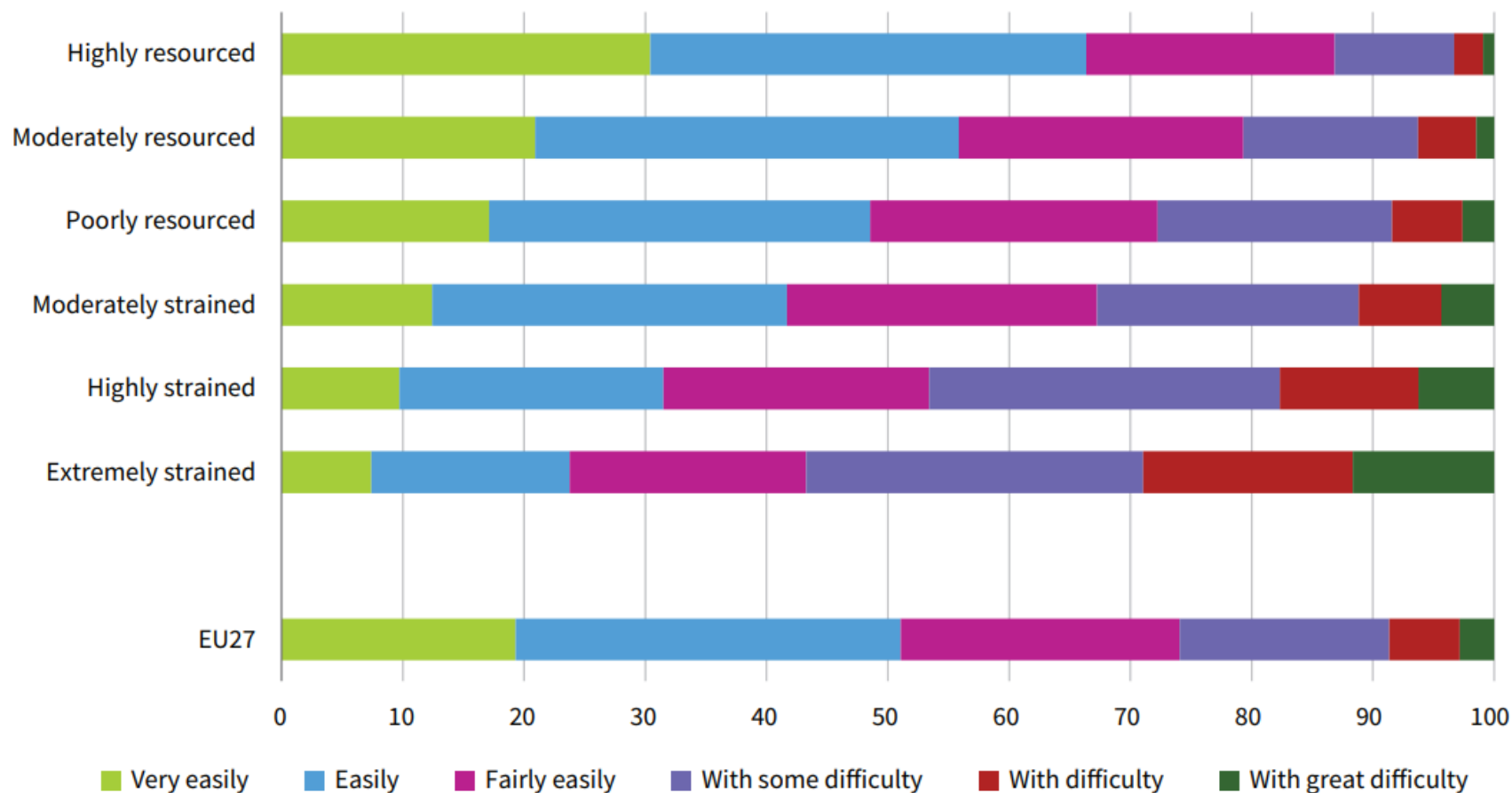
Job quality index, a prerequisite for good work outcomes



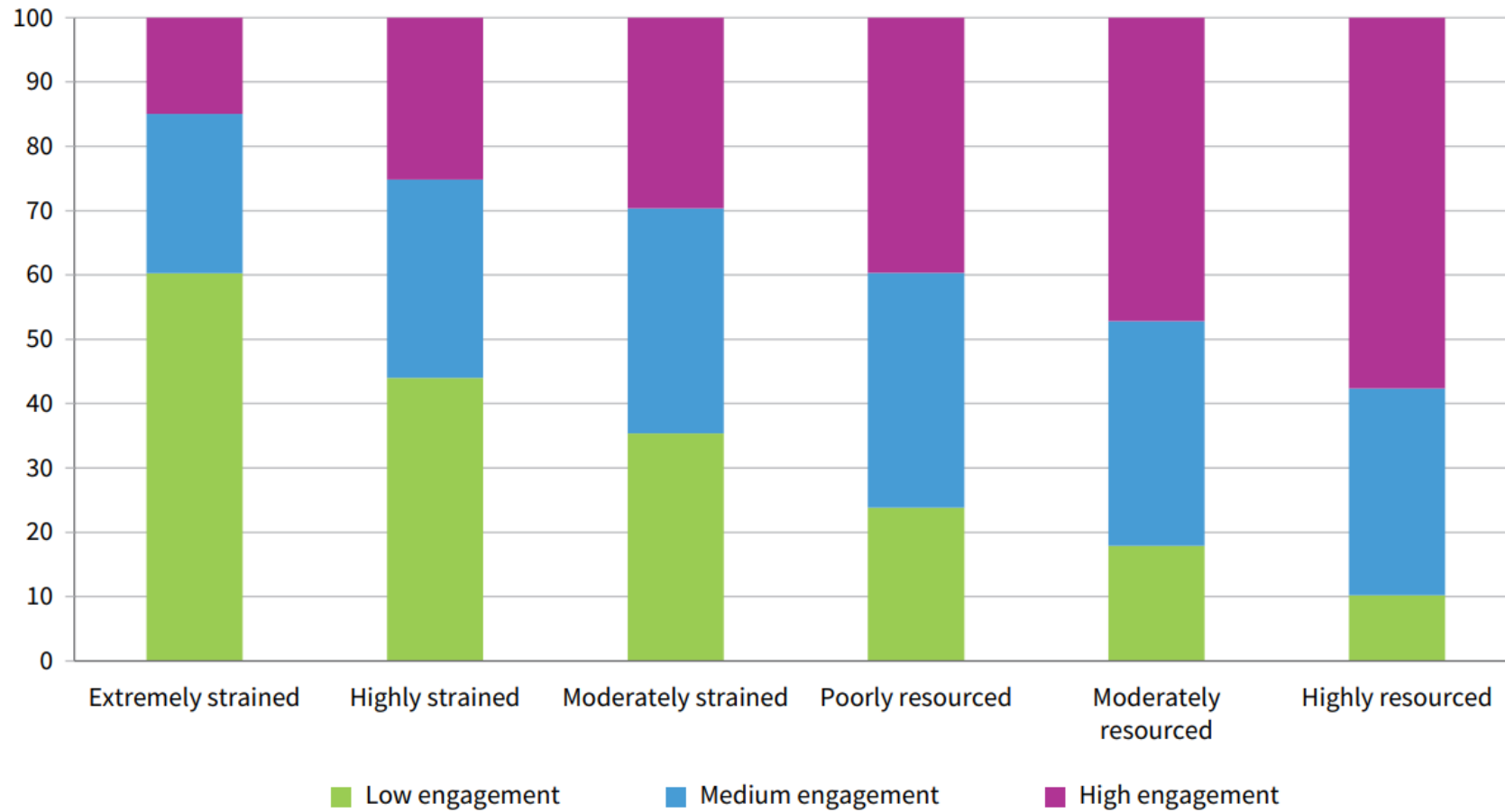
Positive association of the Quality of the working environment with

- Health and well being
- Engagement and trust and cooperation
- Making ends meet
- Work life balance

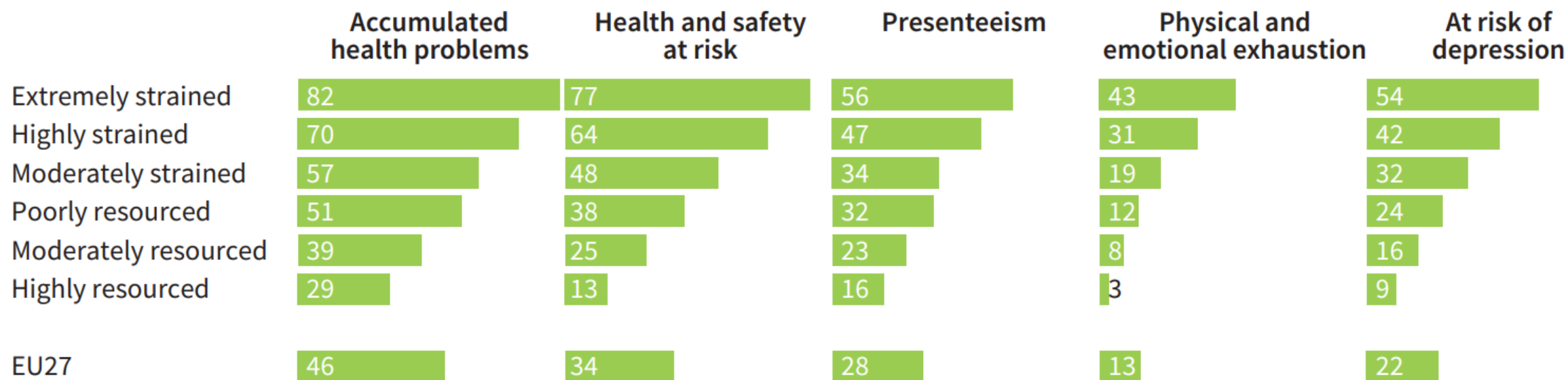
Job quality index, by ability to make ends meet, EU27 (%)



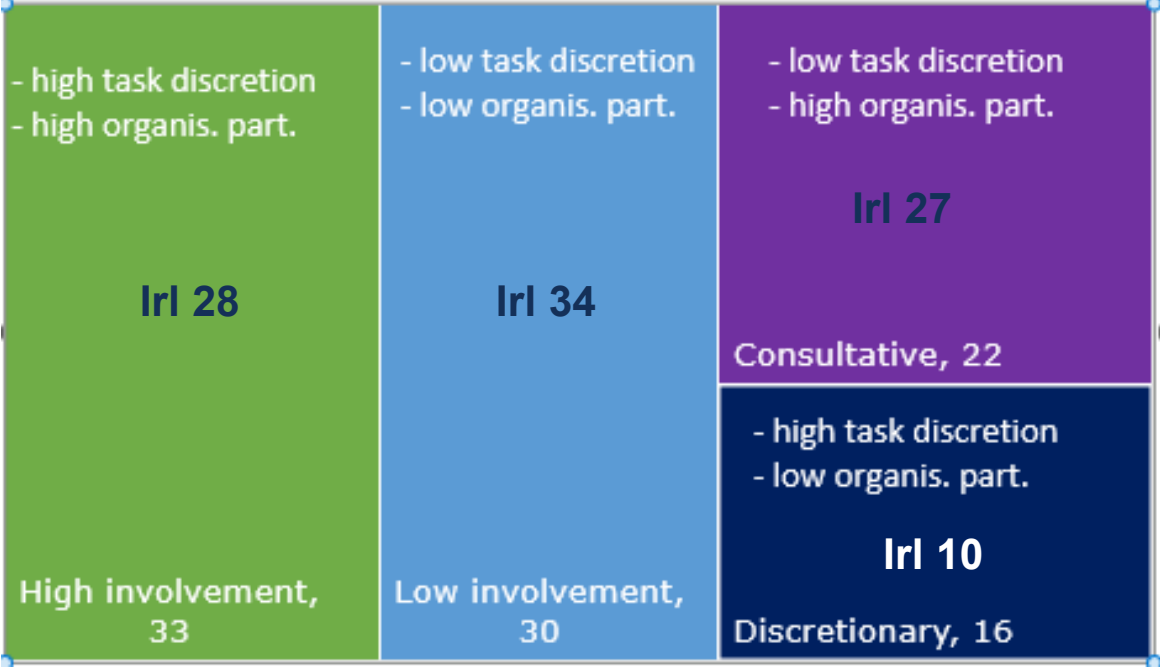
Work engagement by the job quality index, EU27 (%)



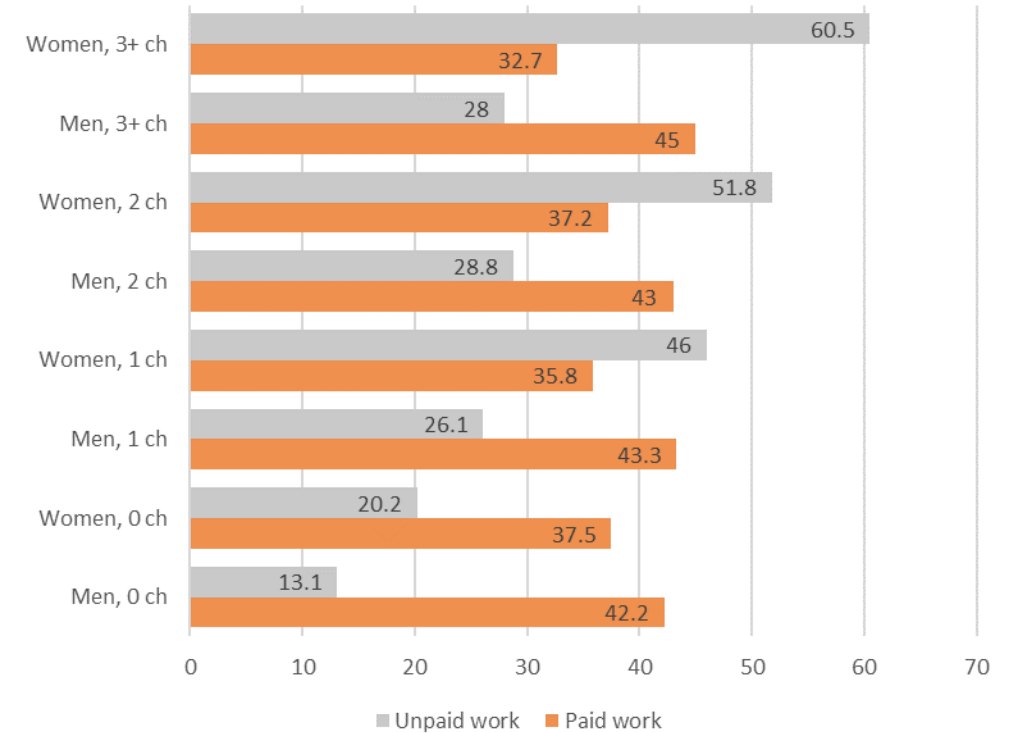
Job quality index, by health-related indicators, EU27 (%)



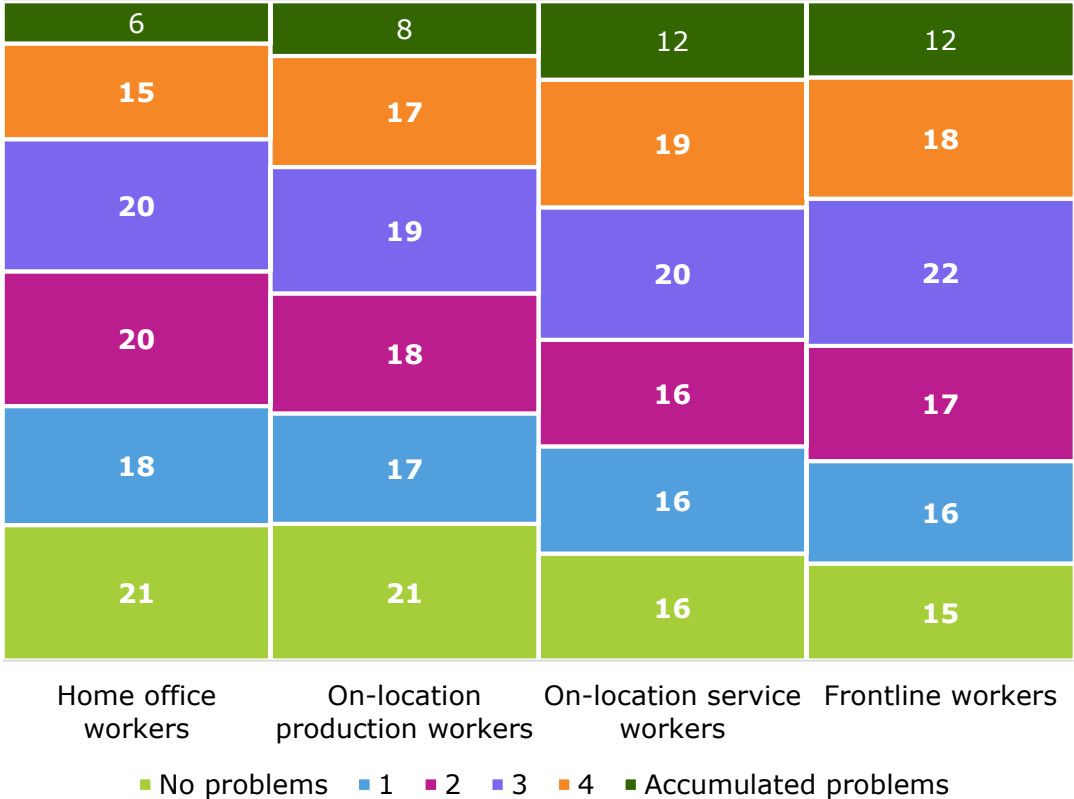
Working together during the pandemic : forms of work organisation (employees only)



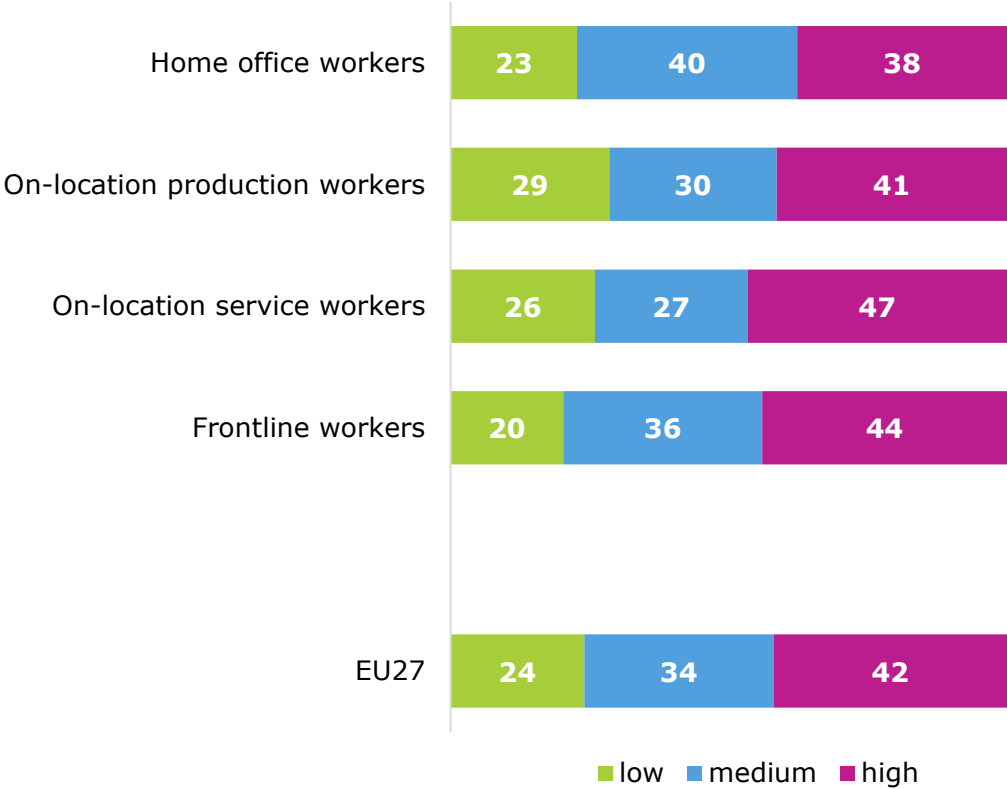
Work life balance : paid and unpaid work for men and women (weekly hours)



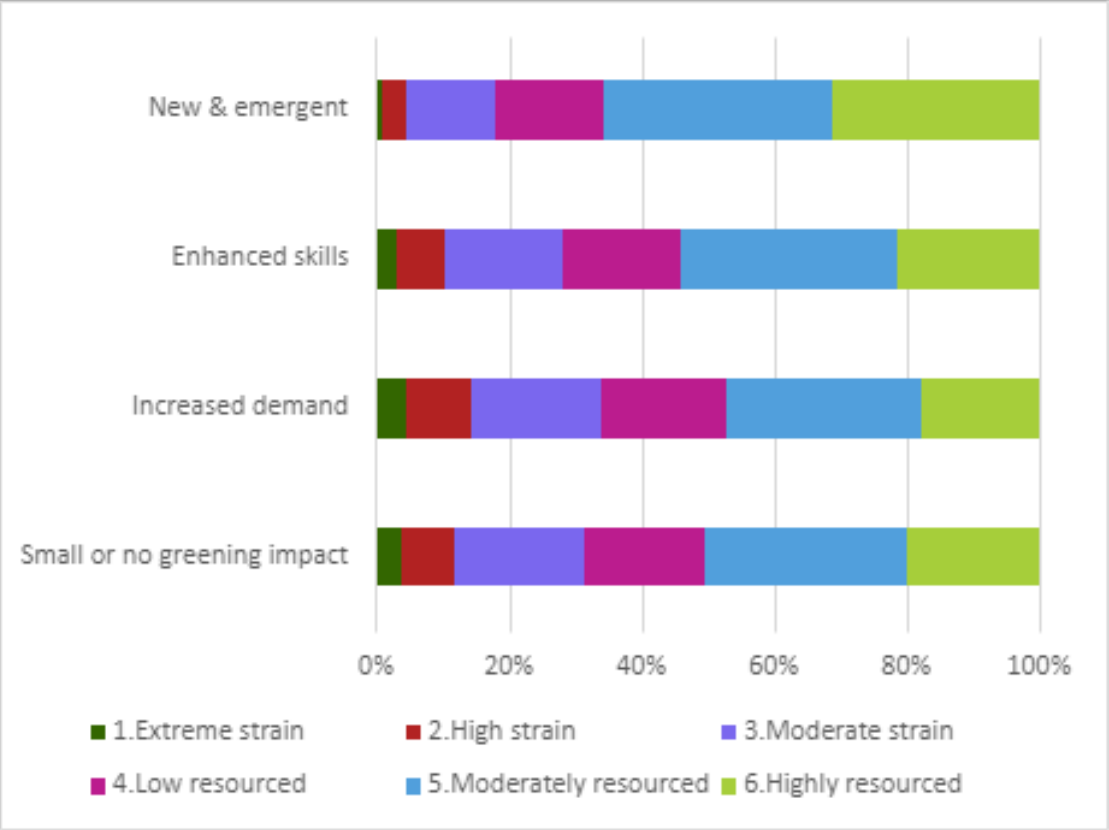
A workforce physically able for the future ? Number of health problems by covid groups



A workforce ready for future challenges ? Engagement by covid group



Supporting the development of good quality jobs in greening



Key take-aways

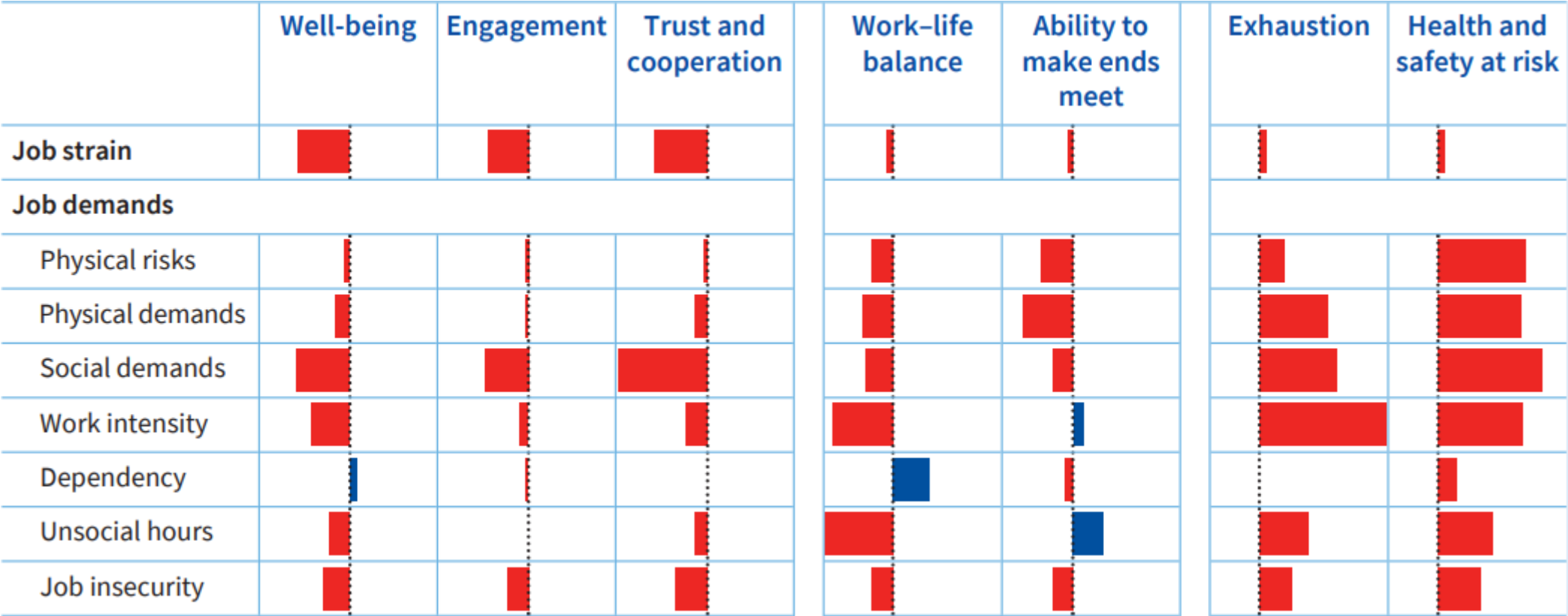
- We experienced the crisis in different way
 - The “Covid” groups
 - According to our position, the impact of COVID-19 was different
 - Some changes affecting specific groups will impact on the overall workforce
- Improvement of job quality should remain a key concern
 - As job quality support quality working lives and productivity
 - Decreasing exposure to job demands but also increasing access to job resources
 - Addressing exposure to the “traditional” risks also
 - Supporting high involvement work organisation and employee representation and voice are key to this end
- Ensuring our labour market and workplaces are inclusive and provide equal opportunities
- The crisis as an opportunity to address “long standing challenges”
 - Relationships between job quality and health have become even more obvious during the pandemic
 - Increasing actions to address the persisting gender segregation of employment in Europe and address gender stereotypes that keep such segregation
 - Actions to support the triple transition (demographic, digitalisation and decarbonisation)



Thanks

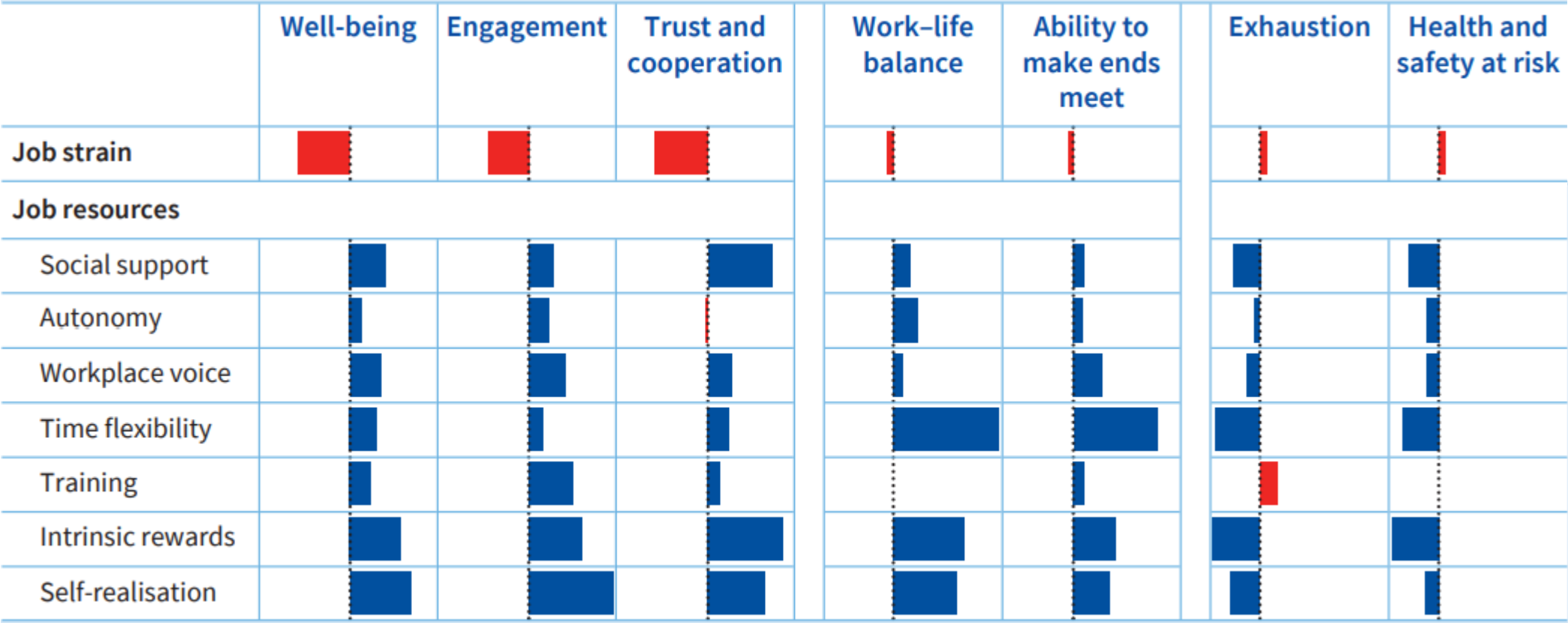
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Association between job quality and job demands and well-being and quality of working life indicators



Notes: The bars represent regression coefficients. Each row shows the relative association between an indicator on the left and well-being and other quality of working life indicators. The red bars indicate a negative outcome for workers, while the blue bars indicate a positive outcome. For example, social demands have a strong negative impact on well-being. The analysis controlled for country, occupation, industry, age, sex and employment status. Only significant results are shown.

Association between job quality and job resources and well-being and quality of working life indicators



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