



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

Towards a strong Social Europe in the aftermath of the COVID-19 crisis: reducing disparities and addressing distributional impacts

A severe crisis affecting everyone - socioeconomic impacts of the coronavirus pandemic

12 October 2021

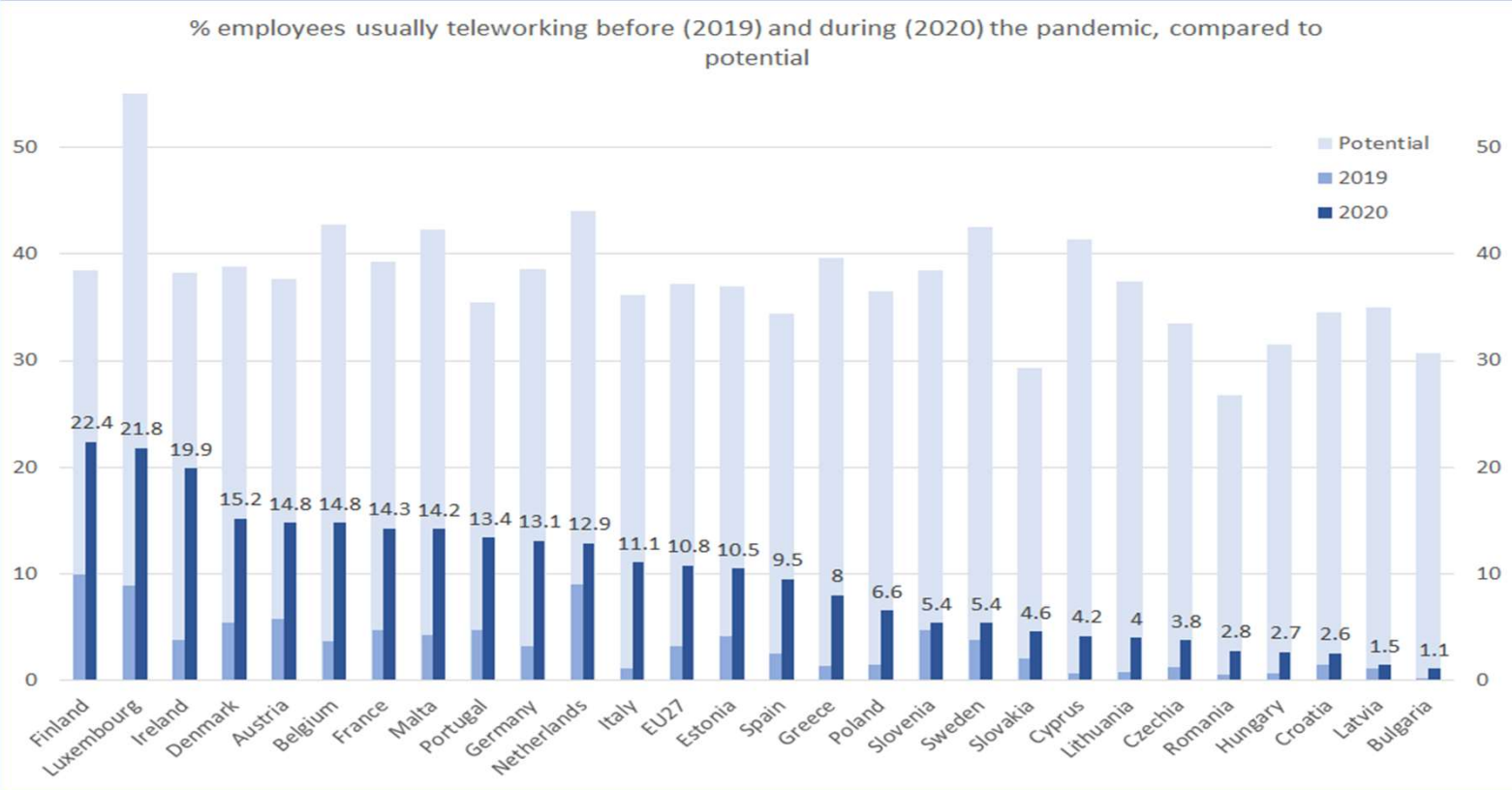
Ivailo Kalfin – Executive Director

Living, working and COVID-19

- **High levels of loneliness and depression coupled with low levels of optimism**
- **Deep concern about financial, labour market future but positive effect of support measures**
- **Large share of respondents claim to have lost their job with a dramatic decrease in working time for many**
- **Increase in telework put strain on workers with children**

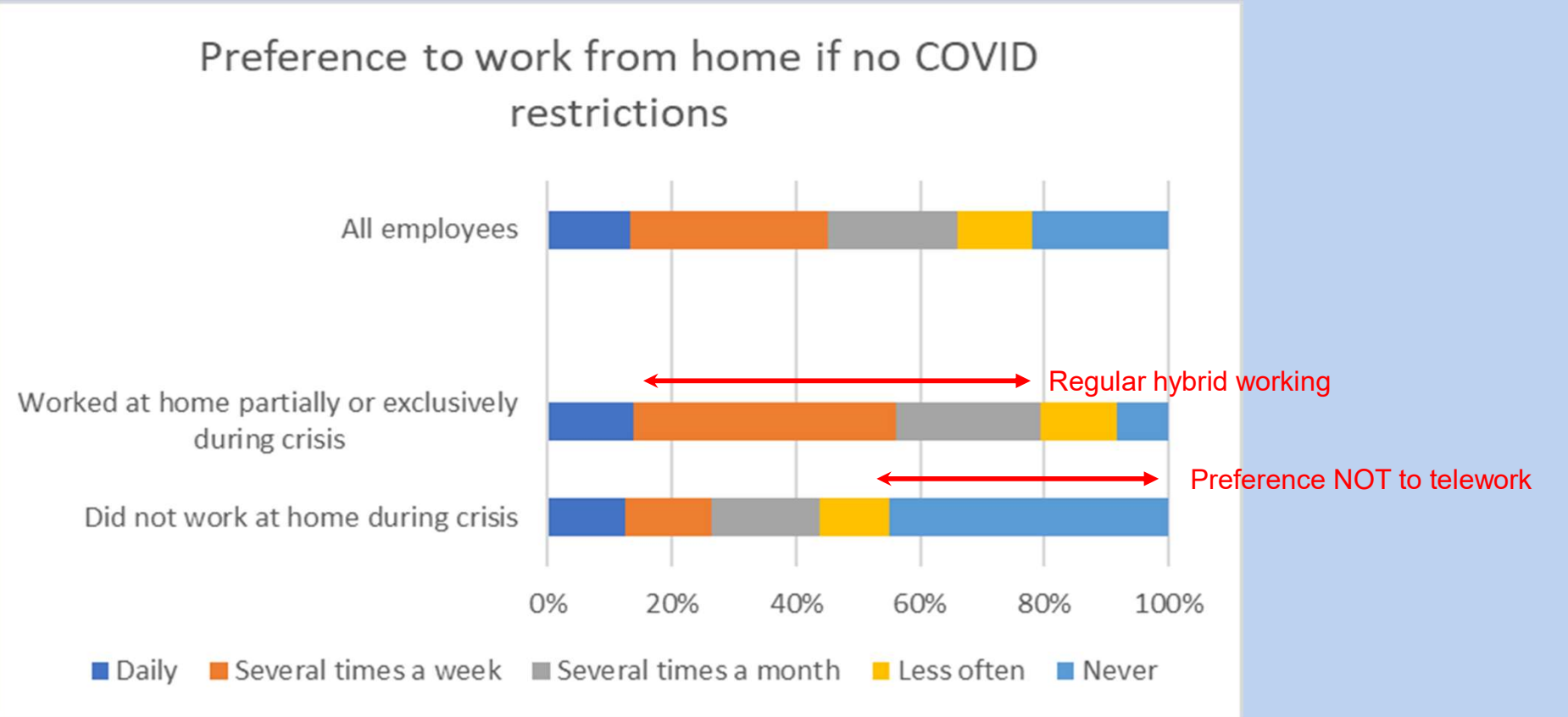


The rise and rise of teleworking: actual and potential



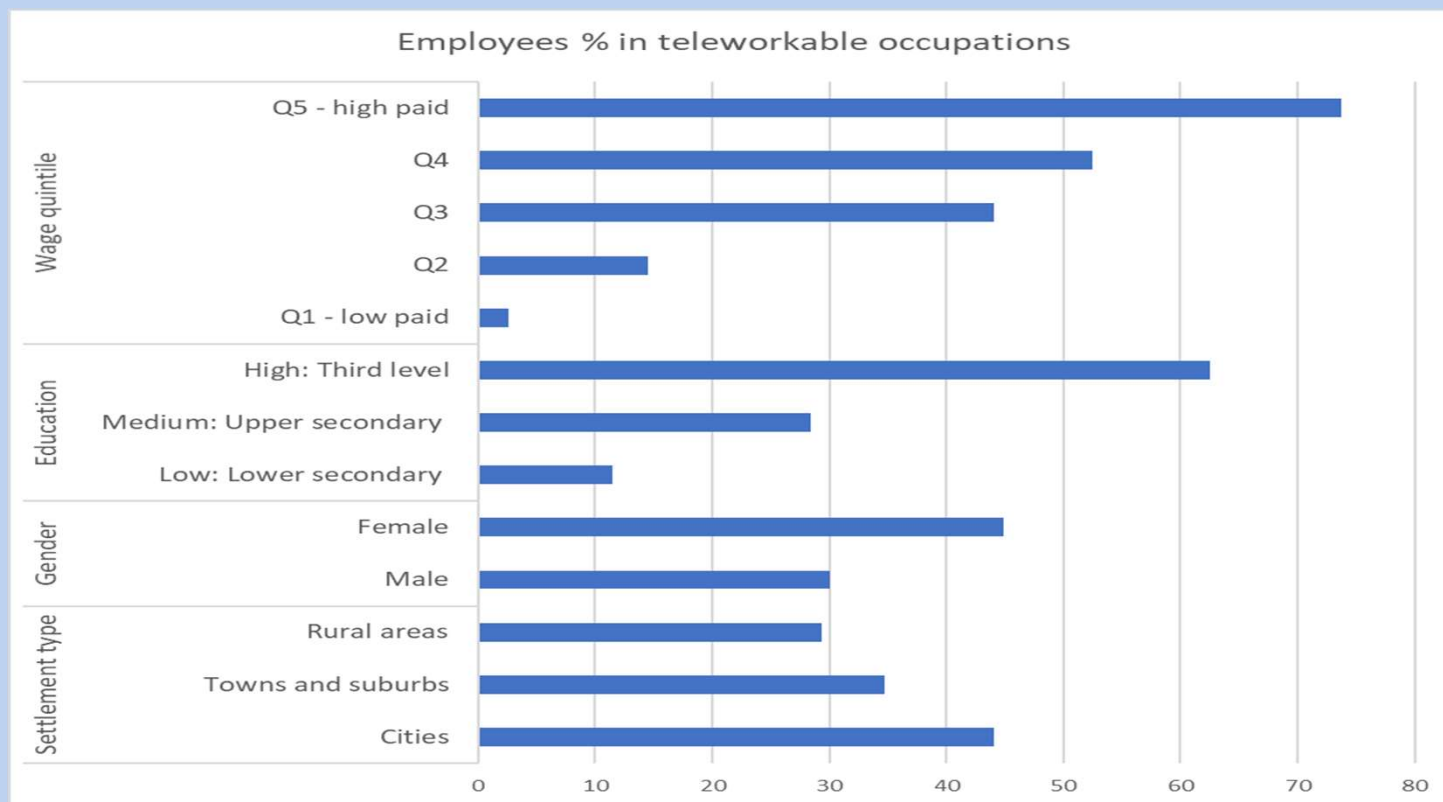
Source: LFS, Eurofound / European Commission JRC, 2021

Teleworking into the next period: preferences post-COVID



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

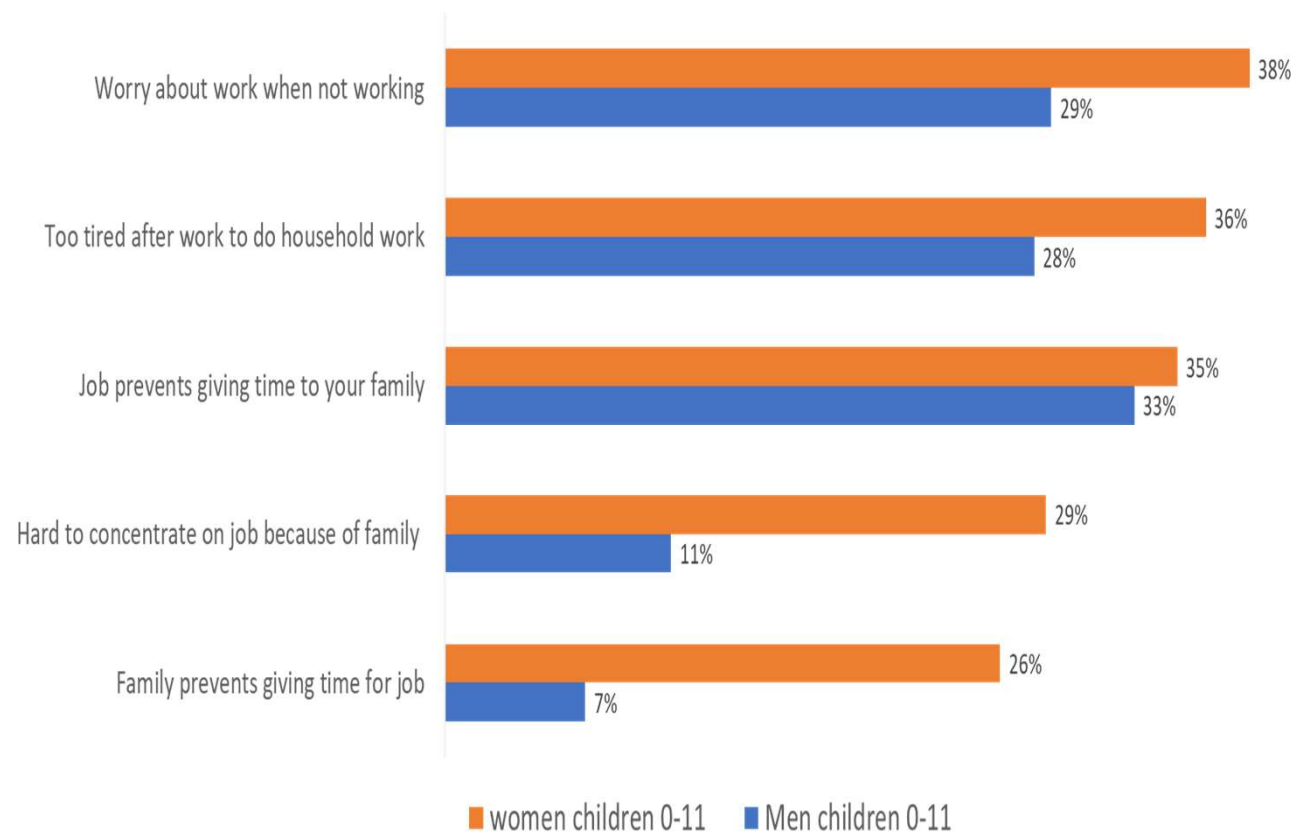
'Teleworkable' jobs – what are they and who has them?



Source: Eurofound / European Commission Joint Research Centre, 2020

Work-life issues weigh heavier on women

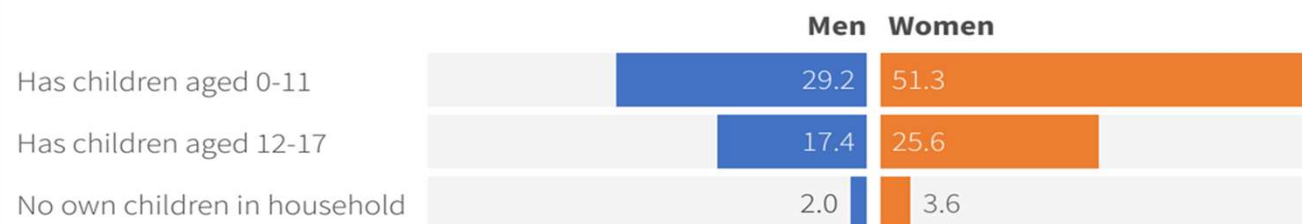
- With the closure of schools, **work–life conflict escalated** as people work from home and **mothers of small children** often most impacted



Source: Eurofound Living, working and COVID-19 survey

More unpaid work by women, with small children

How many hours per week were **men** and **women** caring for children or grandchildren outside of paid work?

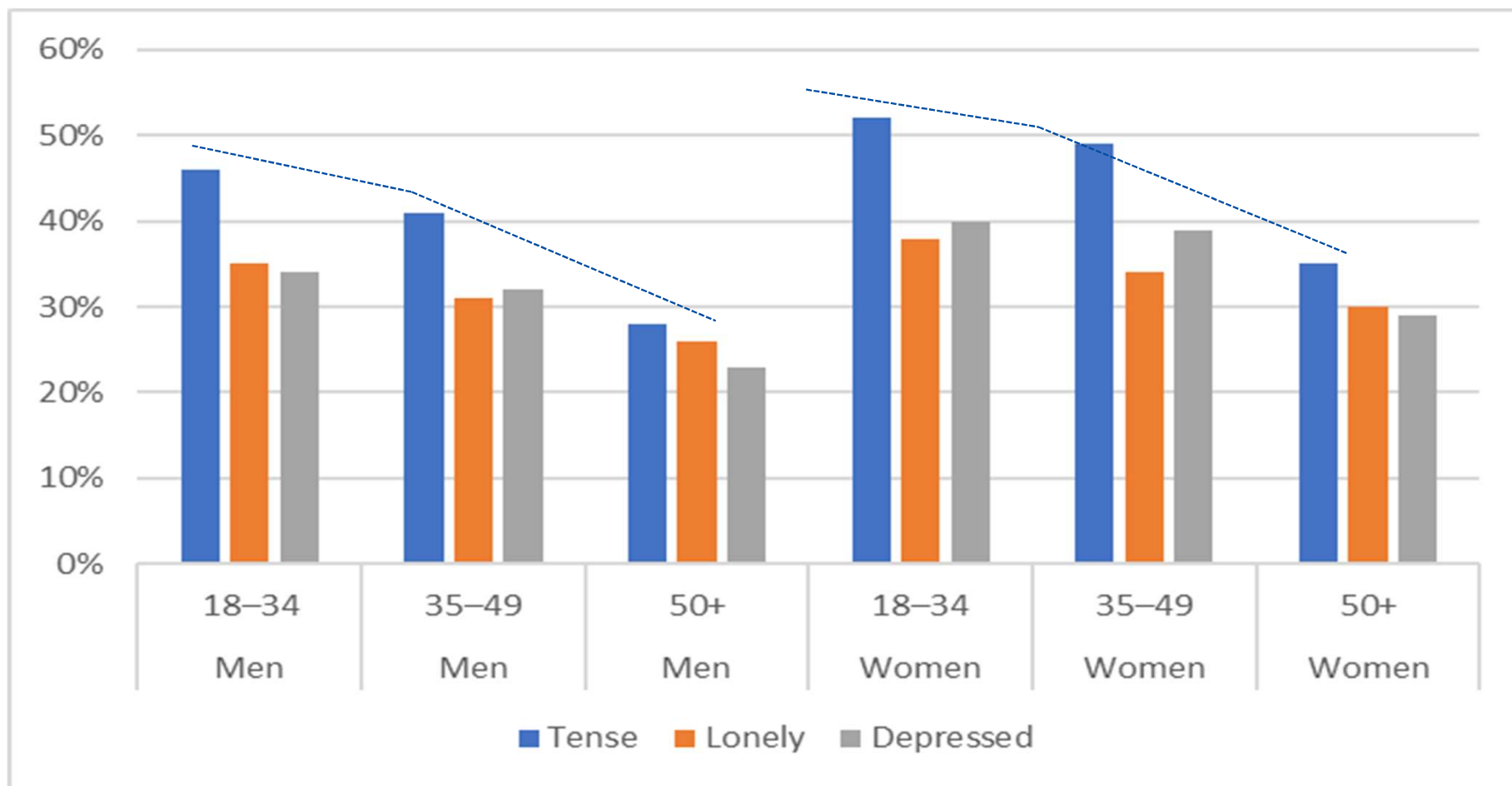


How many hours per week were **men** and **women** cooking or doing housework outside of paid work?



Source: Living, Working and Covid-19 survey, Round 3 - spring 2021

Mental health impact also sees gender, age differences



Source: Eurofound Living, working and COVID-19 survey

Legislative framework: making it work

Regulation not a blank slate

- Working Time Directive
- Health and safety regulation
- Directives on Transparent, Predictable Working Conditions and Work-life balance
- Social partner agreements on telework and digitalisation

Solution in:

- enforcement of existing regulation;
- encouragement of social partner action and capacity (e.g.R2D);
- addressing aspects of regulation no longer fit for purpose?

Eurofound resources

Topic page: [Teleworking](#)

Topic page: [COVID-19](#)

Reports

- [Working anytime, anywhere: The effects on the world of work](#)
- [Regulations to address work–life balance in digital flexible working](#)
- [Telework, ICT-based mobile work: Flexible working in digital age](#)
- [Right to disconnect: Exploring company practices](#)

Working papers

- [Further exploring the working conditions of ICT-based mobile workers and home-based teleworkers](#)
- [Right to disconnect in the 27 EU Member States](#)
- [A Taxonomy of Tasks for Assessing the Impact of New Technologies on Work”,](#)
- [Teleworkability and the COVID-19 crisis: a new digital divide?](#)
- [Update on prevalence and teleworkable jobs \(November 2021\)](#)

Data

- Eurofound's [Living, working and COVID-19 survey](#)
- [European Working Conditions Survey \(EWCS\)](#)

Blogs

- [As Member States take different approaches to regulating telework, will the EU bring them into line?](#)
- [Does the new telework generation need a right to disconnect?](#)
- [COVID-19 unleashed potential for telework – How are workers coping?](#)

Articles

[Workers want to telework but long working hours, isolation and inadequate equipment must be tackled](#)

Forthcoming

- [What just happened? COVID-19 lockdowns and change in the labour market](#)
- [Business not as usual: How EU companies adapted to the COVID-19 pandemic](#)
- [Telework in the EU: Regulatory frameworks and prevalence \(May 2022\)](#)