

Challenges for sustainable work

Slovenian Presidency
High-level Conference: Quality Work for the Quality of Life

7 October 2021

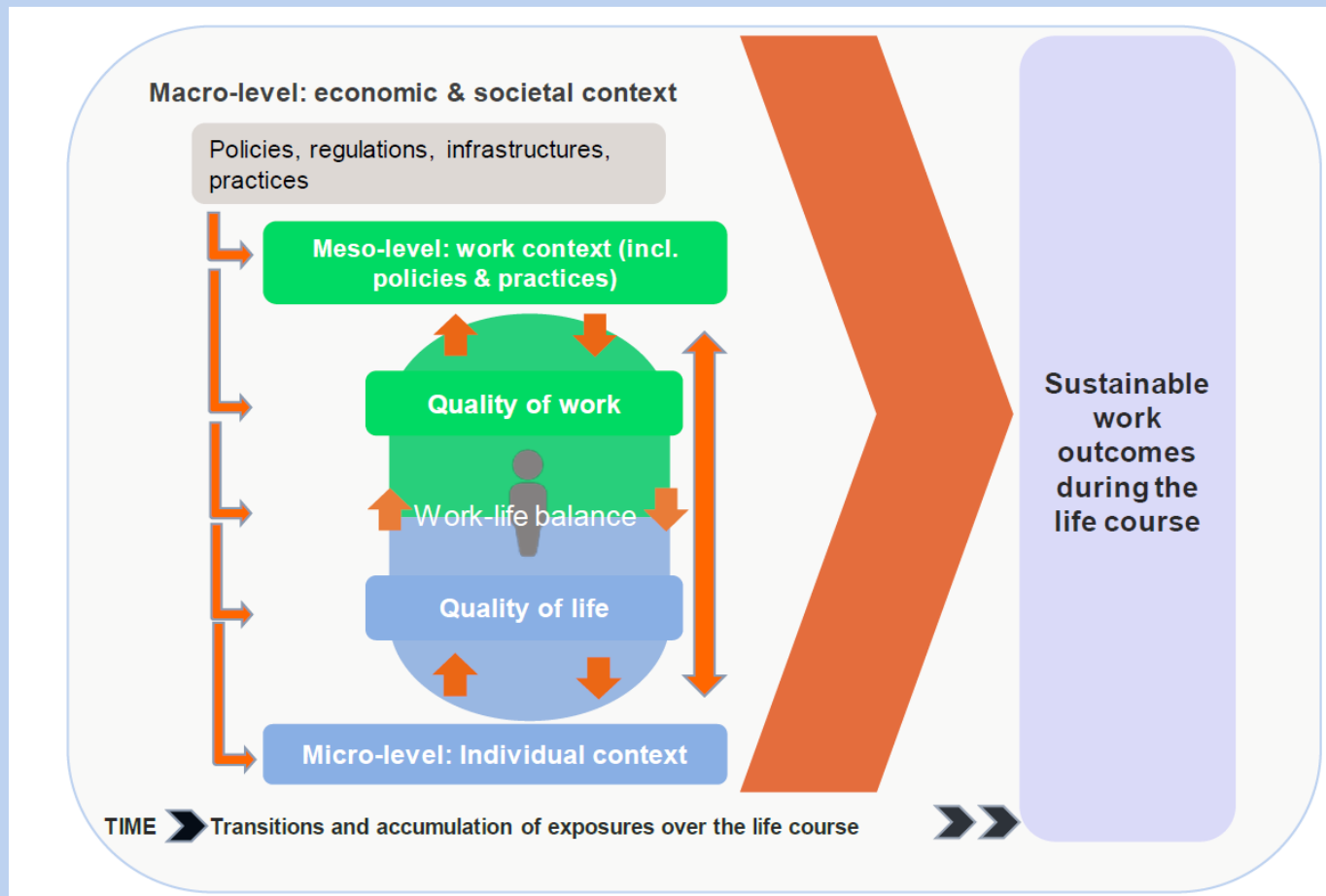
Barbara Gerstenberger, Eurofound

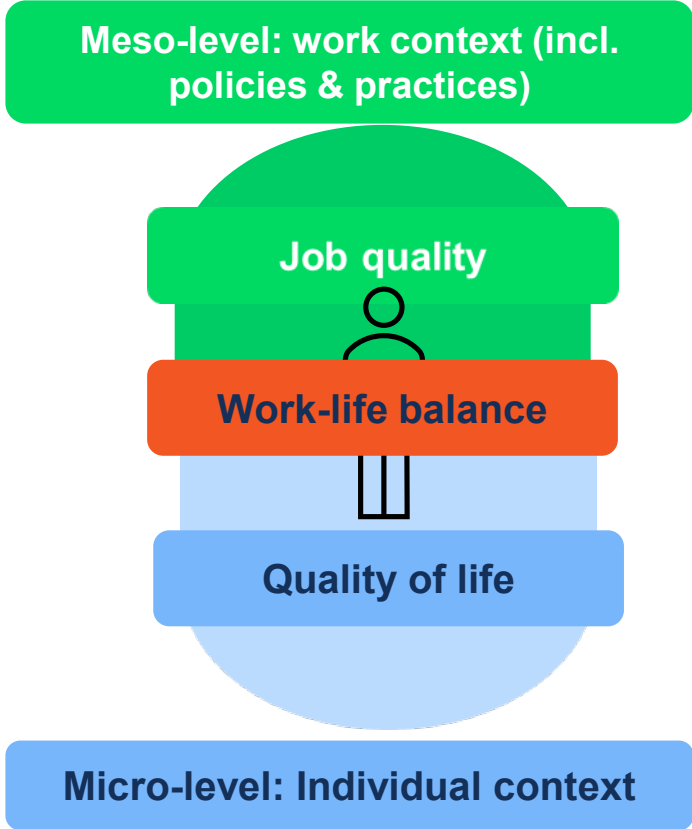
Sustainable work over the life course means that

*working and living conditions are such that they support people in **engaging** and **remaining in work** throughout an extended working life.*

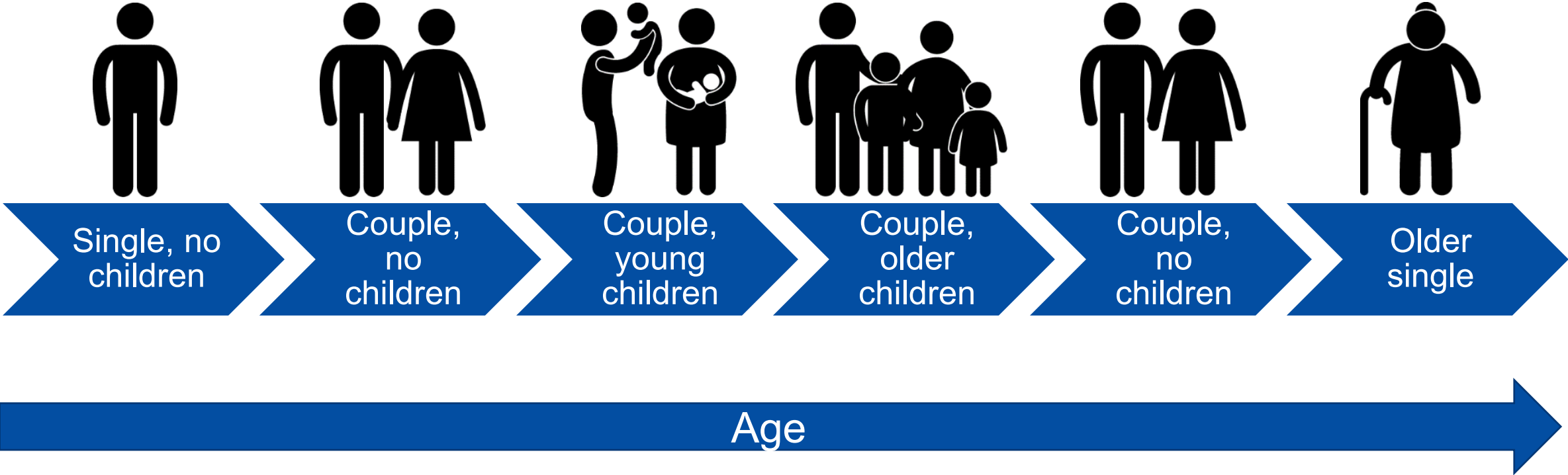
Eurofound (2015) Sustainable work over the life course – concept paper

Eurofound's sustainable work framework



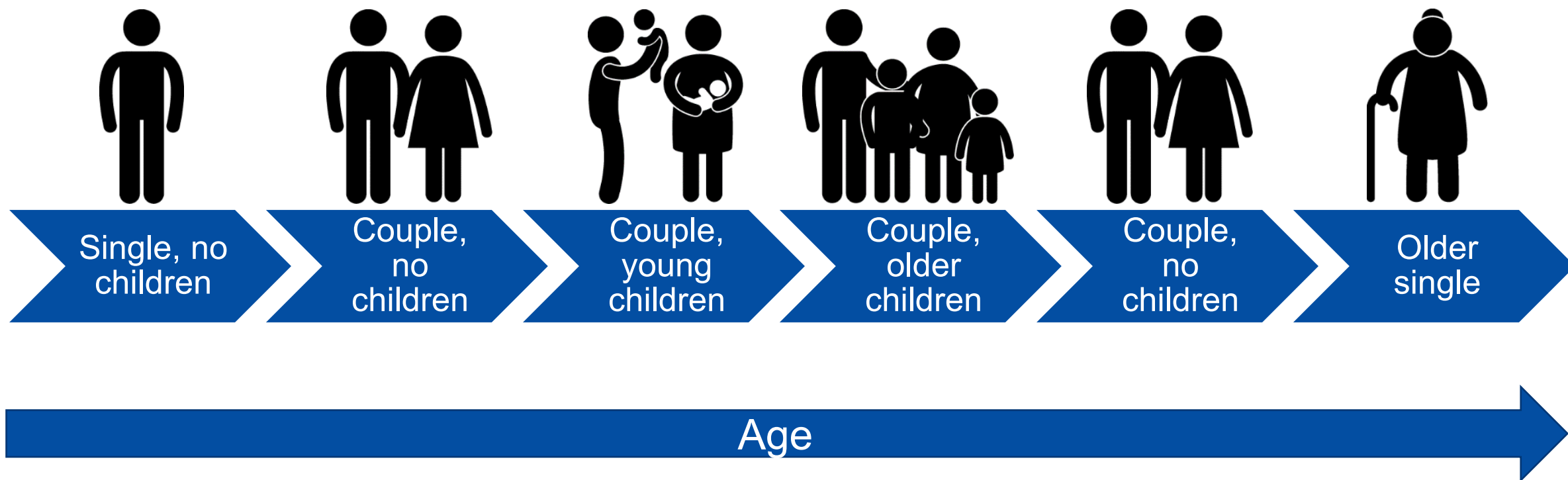


A life course perspective



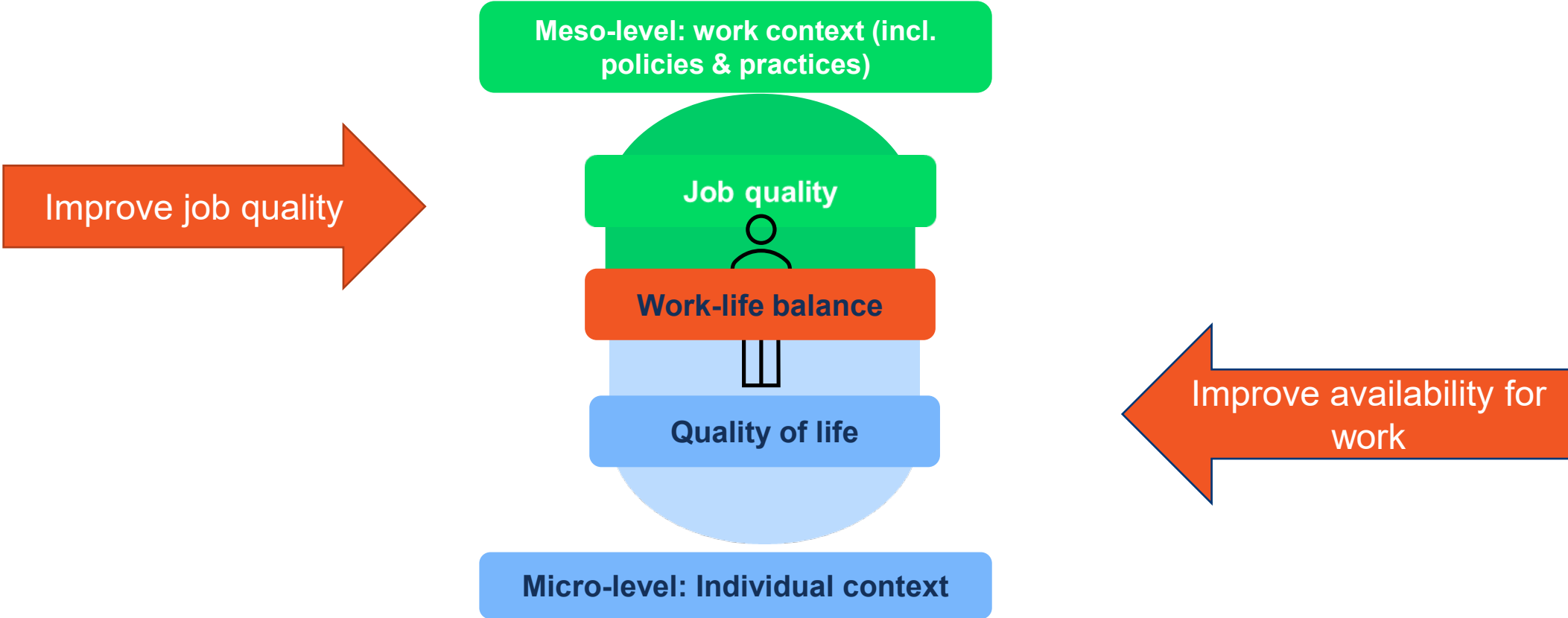


A life course perspective





Two levers: job quality and availability for work



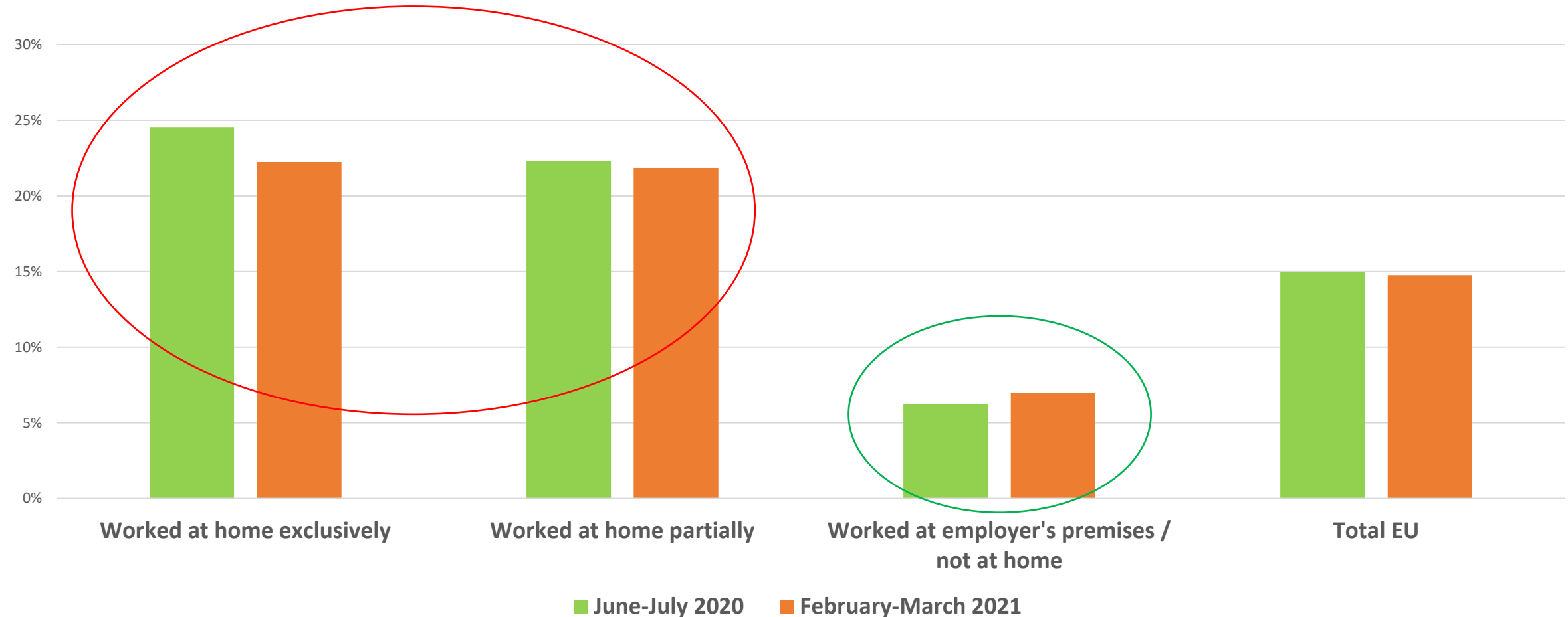
Seven dimensions of job quality



Seven dimensions of job quality

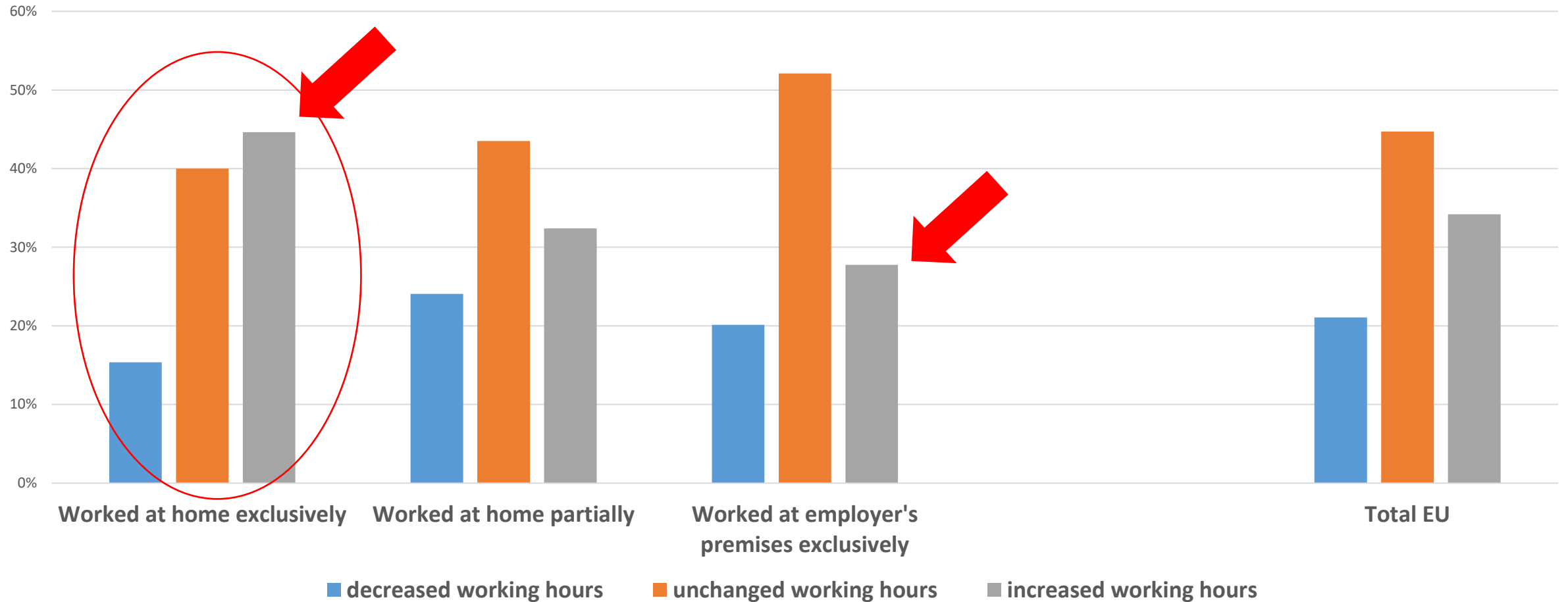


Working during free time regularly, by place of work



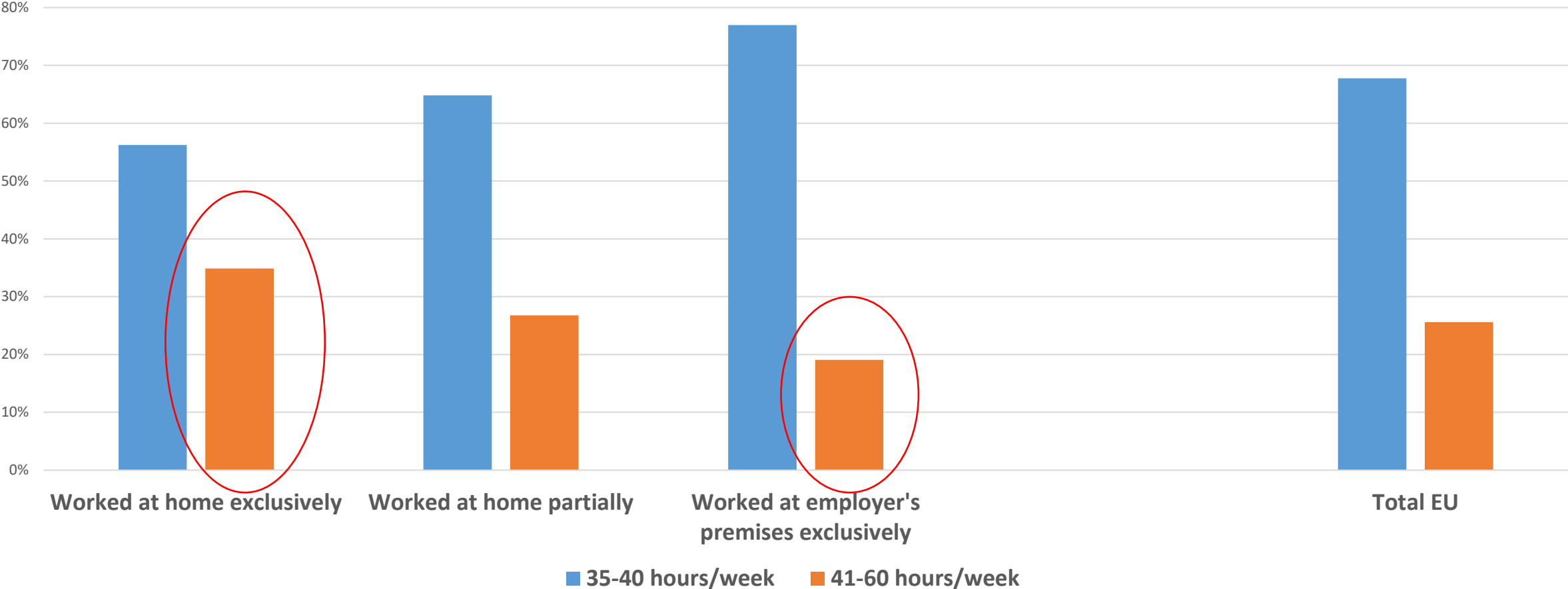
Source: Eurofound, Living, working and COVID-19 survey, second and third wave

Change in working hours during pandemic, by place of work (full-time employees)



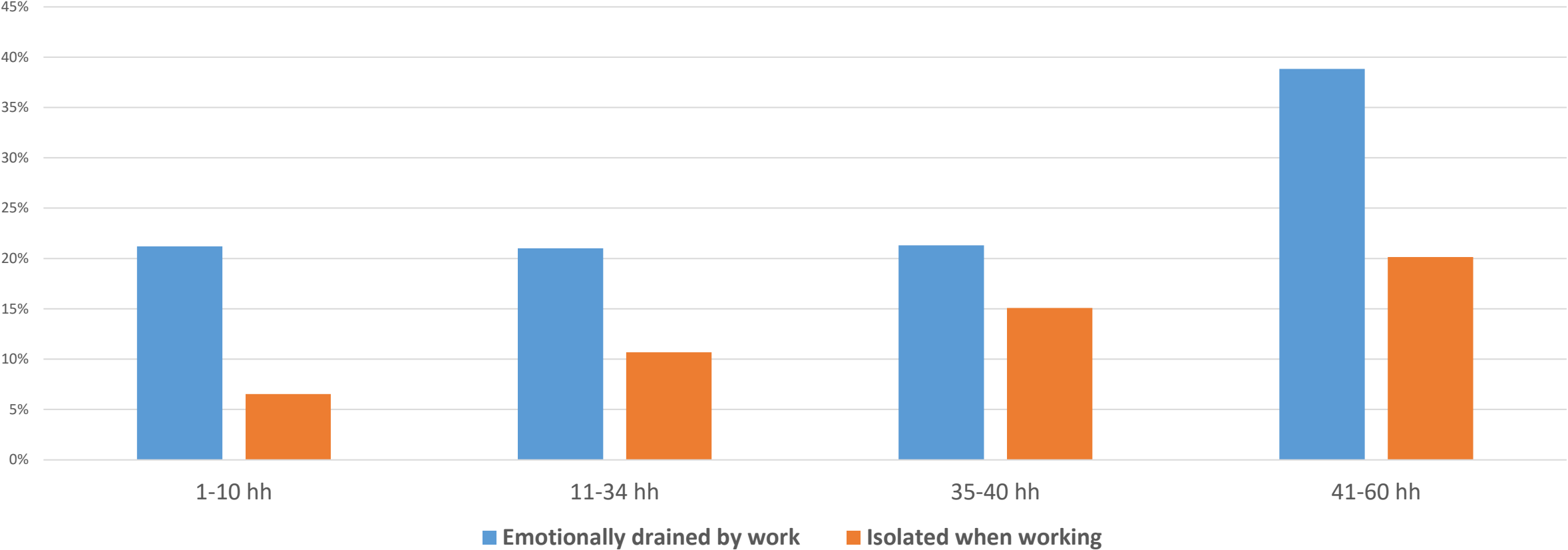
Source: Eurofound, Living, working and COVID-19 survey, second wave, July 2020

Working hours per week, by place of work (full-time employees)



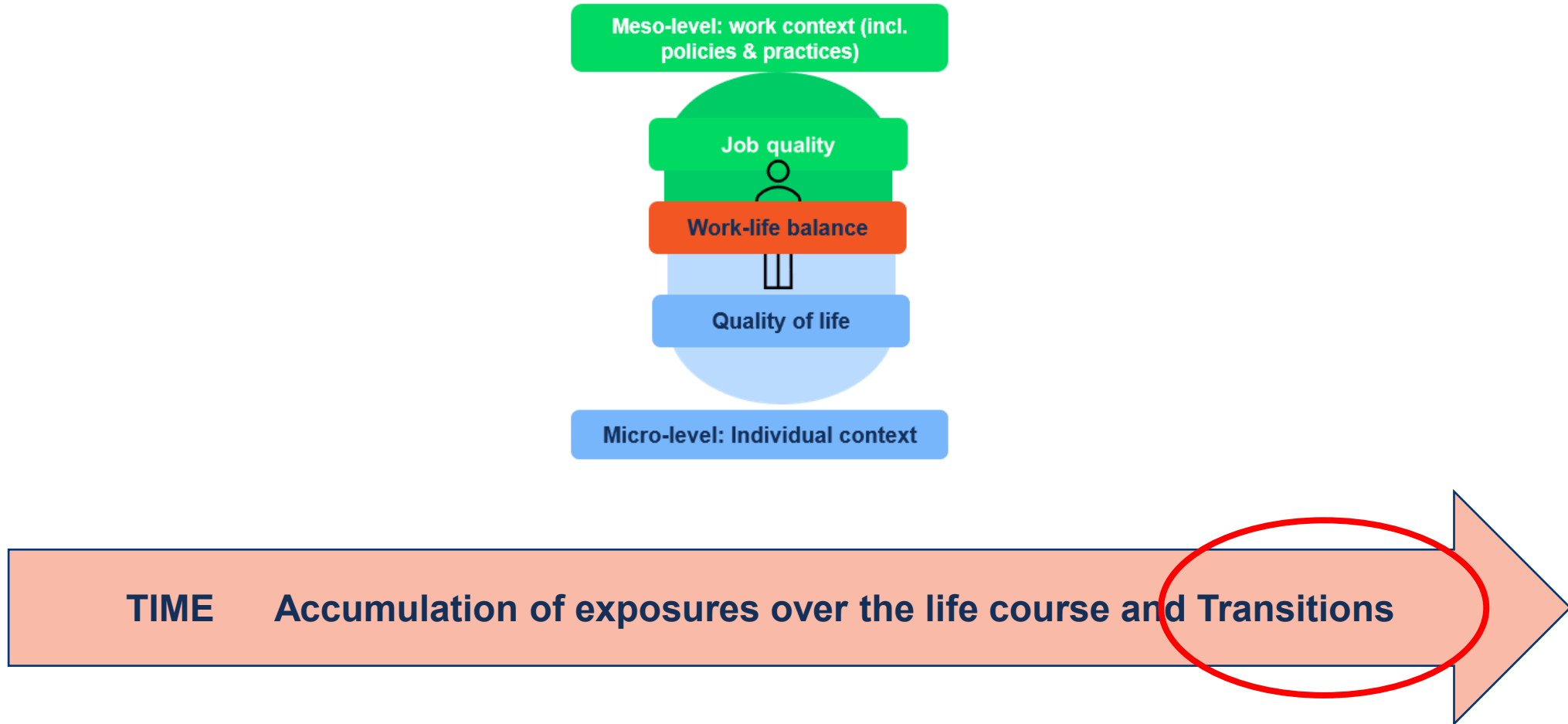
Source: Eurofound, Living, working and COVID-19 survey, third wave, February/March 2021

Isolation, feeling drained by weekly hours worked from home



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

Support for transitions: enhancing and maintaining employability

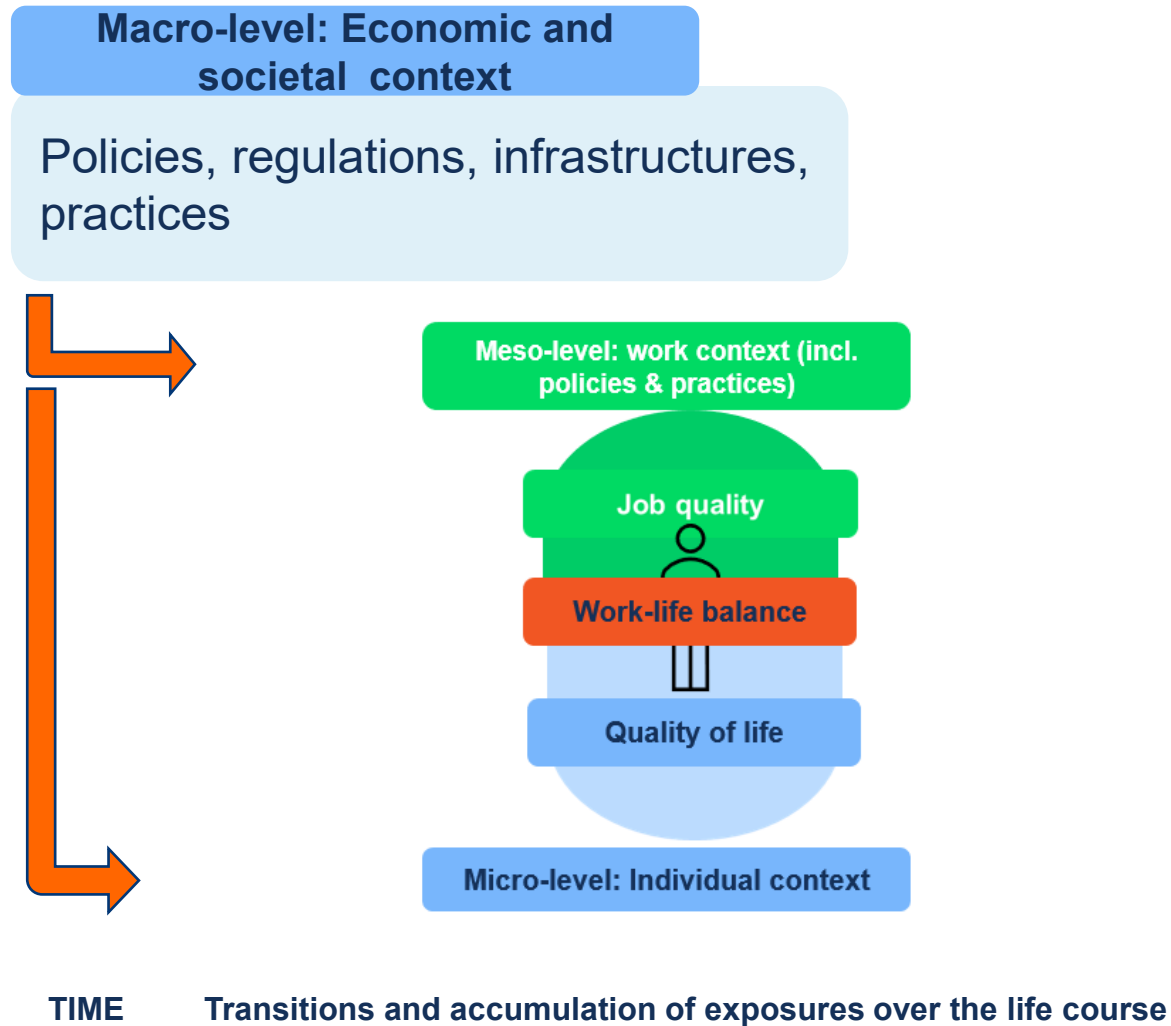


Link between employment status and training

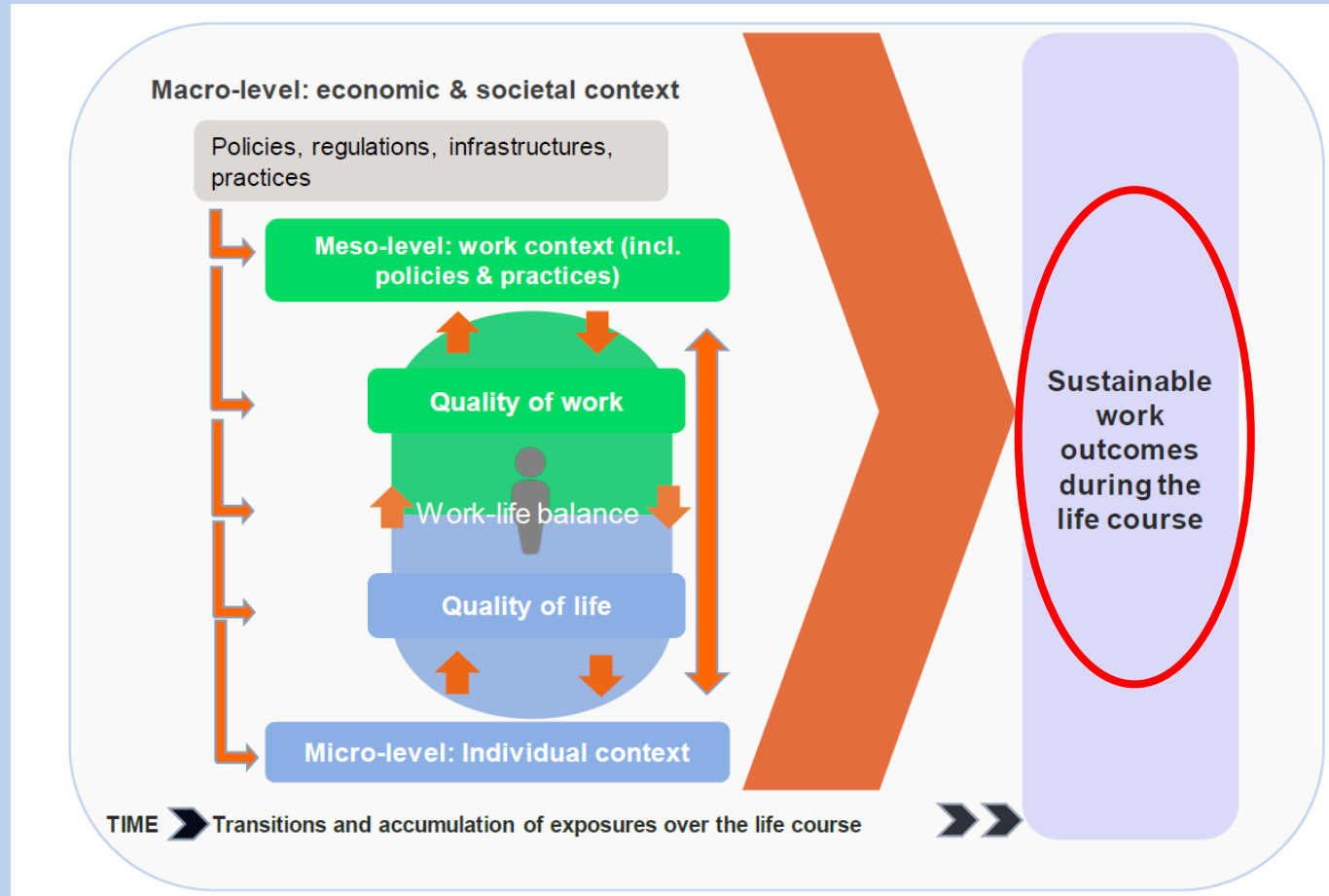
Employment status	Training received over the past 12 months
Indefinite contract	42.5 %
Fixed term \geq 1 year	34.0 %
Fixed term \leq 1 year	24.9 %
Full time	38.9 %
Part time voluntary	31.7 %
Part time involuntary	21.2 %

Source: Eurofound (2018) Working paper 'Employment status and job quality'

Support for transitions: enhancing and maintaining employability



Eurofound's sustainable work framework



Holistic approach to make work sustainable

Making work sustainable requires

- Technological and organisational design in place to create high quality jobs
- Creating a fit between structural characteristics of a job (job quality) and the characteristics of an individual in relation to work (abilities, needs, health, skills, etc.).
- Policy interventions that will help to achieve this match to take place at all levels:
 - government level (through legislation, regulations, public services, infrastructure, public funding),
 - sectoral and company level (collective agreements, social dialogue),
 - workplace level (flexible work arrangements, managerial support, training etc.)
 - individual level (lifelong learning, upskilling, employability, etc.).
- Policies and practices that support not only those who are employed but also those who are currently outside the labour market
- Gender mainstreaming and a focus on gender equality to address the substantial differences in sustainable work outcomes between men and women

Sustainable work over the life course: Concept paper

Working conditions and sustainable work: Context of sustainable work: Analysing status quo and progress

Sustainable work: The role of motivation for sustainable work

Working conditions and sustainable work: An analysis using the job quality framework

Measuring sustainable work over the life course – feasibility study

[Sustainable work over the life course: Concept paper](#)

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Disclaimers: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.