



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

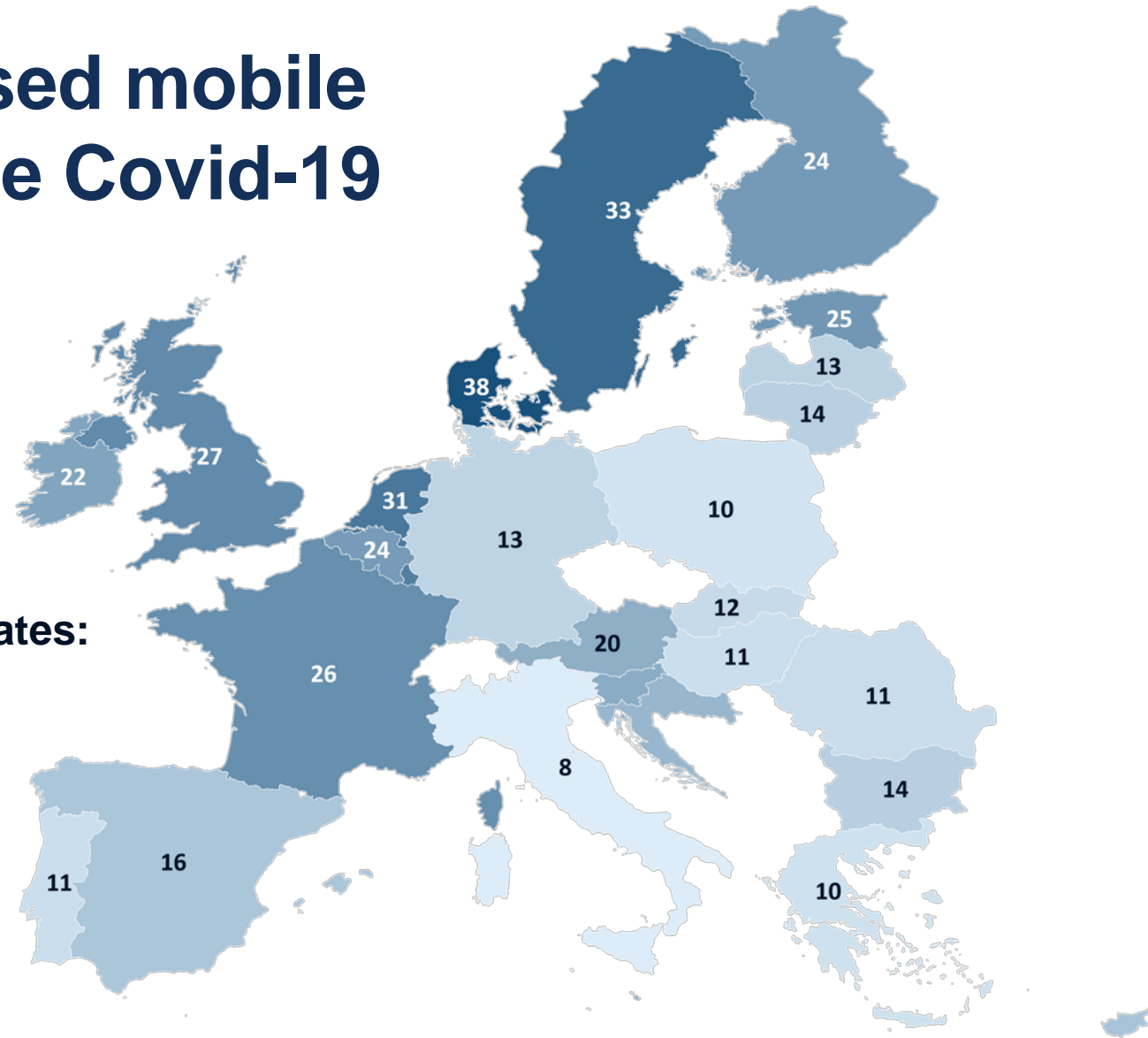
Telework, ICT-based mobile work in Europe: Trends, Challenges and the Right to Disconnect

Oscar Vargas Llave (Research Manager)

11 March 2021

EMCO virtual meeting hosted by the Portuguese Presidency of the Council of the European Union

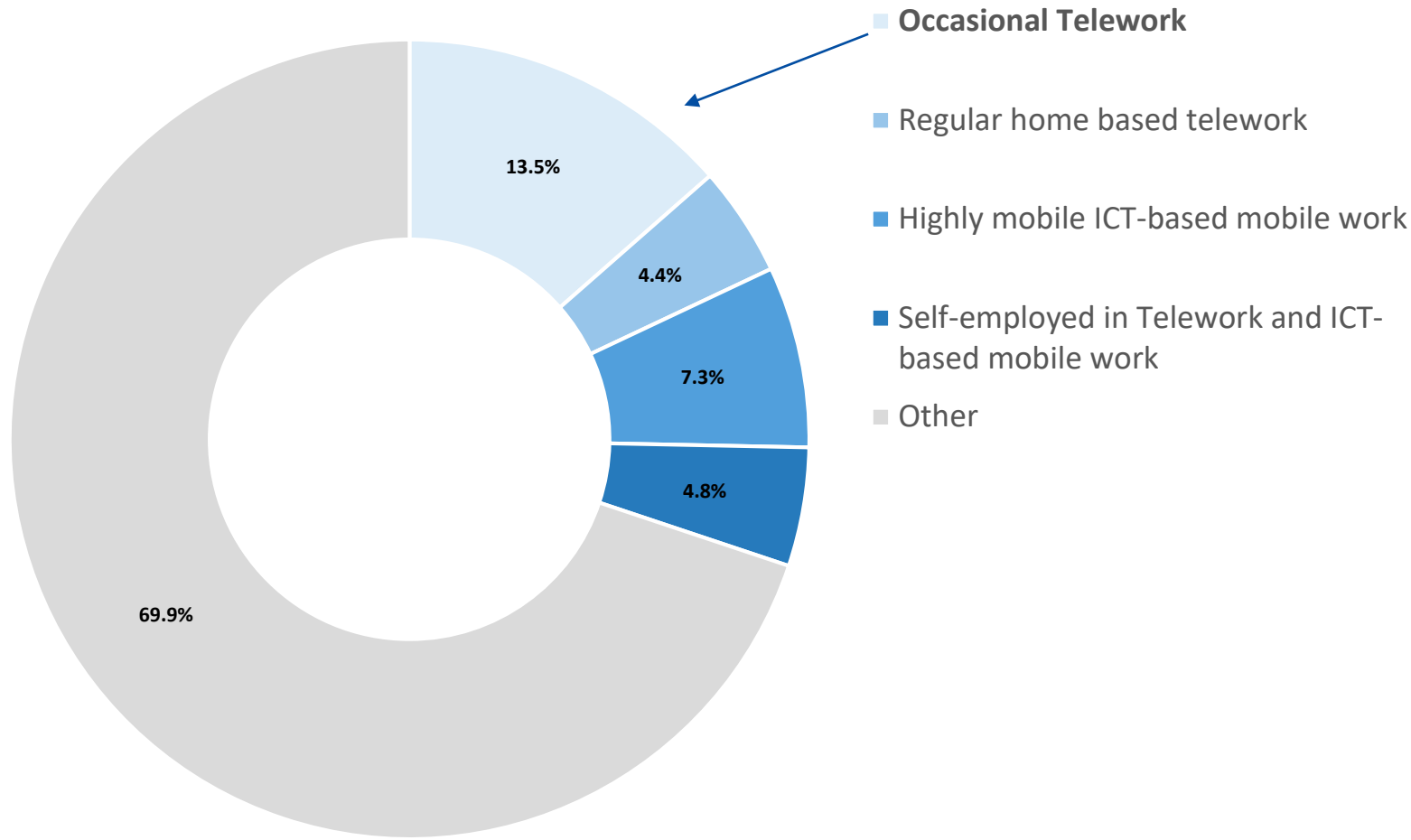
Telework and ICT-based mobile work in Europe before Covid-19



**Wide differences across Member States:
Italy 8% - Denmark 38%**



What are regular and occasional teleworkers?



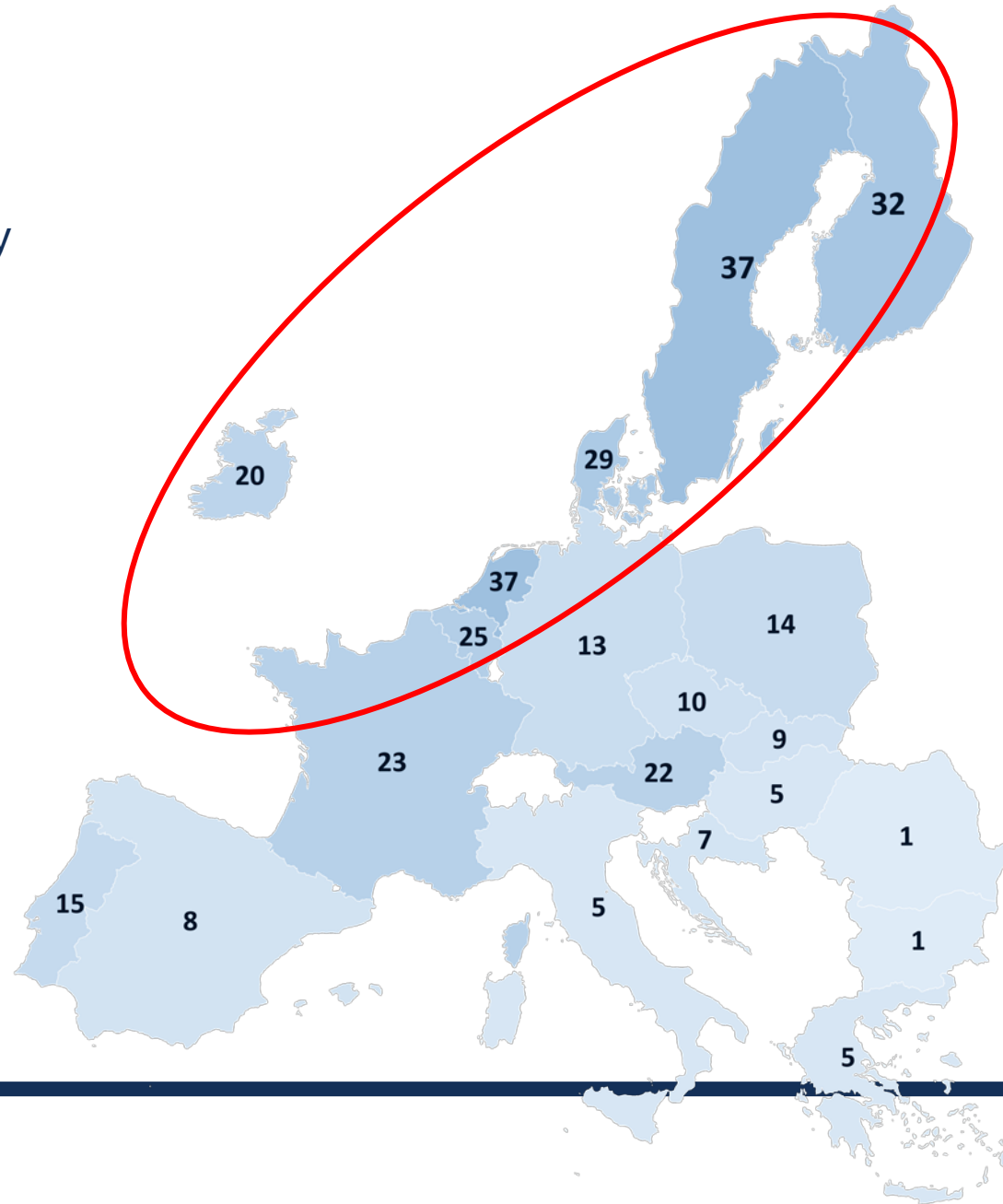
EU27 and UK

Source: European Working Conditions Survey 2015

Percentage of employees teleworking before the pandemic

2019 selected countries LFS

Working from home usually or occasionally

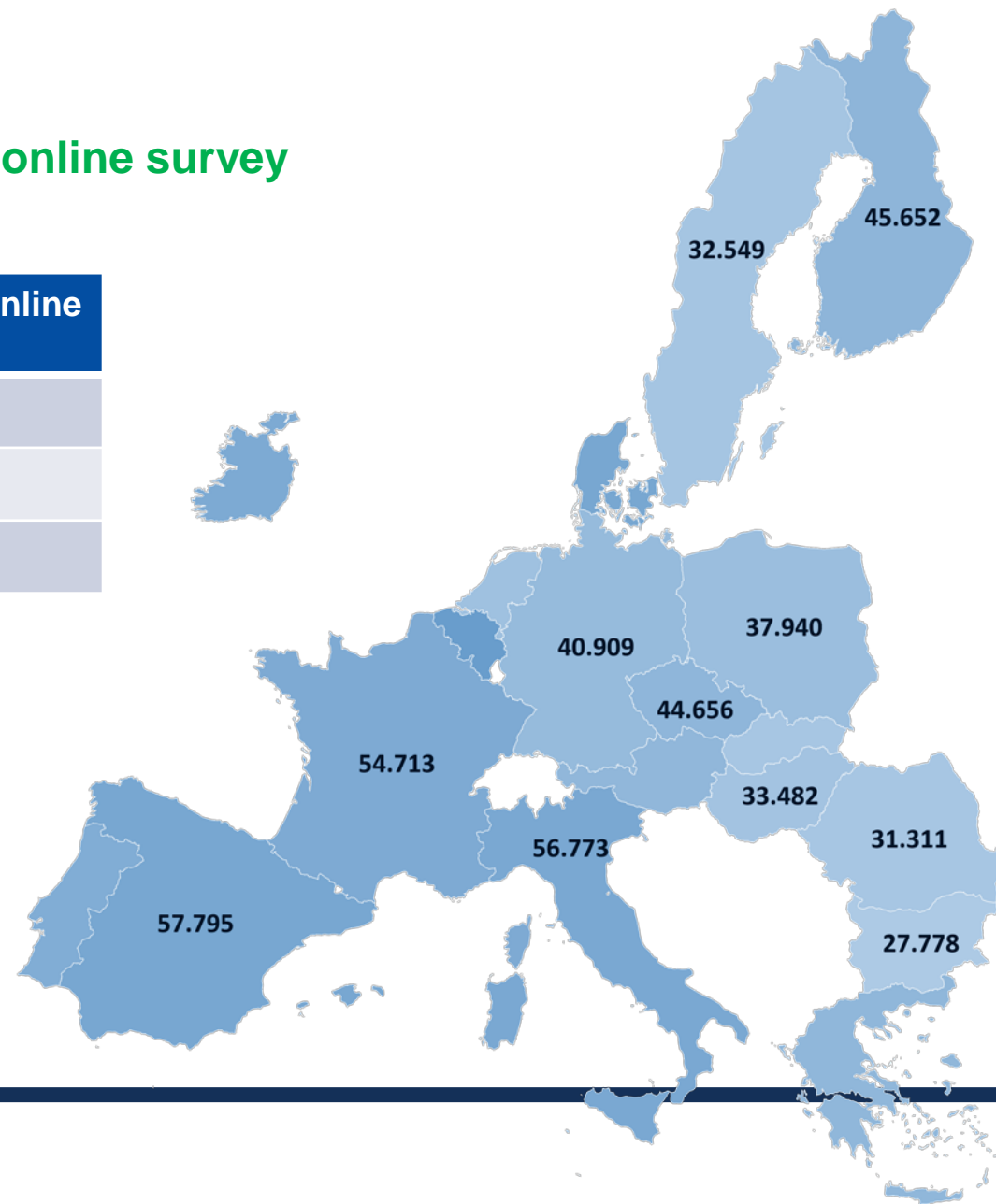


Percentage of employees teleworking during the pandemic

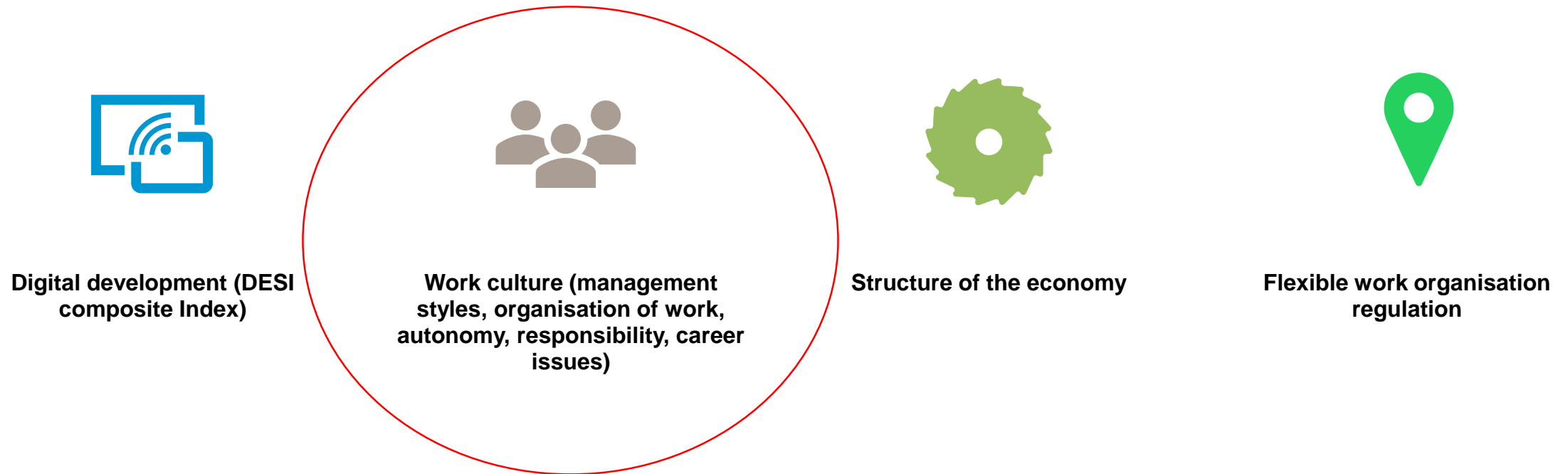
July 2020 selected countries, Eurofound online survey

Working from home usually or occasionally

	LFS 2019	Eurofound online survey 2020
Portugal	15%	53%
France	23%	55%
Bulgaria	1%	28%

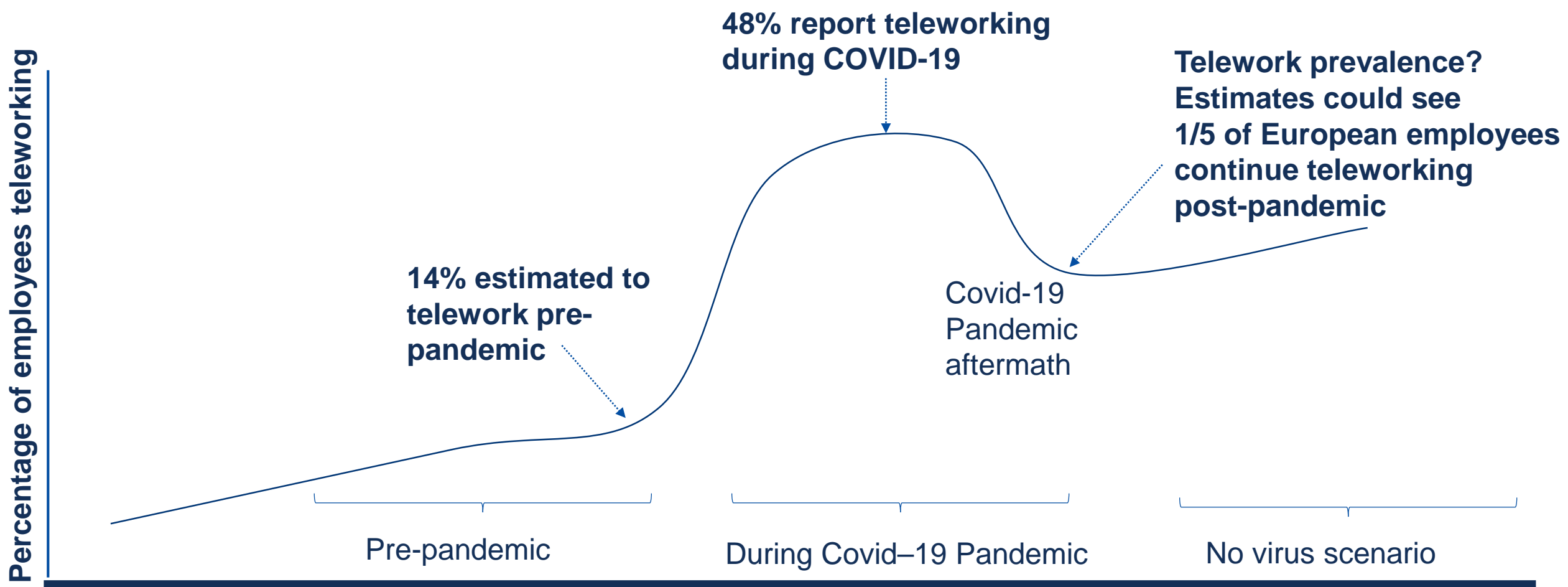


Factors linked to prevalence of telework and ICT-based mobile work





Telework is here to stay – But how will it evolve?





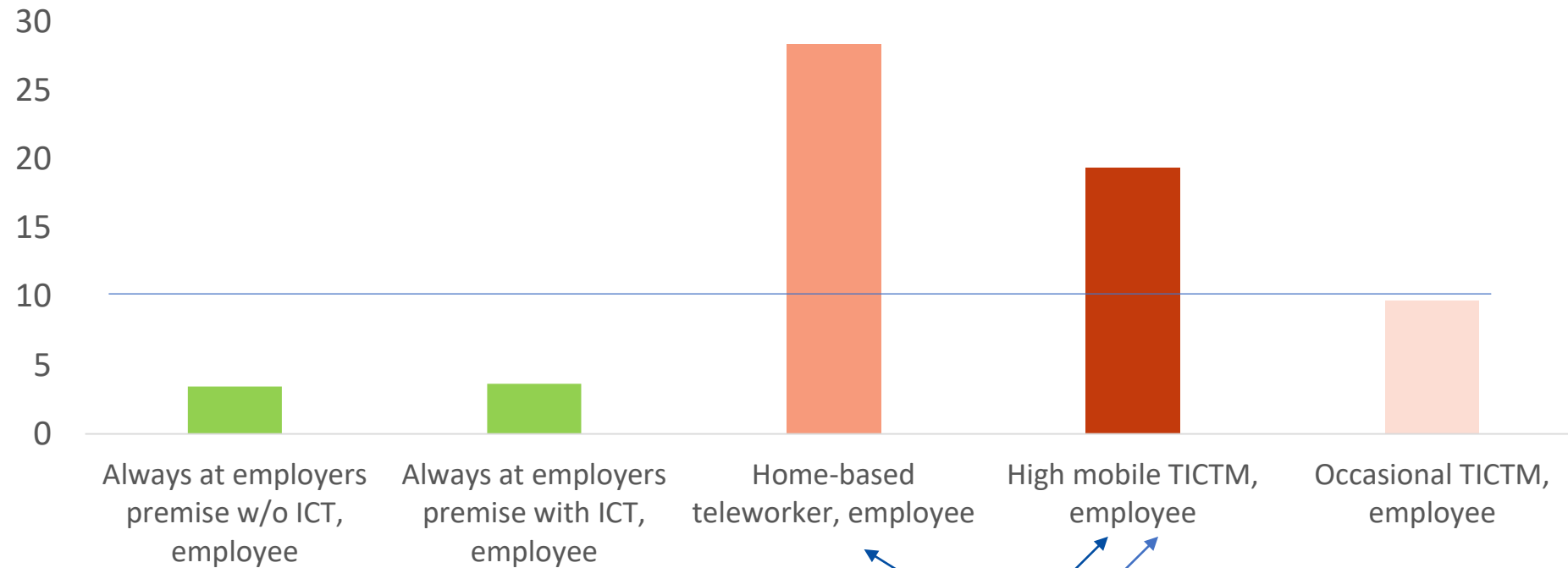
Work environment in telework and ICT-based mobile work

- Autonomy and flexibility
- ICT related connectivity (and availability)
- Blurring of time and “places”
- Culture and practices at work
- Workload leading to intensification of work, supplemental work, etc.

Source: *Telework and ICT-based mobile work: Flexible working in the digital age* (Eurofound, 2020)

Effects on working time

Percentage of workers working daily or several times per week in their free time (EU27 and UK)



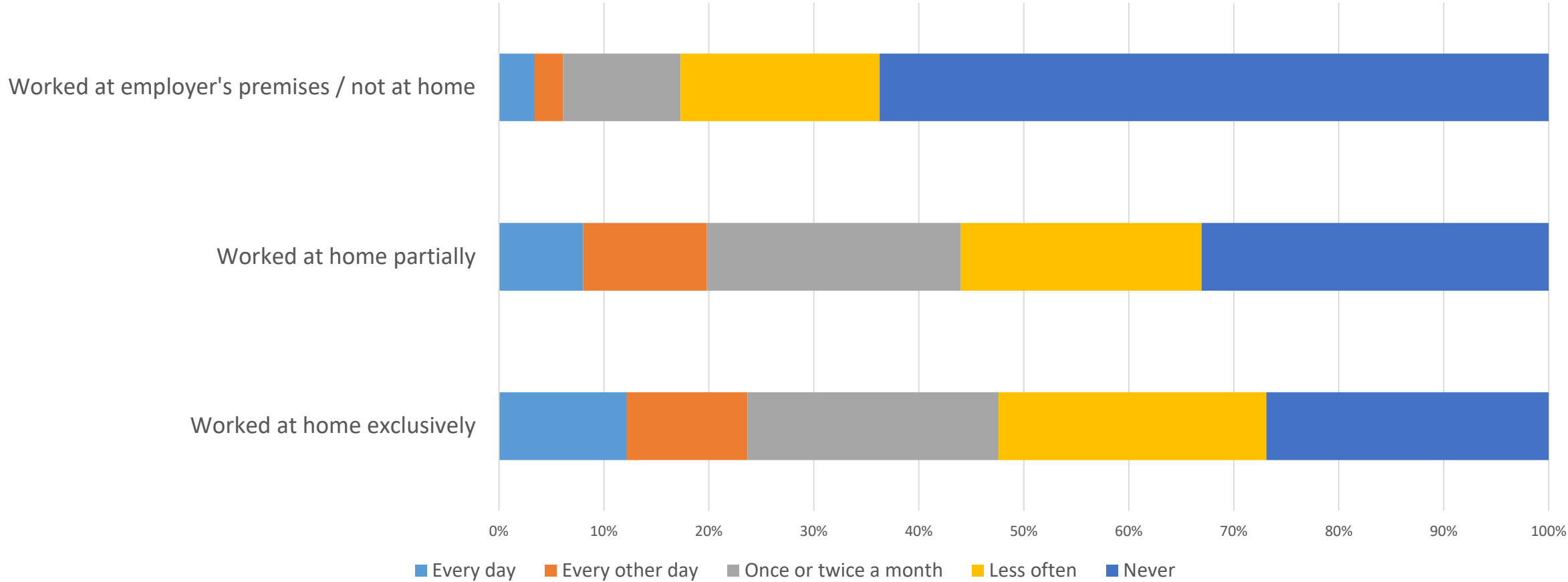
More than 48 hours a week

Reduced rest periods (below 11 hours btw working days)

Source: Eurofound (EWCS2015)



Working in free time during the Covid-19



Source: Covid-19 Living and Working online survey – July 2020 (Eurofound, 2020)

Policies to address the challenges of working remotely with digital tools:

- Telework legislation

- The Right to Disconnect



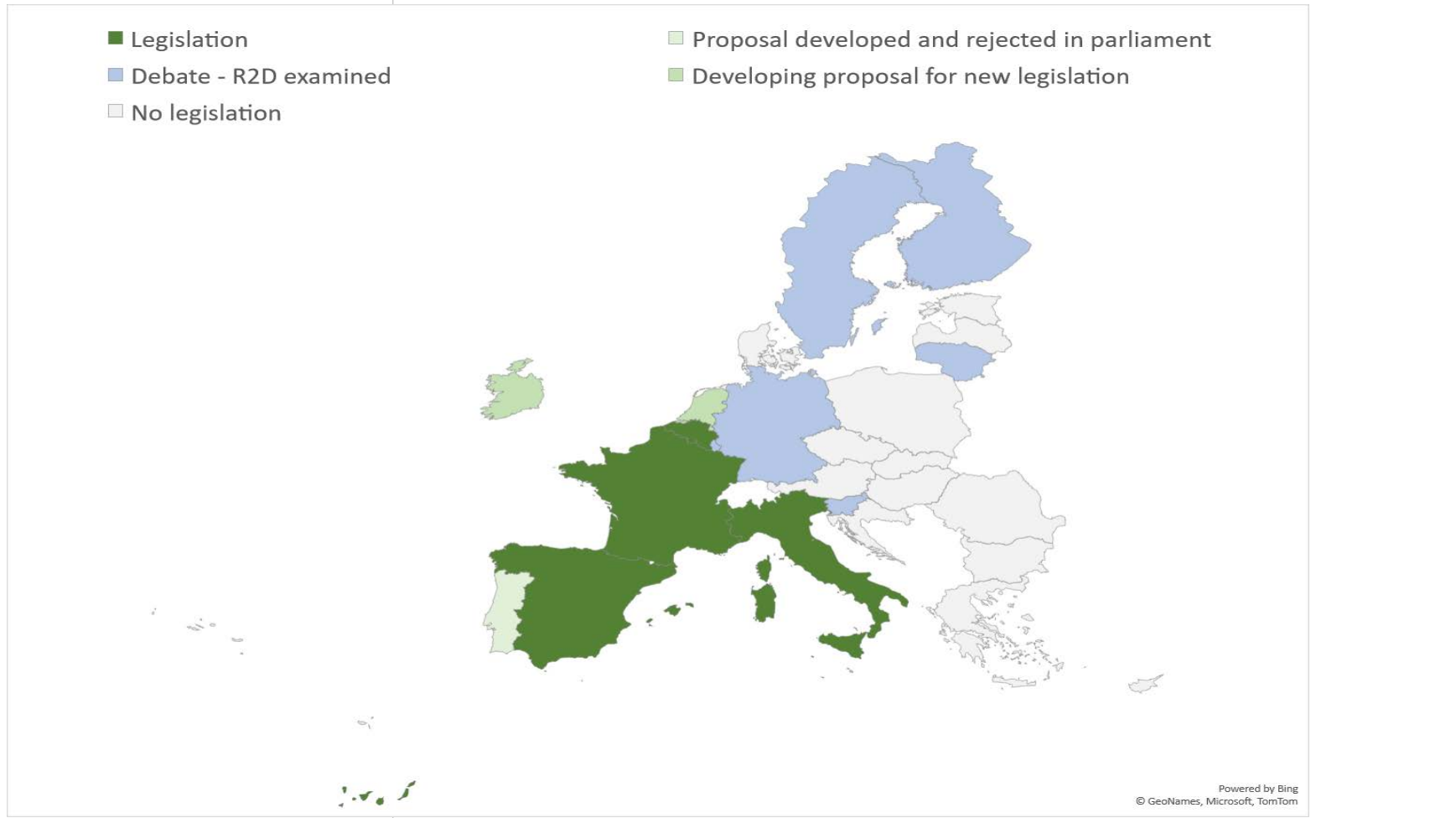
Highest level of regulation linking remote work and work–life balance, by Member State



Note: Green countries have sectoral or national collective agreements, blue countries have legislation and pink countries only have company-level agreements.

Source: Regulations to address work-life balance in ICT-based flexible arrangements (Eurofound, 2020)

Right to Disconnect and legislation in the EU 27



Covid-19 Pandemic: Teleworking regulation and R2D

- Modification of legislation to facilitate home working in at least half of the countries in the EU
- In some countries new minimum standards for teleworking with the aim to protect workers for future expansion of telework
- General renewed interest on the R2D leading to debates and/or recommendations and guidelines related to “disconnection” or highlighting existent R2D

Conclusions

- Countries differ in terms of prevalence and the extent and form of regulating telework
- Post-pandemic, it is very likely that at least 1/5 of European employees will telework regularly or/and occasionally (under a hybrid model)
- Working conditions and challenges are not the same in telework with consequences for work-life balance and workers' health
- Setting specific protection for employees in telework arrangements will be critical
- The Right to disconnect may help improve working conditions, however, a comprehensive set of provisions addressing the challenges will be more successful

Thank you



<https://www.eurofound.europa.eu/publications/blog/covid-19-unleashed-the-potential-for-telework-how-are-workers-coping>

<https://www.eurofound.europa.eu/publications/blog/does-the-new-telework-generation-need-a-right-to-disconnect>