

# **EP Employment and Social Affairs Committee Hearing**

**on the Agenda for New Skills and Jobs**

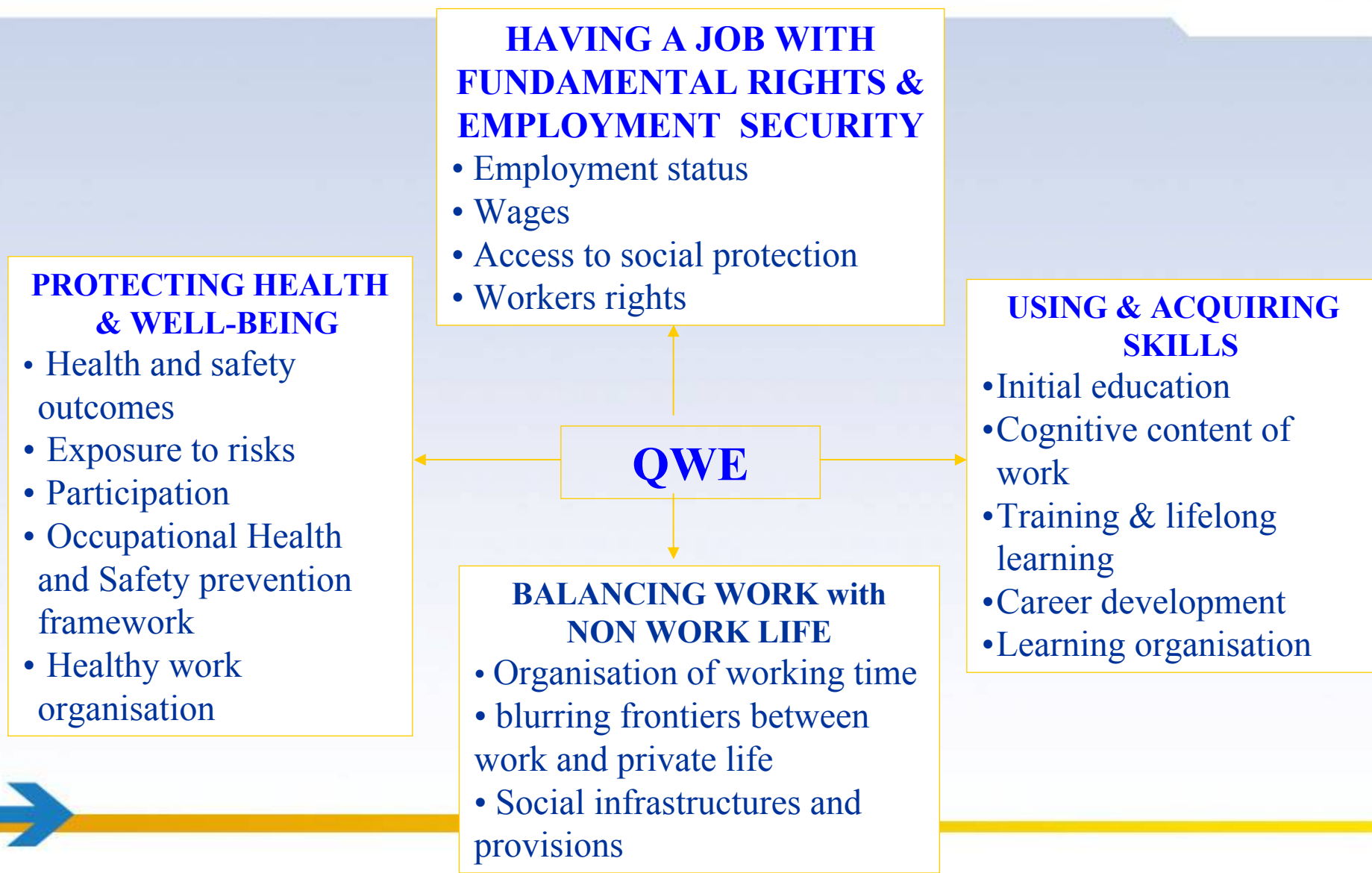
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## Eurofound Findings

- Improving the functioning of the labour market: *Flexicurity – How do short-time working schemes fit in?*
- Improving job quality and working conditions:
  - ▶ *The role of work organisation*
  - ▶ *Working longer requires better working*
- Promoting demand for labour and job creation : *Measures to tackle undeclared work*
- Promoting inclusive labour markets: *Active inclusion of young people with disabilities and health problems*



- Quality of work: defining, measuring, assessing remains difficult
- Quality of work is at the heart of responses to demographic change, inclusive labour markets, and competitiveness
- Companies apply bundles of measures to improve quality of work – difficult to single out impact
- Case studies indicate that the clearest link between quality of work and performance relates to training, skills and employability
- Training is also used because the potential alternative –recruitment - is a less optimal investment
- Case studies also confirm that well-developed company work–life balance policies can have a positive impact on performance
- Link between work place practices and performance can be statistically shown. **Good employee outcomes** are associated with **good organisational outcomes**

**Thank you**

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