

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

on the Agenda for New Skills and Jobs

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### Agenda for New Skills and Jobs

#### **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 and employment

## PROTECTING HEALTH & WELL-BEING

- Health and safety outcomes
- Exposure to risks
- Participation
- Occupational Health and Safety prevention framework
- Healthy work organisation

#### HAVING A JOB WITH FUNDAMENTAL RIGHTS & EMPLOYMENT SECURITY

- Employment status
- Wages
- Access to social protection
- Workers rights

#### **QWE**

## BALANCING WORK with NON WORK LIFE

- Organisation of working time
- blurring frontiers between work and private life
- Social infrastructures and provisions

## USING & ACQUIRING SKILLS

- Initial education
- •Cognitive content of work
- •Training & lifelong learning
- Career development
- •Learning organisation



# Policy pointers on quality of work and employment

- 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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