



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

# Changes in the world of work and health outcomes

Skills for Health: Up- and re-skilling for a sustainable recovery  
EuroHealthNet – 3 December 2020

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Eurofound

# Drivers of labour market shifts

- **Labour market shifts driven by :**
  - Technological change
  - Change in globalisation and new international competition
  - Environmental concerns
  - Demographics
- **Driven by labour demand and supply (upskilling and decrease)**
- **They all have different implications for labour market and skill needs**
- **They all have implications for working conditions and workers health**

# Drivers of labour market shifts

## Technological change: three vectors

- Automation of work
- Digitisation of processes
- Coordination by platforms.

## Globalisation

- Continued outsourcing – off-shoring of mid-level jobs.

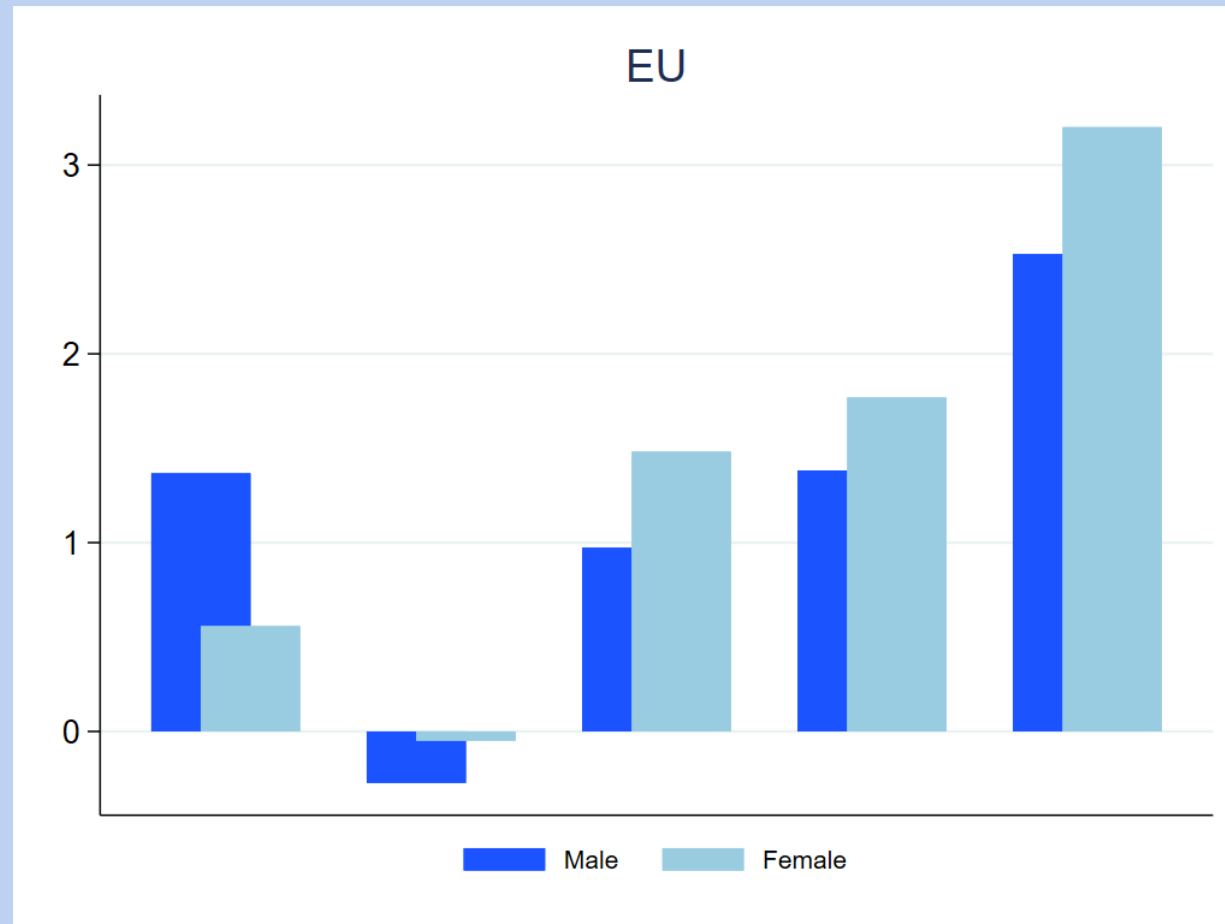
## Environmental concerns

- New types of jobs: adding to bottom and mid-level segment.

## Demography

- Care: adding to low and mid-level skills segment, but low-paid.

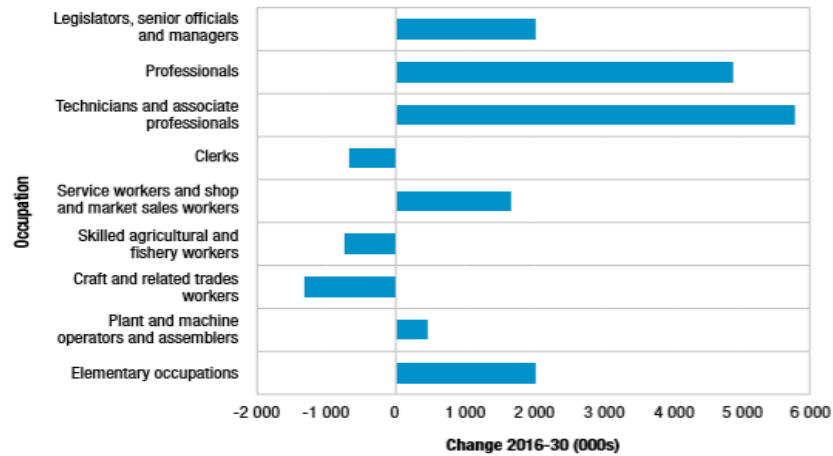
# Employment shifts by gender and job-wage quintile, 2011-18, EU (millions)



# Projections for the Future

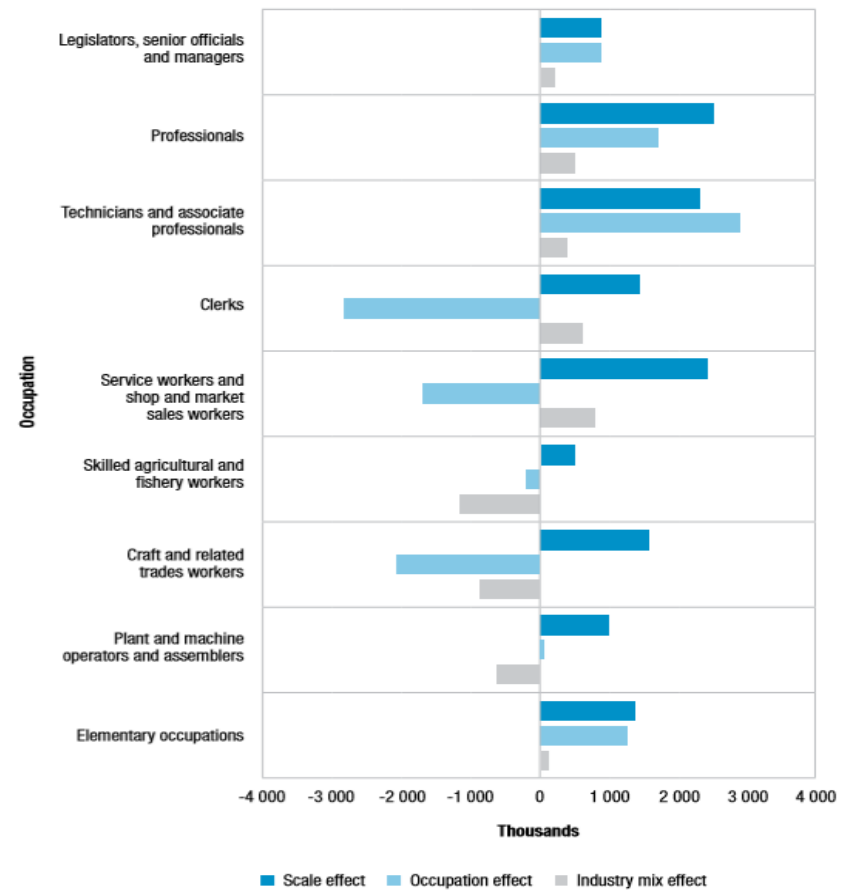
# Employment change by occupation, 2015-2030

Figure 12. Projected change by broad occupation, 2016-30 (EU-28+3)



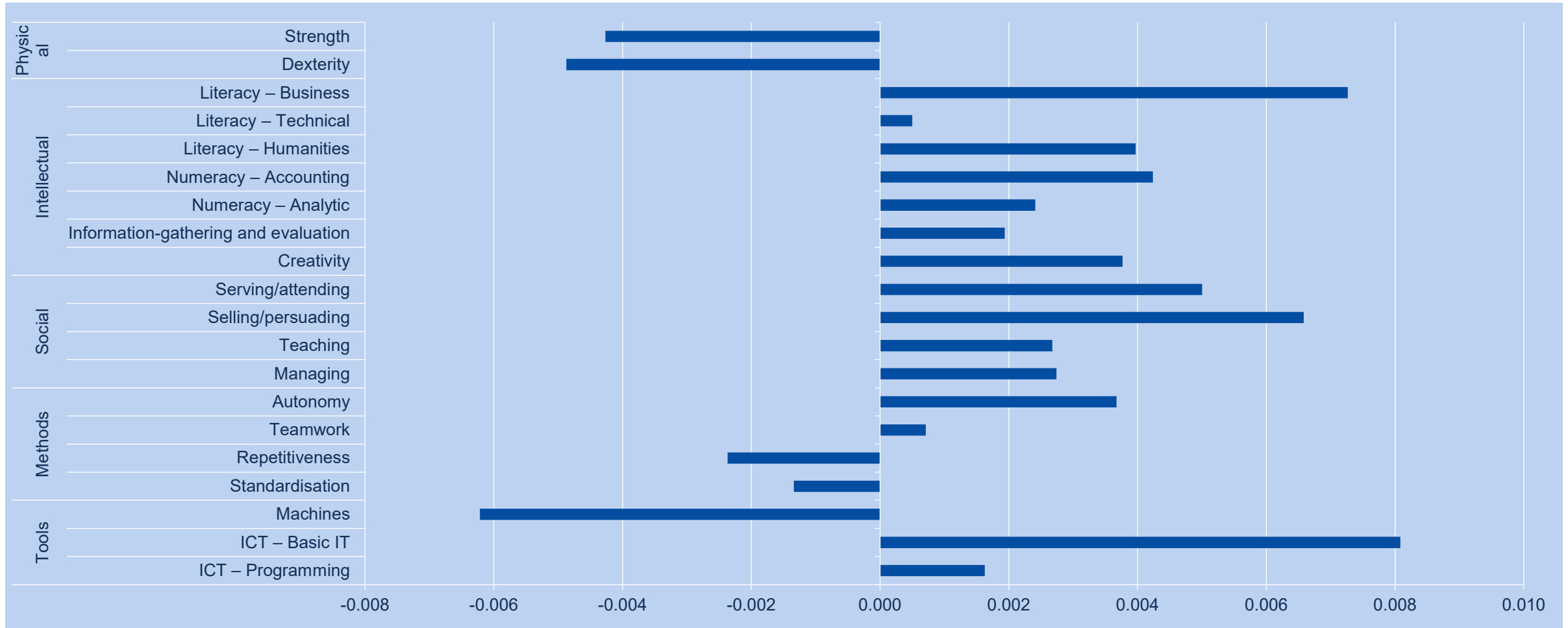
Source: Cedefop (2018 skills forecast).

Figure 13. Projected change, shift-share analysis, 2016-30 (EU-28+3)



Source: Cedefop (2018 skills forecast).

# Change in the task indices in the EU, 2015 to 2030

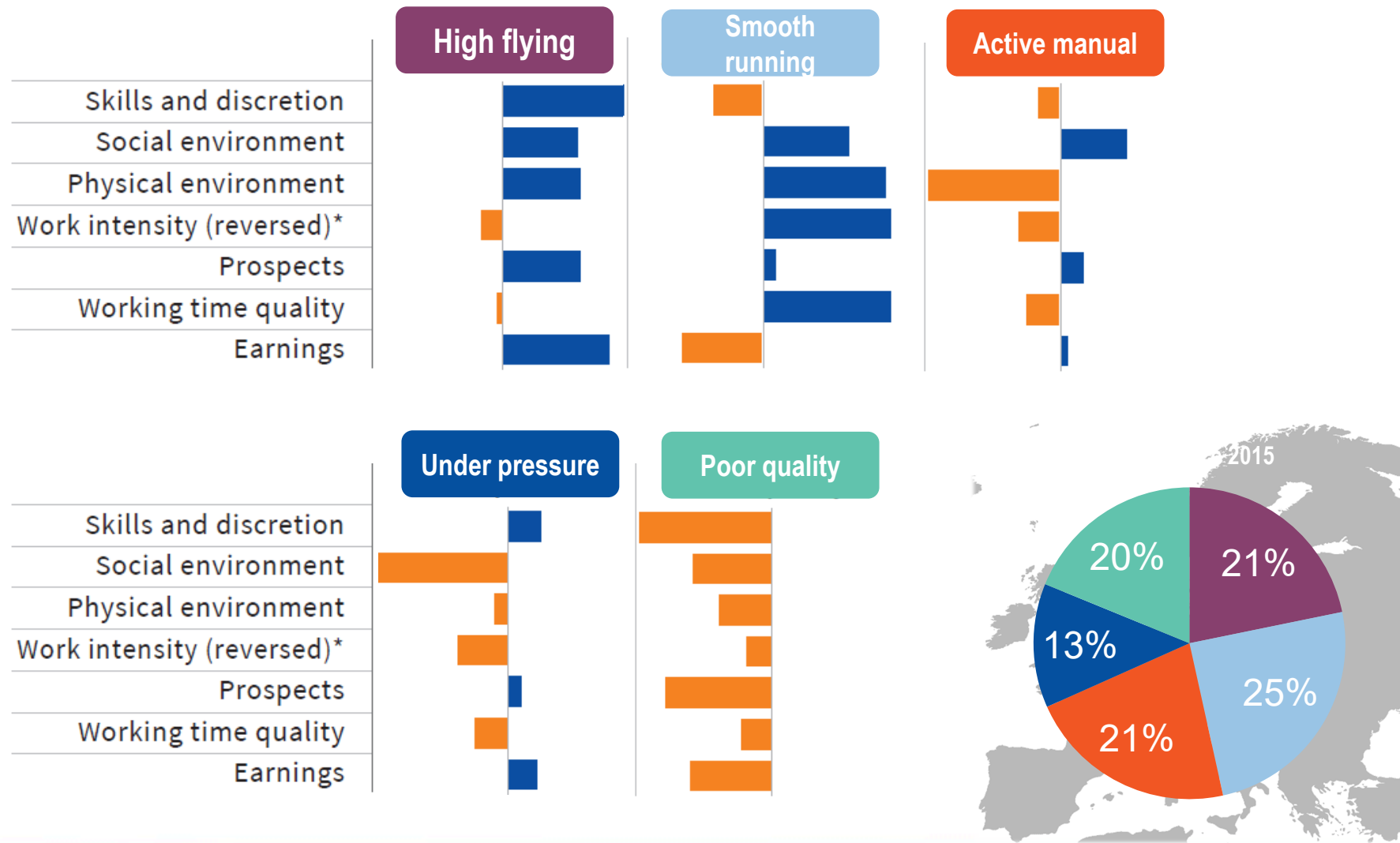


Source: Eurofound (2018)

# Working conditions and workers health

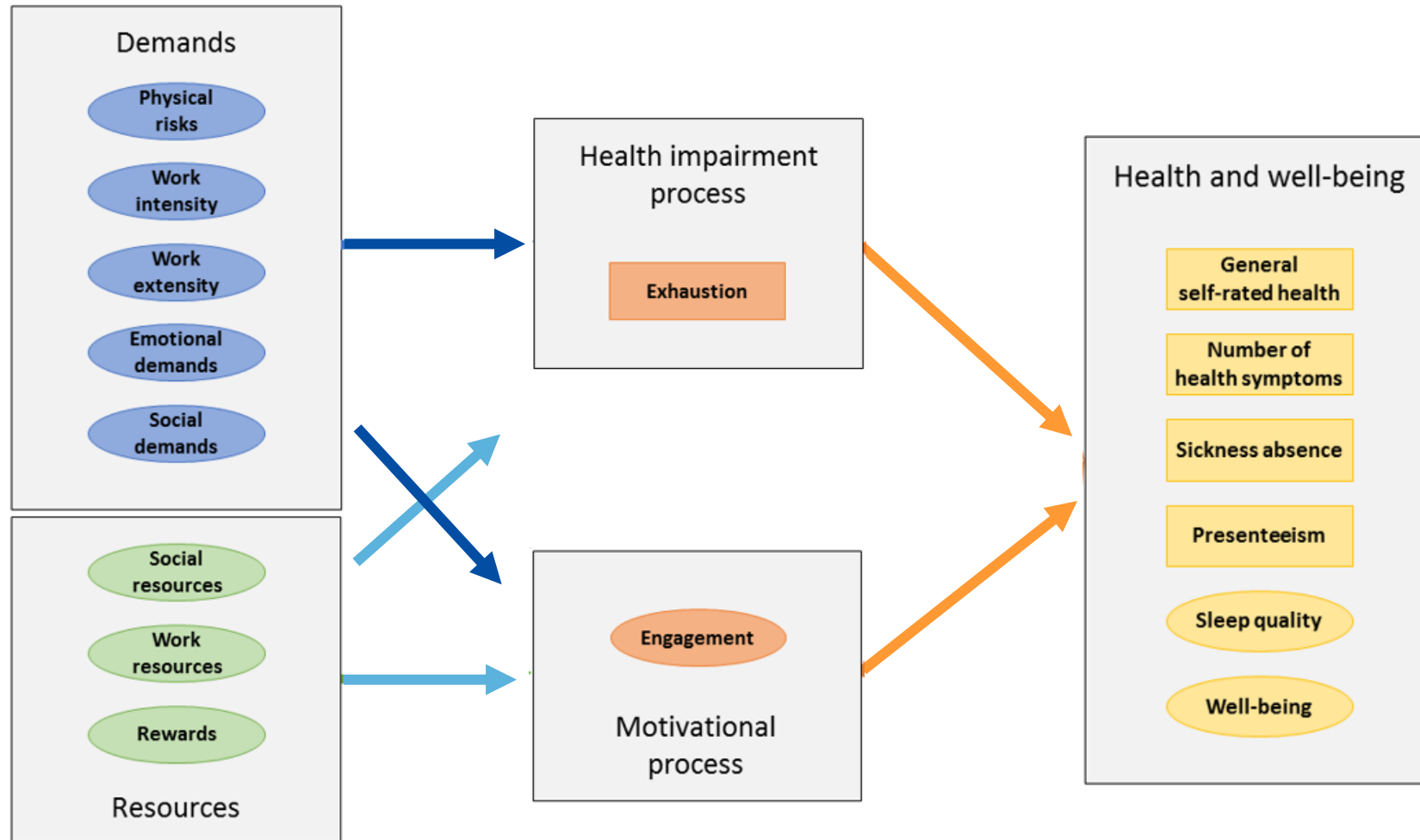


# Job quality profiles



Source: Eurofound (2017), 6<sup>th</sup> European Working conditions survey

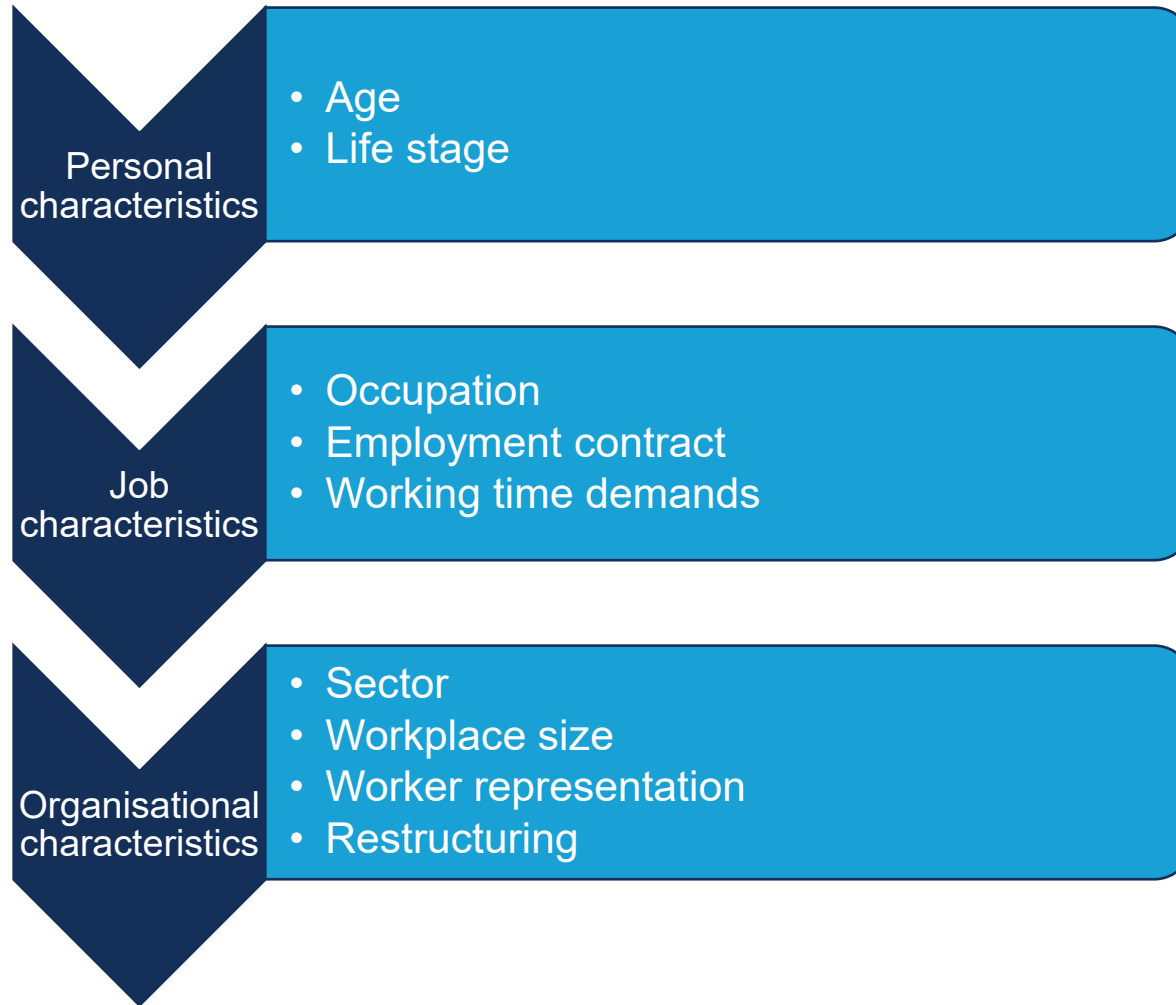
# How do working conditions determine workers' health?



# Differences in job demands and resources, men and women

Difference to men	
Demands	
Emotional demands	↑ ↑
Social demands	↑
Physical risks	↓
Work intensity	↓
Work extensity	↓ ↓
Resources	
Social resources	None
Rewards	None
Work resources	None

# Risk factors



# Who is at risk of poor health and well-being?

- **Occupations:** Elementary and lower skills
- **Sectors:** Transports, Construction, Industry, Health (!)
- Workers in **insecure jobs** and **fixed-term** contracts
- Workers affected by high **working time demands**
- **Restructuring:** particularly workers experiencing company **downsizing**

# (Some) potential lines of action:

- Reduce *Demands* and/or increase *Resources*!
- Focus on **work intensity, social demands, social resources and rewards** as they are the top determinants
- Remain aware of **physical risks** as they are still very important
- Pay attention to **emotional and social demands (psychosocial risks)** as they seem to be increasing (e.g. health sector)
- Intervention at different levels:
  - Supranational (e.g. European Pillar of social rights)
  - National legislation (e.g. OSH regulation)
  - Social dialogue/Collective bargaining (e.g. working time...)
  - Company/workplace (e.g. autonomy, social resources...)