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spstTREND

Working Conditions during the COVID-19 pandemic

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ResPOnsE COVID-19

Introductory Remarks

- COVID-19 will be recognized for changing the ways people work in fundamental ways.
- One notable aspect of these trends is Working From Home (WFH) (otherwise called “remote”, “smart”, “electronic”, “tele-” working...)
- The WFH “revolution” has been predicted intermittently for over a generation - without ever arriving (Toffler, The Third Wave, 1980).

Introductory Remarks

- However, the most recent estimates from representative household surveys indicate that, four decades later, WFH accounted for a relatively marginal share of paid labour in the EU, with fewer than one in twenty employees reporting working in this way regularly in 2018, and less than one in ten occasionally.
- This all changed, abruptly and of necessity, in the first semester of 2020 as a result of public health measures designed to stem the spread of COVID-19. With many workplaces in enforced closure, a vast ad-hoc social experiment took place in which WFH became the customary mode of working for many employees with hitherto limited or no experience of working in this way.

Introductory Remarks

- First estimates show that the share of those regularly working from home has increased anywhere from 3-5% to a third or more of employees at EU level, with significant variations across member states, and between North and South, and between East and West.
- The share of those working from home in April 2020 was over 30% in all but four Member States. Nonetheless, the range of incidence between countries was wide (from 18% in Romania to 59% in Finland). The highest proportions of employees working from home were in the Nordic and Benelux countries, reflecting findings from the EWCS and LFS on the relatively high pre-outbreak prevalence of telework in these countries (EF online survey).

Research Questions

1. How did the working conditions of Italian employees change during the pandemic?

2. How did the composition of the employees working from home change during the pandemic?

Data and Variables

Dependent Variable

Change in the working conditions

How did the pandemic change your working conditions during the last week of work?

- Reduction of working hours
- Working from home
- Furlough/ payroll subsidies
- No changes (no impact + same workload)

Independent Variables

Gender:

- Female
- Male

Age:

- 18-34
- 35-54
- >54

Education:

- Primary
- Secondary
- Tertiary

Size of living area:

- Up to 10.000
- 10.000-100.000
- >100.000

Household composition:

- Parents with children
- One parent with children
- No children in the household

Standard of living (self-declared):

- Upper-middle
- Middle
- Lower-middle
- Low

Occupation:

- Executives and managers
- Teachers
- Clerks
- Manual Workers

Contract Type:

- Permanent
- Temporary

Sector:

- Public
- Private (<15 employees' firm)
- Private (> 15 employees' firm)

ResPOnsE COVID-19 data

First wave: April 6th, 2020 - July 8th, 2020 - 15.773 interviews

Third wave: March 17th, 2021 - June 16th, 2021 - 8.213 interviews

Fourth wave: November 10th - November 29th - 1.519 interviews

RQ1- Changes of the working conditions of Italian employees during the pandemic's waves

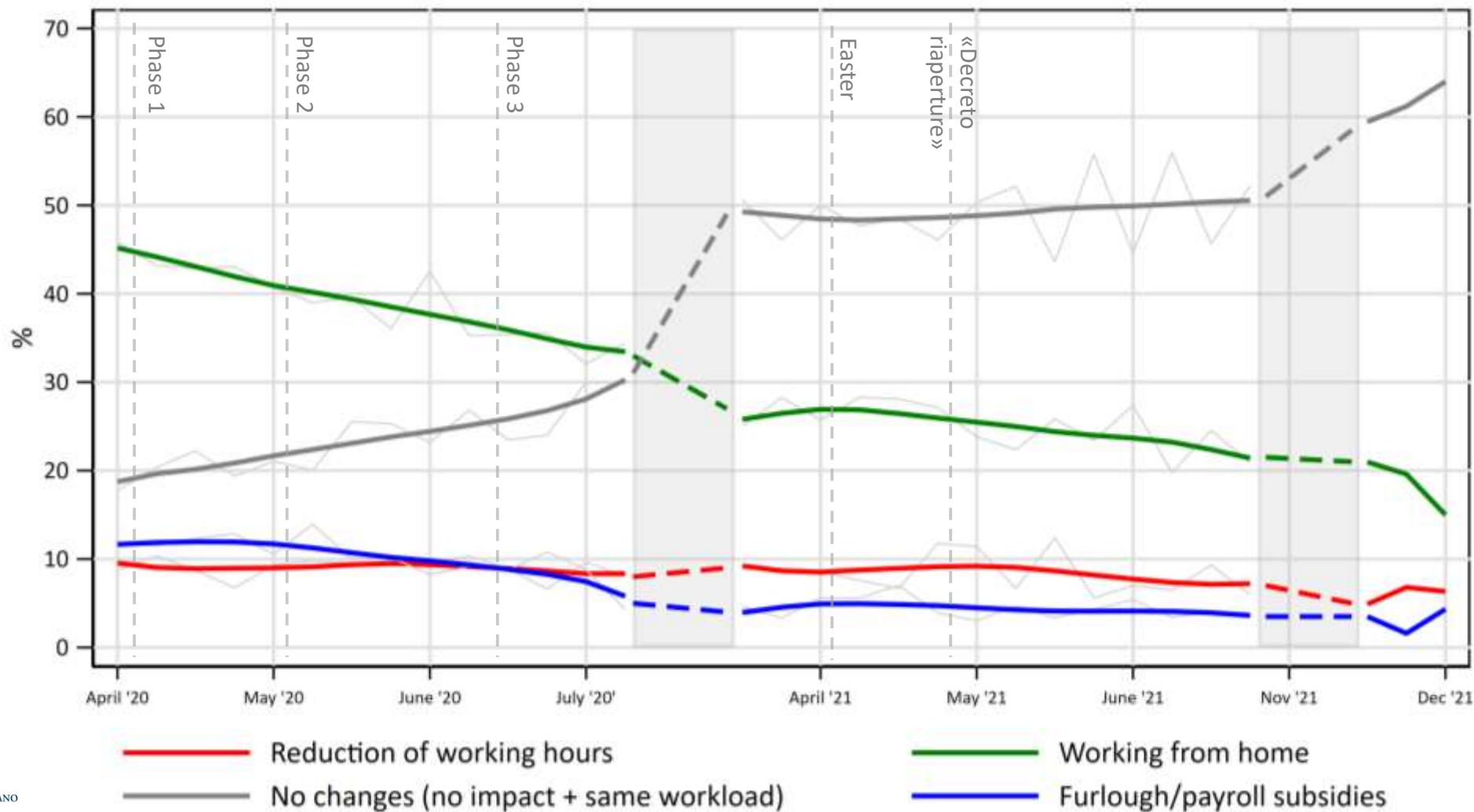
How did the pandemic change your working conditions during the last week of work?

Does the pandemic impacted your working conditions?

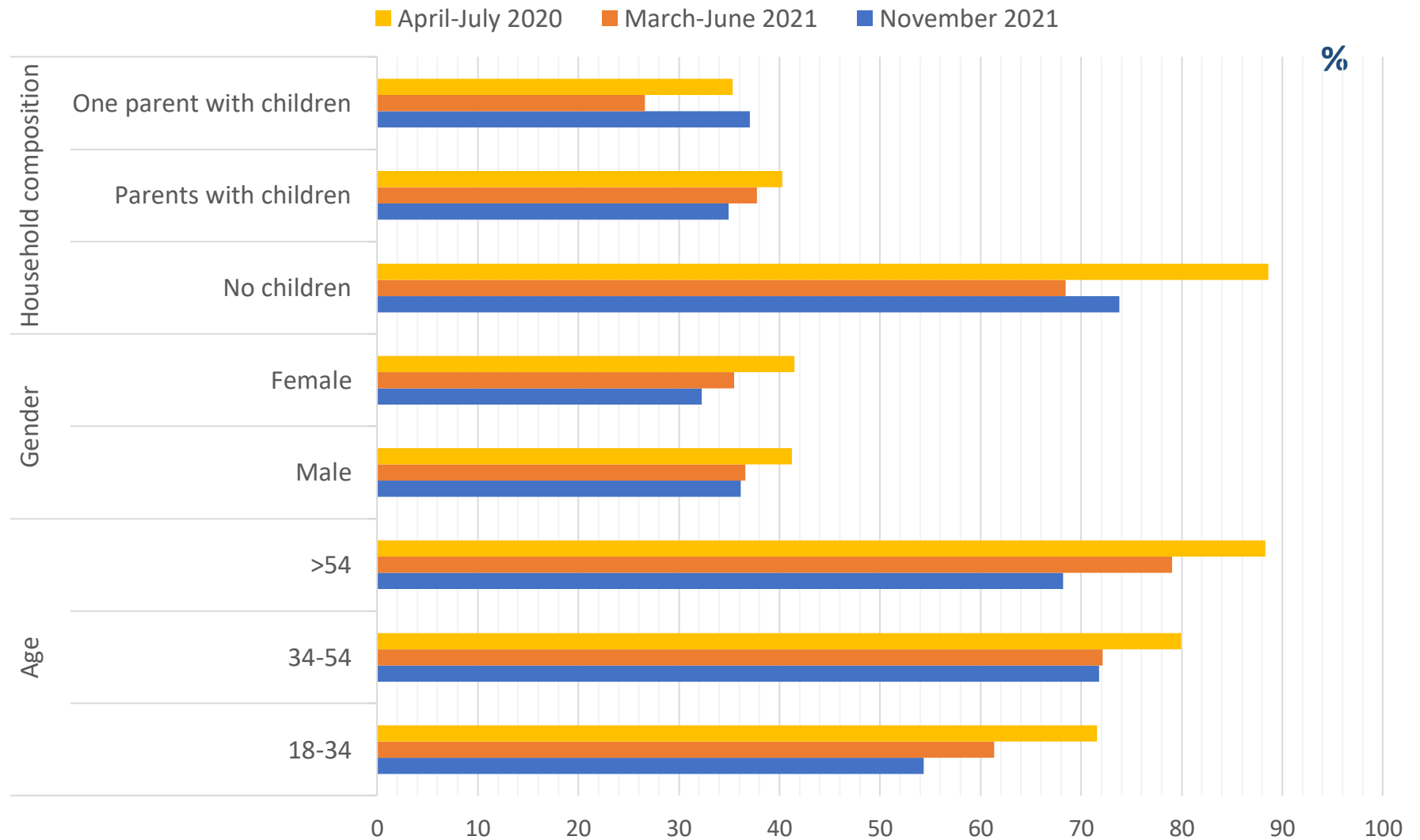
April-July 2020: 77%

March-June 2021: 63%

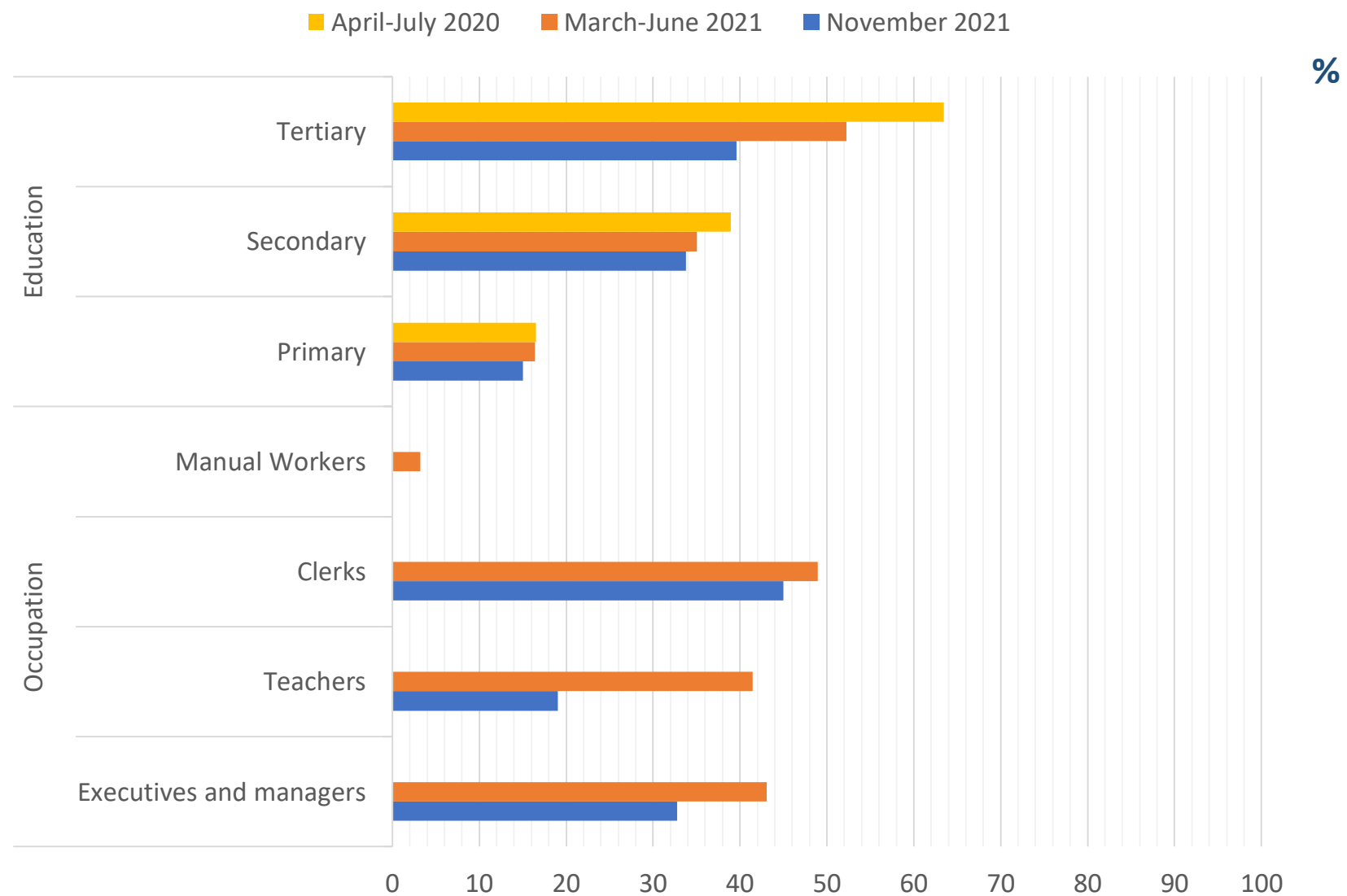
November 2021: 52%



RQ2: Composition of the employees working from home during the pandemic



RQ2: Composition of the employees working from home during the pandemic



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