Blueprint of Tomorrow Survey Scientific Report

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Table of Contents

Executive Summary

Introduction to the Blueprint Survey

As part of the TRANSFORM project, the Blueprint of Tomorrow: Future of Human Workforce Survey was developed to explore the anticipated challenges and opportunities in the evolving labor market. The survey aimed to understand European citizens' perspectives on employment trends, skills, workplace well-being, and the impact of technological advancements such as AI, automation, and robotics. The findings inform policy discussions and future workforce strategies, ensuring preparedness for upcoming labor market transformations.

The survey utilized a structured online questionnaire, designed with 5-point scales covering agreement, confidence, and perception on key themes:

- Demographic Changes
- Impact of Technology
- Flexible Work Arrangements
- Artificial Intelligence (AI)
- Climate Change and the Green Transition
- Future Perspectives and Skills

The survey was distributed across nine European partner countries, with 833 valid responses. The sample was diverse in age (18-83 years, mean age 43.49), gender (68.31% female, 29.77% male), and education levels (68.15% holding a Bachelor's or higher degree). The majority of respondents were employed (77.07%), predominantly in public sector roles (50.78%) or large organizations (54.83%).

The findings revealed key trends:

- Demographic Changes: 62.7% of respondents agreed that recruitment difficulties will increase due to an aging population, necessitating adaptations in selection and work conditions.
- Technology Impact: 60.4% expressed concern over job replacement by technology, while 85.2% viewed flexible work arrangements positively. AI's impact was more controversial: 49.7% saw it as positive for their sector, but 47.2% worried about skill devaluation.
- Climate Change: While 38.9% saw green transition as beneficial for work, concerns about well-being and job conditions remained high (64.9% perceived a negative impact).
- Future Core Competencies: The most valued future skills were analytical thinking (59.4%), creative thinking (56.4%), and lifelong learning (52.8%).

Comparisons by Gender, Education, and Age

- Gender Differences: Women expressed greater concern about job security due to technology and felt less confident in adapting to new technologies compared to men.

- Education: Those with lower education levels showed higher concern about job loss, while those with a Master's degree felt more confident in adapting to technological changes.
- Age: Younger respondents were less optimistic about technology's impact, while older workers had a more positive outlook on automation and AI.

Comparisons by Organization Sector, Size, and Working Model

- Public vs. Private Sector: Public sector employees were less confident about adapting to new technologies but more committed to diversity in hiring.
- Organization Size: Employees in large companies viewed technological advancements more positively compared to those in micro-enterprises.
- Working Model: Hybrid workers were less concerned about job loss due to technology and saw flexible work arrangements more favorably than on-site employees.

Key Highlights

- Workforce Transformation: The labor market is undergoing a significant shift driven by technology, demographics, and environmental factors.
- Positive Technological Adaptation: While concerns exist, most respondents feel confident in adapting to technology, with AI literacy seen as an emerging necessity.
- Need for Policy Adaptation: Employers and policymakers must address job security, skill development, and well-being concerns, ensuring inclusive and adaptive workforce strategies.
- Flexible Work as the Future: The overwhelmingly positive reception of flexible work arrangements highlights the need for policies supporting hybrid work environments.

Conclusions

The Blueprint of Tomorrow Survey underscores the dynamic and evolving nature of work. The findings suggest that while technological progress and demographic shifts pose challenges, they also offer opportunities for reskilling, innovation, and improved work conditions. Policies must prioritize upskilling, inclusivity, and flexible work models to align workforce capabilities with future demands.

As Europe navigates these transitions, a collaborative approach between governments, businesses, and workers will be crucial to fostering a resilient and adaptive labor market.

1 Introduction

As part of the TRANSFORM project, the **Blueprint of Tomorrow: Future of Human Workforce Survey** was designed to explore the anticipated challenges and opportunities in the evolving labor market. The survey seeks to understand the perspectives of European citizens and residents on the future of jobs, workplace well-being, and the impact of technological advancements such as automation, AI, and robotics.

The primary goals of the survey are:

- To identify key workforce challenges, such as demographic shifts, climate change, and digital transformation.
- To gather insights into citizens' concerns and expectations regarding employment trends, skills, and work conditions (wellbeing and job insecurity).
- To inform and shape the project's future activities by addressing critical labor market issues.

This survey contributes to understanding workforce challenges to prepare for a dynamic future. Participants, drawn from diverse backgrounds and sectors, provided valuable data on current work experiences and their outlook on topics like job security, technological integration, and flexible work arrangements. With this feedback, the TRANSFORM initiative aims to foster inclusive discussions, ensure policy alignment with workforce needs, and equip societies to adapt to forthcoming changes effectively.

This report presents the results of this survey covering the Methodology, the findings (global results in the main document and country results in annex) and conclusions.

2 Methodology

2.1 Survey

The **Blueprint of Tomorrow: Future of Human Workforce Survey** was carefully designed to gather comprehensive insights into the evolving challenges and opportunities in the labor market and considering the State-of-the-Art Analysis performed on work package 1(Molek et al., 2024) and the conclusions of the collaborative workshop on workforce priorities (work package 2).

Design and Structure

The survey is divided into several key sections, each designed to address specific aspects of the future of work:

1. **Sociodemographic and Professional Background**
   This section collects information about participants' personal and professional contexts, including:
   - Employment status (full-time, part-time, unemployed, retired, etc.).

- Type of employment contract (permanent, fixed-term, internship, etc.).
- Work model (on-site, remote, hybrid, or field-based work).
- Industry sector and organizational size.
- Educational background and country of residence.
- General information about the respondents (age, education, country, gender)

2. **Demographic Changes**
   Participants are asked to share their views on the challenges and opportunities posed by Europe's aging population. Topics include:
   - Perceived labor shortages due to demographic shifts.
   - The need for diverse workforce strategies, inclusive of age, gender, and cultural backgrounds.
   - Adaptations in working conditions to support a more varied workforce.
3. **Impact of Technology**
   This section explores the transformative role of technology in the workplace, addressing:
   - Perceptions of automation, AI, and robotics in reshaping jobs.
   - Concerns about job displacement and skill obsolescence due to technological advancements.
   - The role of technology in influencing well-being and work-life balance.
4. **Flexible Work Arrangements**
   With the rise of digital tools, the survey investigates attitudes toward flexible work options, such as:
   - Time arrangements and remote or hybrid working models.
   - Anticipated impacts of flexible arrangements on productivity, well-being, and work-life balance.
5. **Artificial Intelligence (AI)**
   This section delves deeper into the implications of AI technologies, covering:
   - The perceived benefits and challenges of AI integration in various sectors.
   - Concerns about skill devaluation, job security, and ethical considerations.
   - The role of AI in enhancing or disrupting workplace dynamics.
6. **Climate Change and the Green Transition**
   Participants are asked to reflect on the transition to sustainable economic practices and its implications for work, including:
   - Anticipated job creation or loss in specific fields.
   - The necessity for reskilling to meet green economy demands.
   - The potential impact of climate change on working conditions.
7. **Future Perspectives and Skills**
   This final section focuses on overarching trends and skills for the future, including:
   - Confidence in adapting to workplace changes.
   - Identification and ranking of key skills (e.g., technological literacy, emotional intelligence, leadership) needed for future success.

- Open-ended opportunities to highlight anticipated challenges not covered in the survey.

For all the main themes it was considered relevant to cover the participants expectations about the workplace Well-Being and job insecurity.

The survey utilized a variety of 5-point scales tailored to the nature of each question. These included:

- Agreement scale: Strongly Agree (1), Strongly Disagree (5),
- Positivity scale: Very Positive (1), Very Negative (5),
- Confidence scale: Very Unconfident (1), Very Confident (5).
- Other scales as appropriate, ensuring nuanced responses to capture participants' attitudes, perceptions, and concerns.

Furthermore, the survey started with an Introduction explaining the Study objectives and use of data and requesting the informed consent. In the analysis we only considered the answers of the participants that agreed to participate according to the informed consent. Participation was entirely voluntary, anonymous, and confidential, with the data used solely for aggregated statistical analysis.

In Annex A we include the Survey used in this study.

Administration and Reach

- **Mode of Administration:** The survey was conducted online, ensuring accessibility and ease of participation for respondents across diverse regions.
- **Language:** the survey was administrated in 9 different languages (English, Dutch, German, Italian, Greek, Polish, Portuguese, Slovenian, Swedish)
- **Geographical Scope:** It was distributed in the nine countries participating in the TRANSFORM project and extended to other European nations for broader representativeness. In the case of the latest, the participants answered in English
- **Distribution Channels:**
  - Widely promoted through project partners' social media platforms.
  - Direct emails were sent to targeted participants to encourage engagement and maximize response rates.
- **Estimated Completion Time:** The survey was designed to be completed in approximately 10 minutes, ensuring efficiency while collecting detailed responses.

This robust survey design enabled the collection of valuable data, which serves as a foundation for understanding workforce challenges and shaping informed policy recommendations.

The survey was launched on December 3rd (2024) and the data collection was closed on January 13th (2025).

2.2 Participants

The sample consists of 833 completed responses (with the formal consent to participate on the survey) from several different countries (Table 2.1.). Most part of the sample is living in one of the 9 EU countries that are partners in the project (787 respondents, which represent 94.48% of our sample). Regarding the country of birth, the data are very similar, 88.36% of the sample were born in one of these 9 countries (736 respondents).

The data collection covered 10 countries with at least 12 participants, aligned with the objectives of the WP. Due to the online dissemination of the survey, we also collect data (46 respondents) on other countries outside the project.

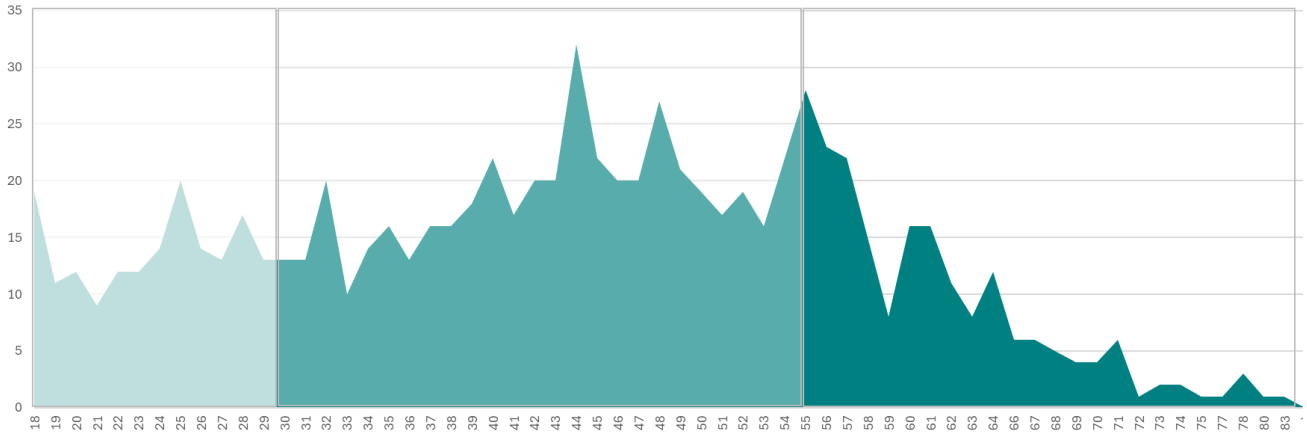
Table 2.1.- Distribution by countries

Country	Country of living	Country of birth
Portugal*	305	306
Malta*	124	116
Belgium*	95	94
Italy*	90	82
Slovenia*	55	50
Poland*	40	48
Germany*	38	21
Sweden*	24	6
Greece*	16	13
Spain	15	9
Netherlands	9	2
France	5	3
Croatia	2	2
Denmark	2	1
Romania	2	5
Austria	1	0
Cyprus	1	1
Hungary	1	3
Ireland	1	0
Latvia	1	1
Bulgaria	0	1
Czechia	0	1
Estonia	0	1
Lithuania	0	3
Slovakia	0	1
Other (outside EU)	6	63
Total	**833**	**833**
**Countries taking part on the Transform consortium*		

2.2.1 Demographics (individual variables)

Regarding age, the respondents are between 18 and 83 years old, the mean age is 43.49 and the age distribution of our sample is detailed in Figure 2.1.

Figure 2.1 - Age distribution of the sample



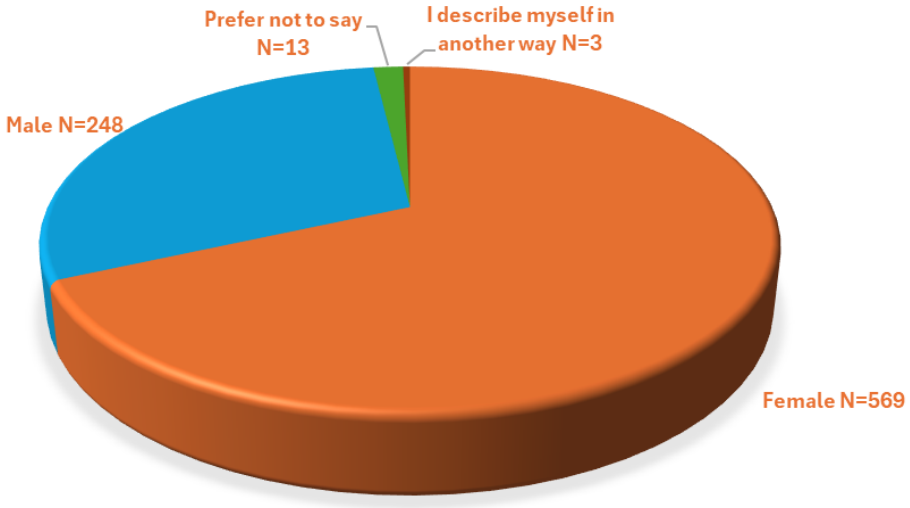
In terms of age groups (Table 2.2), we divided the sample in three age groups[1], distributed in the following way:

Table 2.2 - Sample age groups

Age Groups	N
up to 29	166
30-54	463
55 or more	202
missing data	*2*
Total	**833**

Concerning gender (Figure 2.2), 68.31% of the sample are female, 29.77% are male, 1.56% prefer not to disclose their gender, and 0.36% chose the option 'I describe myself in another way.'

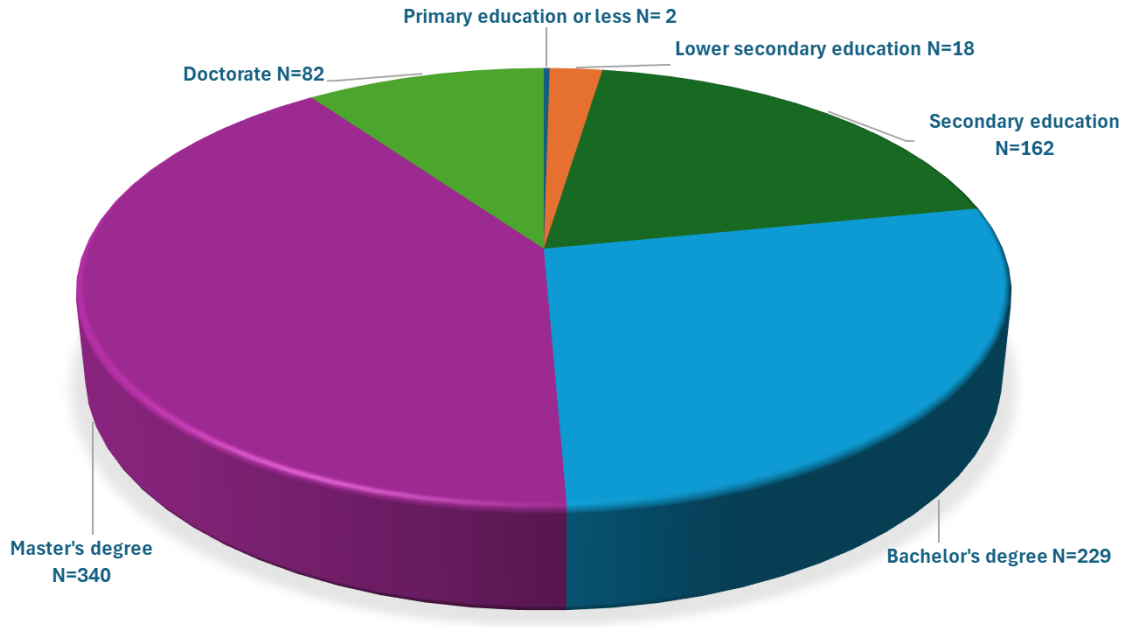
Figure 2.2 - Gender distribution



[1] The cutting points are based on the European age groups used Eurostat statistics: 29 is the age limit for the Youth Guarantee and for the top-up in employment support measures for the majority of ALMP (active labour market policies) measures; and above *55* is the group generally considered like 'older workers'.

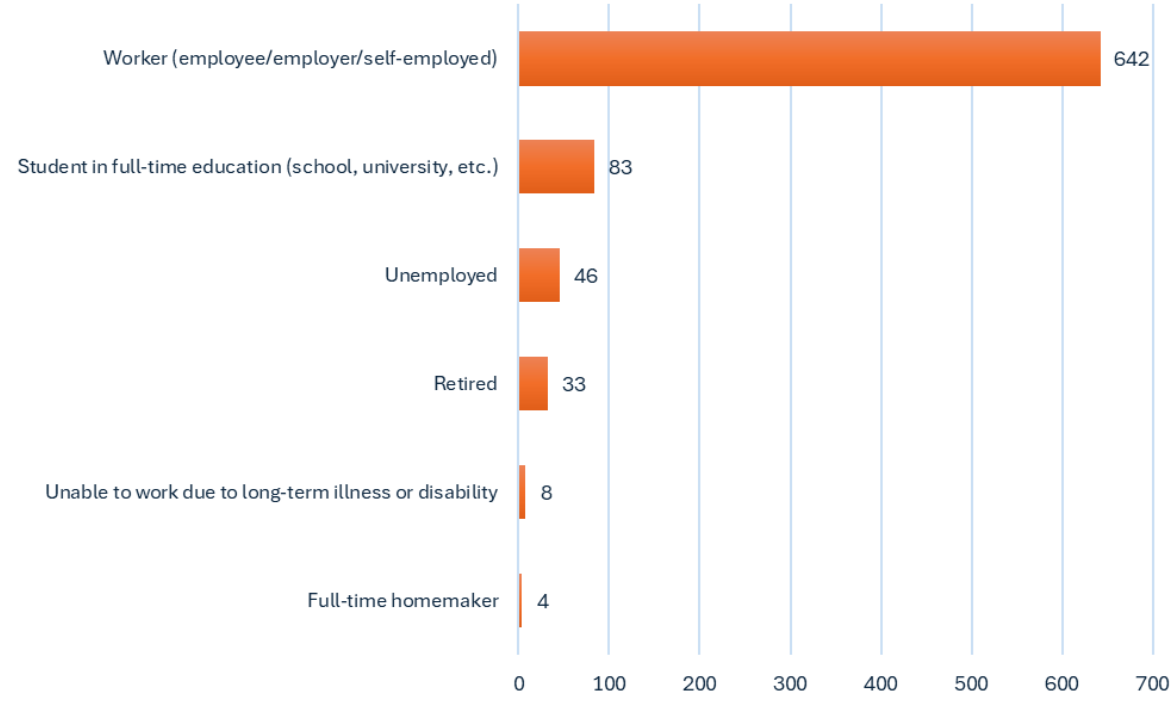
Regarding the education level of the respondents, most part of the sample is highly qualified (Figure 2.3): 40.82% have a Master's degree or equivalent, 27.49% have a Bachelor's degree or equivalent, 19.45% have a the Secondary or post-secondary education, 9.84% have a Doctorate or equivalent, 2.16% have Lower secondary education (approximately 9 years of education) and only 0.24% have the Primary education (approximately 4 years of education) or less.

Figure 2.3. - Highest level of education successfully completed



In what concerns the status of the individuals towards work (Figure 2.4), the majority (77.07%) of the sample are workers, 9.96% are full-time students, 5.52% are unemployed people, 3.96% are retired, 0.96% are unable to work and 0.48% are full-time homemakers (and 17 persons are in 'other' situation).

Figure 2.4 - Current work status distribution



2.2.2 Demographics (work variables)

In general, the majority of respondents are full-time employees in private and public organisations, hold a permanent contract, and work on-site or in a hybrid model (on-site and telework).

For the workers' group (N=642), the majority of respondents (N=574) hold full-time jobs, accounting for 89.41% of those 'at work', while only 10.59% are working in a part-time job. Regarding the employment situation, the majority of the workers' group (N=556) are Employees, accounting for 86.60% of the workers' group, 7.63% are Self-employed and 5.76% are Both employee and self-employed (see Table 2.3)

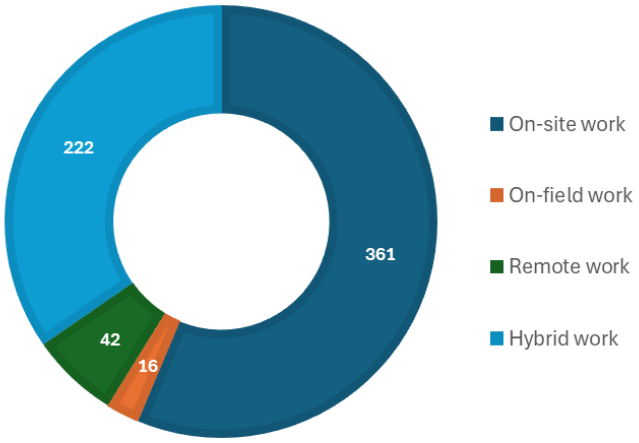
Table 2.3 – Employment status

Employment status?	N
Employee	556
Self-employed	49
Both employee and self-employed	37
missing (only workers)	*191*
Total	**642**

Considering the group of employees (the ones that answered 'Employee' + 'Both employee and self-employed', resulting in N=593), the majority (N=485) hold a Contract of unlimited duration/Permanent contract, representing 81.79% of the Employees' group, 14.84% hold a Contract of limited duration/Fixed-term contract. The less represented types of contracts in the sample are the Temporary employment agency contract and the apprenticeship, internship or other training scheme, with 4 respondents and 0.67% each one (and 12 persons in other situation).

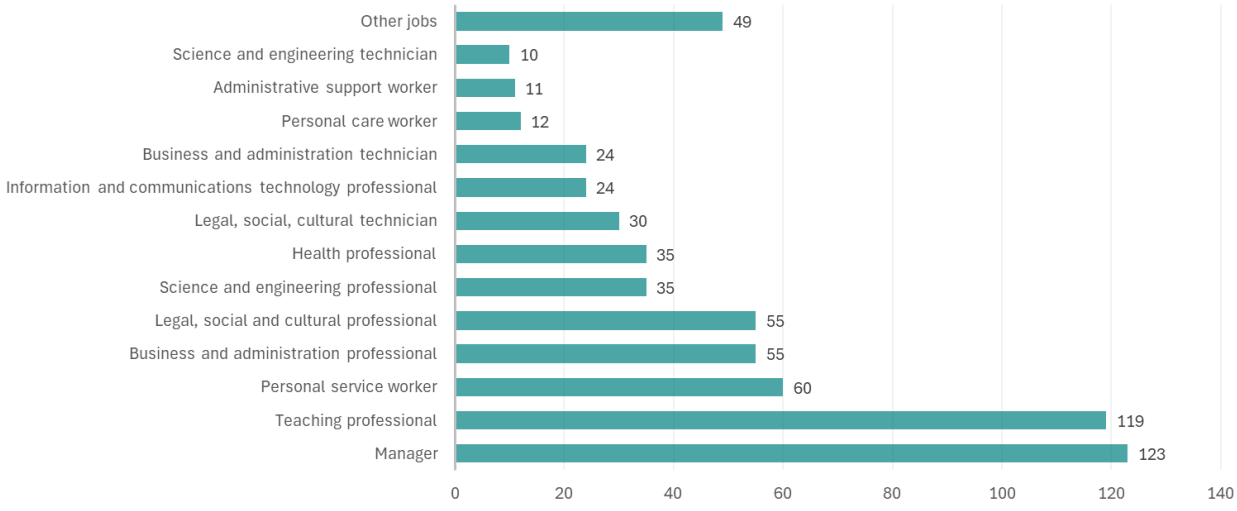
Regarding the main type of work model (where the workers perform the majority of their working hours), the majority of the workers' group (N=642) perform their professional activity On-site or in a Hybrid model (Figure 2.5). In more detail, 56.23% of the workers perform their activity On-site (e.g., office, factory, shop, school), 34.58% work on a Hybrid model (on-site and telework), 6,54% are totally on Remote work (telework) and only 2,49% work On-field (e.g., sales; drivers; farming; fishing; construction; streets).

Figure 2.5 - Main working model distribution



The more frequent jobs in the workers' group (N=642) are Managers (19.16%), Teachers (18.54%), Personal service workers (9.35%), Business and administration professionals and Legal, social and cultural professionals (both with 8.57%), Science and engineering professionals and Health professionals (both with 5.45%). The Figure 2.6 shows the jobs frequencies with more than 10 respondents.

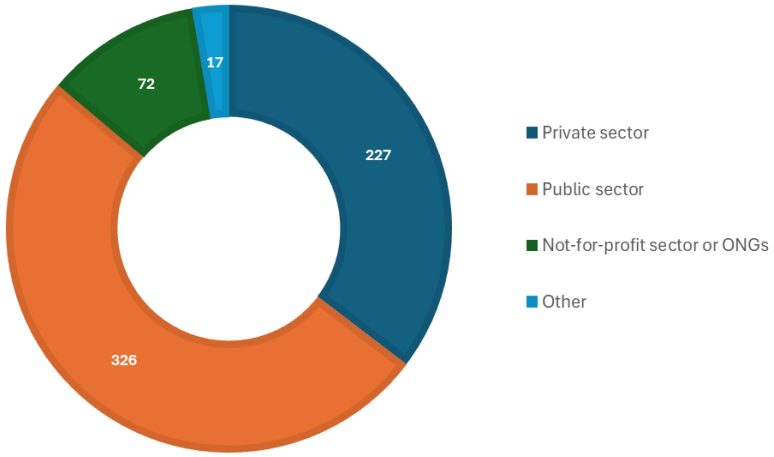
Figure 2.6 - Main jobs distribution



2.2.3 Demographics (employer variables)

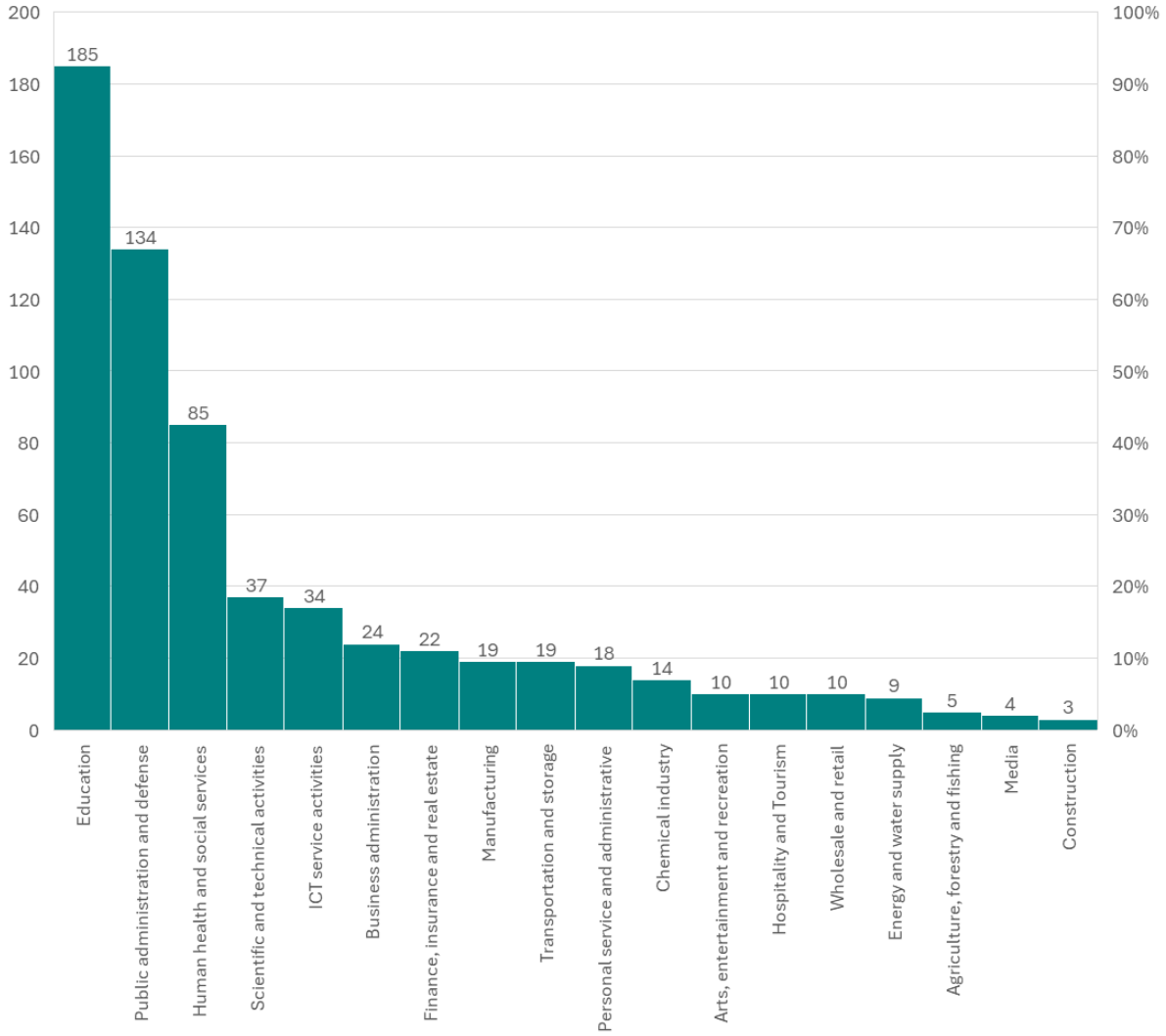
Concerning the workers' group (N=642), 50.78% work in the Public sector (Figure 2.7), 35.36% work in the Private sector, and 11.21% work at the Not-for-profit sector or ONGs (and 17 persons are in 'other' situation).

Figure 2.7 - General type of working sector distribution



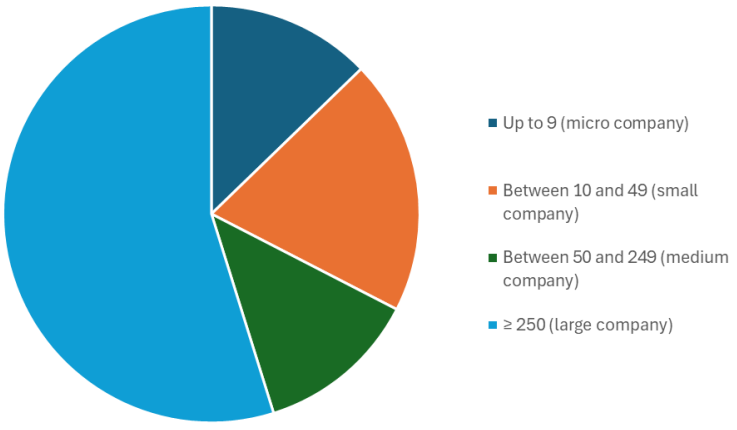
The survey reaches almost every economic sector (Figure 2.8), with higher prevalence of the Education (28.82%), Public administration and defence (20.87%), Human health and social services (13.24%), Scientific and technical activities (5.76%), ICT service activities (5.30%), Business administration (3.74%), Finance, insurance and real estate (3.43%), Manufacturing and Transportation and storage (both representing 2.96%) in the total of the workers' group (N=642).

Figure 2.8 - Economic sector distribution



We can also state that the workers' group (N=642) are working mainly in large companies (54.83%), 19.78% work in small companies, 12.77% work in micro companies, and 12.62% work in medium companies (Figure 2.9).

Figure 2.9 - Size of employers' company



3 Results

3.1 Global Results

3.1 Impact of Demographic Changes

Throughout Europe, the population is progressively aging. In the future, there will be a much larger portion of the population which will be retired, compared to a much smaller still professionally active portion of the population. Please find below the survey results.

Table 3.1 – Agreement about demographic changes impacts

Question	Mean	SD	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Recruitment difficulties	2.45	1.21	22.8%	39.9%	11.4%	18.1%	6.4%	1.4%
Companies adapting selection strategies	1.97	0.95	32.7%	48.1%	8.8%	7.6%	1.9%	1.0%
Companies adapting work conditions	2.06	1.00	30.1%	46.7%	10.4%	8.6%	2.8%	1.3%

From the results, it can be extracted that the majority (62.7%) of the respondents agree to a certain extent that companies will face recruitment difficulties and that finding workers will be a challenge. However, close to a quarter of respondents disagree to a certain extent with the statement.

The level of accordance for the receptivity of companies to adapt their selection strategies is higher, with 80.8% of respondents agreeing that an aging population will provoke companies to target a more diverse workforce.

The same applies to the receptivity of companies to adapt their work conditions, with 76.8% of respondents expressing their agreement with the hypothesis that companies will be more receptive to adapt to the needs of a diverse workforce.

On average, respondents agree with the three proposed impacts of the demographic changes, leading to the conclusion that there is a general agreement about the fact it will be more difficult to find workers and that companies will have to be receptive to adapt their work conditions and their selection strategies.

3.2 Impact of Technology

3.2.1 New technologies

The term 'technology' in this survey refers to technological tools used in a work context, such as computers, tablets, management software, and other IT applications. The availability of these

new technologies is already having a growing impact on work. Please find below the survey results.

Table 3.2 – Agreement about new technologies concerns

Question	Mean	SD	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.49	1.25	23.9%	36.5%	13.7%	17.5%	8.0%	0.4%
Concern about newer tech skills for jobs	2.52	1.20	20.2%	40.1%	12.5%	20.0%	6.4%	0.8%
Concern about losing job	3.82	1.15	3.6%	13.1%	15.3%	32.9%	34.0%	1.1%

There is a relatively solid agreement around the concern about new technologies replacing human work, with 60.4% agreeing to some extent with it.

About the same level of accordance (60.3%) can be established for the concern about only workers with newer technology skills being able to find a suitable job in the future.

When the concern is about workers losing their own job, more than two thirds of respondents (66.9%) tend to disagree and only 16.7% are concerned about this scenario.

Table 3.3 – Assessment of the impacts of new technologies

Question	Mean	SD	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.54	0.98	9.7%	47.9%	19.8%	17.6%	2.4%	2.5%
Overall impact on work	2.31	0.91	15.3%	51.6%	20.5%	10.0%	1.8%	0.8%

The impact of new technologies on well-being is, on average, described as positive, however 20% of respondents hold a negative view of the aforementioned impact.

The same applies to the overall impact on work, where more than half of the sample evaluates it as somewhat positive. In fact, only 11.8% hold a negative view on the topic.

Table 3.4 – Confidence about new technologies

Question	Mean	SD	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	2.19	0.88	18.8%	53.6%	17.4%	8.2%	1.3%	0.8%

When the question concerns confidence about keeping up and using new technology for work, the majority tends to be somewhat confident. About a fifth (18.8%) of respondents are very confident about their ability to follow up on new technologies.

3.2.2 Flexible Work Arrangements (FWA)

As a result of the digital transformation and the use of new technologies, flexible work arrangements (FWA) will become possible for a far more broadening range of jobs. Examples of flexible work arrangements are reduced hour arrangements (such as part-time work, job sharing, term-time working arrangements), variable and restructured hours (such as compressed working week arrangements), partially working from a satellite office or from home. Please find below the survey results.

Table 3.5 – Agreement about Flexible Work Arrangements

Question	**Mean**	**SD**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Availability of flexible work arrangements	2.19	0.99	23.3%	46.2%	15.6%	9.1%	2.6%	3.2%

When questioned about the availability of flexible work arrangements, a majority of 69.5% agree that this type of arrangements will be available for them to use. On the other hand, only 11.7% disagree that these arrangements will be available for them.

Table 3.6 – Assessment of the feelings about Flexible Work Arrangements

Question	**Mean**	**SD**	**% Very Positive**	**% Somewhat Positive**	**% Neutral**	**% Somewhat Negative**	**% Very Negative**	**% Don't Know**
Using flexible work arrangements	1.73	0.84	45.0%	40.2%	9.2%	3.4%	0.9%	1.3%
Impact on well-being	1.88	0.87	36.8%	42.0%	13.6%	4.4%	0.9%	2.2%
Impact on work-life balance	1.86	0.93	40.9%	37.0%	13.0%	5.3%	1.3%	2.6%

The vast majority of respondents have positive feelings about using flexible work arrangements (85.2%) and their impact not only on well-being (78.8%), but also on their work-life balance (77.9%).

Interesting enough, only 6.6% of respondents hold a view that their work-life balance will be negatively impacted by these arrangements, with an even smaller group of 5,3% concerned about the impact on their well-being.

3.2.3 Artificial Intelligence (AI)

Artificial intelligence (AI) is what enables smart computer programs and machines to learn and to carry out tasks that would typically require human intelligence.

Some examples of AI technology which are already common today are for instance:
- ChatGPT

- Self-driving cars
- Netflix or YouTube recommendations
- Siri, Alexa and other smart assistants
- Smart home devices
- Social media algorithms (e.g., selecting your news feed)
- Algorithmic management (e.g., relying on data collection and surveillance of workers to enable automated decision-making)

Please find below the survey results.

Table 3.7 – Assessment of the feelings about AI

Question	**Mean**	**SD**	**% Very Positive**	**% Somewhat Positive**	**% Neutral**	**% Somewhat Negative**	**% Very Negative**	**% Don't Know**
Impact on workers in the sector	2.46	1.00	12.5%	49.7%	18.4%	14.6%	3.3%	1.6%
Impact on well-being	3.22	1.25	7.5%	28.7%	15.9%	28.8%	18.4%	0.8%

When asked about their feelings regarding the impacts of AI, respondents tended to agree that the impact on workers on the sector where they work will be positively impacted, with an overall trend to see them as somewhat positive (49.7%).
In contrast, when the question concerns the impact on their well-being, the answers tend to be less positive, with 47.2% of answerers describing the impact as a certain degree of negative and only 36.2% seeing it as positive.

Table 3.8 – Agreement about concerns regarding AI

Question	**Mean**	**SD**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Concern about less valuable skills	3.22	1.25	7.5%	28.7%	15.9%	28.8%	18.4%	0.8%
Concern about losing job	3.86	1.16	4.2%	11.4%	15.3%	31.0%	37.1%	1.1%
Concern about overall job losses	2.59	0.94	9.1%	41.7%	29.9%	13.8%	2.9%	2.6%

When asked about their concerns about AI, 47.2% of respondents disagreed about the possibility of artificial intelligence making their skills less valuable. In turn, 36.2% showed this concern.
About two-thirds of respondents (68.1%) excluded the idea of losing their job because of AI as this was not a concern for them.
Finally, 41.7% somewhat agreed with the statement that in the future a lot more people will lose their jobs because of AI. Moreover, 16.7% disagreed with the statement and 29.9% was neutral about this subject.

3.3 Climate Change and the Green Transition

Within Europe, there is an increasing need for the so-called green transition, reinforced by climate change. How do you feel about the possible impact of climate change and the green transition on the future of work? Please find below the survey results.

Table 3.9 – Assessment of the feelings about climate change and green transition

Question	Mean	SD	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.71	1.04	12.7%	26.2%	37.6%	13.9%	5.1%	4.5%
Impact on well-being	3.94	1.08	1.9%	8.7%	22.1%	25.2%	39.7%	2.3%

Climate change and the green transition's impact on work was evaluated as neither negative nor positive by 37.6% of respondents. In contrast, 38.9% evaluated it to a certain degree positive and 19.0% sided with a perspective of a negative impact.
For the impact on well-being, almost two thirds (64.9%) described it as negative, with 22.1% believing climate change and the green transition will have a neutral impact.

Table 3.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	SD	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the field of work	3.94	1.08	1.9%	8.7%	22.1%	25.2%	39.7%	2.3%
Concern about worse work conditions	3.66	1.20	3.9%	16.0%	21.5%	24.3%	32.2%	2.0%
Concern about job loss due to green transition	4.31	0.93	0.8%	4.2%	14.8%	21.8%	56.1%	2.3%
Concern about need for new skills	2.87	1.13	10.7%	26.9%	28.0%	20.2%	8.0%	6.2%

When evaluating their concerns about the green transition and climate change, the majority (64.9%) of respondents disagreed with the assertion that there will be less jobs in their field of work.
They also disagreed with the possibility of worse work conditions in their field of work, with 56.5% disagreeing with it.
The level of disagreement was even more pronounced when the hypothesis of losing their job was brought up, with 56.1% disagreeing strongly and only 5% having some degree of concern.

There was no clear consensus on the need for the development of new skills due to the green transition, with 37.6% of respondents agreeing, 28.0% neither agreeing or disagreeing and 28.2% disagreeing.

3.4 Future General Perspectives

Please find below the survey results reflecting views on the future general perspectives, including automation, AI, and their potential impact on society and individual well-being.

Table 3.11 – Assessment of the impact of automation and AI

Question	**Mean**	**SD**	**% Very Positive**	**% Somewhat Positive**	**% Neutral**	**% Somewhat Negative**	**% Very Negative**	**% Don't Know**
Impact on well-being	2.66	1.06	9.2%	43.9%	20.0%	19.3%	4.9%	2.5%

In regard to the impact of automation and AI on well-being, more than half (53.1%) of the respondents evaluated it as a certain extent of positive, contrasting with 24.2% who described it as negative.

Table 3.12 – Assessment of concerns regarding automation and AI

Question	**Mean**	**SD**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Concern about loss of privacy	1.91	1.03	41.3%	38.2%	9.5%	6.7%	3.0%	1.3%
Concern about detecting fake news/info	1.84	1.00	43.7%	39.0%	7.9%	5.3%	3.2%	0.8%
Concern about detecting computer fraud	1.84	0.99	44.5%	36.1%	10.0%	5.8%	2.4%	1.2%

When asked to assess their concerns regarding automation and AI, more than 40% of respondents strongly agree that a loss of privacy, difficulties about detecting fake news and information and hardships detecting computer fraud will turn out to be real issues.

The level of overall accordance for these concerns is overwhelming, with 79.5% concerned about the privacy loss, 82.7% concerned about the ability to detect fake news and fake information and 80.6% concerned about computer fraud threats.

Table 3.13 – Summary of Top 7 Ranked Skills

Skill	**Average Rank**	**Frequency in Top 7**	**% of Respondents Selecting**
Analytical thinking	3.3	495	59,4%
Creative thinking	3.5	470	56,4%
Lifelong learning	3.6	440	52,8%
Resilience and flexibility	4.3	405	48,6%
Communication skills	4.2	385	46,2%
Technological literacy	3.8	377	45,3%
AI literacy	3.9	375	45,0%

This section presents the results of the question on core skills needed for the jobs of tomorrow. Respondents were asked to rank the 7 most important skills, from 1 (most important) to 7 (least important). Above is a summary of the findings.

The seven skills listed above represent the skills that were selected by a large number of respondents and how they ranked it on average. The lower the average rank, the bigger the importance given. Hence, analytical thinking was the most selected answer with an average rank of 3.3, meaning that, on average, this skill was seen as one of the top 4 skills needed.

The same can be said for lifelong learning and creative thinking that were selected by more than half of respondents that included them in their top skills.

To a lesser extent, AI literacy and technological literacy were also selected as important skills, but only by around 45% of the sample.

Interesting enough, resilience and flexibility and communication skills were selected by more participants, but, on average, they were seen as least important.

Table 3.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**SD**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.64	1.01	10.9%	38.8%	26.5%	18.7%	3.1%	2.1%

Overall, considering future changes in work, almost half (49.7%) of respondents were confident to a certain extent about their quality of work environment prospects. In contrast, nearly one fifth of the sample (21.8%) hold some lack of confidence about their prospects. Interestingly, 26.5% were neither confident nor unconfident about it.

Next, we present comparisons based on sociodemographic variables, i.e., gender, education, age

Gender Differences - Global Sample Results

Subsequently, we examined significant gender differences within the global sample (country-specific differences are provided in the annexes). An independent samples t-test was conducted to assess these differences, and only statistically significant results are reported. For the remaining items, no significant gender differences were observed (Table 3.15).

Table 3.15 – Gender Differences

Item	**Female** **Mean**	**Male** **Mean**
I am concerned that in the future only workers with newer technology skills will be able to find a suitable job.	2.45 More concerned	2.70 Less concerned
"I think that the new technologies will have an impact in my well-being." How do you foresee its impact?	2.61 Less positive impact	2.36 More positive impact
How do you foresee your ability to keep up with and use new technologies in your job in the future?	2.28 Less confident	1.96 More confident
I think that the AI will have an impact in my well-being." How do you foresee its impact?	2.63 Less positive impact	2.45 More positive impact

These results show that women have a more negative perception and expectations about the change, namely:

- Women are more concerned about future job security due to technology skills
- Women expect a less positive impact of new technologies on well-being
- Women are less confident in keeping up with new technologies at work
- Women expect a less positive impact of AI on well-being impact

Education – Global Sample Results

Next, we present the significant differences observed among different educational groups. The analysis focused on three groups: secondary or post-secondary education, bachelor's degree or equivalent, and master's degree or equivalent. These groups were selected due to their larger representation within the sample, enabling robust statistical analysis of mean differences. A one-way ANOVA was conducted, followed by Bonferroni post hoc tests to identify significant differences between the groups. The groups exhibiting significant differences are indicated with ^{a,b} or ^{c} (Table 3.16).

Table 3.16 – Differences among educational levels

Item	Secondary or post-secondary education Mean	Bachelor's degree or equivalent Mean	Master's degree or equivalent Mean
I am concerned that in the future more human work will be replaced by means of new technologies.	2.12[a] More concerned	2.35	2.69[b] Less concerned
I am concerned that in the future only workers with newer technology skills will be able to find a suitable job	2.33[a] More concerned	2.37	2.65[b] Less concerned
I think that the new technologies will have an impact in my well-being." How do you foresee its impact?	2.19[a] Less positive	1.87[b] More positive	1.76[c] More positive
How do you foresee your ability to keep up with and use new technologies in your job in the future?	2.22[a] Less positive	1.79[b] More positive	1.75[c] More positive
I am concerned with losing my job in the future due to new technologies.	3.38[a] More concerned	3.60[b] More concerned	3.94[c] Less concerned
How would you describe your feelings about the overall impact of technology on the future of your work?	2.67[a] Less positive	2.23[b] More positive	2.22[c] More positive
How would describe your feelings about using the flexible working arrangement in the future?	2.02[a] Less positive	1.72[b] More positive	1.61[c] More positive
I think that the flexible work arrangements will have an impact in my well-being." How do you foresee its impact	2.19[a] Less positive	1.87[b] More positive	1.76[c] More positive
I think that the flexible work arrangements will have an impact in my work-life balance." How do you foresee its impact?	2.22[a] Less positive	1.79[b] More positive	1.75[c] More positive
Do you think that in the future AI is likely to have a positive or a negative impact on workers of your sector?	2.88[a] Less positive	2.56[b] Less positive	2.32[c] More positive
I worry that the use of AI will make my existing skills less valuable.	2.67[a] More worried	3.04[b] More worried	3.37[c] Less worried
"I am concerned about losing my job as a result of AI.	3.32[a] More concerned	3.64[b] More concerned	4.04[c] Less concerned

I think that the AI will have an impact in my well-being." How do you foresee its impact?	2.81[a] Less positive	2.61	2.51[b] More positive
"I am concerned that in the future, because of climate change and the green transition, there will be less jobs in my field of work.	3.38[a] More concerned	3.83[b] Less concerned	4.07[c] Less concerned
I am concerned that in the future, because of climate change, there will be worse work conditions in my field of work.	3.31[a] More concerned	3.57	3.81[b] Less concerned
I am concerned about losing my job as a result of the green transition.	3.76[a] More concerned	4.28[b] Less concerned	4.41[c] Less concerned
I think that climate change and green transition will have an impact in my well-being." How do you foresee its impact?	2.86	2.71[a] More positive	2.97[b] Less positive
In the future, the increase in automation, robotics and AI will have an impact in overall well-being in society. How do you foresee this impact?	3.04[a] Less positive	2.60[b] More positive	2.57[c] More positive
I am concerned that in the future it will be far more difficult for me to detect fake news/information, because of automation and AI.	2.00[a] More concerned	1.84[b] Less concerned	1.91

These results show that secondary/post-secondary participants a have a more negative perception and expectations about the change, for instance:

- Those with secondary/post-secondary education are more concerned about job loss due to technology than those with a master's degree, who are less concerned
- Those with secondary/post-secondary education show greater concern about needing new technology skills for job security compared to those with a master's degree.
- Those with higher education levels feel more confident in keeping up with new technologies at work
- Participants with a Master see it more positively overall impact of technology on future work compared to participants with secondary/post-secondary
- Those participants with secondary/post-secondary anticipate a less positive AI's impact on their well-being compared to those with a Master's degree.
- Those participants with secondary/post-secondary are more concerned about climate change and the green transition affecting jobs whereas those with Master's are less concerned.
- Those participants with secondary/post-secondary are less optimistic about automation and AI's impact on society compared to those with Master's.

- Those participants with secondary/post-secondary are more concerned about detecting fake news due to AI those with a Bachelor's degree or equivalent.

Age – Global Sample Results

The following table outlines the notable differences observed across various age groups. The analysis categorized participants into the three age groups previously identified: up to 29 years old; 30-54 years old; 55 years older and over. A one-way analysis of variance (ANOVA) was performed, followed by Bonferroni post hoc tests to identify significant group differences. The groups showing statistically significant differences are denoted with the labels [a], [b], or [c]. (Table 3.17)

Table 3.17 – Differences among age groups

Item	Up to 29 years old Mean	30-54 years old Mean	55 years old and over Mean
I think that because of the aging population, companies will find it more difficult to find enough workers in the future.	2.83[a] Weaker Agreement	2.36[b] Stronger agreement	2.37[c] Stronger Agreement
I think that the new technologies will have an impact in my well-being. How do you foresee its impact?	2.79[a] Less positive	2.54[b]	2.32[c] More positive
How would you describe your feelings about the overall impact of technology on the future of your work?	2.43[a] Less positive	2.31	2.15[b] More positive
In the future, the increase in automation, robotics and AI will have an impact in overall well-being in society. How do you foresee this impact?	2.85[a] Less positive	2.65	2.47[b] More positive

These results show that younger participants a have a more negative perception and expectations about the change, for instance:

- Younger participants expect a less positive impact of new technologies on well-being
- Younger participants see it less positively impact of technology on future work
- Younger participants are less optimistic (Impact of automation, robotics, and AI on societal well-being

In the second stage, we analysed the results based on the Organization Sector (Private or Public), Organization Size (Micro, Small, Medium, Large), and Working Model (on-site versus hybrid) to determine whether there were any significant differences.

The following table presents the results for differences across Organization Sectors within the global sample. Where feasible, country-specific differences are provided in the annexes. As in the previous analysis, independent samples t-tests were performed to evaluate these differences, and only statistically significant results are reported. For the remaining items, no significant gender differences were identified (see Table 3.18).

Table 3.18 – Differences by organization Sector

Item	Private Mean	Public Mean
"I think that because of the aging population, companies will be more receptive to adapt their selection strategies targeting a more diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity)."	2.04 Weaker agreement	1.80 Stronger agreement
"I think that because of the aging population, companies will be more receptive to adapt work (working conditions, work arrangements, salaries) to the needs of a diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity)	2.13 Weaker agreement	1.92 Stronger agreement
How do you foresee your ability to keep up with and use new technologies in your job in the future?	2.10 More confident	2.64 Less confident
How strongly do you agree or disagree with the following statement? "I am concerned with losing my job in the future due to new technologies."	3.69 More concerned	3.89 Less concerned
How would you describe your feelings about the overall impact of technology on the future of your work?	2.36 Less positive	2.21 More positive
"I am concerned about losing my job as a result of AI."	3.67 More concerned	3.98 Less concerned
"I am concerned about losing my job as a result of the green transition."	4.18 More concerned	4.37 Less concerned
"I think that climate change and green transition will have an impact in my well-being." How do you foresee its impact?	2.75 An impact more positive	2.96 Less positive impact
"I am concerned that in the future, there will be a need for the development of new skills due to the green transition."	2.63 Less concerned	2.37 More concerned
"I am concerned that in the future we will have less privacy than now because of automation and AI."	2.06 Less concerned	1.89 More concerned
"I am concerned that in the future it will be far more difficult for me to detect computer fraud attempts (e.g. phishing), because of automation and AI."	1.95 Less concerned	1.78 More concerned

Overall these results (Private vs. Public Organizations) suggest that:

- Diversity and Aging Population: Public organizations displayed stronger agreement about adapting strategies for a diverse workforce due to aging populations compared to private organizations.
- Technology Readiness: Private sector employees felt more confident in keeping up with new technologies than those in the public sector.
- Job Concerns:
    - Private employees were more concerned about losing jobs due to new technologies and AI.
    - Public employees were less positive about the impact of technology on their work.
- Privacy and Security Concerns:
    - Public sector employees were more concerned about reduced privacy and increased difficulty detecting fraud (phishing) due to automation and AI.
- Green Transition:
    - Public sector employees felt the well-being impact of the green transition would be less positive but were more concerned about its implications for job security and skill requirements.

Next, in table 3.19 we present the significant differences observed across various organization sizes. The analysis focused on four groups: micro, small, medium, and large organizations. A one-way ANOVA was conducted, followed by Bonferroni post hoc tests to identify significant differences between the groups. Groups showing significant differences are marked with superscripts (a, b, or c).

For the country comparisons (provided in the annex B), tests were conducted only when there were at least seven participants in each group.

Table 3.19 – Differences by Organization Size

Item	**Micro** **Mean**	**Small** **Mean**	**Medium** **Mean**	**Large** **Mean**
How would you describe your feelings about the overall impact of technology on the future of your work?	2.48[a] Less positive	2.40	2.33	2.18[b] More positive
How strongly do you agree or disagree with the following statement? "In the future flexible work arrangements will become more available for me to use it"	2.01[a] Stronger agreement	2.10[a] Stronger agreement	2.53[b] Weaker agreement	2.15[a] Stronger agreement
Do you think that in the future AI is likely to have a positive or a negative impact on workers of your sector?	2.66 [a] Less positive	2.26[b] More positive	2.66[a] Less positive	2.44

Overall, these results (Micro, Small, Medium, Large Organizations) suggest that:

- Technology Impact: Large companies showed the most positive outlook on technology's impact on work, while micro-enterprises were the least positive.
- Flexible Work Arrangements: Stronger agreement on flexible work becoming available was observed across micro, small, and large companies, with medium-sized companies showing weaker agreement.
- AI's Impact on Workforce: Medium-sized companies viewed AI's sector impact more positively than micro and small enterprises, which expressed less positive views

Finally, we present the results for the working model. As with the other variables where two groups were compared, we used an independent samples t-test. (Table 3.20).

Table 3.20 - Working model Global Sample

Item	Onsite Mean	Hybrid Mean
"I am concerned that in the future more human work will be replaced by means of new technologies."	2.52 More concerned	2.75 Less concerned
"I am concerned that in the future only workers with newer technology skills will be able to find a suitable job."	2.47 More concerned	2.71 Less concerned
"I think that the new technologies will have an impact in my well-being." How do you foresee its impact?	2.55 Less positive	2.39 More positive
How strongly do you agree or disagree with the following statement? "I am concerned with losing my job in the future due to new technologies."	3.73 More concerned	4.01 Less concerned
How would describe your feelings about using the flexible working arrangement in the future?	1.82 Less positive	1.56 More positive
"I think that the flexible work arrangements will have an impact in my well-being." How do you foresee its impact?	1.97 Less positive	1.67 More positive
"I think that the flexible work arrangements will have an impact in my work-life balance." How do you foresee its impact?	1.93 Less positive	1.74 More positive
Do you think that in the future AI is likely to have a positive or a negative impact on workers of your sector?	2.51 Less positive	2.35 More positive
"I worry that the use of AI will make my existing skills less valuable."	3.12 More concerned	3.41 Less concerned

"I am concerned about losing my job as a result of AI."	3.74 More concerned	4.06 Less concerned
"I am concerned that in the future, because of climate change and the green transition, there will be less jobs in my field of work."	3.80 More concerned	4.12 Less concerned
"I am concerned that in the future, because of climate change, there will be worse work conditions in my field of work."	3.55 More concerned	3.80 Less concerned
"I am concerned about losing my job as a result of the green transition."	4.14 More concerned	4.53 Less concerned

Overall, these results (On-site vs. Hybrid/Remote) reveal that:

- On-site workers were more concerned about job replacement and skill obsolescence due to technology than hybrid workers.
- Hybrid workers anticipated a more positive impact from flexible work arrangements on their well-being and work-life balance compared to on-site workers.
- Hybrid workers were less concerned about losing jobs to AI and perceived AI's impact more positively compared to on-site workers.
- Hybrid workers were less worried about losing jobs and worsening work conditions due to climate change than on-site workers.

Open Question findings

The survey ended with an open question, namely *"To conclude, is there any other change or challenge that we did not cover and that you anticipate being important for your work?"*. Participants answers emphasize several critical themes shaping the workplace, most of them already covered in the survey.

- The responses highlight **Work & Career Challenges** as a top concern. Many fear job instability, increasing workload, and the impact of technology on job roles. Career progression and the need for continuous learning were also emphasized.
- **Change & Adaptation** remains a major theme, with respondents mentioning the rapid evolution of workplace dynamics, remote work challenges, and the necessity of developing new skills to keep up with digital transformation. Some view the **Technology & Digital Transformation** positively, while others worry about the potential loss of human interaction and job displacement due to AI.
- Many responses point to **Management & Leadership** as a key area needing improvement, with calls for fair leadership, more transparency, and better adaptation to evolving work environments. **Process & Efficiency Improvements** were also mentioned.
- **Work-Life Balance & Well-Being** is a growing issue, with employees feeling overworked and demanding more flexible arrangements to reduce stress and improve mental health. Additionally, **Inequality & Societal Changes** surfaced as a significant theme, particularly around income disparities and unequal job opportunities.

- Lastly, participants noted that **Communication & Collaboration** require further attention, especially in hybrid work models where digital tools can both help and hinder team interaction.
- Overall, the findings reflect a **workplace in transformation**, where employees seek adaptability, fair treatment, and proactive leadership to ensure a balanced and sustainable work environment.

4 Conclusions

The Blueprint of Tomorrow Survey shows that technological advancements, demographic shifts, and environmental factors are reshaping the workforce. The findings suggest that while these changes present challenges, they also create opportunities for upskilling, job innovation, and improved work conditions. AI, automation, and flexible work models are key drivers of change, requiring proactive policy and workforce adaptation. Concerns about job security, well-being, and skill obsolescence need to be addressed through targeted initiatives and lifelong learning programs.

The increasing importance of digital and AI literacy highlights the need for new education policies. Workers must be equipped with technological, analytical, and creative thinking skills to remain competitive in evolving industries. Organizations must also adapt recruitment and selection strategies to ensure workforce diversity and sustainability in hiring practices.

The green transition, while necessary, brings uncertainty. The study suggests that workers are concerned about its impact on job availability and working conditions. Policymakers and businesses must proactively address these concerns by providing clear pathways for reskilling and employment transition in green industries.

The open question included in the survey highlight Work & Career Challenges, including job instability, increasing workload, and the need for continuous learning. Adapting to workplace changes and remote work is crucial. While technology offers opportunities, AI risks remain. Employees seek better leadership, transparency, and work-life balance, with concerns about inequality emphasizing the need for fairness and adaptability.

This survey has been instrumental in highlighting workforce challenges and opportunities, providing empirical insights into workers' expectations and concerns. By capturing perceptions on demographic, technological, and environmental trends, the study supports informed decision-making among policymakers, employers, and educators. It underscores the need for inclusive labor policies, digital skill development, and flexible work strategies to support a resilient workforce.

The results also emphasize the importance of adaptability in labor policies, ensuring that employment practices evolve in response to technological progress and shifting worker expectations. Governments must collaborate with industries to foster innovation in job creation, security, and training programs.

Considering these findings some recommendations:

1. Promote Digital and AI Literacy: Expand training programs to enhance AI and technology skills, ensuring workers remain competitive.
2. Support Inclusive Workforce Policies: Encourage diverse hiring practices, age-inclusive work environments, and gender equality in tech adaptation.
3. Strengthen Flexible Work Strategies: Develop policies that support hybrid and remote work while ensuring well-being and work-life balance.

4. Encourage Green Transition Readiness: Facilitate sustainability-focused training and ensure the workforce is prepared for emerging green jobs.
5. Enhance Job Security Measures: Address job displacement concerns through continuous upskilling, reskilling programs, and social protection policies.
6. Adapt Labor Market Policies: Encourage public-private partnerships to create adaptive labor laws and social safety nets supporting workers through technological and environmental shifts.

Moving forward, Project TRANSFORM activities should also focus on how we should move forward in implementing these strategies, fostering collaboration between governments, businesses, and workers to ensure a resilient and adaptive labor market for the future.

References

Molek, N. ((editor) (2024). Analysis of the State of the Art on the Future of Human Workforce. Scientific Report of WP 1.

Annexes

Annex A: Survey – Qualtrics

(included in a separate file)

Annex B: Country Results

1. Belgium

Country sample characterization

Total sample: 95 respondents

Individual Variables (N=95):

- Mean age: 36.29 (between 18 and 64 years old)
- Gender: 75 female, 18 male, 1 described in another way, 1 prefer not to say
- Education: 37 Secondary, 30 Master, 23 Bachelor, 4 Doctorate, 1 Lower secondary
- Situation in the labour market: 48 workers, 42 students, 2 unemployed, 2 in another situation

Work Variables (N=48):

- Employment status: 42 employees, 5 both employees and self-employed, 1 self-employed
- Type of contract (N=47, only employees or both): 44 permanent contracts, 1 fixed-term contract, 1 apprenticeship, internship or other training scheme, and 1 in another situation
- Working time: 33 full-time jobs, 15 part-time jobs
- Working model: 28 hybrid workers, 16 on-site workers, 4 remote workers
- Most frequent jobs: Teaching professional (33), Personal service worker (8), Health professional (2), Manager (2), Information and communications technology professional (2)

Employer variables (N=48):

- Sector: 39 Public sector, 5 Non-for-profit sector or ONGs, 3 Private sector, 1 other
- Most represented economic activity sectors: Education (41), Scientific and technical activities (4), Human health and social services (2)
- Organization size: 39 participants work at large companies, 6 at medium companies, 2 at small companies, 1 at micro company

Table 1.1. – Agreement about demographic changes impacts

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Recruitment difficulties	2.55	18.9%	36.8%	14.7%	21.1%	5.3%	3.2%
Companies adapting selection strategies	2.22	20.0%	49.5%	14.7%	11.6%	1.1%	3.2%
Companies adapting work conditions	2.34	15.8%	46.3%	15.8%	12.6%	2.1%	7.4%

Table 1.2. – Agreement about new technologies concerns

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.82	16.8%	35.8%	11.6%	17.9%	16.8%	1.1%
Concern about newer tech skills for jobs	2.58	21.1%	37.9%	8.4%	22.1%	8.4%	2.1%
Concern about losing job	4.09	2.1%	12.5%	10.4%	22.9%	50.0%	2.1%

Table 1.3 – Assessment of the impacts of new technologies

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.74	9.5%	41.1%	21.1%	20.0%	7.4%	1.1%
Overall impact on work	2.40	14.1%	46.7%	20.7%	10.9%	3.3%	4.3%

Table 1.4 – Confidence about new technologies

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	2.30	17.4%	51.1%	15.2%	10.9%	3.3%	2.2%

Table 1.5 – Agreement about Flexible Work Arrangements

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Availability of flexible work arrangements	2.59	18.5%	28.3%	19.6%	19.6%	4.3%	9.8%

Table 1.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	1.88	40.2%	40.2%	13.0%	4.3%	2.2%	0.0%
Impact on well-being	2.06	32.6%	40.2%	12.0%	9.8%	2.2%	3.3%
Impact on work-life balance	2.11	29.3%	41.3%	15.2%	7.6%	3.3%	3.3%

Table 1.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	2.33	14.6%	54.2%	16.7%	12.5%	2.1%	0.0%
Impact on well-being	2.71	10.5%	33.7%	32.6%	15.8%	5.3%	2.1%

Table 1.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	3.76	4.2%	22.9%	4.2%	25.0%	39.6%	4.2%
Concern about losing job	4.38	0.0%	8.3%	10.4%	14.6%	64.6%	2.1%
Concern about overall job losses	2.67	10.5%	43.2%	20.0%	16.8%	7.4%	2.1%

Table 1.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.77	8.7%	20.7%	45.7%	10.9%	3.3%	10.9%
Impact on well-being	3.12	6.3%	23.2%	24.2%	27.4%	9.5%	9.5%

Table 1.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the field of work	4.24	0.0%	6.3%	20.8%	10.4%	56.3%	6.3%
Concern about worse work conditions	4.15	0.0%	6.3%	25.0%	14.6%	52.1%	2.1%
Concern about job loss due to green transition	4.62	0.0%	2.1%	12.5%	4.2%	75.0%	6.3%
Concern about need for new skills	2.58	12.6%	44.2%	16.8%	14.7%	7.4%	4.2%

Table 1.11 – Assessment of the impact of automation and AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.84	9.5%	35.8%	20.0%	24.2%	7.4%	3.2%

Table 1.12 – Assessment of concerns regarding automation and AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about loss of privacy	1.94	45.3%	31.6%	8.4%	7.4%	5.3%	2.1%
Concern about detecting fake news/info	1.87	46.3%	35.8%	7.4%	5.3%	5.3%	0.0%
Concern about detecting computer fraud	1.85	43.2%	37.9%	9.5%	6.3%	2.1%	1.1%

Table 1.13 – Summary of Top 7 Ranked Skills

Skill	**Average Rank**	**Frequency in Top 7**	**% of Respondents Selecting**
Lifelong learning	3.1	67	70.5%
Resilience and flexibility	3.9	55	57.9%
Motivation and self-awareness	3.7	54	56.8%
Communication skills	4.4	54	56.8%
Analytical thinking	3.8	47	49.5%
Collaboration	4.1	45	47.4%
Creative thinking	3.5	42	44.2%

Table 1.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.48	13.0%	47.8%	17.4%	16.3%	3.3%	2.2%

Gender

Table 1.15 - Gender Differences

Item	**Female** **Mean**	**Male** **Mean**
I am concerned that in the future more human work will be replaced by means of new technologies	2.64 More concerned	3.72 Less concerned
I think that the new technologies will have an impact in my well-being." How do you foresee its impact?	2.88 Less positive impact	2.06 An impact more positive
How do you foresee your ability to keep up with and use new technologies in your job in the future?	2.40 Less confident	1.72 More confident
How would you describe your feelings about the overall impact of technology on the future of your work?	2.49 Less positive	1.88 More positive
I think that the flexible work arrangements will have an impact in my work-life balance." How do you foresee its impact?	2.20 Less positive	1.65 More positive
Do you think that in the future AI is likely to have a positive or a negative impact on workers of your	2.46	1.64

sector?	Less positive	More positive
I think that the AI will have an impact in my well-being.	2.81 Less positive	2.18 More positive
In the future, the increase in automation, robotics and AI will have an impact in overall well-being in society. How do you foresee this impact?	3.01 Less positive	1.94 More positive
I am concerned that in the future it will be far more difficult for me to detect fake news/information, because of automation and AI.	1.89 More concerned	2.17 Less concerned
I am concerned that in the future it will be far more difficult for me to detect computer fraud attempts (e.g. phishing), because of automation and AI.	1.67 More concerned	2.78 Less concerned

Education

Table 1.16 – Differences by education levels

Item	**Secondary or post-secondary education** **Mean**	**Bachelor's degree or equivalent** **Mean**	**Master's degree or equivalent** **Mean**
I am concerned that in the future more human work will be replaced by means of new technologies.	2.42[a] More concerned	2.83	3.30[c] Less concerned

Age

There are no significant differences among age groups.

Organization Sector

It is not possible to test for significant differences due to the sample distribution between the groups with only 3 participants in the Private Sector.

Organization Size

It is not possible to test for significant differences due to the sample distribution between the groups with only Large Organizations had more than 7 participants.

Working model

Table 1.17 – Differences by Working model

Item	Onsite Mean	Hybrid Mean
"I think that because of the aging population, companies will be more receptive to adapt their selection strategies targeting a more diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity)."	2.53 Weaker agreement	1.96 Stronger agreement
"I think that because of the aging population, companies will be more receptive to adapt work (working conditions, work arrangements, salaries) to the needs of a diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity).	2.60 Weaker agreement	2.08 Stronger agreement
How would you describe your feelings about the overall impact of technology on the future of your work?	2.88 Less positive	2.14 More positive
How would describe your feelings about using the flexible working arrangement in the future?	2.31 Less positive	1.68 More positive
I think that the AI will have an impact in my well-being." How do you foresee its impact?	3,20 Less positive	2,61 More positive
"I am concerned that in the future a lot more people will lose their jobs because of AI."	2,31 More concerned	3,07 Less concerned

2. Germany

Country sample characterization

Total sample: 38 respondents

Individual Variables (N=38):

- Mean age: 43.79 (between 23 and 71 years old)
- Gender: 18 female, 15 male, 2 described in another way, 3 prefer not to say
- Education: 20 Master, 12 Secondary, 4 Bachelor, 2 Doctorate
- Situation in the labour market: 26 workers, 3 full-time homemaker, 2 unemployed, 2 unable to work, 2 retired, 1 student, 2 in another situation

Work Variables (N=26):

- Employment status: 22 employees, 4 self-employed
- Type of contract (N=22, only employees or both): 18 permanent contracts, 4 fixed-term contracts
- Working time: 13 full-time jobs, 13 part-time jobs
- Working model: 13 hybrid workers, 11 on-site workers, 1 remote worker, 1 in another situation
- Most frequent jobs: Teaching professional (5), Manager (4), Personal service worker (4), Science and engineering professional (2), Business and administration professional (2), Sales worker (2), Personal care worker (2), Street and related sales and service worker (2)

Employer variables (N=26):

- Sector: 12 Private sector, 8 Public sector, 6 Non-for-profit sector or ONGs
- Most represented economic activity sectors: Education (11), Finance, insurance and real estate (2), Human health and social services (2), Manufacturing (2), Personal service and administrative (2), Scientific and technical activities (2), Transportation and storage (2)
- Organization size: 10 participants work at micro companies, 7 at large companies, 7 at small companies, 2 at medium companies

Table 2.1 – Agreement about demographic changes impacts

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Recruitment difficulties	2.08	31.6%	50.0%	5.3%	5.3%	7.9%	0.0%
Companies adapting selection strategies	1.89	31.6%	55.3%	5.3%	7.9%	0.0%	0.0%
Companies adapting work conditions	2.13	34.2%	42.1%	5.3%	13.2%	5.3%	0.0%

Table 2.2 – Agreement about new technologies concerns

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.55	23.7%	31.6%	18.4%	18.4%	7.9%	0.0%
Concern about newer tech skills for jobs	2.65	18.4%	36.8%	10.5%	23.7%	7.9%	2.6%
Concern about losing job	3.84	7.7%	11.5%	7.7%	30.8%	38.5%	3.8%

Table 2.3 – Assessment of the impacts of new technologies

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.75	7.9%	36.8%	21.1%	28.9%	0.0%	5.3%
Overall impact on work	2.55	6.9%	48.3%	31.0%	10.3%	3.4%	0.0%

Table 2.4 – Confidence about new technologies

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	2.11	13.8%	55.2%	24.1%	0.0%	0.0%	6.9%

Table 2.5 – Agreement about Flexible Work Arrangements

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Availability of flexible work arrangements	2.52	17.2%	41.4%	20.7%	13.8%	6.9%	0.0%

Table 2.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	2.00	34.5%	31.0%	10.3%	6.9%	3.4%	13.8%
Impact on well-being	2.19	17.2%	51.7%	13.8%	10.3%	0.0%	6.9%
Impact on work-life balance	2.30	20.7%	37.9%	24.1%	6.9%	3.4%	6.9%

Table 2.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	2.67	3.8%	46.2%	23.1%	15.4%	3.8%	7.7%
Impact on well-being	2.65	15.8%	21.1%	34.2%	15.8%	2.6%	10.5%

Table 2.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	3.19	15.4%	19.2%	15.4%	30.8%	19.2%	0.0%
Concern about losing job	3.64	11.5%	7.7%	19.2%	23.1%	34.6%	3.8%
Concern about overall job losses	2.22	28.9%	34.2%	13.2%	18.4%	0.0%	5.3%

Table 2.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.93	6.9%	24.1%	44.8%	17.2%	6.9%	0.0%
Impact on well-being	3.36	5.3%	13.2%	31.6%	18.4%	18.4%	13.2%

Table 2.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the field of work	4.08	7.7%	0.0%	11.5%	34.6%	42.3%	3.8%
Concern about worse work conditions	3.27	11.5%	26.9%	7.7%	30.8%	23.1%	0.0%
Concern about job loss due to green transition	4.23	7.7%	0.0%	11.5%	23.1%	57.7%	0.0%
Concern about need for new skills	2.57	15.8%	39.5%	13.2%	15.8%	7.9%	7.9%

Table 2.11 – Assessment of the impact of automation and AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.84	7.9%	31.6%	31.6%	26.3%	2.6%	0.0%

Table 2.12 – Assessment of concerns regarding automation and AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about loss of privacy	2.11	34.2%	42.1%	2.6%	13.2%	5.3%	2.6%
Concern about detecting fake news/info	2.03	34.2%	39.5%	7.9%	10.5%	2.6%	5.3%
Concern about detecting computer fraud	2.14	28.9%	39.5%	15.8%	5.3%	5.3%	5.3%

Table 2.13 – Summary of Top 7 Ranked Skills

Skill	**Average Rank**	**Frequency in Top 7**	**% of Respondents Selecting**
AI literacy	3.5	22	57.9%
Programming skills	4.1	21	55.3%
Analytical thinking	2.9	20	52.6%
Lifelong learning	3.2	20	52.6%
Technological literacy	4.4	19	50.0%
Creative thinking	3.5	18	47.4%
Communication skills	4.1	16	42.1%

Table 2.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.64	6.9%	44.8%	27.6%	10.3%	6.9%	3.4%

Gender

Table 2.15 – Gender differences

Item	**Female** **Mean**	**Male** **Mean**
I am concerned that in the future it will be far more difficult for me to detect computer fraud attempts (e.g. phishing), because of automation and AI.	2.59 Less concerned	1.71 More concerned

Age

Table 2.16 – Age differences

Item	**Up to 29 years old** **Mean**	**30-54 years old** **Mean**	**55 years old and over** **Mean**
I think that the AI will have an impact in my well-being. How do you foresee its impact?	1.50[a] More positive	2.92[b] Less positive	2.33

I am concerned that in the future, because of climate change and the green transition, there will be less jobs in my field of work.	2.00	3.55[a] Less concerned	1.50[b] More concerned
"I am concerned about losing my job as a result of the green transition.	2.00	3.55[a] More concerned	1.50[b] Less concerned

Education Levels

There are no significant differences between education levels.

Organization Sector

Table 2.17 – Differences by Organization Sector

Item	**Private** **Mean**	**Public** **Mean**
"I think that the new technologies will have an impact in my well-being." How do you foresee its impact?	2.17 More positive	3.43 Less positive
How strongly do you agree or disagree with the following statement? "In the future flexible work arrangements will become more available for me to use it"	2,08 Stronger agreement	3.13 Weaker agreement
"I think that the flexible work arrangements will have an impact in my well-being." How do you foresee its impact?	2,00 More positive	2,86 Less positive
"I worry that the use of AI will make my existing skills less valuable."	2,50 Less concerned	3,88 More concerned
"I think that the AI will have an impact in my well-being." How do you foresee its impact?	2,20 More positive	3,50 Less positive
How would you describe your feelings about the overall impact of climate change and the green transition on the future of your work?	2,58 More positive	3,50 Less positive
"I think that climate change and green transition will have an impact in my well-being." How do you foresee its impact?	3,09 More positive	4,00 Less positive

Organization Size

It is not possible to test for significant differences due to the sample distribution between the groups with fewer than 7 participants.

Working model

There are no significant differences between the on-site work model and hybrid work model.

3. Greece

Country sample characterization

Total sample: 16 respondents

Individual Variables (N=16):

- Mean age: 38.19 (between 23 and 72 years old)
- Gender: 15 female, 1 male
- Education: 7 Bachelor, 4 Secondary, 4 Master, 1 Doctorate
- Situation in the labour market: 10 workers, 5 unemployed, 1 retired

Work Variables (N=10):

- Employment status: 8 employees, 2 self-employed
- Type of contract (N=8, only employees or both): 6 permanent contracts, 2 fixed-term contracts
- Working time: 8 full-time jobs, 2 part-time jobs
- Working model: 7 on-site workers, 2 hybrid workers, 1 remote work
- Most frequent jobs: Personal service worker (3), Business and administration professional (2)

Employer variables (N=10):

- Sector: 7 Private sector, 2 Public sector, 1 Non-for-profit sector or ONGs
- Most represented economic activity sectors: Education (3)
- Organization size: 4 participants work at large companies, 3 at small companies, 2 at micro companies, 1 at medium companies

Table 3.1 – Agreement about demographic changes impacts

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Recruitment difficulties	2.88	18.8%	25.0%	18.8%	25.0%	12.5%	0.0%
Companies adapting selection strategies	2.19	31.3%	37.5%	18.8%	6.3%	6.3%	0.0%
Companies adapting work conditions	2.25	25.0%	43.8%	18.8%	6.3%	6.3%	0.0%

Table 3.2 – Agreement about new technologies concerns

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.69	6.3%	43.8%	25.0%	25.0%	0.0%	0.0%
Concern about newer tech skills for jobs	2.13	31.3%	37.5%	18.8%	12.5%	0.0%	0.0%
Concern about losing job	3.60	0.0%	10.0%	30.0%	50.0%	10.0%	0.0%

Table 3.3 – Assessment of the impacts of new technologies

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.88	12.5%	18.8%	37.5%	31.3%	0.0%	0.0%
Overall impact on work	2.27	13.3%	60.0%	13.3%	13.3%	0.0%	0.0%

Table 3.4 – Confidence about new technologies

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	2.07	26.7%	46.7%	20.0%	6.7%	0.0%	0.0%

Table 3.5 – Agreement about Flexible Work Arrangements

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Availability of flexible work arrangements	2.07	20.0%	60.0%	13.3%	6.7%	0.0%	0.0%

Table 3.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	1.80	40.0%	40.0%	20.0%	0.0%	0.0%	0.0%
Impact on well-being	2.27	6.7%	60.0%	33.3%	0.0%	0.0%	0.0%
Impact on work-life balance	2.60	20.0%	13.3%	53.3%	13.3%	0.0%	0.0%

Table 3.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	3.10	0.0%	30.0%	30.0%	40.0%	0.0%	0.0%
Impact on well-being	3.06	6.3%	6.3%	68.8%	12.5%	6.3%	0.0%

Table 3.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	2.80	20.0%	20.0%	30.0%	20.0%	10.0%	0.0%
Concern about losing job	3.20	20.0%	10.0%	20.0%	30.0%	20.0%	0.0%
Concern about overall job losses	2.88	6.3%	37.5%	31.3%	12.5%	12.5%	0.0%

Table 3.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	3.46	6.7%	0.0%	40.0%	26.7%	13.3%	13.3%
Impact on well-being	3.00	12.5%	18.8%	31.3%	6.3%	18.8%	12.5%

Table 3.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the field of work	3.78	0.0%	0.0%	50.0%	10.0%	30.0%	10.0%
Concern about worse work conditions	3.44	0.0%	30.0%	10.0%	30.0%	20.0%	10.0%
Concern about job loss due to green transition	4.40	0.0%	0.0%	10.0%	40.0%	50.0%	0.0%
Concern about need for new skills	2.00	43.8%	25.0%	25.0%	0.0%	6.3%	0.0%

Table 3.11 – Assessment of the impact of automation and AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.80	18.8%	12.5%	37.5%	18.8%	6.3%	6.3%

Table 3.12 – Assessment of concerns regarding automation and AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about loss of privacy	2.19	25.0%	43.8%	18.8%	12.5%	0.0%	0.0%
Concern about detecting fake news/info	2.06	43.8%	25.0%	12.5%	18.8%	0.0%	0.0%
Concern about detecting computer fraud	1.94	37.5%	37.5%	18.8%	6.3%	0.0%	0.0%

Table 3.13 – Summary of Top 7 Ranked Skills

Skill	Average Rank	Frequency in Top 7	% of Respondents Selecting
Networks and cybersecurity	4.4	12	75.0%
Lifelong learning	3.3	10	62.5%
Communication skills	2.9	9	56.3%

Collaboration	4.6	9	56.3%
Creative thinking	4.3	8	50.0%
Emotional empathy	5.4	8	50.0%
Programming skills	3.9	7	43.8%

Table 3.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.93	0.0%	26.7%	53.3%	20.0%	0.0%	0.0%

Gender

It is not possible to test for significant differences since the sample presents only 1 male.

Education

It is not possible to test for significant differences due to the sample distribution between the groups with fewer than 7 participants (only one of the groups has 7 participants).

Age

Table 3.15 – Age Differences

Item	**Up to 29 years old** **Mean**	**30-54 years old** **Mean**	**55 years old and over** **Mean**
I am concerned about losing my job as a result of the green transition.	3.75[a] More concerned	4.83[b] Less concerned	-

Organization Sector

It is not possible to test for significant differences due to the sample distribution between the groups, once the number of participants was less than 7.

Organization Size

It is not possible to test for significant differences due to the sample distribution, once the number of participants was less than 7 participants.

Working model

It is not possible to test for significant differences due to the sample distribution between the groups, once the number of participants was less than 7 participants.

4. Italy

Country sample characterization

Total sample: 90 respondents

Individual Variables (N=90):

- Mean age: 44.02 (between 18 and 69 years old)
- Gender: 70 female, 9 male, 1 described in another way
- Education: 39 Master, 23 Secondary, 10 Lower secondary, 10 Bachelor, 8 Doctorate
- Situation in the labour market: 63 workers, 15 unemployed, 11 students, 1 retired

Work Variables (N=63):

- Employment status: 49 employees, 13 self-employed, 1 both employee and self-employed
- Type of contract (N=50, only employees or both): 41 permanent contracts, 5 fixed-term contracts, 4 apprenticeship, internship or other training scheme, 3 in another situation
- Working time: 51 full-time jobs, 12 part-time jobs
- Working model: 45 on-site workers, 15 hybrid workers, 2 remote workers, 1 on-field worker
- Most frequent jobs: Teaching professional (15), Legal, social and cultural professional (9), Personal service worker (7), Legal, social, cultural technician (6), Information and communications technology professional (5), Manager (4), Business and administration professional (3), Protective services worker (3)

Employer variables (N=63):

- Sector: 32 Private sector, 11 Public sector, 16 Non-for-profit sector or ONGs, 4 other
- Most represented economic activity sectors: Education (20), Scientific and technical activities (13), Human health and social services (9), Public administration and defense (8), Personal service and administrative (3), ICT service activities (3)
- Organization size: 29 participants work at small companies, 13 at large companies, 13 at medium companies, 8 at micro companies

Table 4.1 – Agreement about demographic changes impacts

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Recruitment difficulties	2.20	26.7%	44.4%	8.9%	15.6%	2.2%	2.2%
Companies adapting selection strategies	2.14	24.4%	54.4%	5.6%	13.3%	2.2%	0.0%
Companies adapting work conditions	2.33	22.2%	46.7%	12.2%	13.3%	5.6%	0.0%

Table 4.2 – Agreement about new technologies concerns

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.67	16.7%	32.2%	24.4%	21.1%	5.6%	0.0%
Concern about newer tech skills for jobs	2.42	17.8%	44.4%	14.4%	18.9%	2.2%	2.2%
Concern about losing job	4.02	0.0%	6.3%	14.3%	49.2%	28.6%	1.6%

Table 4.3 – Assessment of the impacts of new technologies

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.42	8.9%	53.3%	23.3%	13.3%	0.0%	1.1%
Overall impact on work	2.29	13.5%	53.9%	23.6%	7.9%	1.1%	0.0%

Table 4.4 – Confidence about new technologies

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	2.08	16.9%	66.3%	10.1%	5.6%	1.1%	0.0%

Table 4.5 – Agreement about Flexible Work Arrangements

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Availability of flexible work arrangements	2.21	15.7%	56.2%	20.2%	6.7%	1.1%	0.0%

Table 4.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	1.79	40.4%	46.1%	9.0%	3.4%	1.1%	0.0%
Impact on well-being	2.05	22.5%	56.2%	14.6%	4.5%	1.1%	1.1%
Impact on work-life balance	2.02	28.1%	49.4%	13.5%	6.7%	1.1%	1.1%

Table 4.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	2.25	12.7%	65.1%	12.7%	3.2%	6.3%	0.0%
Impact on well-being	2.45	7.8%	52.2%	26.7%	11.1%	1.1%	1.1%

Table 4.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	3.38	4.8%	22.2%	22.2%	31.7%	19.0%	0.0%
Concern about losing job	4.05	1.6%	3.2%	15.9%	47.6%	31.7%	0.0%
Concern about overall job losses	2.55	11.1%	44.4%	23.3%	15.6%	3.3%	2.2%

Table 4.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.58	12.4%	31.5%	40.4%	9.0%	3.4%	3.4%
Impact on well-being	2.75	10.0%	30.0%	31.1%	15.6%	5.6%	7.8%

Table 4.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the field of work	4.02	1.6%	3.2%	19.0%	42.9%	31.7%	1.6%
Concern about worse work conditions	3.66	6.3%	12.7%	19.0%	28.6%	30.2%	3.2%
Concern about job loss due to green transition	4.41	0.0%	1.6%	11.1%	30.2%	54.0%	3.2%
Concern about need for new skills	2.64	17.8%	34.4%	20.0%	16.7%	8.9%	2.2%

Table 4.11 – Assessment of the impact of automation and AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.59	6.7%	51.1%	17.8%	12.2%	6.7%	5.6%

Table 4.12 – Assessment of concerns regarding automation and AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about loss of privacy	2.07	28.9%	47.8%	11.1%	8.9%	2.2%	1.1%
Concern about detecting fake news/info	2.37	22.2%	44.4%	14.4%	12.2%	6.7%	0.0%
Concern about detecting computer fraud	2.36	23.3%	38.9%	20.0%	11.1%	5.6%	1.1%

Table 4.13 – Summary of Top 7 Ranked Skills

Skill	Average Rank	Frequency in Top 7	% of Respondents Selecting
Lifelong learning	3.6	55	61.1%
Creative thinking	3.2	52	57.8%
Multilingualism	3.2	42	46.7%

Collaboration	5.0	42	46.7%
Analytical thinking	3.0	41	45.6%
Communication skills	4.0	40	44.4%
Curiosity	3.6	37	41.1%

Table 4.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.61	10.1%	43.8%	23.6%	20.2%	2.2%	0.0%

Gender

Table 4.15 - Gender Differences

Item	**Female** **Mean**	**Male** **Mean**
I am concerned that in the future it will be far more difficult for me to detect computer fraud attempts (e.g. phishing), because of automation and AI.	2.20 More concerned	2.89 Less concerned

Education

There are no differences between education levels.

Age

Table 4.16 – Age Differences

Item	**Up to 29 years old** **Mean**	**30-54 years old** **Mean**	**55 years old and over** **Mean**
I am concerned that in the future, because of climate change, there will be worse work conditions in my field of work.	2.25[a] More concerned	3.80[b] Less concerned	3.66

Organization sector

Table 4.17 – Differences by Organization Sector

Item	Private Mean	Public Mean
"I am concerned that in the future only workers with newer technology skills will be able to find a suitable job."	2.29 More concerned	3.00 Less concerned
"I think that the flexible work arrangements will have an impact in my well-being." How do you foresee its impact?	1.94 More positive	2.36 Less positive
"I think that the flexible work arrangements will have an impact in my work-life balance." How do you foresee its impact?	1.88 More positive	2.55 Less positive
"I am concerned that in the future, there will be a need for the development of new skills due to the green transition."	2.52 More concerned	3.45 Less concerned
"I am concerned that in the future we will have less privacy than now because of automation and AI."	2.25 Less concerned	1.64 More concerned
"I am concerned that in the future it will be far more difficult for me to detect fake news/information, because of automation and AI."	2.69 Less concerned	1.91 More concerned

Organization Size

Table 4.18 – Differences by Organization Size

Item	Micro Mean	Small Mean	Medium Mean	Large Mean
"I think that the flexible work arrangements will have an impact in my work-life balance." How do you foresee its impact?	1.63[a] More positive	1.76[a] More positive	1.92	2.77[b] Less positive
"I am concerned that in the future, there will be a need for the development of new skills due to the green transition."	1,63[a] More positive	2,64	3,23[b] Less positive	3,54 [b] Less positive

Working Model

Table 4.19. – Differences by Working model

Item	Onsite Mean	Hybrid Mean
How strongly do you agree or disagree with the following statement? "I am concerned with losing my job in the future due to new technologies."	3.93 More concerned	4.33 Less concerned
How strongly do you agree or disagree with the following statement? "In the future flexible work arrangements will become more available for me to use it"	2.31 Lower agreement	1.80 Stronger agreement
Do you think that in the future AI is likely to have a positive or a negative impact on workers of your sector?	2.36 Less positive	1.93 More positive

5. Malta

Country sample characterization

Total sample: 124 respondents

Individual Variables (N=124):

- Mean age: 48.90 (between 24 and 80 years old)
- Gender: 86 female, 36 male, 2 described in another way
- Education: 63 Master, 26 Bachelor, 19 Doctorate, 14 Secondary, 2 Lower secondary
- Situation in the labour market: 116 workers, 5 retired, 1 unable to work, 2 in another situation

Work Variables (N=116):

- Employment status: 105 employees, 10 both employees and self-employed, 1 self-employed
- Type of contract (N=115, only employees or both): 82 permanent contracts, 30 fixed-term contracts, 3 apprenticeship, internship or other training scheme, 2 in another situation
- Working time: 114 full-time jobs, 2 part-time jobs
- Working model: 71 on-site workers, 42 hybrid workers, 2 on-field workers, 1 remote worker
- Most frequent jobs: Manager (43), Business and administration professional (25), Health professional (12), Teaching professional (10), Legal, social and cultural professional (9), Information and communications technology professional (5), Science and engineering professional (4), Personal service worker (3)

Employer variables (N=116):

- Sector: 82 Public sector, 24 Private sector, 7 Non-for-profit sector or ONGs, 3 other
- Most represented economic activity sectors: Public administration and defense (34), Human health and social services (23), Education (19), Business administration (11); Finance, insurance and real estate (6), Personal service and administrative (4)
- Organization size: 166 participants work at large companies, 28 at small companies, 15 at medium companies, 7 at micro companies

Table 5.1 – Agreement about demographic changes impacts

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Recruitment difficulties	2.31	23.4%	43.5%	14.5%	11.3%	5.6%	1.6%
Companies adapting selection strategies	1.93	38.7%	42.7%	8.1%	5.6%	4.0%	0.8%
Companies adapting work conditions	1.99	35.5%	41.1%	14.5%	4.0%	4.0%	0.8%

Table 5.2 – Agreement about new technologies concerns

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.56	18.5%	38.7%	16.1%	19.4%	6.5%	0.8%
Concern about newer tech skills for jobs	2.38	23.4%	37.9%	19.4%	16.1%	3.2%	0.0%
Concern about losing job	4.15	2.6%	5.2%	11.3%	36.5%	44.3%	0.0%

Table 5.3 – Assessment of the impacts of new technologies

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.34	12.9%	48.4%	22.6%	8.9%	1.6%	5.6%
Overall impact on work	2.15	21.6%	49.1%	23.3%	5.2%	0.9%	0.0%

Table 5.4 – Confidence about new technologies

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	2.09	29.3%	47.4%	10.3%	11.2%	1.7%	0.0%

Table 5.5 – Agreement about Flexible Work Arrangements

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Availability of flexible work arrangements	2.13	30.2%	38.8%	16.4%	7.8%	3.4%	3.4%

Table 5.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	1.53	62.1%	28.4%	5.2%	2.6%	1.7%	0.0%
Impact on well-being	1.70	50.9%	33.6%	12.1%	1.7%	1.7%	0.0%
Impact on work-life balance	1.62	57.8%	28.4%	8.6%	4.3%	0.9%	0.0%

Table 5.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	2.27	19.0%	48.3%	21.6%	9.5%	1.7%	0.0%
Impact on well-being	2.30	16.9%	46.0%	23.4%	6.5%	3.2%	4.0%

Table 5.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	3.48	4.3%	24.1%	14.7%	32.8%	24.1%	0.0%
Concern about losing job	4.05	3.4%	6.0%	17.2%	27.6%	44.8%	0.9%
Concern about overall job losses	2.93	8.1%	32.3%	27.4%	20.2%	10.5%	1.6%

Table 5.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.77	10.3%	26.7%	44.0%	12.1%	6.0%	0.9%

Impact on well-being	2.91	13.7%	21.8%	33.9%	17.7%	11.3%	1.6%

Table 5.10 – Agreement about concerns regarding climate change and green transition

Question	**Mean**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Concern about fewer jobs in the field of work	4.16	0.9%	4.3%	20.7%	25.9%	47.4%	0.9%
Concern about worse work conditions	3.91	3.4%	9.5%	19.8%	26.7%	40.5%	0.0%
Concern about job loss due to green transition	4.36	0.0%	0.9%	19.8%	20.7%	56.9%	1.7%
Concern about need for new skills	2.00	29.8%	42.7%	21.8%	1.6%	1.6%	2.4%

Table 5.11 – Assessment of the impact of automation and AI

Question	**Mean**	**% Very Positive**	**% Somewhat Positive**	**% Neutral**	**% Somewhat Negative**	**% Very Negative**	**% Don't Know**
Impact on well-being	2.45	13.7%	42.7%	29.0%	9.7%	3.2%	1.6%

Table 5.12 – Assessment of concerns regarding automation and AI

Question	**Mean**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Concern about loss of privacy	2.03	33.1%	40.3%	13.7%	7.3%	2.4%	3.2%
Concern about detecting fake news/info	1.93	37.1%	43.5%	10.5%	4.8%	3.2%	0.8%
Concern about detecting computer fraud	1.94	37.9%	40.3%	12.1%	6.5%	2.4%	0.8%

Table 5.13 – Summary of Top 7 Ranked Skills

Skill	**Average Rank**	**Frequency in Top 7**	**% of Respondents Selecting**

Analytical thinking	3.0	97	78.2%
Creative thinking	3.6	72	58.1%
Resilience and flexibility	4.7	70	56.5%
AI literacy	3.8	65	52.4%
Communication skills	4.3	63	50.8%
Lifelong learning	4.0	62	50.0%
Technological literacy	3.6	61	49.2%

Table 5.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.30	20.7%	40.5%	26.7%	9.5%	1.7%	0.9%

Gender

Table 5.15 – Gender Differences

Item	**Female** **Mean**	**Male** **Mean**
I am concerned that in the future more human work will be replaced by means of new technologies.	2.33 More concerned	3.50 Less concerned
How do you foresee your ability to keep up with and use new technologies in your job in the future?	2.25 Less confident	1.74 More confident

Education

There are no differences between education groups.

Age

Table 5.16 – Age Differences

Item	Up to 29 years old Mean	30-54 years old Mean	55 years old and over Mean
I think that climate change and green transition will have an impact in my well-being. How do you foresee its impact?	1.83[a] More positive	2.84	3.19[b] Less positive
I am concerned that in the future, there will be a need for the development of new skills due to the green transition.	2.17	2.40[a] Less concerned	1.68[b] More concerned

Organization Sector

Table 5.17 – Differences by Organization Sector

Item	Private Mean	Public Mean
"*I think that because of the aging population, companies will be more receptive to adapt their selection strategies targeting a more diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity).*"	2.38 Weaker agreement	1.73 Stronger agreement
How would describe your feelings about using the flexible working arrangement in the future?	1.79 Less positive	1.40 More positive
"*I think that the flexible work arrangements will have an impact in my well-being.*" *How do you foresee its impact?*	2.00 Less positive	1.54 More positive
"*I think that the flexible work arrangements will have an impact in my work-life balance.*" *How do you foresee its impact?*	2.04 Less positive	1.44 More positive
"*I am concerned that in the future we will have less privacy than now because of automation and AI.*"	2.43 More concerned	2.00 Less concerned
"*I am concerned that in the future it will be far more difficult for me to detect computer fraud attempts (e.g. phishing), because of automation and AI.*"	1.70 More concerned	2.12 Less concerned

Organization size

Table 5.18 – Differences by Organization Size

Item	**Micro** **Mean**	**Small** **Mean**	**Medium** **Mean**	**Large** **Mean**
"I think that because of the aging population, companies will be more receptive to adapt work targeting a more diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity)."	3.00 [a] Weaker agreement	1.79[b] Stronger agreement	2,07	1,89
"I am concerned that in the future more human work will be replaced by means of new technologies."	2.14	2.11[a] More concerned	2.47	2.85[b] Less concerned
How would you describe your feelings about the overall impact of technology on the future of your work?	2.29	2.61	2.20 [a] Less positive	1.92 [b] More positive
How would describe your feelings about using the flexible working arrangement in the future?	2.00	1.43	2.07 [a] Less positive	1.41 [b] More positive
"I think that the flexible work arrangements will have an impact in my well-being." How do you foresee its impact?	2.29	1.61	2.27 [a] Less positive	1.55 [b] More positive

Working model

In Malta there are no significant differences between on-site and hybrid work model.

6. Poland

Country sample characterization

Total sample: 40 respondents

Individual Variables (N=40):

- Mean age: 40.00 (between 18 and 74 years old)
- Gender: 19 female, 21 male
- Education: 20 Master, 8 Secondary, 7 Bachelor, 2 Doctorate, 2 Lower secondary, 1 Primary or less
- Situation in the labour market: 31 workers, 6 students, 2 retired, 1 unemployed

Work Variables (N=31):

- Employment status: 27 employees, 2 both employees and self-employed, 2 self-employed
- Type of contract (N=29, only employees or both): 21 permanent contracts, 8 fixed-term contracts
- Working time: 27 full-time jobs, 4 part-time jobs
- Working model: 21 on-site workers, 6 hybrid workers, 2 remote workers, 2 on-field workers
- Most frequent jobs: Personal service worker (12), Manager (5), Legal, social and cultural professional (2), Administrative support worker (2), Mining, construction, manufacturing and transport worker (2)

Employer variables (N=31):

- Sector: 17 Private sector, 11 Public sector, 3 Non-for-profit sector or ONGs
- Most represented economic activity sectors: Education (9), Business administration (4), Transportation and storage (4), Public administration and defense (3)
- Organization size: 11 participants work at large companies, 9 at small companies, 8 at micro companies, 3 at medium companies

Table 6.1 – Agreement about demographic changes impacts

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Recruitment difficulties	3.08	10.0%	32.5%	7.5%	40.0%	10.0%	0.0%
Companies adapting selection strategies	2.10	30.0%	42.5%	17.5%	7.5%	2.5%	0.0%
Companies adapting work conditions	2.38	20.0%	42.5%	22.5%	10.0%	5.0%	0.0%

Table 6.2 – Agreement about new technologies concerns

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.25	32.5%	37.5%	7.5%	17.5%	5.0%	0.0%
Concern about newer tech skills for jobs	2.67	17.5%	35.0%	15.0%	22.5%	7.5%	2.5%
Concern about losing job	3.90	3.2%	9.7%	3.2%	58.1%	22.6%	3.2%

Table 6.3 – Assessment of the impacts of new technologies

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.62	7.5%	42.5%	27.5%	20.0%	0.0%	2.5%
Overall impact on work	2.63	7.9%	42.1%	31.6%	15.8%	2.6%	0.0%

Table 6.4 – Confidence about new technologies

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	2.18	21.1%	50.0%	23.7%	0.0%	5.3%	0.0%

Table 6.5 – Agreement about Flexible Work Arrangements

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Availability of flexible work arrangements	2.17	31.6%	42.1%	2.6%	10.5%	7.9%	5.3%

Table 6.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	1.86	31.6%	50.0%	2.6%	7.9%	0.0%	7.9%
Impact on well-being	2.00	28.9%	36.8%	13.2%	7.9%	0.0%	13.2%
Impact on work-life balance	1.97	31.6%	34.2%	7.9%	10.5%	0.0%	15.8%

Table 6.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	2.66	12.9%	25.8%	35.5%	19.4%	0.0%	6.5%
Impact on well-being	2.74	7.5%	32.5%	37.5%	12.5%	5.0%	5.0%

Table 6.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	3.26	0.0%	45.2%	9.7%	19.4%	25.8%	0.0%
Concern about losing job	3.77	3.2%	16.1%	6.5%	48.4%	25.8%	0.0%
Concern about overall job losses	2.54	10.0%	50.0%	15.0%	20.0%	2.5%	2.5%

Table 6.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.85	13.2%	10.5%	44.7%	18.4%	2.6%	10.5%
Impact on well-being	2.71	10.0%	22.5%	35.0%	17.5%	0.0%	15.0%

Table 6.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the field of work	3.84	0.0%	19.4%	12.9%	32.3%	35.5%	0.0%
Concern about worse work conditions	3.57	3.2%	29.0%	3.2%	32.3%	29.0%	3.2%
Concern about job loss due to green transition	4.19	0.0%	6.5%	6.5%	48.4%	38.7%	0.0%
Concern about need for new skills	2.81	7.5%	35.0%	22.5%	22.5%	5.0%	7.5%

Table 6.11 – Assessment of the impact of automation and AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.71	7.5%	37.5%	25.0%	25.0%	0.0%	5.0%

Table 6.12 – Assessment of concerns regarding automation and AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about loss of privacy	2.13	40.0%	32.5%	10.0%	10.0%	7.5%	0.0%
Concern about detecting fake news/info	2.33	27.5%	40.0%	10.0%	10.0%	10.0%	2.5%
Concern about detecting computer fraud	2.13	42.5%	22.5%	10.0%	15.0%	5.0%	5.0%

Table 6.13 – Summary of Top 7 Ranked Skills

Skill	Average Rank	Frequency in Top 7	% of Respondents Selecting
Multilingualism	4.5	26	65.0%
Creative thinking	3.7	23	57.5%
Analytical thinking	3.6	21	52.5%

Technological literacy	3.8	21	52.5%
Lifelong learning	3.5	20	50.0%
Communication skills	3.9	20	50.0%
Motivation and self-awareness	4.4	20	50.0%

Table 6.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.75	10.5%	34.2%	23.7%	21.1%	5.3%	5.3%

Gender

Table 6.15 – Gender Differences

Item	**Female** **Mean**	**Male** **Mean**
I think that the flexible work arrangements will have an impact in my well-being. How do you foresee its impact?	1.63 More positive	2.35 Less positive
I am concerned that in the future it will be far more difficult for me to detect fake news/information, because of automation and AI.	1.84 More concerned	2.80 Less concerned
I am concerned that in the future it will be far more difficult for me to detect computer fraud attempts (e.g. phishing), because of automation and AI.	1.67 More concerned	2.55 Less concerned

Education

Table 6.16 – Education Differences

Item	**Secondary or post-secondary education** **Mean**	**Bachelor's degree or equivalent** **Mean**	**Master's degree or equivalent** **Mean**
I think that the new technologies will have an impact in my well-being." How do you foresee its impact?	3.29[a] Less positive	2.00[b] More positive	2.60

In the future flexible work arrangements will become more available for me to use it	3.33[a] Less available	2.40	1.75[b] More available

Age

Table 6.17 – Age Differences

Item	Up to 29 years old Mean	30-54 years old Mean	55 years old and over Mean
I think that because of the aging population, companies will be more receptive to adapt their selection strategies targeting a more diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity).	3.25[a] Weaker agreement	1.83[b] Stronger agreement	1.83[c] Stronger agreement
How would describe your feelings about using the flexible working arrangement in the future?	1.43[a] More positive	1.76	3.00[b] Less positive
I am concerned that in the future, there will be a need for the development of new skills due to the green transition.	3.86[a] Less concerned	2.38[b] More concerned	3.00
I am concerned that in the future it will be far more difficult for me to detect computer fraud attempts (e.g. phishing), because of automation and AI	3.25[a] More concerned	2.09[b] Less concerned	2.33

Organization Sector

Table 6.18 – Differences by Organization Sector

Item	Private Mean	Public Mean
How would describe your feelings about using the flexible working arrangement in the future?	1.36 More positive	2.27 Less positive
"I think that the flexible work arrangements will have an impact in my well-being." How do you foresee its impact?	1.64 More positive	2.36 Less positive
"I think that the AI will have an impact in my well-being." How do you foresee its impact?	2.56 More positive	2.91 Less positive

Organization Size

It is not possible to test for significant differences due to the sample distribution once the number of participants was less than 7 participants.

Working model

It is not possible to test for significant differences due to the sample distribution between the groups once the number of participants was less than 7 participants.

7. Portugal

Country sample characterization

Total sample: 305 respondents

Individual Variables (N=305):

- Mean age: 45.85 (between 18 and 78 years old)
- Gender: 204 female, 100 male, 1 described in another way
- Education: 124 Bachelor, 116 Master, 39 Secondary, 23 Doctorate, 3 Lower secondary
- Situation in the labour market: 249 workers, 20 retired, 13 students, 12 unemployed, 2 unable to work, 1 full-time homemaker, 8 in another situation

Work Variables (N=249):

- Employment status: 219 employees, 16 self-employed, 14 both employees and self-employed
- Type of contract (N=233, only employees or both): 203 permanent contracts, 20 fixed-term contracts, 2 apprenticeship, internship or other training scheme, 2 temporary employment agency contracts, 6 in another situation
- Working time: 242 full-time jobs, 7 part-time jobs
- Working model: 127 on-site workers, 90 hybrid workers, 24 remote workers, 8 on-field workers
- Most frequent jobs: Manager (47), Teaching professional (35), Legal, social and cultural professional (29), Legal, social, cultural technician (20), Science and engineering professional (17), Business and administration technician (17), Personal service worker (17), Business and administration professional (15), Health professional (14), Science and engineering technician (7), Health technician (5), Administrative support worker (5)

Employer variables (N=249):

- Sector: 135 Public sector, 85 Private sector, 23 Non-for-profit sector or ONGs, 6 other
- Most represented economic activity sectors: Public administration and defense (77), Education (48), Human health and social services (37), Finance, insurance and real estate (13), ICT service activities (13), Transportation and storage (8), Arts, entertainment and recreation (7), Hospitality and Tourism (7), Manufacturing (6)
- Organization size: 157 participants work at large companies, 40 at small companies, 27 at micro companies, 25 at medium companies

Table 7.1 – Agreement about demographic changes impacts

Question	**Mean**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Recruitment difficulties	2.47	23.9%	38.4%	10.8%	19.3%	7.2%	0.3%
Companies adapting selection strategies	1.78	41.3%	44.9%	6.9%	5.2%	0.7%	1.0%
Companies adapting work conditions	1.81	39.0%	48.2%	5.6%	6.2%	0.7%	0.3%

Table 7.2 – Agreement about new technologies concerns

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.37	29.8%	35.1%	10.8%	16.7%	7.5%	0.0%
Concern about newer tech skills for jobs	2.56	20.3%	40.7%	9.2%	22.0%	7.9%	0.0%
Concern about losing job	3.58	6.4%	18.1%	17.3%	26.9%	30.9%	0.4%

Table 7.3 – Assessment of the impacts of new technologies

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.37	10.5%	59.0%	12.1%	15.7%	1.0%	1.6%
Overall impact on work	2.19	17.9%	58.0%	11.7%	10.6%	1.5%	0.4%

Table 7.4 – Confidence about new technologies

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	2.23	15.3%	53.6%	23.7%	6.6%	0.4%	0.4%

Table 7.5 – Agreement about Flexible Work Arrangements

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Availability of flexible work arrangements	1.98	27.0%	52.2%	12.0%	5.5%	0.7%	2.6%

Table 7.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	1.66	46.7%	43.1%	6.6%	2.6%	0.4%	0.7%
Impact on well-being	1.75	42.0%	44.5%	8.8%	3.6%	0.4%	0.7%
Impact on work-life balance	1.64	50.0%	36.5%	8.8%	2.6%	0.4%	1.8%

Table 7.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	2.46	11.6%	53.8%	11.6%	17.3%	3.6%	2.0%
Impact on well-being	2.57	5.9%	50.2%	24.9%	14.1%	3.0%	2.0%

Table 7.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	3.04	10.0%	31.3%	15.3%	30.1%	12.4%	0.8%
Concern about losing job	3.71	6.0%	13.7%	14.9%	32.9%	31.3%	1.2%
Concern about overall job losses	2.15	26.6%	46.9%	11.8%	12.1%	1.6%	1.0%

Table 7.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.60	17.9%	32.1%	24.1%	15.3%	6.9%	3.6%
Impact on well-being	2.75	13.1%	33.8%	19.7%	21.3%	7.5%	4.6%

Table 7.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the field of work	3.80	3.2%	10.8%	24.1%	23.7%	36.1%	2.0%
Concern about worse work conditions	3.54	4.4%	18.1%	24.1%	22.1%	28.9%	2.4%
Concern about job loss due to green transition	4.27	1.2%	6.4%	14.1%	19.7%	56.6%	2.0%
Concern about need for new skills	2.66	14.8%	38.4%	18.7%	15.7%	9.5%	3.0%

Table 7.11 – Assessment of the impact of automation and AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.55	8.5%	54.4%	12.1%	18.7%	4.3%	2.0%

Table 7.12 – Assessment of concerns regarding automation and AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about loss of privacy	1.70	51.8%	34.1%	7.5%	4.3%	2.0%	0.3%
Concern about detecting fake news/info	1.54	57.4%	35.1%	4.6%	1.3%	1.3%	0.3%
Concern about detecting computer fraud	1.54	59.3%	31.8%	4.6%	3.0%	1.0%	0.3%

Table 7.13 – Summary of Top 7 Ranked Skills

Skill	Average Rank	Frequency in Top 7	% of Respondents Selecting
Analytical thinking	3.4	189	62.0%
Creative thinking	3.3	178	58.4%
Emotional intelligence	3.6	176	57.7%
Resilience and flexibility	4.2	159	52.1%
Lifelong learning	3.9	150	49.2%
Technological literacy	3.7	142	46.6%
Communication skills	4.4	134	43.9%

Table 7.14 – Confidence about future quality of work environment prospects

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Confidence in work environment prospects	2.85	7.3%	33.6%	27.0%	25.5%	4.0%	2.6%

Gender

Table 7.15 – Gender Differences

Item	Female Mean	Male Mean
I am concerned that in the future only workers with newer technology skills will be able to find a suitable job."	2.41 More concerned	2.87 Less concerned
I am concerned that in the future a lot more people will lose their jobs because of AI.	2.05 More concerned	2.36 Less concerned
In the future, the increase in automation, robotics and AI will have an impact in overall well-being in society. How do you foresee this impact?	2,64 Less positive	2.35 More positive
I am concerned that in the future we will have less privacy than now because of automation and AI.	1.62 More concerned	1.87 Less concerned

Education

Table 7.16 – Education Differences

Item	Secondary or post-secondary education Mean	Bachelor's degree or equivalent Mean	Master's degree or equivalent Mean
I am concerned that in the future more human work will be replaced by means of new technologies	1.54[a] More concerned	2.24[b] Less concerned	2.63[c] Less concerned
I am concerned that in the future only workers with newer technology skills will be able to find a suitable job.	2.03[a] More concerned	2.46	2.77[b] Less concerned
I think that the new technologies will have an impact in my well-being." How do you foresee its impact?	2.74[a] Less positive	2.31[b] More positive	2.33[c] More positive
How do you foresee your ability to keep up with and use new technologies in your job in the future?	2.56[a] Less confident	2.29	2.08[b] More confident
I am concerned with losing my job in the future due to new technologies.	2.62[a] More concerned	3.53[b] Less concerned	3.78[c] Less concerned

How would you describe your feelings about the overall impact of technology on the future of your work?	2.97[a] Less positive	2.12[b] More positive	2.08[c] More positive
How would describe your feelings about using the flexible working arrangement in the future?	2.00[a] Less positive	1.68	1.53[b] More positive
I think that the flexible work arrangements will have an impact in my well-being. How do you foresee its impact?	2.00[a] Less positive	1.80	1.61[b] More positive
I think that the flexible work arrangements will have an impact in my work-life balance. How do you foresee its impact?	2.07[a] Less positive	1.68[b] More positive	1.47[c] More positive
Do you think that in the future AI is likely to have a positive or a negative impact on workers of your sector?	3.20[a] Less positive	2.56[b]	2.20[c] More positive
I worry that the use of AI will make my existing skills less valuable.	2.05[a] More worried	2.96[b] Less worried	3.24[c] Less worried
I am concerned about losing my job as a result of AI.	2.55[a] More concerned	3.63[b] Less concerned	3.98[c] Less concerned
I think that the AI will have an impact in my well-being." How do you foresee its impact?	3.11[a] Less positive	2.62[b] More positive	2.39[c] More positive
I am concerned that in the future a lot more people will lose their jobs because of AI.	1.73[a] More concerned	2.11	2.26[b] Less concerned
I am concerned that in the future, because of climate change and the green transition, there will be less jobs in my field of work.	2.76[a] More concerned	3.73[b] Less concerned	4.06[c] Less concerned
I am concerned that in the future, because of climate change, there will be worse work conditions in my field of work.	2.76[a] More concerned	3.73[b] Less concerned	4.06[c] Less concerned
I am concerned about losing my job as a result of the green transition.	2.70[a] More concerned	3.47[b] Less concerned	3.80[c] Less concerned

In the future, the increase in automation, robotics and AI will have an impact in overall well-being in society. How do you foresee this impact?	3.37[a] Less positive	2.47[b] More positive	2.38[c] More positive

Age

Table 7.17 – Age Differences

Item	Up to 29 years old Mean	30-54 years old Mean	55 years old and over Mean
I think that because of the aging population, companies will find it more difficult to find enough workers in the future.	1.85[a] Weaker agreement	1.76[b] Stronger agreement	1.75
I think that because of the aging population, companies will be more receptive to adapt work (working conditions, work arrangements, salaries) to the needs of a diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity).	2.06[a] Weaker agreement	1.78	1.69[b] Stronger agreement
I think that the new technologies will have an impact in my well-being. How do you foresee its impact?	2.72[a] Less positive	2.40	2.12[b] More positive
How would you describe your feelings about the overall impact of technology on the future of your work?	2.30[a] Less positive	2.27[b] Less positive	1.93[c] More positive
I am concerned about losing my job as a result of AI.	4.24[a] More concerned	3.58[b] Less concerned	3.70
I am concerned that in the future, because of climate change and the green transition, there will be less jobs in my field of work.	3.65[a] Less concerned	3.55	3.46[b] More concerned
I am concerned that in the future, there will be a need for the development of new skills due to the green transition.	2.92[a] Less concerned	2.79[b] Less concerned	2.31[c] More concerned
In the future, the increase in automation, robotics and AI will have an impact in overall well-being in society. How do you foresee this impact?	2.80[a] Less positive	2.56	2.33[b] More positive

Organization Sector

Table 7.18 – Differences by Organization Sector

Item	Private Mean	Public Mean
"I think that because of the aging population, companies will be more receptive to adapt their selection strategies targeting a more diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity)."	1.89 Weaker agreement	1.67 Stronger agreement
"I think that the new technologies will have an impact in my well-being." How do you foresee its impact?	2.52 Less positive	2.23 More positive
"I am concerned that in the future, there will be a need for the development of new skills due to the green transition."	2.87 Less concerned	2.45 More concerned

Organization Size

Table 7.19 – Differences by Organization Size

Item	Micro Mean	Small Mean	Medium Mean	Large Mean
How would you describe your feelings about the overall impact of technology on the future of your work?	2.56[a] Less positive	2.25	2.40	2.02[b] More positive
Do you think that in the future AI is likely to have a positive or a negative impact on workers of your sector?	2.81[a] Less positive	2.08 [b] More positive	2.76	2.45
In the future, the increase in automation, robotics and AI will have an impact in overall well-being in society. How do you foresee this impact?	3.00 [a] Less positive	2.35	2.52	2.40 [b] More positive

Working model

Table 7.20 – Differences by Working model

Item	Onsite Mean	Hybrid Mean
"I think that because of the aging population. companies will find it more difficult to find enough workers in the future."	2.28 Stronger agreement	2.61 Weaker agreement
How strongly do you agree or disagree with the following statement? "I am concerned with losing my job in the future due to new technologies."	3.43 More concerned	3.85 Less concerned
How would describe your feelings about using the flexible working arrangement in the future?	1.76 Less positive	1.51 More positive
"I think that the flexible work arrangements will have an impact in my well-being." How do you foresee its impact?	1.89 Less positive	1.54 More positive
"I think that the flexible work arrangements will have an impact in my work-life balance." How do you foresee its impact?	1.78 Less positive	1.49 More positive
Do you think that in the future AI is likely to have a positive or a negative impact on workers of your sector?	2.56 Less positive	2.27 More positive
"I worry that the use of AI will make my existing skills less valuable."	2.87 More worried	3.28 Less worried
"I am concerned about losing my job as a result of AI."	3.48 More concerned	4.01 Less concerned
"I am concerned that in the future. because of climate change and the green transition. there will be less jobs in my field of work.	3.58 More concerned	4.02 Less concerned
"I am concerned about losing my job as a result of the green transition."	4.02 More concerned	4.57 Less concerned

8. Slovenia

Country sample characterization

Total sample: 55 respondents

Individual Variables (N=55):

- Mean age: 39.69 (between 20 and 83 years old)
- Gender: 39 female. 14 male. 2 described in another way
- Education: 18 Secondary. 13 Bachelor. 13 Master. 10 Doctorate. 1 Primary or less
- Situation in the labour market: 49 workers. 2 students. 2 retired. 1 unemployed. 1 in another situation

Work Variables (N=49):

- Employment status: 45 employees. 2 both employees and self-employed. 2 self-employed
- Type of contract (N=47. only employees or both): 35 permanent contracts. 12 fixed-term contracts
- Working time: 47 full-time jobs. 2 part-time jobs
- Working model: 36 on-site workers. 12 hybrid workers. 1 remote worker
- Most frequent jobs: Manager (9). Teaching professional (8). Science and engineering professional (7). Business and administration professional (5). Business and administration technician (4). Personal service worker (4)

Employer variables (N=49):

- Sector: 24 Private sector. 19 Public sector. 3 Non-for-profit sector or ONGs. 3 other
- Most represented economic activity sectors: Education (15). Chemical industry (9). Public administration and defense (7). Manufacturing (6). Energy and water supply (5). Scientific and technical activities (3)
- Organization size: 25 participants work at large companies. 10 at medium companies. 8 at micro companies. 6 at small companies

Table 8.1 – Agreement about demographic changes impacts

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Recruitment difficulties	2.35	25.5%	38.2%	14.5%	14.5%	5.5%	1.8%
Companies adapting selection strategies	2.13	25.5%	54.5%	7.3%	7.3%	5.5%	0.0%
Companies adapting work conditions	2.24	27.3%	43.6%	9.1%	12.7%	5.5%	1.8%

Table 8.2 – Agreement about new technologies concerns

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.44	18.2%	47.3%	16.4%	9.1%	9.1%	0.0%
Concern about newer tech skills for jobs	2.69	14.5%	38.2%	21.8%	14.5%	10.9%	0.0%
Concern about losing job	3.80	0.0%	14.3%	20.4%	36.7%	28.6%	0.0%

Table 8.3 – Assessment of the impacts of new technologies

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	3.08	1.8%	23.6%	36.4%	30.9%	1.8%	5.5%
Overall impact on work	2.69	5.8%	42.3%	32.7%	15.4%	3.8%	0.0%

Table 8.4 – Confidence about new technologies

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	2.38	9.6%	55.8%	21.2%	13.5%	0.0%	0.0%

Table 8.5 – Agreement about Flexible Work Arrangements

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Availability of flexible work arrangements	2.41	11.5%	51.9%	21.2%	9.6%	3.8%	1.9%

Table 8.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	2.12	23.1%	48.1%	23.1%	5.8%	0.0%	0.0%
Impact on well-being	2.16	21.2%	40.4%	32.7%	1.9%	0.0%	3.8%
Impact on work-life balance	2.27	25.0%	40.4%	17.3%	11.5%	3.8%	1.9%

Table 8.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	2.83	6.1%	36.7%	26.5%	24.5%	4.1%	2.0%
Impact on well-being	2.89	3.6%	29.1%	41.8%	21.8%	1.8%	1.8%

Table 8.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	3.00	8.2%	32.7%	24.5%	16.3%	16.3%	2.0%
Concern about losing job	3.71	0.0%	20.4%	20.4%	24.5%	32.7%	2.0%
Concern about overall job losses	3.57	3.6%	18.2%	27.3%	16.4%	32.7%	1.8%

Table 8.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.84	3.8%	21.2%	59.6%	13.5%	0.0%	1.9%
Impact on well-being	3.06	3.6%	16.4%	52.7%	21.8%	3.6%	1.8%

Table 8.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the field of work	3.71	0.0%	14.3%	30.6%	22.4%	30.6%	2.0%
Concern about worse work conditions	3.61	0.0%	20.4%	24.5%	28.6%	26.5%	0.0%
Concern about job loss due to green transition	4.06	0.0%	10.2%	18.4%	22.4%	44.9%	4.1%
Concern about need for new skills	2.33	10.9%	60.0%	18.2%	7.3%	3.6%	0.0%

Table 8.11 – Assessment of the impact of automation and AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	3.18	7.3%	21.8%	27.3%	32.7%	10.9%	0.0%

Table 8.12 – Assessment of concerns regarding automation and AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about loss of privacy	2.06	27.3%	49.1%	14.5%	3.6%	3.6%	1.8%
Concern about detecting fake news/info	2.06	27.3%	49.1%	14.5%	3.6%	3.6%	1.8%
Concern about detecting computer fraud	2.02	30.9%	45.5%	14.5%	3.6%	3.6%	1.8%

Table 8.13 – Summary of Top 7 Ranked Skills

Skill	Average Rank	Frequency in Top 7	% of Respondents Selecting
Creative thinking	3.9	34	61.8%
Analytical thinking	3.5	32	58.2%
Technological literacy	4.2	28	50.9%

Lifelong learning	3.4	27	49.1%
AI literacy	3.9	27	49.1%
Networks and cybersecurity	3.9	24	43.6%
Resilience and flexibility	4.7	23	41.8%

Table 8.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.71	7.7%	32.7%	42.3%	15.4%	1.9%	0.0%

Gender

Table 8.15 – Gender Differences

Item	**Female** **Mean**	**Male** **Mean**
Overall. considering future changes in work. how confident are you about your future quality of work environment prospects (e.g.. working conditions; salary; employability)?	2.87 Less confident	2.17 More confident

Education

Table 8.16 – Education Differences

Item	**Secondary or post-secondary education** **Mean**	**Bachelor's degree or equivalent** **Mean**	**Master's degree or equivalent** **Mean**
I am concerned that in the future it will be far more difficult for me to detect fake news/information. because of automation and AI.	2.39[a] Less concerned	1.67[b] More concerned	1.62[c] More concerned
I am concerned that in the future it will be far more difficult for me to detect computer fraud attempts (e.g. phishing). because of automation and AI."	2.28[a] Less concerned	1.75[b] More concerned	1.54[c] More concerned

Age

Table 8.17 – Age Differences

Item	Up to 29 years old Mean	30-54 years old Mean	55 years old and over Mean
I think that because of the aging population. companies will be more receptive to adapt work (working conditions. work arrangements. salaries) to the needs of a diverse workforce (age. gender. disability. cultural. nationality and other kinds of diversity).	1.83[a] Stronger agreement	2.11	2.83[b] Weaker agreement
I am concerned with losing my job in the future due to new technologies	2.75[a] More concerned	3.97[b] Less concerned	4.25[c] Less concerned
I worry that the use of AI will make my existing skills less valuable.	2.13[a] More worried	3.08	4.00[b] Less worried

Organization sector

Table 8.18 – Differences by Organization Sector

Item	Private Mean	Public Mean
"I think that climate change and green transition will have an impact in my well-being." How do you foresee its impact?	2.79 More positive	3.44 Less positive
"I am concerned that in the future we will have less privacy than now because of automation and AI."	2.22 Less concerned	1.74 More concerned
"I am concerned that in the future it will be far more difficult for me to detect fake news/information, because of automation and AI."	2.22 Less concerned	1.68 More concerned

Organization Size

It is not possible to test for significant differences due to the sample distribution once the number of participants was less than 7 participants.

Working model

Table 8.19 – Differences by Working model

Item	Onsite Mean	Hybrid Mean
"I think that because of the aging population, companies will be more receptive to adapt work (working conditions, work arrangements, salaries) to the needs of a diverse workforce (age, gender, disability, cultural, nationality and other kinds of diversity.	2.03 Stronger agreement	2.83 Weaker agreement
"I am concerned that in the future more human work will be replaced by means of new technologies."	2,28 More concerned	3,00 Less concerned
"I am concerned that in the future only workers with newer technology skills will be able to find a suitable job."	2,47 More concerned	3,50 Less concerned
"I worry that the use of AI will make my existing skills less valuable."	2,71 More worried	3,67 Less worried

9. Spain

Country sample characterization

Total sample: 15 respondents

Individual Variables (N=15):

- Mean age: 42.60 (between 22 and 78 years old)
- Gender: 9 female. 5 male. 1 described in another way
- Education: 5 Bachelor. 5 Master. 5 Doctorate
- Situation in the labour market: 14 workers. 1 unemployed

Work Variables (N=14):

- Employment status: 11 employees. 3 self-employed
- Type of contract (N=11. only employees or both): 9 permanent contracts. 2 fixed-term contracts
- Working time: 11 full-time jobs. 3 part-time jobs
- Working model: 6 on-site workers. 3 hybrid workers. 3 remote workers. 2 on-field worker
- Most frequent jobs: Manager (3). Teaching professional (3). Information and communications technology professional (2). Personal service worker (2)

Employer variables (N=14):

- Sector: 7 Private sector. 5 Public sector. 2 Non-for-profit sector or ONGs
- Most represented economic activity sectors: Education (5). ICT service activities (3). Human health and social services (2). Scientific and technical activities (2)
- Organization size: 10 participants work at large companies. 2 at micro companies. 1 at small company. 1 at medium company

Table 9.1 – Agreement about demographic changes impacts

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Recruitment difficulties	2.86	6.7%	46.7%	0.0%	33.3%	6.7%	6.7%
Companies adapting selection strategies	2.07	26.7%	53.3%	6.7%	13.3%	0.0%	0.0%
Companies adapting work conditions	2.07	26.7%	53.3%	6.7%	13.3%	0.0%	0.0%

Table 9.2 – Agreement about new technologies concerns

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about replacement of workers	2.87	13.3%	40.0%	6.7%	26.7%	13.3%	0.0%
Concern about newer tech skills for jobs	2.60	26.7%	33.3%	0.0%	33.3%	6.7%	0.0%
Concern about losing job	4.23	0.0%	7.1%	14.3%	21.4%	50.0%	7.1%

Table 9.3 – Assessment of the impacts of new technologies

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.53	6.7%	53.3%	20.0%	20.0%	0.0%	0.0%
Overall impact on work	2.27	13.3%	53.3%	26.7%	6.7%	0.0%	0.0%

Table 9.4 – Confidence about new technologies

Question	Mean	% Very Confident	% Somewhat Confident	% Neutral	% Somewhat Unconfident	% Very Unconfident	% Don't Know
Ability to keep up and use new technologies for work	1.93	40.0%	40.0%	6.7%	13.3%	0.0%	0.0%

Table 9.5 – Agreement about Flexible Work Arrangements

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Availability of flexible work arrangements	2.47	13.3%	53.3%	6.7%	26.7%	0.0%	0.0%

Table 9.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	1.53	53.3%	40.0%	6.7%	0.0%	0.0%	0.0%
Impact on well-being	1.86	40.0%	26.7%	26.7%	0.0%	0.0%	6.7%
Impact on work-life balance	1.50	53.3%	33.3%	6.7%	0.0%	0.0%	6.7%

Table 9.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	2.14	21.4%	50.0%	21.4%	7.1%	0.0%	0.0%
Impact on well-being	2.53	13.3%	40.0%	26.7%	20.0%	0.0%	0.0%

Table 9.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	3.21	0.0%	35.7%	21.4%	28.6%	14.3%	0.0%
Concern about losing job	4.36	0.0%	7.1%	7.1%	28.6%	57.1%	0.0%
Concern about overall job losses	2.67	20.0%	33.3%	13.3%	26.7%	6.7%	0.0%

Table 9.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.21	26.7%	26.7%	33.3%	6.7%	0.0%	6.7%
Impact on well-being	2.31	13.3%	40.0%	26.7%	6.7%	0.0%	13.3%

Table 9.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the field of work	4.36	0.0%	7.1%	14.3%	14.3%	64.3%	0.0%
Concern about worse work conditions	3.50	14.3%	7.1%	21.4%	28.6%	28.6%	0.0%
Concern about job loss due to green transition	4.79	0.0%	0.0%	0.0%	21.4%	78.6%	0.0%
Concern about need for new skills	2.43	13.3%	53.3%	6.7%	13.3%	6.7%	6.7%

Table 9.11 – Assessment of the impact of automation and AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on well-being	2.07	6.7%	80.0%	13.3%	0.0%	0.0%	0.0%

Table 9.12 – Assessment of concerns regarding automation and AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about loss of privacy	2.00	26.7%	60.0%	0.0%	13.3%	0.0%	0.0%
Concern about detecting fake news/info	1.53	53.3%	40.0%	6.7%	0.0%	0.0%	0.0%
Concern about detecting computer fraud	1.60	53.3%	33.3%	13.3%	0.0%	0.0%	0.0%

Table 9.13 – Summary of Top 7 Ranked Skills

Skill	Average Rank	Frequency in Top 7	% of Respondents Selecting
Analytical thinking	2.6	12	80.0%
Creative thinking	4.2	11	73.3%
Emotional intelligence	5.0	8	53.3%

Resilience and flexibility	2.7	7	46.7%
Lifelong learning	3.0	7	46.7%
Networks and cybersecurity	3.3	6	40.0%
AI literacy	3.3	6	40.0%

Table 9.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.40	20.0%	40.0%	20.0%	20.0%	0.0%	0.0%

Gender

It is not possible to test for significant differences due to the sample distribution once the number of males was less than 7.

Education

It is not possible to test for significant differences due to the sample distribution once the number of participants was less than 7 participants.

Age

It is not possible to test for significant differences due to the sample distribution once the number of participants was less than 7 participants.

Organization Sector

It is not possible to test for significant differences due to the sample distribution between the groups once the number of participants was less than 7.

Organization Size

It is not possible to test for significant differences due to the sample distribution once the number of participants was less than 7 participants.

Working model

It is not possible to test for significant differences due to the sample distribution between the groups once the number of participants was less than 7 participants.

10. Sweden

Country sample characterization

Total sample: 24 respondents

Individual Variables (N=24):

- Mean age: 34.04 (between 21 and 43 years old)
- Gender: 14 female. 10 male
- Education: 14 Master. 6 Bachelor. 3 Secondary. 1 Doctorate
- Situation in the labour market: 13 workers. 5 students. 5 unemployed. 1 unable to work

Work Variables (N=13):

- Employment status: 9 employees. 3 self-employed. 1 both employee and self-employed
- Type of contract (N=10. only employees or both): 8 permanent contracts. 2 fixed-term contracts
- Working time: 9 full-time jobs. 4 part-time jobs
- Working model: 7 on-site workers. 3 hybrid workers. 3 remote workers
- Most frequent jobs: Manager (3). Health professional (2). Information and communications technology professional (2). Science and engineering technician (2). Personal care worker (2)

Employer variables (N=13):

- Sector: 8 Private sector. 2 Public sector. 3 Non-for-profit sector or ONGs
- Most represented economic activity sectors: Education (3). Human health and social services (3)
- Organization size: 7 participants work at large companies. 5 at micro companies. 1 at small company

Table 10.1 – Agreement a Table 3.1 – Agreement about demographic changes impacts

Question	**Mean**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Recruitment difficulties	2.43	20.8%	41.7%	8.3%	20.8%	4.2%	4.2%
Companies adapting selection strategies	2.29	12.5%	62.5%	12.5%	8.3%	4.2%	0.0%

Companies adapting work conditions	2.33	12.5%	58.3%	12.5%	16.7%	0.0%	0.0%

Table 10.2 – Agreement about new technologies concerns

Question	**Mean**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Concern about replacement of workers	2.13	29.2%	45.8%	4.2%	12.5%	4.2%	4.2%
Concern about newer tech skills for jobs	2.26	16.7%	54.2%	12.5%	8.3%	4.2%	4.2%
Concern about losing job	3.46	0.0%	38.5%	15.4%	7.7%	38.5%	0.0%

Table 10.3 – Assessment of the impacts of new technologies

Question	**Mean**	**% Very Positive**	**% Somewhat Positive**	**% Neutral**	**% Somewhat Negative**	**% Very Negative**	**% Don't Know**
Impact on well-being	3.48	12.5%	8.3%	25.0%	20.8%	29.2%	4.2%
Overall impact on work	2.50	13.0%	43.5%	21.7%	13.0%	4.3%	4.3%

Table 10.4 – Confidence about new technologies

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Ability to keep up and use new technologies for work	2.27	21.7%	52.2%	0.0%	17.4%	4.3%	4.3%

Table 10.5 – Agreement about Flexible Work Arrangements

Question	**Mean**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Availability of flexible work arrangements	2.18	30.4%	34.8%	17.4%	8.7%	4.3%	4.3%

Table 10.6 – Assessment of the feelings about Flexible Work Arrangements

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Using flexible work arrangements	1.64	47.8%	34.8%	13.0%	0.0%	0.0%	4.3%
Impact on well-being	1.77	47.8%	30.4%	13.0%	0.0%	4.3%	4.3%
Impact on work-life balance	2.14	30.4%	30.4%	26.1%	8.7%	0.0%	4.3%

Table 10.7 – Assessment of the feelings about AI

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Impact on workers in the sector	2.38	15.4%	38.5%	38.5%	7.7%	0.0%	0.0%
Impact on well-being	2.91	12.5%	8.3%	50.0%	25.0%	0.0%	4.2%

Table 10.8 – Agreement about concerns regarding AI

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about less valuable skills	3.23	0.0%	46.2%	0.0%	38.5%	15.4%	0.0%
Concern about losing job	3.46	7.7%	23.1%	15.4%	23.1%	30.8%	0.0%
Concern about overall job losses	2.17	29.2%	45.8%	4.2%	8.3%	8.3%	4.2%

Table 10.9 – Assessment of the feelings about climate change and green transition

Question	Mean	% Very Positive	% Somewhat Positive	% Neutral	% Somewhat Negative	% Very Negative	% Don't Know
Overall impact on work	2.95	13.0%	8.7%	39.1%	21.7%	4.3%	13.0%
Impact on well-being	3.18	8.3%	12.5%	33.3%	29.2%	8.3%	8.3%

Table 10.10 – Agreement about concerns regarding climate change and green transition

Question	Mean	% Strongly Agree	% Somewhat Agree	% Neutral	% Somewhat Disagree	% Strongly Disagree	% Don't Know
Concern about fewer jobs in the	4.00	0.0%	23.1%	7.7%	15.4%	53.8%	0.0%

field of work							
Concern about worse work conditions	4.00	0.0%	7.7%	30.8%	15.4%	46.2%	0.0%
Concern about job loss due to green transition	4.23	0.0%	7.7%	15.4%	23.1%	53.8%	0.0%
Concern about need for new skills	2.82	16.7%	20.8%	29.2%	12.5%	12.5%	8.3%

Table 10.11 – Assessment of the impact of automation and AI

Question	**Mean**	**% Very Positive**	**% Somewhat Positive**	**% Neutral**	**% Somewhat Negative**	**% Very Negative**	**% Don't Know**
Impact on well-being	3.18	8.3%	8.3%	33.3%	41.7%	0.0%	8.3%

Table 10.12 – Assessment of concerns regarding automation and AI

Question	**Mean**	**% Strongly Agree**	**% Somewhat Agree**	**% Neutral**	**% Somewhat Disagree**	**% Strongly Disagree**	**% Don't Know**
Concern about loss of privacy	1.70	54.2%	29.2%	4.2%	4.2%	4.2%	4.2%
Concern about detecting fake news/info	1.70	50.0%	37.5%	0.0%	4.2%	4.2%	4.2%
Concern about detecting computer fraud	1.78	41.7%	45.8%	0.0%	4.2%	4.2%	4.2%

Table 10.13 – Summary of Top 7 Ranked Skills

Skill	**Average Rank**	**Frequency in Top 7**	**% of Respondents Selecting**
Creative thinking	4.5	15	62.5%
Resilience and flexibility	4.1	13	54.2%
Lifelong learning	3.8	12	50.0%
Analytical thinking	4.0	12	50.0%
Motivation and self-awareness	3.6	11	45.8%
AI literacy	2.1	10	41.7%
Technological literacy	3.8	10	41.7%

Table 10.14 – Confidence about future quality of work environment prospects

Question	**Mean**	**% Very Confident**	**% Somewhat Confident**	**% Neutral**	**% Somewhat Unconfident**	**% Very Unconfident**	**% Don't Know**
Confidence in work environment prospects	2.36	17.4%	43.5%	21.7%	8.7%	4.3%	4.3%

Gender

Table 10.15 – Gender Differences

Item	**Female** **Mean**	**Male** **Mean**
I am concerned that in the future. because of climate change. there will be worse work conditions in my field of work.	4.63 More concerned	3.00 Less concerned

Education

It is not possible to test for significant differences due to the sample distribution once the number of participants was less than 7 participants.

Age

Table 10.16 - Age

Item	**Up to 29 years old** **Mean**	**30-54 years old** **Mean**	**55 years old and over** **Mean**
I think that climate change and green transition will have an impact in my well-being. How do you foresee its impact?	4.00[a] Less positive	2.56[b] More positive	_
I am concerned that in the future. there will be a need for the development of new skills due to the green transition.	4.00[a] Less concerned	2.56[b] More concerned	_

Organization Sector

It is not possible to test for significant differences due to the sample distribution between the groups once the number of participants was less than 7.

Organization Size

It is not possible to test for significant differences due to the sample distribution once the number of participants was less than 7 participants.

Working model

It is not possible to test for significant differences due to the sample distribution between the groups once the number of participants was less than 7 participants.