

Glossary

Strategic Foresight

2024

#EURESjobs

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Glossary

Term	Definition
Adequate housing	Housing that meets the basic standards of safety, comfort, and sanitation, providing a suitable living environment for individuals or families.
Affordability of housing	Housing is affordable when housing of an acceptable minimum standard can be obtained and retained leaving sufficient income to meet essential non-housing expenditure.
Ageing population	Refers to a demographic shift characterised by a rising proportion of elderly individuals relative to the total population. This phenomenon results from longer life expectancy and declining birth rates.
Artificial Intelligence (AI)	Software (and possibly also hardware) systems designed by humans that, given a complex goal, act in the physical or digital dimension by perceiving their environment through data acquisition, interpreting the collected structured or unstructured data, reasoning on the knowledge, or processing the information derived from these data and deciding the best action(s) to take to achieve the given goal. AI includes several approaches and techniques, such as machine learning. (EU High-level Expert Group on Artificial Intelligence)
At-risk-of-poverty rate	Share of people with an equivalised disposable income (after social transfer) below the at-risk-of-poverty threshold, which is set at 60 % of the national median equivalised disposable income after social transfers. This indicator does not measure wealth or poverty, but low income in comparison to other residents in that country, which does not necessarily imply a low standard of living.
Automated applicant tracking systems	Software applications that streamline the recruitment process by automating the collection, sorting, and management of job applications and CVs.
Automated matching	Involves using algorithms and technology to automatically pair jobseekers with suitable job opportunities based on their skills, qualifications, and preferences.
Automation	The use of technology, typically in the form of machines or computer systems, to perform tasks with minimal human intervention.
Big Data	Refers to the large volume of structured and unstructured data that organisations generate and collect. It involves processing and analysing these data to gain insights, make informed decisions, and identify patterns.
Brown industries	Industries with high greenhouse gas (GHG) emissions (e.g., mining, manufacturing, agriculture).
Brown jobs	Brown jobs concern highly polluting activities (e.g. in mining, manufacturing, agriculture).
Capital intensity	The degree to which capital (machinery, technology) is used in the production process compared to labour.
Capital market imperfection	Shortcomings or inefficiencies in the functioning of financial markets. Imperfections can arise from factors like information asymmetry, transaction costs, or restrictions on the flow of capital. These imperfections can hinder the smooth allocation of capital, affecting investment decisions, pricing, and the overall efficiency of capital markets.
Capital-skill complementarity	The concept that certain types of capital and technology complement higher-skilled workers, potentially leading to increased wage inequality.

Term	Definition
Capital stock	All assets – both physical and intangible – used as part of the production process. This includes buildings, machinery, software and patents as well as public infrastructure, such as roads.
Career guidance	Process that assists individuals in making informed decisions about their career paths. It involves guidance, assessment, and support to help individuals explore and choose suitable career options.
Carbon-intensive practices	Carbon-intensive practices refer to processes, industries, or practices that involve the significant release of greenhouse gases (GHGs) into the atmosphere. Examples of carbon-intensive activities include the burning of fossil fuels such as coal, oil, and natural gas for energy production, industrial processes that release large amounts of CO ₂ , and certain forms of transportation that heavily rely on carbon-emitting fuels.
Carbon sequestration	Carbon sequestration is the process of capturing and storing carbon dioxide (CO ₂) from the atmosphere, preventing it from being released into the air. This helps mitigate the impact of greenhouse gases on the Earth's climate by reducing the concentration of CO ₂ , a major contributor to global warming.
Casual work	Casual work is characterised by the absence of a stable and continuous employment relationship; according to the European Parliament it can be defined as 'irregular or intermittent, with no expectation of continuous employment', with the potential for irregular and unpredictable working hours or schedules. (Eurofound)
Circular economy	A business model that deviates from the traditional 'take–make–waste' linear production and consumption model by being regenerative by design and decoupling growth from the consumption of finite resources. It promotes the use of renewable resources, waste prevention through repair and reuse, and recycling. (Eurofound)
Climate adaptation	Climate adaptation refers to strategies and measures implemented to help societies and ecosystems adjust to the impacts of climate change. These policies aim to enhance resilience and reduce vulnerability to the changing climate conditions, considering the potential risks and challenges associated with rising temperatures, extreme weather events, sea-level rise, and other climate-related phenomena. Adaptation initiatives may include infrastructure improvements, changes in land-use planning, the development of early warning systems, and the promotion of sustainable practices to ensure societies can cope with and thrive in a changing climate.
Climate mitigation	Climate mitigation includes strategies and actions implemented to reduce or prevent the emission of greenhouse gases (GHGs) into the atmosphere to mitigate or slow down climate change. These policies aim to address the root causes of global warming by decreasing the release of pollutants that contribute to the greenhouse effect. Mitigation efforts typically involve transitioning to cleaner and more sustainable energy sources, improving energy efficiency, promoting the use of renewable energy, and implementing measures to reduce emissions from various sectors such as transportation, industry, and agriculture.
Climatological hazards	Climatological hazards are natural events or conditions related to long-term patterns and trends in climate that can pose risks to human life, ecosystems, and infrastructure. These hazards arise from changes in climate variables and can lead to disasters with significant socio-economic impacts. These may include heatwaves, sea level rise and ocean acidification.
Cognitive tasks	Job activities that involve mental processes such as problem-solving, critical thinking, and decision-making.

Term	Definition
Collaborative employment	Refers to a work arrangement where self-employed and freelancers collaborate, such as in coworking spaces or in workers' cooperatives. (Eurofound)
Computerisation	The integration of computers and computer-like technologies into various aspects of society, business, or daily life.
Construction cost index	The index shows the development of costs incurred by the contractor/producer to carry out the construction process, in others words the cost of labour, materials and plant and overheads. It can be disaggregated by type of buildings, i.e. residential and non-residential.
Digitalisation	The process of converting analogue information into a digital form, enabling storage, processing, and transmission of data using digital technology. (Eurofound)
Digitally excluded	People who have limited access to and ability to use digital technologies which are essential to interact and actively engage in society.
Digital exclusion	The lack of access to or proficiency in digital technologies, leading to marginalisation or exclusion from the benefits of the digital world, including online services, information, and communication.
Disposable income	Disposable income includes all income from work (employee wages and earnings from self-employment); private income from investment and property; transfers between households; all social transfers received in cash including old-age pensions.
Economic resilience	The ability of an economy to withstand and recover from shocks or disruptions, including economic downturns, natural disasters, or external pressures, while maintaining stability and growth.
Employee sharing	Involves the practice of organisations sharing their employees with other companies or entities, often on a temporary basis. This arrangement allows for a more flexible allocation of workforce resources among multiple employers.
Essential workers	An essential worker is someone without whose work society cannot function properly, such as a teacher, nurse or bus driver.
Europass	A set of standardised documents (e.g., CV, language passport) that facilitate the presentation of individuals' skills and qualifications throughout Europe.
EU strategic autonomy	EU strategic autonomy (EU-SA) refers to the capacity of the EU to act autonomously – that is, without being dependent on other countries – in strategically important policy areas. These can range from defense policy to the economy, and the capacity to uphold democratic values.
EU Talent Pool	A platform matching employers in the EU with jobseekers from non-EU countries. The EU Talent Pool is expected to: <ul style="list-style-type: none"> • Help recruit jobseekers from non-EU countries in EU-wide shortage occupations; • Accelerate and simplify international recruitment procedures; • Give employers access to a wider pool of skills and talent; • Provide information on recruitment and legal migration procedures; • Ensure fair recruitment and working conditions.
Eurodesk	A European youth information network that facilitates access to information on learning mobility opportunities for young people and those who work with them.
Euroguidance	A network of national resources and information centres for guidance which supports cooperation in the Careers Guidance systems in Europe. The main target groups of its services are guidance practitioners and policy makers from the educational and employment sectors.
Generation Z	People born between 1996 and 2010. (McKinsey)

Term	Definition
Generative AI	A subset of artificial intelligence (AI) that involves systems capable of generating new content, such as text, images, or other data, often using neural networks.
Generative Pre-trained Transformers (GPTs)	Advanced artificial intelligence (AI) models designed to generate human-like text based on large-scale training datasets. GPTs are pre-trained on diverse data sources and can adapt to various language-related tasks.
Green innovation	This includes all types of innovations that contribute to the creation of essential products, services, or processes to reduce the harm, impact, and deterioration of the environment while optimising the use of natural resources. (Springer)
Green jobs	While there is no unanimous definition of green jobs yet, these can be broadly defined as employment opportunities that contribute to environmental sustainability, conservation, and the transition to a more environmentally friendly and sustainable economy. These jobs focus on activities that have a positive impact on the environment and contribute to the reduction of carbon emissions and other environmental degradation. Green jobs span various sectors, including renewable energy, energy efficiency, environmental conservation, waste management, sustainable agriculture, and green technology.
Green transition	Refers to the comprehensive process of shifting from traditional, resource-intensive, and environmentally harmful practices to more sustainable, eco-friendly alternatives. It involves adopting cleaner technologies, reducing carbon emissions, promoting renewable energy sources, and implementing environmentally conscious policies across various sectors.
Greenhouse gases (GHGs)	Greenhouse gases (GHGs) are gases in the Earth's atmosphere that can trap heat. They allow sunlight to enter the atmosphere freely but prevent some of the heat that the Earth reflects back into space from escaping. This trapping of heat is essential for maintaining the Earth's temperature at a level conducive to supporting life, a phenomenon known as the greenhouse effect.
Greening of jobs	Integrating principles of environmental sustainability into various occupations and sectors to reduce negative impacts on the environment and promote a more sustainable and resilient economy.
Harmonised Index of Consumer Prices (HICP)	The HICP is the consumer price index as it is calculated in the EU, according to a harmonised approach and a single set of definitions. It is used to measure inflation in a comparable way across EU Member States.
Holistic customer-centric services	Involve providing comprehensive and personalised services to clients, considering their individual needs and preferences.
Housing cost overburden rate	The percentage of the population living in households where the total housing costs represent more than 40% of disposable income ('net' of housing allowances).
Hydrological hazards	Hydrological hazards refer to natural events or processes related to water, posing a threat to human life, property, and the environment. These hazards involve the movement, distribution, and availability of water and can lead to disasters with significant socio-economic impacts. Examples of hydrological hazards include floods and droughts.
IAG (Information, Advice, and Guidance)	IAG encompasses the provision of information, advice, and guidance to individuals, helping them make informed decisions about education, training, and employment.
ICT-based mobile work	Refers to a work arrangement that relies on technology, such as smartphones and internet connectivity, enabling individuals to work remotely from various locations. (Eurofound)
ICT professionals	ICT professionals are individuals skilled in information and communication technology (ICT) fields, including computer science, software engineering, cybersecurity, and data analysis.

Term	Definition
Imperfect information Information asymmetry	<p>A situation where individuals in an economic transaction do not have access to the same set of information. In such cases, one party may possess more or better information than the other, leading to an imbalance that can impact decision-making, market efficiency, and outcomes. Imperfect information can result in market failures, as transactions may not be based on complete or accurate information, affecting the overall functioning of markets.</p>
Industry 5.0	<p>A manufacturing paradigm that emphasises human-machine collaboration, incorporating advanced technologies like AI, robotics, and IoT. It aims to enhance at the same time productivity, human well-being and shifting consumption to new forms of sustainable, circular and regenerative economic value creation and equitable prosperity. (European Commission ESIR)</p>
Institutional failures	<p>Deficiencies or shortcomings in the structures, rules, or organisations that are designed to govern and regulate economic and social activities. These failures can manifest in various ways, including inadequate enforcement of laws, corruption, lack of transparency, or regulatory inefficiencies.</p>
Interim management	<p>Temporary placement of experienced and skilled managers or executives within or across organisations to address specific challenges, manage transitions, or provide leadership during periods of change. (Eurofound)</p>
Internet of Things (IoT)	<p>A network of interconnected devices that can communicate and share data with each other, enabling them to work together seamlessly.</p>
Information websites	<p>Online platforms that provide details about various topics, including job opportunities, educational resources, and career guidance.</p>
Internally displaced persons (IDPs)	<p>People or groups of people who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalised violence, violations of human rights or natural or human-made disasters, and who have not crossed an internationally recognised border.</p>
Job creation	<p>The generation of new employment opportunities, often resulting from economic growth, technological innovation, or business expansion.</p>
Job destruction	<p>The elimination of jobs due to various factors, including changes in technology, market conditions, or organisational restructuring.</p>
Job displacement	<p>The loss of employment due to factors like automation, technological advancements, or economic changes.</p>
Job matching	<p>Exchange of information on job vacancies and candidates and the processing of this information to provide the best suited candidate to the job or vice versa. Involves comparing the skills and qualifications of jobseekers with the requirements of available job opportunities.</p>
Job matching platforms Online job portals	<p>Online systems or web-based platforms that use technology to facilitate the posting and searching of job opportunities, connect jobseekers with employers, aiming to enhance the efficiency and effectiveness of the job matching process.</p>
Job polarisation	<p>The phenomenon where employment opportunities concentrate in high-skill and low-skill occupations, with a decline in middle-skill jobs.</p>
Job quality	<p>Job quality is a multidimensional concept that includes job features captured from an objective perspective, which can be observed and are related to meeting people's needs from work. It comprises the characteristics of work and employment that have been proven to have a correlated relationship with health and well-being. (Eurofound)</p>

Term	Definition
Job sharing	Work arrangement where two or more employees share the responsibilities and duties of a single full-time position. Each participant typically works part-time, allowing for a flexible distribution of workload. (Eurofound)
Job strain	Job strain is about the quality of the working environment. It is defined as a situation where the job demands experienced by workers (i.e. physical demands, work intensity, inflexible working hours) exceed the resources available to them (i.e. task discretion, training, career advancement). (OECD and Eurofound)
Jobseekers	Individuals actively looking for employment opportunities, seeking suitable jobs based on their skills, qualifications, and career goals.
Labour demand	Labour demand is defined as the amount of labour that employers seek to hire during a given time period, e.g. expressed by working hours, at a particular wage rate and under specific working conditions, requiring a specific set of skills, in order to meet the needs of production of goods and services.
Labour hoarding	When companies retain their employees, rather than laying them off, during an economic downturn or recession.
Labour intensity	The degree to which labour is used in the production process compared to capital.
Labour market friction	Barriers or obstacles that impede the smooth functioning of the labour market, such as information gaps, skills mismatches, language barriers, or regulatory constraints.
Labour market imperfection	Inefficiencies in the functioning of the labour market. This can include issues like wage disparities, unequal access to job opportunities, or barriers to entry for certain groups. Imperfections in the labour market can result from factors such as discrimination, insufficient information, or regulatory constraints.
Labour Market Information (LMI)	Encompasses data and insights about the current state of the labour market, including employment trends, wages, and skill demands.
Labour market intelligence	Involves the analysis and interpretation of data related to the labour market to inform decision-making, policy development, and workforce planning.
Labour market segmentation	Refers to persistent differences in the working conditions of individuals in the labour market that cannot be attributed to differences in productivity alone. This means that while some workers enjoy stable and secure careers with good development prospects, others face instability in employment, income uncertainty and poor career prospects. (Eurofound)
Labour market tightness	A situation where labour demand is high compared to the supply.
Labour shortage	When there is a sufficient number of people with the required skills, but for various reasons an insufficient number of them take up employment in the occupation and location in question.
Labour supply	The total number of hours worked in the economy. This is a function of the number of people participating in the labour force, structural causes of unemployment and average hours worked per worker.
Labour surplus	When there is a higher number of people with the required skills looking to take up employment in the occupation and location in question than there are jobs available.
Large Language Model (LLM)	Advanced artificial intelligence (AI) models, like Generative Pre-trained Transformers (GPTs), that are trained on extensive datasets to understand and generate human-like language.
Less affluent countries	Countries with lower levels of economic wealth or prosperity, often characterised by lower incomes, limited access to resources, and higher levels of poverty.

Term	Definition
Lifelong learning	The concept of learning as a process that continues throughout life to address an individual's learning needs.
Long-Term Residents Directive (LTRD)	EU regulation that outlines the rights and conditions for third-country nationals who have legally lived in an EU Member State for an extended period, ensuring access to various benefits and services.
Low-carbon economy	A low-carbon economy is an economic system that significantly reduces its reliance on carbon-intensive activities and minimises the emission of greenhouse gases (GHGs) and other pollutants associated with human activities. Key features of a low-carbon economy include increased energy efficiency, greater reliance on renewable energy sources, sustainable transportation, and environmentally conscious industrial practices.
Machine learning	The use and development of computer systems that are able to learn and adapt without following explicit instructions, by using algorithms and statistical models to analyse and draw inferences from patterns in data.
Market fragmentation	Refers to the presence of various small, specialised markets within a broader industry, leading to a diverse and segmented market landscape.
Market inefficiency	A situation in which resources are not allocated optimally or where the market fails to achieve the most efficient outcomes, often due to information asymmetry, externalities, or imperfect competition.
Market maturity	The stage of development reached by a market where it has stabilised, with slower growth rates, established players, and relatively predictable patterns of supply and demand.
Median equivalised disposable income	The statistical measure used as the indicator of living standards in EU statistics. The equivalised disposable income is the total income of a household, after tax and other deductions, that is available for spending or saving, divided by the number of household members converted into equalised adults; household members are equalised or made equivalent by weighting each according to their age, using the so-called modified OECD equivalence scale. The median is the point on the income scale which divides the population into two equal groups, i.e. the individuals in one half of the population earn less than the median income and those in the other half earn more.
Meteorological hazards	Meteorological hazards are natural phenomena related to the Earth's atmosphere and weather conditions that can pose risks to human life, property, and the environment. These hazards result from atmospheric processes and can lead to disasters with significant socio-economic impacts. These may include storms (including lightning and hail), hurricanes and tornadoes.
Micro jobs	Small, temporary tasks or projects typically performed online, often through digital platforms, allowing individuals to earn income on a flexible basis.
Millennials	Denoting the people born between 1981 and 1996. (Pew Research Center)
Mobile worker	A citizen who works (or is seeking work) in a country other than the country of origin, independent of the duration of that work and the country of residence. (European Commission)
Nearly zero-emission building (NZEB)	A building with a very high energy performance. The nearly zero or very low amount of energy required should be covered by energy from renewable sources, including energy from renewable sources produced on-site or nearby.
Non-cognitive tasks	Job activities that do not primarily involve mental processes, such as manual or routine tasks.

Term	Definition
Non-standard forms of employment	Work arrangements that deviate from traditional full-time, permanent positions, such as part-time work, temporary contracts, freelancing, platform work, and other flexible arrangements.
Occupational structure of employment	The distribution of workers across different types of jobs or occupations in a given economy.
Overcrowded household	<p>A person is considered as living in an overcrowded household if the household does not have at its disposal a minimum number of rooms equal to:</p> <ul style="list-style-type: none"> • one room for the household; • one room per couple in the household; • one room for each single person aged 18 or more; • one room per pair of single people of the same gender between 12 and 17 years of age; • one room for each single person between 12 and 17 years of age and not included in the previous category; • one room per pair of children under 12 years of age.
Permacrisis and polycrisis	A state of ongoing or persistent crisis, where various crises, shocks, or challenges continuously interact and compound, making it difficult for a society, economy, or system to fully recover and stabilise.
Platform work	A form of employment and a business model that uses an online platform or App to enable organisations or individuals to access other organisations or individuals to solve problems or to provide services in exchange for payment, with strong reliance on an algorithm. (Eurofound)
Platformisation of work	The increasing reliance on digital labour platforms or their working mechanisms to connect workers with tasks or projects, often in a freelance context, but also applied in an employer-employee relationship.
Portfolio careers	A working style which combines multiple streams of income — often creating a mix of full- or part-time employment, freelancing or working as a consultant. (Forbes)
Portfolio work	Small-scale contracting by freelancers, self-employed or micro enterprises who work for a large number of clients. (Eurofound)
Preferences mismatch	A situation where the preferences of workers and employers vis-à-vis employment characteristics and modes of implementation do not correspond.
Profiling	Involves creating a detailed profile of an individual based on their skills, preferences, and attributes, often used in job matching processes.
Psychosocial risks	Aspects of the design and management of work and its social and organizational contexts that have the potential to cause psychological or physical harm. Work-related stress is one of the health risks most frequently identified by workers in Europe. (Eurofound)
Public Employment Services (PES)	Government-run agencies or organizations that provide employment-related services, including job matching, career counseling, and support to jobseekers and employers.
Quality of housing	Factors that contribute to housing quality (or lack thereof) include: the number of people living in a house, the size of the house, the insulation (roof, windows), the availability of basic amenities (toilet, shower, and bath).
Recruitment bias	Unfair or discriminatory practices in the hiring process that disadvantage certain groups of candidates based on factors such as race, gender, or age.

Term	Definition
Recruitment management system	Software tool that assists organizations in managing the recruitment process, including job posting, applicant tracking, and candidate evaluation.
Renovation wave	Initiative published in 2020 as part of the EU Green Deal. It aims to at least double the annual renovation rate by 2030, foster deep energy renovation, and mobilize forces at all levels towards these goals. The communication is a far-reaching document adopting a comprehensive approach to building renovation, outlining a wide range of policies, measures, and tools to overcome barriers and mobilize all actors.
Resilience and Recovery Facility (RRF)	The Resilience and Recovery Facility (RRF) is a temporary instrument that is the centrepiece of NextGenerationEU. The aim is to mitigate the economic and social impact of the COVID-19 pandemic and make European economies and societies more sustainable, resilient and better prepared for the challenges and opportunities of the green and digital transitions.
Robotics	The interdisciplinary field involving the design, construction, operation, and use of robots to perform tasks autonomously or with human assistance.
Routine tasks	Repetitive tasks that follow predictable patterns and can be easily automated.
Routine-Biased Technical Change (RBTC)	A theory indicating that technological changes primarily impact routine tasks, potentially contributing to job polarisation.
Self-driving vehicles	A self-driving vehicle, also known as an autonomous/driverless/robotic vehicle, is capable of operating with reduced or no human input. Self-driving vehicles are responsible for all driving activities including perceiving the environment, monitoring important systems, and controlling the vehicle, including navigating from origin to destination.
Self-employment	A form of work where individuals operate their businesses or pursue gainful activity for their own account rather than being employed by others, assuming both the risks and rewards of their endeavours.
Skill and Talent Mobility Package	<p>The Skills and Talent Mobility Package aims to make the EU more attractive to (highly skilled) workers from third countries, as well as to strengthen the possibility of movement within the EU itself in general and for those individuals in particular. The package consists of three proposals:</p> <ul style="list-style-type: none"> • A proposal for a regulation establishing the EU Talent Pool to facilitate recruitment from third countries. • A proposal for a recommendation on the recognition of qualifications of third-country nationals. • A proposal for a European Council Recommendation 'Europe on the Move – learning mobility for everyone'.
Skill-Biased Technological Change (SBTC)	A theory suggesting that technological advancements disproportionately benefit individuals with higher skills, leading to increased wage inequality.
Skill development	Refers to the process of acquiring and enhancing the abilities, knowledge, and competencies necessary for effective performance in various domains. This can include both technical skills specific to a particular job or industry and soft skills such as communication, teamwork, and problem-solving.
Skill gap	A situation where the level of skills of the existing workforce is less than required to perform a job adequately or to match the requirements of a job.
Skills mismatch	A skills mismatch is the discrepancy between the qualifications and skills that individuals possess and those needed by the labour market.

Term	Definition
Skills obsolescence	A situation where skills previously used in a job are no longer required or have diminished in importance.
Skill shortage	A situation where the demand for a particular type of skill (or talent shortage) exceeds the available supply of that skill at the market-clearing rate of pay.
Strategic dependence	Reliance on external sources or partners for critical resources, technologies, or capabilities necessary to achieve its strategic goals.
Sustained inflation	A prolonged increase in the general price level of goods and services in an economy over time, often resulting in reduced purchasing power and economic instability.
Targeted Mobility Scheme (TMS)	The EURES Targeted Mobility Scheme (TMS) offers dedicated support from national employment services for people seeking work, training or apprenticeships in another EU country, Norway or Iceland. On a fair basis, it tackles the needs of jobseekers to remove mobility obstacles. It helps employers in these countries who are looking for motivated and qualified workers. Available support includes funding to cover, for example, language courses, recognition of qualifications, travel and subsistence expenses.
Technological bias	Discriminatory outcomes in technology-driven processes, often resulting from algorithmic decisions that favour or disadvantage specific groups.
Total factor productivity	How effectively capital and labour are used in the production process, reflecting both technology and managerial capabilities.
Urban Heat Island (UHI) effect	A phenomenon where urban areas experience higher temperatures compared to their surrounding rural areas. This temperature difference is primarily attributed to human activities and the characteristics of urban environments.
Voucher-based work	Involves a system where workers are compensated through vouchers a client purchases at a recognized vending point (e.g. post office, bank) and uses to pay for the worker's services. The worker can redeem the voucher at recognized institutions (e.g. post office, banks) to receive their payment, from which a certain amount of social security contributions is deducted and transferred to the workers' social security account. (Eurofound)
White jobs	White jobs correspond to the large majority of jobs in the EU. They are relatively neutral in their environmental impact, are expected to see only moderate changes in task content, related to the broad greening of activities.
Working conditions	Working conditions refer to the working environment and aspects of an employee's terms and conditions of employment. This covers aspects such as the organization of work and work activities; training, skills and employability; health, safety and well-being; and working time and work-life balance. Pay is also an important aspect. Working conditions overlap with job quality, but it is a broader concept. (Eurofound)

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