

PL015: Whether person has ever worked

| | | |
|---------------------------|---|---------------------------------------|
| Domain/Area | Labour information/Basic labour information on current and past activity status | |
| Transmission type | Regular | |
| Reference period | Current | |
| Unit | All current household members aged 16 and over | |
| Mode of collection | Personal interview, proxy or registers | |
| Values | 1 | Yes |
| | 2 | No |
| Flags | 1 | Filled |
| | -1 | Missing |
| | -2 | Not applicable (PL031 = 1, 2, 3 or 4) |

Description

Vacation jobs taken by students, from which they return to studies or to other non-work situations are disregarded, as well as any other casual job undertaken from time to time. Part-time jobs that the person may have engaged in while still in school or university are not included. However, if the person works or has worked in formal regular work, during his/her studies, this work should be considered.

Normally, having ever worked refers to persons who have worked on a full or part-time time basis for at least six months.

PL020: Actively looking for a job [*Actively looking for a job in the previous four weeks*]

| | |
|---------------------------|--|
| Domain/Area | Labour information/Basic labour information on current activity status |
| Transmission type | Early and regular |
| Reference period | Past four weeks |
| Unit | All current household members aged between 16 and the standard retirement age |
| Mode of collection | Personal interview, proxy or registers |
| Values | 1 Yes 2 No |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL031 = 1, 2, 3 or 4 or older than the standard retirement age) |

Description

This variable only applies to persons not currently working, where "working" refers to the self-defined status as recorded in PL031: Self-defined current economic status.

However, people above the standard retirement age are not covered by this variable. In these cases, the variable is coded as -2.

The period of reference for this variable is the past four weeks ending with the reference week.

The answer will be 'yes' if the person has been actively looking for a job over the past four weeks.

The answer 'yes' should be recorded only if the person has used an active method for seeking a job. Passive methods should be coded as 'no'.

Education and training are considered as ways of improving employability but not as methods of seeking work.

Persons who found a job that began later, i.e. within a period of at least three months should be coded 'yes'.

Active methods for looking for a job:

Having been in contact with a public employment office to find work, whoever took the initiative (renewing registration for administrative reasons only is not an active step);

Having been in contact with a private agency (temporary work agency, firm specialising in recruitment, etc.) to find work;

Applying to employers directly;

Asking among friends, relatives, unions, etc., to find work;

Placing or answering job advertisements;

Studying job advertisements;

Taking a recruitment test or examination or being interviewed;

Looking for land, premises or equipment;

Applying for permits, licences or financial resources.

PL025: Available for work [*Are you available for work in the next two weeks*]

| | |
|---------------------------|--|
| Domain/Area | Labour information/Basic labour information on current activity status |
| Transmission type | Early and regular |
| Reference period | Current |
| Unit | All current household members aged 16 and over |
| Mode of collection | Personal interview, proxy or registers |
| Values | 1 Yes 2 No |
| Flags | 1 filled -1 Missing -2 Not applicable (PL020 not equal to 1) |

Description

This covers a person that is currently available for work, i.e. were available for paid employment or self-employment before the end of the two weeks following the reference week.

'Currently available' means that if a job were found at the time of the interview, the person would be able to start working within two weeks. Testing for availability in the two weeks after the interview is considered more appropriate than testing during the reference week, because some persons may be unavailable for work during the reference week due to obstacles that might have been overcome had they known that a job was available to them.

Persons who found a job to start later, i.e. within a period of at least three months, should be coded 'yes'.

PL031: Self-defined current economic status

| | | |
|---------------------------|---|---|
| Domain/Area | Labour information/Basic labour information on current activity status and on current job | |
| Transmission type | Early and regular | |
| Reference period | Current | |
| Unit | All current household members aged 16 and over | |
| Mode of collection | Personal interview, proxy or registers | |
| Values | 1 | Employee working full-time |
| | 2 | Employee working part-time |
| | 3 | Self-employed working full-time (including family worker) |
| | 4 | Self-employed working part-time (including family worker) |
| | 5 | Unemployed |
| | 6 | Pupil, student, further training, unpaid work experience |
| | 7 | In retirement or in early retirement or has given up business |
| | 8 | Permanently disabled or/and unfit to work |
| | 9 | In compulsory military or community service |
| | 10 | Fulfilling domestic tasks and care responsibilities |
| | 11 | Other inactive person |
| Flags | 1 | Filled |
| | -1 | Missing |

Description

This variable replaces, from the 2009 operation onwards, the variable PL030 defined in the EU-SILC Regulation¹.

The self-declared current 'main activity status': The concept of 'current' implies that any definitive changes in the activity situation are taken into account. For instance, if a person has lost a job or has retired recently, or the activity status has otherwise changed in a definitive manner, then the situation as of the time of the interview should be reported. In this sense, 'current' overrides any concept of averaging over any specific reference period.

The target variable captures the person's own perception of their main activity at present. It differs from the ILO concept to the extent that people's own perception of their main status differs from the strict definitions used in the ILO definitions. For instance, many people who would regard themselves as full-time students or homemakers may be classified as ILO-employed if they have a part-time job. Similarly, some people who consider themselves 'unemployed' may not meet the strict ILO criteria of taking active steps to find work and being immediately available.

The self-declared main activity status is, in principle, determined on the basis of how most time is spent, but no criteria have been specified explicitly.

If the person combines different part-time jobs as an employee that result in the equivalent hours of a full-time job, the person should consider his/herself as employee working full time (modality 1). The same holds if the person has a main job as an employee and an additional "small" (in terms of hours) second job as a self-employed person, both jobs being remunerated in what would be considered,

¹ An agreement was reached during the Living Conditions Working Group meeting in June 2008 that the variable PL030 will be replaced by the variable PL031 with slightly different answering categories in order to harmonise labour variables. In 2010, the LC WG agreed that from the 2011 operation onwards, they would suppress PL030 and retain only PL031.

together, as the remuneration for a full-time equivalent role.

Work: ‘Work’ means any work for pay or profit. Pay includes cash payments or ‘payment in kind’ (payment in goods or services rather than money).

Self-employed persons with a business, farm or professional practice are also considered to be working if one of the following applies:

A person works in his own business, professional practice or farm for the purpose of earning a profit, even if the enterprise is failing to make a profit;

A person spends time on the operation of a business, professional practice or farm even if no sales were made, no professional services were rendered, or nothing was actually produced (for example, a farmer who engages in farm maintenance activities; an architect who spends time waiting for clients in his/her office; a fisherman who repairs his boat or nets for future operations; a person who attends a convention or seminar);

A person is in the process of setting up a business, farm or professional practice; this includes the buying or installing of equipment, and ordering of supplies in preparation for opening a new business;

An unpaid family worker is said to be working if the work contributes directly to a business, farm or professional practice owned or operated by a related member of the same household.

Seasonal workers: During the off-season, seasonal workers cannot be considered as having a formal attachment to their high-season job—because they do not continue to receive a wage or salary from their employer even though they may have an assurance of return to work.

Maternity and paternity leave: Maternity leave is first given to the mother (but may include the leave of the father in the case of a transfer of the entitlements) and corresponds to the compulsory period of the leave stipulated by national legislation to ensure that mothers have sufficient rest, before and after childbirth, or for a period that is specified according to national circumstances.

People on maternity leave should always be considered as working.

The idea of having an additional category in the national questionnaire is seen as good practice.

Parental leave: Parental leave can be taken either by the mother or the father and is the interruption of work in the case of childbirth or bringing up a child of a young age. It corresponds to the period when parents receive “parental leave benefit”. People on full-time parental leave should be treated as not working.

Layoffs: A person who is laid off is one whose written or unwritten contract of employment, or activity, has been suspended by the employer for a specified or unspecified period at the end of which the person concerned has a recognised right or recognised expectation to recover employment with that employer.

Layoffs are classified as working if they receive $\geq 50\%$ of their wage or salary from their employer or have an assurance of return to work within a period of three months.

Employee: Employees are defined as persons who work for a public or private employer and who receive compensation in the form of wages, salaries, fees, gratuities, payment by results or payment in kind; non-conscripted members of the armed forces are also included.

An employee is usually working for an outside employer, but a son or daughter, for example, who is working in a parent’s firm and receives a regular monetary wage is classified here as an employee.

A woman looking after children in her own home is classified as an employee if she is paid to do this by

the local authority (or any other public administration) and if she doesn't take any decision affecting the enterprise (e.g. schedules or number of children). She is classified as self-employed if she undertakes such work privately.

Apprentices, or trainees receiving remuneration should be considered as employees.

Priests (of any kind of religion) are considered as employees

Persons who are simultaneously working in their own professional practice and for a public or private employer (e.g. doctors with their own practice and working in a hospital) should be classified according to the where they work the greater number of hours.

Self-employed: *Self-employed* persons are defined as persons who work in their own business, professional practice or farm for the purpose of earning a profit.

Members of producers' co-operatives should be considered as self-employed if in the co-operative, each member takes part on an equal footing with other members in determining the organisation of production, sales and/or other work of the establishment, the investments and the distribution of the proceeds of the establishment amongst their members.

Family worker: Family workers are persons who help another member of the family run an agricultural holding or other business, provided they are not considered as employees.

Persons working in a family business or on a family farm without pay should be living in the same household as the owner of the business or farm, or in a slightly broader interpretation, in a house located on the same plot of land and with common household interests. Such people frequently receive remuneration in the form of fringe benefits and payments in kind. However, this applies only when the business is owned or operated by the individual themselves or by a relative. Thus, unpaid voluntary work undertaken for charity should not be included.

This category includes:

A son or daughter working in the parents' business or on the parents' farm without pay;

A wife who assists her husband in his business, e.g. a haulage contractor, without receiving any formal pay;

Full-time/part-time: The distinction between full-time and part-time work should be made on the basis of a spontaneous answer provided by the respondent. It is impossible to establish a more exact distinction between part-time and full-time work, due to variations in working hours between Member States and also between branches of industry. By checking the answer with the number of hours usually worked, it should be possible to detect and even to correct implausible answers, since part-time work will hardly ever exceed 35 hours, while full-time work will usually start at about 30 hours.

As mentioned above, if the person combines different part-time jobs as an employee that amount together to the equivalent of full-time work, the person should consider his/herself as employee working full-time.

PL035: Worked at least one hour during the previous week

| | |
|---------------------------|---|
| Domain/Area | Labour information/Basic labour information on current activity status and on current job |
| Transmission type | Regular |
| Reference period | Previous week |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview, proxy or registers |
| Values | 1 Yes 2 No |
| Flags | 1 Filled -1 Missing -2 Not applicable (person is not employee or MS has other source to calculate the gender pay gap) -3 Non-selected respondent |

Description

A person is considered as **working** if he/she did any work for pay or profit during the reference week or if he/she was not working but had a job or business from which he/she was absent during the reference week.

Did any work for pay or profit during the reference week (LFS definition)

'Work' means any work for pay or profit during the reference week, even for as little as one hour. Pay includes cash payments or "payment in kind" (payment in goods or services rather than money), whether payment was received in the week the work was done or not. Anyone who receives wages for on-the-job training which involves the production of goods or services is also counted as working. Self-employed persons with a business, farm or professional practice are also considered to be working if one of the following applies:

A person works in his own business, professional practice or farm for the purpose of earning a profit, even if the enterprise is failing to make a profit;

A person spends time on the operation of a business, professional practice or farm even if no sales were made, no professional services were rendered, or nothing was actually produced (for example, a farmer who engages in farm maintenance activities; an architect who spends time waiting for clients in his/her office; a fisherman who repairs his boat or nets for future operations; a person who attends a convention or seminar);

A person is in the process of setting up a business, farm or professional practice; this includes the buying or installing of equipment, and ordering of supplies in preparation for opening a new business. An unpaid family worker is said to be working if the work contributes directly to a business, farm or professional practice owned or operated by a related member of the same household. Unpaid family work is any task that directly contributes to the operation of the family farm or business.

Conscripts performing some work for pay or profit during the reference week or not should always be coded 2.

Persons who work on their own small agriculture farm, who do not sell their products, but produce only for their own consumption should be coded 2

The classification as to employment is made; then, with regards as to whether code 1 should be ticked, depends on whether it falls within the production boundaries. When this production is included in the Member State's national accounts, the underlying employment must be identified. This depends on the relative quantitative importance of the production of agricultural products for country's own consumption in relation to the total supply of these products in a country (ESA 3.08).

Was not working but had a job or business from which he/she was absent during the reference week (LFS definition)

(all the cases below are considered as "working")

Employees

A job exists if there is a definite and pre-scheduled arrangement between an employer and employee for regular work (that is, every week or every month), regardless as to whether the work is full-time or part-time. The number of hours of work done each week or each month may vary considerably, but as long as some work is done on a regular and scheduled basis, a job is considered to exist.

Long-term absence from work.

If the total absence from work (measured from the last day of work to the day on which the paid worker will return) has exceeded three months, then a person is considered to have a job only if he/she continues to receive 50% of their wage or salary from their employer. If this is not the case, they should be coded 2 in PL035.

Seasonal workers

Off-season, seasonal workers cannot be considered as having a formal attachment to their high-season job—because they do not continue to receive a wage or salary from their employer although they may have an assurance that they can return to work when high season returns. If they are not at work during off-season, they should be coded 2 in PL035.

Maternity and paternity leave

Maternity leave is first given to the mother (but may include the leave of the father in the case of a transfer of the entitlements) and corresponds to the compulsory period of the leave stipulated by national legislation to ensure that mothers have sufficient rest before and after childbirth, or for a period to be specified according to national circumstances.

Parental leave can be taken either by the mother or the father and is the interruption of work in the case of childbirth or to bring up a child of young age. It should correspond to the period when parents receive "parental leave benefit".

People on maternity leave should always be coded 1 in PL035.

People on full-time parental leave should be treated as a case of long-term absence from work.

For unpaid family workers

The unpaid family worker can be said to have a job (code 1 in PL035) even if they are not at work if there is a definite commitment by the employer (a related household member) to accept his/her return to work and the total absence does not exceed a period of three months. On this point, Eurostat diverges from the ILO recommendation. If the period of absence exceeds three months persons should be coded 2 in PL035.

For self-employed persons

If self-employed persons are classified as being absent from work, then they are regarded as being in employment (code 1 in PL035) only if they can be said to have a business, farm or professional practice. This is the case if one or more of the following conditions are met:

Machinery or equipment of significant value, in which the person has invested money, is used by him or his employees in conducting his business;

An office, store, farm or other place of business is maintained;

There has been some advertisement of the business or profession by listing the business in the telephone book, displaying a sign, distributing cards or leaflets, etc;

If none of these conditions is met, then the person is regarded as not being in employment and therefore should be coded 2 in PL035.

Was not working because on lay-off

A person on lay-off is one whose written or unwritten contract of employment, or activity, has been suspended by the employer for a specified or unspecified period at the end of which the person concerned has a recognised right or recognised expectation to recover employment with that employer.

A lay-off is classified as employment (code 1 in PL035) if the person receives 50% of their wage or salary from their employer or has an assurance of return to work within a period of three months.

A lay-off is classified as unemployment (code 2 in PL035) if the person receives less than 50% of their wage or salary from their employer, doesn't have assurance of return to work or has an agreed date of return for which the date of return falls after a period of three months and if the person is "available to start work in two weeks" and has "searched for a job in the last four weeks".

Persons who find a job to start in the future should always be coded 2 in PL035.

Slack work for technical or economic reasons

A person in slack work for technical or economic reasons should have a formal attachment to his/her job and should be coded 1 in PL035.

PL040: Status in employment

| | |
|---------------------------|---|
| Domain/Area | Labour information/Basic labour information on current activity status and on current main job, including information on last main job for previously active people |
| Transmission type | Regular |
| Reference period | Current/last situation |
| Unit | All current household members aged 16 and over |
| Mode of collection | Personal interview, proxy or registers |
| Values | 1 Self-employed with employees 2 Self-employed without employees 3 Employee 4 Family worker |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL015 not equal to 1 and PL031 not equal to 1,2,3 or 4) |

Description

This variable refers to the main job, namely the current main job for people at work (PL031 = 1, 2, 3 or 4) or the last main job for people who do not have a job (PL031 not = 1, 2, 3 or 4 and PL015 = 1).

If multiple jobs are held or were held, the main job should be the one with the greatest number of hours usually worked.

Self-employed with employees: Self-employed persons with employees are defined as persons who work in their own business, professional practice or farm for the purpose of earning a profit, and who employ at least one other person.

If people working in the business, professional practice or farm, are not paid then he/she should be considered as being self-employed without staff.

Self-employed without employees: Self-employed persons without employees are defined as persons who work in their own business, professional practice or farm for the purpose of earning a profit, and who do not employ any other person.

Nevertheless he/she may engage members of his/her own family or apprenticed without payment. In this category one can find farmers working alone or using the assistance of members of family.

In particular:

A woman who looks after one or more children that are not her own on a private basis and who receives payment for this service is a self-employed;

A freelancer should be classified as self-employed, although a person who has been regularly retained by a single employer for some time may also be regarded as an employee.

Employee: Employees are defined as persons who work for a public or private employer and who receive compensation in the form of wages, salaries, fees, gratuities, payment by results or payment in kind; non-conscripted members of the armed forces are also included.

An employee is usually working for an outside employer, but a son or daughter, for example, who is working in a parent's firm and receives a regular monetary wage is classified here as an employee.

A woman looking after children in her own home is classified as an employee if she is paid to do this by the local authority (or any other public administration) and if she doesn't take any decision affecting the enterprise (e.g. schedules or number of children) but as a self-employed if she does it privately;

Apprentices, or trainees receiving remuneration should be considered as employees;

Priests (of any kind of religion) are considered as employees;

Persons who are simultaneously working in their own professional practice and for a public or private employer (e.g. doctors with their own cabinet and working in a hospital) should be classified according to the status where they work the longer number of hours.

Family worker: Family workers are persons who help another member of the family to run an agricultural holding or other business, provided they are not considered as employees.

Persons working in a family business or on a family farm without pay should be living in the same household as the owner of the business or farm, or in a slightly broader interpretation, in a house located on the same plot of land and with common household interests. Such people frequently receive remuneration in the form of fringe benefits and payments in kind. However, this applies only when the business is owned or operated by the individual themselves or by a relative. Thus, unpaid voluntary work undertaken for charity should not be included.

This category includes:

A son or daughter working in the parents' business or on the parents' farm without pay;

A wife who assists her husband in his business, e.g. a haulage contractor, without receiving any formal pay.

Members of producers' co-operatives: Members of producers' co-operatives should be considered as self-employed if in the co-operative, each member takes part on an equal footing with other members in determining the organisation of production, sales and/or other work of the establishment, the investments and the distribution of the proceeds of the establishment amongst their members.

In the case of co-operative hired workers, these workers have an employment contract that gives them a basic remuneration (which is not directly dependent upon the revenue of the co-operative) and these workers are identified as employees of the co-operative.

Even if the co-operative has employees (e.g. an accountant), the members of the co-operative should be considered as "self-employed without employees" because the co-operative as an institution (and not any of its members) is the employer.

PL051: Occupation (ISCO-08 (COM))

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|---------------------------|---|
| Domain/Area | Labour information/Basic labour information on current activity status and on current main job, including information on last main job for previously active people |
| Transmission type | Regular |
| Reference period | Current/last situation |
| Unit | All current household members aged 16 and over |
| Mode of collection | Personal interview, proxy or registers |
| Values | ISCO Code 08 (2 digits) |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL015 not equal to 1) |

Description

The EU-SILC Regulation refers to the classification ISCO-88. However, from the 2011 operation onwards, the classification ISCO-08 should be used². For the 2011 operation, coding according to both classifications ISCO-88 and ISCO-08 was conducted but no back-casting was required. The double reporting should only be performed for 2011. From the 2012 operation onwards, only the new classification ISCO-08 should be used.

This variable refers to the main job, namely the current main job for people at work (PL031 = 1, 2, 3 or 4) or the last main job for people who do not have a job (PL031 not = 1, 2, 3 or 4 and PL015 = 1).

If multiple jobs are held or were held, the main job should be the one in which the greatest number of hours usually worked.

Interviewers, when asking the ISCO code, should refer, if applicable, to the code given the preceding year(s) in order to avoid too many (and unjustified) changes in the value of this variable from one year to another.

The basis for the classification is the nature of the job itself and the level of skill required. A job is defined as the set of tasks and duties to be performed. Skills are the abilities to carry out the tasks and duties of a job. Skills consist of two dimensions: skill level and domain specialisation. The skill level is related to the level of educational attainment. The questions needed for the classification by occupation are the job title associated with the main job and a further description of the tasks and duties.

For a few occupations, information on the size of workplace (the local unit of activity) is needed).

This should be coded according to the ISCO-08 (COM) classification

² The Living Conditions Working Group agreed in December 2009 by written consultation to use the double coding according to ISCO-88 and ISCO-08 in the 2011 operation, and the sole use of ISCO-08 from the 2012 operation onwards. This is in line with the Commission recommendation on the ISCO classification.

PL060: Number of hours usually worked per week in main job

| | |
|---------------------------|--|
| Domain/Area | Labour information/Basic information on current activity status and on current main job |
| Transmission type | Regular |
| Reference period | Current |
| Unit | All current household members aged 16 and over |
| Mode of collection | Personal interview, proxy or registers |
| Values | 1 - 99 Number of hours |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL031 not = 1, 2, 3 or 4) -6 Hours varying (when an average for over four weeks is not possible) |

Description

If multiple jobs are held, the main job should be the one in which the greatest number of hours are usually worked. Persons having changed job during the reference week should regard the job at the end of the reference week as their main job.

The number of hours corresponds to the number of hours the person normally works in his/her main job. This covers all hours including extra hours, either paid or unpaid, which the person normally works, but excludes the travel time between the home and the place of work as well as the main meal breaks (normally taken at midday).

Persons who usually also work at home (within the definitions given below) are asked to include the number of hours they usually work at home. Apprentices, trainees and other persons in vocational training are asked to exclude the time spent in school or other special training centres.

Some persons, particularly the self-employed and family workers, may not have usual hours, in the sense that their hours vary considerably from week to week or month to month. When the respondent is unable to provide a figure for usual hours for this reason, the average of the hours actually worked per week over the past four weeks is used as a measure of usual hours. Code -6 is applied to those cases where neither the number of usual hours, nor an average number of hours worked over the past four weeks, can be established.

For self-employed people, in particular, normal hours may also include work done at home, such as planning, record-keeping and so on.

Apprentices, trainees and other persons in vocational training should exclude the time spent in school or other special training centres.

Persons who usually also work at home

This concept applies to many self-employed people, for example in artistic or professional activities, who work wholly or partly at home, often in a part of their living accommodation set aside for the purpose. However, if the place of work comprises a separate unit (for example, a doctor's surgery or tax consultant's practice) which is adjacent to the person's home but contains a separate entrance, then work performed there should not be considered to be conducted "at home". Similarly, a farmer is not to be regarded as working "at home" when he is occupied in fields or buildings adjacent to his house. In the case of employees, "working at home" should be interpreted strictly in terms of formal working arrangements, where it is mutually understood by the employee and the employer that a certain part of

the work is to be conducted at home. Such an arrangement may be explicitly included in the terms of employment, or may be recognised in other ways (for example, if the employee explicitly notifies the employer of this work by completing a timesheet, or by requesting additional payment or other form of compensation). This arrangement is also recognised if an employee is equipped with a computer in his/her home in order to perform his/her work. Other typical examples of "working at home" include travelling salesmen who prepare at home for appointments with clients which are then held at the clients' offices or homes, or persons who do typing or knitting work which on completion is sent to a central location.

"Working at home" does not cover cases where employees carry out tasks at home (because of personal interest or pressure of time), which under their working arrangements might equally have been performed at their place of work.

- PL073: Number of months spent at full-time work as employee**
PL074: Number of months spent at part-time work as employee
PL075: Number of months spent at full-time work as self-employed (including family worker)
PL076: Number of months spent at part-time work as self-employed (including family worker)
PL080: Number of months spent in unemployment
PL085: Number of months spent in retirement or early retirement
PL086: Number of months spent as disabled or/and unfit to work
PL087: Number of months spent studying
PL088: Number of months spent in compulsory military service
PL089: Number of months spent fulfilling domestic tasks and care responsibilities
PL090: Number of months spent in other inactivity

| | |
|---------------------------|---|
| Domain/Area | Labour information/Basic information on activity status during income reference period |
| Transmission type | Regular |
| Reference period | Income reference period |
| Unit | All current household members aged 16 and over |
| Mode of collection | Personal interview (proxy as an exception) or registers or deducted from PL211 variables |
| Values | 0 - 12 Number of months |
| Flags | 1 Filled -1 Missing -5 Missing value because the definition of this variable is not used (PL088 and PL089 only) |

Description

The status is self-defined and the same definitions apply as for variable PL031 (see PL031 for definitions and explanations). In particular, if the person combines different part-time jobs as an employee leading to an equivalent full-time work, the person should consider his/herself as an employee working full-time.

If more than one type of activity occurs in the same month, priority should be given to economic activity ("main activity: work") over non-economic activity and over inactivity. On the basis of this principle, the following rules may be used:

If the respondent worked, at least two weeks of the month, then variables PL073 to PL076 should be filled in;

If more than one of the other situations apply in the same month, the respondent will select one on the basis of self-assessment. The criterion of most time spent may be useful where applicable.

Regarding variable PL087, the concept of a "month spent studying" should be understood in a broad sense. It should include the time spent as a "pupil, student, further training, unpaid work experience" in order to correspond to category "6" of PL031.

Values: In principle, according to the regulation, these variables take values of between 1 and 12. However, that causes problems if the number of months spent at full-time work is, for example, 12. In this case, variables PL074, PL076,....PL090 should take value 0.

PL100: Total number of hours usually worked in second, third, ... jobs

| | |
|---------------------------|--|
| Domain/Area | Labour information/ Total number of hours worked on current second/third ... jobs |
| Transmission type | Regular |
| Reference period | Current |
| Unit | All current household members aged 16 and over |
| Mode of collection | Personal interview, proxy or registers |
| Values | 1 - 99 Number of hours |
| Flags | 1 Filled -1 Missing -2 Not applicable (person does not have a second job or PL031 not equal to 1, 2, 3 or 4) |

Description

The number of hours usually worked in second, third....jobs should be recorded.
 See also PL060: Number of hours usually worked per week in main job

| PL111: NACE Rev.2 | |
|--------------------|---|
| Domain/Area | Labour information/Detailed labour information |
| Transmission type | Regular |
| Reference period | Current |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | NACE Rev.2 Code (2 digits) |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL031 not equal to 1, 2, 3 or 4) -3 Non-selected respondent |

| Description |
|---|
| <p>The EU-SILC Regulation refers to the classification NACE Rev1.1. However, from the 2008 operation onwards, the classification NACE Rev.2 should be used³. The NACE is the standard classification used at national and EU-level for both economic and social statistics. Economic activities are characterised by the input of goods or services, a production process and the output of products.</p> <p>The economic activity of the local unit of the main job for respondents who are currently at work: This variable refers to the main job. If multiple jobs are held, the main job should be the one with the greatest number of hours usually worked.</p> <p>This should be coded according to the NACE classification, which is based upon the Statistical Classification of Economic Activities.</p> <p>Two types of questions can be used to obtain data on economic activity. The first type of question consists of the name and the address of the firm where a person is working. The second type of question asks the respondent to describe the economic activity and the kind of products or services supplied by the firm where (s)he works.</p> <p>In the first type of question, the name and address of the firm allows the linking of the survey responses with a database of all firms in a country, the statistical Business Register.</p> <p>Local Unit: The "local unit" to be considered is the geographical location where the job is predominantly carried out or, in the case of itinerant occupations, can be said to be based; normally it consists of a single building, part of a building, or, at the largest, a self-contained group of buildings. The "local unit" is therefore the group of employees of the enterprise who are geographically located at the same site.</p> |

³ Agreement during the Living Conditions Working Group meeting in June 2008 and Commission Regulation (EC) N° 973/2007 of 20 August 2007 amending certain EC Regulations on specific statistical domains implementing the statistical classification of economic activities NACE Revision 2

PL120: Reason for working less than 30 hours [*Reason for working less than 30 hours (in main and other jobs)*]

| | |
|---------------------------|--|
| Domain/Area | Labour information/Detailed labour information |
| Transmission type | Regular |
| Reference period | Current |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | 1 Undergoing education or training 2 Personal illness or disability 3 Wants to work more hours but cannot find a job(s) or work(s) of more hours 4 Do not want to work more hours 5 Number of hours in all job(s) are considered as a full-time job 6 Housework, looking after children or other persons 7 Other reasons |
| Flags | 1 Filled -1 Missing -2 Not applicable (Not (PL031 = 1, 2, 3 or 4, and PL060 + PL100 < 30)) -3 Non-selected respondent |

Description

This variable is intended to capture the concept of underemployment (working fewer hours than the person would prefer because they cannot find a job working more hours; see for example Working Group on Employment Statistics, 2001b). The target variable in EU-SILC will not capture a fully-harmonised definition of underemployment, however: to do so would require a larger number of items than the space constraints would permit. The cut-off filter for the EU-SILC item is set relatively high (at 30 hours for all of the jobs) so as to capture as many as possible of those who would wish to work a greater number of hours.

Note: In the case of teachers, hours worked should be considered as the hours of teaching, those dedicated to preparation of classes, study, research as well as hours of compulsory attendance in the centre of studies.

Variable PL120 refers to the main reason for working less than 30 hours. In this way, only one response must be ticked. In cases where more than one reasons apply and it is not clear which is the main reason, the list should be treated in order of priority, with code 1 having the highest priority and code 7 as lowest priority.

PL130: Number of persons working at the local unit

| | |
|---------------------------|---|
| Domain/Area | Labour information/Detailed labour information |
| Transmission type | Regular |
| Reference period | Current |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | 1 - 10 Exact number (if between 1 and 10) 11 Between 11 and 19 persons 12 Between 20 and 49 persons 13 50 persons and more 14 Do not know but less than 11 persons 15 Do not know but more than 10 persons |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL031 not equal to 1, 2, 3 or 4) -3 Non-selected respondent |

Description

This variable refers to the main job. If multiple jobs are held or were held, the main job should be considered as the one in which the greatest number of hours are usually worked.

Person him(her)self should be included in number, as should the employer

For definition of local unit see PL100: Total number of hours usually worked in second, third, ... jobs .

| PL140: Type of contract | |
|--------------------------------|---|
| Domain/Area | Labour information/Detailed labour information |
| Transmission type | Regular |
| Reference period | Current/last situation |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | 1 Permanent job/work contract of unlimited duration 2 Temporary job/work contract of limited duration |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL040 not equal to 3) -3 Non-selected respondent -4 Not applicable because the person is employee (PL040=3) but does not have a contract |

| Description |
|---|
| <p>This variable refers to the main job (current if PL031=1, 2, otherwise it refers to the last main job). If multiple jobs are held or were held, the main job should be the one in which the greatest number of hours are usually worked.</p> <p>This question is addressed only to employees. In the majority of Member States, most jobs are based on written work contracts. However in some countries such contracts exist only for specific cases (for example in the public sector, for apprentices, or for other persons undergoing some formal training within an enterprise). Taking into account these different institutional arrangements, the notions of "temporary job" and "work contract of limited duration" (likewise "permanent job" and "work contract of unlimited duration") describe situations which under different institutional frameworks can be regarded as similar. A job may be regarded as temporary if it is understood by both the employer and the employee that the termination of the job is determined by objective conditions such as reaching a certain date, completion of an assignment or return of another employee who has been temporarily replaced. In the case of a work contract of limited duration, the condition for its termination is generally mentioned in the contract.</p> <p>To be included in these groups are:</p> <p>Persons with a seasonal job;</p> <p>Persons engaged by an employment agency or business and hired out to a third party for the carrying out of a "work mission" (unless there is a work contract of unlimited duration with the employment agency or business);</p> <p>Persons with specific training contracts. If there exists no objective criterion for the termination of a job or work contract, these should be regarded as being permanent or of unlimited duration.</p> <p>Here, the actual employment is time-limited under an agreement - not that the respondent has, for example, considered stopping work in order to travel or attend college. Students with jobs that they only intend to keep for as long as they are studying, are thus not in a time-limited job.</p> <p>Respondents who have a contract to do their job, which may be renewed, for example, once a year, should be coded according to whether or not the respondents themselves consider their job to be of an</p> |

unlimited duration.

A contract for a probationary period when the contract finishes automatically at the end of the probationary period, necessitating a new contract if the person continues to be employed by the same employer, is to be considered a 'temporary job'.

PL150: Managerial position

| | |
|---------------------------|--|
| Domain/Area | Labour information/Detailed labour information |
| Transmission type | Regular |
| Reference period | Current/last situation |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | 1 Supervisory 2 Non-supervisory |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL040 not equal to 3) -3 Non-selected respondent |

Description

This variable refers to the current job if PL031=1, 2, otherwise it refers to the last main job).

Supervisory: Supervisory responsibility includes the formal responsibility for supervising a group of other employees (other than apprentices), whom the respondent supervises directly, sometimes when doing some of the work that (s)he supervises. It implies that the supervisor or foreman takes charge of the work, directs the work and sees that it is properly conducted.

PL160: Change of job since last year

| | |
|---------------------------|---|
| Domain/Area | Labour information/Detailed labour information |
| Transmission type | Regular |
| Reference period | Since last year (since last interview, if applicable) |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | 1 Yes 2 No |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL031 not equal to 1, 2, 3 or 4) -3 Non-selected respondent |

Description

This variable asks whether the individual left a job or changed from one job to another since the last interview (or last 12 months for the first year of data collection).

For employees, a change of job means a change of employer, not moving from one set of duties to another with the same employer. Nevertheless, a change of contract with the same employer is still considered as a change of job.

For the self-employed, a change of job means a change in the nature of the activity performed (or moving between employee and self-employed status). Completing one contract and beginning another does not constitute a change of job for the self-employed.

| PL170: Reason to change | |
|--------------------------------|---|
| Domain/Area | Labour information/Detailed labour information |
| Transmission type | Regular |
| Reference period | Since last year (since last interview, if applicable) |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | 1 To take up or seek better job 2 End of temporary contract 3 Obligated to stop by employer (business closure, redundancy, early retirement, dismissal etc.) 4 Sale or closure of own/family business 5 Childcare and care for other dependents 6 Partner's job required us to move to another area or marriage 7 Other reasons |
| Flags | 1 Filled -1 Missing -2 Not applicable (PL160 not equal to 1) -3 Non-selected respondent |

| Description |
|---|
| <p>The main reason the person left a job since last year.</p> <p>To take up or seek better job: Better job should be understood in a broad sense; it covers better wage, better work conditions, less commuting, etc.</p> <p>End of temporary contract: This code is used for employees who declare that their last job was temporary and came to an end, or that they had a formal work contract which was completed. This also applies to seasonal and casual jobs.</p> <p>Obligated to stop by employer: It covers a number of situations, such as being dismissed or made redundant, closures of the employer's business, or early retirement due to economic factors (labour market problems, difficulties in specific sectors of the economy, etc.). Termination for other reasons - such as due to end of contract (and refusal by employer to renew it), retirement at normal age, or retirement 'by own choice' i.e. not as a result of economic factors such as market problems, or due to closure of own business in the case of the self-employed - are included in other response categories.</p> <p>Other reasons: This code is used where none of the codes 1-6 apply, including those cases where the person has resigned from his job for reasons (such as personal dissatisfaction, retired from his/her job at the normal retirement age, respondent left his/her job because of personal health) not covered by any of the other codes.</p> |

PL180: Most recent change in the individual's activity status

| | | |
|---------------------------|---|--|
| Domain/Area | Labour information/Detailed labour information | |
| Transmission type | Regular | |
| Reference period | Since last year (since last interview, if applicable) | |
| Unit | All current household members aged 16 and over or selected respondent (where applies) | |
| Mode of collection | Personal interview (proxy as an exception) or registers | |
| Values | 1 | Employed - unemployed |
| | 2 | Employed - retired |
| | 3 | Employed - other inactive |
| | 4 | Unemployed - employed |
| | 5 | Unemployed - retired |
| | 6 | Unemployed - other inactive |
| | 7 | Retired - employed |
| | 8 | Retired - unemployed |
| | 9 | Retired - other inactive |
| | 10 | Other inactive - employed |
| | 11 | Other inactive - unemployed |
| | 12 | Other inactive - retired |
| Flags | 1 | Filled |
| | -1 | Missing |
| | -2 | Not applicable (no change since last year) |
| | -3 | Non-selected respondent |

Description

This variable collects whether there is a change in the respondent's activity status since the last interview (or last 12 months for the first year of data collection).

If there has been more than one change in the individual activity status, the most recent change should be recorded.

The status is self-defined and the same definitions as for variable PL031 apply (see PL031 for definitions and explanations).

PL190: When began first regular job

| | |
|---------------------------|---|
| Domain/Area | Labour information/Activity history |
| Transmission type | Regular |
| Reference period | Working life |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | 8 - 65 Age |
| Flags | 1 Filled -1 Missing -2 Not applicable (person never worked i.e. (PL031 not equal to 1, 2, 3 or 4 AND PL015 not equal to 1)) -3 Non-selected respondent |

Description

Dynamic analysis of the employment situation requires measures extending over time. This requires measures that are more stable and more directly enumerated than the conventional labour force survey measures defined with reference to a short reference period, such as one week (Verma, 1999 and 1999a). EU-SILC follows the concept of self-declared or main activity status.

A selected subset of items is to be included in EU-SILC which would allow to obtain an overview of the person's total (lifetime) work experience and of their recent unemployment experience.

Some of the items of information will need to be collected only once for each person: such as the item on when the person started their first regular job, and the number of years since that time that has been spent at work.

Age when started first regular job: It is designed to permit the calculation of the total potential time the person could have spent in the labour force. It is the age at which the person began their first regular job.

Vacation jobs taken by students, from which they return to studies or to other non-work situations are disregarded, as well as any other casual job undertaken from time to time. Part-time jobs that the person may have engaged in while still in school or university are not included. However, if the person works or worked in formal regular work, during his/her studies, this work should be considered.

Normally, the job considered should be the first one that lasted for at least six months, unless it was terminated by a period of unemployment or by another job.

PL200: Number of years spent in paid work [*Number of years spent in paid work (as employee or self-employee)*]

| | |
|---------------------------|---|
| Domain/Area | Labour information / Activity history |
| Transmission type | Regular |
| Reference period | Working life |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | 0 - 65 Number of years |
| Flags | 1 Filled -1 Missing -2 Not applicable (person never worked i.e. (PL031 not equal to 1, 2, 3 or 4 AND PL015 not equal to 1)) -3 Non-selected respondent |

Description

This indicator provides a summary measure of the labour force experience of the individual.

This covers the number of years since the respondent started their first regular job, that they have spent at work, whether as an employee or self-employed.

When a person had a job, but was temporarily absent because of maternity leave, injury or temporary disability, slack work for technical or economic reasons, ... the related period is to be taken into account in the computation of the number of years spent in paid work.

'At work' is self-defined. In cases where there is doubt, such as when the person spent a number of years working on a part-time basis, the person's own perception of whether their main activity was 'at work' or something else should be taken. If a person retires and continues to have a paid work at the same time, this time period should only be taken into account if the person declares him/herself as working. If this person considers him/herself as retired, then the computed number of years spent in paid work stops with the retirement of the person.

See *a/so* PL190: When began first regular job

PL211A: Main activity in January
PL211B: Main activity in February
PL211C: Main activity in March
PL211D: Main activity in April
PL211E: Main activity in May
PL211F: Main activity in June
PL211G: Main activity in July
PL211H: Main activity in August
PL211I: Main activity in September
PL211J: Main activity in October
PL211K: Main activity in November
PL211L: Main activity in December

| | |
|---------------------------|---|
| Domain/Area | Labour information/Calendar of activities |
| Transmission type | Regular |
| Reference period | Income reference period |
| Unit | All current household members aged 16 and over or selected respondent (where applies) |
| Mode of collection | Personal interview (proxy as an exception) or registers |
| Values | 1 Employee working full-time 2 Employee working part-time 3 Self-employed working full-time (including family worker) 4 Self-employed working part-time (including family worker) 5 Unemployed 6 Pupil, student, further training, unpaid work experience 7 In retirement or in early retirement or has given up business 8 Permanently disabled or/and unfit to work 9 In compulsory military or community service 10 Fulfilling domestic tasks and care responsibilities 11 Other inactive person |
| Flags | 1 Filled -1 Missing -3 Non-selected respondent |

Description

This variable replaces, from the 2009 operation onwards, the variable PL210 as defined in the EU-SILC Regulation⁴.

The status is self-defined and the same definitions as for variable PL031 apply (see PL031 for definitions and explanations). In particular, if the person combines different part-time jobs as an

⁴ An agreement was made during the Living Conditions Working Group(WG) meeting in June 2008 that the variables PL210 will be replaced by the variable PL211 with slightly different labelling in order to harmonise labour variables. In 2010, the LC WG agreed to suppress PL210 and to keep only PL211 from the 2011 operation onwards.

employee which result in the same hours as an equivalent full-time job, the person should consider his/herself as employee working full-time (code 1 should be ticked for the month).

If more than one type of activity occur in the same month, priority should be given to economic activity (“main activity: work”) over non-economic activity and over inactivity. On the basis of this principle, the following rules may be used:

If the respondent worked, at least during two weeks of the month, then code 1, 2, 3 or 4 should be ticked for the month;

If more than one of the other codes apply in the same month, the respondent will select one on the basis of self-assessment. The criterion of most time spent may be useful where applicable.

See also PL040: Status in employment.