

EU Labour Force Survey ad hoc module 2019 on work organisation and working time arrangements

QUALITY ASSESSMENT REPORT

2020 edition



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ad hoc module 2019 on
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1

Introduction

The aim of this chapter is to introduce the EU-LFS ad hoc module of 2019 and its legal framework, with a short description of the concerned variables. The countries that have participated in the EU-LFS ad hoc module are also listed.

1.1 Background

The EU has a longstanding commitment to support the principles on secure and adaptable employment, work-life balance and well adapted work environment. This is evidenced by the European employment strategy, the employment guidelines and the European Pillar of Social Rights which express the need for greater adaptability of both enterprises and workers in Europe. Those EU initiatives highlight the need to collect data on the application of new practices in work organisation and working time arrangements and the experiences of workers with those practices and arrangements at European level. In order to monitor the progress in this area, the implementation of the European Union Labour Force Survey (EU-LFS) 2019 module on work organisation and working time arrangements is of high importance.

The EU-LFS is the largest European household sample survey, providing quarterly and annual results on persons aged 15 and over in the labour force (employed and unemployed) as well as outside the labour force (students, retired people, etc.).

This survey was established by Council Regulation (EC) No 577/98 of 9 March 1998⁽¹⁾ on the organisation of a labour force sample survey in the European Union. This Regulation and its amendments set out provisions for the design, characteristics and decision-making process of the survey.

The EU-LFS sample size is about 1.8 million persons per quarter. The survey is implemented on a continuous basis and data are generally collected through interviews. Only private households are included in the published data. In most countries, proxy interviews (with another person in the household) are allowed. The variables which are collected on a quarterly or annual basis are called 'core variables'⁽²⁾.

In addition to the core variables, the EU-LFS also has so-called 'ad hoc' modules (AHM) that can vary from year to year. These are a supplementary set of up to 11 variables, added to the core, on a clearly defined labour market relevant topic. Topics are chosen in cooperation with the National Statistical Institutes (NSIs), the concerned policy Directorate Generals of the European Commission and Eurostat, on the basis of policy-makers and other users needs.

The legal basis for the current module on work organisation and working time arrangements is the Commission Implementing Regulation (EU) 2017/2384 of 19 December 2017⁽³⁾. This means that EU

⁽¹⁾ <http://data.europa.eu/eli/reg/1998/577/oj>

⁽²⁾ https://ec.europa.eu/eurostat/statistics-explained/index.php/EU_labour_force_survey_%E2%80%93_main_features_and_legal_basis

⁽³⁾ https://eur-lex.europa.eu/eli/reg_impl/2017/2384/oj

Member States are obliged to carry out the survey and send microdata to Eurostat. In addition, Iceland, Norway, Switzerland (EFTA countries) and Turkey have also implemented the survey.

The list of variables with their technical description provided by the Regulation is complemented with a model questionnaire and explanatory notes, whose aim is to guide NSIs in the implementation of the ad hoc module. All these elements were developed by a dedicated task force consisting of experts from a selection of NSIs: Germany, Estonia, France, Italy, Cyprus, Hungary, Austria, Slovakia, Finland and Switzerland. Furthermore, representatives from the European Commission Directorate General for Employment (DG EMPL), the European Centre for the Development of Vocational Training (CEDEFOP), the European Institute for Gender Equality (EIGE), the International Labour Office (ILO), the Organisation for Economic Co-operation and Development (OECD) and Eurostat were involved in the process.

The subject of the AHM 2019 was already covered in 2004⁽⁴⁾ and has been developed to provide insight on the work organisation and working time arrangements of employed aged 15 years and more. From 2021 onwards, the EU-LFS will be implemented under a new legal framework⁽⁵⁾, the Integrated European Social Statistics (IESS) framework regulation. In this context, the module on work organisation and working time arrangements will be repeated every eight years, and the next repetition will be in 2027.

This report mainly focuses on the assessment of the overall quality of AHM 2019, including the comparison of the quality between countries. The first chapter describes the background and content of the AHM (with its submodules), and lists the participating countries. The second chapter presents the main characteristics of the AHM 2019 data collection at national level, the population units and sampling rate, the subpopulation due to filters, the item non-response after imputation, the rate of proxy interviews and the publication limits for the estimates. The quality assessment per variable is described in chapter 3, where information is provided about the implementation of the variables at national level, i.e. deviations from the proposed model questionnaire and other issues countries encountered during the implementation. Finally, chapter 4 presents some overall conclusions and recommendations. In the annexes, more detailed information is provided with regard to the model questionnaire and the technical characteristics, through complementary tables and figures.

1.2 Description of module

The EU-LFS ad hoc module 2019 on 'Work organisation and working time arrangements' includes 11 variables divided into three submodules. The quality assessment of the variables are discussed in more detail in chapter 3. More detailed information on the variables can be found in Annex 1.

Submodule 1: Flexibility of working times

The first submodule aims to establish to what degree employed persons, aged 15 years and more, are allowed to have flexible working times in order to combine their work and private life. This can be in a negative or positive way, i.e. with overtime as a consequence, or being more flexible for the family at home.

⁽⁴⁾ https://ec.europa.eu/eurostat/statistics-explained/index.php?title=EU_labour_force_survey_-_ad_hoc_modules

⁽⁵⁾ Regulation (EU) 2019/1700 of the European Parliament and of the Council of 10 October 2019 establishing a common framework for European statistics relating to persons and households, based on data at individual level collected from samples (<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.LI.2019.261.01.0001.01.ENG>)

Five variables are included in the first submodule:

- VARIWT: Variable working time;
- FREEHOUR: Freedom to take hours off;
- FREELEAV: Freedom in taking leave;
- FLEXWT: Expected flexibility in working times;
- AVAIFREE: Available for work in free time.

Submodule 2: Methods at work

The aim of the second submodule is to assess the degree of autonomy and trust that is given to employees and how far employees can influence the way work is carried out. In addition, it provides information on how common it is to work under time pressure.

The second submodule includes three variables:

- RECHOURS: Recording of working hours;
- PRESSURE: Working under time pressure;
- JOBAUTON: Job autonomy.

Submodule 3: Place of work

The third submodule targets *(i)* to find out the main place of work, i.e. where most activities for the main job are carried out, *(ii)* to investigate the time to get from home to work (main job) and *(iii)* to collect the frequency of changing location for the main job.

Three variables are included in the third submodule:

- PLACEWK: Main place of work;
- COMMUTM: Commuting time;
- OTHERLOC: Working on other location.

1.3 List of participating countries

Data collection of the EU-LFS ad hoc module 2019 involves 27 EU Member States, the United Kingdom, three EFTA countries and one candidate country.

BE	Belgium
BG	Bulgaria
CZ	Czechia
DK	Denmark
DE	Germany
EE	Estonia
IE	Ireland
EL	Greece
ES	Spain
FR	France
HR	Croatia
IT	Italy
CY	Cyprus
LV	Latvia
LT	Lithuania
LU	Luxembourg
HU	Hungary
MT	Malta
NL	Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovakia
FI	Finland
SE	Sweden
UK	United Kingdom
IS	Iceland
NO	Norway
CH	Switzerland
TR	Turkey

2

Data collection and methodology

In this chapter, the main characteristics of the national data collection, regarding the EU-LFS ad hoc module (AHM) 2019 are described. These relate to the quality of the survey performed in the different participating countries. The characteristics entail the data collection, target population, sample size, proxy interviews, item non-response and editing/imputation rates. These characteristics can affect the quality of the survey results. The chapter concludes with the reliability limits for the AHM 2019 estimates.

2.1 Main characteristics of data collection

The main characteristics by country of the data collection for the AHM 2019 on work organisation and working time arrangements are indicated in Table 2.1. Countries show a large variability as regards the reference period, the wave-approach, the interview mode, the legal framework, the position of ad hoc module questions in the overall LFS survey and the average duration of the interview.

Wave-approach

The majority of countries (18) used the wave approach for the data collection. This resulted in the collection of AHM information from a sample that covered all quarters of the year 2019. However, 13 countries implemented the survey during the second quarter of 2019 and Estonia was the only country that collected ad hoc module data during both the second and fourth quarters of that year.

Interview mode

The majority of participating countries used a mixed-mode design in the data collection for the module.

A combination of CAPI and CATI modes was used in 16 participating countries: Belgium, Germany, Estonia, Ireland, Spain, Croatia, Italy, Cyprus, Latvia, Lithuania, Hungary, Poland, Portugal, Slovenia, Slovakia and Finland. In addition, Germany, Poland and Slovakia used the PAPI mode as well, and in a self-administered manner in Germany.

Bulgaria is the only country where the module was collected with PAPI only. In Czechia, Greece, Malta and Romania, the module was conducted in PAPI mode, in combination with either CAPI or CATI. Five countries had a mixed-mode design including CAWI: Belgium, Denmark, Latvia, Lithuania and Luxembourg. CATI only is implemented in the Netherlands, Sweden, Iceland, Norway and Switzerland. France, Austria, the United Kingdom and Turkey have conducted the module with CAPI only.

Table 2.1: Main characteristics on data collection by country, module 2019

	Reference period	Wave(s) for subsample	Interview mode	National participation	Position in LFS questionnaire	Proxy answering allowed	Average interview duration (min.sec)	LFS non-response rate*
Belgium	Q1-Q4	1	CAPI, CATI, CAWI	Compulsory	End	N	8.00	13.8
Bulgaria	Q1-Q4	3	PAPI	Voluntary	End	Y	10.10	20.3
Czechia	Q1-Q4	1	PAPI, CAPI	Voluntary	End	Y	6.00	21.9
Denmark	Q1-Q4	4	CATI, CAWI	Voluntary	Other	Y	2.00	44.0
Germany	Q1-Q4	1/10 of the core sample	PAPI, CAPI, CATI	Voluntary	Spread	Y	NR	5.8
Estonia	Q2, Q4	NA	CAPI, CATI	Voluntary	After employment	Y	NR	27.1
Ireland	Q2	NA	CAPI, CATI	Voluntary	After employment	Y	3.36	37.4
Greece	Q2	NA	PAPI, CAPI	Compulsory	After Employment (CAPI), End (PAPI)	Y	6.00	28.3
Spain	Q1-Q4	6	CAPI, CATI	Compulsory	End	Y	2.25	16.1
France	Q1-Q4	6	CAPI	Compulsory	After Employment	Y	2.40	20.8
Croatia	Q2	NA	CAPI, CATI	Voluntary	End	Y	3.00	42.9
Italy	Q1-Q4	2	CAPI, CATI	Compulsory	Other	Y	3.30	17.0
Cyprus	Q2	NA	CAPI, CATI	Compulsory	End	Y	3.00-7.00	4.4
Latvia	Q1-Q4	1	CAPI, CATI, CAWI	Voluntary	End	Y	1.00	35.2
Lithuania	Q2	NA	CAPI, CATI, CAWI	Voluntary	End	Y	8.00	23.2
Luxembourg	Q1-Q4	1	CATI, CAWI	Compulsory	After Employment	N	3.00	44.4
Hungary	Q2	NA	CAPI, CATI	Voluntary	End	Y	3.48	27.3
Malta	Q1-Q4	1, 4	PAPI, CATI	Compulsory	Other	Y	10.00	33.3
Netherlands	Q1-Q4	2	CATI	Voluntary	After Employment	Y	2.00	50.7
Austria	Q1-Q4	1	CAPI	Compulsory	End	Y	3.00	6.1
Poland	Q2	NA	PAPI, CAPI, CATI	Voluntary	Separated questionnaire	Y	10.00	45.9
Portugal	Q2	NA	CAPI, CATI	Compulsory	End	Y	5.00	19.9
Romania	Q2	NA	PAPI, CAPI	Voluntary	End	Y	6.00	12.1
Slovenia	Q2	NA	CAPI, CATI	Voluntary	End	Y	1.00-2.00	22.6
Slovakia	Q2	NA	PAPI, CAPI, CATI	Compulsory	End	Y	5.40	18.6
Finland	Q1-Q4	5	CAPI, CATI	Voluntary	End	Y	2.50	37.3
Sweden	Q1-Q4	2	CATI	Voluntary	End	N	3.00	49.8
United Kingdom	Q1-Q4	1	CAPI	Voluntary	End	Y	3.41	53.2
Iceland	NR	NR	NR	NR	NR	NR	NR	NR
Norway	Q1-Q4	1, 8	CATI	Compulsory	End	N	2.54	16.3
Switzerland	Q1-Q4	1	CATI	Voluntary	Spread	Y	3.42	22.2
Turkey	Q2	NA	CAPI	Compulsory	End	Y	10.00	5.0

Abbreviations: NA = not applicable/not defined; NR = information not available

* Non-response rate refers to reference period of the AHM data collection (e.g. Q2 for countries who implemented the AHM in Q2 and the annual average for countries who surveyed the AHM in Q1-Q4)

Legal framework

The participation of households/individuals to the AHM is for the majority of countries (19) on a voluntary basis. However, in thirteen countries participants of the survey are compelled to answer the questions related to the AHM. Germany is the only country that has a different legal regulation for the AHM compared to the LFS core: while participation in the AHM is on voluntary basis, it is compulsory for the LFS core.

Position in questionnaire

The majority of participating countries (20) positioned the questions of the module at the end of the LFS questionnaire. Five countries (Estonia, Ireland, France, Luxembourg and the Netherlands) asked the questions of the module after the questions related to employment. For Greece the position of the module questions was dependent on the data collection mode (in case of CAPI: following employment section, in case of PAPI: at the end of the questionnaire). Germany and Switzerland have spread the questions over the whole questionnaire. Poland used a separate questionnaire; Denmark, Italy, and Malta placed module questions after the questions on work time agreements, in a specific section after the employment section and inside the employment section respectively.

Proxy interview

Proxy interviewing means that the interview is done with someone in the household (e.g. parent or spouse) other than the person about whom information is being sought. Proxy answering is allowed for the AHM in all countries but Belgium, Luxembourg, Sweden, Iceland and Norway.

Interview time

The duration of the interview varies substantially between countries. The reported time ranges from one to more than ten minutes. The large variety may reflect different numbers of questions countries have implemented for each variable of the module, but it may also reflect different ways of computation countries have applied to estimate the average duration of an interview.

Unit non-response

Non-response is a non-observation error. It represents an unsuccessful attempt to obtain desired information from an eligible unit selected in the survey. The unit non-response reflects a complete failure to obtain data from a sample unit and is depicted in the last column of Table 2.1. The figure in this column reflects the actual rate of non-respondents in the original sample of the LFS survey, i.e. it reflects the rate of eligible persons who were included in the sample, but have not responded at all on the LFS survey for several reasons, e.g. refusal, non-contact or unable to participate because the person died or has moved, etc.

The unit non-response rate of the LFS core varies from more than 50 percent in the Netherlands and the United Kingdom to less than five percent in Cyprus. This large variety across countries is due to the differences in the practical and technical aspects of the data collection at national level, e.g. differences in reference population or sampling design.

2.2 Population units and sampling rate

The aim of the AHM 2019 is to investigate the working time arrangements and the flexibility in work organisation of the employed persons aged 15 years and more. In addition, information is gathered on the main place of work, and commuting time if any.

For the sample of the EU-LFS core, persons of 15 years and more are selected (with the exception of Spain, Italy and the United Kingdom where people aged 16 and more are being interviewed),

Denmark, Estonia, Latvia, Hungary, Finland, Sweden and Norway (people aged 15-74), Iceland (people aged 16-74)). In total, more than 370 million persons in the EU-27 are included in the sample of the EU-LFS. However, the target population of the module on work organisation and working time arrangements is smaller as it only includes employed persons, which makes on average more than 50 percent of the LFS population.

Table 2.2 clearly shows that the size of the target population of the EU-LFS core and of the 2019 AHM varies greatly between countries, e.g. Cyprus, Luxembourg, Malta and Iceland have a target population for the EU-LFS core of less than 1 million while the target population for Germany amounts to 70 million. Among the EU Member States, Germany, together with Spain, France, Italy and Poland, corresponds to the highest number of employed persons, so the biggest AHM 2019 target population.

Table 2.2: Size target population, units of respondents and sampling rate by country (aged 15 years and more)

	Target population (x1000)		Unweighted number of respondents (units)		Sampling rate* (%)	
	Overall population	Employed population	Overall population	Employed population	Overall population	Employed population
EU-27	373304	199352	4741358	441541	1.27	0.22
Belgium	9387	4832	125138	20489	1.33	0.42
Bulgaria	5966	3233	117530	14874	1.97	0.46
Czechia	8964	5303	175378	17554	1.96	0.33
Denmark	4857	2869	96603	13118	1.99	0.46
Germany	70694	41638	654150	27037	0.93	0.06
Estonia	1104	673	22970	7364	2.08	1.09
Ireland	3919	2300	118138	15674	3.01	0.68
Greece	9104	3956	198811	19345	2.18	0.49
Spain	39759	19779	562421	38134	1.41	0.19
France	53646	27176	421295	32335	0.79	0.12
Croatia	3519	1678	31631	3192	0.90	0.19
Italy	51993	23360	503042	49140	0.97	0.21
Cyprus	712	418	32673	4568	4.59	1.09
Latvia	1586	910	33137	4015	2.09	0.44
Lithuania	2368	1382	49373	7473	2.08	0.54
Luxembourg	505	289	28142	5053	5.57	1.75
Hungary	8182	4511	176834	21163	2.16	0.47
Malta	426	252	18325	4498	4.30	1.79
Netherlands	14351	8982	336858	26079	2.35	0.29
Austria	7430	4355	150291	17669	2.02	0.41
Poland	30283	16482	221166	19105	0.73	0.12
Portugal	8864	4917	129260	16179	1.46	0.33
Romania	16383	8814	206274	25313	1.26	0.29
Slovenia	1771	991	52547	7058	2.97	0.71
Slovakia	4592	2570	75641	9283	1.65	0.36
Finland	4627	2550	110986	11171	2.40	0.44
Sweden	8312	5132	92744	4658	1.12	0.09
United Kingdom	53727	32710	267602	38824	0.50	0.12
Iceland	256	203	12084	2283	4.71	1.12
Norway	4393	2724	82536	14246	1.88	0.52
Switzerland	7214	4706	114237	7273	1.58	0.15
Turkey	61468	28269	366550	40844	0.60	0.14

* sampling rate = percentage of the number achieved of respondents over the target population.

As regards the sampling rate, it is computed as the percentage of the achieved number of respondents over the target population (employed persons aged 15 years and more for the AHM

2019). There is a high diversity in rates, with the smaller countries having the highest sampling rates and vice versa: Malta shows a sampling rate of 1.79 percent, Germany has a rate of 0.06 percent.

2.3 Editing and imputation

After data collection, some countries have edited and/or performed imputations in order to correct inconsistencies and/or replace missing data respectively. Imputations can be made based on administrative data or on data that has been collected in a previous wave or in the core LFS.

Italy, Malta, Austria and Romania applied both data editing and data imputation. Bulgaria, Greece and Croatia only edited data, France and Slovenia only performed imputations. On average, the rates are low and in general, when countries have applied data editing or data imputation, they have done it for all variables.

2.4 Subpopulations due to filters

Table 2.3 indicates, by country, the number of respondents for each AHM 2019 variable, and the corresponding percentage calculated in relation to the total number of respondents who are the employed aged 15 and older. This table makes it possible to analyse for each AHM 2019 variable the extent of its entry filter but also the sample size on which estimates are based. The lower the percentage, the more restrictive is the entry filter of the considered variable, and the smaller the subpopulation having answered to that variable.

For the 11 AHM 2019 variables, the target subpopulations are as follows (more details are available in Annex 1):

Submodule 1

- VARIWT, FREELEAV, FLEXWT and AVAIFREE: individuals of 15 years and more who did any work for pay or profit during the reference week (one hour or more) or who were not working but had a job or business from which they were absent during the reference week;
- FREEHOUR: respondents who have mentioned that they can decide on working time with certain restrictions or that their employer or organisation mainly decides or those who did not know who decide;

Submodule 2

- RECHOURS: employees;
- PRESSURE and JOBAUTON: persons aged 15 and more who did any work for pay or profit during the reference week (one hour or more) or who were not working but had a job or business from which they were absent during the reference week.

Submodule 3

- PLACEWK: those who are 15 years and older who did any work for pay or profit during the reference week (one hour or more) or who were not working but had a job or business from which they were absent during the reference week;

Table 2.3.: Number of respondents (unweighted) and share of target population (employed aged 15 and more) by variable and country, module 2019 (figures in units and %)

	VARIWT		FREEHOUR		FREELEAV		FLEXWT		A/VA/FREE		RECHOURS		PRESSURE		JOB/AUTON		PLACEWK		COMMUTM		OTHERLOC			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%		
EU-27	433302	98.1	352590	79.9	427961	96.9	427988	96.9	351960	79.7	423391	97.2	430001	97.4	433498	98.2	410569	93.0	428717	97.1				
Belgium	20466	99.9	15761	76.9	20468	99.9	20459	99.9	17310	84.5	20458	99.8	20465	99.9	20471	99.9	19736	96.3	20471	99.9	14705	98.9	14809	99.6
Bulgaria	14809	99.6	13168	88.5	14809	99.6	14809	99.6	13018	87.5	14809	99.6	14809	99.6	14809	99.6	14705	98.9	14809	99.6	16706	95.2	17484	98.6
Czechia	17537	99.9	14562	83.0	17467	99.5	17467	99.5	14552	82.9	17421	98.2	17501	99.7	17533	99.9	16706	95.2	17484	98.6	12268	93.5	12900	98.3
Denmark	12894	98.2	10354	79.0	12827	97.8	12828	97.8	11771	89.7	12853	98.0	12824	97.7	12957	98.8	12268	93.5	12900	98.3	24794	91.7	22044	81.5
Germany	25089	92.8	19322	71.5	24694	91.3	22999	85.1	22002	81.4	24354	90.1	24428	90.4	24735	91.5	24794	91.7	22044	81.5	6866	93.2	7351	99.8
Estonia	7361	100.0	5960	81.2	7268	98.7	7336	99.6	6514	88.5	7350	99.8	7363	99.9	7350	100.0	6866	93.2	7351	99.8	12760	81.4	13789	88.0
Ireland	13623	88.2	11051	70.5	13623	88.3	13622	86.9	11299	72.1	13456	85.8	13639	87.0	13878	88.5	12760	81.4	13789	88.0	17781	91.9	18490	95.6
Greece	18585	96.1	14880	76.9	18482	95.5	18482	95.3	11358	58.7	18542	95.8	18496	95.6	18580	96.0	17781	91.9	18490	95.6	35554	93.2	37378	98.0
Spain	37869	99.3	31135	81.6	35852	94.0	37078	97.2	29160	76.5	35799	96.5	37007	97.0	37997	99.6	35554	93.2	37378	98.0	29707	91.9	32083	95.2
France	32277	99.8	2618	79.2	31614	97.8	32024	99.0	26466	81.8	31722	98.1	31887	98.6	32292	99.9	29707	91.9	32083	95.2	3048	95.5	3179	98.6
Croatia	3186	99.8	2766	86.7	3166	99.2	3144	98.5	2542	79.6	3120	97.7	3160	99.0	3182	99.7	3048	95.5	3179	98.6	47520	96.7	48589	98.9
Italy	48920	99.6	40044	81.5	48449	98.6	47910	97.5	48247	98.2	48374	98.4	48294	98.3	48812	99.3	47520	96.7	48589	98.9	4511	98.8	4568	100.0
Cyprus	4568	100.0	4125	90.3	4568	100.0	4568	100.0	3927	86.0	4568	100.0	4568	100.0	4568	100.0	4511	98.8	4568	100.0	3902	97.2	3962	98.2
Latvia	4000	99.6	3380	84.2	3964	98.7	3944	98.2	3508	87.4	3963	98.7	3963	98.7	4003	99.7	3902	97.2	3962	98.2	7473	96.8	7473	100.0
Lithuania	7473	100.0	6633	88.8	7473	100.0	7473	100.0	6617	88.5	7473	100.0	7473	100.0	7473	100.0	7231	96.8	7473	100.0	7231	96.8	7473	100.0
Luxembourg	3943	78.0	3305	65.4	3901	77.2	3902	77.2	3950	78.2	3950	78.2	3939	78.0	3948	78.1	3413	67.5	3914	77.5	20781	98.2	20781	98.2
Hungary	20824	98.4	18706	88.4	20753	98.1	20724	97.9	20407	96.4	20728	97.9	20773	98.2	20846	98.5	20125	95.1	20781	98.2	4381	97.4	4381	97.4
Malta	4498	100.0	3834	85.2	4498	100.0	4498	100.0	4498	100.0	4498	100.0	4498	100.0	4498	100.0	4381	97.4	4381	97.4	25781	98.9	25781	98.9
Netherlands	26033	99.8	20381	78.2	25416	97.5	25824	99.0	25631	98.3	25816	99.0	25781	98.9	26048	99.9	24116	92.5	25856	99.1	17669	100.0	17669	100.0
Austria	17669	100.0	14722	83.3	17669	100.0	17669	100.0	15462	87.5	17669	100.0	17669	100.0	17669	100.0	17669	100.0	17669	100.0	17669	100.0	17669	100.0
Poland	19105	100.0	14954	78.3	19105	100.0	19105	100.0	14935	78.2	19105	100.0	19105	100.0	19105	100.0	17960	94.0	19105	100.0	14578	90.1	15189	93.9
Portugal	15417	95.3	12327	76.2	14934	92.3	15198	93.9	15189	93.9	15127	93.5	15177	93.8	15420	95.3	14578	90.1	15189	93.9	21394	84.5	25313	100.0
Romania	25313	100.0	19181	75.8	25313	100.0	25313	100.0	18482	73.0	25313	100.0	25313	100.0	25313	100.0	21394	84.5	25313	100.0	6578	93.2	7046	99.8
Slovenia	7058	100.0	5947	84.3	7058	100.0	7033	99.6	6007	85.1	7058	100.0	7058	100.0	7058	100.0	6578	93.2	7046	99.8	8846	95.3	9191	99.0
Slovakia	9199	99.1	8279	89.2	9150	98.6	9153	98.6	7656	82.5	9153	98.6	9137	98.4	9200	99.1	8846	95.3	9191	99.0	10447	93.5	11063	99.0
Finland	11096	99.3	8475	75.9	10906	97.6	11004	98.5	9547	85.5	11077	99.2	11039	98.8	11092	99.3	10447	93.5	11063	99.0	4442	95.4	4619	99.2
Sweden	4300	92.3	3680	79.0	4555	97.8	4604	98.8	4193	90.0	4635	99.5	4645	99.7	4648	99.8	4442	95.4	4619	99.2	38520	90.7	38549	99.3
United Kingdom	38596	99.4	29702	76.5	38356	98.8	38412	98.9	31889	82.1	37832	97.4	38823	100.0	38637	99.5	35201	90.7	38549	99.3	2090	88.0	1977	86.6
Iceland	2107	92.3	1597	70.0	2028	88.8	2080	91.4	1855	81.3	2084	91.3	2090	91.5	2096	91.8	2010	88.0	1977	86.6	13905	97.6	13934	97.8
Norway	14142	99.3	12082	84.8	13783	96.7	13617	95.6	13114	92.1	14041	96.6	13978	98.1	14121	99.1	13905	97.6	13934	97.8	6799	93.5	7123	97.9
Switzerland*	6076	83.5	6076	83.5	7096	97.6	7202	99.0	6011	82.6	7154	98.4	7203	99.0	7210	99.1	6799	93.5	7123	97.9	40844	100.0	40844	100.0
Turkey	40844	100.0	26577	65.1	40844	100.0	40844	100.0	25748	63.0	40844	100.0	40844	100.0	40844	100.0	38095	93.3	40844	100.0	40844	100.0	40844	100.0

* Data concerning VARIWT is not available.

- COMMUTM: all employed persons that have mentioned they carry out working activities (for the main job) at a different place than home.
- OTHERLOC: all employed persons that have replied that their main place of work is at the employer's or own premises, at home, at the premises or homes of clients, at no locally fixed place or another kind of place.

As far as Eurostat is aware of, no countries have reported deviations from these entry filters as defined in the Regulation⁽⁶⁾.

2.5 Item non-response rate after imputation

The non-response described in this paragraph is different from the non-response discussed in paragraph 2.1. The item non-response, presented here, reflects indeed respondents who have provided some information but not all, or for whom some of the reported information was not usable. Examples can be that the interview was interrupted or that the respondent refused to answer to some questions or answered "don't know". Imputation procedures can be performed in order to deal with item non-response issues. Table 2.4 shows the item non-response by variable and by country. In addition, it should be noted that the item non-response in table 2.4 is calculated as a percentage of the (unweighted) number of respondents regarding the considered variable of the module. When the item non-response rate of a variable is more than ten percent (= coloured cells), caution is needed in case of dissemination of the variables; this issue is described in more details below.

Table 2.4: Item non-response rate after imputation by variable and country, module 2019 (% , unweighted)

	VARIWT	FREEHOUR	FREELEAV	FLEXWT	AVAIFREE	RECHOURS	PRESSURE	JOBAUTON	PLACEWK	COMMUTM	OTHERLOC
Belgium	0.1	0.2	0.1	0.2	0.2	0.1	0.2	0.1	0.1	0.2	0.0
Bulgaria	0.4	0.5	0.4	0.4	0.4	0.5	0.4	0.4	0.4	0.8	0.0
Czechia	0.1	0.4	0.3	0.5	0.5	0.5	0.8	0.3	0.1	1.0	0.3
Denmark	1.8	2.4	2.3	2.2	2.2	2.3	2.0	2.2	1.2	2.9	0.4
Germany	7.2	10.5	8.7	18.8	14.9	10.6	9.9	9.7	8.5	5.1	10.9
Estonia	0.0	0.8	1.3	0.5	0.4	0.4	0.2	0.2	0.0	2.5	0.2
Ireland	11.8	15.7	13.7	12.7	13.1	14.1	14.2	13.0	11.5	14.0	0.6
Greece	3.9	5.1	4.1	4.5	4.7	5.0	4.2	4.4	4.0	7.5	0.5
Spain	0.7	5.3	6.0	2.8	2.8	7.7	3.5	3.0	0.4	5.2	1.6
France	0.2	1.8	2.2	1.0	1.0	6.6	1.9	1.4	0.1	2.6	0.7
Croatia	0.2	1.2	1.1	0.8	1.5	6.4	2.3	1.0	0.3	2.7	0.1
Italy	0.5	1.4	1.4	2.5	1.8	2.9	1.6	1.7	0.7	2.6	0.5
Cyprus	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Latvia	0.4	1.3	1.3	1.5	1.8	2.2	1.3	1.3	0.3	0.0	0.5
Lithuania	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Luxembourg	22.0	25.7	22.8	22.8	21.8	22.5	21.8	22.1	21.9	29.8	0.9
Hungary	1.6	2.1	1.9	2.1	3.6	3.5	2.1	1.8	1.5	2.9	0.3
Malta	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.6
Netherlands	0.2	1.8	2.5	1.0	1.7	4.2	1.0	1.1	0.1	2.1	0.7
Austria	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Poland	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.1	0.0
Portugal	4.7	7.4	7.7	6.1	6.1	7.2	6.5	6.2	4.7	7.5	1.5
Romania	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.1	0.0
Slovenia	0.0	0.1	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.1	0.2
Slovakia	0.9	1.6	1.4	1.2	1.4	2.1	1.4	1.6	0.9	1.7	0.1
Finland	0.7	1.8	2.4	1.6	1.5	0.8	0.8	1.2	0.7	2.7	0.3
Sweden	7.7	3.4	2.2	0.8	1.2	1.0	0.5	0.3	0.2	1.9	0.6
United Kingdom	0.6	1.4	1.2	1.3	1.1	1.9	2.6	0.0	0.5	2.3	0.2
Iceland	7.7	11.4	11.2	8.6	8.9	8.3	8.7	8.5	8.2	9.6	5.7
Norway	0.7	2.6	3.3	1.8	4.4	2.0	1.4	1.9	0.9	0.0	1.3
Switzerland*	1.6	2.4	2.4	2.1	1.0	2.7	1.6	1.0	0.9	1.4	1.2
Turkey	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

* Data concerning VARIWT is not available

⁽⁶⁾ https://eur-lex.europa.eu/eli/reg_impl/2017/2384/oj

Submodule 1

This submodule focuses on the possibilities for time flexibility in the main job and on the work-related contacts during leisure time. Luxembourg records the highest level of item non-response rate for the variables in this submodule (more than 20 percent each). This is mainly due to issues in implementation of the filter related to the module. In addition, Ireland shows more than 10 percent of non-response for all variables in the module which is mainly due to respondents who did not reply to the whole module. Item non-response is more than ten percent as well in Iceland (for FREEHOUR and FREELEAV) and in Germany (for FREEHOUR, FLEXWT and AVAIFREE). In the latter country, the high non-response rate can be explained by the issues respondents had with the PAPI questionnaire.

Submodule 2

Variables in the second submodule reflect the rate of autonomy of people in performing their working activities. Similar as to submodule 1, the concerned countries that showed a high non-response rate for all variables, are Luxembourg (more than 20 percent each) and Ireland (more than ten percent each). Moreover, Germany presents for all variables in this submodule item non-response rates close to 10 percent.

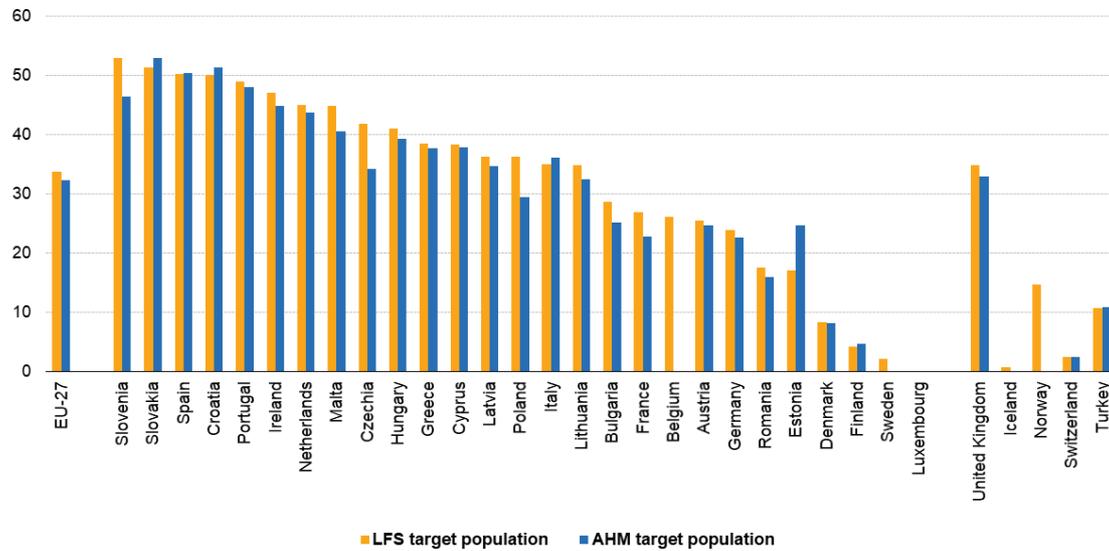
Submodule 3

The third submodule presents the same issues for Luxembourg and Ireland as well as the other submodules. Germany records an item non-response rate of more than ten percent for OTHERLOC only. In Romania, the item non-response rate is more than 15 percent for the variable COMMUTM, as respondents were allowed to reply with “do not know” each time they considered this variable difficult to answer.

2.6 Proxy interviews by country

As mentioned in paragraph 2.1, all countries, except Belgium, Luxembourg, Sweden, Iceland and Norway, allow interviews by proxy in the ad hoc module. ‘Proxy interview’ means that the interview is done with someone in the household (e.g. parent or spouse) other than the person about whom information is being sought. Figure 2.1 presents the rate of the performed proxy interviews for the target population per country. Rates are computed based on the corresponding variable of core LFS and might not accurately reflect the percentage of proxy answers in the ad hoc survey. The proxy rate ranges considerably between countries: from zero in the aforementioned countries to more than 50 percent in Slovenia, Spain and Croatia.

Figure 2.1. Proxy rate for LFS and AHM target populations, module 2019 (%)



2.7 Publication limits for estimates

Each country determines, according to its dissemination rules, two publication thresholds for each LFS module. Weighted estimates of variables that are below the first threshold should be suppressed due to very low reliability issues. The second threshold relates to a publication "with warning" concerning the reliability. Estimates that are below this second limit can be published, but with a footnote (Table 2.5).

Table 2.5: Publication thresholds by country, module 2019

	Limit below which figures cannot be published	Limit below which figures must be published with a warning
Belgium	3000	8000
Bulgaria	5200	11700
Czechia	1000	6000
Denmark	4000	7000
Germany	50000	50000
Estonia	2000	4800
Ireland	4000	6600
Greece	1300	3500
Spain	2000	8000
France	50000	100000
Croatia	4200	38000
Italy	3500	8500
Cyprus	500	1500
Latvia	1400	2100
Lithuania	1100	4000
Luxembourg	500	1000
Hungary	2600	5000
Malta	1000	2500
Netherlands	1500	6500
Austria	5000	10000
Poland	5000	20000
Portugal	7500	7500
Romania	6500	11500
Slovenia	1000	10500
Slovakia	4000	6000
Finland	2000	4000
Sweden	20000	25000
United Kingdom	10000	19000
Iceland	1000	1000
Norway	5000	10000
Switzerland	1000	5000
Turkey	5000	5000

3

Quality assessment of variables

This chapter concerns the quality assessment of all variables of the 2019 module. For each variable, the national implementation of the questionnaire is described, including the non-response rate, the univariate distribution by country and comments of countries on issues related to the implementation. The model questionnaire and related technical characteristics are presented in Annex 1.

3.1 National implementation of variables

The majority of countries implemented the questions as stated in the Regulation and as proposed in the model questionnaire developed by the dedicated task force (Chapter 1). Nevertheless, some deviations have been mentioned by countries, which are reported in this section. Each of the 11 module variables is reviewed separately (see Annex 1 for more details regarding the model questionnaire). In addition to deviations from the model questionnaire and from the stated answering categories, changes as regards the proposed number of questions are discussed for each variable. Additional problems encountered by countries are described as well. However, the additional questions implemented by individual countries and consequently not related to the EU-LFS AHM 2019 guidelines are not discussed.

Table 3.1: Number of questions by variable and country, module 2019

	VARIWT	FREEHOUR	FREELEAV	FLEXWT	AVAIFREE	RECHOURS	PRESSURE	JOBAUTON	PLACEWK	COMMUTM	OTHERLOC
<i>Proposed number</i>	2	1	1	1	2	2	1	2	1	1	2
Belgium	2	1	1	1	2	2	1	2	1	1	2
Bulgaria	2	2	2	2	4	2	1	2	1	2	3
Czechia	1	1	1	1	2	2	1	2	1	1	2
Denmark	2	1	1	1	2	2	1	2	2	1	2
Germany	1	1	1	1	2	2	1	2	1	1	2
Estonia	2	1	1	1	2	3	1	2	2	3	2
Ireland	2	1	1	1	2	3	1	2	1	1	2
Greece	1-2	1	1	1	2	2	1	2	1	1	2
Spain	2	1	1	1	2	2	1	2	1	1	2
France	1	1	1	1	2	2	1	2	1	1	2
Croatia	2	1	1	1	2	2	1	2	1	1	2
Italy	1	2	2	3	4	2	1	2	3	2	6
Cyprus	2	1	1	1	2	2	1	2	1	1	2
Latvia	3 (filter)	1	1	1	2	2	1	2	1	1	2
Lithuania	2	1	1	1	2	2	1	2	1	1	2
Luxembourg	3	1	2	2	1	1	2	3	1	1	2
Hungary	2	1	1	1	2	2	1	2	1	1	2
Malta	1	1	1	1	1	2	1	2	1	1	1
Netherlands	1	1	1	2	3	3	1	2	3	2	5
Austria	1	1	1	1	2	3	1	2	2	1	3
Poland	3 (filter)	1	1	1	2	2	1	2	1	1	2
Portugal	2	2	4	1	2	3	1	2	1	1	3
Romania	2	1	1	1	2	2	1	2	1 + 1	1	2
Slovenia	2	1	1	1	2	2	1	2	1	1	2
Slovakia	2	1	1	1	2	2	1	2	1	1	2
Finland	2	1	1	1	2	3	1	2	2	1	1
Sweden	2	1	1	1	2	2	1	2	1	1	2
United Kingdom	2	1	1	1	2	2	1	2	1	1	2
Iceland	.	.	.	.	.	.	.	.	.	.	.
Norway	2	1	1	2	3	6 (filter)	1	2	2 (filter)	1	2
Switzerland	2	1	1	1	2	4	1	2	7	1	3
Turkey	2	1	1	1	2	2	1	2	1	1	2

. Information is not available

1. VARIWT

For the variable measuring how the start and end of the working time is decided, two questions were proposed related to a different formulation for employees and self-employed persons. Several countries implemented only one question, adapting its formulation to the two different target groups in their electronic questionnaire; Latvia, Luxembourg and Poland used three questions.

Despite differences in the number of questions, most countries did not deviate from the model questionnaire. Some countries provided more details about their implementation of this variable in the national questionnaire:

- Bulgaria: Different questions (wording) for self-employed persons and employees were used.
- Greece: The questionnaire used in CAPI is not different from the model questionnaire. In the paper questionnaire one question was used for both self-employed and employees.
- Spain: There were four different wordings for Variwt_Q1 and two different wordings for Variwt_Q2:
 - Four wordings for question Variwt_Q1a were used depending on whether the person had one or more jobs, or if he/she was employee due to his/her self-declaration or due to a recoding made from answers to questions in the Spanish questionnaire related to professional status;
 - For Variwt_Q1b two wordings were developed depending on whether the person had one or several jobs.
- Hungary: The verb 'to determine' was used in the Hungarian translation – as it was in the explanation of the variable – instead of 'to decide'. In the second question, category 3 was modified: "They are mainly or fully determined by the clients, tasks, or related rules or legal regulations".
- Italy: Literary translation of the application proposed in the explanatory notes. As suggested in the notes, for the answer option 3 (employer or customers) two answer options have been adopted, that appear separately depending on whether the respondent is an employee or a self-employed person. In the first case, the answer option is "the timetable is established mainly by the employer", in the second "the beginning and the end of the working day are established mainly by the needs of the clients or by the law". As the answer in this case was very long in Italian translation, "tasks" were not mentioned because it was observed in the pilot that the distinction between categories was clear enough to allow omitting it. Therefore, the option "task" can be considered as included in the client's needs.
- The Netherlands: Text imputations were used to distinguish between employees and self-employed instead of the use of two separate questions. They deviated from Eurostat's proposal for the third answer category which they split for the self-employed persons into two categories. This was done because they already used to have in their core LFS a question on working time for self-employed respondents. This question highly resembles VARIWT with the only difference that clients are separated from the other factors that can determine the working time, such as legislations, tasks or weather. Because this question resembles VARIWT, they decided not to ask this question in the core LFS in 2019. but, in order to be able to continue with their existing trend, to split the third answer category of VARIWT in two: (a) employer/organisation/clients and (b) other factors such as the legislations or the weather.
- Portugal: In order to make Variwt_Q1 self-explanatory, some information provided in the explanatory notes was included in the question itself.
- Sweden: Before VARIWT, a clarification for those with a second job was provided, that the questions in the questionnaire only regarded their main job.
- Norway: Some examples were added to the question text e.g. for instance flexible working hours.

- Switzerland: Alternative formulation in the case of multiple job holders (reference to main job). Alternative formulation for self-employed (according to model questionnaire)

2. FREEHOUR

Almost all countries used one question for this variable (freedom to take hours off) as proposed in the model questionnaire. Only Bulgaria, Italy and Portugal used two questions. Some countries had some adaptations regarding the formulation of the question:

- Austria: Slightly different formulation to shorten the question: “How easy is it for you to take one or two hours off work at short notice? Short notice referred to the same working day.”
- Bulgaria: Different questions (wording) were used for self-employed persons and employees. The wording of questions was adapted to the language peculiarities.
- Greece: The question was formulated slightly differently (both CAPI and PAPI) with “How easy or difficult is it to take one or two hours off work for personal or family matters (if you announce it the same or the previous day)?”
- Spain: For question Freehour_Q1, two wordings were developed depending on whether the person had one or several jobs.
- Hungary: The question was rephrased with “How easy is it to take one or two hours off for personal or family matters within a short time, at most within one day?” In the pilot test, some respondents answered that taking hours off was not possible at all. Therefore, the latter one was included as a separate answer category.
- Italy: Questions were almost literally translated. Two versions were adopted for employees or self-employed persons. For employees “within the working day” was specified in brackets, while in the question the time reference is “at short notice”. For self-employed persons, the reference time used was “suddenly and without having scheduled it”. Here, at the end of the answer “even on the same day” was put in brackets. Following the suggestions of the interviewers, “(impossible)” was added to the answer option “very difficult”.
- The Netherlands: The question proposed by Eurostat was rather abstract and therefore difficult to understand for respondents. Especially the “within one working day” part might be difficult to understand on the phone. The Netherlands tried to make the question more tangible by using examples and by presenting the question as a hypothetical situation, i.e. “Suppose, today or tomorrow, you unexpectedly want to take one or two hours off from work for personal or family matters. For example because of a doctor’s visit or because you have to run an important errand. Could this be done?” Followed by the answer categories “very easily” etc.
- Portugal: Two versions of Freehour_Q1 were created depending on the professional status. In order to make the question self-explanatory, some information that was provided in the explanatory notes was included in the question itself.

3. FREELEAV

The majority of countries used one question as proposed. However, Portugal reported to have used four questions. Bulgaria, Luxembourg and Italy used two questions and mentioned to have made some adjustments to the questions. Deviations reported by the countries are the following:

- Austria: Slightly different formulation to shorten the question: “How easy is it for you to take one or two days off work at short notice? Short notice means within 3 working days.”
- Bulgaria: Similar as to FREEHOUR, different questions (wording) were used for self-employed persons and employees. The wording of questions was adapted to the language peculiarities.
- Greece: The question is formulated slightly differently in the Greek questionnaire (both CAPI and PAPI): “How easy is it for you to take one or two days off work (if you announce it within

3 working days)?”

- Spain: For the question Freeleav_Q1, two wordings were developed depending on whether the person was self-employed or employee.
- Italy: Almost literal translation. Two versions were adopted for employees or self-employed persons. For employees, “within three working days” is specified in brackets while in the question itself the time reference is “at short notice”. For self-employed persons, the reference time is explained with the wording “without having scheduled it”. As for the previous variable, “impossible” was added in brackets to the answer option “very difficult”.
- The Netherlands: The formulation “within three working days” was rather difficult to understand on the phone. Therefore, the term “short notice” was used instead together with a clear definition. A rough translation of the question is: “How easy or difficult is it for you usually to take one or two days off work at short notice? With “short notice”, two or three working days in advance were meant.
- Portugal: Four versions of the question were created, depending on the professional status and the answers in previous questions.

4. FLEXWT

For the variable on expected flexibility in working time, all countries implemented one question as proposed, except Bulgaria, Luxembourg, Italy, the Netherlands and Norway. All used two questions, except Italy having implemented three questions. Below some additions on the implementation at country level:

- Bulgaria: Different questions (wording) for self-employed persons and employees were used.
- Greece: The question is formulated slightly differently for both CAPI and PAPI with “How often do you have to make a change to your working time as required by your tasks, clients or your employer?”
- Spain: For question Flexwt_Q1, two wordings were developed depending on whether the person had one or several jobs.
- Hungary: The model question was rewritten as follows: “How often do you have to make a change to your usual working time due to your task or as required by clients or your superiors?”
- Italy: An almost literal translation was implemented. Three versions were adopted for employees, shift employees and self-employed persons. For employees and shift employees, the request of changing working time can come “from your superiors” and the tasks are translated into “to complete the job”. For self-employed persons, the requests can come from “customers or work to be done”.
- The Netherlands: Earlier in the LFS questionnaire it asked whether respondents (i.e. employees only) sometimes make overtime or take their work home. If they answered “yes” to (one of) these questions, it is already known that they sometimes have to adapt their working times. Hence, it was only needed to ask how often they have to adapt their working times (FT_WelOver). All the other respondents are asked if they sometimes have to work longer or at other working times than normal, and if so, how often (FT_GeenOver). In order to make the questions (FT_WelOver and FT_GeenOver) more tangible, some examples were included. The examples are: “to finish an assignment” or “on your employer’s (employees only)” or “your clients’ request”.
- Norway: They added the answer options to the question text.

5. AVAIFREE

Eurostat proposed two model questions for the variable on availability for work in free time. Several

countries deviated from the guidelines, with Bulgaria and Italy who implemented four questions, the Netherlands and Norway who used three questions, and Luxembourg and Malta who implemented just one question. Countries reported the following comments on the implementation:

- Austria: The filters of Avaifree_Q2 deviated from what was included in the Regulation. Austria has the opinion that even with occasional contacts it would be possible for the respondent to be obliged to take action before the next working day, as shown by their data. AVAIFREE is coded as specified in the explanatory notes, without any differences.
- Bulgaria: Also for this variable, different questions (wording) for self-employed persons and employees was used.
- Greece: The first question is formulated slightly differently in the Greek questionnaire (both CAPI and PAPI) using “In the last two months, how often were you contacted (by your employer, customers, etc.) on work matters outside working hours?”
- Spain: For question Avaifree_Q1, two wordings were developed depending on whether the person had one or several jobs. In question Avaifree_Q2, the literal translation of “to take action” does not sound natural in the Spanish language. The translation was adapted in such a way that it would be better understood by respondents.
- France: They put two examples in the question to make it more clear for the respondents.
- Croatia: In Avaifree_Q2 “the start of” your next working day was added.
- Hungary: For Avaifree_Q1, instead of “during your leisure time” “outside working hours” was used and the question was supplemented with “in your main job”. In brackets at the end of the question, the ways of contact were added: personally, phone, e-mail etc. Avaifree_Q2 was rewritten: “Did it occur that you had to take action before your next working day concerning the work matters you were contacted about?” In the explanatory notes there is a whole paragraph about what “take action” means.
- Italy: Two versions of the second question that identifies the variable AVAIFREE were used: one for employees and one for self-employed persons. Since it was noticed that it could lead to distortions, in the first case a distinction was made between workers who must react immediately because of required availability in their contract (on-call/stand-by) and those who must react immediately even if availability is not required. In both cases, the answer will be considered as affirmative, as suggested by Eurostat. A third question was added, since during the monitoring it was observed that some people answered “yes”, but not because the reaction was established or required. In the new question it was asked if the respondent is actually obliged to respond immediately or if he/she does it out of a sense of responsibility. Eurostat had clarified that in this last case it should not be considered that the worker has to react immediately. Furthermore, to the option 3 “more often”, “more than three times” was added in order to help the respondent.
- The Netherlands: The difficulty with this question lies in the nature of the form of contact. Often colleagues contact each other on issues like changing shifts, making appointments etc. However, this is not Eurostat’s intent. It has to be a “serious request” and the respondent has to take action within one or two working days. In order to make the question easier to grasp for respondents, AVAIFREE was split into three questions. A rough translation of our questions are the following: (VrijTijd) “Have you ever been contacted in your leisure time by your employer, a colleague or client with a work related question or request? For example to give advice, to make a decision or to execute an assignment. Requests to swap or take over shifts do not count in this respect.” - “yes/no”. If VrijTijd was equal to “yes”: (VT_2Mnd) “How often did this happen in the last two months?” - “never/once or twice/more often”. If VT_2Mnd was equal to “more often” the question was: “Were you, in most cases, expected to react to this request before the next working day?” - “yes/no”. Because there might have been different deadlines for each request “in most cases” was included.
- Norway: They specified “employer” for employees, and “business associates or clients” for self-employed.

6. RECHOURS

Eurostat proposed two questions for the variable on recording of presence or working hours. Here, Luxembourg implemented the variable using one question; Estonia, Ireland, the Netherlands, Austria, Portugal and Finland had included three questions; Switzerland and Norway even four and six questions respectively. All the others implemented the number of questions as proposed. More detailed information, as communicated by countries, is presented here below.

- **Austria:** Rechours_Q1 is split into two questions for a supportive questionnaire design: (1) “Are your working hours recorded?” – “yes/no”; If “no”: (2) “Is your presence recorded?” – “yes/no”. An extra question was added in case of the answering possibility “Other method”, in order to know the specific other method of recording presence/working hours.
- **Bulgaria:** Different questions (wording) for self-employed persons and employees was used.
- **Denmark:** The formulation was changed to “Are your hours registered on specific tasks and/or is your presence at your work place registered” and then a fourth answer category was added: (1) “Hours spent on specific task registered;” (2) “Presence registered;” (3) “Both hours on specific tasks and presence registered” and (4) “No, nothing registered”. This was done since both occur in Denmark: there are workplaces where your presence is recorded as you clock in and clock out. However, there are also workplaces where you have to register how much of your work time is spent on different tasks during each work day regardless of clocking in or not.
- **Greece:** In both the CAPI and PAPI questionnaire, the first question is formulated slightly differently: “Is the number of hours you work recorded?”
- **Spain:** For the question Rechours_Q1, two wordings were developed depending on whether the person had one or several jobs. For the question Rechours_Q2, four wordings were developed depending on whether the person had one or several jobs and if only the presence of the person or the hours are recorded.
- **France:** They added some examples in the answers categories.
- **Hungary:** The answering categories were rephrased for the question “Is the number of hours you work or your presence at work recorded?": (1) “Yes, hours are recorded;” (2) “Yes, but only presence is recorded, hours are not;” (3) “Neither of them is recorded”. A note following the question was added in brackets: “If it is recorded in various ways, please indicate the one that occurs more frequently or that is more characteristic.”
- **Italy:** The answers related to the recording methods have been adapted to the Italian context and further reviewed during the initial pilot survey, adding some examples that clarified the meaning and the system/technical solution adopted. In particular, the first option of Rechours_Q2, automatically recording (clocking system, log-in at computer) has been distinguished in two different situations, depending on whether or not there are barriers, even with conditional opening, to be overcome.
- **The Netherlands:** Because the recording of the hours is regarded as a more restrictive method (and ‘overrules’ the recording of presence), it was decided to first ask whether the respondent’s working hours are recorded (RegUren). If not, it was asked whether the presence is recorded (RegAanw). If either one is recorded, the recording method was asked (Methode). Text imputations were used to tailor the given examples in this question (e.g. electronic clock for hours and admission ports for presence). These three variables were then used to derive variable RECHOURS. The variable was included at the end of the module because the other variables (PRESSURE, JOBAUTON) more logically followed the questions of the previous submodule module (‘Flexibility of Working Time’).
- **Poland:** Small differences in the formulation were implemented for Rechours_Q1 due to specifics in the Polish language. In the answer categories, 2 and 3 of Rechours_Q2, information in brackets from the explanatory notes was added regarding the necessity to confirm the information on presence/working time by the supervisors. Without this specification, both answers were otherwise not understandable for the interviewers.

- Portugal: In order to make Rechours_Q2 self-explanatory, some information provided in the explanatory notes were included in the answering options.
- Sweden: For Rechours_Q2, two separate wordings, depending on if presence or hours were recorded, were added to avoid confusion.
- Switzerland: Specific questions on hours and on presence were implemented respectively (2x2 questions).

7. PRESSURE

For the variable on working under time pressure, only one question was proposed for implementation. All countries, except Luxembourg (two questions implemented) stayed with just one question. Spain and Hungary were the only countries who have added remarks regarding this variable.

- Spain: For the question Pressure_Q1 two wordings depending on whether the person had one or several jobs were developed.
- Hungary: We formulated the question in a way that it includes the explanation from the explanatory notes, as follows: “How often do you have to work under time pressure, when you feel that the time span available for a task is insufficient?”

8. JOBAUTON

All countries implemented two questions, as proposed, for the variable on job autonomy, except Luxembourg (three questions implemented). Some additional comments provided by countries:

- Bulgaria: The wording of questions was adapted to the language peculiarities.
- Spain: For questions Jobauton_Q1 and Jobauton_Q2 two wordings were developed for each one, depending on whether the person had one or several jobs.
- Hungary: The question was rephrased following the definition as given in the explanatory notes: “To what extent can you decide the order of your tasks?” After Jobauton_Q2 examples were listed as given by the explanatory notes.
- Italy: For both questions an almost literal translation was used. During the pilot test, it was observed that interviewers often had to explain the question and add examples. Finally, a version was implemented in which, in both cases, a brief example in the final part of the question was added. That is: “where to start in carrying out a job if there is a list of things to do” for the first, and “for example, choosing what to work on, how to do it and with what materials” for the second question in order to clarify the information that is requested. In the first question the verb was changed from “to influence” to “to choose” as there was still semantic deviation detected in the response options.
- The Netherlands: Only one adjustment was made. It was thought that some self-employed respondents might find the questions a bit strange. Being autonomous is often a distinctive characteristic of being self-employed. Therefore, for this group, the first question was introduced (Volgtaak): “You are self-employed / a freelancer. Usually this means you have a lot of influence on the content and the order of your work. However, this is not necessarily the case. Sometimes this is determined by clients.” This was followed by the question “To what extent can you influence the order of your working tasks? Etc.”
- Portugal: The order of Jobauton_Q1 and Jobauton_Q2 was inversed and for the latter to be more understandable, the concept "content" was replaced by its meaning.

9. PLACEWK

Denmark, Estonia, Austria, Finland, Romania and Norway implemented the variable on main place of work with one additional question than the one proposed. Italy and the Netherlands implemented

three and Switzerland seven questions in order to retrieve the information needed. Other remarks added by countries are the following:

- Denmark: The questions for employees and self-employed were split. The same question was provided but there were different answer categories.
- Estonia: One additional question was inserted in order to specify the "other" item.
- Austria: They added one example in the fourth answer category: "At no locally fixed places, e.g. vehicle, outdoors". One extra question was added for the answering possibility "other" in order to know the specific other place of work.
- Spain: For the question Placewk_Q1 two wordings were developed for persons having one or several jobs.
- Finland: They introduced different wording for employee versus self-employed persons.
- Hungary: The question was rephrased to make it sensible for the majority of respondents: "Where do you work generally?" A note followed the question: "If you work at different places, please indicate the one where you spend most of your working time." In addition, answer categories three and four were adapted respectively to "Places determined by the clients or their homes." and "Travelling on roads, in public places (as a driver, ticket inspector, postman, sales person working on mobile stands etc.)".
- Italy: Two versions were adopted for employees or self-employed persons that do not differ in question but in answering options. To be more precise, for employees the first answering option is "At the premises, offices or spaces of the employer" and the third answering option is "At the premises or the home of customers / suppliers of the employer". For self-employed it is respectively: "Persons are at the premises, offices or spaces of available to him/her (own property or rented)" and "At the premises or the home of his/her customers or suppliers". For self-employed persons a question has been added which is filtered by option two "At home" to clearly define whether the work is done wholly or partially at home or whether the place of work comprises a separate unit which is adjacent to the person's home (as specified in the explanatory notes). The situation was clarified in the manual for interviewers. For option one, in Italian language, there is no word corresponding to "premises". Therefore, some examples of different contexts were added, such as "spaces".
- The Netherlands: The variable WaarWrk is a question that is already included in the LFS of Statistics Netherlands and closely resembles PLACEWK. Although it was insufficient to derive PLACEWK completely, it was used as a filter question. With the addition of the variables WelkVerschil and WelkVast, PLACEWK was derived. To be more precise: the first category of WaarWrk (own home address) directly corresponded with the second category of PLACEWK. When a respondent has chosen the second category of WaarWrk (other fixed address) a follow-up question (WelkVast) was asked to determine whether the fixed address is the employer's or own premise (PLACEWK = 1), a clients' place (PLACEWK = 3) or other (PLACEWK = 5). In case a respondent chose the third category of WaarWrk (different places) the follow-up question "WelkVerschil" was asked to determine whether these different places are clients' places (PLACEWK = 3), non-fixed places (PLACEWK = 4) or other (PLACEWK = 5).
- Poland: Answer category one "At the employer's or own premises" was split into two using "At the employer's premises" and "At own premises (in case of self-employment)". Moreover, the following answer category was added: "At the customer's premises (only in case of dependent self-employment)". The category referring to "At no locally fixed places (e.g. vehicle etc.)", was also split in two using "in a car or other means of transport" and "I work outside/outdoor".
- Norway: They specified "employer's premises" for employees, and "Your own or your rented premises" for those being self-employed.
- Switzerland: They used an alternative formulation in case of multiple job holders (reference to the main job). Also alternative formulations for self-employed and for apprentices.

- Turkey: In the national questionnaire, option four was split into two options, i.e. “Mobile or irregular place” and “Market place (fixed stand)”.

10. COMMUTM

In the model questionnaire, Eurostat proposed one question on the commuting time. Only Bulgaria, Italy and the Netherlands implemented two questions; Estonia inserted three questions for this variable. Some comments on the questionnaire are summed up here:

- Estonia: They used three questions for COMMUTM instead of one (Commutm_Q1) in the model questionnaire to compile the national core questions and model questionnaire. In the core questionnaire there were two formulations used: one for respondents usually commuting to work from home and the other for respondents usually commuting to work from temporary residence (place of stay, second place of residence, etc.). This corresponds to Eurostat’s explanatory notes “In the case when the person in employment has a temporary residence (often provided by the employer), commuting time is the time to get from that residence to the place of work”. The additional question in the Estonian module corresponds to Eurostat’s explanatory notes “If not possible because e.g. the locations are constantly varying, an indication of the average commuting time should be given”.
- Greece: In both CAPI and PAPI mode, the question is formulated deviating a little bit in the Greek questionnaire: “How long does it take you to travel to your place of work (one-way)?”
- Spain: For the question Commutm_Q1 two wordings were used depending on whether the person had one or several jobs.
- Italy: The main question is the same, but those who cannot answer because they have a variable timetable (specific answer option), were asked an alternative/additional question: “In the reference week, to go from home to work, how much time did you spend the last day you worked”? The information is already available from the core and the question is asked in the same way. Thus, that question is used to fill in the COMMUTM variable.
- The Netherlands: The proposed question works well, if a respondent works at a fixed place (employer’s or own, PLACEWK = 1). However, for the other situations, it might be more difficult to determine commuting time. A respondent might work for different clients and how should a truck driver, who does not work from a fixed-address determine his/her commuting time? The Netherlands solved this using the existing module; if respondents work at different places (WaarWrk = 2), it is asked whether they first go to a fixed address (e.g. an office or loading point etc.) or whether they leave directly from their home address to these different places (question = WrkBasis). If they work at different places but go to a fixed address first, respondents can report their commuting time to this fixed address. In all the other cases, they have to give an average. If respondents choose ‘non-fixed address’ (PLACEWK = 4) and they leave directly from home, it was decided to skip the question on commuting time and impute a value of 0 minutes. In this case, the respondent directly starts to work when they leave home, hence, there is no commuting time. In addition, text imputations were used to tailor the question to the respondents’ situation (e.g. when someone works at a client’s place the text ‘commuting time from home to the first client’ was imputed).
- Portugal: In order to make the question self-explanatory, some information that was provided in the explanatory notes was put in the question.
- Sweden: COMMUTM was placed last in the questionnaire to clarify the connection between PLACEWK and OTHERLOC. Also some explanatory notes were added.
- Norway: They offered respondents to answer in hours or minutes, but not just minutes.

11. OTHERLOC

Eurostat proposed two questions for the variable on working on other locations. Malta and Finland implemented the variable using one question; Bulgaria, Austria, Portugal and

Switzerland had included three questions; the Netherlands used five and Italy six questions respectively. Below, more details about country implementations are reported.

- Austria: For Otherloc_Q1 the target group has been extended to see if respondents working at the premises or home of clients have another working place or not. OTHERLOC is coded as specified in the explanatory notes, no differences are expected. Otherloc_Q1 was split into two questions and the question for respondents not working at home was adopted. Furthermore, Austria offered three answer categories to get a better insight in the groups who is working from home. The answer categories were as following: (1) "Yes, from home"; (2) "Yes, at another location" and (3) "No".
- Bulgaria: In the last category of the question, which corresponds to Otherloc_Q2, "or never" was added which referred to persons working only for one client.
- Germany: They extended the filter for OTHERLOC: PLACEWK = 1-5, 9. In PAPI it is impossible to keep the order of questions and consider the filter for OTHERLOC at the same time. Asking the question of COMMUTM to all respondents and then limit the questions of OTHERLOC to those with PLACEWK = 1-5 is not possible in PAPI. As the number of cases with PLACEWK = 9 is not very high, there is no big impact on the results.
- Spain: For questions Otherloc_Q1 and Otherloc_Q2 two wordings were developed for each one, depending on whether the person had one or several jobs.
- Hungary: Two versions of Otherloc_Q1 were used. Respondents answering the first category for PLACEWK ("At the employer's or own premises") were asked "You have said earlier that you generally work at the employer's or own premises. Do you sometimes work at a different place in your main job (another site of the employer, at home, at the clients' premises, etc.)?" For the rest of the respondents the answer to Q13 was incorporated in this question: "You have said earlier that you generally work at [answer to Q13]. Do you sometimes work at a different place in your main job?" For Otherloc_Q2 also two questions were developed. Respondents working "at clients' place" were asked: "How often do you change your work place?" For rest of the respondents the question was: "How often do you work at a different place?"
- Italy: Between the two questions proposed an additional question was added in which the location is asked of the other place where he/she sometimes works (different for employees or self-employed persons). The question included, was dependent on a specific national interest on the diffusion of work from home on which developments due to regulatory and organisational changes are in course. The needed information could not be detected only by asking about the main place of work. For answer 4 (Otherloc_Q2): "Less often" was implemented, thus being more immediate and natural.
- The Netherlands: They wanted to combine the proposed model questions with their already existing question on working from home. The subjects are closely related: when a respondent occasionally works from home, this means he/she sometimes changes work place. For respondents who do not mainly work from home (PLACEWK <> 2), first the existing questions were asked on working from home (ThuisWrk and OokThuis). Hereafter the respondent was asked whether he/she also works at other locations (AndLocat). The question 'AndLocat' was also asked to respondents who mainly work for clients (PLACEWK = 3). This was done to provide these respondents with different meanings for "other locations". If this was not done, respondents might have only thought of changing between clients or changing between clients and working from home. This could have led to an underestimation of the number of changes in working location. For respondents who mainly work from home, it was asked whether they also work sometimes from a different location (AndThuis). When answered "yes" to ThuisWrk, OokThuis, AndThuis or AndLocat, or when they mainly work at client's places (PLACEWK = 2), the follow-up question HoevWis was asked. HoevWis closely followed Eurostat's proposition (Otherloc_Q2) from the model questionnaire. To make the question clearer, some adjustments were made to the question: (1) When a respondent sometimes works from home (ThuisWrk, OokThuis = yes or PLACEWK = 2) an instruction was included that the own home should be considered as a working location as well; (2) Respondents who mainly work at clients' places were asked

how often they change working place or change clients. Some of these respondents might only work at clients' places, others might also work at home or another fixed location. By including the extra text, the question was suitable for all respondents.

- **Poland:** Little differences in the phrasing of the question Otherloc_Q1 were implemented due to specificities of the Polish language.
- **Portugal:** Two versions of Otherloc_Q2 were created, depending on the response path.
- **Norway:** They added the example “for instance teleworking” to the question.
- **Switzerland:** They implemented an alternative formulation in the case of holders of multiple jobs (reference to main job).

3.2 Univariate distribution by country

In this part, the distribution of categories per variable is discussed (**unweighted**). Overall, countries are compared to the EU-27 average. Moreover, the overall average of all 32 participating countries to the EU-LFS AHM 2019 is presented. Figures show the results for each of the 27 EU Member States, the United Kingdom, each of the three EFTA countries and Turkey. All detailed figures/tables per variable and per country can be found in Annex 2. The category “Blank” in this part refers to data not being available, i.e. not being collected or not transmitted by countries.

1. VARIWT

In 2019 in the EU, more than half of the respondents mentioned that the employer or organisation mainly decides on their working time (61.8 percent). Shares range from 29.6 percent in Finland to 80.7 percent in Hungary. The possibility that a worker can fully decide on its working time equals 17.5 percent, with values ranging from 24.2 percent of workers in Romania to less than 10% of the workers in Hungary, Cyprus and Slovakia (9.7 and 9.4 percent respectively). In addition, 18.8 percent of the workers in the EU-27 can decide about their own working time but under certain restrictions, with almost half of the Finnish workers versus only 8 percent of Hungarian workers in this situation. Data concerning Switzerland is not available as it is still under revision.

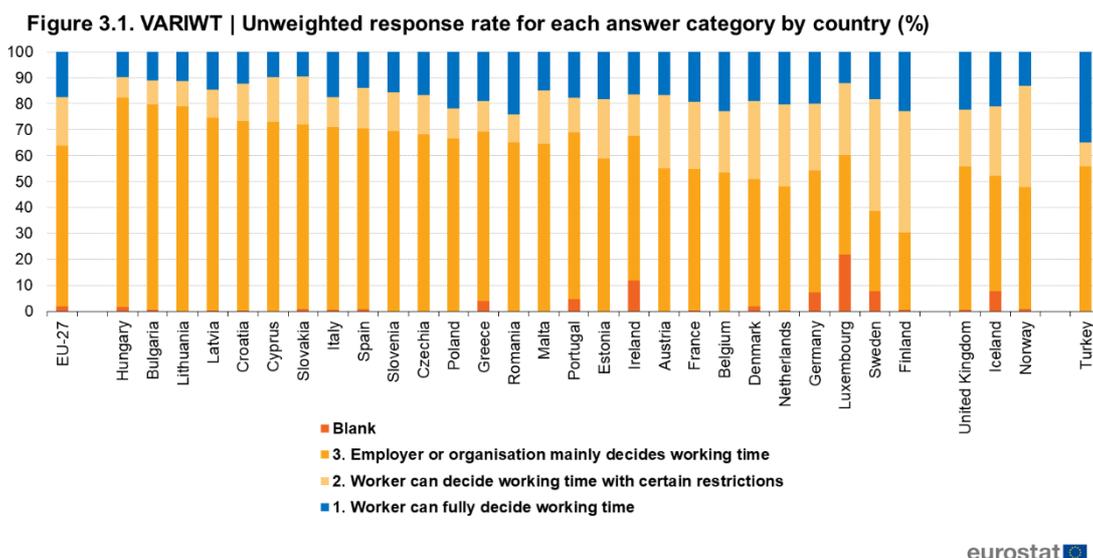
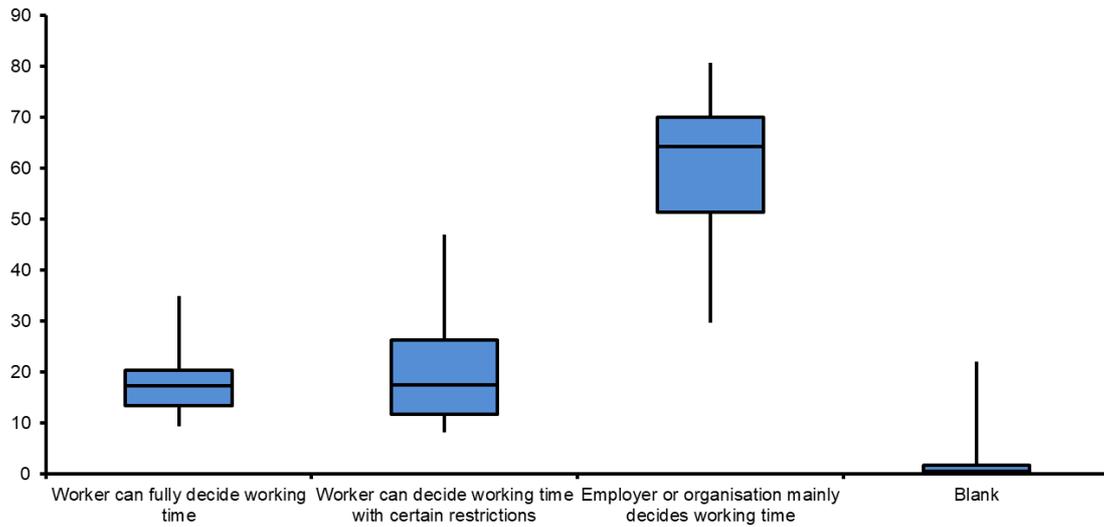


Figure 3.2. VARIWT | Boxplot (quartiles, minimum and maximum) by answer category (%)



2. FREEHOUR

In all participating countries, including the United Kingdom, the three EFTA-countries and Turkey, it is *quite* to *very* easy to take hours off at short notice (within one working day) for more than 50 percent of employed persons on average. Looking at the EU Member States, the lowest percentages are recorded in Germany, Latvia, Slovakia, Bulgaria and Romania (less than 50 percent of employed persons). By contrast, Sweden and Finland correspond to the highest shares in the EU-27 (78.2 and 76.4 percent of employed persons).

Slovakia, Bulgaria and Romania have the highest share of employed persons for whom it is *quite* difficult to get one or two hours off in the main job for personal or family matters within a working day (45.6, 54.3 and 54.5 percent respectively). The highest shares of workers, for whom it is *very* difficult to get a few hours off at short notice, are found in Austria and France (around 21 percent). Please note that workers, who have mentioned that they can fully decide on their own working time (see VARIWT), have been automatically coded in the group for whom it is *very* easy to take hours off at short notice.

Figure 3.3. FREEHOUR | Unweighted response rate for each answer category by country (%)

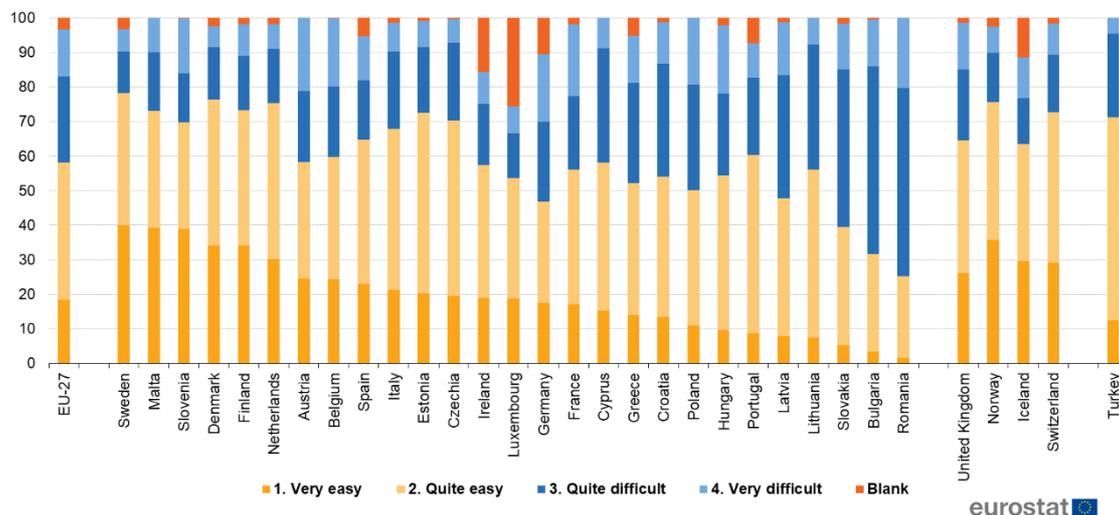
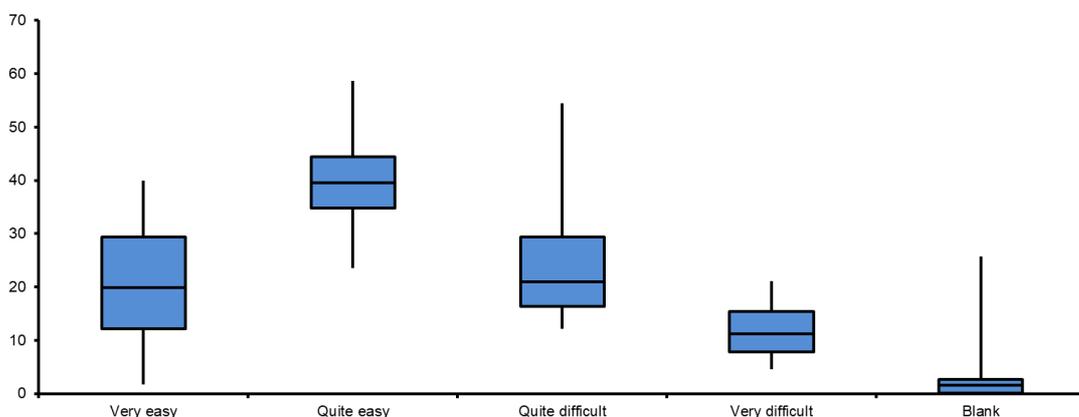


Figure 3.4. FREEHOUR | Boxplot (quartiles, minimum and maximum) by answer category (%)



3. FREELEAV

All employed persons were asked about the degree of freedom to take one or two days within three working days. For more than half of the employed in the EU-27 it is *quite* or *very* easy to take one or two days off at short notice: one third and one in five employed have that possibility respectively (35.5 versus 19.4 percent). Interestingly, Slovenia and Malta present the highest shares of workers for whom it is *very* easy to take a few days off (47.5 and 41.9 percent), while Slovakia and Bulgaria correspond to the lowest shares (8.6 and 8.4 percent). Of those being part of the group for whom it is *quite* easy to take a few days off at short notice, Czechia and Estonia are at the top, and Romania at the bottom of the hierarchy with 46.1 and 46.4 against 22.0 percent. At one hand, for almost half (47.5 percent) of the Slovak employed persons it is *quite* difficult to take leave, on the other hand for one in four employed persons in France (25.3 percent) it is *very* difficult to take leave at short notice.

Figure 3.5. FREELEAV | Unweighted response rate for each answer category by country (%)

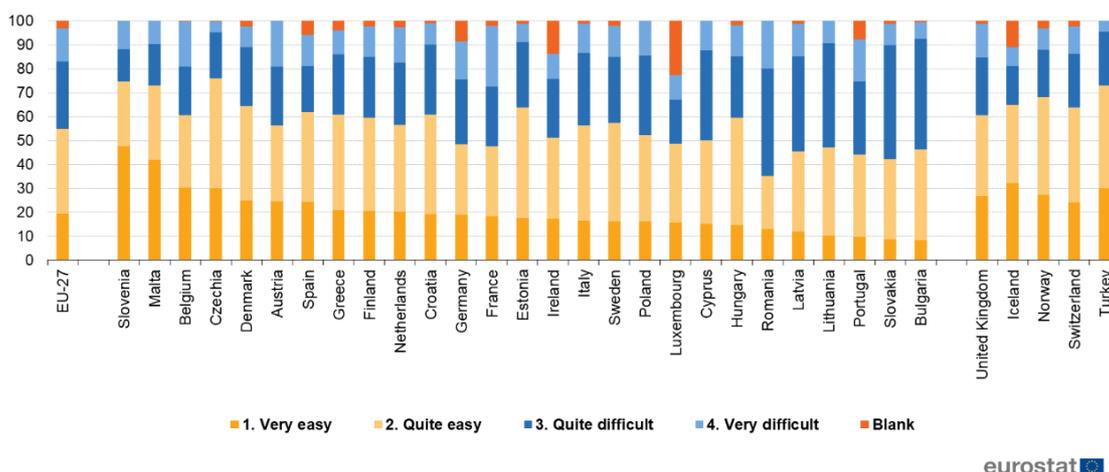
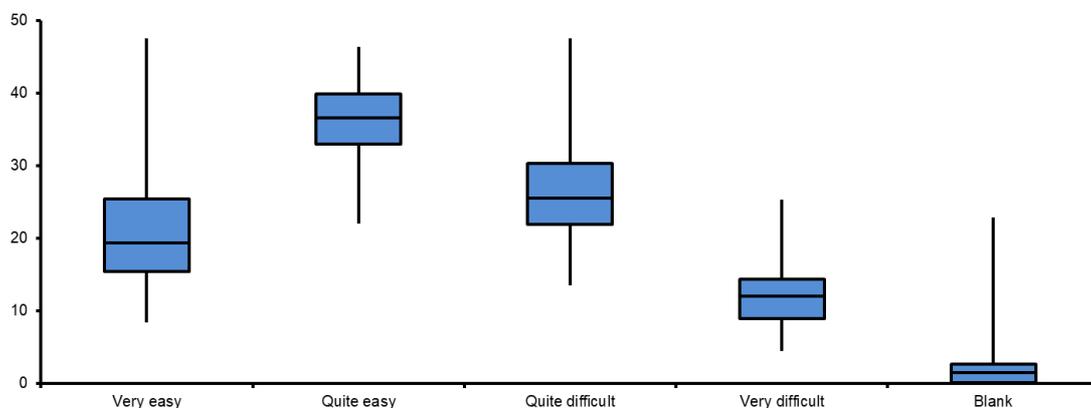


Figure 3.6. FREELEAV | Boxplot (quartiles, minimum and maximum) by answer category (%)



4. FLEXWT

The majority of EU employed persons (59.8 percent) has to face unforeseen demands for changing working time in the main job occurring less than every month or never. Lithuania, Spain, Hungary and Bulgaria (figures ranging from 74.5 to 79.5 percent) are at the top and Luxembourg at the bottom (30.0 percent). Moreover, nearly two in five workers in the EU are confronted with flexibility in working time because of unforeseen demands for at least once a week (18.9 percent) or for at least once a month (18.0 percent). For those mentioning they are confronted with it for at least once a week, Finland is on top (30.7 percent) while Hungary and Bulgaria at the bottom (7.6 and 8.0 percent). Furthermore, around one in four workers have to be flexible in changing working time less than every week in Czechia, the Netherlands (both 27.2 percent) and Finland (28.2 percent). Workers in Portugal and Spain are at the lower end with 10.7 and 9.5 percent.

Figure 3.7. FLEXWT | Unweighted response rate for each answer category by country (%)

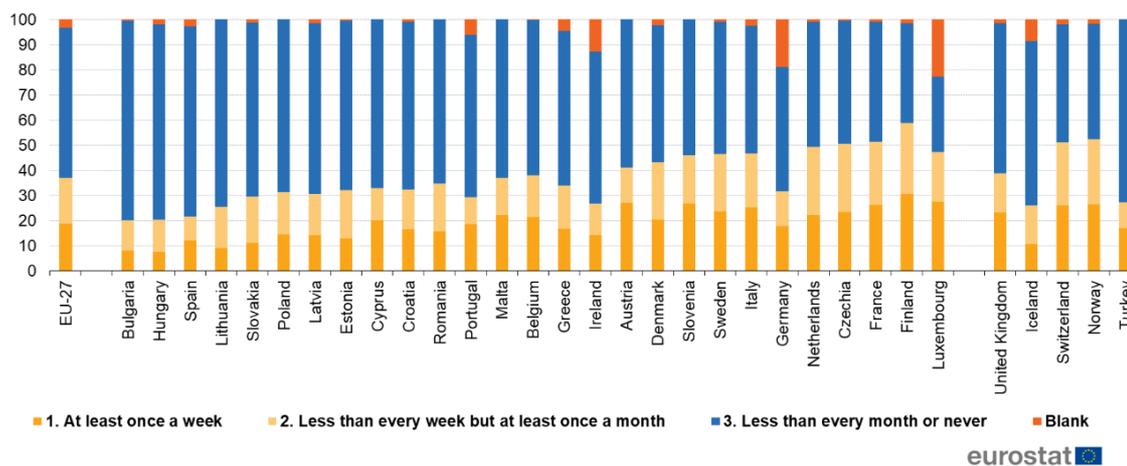
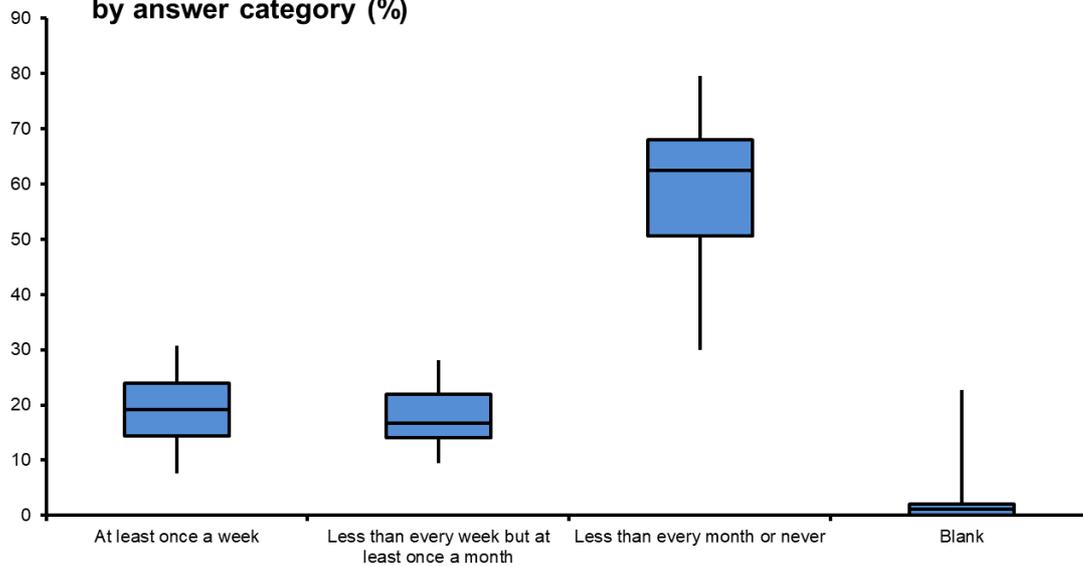


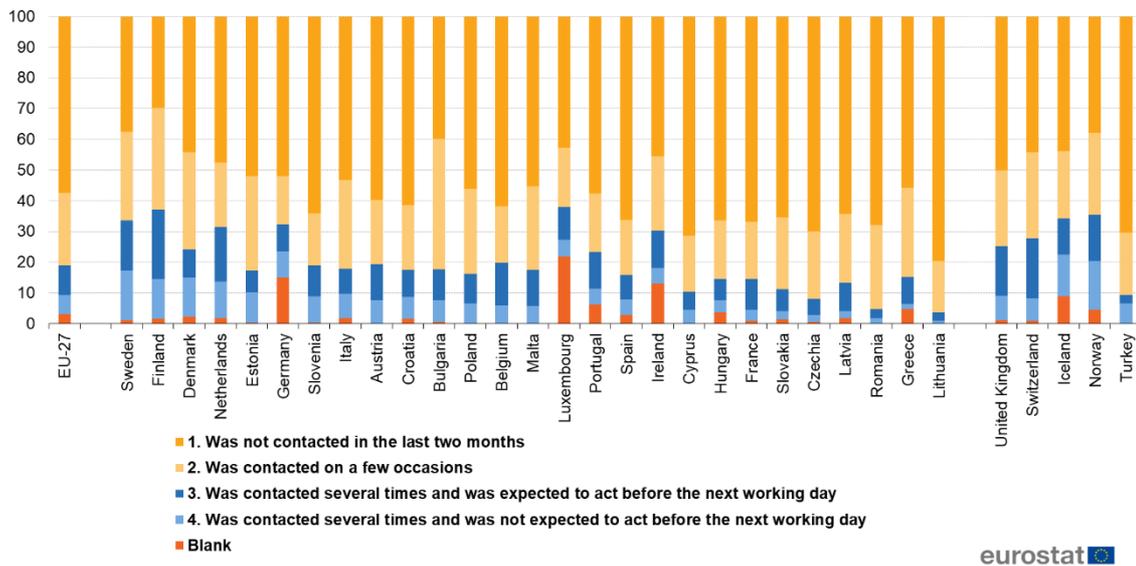
Figure 3.8. FLEXWT | Boxplot (quartiles, minimum and maximum) by answer category (%)



5. AVAIFREE

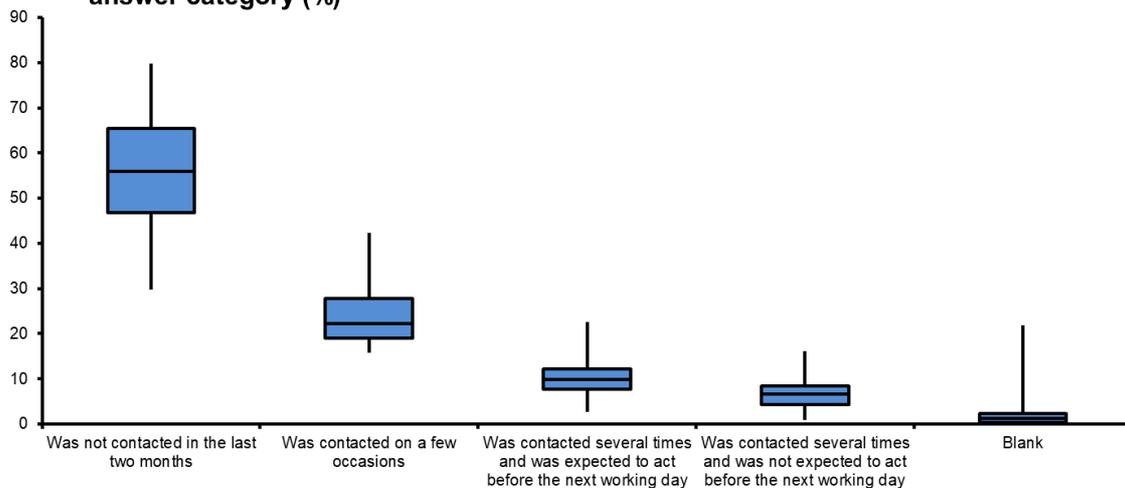
The vast majority of workers have mentioned they were not contacted in the last month during leisure time: 57.5 percent against 23.5 who was contacted on a few occasions (once or twice). In contrast, almost one in ten workers (9.6 percent) said they were contacted several times, i.e. more often, with action expected before the next working day. On the other hand, only 6.3 percent noted that they were also contacted more often in the last couple of months, but they were not expected to take action before the next working day. Looking at country level, almost 80 percent of the Lithuanian workers mentioned that they were not contacted at all during the last two months, against 29.7 percent of the Finnish workers. Next, 42.3 percent of the Bulgarian employed persons were only contacted on a few occasions, versus 15.8 percent of the German employed. Finland was at the top regarding being contacted several times during leisure time with the expectation to act before the next working day (22.6 percent), against 2.8 percent of their Lithuanian counterparts. Those being contacted without any action required are mostly found in Sweden and the least found in Lithuania (16.1 against 0.9 percent). Regarding the other countries, Turkey shows the highest share of employed persons who were not contacted during leisure time: 70.4 percent. In that country, 20.4 percent were contacted on a few occasions, and only 2.7 and 6.6 percent were contacted several times with and without action required before the next working day, respectively.

Figure 3.9. AVAIFREE | Unweighted response rate for each answer category by country (%)



eurostat

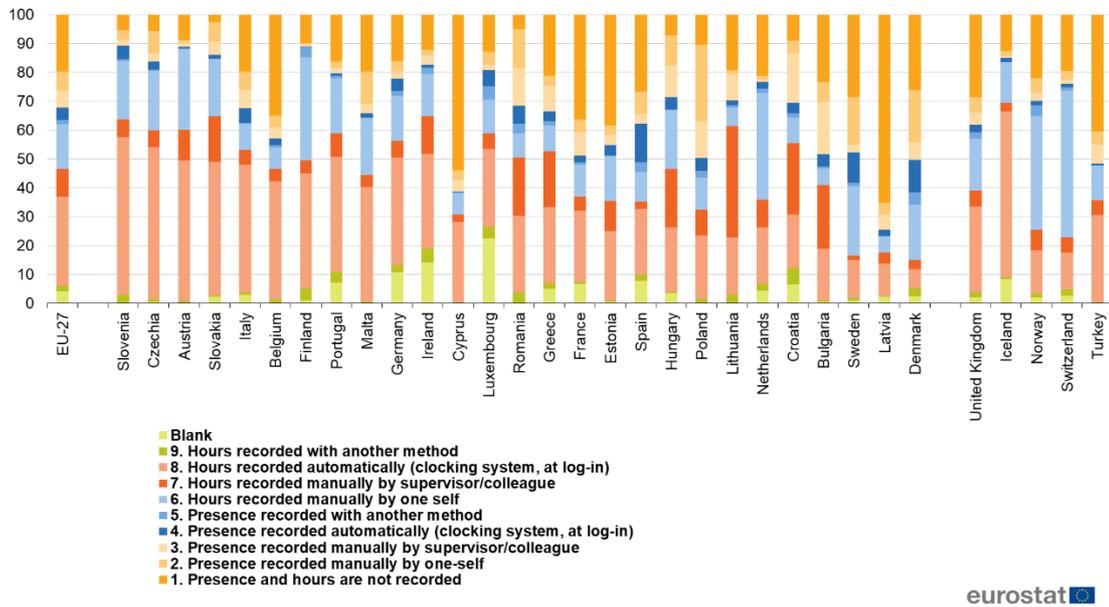
Figure 3.10. AVAIFREE | Boxplot (quartiles, minimum and maximum) by answer category (%)



6. RECHOURS

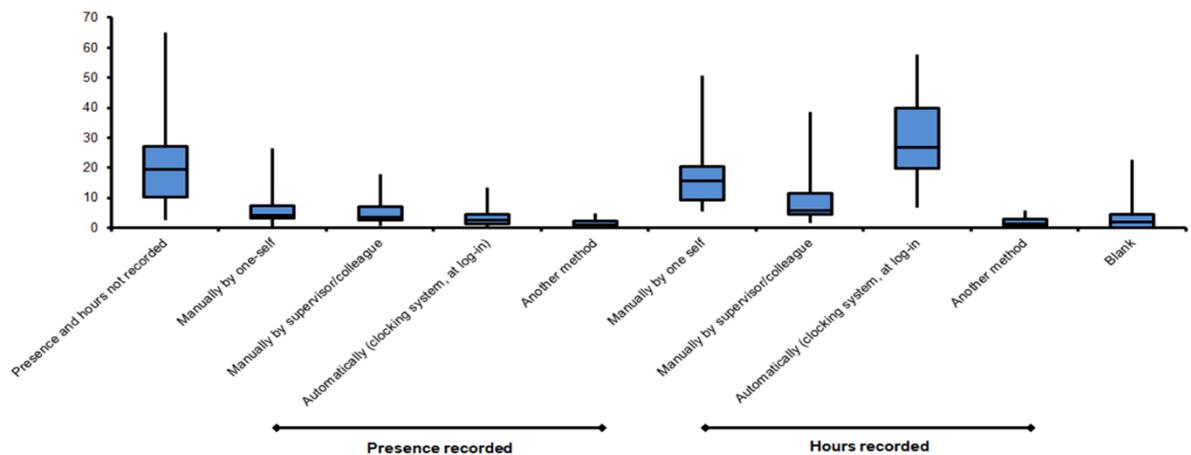
Do employed persons in the EU-27 mainly record hours or presence? The biggest share consists of those who record their *hours* automatically (clocking system, at log-in): 31.1 percent. In comparison, those who do not record *hours* nor presence correspond to 19.5 percent and those who record their hours manually by themselves correspond to 15.5 percent. In total, 18.5 percent record their *presence* (manually by themselves or by the supervisor/colleague, automatically or using another method), 11.3 percent have their *hours* recorded manually by a supervisor/colleague or using another system. Focussing on the biggest groups at country level, Slovenia is overrepresented regarding recording the *hours* automatically: 54.8 percent (against 6.6 percent for the Danish workers, reflecting the lowest percentage). Next to that, 65.2 percent of the Latvian employed persons and only 2.6 percent of their Slovak counterparts record nor hours nor presence. The Netherlands shows the biggest share of workers who record their hours manually by themselves (37.0 percent) against 5.4 percent of the employed in Latvia.

Figure 3.11. RECHOURS | Unweighted response rate for each answer category by country (%)



eurostat

Figure 3.12. RECHOURS | Boxplot (quartiles, minimum and maximum) by answer category (%)



eurostat

7. PRESSURE

On average, two in five employed persons in the 27 Member States have mentioned that they work *sometimes* under time pressure (41.7 percent) against around one in four who work *often* or *never* under time pressure (23.9 or 21.7 percent respectively). Around 10 percent of workers *always* worked under pressure (9.9 percent). At country level, around 55 percent of the Lithuanian and Romanian workers noted to work *sometimes* under time pressure (55.1 and 55.5 percent) against 29.1 percent of the employed in Malta. Of those who work *often* under pressure, Czechia is at the top, Spain at the bottom of the hierarchy: 37.1 against 14.7 percent. On the other hand, Spanish workers are at the top regarding those who say they work *never* under pressure (37.8 percent), against 7.4 percent of the Finnish workers. Interestingly, in Malta one in five employed appear to work *always* under pressure, versus 4.1 percent in Slovakia. Moreover, in the United Kingdom, 27.6 percent noted to work *always* under time pressure as well, that is almost three times higher than the EU-27 average.

Figure 3.13. PRESSURE | Unweighted response rate for each answer category by country (%)

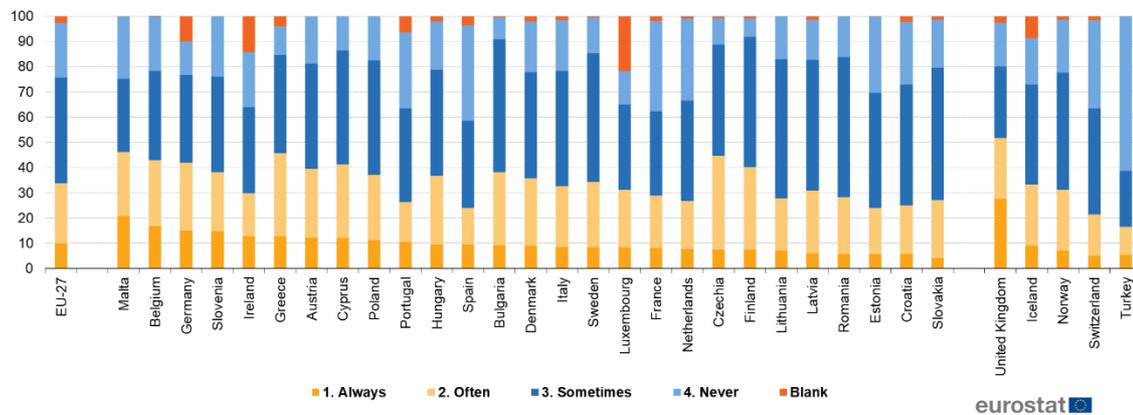
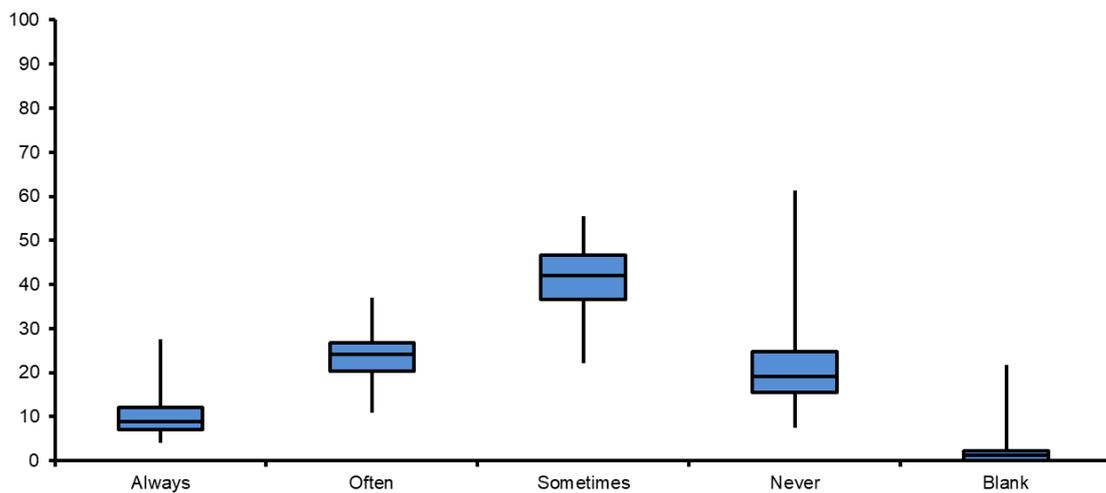
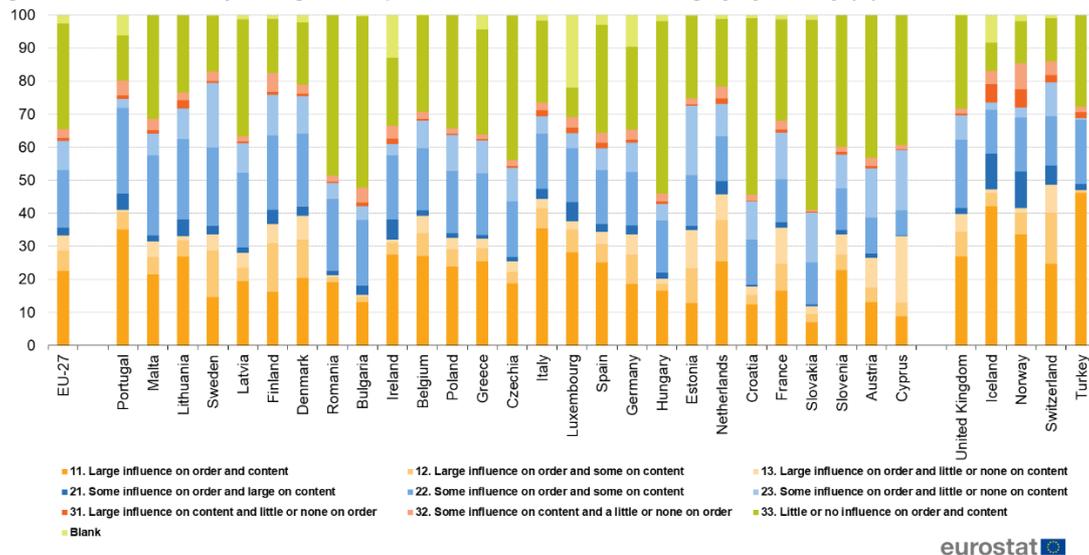


Figure 3.14. PRESSURE | Boxplot (quartiles, minimum and maximum) by answer category (%)

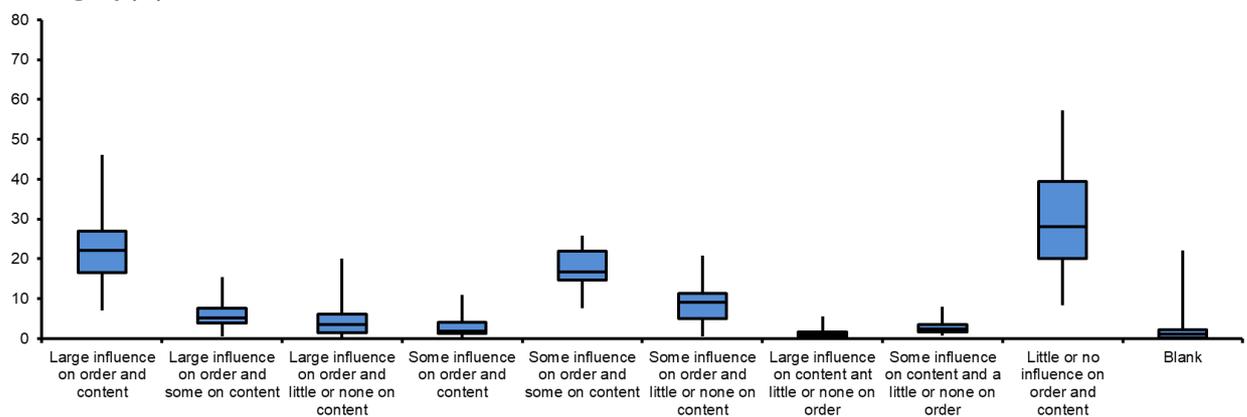


8. JOBAUTON

The job autonomy of the employed population, i.e. the degree by which people can influence order and content of tasks in their main job, shows the following pattern for the 27 Member States. First of all, three main groups can be distinguished: (i) those who have little or no influence on order and content; (ii) those having large influence on order and content; (iii) workers with some influence on order and some on content. Respectively these reflect shares of 31.9, 22.5 and 17.4 percent respectively. At country level, more than 50 percent of workers in Bulgaria, Hungary, Croatia and Slovakia (first group) have little or no influence on order and content (51.7, 52.3, 53.5 and 57.3 percent respectively) against 8.8 percent of employed in Luxembourg. Regarding the second group, one third of the Portuguese and Italian employed persons appear to have large influence on order and content (35.1 and 35.4 percent) against not even one in ten workers in Slovakia and Cyprus: 7.0 and 8.7 percent. With respect to the third group, around one in four employed in Lithuania, Malta and Portugal (24.2, 24.3 and 25.9 percent) have some influence on order and some on content, versus 7.6 percent of their Cypriot counterparts. Furthermore, in Iceland and Turkey, more than 40 percent of workers have large influence on both order and content in their main job: 42.2 and 46.2 percent respectively, shares that are above the EU-27 average.

Figure 3.15. JOBAUTON | Unweighted response rate for each answer category by country (%)


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Figure 3.16. JOBAUTON | Boxplot (quartiles, minimum and maximum) by answer category (%)


9. PLACEWK

In the EU-27, the vast majority of employed persons recorded their employer's or own premises as their main place of work (where activities for the main job were usually carried out). The share was equal to almost 80 percent, i.e. 78.1 percent. In addition, 9.0 percent carried out the main job at the clients' place, followed by those who mainly work at non-fixed places, e.g. in a vehicle, for a delivery service etc. with 6.4 percent. Moreover, 2.8 and 1.9 percent mainly worked home or had another place of work.

At country level, more than 80 percent of the employed persons in Austria, Slovenia, Greece, Lithuania, Italy, Denmark, Hungary, Cyprus, Slovakia and Romania mainly work at the employer's or own premises with values ranging from 80.2 to 84.3 percent. By contrast, this place of work only accounts for 61.0 percent of employed persons in Luxembourg. In the Netherlands and Belgium, around 16 percent mentioned they mainly work at the clients' place, against 3.7 percent of their Greek counterparts. For those working mainly at a non-fixed place, Poland is at the top with 12.7 percent, the Netherlands at the bottom with 2.9 percent. Regarding the options "Home" and "Other" respectively, values range from 0.3 in Bulgaria to 6.7 percent in Slovenia, and from 0.0 in Italy to 8.2 percent in the Netherlands.

Figure 3.17. PLACEWK | Unweighted response rate for each answer category by country (%)

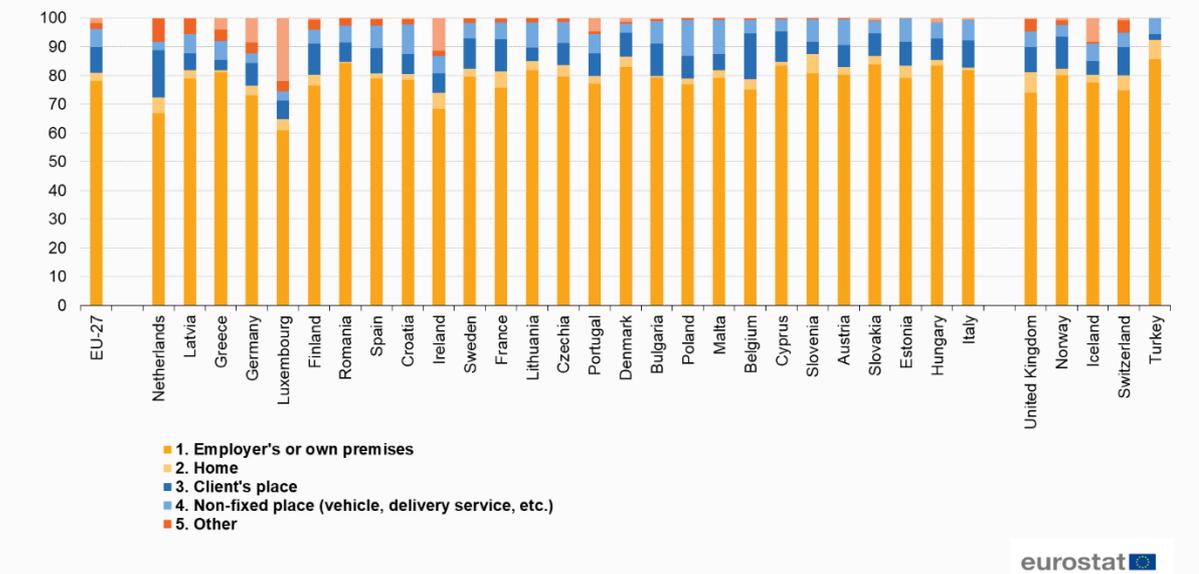
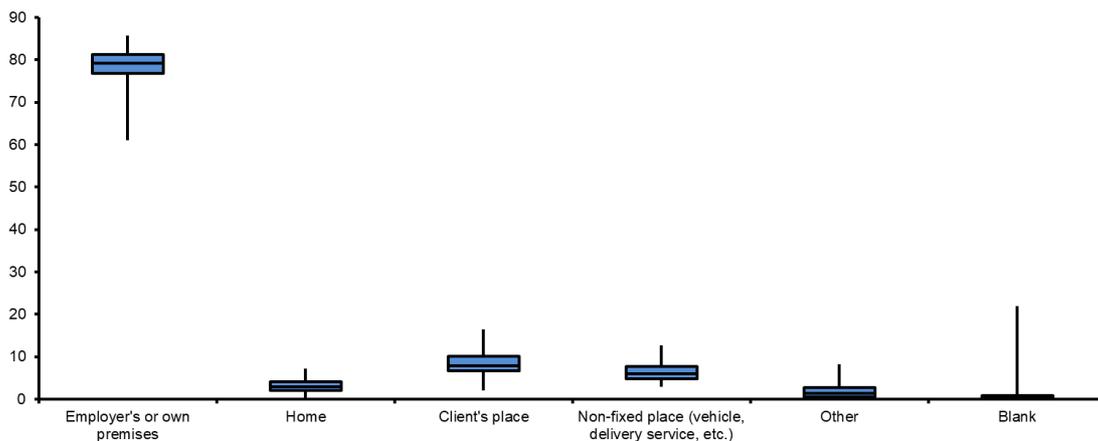


Figure 3.18. PLACEWK | Boxplot (quartiles, minimum and maximum) by answer category (%)



10. COMMUTM

Almost 30 percent of EU-27 workers mentioned that they have a commuting time (one-way) of one up till ten minutes (29.1 percent). A similar share noted a time for travelling from home to work of 11-20 minutes (28.4 percent). One in five employed persons needed 21 up till 30 minutes to get to their main job. Almost one in ten persons had a commuting time of more than 40 minutes (up till one hour). In addition, only 3.0 percent travelled more than one hour one-way, 1.7 percent have no commuting time at all. At country level, the biggest shares of workers with a time to travel of 1-10 minutes are found in Portugal, Greece and Italy: 40.1, 42.3 and 42.7 percent respectively against 12.2 percent in Luxembourg, showing the lowest share. More than one third Lithuanian and Slovakian employed have a commuting time of 11-20 minutes with 38.6 and 39.3 percent while again Luxembourgish workers show the lowest share with 18.0 percent. Note that Luxembourg recorded 29.8 percent of blanks (missing values) for this variable on commuting time. In case of commuting time of 21-30 minutes, Lithuania is at the top with 24.1 percent, Greece at the bottom with 10.2 percent. Looking at the time to travel up till 60 minutes (from 41 minutes on), Malta is at the highest end of the hierarchy with 15.2 percent, Greece at the lower end with 4.1 percent. Regarding the commuting time being more than one hour, for Latvian workers it happens the most with 8.1 percent,

compared to only 0.6 in Cyprus. None of the employed persons living in Latvia, Sweden, Czechia, Finland and Estonia have a commuting time of zero minutes. By contrast, Croatia shows the highest percentage of employed people with no commuting time at all (7.1%).

Figure 3.19. COMMUTM | Unweighted response rate for each answer category by country (%)

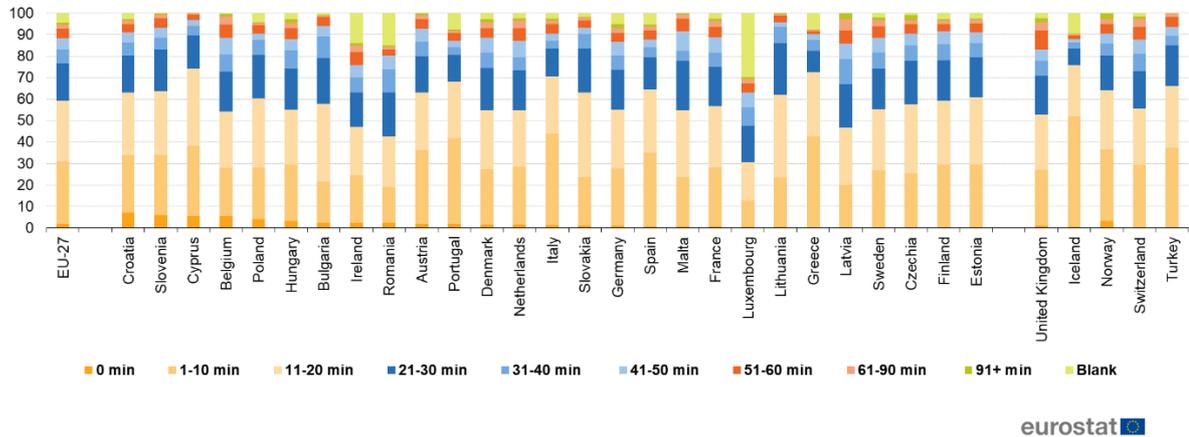
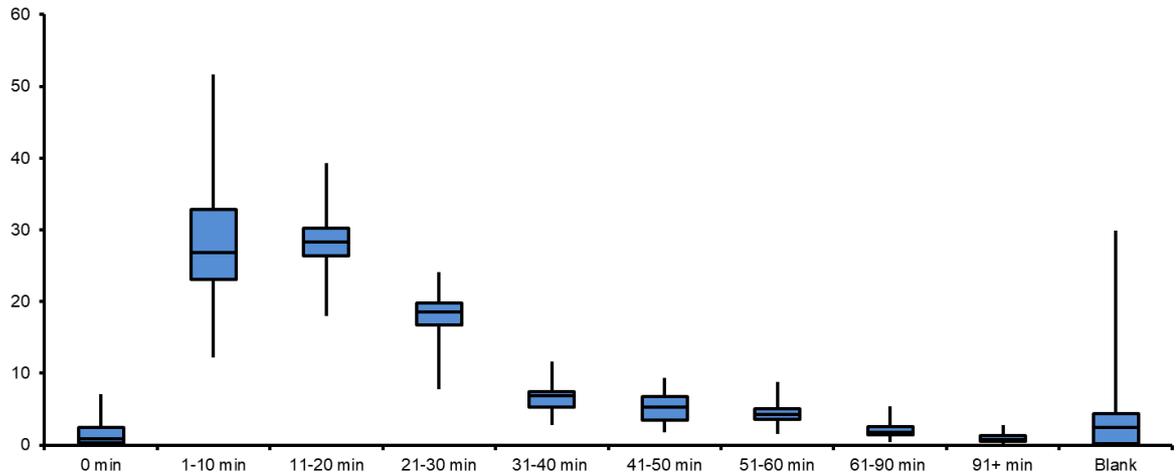


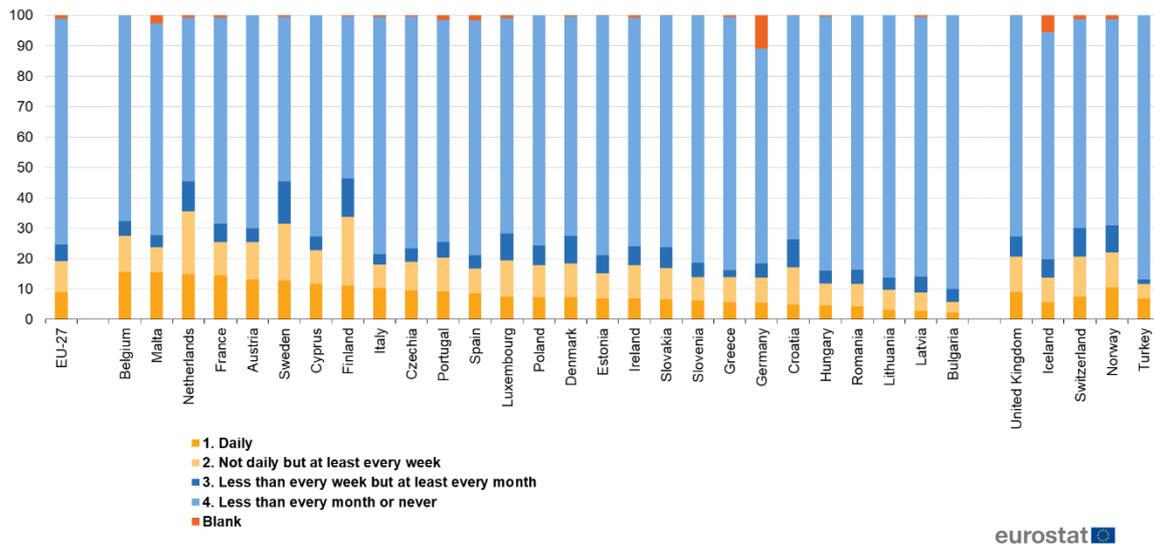
Figure 3.20. COMMUTM | Boxplot (quartiles, minimum and maximum) by answer category (%)



11. OTHERLOC

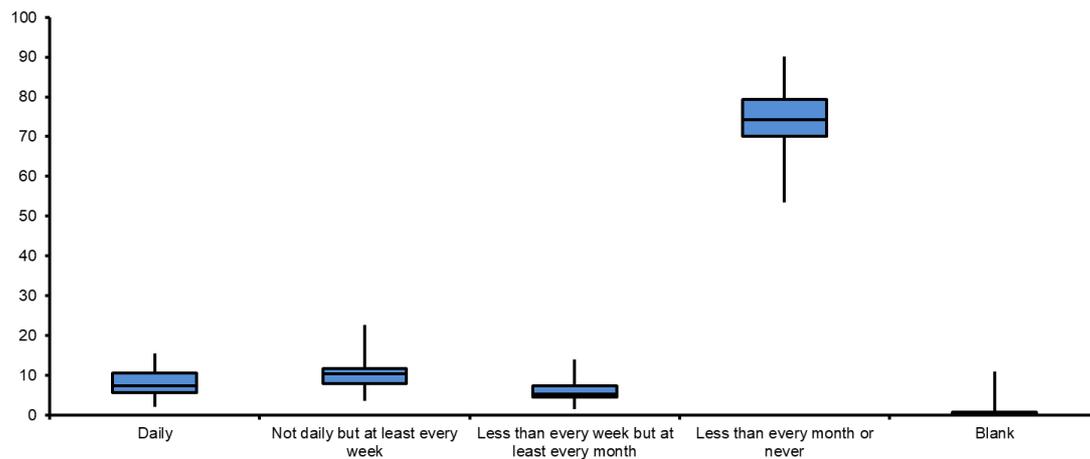
The majority of EU employed persons worked less than once a month at a different place than their main place of work: 74.3 percent against 10.2 who work at least once a week (but not daily) and 5.5 percent who work at least once a month at a different place. Almost one in ten workers, worked daily in more than one location for their main job, i.e. 8.9 percent. Nine in ten employed persons worked less than once a month at different locations in Bulgaria, while in Finland, the Netherlands and Sweden only half of the workers have noted the same. In the three aforementioned countries, around one in five work at least once a week (but not daily) at a different location. By contrast, this is only done by 3.6 percent in Bulgaria. Around one in ten, Swedish and Finnish worked at different places at least once a month (13.9 and 12.8 percent), against 2.3 and 3.4 percent of the Greek and Italian workers. In Belgium and Malta, more than 15 percent of employed work daily at a different location, while in Bulgaria this only accounts for 2.1 percent.

Figure 3.21. OTHERLOC | Unweighted response rate for each answer category by country (%)



eurostat

Figure 3.22. OTHERLOC | Boxplot (quartiles, minimum and maximum) by answer category (%)



3.3 Comparison with previous modules

The module on work organisation and working time arrangements has already been implemented in 2004. However, the variables and the questionnaire have completely changed in between, preventing any kind of meaningful comparison.

4

Conclusions and recommendations

Overall, differences in national data collection, methodology and national implementation of variables should be taken into account when using the figures of AHM 2019 for future analyses.

4.1 Data collection and methodology

Countries have done all what is possible at national level to implement the AHM 2019 in such a way that it resembles the model questionnaire as much as possible, thus serving the EU-LFS purpose in order to make the data comparable across countries. Still, there is a large variability in the reference period, the use of the wave approach, the interview mode, the legal framework, the position of the AHM in the LFS survey, the average duration of the interview and the overall unit non-response across countries.

The editing and imputation rate is on average very low in all countries. Users of the AHM 2019 should also consider the national reliability limits for estimates, which can affect comparison analyses.

The number of respondents is in proportion with the target population in countries: countries with a lower number of individuals in the target group show a higher sampling rate and vice versa. However, in case of (multiple) filters used for variables, the reliability of variables is affected, especially for the 'smaller' countries like, Luxembourg, Cyprus, Malta and Iceland.

With respect to the variables related to work organisation and working time arrangements, the item non-response varies between variables and countries. High item non-response was especially present in Ireland and Luxembourg (>10 percent). This was the case for all variables except OTHERLOC. High non-response rates were especially due to the fact that the respondents did not reply to all questions of the module (in Ireland) or due to an incorrect implementation of the filter variable (in Luxembourg). Germany shows high item non-response for variables of the first and second submodule mainly because respondents had issues filling in the paper questionnaire. In Romania, COMMUTM displays a high item non-response since respondents thought the question was hard to answer.

4.2 Quality assessment of variables

Overall, countries have not mentioned big issues concerning the implementation of the model questions. Countries mainly adapted the wording of some questions to make it clearer for the respondents or added in the questions themselves examples that were included in the explanatory notes. Also, various changes were brought to make questions self-explanatory in national languages.

Several countries implemented different questions dependent on the professional status of the employed person. In some cases, countries also have split up answer categories to make the options clearer for the respondents.

For the next repetition of this module on work organisation and working time arrangements, which will take place in 2027, comments received from countries will be taken into account to improve the submodules and variables, and to further enhance the quality of the results, thus increasing the reliability of the collected data.

Annex 1:

Technical characteristics and model questionnaire

This annex gives an overview of the explanatory notes and model question for all variables of the EU-LFS ad hoc module on work organisation and working time arrangements.

(1) VARIWT

- **Definition of the variable**

Way of determination of start and end of the working time of the main job.

- **Target population**

All respondents who did any work for pay or profit during the reference week for one hour or more or those who were not working but had a job or business form which he/she was absent during the reference week.

- **Purpose of the variable**

The variable measures if the main job of a person allows to change working times on own behalf. For employees this mainly means the degree of freedom or flexibility as it is defined by an agreed working time arrangement with the employer. Self-employed should in general have a high degree of flexibility but it could be that they have restrictions imposed by clients, legal regulations or opening hours.

- **Data set codes**

1. Worker can fully decide working time.
2. Worker can decide working time with certain restrictions.
3. Employer or organisation mainly decides working time.
9. Not applicable (not included in the filter).

Blank. No answer / Don't know.

(1) VARIWT**Model questionnaire**

IF WSTATOR = 1,2 AND STAPRO = 3:

Q1a_Variwt: *Can you decide on the start and end of your working time or does your employer decide them?*

- (1) You can fully decide them yourself
- (2) You can decide them with certain restriction
- (3) The employer or organization mainly decides

No Answer

- ➔ If Q1a_Variwt = 1 GO TO Q1_Freeleave.
- ➔ If Q1a_Variwt = 2,3,N.A. GO TO Q1_Freehour.

IF WSTATOR = 1,2 AND STAPRO = 1,2,4,blank

Q1b_variwt: *Can you decide on the start and end of your working time?*

- (1) You can fully decide them yourself
- (2) You can decide themselves with certain restriction
- (3) They are mainly determined by the clients, tasks or legal regulations

No Answer

- ➔ If Q1b_Variwt = 1 GO TO Q1_Freeleave.
- ➔ If Q1b_Variwt = 2,3,N.A GO TO Q1_Freehour.

(2) FREEHOUR

- **Definition of the variable**

Possibility in the main job to take one or two hours off for personal or family matters within one working day.

- **Target population**

All employed persons who can decide working time themselves with some restrictions or where it is mainly determined by the employer or organisation and those who do not know who can decide.

- **Purpose of the variable**

The variable measures the possibility to take hours off at short notice to accommodate personal or family matters. It assesses whether persons in employment without fully flexible working time regimes (measured by VARIWT), potentially have additional flexibility to reconcile work and family life.

The variable measures the respondent's situation. It does not aim to capture the general situation or rules at the enterprise or organisation in taking hours off. The question measures the respondent's general expectation of the ease or difficulty to take one or two hours off.

- **Data set codes**

1. Very easy.
 2. Quite easy.
 3. Quite difficult.
 4. Very difficult.
 9. Not applicable (not included in the filter).
- Blank. No Answer / Don't know.

(2) FREEHOUR

Model questionnaire

Filter: VARIWT = 2,3,blank:

Q1_Freehour: *How easy or difficult is it to take on or two hours off work for personal or family matters within one working day?*

- (1) Very easy
- (2) Quite easy
- (3) Quite difficult
- (4) Very difficult

No answer

➔ ANY ANSWER

GO TO Q1_Freeleave.

NOTE: for people with VARIWT = 1, the variable FREEHOUR is automatically coded (imputation) by Eurostat to FREEHOUR = 1.

(3) FREELEAV

- **Definition of the variable**

Possibility in the main job to take one or two days of leave within three working days.

- **Target population**

All respondents who did any work for pay or profit during the reference week for one hour or more or those who were not working but had a job or business form which he/she was absent during the reference week.

- **Purpose of the variable**

This variable measures working time flexibility as the possibility to spontaneously take days off. It is independent from the motivation or reason for doing so. It is not supposed to measure if persons becoming sick may have problems of staying at home.

The intention is to get the employed persons' perception if the work activity in liaison with colleagues and supervisors allows in principle the respondent to take days at short notice (the time reference of "three working days" is used to cover the concept of "at short notice").

- **Data set codes**

1. Very easy.
2. Quite easy.
3. Quite difficult.
4. Very difficult.
9. Not applicable (not included in the filter).

Blank. No Answer / Don't know.

(3) FREELEAV

Model questionnaire

Filter: WSTATOR = 1,2:

Q1_Freeleav: *How easy or difficult is it for you to take one or two days off work within three working days?*

- (1) Very easy
- (2) Quite easy
- (3) Quite difficult
- (4) Very difficult

No answer

→ ANY ANSWER

GO TO Q1_Flexwt.

(4) FLEXWT

- **Definition of the variable**

Frequency to which the worker has to face unforeseen demands for changed working time in the main job.

- **Target population**

All respondents who did any work for pay or profit during the reference week for one hour or more or those who were not working but had a job or business form which he/she was absent during the reference week.

- **Purpose of the variable**

This variable concerns the flexibility the respondent has to show in order to fulfil the work tasks. The variable does not measure expectations or a perceived pressure at the workplace but concrete behaviour how often the respondent usually has to adapt his working times to fulfil the work.

This can be the consequence of a self-perceived necessity because of the volume of work or tight or changed deadlines. While this will be often the situation for self-employed in the case of employees it may also be a consequence of a request from the employer.

If the respondents regularly have to adapt their working schedules it will have a negative impact on the freedom to organise their leisure time or fulfil family responsibilities. It thus stays in contrast to the variables FREEHOUR and FREELEAV which measure flexibility in favour of the provider of work or goods.

- **Data set codes**

1. At least once a week.
 2. Less than every week but at least once a month.
 3. Less than every month or never.
 9. Not applicable (not included in the filter).
- Blank. No answer / Don't know.

(4) FLEXWT

Model questionnaire

Filter: WSTATOR = 1,2:

Q1_Flexwt: *How often do you have to make a change to your working time as required by your tasks, clients or your superiors?*

- (1) At least once a week
- (2) At least once a month
- (3) Less often or never

No answer

→ ANY ANSWER

GO TO Q1_Avaifree.

(5) AVAIFREE

- **Definition of the variable**

Worker was contacted during leisure time in the last two months to take action before the next working day for the main job.

- **Target population**

All respondents who did any work for pay or profit during the reference week for one hour or more or those who were not working but had a job or business form which he/she was absent during the reference week.

- **Purpose of the variable**

This variable measures the general availability and immediate reaction on requests by employers and clients. It is going further than FLEXWT because it focusses on concrete requests coming from the employer or clients and a quick reaction is required that directly interferes with leisure time. Again the variable does not relate to expectations but the concrete occurrence of situations when the respondent was contacted and had to react.

More explicitly than FLEXWT this variable assesses the impact a job can have on the free time of a person and in how far there could be a problem for the work-life balance.

- **Data set codes**

1. Was not contacted in the last two months.
 2. Was contacted on a few occasions.
 3. Was contacted several times and was expected to act before the next working day.
 4. Was contacted several times and was not expected to act before the next working day.
 9. Not applicable (not included in the filter).
- Blank. No answer / Don't know.

(5) AVAIFREE**Model questionnaire**

Filter: WSTATOR = 1,2:**Q1_Avaifree:** *In the last two months, how often were you contacted on work matters during your leisure time?*

- (1) Never
- (2) Once or twice
- (3) More often

GO TO Q2_Avaifree.

No answer

→ If Q1_Avaifree = 1,2,N.A and

- If STAPRO = 3

GO TO Q1_Rechours.

- If STAPRO = 1,2,4,blank

GO TO Q1_Pressure.

Filter: Q1_Avaifree = 3:**Q2_Avaifree:** *Were you expected to take action before your next working day?*

- (1) Yes
- (2) No

No answer

→ ANY ANSWER and:

- If STAPRO = 3

GO TO Q1_Rechours.

- If STAPRO = 1,2,4,blank

GO TO Q1_Pressure.

(6) RECHOURS

- **Definition of the variable**

Method of recording the presence or working hours in the main job.

- **Target population**

Employees only.

- **Purpose of the variable**

This variable intends mainly to assess the degree of autonomy and trust that are given to the employee. While no recording or manual self-recording would stand for a high level, an automatic recording or even under control of a supervisor are clearly more restrictive. The recording of presence can be seen as less strict than an exact recording of the hours worked. On the other hand the recording can be a protection of the employee against working frequently more than contractually agreed or a constant availability outside working hours.

Even though this variable gives an idea of applied recording modes its purpose is not to find out exact frequencies of the used systems or technical solutions to record working hours.

- **Data set codes**

01.	Presence and hours are not recorded.
02.	Presence recorded manually by one-self.
03.	Presence recorded manually by supervisor/colleague.
04.	Presence recorded automatically (clocking system, at log-in).
05.	Presence recorded with another method.
06.	Hours recorded manually by one-self.
07.	Hours recorded manually by supervisor/colleague.
08.	Hours recorded automatically (clocking system, at log-in).
09.	Hours recorded with another method.
99.	Not applicable (not included in the filter).
Blank.	No answer / Don't know.

(6) RECHOURS**Model questionnaire**

Filter: STAPRO = 3:

Q1_Rechours: *Is the number of hours you work or your presence at work recorded?*

- (1) Yes, hours are recorded
- (2) No, only presence is recorded
- (3) No, nothing is recorded

No answer

- ➔ If Q1_Rechours = 1,2 GO TO Q2_Rechours.
- ➔ If Q1_Rechours = 3,N.A. GO TO Q1_Pressure.

Filter: Q1_Rechours = 1,2:

Q2_Rechours: *How are the hours/is your presence recorded?*

- (1) Automatically recorded (clocking system, log-in at computer)
- (2) Manually recorded by one-self
- (3) Recorded manually by colleague or supervisor
- (4) Other method

No answer

- ➔ ANY ANSWER GO TO Q1_Pressure
-

(7) PRESSURE

- **Definition of the variable**

Frequency to which the person works under time pressure in the main job.

- **Target population**

All respondents who did any work for pay or profit during the reference week for one hour or more or those who were not working but had a job or business form which he/she was absent during the reference week.

- **Purpose of the variable**

This question assesses how common it is for the respondent in the main job to work under time pressure. That means that the time the respondent has to accomplish the work tasks is not sufficient and he/she either has to speed up work and eventually to extend working times. This variable can be interpreted in relation to FLEXWT where the work necessitates a change of working times here it effects an increased work pace and/or feelings of discomfort and stress.

This variable is subjective. Even though objective conditions influence the time pressure someone is exposed to, it also depends on individual capacities and the subjective interpretation of the situation.

- **Data set codes**

1. Always.
 2. Often.
 3. Sometimes.
 4. Never.
 9. Not applicable (not included in the filter).
- Blank. No answer / Don't know.

(7) PRESSURE**Model questionnaire**

Filter: WSTATOR = 1,2

Q1_pressure: *How often do you have to work under time pressure?*

- (1) Always
- (2) Often
- (3) Sometimes
- (4) Never

No answer

➔ ANY ANSWER GO TO Q1_Jobauton.

(8) JOBAUTON

- **Definition of the variable**

Possibility to influence order and content of tasks in the main job.

- **Target population**

All respondents who did any work for pay or profit during the reference week for one hour or more or those who were not working but had a job or business form which he/she was absent during the reference week.

- **Purpose of the variable**

This variable measures the autonomy of the respondent in the main job, meaning in how far he/she can influence the way work is carried out or that it is less predefined by the organisation and more left to the employee. A high job autonomy is also often seen as an indicator for a higher job quality and related to a higher job satisfaction.

It covers the two dimensions of influence on (1) the order and (2) the content of the tasks. The variable measures the extent to which the respondent thinks he/she can influence them. It thus does not measure the actual influence but the subjective perception of it.

- **Data set codes**

11.	Large influence on order and content
12.	Large influence on order and some on content
13.	Large influence on order and little or none on content
21.	Some influence on order and large influence on content
22.	Some influence on order and content
23.	Some influence on order and a little or none on content
31.	Large influence on content and little or none on order
32.	Some influence on content and a little or none on order
33.	Little or no influence on order and content
34.	Not applicable (not included in the filter).
Blank.	No answer / Don't know.

(8) JOBAUTON**Model questionnaire**

Filter: WSTATOR = 1,2:**Q1_Jobauton:** *To what extent can you influence the order of your tasks? Do you have...*

- (1) Large influence
- (2) Some influence
- (3) Little influence
- (4) Not at all

*No answer***→ ANY ANSWER GO TO Q2_Jobauton****Filter: WSTATOR = 1,2:****Q2_Jobauton:** *To what extent can you influence the content of your tasks? Do you have...*

- (1) Large influence
- (2) Some influence
- (3) Little influence
- (4) Not at all

*No answer***→ ANY ANSWER GO TO Q1_Placewk**

(9) PLACEWK

- **Definition of the variable**

Place where activities for main job are mainly carried out.

- **Target population**

All respondents who did any work for pay or profit during the reference week for one hour or more or those who were not working but had a job or business form which he/she was absent during the reference week.

- **Purpose of the variable**

The variable determines the place where the respondent in his/her main job mainly works. Relevant is the professional context in which work is done and not the physical location as such (e.g. if it is in an office building, outside, etc.). Work can be done in a professional environment set up by the employer or by the respondent in case of a self-employment. Work can be done at home in a private context. In other cases work is performed at the clients' places. Here, a big variety is possible, from working in clients' private places to staying in the company of the client or from a job accomplished in one hour to an assignment lasting several weeks. People who work in a vehicle, for delivery services and alike have even a less stable work environment.

- **Data set codes**

1. Employer's or own premises
2. Home
3. Clients' places
4. Non-fixed place (vehicle, delivery service, etc.)
5. Other
9. Not applicable (not included in the filter).

Blank. No answer / Don't know.

(9) PLACEWK**Model questionnaire**

Filter: WSTATOR = 1,2:

Q1_Placewk: *In your main job: what is the place where you mainly work?*

- (1) At the employer's or own premises
- (2) At home GO TO Q1_Otherloc
- (3) At the premises or homes of clients
- (4) At no locally fixed places (e.g. vehicle)
- (5) Another kind of place

No answer

- ➔ If Q1_Placewk = 1,3-5,N.A. GO TO Q1_Commutm.
-

(10) COMMUTM

- **Definition of the variable**

Time to get from home to work for the main job.

- **Target population**

All employed persons that have mentioned they carry out working activities of the main job mainly at different places than home.

- **Purpose of the variable**

The variable measures the time an employed respondent has to invest in addition to his/her regular working times. Together with the possibilities to adapt working times to private needs or the obligation to react to request from work it gives a comprehensive picture of the work balance. It also gives an informative picture of how long employed persons normally commute to get to work, if there are significant differences between people living in more urban or rural areas, etc.

- **Data set codes**

000 - 240	Minutes
999	Not applicable (not included in the filter).
Blank	No answer / Don't know.

(10) COMMUTM**Model questionnaire**

Filter: PLACEWK ≠ 2

Q1_Commutm: *How long does it usually take you to travel from home to your main place of work?
Please give us your average commuting time in minutes, one-way and without detours?*

Minutes (000-240)

No answer

→ ANY ANSWER and

- If PLACEWK = 1, 4, 5 GO TO Q1_Otherloc.
 - If PLACEWK = 3 GO TO Q2_Otherloc.
 - If PLACEWK = blank GO TO END.
-

(11) OTHERLOC

- **Definition of the variable**

Works in more than one location for the main job.

- **Target population**

All individuals that have replied that their main place of work is at the employer's or own premises, at home, at the premises or homes of clients, at no locally fixed place or another kind of place.

- **Purpose of the variable**

This variable measures if the respondent changes his/her main working place and the frequency of such geographical changes. This variable can serve several purposes. At first, it measures the stability of the work place. In general a more stable work place is more convenient and less stressful as the work environment stays the same, commuting and the remaining reconciliation with private life does not have to be re-organised regularly.

For respondents who indicated to work at the companies premises we would like to measure if they really only have this one place of work or sometimes work at alternative places, for instance at home or a different local units of the enterprise. Specific identification of telework is covered by HOMEWK in the core. The main interest in respondents working at client's places is the frequency with which they have to change between clients. So, if they have few major clients with longer lasting assignments or many clients and changes per day. For people with a non-fixed working place it is meaningful because it tries to identify if they have another fixed working place besides their non-fixed one.

- **Data set codes**

1. Daily.
 2. Not daily but at least every week.
 3. Less than every week but at least every month.
 4. Less than every month or never.
 9. Not applicable (not included in the filter).
- Blank. No answer / Don't know.

(11) OTHERLOC**Model questionnaire**

Filter: PLACEWK = 1-5:**Q1_Otherloc:** *In your main job, do you sometimes work at a different place than you main place of work?*

(1) Yes GO TO Q2_Otherloc.

(2) No

No answer

→ If Q1_Otherloc = 2,N.A. GO TO END.

Filter: (PLACEWK = 1,2,4,5 and Q1_Otherloc = 1) or PLACEWK = 3:**Q2_Otherloc:** *How often do you change your work place? Is it...*

(1) At least once a day

(2) At least once a week

(3) At least once a month

(4) Less often

No answer→ ANY ANSWER GO TO END

Annex 2: Additional tables and figures

Annex 2.1. Distribution respondents all countries by variable and category: mean, minimum, maximum and quartiles (%)

Variable	Answer category	Mean	Minimum	1st quartile	Median	3d quartile	Maximum
VARIWT	1 Worker can fully decide working time	17.3	9.4	13.4	17.3	20.3	34.9
	2 Worker can decide working time with certain restrictions	20.4	8.0	11.8	17.4	26.3	47.0
	3 Employer or organisation mainly decides working time	59.9	29.6	51.4	64.2	70.1	80.7
	Blank	2.4	0.0	0.0	0.4	1.7	22.0
FREEHOUR	1 Very easy	20.2	1.7	12.2	19.9	29.3	40.0
	2 Quite easy	40.0	23.5	34.8	39.5	44.4	58.7
	3 Quite difficult	24.5	12.1	16.4	20.9	29.3	54.5
	4 Very difficult	12.3	4.6	7.7	11.3	15.4	21.2
	Blank	3.0	0.0	0.1	1.5	2.6	25.7
FREELEAV	1 Very easy	21.1	8.4	15.4	19.3	25.4	47.5
	2 Quite easy	36.3	22.0	33.0	36.5	39.9	46.4
	3 Quite difficult	27.5	13.4	21.8	25.5	30.3	47.5
	4 Very difficult	12.2	4.4	8.9	12.0	14.3	25.3
	Blank	2.9	0.0	0.1	1.4	2.6	22.8
FLEXWT	1 At least once a week	19.1	7.6	14.4	19.2	24.0	30.7
	2 Less than every week but at least once a month	18.0	9.5	14.0	16.8	21.9	28.2
	3 Less than every month or never	60.2	30.0	50.6	62.5	68.0	79.5
	Blank	2.7	0.0	0.1	1.1	2.1	22.8
AVAIFREE	1 Was not contacted in the last two months	55.8	29.7	46.8	56.0	65.5	79.7
	2 Was contacted on a few occasions	24.0	15.8	19.1	22.2	27.8	42.3
	3 Was contacted several times and was expected to act before the next working day	10.4	2.7	7.6	9.8	12.2	22.6
	4 Was contacted several times and was not expected to act before the next working day	7.1	0.9	4.4	6.6	8.5	16.1
	Blank	2.7	0.0	0.3	1.3	2.4	21.8
RECHOURS	1 Presence and hours are not recorded	21.2	2.6	10.3	19.5	27.2	65.2
	2 Presence recorded manually by one-self	6.2	0.4	3.1	4.3	7.3	26.5
	3 Presence recorded manually by supervisor/colleague	5.5	0.8	2.4	3.6	7.0	18.0
	4 Presence recorded automatically (clocking system, at log-in)	3.5	0.3	1.4	2.5	4.3	13.4
	5 Presence recorded with another method	1.4	0.1	0.2	1.0	2.1	4.7
	6 Hours recorded manually by one self	17.4	5.4	9.1	15.5	20.3	50.8
	7 Hours recorded manually by supervisor/colleague	9.6	1.4	4.4	5.8	11.5	38.6
	8 Hours recorded automatically (clocking system, at log-in)	30.0	6.6	19.8	26.8	40.0	57.7
	9 Hours recorded with another method	1.9	0.2	0.6	1.3	2.8	5.8
	Blank	3.3	0.0	0.1	2.0	4.4	22.5
PRESSURE	1 Always	10.1	4.1	7.1	8.8	12.1	27.6
	2 Often	23.8	11.0	20.4	24.1	26.8	37.1
	3 Sometimes	41.9	22.2	36.7	42.0	46.7	55.5
	4 Never	21.8	7.4	15.6	19.2	24.8	61.3
	Blank	2.5	0.0	0.1	1.3	2.3	21.8
JOBBAUTON	1 Large influence on order and content	22.8	7.0	16.5	22.1	27.0	46.2
	2 Large influence on order and some on content	6.3	0.6	4.0	5.2	7.7	15.5
	3 Large influence on order and little or none on content	4.7	0.2	1.5	3.5	6.1	20.1
	4 Some influence on order and content	3.0	0.2	1.4	1.9	4.0	11.0
	5 Some influence on order and some on content	17.7	7.6	14.6	16.8	21.9	25.9
	6 Some influence on order and little or none on content	9.1	0.6	5.0	9.1	11.4	20.9
	7 Large influence on content and little or none on order	1.2	0.1	0.5	0.8	1.6	5.6
	8 Some influence on content and a little or none on order	2.8	0.6	1.7	2.5	3.5	8.0
	9 Little or no influence on order and content	29.6	8.4	20.0	28.0	39.5	57.3
Blank	2.7	0.0	0.1	1.2	2.2	22.0	
PLACEWK	1 Employer's or own premises	78.4	61.0	76.8	79.1	81.3	85.7
	2 Home	3.3	0.3	2.1	2.9	4.0	7.2
	3 Client's place	8.3	2.0	6.7	7.9	10.0	16.5
	4 Non-fixed place (vehicle, delivery service, etc.)	6.4	2.9	4.8	5.9	7.8	12.7
	5 Other	1.9	0.0	0.5	1.3	2.8	8.2
Blank	1.8	0.0	0.0	0.3	0.9	21.9	
COMMUTM	1 0 min	1.7	0.0	0.3	0.9	2.4	7.1
	2 1-10 min	28.4	12.2	23.1	26.8	32.9	51.6
	3 11-20 min	28.7	18.0	26.4	28.3	30.3	39.3
	4 21-30 min	17.8	7.7	16.8	18.6	19.8	24.1
	5 31-40 min	6.7	2.8	5.3	6.8	7.4	11.7
	6 41-50 min	5.3	1.7	3.5	5.3	6.8	9.3
	7 51-60 min	4.4	1.5	3.6	4.3	5.1	8.7
	8 61-90 min	2.1	0.4	1.4	1.8	2.6	5.4
	9 91+ min	1.0	0.0	0.5	0.7	1.3	2.7
	Blank	4.0	0.0	0.2	2.4	4.3	29.8
OTHERLOC	1 Daily	8.3	2.1	5.6	7.4	10.6	15.6
	2 Not daily but at least every week	10.4	3.6	8.0	10.5	11.8	22.6
	3 Less than every week but at least every month	6.1	1.5	4.4	5.2	7.3	13.9
	4 Less than every month or never	74.2	53.4	70.1	74.2	79.4	90.1
	Blank	1.0	0.0	0.1	0.4	0.8	10.9

Data for Switzerland is not available

Annex 2.2: Unweighted response rate VARIWT by country (%)

	Worker can fully decide working time	Worker can decide working time with certain restrictions	Employer or organisation mainly decides working time	Blank
EU-27	17.5	18.8	61.8	1.9
Belgium	22.9	23.5	53.5	0.1
Bulgaria	11.0	9.3	79.3	0.4
Czechia	16.8	15.2	67.9	0.1
Denmark	19.0	29.9	49.3	1.8
Germany	20.1	25.5	47.1	7.2
Estonia	18.1	22.9	58.9	0.0
Ireland	16.4	15.9	55.9	11.8
Greece	19.0	11.7	65.4	3.9
Spain	13.8	15.8	69.7	0.7
France	19.4	25.7	54.7	0.2
Croatia	12.3	14.3	73.2	0.2
Italy	17.3	11.8	70.5	0.4
Cyprus	9.7	17.4	72.9	0.0
Latvia	14.7	10.7	74.2	0.4
Lithuania	11.2	9.7	79.1	0.0
Luxembourg	12.0	27.8	38.3	22.0
Hungary	9.7	8.0	80.7	1.6
Malta	14.8	20.7	64.5	0.0
Netherlands	20.4	31.6	47.9	0.2
Austria	16.7	28.3	55.0	0.0
Poland	21.7	11.6	66.7	0.0
Portugal	17.7	13.4	64.2	4.7
Romania	24.2	10.7	65.1	0.0
Slovenia	15.7	14.8	69.5	0.0
Slovakia	9.4	18.5	71.2	0.9
Finland	22.7	47.0	29.6	0.7
Sweden	18.2	43.1	31.0	7.7
United Kingdom	22.4	21.8	55.2	0.6
Iceland	21.1	26.8	44.5	7.7
Norway	13.0	39.3	47.0	0.7
Switzerland*	.	.	.	.
Turkey	34.9	9.3	55.8	0.0

* Data is not available.

Annex 2.3: Unweighted response rate FREEHOUR by country (%)

	Very easy	Quite easy	Quite difficult	Very difficult	Blank
EU-27	18.5	39.7	25.0	13.7	3.2
Belgium	24.3	35.5	20.4	19.7	0.2
Bulgaria	3.5	28.2	54.3	13.5	0.5
Czechia	19.5	50.8	22.5	6.9	0.3
Denmark	34.1	42.2	15.2	6.0	2.4
Germany	17.5	29.3	23.1	19.6	10.5
Estonia	20.3	52.2	18.9	7.7	0.8
Ireland	18.9	38.5	17.8	9.2	15.7
Greece	13.9	38.3	29.0	13.8	5.1
Spain	22.9	41.8	17.3	12.7	5.3
France	17.0	39.0	21.3	21.0	1.8
Croatia	13.4	40.6	32.6	12.2	1.2
Italy	21.3	46.6	22.3	8.3	1.4
Cyprus	15.2	42.8	33.1	8.8	0.0
Latvia	7.9	39.9	35.7	15.3	1.3
Lithuania	7.5	48.5	36.3	7.7	0.0
Luxembourg	18.7	35.0	12.9	7.6	25.7
Hungary	9.7	44.7	23.6	19.9	2.1
Malta	39.3	33.7	17.1	9.9	0.0
Netherlands	30.2	45.0	15.7	7.2	1.8
Austria	24.5	33.8	20.5	21.2	0.0
Poland	11.0	39.2	30.4	19.4	0.0
Portugal	8.8	51.6	22.4	9.9	7.4
Romania	1.7	23.5	54.5	20.3	0.0
Slovenia	38.8	30.9	14.2	15.9	0.1
Slovakia	5.3	34.1	45.6	13.4	1.6
Finland	34.1	39.2	15.7	9.2	1.8
Sweden	40.0	38.2	12.1	6.3	3.4
United Kingdom	26.2	38.4	20.6	13.5	1.4
Iceland	29.7	33.7	13.4	11.9	11.4
Norway	35.8	39.9	14.2	7.5	2.6
Switzerland	29.2	43.6	16.6	9.0	1.6
Turkey	12.6	58.7	24.2	4.6	0.0

Annex 2.4: Unweighted response rate FREELEAV by country (%)

	Very easy	Quite easy	Quite difficult	Very difficult	Blank
EU-27	19.4	35.5	28.0	14.0	3.1
Belgium	30.3	30.4	20.3	18.9	0.1
Bulgaria	8.4	37.8	46.3	7.1	0.4
Czechia	30.0	46.1	19.2	4.4	0.3
Denmark	24.9	39.6	24.4	8.8	2.3
Germany	18.9	29.3	27.0	16.0	8.7
Estonia	17.5	46.4	27.2	7.6	1.3
Ireland	17.2	34.0	24.6	10.6	13.7
Greece	20.7	40.2	25.0	10.0	4.1
Spain	24.4	37.7	19.0	12.9	6.0
France	18.3	29.2	24.9	25.3	2.2
Croatia	19.2	41.8	29.1	8.8	1.1
Italy	16.5	39.8	30.2	12.0	1.4
Cyprus	15.0	35.1	37.4	12.5	0.0
Latvia	11.9	33.6	39.8	13.4	1.3
Lithuania	10.3	36.7	43.6	9.4	0.0
Luxembourg	15.6	33.0	18.3	10.3	22.8
Hungary	14.7	44.8	25.5	13.0	1.9
Malta	41.9	31.1	17.4	9.6	0.0
Netherlands	20.1	36.4	26.0	14.9	2.5
Austria	24.7	31.5	24.8	19.1	0.0
Poland	16.2	36.1	33.2	14.6	0.0
Portugal	9.6	34.5	30.5	17.6	7.7
Romania	13.0	22.0	44.9	20.1	0.0
Slovenia	47.5	27.1	13.4	11.9	0.0
Slovakia	8.6	33.6	47.5	8.9	1.4
Finland	20.7	38.8	25.5	12.7	2.4
Sweden	16.3	41.1	27.5	12.9	2.2
United Kingdom	26.8	33.7	24.1	14.3	1.2
Iceland	32.1	32.9	16.3	7.6	11.2
Norway	27.4	40.9	19.7	8.8	3.3
Switzerland	24.2	39.7	22.4	11.3	2.4
Turkey	29.9	43.1	22.4	4.7	0.0

Annex 2.5: Unweighted response rate FLEXWT by country (%)

	At least once a week	Less than every week but at least once a month	Less than every month or never	Blank
EU-27	18.9	18.0	59.8	3.2
Belgium	21.4	16.6	61.9	0.2
Bulgaria	8.0	12.0	79.5	0.4
Czechia	23.4	27.2	48.8	0.5
Denmark	20.3	22.9	54.6	2.2
Germany	17.8	13.7	49.7	18.8
Estonia	12.9	19.1	67.4	0.5
Ireland	14.2	12.4	60.6	12.7
Greece	16.7	17.1	61.7	4.5
Spain	12.2	9.5	75.6	2.8
France	26.3	24.9	47.8	1.0
Croatia	16.5	15.9	66.8	0.8
Italy	25.1	21.6	50.8	2.5
Cyprus	20.0	13.0	67.1	0.0
Latvia	14.3	16.3	67.9	1.5
Lithuania	8.9	16.5	74.5	0.0
Luxembourg	27.6	19.6	30.0	22.8
Hungary	7.6	12.8	77.5	2.1
Malta	22.2	14.7	63.1	0.0
Netherlands	22.1	27.2	49.7	1.0
Austria	27.1	14.1	58.9	0.0
Poland	14.4	17.0	68.6	0.0
Portugal	18.5	10.7	64.7	6.1
Romania	15.7	19.0	65.3	0.0
Slovenia	26.7	19.1	54.1	0.0
Slovakia	11.1	18.4	69.3	1.2
Finland	30.7	28.2	39.6	1.6
Sweden	23.7	22.8	52.7	0.8
United Kingdom	23.3	15.5	59.9	1.3
Iceland	10.5	15.5	65.4	8.6
Norway	26.5	25.9	45.8	1.8
Switzerland	25.9	25.1	46.9	2.0
Turkey	17.0	10.2	72.8	0.0

Annex 2.6: Unweighted response rate AVAIFREE by country (%)

	Was not contacted in the last two months	Was contacted on a few occasions	Was contacted several times and was expected to act before the next working day	Was contacted several times and was not expected to act before the next working day	Blank
EU-27	57.5	23.5	9.6	6.3	3.1
Belgium	61.7	18.5	13.7	5.9	0.1
Bulgaria	39.9	42.3	10.1	7.3	0.4
Czechia	70.1	21.9	5.1	2.4	0.5
Denmark	44.2	31.7	9.2	12.7	2.2
Germany	51.9	15.8	8.7	8.7	14.9
Estonia	51.9	30.9	7.1	9.8	0.4
Ireland	45.5	24.3	12.0	5.1	13.1
Greece	55.8	28.9	8.9	1.6	4.7
Spain	66.1	18.1	7.8	5.2	2.8
France	66.9	18.6	10.1	3.5	1.0
Croatia	61.3	21.2	8.7	7.3	1.5
Italy	53.3	28.9	8.1	7.9	1.8
Cyprus	71.5	18.2	5.9	4.5	0.0
Latvia	64.4	22.2	9.2	2.4	1.8
Lithuania	79.7	16.7	2.8	0.9	0.0
Luxembourg	42.8	19.2	10.8	5.4	21.8
Hungary	66.5	19.0	6.8	4.1	3.6
Malta	55.4	27.0	11.8	5.8	0.0
Netherlands	47.7	20.8	17.8	12.0	1.7
Austria	59.8	20.9	11.7	7.6	0.0
Poland	56.2	27.7	9.5	6.7	0.0
Portugal	57.6	19.1	11.8	5.4	6.1
Romania	67.9	27.5	2.9	1.7	0.0
Slovenia	64.1	17.0	10.1	8.4	0.4
Slovakia	65.3	23.5	6.9	2.8	1.4
Finland	29.7	33.2	22.6	12.9	1.5
Sweden	37.6	28.8	16.3	16.1	1.2
United Kingdom	50.0	24.8	16.1	8.0	1.1
Iceland	43.8	22.1	11.7	13.6	8.9
Norway	37.9	26.6	15.1	16.0	4.4
Switzerland	44.3	28.0	19.3	7.4	1.0
Turkey	70.4	20.4	2.7	6.6	0.0

Annex 2.7: Unweighted response rate RECHOURS by country (%)

	Presence and hours are not recorded	Presence recorded manually by one-self	Presence recorded manually by supervisor/colleague	Presence recorded automatically (clocking system, at log-in)	Presence recorded with another method	Hours recorded manually by one self	Hours recorded manually by supervisor/colleague	Hours recorded automatically (clocking system, at log-in)	Hours recorded with another method	Blank
EU-27	19.5	6.7	5.9	4.4	1.5	15.5	9.5	31.1	1.8	4.1
Belgium	35.1	4.0	3.7	2.4	0.9	7.6	4.2	40.9	1.2	0.1
Bulgaria	23.2	7.2	18.0	4.3	0.5	5.8	22.3	17.9	0.3	0.5
Czechia	5.5	8.0	2.9	2.7	0.4	20.7	5.7	52.9	0.8	0.5
Denmark	26.1	18.0	6.2	11.4	4.4	19.1	3.3	6.6	2.8	2.3
Germany	15.9	3.8	2.6	4.1	1.7	15.4	5.8	37.4	2.6	10.6
Estonia	38.4	3.2	3.5	3.8	0.1	15.7	10.4	24.1	0.5	0.4
Ireland	12.1	2.1	3.1	1.2	2.0	14.8	12.9	33.1	4.7	14.1
Greece	21.2	3.4	8.9	3.4	1.4	9.0	19.2	26.4	1.9	5.0
Spain	26.7	7.7	3.3	13.4	3.4	10.3	2.4	22.9	2.1	7.7
France	36.2	4.4	8.2	2.3	1.0	11.0	4.9	24.7	0.7	6.6
Croatia	9.1	4.2	17.2	3.6	1.5	8.9	24.7	18.5	5.8	6.4
Italy	19.5	6.4	6.5	5.2	0.1	9.1	5.2	44.3	0.7	2.9
Cyprus	53.9	3.3	4.2	0.3	0.2	7.5	2.5	28.0	0.2	0.0
Latvia	65.2	4.1	5.3	2.0	0.4	5.4	3.9	11.2	0.3	2.2
Lithuania	19.2	1.5	9.0	1.7	0.8	6.5	38.6	19.9	2.9	0.0
Luxembourg	12.8	4.5	2.0	5.5	4.7	11.7	5.5	27.0	3.9	22.5
Hungary	7.0	10.5	11.1	4.2	0.2	20.6	20.1	22.4	0.4	3.5
Malta	19.7	11.2	3.1	1.6	0.2	19.8	4.0	39.8	0.6	0.0
Netherlands	21.1	1.3	1.0	2.2	1.7	37.0	9.5	19.4	2.8	4.2
Austria	8.7	1.2	1.3	0.4	0.1	28.2	10.5	48.9	0.6	0.0
Poland	10.5	26.5	12.7	4.4	2.3	11.2	9.0	22.1	1.3	0.0
Portugal	16.2	2.1	2.0	0.8	1.1	18.8	8.2	39.9	3.6	7.1
Romania	5.0	13.5	13.1	6.0	3.6	8.2	20.3	26.6	3.7	0.0
Slovenia	5.3	3.6	1.9	4.6	0.6	20.2	6.2	54.8	2.8	0.0
Slovakia	2.6	6.6	4.7	1.2	0.2	19.9	15.8	46.4	0.4	2.1
Finland	9.8	0.4	0.9	0.3	3.4	35.7	4.4	40.2	4.1	0.8
Sweden	28.5	16.6	2.7	10.3	1.4	24.1	1.4	13.2	0.8	1.0
United Kingdom	28.5	5.4	4.2	2.7	2.1	18.1	5.6	29.9	1.7	1.9
Iceland	12.6	1.6	0.8	1.4	0.1	13.9	3.0	57.7	0.6	8.3
Norway	21.9	5.3	2.7	1.5	3.9	39.3	7.0	15.0	1.4	2.0
Switzerland	19.4	2.9	1.4	1.4	1.1	50.8	5.5	12.7	2.2	2.7
Turkey	40.6	4.4	6.7	0.6	0.1	12.0	5.1	30.3	0.3	0.0

Annex 2.8: Unweighted response rate PRESSURE by country (%)

	Always	Often	Sometimes	Never	Blank
EU-27	9.9	23.9	41.7	21.7	2.8
Belgium	16.7	26.2	35.3	21.6	0.2
Bulgaria	9.3	29.0	52.6	8.6	0.4
Czechia	7.5	37.1	44.0	10.6	0.8
Denmark	9.0	26.8	42.1	20.1	2.0
Germany	15.0	26.9	34.8	13.4	9.9
Estonia	5.7	18.5	45.5	30.1	0.2
Ireland	12.9	17.0	34.0	21.9	14.2
Greece	12.9	33.0	38.9	11.1	4.2
Spain	9.4	14.7	34.6	37.8	3.5
France	8.2	20.8	33.2	35.8	1.9
Croatia	5.7	19.3	48.0	24.8	2.3
Italy	8.6	24.0	45.6	20.2	1.6
Cyprus	12.1	29.4	44.9	13.7	0.0
Latvia	5.9	25.0	51.7	16.1	1.3
Lithuania	7.0	20.8	55.1	17.1	0.0
Luxembourg	8.5	22.7	33.8	13.3	21.8
Hungary	9.6	27.0	42.0	19.3	2.1
Malta	20.8	25.3	29.1	24.8	0.0
Netherlands	7.7	19.0	39.8	32.5	1.0
Austria	12.3	27.3	41.5	19.0	0.0
Poland	11.2	25.9	45.3	17.6	0.0
Portugal	10.7	15.5	37.1	30.1	6.5
Romania	5.8	22.6	55.5	16.2	0.0
Slovenia	14.9	23.4	37.6	24.0	0.0
Slovakia	4.1	23.0	52.4	19.1	1.4
Finland	7.5	32.7	51.5	7.4	0.8
Sweden	8.5	25.8	51.1	14.2	0.5
United Kingdom	27.6	24.0	28.4	17.4	2.6
Iceland	9.2	24.2	39.6	18.4	8.7
Norway	7.1	24.1	46.3	21.0	1.4
Switzerland	5.0	16.5	42.0	34.9	1.6
Turkey	5.5	11.0	22.2	61.3	0.0

Annex 2.9: Unweighted response rate JOBAUTON by country (%)

	Large influence on order and content	Large influence on order and some on content	Large influence on order and little or none on content	Some influence on order and content	Some influence on order and some on content	Some influence on order and little or none on content	Large influence on content and a little or none on order	Some influence on content or none on order	Little or no influence on order and content	Blank
EU-27	22.5	6.2	4.6	2.5	17.4	8.8	1.0	2.7	31.9	2.6
Belgium	27.0	6.9	5.3	1.6	18.8	8.4	0.7	2.0	29.2	0.1
Bulgaria	13.1	1.7	0.4	2.9	19.9	4.2	1.0	4.6	51.7	0.4
Czechia	18.7	3.6	3.2	1.3	16.9	10.2	0.5	1.7	43.7	0.3
Denmark	20.4	11.6	7.2	2.8	22.1	11.4	0.8	2.7	18.8	2.2
Germany	18.5	9.0	6.1	2.8	16.2	8.8	0.9	3.1	25.0	9.6
Estonia	12.8	10.5	11.6	1.4	15.4	20.9	0.4	1.9	25.0	0.1
Ireland	27.4	3.7	0.9	6.1	19.5	3.4	1.6	3.8	20.6	13.0
Greece	25.4	4.1	2.8	1.1	18.6	10.0	0.3	1.4	31.8	4.4
Spain	25.2	5.5	3.7	2.4	16.3	6.8	1.6	3.1	32.6	3.0
France	16.5	8.2	10.8	1.7	13.1	14.0	0.9	2.7	30.6	1.4
Croatia	12.5	2.8	2.6	0.6	13.6	11.6	0.2	1.7	53.5	1.0
Italy	35.4	6.3	2.7	3.0	16.7	5.3	2.0	2.3	24.8	1.7
Cyprus	8.7	4.2	20.1	0.2	7.6	18.4	0.1	1.3	39.4	0.0
Latvia	19.5	3.9	4.7	1.5	22.7	8.9	0.5	1.6	35.4	1.3
Lithuania	27.0	4.9	1.2	5.1	24.2	9.3	2.5	2.4	23.5	0.0
Luxembourg	28.1	7.0	2.5	5.7	16.4	4.5	1.6	3.2	8.8	22.0
Hungary	16.6	2.0	1.6	1.8	15.7	5.1	0.7	2.3	52.3	1.8
Malta	21.5	5.2	4.7	1.9	24.3	6.6	1.0	3.5	31.4	0.0
Netherlands	25.5	12.5	7.8	3.8	13.6	9.9	1.6	3.5	20.5	1.1
Austria	13.1	4.4	9.0	1.3	10.8	14.8	0.8	2.6	43.1	0.0
Poland	23.8	5.3	3.4	1.5	18.7	11.0	0.4	1.7	34.3	0.0
Portugal	35.1	5.3	0.7	4.8	25.9	2.8	1.1	4.5	13.6	6.2
Romania	19.1	1.6	0.7	1.1	21.8	4.8	0.4	1.8	48.7	0.0
Slovenia	22.7	4.8	6.2	1.3	12.6	10.3	0.8	1.6	39.8	0.0
Slovakia	7.0	2.4	2.5	0.5	12.6	15.1	0.3	0.6	57.3	1.6
Finland	16.3	14.7	5.7	4.5	22.4	12.3	0.9	5.8	16.3	1.2
Sweden	14.7	14.1	4.9	2.5	23.8	19.5	0.5	2.9	16.8	0.3
United Kingdom	26.9	7.5	5.4	1.7	20.8	7.4	0.5	1.5	28.3	0.0
Iceland	42.2	4.0	1.1	10.8	13.2	2.2	5.6	4.1	8.4	8.5
Norway	33.7	6.5	1.3	11.0	16.4	3.0	5.5	8.0	12.6	1.9
Switzerland	24.7	15.5	8.4	5.8	15.0	10.3	2.1	4.1	13.1	1.0
Turkey	46.2	0.6	0.2	1.9	19.3	0.6	1.7	1.7	27.8	0.0

Annex 2.10: Unweighted response rate PLACEWK by country (%)

	Employer's or own premises	Home	Clients' place	Non-fixed place (vehicle, delivery service, etc.)	Other	Blank
EU-27	78.1	2.8	9.0	6.4	1.9	1.8
Belgium	75.2	3.5	16.0	4.7	0.5	0.1
Bulgaria	79.5	0.3	11.3	7.8	0.7	0.4
Czechia	79.7	3.9	7.7	7.4	1.2	0.1
Denmark	82.9	3.7	8.3	3.1	0.8	1.2
Germany	73.1	3.3	8.0	3.3	3.7	8.5
Estonia	79.1	4.3	8.2	8.2	0.2	0.0
Ireland	68.5	5.4	6.9	6.0	1.7	11.5
Greece	81.2	0.6	3.7	6.5	4.1	4.0
Spain	79.0	1.6	8.8	7.8	2.4	0.4
France	75.8	5.7	11.2	5.7	1.5	0.1
Croatia	78.6	1.8	7.1	10.2	1.9	0.3
Italy	81.9	0.7	9.5	7.2	0.0	0.7
Cyprus	83.5	1.2	10.7	4.1	0.5	0.0
Latvia	79.0	2.8	5.8	6.8	5.3	0.3
Lithuania	81.7	3.2	4.7	8.8	1.5	0.0
Luxembourg	61.0	3.7	6.5	3.3	3.6	21.9
Hungary	83.3	2.1	7.3	5.7	0.0	1.5
Malta	79.2	2.6	5.7	11.9	0.6	0.0
Netherlands	66.8	5.5	16.5	2.9	8.2	0.1
Austria	80.2	2.7	7.8	9.0	0.3	0.0
Poland	76.9	2.0	7.8	12.7	0.6	0.0
Portugal	77.2	2.6	8.0	6.7	1.0	4.7
Romania	84.3	0.5	6.7	5.9	2.6	0.0
Slovenia	80.8	6.7	4.3	7.8	0.5	0.0
Slovakia	83.8	3.1	7.7	4.2	0.3	0.9
Finland	76.3	3.9	10.7	4.9	3.4	0.7
Sweden	79.6	2.8	10.5	5.2	1.7	0.2
United Kingdom	74.0	7.2	8.7	5.2	4.3	0.5
Norway	79.9	2.4	11.2	4.0	1.6	0.9
Iceland	77.5	2.6	4.9	6.0	0.8	8.2
Switzerland	74.9	5.2	9.9	4.8	4.3	0.9
Turkey	85.7	6.7	2.0	5.6	0.0	0.0

Annex 2.11: Unweighted response rate COMMUTM by country (%)

	0 min	1-10 min	11-20 min	21-30 min	31-40 min	41-50 min	51-60 min	61-90 min	91+ min	Blank
EU-27	1.7	29.1	28.4	17.4	6.6	5.2	4.3	2.0	1.0	4.3
Belgium	5.4	22.6	26.3	18.6	7.9	7.8	6.1	3.8	1.3	0.2
Bulgaria	2.4	19.1	36.2	21.6	10.0	5.0	4.1	0.7	0.2	0.8
Czechia	0.0	25.2	32.4	20.3	7.0	5.7	4.2	1.8	2.4	1.0
Denmark	1.6	25.6	27.5	19.7	7.2	6.9	4.7	2.8	1.2	2.9
Germany	0.8	26.9	27.4	18.4	6.9	6.3	4.3	2.1	1.8	5.1
Estonia	0.0	29.5	31.2	18.6	6.8	5.0	4.1	1.7	0.5	2.5
Ireland	2.4	22.1	22.4	16.2	6.9	5.8	6.1	3.0	1.1	13.9
Greece	0.1	42.3	30.0	10.2	5.0	2.6	1.5	0.5	0.3	7.5
Spain	0.8	34.3	29.4	15.1	4.6	3.6	4.2	1.8	1.0	5.2
France	0.7	27.3	28.7	18.2	6.9	7.2	4.7	2.6	1.1	2.6
Croatia	7.1	26.9	29.2	17.1	6.2	4.6	4.0	1.7	0.5	2.7
Italy	1.1	42.7	26.7	13.0	3.9	3.1	4.4	1.6	0.9	2.6
Cyprus	5.5	32.8	36.0	15.5	4.5	2.8	2.3	0.6	0.0	0.0
Latvia	0.0	20.2	26.4	20.3	11.7	7.4	6.0	5.4	2.7	0.0
Lithuania	0.3	23.2	38.6	24.1	7.4	2.1	3.3	0.6	0.5	0.0
Luxembourg	0.3	12.2	18.0	17.0	8.7	7.0	4.1	2.3	0.6	29.8
Hungary	3.2	26.3	25.6	19.0	8.7	5.2	5.0	2.6	1.5	2.9
Malta	0.7	23.1	30.9	23.2	4.6	9.3	5.8	1.9	0.5	0.0
Netherlands	1.6	26.7	26.4	18.6	6.2	7.7	5.9	3.5	1.3	2.1
Austria	1.7	34.5	26.9	17.0	6.4	6.3	4.3	2.1	0.8	0.0
Poland	4.0	24.0	32.2	20.3	6.8	3.3	3.7	1.1	0.5	4.1
Portugal	1.6	40.1	26.5	12.4	3.6	3.1	3.5	1.2	0.5	7.5
Romania	2.2	16.7	23.7	20.4	11.0	6.2	2.8	1.4	0.6	15.1
Slovenia	5.9	28.1	29.5	19.6	5.4	4.9	4.5	1.7	0.4	0.1
Slovakia	1.0	22.7	39.3	20.7	6.6	3.1	3.3	1.4	0.1	1.7
Finland	0.0	29.4	29.8	18.9	7.4	6.3	3.3	1.7	0.7	2.7
Sweden	0.0	26.7	28.7	18.7	7.5	7.1	5.3	2.6	1.6	1.9
United Kingdom	0.8	26.2	25.8	18.1	6.8	5.4	8.7	3.9	2.0	2.3
Iceland	0.3	51.6	23.8	7.7	2.8	1.7	1.8	0.4	0.2	9.6
Norway	3.1	33.2	27.9	16.1	5.4	4.8	4.4	2.4	2.7	0.0
Switzerland	0.0	29.2	26.3	17.6	8.1	6.8	5.6	3.6	1.4	1.4
Turkey	0.2	37.0	29.0	18.8	4.5	4.1	4.6	1.5	0.3	0.0

Annex 2.12: Unweighted response rate OTHERLOC by country (%)

	Daily	Not daily but at least every week	Less than every week but at least every month	Less than every month or never	Blank
EU-27	8.9	10.2	5.5	74.3	1.1
Belgium	15.6	11.8	5.0	67.7	0.0
Bulgaria	2.1	3.6	4.1	90.1	0.0
Czechia	9.6	9.4	4.4	76.4	0.3
Denmark	7.2	11.1	9.1	72.2	0.4
Germany	5.4	8.2	4.8	70.8	10.9
Estonia	6.9	8.3	5.9	78.7	0.2
Ireland	6.9	11.0	6.3	75.2	0.6
Greece	5.6	8.3	2.3	83.3	0.5
Spain	8.6	8.0	4.5	77.3	1.6
France	14.3	11.1	6.0	67.9	0.6
Croatia	4.7	12.4	9.1	73.7	0.1
Italy	10.3	7.8	3.4	78.1	0.5
Cyprus	11.6	11.0	4.5	72.8	0.0
Latvia	2.7	6.0	5.3	85.4	0.5
Lithuania	3.1	6.7	3.9	86.3	0.0
Luxembourg	7.5	11.8	8.9	70.9	0.9
Hungary	4.6	7.1	4.2	83.8	0.3
Malta	15.3	8.3	4.0	69.8	2.6
Netherlands	14.8	20.7	9.7	54.0	0.7
Austria	13.1	12.2	4.5	70.2	0.0
Poland	7.2	10.5	6.4	75.9	0.0
Portugal	9.0	11.2	5.1	73.2	1.5
Romania	4.3	7.3	4.6	83.8	0.0
Slovenia	6.2	7.7	4.7	81.3	0.2
Slovakia	6.4	10.4	6.8	76.3	0.1
Finland	10.9	22.6	12.8	53.4	0.3
Sweden	12.7	18.7	13.9	54.1	0.6
United Kingdom	8.9	11.8	6.5	72.6	0.2
Iceland	5.6	8.0	6.0	74.7	5.7
Norway	10.5	11.4	9.0	67.8	1.3
Switzerland	7.5	13.2	9.4	68.7	1.2
Turkey	6.9	4.6	1.5	86.9	0.0

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EU Labour Force Survey ad hoc module 2019 on work organisation and working time arrangements

QUALITY ASSESSMENT REPORT

This report evaluates the 2019 EU Labour Force Survey (EU-LFS) ad hoc module on work organisation and working time arrangements. The main objective of this report is to describe the implementation of the survey and to assess the quality of the dataset. The report presents some main results and recommendations on how to improve the module for future repetitions.

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