



European Establishment Survey on Working Time and Work-Life Balance

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General Information

- Survey of working time arrangements and work-life balance measures at establishment level
- 21 European countries:
 - ▶ 15 'old' EU countries and
 - ▶ 6 NMS: CZ, CY, LV, HU, PL
- Two tier approach: interviews with **personnel managers** and – where available – **employee representatives**
- Fieldwork coordinated by TNS Infratest Sozialforschung, Munich, Germany
- First report was published in Spring 2006



Topics covered

- Flexible working time arrangements and working time accounts
- Part-time work
- Overtime and non-standard working hours
- Parental and other long-term leave
- Phased and early retirement
- Specific policies to support work-life balance



The design of the survey (1)

- **Unit of enquiry:** the establishment with 10+ employees; private firms as well as establishments belonging to the public sector;
- **Sectors** not covered:
 - ▶ Agriculture (NACE A),
 - ▶ Fishing (NACE B),
 - ▶ Private Households (NACE P),
 - ▶ Extraterritorial Organisations (Q)
- **The universe:** comprises some 2.7 mln establishments with about 120 million employees in the 21 countries.



The design of the survey (2)

- Respondents:
 - ▶ **Management Representative** (#21 031): “the most senior person in the local establishment responsible for personnel in the establishments”
 - ▶ **Employee Representative** (#5 232): “the chairperson of the formal employee representation” (country specific definitions: TU or WC)
- **Data collection**: Computer Assisted Telephone Interview (CATI) in each of the national fieldwork agencies;





How representative?

- Size of establishment: exclusion of roughly 1/3 employees from the universe
- Sectoral coverage: exclusion of further 2 percentage points



survey representative for 2/3 of the total employment in the 21 countries

- Less representative in EL, CY, PT, IT, SI



- **Back to Back translation**
- **Involvement of technical experts from the participating countries**
- **Compatibility with phone interview techniques**



Sample Questions (1)

- Not skill questions per se, more a way to identify the enterprise:

Q1: Approximately what proportion of your employees work in skilled jobs, i.e. jobs which require an apprenticeship, a university degree or any other specific professional training?

A: None / <20% / 20% to less than 40 etc.

(MM questionnaire)



Sample Questions (2)

Q2: Does your establishment encounter any of the following problems?

- A:
- a) high absenteeism and/or high sickness rate
 - b) difficulties in finding staff for skilled jobs
 - c) difficulties in finding staff for low skilled or unskilled jobs
 - d) Difficulties in retaining staff
 - e) A need to reduce staff levels
 - f) Low motivation of staff
 - g) Other problems

(MM and ER questionnaires)



Sampling frame

- Criteria for address sources:
 - 1) establishment level;
 - 2) all relevant sectors of activity;
 - 3) number of employees
- Directly using the addresses from the address registers
- Special screening to transform an originally company related sample into an establishment sample
 - e.g. multi-site companies – screening procedure to identify eligible establishment and to randomly select one of them for interview;



Stratification Matrix

Sector	Producing Industries NACE C-F	Service Sector NACE G-O
Size Class		
10-19 employees		
20-49 employees		
50-199 employees		
200-499 employees		
500 + employees		



Sampling

- special efforts to ensure a sufficient representation of the public administration (NACE L)
- Some problems getting address registers from Education (NACE M) and Health and Social Work (NACE N); to certain degree under-represented;
- Quality control – data were additionally checked by comparing the weighted survey results with existing information from other sources;



Fieldwork

- Decentralised data collection done in two waves;
 - Autumn (Sept – Nov) 2004: EU-15
 - Spring (May – June) 2005: 6 NMS
- Total of 21 000 establishments surveyed; # of cases varied by country
 - 350 – 1500 (of MM interviews)
 - 68 – 674 (of ER interviews; total of 5200)
- Quality control:
 - stop after initial 30 interviews in each category; intermediate dataset reviewed at the central level
 - right to visit the fieldwork institute



Response rates and interpretation

Finland	1,006	674	67%
Denmark	1,024	502	49%
Sweden	1,016	489	48%
Slovenia	500	223	45%
Germany	1,500	526	35%
Netherlands	1,008	355	35%
France	1,510	393	26%
Spain	1,500	373	25%
Luxembourg	352	77	22%
Belgium	1,007	214	21%
Latvia	542	112	21%
Hungary	1,000	214	21%
Cyprus	400	81	20%
Czech Republic	950	165	17%
Poland	1,088	174	16%
Ireland	502	73	15%
Italy	1,500	225	15%
Austria	1,000	123	12%
Portugal	1,119	97	9%
Greece	1,000	68	7%
UK	1,507	74	5%



Data Weighting

- weighted data reproduced the structure of the universe in terms of size class, sectors and country;
- establishment- and employee-proportional weighting for each country separately
 - “establishment focused analysis: 32% of establishments has employee representations” vs.
58% of employees are working in the establishments where there is employee representation;
- “international weighting” adjusted the national sample sizes (based on the total of establishments respectively of employees in each country)



Next steps

- Publications
 - ▶ Thematic reports
 - ▶ Methodological reports
- Second Survey planned for 2008 (not a panel!)



Notes for future surveys

- Linguistic, technical and practical accuracy
- Cultural concepts – e.g. “employee representation”; country specific definitions of the ER body eligible for interview
- Ask simple questions
- People involved in questionnaire development to be involved in data analysis
- Allow for time buffers, especially at the questionnaire development stage and the interview stages (v. important given the two steps method used)
- Problems in getting background information for some countries and sectors



Issues to Debate

- Establishment vs. Company
- Face-to-face vs. telephone interview vs. mail based
- Inclusion of Public Administration sector



Further information

- **European Foundation website**

www.eurofound.europa.eu

- **Company survey page**

<http://www.eurofound.eu.int/areas/worklifebalance/eswt.htm>

- **Publications**

<http://www.eurofound.eu.int/publications/index.htm>

- Or **email** Camilla Gallo da bino: gdb@eurofound.eu.int



Thank you