
European Training and Learning Survey

D7.3 Technical and quality report (final)

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1. Introduction

The **European Training and Learning Survey** was conducted by Verian Group on behalf of the European Centre for the Development of Vocational Training (Cedefop). The survey aims to gain insights into adult learning and development. It specifically wants to examine how the European population of employees obtain training and learning at or outside their workplace to upskill or reskill themselves in face of the ever-evolving work environment and determine the factors influencing these learning activities.

The data of the **European Training and Learning Survey** were collected among adults aged 16-64 who are in wage and salary employment (i.e. paid employees, excluding those in self-employment and family workers), from each EU Member State, as well as from Iceland and Norway.

The main fieldwork took place from October 2023 to February 2024. At the end of the fieldwork a total of **44,752 interviews** were conducted (both telephone and online), covering topics associated with training needs of working adults, the training opportunities available to them, and which of those opportunities they availed of.

To obtain a representative sample, we used a probability-based approach to collect data from the target population. Most countries had a target of 500 respondents from a probability sample, except Luxembourg with 250. This probability sample was drawn from probability online panels if available (self-completion of the questionnaire online, CAWI), otherwise it was obtained through random-digit dialling (RDD, questionnaire administered through the phone, CATI). An additional 500+ responses came from non-probability online panels. Cyprus and Malta used a full probability sample design. Probabilistic samples ensured coverage of the target population via high quality random samples, while top-up samples maximized size of the overall sample. Phone samples used mobile or dual frame designs, stratified by region or provider. In Iceland, the sample was stratified by gender, age, region, and urbanity, with oversampling of younger, male, and urban populations. Online probabilistic sample panels were stratified by socio-demographics, with oversampling and reminders to ensure representation. Access panels used quotas based on population data, with broad categories to minimize screen outs. Weighting corrected for differences at a granular level. A more detailed discussion is available in section **5.2 - Sampling Design Implementation**.

To best possibly represent the target population, we used a two-step weighting approach for both probabilistic and non-probabilistic samples. For probabilistic samples, design weights adjusted for selection probability differences, and calibration weights aligned the socio-demographic profile with the population using Eurostat data. Non-probabilistic samples used socio-demographic weights and RIM weighting to adjust for key outcome differences. Final weights were trimmed at the 5th/95th percentile (or 10th/90th for some countries) to ensure efficiency, reflecting the effective sample size compared to the achieved sample size. A more detailed discussion is available in section **5.9.4 - Final weighting approach and weighting efficiency**.

The findings presented in this report serve as a summary of the fieldwork as completed and a synthesis of the observations by the Verian team and some feedback from the national agencies involved in this survey.

2. Cognitive testing

The cognitive testing exercise was conducted in six countries (Cyprus, Finland, Germany, Ireland, Poland, and Spain) between November and December 2022. Cognitive testing was conducted to test and refine the questionnaire in preparation for the main survey to ensure accurate interpretation of questions by the respondents, ensuring their interest and engagement in the topic, and understanding underlying issues with complex and sensitive questions.

Overall, hundred-eighty participants (thirty per country) were interviewed during the cognitive testing stage. Respondents were exposed to the questionnaire during a face-to-face interview with a qualitative researcher either reading the questions to them simulating the telephone or letting them accomplish the survey using the online environment. They were asked to answer the questions while their verbal and non-verbal reactions were observed (doubt, surprise, etc.). The interviewer prompted questions from the approved guide, to explore if any issues or difficulties were encountered (for example understanding, wording, sensitivity).

The results of the exercise can be summarized as below:

- The interviews, conducted face-to-face, lasted 60 minutes on average.
- Verian recruited from all socio-demographic groups to ensure a wide variety of views were included. The following categories were considered when selecting participants: gender (an equal mix of men and women), age (between 16-64), education, industry, occupation, and contract types. All respondents had to be employed to participate.
- Across countries, respondents demonstrated high engagement in the survey.
- The engagement was exhibited by the respondents' concentration and willingness to respond to questions and to provide feedback on the questionnaire.
- The cognitive testing exercise also revealed some issues with the questionnaire. These were mainly related to:
 - The excessive length of some questions (especially in the CATI mode);
 - The cumbersome or complex wording of a few questions;
 - The randomisation of compulsory and voluntary statements.

A full report detailing the findings of the cognitive test was delivered in December 2022 by Verian to Cedefop as fulfilment of Deliverable 3. The findings from the cognitive testing were used jointly by Verian and Cedefop to improve the questionnaire in preparation for pilot testing. The pilot version of the questionnaire was finalised in March 2023.

3. Translation

The master questionnaire in English was drafted by vocation and education experts from Cedefop, led by Konstantinos Pouliakas and Giovanni Russo, in close collaboration with the Verian team coordinated by the senior research director Nicolas Bécuwe with the support of Alan Felstead, an expert on the subject matter.

In August 2022, a translatability assessment on a selection of questions was conducted with translators for Spanish, German, Finnish, Greek, and Polish languages. This involved a dry-run translation of the questionnaire to improve the English source version. The translations were not for further use but helped identify potential translation issues. Kantar Belgium selected the languages, approved by Cedefop, representing different language families: Spanish (Latin), Polish (Slavic), and German (Germanic). Questions selected for the assessment were those considered less straightforward to translate.

Translators suggested notes, rewording, or alternative wording to clarify terms and resolve ambiguities during the translatability assessment. All issues were compiled into a single document, which served as the basis for questionnaire revisions and item-per-item guidelines. The consolidated results were delivered to Cedefop on 1 August 2022. Q19 and Q15 received the most feedback. In Q19, improvements in the English source focused on the phrasing and conceptual clarity of items describing the impact or outcomes of the learning activities that workers participated in. Verian submitted the first draft of the revised questionnaire on 18 August 2022, incorporating changes to improve definitions, syntax, consistency, and alignment with other language translations.

The local language versions of the validated master questionnaire in English underwent TRAPD methodology (TRAPD elements and additional translation process steps are illustrated in Figure 1). Verian selected translators and adjudicators/localisers for all national versions from their expert network of linguists and researchers.

The questionnaire was translated into 27 languages. However, there were a few additional or “shared languages”, e.g. French is the “main language” for France, but the “shared language” for Belgium and Luxembourg. For the latter two, the “main language” was used as the basis, with the necessary local adaptations.

Moreover, the English-language versions for Ireland and Malta (except national list of categories) were adopted directly from the master questionnaire in English.

3.1. Translation process

The finalisation of the questionnaire followed the following steps:

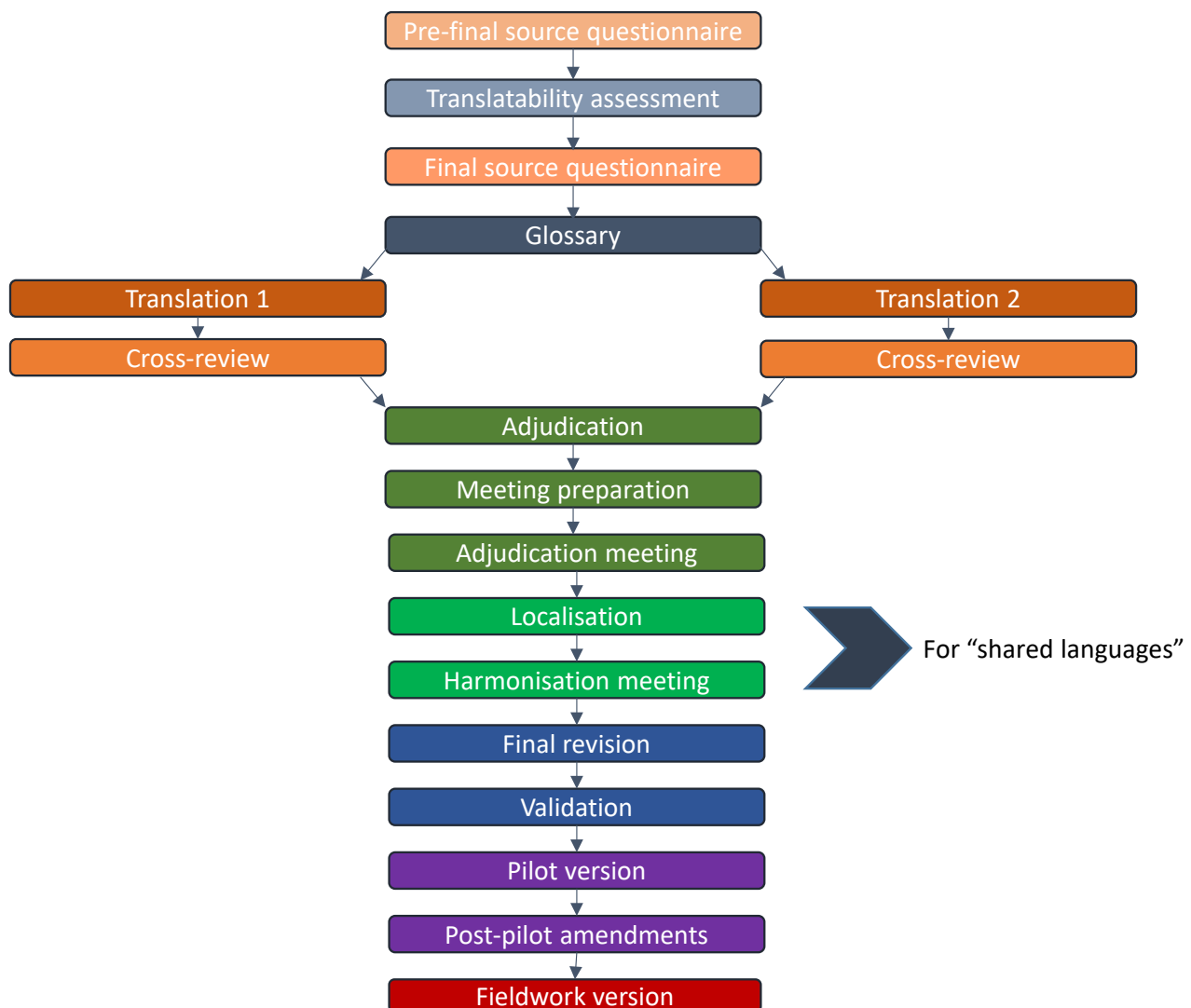
- The questionnaire was reviewed jointly by Verian and CEDEFOP;
- The proofreading of the English questionnaire was performed by an external native English-speaking expert and, if needed, changes were discussed and incorporated.

Once the master version of the English questionnaire was validated, the translation process followed the following steps:

1. Translations by two independent senior linguists;
2. Cross-review of parallel translations by the linguist who completed the other translation;
3. Adjudication by local agencies in collaboration with the two linguists – this step allowed Verian to merge the two independent translations and make additional improvements where possible;
4. Localisation and harmonization of shared languages;

5. Final revision of the adjudicated translation by a different, independent linguist to detect any remaining errors;
6. Validation of the questionnaire by local institutes.

All the steps were centrally coordinated by the project management team in Brussels. Steps 1, 2, 4 and 5 were coordinated by the translation coordinator, while steps 3 and 6 were undertaken by national research institutes in each country.



The pilot survey's translation process followed the steps outlined above to translate the entire questionnaire. After the pilot, the survey results were analysed to identify questions or items deemed to be not well understood or interpreted in diverging ways by respondents, thus potentially limiting cross-country comparability. Those "challenging" questions or items were edited in the source questionnaire. The changes in the source questionnaire were then readapted in each local version for the mainstage fieldwork.

3.2. Languages

The source questionnaire was translated into the following languages:

Table 1 – List of languages		
Country	Language	Abbreviation
Austria	German	ATX
Belgium	French	BEF
	Dutch	BEN
Bulgaria	Bulgarian	BGX
Croatia	Croatian	HRX
Cyprus	Greek	CYX
Czechia	Czech	CZX
Denmark	Danish	DKX
Estonia	Estonian	EEE
	Russian	EER
Finland	Finnish	FIF
	Swedish	FIS
France	French	FRX
Germany	German	DEX
Greece	Greek	ELX
Hungary	Hungarian	HUX
Iceland	Icelandic	ISX
Ireland	English	IEX
Italy	Italian	ITX
Latvia	Latvian	LVL
	Russian	LVR
Lithuania	Lithuanian	LTX
Luxembourg	French	LUF
	Luxembourgish	LUL
	German	LUG
Malta	Maltese	MTM
	English	MTE
Netherlands	Dutch	NLX
Norway	Norwegian	NWX
Poland	Polish	PLX
Portugal	Portuguese	PTX
Romania	Romanian	ROX
Slovakia	Slovak	SKX
Slovenia	Slovenian	SIX
Spain	Spanish	ESS
	Catalan	ESC
Sweden	Swedish	SEX
Iceland	Icelandic	ISX

4. Pilot survey (pre-test)

4.1. Information on pilot survey fieldwork

A pilot survey (or pre-test) was conducted to test all aspects of the survey and sampling procedures in preparation for the main fieldwork. The pilot for the **European Training and Learning Survey** was launched on the 21st of June 2023 and was completed on 10th of July 2023. The pilot took place in all the 29 target countries of the survey. The detailed methodology, findings and recommendations to the revisions of the questionnaire were well documented in the ETL Survey Pilot report (D5.1) submitted to Cedefop on 14.07.2023.

Telephone pilot

Telephone interviews were conducted in 11 countries (Austria, Bulgaria, Croatia, Hungary, Iceland, Italy, Malta, the Netherlands, Cyprus, Romania and Slovenia). In all these countries, between 15 and 31 interviews were conducted.

The average length of the CATI pilot was 30 minutes. The table below presents the fieldwork dates, the number of interviews completed and the average length of those interviews:

Table 2 - Summary of CATI pilot fieldwork					
Country	Provider	Number of interviewers	Number of interviews	Fieldwork dates	Average length of interview (mins)
Austria	KANTAR Info Research Austria	5	20	28.06.2023 - 05.07.2023	27.00
Bulgaria	CSOP	5	20	27.06.2023 - 07.06.2023	39.00
Croatia	Hendal	2	20	26.06.2023 - 03.07.2023	31.00
Hungary	Kantar-Hoffmann	6	20	22.06.2023 - 29.06.2023	29.97
Iceland	Gallup	3	20	22.06.2023 - 27.06.2023	33.00
Italy	Lexis	1	20	27.06.2023 - 03.07.2023	26.80
Malta	Misco International Ltd.	2	15	23.06.2023 - 28.06.2023	29.00
Netherlands	GDCC	7	26	27.06.2023 - 10.07.2023	37.98
Cyprus	CYMAR Market Research Ltd.	12	31	26.06.2023 - 05.07.2023	37.00
Romania	CSOP	6	20	23.06.2023 - 30.06.2023	33.92
Slovenia	Mediana d.o.o.	3	20	22.06.2023 - 28.06.2023	28.60

Online pilot

In all countries except Malta, 10 interviews were conducted via online access panels. In 19 countries, 20 interviews were conducted via online probabilistic panels.

The average length of the CAWI pilot was 24 minutes, which was significantly shorter than the CATI pilot in all countries. The table below summarises the fieldwork dates, the number of interviews achieved in both online modes and the average length of interviews of the pilot survey per country:

Table 3 - Summary of CAWI pilot fieldwork					
Country	Number of interviews from access panels	Number of interviews from probabilistic panels	Total number of online interviews	Fieldwork dates	Average length of interview (mins)
Austria	10	-	10	21.06 – 23.06.2023	27.39
Belgium	10	20	30	21.06 - 29.06.2023	22.62
Bulgaria	10	-	10	23.06 - 24.06.2023	23.76
Croatia	10	-	10	21.06 - 22.06.2023	16.96
Czechia	10	20	30	21.06 - 27.06.2023	25.37
Denmark	10	20	30	21.06 - 24.06.2023	27.00
Estonia	10	20	30	22.06 - 27.06.2023	25.28
Finland	10	20	30	21.06 - 29.06.2023	25.61
France	10	20	30	21.06 - 30.06.2023	24.47
Germany	10	20	30	21.06 - 29.06.2023	25.44
Greece	10	20	30	21.06 - 29.06.2023	26.82
Hungary	10	-	10	21.06 - 23.06.2023	17.22
Iceland	10	-	10	28.06 - 30.06.2023	22.93
Ireland	10	20	30	21.06 - 02.07.2023	20.50
Italy	10	-	10	21.06 - 23.06.2023	17.95
Latvia	10	20	30	22.06 - 26.06.2023	27.10
Lithuania	10	20	30	21.06 - 26.06.2023	20.74
Luxembourg	10	20	30	21.06 - 26.06.2023	20.66
Malta	-	15	15	26.06 - 02.07.2023	24.83
Netherlands	10	-	10	21.06 - 22.06.2023	23.30
Norway	10	20	30	21.06 - 30.06.2023	22.33
Poland	10	20	30	21.06 - 29.06.2023	25.79
Portugal	10	20	30	21.06 - 26.06.2023	25.54
Romania	10	-	10	21.06 - 23.06.2023	20.59
Slovakia	10	20	30	21.06 - 27.06.2023	26.21
Slovenia	10	-	10	21.06 - 22.06.2023	15.67
Spain	10	20	30	21.06 - 23.06.2023	23.73
Sweden	10	20	30	21.06 - 24.06.2023	31.52
Total	270	375	645	21.06 – 02.07.2023	24.16

4.2. Main recommendations and changes introduced following the pilot survey

Overall, the pilot was conducted successfully in all countries and the target was achieved within the time that was originally allocated for this task in most countries. Following the pilot survey, all 11 local agencies which conducted the survey over the phone were requested to submit a country pilot report to summarise feedback and flag potential issues related to interviewers' briefing, fieldwork implementation, questionnaire, and translations in local languages. The following sub-sections present a summary of the main recommendations and changes introduced following the pilot survey for each of these aspects.

Detailed information about the pilot survey and the complete feedback on each of these aspects are included in the full pilot survey report (or interim report), which has been delivered by Verian to Cedefop in Deliverable 5.1.

4.2.1. Briefings of interviewers

Fieldwork supervisors in each of the country conducted their briefing of interviewers to cascade the interviewing and fieldwork instructions that were discussed during the central pilot briefing conducted on May 15, 2023, by the Verian team. The briefings for each country team were conducted a week before the start of the pilot fieldwork. The timing of these briefings ranged between 1 hour to 4 hours.

The complete briefing material the interviewers received included a review of the survey manual, a review of the questionnaire (key concepts and terms, technical terms, challenging questions) and a Q&A.

In multiple countries, two topics were identified that required further explanation during said briefing:

- The definition of the eligibility criteria, i.e., what is meant by 'employed subject', and the different types of employment statuses, asked further clarification in Italy and Malta;
- Technical aspects related to the recording of the given responses, requiring extra explanation in Hungary, Italy and Malta.

In Austria, the educational categories had to be further refined, as the ones presented in the briefing resembled the German educational system more than the Austrian one. This was then rectified and adapted for the main survey.

In the remaining countries, no topics needed further discussion. The questionnaire and the guidelines were well understood by interviewers.

4.2.2. Pilot fieldwork implementation

Feedback on fieldwork implementation concerned the sampling procedure, the screening process, and respondents' cooperation and reasons for refusal.

Multiple countries reportedly found it challenging to reach the required sample for the landline numbers due to the low response rates observed in the landline group.

Overall, the screening process did not present challenges. However, in some cases, interviewers considered the screener unnecessarily cumbersome and lengthy. Some technical issues were reported in relation to the screener in Austria, which were eventually resolved.

Respondents were generally cooperative in all the countries in which the pilot took place. However, the general observation made by the interviewers in most countries was that the length of the

questionnaire entailed a progressive decrease in the respondents' cooperation over the course of the interview. This was also cited as the major reason for why respondents refused to participate in the survey.

4.2.3. Questionnaire

Overall, countries reported a moderate-to-high level of engagement in the study. However, some challenges reported were related to the length of the interview. Some respondents found certain questions cumbersome or the wording complex. It is important to note that translations through the TRAPD process were done for all the languages before the pilot testing in all countries.

Other issues related to the questionnaire content were mentioned. These were linked to finding some questions repetitive, unclear, or not well translated or localised. These were considered when reviewing the questionnaire in preparation for the main fieldwork. The feedback from the pilot survey proved to be valuable indicators and input in fine-tuning the final questionnaire. The table below provides a summary of the problems encountered with some questions and the changes implemented in the questionnaire or in the survey manual for the main survey:

Table 4 – Questionnaire changes after pilot survey	
Potential issues or aspects to improve	Measures taken or changes implemented
Eligibility section	
Q4 – In which region is your usual place of residence? – There were some minor comments on this question. In Bulgaria, the main issue was constituted by the unclear translation. In Iceland, the proposed list of regions was excessively detailed. The vast majority of countries, however, did not have any issues with this question.	The following changes were made in the localised regions for the mainstage: • In Bulgaria, three region translations were adapted to improve understandability. • In Croatia and Estonia, the used NUTS codes were updated. This had no impact on the respondents but did on Verian's back-end recoding. • In Iceland, only 7 regions at LAU1 level were presented to respondents during the mainstage instead of 77 at LAU2 level like in the pilot.
Learning for work	
Q8 – How long have you been working for your current employer? – In Italy and Malta, respondents did not always recall how long they have been working for their current employer, particularly when asked about the number of months. Other countries, however, did not have any issues with this question.	The question text was slightly adjusted. The question in the mainstage was phrased as: "How long have you been working for your current company or organisation? "
Q9 – Which sector does your current employer mainly operate in? – According to interviewers in Bulgaria, this question was not easy to answer for respondents with a lower educational background. No issues were reported related to this question in other countries.	The question text was slightly adjusted. The question in the mainstage was phrased as: "Which sector does your current company or organisation mainly operate in?"
Q10 – What does your employer mainly make or do at your workplace, that is the local site where you work? – In Hungary, Italy, Malta, and Bulgaria some respondents struggled to	The question text was slightly adjusted. The question in the mainstage was phrased as: "what does your company or organisation

answer this question due to the complexity of the proposed categories and the wording of the question.	mainly make or do at your workplace, that is the local site where you work?".
Q12B – What do you mainly do in your main job? – In multiple countries, respondents were reportedly hesitant when asked to describe what they do in their current job mostly due to the sensitive nature of their occupation or having difficulty describing the tasks they carry out at their jobs.	No changes were made to this question.
Q14 – Please think about your situation [12 months ago IF Q8>=1 year] [at the time you started your main job IF Q8<1 year]. At that time, to what extent did you need to develop your knowledge and skills? – Although most countries did not have issues with this question, a problem was detected in the Icelandic translation. Additionally, in Cyprus interviewers reported that respondents had trouble understanding the question.	The question text was slightly adjusted. The question in the mainstage was phrased as: "Please think about your situation [12 months ago IF Q8>=1 year] [at the time you started your main job IF Q8<1 year]. At that time, to what extent did you need to develop your work-related knowledge and skills?"
Q15 – [In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], to what extent have you become better, if at all, at any of the following aspects of your work? – In Iceland, Italy, and Bulgaria it was reported that respondents struggle with remembering the items of the question, due to their excessive number. This entails a loss of concentration, which decreased the quality of the responses given.	The items used in this question were slightly changed. Only three items are now asked in the CATI sample, while all 11 items remained asked for the CAWI sample.
Q17 – [In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], how often have you participated in any of the following training activities related to your work that were organised by your employer? – In the CAWI sample, most of the respondents found the question clear based on the open-ended assessment question. Those who did not find the question clear provided open-ended feedback and these can be grouped into the following themes: • Confusion: Some respondents found the question confusing or not well-formulated (too general or not understanding the purpose) preventing them to understand what was being asked; • Relevance to their jobs: some found the question was not relating to their job tasks or the organisation wherein they work;	This question was changed completely.

• Language issues: some found some incorrect language or translation errors contributing to confusion including not being able to distinguish from the last question that read almost similar; and • Lack of information: some respondents felt there was not enough information or that there was too much information provided for them answer the questions properly.	
Q18 – [In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], how often have you done any of the following activities to learn new things for your work on your own initiative? – There was a shared concern about these questions being too repetitive. Majority of countries, however, did not have any issues with this question.	An introduction was added to this question: "Now think of activities to learn new things for your work not organised by your company or organisation."
Q20 – To what extent do the following reasons explain why you learn new things for work? – Although most countries didn't have any issues related to this question, respondents from Italy found the formulation of the question to be unclear.	The question text was slightly adjusted. The question in the mainstage was phrased as: "To what extent do you learn new things for work for the following reasons?"
Q21 – To what extent do the following reasons make it difficult for you to learn new things for your work? – Almost all the countries encountered no issues; interviewers in Bulgaria found the answer options not well defined and repetitive.	Q21_3 "Company or organisation rules, procedures and regulations" is now only asked to the online sample.
Q22 – To what extent do the following people support you in learning new things for your work? – Although most countries didn't encounter an issue, in Bulgaria an observation similar to Q21 was made for this question. Some countries reported some items to be unsuited to specific respondents, e.g. managers who don't have a supervisor above them.	Q22_4 "People doing a similar job, but for another employer" is now only asked to the online sample.
Q23 – Regarding learning new things for your work, to what extent are the following statements true? – In Italy and Bulgaria, respondents reported the formulation of the question to be unclear and confusing. It was suggested to add "Not applicable" as an option for those who don't find the question to be applicable to them.	No changes were made to this question.
Q24 – How much of the knowledge and skills acquired at your current job are specific to your company or organisation and cannot be used elsewhere? – While most countries found	The question text was slightly adjusted. The question in the mainstage was phrased as: "How much of the knowledge and skills acquired at your current job are specific to your company or

the question to be clear, some respondents found it difficult to fully understand and required some clarification.	organisation and cannot be used if you moved to another company or organisation in the same job?" This question was only asked to the CAWI sample in the mainstage.
Q27 – Which of the following situations best describes your main job? – Almost all the countries encountered no issues. The only point noted in Cyprus was that the question is not comprehensive of people working without a contract.	The answer items were adjusted to include both contracts and agreements.
Your main job	
Q31 - How often do you work as part of a well-defined team? – In Italy and Cyprus, respondents struggled to understand which specific circumstances in their work they would describe as "working in a team".	This question was only asked in the CAWI sample during the mainstage fieldwork.
Q32 - In general, to what extent can you influence decisions affecting your work? – In Slovenia it was suggested that this question uses the same scale labels as the question preceding it, while in Bulgaria, respondents found it slightly difficult to answer this question.	No changes were made to this question.
Workplace relations	
Q36. How many people work at your workplace? – In some countries it was suggested that the extent of what "workplace" stands for should be clarified in the question text.	No changes were made to this question.
Q37. When you do more than expected from you at work, to what extent are the following statements true? – Some countries reported the question was unclear. Local teams suggested specific examples or a more precise explanation to be presented.	The question was only asked to the CAWI sample in the mainstage, and one of the items was made clearer (Q37_2. I can count on my manager or supervisor's support in return).
Q38. Let's imagine that a job like yours could also be done by machines or robots. How likely is it that your employer would choose to use them and not humans? – Although the question was clear in most countries, some responses give the impression that they have strong opinions about automation which seemed to have distracted them from responding directly to the question.	The question text was slightly adjusted. The question in the mainstage was phrased as: "Let's imagine that some activities of a job like yours could also be done by machines or robots. How likely is it that your employer would choose to use them and not humans to do these activities?" The question was only asked to the CAWI sample in the mainstage.
Q40. Regarding your relationship with your manager or supervisor, to what extent are the following statements true? – This question was perceived as sensitive in Italy. Some countries reported some questions to be unsuited to specific respondents, e.g. managers who don't have a supervisor above them.	The question text was slightly adjusted. The question in the mainstage was phrased as: "Regarding your manager or supervisor, to what extent are the following statements true?"

Q41. Regarding your relationship with your colleagues, to what extent are the following statements true? - Further clarifications about these questions were necessary for some respondents in Bulgaria. Majority of countries, however, did not have any issues with this question.	This question was split in two: Q41A. To what extent do you share ideas about how to get the work done with your colleagues? Q41B. And to what extent would you say the following statement applies to you: you don't talk with your colleagues about how to do your work, you just do it? (new question only asked to the CAWI sample).
Q42. To what extent are the following statements true about your workplace? - Further clarifications about these questions were necessary for some respondents in Bulgaria. Majority of countries, however, did not have any issues with this question.	No changes were made to this question.
About you	
Q43. To what extent are the following statements about you true? - Further clarifications about these questions were necessary for some respondents in Bulgaria. Majority of countries, however, did not have any issues with this question.	Two out of the seven items were only asked to the online sample in the mainstage. No other changes were made to this question.
Q45. How old were you when you completed your highest level of education? – In Hungary, the fieldwork team noted that the interviewer can enter very low values (i.e. 1 year), even though the question asks about the age at which the highest level of education was completed.	The question was only asked to the online probabilistic sample during the mainstage.
Q46. What is the highest level of education you have completed? – In Austria, interviewers observed that the current answers provided refer to the German educational system, and therefore, do not apply to Austria.	The Austrian education levels were updated before the mainstage fieldwork took place.
Q47. To what extent are you limited in your daily work activities by any chronic physical or mental health problem, disorder, or disability? – This question was perceived as sensitive by some respondents, particularly in Bulgaria.	No changes were made to this question.
Q48. What is your usual monthly net pay after deductions for tax, social insurance and any other compulsory deductions? – This question was flagged as sensitive in Italy, Slovenia, and Malta. It was suggested that income bands are provided instead of asking the respondents for a specific number.	12 income bands to reflect the median net individual pay in each country was asked in Q48B if respondents refused to give an answer in Q48. The amount no longer needed to be entered with two decimal places during the mainstage fieldwork.
Q49. In the last 12 months, how often has your household had financial difficulties, for example when paying bills, rent, and covering medical expenditure? – Interviewers	The question was only asked to the CAWI sample during the mainstage.

in Slovenia observed that respondents are reluctant to provide honest answers, when they are facing financial difficulties.	
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4.2.4. Translations

Overall, there were no major translation issues flagged during or after fieldwork for pilot survey. The great majority of local agencies did not signal problems related to translations. Some local agencies reported specific translation issues and/or suggestions for rephrasing and improvement of the wording of certain questions. These issues and suggestions were then passed on to the independent translators before starting the translation process of the main stage fieldwork, to verify if changes were needed.

5. Main Survey

5.1. Contact procedures and measures to increase response rates for telephone surveys (CATI)

To achieve the widest reach possible within the target population, the central project management team ensured that the following criteria were respected during fieldwork:

- Five (5) contact attempts to be made for no answer and busy numbers.
- At least 50% of the contact attempts conducted after 4 PM.
- Interviews are carried out from Monday to Sunday.
- If appointments are made, the number should be re-called until the selected household member is available to respond or until the target number of interviews is reached.

As mentioned above, local agencies were asked to re-call the numbers with appointments until the target number of interviews is reached and to make at least 5 contact attempts before dropping numbers that are not answering or are busy. However, this strategy was found to reduce efficiency in Austria, Cyprus, Hungary, Iceland and Malta. The local agencies in Austria and Cyprus reported that a very high percentage of the call attempts after the first two attempts was unsuccessful. Similarly, the agency in Iceland noted that they didn't attempt contacting respondents 5 times as the display of caller ID on mobile phones led to the respondents not answering repeated calls.

Another aspect of the contact strategy involved that at least 50% of the contact attempts were to be conducted after 4 PM. Interviewers from Austria and Malta reported that the response rates were tremendously higher when the respondents were contacted after 4 PM. On the contrary, interviewers in the Netherlands emphasised the increased availability of people during the morning hours due to the holiday season.

The contact strategy also required interviews to be held from Monday to Sunday, although no interviews were carried out on Sundays in Austria, Croatia, Italy and Malta. In Bulgaria, no interviews were held on weekends and national holidays. Local teams from Bulgaria, Hungary and Malta reported that people prefer to be contacted on weekdays. Nevertheless, call attempts in all countries seem to be spread evenly on most of the days of the week.

5.2. Summary fieldwork report

A total of 44,752 interviews were completed during the fieldwork period. The table below shows the completed interviews by country across different modes.

Table 5 – Mainstage fieldwork summary by country						
Country	Target	Achievement				
		Telephone (n)	Online probabilistic (n)	Online non-probabilistic (n)	Total, all modes (n)	Total, all modes %
Austria	1500	500	1000		1500	100.00%
Belgium	1500		1004	501	1505	100.33%
Bulgaria	1500	501	1000		1501	100.07%
Croatia	1000	500	500		1000	100.00%
Cyprus	1000	1000			1000	100.00%
Czechia	1500		1006	500	1506	100.40%

Denmark	1000		501	502	1003	100.30%
Estonia	1000		501	504	1005	100.50%
Finland	1000		500	501	1001	100.10%
France	3000		2504	500	3004	100.13%
Germany	3000		2500	501	3001	100.03%
Greece	1500		1000	500	1500	100.00%
Hungary	1500	501	1001		1502	100.13%
Iceland	1000	500	506		1006	100.60%
Ireland	1000		500	500	1000	100.00%
Italy	3000	501	2513		3014	100.47%
Latvia	1000		500	502	1002	100.20%
Lithuania	1000		500	501	1001	100.10%
Luxembourg	1000		763	250	1013	101.30%
Malta	1000	500		584	1084	108.40%
Netherlands	1500	501	1001		1502	100.13%
Norway	1000		500	546	1046	104.60%
Poland	3000		2509	503	3012	100.40%
Portugal	1500		1003	500	1503	100.20%
Romania	2000	500	1500		2000	100.00%
Slovakia	1000		500	500	1000	100.00%
Slovenia	1000	503	503		1006	100.60%
Spain	3000		2513	507	3020	100.67%
Sweden	1500		1003	512	1515	101.00%
Total	44500	6007	29331	9414	44752	100.57%

The fieldwork was initially planned to start by end of September 2023 and complete by late December 2023. The first interviews were completed on October 4, 2023 slightly later than targeted because of additional steps in setting up and checking centralised Forsta+ links sent across different modes. By the end of the year, progress was at 96% (28 December 2023). However, delays were encountered in some country samples for telephone (especially in Austria, Croatia, Malta and Italy) and for online (especially in Slovakia, Poland and Greece). The last interview was conducted on 19 February 2024. This will be explained in each following subsection.

5.2.1. Fieldwork report for telephone surveys (CATI)

The CATI survey covered the population of the respective nationalities of the European Union Member States, Iceland, and Norway resident in each of these countries and aged 16-64. CATI fieldwork took place between 23.10.2023 and 30.01.2024. The shift in the timeline was largely associated with the additional steps to set up country fieldwork teams onto the centralised CATI cloud infrastructure. This caused a delayed start for the fieldwork of telephone samples. The country teams took extra weeks in October to setup the fieldwork from a centralised infrastructure before most teams could start by early November. While fieldwork finished in four countries in 2023, most of the national agencies achieved the total completes in January 2024.

The fieldwork dates and number of interviews per country in the telephone mode are summarized in the table below:

Table 6 – Fieldwork summary: telephone				
Country	Local agency	Target nr. of interviews	Nr. of interviews achieved	Fieldwork dates
Austria	KANTAR Info Research Austria	500	500	02.11.2023 - 21.12.2023
Bulgaria	Kantar Bulgaria	500	501	07.12.2023 - 30.01.2024
Croatia	Hendal d.o.o.	500	500	14.11.2023 - 15.01.2024
Cyprus	Cymar Market Research Ltd	1000	1000	15.11.2023 - 24.01.2024
Hungary	Kantar-Hoffman	500	501	17.11.2023 - 18.01.2024
Iceland	Gallup	500	501	23.10.2023 - 21.12.2023
Italy	Lexis Ricerche	500	501	08.11.2023 - 06.01.2024
Malta	Misco International	500	500	17.11.2023 - 29.12.2023
Netherlands	GDCC	500	501	31.10.2023 - 03.01.2024
Romania	CSOP	500	500	15.11.2023 - 18.01.2024
Slovenia	Mediana	500	503	16.11.2023 - 18.12.2023
Total		6000	6007	23.10.2023– 30.01.2024

5.2.2. Fieldwork report for online probabilistic surveys

The interviews conducted via the online probabilistic panel samples started as scheduled during the first week of October 2023. Fieldwork was successfully completed on time in 13 countries. However, the remaining six countries experienced some slight spill-over into 2024, with Slovakia and Poland being the last to conclude.

The delay was specific to these two countries and was primarily attributed to the small sample size in Public Voice panel in Slovakia and Poland. Despite our efforts to enhance panel recruitment and remind invited panel respondents to participate, the challenge persisted. To address this, Verian adopted an alternative approach: the fieldwork in Poland was supplemented by incorporating legacy online probabilistic panel from Opinia24 and the CATI RDD recruitment effort in Slovakia was increased.

Table 7 - Fieldwork summary: online probabilistic panels				
Countries	Probabilistic panel provider	Target interviews (n)	Interviews achieved (n)	Fieldwork dates
Belgium	Public Voice	500	501	04.10.23 - 21.01.24
Czechia	Public Voice	500	500	04.10.23 - 29.11.23
Denmark	Legacy panels	500	502	06.10.23 - 16.12.23
Estonia	Legacy panels	500	504	06.10.23 - 01.11.23
Finland	Legacy panels	500	501	05.10.23 - 14.12.23
France	Public Voice	500	500	05.10.23 - 28.12.23
Germany	Public Voice	500	501	04.10.23 - 19.12.23
Greece	Public Voice	500	500	05.10.23 - 12.02.24
Ireland	Public Voice	500	500	04.10.23 - 19.12.23
Latvia	Legacy panels	500	502	05.10.23 - 22.11.23

Lithuania	Legacy panels	500	501	04.10.23 - 05.02.24
Luxembourg	Public Voice	250	250	05.10.23 - 27.12.23
Malta	Legacy panels	500	508	05.10.23 - 29.12.23
Norway	Legacy panels	500	546	04.10.23 - 27.10.23
Poland	Public Voice + Legacy panel (Opinia24)	500	503	05.10.23 - 13.02.24
Portugal	Public Voice	500	500	05.10.23 - 29.12.23
Slovakia	Public Voice	500	500	05.10.23 - 19.02.24
Spain	Legacy panels	500	507	04.10.23 - 09.01.24
Sweden	Legacy panels	500	512	06.10.23 - 02.11.23
Total		9250	9338	04.10.23 - 19.02.24

5.2.3. Fieldwork report for top-up online surveys

Fieldwork using non-probabilistic online panels started and ended on schedule. The country samples almost started simultaneously, having first interviews conducted between 05.10.2023 and 09.10.2023. The majority of the country samples (20 out of 27) were completed by November 2023, while only one country sample, in Iceland, was completed a couple of days after the end of the year.

Table 8 - Fieldwork summary: top-up online panels			
Countries	Target nr. of Interviews	Nr. of Interviews Achieved	Fieldwork dates
Austria	1000	1000	07.10.23 - 21.11.23
Belgium	1000	1004	07.10.23 - 01.12.23
Bulgaria	1000	1000	06.10.23 - 17.12.23
Croatia	500	500	07.10.23 - 23.11.23
Czechia	1000	1006	08.10.23 - 14.11.23
Denmark	500	501	08.10.23 - 14.11.23
Estonia	500	501	06.10.23 - 20.11.23
Finland	500	500	08.10.23 - 08.11.23
France	2500	2504	07.10.23 - 03.11.23
Germany	2500	2500	07.10.23 - 23.11.23
Greece	1000	1000	07.10.23 - 07.12.23
Hungary	1000	1001	07.10.23 - 30.11.23
Iceland	500	506	05.10.23 - 02.01.24
Ireland	500	500	07.10.23 - 23.11.23
Italy	2500	2513	07.10.23 - 02.11.23
Latvia	500	500	06.10.23 - 18.11.23
Lithuania	500	500	07.10.23 - 26.11.23
Luxembourg	750	763	06.10.23 - 06.12.23
Netherlands	1000	1001	07.10.23 - 29.11.23
Norway	500	500	09.10.23 - 26.11.23
Poland	2500	2509	07.10.23 - 18.12.23
Portugal	1000	1003	07.10.23 - 05.12.23
Romania	1500	1500	07.10.23 - 22.11.23
Slovakia	500	500	08.10.23 - 03.11.23
Slovenia	500	503	06.10.23 - 24.11.23

Spain	2500	2513	07.10.23 - 01.11.23
Sweden	1000	1003	07.10.23 - 23.11.23
Total	29250	29331	05.10.23 - 02.01.24

The central monitoring team reviewed quota performance multiple times in a week and caused for the appropriate relaxation in the quota settings. Upon detecting fully filled quota cells, Verian individually assessed whether to release hard and/or soft quotas. Our goal was to achieve completed interview proportions that align well with the population targets having the weighting efficiency in mind down the line.

A recurring but anticipated challenge encountered during the fieldwork monitoring was that certain quota cells were filled up more exponentially than others. Quota cells for highly educated respondents and for those who identify as managers or professionals were easily filled up around the middle of fieldwork period especially in Romania, Bulgaria, Croatia, Iceland, Slovakia and Italy.

5.3. Sampling design implementation

The target population includes all adults (aged 16-64) who are in wage and salary employment (i.e. paid employees, excluding self-employment and family workers) from each EU27 member state (plus Norway and Iceland), who live in private households and who speak the national language well enough to be interviewed.

The definition for wage and salary employment that is used is:

- A person being in employment: a person who did any work for pay or profit during the reference week for at least one hour;
- An employee is an individual who works for a public or private employer and who in return receives compensation in the form of wages, salaries, fees, gratuities, payment by results or payment in kind.

5.3.1. Sampling design for telephone surveys (CATI)

The telephone sample comprised the adult population living in a private residence within all 27 European Union (EU) Member States, Iceland and Norway. The target population was all individuals aged 16 to 64 whose usual place of residence is in the territory of the country included in the survey. Usual place of residence is the address where a person usually resides. It may also be his/her legal residence. This may be different from the place where he/she is at the time of the survey.

The sample for both the landline and mobile telephone numbers was drawn using a pure Random Digit Dial (RDD) design in all countries except Iceland where a population register was used. Assigned number blocks based on the country numbering plan were used to generate our random (RDD) sample, ensuring full coverage of the phone owning population. In Iceland, where a population register exists with telephone contact details, we used these registers as our sample frame.

Landlines were screened against business registers and both landline and mobile samples against Do-Not-Call (for market research) lists and flagged numbers were removed.

Before going into fieldwork, the country teams were asked to confirm whether they were amenable to the landline-mobile mix initially planned in the sampling strategy. The table below shows the final mix of mobile and landline sample used in RDD countries' hard quota settings.

Table 9 - Mix of landline and mobile phone for mainstage fieldwork

Country	% landline	% mobile	Country	% landline	% mobile
Austria	5	95	Italy	5	95
Bulgaria	5	95	Malta	20	80
Croatia	5	95	Netherlands	5	95
Cyprus	20	80	Romania	5	95
Hungary	5	95	Slovenia	5	95

Although no major problems were encountered during sampling, most countries reported having trouble reaching the targeted landline sample as further discussed in the 'Fieldwork completion in CATI' sub-section.

5.3.2. Sampling design for online probabilistic surveys (CAWI)

For the probabilistic sample, Verian sourced the panellists from Public Voice and legacy panels representative of the national population aged 16+. The Public Voice panels use offline modes to recruit panellists. The choice of which offline mode or modes to recruitment dictate the available sample frames varies by country. Sample frames were selected based on maximising coverage of the target population; consideration was also given to the accuracy of the data on the frame. The best available frames were used in each country for the mode of recruitment.

As with the telephone sample design, certain numbers from the frame or sample were excluded. The landline sample was screened against business registers and both landline and mobile samples were screened against Do-Not-Call (for market research) lists and flagged numbers. In the mobile sample, blocks allocated to those specialist mobile networks that cater largely for non-nationals or businesses were omitted.

In the countries where phone-to-web was used, either an overlapping dual frame mobile and landline RDD design or a single mode mobile design was used. For the landline sample, where within household selection of an individual is required, our approach allows for all eligible individuals to have an equal probability of selection.

When using the push-to-web design, a stratified random sample of addresses was drawn from a population or address register and one or more of the residents were asked to take part in an online survey. Where Verian had access to a population register, the letter was addressed to the selected respondent. Where address registers needed to be used, without an interviewer on the ground to oversee the respondent selection, it is impossible to avoid within-household self-selection bias. To mitigate for this, Verian preferred that all 16+ adults were asked to join the panel.

5.3.3. Quota management for top up online surveys (CAWI)

For the non-probabilistic sample, we source the majority of panellists from our partner *Kantar LifePoints/Profiles*. We have set quotas based on the adult working population aged 16 and over from the latest Eurostat Labour Force Survey. We set hard quotas based on gender, age, and region in each country. We also set flexible/monitoring quotas based on the other criteria: education (ISCED), occupation (ISCO) and industry (NACE). We have used specific questions to monitor these quotas. For analysis purposes, we will rely on other standard and more detailed questions to report on these criteria. These quotas were monitored closely during fieldwork to ensure that our sample does not deviate from the universe figures beyond an agreed threshold.

The table below shows the proportions set for age and gender per country based on population estimates within each country. These proportions were rescaled to the total sample targets to form the quota settings centrally assigned by the central coordination team on Forsta+.

Table 10 - Quotas on age and gender for the main online survey								
Country	F - 16-24	F - 25-39	F - 40-49	F - 50-64	M - 16-24	M - 25-39	M - 40-49	M - 50-64
AT	5%	18%	12%	14%	6%	19%	12%	15%
BE	4%	19%	13%	14%	4%	19%	13%	15%
BG	2%	16%	14%	17%	3%	18%	15%	16%
CY	4%	21%	12%	11%	4%	21%	12%	14%
CZ	2%	13%	16%	15%	3%	19%	16%	16%
DE	5%	15%	10%	17%	6%	18%	11%	17%
DK	7%	16%	11%	15%	7%	17%	11%	15%
EE	4%	17%	12%	17%	3%	20%	12%	13%
ES	3%	16%	15%	15%	3%	17%	16%	16%
FI	6%	17%	12%	16%	6%	19%	11%	14%
FR	5%	17%	13%	16%	6%	17%	13%	14%
GR	2%	16%	14%	14%	3%	19%	16%	16%
HR	3%	18%	12%	15%	5%	20%	12%	14%
HU	3%	16%	15%	14%	4%	19%	15%	15%
IE	7%	18%	14%	12%	7%	18%	13%	12%
IS	8%	17%	11%	13%	8%	20%	11%	12%
IT	2%	13%	13%	17%	3%	17%	15%	19%
LT	3%	17%	12%	20%	3%	19%	11%	15%
LU	3%	21%	13%	10%	3%	23%	14%	13%
LV	3%	17%	12%	19%	4%	19%	11%	14%
MT	5%	22%	10%	8%	5%	26%	13%	11%
NL	10%	16%	10%	14%	10%	17%	9%	15%
NO	7%	17%	10%	14%	7%	18%	11%	15%
PL	3%	19%	15%	12%	4%	20%	14%	13%
PT	3%	16%	15%	17%	3%	16%	14%	15%
RO	2%	16%	14%	13%	3%	20%	17%	16%
SE	5%	18%	11%	15%	6%	19%	11%	15%
SI	3%	16%	14%	14%	4%	18%	15%	15%
SK	2%	18%	15%	15%	2%	20%	14%	13%

In addition, Verian also set regional hard quotas in each country to mirror the regional proportions of the target population.

Soft quotas or monitoring quotas were set up on Forsta+ to provide a relatively similar representation of the structure of the target population by education, occupation, and industry in the sample. The tables below show the proportions that were used as bases for the monitoring quota settings for education (ISCED), occupation (ISCO) and industry (NACE).

Table 11 - Quotas on education			
Country	Less than primary, primary and lower secondary education (ISCED 0-2)	Upper secondary and post-secondary non-tertiary education (ISCED 3-4)	Tertiary education (ISCED 5-8)

Austria	13%	51%	36%
Belgium	12%	38%	51%
Bulgaria	11%	56%	33%
Croatia	6%	64%	30%
Cyprus	12%	37%	51%
Czech Republic	4%	69%	27%
Denmark	19%	41%	41%
Estonia	10%	48%	43%
Finland	10%	46%	43%
France	12%	42%	45%
Germany	17%	52%	31%
Greece	11%	46%	44%
Hungary	11%	58%	31%
Iceland	22%	37%	41%
Italy	28%	48%	24%
Latvia	7%	51%	42%
Lithuania	3%	45%	51%
Luxembourg	16%	28%	56%
Malta	25%	40%	36%
Netherlands	20%	39%	41%
Norway	18%	34%	47%
Poland	4%	57%	39%
Portugal	32%	33%	35%
Republic of Ireland	8%	36%	56%
Romania	8%	66%	27%
Slovakia	3%	65%	32%
Slovenia	6%	50%	44%
Spain	29%	24%	47%
Sweden	11%	40%	49%

Table 12 - Quotas on occupation and industry							
Country	Occupation (ISCO)				Agriculture or Industry	Public Sector, Education and Health	Services
	Managers and professionals (ISCO 1-2)	Technicians and associate professionals (ISCO 3)	Clerical support, service, sales and skilled agricultural workers (ISCO 4-6)	Craft workers, plant/machine operators and elementary occupations (ISCO 7-9)			
AT	26%	19%	29%	27%	29%	26%	45%
BE	32%	16%	27%	25%	20%	36%	44%
BG	22%	10%	28%	41%	37%	19%	44%
CY	26%	14%	31%	29%	19%	22%	59%
CZ	23%	17%	25%	35%	40%	24%	35%
DE	25%	20%	29%	26%	29%	29%	42%
DK	31%	18%	27%	23%	20%	35%	45%
EE	32%	15%	21%	32%	32%	24%	44%
ES	23%	12%	33%	32%	23%	27%	50%
FI	30%	20%	26%	24%	23%	31%	46%
FR	29%	19%	26%	26%	21%	32%	47%
GR	26%	9%	39%	25%	19%	32%	49%
HR	20%	15%	32%	33%	32%	25%	43%
HU	22%	16%	24%	38%	36%	26%	38%
IE	35%	14%	30%	22%	20%	30%	50%
IS	37%	15%	28%	20%	19%	35%	46%
IT	15%	17%	34%	34%	32%	23%	45%
LT	38%	10%	18%	34%	30%	25%	45%
LU	49%	17%	17%	17%	9%	33%	58%
LV	30%	16%	21%	34%	29%	26%	45%
MT	34%	13%	30%	23%	17%	29%	54%
NL	36%	18%	29%	18%	16%	35%	49%
NO	37%	16%	28%	18%	21%	36%	43%
PL	29%	15%	23%	33%	35%	25%	40%
PT	29%	12%	30%	29%	27%	30%	44%
RO	23%	8%	26%	43%	39%	18%	43%
SE	40%	18%	24%	18%	18%	37%	45%
SI	32%	16%	22%	30%	33%	27%	40%
SK	20%	18%	29%	33%	38%	27%	35%

At the beginning of fieldwork, all hard quotas were set without any relaxation. Soft quotas were relaxed 5pp of the population estimates to maintain not too far from population estimates but with reasonable room for each country sample to achieve progress by preventing unnecessary screen outs. Each time a quota cell was nearly full or already full, Verian allowed exceptional relaxation in monitoring quotas, but we asked our providers to release parallel measures intended to boost the take up of less represented quota groups whenever possible.

When the overall progress of each country sample reached 85%, especially when progress slowed down due to filled quota cells, Verian relaxed the hard quotas by 3pp or 5pp. The monitoring quotas were relaxed to a maximum of 10pp. Around near completion (>95% in each country sample), Verian fully opened the soft quotas and hard quotas when requested by the panel provider. Only the Verian central coordination team could authorise the relaxation of the quotas. This process was done progressively multiple times a week from October to December 2023.

5.4. Central and local briefings

5.4.1. Interviewer briefings for the telephone survey (CATI)

Verian organised a briefing of country teams on 15 September 2023. Project managers who were set to lead their country teams for fieldwork participated in this briefing. A Q&A session was organised at the end of each session where the core team in Brussels answered and clarified all raised issues from the attendees, who also received the written briefings materials immediately after the sessions.

The Brussels team revised the survey implementation guidelines, incorporating adjustments based on changes to the questionnaire and insights gained from the pilot exercise. These updated guidelines underwent validation by Cedefop before Verian distributed them to local agencies ahead of the central briefing.

A week before the scheduled start of fieldwork, project managers reiterated and cascaded the instructions to their interviewers during their team briefings. These interview briefings covered the same topics discussed in the central briefing:

- Introduction to the survey, purpose and client;
- Presentation of the Brussels team in charge with the survey;
- Presentation of the fieldwork and sample management team;
- Methodology
 - Survey type;
 - Survey method;
 - Countries covered;
 - Target population;
 - Targeted number of interviews per method;
 - Timeline for the implementation of the survey;
 - Quality control
- Contact procedure and respondent selection:
 - RDD procedure;
 - For landline sample not using a register;
 - "Last birthday rule" for the random landline selection;
 - Appointments;
 - Maximising cooperation between interviewer and interviewee.
- Ethics and interviewing techniques:
 - Voluntary informed consent;
 - Ethical rules;
 - Confidentiality and data protection;
 - Interviewing techniques;

On average, the local team briefings took 1.5 to 2 hours, with some exceptions like Cyprus where the first round of briefing took 6 hours. When necessary, certain topics were emphasized more during the briefings. Some topics that were highlighted include the handling of open-ended questions (Croatia, Hungary, Iceland, Malta, the Netherlands), contact strategies and how to use the platforms most efficiently (Bulgaria, Croatia and Italy), and paying attention to the working status of respondents (Austria).

The table below details the conduct of the interviewer briefing sessions.

Table 13 - National briefings for the main survey		
Country	Briefing dates	Number of interviewers briefed
Austria	02.11.2023 - 04.12.2023	52
Bulgaria	06.12.2023	13
Croatia	14.11.2023	21
Cyprus	15.11.2023 - 06.12.2023	36
Hungary	01.12.2023	11
Italy	02.11.2023	22
Malta	01.12.2023	42
Netherlands	30.10.2023 - 02.01.2024	46
Romania	14.11.2023 - 04.12.2023	23
Slovenia	31.11.2023	18
Iceland	10.10.2023 - 26.11.2023	16

5.4.2. Survey instructions

The survey instructions were given to the local partners in both modes of survey, telephone and online, during the briefing sessions and delivered in a written format covering the following aspects:

- General instructions on the survey's objectives such as:
 - How people learn for work
 - How their main job is like
 - How their workplace relations are like
 - Profile of the respondent
- Specific instructions:
 - Screener
 - Introduction
 - Main questionnaire

The specific instructions on the main questionnaire were given for each section of the questionnaire and for specific questions when needed, giving emphasis on terminology, filters and other details that warranted further explanation pertinent to the role of the interviewer. The list below summarises where Verian provided more emphasis on instructions by section of the questionnaire:

- **Block A:** We explained and reminded the teams regarding the eligibility and screening questions and reiterated the definition of “employee” in the study's context.
- **Block B:** Questions and probing instructions on the respondent's occupation and industry were explained and reiterated, to collect the most detailed and nuanced description possible of said information on the respondent's jobs.

- **Block C:** We explained the semantic scales used and reminded them the link between the items to the main question. We also provided some reminders on how to record numeric answers on **Q28 (How many hours do you usually work per week at your main job?)** and a heads up on a confirmation question that they must read to the respondents when the value entered is beyond the usual expected range. When the first answer recorded was more than 70 hours the following instruction appears on the interviewer's screen:

READ ALOUD: Are you sure you mean X hours per week? DO NOT READ ALOUD: Read the question again to the respondent, if necessary. If the respondent answers yes, enter the first answer. If no, enter the new answer.

- **Block D:** We provided emphasis on definitions such as what constitutes an employee in the workplace in **Q36**. We also provided a description of the scale used in the questions. For **Q38**, we provided a reminder that the question contains a hypothetical situation to avoid any misunderstanding by the respondents.
- **Block E:** We provided more explanation on the national lists of education levels with the ISCED 3 and 4 levels branching out into general and vocational tracks in **Q46**. For the income question, we provided detailed information on how monthly net pay is defined. We also provided instructions how to record the numeric response without comma or period separators. Explanations were also provided to the interviewer on how to handle validation follow-up questions when an out-of-range value is entered so that the respondent can confirm the correct answer. For **Q48B**, we also explained the shift to a 12-level income bands replacing the 4-level bands used in the pilot.

No issues were reported by the local agencies regarding the survey instructions. Overall, the most frequently mentioned reason for refusing to participate in the survey was the length of the screener and the survey (Austria, Bulgaria, Cyprus, Iceland and the Netherlands). Similarly, local agencies reported that during the survey, the level of cooperation and attention of most respondents decreased as time passed. The local agency in Romania reported that overall, the cooperation of respondents was rather low due to the difficulty they had understanding various topics. Where participants had difficulty understanding the questions, interviewers were instructed to repeat the questions.

5.5. Fieldwork monitoring

Telephone fieldwork underwent daily monitoring by both country providers and the central coordination team. The latter team has the capability to directly and centrally track all interviews that were collected and completed across different countries and modes using Forsta+.

The Verian central coordination team monitored the progress of different online partners directly through Forsta+. If progress fell behind the target during specific phases of fieldwork, Verian promptly alerted the provider to investigate any obstacles and find suitable solutions.

Verian consistently submitted weekly fieldwork progress reports to Cedefop, summarising the number of completed interviews across all modes. In each update, Verian also informed Cedefop of challenges encountered during fieldwork and of the context for the reported progress. For each challenge reported, Verian proposed solutions. The reported challenges were primarily related to timeline issues faced by certain telephone (CATI) teams and the completion of the online probabilistic fieldwork in a few countries.

5.6. Quality controls

Quality controls have been setup for both telephone and online samples to guarantee the integrity and accuracy of the data gathered. Although the strategies are tailored for either telephone or online interviews, the objectives remain consistent for both methodologies: ensuring reliability of results, assuring validity of findings, providing robustness of findings for decision-making and minimising potential errors.

For the telephone survey, local agencies were responsible for ensuring the quality of data collected under the strict supervision of the central project management team. This includes, but is not limited to, conducting all necessary monitoring, ensuring that all staff/interviewers are appropriately trained to perform the tasks required of them, fully briefing interviewers prior to the start of the survey, addressing any potential quality problems immediately and notifying the central project management team of any actual or suspected problems with quality immediately.

The central coordination team's role was to ensure that these quality control measures are implemented by the CATI country teams and by other CAWI providers.

The following subsections detail the quality control measures implemented for each mode.

5.6.1. Quality control on CATI

For the telephone survey, a minimum of 10% of interviews were validated by the local teams through live listen-ins or recordings. Furthermore, at least one interview for each interviewer was monitored.

The above requirements were specified by the central coordination team to the national country teams during the briefing. This was also a reporting requirement for each country team when concluding fieldwork.

Table 14 - Quality control outcomes of the main telephone survey							
Country	Nr. of interviews achieved	Nr. of monitoring completed	% of all interviews monitored	Nr. of interviewers used on field/Nr. of interviewers monitored	% of all interviewers monitored	Interviews replaced due to poor quality	Interviewers disqualified due to poor quality
AT	500	50	10%	27/27	100%	6	0
BG	501	90	18%	11/11	100%	6	1
HR	500	50	10%	21/21	100%	0	0
CY	1001	153	15.3%	19/19	100%	0	0
HU	460	50	10%	11/11	100%	0	0
IS	502	131	26%	16/16	100%	0	0
IT	501	501	100%	18/18	100%	0	0
MT	500	55	11%	42/42	100%	8	1
NL	513	72	14%	46/46	100%	2	13
RO	500	250	50%	23/23	100%	0	0
SI	505	102	20%	18/18	100%	0	0

In most countries, interview monitoring was conducted by either listening to the interviews live or listening to recordings of the interviews. When necessary, feedback and extra tools such as examples

of interactions were provided and follow ups were carried out. In Iceland and the Netherlands, special attention was given to the monitoring of how open answers were recorded.

The interviewers from most countries had an established level of experience as they had taken part in other projects with the local agencies in the past. Consequently, most interviewers were well-equipped for the project following the briefing sessions. Extra training sessions were held in Austria when less experienced interviewers were involved in the project.

During fieldwork monitoring, interviewers who needed extra training were identified and their specific points for improvement were reinforced with retraining. In the Netherlands, group and individual coaching sessions were conducted by country team to address specific issues encountered during fieldwork. These sessions were adapted for the interviewers' needs and their level of experience. Nevertheless, despite these measures, 13 interviewing agents were removed from the project in the Netherlands because of low productivity. Conversely, due to unsatisfactory performance, several interviewers were excused from the project. This included two from Hungary, eight from Malta, and one from Bulgaria. Their contributions did not meet the expected quality standards.

The central coordination team provided reminders to the CATI teams to maintain or improve the detail of open-ended responses recorded from Q10 and Q12 based on the analysis of soft launch recorded interview responses. This was conducted early into the fieldwork. During the soft launch, each CATI team was urged to report any scripting or technical issues encountered during the interviews, on top with the centrally initiated data checks.

5.6.2. Quality control on CAWI

The central team proceeded with the same centralised procedure to manage and monitor progress of the online top-up interviews. All fieldwork data on CAWI, like in other modes, are hosted centrally on Forsta+. During fieldwork, the Verian central team observed daily the data collection progress.

The soft launch was conducted in each country sample for the online mode. Whenever a country sample reached 3% - 5% of the total sample, the data were downloaded and checked by two independent teams for completeness and consistency of the data. Ultimately, the soft launch allowed us to detect any routing or data encoding problems early to ensure integrity of the data being collected throughout the duration of fieldwork. Fortunately, no major issues (such as filtering issues or incomplete data) were detected throughout the processes except for some test cases which country teams were asked to delete.

The survey was deemed fully launched in each country only after Verian had undergone the soft launch checks. The number of completed interviews were monitored daily by the central Verian team. The daily reports showed daily progress according to the predefined quotas, namely gender, age and regions. Verian also monitored the broad grouping of quotas on education (ISCED), occupation (ISCO), and industry (NACE) on a regular basis. The daily progress ensured not only the quality of samples but also the compliance with the survey time schedule. The central coordination team managed the quota settings on a weekly basis to align quota performance as close as possible to the population targets specifically on the non-probability online samples.

5.7. Main irregularities in fieldwork implementation and solutions adopted

5.7.1. Fieldwork completion in CATI

As previously mentioned, consolidating all country teams onto a single CATI infrastructure presented challenges initially, as they needed to align with central requirements. While these challenges were

eventually resolved, this caused the telephone fieldwork to experience a slight delay in its start. On a positive note, centralising all interviews on a centralised platform allowed for efficient monitoring by the central coordination team. Nevertheless, the need for data merging from different providers was avoided because interviewing operated on the same Forsta+ platform simultaneously, leaving no risk for data loss and maintaining data integrity across modes and countries.

After resolving technical issues, interviewers in Austria and Bulgaria worked extra shifts to meet the timeline. However, in Bulgaria and Iceland, the project experienced a slowdown due to a significant number of interviewers falling ill. Additionally, in the Netherlands, the challenge was associated to finding eligible respondents, which required additional time to complete the fieldwork. According to local agencies in Bulgaria and Romania, the winter holiday season further slowed down the search for willing participants in the study.

Other than the difficulties meeting the timeline, another challenge mentioned by the local agencies in Hungary and Romania was getting detailed responses from the respondents to the open-ended questions regarding their occupation and employer's industry. Local agencies explained that the limited detail observed in some responses can be attributed to either the timidity of some respondents talking about their jobs or the confidential nature of certain job-related information.

In Iceland, the interviewers noted the difficulty of collecting data from respondents who did not speak Icelandic very well. They expressed that an option to answer in English for those who were not fluent in the local language would be beneficial in the future.

The need for flexibility in terms of the contact strategy was highlighted by the agencies in Austria, Croatia, Iceland and the Netherlands as an important factor to help meet the timeline and to have an efficient fieldwork progress. In Iceland, the fieldwork team prioritised towards working on a fresh sample instead of contacting the same respondents repeatedly. In Malta, the interviewers started conducting interviews before 4 PM to speed up the fieldwork and meet the timeline.

Local agencies from most countries expressed to have faced challenges in reaching the initially targeted landline samples. According to the interviewers in Hungary and Malta, the issue stemmed from being provided with a small landline sample in the RDD list. The teams from Austria, Bulgaria and Romania reported difficulty reaching the target age group in the landline sample as most people under 65 years of age did not have a landline.

When the mobile quota was nearly full, Verian's central coordination team, in consultation with Cedefop, decided to allow the relaxation of the mobile quotas in view of meeting the total telephone sample within the timeframe while maximising the response rate available in the mobile sub-mode.

The table below provides a comparison between the initial targets and achieved completes for mobile and landline samples:

Table 15 - Mobile and landline achievement					
Country	Total sample size to achieve	Initial target		Achieved target	
		Mobile	Landline	Mobile	Landline
Austria	500	475	25	492	8
Bulgaria	500	475	25	488	13
Croatia	500	475	25	498	2
Cyprus	1000	800	200	970	30
Hungary	500	475	25	492	9

Italy	500	475	25	491	10
Malta	500	400	100	473	27
Netherlands	500	475	25	496	5
Romania	500	475	25	497	3
Slovenia	500	475	25	495	8

5.7.2. Fieldwork completion in CAWI

As mentioned above, the Public Voice sample in Poland was supplemented by a legacy probabilistic online panel Opinia24 towards the end of the fieldwork in February to fulfil the target number of completed interviews.

The table below ranks the country samples by response rate, derived by dividing the number of completes by the number of invitations sent to panel participants. In the probabilistic online sample, Spain had the highest response rate followed by Finland, Germany and Latvia. The lowest response rate was found in Malta, followed by Greece, France and Denmark.

Table 16 - Response rates in probabilistic panels			
Country	Total number of invitations sent (B)	Total number of respondents who took the survey (C)	Response Rate (C / B)
Spain	1463	507	35%
Finland	1829	500	27%
Germany	1868	501	27%
Latvia	1913	501	26%
Lithuania	3092	501	22%
Poland	2317	502	22%
Czech Republic	2674	500	19%
Sweden	2955	512	17%
Slovakia	3657	500	14%
Norway	4047	546	13%
Luxembourg	1997	250	13%
Estonia	4399	504	11%
Belgium	4571	501	11%
Ireland	4728	500	11%
Portugal	4494	500	11%
Denmark	5254	502	10%
France	5172	500	10%
Greece	5114	500	10%
Malta	9429	508	6%

In the top-up non probabilistic panel, the response rate was highest in Bulgaria and Czechia (40%) while the lowest ones were found in Iceland and Ireland.

Table 17 - Response rates in top-up access panels

Country	Total number of invitations to participate sent (B)	Total number of respondents who took the survey (C)	Response Rate (C / B)
Bulgaria	2520	1000	40%
Czechia	2542	1006	40%
Latvia	1360	500	37%
Luxembourg	2192	763	35%
Estonia	1543	501	32%
Sweden	3395	1003	30%
Norway	1774	500	28%
Austria	4075	1000	25%
Slovakia	2023	500	25%
Slovenia	2161	503	23%
Denmark	2374	501	21%
Finland	2512	500	20%
Croatia	2581	500	19%
Spain	13254	2513	19%
France	14178	2504	18%
Germany	13770	2500	18%
Portugal	5525	1003	18%
Hungary	5967	1001	17%
Belgium	6121	1004	16%
Greece	6204	1000	16%
Italy	16111	2513	16%
Netherlands	6090	1001	16%
Romania	11279	1500	13%
Lithuania	4045	500	12%
Poland	21325	2509	12%
Iceland	4434	506	11%
Ireland	4546	500	11%

5.8. Data checking and editing

Once fieldwork had been completed in all countries, Verian proceeded to further quality check the data. Some quality checks had already been performed during the soft launch to ensure that no serious issues persist throughout the mainstage fieldwork period. Further quality checks were performed every time fieldwork closed in each country sample per mode. These included the following checks across both modes:

- Identification and removal of incorrect codes or invalid numeric values for all questions;
- Verification of internal data consistency (e.g. household size and age);
- Identification of missing values and item non-response (generally pre-empted by the central CATI/CAWI program);
- Ensuring the number of interviews match the target number defined in the instructions;
- Ensuring there are no duplicate interviews (i.e. an interview accidentally recorded twice);
- Ensuring the fieldwork dates match the scheduled dates and are coherent;
- Ensuring the open-ended responses are clear and ready to be translated;

- Ensuring the data is coded correctly (see section 5.8.2. for further details).

As all modes were centralized on Forsta+, the merging of data from different sources and countries happened automatically on the platform and did not require further quality checks.

Verian also performed some quality checks specific to both modes of fieldwork. For the telephone fieldwork, Verian checked the structure of sample was appropriate. For the online fieldwork, it was ensured the set quotas were respected.

5.8.1. Data Cleaning

Verian, in agreement with Cedefop, decided to flag interviews for data cleaning if they fall under the following two criteria:

- 1) The length of interview was less than 30% of the median length of interview per country, calculated excluding interviews that were longer than 45 minutes.
- 2) The respondents were straightlining on two or more of the following questions: Q15, Q18, Q19, Q30, Q40, Q43

Based on the above criteria, 89 cases were selected for omission. Verian also flagged five cases that weren't straightlining on any or only one question but had a very short length of interview (less than 5 minutes). In total, 94 cases total were flagged for removal from the final data. These cases are still included in the SPSS dataset, but assigned a flag value to easily identify them when filtering for the final completes. The data-cleaned interviews were not considered in generating the results in the weighted tables.

The table below shows the impact of the data cleaning on the sample size. Due to the data cleaning process, slightly less interviews than targeted were achieved in Croatia, Denmark, Finland, Slovakia, the Netherlands and Greece. Nonetheless, the difference between the target number of interviews and the total achieved after data cleaning remain very minimal.

Table 18- Sample size after data cleaning			
Country	Sample size before data cleaning	Cases flagged for deletion	Sample size after data cleaning
Austria	1500	4	1496
Belgium	1505	2	1503
Bulgaria	1501	6	1495
Croatia	1000	1	999
Cyprus	1000	0	1000
Czechia	1506	0	1506
Denmark	1003	4	999
Estonia	1005	0	1005
Finland	1001	2	999
France	3004	11	2993
Germany	3001	6	2995
Greece	1500	3	1497
Hungary	1502	1	1501
Ireland	1000	0	1000
Italy	3014	17	2997
Latvia	1002	0	1002
Lithuania	1001	1	1000

Luxembourg	1013	0	1013
Malta	1084	0	1084
Netherlands	1502	6	1496
Poland	3012	6	3006
Portugal	1503	1	1502
Romania	2000	2	1998
Slovakia	1000	1	999
Total	44752	94	44658

5.8.2. Data coding

We used data coding mainly to categorize respondents' answers about their jobs and industries. From our work on the European Training and Learning Survey, we learned that self-coding didn't work well in telephone interviews when an interviewer had to classify responses. However, we created a strong self-coding search tool for online interviews that helped respondents categorize themselves in their own languages. So, in this study, we used a direct self-coding method for online interviews and kept the open-ended coding approach for telephone interviews as the optimum strategies.

For the telephone interviews, the mainstage questionnaire included three dedicated open-ended questions. The first question was asked to be able to post-code the industry wherein respondents worked, i.e. Q10 – “What does your company or organisation mainly make or do at your workplace, that is the local site where you work?”. Based on the answers given in Q10, two variables referring to the economic sector of activity of the local unit where the respondent works were derived (NACE1 and NACE2). The variables were coded using the NACE Rev. 2 classification.

Two open-ended questions were asked to obtain the job title and a description of duties and tasks of the job the respondent performs, i.e. Q12 – “What is your main job?” and Q12B – “What do you mainly do in your main job?”. The second question was asked mainly to obtain more details on the tasks and activities of the job that will inform which occupation code is the most suitable given the job title. The information needed to be of sufficient quality so that it can be coded at 4-digit level of the International Standard Classification of Occupations (ISCO-08) classification (ISCO1, ISCO2, ISCO3 and ISCO4). This classification structure is prepared by the International Labour Organization (ILO) and was also used in previous Cedefop surveys, allowing comparability.

Questions with detailed pre-coded lists were used in the online mode, as the SERISS database for coding occupation and industry developed by Verian was used here. This SERISS database can self-code occupation and industry, by letting respondents select their job or sector title from a list of options presented at questions 10 and 12. The job or sector title selected by the respondent in these questions will then be mapped to the respective ISCO or NACE code without the need for post-coding at the data processing stage. Verian conducted a thorough review of the SERISS database, which included a cross-country compilation of occupation and industry categories. These are sub-keywords and examples that correspond to the 4-digit ISCO and 2-digit NACE classification titles. We dedicated significant effort to meticulously review the existing translations in the SERISS database, sending them back to our linguistic experts for validation. Depending on the requirements of each language-country version, we either revised or retranslated the content, sometimes necessitating an additional round of revisions. The updated translations were subsequently integrated into the Forsta+ questionnaire. This allowed the respondents, in their native language, to independently classify themselves or their employers to the job or industry that best matches their situation.

The benefits of using the SERISS database are cross country comparability as well as efficiency and potential for high accuracy. In the absence of an interviewer, it is difficult to ensure that information provided through the open question is of sufficient quality to allow for coding at the required level. This database offered the possibility to respondents to find and validate the selection of their exact job title. It is worth noting, however, that the database does not ensure if the national occupational titles with the same title in the source list has the same job content across countries and across languages. This

means that the same job title in two different countries may or may not be fully comparable in tasks and duties (for instance, managerial occupations in farming may entail different responsibilities in two or more different countries).

As mentioned above, all verbatims for industry had to be recoded until the NACE rev2 two-digit level, and all occupation-related verbatims had to be recoded until the ISCO-08 four-digit level. The coding approach for the telephone sample included three steps. First, all local language verbatims were translated into English using experienced Verian translators. Secondly, the recoding of the open-ended responses was done by Verian's experienced central coding team in the UK. Lastly, Verian's central coordination team did an extensive quality check of the coding work to ensure comparability across countries and representativity of the sample. A second step of checks included the following:

- Comparing the occupation and industry proportions against the population proportions;
- Revisiting the coding in cases from the occupation and industry categories that are overrepresented;
- Scanning for potential keywords that are signposts for underrepresented categories; and
- Applying corrective recoding to specific cases are deemed better fit elsewhere.

5.9. Weighting

Verian derived weights to adjust the sample of responders so that they match the universe (i.e. the target population in each country) as closely as possible, thereby ensuring the survey estimates are unbiased (as much as this is feasible).

Two sets of weights are provided:

Country-level weights:

- **Wt1:** Selection and post-stratification weight (age * gender, education, occupation, industry, region)
- **Wt2:** Selection and post-stratification weight (age * gender, education, occupation, industry, region + additional non-prob RIM weight(s) (country-specific)

The weighted data using Wt1 or Wt2 sum to the achieved samples.

Cross-country weights:

- **Wt3:** Cross-country weight reflecting country pop, using Wt1
- **Wt4:** Cross-country weight reflecting country pop, using Wt2
- **Wt5:** Cross-country weight reflecting share of country population, using Wt1
- **Wt6:** Cross-country weight reflecting share of country population, using Wt2

The weighted data using Wt3 or Wt4 sum to the country populations for employees aged 18-64 (2022). The weighted data using Wt5 and Wt6 sum to the total sample size. Which set of weights (Wt3/Wt4 or Wt5/Wt6) that is most suitable to use depends on the purpose of the analysis and the target audience. Generally, using the weights summing to the country population may be the preferred option for lay audiences and when it is desirable to show the relative scale of the country. In contrast, when it is of interest to show the total sample size, which in turn gives an indication of the level of uncertainty around the estimates, using the weights summing to the total sample size would generally be the preferred option.

Verian recommends using the **weighting factors that incorporate the additional non-probability weight**, i.e. that adjusts the *non-probability* sample to become more similar to the probability sample. This additional weight is derived, since non-probability online panels are generally less representative than samples selected probabilistically. Final weights that do not incorporate the additional non-probability weight (i.e. Wt1, Wt3, and Wt5) are also provided to give researchers the choice of which approach to use.

The source for all demographic weighting targets (age * gender, education, occupation, industry, region) and the country populations is the Eurostat Labour Force Survey 2022. See details further below for the categories used.

The steps involved in deriving the weights are described in the sections that follow.

5.9.1. Objectives of the weighting approach

The weighting approach sought to achieve the following two objectives:

1. Ensure the samples were representative of the target populations with respect to key demographic characteristics; and
2. Reduce any observed differences in the key outcome indicators between the non-probabilistic and probabilistic samples.

To illustrate the second objective, we show an example below using data for Hungary. The data is weighted for demographics (the probabilistic and non-probabilistic samples have been weighted separately). It is clear that the proportion of respondents who say they 'very often' participate in the different training activities is higher in the non-probabilistic than the probabilistic sample. We assume that the results for probabilistic sample are closer to the truth due to the different approaches of recruiting respondents into the different sample types. Therefore, to reduce these differences, the weighting approach seeks to adjust the *non-probability* sample to become more similar to the probability sample.

Table 19 - Illustrative example of differences in outcomes between the probabilistic and non-probabilistic samples, Hungary. Data weighted for demographic factors only.

Training activities in last 12 months organised by company								
% Very often	Probability sample (RDD or PV panel)	Non-probability sample (access panel)	Total	Base - Prob	Base - Non-prob	Total	Pearson Chi-square	p-value
	%	%	%	Count	Count	Count		
Training while *not* doing everyday job tasks, eg classroom training	22	31	28	298	638	936	6.581b	0.010
Training while doing everyday job tasks	26	32	30	298	638	936	2.758b	0.097

5.9.2. Approach to developing the weighting strategy

In order to meet the objectives described above, Verian developed a weighting strategy using the following steps:

1. First, we applied design weights to the probabilistic sample (see details in section 5.9.3). We then derived demographic RIM weights for the probabilistic and non-probabilistic samples separately. This was done in SPSS using the RAKE command.

The samples were weighted for the following demographic factors:

- Gender x age (variable name in the dataset: sex*age. 8 categories (4 age groups by male and female))
- Education (Q46_CAT. 3 categories: primary, secondary, and tertiary education)
- Occupation (ISCO_CAT. 4 categories: skilled, semi-skilled, manual, and elementary)
- Industry (NACE_CAT. 3 categories: agriculture/industry, services, and public sector, incl, education and health)
- Region (region) – country specific. The following countries did not have any region targets applied due to their small size: Cyprus, Estonia, Iceland, Luxemburg, Latvia, and Malta.

2. In order to meet the second objective, in the subsequent step we **compared the weighted results for key outcome variables from the probabilistic and non-probabilistic samples** for each country to assess whether there were any systematic differences between the samples. As mentioned above, we assumed that the results for the probabilistic samples were closer to the

truth compared to the non-probabilistic samples, due to the higher bias likely to be observed in non-probability panels relative to probability panels or telephone RDD samples. We also compared the difference between the two sample types for other variables potentially relevant for weighting. The key outcome variables were identified by Verian in collaboration with CEDEFOP. Other variables potentially useful for weighting purposes were also identified. The variables are listed below. Note that Cyprus and Malta only had a probabilistic sample, meaning this step did not apply to them.

Outcome variables:

Q17*: *How often the respondent participated in training activities organised by their company or organisation in the past 12 months/since they started.* The response options were a 5-point scale (very often – never).

Q17B_1	Training while <u>not</u> doing my everyday job tasks, for instance in a classroom or at another training facility.
Q17B_2	Training while doing my everyday job tasks

Q18*: *How often the respondent had done activities to learn new things for work on their own initiative in the past 12 months/since they started.* Response options on 5-point scale (very often – never)).

Q18_1	Use books, manuals, audio or video materials, including those available online (e.g., YouTube videos, podcasts)
Q18_2	Learn through doing my work
Q18_3	Try out different or new ways of doing my work
Q18_4	Seek the advice of more experienced colleagues
Q18_5	Seek the advice of my manager or supervisor
Q18_6	Watch or listen to colleagues as they do their work
Q18_7	Think of ways to do my work better
Q18_8	Participate in training, either in person at a classroom or at another training facility or online.

Potential variables to use for weighting:

Q50*: Use of computer applications at work or at home (yes/no).

Q50_1	Communication applications (e.g., Skype, Teams, Google Hangouts)
Q50_2	Social networking services (e.g., Facebook, Twitter, Instagram, Tiktok)
Q50_3	Email
Q50_4	Word processing applications (e.g., MS Word)
Q50_5	Spreadsheet applications (e.g., MS Excel)
Q50_6	Database applications (e.g., MS Access, SQL)
Q50_7	Programming applications (e.g. Python, C++, Java)

Q54: Do you like to learn new things at work? (yes/no)

Q55: Do you like to participate in training at work? (yes/no)

Q20*: *To what extent do you learn new things for work for the following reasons? (4-point scale: to a large extent, to some extent, to a small extent, not at all)*

Q20_1	I like learning new things
Q20_2	I will get better pay
Q20_3	It gives me a sense of pride
Q20_4	My manager or supervisor expects me to learn new things
Q20_5	To learn is important
Q20_6	It is common for people at my workplace to learn new things for their work

Additionally, while an outcome variable, we also tested Q18_8 for weighting purposes. We used this variable because it was a single sub-question out of eight, and it was associated with many of the other outcome variables.

Q18_8	Participate in training, either in person at a classroom or at another training facility or online.
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For most countries we observed differences in key outcomes between the two sample types, although the magnitude varied across the indicators as well as countries. In order to determine which variables to use for weighting purposes to help reduce the differences between the two sample types, we examined whether there was a statistically significant **association between outcomes, other relevant variables, and sample type**. By way of example, we tested whether there was a difference between sample types for e.g. motivations for participating in training, and whether that difference was in the **same direction** as the difference between the two sample types for key outcomes, say training activities in the past 12 months. We used cross-tabulations, Chi-square test, and logistic regression analysis for this stage of the analysis. For the logistic regression analysis, we used each outcome variable as the dependent variable (one model per outcome variable), other relevant variables as independent variables, and sample type as a dummy variable. We carried out this analysis separately for each country. Variable that had a statistically significant association with one or more outcome variables at the 5% level were considered contenders for inclusion in the weighting scheme for the non-probabilistic sample.

Please note that we treated the outcome variables separately rather than creating a composite outcome index or factor for all outcomes. We took this approach because there was a fairly high level of variation between sample type across outcome variables, as well as countries, which meant that creating a composite variable would have risked obscuring the underlying data. Also, we did not want to assign different levels of importance to the different outcome variables which could have been a consequence depending on the approach taken. Hence, we kept the outcome variables in the original format. We took a similar approach to other variables that could potentially be used for weighting purposes, with the exception of Q20*, where there was high correlation between the three sub-questions relating to internal drivers for learning. For this variable we created a composite variable based on the average of the three sub-questions which was then banded into three categories.

- 3. We **selected the variables** that were significantly associated with the outcome variables and sample type, and in the expected direction, as additional RIM dimensions for the non-probabilistic samples. We used up to three variables for this purpose. The variables were:

Q50_1	Communication applications (e.g., Skype, Teams, Google Hangouts) OR
Q50_2	Social networking services (e.g., Facebook, Twitter, Instagram, Tiktok)

Either Q50_1 or Q50_2 was used for each country. Social networking services was the default variable, but for some countries there was no significant difference between the sample types for this variable, but there was a substantial and significant difference for communication apps. In those cases, we used Q50_1 rather than Q50_2.

Composite of Q20_1, Q20_3, and Q20_5 (average score, grouped into three bands).

Q18_8	Participate in training, either in person at a classroom or at another training facility or online.
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- 4. In the last step, we derived the weight for the non-probabilistic samples using one or more of the variables listed in the previous step (in addition to the demographic factors). Initially we attempted to derive a propensity score weight for this purpose, using a model to predict being in the probabilistic sample using the variables listed above. We ran this model for each country separately. Only variables that were statistically significant at the 5% level were included in the final model. However, the propensity score weight, which was applied as a pre-weight before deriving a calibration weight for the demographic factors, did not succeed in reducing the difference in outcomes between the non-probabilistic and probabilistic samples as much as using these variables as separate rims in a rim weighting approach.

Therefore, we chose to include these variables as an additional calibration weight. Specifically, we added dimensions for the RIM weighting (for the non-probabilistic sample only). We derived several versions of the RIM weight using the above variables, on their own and in different combinations (in addition to the demographic dimensions). The target values for these variables were set as the observed, weighted values from the probabilistic sample for each country.

The difference between the probabilistic and non-probabilistic samples were generally reduced by this approach, though not fully removed. The reductions were not necessarily consistent across all outcome variables, however. The table below provides an illustrative example for Hungary, where it can be seen that the estimates for the non-probabilistic sample are now closer to the probabilistic one.

Table 20 -20 Illustrative example of differences in outcomes between the probabilistic and non-probabilistic samples, Hungary. Data weighted for demographic factors + Q18 for the non-probabilistic sample and demographic factors for the probabilistic sample.

Training activities in last 12 months organised by company									
% Very often	Probability sample (RDD or PV panel)	Non-probability sample (access panel)	Total		Base - Prob	Base - Non-prob	Total		Pearson Chi-square
	%	%	%		Count	Count	Count		p-value
Training while "not" doing everyday job tasks, eg classroom training	22	27	26		298	602	900		2.527b
Training while doing everyday job tasks	26	29	28		298	602	900		.922b

We trimmed the weights based on the 5th/95th percentile, with the exception of some countries for which the weights were trimmed at the 10th/90th percentile (see details further below). The weights were trimmed separately for the probabilistic and non-probabilistic samples. The weights were then normalised the weights to have a mean of 1.

In order to assess which version of the non-probabilistic weight to use, we compared the mean absolute error between the sample types for all listed variables using the different versions of the RIM weight. We assessed the mean absolute error for each country separately. We selected the weighting scheme that produced the smallest mean absolute error for the outcome variables. We further sought to select a weighting scheme that achieved at least 60% weighting efficiency. This was generally achieved, though there were a small number of exceptions. The final approach for each country is shown in **Table 21** below.

- As a final step, we derived **cross-country weights**. The probabilistic and non-probabilistic weighted samples were combined and then adjusted so that the sum of the weights within country reflects the proportion of the eligible European population for that country (i.e. employees aged 18-64).

5.9.3. Summary of weighting approach

The weighting approach for each sample type is summarised below.

Probabilistic sample

Two step weighting approach:

- Design weight calculated to account for any differences in the probability of selection.
 - Public Voice (probabilistic online panel): The probabilities of selection were already calculated and therefore simply applied to the respondents in the sample for this survey.
 - Telephone: We derived weights to account for differences in probability of selection e.g. household size, individuals who had access to both a landline and mobile phone.
- Calibration weight to adjust the socio-demographic profile of the sample according to the population profile: gender by age, education, occupation, industry and region. Source: Eurostat Labour Force Survey.

Non-probabilistic sample

Also two step weighting approach, but different from probabilistic sample.

1. Weight to adjust for socio-demographic profile (i.e. replicate step 2 above).
2. Weight using additional dimension(s) for RIM weighting to adjust for differences between the probability and non-probability samples on key outcomes. The most effective weighting scheme was selected for each country.

5.9.4. Final weighting approach and weighting efficiency

The table below shows the selected approach for each country for the non-probabilistic sample. It also shows the weighting efficiency for the two samples combined using two different thresholds for trimming. The weighting efficiency can be thought of as the effective sample size compared to the achieved sample size. For example, a weighting efficiency of 72% means that an achieved sample of n=1000 would in practice be equivalent of n=720 in terms of variance and level of precision around the estimates.

The final weights are based on the trimming the weights at the 5th/95th percentile except for the countries with an asterisk (*). For these countries we trimmed the final weights using the 10th/90th percentile.

Country	Additional variables for RIM weighting for non-probability sample	Efficiency (full sample) - 5th/95th	Efficiency (full sample) - 10th/90th
Austria	Q20	72%	77%
Belgium*	Q20-Q50-Q18	58%	65%
Bulgaria*	Demographics only	49%	59%
Croatia	Demographics only	62%	69%
Cyprus	n/a	75%	80%
Czechia	Q20-Q50-Q18	62%	69%
Denmark	Q18	71%	79%
Estonia	Demographics only	81%	87%
Finland	Q18	79%	83%
France*	Q20-Q50-Q18	59%	62%
Germany	Q20-Q50-Q18	67%	73%
Greece*	Demographics only	57%	64%
Hungary	Q18	68%	73%
Ireland*	Q18	55%	67%
Italy*	Q20-Q50-Q18	47%	56%
Latvia	Q18	71%	78%
Lithuania	Demographics only	69%	76%
Luxembourg	Demographics only	76%	81%
Malta	n/a	67%	73%
Netherlands	Q20	81%	84%
Poland	Q20-Q50-Q18	67%	72%
Portugal*	Q20-Q50-Q18	56%	68%
Romania*	Q20-Q50-Q18	52%	60%
Slovakia*	Q18	47%	59%
Slovenia	Demographics only	70%	77%
Spain	Q20-Q50-Q18	61%	69%

Sweden	Q20-Q50-Q18	65%	73%
Iceland	Q20-Q50-Q18	69%	75%
Norway	Q20-Q50-Q18	71%	76%

5.10. Confidence limits

Survey results are estimations, the accuracy of which, everything being equal, rests upon the sample size and upon the observed percentage. With samples of about 1,000 interviews, the real percentages vary within the following confidence limits:

Statistical Margins due to the sampling process

(at the 95% level of confidence)

various sample sizes are in rows

various observed results are in columns

	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	
	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%	
N=50	6,0	8,3	9,9	11,1	12,0	12,7	13,2	13,6	13,8	13,9	N=50
N=500	1,9	2,6	3,1	3,5	3,8	4,0	4,2	4,3	4,4	4,4	N=500
N=1000	1,4	1,9	2,2	2,5	2,7	2,8	3,0	3,0	3,1	3,1	N=1000
N=1500	1,1	1,5	1,8	2,0	2,2	2,3	2,4	2,5	2,5	2,5	N=1500
N=2000	1,0	1,3	1,6	1,8	1,9	2,0	2,1	2,1	2,2	2,2	N=2000
N=3000	0,8	1,1	1,3	1,4	1,5	1,6	1,7	1,8	1,8	1,8	N=3000
N=4000	0,7	0,9	1,1	1,2	1,3	1,4	1,5	1,5	1,5	1,5	N=4000
N=5000	0,6	0,8	1,0	1,1	1,2	1,3	1,3	1,4	1,4	1,4	N=5000
N=6000	0,6	0,8	0,9	1,0	1,1	1,2	1,2	1,2	1,3	1,3	N=6000
N=7000	0,5	0,7	0,8	0,9	1,0	1,1	1,1	1,1	1,2	1,2	N=7000
N=7500	0,5	0,7	0,8	0,9	1,0	1,0	1,1	1,1	1,1	1,1	N=7500
N=8000	0,5	0,7	0,8	0,9	0,9	1,0	1,0	1,1	1,1	1,1	N=8000
N=9000	0,5	0,6	0,7	0,8	0,9	0,9	1,0	1,0	1,0	1,0	N=9000
N=10000	0,4	0,6	0,7	0,8	0,8	0,9	0,9	1,0	1,0	1,0	N=10000
N=11000	0,4	0,6	0,7	0,7	0,8	0,9	0,9	0,9	0,9	0,9	N=11000
N=12000	0,4	0,5	0,6	0,7	0,8	0,8	0,9	0,9	0,9	0,9	N=12000
N=13000	0,4	0,5	0,6	0,7	0,7	0,8	0,8	0,8	0,9	0,9	N=13000
N=14000	0,4	0,5	0,6	0,7	0,7	0,8	0,8	0,8	0,8	0,8	N=14000
N=15000	0,3	0,5	0,6	0,6	0,7	0,7	0,8	0,8	0,8	0,8	N=15000
	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	
	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%	

6. Survey implementation guidelines

All local agencies received the following survey implementation guidelines which were communicated to all interviewers. In the sections below, an overview of all given instructions can be found.

6.1. General instructions

The terms used in the survey are clear and straightforward. However, since it is important that interviewers read these instructions thoroughly to have a perfect understanding of each question, the following clarifications were given to them before they started fieldwork. These instructions were also useful in case the respondent is unclear about the question.

- **Don't know / Prefer not to answer** should never be read out or probed by the interviewers.

"Don't know / Prefer not to answer" is not supposed to be read to respondents; instead, it can be coded if respondents react spontaneously by saying 'don't know' or by refusing to answer. In the case of a "don't know" or "Prefer not to answer", interviewers should not probe further. The appropriate response should be coded immediately. "Don't know" means that the respondents do not know the answer or do not want to answer.

In the case of a respondent indicating they do not understand the question or did not hear it, interviewers should re-read that question once.

- **Read out / Do not read out**

Some questions will include a 'READ OUT' or a 'DO NOT READ OUT' instruction. It is important to strictly respect this.

- **Spontaneous codes**

Some questions contain spontaneous response options, marked with the instruction '(DO NOT READ OUT)' – these should never be read out to the respondents and coded only if respondents spontaneously react mentioning this response.

Interviewers should ensure that they follow these instructions wherever they appear.

- **Help text**

Kindly read to the respondent the help text below the question whenever available on the script.

- **Time reference points piped in certain questions**

Questions Q11, Q13, Q14, Q15, Q16, Q17A, Q17B, Q18 and Q51 are asked in two different ways depending on whether respondents have worked for more than a year or less than a year within the company or organisation:

- Respondents who have worked for a year or more in their company, they are asked the question with the time frame: **In the last 12 months...**
- Respondents who have worked for less than a year in their company, they are asked the question with the time frame: **Since you started your main job...**

The appropriate phrases are piped in **automatically** in the script relative to the respondent's answer to **Q8**: How long have you been working for your current company or organisation?

6.2. Specific instructions

All interviewers also received specific instructions on the European Training and Learning Survey to provide them with additional context. An extract from these instructions can be found below.

This survey is about **how respondents learn and get trained on job-related skills**. It investigates what they undergo, and experience related to acquiring skills and knowledge about their jobs. It also explores the context of their main jobs and the workplace relations related to learning. Finally, it looks at their situation as an individual worker.

In the light of the objective of the study, two elements need to be stressed:

- We refer only to skills of employees – this is why the target is employees aged 16-64 (excluding self-employed);
- The selected respondent needs to be in employment (has done at least an hour of paid work during the reference week) or is an employee (individual works for a public or private employer and receives in return a compensation in the form of wages, salaries, fees, gratuities, payment by result or payment in kind). This excludes self-employed workers.

7. Fieldwork outcomes and sample structure

7.1. Fieldwork outcomes and outcome rates CATI

This section presents the calculations of sample outcome and response rates, based on final codes assigned after all contact attempts had been exhausted or the target number of interviews had been reached.

The list of final outcome codes and the calculation of the outcome rates is based on the 2016 update of "AAPOR Standard Definitions, Final Dispositions of Case Codes and Outcome Rates for Surveys"¹. The rates calculated for this study are presented below, together with AAPOR-based definitions and formulas.

Abbreviations used:

- **RR** = Response rate
- **COOP** = Cooperation rate
- **REF** = Refusal rate
- **CON** = Contact rate
- **I** = Complete interview
- **P** = Partial interview
- **R** = Refusal and break-off
- **NC** = Non-contact²
- **NE** = Not eligible
- **e** = Estimated proportion of cases of unknown eligibility that are eligible. This estimate is based on the proportion of eligible cases among all persons contacted during the survey. The formula used is the following: $(I+P+R) / [(I+P+R+NE)]$.

Response rate

Response Rate 3 (RR3) is the number of complete interviews divided by the number of interviews (complete plus partial) plus the refusal and break-off plus the estimated proportion of cases of unknown eligibility that is actually eligible.

$$RR3 = \frac{I}{(I + P + R) + e(NC)}$$

Cooperation rate

Cooperation Rate 3 (COOP3) is the proportion of completed interviews on all eligible contacts.

$$COOP3 = \frac{I}{(I + P) + R}$$

Refusal rate

A refusal rate is the proportion of all cases in which a housing unit or respondent refuses to do an interview, or breaks-off an interview, on all potentially eligible cases.

¹ https://www.aapor.org/AAPOR_Main/media/publications/Standard-Definitions20169theditionfinal.pdf

² For the purpose of the outcome rates calculation, it is assumed that all non-contacts are cases of unknown eligibility, since the eligibility cannot be conclusively confirmed before the contact is established.

Refusal Rate 2 (RR2) includes the estimated eligible cases among the unknown eligibility cases, similar to Response Rate 3 (RR3) above.

$$RR2 = \frac{R}{(I + P + R) + e(NC)}$$

Contact rate

A contact rate measures the proportion of all cases in which some responsible member of the housing unit was reached by the survey.

Contact Rate 2 (CON2) includes in the base only the estimated eligible cases among the unknown eligibility cases, similar to Response Rate 3 (RR3) and Refusal Rate 2 (RR2).

$$CON2 = \frac{(I + P + R)}{(I + P + R) + e(NC)}$$

The table 19 presents the sample outcomes, the response rate (RR3), the cooperation rate (COOP3), the refusal rate (REF2), the contact rate (CON2), along with the estimated ineligible ratio per country (e).

Table 2222 – Fieldwork outcomes for the telephone survey										
Country	Complete interview	Partial interview	Refusal and break-off	Non-contact	Not eligible	Estimated ineligible ratio	Response rate	Cooperation rate	Refusal rate	Contact rate
	I	P	R	NC	NE	e	RR3	COOP3	RR2	CON2
Austria	500	13	38340	30597	1166	0.971	0.73%	1.29%	55.92%	56.67%
Bulgaria	501	0	8277	3422	2639	0.769	4.39%	5.71%	72.55%	76.94%
Croatia	445	3	15214	17720	268	0.983	1.35%	2.84%	45.99%	47.34%
Cyprus	1000	23	56011	60056	3816	0.937	0.88%	1.75%	49.43%	50.33%
Hungary	502	36	7576	30687	2799	0.744	1.62%	6.19%	24.49%	26.23%
Italy	501	27	4025	69535	2511	0.645	1.01%	11.00%	8.15%	9.22%
Malta	499	18	7614	5359	199	0.976	3.73%	6.14%	56.98%	60.85%
Netherlands	410	2	13387	23238	2392	0.852	1.22%	2.97%	39.84%	41.06%
Romania	490	1	5057	5323	1336	0.806	4.98%	8.83%	51.40%	56.39%
Slovenia	496	0	7877	7566	1393	0.857	3.34%	5.92%	53.01%	56.35%
Iceland	252	0	925	5384	116	0.91	4.15%	21.41%	15.22%	19.36%
TOTAL	5596	123	164303	258887	18635	0.901	1.39%	3.29%	40.74%	42.15%

7.2. Fieldwork outcomes CAWI

This section presents the sample outcome of the online survey, comparing the achieved quota against the targets. The table below depicts achievements for the strong quotas: age and gender.

Table 2323 – Fieldwork outcomes online survey : Quotas achieved on age and gender

Country	F - 16-24		F - 25-39		F - 40-49		F - 50-64		M - 16-24		M – 25-39		M - 40-49		M - 50-64	
	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved
AT	5%	6%	18%	19%	12%	12%	14%	14%	6%	5%	19%	17%	12%	12%	15%	15%
BE	4%	4%	19%	17%	13%	14%	14%	17%	4%	3%	19%	13%	13%	13%	15%	19%
BG	2%	2%	16%	19%	14%	17%	17%	15%	3%	2%	18%	16%	15%	15%	16%	14%
CZ	2%	3%	13%	14%	16%	13%	15%	15%	3%	4%	19%	19%	16%	17%	16%	16%
DE	5%	6%	15%	17%	10%	11%	17%	17%	6%	5%	18%	17%	11%	11%	17%	17%
DK	7%	5%	16%	17%	11%	12%	15%	15%	7%	5%	17%	16%	11%	12%	15%	19%
EE	4%	5%	17%	18%	12%	12%	17%	17%	3%	3%	20%	17%	12%	12%	13%	17%
ES	3%	3%	16%	17%	15%	15%	15%	16%	3%	3%	17%	16%	16%	15%	16%	16%
FI	6%	4%	17%	19%	12%	11%	16%	17%	6%	3%	19%	15%	11%	13%	14%	19%
FR	5%	5%	17%	17%	13%	14%	16%	17%	6%	4%	17%	16%	13%	14%	14%	15%
GR	2%	2%	16%	18%	14%	17%	14%	9%	3%	3%	19%	18%	16%	20%	16%	14%
HR	3%	4%	18%	20%	12%	15%	15%	16%	5%	2%	20%	15%	12%	13%	14%	16%
HU	3%	3%	16%	18%	15%	16%	14%	14%	4%	4%	19%	18%	15%	15%	15%	12%
IE	7%	4%	18%	15%	14%	16%	12%	15%	7%	3%	18%	15%	13%	14%	12%	18%
IS	8%	4%	17%	22%	11%	13%	13%	13%	8%	1%	20%	18%	11%	14%	12%	15%
IT	2%	2%	13%	13%	13%	13%	17%	16%	3%	4%	17%	18%	15%	15%	19%	19%
LT	3%	4%	17%	26%	12%	13%	20%	16%	3%	3%	19%	17%	11%	12%	15%	10%
LU	3%	2%	21%	18%	13%	16%	10%	13%	3%	1%	23%	17%	14%	17%	13%	17%
LV	3%	3%	17%	19%	12%	12%	19%	19%	4%	2%	19%	16%	11%	12%	14%	18%

MT	5%	3%	22%	23%	10%	23%	8%	13%	5%	1%	26%	10%	13%	13%	11%	14%
NL	10%	12%	16%	18%	10%	12%	14%	16%	10%	6%	17%	10%	9%	10%	15%	17%
NO	7%	6%	17%	15%	10%	11%	14%	18%	7%	3%	18%	14%	11%	12%	15%	20%
PL	3%	5%	19%	22%	15%	15%	12%	9%	4%	5%	20%	20%	14%	15%	13%	10%
PT	3%	4%	16%	20%	15%	15%	17%	10%	3%	4%	16%	18%	14%	16%	15%	14%
RO	2%	2%	16%	17%	14%	15%	13%	10%	3%	3%	20%	21%	17%	18%	16%	13%
SE	5%	5%	18%	18%	11%	12%	15%	16%	6%	3%	19%	17%	11%	12%	15%	19%
SI	3%	4%	16%	18%	14%	14%	14%	10%	4%	5%	18%	20%	15%	16%	15%	13%
SK	2%	2%	18%	21%	15%	17%	15%	13%	2%	3%	20%	20%	14%	14%	13%	11%

The three tables below depict quota achievements for the soft or monitoring quota's: education, occupation and industry.

Table24 24 - Fieldwork outcomes online survey: Quotas achieved on education						
Country	Less than primary, primary and lower secondary education (ISCED 0-2)		Upper secondary and post-secondary non-tertiary education (ISCED 3-4)		Tertiary education (ISCED 5-8)	
	Target	Achieved	Target	Achieved	Target	Achieved
Austria	13%	9%	51%	60%	36%	31%
Belgium	12%	12%	38%	28%	51%	59%
Bulgaria	11%	2%	56%	33%	33%	65%
Croatia	6%	7%	64%	41%	30%	52%
Czech Republic	4%	9%	69%	58%	27%	33%
Denmark	19%	10%	41%	38%	41%	51%
Estonia	10%	4%	48%	42%	43%	55%
Finland	10%	5%	46%	39%	43%	56%
France	12%	23%	42%	25%	45%	52%
Germany	17%	23%	52%	49%	31%	28%
Greece	11%	4%	46%	35%	44%	62%

Hungary	11%	27%	58%	44%	31%	29%
Iceland	22%	13%	37%	28%	41%	60%
Italy	28%	19%	48%	49%	24%	33%
Latvia	7%	2%	51%	35%	42%	63%
Lithuania	3%	4%	45%	32%	51%	65%
Luxembourg	16%	7%	28%	38%	56%	55%
Malta	25%	5%	40%	24%	36%	71%
Netherlands	20%	18%	39%	43%	41%	39%
Norway	18%	4%	34%	48%	47%	48%
Poland	4%	3%	57%	47%	39%	50%
Portugal	32%	6%	33%	40%	35%	54%
Ireland	8%	5%	36%	26%	56%	68%
Romania	8%	4%	66%	45%	27%	51%
Slovakia	3%	10%	65%	40%	32%	51%
Slovenia	6%	3%	50%	50%	44%	46%
Spain	29%	12%	24%	41%	47%	47%
Sweden	11%	1%	40%	41%	49%	58%

Table 2525 - Fieldwork outcomes online survey: Quotas achieved on occupation (ISCO)

Country	Skilled		Semi-skilled		Manual		Elementary occupations	
	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved
AT	26%	59%	19%	27%	29%	8%	27%	6%
BE	32%	59%	16%	31%	27%	6%	25%	5%
BG	22%	65%	10%	22%	28%	11%	41%	3%
CZ	23%	35%	17%	37%	25%	17%	35%	11%

DE	25%	53%	20%	32%	29%	8%	26%	8%
DK	31%	68%	18%	20%	27%	7%	23%	5%
EE	32%	63%	15%	19%	21%	14%	32%	4%
ES	23%	53%	12%	33%	33%	8%	32%	6%
FI	30%	55%	20%	26%	26%	12%	24%	7%
FR	29%	49%	19%	34%	26%	11%	26%	6%
GR	26%	67%	9%	23%	39%	6%	25%	5%
HR	20%	70%	15%	20%	32%	6%	33%	5%
HU	22%	47%	16%	24%	24%	18%	38%	10%
IE	35%	72%	14%	17%	30%	8%	22%	3%
IS	37%	65%	15%	20%	28%	12%	20%	3%
IT	15%	41%	17%	43%	34%	9%	34%	8%
LT	38%	59%	10%	22%	18%	15%	34%	4%
LU	49%	71%	17%	20%	17%	5%	17%	4%
LV	30%	60%	16%	21%	21%	16%	34%	4%
MT	34%	84%	13%	12%	30%	3%	23%	1%
NL	36%	54%	18%	37%	29%	6%	18%	4%
NO	37%	63%	16%	23%	28%	10%	18%	5%
PL	29%	57%	15%	25%	23%	14%	33%	4%
PT	29%	65%	12%	23%	30%	9%	29%	4%
RO	23%	66%	8%	19%	26%	12%	43%	4%
SE	40%	74%	18%	16%	24%	6%	18%	3%
SI	32%	62%	16%	20%	22%	14%	30%	4%
SK	20%	63%	18%	23%	29%	10%	33%	4%

Table 26 26 - Fieldwork outcomes online survey: Quotas achieved on industry (NACE)

Country	Agriculture or Industry		Public Sector, Education and Health		Services	
	Target	Achieved	Target	Achieved	Target	Achieved
AT	29%	19%	26%	34%	45%	47%
BE	20%	13%	36%	35%	44%	53%
BG	37%	17%	19%	26%	44%	57%
CZ	40%	23%	24%	20%	35%	57%
DE	29%	19%	29%	34%	42%	47%
DK	20%	16%	35%	35%	45%	49%
EE	32%	24%	24%	28%	44%	48%
ES	23%	17%	27%	27%	50%	57%
FI	23%	22%	31%	28%	46%	50%
FR	21%	11%	32%	33%	47%	56%
GR	19%	14%	32%	27%	49%	59%
HR	32%	18%	25%	30%	43%	52%
HU	36%	23%	26%	23%	38%	54%
IE	20%	13%	30%	26%	50%	62%
IS	19%	16%	35%	39%	46%	46%
IT	32%	21%	23%	19%	45%	60%
LT	30%	24%	25%	21%	45%	56%
LU	9%	9%	33%	40%	58%	51%
LV	29%	24%	26%	26%	45%	50%
MT	17%	7%	29%	43%	54%	50%
NL	16%	11%	35%	24%	49%	66%
NO	21%	14%	36%	34%	43%	53%

PL	35%	24%	25%	22%	40%	55%
PT	27%	16%	30%	55%	44%	29%
RO	39%	15%	18%	12%	43%	73%
SE	18%	16%	37%	40%	45%	44%
SI	33%	18%	27%	20%	40%	62%
SK	38%	21%	27%	21%	35%	57%

7.3. Sample structure

For each country a comparison between the sample and the universe was carried out on the final weighted dataset. The universe description is derived from Eurostat population data or from national statistics offices. For all countries surveyed, a national weighting procedure, using marginal and intercellular weighting, was carried out based on this universe description.

With any probability-based survey a degree of weighting is required to ensure the weighted sample matches population benchmarks. Low variability in the weights is ideal but will be correlated with the number of variables used for weighting, the number of weighting cells for each variable and the magnitude of differences between the population benchmarks and respondent profile. By way of example, a study that weights the data to benchmarks based on gender, age groups and region is likely to have quite small variability in the weights and thus a high weighting efficiency because it is weighting y very few variables and we would expect the respondent profile and population benchmarks to looks quite similar. Whilst a study like this one weights by a much larger number of variables and weighting cells and includes benchmarks that are known to be highly correlated with non-response (educational attainment and occupation) is more likely to have greater variability in the weights and thus a lower weighting efficiency.

The efficiency of the weighted sample, as shown in Table 21, ranges between 56% and 81% based on the final trimmed weights (using the 5th/95th percentile, except for the nine asterisked countries, for which the 10th/90th percentiles were used). These are in line with other studies using a similar weighting approach and sample design. As a rule of thumb, a weighting efficiency of 70% is generally deemed good while efficiency of 60% is generally deemed acceptable. For this survey, three countries have a weighting efficiency of less than 60% based on the final capped weights (Bulgaria and Slovakia (both 59%) and Italy (56%)). This is a limitation, since it means the effective sample size is relatively low and the level of precision around estimates is thus lower. That said, given the achieved sample sizes are fairly large (Italy – n=3000, Bulgaria – n=1494, and Slovakia – n=998), the precision of the survey estimates, at least at the country level are still sufficiently large for robust results and analysis, despite the relatively low weighting efficiency,

8. Annexes

8.1. Final questionnaire in mainstage fieldwork

SCREENER AND INTRODUCTION

STARTDATE.

☐ Interview Start Date: DD/MM/YYYY

STARTTIME.

☐ Interview Start Time: __/__/__ [24 Hour Clock]

ENDDATE.

☐ Interview End Date: DD/MM/YYYY

ENDTIME.

☐ Interview End Time: __/__/__ [24 Hour Clock]

COUNTRY.

☐ Country of interview:

[PRECODED LIST OF ALL COUNTRIES]

LANG.

☐ Language of interview:

[PRECODED LIST OF ALL LANGUAGES]

MOBILE SAMPLE

Hello, my name is ... calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. The survey aims to find out how people learn at work and what support they receive from their employers. All the information you give will be kept confidential and anonymous. Participating in this study will help inform European and national policies in improving how workers learn and develop professionally at work. The interview will take around 25 minutes of your time.

ASK SC1 ONLY IN MOBILE PHONE SAMPLE

SC1 For safety reasons, however, I must first check that you are not driving and that you are in a safe position to answer the survey?

1. Yes, the respondent is in a safe position to answer the survey
2. No, the respondent is not in a safe position to answer the survey

IF SC1=2 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

ASK SC2 ONLY IN MOBILE PHONE SAMPLE

SC2 Are you currently abroad?

1. Yes
2. No

IF SC2=1 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

- SC3 Are you ok to talk now?
1. Yes
 2. No – appointment for a later call
 3. No - does not generally participate in telephone interviews
 4. No – refusal

(Interviewer note: If respondent says no – appointment for a later call, arrange a more suitable time. If they say they say "no – does not generally participate in telephone interviews" or "no – refusal", code as a refusal)

IF SC3=2, SET AN APPOINTMENT FOR ANOTHER CALL.
IF SC3=3 or 4, CLOSE THE INTERVIEW.

LANDLINE SAMPLE (RDD)

ASK SC5, SC6 AND SC7 ONLY IN FIXED PHONE SAMPLE

INTRO_LANDLINE_RDD1

Hello, my name is ... calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. The survey aims to find out how people learn at work and what support they receive from their employers. All the information you give will be kept confidential and anonymous. Participating in this study will help inform European and national policies in improving how workers learn and develop professionally at work. The interview will take around 25 minutes of your time.

Before we begin, can you please help us pick a member of your household to take part?

- 1 – Yes
88 – Refusal or don't want to take part

(Interviewer note: if respondent asks why we need to pick a member of the household, please explain that randomly selecting a member of the household is important to ensure we represent all views. If respondent refuses information or says they do not want to take part, code as refusal and close the interview).

SC5 Can I please speak to a person aged 16 years old or more?

1. Yes, respondent is aged 16 years old or more
2. Yes, the respondent is calling another member of the household
3. No, there is no person aged 16 years old or more currently at home
4. No, there is no person aged 16 years old or more living in this household

IF SC5=2 READ INTRODUCTION AGAIN (GO TO INTRO_LANDLINE2)

IF SC5=3 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

IF SC5=4 CLOSE THE INTERVIEW (N)

INTRO_LANDLINE_RDD2 (ASK IF SC5=2)

Hello, my name is ... calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. The survey aims to find out how people learn at work and what support they receive from their employers. All the information you give will be kept confidential and anonymous.

Participating in this study will help inform European and national policies in improving how workers learn and develop professionally at work. The interview will take around 25 minutes of your time.

Before we begin, can you please help us pick a member of your household to take part?

1 – Yes

88 – Refusal or don't want to take part

(Interviewer note: if respondent asks why we need to pick a member of the household please explain that randomly selecting a member of the household is important to ensure we represent all views. If respondent refuses information or says they do not want to take part, code as refusal and close the interview).

IF INTRO_LANDLINE_RDD2=88, CLOSE THE INTERVIEW

SC6 In order to ensure that respondents are selected at random, could you tell me how many persons aged between **16 and 64** INCLUDING YOURSELF live in your household?

INTERVIEWER INSTRUCTION: WRITE DOWN NUMBER. IF DON'T KNOW OR PREFER NOT TO ANSWER (REFUSAL) CODE '88'

___ Number of people aged 16 and 64 years living in the household 88 – Don't know

99 – Prefer not to answer (Refusal)

IF SC6= 0 OR 88 OR 99 CLOSE THE INTERVIEW

IF SC6=1, GO to SC8

SC7 Can I please speak to the person aged between **16 and 64** LIVING AND CURRENTLY PRESENT IN YOUR HOUSEHOLD who had the last birthday?

1. Yes, it is the person on the phone
2. Yes, the respondent is calling another member of the household
3. No, the eligible respondent is not currently available

IF SC7=3 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

IF SC7=2 READ INTRODUCTION AGAIN (GO TO INTRO_LANDLINE3)

INTRO_LANDLINE_RDD3

Hello, my name is ... calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. The survey aims to find out how people learn at work and what help and support, if any, they receive from their employers. All the information you give will be kept confidential and anonymous. Participating in this study will help inform European and national policies in improving how workers learn and develop professionally at work. The interview will take around 25 minutes of your time.

LANDLINE SAMPLE (REGISTER)

INTRO_LANDLINE_REG2

Hello, my name is ... calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. The survey aims to find out how people learn at work and what support they receive from their employers. All the information you give will be kept confidential and anonymous. Participating in this study will help inform European and national policies in improving how workers learn and develop professionally at work. The interview will take around 25 minutes of your time.

You have been randomly chosen from the national registry of all individuals living in [COUNTRY] and your phone number has been taken from a public phonebook.

All the information you give will be kept confidential.

ASK SC5b ONLY IN FIXED PHONE SAMPLE USING A REGISTER

SC5b Can I please speak to [NAME OF THE PERSON SELECTED]?

1. Yes, it is the person on the phone
2. Yes, the respondent is calling another member of the household
3. No, selected respondent is not currently available
4. No, refusal

IF SC5b=2 THEN READ OUT AGAIN THE INTRODUCTION (GO TO INTRO_LANDLINE_REG2)

IF SC5b=3 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

IF SC5b=4 THANK THE RESPONDENT AND CLOSE THE INTERVIEW

INTRO_LANDLINE_REG2

Hello, my name is ... calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. The survey aims to find out how people learn at work and what help and support, if any, they receive from their employers. All the information you give will be kept confidential and anonymous. Participating in this study will help inform European and national policies in improving how workers learn and develop professionally at work. The interview will take around 25 minutes of your time.

You have been randomly chosen from the national registry of all individuals living in [COUNTRY] and your phone number has been taken from a public phonebook.

ALL RESPONDENTS SC3 = 1 or SC7=1-2 or SC5b=1-2 or SC6=1

This survey may include some questions that could be considered sensitive. You may refuse to answer these questions at any time. I would like to reassure you that your co-operation is completely voluntary, and all of your answers are confidential. Moreover, the responses collected will be thoroughly anonymised, and all identifiable information will be removed. The information will then be provided to Cedefop and published; however, it will not be possible to identify any responding individuals in the data. For more information on how we collect and use your personal data, please consult [LINK].

For quality control and training purposes this interview may be monitored or recorded.

SC8 Continuing this interview means that you agree with these terms and conditions. Do you wish to continue with the interview?

[DO NOT READ OPTIONS]

1. Ok to proceed – START THE INTERVIEW
2. Appointment for a later call
3. Does not generally participate in telephone interviews
4. Refusal

IF SC8=3 OR SC8=4 CLOSE THE INTERVIEW AND SAY: "Sorry to hear that, but thanks very much for your time."

INTRO TEXT ONLINE SAMPLE

We are conducting a survey for the European Union agency for the development of vocational education and training, called Cedefop. Cedefop collects and analyses evidence on European workers' qualifications and skills in labour markets. The survey aims to find out how people learn at work and what support they receive from their employers. About 45,000 European workers are taking part. Participating in this study will help inform European and national policies in improving how workers learn and develop professionally at work. The interview will take around 30 minutes of your time.

I would like to reassure you that all of your answers are confidential, and that no one, including your employer, will be able to identify your information. The information you provide will be anonymised and used by Cedefop for research purposes only. For more information on how we collect and use your personal data, please consult [LINK].

Thank you for taking part in this survey, your participation is voluntary but very important.

SC9 Continuing this interview means that you agree with the above terms and conditions. Do you wish to continue with the interview?
[SHOW SCREEN]

1. OK TO PROCEED
2. REFUSAL

BLOCK A: ELIGIBILITY

Q1

[ASK ALL]

What is your nationality?

(CAWI: SHOW ON SCREEN - MULTIPLE ANSWERS POSSIBLE)

(CATI: DO NOT READ OUT - MULTIPLE ANSWERS POSSIBLE - PROMPT AS NECESSARY – CODE AS COUNTRY)

List all countries of the survey

31. *Other countries*

88. *Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q2

[ASK ALL]

How old are you?

(CAWI: NUMERICAL, OPEN ENDED)

(CATI: NUMERICAL, OPEN ENDED)

88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

IF 88 or NE 16-64, THANK THE RESPONDENT AND CLOSE INTERVIEW.

IF Q2 NOT IN [16-64] OR Q2 = 88, THANK AND CLOSE

Q3

[ASK ALL]

Are you...?

(CAWI: SHOW ON SCREEN)

(CATI: READ OUT - SINGLE CODE ONLY)

1. Male
2. Female
3. None of the above/ Non-binary/ Do not recognise yourself in the above categories

Q4

[ASK ALL]

In which region is your usual place of residence?

(CAWI: drop down list, SINGLE CODE ONLY)

(CATI: pre-coded list, READ OUT IF NECESSARY, SINGLE CODE ONLY)

888. *Don't know / Prefer not to answer (DO NOT READ OUT – DO NOT SHOW ON CAWI)*

IF Q4=888, THANK THE RESPONDENT AND END THE INTERVIEW.

Q5

[ASK ALL]

In the last 7 days, have you done at least one hour of paid work?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

(CATI: SINGLE CODE ONLY)

1. Yes → GO TO Q7

2. No

88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q6

[ASK IF Q5 = 2, 88]

Do you have a paid job from which you were temporarily away in the last 7 days and to which you plan to return? Reasons for being temporarily away include a holiday, sick leave, family problems, or the Covid-19 pandemic.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

(CATI: SINGLE CODE ONLY)

1. Yes

2. No → THANK AND END INTERVIEW

88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN) → THANK AND END INTERVIEW*

IF Q6 = 2, 88 THANK AND CLOSE

PROBE: The next questions are about your **MAIN PAID JOB**.

This is the job where you **USUALLY WORK THE MOST HOURS**.

If you have two or more jobs where you work about the same number of hours, choose the job where you earn the most.

[IF Q6 = 1] → If you were absent in the last 7 days, think about the main paid job before you were on absence.

Q7

[ASK IF Q5 = 1 OR Q6 = 1]

In your main paid job, do you work as an employee or are you self-employed?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

(CATI: READ OUT - SINGLE CODE ONLY)

1. Employee, that is someone who gets a salary from an employer or temporary employment agency. This includes trainees and apprentices receiving a salary or a grant → GO TO BLOCK B (CATI) OR A_QEDU (CAWI)

2. Self-employed, that is someone who works for or is a partner in an own business or professional practice to earn an income, including freelancers. A self-employed person may or may not have employees.
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

IF Q7 = 2, 88 THANK AND CLOSE

ADDITIONAL QUOTA QUESTIONS FOR THE ONLINE SURVEY

A_QEDU

[ASK ALL ONLINE SAMPLE FROM ACCESS PANELS]

How old were you when you completed your highest level of education?

(CAWI: OPEN-ENDED)

Consider a year of pause in your studies as if you were still in full-time education.

IF STILL IN FULL TIME EDUCATION code: still in continuous full-time education (=97)

...

97. Still in full time education

88. *Don't know / Prefer not to answer (SHOW ON SECOND SCREEN)*

A_QOCC

[ASK ALL ONLINE SAMPLE FROM ACCESS PANELS]

Which of the following categories best describes your main job?

(CAWI: SHOW SCREEN - SINGLE CODE ONLY)

	Professions	Examples
1	Manager	<u>Examples include</u> Chief Executives, Senior Officials and Legislators, e.g. Legislators and Senior Government Officials, Managing Directors and Chief Executives etc. Administrative and Commercial Managers, e.g. Business Managers, Finance Managers, Human Resource Managers, Sales and Marketing Managers, etc. Production and Specialized Services Managers, e.g. Production Managers in Agriculture, Manufacturing, Construction and Distribution Managers, ICT Services Managers, Health/ Education Services Managers etc. Hospitality, Retail and Other Services Managers, e.g. Hotel and Restaurant Managers, Retail and Wholesale Trade Managers, Other Services Managers etc.
2	Professional	<u>Examples include</u> Science and Engineering Professionals, e.g. Physicists and Astronomers, Meteorologists, Chemists, Geologists,

		Mathematicians, Statisticians, Biologists, Industrial and Production Engineers, Civil Engineers, Electrical Engineers, Architects etc. Health Professionals, e.g. Medical Doctors, Nursing and Midwifery Professionals, Paramedical Practitioners, Veterinarians, Other Health Professionals, Dentists, Pharmacists etc. Teaching Professionals, e.g. University and Higher Education Teachers, Vocational Education Teachers, Secondary Education Teachers, Primary School and Early Childhood Teachers, Special Needs Teachers, Other Teachers etc. Business and Administration Professionals, e.g. Finance Professionals, Accountants, Financial Analysts, Administration Professionals, Sales, Marketing and Public Relations Professionals etc. Information and Communications Technology Professionals, e.g. Software and Applications Developers and Analysts, Web and Multimedia Developers, Applications Programmers, Database and Network Professionals etc. Legal, Social and Cultural Professionals, e.g. Lawyers, Judges, Other Legal Professionals, Librarians, Economists, Sociologists, Psychologists, Religious Professionals, Authors, Journalists and Linguists, Creative and Performing Artists etc.
3	Technician or Associate Professional	<u>Examples include</u> Science and Engineering Associate Professionals, e.g. Chemical / Civil Engineering / Electrical and Electronics Engineering / Mechanical Engineering Technicians, Mining, Manufacturing and Construction Supervisors, Process Control Technicians, Ship and Aircraft Controllers etc. Health Associate Professionals, e.g. Medical and related Technicians and Assistants, Nursing and Midwifery Associate Professionals, Veterinary Technicians and Assistants, Dental Assistants and Therapists, Ambulance Workers etc. Business and Administration Associate Professionals, e.g. Securities and Finance Dealers and Brokers, Credit and Loans Officers, Statistical, Mathematical and Related Associate Professionals, Insurance Representatives etc. Legal, Social, Cultural and Related Associate Professionals, e.g. Legal / Social Work / Religious Associate

		Professionals, Sports and Fitness Workers, Photographers, Interior Designers, Chefs etc. Information and Communications Technicians, e.g. ICT Operations and User Support Technicians, Computer Network and Systems Technicians, Web Technicians, Telecommunications and Broadcasting Technicians etc.
4	Sales, Customer or Personal Service Worker	<u>Examples include</u> Personal Services Workers, e.g. Travel Attendants, Guides, Cooks, Waiters and Bartenders, Hairdressers, Beauticians, Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments, etc. Sales Workers, e.g. Street Food Salespersons, Shop Salespersons, Shopkeepers etc. Personal Care Workers, e.g. Child Care Workers and Teachers' Aides, Health Care Assistants, etc. Protective Services Workers, e.g. Firefighters, Police Officers, Prison Guards, Security Guards, etc.
5	Clerical Support Worker	<u>Examples include</u> General and Keyboard Clerks, e.g. General Office Clerks, Secretaries, Keyboard Operators, Typists and Word Processing Operators, Data Entry Clerks etc. Customer Services Clerks, e.g. Tellers, Money or Debt Collectors, Bookmakers, Croupiers, Travel Consultants, Contact Centre Information Clerks, Hotel Receptionists, etc. Numerical and Material Recording Clerks, e.g. Accounting and Bookkeeping Clerks, Statistical, Finance and Insurance Clerks, Payroll Clerks etc. Other Clerical Support Workers, e.g. Library Clerks, Mail Carriers and Sorting Clerks, Filing and Copying Clerks, Personnel Clerks, etc.
6	Skilled Agricultural, Forestry and Fishery Worker	<u>Examples include</u> Skilled Agricultural Workers, e.g. Field Crop and Vegetable Growers, Gardeners, Animal Producers etc. Skilled Forestry, Fishery and Hunting Workers, e.g. Forestry and Related Workers, Fishery Workers, Hunters and Trappers etc. Subsistence Farmers, Fishers, Hunters and Gatherers, e.g. Subsistence

		Crop/Livestock Farmers, Subsistence Fishers, Hunters, Trappers and Gatherers etc.
7	Building, Crafts or a Related Trades Person	<u>Examples include</u> Building and Related Trades Workers (excluding Electricians), e.g. House Builders, Bricklayers, Stonemasons, Concrete Placers, Carpenters and Joiners, Painters, etc. Metal, Machinery and Related Trades Workers, e.g. Sheet and Structural Metal Workers, Moulders and Welders, Blacksmiths, Hammersmiths, Toolmakers, Metal Polishers, Motor Vehicle and other Engine and Industrial Machinery Mechanics and Repairers etc. Handicraft and Printing Workers, e.g. Handicraft Workers, Precision-instrument Makers and Repairers, Potters, Printing Trades Workers etc. Electrical and Electronics Trades Workers, e.g. Electrical Equipment and Electronics Installers and Repairers, Building and Related Electricians, Electrical Mechanics and Fitters etc. Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers, e.g. Butchers, Fishmongers, Bakers, Pastry-cooks and Confectionery Makers, Dairy Products Makers, Cabinet-makers, Tailors, Embroidery Workers, etc.
8	Plant and Machine Operator and Assembler	<u>Examples include</u> Stationary Plant and Machine Operators, e.g. Miners, Mineral and Stone Processing/ Metal Processing / Chemical Products Plant and Machine Operators etc. Assemblers, e.g. Mechanical Machinery Assemblers, Electrical and Electronic Equipment Assemblers etc. Drivers and Mobile Plant Operators, e.g. Locomotive Engine Drivers, Car, Van and Motorcycle Drivers, Heavy Truck and Bus Drivers, Mobile Plant (e.g. Crane, Lifting Truck) Operators, Ships' Deck Crews etc.
9	Elementary occupations worker	<u>Examples include</u> Cleaners and Helpers, e.g. Domestic, Hotel and Office Cleaners and Helpers, Vehicle, Window, Laundry and Other Hand Cleaning Workers etc. Agricultural, Forestry and Fishery Labourers, e.g. Crop and Livestock Farm Labourers, etc. Labourers in Mining, Construction, Manufacturing and Transport, e.g. Mining and Quarrying Labourers, Civil

		Engineering Labourers, Building Construction Labourers, Manufacturing Labourers, Hand Packers, Freight Handlers, Shelf Fillers etc. Food Preparation Assistants, e.g. Fast Food Preparers, Kitchen Helpers etc. Street and Related Sales and Services Workers, e.g. Street Vendors (excluding Food) etc. Refuse Workers and Other Elementary Workers, e.g. Garbage and Recycling Collectors, Sweepers, Messengers, Package Deliverers and Luggage Porters etc.
10	Employed in a military capacity by the Armed Forces	

88. Don't know / Prefer not to answer (SHOW ON SECOND SCREEN) [CLOSE THE SURVEY]

A_QIND

[ASK ALL ONLINE SAMPLE FROM ACCESS PANELS]

What is the main activity carried out in your workplace? Please code into one of the three categories. Details of the type of activities that fall under each category are provided for guidance.

(CAWI: SHOW SCREEN)

	Sectors of economic activity	Activities
1	Agriculture or Industry	Agriculture, forestry and fishing
2		Electricity, gas, steam and air conditioning supply
3		Mining and quarrying
4		Manufacturing
5		Construction
6		Water supply, sewerage, waste management and remediation activities
7		Other agriculture or industry
8	Services	Accommodation and food service activities (e.g. hotels, restaurants etc.)
9		Wholesale and retail trade
10		Financial and insurance activities
11		Professional, scientific and technical activities (e.g. legal and accounting, management consultancy, architectural and engineering, scientific research and development, advertising and market research etc.)
12		Administrative and support service activities (e.g. rental and leasing, employment placement agencies, travel agencies, private security, services to buildings, office support, call centres etc.)
13		Real estate activities
14		Transportation and storage (e.g. land, water and air transport, warehousing and support activities, postal and courier activities etc.)
15		Arts, entertainment and recreation (e.g. libraries, museums, sports and fitness etc.)
16		Telecommunications
17		Publishing, audio-visual and broadcasting

18		Computer programming and consultancy
19		Information service activities (e.g. data processing, web portals, news agencies etc.)
20		Other service activities (e.g. religious, social or political organisations, repair of computer and personal and household goods, (dry)cleaning, hairdressing etc.)
21	Public Sector, Education or Health	Health and social work activities
22		Public administration and defence (central and local government)
23		Education
24		Other public sector, education or health
25		Other sector

88. Don't know / Prefer not to answer (SHOW ON SECOND SCREEN) [CLOSE THE SURVEY]

BLOCK B: LEARNING FOR WORK

[ASK ALL ELIGIBLE
Q2 IN [16-64] AND [Q5=1 OR Q6=1] AND [Q7=1]

INTRO TEXT TO BLOCK B

The next questions are about your current company or organisation you work for and your workplace, that is the local site where you work.

Q8

[ASK ALL]

How long have you been working for your current company or organisation?

HELP: If your contract with the company or organisation where you work was interrupted, even for a short period, please only consider the period from when you resumed work in the company or organisation.

(CAWI: SHOW ON SCREEN)

(CATI: REGISTER NUMBER OF YEARS AND NUMBER OF MONTHS)

Years _ _

Months _ _

77. Less than a month

88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q9

[ASK ALL]

Which sector does your current company or organisation mainly operate in?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

(CATI: READ OUT - SINGLE CODE ONLY)

1. Private sector

HELP: for example, a private company

2. Public sector

HELP: for example, public authorities (local, regional, or national level), public school or hospital

3. Not-for-profit sector

HELP: for example, a charity, a church or religious institution or a non-governmental organisation (NGO)

- 4. Other (DO NOT READ OUT - SHOW ON SECOND SCREEN)
- 88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q10

[ASK ALL ONLINE SAMPLE]

CAWI

What does your company or organisation mainly make or do at your workplace, that is the local site where you work? Please type the first letters of the main activity of your company or organisation and select the option that best describes the activity or sector.

(CAWI: LIST INDUSTRY REV 2 SERISS - SINGLE CODE ONLY)

Q10

[ASK ALL TELEPHONE SAMPLE]

CATI

What does your company or organisation mainly make or do at your workplace, that is the local site where you work?

(CATI: OPEN-ENDED)

HELP: PLEASE DESCRIBE FULLY the type of goods produced or services provided, and materials used. What kind of business, industry or service is it? What is the main activity carried out? Think about the place where you usually work.

Example: You work in a factory where manufacturing of cars is the main activity. Therefore, your industry is 'manufacturing of motor vehicles'.

If you work in more than one place (for example, if you work in transportation, construction, at both the employer's and the customer's premises) or work on the move, the local site is the place where instructions come from or where the work is organised. If the local site performs more than one economic activity, consider as the main activity the one occupying the largest numbers of persons employed.

Q11*

[ASK ALL]

[In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], have any of the following changes taken place in your workplace? Please do not include any minor or regular changes.

HELP: By 'new' we mean those technologies, working methods and/or products or services that have been introduced in your workplace [in the last 12 months IF Q8>=1 year] [since you started your main job IF Q8<1 year].

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

- 1. Yes
- 2. No
- 3. Not applicable (DO NOT READ OUT - SHOW ON SECOND SCREEN)
- 88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q11_1	New technologies or equipment have been introduced, for example new machinery, software, or other computer systems
Q11_2	New ways of working have been introduced

Q11_3	New or significantly improved products or services have been offered to the market
--------------	--

Now please think about your main paid job. This is the one where you usually work the most hours. If you work in more than one job, it is the one where you earn the most. We will refer to this as 'your main job' or 'your job'.

- Q12** **[ASK ALL ONLINE SAMPLE]**
CAWI
What is your main job? Please type the first letters of your main job and select the option that best describes your answer.

(CAWI: List ISCO 04 (SERISS) – SINGLE CODE ONLY)
- Q12** **[ASK ALL TELEPHONE SAMPLE]**
CATI
What is your main job?

HELP: ASK FOR AS MUCH DETAIL AS POSSIBLE
Example: I am a supermarket cashier, or a primary school teacher, or a senior sales manager in an IT company.

(CATI: OPEN-ENDED)

- Q12B** **[ASK ALL]**
What do you mainly do in your main job?

HELP: PLEASE PROVIDE AS MUCH DETAIL AS POSSIBLE
Examples: book-keeping, accounting, selling cars, brick laying, statistical or data analysis, building roads, stocking shelves, loading trucks for delivery or shipments, patient care etc.

(CAWI: OPEN-ENDED)
(CATI: OPEN-ENDED)

- Q13** **[ASK ALL]**
[In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], to what extent have your job tasks changed?

HELP: Job tasks are specific activities or duties you perform as part of your main job. Changes in job tasks include changes in the number and type of tasks.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)
1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)

The next questions are about activities you do in your main job to develop your work-related knowledge and skills.

Q14

[ASK ALL]

Please think about your situation [12 months ago IF Q8>=1 year] [at the time you started your main job IF Q8<1 year]. At that time, to what extent did you need to develop your work-related knowledge and skills?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

(CATI: READ OUT - SINGLE CODE ONLY)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q15*

[ASK ALL]

[In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], to what extent have you become better, if at all, at any of the following aspects of your work?

HELP: The purpose of this question is to measure the extent to which you may have improved at selected aspects of your work by developing your knowledge and skills.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

(ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*
99. *I did not need to become better in this aspect (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q15_1	At understanding how my work can be done better
Q15_2	At solving problems at work
Q15_3	At doing my job tasks with less supervision

[ASK ALL ONLINE SAMPLE]

CAWI

And to what extent have you become better at any of the following aspects of your work?

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*
99. *I did not need to become better in this aspect (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q15_4	At understanding the tasks I need to do
Q15_5	At knowing whether I am doing a good job

Q15_6	At describing how I do my work to colleagues
Q15_7	At avoiding mistakes at work
Q15_8	At making better decisions at work
Q15_9	At performing different job tasks
Q15_10	At doing my job tasks faster
Q15_11	At doing my job tasks in a way that does not harm the environment, for example by reusing or recycling materials, reducing the waste of resources, or making better use of energy.

Q16

[ASK ALL]

[In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], to what extent have you become better at doing your job overall?

(CAWI: SHOW ON SCREEN - SINGLE CODE)

(CATI: READ OUT - SINGLE CODE ONLY)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q17A*

[ASK ALL]

[In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], has your company or organisation provided you with any of the following training activities?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

(DO NOT ROTATE ITEMS)

1. Yes
2. No
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q17A_1 [ASK ONLY IF Q8<2 years]	Initial training explaining what you will be doing in your job
Q17A_2	Health and safety training
Q17A_3	Training regarding harassment or other aspects of workplace behaviour
Q17A_4	Other work-related training, for example, on how to work with a new machine or new administrative process, or use a new technique or method, or new software

Q17B*

[ASK IF Q17A_4=1]

*[In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], how often have you participated in any of the following training activities related to your work that were **organised by your company or organisation**?*

Such training activities are provided by your company or organisation with the help of a designated instructor or trainer, such as a supervisor, colleague, a consultant or other professional.

Please consider all training activities done inside or outside your workplace, in person or online.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
 (CATI: READ OUT - SINGLE CODE ONLY PER ITEM)
 (DO NOT ROTATE ITEMS)

1. Very often
2. Often
3. Sometimes
4. Rarely
5. Never
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q17B_1	Training while <u>not</u> doing my everyday job tasks , for instance in a classroom or at another training facility. HELP: These may include courses, seminars, workshops or conferences, done with a designated instructor or trainer.
Q17B_2	Training while doing my everyday job tasks HELP: These are done with a designated instructor or trainer and do not include asking colleagues for help or learning from them.

Q18*

[ASK ALL]

*Now think of activities to learn new things for your work **not** organised by your company or organisation. [In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8<1 year], how often have you done any of the following activities to learn new things for your work **on your own initiative**?*

Please consider all activities done in the workplace or elsewhere (e.g., at home), both during and outside working hours.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
 (CATI: READ OUT - SINGLE CODE ONLY PER ITEM)
 (ROTATE ITEMS)

1. Very often
2. Often
3. Sometimes
4. Rarely
5. Never
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q18_1	Use books, manuals, audio or video materials, including those available online (e.g., YouTube videos, podcasts)
Q18_2	Learn through doing my work
Q18_3	Try out different or new ways of doing my work
Q18_4	Seek the advice of more experienced colleagues
Q18_5	Seek the advice of my manager or supervisor
Q18_6	Watch or listen to colleagues as they do their work
Q18_7	Think of ways to do my work better
Q18_8	Participate in training, either in person at a classroom or at another training facility or online. HELP: These may include courses, seminars, workshops or conferences

Q19*

[ASK ALL ONLINE SAMPLE]

CAWI

And to what extent would the following activities help you to become better at doing your job?

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY PER ITEM)

(DO NOT ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)*

Q19_1	Participate in training done in a classroom or at another training facility or online organised by my company or organisation. HELP: This may include courses, seminars, workshops or conferences, attended while not doing my everyday job tasks.
Q19_2	Participate in training done in a classroom or at another training facility or online on my own initiative. HELP: This may include courses, seminars, workshops or conferences, attended while not doing my everyday job tasks.
Q19_3	Train while doing my everyday job tasks with a designated instructor or trainer. This does not include asking colleagues for help or learning from them. HELP: A designated instructor or trainer may include a supervisor, colleague, consultant or other professional, available in person or online.

And to what extent would the following activities help you to become better at doing your job?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)*

Q19_4	Use books, manuals, audio or video materials, including those available online (e.g., YouTube videos, podcasts)
Q19_5	Learn by doing my work
Q19_6	Try out different or new ways to do my work
Q19_7	Seek the advice of more experienced colleagues
Q19_8	Seek the advice of my manager or supervisor
Q19_9	Watch or listen to colleagues as they do their work
Q19_10	Think of ways to do my work better

Q20*

[ASK ALL]

To what extent do you learn new things for work for the following reasons?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)
(ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)*

Q20_1	I like learning new things
Q20_2	I will get better pay
Q20_3	It gives me a sense of pride
Q20_4	My manager or supervisor expects me to learn new things
Q20_5	To learn is important
Q20_6	It is common for people at my workplace to learn new things for their work

Q21*

[ASK ALL] [ASK Q21_3 ONLY ONLINE SAMPLE]

To what extent do the following reasons make it difficult for you to learn new things for your work?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)
(ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)*

Q21_1	Lack of training activities that are tailored to my needs
Q21_2	Lack of information on where to find suitable training activities
Q21_3	Company or organisation rules, procedures and regulations

Q22*

[ASK ALL] [ASK Q22_4 ONLY ONLINE SAMPLE]

To what extent do the following people support you in learning new things for your work?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)
(ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)*

Q22_1	My work colleagues
Q22_2	My manager or supervisor
Q22_3	My family and friends
Q22_4	People doing a similar job, but for another employer

Q23*

[ASK ALL]

Regarding learning new things for your work, to what extent are the following statements true?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

(ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)*

Q23_1	I know what I need to learn for my work
Q23_2	My progression at work also depends on learning new things for my work
Q23_3	I can discuss with my manager or supervisor what I need to learn for my work

Q24

[ASK ALL ONLINE SAMPLE]

CAWI

How much of the knowledge and skills acquired at your current job are specific to your company or organisation and cannot be used if you moved to another company or organisation in the same job?

HELP: Knowledge and skills acquired at the job may or may not involve specific tools, machines or procedures that can only be used at the company or organisation (e.g. knowledge of "how things work" in the firm) therefore cannot readily be used in another company or organisation.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. All
2. A lot
3. Some
4. None
88. *Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)*

Q25

[ASK ALL ONLINE SAMPLE]

CAWI

Compared with the situation before the outbreak of the coronavirus pandemic in early 2020, do you now work more, less or about the same amount of time outside the premises of your company or organisation, such as at home or elsewhere?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. A lot more
2. A little more
3. About the same
4. A little less
5. A lot less
6. I have never worked outside my employer's premises
77. I was not working before the coronavirus pandemic
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q26A

[ASK ONLINE SAMPLE IF Q25=1,2]

CAWI

Has this increase of time spent working outside your employer's premises made it easier or more difficult to learn new things for your work?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

2. Much more difficult
3. A little more difficult
4. Made no difference at all
5. A little easier
6. Much easier
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q26B

[ASK ONLINE SAMPLE IF Q25=4,5]

CAWI

Has this decrease of time spent working outside the premises of your employer's premises made it easier or more difficult to learn new things for your work?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Much more difficult
2. A little more difficult
3. Made no difference at all
4. A little easier
5. Much easier
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

BLOCK C: YOUR MAIN JOB

[ASK ALL ELIGIBLE

Q2 IN [16-64] AND [Q5=1 OR Q6=1] AND [Q7=1]

INTRO TEXT TO BLOCK C

We will now ask you some additional questions about your main job and the nature of your work.

Q27

[ASK ALL]

Which of the following situations best describes your main job?

HELP: Workers on fixed-term/temporary jobs or contracts are typically those in jobs that last only for a limited time period, including seasonal workers and those on apprenticeships or other training schemes, as well as persons with a contract for a probationary period. If you work for a temporary help/work/employment agency, the categorisation should depend on the type of contract you have with the employment agency.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

(CATI: READ OUT - SINGLE CODE ONLY)

1. Permanent job, i.e., a contract or agreement of unlimited duration
2. Temporary job, i.e., a contract or agreement of limited duration, with possibility of becoming a permanent job
3. Temporary job, i.e., a contract or agreement of limited duration, with no possibility of becoming a permanent job
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q28

[ASK ALL]

How many hours do you usually work per week at your main job? Please exclude meal breaks and time travelling to and from work but include 'usual' overtime, either paid or unpaid.

(CAWI: NUMERICAL, OPEN ENDED)

(CATI: NUMERICAL, OPEN ENDED)

Number of hours: _ _ _

PLEASE INCLUDE LOGICAL FILTERS e.g. if someone says more than 70 hours per week, ask again.

777. *It varies from one week to another (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

888. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q29A

[ASK ALL]

How easy or difficult do you find keeping up with your workload?

(CAWI: SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Very easy
2. Fairly easy
3. Fairly difficult
4. Very difficult

88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q29B

[ASK ALL ONLINE SAMPLE]

CAWI

How easy or difficult is it for you to organise your workload in a flexible way?

(CAWI: SINGLE CODE ONLY)

1. Very easy
2. Fairly easy
3. Fairly difficult
4. Very difficult

88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q30*

[ASK ALL] [ASK Q30_3, Q30_4, ONLY ONLINE SAMPLE]

How often do you do the following activities in your main job?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

(ROTATE ITEMS)

1. Always
2. Often
3. Sometimes
4. Rarely
5. Never

88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q30_1	Follow strict procedures or instructions
Q30_2	Decide how to do my work independently without any instructions
Q30_3	Choose the order in which I complete my tasks
Q30_4	Choose the speed or pace of my work
Q30_5	Deal with unexpected situations or problems
Q30_6	Work on a range of different tasks
Q30_7	Do short activities or tasks of less than one minute
	HELP: This may include non-manual tasks, such as issuing invoices or data entry, and manual tasks, such as operating a machine or equipment or moving and loading products. It does not include typing on a keyboard or clicking a mouse.

Q31

[ASK ALL ONLINE SAMPLE]

CAWI

How often do you work as part of a well-defined team? By "team" we mean a group of people who work together and organise their work to achieve common goals.

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY)

1. Always
2. Often
3. Sometimes
4. Rarely
5. Never
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q32

[ASK ALL]

In general, to what extent can you influence decisions affecting your work?

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY)

(CATI: READ OUT - SINGLE CODE ONLY)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q33

[ASK ALL]

Overall, how satisfied or dissatisfied are you with your job? Please provide your answer on a scale from 0 to 10, where 0 is completely dissatisfied and 10 is completely satisfied.

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY)

(CATI: READ OUT - SINGLE CODE ONLY)

NUMERIC RANGE 0...10

88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q34

[ASK ALL]

In your opinion, how easy or difficult would it be to find another job that is similar to your current one?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

(CATI: READ OUT - SINGLE CODE ONLY)

1. Very easy
2. Fairly easy
3. Fairly difficult
4. Very difficult
88. *Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)*

Q35*

[ASK ALL ONLINE SAMPLE]

CAWI

How worried are you about any of the following things happening in the next 12 months in your job?

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY PER ITEM)

(ROTATE ITEMS)

1. Very worried
2. Fairly worried
3. Not very worried
4. Not worried at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q35_1	Loss of my job
Q35_2	Fewer opportunities to use my skills and abilities
Q35_3	Reduction in my salary
Q35_4	Reduction in my hours of work

BLOCK D: WORKPLACE RELATIONS

[ASK ALL ELIGIBLE

Q2 IN [16-64] AND [Q5=1 OR Q6=1] AND [Q7=1]

INTRO TEXT TO BLOCK D

We will now ask you some questions about your workplace relationships, such as those you have with your employer, manager or other colleagues.

Q36

[ASK ALL]

How many people work at your workplace? Please provide your best estimate, considering both part-time and full-time employees.

HELP: Give your best estimate for the total number of employees on the payroll at the site where you work. In this estimate, include yourself, seasonal workers, apprentices, trainees, remote workers, those who work outside the company/organisation/institution's premises but get paid by it (for example: sales representatives, delivery or repair teams), and those on short-time leave. Exclude any people working at other sites or premises of your company, organisation, or institution, if any, and people who work at your site but get paid by another company.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

(CATI: READ OUT - SINGLE CODE ONLY)

1. 1 to 10
2. 11 to 49
3. 50 to 249
4. 250 to 499
5. 500 to 999
6. More than 1000
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q37*

[ASK ALL ONLINE SAMPLE]

CAWI

When you do more than expected from you at work, to what extent are the following statements true?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
5. Not applicable (DO NOT READ OUT - SHOW ON SECOND SCREEN)
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q37_1	I get paid in return
Q37_2	I can count on my manager or supervisor's support in return

Q38

[ASK ALL ONLINE SAMPLE]

CAWI

*Let's imagine that some activities of a job like yours could also be done by machines or robots. How likely is it that your employer would **choose** to use them and not humans to do these activities?*

INTERVIEWER INSTRUCTION: This is a hypothetical situation.

Do not focus on the likelihood of machines being able to do your job but focus on how likely it is that your employer would choose machines over humans.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Very likely
2. Fairly likely
3. Fairly unlikely
4. Very unlikely
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q39

[ASK ALL ONLINE SAMPLE]

CAWI

To what extent is the effort you put into your work recognised by your manager or supervisor? Such recognition may be in the form of a good performance appraisal, professional development review or informal feedback.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. To a large extent

2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q40*

[ASK ALL] [ASK Q_40_4, Q40_5 ONLY ONLINE SAMPLE]

Regarding your manager or supervisor, to what extent are the following statements true?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

(ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q40_1	My manager or supervisor acts like I would do as little work as possible if left alone
Q40_2	My manager or supervisor treats me in a fair way
Q40_3	My manager or supervisor treats me as if I were a machine or robot
Q40_4	My manager or supervisor ensures that conflicts are resolved in a fair way
Q40_5	My manager or supervisor distributes work in a fair way

Q41A

[ASK ALL]

To what extent do you share ideas about how to get the work done with your colleagues?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q41B

[ASK ALL ONLINE SAMPLE]

CAWI

And to what extent would you say the following statement applies to you: you don't talk with your colleagues about how to do your work, you just do it?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q42*

[ASK ALL]

To what extent are the following statements true about your workplace?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
 (CATI: READ OUT - SINGLE CODE ONLY PER ITEM)
 (ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q42_1	Performance is compared between colleagues
Q42_2	Mistakes at work are not tolerated
Q42_3	Newly-hired people can rely on the help of their colleagues to learn their job
Q42_4	All the information needed to master key aspects of my job is readily available

BLOCK E: ABOUT YOU

[ASK ALL ELIGIBLE
 Q2 IN [16-64] AND [Q5=1 OR Q6=1] AND [Q7=1]

INTRO TEXT TO BLOCK E

We will now ask you some final questions about yourself.

Q43* **[ASK ALL] [ASK Q43_1, Q43_2 ONLY ONLINE SAMPLE]**
To what extent are the following statements about you true?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
 (CATI: READ OUT - SINGLE CODE ONLY PER ITEM)
 (ROTATE ITEMS)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. *Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)*

Q43_1	I look for opportunities to learn new things for my work
Q43_2	I am motivated to learn new things for my work
Q43_3	I learn new things for my work to demonstrate my abilities to others
Q43_4	I am confident in my ability to learn new things for my work
Q43_5	I avoid new tasks if there is a chance that I might appear incompetent to others
Q43_6	If someone helps me, I am willing to help back
Q43_7	I am willing to make some sacrifices today to gain something good tomorrow

Q44* **[ASK ALL]**
How often do you do the following things at work without being specifically asked by your employer?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)
(ROTATE ITEMS)

1. Always
2. Often
3. Sometimes
4. Rarely
5. Never
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q44_1	I help colleagues
Q44_2	I put more effort than required into my work
Q44_3	I make suggestions to improve ways of doing things at work

Q45

[ASK ONLINE PROBABILISTIC SAMPLE]

How old were you when you completed your highest level of education?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

Consider a year of pause in your studies as if you were still in full-time education.

IF STILL IN FULL TIME EDUCATION code: still in continuous full-time education (=97)

...

97. Still in full time education

88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q46

[ASK ALL]

What is the highest level of education you have completed?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

(CATI: OPEN WITH PRE-CODED LIST - SINGLE CODE ONLY)

(NATIONAL LIST TAILORED TO EACH COUNTRY THAT TRANSLATE INTO ISCED)

000. No completed formal education or below primary education
100. Primary education (ISCED 1)
200. Lower secondary education (ISCED 2) ^(a)
340. Upper secondary education – general (ISCED 34)
350. Upper secondary education – vocational (ISCED 35)
440. Post-secondary non-tertiary education – general (ISCED 44)
450. Post-secondary non-tertiary education – vocational (ISCED 45)
500. Short-cycle tertiary education (ISCED 5)
600. Bachelor's or equivalent level (ISCED 6)
700. Master's or equivalent level (ISCED 7)
800. Doctoral or equivalent level (ISCED 8)
88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

(a): including: ISCED 3 programmes of duration of less than 2 years.

Q47

[ASK ALL]

To what extent are you limited in your daily work activities by any chronic physical or mental health problem, disorder, or disability?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. To a large extent
2. To some extent
3. To a small extent
4. Not at all
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

PROBE: Finally, we would like to ask you some information about your earnings from your job. We wish to reassure you that the information provided in this question is anonymous and will be treated in the strictest confidence. It will only be used for statistical purposes.

Q48

[ASK ALL]

What is your usual monthly **net** pay **after** deductions for tax, social insurance and any other compulsory deductions?

HELP: Pay refers to income received from work excluding any income from investments, such as assets, savings, stocks and shares, rent. It should refer only to the main paid job and exclude any income received from other jobs. If no usual pay, record pay in last full pay period.

(CAWI: NUMERICAL)
(CATI: NUMERICAL)

NUMERIC RANGE 0...999997

8888888. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q48B

[ASK IF Q48 = 8888888]

Which of the following best describes your usual monthly **net** pay received from your main job?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. [INSERT INCOME RANGE CATEGORIES, CALCULATED BASED ON MEDIAN NET INDIVIDUAL PAY IN EACH COUNTRY]
e.g.

UNDER BAND 1

BAND 1

BAND 2

BAND 3

BAND 4

BAND 5

BAND 6

BAND 7

BAND 8

BAND 9

BAND 10

ABOVE BAND 10

88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q49

[ASK ALL ONLINE SAMPLE]

In the last 12 months, how often has your household had financial difficulties, for example when paying bills, rent, and covering medical expenditure?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Never
2. Sometimes
3. Often
4. Always
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q50

[ASK ALL]

Do you use the following computer applications or software at work or at home?

(CAWI: SHOW ON SCREEN – SINGLE ANSWERS POSSIBLE)

(CATI: READ OUT – ONE ANSWER POSSIBLE)

(DO NOT ROTATE ITEMS)

1. Yes
2. No
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q50_1	Communication applications (e.g., Skype, Teams, Google Hangouts)
Q50_2	Social networking services (e.g., Facebook, Twitter, Instagram, Tiktok)
Q50_3	Email
Q50_4	Word processing applications (e.g., MS Word)
Q50_5	Spreadsheet applications (e.g., MS Excel)
Q50_6	Database applications (e.g., MS Access, SQL)
Q50_7	Programming applications (e.g. Python, C++, Java)

Q51

[ASK ALL ONLINE SAMPLE]

CAWI

*[In the last 12 months IF Q8>=1 year] [Since you started your main job IF Q8 < 1 year], did you learn to use a **new** digital technology to do your main job?*

HELP: By 'new' we mean those you started using for your main job [in the last 12 months IF Q8>=1 year]. Do not include instances where you had to learn to use any digital technologies for other purposes, such as other or prior jobs or social or recreational activities.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q51_1	A computer program or software HELP: For instance, Microsoft Office, virtual communication apps, or those used for database management and analysis, multimedia editing, enterprise resource planning.
Q51_2	A computerised machine

	HELP: For instance, digital handheld scanners, CNC machine tools, robots, PLCs, 3D printers or lasers, but not personal computers or printers.
Q51_3	An artificial intelligence (AI) tool or system HELP: For instance, computers that learn to perform tasks normally requiring human intelligence, such as speech recognition, visual perception, text or content generation or recommendation, language translation or pattern recognition. Examples of such AI tools or systems include virtual assistants such as Siri or Alexa, large language models such as ChatGPT or GPT-3, chatbots used for customer service, fraud detection software, technology predicting when machines should be serviced or faulty products, robotic advisors, AI software used for personnel selection or for monitoring worker performance.

Q52

[ASK ALL ONLINE SAMPLE IF Q51_1 = 1 OR Q51_2 = 1 OR Q51_3=1]

CAWI

As a result of these new digital technologies you learnt for your main job, did your job tasks change in any of the following ways?

HELP: Job tasks are pieces of work or different activities you do as part of your main job.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q52_1	I now do some different or new tasks
Q52_2	I now do some of my tasks at a faster pace than before
Q52_3	I now do not do some tasks I did before

Q53*

[ASK ALL ONLINE SAMPLE]

CAWI

Does a computer software or application do the following things in your company or organisation?

Help: Such computer programs or applications are typically available in handheld or wearable devices, smartphones or computers.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don't know (DO NOT READ OUT/ SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT/ SHOW ON SECOND SCREEN)

Q53_1	It monitors my job performance
Q53_2	It allocates work tasks to me
Q53_3	It ranks my performance against that of my colleagues

Q54

[ASK ALL]

Do you like to learn new things at work?

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY)
(CATI: READ OUT – SINGLE CODE ONLY)

1. Yes
2. No
88. Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)

Q55

[ASK ALL]

Do you like to participate in training at work?

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY)
(CATI: READ OUT – SINGLE CODE ONLY)

1. Yes
2. No
88. Don't know / Prefer not to answer (DO NOT READ OUT – SHOW ON SECOND SCREEN)

Q56

[ASK PUBLIC VOICE]

Now thinking about your telephone use, do you have a mobile phone that is used?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Yes
2. No
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q57

[ASK PUBLIC VOICE]

Is there at least one landline telephone INSIDE your home that is used for making and receiving calls?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Yes
2. No
88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q58

[ASK LANDLINE AND PUBLIC VOICE]

How many people aged 16 years and above, including yourself, live in your household?

(CAWI: SHOW ON SCREEN)
(CATI: REGISTER NUMBER OF HH MEMBERS)

_____ Number

88. Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

Q59

[ASK LANDLINE AND IF Q55>1]

How many of these members who are 16 years old and over, including yourself, are younger than 65?

(CAWI: SHOW ON SCREEN)

_____ Number

88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

Q60

[ASK LANDLINE AND IF Q55=1]

Is this person under 65 years old?

(CAWI: SHOW ON SCREEN)

_____ Number

88. *Don't know / Prefer not to answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

**[THANK YOU FOR PARTICIPATING IN THE SURVEY –
YOUR CONTRIBUTION IS VERY IMPORTANT]**

8.2. CAWI hard quota's for regions

Table 27– CAWI hard quota's for regions							
Country	Code	Label	NUTS Level (1 to 3)	Population count	% (target)	% (achieved)	Latest year available
DE	DE1	Baden-Württemberg	1	5338.6	14.1%	11.3%	2022
DE	DE2	Bayern	1	6299.7	16.7%	18.0%	2022
DE	DE3	Berlin	1	1652.9	4.4%	5.3%	2022
DE	DE4	Brandenburg	1	1121.1	3.0%	2.8%	2022
DE	DE5	Bremen	1	289.3	0.8%	0.9%	2022
DE	DE6	Hamburg	1	860.8	2.3%	2.9%	2022
DE	DE7	Hessen	1	2822.2	7.5%	7.0%	2022
DE	DE8	Mecklenburg-Vorpommern	1	686.2	1.8%	1.9%	2022
DE	DE9	Niedersachsen	1	3634.8	9.6%	9.1%	2022
DE	DEA	Nordrhein-Westfalen	1	7917.3	20.9%	19.9%	2022
DE	DEB	Rheinland-Pfalz	1	1868.9	4.9%	5.2%	2022
DE	DEC	Saarland	1	428.8	1.1%	1.1%	2022
DE	DED	Sachsen	1	1751.7	4.6%	5.4%	2022
DE	DEE	Sachsen-Anhalt	1	913.3	2.4%	2.9%	2022
DE	DEF	Schleswig-Holstein	1	1297.7	3.4%	3.7%	2022
DE	DEG	Thüringen	1	914.7	2.4%	2.7%	2022
IT	ITC	Nord-Ovest	1	5410.2	30.3%	30.7%	2022
IT	ITF	Sud	1	3137.2	17.6%	16.9%	2022
IT	ITG	Isole	1	1449.4	8.1%	8.0%	2022
IT	ITH	Nord-Est	1	4039.9	22.6%	23.0%	2022
IT	ITI	Centro (IT)	1	3811.7	21.4%	21.3%	2022
AT	AT11	Burgenland (AT)	2	123.5	3.2%	3.2%	2022
AT	AT12	Niederösterreich	2	724	18.7%	19.6%	2022

AT	AT13	Wien	2	800	20.7%	21.4%	2022
AT	AT21	Kärnten	2	227.3	5.9%	6.1%	2022
AT	AT22	Steiermark	2	536.9	13.9%	14.4%	2022
AT	AT31	Oberösterreich	2	682.9	17.7%	17.3%	2022
AT	AT32	Salzburg	2	247.7	6.4%	5.7%	2022
AT	AT33	Tirol	2	341.6	8.8%	8.4%	2022
AT	AT34	Vorarlberg	2	182.6	4.7%	3.9%	2022
BE	BE10	Région de Bruxelles-Capitale/Brussels Hoofdstedelijk Gewest	2	424.5	10.1%	11.2%	2022
BE	BE21	Prov. Antwerpen	2	729.6	17.3%	16.8%	2022
BE	BE22	Prov. Limburg (BE)	2	343.9	8.2%	7.1%	2022
BE	BE23	Prov. Oost-Vlaanderen	2	617.8	14.7%	13.7%	2022
BE	BE24	Prov. Vlaams-Brabant	2	426.9	10.1%	12.0%	2022
BE	BE25	Prov. West-Vlaanderen	2	453	10.7%	10.4%	2022
BE	BE31	Prov. Brabant wallon	2	145.5	3.5%	4.3%	2022
BE	BE32	Prov. Hainaut	2	419.4	9.9%	9.0%	2022
BE	BE33	Prov. Liège	2	370.9	8.8%	9.1%	2022
BE	BE34	Prov. Luxembourg (BE)	2	112.4	2.7%	3.2%	2022
BE	BE35	Prov. Namur	2	172	4.1%	3.3%	2022
BG	BG31	Severozapaden	2	234.6	8.6%	7.8%	2022
BG	BG32	Severen tsentralen	2	290.3	10.7%	13.1%	2022
BG	BG33	Severoiztochen	2	373.1	13.7%	15.9%	2022
BG	BG34	Yugoiztochen	2	380.4	14.0%	13.2%	2022
BG	BG41	Yugozapaden	2	928.1	34.1%	36.7%	2022
BG	BG42	Yuzhen tsentralen	2	518.1	19.0%	13.3%	2022
CZ	CZ01	Praha	2	511.4	12.1%	15.5%	2022
CZ	CZ02	Střední Čechy	2	543.5	12.8%	12.8%	2022
CZ	CZ03	Jihozápad	2	507.9	12.0%	10.5%	2022
CZ	CZ04	Severozápad	2	438.5	10.3%	10.1%	2022
CZ	CZ05	Severovýchod	2	597.4	14.1%	13.5%	2022
CZ	CZ06	Jihovýchod	2	689.9	16.3%	17.2%	2022
CZ	CZ07	Střední Morava	2	474.1	11.2%	10.2%	2022

CZ	CZ08	Moravskoslezsko	2	478.2	11.3%	10.2%	2022
DK	DK01	Hovedstaden	2	893	33.8%	30.3%	2022
DK	DK02	Sjælland	2	349.3	13.2%	14.7%	2022
DK	DK03	Syddanmark	2	531.3	20.1%	21.1%	2022
DK	DK04	Midtjylland	2	609.5	23.1%	24.8%	2022
DK	DK05	Nordjylland	2	258.7	9.8%	9.1%	2022
ES	ES11	Galicia	2	890.1	5.2%	5.3%	2022
ES	ES12	Principado de Asturias	2	314.7	1.8%	1.9%	2022
ES	ES13	Cantabria	2	205.7	1.2%	1.2%	2022
ES	ES21	País Vasco	2	810.5	4.7%	4.3%	2022
ES	ES22	Comunidad Foral de Navarra	2	246.3	1.4%	1.1%	2022
ES	ES23	La Rioja	2	120	0.7%	0.7%	2022
ES	ES24	Aragón	2	490.5	2.9%	3.3%	2022
ES	ES30	Comunidad de Madrid	2	2787.3	16.3%	16.7%	2022
ES	ES41	Castilla y León	2	816.4	4.8%	6.0%	2022
ES	ES42	Castilla-la Mancha	2	718	4.2%	4.4%	2022
ES	ES43	Extremadura	2	335.5	2.0%	2.3%	2022
ES	ES51	Cataluña	2	2968.6	17.4%	16.7%	2022
ES	ES52	Comunitat Valenciana	2	1812.5	10.6%	11.4%	2022
ES	ES53	Illes Balears	2	484.5	2.8%	1.6%	2022
ES	ES61	Andalucía	2	2707.1	15.8%	16.7%	2022
ES	ES62	Región de Murcia	2	535.9	3.1%	3.0%	2022
ES	ES63	Ciudad de Ceuta	2	25	0.1%	0.0%	2022
ES	ES64	Ciudad de Melilla	2	25.6	0.1%	0.1%	2022
ES	ES70	Canarias	2	799.2	4.7%	3.4%	2022
FI	FI19	Länsi-Suomi	2	540.9	24.4%	25.3%	2022
FI	FI1B	Helsinki-Uusimaa	2	769.3	34.7%	33.2%	2022
FI	FI1C	Etelä-Suomi	2	435.7	19.6%	21.0%	2022
FI	FI1D	Pohjois- ja Itä-Suomi	2	461.2	20.8%	20.5%	2022
FI	FI20	Åland	2	12.1	0.5%	0.1%	2022
FR	FR10	Île de France	2	4985.7	21.0%	22.6%	2022

FR	FRB0	Centre - Val de Loire	2	931.2	3.9%	4.2%	2022
FR	FRC1	Bourgogne	2	563	2.4%	2.4%	2022
FR	FRC2	Franche-Comté	2	435.9	1.8%	1.7%	2022
FR	FRD1	Basse-Normandie	2	493	2.1%	2.1%	2022
FR	FRD2	Haute-Normandie	2	672.4	2.8%	2.8%	2022
FR	FRE1	Nord-Pas-de-Calais	2	1434.2	6.0%	5.9%	2022
FR	FRE2	Picardie	2	676.9	2.9%	2.7%	2022
FR	FRF1	Alsace	2	766.7	3.2%	2.6%	2022
FR	FRF2	Champagne-Ardenne	2	458.2	1.9%	2.0%	2022
FR	FRF3	Lorraine	2	829.8	3.5%	3.5%	2022
FR	FRG0	Pays-de-la-Loire	2	1428.8	6.0%	6.1%	2022
FR	FRH0	Bretagne	2	1207.4	5.1%	5.4%	2022
FR	FRI1	Aquitaine	2	1241.2	5.2%	5.4%	2022
FR	FRI2	Limousin	2	227.9	1.0%	0.9%	2022
FR	FRI3	Poitou-Charentes	2	600.5	2.5%	2.5%	2022
FR	FRJ1	Languedoc-Roussillon	2	917.9	3.9%	4.0%	2022
FR	FRJ2	Midi-Pyrénées	2	1145.7	4.8%	4.4%	2022
FR	FRK1	Auvergne	2	485.8	2.0%	1.9%	2022
FR	FRK2	Rhône-Alpes	2	2565.1	10.8%	10.0%	2022
FR	FRL0	Provence-Alpes-Côte d'Azur	2	1675.9	7.1%	7.0%	2022
GR	EL30	Attiki	2	1260.8	44.2%	53.7%	2022
GR	EL41	Voreio Aigaio	2	44	1.5%	1.0%	2022
GR	EL42	Notio Aigaio	2	90.4	3.2%	1.7%	2022
GR	EL43	Kriti	2	157	5.5%	3.1%	2022
GR	EL51	Anatoliki Makedonia, Thraki	2	133	4.7%	3.5%	2022
GR	EL52	Kentriki Makedonia	2	465.8	16.3%	17.4%	2022
GR	EL53	Dytiki Makedonia	2	53.4	1.9%	2.1%	2022
GR	EL54	Ipeiros	2	74.2	2.6%	2.1%	2022
GR	EL61	Thessalia	2	164.4	5.8%	4.4%	2022
GR	EL62	Ionian Nisia	2	41.9	1.5%	0.7%	2022
GR	EL63	Dytiki Ellada	2	136.3	4.8%	4.4%	2022

GR	EL64	Sτέρα Ellada	2	115.6	4.1%	2.9%	2022
GR	EL65	Peloponnisos	2	113.3	4.0%	3.0%	2022
HR	HR02	Panonska Hrvatska	2	337.4	23.1%	25.4%	2022
HR	HR03	Jadranska Hrvatska	2	465.6	31.9%	27.4%	2022
HR	HR05	Grad Zagreb	2	292.3	20.0%	21.6%	2022
HR	HR06	Sjeverna Hrvatska	2	362.9	24.9%	25.6%	2022
HU	HU11	Budapest	2	729.9	18.1%	18.4%	2022
HU	HU12	Pest	2	566.4	14.0%	13.8%	2022
HU	HU21	Közép-Dunántúl	2	468.5	11.6%	10.9%	2022
HU	HU22	Nyugat-Dunántúl	2	440	10.9%	11.6%	2022
HU	HU23	Dél-Dunántúl	2	337.8	8.4%	10.1%	2022
HU	HU31	Észak-Magyarország	2	427.5	10.6%	9.2%	2022
HU	HU32	Észak-Alföld	2	579	14.3%	10.9%	2022
HU	HU33	Dél-Alföld	2	487.3	12.1%	15.2%	2022
LU	LU01	Centre	2	1938	34%	31.8%	2022
LU	LU02	Est	2	684	12%	12.2%	2022
LU	LU03	Nord	2	912	16%	17.3%	2022
LU	LU04	Sud	2	2166	38%	38.7%	2022
NL	NL11	Groningen	2	263.6	3.4%	3.5%	2022
NL	NL12	Friesland (NL)	2	279.7	3.6%	4.0%	2022
NL	NL13	Drenthe	2	211.4	2.7%	3.0%	2022
NL	NL21	Overijssel	2	538.3	6.9%	6.5%	2022
NL	NL22	Gelderland	2	943.7	12.0%	11.8%	2022
NL	NL23	Flevoland	2	200.1	2.6%	2.9%	2022
NL	NL31	Utrecht	2	635.9	8.1%	8.2%	2022
NL	NL32	Noord-Holland	2	1280.6	16.4%	17.4%	2022
NL	NL33	Zuid-Holland	2	1658.7	21.2%	19.0%	2022
NL	NL34	Zeeland	2	161.3	2.1%	2.3%	2022
NL	NL41	Noord-Brabant	2	1182.5	15.1%	14.6%	2022
NL	NL42	Limburg (NL)	2	476.6	6.1%	6.9%	2022
NO	NO02	Innlandet	2	168.1	6.4%	6.3%	2022

NO	NO06	Trøndelag	2	229	8.7%	9.3%	2022
NO	NO07	Nord-Norge	2	231.5	8.8%	9.0%	2022
NO	NO08	Oslo og Viken	2	975.9	37.3%	38.4%	2022
NO	NO09	Agder og Sør-Østlandet	2	333.2	12.7%	13.1%	2022
NO	NO0A	Vestlandet	2	680.7	26.0%	23.8%	2022
PL	PL21	Malopolskie	2	1167.8	8.9%	8.7%	2022
PL	PL22	Slaskie	2	1646.7	12.5%	13.0%	2022
PL	PL41	Wielkopolskie	2	1254.1	9.5%	9.6%	2022
PL	PL42	Zachodniopomorskie	2	577.7	4.4%	3.5%	2022
PL	PL43	Lubuskie	2	351.7	2.7%	2.3%	2022
PL	PL51	Dolnoslaskie	2	1008.7	7.7%	8.3%	2022
PL	PL52	Opolskie	2	309.5	2.4%	2.6%	2022
PL	PL61	Kujawsko-Pomorskie	2	676.4	5.1%	6.4%	2022
PL	PL62	Warminsko-Mazurskie	2	447.5	3.4%	3.6%	2022
PL	PL63	Pomorskie	2	839.2	6.4%	6.0%	2022
PL	PL71	Lódzkie	2	854.1	6.5%	6.7%	2022
PL	PL72	Swietokrzyskie	2	381.2	2.9%	2.5%	2022
PL	PL81	Lubelskie	2	618	4.7%	5.3%	2022
PL	PL82	Podkarpackie	2	667.4	5.1%	5.4%	2022
PL	PL84	Podlaskie	2	337.2	2.6%	3.6%	2022
PL	PL91	Warszawski stoleczny	2	1233	9.4%	3.0%	2022
PL	PL92	Mazowiecki regionalny	2	769.5	5.9%	9.6%	2022
PT	PT11	Norte	2	1430.9	35.2%	33.3%	2022
PT	PT15	Algarve	2	167.4	4.1%	4.1%	2022
PT	PT16	Centro (PT)	2	886.1	21.8%	20.5%	2022
PT	PT17	Área Metropolitana de Lisboa	2	1102.6	27.1%	34.7%	2022
PT	PT18	Alentejo	2	275.7	6.8%	4.6%	2022
PT	PT20	Região Autónoma dos Açores (PT)	2	98.2	2.4%	0.9%	2022
PT	PT30	Região Autónoma da Madeira (PT)	2	106.6	2.6%	1.9%	2022
RO	RO11	Nord-Vest	2	961.2	14.5%	11.6%	2022
RO	RO12	Centru	2	789.4	11.9%	12.4%	2022

RO	RO21	Nord-Est	2	890.7	13.4%	14.0%	2022
RO	RO22	Sud-Est	2	725.7	10.9%	11.5%	2022
RO	RO31	Sud - Muntenia	2	957.2	14.4%	14.4%	2022
RO	RO32	Bucuresti - Ilfov	2	1114.7	16.8%	18.3%	2022
RO	RO41	Sud-Vest Oltenia	2	543.3	8.2%	7.9%	2022
RO	RO42	Vest	2	645.6	9.7%	9.9%	2022
SE	SE11	Stockholm	2	1145.9	25.2%	20.4%	2022
SE	SE12	Östra Mellansverige	2	714.9	15.7%	17.8%	2022
SE	SE21	Småland med öarna	2	370.4	8.1%	8.4%	2022
SE	SE22	Sydsverige	2	661.4	14.5%	14.6%	2022
SE	SE23	Västsverige	2	931.5	20.4%	20.3%	2022
SE	SE31	Norra Mellansverige	2	350.8	7.7%	9.0%	2022
SE	SE32	Mellersta Norrland	2	155.6	3.4%	4.9%	2022
SE	SE33	Övre Norrland	2	225.6	5.0%	4.8%	2022
SK	SK01	Bratislavský kraj	2	318.1	14.6%	25.1%	2022
SK	SK02	Západné Slovensko	2	768.8	35.2%	31.5%	2022
SK	SK03	Stredné Slovensko	2	517.9	23.7%	22.6%	2022
SK	SK04	Východné Slovensko	2	580.1	26.6%	20.8%	2022
EE	EE001	Põhja-Eesti	3	2,795	50.0%	43.9%	2017
EE	EE004	Lääne-Eesti	3	560	10.0%	12.1%	2022
EE	EE009	Kesk-Eesti	3	448	8.0%	9.3%	2022
EE	EE00A	Kirde-Eesti	3	504	9.0%	11.2%	2022
EE	EE008	Lõuna-Eesti	3	1288	23.0%	23.5%	2022
IE	IE041	Border	3	123.77	6.8%	7.1%	2017
IE	IE042	West	3	158.71	8.8%	8.9%	2017
IE	IE051	Mid-West	3	166.98	9.2%	9.5%	2017
IE	IE052	South-East (IE)	3	132.46	7.3%	7.1%	2017
IE	IE053	South-West (IE)	3	256.77	14.2%	13.5%	2017
IE	IE061	Dublin	3	639.22	35.4%	32.2%	2017
IE	IE062	Mid-East	3	218.47	12.1%	15.9%	2017
IE	IE063	Midland	3	110.7	6.1%	5.8%	2017

IS	IS001	Höfuðborgarsvæði	3	126,766	65.0%	70.2%	2020
IS	IS002	Landsbyggð	3	68,663	35.0%	29.8%	2020
LT	LT011	Vilniaus apskritis	3	389.9	33.4%	34.9%	2017
LT	LT021	Alytaus apskritis	3	55.4	4.1%	4.9%	2017
LT	LT022	Kauno apskritis	3	242.3	19.7%	20.4%	2017
LT	LT023	Klaipėdos apskritis	3	131.4	9.8%	10.9%	2017
LT	LT024	Marijampolės apskritis	3	50.7	4.3%	2.8%	2017
LT	LT025	Panevėžio apskritis	3	87.1	8.3%	5.8%	2017
LT	LT026	Šiaulių apskritis	3	105.3	9.1%	9.2%	2017
LT	LT027	Tauragės apskritis	3	33.2	2.8%	2.9%	2017
LT	LT028	Telšių apskritis	3	57.2	4.1%	3.6%	2017
LT	LT029	Utenos apskritis	3	46.7	4.4%	4.7%	2017
LV	LV003	Kurzeme	3	84.36	11.9%	12.2%	2017
LV	LV005	Latgale	3	88.24	12.0%	12.5%	2017
LV	LV006	Rīga	3	367.6	33.7%	34.0%	2017
LV	LV007	Pierīga	3	94.52	20.8%	19.6%	2017
LV	LV008	Vidzeme	3	65.8	9.5%	10.7%	2017
LV	LV009	Zemgale	3	72	12.1%	11.1%	2017
SI	SI031	Pomurska	3	33.35	4.7%	5.8%	2018
SI	SI032	Podravska	3	116.25	14.6%	13.7%	2018
SI	SI033	Koroška	3	23.26	3.2%	3.0%	2018
SI	SI034	Savinjska	3	98.2	12.7%	12.1%	2018
SI	SI035	Zasavska	3	12.95	2.7%	2.6%	2018
SI	SI036	Posavska	3	22.89	3.6%	4.2%	2018
SI	SI037	Jugovzhodna Slovenija	3	53.21	7.1%	7.8%	2018
SI	SI038	Primorsko-notranjska	3	15.86	2.7%	2.8%	2018
SI	SI041	Osrednjeslovenska	3	293.65	27.3%	29.2%	2018
SI	SI042	Gorenjska	3	70.52	10.3%	9.9%	2018
SI	SI043	Goriška	3	42.06	5.6%	3.6%	2018
SI	SI044	Obalno-kraška	3	43.88	5.5%	5.4%	2018
MT	MT001	Malta	3	226	93%	95.9%	2016

MT	MT002	Gozo and Comino	3	17,1	7%	4.1%	2016
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