



**Establishment Survey  
on Working Time and  
Work-Life Balance  
(ESWT 2004/2005)**

**Technical Report**

**Establishment Survey  
on Working Time and Work-Life Balance  
in 21 EU Member States  
(ESWT 2004/2005)**

**Technical Report:  
Methodology, Questionnaire Development and Fieldwork**

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Munich, 12 December 2005

08.40.36028 / 08.40.40815 / ESWT21\_Technical\_Report\_20051212.doc

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## Preface

The "Establishment Survey on Working-Time and Work-Life Balance (ESWT)" was prepared and carried out on behalf of the European Foundation for the Improvement of Living and Working Conditions by TNS Infratest Sozialforschung, Munich (Germany) in co-operation with a group of experts and national fieldwork institutes.<sup>1</sup> Data collection was carried out in two phases:

- In 2004 field-work was carried out in the 15 countries which formed the EU until its expansion on 1 May 2004 (EU-15).
- In 2005, additional interviews were carried out in 6 of the 10 states which newly joined the European Union on 01 May 2004 (the Czech Republic, Cyprus, Latvia, Hungary, Poland and Slovenia).

Reporting on the preparation of the survey and the data collection is made in separate parts:

1. **This Technical Report describes the development of the questionnaires, the sampling, fieldwork and the weighting of the data. It also contains some recommendations for future surveys of a similar kind. The Technical Report also contains the English master versions of the questionnaires prepared for the interviews with the management (MM) and with the employee representation (ER).**
2. A full **Documentation of all national language versions of the questionnaires** for the 21 countries involved in the survey is available in electronic format ("ESWT21\_questionnaires.pdf").
3. The answers given by the respondents which were interviewed in 21,031 establishments (21,031 managers and 5,232 employee representatives) are documented in a volume of **Tables by country**. These tables are available in electronic format ("ESWT21\_tables1.pdf") only.
4. **Data sets** are available in SPSS and in ASCII format (cf. chapter 6 of the Technical report).
5. A separate **Sampling Report** describes in detail the challenges related to sampling and weighting of a European-wide survey at establishment level and the practical solutions adopted for the ESWT survey.

Additionally a separate report about the design and the results of the pre-test was delivered in July 2004.

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<sup>1</sup> For details cf. Annex A and B

## **1. The design of the survey**

### **1.1. Topics**

The establishment survey on working time and work-life balance aims to map working time policies and practices at the level of the establishment in the European Union, to survey the views of the different actors at establishment level on these policies and practices and to provide policy makers with a picture of the main issues and developments in the field.

The topics to be covered in detail were agreed between TNS Infratest Sozialforschung, the research team at the European Foundation, the Foundation's Advisory Committee and a group of experts from various countries. It was agreed to focus on the following working time arrangements which are likely to have an impact on work-life-balance:

- part-time work
- extended operating hours (night work, week-end work, shift work)
- flexible working time arrangements (e.g. flexi-time, working time accounts)
- overtime
- child-care leave and other forms of long-term leave
- phased retirement and early retirement.

For these working time arrangements information about the incidence at establishment level was collected and - where it made sense and was possible within the given restrictions of the length of the questionnaire - information about the reasons for the introduction, the practical experiences and details of the regulations.

Additionally the questionnaires contain statistical background information about the establishment and a couple of questions about what establishments can or should do with regard to the work-life-balance of their employees.

### **1.2. The universe**

The universe comprises all non-agricultural establishments with 10 or more employees in the 15 "old" Member States of the EU and in 6 of the 10 states which newly joined the EU on 1 May 2004 (the Czech Republic, Cyprus, Hungary, Latvia, Poland and Slovenia).<sup>2</sup>

The universe comprises some 2,7 million establishments with a bit more than 120 million employees. Table 1 below shows the size of the universe for each of the countries involved.

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<sup>2</sup> Apart from Agriculture and Fishing (NACE A+B) the survey did not include Private Households (NACE P) and Extraterritorial Organisations (NACE Q).

Figures are partially based on our own estimations, since exact statistical information about the universe is not available for some of the countries.<sup>3</sup>

**Table 1: The size of the universe**

<i>Country</i>	<i>establishments (in '000)</i>	<i>employees (in '000)</i>
Belgium	52	2,920
Denmark	53	2,030
Germany	551	26,890
Greece	59	1,510
Spain	217	9,610
France	348	16,190
Ireland	22	970
Italy	302	11,300
Luxembourg	4	220
Netherlands	97	5,800
Austria	57	2,420
Portugal	87	2,600
Finland	33	1,420
Sweden	68	2,980
United Kingdom	370	19,040
<b>Subtotal EU-15</b>	<b>2,320</b>	<b>105,900</b>
Czech Republic	75	2,980
Cyprus <sup>4</sup>	3	130
Latvia	13	570
Hungary	64	2,590
Poland	190	8,490
Slovenia	10	440
<b>Subtotal 6 new countries</b>	<b>355</b>	<b>15,200</b>
<b>Total all 21 countries</b>	<b>2,675</b>	<b>121,100</b>

<sup>3</sup> For details cf. separate Sampling Report

<sup>4</sup> The figures for Cyprus do not refer to the whole universe of establishments with 10 or more employees in the defined sectors, but only to those covered by the official statistics. Establishments with the legal form of "sole proprietorship" are excluded there.

### **1.3. The respondents**

In each establishment one management (MM) interview was to be conducted. For the purposes of this survey the respondent for the MM interview was defined as the most senior person in the local establishment responsible for the personnel in this establishment.

In those establishments where an employee representation (ER) existed, additionally one interview with an employee representative was to be conducted. The proper respondent was the chairperson of the corresponding employee representative body in the establishment. Since the systems of employee representation vary largely between the countries surveyed, country-specific definitions of the ER body eligible for interview were worked out by TNS Infratest Sozialforschung in close co-operation with the research team of the Foundation. For details see Part Z of the MM questionnaires (questions MM600ff.) and the annex to the master version of the MM questionnaire.

### **1.4 Data collection method**

All interviews were carried out as Computer Assisted Telephone Interviews (CATI).

Interviews in the main data collection phases were carried out de-centrally by national fieldwork agencies (see Annex B).

Programming of the CATI was in most cases made by the national fieldwork institutes by using their own CATI-software.<sup>5</sup> TNS Infratest Sozialforschung provided all fieldwork institutes with word documents of the MM and the ER questionnaires which contained all necessary information for programming. Additionally flowcharts (showing the general structure of the questionnaire, all filters etc.) were made available for both questionnaires in order to facilitate programming and testing of the CATI.

General guidelines for briefing the interviewers were provided by TNS Infratest Sozialforschung.

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<sup>5</sup> TNS Infratest Sozialforschung provided the national CATI-Scripts for all countries where Quancept was used for the CATI (Germany, France, Italy, United Kingdom).

## 2. The questionnaires

The questionnaires were developed by Harald Bielski and Arnold Riedmann of TNS Infratest Sozialforschung in close co-operation with

- the research team of the Foundation (David Foden, Barbara Gerstenberger, Bernard Housset, Hubert Krieger and Agnès Parent-Thirion),
- the Foundation's Advisory Committee,
- a group of experts from different countries and research institutes (see Annex A) and
- the national fieldwork institutes.

Development of the questionnaires was made in three separate phases:

- In the first phase the questionnaires were developed and pre-tested in six selected countries (France, Germany, Italy, Spain, Sweden and the United Kingdom).<sup>6</sup>
- In the second phase the questionnaires were revised on the basis of the experience drawn from the pre-test and final versions for all 15 countries involved in the first phase of the survey were prepared.
- In the third phase national versions for the 6 new countries were prepared. In this context the questionnaires were slightly modified (for details cf. chapter 2.3.).

### 2.1 Questionnaire development until pre-test

All in all, the process of jointly developing the questionnaires for the pre-test lasted from 5<sup>th</sup> January 2004 to 12<sup>th</sup> May 2004. During this period nine draft-versions of the MM-questionnaire and five draft-versions of the ER-questionnaire were developed by TNS Infratest. So the English master-versions of the MM- and ER-questionnaire of 12<sup>th</sup> May 2004 which served as basis for the pre-test are the result of a quite long and intense period of reflections, discussions and revisions.<sup>7</sup>

The pre-test was confined to six selected countries. However, drafts of the English master versions of the questionnaires were beforehand sent to the project managers of the field work institutes in all 15 countries to be covered by the survey in the first phase for checking and commenting. This was done in order to ensure that the questionnaires would not pose major problems in any of these countries.

The English master-questionnaires were passed on to a professional translation agency on 12<sup>th</sup> May 2004 for translation into the French, Italian, Spanish and Swedish language (pre-test countries). Translations were made by native speakers of the target-language. In accordance

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<sup>6</sup> For five of the six countries the pre-test interviews were carried out centrally from the Munich telephone studios of TNS Infratest by using native speakers as interviewers. The Swedish pre-test was conducted by our Swedish partner institute.

<sup>7</sup> We would like to thank all colleagues who were involved in the development of the questionnaires for their advice and their excellent co-operation.

with the acknowledged standards of professional translation all translated versions were checked by other native speakers before being delivered to TNS Infratest. The German version was not given to a translation office, but was translated by the project management team of TNS Infratest (Harald Bielski and Arnold Riedmann).

As soon as the translations into the pre-test languages were delivered to TNS Infratest, they (including the German version) were passed on to another professional translation office in order to be back-translated into the English language. In parallel, each translation was thoroughly checked by at least one native speaker from the research team of the Foundation, the group of experts, our Swedish partner institute or among the staff of TNS Infratest Sozialforschung.

In the next step, the retractions into the English language were compared to the original English master version by TNS Infratest. At that stage feedback received from the research team of the Foundation, the group of experts and our Swedish partner institute was also taken into consideration. Wherever substantial differences between the English master version and the retractions were discovered, native speakers in the respective language were consulted. It had to be decided whether these differences resulted from mistakes in the original translation (into French, German, Italian, Spanish and Swedish) or from mistakes in the retractions. In close co-operation between TNS Infratest and the Foundation, mistakes or unclear formulations in the translated questionnaires were corrected.

Finally, the foreign language interviewers in the Munich CATI-studio of TNS Infratest also had the chance to check the programmed questionnaires for fluidity and comprehensibility in their mother language before starting to conduct interviews. In the case of Italy, this led to a couple of minor changes in the questionnaire before starting the pre-test interviews.

Pre-test interviews were carried out between 14<sup>th</sup> and 28<sup>th</sup> June 2004. Across the six countries 239 MM interviews and 36 ER interviews were realized in the pre-test.

Pre-test interviews were thoroughly analysed. Methodological details of the pre-test, cross-tabulations of the data collected in the pre-test and recommendations for the revision of the questionnaires are documented in the Pre-test Report of 3<sup>rd</sup> July 2004.

The Foundation's research team and the group of experts commented on the findings of the pre-test and the recommendations worked out by TNS Infratest Sozialforschung.

## 2.2 Questionnaire development after the pre-test

The pre-test mainly showed that there was the need to shorten the questionnaires. Apart from that there was the need to slightly revise some of the questions.

On the basis of the recommendations in the Pre-test Report and the feedback received on this report TNS Infratest Sozialforschung and the research team of the Foundation revised the questionnaires. As far as the need to shorten the questionnaires is concerned the decision was made to keep all working-time arrangements in the questionnaires but to reduce the depth, i.e. the number of follow-up questions asking for details of the corresponding working time arrangements.

By mid-July an agreement on the final English master versions of the MM and the ER questionnaire was achieved.

On this basis national language versions were produced for all 15 countries involved. To this end in principle the same procedure was adopted as in the pre-test. Additionally the national fieldwork institutes were given a chance to check the translations and to revise them before back-translations were made.

The process of finalising the national language versions comprised the following steps:

- Translations were made by professional translators who were native speakers of the target-language. In accordance with the acknowledged standards of professional translation all translated versions were checked by other native speakers before being delivered to TNS Infratest.<sup>8</sup>
- Translated versions were sent to the Foundation and to the national fieldwork institutes for checking.
- Feedback from the Foundation and the national fieldwork institutes was checked by TNS Infratest. Original translations were corrected or changed where this was necessary or desirable for correctness in terms of contents and/or better adaptation to the needs of telephone interviewing. The latter point is important since professional translators are not always familiar with the specific requirements of telephone interviewing.
- Revised questionnaires were passed on to another professional translation office in order to be back-translated into the English language.
- The back-translations into the English language were compared to the original English master version by TNS Infratest. Wherever substantial differences between the English master version and the retranslations were discovered, native speakers in the respective language were consulted. It had to be decided whether these differences resulted from mistakes in the original translations or from mistakes in the retranslations. In close co-operation between TNS Infratest, the national fieldwork institutes and the Foundation, mistakes or unclear formulations in the translated questionnaires were corrected.

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<sup>8</sup> Translations were not necessary for the six countries involved in the pre-test. The majority of the changes to be made after the pre-test consisted in deleting questions. The few changes in the remaining questions were made by TNS Infratest with the assistance of native speakers.

- A couple of languages were to be used in two countries.<sup>9</sup> In these cases a cross-check was organised in order to ensure the highest possible degree of conformity of both versions. Different wordings were only accepted where this was considered indispensable, e.g. because different technical terms were used in both countries or because colloquial language differed.
- Finalisation of national language versions showed that very few questions were formulated in a way that would pose problems in asking them in some of the countries involved. In these cases new wordings were agreed for the English master version of the questionnaire and all national language versions accordingly.

By 8<sup>th</sup> September 2004 all national language versions were finalised and word documents of the MM and the ER questionnaires were given to the national fieldwork institutes for programming the CATI.

### **2.3 Adaptation of the questionnaires for the 6 additional countries**

The questionnaires were originally developed for the EU-15 countries only, since the decision to additionally include some of the new EU member-states was taken when field-work for the EU-15 had already been carried out. In order to ensure that the instrument fits the situation in the new countries, too, the existing questionnaires therefore had to be checked with regard to their adequateness for data-collection in these countries which have in some respects quite different working-time culture. These checks were made by the responsible research managers in the institutes in charge of the data-collection. Apart from some slight adaptations of the wording in the national-language versions, the questionnaires were considered to be suitable for interviews in the 6 chosen additional countries.

Nevertheless, the terms to be inserted in the parental leave questions and the paths of identification of the proper respondent for the ER-interviews (MM600 to MM614) had to be adapted to the national situation in each of the 6 new countries. In order to further improve the instrument, additionally the following changes and amendments were made in the questionnaires for the new EU member states:

- Question MM113 which asks for the type of ownership of the establishment (domestic or foreign ownership) was introduced as an additional question for all 6 new countries.
- Question MM114 which asks whether or not the establishment has been newly founded since the beginning of the process of the economic transition from a socialist plan economy to a market economy was introduced additionally for those new countries which belonged to the former Eastern Bloc (the Czech Republic, Latvia, Hungary, Poland and Slovenia). The year to be inserted in this question as the starting point of the economic transition was agreed with national experts associated to the European Foundation and

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<sup>9</sup> German in Austria and in Germany, French in France and in Belgium, Dutch in the Netherlands and in Belgium, English in Ireland and the United Kingdom.

with the researchers at the institutes contracted for the field-work. For the Czech Republic, Hungary, Poland and Slovenia the year which was finally inserted in the questionnaire is 1989, for Latvia it is 1991.

- In order to get interviews with employee representatives from as many establishments as possible, the filtering of the item “No answer” in MM605 and MM614 (“Is there a joint committee?”) was modified: In the new countries where these questions are asked, “No answer” is filtered to MM700 (question asking for the allowance to conduct an ER-interview) and the ER-interview is realized with the trade union representative representing the largest group of employees within the establishment.
- In question ER207 “neither – nor” was inserted as an additional answer-category, since in the first phase of the survey many respondents were missing this option. The new category “Neither – nor” received code (3) which in the first phase was the code for “No answer”. For reasons of homogeneity in the coding, in the integrated data-set code (3) was changed into code (4) for all EU-15 countries, while code (3) is empty in the EU-15 countries and coded as “Neither-nor” in the 6 new countries.

The process of finalising the national language versions followed the same patterns as described above in chapter 2.2. For Latvia, additionally to the Latvian-language version a Russian-language version was elaborated in order to be able to also cover the establishments with Russian-speaking managers and/or employee representatives. For Cyprus, no additional translation was necessary, since only the Greek speaking part of the island (the Republic of Cyprus) was surveyed. The version used for Greece in the first phase only had to be adapted slightly in order to fit well for the situation in Cyprus.

The preparation of the English master versions of the questionnaires for the additional countries was finished on 18 March 2005 and questionnaires were sent to the European Foundation for final approval. After having received the final O.K. for the English versions, the translation phase started on 21 March 2005. Retranslations as well as all checks of the questionnaires were finished in the beginning of May. After the final approval of the national versions by the European Foundation, questionnaires were passed on to the national institutes for programming.

### 3. Sampling

Interviews had to be carried out in establishments with 10 and more employees across practically all sectors of activity<sup>10</sup>, including the Public Administration. In order to get a sufficiently high number of interviews among large establishments it was decided to over-represent large units in the sample.

For sampling the following matrix “size class by sector” was used:

**Table 2: Stratification matrix**

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

The address sources used for sampling ideally had to meet three specific requirements:

1. Addresses should be available at establishment level, i.e. in the case of multi-site companies at the level of the local units (both headquarters and subsidiaries).
2. Address registers should comprise all relevant sectors of activity.
3. Address registers should contain information on the number of employees and the sector of activity for disproportional sampling.

Only in some of the countries address registers were available which met all three criteria. In other countries available address registers had shortcomings with regard to at least one of the three requirements:

- In some countries address registers were available at company level only. In the case of multi-site companies the address registers contained only one entry (the headquarters), while the local units were not listed.
- In some countries address registers did not include Public Administration.

<sup>10</sup> Only Agriculture (NACE A+B), Private Households (NACE P) and Extraterritorial Organisations (NACE Q) were not included in the survey.

- Some of the additional address registers used for the sampling for the Public Administration did not contain information on the number of employees.

Extra efforts had to be made in order to overcome these shortcomings:

- In five countries of the first phase (Belgium, Greece, Ireland, Luxembourg and Portugal) and in three countries of the second phase (The Czech Republic, Cyprus and Hungary) a special screening procedure had to be developed and adopted in order to generate an establishment sample on the basis of company addresses (see questions MM050 to MM099 of the English master version and the corresponding national versions of the MM questionnaire).
- In five countries of the first phase (Belgium, Greece, Luxembourg, the Netherlands and Portugal) and in one country of the second phase (Cyprus) an additional address register had to be used for including the Public Administration in the sample. To this end additional addresses were drawn from the Yellow or White Pages or from similar registers. The stratification matrix set out above was amended by a further column and specific targets were set for the Public Administration.<sup>11</sup> Since normally no information on the number of employees was available in these address registers, it was not always possible to exactly achieve the target number of interviews in all size classes for Public Administration.<sup>12</sup>

Everybody who has some insight in the availability and quality of address registers (as well as in the availability and quality of statistical background information for the stratification of the samples and later weighting) is aware of the fact that building a representative sample which includes all sectors of activity – i.e. also the Public Sector – is an extremely challenging task. As set out above, every reasonable effort was made in order to meet the Foundation's explicit expectations and to achieve full representativeness of the comprehensive sample. A critical check of the outcome showed that this was successful in most of the countries. However, for later analysis it has to be taken into account that in some countries it was not possible to fully meet the very high standards we aimed at. The main shortcoming is a certain underrepresentation of establishments which belong to the Public Sector, but are allocated outside NACE L (Public Administration). The sectors which are affected are NACE M (Education) and NACE N (Health and social work). In these sectors public and private firms can be found. It seems as if in a couple of countries public firms in these two sectors were not or not sufficiently represented in the address register used for sampling. As a result these two sectors are likely to be underrepresented in these countries.<sup>13</sup> There is no statistical

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<sup>11</sup> The column „Services (NACE G-O)“ was divided into two separate columns: “Public Administration (NACE L)” and “Other Services (NACE G-K and M-O)”.

<sup>12</sup> This does not negatively affect the later possibilities for analysis since the share of interviews in Public Administration and their distribution over the size classes was controlled and – if necessary – adapted in the weighting procedure (cf. chapter 5 below)..

<sup>13</sup> Due to a lack of valid statistical background information it is difficult to assess whether and – if so – to which extent the two sectors NACE M and NACE N are underrepresented. We go on the assumption that there is an underrepresentation of at least one of the two sectors in the following countries: Belgium, Greece, Spain, France, Italy, Luxembourg, Austria, Portugal, Cyprus and Hungary. In these countries the share of establishments in NACE M and/or NACE N is less or equal 2% of the total sample (weighted with the establishment-proportional factor), while on average

information available about the share of private and public units in these two sectors. Consequently there was neither a possibility of a methodologically correct amendment of the sample in these countries (by adopting a procedure comparable to NACE L in some of the countries) nor was it possible to correct the bias in the later weighting procedure. In the analysis of the data one has to be aware of the fact that simple bi-variate comparisons (e.g. between countries) might produce biased results if there is a significant statistical influence of the sectors NACE M and/or NACE N. We therefore strongly recommend to control the effect of the sector (Variable NACE\_1D) by using multi-variate methods in the analysis.

More details about the methodological challenges related to sampling in this survey and for the country specific solutions are documented in a separate Sampling Report.

## 4. Fieldwork

### 4.1 Fieldwork period

The main fieldwork period for the first phase (EU-15 countries) went from 21 September to 19 November 2004.<sup>14</sup>

Fieldwork for the second phase (CY, CZ, LV, HU, PL and SI) was mainly carried out from 12 May 2005 until 01 July 2005<sup>15</sup>.

Details of the fieldwork period in each country are set out in table 3 below.

**Table 3: Fieldwork period by Country**

<i>Country</i>	<i>Beginning</i>	<i>End</i>
Belgium	06.10.04	19.11.04
Denmark	21.09.04	03.11.04
Germany	21.09.04	16.11.04
Greece	23.09.04	16.11.04
Spain	21.09.04	11.11.04
France	24.09.04	29.10.04
Ireland	27.09.04	15.11.04
Italy	24.09.04	17.11.04
Luxembourg	06.10.04	18.11.04
The Netherlands	21.09.04	12.11.04
Austria	27.09.04	18.11.04
Portugal	21.09.04	30.11.04
Finland	20.09.04	04.11.04
Sweden	27.09.04	08.11.04
UK	30.09.04	15.11.04
The Czech Republic	18.05.05	04.08.05
Cyprus	18.05.05	23.06.05
Latvia	17.05.05	01.07.05
Hungary	26.05.05	27.06.05
Poland	12.05.05	01.07.05
Slovenia	23.05.05	20.06.05

<sup>14</sup> In Portugal additional interviews were carried in the Public Administration on 29<sup>th</sup> and 30<sup>th</sup> November after it turned out that the original final data set did not contain any interviews in this sector.

<sup>15</sup> In the Czech Republic additional interviews were made from 21 July until 04 August 2005 in selected sub-sectors of the economy in order to compensate a mistake which occurred in the original drawing of the sample.

Interviewing started in each country immediately after finalisation of CATI-programming. After completion of approximately 30 interviews fieldwork had to be stopped and an interim data set had to be sent to TNS Infratest Sozialforschung for checking. This procedure was applied separately for the MM and the ER interviews. TNS Infratest Sozialforschung checked the interim data sets for each country with regard to technical correctness of the programmed CATI (completeness, filters etc.) and the structure of the data file (card-column-format, variable names, codes). Additionally for selected questions a check was made whether the distribution of answers is plausible. The fieldwork institutes were informed about the result of the checks - usually within 24 hours. Where no mistakes were detected, interviewing continued immediately. In all other cases fieldwork institutes were asked to correct the CATI before resuming the interviews. In these cases an additional interim data set had to be sent to TNS Infratest again in due time.

#### **4.2 Number and structure of completed MM and ER interviews**

In the first phase of the project (EU-15), all in all 16,551 MM interviews and 4,263 ER interviews were carried out within the fieldwork period. In the second phase (6 new countries), further 4.480 MM-interviews and 969 ER-interviews were realized. In total, 21.031 establishments were interviewed in the 21 countries. In these establishments, 21.031 MM and 5.232 ER-interviews were carried out.

The consortium managed to achieve the foreseen number of MM interviews in all countries with one exception. In Luxembourg it was not possible to complete 400 MM interviews within the given time-frame, only 352 MM interviews were completed. On the other hand, in a couple of countries more MM interviews were conducted than originally foreseen. Therefore the total number of MM interviews across all 21 countries is higher than originally planned.<sup>16</sup>

The total number of completed ER interviews is also slightly above the original expectations. It was assumed that - across all EU-15 countries - it would be possible to conduct ER interviews in approximately 25% of the MM interviews.<sup>17</sup> Results for the single countries vary largely within the EU-15. In the Scandinavian countries it was possible to successfully conduct ER interviews in about half the establishments surveyed or even more (Finland: 67%, Denmark: 49%, Sweden: 48%). Also in the Netherlands and in Germany the hit rate was significantly higher than originally expected (35%). On the other hand, in a couple of countries only in less than 10% of the establishments an ER interview could be completed (UK: 5%, Greece: 7%, Portugal 9%). For the 6 new EU-member states of the survey, results are much more homogenous: Here, the achieved share of ER-interviews ranges from 16% in Poland to 45% in Slovenia.

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<sup>16</sup> It was planned to conduct MM interviews in 20.600 establishments across all 21 countries (16,400 establishments in EU-15 and 4.200 establishments in the 6 new member states).

<sup>17</sup> It was planned to conduct ER interviews in 4.975 establishments across all 21 countries (4,100 establishments in EU-15 and 875 establishments in the six new countries).

Generally speaking, the national differences can be explained by two factors: On one hand the incidence of employee representative bodies varies largely. On the other hand there are great national differences in the willingness of managers and employee representatives to agree in an ER interview. It also has to be noted that the percentage share of completed ER interviews depends on the structure of the net MM sample – especially its distribution over the size classes: The larger an establishment is, the more likely it is that there is an employee representation.

Table 4 shows the number of completed MM and ER interviews by country. In all cells of the sampling matrix (cf. chapter 3) a sufficient number of interviews is available in each country.

**Table 4: Number of completed MM and ER interviews per country**

<i>Country</i>	<i>MM-Interviews</i>	<i>ER-Interviews</i>	<i>ER in % of MM</i>
Belgium	1,007	214	21%
Denmark	1,024	502	49%
Germany	1,500	526	35%
Greece	1,000	68	7%
Spain	1,500	373 <sup>18</sup>	25%
France	1,510	393	26%
Ireland	502	73	15%
Italy	1,500	225	15%
Luxembourg	352	77	22%
Netherlands	1,008	355	35%
Austria	1,000	123	12%
Portugal	1,119	97	9%
Finland	1,006	674	67%
Sweden	1,016	489	48%
UK	1,507	74	5%
Subtotal EU-15	16,551	4,263	26%
Czech Republic	950	165	17%
Cyprus	400	81	20%
Latvia	542	112	21%
Hungary	1,000	214	21%
Poland	1,088	174	16%
Slovenia	500	223	45%
Subtotal 6 new countries	4,480	969	22%
<b>Total all 21 countries</b>	<b>21,031</b>	<b>5,232</b>	<b>25%</b>

<sup>18</sup> The Spanish data set contains 26 ER interviews where the MM respondents denied the existence of a formal employee representation as described in the corresponding question MM601 but suggested to interview a union representative ("*representante sindical*") in the establishment. For these 26 cases a special code ("6") was inserted in question MM601, since they cannot be classified according to one of the originally given codes (1 through 5) in MM601.

### 4.3 Reasons for non-response

For the description of the reasons for non-responses a difference has to be made between the countries where a special screening procedure was necessary in order to come from an originally company based address source to a sample at establishment level (see chapter 2 above) and the other countries where no such procedure was necessary. When comparing the structure of non-responses between countries it also has to be noted that differences might be due to given facts as well as due to different national habitudes in expressing a denial to participate or in the way of coding non-responses.<sup>19</sup>

Table 5 shows the results for the first phase (EU-15) and table 6 the results for the 6 new countries. Within each table, a difference is made between countries without screening procedure (tables 5a and 6a) and countries with screening (tables 5b and 6b).

A more detailed check of response rates showed that the number and structure of non-responses differs slightly according to size and sector. The quality of the net sample is not affected by this effect. In all cells of the sampling matrix a sufficiently high number of interviews are available. Any differences in response rates between the cells of the sampling matrix were corrected in the course of the weighting process. Weighting in any case was necessary in order to redress the deliberate disproportionate structure of the net sample.

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<sup>19</sup> E.g. if the respondent says that he or she has “no time” for an interview during the fieldwork period this can actually be due to time constraints, but may also be a sort of “polite” refusal. Depending on the interviewer’s assessment this might therefore be coded as “no interview possible during fieldwork period” in some cases and in other cases as a “refusal”.

**Table 5a:**  
**Gross samples and non-responses in EU-15 countries without screening procedure**

	DK	D	E	F	I	NL	A	FIN	S	UK
<b>MM-Interviews</b>										
<b>Gross sample I</b>	<b>2.988</b>	<b>11.728</b>	<b>15.062</b>	<b>14.161</b>	<b>23.443</b>	<b>5.324</b>	<b>8.350</b>	<b>2.694</b>	<b>3.817</b>	<b>8.349</b>
- Neutral non-responses <sup>20</sup>	457	3.613	4.363	6.350	6.241	1.246	3.420	696	359	1.332
- Addresses out of scope <sup>21</sup>	115	1.099	5.890	170	4.753	61	1.060	121	144	0
<b>= Gross sample II</b>	<b>2.416</b>	<b>7.016</b>	<b>4.809</b>	<b>7.641</b>	<b>12.449</b>	<b>4.017</b>	<b>3.870</b>	<b>1.877</b>	<b>3.314</b>	<b>7.017</b>
- Refusals	616	3.104	2.508	1.617	7.930	2.606	2.075	702	541	4.068
- No interview possible in field-phase	775	2.371	801	4.398	2.581	399	795	165	1.605	210
- Incomplete Interview	0	41	0	83	438	4	0	4	66	1.232
- Other non-responses	1	0	0	33	0	0	0	0	86	0
<b>= Completed MM-Interviews</b>	<b>1.024</b>	<b>1.500</b>	<b>1.500</b>	<b>1.510</b>	<b>1.500</b>	<b>1.008</b>	<b>1.000</b>	<b>1.006</b>	<b>1.016</b>	<b>1.507</b>
<b>ER-Interviews</b>										
<b>Completed MM-Interviews</b>	<b>1.024</b>	<b>1.500</b>	<b>1.500</b>	<b>1.510</b>	<b>1.500</b>	<b>1.008</b>	<b>1.000</b>	<b>1.006</b>	<b>1.016</b>	<b>1.507</b>
- Establishments without ER	190	709	454	679	740	381	565	193	180	1.039
<b>= Establishments with ER</b>	<b>834</b>	<b>791</b>	<b>1.046</b>	<b>831</b>	<b>760</b>	<b>627</b>	<b>435</b>	<b>813</b>	<b>836</b>	<b>468</b>
- No OK by MM	139	74	332	96	219	102	114	36	17	81
<b>= Gross sample I</b>	<b>695</b>	<b>717</b>	<b>714</b>	<b>735</b>	<b>541</b>	<b>525</b>	<b>321</b>	<b>777</b>	<b>819</b>	<b>387</b>
- Addresses not used	2	0	0	0	0	12	0	0	1	0
- Neutral non-responses	63	32	142	126	78	11	39	19	33	98
<b>= Gross sample II</b>	<b>630</b>	<b>685</b>	<b>572</b>	<b>609</b>	<b>463</b>	<b>502</b>	<b>282</b>	<b>758</b>	<b>785</b>	<b>289</b>
- Refusals	16	71	147	29	79	112	125	17	19	104
- No Interview possible in field phase	100	87	26	110	55	35	29	35	146	48
- Incomplete Interview	0	1	0	9	10	0	0	4	19	7
- Other non-responses	12	0	26	68	94	0	5	28	112	56
<b>= Completed ER-Interviews</b>	<b>502</b>	<b>526</b>	<b>373</b>	<b>393</b>	<b>225</b>	<b>355</b>	<b>123</b>	<b>674</b>	<b>489</b>	<b>74</b>

<sup>20</sup> Line dead, establishment does not exist, answering machine, fax/modem, always busy, telephone not answered after a minimum of 10 futile contacts

<sup>21</sup> Less than 10 employees or "no answer" in MM102 or wrong sector

**Table 5b:**  
**Gross samples and non-responses in EU-15 countries with screening procedure**

	B	EL	IRL	L	P
<b>MM-Interviews</b>					
<b>Gross sample</b>	<b>7.454</b>	<b>3.309</b>	<b>6.217</b>	<b>1.581</b>	<b>4.931</b>
- Refusals <sup>22</sup>	4.935	1.988	2.320	948	2.180
- Successful screeners not used	910	103	184	219	64
- Successful screeners out of scope <sup>23</sup>	545	199	3.108	50	1.518
- Incomplete screener or main interview	55	19	19	12	50
- Other non-responses	2	0	84	0	0
<b>= Completed MM-Interviews</b>	<b>1.007</b>	<b>1.000</b>	<b>502</b>	<b>352</b>	<b>1.119</b>
<b>ER-Interviews</b>					
<b>Completed MM-Interviews</b>	<b>1.007</b>	<b>1.000</b>	<b>502</b>	<b>352</b>	<b>1.119</b>
- Establ. without ER	557	815	285	128	877
<b>= Establishment with ER</b>	<b>450</b>	<b>185</b>	<b>217</b>	<b>224</b>	<b>242</b>
- No OK by MM	97	33	76	31	15
<b>= Gross sample II for ER</b>	<b>353</b>	<b>152</b>	<b>141</b>	<b>193</b>	<b>227</b>
- Addresses not used	19	0	0	3	36
- Neutral non-responses	35	40	6	30	32
<b>= Gross sample III for ER</b>	<b>299</b>	<b>112</b>	<b>135</b>	<b>160</b>	<b>159</b>
- Refusals by ERs	25	7	6	40	14
- No interview during field phase	18	16	22	22	43
- Incomplete Interview	40	20	1	15	0
- Other non-responses	2	1	33	6	5
<b>= Completed ER-Interviews</b>	<b>214</b>	<b>68</b>	<b>73</b>	<b>77</b>	<b>97</b>

<sup>22</sup> Neutral and non-responses and refusals before screening interview and/or before main interview

<sup>23</sup> Company size below 10 employees in MM050, no establishments with 10 or more employees in MM051 or establishment size below 10 employees in MM102

**Table 6a:**  
**Gross samples and non-responses in new countries without screening procedure**

	LV	PL	SI
<b>MM-Interviews</b>			
<b>Gross sample I</b>	<b>1.438</b>	<b>3.890</b>	<b>3.110</b>
- Neutral non-responses <sup>24</sup>	336	1.029	520
- Addresses out of scope <sup>25</sup>	74	1.091	0
<b>= Gross sample II</b>	<b>1.028</b>	<b>1.770</b>	<b>2.590</b>
- Refusals	344	501	2.065
- No interview possible in field-phase	96	181	0
- Incomplete Interview	37	0	25
- Other non- responses	9	0	0
<b>= Completed MM-Interviews</b>	<b>542</b>	<b>1.088</b>	<b>500</b>
<b>ER-Interviews</b>			
<b>Completed MM-Interviews</b>	<b>542</b>	<b>1.088</b>	<b>500</b>
- Establishments without ER	324	694	211
<b>= Establishments with ER</b>	<b>218</b>	<b>394</b>	<b>289</b>
- No OK by MM	19	58	20
<b>= Gross sample I</b>	<b>199</b>	<b>336</b>	<b>269</b>
- Addresses not used	0	0	0
- Neutral non-responses	34	0	0
<b>= Gross sample II</b>	<b>165</b>	<b>336</b>	<b>269</b>
- Refusals	25	51	40
- No Interview possible in field phase	24	111	0
- Incomplete Interview	2	0	0
- Other non-responses	2	0	6
<b>= Completed ER-Interviews</b>	<b>112</b>	<b>174</b>	<b>223</b>

<sup>24</sup> Line dead, establishment does not exist, answering machine, fax/modem, always busy, telephone not answered after a minimum of 10 futile contacts

<sup>25</sup> Less than 10 employees or "no answer" in MM102 or wrong sector

**Table 6b:**  
**Gross samples and non-responses in new countries with screening procedure**

	CZ	CY	HU
<b>MM-Interviews</b>			
<b>Gross sample</b>	<b>5.559</b>	<b>1.053</b>	<b>10.004</b>
- Refusals <sup>26</sup>	1.937	514	7.665
- Successful screeners not used	40	11	7
- Successful screeners out of scope <sup>27</sup>	129	88	1.232
- Incomplete screener or main interview	0	0	28
- Other non-responses	2.503	40	72
<b>= Completed MM-Interviews</b>	<b>950</b>	<b>400</b>	<b>1.000</b>
<b>ER-Interviews</b>			
<b>Completed MM-Interviews</b>	<b>950</b>	<b>400</b>	<b>1.000</b>
- Establ. without ER	651	266	642
<b>= Establishment with ER</b>	<b>299</b>	<b>134</b>	<b>358</b>
- No OK by MM	22	20	37
<b>= Gross sample II for ER</b>	<b>277</b>	<b>114</b>	<b>321</b>
- Addresses not used	0	2	0
- Neutral non-responses	34	4	28
<b>= Gross sample III for ER</b>	<b>243</b>	<b>108</b>	<b>293</b>
- Refusals by ERs	40	18	33
- No interview during field phase	7	1	32
- Incomplete Interview	3	2	0
- Other non-responses	28	6	14
<b>= Completed ER-Interviews</b>	<b>165</b>	<b>81</b>	<b>214</b>

<sup>26</sup> Neutral non-responses and refusals before screening interview and/or before main interview

<sup>27</sup> Company size below 10 employees in MM050, no establishments with 10 or more employees in MM051 or establishment size below 10 employees in MM102.

## 5. Weighting

Weighting of the data is necessary for descriptive analyses because of two reasons. Firstly it was decided to build disproportional samples (see chapter 3) and the disproportional structure of the samples has to be redressed for analysis. Secondly experience shows that the willingness to participate in a survey depends – among others – on size and sector of the establishment. This can induce disproportional non-responses, which are to be corrected in the weighting procedure.

For weighting of the data two different weighting factors were calculated.

The *establishment proportional weighting factor* (“est\_wei”) redresses the net sample so that the distribution of establishments over the 10 cells of the stratification matrix used for sampling (see chapter 3) is reproduced. Analyses based on establishment proportional weighted data allow to make statements of the following type: “X % of the establishments surveyed have part-timers among their staff”. Since the majority of the establishments are small and medium sized units analyses of this type are strongly influenced by the situation of these smaller units.

The *employee proportional weighting factor* (“emp\_wei”) redresses the net sample so that the distribution of employees over the 10 cells of the stratification matrix used for sampling (see chapter 3) is reproduced. Analyses based on employee proportional weighted data allow to make statements of the following type: “Y % of all employees covered by this survey<sup>28</sup> work in establishments which have part-timers among their staff”.<sup>29</sup> Since many employees work in large establishments, analyses of this type are more influenced by the situation in larger units than does the establishment proportional analysis.

The weights are calculated as a projection on the universe, i.e. they take into account not only the structure but also the absolute size of the universe in each of the countries. The actual ratio between the countries is thus taken into account. Weighting factors can be used for both, national and cross-national analyses.

Comprehensive statistical background figures for weighting were readily available for few countries only. In many countries the target structures had to be estimated by TNS Infratest Sozialforschung on the basis of the best figures available.

In countries with screening procedure the number of establishments<sup>30</sup> per company was taken into consideration when calculating the weights for the interviewed establishments in order to compensate the different statistical chances of one particular establishment to be interviewed in the case of multi-site companies.

Further details – especially on the data sources used for estimating the figures needed for weighting – are set out in detail in the separate Sampling report.

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<sup>28</sup> The universe was restricted to establishments with 10 or more employees.

<sup>29</sup> Please note that this does not mean that Y% of all employees are part-timers.

<sup>30</sup> With 10 or more employees.

## 6. Data sets

### 6.1 SPSS data file

Data for all 21 countries where the survey was carried out were delivered to the Foundation in SPSS format. The integrated SPSS save file his named “**ESWT21\_20051212.sav**”. The file contains working labels for all variables and values.

The SPSS file contains the management (MM) and the employee representative (ER) interviews for all establishments of the included countries. Variables from the MM questionnaire are named “MMxyz”, variables from the ER questionnaire are named “ERxyz”. Variables names are identical with the question numbers in the questionnaires.

Weighting of factors are stored in the following variables:

- “est\_wei” = establishment proportional weight
- “emp\_wei” = employee proportional weight

A complete description of the SPSS file with variable names, variable labels, values and value labels is available in electronic format (“ESWT21\_SPSS\_file\_description.pdf”).

### 6.1 ASCII data file

The data-file is also available in ASCII-format. The ASCII-file is named “**ESWT21\_20051212.dat**”. A description of the card-column-format is available electronically (“ESWT21\_ASCII\_file\_description.pdf”).

## **7. Recommendations for future surveys**

On the basis of the experience made we would like to give the following recommendations for comparable future surveys:

### **7.1. Work organization**

The design of the survey methodology, questionnaire design, field work (data collection) and analysis are separate working steps in the research project. But these steps are closely linked to each other. Questionnaire design has to reflect the information needs on one hand and the possibilities and limitations of data collection on the other hand. Questions have to be worded in a way that they can easily be understood and answered by the respondent in the specific interview situation. For establishment surveys this means – among others – that questions about statistical data (like the size and structure of the workforce) should not go too much into detail. Otherwise there is the risk that respondents – especially in medium-sized and large establishments – cannot answer these questions without making more or less extensive investigations in their files beforehand. If they are willing to do this, this makes the interview considerably longer; if they are not willing to do it, the result will be an increased number of item non-responses or – in the worst case – of interrupted interviews.

Therefore in the design phase of a survey it is important to bring together those who want to get answers on specific political or scientific questions, those who have in-depth knowledge of the substance matter and those who are responsible for field work. In the present case this was organised in a way that could serve as a model: The survey design and the questionnaires were developed in close cooperation by representatives of the Foundation, a group of experts from different countries and the institute which was responsible for field work. In a nutshell this meant that those who developed the questionnaires were at the same time responsible for the fact that the questionnaires actually meet the information needs and that they “work” in the fieldwork phase.

Since questionnaire development usually is made against the background of certain hypotheses – even if these are not always made explicit – it would be also good to have those who developed the questionnaires involved in the analysis phase. This would make sure that the information which is contained in the questionnaire (not only in single questions, but also by a certain combination of questions) is really used for the analysis.

## **7.2. Timeframe**

The timeframe for the work to be done under the contract of the first phase (EU-15) was a bit narrow, so all steps of the project had to be done under a high time pressure. Since no mischief occurred in any of the working steps, it was possible to conclude the work within this time-frame. However, it would be good to have some time-buffers for unexpected events. Only by this way it can be guaranteed that the very high level of quality of the survey can be upheld in each single phase of work under less favourable circumstances, too. This is especially true for the preparation of the national language-versions, since the chosen procedure of translations, checks of translations, retranslations and again checks of these retranslations is quite time-consuming if done with the necessary thoroughness. Yet, this procedure marks the state of the art with regard to the aim of producing questionnaires with a high degree of international comparability, it contributed to achieve a high level of quality and should therefore be upheld. Another working step for which enough time should be available is the field-work as such. Of course it is possible to carry out a certain number of interviews - especially telephone interviews – within a relatively short period of time. However, this usually goes at the expenses of response rates (especially in case of business interviews with managers who are often not readily available) and often has an impact on other aspects of quality, too.

## **7.3. Unit of enquiry, address-sources and statistical background information**

In the preparatory phase, the choice of either the company or the establishment as proper unit of enquiry for this study was an important topic. On the one hand, the company level seems to be the easier alternative as far as sampling and weighting are concerned (at least in some of the countries). Yet, on the other hand, reasons of content clearly favoured the establishment as the preferable unit. Therefore special efforts were made in order to find solid solutions for being able to conduct the survey on establishment level in all 21 countries.

These efforts were worthwhile. The establishment level is the more interesting one with regard to the topics and the aim of the study and the problems of sampling and weighting at this level could be solved to a high degree. Yet, in some of the countries the problems of finding adequate address-sources and background information for weighting are still not definitely solved. In one or the other country, it might have been possible to achieve even better solutions, but these could not be put into practice due to restrictions of time. E.g. in Spain and maybe in other countries, too, good official establishment registers with a very restricted access might have been made available with an official request of the Foundation to the Spanish government and in Belgium it might have been possible to centrally collect the decentralized RSZ-establishment addresses. In other countries, establishment statistics may exist for single sectors of the economy. Such statistics with a good quality, but a limited scope might be assembled and taken as an improved base for estimations.

Such further improvements of the statistical base for establishment surveys require a further observation of the situation in the countries by somebody who is an expert in both practical interviewing at establishment level and in the interpretation of business statistics. In several

countries (especially among the new EU-member states, but also in EU-15 member states such as Portugal), establishment statistics of the required kind are on the agenda of the national statistical offices and improvements might be expected in the next few years. These developments should be monitored and investigated more in detail before starting the next establishment survey of this kind. For the mentioned reasons, our recommendation is to undertake all reasonable efforts to get interviews at establishment level for future surveys, too, and to launch the necessary preparatory steps in due time.

A sector worth special consideration is the Public Administration. It was decided to integrate this sector in the current survey because this was considered desirable with regard to the topic and the aims of the study. Yet, this sector poses very specific demands with regard to sampling and the provision of adequate statistics for weighting. In several countries, these demands can hardly be realized. Due to the lack of both good address-registers and statistical background information it was not possible to uphold the generally high level of sampling and weighting for this sector in a couple of countries. More thorough investigation in this difficult field (e.g. via official contacts with the respective governments with the aim to get otherwise inaccessible material on the workforce in the Public Sector) might lead to one or the other improvement with regard to sampling and weighting. Yet, even with these extra efforts the sampling base for this sector will remain comparatively weak in a series of countries. This is true not only for the Public Administration in the narrow sense (NACE L), but also for other sectors with a broad involvement of the state as employer, such as “Education” (NACE M) and “Health and social work” (NACE N).

For future surveys, the Foundation should therefore thoroughly consider whether it wants to integrate these sectors despite the lower quality of the sample or whether it should rather opt to drop these sectors in favour of a more homogeneous quality of the whole survey. This consideration should be made for each survey separately with a close view to its contents and aims. While for some surveys the Public Sector will be regarded as indispensable, for others it might be dispensable.

## **Annex A: The Group of Experts**

The following experts were involved in the development of the questionnaires:

Dominique Anxo (*Centre for European Labour Market Studies, Gothenburg/Sweden*)

Rafael Munoz de Bustillo Llorente (*Universidad de Salamanca/Spain*)

Peter Ellguth (*Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit, Nürnberg/Germany*)

Colette Fagan (*Manchester University/United Kingdom*)

Steffen Lehndorff (*Institut Arbeit und Technik, Gelsenkirchen/Germany*)

Marie-Thérèse Letablier (*Centre d'Etudes de l'Emploi, Noisy-le-Grand/France*)

Markus Promberger (*Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit, Nürnberg/Germany*)

Sebastian Schief (*Institut Arbeit und Technik, Gelsenkirchen/Germany*)

Mark Smith (*Manchester University/United Kingdom*)

## Annex B: National Fieldwork Institutes

Fieldwork was co-ordinated by TNS Infratest Sozialforschung, Munich (Germany), and carried out by the following institutes:

Belgium	TNS Dimarso, Brussels
Denmark	Vilstrup Univero, Copenhagen
Germany	TNS Infratest Sozialforschung, Munich
Greece	TNS ICAP, Athens
Spain	TNS Demoscopia, Madrid
France	TNS Sofres, Paris
Ireland	TNS mrbi, Dublin
Italy	TNS Infratest, Milan
Luxembourg	TNS Dimarso, Brussels
Netherlands	TNS NIPO, Amsterdam
Austria	Karmasin Marktforschung/Österreichisches Gallup-Institut, Vienna
Portugal	intercampus, Lisbon
Finland	TNS Gallup Finland, Espoo
Sweden	TNS Gallup Sweden, Gothenburg
UK	TNS UK, London
Czech Republic	TNS AISA, Prague
Cyprus	Synovate Cyprus, Nicosia
Latvia	TNS Baltic Data House, Riga
Hungary	TNS Hungary, Budapest
Poland	TNS OBOP, Warsaw
Slovenia	RM PLUS, Maribor

## **Establishment Survey on Working Time and Work-Life Balance (ESWT 2004/2005)**

### **SPSS file description**

The data-file in SPSS-format is named "ESWT21\_20060516.sav".

A complete description of all variable names, variable labels, values and value labels is shown on the following pages.

List of variables on the working file

Name		Position
COUNTRY	Country	1
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F2	
	Write Format: F2	
	Value Label	
	1 Belgium	
	2 Denmark	
	3 Germany	
	4 Greece	
	5 Spain	
	6 France	
	7 Ireland	
	8 Italy	
	9 Luxembourg	
	10 Netherlands	
	11 Austria	
	12 Portugal	
	13 Finland	
	14 Sweden	
	15 United Kingdom	
	16 Czech Republic	
	17 Cyprus	
	18 Latvia	
	19 Hungary	
	20 Poland	
	21 Slovenia	
IDNUM	ID	2
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F8	
	Write Format: F8	
COMB_ID	Combined ID	3
	Measurement Level: Nominal	
	Column Width: 10 Alignment: Right	
	Print Format: F10	
	Write Format: F10	

INTTYPE Interview Type 4  
Measurement Level: Nominal  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

1 Management only  
2 Management and Employee Representative

REGION\_D Region in Germany 5  
Measurement Level: Nominal  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

1 West  
2 East

SECTOR2 Industry/Services 6  
Measurement Level: Nominal  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

1 Industries (NACE C-F)  
2 Services (NACE G-O)

SECTOR13	Sector of activity	7
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F2	
	Write Format: F2	
	 Value      Label	
	1      Mining and quarrying (NACE C)	
	2      Manufacturing industries (NACE D)	
	3      Electricity, gas and water supply (NACE E)	
	4      Construction (NACE F)	
	5      Retail, repair (NACE G)	
	6      Hotels and restaurants (NACE H)	
	7      Transport, storage and communication (NACE I)	
	8      Financial intermediation (NACE J)	
	9      Real estate, renting and business activities (NACE K)	
	10     Public administration (NACE L)	
	11     Education (NACE M)	
	12     Health and social work (NACE N)	
	13     Other community, social and personal services (NACE O)	
EST_WEI	Establishment weight	8
	Measurement Level: Scale	
	Column Width: 8 Alignment: Right	
	Print Format: F4.3	
	Write Format: F4.3	
EMP_WEI	Employee weight	9
	Measurement Level: Scale	
	Column Width: 8 Alignment: Right	
	Print Format: F6.3	
	Write Format: F6.3	
MM100	Type of establishment	10
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	 Value      Label	
	1      A single independent company or organization	
	2      One of a number of different establishments	
	3      No answer	

MM101      Headquarters or subsidiary site      11  
Measurement Level: Nominal  
Column Width: 8    Alignment: Right  
Print Format: F1  
Write Format: F1

Value	Label
1	Headquarters
2	Subsidiary site
3	No answer

MM102GRP    Number of employees      12  
Measurement Level: Ordinal  
Column Width: 8    Alignment: Right  
Print Format: F2  
Write Format: F2

Value	Label
1	10 to 19 employees
2	20 to 49 employees
3	50 to 99 employees
4	100 to 149 employees
5	150 to 199 employees
6	200 to 249 employees
7	250 to 299 employees
8	300 to 399 employees
9	400 to 499 employees
10	500 and more employees

MM103 Female proportion 13  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	None at all
2	Less than 20%
3	20% to less than 40%
4	40% to less than 60%
5	60% to less than 80%
6	80% to less than 100%
7	All
8	No answer

MM104 Skilled jobs 14  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	None at all
2	Less than 20%
3	20% to less than 40%
4	40% to less than 60%
5	60% to less than 80%
6	80% to less than 100%
7	All
8	No answer

MM106A Staff-types: fixed-term contracts or temporary contracts 15  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM106B	<p>Staff-types: temporary agency workers</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	16
MM106C	<p>Staff-types: freelancers</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	17
MM106D	<p>Staff-types: none of these</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	18
MM106E	<p>Staff-types: don't know</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	19

MM106F	Staff-types: no answer	20
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM107A	Problems of establishment: high absenteeism and/or sickness	21
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM107B	Problems of establishment: difficulties in finding staff for	22
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM107C	Problems of establishment: difficulties in finding staff for	23
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	

MM107D	Problems of establishment: difficulties in retaining staff	24
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM107E	Problems of establishment: a need to reduce staff levels	25
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM107F	Problems of establishment: low motivation of staff	26
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM107G	Problems of establishment: other problems	27
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	

MM107H	Problems of establishment: no problems Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	28
MM107I	Problems of establishment: no answer Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	29
MM108	Working time agreements Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  1    Yes 2    No 3    No answer	30
MM109	Weekly working hours Measurement Level: Scale Column Width: 8 Alignment: Right Print Format: F5.3 Write Format: F5.3	31

MM110	<p>Economic situation</p> <p>Measurement Level: Ordinal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value      Label</p> <p>1      Very good</p> <p>2      Quite good</p> <p>3      Quite bad</p> <p>4      Very bad</p> <p>5      No answer</p>	32
MM111	<p>Size of workforce</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value      Label</p> <p>1      Increased</p> <p>2      Decreased</p> <p>3      Stayed about the same</p> <p>4      No answer</p>	33
MM112	<p>Public sector</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value      Label</p> <p>1      Yes</p> <p>2      No</p> <p>3      No answer</p>	34

MM113	<p>Ownership (only asked in CZ, CY, LV, HU, PL, SI)</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p>	35												
	<table border="0"> <thead> <tr> <th style="text-align: left;">Value</th> <th style="text-align: left;">Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Domestic</td> </tr> <tr> <td>2</td> <td>Foreign</td> </tr> <tr> <td>3</td> <td>Equal parts / no majority ownership</td> </tr> <tr> <td>4</td> <td>Don't know</td> </tr> <tr> <td>5</td> <td>No answer</td> </tr> </tbody> </table>	Value	Label	1	Domestic	2	Foreign	3	Equal parts / no majority ownership	4	Don't know	5	No answer	
Value	Label													
1	Domestic													
2	Foreign													
3	Equal parts / no majority ownership													
4	Don't know													
5	No answer													
MM114	<p>Existence before 1989/91 (only asked in CZ, CY, LV, HU, PL,</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p>	36												
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Value	Label													
1	Existed before 1989/91													
2	Newly founded since 1989/91													
3	Don't know													
4	No answer													
MM150A	<p>Workload-variations: within the same day</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p>	37												
	<table border="0"> <thead> <tr> <th style="text-align: left;">Value</th> <th style="text-align: left;">Label</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>No</td> </tr> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>2</td> <td>DK/NA</td> </tr> </tbody> </table>	Value	Label	0	No	1	Yes	2	DK/NA					
Value	Label													
0	No													
1	Yes													
2	DK/NA													

MM150B	<p>Workload-variations: from day to day within a normal working</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	38
MM150C	<p>Workload-variations: within a year, e.g. seasonal variations</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	39
MM150D	<p>Workload-variations: none of these</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	40
MM150E	<p>Workload-variations: no answer</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	41

MM151      Foreseeability of daily/weekly workload variations      42  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Mostly foreseeable
2	Mostly not foreseeable
3	Both of equal importance
4	No answer

MM152A      Daily/weekly peaks: asking regular staff to work more hours      43  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM152B      Daily/weekly peaks: employing staff on call, agency workers      44  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM152C	<p>Daily/weekly peaks: outsourcing tasks to other firms</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	45
MM152D	<p>Daily/weekly peaks: employing part-time staff for peak hours</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	46
MM152E	<p>Daily/weekly peaks: others</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	47
MM152F	<p>Daily/weekly peaks: none</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	48

MM152G	<p>Daily/weekly peaks: don't know</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	49
MM152H	<p>Daily/weekly peaks: no answer</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	50
MM153	<p>Foreseeability of annual variations</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Mostly foreseeable</p> <p>      2    Mostly not foreseeable</p> <p>      3    Both of equal importance</p> <p>      4    No answer</p>	51
MM154A	<p>Annual peaks: asking regular staff to work more hours</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	52

MM154B Annual peaks: employing staff on call, agency workers or fre 53  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM154C Annual peaks: employing additional staff with fixed-term con 54  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM154D Annual peaks: outsourcing tasks to other firms 55  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM154E Annual peaks: asking staff to postpone holidays 56  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM154F	<p>Annual peaks: others</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	57
MM154G	<p>Annual peaks: none</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	58
MM154H	<p>Annual peaks: don't know</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	59
MM154I	<p>Annual peaks: no answer</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	60

MM200      Part-time proportion      61  
 Measurement Level: Ordinal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	None at all
2	Less than 20%
3	20% to less than 40%
4	40% to less than 60%
5	60% to less than 80%
6	80% to less than 100%
7	All
8	Don't know
9	No answer

MM201A      Part-time organization: some fixed hours every day      62  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM201B      Part-time organization: other fixed cycles, e.g. some fixed      63  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM201C	Part-time organization: flexible working hours which are fix Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	64
MM201D	Part-time organization: other forms of part-time work Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	65
MM201E	Part-time organization: don't know Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	66
MM201F	Part-time organization: no answer Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	67

MM203      Reasons for introducing part-time work      68  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Mainly the needs of the establishment
2	Mainly the wishes of the employees
3	Both of equal importance
4	Mainly because of other reasons
5	Don't know
6	No answer

MM204      Proportion of male part-timers      69  
 Measurement Level: Ordinal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	None at all
2	Less than 20%
3	20% to less than 40%
4	40% to less than 60%
5	60% to less than 80%
6	80% to less than 100%
7	All
8	No answer

MM205A      Groups of part-timers: mothers with pre-school and school-ag      70  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM205B	<p>Groups of part-timers: women without children or mothers wit</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	71
MM205C	<p>Groups of part-timers: fathers</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	72
MM205D	<p>Groups of part-timers: people who take care of elderly, ill</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	73
MM205E	<p>Groups of part-timers: students or pupils</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	74

MM205F	Groups of part-timers: disabled persons or workers with poor	75
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM205G	Groups of part-timers: young people early in their working l	76
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM205H	Groups of part-timers: others	77
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM205I	Groups of part-timers: don't know	78
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	

MM205J      Groups of part-timers: no answer      79  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value      Label

0      No  
 1      Yes  
 2      DK/NA

MM207      Change from part-time into full-time      80  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value      Label

1      He or she usually gets an appr. full-time job quickly  
 2      He or she has to wait for some time  
 3      It would be possible only exceptionally  
 4      There is practically no chance  
 5      Not applicable, has never happened  
 6      No answer

MM208      Change from full-time into part-time in skilled jobs      81  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value      Label

1      He or she usually gets an appr. part-time job quickly  
 2      He or she has to wait for some time  
 3      It would be possible only exceptionally  
 4      There is practically no chance  
 5      Not applicable, has never happened  
 6      No answer

MM209 Change from full-time into part-time in unskilled jobs 82

Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	He or she usually gets an appr. part-time job quickly
2	He or she has to wait for some time
3	It would be possible only exceptionally
4	There is practically no chance
5	Not applicable, has never happened
6	No answer

MM210 Motivation of part-time workers 83

Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	More motivated
2	Less motivated
3	No difference
4	Don't know
5	No answer

MM211 Promotion prospects of part-time workers 84

Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Better than those of a full-timer with comparable qual.
2	About the same
3	Slightly worse
4	Significantly worse
5	Don't know
6	No answer

MM212 Part-time makes work organisation 85  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Easier
2	More complicated
3	No difference
4	Don't know
5	No answer

MM250A Work: at night between 10 p.m. and 6 a.m. 86  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM250B Work: on Saturdays 87  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM250C	<p>Work: on Sundays</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	88
MM250D	<p>Work: none of these</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	89
MM250E	<p>Work: don't know</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	90
MM250F	<p>Work: no answer</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	91

MM251      Proportion work at night      92  
 Measurement Level: Ordinal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Less than 20%
2	20% to less than 40%
3	40% to less than 60%
4	60% to less than 80%
5	80% to less than 100%
6	All
7	No answer

MM253      Proportion work on Saturdays      93  
 Measurement Level: Ordinal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Less than 20%
2	20% to less than 40%
3	40% to less than 60%
4	60% to less than 80%
5	80% to less than 100%
6	All
7	No answer

MM254      Proportion work on Sundays      94  
 Measurement Level: Ordinal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Less than 20%
2	20% to less than 40%
3	40% to less than 60%
4	60% to less than 80%
5	80% to less than 100%
6	All
7	No answer

MM255 Employees with changing working hours 95  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

MM256 Proportion with changing working hours 96  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Less than 20%
2	20% to less than 40%
3	40% to less than 60%
4	60% to less than 80%
5	80% to less than 100%
6	All
7	No answer

MM257 Notification period 97  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Less than 1 day
2	1 to 3 days
3	4 days to less than 2 weeks
4	2 weeks to less than 1 month
5	1 month or more
6	Don't know
7	No answer

MM259      Change from shift to normal working hours      98  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	He/she gets an appr. job during usual work. hours quickly
2	He/she has to wait for some time
3	It would be possible only exceptionally
4	There is practically no chance
5	Not applicable, has never happened
6	No answer

MM300      Flexible working time arrangements      99  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

MM302      Proportion flexible working hours      100  
 Measurement Level: Ordinal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Less than 20%
2	20% to less than 40%
3	40% to less than 60%
4	60% to less than 80%
5	80% to less than 100%
6	All
7	No answer

MM303A	<p>Rationale: to reduce paid overtime hours</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	101
MM303B	<p>Rationale: to make working hours more adaptable to variation</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	102
MM303C	<p>Rationale: to enable employees to better combine work and fa</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	103
MM303D	<p>Rationale: to cope with commuting problems</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	104

MM303E	<p>Rationale: other reasons</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	105
MM303F	<p>Rationale: don't know</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	106
MM303G	<p>Rationale: no answer</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	107
MM304A	<p>Effects: a reduction of paid overtime hours</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	108

MM304B	<p>Effects: a better adaptation of working hours to the workloa</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	109
MM304C	<p>Effects: lower absenteeism</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	110
MM304D	<p>Effects: higher degree of job satisfaction</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	111
MM304E	<p>Effects: other positive effects</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	112

MM304F      Effects: problems of internal and external communication due      113  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM304G      Effects: increased costs      114  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM304H      Effects: other negative effects      115  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM304I      Effects: don't know      116  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value      Label

0      No  
 1      Yes  
 2      DK/NA

MM304J      Effects: no answer      117  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value      Label

0      No  
 1      Yes  
 2      DK/NA

MM305      Accumulation of hours      118  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value      Label

1      Yes  
 2      No  
 3      No answer

MM306A      Accumulated hours for full days off      119  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value      Label

1      Yes  
 2      No  
 3      No answer

MM306B Accumulated hours for longer periods of leave 120  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

MM350 Proportion working overtime 121  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F2  
 Write Format: F2

Value	Label
1	Nobody
2	Less than 20%
3	20% to less than 40%
4	40% to less than 60%
5	60% to less than 80%
6	80% to less than 100%
7	All
8	Impossible to say, overtime hours are defined by end of year
9	Don't know
10	No answer

MM351 Forms of overtime work 122  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Only exceptionally
2	Regularly
3	Both forms
4	Don't know
5	No answer

MM352 Proportion regular overtime work 123  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Practically all
2	Most
3	Some
4	Very few only
5	Don't know
6	No answer

MM354 Choice of overtime workers 124  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Selected
2	Volunteers
3	Both
4	Don't know
5	No answer

MM355 Refusal of overtime work possible 125  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	Don't know
4	No answer

MM358      Payment or time off for overtime work      126  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Paid for
2	Compensated with time off
3	Both - payment or compensation with time off
4	Neither - nor
5	No answer

MM359      If both is possible: most common compensation      127  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	By payment
2	By time off
3	Both alternatives are of approximately the same importance
4	No answer

MM400      Employees in parental leave      128  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	Don't know
4	No answer

MM401	<p>Men in parental leave</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Yes</p> <p>      2    No</p> <p>      3    No answer</p>	129
MM402	<p>Behaviour after parental leave</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Resume work to same extent</p> <p>      2    Ask for reduced working hours</p> <p>      3    Do not return at all</p> <p>      4    Don't know</p> <p>      5    No answer</p>	130
MM403A	<p>Coping with parental leave: by hiring new staff with fixed-t</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	131

MM403B Coping with parental leave: by employing temporary agency wo 132  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM403C Coping with parental leave: by distributing work among the r 133  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM403D Coping with parental leave: by giving work to subcontractors 134  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM403E Coping with parental leave: by hiring new permanent staff 135  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM403F	Coping with parental leave: by other methods	136
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM403G	Coping with parental leave: don't know	137
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM403H	Coping with parental leave: no answer	138
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	0 No	
	1 Yes	
	2 DK/NA	
MM404	Problems with parental leave	139
	Measurement Level: Nominal	
	Column Width: 8 Alignment: Right	
	Print Format: F1	
	Write Format: F1	
	Value Label	
	1 Yes	
	2 No	
	3 No answer	

MM405A Problems: too many employees are absent because of parental 140  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM405B Problems: difficulties in finding staff to replace absent wo 141  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM405C Problems: lack of continuity of work 142  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM405D Problems: uncertainty if or when persons on parental leave w 143  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM405E Problems: difficulties in re-integrating the returning staff 144  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

MM405F Problems: other problems 145  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

MM405G Problems: don't know 146  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

MM405H Problems: no answer 147  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

MM408	<p>Training programmes for returning people</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Yes</p> <p>      2    No</p> <p>      3    Don't know</p> <p>      4    No answer</p>	148
MM410A	<p>Long-term leave: if employees have to care for elderly, ill</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	149
MM410B	<p>Long-term leave: for further education</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	150
MM410C	<p>Long-term leave: for any other purpose</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	151

MM410D Long-term leave: no long-term leaves 152  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

MM410E Long-term leave: no answer 153  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

MM450 Employees younger than 30 years 154  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

1 None at all  
 2 Less than 20%  
 3 20% to less than 40%  
 4 40% to less than 60%  
 5 60% to less than 80%  
 6 80% to less than 100%  
 7 All  
 8 No answer

MM451 Employees 50 years or older 155  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	None at all
2	Less than 20%
3	20% to less than 40%
4	40% to less than 60%
5	60% to less than 80%
6	80% to less than 100%
7	All
8	No answer

MM452 Phased retirement offered 156  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

MM453 Proportion of phased retirement 157  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Almost all
2	Most
3	Some
4	Practically nobody
5	Don't know
6	No answer

MM455 Encouraging phased retirement 158  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Encourage
2	Try to prevent them
3	Neither - nor
4	No answer

MM457 Possibility of early retirement 159  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

MM458 Basis of early retirement 160  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Legal regulations
2	Collective agreement
3	Both
4	Neither - nor
5	Don't know
6	No answer

MM459 Proportion with early retirement 161  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Almost all
2	Most
3	Some
4	Practically nobody
5	No experience yet
6	Don't know
7	No answer

MM461 Encouraging early retirement 162  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Encourage
2	Try to prevent them
3	Neither - nor
4	No answer

MM462A Encourage: in order to cope with problems of decreasing prod 163  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

MM462B	<p>Encourage: in order to reduce the average age of the workfor</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	164
MM462C	<p>Encourage: in order to reduce staff</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	165
MM462D	<p>Encourage: other reasons</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	166
MM462E	<p>Encourage: don't know</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	167

MM462F	Encourage: no answer Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	168
MM500A	Domestic support: company kindergarten or crèche Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	169
MM500B	Domestic support: other forms of professional help for child Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	170
MM500C	Domestic support: professional help for household management Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	171

MM500D Domestic support: others 172  
Measurement Level: Nominal  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

0 No  
1 Yes  
2 DK/NA

MM500E Domestic support: none 173  
Measurement Level: Nominal  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

0 No  
1 Yes  
2 DK/NA

MM500F Domestic support: no answer 174  
Measurement Level: Nominal  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

0 No  
1 Yes  
2 DK/NA

MM501 Work-life balance as task of company 175  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F2  
 Write Format: F2

Value	Label
0	0=It is not at all the task of the company
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10=Comp. should def. consider priv. resp. of its employees
99	No answer

MM600 Employee representation 176  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

MM601 Employee representation 177  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Comité de Empresa
2	Junta de Personal
3	Delegado del Personal
4	No
5	No answer
6	Spain: Union Representation

MM602 Employee representation 178  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Betriebsrat/ondernemingsraad
2	Personalrat/personneelsvertegen- woordiging (PVT)
3	No
4	No answer

MM603 Employee representation 179  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

MM603B Employee representation 180  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes, Betriebsrat
2	Yes, Personalvertretung
3	No
4	No answer

MM604	<p>One body</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    One</p> <p>      2    More than one</p> <p>      3    No answer</p>	181
MM604A	<p>Union commissions</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Yes</p> <p>      2    No</p> <p>      3    No answer</p>	182
MM604B	<p>Number union commissions</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    One</p> <p>      2    More</p> <p>      3    No answer</p>	183
MM604C	<p>Number delegados</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    One</p> <p>      2    More</p> <p>      3    No answer</p>	184

MM605	<p>Joint committee</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Yes</p> <p>      2    No</p> <p>      3    No answer</p>	185
MM610	<p>Works council</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Yes</p> <p>      2    No</p> <p>      3    No answer</p>	186
MM612	<p>Trade union representatives 2nd choice</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Yes</p> <p>      2    No</p> <p>      3    No answer</p>	187
MM613	<p>One trade union representative 2nd choice</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    One</p> <p>      2    More than one</p> <p>      3    No answer</p>	188

MM700	<p>Employee representation information</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value Label</p> <p>1 Information (name and/or telephone number) is given</p> <p>2 Don't know, but OK to interview employee representative</p> <p>3 Refused</p> <p>4 Not asked (No answer in MM604/MM604b/MM604c/MM605/MM613)</p>	189
MM702	<p>Persuasion</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value Label</p> <p>1 Respondent agrees</p> <p>2 Respondent maintains refusal</p>	190
MM703	<p>Further contact</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value Label</p> <p>1 Yes, agrees</p> <p>2 No, does not agree</p> <p>3 No answer</p>	191
ER101	<p>ER represents ...</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value Label</p> <p>1 Whole workforce</p> <p>2 Part only</p> <p>3 No answer</p>	192

ER102      Proportion represented      193  
 Measurement Level: Ordinal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Less than 20%
2	20% to less than 40%
3	40% to less than 60%
4	60% to less than 80%
5	80% or more
6	No answer

ER200      Part-time workers in establishment      194  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

ER201      Reasons for introducing part-time work      195  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Mainly the needs of the establishment
2	Mainly the wishes of the employees
3	Both of equal importance
4	Mainly because of other reasons
5	Don't know
6	No answer

ER204	<p>Change from part-time into full-time</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p>	196														
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ER205	<p>Change from full-time into part-time in skilled jobs</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p>	197														
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4	There is practically no chance															
5	Not applicable, has never happened															
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ER206	<p>Change from full-time into part-time in unskilled jobs</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p>	198														
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ER207 Climate for changes from full-time to part-time 199  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Encouraging
2	Discouraging
3	Neither - nor (only asked in CZ, CY, LV, HU, PL, SI)
4	No answer

ER208 Consultation of employee representation for changes 200  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Normally
2	Sometimes
3	Never
4	Not applicable, has never happened so far
5	Don't know
6	No answer

ER210 Motivation of part-time workers 201  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	More motivated
2	Less motivated
3	No difference
4	Don't know
5	No answer

ER211 Promotion prospects of part-time workers 202  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Better than those of a full-timer with comparable qual.
2	About the same
3	Slightly worse
4	Significantly worse
5	Don't know
6	No answer

ER212 Part-time makes work organization 203  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Easier
2	More complicated
3	No difference
4	Don't know
5	No answer

ER250A Work: at night between 10 p.m. and 6 a.m. 204  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER250B	<p>Work: on Saturdays</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	205
ER250C	<p>Work: on Sundays</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	206
ER250D	<p>Work: none of these</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	207
ER250E	<p>Work: don't know</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	208

ER250F	<p>Work: no answer</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value Label</p> <p>0 No</p> <p>1 Yes</p> <p>2 DK/NA</p>	209
ER251	<p>Negotiations about problems with unusual hours</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value Label</p> <p>1 Yes</p> <p>2 No</p> <p>3 No answer</p>	210
ER252	<p>Importance of issue unusual hours</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value Label</p> <p>1 Major</p> <p>2 Minor</p> <p>3 No answer</p>	211
ER253	<p>Most problematic unusual hours</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value Label</p> <p>1 Work at night between 10 p.m. and 6.a.m.</p> <p>2 Work on Saturdays</p> <p>3 Work on Sundays</p> <p>4 No answer</p>	212

ER254A	Negotiating: necessity to work at these hours Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	213
ER254B	Negotiating: selection of employees Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	214
ER254C	Negotiating: organization of work at these hours Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	215
ER254D	Negotiating: compensation for work at these hours Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	216

ER254E Negotiating: other issues 217  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER254F Negotiating: no answer 218  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER255 Employees with changing working hours 219  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

ER257 Change from shift to normal working hours 220  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	He/she usually gets usual working hours quickly
2	He or she has to wait for some time
3	It would be possible only exceptionally
4	There is practically no chance
5	Not applicable, has never happened
6	No answer

ER300 Flexible working time arrangements 221  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

ER302A Rationale: to reduce paid overtime hours 222  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER302B	<p>Rationale: to make working hours more adaptable to variation</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	223
ER302C	<p>Rationale: to enable employees to better combine work and fa</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	224
ER302D	<p>Rationale: to cope with commuting problems</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	225
ER302E	<p>Rationale: other reasons</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	226

ER302F      Rationale: don't know      227  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER302G      Rationale: no answer      228  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER303A      Effects: a reduction of paid overtime hours      229  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER303B      Effects: a better adaptation of working hours to the workloa      230  
 Measurement Level: Nominal  
 Column Width: 8    Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER303C	<p>Effects: lower absenteeism</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	231
ER303D	<p>Effects: higher degree of job satisfaction</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	232
ER303E	<p>Effects: other positive effects</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	233
ER303F	<p>Effects: problems of internal and external communication due</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	234

ER303G	<p>Effects: increased costs</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	235
ER303H	<p>Effects: other negative effects</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	236
ER303I	<p>Effects: don't know</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	237
ER303J	<p>Effects: no answer</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	238

ER350 Employees with overtime work 239  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	Impossible to say, overtime hours are def. by end of year
4	Don't know
5	No answer

ER351 Forms of overtime work 240  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Only exceptionally
2	Regularly
3	Both forms
4	Don't know
5	No answer

ER352 Proportion of regular overtime work 241  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Practically all
2	Most
3	Some
4	Very few only
5	Don't know
6	No answer

ER353 Consultation of employee representation 242  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Informed/consulted before overtime hours have to be done
2	Informed afterwards only
3	Not informed/consulted at all
4	No answer

ER354 Negotiations to avoid/reduce overtime work 243  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	Don't know
4	No answer

ER355 Negotiations about organisation of overtime work 244  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	No answer

ER356 Choice of overtime workers 245  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Selected
2	Volunteers
3	Both
4	Don't know
5	No answer

ER357 Refusal of overtime work possible 246  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Yes
2	No
3	Don't know
4	No answer

ER360 Payment or time off for overtime work 247  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Paid for
2	Compensated by time off
3	Both - extra-payment or compensation by time off
4	Neither - nor
5	No answer

ER361	<p>If both is possible: most common compensation</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p>	248
	<p>Value      Label</p> <p>1      By payment</p> <p>2      By time off</p> <p>3      Both alternatives are of approximately the same importance</p> <p>4      No answer</p>	
ER364	<p>Importance of overtime work issue</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p>	249
	<p>Value      Label</p> <p>1      Major issue</p> <p>2      Minor issue</p> <p>3      Not a topic at all</p> <p>4      No answer</p>	
ER365	<p>Position of employee representation to overtime work</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p>	250
	<p>Value      Label</p> <p>1      Aims to reduce overtime in general</p> <p>2      Accepts overtime hours to respond to workload peaks</p> <p>3      Welcomes overt. hours as a means to earn some extra money</p> <p>4      No answer</p>	

ER450	<p>Employees aged 50 years or older</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Yes</p> <p>      2    No</p> <p>      3    No answer</p>	251
ER451	<p>Phased retirement offered</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Yes</p> <p>      2    No</p> <p>      3    No answer</p>	252
ER453	<p>Employer encourages/tries to prevent from phased retirement</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Encourages</p> <p>      2    Tries to prevent them</p> <p>      3    Neither - nor</p> <p>      4    No answer</p>	253
ER455	<p>Possibility of early retirement</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      1    Yes</p> <p>      2    No</p> <p>      3    No answer</p>	254

ER457	Employer encourages/tries to prevent from early retirement Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1	255										
	<table border="0" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: left;">Value</th> <th style="text-align: left;">Label</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Encourages</td> </tr> <tr> <td>2</td> <td>Tries to prevent them</td> </tr> <tr> <td>3</td> <td>Neither - nor</td> </tr> <tr> <td>4</td> <td>No answer</td> </tr> </tbody> </table>	Value	Label	1	Encourages	2	Tries to prevent them	3	Neither - nor	4	No answer	
Value	Label											
1	Encourages											
2	Tries to prevent them											
3	Neither - nor											
4	No answer											
ER458A	Encourage: in order to cope with problems of decreasing prod Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1	256										
	<table border="0" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: left;">Value</th> <th style="text-align: left;">Label</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>No</td> </tr> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>2</td> <td>DK/NA</td> </tr> </tbody> </table>	Value	Label	0	No	1	Yes	2	DK/NA			
Value	Label											
0	No											
1	Yes											
2	DK/NA											
ER458B	Encourage: in order to reduce the average age of the workfor Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1	257										
	<table border="0" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: left;">Value</th> <th style="text-align: left;">Label</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>No</td> </tr> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>2</td> <td>DK/NA</td> </tr> </tbody> </table>	Value	Label	0	No	1	Yes	2	DK/NA			
Value	Label											
0	No											
1	Yes											
2	DK/NA											
ER458C	Encourage: in order to reduce staff Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1	258										
	<table border="0" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: left;">Value</th> <th style="text-align: left;">Label</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>No</td> </tr> <tr> <td>1</td> <td>Yes</td> </tr> <tr> <td>2</td> <td>DK/NA</td> </tr> </tbody> </table>	Value	Label	0	No	1	Yes	2	DK/NA			
Value	Label											
0	No											
1	Yes											
2	DK/NA											

ER458D	<p>Encourage: other reasons</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	259
ER458E	<p>Encourage: don't know</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	260
ER458F	<p>Encourage: no answer</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	261
ER500A	<p>Desirable Initiative: a general reduction in weekly working</p> <p>Measurement Level: Nominal</p> <p>Column Width: 8 Alignment: Right</p> <p>Print Format: F1</p> <p>Write Format: F1</p> <p>Value    Label</p> <p>      0    No</p> <p>      1    Yes</p> <p>      2    DK/NA</p>	262

ER500B	Desirable Initiative: introduce or extend flexi-time or work Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	263
ER500C	Desirable Initiative: introduce or extend long-term leave op Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	264
ER500D	Desirable Initiative: reduce overtime or introduce time-off Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	265
ER500E	Desirable Initiative: introduce or extend opportunities to w Measurement Level: Nominal Column Width: 8 Alignment: Right Print Format: F1 Write Format: F1  Value    Label  0    No 1    Yes 2    DK/NA	266

ER500F Desirable Initiative: introduce or extend opportunities for 267  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER500G Desirable Initiative: introduce or extend opportunities for 268  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER500H Desirable Initiative: better possibilities to change to norm 269  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER500I Desirable Initiative: others 270  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER500J Desirable Initiative: no actions needed 271  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER500K Desirable Initiative: no answer 272  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER501 Most desirable working time initiative 273  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F2  
 Write Format: F2

Value	Label
1	A general reduction in weekly working hours
2	Introduce or extend flexi-time or working time accounts
3	Introduce or extend long-term leave options
4	Reduce overtime or introduce time-off in lieu
5	Introduce or extend opportunities to work part-time
6	Introduce or extend opportunities for phased retirement
7	Introduce or extend opportunities for early retirement
8	Better possibilities to change to normal working hours
9	Others
10	No answer

ER502 Work-life balance in the establishment 274  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Very easy
2	Quite easy
3	Quite difficult
4	Very difficult
5	No answer

ER503 Reason for difficulties with work-life balance 275  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Nature of work
2	Employer's attitude
3	Both of equal importance
4	No answer

ER504 Work-life balance as task of the company 276  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F2  
 Write Format: F2

Value	Label
0	0=It is not at all the task of the company
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10=Comp. should def. consider priv. resp. of its employees
99	No answer

ER550 Relationship management - employee representation 277  
 Measurement Level: Ordinal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
1	Very co-operative
2	Quite co-operative
3	Quite strained
4	Very strained
5	No answer

ER551A Problems of establishment: high absenteeism and/or sickness 278  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER551B Problems of establishment: difficulties in finding staff for 279  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value	Label
0	No
1	Yes
2	DK/NA

ER551C Problems of establishment: difficulties in finding finding s 280  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

ER551D Problems of establishment: difficulties in retaining staff 281  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

ER551E Problems of establishment: a need to reduce staff levels 282  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

ER551F Problems of establishment: low motivation of staff 283  
 Measurement Level: Nominal  
 Column Width: 8 Alignment: Right  
 Print Format: F1  
 Write Format: F1

Value Label

0 No  
 1 Yes  
 2 DK/NA

ER551G Problems of establishment: other problems 284  
Measurement Level: Nominal  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

0 No  
1 Yes  
2 DK/NA

ER551H Problems of establishment: no problems 285  
Measurement Level: Nominal  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

0 No  
1 Yes  
2 DK/NA

ER551I Problems of establishment: no answer 286  
Measurement Level: Nominal  
Column Width: 8 Alignment: Right  
Print Format: F1  
Write Format: F1

Value Label

0 No  
1 Yes  
2 DK/NA

ER553      Proportion of trade union members      287  
Measurement Level: Ordinal  
Column Width: 8    Alignment: Right  
Print Format: F1  
Write Format: F1

Value	Label
1	None
2	Less than 20%
3	20% to less than 40%
4	40% to less than 60%
5	60% to less than 80%
6	80% to less than 100%
7	All
8	Don't know
9	No answer

ER554      Respondent is trade union member      288  
Measurement Level: Nominal  
Column Width: 8    Alignment: Right  
Print Format: F1  
Write Format: F1

Value	Label
1	Yes
2	No
3	No answer