Single Integrated Metadata Structure (SIMS)
Country: Greece
Compiling agency: ELSTAT
Domain name: Reconciliation between work and family life (Labour Force Survey – ad hoc survey 2018)

ELSTAT metadata

Reference metadata

1. Contact

1.1	**Contact organisation**	Hellenic Statistical Authority
1.2	**Contact organisation unit**	Population, Employment and Cost of Living Statistics Division
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2. Introduction

The Labour Force Survey ad hoc module on " reconciliation between work and family life" was conducted during the 2nd quarter of 2018 together with the Labour Force Survey.

The main targets of the survey were to:
- To examine whether people who have young children or care for dependent relatives (patients, elderly, etc.) have problems at work (or cannot work) due to the lack of appropriate care services.
- To study the flexibility offered in the workplace to tackle problems arising from family obligations.
- To estimate the share of people who interrupt their careers due to family obligations and the number of people who benefit from parental leave legislation.

3. Metadata update

3.1 Metadata last certified	December 2020
3.2 Metadata last posted	December 2020
3.3 Metadata last update	December 2020

4. Statistical presentation

4.1 Data description

The purpose of the survey was to collect data on the reconciliation between work and family life and conditions that facilitate it, and in particular on care responsibilities, flexibility of work arrangements and career breaks and parental leave

4.2 Classification system

LFS classifications are used (see LFS metadata)

http://www.statistics.gr/en/statistics/-/publication/SJO01/2019-Q4

4.3 Sector coverage

Like LFS, ad hoc module is a household survey

4.4 Statistical concepts and definitions

Care for children: children aged 14 or less, including also adopted children, foster and step-children.
Care for incapacitated relatives: care to relatives and children from the age of 15 or to partner in need of care because they are sick, elderly or disabled. Also includes the relatives of the spouse/cohabiting partner and is irrespective of whether they live in the same household or not.
Childcare services: kindergarten, babysitter, all day school.
Maternity/paternity leave: is the interruption of work in case of childbirth
Parental leave: can be taken either by the mother or the father after the end of maternity /paternity leave until the child reaches the age of 6.

4.5 Statistical unit

Households, persons

4.6 Statistical population

The reference population for the quarterly LFS consists of all persons living in private households. The ad-hoc survey on "Reconciliation between work and family life" addressed a subset of that population, and in particular, persons aged 18-64.

4.7 Reference area

All NUTS 3 areas of Greece, with the exception of Mount Athos area

4.8 Time coverage
2018, 2nd quarter
4.9 Base period
There is no base period

5. Unit of measure

Number of persons, %, mean, years (age)

6. Reference period

The Labour Force Survey's sample is spread uniformly in the 13 (or 14) weeks of the quarter. Every sampled household corresponds to a particular week, namely the reference week (from Monday to Sunday). When the days of a week belong to two different months, this week is considered to belong to the month that includes that Thursday of the particular week

For employment, the reference period is the reference week.

7. Institutional mandate

7.1 Legal acts and other agreements

Hellenic Statistical Authority is an independent authority responsible for the production and dissemination of official statistics.

The legal framework concerning the organization and operation of ELSTAT is as follows:

- ➤ Law 3832/2010 (Government Gazette No 38, Issue A): "*Hellenic Statistical System Establishment of the Hellenic Statistical Authority (ELSTAT) as an Independent Authority"*, as amended by article 90 paragraphs 8 and 9 of the Law 3842/2010 (Government Gazette No 58, Issue A): "*Restoration of fiscal justice, confrontation of tax evasion and other provisions*", by article 10 of the Law 3899/2010 (Government Gazette No 212, Issue A): "*Urgent measures for the implementation of the assistance program of the Greek Economy*", by article 45 of the Law 3943/2011 (Government Gazette No 66, Issue A): "*Combating tax evasion, staffing of auditing services and other provisions falling within the competence of the Ministry of Finance*", by article 22 paragraph 1 of the Law 3965/2011 (Government Gazette No 113, Issue A): "*Operations Reform of the Consignment and Loan Fund, Public Debt Management Agency, Public Enterprises and Government bodies, the establishment of the General Secretary of Public Property and other provisions*" and by article 51 of the Law 4021/2011 (Government Gazette No 218, Issue A): "*Enhanced measures for the supervision and restructuring of Credit Institutions – Regulation of issues of financial nature – Ratification of the European Financial Stability Facility (EFSF) Framework-Agreement and its amendments and other provisions."*

- ➤ Regulation (EC) No 223/2009 of the European Parliament and of the Council, on the European statistics (Official Journal of the European Union L 87/164).
- ➤ Article 14 of the Law 3470/2006 (Government Gazette No 132, Issue A): "*National Export Council, tax regulations and other provisions*".
- ➤ Article 3, paragraph 1c, of the Law 3448/2006 (Government Gazette No 57, Issue A): "*For the further use of information coming from the public sector and the settlement of matters falling within the responsibility of the Ministry of Interior, Public Administration and Decentralization*".
- ➤ European Statistics Code of Practice, adopted by the Statistical Programme Committee on 24 February 2005 and promulgated in the Commission Recommendation of 25 May 2005 on the independence, integrity and accountability of the national and Community statistical Authorities, after its revision, which was adopted on 28 September 2011 by the European Statistical System Committee.
- ➤ Presidential Decree 226/2000 (Government Gazette No 195, Issue A): "*Organization of the General Secretariat of the Hellenic Statistical Authority*".

> Articles 4, 8, 9, 10, 12 , 13, 14, 15 and 16 of the Law 2392/1996 (Government Gazette No 60, Issue A): "*Access of the General Secretariat of the Hellenic Statistical Authority to administrative sources and administrative files, Statistical Confidentiality Committee, settlement of matters concerning the conduct of censuses and statistical works, as well as of matters of the General Secretariat of the Hellenic Statistical Authority*".

The Ad hoc survey 2018 characteristics are specified by Regulation (EC) No 2236/2016 of 12 December 2016.

7.2 Data sharing

A bilateral agreement is signed on the provision of anonymised EU LFS data to the National Statistical Institutes of other participating EU countries.

8. Confidentiality

8.1 Confidentiality policy

The issues concerning the observance of statistical confidentiality by the Hellenic Statistical Authority (ELSTAT) are arranged by articles 6, 7 and 8 of the Law 3832/2010, as amended by article 90 paragraph 8 of Law 3842/2010 and by article 10 of Law 3899/2010, as well as by article 8 of Law 2392/1996, which was brought back into force, in accordance with article 90 paragraph 8 of Law 3842/2010.

Furthermore, ELSTAT disseminates the statistics in compliance with the statistical principles of the European Statistics Code of Practice and in particular with the principle of statistical confidentiality.

8.2 Confidentiality – data treatment

− ELSTAT protects and does not disseminate data it has obtained or it has access to, which enable the direct or indirect identification of the statistical units that have provided them by the disclosure of individual information directly received for statistical purposes or indirectly supplied from administrative or other sources. ELSTAT takes all appropriate preventive measures so as to render impossible the identification of individual statistical units by technical or other means that might reasonably be used by a third party. Statistical data that could potentially enable the identification of the statistical unit are disseminated by ELSTAT if and only if:

a) these data have been treated, as it is specifically set out in the Regulation on Statistical Obligations of the agencies of the Hellenic Statistical System (ELSS), in such a way that their dissemination does not prejudice statistical confidentiality or

b) the statistical unit has given its consent, without any reservations, for the disclosure of data.

− The confidential data that are transmitted by ELSS agencies to ELSTAT are used exclusively for statistical purposes and the only persons who have the right to have access to these data are the personnel engaged in this task and appointed by an act of the President of ELSTAT.

− Issues referring to the observance of statistical confidentiality are examined by the Statistical Confidentiality Committee (SCC) operating in ELSTAT. The responsibilities of this Committee are to recommend on:

- the level of detail at which statistical data can be disseminated, so as the identification, either directly or indirectly, of the surveyed statistical unit is not possible;

- the anonymization criteria for the microdata provided to users (http://www.statistics.gr/anonymized_criteria);

- the granting to researchers access to confidential data for scientific purposes.

Dissemination of the Ad-hoc surveys microdata follows the same restrictions as LFS data, as defined by the Anonymization criteria.In specific cases, and after the approval of the confidentiality committee of ELSTAT, one or two of these rules can be relaxed.

9. Release policy

9.1 Release calendar

At the end of December of each year ELSTAT publishes a release calendar announcing the precise release dates for the next year. The date of announcement of the results of the ad hoc 2018 survey was set at 21/11/2019.

9.2 Release calendar access

The calendar is disseminated on ELSTAT's website (http://www.statistics.gr) at the link: *"Press Releases Calendar".*

9.3 User access

The data are released simultaneously to all interested parties through the Press Release entitled *"Labour Force"* which is made available to the media at 12:00. At the same time, the press release is distributed electronically to the subscribers. The press release is subsequently posted on the website of ELSTAT (http://www.statistics.gr).

There is no internal government access to the data before their release to the public.

10. Frequency of dissemination

Results are released once.

11. Dissemination format

11.1 News release

Published in ELSTAT website, path: Population and Social Conditions > Labour Market > Employment – Unemployment > LFS - ad hoc modules> Work organisation and working time arrangements (Ad hoc module 2019) , http://www.statistics.gr/en/statistics/-/publication/SJO31/-

11.2 Publications

No exist

11.3 On-line database

No exists

11.3.1 Data tables - consultations

No data for data table views is collected.

11.4 Micro-data access

Micro-data are available to users for free upon request to the Hellenic Statistical Authority, Statistical Information and Publications Division. Path: Products and Services>Statistical data request

http://www.statistics.gr/en/statistical-data-request

Confidentiality of the data is assured by the implementation of anonymization criteria (see 8.2).

11.5 Other

A number of tabulated data are available to users on the website   http://www.statistics.gr/en/statistics/-/publication/SJO31/-.

Also, statistical data are provided to users by on-line application in ELSTAT, Statistical Information and Publications Division (see 11.4).

11.5.1 Metadata – consultations

There is no distinct measurement for the use of ad hoc surveys data. This is included in the use of LFS data (for details, see Annual "User satisfaction survey" , path: Products and Services> User satisfaction survey, http://www.statistics.gr/en/user-satisfaction-survey)

12. Accessibility of documentation

12.1 Documentation on methodology

The following scientific publications refer to LFS sample selection and estimations and they are available only in the Greek language:

- *Ανασχεδιασμός του δείγματος της Έρευνας Εργατικού Δυναμικού από το έτος 1998 και εξής* Ν. Πανταζίδης .
- *Αποτελεσματικότητα των εκτιμήσεων της Έρευνας Εργατικού Δυναμικού από το έτος 1998 και εξής* Ν. Πανταζίδης

Documents are available in pdf format (only in the Greek language), upon request

Short methodological notes and survey questionnaires are available at ELSTAT website, path Population and Social Conditions > Labour Market > Employment – Unemployment, http://www.statistics.gr/en/statistics/pop .

12.1.1 Metadata completeness - rate

Do no exist.

12.2 Quality documentation

Information on the accuracy and reliability of the data is contained in section 15, "Accuracy and reliability."

13. Quality management

13.1 Quality assurance

Ad hoc surveys follow the same methodology as LFS, thus complying with Eurostat standards concerning the selection and the size of the sample, the design of questionnaires, and the information collected. Collected questionnaires are checked for completeness and quality of information. The final data base is checked for data validity by ELSTAT and Eurostat.

13.2 Quality assessment

Labour Force Survey is considered a reliable source of information with a methodology that meets high standards. Nevertheless, Labour Force Survey is a sample survey and as a result, the results are accompanied by sampling errors.

Basic quality indicators or Labour Force Survey, (sampling errors, response rates) are computed quarterly and annually and included in a standard quality report submitted to Eurostat.

14. Relevance

14.1 User needs

The ad hoc module 2018 was decided in the context of the need to collect data with a large-scale European survey on the work- life balance challenges faced by parents and carers. (EC 2236/2016).

14.2 User satisfaction

ELSTAT does not carry out a user satisfaction survey specifically for the users of the Labour Force Survey.

However, there is continuous communication with the main users of survey results and their opinion and remarks are taken in to account in the development of Labour Force Survey and the production and dissemination of its results.

14.3 Completeness

Ad hoc 2018 survey in Greece included all variables defined in the relevant EC regulation.

15. Accuracy and reliability

15.1 Overall accuracy

The size of the Labour Force Survey sample allows for the production of estimates with high accuracy at country level and at the most of NUTS 2 areas of Greece. This reflects also to ad hoc 2018 survey which collected data from 32,333 persons.

15.2 Sampling error

The variance of the estimation of a characteristic is calculated on the basis of the variance of the estimations of the particular characteristic from every final stratum, by using the following formula:

$$\hat{V}\left(\hat{Y}\right) = \lambda^2 \left(\frac{n_{hi}}{n_{hi}-1}\right) \cdot \left[\sum_j y_{hij}^2 - \frac{1}{n_{hi}}\left(\sum_j y_{hij}\right)^2\right]$$

where λ are the weights, n_{hi} is the number of primary sampling units in a final stratum, and Σy_{hij} the total of the characteristic in a primary sampling unit.

Coefficient of variation for certain characteristics of ad hoc 2019 survey

		Estimate	95% Confidence Interval		Coefficient of Variation
			Lower	Upper	
Existence of care responsibilities (CARERES)	No care responsibilities	4,074.662	3,985.511	4,163.813	0.011
	Only for own or partner`s children in household	1,350.829	1,297.161	1,404.497	0.020
	Only for own or partner`s children outside the household	33.830	27.142	40.517	0.101
	For own or partner`s children in- and outside the household	200.881	178.118	223.644	0.058
	Only for incapacitated relatives	501.291	473.389	529.192	0.028
	For own or partner`s children in the household and incapacitated relatives	104.571	91.020	118.122	0.066
	For own or partner`s children outside the household and incapacitated relatives	10.270	6.860	13.681	0.169
	For own or partner`s children in- and outside the household and incapacitated relatives	17.041	12.379	21.704	0.140
Use of childcare services (CHCARUSE)	No	1,098.345	1,052.010	1,144.680	.022
	Yes, for some children	124.669	110.089	139.249	.060
	Yes, for all children	422.489	393.804	451.175	.035
Factors for not using childcare services (CHCAROBS)	No service accessible/vacant	61.487	49.961	73.013	.096
	Costs	70.732	59.104	82.360	.084
	Quality/kind of service	12.071	6.881	17.260	.219
	Other service related obstacle	34.065	25.265	42.866	.132
	Care is arranged alone/with partner	596.181	561.968	630.395	.029
	Care is arranged including further informal support	222.322	201.746	242.897	.047
	Used professional services (for some but not for all children) are sufficient	16.221	11.334	21.107	.154
	Children take care of themselves	191.159	172.974	209.343	.049
	Other personal reasons	7.136	3.203	11.070	.281

Effect of childcare responsibilities on Employment (CHCAREFF)	Any change to increase income	10.808	6.994	14.623	.180
	Less working hours	48.605	41.161	56.049	.078
	Less demanding tasks in job	40.264	33.008	47.521	.092
	Changed job or employer to facilitate reconciliation	11.105	7.775	14.435	.153
	Currently on a family leave	9.145	5.690	12.600	.193
	Other	101.246	88.529	113.963	.064
	No effect	979.332	939.829	1,018.835	.021
Working time flexibility for care (POSSTEND)	Generally possible	299.346	278.362	320.330	0.036
	Rarely possible	361.311	337.023	385.598	0.034
	Not possible	300.217	278.221	322.213	0.037
Flexibility for taking whole days off for care (POSORGWT)	Generally possible	185.549	168.970	202.128	0.046
	Rarely possible	238.593	218.270	258.916	0.043
	Not possible	525.858	497.201	554.516	0.028
Main obstacle at work for reconciliation (WORKOBS)	No obstacle	1,130.162	1,088.043	1,172.282	0.019
	Long working hours	110.109	98.574	121.645	0.053
	Unpredictable or difficult work schedules	72.572	62.748	82.396	0.069
	Long commute	31.942	26.253	37.631	0.091
	Demanding or exhausting job	65.790	57.286	74.293	0.066
	Lack of support from employers and colleagues	2.135	0.741	3.529	0.333
	Other obstacles	25.524	19.453	31.595	0.121
Career break for childcare (STOPWORK)	No obstacle	1,143.460	1,107.790	1,179.129	0.016
	Never worked; for childcare reasons '	252.374	235.204	269.544	0.035
	No (but was/is employed and has children)	2,105.223	2,053.740	2,156.706	0.012
	Never worked; for other reasons	384.757	361.596	407.918	0.031
	Never had children	2,276.254	2,215.513	2,336.995	0.014
Complete length of career breaks for Childcare (STOPLENG)	Up to 6 months	340.155	319.282	361.028	0.031
	More than 6 months up to 1 year	338.962	319.687	358.237	0.029
	More than 1 year up to 2 years	205.033	190.274	219.792	0.037
	More than 2 years up to 3 years	79.005	70.562	87.449	0.055
	More than 3 years up to 5 years	48.225	41.343	55.106	0.073
	More than 5 years	114.786	103.472	126.100	0.050
Use of family leave (PARLEAV)	Only used parental leave	31.009	25.322	36.697	0.094
	Combination of family leaves	404.123	381.476	426.771	0.029
	Only maternity/paternity used	220.268	203.206	237.330	0.040
	No family leave used	459.089	437.411	480.766	0.024
Career break for incapacitated relatives (DEREDSTP)	Work interruption	104.850	91.958	117.741	0.063
	Only reduced working time	119.429	106.956	131.903	0.053
	No interruption or reduction	612.930	580.174	645.686	0.027
	Never had to care for incapacitated relatives	4,250.187	4,164.608	4,335.767	0.010

15.3 Non-sampling error

15.3.1 Coverage error

Refers to deviations between sampling frame and target population (see 4.6). The sampling frame is based on the current census results. The primary sampling units consist of a number of building blocks.. The design and selection of the primary sampling units is based on the number of private households residing permanently in these areas at current census. The secondary sampling units (that is households and dwellings) are selected after the selection of the primary sampling unit and after the compilation of a compete list of the private household dwellings in the PSU. The list is updated every 6 quarters (when a new

systematic sample of dwellings is selected in the primary sampling unit). The main issues pertaining to the frame quality are:

- The more the time interval elapsed since the census, the less accurately the probabilities of selection reflect the "real size" of the selected primary sampling units.
- Sample size can be different, and even significantly different from the expected size, due to considerable changes in the "size" (that is, the number of household dwellings) of a PSU.
- It is difficult to control the way listings are updated. Over-coverage and under-coverage can be both present.

Undercoverage (the percentage of persons that are not covered by the sampling frame) is estimated at about 1%. These are mainly persons residing in collective households and persons residing in houses outside built areas.

15.3.1.1 Over-coverage – rate
Refers to the percentage of dwellings that are not used by households and are included in the sampling frame of Labour Force Survey. It is estimated at about 8.4%.

15.3.1.2 Common units – proportion
Refers to the proportion of units covered by both the survey and the administrative sources in relation to the total number of units in the survey. LFS survey does not uses any administrative sources, and therefore estimations are entirely derived from LFS sample.

15.3.2 Measurement error

Measurement errors are distinguished into:
a) response errors, i.e. when respondents provide untrue or incorrect information, caused, among others, by the following :

- Proxy answering, i,e, responses by other member of household than the respondent. Total percentage of proxies was 44.2%;
- Additional interview for the ad hoc module (with LFS) imposes a serious burden on the interviewed households which may cause refusals or response errors;

Cases invlolving false data registration due to responses. For example, it may be the case of incorrect or incomplete description of the occupation, incorrect number of hours worked during the reference week, false salary etc;

,and

b) interview errors, i.e. all cases of false data registration caused by mistakes made by the interviewer , can be occured in cases where the interviewer formulates a question incorrectly or ask questions in the wrong order.

15.3.3 Non response error
Non response errors are due to non-contacts (failure to come into contact with the household) or to the refusal of the household to provide information.

By examining the item non response by type of interview (direct of proxy) and sex it appears that there are no important differences. It seems though that non-response tends to be bigger in both younger and older ages.

Non-response error rates by variable were as follows:

Variable	Non-response %
Existence of care responsibilities	3.0
Use of childcare services	4.2
Factors for not using childcare services	1.0
Effect of childcare responsibilities on employment	4.0
Working time flexibility for care	6.4

Flexibility for taking whole days off for care	7.4
Main obstacle at work for reconciliation	4.7
Career break for childcare	5.0
Complete length of career breaks for childcare	1.5
Use of family leave	2.5
Career break for incapacitated relatives	4.8

15.3.4 Processing error

Due to the fact that paper questionnaires are used, there is a large number of different kind of errors detected after the data entry. Such errors refer to variable non-response aw well as contradictions between the answers provided in different parts of the questionnaire, also including LFS questionnaire. In some cases, ELSTAT come into contact with households by phone in order to deal with the above mentioned problematic cases.

15.3.5 Model assumption error

No models for estimation of non-sampling errors are applied.

16. Timeliness and punctuality Top

16.1 Timeliness

Survey results are sent to EUROSTAT on March of next year (2019 for 2018 ad hoc module).

16.2 Punctuality

Results were produced and sent to Eurostat on time

17. Comparability Top

17.1 Comparability - geographical

The definitions of the variables used in the Greek Labour Force Survey are fully in line with Eurostat Regulations. The results between Member States may have problems of comparability due to different reference period in the Member States (some Member States carry out the survey throughout the year) and different implementation research (Member States use for ad hoc surveys questionnaires having significant differences).

17.1.1 Assymetry for mirror flows statistics – coefficient

Not relevant

17.2 Comparability over time

It is not possible to compare the current ad hoc module on reconciliation between work and family life with the relevant 2005 and 2010 modules, due to the fact that they differ in the filters and the answer categories.

18. Coherence Top

18.1 Coherence cross-domain

18.1.1 Coherence – sub annual and annual statistics

Not relevant

18.1.2 Coherence – National Accounts

Not relevant

18.2 Coherence – internal

The ad hoc estimates have full internal coherence, as they are all based on the same set of microdata and they are calculated using the same estimation methods

19. Cost and burden

Total cost for data collection (by not permanent staff of ELSTAT): 25,300 euros

20. Data revision

20.1 Revision policy

Ad hoc results are not revised after publication.

20.2 Revision practice

Not applicable

21. Statistical processing

21.1 Source data

The sample for Ad hoc survey 2018 is based on LFS sample.

LFS is a sample survey covering the population living in private households. The selection of households to be surveyed follows a two stage stratified sampling scheme.

Total country is stratified in 206 strata. These strata are formed by allocating municipalities and communes of every NUTS 3 in three different groups (Agglomerations and Municipalities with 10.000 inhabitants or more, Municipalities and Communes with 2.000 to 9.999 inhabitants, and Communes up to 1.999 inhabitants). The exceptions are Athens and Thessaloniki agglomerations, which are divided into 44 and 12 strata, respectively.

At the first sampling stage, 2820 clusters (groups of dwellings) are selected with probability proportional to their "size" (that is, proportional to the number of households residing in these areas at 2011 census).

At the second sampling stage a systematic sample of dwellings is selected in every primary sampling unit. All households residing in selected dwellings are asked to participate in the survey. Of the selected households, individuals aged from 18 to 64 years are interviewed.

21.2 Frequency of data collection

Data was collected during the 2nd quarter of 2018.

21.3 Data collection

Personal Interview conducted with Paper questionnaire, PAPI (95%) and CAPI (5%).

21.4 Data validation

Data are validated through a series of checks which detect inconsistencies between dates reported by interviewed persons, between educational attainment and profession, profession and sector of economic activities, inconsistencies between answers given to different part of the questionnaire and inconsistencies in the reported structure of the households. When detected, these problems are resolved either by re-contacting households or, when possible, using previous data for the same household.

21.5 Data compilation

The estimates of the ad hoc survey are produced by reducing the survey results to the total population of private households as calculated in the Labour Force Survey for the second quarter of 2018.

21.5.1 Imputation – rate

No imputation is performed in the LFS data.

21.6 Adjustment

The LFS quarterly results are not adjusted

21.6.1 Seasonal adjustment
Not relevant

22. Comment

There were no important issues with the implementation of 2018 ad hoc module.