



HELLENIC REPUBLIC
HELLENIC STATISTICAL AUTHORITY

Piraeus, 26 November 2020

PRESS RELEASE

WORK ORGANISATION AND WORKING TIME ARRANGEMENTS LABOUR FORCE SURVEY – AD HOC MODULE 2019

The Hellenic Statistical Authority announces the results of an ad hoc survey on work organization and working time arrangements of employed persons. The survey was conducted along with the Labour Force Survey of the 2nd quarter of 2019.

The target population of the survey was employed persons aged 15 years old and over. The response rate of the ad hoc survey was 96.1%.

The **objectives** of the survey were to:

- estimate to which extent employed persons can determine their working time;
- study the on short notice possibility to take one or two hours or one or two days of leave for personal or family reasons;
- estimate to which extent employed persons work under time pressure and to which extent they are obliged to work outside the normal working hours;
- explore whether employed persons can influence the content and order of tasks undertaken;
- estimate the time needed to get from home to work
- capture the main place of work of employed persons as well as any changes;
- to study the methods of recording the presence and working hours.

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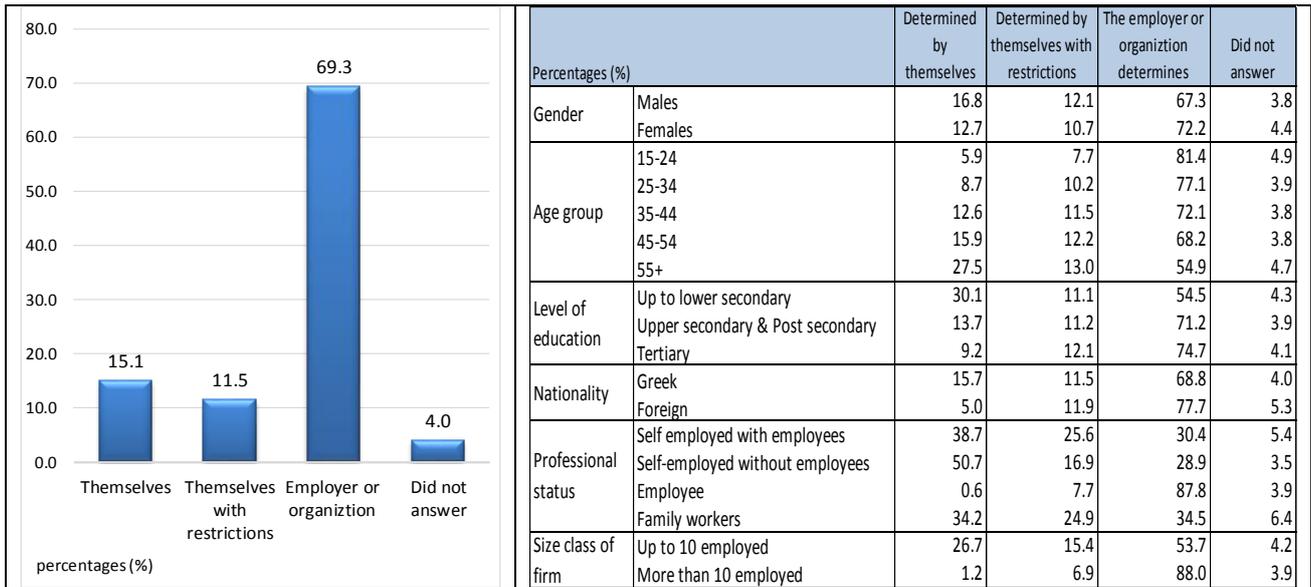
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A. Flexibility to arrange the beginning and the end of the working time

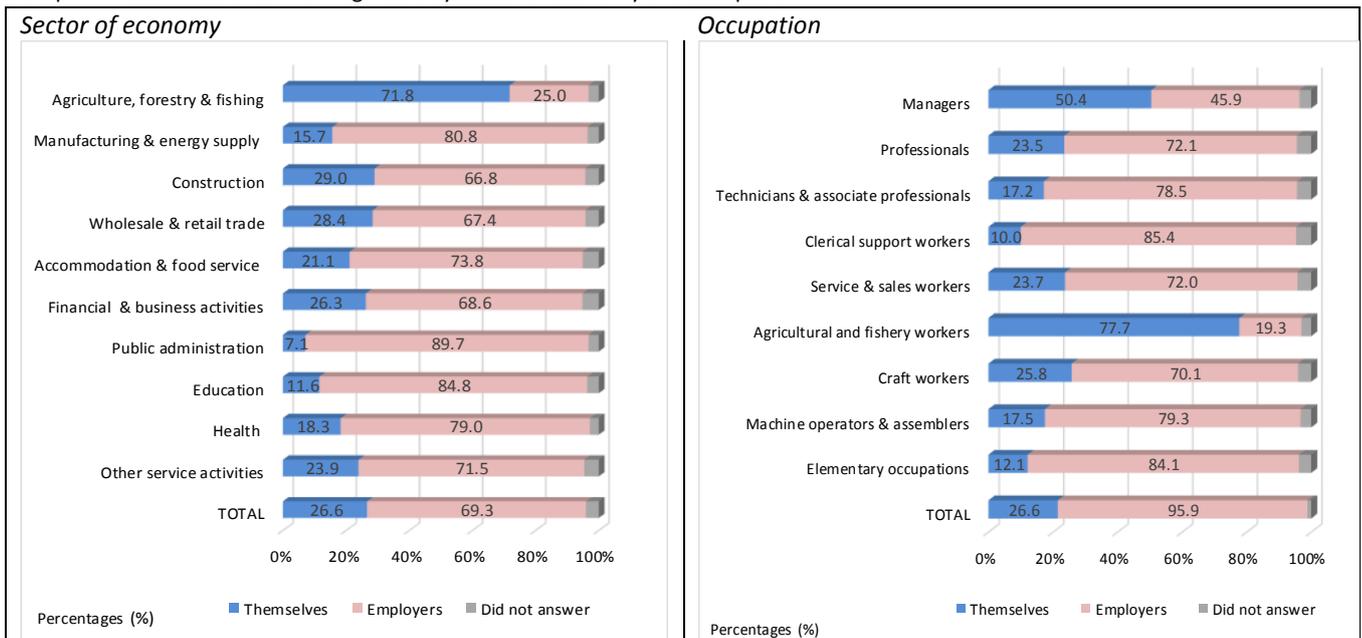
Graph 1. Who determines the working hours?

Table 1. Who determines the working hours?



- 69.3% of the respondents, state that the employer or the organization determine the beginning or the end of their working time (Graph 1), including the cases where the working hours are determined by relevant legislation or other administrative restrictions. The employer or the organization determine the working hours mostly regarding persons working in firms with more than 10 employed persons (88.0%), employees (87.8%), persons of foreign nationality (77.7%), women (72.2%), clerical support workers (85.4%) and persons working in public administration (89.7%) and education (84.8%). Furthermore, as the age of the employees increases so does the ability to determine their own working hours (Table 1 and Graph 2).
- On the other hand, the majority of the respondents who state that they can determine by themselves -fully or with some restriction - the beginning and the end of their working time is found primarily among self-employed with or without employees (38.7% and 50.7% respectively), firms with up to 10 employed persons (26.7%) (Table 1), workers in agriculture, forestry and fishing (71.8%) as well as managers (50.4%) (Graph 2).

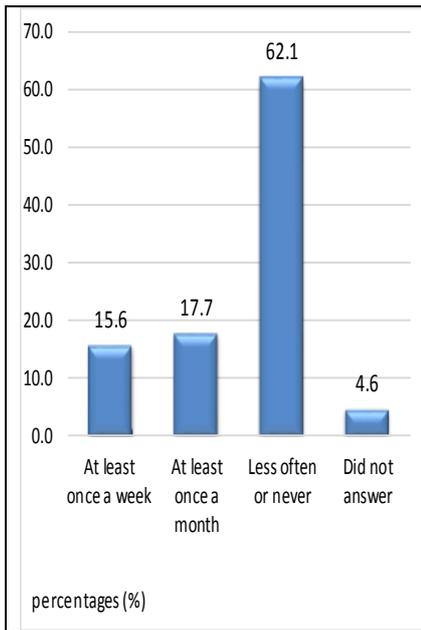
Graph 2. Determination of working hours by sector of economy and occupation



B. Changes in the working time

Graph 3. Changes in the working time

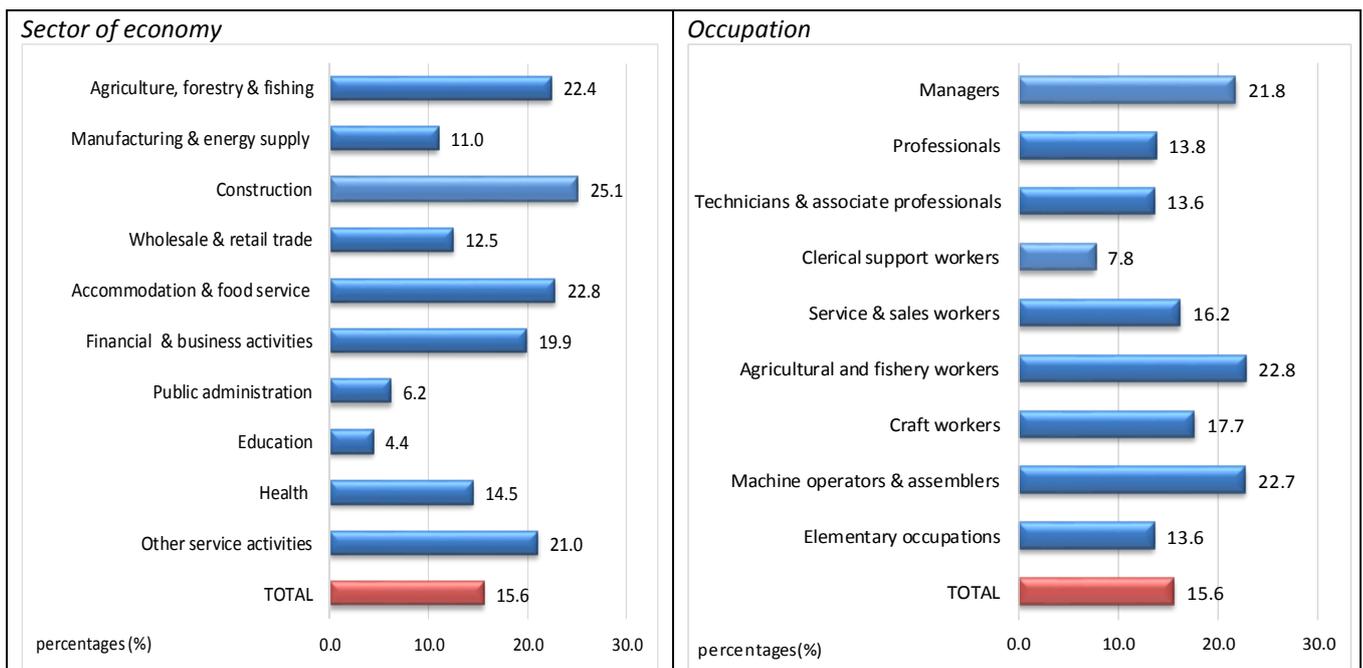
Table 2. Changes in the working time



Percentages (%)		At least once a week	At least once a month	Less often or never	Did not answer
Gender	Males	18.1	19.6	57.8	4.4
	Females	12.2	15.1	67.9	4.8
Age group	15-24	13.8	21.8	58.5	5.8
	25-34	15.8	17.2	62.6	4.4
	35-44	15.3	18.6	61.5	4.5
	45-54	15.2	17.3	63.3	4.2
	55+	17.1	16.6	61.2	5.2
Level of education	Up to lower secondary	18.0	19.3	57.5	5.2
	Upper secondary & Post secondary	16.7	18.2	60.7	4.4
	Tertiary	13.2	16.3	66.1	4.4
Nationality	Greek	15.6	17.5	62.4	4.5
	Foreign	15.7	21.2	57.0	6.1
Professional status	Self employed with employees	24.6	19.7	49.4	6.3
	Self-employed without employees	27.5	20.8	47.2	4.6
	Employee	10.7	16.6	68.4	4.3
	Family workers	21.1	17.7	54.3	6.9
Size class of firm	Up to 10 employed	20.9	19.2	55.0	4.9
	More than 10 employed	9.4	16.0	70.5	4.2

- According to the survey results, 15.6% of the employed persons face a need for changing the working hours due to the work demands, at least once a week while for another 17.7% it happens at least once a month. For more than half of the respondents (62.1%) the need for a change in the working time occurs less frequently or never (Graph 3).
- The employed persons who most frequently face changes in working time are mainly males (18.1%), with lower education (18.0%), self-employed with or without employees (24.6% and 27.5% respectively) or persons working in smaller firms with up to 10 employed persons (20.9%), people working in the sectors of construction (25.1%), accommodation-food services (22.8%) and agriculture-forestry-fishing (22.4%) (Table 2 and Graph 4).

Graph 4. Changes in the working time at least once a week by sector of economy and occupation



C. Contacted on work issues outside working hours

Graph 5. Contacted on work issues outside working hours

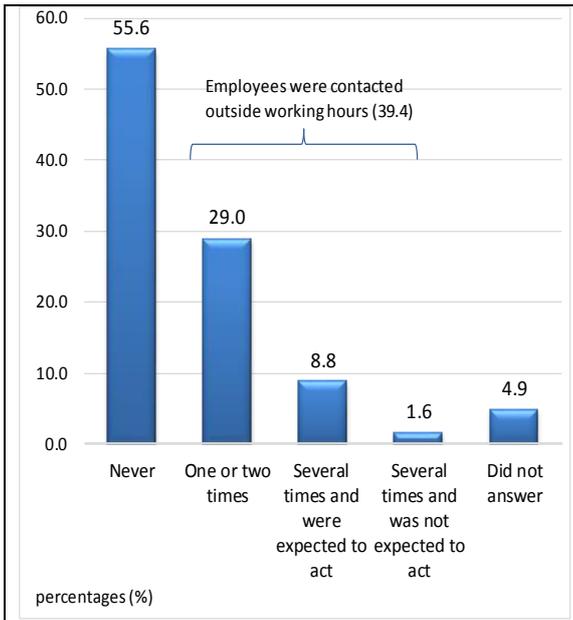
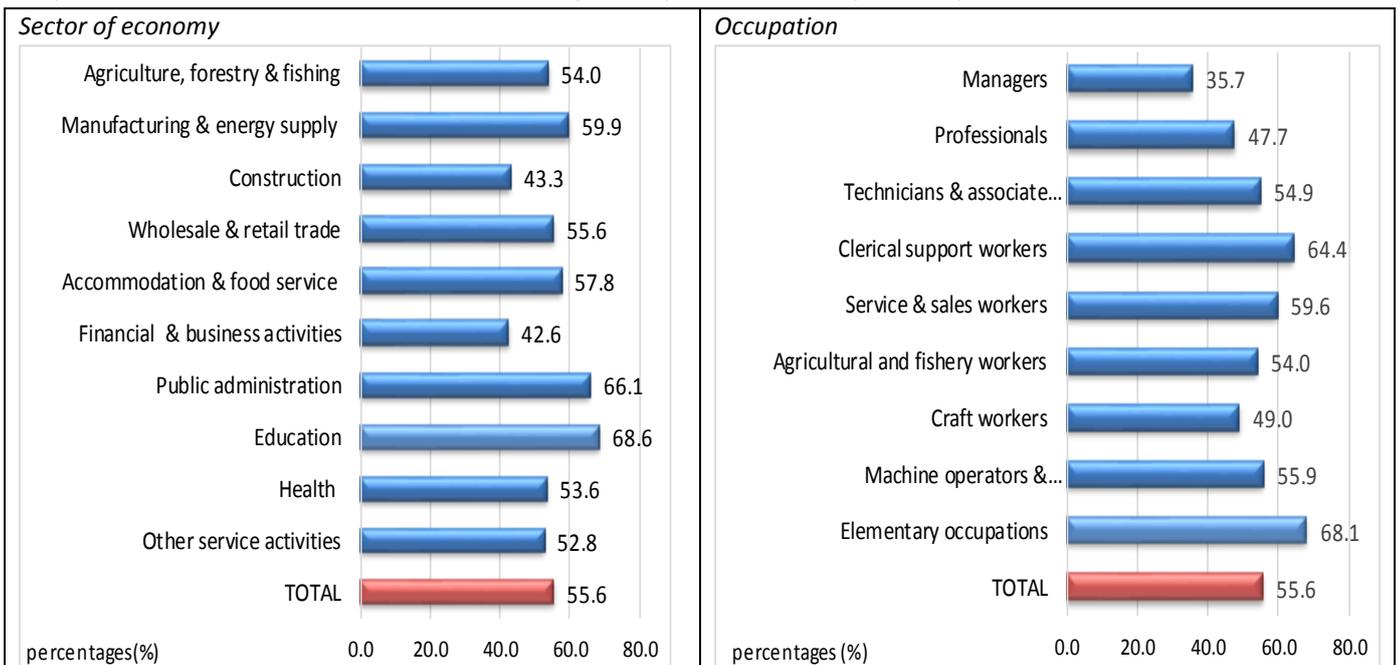


Table 3. Contacted on work issues outside working hours

		Never	One or two times	Several times and were expected to act before next working day	Several times and was not expected to act before next working day	Did not answer
Percentages (%)						
Gender	Males	50.6	31.7	10.8	2.0	4.9
	Females	62.4	25.2	6.2	1.2	5.0
Age group	15-24	63.1	23.0	6.7	0.7	6.6
	25-34	57.1	28.9	8.1	1.4	4.6
	35-44	55.8	29.1	8.8	1.7	4.6
	45-54	55.0	29.4	9.2	1.7	4.7
	55+	53.0	29.4	9.7	2.1	5.8
Level of education	Up to lower secondary	56.8	28.4	7.5	1.7	5.5
	Upper secondary & Post secondary	57.8	27.6	8.3	1.5	4.8
	Tertiary	52.4	30.9	10.2	1.8	4.8
Nationality	Greek	55.1	29.2	9.1	1.7	4.9
	Foreign	63.6	24.7	4.2	1.4	6.1
Professional status	Self employed with employees	32.2	37.6	20.5	2.8	6.9
	Self-employed without employees	39.8	37.1	15.1	2.9	5.1
	Employee	63.1	25.6	5.6	1.1	4.6
	Family workers	55.4	26.3	9.4	1.6	7.3
Size class of firm	Up to 10 employed	48.9	32.3	11.3	2.1	5.3
	More than 10 employed	63.6	24.9	5.9	1.1	4.5

- According to the survey results, 39.4% of the respondents were contacted outside their working hours in the last two months. 29.0% were contacted outside their working hours on a few occasions (once or twice) while a share of 8.8% was contacted several times, mostly with the expectation to act at short notice (Graph 5).
- The employed persons who were most frequently contacted outside working hours were mainly self-employed with employees (20.5% and 2.8%), males (10.8% and 2.0%), Greek nationals (9.1% and 1.7%) and of tertiary education (10.2% and 1.8%) (Table 3).
- On the contrary, persons in elementary occupations (68.1%) and clerical support workers (64.4%) as well as those working in education (68.6%) and public administration (66.1%) are the respondent categories least contacted on work matters outside working hours (Graph 6).

Graph 6. Never contacted on work issues outside working hours by sector of economy and occupation



D. Ability to take a leave from work at short notice

Graph 7. Ability to take a leave from work

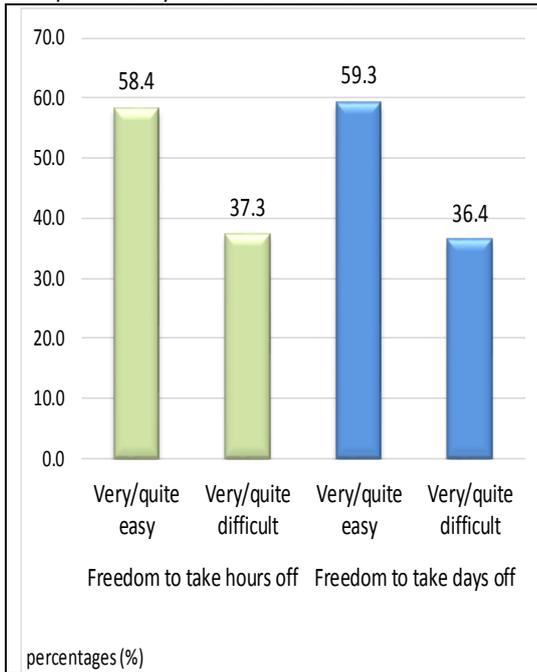
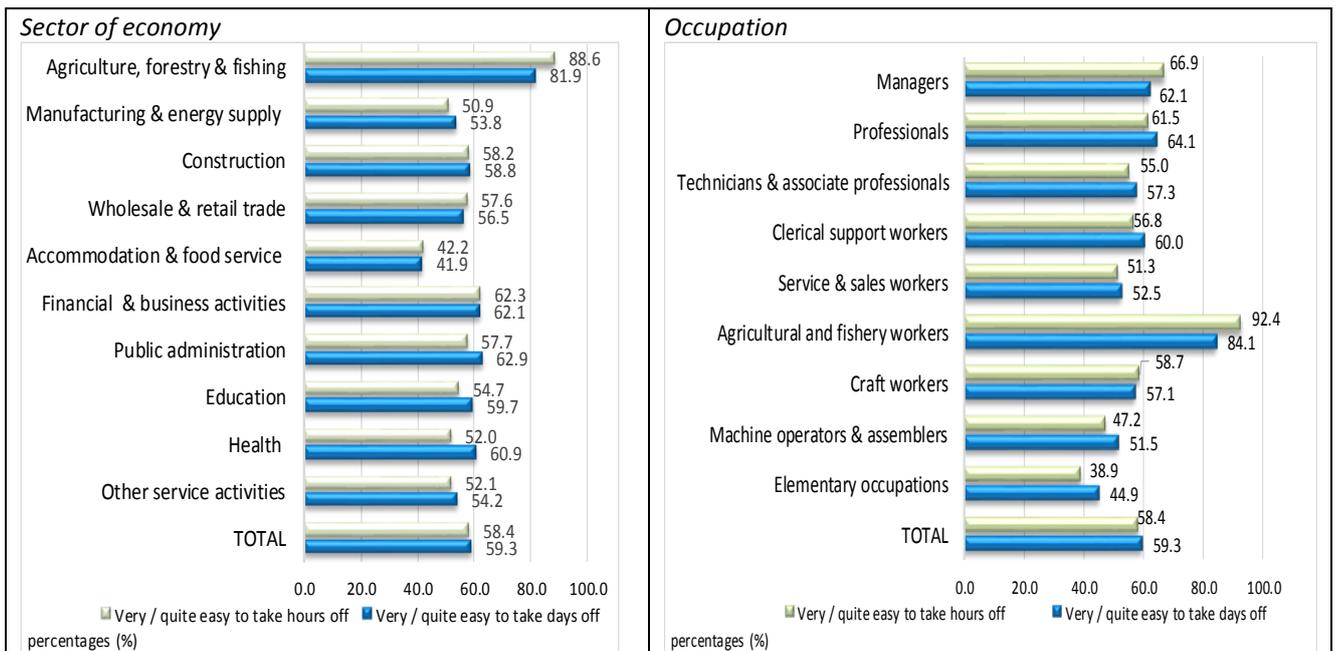


Table 4. Ability to take a leave from work

Percentages (%)		Very / quite easy to take hours off	Very / quite easy to take days off
Gender	Males	59.0	58.9
	Females	57.5	59.9
Age group	15-24	46.9	49.1
	25-34	51.7	53.2
	35-44	54.7	56.3
	45-54	61.5	62.8
	55+	69.8	68.0
Level of education	Up to lower secondary	63.9	61.6
	Upper secondary & Post secondary	55.9	56.7
	Tertiary	58.4	61.3
Nationality	Greek	59.5	60.4
	Foreign	38.9	41.1
Professional status	Self employed with employees	78.7	70.5
	Self-employed without employees	83.3	75.5
	Employee	47.3	52.1
	Family workers	82.9	79.7
Size class of firm	Up to 10 employed	66.2	63.5
	More than 10 employed	49.0	54.3

- More than half of the respondents say that it is “quite easy” or “very easy” to leave for one or two hours (58.4%) or for one or two days (59.3%), on short notice, for personal or family reasons (Graph 7). In general, absence at short notice is easier for Greek nationals (59.5% and 60.4%) and for persons working in firms with up to 10 employed persons (66.2% and 63.5%) and more limited for employees (47.3% and 52.1%) (Table 4).
- The categories of respondents most frequently able to leave for one or two hours or for one or two days, at short notice, are persons employed in agriculture, forestry and fishery (88.6% and 81.9%), in financial and business activities (62.3% and 62.1%) and in public administration (57.7% and 62.9%) (Graph 8).

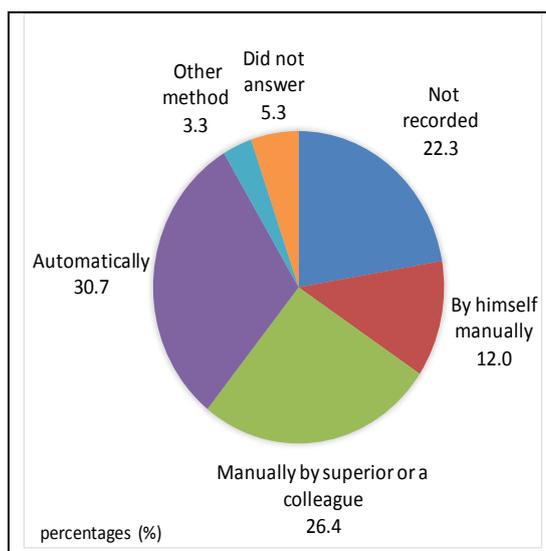
Graph 8. Easy to take a few days or a few hours off by sector of economy and occupation



E. Recording presence and working hours

Graph 9. Recording presence and working hours

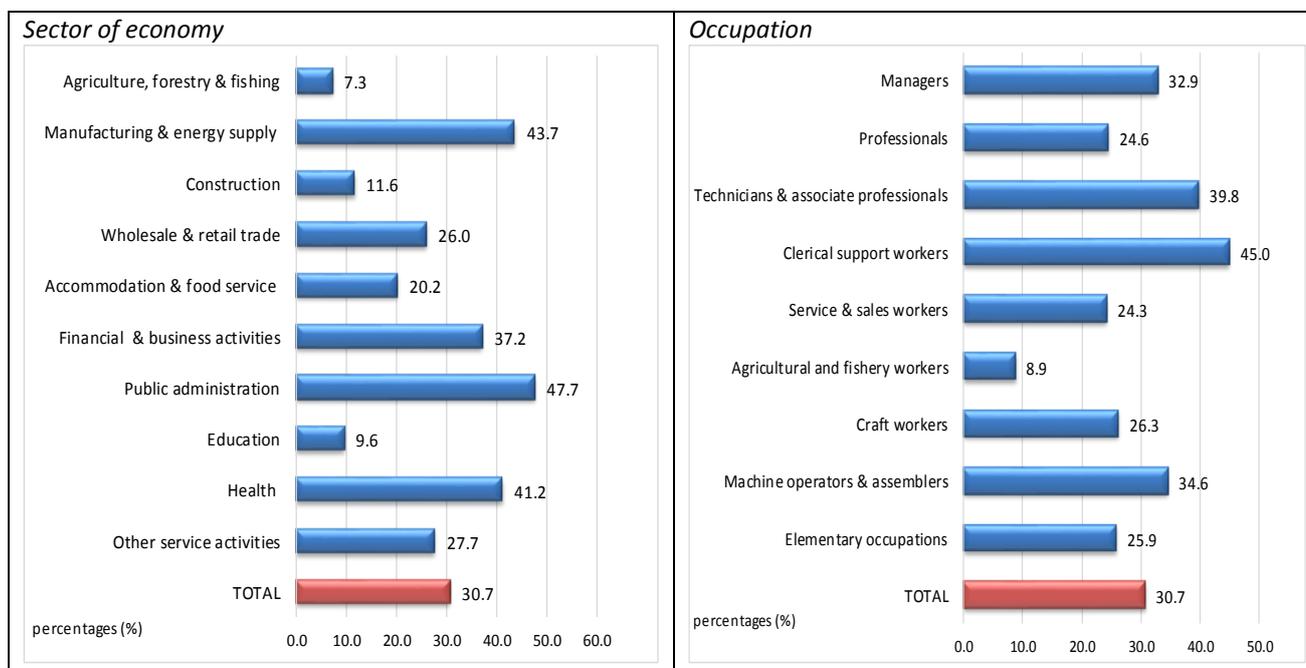
Table 5. Recording presence and working hours



Percentages (%)		Presence & work hours are not recorded	Person records working hours & presence manually	Hours & presence are recorded manually by superior or a colleague	Hours & presence are recorded automatically	Hours & presence are recorded with other method	Did not answer
Gender	Males	22.7	11.6	25.9	31.3	3.4	5.1
	Females	21.9	12.5	27.1	29.9	3.1	5.5
Age group	15-24	24.6	10.7	36.9	19.6	2.0	6.2
	25-34	24.2	10.2	29.7	26.9	4.0	4.9
	35-44	21.2	12.6	25.4	32.0	3.3	5.6
	45-54	21.1	13.0	24.4	33.6	3.1	4.8
	55+	23.4	12.4	23.2	32.3	2.6	6.1
Level of education	Up to lower secondary	24.6	9.7	29.8	23.1	5.5	7.3
	Upper secondary & Post secondary	21.4	11.8	27.7	30.7	3.2	5.2
	Tertiary	22.6	13.0	24.0	32.9	2.7	4.8
Nationality	Greek	21.6	12.2	26.3	31.9	3.1	5.0
	Foreign	31.3	10.0	28.6	15.9	5.7	8.6
Size class of firm	Up to 10 employed	36.1	10.5	31.8	10.7	5.3	5.7
	More than 10 employed	15.0	12.9	23.6	41.3	2.2	5.1

- According to the survey results, for 30.7% of the respondents there is an automatic electronic recording of their presence and working hours. This method is more common among persons working in the public sector (47.7%) and manufacturing and energy supply (43.7%) as well as clerical support workers (45.0%) (Graph 10).
- 22.3% of the respondents say that their working hours are not recorded. This is clearly more frequent among foreign nationals (31.3%) and persons working in small firms with up to 10 employed persons (36.1%) (Table 5).
- 26.4% of the respondents, report that recording is done manually by a supervisor or a colleague while 12.0% state that they record their working hours by themselves (Graph 9).

Graph 10. Automatic electronic recording of presence and working hours by sector of economy and occupation



F. Time pressure

Graph 11. Time pressure

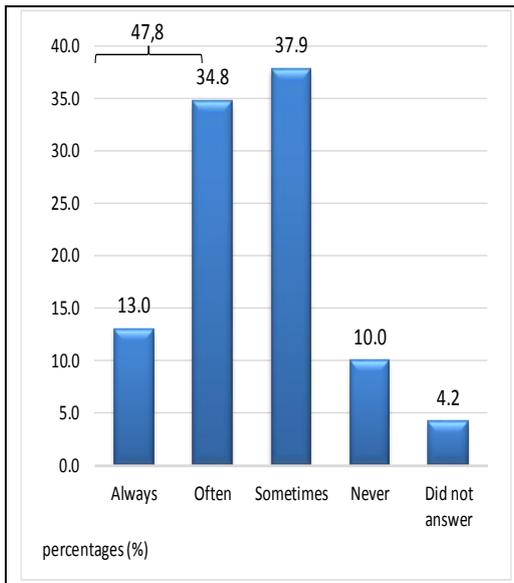
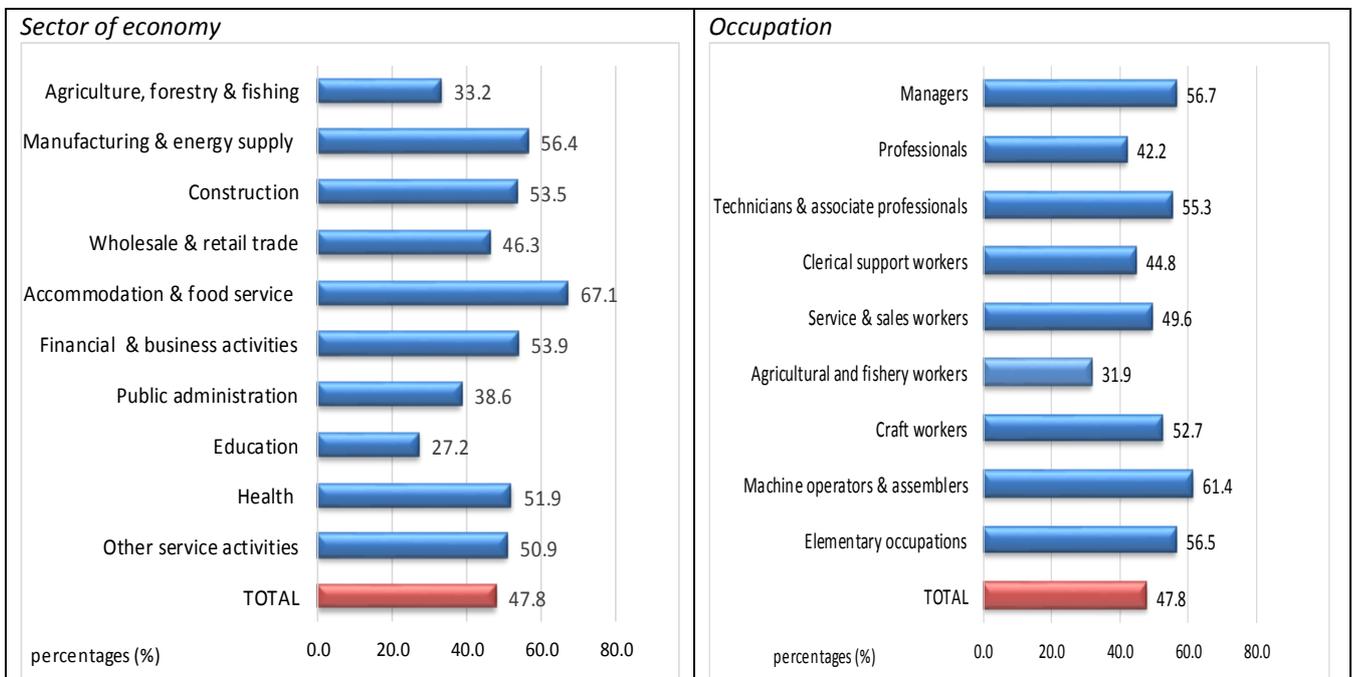


Table 6. Time pressure

Percentages (%)		Always / Often	Sometimes	Never	Did not answer
Gender	Males	50.4	36.8	8.8	4.0
	Females	44.3	39.5	11.7	4.5
Age group	15-24	50.7	34.6	9.6	5.1
	25-34	51.2	36.6	8.0	4.2
	35-44	50.6	36.6	8.8	4.1
	45-54	46.3	38.6	11.1	4.0
	55+	41.1	41.3	12.8	4.7
Level of education	Up to lower secondary	45.2	40.3	10.2	4.3
	Upper secondary & Post secondary	50.2	36.7	8.9	4.2
	Tertiary	46.3	38.2	11.3	4.2
Nationality	Greek	46.9	38.5	10.4	4.1
	Foreign	62.5	27.3	4.5	5.6
Professional status	Self employed with employees	49.5	35.4	9.8	5.4
	Self-employed without employees	37.7	45.5	13.0	3.8
	Employee	51.3	35.7	8.9	4.1
	Family workers	37.0	40.5	16.0	6.5
Size class of firm	Up to 10 employed	44.4	40.0	11.3	4.3
	More than 10 employed	52.0	35.4	8.5	4.1

- According to the survey results, 47,8% of the respondents, state that they work, to a large or to some extent, under time pressure (Graph 11). Time pressure is higher for males (50.4%), foreign nationals (62.5%), for persons working in firms with more than 10 employed persons (52.0%) and for employees (51.3%) (Table 6).
- Time pressure is also high among accommodation and food service workers (67.1%), machinery operators (61.4%) and managers (56.7%) (Graph 12).

Graph 12. Work under time pressure (always-often) by sector of economy and occupation



G. Job autonomy

Graph 13. Job autonomy

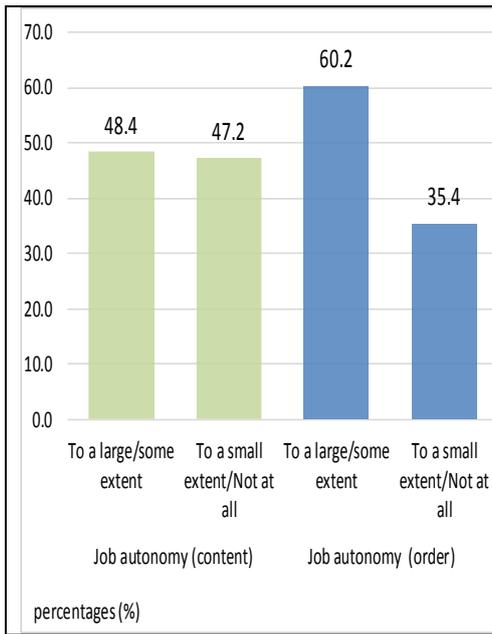
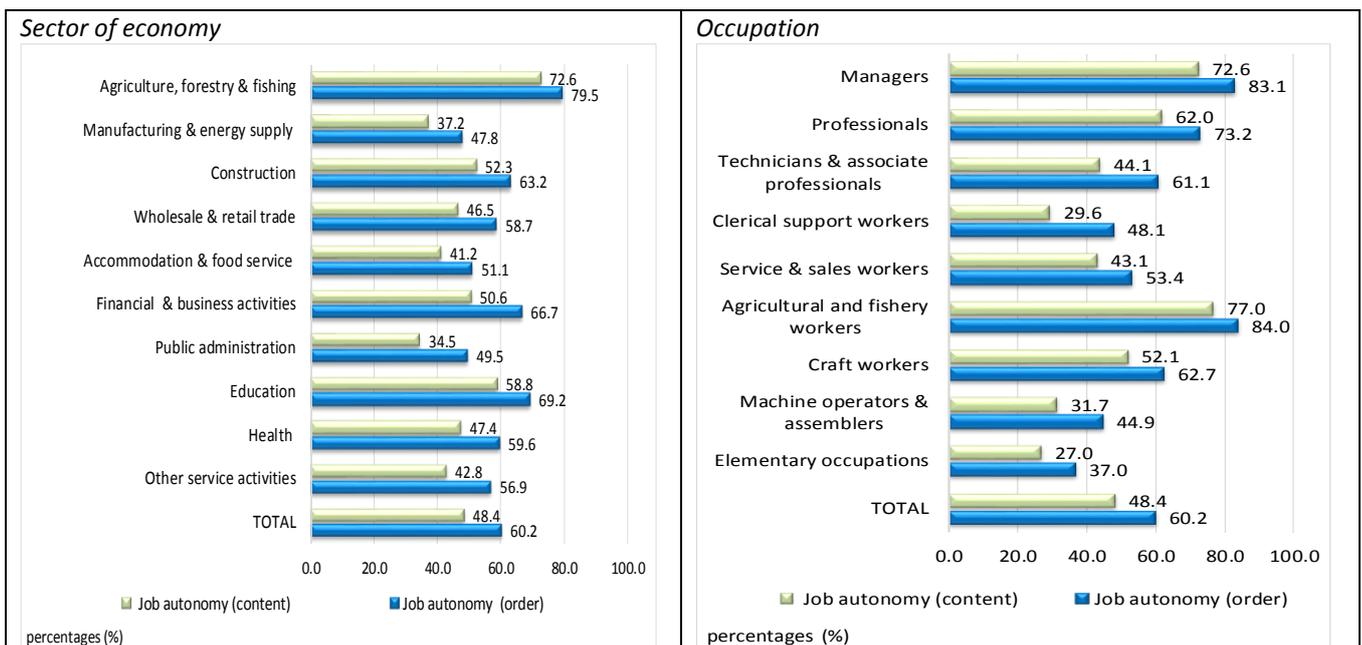


Table 7. Job autonomy

Percentages (%)		Job autonomy (content)	Job autonomy (order)
Gender	Males	50.5	62.4
	Females	45.4	57.2
Age group	15-24	31.6	42.8
	25-34	38.9	52.0
	35-44	47.8	60.5
	45-54	51.1	62.6
	55+	59.6	69.3
Level of education	Up to lower secondary	52.2	61.3
	Upper secondary & Post secondary	43.7	55.4
	Tertiary	52.0	65.4
Nationality	Greek	49.2	61.2
	Foreign	34.0	44.6
Professional status	Self-employed with employees	80.0	86.8
	Self-employed without employees	77.1	84.5
	Employee	35.1	49.1
	Family workers	67.2	74.5
Size class of firm	Up to 10 employed	59.1	68.4
	More than 10 employed	35.6	50.5

- Almost half of the respondents (48.4%) claim that they can influence the content of their tasks while 60.2% say that they can influence - to a large or to some extent - the order of their tasks at work (Graph 13).
- Autonomy to a larger extent as regards the content and order of tasks is found mainly among self-employed with employees (80.0% and 86.8%), people working in small firms with up to 10 employees (59.1% and 68.4%) and Greek nationals (49.2% and 61.2%) (Table 7).
- Autonomy to a larger extent as regards the order of tasks is more common in highly skilled occupations (managers, professionals, craft workers) with shares 83.1%, 73.2% and 62.7% respectively as well as in the agriculture, forestry and fishing sector (79.5%). Lesser autonomy regarding the content of work is found in the manufacturing and energy supply sector (37.2%), public administration (34.5%) and elementary occupations (27.0%) (Graph 14).

Graph 14. Job autonomy by economic sector and occupation by sector of economy and occupation



H. Main place of work

Graph 15. Main place of work

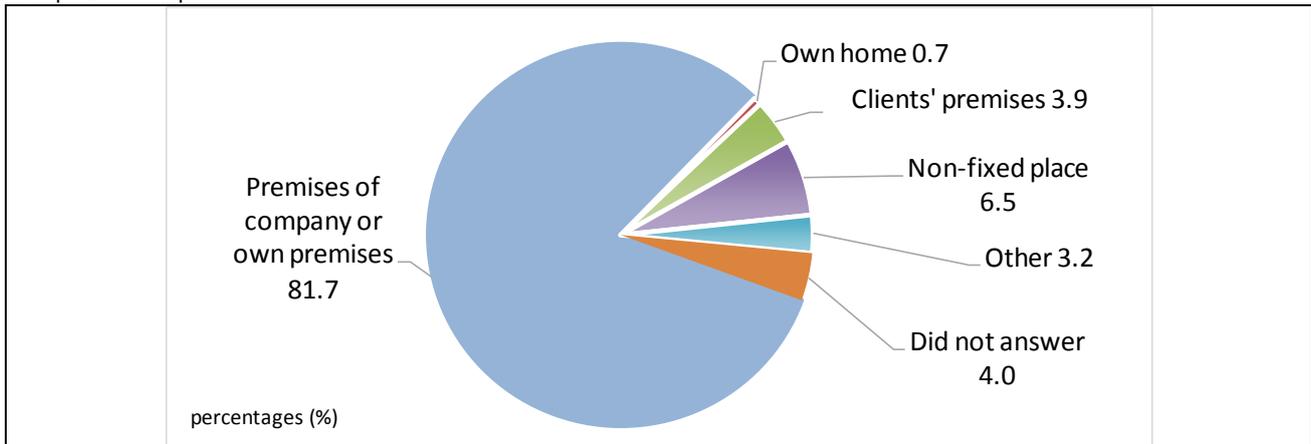


Table 8. Main place of work by sector of economy and occupation

Percentages (%)		Premises of company or own premises	Own home	Clients' premise	Non-fixed place	Other	Did not answer
Economic sector	Agriculture, forestry & fishing	79.8	0.2	0.6	3.4	12.7	3.3
	Manufacturing & energy supply	85.1	0.6	3.0	6.8	0.9	3.6
	Construction	42.6	0.4	38.3	10.6	3.9	4.2
	Wholesale & retail trade	84.5	0.4	2.1	6.3	2.6	4.2
	Accommodation & food service	88.4	0.2	0.7	3.3	2.3	5.1
	Financial & business activities	81.4	2.6	5.4	3.2	2.5	5.0
	Public administration	89.1	0.1	0.8	6.0	0.7	3.2
	Education	91.9	0.3	1.8	2.0	0.3	3.7
	Health	92.5	0.7	1.5	1.5	1.0	2.8
	Other service activities	60.6	0.8	6.2	24.5	3.5	4.5
	Occupation	Managers	88.5	0.5	1.6	1.7	4.2
Professionals		89.1	1.8	2.2	1.3	1.4	4.3
Technicians & associate professionals		84.7	1.3	3.3	3.1	3.1	4.4
Clerical support workers		92.2	0.2	0.4	2.0	0.5	4.7
Service & sales workers		85.4	0.3	2.5	4.9	2.7	4.3
Agricultural and fishery workers		79.6	0.2	0.6	2.6	13.9	3.1
Craft workers		70.6	0.6	17.3	4.6	2.8	4.0
Machine operators & assemblers		44.2	0.3	2.5	48.4	1.4	3.3
Elementary occupations		75.4	0.1	10.1	9.5	1.1	3.8

- As regards the place where tasks of the main job are performed, 81.7% of the respondents say that they work at employers' or their own premises (Graph 15). This is mainly the case for office workers (92.2%), professionals (89.1%) and managers (88.5%) as well as for persons working in the sectors of health (92.5%), education (91.9%) and public administration (89.1%) (Table 8).
- Only 3.9% of the respondents work at clients' premises (Graph 15). A share of 38.3% of them work in the construction sector. 17.3% are craft workers and 10.1% are employed in elementary occupations (Table 8).
- Working in a non-fixed place was reported by 6.5% of the respondents (Graph 15). The shares are higher for machinery operators (48.4%), for those working in the construction industry (10.6%) or in other service activities (24.5%) (Table 8).

I. Work on other location than the main place of work

Graph 16. Work on other location than the main place of work

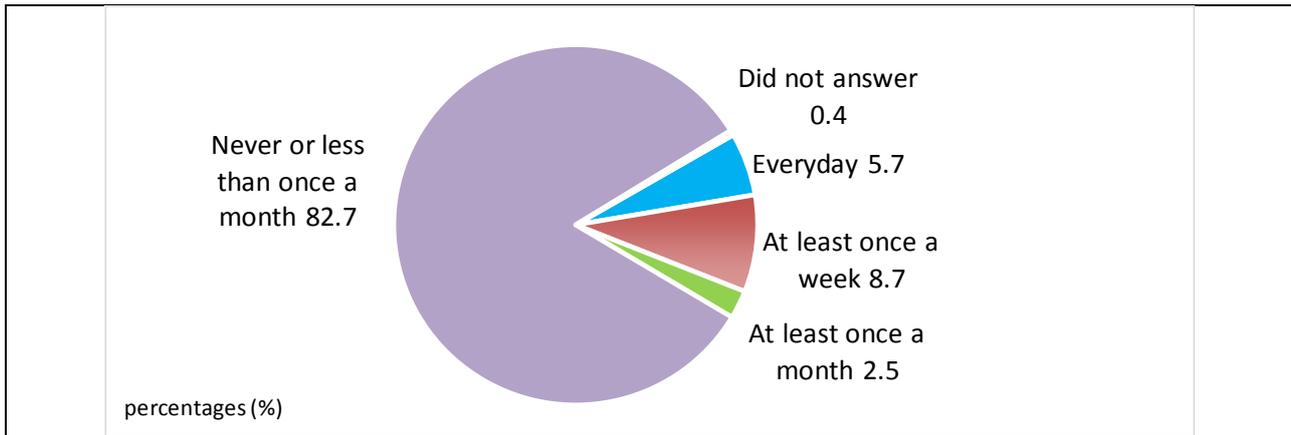


Table 9. Work on other location than the main place of work by sector of economy and occupation

Percentages (%)		Everyday	Not everyday but at least once a week	Not every week but at least once a month	Less than once a month or never	Did not answer
Economic sector	Agriculture, forestry & fishing	5.7	5.5	1.1	87.2	0.5
	Manufacturing & energy supply	5.8	6.9	1.0	86.1	0.2
	Construction	10.3	19.1	11.5	56.2	2.9
	Wholesale & retail trade	4.1	8.3	1.1	86.2	0.3
	Accommodation & food service	2.5	6.8	0.6	89.8	0.3
	Financial & business activities	5.8	13.5	5.3	75.2	0.2
	Public administration	4.5	8.6	5.6	80.8	0.5
	Education	2.4	7.9	0.5	89.1	0.1
	Health	1.3	7.4	1.5	89.7	0.1
	Other service activities	16.3	7.7	2.3	72.8	0.9
Occupation	Managers	3.9	7.8	3.1	84.9	0.2
	Professionals	2.7	10.3	4.2	82.6	0.2
	Technicians & associate professionals	4.2	9.3	2.7	83.5	0.3
	Clerical support workers	2.0	6.9	0.9	89.9	0.3
	Service & sales workers	3.6	9.2	1.2	85.7	0.3
	Agricultural and fishery workers	5.1	5.0	1.0	88.4	0.5
	Craft workers	6.7	12.1	5.1	75.0	1.0
	Machine operators & assemblers	27.6	5.5	1.3	64.4	1.3
	Elementary occupations	7.8	9.0	1.7	81.1	0.4

- 82.7% of the respondents, report that they rarely or never change workplace (Graph 16). This is more common among persons working in health (89.7%), education (89.1%), and accommodation-food service (89.8%) sectors (Table 9).
- On the other hand, 5.7% of the employees say that they change workplace every day (Graph 16). This is more frequent among machinery operators (27.6%), those working in the construction sector (10.3%) or other services (16.3%). Change of location, at least once a week, is reported by construction workers (19.1%), craft workers (12.1%), professionals (10.3%) and by those involved in financial and business activities (13.5%) (Table 9).

J. Commuting time

Graph 17. Commuting time

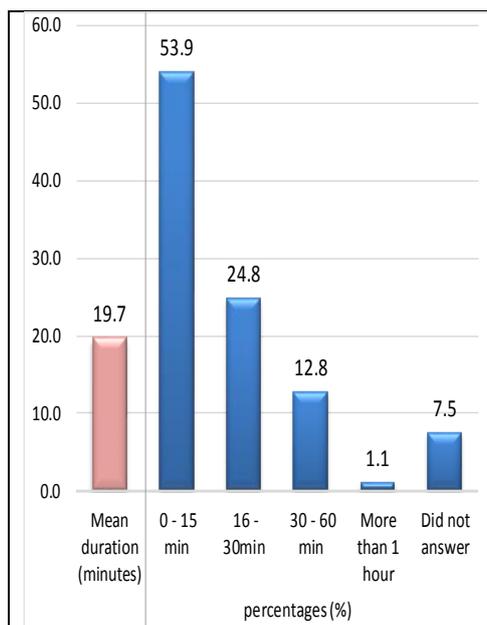
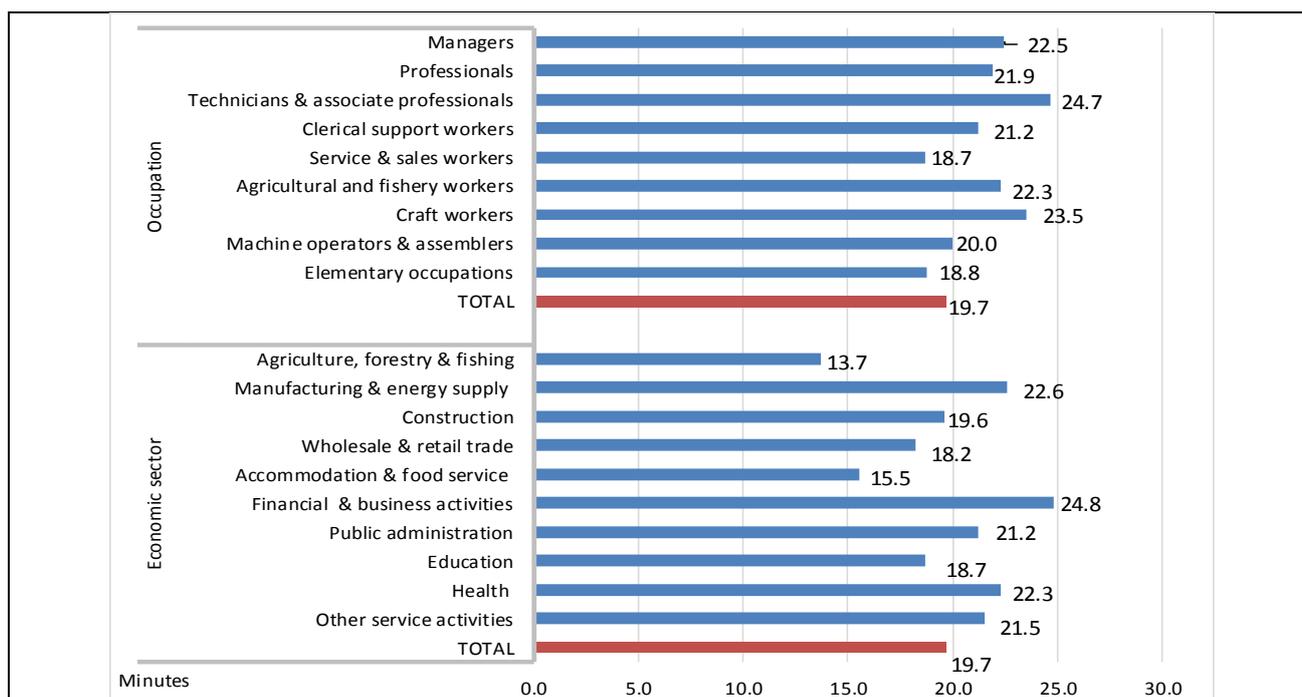


Table 10. Commuting time

Percentages (%)		Mean duration of travel (minutes)	Commuting time interval (percentages %)				
			Duration 0 - 15 min	Duration 16 - 30 min	Duration 31 - 60 min	Duration more than 1 hour	Did not answer
Gender	Males	19.2	53.6	25.1	11.9	0.9	8.4
	Females	20.2	54.3	24.3	13.9	1.3	6.3
Nationality	Greek	19.6	54.2	24.7	12.7	1.1	7.2
	Foreign	20.5	47.9	25.2	13.7	1.0	12.2
Age group	15-24	19.8	53.0	25.1	13.4	0.5	8.1
	25-34	20.6	52.2	25.6	14.0	1.2	7.0
	35-44	20.3	51.7	26.1	13.7	1.1	7.3
	45-54	19.4	54.4	24.5	12.3	1.1	7.7
	55+	18.0	58.7	21.8	10.4	1.0	8.1
Level of education	Up to lower secondary	15.7	63.0	20.4	6.2	0.5	9.9
	Upper secondary & Post secondary	19.1	55.3	24.2	11.9	0.9	7.7
	Tertiary	22.3	47.4	27.7	17.3	1.6	6.0
Degree of urbanisation	Densely populated areas	23.8	41.9	30.6	19.6	1.5	6.5
	Intermediate areas	19.4	55.9	22.7	12.7	1.2	7.5
	Thinly populated areas	14.1	68.0	19.1	3.4	0.4	9.0
Professional status	Self-employed with employees	15.1	66.2	19.3	6.7	0.2	7.6
	Self-employed without employees	14.6	68.2	15.4	5.7	0.7	10.1
	Employee	22.0	47.2	28.8	16.1	1.3	6.7
Size class of firm	Up to 10 employed	16.2	63.4	19.5	7.7	0.6	8.8
	More than 10 employed	23.6	42.6	31.0	18.8	1.7	5.9

- The average commuting time for all employed persons is estimated at 19.7 minutes (Graph 17). The longest average commuting time is reported by persons living in densely populated areas (23.8 minutes), by persons working in firms with more than 10 employed persons (23.6 minutes), and by employees (22.0 minutes) while the shortest average commuting time is reported by respondents living in thinly populated areas (14.1 minutes) and by self-employed without employees (14.6 minutes) (Table 10).
- As regards the economic sector and occupation of the respondents, the longest average commuting time is reported by persons involved in financial and business activities (24.8 minutes) and by technicians and associate professionals (24.7 minutes) while the shortest commuting time is reported by workers in agriculture, forestry and fishing (13.7 minutes) and service and sales workers (18.7 minutes) (Graph 18).

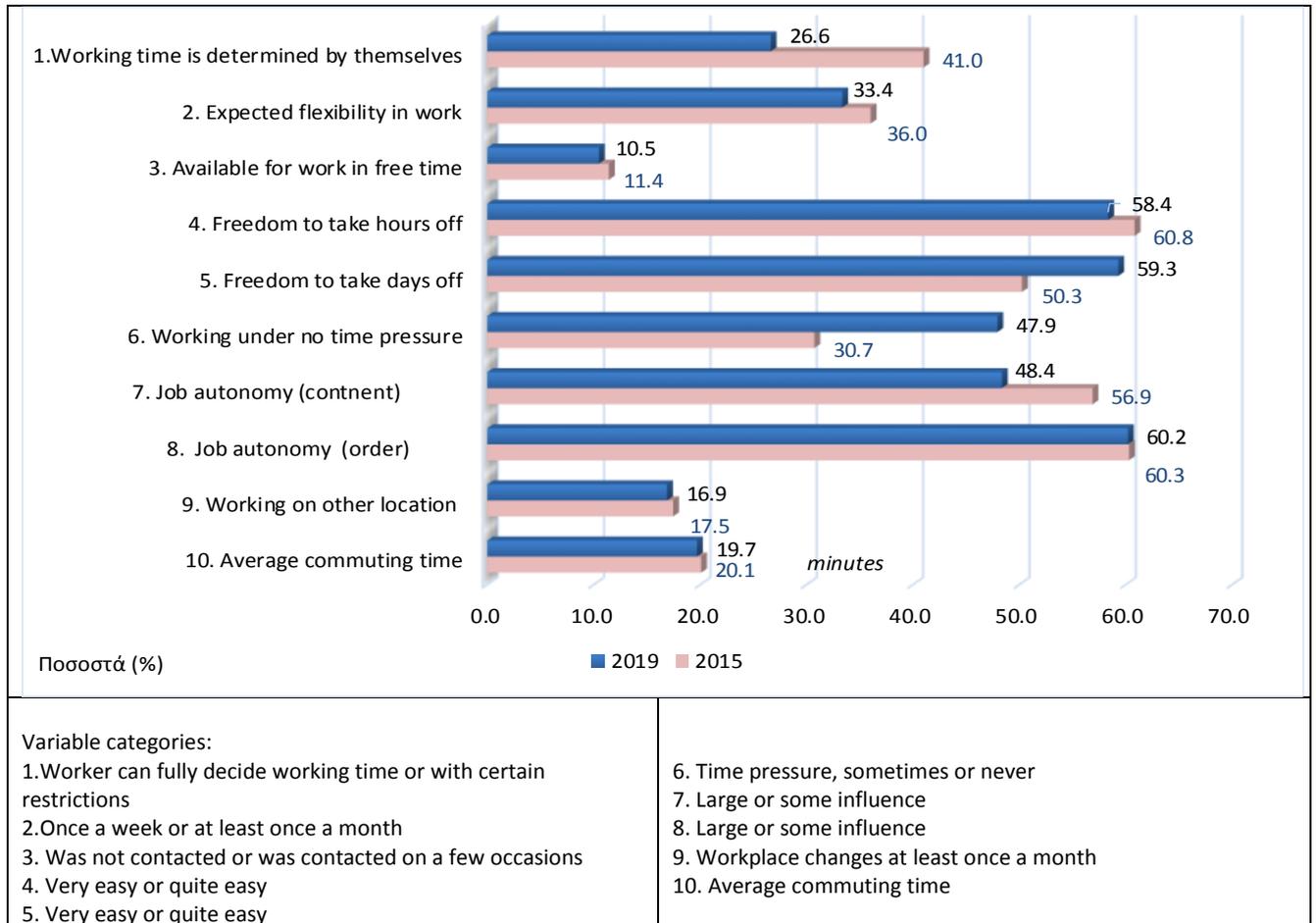
Graph 18. Commuting time by economic sector and occupation



K. Comparison with the ad hoc survey of 2015

A similar ad hoc survey on work organization and working time regulation was carried out in 2015. In Graph 19 a comparison of the results of the two surveys is presented.

Graph 19. Comparison of the ad hoc survey of 2019 and 2015



Comparing the results of the 2019 and 2015 ad hoc surveys, the following conclusions are drawn:

- The autonomy of workers has been reduced, not only in terms of working hours but also in terms of their work content. In particular, the share of people who say they determine the beginning and the end of their work has decreased from 41.0% to 26.6% while the share of the respondents who say they can influence the content of their work has decreased from 56.9% to 48.4%.
- In comparison with the 2015 survey results, less respondents say in 2019 that they can take a leave for 1-2 hours from work on short notice (58.4% against 60.8%) but more respondents report that they can take a leave for one or two days (59.3% against 50.3%).
- There is no significant difference regarding the workplace and working hours. Specifically, less respondents change often their workplace (16.9% against 17.5% in 2015) and less deal with out-of-hours work issues (10.5% against 11.4%).
- It should be noted that the proportion of workers who say they are working under time pressure has been relatively reduced (47.9% in 2019 in contrast to 30.7% in 2015).
- The average commuting time has slightly decreased in 2019 as compared to 2015 (19.7 min and 20.1 min, respectively).

EXPLANATORY NOTES

Survey on work organization and working time arrangements The ad-hoc survey on “work organization and working time arrangements” was conducted in the 2nd quarter of 2019 together with the Labor Force Survey. Its main objective was to collect data on the degree of flexibility in working time, work organization methods and place of work.

Legislation Regulation (EU) 2017/2384, 19/12/2017

Reference Period The reference period is the reference week, as defined in the Labor Force Survey (LFS).

Coverage The target population of the Quarterly LFS comprises all persons living in private households. The ad-hoc survey on “work organization and working time arrangements” addressed a subset of that population, and, in particular, employed persons aged 15 and over.

Definitions - Clarifications **Days take-off on a short notice:** Sick leave, long-term and planned vacations of any duration are not included. At short notice means within one working day.

Change of working times: Overtime is also included

Economic sector	NACE rev2 sectors
Agriculture, forestry & fishing	A
Manufacturing & energy supply	B-E
Construction	F
Wholesale & retail trade	G
Accommodation & food service	J
Professional & financial activities	K
Public administration	P
Education	Q
Health	R
Other service activities	H, Z, Y, T, S
Occupation	ISCO-08
Managers	1
Professionals	2
Technicians & associate professionals	3
Clerical support workers	4
Service & sales workers	5
Agricultural, forestry & fishery workers	6
Craft workers	7
Machine operators & assemblers	8
Elementary occupations	9

Methodology The ad-hoc 2019 survey estimates are produced by means of a suitable unbiased estimator which takes into account a) the probability of selection of every sampled household, b) the response rate in every primary sampling unit, c) the estimated population, allocated by NUTS II region, gender and age group.

References More information (tables, methodology) about the ad-hoc module can be found on ELSTAT website: <http://www.statistics.gr/en/statistics/-/publication/SJO31/>