

June, 17th 2016

Work organisation and working time arrangements – Labour Force Survey ad hoc module 2nd quarter of 2015

Work organisation and working time arrangements

Statistics Portugal publishes the results of the Labour Force Survey ad hoc module 2015 on “Work organisation and working time arrangements”.

This dissemination consists on a thematic article and a set of data organised in three sub-modules: flexibility of working times, methods at work and place of work.

1. Introduction

In the 2nd quarter of 2015, Statistics Portugal conducted the Labour Force Survey ad hoc module 2015 on “Work organisation and working time arrangements”, whose results are now published.

The module includes eleven additional variables to the core Labour Force Survey ones, which are organised in three sub-modules:

1. Flexibility of working times (Tables 1 to 5).
2. Methods at work (Tables 6 to 8).
3. Place of work (Tables 9 to 11).

The target population of the module are the persons resident in Portugal with 15 years old or over who were considered to be employed in the reference weeks of the 2nd quarter of 2015 (4 580.8 thousand people). Considering the nature of the questions asked, the persons self-employed in agriculture or fishing for own-consumption purposes were excluded from the survey scope.

A more detailed analysis of the module results, available as an annex to this press release¹, characterises the work organisation and working time arrangements by a set of dimensions considered to be relevant for the study of this topic, both of socio-demographic nature (NUTS II region of residence, age group and completed level of education) and of employment’s characterisation (labour status, work contract, work duration regime, main economic activity of the employer and occupation).

2. Main results

In this press release, the main results of the module are presented by sub-module.

Flexibility of working times:

- Two thirds of the employed population in the 2nd quarter of 2015 (66.8%) declares not having influence in setting the start and end of the working times (these are decided by the employer or

¹ Also available at www.ine.pt, option Statistical information / Studies / Theme = Labour Market (only available in Portuguese).

organisation). This situation is more frequent among women (71.5%) than men (62.2%) (Table 1).

- For 62.9% of the employed population it seems to be quite easy or very easy to take one or two hours off for personal or family matters at short notice (Table 2), but that proportion decreases to 39.9% when referring to the possibility of taking one or two days of leave at short notice (Table 3). In both cases, there are more men stating that is quite easy or very easy to benefit from those options (64.0% for men and 61.7% for women, in the first case; 41.7% for men and 38.0% for women, in the second one).
- 68.7% of the employed population needs to change the working times occasionally (less than every month) due to work demands. Women are the ones that less frequently have to change their working times (72.6% against 65.0% of men) (Table 4).
- More than half of the employed population (56.6%) refers not having been contacted outside working hours in the last two months for professional matters. This situation is more often reported by women (62.6%) than men (50.8%) (Table 5).

Methods at work:

- The record of working times is done by 55.3% of the employed population, being more the women saying that follow this procedure (59.3%) than men (51.5%). The electronic registration is the most frequent method, performed by 21.0% of the total

employed population, 18.8% of men and 23.3% of women (Table 6).

- More than half of the employed population (55.5%) states to work under time pressure (to a large or to some extent), a feeling reported similarly by both sexes (56.0% of women and 55.1% of men) (Table 7).
- Almost two thirds of the employed population (63.1%) states to be able to influence both the contents and the order of tasks performed, a situation reported by 63.3% of women and by 62.9% of men (Table 8).

Place of work:

- The employer's premises or own premises are the main place of work for 71.9% of the employed population, with notable differences between men (61.6%) and women (82.7%) (Table 9). Additionally, the majority of the employed population (66.2%) indicates never to work on other location than the main place of work, being more the women (72.4%) than the men (60.2%) doing this statement (Table 11).
- About half of the employed population (51.3%) takes less than 15 minutes to get from home to work, 30.5% takes between 15 to less than 30 minutes and 14.1% takes between 30 to less than 60 minutes. Only 3.9% of the employed population takes one hour or over in that commute (Table 10).

Table 1: Employed population by sex and extent to which worker can determine the start and end of working times

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
Worker can fully decide working times	553.7	336.2	217.6	12.1	14.4	9.7
Worker can decide working times with certain restrictions	537.9	299.6	238.3	11.7	12.8	10.6
Employer or organization decides working times	3,058.0	1,453.6	1,604.5	66.8	62.2	71.5
Not applicable / Unknown	431.1	246.2	184.9	9.4	10.5	8.2

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 2: Employed population by sex and possibility to take one or two hours off for personal or family matters at short notice

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
Very easy	908.6	518.6	390.0	19.8	22.2	17.4
Quite easy	1,970.7	976.0	994.7	43.0	41.8	44.3
Quite difficult	823.7	369.6	454.1	18.0	15.8	20.2
Very difficult	388.1	194.3	193.7	8.5	8.3	8.6
Not applicable / Unknown	489.8	276.9	212.8	10.7	11.9	9.5

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 3: Employed population by sex and possibility to take one or two days of leave at short notice

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
Very easy	308.9	170.8	138.1	6.7	7.3	6.2
Quite easy	1,517.6	803.2	714.4	33.1	34.4	31.8
Quite difficult	1,318.7	648.2	670.5	28.8	27.8	29.9
Very difficult	898.1	409.8	488.3	19.6	17.5	21.7
Not applicable / Unknown	537.4	303.6	233.8	11.7	13.0	10.4

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 4: Employed population by sex and frequency of the situation that the worker has to change working times required by work

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
Every week	671.6	398.2	273.4	14.7	17.1	12.2
Less than every week but at least every month	294.6	151.7	142.9	6.4	6.5	6.4
Less than every month	3,147.5	1,517.3	1,630.3	68.7	65.0	72.6
Not applicable / Unknown	467.0	268.3	198.7	10.2	11.5	8.8

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 5: Employed population by sex and frequency that worker was contacted outside working hours in the last two months with expectation to take action at short notice

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
Was not contacted in the last 2 months	2,591.3	1,185.5	1,405.8	56.6	50.8	62.6
Was contacted on a few occasions	800.7	428.7	372.0	17.5	18.4	16.6
Was contacted several times and was expected to act at short notice	538.3	347.7	190.6	11.8	14.9	8.5
Was contacted several times and was not expected to act at short notice	174.2	96.3	77.9	3.8	4.1	3.5
Not applicable / Unknown	476.3	277.2	199.1	10.4	11.9	8.9

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 6: Employed population by sex and method of recording the working hours

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
Hours are not recorded at all	1,423.7	772.4	651.3	31.1	33.1	29.0
Records own working hours	502.2	231.3	270.8	11.0	9.9	12.1
Clocking cards	510.6	230.6	279.9	11.1	9.9	12.5
Electronic registration	961.6	439.1	522.5	21.0	18.8	23.3
Superior or colleagues manually	468.6	240.3	228.3	10.2	10.3	10.2
Other method	90.6	60.6	29.9	2.0	2.6	1.3
Not applicable / Unknown	623.6	361.1	262.5	13.6	15.5	11.7

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 7: Employed population by sex and extent to which person works under time pressure

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
To a large extent	743.5	364.8	378.7	16.2	15.6	16.9
To some extent	1,799.9	922.3	877.6	39.3	39.5	39.1
Just a little	669.6	341.3	328.3	14.6	14.6	14.6
Not at all	880.5	425.6	454.9	19.2	18.2	20.3
Not applicable / Unknown	487.2	281.4	205.8	10.6	12.0	9.2

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 8: Employed population by sex and possibility to influence contents and order of tasks

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
Able to influence both contents and order of tasks	2,889.8	1,468.2	1,421.6	63.1	62.9	63.3
Able to influence contents but not order of tasks	221.0	112.3	108.6	4.8	4.8	4.8
Able to influence order but not content of tasks	266.6	113.8	152.7	5.8	4.9	6.8
Able to influence neither contents nor order of tasks	691.1	349.6	341.6	15.1	15.0	15.2
Not applicable / Unknown	512.3	291.5	220.8	11.2	12.5	9.8

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 9: Employed population by sex and place where worker is carrying out the work activities

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
Employers' premises or own premises	3,294.8	1,438.1	1,856.7	71.9	61.6	82.7
Home	68.3	31.5	36.8	1.5	1.3	1.6
Clients' premises	352.6	259.1	93.5	7.7	11.1	4.2
Car or vehicle	112.2	98.4	13.8	2.4	4.2	0.6
Working outside	285.3	237.1	48.2	6.2	10.2	2.1
Other	31.0	21.8	9.2	0.7	0.9	0.4
Not applicable / Unknown	436.7	249.6	187.1	9.5	10.7	8.3

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 10: Employed population whose place of work is the employers' premises or own premises by sex and time to get from home to work

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	3,294.8	1,438.1	1,856.7	100.0	100.0	100.0
Less than 15 minute	1,689.1	716.2	973.0	51.3	49.8	52.4
15 to less than 30 minutes	1,004.9	448.8	556.1	30.5	31.2	29.9
30 to less than 60 minutes	464.6	205.8	258.8	14.1	14.3	13.9
60 to less than 90 minutes	108.7	50.8	57.9	3.3	3.5	3.1
90 minutes or longer	20.3	12.1	8.1	0.6	0.8	0.4
Not applicable / Unknown	7.2	4.4	2.8	0.2	0.3	0.2

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

Table 11: Employed population by sex and frequency of work on other location than the main place of work

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
Total	4,580.8	2,335.5	2,245.3	100.0	100.0	100.0
At least every week	699.0	444.6	254.4	15.3	19.0	11.3
Less than every week but at least every month	182.2	106.3	75.9	4.0	4.6	3.4
Less than every month	220.5	123.3	97.2	4.8	5.3	4.3
Never	3,031.6	1,406.3	1,625.3	66.2	60.2	72.4
Not applicable / Unknown	447.6	255.0	192.6	9.8	10.9	8.6

Source: Statistics Portugal, Labour Force Survey ad hoc module 2015 "Work Organisation and Working Time Arrangements".

TECHNICAL NOTE

The main purpose of the Labour Force Survey is to characterise the population in terms of the labour market. It is a quarterly sample survey, addressed to families occupying the same dwelling in the national territory, which makes available quarterly and annual data.

Most of the characteristics observed in this survey report to the situation in one pre-defined week (from Monday to Sunday), known as *reference week*. The reference weeks are uniformly distributed throughout the quarters and years. The interviews usually take place in the week following the reference week.

The information is obtained directly, through computer-assisted interview, by using a mixed data collection mode: the initial interview is done face-to-face by an interviewer visiting the household and the other five interviews are done by telephone, if certain requirements are met.

The Labour Force Survey methodological document is available (only in Portuguese) at:

<http://smi.ine.pt/DocumentacaoMetodologica/Detalhes/1362>

Labour Force Survey ad hoc modules

The ad hoc modules are thematic surveys, of small dimension, on issues considered of interest for the characterisation of the labour market and are intended to supplement the information gathered from the core questionnaire of the Labour Force Survey. The questions of these surveys are meant primarily to obtain more detailed information on a specific topic that will be used to define and/or monitor specifically European policy initiatives. Since they are meant to monitor European public policies, the ad hoc modules are performed every year and their themes are repeated cyclically, depending on the needs and interest of the topic under analysis.

In Portugal, the ad hoc modules are performed together with the Labour Force Survey in the 2nd quarter of each year and are directed to the resident population throughout the national territory.

The extrapolation of the results, such as in the Labour Force Survey, is made from a regional weights system, determined from independent population estimates. These weights are a function of the following variables: NUTS II region by sex and five-year age groups and also NUTS III region (or aggregations) by sex or large age groups.

The methodological choices inherent to the operationalization of the Labour Force Survey ad hoc module 2015 on "Work organisation and working time arrangements" are described in the methodological document of this statistical operation available on the Statistics Portugal Portal (only available in Portuguese):

<http://smi.ine.pt/DocumentacaoMetodologica/Detalhes/1306>

Employed concept: person aged 15 years old or over whom, during the reference period, was in one of the following situations:

- had worked for at least one hour for a wage or salary, in cash or in kind;
- had a formal attachment to his/her job but was temporarily not at work;
- had an enterprise but was temporarily not at work for any specific reason;
- was in early retirement but working in the reference period.

Published data were calibrated by using the population estimates calculated from the final results of Census 2011.

Due to rounding, the totals in tables do not always match the sum of parts.