

EUROPEAN ECONOMY

EUROPEAN COMMISSION
DIRECTORATE-GENERAL FOR ECONOMIC AND FINANCIAL AFFAIRS



REPORTS AND STUDIES

PERFORMANCE OF THE EUROPEAN UNION LABOUR MARKET

Results of an *ad hoc* labour market survey covering
employers and employees

European Economy appears twice a year. It contains important reports and communications from the Commission to the Council and the Parliament on the economic situation and developments. As a complement to *European Economy*, the series *Reports and studies* will be published on problems concerning economic policy.

Two supplements accompany the main periodical:

- Series A—‘Economic trends’ appears monthly except in August and describes in a more succinct way financial and economic developments in the European Union.
- Series B—‘Business and consumer survey results’ gives the main results of opinion surveys of chief executives (orders, stocks, production outlook, etc.) and of consumers (economic and financial situation and outlook, etc.) in the Community, and other business cycle indicators. It also appears monthly, with the exception of August.

Subscription terms are shown on the back and the addresses of the sales offices are shown on page 3 of the cover.

Unless otherwise indicated the texts are published under the responsibility of the Directorate-General for Economic and Financial Affairs of the European Commission, rue de la Loi 200, B-1049 Brussels, to which enquiries other than those related to sales and subscriptions should be addressed.

European Commission

EUROPEAN ECONOMY

Reports and studies

Directorate-General for Economic and Financial Affairs

1995

Number 3

Performance of the European Union labour market

**Results of an *ad hoc* labour market
survey covering employers and employees**

Abbreviations and symbols used

Member States

B	Belgium
DK	Denmark
D	Germany
WD	West Germany
GR	Greece
E	Spain
F	France
IRL	Ireland
I	Italy
L	Luxembourg
NL	The Netherlands
AT	Austria
P	Portugal
FI	Finland
SE	Sweden
UK	United Kingdom
EUR 9	European Community excluding Greece, Spain and Portugal
EUR 10	European Community excluding Spain and Portugal
EUR 12–	European Community, 12 Member States including West Germany
EUR 12+	European Community, 12 Member States including Germany
EUR 15	European Community, 15 Member States
EUR 15–	European Community, 15 Member States including West Germany

Currencies

ECU	European currency unit
BFR	Belgian franc
DKR	Danish crown (krone)
DM	German mark (Deutschmark)
DR	Greek drachma
ESC	Portuguese escudo
FF	French franc
HFL	Dutch guilder
IRL	Irish pound (punt)
LFR	Luxembourg franc
LIT	Italian lira
PTA	Spanish peseta
UKL	Pound sterling
USD	US dollar
SFR	Swiss franc
YEN	Japanese yen
CAD	Canadian dollar
ÖS	Austrian schilling
R	Russian rouble

Other abbreviations

ACPs	African, Caribbean and Pacific countries having signed the Lomé Convention
ECSC	European Coal and Steel Community
EDF	European Development Fund
EIB	European Investment Bank
EMCF	European Monetary Cooperation Fund
EMS	European Monetary System
ERDF	European Regional Development Fund
Euratom	European Atomic Energy Community
Eurostat	Statistical Office of the European Communities
GDP (GNP)	Gross domestic (national) product
GFCF	Gross fixed capital formation
LDCs	Less-developed countries
Mio	Million
Mrd	1 000 million
NCI	New Community Instrument
OCTs	Overseas countries and territories
OECD	Organization for Economic Cooperation and Development
OPEC	Organization of Petroleum Exporting Countries
PPS	Purchasing power standard
SMEs	Small and medium-sized enterprises
toe	Tonne of oil equivalent
:	Not available

Contents

Foreword	1
1. Introduction	3
1.1. History of the <i>ad hoc</i> labour market survey	3
1.2. Coverage and structure of the survey	3
1.2.1. In industry	3
1.2.2. In retail trade	3
1.2.3. Among employees	5
2. The 1994 EU labour market survey in the context of an active employment policy in the European Union	6
2.1. High unemployment demands action	6
2.2. The challenges and medium-term prospects	6
2.3. Interrelationships between macroeconomic and structural policies	7
2.4. Growth potential: longer plant operating times	8
2.5. European workers are ready for more flexible employment conditions	10
2.6. Shorter working hours for growth with a higher employment content	11
2.7. The European labour market and external flexibility	12
2.8. Elimination of skill shortages	12
3. Employment and labour market flexibility: the employees' viewpoint	13
3.1. Overview	13
3.2. Unemployment in the European Union	14
3.2.1. Scale and duration of unemployment	14
3.2.2. Occupational qualification of unemployed workers	17
3.3. Internal flexibility	17
3.3.1. The arrangement and distribution of working time	17
3.3.2. Flexible employment conditions	19
<i>Box 1: Non-standard labour contracts</i>	20
3.3.3. Temporary and part-time contracts	21
3.4. External flexibility	21

4. Potential for employment in industry and retail trade: the results of the survey among firms	23
4.1. Overview	23
4.2. Industry	24
4.2.1. Working time and plant operating hours	24
<i>Box 2:</i> Calculation of operating hours	27
4.2.2. Flexible employment conditions	27
4.2.3. Employment plans of industrial companies	29
<i>Box 3:</i> Employment protection legislation: regulations for worker dismissals	31
4.3. Retail trade	31
4.3.1. Working time and opening hours	31
4.3.2. Retailers' employment plans	33
Annexes	37
I — Questionnaires	39
II — List of institutes	50
III — Tables of results	51

Tables

1. Structure of workforce in industry	4
2. Structure of workforce in retail trade	5
3. Structure of the group of respondents to the survey among employees	5
4. Growth, productivity, real employee compensation and unemployment	13
5. Duration of unemployment	16
6. Occupational qualification	17
7a. Contractual and preferred working time	18
7b. Actual and preferred working time	18
8a. Incidence of flexible working practices	19
8b. Readiness to work different working hours	20
9. Temporary and part-time contracts	21
10. Employment, productivity and relative prices in agriculture, industry and services	23
11. Contractually agreed working time and shift work in industry	24
12. Operating hours in industry	25
13. Flexible time in industry	29
14. Prospective trend of employment in industry	29
15. Working hours and opening hours in retail trade	32
16. Trend in retail trade opening hours	32
17. Reasons for not increasing retail trade opening hours	33
18. Prospective trend of employment in retail trade	35

Graphs

1. Capital productivity and operating time	9
2. Costs and operating hours	9
3. Individual working time and operating hours	10
4a. Employees who have been unemployed for four weeks or more	15
4b. Number of periods of unemployment	15
4c. Duration of unemployment	15
5. Number of periods of unemployment — EC	16
6. Preference for higher wage or shorter working time	19

7.	Reasons not to work in other EU countries	22
8.	Average number of operating hours	26
9.	Expected variation in operating hours in the next 12 to 24 months	28
10.	Obstacles to expanding operating time	28
11.	Obstacles to employing more workers	30
12.	Reasons for not increasing opening hours	34
13.	Possibility of increasing earning capacity by extending opening hours	34
14.	Employment situation in relation to the sales level	35
15.	Obstacles to employing more workers	36

Foreword

High unemployment in Europe will be the main social, economic and sociopolitical challenge in the years ahead. It casts a dark shadow over the Union's future prospects and poses a threat to the Union's economic and social cohesion. Although there is no miracle cure for the problems of underemployment, a comprehensive approach must be adopted in combating unemployment. The Union has agreed on a new economic and social strategy based on the Commission's White Paper on growth, competitiveness and employment in the Community. It is vitally important that the problem areas of growth, competitiveness and employment are tackled using a common approach.

The conditions at the outset are favourable. The current economic recovery in the European Union as a whole is soundly based, being underpinned by strong export growth and increasing levels of investment. What is needed now is to transform the incipient recovery into a long-lasting growth process that makes for sustained reductions in unemployment and strengthens cohesion within the Union. Labour market policies have an important part to play here; they are an indispensable complement to the macroeconomic components of the growth strategy, they set the scene for better results in terms of job creation and they help mitigate social exclusion. The Essen European Council's conclusions on the labour market focus on the following five areas:

- (i) improving employment opportunities for the labour force by promoting investment in vocational training;
- (ii) increasing the employment-intensity of growth;
- (iii) reducing non-wage labour costs;
- (iv) improving the effectiveness of labour market policy;
- (v) improving measures to help groups particularly hard hit by unemployment.

The successful implementation of the Essen European Council's conclusions must and will make a substantial contribution to the overall success of the strategy. A fundamental requirement for labour market decisions conducive to even more effective policies is the availability of the most wide-ranging quantitative and qualitative information possible. That is why the Commission carried out an extensive empirical study (*ad hoc* surveys) in the summer of 1994 on certain aspects of the labour market. Substantial elements of the surveys are comparable with the survey results from 1985 and 1989. The findings provide much information that can be used in the present reform of labour markets. In particular, they show that, in the opinion of both managers and employees, there is considerable room for greater flexibility on European labour markets that should be exploited so as to improve the employment situation through cooperation on the part of all those involved.

H. MATTHES

Chairman of the Editorial Board

European Economy

1. Introduction¹

1.1. History of the *ad hoc* labour market survey

The *ad hoc* labour market surveys carried out in 1985 and 1989 proved to be an excellent source of information and enabled more detailed analyses of the labour market trend in the Community to be undertaken. The results also provided an additional basis for the formulation of employment policy objectives. In June 1994, five years after the last survey, this experience encouraged the Commission's Directorate-General for Economic and Financial Affairs to conduct a comparable survey among managers in industry and in the retail trade, and among employees in the Member States.

After close examination, the original intention of repeating the survey in 1993 after four years — the same interval as between 1985 and 1989 — was abandoned because of the possible source of error that could have arisen owing to the very wide differences in the economic situation between Member States. It was decided to postpone the survey until such time as the economic trend was comparable with that of spring 1985 and 1989. The beginning of summer 1994, when the cyclical upturn was increasingly taking shape, proved suitable.

As in 1985 and 1989, the economic research institutes, survey organizations, and national statistical offices which carry out the monthly business survey for the Commission were asked to undertake this survey in 1994.

1.2. Coverage and structure of the survey

This decision did much to ensure the high quality of results, since reliable and sound samples were thus also available for the *ad hoc* labour market survey. Moreover, the results of the labour market survey may be directly compared with the results of the corresponding monthly business surveys. The number questioned and the structure of the sample ensure that the overall results are representative for each of the Member States and for the Community as a whole. The Community averages should not be impaired by the lack of figures for Denmark in industry, Ireland and Luxembourg in retail trade and Luxembourg among employees. The questionnaires used a list of the institutes involved and can be found in Annexes I and II,

respectively. The full results of the survey are given in tabular form in Annex III.

1.2.1. In industry

More than 23 000 industrial firms, selected on a sample basis by the institutes engaged by the Commission, took part in the survey. These firms had a total workforce of 7.4 million, almost one quarter of employees in manufacturing industry. The results were thus very representative, and hence also provide reliable information on employment structures, sectors and firm size.

In June 1994, according to the European Union *Labour market survey in manufacturing industry*, 97% of employees worked full-time and only 3% part-time. The distribution by sex shows that women are much more interested in part-time work than men, holding 76% of all part-time jobs, even though only 24% of industrial employees are women.

By industrial branch, the proportion of part-time working is highest in the consumer goods industry, at 5%, and lowest in the basic materials and producer goods industries, at 2%; by firm size, the smaller the firm, the larger the proportion of part-time jobs. This structure is closely related to the nature of branch-specific jobs and the resulting proportion of women in the workforce.

A look at the results by employees' level of training or the skills required for a job reveals that training is necessary for 69% of jobs in manufacturing industry in the European Union, according to employers. It is clear that the lower the proportion of jobs for which a qualification is necessary, the higher the proportion of women in the workforce. Thus, the results of the employee survey point to a higher-than-average proportion of women (35% against the average of 24%) in jobs for which no training is needed.

1.2.2. In retail trade

In June 1994, the 10 000 participating firms in the retail trade employed some 1.9 million people, which means that the survey results are also very representative in that sector.

Whereas the share of part-time jobs in manufacturing industry was almost negligible at 3%, the share in the retail trade was almost one third (32%). Here, also, the share of part-time jobs varies with the size of the firm. However, the highest share of part-time jobs at 35% is found in the largest firms; but small firms also have a very high proportion (28%) of part-time jobs.

¹ This introduction was prepared by Franz-Josef Klein from the Business Surveys and Publications Unit of the Directorate-General for Economic and Financial Affairs (Brussels).

Table 1**Structure of workforce in industry**

	(% of employees)											
	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
Total industry												
EC 1994	99	1	73	27	89	11	57	43	97	3	69	31
EC 1989	97	3	69	31	86	14	53	47	94	6	64	36
Intermediate goods industry												
EC 1994	99	1	74	26	89	11	64	36	97	3	72	28
EC 1989	98	2	71	29	89	11	64	36	95	5	69	31
Investment goods industry												
EC 1994	99	1	78	22	89	11	58	42	97	3	74	26
EC 1989	99	1	79	21	86	14	52	48	96	4	72	28
Consumer goods industry												
EC 1994	99	1	68	32	89	11	55	45	95	5	64	36
EC 1989	97	3	61	39	84	16	49	51	92	8	56	44
Companies with fewer than 200 employees												
EC 1994	99	1	74	26	85	15	58	42	95	5	70	30
EC 1989	97	3	70	30	84	16	56	44	93	8	66	34
Companies with 200 to 499 employees												
EC 1994	99	1	75	25	89	11	57	43	96	4	71	29
EC 1989	97	3	72	28	85	15	55	45	93	7	67	33
Companies with 500 to 999 employees												
EC 1994	100	0	79	21	90	10	63	37	97	3	75	25
EC 1989	95	2	69	31	83	17	6	44	92	9	67	34
Companies with 1 000 or more employees												
EC 1994	99	1	73	27	91	9	58	42	98	2	70	30
EC 1989	98	2	69	31	87	13	49	51	95	5	64	36

Source: EU *ad hoc* labour market surveys, June 1994 and 1989.

The survey results show that 59% of employees in the retail trade are women. The employment structure thus differs from that in manufacturing industry not only because of the share of part-time jobs, but also because of the number of women. This means that there also is a recognizable relationship between women and part-time jobs in retailing.

Firms with 50 or more employees have the highest share of women employees (61%) and, unlike in manufacturing industry, small and medium-sized retail firms with between 5 and 49 employees have the lowest share (52%). In the smallest firms with up to four employees, the share of women workers reaches 55%.

Table 2

Structure of workforce in retail trade

	(% of employees)											
	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
EC 1994	77	23	77	23	63	37	73	27	68	32	75	25
0-4 employees	85	15	72	28	63	37	62	38	72	28	66	34
5-49 employees	90	10	72	28	70	30	65	35	79	21	68	32
50 + employees	75	25	76	24	61	39	75	25	65	35	75	25
EC 1989	86	14	79	21	57	43	74	26	67	33	76	24

Source: EU *ad hoc* labour market surveys, June 1994 and 1989.

Despite the branch-specific nature of jobs, the share of jobs for which special training is required is as high as in manufacturing industry, i.e. 69%. The survey findings for the retail trade do not confirm the relationship observed in industry, where the more highly qualified jobs tend to be reserved for men. In addition, a comparison with the results of 1989 and 1994 indicates that there is a trend in industry and in the retail trade towards jobs which require a higher level of qualification. In this connection, the smaller the firm, the higher the share of jobs which require particular skills.

1.2.3. Among employees

In June 1994, approximately 10 000 employees in all sectors of the Union's economy were interviewed at the same time as employees in industrial and retail firms. The composition of the samples matched the population structure and was given a guaranteed degree of representativeness by the special experience of the survey institutes and the quality of the samples. Of those interviewed, 17% were looking for a job, 26% worked in the public sector and 57% worked in the private sector. The results show that more women (19%) than men (16%) were looking for work. But the percentage of those looking for a job among young people (men and women) under 30 was higher still at 24%. In addition, the results analysed sector by sector show that the share of those employed in the public sector was higher among women (29%) than men (24%) and that the 30 to 49 age group (men and women) was the most highly represented in the public sector (31%). However, since 1989 the share of public sector employment has fallen overall from 29 to 26%.

Table 3

Structure of the group of respondents to the survey among employees

	(% of employees)		
	Looking ¹	Public ¹	Private ¹
Overall			
EC 1994	17	26	57
EC 1989	14	29	57
Men			
EC 1994	16	24	60
EC 1989	11	27	62
Women			
EC 1994	19	29	52
EC 1989	19	31	50
Up to 30 years old			
EC 1994	24	16	60
EC 1989	21	24	55
Aged between 30 and 49			
EC 1994	14	31	55
EC 1989	10	33	57
Aged 49 upwards			
EC 1994	15	31	54
EC 1989	9	32	59

¹ According to the replies on the question concerning 'occupation':

'Looking': looking for a job;

'Public': working for a company of the public sector or the public administration;

'Private': working in industry, commerce, craftsmanship or services.

Source: EU *ad hoc* labour market surveys, June 1994 and 1989.

2. The 1994 EU labour market survey in the context of an active employment policy in the European Union¹

2.1. High unemployment demands action

Following a period of stagflation in the wake of the second oil-price shock, the Union's economy experienced a recovery process throughout the 1980s. In particular, the second half of the 1980s saw an expansion of economic activity and a marked improvement in labour market performance with the creation of more than 9 million jobs. In the subsequent cyclical slowdown turning into an outright recession, more than 5,5 million jobs were lost.

Since 1993, the European Union economy has experienced a stronger-than-expected recovery, with exports followed by increased investment acting as the driving forces. Investment is now set to become the main engine of output growth. Private consumption is currently rather subdued but should pick up gradually in line with accelerating household incomes, progressively bolstered by rising employment and positive, albeit moderate, increases in real wages. Having reached a peak of 11,4% in mid-1994, the rate of unemployment decreased by mid-1995 to 10,6% of the labour force.

The Union's policy response has been based on the Commission's White Paper on growth, competitiveness and employment, which was presented before the European Council in December 1993. The Essen European Council of December 1994 stressed the need for a coordinated approach to combat unemployment, and identified five priority areas for action:

- (1) promoting investment in vocational training;
- (2) increasing the employment-intensity of growth;
- (3) reducing non-wage labour costs;
- (4) improving the effectiveness of labour market policy;
- (5) improving measures to help groups particularly hard hit by unemployment.

The Cannes European Council of June 1995 confirmed the employment strategy, underlined the need to implement structural reforms of the labour markets, and called for studies of the mutually reinforcing effect of increased coordination of economic and structural policies.

The overall aim of the employment strategy is to combat unemployment and to improve the employment situation without creating a new class of working poor and without giving up the ambitions for social protection.

This strategy is currently being implemented. Member States are translating the strategy into their own multiannual employment programmes. A progress report will be presented at the Madrid European Council in December 1995.²

2.2. The challenges and medium-term prospects

The recovery by itself can only be counted on to reduce the cyclical part of unemployment, estimated at around 2 percentage points of the current total of almost 11%. The remaining part of unemployment, i.e. about 9%, which is also called 'classical' unemployment,³ can only be absorbed by a strong expansion of the physical productive capacity (investment) in order to create the necessary working posts. Furthermore, the implementation of more active and efficient labour market policies is necessary to reduce bottlenecks and to improve the employability of those — probably at present close to half of the 9% (the 'structural' part of unemployment, *stricto sensu*) — who may otherwise be unable to fill the posts being created.

The current more healthy macroeconomic climate is not without risks. However, the major factors shaping economic activity are still positive, and, in fact, the present recovery process fits in well with the medium-term growth scenario which results from an analysis of a reinforced coordination of macroeconomic and structural policies as asked for by the Cannes European Council. The preliminary results of this analysis suggest that a full and coordinated implementation of the macroeconomic policies agreed upon (as stated in the broad economic policy guidelines) would place the European Union on a growth path of between 3 and 3,5% per annum to the year 2000. The scenario is characterized by:

- (i) investment-led growth, with capital spending growing at a rate twice that of GDP, which is adequately balanced by moderately growing private consumption, i.e. 2,5 to 3% per annum;
- (ii) further progress towards price stability, with average inflation dropping from a current rate of above 3% to

¹ This chapter was prepared by Claus Friedrich Hofmann of the Department of Labour and Social Affairs (Bonn).

² The Commission communication entitled 'The European employment strategy: recent progress and prospects for the future' (COM(95) 465) was adopted by the Commission in October 1995.

³ See 'The present upswing and the outlook for employment and unemployment', *European Economy*, Supplement A, No 1, January 1995, and 'The composition of unemployment from an economic perspective', *European Economy*, No 59, 1995.

2,5%, and improved price convergence among Member States;

- (iii) nominal wage developments compatible with a low-inflation environment and positive, but moderate, increases in real wages, remaining below the annual growth rate of labour productivity;
- (iv) a progressive but significant reduction in budget deficits, dropping in the medium term to well below the Maastricht reference value of 3% of GDP, paving the way for lower interest rates and crowding-in of productive investment.

The realization of such a growth process could lead to the creation of more than 11 million jobs over the period 1995-2000, resulting in a fall in the unemployment rate to around 7,5% by the year 2000. Although constituting an impressive performance, it would still fall short of the ambitions contained in the Commission's White Paper on growth, competitiveness and employment. In order to achieve better results, a further contribution from structural policies is needed.

As an illustrative example of a possible further improvement, simulations of a reduction of non-wage labour costs and more flexible working arrangements have been performed in the framework of joint and co-ordinated policies. The analysis suggests that a reduction of non-wage labour costs at the lower end of the wage scale equivalent to 1% of GDP and financed by CO₂ taxes, thereby ensuring budget neutrality, could raise employment growth by an additional 0,25% per year. As regards working time and work organization, a maximum use of voluntary part-time work, which is neutral in terms of costs, could also add 0,25% to annual employment growth. Under the combined impact of both measures, the rate of unemployment could even drop to about 5% in the year 2000, compared with the 7,5% in the first scenario. This is an example of a potential pragmatic way to achieve higher employment. However, measures with a magnitude such as those cited above are not yet under way.

Conversely, a medium-term scenario with a lack of coordinated policies and no real budgetary consolidation or convergence efforts in the Member States, implying, among other things, no unloading of the excessive burden put on monetary policy, depicts a disenchanting picture. Model simulations indicate that output growth would remain stuck in the range of 2,5% over the period 1997-2000. After a temporary decline to below 10%, in 1997 unemployment would resume a rising trend and reach 11% in the year 2000. Such a

scenario entails the risk of social tensions, unsustainable budgetary positions and continued exchange-rate instability.¹

2.3. Interrelationships between macroeconomic and structural policies

The employment strategy is characterized by a combination of macroeconomic and structural policies being mutually reinforcing. While the full implementation of the macroeconomic framework of the broad economic policy guidelines will ensure a return to sustained growth, the underlying macroeconomic policies must be accompanied by structural reforms for speeding up growth, improving the employability of people and fostering job creation. The European social partners share this view; for example, they stress, in a joint opinion, that 'unemployment must be fought in ways which promote competitiveness and a strong and sustainable economic development. It is essential that the problems of growth, competitiveness and employment be tackled together'.²

A continuous effort to enhance competitiveness and innovation, and well-functioning product and service markets, will ensure productivity growth (the major source of real wealth) and its transformation into new jobs, thanks to changes in relative prices and sectoral shifts. A successful activation of the potentially strong labour supply, by reduced unemployment and higher participation rates, will increase the (non-inflationary) growth potential of the EU economies. Labour market policies reinforce and contribute to prevent tensions in the macroeconomic growth process by (i) reducing bottlenecks (the so-called NAIRU problem; see also Essen priority areas (4) and (5) above), (ii) improving human capital (Essen priority area (1)), and (iii) raising the employment-intensiveness of growth (Essen priority areas (2) and (3)).

As stressed in the White Paper and by the social partners, there is no contradiction between initiatives to enhance productivity growth and net employment creation provided that the wealth created by the sectors with high productivity increases is adequately redistributed within the economy, enabling sectors with low productivity growth to create new jobs. Such a process also enables similar wages for similar qualifications in all sectors. One important channel of

¹ The three scenarios — the 'coordinated policy', the 'further improvement', and the 'lack of coordination' — are described in the recent progress report from the Commission (see footnote 2). Previously, alternative medium-term scenarios have been published in *European Economy*, No 55, 1993: Section V — Technical annex — 'Scenarios to 2000'.

² 'The social partners guidelines, for turning recovery into a sustained and job-creating process', joint opinion elaborated by the Macroeconomic Group of the Social Dialogue, 16 May 1995.

redistribution of productivity gains is decreasing relative prices in sectors with high productivity growth, increasing the purchasing power for all consumers, and thus demand for products and services in general and for the employment-intensive sectors with low productivity growth and increasing relative prices in particular. This is why competitiveness policies and policies to secure the functioning of product and service markets are essential for the creation of permanent jobs in the growth process.

The impact of active and more efficient labour market policies operates on three levels. Firstly, on the functioning of the labour market itself, by increasing its overall capacity to match supply and demand, i.e. to get the right person to the right job. Secondly, on the supply side, by raising the quality of human capital and the employability of the workforce. However, while being an important part of structural adjustment, it will generate its full benefit only when the economy generates enough working posts. Thirdly, on the demand side, by giving employers incentives to hire those available, and thus raise the employment-intensiveness of growth.

From a macroeconomic point of view, the latter should not be reached by hampering productivity gains at the firm or sectoral level. Macroeconomically, the employment content of growth may be increased by:

- (i) a change in relative factor prices which favours the use of labour with respect to other factors of production, for example capital;
- (ii) a downward widening of the wage scale, either as in the USA by allowing market forces to lower the wages of low-skilled workers, which risks creating a 'working poor' problem, or, in order to preserve the 'European social model', by a set of targeted actions at the low end of the wage scale, such as reductions in non-wage labour costs, low entry wages, reform of social benefit systems acting as implicit wage floors, etc. To be kept within the overall macroeconomic framework, this kind of measure calls for compensatory budgetary action (see the presentation of the scenarios above);
- (iii) a reorganization of working time and patterns. A general, massive reduction in working time would not be an adequate answer in view of its implications for future production capacity, wage levels and the demographic changes ahead. These adverse effects are, however, not associated with specific measures at the microeconomic level, such as locally negotiated and voluntary part-time work and shift-work arrangements, aiming at decoupling plant operating hours from labour hours;
- (iv) the promotion of local initiatives, for example in social and environmental services. It operates through the same

economic mechanisms as outlined above, or through subsidizing some of these initiatives.

Some of these measures to increase the flexibility of the European labour markets and the attitude of employers and employees towards issues concerning working time are covered by the current survey.

2.4. Growth potential: longer plant operating times

By greater use of the productive potential, in particular by longer plant operating times, higher output can be achieved with the same capital resources. The effect on capacity of longer operating times could expand growth opportunities more quickly than would be possible by increased investment activity alone.

According to the 1994 labour market survey, the average time during which plant is in use in European industry is 69 hours per week. This is a slight increase in operating times compared with the 1989 survey. A breakdown of operating times by sector shows that the longest operating times are achieved in the basic materials and producer goods industries, while those in the investment goods and consumer goods industries are distinctly shorter. Admittedly, operating hours depend on the industry structure and the size of plants in each country. At least in industries with comparably low operating hours, there is considerable potential for increasing flexibility, which could be used to extend plant operating times, thus helping to improve competitiveness. A greater use of the productive potential would bring down the capital/output ratio, thereby substantially increasing the average productivity of capital and ultimately its profitability.

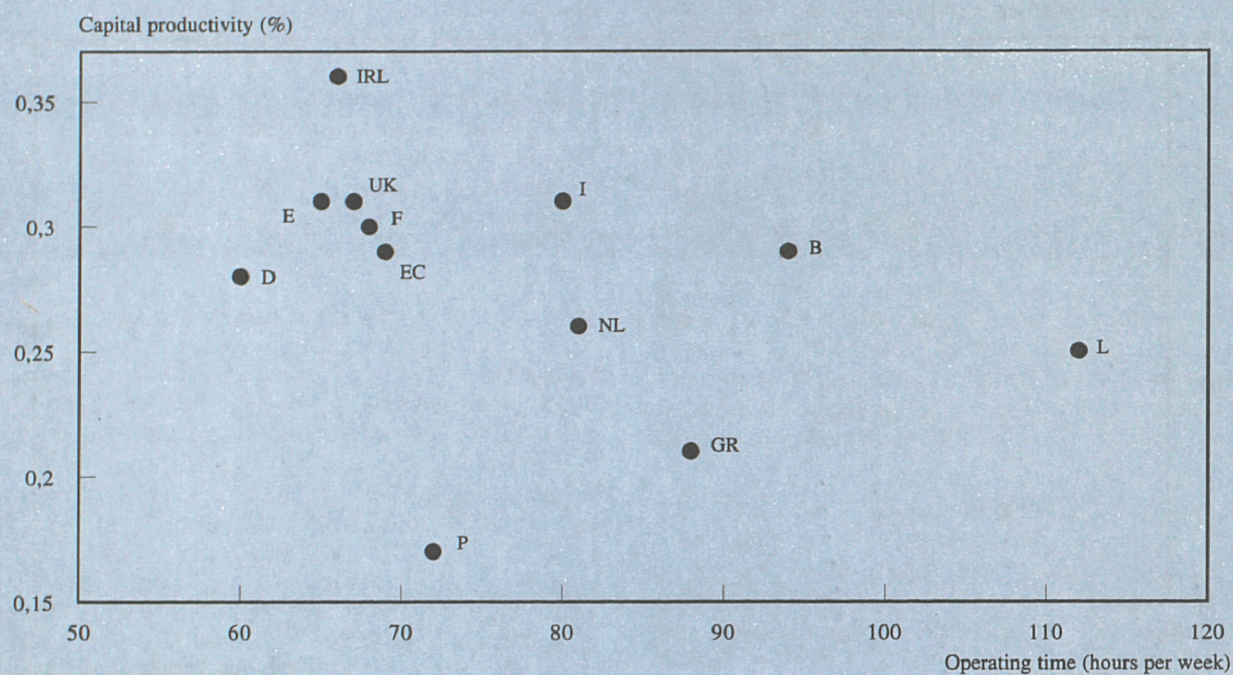
This assumption can be tested empirically. If operating times are compared with capital productivity, it can be seen that short operating times are positively correlated to some extent with capital productivity.

Further evidence exists in the connection of the possibility of reducing unit costs (in the case of further extension of operating hours) with the level of operating hours observed.

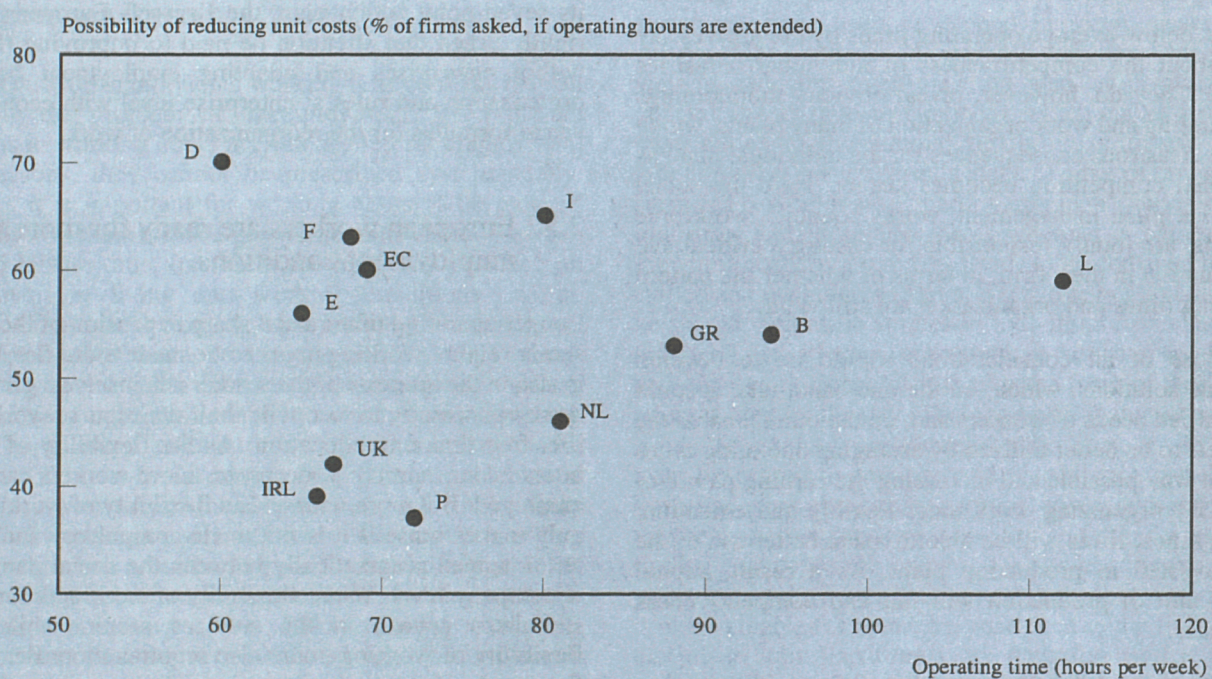
The present position with regard to operating times shows that individual working hours must not impede the extension of operating times.

One of the main factors determining the length of operating times is whether or not an industrial plant operates on shift work. In fact, operating time for production processes organized in one shift is very similar in the Member

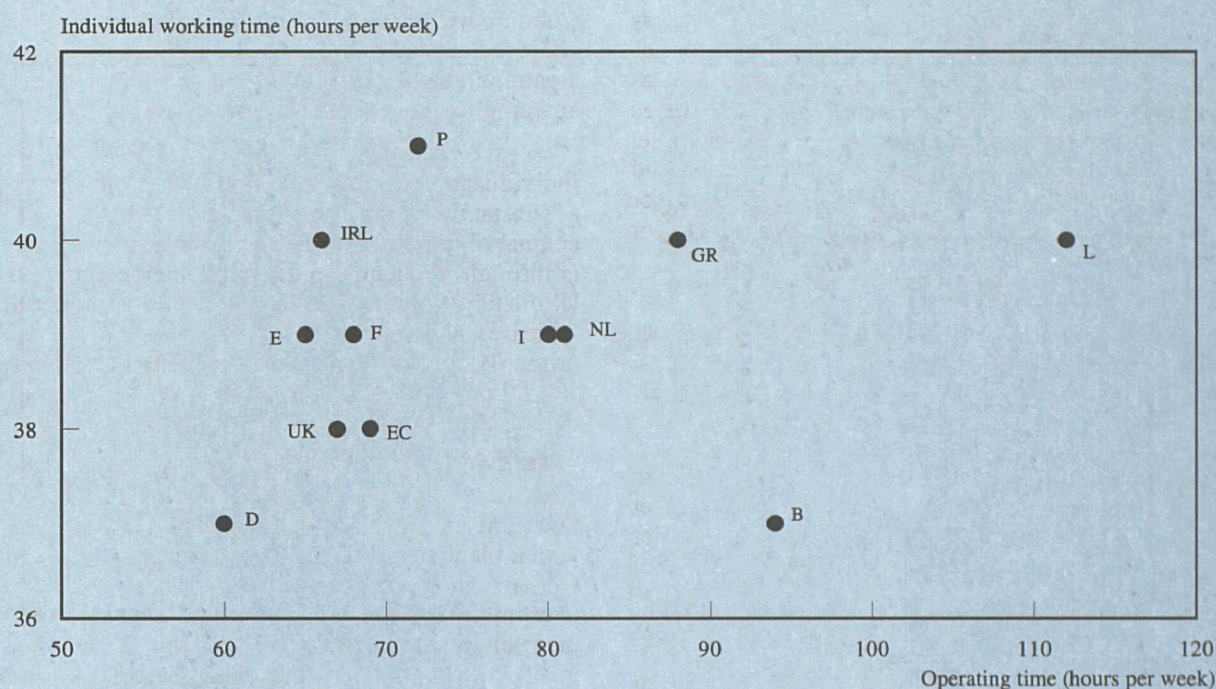
GRAPH 1: Capital productivity and operating time



GRAPH 2: Costs and operating hours



GRAPH 3: Individual working time and operating hours



States. Where several shifts are worked, operating times are considerably longer.

Of course, below-average operating times by themselves say nothing about the competitiveness of individual industries and firms. They do, however, reveal obvious shortcomings in the operating and work organization of many plants, which may have disastrous consequences for the individual plant as international competition becomes keener. Here the social partners, i.e. plant management, works councils, workforce and unions, are jointly responsible for casting a critical eye on the situation in their firm, in terms of whether the pattern of operating times and organization are still valid.

The purpose of all considerations should be to develop tailor-made solutions, which, on the one hand, take account of the justified needs of workers and, on the other, enable the fixed assets to be better utilized by arranging operating times in the best way possible and increasing the earning power of the firm. By organizing work more flexibly and extending operating times, firms will be able to make better use of the capital invested in production plant. As a result, capital costs per unit of production will fall and competitiveness will increase.

The results of the 1994 labour market survey with regard to operating times reveal that European industrial firms still

have plenty of room to increase flexibility, which could be used both to reduce costs and to increase competitiveness. In its seven-point action plan, the Brussels European Council rightly urged that attention be paid to improving flexibility within enterprises and adapting employment behaviour, organization and rules at enterprise level with economically sound formulas for the reorganization of work.

2.5. European workers are ready for more flexible employment conditions

Longer operating times and a sharp expansion of the services sector require working hours to be made more flexible. This is also in the interests of the workers themselves, giving them more opportunity to reconcile their concepts of work, family life, free time and education. As the flexibility of working hours becomes more widespread, more workers can also be employed. But more widespread flexibility of working hours only makes sense if it is not made compulsory and general, but is agreed pragmatically between the social partners and at company level. Wider flexibility of working hours in turn stimulates growth in the services sector, while greater flexibility of working hours also requires more flexibility in the supply of services on which workers are dependent (e.g. local public transport, the provision of child care, etc.).

The 1994 labour market survey also dealt with employees' readiness to work under more flexible employment conditions. One main finding of the survey was the willingness of European employees to work flexitime. This comprises the readiness to take up early or late shift work as well as work on Saturdays. Many member countries pursue policies which allow for a more flexible distribution of working time. It is now a crucial task to bring together the improved framework conditions and the willingness of workers for flexible work to exploit this considerable opportunity for employment creation.

In the discussions on employment policy, temporary contracts are regarded as a means of achieving greater labour market flexibility and increased employment opportunities for the unemployed. The majority of Member States introduce regulations to allow for interim and temporary work. Temporary contracts should not be seen as a means to offset employment protection and to weaken labour market relations, but as a bridge into the labour markets for newcomers and the unemployed. The stable ratio of 9% of employees under temporary contracts in 1989 and 1994 shows that the fear of distortion of labour markets by temporary contracts is not justified. The greater use of temporary contracts should therefore be considered to exploit employment potentials.

2.6. Shorter working hours for growth with a higher employment content

Further reduction in individual working time could be helpful in solving the problem of unemployment. Even though reductions in working hours may be desired for employment policy reasons, they cannot be prescribed systematically. Here, too, it is important for working hours to be reduced voluntarily. Workers must be given a genuine choice between work and leisure time, for this is the only way in which an improvement in living and working conditions can be achieved. Employees' working hour preferences must, however, be reconciled with operating needs. The 1994 labour market survey provides information on current working hours and on employees' preferences concerning working hours. The average contractually agreed working week amounts to 35 hours for all employees (38 hours for men and 32 hours for women) for the Community as a whole. Only one third of workers are satisfied with their current working hours: nearly a half would rather work less and a significant minority would prefer to work more. On balance, women have stronger preferences for a shorter working week than men. The fact that women would greatly prefer shorter working hours would, if it were acted upon, tie in very well with combating high unemployment in the Community. On

average, all employees, if they had the choice, would like to work two hours less per week. This means that in the Community there is a 6% overemployment ratio, which could be considered an indicator of the potential for job creation in the Community, to be mobilized by changing and adapting working hours.

Individual appropriate reductions in working hours can make a substantial contribution to increasing the employment content of growth. The most promising way of achieving this is through a dynamic process for the economy as a whole. Ultimately what is needed is an optimum mix of wage increases and reductions of working hours. It is therefore primarily up to the social partners, i.e. enterprise associations and unions, firms, works councils and the workforce, when determining wages and working hours, to try consistently to achieve new optimum results.

Overtime is an important potential for working time, for which plants are directly and solely responsible. One in six workers in European private industry regularly worked overtime. Workers and company managements must ask themselves whether, in view of the high rate of unemployment, overtime working is really operationally necessary and whether it would not be better to convert it into additional recruitment.

In business practice, new models to increase the flexibility of working hours tailored to very different plant and production structures, have been developed in recent years by consultancy firms and also in scientific literature. One important way of reducing overtime, and also of creating jobs in general, is part-time employment, which makes a substantial contribution to the internal flexibility of firms. The 1994 labour market survey reveals that a number of prejudices still surround part-time work, particularly in the goods-producing industries and in smaller firms where it is extremely rare. Part-time work by no means needs to be confined to jobs for skilled and unskilled workers. Executive posts can also often be shared. Scientific studies in individual firms have shown that 60% of all jobs are suitable for sharing. However, part-time work does not just take the form of working time being shared by the day. There are also many other variants. It can, for example, be shared by the week or the month or even be geared to capacity and placed on a variable basis. Part-time work also carries personal advantages, and not only for the numerous workers who have so far had no success in finding a suitable job or who wish to change from full- to part-time work. Scientific studies show that part-time work is also valuable for firms, because even in the first year after the job is split, part-time work pays for itself many times over and in the following years produces substantial cost advantages just by increasing the average work done.

2.7. The European labour market and external flexibility

Even though the labour market situations vary appreciably in each of the Member States, the equalization mechanism of migration within the Community has so far made little impact on labour market equalization. Obviously there still exist several barriers (e.g. cultural, language, social) and differing regulations. This is especially surprising in view of the fact that the citizens of the Member States have complete freedom of movement within the Community. The White Paper has rightly emphasized that improving external flexibility will enable more unemployed workers to meet the requirements for a new job. In this connection, an important step is to improve overall geographical mobility. The 1994 labour market survey asked employees and the unemployed about their willingness to leave their country to work in a different EU Member State. A majority of European workers are ready to work abroad. These results imply that labour market policy, which is directed towards labour market equalization, must pay more attention to the European labour market. Nevertheless, by providing the appropriate infrastructure (in particular for transport and the housing market), the conditions must be created which will build on the readiness to make use of the Community labour market.

2.8. Elimination of skill shortages

The Community is facing the challenge of the globalization of markets, more acute international competition and a change in the international division of labour. It will be able to maintain and increase its level of prosperity only if it can produce the appropriate sophisticated products and services to meet these challenges. This requires a potential labour force with the right skills. As far as prospects on the labour market are concerned, it is undeniable that job opportunities for unskilled workers can be expected to diminish substantially; this is why the White Paper gives pride of place to improving the education and training of the potential labour force.

Being without vocational skills significantly increases the risk of unemployment. In all, 52% of job-seekers have no vocational training, as compared with 28% of those questioned who had jobs. This finding suggests the need for more action in the field of vocational and continuing training. Although Member States have already taken a wide range of measures to promote vocational training, this field of action needs durable and increasing efforts to improve individual chances on the labour market as well as to improve the labour force as a whole to face the coming challenges of intensified global competition.

3. Employment and labour market flexibility: the employees' viewpoint¹

3.1. Overview

In the European Union, some 60% of the population of working age (people between the ages of 15 and 64 years) were economically active in 1994. In the rest of the indus-

trialized world, the typical figure would be of the order of 70%.

Table 4 compares the broad picture in the Union, the USA and Japan. Over two decades, the average growth rates of output in the Union as a whole and the USA were broadly comparable, but significantly below those of Japan. Average productivity in the USA has grown more slowly than in the Union, whereas, apart from the last three years, in Japan productivity growth has been much faster.

Table 4

Growth, productivity, real employee compensation and unemployment
(average annual rate of growth, %, unless otherwise stated)

	1971-80	1981-90	1991	1992	1993	1994
<i>EUR 15</i>						
Growth of output (real GDP)	3,0	2,4	1,5	1,0	- 0,6	2,7
Labour productivity	2,7	1,9	1,4	2,3	1,4	3,2
Real compensation per employee	3,0	1,1	1,3	2,3	0,3	0,2
Unemployment rate ¹	4,0	8,9	8,2	9,3	10,9	11,3
<i>USA</i>						
Growth of output (real GDP)	2,7	2,7	- 0,6	2,3	3,2	4,1
Labour productivity	0,6	0,8	0,4	2,5	1,4	1,0
Real compensation per employee	0,9	0,5	0,6	2,3	0,9	0,5
Unemployment rate ¹	6,4	7,1	6,7	7,4	6,8	6,1
<i>JAPAN</i>						
Growth of output (real GDP)	4,5	4,1	4,3	1,1	0,1	0,6
Labour productivity	3,7	2,9	2,2	0,0	- 0,2	0,5
Real compensation per employee	4,1	2,0	2,1	- 0,3	- 0,4	0,8
Unemployment rate ¹	1,8	2,5	2,1	2,2	2,6	3,1

¹ Eurostat definition; USA and Japan as a percentage of the total labour force.
Source: Commission services, July 1995 updated figures.

In these circumstances, the prime focus of policies to improve employment creation has therefore shifted to structural measures to improve the operation and efficiency of labour markets. In particular, since the structure of unemployment is heterogenous (cyclical, classical, structural), it implies the

use of a broad policy mix, both at the macroeconomic and at the microeconomic levels in order to achieve significant and lasting results on the employment front. Along the lines of action proposed in the Commission's White Paper on growth, competitiveness and employment, structural labour market policies should:

¹ This chapter was prepared by Marcella Corsi from LUISS 'G. Carli' (Rome).

- (i) strengthen the growth potential of the economy and the employability of individuals by improving education

and training, by a better integration of young workers into the labour market and by any other investment in human capital;

- (ii) ease the absorption of cyclical unemployment, by improving the information about vacancies, making available 'fast' retraining facilities, etc.;
- (iii) enable a reduction of pure classical unemployment by reducing tensions in the labour market, notably by improving, by means of a consensus approach, the overall flexibility of the labour market, including more wage differentiation by region, qualifications and sectors;
- (iv) tackle the structural unemployment and increase the labour content of growth mainly by acting on the reorganization of working hours, not by generalized and compulsory reductions but by pragmatic agreement between social partners, by the promotion of voluntary part-time work, by the reorganization of the production process, etc.

The feasibility of such policies depends largely on the degree of acceptance of such measures by the workforce, and above all on their readiness to accept flexible working practices.

The *ad hoc* labour market survey among employees draws particular attention to the arrangement and distribution of working time as one of the key features of an active labour market policy. It provides useful information about employees' viewpoints concerning internal and external flexibility, taking into account the nature of their job (public, private), their skill and age structure and, last but not least, their sex. In this way, the overall results of the survey should help decision-makers in finding the right policy mix for tackling unemployment in the European Union. Thus they may be considered a complement to and/or a confirmation of the recommendations of the Commission's White Paper on growth, competitiveness and employment.

3.2. Unemployment in the European Union

3.2.1. Scale and duration of unemployment

The recent OECD *Jobs study* notes that since 1970, across the industrialized countries as a whole, the European Union has the weakest performance in the labour market, despite a considerable overall degree of wage moderation (see Table 4).

The *ad hoc* labour market survey among employees provides useful information about unemployment in the European Union, especially in terms of duration.

Among the workers who have been interviewed (either wage and salary earners or the unemployed), 31% have stated that they had been unemployed for at least four weeks since 1989 (33% of women and 30% of men). The percentage of young people (below 30 years) is much higher (45%) than that of other age groups, although, compared with the results of the 1989 survey, the proportion of middle-aged workers in this condition has increased significantly (17% in 1989, 25% in 1994).

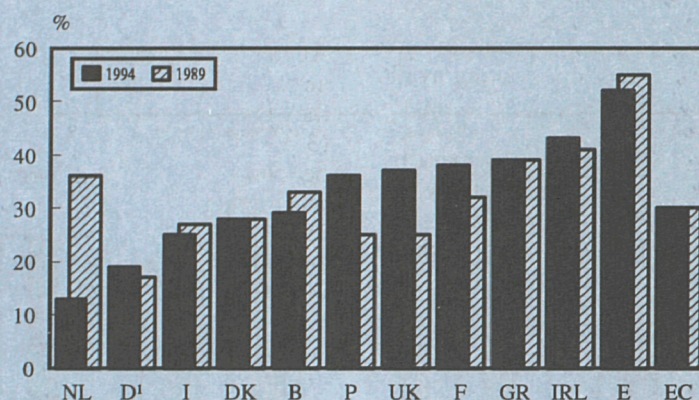
As Graphs 4a, 4b and 4c show, the scaling-up of unemployment — highlighted by the comparison with the 1989 survey results — concerns mainly France, Ireland, Portugal and the United Kingdom; as far as Germany is concerned, the actual figure would rise to 22% taking into account the eastern *Länder*, where 49% of the respondents have been affected by unemployment in the period under consideration.

Half of the interviewed workers who have been unemployed for at least four weeks in the last five years were unemployed only once; indeed, such a percentage has increased compared with the 1989 survey, especially for women and young people, who have been most affected by cyclical unemployment linked to the slowdown in economic activity (see Graph 5).

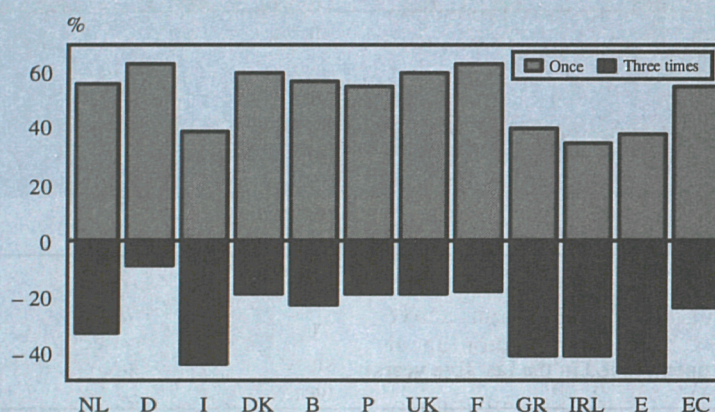
The figures for multiple unemployment (three times or more) show that it is the highest age group (over 49 years) of workers which has been worst and increasingly affected by such a phenomenon, especially in Greece, Spain, Italy and the Netherlands.

As the White Paper stresses, although long-term unemployment has become endemic in the Community, the duration of unemployment has shortened for those interviewed workers who have declared themselves as having been unemployed for four weeks or more in the last five years: the weighted average has decreased from 15 to 13 months, for the Community as a whole, in comparison with the 1989 survey results (see Table 5). Nevertheless, there is a great deal of variation among economies, even at similar levels of economic development. Long-term unemployment is particularly a problem in Greece, Spain, Italy, Ireland and the United Kingdom where the percentage of interviewed workers who have been unemployed for more than 12 months ranges from 50 to 72%. In the north, for men in particular, it is often more concentrated among middle-aged workers, who have lost their job through firm closures. In the south, it mainly concerns young people and women who have less opportunities of entering the labour market.

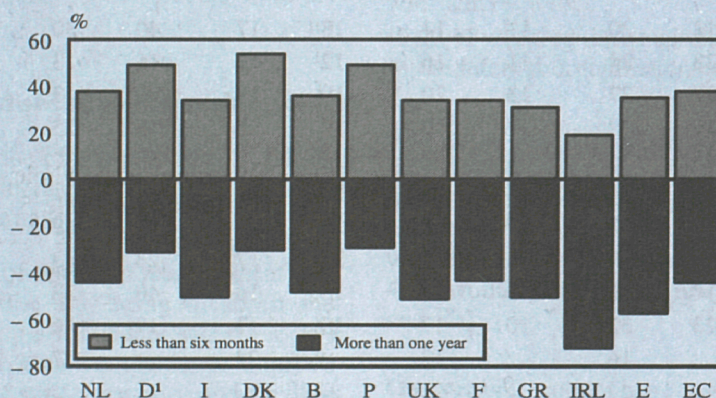
GRAPH 4a: Employees who have been unemployed for four weeks or more
(percentage of replies)



GRAPH 4b: Number of periods of unemployment
(1994 percentage of people having been unemployed in the last five years)



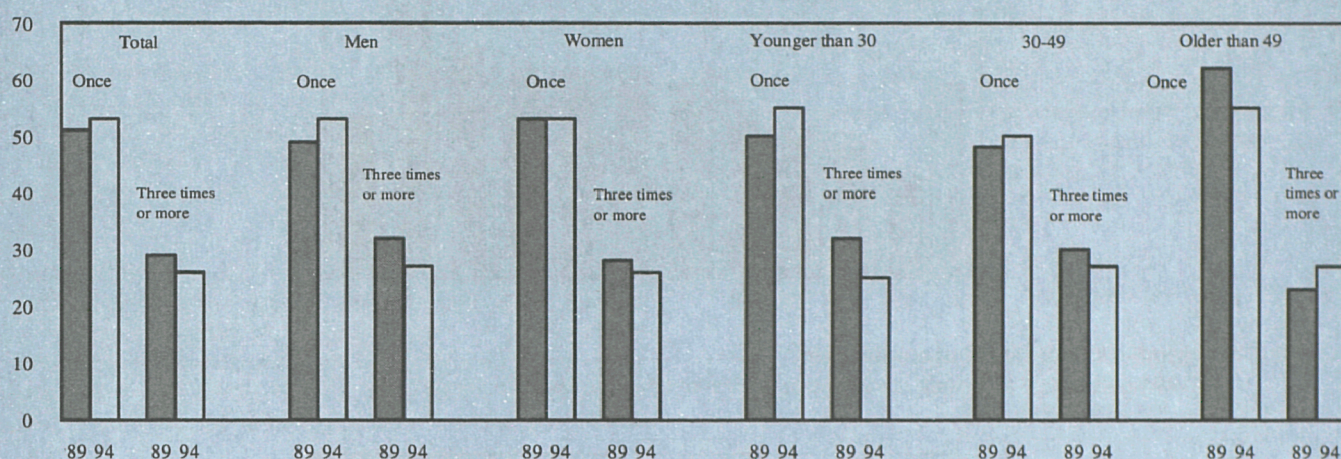
GRAPH 4c: Duration of unemployment
(1994 percentage of people having been unemployed in the last five years)



¹ Data for West Germany.

Sources: EU *ad hoc* labour market surveys, June 1994 and 1989.

GRAPH 5: Number of periods of unemployment — EC¹
(percentage of people having been unemployed in the last five years)



¹ Only West Germany and without the United Kingdom to allow comparison between 1989 and 1994.
Sources: EU *ad hoc* labour market surveys, June 1994 and 1989.

Table 5

Duration of unemployment
(percentage of people having been unemployed in the last five years)

	< 3 months		3-6 months		7-11 months		12-24 months		> 24 months		Weighted average		Long-term unemployment	
	1989	1994	1989	1994	1989	1994	1989	1994	1989	1994	1989	1994	1989	1994
B	14	16	12	20	11	14	18	17	40	30	18	15	58	47
DK	25	30	28	24	11	16	12	17	16	13	10	10	28	30
D ¹	23	24	22	27	13	20	19	15	20	13	12	10	39	28
GR	10	11	19	20	17	19	19	25	35	25	16	15	54	50
E	6	19	13	16	8	10	14	19	58	38	21	17	72	57
F	24	10	13	24	15	22	24	22	24	21	14	13	48	43
IRL	8	7	17	12	12	6	21	23	37	49	17	21	58	72
I	5	16	11	18	8	8	21	17	23	33	18	16	44	50
NL	17	22	14	16	9	17	10	16	40	28	17	14	50	44
P	34	17	23	32	10	17	10	13	19	16	10	11	29	29
UK	:	18	:	16	:	13	:	24	:	27	:	15	:	51
EC ²	17	16	16	21	11	16	19	18	28	22	15	13	47	40

¹ West Germany only.

² Excluding the United Kingdom to allow comparison between 1989 and 1994.

Source: EU *ad hoc* labour market surveys, June 1994 and 1989.

3.2.2. Occupational qualification of unemployed workers

A lack of occupational qualification considerably heightens the risk of unemployment. While 52% of the job-seekers have received no vocational training, this was true for only 28% of the workers questioned. In Germany, only 32% of the unemployed have no occupational qualification, whereas the figures in Spain, Ireland and Portugal range from 52 to 64%.

The disparity in qualification between men and women is one of the reasons why women are more threatened by unemployment. The survey results indicate that only 68% of women have received some form of training, the figure for men being 75% (see Table 6).

Taking the breakdown by age group, the figures show that the proportion of employees having received training increases until they are in their 50s. More in-house training probably plays an important role in this respect.

Table 6

Occupational qualification
(percentage of positive answers)

	Men		Women		Total		Vocational training	In-house training
	Unemployed	All	Unemployed	All	Unemployed	All		
B	38	64	56	51	48	58	72	28
DK	58	77	71	75	67	76	96	4
D	74	92	64	86	68	89	48	52
GR	48	64	50	57	49	61	60	40
E	46	56	49	56	48	56	57	43
F	77	81	53	68	65	75	57	43
IRL	31	55	49	54	39	54	53	47
I	:	78	:	72	:	75	41	59
NL	44	80	62	70	55	75	86	14
P	37	43	35	33	36	39	46	54
UK	52	59	45	46	50	53	56	44
EC	51	75	45	67	48	72	54	46

Source: EU *ad hoc* labour market survey, June 1994.

3.3. Internal flexibility

3.3.1. The arrangement and distribution of working time

As the White Paper stresses, one of the priorities in taking action to create more jobs is increasing flexibility in businesses, both internally and externally.

Internal flexibility is the result of optimum management of a company's human resources, the aim being to adjust the workforce without making people redundant wherever this can be avoided. It is up to individual companies to improve internal flexibility by means of staff versatility and flexible working time.

The labour market survey among employees provides information on both workers' opinions about the actual arrange-

ment of working time and their preferences as far as changes in the internal organization of labour is concerned.

According to the weighted average of the answers of interviewed workers, the contractually agreed working week, for the Community as a whole, amounts to 35 hours (38 hours for men and 32 hours for women). Only 35% of workers are satisfied with their current working hours; 47% would gladly work less and 16% more (see Tables 7a and 7b).

On average, women have a stronger preference for a shorter working week than men: the survey results indicate that 65% of women would prefer to work less than the contractually agreed number of hours (with the same salary per hour), the figure for men being 36%. All workers — men and women

equally — would like to work two hours less a week on average, which represents 6% of working time. This share of overemployment may be considered as the potential for job creation in the Community, to be achieved by changes in working hours.

A number of Member States have, to date, succeeded better than others in translating a given volume of work into jobs, both by reducing contractual working hours and by increasing the number of part-time jobs. The Netherlands has gone much further in this direction than other countries: in 1994, those in employment worked an average of only 32 hours a week compared with 35 hours a week in the Community as a whole. By contrast, in southern Member States there was no redistribution of work, thus the share of overemployment (i.e. the difference between actual and preferred working time) is much higher than elsewhere. In Portugal, which has the longest working week in the Community, the preference for a shorter week is most pronounced.

Table 7a**Contractual and preferred working time**

	Contractual working time		Preferred working time	
	1989	1994	1989	1994
B	35	35	34	33
DK	36	36	35	34
D	36	35	34	33
GR	38	38	37	34
E	38	38	38	35
F	36	36	35	35
IRL	37	35	37	33
I	36	35	36	34
NL	34	32	34	29
P	40	40	37	36
UK	35	34	34	32
EC	36	35	35	33

Source: EU ad hoc labour market surveys, June 1994 and 1989.

Table 7b**Actual and preferred working time**

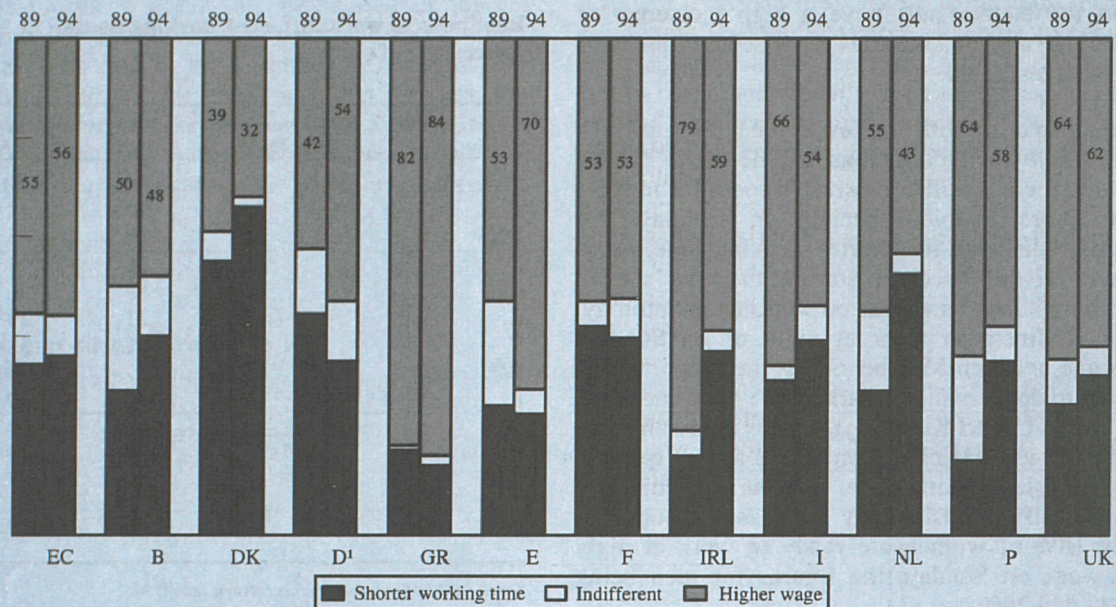
		(percentage of replies)													
		< 20 hours		20-24 hours		25-29 hours		30-34 hours		35-40 hours		41-45 hours		> 45 hours	
		1989	1994	1989	1994	1989	1994	1989	1994	1989	1994	1989	1994	1989	1994
B	(a)	7	6	11	12	3	2	7	6	60	67	7	4	6	4
	(b)	7	5	13	13	7	5	16	19	47	51	8	4	3	3
DK	(a)	3	3	5	2	5	5	7	8	71	77	3	2	6	3
	(b)	3	2	7	6	7	9	19	29	55	45	6	5	3	3
D ¹	(a)	6	9	7	6	2	3	3	3	71	69	8	6	3	4
	(b)	7	10	9	7	6	6	24	22	50	46	3	6	2	1
GR	(a)	2	3	3	4	3	5	4	4	70	57	9	9	9	18
	(b)	2	5	2	5	5	10	16	29	55	39	11	8	9	4
E	(a)	2	3	2	4	2	2	5	7	63	60	13	10	12	14
	(b)	2	10	3	4	4	5	12	17	60	47	12	7	8	9
F	(a)	6	7	5	7	7	4	5	6	59	55	9	10	9	11
	(b)	5	7	8	8	8	6	14	22	53	28	6	19	6	11
IRL	(a)	3	11	4	9	7	5	3	7	62	47	8	7	13	14
	(b)	4	10	5	11	4	8	8	18	55	37	9	9	15	7
I	(a)	4	8	5	5	2	4	4	5	76	70	4	5	5	3
	(b)	5	9	5	7	3	8	14	28	64	21	3	16	6	11
NL	(a)	13	17	9	12	4	2	8	9	54	54	5	2	7	5
	(b)	11	16	12	17	2	11	12	31	46	23	8	2	9	1
P	(a)	3	2	1	2	1	2	4	2	36	37	38	36	17	19
	(b)	3	4	4	2	2	5	19	22	48	45	21	15	3	7
UK	(a)	11	14	7	8	2	5	5	6	51	47	8	9	14	9
	(b)	13	16	9	9	6	7	16	20	37	37	10	6	10	5
EC	(a)	6	9	6	6	3	4	5	5	63	60	8	8	8	8
	(b)	7	10	8	7	5	7	17	23	51	35	7	10	6	6

NB: (a) = Contractual working time; (b) = Preferred working time (with the same salary per hour).

¹ West Germany only.

Source: EU ad hoc labour market surveys, June 1994 and 1989.

GRAPH 6: Preference for higher wage or shorter working time
(percentage of replies)



¹ West Germany only.

Sources: EU *ad hoc* labour market surveys, June 1994 and 1989.

The experience of the recent past is very relevant for future job-creation prospects and for the debate on distribution of work and income. As well as the overall reduction in contractual working time (36 hours in 1989, 35 hours in 1994), workers have been asked about the alternatives of higher wages and shorter working time. As an overall result, 36% of interviewed workers would forgo a nominal increase in their income if their working time was reduced accordingly. In contrast, 56% of workers would prefer an increase in the actual wage to a shorter working week. As Graph 6 shows, the preference for shorter working time as opposed to higher pay has increased particularly in countries most affected by unemployment, such as Portugal and Ireland, or in countries where the redistribution of work has become a deliberate part of labour market policy, as in the Netherlands and Denmark. In the more prosperous Member States (e.g. Germany and France), workers have changed perspective as compared with the 1989 results, preferring higher wages to a shorter working time. This is probably the effect of the gradual reduction of real wages, due to the inability of changes in nominal wages to keep up with inflation, during recession.

3.3.2. Flexible employment conditions

As in 1989, the labour market survey provides useful insights into the incidence of flexible working practices (shift work, night and weekend work) in the European Union.

Table 8a

Incidence of flexible working practices
(average of replies, %)

	Shifts	Nights	Saturdays	Sundays	Overtime
B	21	12	32	18	30
DK	12	13	34	27	44
D	13	7	24	10	34
GR	21	14	39	21	23
E	31	17	42	22	20
F	25	18	44	24	36
IRL	19	20	40	25	24
I	25	15	42	18	36
NL	11	12	31	20	41
P	22	21	41	20	33
UK	31	25	47	34	40
EC 1994	22	15	38	21	35
EC 1989	20	14	38	17	:

Source: EU *ad hoc* labour market surveys, June 1994 and 1989.

Every form of flexible working practice is most common in the United Kingdom, probably due to the lack of general legislation restricting these arrangements. However, southern

European countries also use flexible working practices rather frequently, with Spain scoring high for shift, night and Saturday work, and Italy and Portugal for Saturday work. Denmark and the Netherlands have a high incidence of overtime, whereas in some countries (Greece and Spain) its application is still restricted.

The survey has also dealt with employees' readiness to work under flexible employment conditions. On the whole, survey results show that there is still considerable room for making working hours more flexible, especially on weekdays. Indeed, alongside their wish for shorter working time, interviewed workers are quite keen on starting their day's work earlier or finishing it later as well as on working on Saturday. There is less readiness to work at night or on Sunday, although in some northern Member States the proportion of workers willing to do so is still remarkable (e.g. 40 and 43%, respectively, in the United Kingdom). This is especially true for young people, whereas older employees are, in general, less keen on flexible working time. Of course, figures for men and women differ considerably for all age groups. On average, only 18% of women are ready to work at night and 23% to work on Sunday, the figures for men being respectively 32 and 29%.

Table 8b

Readiness to work different working hours
(percentage of replies)

	Morning or evening	Night work	Saturday work	Sunday work
B	51	22	44	24
DK	71	24	43	33
D	55	16	44	17
GR	49	9	3	0
E	67	21	33	19
F	67	31	53	27
IRL	61	27	45	23
I	79	40	60	43
NL	73	29	54	36
P	51	29	34	15
UK	72	40	57	43
EC	66	28	49	29

Source: EU *ad hoc* labour market surveys, June 1994.

Box 1: Non-standard labour contracts

Labour contracts form the traditional core of legislation relating to the labour market and numerous regulations concern the main features of such contracts. In general, the traditional standard contract relates to a full-time job occupied by a worker for an undefined term.

The use of non-standard labour contracts (temporary, part-time) is limited in most EU member countries, although most restrictions have been relaxed in recent times to encourage hirings. An apparent fear is that these contracts may be used to circumvent what might be regarded as a conventional level of protection for the worker. Thus, statutory or collectively agreed regulations are required to fix features such as the objective need for a non-standard contract, limits to the number of successive renewals, maximum cumulated duration and the worker's eligibility for employment rights and social protection.

Temporary contracts. With the exception of Italy, Denmark, Ireland and the United Kingdom many Member States have introduced specific legislation on fixed-term contracts. Thus a fixed-term contract needs objective justification in a number of countries (France, Germany, Greece, Italy, Portugal and Spain). Moreover, the number of workers on a fixed-term contract must not exceed a fraction of the firm's workforce. The renewal of

successive temporary contracts is limited in Belgium, France, Greece, Italy, Luxembourg, Portugal and the Netherlands. Finally, the worker's eligibility for employment rights and social protection often follows the same tenure-related criteria as for individuals on standard contracts (although a minimum period of job tenure is required in Germany, Portugal, Ireland and the United Kingdom).

Part-time contracts. Few legislative texts or collective agreements explicitly regulate the use of part-time work in the European Union. In countries where no specific regulations apply (Belgium, Denmark, Ireland, Luxembourg, the Netherlands, Portugal and the United Kingdom), part-time contracts are subject to the same regime as contracts of full-time workers. However, periods of notice and redundancy pay following dismissal are explicitly less for part-time workers as compared with full-time workers in Ireland and the United Kingdom.

By contrast, recent laws in Italy, Spain and Greece have given a distinct legal status to part-time work, with legislation on social security, employment protection and similar matters adapted appropriately. Moreover, the use of part-time contracts has been encouraged either by reductions in the social contributions charged on part-time jobs (France, Germany and Belgium) or by an active role of the public sector combined with a reduction in the normal working week for its employees.

3.3.3. Temporary and part-time contracts

Although the question of temporary contracts has often been discussed as a means of achieving greater labour market adaptability, only 9% of interviewed employees are currently under temporary contract in the Community, without any variation from the 1989 survey results. As in the past, the proportion of temporary workers is higher in Spain, Greece and Portugal than in the other Member States, while the expected duration of a temporary job is equal, on average, to

12 months (11 months in 1989). There is no striking difference between men and women as far as the availability of temporary contracts is concerned. Differences exist, however, between the various age groups: 17% of younger employees (below 30 years) are under temporary contract, but this percentage decreases with increasing age. Better results could undoubtedly be achieved, especially in the fight against long-term unemployment, if a larger number of temporary contracts could be made available to older workers.

Table 9

Temporary and part-time contracts
(percentage of replies)

	Temporary job	Part-time job	Readiness to work part-time Full-time workers		Readiness to work full-time Part-time workers		Preferences of job-seekers	
			Yes	No	Yes	No	Full-time	Part-time
B	6	25	18	82	55	45	74	26
DK	10	8	13	87	86	14	71	29
D	5	16	7	93	85	15	70	30
GR	18	4	8	92	75	25	9	91
E	31	6	12	88	18	82	75	25
F	8	14	17	83	58	42	75	25
IRL	14	15	10	90	61	39	66	34
I	9	13	27	73	57	43	66	34
NL	3	30	18	82	92	8	47	53
P	15	3	5	95	38	62	9	91
UK	7	28	5	95	70	30	84	16
EC	9	17	13	87	65	35	70	30

Source: EU *ad hoc* labour market survey, June 1994.

Part-time employment is also of major importance in creating jobs by increasing internal flexibility. On average, 17% (15% in 1989) of workers in the Community work on a part-time basis. The figure is well below average in Portugal, Greece, Spain and Denmark, and above average in the United Kingdom, Belgium and the Netherlands.

According to the survey results, 34% of job-seekers would prefer to get a part-time job rather than a full-time one, the figure rising to 40% for women, especially those in their 50s. Percentages differ widely from country to country (91% in Greece compared with 15% in the United Kingdom); this is probably due to the specific socioeconomic structure in each of the Member States.

However, such differences among countries do not arise when questioning full-time workers about their preference

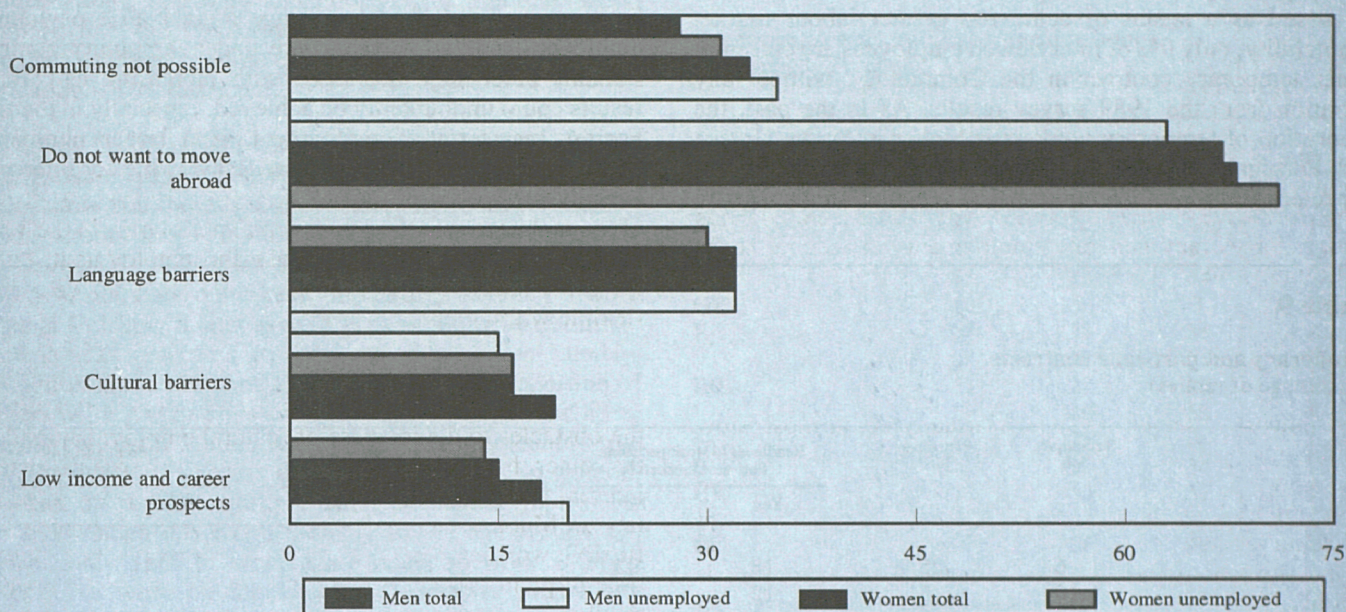
for full- or part-time work: on average, only 13% would prefer a part-time job, which is much less than in 1989 when 22% of full-time workers interviewed declared a wish to switch to part-time. This decline can be explained by the fact that in the last five years a considerable number of full-time workers have realized their wish to work part-time. The trend of people working part-time against their will has therefore declined.

Moreover, fewer part-time employees than in the past are seeking a full-time job (only 30% in 1994 compared with 37% in 1989), the figures being above the Community average in Portugal, Italy, France, Ireland and Spain.

3.4. External flexibility

As the White Paper underlines, improving external flexibility means making it possible for more unemployed workers to

GRAPH 7: Reasons not to work in other EU countries
(percentage of replies)



Sources : EU *ad hoc* labour market survey, June 1994.

meet the identified requirements of businesses. In this context, the first step is to improve geographical mobility, especially within the common European labour market. The survey among employees has questioned wage and salary earners and the unemployed about their willingness to leave their country to work in a different EU Member State; on average, 44% of workers have replied positively, the figures being 51% for men and 37% for women. Among job-seekers, the Portuguese, Italians, Spaniards and Britons are keener than others to work abroad; by contrast, only few Germans are ready to find a job in a different Member State, the percentage of positive answers being the lowest both for west (29%) and east (26%) Germans.

Taking the breakdown by age group, the figures show that the proportion of employees ready to work abroad decreases until they are in their 50s, with no variation between men and women. However, obstacles to geographical mobility may differ in importance according to gender. As Graph 7 shows, problems related to commuting (the need to find rented accommodation, the cost of travelling, etc.) discourage more women than men from moving abroad. By contrast, low income and career prospects are relatively more influential factors in reaching a decision for men than for women. The difficulty of settling down in a different socioeconomic environment and the language barriers are a major discouragement for all categories of interviewed workers.

4. Potential for employment in industry and retail trade: the results of the survey among firms¹

4.1. Overview

The fear of a 'jobless' growth process has brought much attention to the competitiveness of the industrial sector and its performance in terms of productivity. Indeed, endogenous growth forces may generate employment via sectoral shifts and relative price flexibility. This process could work as in the past (see Table 10) via the transfer of productivity gains to the rest of the economy from those sectors exposed to national and international competition and which have to register a high productivity growth to remain competitive (e.g. industry). These sectors will usually be, at most, slow employment creators when growth is strong and will shed labour when activity slows down. Therefore, in relative terms, their share in total employment will decrease but, at the same time, because of their high productivity gains and the pressure of competition, the relative prices of their goods will also fall. This price adjustment ensures a redistribution of the productivity gains towards sectors where the growth

of productivity is low and relative prices are increasing (e.g. market and non-market services). Such a redistribution process enables the sectors with low productivity growth to create new jobs, to maintain similar wages for similar qualifications and to be included in the overall growth of the standard of living.

For this redistribution process to be effective, however, the sectoral changes need to be economically accepted and socially acceptable. This may be helped by the introduction of the more active labour market policies quoted in the White Paper on growth, competitiveness and employment, i.e. by the same measures that may make the labour market more flexible without undue social costs.

In this respect, the aim of the survey in industry and retail trade is, on the one hand, to study employers' evaluation of the obstacles to the increase of sectoral employment and, on the other hand, to test their attitude towards increasing internal flexibility by changes in the internal organization of labour. Much attention is devoted, in particular, to the use of flexible working practices in order to increase the operating time of plants in industry and the opening hours of shops in retail trade. In fact, if operating (opening) time is extended, output can be raised without expanding the capital stock. This would increase capital productivity and eventually its profitability and, at the same time, would bring more people to be employed at the same workplace — a desirable development given the continuing large oversupply of labour.

¹ This chapter was prepared by Marcella Corsi from LUISS 'G. Carli' (Rome).

Table 10

Employment, productivity and relative prices in agriculture, industry and services¹
(average annual rate of growth, %)

	Period	Total	Agriculture	Industry	Market services	Non-market services
Value-added	1961-73	4,9	1,8	5,5	5,6	3,7
	1974-85	2,1	1,7	1,0	3,2	2,3
	1986-90	3,1	1,7	2,4	4,0	1,4
Employment	1961-73	0,3	- 4,6	0,5	1,6	2,2
	1974-85	0,2	- 2,9	- 1,4	1,7	2,0
	1986-90	1,0	- 3,1	0,3	2,4	1,0
Productivity	1961-73	4,6	6,5	5,0	4,0	1,5
	1974-85	1,9	4,7	2,4	1,5	0,3
	1986-90	2,1	4,9	2,1	1,6	0,4
Relative prices	1961-73	:	- 0,4	- 1,0	0,7	3,4
	1974-85	:	- 2,5	- 0,4	0,5	3,5
	1986-90	:	- 2,0	- 0,4	0,4	2,9

¹ Comparable data over the whole period are only available for Belgium, Germany, France, Italy and the Netherlands.

Source: Commission services.

As far as operating hours in industry are concerned, information stemming from the survey is complementary to official statistics due to the lack of official figures concerning the industrial organization of labour. However, the survey results should be interpreted with caution since the measurement of operating hours may be influenced both by structural differences among industries and by seasonal and cyclical situations that cannot be detected by the survey questionnaire. Thus, over- or underestimation of average operating time may occur; this should be kept in mind, especially when making comparisons between countries. Nevertheless, survey

results seem plausible concerning the individual Member States and the Community as a whole.

4.2. Industry

4.2.1. Working time and plant operating hours

For the Community as a whole, it transpires that, on average, plants' weekly operating hours differ markedly from weekly working time of full-time employees.

Table 11

Contractually agreed working time and shift work in industry

		Average contractually agreed weekly working time (hours)	Shift work (%)	Continuous, day and night	Interrupted, every day	Interrupted, every week	Not specified	Shifts per day ¹			Not specified	Average number of shifts
								2	3	> 4		
B	1989	37	80	22	37	21	0	19	22	18	21	3
	1994	37	83	27	34	22	0	17	48	13	4	3
D ²	1989	38	65	6	42	16	1	46	19	0	0	2
	1994	37	73	10	52	11	0	54	19	0	0	2
GR	1989	40	52	14	14	24	0	21	24	6	1	3
	1994	40	86	23	26	38	0	30	50	4	3	3
E	1989	40	68	17	27	24	0	1	25	42	0	4
	1994	39	61	22	17	22	0	18	27	12	4	3
F	1989	39	74	10	40	24	0	25	19	13	17	3
	1994	39	76	14	16	22	23	31	25	6	12	3
IRL	1989	41	55	16	15	14	10	:	:	:	:	:
	1994	40	46	12	17	17	0	23	18	1	4	3
I	1989	39	83	9	35	38	0	37	31	15	0	3
	1994	39	84	8	34	40	2	39	25	8	12	2
L	1989	41	:	:	:	:	:	:	:	:	:	:
	1994	40	89	55	15	19	0	11	58	19	0	3
NL	1989	39	63	11	19	33	0	27	21	12	3	3
	1994	39	42	18	13	11	0	13	11	15	3	3
P	1989	44	19	4	6	9	0	10	7	2	0	3
	1994	41	53	20	7	26	0	12	27	14	1	3
UK	1989	37	73	14	22	17	20	34	29	10	0	3
	1994	38	65	15	22	29	0	23	29	11	2	3
EC	1989	39	70	10	33	22	4	32	23	10	5	3
	1994	38	72	14	30	23	4	34	25	7	6	3

¹ One shift per day implies no shift work.

² West Germany only.

Source: EU *ad hoc* labour market surveys, June 1994 and 1989.

Shift work is the main way of decoupling working time and operating hours. As an overall result, 72% of firms questioned actually carry out shift work, split, on average, into three shifts per day (see Table 11). Compared with 1989,¹ the diffusion of shift work has increased in Belgium, Germany, Greece, France and Portugal, while it has decreased in Spain, Ireland, the Netherlands and the United Kingdom. It is also worth noting that continuous production has increased in EU industry from 10% in 1989 to 14% in 1994.

Focusing on the production process, 53% of the staff employed in the Community do shift work regularly. Results vary remarkably among Member States: 89% in Italy and only 23% in Ireland (see Table 12). As might be expected, the basic materials and producer goods industries have the highest proportion of regular shift work (58%). Considerable differences are to be found, moreover, between the various size classes of interviewed firms. Only 36% of workers in the production process operate regular shifts in the smaller industrial firms. The proportion of shift work increases with firm size, amounting to 66% in the case of the very large firms.

Table 12

Operating hours in industry

	Average operating hours per week (%)						Average operating time per week (hours)			Regular shift workers (%)		Average operating hours per week (%)	
	< 40 (a)	40-60 (b)	60-80 (c)	80-120 (d)	> 120 (e)	No reply (f)	Average ¹	One shift (g)	> Two shifts (h)	One shift (i)	> Two shifts (j)	Average ²	Average ³
B	20	15	8	18	37	2	94	39	113	11	89	105	93
D	27	32	23	14	4	0	60	38	97	61	39	61	50
GR	8	40	4	18	30	0	88	41	97	54	46	67	55
E	27	38	9	13	12	2	65	39	115	28	72	94	74
F	33	14	14	7	15	17	68	39	92	59	41	60	51
IRL	40	20	8	10	16	7	66	40	90	77	23	52	46
I	6	30	30	17	17	0	80	40	86	11	89	81	76
L	7	9	5	34	46	0	113	38	125	19	82	108	87
NL	5	53	5	12	25	0	81	41	128	68	32	69	52
P	12	54	8	8	18	0	72	42	74	54	46	57	53
UK	41	19	10	10	18	2	67	40	68	46	54	55	51
EC	25	27	18	12	14	4	69	39	93	47	53	67	56

¹ Direct measure: calculated as $[(30 \times a + 50 \times b + 70 \times c + 100 \times d + 150 \times e)/(100 - f)]$.

² Employment measure: calculated as $[(g \times i + h \times j)/100]$.

³ Working place measure: calculated as $[100 \times g \times h/(g \times i + h \times j)]$.

Source: EU *ad hoc* labour market survey, June 1994.

According to the survey results, the dissociation of operating time and individual working hours is a distinctive feature of the economy — in 1994 more than in 1989 — for the Community as a whole.

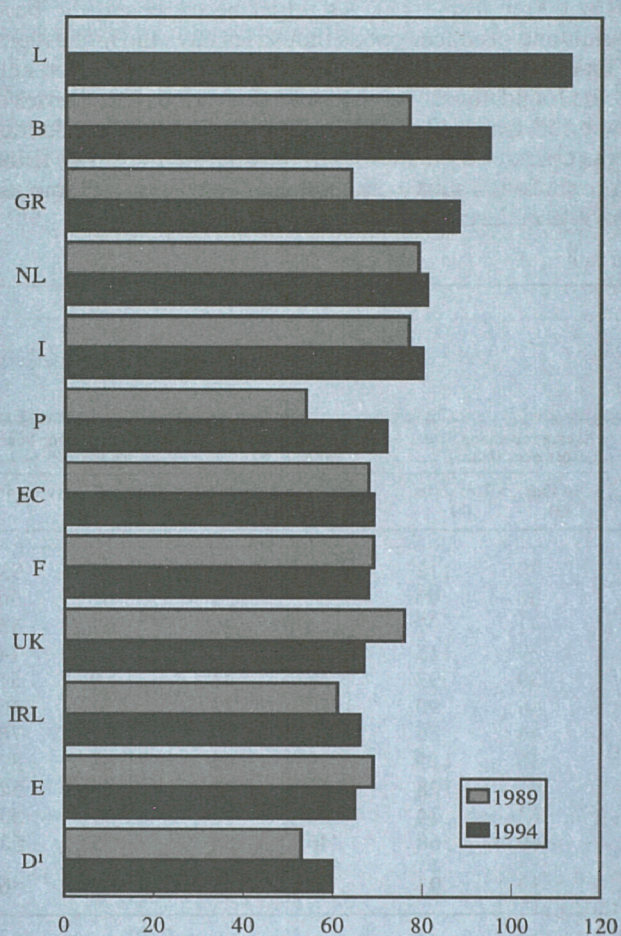
The average contractually agreed working week for a full-time industrial employee in the Community amounts to 38 hours, one hour less than in 1989. With the exception of Portugal (41 hours), the band of figures has narrowed compared with 1989 and is now between 37 and 40 hours.

Much larger differences may be found concerning the operating time of production plants. The Community average amounts to 69 hours a week, but national averages range from 60 hours in Germany to 112 hours in Luxembourg. Compared with the 1989 survey results, it appears that in most EU Member States operating hours have increased. This is particularly true for Belgium, Greece and Portugal. In contrast, a downward trend seems to characterize Spanish and British industry (see Graph 8).

Differences in operating time within the Community may be caused by differing industrial structures, prevalent size of plants, and firms' internal organization of labour (especially in the diffusion of shift work). In this context, the 1994 survey among industrial employers breaks new ground for

¹ Community results for the 1989 labour market survey may differ from previously published figures due to a new method of weighting country results which is compatible with the method for the 1994 survey.

GRAPH 8: Average number of operating hours



¹ West Germany only.

Sources: EU *ad hoc* labour market surveys, June 1994 and 1989.

discussion, compared with the 1989 labour market survey, since it collects specific information concerning both the average weekly operating time for production processes organized in one, two or more shifts and the relative ratios of employed workers (see Table 12).

Indeed, with this additional information, average operating hours may be measured referring to the employment concept and/or to the working-place concept. On the whole, the three

different measures rank Member States quite similarly with one group of countries (Luxembourg, Belgium and Italy) always above the Community average and another group (France, Germany, Ireland and the United Kingdom) always below. However, it is worth noting that for some countries (i.e. Greece, Portugal, Spain and the Netherlands) the choice of the measure directly influences the outcome of the analysis: for example, Spain scores highly when taking into account the employment and the working-place concept, whereas it comes close to the bottom for the traditional measure already adopted in 1989. When making comparisons among countries, it is therefore vital to choose the appropriate framework, in order to avoid undesirable misunderstandings among analysts.

The results for the three main industrial groupings (basic materials and producer goods, investment goods and consumer goods) show that operating time depends on the product and/or production processes involved. Operating time is longest in the intermediate goods industries. Continuous production processes are represented in this sector to a disproportionate but frequent degree, especially in Luxembourg, Belgium and Italy. In the investment goods and consumer goods industries the decoupling of working hours and operating time is less pronounced. It is worth noting, however, that operating time in the consumer goods industry in Belgium and Italy is, on average, a great deal longer than in the other Member States, whatever measure might be preferred. For these two countries, and for Luxembourg, Greece and Spain, the same is true in the investment goods industry when the employment and the working-place concepts are adopted.

According to the survey results, the length of operating time is also determined by the size of the interviewed firm. Smaller plants (up to 200 employees) have consistently shorter operating times than larger ones. Fairly large firms (500 to 1 000 employees) and large firms (over 1 000 employees) operate for much longer periods, especially considering the working-place concept.

In the next 12 to 24 months, industrial firms are planning to lengthen operating times mainly in Italy, Luxembourg, Germany and Greece (see Graph 9). This is particularly true for large firms operating in the intermediate and consumer goods industries, whereas in the investment goods sector firms are expecting them to decline.

In increasing their operating time, 60% of the firms questioned see a possibility of reducing unit costs. Such a percentage rises to 72% leaving aside the plants already engaged in continuous production.

Box 2: Calculation of operating hours**1. Direct method as in the 1989 labour market survey**

Firms were asked about their operating hours (by intervals: below 40 hours, 40 hours to 59 hours, etc.). The answers were weighted with the staff employed and then aggregated.

2. Employment concept

O = Operating hours

E = Employees in the production process (%)

1 = One shift (i.e. no shift)

2 = Two or more shifts

Total operating hours are the result of operating hours in one shift weighted with the employees in the production process in one shift and operating hours in two or more shifts weighted with the employees in the production process in two or more shifts.

$$O_{tot} = \frac{O1 \cdot E1 + O2 \cdot E2}{E1 + E2} \quad \text{where } E1 + E2 = 1$$

3. Working-place concept

The weight is now the working place (W).

$$O_{tot} = \frac{O1 \cdot W1 + O2 \cdot W2}{W1 + W2}$$

The number of working places is not directly available from survey results. The assumption is that in one-shift production the number of working places is equal to $E1$ and in two or more shifts is equal to

$$W2 = \frac{E2}{O2} \cdot O1$$

Thus we have

$$O_{tot} = \frac{O1 \cdot E1 + O2 \cdot \frac{E2}{O2} \cdot O1}{E1 + \frac{E2}{O2} \cdot O1}, \text{ namely } O_{tot} = \frac{O1 \cdot O2}{O1 \cdot E2 + O2 \cdot E1}$$

However, the same firms cite insufficient demand, existing collective agreements and costs of reorganization as the three main obstacles to an increase in operating time. The relative importance of these three obstacles has increased compared with 1989 (see Graph 10). This is particularly true for the lack of demand that has become increasingly important due to the slowdown in economic activity. As the recovery gathers pace, this obstacle should diminish in importance. To remove the other two obstacles, management and unions must enter into an appropriate dialogue, in particular at plant level, in order to put the promising project of operating time on the right track. It is worth noting that compared with 1989 the obstacle of legal rules diminished in importance; this may reflect the overall effort of EU Member States to make the labour market more flexible.

Regarding the breakdown of working time by country, the importance of the individual obstacles varies considerably. In Luxembourg, which has the longest operating time in the European Union, the cost of reorganization is regarded as the chief obstacle to extending it further. This is also the case in Italy, where collective agreements on working time are regarded as a further obstacle. In France, Spain, Greece, Ireland and Belgium insufficient demand is cited as the chief

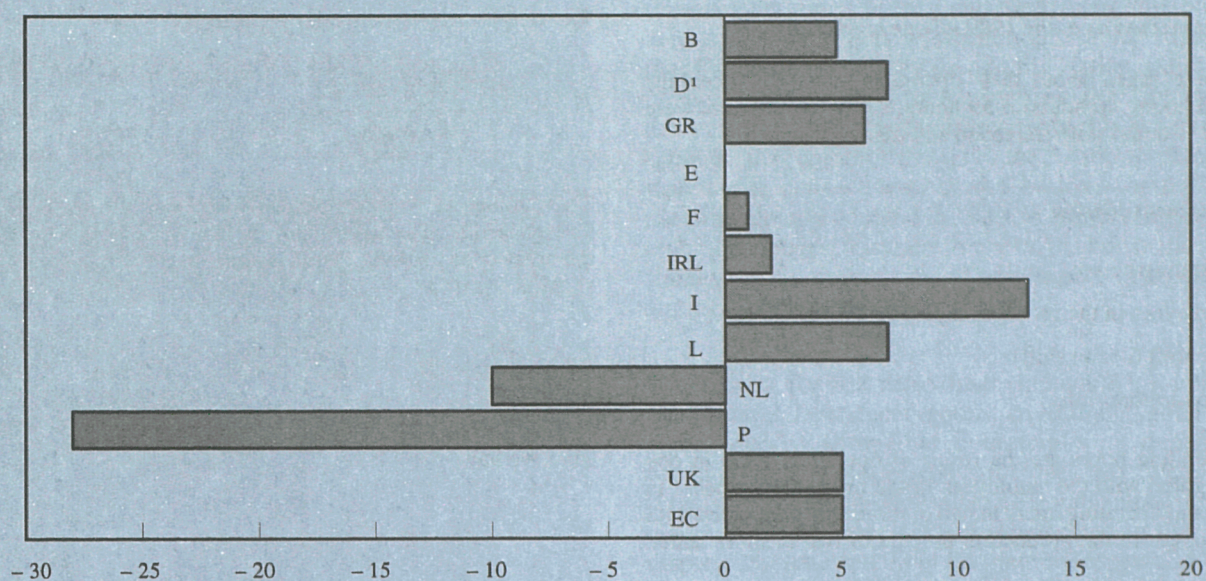
obstacle. In Germany the same rank is given to collective agreements. There are no significant differences between the three main industrial sectors as regards obstacles to longer operating time.

4.2.2. Flexible employment conditions

Part-time work is an important variable where working hours are concerned, since it makes labour markets more adaptable and decouples operating time and working hours. However, according to the survey results, only 3% of industrial employees work on a part-time basis in the Community; the share rises to 4% for those firms that carry out one-shift work.

The proportion of part-time jobs in industry decreased between 1989 (when it was 6%) and 1994, but the trend varied from country to country (see Table 13). In Ireland additional part-time jobs were created after 1989; on the contrary, in Spain and the United Kingdom part-time employment fell sharply. In Germany and the Netherlands, despite the drop in the proportion of part-time jobs after 1989, these shares remained above the Community average in 1994.

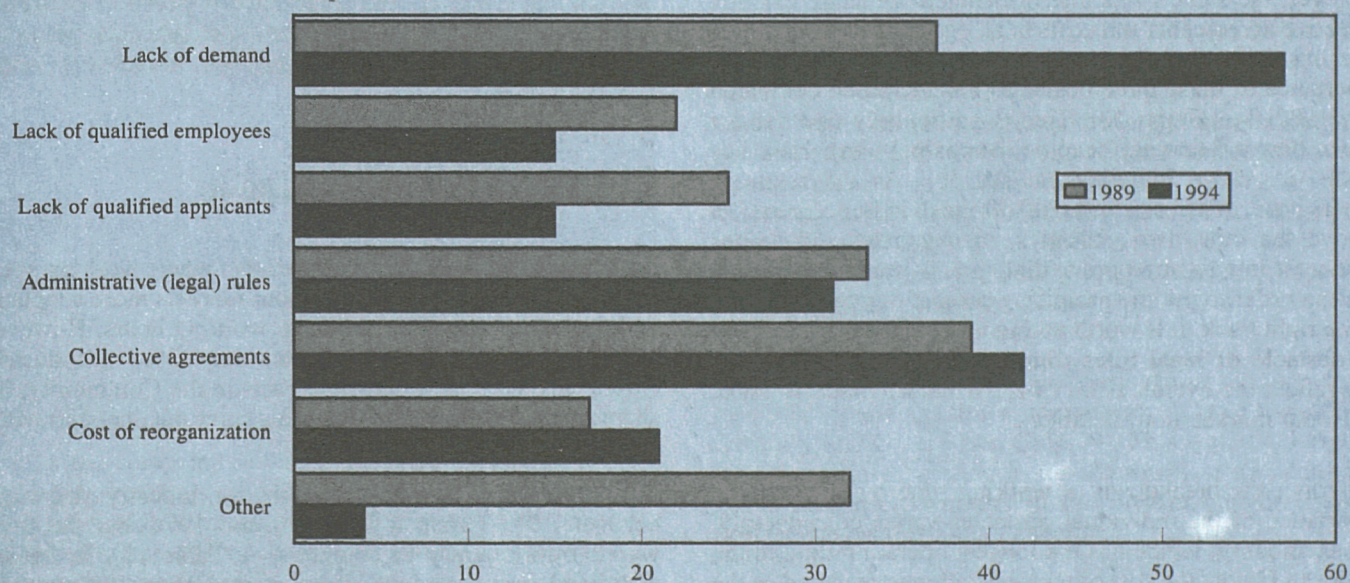
GRAPH 9: Expected variation in operating hours in the next 12 to 24 months
(balances)



¹ Including eastern Länder.

Sources: EU *ad hoc* labour market survey, June 1994.

GRAPH 10: Obstacles to expanding operating time
(coefficient of importance¹) — EC



¹ The coefficient ranks replies from 0 (all companies consider a particular reason to be 'not so important') to 100 (all companies consider a particular reason to be 'very important').

Sources: EU *ad hoc* labour market surveys, June 1994 and 1989.

Table 13

Flexible time in industry
(percentage of employed staff)

	Part-time			Saturday work		Sunday work		Night work	
	Total	Men	Women	Sometimes	Regularly	Sometimes	Regularly	Sometimes	Regularly
B	3	1	11	11	18	9	18	8	27
D	5	1	19	2	5	1	3	1	8
GR	3	1	8	4	11	2	6	2	8
E	1	0	2	5	2	4	1	7	1
F	3	1	7	3	5	1	3	1	7
IRL	7	4	12	10	8	3	3	3	5
I	2	1	6	7	17	3	10	0	16
L	1	0	8	5	41	1	19	1	35
NL	8	2	33	4	6	2	5	12	12
P	1	0	2	4	15	0	7	0	14
UK	2	0	9	11	14	6	8	3	13
EC	3	1	11	5	9	3	5	2	10

Source: EU ad hoc labour market survey, June 1994.

Part-time work involves mainly women with less than one quarter of all part-time employees being men. The proportion of women employed part-time is above average in Germany and the Netherlands. There are no significant differences between the three main industrial categories as regards female part-time work; however, this share decreases when moving from small firms (11%) to large firms (9%).

Although workers are ready to work under flexible conditions — as shown by the labour market survey among employees — night work and weekend work are still not very common among EU Member States. As an overall result, only 10% of industrial workers do night work regularly, while 9 and 5% are working on Saturday and Sunday respectively (see Table 13). In particular, the incidence of weekend work is below average in Germany, Spain, France, Ireland and the Netherlands. For the Community as a whole, a working week of five days for shift workers seems to be the norm. A longer working week (six to seven days) is quite common only in Luxembourg, Greece, Portugal and Belgium.

4.2.3. Employment plans of industrial companies

Undoubtedly, industry in the Community has not yet exploited the potential for greater internal flexibility offered by flexible employment conditions. However, employers' expectations for the next 12 to 24 months point to a possible reversal in trend as far as part-time employment is concerned.

Indeed, the expected increase of employment focuses in particular on skilled part-time workers in most Member

States, except Luxembourg, the Netherlands and the United Kingdom (see Table 14). A significant expansion of skilled full-time employment is planned by industrial firms only in Ireland and the United Kingdom.

In all Member States, except Ireland, firms questioned intend to reduce the number of jobs available for unskilled workers. Such a result again underlines that the lack of occupational qualification considerably increases the risk for workers of becoming or remaining unemployed.

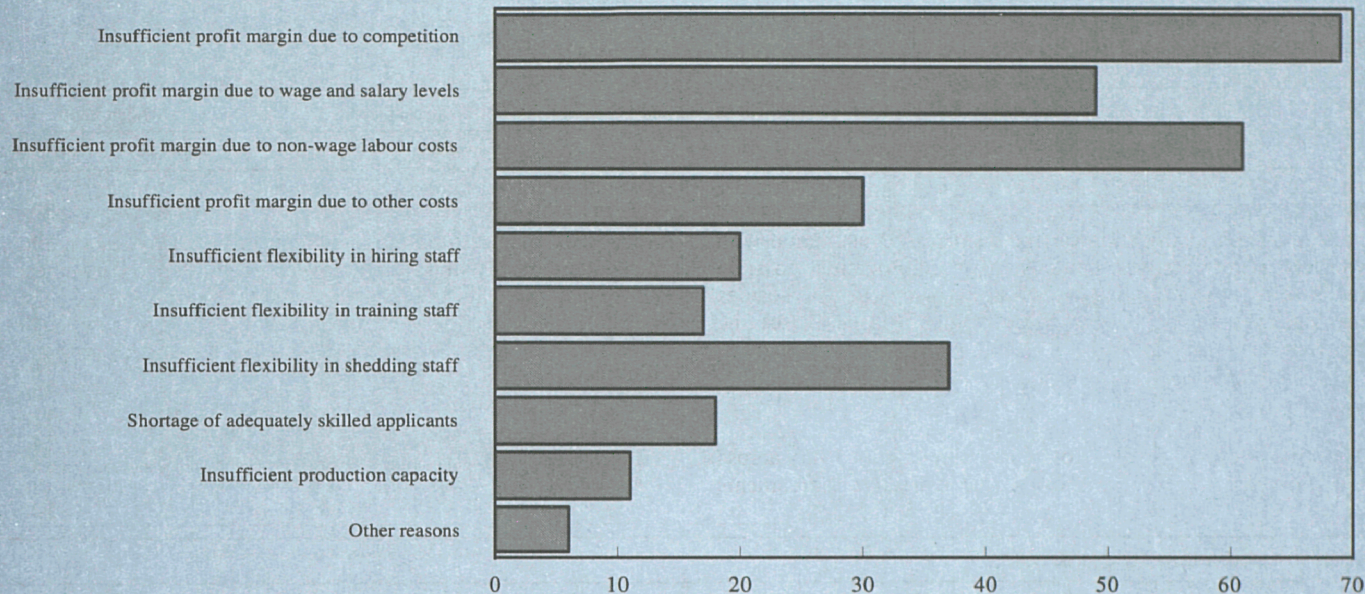
Table 14

Prospective trend of employment in industry
(balances)

	Expected variation in full-time employment		Expected variation in part-time employment		Expected variation in total employment	
	Skilled	Unskilled	Skilled	Unskilled	Skilled	Unskilled
B	-12	-56	14	-4	-14	-52
D	-29	-53	7	-5	-27	-51
GR	1	-36	31	25	6	-21
E	-9	-40	9	6	-7	-36
F	-14	-35	29	6	-13	-32
IRL	16	4	5	2	18	3
I	-40	-54	3	0	-40	-53
L	-33	-50	-21	-42	-34	-48
NL	-13	-22	-11	-11	-12	-22
P	2	-19	1	-6	-2	-16
UK	5	-16	-10	-13	3	-13
EC	-20	-41	9	-5	-18	-38

Source: EU ad hoc labour market surveys, June 1994.

GRAPH 11: Obstacles to employing more workers
(coefficient of importance¹) — EC



¹ The coefficient ranks replies from 0 (all companies consider a particular reason to be 'not so important') to 100 (all companies consider a particular reason to be 'very important').

Sources: EU *ad hoc* labour market survey, June 1994.

A breakdown by size class shows that it is large firms above all that are particularly interested in expanding the proportion of skilled part-time workers. On balance, 15% of such firms intend to hire additional skilled workers on a part-time basis in the years ahead. Taking into account the industrial sectors, balances show that a similar trend concerns firms operating in the intermediate goods and investment goods sectors. By contrast, perspectives for employment in the consumer goods industry seem quite negative for both skilled and unskilled workers, and are independent of the size of the interviewed firm.

As in 1989, the labour market survey among employers has asked industrial firms to rank 10 possible reasons that may discourage them from increasing their workforce (see Graph 11). Firms put insufficient profit margin due to domestic and foreign competition at the top of the list. Nevertheless, in France, Germany and the United Kingdom lack of price competitiveness is given as a reason less frequently than on average for the Community.

The second most important reason is high non-wage labour costs; in comparison with the Community average, non-wage labour costs are mentioned with particular incidence in Belgium, Germany, Ireland and Spain, while in Portugal and

the United Kingdom their effect in inhibiting recruitment is not nearly as great.

The third relevant obstacle to employing more workers is insufficient profit margin due to actual wage and salary levels. In Germany, Belgium and Ireland labour costs are more often regarded as an obstacle to increasing employment than in other EU Member States. This is also true of 'insufficient flexibility in shedding staff' (the fourth most important reason for the Community as a whole). The difficulty of dismissing redundant workforce is below average in Italy, Portugal and the United Kingdom.

Broken down by size class, the results do not reveal any significant differences in the Community-wide ranking of the reasons given by industrial firms for not increasing industrial employment. On average, firms with fewer than 500 employees gave 'shortage of adequately skilled applicants' as a reason for not increasing employment more often than industry as a whole (sixth place as opposed to seventh place). By contrast, 'insufficient flexibility in hiring staff', was seen by such firms as a less-important reason than in industry as a whole. In firms with 500 or more employees 'insufficient flexibility in training staff' was seen as an obstacle to an expansion of the workforce more than on the average level.

Box 3: Employment protection legislation: regulations for worker dismissals

Employment protection legislation covers all statutory regulations which directly influence the employers' ability to adjust the size of the workforce — either in the number of workers or in working hours — in response to changing circumstances.

An employer's freedom to dismiss workers is usually constrained by rules governing issues such as severance pay, period of notice, written justification for the dismissal, consultation with workers' representatives, administrative authorization, possible recourse to legal action in cases of unfair dismissal, etc. Besides the legal regime for dismissals, the actual stringency of the relevant regulations also depends on factors such as coverage of the workforce, contract status and the actual practice of enforcement.

The stringency and coverage of dismissal regulations vary across the Community. In some countries, collective agreements

are a substitute for regulatory dismissal rules (Denmark) or substantially modify their application (Belgium, Germany and Italy). The United Kingdom, on the other hand, follows a non-regulatory approach with individual bargaining between employer and employee. A study by Grubb and Wells¹ has ranked EU countries according to strictness of employment protection regulations. Ireland, Denmark and the United Kingdom appear to have the most liberal regimes, whereas the most stringent regulations seem to apply in Portugal, Spain, Italy, Greece and Germany. In particular, regular dismissal procedures appear to be most difficult in Germany, Spain and the Netherlands. Dismissed employees are entitled to the highest compensation (notice/severance pay) in Portugal, Spain, Belgium and Italy. The practice of making a dismissal effective or of securing agreement on fairness is most difficult in Spain, Italy and Portugal.

¹ *OECD Economic Studies*, No 21, 1993, pp. 7-58. Despite the fact that the report reflects the regulatory regime in force in 1990, the above ranking may be considered to be still valid since no major changes have occurred in the legislation in recent years.

The survey results reveal that small and medium-sized industrial firms are highly labour-intensive and have a high proportion of skilled workers. A feature of large firms, however, is fully rationalized and capital-intensive jobs employing the latest technologies. High non-wage labour costs and the shortage of skilled workers prevent small and medium-sized firms, in particular, from expanding their workforces, while high investment costs make it difficult for large firms to take on new workers.

This is also reflected in the results broken down by country. Small and medium-sized firms in Germany, the United Kingdom, France, Belgium and the Netherlands especially assign greater importance to the shortage of skilled applicants as an obstacle to expanding their workforces, than is the case in the Community. This is true of non-wage labour costs in France, Italy, Belgium and Spain. An analysis of the results shows that the obstacles in question are cited with particular frequency in those member countries where industrial structures are more modern and better developed.

An analysis by industrial sector shows that the main industrial groupings place the reasons for not increasing industrial employment in a similar order to industry as a whole. However, in the consumer goods industry, there are significant differences between Member States regarding the shortage of skilled workers, which, for industry as a whole, occupies seventh position. For managements in Luxembourg, Greece and Ireland, it is a major obstacle to any expansion of the workforce, whereas it is of minor importance in Italy.

4.3. Retail trade

The ad hoc labour market survey was also carried out among employers in the retail trade. Such a sector is particularly important, not only for its potential for employment but also because it represents, in the context of the overall survey, the services sector.

4.3.1. Working time and opening hours

Overall, employers in the retail trade face similar problems to industry managers, but also experience some specific problems concerning opening hours. In fact, regulations on opening hours may restrict employment opportunities in the retail trade more easily than in industry.

Compared with the 1989 survey, the contractually agreed working hours for a full-time employee have not changed at the Community level, remaining at 39 hours a week. In individual member countries changes were limited to a maximum of one hour. The average working week at present ranges from 37 hours in Belgium to 44 hours in Spain (Table 15).

On average, shops are open for about 50 hours a week in the European Union. The only countries to depart significantly from this average are Belgium (56 hours) and Greece (59 hours). The concentration of replies in certain categories (the category 'less than 45 hours' in Spain, France, Italy and Portugal; the category '51-55 hours' in Germany and the

Table 15**Working hours and opening hours in retail trade**

	Average opening hours per week (%)									Average contractually agreed weekly working time for a full-time employee (hours)	
	< 45	46-50	51-55	56-60	61-65	66-75	> 76	No reply	Weighted average hours	1989	1994
B	27	15	9	14	4	19	11	1	56	38	37
DK	30	27	9	13	4	6	11	1	53	:	43
D ¹	23	20	38	10	2	1	1	5	50	39	38
GR	20	15	15	1	21	6	22	0	59	:	40
E	56	20	8	6	2	3	3	2	46	43	44
F	47	20	9	8	5	6	5	0	49	38	39
I	57	11	1	11	17	1	0	2	47	38	39
NL	16	21	48	9	1	3	2	0	51	40	39
P	55	17	4	1	2	3	18	0	51	44	43
UK	24	18	22	11	3	11	10	0	54	39	38
EC	37	18	19	9	6	5	4	2	50	39	39

¹ West Germany only.Source: EU *ad hoc* labour market surveys, June 1994 and 1989.

Netherlands) reveals, nevertheless, the individual characteristics of some countries.

On average, retailers in the European Union have switched to longer opening hours in recent years (Table 16). According to the survey results, this was especially noticeable in Italy, Greece and the United Kingdom. By contrast, opening hours in Portugal diminished and in the other countries only slight increases were recorded.

Indeed, the most favourable combination for employment growth — decreases in working hours per employee and increases in opening hours — may have taken place in Belgium, Germany, the Netherlands and the United Kingdom. For the future, this combination could be realized in even more countries. In fact, in the next 12 to 24 months, retailers hope to increase their opening hours in all EU Member States, with Portugal being the only exception (Table 16).

Table 16**Trend in retail trade opening hours**

	Trend in opening hours in the last five years						Expected trend in opening hours in the next 12 to 24 months					
	Significant decrease	Slight decrease	No change	Slight increase	Significant increase	Balance	Significant decrease	Slight decrease	No change	Slight increase	Significant increase	Balance
B	1	13	73	9	4	1	0	2	64	26	8	20
DK	1	9	64	23	3	9	1	3	71	21	4	12
D	2	24	35	32	7	9	0	7	80	10	3	5
GR	0	1	51	39	9	29	0	0	66	34	0	17
E	1	5	86	6	2	2	0	2	94	3	1	1
F	1	8	68	17	4	7	1	8	68	17	4	7
I	0	6	26	43	24	43	0	1	45	49	4	28
NL	0	10	64	23	3	9	1	3	85	11	1	4
P	5	24	69	1	0	-17	2	17	78	3	0	-8
UK	0	5	34	41	19	37	0	2	55	40	3	22
EC	1	11	48	29	11	19	0	5	68	24	3	13

Source: EU *ad hoc* labour market surveys, June 1994.

Retailers, as industrial employers, were presented with 10 possible reasons for not increasing opening hours. Administrative rules are considered the most important obstacle in many member countries. They ranked first in Germany, Greece, Spain, France and the Netherlands. In Belgium, collective agreements, which make working conditions inflexible for a certain period, are cited as being

the most important obstacle (see Graph 12). The survey results also show that cyclical influences are important. In Denmark, Italy, Portugal and the United Kingdom, the modest economic outlook has influenced retailers' opinions, since in these countries lack of demand is considered the most important obstacle to increases in opening hours (Table 17).

Table 17

Reasons for not increasing retail trade opening hours
(coefficient of importance¹)

	Lack of demand	Lack of qualified employees	Lack of qualified applicants	Administrative rules	Collective agreements	Costs of reorganization	Other reasons
B	6	5	4	84	89	10	60
DK	51	11	8	33	21	16	17
D	22	23	21	74	34	25	0
GR	9	18	8	72	34	43	0
E	42	22	21	50	45	39	4
F	40	24	18	47	38	33	5
I	93	7	6	78	41	46	1
NL	7	4	5	10	9	7	3
P	57	22	20	38	41	27	13
UK	9	4	3	8	1	4	5
EC	37	15	13	52	32	27	5

¹ The coefficient ranks responses from 0 (all companies consider a particular reason to be 'not so important') to 100 (all companies consider a particular reason to be 'very important').
Source: EU *ad hoc* labour market surveys, June 1994 and 1989.

Compared with 1989, the decline in importance of the lack of qualified employees and the lack of qualified applicants is sizeable. As unemployment begins to include increasing numbers of skilled people, the obstacle 'lack of qualified applicants' diminishes in importance (Graph 12).

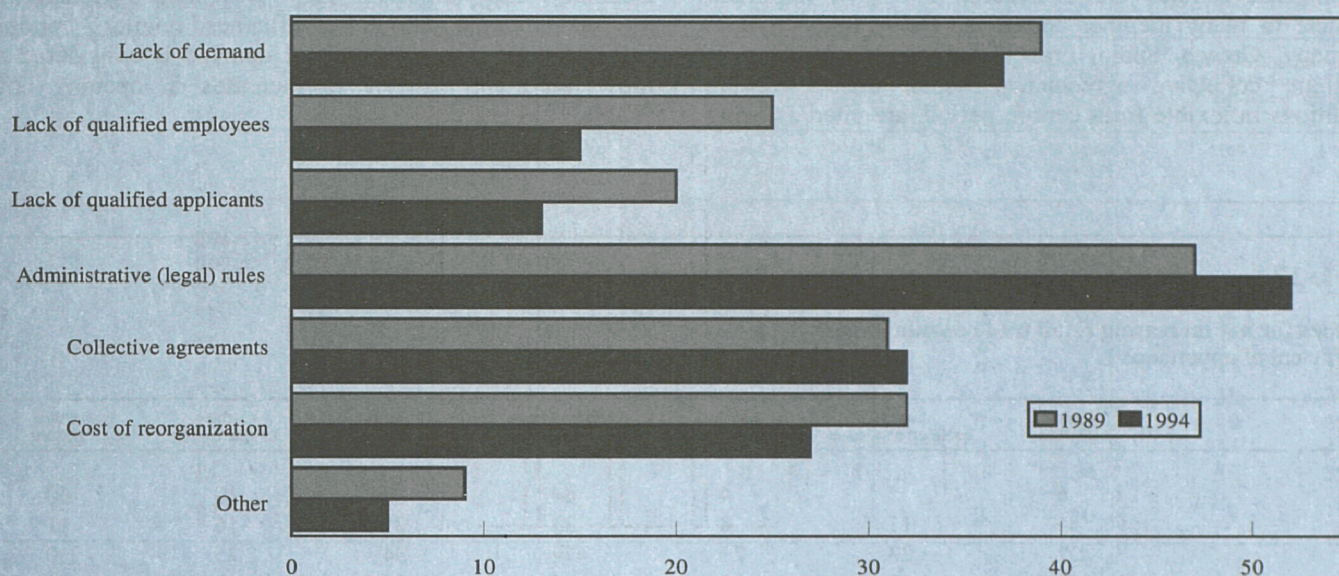
Opening hours are also not increasing because a majority of retailers believe that longer opening hours do not yield increased profits. Only 18% of retail trade managers could increase earning capacity by extending opening hours. This is not the case for 68% of them, with 14% of those interviewed showing uncertainty (Graph 13). While this reply is influenced by the weak growth of private consumption in the quarters preceding the survey, it is of interest to compare the replies of individual member countries. The impossibility of augmenting earning capacity by increasing opening hours is strongest for retailers in the Netherlands, Spain and Denmark. These are also the three countries where retailers

consider the level of staff to be more or less appropriate in relation to sales (Graph 14). In these countries an increase in opening hours may lead to a distortion of the income/cost balance. Retailers in Greece and Italy, on the other hand, seem to have a problem of excess staff. If demand is sufficient, they see a possibility of employing this excess staff more efficiently by increasing opening hours.

4.3.2. Retailers' employment plans

Over the next two years, employers in the retail trade expect very little increase in employment. Employment is expected to grow for skilled employees and for part-time workers. Except for Spain and Portugal, a general rise is anticipated for employment of skilled part-time workers. In all member countries, except for Germany, Spain, France and Italy, a rise in skilled full-time workers is also expected (Table 18).

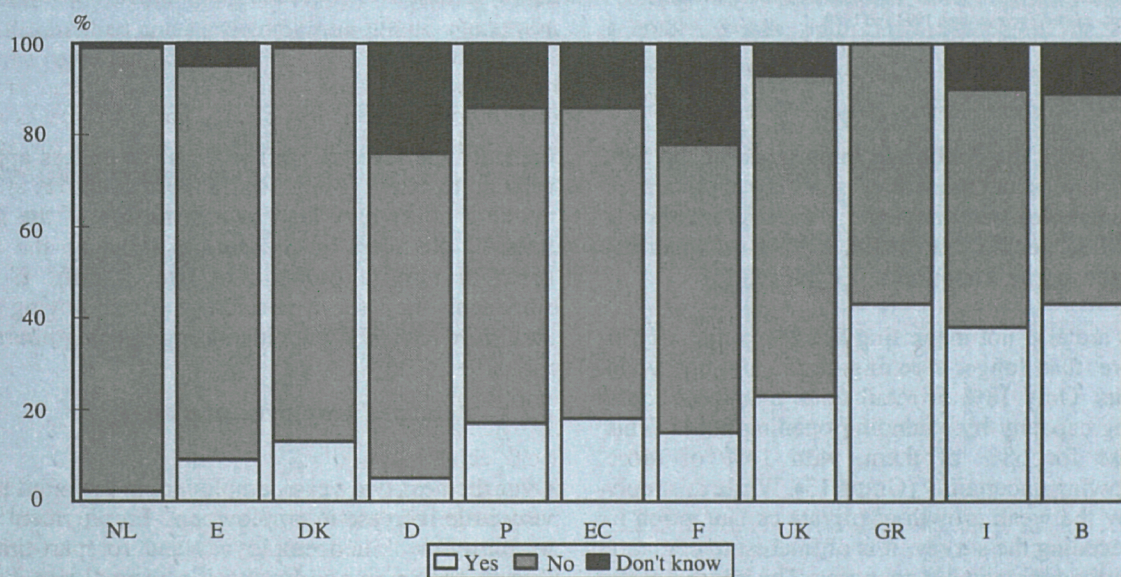
GRAPH 12: Reasons for not increasing opening hours
(coefficient of importance¹) — EC



¹ The coefficient ranks replies from 0 (all companies consider a particular reason to be 'not so important') to 100 (all companies consider a particular reason to be 'very important').

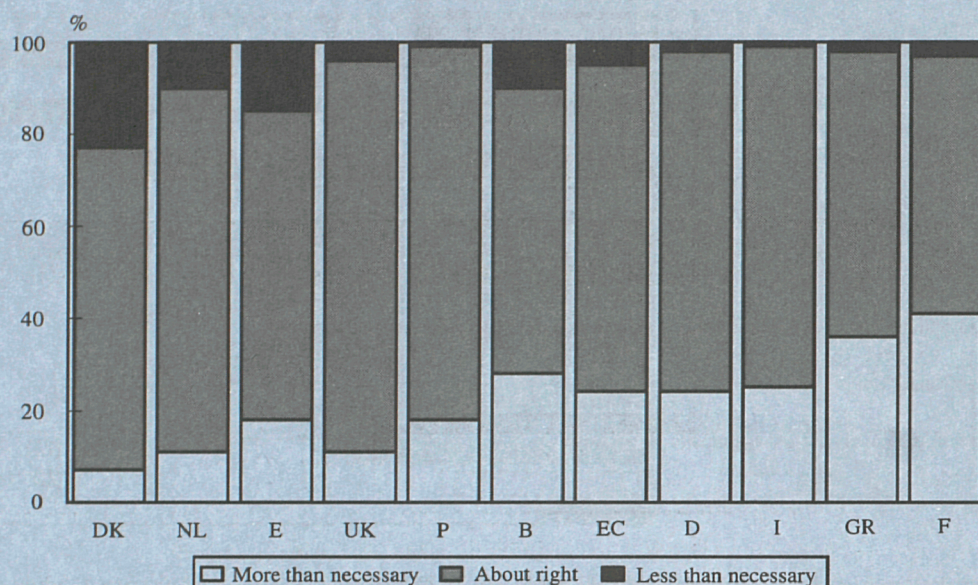
Sources: EU *ad hoc* labour market surveys, June 1994 and 1989.

GRAPH 13: Possibility of increasing earning capacity by extending opening hours
(percentage of replies)



Sources: EU *ad hoc* labour market survey, June 1994.

GRAPH 14: Employment situation in relation to the sales level
(percentage of replies)



Sources: EU ad hoc labour market survey, June 1994.

Table 18

Prospective trend of employment in retail trade
(balances)

	Expected variation in full-time employment		Expected variation in part-time employment		Expected variation in total employment	
	Skilled	Unskilled	Skilled	Unskilled	Skilled	Unskilled
B	17	-32	36	35	19	-7
DK	15	7	5	8	22	13
D	-9	-27	7	-21	1	-22
GR	46	-28	71	51	49	16
E	0	-4	0	2	0	-4
F	-1	-7	18	15	0	9
I	-2	9	11	22	-2	11
NL	6	1	9	2	11	2
P	6	-1	-4	-15	5	-1
UK	10	-9	24	13	19	10
EC	1	-11	14	5	7	-2

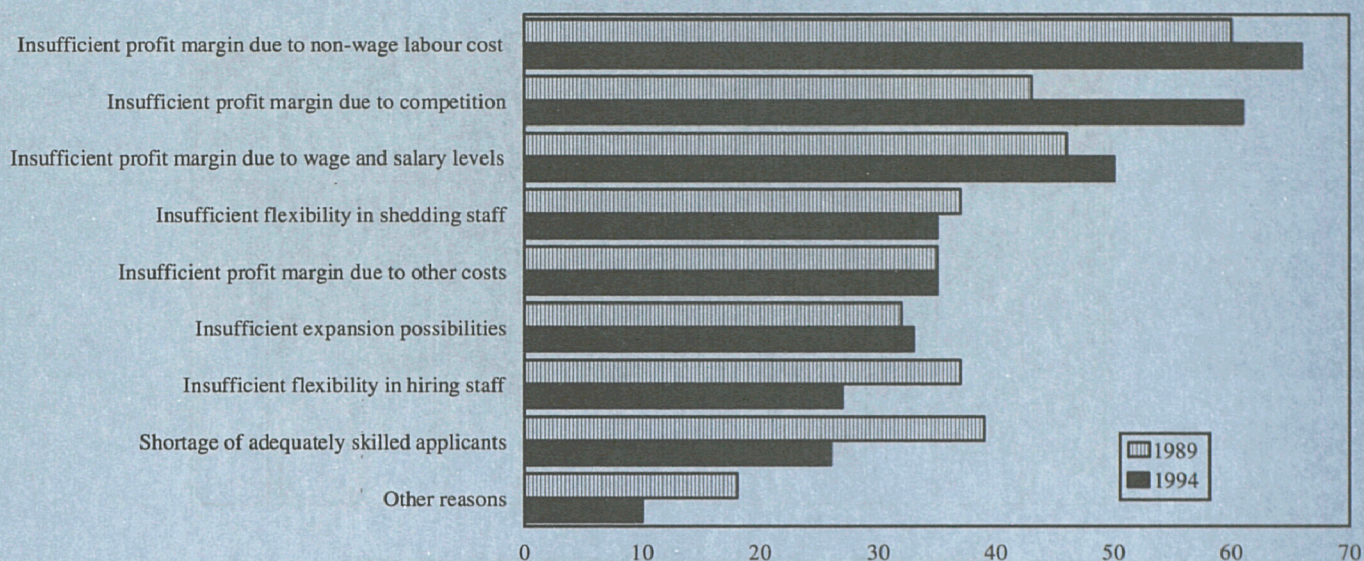
Source: EU ad hoc labour market survey, June 1994.

As in the industry survey, firms in the retail trade have been questioned about the obstacles to an expansion of

employment. An insufficient profit margin is by far the most important obstacle to be mentioned. More specifically, an insufficient profit margin caused by the level of non-wage labour costs, by competition and by wage and salary levels is cited as very important by most retail trade managers. Compared with 1989, 'insufficient profit margin due to competition' has clearly gained force as an obstacle to recruitment (Graph 15). This may be an effect of an augmented retail trade internationalization, due to increasing development of the internal market.

The fourth most important obstacle is 'insufficient flexibility in shedding staff'. The importance of this is confirmed by the assessment of the number of staff as compared with sales levels (Graph 15). Indeed, 24% of employers declare more staff than necessary against only 5% declaring to have less than necessary. The relatively weak economic outlook at the time of the survey may have influenced this assessment. Often countries with a high percentage of 'more than necessary', consider insufficient flexibility in shedding staff as important (France and Greece). Countries with a low percentage of 'more than necessary', on the other hand, consider insufficient flexibility in shedding staff as unimportant (the United Kingdom, Denmark and Portugal).

GRAPH 15: Obstacles to employing more workers
(coefficient of importance¹) — EC



¹ The coefficient ranks replies from 0 (all companies consider a particular reason to be 'not so important') to 100 (all companies consider a particular reason to be 'very important').

Sources: EU *ad hoc* labour market surveys, June 1994 and 1989.

Annexes

Annex I — Questionnaires

Survey extension on potentials and problems for growth and employment creation in the Community — 1994

Questionnaire addressed to industrial companies

1. *Size and structure of your staff (June 1994)*

How many people does your company employ at present

	Total	Male	Female
• full-time
• part-time
• skilled*
• unskilled*
• in the production process?

2. *Employment situation in your firm*

(a) In relation to your present level of output, is the number of your staff:

more than necessary

about right

less than necessary?

(b) According to your present plans, the number of employees in your company over the next 12 to 24 months will probably (choose *one* answer in every column):

	Full-time		Part-time		Total	
	Skilled	Unskilled	Skilled	Unskilled	Skilled	Unskilled
increase	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
remain constant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
decrease	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
don't know	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* According to a subjective assessment.

What are the reasons for this expected change in employment? Could you indicate which of these factors is very important, important, or not (so) important. (Tick *one* box on each line.)

Reasons	Very important	Important	Not (so) important
(1) Present and expected levels of demand for your products	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2) Increase in contracting out	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(3) Rationalization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(4) Introduction of new technologies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(5) Present and expected levels of wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(6) Government measures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(7) Other reasons, i.e. ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(c) Following is a list of *factors* which employers have given for *not employing more people in relation to output*. Could you indicate which of these factors is very important, important, or not (so) important. (Tick *one* box on each line.)

Reasons	Very important	Important	Not (so) important
(1) Insufficient profit margin due to:			
(1.1) competition (domestic and foreign), which does not allow sufficient prices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(1.2) wage and salary levels in your company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(1.3) non-wage labour-cost level (e.g. employers' social security contribution, payroll taxes, allowances, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(1.4) Other costs (e.g. capital costs etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2) Too many difficulties and/or costs (to justify extra recruitment):			
(2.1) in hiring staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2.2) in training staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2.3) in shedding staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(3) Shortage of adequately skilled applicants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(4) Insufficient production capacity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(5) Other reasons, i.e. ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Structure of working time and operating hours

(a) What are the average operating hours per week in your company?

Under 40	40 to 59	60 to 79	80 to 119	120 or more
----------	----------	----------	-----------	-------------

The number of operating hours is:

for production in one shift:** ... hours per week
for production in two or more shifts: ... hours per week

** Production in one shift means that in fact there is no shift work.

(b) Do you close your company regularly in the course of the year for holidays?

☐ Yes

☐ No

- If yes, for how many weeks?

1	2	3	4	5	6	7 or more
---	---	---	---	---	---	-----------

- If no, do you intend to do so in the next 12 to 24 months?

☐ Yes

☐ No

Do you have plans for changing the closing-time of your company for holidays?

None	Less closure time	More closure time
------	-------------------	-------------------

(c) What are the average contracted weekly working hours for a full-time employee in your company?

... hours

(d) Do you have shift work?

☐ Yes

☐ No

If yes:

- Is your production process

continuous day and night all week long

interrupted every day (e.g. at night)

interrupted every week (e.g. on weekends)?

- Shift work is done on 4 | 5 | 6 | 7 | days a week

- How many separate shifts do you use per day?

1	2	3	4	5	6 or more
---	---	---	---	---	-----------

If you have other arrangements (e.g. 1½ shifts), please specify:

... shifts

(e) Percentage of your staff doing:

	Sometimes	Regularly
Shift work	...%	...%
Saturday work	...%	...%
Sunday work	...%	...%
Night work	...%	...%

4. Trends in operating hours

(a) Have your weekly operating hours changed in the last five years?

- Decreased significantly
- Decreased slightly
- Remained unchanged
- Increased slightly
- Increased significantly

(b) Do you envisage a change in operating hours in the next 12 to 24 months?

- Significant decrease
- Slight decrease
- No change
- Slight increase
- Significant increase

(c) Do you consider that you could reduce unit costs of output by extending the operating hours of your plant?

Yes	No
-----	----

If yes, the following is a list of *reasons* which employers have given *for not being able to expand weekly operating hours*. In relation to your company, could you say whether each reason is very important, important or not (so) important. (Tick *one* box on each line.)

Reasons	Very important	Important	Not (so) important
Lack of demand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of qualified employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of qualified applicants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrative (legal) rules	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collective agreements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Costs of reorganization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Others, e.g. ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Survey extension on potentials and problems for growth and employment creation in the Community — 1994

Questionnaire addressed to retail trade firms

1. Size and structure of your staff (June 1994)

How many people does your company employ at present

- full-time
- part-time
- skilled*
- unskilled*

Total	Male	Female
....
....
....
....

2. Employment situation in your firm

(a) In relation to your present level of sales, is the number of your staff:

more than necessary

about right

less than necessary?

(b) According to your present plans, the number of employees in your company over the next 12 to 24 months will probably (choose *one* answer in every column):

	Full-time		Part-time		Total	
	Skilled	Unskilled	Skilled	Unskilled	Skilled	Unskilled
increase	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
remain constant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
decrease	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What are the reasons for this expected change in employment? Could you indicate which of these factors is very important, important, or not (so) important. (Tick *one* box on each line.)

Reasons	Very important	Important	Not (so) important
(1) Present and expected levels of demand for your products	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2) Rationalization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(3) Introduction of new technologies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(4) Present and expected levels of wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(5) Other reasons, i.e. ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* According to a subjective assessment.

- (c) Following is a list of *factors* which employers have given for *not employing more people in relation to sales*. Could you indicate which of these factors is very important, important, or not (so) important. (Tick *one* box on each line.)

Reasons	Very important	Important	Not (so) important
(1) Insufficient profit margin due to:			
(1.1) competition, which does not allow sufficient prices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(1.2) wage and salary levels in your company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(1.3) non-wage labour-cost level (e.g. employers' social security contribution, payroll taxes, allowances, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(1.4) Other costs (e.g. capital costs etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2) Too many difficulties and/or costs (to justify extra recruitment):			
(2.1) in hiring staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2.2) in training staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2.3) in shedding staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(3) Shortage of adequately skilled applicants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(4) Insufficient expansion possibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(5) Other reasons, i.e. ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Structure of working time and operating hours

- (a) What are the average opening hours per week in your company?

No more than 45	46 to 50	51 to 55	56 to 60	61 to 65	66 to 75	76 or over
-----------------	----------	----------	----------	----------	----------	------------

- (b) Do you close your company regularly in the course of the year for holidays?

Yes	No
-----	----

- If yes, for how many weeks?

1	2	3	4	5	6	7 or more
---	---	---	---	---	---	-----------

- If no, do you intend to do so in the next 12 to 24 months?

Yes	No
-----	----

Do you have plans for changing the closing-time of your company for holidays?

None	Less closure time	More closure time
------	-------------------	-------------------

- (c) What are the average contracted weekly working hours for a full-time employee in your company?
... hours

4. Trends in operating hours

(a) Have your weekly operating hours changed in the last five years?

- Decreased significantly
- Decreased slightly
- Remained unchanged
- Increased slightly
- Increased significantly

(b) Do you envisage a change in operating hours in the next 12 to 24 months?

- Significant decrease
- Slight decrease
- No change
- Slight increase
- Significant increase

(c) Do you consider that you could increase your earning capacity by extending the opening hours of your firm?

Yes	No	Don't know
-----	----	------------

If yes, the following is a list of *reasons* which employers have given for *not being able to expand weekly opening hours*. In relation to your company, could you say whether each reason is very important, important or not (so) important. (Tick *one* box on each line.)

Reasons	Very important	Important	Not (so) important
Lack of demand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of qualified employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of qualified applicants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrative (legal) rules	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collective agreements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Costs of reorganization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Others, e.g. ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Survey extension on potentials and problems for growth and employment creation in the Community — 1994

Questionnaire addressed to consumers

Adults, only

(Employees, self-employed, retired, unemployed)

A. At the present time, what is your position? (Show card)

1. You are still studying (**Close the interview**)
2. You are looking for a job (**Go to question 4(c)**)
3. You are not in paid employment and not looking for a job, or you are retired, including all systems of advance retirement (**Close the interview**)
4. You work for a company in the public sector or the public administration (**Go to question 1**)
5. You work in industry, commerce, craftsmanship or in services (**Go to question 1**)
6. You are working on your own (**Close the interview**)

B. Questions

1. Working time

(a) How many hours per week do you have to work at present, according to your working contract?

- Less than 20 hours 1
- 20 to 24 hours 2
- 25 to 29 hours 3
- 30 to 34 hours 4
- 35 to 40 hours 5
- 41 to 45 hours 6
- More than 45 hours 7

(b) How many days do you regularly work per week?

Less than 3	3	4	5	6	7
-------------	---	---	---	---	---

(c) Does your employment include:

	Never	Sometimes	Regularly
shift work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
night work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Saturday work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sunday work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(d) There are indications that not everyone is satisfied with his/her current working time.

Assuming that the present *hourly* wage rate remained unchanged, would you like to work:

less	as long	more
------	---------	------

(e) How many hours per week would you prefer to work (with the same salary per hour)?

- Less than 20 hours 1
- 20 to 24 hours 2
- 25 to 29 hours 3
- 30 to 34 hours 4
- 35 to 40 hours 5
- 41 to 45 hours 6
- More than 45 hours 7

(f) If the choice were offered at the next wage round, which of the following two possibilities would you prefer?

Increase in pay (for the same hours of work)

Shorter working time (for the same weekly or monthly pay you get now)

Don't know

2. Would you be willing to work different working hours, if you were offered higher wages or additional leisure time?

	Yes	No
Earlier in the morning or later in the evening	<input type="checkbox"/>	<input type="checkbox"/>
At night	<input type="checkbox"/>	<input type="checkbox"/>
On Saturday	<input type="checkbox"/>	<input type="checkbox"/>
On Sunday	<input type="checkbox"/>	<input type="checkbox"/>
Working whenever required	<input type="checkbox"/>	<input type="checkbox"/>

3. Is your job

- ☐ permanent or
☐ temporary?

If your job is temporary, what is the duration of your job according to the contract (in months)?

....

4. (a) If you are a full-time employee, would you rather have part-time employment with a correspondingly lower salary?

<input type="checkbox"/> Yes	<input type="checkbox"/> No
------------------------------	-----------------------------

(b) If you are a part-time employee, would you rather have full-time employment?

<input type="checkbox"/> Yes	<input type="checkbox"/> No
------------------------------	-----------------------------

(c) If you are unemployed, would you rather have:

- full-time employment

Yes

No

- part-time employment?

Yes

No

5. (a) Were you ever unemployed for four weeks or more in the last five years?

Yes

No

(b) If yes, how often?

Once	Twice	Three times and more
------	-------	----------------------

(c) How long have you been unemployed (total) in the last five years?

Less than 3 months	3 to 6 months	7 to 11 months
12 to 24 months	More than 24 months	

6. (a) Do you have an occupational qualification?

Yes

No

(b) If yes, do you have

- in-house training
- vocational training within the education system?

(c) Are you at present employed as
a skilled employee*
an unskilled employee?*

7. Employment in EC countries

(a) Are you, or were you, employed in an EC Member State different from the one of which you are a national?

Yes

No

* According to a subjective assessment.

(b) Would you be willing to work in an EC Member State different from that of which you are a national?

☐ Yes☐ No

If not, indicate the reasons:

- | | |
|--|--------------------------|
| Commuting not possible | <input type="checkbox"/> |
| Do not want to move abroad | <input type="checkbox"/> |
| Language barriers | <input type="checkbox"/> |
| Cultural barriers | <input type="checkbox"/> |
| Income and career prospects unattractive | <input type="checkbox"/> |
| Others, e.g. ... | <input type="checkbox"/> |

Annex II — List of institutes

	Industry	Retail trade	Consumers
Belgium	Banque Nationale de Belgique (BNB)	BNB	Dimarso SA
Denmark	—	GFK Danmark A/S	Danmarks Statistik (DS)
Germany	Institut für Wirtschaftsforschung (IFO)	IFO	GFK AG
Greece	Foundation of Economic and Industrial Research (FEIR)	FEIR	National Statistical Service of Greece (NSSG)
Spain	Ministerio de Industria y Energía	Intergallup SA	Intergallup
France	Institut national de la statistique et des études économiques (INSEE)	INSEE	Démoscopie
Ireland	IBEC Ltd Economic and Social Research Institute (ESRI)	—	Teagasc — Rural Economy Research Centre
Italy	Istituto nazionale per lo studio della congiuntura (ISCO)	ISCO	ISCO
Luxembourg	Statec	—	—
Netherlands	Centraal Bureau voor de Statistiek (CBS)	NIPO	CBS
Portugal	Instituto nacional de estatística (INE)	INE	NORMA, SARL
United Kingdom	Confederation of British Industry (CBI)	CBI	Social Surveys (Gallup Poll) Ltd

Annex III — Tables of results

Tables

1. Structure of workforce in industry	56
1a. Structure of workforce in total industry	
1b. Structure of workforce in the intermediate goods industry	
1c. Structure of workforce in the investment goods industry	
1d. Structure of workforce in the consumer goods industry	
1e. Structure of workforce in companies with fewer than 200 employees	
1f. Structure of workforce in companies with 200 to 499 employees	
1g. Structure of workforce in companies with 500 to 999 employees	
1h. Structure of workforce in companies with 1 000 or more employees	
2. Sufficiency of workforce	60
2a. Sufficiency of workforce in total industry	
2b. Sufficiency of workforce in the intermediate goods industry	
2c. Sufficiency of workforce in the investment goods industry	
2d. Sufficiency of workforce in the consumer goods industry	
2e. Sufficiency of workforce in companies with fewer than 200 employees	
2f. Sufficiency of workforce in companies with 200 to 499 employees	
2g. Sufficiency of workforce in companies with 500 to 999 employees	
2h. Sufficiency of workforce in companies with 1 000 or more employees	
3. Prospective trend of employment in industry	62
3a. Prospective trend of employment in total industry	
3b. Prospective trend of employment in the intermediate goods industry	
3c. Prospective trend of employment in the investment goods industry	
3d. Prospective trend of employment in the consumer goods industry	
3e. Prospective trend of employment in companies with fewer than 200 employees	
3f. Prospective trend of employment in companies with 200 to 499 employees	
3g. Prospective trend of employment in companies with 500 to 999 employees	
3h. Prospective trend of employment in companies with 1 000 or more employees	
4. Reasons for expected change in employment	70
4a. Reasons for expected change in employment in total industry	
4b. Reasons for expected change in employment in the intermediate goods industry	
4c. Reasons for expected change in employment in the investment goods industry	
4d. Reasons for expected change in employment in the consumer goods industry	
4e. Reasons for expected change in employment in companies with fewer than 200 employees	
4f. Reasons for expected change in employment in companies with 200 to 499 employees	
4g. Reasons for expected change in employment in companies with 500 to 999 employees	
4h. Reasons for expected change in employment in companies with 1 000 or more employees	

5.	Obstacles to employing more people in industry	78
5a.	Obstacles to employing more people in total industry	
5b.	Obstacles to employing more people in the intermediate goods industry	
5c.	Obstacles to employing more people in the investment goods industry	
5d.	Obstacles to employing more people in the consumer goods industry	
5e.	Obstacles to employing more people in companies with fewer than 200 employees	
5f.	Obstacles to employing more people in companies with 200 to 499 employees	
5g.	Obstacles to employing more people in companies with 500 to 999 employees	
5h.	Obstacles to employing more people in companies with 1 000 or more employees	
6.	Working hours and operating hours in industry	94
6a.	Working hours and operating hours in total industry	
6b.	Working hours and operating hours in the intermediate goods industry	
6c.	Working hours and operating hours in the investment goods industry	
6d.	Working hours and operating hours in the consumer goods industry	
6e.	Working hours and operating hours in companies with fewer than 200 employees	
6f.	Working hours and operating hours in companies with 200 to 499 employees	
6g.	Working hours and operating hours in companies with 500 to 999 employees	
6h.	Working hours and operating hours in companies with 1 000 or more employees	
7.	Holiday shutdown	98
7a.	Holiday shutdowns in total industry	
7b.	Holiday shutdowns in the intermediate goods industry	
7c.	Holiday shutdowns in the investment goods industry	
7d.	Holiday shutdowns in the consumer goods industry	
7e.	Holiday shutdowns in companies with fewer than 200 employees	
7f.	Holiday shutdowns in companies with 200 to 499 employees	
7g.	Holiday shutdowns in companies with 500 to 999 employees	
7h.	Holiday shutdowns in companies with 1 000 or more employees	
8.	Shift work	102
8a.	Shift work in total industry	
8b.	Shift work in the intermediate goods industry	
8c.	Shift work in the investment goods industry	
8d.	Shift work in the consumer goods industry	
8e.	Shift work in companies with fewer than 200 employees	
8f.	Shift work in companies with 200 to 499 employees	
8g.	Shift work in companies with 500 to 999 employees	
8h.	Shift work in companies with 1 000 or more employees	
9.	Percentage of staff doing shift work, Saturday work, Sunday work or night work	106
9a.	Percentage of staff doing shift work, Saturday work, Sunday work or night work in total industry	
9b.	Percentage of staff doing shift work, Saturday work, Sunday work or night work in the intermediate goods industry	
9c.	Percentage of staff doing shift work, Saturday work, Sunday work or night work in the investment goods industry	

9d.	Percentage of staff doing shift work, Saturday work, Sunday work or night work in the consumer goods industry	
9e.	Percentage of staff doing shift work, Saturday work, Sunday work or night work in companies with fewer than 200 employees	
9f.	Percentage of staff doing shift work, Saturday work, Sunday work or night work in companies with 200 to 499 employees	
9g.	Percentage of staff doing shift work, Saturday work, Sunday work or night work in companies with 500 to 999 employees	
9h.	Percentage of staff doing shift work, Saturday work, Sunday work or night work in companies with 1 000 or more employees	
10.	Trend in operating hours	110
10a.	Trend in operating hours in total industry	
10b.	Trend in operating hours in the intermediate goods industry	
10c.	Trend in operating hours in the investment goods industry	
10d.	Trend in operating hours in the consumer goods industry	
10e.	Trend in operating hours in companies with fewer than 200 employees	
10f.	Trend in operating hours in companies with 200 to 499 employees	
10g.	Trend in operating hours in companies with 500 to 999 employees	
10h.	Trend in operating hours in companies with 1 000 or more employees	
11.	Possibility of reducing unit costs of output by extending operating hours	114
11a.	Possibility of reducing unit costs in total industry	
11b.	Possibility of reducing unit costs in the intermediate goods industry	
11c.	Possibility of reducing unit costs in the investment goods industry	
11d.	Possibility of reducing unit costs in the consumer goods industry	
11e.	Possibility of reducing unit costs in companies with fewer than 200 employees	
11f.	Possibility of reducing unit costs in companies with 200 to 499 employees	
11g.	Possibility of reducing unit costs in companies with 500 to 999 employees	
11h.	Possibility of reducing unit costs in companies with 1 000 or more employees	
12.	Reasons for not increasing weekly operating hours	116
12a.	Reasons for not increasing weekly operating hours in total industry	
12b.	Reasons for not increasing weekly operating hours in the intermediate goods industry	
12c.	Reasons for not increasing weekly operating hours in the investment goods industry	
12d.	Reasons for not increasing weekly operating hours in the consumer goods industry	
12e.	Reasons for not increasing weekly operating hours in companies with fewer than 200 employees	
12f.	Reasons for not increasing weekly operating hours in companies with 200 to 499 employees	
12g.	Reasons for not increasing weekly operating hours in companies with 500 to 999 employees	
12h.	Reasons for not increasing weekly operating hours in companies with 1 000 or more employees	
13.	Structure of workforce in retail trade	124
14.	Employment situation in your firm	124
15.	Prospective trend of employment in retail trade	125
16.	Reasons for expected change in employment	126

17. Obstacles to employing more people in retail trade	127
18. Working hours and opening hours in retail trade	129
19. Holiday closure in retail trade	130
20. Trend in retail trade opening hours	131
21. Possibility of increasing earning capacity	131
22. Reasons for not increasing retail trade opening hours	132
23. Structure of the group of respondents to the survey among employees	134
23a. Structure of the group of respondents (overall)	
23b. Structure of the group of respondents (men)	
23c. Structure of the group of respondents (women)	
23d. Structure of the group of respondents (up to 30 years old)	
23e. Structure of the group of respondents (aged between 30 and 49)	
23f. Structure of the group of respondents (aged 49 upwards)	
24. Contractual working time	136
24a. Contractual working time (total)	
24b. Contractual working time (men)	
24c. Contractual working time (women)	
24d. Contractual working time (up to 30 years old)	
24e. Contractual working time (aged between 30 and 49)	
24f. Contractual working time (aged 49 upwards)	
25. Preferred working time and working hours	148
25a. Preferred working time and working hours (overall)	
25b. Preferred working time and working hours (men)	
25c. Preferred working time and working hours (women)	
25d. Preferred working time and working hours (up to 30 years old)	
25e. Preferred working time and working hours (aged between 30 and 49)	
25f. Preferred working time and working hours (aged 49 upwards)	
26. Present and preferred jobs	155
26a. Present and preferred jobs (overall)	
26b. Present and preferred jobs (men)	
26c. Present and preferred jobs (women)	
26d. Present and preferred jobs (up to 30 years old)	
26e. Present and preferred jobs (aged between 30 and 49)	
26f. Present and preferred jobs (aged 49 upwards)	
27. Unemployment	161
27a. Unemployment (overall)	
27b. Unemployment (men)	
27c. Unemployment (women)	
27d. Unemployment (up to 30 years old)	
27e. Unemployment (aged between 30 and 49)	
27f. Unemployment (aged 49 upwards)	
28. Occupational qualification and nature of job (employed/unemployed)	167
28a. Occupational qualification and nature of job (overall)	
28b. Occupational qualification and nature of job (men)	
28c. Occupational qualification and nature of job (women)	
28d. Occupational qualification and nature of job (up to 30 years old)	
28e. Occupational qualification and nature of job (aged between 30 and 49)	
28f. Occupational qualification and nature of job (aged 49 upwards)	

29. Employment in EC countries	171
29a. Employment in EC countries (overall)	
29b. Employment in EC countries (men)	
29c. Employment in EC countries (women)	
29d. Employment in EC countries (up to 30 years old)	
29e. Employment in EC countries (aged between 30 and 49)	
29f. Employment in EC countries (aged 49 upwards)	

Table 1**Structure of workforce in industry**

Question: What is the present employment structure of your company?

1. How many men and women does your company employ?
2. How many are full-time and how many part-time employed?
3. How many are skilled and how many unskilled?

Table 1a**Structure of workforce in total industry***(% of employees)*

	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
B	99	1	73	27	89	11	54	46	97	3	69	31
D	99	1	73	27	81	19	52	48	95	5	67	33
GR	99	1	84	16	92	8	65	35	97	3	79	21
E	100	0	69	31	98	2	54	46	99	1	67	33
F	99	1	84	16	93	7	70	30	97	3	80	20
IRL	96	4	56	44	88	12	36	64	93	7	49	51
I	99	1	71	29	94	6	62	38	98	2	69	31
L	100	0	74	26	92	8	53	47	99	1	71	29
NL	98	2	86	14	67	33	44	56	92	8	78	22
P	100	0	73	27	98	2	61	39	99	1	68	32
UK	100	0	67	33	91	9	54	46	98	2	63	37
EC 1994	99	1	73	27	89	11	57	43	97	3	69	31
EC 1989	97	3	69	31	86	14	53	47	94	6	64	36

Table 1b**Structure of workforce in the intermediate goods industry***(% of employees)*

	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
B	99	1	74	26	88	12	64	36	97	3	72	28
D	100	0	71	29	81	19	65	35	96	4	69	31
GR	100	0	87	13	96	4	74	26	99	1	84	16
E	100	0	70	30	98	2	60	40	100	0	69	31
F	99	1	82	18	94	6	64	36	98	2	77	23
IRL	98	2	50	50	92	8	45	55	96	4	48	52
I	99	1	80	20	94	6	76	24	98	2	79	21
L	100	0	73	27	83	17	80	20	99	1	74	26
NL	99	1	86	14	72	28	38	62	95	5	80	20
P	100	0	72	28	98	2	65	35	99	1	70	30
UK	100	0	68	32	90	10	57	43	98	2	65	35
EC 1994	99	1	74	26	89	11	64	36	97	3	72	28
EC 1989	98	2	71	29	89	11	64	36	95	5	69	31

Table 1c**Structure of workforce in the investment goods industry***(% of employees)*

	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
B	100	0	71	29	91	9	48	52	99	1	68	32
D	99	1	76	24	83	17	48	52	96	4	70	30
GR	100	0	80	20	100	0	57	43	100	0	75	25
E	100	0	69	31	99	1	69	31	100	0	69	31
F	99	1	95	5	90	10	83	17	97	3	92	8
IRL	95	5	72	28	88	12	24	76	92	8	50	50
I	99	1	70	30	94	6	65	35	98	2	69	31
L	100	0	82	18	97	3	30	70	99	1	73	27
NL	98	2	94	6	69	31	37	63	96	4	89	11
P	100	0	74	26	99	1	48	52	100	0	69	31
UK	100	0	78	22	92	8	49	51	98	2	72	28
EC 1994	99	1	78	22	89	11	58	42	97	3	74	26
EC 1989	99	1	79	21	86	14	52	48	96	4	72	28

Table 1d**Structure of workforce in the consumer goods industry***(% of employees)*

	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
B	99	1	74	26	90	10	47	53	96	4	65	35
D	99	1	68	32	79	21	49	51	91	9	61	39
GR	99	1	82	18	89	11	63	37	95	5	75	25
E	98	2	65	35	97	3	45	55	98	2	58	42
F	98	2	83	17	93	7	73	27	96	4	79	21
IRL	93	7	52	48	88	12	43	57	91	9	49	51
I	99	1	65	35	94	6	54	46	98	2	62	38
L	100	0	68	32	98	2	43	57	99	1	57	43
NL	96	4	77	23	62	38	49	51	86	14	68	32
P	100	0	73	27	99	1	61	39	99	1	67	33
UK	99	1	57	43	91	9	54	46	97	3	56	44
EC 1994	99	1	68	32	89	11	55	45	95	5	64	36
EC 1989	97	3	61	39	84	16	49	51	92	8	56	44

Table 1e**Structure of workforce in companies with fewer than 200 employees**

(% of employees)

	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
B	99	1	72	28	91	9	58	42	97	3	68	32
D	99	1	72	28	75	25	52	48	92	8	66	34
GR	99	1	81	19	98	2	77	23	99	1	79	21
E	99	1	63	37	95	5	58	42	98	2	62	38
F	98	2	80	20	93	7	68	32	96	4	76	24
IRL	96	4	58	42	92	8	45	55	95	5	54	46
I	99	1	80	20	91	9	71	29	97	3	78	22
L	100	0	75	25	90	10	63	37	98	2	73	27
NL	97	3	80	20	64	36	34	66	90	10	71	29
P	99	1	68	32	98	2	53	47	99	1	63	37
UK	99	1	71	29	85	15	53	47	95	5	66	34
EC 1994	99	1	74	26	85	15	58	42	95	5	70	30
EC 1989	97	3	70	30	84	16	56	44	93	8	66	34

Table 1f**Structure of workforce in companies with 200 to 499 employees**

(% of employees)

	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
B	99	1	71	29	89	11	48	52	96	4	65	35
D	100	0	71	29	84	16	50	50	95	5	65	35
GR	99	1	88	12	99	1	76	24	99	1	84	16
E	99	1	72	28	96	4	56	44	98	2	69	31
F	99	1	83	17	92	8	68	32	96	4	78	22
IRL	96	4	62	38	91	9	37	63	94	6	54	46
I	98	2	85	15	94	6	69	31	97	3	81	19
L	100	0	81	19	93	7	53	47	99	1	78	22
NL	99	1	85	15	74	26	47	53	95	5	79	21
P	100	0	74	26	99	1	52	48	100	0	66	34
UK	99	1	65	35	90	10	51	49	97	3	61	39
EC 1994	99	1	75	25	89	11	57	43	96	4	71	29
EC 1989	97	3	72	28	85	15	55	45	93	7	67	33

Table 1g**Structure of workforce in companies with 500 to 999 employees***(% of employees)*

	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
B	100	0	81	19	89	11	61	39	97	3	77	23
D	100	0	76	24	86	14	51	49	96	4	70	30
GR	99	1	84	16	79	21	45	55	92	8	70	30
E	100	0	74	26	99	1	60	40	100	0	72	28
F	99	1	81	19	96	4	65	35	98	2	76	24
IRL	99	1	71	29	89	11	26	74	94	6	50	50
I	100	0	89	11	92	8	87	13	98	2	89	11
L	99	1	71	29	90	10	28	72	97	3	63	37
NL	99	1	90	10	73	27	52	48	95	5	84	16
P	100	0	74	26	99	1	65	35	100	0	71	29
UK	100	0	70	30	90	10	62	38	97	3	68	32
EC 1994	100	0	79	21	90	10	63	37	97	3	75	25
EC 1989	95	2	69	31	83	17	6	44	92	9	67	34

Table 1h**Structure of workforce in companies with 1 000 or more employees***(% of employees)*

	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
B	99	1	72	28	87	13	55	45	98	2	70	30
D	100	0	73	27	85	15	54	46	97	4	69	31
GR	100	0	82	18	95	5	65	35	99	1	80	20
E	100	0	68	32	99	1	49	51	100	0	66	34
F	99	1	91	9	92	8	78	22	97	3	88	12
IRL	88	12	31	69	83	17	28	72	86	14	30	70
I	99	1	63	37	96	4	52	48	99	1	61	39
L	100	0	69	31	96	4	62	38	100	0	68	32
NL	99	1	95	5	68	32	68	32	95	5	92	8
P	100	0	71	29	98	2	67	33	99	1	69	31
UK	100	0	64	36	94	6	54	46	99	1	62	38
EC 1994	99	1	73	27	91	9	58	42	98	2	70	30
EC 1989	98	2	69	31	87	13	49	51	95	5	64	36

Table 2**Sufficiency of workforce**

Question: Number of staff, in relation to sales, is:
more than necessary/less than necessary/about right?

Table 2a**Sufficiency of workforce in total industry**

	More than necessary	About right	Less than necessary
B	34	62	4
D	38	59	3
GR	24	74	2
E	39	59	3
F	36	58	6
IRL	17	76	7
I	60	38	3
L	32	64	4
NL	26	66	8
P	28	69	4
UK	22	73	5
EC 1994	38	58	4

Table 2b**Sufficiency of workforce in the intermediate goods industry**

	More than necessary	About right	Less than necessary
B	38	58	4
D	37	60	3
GR	37	60	4
E	39	58	4
F	32	63	5
IRL	18	79	3
I	37	59	4
L	35	63	1
NL	28	61	11
P	36	62	2
UK	13	80	6
EC 1994	32	64	4

Table 2c**Sufficiency of workforce in the investment goods industry**

	More than necessary	About right	Less than necessary
B	33	64	3
D	44	52	4
GR	8	92	0
E	36	60	4
F	54	36	10
IRL	14	74	12
I	69	27	4
L	32	46	21
NL	25	68	8
P	48	48	4
UK	22	73	4
EC 1994	45	50	5

Table 2d**Sufficiency of workforce in the consumer goods industry**

	More than necessary	About right	Less than necessary
B	28	69	3
D	26	71	3
GR	19	81	0
E	41	59	0
F	36	59	5
IRL	20	72	8
I	69	30	1
L	8	92	0
NL	23	73	4
P	20	76	4
UK	28	67	5
EC 1994	37	60	3

Table 2e**Sufficiency of workforce in companies with fewer than 200 employees**

	More than necessary	About right	Less than necessary
B	28	66	6
D	27	69	4
GR	21	74	5
E	35	62	3
F	28	66	6
IRL	17	76	7
I	21	73	6
L	15	79	6
NL	16	77	7
P	22	74	4
UK	16	75	9
EC 1994	24	70	6

Table 2g**Sufficiency of workforce in companies with 500 to 999 employees**

	More than necessary	About right	Less than necessary
B	32	65	3
D	30	65	5
GR	21	77	2
E	43	56	2
F	26	67	7
IRL	21	71	9
I	32	64	4
L	15	78	7
NL	20	76	4
P	24	73	3
UK	12	79	9
EC 1994	27	67	5

Table 2f**Sufficiency of workforce in companies with 200 to 499 employees**

	More than necessary	About right	Less than necessary
B	32	65	3
D	30	65	5
GR	21	77	2
E	43	56	2
F	26	67	7
IRL	21	71	9
I	32	64	4
L	15	78	7
NL	20	76	4
P	24	73	3
UK	12	79	9
EC 1994	27	67	5

Table 2h**Sufficiency of workforce in companies with 1 000 or more employees**

	More than necessary	About right	Less than necessary
B	40	60	0
D	54	44	2
GR	11	90	0
E	50	50	0
F	53	42	5
IRL	0	100	0
I	80	19	1
L	76	24	0
NL	51	29	19
P	47	53	0
UK	41	58	1
EC 1994	55	43	3

Table 3**Prospective trend of employment in industry**

Question: How do you expect the number of employees in your company to vary over the next 12 to 24 months?

1. Will the number of full-time and part-time employees and the total workforce increase, remain constant or decrease?
2. How will the number of skilled and unskilled employees change?

Table 3a**Prospective trend of employment in total industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Full-time													
The number of skilled employees will:													
increase	23	10	28	16	20	29	13	13	18	21	25	16	41
remain constant	39	48	40	49	44	58	33	41	48	46	53	45	42
decrease	35	38	27	24	33	13	52	46	30	19	20	35	13
don't know	3	4	5	11	4	0	2	0	4	15	2	4	4
The number of unskilled employees will:													
increase	5	4	9	5	9	23	5	4	3	14	14	7	14
remain constant	28	35	30	37	44	57	26	43	68	42	47	38	45
decrease	53	53	36	36	42	19	48	54	24	30	28	43	30
don't know	14	8	25	22	5	1	21	0	5	14	11	12	11
Part-time													
The number of skilled employees will:													
increase	21	17	7	8	34	16	7	15	10	13	4	15	12
remain constant	45	53	7	19	48	69	27	49	61	45	52	44	59
decrease	10	11	2	5	8	11	6	36	20	12	11	9	5
don't know	24	19	84	68	11	3	60	0	9	31	33	32	24
The number of unskilled employees will:													
increase	15	14	7	8	21	20	5	4	3	13	6	11	8
remain constant	34	49	7	18	49	60	24	50	74	42	47	41	57
decrease	18	18	3	6	16	18	5	46	13	17	15	14	11
don't know	33	19	84	69	13	2	66	0	10	28	32	34	25
Total													
The number of skilled employees will:													
increase	21	13	21	14	20	30	13	12	19	18	23	17	39
remain constant	38	44	34	42	45	58	33	43	48	43	49	43	41
decrease	34	39	17	19	32	12	52	46	31	20	20	34	13
don't know	7	4	29	25	4	0	2	0	3	19	8	7	7
The number of unskilled employees will:													
increase	6	6	11	5	9	24	5	5	3	14	14	8	14
remain constant	27	34	26	33	48	54	28	42	69	41	44	38	42
decrease	49	53	24	29	39	21	48	53	24	27	25	41	29
don't know	18	7	39	33	5	1	19	0	4	19	17	13	14

Table 3b**Prospective trend of employment in the intermediate goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Full-time													
The number of skilled employees will:													
increase	27	8	29	17	23	28	21	11	19	20	25	18	36
remain constant	32	46	25	49	40	58	42	35	40	39	56	45	48
decrease	37	43	36	24	33	14	34	54	36	27	16	33	13
don't know	4	3	9	10	4	0	3	0	5	15	3	4	3
The number of unskilled employees will:													
increase	6	4	9	6	9	19	6	4	3	10	20	8	15
remain constant	24	31	16	35	42	61	29	37	64	34	48	37	47
decrease	52	60	44	38	45	19	37	58	28	43	21	43	30
don't know	18	5	31	21	5	1	28	0	5	13	11	12	8
Part-time													
The number of skilled employees will:													
increase	22	24	4	7	31	16	14	17	9	13	4	18	14
remain constant	40	51	10	16	50	68	32	39	59	47	58	45	58
decrease	8	8	0	5	9	13	5	44	25	19	4	8	5
don't know	30	17	87	72	10	3	49	0	8	21	34	30	21
The number of unskilled employees will:													
increase	15	16	4	8	17	23	2	1	2	13	7	11	9
remain constant	32	48	7	16	48	51	35	40	75	45	51	43	59
decrease	13	18	0	5	23	23	6	59	15	24	5	13	10
don't know	40	18	89	72	12	3	57	0	8	19	37	32	23
Total													
The number of skilled employees will:													
increase	25	16	21	15	20	27	22	10	20	18	22	19	35
remain constant	31	38	30	39	43	59	41	36	39	37	52	42	46
decrease	37	44	14	19	32	14	34	54	38	26	13	32	13
don't know	7	2	35	27	4	0	3	0	2	19	13	7	7
The number of unskilled employees will:													
increase	6	6	5	6	6	20	4	3	4	10	17	7	15
remain constant	25	30	21	29	48	55	31	39	65	36	43	37	44
decrease	49	60	23	31	41	22	37	58	28	36	18	41	29
don't know	20	4	50	35	5	3	28	0	3	18	22	15	12

Table 3c**Prospective trend of employment in the investment goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Full-time													
The number of skilled employees will:													
increase	8	11	14	14	13	33	17	33	15	22	26	16	43
remain constant	52	41	34	47	34	57	32	41	58	36	51	41	36
decrease	39	44	50	25	51	10	49	25	25	34	21	40	13
don't know	1	4	2	14	2	0	2	0	1	9	2	4	7
The number of unskilled employees will:													
increase	1	4	9	3	16	25	6	1	1	18	12	8	12
remain constant	35	30	27	42	34	57	33	48	83	34	61	40	39
decrease	52	58	51	29	47	18	29	51	10	39	18	39	33
don't know	12	8	13	25	3	0	32	0	6	9	9	13	17
Part-time													
The number of skilled employees will:													
increase	31	18	1	13	61	20	9	3	5	51	5	22	12
remain constant	47	50	1	20	20	76	32	97	68	46	47	38	55
decrease	10	12	0	3	5	0	15	0	18	0	13	10	6
don't know	12	20	98	64	15	4	44	0	9	3	35	30	22
The number of unskilled employees will:													
increase	24	16	1	6	36	12	13	0	1	51	6	17	5
remain constant	36	46	1	18	33	73	23	100	81	40	50	38	54
decrease	20	18	0	6	9	12	4	0	5	6	17	12	10
don't know	20	20	98	71	22	3	60	0	12	3	27	33	31
Total													
The number of skilled employees will:													
increase	7	12	9	15	13	35	16	18	16	22	25	16	41
remain constant	52	39	15	41	35	56	34	57	58	32	49	40	34
decrease	38	45	50	18	50	9	49	25	24	34	22	39	15
don't know	3	4	27	26	2	0	1	0	1	13	4	5	10
The number of unskilled employees will:													
increase	4	6	7	5	17	25	6	1	1	18	12	9	12
remain constant	35	29	2	43	35	56	35	48	82	30	56	39	37
decrease	49	58	51	21	45	18	28	51	10	39	20	38	34
don't know	12	7	40	31	3	0	31	0	6	13	12	14	18

Table 3d**Prospective trend of employment in the consumer goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Full-time													
The number of skilled employees will:													
increase	30	10	32	12	21	27	5	3	18	21	23	15	41
remain constant	39	62	54	53	51	60	27	76	53	52	52	50	45
decrease	25	22	12	25	25	13	66	21	25	12	22	31	12
don't know	6	6	2	11	4	0	2	0	4	15	3	5	3
The number of unskilled employees will:													
increase	7	4	9	1	7	28	4	3	4	16	13	6	15
remain constant	29	47	44	39	48	52	21	70	64	48	36	40	50
decrease	54	39	24	36	41	20	67	27	26	21	42	44	27
don't know	10	10	23	24	5	0	8	0	5	16	9	10	9
Part-time													
The number of skilled employees will:													
increase	9	7	11	9	22	14	2	15	16	10	3	9	12
remain constant	50	62	6	24	59	67	22	85	58	43	51	48	60
decrease	13	11	5	6	10	17	2	0	15	10	15	9	6
don't know	28	20	78	61	10	2	74	0	10	37	31	34	21
The number of unskilled employees will:													
increase	8	9	11	9	19	22	1	24	5	10	6	9	10
remain constant	35	52	10	21	54	61	17	68	66	41	42	41	54
decrease	25	18	6	9	16	17	4	9	17	15	20	15	14
don't know	32	21	74	61	11	0	78	0	12	33	32	35	23
Total													
The number of skilled employees will:													
increase	28	12	26	11	23	29	5	11	18	18	22	15	40
remain constant	35	60	43	51	50	57	26	69	54	48	46	48	42
decrease	24	23	8	18	24	14	66	21	25	14	23	30	11
don't know	13	5	24	20	4	0	3	0	4	20	9	7	7
The number of unskilled employees will:													
increase	8	7	18	2	8	29	4	17	5	15	14	8	16
remain constant	26	45	38	38	49	50	21	56	64	46	36	39	46
decrease	50	39	16	28	37	21	67	26	26	19	33	41	26
don't know	16	9	29	32	6	0	8	0	5	20	17	12	12

Table 3e**Prospective trend of employment in companies with fewer than 200 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Full-time													
The number of skilled employees will:													
increase	26	11	33	16	23	29	21	28	19	17	37	21	36
remain constant	49	65	51	52	55	60	60	47	62	52	50	58	54
decrease	18	17	10	20	16	11	13	24	14	15	7	15	7
don't know	7	7	6	12	6	0	6	0	5	16	6	7	3
The number of unskilled employees will:													
increase	10	6	11	6	9	23	6	10	4	13	24	10	15
remain constant	40	53	33	39	60	60	49	41	74	47	47	52	56
decrease	30	27	20	30	24	16	14	50	15	24	12	21	15
don't know	20	14	35	25	8	1	31	0	7	17	17	17	17
Part-time													
The number of skilled employees will:													
increase	5	5	2	8	11	15	3	39	5	8	5	6	8
remain constant	40	59	20	19	65	72	40	59	76	40	48	51	57
decrease	6	7	1	5	7	9	4	3	7	11	5	6	4
don't know	49	29	78	68	17	3	53	0	13	41	42	37	37
The number of unskilled employees will:													
increase	3	5	2	8	10	20	3	9	3	8	10	7	6
remain constant	36	53	14	18	64	63	31	85	76	43	45	47	53
decrease	6	12	2	5	9	15	5	7	7	14	6	8	5
don't know	55	30	81	69	18	2	61	0	13	35	39	39	42
Total													
The number of skilled employees will:													
increase	22	12	19	15	22	30	19	27	20	14	35	20	33
remain constant	45	65	38	43	57	60	62	49	62	49	46	57	51
decrease	17	17	7	15	15	10	14	24	13	16	8	14	7
don't know	16	6	36	26	6	0	5	0	4	21	11	9	11
The number of unskilled employees will:													
increase	8	7	5	6	8	24	7	8	5	12	25	10	15
remain constant	37	52	27	34	61	57	49	43	74	47	43	50	55
decrease	26	28	12	23	23	18	14	50	14	20	12	21	14
don't know	29	13	56	36	8	1	30	0	7	21	20	19	23

Table 3f**Prospective trend of employment in companies with 200 to 499 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Full-time													
The number of skilled employees will:													
increase	31	14	37	18	28	31	26	13	20	25	31	23	42
remain constant	36	55	36	47	50	47	49	58	49	42	58	52	46
decrease	27	25	26	29	19	22	22	29	29	20	10	21	11
don't know	6	6	2	6	2	0	3	0	2	13	1	4	2
The number of unskilled employees will:													
increase	11	5	20	2	10	33	6	3	3	13	21	9	17
remain constant	29	42	25	34	49	28	36	73	61	36	54	43	47
decrease	42	43	28	49	37	38	34	23	33	35	21	37	27
don't know	18	10	27	15	4	0	24	0	3	16	4	11	11
Part-time													
The number of skilled employees will:													
increase	12	8	11	9	20	19	3	13	15	3	4	9	12
remain constant	50	56	11	21	62	50	52	84	61	68	57	53	62
decrease	4	13	4	6	8	31	6	3	18	9	4	9	5
don't know	34	23	74	64	10	0	39	0	6	21	35	29	26
The number of unskilled employees will:													
increase	6	8	7	9	20	24	2	7	4	7	6	9	10
remain constant	40	50	9	18	54	35	44	83	69	57	65	49	57
decrease	10	17	4	8	14	41	7	10	18	16	10	13	9
don't know	44	25	80	66	12	0	47	0	9	20	19	29	28
Total													
The number of skilled employees will:													
increase	28	15	22	11	29	33	27	8	22	23	29	22	40
remain constant	36	52	33	43	50	38	47	63	47	39	56	49	41
decrease	24	27	22	22	19	29	21	29	29	19	9	21	11
don't know	12	6	23	24	3	0	5	0	2	19	6	7	9
The number of unskilled employees will:													
increase	11	7	19	2	12	28	6	8	4	13	19	10	18
remain constant	29	39	17	31	47	27	40	69	60	36	52	42	44
decrease	39	44	23	39	36	45	32	23	33	31	20	35	26
don't know	21	10	41	27	4	0	22	0	3	20	9	13	14

Table 3g**Prospective trend of employment in companies with 500 to 999 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Full-time													
The number of skilled employees will:													
increase	26	10	25	15	25	29	28	9	22	30	24	20	41
remain constant	41	44	37	24	44	31	46	72	36	28	61	45	45
decrease	30	42	38	51	28	40	22	19	43	30	15	32	12
don't know	3	4	0	10	3	0	4	0	0	13	0	4	3
The number of unskilled employees will:													
increase	4	3	5	2	12	26	6	0	3	12	8	6	14
remain constant	34	31	25	20	37	12	39	57	57	30	51	36	42
decrease	59	60	38	59	48	63	25	43	41	50	35	46	36
don't know	3	6	32	20	3	0	30	0	0	8	6	11	10
Part-time													
The number of skilled employees will:													
increase	21	10	14	7	25	58	8	29	23	28	2	13	13
remain constant	39	62	0	15	55	24	50	47	52	29	43	49	61
decrease	17	12	5	2	12	18	11	25	15	17	10	11	4
don't know	23	16	82	76	7	0	31	0	10	26	45	28	25
The number of unskilled employees will:													
increase	9	11	17	5	23	26	6	0	3	25	2	10	11
remain constant	47	54	8	20	53	29	31	70	72	14	38	43	54
decrease	17	20	5	5	13	45	16	30	16	34	20	17	14
don't know	27	15	70	71	11	0	47	0	10	27	40	30	25
Total													
The number of skilled employees will:													
increase	23	9	21	15	22	29	28	9	22	27	20	19	40
remain constant	38	46	25	22	45	31	47	72	37	29	54	44	43
decrease	31	42	11	41	29	40	22	19	41	27	14	31	10
don't know	8	3	43	22	3	0	3	0	0	17	12	7	8
The number of unskilled employees will:													
increase	9	4	21	0	10	29	4	0	3	13	6	6	15
remain constant	27	32	20	17	44	3	44	57	57	29	42	37	39
decrease	55	59	11	54	42	68	26	43	41	46	27	43	34
don't know	9	5	48	29	3	0	26	0	0	13	25	14	14

Table 3h**Prospective trend of employment in companies with 1 000 or more employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Full-time													
The number of skilled employees will:													
increase	16	7	21	3	11	45	6	0	10	21	4	8	43
remain constant	34	29	39	50	26	27	20	0	16	38	46	31	29
decrease	49	63	31	40	62	27	73	100	69	27	49	59	24
don't know	1	1	10	7	1	0	1	0	5	14	1	2	5
The number of unskilled employees will:													
increase	0	2	0	0	9	0	4	0	0	24	3	4	10
remain constant	19	15	39	33	23	50	16	0	66	34	41	25	35
decrease	68	81	52	50	67	50	63	100	28	37	49	64	48
don't know	13	2	10	17	2	0	17	0	6	6	7	7	8
Part-time													
The number of skilled employees will:													
increase	34	36	0	7	59	0	9	0	12	29	4	26	16
remain constant	46	42	0	17	27	0	16	18	26	47	64	34	57
decrease	12	13	0	7	6	100	7	82	62	15	25	15	8
don't know	8	9	100	70	7	0	68	0	0	9	7	25	23
The number of unskilled employees will:													
increase	28	28	0	3	33	0	6	0	1	29	6	18	7
remain constant	26	40	0	13	30	0	18	0	72	47	49	33	57
decrease	28	24	0	10	27	50	3	100	24	15	25	20	18
don't know	18	8	100	73	10	50	73	0	3	9	20	29	22
Total													
The number of skilled employees will:													
increase	16	14	21	3	12	45	7	0	10	21	4	10	42
remain constant	34	20	38	47	29	27	20	0	16	34	46	29	28
decrease	49	65	23	33	58	27	73	100	74	31	49	58	26
don't know	1	1	18	17	1	0	0	0	0	14	1	3	5
The number of unskilled employees will:													
increase	1	6	0	0	7	0	4	0	0	24	3	5	10
remain constant	21	13	38	43	32	0	17	0	70	34	45	28	35
decrease	66	80	44	40	60	50	63	100	30	35	45	61	49
don't know	12	1	18	17	2	50	16	0	0	8	7	7	8

Table 4**Reasons for expected change in employment**

Question: What are the reasons for this expected change in employment?

Table 4a**Reasons for expected change in employment in total industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994
Present and expected levels of demand:												
very important	62	68	71	38	47	65	25	33	50	37	50	50
important	23	26	15	22	29	14	41	62	23	25	33	30
not (so) important	10	5	8	10	7	1	3	3	16	5	7	6
no reply	5	1	6	30	16	20	31	2	11	33	10	14
Increase in contracting out:												
very important	6	11	2	6	3	4	2	1	7	4	1	5
important	31	25	22	16	7	12	35	9	25	14	20	22
not (so) important	54	62	45	30	32	57	26	83	52	23	64	46
no reply	9	2	31	48	59	27	37	7	16	60	15	27
Rationalization:												
very important	33	35	35	24	13	13	19	47	23	32	10	22
important	42	53	42	30	38	29	45	38	35	26	30	41
not (so) important	17	11	10	9	25	31	6	11	27	5	48	19
no reply	8	1	14	37	25	27	30	3	15	37	12	17
Introduction of new technologies:												
very important	29	27	32	21	9	23	9	37	20	30	18	18
important	40	45	35	29	23	32	25	33	30	28	36	33
not (so) important	25	25	18	12	43	22	34	25	36	7	35	30
no reply	6	3	15	38	25	23	32	5	13	36	11	18
Present and expected levels of wages:												
very important	22	41	7	22	5	17	5	34	8	11	6	18
important	38	46	25	25	19	35	15	44	34	32	26	29
not (so) important	31	12	49	12	49	23	43	20	42	15	55	33
no reply	9	1	19	41	27	24	37	2	16	42	13	20
Government measures:												
very important	9	16	6	15	4	13	6	14	10	19	6	10
important	39	39	31	23	15	26	14	28	24	22	21	25
not (so) important	41	42	37	18	54	35	43	56	49	10	60	45
no reply	11	3	26	45	28	26	37	3	17	49	13	21
Other reasons:												
very important	16	7	7	4	4	2	1	2	7	8	5	5
important	35	2	0	0	1	1	6	1	3	0	5	4
not (so) important	41	0	4	0	10	32	42	6	76	1	5	15
no reply	8	91	90	96	84	65	51	90	14	91	85	77

Table 4b**Reasons for expected change in employment in the intermediate goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994
Present and expected levels of demand:												
very important	54	57	62	38	47	66	31	24	45	32	54	47
important	31	28	23	21	28	12	20	71	20	25	26	25
not (so) important	12	13	13	11	9	2	6	3	24	5	11	11
no reply	3	2	2	30	16	20	43	2	11	38	9	17
Increase in contracting out:												
very important	5	23	0	4	3	2	3	0	6	5	0	9
important	25	26	20	16	7	14	14	6	17	12	13	17
not (so) important	63	48	59	30	32	53	37	84	61	23	70	46
no reply	7	3	21	49	57	31	46	10	15	60	17	29
Rationalization:												
very important	34	26	30	26	14	16	23	60	24	39	9	21
important	40	60	57	30	41	31	34	27	30	21	42	44
not (so) important	20	13	3	8	24	23	6	10	31	4	35	17
no reply	6	1	10	37	21	31	37	3	14	35	14	18
Introduction of new technologies:												
very important	32	26	32	23	9	23	13	45	19	36	12	18
important	33	31	31	29	25	37	32	22	30	28	34	30
not (so) important	30	33	19	11	41	15	19	26	39	6	41	31
no reply	5	10	18	37	25	25	36	7	12	30	13	21
Present and expected levels of wages:												
very important	22	31	10	22	3	15	11	31	6	17	4	16
important	46	48	31	25	24	31	12	48	34	30	21	30
not (so) important	27	20	45	11	46	26	29	17	45	12	62	33
no reply	5	1	14	42	26	27	48	3	16	41	13	21
Government measures:												
very important	10	21	11	16	3	20	9	12	10	21	4	12
important	34	33	33	21	17	20	14	22	22	23	19	23
not (so) important	49	43	42	17	54	32	30	62	52	11	61	43
no reply	7	3	14	45	27	28	47	3	16	45	16	23
Other reasons:												
very important	21	4	13	4	5	2	1	2	9	10	3	4
important	28	2	0	0	1	0	4	1	4	0	5	3
not (so) important	45	0	5	0	9	29	31	3	76	1	6	13
no reply	6	94	82	96	84	69	64	94	11	90	86	80

Table 4c**Reasons for expected change in employment in the investment goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994
Present and expected levels of demand:												
very important	76	73	84	41	61	70	42	65	65	57	52	59
important	7	24	3	21	30	12	27	33	15	21	34	26
not (so) important	2	2	6	6	2	0	1	1	4	7	2	2
no reply	15	1	8	33	8	18	30	1	15	16	12	13
Increase in contracting out:												
very important	10	9	1	10	1	7	1	2	8	7	1	5
important	58	27	6	16	4	10	16	29	51	33	24	21
not (so) important	22	63	10	27	46	57	38	67	25	19	60	48
no reply	10	1	83	46	48	26	45	2	16	41	15	26
Rationalization:												
very important	35	38	51	16	9	11	36	16	15	37	5	24
important	41	53	15	32	48	26	21	72	43	39	24	38
not (so) important	10	8	1	11	29	37	10	11	25	7	56	21
no reply	14	1	32	41	14	26	33	2	17	17	15	17
Introduction of new technologies:												
very important	26	28	22	12	4	19	12	17	17	32	8	16
important	42	49	28	31	15	32	45	55	26	34	45	38
not (so) important	27	22	49	16	67	25	7	27	39	15	33	30
no reply	5	1	1	41	14	24	36	1	18	19	14	17
Present and expected levels of wages:												
very important	23	43	0	25	7	20	1	19	7	11	5	18
important	26	46	3	24	6	39	29	48	28	36	31	29
not (so) important	33	10	64	14	72	19	25	33	47	28	50	34
no reply	18	1	33	37	15	22	45	0	18	26	14	19
Government measures:												
very important	4	14	1	9	1	8	3	4	7	26	7	8
important	56	41	11	24	5	29	27	45	21	29	21	26
not (so) important	21	43	18	23	80	39	24	51	54	4	57	45
no reply	19	2	71	44	13	24	46	1	18	41	15	21
Other reasons:												
very important	6	9	1	1	2	1	2	2	5	5	8	5
important	62	2	0	0	1	1	15	0	0	0	3	6
not (so) important	21	0	6	0	20	38	18	20	77	0	4	11
no reply	11	89	93	99	78	59	65	78	18	95	85	78

Table 4d**Reasons for expected change in employment in the consumer goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994
Present and expected levels of demand:												
very important	61	65	75	36	40	58	10	51	48	37	46	44
important	22	28	13	24	29	18	64	48	35	26	38	36
not (so) important	15	6	4	11	8	2	2	1	8	5	7	6
no reply	2	1	9	28	23	23	24	0	9	32	9	14
Increase in contracting out:												
very important	61	65	75	36	40	58	10	51	48	37	46	44
important	22	28	13	24	29	18	64	48	35	26	38	36
not (so) important	15	6	4	11	8	2	2	1	8	5	7	6
no reply	2	1	9	28	23	23	24	0	9	32	9	14
Rationalization:												
very important	29	36	33	24	10	11	6	8	25	26	16	21
important	45	49	37	29	30	28	67	69	39	28	25	42
not (so) important	18	14	18	12	24	38	4	23	22	5	50	20
no reply	8	1	12	36	36	23	23	0	14	41	9	17
Introduction of new technologies:												
very important	29	36	33	24	10	11	6	8	25	26	16	21
important	45	49	37	29	30	28	67	69	39	28	25	42
not (so) important	18	14	18	12	24	38	4	23	22	5	50	20
no reply	8	1	12	36	36	23	23	0	14	41	9	17
Present and expected levels of wages:												
very important	21	45	7	20	6	18	3	67	12	7	8	19
important	36	44	26	25	19	38	7	13	39	33	27	28
not (so) important	36	10	48	12	40	21	65	20	33	15	55	35
no reply	7	1	19	43	36	23	25	0	16	45	10	19
Government measures:												
very important	13	16	5	16	6	7	6	41	14	16	7	11
important	31	41	35	25	15	31	6	40	28	20	22	24
not (so) important	47	39	40	15	41	36	64	19	41	10	60	45
no reply	9	4	21	43	38	26	24	0	18	54	11	20
Other reasons:												
very important	17	6	3	5	4	2	0	1	5	7	4	4
important	23	2	0	0	1	2	3	7	2	1	5	3
not (so) important	54	0	2	0	7	31	64	8	76	1	5	18
no reply	6	92	95	95	88	64	33	84	16	91	86	75

Table 4e**Reasons for expected change in employment in companies with fewer than 200 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994
Present and expected levels of demand:												
very important	60	64	65	41	42	64	24	52	55	34	59	49
important	27	29	26	20	27	14	16	39	22	28	26	24
not (so) important	7	6	4	9	7	1	4	5	5	3	6	6
no reply	6	1	5	30	24	21	56	4	18	35	9	21
Increase in contracting out:												
very important	5	4	4	5	2	5	4	1	9	4	2	4
important	19	17	14	13	9	10	11	5	21	11	15	14
not (so) important	58	76	54	30	23	57	23	91	49	22	68	49
no reply	18	3	29	51	66	28	62	2	22	63	15	34
Rationalization:												
very important	19	30	27	22	8	12	9	25	11	24	5	16
important	38	52	39	27	23	29	23	46	39	29	20	33
not (so) important	31	16	14	10	32	30	8	27	28	5	59	24
no reply	12	2	20	41	37	28	60	2	23	43	16	27
Introduction of new technologies:												
very important	22	23	32	18	8	22	10	17	22	24	15	16
important	32	44	32	27	24	31	18	28	34	25	34	31
not (so) important	33	30	18	14	34	22	11	44	22	8	38	26
no reply	13	3	18	42	34	25	61	11	22	43	13	26
Present and expected levels of wages:												
very important	26	48	8	21	6	16	4	33	11	14	7	20
important	36	42	32	25	22	36	17	22	36	25	30	29
not (so) important	26	8	37	11	37	23	17	45	31	14	51	24
no reply	12	2	23	43	36	25	62	0	22	47	12	26
Government measures:												
very important	16	17	10	16	6	13	11	19	12	19	14	13
important	32	38	32	23	14	26	14	36	24	20	17	24
not (so) important	38	41	32	16	42	34	14	44	41	7	54	35
no reply	14	4	26	45	38	27	61	2	23	55	15	28
Other reasons:												
very important	20	7	6	3	4	2	2	5	5	8	7	5
important	31	3	0	0	2	1	5	2	3	0	1	3
not (so) important	39	0	9	0	10	32	20	6	70	1	7	11
no reply	10	90	84	97	85	65	73	86	23	91	85	81

Table 4f**Reasons for expected change in employment in companies with 200 to 499 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994
Present and expected levels of demand:												
very important	53	69	66	38	45	73	37	44	55	41	49	52
important	30	27	24	21	29	12	21	50	27	21	31	26
not (so) important	14	3	3	13	8	3	4	4	10	8	5	6
no reply	3	1	8	27	18	12	38	2	8	30	15	16
Increase in contracting out:												
very important	8	6	4	8	3	0	6	1	10	8	0	5
important	19	22	26	21	8	29	14	17	30	15	16	17
not (so) important	63	69	46	30	29	52	33	81	48	29	67	49
no reply	10	3	24	42	60	18	47	0	12	49	17	29
Rationalization:												
very important	23	39	39	24	10	15	20	30	26	44	10	23
important	45	51	50	38	35	30	31	60	35	23	28	38
not (so) important	25	9	2	9	27	39	8	10	28	4	46	19
no reply	7	1	9	29	28	16	41	0	10	28	16	19
Introduction of new technologies:												
very important	27	30	45	24	10	29	16	24	18	38	16	21
important	36	47	34	34	29	43	24	52	37	32	47	37
not (so) important	28	22	15	8	34	17	17	23	33	13	20	22
no reply	9	1	6	33	28	11	43	0	12	27	17	20
Present and expected levels of wages:												
very important	18	46	14	22	6	28	9	41	10	7	9	21
important	40	44	26	27	17	31	22	38	34	46	24	30
not (so) important	33	9	47	12	46	23	23	21	42	14	51	28
no reply	9	1	12	38	31	18	46	0	14	34	16	22
Government measures:												
very important	12	17	12	17	4	17	13	26	12	19	4	11
important	33	39	53	18	14	19	22	29	29	27	16	25
not (so) important	43	41	25	19	50	41	15	45	45	16	63	39
no reply	12	3	11	46	33	23	50	0	14	38	17	24
Other reasons:												
very important	19	5	10	5	4	0	3	2	11	5	4	5
important	26	1	0	0	1	0	9	2	5	1	1	3
not (so) important	46	0	7	0	10	32	24	12	74	0	4	11
no reply	9	94	84	95	86	68	64	83	10	94	91	81

Table 4g**Reasons for expected change in employment in companies with 500 to 999 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994
Present and expected levels of demand:												
very important	53	70	59	15	45	63	41	31	39	32	46	49
important	36	26	16	41	35	29	9	69	44	32	40	29
not (so) important	9	3	12	20	7	3	9	0	15	12	3	7
no reply	2	1	13	24	14	5	41	0	2	25	11	15
Increase in contracting out:												
very important	3	13	0	2	2	3	4	0	9	1	0	6
important	23	28	31	32	6	17	12	15	27	20	11	18
not (so) important	70	58	44	32	36	75	38	65	50	29	69	49
no reply	4	1	26	34	56	5	46	20	13	51	20	27
Rationalization:												
very important	3	13	0	2	2	3	4	0	9	1	0	6
important	23	28	31	32	6	17	12	15	27	20	11	18
not (so) important	70	58	44	32	36	75	38	65	50	29	69	49
no reply	4	1	26	34	56	5	46	20	13	51	20	27
Introduction of new technologies:												
very important	27	33	43	37	10	26	14	28	25	39	20	23
important	43	44	24	39	27	69	30	52	37	31	27	35
not (so) important	27	22	6	5	40	0	14	0	34	10	43	25
no reply	3	1	27	20	23	5	42	20	4	20	10	16
Present and expected levels of wages:												
very important	24	41	7	29	3	54	10	37	0	10	9	20
important	50	52	47	27	15	14	12	43	40	41	24	30
not (so) important	21	6	24	15	54	27	33	0	47	12	52	30
no reply	5	1	22	29	28	5	45	20	13	37	15	20
Government measures:												
very important	18	13	5	10	2	0	15	0	9	19	1	9
important	20	44	29	27	13	36	16	52	25	24	18	26
not (so) important	56	41	44	29	55	59	24	28	52	18	66	44
no reply	6	2	22	34	30	5	45	20	13	40	15	21
Other reasons:												
very important	12	4	11	2	4	20	2	0	7	9	8	5
important	44	3	0	0	1	0	3	0	2	0	7	4
not (so) important	39	0	0	0	8	30	33	0	80	2	7	13
no reply	5	93	89	98	87	50	62	100	11	90	78	78

Table 4h**Reasons for expected change in employment in companies with 1 000 or more employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994
Present and expected levels of demand:												
very important	68	70	90	27	55	0	20	0	45	53	42	48
important	13	22	0	20	30	0	57	100	11	11	38	31
not (so) important	10	7	11	3	8	27	2	0	35	3	14	8
no reply	9	1	0	50	6	73	21	0	9	33	6	12
Increase in contracting out:												
very important	6	19	0	7	3	0	0	0	2	4	0	7
important	45	34	18	20	4	0	49	0	29	19	39	30
not (so) important	42	46	39	27	43	27	24	83	60	8	53	41
no reply	7	1	43	47	50	73	27	17	10	70	8	23
Rationalization:												
very important	44	37	44	37	19	27	23	92	27	52	23	29
important	42	57	28	27	56	0	56	8	33	15	40	48
not (so) important	8	6	18	0	16	0	4	0	30	3	31	12
no reply	6	0	10	37	9	73	17	0	10	29	6	11
Introduction of new technologies:												
very important	34	27	11	27	10	27	7	76	17	36	21	19
important	45	44	47	37	18	0	27	8	17	31	42	34
not (so) important	19	24	32	7	59	0	47	17	60	5	31	35
no reply	2	5	11	30	14	73	19	0	7	29	6	13
Present and expected levels of wages:												
very important	20	33	0	30	3	0	3	24	7	2	1	14
important	35	49	0	17	19	27	13	76	28	37	25	28
not (so) important	35	18	79	17	65	0	56	0	55	22	68	43
no reply	10	0	21	37	13	73	28	0	10	39	6	14
Government measures:												
very important	1	15	0	3	2	0	2	0	8	17	0	6
important	50	39	11	30	16	0	13	8	20	18	32	27
not (so) important	38	45	46	23	70	27	59	92	62	12	60	52
no reply	11	1	43	43	12	73	26	0	10	53	8	15
Other reasons:												
very important	14	11	0	7	5	0	0	0	9	9	0	6
important	40	1	0	0	1	0	7	0	1	0	10	4
not (so) important	41	0	0	0	12	27	53	0	85	0	0	16
no reply	5	88	100	93	82	73	40	100	4	91	90	74

Table 5**Obstacles to employing more people in industry**

Question: Are the following reasons for not employing more people in relation to output very important, important or not (so) important?

Table 5a**Obstacles to employing more people in total industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient profit margin due to:													
competition:													
very important	59	62	56	51	52	62	47	67	36	43	52	53	31
important	21	28	23	28	30	26	33	26	32	23	35	30	34
not (so) important	11	8	11	7	10	8	7	6	18	8	11	9	26
no reply	9	2	10	14	8	4	13	1	14	27	2	7	9
wage and salary levels:													
very important	35	47	8	25	21	34	5	63	22	20	10	25	12
important	34	45	35	43	56	50	55	29	47	34	47	49	46
not (so) important	20	6	35	12	13	11	18	7	19	13	39	16	33
no reply	11	2	22	20	10	4	22	1	12	33	4	10	10
non-wage labour costs:													
very important	79	60	30	54	42	59	27	12	27	20	15	41	28
important	17	35	39	31	42	32	52	64	43	23	43	40	40
not (so) important	3	3	15	2	7	6	6	23	17	21	37	11	24
no reply	1	2	16	13	9	3	15	1	13	36	5	8	8
other costs:													
very important	10	11	35	20	6	14	8	10	5	19	7	10	14
important	27	51	41	36	32	53	49	53	29	28	25	40	33
not (so) important	40	35	13	18	37	25	19	24	48	14	34	31	39
no reply	23	3	12	25	25	8	24	12	18	39	34	19	13
Insufficient flexibility in hiring staff:													
very important	7	8	10	1	13	11	8	26	1	11	7	8	27
important	20	22	40	8	23	28	41	20	15	14	18	24	35
not (so) important	58	66	25	63	50	55	23	51	68	31	70	54	33
no reply	15	4	25	28	14	7	28	4	16	45	5	14	6
Insufficient flexibility in training staff:													
very important	4	4	17	3	5	10	3	1	2	11	6	4	:
important	30	27	35	24	25	40	25	49	16	22	18	24	:
not (so) important	54	65	27	45	55	43	48	46	66	25	69	57	:
no reply	12	4	22	28	15	7	24	4	16	42	7	14	:
Insufficient flexibility in shedding staff:													
very important	29	29	19	38	26	30	14	8	21	20	11	23	27
important	38	33	38	27	31	32	20	25	27	13	20	27	35
not (so) important	23	34	25	15	31	29	16	62	39	19	64	33	33
no reply	10	4	19	20	12	8	50	5	13	47	5	17	6

Table 5a (continued)

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Shortage of adequately skilled applicants:													
very important	8	6	13	9	8	17	5	9	5	18	10	7	23
important	23	19	37	24	23	24	18	16	19	19	22	21	39
not (so) important	58	71	33	40	55	52	51	73	61	24	62	58	32
no reply	11	4	18	28	13	7	26	2	15	40	6	13	6
Insufficient production capacity:													
very important	5	4	5	5	3	13	4	3	9	9	4	4	6
important	19	12	17	16	10	22	11	16	17	14	14	13	20
not (so) important	64	81	54	47	70	56	52	76	60	29	76	67	65
no reply	12	3	24	32	17	9	33	4	14	48	6	16	9
Other reasons:													
very important	21	3	13	6	3	2	9	3	10	10	1	5	9
important	13	2	0	0	1	1	0	2	3	1	1	1	3
not (so) important	54	0	3	0	9	29	5	36	78	1	8	9	16
no reply	12	95	84	94	87	68	86	59	10	88	90	85	71

Table 5b**Obstacles to employing more people in the intermediate goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient profit margin due to:													
competition:													
very important	67	61	67	54	57	66	37	71	37	43	52	53	27
important	20	28	20	26	26	24	36	21	30	22	40	30	37
not (so) important	10	9	8	7	8	5	8	7	18	8	7	8	26
no reply	3	2	6	13	9	4	19	1	15	28	1	8	10
wage and salary levels:													
very important	37	35	12	27	20	31	10	70	19	17	6	22	9
important	35	55	33	43	55	56	41	21	50	34	51	49	46
not (so) important	24	8	34	11	14	8	28	8	18	14	41	19	34
no reply	4	2	21	18	11	5	21	1	12	35	2	10	11
non-wage labour costs:													
very important	76	45	31	54	42	62	45	11	23	22	14	40	28
important	19	46	54	30	42	31	26	61	47	19	45	39	37
not (so) important	3	7	8	1	6	4	12	27	16	20	39	13	26
no reply	2	2	7	14	10	2	17	1	14	39	2	8	9
other costs:													
very important	8	10	38	20	5	18	16	6	6	25	3	10	11
important	33	40	44	36	34	56	35	58	26	25	27	35	37
not (so) important	47	46	13	19	37	20	25	26	49	13	35	35	38
no reply	12	4	6	26	24	6	24	11	20	37	35	19	14
Insufficient flexibility in hiring staff:													
very important	9	5	14	0	10	12	9	33	1	7	5	7	23
important	23	24	30	7	22	27	24	11	14	12	13	20	31
not (so) important	61	67	36	65	53	54	41	51	68	36	78	60	41
no reply	7	4	20	28	15	8	26	5	17	46	4	14	6
Insufficient flexibility in training staff:													
very important	4	3	14	3	4	10	5	2	1	10	5	4	:
important	36	20	30	24	27	36	31	45	14	20	16	24	:
not (so) important	54	74	37	46	53	45	38	49	68	26	75	59	:
no reply	6	3	20	28	16	9	26	5	17	44	4	13	:
Insufficient flexibility in shedding staff:													
very important	29	28	17	37	26	32	17	2	19	23	8	23	23
important	45	23	40	26	34	29	23	20	25	12	25	26	31
not (so) important	21	44	29	14	27	29	32	72	42	17	63	38	41
no reply	5	5	15	22	12	10	28	7	15	48	4	13	6
Shortage of adequately skilled applicants:													
very important	9	4	10	9	8	19	8	7	4	17	8	7	19
important	22	22	42	23	25	21	26	9	19	20	22	23	38
not (so) important	64	70	38	40	53	53	40	82	61	22	67	56	35
no reply	5	4	10	28	14	7	26	2	16	42	3	13	8

Table 5b (continued)

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient production capacity:													
very important	6	4	2	4	3	10	6	3	8	7	3	4	7
important	21	18	14	17	11	27	22	9	16	14	21	18	18
not (so) important	67	74	61	48	69	53	41	83	61	26	72	63	66
no reply	6	4	24	31	18	10	31	5	15	53	4	15	10
Other reasons:													
very important	20	3	5	7	2	2	18	1	11	13	1	6	8
important	19	1	0	0	1	1	1	1	2	0	2	2	4
not (so) important	55	0	4	0	11	26	4	44	76	1	7	9	18
no reply	6	96	91	93	86	71	77	53	11	86	90	83	71

Table 5c

Obstacles to employing more people in the investment goods industry

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient profit margin due to:													
competition:													
very important	43	64	69	50	45	56	23	59	40	58	58	49	29
important	25	27	22	34	45	31	59	40	34	23	30	37	36
not (so) important	8	7	3	8	7	10	5	0	13	9	8	7	27
no reply	24	2	6	8	3	4	13	0	12	10	4	6	8
wage and salary levels:													
very important	26	51	0	24	10	36	4	26	21	21	10	23	12
important	35	42	4	42	70	47	39	64	41	49	51	48	46
not (so) important	9	6	58	15	14	14	18	10	25	20	33	16	34
no reply	30	1	38	19	6	3	39	0	12	10	6	13	9
non-wage labour costs:													
very important	89	66	45	54	30	51	23	3	28	16	17	41	26
important	9	31	6	31	56	39	49	86	35	40	45	40	40
not (so) important	2	2	12	5	10	7	3	11	23	29	29	9	26
no reply	0	1	38	10	5	3	25	0	14	15	9	9	8
other costs:													
very important	16	10	21	19	3	5	6	2	6	12	6	8	10
important	19	55	59	38	24	57	22	44	28	34	24	35	34
not (so) important	32	32	7	23	49	27	31	33	49	21	34	35	43
no reply	33	3	13	21	24	11	41	21	18	34	36	22	13
Insufficient flexibility in hiring staff:													
very important	2	7	7	1	15	8	15	8	2	20	3	9	23
important	17	21	47	8	15	34	11	52	16	20	20	17	44
not (so) important	50	69	8	66	63	53	21	40	67	28	70	57	28
no reply	31	3	38	25	7	5	53	0	14	32	7	18	4
Insufficient flexibility in training staff:													
very important	1	3	3	3	3	9	2	1	22	13	12	5	:
important	15	28	50	25	12	44	38	58	28	27	24	26	:
not (so) important	54	65	14	45	76	41	22	42	37	38	57	54	:
no reply	30	4	33	26	9	5	38	0	13	23	7	15	:
Insufficient flexibility in shedding staff:													
very important	29	33	2	41	14	32	19	27	23	35	13	24	23
important	27	35	66	28	30	34	35	21	31	25	14	30	44
not (so) important	17	28	2	17	50	29	7	52	34	19	66	33	28
no reply	27	4	31	14	6	5	39	0	12	22	7	14	4
Shortage of adequately skilled applicants:													
very important	3	5	8	9	2	16	2	15	7	16	14	6	28
important	26	15	2	25	12	26	18	21	20	27	25	18	43
not (so) important	42	77	52	43	78	52	32	64	57	39	54	60	25
no reply	29	3	38	23	8	5	48	0	15	18	7	16	4

Table 5c (*continued*)

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient production capacity:													
very important	1	3	0	7	1	8	1	4	13	20	4	3	5
important	24	10	7	12	5	18	9	37	18	26	9	10	15
not (so) important	52	85	54	50	83	66	27	58	56	26	80	67	72
no reply	23	2	38	31	10	8	63	1	13	27	7	20	8
Other reasons:													
very important	21	3	45	3	2	1	4	7	10	6	2	4	10
important	5	3	0	0	0	1	0	0	2	2	1	1	4
not (so) important	45	0	6	0	11	32	10	21	79	0	10	10	15
no reply	29	94	49	97	86	66	86	72	9	92	87	85	72

Table 5d**Obstacles to employing more people in the consumer goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient profit margin due to:													
competition:													
very important	61	57	41	45	49	60	68	55	30	40	47	54	35
important	21	31	25	30	29	24	15	42	35	23	34	28	31
not (so) important	16	10	18	7	11	11	6	3	23	7	17	11	27
no reply	2	2	16	18	11	5	11	0	12	30	2	8	7
wage and salary levels:													
very important	41	47	8	21	27	37	3	69	28	21	13	26	14
important	33	43	46	45	51	45	74	31	46	32	40	49	45
not (so) important	21	8	28	12	11	14	11	0	16	11	43	16	33
no reply	5	2	18	23	11	5	12	0	11	35	4	9	9
non-wage labour costs:													
very important	73	60	24	54	49	62	17	35	33	20	15	41	28
important	19	35	38	32	33	28	70	56	44	22	42	42	40
not (so) important	4	4	23	3	8	7	3	9	14	21	40	11	24
no reply	4	1	16	11	10	2	10	0	10	37	3	7	7
other costs:													
very important	9	13	37	21	8	18	4	52	5	15	11	11	19
important	24	50	32	37	29	45	76	40	34	29	25	44	30
not (so) important	35	33	15	14	34	29	7	5	46	14	35	27	39
no reply	32	4	16	28	29	9	13	4	15	41	29	18	13
Insufficient flexibility in hiring staff:													
very important	7	11	7	2	14	14	3	7	2	11	12	9	31
important	18	25	47	10	28	23	71	31	15	15	20	31	29
not (so) important	58	60	22	58	42	58	11	62	69	28	63	47	34
no reply	17	4	25	31	16	6	15	0	15	46	5	12	6
Insufficient flexibility in training staff:													
very important	6	6	24	3	6	12	2	1	2	12	2	5	:
important	33	32	33	24	28	41	13	68	19	22	15	24	:
not (so) important	54	58	23	43	48	40	72	31	65	23	74	59	:
no reply	7	4	20	31	18	7	13	0	14	44	9	13	:
Insufficient flexibility in shedding staff:													
very important	28	24	26	39	33	25	9	25	25	17	11	22	31
important	36	33	27	28	27	37	9	66	26	13	22	25	29
not (so) important	32	39	30	14	26	30	11	9	37	21	62	32	34
no reply	4	4	18	18	14	9	71	0	12	50	5	21	6
Shortage of adequately skilled applicants:													
very important	11	10	16	9	10	14	4	16	5	18	9	9	18
important	21	25	44	24	27	27	12	55	19	18	20	22	39
not (so) important	62	61	22	37	47	49	72	30	64	23	66	58	38
no reply	6	4	18	30	16	10	12	0	13	41	5	11	6

Table 5d (*continued*)

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient production capacity:													
very important	9	5	10	5	3	22	5	0	7	10	4	5	6
important	12	13	22	15	12	19	5	39	18	13	12	12	23
not (so) important	72	79	48	45	63	50	75	58	61	31	78	70	63
no reply	7	3	20	35	21	9	15	4	14	47	6	13	8
Other reasons:													
very important	22	3	10	5	5	2	5	12	8	9	1	4	11
important	11	0	0	0	1	1	0	7	4	2	0	1	3
not (so) important	61	0	0	0	6	31	1	0	79	2	8	7	15
no reply	6	97	90	95	88	66	94	81	9	88	91	87	68

Table 5e

Obstacles to employing more people in companies with fewer than 200 employees

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient profit margin due to:													
competition:													
very important	57	60	48	52	52	61	37	68	33	46	51	51	31
important	29	28	31	28	28	27	37	20	32	22	34	31	37
not (so) important	11	9	9	7	10	7	11	12	22	6	13	10	24
no reply	3	3	12	13	10	5	15	0	13	27	2	8	10
wage and salary levels:													
very important	33	51	16	25	29	31	13	48	27	21	10	29	16
important	40	40	30	41	48	53	43	30	44	29	47	43	43
not (so) important	20	7	32	13	11	11	26	22	18	15	38	18	30
no reply	7	2	23	21	12	5	18	0	12	36	5	10	12
non-wage labour costs:													
very important	70	65	28	57	51	59	45	17	33	22	22	49	31
important	23	31	44	29	33	32	35	35	41	20	42	34	36
not (so) important	4	3	12	2	5	6	8	47	15	21	31	10	20
no reply	3	1	16	12	11	3	12	1	11	37	5	8	10
other costs:													
very important	11	14	41	20	8	14	16	8	5	20	8	13	13
important	31	49	36	37	32	52	45	43	32	26	27	39	34
not (so) important	40	33	11	16	34	25	21	45	46	14	34	30	38
no reply	18	4	12	26	27	8	18	4	16	40	31	18	17
Insufficient flexibility in hiring staff:													
very important	12	13	10	1	18	12	14	7	2	14	7	12	29
important	19	27	31	8	27	30	31	20	17	13	18	24	33
not (so) important	57	55	35	61	38	52	31	63	65	26	69	50	33
no reply	12	5	25	30	17	6	24	11	15	47	6	14	9
Insufficient flexibility in training staff:													
very important	9	7	21	3	7	11	10	3	3	12	6	7	:
important	32	31	43	20	29	42	32	18	20	21	26	29	:
not (so) important	48	57	17	47	45	40	35	69	62	21	61	49	:
no reply	11	5	19	30	19	7	23	10	15	46	7	15	:
Insufficient flexibility in shedding staff:													
very important	35	29	20	41	37	31	19	15	28	17	17	28	29
important	31	31	36	25	29	33	27	13	28	10	17	27	33
not (so) important	27	35	24	14	20	28	28	63	31	20	59	32	33
no reply	7	5	20	20	14	9	26	10	12	54	7	13	9
Shortage of adequately skilled applicants:													
very important	16	11	29	11	11	18	15	21	7	21	11	12	29
important	31	27	32	22	29	25	34	16	23	17	31	29	33
not (so) important	44	56	19	37	44	49	29	62	56	22	51	45	30
no reply	9	6	20	30	16	8	22	1	14	40	7	14	9

Table 5e (continued)

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient production capacity:													
very important	9	4	14	5	4	14	6	10	12	12	8	6	6
important	21	16	23	17	15	23	20	10	21	16	15	17	20
not (so) important	58	75	39	45	60	54	44	67	52	24	69	60	62
no reply	12	5	24	33	21	9	30	12	14	48	8	17	14
Other reasons:													
very important	29	3	6	5	4	2	6	6	10	8	2	5	8
important	27	1	0	0	1	1	2	0	3	2	1	2	2
not (so) important	35	0	4	0	8	29	6	36	78	1	10	8	15
no reply	9	96	90	95	86	68	86	57	9	90	87	85	84

Table 5f**Obstacles to employing more people in companies with 200 to 499 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient profit margin due to:													
competition:													
very important	53	65	67	53	51	62	37	63	33	38	56	53	29
important	27	23	10	26	31	16	32	28	30	27	30	28	35
not (so) important	16	10	11	7	10	18	10	8	20	9	10	10	24
no reply	4	2	12	15	8	3	21	2	17	26	4	9	10
wage and salary levels:													
very important	31	48	15	28	23	61	9	44	22	18	4	26	13
important	38	43	38	48	53	30	45	51	40	42	50	46	43
not (so) important	25	7	25	8	14	9	27	3	21	10	43	19	30
no reply	6	2	22	16	9	0	19	2	18	29	3	9	12
non-wage labour costs:													
very important	70	61	42	47	47	58	41	23	30	20	11	44	30
important	25	33	23	38	37	37	34	62	33	24	47	36	37
not (so) important	3	4	19	2	7	4	9	13	18	25	31	10	22
no reply	2	2	15	13	9	0	16	2	19	31	11	9	9
other costs:													
very important	9	11	39	18	5	19	8	19	5	16	4	9	12
important	29	52	35	32	35	51	44	38	30	36	26	40	34
not (so) important	48	33	14	24	34	23	24	25	44	17	34	31	38
no reply	14	4	13	25	26	6	24	18	21	31	36	20	16
Insufficient flexibility in hiring staff:													
very important	5	8	25	1	14	6	8	4	1	10	5	8	26
important	16	26	23	5	23	6	36	26	17	13	11	22	31
not (so) important	69	63	26	69	50	78	27	68	61	44	78	56	32
no reply	10	3	27	25	14	9	29	2	22	33	6	14	8
Insufficient flexibility in training staff:													
very important	5	6	17	4	5	9	6	2	3	10	3	5	:
important	28	32	28	34	28	13	33	49	17	27	22	29	:
not (so) important	57	59	28	39	53	72	36	47	59	32	69	53	:
no reply	10	3	27	24	14	6	25	2	21	32	6	13	:
Insufficient flexibility in shedding staff:													
very important	30	25	23	31	28	29	21	12	18	19	5	22	26
important	30	37	27	33	33	26	19	45	31	26	14	28	31
not (so) important	33	34	24	17	27	42	31	36	32	22	73	36	32
no reply	7	4	26	20	12	3	29	7	19	33	8	13	8
Shortage of adequately skilled applicants:													
very important	11	7	20	7	7	5	11	9	4	14	14	9	24
important	25	25	33	29	26	14	26	24	15	24	19	24	35
not (so) important	56	65	27	42	52	74	39	63	60	29	62	54	30
no reply	8	3	20	22	15	6	24	4	20	33	5	12	8

Table 5f (*continued*)

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient production capacity:													
very important	12	5	2	3	3	3	2	0	8	5	2	4	5
important	14	14	14	14	14	11	13	35	16	14	17	14	17
not (so) important	68	78	55	52	65	77	48	63	57	39	76	66	66
no reply	6	3	29	31	19	9	37	2	19	42	5	17	10
Other reasons:													
very important	16	3	4	7	3	3	5	5	12	7	2	4	10
important	9	1	0	0	1	0	1	5	2	1	3	1	3
not (so) important	70	0	7	0	9	26	6	8	74	1	14	10	12
no reply	5	96	90	93	87	71	88	82	12	92	81	84	86

Table 5g**Obstacles to employing more people in companies with 500 to 999 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient profit margin due to:													
competition:													
very important	49	64	45	46	49	70	27	56	35	37	63	51	25
important	28	27	21	27	29	30	39	44	38	24	32	31	42
not (so) important	21	7	28	12	11	0	14	0	17	8	3	10	25
no reply	2	2	6	15	11	0	20	0	10	31	2	9	8
wage and salary levels:													
very important	22	42	5	22	16	60	15	71	17	22	17	25	11
important	48	52	43	51	57	15	42	29	49	33	50	50	44
not (so) important	23	5	42	12	14	20	23	0	26	14	32	17	34
no reply	7	1	11	15	13	5	20	0	8	31	1	9	10
non-wage labour costs:													
very important	78	59	15	46	38	41	43	0	13	18	14	41	28
important	15	35	43	34	40	33	34	58	49	24	60	40	39
not (so) important	4	4	31	5	9	20	9	42	26	25	25	11	24
no reply	3	2	11	15	12	5	14	0	12	33	1	8	9
other costs:													
very important	7	10	34	15	7	0	14	16	4	19	5	10	11
important	36	57	26	39	31	85	37	54	25	23	22	39	35
not (so) important	41	30	29	27	34	15	23	31	58	18	30	30	41
no reply	16	3	11	20	27	0	26	0	13	40	43	21	13
Insufficient flexibility in hiring staff:													
very important	8	4	5	0	11	0	11	19	0	6	2	6	24
important	10	22	43	10	26	0	33	31	9	10	14	21	39
not (so) important	75	71	25	71	51	95	31	50	81	34	82	61	30
no reply	7	3	28	20	12	5	25	0	10	50	2	11	6
Insufficient flexibility in training staff:													
very important	4	4	11	0	4	0	7	0	2	11	0	4	:
important	10	28	26	34	23	26	25	50	16	20	13	24	:
not (so) important	81	65	44	49	57	69	40	50	73	22	80	60	:
no reply	5	3	20	17	16	5	28	0	10	47	7	13	:
Insufficient flexibility in shedding staff:													
very important	26	24	23	37	24	0	21	0	13	24	7	21	24
important	41	42	57	29	33	46	27	0	26	12	28	33	39
not (so) important	31	31	14	20	31	49	22	100	53	20	64	34	30
no reply	2	3	6	15	12	5	30	0	8	44	1	11	6
Shortage of adequately skilled applicants:													
very important	2	4	7	0	5	0	9	0	2	12	3	4	22
important	18	19	32	27	25	3	26	31	18	15	20	22	39
not (so) important	76	74	50	59	54	92	38	69	69	27	76	62	33
no reply	4	3	11	15	16	5	27	0	12	46	1	12	6

Table 5g (continued)

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient production capacity:													
very important	9	4	8	0	4	0	8	0	8	2	1	4	5
important	15	10	14	12	12	26	18	0	19	9	15	13	16
not (so) important	70	84	67	61	66	69	39	100	65	40	82	68	70
no reply	6	2	11	27	18	5	35	0	8	49	2	14	9
Other reasons:													
very important	13	2	5	5	2	0	16	0	10	14	0	5	9
important	7	0	0	0	0	0	0	0	4	0	0	0	3
not (so) important	73	0	0	0	7	30	6	19	79	2	10	9	21
no reply	7	98	95	95	90	70	78	81	7	84	90	85	66

Table 5h

Obstacles to employing more people in companies with 1 000 or more employees

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient profit margin due to:													
competition:													
very important	66	61	59	43	52	73	54	76	44	40	39	52	33
important	13	31	30	30	33	0	31	24	31	19	41	32	27
not (so) important	6	7	0	3	9	27	3	0	9	11	16	8	30
no reply	15	1	11	23	6	0	12	0	16	29	4	8	12
wage and salary levels:													
very important	41	45	0	20	11	55	1	100	15	14	7	21	7
important	26	48	29	47	68	0	62	0	60	50	42	52	48
not (so) important	16	6	41	13	15	0	13	0	15	6	46	17	35
no reply	17	1	30	20	6	45	24	0	10	31	5	10	11
non-wage labour costs:													
very important	88	58	32	47	30	100	17	0	20	16	9	35	20
important	10	40	47	27	55	0	62	100	53	34	27	43	46
not (so) important	2	1	0	7	9	0	4	0	14	8	59	13	25
no reply	0	1	21	20	6	0	17	0	13	42	5	8	11
other costs:													
very important	11	9	29	27	4	27	5	0	7	14	9	9	15
important	22	49	61	40	31	73	53	83	22	35	26	40	33
not (so) important	36	39	0	10	44	0	16	0	49	8	40	32	38
no reply	31	3	11	23	21	0	26	17	23	44	25	18	16
Insufficient flexibility in hiring staff:													
very important	4	4	0	0	6	0	7	76	0	0	15	6	23
important	25	17	61	7	17	27	46	8	10	22	25	23	38
not (so) important	48	77	19	63	66	27	18	17	73	29	55	57	34
no reply	23	2	21	30	10	45	29	0	17	50	5	14	6
Insufficient flexibility in training staff:													
very important	0	1	18	0	2	0	0	0	0	8	14	3	:
important	35	21	43	40	20	55	21	83	4	21	8	21	:
not (so) important	48	75	19	33	68	0	56	17	79	41	73	64	:
no reply	17	3	21	27	11	45	23	0	17	31	5	12	:
Insufficient flexibility in shedding staff:													
very important	26	34	11	30	13	55	11	0	12	39	8	21	23
important	44	27	32	30	33	0	18	24	20	15	21	26	38
not (so) important	13	35	37	20	45	0	9	76	53	9	66	35	34
no reply	17	4	21	20	9	45	62	0	16	37	5	19	6
Shortage of adequately skilled applicants:													
very important	4	1	0	7	4	0	0	0	1	9	13	4	15
important	18	7	46	13	15	0	10	0	15	23	14	12	44
not (so) important	61	89	33	53	72	100	62	100	69	27	68	72	35
no reply	17	3	21	27	9	0	28	0	16	41	5	13	8

Table 5h (*continued*)

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Insufficient production capacity:													
very important	0	2	0	13	1	0	3	0	0	10	0	3	5
important	22	9	18	13	2	0	7	8	4	13	11	8	19
not (so) important	65	87	52	50	87	100	57	92	80	22	82	75	68
no reply	13	2	30	23	10	0	33	0	16	55	7	14	9
Other reasons:													
very important	20	3	33	7	2	0	9	0	8	22	2	5	3
important	8	5	0	0	1	0	0	0	1	1	2	2	2
not (so) important	52	0	0	0	10	27	4	76	78	5	2	8	18
no reply	20	92	67	93	88	73	87	24	13	72	94	85	73

Table 6**Working hours and operating hours in industry**

Question: 1. What are the average operating hours per week in your company?
 2. What are the average contracted weekly working hours for a full-time employee in your company?

Table 6a**Working hours and operating hours in total industry**

	Average operating hours per week						Average contracted weekly working hours for a full-time employee	
	< 40	40-60	60-80	80-120	> 120	No reply	Average	Average
B	20	15	8	18	37	2	94	37
D	27	32	23	14	4	0	60	37
GR	8	40	4	18	30	0	88	40
E	27	38	9	13	12	2	65	39
F	33	14	14	7	15	17	68	39
IRL	40	20	8	10	16	7	66	40
I	6	30	30	17	17	0	80	39
L	7	9	5	34	46	0	112	40
NL	5	53	5	12	25	0	81	39
P	12	54	8	8	18	0	72	41
UK	41	19	10	10	18	2	67	38
EC 1994	25	27	18	12	14	4	69	38
EC 1989	21	36	16	13	12	2	68	39

Table 6b**Working hours and operating hours in the intermediate goods industry**

	Average operating hours per week						Average contracted weekly working hours for a full-time employee	
	< 40	40-60	60-80	80-120	> 120	No reply	Average	Average
B	17	13	8	10	51	2	106	37
D	12	17	19	34	17	1	86	37
GR	2	24	5	12	56	0	113	40
E	22	35	8	17	17	2	73	39
F	33	11	7	8	22	19	76	39
IRL	31	24	6	14	20	5	73	40
I	6	24	5	22	42	1	103	39
L	0	3	3	34	60	0	127	40
NL	2	43	3	12	39	0	95	39
P	13	44	7	6	30	0	82	41
UK	27	20	7	17	29	0	84	39
EC 1994	18	21	10	21	27	4	87	38
EC 1989	13	31	12	17	25	1	84	39

Table 6c**Working hours and operating hours in the investment goods industry**

	Average operating hours per week						Average contracted weekly working hours for a full-time employee	
	< 40	40-60	60-80	80-120	> 120	No reply	Average	Average
B	18	11	6	42	22	2	92	37
D	32	39	25	4	0	0	51	36
GR	21	65	0	15	0	0	53	40
E	25	52	11	7	3	2	53	39
F	34	10	41	3	5	7	58	38
IRL	47	20	8	7	11	7	57	39
I	4	45	11	33	7	0	75	39
L	2	15	18	53	12	0	91	40
NL	0	71	4	11	14	0	70	40
P	5	67	15	13	0	0	59	41
UK	63	24	2	4	7	0	47	38
EC 1994	29	35	19	11	5	2	58	38
EC 1989	28	46	9	10	4	2	55	39

Table 6d**Working hours and operating hours in the consumer goods industry**

	Average operating hours per week						Average contracted weekly working hours for a full-time employee	
	< 40	40-60	60-80	80-120	> 120	No reply	Average	Average
B	26	23	11	11	26	4	80	38
D	27	29	23	18	2	1	60	38
GR	8	46	5	24	17	0	78	40
E	39	36	10	6	5	3	52	40
F	36	20	8	8	9	19	58	39
IRL	46	14	9	7	15	9	62	41
I	8	24	60	3	6	0	68	39
L	53	35	1	8	3	0	47	40
NL	12	55	10	11	12	0	67	39
P	12	58	7	9	14	0	68	42
UK	34	16	17	10	19	4	71	38
EC 1994	27	26	23	10	8	5	64	39
EC 1989	22	36	22	12	8	1	64	39

Table 6e**Working hours and operating hours in companies with fewer than 200 employees**

	Average operating hours per week							Average contracted weekly working hours for a full-time employee
	< 40	40-60	60-80	80-120	> 120	No reply	Average	Average
B	46	15	9	10	16	4	64	38
D	47	33	14	5	0	1	46	37
GR	12	47	7	16	19	0	76	40
E	29	41	9	10	10	2	61	40
F	41	20	8	6	8	18	55	39
IRL	41	21	8	9	13	7	61	40
I	15	52	9	11	12	1	66	39
L	9	17	10	8	55	0	109	40
NL	7	71	7	9	6	0	61	39
P	15	67	3	6	10	0	60	42
UK	49	31	5	6	9	0	53	39
EC 1994	36	36	9	7	7	4	56	39
EC 1989	35	43	6	7	7	2	55	39

Table 6f**Working hours and operating hours in companies with 200 to 499 employees**

	Average operating hours per week							Average contracted weekly working hours for a full-time employee
	< 40	40-60	60-80	80-120	> 120	No reply	Average	Average
B	27	15	13	14	27	3	82	38
D	30	33	21	12	4	0	58	37
GR	10	40	10	15	26	0	83	40
E	26	28	8	21	16	1	73	39
F	29	17	9	10	16	19	70	39
IRL	29	8	2	21	38	2	94	39
I	14	42	8	15	21	0	77	39
L	12	4	7	23	54	0	115	40
NL	3	36	6	27	28	0	92	39
P	10	55	6	12	17	0	72	42
UK	41	20	7	9	22	1	70	39
EC 1994	27	29	12	13	15	4	70	38
EC 1989	23	37	10	12	16	2	70	39

Table 6g**Working hours and operating hours in companies with 500 to 999 employees**

	Average operating hours per week						Average contracted weekly working hours for a full-time employee	
	< 40	40-60	60-80	80-120	> 120	No reply	Average	Average
B	13	4	10	14	52	7	113	37
D	21	30	30	15	3	1	62	37
GR	0	32	0	37	32	0	100	40
E	17	32	10	15	27	0	83	39
F	26	9	8	11	20	25	80	38
IRL	3	5	3	3	82	3	136	40
I	9	31	2	22	36	0	96	38
L	0	0	0	31	69	0	135	40
NL	2	24	3	23	48	0	110	39
P	6	42	8	11	33	0	89	42
UK	35	16	12	19	18	0	73	38
EC 1994	20	23	14	17	21	5	80	38
EC 1989	15	32	17	18	17	2	77	38

Table 6h**Working hours and operating hours in companies with 1 000 or more employees**

	Average operating hours per week						Average contracted weekly working hours for a full-time employee	
	< 40	40-60	60-80	80-120	> 120	No reply	Average	Average
B	3	18	5	26	49	0	113	37
D	8	32	31	22	7	0	73	36
GR	10	44	0	8	38	0	90	40
E	17	37	20	13	7	7	65	39
F	28	7	25	5	22	13	78	38
IRL	45	0	0	27	27	0	81	40
I	2	21	44	18	15	0	82	40
L	0	8	0	76	17	0	104	40
NL	2	36	2	5	55	0	108	39
P	9	19	26	11	35	0	93	40
UK	35	6	15	9	30	5	82	38
EC 1994	15	21	26	15	19	4	79	38
EC 1989	15	28	24	16	15	1	76	38

Table 7**Holiday shutdown**

Question: 1. Do you regularly close your company in the course of the year for holidays?

2. How many weeks does the holiday shutdown last?

3. Do you have plans for changing the length of the holiday shutdown in your company?

Table 7a**Holiday shutdowns in total industry**

	No	Yes	Weeks							Planned changes			
			1	2	3	4	5	6	> 7	None	Shorter shutdown	Longer shutdown	No reply
B	37	63	4	6	20	26	6	2	0	82	12	1	5
D	69	31	2	9	14	4	1	1	0	84	9	3	4
GR	55	45	1	2	26	16	0	0	0	85	3	2	10
E	38	62	2	5	6	39	8	2	0	82	13	1	4
F	40	60	4	10	14	22	9	1	0	73	7	1	19
IRL	33	67	8	23	22	13	1	0	0	84	11	2	3
I	10	89	2	8	26	51	3	0	0	87	8	3	2
L	47	52	5	28	18	1	0	0	0	94	5	1	0
NL	58	42	4	7	24	6	2	0	0	90	2	7	2
P	49	52	2	6	17	26	0	0	0	97	2	1	0
UK	33	67	10	18	13	10	13	3	0	81	11	0	8
EC 1994	43	57	4	11	18	18	5	1	0	82	9	2	7
EC 1989	39	61	4	9	18	20	6	2	1	79	8	2	10

Table 7b**Holiday shutdowns in the intermediate goods industry**

	No	Yes	Weeks							Planned changes			
			1	2	3	4	5	6	> 7	None	Shorter shutdown	Longer shutdown	No reply
B	48	52	3	6	16	18	7	2	1	86	11	1	2
D	84	16	2	4	9	1	0	0	0	90	2	4	4
GR	48	52	3	4	20	25	0	0	0	83	4	5	9
E	36	64	2	5	6	39	8	2	0	81	15	1	3
F	37	63	2	13	19	18	11	0	0	74	10	2	14
IRL	26	74	9	26	29	10	0	0	0	84	13	0	4
I	21	79	2	6	37	28	4	1	1	67	21	6	6
L	38	61	1	37	22	1	0	0	0	96	4	0	0
NL	62	38	2	8	19	6	2	0	0	93	2	4	0
P	52	48	0	10	15	23	0	0	0	98	2	0	0
UK	27	73	6	17	15	18	13	4	0	86	10	0	4
EC 1994	48	52	4	10	20	13	4	1	0	81	10	3	6
EC 1989	41	59	5	7	15	20	6	2	1	82	8	3	7

Table 7c**Holiday shutdowns in the investment goods industry**

	No	Yes	Weeks							Planned changes			
			1	2	3	4	5	6	> 7	None	Shorter shutdown	Longer shutdown	No reply
B	8	92	6	4	29	48	4	2	0	95	3	1	1
D	66	34	2	12	15	4	1	0	0	84	11	2	3
GR	56	44	0	2	20	22	0	0	0	99	0	0	1
E	35	65	1	4	4	48	7	2	0	81	16	1	2
F	28	72	2	3	10	49	7	0	0	72	2	0	26
IRL	37	63	6	24	22	11	0	0	0	81	14	4	1
I	7	93	0	18	33	40	1	1	0	90	4	4	2
L	54	46	29	4	12	0	0	0	1	80	14	5	0
NL	46	54	11	10	28	4	1	0	0	87	2	10	1
P	35	65	2	2	25	37	0	0	0	97	2	1	0
UK	31	69	19	22	11	8	8	1	0	86	4	0	10
EC 1994	37	63	5	13	18	22	4	1	0	84	7	2	8
EC 1989	37	63	3	12	24	14	5	1	1	71	14	3	12

Table 7d**Holiday shutdowns in the consumer goods industry**

	No	Yes	Weeks							Planned changes			
			1	2	3	4	5	6	> 7	None	Shorter shutdown	Longer shutdown	No reply
B	42	58	4	6	20	20	5	2	1	61	22	2	15
D	66	34	2	6	16	6	2	2	0	81	6	5	8
GR	60	40	0	1	33	6	0	0	0	82	3	1	15
E	43	57	2	6	7	33	9	1	1	86	6	1	7
F	49	51	8	6	11	15	10	1	0	73	6	1	21
IRL	39	61	8	16	13	21	2	1	0	88	6	2	4
I	5	95	1	2	12	75	4	0	0	97	2	1	0
L	97	3	0	0	3	0	0	0	0	95	1	3	0
NL	59	41	2	3	28	6	1	0	0	88	1	7	4
P	49	51	3	5	18	24	0	1	0	96	2	2	0
UK	39	61	7	16	13	7	15	4	0	74	17	0	9
EC 1994	44	56	4	8	17	19	6	2	0	82	7	2	9
EC 1989	38	62	2	6	16	24	7	4	0	82	6	2	10

Table 7e**Holiday shutdowns in companies with fewer than 200 employees**

	No	Yes	Weeks							Planned changes			
			1	2	3	4	5	6	> 7	None	Shorter shutdown	Longer shutdown	No reply
B	27	73	3	7	21	28	9	4	1	84	11	2	3
D	68	32	1	10	14	4	1	2	0	84	7	4	5
GR	45	55	3	5	31	16	0	0	0	84	3	1	12
E	33	67	2	6	6	43	7	3	1	83	13	1	3
F	32	68	4	9	15	22	16	1	0	68	8	1	22
IRL	33	67	8	22	22	14	1	0	0	84	11	2	3
I	11	89	4	11	28	40	5	1	0	84	8	5	3
L	58	41	10	9	21	0	1	0	0	86	13	1	0
NL	44	56	3	8	35	7	2	0	0	92	2	4	2
P	50	50	0	7	18	25	0	0	0	96	2	2	0
UK	45	55	10	11	14	9	7	5	0	85	9	1	5
EC 1994	42	58	4	11	19	17	6	2	0	82	8	3	7
EC 1989	33	67	5	10	19	20	10	2	0	81	8	3	9

Table 7f**Holiday shutdowns in companies with 200 to 499 employees**

	No	Yes	Weeks							Planned changes			
			1	2	3	4	5	6	> 7	None	Shorter shutdown	Longer shutdown	No reply
B	43	57	2	10	14	19	8	4	0	83	9	4	4
D	70	30	2	7	15	4	1	1	0	84	6	4	6
GR	46	54	2	0	29	23	0	0	0	83	2	2	13
E	44	56	4	5	7	31	9	0	0	80	15	1	5
F	40	60	9	8	15	19	8	1	0	71	9	1	19
IRL	24	76	9	33	19	13	2	0	0	77	16	3	3
I	10	90	4	11	29	40	5	2	0	85	11	4	0
L	69	31	7	8	14	3	0	0	0	93	4	2	0
NL	56	44	4	9	20	8	2	1	0	87	4	8	1
P	47	53	0	5	17	31	0	0	0	97	3	1	0
UK	23	77	9	16	17	19	13	2	1	86	8	0	6
EC 1994	42	58	5	10	19	17	5	1	0	82	8	3	7
EC 1989	36	64	4	9	19	23	7	3	0	78	8	4	9

Table 7g**Holiday shutdowns in companies with 500 to 999 employees**

	No	Yes	Weeks							Planned changes			
			1	2	3	4	5	6	> 7	None	Shorter shutdown	Longer shutdown	No reply
B	48	52	7	8	13	17	5	2	0	72	21	0	7
D	70	30	3	9	13	3	1	1	0	82	9	7	2
GR	51	49	0	5	28	16	0	0	0	82	6	5	6
E	63	37	0	2	0	29	5	0	0	85	10	2	2
F	48	52	6	9	13	17	7	0	0	68	11	2	19
IRL	52	48	0	34	14	0	0	0	0	80	20	0	0
I	16	84	4	3	54	15	5	0	3	77	17	3	3
L	52	48	0	19	29	0	0	0	0	100	0	0	0
NL	82	18	0	4	10	2	2	0	0	100	0	0	0
P	47	53	0	13	8	30	0	3	0	99	0	1	0
UK	38	62	5	20	10	8	17	3	0	74	16	0	10
EC 1994	50	50	4	10	18	12	5	1	0	78	12	3	7
EC 1989	44	56	2	9	19	19	5	1	0	85	7	2	6

Table 7h**Holiday shutdowns in companies with 1 000 or more employees**

	No	Yes	Weeks							Planned changes			
			1	2	3	4	5	6	> 7	None	Shorter shutdown	Longer shutdown	No reply
B	36	64	4	2	24	31	3	0	0	83	11	0	6
D	70	30	2	9	15	3	1	0	0	84	13	0	3
GR	71	29	0	0	19	10	0	0	0	89	0	0	11
E	53	47	0	3	7	27	10	0	0	77	17	3	3
F	48	52	2	11	12	23	4	0	0	80	4	2	14
IRL	27	73	0	0	45	28	0	0	0	100	0	0	0
I	10	90	0	7	20	61	2	0	0	90	6	3	1
L	8	92	0	76	17	0	0	0	0	100	0	0	0
NL	79	21	11	2	7	0	0	0	0	73	0	27	0
P	46	54	11	2	22	19	0	0	0	99	1	0	0
UK	16	84	18	27	12	11	16	1	0	81	11	0	8
EC 1994	44	56	5	11	17	18	4	0	0	83	9	2	5
EC 1989	43	57	3	6	16	19	3	2	1	74	10	0	16

Table 8**Shift work in industry**

Question: Do you have shift work?

1. Is your shift work:
continuous day and night
interrupted every day
interrupted every week?
2. How many shifts per day do you use?
2, 3, 4, 5, 6 or more

Table 8a**Shift work in total industry**

	No	Yes	Continuous day and night	Interrupted every day	Interrupted every week	Not specified	Number of shifts					Other arrangements	No detail of number of shifts	Average number of shifts
							2	3	4	5	> 6			
B	17	83	27	34	22	0	17	48	8	3	2	3	1	3,0
D	28	72	10	50	12	0	52	20	0	0	0	0	0	2,3
GR	14	86	23	26	38	0	30	50	2	2	0	3	0	2,7
E	39	61	22	17	22	0	18	27	7	4	1	0	4	3,0
F	24	76	14	16	22	23	31	25	2	2	2	6	6	2,7
IRL	54	46	12	17	17	0	23	18	0	0	1	4	0	2,5
I	16	84	8	34	40	3	39	25	7	1	0	1	11	2,6
L	11	89	55	15	19	0	11	58	19	0	0	0	0	3,1
NL	58	42	18	13	11	0	13	11	4	11	0	3	0	3,3
P	47	53	20	7	26	0	12	27	6	3	5	1	0	3,3
UK	35	65	15	22	29	0	23	29	4	4	3	1	1	3,0
EC 1994	28	72	14	30	23	4	34	25	4	2	1	2	3	2,7
EC 1989	30	70	10	33	22	4	32	23	7	2	1	1	3	2,8

Table 8b**Shift work in the intermediate goods industry**

	No	Yes	Continuous day and night	Interrupted every day	Interrupted every week	Not specified	Number of shifts					Other arrangements	No detail of number of shifts	Average number of shifts
							2	3	4	5	> 6			
B	12	88	42	31	14	1	11	55	11	6	4	1	1	3,2
D	17	83	43	21	19	0	31	52	0	0	0	0	0	2,6
GR	7	93	39	18	36	0	12	71	5	5	0	0	0	3,0
E	27	73	32	15	25	0	18	34	10	5	1	0	4	3,1
F	20	80	24	10	26	20	25	34	3	4	4	5	5	3,0
IRL	53	47	14	14	19	0	23	21	0	0	1	2	0	2,6
I	14	86	27	14	40	5	19	48	3	2	0	1	13	2,8
L	3	97	70	8	19	0	6	68	24	0	0	0	0	3,2
NL	45	55	30	11	14	0	11	14	7	18	0	5	0	3,6
P	34	66	29	7	30	0	10	35	11	6	4	1	0	3,4
UK	24	76	22	19	35	0	15	45	7	4	3	1	1	3,1
EC 1994	20	80	31	16	27	4	22	43	4	3	2	2	4	2,9
EC 1989	22	78	25	24	28	1	23	38	9	3	2	1	2	3,0

Table 8c**Shift work in the investment goods industry**

	No	Yes	Continuous day and night	Interrupted every day	Interrupted every week	Not specified	Number of shifts					Other arrangements	No detail of number of shifts	Average number of shifts
							2	3	4	5	>6			
B	20	80	14	34	31	1	26	44	0	0	0	10	0	2,6
D	29	71	0	66	5	0	65	6	0	0	0	0	0	2,1
GR	4	96	0	64	32	0	77	19	0	0	0	0	0	2,2
E	54	46	3	26	17	0	20	20	4	1	0	0	2	2,7
F	18	82	2	30	11	38	58	11	1	0	1	3	8	2,2
IRL	61	39	7	17	15	0	21	14	0	0	0	4	0	2,4
I	13	87	4	38	44	1	19	23	21	1	0	1	23	3,1
L	15	85	16	42	27	0	20	51	12	0	0	2	0	2,9
NL	71	29	7	15	8	0	15	8	1	6	0	0	0	3,0
P	63	37	24	7	7	0	4	28	0	0	6	0	0	3,4
UK	49	51	4	20	27	0	18	18	0	9	5	0	1	3,3
EC 1994	31	69	4	39	19	6	39	16	4	3	1	1	5	2,6
EC 1989	35	65	4	38	18	6	35	23	4	1	0	0	4	2,5

Table 8d**Shift work in the consumer goods industry**

	No	Yes	Continuous day and night	Interrupted every day	Interrupted every week	Not specified	Number of shifts					Other arrangements	No detail of number of shifts	Average number of shifts
							2	3	4	5	>6			
B	22	78	11	39	28	0	19	41	12	2	1	2	1	3,0
D	33	67	7	40	20	0	40	27	0	0	0	0	0	2,4
GR	23	78	18	19	41	0	29	42	0	0	0	4	0	2,5
E	58	42	9	14	18	1	16	14	3	2	1	0	6	2,9
F	36	64	5	17	19	22	29	17	1	0	1	3	6	2,2
IRL	50	50	15	21	14	0	24	18	1	0	0	1	0	2,2
I	19	81	2	37	40	2	66	11	1	0	0	0	2	2,1
L	60	40	7	20	13	0	31	10	0	0	0	0	0	2,2
NL	67	33	7	16	10	0	16	10	2	5	0	1	0	2,8
P	52	49	12	8	29	0	15	21	6	1	4	1	0	3,1
UK	32	68	17	25	26	0	33	25	6	0	0	4	0	2,6
EC 1994	35	65	9	29	24	4	36	21	2	1	0	1	2	2,4
EC 1989	36	63	7	32	20	4	32	17	6	3	1	1	4	2,7

Table 8e**Shift work in companies with fewer than 200 employees**

	No	Yes	Continuous day and night	Interrupted every day	Interrupted every week	Not specified	Number of shifts					Other arrangements	No detail of number of shifts	Average number of shifts
							2	3	4	5	>6			
B	42	58	13	28	17	1	20	29	3	3	1	1	1	2,8
D	57	43	2	33	8	0	34	9	0	0	0	0	0	2,2
GR	42	58	13	21	23	0	27	27	1	3	0	0	0	2,7
E	47	53	19	16	18	0	17	24	5	2	0	0	5	2,8
F	39	61	6	14	19	22	24	19	1	1	1	9	6	2,6
IRL	58	42	11	16	15	0	21	16	0	0	0	3	2	2,4
I	46	54	8	22	22	2	24	17	2	0	0	3	8	2,5
L	21	79	44	22	13	0	10	36	31	0	0	1	0	3,3
NL	78	22	2	12	7	0	12	7	0	2	0	0	0	2,6
P	66	35	8	4	22	0	10	20	2	0	2	0	0	3,0
UK	70	30	4	13	14	0	18	9	1	0	0	2	0	2,4
EC 1994	53	47	6	22	15	3	26	14	1	1	0	2	2	2,5
EC 1989	57	42	6	23	13	0	20	13	3	1	0	0	5	2,6

Table 8f**Shift work in companies with 200 to 499 employees**

	No	Yes	Continuous day and night	Interrupted every day	Interrupted every week	Not specified	Number of shifts					Other arrangements	No detail of number of shifts	Average number of shifts
							2	3	4	5	>6			
B	16	84	25	38	18	3	22	43	7	3	3	4	2	3,0
D	28	72	6	50	16	0	50	22	0	0	0	0	0	2,3
GR	15	85	19	28	38	0	24	51	6	0	0	3	0	2,8
E	23	77	34	14	30	0	16	34	13	7	2	0	5	3,2
F	21	79	14	12	30	23	28	34	3	3	2	6	4	2,8
IRL	17	83	24	24	35	0	31	45	0	3	2	2	0	2,8
I	28	72	13	26	30	4	25	29	4	1	0	3	10	2,7
L	15	85	52	6	28	0	12	52	21	0	0	0	0	3,1
NL	39	61	16	27	18	0	27	18	3	12	0	1	0	3,0
P	40	60	18	12	30	0	19	23	4	7	6	1	0	3,3
UK	29	71	14	18	37	2	26	37	2	1	3	0	2	2,8
EC 1994	26	74	14	29	26	5	32	30	3	2	1	2	3	2,7
EC 1989	29	71	16	30	24	1	28	25	8	3	1	0	4	2,7

Table 8g**Shift work in companies with 500 to 999 employees**

	No	Yes	Continuous day and night	Interrupted every day	Interrupted every week	Not specified	Number of shifts					Other arrangements	No detail of number of shifts	Average number of shifts
							2	3	4	5	> 6			
B	7	93	40	30	23	0	14	57	4	8	8	3	0	3,4
D	17	83	8	54	21	0	55	28	0	0	0	0	0	2,3
GR	6	94	34	7	53	0	22	58	0	6	0	8	0	2,9
E	15	85	24	15	46	0	17	34	17	12	5	0	0	3,5
F	13	87	17	14	29	27	31	36	4	4	5	5	4	2,9
IRL	0	100	74	6	20	0	22	55	0	0	0	23	0	2,7
I	17	83	18	22	42	1	19	48	5	2	0	0	8	2,9
L	0	100	41	39	20	0	16	54	31	0	0	0	0	3,1
NL	26	74	33	19	23	0	19	23	11	17	0	4	0	3,4
P	12	88	31	7	50	0	9	41	13	9	16	1	0	3,8
UK	15	85	20	27	38	0	31	32	8	4	4	5	1	3,0
EC 1994	15	85	18	30	32	5	33	36	5	4	2	2	2	2,8
EC 1989	13	86	15	37	30	4	33	35	7	4	2	0	4	2,8

Table 8h**Shift work in companies with 1 000 or more employees**

	No	Yes	Continuous day and night	Interrupted every day	Interrupted every week	Not specified	Number of shifts					Other arrangements	No detail of number of shifts	Average number of shifts
							2	3	4	5	> 6			
B	5	95	31	37	27	0	12	60	14	3	0	6	0	3,1
D	5	95	22	64	9	0	69	26	0	0	0	0	0	2,3
GR	0	100	24	40	36	0	43	57	0	0	0	0	0	2,6
E	0	100	37	40	23	0	33	40	13	10	3	0	0	3,1
F	11	89	26	21	19	22	43	26	3	3	4	2	7	2,8
IRL	0	100	27	0	73	0	0	73	0	27	0	0	0	3,5
I	5	95	6	40	48	2	49	24	10	1	0	0	11	2,5
L	0	100	76	8	17	0	8	92	0	0	0	0	0	2,9
NL	38	62	46	5	11	0	5	11	9	29	0	8	0	4,1
P	22	78	57	12	9	0	6	43	24	2	1	1	0	3,3
UK	5	95	25	32	38	0	21	51	6	12	5	0	0	3,3
EC 1994	7	93	24	39	25	5	44	32	6	5	2	1	3	2,8
EC 1989	6	94	15	44	27	8	45	30	11	4	2	1	1	2,7

Table 9**Percentage of staff doing shift work, Saturday work, Sunday work or night work**

Question: What is the percentage of your staff doing sometimes/regularly:
 shift work
 Saturday work
 Sunday work
 night work?

Table 9a**Percentage of staff doing shift work, Saturday work, Sunday work or night work in total industry**

	Shift work sometimes	Shift work regularly	Saturday work sometimes	Saturday work regularly	Sunday work sometimes	Sunday work regularly	Night work sometimes	Night work regularly
B	19	53	11	18	9	18	8	27
D	4	25	2	5	1	3	1	8
GR	4	31	4	11	2	6	2	8
E	2	38	5	2	4	1	7	1
F	3	26	3	5	1	3	1	7
IRL	3	14	10	8	3	3	3	5
I	1	57	7	17	3	10	0	16
L	4	57	5	41	1	19	1	35
NL	0	19	4	6	2	5	12	12
P	1	35	4	15	0	7	0	14
UK	4	28	11	14	6	8	3	13
EC 1994	3	33	5	9	3	5	2	10

Table 9b**Percentage of staff doing shift work, Saturday work, Sunday work or night work in the intermediate goods industry**

	Shift work sometimes	Shift work regularly	Saturday work sometimes	Saturday work regularly	Sunday work sometimes	Sunday work regularly	Night work sometimes	Night work regularly
B	24	48	11	25	8	25	6	34
D	3	29	2	15	1	13	0	20
GR	2	43	2	12	1	7	1	12
E	2	45	7	2	6	1	10	1
F	3	30	3	6	1	3	1	10
IRL	5	18	10	9	2	3	3	8
I	2	57	7	26	3	17	1	36
L	5	65	6	54	1	25	1	46
NL	0	28	3	12	2	10	11	20
P	0	40	0	19	0	10	0	17
UK	4	31	7	14	3	9	2	12
EC 1994	3	37	5	14	2	10	2	18

Table 9c**Percentage of staff doing shift work, Saturday work, Sunday work or night work in the investment goods industry**

	Shift work sometimes	Shift work regularly	Saturday work sometimes	Saturday work regularly	Sunday work sometimes	Sunday work regularly	Night work sometimes	Night work regularly
B	6	72	8	4	14	4	12	19
D	3	24	2	1	0	0	0	3
GR	5	25	3	4	0	2	0	3
E	2	24	1	3	0	1	2	1
F	3	22	2	1	1	0	1	3
IRL	1	10	10	6	2	1	4	2
I	1	35	6	9	1	5	0	8
L	1	43	4	2	0	1	2	8
NL	0	8	5	0	2	0	15	1
P	1	19	2	0	0	0	0	4
UK	2	15	11	16	4	6	2	7
EC 1994	2	25	4	5	1	2	2	5

Table 9d**Percentage of staff doing shift work, Saturday work, Sunday work or night work in the consumer goods industry**

	Shift work sometimes	Shift work regularly	Saturday work sometimes	Saturday work regularly	Sunday work sometimes	Sunday work regularly	Night work sometimes	Night work regularly
B	18	41	16	14	7	11	11	18
D	4	26	3	4	1	3	1	10
GR	6	21	5	11	3	5	3	5
E	2	30	3	2	2	0	3	1
F	3	20	4	4	1	2	2	5
IRL	4	14	9	9	5	4	2	5
I	1	73	9	9	5	3	0	10
L	1	22	1	5	0	2	0	4
NL	0	16	4	2	2	1	12	7
P	2	34	6	15	0	6	0	13
UK	5	32	16	13	13	9	4	18
EC 1994	4	35	7	7	4	4	2	10

Table 9e

Percentage of staff doing shift work, Saturday work, Sunday work or night work in companies with fewer than 200 employees

	Shift work sometimes	Shift work regularly	Saturday work sometimes	Saturday work regularly	Sunday work sometimes	Sunday work regularly	Night work sometimes	Night work regularly
B	28	49	15	21	10	23	8	36
D	3	14	2	2	0	1	0	3
GR	3	25	4	8	1	3	1	5
E	2	36	3	2	2	0	5	1
F	3	20	2	3	0	2	1	4
IRL	3	13	9	8	3	3	3	5
I	5	43	9	14	4	12	2	18
L	12	37	7	23	1	22	2	25
NL	0	9	4	1	2	1	14	4
P	1	36	1	12	0	4	0	17
UK	3	19	12	11	6	5	3	7
EC 1994	4	24	5	6	2	4	2	8

Table 9f

Percentage of staff doing shift work, Saturday work, Sunday work or night work in companies with 200 to 499 employees

	Shift work sometimes	Shift work regularly	Saturday work sometimes	Saturday work regularly	Sunday work sometimes	Sunday work regularly	Night work sometimes	Night work regularly
B	29	47	7	19	7	18	4	26
D	5	25	2	4	1	3	1	9
GR	8	38	4	15	3	12	3	13
E	4	45	8	2	7	0	11	1
F	4	27	3	4	1	3	2	8
IRL	6	28	15	11	3	7	3	10
I	3	40	9	19	7	21	2	23
L	0	58	6	33	0	23	1	39
NL	0	26	4	5	2	4	15	14
P	2	34	1	17	0	8	0	11
UK	3	35	12	19	5	11	2	16
EC 1994	4	32	6	10	3	8	3	12

Table 9g**Percentage of staff doing shift work, Saturday work, Sunday work or night work in companies with 500 to 999 employees**

	Shift work sometimes	Shift work regularly	Saturday work sometimes	Saturday work regularly	Sunday work sometimes	Sunday work regularly	Night work sometimes	Night work regularly
B	4	48	18	19	3	17	9	22
D	5	28	3	5	0	3	1	10
GR	8	56	6	12	3	6	3	10
E	1	45	14	3	13	0	16	0
F	4	32	5	7	1	5	2	9
IRL	11	37	21	10	13	4	6	9
I	1	49	7	14	0	20	0	22
L	4	52	7	28	4	15	4	32
NL	0	33	2	10	1	6	11	19
P	1	36	3	13	0	6	0	11
UK	3	35	9	22	5	13	2	18
EC 1994	3	36	7	10	3	8	3	13

Table 9h**Percentage of staff doing shift work, Saturday work, Sunday work or night work in companies with 1 000 or more employees**

	Shift work sometimes	Shift work regularly	Saturday work sometimes	Saturday work regularly	Sunday work sometimes	Sunday work regularly	Night work sometimes	Night work regularly
B	8	58	8	17	11	17	12	27
D	3	35	2	8	1	6	0	12
GR	1	36	1	24	0	18	0	14
E	1	45	5	3	4	2	10	2
F	1	31	4	7	2	3	2	11
IRL	0	21	0	17	0	16	0	19
I	0	63	5	18	2	7	0	14
L	0	78	0	74	0	12	0	44
NL	0	32	2	17	1	13	7	24
P	1	34	12	20	1	14	1	13
UK	4	25	10	11	8	7	3	12
EC 1994	2	39	5	11	3	6	2	12

Table 10**Trend in operating hours**

Question: 1. Have the average weekly operating hours changed in the last five years?
 2. Do you envisage a change in operating hours in the next 12 to 24 months?

Table 10a**Trend in operating hours in total industry**

(%)

	Trend in operating hours in the last five years				Expected trend in operating hours in the next 12 to 24 months			
	Decrease	No change	Increase	No reply	Decrease	No change	Increase	No reply
B	13	56	29	2	7	77	16	0
D	60	20	20	0	22	46	31	1
GR	18	61	21	0	8	75	15	2
E	53	27	18	2	22	53	23	2
F	28	56	14	2	11	72	14	3
IRL	45	36	16	2	8	80	10	2
I	19	72	9	0	8	58	33	1
L	43	49	8	0	4	80	16	0
NL	19	69	13	0	22	73	5	0
P	79	18	4	0	45	31	4	20
UK	43	35	22	0	12	66	21	1
EC 1994	40	42	17	1	16	59	24	2
EC 1989	29	26	26	2	18	53	27	2

Table 10b**Trend in operating hours in the intermediate goods industry**

(%)

	Trend in operating hours in the last five years				Expected trend in operating hours in the next 12 to 24 months			
	Decrease	No change	Increase	No reply	Decrease	No change	Increase	No reply
B	14	64	19	3	7	76	16	1
D	48	32	20	0	10	55	34	1
GR	26	57	17	0	9	80	11	0
E	52	30	16	2	22	53	22	3
F	29	54	15	2	10	71	15	3
IRL	44	39	16	0	4	82	11	2
I	20	65	14	1	15	65	20	0
L	44	51	5	0	5	82	13	0
NL	18	72	9	0	19	78	3	0
P	78	20	2	0	43	31	5	21
UK	32	39	28	1	9	66	23	2
EC 1994	36	45	18	1	12	63	22	2
EC 1989	23	46	30	2	20	56	22	2

Table 10c**Trend in operating hours in the investment goods industry**

(%)

	Trend in operating hours in the last five years				Expected trend in operating hours in the next 12 to 24 months			
	Decrease	No change	Increase	No reply	Decrease	No change	Increase	No reply
B	11	51	36	2	4	86	9	1
D	64	16	20	0	28	37	33	2
GR	7	80	13	0	5	92	2	1
E	59	19	21	1	21	45	33	1
F	33	62	3	2	16	70	12	2
IRL	49	34	15	3	12	81	6	0
I	38	53	9	0	10	85	4	1
L	17	54	29	0	0	62	38	0
NL	9	75	15	0	21	69	9	0
P	83	16	2	0	55	28	0	17
UK	60	29	11	0	19	62	18	1
EC 1994	49	37	13	1	20	60	19	2
EC 1989	35	35	26	4	18	52	27	2

Table 10d**Trend in operating hours in the consumer goods industry**

(%)

	Trend in operating hours in the last five years				Expected trend in operating hours in the next 12 to 24 months			
	Decrease	No change	Increase	No reply	Decrease	No change	Increase	No reply
B	13	47	40	0	8	69	22	1
D	61	21	18	0	20	59	21	0
GR	15	57	28	0	9	65	23	4
E	51	28	20	2	25	55	18	2
F	26	58	14	3	10	74	11	4
IRL	46	32	19	3	8	77	13	2
I	5	89	6	0	3	36	60	1
L	67	29	4	0	0	96	4	0
NL	25	59	15	0	26	69	5	0
P	78	17	5	0	45	32	4	19
UK	36	36	25	3	7	69	23	1
EC 1994	37	45	17	1	14	60	25	2
EC 1989	25	51	24	1	20	50	29	1

Table 10e**Trend in operating hours in companies with fewer than 200 employees**

(%)

	Trend in operating hours in the last five years				Expected trend in operating hours in the next 12 to 24 months			
	Decrease	No change	Increase	No reply	Decrease	No change	Increase	No reply
B	23	61	14	2	7	74	16	3
D	68	19	13	0	25	55	18	2
GR	19	64	17	0	10	77	13	1
E	51	30	18	2	21	52	24	3
F	30	55	12	3	9	76	11	4
IRL	47	36	17	1	8	81	10	2
I	18	72	8	2	12	75	11	2
L	28	61	11	0	5	73	22	0
NL	17	69	14	0	19	78	3	0
P	84	13	3	0	46	29	4	21
UK	35	46	18	1	11	65	22	2
EC 1994	42	44	13	1	16	65	16	3
EC 1989	33	44	22	2	21	58	19	3

Table 10f**Trend in operating hours in companies with 200 to 499 employees**

(%)

	Trend in operating hours in the last five years				Expected trend in operating hours in the next 12 to 24 months			
	Decrease	No change	Increase	No reply	Decrease	No change	Increase	No reply
B	13	65	18	4	7	74	17	2
D	65	20	15	0	28	47	24	1
GR	23	49	29	0	8	78	13	0
E	60	22	16	2	24	49	25	2
F	23	60	14	3	7	74	15	4
IRL	43	36	20	2	8	77	14	0
I	19	72	9	0	10	74	14	2
L	29	58	13	0	7	65	29	0
NL	22	67	10	0	23	73	4	0
P	80	16	3	0	50	29	2	18
UK	29	41	27	3	10	64	25	1
EC 1994	39	44	16	1	17	62	19	2
EC 1989	32	43	25	1	19	55	25	2

Table 10g**Trend in operating hours in companies with 500 to 999 employees**

(%)

	Trend in operating hours in the last five years				Expected trend in operating hours in the next 12 to 24 months			
	Decrease	No change	Increase	No reply	Decrease	No change	Increase	No reply
B	16	51	33	0	7	74	19	0
D	58	20	22	0	26	38	34	2
GR	33	46	21	0	17	61	15	7
E	54	27	17	2	24	68	7	0
F	22	56	21	1	6	72	19	3
IRL	20	46	29	5	27	65	3	5
I	9	79	12	0	13	70	16	1
L	19	72	9	0	0	100	0	0
NL	24	66	10	0	30	65	6	0
P	67	28	4	0	37	44	3	16
UK	47	32	20	1	9	62	29	0
EC 1994	38	43	19	1	17	59	22	2
EC 1989	32	35	31	2	19	54	25	2

Table 10h**Trend in operating hours in companies with 1 000 or more employees**

(%)

	Trend in operating hours in the last five years				Expected trend in operating hours in the next 12 to 24 months			
	Decrease	No change	Increase	No reply	Decrease	No change	Increase	No reply
B	5	51	42	2	4	80	14	2
D	51	23	26	0	17	39	44	0
GR	0	82	18	0	0	82	18	0
E	57	17	27	0	27	53	20	0
F	28	56	15	1	16	66	16	2
IRL	73	0	27	0	0	100	0	0
I	20	71	8	1	7	49	45	0
L	83	17	0	0	0	100	0	0
NL	16	72	12	0	24	67	10	0
P	63	30	7	0	40	34	9	17
UK	56	17	26	1	16	72	11	1
EC 1994	40	39	20	1	16	56	28	1
EC 1989	27	40	30	4	15	50	35	1

Table 11**Possibility of reducing unit costs of output by extending operating hours**

Question: Do you consider that you could reduce unit costs of output by extending the operating hours of your plant?

Table 11a**Possibility of reducing unit costs in total industry**

	Yes	No
B	54	46
D	70	30
GR	53	47
E	56	44
F	63	37
IRL	39	61
I	65	35
L	59	41
NL	46	54
P	37	63
UK	42	58
EC 1994	60	40

Table 11c**Possibility of reducing unit costs in the investment goods industry**

	Yes	No
B	57	43
D	77	23
GR	40	60
E	52	48
F	71	29
IRL	45	55
I	67	33
L	56	44
NL	41	59
P	25	75
UK	39	61
EC 1994	63	37

Table 11b**Possibility of reducing unit costs in the intermediate goods industry**

	Yes	No
B	48	52
D	58	42
GR	49	51
E	58	42
F	64	36
IRL	41	59
I	48	52
L	58	42
NL	48	52
P	34	66
UK	45	55
EC 1994	54	46

Table 11d**Possibility of reducing unit costs in the consumer goods industry**

	Yes	No
B	61	39
D	62	38
GR	60	41
E	54	46
F	59	41
IRL	29	71
I	75	25
L	76	24
NL	47	53
P	40	60
UK	43	57
EC 1994	59	41

Table 11e**Possibility of reducing unit costs in companies with fewer than 200 employees**

	Yes	No
B	48	52
D	61	39
GR	43	57
E	55	45
F	57	43
IRL	39	61
I	48	52
L	20	80
NL	47	53
P	36	64
UK	48	52
EC 1994	54	46

Table 11f**Possibility of reducing unit costs in companies with 200 to 499 employees**

	Yes	No
B	51	49
D	71	29
GR	54	47
E	63	37
F	61	39
IRL	33	67
I	50	50
L	55	45
NL	41	59
P	43	57
UK	55	45
EC 1994	59	41

Table 11g**Possibility of reducing unit costs in companies with 500 to 999 employees**

	Yes	No
B	53	47
D	71	29
GR	66	34
E	41	59
F	55	45
IRL	39	61
I	44	56
L	78	22
NL	38	62
P	34	66
UK	43	57
EC 1994	54	46

Table 11h**Possibility of reducing unit costs in companies with 1 000 or more employees**

	Yes	No
B	59	41
D	77	23
GR	47	53
E	57	43
F	75	25
IRL	0	100
I	76	24
L	100	0
NL	54	46
P	34	66
UK	24	76
EC 1994	63	37

Table 12**Reasons for not increasing weekly operating hours**

Question: Are the following reasons for not increasing weekly operating hours in your company very important, important or not (so) important?

lack of demand
 lack of qualified employees
 lack of qualified applicants
 administrative (legal) rules
 collective agreements
 costs of reorganization
 other reasons

Table 12a**Reasons for not increasing weekly operating hours in total industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Lack of demand:													
very important	52	38	63	62	61	54	43	27	27	38	25	44	26
important	26	28	15	20	23	25	48	54	25	15	9	27	21
not (so) important	11	29	17	9	8	16	6	19	34	19	6	15	45
no reply	11	5	5	9	8	5	3	0	15	28	60	15	9
Lack of qualified employees:													
very important	4	3	4	5	5	12	1	5	3	17	2	3	10
important	14	16	36	19	20	23	47	20	18	26	11	22	26
not (so) important	55	73	38	50	62	58	34	75	62	26	26	52	54
no reply	27	8	21	26	13	7	18	0	17	32	61	22	11
Lack of qualified applicants:													
very important	4	4	4	7	5	14	2	3	2	12	2	4	12
important	13	16	34	20	18	19	51	20	12	25	7	22	26
not (so) important	57	73	38	47	63	58	30	77	68	24	28	52	51
no reply	26	7	24	26	14	10	17	0	18	40	63	22	11
Administrative (legal) rules:													
very important	26	22	19	23	18	12	5	25	18	31	3	15	21
important	35	39	27	21	28	26	58	21	28	19	3	32	22
not (so) important	33	32	40	33	43	54	25	54	39	15	32	33	48
no reply	6	7	13	24	12	8	12	0	15	36	62	20	9
Collective agreements:													
very important	33	52	10	36	12	17	12	33	28	52	3	26	27
important	39	29	26	27	28	27	63	22	38	17	7	32	23
not (so) important	22	15	47	19	48	50	9	45	23	15	28	23	41
no reply	6	4	17	17	13	6	16	0	12	16	62	19	9
Costs of reorganization:													
very important	11	3	8	14	9	20	7	1	9	19	3	7	8
important	22	20	29	27	27	28	59	24	25	14	9	28	18
not (so) important	38	68	41	32	49	46	17	74	49	29	27	43	62
no reply	29	9	22	27	15	6	17	0	18	38	61	23	12
Other reasons:													
very important	23	2	6	4	3	9	1	0	7	5	2	3	5
important	1	1	0	0	2	0	0	0	2	4	1	1	13
not (so) important	12	0	2	0	9	29	12	2	82	1	3	8	11
no reply	64	97	92	96	86	63	87	97	9	90	94	88	72

Table 12b**Reasons for not increasing weekly operating hours in the intermediate goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Lack of demand:													
very important	54	29	64	60	63	56	58	17	24	34	26	44	26
important	24	27	10	21	20	22	29	65	20	21	12	23	21
not (so) important	14	36	17	8	12	17	8	19	37	12	3	18	41
no reply	8	8	10	11	5	5	5	0	19	34	59	16	11
Lack of qualified employees:													
very important	4	4	8	5	4	13	4	5	2	22	3	4	9
important	19	15	17	22	21	29	15	11	16	28	11	17	22
not (so) important	65	73	59	47	62	51	73	84	60	17	27	60	55
no reply	12	8	17	26	12	8	8	0	22	33	59	19	14
Lack of qualified applicants:													
very important	4	5	6	7	5	18	7	1	1	12	2	5	11
important	15	16	14	20	19	23	21	11	11	28	11	17	22
not (so) important	68	72	59	47	63	47	65	88	66	11	27	58	53
no reply	13	7	21	27	14	13	7	0	22	50	60	20	14
Administrative (legal) rules:													
very important	22	17	27	22	20	14	13	21	14	25	1	15	16
important	24	52	24	20	29	31	25	12	23	23	4	30	20
not (so) important	46	27	33	33	40	45	58	67	43	10	36	38	52
no reply	8	4	17	24	11	10	4	0	20	42	59	17	12
Collective agreements:													
very important	32	41	11	38	12	10	22	29	31	45	2	25	
important	27	23	25	25	29	34	53	9	31	20	9	28	19
not (so) important	34	32	47	20	47	48	21	62	22	17	30	31	25
no reply	7	4	17	17	12	8	4	0	15	19	59	16	45
Costs of reorganization:													
very important	10	3	15	14	10	26	13	2	7	21	3	8	6
important	28	18	39	25	27	20	34	5	17	20	9	22	21
not (so) important	48	71	30	34	49	43	47	92	55	20	29	50	58
no reply	14	8	16	27	14	10	6	0	22	40	59	20	14
Other reasons:													
very important	7	1	17	5	2	8	1	0	8	4	1	2	9
important	1	0	0	0	1	0	0	0	1	6	0	0	1
not (so) important	22	0	5	0	14	28	22	0	78	0	4	11	18
no reply	70	99	78	95	83	64	77	100	13	90	95	86	72

Table 12c**Reasons for not increasing weekly operating hours in the investment goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Lack of demand:													
very important	73	39	100	65	67	49	83	24	36	79	26	55	1
important	21	29	0	15	19	26	5	46	26	8	8	17	3
not (so) important	3	26	0	11	3	20	8	30	25	6	3	12	3
no reply	3	6	0	9	12	6	4	0	13	6	63	16	9
Lack of qualified employees:													
very important	1	3	0	5	4	10	0	9	5	18	1	3	0
important	7	13	4	9	13	23	9	21	23	27	8	12	9
not (so) important	45	76	16	58	74	62	40	70	60	30	26	57	4
no reply	47	8	81	27	9	5	51	0	13	26	65	29	27
Lack of qualified applicants:													
very important	1	3	3	9	2	9	0	9	4	27	0	3	14
important	7	12	4	15	12	16	14	0	19	36	7	12	32
not (so) important	46	77	13	51	77	68	36	91	65	14	27	56	44
no reply	46	8	81	25	9	7	50	0	13	22	66	29	10
Administrative (legal) rules:													
very important	14	21	25	24	9	10	5	10	22	48	5	14	20
important	56	37	0	22	20	27	33	49	38	22	2	26	27
not (so) important	24	35	27	35	63	57	28	42	29	5	27	37	45
no reply	6	7	48	20	8	6	34	0	10	25	66	23	8
Collective agreements:													
very important	25	54	0	29	6	29	12	21	21	39	1	24	:
important	64	30	6	25	19	25	36	77	50	25	2	26	:
not (so) important	4	11	27	25	65	40	4	3	20	24	31	25	:
no reply	7	5	67	20	9	6	48	0	9	13	66	25	:
Costs of reorganization:													
very important	18	3	3	13	5	16	3	0	6	21	1	5	:
important	21	21	0	27	24	38	37	71	37	21	4	23	:
not (so) important	13	67	17	35	61	40	11	29	42	42	30	43	:
no reply	48	9	81	25	10	6	49	0	15	17	65	29	:
Other reasons:													
very important	49	3	0	2	2	13	1	0	5	3	2	4	7
important	0	1	0	0	8	0	0	0	2	0	1	2	1
not (so) important	0	0	0	0	4	23	16	2	87	5	3	8	21
no reply	51	96	100	98	86	64	83	98	6	92	94	87	71

Table 12d**Reasons for not increasing weekly operating hours in the consumer goods industry**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Lack of demand:													
very important	30	39	54	65	58	58	14	80	24	37	24	37	25
important	39	25	22	19	26	31	80	10	31	12	7	32	22
not (so) important	54	22	21	11	6	8	4	10	35	24	10	16	45
no reply	65	19	11	5	9	3	2	0	10	26	59	15	8
Lack of qualified employees:													
very important	14	80	4	2	5	11	1	0	3	14	2	4	10
important	80	10	10	0	22	14	83	63	16	24	14	32	23
not (so) important	24	31	35	10	55	68	13	37	68	31	25	45	59
no reply	37	12	24	26	18	7	3	0	13	32	59	19	9
Lack of qualified applicants:													
very important	6	6	3	8	5	14	1	4	2	11	2	4	11
important	15	25	55	25	21	14	84	84	10	23	5	31	24
not (so) important	52	64	29	43	55	64	11	12	74	32	30	45	56
no reply	27	5	14	25	19	7	4	0	15	35	63	20	10
Administrative (legal) rules:													
very important	45	29	13	24	16	11	2	60	20	33	2	17	25
important	30	36	35	24	30	14	86	36	28	16	3	37	19
not (so) important	20	30	49	29	37	68	9	4	40	18	32	28	48
no reply	5	5	3	24	16	7	3	0	12	33	63	18	9
Collective agreements:													
very important	42	53	12	37	15	12	9	66	27	57	7	27	26
important	32	29	32	34	29	18	83	29	39	14	8	36	23
not (so) important	22	15	51	12	39	67	6	5	26	14	23	20	42
no reply	4	3	5	17	17	4	2	0	9	15	62	16	9
Costs of reorganization:													
very important	6	4	4	15	9	12	6	0	14	19	5	7	9
important	14	21	29	33	26	28	83	72	29	10	12	33	18
not (so) important	46	69	55	24	44	60	7	28	44	34	24	40	61
no reply	34	6	12	28	20	0	4	0	14	37	59	20	12
Other reasons:													
very important	22	2	0	3	5	4	0	0	5	6	2	3	6
important	0	2	0	0	1	0	0	0	2	3	1	1	15
not (so) important	9	0	0	0	6	38	5	14	85	2	3	6	9
no reply	69	96	100	97	88	58	95	86	7	89	94	90	70

Table 12e**Reasons for not increasing weekly operating hours in companies with fewer than 200 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Lack of demand:													
very important	50	40	68	65	60	54	60	67	31	39	31	49	32
important	21	29	15	17	24	26	23	12	30	18	8	22	25
not (so) important	18	26	12	10	7	14	12	21	25	18	6	15	33
no reply	11	5	5	8	9	5	5	0	13	25	55	15	10
Lack of qualified employees:													
very important	12	7	21	7	7	12	5	10	5	20	3	6	17
important	30	26	36	19	27	25	28	33	21	28	16	24	29
not (so) important	44	60	24	48	49	56	56	57	57	21	24	49	45
no reply	14	7	20	26	16	7	11	0	16	31	57	20	10
Lack of qualified applicants:													
very important	12	7	24	8	6	15	11	10	3	15	3	7	19
important	25	27	30	20	24	20	35	21	15	25	12	24	29
not (so) important	47	59	25	45	51	55	45	65	65	22	27	48	41
no reply	16	7	21	27	18	10	9	4	17	38	58	20	11
Administrative (legal) rules:													
very important	34	23	38	25	20	12	19	1	20	30	6	20	17
important	32	34	32	20	27	26	30	63	29	16	7	26	23
not (so) important	25	37	11	31	37	53	42	36	37	15	30	35	50
no reply	9	6	19	24	16	9	9	0	14	39	57	19	10
Collective agreements:													
very important	37	48	11	35	15	16	24	29	25	50	3	28	:
important	31	32	34	26	24	27	38	41	36	15	4	27	19
not (so) important	23	16	25	20	44	50	30	27	27	16	37	28	24
no reply	9	4	30	19	17	7	8	4	11	19	56	18	48
Costs of reorganization:													
very important	13	5	12	14	9	20	13	0	9	20	3	9	:
important	26	21	42	24	26	28	39	26	26	12	7	24	8
not (so) important	43	64	25	34	45	45	36	71	48	32	33	46	22
no reply	18	10	21	28	19	7	12	4	17	37	57	22	57
Other reasons:													
very important	8	3	1	2	3	8	3	2	5	6	4	3	:
important	3	1	0	0	1	0	1	0	2	5	2	1	8
not (so) important	12	0	1	0	10	29	29	3	85	1	6	12	1
no reply	77	96	98	98	86	62	67	95	8	88	88	84	22

Table 12f**Reasons for not increasing weekly operating hours in companies with 200 to 499 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Lack of demand:													
very important	49	34	70	56	59	51	59	34	31	39	26	45	27
important	22	27	12	24	22	11	18	35	21	8	21	22	24
not (so) important	18	34	11	6	10	39	17	31	32	13	5	18	41
no reply	11	5	8	13	10	0	6	0	17	39	48	15	8
Lack of qualified employees:													
very important	5	5	4	2	4	8	2	12	2	18	4	4	11
important	20	22	32	18	21	0	16	46	14	24	11	18	30
not (so) important	53	67	44	48	59	83	63	41	65	24	35	57	50
no reply	22	6	20	32	17	8	19	0	19	34	50	21	9
Lack of qualified applicants:													
very important	3	5	0	9	3	0	6	5	2	8	3	5	15
important	20	21	16	20	23	8	36	37	10	33	5	21	30
not (so) important	57	68	53	41	56	83	43	58	68	15	40	53	46
no reply	20	6	31	30	17	8	15	0	20	44	52	21	9
Administrative (legal) rules:													
very important	34	26	17	17	20	16	13	56	14	22	4	18	15
important	24	37	35	22	29	24	32	15	36	27	3	27	26
not (so) important	31	33	38	32	36	59	42	28	34	15	41	36	50
no reply	11	4	10	29	15	0	13	0	15	36	52	18	9
Collective agreements:													
very important	37	53	16	38	13	22	25	69	22	45	3	29	19
important	37	34	23	28	31	27	41	26	45	23	5	30	30
not (so) important	18	11	45	16	42	51	24	6	21	20	39	25	43
no reply	8	2	16	18	14	0	10	0	11	12	53	16	8
Costs of reorganization:													
very important	11	5	13	11	12	21	7	5	12	17	2	8	6
important	21	26	32	33	33	27	34	42	26	21	10	27	24
not (so) important	47	63	34	24	39	51	42	53	43	18	35	45	60
no reply	21	6	22	32	16	0	17	0	19	43	53	21	10
Other reasons:													
very important	7	3	4	10	6	18	0	0	6	7	0	3	5
important	0	2	0	0	1	0	0	0	2	0	1	1	2
not (so) important	13	0	6	0	7	26	29	7	83	1	6	11	23
no reply	80	95	90	90	87	55	71	93	9	92	93	84	70

Table 12g**Reasons for not increasing weekly operating hours in companies with 500 to 999 employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Lack of demand:													
very important	48	30	42	41	67	18	58	45	19	25	35	43	27
important	32	29	11	41	21	11	17	55	24	16	8	23	23
not (so) important	16	37	40	6	8	70	10	0	42	32	0	18	43
no reply	4	4	7	12	5	0	15	0	16	27	57	16	8
Lack of qualified employees:													
very important	4	1	0	0	3	0	6	0	0	7	0	2	11
important	18	19	18	12	21	0	21	20	16	28	10	18	26
not (so) important	63	76	59	76	63	100	54	80	67	33	33	62	53
no reply	15	4	23	12	12	0	19	0	17	33	57	19	10
Lack of qualified applicants:													
very important	4	3	0	0	1	0	6	0	0	6	0	2	12
important	23	17	29	18	17	0	27	20	10	23	5	17	29
not (so) important	58	76	48	71	67	100	47	80	73	23	33	60	49
no reply	15	4	23	12	14	0	20	0	17	48	62	20	10
Administrative (legal) rules:													
very important	46	28	14	24	16	0	16	0	20	22	0	19	17
important	21	32	40	35	38	0	34	45	27	26	0	28	24
not (so) important	30	36	39	35	37	100	39	55	38	16	38	37	50
no reply	3	4	7	6	9	0	11	0	15	37	62	16	9
Collective agreements:													
very important	32	54	14	47	9	70	34	11	25	42	0	31	25
important	37	33	32	35	35	11	44	45	44	33	5	32	26
not (so) important	31	11	47	18	46	18	11	44	18	7	33	23	39
no reply	0	2	7	0	11	0	11	0	13	19	62	15	9
Costs of reorganization:													
very important	5	5	8	24	9	0	25	0	14	8	0	11	5
important	19	21	31	29	26	0	43	39	29	24	14	26	21
not (so) important	53	70	39	41	53	100	21	61	40	22	29	47	63
no reply	23	4	23	6	12	0	11	0	17	46	57	17	10
Other reasons:													
very important	8	2	17	18	3	0	5	0	15	2	0	5	11
important	0	0	0	0	2	0	0	0	4	6	0	1	2
not (so) important	5	0	0	0	5	0	8	0	71	5	0	5	17
no reply	87	98	83	82	91	100	87	100	10	88	100	90	71

Table 12h**Reasons for not increasing weekly operating hours in companies with 1 000 or more employees**

	B	D	GR	E	F	IRL	I	L	NL	P	UK	EC 1994	EC 1989
Lack of demand:													
very important	56	41	77	65	62	0	37	8	16	37	8	41	21
important	29	27	23	18	23	0	58	76	13	13	4	27	13
not (so) important	4	26	0	12	9	0	3	17	54	20	11	15	56
no reply	11	6	0	6	6	0	2	0	16	31	77	17	10
Lack of qualified employees:													
very important	0	1	0	0	3	0	0	0	0	0	1	1	2
important	4	4	61	24	11	0	57	0	11	13	5	18	21
not (so) important	60	85	17	65	79	0	24	100	71	56	16	58	63
no reply	36	10	21	12	7	0	19	0	18	31	78	23	13
Lack of qualified applicants:													
very important	0	1	0	0	4	0	0	0	0	0	0	1	5
important	2	5	61	24	8	0	58	8	8	13	3	17	21
not (so) important	62	85	17	65	81	0	24	92	75	56	19	59	62
no reply	36	9	21	12	7	0	18	0	18	31	78	23	12
Administrative (legal) rules:													
very important	15	18	17	24	13	0	1	17	13	63	0	12	27
important	44	46	0	18	26	0	68	8	19	16	0	34	21
not (so) important	38	28	61	53	55	0	18	76	51	14	23	34	43
no reply	3	8	21	6	6	0	13	0	18	8	77	20	9
Collective agreements:													
very important	30	54	0	41	8	0	7	17	41	91	7	27	37
important	43	22	17	41	29	0	72	8	31	0	13	33	21
not (so) important	22	18	61	12	57	0	3	76	15	6	3	20	33
no reply	5	6	21	6	6	0	18	0	13	3	77	20	10
Costs of reorganization:													
very important	11	1	0	12	8	0	4	0	2	30	5	5	7
important	22	16	17	59	26	0	68	8	18	6	6	30	13
not (so) important	28	73	61	18	57	0	9	92	62	41	12	42	64
no reply	39	10	21	12	9	0	19	0	18	23	77	24	15
Other reasons:													
very important	39	2	0	0	1	0	0	0	5	0	1	2	5
important	0	1	0	0	4	0	0	0	0	0	0	1	19
not (so) important	13	0	0	0	10	0	7	0	82	0	0	7	7
no reply	48	97	100	100	84	0	93	100	13	100	99	90	69

Table 13**Structure of workforce in retail trade**

Question: What is the present employment structure of your company?

1. How many men and women does your company employ?
2. How many are employed full-time and how many part-time?
3. How many are skilled and how many unskilled?

	(% of employees)											
	Structure of male workforce				Structure of female workforce				Structure of total workforce			
	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled	Full-time	Part-time	Skilled	Unskilled
B	95	5	71	29	59	41	50	50	80	20	63	37
DK	84	16	72	28	62	38	53	47	74	26	64	36
D	90	10	84	16	55	45	79	21	68	32	81	19
GR	95	5	72	28	85	15	71	29	89	11	71	29
E	96	4	79	21	93	7	76	24	95	5	78	22
F	91	9	72	28	59	41	68	32	70	30	69	31
I	70	30	78	22	95	5	86	14	80	20	82	18
NL	57	43	77	23	51	49	78	22	55	45	78	22
P	98	2	72	28	91	9	63	37	95	5	68	32
UK	40	60	73	27	31	69	62	38	35	65	66	34
EC 1994	77	23	77	23	63	37	73	27	68	32	75	25
0-4 employees	85	15	72	28	63	37	62	38	72	28	66	34
5-49 employees	90	10	72	28	70	30	65	35	79	21	68	32
50+ employees	75	25	76	24	61	39	75	25	65	35	75	25
EC 1989	86	14	79	21	57	43	74	26	67	33	76	24

Table 14**Employment situation in your firm**

Question: In relation to your present level of sales, is the number of your staff more than necessary, about right or less than necessary?

	B	DK	D	GR	E	F	I	NL	P	UK	EC 1994	0-4 employees	5-49 employees	50+ employees
More than necessary	28	7	24	36	18	41	25	11	18	11	24	20	29	23
About right	62	70	74	62	66	56	74	80	82	85	72	72	65	76
Less than necessary	10	23	2	2	15	3	1	10	1	4	5	8	6	2

Table 15**Prospective trend of employment in retail trade**

Question: According to your present plans, how do you expect the number of employees in your company to vary over the next 12 to 24 months?

1. Will the number of full-time and part-time employees and the total workforce increase, remain constant or decrease?

2. How will the number of skilled and unskilled employees change?

	B	DK	D	GR	E	F	I	NL	P	UK	EC 1994	0-4 employees	5-49 employees	50+ employees	EC 1989
Total															
The number of skilled employees will:															
increase	38	25	19	39	8	14	20	20	18	27	20	7	13	33	31
remain constant	29	72	57	29	65	49	49	69	53	53	53	62	56	45	55
decrease	21	3	18	4	8	7	22	9	14	10	14	6	13	14	6
don't know	12	0	6	28	19	30	9	2	15	11	13	24	18	8	8
The number of unskilled employees will:															
increase	12	14	5	30	2	10	18	3	18	20	11	5	6	22	21
remain constant	44	79	46	28	46	30	32	81	55	48	43	36	44	40	47
decrease	17	2	21	18	4	6	11	1	19	12	12	3	9	17	9
don't know	27	5	28	24	48	54	39	14	8	21	34	57	41	21	23
Full-time															
The number of skilled employees will:															
increase	38	15	9	52	10	12	20	14	19	23	16	6	12	26	27
remain constant	33	70	67	32	64	61	54	74	55	57	60	69	63	51	60
decrease	22	2	17	9	10	13	22	8	14	14	15	9	15	17	8
don't know	7	13	7	7	16	14	4	3	12	6	8	16	9	6	5
The number of unskilled employees will:															
increase	11	8	3	22	3	7	18	2	19	10	8	3	5	17	17
remain constant	27	77	43	16	46	30	37	83	56	48	42	33	45	39	49
decrease	34	2	21	45	5	10	12	1	20	17	15	3	10	22	11
don't know	28	13	33	18	47	54	33	14	6	25	35	62	41	22	23
Part-time															
The number of skilled employees will:															
increase	30	5	14	36	1	17	25	14	15	23	18	4	8	32	26
remain constant	34	80	53	15	43	38	41	75	61	54	48	44	50	40	56
decrease	5	1	9	0	1	6	16	6	19	4	8	3	6	9	2
don't know	31	15	24	49	54	40	18	6	4	20	27	50	36	19	16
The number of unskilled employees will:															
increase	28	7	3	37	2	13	16	3	14	22	12	3	4	23	19
remain constant	29	78	46	36	42	26	40	82	53	46	42	32	41	39	49
decrease	6	0	17	0	1	6	3	1	29	12	9	3	6	13	5
don't know	37	15	34	28	56	54	41	15	3	20	37	62	49	24	27

Table 16**Reasons for expected change in employment**

Question: What are the reasons for this expected change in employment?

	B	DK	D	GR	E	F	I	NL	P	UK	EC 1994	0-4 employees	5-49 employees	50+ employees
Present and expected level of demand:														
very important	43	83	67	40	32	31	13	75	33	43	42	36	45	44
important	44	9	21	20	41	31	38	10	28	30	29	27	29	30
not (so) important	9	8	11	4	19	17	2	12	12	13	11	18	9	9
no reply	4	1	1	36	8	20	47	3	27	14	17	19	16	17
Rationalization:														
very important	15	4	24	33	9	8	17	46	8	8	16	9	13	22
important	49	13	43	27	48	27	31	25	28	32	35	24	38	35
not (so) important	28	80	27	1	21	28	3	18	9	42	25	33	26	20
no reply	8	3	6	39	22	36	49	10	55	19	24	34	23	23
New technologies:														
very important	25	3	19	1	12	5	3	36	13	6	11	7	9	17
important	40	12	31	47	34	14	6	26	17	34	24	16	25	27
not (so) important	27	83	43	8	45	46	36	33	18	44	41	45	44	36
no reply	8	3	7	45	10	34	55	5	53	16	24	32	22	21
Present and expected level of wages:														
very important	31	3	43	7	10	16	4	61	7	8	21	20	24	19
important	34	13	45	20	49	29	9	20	33	41	33	31	39	30
not (so) important	26	81	11	34	28	23	38	16	9	36	26	23	18	32
no reply	9	3	1	39	13	31	49	4	51	15	20	26	19	20
Other reasons:														
very important	43	16	8	40	3	12	15	48	8	6	13	9	11	15
important	23	0	7	6	1	7	19	1	3	3	8	3	5	11
not (so) important	28	13	0	1	0	10	8	0	2	2	5	6	7	3
no reply	6	71	85	53	96	71	58	51	86	89	75	81	77	70

Table 17

Obstacles to employing more people in retail trade

Question: Could you indicate, from the list below, the importance of the factors for not employing more people in relation to sales.

	B	DK	D	GR	E	F	I	NL	P	UK	EC 1994	0-4 employees	5-49 employees	50+ employees	EC 1989
Insufficient profit margin due to:															
competition:															
very important	56	33	52	34	42	41	37	55	38	41	44	44	44	41	25
important	23	31	29	28	42	36	50	20	19	30	35	31	34	37	38
not (so) important	18	35	12	28	14	12	9	21	9	27	15	14	15	18	29
no reply	3	1	7	10	2	11	4	4	34	2	6	11	7	4	9
wage and salary levels:															
very important	21	14	43	10	16	47	8	66	11	16	29	35	32	26	25
important	34	27	40	41	52	35	50	19	31	51	42	33	44	47	42
not (so) important	40	58	11	46	27	7	31	10	16	31	21	18	16	22	23
no reply	5	1	6	3	5	11	11	5	42	3	8	14	8	5	10
non-wage labour costs:															
very important	77	10	56	55	56	65	50	81	18	23	51	58	58	44	46
important	18	23	34	26	31	25	24	9	17	43	30	25	30	33	27
not (so) important	3	66	5	12	8	4	18	5	20	31	13	9	6	17	19
no reply	2	1	5	8	4	7	8	4	46	3	6	9	5	7	8
other costs:															
very important	11	12	24	51	26	8	10	56	12	8	17	22	20	13	17
important	27	22	41	33	42	27	42	22	18	34	35	28	35	40	37
not (so) important	52	65	26	8	23	35	37	16	20	41	33	28	30	35	34
no reply	10	1	9	8	10	29	11	6	51	17	15	23	14	12	12
Insufficient flexibility in hiring staff:															
very important	23	10	18	5	22	22	8	44	11	4	16	25	21	10	22
important	23	26	22	47	30	29	15	28	18	18	23	22	26	24	30
not (so) important	48	63	49	30	43	30	65	23	21	73	50	32	40	61	41
no reply	6	1	11	18	5	18	12	5	50	5	11	21	13	6	6
Insufficient flexibility in training staff:															
very important	6	9	11	32	12	10	6	46	6	4	10	17	16	6	:
important	24	23	24	23	42	24	42	25	25	21	28	23	32	26	:
not (so) important	62	68	54	33	42	42	39	24	19	71	49	39	38	60	:
no reply	8	1	11	13	5	23	13	6	50	4	12	21	14	8	:
Insufficient flexibility in shedding staff:															
very important	51	7	20	39	12	38	13	61	7	11	22	25	27	22	22
important	18	18	27	16	33	23	34	18	12	18	25	19	27	25	30
not (so) important	24	74	41	23	41	23	41	14	17	66	40	35	33	46	41
no reply	7	1	12	23	14	16	12	6	65	5	12	21	13	7	6

Table 17 (continued)

	B	DK	D	GR	E	F	I	NL	P	UK	EC 1994	0-4 employees	5-49 employees	50+ employees	EC 1989
Shortage of adequately skilled applicants:															
very important	8	10	19	13	11	13	9	44	10	7	14	13	23	12	22
important	19	22	34	49	33	22	12	23	18	18	24	24	29	24	33
not (so) important	60	68	33	19	47	45	67	28	20	70	50	40	35	58	38
no reply	13	1	14	19	10	20	12	4	52	5	13	22	14	6	7
Insufficient expansion possibilities:															
very important	9	6	16	33	16	28	12	42	20	12	18	22	17	17	18
important	45	21	25	24	50	33	15	20	25	43	30	26	29	35	28
not (so) important	40	72	51	31	27	23	59	31	6	41	41	33	42	43	52
no reply	6	0	8	12	7	16	14	8	49	4	10	19	12	6	3
Other reasons:															
very important	26	5	2	1	6	4	18	22	5	1	7	6	6	6	17
important	27	3	3	0	1	1	17	0	10	1	5	2	3	5	1
not (so) important	41	17	0	6	0	6	9	0	1	9	6	4	6	6	21
no reply	6	76	95	92	93	88	56	78	85	89	81	88	86	83	61

Table 18**Working hours and opening hours in retail trade**

Question: 1. What are the average opening hours per week in your firm?
 2. What are the average contracted weekly working hours for a full-time employee in your firm?

	Average opening hours per week								Average contracted weekly working hours for a full-time employee	
	< 45	46-50	51-55	56-60	61-65	66-75	> 76	No reply	Average	Average
B	27	15	9	14	4	19	11	1	56	37
DK	30	27	9	13	4	6	11	1	53	43
D	23	20	38	10	2	1	1	5	50	38
GR	20	15	15	1	21	6	22	0	59	40
E	56	20	8	6	2	3	3	2	46	44
F	47	20	9	8	5	6	5	0	49	39
I	57	11	1	11	17	1	0	2	47	39
NL	16	21	48	9	1	3	2	0	51	39
P	55	17	4	1	2	3	18	0	51	43
UK	24	18	22	11	3	11	10	0	54	38
EC 1994	37	18	19	9	6	5	4	2	50	39
0-4 employees	51	27	11	6	1	1	2	2	46	40
5-49 employees	45	22	16	6	4	3	3	2	48	39
50+ employees	25	9	25	15	8	8	8	2	54	38
EC 1989	26	18	28	10	8	6	4	2	52	39

Table 19**Holiday closure in retail trade**

Question: 1. Do you regularly close your firm in the course of the year for holidays?
 2. How many weeks does the holiday closure last?
 3. Do you have plans for changing the length of the holiday closure of your firm?

	No	Yes	Weeks							Planned changes			
			1	2	3	4	5	6	>7	None	Shorter closure	Longer closure	No reply
B	88	12	2	3	4	2	1	0	0	91	2	0	7
DK	80	20	4	6	6	2	1	1	1	83	2	4	11
D	97	3	0	1	2	0	0	0	0	97	3	0	0
GR	98	2	1	0	0	0	0	0	0	79	0	0	21
E	70	30	4	15	3	7	0	0	0	85	4	8	4
F	83	17	2	5	4	5	1	0	0	94	2	2	2
I	78	22	7	7	4	4	0	0	0	1	9	89	1
NL	85	15	1	8	5	0	0	0	0	85	6	5	3
P	86	14	0	5	6	2	0	0	1	97	1	2	0
UK	97	3	2	2	0	0	0	0	0	92	3	0	5
EC 1994	87	13	3	5	4	1	0	0	1	76	4	17	3
0-4 employees	72	28	4	7	11	4	1	0	3	76	4	17	3
5-49 employees	85	15	3	5	4	2	0	0	0	75	6	16	3
50+ employees	97	3	1	0	0	2	0	0	0	76	2	16	6
EC 1989	84	15	2	5	4	2	0	0	1	81	4	4	11

Table 20**Trend in retail trade opening hours**

Question: 1. Have your weekly opening hours changed in the last five years?
 2. Do you envisage a change in opening hours in the next 12 to 24 months?

	Trend in opening hours in the last five years					Expected trend in opening hours in the next 12 to 24 months				
	Significant decrease	Slight decrease	No change	Slight increase	Significant increase	Significant decrease	Slight decrease	No change	Slight increase	Significant increase
B	1	13	73	9	4	0	2	64	26	8
DK	1	9	64	23	3	1	3	71	21	4
D	2	24	35	32	7	0	7	80	10	3
GR	0	1	51	39	9	0	0	66	34	0
E	1	5	86	6	2	0	2	94	3	1
F	1	8	68	17	4	1	8	68	17	4
I	0	6	26	43	24	0	1	45	49	4
NL	0	10	64	23	3	1	3	85	11	1
P	5	24	69	1	0	2	17	78	3	0
UK	0	5	34	41	19	0	2	55	40	3
EC 1994	1	11	48	29	11	0	5	68	24	3
0-4 employees	1	11	71	13	4	1	6	84	9	1
5-49 employees	2	12	61	19	6	1	5	77	14	3
50+ employees	0	12	33	41	14	0	4	59	33	4
EC 1989	3	6	54	29	9	1	2	68	15	14

Table 21**Possibility of increasing earning capacity**

Question: Could you increase earning capacity by extending your opening hours?

	B	DK	D	GR	E	F	I	NL	P	UK	EC 1994	0-4 employees	5-49 employees	50+ employees
Yes	43	13	5	43	9	15	38	2	17	23	18	15	13	21
No	46	86	71	57	86	63	52	97	69	70	68	76	74	61
Don't know	11	1	24	0	5	22	10	1	14	8	14	9	13	17

Table 22**Reasons for not increasing retail trade opening hours**

Question: Are the following reasons for not increasing weekly opening hours in your company very important, important or not (so) important?

lack of demand
 lack of qualified employees
 lack of qualified applicants
 administrative (legal) rules
 collective agreements
 costs of reorganization
 other reasons

	B	DK	D	GR	E	F	I	NL	P	UK	EC 1994	0-4 employees	5-49 employees	50+ employees	EC 1989
Lack of demand:															
very important	2	45	8	7	22	21	88	5	49	4	26	15	21	24	25
important	7	11	27	4	41	38	9	3	16	10	22	23	26	21	28
not (so) important	62	43	41	74	35	26	2	1	8	8	24	18	25	35	38
no reply	29	0	24	15	2	15	1	90	27	78	28	44	28	20	8
Lack of qualified employees:															
very important	2	8	13	1	9	16	0	3	16	1	8	6	10	10	14
important	6	6	20	34	26	16	13	3	12	4	14	9	18	13	21
not (so) important	64	87	44	51	61	50	82	5	30	16	48	35	41	56	56
no reply	28	0	23	15	4	18	5	89	43	78	30	50	32	21	8
Lack of qualified applicants:															
very important	2	8	8	1	7	12	0	3	15	1	5	6	4	10	11
important	4	0	26	14	28	13	11	3	8	4	15	7	21	14	20
not (so) important	64	89	41	70	59	51	85	4	22	17	48	37	40	55	60
no reply	30	3	25	15	7	25	4	89	54	78	32	50	35	21	11
Administrative (legal) rules:															
very important	71	17	66	51	35	36	66	9	27	5	43	35	34	48	37
important	25	32	15	41	30	23	24	1	21	4	18	12	15	18	19
not (so) important	2	52	12	8	26	27	7	1	4	12	15	22	21	16	34
no reply	2	0	7	0	9	14	3	89	48	78	24	31	31	19	10
Collective agreements:															
very important	86	8	19	3	26	24	6	8	29	0	16	14	25	14	16
important	6	26	29	61	37	28	70	2	25	1	30	11	18	49	30
not (so) important	4	66	29	21	26	32	21	1	3	20	24	26	25	18	43
no reply	4	0	23	15	11	16	3	89	43	78	29	49	32	19	11

Table 22 (continued)

	B	DK	D	GR	E	F	I	NL	P	UK	EC 1994	0-4 employees	5-49 employees	50+ employees	EC 1989
Costs of reorganization:															
very important	5	8	13	1	22	22	2	5	15	1	10	13	20	5	17
important	9	16	24	84	35	23	88	2	25	6	32	14	24	43	30
not (so) important	59	76	37	1	28	36	6	3	14	15	26	25	23	29	41
no reply	27	0	26	15	15	19	4	89	46	78	31	48	33	23	12
Other reasons:															
very important	60	16	0	0	2	3	1	3	13	5	4	3	5	4	9
important	0	3	0	0	4	4	0	0	0	0	1	3	0	0	1
not (so) important	3	19	0	0	4	8	2	0	1	1	3	4	3	1	28
no reply	37	63	100	100	89	86	97	97	87	94	92	91	92	96	62

Table 23

Structure of the group of respondents to the survey among employees

Question: At the present time, what is your position?

Table 23a

Structure of the group of respondents (overall)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Looking	17	6	15	18	35	22	27	14	5	11	20	17	14
Public	27	39	19	29	22	32	32	37	:	17	31	26	29
Private	56	55	66	53	44	46	40	50	95	72	49	57	57

Table 23b

Structure of the group of respondents (men)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Looking	13	4	11	16	32	19	29	11	4	8	25	16	11
Public	27	26	18	30	22	27	28	34	:	16	27	24	27
Private	60	70	71	54	46	54	43	55	96	77	48	60	62

Table 23c

Structure of the group of respondents (women)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Looking	23	9	19	21	38	25	25	16	6	16	13	19	19
Public	27	52	21	26	21	39	37	42	:	18	36	29	31
Private	50	40	60	53	40	36	37	42	94	66	51	52	50

Table 23d**Structure of the group of respondents (up to 30 years old)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Looking	21	6	15	33	45	33	27	30	8	15	22	24	21
Public	15	23	13	11	11	19	27	18	:	11	26	16	24
Private	64	71	72	56	44	48	45	52	93	74	52	60	55

Table 23e**Structure of the group of respondents (aged between 30 and 49)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Looking	16	6	13	10	30	17	27	9	5	9	17	14	10
Public	33	40	22	40	30	38	31	41	:	18	35	31	33
Private	51	54	64	49	40	45	42	50	95	73	47	55	57

Table 23f**Structure of the group of respondents (aged 49 upwards)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Looking	15	6	19	11	19	18	29	10	4	4	22	15	9
Public	32	54	22	31	29	35	41	43	:	29	28	31	32
Private	54	39	59	58	52	47	30	47	96	67	51	54	59

Table 24**Contractual working time**

Question: 1. What is your present working time (working hours per week) according to your contract of employment?
 2. How many days/shifts do you regularly work per week?
 3. Does your employment include shift work, night work, Saturday work, Sunday work?

Table 24a**Contractual working time (total)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	Public	Private	EC 1989
Contractual weekly working time:															
less than 20 hours	6	3	8	3	3	7	11	8	17	2	14	9	9	8	6
20-24 hours	12	2	6	4	4	7	9	5	12	2	8	6	8	6	6
25-29 hours	2	5	3	5	2	4	5	4	2	2	5	4	5	2	3
30-34 hours	6	8	3	4	7	6	7	5	9	2	6	5	7	5	5
35-40 hours	67	77	69	57	60	55	47	70	54	37	47	60	61	61	63
41-45 hours	4	2	7	9	10	10	7	5	2	36	9	8	6	9	8
more than 45 hours	4	3	4	18	14	11	14	3	5	19	9	8	4	9	8
average	35	36	35	38	38	36	35	35	32	40	34	35	34	36	36
Number of working days per week:															
less than 3 days	3	1	2	1	2	3	4	0	8	0	7	3	3	3	5
3 days	1	1	5	1	1	6	9	1	10	1	5	4	4	3	4
4 days	5	7	4	2	1	10	5	2	11	1	8	5	6	5	5
5 days	78	85	79	69	64	65	68	61	54	60	61	67	68	68	72
6 days	10	5	9	18	25	14	11	31	14	28	13	17	15	17	11
7 days	3	1	1	9	7	3	4	5	3	10	5	4	4	3	3
less than 5 days	10	8	10	4	4	19	18	3	28	3	20	12	13	12	13
more than 5 days	13	7	10	27	32	16	14	36	17	38	18	20	19	20	14
Contractual shift work:															
never	75	86	79	75	62	71	74	70	87	69	63	72	70	73	73
sometimes	9	4	7	8	8	6	11	9	2	14	9	7	7	7	9
regular	16	10	10	17	27	22	13	20	10	15	26	19	21	17	15
no reply	0	0	5	0	3	1	2	1	1	2	2	2	2	2	2
average	21	12	13	21	31	25	19	25	11	22	31	22	25	21	20
Contractual night work:															
never	83	83	83	80	72	75	70	79	85	68	68	77	73	80	78
sometimes	10	9	8	12	9	13	16	10	5	15	9	10	12	8	11
regular	7	8	3	8	12	12	12	10	10	13	20	11	13	9	8
no reply	0	0	6	0	6	0	2	1	0	3	3	3	2	3	2
average	12	13	7	14	17	18	20	15	12	21	25	15	18	14	14
Contractual Saturday work:															
never	57	53	57	47	42	42	42	44	59	43	36	47	49	47	46
sometimes	22	25	29	28	21	27	33	26	20	28	31	27	21	29	28
regular	21	22	10	25	32	31	24	29	22	27	31	24	27	22	24
no reply	0	0	4	0	5	0	1	1	0	2	2	2	2	2	2
average	32	34	24	39	42	44	40	42	31	41	47	38	38	37	38

Table 24a (continued)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	Public	Private	EC 1989
Contractual Sunday work:															
never	76	64	80	70	65	68	65	72	75	69	54	70	66	72	73
sometimes	13	19	11	19	15	14	19	18	10	15	20	15	16	14	15
regular	12	17	4	11	15	17	15	9	15	12	24	13	15	12	10
no reply	0	0	5	0	5	0	1	1	0	3	2	2	2	2	2
average	18	27	10	21	22	24	25	18	20	20	34	21	23	19	17
Overtime:															
never	56	36	37	62	62	45	61	40	39	45	39	43	48	40	:
sometimes	29	40	51	31	20	38	27	47	40	38	38	41	38	42	:
regular	16	24	9	7	10	17	11	12	22	14	21	14	12	16	:
no reply	0	0	3	0	9	0	1	1	0	4	2	2	2	2	:
average	30	44	34	23	20	36	24	36	41	33	40	35	31	37	:

Table 24b

Contractual working time (men)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Contractual weekly working time:													
less than 20 hours	2	1	1	3	0	3	3	4	2	0	4	2	3
20-24 hours	6	1	1	2	2	3	5	2	3	2	3	2	2
25-29 hours	1	1	1	4	1	1	3	1	0	2	2	1	2
30-34 hours	4	1	1	3	7	4	5	4	6	1	4	4	3
35-40 hours	80	91	80	57	65	58	51	78	78	35	58	69	71
41-45 hours	4	2	10	10	10	14	11	6	2	38	14	11	10
more than 45 hours	4	3	6	21	14	16	22	5	10	22	14	10	8
average	37	38	38	39	39	39	38	37	38	41	38	38	38
Number of working days per week:													
less than 3 days	0	1	0	1	1	2	1	0	1	0	3	1	4
3 days	1	0	1	1	1	5	5	0	1	1	2	2	2
4 days	4	3	2	2	1	7	4	3	6	1	6	4	3
5 days	84	88	86	65	65	68	72	66	69	59	64	72	76
6 days	8	7	10	21	24	16	14	27	21	26	17	17	12
7 days	3	2	1	10	8	3	5	4	3	12	8	4	3
less than 5 days	5	3	3	4	3	13	9	3	8	3	11	7	8
more than 5 days	11	9	11	31	32	18	18	31	24	39	25	21	15
Contractual shift work:													
never	69	86	77	76	58	71	73	66	88	65	53	68	72
sometimes	10	4	7	8	8	8	9	10	3	17	10	8	10
regular	22	10	11	16	31	22	17	24	10	17	34	21	17
no reply	0	0	5	0	4	0	2	0	0	1	3	2	1
average	27	12	14	20	35	25	21	29	11	26	39	25	22
Contractual night work:													
never	76	79	79	76	66	67	67	71	83	62	58	70	75
sometimes	15	11	10	14	11	17	18	14	8	17	12	13	14
regular	10	10	4	9	16	16	13	14	10	18	27	14	10
no reply	0	0	6	0	8	0	2	1	0	3	3	3	1
average	17	15	9	16	21	25	22	21	14	26	33	20	17
Contractual Saturday work:													
never	56	47	53	43	43	40	33	44	58	41	25	43	44
sometimes	28	33	35	29	20	31	36	30	25	31	38	32	32
regular	16	20	7	28	31	29	30	26	17	28	35	23	23
no reply	0	0	4	0	7	0	2	0	0	1	2	2	1
average	30	36	25	43	41	45	48	41	29	43	54	39	39
Contractual Sunday work:													
never	73	62	79	66	61	63	63	65	73	63	44	65	71
sometimes	16	23	11	22	15	19	18	24	14	19	26	19	17
regular	11	15	4	12	18	17	17	11	13	16	27	14	10
no reply	0	0	6	0	7	0	2	0	0	3	3	3	2
average	19	27	9	23	25	27	26	23	20	25	40	23	19

Table 24b (*continued*)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Overtime:													
never	49	29	29	57	58	38	52	34	30	40	27	35	:
sometimes	32	36	56	34	21	40	28	51	40	41	41	44	:
regular	19	34	12	9	11	22	18	14	30	16	29	19	:
no reply	0	0	3	0	10	0	2	1	0	3	3	2	:
average	35	52	40	26	22	42	32	40	50	37	50	41	:

Table 24c

Contractual working time (women)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Contractual weekly working time:													
less than 20 hours	11	5	19	5	7	12	20	13	32	4	27	17	14
20-24 hours	21	4	13	6	7	11	13	9	20	2	14	12	14
25-29 hours	3	10	5	6	4	9	8	7	4	2	9	7	6
30-34 hours	9	15	6	6	6	8	9	8	12	4	9	8	8
35-40 hours	47	63	51	58	51	50	43	59	29	41	34	48	49
41-45 hours	4	1	4	7	8	5	2	2	2	32	4	5	5
more than 45 hours	4	3	1	12	15	5	6	1	1	15	3	4	5
average	32	34	31	36	36	33	31	32	27	39	29	32	32
Number of working days per week:													
less than 3 days	7	1	4	1	3	5	7	1	15	0	13	6	6
3 days	2	1	11	2	1	7	13	2	19	2	8	7	5
4 days	7	12	6	3	2	15	6	2	16	2	10	8	7
5 days	69	82	69	76	61	61	64	54	39	61	57	61	67
6 days	13	3	9	13	28	11	7	36	7	31	9	16	11
7 days	2	1	1	6	5	3	2	5	3	4	3	3	3
less than 5 days	17	14	21	6	6	26	26	5	49	4	31	20	18
more than 5 days	15	5	10	19	33	14	10	41	10	36	12	19	14
Contractual shift work:													
never	85	85	81	74	68	72	75	77	86	76	74	76	78
sometimes	7	4	6	9	8	4	13	8	2	9	8	7	7
regular	8	11	8	17	22	23	10	15	11	12	17	15	12
no reply	0	0	4	0	2	1	2	0	2	3	1	2	3
average	12	13	12	22	25	25	16	19	12	16	21	19	16
Contractual night work:													
never	94	87	88	86	83	86	73	90	88	79	80	86	85
sometimes	4	7	5	9	7	7	14	5	2	12	6	6	6
regular	3	7	2	6	6	7	11	4	10	6	12	6	5
no reply	0	0	5	0	4	0	2	1	0	4	2	2	4
average	5	10	5	11	10	11	18	7	11	12	15	9	8
Contractual Saturday work:													
never	60	60	63	54	42	45	52	45	60	47	49	51	50
sometimes	13	16	20	25	22	21	29	20	14	22	23	21	22
regular	27	24	13	20	34	34	18	34	26	27	27	26	24
no reply	0	0	4	0	3	0	1	1	0	4	1	2	3
average	34	32	23	33	45	44	33	44	33	39	39	37	34
Contractual Sunday work:													
never	80	66	81	77	72	75	67	83	78	81	65	76	76
sometimes	7	13	10	15	15	8	19	10	5	8	14	11	11
regular	14	20	5	9	10	17	13	7	17	7	19	12	8
no reply	0	0	4	0	3	0	1	0	0	4	2	2	5
average	17	27	10	17	17	21	23	12	19	11	26	17	14

Table 24c (*continued*)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Overtime:													
never	65	43	48	72	68	54	71	49	48	55	52	53	:
sometimes	24	44	43	24	18	36	25	40	39	33	36	36	:
regular	11	13	4	4	9	11	3	10	13	9	12	9	:
no reply	0	0	4	0	6	0	1	1	0	4	0	2	:
average	23	35	26	16	18	29	16	30	33	25	30	27	:

Table 24d**Contractual working time (up to 30 years old)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Contractual weekly working time:													
less than 20 hours	4	2	4	3	3	5	8	5	4	1	10	5	5
20-24 hours	9	2	3	3	8	6	9	9	10	3	7	6	5
25-29 hours	5	4	2	1	3	4	3	5	4	2	3	3	3
30-34 hours	6	4	2	3	4	4	5	10	7	1	6	5	5
35-40 hours	68	87	79	61	52	60	57	61	68	32	57	64	66
41-45 hours	4	1	6	10	10	7	1	3	4	44	9	7	9
more than 45 hours	4	1	4	19	19	14	17	8	4	17	8	9	7
average	35	36	37	39	37	37	36	35	35	41	35	36	37
Number of working days per week:													
less than 3 days	3	1	2	1	3	2	1	1	3	0	5	2	4
3 days	0	0	1	1	1	4	10	2	5	1	3	2	3
4 days	7	4	3	1	3	4	5	5	14	1	8	5	4
5 days	76	85	84	64	56	76	66	64	57	56	65	71	69
6 days	13	7	9	26	29	13	12	25	16	33	15	16	13
7 days	1	1	0	6	8	1	5	4	4	9	4	3	4
less than 5 days	10	6	7	3	6	10	17	8	22	2	16	10	11
more than 5 days	14	9	9	32	38	14	17	29	20	42	19	19	17
Contractual shift work:													
never	75	83	81	79	65	68	65	62	84	65	61	70	72
sometimes	10	5	7	6	6	8	12	13	1	16	12	9	9
regular	15	12	8	15	26	23	21	25	15	16	25	19	16
no reply	0	0	5	0	3	2	3	0	0	3	2	2	1
average	20	15	11	18	29	26	27	32	16	25	31	23	21
Contractual night work:													
never	86	81	86	81	74	80	65	74	76	65	65	77	77
sometimes	9	8	6	10	9	10	19	11	8	16	14	10	10
regular	5	10	3	9	9	11	14	14	16	15	19	11	10
no reply	0	0	5	0	8	0	1	1	0	5	2	3	3
average	10	14	6	14	14	15	24	20	20	23	26	16	15
Contractual Saturday work:													
never	53	51	61	41	37	32	30	49	47	36	27	44	43
sometimes	23	25	25	27	16	27	42	24	16	29	37	26	28
regular	24	24	11	32	40	41	27	26	37	33	34	28	25
no reply	0	0	3	0	6	0	1	1	0	3	2	2	3
average	36	37	23	46	49	55	48	38	45	47	53	41	41
Contractual Sunday work:													
never	76	64	85	74	65	69	56	63	72	66	53	69	72
sometimes	13	19	6	16	13	14	23	22	4	17	21	15	15
regular	11	16	5	10	16	17	19	14	24	14	23	14	10
no reply	0	0	4	0	6	0	1	1	0	3	3	2	3
average	18	26	8	18	22	24	31	25	26	22	34	21	18

Table 24d (*continued*)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Overtime:													
never	45	31	39	66	57	33	51	33	32	45	34	38	:
sometimes	36	44	51	28	18	45	34	55	41	36	42	44	:
regular	19	25	9	6	15	22	14	11	27	14	22	16	:
no reply	0	1	1	0	9	0	1	1	0	5	2	2	:
average	37	47	34	20	24	45	31	39	47	32	43	38	:

Table 24e**Contractual working time (aged between 30 and 49)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Contractual weekly working time:													
less than 20 hours	7	2	10	3	4	7	14	8	19	3	17	10	7
20-24 hours	12	3	7	4	2	8	9	4	12	1	9	7	6
25-29 hours	1	6	3	7	1	4	6	3	1	1	5	3	4
30-34 hours	7	8	4	4	10	7	6	5	10	1	7	6	5
35-40 hours	67	75	64	57	63	53	46	72	51	42	41	58	61
41-45 hours	3	2	8	8	9	10	7	4	2	30	9	8	9
more than 45 hours	3	5	4	17	12	11	12	2	5	22	11	8	8
average	34	36	35	38	38	36	34	34	32	40	33	35	36
Number of working days per week:													
less than 3 days	3	1	2	0	2	4	5	0	10	0	8	3	4
3 days	3	1	6	1	0	7	9	1	11	2	6	5	3
4 days	5	7	3	3	0	14	5	2	11	1	8	6	7
5 days	78	84	78	74	72	58	67	62	51	62	58	66	71
6 days	9	6	10	13	20	14	11	31	16	26	12	16	12
7 days	3	1	2	9	4	3	2	4	2	9	7	4	2
less than 5 days	11	8	10	4	3	25	20	3	31	3	22	14	14
more than 5 days	11	7	12	22	25	17	13	35	18	35	19	20	15
Contractual shift work:													
never	73	87	77	74	61	72	77	72	89	73	64	72	75
sometimes	9	3	7	10	8	5	12	9	2	11	6	7	8
regular	18	9	11	16	29	23	10	18	8	14	29	19	15
no reply	0	0	6	0	3	0	1	1	1	2	1	2	2
average	22	11	14	21	33	26	16	23	10	20	32	23	19
Contractual night work:													
never	80	83	80	79	73	73	70	79	88	70	70	76	78
sometimes	12	9	9	14	10	14	17	10	4	17	7	10	11
regular	8	8	3	8	13	13	13	10	8	10	21	11	8
no reply	0	0	7	0	4	0	1	1	0	3	2	3	3
average	14	12	8	15	18	20	21	15	10	19	25	16	14
Contractual Saturday work:													
never	58	53	56	53	50	43	45	45	62	46	40	48	47
sometimes	24	25	31	25	22	27	30	26	21	30	25	27	30
regular	18	22	8	22	24	30	25	29	18	22	34	23	22
no reply	0	0	5	0	4	0	0	0	0	2	1	2	2
average	30	34	23	35	35	44	40	42	28	37	47	37	37
Contractual Sunday work:													
never	75	63	77	71	70	67	69	73	76	71	52	69	73
sometimes	13	18	13	20	13	15	17	18	11	15	19	15	15
regular	12	19	3	10	13	19	14	8	12	10	28	13	9
no reply	0	0	6	0	4	0	0	1	0	5	1	2	2
average	18	28	10	20	20	26	23	17	18	18	38	21	17

Table 24e (continued)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Overtime:													
never	60	34	37	61	65	50	63	40	34	48	41	44	:
sometimes	26	41	50	32	22	35	26	45	43	38	36	40	:
regular	15	25	8	7	6	15	12	14	23	11	22	14	:
no reply	0	0	5	0	6	0	0	1	0	3	1	2	:
average	28	46	33	23	17	33	25	37	44	30	40	34	:

Table 24f**Contractual working time (aged 49 upwards)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Contractual weekly working time:													
less than 20 hours	3	6	10	5	1	9	10	7	21	0	17	10	7
20-24 hours	16	2	8	4	2	2	10	4	15	2	8	6	6
25-29 hours	2	6	3	5	4	5	8	5	3	3	7	5	4
30-34 hours	2	12	3	6	4	6	12	2	8	8	5	4	4
35-40 hours	63	71	65	53	67	54	35	71	48	37	45	59	63
41-45 hours	6	2	8	9	10	18	13	7	0	31	11	10	7
more than 45 hours	9	1	3	18	13	7	13	3	6	18	6	6	10
average	35	35	35	37	38	36	35	35	31	40	33	35	36
Number of working days per week:													
less than 3 days	2	1	2	1	0	0	4	1	7	2	9	3	4
3 days	0	1	8	1	1	2	6	1	10	2	5	4	3
4 days	2	10	6	3	1	4	4	2	9	3	7	5	6
5 days	82	85	75	64	55	76	75	54	62	61	61	67	69
6 days	8	2	9	19	31	14	8	36	7	22	13	17	13
7 days	6	1	1	11	12	3	4	6	3	10	5	4	5
less than 5 days	4	12	16	5	2	6	14	4	27	6	21	11	13
more than 5 days	14	3	9	30	43	18	12	42	10	33	18	22	18
Contractual shift work:													
never	84	84	80	72	57	74	79	70	84	72	65	72	76
sometimes	4	5	7	8	12	9	10	8	3	13	11	9	8
regular	13	12	10	20	26	17	10	22	12	15	22	17	15
no reply	0	0	3	0	6	0	2	0	2	0	2	2	2
average	14	14	14	24	32	22	14	26	13	22	28	22	19
Contractual night work:													
never	89	84	85	81	67	77	79	84	85	73	72	80	82
sometimes	5	8	8	12	7	12	10	9	3	9	7	8	9
regular	6	7	4	7	18	11	8	7	12	18	19	10	8
no reply	0	0	3	0	8	0	4	0	0	0	2	2	2
average	8	11	8	13	21	17	13	12	13	22	23	14	12
Contractual Saturday work:													
never	64	58	56	40	32	59	52	36	60	54	42	49	50
sometimes	12	24	30	35	26	24	27	27	19	19	36	28	27
regular	24	18	12	25	37	17	17	36	21	27	20	22	22
no reply	0	0	2	0	6	0	4	1	0	0	2	2	2
average	30	30	27	43	49	29	31	50	30	37	38	36	36
Contractual Sunday work:													
never	77	68	79	63	52	75	69	79	75	75	62	72	73
sometimes	8	18	12	23	24	13	15	15	9	12	22	16	15
regular	15	15	6	14	18	11	12	6	16	13	14	11	9
no reply	0	0	2	0	7	0	4	0	0	0	2	2	4
average	19	24	12	26	29	18	19	14	21	19	25	18	16

Table 24f (*continued*)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Overtime:													
never	64	50	35	62	60	41	73	48	66	37	41	45	:
sometimes	24	30	51	31	15	39	19	44	24	43	39	39	:
regular	12	20	11	8	12	20	4	7	10	18	17	13	:
no reply	0	0	3	0	13	0	4	1	0	2	3	3	:
average	24	35	37	24	19	40	13	29	22	40	37	33	:

Table 25

Preferred working time and working hours

- Question:
1. Assuming that the present hourly wage rate remained unchanged, would you like to work less, as long or longer?
 2. How many hours per week would you prefer to work?
 3. If the choice were offered at the next wage round between an increase of pay for the same hours of work and shorter working time for the same pay you get now, which would you prefer?
 4. Would you be willing to work different working hours, if you were offered higher wages or additional leisure time?
-

Table 25a**Preferred working time and working hours (overall)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
1. Preferred working time:													
less	32	38	30	52	32	21	32	29	21	47	33	29	37
as long	60	56	62	38	52	11	52	50	67	43	53	48	51
longer	6	5	7	10	12	67	14	17	12	6	13	21	8
no reply	3	1	0	0	5	0	2	4	1	5	1	2	4
balance	25	34	24	42	20	-46	18	12	9	41	20	8	29
2. Preferred working time in hours:													
less than 20 hours	5	2	9	5	10	7	10	9	16	4	16	10	7
20-24 hours	13	6	6	5	4	8	11	7	17	2	9	8	8
25-29 hours	6	9	6	10	5	6	8	8	11	5	7	7	5
30-34 hours	19	29	23	29	18	22	18	28	31	22	20	23	17
35-40 hours	50	46	47	39	48	28	37	21	23	45	36	36	51
41-45 hours	4	5	7	8	7	19	9	16	2	15	6	10	7
more than 45 hours	3	3	1	4	9	11	7	11	1	7	5	6	6
average	33	34	33	34	35	35	33	34	29	36	32	33	35
3. Choice of one of the two options:													
increase in pay	48	32	54	84	70	53	59	54	43	58	62	56	55
shorter working time	40	66	34	14	24	40	37	39	52	35	32	36	34
undecided	12	2	12	2	5	8	0	7	4	4	4	7	8
no reply	0	0	0	0	0	0	4	0	0	4	2	0	2
4. In favour of:													
early or late shift:													
yes	51	71	55	49	67	67	61	79	73	51	72	66	60
no	40	28	40	51	25	32	33	21	26	36	25	31	36
no reply	9	1	4	0	8	1	5	0	1	13	3	3	4
night shift:													
yes	22	24	16	9	21	31	27	40	29	29	40	28	21
no	67	76	79	91	69	69	65	60	70	68	56	68	74
no reply	11	1	5	0	11	1	8	0	1	3	4	4	4
Saturday work:													
yes	44	43	44	3	33	53	45	60	54	34	57	49	44
no	45	57	51	97	56	46	46	40	45	52	39	47	53
no reply	11	0	5	0	11	2	9	0	1	14	4	4	4
Sunday work:													
yes	24	33	17	0	19	27	23	43	36	15	43	29	20
no	66	67	77	100	71	72	68	57	63	72	52	67	76
no reply	10	0	6	0	10	1	9	0	1	14	5	4	4
working whenever required:													
yes	32	30	27	39	45	34	33	49	69	43	48	40	52
no	58	69	69	61	42	65	57	51	31	46	48	57	44
no reply	10	1	3	0	13	1	9	0	0	11	4	3	4

Table 25b**Preferred working time and working hours (men)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
1. Preferred working time:													
less	32	34	31	52	31	23	31	29	25	47	39	31	38
as long	59	58	62	38	56	11	51	46	69	45	48	46	51
longer	7	6	7	10	11	66	15	20	5	4	11	21	8
no reply	2	2	1	0	3	0	3	5	1	4	2	2	2
balance	26	29	24	42	20	-42	17	9	20	43	28	10	30
2. Preferred working time in hours:													
less than 20 hours	1	0	2	4	8	7	3	5	1	4	5	5	3
20-24 hours	6	3	1	3	3	3	5	3	4	3	4	3	2
25-29 hours	4	2	4	8	3	3	5	4	12	3	5	4	3
30-34 hours	20	24	24	27	17	17	15	29	39	18	19	22	15
35-40 hours	61	59	58	43	52	31	47	24	38	48	47	43	59
41-45 hours	4	8	10	10	7	23	13	21	4	16	10	14	9
more than 45 hours	4	5	1	5	9	16	13	14	1	8	9	9	8
average	35	36	36	35	35	37	37	37	34	37	36	36	37
3. Choice of one of the two options:													
increase in pay	50	36	58	86	68	54	66	57	38	55	61	57	58
shorter working time	40	62	33	13	26	38	29	36	60	37	34	36	33
undecided	10	2	9	2	7	8	0	6	3	3	3	6	9
no reply	0	0	0	0	0	0	5	1	0	5	2	1	1
4. In favour of:													
early or late shift:													
yes	52	73	60	47	68	70	62	80	79	53	81	70	63
no	39	25	35	53	25	29	29	20	20	33	16	27	33
no reply	9	1	5	0	8	1	9	0	1	14	3	3	4
night shift:													
yes	30	25	20	7	26	39	24	47	34	35	51	35	25
no	59	74	73	93	63	60	63	53	65	62	45	61	71
no reply	11	1	6	0	11	1	12	0	1	3	4	4	4
Saturday work:													
yes	47	43	50	2	34	52	44	64	54	37	63	52	46
no	43	57	44	98	56	46	40	36	45	50	32	43	51
no reply	10	1	6	0	11	2	16	0	1	13	5	4	3
Sunday work:													
yes	27	31	19	0	22	30	24	48	37	17	51	33	23
no	63	68	74	100	68	70	62	52	62	70	44	63	74
no reply	10	1	7	0	11	1	15	0	1	13	5	4	4
working whenever required:													
yes	37	34	31	43	47	39	36	54	68	47	58	45	53
no	55	65	65	57	39	61	52	46	31	44	37	51	43
no reply	9	1	3	0	14	1	12	0	1	9	5	4	3

Table 25c**Preferred working time and working hours (women)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
1. Preferred working time:													
less	31	43	30	53	34	18	32	28	16	47	26	27	36
as long	61	53	63	37	47	12	53	55	65	39	58	49	52
longer	6	4	7	10	12	69	13	13	18	8	16	22	8
no reply	3	1	0	0	7	1	2	4	1	6	0	2	4
balance	25	39	23	43	22	-52	18	15	-2	39	10	5	27
2. Preferred working time in hours:													
less than 20 hours	10	4	20	6	14	6	17	15	28	4	27	16	13
20-24 hours	22	9	14	9	5	15	17	14	28	1	15	14	15
25-29 hours	8	17	10	13	7	10	11	13	10	7	10	10	8
30-34 hours	19	35	21	32	18	30	21	26	23	31	21	24	18
35-40 hours	37	32	33	33	41	23	27	17	10	40	23	27	40
41-45 hours	4	2	2	5	8	13	5	8	0	13	2	6	3
more than 45 hours	1	2	1	3	8	3	2	6	1	5	1	3	2
average	31	32	29	32	33	32	30	30	25	35	28	30	31
3. Choice of one of the two options:													
increase in pay	45	27	49	82	75	52	52	50	49	63	65	55	51
shorter working time	40	70	36	17	22	42	46	42	45	32	30	36	37
undecided	15	3	15	1	3	7	0	8	6	4	5	8	11
no reply	0	0	0	0	0	0	2	0	1	2	0	0	1
4. In favour of:													
early late shift:													
yes	49	69	49	53	65	63	61	78	67	46	62	61	55
no	41	30	48	47	26	36	37	22	32	42	35	36	40
no reply	10	1	4	0	9	1	2	0	1	13	3	3	5
night shift:													
yes	9	22	10	12	11	20	29	30	24	18	28	20	15
no	79	78	86	88	78	79	67	70	76	79	68	77	80
no reply	12	0	4	0	11	1	3	0	1	4	4	3	5
Saturday work:													
yes	40	43	35	4	32	54	45	55	53	30	49	45	41
no	48	57	60	96	58	45	52	45	46	56	47	52	54
no reply	12	0	5	0	11	1	2	0	1	15	4	4	3
Sunday work:													
yes	20	34	14	0	15	24	22	37	35	11	34	24	17
no	69	65	81	100	76	75	75	63	65	74	62	72	78
no reply	10	0	5	0	9	1	3	0	0	15	4	4	5
working whenever required:													
yes	25	25	22	31	41	29	31	42	70	37	37	34	49
no	63	74	75	69	46	71	63	58	30	49	59	63	46
no reply	12	1	3	0	12	1	6	0	0	14	4	3	5

Table 25d**Preferred working time and working hours (up to 30 years old)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
1. Preferred working time:													
less	31	35	27	52	30	25	38	28	16	51	27	28	35
as long	58	60	65	38	53	8	43	48	74	39	57	48	49
longer	8	5	8	11	13	67	18	22	10	6	15	23	13
no reply	3	1	1	0	4	0	1	2	0	4	1	1	3
balance	23	29	19	41	18	-41	19	6	7	45	12	5	23
2. Preferred working time in hours:													
less than 20 hours	5	1	7	2	12	10	5	14	4	5	13	10	5
20-24 hours	8	5	2	4	5	8	11	9	21	3	7	7	7
25-29 hours	5	5	6	7	3	2	4	3	4	4	5	4	5
30-34 hours	19	25	24	32	15	15	22	24	29	19	20	21	15
35-40 hours	54	54	51	40	47	22	41	26	33	43	44	39	53
41-45 hours	4	7	9	11	8	26	8	15	4	18	4	12	8
more than 45 hours	4	3	1	4	10	17	9	9	4	8	6	7	7
average	34	35	34	35	35	36	35	33	32	36	33	34	36
3. Choice of one of the two options:													
increase in pay	48	37	52	86	76	68	62	60	49	56	69	62	56
shorter working time	37	61	33	12	25	31	38	35	49	41	25	32	33
undecided	15	2	14	2	0	1	0	3	3	1	5	6	9
no reply	0	0	0	0	0	0	0	2	0	3	1	1	2
4. In favour of:													
early or late shift:													
yes	58	86	61	50	70	76	75	83	85	49	81	73	65
no	33	12	36	50	22	21	21	17	15	36	18	24	30
no reply	9	1	4	0	8	2	4	0	0	16	1	3	4
night shift:													
yes	28	32	20	9	21	41	39	48	42	31	44	34	25
no	62	67	75	91	67	58	53	52	58	65	54	62	71
no reply	10	1	5	0	11	1	8	0	0	5	2	3	4
Saturday work:													
yes	54	52	45	5	33	66	58	61	72	31	70	56	45
no	37	47	49	95	56	33	32	39	28	53	29	41	52
no reply	9	1	6	0	11	1	9	0	0	16	1	3	3
Sunday work:													
yes	30	38	16	1	14	29	30	49	46	16	49	32	20
no	62	62	77	99	76	70	61	51	54	68	49	64	76
no reply	8	1	7	0	11	1	9	0	0	16	2	4	4
working whenever required:													
yes	33	41	30	36	42	37	52	51	85	42	54	43	54
no	60	58	67	64	44	62	45	49	15	43	44	54	42
no reply	7	1	3	0	14	1	3	0	0	15	2	3	4

Table 25e**Preferred working time and working hours (aged between 30 and 49)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
1. Preferred working time:													
less	30	39	32	52	32	22	30	30	21	40	37	31	39
as long	62	55	62	38	53	13	51	50	65	48	46	47	52
longer	7	4	6	9	10	66	16	17	14	7	16	21	6
no reply	2	1	0	0	4	0	3	3	0	5	1	1	3
balance	24	34	26	43	22	-44	15	13	8	32	21	9	33
2. Preferred working time in hours:													
less than 20 hours	4	2	11	6	9	6	11	8	19	3	17	10	8
20-24 hours	15	6	8	5	3	7	11	8	15	0	9	8	7
25-29 hours	6	9	6	11	6	6	9	9	11	4	9	8	6
30-34 hours	20	29	20	28	18	27	16	29	29	28	21	24	18
35-40 hours	51	45	48	38	49	30	34	18	23	45	30	35	50
41-45 hours	3	4	5	7	8	16	10	18	2	13	8	10	5
more than 45 hours	2	4	1	5	7	9	8	10	1	5	5	6	6
average	33	34	33	34	35	35	33	34	29	36	32	33	34
3. Choice of one of the two options:													
increase in pay	48	29	56	84	66	48	61	52	46	62	61	55	53
shorter working time	39	68	33	14	27	42	35	41	51	30	34	37	37
undecided	13	3	11	1	7	10	0	6	4	4	3	7	8
no reply	0	0	0	0	0	0	4	1	0	5	2	1	2
4. In favour of:													
early or late shift:													
yes	49	66	54	50	68	65	60	79	72	54	70	65	59
no	42	32	41	50	25	34	34	21	27	34	26	32	37
no reply	9	1	5	0	7	0	5	0	1	12	4	3	4
night shift:													
yes	20	21	15	9	19	29	23	37	27	27	41	27	19
no	70	78	79	91	71	70	69	63	73	70	56	69	76
no reply	11	0	6	0	10	1	8	0	1	3	3	4	5
Saturday work:													
yes	41	41	42	3	33	52	43	61	51	36	50	47	43
no	48	59	53	97	57	47	48	39	48	52	46	49	53
no reply	11	0	5	0	10	1	9	0	1	12	4	4	4
Sunday work:													
yes	22	32	15	0	22	27	22	41	36	16	41	28	20
no	68	67	78	100	69	72	70	59	64	73	54	68	76
no reply	10	0	6	0	9	1	9	0	0	11	5	4	3
working whenever required:													
yes	32	26	26	39	45	32	28	49	68	45	47	39	52
no	58	74	71	61	42	68	59	51	32	46	49	58	44
no reply	10	1	4	0	12	1	13	0	0	9	4	3	4

Table 25f**Preferred working time and working hours (aged 49 upwards)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
1. Preferred working time:													
less	39	42	33	54	34	11	25	25	24	52	33	28	37
as long	54	50	59	35	48	11	69	54	68	40	63	49	54
longer	2	6	7	11	13	75	4	14	6	2	2	20	6
no reply	5	2	1	0	5	3	2	7	3	6	2	3	3
balance	37	37	26	43	21	-65	21	11	18	51	31	831	
2. Preferred working time in hours:													
less than 20 hours	9	5	10	5	9	9	13	7	14	3	20	11	9
20-24 hours	18	7	9	6	2	10	11	2	23	4	15	9	9
25-29 hours	7	12	7	10	4	12	13	7	14	7	6	8	5
30-34 hours	19	36	26	25	23	0	16	25	41	16	17	20	16
35-40 hours	38	36	39	43	49	28	38	31	9	49	34	35	51
41-45 hours	7	3	7	7	4	30	7	9	0	10	4	11	5
more than 45 hours	4	1	1	4	10	11	2	18	0	9	4	8	6
average	32	32	32	34	35	36	31	36	28	36	30	33	33
3. Choice of one of the two options:													
increase in pay	45	30	53	81	73	47	50	56	28	52	52	53	52
shorter working time	49	66	36	18	17	43	42	32	63	36	41	37	34
undecided	7	3	11	1	11	10	0	11	7	9	4	9	11
no reply	0	0	0	0	0	0	8	1	2	3	3	1	3
4. In favour of:													
early or late shift:													
yes	41	65	50	44	58	60	44	78	65	48	58	59	56
no	49	35	46	56	31	41	48	22	34	42	34	37	41
no reply	10	0	4	0	12	0	8	0	2	10	8	4	3
night shift:													
yes	16	19	13	7	24	20	17	44	24	27	30	24	17
no	70	81	83	93	66	80	75	56	75	73	61	71	79
no reply	14	0	4	0	11	0	8	0	2	0	9	4	3
Saturday work:													
yes	35	36	45	0	34	32	29	57	46	37	50	43	40
no	52	64	50	100	54	64	60	43	53	49	41	51	57
no reply	14	0	5	0	12	4	12	0	2	13	9	5	3
Sunday work:													
yes	21	28	20	0	22	23	15	45	27	9	37	28	21
no	65	72	75	100	67	77	75	55	72	78	54	68	76
no reply	14	0	4	0	11	0	10	0	2	13	9	4	3
working whenever required:													
yes	31	28	28	49	49	44	19	50	57	42	41	41	49
no	54	72	70	51	37	56	71	50	41	49	50	55	48
no reply	16	0	2	0	14	0	10	0	2	9	9	4	3

Table 26**Present and preferred jobs**

- Question: 1. Is your job permanent or temporary?
 2. If your job is temporary, what is the expected duration in months?
 3. If you are in full-time employment, would you rather have part-time employment with corresponding pay?
 4. If you are in part-time employment, would you rather have full-time employment?
 5. If you are unemployed, would you rather have full-time or part-time employment?

Table 26a**Present and preferred jobs (overall)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
1. Present job:													
permanent	90	90	93	83	68	92	86	90	95	84	91	89	88
temporary	6	10	5	18	31	8	14	9	3	15	7	9	9
no reply	4	0	2	0	1	0	0	1	2	2	2	1	3
2. Contractual duration of the temporary job:													
in months	10	18	21	6	9	12	10	12	28	8	10	12	11
3. Preferred job:													
full-time workers:													
full-time	77	87	93	92	75	81	87	71	83	91	93	84	77
part-time	17	13	7	8	10	17	10	26	16	5	5	13	21
no reply	6	0	0	0	14	2	3	3	1	3	2	3	2
part-time workers:													
full-time	27	14	15	25	36	41	38	43	8	62	29	33	32
part-time	33	84	85	75	8	56	60	56	90	38	68	60	63
no reply	40	2	0	0	55	3	2	1	2	0	3	7	4
unemployed:													
full-time	63	71	68	9	75	69	64	63	45	9	78	67	45
part-time	22	29	29	91	25	23	33	33	50	89	15	29	34
no reply	15	0	3	0	0	8	3	4	5	2	7	5	21

Table 26b**Present and preferred jobs (men)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
1. Present job:													
permanent	92	90	94	84	70	92	88	91	96	84	94	91	90
temporary	5	10	4	16	30	8	12	7	3	14	5	8	9
no reply	3	0	2	0	1	0	0	2	2	2	1	1	1
2. Contractual duration of the temporary job:													
in months	5	18	24	5	8	10	5	12	36	8	7	11	12
3. Preferred job:													
full-time workers:													
full-time	85	92	94	92	81	88	88	75	86	90	94	88	83
part-time	9	7	5	8	8	11	8	22	13	7	3	10	15
no reply	6	1	0	0	11	1	4	3	1	3	3	3	1
part-time workers:													
full-time	31	69	52	33	36	69	78	83	25	100	72	62	66
part-time	11	20	48	67	6	31	22	17	75	0	21	30	28
no reply	58	11	0	0	58	0	0	0	0	0	7	8	6
unemployed:													
full-time	80	77	85	7	81	77	83	75	75	0	81	77	50
part-time	7	23	12	93	19	13	13	20	25	100	12	17	30
no reply	13	0	2	0	0	11	4	5	0	0	8	5	19

Table 26c**Present and preferred jobs (women)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
1. Present job:													
permanent	87	89	92	80	64	92	84	88	95	83	88	88	86
temporary	8	11	6	20	35	8	15	10	3	16	11	11	10
no reply	5	0	2	0	1	1	1	2	3	2	1	14	
2. Contractual duration of the temporary job:													
in months	15	17	16	6	11	13	15	12	21	9	11	12	10
3. Preferred job:													
full-time workers:													
full-time	59	79	90	91	67	68	87	65	76	94	90	78	64
part-time	36	21	10	9	14	28	12	32	23	2	9	19	35
no reply	5	0	0	0	19	4	1	3	1	4	1	3	2
part-time workers:													
full-time	25	8	12	25	37	35	30	42	7	40	22	26	27
part-time	42	91	88	75	12	62	68	56	91	60	77	67	69
no reply	32	1	0	0	51	3	2	2	2	0	1	7	3
unemployed:													
full-time	50	68	55	11	67	62	40	47	25	15	73	56	39
part-time	33	32	42	89	33	33	58	50	67	81	24	40	39
no reply	17	0	3	0	0	6	2	3	8	4	3	4	22

Table 26d**Present and preferred jobs (up to 30 years old)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
1. Present job:												
permanent	84	77	88	73	41	83	84	81	92	73	91	82
temporary	12	23	10	27	57	15	14	16	5	26	8	16
no reply	4	0	2	0	2	1	1	3	3	1	1	2
2. Contractual duration of the temporary job:												
in months	8	17	23	6	8	11	7	11	48	9	9	12
3. Preferred job:												
full-time workers:												
full-time	72	93	94	87	70	84	89	75	88	89	96	86
part-time	22	7	5	13	13	14	9	23	12	5	3	11
no reply	6	0	1	0	17	2	2	2	0	5	1	3
part-time workers:												
full-time	29	35	23	20	38	68	55	64	29	100	54	47
part-time	37	50	77	80	16	33	45	32	65	0	46	47
no reply	34	15	0	0	46	0	0	4	6	0	0	6
unemployed:												
full-time	54	70	74	9	72	72	72	53	40	4	85	67
part-time	26	30	26	91	28	19	24	41	40	96	14	28
no reply	20	0	0	0	0	10	3	6	20	0	1	4

Table 26e**Present and preferred jobs (aged between 30 and 49)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
1. Present job:												
permanent	91	94	96	87	78	93	86	92	96	93	91	92
temporary	5	6	3	13	22	7	14	6	2	5	8	7
no reply	4	0	1	0	0	0	0	2	2	2	1	1
2. Contractual duration of the temporary job:												
in months	15	18	14	5	11	13	11	13	21	6	11	12
3. Preferred job:												
full-time workers:												
full-time	81	85	94	93	78	81	89	71	80	93	92	84
part-time	14	14	6	7	8	17	8	26	19	4	6	13
no reply	5	1	0	0	14	2	3	3	1	2	2	3
part-time workers:												
full-time	28	6	15	33	37	35	41	50	6	50	25	29
part-time	35	94	85	67	4	61	56	50	92	50	73	63
no reply	37	0	0	0	59	4	3	0	2	0	2	8
unemployed:												
full-time	70	68	63	8	78	67	62	70	46	13	81	67
part-time	24	32	35	92	22	28	38	30	54	80	14	30
no reply	6	0	2	0	0	5	0	0	0	7	6	3

Table 26f**Present and preferred jobs (aged 49 upwards)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
1. Present job:												
permanent	98	95	95	83	92	100	88	88	96	88	92	94
temporary	0	5	2	17	7	0	12	11	2	10	4	4
no reply	2	0	3	0	1	0	0	1	3	2	4	2
2. Contractual duration of the temporary job:												
in months	0	24	13	6	6	0	14	11	12	0	2	9
3. Preferred job:												
full-time workers:												
full-time	75	81	89	95	79	76	81	70	90	91	87	82
part-time	20	19	10	5	12	22	14	27	8	7	8	15
no reply	4	1	1	0	9	2	5	3	3	2	5	3
part-time workers:												
full-time	17	18	13	33	32	29	10	67	4	50	13	28
part-time	20	82	87	67	4	72	90	33	96	50	80	63
no reply	63	0	0	0	65	0	0	0	0	0	7	9
unemployed:												
full-time	57	80	63	5	73	67	57	69	50	33	62	63
part-time	0	20	28	95	27	17	33	23	50	67	18	25
no reply	43	0	9	0	0	16	10	8	0	0	20	12

Table 27**Unemployment**

Question: 1. Were you ever unemployed for four weeks or more in the last five years?

2. If yes, how often?

3. How long have you been unemployed (total) in the last five years?

Table 27a**Unemployment (overall)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994				EC 1989
												Total	Looking ¹	Public ¹	Private ¹	
4 weeks unemployment:																
yes	29	28	22	39	52	38	43	25	13	36	37	31	80	16	25	30
no	71	72	78	61	43	59	55	75	87	51	58	67	17	82	73	69
no reply	0	0	0	0	5	3	3	0	0	13	5	2	2	2	2	1
Number of periods of unemployment:																
once	57	60	63	40	38	63	35	39	56	55	60	55	49	57	59	52
twice	17	21	27	19	12	18	17	12	11	22	21	19	16	17	22	17
three times and more	23	19	9	41	47	18	41	44	33	19	19	24	32	25	19	29
no reply	3	0	2	0	3	1	7	5	0	3	0	2	3	1	1	2
Duration of unemployment:																
less than 3 months	16	30	22	11	19	10	7	16	22	17	18	17	11	21	25	17
3-6 months	20	24	27	20	16	24	12	18	16	32	16	21	8	19	27	16
7-11 months	14	16	20	19	10	22	6	8	17	17	13	16	12	17	17	11
12-24 months	17	17	17	25	19	22	23	17	16	13	24	19	30	15	17	19
more than 24 months	30	13	14	25	38	21	49	33	28	16	27	25	39	24	13	28
no reply	3	0	1	0	0	1	3	8	0	5	2	2	0	4	1	8
average	15	10	11	15	17	14	21	16	14	11	15	14	19	13	10	15

¹ According to the replies on the question concerning 'occupation':

'Looking': looking for a job;

'Public': working for a company of the public sector or the public administration;

'Private': working in industry, commerce, craftsmanship or services.

Table 27b**Unemployment (men)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
4 weeks unemployment:													
yes	23	26	19	37	49	37	41	21	14	30	39	29	25
no	77	74	80	63	46	60	59	79	86	56	55	68	73
no reply	0	0	0	0	4	3	1	0	0	14	6	2	1
Number of periods of unemployment:													
once	53	60	61	38	36	60	35	44	59	58	56	54	50
twice	15	21	26	20	16	16	16	8	7	20	22	18	17
three times and more	27	19	10	43	46	22	43	41	35	21	22	26	31
no reply	4	0	3	0	2	2	7	7	0	1	0	3	2
Duration of unemployment:													
less than 3 months	19	34	19	14	21	12	7	18	18	24	14	17	22
3-6 months	24	24	26	24	18	29	7	21	12	38	16	22	15
7-11 months	13	14	22	16	14	27	8	7	18	16	11	17	9
12-24 months	21	15	17	26	20	18	20	22	21	9	28	20	15
more than 24 months	20	12	14	20	28	15	53	25	32	11	29	21	22
no reply	3	0	2	0	0	0	5	7	0	3	2	2	17
average	13	9	11	13	14	11	22	14	16	8	16	13	13

Table 27c**Unemployment (women)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
4 weeks unemployment:													
yes	36	30	26	43	56	39	46	30	13	44	33	34	38
no	64	70	74	57	38	57	50	69	87	44	61	64	61
no reply	0	0	0	0	6	4	5	1	0	12	6	3	1
Number of periods of unemployment:													
once	60	60	64	43	41	66	35	34	54	52	67	56	53
twice	17	21	29	18	7	19	18	16	14	25	18	20	17
three times and more	20	18	8	39	49	14	40	47	32	17	15	23	27
no reply	2	1	0	0	3	0	6	3	0	6	0	1	2
Duration of unemployment:													
less than 3 months	14	26	25	7	16	9	6	14	26	10	25	18	13
3-6 months	16	24	28	16	11	18	17	16	19	25	15	19	16
7-11 months	14	18	17	23	5	17	4	9	17	18	17	14	14
12-24 months	14	18	17	23	18	26	26	13	13	17	18	18	22
more than 24 months	39	14	14	32	50	29	45	40	26	21	24	28	33
no reply	3	1	0	0	0	2	1	8	0	9	1	2	2
average	17	10	10	17	19	16	20	17	13	13	13	14	16

Table 27d**Unemployment (up to 30 years old)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
4 weeks unemployment:													
yes	41	42	26	58	69	59	50	42	21	46	47	44	44
no	59	58	73	42	26	38	50	58	79	40	50	54	55
no reply	0	0	1	0	6	4	0	0	0	14	3	2	1
Number of periods of unemployment:													
once	59	74	67	44	42	61	30	36	65	56	57	55	51
twice	18	17	25	21	14	16	26	16	12	23	24	20	17
three times and more	22	8	6	35	43	23	40	42	24	17	19	23	30
no reply	0	0	2	0	2	0	4	6	0	4	0	2	2
Duration of unemployment:													
less than 3 months	21	40	25	11	18	8	15	14	36	22	21	19	19
3-6 months	28	24	28	23	16	28	21	17	23	32	21	23	22
7-11 months	20	22	19	21	9	32	6	9	23	17	13	18	13
12-24 months	15	12	18	25	20	17	25	17	9	10	23	18	16
more than 24 months	16	1	9	21	37	15	30	33	9	12	21	19	31
no reply	0	0	1	0	0	1	4	10	0	7	1	3	1
average	11	6	9	14	16	12	16	16	8	9	13	12	14

Table 27e**Unemployment (aged between 30 and 49)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
4 weeks unemployment:													
yes	25	24	20	31	46	29	42	21	14	32	32	27	24
no	75	76	79	69	50	68	56	78	86	56	63	71	74
no reply	0	0	0	0	4	3	2	1	0	12	5	2	1
Number of periods of unemployment:													
once	53	49	57	35	34	64	36	39	53	56	64	54	54
twice	15	24	32	21	9	18	11	13	11	19	17	20	18
three times and more	27	26	9	44	52	17	48	44	37	21	19	25	26
no reply	5	1	1	0	4	0	5	4	0	4	0	2	2
Duration of unemployment:													
less than 3 months	12	22	18	14	19	12	0	14	18	14	16	16	18
3-6 months	14	24	27	17	13	24	8	20	16	35	10	20	12
7-11 months	8	14	22	18	12	15	7	8	18	14	13	15	10
12-24 months	18	20	19	23	15	25	25	16	16	15	27	21	19
more than 24 months	43	19	13	28	40	23	56	35	32	23	32	27	39
no reply	5	1	1	0	0	1	4	7	0	0	2	2	1
average	19	12	11	15	17	14	23	16	15	13	17	15	17

Table 27f**Unemployment (aged 49 upwards)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
4 weeks unemployment:													
yes	13	17	20	28	25	34	36	20	3	19	30	24	17
no	88	83	80	72	70	60	58	79	97	69	60	72	82
no reply	0	0	0	0	6	6	7	1	0	13	10	4	1
Number of periods of unemployment:													
once	77	55	67	37	31	66	42	45	50	46	63	57	63
twice	13	20	20	6	12	21	15	3	0	31	19	15	12
three times and more	0	25	14	57	54	6	27	48	50	23	18	25	23
no reply	11	0	0	0	4	7	15	3	0	0	0	3	1
Duration of unemployment:													
less than 3 months	12	23	27	4	23	10	8	26	11	0	17	19	13
3-6 months	0	24	22	18	16	11	4	13	0	23	14	15	16
7-11 months	12	3	16	14	0	16	4	3	0	31	15	11	9
12-24 months	25	19	8	31	32	26	15	23	33	23	20	21	20
more than 24 months	40	32	27	33	29	37	69	26	56	8	32	32	37
no reply	11	0	0	0	0	0	0	9	0	15	2	3	5
average	20	14	12	18	16	18	24	14	23	12	16	15	17

Table 28**Occupational qualification and nature of job (employed/unemployed)**

- Question: 1. Do you have any occupational training?
 2. If yes, do you have in-house training or external training within the education system?
 3. Are you at present employed as a skilled or an unskilled employee?

Table 28a**Occupational qualification and nature of job (overall)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Occupational qualifications (overall):													
yes	58	76	89	61	56	75	54	75	75	39	53	72	67
no	38	24	10	39	39	24	44	23	25	50	43	26	32
no reply	4	0	0	0	5	1	1	2	0	11	4	2	0
Type of training (overall):													
in-house	17	3	46	24	24	32	26	44	11	21	23	33	36
external	42	73	43	37	32	43	29	31	64	18	30	39	32
Occupational qualifications (looking):													
yes	48	67	68	49	48	65	39	0	55	36	50	48	47
no	47	33	31	51	45	31	60	0	46	58	45	31	52
no reply	5	0	1	0	8	4	1	100	0	7	5	20	1
Occupational qualifications (public):													
yes	64	79	92	72	78	79	71	79	76	58	60	78	71
no	33	21	8	28	20	21	28	20	24	26	37	21	29
no reply	4	0	0	0	1	0	1	1	0	16	3	1	0
Occupational qualifications (private):													
yes	59	75	91	60	51	77	51	73	76	35	50	71	71
no	37	25	8	40	44	23	47	26	24	54	47	27	29
no reply	5	0	0	0	5	1	2	1	0	11	3	2	0
Nature of present job:													
skilled	49	67	75	92	45	77	63	68	69	44	57	67	65
unskilled	11	32	17	8	19	19	34	29	31	38	36	24	26
no reply	40	1	7	0	37	4	4	3	1	17	7	9	9

Table 28b**Occupational qualification and nature of job (men)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Occupational qualifications (overall):													
yes	64	77	92	64	56	81	55	78	80	43	59	75	72
no	32	23	8	36	40	18	43	21	20	45	37	23	28
no reply	4	0	0	0	5	1	2	1	1	12	4	2	1
Type of training (overall):													
in-house	23	4	49	29	27	36	26	52	13	29	29	38	40
external	41	73	43	35	29	45	29	26	67	14	30	38	32
Nature of present job:													
skilled	55	67	83	94	47	81	66	72	78	49	63	72	71
unskilled	11	32	11	6	17	15	27	27	22	34	30	20	21
no reply	34	1	6	0	36	4	6	1	0	17	7	8	8

Table 28c**Occupational qualification and nature of job (women)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994	EC 1989
Occupational qualifications (overall):													
yes	51	75	86	57	56	68	54	72	70	33	46	67	60
no	44	25	14	43	39	30	46	27	30	57	51	31	39
no reply	5	0	0	0	5	1	1	1	0	10	3	2	0
Type of training (overall):													
in-house	8	2	42	17	20	28	25	34	9	10	16	27	27
external	43	73	43	40	36	40	28	38	61	23	30	40	34
Nature of present job:													
skilled	40	68	65	88	41	73	59	62	59	37	49	60	58
unskilled	11	32	26	12	22	24	40	33	40	45	43	30	30
no reply	49	1	9	0	37	3	1	5	1	18	8	10	12

Table 28d**Occupational qualification and nature of job (up to 30 years old)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
Occupational qualifications (overall):												
yes	59	71	85	52	57	68	56	65	74	37	51	67
no	37	29	15	48	37	29	44	32	26	50	46	31
no reply	4	0	0	0	6	3	0	3	0	13	3	2
Type of training (overall):												
in-house	27	2	53	35	38	36	45	58	9	45	35	42
external	73	98	47	65	62	64	55	42	92	55	65	58
Nature of present job:												
skilled	52	60	68	85	36	66	66	63	64	36	58	61
unskilled	9	39	23	15	20	31	32	33	37	39	36	29
no reply	39	1	9	0	44	2	1	4	0	25	6	10

Table 28e**Occupational qualification and nature of job (aged between 30 and 49)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
Occupational qualifications (overall):												
yes	58	81	93	69	59	80	56	77	78	42	58	75
no	38	19	7	31	37	20	42	22	22	48	38	23
no reply	4	0	0	0	4	0	2	1	0	10	4	2
Type of training (overall):												
in-house	27	5	52	38	42	43	46	59	16	57	47	47
external	73	95	48	62	58	57	54	41	84	43	53	53
Nature of present job:												
skilled	44	74	79	95	52	81	59	68	69	52	58	70
unskilled	12	26	14	5	16	14	37	29	30	34	34	22
no reply	44	0	6	0	32	4	4	3	1	13	8	9

Table 28f**Occupational qualification and nature of job (aged 49 upwards)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
Occupational qualifications (overall):												
yes	57	69	88	58	43	67	48	78	63	37	43	67
no	35	31	11	42	51	31	49	21	37	54	50	30
no reply	8	0	1	0	6	2	3	1	0	9	7	3
Type of training (overall):												
in-house	38	6	50	53	64	58	53	60	16	72	55	53
external	62	94	50	47	36	42	47	40	84	28	45	47
Nature of present job:												
skilled	63	60	78	93	45	79	65	71	72	47	49	68
unskilled	12	39	15	7	25	18	29	29	28	46	45	25
no reply	26	2	7	0	31	3	6	0	0	7	6	7

Table 29**Employment in EC countries**

Question: 1. Are you, or were you, employed in an EC Member State different from the one of which you are a national?
 2. Would you be willing to work in an EC Member State different from that of which you are a national?
 3. Reasons for not working in other EC Member State

Table 29a**Employment in EC countries (overall)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
Employment in other EC Member State:												
yes	9	10	2	6	8	6	23	5	2	11	6	5
no	91	88	98	94	87	93	76	95	93	87	90	93
no reply	1	2	0	0	5	1	1	0	5	2	4	2
Willingness to work in other EC Member State:												
yes	34	52	28	31	48	50	41	49	45	56	57	44
no	62	47	72	69	38	49	56	47	55	43	37	52
no reply	4	1	0	0	14	2	4	4	1	1	6	4
Reasons for not working in other EC Member State:												
commuting not possible:												
yes	9	9	55	11	10	5	52	58	27	29	12	30
no	92	91	32	89	90	91	28	36	72	35	85	63
no reply	0	0	13	0	0	5	20	6	1	37	3	7
do not want to move abroad:												
yes	72	85	83	60	48	82	75	59	29	48	57	67
no	28	15	13	40	53	13	19	36	70	26	40	29
no reply	0	0	4	0	0	5	6	5	1	25	3	4
language barriers:												
yes	10	4	71	11	10	8	40	46	6	39	13	32
no	90	96	20	89	90	87	37	46	94	27	84	62
no reply	0	0	9	0	0	5	24	8	1	34	3	6
cultural barriers:												
yes	4	1	37	4	1	2	26	35	2	32	3	18
no	96	99	50	96	99	93	47	56	97	32	94	75
no reply	0	0	13	0	0	5	27	9	1	37	3	7
low income and career prospects:												
yes	6	1	40	1	1	1	15	31	3	23	1	17
no	94	99	46	99	99	94	49	57	97	38	96	75
no reply	0	0	14	0	0	5	36	12	1	40	3	8
others:												
yes	14	0	13	12	14	6	21	40	44	14	26	20
no	86	100	0	88	86	89	37	45	55	21	71	53
no reply	0	0	87	0	0	5	43	15	1	65	3	27

Table 29b

Employment in EC countries (men)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
Employment in other EC Member State:												
yes	11	10	3	6	8	7	23	7	3	15	6	6
no	88	87	97	94	87	92	76	93	92	82	89	92
no reply	0	2	0	0	5	1	1	0	4	4	5	2
Willingness to work in other EC Member State:												
yes	36	60	34	32	53	56	48	54	55	62	66	51
no	60	39	66	68	32	42	46	43	44	37	28	46
no reply	4	1	0	0	15	2	5	3	1	1	6	4
Reasons for not working in other EC Member State:												
commuting not possible:												
yes	8	9	51	12	8	3	51	55	16	30	12	28
no	92	91	36	88	92	91	27	40	82	30	85	66
no reply	0	0	13	0	0	5	22	5	2	40	3	7
do not want to move abroad:												
yes	66	84	83	60	47	82	77	56	33	46	58	67
no	34	16	14	40	54	12	16	40	64	23	39	29
no reply	0	0	3	0	0	5	7	4	2	31	3	4
language barriers:												
yes	10	3	71	11	10	12	42	43	11	34	13	32
no	90	97	20	89	90	83	34	51	87	26	84	62
no reply	0	0	8	0	0	5	24	6	2	40	3	5
cultural barriers:												
yes	5	1	41	3	3	5	24	35	2	27	3	19
no	95	99	47	97	97	90	47	58	96	31	94	74
no reply	0	0	12	0	0	5	29	7	2	42	3	7
low income and career prospects:												
yes	9	3	43	1	2	3	16	32	2	24	2	18
no	91	97	44	99	98	92	47	59	96	34	95	74
no reply	0	0	13	0	0	5	37	9	2	42	3	7
others:												
yes	16	0	12	12	15	3	21	40	43	15	28	20
no	84	100	0	88	85	92	36	47	54	23	69	53
no reply	0	0	88	0	0	5	43	13	2	62	3	27

Table 29c**Employment in EC countries (women)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
Employment in other EC Member State:												
yes	5	9	1	5	7	4	23	3	1	5	5	4
no	94	89	99	95	88	95	76	97	94	94	91	95
no reply	1	3	0	0	5	1	1	0	6	1	4	2
Willingness to work in other EC Member State:												
yes	31	44	21	30	40	42	33	44	34	47	45	37
no	64	56	79	70	46	57	66	52	65	53	48	60
no reply	5	1	0	0	14	1	2	4	1	1	7	4
Reasons for not working in other EC Member State:												
commuting not possible:												
yes	9	10	59	9	13	6	52	61	35	27	12	33
no	91	90	27	91	87	90	29	33	66	40	84	61
no reply	0	0	13	0	0	4	19	6	0	33	4	7
do not want to move abroad:												
yes	78	86	83	61	49	82	74	61	27	51	55	68
no	22	14	12	39	51	14	21	32	73	31	41	28
no reply	0	0	5	0	0	4	5	7	0	19	4	4
language barriers:												
yes	11	4	70	10	11	5	38	48	2	44	12	32
no	89	96	20	90	90	90	39	43	98	28	84	62
no reply	0	0	10	0	0	4	23	9	0	28	4	6
cultural barriers:												
yes	3	0	34	5	0	0	27	35	1	37	3	16
no	97	100	53	95	100	96	48	55	99	33	93	77
no reply	0	0	13	0	0	4	25	10	0	31	4	7
low income and career prospects:												
yes	2	0	36	1	1	0	14	31	3	21	0	15
no	98	100	49	99	99	96	50	55	97	41	96	76
no reply	0	0	15	0	0	4	35	14	0	38	4	9
others:												
yes	12	0	14	13	12	8	21	41	44	12	24	20
no	88	100	0	87	88	88	37	43	56	20	72	52
no reply	0	0	86	0	0	4	42	16	0	68	4	27

Table 29d**Employment in EC countries (up to 30 years old)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
Employment in other EC Member State:												
yes	9	12	2	4	7	3	19	2	1	8	5	4
no	90	85	98	96	87	95	81	97	91	89	92	94
no reply	1	3	0	0	6	2	0	1	8	2	3	2
Willingness to work in other EC Member State:												
yes	43	71	39	36	53	58	58	58	60	65	67	54
no	54	27	61	64	30	40	40	36	41	34	27	42
no reply	4	1	0	0	17	2	2	6	0	1	6	4
Reasons for not working in other EC Member State:												
commuting not possible:												
yes	7	8	53	9	8	4	40	46	22	23	11	27
no	93	92	33	91	92	96	33	46	78	35	83	66
no reply	0	0	14	0	0	0	26	8	0	42	6	7
do not want to move abroad:												
yes	78	90	80	57	53	82	76	57	44	47	66	69
no	22	10	16	43	47	18	21	37	56	27	28	27
no reply	0	0	4	0	0	0	2	6	0	27	6	4
language barriers:												
yes	10	0	70	14	11	17	31	36	3	25	12	31
no	90	100	21	86	89	83	48	57	97	35	82	63
no reply	0	0	9	0	0	0	21	7	0	40	6	5
cultural barriers:												
yes	8	2	36	3	1	1	21	28	3	18	0	15
no	92	98	52	97	99	99	50	64	97	42	94	79
no reply	0	0	12	0	0	0	29	8	0	40	6	6
low income and career prospects:												
yes	8	0	40	1	2	3	10	24	6	20	1	16
no	93	100	46	99	98	98	60	67	94	38	93	77
no reply	0	0	14	0	0	0	31	9	0	42	6	7
others:												
yes	8	0	11	13	7	7	12	40	34	12	11	16
no	92	100	0	87	94	94	50	49	66	23	83	58
no reply	0	0	89	0	0	0	38	11	0	65	6	27

Table 29e**Employment in EC countries (aged between 30 and 49)**

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
Employment in other EC Member State:												
yes	9	8	2	7	8	8	18	4	2	13	8	6
no	91	89	98	93	89	92	80	96	94	84	89	93
no reply	0	2	0	0	4	1	2	0	5	2	3	1
Willingness to work in other EC Member State:												
yes	32	49	27	33	47	50	34	56	42	57	56	45
no	65	51	73	67	41	50	61	41	57	42	38	52
no reply	4	1	0	0	13	1	5	3	1	1	6	3
Reasons for not working in other EC Member State:												
commuting not possible:												
yes	9	11	54	10	14	5	53	61	30	28	11	31
no	91	89	34	90	87	92	28	36	70	41	86	64
no reply	0	0	12	0	0	4	19	3	1	32	3	5
do not want to move abroad:												
yes	72	82	83	64	46	84	73	60	24	42	57	68
no	28	18	13	36	54	12	21	37	75	33	40	29
no reply	0	0	4	0	0	4	7	3	1	25	3	3
language barriers:												
yes	10	4	69	8	9	6	40	46	6	46	16	32
no	90	96	22	92	91	90	34	48	93	23	81	63
no reply	0	0	10	0	0	4	26	6	1	30	3	5
cultural barriers:												
yes	3	1	36	5	1	3	26	30	2	36	5	17
no	97	99	51	95	99	94	46	63	97	29	92	77
no reply	0	0	13	0	0	4	28	7	1	35	3	6
low income and career prospects:												
yes	6	2	39	1	1	1	15	29	2	22	2	16
no	94	98	46	99	99	95	47	61	97	41	95	76
no reply	0	0	14	0	0	4	38	10	1	38	3	7
others:												
yes	15	0	14	10	15	6	21	29	46	16	25	18
no	85	100	0	90	85	91	34	57	54	20	72	55
no reply	0	0	86	0	0	4	46	14	1	64	3	27

Table 29f

Employment in EC countries (aged 49 upwards)

	B	DK	D	GR	E	F	IRL	I	NL	P	UK	EC 1994
Employment in other EC Member State:												
yes	6	9	4	9	11	0	40	7	3	11	3	5
no	93	89	96	91	85	98	59	92	93	86	90	93
no reply	1	2	0	0	5	2	1	1	4	3	7	2
Willingness to work in other EC Member State:												
yes	23	35	15	16	37	30	30	39	36	30	39	30
no	69	64	85	84	51	66	66	58	64	70	54	66
no reply	8	1	0	0	12	4	4	3	0	0	7	4
Reasons for not working in other EC Member State:												
commuting not possible:												
yes	7	6	59	13	5	4	58	58	23	37	14	31
no	93	94	27	87	96	82	23	35	75	27	84	61
no reply	0	0	14	0	0	14	19	7	2	37	2	8
do not want to move abroad:												
yes	61	88	86	55	41	75	79	58	36	59	45	64
no	39	12	10	45	59	11	13	35	61	16	53	30
no reply	0	0	4	0	0	14	8	7	2	25	2	6
language barriers:												
yes	10	5	76	12	11	6	46	47	5	45	5	32
no	90	95	17	88	89	80	33	43	93	22	93	61
no reply	0	0	7	0	0	14	21	10	2	33	2	7
cultural barriers:												
yes	0	0	42	2	5	3	29	40	0	41	2	20
no	100	100	46	98	95	83	48	50	98	25	96	72
no reply	0	0	13	0	0	14	23	10	2	35	2	9
low income and career prospects:												
yes	0	0	42	0	0	0	21	35	2	27	0	17
no	100	100	46	100	100	86	44	51	96	33	98	73
no reply	0	0	12	0	0	14	35	14	2	41	2	9
others:												
yes	21	0	16	16	25	6	29	50	46	12	44	27
no	79	100	0	84	75	80	31	34	52	20	54	45
no reply	0	0	84	0	0	14	40	16	2	67	2	28

List of contents of European Economy

- | | |
|--------------------|---|
| 1, November 1978 | — <i>Annual Economic Report 1978-79</i>
— <i>Annual Economic Review 1978-79</i> |
| 2, March 1979 | — <i>European Monetary System</i>
Texts of the European Council of 4 and
5 December 1978 |
| 3, July 1979 | — <i>Short-term economic trends and prospects</i>
— <i>The European Monetary System</i>
Commentary
Documents |
| 4, November 1979 | — <i>Annual Economic Report 1979-80</i>
— <i>Annual Economic Review 1979-80</i> |
| 5, March 1980 | — <i>Short-term economic trends and prospects</i>
— <i>Adaptation of working time</i> |
| 6, July 1980 | — <i>Short-term economic trends and prospects</i>
— <i>Borrowing and lending instruments looked at in the
context of the Community's financial instruments</i> |
| 7, November 1980 | — <i>Annual Economic Report 1980-81</i>
— <i>Annual Economic Review 1980-81</i> |
| 8, March 1981 | — <i>Economic trends and prospects</i>
— <i>The Community's borrowing and lending operations</i>
— <i>recent developments</i> |
| 9, July 1981 | — <i>Fifth medium-term economic policy programme</i>
— <i>The main medium-term issues: an analysis</i> |
| 10, November 1981 | — <i>Annual Economic Report 1981-82</i>
— <i>Annual Economic Review 1981-82</i> |
| 11, March 1982 | — <i>Economic trends and prospects</i>
— <i>Unit labour costs in manufacturing industry and in the
whole economy</i> |
| 12, July 1982 | — <i>Documents relating to the European Monetary
System</i> |
| 13, September 1982 | — <i>The borrowing and lending activities of the
Community in 1981</i> |
| 14, November 1982 | — <i>Annual Economic Report 1982-83</i>
— <i>Annual Economic Review 1982-83</i> |
| 15, March 1983 | — <i>Economic trends and prospects</i>
— <i>Budgetary systems and procedures</i>
— <i>Industrial labour costs</i>
— <i>Greek capital markets</i> |
| 16, July 1983 | — <i>Business investment and the tax and financial
environment</i>
— <i>Energy and the economy: a study of the main
relationships in the countries of the European
Community</i>
— <i>The foreign trade of the Community, the United
States and Japan</i> |

17, September 1983	— <i>The borrowing and lending activities of the Community in 1982</i>
18, November 1983	— <i>Annual Economic Report 1983-84</i> — <i>Annual Economic Review 1983-84</i>
19, March 1984	— <i>Economic trends and prospects</i> — <i>Industrial labour costs</i> — <i>Medium-term budget balance and the public debt</i> — <i>The issue of protectionism</i>
20, July 1984	— <i>Some aspects of industrial productive performance in the European Community: an appraisal</i> — <i>Profitability, relative factor prices and capital/labour substitution in the Community, the United States and Japan, 1960-83</i> — <i>Convergence and coordination of macroeconomic policies: some basic issues</i>
21, September 1984	— <i>Commission report to the Council and to Parliament on the borrowing and lending activities of the Community in 1983</i>
22, November 1984	— <i>Annual Economic Report 1984-85</i> — <i>Annual Economic Review 1984-85</i>
23, March 1985	— <i>Economic trends and prospects 1984-85</i>
24, July 1985	— <i>The borrowing and lending activities of the Community in 1984</i>
25, September 1985	— <i>Competitiveness of European industry: situation to date</i> — <i>The determinants of supply in industry in the Community</i> — <i>The development of market services in the European Community, the United States and Japan</i> — <i>Technical progress, structural change and employment</i>
26, November 1985	— <i>Annual Economic Report 1985-86</i> — <i>Annual Economic Review 1985-86</i>
27, March 1986	— <i>Employment problems: views of businessmen and the work-force</i> — <i>Compact — A prototype macroeconomic model of the European Community in the world economy</i>
28, May 1986	— <i>Commission report to the Council and to Parliament on the borrowing and lending activities of the Community in 1985</i>
29, July 1986	— <i>Annual Economic Review 1986-87</i>
30, November 1986	— <i>Annual Economic Report 1986-87</i>
31, March 1987	— <i>The determinants of investment</i> — <i>Estimation and simulation of international trade linkages in the Quest model</i>
32, May 1987	— <i>Commission report to the Council and to Parliament on the borrowing and lending activities of the Community in 1986</i>

33, July 1987	— <i>The economic outlook for 1988 and budgetary policy in the Member States</i>
	— <i>Economic trends in the Community and Member States</i>
34, November 1987	— <i>Annual Economic Report 1987-88</i>
35, March 1988	— <i>The economics of 1992</i>
36, May 1988	— <i>Creation of a European financial area</i>
37, July 1988	— <i>Commission report to the Council and to Parliament on the borrowing and lending activities of the Community in 1987</i>
38, November 1988	— <i>Annual Economic Report 1988-89</i>
39, March 1989	— <i>International trade of the European Community</i>
40, May 1989	— <i>Horizontal mergers and competition policy in the European Community</i>
41, July 1989	— <i>The borrowing and lending activities of the Community in 1988</i>
	— <i>Economic convergence in the Community: a greater effort is needed</i>
42, November 1989	— <i>Annual Economic Report 1989-90</i>
43, March 1990	— <i>Economic transformation in Hungary and Poland</i>
44, October 1990	— <i>One market, one money</i>
45, December 1990	— <i>Stabilization, liberalization and devolution</i>
46, December 1990	— <i>Annual Economic Report 1990-91</i>
47, March 1991	— <i>Developments on the labour market in the Community</i>
	— <i>Quest — A macroeconomic model for the countries of the European Community as part of the world economy</i>
48, September 1991	— <i>Fair competition in the internal market: Community State aid policy</i>
	— <i>The ecu and its role in the process towards monetary union</i>
49, 1993	— <i>Reform issues in the former Soviet Union</i>
50, December 1991	— <i>Annual Economic Report 1991-92</i>
51, May 1992	— <i>The climate challenge: Economic aspects of the Community's strategy for limiting CO₂ emissions</i>
52, 1993	— <i>The European Community as a world trade partner</i>
53, 1993	— <i>Stable money — sound finances: Community public finance in the perspective of EMU</i>
54, 1993	— <i>Annual Economic Report for 1993</i>
55, 1993	— <i>Broad economic policy guidelines and convergence report</i>
56, 1994	— <i>Annual Economic Report for 1994</i>
57, 1994	— <i>Competition and integration — Community merger control policy</i>
58, 1994	— <i>1994 Broad economic policy guidelines — Report on the implementation of macro-financial assistance to third countries</i>
59, 1995	— <i>Annual Economic Report for 1995</i>

Special editions

- | | |
|-------------------------|--|
| Special issue 1979 | — <i>Changes in industrial structure in the European economies since the oil crisis 1973-78</i> |
| | — <i>Europe — its capacity to change in question!</i> |
| Special edition 1990 | — <i>The impact of the internal market by industrial sector: the challenge for the Member States</i> |
| Special edition No 1/91 | — <i>The economics of EMU</i> |
| Special edition No 2/91 | — <i>The path of reform in Central and Eastern Europe</i> |
| Special edition No 1/92 | — <i>The economics of limiting CO₂ emissions</i> |

Reports and studies

- | | |
|--------|--|
| 1-1993 | — <i>The economic and financial situation in Italy</i> |
| 2-1993 | — <i>Shaping a market economy legal system</i> |
| 3-1993 | — <i>Market services and European integration: the challenges for the 1990s</i> |
| 4-1993 | — <i>The economic and financial situation in Belgium</i> |
| 5-1993 | — <i>The economics of Community public finance</i> |
| 6-1993 | — <i>The economic and financial situation in Denmark</i> |
| 1-1994 | — <i>Applying market principles to government borrowing — Growth and employment: the scope for a European initiative</i> |
| 2-1994 | — <i>The economic and financial situation in Germany</i> |
| 3-1994 | — <i>Towards greater fiscal discipline</i> |
| 4-1994 | — <i>EC agricultural policy for the 21st century</i> |
| 5-1994 | — <i>The economics of the common agricultural policy (CAP)</i> |
| 6-1994 | — <i>The economic interpenetration between the EU and Eastern Europe</i> |
| 7-1994 | — <i>The economic and financial situation in Spain</i> |
| 1-1995 | — <i>The economic and financial situation in the Netherlands (in preparation)</i> |
| 2-1995 | — <i>Report on the implementation of macro-financial assistance to the third countries in 1994 (in preparation)</i> |

ORDER FORM
for European Economy and Supplements

ORDER FORM

European Economy

ISSN 0379-0991

Number
of copies:

Price annual subscription (2 issues and 3 reports per year):
ECU 105

.....

European Economy + Supplements A and B

Price combined annual subscription:
ECU 155

.....

Name and address:

Date: Signature:

ORDER FORM

Supplements to 'European Economy'.

Number
of copies:

Series A — **Recent economic trends**
Price annual subscription (11 issues per year):
ECU 43

.....

Series B — **Economic prospects — business survey
results**

Price annual subscription (11 issues per year):
ECU 43

.....

Price both supplements:
ECU 82

.....

Name and address:

Date: Signature:

ORDER FORM

European Economy

ISSN 0379-0991

Number
of copies:

Price annual subscription (2 issues and 3 reports per year):
ECU 105

.....

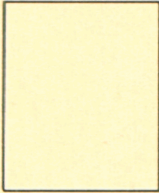
European Economy + Supplements A and B

Price combined annual subscription:
ECU 155

.....

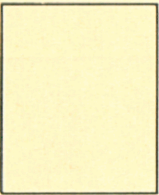
Name and address:

Date: Signature:



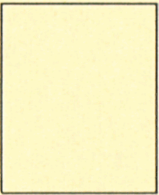
Office des
publications officielles
des Communautés européennes

L-2985 **Luxembourg**



Office des
publications officielles
des Communautés européennes

L-2985 **Luxembourg**



Office des
publications officielles
des Communautés européennes

L-2985 **Luxembourg**

BELGIQUE / BELGIË

**Moniteur belge/
Belgisch Staatsblad**
Rue de Louvain 42/Leuvenseweg 42
B-1000 Bruxelles/B-1000 Brussel
Tél. (02) 512 00 26
Fax (02) 511 01 84

Jean De Lannoy
Avenue du Roi 202/Koningslaan 202
B-1060 Bruxelles/B-1060 Brussel
Tél. (02) 538 51 69
Fax (02) 538 08 41

Autres distributeurs/
Overige verkooppunten:

**Librairie européenne/
Europese boekhandel**
Rue de la Loi 244/Wetstraat 244
B-1040 Bruxelles/B-1040 Brussel
Tél. (02) 231 04 35
Fax (02) 735 08 60

Document delivery:

Credoc
Rue de la Montagne 34/Bergstraat 34
Boîte 11/Bus 11
B-1000 Bruxelles/B-1000 Brussel
Tél. (02) 511 69 41
Fax (02) 513 31 95

DANMARK

J. H. Schultz Information A/S
Herstedvang 10-12
DK-2620 Albertslund
Tlf. 43 63 23 00
Fax (Sales) 43 63 19 69
Fax (Management) 43 63 19 49

DEUTSCHLAND

Bundesanzeiger Verlag
Postfach 10 05 34
D-50445 Köln
Tel. (02 21) 20 29-0
Fax (02 21) 2 02 92 78

GREECE/ΕΛΛΑΔΑ

G.C. Eleftheroudakis SA
International Bookstore
Nikis Street 4
GR-10563 Athens
Tel. (01) 322 63 23
Fax 323 98 21

ESPAÑA

Mundi-Prensa Libros, SA
Castelló, 37
E-28001 Madrid
Tel. (91) 431 33 99 (Libros)
431 32 22 (Suscripciones)
435 36 37 (Dirección)
Fax (91) 575 39 90

Boletín Oficial del Estado
Trafalgar, 27-29
E-28071 Madrid
Tel. (91) 538 22 95
Fax (91) 538 23 49

Sucursal:

Librería Internacional AEDOS
Consejo de Ciento, 391
E-08009 Barcelona
Tel. (93) 488 34 92
Fax (93) 487 76 59

**Librería de la Generalitat
de Catalunya**
Rambla dels Estudis, 118 (Palau Moja)
E-08002 Barcelona
Tel. (93) 302 68 35
Tel. (93) 302 64 62
Fax (93) 302 12 99

FRANCE

**Journal officiel
Service des publications
des Communautés européennes**
26, rue Desaix
F-75727 Paris Cedex 15
Tél. (1) 40 58 77 01/31
Fax (1) 40 58 77 00

IRELAND

Government Supplies Agency
4-5 Harcourt Road
Dublin 2
Tel. (1) 66 13 111
Fax (1) 47 52 760

ITALIA

Licosa SpA
Via Duca di Calabria 1/1
Casella postale 552
I-50125 Firenze
Tel. (055) 64 54 15
Fax 64 12 57

GRAND-DUCHÉ DE LUXEMBOURG

Messageries du livre
5, rue Raiffeisen
L-2411 Luxembourg
Tél. 40 10 20
Fax 49 06 61

NEDERLAND

SDU Servicecentrum Uitgeverijen
Postbus 20014
2500 EA 's-Gravenhage
Tel. (070) 37 89 880
Fax (070) 37 89 783

ÖSTERREICH

**Manz'sche Verlags-
und Universitätsbuchhandlung**
Kohlmarkt 16
A-1014 Wien
Tel. (1) 531 610
Fax (1) 531 61-181

Document delivery:

Wirtschaftskammer
Wiedner Hauptstraße
A-1045 Wien
Tel. (0222) 50105-4356
Fax (0222) 50206-297

PORTUGAL

Imprensa Nacional — Casa da Moeda, EP
Rua Marquês Sá da Bandeira, 16-A
P-1099 Lisboa Codex
Tel. (01) 353 03 99
Fax (01) 353 02 94/384 01 32

**Distribuidora de Livros
Bertrand, Ld.ª**

Grupo Bertrand, SA
Rua das Terras dos Vales, 4-A
Apartado 37
P-2700 Amadora Codex
Tel. (01) 49 59 050
Fax 49 60 255

SUOMI/FINLAND

Akateeminen Kirjakauppa
Akademiska Bokhandeln
Pohjoisesplanadi 39 / Norra esplanaden 39
PL / PB 128
FIN-00101 Helsinki / Helsingfors
Tel. (90) 121 4322
Fax (90) 121 44 35

SVERIGE

BTJ AB

Traktorvägen 11
Box 200
S-221 00 Lund
Tel. (046) 18 00 00
Fax (046) 18 01 25

UNITED KINGDOM

HMSO Books (Agency section)
HMSO Publications Centre
51 Nine Elms Lane
London SW8 5DR
Tel. (0171) 873 9090
Fax (0171) 873 8463

ICELAND

**BOKABUD
LARUSAR BLÖNDAL**
Skólavörðustíg, 2
IS-101 Reykjavík
Tel. 551 56 50
Fax 552 55 60

NORGE

NIC Info a/s
Boks 6512 Etterstad
0606 Oslo
Tel. (22) 57 33 34
Fax (22) 68 19 01

SCHWEIZ/SUISSE/SVIZZERA

OSEC
Stampfenbachstraße 85
CH-8035 Zürich
Tel. (01) 365 54 49
Fax (01) 365 54 11

BĂLGARIJA

Europress Klassica BK Ltd
66, bd Vitosha
BG-1463 Sofia
Tel./Fax (2) 52 74 75

ČESKÁ REPUBLIKA

NIS ČR
Havelská 22
CZ-130 00 Praha 3
Tel./Fax (2) 24 22 94 33

HRVATSKA

Mediatrade
P. Hatza 1
HR-4100 Zagreb
Tel./Fax (041) 43 03 92

MAGYARORSZÁG

Euro-Info-Service
Európá Ház
Margitsziget
H-1138 Budapest
Tel./Fax (1) 111 60 61, (1) 111 62 16

POLSKA

Business Foundation
ul. Krucza 38/42
PL-00-512 Warszawa
Tel. (2) 621 99 93, 628 28 82
International Fax&Phone (0-39) 12 00 77

ROMÂNIA

Euromedia
65, Strada Dionisie Lupu
RO-70184 Bucuresti
Tel./Fax 1-31 29 646

RUSSIA

CCEC
9,60-Ietiya Oktyabrya Avenue
117312 Moscow
Tel./Fax (095) 135 52 27

SLOVAKIA

**Slovak Technical
Library**
Nám. slobody 19
SLO-812 23 Bratislava 1
Tel. (7) 52 204 52
Fax (7) 52 957 85

CYPRUS

**Cyprus Chamber of Commerce
and Industry**
Chamber Building
38 Grivas Dhigenis Ave
3 Deligiorgis Street
PO Box 1455
Nicosia
Tel. (2) 44 95 00, 46 23 12
Fax (2) 36 10 44

MALTA

Miller Distributors Ltd
PO Box 25
Malta International Airport LQA 05 Malta
Tel. 66 44 88
Fax 67 67 99

TÜRKIYE

Pres AS
Dünya Infotel
TR-80050 Tünel-Istanbul
Tel. (1) 251 91 90/251 96 96
Fax (1) 251 91 97

ISRAEL

Roy International
17, Shimon Hatarssi Street
P.O.B. 13056
61130 Tel Aviv
Tel. (3) 546 14 23
Fax (3) 546 14 42

Sub-agent for the Palestinian Authority:

INDEX Information Services
PO Box 19502
Jerusalem
Tel. (2) 27 16 34
Fax (2) 27 12 19

EGYPT/ MIDDLE EAST

Middle East Observer
41 Sherif St.
Cairo
Tel/Fax (2) 393 97 32

UNITED STATES OF AMERICA/ CANADA

UNIPUB
4611-F Assembly Drive
Lanham, MD 20706-4391
Tel. Toll Free (800) 274 48 88
Fax (301) 459 00 56

CANADA

Subscriptions only
Uniquement abonnements

Renouf Publishing Co. Ltd
1294 Algoma Road
Ottawa, Ontario K1B 3W8
Tel. (613) 741 43 33
Fax (613) 741 54 39

AUSTRALIA

Hunter Publications
58A Gipps Street
Collingwood
Victoria 3066
Tel. (3) 9417 53 61
Fax (3) 9419 71 54

JAPAN

Procurement Services Int. (PSI-Japan)
Kyoku Dome Postal Code 102
Tokyo Kojimachi Post Office
Tel. (03) 32 34 69 21
Fax (03) 32 34 69 15

Sub-agent:

**Kinokuniya Company Ltd
Journal Department**
PO Box 55 Chitose
Tokyo 156
Tel. (03) 34 39-0124

SOUTH and EAST ASIA

Legal Library Services Ltd
Orchard
PO Box 0523
Singapore 9123
Tel. 243 24 98
Fax 243 24 79

SOUTH AFRICA

Safto
5th Floor, Export House
Cnr Maude & West Streets
Sandton 2146
Tel. (011) 883-3737
Fax (011) 883-6569

ANDERE LÄNDER OTHER COUNTRIES AUTRES PAYS

**Office des publications officielles
des Communautés européennes**
2, rue Mercier
L-2985 Luxembourg
Tél. 29 29-1
Télex PUBOF LU 1324 b
Fax 48 85 73, 48 68 17

Price (excluding VAT) in Luxembourg: ECU 30

European Economy (2 issues and 3 reports per year)

ECU 105

The annual subscription runs from 1 January to 31 December of each year

Supplements

Series A — 'Economic trends'
(11 issues per year)

ECU 43

Prices for single copies may be obtained from the sales offices

Series B — 'Business and consumer survey results'
(11 issues per year)

ECU 43

Both supplements

ECU 82

These are surface mail rates; for air subscription rates please apply to the sales offices

Combined subscription — *European Economy* and supplements

ECU 155



OFFICE FOR OFFICIAL PUBLICATIONS
OF THE EUROPEAN COMMUNITIES

L-2985 Luxembourg

ISBN 92-827-5238-0



9 789282 752388 >