

# EUROBAROMETER 2003.5

## PUBLIC OPINION IN THE CANDIDATE COUNTRIES

Fieldwork: November-December 2003

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## DG EMPLOYMENT AND SOCIAL AFFAIRS

## FULL REPORT

This survey was requested by the Directorate General Education and Culture and coordinated by the Directorate General Press and Communication

This document does not represent the point of view of the European Commission.  
The interpretations and opinions contained in it are solely those of the authors.

## Introduction

The Candidate Countries Eurobarometer (CC-EB) gathers information from the societies that are to become members of the European Union in a way that is fully comparable with the Standard Eurobarometer. The CC-EB continuously tracks support for EU membership in each country, and records attitudes related to European issues.

This report covers the results of the wave of survey conducted in November-December 2003, in the 13 candidate countries: Bulgaria, Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia and Turkey.

An identical set of questions was asked of representative samples of the population aged 15 years and older in each candidate country. The sample size in Candidate Countries Eurobarometer surveys is at least 1000 people per country, except for Cyprus and Malta, in which the sample size is 500 respondents each. The achieved sample sizes of the 2003.5 wave are:

Bulgaria	1000	Latvia	1005	Slovakia	1000
Cyprus	500	Lithuania	1017	Slovenia	1003
Czech Rep	1000	Malta	500	Turkey	1000
Estonia	1000	Poland	1000		
Hungary	1015	Romania	1042	Total	12082

The survey is carried out by national institutes associated with and coordinated by The Gallup Organization, Hungary, in each of the 13 candidate countries. This network of institutes was selected by tender. All institutes are members of the "European Society for Opinion and Marketing Research" (ESOMAR) or comply with its standards.

The figures shown in this report are weighted by sex, age, region, community size, education level and marital status. The figures given for the ten new member state States (NMS-10) and the candidate countries (CC-3) separately and are weighted on the basis of the adult population in each country.

Due to the rounding of figures in certain cases, the total percentage in a table does not always add exactly to 100%, but to a number very close to it (e.g., 99% or 101%). When questions allow for several responses, percentages often add to more than 100%. Percentages shown in the graphics may display a difference of one percentage point in comparison to the tables because of the way previously rounded percentages are added.

### Types of surveys in the EU-15robarometer series

The European Commission (Directorate-General Press and Communication) organizes general public opinion, specific target group, as well as qualitative (group discussion, in-depth interview) surveys in all member states and, occasionally, in third countries. There are four different types of polls available:

- Traditional standard Eurobarometer surveys with reports published twice a year
- Telephone Flash EB, also used for special target group surveys (e.g., Top Decision Makers)
- Qualitative research ("focus groups"; in-depth interviews)
- Candidate Countries Eurobarometer

The face-to-face general public standard Eurobarometer surveys and the EB Applicant Countries surveys, the telephone Flash EB polls and qualitative research serve primarily to carry out surveys for the different Directorates General and comparable special services of the Commission on their behalf and on their account.

**The Eurobarometer Web site address is:**  
**[http://europa.eu.int/comm/public\\_opinion](http://europa.eu.int/comm/public_opinion)**

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This Candidate Eurobarometer has investigated how working citizens use their time. The survey also asked questions about their affinity to adult education, their working condition, and their attitudes related to retirement. The survey mapped not only current time use habits, but gathered opinions about the importance of certain activities, satisfaction with spare time and working activities, and plans for the future. During this study we examined various aspects of life satisfaction among both new member states and candidate countries citizens, comparing them with the citizens of the current EU member countries.

## 1. Characteristics of working citizens

Our survey focused on those citizens who are *in paid work*. Most questions investigated their opinions, attitudes and projected behaviours with respect to their time use patterns. Before going into detail on our main subject, we briefly introduce the differences in the composition of the active population in each acceding and candidate country. Learning some of these national characteristics will be enlightening when analyzing the results we have received. This Chapter will profile the characteristics of those economically active in the candidate region, as reflected in this survey.

Please note that the findings below do not necessarily match with the characteristics of working people as they appear in official statistics, as the method, the aim, and the extent of the data gathering was different, serving more the purpose of understanding the underlying dynamics and attitudes regarding time use and other social indicators, instead of actually mapping the socio-demographic characteristics of working people as such.

On average in the candidate region, among those who are in paid work, we find about twice as many men as women (66% vs. 34%). In the CC-3 countries the workforce is composed of 74% men and 26% women, while on the NMS-10 level the picture is much more balanced; among labourers we find 56% males and 44% females. (see *TABLE 1* on the next page)

In this sense, the most emancipated country is Estonia, where actually slightly more women are in paid work than men (men: 49%, women: 51%) and Latvia, where we find an exact parity between genders (50-50%). The labour market is close to parity in Slovenia as well, where 49% of all citizens in paid work are women. On the contrary, in Malta 74%, and in Turkey 84% of the respondents in paid work were men.

An analysis of age groups shows that on average the majority of the respondents in paid work are 25 to 39 years old (candidate region average: 43%) and somewhat more than one-third of the workers are 40 to 54 years old (CC-13: 36%). Naturally, these two age groups constitute the bulk of the working population everywhere.

Compared to this average, in the accession countries a significantly higher proportion of workers belong to the older age group (43%), and two percentage points fewer belong to the 25-39 years group (41%). It is noteworthy that in the new member states there are many fewer workers among the youngest age group (15 to 24 years olds, 9%) than in the candidate countries (19%). That does not only indicate an older society among the accession countries than in the CC-3 group, but it also shows a clear connection with the different levels of involvement in more advanced education. (We will see in Part II of this report that CC-3 citizens feel a certain lack of education that they are open to fill in as adults).

From this point of view it is remarkable that the highest proportion of 15-24 years old workers is found in Malta (17%) and in Turkey (22%), but the lowest (7%) in Lithuania, Poland and Slovenia. Estonia has the greatest number of people in paid work over the age of 55 (13% compared to 7% of the NMS-10 average).

Overall the majority of the candidate regions' workers finished their studies aged between 16 and 19 (44%), while in the new member states this education level has the absolute majority (55%). The most employees of the CC-3 states (45%) stopped full-time education even earlier, before they were 16 years old.

We find the most employees with the highest education level (completed full time studies at age of 20 or above) in the accession countries (38% compared to 20% in the CC-3 states), especially in Lithuania (54%) Poland (47%) and Estonia (43%).

Table 1. Socio-demographic characteristics of economically active citizens in the countries of the candidate region (in %)																
	CC-13	CC-3	NMS-10	BULGARIA	CYPRUS	CZECH REP	ESTONIA	HUNGARY	LATVIA	LITHUANIA	MALTA	POLAND	ROMANIA	SLOVAKIA	SLOVENIA	TURKEY
Male	66	74	56	53	58	55	49	55	50	52	74	60	57	52	51	84
Female	34	26	44	47	42	45	51	45	50	48	26	40	43	48	49	16
15-24 years old	14	19	9	10	12	9	8	12	13	7	17	7	14	8	7	22
25-39 years old	43	45	41	39	42	38	42	38	41	42	41	44	46	39	47	46
40-54 years old	36	30	43	40	36	43	38	44	37	42	35	44	35	46	42	27
55+ years old	6	6	7	11	11	10	13	7	10	9	7	5	5	7	4	5
Terminal education age - up to 15 years	27	45	7	8	25	5	4	16	3	3	24	5	10	6	11	62
Terminal education age - Finished schools 16-19 years	44	33	55	60	41	65	53	57	62	41	60	48	62	74	56	20
Terminal education age - Finished schools 20+ years	29	20	38	32	33	29	43	27	36	54	16	47	26	20	31	16
Terminal education age - Still studying	1	1	0	0	2	1	0	0	0	1	0	0	1	0	2	1
Self-employed	29	38	20	12	18	18	8	17	12	11	13	26	12	13	10	51
Managers	15	11	20	19	14	21	26	14	16	26	18	20	13	24	25	9
Other white collars	15	11	19	18	30	26	18	20	21	19	19	15	14	15	27	9
Manual workers	41	40	41	52	38	35	49	49	51	44	50	38	60	48	38	31
Locality - rural area or village	37	42	32	17	31	32	27	29	27	23	58	32	34	42	38	47
Locality - small or middle sized town	31	24	39	25	44	41	31	35	31	37	28	39	34	44	47	21
Locality - large town	32	34	30	57	24	27	42	36	42	40	14	29	32	14	14	32
Working sector - National or local governments	10	9	11	7	21	2	24	12	23	5	25	11	12	25	4	8
Working sector - State owned company/organisation	27	25	29	37	12	29	11	21	18	39	13	36	21	16	44	24
Working sector - A private company/organisation, another business	56	54	56	54	67	65	63	64	57	53	58	51	53	57	48	55
Working sector - Other	2	3	2	2	0	2	1	3	2	1	2	1	9	2	2	0
Working sector - Don't know / No answer	5	9	1	0	0	2	1	1	0	2	2	1	5	0	2	13
Employee status - Employed, on a permanent basis	74	71	76	75	81	77	77	79	74	72	89	74	80	82	86	65
Employee status - Employed, on a fixed term contract	17	15	20	18	13	19	17	17	19	23	6	22	8	17	11	18
Employee status - Employed, on a temporary employment agency contract	2	3	1	4	3	2	4	1	4	1	2	1	3	1	1	3
Employee status - On apprenticeship or other training scheme	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	1
Employee status - Other	3	6	1	1	2	1	1	2	1	1	2	0	3	0	1	10
Employee status - Don't know / No answer	3	4	2	2	0	1	1	1	0	3	0	3	6	0	1	4
PEOPLE IN PAID WORK TOTAL	39	37	41	37	53	52	51	45	49	46	34	36	35	43	43	38

## The majority of workers are employed by private enterprises, but the state holds more weight as an employer in the candidate region than in the EU-15

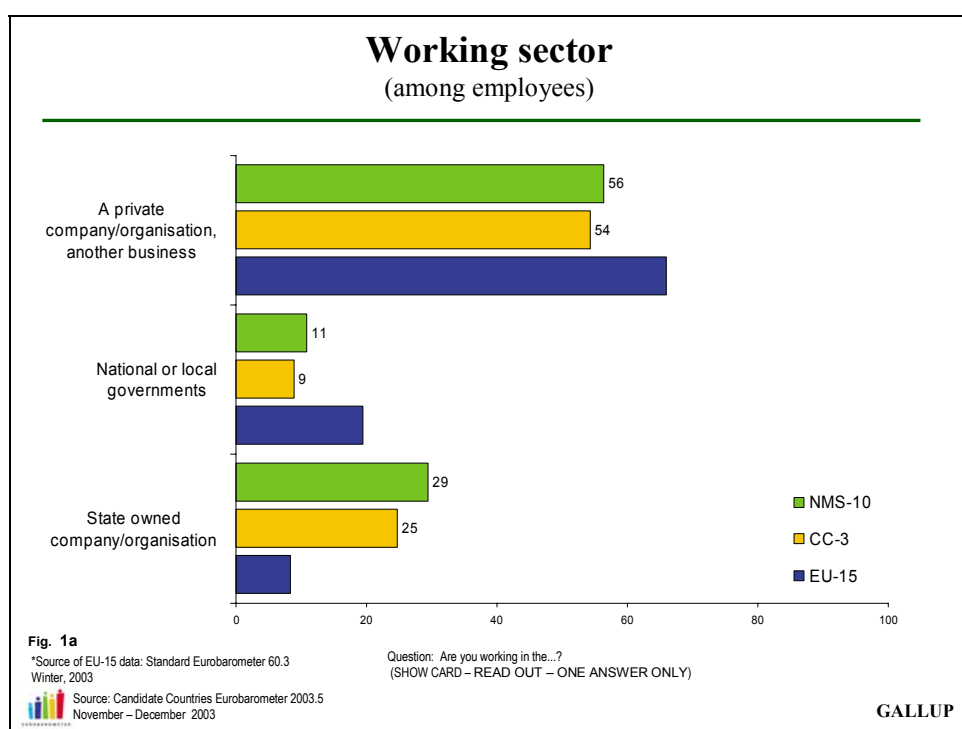
More than half of the employees in the accession countries (56%) are working for a private company or organisation, while 54% do so in the CC-3 countries. The relative weight of the private sector in employment is significantly higher in the EU-15 countries, where two third of the workforce is employed by private businesses (66%).

In the NMS-10 and CC-3 countries state-run enterprises are the second most significant employers, with 29% and 25%, respectively, of the workers being employed by this sector. In the previous member states public administration is a much more important employer (20%) than state-run businesses (8%).

Country by country analyses show that the relative weight of the private sector is greatest in Cyprus (67%). The weight of state owned business is least in Estonia (11%), Cyprus (12%) and Malta (13%). (see ANNEX TABLE 1.1a)

There is also a generational gap: 73% of the 15-24 years old respondents work in the private sphere, while only the minority of those belonging to the 55+ group works for private businesses (45%). (ANNEX TABLE 1.1b)

More males than females work for private companies or organisations and at the same time twice as many women (14%) than men (7%) work in public administration. The 45-54 years olds are over represented in this sector (13%).



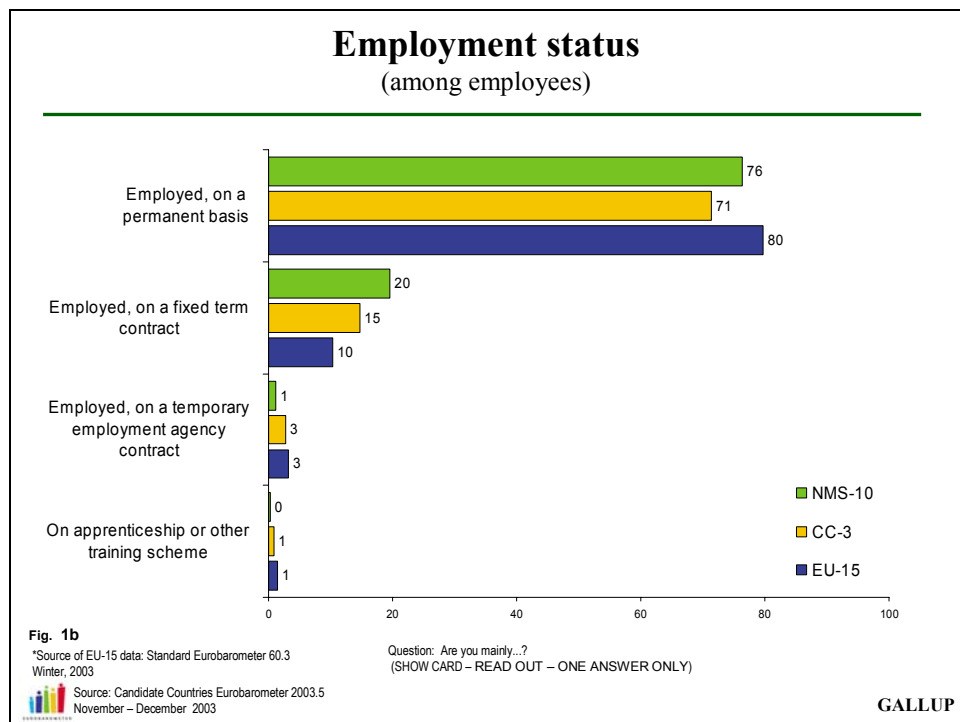
## Employment status: in the EU-15 more workers have a permanent contract

The vast majority of employees are employed on a permanent basis, 76% of the accession countries, 71% of the CC-3 group, and 80% of the EU-15 countries.

Employment based on fixed term contracts is more widespread in the new member states; twice as many (20%) compared to the EU-15 average (10%) are employed on such basis. Temporary employment status is rather rare; very few people are working in such an arrangement.

Permanent employment is most widespread in Malta, with 89% of those in paid work being employed on a permanent basis. In this ranking Slovenes (86%) and Cypriots (81%) come second and third. Permanent employment is the least frequent in Turkey and in Lithuania (65%, 72% respectively). (ANNEX TABLE 1.2a)

76% of females are employed on a permanent basis, which is 3 percentage points more than among males. Having a look at the age category, we see that elder respondents are mainly employed on a permanent basis (81%, 80% respectively) while younger respondents are less likely to have a job on such a solid foundation (63%, 71% respectively). Instead, 24% of the 15-24 year olds are employed on a fixed term contract, while only 12% among the 40-54 years olds have such a deal with their employer. Many more managers than manual workers are employed on a permanent basis (85% versus 69%). (ANNEX TABLE 1.2b)





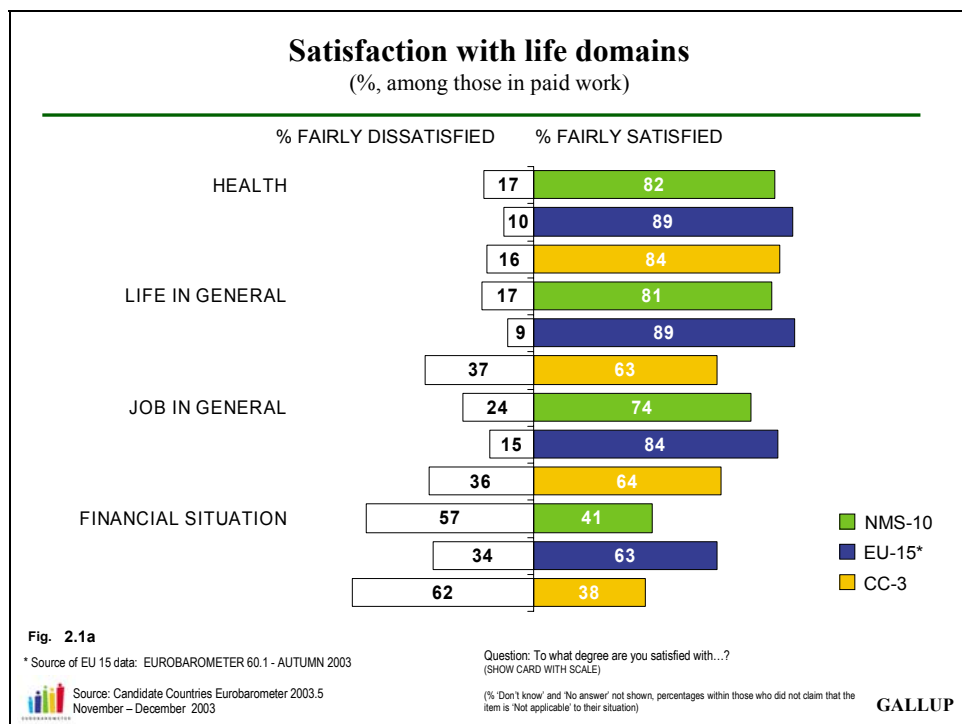
## I. Time use

## 2. Satisfaction with life domains and general availability of time for different activities

In general, we have found that the working population of previous member countries is in all aspects more satisfied than that of the new member state countries, or countries that will remain candidates after the 2004 enlargement. The new member states and the candidate countries are both less satisfied with the four life domains measured here than the previous EU members. Only in some family-related aspects of time use are working citizens in the CC-13 region comparably satisfied with current members, as will be shown below.

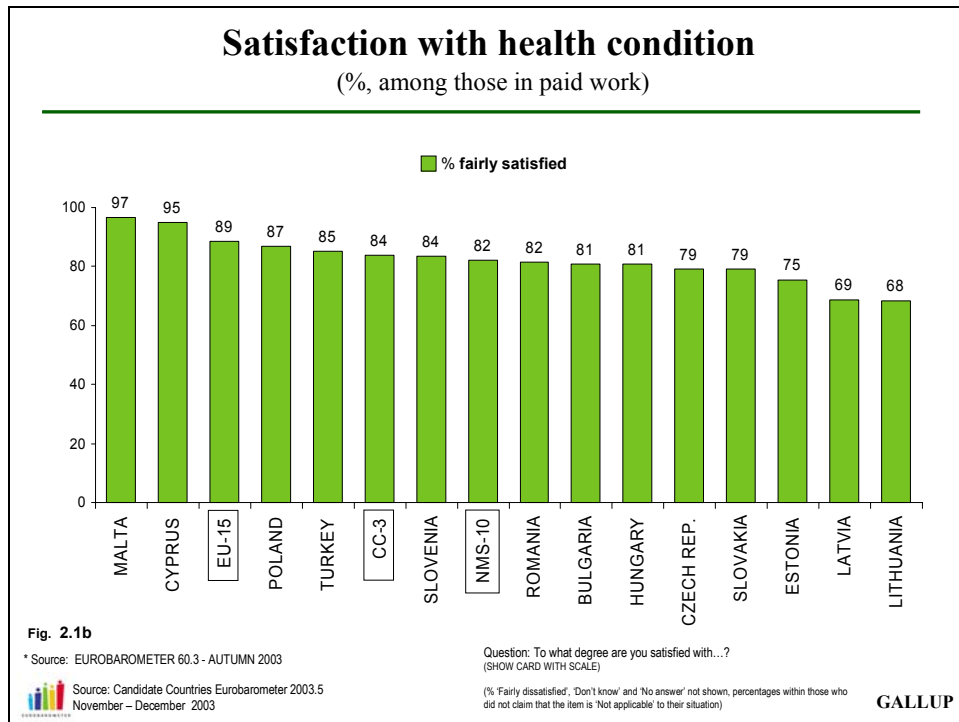
### 2.1 Satisfaction with major life domains

Those involved in paid work both in the new member states and candidate group are fairly satisfied with their health. At the same time, within both country-groups one's financial situation tends to be the source of the greatest dissatisfaction. Job satisfaction and life satisfaction are clearly greater in the acceding group than in the three countries not included in the enlargement of 2004 May, but significantly lower than the EU-15 average.



Overall, the workers in Cyprus and Malta are the most satisfied, while those who live in the countries that will remain candidates after 2004 May, are generally quite dissatisfied. From among the accession countries the Baltic states stand out as those with the least satisfaction in these four major life domains, the picture is especially gloomy in Lithuania.

As mentioned above, both in the new member states and the candidate countries most working people are satisfied with their *health* (82% and 84%, respectively). (In the previous member states this proportion is higher by 7 and 5 percentage points, respectively; 89% of the working population is satisfied with their health.)

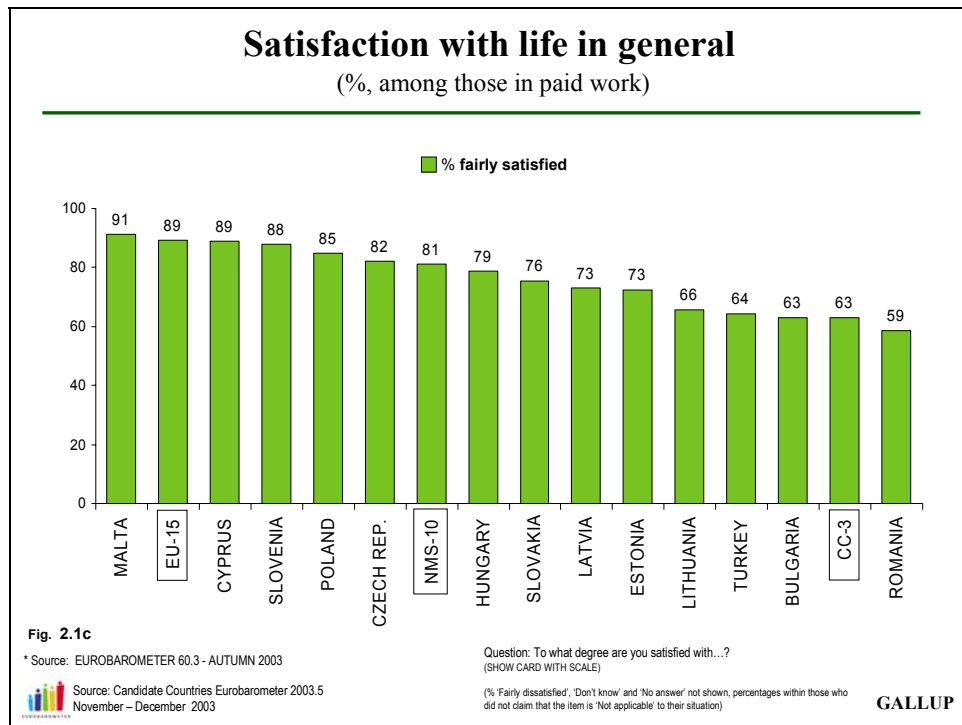


The workers of the two islands are fairly satisfied with their **health** status in rather extreme proportions (Malta 97%, Cyprus 95%).

The working citizens of the three countries not included in the first round of enlargement are, contrary to the pattern that we will see elsewhere, not at the end of the list at all: 85% in Turkey, 82% in Romania, and 81% of Bulgaria are fairly satisfied with their health. Thus, the average rate of satisfaction regarding health among this group of countries is 84%. The average among the new member states is somewhat lower, 82%, where – following the two island countries – the Poles (87%) and the Slovenes (84%) feel most content with their health. The least satisfied responses were recorded among the Baltic countries: three-fourths of the Estonians and just over two-thirds of both Latvians and Lithuanians are satisfied with their health. (For detailed country-by-country results refer to ANNEX TABLE 2.1a)

Women are less satisfied with the status of their health than men: more women claim dissatisfaction (19% against 15% among men), and less report satisfaction (80% against 85% among men). As one would suspect, health satisfaction decreases with age. While among those below 40 years of age the proportion of those fairly satisfied is at 88%, this rate drops among those between 40 and 54 (78%), and goes to 72% among those workers over 55 years of age. Managers are most (87%) and self-employed are the least satisfied (81%) with their health, but this gap is not as wide as one might suspect. (ANNEX TABLE 2.1b)

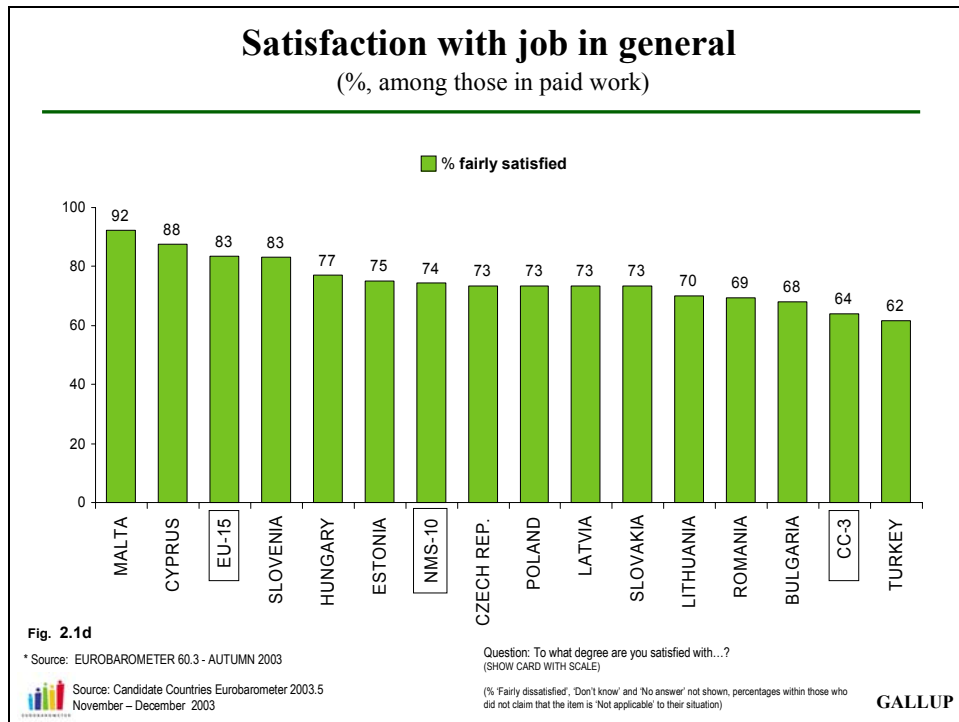
Satisfaction with **life in general** ranges from 89% among the workers in EU-15 countries to 63% of the population of the candidate countries that are not in the first round of enlargement. Eighty one percent of the workers in the accession countries are fairly satisfied with their life.



Those who feel most positive about life in general are once again the Maltese (91%), and Cypriots (89%). The least life satisfaction is found in the CC-3 countries: 64% of the Turkish, 63% of the Bulgarians, and 59% of the Romanians are satisfied with their lives in general. Among the new member states, the proportion of satisfied people is the smallest in Lithuania (66%).

Overall, 71% of men and 73% of women are satisfied with their life in general. With increased skill comes increased life satisfaction; only 61% of those with less than 15 years of education are generally satisfied with life, while 82% with 20 years of education are thus satisfied. Those still studying are the most satisfied with life in general (96%).

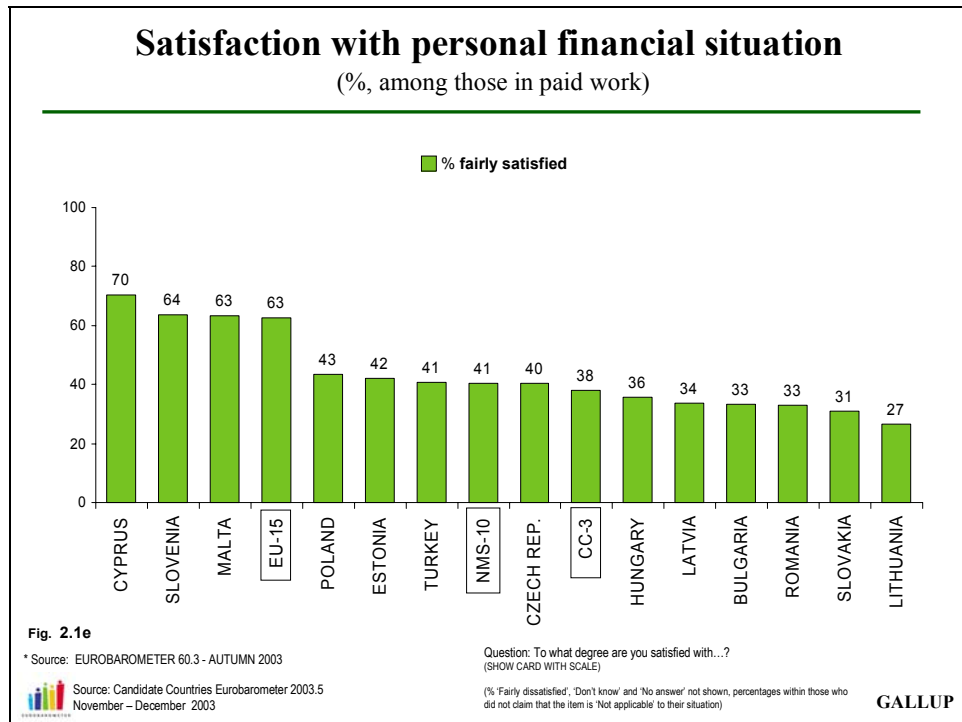
In the accession countries 74% of the working population are satisfied with their **jobs**. In the average of the three candidate countries, job satisfaction is lower (64%). The fifteen previous member countries population are satisfied with their jobs in a significantly higher proportion (83%) than the workers still outside of the Union.



Again, job-related happiness among the new members is the highest in the two Mediterranean islands; 92% of the Maltese and 88% of the Cypriots are fairly satisfied with their work. The list, again, ends with Romania (69%), Bulgaria (68%), and Turkey (62%). Among the new member states, the proportion of those satisfied with their job is the least in Lithuania (70%).

Socio-demographic analyses show surprisingly low variation in the age groups, but huge differences according to one's education and occupation. Only 56% of those who left school before 15 years of age are fairly satisfied with their job, while 78% of those who remained in school at least until 20 years of age are satisfied with their work. The gap between managers (82% fairly satisfied) and manual workers (66%) or the self-employed (63%) is even more striking.

As mentioned above, respondents are the least satisfied with their **financial situation** in all countries, including the previous EU member states. But dissatisfaction in this regard is especially high outside the European Union. While the majority, 63% of the population of the EU-15 countries are fairly satisfied with their financial situation and 34% are not, among the ten new member states 41% are satisfied with their disposable income and 57% are not. Among the three candidate countries just a little less, 38%, are satisfied in this regard, while 61% are not.



The accession countries are distinctly marked by two categories: the leaders are Cyprus (70%), Slovenia (64%), and Malta (63%). The next most satisfied accession country, Poland, falls a full 20 percentage points behind Malta, with only 43% reportedly satisfied with their earning conditions. The least satisfied in this aspect are the Romanians (33%), the Slovaks (31%), and again, the Lithuanians (27%).

When considering occupational groups, we obviously find that managers are the most satisfied with over half reporting satisfaction with their income conditions (52%). At the same time, only one third of physical labourers are satisfied with this aspect of life.

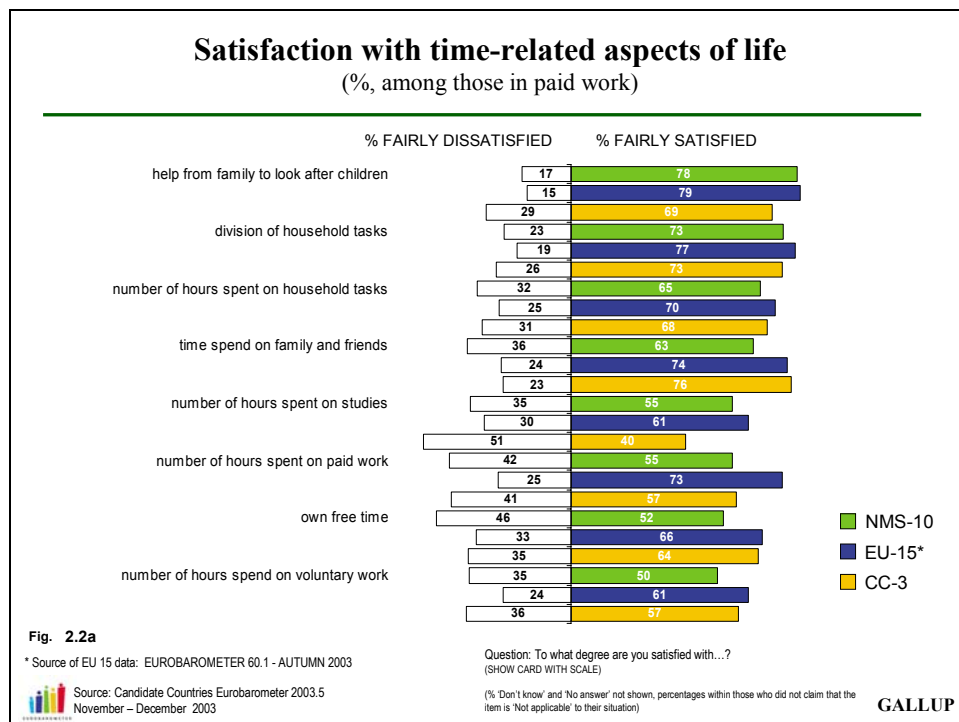
## 2.2 Satisfaction with availability of time

As regards time usage, we examined satisfaction in eight aspects. The level of satisfaction with time spent on, or available for, various activities varies among the three groups of countries.

In the acceding countries – just like in the EU-15 – working people are most satisfied with the help they receive from family and friends in looking after children (78% of those for whom this situation was applicable were fairly satisfied). They are almost as satisfied with how household work is divided in their family, although women are less enthusiastic.

About two thirds are satisfied with the time they spend on household tasks and with family and friends. In both respects, but especially the latter one, satisfaction in the fifteen previous member states is remarkably higher than among candidates.

Workers in the accession countries are somewhat less satisfied with how much time they can devote to studies (55%), the number of hours they spend on paid work (55% of those in paid work are fairly satisfied), their free time (52%), and finally, only 50% are satisfied with the time they spend on voluntary work.

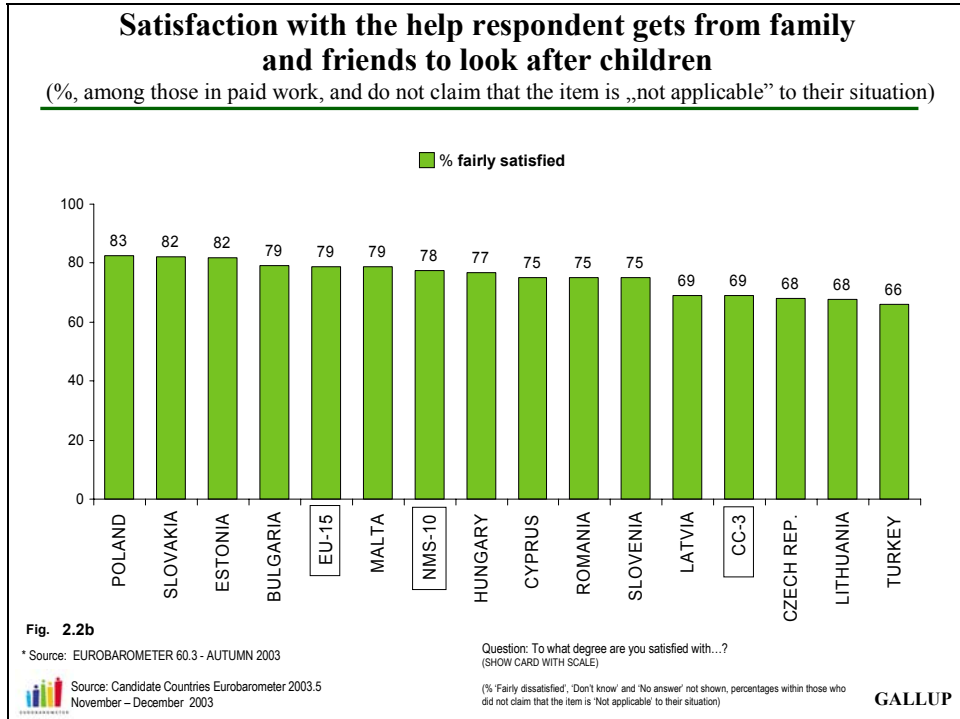


The citizens of the new member state states are less satisfied than the citizens of the current members basically in all aspects. The most significant differences are experienced in the following three aspects: the number of hours they spend on paid work (a negative difference of 18 percentage points between new and old member states, and indeed, Chapter 3.1 uncovers a marked difference in how much time people spend in paid work in the two parts of Europe), their own free time (-14), the amount of time they spend with family and friends and the number of hours they spend on voluntary work (in both cases -11 percentage points). It is interesting to note that the clearly lesser satisfaction with the amount of time accession citizens are able spend with voluntary work matches with relatively more time actually spent for such purpose, compared to EU-15 citizens, as Chapter 3.4 later reports.

As **FIGURE 2.2b** below illustrates, more than three-quarters of the respondents in the new member states (78%) and in the previous member states (79%) are satisfied with the extent of **help received in child care**, at the same time only 69% of the CC-3 countries' respondents find the situation

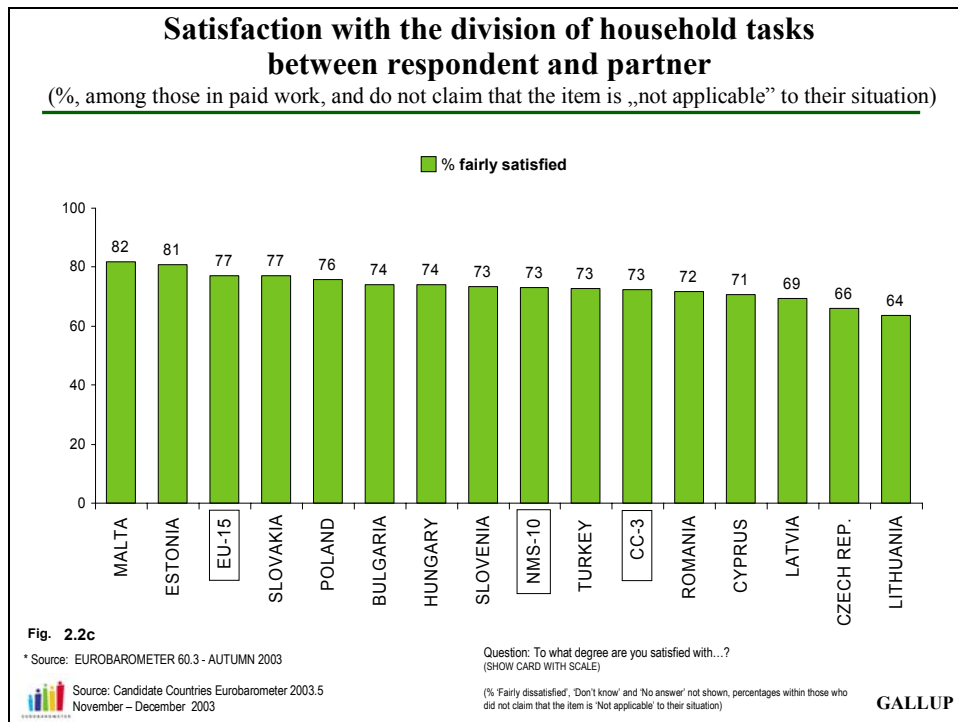
satisfactory. Mostly Poles (83%), Slovaks and Estonians (both 82%) are satisfied with the amount of assistance received from relatives and friends in child care. Last in the list are the Lithuanians (68%) and Turkish (66%). (ANNEX TABLE 2.1a)

Respondents between 15 and 24 years (i.e. those with the smallest children) are less (69%), while employees aged 25-39 are more (77%) satisfied with the help they receive from family and friends in childcare. (ANNEX TABLE 2.1b)



The workers in the accession countries are second most satisfied with the **distribution of household work within the family**: 73% in the acceding and candidate countries find the situation fairly satisfactory, while 77% of the workers in the previous EU members share this view. In the largest proportion the Maltese (82%), Estonians (81%), and Slovaks (77%) say that the division of the household tasks is satisfactory. The least content in this respect are the working citizens in Lithuania (64%), the Czech Republic (66%), and Latvia (69%). (FIGURE 2.2c)

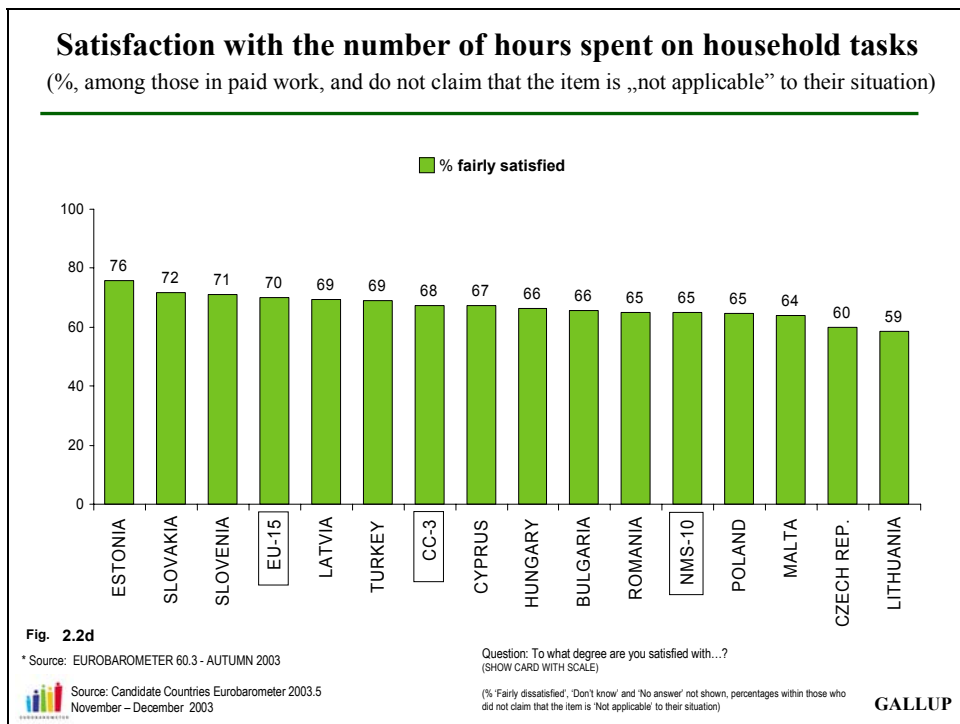
Women are again less satisfied about this than men are: 66% of women are satisfied, and 33% are not, while among men 76% are and 20% are not. Respondents in paid work between aged 25 and 39 years feel themselves more satisfied (76%) about household division of labour than younger (15-24 years old: 71%) or older (45-54 years old: 70%, 55 years old and above: 73%) citizens.



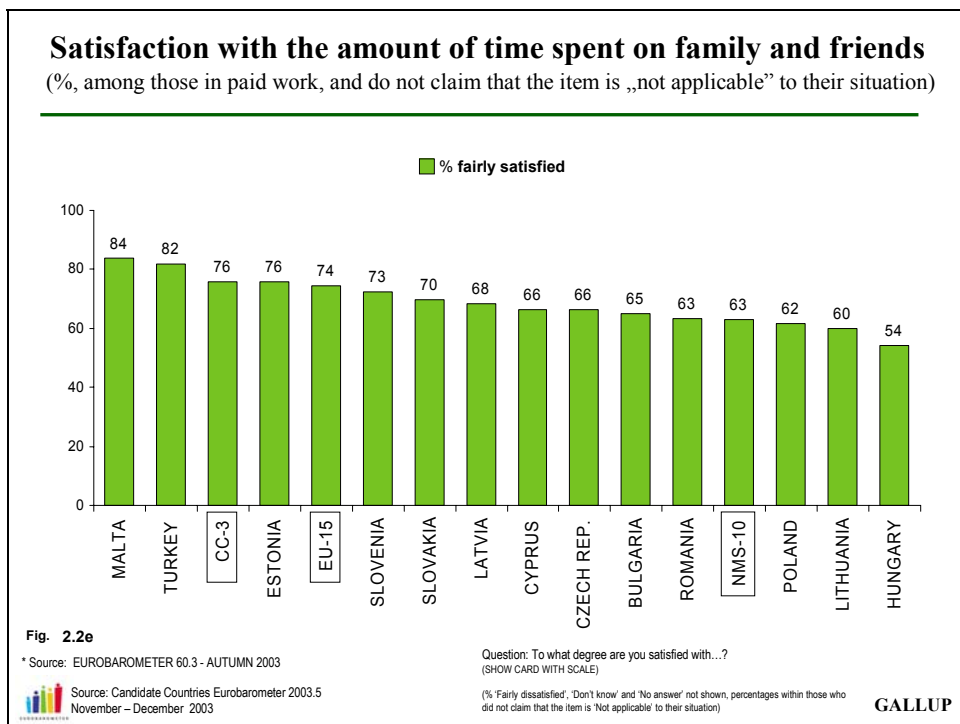
The new member states are third-most satisfied with time spent on housework. The averages of the previous EU members and the candidate countries are nearly identical (70% and 68%, respectively); while in the accession countries less than two thirds, 65% are fairly satisfied. The amount of time spent with household work is most acceptable for the Estonians (76%), Slovaks (72%), and Slovenians (71%). It is interesting to note that in this respect we find the otherwise generally satisfied Maltese (64%) close to the end of the list, but the Czech (60%) and Lithuanian (59%) labourers are even less happy in this respect. (FIGURE 2.2d)

Men are much more satisfied (70%) than women (59%) with the number of hours spent on household tasks. The highest rate of satisfaction with the time of household work was measured among those aged 55 and above (75%) and those who are still studying (85%).





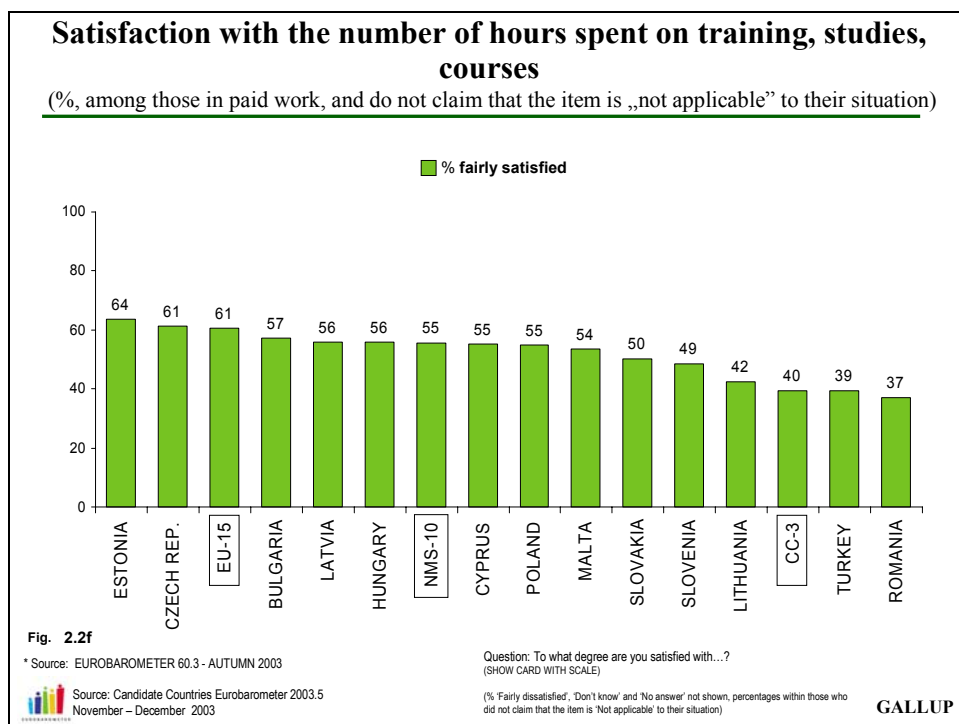
Regarding **time spent with family and friends**, the opinions of the current members' population and the CC-3 countries' population are again quite close: 76% of the CC-3 and 74% of EU-15 are satisfied in this respect. At the same time, only 63% of the new member states' population feels likewise. The Maltese (84%), the Turkish (82%), and the Estonians (76%) are especially satisfied with the amount of time they can devote to friends and, supposedly more importantly, to family. The Poles (62%), Lithuanians (60%), and the Hungarians (54%) find the amount of such time available for them to be the least satisfactory.



While 71% of men are satisfied and 28% dissatisfied with the amount of time they spend on family and friends, among women these proportions are 67% and 33%. The least satisfied are the employees aged between 40 to 54 years (satisfied: 68%, dissatisfied: 31%). By occupation we can establish that many more manual workers are satisfied with the time they could spend with family and friends (74%) than managers (64%) or other white collars (61%). (FIGURE 2.2e)

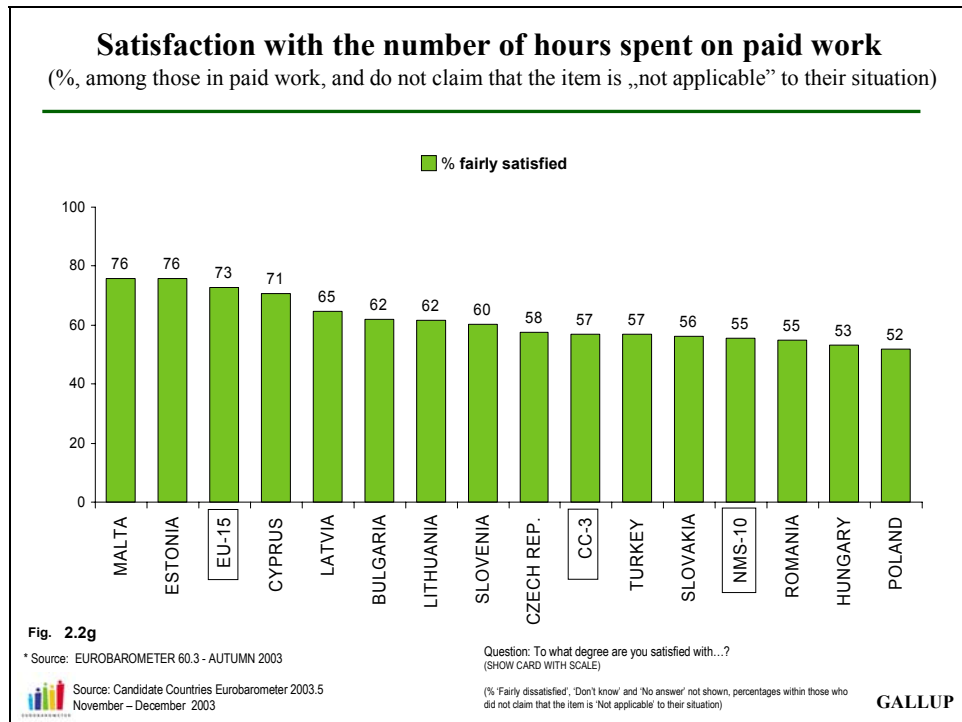
The average satisfaction with **time spent in education** among the new member states is 55%, compared to 40% in the three candidate countries. The working citizens of two new member states reach the satisfaction level of the previous member states. While 61% of the population of the fifteen EU-15 countries feels that the amount of time they spend on their intellectual or professional development is satisfactory, 64% in Estonia, and 61% in the Czech Republic do so. At the bottom of the list, and thus the least satisfied in this respect, are the workers in Turkey (39%) and Romania (37%). (FIGURE 2.2f)

Supposing that unsatisfactory in this respect means too little and not too much, we can say that men are more eager to have extra time for study than are women: the proportion of people satisfied with time spent on education is 45% among men and 55% among women. Considering occupational groups, the above-the-average satisfaction proportion of managers (58%) does not come as a surprise.

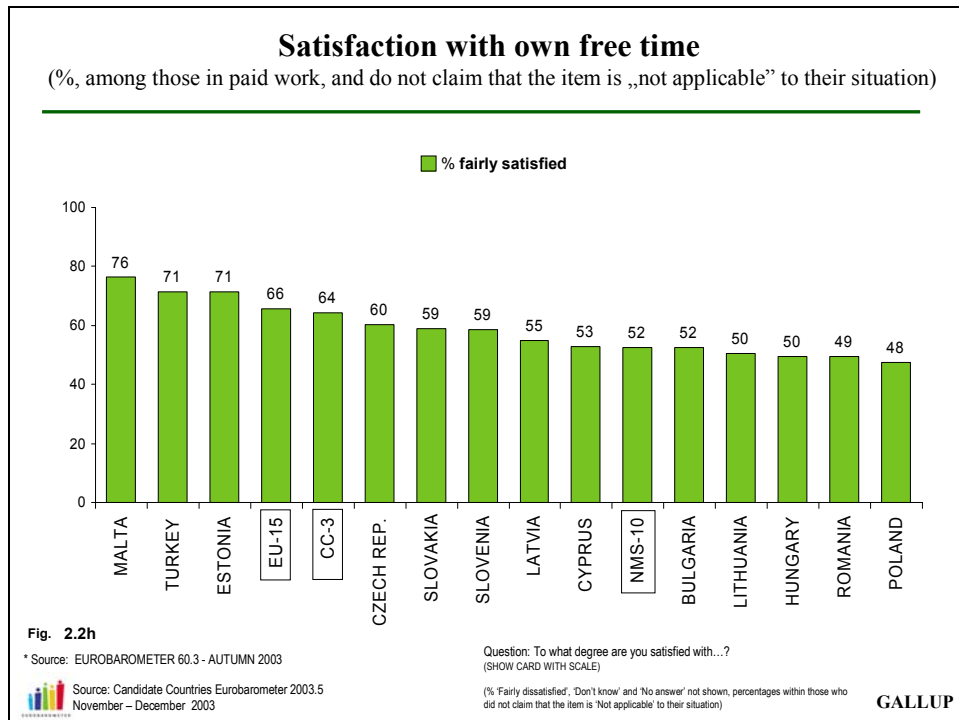


When measuring satisfaction with one's **time spent with paid work** we find that it does not come in last in the ranking. However, it is primarily responsible for the dissatisfaction felt in the two areas where working people are least satisfied of all: time they spent with voluntary work and free time. Still, the majority (55%) in the new member states are fairly satisfied with the time they spend on their jobs. The proportion of employees who are fairly satisfied in the EU-15 countries is 18 percentage points higher (73%). Therefore, time spent with paid work ranks better at fourth place, in the EU-15 than in the new member states. That satisfaction may result from sheer job availability, which is hinted at by the CC-3 satisfaction scores. The workers in the candidate countries spent much more time with paid work (see Chapter 3.1), but even under such circumstances, they are slightly more satisfied with the amount (57%) than those in the accession countries. (FIGURE 2.2g)

In this area, the Maltese and the Estonians (both 76%), and the Cypriots (71%) prove to be the most satisfied, while the Hungarians (53%) and the Poles (52%), are the least satisfied. Women find the time spent with work somewhat more agreeable than men do (as they are working in paid jobs somewhat less than men): 55% of men are satisfied and 42% are not satisfied, as 58% of women are satisfied and 40% are not with the time spent at work. Interestingly, managers are the most satisfied with time spent at work compared to other occupational groups (70%), while only 54% of other white collar workers and blue collar workers, and 51% of the self employed feel likewise.

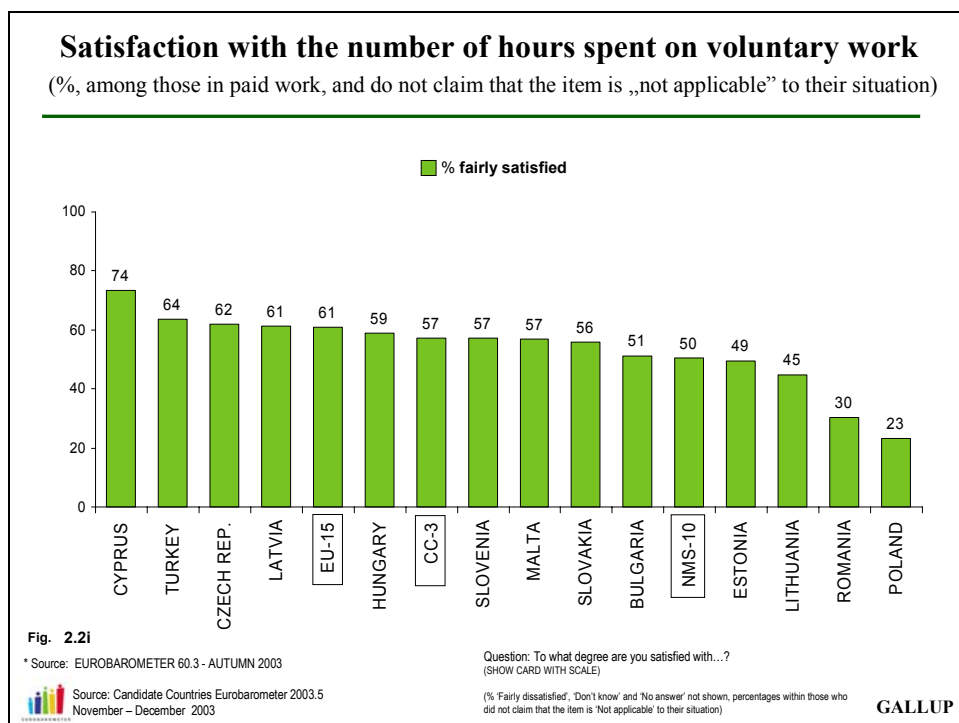


On average, almost three-quarters (66%) of the EU-15 citizens, 57% of the CC-3 group, and 55% of the new member states are satisfied with their **own free time**, with leisure time available to them. Again the Maltese (76%), the Turkish and the Estonians (both 71%), are the most satisfied with their own leisure time, and the least satisfied are the Romanians (49%), and the Poles (48%). Among the respondents, women are less satisfied with their available leisure time than are men: 54% are satisfied, and 45% are not, while 60% of men are satisfied, and 39% are not. Manual workers are more satisfied (62%) than other working groups (53-56-57%).



Many respondents voluntarily admitted that the question asking about the amount of **time spent with volunteer work** is not applicable to their situation, presumably, because they do not do any and they do not desire to get involved in such activity at all. Among those who answered, exactly half of the new member state countries, 61% of employees in the previous EU members and 57% of respondents in paid work in the CC-3 states are fairly satisfied. It is the Cypriots (74%), Turks (64%), Czechs (62%) and the Latvians (61%) who are the most satisfied in this respect, while the proportion of satisfaction is rather low among the Romanians (30%), and Poles (23%).

Those living in rural areas are more satisfied (58%) with the time they spend on voluntary work as employees in small towns (52% satisfied, 36% dissatisfied) or in large cities (satisfied: 50%, dissatisfied 42%).



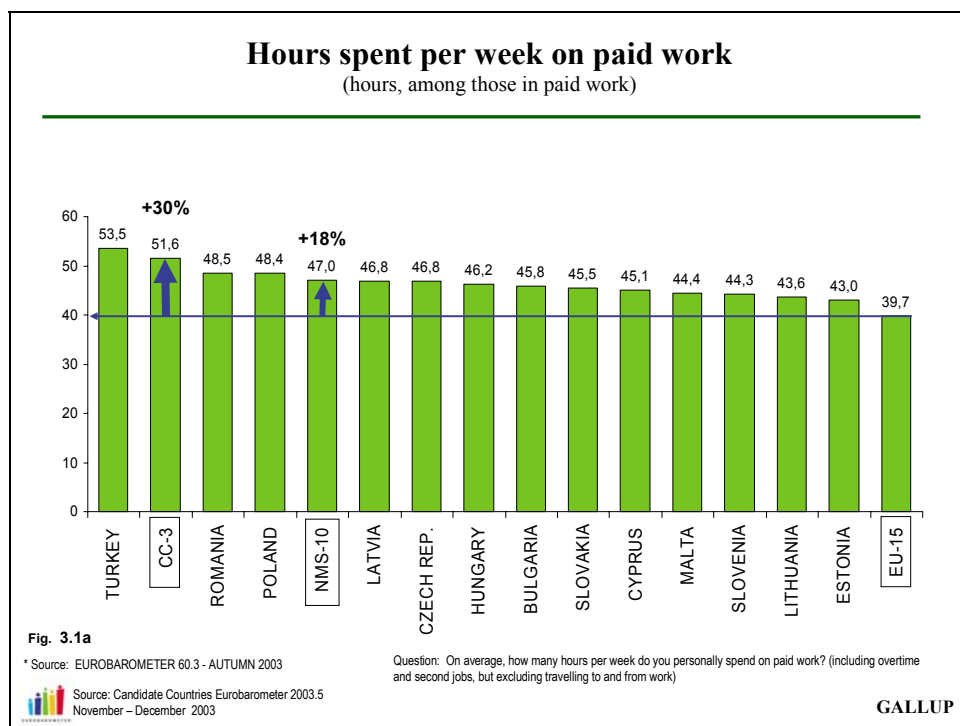
### 3. Time spent on paid, unpaid and voluntary work

Respondents in the candidate countries were asked how much time (how many hours per week), on average, they spend on paid work, on carrying out household tasks, and on voluntary work. This subchapter will present the most important findings.

#### 3.1 Time spent on paid work

Overall, we can say that the working citizens in all of the candidate and accession countries – especially the respondents in the CC-3 countries – spend much more time than the average EU-15 citizen performing paid work. In the 13 countries in our survey, people spend, on average, at least 43 hours on paid work every week (the fewest hours were found in Estonia), while in the previous member states the time spent at work remains somewhat below 40 hours.

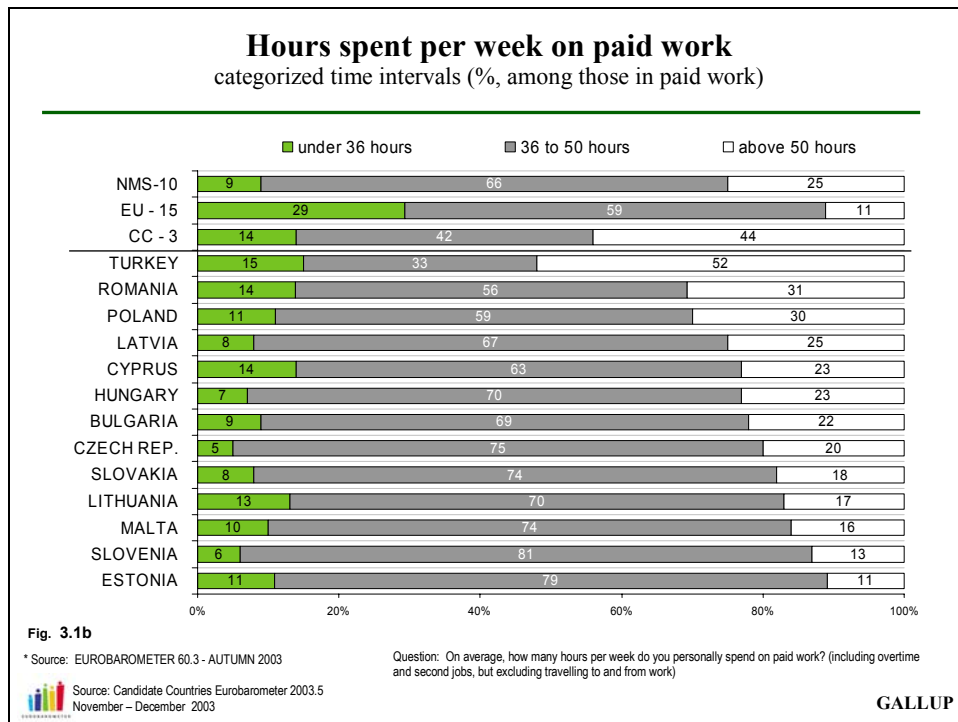
Comparing the EU-15 and the new member state states' averages, we can establish that the accession country citizens spend about 18% more time on paid work activities than current EU member citizens do (NMS-10: 47 hours as opposed to EU-15: 39.7 hours per week, a weekly difference of almost a complete working day, 7.3 hours). This difference is even higher when comparing the present member states with the CC-3 countries: if we take the amount of working hours as 100% in the EU-15 countries, then the employees on the CC-3 level work almost 29% (11.4 hours) more.



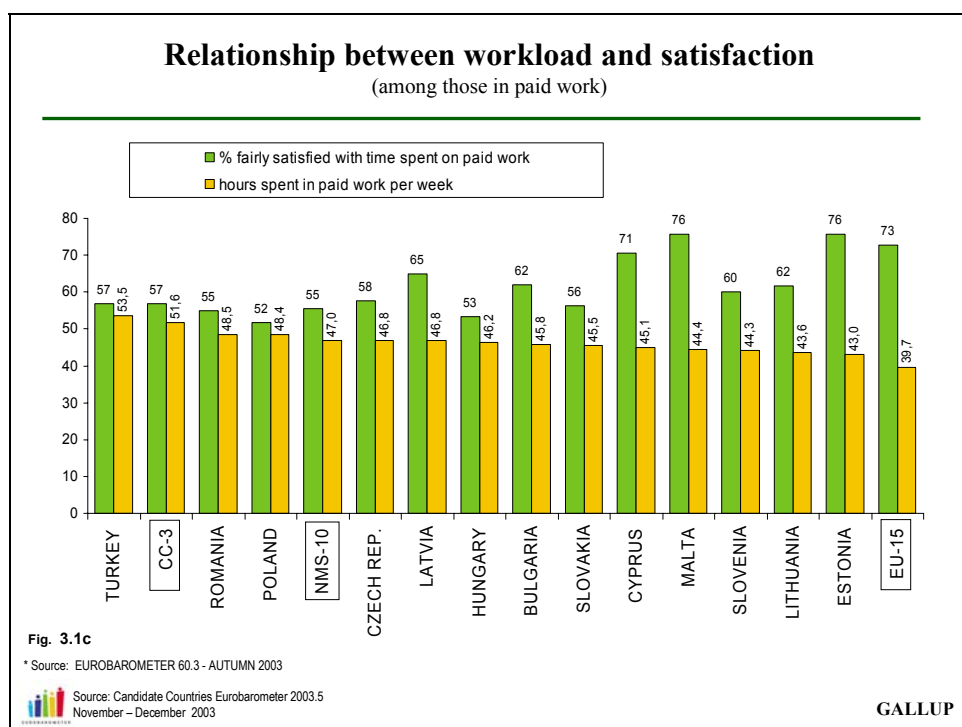
The Eurobarometer survey discovered that Turks spend significantly more time in paid work (53.5 hours per week) than others do. As we have seen in Chapter 1, a huge proportion of the working population in Turkey is self-employed. Self-employed workers are usually more motivated to work as the extra time spent on the job translates directly into extra income (or in other words, the more they work the more they make), which is not often the case for employees.

The fewest work hours among the new member state states were registered in Estonia (43 hours per week). The average weekly time spent with paid work is above the new member state countries' average in Romania (48.1 hours), Poland (48.4 hours) and in Turkey (52.9 hours).

FIGURE 3.1b below illustrates the same problem from a slightly different angle. We have categorised the time spent on paid work into three categories: below 36 hours per week (on average), 36-50 hours, and more than 50 hours. Again, the difference between the EU-15 countries and the candidate region is striking. Almost 3 in 10 workers spend less than 36 hours a week in their jobs in the EU-15 zone, while fewer than 1 in 10 report the same in the accessing countries. At the same time, more than twice as many (25%) in the accession countries claim to be working more than 50 hours in an average week – that number is 11% in the EU-15. (see also ANNEX TABLE 3.1a)



It does not come as a surprise – however, as FIGURE 3.1c on the next page demonstrates, the relationship is not equally strong in each country – that people are happier with the amount of time they spend in paid work if they do not work many hours. The four countries where workers reportedly spend the most time at their workplaces have the lowest satisfaction levels regarding the amount of time spent on paid work. An on the other hand, countries with shorter working weeks are more likely to have greater levels of satisfaction in this respect.



A socio-demographic analysis shows that, in the candidate region, men spend about 5.5 more hours on paid work than women do.

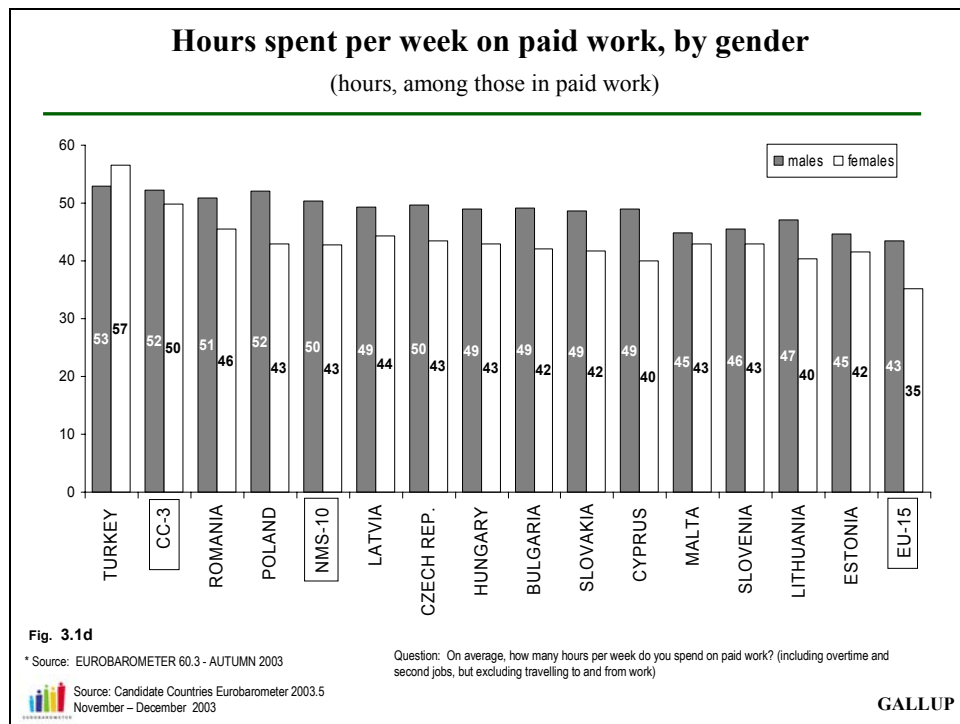
Those groups that spent the most time in paid work are the younger generations (15-24 year old workers: 50.7 hours, and 25-39 year old workers: 50.9 hours per week), those who left school before the age of 16 (52.6 hours), self-employed respondents (54.6 hours), and those who are living in rural areas or in villages (51.1 hours). (See also *ANNEX TABLE 3.1b* for categorised work hours in socio-demographic breakdowns.)

**Table 3.1a**  
**Hours spent per week on paid work (CC-13 average)**

Male	51.4	Self-employed	54.6
Female	45.5	Managers	43.7
AGE: 15-24 years	50.7	Other white collars	46.6
AGE: 25-39 years	50.9	Manual workers	48.9
AGE: 40-54 years	47.3	Rural area or village	51.1
AGE: 55+ years	45.9	Small or middle sized town	48.1
EDU: up to 15 years	52.6	Large town	48.3
EDU: 16-19 years	49.4	<b>NMS-10</b>	47.0
EDU: 20+ years	46.2	<b>CC-3</b>	51.6
EDU: still studying	48.1	<b>EU-15</b>	39.7

## Gender differences

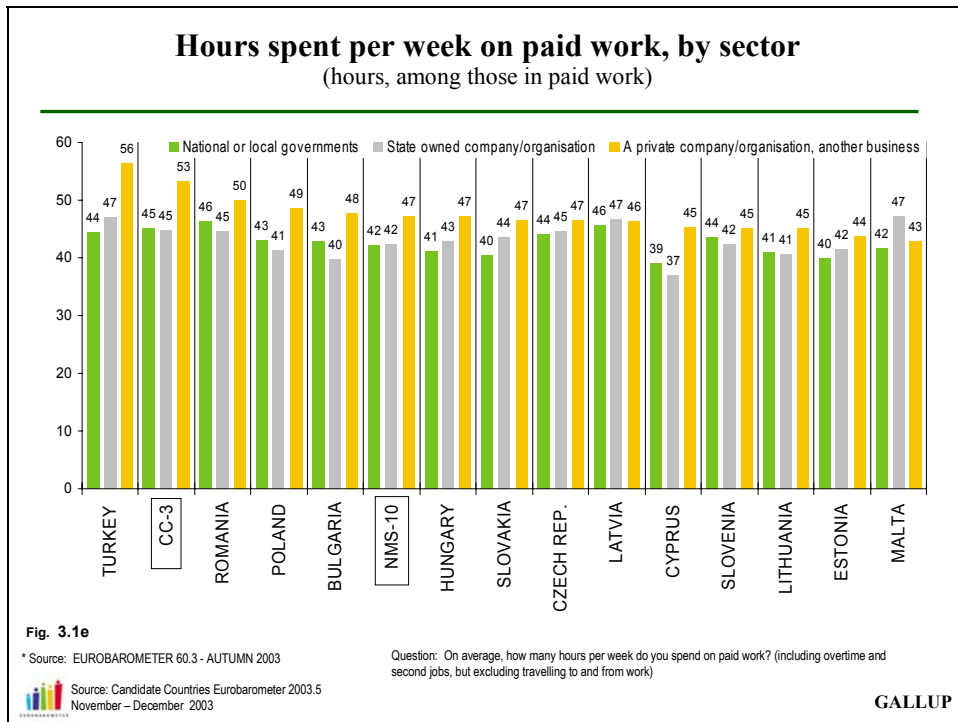
When comparing the respondents' working hours by gender, Turkey is the only country where the few women who work in paid jobs spend more time in paid work than men do; 57 hours vs. 53 hours per week. (As we have described in Chapter 1, the Turkish workforce is mainly composed of men.) In general, in the new member state countries, men spend 50 hours in paid work while women put in 43 hours per week. In the previous member states this difference is even a bit higher; men (43 hours per week) spend even more hours than women (35 hours per week) in paid work per week.



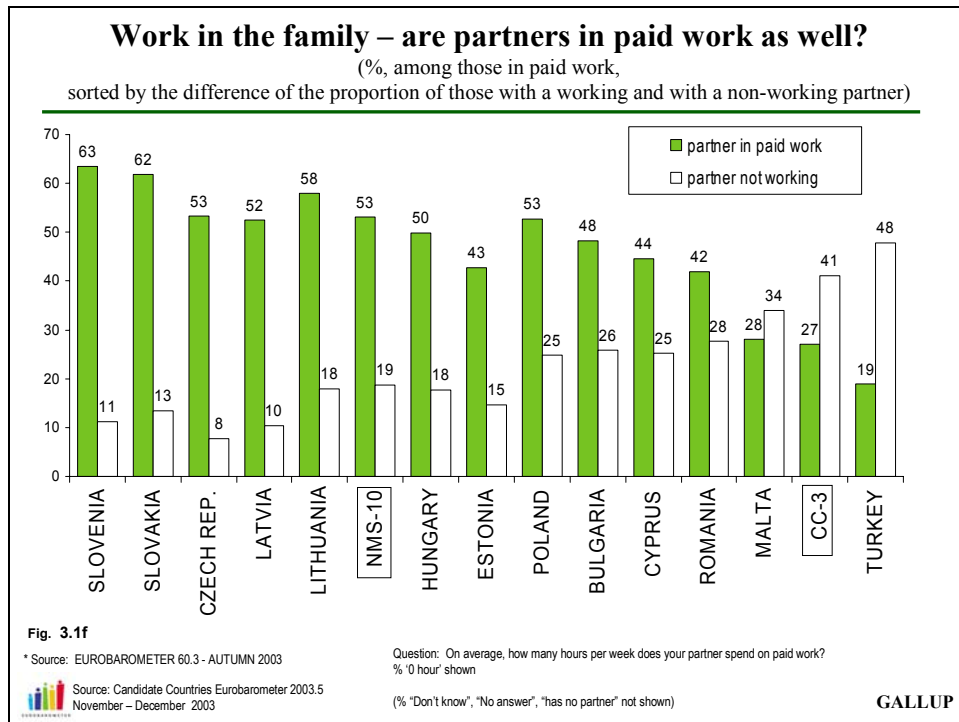


## Sector differences

It does not come as a surprise that private businesses require employees to work more than do state administration and even state enterprises. As *FIGURE 3.1e* below illustrates, with only few exceptions, employment in the private sector requires more time on the job than does the civil service. In Latvia, where this difference is negligible, the time requirements of public administration employment are unusually high. The hours workers spend in their jobs in civil service are the lowest in Cyprus (39 hours), Estonia and Slovakia (both 40 hours).



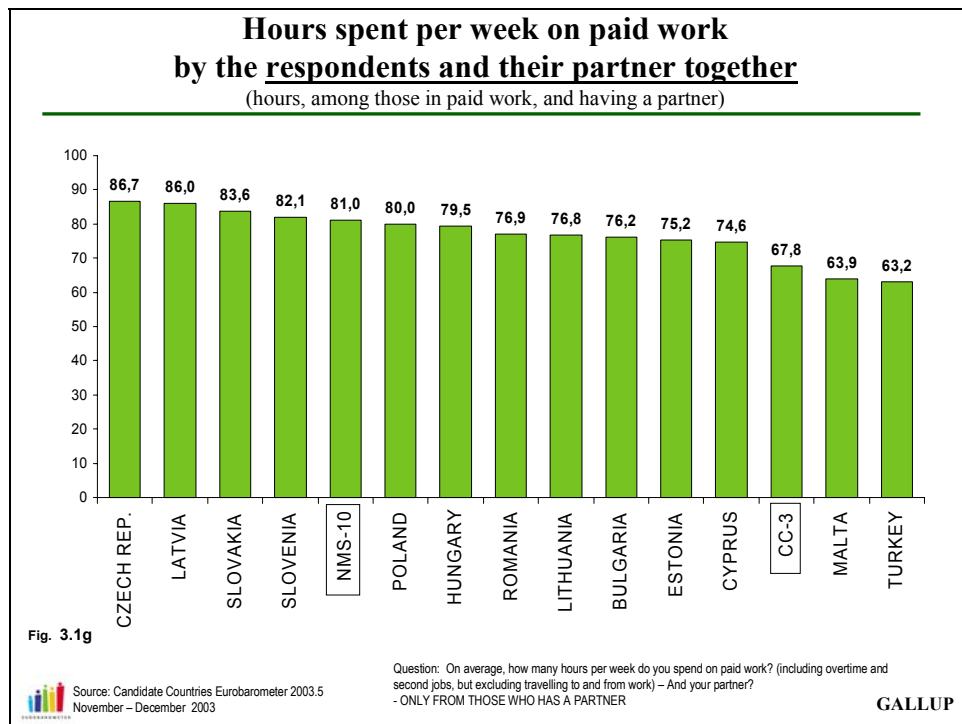
In the new member states, about every fifth (19%) working citizen has a marital or long-term relationship partner who does not participate in any paid work, while in the CC-3 countries 41% of the respondents' partners are not in paid work (11% have no partner in both groups). (see ANNEX TABLE 3.2a)



The proportion of workers having a non-employed partner is greatest in Turkey (48%), followed by Malta (34%). The likelihood of both partners working is the greatest in Slovenia, Slovakia and the Czech Republic.

It is interesting to see, as *FIGURE 3.1g* below illustrates, the disparity between the combined work hours of two partners and the work hours of individuals. Turkey, where working individuals spend tremendous hours on the job, turns out to be the country, where, on family level, the fewest combined hours are spent doing paid work -- wives are characteristically not employed (see Chapter 1 for more).

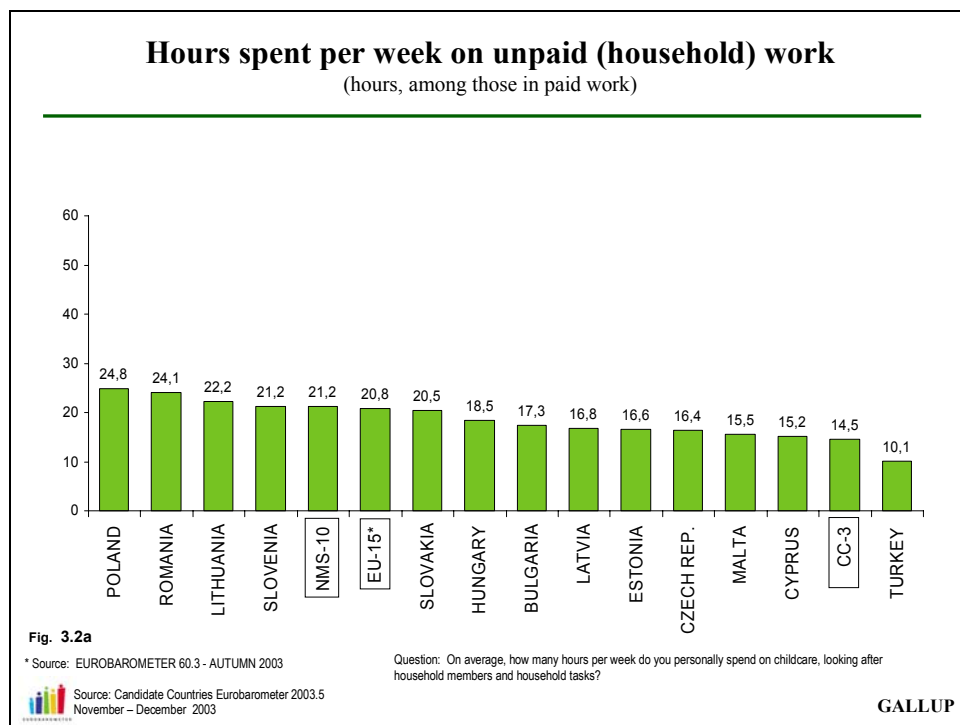
Overall, on family level, the Czech and the Latvians spend the most time with paid work. The average workload of a family in the accessing countries is 81 hours a week, while the same figure is only 68 hours in the candidate countries. (One should not forget that the family structure, especially the number of children, is dramatically different in the two countries at the bottom of this ranking, see CCEB 2002.1.)



### 3.2 Time spent on household work

Working citizens were asked how much time they devote weekly to childcare, caring for their household members, and taking care of household tasks. Contrary to paid work, where the EU-15 citizens report fewer hours, the amount of time working citizens devote to unpaid work is about the same in the EU-15 and in the accession countries (about 21 hours a week).

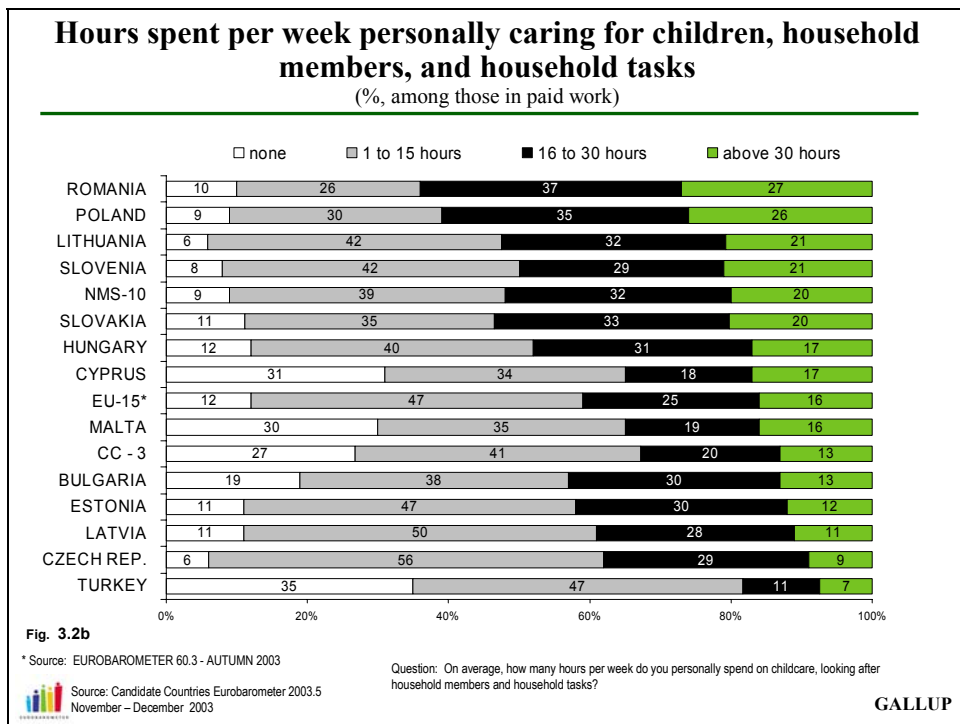
The average household workload of those who are in paid work is the highest in Poland (25 hours), Romania (24 hours), and Lithuania (22 hours). Not by chance, the additional household work takes the least time in those countries where the labour force is mainly composed of men: Malta (16 hours), Cyprus (15 hours), and ultimately Turkey (10 hours).



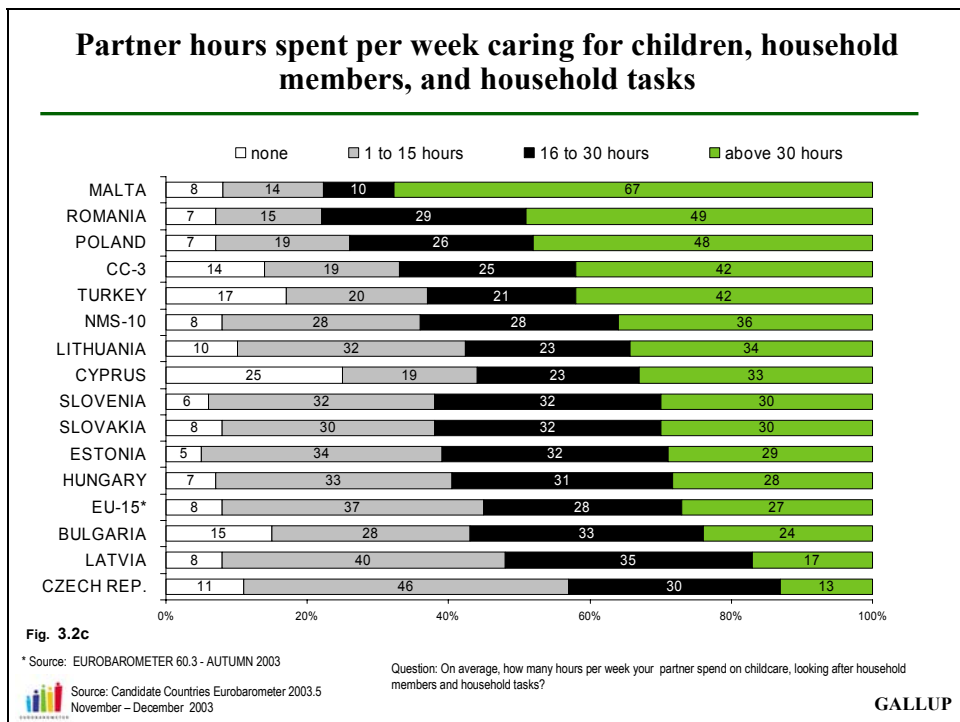
From a different aspect, in the accession countries one-fifth (20%) devote over 30 hours, one-third (32%) between 16 and 30 hours, and a further 39% spend 1-15 hours taking care of household members or household tasks. Of the previous EU members, 16% dedicate over 30 hours, one-fourth (25%) between 16 and 30 hours, and 47% spend 1-15 hours with such activities. The working population of the countries not included in the current enlargement spend the least time with these activities: 13% spend over 30 hours a week looking after the household members and tasks, 30% spend between 16 and 30 hours, and 41% dedicate 1-15 hours to such activities, while 27% do not take part at all.

Nearly all Lithuanians, Czechs (both 94%) and Slovenians (92%) spend some portion of their time every week participating in these activities. Yet it is the Romanians who devote the most time to these activities: 27% of them spend even more than 30 hours a week and another 37% of Romanians report spending 16-30 hours on such activities.

The populations of Cyprus, Malta and Turkey spend the least time caring for household members and household work. About a third of Cypriots (31%), Maltese (30%) and Turkish workers (35%) report that they do not engage in such activities at all.



This study also inquired as to how much time each respondent's partner spends on these same activities.



Among the new member states the proportion of those whose partner is not at all involved in these activities is 8%. (This proportion is the same in the previous member countries.) Among the new member states, however, the proportion of those respondents who stated that their partner spends more time on household related matters is higher compared to the EU member countries: 36% of the NMS-10 partners devote over 30 hours to this end, while in the member countries this proportion is only 27%. The most divided results are found in the CC-3. Here we find the largest proportion among

the three-country grouping of both those who report that their partner does not spend any time at all on household matters (14%), and those claiming their partner spends over 30 hours (42%) on these activities. (This is explained by the fact that Romanians spend much time on these activities while in Bulgaria the population spends relatively little.) (ANNEX TABLE 3.3a)

Nearly all Estonian respondents (95%) report that their partner spends some time on these activities weekly. The partners of the Maltese spend the most time with household members and tasks: two-thirds devote over 30 hours a week, and another one-tenth spend 16-30 hours on such activities each week.

Among those whose partners spend the least time caring for household members or household tasks we find the Czech Republic, where only 13% of the population stated that their partner spends over 30 hours a week on the above activities. In Cyprus we find the greatest proportion of respondents, a full one-fourth, reporting that their partner spends no time at all caring for household members or tasks.

Demographic analysis suggests the persistence of traditional gender roles, in which women have a higher propensity to spend their time with activities related to household and family members (children, relatives), both in the EU-15 and outside of it. While 24% of working men do not at all take up such activities, only 6% of women say the same. (ANNEX TABLE 3.3b) Consequently, more women than men say that their partner is not at all involved in such activities: 14% of women, and only 9% of men, believe their partner is not involved in caring for household members or chores. (ANNEX TABLE 3.4b)

Of women, 29% report spending over 30 hours, 35% spend 16-30, and 30% devote 1-15 hours a week caring for household members and household work. On the other hand, only 10% of men report spending over 30 hours a week on family and household work, and 21% of them estimate 16-30 hours. Most male respondents report spending 1-15 hours on caring for family members and household work (45%). In other words, males' participation in caring for household members and participating in household chores is not only less frequent than women's, but it is less intensive as well.

This pattern is revealed when respondents are asked about the participation of their partners in these activities. Most women (40%) believe that their partner devotes 1-15 hours a week to these activities, and half of these (19%) believe their partners' efforts total to over 30 hours. In reverse of this, 49% of men believe that their partner spends more than 30 hours a week with family and household activities, while 16% estimate their partner's time totals to 1-15 hours per week.

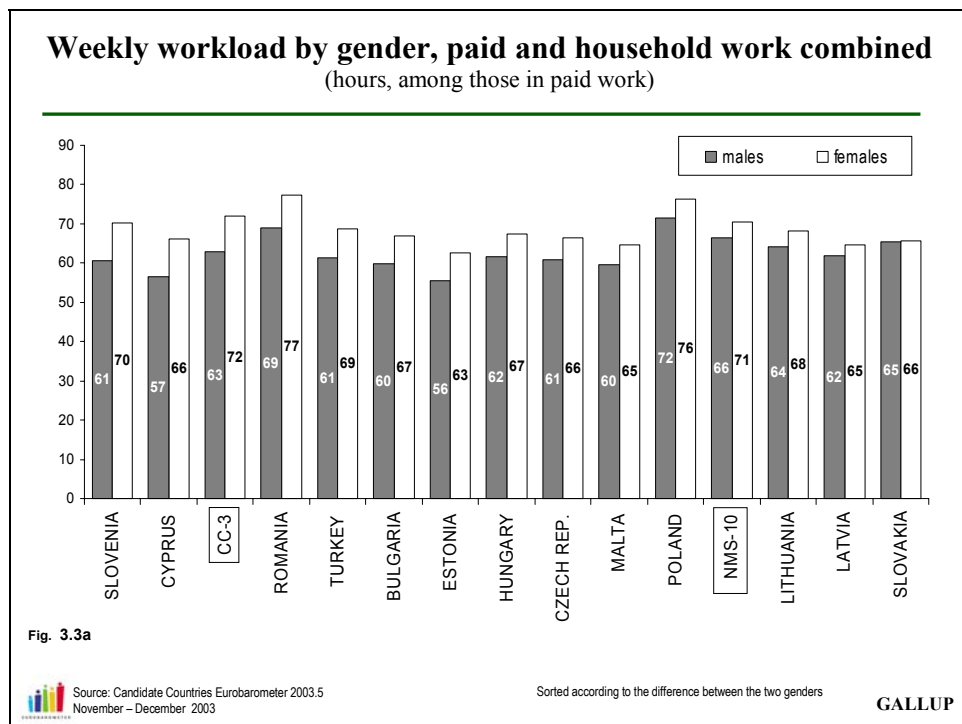
Maltese respondents' partners spend more time on caring for household members or household tasks than partners in other countries: according to the Maltese workers, their partners devote 64.6 hours a week. Second are the Romanians (40.4 hours), and Poles (37.7 hours) are the third. The estimated time partners spend on carrying out household tasks is the lowest among Slovenians, Latvians, and Czechs: according to the Slovenians, their partners spend 25.5 hours a week, the Latvians believe their partners to spend 21.4 hours, and the Czechs report their partners to spend 17.3 hours a week on such activities. (ANNEX TABLE 3.4a)

In all surveyed countries, working citizens feel their partners spend more time on these activities than they do themselves: the largest difference is found among the Maltese, where it is 42.4 hours on average.

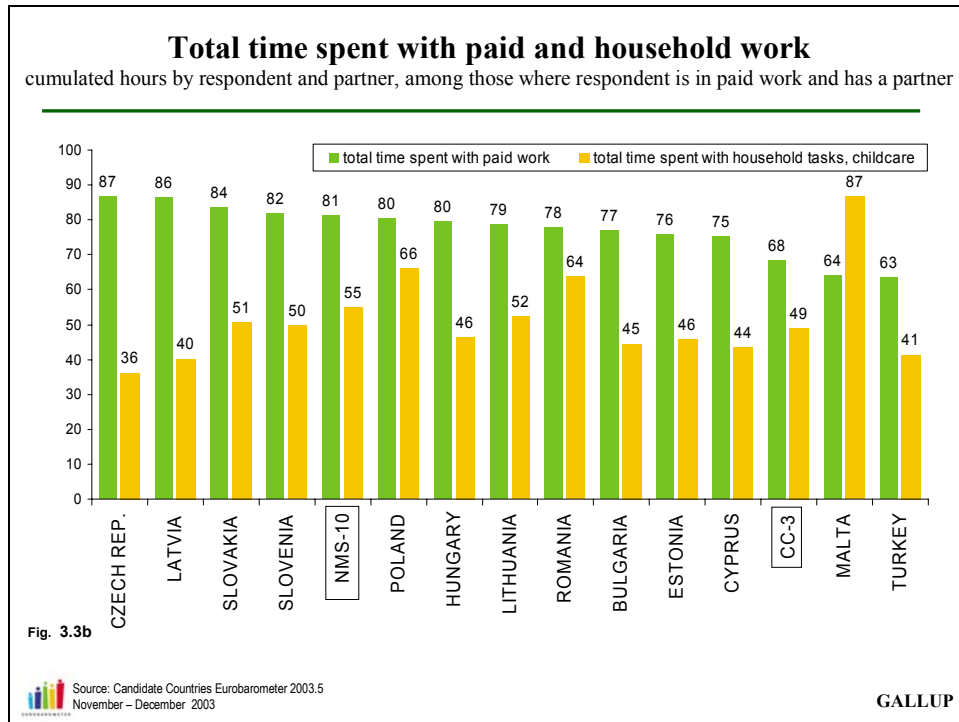
The variation among the sexes is significant: men perceive their partners to spend 12 hours more on caring for household members or household tasks than they do, while women say they spend 8.7 more hours than their partner does on such activities. It is also apparent that in larger settlements people feel smaller differences as regards time usage: village dwellers believe their partners spend 7.5 hours more time on such activities, people living in large towns believe their partners spend 1.2 hours more than they do. White collar workers, the self-employed, and managers report smaller differences (2.6, 3, and 4 hours, respectively) than do manual workers (6.4 hours).

### 3.3 Total time spent on paid and unpaid work

Of course, the way time dedicated to paid and unpaid work adds up on the individual and family level is an essential question. As *FIGURE 3.3b* below shows, women work more than males if we combine paid and unpaid work in each of the accession and candidate countries. This uneven division of labour is the most apparent in Cyprus and Slovenia, where women work 9 hours more than men, if we combine all paid and unpaid work. The difference to the advantage of men is rather significant in Romania (8 hours), Bulgaria (7 hours), Estonia, Turkey (both 6 hours), and Hungary as well (5 hours.) At the same time, working females and males spend about the same amount of time with combined paid and unpaid work in Slovakia (only 1 hour disadvantage for working women).



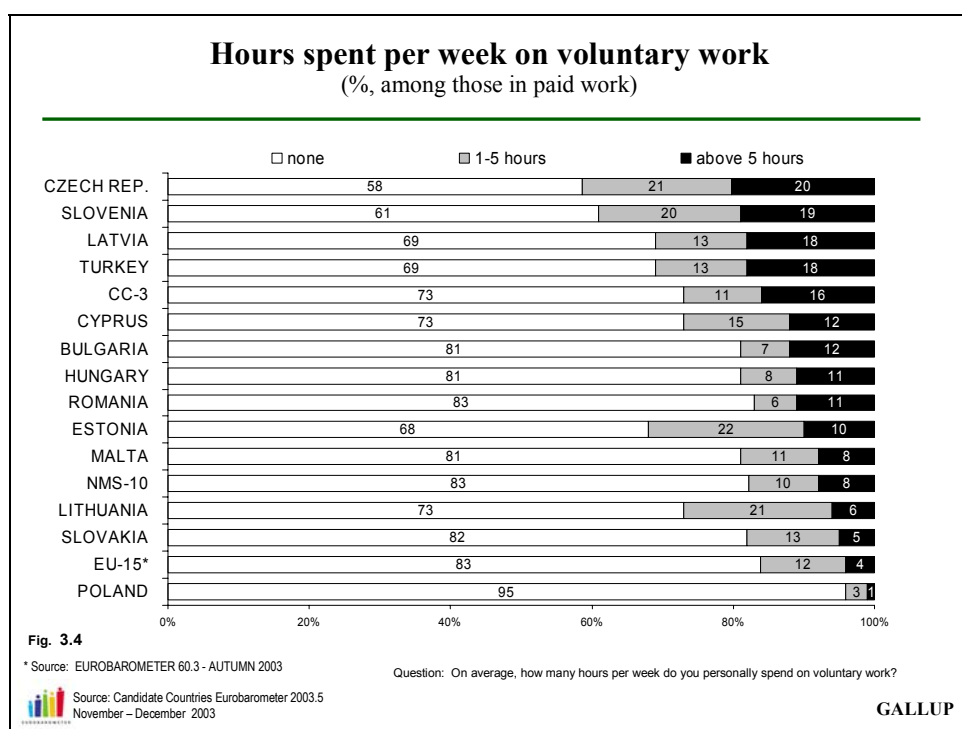
If we look at families, as the chart below illustrates, there is only a moderately strong complementary effect on how much time families can allocate on household tasks versus work. Although the trend is mixed, there is a general tendency that those countries in which families spend more time with paid work allocate less time for household tasks and vice versa. If we add up the two columns in the chart below, we will find that the Maltese workers' families claim the most time spent on paid and unpaid work in total (with some Maltese workers exaggerating their partner's household tasks even up to 168 hours a week), while these two major activities accounted for the fewest hours in Turkey.





### 3.4 Time spent on voluntary work

In the course of the survey we also examined how much time per week respondents spend on voluntary work. The amount of time is not even comparable to that spent on paid or unpaid work, and the actual hours are just minor in the overall time budget. In this respect as well, we found significant differences between the new member states and the candidate countries. On average, employees spend two hours a week in this type of activity; 1.4 hours in the accessing, and 2.6 hours in the CC-3 countries.



The Czechs are likeliest to volunteer, and the Poles the least: 41% of the Czechs, and only 4% of the Poles, said that some time for voluntary work is set aside in their weekly schedule. When looking at only those who spend some time weekly with civil society activities, then the average time usage grows to 8 hours per week for the new member states, and 9.6 hours for the candidate countries. It means that those – relatively few – who actually do voluntary work, spend about one working day with it. EU-15 citizens active in this area devote about 5 hours a week to such activities. (ANNEX TABLE 3.5a)

As mentioned above, the Czechs are the most active: 41% of them do voluntary work every week. One-fifth of the Czechs said they spend over 5 hours a week on such activities. In Slovenia, a similar activity rate was found: 19% of the Slovenians spend more than 5 hours a week on voluntary work, and 20% of them spend 1-5 hours. Among the least involved are the Polish. The proportion of Poles who spend over 5 hours a week with such activities is only 1%, and a further 3% volunteer 1-5 hours a week.

Among the population of the new member states, 8% spend over 5 hours, and another one-tenth spends 1-5 hours a week on voluntary activities. In the case of the countries not included in this wave of enlargement, the proportion of those spending over 5 hours a week on volunteer activities is as much as 16%, and 11% devote 1-5 hours of their time a week to this end. Among the current EU member citizens, 4% say that they spend more than 5 hours a week with volunteer work, and a further 12% devote 1-5 hours.

The younger age groups take a larger part in civil society than the middle-age and older population: 29% of 15-24 year olds spend time in voluntary work, while the average of the new member states and the candidate countries is 22%.

## 4. Reducing the time spent with paid work

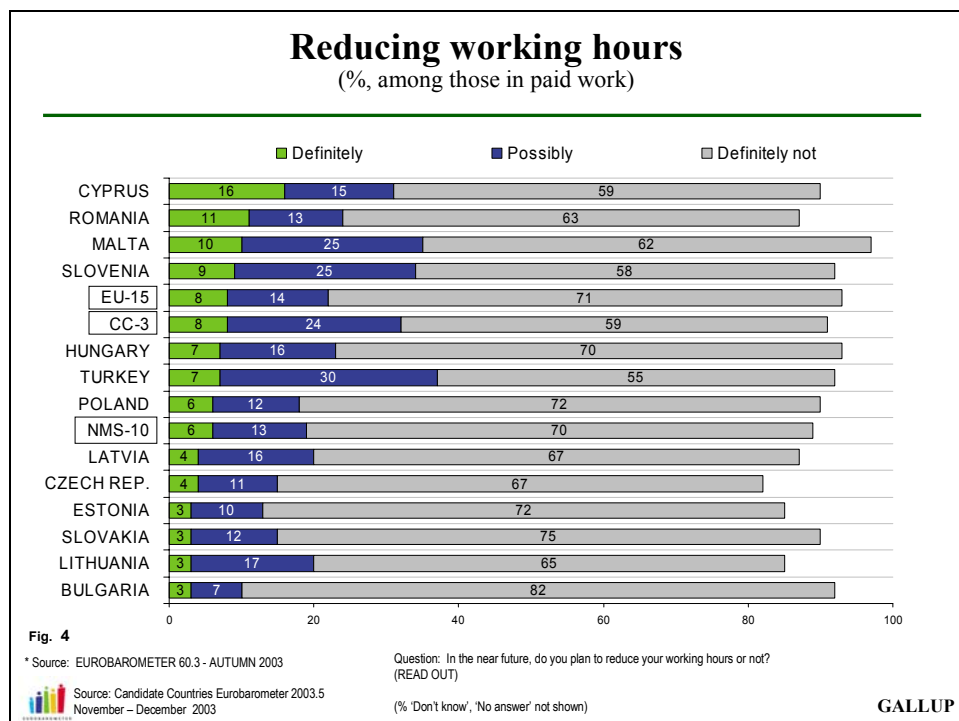
Eurobarometer asked working citizens if they wish to decrease the amount of time they spend at their workplace. Workers in the candidate region and the current EU do not plan to reduce the time they spend on paid work (although the actual amount of time spent in jobs is substantially different); they are either satisfied with their hours at the workplace or they face serious burdens such as earning less money (see Chapter 2.1 for the indication of the very low levels of income satisfaction in the accession and especially the candidate countries) or even losing their jobs.

In the new member state countries, only 6% of the respondents said that they definitely plan to work less in the future, while 13% thought that it is possible that they might reduce the hours they spend at work. Eight percent of both EU and CC-3 respondents who are in paid work report that they plan to reduce their work hours. On the EU-15 level, 14% of respondents can imagine reducing their working hours in the near future, while proportion is higher (24%) in the CC-3 countries.

But the vast majority of the accession countries' workers, 70%, definitely do not plan on reducing their time spent on paid work, and the ratio is about the same among EU workers (71%). In the CC-3 (where citizens work markedly more hours), 59% of the respondents shared this strong view.

Such firm disagreement regarding the plans to reduce working hours is most prominent in Bulgaria (82%: "definitely not"), and among the new member state states, the sharpest disagreement is found in Slovakia where 75% are definitely not planning to reduce their work hours in the near future (compared to an 2004 average of 70%). We should note that the amount of time people spend on the job is almost the same in Bulgaria (45.8) and Slovakia (45.5); both countries score around the average of the region.

Cypriots most want to decrease their working hours in the near future (16%), but we also find higher proportions than the accession countries' average (6%) in Romania (11%), Malta (10%), Slovenia (9%), Hungary (7%) and Turkey (7%). (ANNEX TABLE 4.1a)



The people most likely to want to work fewer hours than they do now are 25-39 year old employees (8%), those above the age of 54 years (9%), or those still studying (12%). Self-employed workers are the least likely to refuse the idea of the reduction of their working time; only 54% of them answered

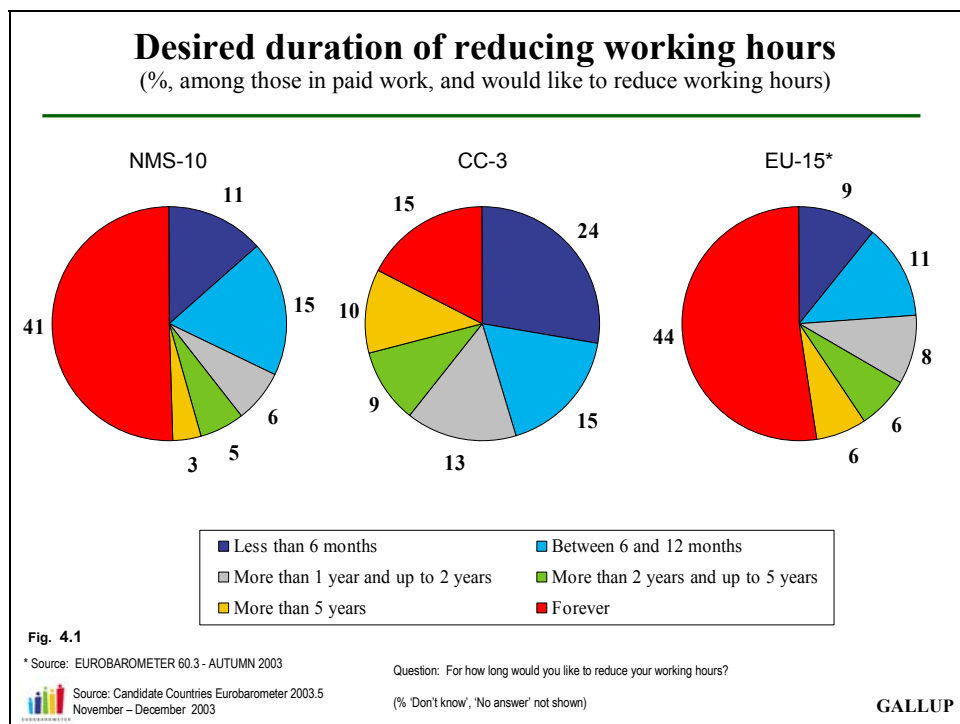
negatively. Those with the lowest education are similarly open to the idea, with 53% rejecting it. (ANNEX TABLE 4.1b)

## 4.1 Length of planned working time reduction

Among those who are open to reducing their work hours, the majority in both the new member states (41%) and the previous member states (44%) wanted to do so permanently. It is interesting that on the CC-3 level, the highest number of labourers reported that they plan to reduce their time spent on paid work only temporarily, for less than six months (24%), and just 15% wanted to change their work schedule forever.

The greatest proportion of willingness to decrease the hours of paid work permanently was measured in Lithuania (53%), and other high numbers are found in Poland (48%), Bulgaria (44%), and the Czech Republic (42%). This type of answer in the candidate region was more characteristic of women (33%) than of men (22%). The respondents over 54 years (40%), those who stopped full-time education at age 20 or above (38%), and those who are living in small- or middle-sized towns (38%) were likely to desire a permanent reduction of working hours as well.

The Maltese were most likely to desire a relatively short (less than six months) reduction of working hours (28%), closely followed by Turks (25%), Cypriots and Bulgarians (24% each). (For detailed country-by-country data please refer to ANNEX TABLE 4.2a)



The shortest period of time off was chosen most often by 15-24 year old employees (39%), manual workers (21%), by those who are still studying (46%), and people living in large towns (22%). (ANNEX TABLE 4.2b)

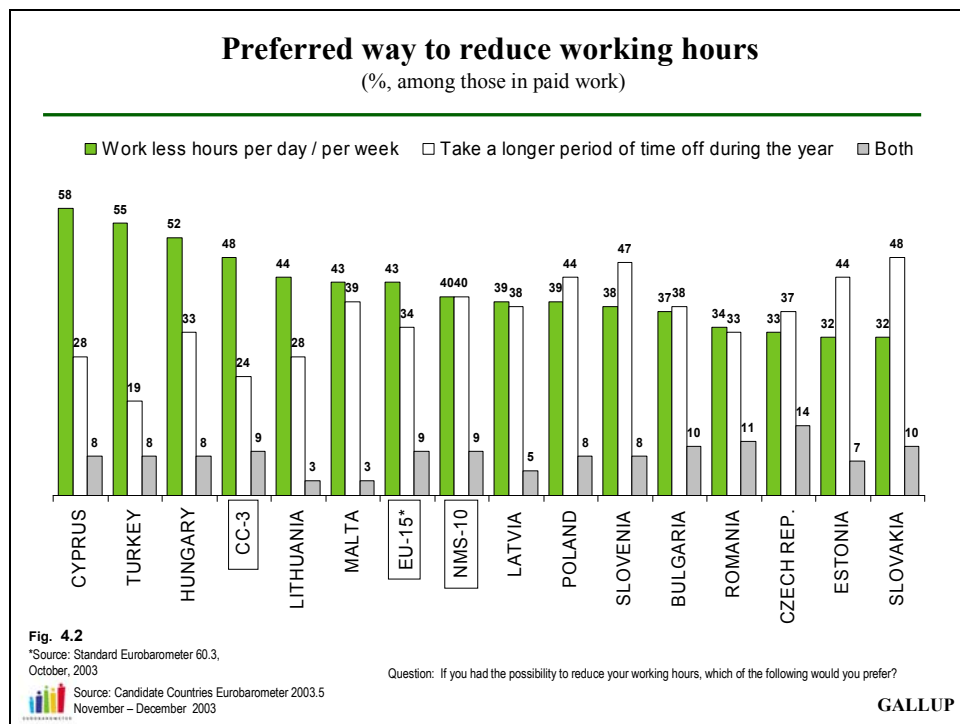
## 4.2 Ways to reduce working hours

Two possibilities for reducing time spent in paid work were offered to respondents: either work fewer hours daily or weekly, or take a longer period of time off during the year.

Respondents in the new member states are completely split on which option would be better for them. Forty percent of new member states would reduce their daily or weekly hours, and also forty percent would like to take a longer period of time off during the year. One worker out of 10 (9%) desires a mixture of the two – in fact the exact amount of the reduction we are talking about has never been clear.

In the previous EU member states, more workers would like to reduce their time spent on paid work by working fewer hours daily or weekly (43%) than increasing vacation time (34%). Nine percent selected both.

In the candidate countries the preference towards the reduced everyday workload is even more pronounced, almost half of the employees (48%) selected reducing normal working hours rather than taking a longer holiday (24%).



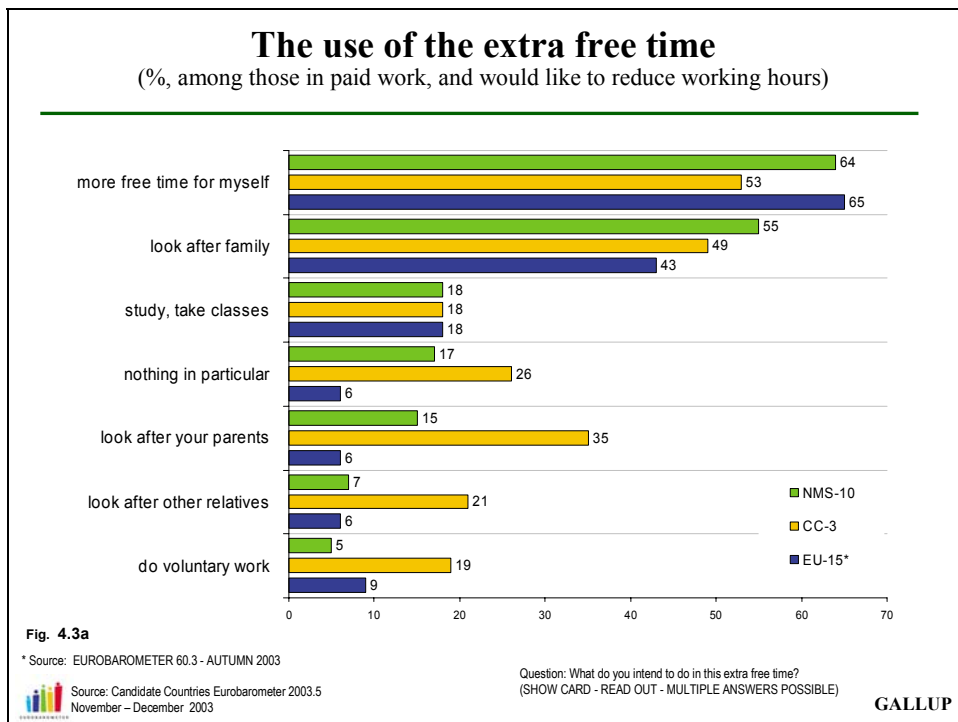
Among Cypriots, decreasing working hours by working less on a daily or weekly basis was more popular (58%) than taking an extended break (28%). In Turkey 55% and in Hungary 52% chose decreasing daily or weekly hours; this is also markedly higher than the similar proportion in the other countries. (ANNEX TABLE 4.3a)

To reduce time spent in paid work by taking a longer period of time off during the year is most favourable for the Slovakian (48%), Slovenian (47%), Estonian and Polish employees (44% both), followed by Bulgarians (38%) and Czech workers (37%). Also, in the Czech Republic, we find the greatest percentage of people who would like to reduce their working time by both reducing daily/weekly hours and increasing holiday time (14%).

Men are somewhat more likely to choose decreasing daily or weekly hours (45%) than are women (42%). This preference was also characteristic of those older than 54 years (50%), the self-employed (48%), those still studying (59%) and those living in rural areas or villages (49%). (ANNEX TABLE 4.3b)

### 4.3 Intentions with the extra free time

The most intriguing question is, of course, what working citizens would like to do with the time that they free up by reducing their time on the job. Eurobarometer asked a question that investigated this issue.



The most popular answer is simply to have more personal free time. Almost two-thirds in the accession countries and in the fifteen previous member states desired it, while fewer workers in the CC-3 countries agreed. It is remarkable that about one in five workers across Europe who might be willing to reduce working hours would use the time they free up to further educate themselves.

In the candidate countries, workers would prefer to take care of the broader family (parents, other relatives) much more so than people in the accession countries or in the EU-15, where this goal is only secondary.

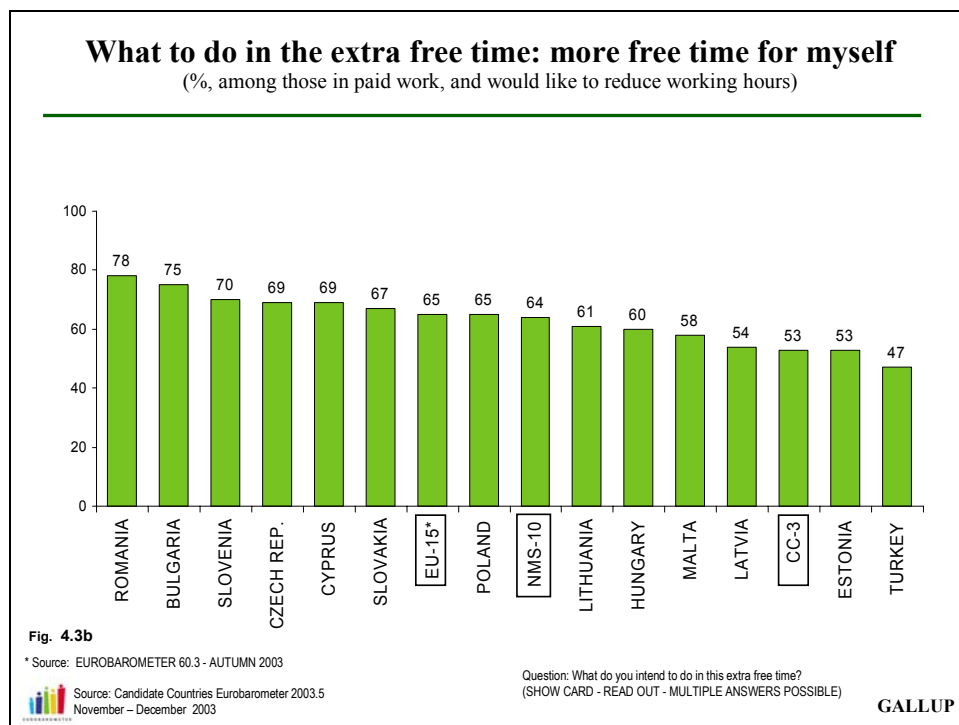
Also, trading paid work for charitable work is the most popular idea among those working citizens who live in the candidate countries. This is a very infrequent choice in the accession countries.

Looking at socio-demographic characteristics, people in the youngest age group are somewhat more likely than the average (64%) to want extra time for themselves, and they are not likely to look for time they could spend looking after their own family (19%). At the same time, this generation is much more likely to allocate the extra time to look after parents (46%), or other relatives (34%). They are also much more likely to say that they would devote the time they spare at the workplace to charitable activities (23%).

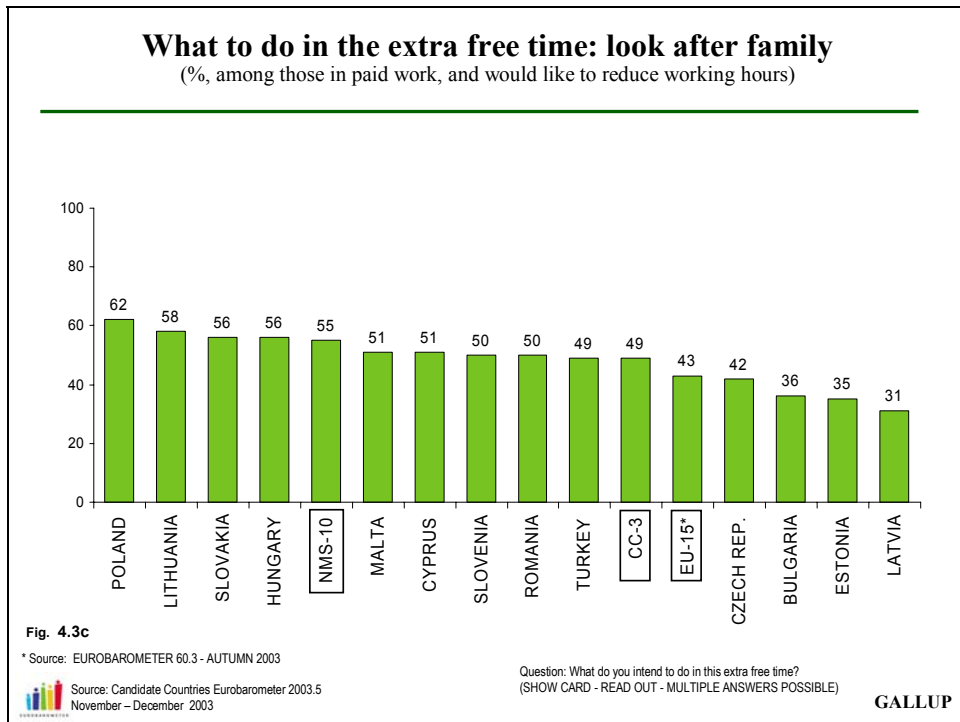
The next cohort, those between 25 and 39 years of age, do need the time for their own family (63%) instead of themselves (53%). These two age groups are mostly interested in further education (29% among the youngest cohort and 20% in the 25-39 age group).

Allocating some of the extra time for further training is the most characteristic of those with the highest level of education. Those with the least education are the likeliest to say that they don't have anything in particular on their minds about what they would do with the extra free time if they reduced the time they spend at work. (For a complete picture on the socio-demographic variables see *ANNEX TABLE 4.4b*)

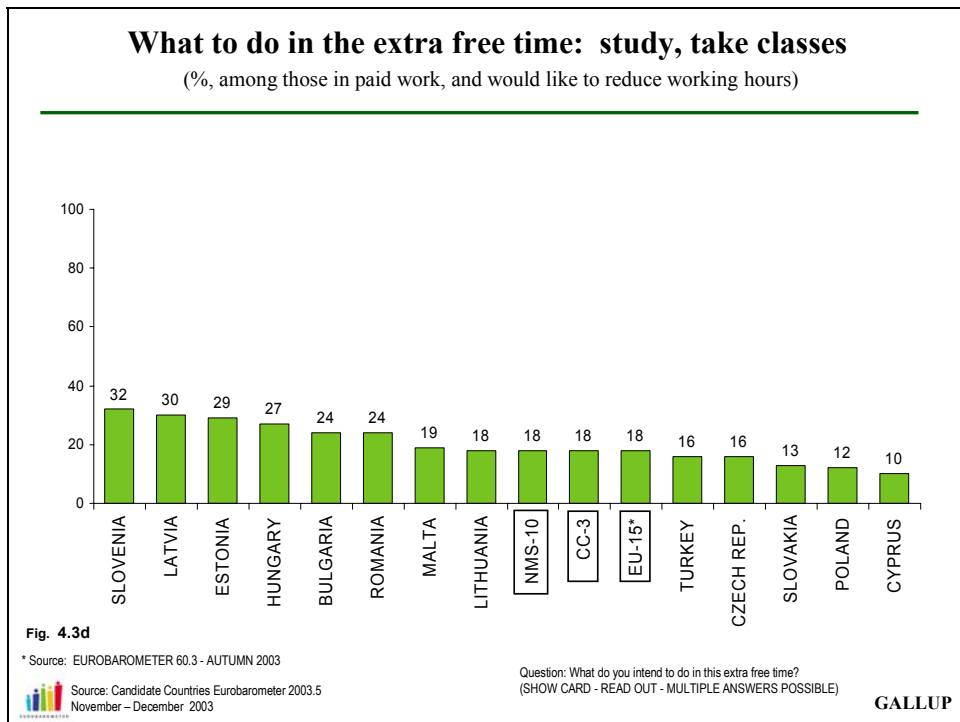
Looking at each individual possibility, the most popular choice for how to make use of extra time brought by reducing work hours is to increase personal **free time**. Romanians (78%) and Bulgarians (75%) prefer this option the most, while people in Turkey are the least attracted to this option (47%). To free up time for one's own use was a relatively less common choice in Estonia (53%) and Latvia (54%) as well. (*ANNEX TABLE 4.4a*)



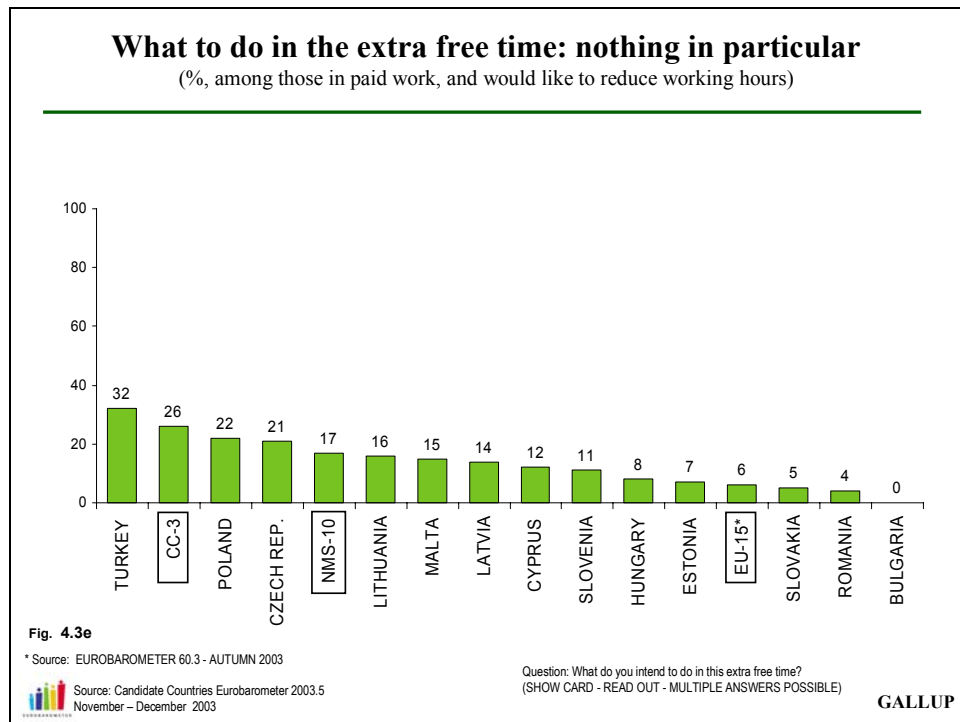
The second most frequently mentioned activity, among new member states, for using such extra time is **to look after their family** (55%). This activity was less often the choice in the CC-3 countries (49%) and in the previous member states (43%). The Poles (62%) emerge as those who are most interested in looking after their families in the hours they would otherwise have spent working, while this option is rather unpopular in Bulgaria (36%), Estonia (35%) and Latvia (31%).



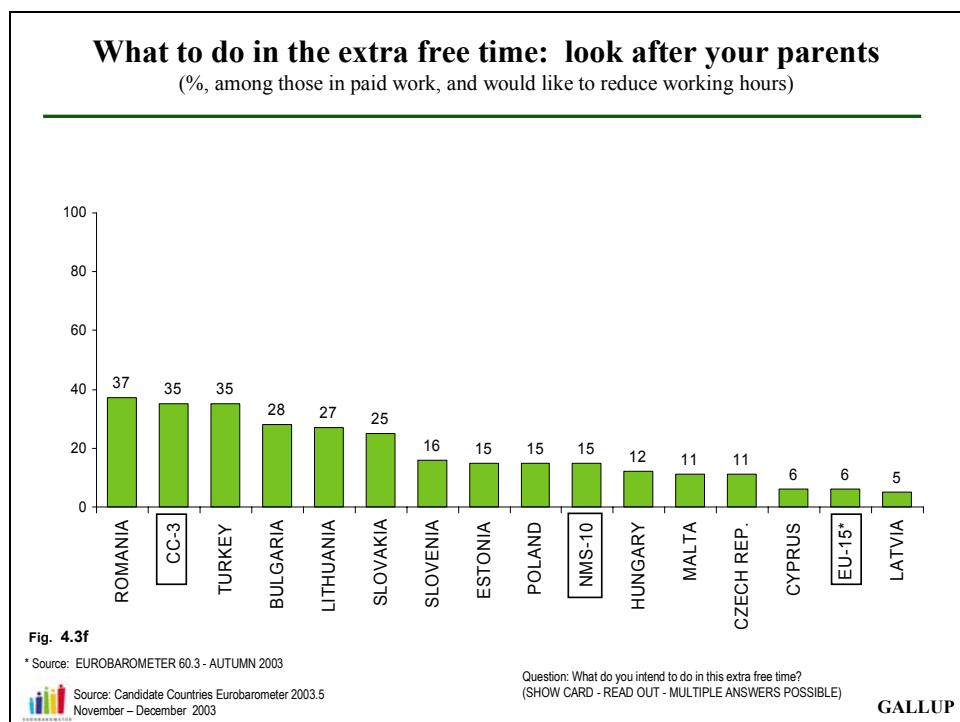
The next most often mentioned activity, **studying or to taking classes**, was chosen in the same proportion of employees in the new member states as in the previous member states and the CC-3 group – 18%. About 3 in 10 in Slovenia (32%), Latvia (30%), Estonia (29%) and Hungary (27%) are interested in utilising their hypothetical free time with further educating themselves. On the other hand, about one in 10 respondents confirmed it in Cyprus (10%), Poland (12%) and Slovakia (13%).



Seventeen percent in the new member state countries, 6% in the current EU states, and 26% in the CC-3 countries did not have concrete answers about their spare time usage and selected the “**nothing in particular**” option. This answer was the most popular in Turkey (32%), while all Bulgarians seem to have a more articulated plan with their would-be free time.

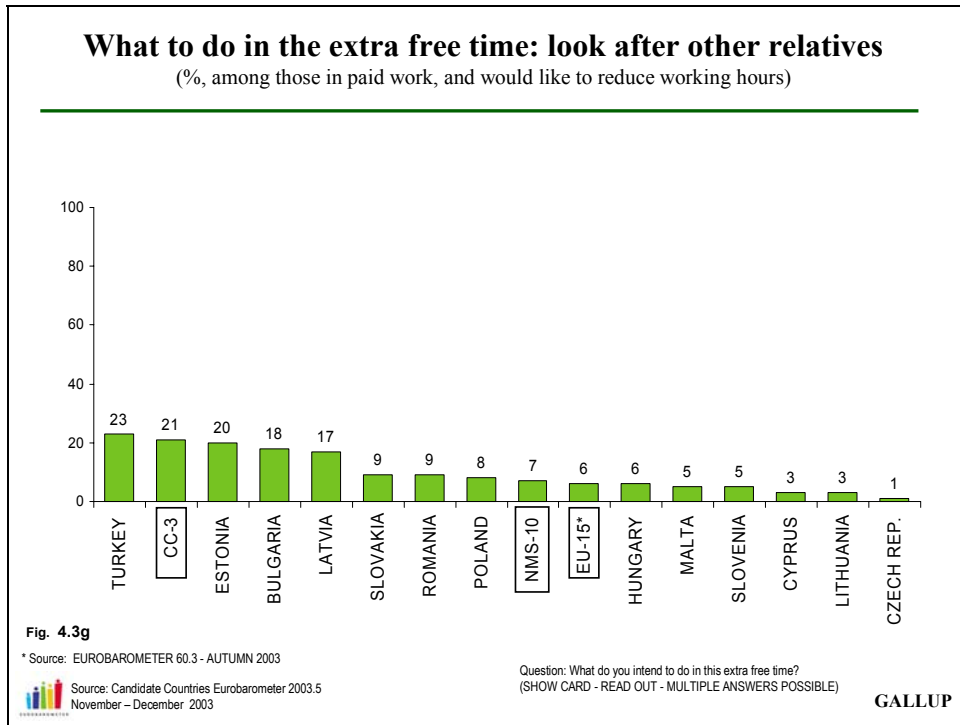


**Looking after parents** is more important for the CC-3 countries' respondents -- 35% of the Turks and 37% of Romanians mentioned this kind of activity. In the accession countries, 15% have similar plans. In the previous member countries the percentage of those who would like to use their extra free time to look after their parents is just 6%. Focusing on the accession countries, the proportion of those who marked this option ranges from 27% in Lithuania and 25% in Slovakia to 5% in Latvia and 6% in Cyprus.

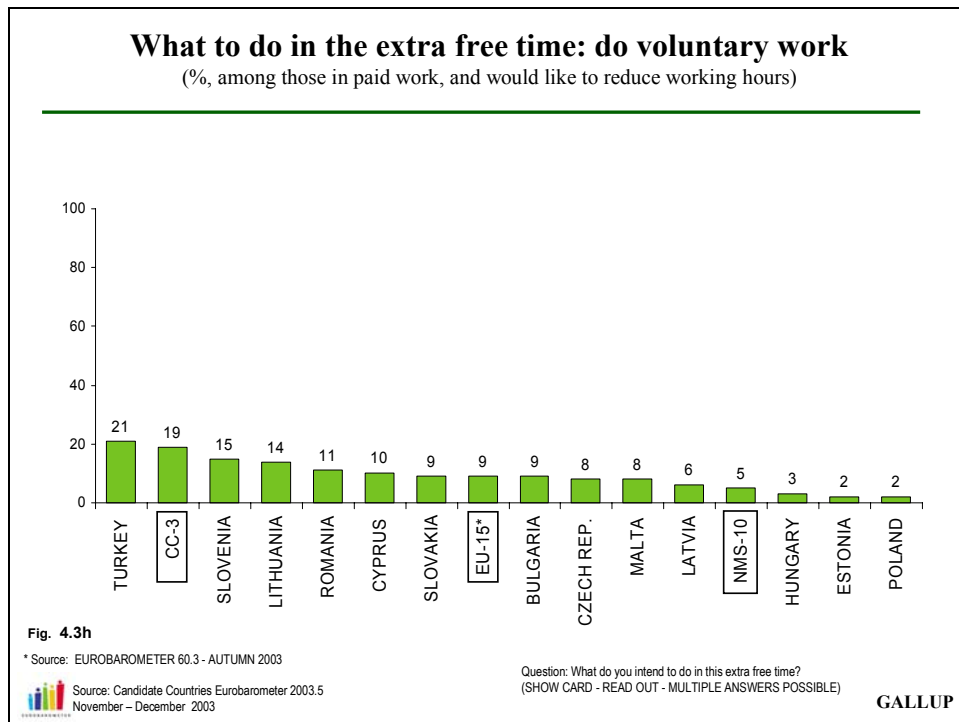




**Looking after other relatives** was again a relatively popular choice in Turkey (23%) and Bulgaria (18%). Estonia (20%) as well as Latvia (17%) stand out from the accessing group as the countries where most respondents named this option.



**Voluntary work** is the least frequently mentioned activity (5%) in the new member states, while on the CC-3 level the proportion is nearly four times as high (19%), and even in the current EU countries the proportion of those who intend to do some charitable or voluntary work in their extra free time is about twice as high (9%). Again, the only Moslem country in the region stands out as the one most interested in charitable activities (21%), followed by Slovenia (15%) and Lithuania (14%). Hungarians (3%), Estonians (2%), and Poles (2%) are the least interested in spending their extra free time with voluntary work.



## 4.4 Barriers to reduce time spent with paid work

There are several barriers to reducing the time one spends on paid work. Some are fully satisfied with their jobs and the hours they work. Some need their current workload to feel a personal utility in general. And of course, there is a much simpler list of barriers to work hour reduction: people fear losing income, ruining career prospects, and eventually to getting laid off if they opt to work less (although the possibilities of doing so are rather limited, as Chapter 5. reports). Statistical analyses show that money matters most, people are reluctant to decrease the time they spend at work if it means an income reduction -- on the contrary, they would be willing to work even more if it meant more money.

Eurobarometer attempted to determine the weight of the different factors facing the vast majority who do not even consider reducing the time they spend at work. Working citizens were asked whether or not they agree with each of the following statements:

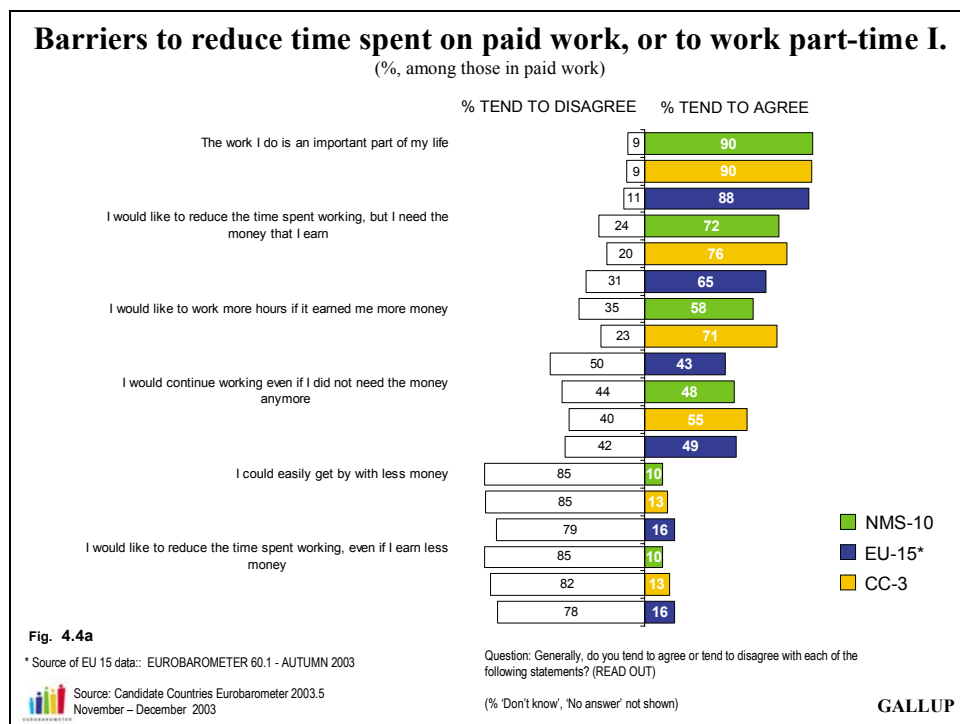
- *The work I do is an important part of my life*
- *I could easily get by with less money*
- *I would continue working even if I did not need the money anymore*
- *I would like to reduce the time spent working, but I need the money that I earn*
- *I would like to reduce the time spent working, even if I earn less money*
- *I would like to work more hours if it earned me more money*
- *Working part-time (or taking frequent leave) is an indicator that someone is less committed to his/her work*
- *Working part-time (or taking frequent leave) is bad for someone's career*
- *Working part-time (or taking frequent leave) usually means that you have to do more in less time*
- *Working part-time (or taking frequent leave) means that you get less interesting tasks to do*
- *Working part-time (or taking frequent leave) is possible in my present job*

As FIGURE 4.4a on the next page shows, virtually all working citizens in the new member states and in the three candidate countries agreed with the statement that the work they do is an important part of their lives (both 90%). About the same proportion in the previous EU member states agreed with this statement (88%). The highest rate of agreement is found in Malta, where almost every respondent agreed (99%). This opinion was also expressed more often than the average by Cypriots (95%), Hungarians (93%), Slovaks, Poles (92% both), Bulgarians and Turks (91% both). Work is least embedded in the lives of the citizens in the Czech Republic (81%), Latvia and Romania (84% both). (For country-by-country figures for each of the above items, please refer to ANNEX TABLE 4.5a.)

## Financial pressures

In the accession countries, almost three-quarters of employees agreed with the statement “*I would like to reduce the time spent working, but I need the money that I earn*”. Half of the respondents would even be ready to work more if it earned them more money. Only one respondent out of 10 agreed that he or she could easily get by with less money, and that he or she would be ready to reduce the time spent working, even if it meant a lower salary.

Indicating an attachment to work beyond the dependence on salary, about half of those in paid work reported that they would continue working even if they did not need the money anymore.



Maybe one of the most important findings is that 72% of the new member state countries' respondents **would like to reduce the time they spent on work, but they need the money they earn**. An even higher proportion in the CC-3 group feels that they can't get by on less money, although they would be happy to work less. This is the majority opinion on EU-15 level as well. While the actual proportions are nominally more favourable in the EU-15ropean Union, the situation is pretty much the same across Europe: people would like to work less, but they need the money. Those most constrained by financial barriers were found in Cyprus (79%), Hungary, Turkey (77% both), Bulgaria, Latvia and Lithuania (76% all). Fewer workers agreed with this statement in Slovenia (59%), Slovakia (64%), Estonia (65%) and in the Czech Republic (66%). (ANNEX TABLE 4.5a)

There is not much difference between men (75%) and women's (72%) dependence on current income. Those who finished school at the age of 16 were more often constrained by finances (78%) than those who stopped full-time education between the ages of 16 and 19 (76%) or after 20 (69%). Such constraint is stronger among those who live in rural areas (78%) compared to those living in medium-sized towns (73%) or in large cities (72%). We also see a gap between manual workers (77%) and managers (66%). (ANNEX TABLE 4.5b)

To the contrary, people are even willing to work more, if they have the opportunity to increase their income. The statement “*I would like to work more hours if it earned me more money*” divides Europe more than the previous one. The vast majority in the candidate countries (71%) and the clear majority in the accession countries (58%), agree with this statement, while in the fifteen previous member states the majority rejects this idea (50%). Working more for more salary is popular in Bulgaria (84%), Romania (77%), Estonia (72%), Lithuania (71%) and Slovakia (70%), more than in the other countries. Relatively few employees shared this view in Hungary (49%), Malta (51%) and in Cyprus (53%).

This opinion was slightly more characteristic of men (66%) than women (62%), and more likely of the younger respondent groups (15-24 year olds: 71%; 25-39 year olds: 65%; 40-54: 64%; 55+: 59%). Among manual workers 71% agreed, while managers have more doubts on this issue (58%).

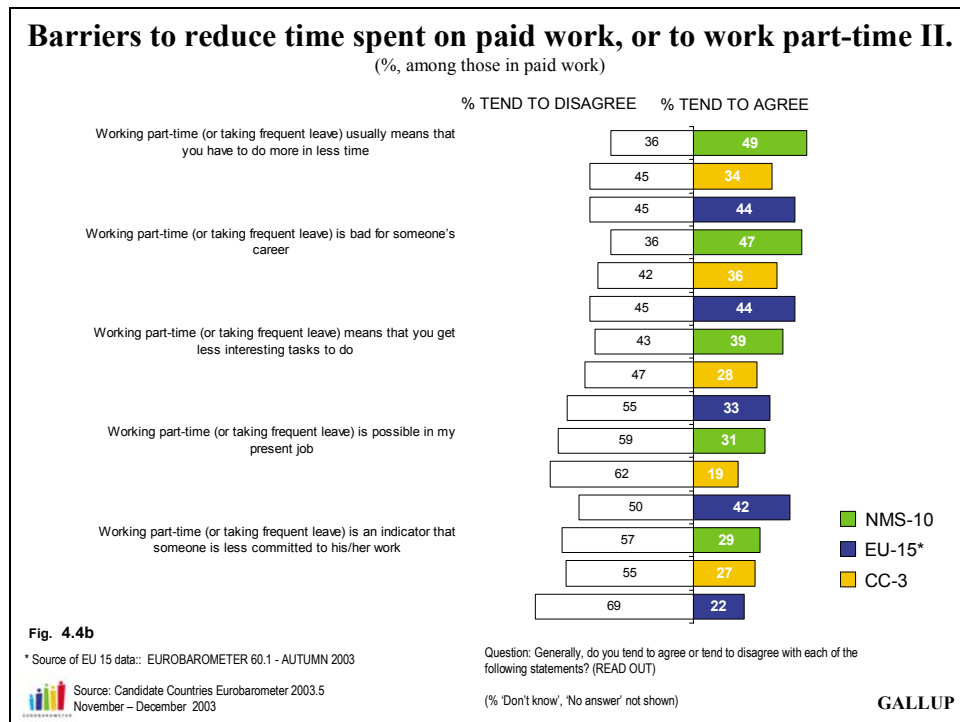
In the candidate countries, about half of the respondents **would continue working even if they did not need the money**. This ratio is higher in the CC-3 states (55%) and lower in both the new member states (48%) and in the EU-15 countries (49%). The most committed people live in Turkey, Slovakia, Cyprus (56%), Bulgaria (55%) and Slovenia (54%). The fewest agreed with this statement in Lithuania (36%). This opinion was mentioned more often by men than women (53% vs. 49%), by the self employed (57%) more than manual workers (46%), and quite often by those who are still studying (79%).

One-tenth of the accession country workers confirm that **they could easily get by with less money** (10%), while 85% are in disagreement. The order of magnitude of the opposition to this statement is similar across Europe. On the EU-15 level, 16% of the working citizens agree and 79% disagree, in the candidate countries the proportion of affirmative responses is 13%, and the rate of negative responses is 85%. Slovenians stand out as the nation where workers are "rich enough" to have a quarter of them claiming that they could get by with less money as well. The same opinion is shared in relatively high proportions in Malta (17%), Turkey (16%), Cyprus (15%) and Poland (14%). On the other hand, very few employees agreed in Hungary (3%), Slovakia (4%) and Romania (5%). If we look at the socio-demographic breakdowns we find that self-employed respondents agreed with this statement more often (17%) than managers (12%) or manual workers (8%), and such confidence is also more common of those who are living in rural areas or in villages (14%) than in small-, middle-sized, or in large towns (10%).

Consequently, 10% of the working citizens in the new member states shared the point of view that **they would like to reduce the time spent on paid work, even if they earn less money**. The level of agreement for this statement matches that of the previous one.

## Opinions about part-time employment

The clear relationship between perceptions about the possibility of reducing work hours and financial constraints is obvious. Five further statements were presented to respondents about issues related to part-time work that, independently from financial concerns, might be another source of the reluctance to cut back on the time citizens spend at their workplaces.



Most importantly, part-time work (or frequent leaves) is much more often an option available to EU-15 citizens than workers in the accession countries or in the candidate countries. Thirty-one percent from the new member states are aware of such a possibility at their workplace, while in the member states this ratio is 42%. In the CC-3 countries, only 19% of the respondents say that in their present job it is possible to work part-time. Working in an arrangement in which hours can be reduced is the privilege of few. The majority of the working citizens in the accession countries (59%) and in the candidate countries (62%) say that it is not possible in their current job to work part time or take frequent leave.

Part-time work is more accessible for four in 10 employees in Poland (39%) and for a third in Malta (33%), but only for about one-sixth in Romania, Hungary (17% both) and in Bulgaria (16%). (ANNEX TABLE 4.5a)

Socio-demographic analyses show that the option of working part-time is more often available to self-employed workers and managers (29% both). At the same time, only 22% of manual workers and 21% of those who belong to the "other white collar" category agree that it is possible to work part time at their workplace. (ANNEX TABLE 4.5b)

This possibility is more often available to those who finished full-time education after the age of 20 (32% compared to 23% in the least educated group and 22% among those who left school at the age of 16-19) and who live in large towns (29%, compared to 22% in rural areas, or to 23% in medium-sized towns).

Less than one-third (29%) of the new member state countries' employees agreed that "working part-time (or taking frequent leave) is an indicator that someone is **less committed to his/her work**". In the present EU member states, this is the opinion of only 22%.

However, as many as two-thirds of Cypriots do agree with this statement (67%), while only one-fifth (20%) of Hungarian employees felt likewise. Latvians (49%), Estonians (34%), Poles (32%) and Romanians (29%) agreed with this statement in relatively high proportions.

Looking at socio-demographic variables, we can establish that it is more common to agree that working full time means a higher level of commitment towards one's work among the 15-24 year old respondents (34% compared to 24% among the 55+ age group), manual workers (31%, compared to 23% of managers), those who are still studying (58%, while those who left school before aged 16: 34%) and inhabitants of large cities (45% as opposed to 37% in rural areas or villages).

Among those in paid work in the new member state states, 39% confirm that if someone is working part-time (or taking frequent leaves), it means that they will get **less interesting tasks to do**. In the present member countries, one-third agreed with this statement. On the other hand, in both regions, the majority of the respondents think that part-time work has no such disadvantages (43% in the NMS-10 and 55% in the EU-15).

Those who agreed that part-time work brings lower-level work assignments with less interesting tasks are in a higher proportion in Cyprus (55%), the Czech Republic (45%), Latvia and Poland (42% both). Those who agree are in much lower proportions in Lithuania (17%), Bulgaria (21%), Romania (26%) and Hungary (27%) – each less than the new member state countries' average. Looking at the results in demographic breakdowns, it seems that there are no significant differences among the genders, but those who are still studying (57%) or living in large cities (37%) are much more sceptical that part-time and full time jobs both present interesting tasks.

In the accession countries, almost half of the respondents say that "working part-time (or taking frequent leave) usually means that you have to **do more in less time**" (49%). In the EU-15, almost as many feel likewise (44%). Looking at the other side: somewhat more than one-third (36%) of the employees in the new member states disagree with the above statement, while in the present member countries this proportion is 45%. In the CC-3 region 34% agreed and 45% disagreed that part-time work means doing more in less time.

This statement is confirmed the most by Cypriots (64%), Estonians (60%) and Bulgarians (59%), while the lowest agreement rates were measured among Romanians (28%) and Hungarians (32%). Women (48%) are more likely to agree with this statement than are men (38%), and we find the lowest rates of affirmation among the self-employed and among the least educated respondents (34%).

Almost half, 47%, of the new member state countries' working citizens believe that "working part-time (or taking frequent leave) is **bad for someone's career**". Forty-four percent in the previous member states concurred. (In the CC-3 countries, 36% agreed while 42% disagreed.) At the same time, 36% in the NMS-10 and 45% among the member states disagreed with this opinion. Those most likely to agree that working part-time is bad for a career are found, again, in Cyprus (79%) and the greatest scepticism about such adverse effects was found in Romania (32%).

This concern is closer to the beliefs – and maybe the experiences – of women than men (45% vs. 39%), and also of respondents from large cities (45%) than from rural areas or villages (37%). It is remarkable that managers themselves are more likely to agree (45%) that part-time employment might hurt an employee's career.

## 5. Methods for combining paid work with other activities

Respondents in the candidate countries were asked to remark on which of the following options they consider to be personally important, which are available at their current workplace, if they have taken use of those that are available, and if so, how satisfied were they.

- *Teleworking*
- *Working more or less hours if needed*
- *Saving up overtime to take as extra time off*
- *Carrying over holidays to next year*
- *Taking extra pay instead of holiday*
- *Taking extra paid time off for study*
- *Taking extra time off to look after relatives*
- *Child care facilities at your workplace*
- *Taking a sabbatical, career break (IF EXPLANATION REQUIRED BY RESPONDENT: "Sabbatical is a paid leave that lasts several months or even a year, but can only be obtained a few times during the professional career")*
- *Taking unpaid leave*
- *Early retirement*
- *Early retirement but with the option of still working part-time*

We discovered that workplaces in the accession countries, although demanding employees to spend more hours at work, are markedly more flexible than those in the fifteen previous member states member countries. In consideration of these differences in work flexibility, we will look at several options that help to align extra-work duties with workplace requirements.

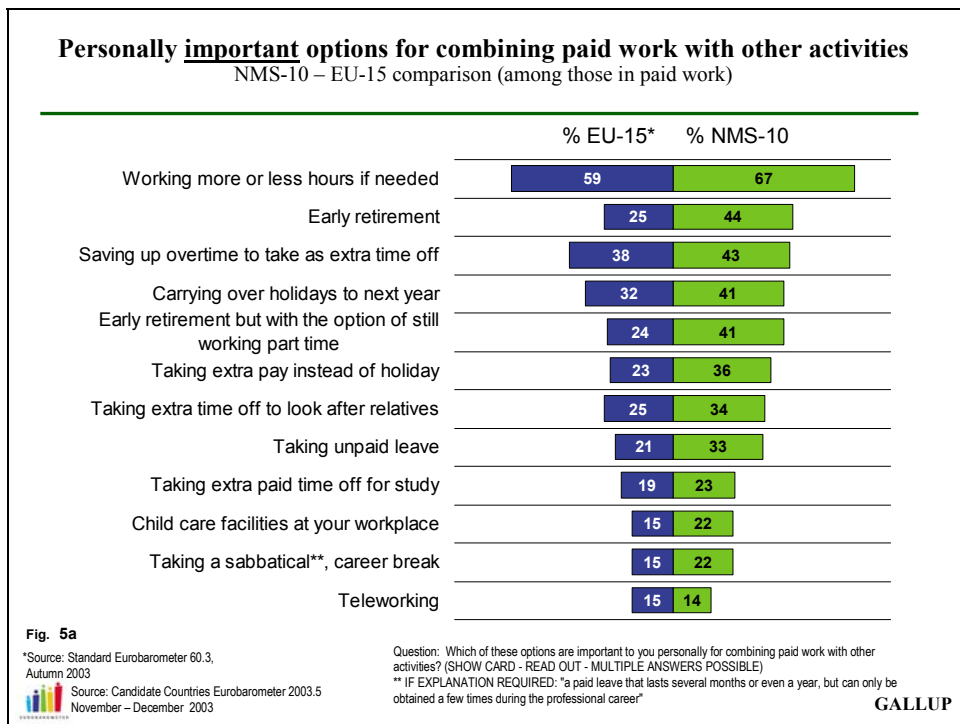
### Perceived importance

When asked to subjectively rank the importance of several strategies for combining paid work and other activities it is clear that most working citizens wish to have more flexible working time. Exactly two-thirds of the candidate countries' respondents (67% in the new member state states and 64% in the CC-3 countries) report that "working more or less hours if needed" is, or would be, important to them. This option was also the first choice of the previous member countries (59%). This is the only option that was considered important by more than fifty percent of the respondents. The least important time scheduling strategies for the new member states as well as the previous member states are those that concern specific employees only, i.e. those with small children, or those working exclusively on computers. (For country-by-country details on the perceived importance of each of the above listed methods please refer to ANNEX TABLE 5.1a, and for detailed socio-demographic breakdowns see ANNEX TABLE 5.1b.)

Generally, each of the time scheduling strategies are perceived as more important by those in accession countries than in the EU-15ropean Union. The specific strategy showing the greatest difference between these two groups is early retirement, which is more akin to an emergency solution to avoid lasting unemployment in ages that are close to retiring age than a tool to combine work with other activities (EU-15: 25%, NMS-10: 44%). The accession citizens are probably less aware of this fact than workers in the current EU.

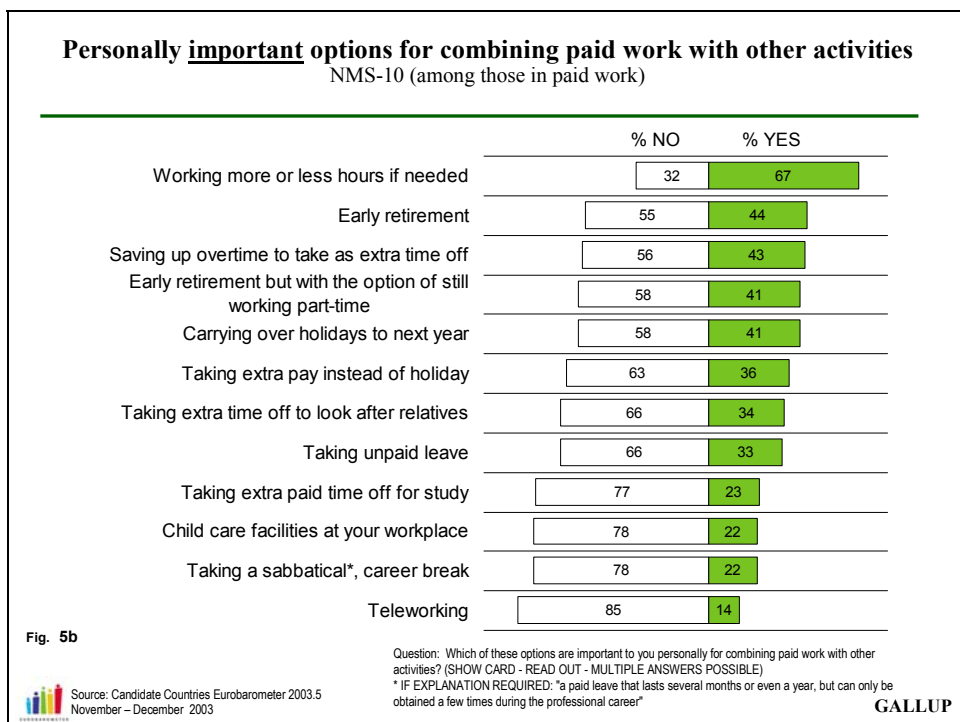
FIGURE 5a on the next page shows a comparison between the acceding countries and the previous member states.





Of new member states, 67% of employees consider **working more or less hours if needed** to be personally important, while 32% consider this to be unimportant.

With socio-demographic analysis, we have found that in the candidate region the option of flexible working time is relatively more important to the younger respondents (77% of those between 15 and 24 years) and, in particular, for those who are still studying (80%).



Second to flexible working hours, respondents consider it personally important to be able to take early retirement. Overall, in the new member states 44% of the employees consider **early retirement** to be an important possibility for combining other activities with paid work. This indicates that they do not necessarily want to combine paid work with other activities; they would like to have simply more “free time” without the obligation to work. This is much less important in the eyes of the previous member states’ workers; it is considered fourth most important with 25% of mentions. This option is important to 65% of women and 66% of men among accession countries. It is interesting that this possibility is not only important for the older generation (74%), but even slightly more so to those aged between 15 and 24 (77%).

Third most important for new member states is the possibility of **saving up overtime to take as extra time off**, which is important to nearly the same proportion of citizens as is taking early retirement. In the new member states, 43% of citizens consider this to be an important opportunity for them, while the present member states’ respondents ranked it in second place, but in somewhat lower proportion (38%). In the CC-3, 40% of citizens consider this important, while 60% do not. More women (47%) than men (38%) consider the opportunity to convert overtime hours into extra time off to be an important working time management option, and it is more characteristic of the younger generation than the older (52% among 15-24 years vs. 34% in the 55+ group).

**Carrying over holidays to next year** makes the fourth place on this ranking of importance for the accession countries, with 41% of the working citizens considering it to be important. In the new member state states the importance of this option is rated much higher than in the CC-3 countries (23%). Among current members 32% selected postponed holidays to be an important time-management option. Carrying over holidays is considered to be more important for the more educated respondents (38%) than for those who finished their studies by the age of 15 (24%); somewhat more important for women (36%) than for men (30%); and more important for those who are living in large towns (34%) than in rural area or villages (30%).

**Early retirement with the option of still working part-time** is exactly as important for new member state countries’ workers as the previous option, “Carrying over holidays to next year”. Two-fifths of NMS-10 respondents in paid work (41%) have said that it is an important possibility for them, while its perceived importance in the previous EU members only 24%. The above possibility is more important for women (40%), than for men (29%); more important for manual workers (40%) than for self-employed respondents (19%); and more important for those who will soon retire (aged 55 and above: 41%) than for the younger generation (25-39 years old: 28%).

**Taking extra pay instead of holiday** is an important option for 36% in the 2004 countries and only 23% of the member states’ citizens. At the same time, this option is important for one-third (33%) of the CC-3 employees, while for 67% it is not. The socio-economic analysis shows that women (38%) are slightly more likely to consider pay instead of holiday to be important than are men (33%). We also see that the youngest age group (15-24 years old) considers this option to be more important (42%) than respondents over 55 (29%). Other white collar workers (41%) mentioned this option more often than the self-employed (17%).

To **take extra time off to look after relatives** is important for about one-third of the respondents (34%) of the new member state states, and for 29% in the countries that will remain candidates after the 2004 May enlargement. In the EU-15 countries this item is considered important by one quarter of the citizens (25%). This option is definitely more important for women (37%) than for men (28%) and more for those who belong to the younger age group than the elder (15-24 years old: 41%).

**Taking unpaid leave** is an important strategy for combining paid work with other activities for one-third of working respondents in new member states (33%) and 23% in the CC-3 countries, while in the present member states only 21% of the citizens mentioned this possibility. This option is believed to be more important to those who belong to the other white collar class (39%) than manual workers (28%) or self-employed (20%) respondents.

However, as in the previous member states and in the new member state countries, the option of **Taking extra paid time off for study** ranked in eighth place. It plays a somewhat more important role for the new member state countries’ respondents, with 23% of mentions, than for the present EU member states’ citizens (19%).

The importance of this option is rated higher by women (31%) than men (27%), by people who work at a managerial level (41%) than by those who belong to the self-employed socio-economical class (20%), and those who fall in the 15-24 age group than older age groups (55%).

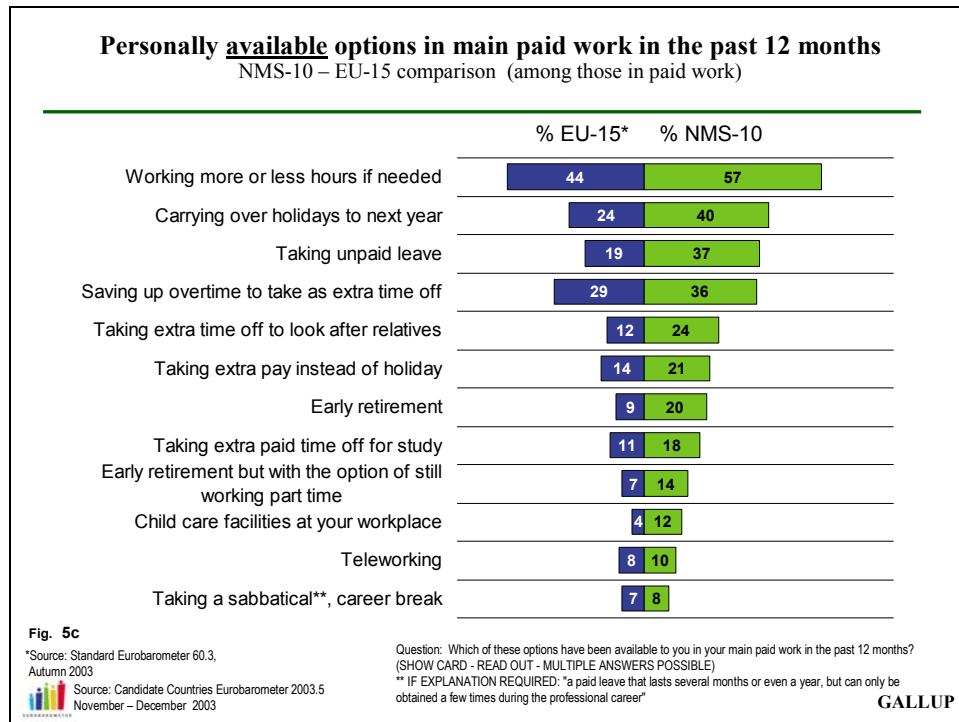
Availability of **child care facilities at the workplace** is considered to be important to 22% of the respondents within the new member states and the CC-3 region as well. This option was selected by 15% of the EU-15 citizens, which leaves it to be one of the least important items. The importance of this option was mentioned more often by women (29%) than men (19%), more often by the younger employees (aged 15-24 28%) than by the middle aged respondents (40-54 years old citizens: 17%), and somewhat more often by those who are living in a small village (24%) than those in large towns (20%).

To **take a sabbatical career break** was mentioned as often as the previous option of "childcare facilities at the workplace" among the candidate region's citizens. About one out of five workers (22%) consider this to be an important option within the NMS-10, while in the previous member states only 15% feel this way. Of the CC-3, 27% of believe that this scheduling strategy is important to them. A socio-demographic analysis once again shows that this option is more important for women (29%) than for men (22%). Significantly more managers (38%) mentioned this option than manual workers (24%) or self-employed (16%). Respondents aged 15-24 mentioned this option twice as frequently (34%) as people aged 40-54 (17%), while 27% of 25-39 year old employees, and 26% of those older than 54 consider it important.

**Teleworking** holds the least perceived importance among the new member state states '(14%) and previous member states' (15%) respondents, but it is indicative that this is the only option which was mentioned in marginally higher proportion by EU-15 citizens than NMS-10 workers. The socio-demographic analysis of this question shows that this option is somewhat more important for women (16%) than for men (12%), as well as for the more educated respondents (left school at age 20 or later: 20%) than for those who finished their studies earlier (10%), and for those who live in a small or middle sized town (15%) than people in rural areas or villages (11%). Those who consider this option to be most important are those who are still studying: 60% of current students mentioned "teleworking" as the most important time-management option.

## Options available at one's current job

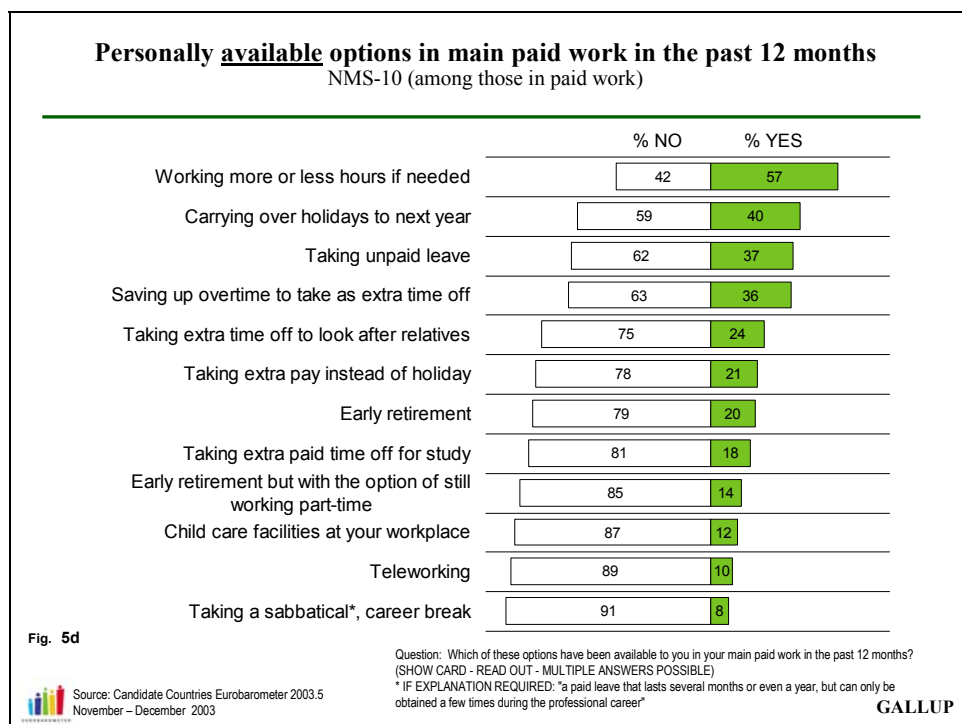
Overall, we have found that most of the work-time management options we listed in this study, although many of them are considered rather important, are available to a limited number of working citizens. *FIGURE 5c* compares those answers provided by the new member states with those of the previous member states.



It is remarkable that in the current members states of the European Union each of the listed options that might help to combine work with other activities are less available for those in paid work than for workers of the new member state states. *TABLE 5a* below shows that the differences in many aspects are quite significant. We have to note that the relative flexibility in the accession countries that is reflected here is paired with more working time (see Chapter 3.1), and is based on a generally weaker control on the employer-employee relationship.

Table 5a. Time management options available at workplace, NMS-10 – EU-15 comparison			
	%, NMS-10	%, EU-15	percentage points difference
Taking unpaid leave	37	19	18
Carrying over holidays to next year	40	24	16
Working more or less hours if needed	57	44	13
Taking extra time off to look after relatives	24	12	12
Early retirement	20	9	11
Child care facilities at your workplace	12	4	8
Saving up overtime to take as extra time off	36	29	7
Taking extra pay instead of holiday	21	14	7
Taking extra paid time off for study	18	11	7
Early retirement but with the option of still working part-time	14	7	7
Teleworking	10	8	2
Taking a sabbatical, career break	8	7	1

However, many more workers in the accession countries can utilise opportunities like taking unpaid leave, carrying over holidays to next year, working flexibly if needed, and taking extra time off to look after relatives – most of them being potentially beneficial for the employer too (e.g. sending employees on unpaid leave, demanding them to work more “if needed”, or encouraging employees to carry over holidays to the next year instead of actually letting them to go on vacation). At the same time, we do not see a difference in how many employees have the option to take a sabbatical (the concept itself is quite unknown in most parts of the continent), or to telework.



More than fifty percent (57%) of respondents in the new member states report that “**working more or less hours if needed**” is an available option at their workplace. Conversely, 42% said that they have no possibility to arrange their work hours in such a flexible way. Respondents among the CC-3 countries have even less possibility to do this: exactly 50% of them report having this option at their place of work. (For country-by-country details on availability of each of the above listed options refer to *ANNEX TABLE 5.2a*, and for detailed socio-demographic breakdowns see *ANNEX TABLE 5.2b*.)

The option of working flexibly if needed is more often available to the youngest and the oldest employees (62% of both the 15-24 year olds and 55 and above age-groups), while only 51% of respondents between 25 and 54 years have such possibility. Respondents who live in large cities (57%) have this opportunity more often than people from rural areas (51%) or from small or middle sized town (52%).

Going back to the most popular time management solutions in the accession countries, as *FIGURE 5c* above demonstrates, “**carrying over holidays to the next year**” is the second most frequently available option for the new member state countries’ citizens: available for two-fifths (40%) of workers in this region. In the case of the CC-3 countries, only 13% of the respondents are free to choose this possibility, and one-quarter of the employees of previous member states have such opportunities (24%). Carrying over holidays to the next year is available much more often for women (34%) than men (22%), and managers (42%) than for the self-employed (12%).

The third most accessible possibility for combining work with other activities in the new member states is the possibility of taking **unpaid leave**, which is available at the workplaces of 37% of the citizens in this region. This option is less accessible in the candidate countries (for 25% it is the second most available option) and much less so in the present member countries (19%).

It seems that it is easier to take unpaid leave for women (34%) than men (29%), for managers (40%) than the self-employed (19%), and those who finished school at the age of 20 or above (35%) than those who are still studying (23%).

**“Saving up overtime to take as extra time off”** is available for 36% in the acceding countries, while in the CC-3 it is accessible for 20% of employees (29% in the EU-15). This option is more available to women (34%) than men (25%), to more white collar workers (39%) than managers, manual workers (both 33%) or self-employed (12%).

Overall, 20% of the candidate region’s working citizens report that **taking extra time off to look after relatives** is an option available at their workplace. In the new member state states this proportion is 24%, while it is 16% the CC-3 region, and 12% among the present member states. The availability of this option is interestingly more common for men than women, and for respondents from the youngest age group (aged 15-24).

Taking **extra pay instead of holiday** is an available option for 21% of the citizens in the new member state countries, while only 11%, in the CC-3 countries report such possibility at their workplace. In the EU-15 countries 14% say that this option is available to them. This is more often available to younger employees (aged 15-24, 18%; 25-39 years, 15%; 40-54 years, 16%; and 55 years and above, 13%), and much more available to other white collar workers (21%) than managers (16%) or the self-employed (10%).

**Early retirement** is possible for one-fifth (20%) of people who work in the new member state states. Among CC-3 countries, only 8% are free to take early retirement, while in previous member states only 9% have this option. This possibility is available most often to the eldest age group (55 years and above, 26%; 15-24, 10%; 25-39, 11%; 40-54, 16%). Early retirement is more often available to managers (19%) than manual workers (13%) or the self-employed (11%). It is also more commonly available to the more educated respondents than those with less education (who finished studies after the age of 20, 17%; those who left school between 16-19, 16%; and left school by the age of 15, 9%).

**Taking extra time off for study** is an accessible option for 18% of the new member state states’ respondents. The same option is available to only 13% of the CC-3 countries, and 11% of the current member states’ citizens. This option is more frequently available to women (18%) than men (14%), to managers (27%) than manual workers (13%) or the self-employed (11%).

One out of ten candidate region’s citizens claim that **“earlier retirement but with the option of working part time”** is available at their workplace (CC-13: 9%, 2004 MS: 14%; CC-3: 4%). In the previous member states this option is more restricted (7%).

This possibility is the most widespread in Estonia (20%), in the Czech Republic (19%) and in Latvia (17%), but came up very rarely in CC-3 countries: in Bulgaria, in Romania and in Turkey (4% in each).

Social-demographic analysis shows little difference between age groups and educational levels. Naturally early retirement with part time work was more often mentioned by the eldest group (55 years and older, 20%) than by the youngest employees (15-24 years olds: 5%). Those who left school after the age of 20 are more likely to have this option available to them (11%), while those with low education less often have such possibilities available (7%).

**Child care facilities** in the workplace, helping to minimize travel for parents with small children, are available to 12% of the new member state states’ employees, and 7% of CC-3 employees. This option is least often available to previous member states, where only 4% of employees have such facilities accessible to them.

The availability of work place child care was most common in Poland (20% of workers claim to have such facilities), while in Cyprus it was not available at all.

Women responded in higher proportion that this is an available option (12%) than men (8%), and more managers reported such facilities (12%) than self-employed respondents (6%). Employees with the highest education levels (terminal education age 20 and above) where more likely to report these



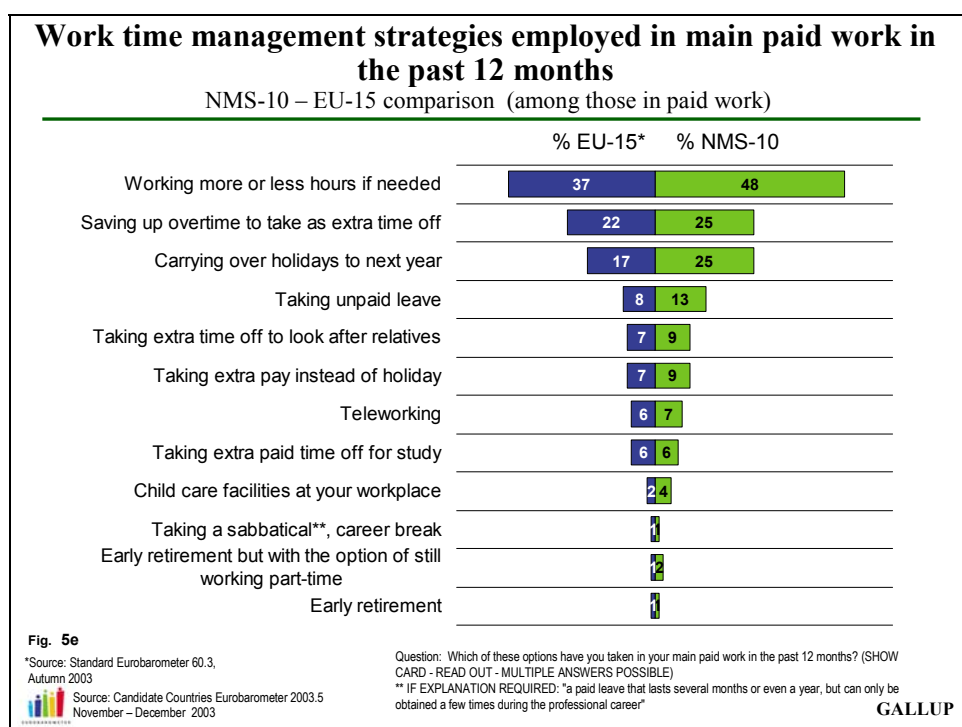
facilities (12%) than employees who finished studies between 16 and 19 years (10%), or those finishing by the age of 16 (7%).

The possibility of “teleworking” is much more available to the new member state countries’ respondents (10%) than workers of the CC-3 states (5%) or the EU-15 citizens (8%). It is more often a viable option for those aged 25-39 (10%), the more educated (14%), managers (14%), and those who are still studying (28%).

“Taking a sabbatical or career break” is available to less than one employee out of ten in the candidate region (2004 MS, 8%; CC-3, 7%), and the previous EU members (7%). This option is more accessible, on average, to managers (14%) and employees from the highest education class (12%).

## Strategies for combining paid work with other activities

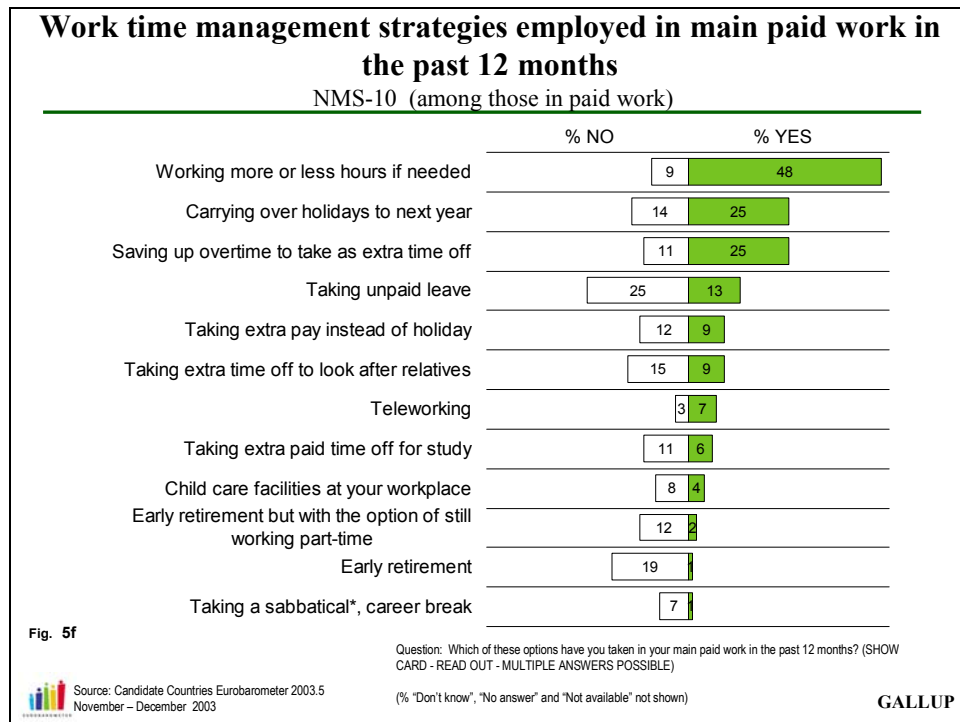
Comparing the time management strategies personally experienced by the working citizens in the new member states with the present EU member employees we can establish that all options – except taking extra paid time off for study – were more frequently chosen by NMS-10 citizens than current member respondents. It is also clearly visible that there is a similar pattern of participation for each choice within both country groupings. The most often utilized possibility in the NMS-10 as well as in the previous member countries is the chance to “work more or less depending on one’s need”. The least widespread choices, with less than 2% partaking, were: early retirement both with and without the chance to continue part time work, and a sabbatical or career break. (For country-by-country details on the utilisation of each of the time management options see *ANNEX TABLE 5.3a*, and for socio-demographic breakdowns refer to *ANNEX TABLE 5.3b*.)



The personal strategy for combining paid work with other activities that is most attractive to candidate countries is the possibility of **working more or less hours depending on one’s needs**. This choice was selected by 48% of respondents among the new member state states, 40% among the CC-3, and 37% within the previous member states.

Working more or less hours depending upon one's need is the most common work-time management strategy in Bulgaria (54%), Lithuania (52%), Estonia (51%), the Czech Republic, and Slovakia (50% each). The country with the least number reportedly partaking in this strategy is Malta (32%).

This strategy is most commonly employed by those who are at the age of 55 years or older (57%), are self employed (50%), ended their full time education after the age of 20 (49%), or live in large towns (48%).



Every one employee out of four has taken the option of **"carrying over holidays to the next year,"** which is clearly more frequently used within the new member state states' than in the candidate region as a whole, or within the previous EU member states. In the new member states one-quarter (25%) of the respondents carries holidays into the next year. Within current members, 17% records utilizing this strategy, while in the CC-3 only 6% do.

This strategy is most often utilized in Slovenia (38%), the Czech Republic (36%) and Slovakia (33%). It is least common in Latvia (9%), Romania (7%) and Turkey (4%).

Carrying holidays into the next year is more characteristic of women (19%) than men (13%), and of those aged 40-54 years (19%) than 15-24 (8%). This is also more common among managers (23%) and other whiter collar workers (24%) than manual workers (15%) and the self-employed (7%); by citizens living in small/middle sized (18%) or large towns (19%) than in rural areas or villages (10%).

Among the new member state countries, the option of **"saving up overtime to take as extra time off"** was used exactly in the same proportion as was carrying over holidays to the next year. One-quarter (25%) of the new member state states' respondents recorded employing this strategy as a way to share time between paid work and other activities. In the CC-3 countries, only 14% of citizens have used this option, and in the previous member states 22% of respondents said they have taken this measure as a way of rearranging their working time.

**"To save up overtime to take as extra time off"** was mentioned in relatively highest proportion in Slovenia (35%) and in the Czech Republic (33%), while it was least often mentioned in Turkey (9%). This time-management solution is more often utilized by women (23%) than man (18%) in the candidate region. It is also more common among those with higher levels of education (finished studies after 20: 25%; finished studies by 15: 12%). The self-employed have the least opportunity to employ this strategy (8%).



**“To take unpaid leave”** is a less frequently employed method of combining paid work with other activities. This was utilized by only 13% of the new member state countries’ citizens, by 12% of the CC-3 respondents, and by 8% of the previous member states’ inhabitants.

Taking this option is somewhat more characteristic of younger respondents (15-24 years: 16%; 25-39: 14%), managers (17%), and those who live in large towns (17%).

Every one out of ten people in the candidate region **“took extra time off to look after relatives”** within the last 12 months. Among the new member state countries, 9%, and in the CC-3, 11% did so. In the previous member states this has been opted for by only 7%. This option was most frequently taken by Slovakian (20%) and Estonian (18%) respondents, while the least number of employees mentioned it in Hungary (1%).

This option is more common among women (13%) than men (8%), and by people who belong to the other white collar class (13%) than managers and the self-employed (8% each).

**“Taking extra pay instead of a holiday”** is characteristic of 8% of the respondents in the whole candidate region. For this time-management solution we see little difference between the regions: 9% of the new member state’s citizens, 7% of the CC-3 employees, and 7% within the present member states have selected this as a method for managing their time.

This option is most commonly used in Estonia (17%), but also more than average in Bulgaria, Cyprus, the Czech Republic (13% each), Lithuania (12%), Latvia (11%), Slovakia, and Slovenia (10% each).

Taking extra pay in the place of a holiday is more common among manual workers (11%) than other white collar workers (8%), managers (7%) or the self employed (5%), and as well by those who live in large towns (10%) over those who live in villages or small and middle sized towns (7% each).

**“Teleworking”** is a work strategy employed within the last 12 months by a mere 7% of the candidate countries’ respondents and 6% of employees within the current members. In the case of the CC-3 countries, the average percentage of workers partaking in teleworking is a slight 2%. However, the proportions of those utilizing this strategy are distributed between 17% (Czech Republic) and 1% (Romania and Turkey).

To take the option of teleworking is more characteristic of the most educated class (9%) than of those who have left school before the age of 16 (0%) or at between 16 and 19 years (3%).

**“Taking extra paid time for reasons of study”** is characteristic of 6% of people in the new member states, as well as in the CC-3, and in the previous member states. Although the number of those who have already employed this option in the past 12 months is very low, there is great diversity between individual countries. This was most commonly recorded in Lithuania (10%), while least frequent in Cyprus and Romania (2% each).

This option was mentioned more commonly by younger respondents (15-24 years old: 12%) than older (40-54 years old: 3%), and more likely of small, middle sized or large town inhabitants (8%) than by people living in rural areas or villages (3%).

While **“child care facilities”** were available at the work place for 12% of employees, they were utilized by one third of these (4%) within the new member state countries. In the previous EU member states, child care facilities were available to only 4%, and half of these took advantage of the offer (2%). Within the CC-3, only in 1% utilize child care facilities at their workplace.

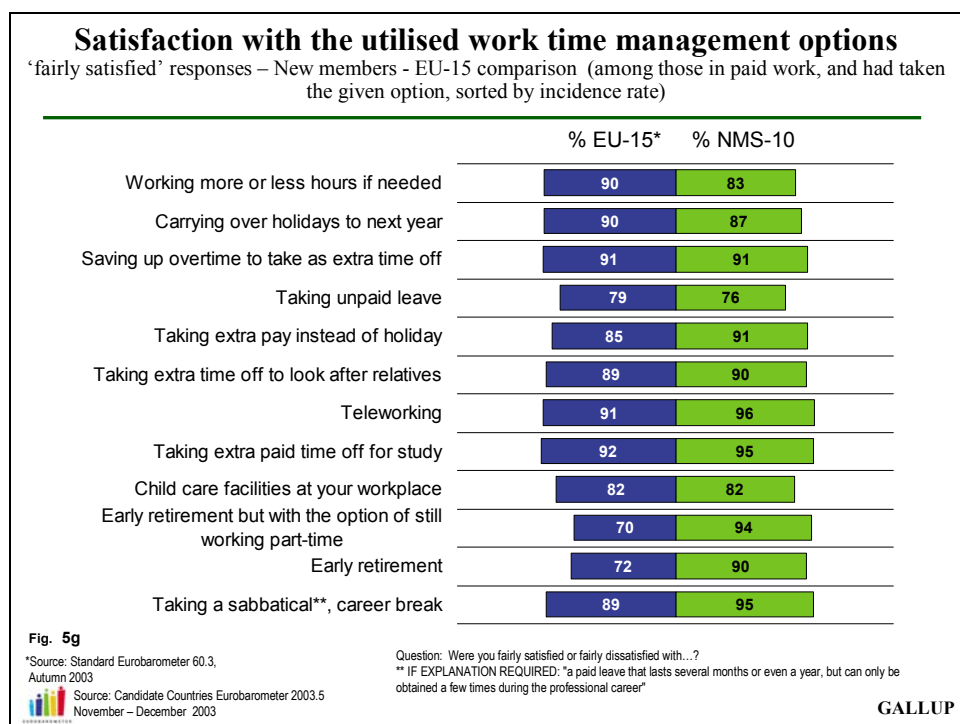
Considering individual countries, we can highlight Poland, where 7% of the respondents say they have utilized child care facilities at their work, and Cyprus, where not one person responded likewise.

On site child care facilities were more often used by women than men (4% vs. 2%), by 25-39 year olds (4%) than those 15-24 years old (1%) employees, and managers (4%) than other white collar workers (1%).

The other possible work time management strategies – **taking a sabbatical or career break, early retirement with or without the option of still working part-time** – were rarely utilized in the last 12 months; less than 4% of the respondents mentioned them in total.

## Satisfaction with strategies employed for combining paid work and other activities

In general, we have established that the majority of those who employed at least one work time management solution in the past 12 months are more likely satisfied with the given strategy than dissatisfied with it. The greatest rate of satisfaction in the NMS-10 region is 94% (for “early retirement while continuing to work part-time” and “teleworking”). The least satisfaction is recorded at 64% (for “early retirement”). For the majority of time management options about two-thirds of respondents were fairly satisfied. The proportion of satisfied respondents in the new member states lies between 76% (unpaid leave) and 96% (teleworking), and in the previous member states between 70% (early retirement while continuing to work part-time) and 92% (taking extra paid time for study). (For country-by-country details on how satisfied workers are with the time management solutions they have recently employed, refer to *ANNEX TABLE 5.4a*, and for detailed socio-demographic breakdowns see *ANNEX TABLE 5.4b*.)



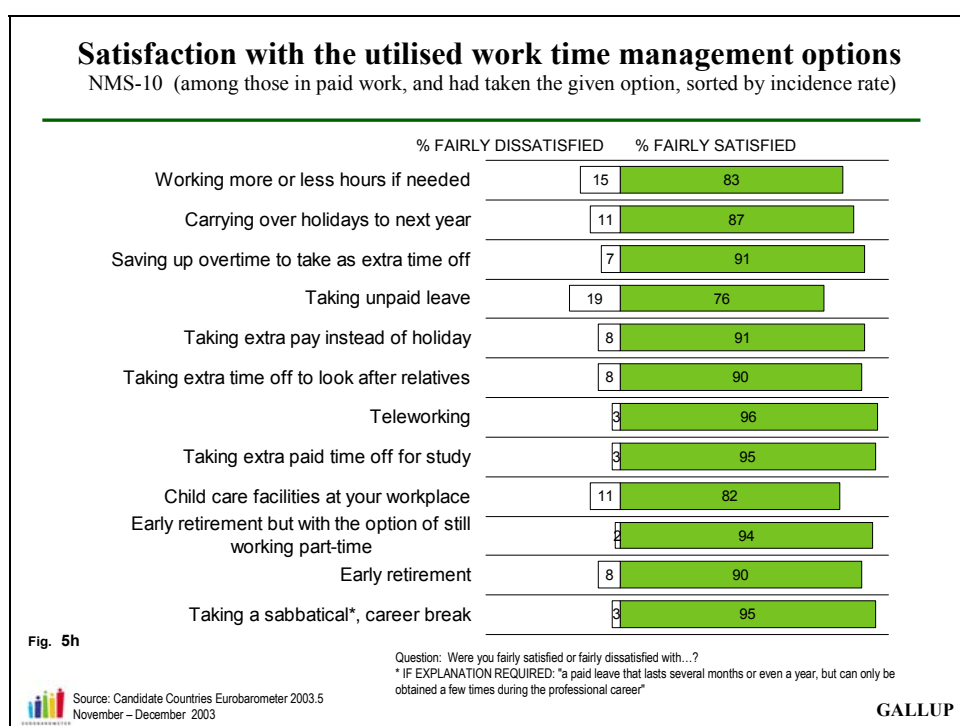
It is noteworthy that while the decision to “**work more or less hours if needed**” was the most personally important and the most frequently utilized time management strategy of the new member states, “only” 83% of the respondents are fairly satisfied with this decision — which is the third lowest rate of satisfaction — and 15% definitely dissatisfied with it. It seems that in the previous member states this type of time management solution is more useful for respondents: 90% who utilized this strategy were satisfied with their decision to do so. In the CC-3 countries, only two thirds of those who used this option were satisfied with it (66%). From the candidate region the most satisfied respondents are found in Malta (97%), Cyprus (92%), the Czech Republic, and Latvia (89% each). Romanian employees were the least satisfied with this option; 68% reported satisfaction, while 29% were fairly dissatisfied with trying to work more or less hours depending upon their need. Satisfaction grows along with one’s level of education. Among the least educated group 68% of the respondents were satisfied, while among those who left schools between aged 16 and 19 the proportion of satisfied people is 75% and in the most educated group 81% were satisfied with this decision.

Eighty-seven percent of the respondents within the new member state states were fairly satisfied with the decision to “**carry over holidays to next year**,” while 11% of them feel that it was not the best solution. For this same decision, 90% of citizens of the previous member states were satisfied with

their choice. In the CC-3 countries 78% of the citizens said that they were fairly satisfied with their decision to carry over their holidays, while 21% of them were definitely dissatisfied with it. The satisfaction of using this option rated the highest for Czechs (98%), Maltese (96%) and Cypriots (92%), while the least satisfied were Romanians with 60%. The younger generation (15-24 years olds: 98%), the least educated workers (studied up to aged 15: 94%) and other white collar workers (89%) are more satisfied with taking this option than other employees.

**“Saving up overtime to take as extra time off”** as a strategy for combining paid work with other activities reached a high satisfaction rate in the NMS-10 region as a whole (90%) as well as the EU-15 countries (91%). It was also seen as favourable within the CC-3 states (89%). All of those who had taken this option were fairly satisfied with it in Malta and in Turkey (100% of them were satisfied), while the least positive opinions were measured among Romanian employees (82%). The oldest respondents (55 years old and above) were also fully pleased with their choice, but “only” 88% of 40-54 years old employees gave this positive answer. Those living in small or middle sized towns (92%) were also more satisfied than those in large cities (88%).

**“Taking unpaid leave”** was a strategy employed by 13% of the NMS-10 respondents; 76% of these were satisfied with this decision, while 19% of them were fairly dissatisfied. This is the option with which the highest proportion of employees was dissatisfied. Current EU workers were slightly more satisfied with this strategy (79%). Looking individual candidate countries we find that the proportion of satisfaction with this option is the highest among Maltese (100%) and also very high in Estonia (92%). In the CC-3, those proportions who report satisfaction is about ten percent higher (85%) than in the new member state countries. Satisfaction with taking unpaid leave is more characteristic of women than men (83% as against 79%), of white collar workers (87%) than managers (84%), manual workers (80%), or self-employed (71%). It is also interesting that the rate of satisfaction has a strong connection with the age of respondents: 15-24 years olds, 24%; 25-39 years olds, 79%; 40-54 years olds, 87%; and 55+, 78%.



**“Taking extra pay instead of a holiday”** is not a common method for arranging work time among the new member states (9%), but of those who have employed the strategy, every nine people out of ten (91%) said that they were happy with this way of rearranging their time and only 8% reported that they are fairly dissatisfied with it. In the CC-3 almost the same proportion, 92%, was fairly satisfied with this, while in the previous member states 85% reported satisfaction. The Maltese are the most satisfied with this option (100% fairly satisfied), and only among the Lithuanians (78%) and Romanians (79%)

were the fairly satisfied respondents recorded to be under 80%. More women than men (95% as against 90%) are satisfied with this option, and the rate of satisfaction increases with age (15-24 years olds: 67%, 25-39 years olds: 89%, 40-54 years olds 96%).

About the same percentage (90%) of new member state states' citizens are satisfied with their decision to **'take extra time off to look after relatives.'** In the CC-3 region 88% were fairly satisfied and in the previous member countries 89%. The greatest rate of satisfaction was measured in Cyprus, Malta and Slovenia (100%), while Hungarians were at least satisfied with this decision (67%). Among those who took this option, women (91% as against 88% of men) and people from the least educated class (95%) are most satisfied. It is clearly visible again that older respondents in paid work are in higher proportion satisfied with this kind of possibility than younger ones: under 25 years only 38% of the workers are satisfied, while 90% of 25-39 years olds, 92% of 40-54 years olds and 96% of 55 years olds and above.

Although **teleworking** is also not a typical strategy for the new member state countries' employees for combining main paid work with other activities (only 7% have utilized this option), of those who have, nearly all are satisfied with their choice (96% are fairly satisfied and 3% are fairly dissatisfied). Also in the CC-3 countries there is great satisfaction with this strategy (97% fairly satisfied). In the previous member states, 91% of the respondents are fairly satisfied with the teleworking option; this is the second highest satisfaction rate in the list of employed options. Of those who have chosen to partake in teleworking, 100% of these in Cyprus, Hungary, Malta, Poland, Romania, Slovakia and Turkey are satisfied with this decision. We find a higher number of satisfied employees among men than women (98% vs. 93%), among the youngest generation (15-24 years old: 100%) and among those who stopped full-time education at age 15 or before (100%).

The option of **"Taking extra paid time off for study"** was utilized by only 6% of citizens in the new member state countries, but those who did were very satisfied with it: 95% said that they are fairly satisfied and only 3% of them reported that they are fairly dissatisfied with this. In the CC-3 countries 89% of the respondents answered that they are fairly satisfied with their choice. Compared the rate of satisfaction of NMS-10 employees with the previous member countries' workers we can say that in both regions this strategy receives the highest satisfaction rate (92% in the EU-15).

The Eurobarometer survey measured full satisfaction (100%) in Cyprus, the Czech Republic, Malta, Poland, and Romania. The least satisfied with this work decision were the Slovakian employees. There are no differences between the opinions of men (92% satisfied) and women (93% satisfied), but between the age-groups: while only 43% of 15-24 years old are satisfied, this ratio among 25-39 age group is 98%. All of the respondents in the other white collar workers group are satisfied with this option, but only 86% of the self-employed are.

**"Child care facilities at one's workplace"** were utilized by 4% of the respondents. Of those, 83% were fairly satisfied with the service, while in the candidate region as a whole 12% claimed dissatisfaction with it. Separately, we see that 81% of the new member state states' citizens, 86% of the CC-3 employees, and 82% of the previous member states respondents are fairly satisfied with using at-work child care facilities. All respondents utilizing these facilities in Bulgaria, the Czech Republic, Estonia, Lithuania, Malta and Turkey were satisfied, while the least satisfied were Romanian employees (43%). Somewhat more men than women are satisfied with this option (86% vs. 81%). The respondents who left school before the age of 16 and the workers of the other white collar class are fully satisfied, but only 71% those who left school between the age of 16 and 19 and only 60% of manual workers are satisfied.

Although the proportion of those in the new member states region who could manage to **"retire earlier but with the option to continue part-time work"** is only two percent, 94% of these are fairly satisfied with the decision and 2% fairly dissatisfied. The proportion of those who are fairly satisfied in the CC-3 was 91%, which is lower than the new member states (94%) and much higher than the EU-15 countries (70%).

The greatest numbers of satisfied respondents were found in Bulgaria, Estonia, Lithuania, and Poland (100% in each), while the least satisfied respondents are in Latvia (24%). Men are in significantly higher proportion satisfied with this option than women (96% as against 88%) as well as the members of the least educated group of people (100%) compared to those who stopped full time education between the ages of 16 and 19 (38%).

Of the 2004 countries' respondents, 90% were satisfied with the decision to take **early retirement**, and only 8% said that they are fairly dissatisfied with it. The opinion of the respondents of the CC-3 countries about this is somewhat less favourable: 77% were fairly satisfied with this option, which remains a higher satisfaction rate than among the current members (72%). The highest rate of satisfaction is expressed by Bulgarians, Estonians, Lithuanians and by the Turks – all of those who had taken this option were satisfied in these countries. In this case more men are satisfied than women (96% vs. 88%), and definitely more people with lower education levels (100%) than those who stopped full-time education between the ages of 16 and 19 (38%).

In the candidate region as a whole, 76% of respondents were fairly satisfied and 23% fairly dissatisfied with their decision to take a **sabbatical or career break**. In the case of the new member states, the rate of satisfaction is almost twenty percent higher (95%), than in the CC-3, where satisfaction is only 68% and 32% was fairly dissatisfied with this strategy. Among the current EU member countries, the proportion of fairly satisfied employees reaches 89%.

Individual country analysis shows that 100% of the respondents who have, in the past 12 months, taken a sabbatical or career break have been fairly satisfied with this decision in Cyprus, the Czech Republic, Hungary, Malta, Poland, Slovakia and in Slovenia as well. The least satisfaction with this decision is recorded among the Romanians, where only 52% were fairly satisfied while 48% dissatisfied with their choice. The choice to take a sabbatical or career break brings satisfaction to all respondents over the age of 55, and all managers, but only 8% of the least educated group and only for 40% of the self-employed.

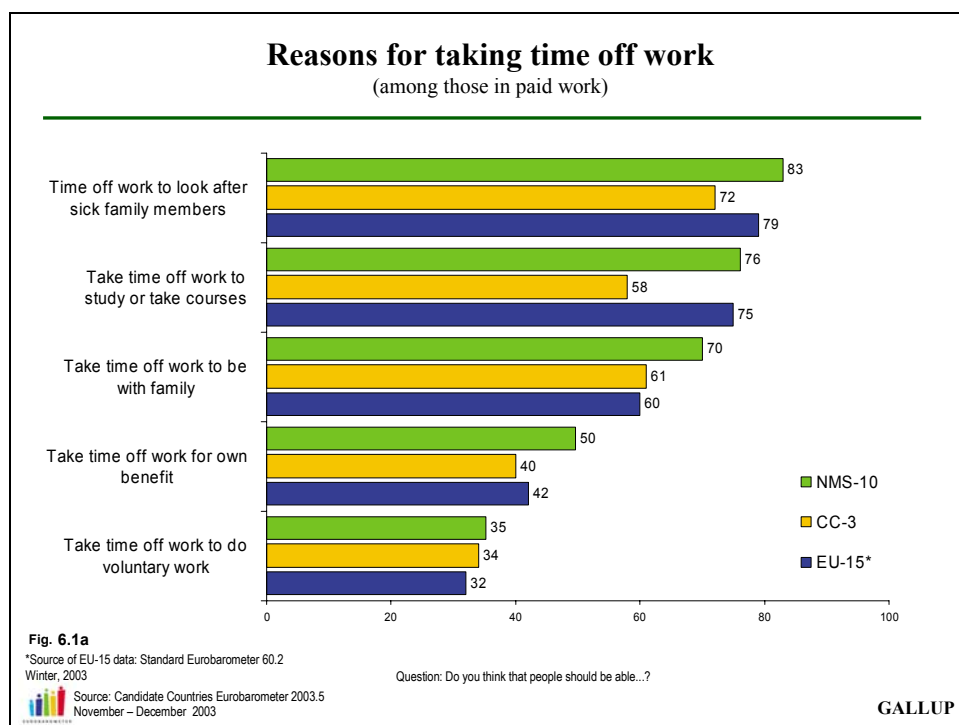
## 6. Time-related workplace benefits

In this chapter, working citizens expressed their opinions regarding whether or not they should be able to take time off work for different activities in connection with their families, studies and spare time. Results also show opinions about access to childcare facilities at their workplace, and regarding early retirement. We have also asked, in the opinion of those involved in paid work, who should bear the costs of such benefits?

### 6.1 Taking time off work for different activities

Overall, the most important thing for all of the working citizens is to be able to take time off work to look after sick family members. The accession countries' citizens consider this to be the most important reason for which people should be given time off work (83%). This has been the most important in the EU-15 and CC-3 countries as well (79% and 72% respectively). Studying or taking courses is the second most important reason both in the EU-15 and the accession countries, with three quarters thinking that employees should be able to take part in these activities at the expense of their working time. This possibility is not as popular in the candidate countries (58%).

Spending more time with family is, overall, the third most important reason to take time off work; 70% of the new member states and about 6 in ten workers on CC-3 and EU-15 level think that working people should be able to take time off work to be with their family (60%; 61%). Devoting time for one's own benefit is considered less important than taking time for family. Exactly half of the accession countries workers and about 4 in 10 in the other two groups consider this to be a good reason to take time off work (EU-15: 42%, CC-3: 40%). The proportions of those who consider time off for voluntary work to be important are even lower. About one in three respondents would like to take time off for voluntary work in all the three groups: 35% of the new member countries, 34% of the CC-3 countries, and 32% of the EU-15 countries expressed that people should be able to take time off work for voluntary activities.

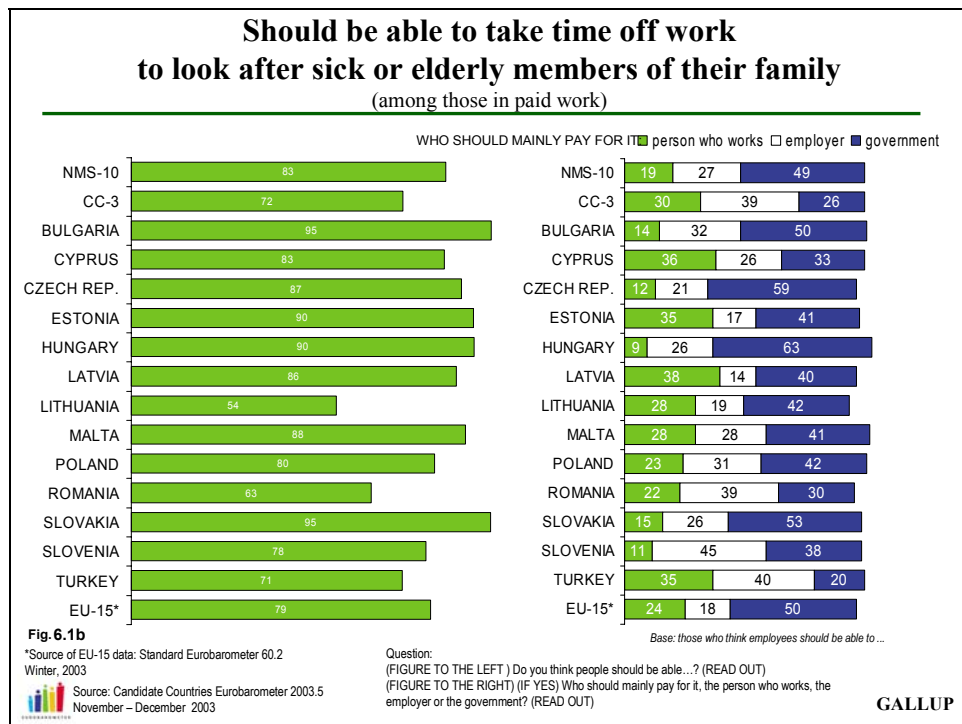




## Take time off work to look after sick or elderly members of their family

Slovakia is the first among the 10 accessing countries to consider taking care of elderly or sick family members to be a legitimate reason to take time off work (95%) but working citizens of Estonia and Hungary expressed its importance in very high proportion as well (both 90%). The least with this opinion can be found in Lithuania (54%). (ANNEX TABLE 6.1a.)

Demographic analyses show that most of the manual workers agreed that people should be able to take time off work to care for sick or elderly family members (82%). Females, older respondents (55+), and those between the ages of 16 and 19 years believe that employees should be able to take time off work for this purpose (81% each). (ANNEX TABLE 6.1b.)



In consideration of the financial aspect of this issue, almost half of the respondents in accession countries (49%) believe that the costs of such leave should be covered by the government. The proportion who feels this way reaches 50% in EU-15 countries but account only for 26% in CC-3 countries. According to 27% of respondents living in the accessing countries, it is the employer who should primarily bear the costs of such absence from work, while 19% believe that it is the employee who should cover the costs, 30% in the CC-3 countries, and 24% on EU-15 level feel likewise. (ANNEX TABLE 6.2a.)

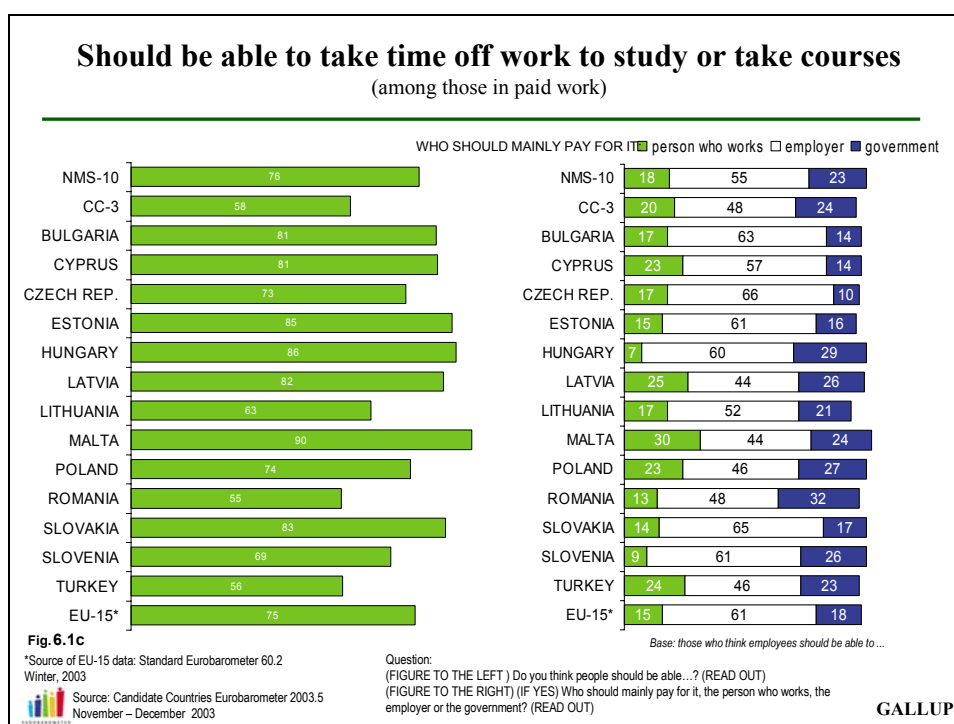
In Hungary working citizens are most likely to believe that time off work for this specific reason should be financed by the government (63%), with many Czechs (59%) and Slovaks (53%) sharing their opinion. The least likely to agree are the Turkish (20%), Romanians (30%) and Cypriots (33%). The employer should be the primary sponsor of taking time off to nurse family members according to the Slovenians (45%) and Turkish (40%), while this idea was the least popular in Estonia (17%) and Latvia (14%).

Cypriot respondents expressed in the highest percentage that the person who works should be responsible for the incurred costs (36%), and the Hungarian respondents are the least likely to agree with only 9% sharing this opinion. (ANNEX TABLE 6.2b.)

## Take time off work to study or take courses

Individual country analysis shows that Malta is the most likely to believe people should be able to take time off work to study or to take courses (90%). They are followed by Hungarians (86%) and Estonians (85%). In the lowest proportion, of the ten accessing countries, the Lithuanians wish to take time off work for this purpose (63%). Romanians (55%) and Turks (56%) are as well moderately supportive in this respect.

Looking at socio-demographic data we can see that mainly those respondents who are still studying and whose terminal education is after the age of 20 are far more likely to select this opinion than the average (84% and 78% respectively). Managers and other white collar workers also believe that such opportunity should be provided (80%; 74%). As for one's locality, those who are living in large towns most often think that people should be able to take time off for studies (72%).



Having a detailed look at respondent's opinions about financing such a leave of absence, we do not find great divergence of opinions among those who have selected this possibility as something the workers should be able to take time off for; the dominant opinion is that employers should sponsor absence from work that is spent with educating the employee. A bit more than half of the respondents in the accession countries wish their employer to be the financier (55%); less among the CC-3 countries agree (48%), while even more among the EU-15 countries feel this way (61%).

The government is the second preferred choice for the one who should cover the costs: 23% in the new member state countries, 24% of the CC-3 and 18% of the EU-15 countries have this opinion. Somewhat fewer working citizens think that the person who works should pay (2004 MS: 18%, CC-3: 20%, EU: 15%).

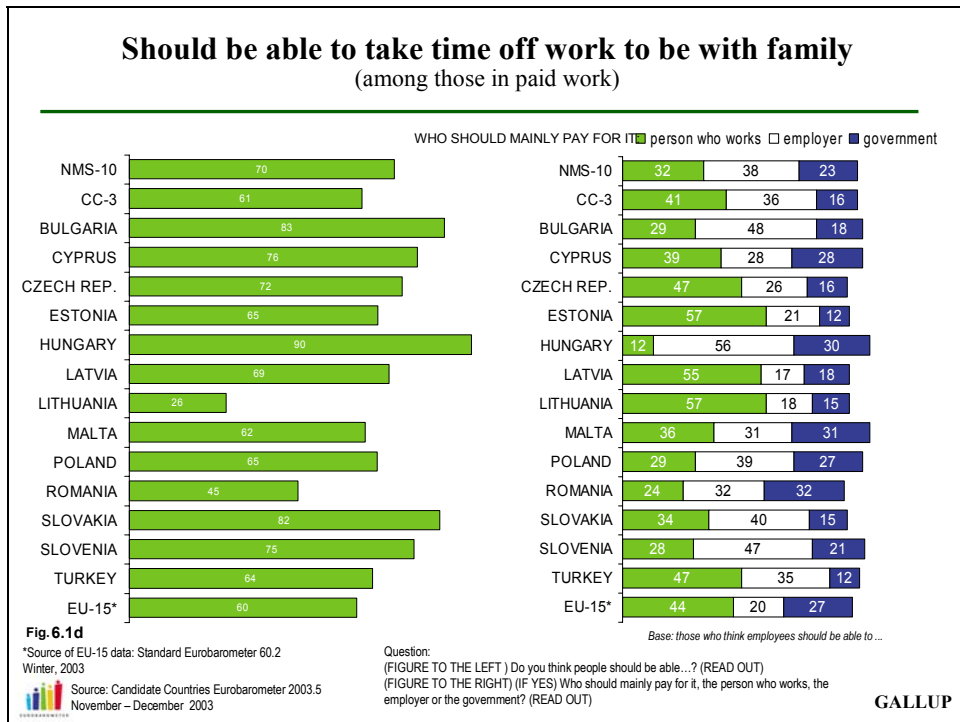
Mainly Czechs and Slovaks think that the employer should pay for time taken from work to study (66; 65%). Those least likely to agree are the Latvians and Maltese (both 44%). In the latter countries, workers most likely to think that the employees themselves should cover the costs for the time off work spent with their own training. Three in 10 Maltese think that it is the person who works who should pay, while Hungarians are the least likely to agree with this solution (7%). At the same time Hungarians are the most likely to call for the government sponsoring the time an employee spends off work, with training (28%). On the contrary, only 10% of the Czechs share this opinion.



## Take time off work to be with their partners, children or grandchildren

By asking citizens about their time we have revealed that among the accession countries many working citizens, 70% of respondents believe workers should be able to take time off to be with their family. Nearly the same proportion of those in CC-3 countries (60%) and EU-15 countries (61%) agree. Among the ten accession countries, mostly in Hungary (90%), Slovakia (82%) and Cyprus (76%) do workers value this possibility. Lithuanians are the least likely to agree (26%).

A demographic analysis highlights that manual workers feel, in the highest frequency, that people should be able to take time off work to be with their partners, children or grandchildren (68%). Those aged 25 to 39 years and who live in large towns have this opinion in the highest proportion (69% each).



Taking time off work to be with family should be paid by the employer, according to 38% of the new member countries and 36% of CC-3 countries' respondents. It is second most common to believe that such a leave of absence should be compensated for by the person who works: 32% in new member countries and 41% in CC-3 countries are of this opinion. Less believe that such time away should be covered by the government; only 23% of the 2004 MS and 16% of the CC-3 feel this way.

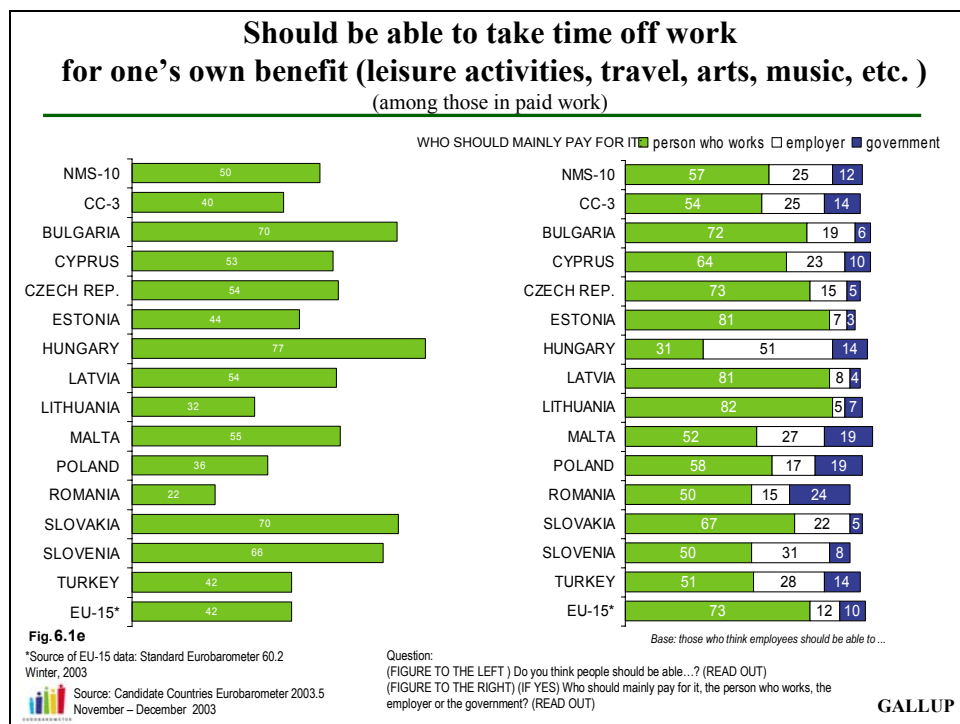
Hungarian respondents are most likely to believe that time away from work should be financially covered by one's employer (56%), while Latvians are the least likely to agree (17%). Estonians and Lithuanians think most frequently that it must be paid by the person who works (both 57%), and Hungarians are the least likely to feel this way (12%). Maltese expressed, in the highest proportion, that such a leave of absence should be financed by the government (31%), and Lithuanians and Slovenians in the least (both 12%).

The CC-3 average responses show that those aged 15 to 24 (43%), other white collar workers (42%) and females (42%) would like to have this time financed by the employer. According to those who are still studying (54%), the self-employed (48%), respondents at the age of 15-24 (41%), and those who are living in small towns (41%), the time should be paid by the person who works. Far beyond the CC-13 average, 28% of managers believe this time should be financed by the government.

## Take time off work for own benefit (leisure activities, travel, arts, music)

Many workers are confident that they should have the opportunity to take time off work for their own pleasure. Of the accession countries, 50% agree. This proportion is lower in EU-15 countries (42%) and even lower in CC-3 countries (40%). Hungarians would like to take time off for these activities in the highest proportion (77%), followed by Slovaks (70%) and Slovenians (66%). The least likely to find this type of work leave to be legitimate are Lithuanians; only 32% think that people should be able to take time off work for own benefit.

Socio-demographic analyses show a balanced pattern with no group emerging as very different from the other. Looking at occupational groups, the agreement ranges from 42% among the self employed to 49% among managers.



In most countries the majority of respondents expect the person him or herself to finance this type of absence from work. Among the EU-15 countries, 73% think that these activities should be financed by the person who works, while only 10% expect the government to cover the costs. The 2004 MS and CC-3 countries are slightly less likely to expect the worker to finance this type of absence (57%; 54%). The employer sponsoring such leaves attract 25% in both groups.

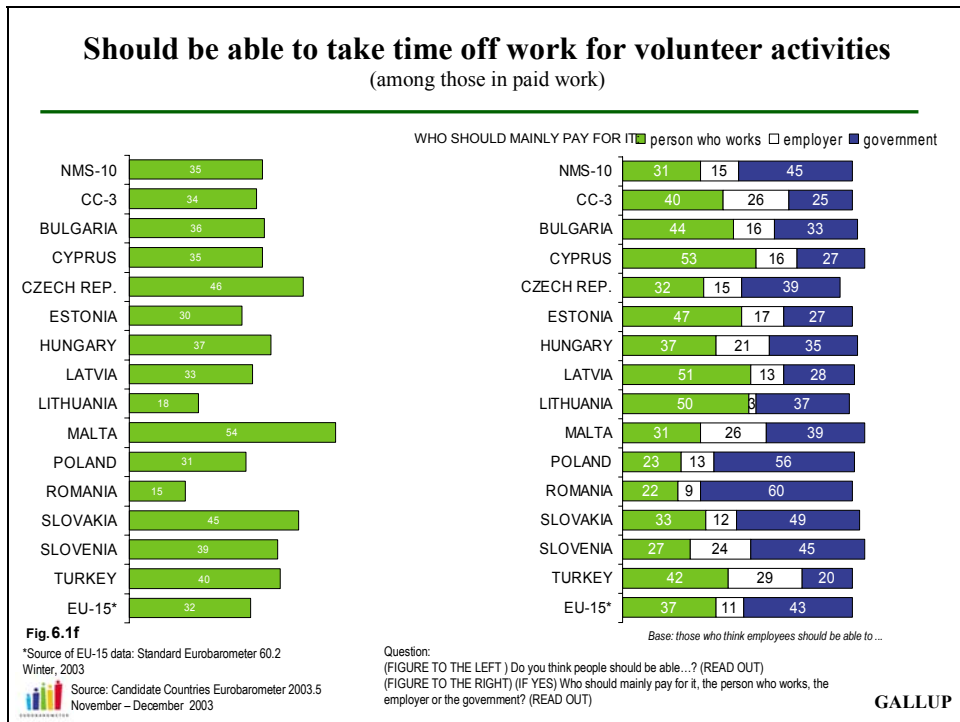
Lithuanians and Latvians are the two nations that most strongly support the concept of the worker compensating for their personal time away from work (82%; 81%). Hungarians most strongly expect the financing to come from the employer, with more than half of Hungarian respondents holding this opinion (51%).

More males (60%) than females (49%) are of the opinion that the person concerned should cover the costs of personal absence. The self employed (9%) and 15-24 year olds (8%) are the least likely to expect the government to pay for this type of work leave. Those who live in large towns (64%) more strongly support the concept of the worker paying for their leave than those who live in rural areas (47%).

## Taking time off work to participate in volunteer activities

Among the accessing countries, Maltese most strongly feel that people should be able to take time off work to do voluntary work (54%). Those least likely to agree are the Lithuanians (18%).

The youngest generation (15-24 year olds) agree with this idea the most (38%). Managers and other white collar workers are of the same mind in this respect, with above-average support (both 37%).



As for financial considerations, 45% of the new member states and only 25% of the CC-3 countries expressed that such time away from work should be compensated for by the government. This proportion is 43% in the EU-15 countries. Among the acceding countries, 31% think that the person who works should contribute for this time away. Among the CC-3 countries, four in ten respondents have this opinion, and a similar proportion, 37% in EU-15 countries agree. The employers should cover the costs according to 15% in the accession countries, 26% in CC-3 countries, and 11% in EU-15 countries.

Among the ten accessing countries, the Poles are the most likely to believe that time away from work for voluntary activities should be paid for by the government (56%). The least likely to hold these opinions are found in Cyprus (27%). The Cypriots and Latvians most strongly believe that taking time off to do voluntary work should be compensated by the person who works (53% respectively 51%). As we have seen, it is a generally not a strongly held opinion that the employer should pay for these leaves of absence. Countries do not really expect an employer to sponsor such leave: the highest such expectation is found in Slovenia (24%), and the lowest in Lithuania (3%).

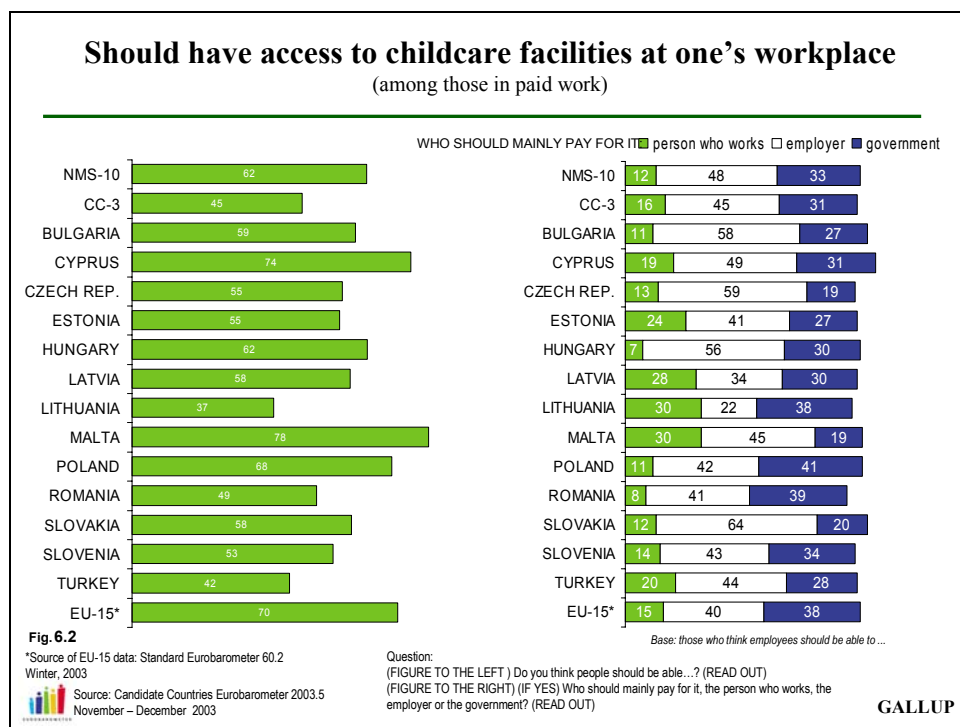
Many more males than females (43% versus 22%) support the idea that it is the person who works who should pay, and 45% of the self employed have this opinion. The youngest generation (15-24 years old, 43%) are more likely to expect the employer to be the sponsor of time spent on voluntary activities instead of work (55+: 13%). At the same time, 53% of managers expect such financing to come from the government.

## 6.2 Have access to childcare facilities

In connection with their time management, and coordination of work with other activities, the survey examined the opinions of working citizens about whether or not they think childcare facilities should be provided to workers, and the desirable form of financing of such facilities.

Within the accession countries, 62% expressed that access to childcare facilities at the workplace should be provided for the workers' kids. This proportion is somewhat higher in EU-15 countries (70%) and much lower in CC-3 countries (45%). Among the ten accessing countries, respondents in Malta and Cyprus feel most strongly that people should be able to have access to childcare facilities at the workplace (78% and 74% respectively). Those who agree in the least are found in Lithuania (37%). (ANNEX TABLE 6.1a)

Many more females consider onsite childcare facilities to be a good idea (64%) than males (48%). Relatively many of the office workers: managers (59%) and other white collar workers (62%) agree. People living in large and small towns (56%) support the idea of having access to childcare at their workplace more often than respondents living in rural area (48%). (ANNEX TABLE 6.1b)



In the new member states (48%) and CC-3 countries (45%) mostly expect these facilities to be paid for by the employer, and 40% of the EU-15 countries agree. The strongest agreement that the employer should sponsor such facilities is found in the Czech Republic (59%) and in Hungary (56%), while workers the least likely to agree are in Lithuania (22%). Not many of those who wish that workplaces should provide access to childcare facilities think that the employees themselves should pay for such opportunity (NMS-10: 12%, EU-15: 15%, and CC-3: 16%). (ANNEX TABLE 6.2a)

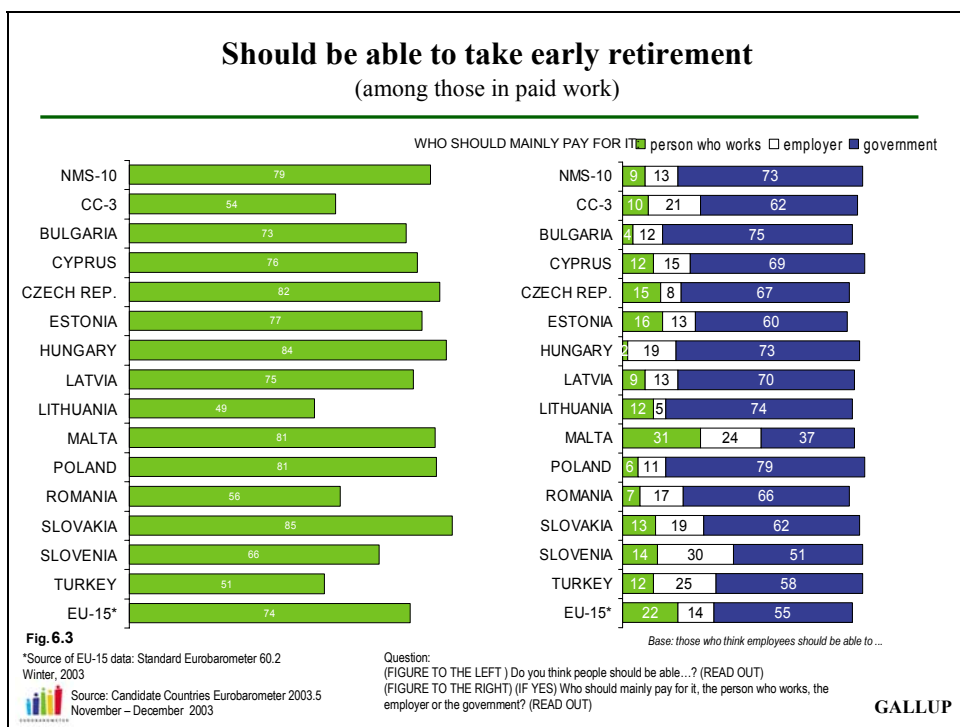
In the EU-15 countries 38% expect onsite childcare to be paid for by the government, while this ratio is somewhat lower in new member countries (33%) and in CC-3 countries (31%). (ANNEX TABLE 6.2b)

## 6.3 Early retirement

Working citizens have been asked about the possibility of retiring earlier than scheduled. Financial considerations of this possibility have also been examined; respondents who thought that this option should be offered at workplaces were asked about who should pay for early retirement.

Here we see a great variation across countries and regions. According to 94% of the accession countries and 74% of the EU countries workers should be able to take early retirement if they wish to. A significantly smaller number of those workers living in CC-3 countries (54%) agree. Slovaks and Hungarians would most like to have this possibility (85%; 84% respectively), followed by the Czechs (82%) Poles, and Maltese (both 81%). Again, Lithuanians are the least interested (49%). (ANNEX TABLE 6.1a)

Demographic analysis shows that females (74%) support early retirement in a higher proportion than males (63%). There is a difference between self-employed respondents and managers: the self employed find early retirement much more important than do managers (57%; 72%). (ANNEX TABLE 6.1b)



Early retirement should be financed principally by the government; this is the dominant opinion throughout Europe. The greatest agreement with this statement is found in the accession countries (73%), followed by CC-3 countries (62%) and then the EU-15 (55%).

Looking at individual countries, it is Poland who is the first in line to vote for the government to pay for early retirement, with 79% considering government financing important. They are followed by Hungary (73%). The Maltese feel the role of the government to be the least essential in this respect (37%) and they are the most open for self-financing, by the employee. (ANNEX TABLE 6.2a)

Respondents nearing to the critical age (those aged 40-54 years) feel most strongly about the role of the government in paying for early retirement (73%). (ANNEX TABLE 6.2b)

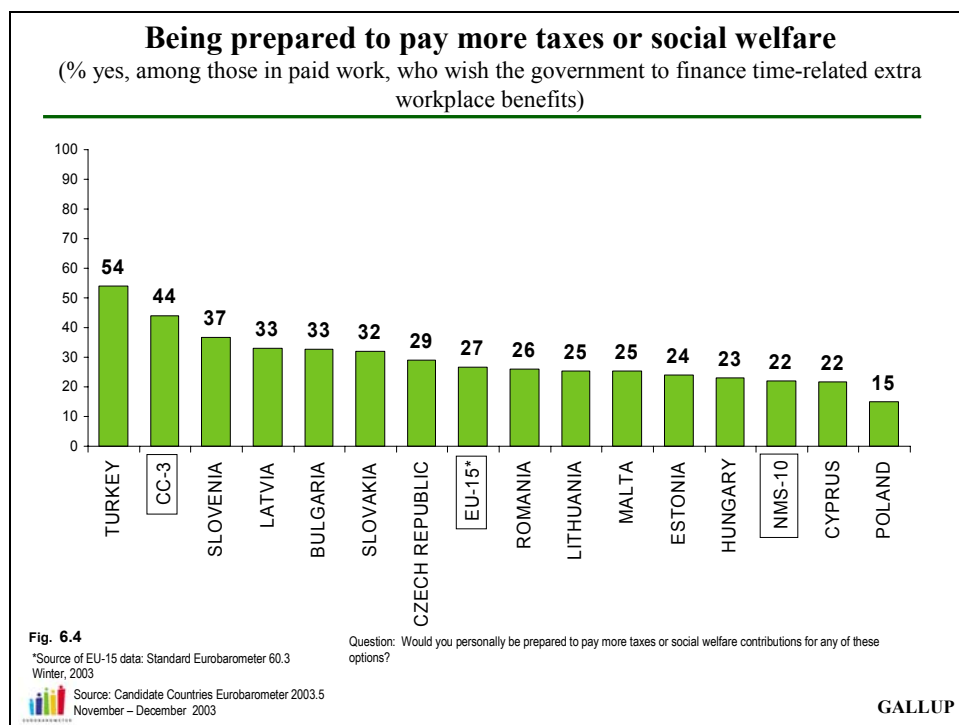
## 6.4 Being prepared to pay more taxes or social welfare for extra benefits

We have seen in the previous subchapters (6.1-6.3) that both in the accession and candidate countries people tend to think that they should have the possibility to take time off work for different activities, have access to childcare facilities at their workplace, and the possibility to take early retirement.

The survey also shows that such time away from work – with the exception of leisure activities for one's own purpose – is expected by the accession countries to be financed by the employer or the government in higher proportion than by the person who works.

We have examined whether or not people would be willing to pay more taxes or social welfare for these possibilities. The answer is: they are not.

Among the new member state states, only somewhat more than one in five respondents (22%) have reported that they are willing to pay extra for these possibilities they otherwise would like the government to sponsor. On the contrary, 59% are not willing to pay. In the EU-15 countries, the willingness to pay more taxes or social welfare is somewhat higher (27% said yes and 48% said no), though still tepid.



On average for the CC-3, more are willing to pay increased tax for the above possibilities, but at the same time, overall fewer workers wish direct state sponsorship. In fact, the proportion of those willing to pay exceeds with those ones who refuse by one percent (44% versus 43%).

Among the accession countries, the most willing to pay extra taxes for these possibilities are the respondents of Slovenia (37%), while Poles were the most resistant (15%). (ANNEX TABLE 6.3a)

Demographic data show that the younger generation is more prepared to pay for these options (15-24: 35%), while the older (55+) respondents are less willing to pay (16%). Managers are the most willing to pay more taxes or social welfare (39%) to receive these benefits. (ANNEX TABLE 6.3b)

## 7. Other activities that impact daily time use

Respondents in the candidate countries were also asked which activities and circumstances, other than work, most influence their use of personal time. We were interested not only in how long they spend on these activities, but also how those activities influence their personal time-usage.

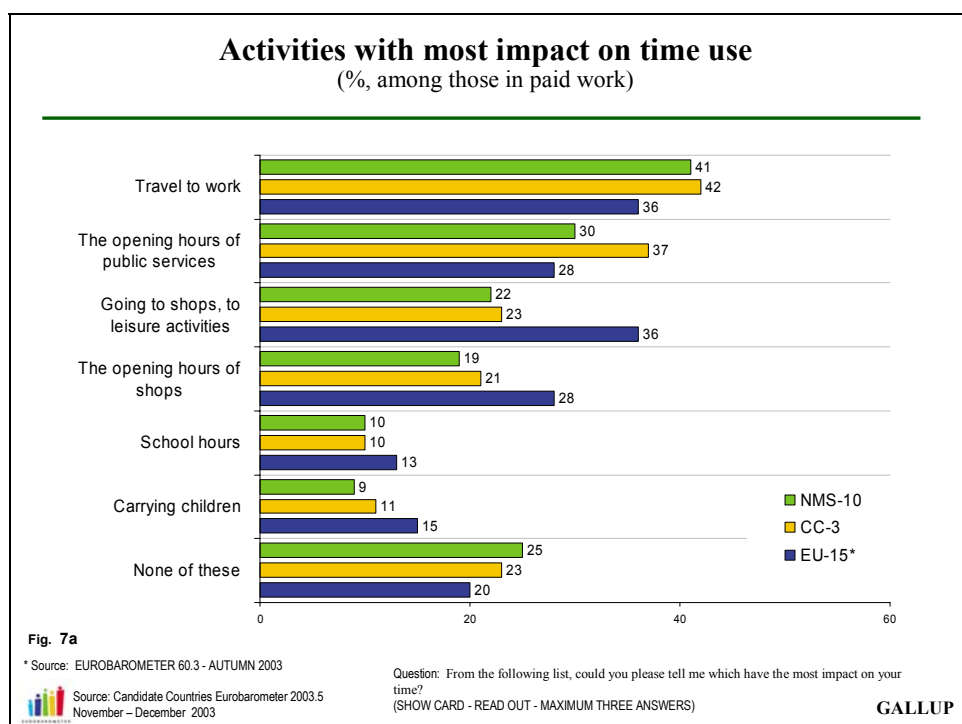
The greatest impact on time usage, independent of geographical location, is the time spent travelling to work. This was mentioned by 41% of the working citizens in the new member state countries, 42% of the CC-3 countries' respondents, and 36% of the current members. (For country by country analysis of the factors that impact daily time budget of working citizens, please see *ANNEX TABLE 7a*)

The second greatest impact on time usage is the time of day public services open. This plays an important role in worker time usage for 30% of new member states, 37% of CC-3 states, and 28% of current members.

The most interesting difference between the present and the future EU-15 countries is the impact of leisure activities (shopping, going to the cinema, theatre, concerts, etc.) on time usage. These sorts of activities have the greatest influence on time use in the EU-15 (36%), but in the new member state states and in the CC-3 countries, these types of activities have a lesser effect (22% and 23% respectively). We can see the same difference in the opening hours of shops – opening hours are much more important for people in the previous member states (28%) than for citizens in the new member state (19%) or in the CC-3 countries (21%).

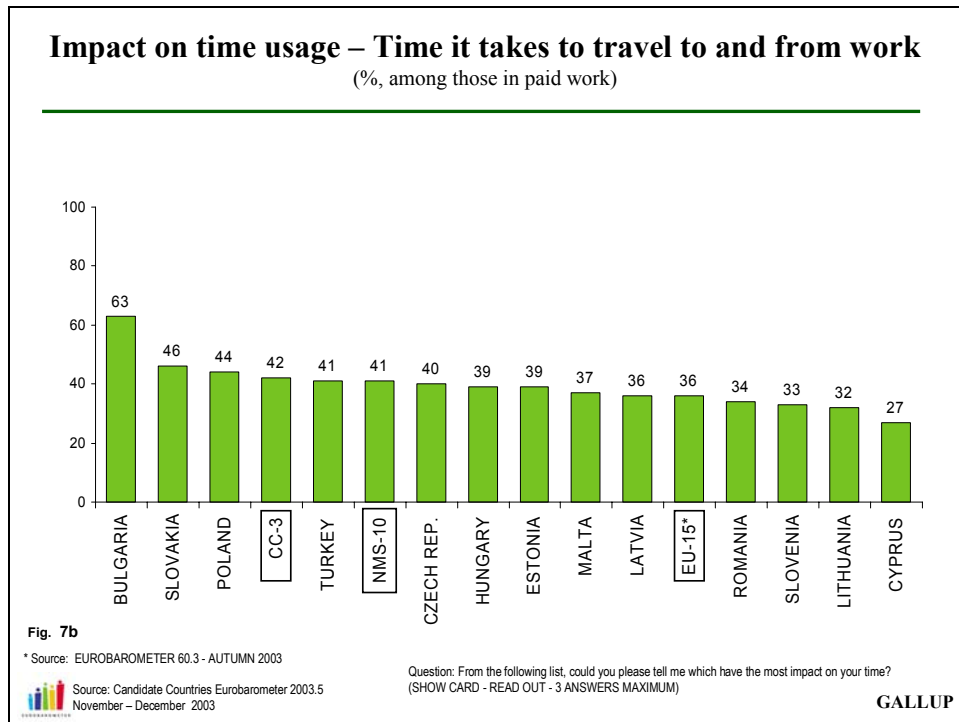
It is natural that school hours are mentioned by fewer respondents; only one out of 10 workers in both the new member states countries and CC-3 states considers school hours to be an important factor in time usage. In the present EU member countries, 13% of paid workers consider school hours influential in this way.

One-quarter (25%) of working citizens in the new member state countries, 23% in the CC-3, and 20% of the current members say none of the listed activities really impact their personal time table.

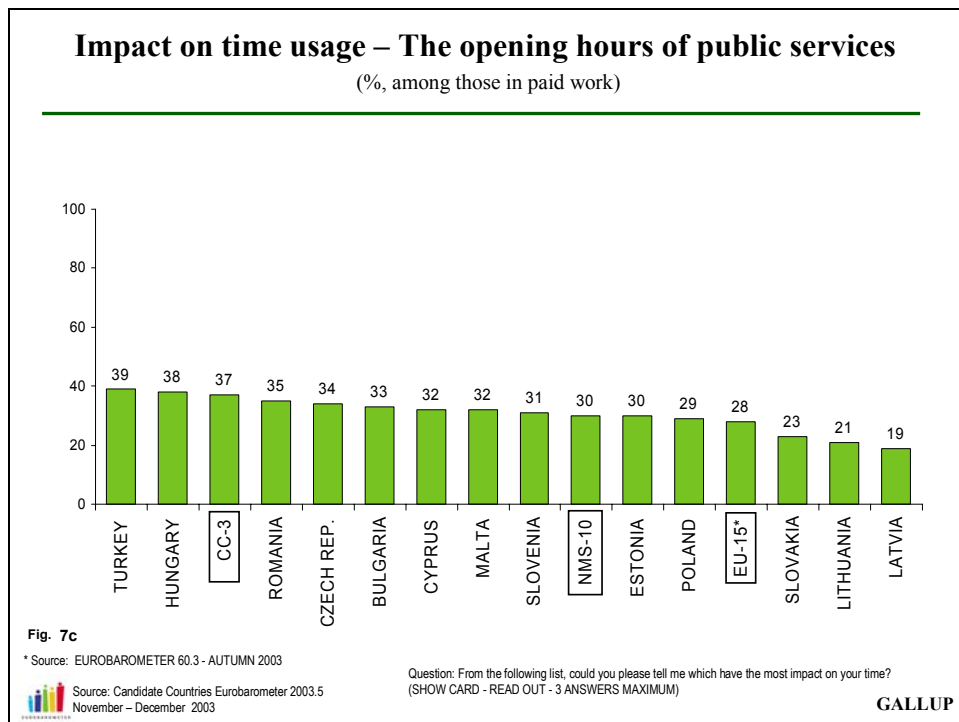




The time it takes to get to the workplace has the greatest impact on free-time usage in Bulgaria (63%), while it holds the least importance in Cyprus (27%). Only Slovakia, Poland, and Turkey are above the new member states' average in considering the commute to work influential in their personal time management.

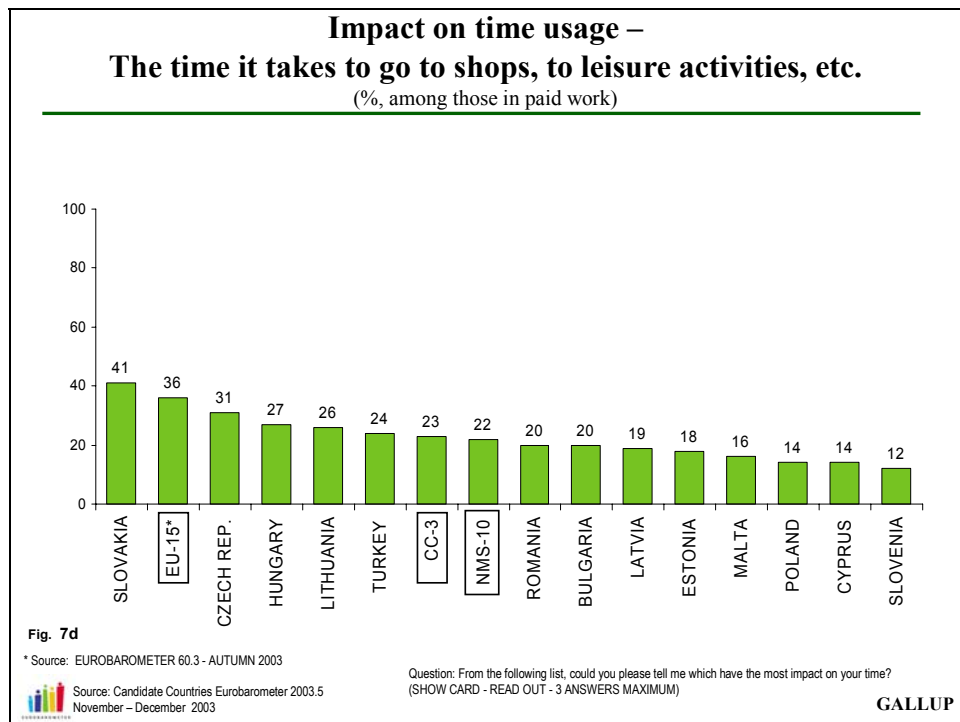


The opening hours of public services have the greatest influence on time usage in Turkey, where 39% of paid employees mentioned its importance. Conversely, in Latvia, only 19% feel public service hours influence their schedules. As the figure below shows, this is also very frequently mentioned in Hungary (38%), which leads the new member states in this category.

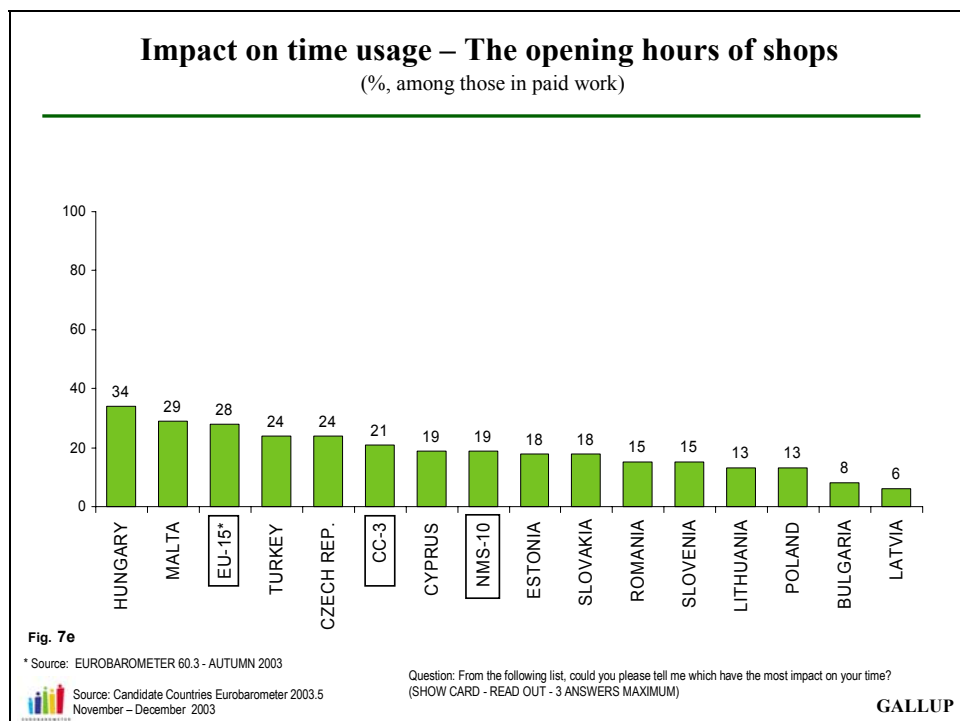




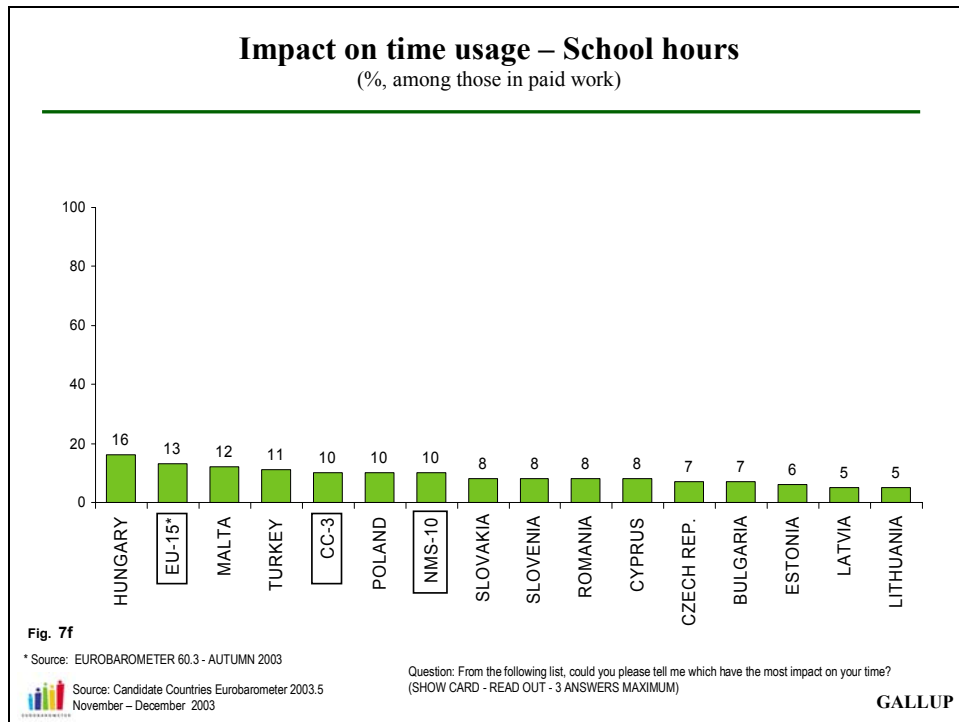
The time spent on shopping and leisure activities is the most determinant activity for Slovaks' free time (41%), while only 12% of Slovenians mentioned it.



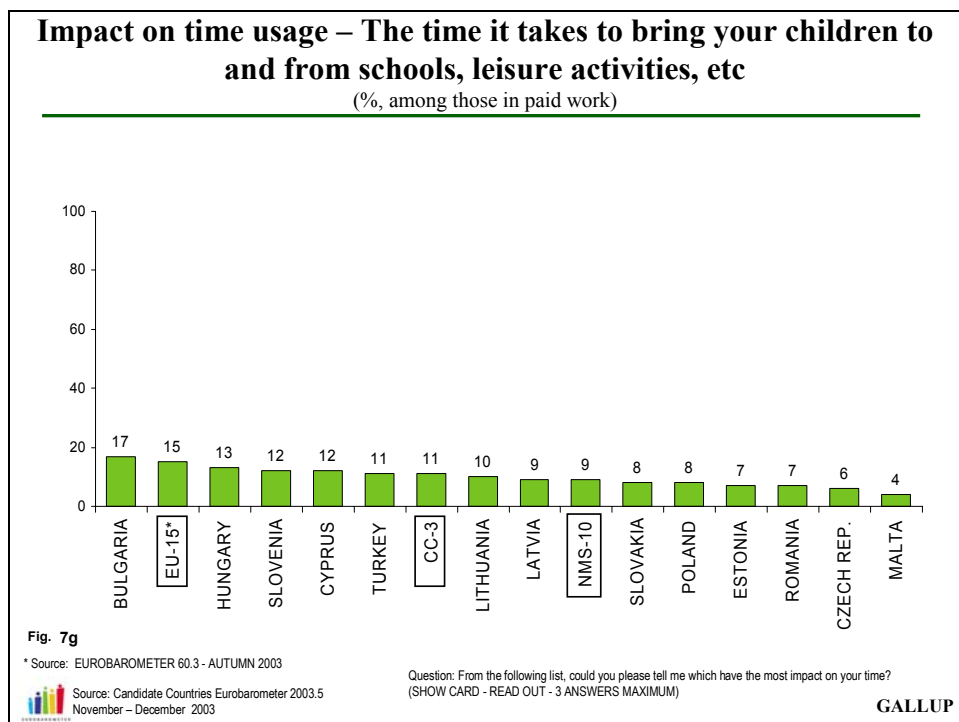
The business hours of shops are most influential on Hungarian time schedules (34%), but much less important for Latvians (6%).



School hours impact time use in Hungary (16%) more than they do elsewhere. In the Baltic states, only 5-6% feel school hours play an important role in their time usage.



The time spent on taking children to and from school and to their leisure activities plays a more important role for Bulgarians (17%) than it does for any other country. In Malta, only 4% of workers find this a major influence on their time use.



With the exception of only Cyprus and Romania, the greatest impact on time usage in Europe is the time it takes to travel to the workplace. The extremely high influence of this activity is clearest in Bulgaria, where almost two-thirds of the employees said that travel has the greatest influence on their time (63%, as opposed to the 42% CC-3 average and the 41% new member states' average). In Bulgaria the second most important influence on time use is the business hours of public services (30%), and third most important is the time used in shopping and leisure activities.

For Cypriots, the most important influence on time use is the time spent at shops (32%). Second most important is the time taken to travel to work, but in a decisively lower proportion than any other country (27%). The third most important impact on time use for Cypriots is the opening hours of shops, which is important to 19% of Cypriot workers.

In the Czech Republic, respondents consider their work commute to be the most influential activity in their time management (40%) the rate is about the same among new member states (41%). The opening hours of public services play the second most important role to the Czech workers, 34%, which is slightly above the new member state countries' average (30%). The third most important impact on Czech workers' time management is leisure activities and shopping (31%).

The time taken to travel to work in Estonia is the most important issue (39%); the percentage is about the same for new member states (40%). The second most widespread influence on time usage for Estonians is the business hours of public services (30%). The hours that shops are open plays the third most important role -- only 18% consider this to be influential in their time use plans.

Hungarian employees consider their work commute to have the most important effect on their time use (39%). The hours that public services are open represent the second most important factor for Hungarians' time usage (38%). This plays a greater role for Hungarians than it does in new member states (30%) or in the previous member states (28%). Shopping is an important issue for the Hungarians. The hours that shops are open is the third most frequently mentioned effect on Hungarian time use (34%), which represents the greatest importance of this factor for the region as a whole (new member state average: 19%).

Thirty-six percent of Latvians think that the time taken to travel to work has the greatest effect on their time use. The second and third most important factors are the hours that public services are open and time spent in leisure activities (19% each).

Time used in travelling to the workplace has the most impact on time use for Lithuanians (32%) at a rate that is 9% lower than the new member states' average (41%). Of Lithuanians, 26% believe that visiting shops and leisure activities has the most influence on their time usage. The third most importance factor to Lithuanians is the hours that public services are available (21%).

The Maltese find that their work commute is the most important determinate of their time use (37%). The hours that public services are open influences 32% of Maltese schedules, and the opening hours of shops is the third most important issue (29%).

In Poland, the time taken to travel to work is, again, the most influential circumstance on one's schedule (44%). The hours that public services are available (29%) is the second most important for Polish workers, and going to shops and to leisure activities (14%) is third most influential.

The everyday life of Romanian workers is most influenced by the business hours of public services -- reported to influence the schedules of 35% of people in paid work. Time spent in travel to work is not as important in Romania as it is in many other countries, with only 34% considering it important, which is less than the new member state average (41%). Going to shops and to leisure activities is the third greatest influence on Romanian workers' time use (20%).

Time spent travelling to work is most influential for Slovakian employees' personal time management. Forty-six percent feel that this activity determines most their time usage. Only Bulgarians are more influenced by time spent travelling to work (63%) than Slovaks. Slovakia holds the highest ratio of the entire region for employees claiming that the time it takes to go to shops and leisure activities has the greatest impact on their time use (41%). The third greatest influence on Slovakian time is the hours that public services are available (23%). In Slovenia, the time taken to travel to work (33%) is

less influential on personal time use than it is among the new member states (41%). The hours in which public services are open is regarded as second most important to Slovenians' time use, mentioned by 31%, which is just one percent above the new member state countries' average. Fifteen percent of Slovenian respondents in paid work consider the opening hours of shops to be the strongest determinate on their time usage.

Forty-one percent of Turkish employees feel that time taken to travel to work is the most important influence on their personal time management. This percentage is the fourth highest among the candidate countries, and the second highest among the CC-3 countries. Thirty-nine percent of employed Turks said public service hours effects their time management, and 24% believe that the business hours of shops has the greatest influence on their schedules.

**Table 7. Ranking of activities according to their impact on time use**  
(% of mentions, by country)

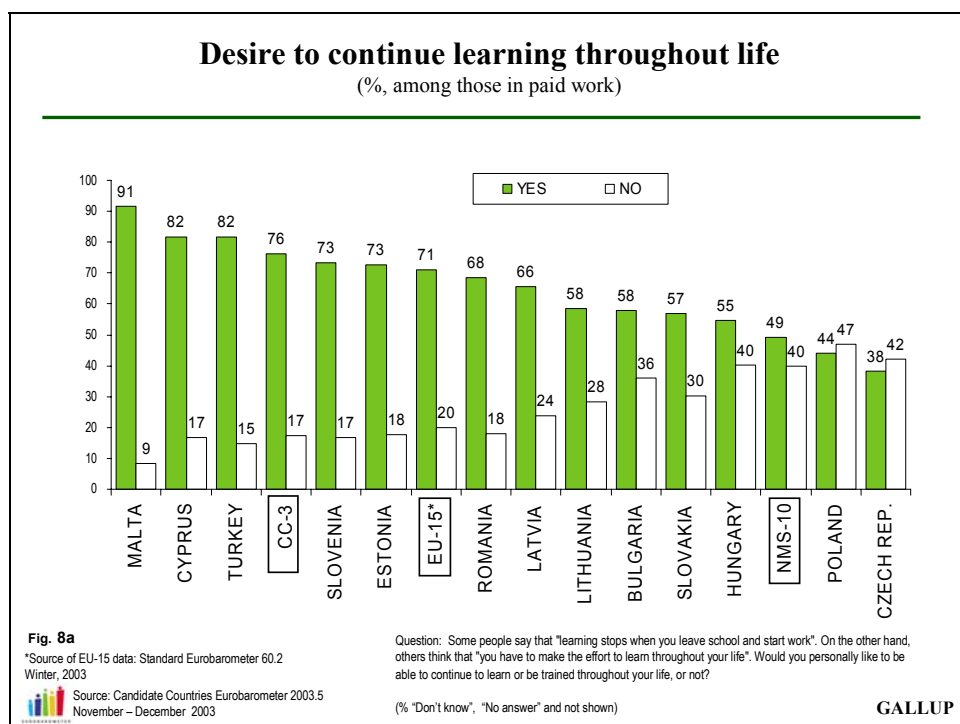
<b>Bulgaria</b>		<b>Malta</b>	
Travel to work	63	Travel to work	37
The opening hours of public services	33	The opening hours of public services	32
Going to shops, to leisure activities	20	The opening hours of shops	29
<b>Cyprus</b>		<b>Poland</b>	
The opening hours of public services	32	Travel to work	44
Travel to work	27	The opening hours of public services	29
The opening hours of shops	19	Going to shops, to leisure activities	14
<b>Czech Republic</b>		<b>Romania</b>	
Travel to work	40	The opening hours of public services	35
The opening hours of public services	34	Travel to work	34
Going to shops, to leisure activities	31	Going to shops, to leisure activities	20
<b>Estonia</b>		<b>Slovakia</b>	
Travel to work	39	Travel to work	46
The opening hours of public services	30	Going to shops, to leisure activities	41
The opening hours of shops	18	The opening hours of public services	23
<b>Hungary</b>		<b>Slovenia</b>	
Travel to work	39	Travel to work	33
The opening hours of public services	38	The opening hours of public services	31
The opening hours of shops	34	The opening hours of shops	15
<b>Latvia</b>		<b>Turkey</b>	
Travel to work	36	Travel to work	41
The opening hours of public services	19	The opening hours of public services	39
Going to shops, to leisure activities	19	The opening hours of shops	24
<b>Lithuania</b>			
Travel to work	32		
Going to shops, to leisure activities	26		
The opening hours of public services	21		

## II. Training, courses, adult education

### 8. Life-long learning

Eurobarometer examined how prevalent is the idea of learning while working among the citizens of the 13 countries aspiring to European Union membership. As part of this, we inquired as to the extent to, and manner in which, respondents participate in such training in their everyday lives.

Among the three groups of countries, the attraction to lifelong learning is highest in the group of countries omitted from the 2004 wave of enlargement. On average, 76% in this group say that they would continue learning if they had the opportunity, while 71% in the previous member countries, and 49% in the new member state countries, agree.



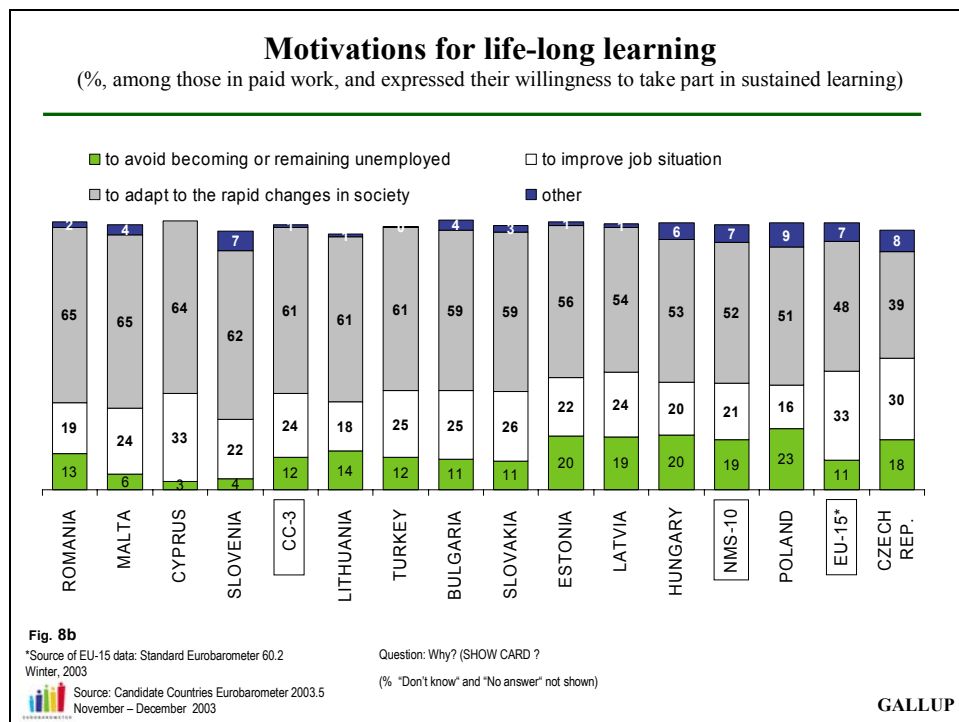
In the new member state and candidate countries, the proportion of those who favour a lifelong learning program is the highest in Malta: 91% of the residents of the island country say that they would participate in training if it were possible. Cyprus and Turkey secured the second and the third place, respectively, in the list -- 82% of the population in both countries favour a sustained learning. It should be noted that, with the exception of two, in all 13 countries most regard lifelong learning to be important. Most Poles and Czechs would avoid continued training in the future: 44% of Poles and 38% of Czechs would learn more, while 47% of Poles and 42% of Czechs say enough is enough. (ANNEX TABLE 8.1a)

In the new member state and candidate countries, those who want to continue learning are primarily in the younger age groups: 73% of the 15-24 year olds say they would continue training should the opportunity arise, but only 55% of the 55 year olds feel likewise. Primary economic activities reflect significant differences, too: 76% of managers, but only 55% of manual workers, would learn throughout their lives. (ANNEX TABLE 8.1b)

In each of the surveyed countries, the strongest motivation for lifelong learning is the idea that it would help people adapt to the rapid changes in society. The second greatest motivation in all of the countries is the desire to improve one's job situation, while the third is most often the attempt to avoid unemployment.

In all three examined groups of countries, the most important motivation to learn is adaptation to social changes, however, on closer look, we find variation in specific responses. The countries not included in the 2004 wave of enlargement are more motivated by the desire to adapt to social changes (61%) than the other two groups. In these countries, one-fourth of those wishing to learn intend to improve their job situation via training, and 12% want to prevent unemployment. Of the countries joining the European Union in 2004, half (52%) of those intending to learn feel that training is necessary to adapt to a changing society. In the 10 countries, the proportion is nearly identical among those who would improve their job situation (21%) and those who would avoid unemployment (19%) by continued learning. Somewhat less than half of the current EU member countries' population feels that they should learn because of a rapidly changing society. Among the three groups of countries, the current members are more motivated than the future and candidate members to continue learning in hopes of improving their labour market position -- every third citizen intending to learn would start courses for this reason. At the same time, only 11% of current members feel that the threat of unemployment would be a reason to learn more.

The desire to keep abreast of the rapidly changing society is the greatest educational motivator in Romania and Malta (65% in each country of those committed to continued learning). Two-thirds of the Cypriots (64%) intending to learn would do so in order to improve their job situation; this was the most frequently mentioned reason in this country. At the same time, this motivation is relatively the least inspiring in Poland (51%) and the Czech Republic (39%), though still the most frequently reported motivation for continued learning even in these countries. Attempting to protect oneself against unemployment is more of a mitigating factor in Poland (23%), Hungary, and Estonia (20% both) than it is elsewhere. (ANNEX TABLE 8.2a)



The highest proportion of white and blue collar workers wanting to learn more would do so in order to fend off unemployment: 17-18% of those intending to learn name this as the biggest reason, while this proportion is only 10% among entrepreneurs, and 14% among managers. Among the entrepreneurs, most people intending to continue training (65%) say that training would be necessary because of the rapid changes in society. An attempt to improve one's labour market position is primarily a motivation for blue collar workers (28%). (ANNEX TABLE 8.2b)

## Participation in training courses

Our data show that, although the intention to study is highest in the candidate countries, this is where we find the fewest people who actually participated in training in the previous year. Among the three groups of countries, the citizens of the new member states attended some kind of training in the last 12 months in the largest proportion. Among the 15 EU member countries, 21% partook of training within the last year, as did 37% of the new member states population, and only 14% in the candidate countries.

Citizens of the member countries most frequently commence training because they want to (11%) or because they have been asked to by their employer (8%). Some, however, begin studies in order to obtain benefits (e.g.: unemployment benefit) (2%). Among the countries joining the Union in 2004, more of those who are continuing education were asked to do so by their employer (17%) than decided to do so on their own (15%). In these countries, the proportion of those who started learning in order to obtain some benefit is 5%. On average for the candidate countries, 14% took some training in the previous year. Half of the group did so because they wanted to, almost one-fourth were asked by an employer, and another one-fourth were prompted by the advantages and benefits that training is expected to bring.

The Estonians and Czechs participated in further education in the highest proportions: 40% of the population in both countries took part in courses. The group of Estonian learners has two basic categories: those inspired to learn on their own account (20%) and those prompted by an employer (19%). The proportion of those who learn in order to obtain benefits is rather low here - just 1%. The Czech Republic has the greatest proportion of those continuing education under the prompting of an employer (26%). The other studious Czechs are following their own resolutions (12%), or working towards employment benefits (2%). The proportion of those who attended training in order to gain some benefit is the highest in Poland (8%). (ANNEX TABLE 8.3a)

The least likely to have participated in some form of training in the last year are the Bulgarians (16%) and Turks (12%).



Our findings show that women are more active in the area of sustained training (32%) than are men (20%). The proportion of trainees is also rather high among managers (54%). Every fourth manager was sent by his employer to training, and another one-fourth partook because they personally wanted to. There is a striking difference in the aspect of training participation among various educational

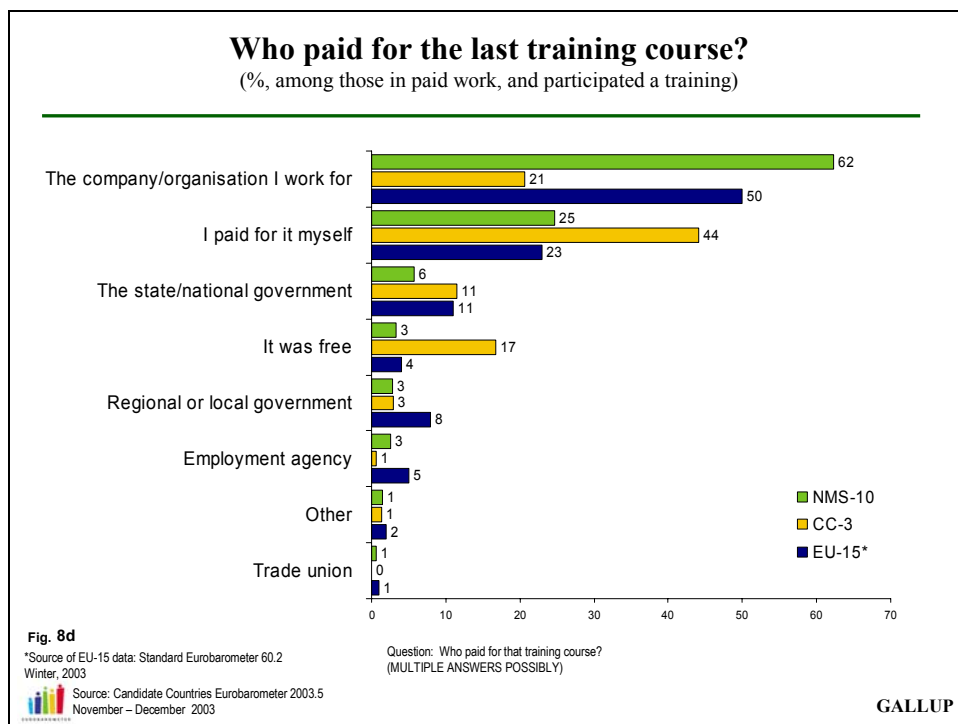
groups. While only 6% of those with less than 15 years of education took part in some training, and 21% of those with 16-19 years of education did so, a full 44% of those who have over 20 years of education partook in training in the last year. (ANNEX TABLE 8.3b)

### Who pays for training?

In the course of the survey we also asked who had paid for the training. Respondents could give multiple answers because it is possible that they took part in more than one training session in the last one year.

As shown above, employees of the new member states were sent to training mainly by their employers, or they decided themselves to go. This is also apparent from the financing of the training, as in these countries the bill is mostly paid by the employer (62%), followed by training financed by the person himself or herself (25%). The state financed training sessions for only 6% of the learners; 3% of local and regional administrations and 3% of employment agencies funded continued learning.

In the candidate countries, however, the most frequent financing method for employees participating in training is self financing: 44% of the people learning while working pay the costs themselves, while 21% of them participate in training financed by their employer. In these countries, the proportion of employees participating in free training is rather high (17%): in the other two groups of countries this training form makes up only 3-4%. In the year preceding the research, half of the employees studying in the previous member countries took part in a course or training session covered by the employer. Almost one-fourth financed their own training, while the government financed 11%, regional or local government paid for 8% of respondents, and 5% took part in training financed by the employment agency.



While the dominant sponsor of the training working citizens participate is their own employer in each accession country, there are some significant differences. Probably the most important of these is the case of Turkey, where we find the least employees participating a training course financed by the employer (10%), and more than half of the workers (52%) themselves contributed to the costs of their training. Also, the proportion of those participating courses that are free of charge is the highest in Turkey as well (23%). (Co-)financing one's education on their own is the least prevalent in Estonia (19%), Poland (20%) and the Czech Republic (21%), whereas, among the accession countries,



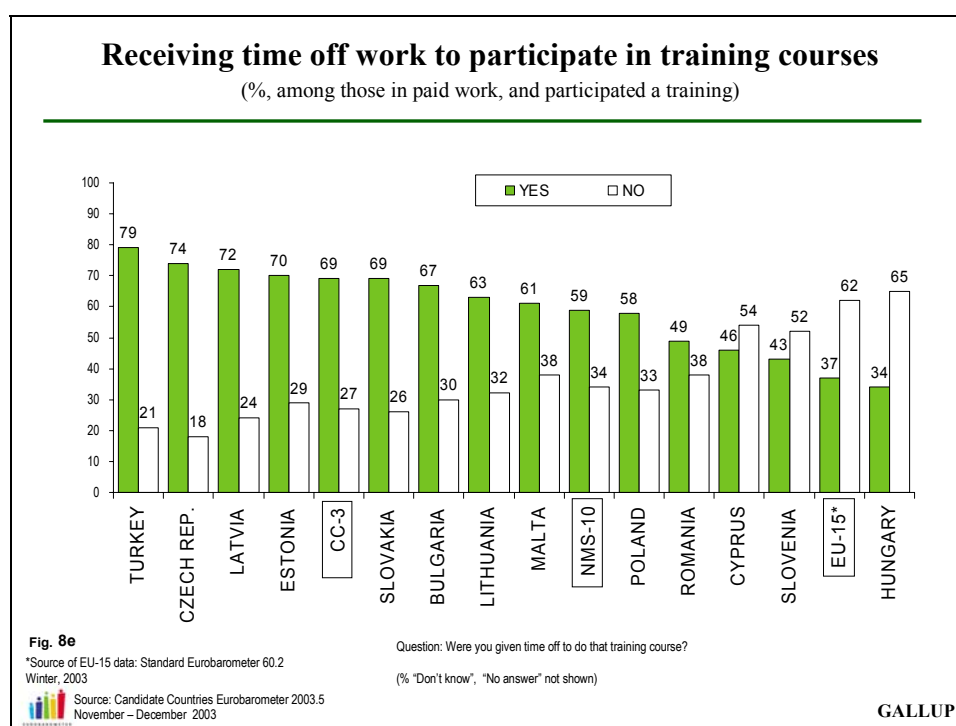
workers in Hungary contribute to their own training in the highest proportion (43%). The government is the likeliest sponsor in Bulgaria and Cyprus (18% both), while only 3% of all workers who took part in training claimed that their central or local government contributed to the costs. (ANNEX TABLE 8.4a)

Among the younger employees, individually financed training is prevalent. Among elder employees, on the other hand, training financed by the employer or state agencies is most typical. While somewhat more than half (54%) of employees between 15-24 years took part in some self-funded training, only somewhat more than one-tenth (11%) those above 55 years dedicated their own money to this end. At the same time, 56% of those over 55 partook of employer-financed education, while 11% participated in training paid by the state budget -- the local or regional government sponsored training for 6%. (ANNEX TABLE 8.4b)

As regards younger (18-24 years) employees, only one-third received financial support from the employer, 5% from the state, and only 1% was supported by local or regional government. Participation in free courses is also higher in the eldest age group: 21% of those above 55 years said they have participated in training that was free of charge, while in the other age groups the proportion of those partaking in such courses does not reach 10%.

### Time off work for training

In the majority of the new member states and the candidate countries, the employer usually provides time off work for studies. It should be noted that the notion of educational leave is not that widespread in the EU-15ropean Union: 37% of studying citizens in the member countries were given educational leave, while this proportion is 59% in the new member states, and 69% in the candidate countries.



There are only three countries in which most learners are not given educational leave: Cyprus (46%), Slovenia (43%) and Hungary (34%). The highest proportion of those permitted to take courses while on educational leave is in Turkey: 79% of those attending courses received time off for this purpose. (ANNEX TABLE 8.5a)

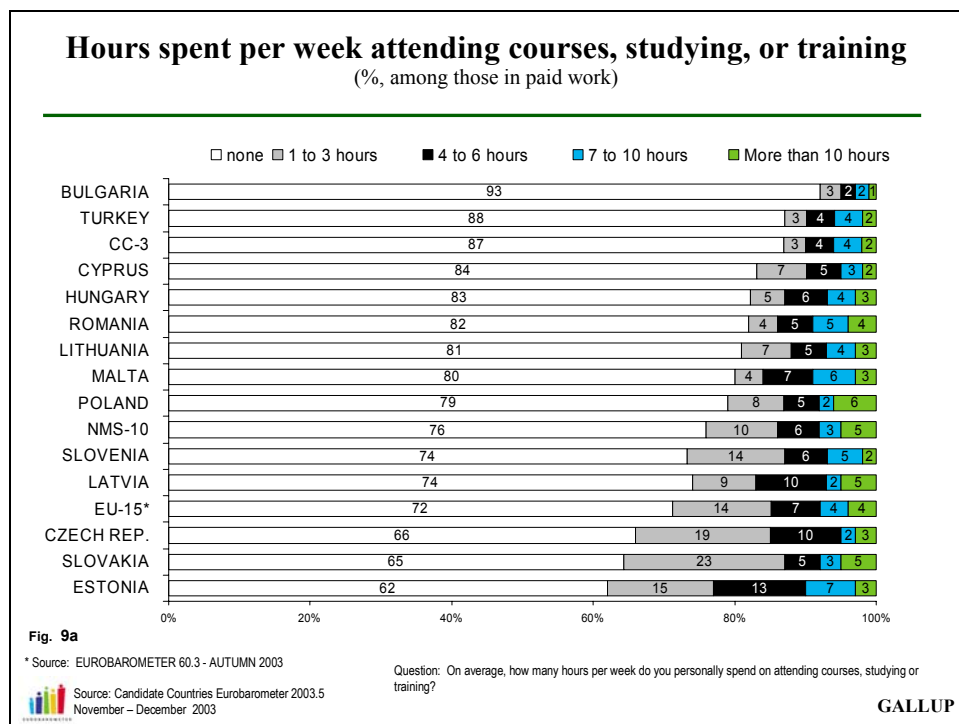
Among demographic groups, people with less than 15 years of education (80%) and white collar workers were most likely to receive time off from their employers. (ANNEX TABLE 8.5b)

## 9. Time spent with training

Outside the EU, we find that more people work and study in the new member states than in the candidate countries. Of the new member states, 24% are currently studying (5% spend more than 10 hours, 3% 7-10 hours, 6% 4-6 hours, and one-tenth 1-3 hours a week). In the CC-3 group, the proportion of those studying is 13% (2% over 10 hours, 4% 7-10, 4% 4-6 hours, and 3% study between 1-3 hours a week). Among the three groups of countries, the proportion of those studying is the highest in the EU-15ropean Union: 28% of the Union's working citizens regularly study each week.

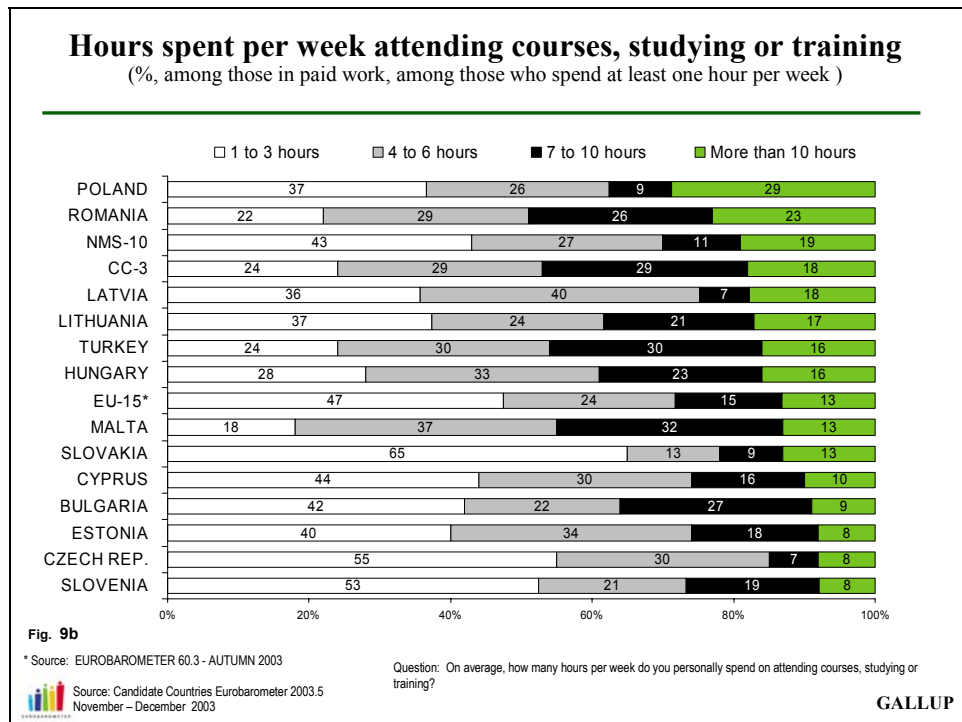
Among the population of the surveyed countries, Estonians devote the most time to learning. Two-fifths of Estonians report attending some courses or training, and 15% spend 1-3 hours a week, 13% 4-6 hours, 7% 7-10 hours, and 3% over 10 hours a week on this education. Slovaks come in second, although with less intensive training: 36% of them study, but most of them (23%) only 1-3 hours a week.

The results are similar for the Czechs, who occupy third place in this ranking. One-third of Czechs study – they do so mainly 1-3 hours (19%), or 4-6 hours (10%) a week. Two percent study 7-10 hours a week, and 3% of them study over 10 hours a week. The least likely to participate in learning and self-education are the Bulgarians (8%), the Turkish (13%) and the Cypriots (17%). (ANNEX TABLE 9.1a)



Let's now look at the proportions within the group of those attending courses or training. Although the EU-15 citizens are pursuing adult education in the largest proportions, it can be said that the intensity of studying is the highest among the citizens of the applicant countries. Most (47%) of the studious EU-15 citizens spend only 1-3 hours a week on their intellectual development, while 43% of the new member states and 24% of the CC-3 countries spent only 1 to 3 hours studying. Studying is the most intensive in the countries not included in the current wave of enlargement: 18% spend over 10 hours, 29% spend 7-10 hours, and 29% spend 4-6 hours on education each week. These proportions are 19%, 11% and 27%, respectively, in the new member states.

The Romanians and Poles attend training and education themselves the most intensively. Although only 21% of the Polish population is involved in some kind of training, nearly one-third (29%) of these Poles spend more than 10 hours a week studying, and another 9% study 7-10 hours a week. Although in Romania only 18% of the respondents take part in courses, almost half of this group studies at least 7 hours a week (23% even more than 10 hours).



Women and the younger age groups are the most active in studying. While 28% of women study weekly, only 15% of men do. In the youngest age group, 26% study weekly, yet only 11% among the eldest do. Further, the less educated a respondent is the smaller the probability that he will participate in learning activities. Only 5% of those with less than 15 years of education continue to study, while 40% of those with over 20 years of education take part in training. Among managers, the proportion of people who study weekly is surprisingly low: only every other one of them participates in weekly training. (see also *ANNEX TABLE 9.1b*)

### Average length of the training workers recently participated

As regards the length of time spent on the latest courses among those who took part, the average of the new member states is way below the average of the current members (47 vs. 81 hours), but both are significantly surpassed by the candidate countries' (110 hours) average, although, as we have seen, workers in this region were not likely to take part any training recently (see Chapter 8.).

Among the new member states and the candidate countries, Hungarians spent the most time in training; on average, their last training took 144 hours. They are followed by the Turkish (117 hours), and the Bulgarians (116 hours). The least amount of time spent in training was claimed by the Cypriots (30 hours) and the Czechs (24 hours). (*ANNEX TABLE 9.2a*)

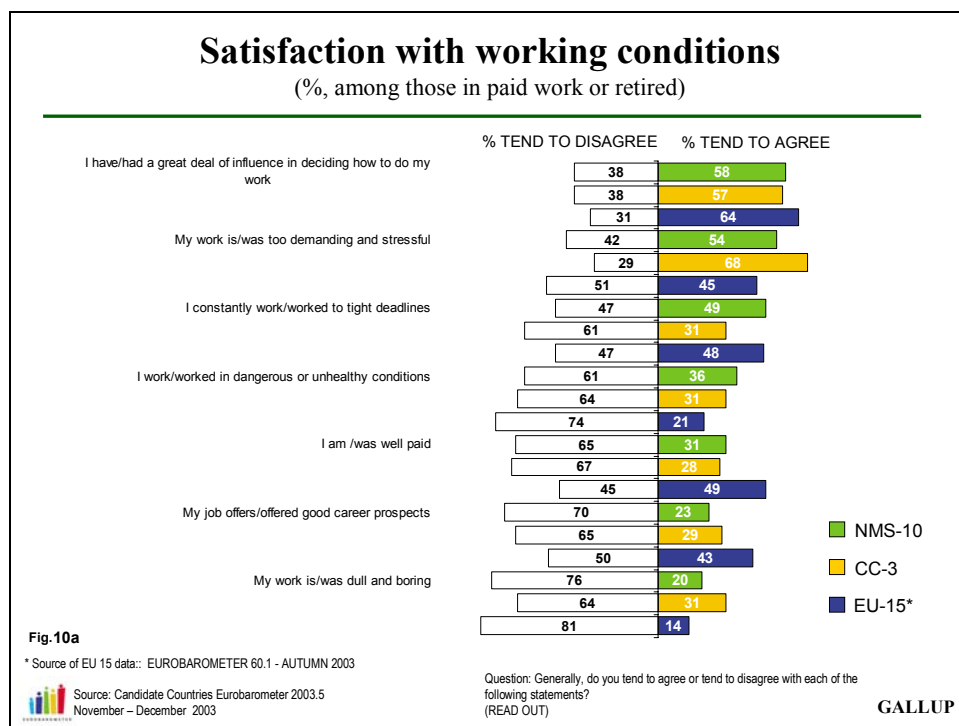
### III. Workplace

## 10. Working conditions

Employed and retired people have been asked about their working conditions, salaries and job prospects. Seven statements inquiring into satisfaction with working conditions (three about satisfaction with work, four regarding dissatisfaction with work) have been asked. Through this study, we also inquired about respondents' attitudes in connection with losing their job.

### 10.1 Satisfaction with working conditions

According to every fifth respondent, their work is (if the respondent is a retired person, was) dull and boring, for 70%, their job does not offer a good career prospect, and according to 65%, they are not paid well enough. According to 58% of the working citizens, they have a great deal of influence in deciding how to do their work. On the contrary, 54% of the respondents expressed that the work is too demanding and stressful.



According to 49% of the working citizens in accession countries, they constantly work (or worked) under tight deadlines and a further 36% expressed that they work in dangerous or unhealthy conditions.

Overall, more current members are satisfied with their work than are non-EU members. Still, a majority (76%) in the new member state states feel that their work is not dull and boring and 58% say they have a great deal of influence in deciding how to do the work.

Almost two-thirds (64%) in the CC-3 countries don't think that their work is dull or boring. However, 20% in the accessing countries and 31% in CC-3 countries say that their work does not arouse them to the extent they would like to. (This proportion is rather low in EU-15 countries, altogether it is 14%.)

The four statements regarding working conditions turned up primarily negative responses – far more than half – in the accessing countries, and the negativity of the responses was independent of whether or not the statement was posed in a negative or positive spirit. A majority believe that their job does

not offer good career prospects, they are not well paid, their work is too demanding and stressful, and they constantly face tight deadlines.

Taking a look at individual countries, we see that Hungary (23%), Lithuania, Slovakia and Estonia (all 22%) expressed that work is boring in the highest ratio. Slovenia (12%) and the Czech Republic (17%) are least likely to report that their work is dull. (ANNEX TABLE 10a)

Taking a detailed look at the demographic data we can state that males and females do not greatly differ in how boring they perceive their job to be (males: 26%; females: 25%, respectively). Mainly the youngest generation (15-24 year olds) find their work uninteresting (34%), while older respondents (24% of 55+) are less likely to have this opinion. (ANNEX TABLE 10b)

## Having a great deal of influence in deciding how to do one's work

Fifty-eight percent in the accessing countries, and 57% in the CC-3 countries, tend to agree with the statement that they have a great deal of influence in deciding how to do their work. At the same time, 38% of the respondents in both groups tend to disagree. In the EU-15 countries even more respondents (64%) have the opinion that they have a great deal of influence in deciding how to do their work.

Cyprus (78%) and Slovakia (75%) are the countries where most respondents feel they have a decision-making influence on their job. Among the accessing countries, Hungarians have the smallest proportion (43%) of positive opinions in this respect.

Males are more likely (62%) than females (52%) to feel they have decision-making power. The 25-39 year olds (66%) feel so more than do respondents over the age of 55 (52%). There is an essential difference among self-employed and manual workers: 79% of the self employed feel that they have a great deal of influence in their work. On the contrary, this ratio is only 45% for manual workers.

## Good career prospects

In the accessing countries people express, in the highest proportion, the absence of good career opportunities. A full 70% tend to disagree that their job offers a good career prospect. Among CC-3 countries this proportion is 65%.

As for career opportunities, we found that it's mainly the respondents of the EU-15 countries who expressed (43%) that their job offers a good career prospect. This ratio is lower in CC-3 countries (29%), and is even lower in accession countries (23%).

Among the accessing countries, working citizens of Malta (59%) and Cyprus (49%) expressed the most frequently that they have or had career opportunities, while only 19% in Hungary and 17% in Lithuania had this opinion.

Male respondents and the younger generation (15-24 year olds) expressed better career prospects offered by their job (38%) than did females and elders. The older generation feels least positive in this regard (19% of the 55+ year olds). Managers see more career possibilities (51%), while the manual workers are pessimistic; altogether 18% of them expressed any kind of career opportunity.

## Being well paid

In both the accessing and CC-3 countries, more than two in three respondents tend to disagree that they were or they are well paid (65%; 67% respectively).

Despite that almost half of the EU-15 countries (49%) expressed that they are well paid, this proportion is only 31% in the accession countries and 28% in the CC-3 countries. The Maltese expressed the highest agreement, 61% of them are well paid.

Among the 10 accessing countries, the least well paid (according to themselves) are Slovaks (23%) followed by the Czechs (32%).

As for the demographic criteria, we can say in the 13 countries males expressed more often (31%) than females (27%) that they are well paid. Managers also agreed in the highest proportion of job demographics that they are paid well (34%).

## Work too demanding and stressful

Fifty-four percent of the 10 accessing countries and, far more, 68% of the CC-3 countries, agreed that work is too demanding and stressful. This proportion is much lower in EU-15 countries (45%).

In the highest proportion (79%), the Cypriots said their work is too demanding and stressful. The least demanding work is experienced by the Slovenians (44%). Among the accessing and candidate countries, Hungary is the only country in which a majority tend to disagree that their work is too demanding and stressful.

In the 13 countries, more female than male respondents had the opinion that work is too demanding and stressful (57% vs. 63%). The self employed (69%) feel their work to be more demanding and stressful than do other white collar workers (57%).

## Tight deadlines

Almost half of the accessing countries (49%) think that they constantly work or worked under tight deadlines -- although almost the same proportion (47%) have the opposite opinion. The ratio is almost the same in EU-15 countries, where 48% have the opinion that they face tight deadlines.

On the contrary, in the candidate countries the majority of respondents tend to disagree with the statement that they are constantly working under tight deadlines (61% agree; 31% disagree).

Many of the Czechs (62%) state that they are working to tight deadlines, and with this ratio they lead among countries. They are followed by Lithuanians (59%). Slovenian respondents expressed in the lowest proportion that they are working to tight deadlines (27%).

Managers and other white collar workers feel the push of deadlines the most (48%; 54%).

## Working in dangerous or unhealthy conditions

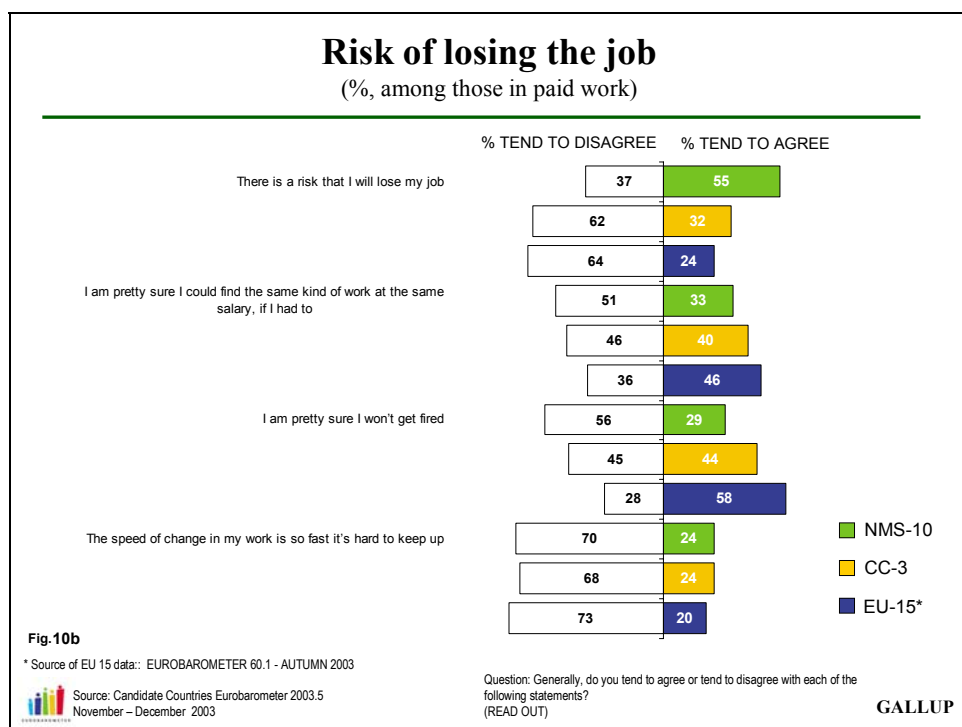
The respondents who disagree with the statement that "I work or worked in dangerous or unhealthy conditions" are the majority (in CC-3 countries 61% disagreed with this statement). In the accession countries 36% expressed that they work in dangerous or unhealthy conditions. These responses are somewhat lower in CC-3 countries (31%) and far lower in EU-15 countries (21%).

As for individual countries, Poles are the most likely, 41%, to say their working conditions are dangerous or unhealthy. In other countries, almost one in three expressed that they work under unhealthy or dangerous circumstances. The least dangerous work can be found in Hungary, where only 27% complained of dangerous working conditions.

The older generation was more likely to say they worked in dangerous conditions than did the younger generation. Some 38% of 45-54 year olds have this feeling, as do 25% of 15-24 year olds. Almost half of the manual workers (43%) find their working circumstances dangerous or unhealthy, while the managers' ratio is far lower, at 17%.

## 10.2 Risk of losing the job

Results show that the respondents in the accession and candidate countries have a greater fear of becoming unemployed than respondents living in EU-15 countries do. The 2004 MS and CC-3 countries' respondents are less optimistic about finding the same salary if they were to become unemployed. There is a somewhat higher percentage of people who think that it is difficult to keep up with the speed of change at work in the candidate countries.



### Supposition of not getting fired / no risk of losing the job

A majority of respondents living in accession countries (56%) disagree with the statement "I am pretty sure I won't get fired". Only 24% of respondents living in 2004 MS are pretty sure that they will not get fired. Somewhat fewer among the CC-3 countries (44%) have this opinion. The working citizens of the EU-15 countries (46%) are most positive about staying employed.

As for the country-by-country results, the Cypriots are the most optimistic in this respect (64%). On the other hand, only 27% of the Czechs feel themselves securely employed. (ANNEX TABLE 10a)

Looking at the demographic data, we can see that male workers (38%) and 15-24 year olds (45%) are more certain about keeping their job status. Of those aged 40 to 54 years, 34% expressed that they are pretty sure they will not be fired. Manual workers are the least optimistic, 29% of them are sure they will not be fired. As for the self employed, they are pretty sure of not being fired (47%). (ANNEX TABLE 10b)

We asked about this concept in the opposite form as well: "There is a risk that I will lose my job". Opinions relating to this statement differ by only 1% from each other in the accession countries.



More than half of the working citizens of accession countries are afraid of losing their job (55%). This proportion is somewhat lower in CC-3 countries (32%), and the EU-15 workers feel the least fear about losing their job (24%).

The fear is highest in the Czech Republic (66%) and in Slovakia (63%). The least perceived risk is felt in Cyprus (20%) and in Slovenia (25%).

Female respondents expressed more often than males that they are afraid of losing their job (48% versus 40%). The middle-age category most fears unemployment, while the younger generation is more optimistic. While 39% of the 15-24 year old respondents think that there is a risk in losing their job, this ratio is 44% both among 25-39 and 40-54 year old working citizens. The least optimistic are the manual workers (51%), while the self-employed respondents are least worried about losing their job (29%).

### Finding the same kind of work at the same salary

Altogether, one in three respondents of the accessing countries (33%) are pretty sure they would be able to find the same kind of work at the same salary. Working citizens of CC-3 countries are somewhat surer of this opportunity; 40% of them expressed hope they could find a similar situation. In the 15 countries of the European Union, people are more optimistic: 46% of the respondents believe that if they got fired they would find the same kind of work at the same salary.

Hungarians are the most optimistic in this field; a bit more than half of them (51%) have this opinion. They are followed by Slovenians (43%) and Latvians (42%). The most pessimistic are the Poles (21%).

The youngest generation (15-24 year olds) is the most secure, 57% of them are pretty sure they could find a similar kind of job at the same salary if necessary. The 40-54 year old working citizens are the least pessimistic in this respect (27%). Managers (46%), however, are more uncertain.

### The speed of change in work

As for the speed of change at work, among the examined three groups, the EU-15 countries' respondents are the least likely (20%) to consider that the speed of change in their work is so fast that it is hard to keep up. The proportion is the same in CC-3 and in new member countries: 24-24%

Twenty-nine percent of Poles, the most of any country, expressed that it is hard to keep up with the speed of change at work. In the lowest proportion are the Cypriots, Estonians, Lithuanians and Slovenians (16% all).

As for the age categories, 27% of the 25-39 year old working citizens feel that they cannot keep up with the work. As for the job categories, 26% of the managers think the risk the most serious.



## IV. Retirement

One of the most salient problems of European societies is the aging population, which means that relatively few active workers have to earn the pensions of a relatively large unemployed population. The policy makers are looking for solutions that will maintain some equilibrium. There could be an alternative -- reducing the pension or encouraging workers to leave the labour market at older ages, which means postponing retirement.

### 11. Earlier retirement

The Eurobarometer asked those citizens who are in paid work or are retired:

- at what age they **expect to/did retire**, and
- at what age they **would like to/would have liked to retire**?

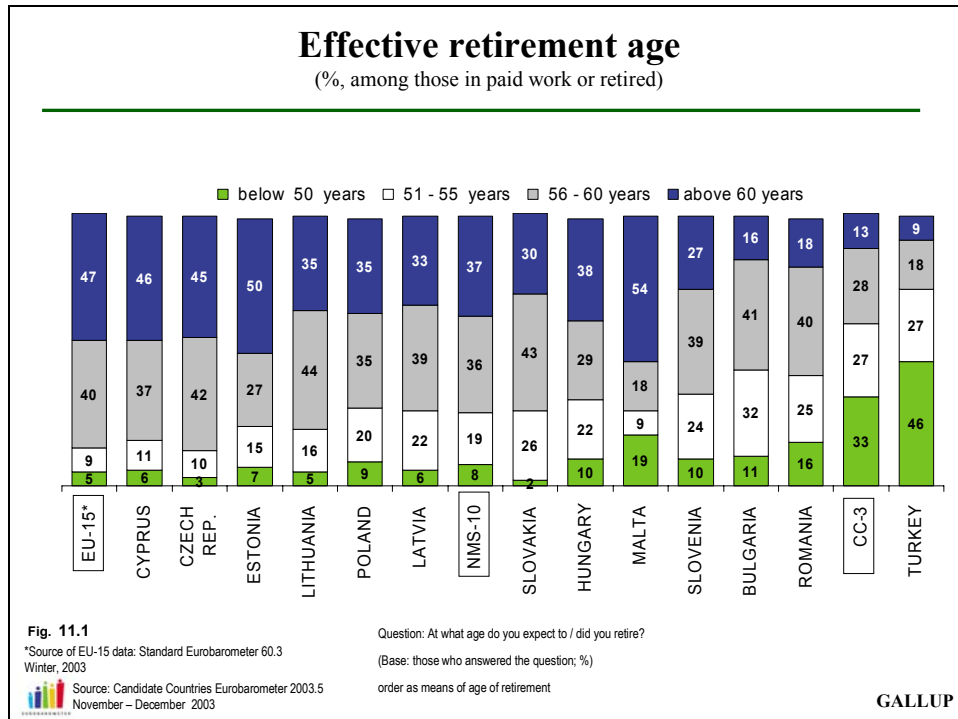
#### 11.1 Effective retirement age

The citizens of new member state countries, on average, expect to retire<sup>1</sup> at the age of 59. This is older than the age CC-3 country citizens expect to retire, which is at 55. Not only is there a clear difference between the two territories' average year of expected retirement, but we also notice variation regarding responses for each retirement-age category. While only 8% of the population of new member states expects to retire by the age of 50, 33% of CC-3 countries expect to retire by this age. There are also fewer citizens in the new member state than in CC-3 countries who expect to retire between the ages of 51-55 (19% vs. 27%). Likewise, new member states are more likely to expect to retire at older ages than citizens of CC-3 countries. Specifically, 36% in new member states and 28% in the CC-3 countries expect to retire between the ages of 56-60, while 37% from new member states and only 13% from CC-3 countries expect to retire after the age of 60.

The data collected from new member state states more closely resemble those of the EU-15 than the CC-3. However, overall, citizens of the EU-15 expect to retire at ages noticeably older than do either of these two other groups. Only 5% of EU-15 citizens expect to, or have, retired before the age of 50, and 9% between the ages of 51 and 55. Instead, 40% of EU-15 citizens expect to retire between the ages of 56 and 60, and a full 47% don't expect to retire until after the age of 60.

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<sup>1</sup> In this subchapter the "retirement age" -- or the "effective retirement age" in other parts of this subchapter -- refers to a) the age when those who are already in their pensioner years actually retired, and b) the age that the currently working citizens expect to retire. Similarly, the "desired retiring age" applies to either those who are already retired, or those who will retire in the future.



Looking at individual country averages of effective retirement age, we see that the Cypriots, along with the EU-15, expect to retire at the age of 61. They are followed by the Czechs, Estonians and Lithuanians (60 years each), and then by the Poles and Latvians (59 years each). Those expecting to retire earliest are in the CC-3: Bulgarians and Romanians at 57 years of age on average, and the Turkish at 53 years age. It is also worth mentioning that more than half of the population of Malta (54%), and half of the Estonians (50%) choose the oldest possible age group (over 60 years) as the age at which they expect to retire. Both of these countries had a larger percentage selecting this elder age group than did the EU-15 (47%). The smallest percentage to select the eldest age group comes from Turkey (9%), followed by the Bulgarians (16%) and Romanians (18%). Looking at the youngest age category (below 50 years), we find that the Turkish were most likely to select this age group (46%), distantly followed by the Maltese (19%) and the Romanians (16%). (ANNEX TABLE 11.1a)

When considering the data by demographic variables we find that managers, on average, expect to retire at the eldest age (59 years). Managers are followed by those who left school after the age of 20, those who finished school between 16-19 years of age, other white collar workers, manual workers, 25-39 year olds, men, and citizens of small- or middle-sized towns – all these groups mentioned 58 years on average. Those who left school before the age of 15, however, expect to retire at the lowest recorded age of 55. (For detailed data see ANNEX TABLE 11.1.b)

## 11.2 Desired retirement age

The Eurobarometer also questioned respondents about the age at which they would like -- as opposed to expect -- to retire. It is clear that more citizens would like to retire at a younger age than they expect to, and few citizens desire retiring later than they expect to. This trend is found among all three country groupings: new member states, CC-3 countries and the EU-15. The average age at which citizens would like to retire is 56 years among new member state countries, 51 years among the CC-3, and 58 years among the EU-15.

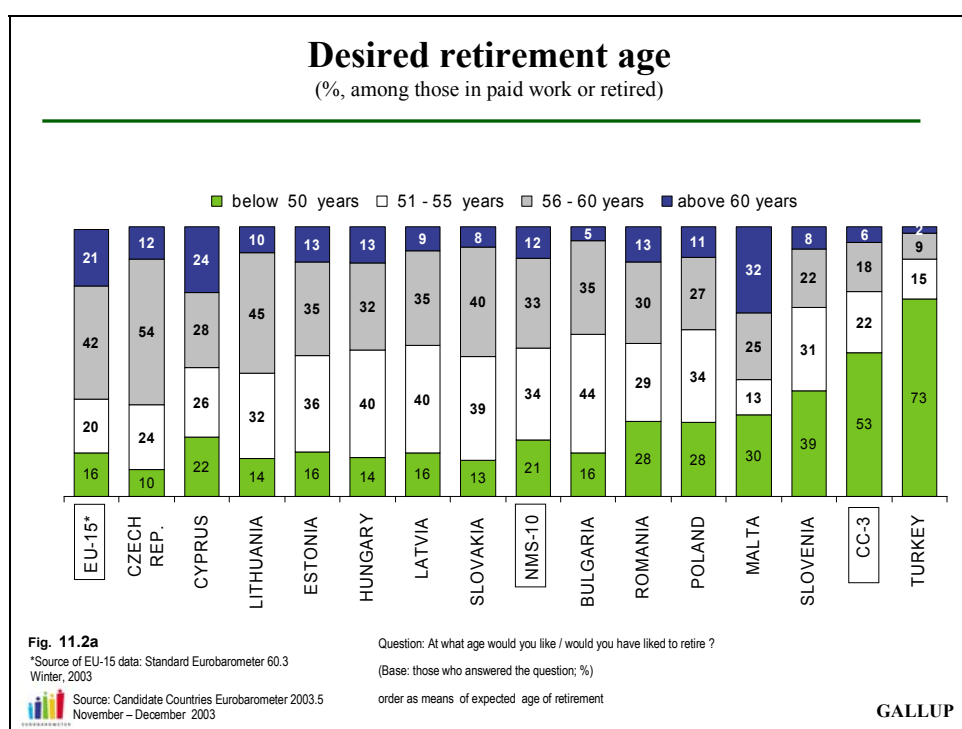
While one in every five (21%) citizens from new member states would like to retire at an age younger than 50, among the CC-3 a full 53% feel this way. Both of these figures are larger than those found in

the EU-15 (16%). There is greater agreement on all other age categories in the new member states than there is in the CC-3. Nearly the same percentage of new member states would like to retire between the ages of 51 and 55 as between 56 and 60 years age (34% and 33%, respectively), but only 12% would like to retire after the age of 60.

Fewer CC-3 than new member state respondents selected each possible age group: 22% would like to retire between 51 and 55 years of age; 18% between 56 and 60 years of age; and finally, 6% after the age of 60.

We find even greater differences between the EU-15 and the other two territories. While in member countries, 21% of citizens would like to retire after the age of 60, only 12% among new member states and 6% in the CC-3 would choose this retirement age. Likewise, while 42% of EU-15 citizens would like to retire between the ages of 56 and 60, only 33% of new member states and 18% of CC-3 countries selected this age group.

Regarding those who would like to retire before the age of 50, we find a difference of 9 percentage points when comparing the EU-15 and the new member states. Yet much more strikingly, in comparing this answer choice for the EU-15 and the CC-3, we find a full 41 percentage-point disparity.



Considering individual countries, we see that the Czechs would like to retire at the age of 58, which matches the EU-15 average response. In four other countries the average desired retirement age is similar to the EU-15: Cyprus, Lithuania, Estonia and Hungary (57 each), followed by Latvians and Slovaks (56 each). The Turkish averaged the youngest desired age of retirement (49), followed by the Slovenians (53) and the Maltese (55). (ANNEX TABLE 11.2a)

Looking at those who desire the most prolonged retirement (after the age of 60), we find that the Maltese were the most likely to select this response (32%), followed by the Cypriots (24%), and the then distantly by the Hungarians (13%). We would like to emphasize that the Maltese and Cypriots responded in this way in greater proportions than did the citizens of the EU-15.

At the other extreme, almost three-quarters (73%) of the Turkish would like to retire within the youngest age-group offered; before the age of 50. They are followed by the Slovenians (39%) and by the Maltese (30%). The least likely to select this age group were the Czechs (10%), as well as the Slovaks (13%) and Lithuanians (14%).

more detailed data see *ANNEX TABLE 11.2b*.

marginal in Romania, Hungary and Bulgaria.



Repeating the same analysis for demographic groups, we find the greatest difference to be between the expected and desired (average) age of retirement among the 15-24 year old demographic group (7 years), followed by students, the 25-39 year olds, and manual workers (6 years each). The already-retired show no difference between actual and desired retirement ages, and only a 1 and 2 years difference, respectively, is found among those older than 55 and those between the ages of 40 and 54.

**Table 11.2 Difference between effective and desired retirement ages by demographic groups**

	effective retirement age	desired retiring age	difference
15-24 years	56	49	7
Still studying	57	51	6
25-39 years	58	52	6
Manual workers	58	52	6
Managers	59	54	5
Self-employed	57	52	5
Other white collars	58	54	4
Male	58	54	4
16-19 years	58	55	4
Rural area or village	57	53	3
20+ years	58	55	3
Small- or middle-sized town	58	54	3
Large town	57	54	3
Up to 15 years	55	52	3
Female	56	54	3
40-54 years	57	54	2
55+ years	57	56	1
Retired	56	56	0

### 11.3 Strategies close to retirement

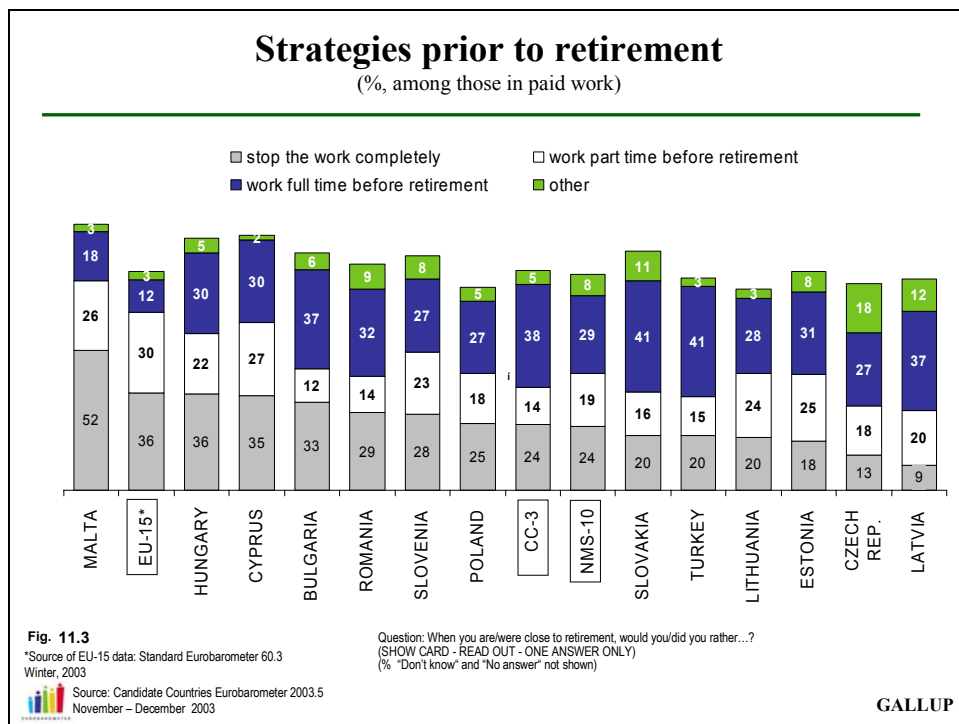
The Eurobarometer was also interested in the opinions of current workers and retired citizens regarding the method of leaving work for retirement:

- they would rather/did stop work completely, or
- work part-time before retirement, or
- work full-time before retirement, but with less responsibility?

One-quarter (24%) of both new member states and CC-3 citizens responded that they would/did completely stop work when close to their retirement age. These figures are much higher in the EU-15 (36%). But while only 19% of the new member state countries, and 14% of the CC-3 countries' citizens, would/did work part-time before retirement, 30% of the member countries' population would/did so.

There are also great variations in response to inquiry about working full-time before retirement. While the CC-3 countries' citizens say they would/did work full-time before retirement (38%), new member states say so less often (29%), and the EU-15 concur much less often (12%).

Spontaneously, 8% of new member state countries, 5% of CC-3 countries, and 3% of member countries' citizens responded that they would/did choose another possibility for retirement than was provided as an answer choice in this study.



Considering individual countries, we would like to emphasize that more than half (52%) of the Maltese mentioned that they would/did stop work completely when they will be/were close to retirement. This is a greater number than feel this way in the EU-15 (36%). As many Hungarians as EU-15 members selected this option (36%). They were closely followed by the Cypriots (35%). Latvians were the least likely (9%) to choose this option, followed by the Czechs (13%). (ANNEX TABLE 11.3a)

Working part-time before retirement was most often the response of Cypriots (27%), followed by Maltese (26%) and Estonians (25%); but each of these countries were less likely than the EU-15 to choose part-time work to precede retirement (30%). Among new member states and CC-3 countries,

the least likely to select part-time work are the Bulgarians (12%), the Romanians (14%) and the Turkish (15%).

Working full-time before retirement, but with decreased responsibility, is most often selected by Slovaks (41%), Turks (41%) and Bulgarians (37%), and least often by Maltese (18%), Poles (27%) and the Czechs (27%). However, the EU-15 citizens are much less likely to select this option (12%). The spontaneous "other" answer is most frequently recorded by the Czechs (18%) and least by the Cypriots (2%).

We have analysed which selection choice was most and least frequently selected by each demographic group. The retired (30%), persons older than 55 years of age (29%), and those who finished school by the age of 15 (29%) are most likely to answer that they would/did stop work completely when retiring, but students are least likely to feel this way (6%).

Working part-time before retirement is very likely to be the option of managers (26%), those who finished their education after the age of 20 (24%), and other white collar workers (21%); this is least likely to be the choice of the currently retired (12%), those who finished their education by the age of 15 (12%), and workers older than 60 years of age (12%).

Finally, students mentioned most often that they would/did work full-time but with less responsibility nearing retirement (59%), followed by persons 15-24 years of age (41%), and by manual workers (40%). This response was least often mentioned by retired persons (27%), those older than 55 (29%), and women (32%). For more detailed data see *ANNEX TABLE 11.3b*.

## 12. Retirement and aging

In this chapter, we discuss the circumstances under which the working citizens from new member state states and from CC-3 countries would accept one or the other alternatives. In the first instance, we reveal the conditions under which the working citizens would **postpone their retirement** by two or three years, and in the second one we discover the accepted conditions for **reducing the pension** by, for example, 10%.

Actively working citizens were asked if they would be interested in postponing their retirement by two or three years, if

- *they could keep the same salary but work fewer hours prior to retiring, or*
- *could take paid leave of absence during their working life, or*
- *could increase their future pension,*

and they were asked another question: would they be interested in reducing their pension by, for instance, 10%, if it meant they could:

- *keep the same salary but work fewer hours prior to retiring,*
- *take a paid leave of absence during their working life, or*
- *retire two or three years earlier.*

Foregoing the detailed analysis, we quickly anticipate the conclusion we pour off: while there are some conditions of postponed retirement that are accepted by more working citizens than dismissed (increasing future pension and keeping same salary but working fewer hours), the majority of working citizens don't accept any of the conditions presented to them for reducing their pension.

In summary we can say the working citizens of the new member state countries, as well as of the CC-3 countries, are more likely to postpone their retirement by two or three years than to reduce their pension, but they certainly prefer different conditions in different numbers.

The Eurobarometer was also interested in some other issues, for example, what those who would be interested in postponing their retirement under the first two circumstances would do with their time, and of those who were uninterested in any of these three options, why not?

### 12.1 Postponing retirement or reducing the pension

Looking at the circumstances under which working citizens would **postpone their retirement by two or three years**, the Eurobarometer finds the same order of preference among the new member states and CC-3 states. The majority of working citizens would be interested in postponing their retirement if doing so would increase their future pension. The second preference was to keep the same salary but work fewer hours prior to retiring. And least preferable was taking sabbatical absence during work, thus delaying retirement. On the contrary, in the EU-15 member states, the working population would most prefer taking a sabbatical absence. Their second choice would be to increase future pension, and their least preferred option would be to keep the same salary but work less.

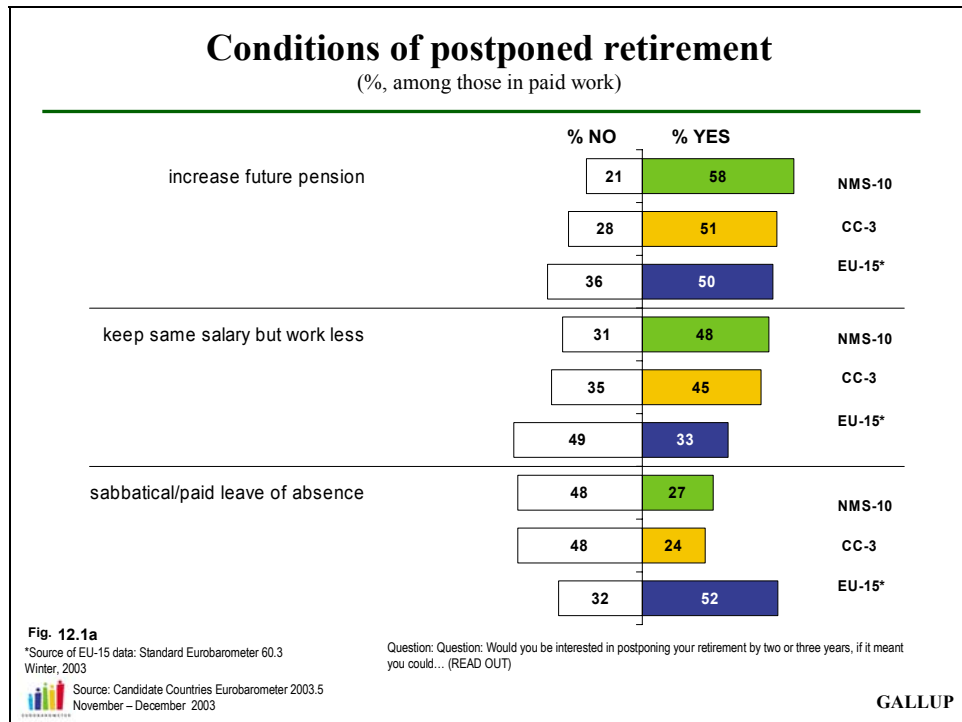
In the new member state countries, 58% of citizens would postpone their retirement if it would mean an increase in their future pension. This is a larger percentage of citizens than that found within the CC-3, where only 51% would choose such a situation. In the EU-15 countries, 50% would be interested in this. Accordingly, the new member state citizens are least likely to say they are not interested in such a scenario (21%), more CC-13 citizens show disinterest (28%), and within the EU-15 member states, 36% say they are not interested in exchanging delayed retirement for increased pension.

Keeping the same salary but working fewer hours before retirement is desired by less than half of the citizens from new member state and CC-3 countries, although more people from new member states than in the CC-3 countries are interested in this (48% vs. 45%). A much lower proportion in the new member state states (33%) would be willing to delay retirement if they could keep the same salary but



work less, and nearly half (49%) of the current members declared that they are not interested in this option. Citizens of new member state states and CC-3 countries are less likely to say they are not interested in delaying retirement by keeping the same salary but working less (31% and 35%, respectively) than the citizens from member states (49%).

Finally, the least preferable retirement delay option for new member states and CC-3 countries, but the most preferable among previous member countries, is the chance to postpone retirement in exchange for taking a paid leave of absence during their work life (27% in NMS-10, 24% in CC-3 countries, 52% in EU-15 countries). While almost half of the new member states and CC-3 countries' population (48% both) are not interested in these paid leaves of absence, in member states only a third (32%) of the population claims the same level of disinterest.



While there are working citizens who would accept some conditions of postponed retirement in higher numbers than would dismiss them, the majority of working citizens responded that they are not interested in pension-reducing schemes. Before analysis, it is worth mentioning that to postpone retirement, but also to reduce pensions, the second most preferred option is keeping the same salary but working less, and the third most preferred scheme is sabbatical absence -- but we found a lower agreement rate regarding sabbaticals than on keeping the same salary.

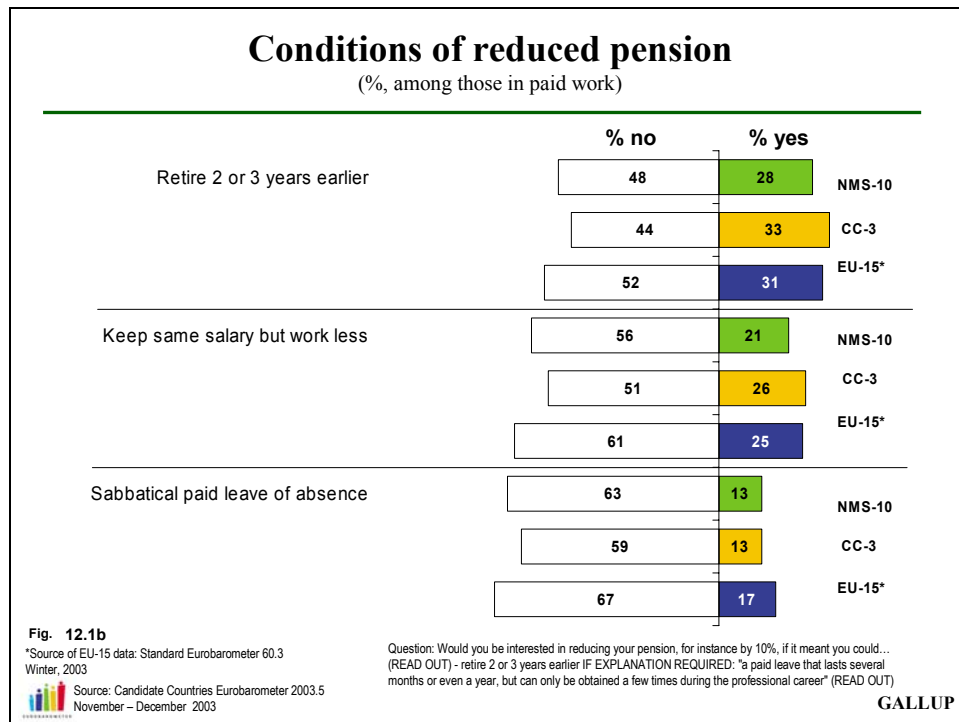
*Retiring two or three years earlier* is an acceptable condition for a reduction in one's pension for 28% of the new member state citizens, and this choice receives the highest rate of positive response among the three pension-reducing options. The CC-3 countries' working citizens are more interested in this theoretical possibility than are new member states (33% as opposed to 28%). The CC-3 countries' positive response rate more closely matches those of current members (31%) than new member states. At the same time, the member states' workers are the most likely to say that they are not interested in retiring earlier at the expense of a reduced pension. Just over half, 52%, of current members responded that they are not interested in trading early retirement for reduced pension; 48% of new member state countries' citizens and 44% in the CC-3 countries responded likewise.

There are fewer workers from all territories who would accept *keeping the same salary but work less prior to retiring* in return for a lower pension. The new member states are least likely to approve of this condition (21%), while slightly more among the new member states (26%) and the current members (25%) approve of this plan. There is greater variation among the negative responses to this potential pension reduction plan. Sixty-one percent of employees from previous member states responded

disapprovingly, 5 percentage points more than in the new member state states (56%), and 10 percentage points more than in the CC-3 countries (51%).

Reducing one's pension if it means *taking a paid leave of absence during one's working life* is accepted in the lowest numbers by the citizens of 2004 and CC-3 countries (13% each), yet is also not highly acceptable to current members (17%), either. Taking a paid leave of absence is mentioned most often in all territories as the condition that is not an acceptable reason for reducing one's pension. However, while 63% in new member state states don't accept this condition, in CC-3 countries a few less feel this way, with 59% saying they would not approve. The member states' citizens responded in the highest number that they don't want to reduce their pension to get a sabbatical absence (67%).

(FIGURE 8A)



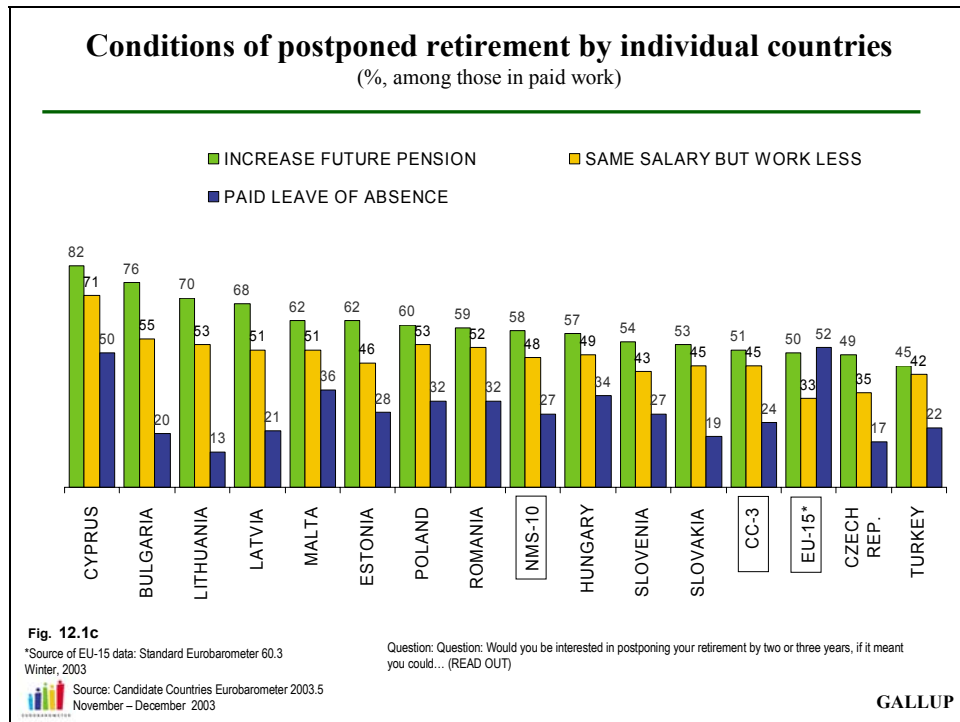
All these accepted conditions for postponing retirement, as well as for reducing pensions, are analysed at the individual country level, too.

There are no variations among the ranking orders of options chosen by individual country populations as accepted conditions for *postponing retirement*. Unanimously, all 2004 and CC-3 countries mentioned in the highest proportions that they would be interested in postponing their retirement by two or three years if in this way they could increase their future pensions. The second most favoured condition would be getting the same salary but working fewer hours, and the third most popular scheme is sabbatical absence. Comparing these trends to EU-15 figures, we see a totally different picture -- the most favoured option is the sabbatical absence (52%), followed in the second place by postponing retirement and increasing future pensions (50%), and the third most preferred scheme is maintaining the current salary but working fewer hours (33%). This form of paid leave is not mentioned as often in the 2004 and CC-3 countries, which could be an explanation for the low rates we measured in these territories.

The rank ordering of conditions of postponed retirement are the same in all 2004 and CC-3 countries, but there are some differences in percentages of agreement (see also ANNEX TABLE 12.1a):

- *Increasing future pension* as a condition of postponed retirement finds the most approval among Cypriots (82%), followed by Bulgarians (76%) and Lithuanians (70%), and the least approval among the Turkish (45%).

- *Keeping the same salary but working fewer hours* prior to retirement is mentioned most by Cypriots (71%), Bulgarians (55%) and Lithuanians (53%), and least by the Czechs (35%).
- If they *could take paid leave of absence during their work life*, the Cypriots (50%), the Maltese (36%) and the Hungarians (34%) will be more likely to postpone their retirement, and the Lithuanians (13%) will be least likely to do so.



Analysis of demographic variables does not produce large variations in data. Almost all retirement-delaying conditions are preferred invariably between the several demographic groups.

Postponing retirement in hopes of attaining a higher pension is most attractive to managers (65%) and the other white collar workers (60%), those who left school after the age of 20 (62%), and women (62%). This plan is least attractive to the self-employed and those who finished their education by the age of 15 (42% both).

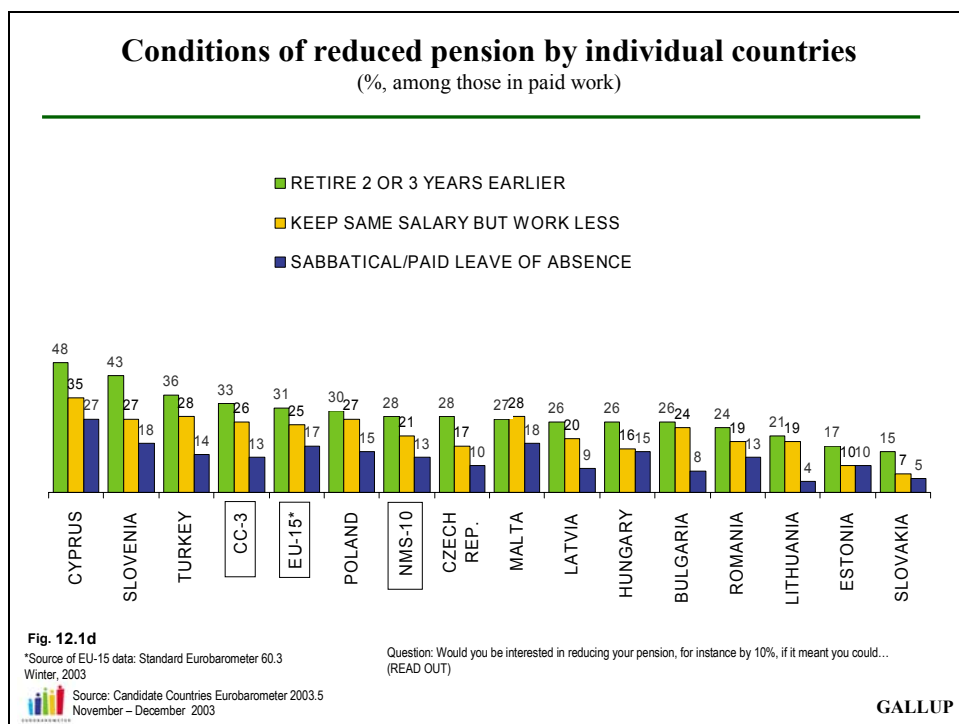
Keeping the same salary but working less before retirement could be a sufficient condition for postponing the retirement of students (71%), those who finished school after the age of 20 (53%), other white collar workers (54%), managers (52%) and women (52%). This situation is not attractive to persons older than 55 years age (38%), the self-employed (38%) or those who left school by the age of 15 (39%).

Students are the most likely to delay their retirement in order to take a paid leave of absence during their life's career (69%). They are followed by managers (32%), other white collar workers (32%), and females (30%). However, those who left school by the age of 15 (18%), the self-employed (18%) and those older than 55 (20%) are least interested in this possibility. (For detailed data see *ANNEX TABLE 12.1b*)

We didn't find high variations among individual countries on the acceptable conditions for reduced pensions; accordingly, we find nearly the same rankings in all individual countries as we find within the new member state and CC-3 countries. But we should emphasize some country-order differences in approval proportions on the acceptable conditions for postponing retirement (increase future pension) or reducing the pension (retire two or three years earlier). While the Cypriots, Bulgarians and Lithuanians are most likely, and the Turkish are least likely, to postpone their retirement if it increases

their future pension, Slovenians and Turks are second and third, and Slovaks the last, to mention they would accept a lower pension if they could retire earlier (ANNEX TABLE 12.4a).

- *Retiring two or three years earlier* is mentioned most often in Cyprus (48%) as an accepted condition of reduced pension, followed by Slovenians (43%) and by Turks (36%), and least often by the Slovaks (15%).
- The Cypriots (35%), Turkish (28%) and Maltese (28%) mentioned most that they would agree to reduce their pension if *they could keep the same salary but work fewer hours* prior to their retirement, and Slovaks agree the least (7%). Only in Malta do we find that more working citizens saying they would accept *keeping same salary but working less* than *retiring two or three years earlier* (there is only a 1 percentage point difference).
- *Taking a paid leave of absence* at the expense of a reduced pension is agreeable in the highest proportion to the Cypriots (27%), Slovenians (18%) and Maltese (18%), while the Lithuanians accept this condition in the lowest numbers (4%).



In demographic analysis, we discover which demographic groups are most or least interested in reducing their pension at the expense of one of several conditions. The most prevalent choice, a lower pension in exchange for retiring two or three years earlier, is most characteristic for manual workers (36%), for 15-24 year old employees (35%) and for workers in rural areas or villages (33%). This is least likely to be true for workers older than 55 (21%), for the self-employed (24%) and for citizens in large towns (25%). Students are most likely to respond that they are not interested in retiring two or three years earlier (58%), followed by workers older than 55 (54%) and by managers (52%).

Keeping the same salary but working less before retiring is accepted mostly by 15-24 year old employees (26%), followed by those who finished schooling before the age of 15 (25%) and by small- or middle-sized town dwellers (25%). Students were most likely to disapprove of this plan (73%), as were managers (58%) and other white-collar workers (57%).

Finally, the demographic groups most likely to be interested in reducing their pension in exchange for a sabbatical are manual workers (15%), managers (14%), and those who continued their educations past the age of 20 (14%). Yet, it is more common for paid workers to respond that they are not

interested in reducing their pension in exchange for a sabbatical -- 82% of students, 66% of other white collar workers, and 65% of managers oppose the idea. (ANNEX TABLE 12.4b)

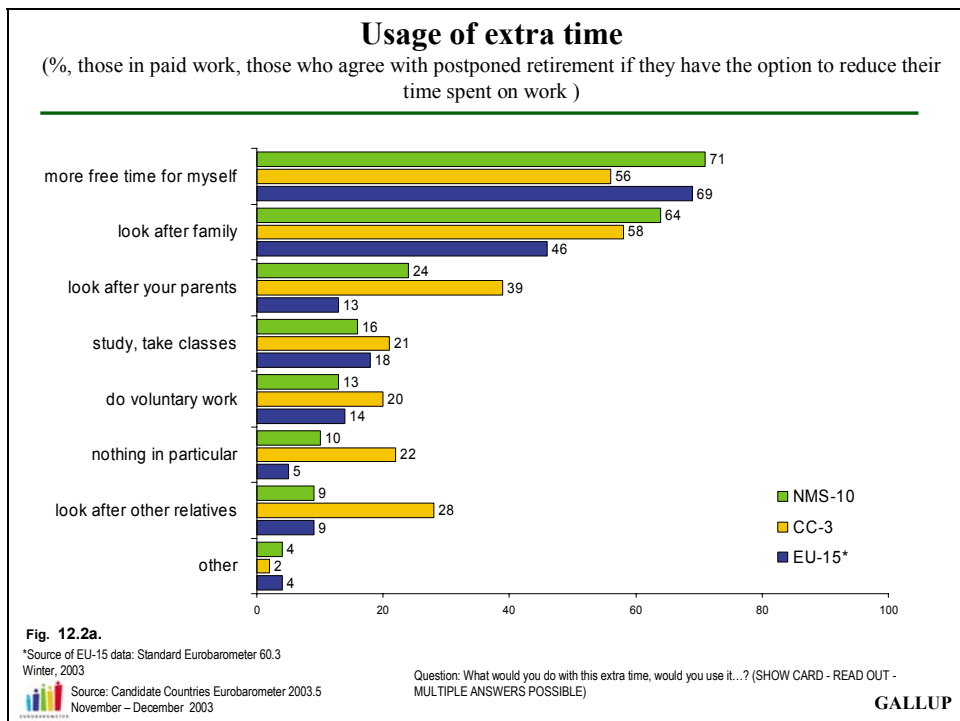
## 12.2 Postponing retirement: gaining time off and reasons of disinterest

### Spending the time gained through a retirement postponement trade-off

The Eurobarometer found that, if workers *postponed their retirement* by keeping the same salary with fewer working hours or by taking a paid leave of absence, most would use their extra time as free time for themselves. Similar numbers of people in both the 2004 (71%) and the current members countries (69%) feel this way. However, a far lower number among the CC-3 countries (56%) would use their newfound time as personal free time, making it the second most preferred choice for CC-3 countries, and the most preferred in the other two groups.

The second most popular use of newfound time among new member state countries, and the most popular among the CC-3, is the chance to look after their partner, children or grandchildren (64% and 58%, respectively). Among current members, less than half of the citizens would use their extra time to look after their family (46%).

Stances on traditional family values are more clearly delineated when we take a look at the third most common response for use of time gained through retirement delaying proposals. While one-quarter of the new member states respond that they would look after their parents in their extra time (24%), a full 15 percentage points more employees in CC-3 countries (39%), and 11 points fewer among current members (13%), respond in kind.



All other possible time-use scenarios are more likely to be mentioned by CC-3 countries than either the new member state or current members. The new member states' working citizens would use their extra time for studying or taking classes (16%), participating in voluntary work (13%), or looking after relatives (9%). Looking after relatives is a much more common answer among CC-3 countries (28%),

where fewer working citizens would choose studying and taking extra classes (21%) or participating in voluntary work (20%). One in five (22%) working persons from the CC-3 countries would do nothing in particular in their extra time; this rate is much higher than what we find in new member states (10%), and moreover, in member countries (5%).

There is a slight minority from all territories who spontaneously responded that they would do some other activity (than shown on the card for them) in the some spare time gained by postponing retirement (4% in NMS-10, 2% in CC-3 and 4% in member countries).

Looking at variations between individual countries (see also *ANNEX TABLE 12.2a*), we conclude that in the majority of countries (10 out of 13) working citizens most often responded that they would *use the extra free time for themselves* (this was the most frequent response in Lithuania, 76%; least frequent in Latvia, 64%). There are three countries in which employees responded most frequently that if they postpone their retirement, they would use the extra time *to look after their family*. This was the most popular choice of time usage by Romanians (74%) and Hungarians (68%), and least popular with the Turkish (48%).

**Table 12.2 Top three strategies for use of extra time**  
(% of mentions, by country)

<b>Bulgaria</b>		<b>Malta</b>	
more free time for myself	73	more free time for myself	69
look after family	72	look after family	56
look after your parents	45	do voluntary work	31
<b>Cyprus</b>		<b>Poland</b>	
more free time for myself	72	more free time for myself	72
look after family	61	look after family	66
do voluntary work	20	look after your parents	19
<b>Czech Republic</b>		<b>Romania</b>	
more free time for myself	74	look after family	74
look after family	60	more free time for myself	68
look after your parents	24	look after your parents	48
<b>Estonia</b>		<b>Slovakia</b>	
more free time for myself	67	more free time for myself	74
look after family	42	look after family	66
look after other relatives	25	look after your parents	39
<b>Hungary</b>		<b>Slovenia</b>	
look after family	68	more free time for myself	70
more free time for myself	64	look after family	60
look after your parents	32	look after your parents	17
<b>Latvia</b>		<b>Turkey</b>	
more free time for myself	64	look after family	48
look after family	40	more free time for myself	48
look after other relatives	19	look after other relatives	35

Lithuania	
more free time for myself	76
look after family	68
look after your parents	29

The second most common response in 10 of 13 countries is *looking after the family* (most popular in Bulgaria, 72% and least in Latvia, 40%). The second most common response for Hungarians (64%), Romanians (68%) and Turks (48%) is, instead, to use the time for themselves.

The third most common plan for Cypriots (20%) and Maltese (31%) is to *do voluntary work* -- in all other countries the third choice would be to *look after their parents* (so said the Bulgarians, Czechs, Hungarians, Lithuanians, Polish, Romanians, Slovaks and Slovenians) or *after other relatives* (the Estonians, Latvians and Turkish).

We were also interested in comparing several demographic groups' preferences for the time gained by delaying retirement through working fewer hours or taking a paid leave of absence.

Among the working citizens, students most preferred using their extra time for themselves (97%). Managers (72%) and women (71%) agreed, but not as often.

Who will look after their family in their extra time? The youngest generation, those aged 25-39 (69%), as well as those who left school between the ages of 16 and 19 (67%), and also women (63%).

The youngest generation, students (49%), the 15-24 year old persons (44%), and women (36%) would be the most likely to look after their parents if they had some extra time.

To study or to take extra classes is mentioned most often by student (73%), distantly followed by managers (31%), and those who left school after the age of 20 (27%).

Students are most likely to participate in voluntary work with their extra time (48%), followed by those older than 55 years (26%), and by women (21%).

Once again it is the students who are most likely to spend extra time in looking after other relatives (44%), as would those older than 55 (38%), and those who finished their education by the time they were 15 (36%).

Students are also most likely to choose to do nothing with their extra time (42%), as do those who left school by the age of 15 (32%), and the self-employed (23%). For more detailed data see ANNEX TABLE 12.2b.



## Reasons why postponement of retirement is not attractive

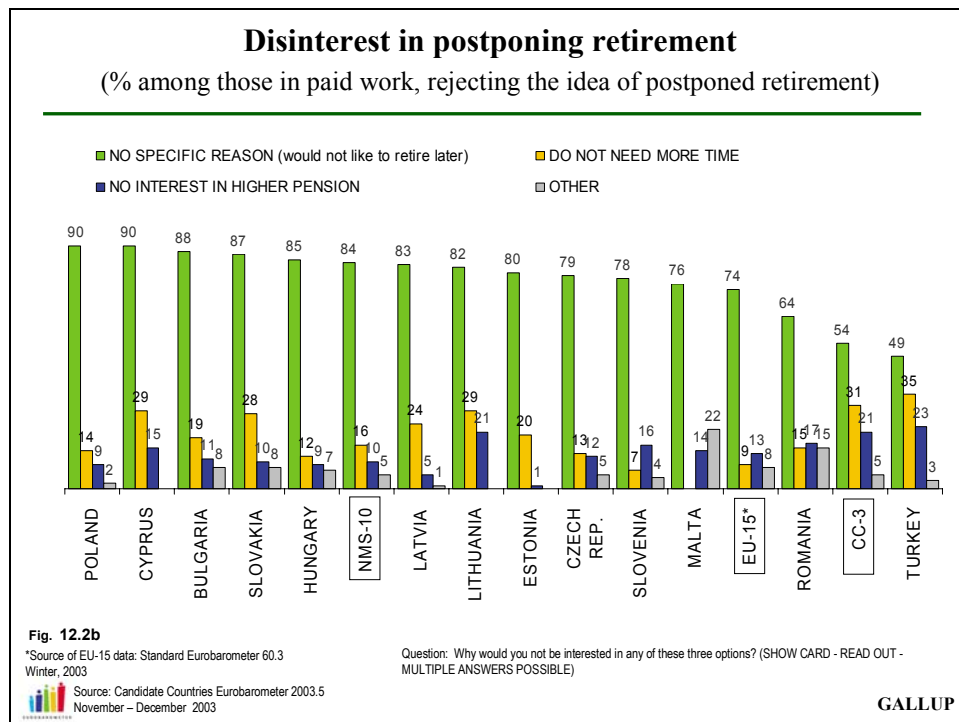
There are workers who are not interested in any of the three possible situations that would involve postponing their retirement.

When we asked why they are not interested in any of these options, their most frequent response is that they don't like the idea of retiring later: new member states are most likely to say this (84%), followed by current members (74%), and then the CC-3 (54%).

The explanation that one does not need more time now or in the future is most commonly given among the CC-3 (31%), and much less often among the new member states (16%) or the current members (9%).

The least common explanation for a lack of interest in retirement-delaying propositions is that employees simply do not value an increased pension over early retirement. Ten percent of the new member states, 21% of the CC-3, and 13% of current members gave this response.

A minority of the employees from all territories spontaneously mentioned other reasons why they are not interested in postponing their retirement (5% in new member states and in the CC-3 countries; 8% in member countries).



At the individual country level, at least half of all working citizens said they *don't like the idea of retiring later* – although at different rates in different countries. The highest numbers are in Poland and Cyprus (90% both), followed by Bulgaria (88%) and Slovakia (87%). Turkey (49%) and Romania (64%) are at the numerical bottom of the list of countries that said they simply don't like the idea of retiring later.

All other forms of disinterest in postponing retirement are mentioned in far lower numbers in individual countries (ANNEX TABLE 12.3a):

- *Don't need more time now or in the future*: mentioned mostly by the Turkish (35%), the Lithuanians (29%) and Cypriots (29%), and least often by Slovenians (7%). No one from Malta says they would dismiss postponing retirement because they don't need more time.



- *Are not interested in higher pension:* Agreement is found in the highest numbers in Turkey (23%), Lithuania (21%) and Romania (17%), and in the lowest numbers in Latvia (5%).
- *Other reasons* of disinterest: the Maltese (22%) and Romanians (15%) agreed in the highest numbers, but nobody in Cyprus, Estonia and Lithuania mentioned any other reason.

Students are most likely to say that they don't like the idea of retiring earlier (98%), but women (75%) and managers (77%) also feel this way in high numbers.

The self-employed (47%), those aged 15-24 (37%) and rural area or village workers (34%) claim that they do not need more time now or in the future.

Those older than 55 (28%), those who left school by the age of 15 (23%) and other white collar workers (22%) were most likely to explain their lack of interest by remarking that they do not need a higher pension. (ANNEX TABLE 12.3b)

### 13. Retirement and pensions

The new member state and CC-3 countries' citizens were asked if they tend to agree or tend to disagree with the following statements:

- *When I retire, I will suffer a severe drop in my income*
- *There is no need for me to worry about my future pension*
- *The whole [NATIONALITY] pension system has sufficient funding for now and for the future*
- *Retiring early is generally approved of where I work*
- *My partner would certainly approve if I retired early*
- *Older workers should make way for younger workers*
- *Older workers are just as productive as younger workers*
- *The average retirement age should be increased*

There are large differences between the numbers of new member state citizens and CC-3 citizens who tend to agree (or disagree) with these arguments regarding retirement and pension. Yet the differences are not, on average, as large between the new member state and previous member countries.

The new member states responded in the highest proportion (63%) that they would *suffer a severe drop in income after retiring*, and the EU-15 citizens agreed to nearly the same extent (62%). Disagreement with this statement was nearly as similar -- MS 2004: 20%, EU-15: 22%. The CC-3 countries' workers responded in the highest proportion (77%) that *older workers should make way for younger ones*. However, in the EU-15, only 50% agree and 40% disagree.

These two statements receive the second highest response rates among the new member states and CC-3 countries: 62% of the new member state states' workers say *older workers should make way for younger ones*, and 55% of CC-3 employees mentioned they *will suffer a severe drop in income*.

We measure large differences between territories among those who disagree with these two statements: while fewer employees in new member state states than in CC-3 countries doubt they will suffer a severe drop in income (20% vs. 29%, -9 percentage points), more in the new member states than in CC-3 countries agree with the statement that older workers should make way for younger ones (27% vs. 10%, +17 percentage points).

Mentioned third most frequently in both territories, close to half of the working population agrees that their *partner would approve if they would retire earlier* (49% in new member state states and 53% in CC-3 countries), and the EU-15 feels similarly (47% agree). The disagreement rate with this statement is low for all country groupings: 15% for new member states, 16% among member countries, and 19% within CC-3 countries.

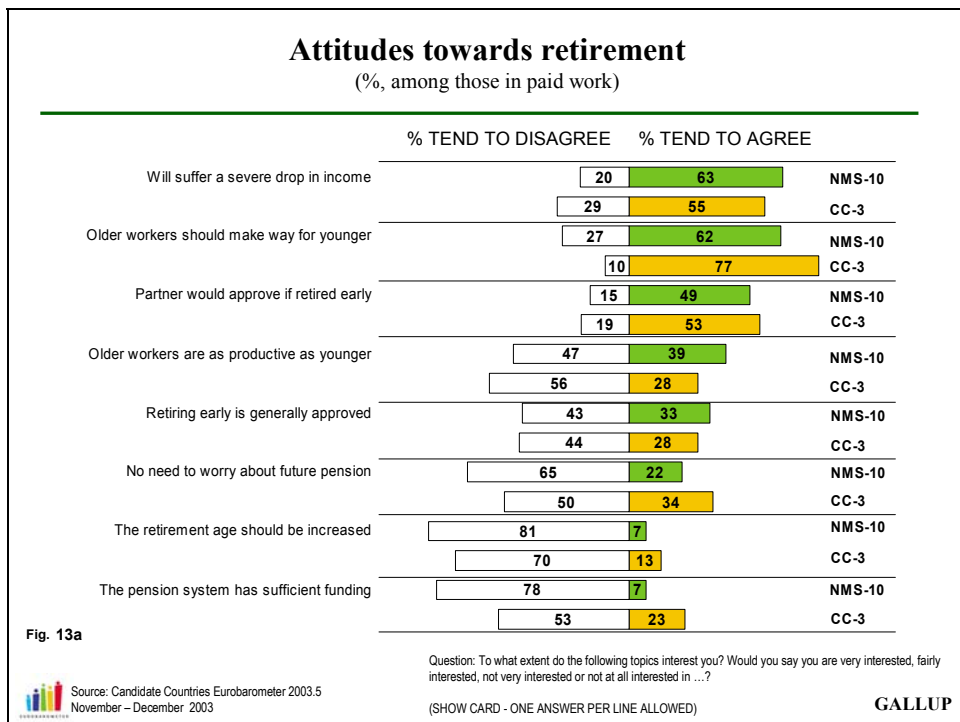
For the three statements receiving the highest approval rates, both new member states and the CC-3 were more likely to agree than disagree with them. However, for all other statements, more employees disagreed than agreed.

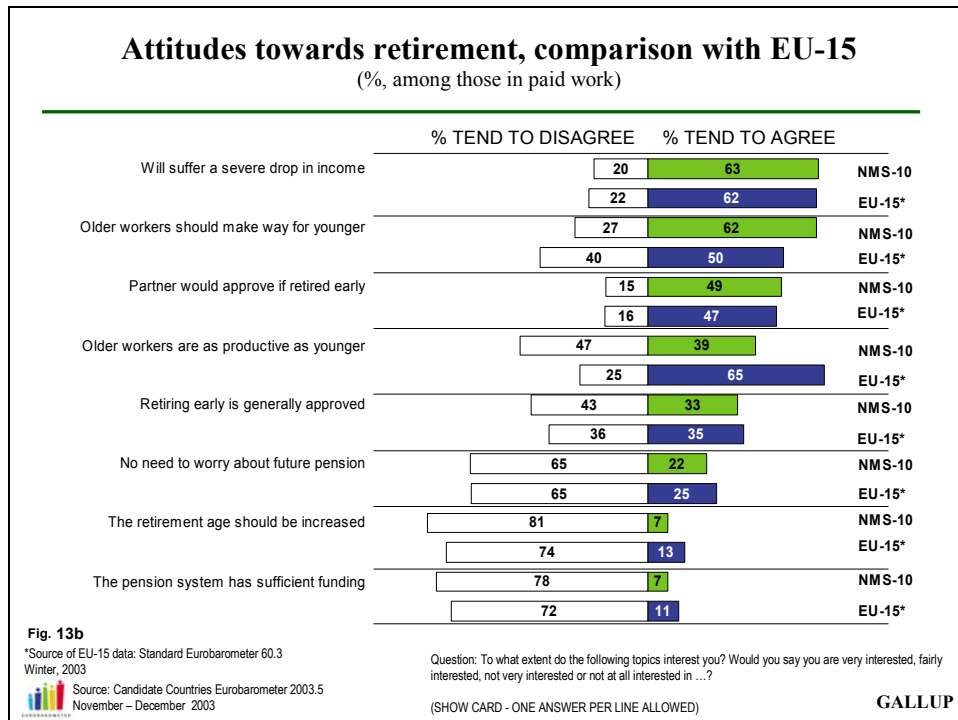
Citizens in both new member states and CC-3 countries are likelier to disagree than agree with the statement: *older workers are as productive as younger ones*. However, respondents were much more divided about this statement in the new member states than in the CC-3. In the 2004 countries, there is only an 8 percentage-point difference between those who agreed and those who disagreed (47% disagree and 39% agree), while in the CC-3 we find a full 28 percentage-point difference (56% disagree and 28% agree). In the EU-15 countries, the figures are entirely different for this statement. A full 65% of the paid population of the previous member states agree that older workers are as productive as younger ones. This figure shows a 26 percentage-point gain on new member state countries, and a 37 percentage-point gain in CC-3 countries. Only one-quarter (25%) of the member states' citizens disagree that older workers are as productive as their juniors, which is 22 percentage points lower than the new member states state average, and 31 percentage points below the CC-3 countries' average.

Thirty-three percent of new member states, 28% in the CC-3 countries and 35% in EU-15 countries concur that “*retiring early is generally approved of at my workplace*”, but 43%, 44% and 36%, respectively, disagree.

Only one in five (22%) employees in new member state and one-third (34%) of CC-3 countries’ citizens *don’t worry about their future pension*, but 65% of new member states, as well as 50% of CC-3 workers do. The figures from new member states are closer to those found among the EU-15 countries, where 25% of the working population agree, and 65% disagree, with the statement that there is no need to worry about one’s future pension.

The new member states are least likely to agree that *the retirement age should be increased*, or that *the pension system has sufficient funding* (7% with both). In the CC-3 countries as well, very few employees agree the retirement age should be increased and most disagree (13% vs. 70%). However, among the CC-3 paid population, 23% agree and 53% disagree that the pension system has sufficient funding.





When considering individual countries (see also *ANNEX TABLE 13a*), we find some differences between the most commonly agreed- and disagreed-with statements. In eight of 13 countries, employees most commonly responded that *they will suffer a severe drop in their income after retirement* (the percentages range between 87% in Slovakia and 60% in Latvia), and, in the remaining five countries, the most common response was that *the older workers should make way for the youngest ones* -- mentioned in the highest numbers in Cyprus and Turkey (both 82%), and least in Poland and Slovenia (66%).

Four different statements received the second most frequent responses. In five of 13 countries the second most agreed-with statement is that *older workers should make way for younger ones* (the highest number is in Bulgaria, 69%, and in lowest is in Lithuania, 52%), and in four of 13 countries, the second most agreed-with statement was that *one's partner would certainly approve if retired early* (Slovenians are highest at 62%, and Hungarians are lowest at 57%). In two countries the second most agreed-with statement is that *the older are as productive as younger* (in Estonia 56% and Malta 66%), and that *they will suffer a severe drop in their income after retirement* (in Cyprus 69% and in Romania 48%).

The third most commonly agreed-with statement among the Estonians, Hungarians and Maltese is that *the older should make way for younger* (54%, 55%, and 44%, respectively), but the third answer among Latvians, Lithuanians and Slovaks is that *the older are as productive as younger* (43%, 49%, and 43%, respectively). The Polish, Slovenians and Turkish will suffer a severe drop because of earlier retirement (50%, 44% and 54%), and third place for Bulgarians, as well as for Czechs, is that *their partner would approve of their early retirement* (41% and 38%). Some new statements appear for the first time in the top three: the Cypriots (53%) put *retiring early is generally approved in their country* in third place, and Romanians' third most common response is that they *don't need to worry about their future pension* (42%).

**Table 13. Three most prevalent attitudes regarding retirement and pension**  
(% agree, by country)

<b>Bulgaria</b>		<b>Malta</b>	
suffer a severe drop in income	82	suffer a severe drop in income	67
older should make way for younger	69	older are as productive as younger	66
partner approves if retired early	41	older should make way for younger	44
<b>Cyprus</b>		<b>Poland</b>	
older should make way for younger	82	older should make way for younger	66
suffer a severe drop in income	69	partner approves if retired early	58
retiring early is generally approved	53	suffer a severe drop in income	50
<b>Czech Republic</b>		<b>Romania</b>	
suffer a severe drop in income	73	older should make way for younger	67
older should make way for younger	56	suffer a severe drop in income	48
partner approves if retired early	38	no need to worry about future pension	42
<b>Estonia</b>		<b>Slovakia</b>	
suffer a severe drop in income	72	suffer a severe drop in income	87
older are as productive as younger	56	older should make way for younger	71
older should make way for younger	54	older are as productive as younger	43
<b>Hungary</b>		<b>Slovenia</b>	
suffer a severe drop in income	72	older should make way for younger	66
partner approves if retired early	57	partner approves if retired early	62
older should make way for younger	55	suffer a severe drop in income	44
<b>Latvia</b>		<b>Turkey</b>	
suffer a severe drop in income	60	older should make way for younger	82
older should make way for younger	53	partner approves if retired early	59
older are as productive as younger	43	suffer a severe drop in income	54
<b>Lithuania</b>			
suffer a severe drop in income	81		
older should make way for younger	52		
older are as productive as younger	49		

In CC-13 countries, we analyse the top three arguments for and against retirement by demographic groups. The most prevalent opinion -- that workers would suffer a severe drop in their income after retirement -- is most often held by workers in large towns (64%), managers (64%), and by other white collar workers (64%), and is least often agreed with by students (45%).

The statement with which CC-3 employees agree in highest number, that older workers should make way for younger, is held primarily by the 15-24 age youth (80%), those who finished their education by the age of 15 (77%) and by the rural area population (75%), but this is least often agreed with by employees in large towns (64%). (ANNEX TABLE 13b)

In member states, the idea that older workers are as productive as younger ones finds the most agreement. This statement is most agreed with by students (44%), managers (41%) and 40-54 year old employees (41%); but the workers aged 15-24 least often agree (23%).

*Partner would approve if retired early* is most often agreed with by those who finished their education by the age of 15 (56%), by rural area workers (55%), and by 25-39 year old employees (55%); but is least agreed with by youth aged 15-24 (39%).

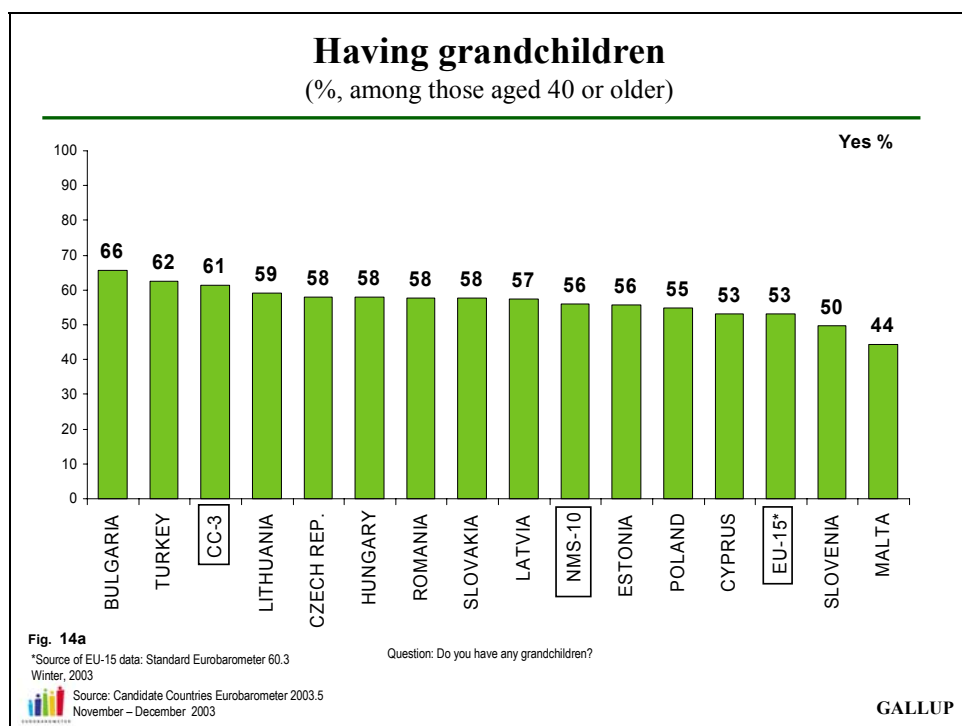
Students (41%), youth aged 15-24 (36%) and employees older than 55 (34%) agree most often that *there is no need to worry about their future pension*; but the least likely to agree are women (25%).

Students are most likely to agree with the statement *retiring early is generally approved in their country* (41%), followed by workers aged 40-54 (35%), manual workers (33%), and by youth aged 15-24 (24%).

## 14. Grandparents and grandchildren

### Having grandchildren

More than half of the respondents over the age of 40 in the CC-3 countries have grandchildren (61%), as do 56% in the accession countries and 53% in the EU-15 countries. Among the 10 accession countries, Lithuania “leads” at 59%, followed by the Czech Republic, Hungary and Slovakia (all 58%). Maltese over 40 are least likely to have grandchildren (44%). (ANNEX TABLE 14.1a)

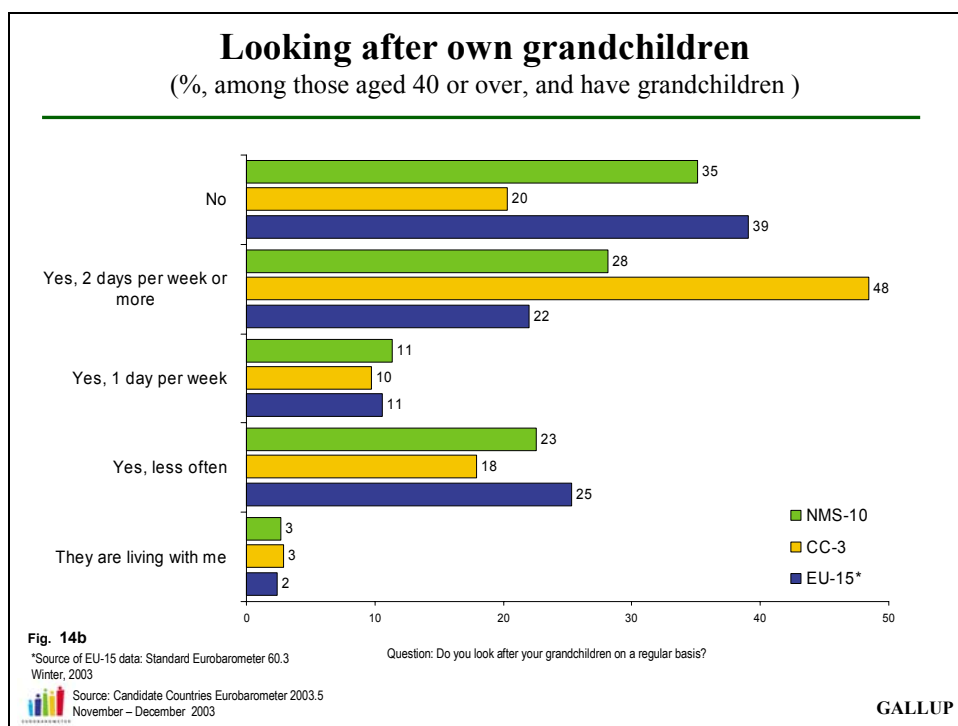


As for the demographical data, we can see grandparenthood over 40 is rather more typical among house persons than managers (66; vs. 26%) and among those who live in a rural area (62%). (ANNEX TABLE 14.1b)

## Looking after grandchildren on a regular basis

Among the grandparents over 40, 65% in the accession countries and 79% in the CC-3 countries expressed that they regularly look after their grandchildren. (In EU-15 countries, 60% of grandparents look after their grandchildren). Grandparents are the likeliest to spend time with grandchildren on a regular basis in the CC-3 -- 48% of them spend time with their grandchildren two days per week or more. This proportion is lower (28%) in accession countries, and still lower in EU-15 countries (22%). Few live with their grandchildren (3% in MS 2004 and CC-3, and 2% in EU-15 countries).

Country-by-country results show that grandparents over 40 look after their grandchildren in the highest proportion in Turkey (95%) and in the Czech Republic (72%), and in the lowest proportion in Hungary (53%). Cypriots and Poles are likeliest to take care of their grandchildren two days or more a week (39%; 36%). Slovaks and Czechs are likeliest to spend one day per week with their grandchildren (16% and 15%). Lithuanian grandparents are likeliest to live with their grandchildren (11%). (ANNEX TABLE 14.2a)





## General role of the grandparents in childcare

Asking the parents, i.e. those who have a child below 14 years of age, it appears that in the accession countries two-thirds of the grandparents look after their grandchildren (66%), which matches the data in the previous question, based on the responses of actual grandparents. This proportion is higher (71%) in CC-3 countries, and lower (55%) in EU-15 countries. (For the proportion of families with small children please refer to *ANNEX TABLES 14.3a-b and 14.4*)

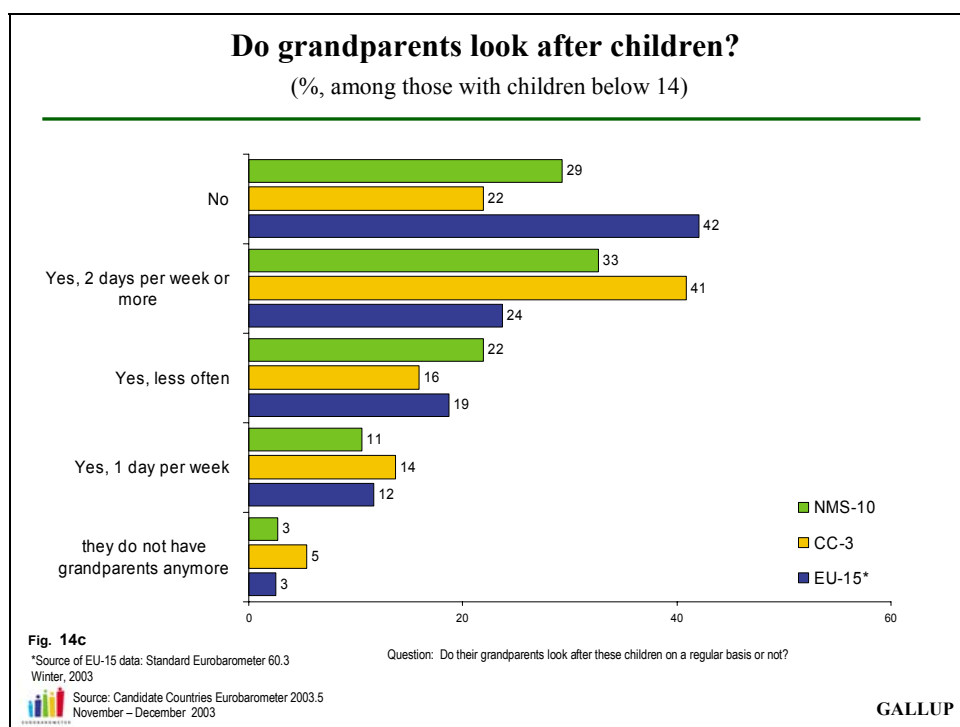
In accession countries, 33% of grandparents look after grandchildren under 14 two days or more a week. This proportion is 41% in CC-3 countries. Eleven percent of grandparents in accession countries look after the grandchildren one day a week, but this proportion is somewhat higher (14%) on the CC-3 level.

Grandparents look after grandchildren less often than weekly according to 22% in accession countries, and 16% in the CC-3 countries.

Grandparents They do not look after the grandchildren in 29% of the families in accession countries and in 22% of CC-3 countries' families.

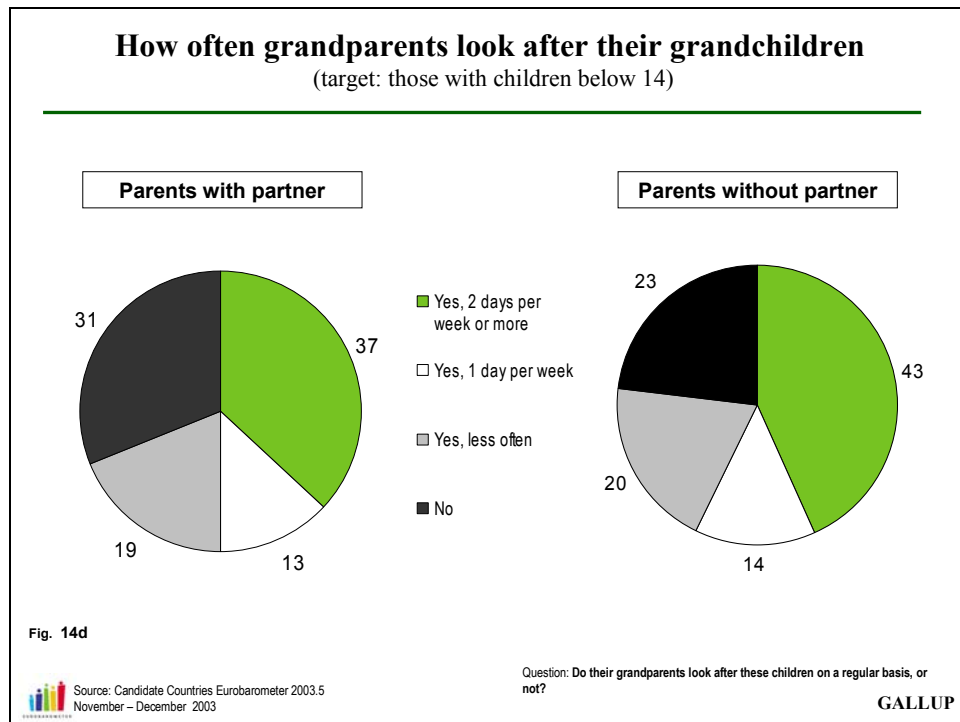
The proportion of grandparents who don't look after their grandchildren is rather higher (42%) in the EU-15.

Thirty-nine percent of grandparents in Poland and 35% of grandparents in Latvia look after grandchildren two days per week or more. Czech Republic grandparents look after grandchildren less often than two days per week (35%). (*ANNEX TABLE 14.5a*)



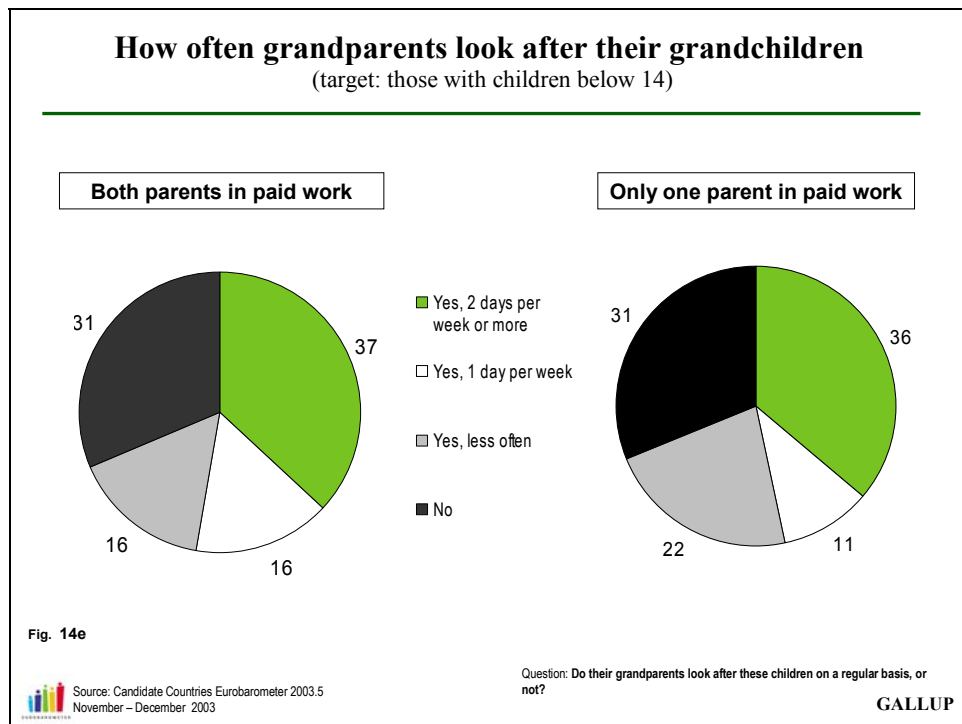
In the candidate region, the role of grandparents is generally more important for respondents who live without a partner. This looks logical, but a more detailed look shows interesting patterns. It would also be a logical assumption that grandparents' roles are greater among those families in which both parents employed, rather than those in which only one parent works for money. However, this is not true -- there are no differences between the two groups in the amount of help they get from grandparents. The same percentage, 69%, of grandparents helps in dual- and single-income households.

Grandparents lend assistance in more than two-thirds (69%) of two-parent homes, and in single-parent homes, more than three-quarters (77%) of grandparents help look after their grandchildren.



If the grandparents help at all, they do it two days per week or more (53% of respondents with partners and 57% of parents without partners reported that).

The second most typical case is when grandparents guard their grandchildren once a week or less often; such is the case for 28% of the respondents with partners and 26% of the respondents without partners. Whether or not they have partners, parents are least likely to say grandparents look after their grandchildren one day a week or less in their families.



The proportion of those respondents who said that the grandparents look after the child or the children two days a week or more often is practically the same whether the grandchild has two employed parents or one (37-36%, respectively). The small difference between two earner and one earner families can be viewed in the figure above, as can the proportions of grandparents who help one day or less per week (16% vs. 22%, and 16% vs. 11%).

If we compare, in the new member states and in the CC-3 states, the time that grandparents spend on looking after their grandchildren by the number of children in the families, we find the interesting fact that in the new member states' families, the amount of help grandparents give increases with the number of grandchildren (looks after one grandchild: 73%, two grandchildren: 79%, three grandchildren: 85%), but on the CC-3 level, the tendency is the opposite ((looks after one grandchild: 70%, two grandchildren: 68%, three grandchildren: 63%). We can see in the figure below that, in the new member state countries, 48% of grandparents with two grandchildren spend two or more days per week looking after them, but this frequency slows down to 42% for three grandchildren. Twelve percent of grandparents of two look after them one day a week in the MS 2004, as do 26% of grandparents of three.

## V. Summary

In this closing chapter we repeat and summarise the most important findings and results of the study, in all four major areas of investigation.

### 1. Time use

The working citizens in all of the candidate and accession countries – especially the respondents in the CC-3 countries – spend much more time than the average EU-15 citizen performing paid work. In the 13 countries in our survey, people spend, on average, at least 43 hours on paid work every week (the fewest hours were found in Estonia), while in the previous member states the time spent at work remains somewhat below 40 hours. Among the accession countries' workers, 70%, definitely do not plan on reducing their time spent on paid work, and the ratio is about the same among EU-15 workers (71%). In the CC-3 zone (where citizens work markedly more hours), 59% of the respondents shared this strong view.

The amount of time working citizens devote to unpaid work is about the same in the EU-15 and in the new member states (about 21 hours a week). While 24% of working men do not at all take up such activities, only 6% of women say the same. Most male respondents report spending 1-15 hours on caring for family members and household work (45%). In other words, males' participation in caring for household members and participating in household chores is not only less frequent than women's, but it is less intensive as well.

When measuring *satisfaction* with one's time spent with paid work – although it is primarily responsible for the dissatisfaction felt in the two areas where working people are least satisfied of all: time they spent with voluntary work and free time – the majority (55%) in the new member states are fairly satisfied with the time they spend on their jobs. The proportion of employees who are fairly satisfied in the EU-15 countries is 18 percentage points higher (73%). That satisfaction may result from sheer job availability, is hinted at by the CC-3 satisfaction scores. The workers in the candidate countries spent much more time with paid work, but even under such circumstances, they are slightly more satisfied with the amount (57%) than those in the accession countries. As to the satisfaction with free time, the accession countries are almost as satisfied (64%) as the previous member states (66%).

There are several barriers to reduce the time one spends on paid work. Some are fully satisfied with their jobs and the hours they work. Some need their current workload to feel a personal utility in general. And of course, there is a much simpler list of barriers to work hour reduction: people fear losing income, ruining career prospects, and eventually to getting laid off if they opt to work less. Statistical analyses show that money matters most; people are reluctant to decrease the time they spend at work if it means an income reduction – on the contrary, they would be willing to work even more if it meant more money. As a result, less than 10% plans definitely to reduce their working hours.

We discovered that workplaces in the accession countries, although demanding employees to spend more hours at work, are markedly more flexible than those in the fifteen previous member states member countries. In consideration of these differences in work flexibility, we will look at several options that help to align extra-work duties with workplace requirements. Still, most of the work-time management options we listed in this study, although many of them are considered rather important, are available to a limited number of working citizens. Many more workers in the accession countries can utilise opportunities like taking unpaid leave, carrying over holidays to next year, working flexibly if needed, and taking extra time off to look after relatives – most of them being potentially beneficial for the employer too (e.g. sending employees on unpaid leave, demanding them to work more "if needed", or encouraging employees to carry over holidays to the next year instead of actually letting them to go on vacation). At the same time, we do not see a difference in how many employees have the option to take a sabbatical (the concept itself is quite unknown in most parts of the continent), or to telework.

Looking at a different type of flexibility, overall, the most important thing for all working citizens is to be able to take time off work to look after sick family members, if necessary. The accession countries'

citizens consider this to be the most important reason for which people should be given time off work (83%). Studying or taking courses is the second most important reason both in the EU-15 and the accession countries (not as popular in the candidate countries), with three quarters thinking that employees should be able to take part in these activities at the expense of their working time.

Spending more time with family is, overall, the third most important reason to take time off work; 70% of the new member states and about 6 in ten workers on CC-3 and EU-15 level think that working people should be able to take time off work to be with their family. Devoting time for one's own benefit is considered less important than taking time for family. Exactly half of the accession countries workers and about 4 in 10 in the other two groups consider this to be a good reason to take time off work.

Respondents in the candidate countries were also asked which activities and circumstances, other than work, most influence their use of personal time. We were interested not only in how long they spend on these activities, but also how those activities influence their personal time-usage. The greatest impact on time usage, independent of geographical location, is the time spent travelling to work. This was mentioned by 41% of the working citizens in the new member state countries, 42% of the CC-3 countries' respondents, and 36% of the current members. (For country by country analysis of the factors that impact daily time budget of working citizens, please see *ANNEX TABLE 7a*)

The second greatest impact on time usage is the time of day public services open. This plays an important role in worker time usage for 30% of new member states, 37% of CC-3 states, and 28% of current members.

The most interesting difference between the present and the future EU-15 countries is the impact of leisure activities (shopping, going to the cinema, theatre, concerts, etc.) on time usage. These sorts of activities have the greatest influence on time use in the EU-15 (36%), but in the new member state states and in the CC-3 countries, these types of activities have a lesser effect (22% and 23% respectively). We can see the same difference in the opening hours of shops – opening hours are much more important for people in the previous member states (28%) than for citizens in the new member state (19%) or in the CC-3 countries (21%).

## 2. Training courses, adult education

Among the three groups of countries, the attraction to lifelong learning is highest in the group of countries omitted from the 2004 wave of enlargement. On average, 76% in this group say that they would continue learning if they had the opportunity, while 71% in the previous member countries, and just 49% in the new member state countries, agree. In each of the surveyed countries, the strongest motivation for lifelong learning is the idea that it would help people adapt to the "rapid changes in society". The second greatest motivation in all of the countries is the desire to improve one's job situation, while the third is most often the attempt to avoid unemployment.

Although the intention to study is highest in the candidate countries, this is where we find the fewest people who actually participated in training in the previous year. Among the three groups of countries, the citizens of the new member states attended some kind of training in the last 12 months in the largest proportion. Among the 15 EU member countries, 21% partook of training within the last year, as did 37% of the new member states population, and only 14% in the candidate countries. Findings show that women are more active in the area of sustained training (32%) than are men (20%). The proportion of trainees is also rather high among managers (54%). Every fourth manager was sent by his employer to training, and another one-fourth partook because they personally wanted to.

The dominant sponsor of the training working citizens participate is their own employer, furthermore, in the majority of the new member states and the candidate countries, the employer usually provides time off work for studies. It should be noted that the notion of educational leave is not that widespread in the EU-15ropean Union: 37% of studying citizens in the member countries were given educational leave, while this proportion is 59% in the new member states, and 69% in the candidate countries.

Although the EU-15 citizens are pursuing adult education in the largest proportions, it can be said that the intensity of studying is the highest among the citizens of the applicant countries. Most (47%) of the studious EU-15 citizens spend only 1-3 hours a week on their intellectual development, while 43% of the new member states and 24% of the CC-3 countries spent only 1 to 3 hours studying. Studying is the most intensive – from a time use perspective – in the countries not included in the current wave of enlargement.

### 3. Workplace

According to every fifth respondent, their work is dull and boring, for 70%, their job does not offer a good career prospect, and according to 65%, they are not paid well enough. 54% of the respondents expressed that the work is too demanding and stressful. On the contrary, 58% have a great deal of influence in deciding how to do their work.

According to 49% of the working citizens in accession countries, they constantly work (or worked) under tight deadlines and a further 36% expressed that they work in dangerous or unhealthy conditions. Overall, more current members are satisfied with their work conditions than are non-EU-15 citizens.

Working citizens in the accessing and candidate countries have a greater fear of becoming unemployed than do respondents living in EU-15 countries. The 2004 MS and CC-3 countries' respondents are less optimistic about finding the same salary if they were to become unemployed. There is a somewhat higher percentage of people who think that it is difficult to keep up with the speed of change at work in the candidate countries.

### 4. Retirement

The citizens of new member state countries, on average, expect to retire at the age of 59. This is older than the age CC-3 country citizens expect to retire, which is at 55. Not only is there a clear difference between the two territories' average year of expected retirement, but we also notice variation regarding responses for each retirement-age category. While only 8% of the population of new member states expects to retire by the age of 50, 33% of CC-3 countries expect to retire by this age. The data collected from new member state states more closely resemble those of the EU-15 than the CC-3. However, overall, citizens of the EU-15 expect to retire at ages noticeably older than do either of these two other groups; a full 47% of them don't expect to retire until after the age of 60.

It is clear that more citizens would like to retire at a younger age than they expect to, and few citizens desire retiring later than they expect to.

While there are some conditions of postponed retirement that are accepted by more working citizens than dismissed (increasing future pension and keeping same salary but working fewer hours in the active years), the clear majority of working citizens don't accept any of the conditions presented to them for reducing their pension. If faced with such a choice, working citizens of the new member state countries, as well as of the CC-3 countries, are more likely to postpone their retirement by two or three years than to accept any reduction in their pension. Just the contrary, citizens all across Europe fear from a severe drop in their incomes with retiring, and about one in five thinks that there is no need to worry about their future pension. Only 7% in the accession countries believe that the pension funds have sufficient funding.

As people wish to retire much sooner than they expect to, it does not come as a surprise that there are workers who are not interested in any of trade-off that would involve postponing their retirement.

When we asked why they are not interested in any of the options we provided (more pension, less working hours in active years, the possibility of sabbaticals), their most frequent response is that they

simply don't like the idea of retiring later. The explanation that one does not need more time now or in the future is most commonly given among the CC-3 (31%), and much less often among the new member states (16%) or the current members (9%). The least common explanation for a lack of interest in retirement-delaying propositions is that employees simply do not value an increased pension over early retirement.

**CC-EB 2003.5**  
**DG EMPLOYMENT**  
**ANNEXES**



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**TABLE 1.1A WORKING SECTOR** (% BY COUNTRY)

**Question:** Are you working in the...? (SHOW CARD - READ OUT - ONE ANSWER ONLY)

**Target:** employees

1. National or local governments
2. State owned company/organization (**State owned company**)
3. A private company/organisation, another business (**Private company**)
4. Other

	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
CCEB 2003.5								
N=	3998	3280	718	285	156	424	428	355
National or local governments	10	11	9	7	21	2	24	12
State owned company	27	29	25	37	12	29	11	21
Private company	55	56	54	54	67	65	63	64
Other	2	2	3	2	0	2	1	3
DK/NA	5	1	9	0	..	2	1	1
<b>TOTAL</b>	<b>99</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	441	401	111	243	291	364	357	142
National or local governments	23	5	25	11	12	25	4	8
State owned company	18	39	13	36	21	16	44	24
Private company	57	53	58	51	53	57	47	55
Other	2	1	2	1	9	2	2	..
DK/NA	0	2	2	1	5	0	2	13
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>

**TABLE 1.1B WORKING SECTOR** (% BY DEMOGRAPHICS)

**Question:** Are you working in the...? (SHOW CARD - READ OUT - ONE ANSWER ONLY)

**Target:** employees

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	3998	1905	2093	400	1605	1644	342
National or local governments	10	7	14	8	8	13	11
State owned company	27	26	29	8	24	38	38
Private company	55	59	51	73	59	45	45
Other	2	2	3	2	2	2	3
DK/NA	5	7	2	9	5	3	3
<b>TOTAL</b>	<b>99</b>	<b>101</b>	<b>99</b>	<b>100</b>	<b>98</b>	<b>101</b>	<b>100</b>
	<b>MAIN ECONOMIC ACTIVITY</b>						
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	..	1081	977	1936	..	..	..
National or local governments	..	18	9	7	..	..	..
State owned company	..	37	27	24	..	..	..
Private company	..	40	60	60	..	..	..
Other	..	3	2	2	..	..	..
DK/NA	..	1	2	7	..	..	..
<b>TOTAL</b>	<b>..</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>..</b>	<b>..</b>	<b>..</b>
	<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>		
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	292	2168	1484	26	1170	1452	1357
National or local governments	7	8	15	1	9	11	10
State owned company	14	26	37	20	26	29	26
Private company	60	62	44	36	57	52	58
Other	2	3	2	..	3	3	1
DK/NA	16	2	2	43	5	5	4
<b>TOTAL</b>	<b>99</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>

**TABLE 1.2A EMPLOYMENT STATUS (% BY COUNTRY)**

**Question:** Are you mainly...? (SHOW CARD - READ OUT - ONE ANSWER ONLY)

**Target:** employees

1. Employed, on a permanent basis (**Permanent employment**)
2. Employed, on a fixed term contract (**Fixed term contract**)
3. Employed, on a temporary employment agency contract (**Temporary employment**)
4. On apprenticeship or other training scheme (**Apprenticeship**)
5. Other

	CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=		3998	3280	718	285	156	424	428	355
Permanent employment		74	76	71	75	81	77	77	79
Fixed term contract		17	20	15	18	13	19	17	17
Temporary employment		2	1	3	4	3	2	4	1
Apprenticeship		1	0	1	0	..	0	..	0
Other		3	1	6	1	2	1	1	2
DK/NA		3	2	4	2	0	1	1	1
<b>TOTAL</b>		<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>
		Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=		441	401	111	243	291	364	357	142
Permanent employment		74	72	89	74	80	82	86	65
Fixed term contract		19	23	6	22	8	17	10	18
Temporary employment		4	1	2	1	3	1	1	3
Apprenticeship		1	0	..	0	1	..	..	1
Other		1	1	2	0	3	..	1	10
DK/NA		0	3	..	3	6	0	2	4
<b>TOTAL</b>		<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>101</b>

**TABLE 1.2B EMPLOYMENT STATUS (% BY DEMOGRAPHICS)**
**Question:** Are you mainly...? (SHOW CARD - READ OUT - ONE ANSWER ONLY)

**Target:** employees

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	3998	1905	2093	400	1605	1644	342
Permanent employment	74	73	76	63	71	81	80
Fixed term contract	17	16	19	24	20	12	14
Temporary employment	2	2	2	1	3	1	1
Apprenticeship	1	0	1	1	0	0	2
Other	3	5	1	7	3	2	0
DK/NA	3	4	2	4	3	3	3
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	..	1081	977	1936	..	..	..
Permanent employment	..	85	78	69	..	..	..
Fixed term contract	..	14	15	19	..	..	..
Temporary employment	..	0	2	2	..	..	..
Apprenticeship	..	0	1	0	..	..	..
Other	..	1	1	5	..	..	..
DK/NA	..	0	3	4	..	..	..
<b>TOTAL</b>	<b>..</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	292	2168	1484	26	1170	1452	1357
Permanent employment	60	75	81	69	71	77	74
Fixed term contract	20	19	15	27	19	16	17
Temporary employment	4	2	1	2	2	1	2
Apprenticeship	0	0	1	..	1	0	0
Other	10	2	1	..	1	4	4
DK/NA	6	2	2	2	5	1	2
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>99</b>

**TABLE 2.1A SATISFACTION WITH PERSONAL LIFE ISSUES** (% BY COUNTRY)

**Question:** To what degree are you satisfied with...? (SHOW CARD WITH SCALE)

**Target:** those in paid work

1. your life in general
2. your job in general
3. your health
4. your financial situation
5. the number of hours you spend on paid work (**paid work**)
6. the number of hours you spend on voluntary work (**voluntary work**)
7. the number of hours you spend on training, studies, courses (**training, studies**)
8. the number of hours you spend on household tasks (**household tasks**)
9. the amount of time you spend on family and friends (**family and friends**)
10. your own free time
11. the division of household tasks between you and your partner (**division of household tasks**)
12. the help you get from family and friends to look after your children (**help to look after your children**)

CCEB 2003.5	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
+ Fairly satisfied - Fairly dissatisfied																
your life in general	72	27	81	17	63	37	63	36	89	9	82	15	73	27	79	21
your job in general	69	30	74	24	64	36	68	31	88	11	73	23	75	25	77	23
your health	83	16	82	17	84	16	81	18	95	5	79	18	75	24	81	19
your financial situation	39	59	40	57	38	62	33	66	70	28	40	56	42	56	36	63
paid work	56	41	55	42	57	41	62	36	71	27	58	38	76	22	53	46
voluntary work	54	36	50	35	57	36	51	39	73	21	62	21	49	13	59	38
training, studies	49	41	55	34	40	51	57	24	55	29	61	21	64	16	56	41
household tasks	66	32	65	32	68	30	66	27	67	31	60	35	76	20	66	33
family and friends	69	29	63	36	76	23	65	32	66	33	66	30	76	23	54	46
your own free time	58	41	52	46	64	35	52	46	53	47	60	37	71	27	50	50
division of household tasks	73	24	73	23	73	26	74	22	71	26	66	28	81	18	74	25
help to look after your children	74	22	78	17	69	29	79	18	75	22	68	19	82	10	77	22

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

(CONTD.)

**TABLE 2.1A SATISFACTION WITH PERSONAL LIFE ISSUES (% BY COUNTRY)**

**Question:** To what degree are you satisfied with...? (SHOW CARD WITH SCALE)

**Target:** those in paid work

CCEB 2003.5 + Fairly satisfied - Fairly dissatisfied	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
your life in general	73	25	66	31	91	9	85	14	59	40	76	23	88	8	64	36
your job in general	73	25	70	29	92	8	73	26	69	29	73	25	83	13	62	38
your health	69	31	68	29	97	3	87	13	82	18	79	20	84	13	85	15
your financial situation	34	64	27	69	63	37	43	54	33	66	31	68	64	31	41	59
paid work	65	35	62	34	76	24	52	45	55	39	56	41	60	33	57	43
voluntary work	61	21	45	23	57	33	23	60	30	39	56	36	57	28	64	35
training, studies	56	28	42	34	54	37	55	42	37	45	50	30	49	36	39	57
household tasks	69	28	59	36	64	30	65	34	65	31	72	26	71	19	69	31
family and friends	68	31	60	36	84	15	62	37	63	34	70	30	73	21	82	18
your own free time	55	43	50	47	76	24	48	52	49	49	59	40	59	35	71	29
division of household tasks	69	23	64	30	82	9	76	21	72	26	77	18	73	16	73	26
help to look after your children	69	18	68	21	79	11	83	15	75	22	82	14	75	8	66	33

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 2.1B SATISFACTION WITH PERSONAL LIFE ISSUES** (% BY DEMOGRAPHICS)

**Question:** To what degree are you satisfied with...? (SHOW CARD WITH SCALE)

**Target:** those in paid work

	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
your life in general	72	27	71	28	73	26	72	27	72	27	71	28	70	30
your job in general	69	30	69	31	70	29	69	30	69	30	69	29	67	32
your health	83	16	85	15	80	19	88	11	88	12	78	22	72	27
your financial situation	39	59	40	59	38	61	39	61	42	57	37	61	37	61
paid work	56	41	55	42	58	40	58	40	57	41	53	44	61	38
voluntary work	54	36	54	36	54	35	59	33	54	35	51	36	57	35
training, studies	49	41	45	43	55	38	51	44	48	42	51	37	39	51
household tasks	66	32	70	27	59	39	65	33	66	31	65	33	75	22
family and friends	69	29	71	28	67	33	75	24	69	30	68	31	72	27
your own free time	58	41	60	39	54	45	70	29	56	43	56	43	63	37
division of household tasks	73	24	76	20	66	33	71	27	76	21	70	27	73	26
help to look after your children	74	22	74	22	73	24	69	26	77	20	72	24	66	28
MAIN ECONOMIC ACTIVITY														
	Self employed		Managers		Other white collars		Manual workers		House persons		Un-employed		Retired	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
your life in general	66	33	86	13	77	22	69	30	..	..	..	..	..	..
your job in general	63	36	82	18	76	23	66	33	..	..	..	..	..	..
your health	81	18	87	12	84	15	82	17	..	..	..	..	..	..
your financial situation	40	58	52	47	42	56	33	66	..	..	..	..	..	..
paid work	51	46	70	27	54	43	54	43	..	..	..	..	..	..
voluntary work	55	36	47	43	54	35	57	31	..	..	..	..	..	..
training, studies	41	48	58	37	47	44	49	38	..	..	..	..	..	..
household tasks	64	33	64	34	59	39	71	27	..	..	..	..	..	..
family and friends	69	29	64	35	61	38	74	25	..	..	..	..	..	..
your own free time	57	42	56	43	53	46	62	37	..	..	..	..	..	..
division of household tasks	72	25	77	20	63	35	75	23	..	..	..	..	..	..
help to look after your children	73	22	76	21	68	28	76	21	..	..	..	..	..	..

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

(CONTD.)

**TABLE 2.1B SATISFACTION WITH PERSONAL LIFE ISSUES** (% BY DEMOGRAPHICS)

**Question:** To what degree are you satisfied with...? (SHOW CARD WITH SCALE)

**Target:** those in paid work

CCEB 2003.5	TERMINAL EDUCATION AGE								LOCALITY					
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
+ Fairly satisfied - Fairly dissatisfied														
your life in general	61	39	72	27	82	17	96	2	67	32	77	22	72	27
your job in general	56	44	71	28	78	21	95	3	65	33	72	26	70	30
your health	78	21	84	15	85	15	96	3	82	17	85	14	82	18
your financial situation	31	68	38	61	49	50	54	45	37	62	41	57	40	59
paid work	49	49	56	41	60	37	88	10	54	44	62	35	53	45
voluntary work	59	36	52	34	50	39	85	11	58	30	52	36	50	42
training, studies	33	59	46	40	55	38	84	12	44	42	56	32	46	49
household tasks	70	29	66	31	63	35	85	13	67	31	68	29	64	34
family and friends	78	21	68	30	63	36	74	24	73	25	67	31	67	32
your own free time	68	32	57	42	52	47	86	12	59	40	58	41	58	42
division of household tasks	72	26	72	24	73	24	74	24	74	22	73	25	71	27
help to look after your children	68	30	78	18	74	22	37	60	76	20	73	22	71	26

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).



**TABLE 3.1A AVERAGE HOURS SPENT WITH PAID WORK PER WEEK (% BY COUNTRY)**

**Question:** On average, how many hours per week do you personally spend on paid work? (including overtime and second jobs, but excluding travelling to and from work)

**Target:** those in paid work

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	4497	3608	889	311	184	490	443	421
under 36 hours	12	9	14	9	14	5	11	7
36 to 50 hours	54	66	42	69	63	75	79	70
above 50 hours	34	25	44	22	23	20	11	23
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	464	400	119	313	309	404	370	269
under 36 hours	8	13	10	11	14	8	6	15
36 to 50 hours	67	70	74	59	56	74	81	33
above 50 hours	25	17	16	30	31	18	13	52
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 3.1B AVERAGE HOURS SPENT WITH PAID WORK PER WEEK**  
(% BY DEMOGRAPHICS)

**Question:** On average, how many hours per week do you personally spend on paid work? (including overtime and second jobs, but excluding travelling to and from work)

**Target:** those in paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	4497	2294	2203	416	1804	1867	403
under 36 hours	12	11	13	11	10	12	22
36 to 50 hours	54	48	65	46	54	58	52
above 50 hours	34	41	22	43	36	30	26
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
N=	686	1040	930	1841	..	..	..
under 36 hours	17	21	7	6	..	..	..
36 to 50 hours	28	61	72	63	..	..	..
above 50 hours	56	19	21	31	..	..	..
<b>TOTAL</b>	<b>101</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
N=	397	2385	1664	26	1395	1579	1503
under 36 hours	15	7	15	30	13	11	11
36 to 50 hours	36	61	59	24	46	59	58
above 50 hours	49	31	26	46	41	31	31
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>

**TABLE 3.2A AVERAGE HOURS SPENT WITH PAID WORK PER WEEK - PARTNER**  
(% BY COUNTRY)

**Question:** And your partner?

**Target:** those in paid work, living with a partner

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	3118	2470	648	242	124	335	269	285
Does not work	43	26	60	35	36	13	25	26
under 31 hours	8	6	10	4	3	2	6	5
31 to 60 hours	43	62	24	54	54	81	66	64
above 60 hours	5	6	5	7	6	4	3	4
<b>TOTAL</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>99</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	294	297	77	238	225	290	261	181
Does not work	16	24	55	32	40	18	15	72
under 31 hours	5	6	10	9	9	1	2	12
31 to 60 hours	69	69	30	52	44	75	80	12
above 60 hours	9	1	6	7	7	6	3	4
<b>TOTAL</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 3.2B AVERAGE HOURS SPENT WITH PAID WORK PER WEEK - PARTNER**  
(% BY DEMOGRAPHICS)

**Question:** And your partner?

**Target:** those in paid work, living with a partner

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	3118	1719	1399	142	1301	1377	293
Does not work	43	54	18	22	45	41	45
under 31 hours	8	10	4	11	8	8	10
31 to 60 hours	43	32	67	59	41	46	41
above 60 hours	5	3	10	8	6	5	4
<b>TOTAL</b>	<b>99</b>	<b>99</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
N=	526	726	609	1257	..	..	..
Does not work	60	19	30	43	..	..	..
under 31 hours	12	10	7	5	..	..	..
31 to 60 hours	23	63	59	47	..	..	..
above 60 hours	5	8	4	6	..	..	..
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
N=	277	1661	1144	16	1024	1072	1008
Does not work	74	38	25	7	57	32	36
under 31 hours	10	6	10	17	7	9	9
31 to 60 hours	14	49	59	76	31	55	47
above 60 hours	2	6	6	1	5	4	7
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>99</b>

**TABLE 3.3A AVERAGE HOURS SPENT WITH HOUSEHOLD TASKS PER WEEK**  
(% BY COUNTRY)

**Question:** On average, how many hours per week do you personally spend on childcare, looking after household members and household tasks? (INT.: IF RESPONDENT GIVES HALF HOURS, ROUND UP TO NEXT HOUR)  
**Target:** those in paid work

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	4217	3407	810	299	164	454	394	413
Does not work	18	9	27	19	31	6	11	12
under 1 to 15 hours	40	39	41	38	34	56	47	40
16 to 30 hours	26	32	20	30	18	29	30	31
above 30 hours	17	20	13	13	17	9	12	17
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	444	412	113	293	296	381	339	215
Does not work	11	6	30	9	10	11	8	35
under 1 to 15 hours	50	42	35	30	26	35	42	47
16 to 30 hours	28	32	19	35	37	33	29	11
above 30 hours	11	21	16	26	27	20	21	7
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>

**TABLE 3.3B AVERAGE HOURS SPENT WITH HOUSEHOLD TASKS PER WEEK**  
(% BY DEMOGRAPHICS)

**Question:** On average, how many hours per week do you personally spend on childcare, looking after household members and household tasks? (INT.: IF RESPONDENT GIVES HALF HOURS, ROUND UP TO NEXT HOUR)

**Target:** those in paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	4265	2152	2065	382	1690	1754	382
Does not work	18	24	6	33	16	16	13
under 1 to 15 hours	40	45	30	51	40	36	39
16 to 30 hours	26	21	35	7	24	32	38
above 30 hours	17	10	29	8	20	16	10
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
N=	651	969	874	1723	..	..	..
Does not work	29	10	16	14	..	..	..
under 1 to 15 hours	42	44	37	37	..	..	..
16 to 30 hours	20	26	30	29	..	..	..
above 30 hours	9	20	16	20	..	..	..
<b>TOTAL</b>	<b>101</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
N=	350	2239	1575	27	1304	1465	1428
Does not work	33	15	11	4	20	12	21
under 1 to 15 hours	42	35	44	76	38	39	41
16 to 30 hours	16	32	27	5	25	31	23
above 30 hours	10	19	19	15	16	19	15
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 3.4A AVERAGE HOURS SPENT WITH HOUSEHOLD TASKS PER WEEK -  
PARTNER (% BY COUNTRY)**

**Question:** And your partner? (INT.: IF RESPONDENT GIVES HALF HOURS, ROUND UP TO NEXT HOUR)

**Target:** those in paid work, living with a partner

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	2814	2233	581	213	108	318	217	272
Does not work	11	8	14	15	25	11	5	7
under 1 to 15 hours	24	28	19	28	19	46	34	33
16 to 30 hours	27	28	25	33	23	30	32	31
above 30 hours	39	36	42	24	33	13	29	28
<b>TOTAL</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	260	236	65	216	238	284	257	130
Does not work	8	10	8	7	7	8	6	17
under 1 to 15 hours	40	32	14	19	15	30	32	20
16 to 30 hours	35	23	10	26	29	32	32	21
above 30 hours	17	34	67	48	49	30	30	42
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 3.4B AVERAGE HOURS SPENT WITH HOUSEHOLD TASKS PER WEEK - PARTNER**  
(% BY DEMOGRAPHICS)

**Question:** And your partner? (INT.: IF RESPONDENT GIVES HALF HOURS, ROUND UP TO NEXT HOUR)

**Target:** those in paid work, living with a partner

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	2814	1500	1314	127	1191	1236	254
Does not work	11	9	14	18	11	8	19
under 1 to 15 hours	24	16	40	47	22	24	19
16 to 30 hours	27	26	27	20	27	28	23
above 30 hours	39	49	19	16	40	39	39
<b>TOTAL</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>99</b>	<b>100</b>
	<b>MAIN ECONOMIC ACTIVITY</b>						
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	468	656	557	1133	..	..	..
Does not work	15	4	8	11	..	..	..
under 1 to 15 hours	15	37	34	22	..	..	..
16 to 30 hours	29	26	29	24	..	..	..
above 30 hours	41	32	29	44	..	..	..
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>..</b>	<b>..</b>	<b>..</b>
	<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>		
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	229	1507	1041	16	915	973	914
Does not work	18	9	7	1	12	8	12
under 1 to 15 hours	18	22	32	64	17	26	31
16 to 30 hours	21	30	26	15	26	29	25
above 30 hours	44	39	36	20	45	37	32
<b>TOTAL</b>	<b>101</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>



**TABLE 3.5A AVERAGE HOURS SPENT WITH VOLUNTARY WORK PER WEEK**  
(% BY COUNTRY)

**Question:** On average, how many hours per week do you personally spend on voluntary work? (INT.: IF RESPONDENT GIVES HALF HOURS, ROUND UP TO NEXT HOUR)

**Target:** those in paid work

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	4309	3436	873	311	177	444	415	416
no	78	83	73	81	73	58	68	81
1-5 hours	10	10	11	7	15	21	22	8
above 5 hours	12	8	16	12	12	20	10	11
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	423	365	123	324	288	412	337	274
no	69	73	81	95	83	82	61	69
1-5 hours	13	21	11	3	6	13	20	13
above 5 hours	18	6	8	1	11	5	19	18
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 3.5B AVERAGE HOURS SPENT WITH VOLUNTARY WORK PER WEEK**  
(% BY DEMOGRAPHICS)

**Question:** On average, how many hours per week do you personally spend on voluntary work? (INT.: IF RESPONDENT GIVES HALF HOURS, ROUND UP TO NEXT HOUR)

**Target:** those in paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	4309	2234	2075	406	1740	1777	378
no	78	77	79	71	78	80	78
1-5 hours	10	10	11	11	10	10	14
above 5 hours	12	13	10	18	12	10	8
TOTAL	100	100	100	100	100	100	100
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
N=	695	977	889	1748	..	..	..
no	78	73	79	79	..	..	..
1-5 hours	11	14	11	8	..	..	..
above 5 hours	11	12	10	13	..	..	..
TOTAL	100	99	100	100	..	..	..
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
N=	398	2270	1586	28	1327	1496	1471
no	75	82	76	48	75	80	80
1-5 hours	11	8	13	40	11	10	10
above 5 hours	14	11	11	13	14	11	10
TOTAL	100	101	100	101	100	101	100

**TABLE 4.1A PLANNING TO REDUCE WORKING HOURS (% BY COUNTRY)**

**Question:** In the near future, do you plan to reduce your working hours or not? (READ OUT)

**Target:** those in paid work

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	4778	3832	946	323	191	520	476	436
Definitely	7	6	8	3	16	4	3	7
Possibly	19	13	24	7	15	11	10	16
Definitely not	65	70	59	82	59	67	72	70
DK/NA	10	11	9	8	10	19	14	6
<b>TOTAL</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>99</b>	<b>99</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	504	448	123	329	329	418	387	294
Definitely	4	3	10	6	11	3	9	7
Possibly	16	17	25	12	13	12	25	30
Definitely not	67	65	62	72	63	75	58	55
DK/NA	12	15	3	10	12	10	9	7
<b>TOTAL</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>99</b>

**TABLE 4.1B PLANNING TO REDUCE WORKING HOURS (% BY DEMOGRAPHICS)**

**Question:** In the near future, do you plan to reduce your working hours or not? (READ OUT)

**Target:** those in paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	4778	2484	2294	448	1923	1971	427
Definitely	7	7	6	4	8	5	9
Possibly	19	21	14	23	20	15	22
Definitely not	65	60	72	63	63	68	60
DK/NA	10	11	8	10	8	11	9
<b>TOTAL</b>	<b>101</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>100</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	780	1081	977	1936	..	..	..
Definitely	7	8	6	6	..	..	..
Possibly	29	15	14	15	..	..	..
Definitely not	54	68	70	69	..	..	..
DK/NA	10	9	10	10	..	..	..
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	431	2511	1771	33	1479	1680	1597
Definitely	7	6	7	12	7	6	7
Possibly	31	13	17	10	19	14	23
Definitely not	53	70	66	64	65	65	63
DK/NA	9	10	10	15	9	14	7
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>99</b>	<b>100</b>

**TABLE 4.2A FOR HOW LONG WOULD YOU LIKE TO REDUCE YOUR WORKING HOURS?**  
(% BY COUNTRY)

**Question:** For how long would you like to reduce your working hours?

**Target:** those in paid work, planning to reduce time spent on paid work

1. Less than 6 months
2. Between 6 and 12 months
3. More than 1 year and up to 2 years **(1 year and up to 2 years)**
4. More than 2 years and up to 5 years **(2 years and up to 5 years)**
5. More than 5 years
6. Forever

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	1045	809	236	35	60	86	66	106
Less than 6 months	20	11	24	24	24	2	20	17
Between 6 and 12 months	15	15	15	8	7	14	2	6
1 year and up to 2 years	10	6	13	8	21	2	7	5
2 years and up to 5 years	8	5	9	3	5	6	14	6
More than 5 years	8	3	10	5	2	9	..	4
Forever	25	41	15	44	32	42	29	36
DK/NA	15	17	14	8	9	25	28	25
<b>TOTAL</b>	<b>101</b>	<b>98</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	102	90	47	59	89	62	131	112
Less than 6 months	21	14	28	8	19	17	14	25
Between 6 and 12 months	13	2	8	24	8	12	8	16
1 year and up to 2 years	6	4	3	8	11	3	4	13
2 years and up to 5 years	6	4	8	5	2	2	8	11
More than 5 years	1	2	6	2	6	5	7	11
Forever	21	53	33	48	37	19	37	9
DK/NA	32	21	14	6	16	42	22	14
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>99</b>

**TABLE 4.2B FOR HOW LONG WOULD YOU LIKE TO REDUCE YOUR WORKING HOURS? (% BY DEMOGRAPHICS)**
**Question:** For how long would you like to reduce your working hours?

**Target:** those in paid work, planning to reduce time spent on paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	1045	605	440	105	460	376	102
Less than 6 months	20	20	19	39	17	12	26
Between 6 and 12 months	15	15	14	5	15	22	1
1 year and up to 2 years	10	10	11	12	11	9	3
2 years and up to 5 years	8	8	8	8	9	7	4
More than 5 years	8	9	3	7	10	5	4
Forever	25	22	33	12	22	31	40
DK/NA	15	16	12	17	15	13	22
TOTAL	101	100	100	100	99	99	100
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
CCEB 2003.5							
N=	242	218	208	377	..	..	..
Less than 6 months	19	18	18	21	..	..	..
Between 6 and 12 months	18	11	11	14	..	..	..
1 year and up to 2 years	8	8	11	13	..	..	..
2 years and up to 5 years	9	10	11	4	..	..	..
More than 5 years	10	9	5	6	..	..	..
Forever	22	31	31	22	..	..	..
DK/NA	14	13	14	19	..	..	..
TOTAL	100	100	101	99	..	..	..
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
CCEB 2003.5							
N=	135	487	403	10	333	363	346
Less than 6 months	25	15	17	46	20	15	22
Between 6 and 12 months	20	16	7	1	23	11	10
1 year and up to 2 years	13	8	8	1	14	6	9
2 years and up to 5 years	6	8	11	..	5	11	8
More than 5 years	10	7	5	33	6	4	12
Forever	12	30	38	18	16	38	24
DK/NA	15	17	14	1	16	15	15
TOTAL	101	101	100	100	100	100	100

**TABLE 4.3A PREFERRED METHOD OF REDUCING WORK HOURS (% BY COUNTRY)**

**Question:** If you had the possibility to reduce your working hours, which of the following would you prefer?

**Target:** those in paid work

1. Work less hours per day /per week (**Work less hours**)
2. Take a longer period of time off during the year (some weeks, months) (**Take a longer period of time off**)
3. Both (SPONTANEOUS)

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	4778	3832	946	323	191	520	476	436
Work less hours	44	40	48	37	58	33	32	52
Take a longer period of time off	32	40	24	38	28	37	44	33
Both	9	9	9	10	8	14	7	8
DK/NA	15	11	19	15	6	16	17	7
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	504	448	123	329	329	418	387	294
Work less hours	39	44	43	39	34	32	38	55
Take a longer period of time off	38	28	39	44	33	48	47	19
Both	5	3	3	8	11	10	8	8
DK/NA	17	25	14	9	22	10	7	18
<b>TOTAL</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 4.3B PREFERRED METHOD OF REDUCING WORK HOURS (% BY DEMOGRAPHICS)**

**Question:** If you had the possibility to reduce your working hours, which of the following would you prefer?

**Target:** those in paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	4778	2484	2294	448	1923	1971	427
Work less hours	44	45	42	45	43	45	50
Take a longer period of time off	32	30	36	30	35	31	22
Both	9	9	9	13	8	8	8
DK/NA	15	16	13	12	15	16	20
TOTAL	100	100	100	100	101	100	100
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
CCEB 2003.5							
N=	780	1081	977	1936	..	..	..
Work less hours	48	39	43	44	..	..	..
Take a longer period of time off	23	40	39	33	..	..	..
Both	8	10	8	9	..	..	..
DK/NA	21	11	11	13	..	..	..
TOTAL	100	100	101	99	..	..	..
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
CCEB 2003.5							
N=	431	2511	1771	33	1479	1680	1597
Work less hours	55	40	40	59	49	42	42
Take a longer period of time off	20	35	39	10	28	37	31
Both	7	10	9	11	6	10	12
DK/NA	18	15	12	20	17	11	16
TOTAL	100	100	100	100	100	100	101



**TABLE 4.4A INTENTION WITH EXTRA FREE TIME (% BY COUNTRY)**

**Question:** What do you intend to do in this extra free time? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work, planning to reduce time spent on paid work

1. Study, take classes / training
2. Have more free time for myself
3. Look after your partner, children or grandchildren (**look after your family**)
4. Look after your parents
5. Look after other relatives
6. Do voluntary work
7. Nothing in particular
8. Other (SPONTANEOUS)

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
Study, take classes / training	18	18	18	24	10	16	29	27
Have more free time for myself	57	64	53	75	69	69	53	60
Look after your family	51	55	49	36	51	42	35	56
Look after your parents	28	15	35	28	6	11	15	12
Look after other relatives	16	7	21	18	3	1	20	6
Do voluntary work	14	5	19	9	10	8	2	3
Nothing in particular	23	17	26	..	12	21	7	8
Other	3	7	1	6	..	15	3	11
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
Study, take classes / training	30	18	19	12	24	13	32	16
Have more free time for myself	54	61	58	65	78	67	70	47
Look after your family	31	58	51	62	50	56	50	49
Look after your parents	5	27	11	15	37	25	16	35
Look after other relatives	17	3	5	8	9	9	5	23
Do voluntary work	6	14	8	2	11	9	15	21
Nothing in particular	14	16	15	22	4	5	11	32
Other	6	6	4	4	5	6	3	1

**TABLE 4.4B INTENTION WITH EXTRA FREE TIME (% BY DEMOGRAPHICS)**

**Question:** What do you intend to do in this extra free time? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work, planning to reduce time spent on paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
Study, take classes / training	18	14	28	29	20	12	1
Have more free time for myself	57	57	57	64	53	59	63
Look after your family	51	52	49	19	63	46	54
Look after your parents	28	28	27	46	27	22	23
Look after other relatives	16	18	9	34	11	12	22
Do voluntary work	14	17	6	23	13	15	3
Nothing in particular	23	24	20	26	21	22	30
Other	3	3	5	1	4	3	4
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
Study, take classes / training	9	45	25	15	..	..	..
Have more free time for myself	55	56	58	60	..	..	..
Look after your family	57	51	46	45	..	..	..
Look after your parents	27	23	25	31	..	..	..
Look after other relatives	18	10	13	15	..	..	..
Do voluntary work	17	11	9	13	..	..	..
Nothing in particular	26	17	18	22	..	..	..
Other	1	3	6	5	..	..	..
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
Study, take classes / training	5	17	33	57	10	19	24
Have more free time for myself	52	61	58	86	54	61	59
Look after your family	45	51	58	91	52	51	50
Look after your parents	31	23	28	43	25	23	34
Look after other relatives	21	13	12	1	17	7	20
Do voluntary work	22	9	8	33	15	10	16
Nothing in particular	32	17	17	2	27	18	21
Other	1	7	3	..	5	4	2

**TABLE 4.5A BARRIERS THAT HINDER REDUCING THE TIME SPENT ON PAID WORK**  
(% BY COUNTRY)

**Question:** Generally, do you tend to agree or tend to disagree with each of the following statements? (READ OUT)

**Target:** those in paid work

1. The work I do is an important part of my life (**Work is important part of my life**)
2. I could easily get by with less money (**Can get by with less money**)
3. I would continue working even if I did not need the money anymore (**Work even if do not need money**)
4. I would like to reduce the time spent working, but I need the money that I earn (**Would reduce but need the money**)
5. I would like to reduce the time spent working, even if I earn less money (**Would reduce even with less money**)
6. I would like to work more hours if it earned me more money (**Would work more for more money**)
7. Working part-time (**WPT**) (or taking frequent leave) is an indicator that someone is less committed to his/her work (**WPT: Less committed to his/her work**)
8. Working part-time (or taking frequent leave) is bad for someone's career (**Bad for someone's career**)
9. Working part-time (or taking frequent leave) usually means that you have to do more in less time (**Have to do more in less time**)
10. Working part-time (or taking frequent leave) means that you get less interesting tasks to do (**Get less interesting tasks to do**)
11. Working part-time (or taking frequent leave) is possible in my present job (**Possible in my present job**)

CCEB 2003.5 + tend to agree - tend to disagree	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Work is important part of my life	90	9	90	9	90	9	91	8	95	5	81	15	85	14	93	7
Can get by with less money	11	85	10	85	13	85	9	90	15	85	10	83	10	90	3	97
Work even if do not need money	51	42	48	44	55	40	55	42	56	41	40	45	41	50	45	49
Would reduce but need the money	74	22	72	24	76	20	76	21	79	19	66	27	65	30	77	22
Would reduce even with less money	12	83	10	85	13	82	8	91	22	76	8	84	6	89	3	96
Would work more for more money	65	29	58	35	71	23	84	13	53	46	49	45	72	23	49	47
WPT: Less commitment to work	28	56	29	57	27	55	28	53	67	24	28	52	34	51	20	72
WPT: Bad for someone's career	41	39	47	36	36	42	56	28	79	17	43	35	58	31	45	45
WPT: Have to do more in less time	41	41	49	36	34	45	59	26	64	28	38	42	60	26	32	56
WPT: Less interesting tasks to do	33	45	39	43	28	47	21	57	55	34	45	31	39	41	27	63
WPT: Possible in my present job	25	61	31	59	19	62	16	81	27	70	29	56	28	67	17	76
+ tend to agree - tend to disagree	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Work is important part of my life	84	13	89	9	99	1	92	7	84	12	92	8	89	6	91	9
Can get by with less money	7	90	7	88	17	82	14	81	5	90	4	95	25	70	16	82
Work even if do not need money	43	46	36	54	47	45	52	41	50	42	56	37	54	37	56	39
Would reduce but need the money	76	21	76	13	68	31	74	22	75	16	64	32	59	33	77	21
Would reduce even with less money	12	80	7	83	19	78	13	82	7	83	2	93	19	71	17	80
Would work more for more money	65	27	71	20	51	47	62	31	77	13	70	24	47	41	67	28
WPT: Less commitment to work	49	37	28	38	25	66	32	58	29	55	23	60	27	56	26	56
WPT: Bad for someone's career	61	25	44	27	40	48	47	36	32	45	41	42	58	27	35	42
WPT: Have to do more in less time	55	30	50	24	33	51	57	31	28	47	48	32	46	42	33	47
WPT: Less interesting tasks to do	42	39	17	48	28	62	42	40	26	50	41	44	39	46	29	45
WPT: Possible in my present job	29	60	27	57	33	56	39	53	17	63	25	64	26	62	20	59

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 4.5B BARRIERS TO REDUCING THE TIME SPENT ON PAID WORK**  
(% BY DEMOGRAPHICS)

**Question:** Generally, do you tend to agree or tend to disagree with each of the following statements? (READ OUT)

**Target:** those in paid work

	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
CCEB 2003.5 + tend to agree - tend to disagree														
Work is important part of my life	90	9	91	8	88	11	80	17	89	10	94	6	91	8
Can get by with less money	11	85	12	84	11	87	13	83	11	85	12	86	10	83
Work even if do not need money	51	42	53	41	49	44	49	44	54	39	50	43	44	50
Would reduce but need the money	74	22	75	20	72	24	71	24	75	22	74	21	74	21
Would reduce even with less money	12	83	12	82	10	85	14	80	12	84	10	85	12	79
Would work more for more money	65	29	66	28	62	30	71	19	65	31	64	30	59	30
WPT: Less commitment to work	28	56	28	54	28	59	34	53	26	59	29	54	24	52
WPT: Bad for someone's career	41	39	39	38	45	40	42	42	42	39	43	37	32	39
WPT: Have to do more in less time	41	41	38	42	48	39	41	46	40	41	43	39	35	36
WPT: Less interesting tasks to do	33	45	34	43	32	49	31	51	33	45	35	44	34	33
WPT: Possible in my present job	25	61	24	60	27	62	22	65	26	62	25	60	25	52
MAIN ECONOMIC ACTIVITY														
CCEB 2003.5 + tend to agree - tend to disagree	Self employed		Managers		Other white collars		Manual workers		House persons		Un-employed		Retired	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Work is important part of my life	93	7	96	3	87	11	86	12	..	..	..	..	..	..
Can get by with less money	17	80	12	83	10	86	8	89	..	..	..	..	..	..
Work even if do not need money	57	37	56	36	50	42	46	48	..	..	..	..	..	..
Would reduce but need the money	74	23	66	29	74	20	77	19	..	..	..	..	..	..
Would reduce even with less money	14	83	9	84	9	87	12	82	..	..	..	..	..	..
Would work more for more money	59	34	58	36	59	34	73	21	..	..	..	..	..	..
WPT: Less commitment to work	26	54	23	66	29	56	31	53	..	..	..	..	..	..
WPT: Bad for someone's career	34	40	45	41	45	38	44	37	..	..	..	..	..	..
WPT: Have to do more in less time	34	42	44	41	45	39	44	41	..	..	..	..	..	..
WPT: Less interesting tasks to do	31	42	35	46	33	48	34	45	..	..	..	..	..	..
WPT: Possible in my present job	29	52	29	61	21	66	22	65	..	..	..	..	..	..

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

(CONTD.)

**TABLE 4.5B BARRIERS TO REDUCING THE TIME SPENT ON PAID WORK** (% BY  
DEMOGRAPHICS)

**Question:** Generally, do you tend to agree or tend to disagree with each of the following statements? (READ OUT)

**Target:** those in paid work

	TERMINAL EDUCATION AGE								LOCALITY					
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
CCEB 2003.5 + tend to agree - tend to disagree	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Work is important part of my life	90	10	87	11	93	6	99	..	90	8	88	10	90	9
Can get by with less money	15	82	8	89	14	83	8	91	14	83	10	87	10	86
Work even if do not need money	52	41	48	44	55	40	79	19	54	40	49	44	51	42
Would reduce but need the money	78	19	76	19	69	27	58	40	78	17	73	24	72	25
Would reduce even with less money	16	80	9	86	11	83	2	96	13	81	7	88	14	82
Would work more for more money	67	27	67	27	59	34	62	36	68	26	62	31	64	30
WPT: Less commitment to work	24	55	30	53	28	62	48	48	26	53	30	55	28	60
WPT: Bad for someone's career	34	42	44	36	45	41	58	38	37	37	43	38	45	41
WPT: Have to do more in less time	34	42	42	39	47	40	43	53	36	41	42	41	46	40
WPT: Less interesting tasks to do	31	41	33	45	35	48	57	40	31	43	32	47	37	46
WPT: Possible in my present job	23	54	22	64	32	61	15	71	22	57	24	63	29	62

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 5.1A IMPORTANCE OF WORK TIME MANAGEMENT OPTIONS (% BY COUNTRY)**

**Question:** Which of these options are important to you personally for combining paid work with other activities? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work

1. Teleworking
2. Working more or less hours if needed (**Flexible working hours**)
3. Saving up overtime to take as extra time off (**Saving up overtime**)
4. Carrying over holidays to next year (**Carrying over holidays**)
5. Taking extra pay instead of holiday (**Extra pay instead of holiday**)
6. Taking extra paid time off for study (**Extra paid time off for study**)
7. Taking extra time off to look after relatives (**Time off to look after relatives**)
8. Child care facilities at your workplace (**Child care facilities**)
9. Taking a sabbatical, career break (**Sabbatical, career break**)
10. Taking unpaid leave
11. Early retirement
12. Early retirement but with the option of still working part-time (**ER with part-time work**)

CCEB 2003.5	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	13	86	14	85	13	87	16	84	13	87	19	79	24	76	21	79
Flexible working hours	66	34	67	32	64	35	68	32	78	22	72	26	71	29	69	31
Saving up overtime	41	58	43	56	40	60	48	52	35	65	48	50	44	56	44	56
Carrying over holidays	32	67	41	58	23	77	25	75	41	59	49	49	29	71	51	49
Extra pay instead of holiday	35	65	36	63	33	67	51	49	30	70	36	62	45	55	41	59
Extra paid time off for study	29	71	23	77	34	66	18	82	23	77	22	76	33	67	39	61
Time off to look after relatives	31	68	34	66	29	71	37	63	44	56	43	56	51	49	30	70
Child care facilities	22	77	22	78	23	77	15	85	31	69	18	80	14	86	22	78
Sabbatical, career break	24	75	22	78	27	73	18	82	28	72	26	72	24	76	26	74
Taking unpaid leave	28	72	33	66	23	77	25	75	34	66	50	48	52	48	35	65
Early retirement	40	59	44	55	37	63	34	66	33	67	38	60	35	65	49	51
ER with part-time work	33	67	41	58	24	76	41	59	33	67	38	60	47	53	45	55

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

(CONTD.)

**TABLE 5.1A IMPORTANCE OF WORK TIME MANAGEMENT OPTIONS (% BY COUNTRY)**

**Question:** Which of these options are important to you personally for combining paid work with other activities? (SHOW CARD  
- READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work

CCEB 2003.5 + Yes - No	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	20	80	17	83	23	77	7	92	7	93	18	82	25	66	14	86
Flexible working hours	67	33	69	31	70	30	63	36	57	43	69	31	52	39	67	33
Saving up overtime	52	48	43	57	27	73	39	60	52	48	42	58	52	40	35	65
Carrying over holidays	30	70	30	70	36	64	38	61	16	84	35	65	48	43	26	74
Extra pay instead of holiday	47	53	35	65	30	70	34	66	34	66	29	71	35	57	30	70
Extra paid time off for study	24	76	25	75	25	75	17	83	20	80	17	83	29	62	41	59
Time off to look after relatives	37	63	36	64	45	55	28	72	18	82	44	56	36	56	31	69
Child care facilities	20	80	20	80	19	81	23	76	18	82	18	82	26	65	26	74
Sabbatical, career break	24	76	15	85	20	80	21	79	20	80	11	89	22	69	31	69
Taking unpaid leave	46	54	40	60	30	70	25	75	8	92	24	76	23	68	29	71
Early retirement	34	66	25	75	35	65	52	48	24	76	25	75	49	43	41	59
ER with part-time work	42	58	28	72	29	71	46	54	21	79	25	75	37	54	23	77

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).



**TABLE 5.1B IMPORTANCE OF WORK TIME MANAGEMENT OPTIONS**  
(% BY DEMOGRAPHICS)

**Question:** Which of these options are important to you personally for combining paid work with other activities? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work

	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
CCEB 2003.5	+ Yes	- No	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	13	86	12	88	16	84	13	87	15	85	10	89	21	78
Flexible working hours	66	34	66	34	65	34	77	23	65	35	61	38	74	25
Saving up overtime	41	58	38	61	47	52	52	48	41	58	39	61	34	65
Carrying over holidays	32	67	30	69	36	63	35	64	31	69	33	66	27	73
Extra pay instead of holiday	35	65	33	67	38	62	42	58	35	65	32	67	29	70
Extra paid time off for study	29	71	27	72	31	68	52	48	32	67	17	83	21	79
Time off to look after relatives	31	68	28	71	37	63	41	59	30	70	28	71	36	64
Child care facilities	22	77	19	81	29	70	28	72	25	74	17	82	19	80
Sabbatical, career break	24	75	22	78	29	70	34	66	27	73	17	83	26	74
Taking unpaid leave	28	72	27	72	30	70	29	70	29	70	26	74	33	67
Early retirement	40	59	39	60	43	57	44	56	35	65	45	54	44	55
ER with part-time work	33	67	29	71	40	60	31	68	28	72	37	62	41	59
MAIN ECONOMIC ACTIVITY														
CCEB 2003.5	Self employed	Managers	Other white collars	Manual workers	House persons	Un-employed	Retired							
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	12	88	20	78	21	79	8	91	..	..	..	..	..	..
Flexible working hours	69	30	62	36	68	32	63	36	..	..	..	..	..	..
Saving up overtime	20	80	43	55	55	45	52	48	..	..	..	..	..	..
Carrying over holidays	17	82	40	59	47	53	35	65	..	..	..	..	..	..
Extra pay instead of holiday	17	82	31	68	41	59	46	54	..	..	..	..	..	..
Extra paid time off for study	20	80	41	58	33	67	28	71	..	..	..	..	..	..
Time off to look after relatives	20	80	36	64	37	63	36	64	..	..	..	..	..	..
Child care facilities	17	83	27	73	23	77	25	75	..	..	..	..	..	..
Sabbatical, career break	16	84	38	61	29	71	24	76	..	..	..	..	..	..
Taking unpaid leave	20	80	33	66	39	61	28	72	..	..	..	..	..	..
Early retirement	34	66	33	67	45	55	47	53	..	..	..	..	..	..
ER with part-time work	19	80	35	65	36	64	40	59	..	..	..	..	..	..

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

(CONTD.)

**TABLE 5.1B IMPORTANCE OF WORK TIME MANAGEMENT OPTIONS (% BY DEMOGRAPHICS)**

**Question:** Which of these options are important to you personally for combining paid work with other activities? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work

CCEB 2003.5 + Yes - No	TERMINAL EDUCATION AGE								LOCALITY					
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	10	90	10	89	20	79	60	38	11	89	15	84	14	86
Flexible working hours	69	31	62	37	68	31	80	19	66	33	65	34	65	35
Saving up overtime	36	64	44	55	42	57	13	86	39	60	44	56	42	58
Carrying over holidays	24	76	34	65	38	62	6	93	30	70	33	66	34	66
Extra pay instead of holiday	34	66	39	60	29	71	10	89	34	66	35	65	36	64
Extra paid time off for study	33	67	21	78	35	65	75	24	25	75	30	69	32	68
Time off to look after relatives	31	68	32	68	31	69	38	61	31	69	35	65	29	71
Child care facilities	23	77	21	78	23	76	16	83	24	76	23	76	20	79
Sabbatical, career break	23	77	20	79	32	68	46	53	22	77	26	74	25	75
Taking unpaid leave	27	73	28	72	31	69	23	76	25	75	31	69	30	70
Early retirement	43	57	41	58	37	62	13	85	43	57	41	58	37	63
ER with part-time work	30	70	32	67	37	63	5	93	33	67	35	65	31	69

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 5.2A AVAILABILITY OF WORK TIME MANAGEMENT OPTIONS (% BY COUNTRY)**

**Question:** Which of these options have been available to you in your main paid work in the past 12 months? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work

CCEB 2003.5	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No
Teleworking	7	92	10	89	5	95	12	88	5	95	20	78	23	77	9	91
Flexible working hours	53	46	57	42	50	50	57	43	56	44	55	43	61	39	59	41
Saving up overtime	28	72	36	63	20	80	27	73	27	73	46	52	33	67	28	72
Carrying over holidays	26	73	40	59	13	87	25	75	35	65	49	49	25	75	35	65
Extra pay instead of holiday	16	84	21	78	11	89	24	76	28	72	32	66	26	74	18	82
Extra paid time off for study	15	84	18	81	13	87	11	89	9	91	18	80	23	77	16	84
Time off to look after relatives	20	80	24	75	16	84	23	77	29	71	32	66	35	65	8	92
Child care facilities	9	90	12	87	7	93	2	98	..	100	6	92	6	94	4	96
Sabbatical, career break	7	92	8	91	7	93	3	97	8	92	8	90	5	95	3	97
Taking unpaid leave	31	69	37	62	25	75	27	73	39	61	50	47	56	44	27	73
Early retirement	14	86	20	79	8	92	6	94	25	75	32	65	20	80	12	88
ER with part-time work	9	90	14	85	4	96	4	96	13	87	19	78	20	80	10	90
	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No
Teleworking	17	83	14	86	11	89	5	94	1	99	13	87	14	75	5	95
Flexible working hours	58	42	62	38	49	51	56	43	49	51	57	43	53	36	49	51
Saving up overtime	40	60	29	71	18	82	35	63	38	62	33	67	43	47	13	87
Carrying over holidays	30	70	38	62	40	60	38	61	16	84	44	56	49	41	11	89
Extra pay instead of holiday	27	73	20	80	13	87	18	81	11	89	21	79	17	73	9	91
Extra paid time off for study	25	75	26	74	9	91	17	82	6	94	14	86	17	73	16	84
Time off to look after relatives	26	74	29	71	15	85	23	75	6	94	37	63	15	75	18	82
Child care facilities	12	88	11	89	4	96	20	79	6	94	8	92	6	83	8	92
Sabbatical, career break	8	92	12	88	8	92	10	89	5	95	4	96	6	83	8	92
Taking unpaid leave	49	51	50	50	29	71	34	65	13	87	31	69	23	66	28	72
Early retirement	19	81	10	90	16	84	21	78	7	93	10	90	9	80	9	91
ER with part-time work	17	83	10	90	8	92	15	84	4	96	6	94	7	82	4	96

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 5.2B AVAILABILITY OF WORK TIME MANAGEMENT OPTIONS**  
(% BY DEMOGRAPHICS)

**Question:** Which of these options have been available to you in your main paid work in the past 12 months? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work

	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
CCEB 2003.5														
	+ Yes	- No	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	7	92	7	92	8	91	4	96	10	90	6	93	4	95
Flexible working hours	53	46	53	46	52	47	62	38	51	49	51	48	62	38
Saving up overtime	28	72	25	75	34	66	28	72	27	72	29	70	25	75
Carrying over holidays	26	73	22	77	34	66	19	81	25	75	31	68	23	77
Extra pay instead of holiday	16	84	15	85	18	82	18	82	15	85	16	83	13	87
Extra paid time off for study	15	84	14	85	18	82	20	79	16	84	13	86	16	84
Time off to look after relatives	20	80	18	81	23	76	24	76	19	81	19	80	20	79
Child care facilities	9	90	8	91	12	87	9	91	11	89	9	90	4	96
Sabbatical, career break	7	92	7	93	8	91	9	91	7	93	8	91	4	95
Taking unpaid leave	31	69	29	71	34	65	32	68	30	70	31	68	29	70
Early retirement	14	86	13	86	15	84	10	89	11	88	16	83	26	73
ER with part-time work	9	90	9	90	8	91	5	95	8	92	10	89	20	79
MAIN ECONOMIC ACTIVITY														
CCEB 2003.5	Self employed		Managers		Other white collars		Manual workers		House persons		Un-employed		Retired	
	+ Yes	- No	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	8	92	14	86	13	87	3	96	..	..	..	..	..	..
Flexible working hours	57	42	50	50	57	43	50	49	..	..	..	..	..	..
Saving up overtime	12	87	33	66	39	61	33	66	..	..	..	..	..	..
Carrying over holidays	12	88	42	58	40	60	26	74	..	..	..	..	..	..
Extra pay instead of holiday	10	89	16	83	21	79	18	81	..	..	..	..	..	..
Extra paid time off for study	11	88	27	73	18	82	13	86	..	..	..	..	..	..
Time off to look after relatives	15	84	21	79	26	74	21	79	..	..	..	..	..	..
Child care facilities	6	93	12	88	10	90	11	88	..	..	..	..	..	..
Sabbatical, career break	6	93	14	86	5	95	7	92	..	..	..	..	..	..
Taking unpaid leave	19	80	40	60	34	66	34	65	..	..	..	..	..	..
Early retirement	11	89	19	80	16	83	13	86	..	..	..	..	..	..
ER with part-time work	8	91	12	87	9	91	8	91	..	..	..	..	..	..

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

(CONTD.)

**TABLE 5.2B AVAILABILITY OF WORK TIME MANAGEMENT OPTIONS**  
(% BY DEMOGRAPHICS)

**Question:** Which of these options have been available to you in your main paid work in the past 12 months? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work

CCEB 2003.5	TERMINAL EDUCATION AGE								LOCALITY					
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	2	98	6	93	14	86	28	71	5	95	7	92	10	89
Flexible working hours	50	50	51	48	58	41	89	9	51	49	52	47	57	43
Saving up overtime	16	84	32	67	34	66	10	89	25	74	30	69	28	71
Carrying over holidays	11	89	29	70	38	62	5	94	19	80	29	70	31	68
Extra pay instead of holiday	10	89	19	80	17	83	3	95	13	86	15	85	20	80
Extra paid time off for study	13	87	12	87	23	77	53	46	12	87	18	81	16	84
Time off to look after relatives	18	82	20	79	22	78	35	64	19	80	21	78	19	80
Child care facilities	7	93	10	89	12	88	1	97	10	90	11	89	8	92
Sabbatical, career break	7	92	4	95	12	88	2	96	7	93	8	92	8	92
Taking unpaid leave	27	73	31	68	35	65	23	76	27	72	31	69	34	65
Early retirement	9	90	14	84	17	82	3	96	12	88	15	84	15	85
ER with part-time work	7	93	8	90	11	88	4	94	8	91	8	91	10	90

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 5.3A USAGE OF WORK TIME MANAGEMENT OPTIONS (% BY COUNTRY)**

**Question:** Which of these options have you taken in your main paid work in the past 12 months? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work, with the given option available at workplace

CCEB 2003.5 + Yes - No	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	4	3	7	3	2	3	11	2	3	1	17	4	15	8	4	5
Flexible working hours	44	9	48	9	40	10	54	4	39	17	50	6	51	10	49	10
Saving up overtime	20	8	25	11	14	6	21	6	15	12	33	14	22	10	17	10
Carrying over holidays	15	11	25	14	6	7	14	11	24	11	36	14	11	14	22	14
Extra pay instead of holiday	8	8	9	12	7	4	13	10	13	15	13	20	17	9	8	10
Extra paid time off for study	6	9	6	11	6	8	4	7	2	7	7	11	7	17	7	9
Time off to look after relatives	10	10	9	15	11	5	10	13	13	16	12	21	18	17	1	7
Child care facilities	3	7	4	8	1	5	2	0	..	..	1	5	1	5	0	3
Sabbatical, career break	1	6	1	7	2	5	..	3	1	7	1	7	1	4	0	2
Taking unpaid leave	12	18	13	25	12	12	9	18	16	23	26	25	21	34	6	21
Early retirement	1	12	1	19	2	7	0	5	1	25	1	32	0	20	0	12
ER with part-time work	1	8	2	12	1	3	0	4	..	13	1	19	1	19	1	9
	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
+ Yes - No	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	12	6	9	4	8	2	3	2	1	1	10	2	11	5	1	4
Flexible working hours	47	11	52	10	32	16	46	10	41	8	50	7	47	11	38	11
Saving up overtime	27	13	20	9	12	7	25	10	29	10	24	9	35	11	9	4
Carrying over holidays	9	21	13	25	25	15	24	14	7	9	33	11	38	14	4	7
Extra pay instead of holiday	11	15	12	8	6	7	8	10	8	3	10	11	10	9	6	3
Extra paid time off for study	8	18	10	16	6	3	5	12	2	4	8	6	8	10	7	9
Time off to look after relatives	8	18	12	17	5	10	8	16	5	1	20	16	6	10	12	6
Child care facilities	4	8	3	8	2	2	7	11	2	3	3	5	2	4	1	7
Sabbatical, career break	1	7	2	9	1	8	1	9	1	4	1	3	3	4	2	6
Taking unpaid leave	17	32	16	34	9	20	9	25	3	10	10	20	8	16	16	12
Early retirement	1	18	2	9	3	13	1	19	0	7	..	10	1	9	2	6
ER with part-time work	1	15	1	9	..	8	3	12	1	3	..	6	1	6	1	3

The difference between "+" and "-", and 100, is the percentage of "don't know", "not applicable" and "no answer" (not shown).

**TABLE 5.3B USAGE OF WORK TIME MANAGEMENT OPTIONS (% BY DEMOGRAPHICS)**

**Question:** Which of these options have you taken in your main paid work in the past 12 months? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work, with the given option available at workplace

	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
CCEB 2003.5														
	+ Yes	- No	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	4	3	4	3	5	3	2	2	5	4	4	2	3	1
Flexible working hours	44	9	45	9	42	10	48	15	43	8	41	10	57	5
Saving up overtime	20	8	18	7	23	11	20	7	19	8	20	9	16	9
Carrying over holidays	15	11	13	9	19	14	8	12	15	10	19	12	15	8
Extra pay instead of holiday	8	8	8	7	8	10	9	9	8	7	8	9	8	5
Extra paid time off for study	6	9	6	8	6	11	12	8	7	9	3	10	4	12
Time off to look after relatives	10	10	8	10	13	11	14	10	9	10	8	11	11	9
Child care facilities	3	7	2	6	4	8	1	8	4	6	2	7	1	3
Sabbatical, career break	1	6	2	5	1	8	1	8	2	5	1	7	1	4
Taking unpaid leave	12	18	12	17	13	22	16	16	14	16	11	20	6	23
Early retirement	1	12	2	11	0	15	2	9	1	10	1	15	1	26
ER with part-time work	1	8	1	8	1	7	..	5	1	6	1	9	1	19
MAIN ECONOMIC ACTIVITY														
	Self employed		Managers		Other white collars		Manual workers		House persons		Un-employed		Retired	
CCEB 2003.5														
	+ Yes	- No	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	4	3	9	4	8	5	1	1	..	..	..	..	..	..
Flexible working hours	50	8	41	9	43	13	41	10	..	..	..	..	..	..
Saving up overtime	8	5	24	9	24	14	25	8	..	..	..	..	..	..
Carrying over holidays	7	5	23	18	24	16	15	11	..	..	..	..	..	..
Extra pay instead of holiday	5	5	7	9	8	14	11	7	..	..	..	..	..	..
Extra paid time off for study	5	6	14	13	7	11	3	10	..	..	..	..	..	..
Time off to look after relatives	8	7	8	13	13	12	10	11	..	..	..	..	..	..
Child care facilities	3	3	4	8	1	7	3	8	..	..	..	..	..	..
Sabbatical, career break	1	5	3	10	1	4	1	6	..	..	..	..	..	..
Taking unpaid leave	9	11	17	23	12	22	14	21	..	..	..	..	..	..
Early retirement	2	9	1	19	1	15	1	12	..	..	..	..	..	..
ER with part-time work	1	7	2	10	0	9	1	7	..	..	..	..	..	..

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

(CONTD.)

**TABLE 5.3B USAGE OF WORK TIME MANAGEMENT OPTIONS** (% BY DEMOGRAPHICS)

**Question:** Which of these options have you taken in your main paid work in the past 12 months? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work, with the given option available at workplace

CCEB 2003.5	TERMINAL EDUCATION AGE								LOCALITY					
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	0	2	3	3	9	5	28	..	3	2	4	3	6	4
Flexible working hours	41	9	42	10	49	9	88	2	42	9	42	10	48	9
Saving up overtime	12	4	21	11	25	9	10	..	18	8	21	9	21	8
Carrying over holidays	7	4	16	12	22	16	3	2	10	9	18	12	19	12
Extra pay instead of holiday	7	4	10	9	7	10	2	1	7	6	7	8	10	10
Extra paid time off for study	3	9	3	9	12	11	49	4	3	10	8	11	8	7
Time off to look after relatives	11	6	9	11	9	13	33	2	10	9	9	12	10	10
Child care facilities	1	6	3	6	4	8	..	1	3	6	3	8	3	5
Sabbatical, career break	1	7	1	4	3	9	..	2	1	5	1	6	1	7
Taking unpaid leave	11	16	13	18	14	21	9	14	11	16	10	21	17	18
Early retirement	3	7	0	14	1	16	1	2	1	10	0	14	2	13
ER with part-time work	2	5	0	8	2	9	..	5	1	7	0	8	1	8

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).



**TABLE 5.4A SATISFACTION WITH WORK TIME MANAGEMENT OPTIONS**  
(% BY COUNTRY)

**Question:** Were you fairly satisfied or fairly dissatisfied with...?

**Target:** those in paid work, having utilised the given option

CCEB 2003.5 + Fairly satisfied - Fairly dissatisfied	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	4	0	7	0	2	0	10	1	3	..	15	1	13	1	4	0
Flexible working hours	33	8	40	7	27	10	38	11	35	4	44	4	45	5	41	8
Saving up overtime	17	1	23	2	12	1	19	1	14	1	31	2	20	2	15	2
Carrying over holidays	13	2	22	3	4	1	11	1	23	1	34	1	10	1	19	2
Extra pay instead of holiday	7	1	9	1	6	1	13	0	11	2	11	1	16	1	7	1
Extra paid time off for study	5	0	6	0	5	1	3	0	1	1	7	0	7	0	6	1
Time off to look after relatives	9	1	8	1	9	1	9	0	13	..	11	1	16	1	0	0
Child care facilities	2	0	3	1	1	0	2	..	..	..	1	0	1	0	..	0
Sabbatical, career break	1	0	1	0	1	0	..	..	1	..	1	..	1	0	0	..
Taking unpaid leave	10	2	10	2	10	2	7	1	10	5	22	1	18	2	6	1
Early retirement	1	0	1	0	1	0	0	..	1	..	1	0	0	..	0	..
ER with part-time work	1	0	1	0	1	0	0	..	..	..	0	0	1	..	1	0
	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
+ Fairly satisfied - Fairly dissatisfied	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	11	1	8	1	8	1	3	..	1	..	10	0	10	1	1	..
Flexible working hours	41	5	39	8	30	3	39	7	30	9	39	9	34	11	24	10
Saving up overtime	24	2	19	0	10	1	23	2	23	4	21	2	31	3	8	..
Carrying over holidays	8	1	11	1	23	2	20	4	3	4	27	4	34	4	4	0
Extra pay instead of holiday	10	1	9	1	6	..	7	1	6	1	10	1	9	1	5	1
Extra paid time off for study	7	0	9	0	6	..	5	0	2	..	7	1	8	0	6	1
Time off to look after relatives	7	1	10	0	5	..	7	1	4	1	19	1	6	..	11	1
Child care facilities	4	0	3	0	2	..	6	1	2	1	2	0	2	0	1	..
Sabbatical, career break	1	..	2	0	1	..	1	..	1	1	1	..	3	..	2	0
Taking unpaid leave	15	2	11	4	9	..	6	3	1	1	8	2	6	2	13	3
Early retirement	1	0	0	..	2	0	1	..	..	0	..	..	1	0	1	..
ER with part-time work	0	0	1	..	..	..	3	..	1	0	..	..	1	..	1	..

The difference between "+" and "-", and 100, is the percentage of "don't know", "not applicable" and "no answer" (not shown).

**TABLE 5.4B SATISFACTION WITH WORK TIME MANAGEMENT OPTIONS**  
(% BY DEMOGRAPHICS)

**Question:** Were you fairly satisfied or fairly dissatisfied with...?

**Target:** those in paid work, having utilised the given option

	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
CCEB 2003.5														
+ Yes - No	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	4	0	4	0	5	0	2	..	5	0	4	0	3	0
Flexible working hours	33	8	33	9	34	7	39	6	33	8	31	9	35	12
Saving up overtime	17	1	16	1	21	2	17	2	18	1	17	2	15	0
Carrying over holidays	13	2	11	2	17	2	7	1	12	2	16	2	11	3
Extra pay instead of holiday	7	1	7	1	8	0	6	2	7	1	8	0	8	0
Extra paid time off for study	5	0	5	0	6	0	11	1	7	0	3	0	1	3
Time off to look after relatives	9	1	7	1	12	1	12	1	8	1	7	0	8	3
Child care facilities	2	0	2	0	3	0	0	1	4	0	2	0	1	0
Sabbatical, career break	1	0	1	0	1	0	0	1	1	0	1	0	1	..
Taking unpaid leave	10	2	10	2	10	3	11	5	10	2	9	1	5	1
Early retirement	1	0	1	0	0	0	..	0	1	0	1	0	1	0
ER with part-time work	1	0	1	0	1	0	..	..	1	0	1	0	1	0
CCEB 2003.5	MAIN ECONOMIC ACTIVITY													
	Self employed		Managers		Other white collars		Manual workers		House persons		Un-employed		Retired	
+ Yes - No	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Teleworking	4	0	9	0	8	0	1	0	..	..	..	..	..	..
Flexible working hours	36	10	33	7	35	7	31	8	..	..	..	..	..	..
Saving up overtime	6	1	22	1	22	2	22	2	..	..	..	..	..	..
Carrying over holidays	6	1	21	2	20	4	13	2	..	..	..	..	..	..
Extra pay instead of holiday	4	1	7	0	7	1	10	1	..	..	..	..	..	..
Extra paid time off for study	4	1	13	1	7	0	3	0	..	..	..	..	..	..
Time off to look after relatives	7	1	7	0	11	1	9	1	..	..	..	..	..	..
Child care facilities	3	0	4	0	1	0	2	1	..	..	..	..	..	..
Sabbatical, career break	1	1	3	..	1	0	1	0	..	..	..	..	..	..
Taking unpaid leave	6	2	14	2	10	1	10	3	..	..	..	..	..	..
Early retirement	1	..	0	0	1	0	1	0	..	..	..	..	..	..
ER with part-time work	1	0	2	0	0	0	1	0	..	..	..	..	..	..

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

(CONTD.)

**TABLE 5.4B SATISFACTION WITH WORK TIME MANAGEMENT OPTIONS**  
(% BY DEMOGRAPHICS)

**Question:** Were you fairly satisfied or fairly dissatisfied with...?

**Target:** those in paid work, having utilised the given option

CCEB 2003.5	TERMINAL EDUCATION AGE								LOCALITY					
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No
Teleworking	0	0	3	0	9	0	27	1	3	0	4	0	6	0
Flexible working hours	27	10	32	8	40	8	86	2	30	10	33	7	37	8
Saving up overtime	10	0	18	3	23	1	10	..	15	1	20	1	18	2
Carrying over holidays	6	0	14	2	18	4	3	..	9	1	16	2	15	3
Extra pay instead of holiday	6	..	9	1	6	0	..	2	7	0	7	1	8	1
Extra paid time off for study	3	1	3	0	11	1	47	2	2	1	7	0	8	0
Time off to look after relatives	11	1	8	1	8	1	32	..	10	1	8	1	8	1
Child care facilities	1	..	3	1	3	0	..	..	2	1	2	0	2	0
Sabbatical, career break	0	1	0	0	3	0	..	..	1	0	1	0	1	0
Taking unpaid leave	9	1	10	2	10	3	7	2	9	1	8	2	13	3
Early retirement	1	0	0	0	1	..	..	1	1	0	0	0	1	0
ER with part-time work	2	..	0	0	2	0	..	..	1	0	0	0	1	0

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 6.1A TIME-RELATED WORKPLACE BENEFITS (% BY COUNTRY)**

**Question:** Do you think people should be able...? (READ OUT)

**Target:** those in paid work

1. Take time off work to be with their partners, children or grandchildren (**Take time off to be with family**)
2. Take time off work to look after sick or elderly members of their family (**Take time off to look after family**)
3. Take time off work to study or take courses (**Take time off to take courses**)
4. Take time off work to do voluntary work (**Take time off to voluntary work**)
5. Take time off work for own benefit (leisure activities, travel, arts, music, etc. ) (**Take time off for own benefit**)
6. Have access to childcare facilities at their workplace (**Childcare facilities at workplace**)
7. Take early retirement

CCEB 2003.5	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No
Take time off to be with family	66	25	70	20	61	30	83	10	76	23	72	13	65	23	90	6
Take time off to look after family	77	15	83	10	72	19	95	2	83	15	87	4	90	6	90	6
Take time off to take courses	67	23	76	15	58	32	81	12	81	17	73	13	85	11	86	10
Take time off to voluntary work	34	52	35	50	34	54	36	47	35	60	46	35	30	56	37	55
Take time off for own benefit	45	45	50	40	40	49	70	22	53	45	54	32	44	49	77	18
Childcare facilities at workplace	53	32	62	22	45	41	59	24	74	23	55	20	55	24	62	29
Take early retirement	67	22	79	10	54	32	73	18	76	21	82	5	77	13	84	11
	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No
Take time off to be with family	69	24	26	42	62	30	65	27	45	41	82	10	75	12	64	29
Take time off to look after family	86	7	54	21	88	12	80	13	63	21	95	3	78	9	71	21
Take time off to take courses	82	12	63	12	90	6	74	18	55	26	83	10	69	19	56	36
Take time off to voluntary work	33	54	18	44	54	41	31	55	15	66	45	41	39	46	40	50
Take time off for own benefit	54	37	32	39	55	45	36	55	22	60	70	22	66	22	42	49
Childcare facilities at workplace	58	23	37	29	78	11	68	19	49	28	58	21	53	31	42	48
Take early retirement	75	12	49	22	81	10	81	10	56	26	85	8	66	17	51	37

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 6.1B TIME-RELATED WORKPLACE BENEFITS (% BY DEMOGRAPHICS)**
**Question:** Do you think people should be able...? (READ OUT)

**Target:** those in paid work

	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Take time off to be with family	66	25	65	26	67	25	67	25	69	22	62	30	61	25
Take time off to look after family	77	15	75	15	81	13	79	13	77	14	76	17	81	8
Take time off to take courses	67	23	63	26	73	18	75	18	69	22	63	26	60	26
Take time off to voluntary work	34	52	33	52	36	51	38	48	33	53	35	51	31	52
Take time off for own benefit	45	45	43	46	48	43	46	46	45	43	44	46	43	44
Childcare facilities at workplace	53	32	48	36	64	23	56	33	53	32	53	31	50	28
Take early retirement	67	22	63	24	74	16	65	24	66	21	69	21	63	24
MAIN ECONOMIC ACTIVITY														
	Self employed		Managers		Other white collars		Manual workers		House persons		Un-employed		Retired	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Take time off to be with family	62	25	63	29	68	23	68	25	..	..	..	..	..	..
Take time off to look after family	69	18	78	16	79	13	82	12	..	..	..	..	..	..
Take time off to take courses	54	32	80	16	74	18	68	22	..	..	..	..	..	..
Take time off to voluntary work	31	51	37	54	37	49	35	53	..	..	..	..	..	..
Take time off for own benefit	42	44	49	45	46	43	44	46	..	..	..	..	..	..
Childcare facilities at workplace	41	40	59	29	62	24	57	29	..	..	..	..	..	..
Take early retirement	57	27	72	19	68	20	71	19	..	..	..	..	..	..
TERMINAL EDUCATION AGE														
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Take time off to be with family	66	24	66	25	65	28	70	21	66	24	62	30	69	23
Take time off to look after family	71	18	81	12	78	17	73	12	73	17	79	14	80	13
Take time off to take courses	52	35	68	22	78	16	84	2	59	29	70	20	72	21
Take time off to voluntary work	37	50	34	51	34	54	12	71	34	51	35	52	34	53
Take time off for own benefit	41	46	45	45	50	43	27	59	41	47	44	46	50	41
Childcare facilities at workplace	41	43	55	29	62	25	51	36	48	36	56	27	56	31
Take early retirement	55	31	72	17	70	20	53	32	66	22	72	16	62	26

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 6.2A WHO SHOULD MAINLY PAY FOR IT (% BY COUNTRY)**

**Question:** Who should mainly pay for it, the person who works, the employer or the government? (READ OUT)

**Target:** those in paid work

1. Take time off work to be with their partners, children or grandchildren (**Take time off to be with family**)
2. Take time off work to look after sick or elderly members of their family (**Take time off to look after family**)
3. Take time off work to study or take courses (**Take time off to take courses**)
4. Take time off work to do voluntary work
5. Take time off work for own benefit (leisure activities, travel, arts, music, etc. ) (**Take time off work for own benefit**)
6. Have access to childcare facilities at their workplace (**Childcare facilities at workplace**)
7. Take early retirement

CCEB 2003.5			CC 13 AVERAGE			NMS-10			CC-3			Bulgaria			Cyprus			Czech Republic			Estonia			Hungary		
A: The person who works; B: The employer; C: The government			A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C
Take time off to be with family			36	37	20	32	38	23	41	36	16	29	48	18	39	28	28	47	26	16	57	21	12	12	56	30
Take time off to look after family			24	32	38	19	27	49	30	39	26	14	32	50	36	26	33	12	21	59	35	17	41	9	26	63
Take time off to take courses			19	52	23	18	55	23	20	48	24	17	63	14	23	57	14	17	66	10	15	61	16	7	60	29
Take time off to voluntary work			36	21	35	31	15	45	40	26	25	44	16	33	53	16	27	32	15	39	47	17	27	37	21	35
Take time off for own benefit			56	25	13	57	25	12	54	25	14	72	19	6	64	23	10	73	15	5	81	7	3	31	51	14
Childcare facilities at workplace			14	46	32	12	48	33	16	45	31	11	58	27	19	49	31	13	59	19	24	41	27	7	56	30
Take early retirement			9	16	68	9	13	73	10	21	62	4	12	75	12	15	69	15	8	67	16	13	60	2	19	73
			Latvia			Lithuania			Malta			Poland			Romania			Slovakia			Slovenia			Turkey		
A: The person who works; B: The employer; C: The government			A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C
Take time off to be with family			55	17	18	57	18	15	36	31	31	29	39	27	24	32	32	34	40	15	28	47	21	47	35	12
Take time off to look after family			38	14	40	28	19	42	28	28	41	23	31	42	22	39	30	15	26	53	11	45	38	35	40	20
Take time off to take courses			25	44	26	17	52	21	30	44	24	23	46	27	13	48	32	14	65	17	9	61	26	24	46	23
Take time off to voluntary work			51	13	28	50	3	37	31	26	39	23	13	56	22	9	60	33	12	49	27	24	45	42	29	20
Take time off for own benefit			81	8	4	82	5	7	52	27	19	58	17	19	50	15	24	67	22	5	50	31	8	51	28	14
Childcare facilities at workplace			28	34	30	30	22	38	30	45	19	11	42	41	8	41	39	12	64	20	14	43	34	20	44	28
Take early retirement			9	13	70	12	5	74	31	24	37	6	11	79	7	17	66	13	19	62	14	30	51	12	25	58

The difference between "+" and "-", and 100, is the percentage of "don't know", "not applicable" and "no answer" (not shown).

**TABLE 6.2B WHO SHOULD MAINLY PAY FOR IT (% BY DEMOGRAPHICS)**

**Question:** Who should mainly pay for it, the person who works, the employer or the government? (READ OUT)

**Target:** those in paid work

	TOTAL			SEX						AGE											
	CC-13 AVERAGE			male			female			15-24			25-39			40-54			55+		
CCEB 2003.5	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C
A: The person who works; B: The employer; C: The government																					
Take time off to be with family	36	37	20	39	35	19	30	42	21	41	43	13	35	36	22	35	38	21	38	32	16
Take time off to look after family	24	32	38	28	31	35	16	35	42	28	41	28	22	34	39	24	29	42	33	21	33
Take time off to take courses	19	52	23	22	48	25	14	59	21	20	57	19	20	49	25	17	54	24	23	49	16
Take time off to voluntary work	36	21	35	43	17	33	22	27	39	30	43	25	36	19	36	35	14	40	49	13	32
Take time off for own benefit	56	25	13	60	22	12	49	29	15	63	25	8	55	26	13	56	23	15	51	26	10
Childcare facilities at workplace	14	46	32	18	42	33	9	53	30	14	50	31	15	45	33	12	48	32	17	38	31
Take early retirement	9	16	68	11	15	68	7	18	68	9	26	57	10	15	68	8	15	73	13	12	68
MAIN ECONOMIC ACTIVITY																					
	Self employed			Managers			Other white collars			Manual workers			House persons			Un-employed			Retired		
A: The person who works; B: The employer; C: The government	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C
Take time off to be with family	48	30	13	30	38	28	33	42	19	32	41	22	..	..	..	..	..	..	..	..	..
Take time off to look after family	33	30	31	23	28	44	17	36	42	22	35	38	..	..	..	..	..	..	..	..	..
Take time off to take courses	29	41	23	17	58	20	13	62	20	16	51	27	..	..	..	..	..	..	..	..	..
Take time off to voluntary work	45	15	29	29	14	53	26	28	38	36	24	31	..	..	..	..	..	..	..	..	..
Take time off for own benefit	60	20	9	55	23	19	57	29	9	53	27	14	..	..	..	..	..	..	..	..	..
Childcare facilities at workplace	22	34	34	14	47	34	12	55	30	11	49	31	..	..	..	..	..	..	..	..	..
Take early retirement	15	15	63	13	16	65	7	19	69	5	17	72	..	..	..	..	..	..	..	..	..
TERMINAL EDUCATION AGE											LOCALITY										
	below 15			16-19			20 and above			still studying			rural area			small town			large town		
A: The person who works; B: The employer; C: The government	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C	A	B	C
Take time off to be with family	42	36	14	35	37	21	32	39	24	54	33	13	31	38	22	41	32	21	37	41	17
Take time off to look after family	31	39	24	21	30	44	22	32	41	47	32	21	21	32	41	27	30	38	25	36	34
Take time off to take courses	25	40	29	16	55	22	19	54	22	4	93	3	14	49	31	23	51	21	20	55	19
Take time off to voluntary work	44	26	20	35	20	37	29	16	48	8	12	80	37	22	33	34	15	42	35	23	32
Take time off for own benefit	55	26	9	56	28	10	58	19	19	58	32	7	47	30	15	56	24	13	64	20	11
Childcare facilities at workplace	15	47	28	13	47	32	15	45	36	2	73	15	12	46	33	16	45	33	14	49	30
Take early retirement	8	21	66	8	15	70	11	15	67	20	6	73	8	15	71	11	17	66	8	16	68

The difference between "+" and "-", and 100, is the percentage of "don't know", "not applicable" and "no answer" (not shown).

**TABLE 6.3A WILLINGNESS TO PAY MORE TAXES (% BY COUNTRY)**

**Question:** Would you personally be prepared to pay more taxes or social welfare contributions for any of these options?

**Target:** those in paid work, who wish the government to finance time-related extra workplace benefits

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	3140	2584	556	242	131	384	296	350
Yes	31	22	44	33	22	29	24	23
No	53	59	43	42	51	48	45	58
It depends	12	14	8	22	22	15	24	18
DK/NA	5	5	4	4	6	8	7	1
<b>TOTAL</b>	<b>101</b>	<b>100</b>	<b>99</b>	<b>101</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	347	246	70	230	180	306	224	134
Yes	33	25	25	15	26	32	37	54
No	48	45	58	71	61	40	46	37
It depends	15	19	13	9	10	23	13	5
DK/NA	4	11	3	5	3	4	4	5
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>101</b>



**TABLE 6.3B WILLINGNESS TO PAY MORE TAXES (% BY DEMOGRAPHICS)**

**Question:** Would you personally be prepared to pay more taxes or social welfare contributions for any of these options?

**Target:** those in paid work, who wish the government to finance time-related extra workplace benefits

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	3140	1578	1562	282	1268	1322	265
Yes	31	33	28	35	35	28	16
No	53	51	55	50	49	56	58
It depends	12	11	14	9	13	11	11
DK/NA	5	5	3	5	3	4	15
TOTAL	101	100	100	99	100	99	100
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
N=	472	688	635	1345	..	..	..
Yes	34	39	27	28	..	..	..
No	47	47	55	57	..	..	..
It depends	13	11	12	11	..	..	..
DK/NA	6	3	6	4	..	..	..
TOTAL	100	100	100	100	..	..	..
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
N=	267	1715	1119	18	996	1089	1045
Yes	37	27	34	25	28	30	35
No	50	56	49	71	56	52	49
It depends	8	12	13	4	11	14	10
DK/NA	5	5	4	..	5	3	5
TOTAL	100	100	100	100	100	99	99

**TABLE 7A MOST IMPACT ON TIME (% BY COUNTRY)**

**Question:** From the following list, could you please tell me which have the most impact on your time? (SHOW CARD - READ OUT - 3 ANSWERS MAXIMUM)

**Target:** those in paid work

1. School hours
2. The opening hours of shops
3. The opening hours of public services
4. The time it takes you to travel to and from work (**Travel to and from work**)
5. The time it takes you to bring your children to and from schools, leisure activities, etc (**Carrying kids to school, activities**)
6. The time it takes you to go to shops, to leisure activities, etc (**Go to shops, leisure activities**)
7. None of these

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
School hours	10	10	10	7	8	7	6	16
The opening hours of shops	20	19	21	8	19	24	18	34
Opening hours of public services	34	30	37	33	32	34	30	38
Travel to and from work	41	41	42	63	27	40	39	39
Carrying kids to school, activities	10	9	11	17	12	6	7	13
Go to shops, leisure activities	22	22	23	20	14	31	18	27
None of these	24	25	23	19	36	24	30	18
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
School hours	5	5	12	10	8	8	8	11
The opening hours of shops	6	13	29	13	15	18	15	24
Opening hours of public services	19	21	32	29	35	23	31	39
Travel to and from work	36	32	37	44	34	46	33	41
Carrying kids to school, activities	9	10	4	8	7	8	12	11
Go to shops, leisure activities	19	26	16	14	20	41	12	24
None of these	38	40	24	25	30	23	25	21

**TABLE 7B MOST IMPACT ON TIME** (% BY DEMOGRAPHICS)

**Question:** From the following list, could you please tell me which have the most impact on your time? (SHOW CARD - READ OUT - 3 ANSWERS MAXIMUM)

**Target:** those in paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
School hours	10	8	14	14	12	7	2
The opening hours of shops	20	18	23	23	20	19	12
Opening hours of public services	34	34	33	28	38	33	24
Travel to and from work	41	41	41	48	41	40	28
Carrying kids to school, activities	10	9	11	6	13	8	8
Go to shops, leisure activities	22	21	25	24	23	20	22
None of these	24	26	20	25	21	24	40
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
School hours	7	23	11	6	..	..	..
The opening hours of shops	25	13	21	18	..	..	..
Opening hours of public services	34	39	36	31	..	..	..
Travel to and from work	33	39	47	46	..	..	..
Carrying kids to school, activities	9	7	9	11	..	..	..
Go to shops, leisure activities	18	22	27	24	..	..	..
None of these	28	21	19	24	..	..	..
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
School hours	7	7	15	81	7	11	12
The opening hours of shops	21	21	16	14	19	17	23
Opening hours of public services	34	32	38	39	29	34	39
Travel to and from work	37	43	45	23	41	36	48
Carrying kids to school, activities	13	8	10	10	10	11	9
Go to shops, leisure activities	19	24	22	71	20	24	23
None of these	26	25	20	1	28	26	17

**TABLE 8.1A LIFE-LONG LEARNING (% BY COUNTRY)**

**Question:** Some people say that "learning stops when you leave school and start work". On the other hand, others think that "you have to make the effort to learn throughout your life". Would you personally like to be able to continue to learn or be trained throughout your life, or not?

**Target:** those in paid work

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	4778	3832	946	323	191	520	476	436
Yes	63	49	76	58	82	38	73	55
No	28	40	17	36	17	42	18	40
DK / NA	9	11	6	6	2	20	9	5
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	504	448	123	329	329	418	387	294
Yes	66	58	91	44	68	57	73	82
No	24	28	9	47	18	30	17	15
DK / NA	10	13	..	9	14	13	10	4
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>

**TABLE 8.1B LIFE-LONG LEARNING (% BY DEMOGRAPHICS)**

**Question:** Some people say that "learning stops when you leave school and start work". On the other hand, others think that "you have to make the effort to learn throughout your life". Would you personally like to be able to continue to learn or be trained throughout your life, or not?

**Target:** those in paid work

CCEB 2003.5	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
N=	4778	2484	2294	448	1923	1971	427
Yes	63	63	62	73	67	56	55
No	28	27	31	21	25	34	35
DK / NA	9	9	7	6	8	10	10
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	MAIN ECONOMIC ACTIVITY						
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
N=	780	1081	977	1936	..	..	..
Yes	66	76	65	55	..	..	..
No	24	19	26	36	..	..	..
DK / NA	10	5	9	8	..	..	..
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>..</b>	<b>..</b>	<b>..</b>
	TERMINAL EDUCATION AGE				LOCALITY		
	below 15	16-19	20 and above	still studying	rural area	small town	large town
N=	431	2511	1771	33	1479	1680	1597
Yes	70	54	71	86	61	62	67
No	23	37	22	9	30	29	26
DK / NA	8	10	8	4	9	10	7
<b>TOTAL</b>	<b>101</b>	<b>101</b>	<b>101</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>100</b>

**TABLE 8.2A REASON OF CONTINUOUS TRAINING (% BY COUNTRY)**

**Question:** Why? (SHOW CARD)

**Target:** those in paid work, willing to be able to continue learning throughout their life

1. to avoid becoming or remaining unemployed (**avoid unemployment**)
2. to improve your job situation
3. to adapt to the rapid changes in society (**adapt to the rapid changes**)
4. other (SPONTANEOUS)

	CCEB 2003.5 CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	3076	2405	671	191	156	229	362	251
avoid unemployment	15	19	12	11	3	18	20	20
improve your job situation	23	21	24	25	33	30	22	20
adapt to the rapid changes	58	52	61	59	64	39	56	53
other	3	7	1	4	..	8	1	6
DK/NA	2	2	2	..	0	4	1	1
<b>TOTAL</b>	<b>101</b>	<b>101</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	342	276	115	153	242	224	297	238
avoid unemployment	19	14	6	23	13	11	4	12
improve your job situation	24	18	24	16	19	26	22	25
adapt to the rapid changes	54	61	65	51	65	59	62	61
other	1	1	4	9	2	3	7	0
DK/NA	1	5	2	1	1	2	4	2
<b>TOTAL</b>	<b>99</b>	<b>99</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>99</b>	<b>100</b>

**TABLE 8.2B REASON OF CONTINUOUS TRAINING**  
(% BY DEMOGRAPHICS)

**Question:** Why? (SHOW CARD)

**Target:** those in paid work, willing to be able to continue learning throughout their life

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	3076	1556	1520	321	1313	1181	253
avoid unemployment	15	15	15	14	13	18	9
improve your job situation	23	22	24	29	23	20	17
adapt to the rapid changes	58	59	56	55	58	58	66
other	3	3	4	1	4	3	7
DK/NA	2	2	1	1	2	2	1
<b>TOTAL</b>	<b>101</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>
	<b>MAIN ECONOMIC ACTIVITY</b>						
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	504	865	666	1041	..	..	..
avoid unemployment	10	14	17	18	..	..	..
improve your job situation	20	19	19	28	..	..	..
adapt to the rapid changes	65	59	59	50	..	..	..
other	2	8	3	2	..	..	..
DK/NA	3	1	1	2	..	..	..
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>99</b>	<b>100</b>	<b>..</b>	<b>..</b>	<b>..</b>
	<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>		
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	241	1429	1359	25	886	1077	1102
avoid unemployment	13	20	11	2	14	16	15
improve your job situation	25	24	19	27	26	22	19
adapt to the rapid changes	58	53	63	65	54	58	61
other	0	2	7	..	3	3	3
DK/NA	4	1	1	5	3	1	2
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 8.3A TOOK PART IN A TRAINING COURSE IN THE PAST TWELVE MONTHS**  
(% BY COUNTRY)

**Question:** Have you done a training course in the past twelve months, or not? (IF YES) Did you do the course because your employer asked you to, because it was compulsory in order to get benefits (unemployment or other), or because you wanted to? (IF YES, ONE ANSWER ONLY)

**Target:** those in paid work

1. Yes - your employer asked you to **(Your employer asked you)**
2. Yes - it was compulsory in order to get benefits (unemployment or other) **(It was compulsory)**
3. Yes - you wanted to **(You wanted to)**
4. No

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	4778	3832	946	323	191	520	476	436
Your employer asked you	10	17	4	9	10	26	19	9
It was compulsory	4	5	3	1	2	2	1	4
You wanted to	11	15	7	6	12	12	20	17
No	72	60	83	82	76	52	59	70
DK/NA	3	3	3	2	..	8	1	1
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	504	448	123	329	329	418	387	294
Your employer asked you	13	13	11	16	8	23	13	2
It was compulsory	3	1	4	8	3	1	3	3
You wanted to	14	19	24	14	7	12	20	7
No	66	61	61	59	73	63	52	87
DK/NA	4	6	..	3	9	0	11	1
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>100</b>



**TABLE 8.3B TOOK PART IN A TRAINING COURSE IN THE PAST TWELVE MONTHS**  
(% BY DEMOGRAPHICS)

**Question:** Have you done a training course in the past twelve months, or not? (IF YES) Did you do the course because your employer asked you to, because it was compulsory in order to get benefits (unemployment or other), or because you wanted to? (IF YES, ONE ANSWER ONLY)

**Target:** those in paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	4778	2484	2294	448	1923	1971	427
Your employer asked you	10	8	14	6	12	10	9
It was compulsory	4	3	5	3	5	3	1
You wanted to	11	9	13	11	12	9	9
No	72	76	65	77	69	74	74
DK/NA	3	3	3	3	3	3	6
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>99</b>	<b>99</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	780	1081	977	1936	..	..	..
Your employer asked you	2	25	17	8	..	..	..
It was compulsory	2	6	2	5	..	..	..
You wanted to	12	23	10	5	..	..	..
No	80	44	68	78	..	..	..
DK/NA	4	2	3	4	..	..	..
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	431	2511	1771	33	1479	1680	1597
Your employer asked you	1	11	18	5	7	14	10
It was compulsory	1	4	5	30	3	5	4
You wanted to	4	7	21	36	7	12	12
No	90	75	52	26	79	66	70
DK/NA	3	4	3	2	3	3	3
<b>TOTAL</b>	<b>99</b>	<b>101</b>	<b>99</b>	<b>99</b>	<b>99</b>	<b>100</b>	<b>99</b>

**TABLE 8.4A WHO PAID LAST COURSE? (% BY COUNTRY)**

**Question:** Who paid for that training course? (MULTIPLE ANSWERS POSSIBLY)

**Target:** those in paid work, and participated training

1. The company/organisation I work for (**Company I work for**)
2. The state/national government
3. I paid for it myself
4. Regional or local government
5. Employment agency
6. Trade union
7. It was free (SPONTANEOUS)

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
Company I work for	51	62	21	48	54	70	64	48
The state/national government	7	6	11	18	18	7	10	12
I paid for it myself	30	25	44	30	23	21	19	43
Regional or local government	3	3	3	..	..	0	3	2
Employment agency	2	3	1	2	..	2	1	3
Trade union	0	1	..	..	2	0	..	..
It was free	7	3	17	7	8	3	6	4
Other	1	1	1	2	..	1	0	1
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
Company I work for	51	35	43	66	32	63	66	10
The state/national government	7	7	17	3	6	5	3	13
I paid for it myself	34	28	29	20	34	29	22	52
Regional or local government	3	7	1	4	6	4	2	2
Employment agency	3	3	3	3	1	2	1	..
Trade union	1	1	..	0	..	4	1	..
It was free	5	17	6	1	7	2	3	23
Other	1	1	4	2	4	0	2	..

**TABLE 8.4B WHO PAID LAST COURSE? (% BY DEMOGRAPHICS)**
**Question:** Who paid for that training course? (MULTIPLE ANSWERS POSSIBLY)

**Target:** those in paid work, and participated training in past 12 months

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
Company I work for	51	51	51	33	49	57	56
The state/national government	7	6	9	5	8	7	11
I paid for it myself	30	30	31	54	29	28	11
Regional or local government	3	3	2	1	3	3	6
Employment agency	2	2	2	2	2	2	..
Trade union	0	0	1	1	0	1	0
It was free	7	9	4	7	8	4	21
Other	1	1	2	2	1	2	1
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
Company I work for	24	57	66	51	..	..	..
The state/national government	1	13	5	6	..	..	..
I paid for it myself	54	27	17	27	..	..	..
Regional or local government	2	3	2	4	..	..	..
Employment agency	0	0	4	4	..	..	..
Trade union	..	1	0	1	..	..	..
It was free	19	2	7	5	..	..	..
Other	2	1	2	1	..	..	..
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
Company I work for	21	54	54	8	48	52	50
The state/national government	2	4	10	3	5	9	6
I paid for it myself	41	22	32	88	28	27	35
Regional or local government	..	3	3	..	6	2	2
Employment agency	..	4	1	..	2	2	1
Trade union	..	1	0	..	1	0	1
It was free	36	8	3	2	13	4	6
Other	..	1	2	..	0	1	2

**TABLE 8.5A TIME OFF WORK TO DO TRAINING COURSE (% BY COUNTRY)**

**Question:** Were you given time off work to do that training course?

**Target:** those in paid work, and participated training in past 12 months

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	1599	1442	157	50	44	229	206	141
Yes	62	59	69	67	46	74	70	34
No	32	34	27	30	54	18	29	65
DK / NA	6	7	4	2	..	7	1	1
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	163	169	53	129	76	150	158	31
Yes	72	63	61	58	49	69	43	79
No	24	32	38	33	38	26	52	21
DK / NA	4	4	1	9	13	5	5	..
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 8.5B TIME OFF WORK TO DO TRAINING COURSE (% BY DEMOGRAPHICS)**

**Question:** Were you given time off work to do that training course?

**Target:** those in paid work, and participated training in past 12 months

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	1599	709	890	168	702	610	114
Yes	62	65	58	64	60	61	79
No	32	28	37	28	34	32	21
DK / NA	6	7	5	8	6	7	0
TOTAL	100	100	100	100	100	100	100
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
N=	196	632	377	394	..	..	..
Yes	51	63	73	61	..	..	..
No	39	34	24	29	..	..	..
DK / NA	10	2	3	10	..	..	..
TOTAL	100	99	100	100	..	..	..
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
N=	34	692	843	21	450	583	554
Yes	80	58	63	64	55	65	65
No	20	31	34	21	38	29	31
DK / NA	..	10	3	15	8	6	4
TOTAL	100	99	100	100	101	100	100

**TABLE 9.1A AVERAGE HOURS PER WEEK TO TAKE PART ON COURSES**  
(% BY COUNTRY)

**Question:** On average, how many hours per week do you personally spend on attending courses, studying or training? (INT.: IF RESPONDENT GIVES HALF HOURS, ROUND UP TO NEXT HOUR)

**Target:** those in paid work

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	4364	3479	885	294	177	459	447	419
None	80	73	87	91	83	64	62	79
1 to 3 hours	7	11	2	3	7	19	14	6
4 to 6 hours	5	7	4	1	5	11	13	6
7 to 10 hours	4	4	4	3	2	3	7	6
more than 10 hours	4	5	3	1	3	2	4	4
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>101</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	456	380	123	308	312	358	352	279
None	77	78	79	75	79	66	71	89
1 to 3 hours	7	9	5	9	3	21	15	2
4 to 6 hours	9	5	8	5	5	6	6	4
7 to 10 hours	2	4	4	3	6	3	5	3
more than 10 hours	5	4	4	7	8	4	3	2
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 9.1B AVERAGE HOURS PER WEEK TO TAKE PART ON COURSES**  
(% BY DEMOGRAPHICS)

**Question:** On average, how many hours per week do you personally spend on attending courses, studying or training? (INT.: IF RESPONDENT GIVES HALF HOURS, ROUND UP TO NEXT HOUR)

**Target:** those in paid work

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	4364	2274	2090	407	1752	1803	394
None	80	85	72	74	80	82	89
1 to 3 hours	7	5	9	2	6	8	5
4 to 6 hours	5	4	7	9	6	4	3
7 to 10 hours	4	2	6	3	4	3	2
more than 10 hours	4	3	6	13	4	2	1
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>99</b>	<b>100</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	715	964	883	1802			
None	87	50	73	89	..	..	..
1 to 3 hours	4	16	9	4	..	..	..
4 to 6 hours	4	13	7	3	..	..	..
7 to 10 hours	2	11	6	1	..	..	..
more than 10 hours	3	10	6	3	..	..	..
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	412	2303	1592	28	1388	1519	1439
None	95	86	60	12	87	77	75
1 to 3 hours	1	6	13	3	6	7	7
4 to 6 hours	2	4	11	10	4	5	7
7 to 10 hours	1	2	9	4	1	5	5
more than 10 hours	1	3	7	72	1	5	7
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>101</b>	<b>99</b>	<b>99</b>	<b>101</b>

**TABLE 9.2A DURATION OF LAST COURSE (% BY COUNTRY)**

**Question:** How many hours were involved in the last training course you went on?

**Target:** those in paid work, and participated training in past 12 months

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	1437	133	1304	45	41	216	191	115
1-10 hours	32	29	33	8	31	53	31	9
11 to 20 hours	15	3	20	12	22	15	24	13
21 to 40 hours	22	16	25	16	25	21	25	22
above 40 hours	30	52	22	64	23	11	21	55
<b>TOTAL</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>101</b>	<b>99</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	142	151	47	114	60	143	144	28
1-10 hours	17	32	37	32	7	35	21	42
11 to 20 hours	24	20	21	21	8	27	30	0
21 to 40 hours	25	28	25	28	27	21	20	11
above 40 hours	34	20	17	19	58	17	29	47
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>



**TABLE 9.2B DURATION OF LAST COURSE (% BY DEMOGRAPHICS)**

**Question:** How many hours were involved in the last training course you went on?

**Target:** those in paid work, and participated training in past 12 months

CCEB 2003.5	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
N=	1437	637	800	139	622	560	111
1-10 hours	32	34	30	28	34	31	29
11 to 20 hours	15	11	21	15	12	20	16
21 to 40 hours	22	22	22	11	21	23	47
above 40 hours	30	33	26	46	32	26	8
<b>TOTAL</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	176	573	337	351	..	..	..
1-10 hours	34	33	33	30	..	..	..
11 to 20 hours	8	20	16	13	..	..	..
21 to 40 hours	24	22	29	17	..	..	..
above 40 hours	34	24	22	40	..	..	..
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>..</b>	<b>..</b>	<b>..</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	31	623	759	18	418	518	491
1-10 hours	36	37	29	9	31	33	32
11 to 20 hours	1	13	20	3	17	14	14
21 to 40 hours	17	19	26	1	18	23	24
above 40 hours	46	31	25	88	33	29	29
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>99</b>	<b>99</b>	<b>99</b>

**TABLE 10A WORKING CONDITIONS (% BY COUNTRY)**

**Question:** Thinking about your main paid work (now or before you retired), do you tend to agree or tend to disagree with each of the following statements? (READ OUT)

**Target:** items 1-7: those in paid work or retired, items 8-11, those in paid work

1. My work is/was too demanding and stressful (**Work demanding and stressful**)
2. I am /was well paid (**Well paid**)
3. I have/had a great deal of influence in deciding how to do my work (**Great influence how to work**)
4. My work is/was dull and boring (**Work dull and boring**)
5. My job offers/offered good career prospects (**Good career prospects**)
6. I constantly work/worked to tight deadlines (**Tight deadlines**)
7. I work/worked in dangerous or unhealthy conditions (**Unhealthy conditions**)
8. There is a risk that I will lose my job (**Risk that I will lose my job**)
9. I am pretty sure I won't get fired
10. I am pretty sure I could find the same kind of work at the same salary, if I had to (**I could find same work**)
11. The speed of change in my work is so fast it's hard to keep up (**Speed of change is fast**)

CCEB 2003.5	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
+ tend to agree - tend to disagree																
Work demanding and stressful	61	36	54	42	68	29	51	46	79	21	48	47	55	41	47	51
Well paid	29	66	31	65	28	67	39	59	56	42	32	62	33	60	33	64
Great influence how to work	57	38	58	38	57	38	41	55	78	20	49	46	53	41	43	55
Work dull and boring	25	70	20	76	31	64	16	80	20	79	17	77	22	74	23	75
Good career prospects	26	68	23	70	29	65	25	69	49	48	24	67	26	67	19	77
Tight deadlines	40	54	49	47	31	61	52	43	57	42	62	31	46	47	55	43
Unhealthy conditions	33	62	36	61	31	64	31	65	33	65	30	65	33	63	27	72
Risk that I will lose my job	43	50	55	37	32	62	43	50	20	75	66	24	55	33	34	62
I am pretty sure I won't get fired	36	50	29	56	44	45	50	41	64	28	27	54	37	46	34	58
I could find same work	36	48	33	51	40	46	34	57	49	43	37	41	40	45	51	41
Speed of change is fast	24	69	24	70	24	68	22	71	16	80	20	73	16	76	20	78
	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
+ tend to agree - tend to disagree																
Work demanding and stressful	57	39	62	31	65	35	56	40	57	37	63	36	44	51	77	21
Well paid	36	60	29	63	61	37	30	67	39	54	23	74	32	61	19	76
Great influence how to work	55	39	53	37	63	36	63	34	51	41	75	23	69	26	64	33
Work dull and boring	21	75	22	69	19	81	20	76	18	74	22	76	12	81	41	55
Good career prospects	28	64	17	67	59	36	24	70	28	61	20	76	33	55	30	66
Tight deadlines	46	50	59	33	42	57	45	52	43	47	37	59	27	61	20	72
Unhealthy conditions	36	59	37	56	30	70	41	55	33	60	30	68	28	66	30	66
Risk that I will lose my job	42	46	56	29	29	64	60	32	32	56	63	27	25	65	30	66
I am pretty sure I won't get fired	46	36	30	44	44	35	22	62	35	44	30	55	55	34	46	46
I could find same work	42	39	37	39	37	47	21	62	41	39	36	45	43	41	41	47
Speed of change is fast	17	76	16	68	22	76	29	63	23	65	20	74	16	78	24	69

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 10B WORKING CONDITIONS (% BY DEMOGRAPHICS)**

**Question:** Thinking about your main paid work (now or before you retired), do you tend to agree or tend to disagree with each of the following statements? (READ OUT)

**Target:** items 1-7: those in paid work or retired, items 8-11, those in paid work

	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
CCEB 2003.5 + tend to agree - tend to disagree														
Work demanding and stressful	61	36	63	34	57	39	64	33	62	36	63	35	57	38
Well paid	29	66	31	65	27	68	25	69	29	67	27	70	32	62
Great influence how to work	57	38	62	35	52	43	52	42	66	32	59	39	52	41
Work dull and boring	25	70	26	70	25	70	34	60	23	75	27	69	24	70
Good career prospects	26	68	28	66	23	70	38	55	33	61	23	72	19	72
Tight deadlines	40	54	39	55	42	52	32	59	41	54	42	54	41	52
Unhealthy conditions	33	62	39	57	26	69	25	69	32	66	38	59	33	61
Risk that I will lose my job	43	50	40	53	48	43	39	55	44	50	44	47	43	55
I am pretty sure I won't get fired	36	50	38	49	32	52	45	44	36	52	34	51	38	52
I could find same work	36	48	37	47	35	50	57	32	39	45	27	57	28	58
Speed of change is fast	24	69	24	68	23	70	19	70	27	66	22	70	18	75
MAIN ECONOMIC ACTIVITY														
	Self employed		Managers		Other white collars		Manual workers		House persons		Un- employed		Retired	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
CCEB 2003.5 + tend to agree - tend to disagree														
Work demanding and stressful	69	29	62	37	57	41	62	36	..	..	..	..	56	39
Well paid	28	67	34	63	30	66	23	74	..	..	..	..	33	61
Great influence how to work	79	20	75	23	58	38	45	52	..	..	..	..	51	42
Work dull and boring	31	66	8	90	20	77	31	66	..	..	..	..	25	69
Good career prospects	31	64	51	44	34	61	18	77	..	..	..	..	20	71
Tight deadlines	37	57	45	50	48	49	39	56	..	..	..	..	40	52
Unhealthy conditions	31	67	17	80	20	78	43	54	..	..	..	..	35	58
Risk that I will lose my job	29	64	43	51	48	44	51	41	..	..	..	..	..	..
I am pretty sure I won't get fired	47	42	35	55	35	47	29	56	..	..	..	..	..	..
I could find same work	34	47	46	43	37	44	34	53	..	..	..	..	..	..
Speed of change is fast	24	65	26	70	22	70	23	70	..	..	..	..	..	..

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

(CONTD.)

**TABLE 10B WORKING CONDITIONS** (% BY DEMOGRAPHICS)

**Question:** Thinking about your main paid work (now or before you retired), do you tend to agree or tend to disagree with each of the following statements? (READ OUT)

**Target:** items 1-7: those in paid work or retired, items 8-11, those in paid work

CCEB 2003.5	TERMINAL EDUCATION AGE								LOCALITY					
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
+ tend to agree - tend to disagree														
Work demanding and stressful	63	33	58	39	62	36	69	26	59	37	61	37	63	35
Well paid	25	69	29	67	36	61	44	51	27	67	32	65	30	66
Great influence how to work	51	43	55	41	72	25	83	12	52	42	61	36	61	35
Work dull and boring	37	58	23	73	14	84	3	96	29	65	23	74	23	73
Good career prospects	16	76	24	70	45	51	35	60	20	71	26	69	34	61
Tight deadlines	30	62	44	51	50	46	27	68	34	57	46	50	42	53
Unhealthy conditions	37	57	36	60	24	74	7	88	36	58	34	62	28	68
Risk that I will lose my job	34	61	50	42	43	51	21	78	41	52	47	46	42	51
I am pretty sure I won't get fired	41	50	32	52	38	49	65	33	35	51	35	53	40	47
I could find same work	33	54	34	48	43	45	47	49	31	51	35	51	44	43
Speed of change is fast	20	72	23	68	28	67	33	65	21	70	24	70	26	66

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 11.1A EFFECTIVE RETIREMENT AGE (% BY COUNTRY)**

**Question:** At what age do you expect to / did you retire?

**Target:** those in paid work or retired

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	6904	5277	1627	641	286	617	585	789
below 50 years	19	8	33	11	6	3	7	10
51 - 55 years	23	19	27	32	11	10	15	22
56 - 60 years	32	36	28	41	37	42	27	29
above 60 years	25	37	13	16	46	45	50	38
<b>TOTAL</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>99</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	550	528	184	539	627	684	515	359
below 50 years	6	5	19	9	16	2	10	46
51 - 55 years	22	16	9	20	25	26	24	27
56 - 60 years	39	44	18	35	40	43	39	18
above 60 years	33	35	54	35	18	30	27	9
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>101</b>	<b>100</b>	<b>100</b>

**TABLE 11.1B EFFECTIVE RETIREMENT AGE (% BY DEMOGRAPHICS)**
**Question:** At what age do you expect to / did you retire?

**Target:** those in paid work or retired

CCEB 2003.5	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
N=	6904	3267	3637	308	1460	1907	3219
below 50 years	19	22	15	33	22	25	10
51 - 55 years	23	16	33	18	18	17	32
56 - 60 years	32	28	37	30	27	27	40
above 60 years	25	33	15	20	33	31	17
<b>TOTAL</b>	<b>99</b>	<b>99</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>99</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	580	912	781	1502	..	..	3129
below 50 years	23	14	16	20	..	..	20
51 - 55 years	21	16	16	17	..	..	31
56 - 60 years	28	35	34	27	..	..	35
above 60 years	28	36	33	35	..	..	14
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>99</b>	<b>99</b>	<b>..</b>	<b>..</b>	<b>100</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	1509	3271	2015	26	2320	2370	2180
below 50 years	28	14	16	32	21	17	21
51 - 55 years	30	21	18	0	24	23	23
56 - 60 years	28	35	32	40	32	33	31
above 60 years	14	31	35	28	23	28	25
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>

**TABLE 11.2A DESIRED AGE OF RETIREMENT (% BY COUNTRY)**

**Question:** At what age would you like / would you have liked to retire?

**Target:** those in paid work or retired

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	6872	5233	1639	651	285	598	570	782
below 50 years	37	21	53	16	22	10	16	14
51 - 55 years	28	34	22	44	26	24	36	40
56 - 60 years	26	33	18	35	28	54	35	32
above 60 years	9	12	6	5	24	12	13	13
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	593	529	170	542	609	693	471	379
below 50 years	16	14	30	28	28	13	39	73
51 - 55 years	40	32	13	34	29	39	31	15
56 - 60 years	35	45	25	27	30	40	22	9
above 60 years	9	10	32	11	13	8	8	2
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>

**TABLE 11.2B DESIRED AGE OF RETIREMENT (% BY DEMOGRAPHICS)**

**Question:** At what age would you like / would you have liked to retire?

**Target:** those in paid work or retired

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	6872	3289	3583	342	1612	1993	2915
below 50 years	37	40	32	67	53	32	20
51 - 55 years	28	19	41	14	22	35	32
56 - 60 years	26	29	22	14	18	25	36
above 60 years	9	11	5	5	7	8	12
TOTAL	100	99	100	100	100	100	100
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
N=							
below 50 years	622	920	844	1672	..	..	2814
51 - 55 years	48	38	36	46	..	..	24
56 - 60 years	21	27	30	27	..	..	33
above 60 years	24	26	24	21	..	..	32
TOTAL	7	9	10	6	..	..	11
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
N=	1415	3334	2023	24	2260	2418	2168
below 50 years	46	32	31	63	40	33	37
51 - 55 years	28	30	28	9	29	30	26
56 - 60 years	20	30	28	6	24	28	26
above 60 years	6	8	14	22	7	9	10
TOTAL	100	100	101	100	100	100	99



**TABLE 11.3A STRATEGIES CLOSE TO RETIREMENT (% BY COUNTRY)**

**Question:** When you are/were close to retirement, would you/did you rather...? (SHOW CARD - READ OUT - ONE ANSWER ONLY)

**Target:** those in paid work or retired

1. stop the work completely
2. work part time before retirement
3. work full time before retirement, but with less responsibilities (**Work with less responsibilities**)
4. other (SPONTANEOUS)

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	8211	6348	1863	713	315	768	723	859
Stop the work completely	24	24	24	33	35	13	18	36
Work part time before retirement	17	19	14	12	27	18	25	22
Work with less responsibilities	33	29	38	37	30	27	31	30
Other	7	8	5	6	2	18	8	5
DK/NA	19	20	19	12	6	23	19	7
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>101</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	777	679	202	645	736	752	628	414
Stop the work completely	9	20	52	25	29	20	28	20
Work part time before retirement	20	24	26	18	14	16	23	15
Work with less responsibilities	37	28	18	27	32	41	27	41
Other	12	3	3	5	9	11	8	3
DK/NA	22	26	2	25	16	11	13	21
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>100</b>

**TABLE 11.3B STRATEGIES CLOSE TO RETIREMENT (% BY DEMOGRAPHICS)**

**Question:** When you are/were close to retirement, would you/did you rather...? (SHOW CARD - READ OUT - ONE ANSWER ONLY)

**Target:** those in paid work or retired

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	8211	3911	4300	456	1961	2274	3501
Stop the work completely	24	24	25	20	21	22	29
Work part time before retirement	17	15	19	18	20	19	12
Work with less responsibilities	33	34	32	41	37	33	29
Other	7	7	7	1	5	7	9
DK/NA	19	20	18	20	17	20	20
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>99</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	780	1081	977	1936	..	..	3433
Stop the work completely	20	18	17	23	..	..	30
Work part time before retirement	18	26	21	19	..	..	12
Work with less responsibilities	33	36	35	40	..	..	27
Other	6	8	6	3	..	..	9
DK/NA	23	12	20	14	..	..	22
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>..</b>	<b>..</b>	<b>100</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	1707	3955	2413	35	2769	2821	2576
0	29	22	20	6	26	25	21
Work part time before retirement	12	18	24	18	13	17	21
Work with less responsibilities	32	35	32	59	34	33	32
Other	5	7	8	9	6	8	6
DK/NA	22	18	17	8	21	17	20
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 12.1A POSTPONING RETIREMENT (% BY COUNTRY)**

**Question:** Would you be interested in postponing your retirement by two or three years, if it meant you could... (READ OUT)

**Target:** those in paid work

1. keep the same salary but work less hours prior to retiring (**Same salary less hours**)
2. take a sabbatical/paid leave of absence during your working life (**Paid leave for absence**)
3. increase your future pension

CCEB 2003.5	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
same salary less hours	47	33	48	31	45	35	55	24	71	21	35	40	46	22	49	39
paid leave for absence	26	48	27	48	24	48	20	60	50	38	17	53	28	33	34	50
increase your future pension	55	25	58	21	51	28	76	11	82	13	49	27	62	13	57	29
	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
same salary less hours	51	30	53	18	51	33	53	25	52	31	45	36	43	40	42	37
paid leave for absence	21	56	13	41	36	49	32	43	32	41	19	59	27	53	22	48
increase your future pension	68	16	70	7	62	24	60	17	59	20	53	26	54	29	45	33

The difference between "+" and "-", and 100, is the percentage of "don't know", "it depends (spont.)" and "no answer" (not shown).

**TABLE 12.1B POSTPONING RETIREMENT (% BY DEMOGRAPHICS)**

**Question:** Would you be interested in postponing your retirement by two or three years, if it meant you could... (READ OUT)

**Target:** those in paid work

CCEB 2003.5	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
+ Yes - No	+	-	+	-	+	-	+	-	+	-	+	-	+	-
same salary less hours	47	33	44	33	52	31	49	32	49	29	45	37	38	36
paid leave for absence	26	48	23	47	30	48	28	42	28	44	22	54	20	47
increase your future pension	55	25	50	27	62	20	59	22	56	22	52	29	48	23
	MAIN ECONOMIC ACTIVITY													
	Self employed		Managers		Other white collars		Manual workers		House persons		Un-employed		Retired	
+ Yes - No	+	-	+	-	+	-	+	-	+	-	+	-	+	-
same salary less hours	38	33	52	27	54	28	48	36	..	..	..	..	..	..
paid leave for absence	18	47	32	43	32	46	26	51	..	..	..	..	..	..
increase your future pension	42	30	65	18	60	19	58	25	..	..	..	..	..	..
	TERMINAL EDUCATION AGE							LOCALITY						
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
+ Yes - No	+	-	+	-	+	-	+	-	+	-	+	-	+	-
same salary less hours	39	39	47	34	53	26	71	22	45	33	48	33	47	32
paid leave for absence	18	51	27	48	29	44	69	23	21	50	29	47	27	46
increase your future pension	42	36	57	22	62	18	52	42	47	29	58	23	59	20

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 12.2A USING THE EXTRA TIME (% BY COUNTRY)**

**Question:** What would you do with this extra time, would you use it...? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work, those who agree with postponed retirement if they have the option to reduce their time spent on work

1. Study, take classes / training
2. Have more free time for myself
3. Look after your partner, children or grandchildren (**Look after your family**)
4. Look after your parents
5. Look after other relatives
6. Do voluntary work
7. Nothing in particular
8. Other (spontaneous)

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
Study, take classes / training	19	16	21	16	9	10	20	24
Have more free time for myself	63	71	56	73	72	74	67	64
Look after your family	61	64	58	72	61	60	42	68
Look after your parents	31	24	39	45	19	24	18	32
Look after other relatives	18	9	28	14	11	7	25	12
Do voluntary work	17	13	20	14	20	19	8	14
Nothing in particular	16	10	22	4	3	17	6	11
Other	3	4	2	3	1	5	2	6
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
Study, take classes / training	17	9	19	14	13	27	17	25
Have more free time for myself	64	76	69	72	68	74	70	48
Look after your family	40	68	56	66	74	66	60	48
Look after your parents	15	29	20	19	48	39	17	34
Look after other relatives	19	5	17	7	15	20	7	35
Do voluntary work	16	16	31	8	13	23	16	24
Nothing in particular	13	11	10	10	6	2	7	32
Other	2	1	2	3	2	8	3	2
Study, take classes / training	17	9	19	14	13	27	17	25

**TABLE 12.2B USING THE EXTRA TIME (% BY DEMOGRAPHICS)**

**Question:** What would you do with this extra time, would you use it...? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work, those who agree with postponed retirement if they have the option to reduce their time spent on work

CCEB 2003.5	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
Study, take classes / training	19	17	20	26	21	13	12
Have more free time for myself	63	58	71	70	58	68	61
Look after your family	61	59	63	41	69	57	62
Look after your parents	31	28	36	44	32	26	23
Look after other relatives	18	20	16	32	17	12	38
Do voluntary work	17	14	21	19	17	14	26
Nothing in particular	16	21	9	20	15	16	14
Other	3	4	2	2	4	2	7
MAIN ECONOMIC ACTIVITY							
	Self employed	Managers	Other white collars	Manual workers	House persons	Un-employed	Retired
Study, take classes / training	15	31	24	13	..	..	..
Have more free time for myself	55	72	68	62	..	..	..
Look after your family	60	60	56	63	..	..	..
Look after your parents	24	28	34	36	..	..	..
Look after other relatives	22	9	18	21	..	..	..
Do voluntary work	14	20	19	15	..	..	..
Nothing in particular	23	12	12	16	..	..	..
Other	2	6	1	3	..	..	..
TERMINAL EDUCATION AGE				LOCALITY			
	below 15	16-19	20 and above	still studying	rural area	small town	large town
Study, take classes / training	12	15	27	73	16	17	23
Have more free time for myself	48	66	69	97	58	65	68
Look after your family	48	67	61	54	61	62	58
Look after your parents	31	34	26	49	33	28	33
Look after other relatives	36	13	13	44	23	13	20
Do voluntary work	19	13	19	48	15	16	19
Nothing in particular	32	10	13	42	20	15	14
Other	1	3	4	..	4	3	2

**TABLE 12.3A REASON OF LACK OF INTEREST (% BY COUNTRY)**

**Question:** Why would you not be interested in any of these three options? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work, rejecting the idea of postponed retirement

1. I don't need more time now or in the future (**I don't need more time**)
2. I don't like the idea of retiring later (**I would not like to retire later**)
3. I am not interested in a higher pension (**Not interested higher pension**)
4. Other (spontaneous)

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
I don't need more time	25	16	31	19	29	13	20	12
I would not like to retire later	66	84	54	88	90	79	80	85
Not interested higher pension	17	10	21	11	15	12	1	9
Other	5	5	5	8	..	5	..	7
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
I don't need more time	24	29	..	14	15	28	7	35
I would not like to retire later	83	82	76	90	64	87	78	49
Not interested higher pension	5	21	14	9	17	10	16	23
Other	1	..	22	2	15	8	4	3

**TABLE 12.3B REASON OF LACK OF INTEREST (% BY DEMOGRAPHICS)**

**Question:** Why would you not be interested in any of these three options? (SHOW CARD - READ OUT - MULTIPLE ANSWERS POSSIBLE)

**Target:** those in paid work, rejecting the idea of postponed retirement

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
I don't need more time	25	30	13	37	21	23	32
I would not like to retire later	66	61	77	65	55	73	74
Not interested higher pension	17	19	12	9	19	15	28
Other	5	5	6	4	2	8	3
	MAIN ECONOMIC ACTIVITY						
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
I don't need more time	47	5	15	15	..	..	..
I would not like to retire later	58	75	66	68	..	..	..
Not interested higher pension	19	14	22	15	..	..	..
Other	7	6	7	3	..	..	..
	TERMINAL EDUCATION AGE				LOCALITY		
	below 15	16-19	20 and above	still studying	rural area	small town	large town
I don't need more time	32	21	20	..	34	16	21
I would not like to retire later	55	75	66	98	64	75	56
Not interested higher pension	23	12	12	2	19	14	17
Other	2	5	12	2	6	4	5



**TABLE 12.4A REDUCING PENSION (% BY COUNTRY)**

**Question:** Would you be interested in reducing your pension, for instance by 10%, if it meant you could... (READ OUT) - retire 2 or 3 years earlier IF EXPLANATION REQUIRED: "a paid leave that lasts several months or even a year, but can only be obtained a few times during the professional career" (READ OUT)

**Target:** those in paid work

1. keep the same salary but work less hours prior to retiring (**same salary less hours**)
2. take a sabbatical/paid leave of absence during your working life (**paid leave for absence**)
3. retire 2 or 3 years earlier

CCEB 2003.5	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No
same salary less hours	24	54	21	56	26	51	24	59	35	60	17	59	10	60	16	68
paid leave for absence	13	61	13	63	13	59	8	73	27	65	10	64	10	56	15	68
retire 2 or 3 years earlier	30	46	28	48	33	44	26	56	48	43	28	46	17	50	26	55
	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No
same salary less hours	20	60	19	50	28	55	27	49	19	58	7	74	27	55	28	47
paid leave for absence	9	68	4	56	18	63	15	60	13	60	5	77	18	65	14	56
retire 2 or 3 years earlier	26	48	21	49	27	53	30	44	24	50	15	56	43	38	36	41

The difference between "+" and "-", and 100, is the percentage of "don't know", "it depends (spont.)" and "no answer" (not shown).

**TABLE 12.4B REDUCING PENSION (% BY DEMOGRAPHICS)**

**Question:** Would you be interested in reducing your pension, for instance by 10%, if it meant you could... (READ OUT) - retire 2 or 3 years earlier IF EXPLANATION REQUIRED: "a paid leave that lasts several months or even a year, but can only be obtained a few times during the professional career" (READ OUT)

**Target:** those in paid work, rejecting the idea of postponed retirement

CCEB 2003.5	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No
same salary less hours	24	54	24	52	23	56	26	47	23	54	23	56	22	52
paid leave for absence	13	61	12	60	14	63	13	54	13	61	12	64	12	62
retire 2 or 3 years earlier	30	46	30	46	31	46	35	39	30	45	31	48	21	54
	MAIN ECONOMIC ACTIVITY													
	Self employed		Managers		Other white collars		Manual workers		House persons		Un-employed		Retired	
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	- No
same salary less hours	25	45	22	58	24	57	24	56	..	..	..	..	..	..
paid leave for absence	9	55	14	65	13	66	15	62	..	..	..	..	..	..
retire 2 or 3 years earlier	24	45	26	52	32	49	36	43	..	..	..	..	..	..
	TERMINAL EDUCATION AGE							LOCALITY						
	below 15		16-19		20 and above		still studying	rural area		small town		large town		
	+ Yes	- No	+ Yes	- No	+ Yes	- No	+ Yes	+ Yes	- No	+ Yes	- No	+ Yes	- No	
same salary less hours	25	47	23	57	24	54	20	73	25	52	25	57	21	53
paid leave for absence	10	57	14	62	14	62	9	82	13	58	14	65	12	62
retire 2 or 3 years earlier	32	43	32	45	27	51	26	58	33	41	33	47	25	51

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 13A RETIREMENT AND PENSIONS (% BY COUNTRY)**

**Question:** Please tell me if you tend to agree or tend to disagree with following statements? (READ OUT)

**Target:** those in paid work

1. When I retire, I will suffer a severe drop in my income (**Severe drop in my income**)
2. There is no need for me to worry about my future pension (**No need to worry about pension**)
3. The whole [NATIONALITY] pension system has sufficient funding for now and for the future (**Sufficient pension funding**)
4. Retiring early is generally approved of where I work (**Retiring early is approved**)
5. My partner would certainly approve if retired early (**My partner would approve**)
6. Older workers should make way for younger workers (**Older workers should make way**)
7. Older workers are just as productive as younger workers (**Older workers are productive**)
8. The average retirement age should be increased (**Increase retirement age**)

CCEB 2003.5	CC-13 AVERAGE		NMS-10		CC-3		Bulgaria		Cyprus		Czech Republic		Estonia		Hungary	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
+ tend to agree - tend to disagree																
Severe drop in my income	59	24	63	20	55	29	82	9	69	21	73	10	72	15	72	19
No need to worry about pension	28	58	22	65	34	50	11	82	51	44	21	62	17	74	17	74
Sufficient pension funding	15	65	7	78	23	53	7	77	32	42	4	78	11	68	10	78
Retiring early is approved	30	44	33	43	28	44	32	46	53	31	29	39	26	34	25	51
My partner would approve	51	17	49	15	53	19	41	26	47	16	38	16	30	17	57	10
Older workers should make way	70	18	62	27	77	10	69	21	82	16	56	29	54	33	55	40
Older workers are productive	33	52	39	47	28	56	33	57	26	71	32	51	56	29	43	50
Increase retirement age	10	75	7	81	13	70	6	87	25	71	8	76	5	84	4	91
	Latvia		Lithuania		Malta		Poland		Romania		Slovakia		Slovenia		Turkey	
+ tend to agree - tend to disagree	+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Severe drop in my income	60	18	81	6	67	22	50	27	48	22	87	5	44	41	54	34
No need to worry about pension	20	67	14	71	39	54	25	62	42	37	10	76	31	57	34	50
Sufficient pension funding	7	74	7	61	14	77	7	80	9	58	4	87	15	68	30	48
Retiring early is approved	18	58	15	43	38	46	42	38	31	39	24	55	22	58	26	46
My partner would approve	35	19	14	30	41	20	58	14	40	19	38	22	62	13	59	19
Older workers should make way	53	32	52	33	44	55	66	21	67	17	71	22	66	21	82	6
Older workers are productive	43	41	49	35	66	32	39	46	37	43	43	45	26	60	24	61
Increase retirement age	6	85	4	84	12	76	8	78	8	70	6	89	7	81	16	68

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 13B RETIREMENT AND PENSIONS (% BY DEMOGRAPHICS)**

**Question:** Please tell me if you tend to agree or tend to disagree with following statements? (READ OUT)

**Target:** those in paid work

	TOTAL		SEX				AGE							
	CC-13 AVERAGE		male		female		15-24		25-39		40-54		55+	
CCEB 2003.5 + tend to agree - tend to disagree	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Severe drop in my income	59	24	57	26	62	22	58	20	58	25	61	23	57	35
No need to worry about pension	28	58	29	54	25	64	36	48	26	58	26	62	34	53
Sufficient pension funding	15	65	18	62	10	71	20	55	14	68	14	67	18	58
Retiring early is approved	30	44	30	43	31	46	24	47	29	43	35	44	28	42
My partner would approve	51	17	51	19	51	15	39	15	55	15	51	19	50	29
Older workers should make way	70	18	71	17	68	20	80	11	71	15	65	23	68	25
Older workers are productive	33	52	32	53	37	49	23	60	30	54	41	46	39	53
Increase retirement age	10	75	12	72	7	82	12	71	12	73	8	79	10	79
MAIN ECONOMIC ACTIVITY														
	Self employed		Managers		Other white collars		Manual workers		House persons		Un-employed		Retired	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Severe drop in my income	48	34	64	23	64	19	63	20	..	..	..	..	..	..
No need to worry about pension	29	51	27	61	32	56	26	61	..	..	..	..	..	..
Sufficient pension funding	21	55	12	74	12	69	13	68	..	..	..	..	..	..
Retiring early is approved	26	41	33	45	28	46	33	44	..	..	..	..	..	..
My partner would approve	54	19	50	14	46	17	51	18	..	..	..	..	..	..
Older workers should make way	68	15	67	23	69	22	72	17	..	..	..	..	..	..
Older workers are productive	28	55	41	45	35	49	34	53	..	..	..	..	..	..
Increase retirement age	13	67	9	80	9	79	9	79	..	..	..	..	..	..
TERMINAL EDUCATION AGE														
	below 15		16-19		20 and above		still studying		rural area		small town		large town	
	+	-	+	-	+	-	+	-	+	-	+	-	+	-
Severe drop in my income	52	32	62	20	60	23	45	49	54	27	58	27	64	19
No need to worry about pension	31	52	25	62	29	58	41	43	28	54	30	58	26	61
Sufficient pension funding	27	48	13	68	10	76	9	73	22	56	11	69	12	72
Retiring early is approved	26	41	32	43	30	47	41	43	31	41	33	44	26	46
My partner would approve	56	17	50	18	48	17	43	32	55	17	52	15	45	19
Older workers should make way	77	9	69	20	66	23	68	23	75	12	69	19	64	24
Older workers are productive	26	58	35	50	38	48	44	47	27	57	36	49	38	49
Increase retirement age	14	66	8	81	10	76	23	71	11	70	6	81	13	76

The difference between "+" and "-", and 100, is the percentage of "don't know" and "no answer" (not shown).

**TABLE 14.1A HAVING GRANDCHILDREN (% BY COUNTRY)**

**Question:** Do you have grandchildren?

**Target:** those aged 40 or older

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	6899	5206	1693	676	313	572	533	679
Yes	59	56	61	66	53	58	56	58
No	38	39	36	30	47	37	44	35
DK/NA	4	5	2	4	..	5	1	7
<b>TOTAL</b>	<b>101</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	562	564	344	540	655	644	455	362
Yes	57	59	44	55	58	58	50	62
No	38	37	52	40	37	39	45	37
DK/NA	5	4	4	5	6	3	6	..
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>101</b>	<b>99</b>

**TABLE 14.1B HAVING GRANDCHILDREN (% BY DEMOGRAPHICS)**
**Question:** Do you have grandchildren?

**Target:** those aged 40 or older

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	6899	2900	3999	..	..	2979	3892
Yes	59	52	64	..	..	31	85
No	38	44	32	..	..	62	14
DK/NA	4	4	3	..	..	6	1
TOTAL	101	100	99	..	..	99	100
	MAIN ECONOMIC ACTIVITY						
	Self employed	Managers	Other white collars	Manual workers	House persons	Un- employed	Retired
N=	414	565	444	983	562	533	3387
Yes	35	26	27	31	66	36	81
No	61	64	68	61	31	56	18
DK/NA	4	9	6	9	3	8	1
TOTAL	100	99	101	101	100	100	100
	TERMINAL EDUCATION AGE				LOCALITY		
	below 15	16-19	20 and above	still studying	rural area	small town	large town
N=	1994	3115	1673	13	2529	2283	2044
Yes	73	50	36	19	62	56	56
No	26	44	58	45	34	40	41
DK/NA	1	6	6	36	4	4	3
TOTAL	100	100	100	100	100	100	100

**TABLE 14.2A LOOKING AFTER GRANDCHILDREN (% BY COUNTRY)**

**Question:** Do you look after your grandchildren on a regular basis?

**Target:** those aged 40 or older, and have grandchildren

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	4019	2969	1050	461	199	321	303	405
Yes, 2 days per week or more	38	28	48	26	39	21	19	19
Yes, 1 day per week	11	11	10	11	6	15	10	9
Yes, less often	20	23	18	24	11	35	30	23
They are living with me	3	3	3	5	2	1	2	2
No	28	35	20	33	42	28	39	48
DK/NA	..	..	1	1	..	..	1	..
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>101</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	337	317	179	311	396	375	222	193
Yes, 2 days per week or more	21	16	30	36	30	23	24	64
Yes, 1 day per week	6	7	9	11	5	16	12	12
Yes, less often	25	25	22	18	18	28	24	17
They are living with me	2	11	3	3	4	3	2	2
No	45	40	35	33	42	29	38	6
DK/NA	..	..	..	..	1	1	..	1
<b>TOTAL</b>	<b>99</b>	<b>99</b>	<b>99</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>102</b>

**TABLE 14.2B LOOKING AFTER GRANDCHILDREN (% BY DEMOGRAPHICS)**
**Question:** Do you look after your grandchildren on a regular basis?

**Target:** those aged 40 or older, and have grandchildren

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	4019	1577	2442			838	3174
Yes, 2 days per week or more	38	39	38	..	..	48	35
Yes, 1 day per week	11	11	10	..	..	13	9
Yes, less often	20	21	20	..	..	21	20
They are living with me	3	2	3	..	..	2	3
No	28	26	29	..	..	15	32
DK/NA	..	1	..	..	..	..	1
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>..</b>	<b>..</b>	<b>99</b>	<b>100</b>
	<b>MAIN ECONOMIC ACTIVITY</b>						
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	129	161	129	341	331	196	2732
Yes, 2 days per week or more	57	32	19	39	54	45	33
Yes, 1 day per week	13	17	30	12	14	9	9
Yes, less often	14	30	32	26	18	19	20
They are living with me	1	1	2	4	3	2	3
No	13	21	17	19	11	23	35
DK/NA	2	..	..	..	..	..	..
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>98</b>	<b>100</b>
	<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>		
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	1521	1682	751	1	1572	1319	1106
Yes, 2 days per week or more	43	32	30	100	38	35	43
Yes, 1 day per week	9	11	18	..	9	9	14
Yes, less often	19	23	23	..	22	19	19
They are living with me	3	3	1	..	3	3	2
No	26	30	28	..	28	34	21
DK/NA	..	..	..	..	..	..	1
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>



**TABLE 14.3A NUMBER OF CHILDREN UNDER 14 (% BY COUNTRY)**

**Question:** How many children under 14 live in your household?

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	12082	9040	3042	1000	500	1000	1000	1015
None	63	70	56	74	65	74	76	72
One child	19	17	21	16	18	14	14	15
Two children	11	9	12	7	11	7	8	9
Three children	4	2	6	2	4	1	2	3
Four children or more	3	1	4	0	2	0	0	1
<b>TOTAL</b>	1	1	1	0	..	3	0	0
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	1005	1017	500	1000	1042	1000	1003	1000
None	71	60	68	69	69	73	76	49
One child	16	22	16	19	22	14	14	22
Two children	10	13	12	9	7	10	7	14
Three children	1	4	3	2	1	1	1	8
Four children or more	1	1	0	1	0	1	0	6
<b>TOTAL</b>	1	1	..	0	1	0	1	1

**TABLE 14.3B NUMBER OF CHILDREN UNDER 14 (% BY DEMOGRAPHICS)**
**Question:** How many children under 14 live in your household?

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	12082	5326	6756	2201	2982	2979	3892
None	63	63	63	65	31	66	92
One child	19	19	20	23	31	20	3
Two children	11	11	10	5	26	8	1
Three children	4	3	4	4	7	4	1
Four children or more	3	3	2	2	5	2	1
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>98</b>
<b>MAIN ECONOMIC ACTIVITY</b>							
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	780	1081	977	1936	1182	1246	3433
None	48	68	66	56	41	50	91
One child	24	22	22	25	28	20	5
Two children	17	9	11	14	18	12	2
Three children	3	1	1	3	8	11	1
Four children or more	5	0	0	2	5	6	0
<b>TOTAL</b>	<b>97</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>99</b>
<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>			
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	2549	5244	2742	1398	4293	4032	3680
None	58	64	67	71	56	67	68
One child	16	22	21	20	20	19	19
Two children	13	10	10	5	13	8	9
Three children	7	3	1	2	6	4	2
Four children or more	5	1	0	1	4	2	1
<b>TOTAL</b>	<b>99</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>99</b>	<b>100</b>	<b>99</b>

**TABLE 14.4 AGE OF YOUNGEST CHILD (% BY COUNTRY)**

**Question:** How old is the youngest child? (INT: IF MONTHS ARE GIVEN, ROUND UP TO THE NEXT WHOLE YEAR)

**Target:** those with children below 14

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	3563	2529	1034	257	147	291	279	252
1 – 5 years	47	43	49	50	42	29	48	44
6 - 10 years	34	36	33	30	36	34	28	37
11 – 14 years	19	21	18	20	22	37	23	19
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	309	327	138	331	290	291	164	487
1 – 5 years	43	36	35	48	40	38	43	51
6 - 10 years	28	33	43	38	32	33	32	33
11 – 14 years	29	30	22	15	28	29	25	16
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**TABLE 14.5A DO THEIR GRANDPARENTS LOOK AFTER THESE CHILDREN?**  
(% BY COUNTRY)

**Question:** Do their grandparents look after these children on a regular basis, or not?

**Target:** those with children below 14

CCEB 2003.5	CC 13 AVERAGE	NMS-10	CC-3	Bulgaria	Cyprus	Czech Republic	Estonia	Hungary
N=	3634	2594	1040	257	147	292	279	252
Yes, 2 days per week or more	38	33	41	55	30	26	28	23
Yes, 1 day per week	13	11	14	11	4	16	13	15
Yes, less often	18	22	16	14	9	35	24	25
No	25	29	22	16	55	19	31	33
they do not have grandparents	4	3	5	2	1	2	2	2
DK	2	3	2	1	..	3	1	2
<b>TOTAL</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>101</b>	<b>99</b>	<b>100</b>
	Latvia	Lithuania	Malta	Poland	Romania	Slovakia	Slovenia	Turkey
N=	309	340	138	332	296	292	213	487
Yes, 2 days per week or more	35	20	25	39	46	27	32	39
Yes, 1 day per week	8	6	6	9	5	15	7	16
Yes, less often	16	28	13	18	15	29	12	16
No	34	34	55	29	25	27	28	22
they do not have grandparents	3	3	1	3	4	1	8	6
DK	4	9	1	2	6	1	12	1
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>99</b>	<b>100</b>

**TABLE 14.5B DO THEIR GRANDPARENTS LOOK AFTER THESE CHILDREN?**  
(% BY DEMOGRAPHICS)

**Question:** Do their grandparents look after these children on a regular basis, or not?

**Target:** those with children below 14

	TOTAL	SEX		AGE			
	CC-13 AVERAGE	male	female	15-24	25-39	40-54	55+
CCEB 2003.5							
N=	3634	1556	2078	639	1977	803	215
Yes, 2 days per week or more	38	37	38	41	37	26	87
Yes, 1 day per week	13	12	13	12	14	12	1
Yes, less often	18	17	19	17	20	19	1
No	25	27	22	19	25	33	7
they do not have grandparents	4	4	5	5	3	8	2
DK	2	2	2	5	2	2	2
<b>TOTAL</b>	<b>100</b>	<b>99</b>	<b>99</b>	<b>99</b>	<b>101</b>	<b>100</b>	<b>100</b>
	<b>MAIN ECONOMIC ACTIVITY</b>						
	<b>Self employed</b>	<b>Managers</b>	<b>Other white collars</b>	<b>Manual workers</b>	<b>House persons</b>	<b>Un- employed</b>	<b>Retired</b>
N=	352	372	340	797	635	519	236
Yes, 2 days per week or more	35	37	28	39	37	39	62
Yes, 1 day per week	16	8	13	9	16	14	2
Yes, less often	15	23	17	19	20	18	8
No	29	31	40	28	18	21	20
they do not have grandparents	4	0	1	2	6	6	7
DK	1	1	1	3	3	1	2
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>99</b>	<b>101</b>
	<b>TERMINAL EDUCATION AGE</b>				<b>LOCALITY</b>		
	<b>below 15</b>	<b>16-19</b>	<b>20 and above</b>	<b>still studying</b>	<b>rural area</b>	<b>small town</b>	<b>large town</b>
N=	643	1752	832	377	1473	1160	979
Yes, 2 days per week or more	40	38	35	33	44	38	25
Yes, 1 day per week	15	11	11	8	13	12	12
Yes, less often	15	20	19	21	13	20	26
No	21	26	33	29	22	22	31
they do not have grandparents	7	3	1	4	5	5	4
DK	2	2	1	5	3	3	2
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>



## C. TECHNICAL SPECIFICATIONS

### C.1 Co-operating Agencies and Research Executives

#### THE GALLUP ORGANIZATION Budapest Office – Central Eastern European Headquarters

Mr. Gergely HIDEG, Senior Research Director  
Fő tér 1., Zichy Kastély, H -1033 BUDAPEST, HUNGARY, Tel. +36-1-4379421  
Fax. +36-1-4379-444, E-mail: gergely\_hideg@gallup.hu

Countries	Institutes	Contact	Telephone	Fax
Bulgaria	VITOSHA RESEARCH 1 Lazar Stanev str. 1113 Sofia	Mr. Alexander STOYANOV	359-2-971-3000	359-2-971-2233
Republic of Cyprus	CYMAR MARKET RESEARCH Digeni Akrita, 40 Strovolos 2045 1686 Nicosia	Ms. Eleni MARANGO	357-22-468-000	357-22- 468-008
Czech Republic	THE GALLUP ORGANIZATION, CZECH REPUBLIC Husova 7/241, 11 000 Praha 1	Ms. Agnes ILLYES	420-222-221-021	420-222-222-234
Estonia	SAAR POLL Veetorni 4 10119Tallin	Mr. Andrus SAAR	372-6-311-302	372-6-312-486
Hungary	THE GALLUP ORGANIZATION, HUNGARY Fő tér 1., Zichy Kastély H-1033 Budapest	Mr. Gergely HIDEG	361-250-0999	361-250-0650
Latvia	LATVIAN FACTS Brivibas str. 106-2 LV1001 Riga	Mr. Aigars FREIMANIS	371-731-4002	371-727-4936
Lithuania	BALTIC SURVEYS Didlauiko 47 LT2057 Vilnius	Ms. Rasa ALISAUSKIENE	370-5-212-0104	370-5-212-7145
Malta	MISCO 3rd Floor Regency House, Republic street VLT04 Valletta	Mr. Anthony CARABOTT	356-2122-0303	356-2124-7512
Poland	THE GALLUP ORGANIZATION, POLAND ul. Krzywickiego 34 02-078 Warsaw	Ms. Hanna IGNACZEWSKA	48-22-622-4132	48-22-622-6716
Romania	THE GALLUP ORGANIZATION, ROMANIA Bd. Nicolae Titulescu Nr. 1, Bl. A7, Sc. 4, Et. 8, Ap. 116-117, Sector 1 78151 Bucuresti	Ms. Olga DEZSO	40-1-210-5016	40-1-211-0366
Slovakia	FOCUS Grossinglova 37 81000 Bratislava	Mr. Ivan DIANISKA	421-2-529-31366	421-2-529-31378
Slovenia	CATI d.o.o. Trzaska cesta 2 1000 Ljubljana	Mr. Zenel BATAGELJ	386-1-241-0072	386-1-421-1970
Turkey	KONSENSUS Dikilitas Mah, Ayazmaderesi Cd. Mehmet Plaza No:30/3 Gayrettepe 80260 Istanbul	Mr. Murat SARI	90-212-216-3212	90-212-216-1814

## **C2. Administrative Regional Units in the Candidate Countries**

### **BULGARIA**

Sofia  
Varna  
Lovech  
Montana  
Rousse  
Burgas  
Plovdiv  
Sofia  
Haskovo

### **CYPRUS**

### **CZECH REPUBLIC**

Praha  
Stredni Cechy  
Jihozapad  
Severozapad  
Severovychod  
Jihovychod  
Stredni Morava  
Ostravsko

### **ESTONIA**

Pohja-Eesti  
Kesk-Eesti  
Kirde-Eesti  
Laane-Eesti  
Louna-Eesti

### **HUNGARY**

Kozep-Magyarország  
Kozep-Dunántul  
Nyugat-Dunántul  
Del-Dunántul  
Eszak-Magyarország  
Eszak-Alföld  
Del-Alföld

### **LATVIA**

Riga  
Vidzeme  
Kurzeme  
Zemgale  
Latgale

### **LITHUANIA**

Alytaus  
Kauno  
Klaipėdos  
Marijampolės  
Panevezio  
Siauliai  
Tauragės  
Telsiai  
Utenos  
Vilniaus

### **MALTA**

### **POLAND**

Podlaskie  
Lubelskie  
Podkarpackie  
Warmińsko-Mazurskie  
Lubuskie  
Opolskie  
Mazowieckie  
Kujawsko-Pomorskie  
Śląskie  
Mazowieckie  
Świętokrzyskie

### **ROMANIA**

Nord-Est  
Sud-Est  
Sud  
Sud-Vest  
Vest  
Nord-Vest  
Centru  
Bucuresti

### **SLOVAKIA**

Bratislavský  
Západné Slovensko  
Stredné Slovensko  
Východné Slovensko

### **SLOVENIA**

Pomurska  
Podravska  
Koroška  
Savinjska  
Zasavska  
Spodnjeposavska  
Dolenjska  
Osrednjeslovenska  
Gorenjska  
Notranjsko-Krška  
Goriška  
Obalno-Krška

### **TURKEY**

Mediterranean region  
East Anatolian region  
Aegean region  
South-East Anatolian region  
Central Anatolian region  
Black Sea region  
Marmara region



## C.3 Sample Specifications

Between the 20<sup>th</sup> of November and the 24<sup>th</sup> of December 2003, The Gallup Organization Hungary carried out wave 2003.5 of the Candidate Countries Eurobarometer, at the request of the European Commission, Directorate-Generals Education and Culture.

The Candidate Countries Eurobarometer 2003.5 covers citizens of each of the countries that are applying for European Union membership aged 15 and over, with the exception of Estonia, Latvia and Cyprus. In Estonia and Latvia, the survey covered permanent residents aged 15 and over. In Cyprus, the sample covered the territory of the Republic of Cyprus only. The basic sample design applied in all Candidate Countries is a multi-stage, random (probability) one. In each country, a number of sampling points were drawn with probability proportional to population size (for a total coverage of the country) and to population density.

For doing so, the points were drawn systematically from each of the "administrative regional units", after stratification by individual unit and type of area. They thus represent the whole territory of the Candidate Countries Region according to the EUROSTAT NUTS 2 (or equivalent; if there are no such regions, we used NUTS 3 or equivalent regions for sampling) and according to the distribution of the resident population of the respective nationalities in terms of metropolitan, urban and rural areas. In each of the selected sampling points, a starting address was drawn, at random. Further addresses were selected as every Nth address by standard random route procedures, from the initial address. In each household, the respondent was drawn, at random. All interviews were face-to-face in people's home and in the appropriate national language. In countries with significant minorities the respondents had a chance to respond in their mother tongue (in Estonia, Latvia and Lithuania in Russian, and in Romania in Hungarian).

Countries	Institutes	Number of Interviews	Field Work Dates	Population (x 000)
Bulgaria	VITOSHA RESEARCH	1000	26-Nov - 11-Dec	7,891
(Republic of) Cyprus	CYMAR MARKET RESEARCH	500	26-Nov - 13-Dec	689
Czech Republic	THE GALLUP ORGANIZATION, CZECH REPUBLIC / CVVM	1000	25-Nov - 14-Dec	10,226
Estonia	SAAR POLL	1000	27-Nov - 14-Dec	1,360
Hungary	THE GALLUP ORGANIZATION, HUNGARY	1015	22-Nov - 17-Dec	10,195
Latvia	LATVIAN FACTS LTD.	1005	20-Nov - 14-Dec	2,345
Lithuania	BALTIC SURVEYS	1017	28-Nov - 14-Dec	3,475
Malta	MISCO	500	26-Nov - 16-Dec	386
Poland	THE GALLUP ORGANIZATION, POLAND	1000	24-Nov - 14-Dec	38,632
Romania	THE GALLUP ORGANIZATION, ROMANIA	1042	24-Nov - 11-Dec	22,435
Slovakia	FOCUS CENTER FOR SOCIAL AND MARKET ANALYSIS	1000	27-Nov - 15-Dec	5,331
Slovenia	CATI D.O.O.	1003	29-Nov - 22-Dec	1,980
Turkey	KONSENSUS RESEARCH & CONSULTANCY	1000	4-Dec - 24-Dec	67,803
Total number of interviews		12082		172,748

For each country a comparison between the sample and the universe was carried out. The Universe description was derived from population data from national statistics. For all Candidate Countries a weighting procedure, using marginal and intercellular weighting, was carried out, based on this Universe description. As such in all countries, gender, age, region NUTS 2, settlement size, household size, and education level were introduced in the iteration procedure. For international weighting (i.e. CC-13, CC-3, NMS-10 averages), Gallup applies the official population figures as provided by national statistics. The total population figures for input in this post-weighting procedure are listed above.

The results of the Candidate Countries Eurobarometer studies are reported in the form of tables, datafiles and analyses. Per question a table of results is given with the full question text in English. The results are expressed as a percentage of the total. The results of the Eurobarometer surveys are analysed and made available through the Directorate-General Press and Communication, Opinion Polls of the European Commission, Office: Brey 7/41, B-1049 Brussels. The results are published on the Internet server of the European Commission: [http://europa.eu.int/comm/public\\_opinion/](http://europa.eu.int/comm/public_opinion/). All Eurobarometer datafiles are stored at the "Zentral Archiv" (Universität Köln, Bachemer Strasse, 40, D-50869 Köln-Lindenthal), available through the CESSDA Database <http://www.nsd.uib.no/cessda/europe.html>. They are at the disposal of all institutes members of the European Consortium for Political Research (Essex), of the Inter-University Consortium for Political and Social Research (Michigan) and of all those interested in social science research.

Readers are reminded that survey results are estimations, the accuracy of which, everything being equal, rests upon the sample size and upon the observed percentage. With samples of about 1,000 interviews, the real percentages vary within the following confidence limits (in case of a sample of 1000 people – confidence intervals for N=500 sample are larger):

Observed percentages	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
Confidence intervals	± 1.9%	± 2.5%	± 2.7%	± 3.0%	± 3.2%

## C.4 Definition and weighted distribution of the socio-demographic and other variables used in cross-tabulations

### C.4.1 Gender

The sample consists of the following breakdown by gender:

(1) Men	48 %
(2) Women	52 %

### C.4.2 Age bands

On the basis of their age, respondents are grouped into the following four age bands:

(1) Aged 15 -24	21 %
(2) Aged 25 -39	28 %
(3) Aged 40 -54	25 %
(4) Aged 55+	26 %

### C.4.3 Terminal education age

Terminal education age represents recoded categories of answers to the following question :

*"How old were you when you stopped full-time education?"*

Respondents are grouped into the following 4 categories :

(1) respondents who left school at age fifteen or younger	39 %
(2) respondents who left school at ages 16 to 19	35 %
(3) respondents who stayed in school until they were aged 20 or older	16 %
(4) respondents who are still studying	10 %

### C.4.4 Main economic activity scale

The main economic activity scale represents recoded answers to the following question:

*"What is your current occupation?"*

The original question shows the following distribution:

#### Self – employed

(1) Farmer	4 %
(2) Fisherman	0 %
(3) Professional (lawyer, medical practitioner, accountant, etc.)	1 %
(4) Owner of a shop, craftsman, self -employed person	5 %
(5) Business proprietor, owner (full or partner) of a company	1 %

#### Employed

(6) Employed professional (employed doctor, lawyer, practitioner, accountant, architect)	2 %
(7) General management, director or top management (managing director, director general, other director)	0 %
(8) Middle management, other management (department head, junior manager, teacher, technician)	4 %
(9) Employed position, working mainly at a desk	4 %
(10) Employed position, not at a desk but travelling (salesman, driver, etc.)	2 %
(11) Employed position, not at a desk, but in a service job (hospital, restaurant, police, fireman, etc.)	3 %
(12) Supervisor	1 %
(13) Skilled manual worker	9 %
(14) Other (unskilled) manual worker, servant	3 %

#### Non-active

(15) Responsible for ordinary shopping and looking after the home, or without any current occupation, not working	17 %
(16) Student	10 %
(17) Unemployed or temporarily not working	11 %
(18) Retired or unable to work through illness	23 %

The recoded categories and their distribution for the main economic activity scale are as follows:

- |  |      |
|--|------|
| (1) <b>Self employed</b> = Farmer + Fisherman + Professional (lawyer, medical practitioner, accountant, architect, etc.) + Owner of a shop, craftsman, other self employed person + Business proprietor, owner (full or partner) of a company  | 11 % |
| (2) <b>Managers</b> = Employed professional (employed doctor, lawyer, accountant, architect, etc.) + General management, director or top management (managing director, director general, other director) + Middle management, other management (department head, junior manager, teacher, technician) | 6 %  |
| (3) <b>Other white collars</b> = Employed position, working mainly at a desk + Employed position, not at a desk but travelling (salesmen, driver, etc.)  | 6 %  |
| (4) <b>Manual Workers</b> = Employed position, not at a desk, but in a service job (hospital, restaurant, police, fireman, etc) + Supervisor + Skilled manual worker + Other (unskilled) manual worker, servant  | 16 % |
| (5) <b>House persons</b> = Responsible for ordinary shopping and looking after the home, or without any current occupation, not working  | 17 % |
| (6) <b>Unemployed</b> = Unemployed + temporarily not working   | 11 % |
| (7) <b>Retired</b> = Retired + unable to work through illness  | 23 % |
| (8) <b>Still studying</b> = Student  | 10 % |

In the tables, the category "Still studying" is displayed as part of the Terminal Education Age variable

#### C.4.5 Size of locality

On the basis of their own evaluation, respondents are grouped into the following groups according to the size of their settlement:

- |                                |      |
|--------------------------------|------|
| (1) rural area or village      | 40 % |
| (2) small or middle sized town | 31 % |
| (3) large town                 | 29 % |