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on Measurement of the Quality of Employment  
(Geneva, 27-29 May 2002)

**2001 ad hoc module on length and patterns of working time**

Supporting paper submitted by the Instituto Nacional de Estadística of Spain<sup>1</sup>

**Introduction**

1. The Community Labour Force Survey (EFT) is carried out in a co-ordinated way in the European Union, according to Council regulation 577/98 regarding the organization of a sampling survey of the Community's labour force (European Communities official gazette L-77, March 14).
2. In Spain, the EFT is part of its own Labour Force Survey (EPA), which has been adapted to the above regulation as from the first quarter of 1999. This same regulation stipulates that the EFTs of the second quarters of each year, should include a number of questions on specific topics referred to the labour market.
3. During the second quarter of 2001, the specific labour relationships and the working conditions and hours have been investigated according to Commission Regulation 1575/2000 of July 19. The questions address the employed, except family workers. Below, a description is given of the methodology applied.
4. The module has been co-financed by EUROSTAT and the National Statistical Institute of Spain.

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1 Paper written by Mr. Miguel Angel Garcia Martinez.

## Survey designs

5. The ad hoc module of specific labour relationships and working conditions and hours has been carried out together with the 2001 EPA (second quarter), its survey design thus being the same as that of the EPA. Its main characteristics are described below (for more information, see the National Statistical Institute's publications: EPA, Technical Manual and EPA. Description of the survey, definitions and instructions for the filling in of the questionnaire.)
6. The EPA is a sampling, continuous and quarterly survey for the entire country. It addresses the population living at main family dwellings, which are those used as the habitual and permanent dwelling during the whole year or most of it. Collective households (hospitals, homes, barracks, convents,...) and secondary or seasonal dwellings are not included in the survey.
7. It has a two-staged stratified sampling; its first stage units are census sections and those of the second stage are family dwellings. All the people who live in the selected dwellings are surveyed. The sampling size is made up of 3.484 sections; about 18 dwellings of each section are interviewed, which amounts to approximately 62.000 dwellings in the quarter.
8. Territorially, the sample has been distributed according to an allocation that compromises between proportion and uniformity, in order to produce provincial (NUTS 3) and autonomous communities estimates (NUTS 2). On the other hand, the sample is evenly distributed over the thirteen weeks of the quarter, about 5.000 dwellings being interviewed each week.
9. The sections sample is divided into 6 sub-samples, rotating shifts, and each quarter the dwellings of one shift are replaced. This system makes it possible for each family to be interviewed six consecutive quarters while being replaced by another family of the same section after the six quarter period is over.
10. Field work is conducted by National Statistical Institute's interviewers in its 52 regional offices. The first interview is personal; the second and further ones are held by telephone, except when the family as no telephone or prefers the personal interview. All of them are carried out by means of a hand-held or laptop computer. The total effective sampling size of the module was 59.000 households. The questionnaire is shown in annexe I.
11. All the concepts tackled are the usual ones of labour surveys. The only difficulties may arise from rotation work and min-max contracts. The former refers to the type of work carried out by a group of employees fulfilling the same activities by turns at the same place. The min-max contract fixes the minimum and maximum working hours per week or month.

## Analysis of results

12. Now a description is given of the module's main findings. Table 4 of the results annexe (annexe II) shows that the figure of the employed to which the module refers, is 14.137.100, 8.929.600 of which are men and 5.207.400 women. The figure of the employed in the second quarter of 2001, minus family workers, was 14.420.400. The difference, 283.300 is accounted for by non response. The table analyzes the workers according to whether they themselves decide or not their working method and hours. The result is that 19,2% do decide their own working method and hours (a percentage that more or less coincides with that of own account workers) against 80,8 % who do not. By sex, the percentage of men who decide their method and hours (21,5%) is higher than that of women (15,1).

13. Table 5 analyzes whether the employed habitually work for a single enterprise or client or for several. For the national total amount, the latter concept- that of working for several enterprises or clients – is 18,0% against 82,0% of those working for a single one. By sex, the latter percentage is higher for women (84,9%), that of men being 80,3%.

14. Table 6 analyzes whether the labour relationship-or the enterprise or business – disappears once the service is accomplished or the work is done. The percentages of the total are 86,2% for those who do not put an end to the relationship (or do not close the enterprise or trade), whereas the remaining 13,8% do. By sex, in the latter instance women represent 10,4%, against 15,7% of men.

15. There is a contract modality, the contract for given work or service, which is applicable precisely to specific commitments to be carried out only once. There are 1.067.200 seasonal wage earners with this type of contract, a figure that is below that of the 2.192.00 employed who declare they finish their contract or close the enterprise when the current work or service is over. This means that said contract for a given work or service does not cover all the real possibilities to which it applies in theory.

16. So far for the data regarding the employed, that is wage earners and not wage earners. The above three tables show that the employed who do not decide their working method and hours, as well as those who work for a single enterprise and those whose labour relationship, enterprise or trade do not disappear at the end of the work or service, are over 80% of the total population.

17. The following tables are exclusively concerned with wage earners. Their number in the module is 11.458.300 against the 11.696.000 of the EPA of the second quarter of 2001.

18. Table 7 refers to the average number of overtime hours worked by wage earners during the reference week, according to the occupation in the employment. In terms of gender, figures for women are below those for men, except in the categories of Supporting Technicians and Professionals and Unqualified workers.

19. Table 8 is connected with table 7. It shows, also according to occupations, the amount of overtime hours that have been paid. On average, only 60% of overtime hours have been paid. Craftsmen and industrial workers are those of the highest percentage of paid overtime hours (86%).

20. Table 9 shows the different types of shifts. They are distributed in age and sex groups. The total wage earners working in shifts is 2.003.300. The highest percentage is that of the fixed shifts (34,6%); the lowest (0,7%) is the Monday to Friday day and night shifts. Considered by sex, percentages for women are below that of men and below the total, except for the fixed and other types of shifts which are above both these groups.

21. Table 10, which contains results regarding the different types of schedules, highlights the 87,7% of fixed starting and ending hours, the remaining figures ranging between 0,9 and 5,3%, which respectively correspond to the timetable established by the worker and to the flexible starting and ending hours. The table shows that the timetable is less rigid for elderly workers.

22. Table 11 on wage earners with flexible timetables, reveal those who do not have a system of accumulative working hours, paid with free days or weeks; they are 94,4% of the total, against the 5,6% who do dispose of these hours.

23. Table 12 explains why a team with a shift system is used. The figures of the two reasons that are analyzed in the module – personal decision and no other job found – only differ slightly (49,2 and 50,8% respectively). By sex, whereas the figures for men remain similar to the total (47,9 and 52,1%), the

predominant ratio for women is inverted, that is 51,4% for the personal decision and 48,6 because no other job is found.

24. Finally, table 13 states the reasons for a min-max, a to measure order or flexible work hours (beginning and ending) contract. 58,2% have one of these contracts by personal decision whereas 41,8 have it because no other job was found.

## ANNEXE I.

### Questionnaire

#### QUESTIONNAIRE OF THE MODULE FOR THE SECOND QUARTER OF 2001

**Filter of the module:** the module will be answered by all those older than 16 years, employed and whose occupational situation is not that of family workers. Men doing military service are also excluded.

#### M. Special labour relationships and working conditions and hours

**Do you decide your own working method and hours ?**

Yes	1
No	6

**Do you work for a single enterprise or client ?**

Yes, I work for a single enterprise or client	1
No, I work for more than one enterprise or client	6

**3** If you are not a wage earner, that is D3=1-5 or 9:

**Is your labour relationship or contract of such a nature that the enterprise or business ceases to exist when the service comes to an end ?**

If you are a wage earner and your contract is temporary, indicate

- whether it is seasonal, or
- verbal, not included in the above options, or
- of another type, or
- you do not know

that is, when D3=7,8 and D6=4,8-10

**Do you have a labour relationship or a contract that comes to an end when the service is over ?**

(that is, is it a contract for a work or a service instead of a contract for a prefixed time ?)

Yes	1
No	6

*If your occupational situation is that of a non wage earner, i.e.D3=1-5 or 9: End of the module*

*If the effective hours are 0, i.e.D17=0: go to 8*

*If the amount of habitual hours is under the effective hours because you worked overtime, i.e.  $D16 < D17$  and  $D18 = 17$ : go to 5*

**4 Did you work overtime during the reference week ?**

- Yes **1**
- No **6 go to 8**

**5 How many hours did you work overtime during the reference week ?**

Number of hours.....

**6 Have these overtime hours been paid to you ?**

- No, none **1 go to 8**
- Yes, all of them **2 go to 8**
- Yes, some of them **3**

**7 How many overtime hours have been paid to you ?**

Number of paid overtime hours.....

**8 Of what type is your working time-table ?**

- Fixed starting and finishing hours **1 go 1° 10**
- Variable weekly timetable fixed by the employer up to a maximum of annual hours **2 go to 10**
- Flexible starting and finishing hours **3**
- Timetable fixed by mutual agreement with the employer **4 go to 10**
- Timetable fixed by the person concerned **5 go to 10**
- Others **6 go to 10**

**9 Do you profit of a system of accumulative working hours, paid with free hours, days or weeks ?**

- Yes **1**
- No **6**

**10. Does your contract fix a minimum amount of hours per week or month ?**

- Yes **1**

No 6

If your answer is yes, go to 12

**11 Did you come to an agreement with an employer by which you will be available when needed (on call work)?**

Yes 1

No 6

If your working timetable is not adjusted to codes 2,3 of question 8 (M8<>2,3) and you have no agreement with an employer for on measure work (M11<>1, go to box before 13.

**12 Reason why you have a work contract or labour relationship with a minimum of weekly or monthly hours or by which you carry out on measure work or are working according to the M8 time-tables 2 and 3**

Personal decision (it was the kind of contract

you were looking for) 1

You could not find another job 6

If you do not work according to a system of shifts (D25=1): End of the module

**13 Reason why you belong to a team that works according to a system of shifts**

Personal decision (it was the kind of work

you were looking for) 1

You could not find another job 6

## ANNEX II.

### Tables of results

**Table 1. Employed by sex, age and according to whether they decide or not their own working method and hours. (absolute values in thousands)**

Sex and Age	Total		Do not decide working method nor hours		Do decide working method and hours	
	Abs. Value	%	Abs. Value	%	Abs. Value	%
<b>Both sexes</b>	14,137.1	100.0	11,427.9	80.8	2,709.2	19.2
<b>Aged 16 to 24</b>	1,753.5	100.0	1,661.1	94.7	92.5	5.3
<b>Aged 25 to 34</b>	3,844.5	100.0	3,349.0	87.1	495.5	12.9
<b>Aged 35 to 44</b>	3,822.0	100.0	3,040.8	79.6	781.2	20.4
<b>Aged 45 to 54</b>	3,031.6	100.0	2,289.1	75.5	742.5	24.5
<b>Aged 55 or older</b>	1,685.4	100.0	1,087.9	64.5	597.5	35.5
<b>Men</b>	8,929.6	100.0	7,005.5	78.5	1,924.1	21.5
<b>Aged 16 to 24</b>	1,039.4	100.0	979.7	94.3	59.6	5.7
<b>Aged 25 to 34</b>	2,277.0	100.0	1,936.7	85.1	340.3	14.9
<b>Aged 35 to 44</b>	2,367.4	100.0	1,812.2	76.5	555.2	23.5
<b>Aged 45 to 54</b>	2,024.2	100.0	1,494.0	73.8	530.1	26.2
<b>Aged 55 or older</b>	1,221.7	100.0	782.8	64.1	438.9	35.9
<b>Women</b>	5,207.4	100.0	4,422.3	84.9	785.1	15.1
<b>Aged 16 to 24</b>	714.2	100.0	681.3	95.4	32.8	4.6
<b>Aged 25 to 34</b>	1,567.5	100.0	1,412.2	90.1	155.3	9.9
<b>Aged 35 to 44</b>	1,454.6	100.0	1,228.6	84.5	226.0	15.5
<b>Aged 45 to 54</b>	1,007.5	100.0	795.1	78.9	212.4	21.1
<b>Aged 55 or older</b>	463.7	100.0	305.1	65.8	158.6	34.2



**Table 2. Employed by sex, age and according to whether they habitually work for a single enterprise or client, or for several. (absolute values in thousands)**

Sex and Age	Total		Work for several enterprises or clients		Work for a single enterprise or client	
	Abs. Value	%	Abs. Value	%	Abs. Value	%
<b>Both sexes</b>	14,137.1	100.0	2,551.3	18.0	11,585.7	82.0
<b>Aged 16 to 24</b>	1,753.5	100.0	113.9	6.5	1,639.6	93.5
<b>Aged 25 to 34</b>	3,844.5	100.0	502.0	13.1	3,342.6	86.9
<b>Aged 35 to 44</b>	3,822.0	100.0	729.9	19.1	3,092.1	80.9
<b>Aged 45 to 54</b>	3,031.6	100.0	687.8	22.7	2,343.9	77.3
<b>Aged 55 or older</b>	1,685.4	100.0	517.8	30.7	1,167.6	69.3
<b>Men</b>	8,929.6	100.0	1,763.3	19.7	7,166.3	80.3
<b>Aged 16 to 24</b>	1,039.4	100.0	72.4	7.0	967.0	93.0
<b>Aged 25 to 34</b>	2,277.0	100.0	334.2	14.7	1,942.8	85.3
<b>Aged 35 to 44</b>	2,367.4	100.0	497.6	21.0	1,869.8	79.0
<b>Aged 45 to 54</b>	2,024.2	100.0	485.7	24.0	1,538.5	76.0
<b>Aged 55 or older</b>	1,221.7	100.0	373.4	30.6	848.3	69.4
<b>Women</b>	5,207.4	100.0	788.0	15.1	4,419.4	84.9
<b>Aged 16 to 24</b>	714.2	100.0	41.5	5.8	672.7	94.2
<b>Aged 25 to 34</b>	1,567.5	100.0	167.7	10.7	1,399.8	89.3
<b>Aged 35 to 44</b>	1,454.6	100.0	232.3	16.0	1,222.3	84.0
<b>Aged 45 to 54</b>	1,007.5	100.0	202.1	20.1	805.4	79.9
<b>Aged 55 or older</b>	463.7	100.0	144.4	31.1	319.3	68.9

**Table 3. Employed by sex, age and according to whether the labour relationship-or the enterprise or business – disappears once the service is accomplished or the work is done (absolute values in thousands)**

Sex and Age	Labour relationship or the enterprise or trade					
	TOTAL		Do not end		Do end	
	Abs. Value	%	Abs. Value	%	Abs. Value	%
<b>Both sexes</b>	14,137.1	100.0	12,192.0	86.2	1,945.1	13.8
<b>Aged 16 to 24</b>	1,753.5	100.0	1,430.3	81.6	323.2	18.4
<b>Aged 25 to 34</b>	3,844.5	100.0	3,275.4	85.2	569.1	14.8
<b>Aged 35 to 44</b>	3,822.0	100.0	3,330.2	87.1	491.8	12.9
<b>Aged 45 to 54</b>	3,031.6	100.0	2,686.6	88.6	345.0	11.4
<b>Aged 55 or older</b>	1,685.4	100.0	1,469.4	87.2	216.0	12.8
<b>Men</b>	8,929.6	100.0	7,528.4	84.3	1,401.2	15.7
<b>Aged 16 to 24</b>	1,039.4	100.0	805.7	77.5	233.7	22.5
<b>Aged 25 to 34</b>	2,277.0	100.0	1,886.2	82.8	390.8	17.2
<b>Aged 35 to 44</b>	2,367.4	100.0	2,012.9	85.0	354.5	15.0
<b>Aged 45 to 54</b>	2,024.2	100.0	1,763.8	87.1	260.4	12.9
<b>Aged 55 or older</b>	1,221.7	100.0	1,059.9	86.8	161.7	13.2
<b>Women</b>	5,207.4	100.0	4,663.5	89.6	543.9	10.4
<b>Aged 16 to 24</b>	714.2	100.0	624.6	87.5	89.5	12.5
<b>Aged 25 to 34</b>	1,567.5	100.0	1,389.2	88.6	178.3	11.4
<b>Aged 35 to 44</b>	1,454.6	100.0	1,317.3	90.6	137.3	9.4
<b>Aged 45 to 54</b>	1,007.5	100.0	922.9	91.6	84.6	8.4
<b>Aged 55 or older</b>	463.7	100.0	409.5	88.3	54.2	11.7

**Table 4. Average number of overtime hours worked by wage earners during the reference week, according to the occupation in the employment and sex**

Occupation	Total	Men	Women
<b>Total</b>	8.7	8.9	8.3
<b>Armed forces (*)</b>	20.2	20.0	-
<b>Legislators and managers</b>	10.6	10.8	7.6
<b>Professionals</b>	10.7	10.8	10.5
<b>Technicians</b>	8.9	8.8	9.1
<b>Clerks</b>	7.1	7.9	6.1
<b>Services and sales workers</b>	11.2	13.4	8.5
<b>Agriculture/fishery workers</b>	10.8	10.9	8.0
<b>Craft/related trades workers</b>	7.2	7.3	5.5
<b>Plant and machine operators</b>	8.3	8.4	7.5
<b>Elementary operators</b>	8.3	8.2	8.5

(\*) Figures not representative due to the small size of the collective

**Table 5. Average number of paid overtime hours worked by wage earners during the reference week, according to the occupation in the employment and sex**

Occupation	Total	Men	Women
Total	5.2	5.6	4.0
Armed forces (*)	0.0	0.0	-
Legislators and managers	1.4	1.5	1.2
Professionals	4.8	4.4	5.3
Technicians	2.8	3.4	1.3
Clerks	3.5	3.7	3.3
Services and sales workers	4.8	6.2	3.0
Agriculture/fishery workers	6.4	6.4	8.0
Craft/related trades workers	6.2	6.3	4.8
Plant and machine operators	6.3	6.3	6.9
Elementary operators	6.2	6.5	5.4

(\*) Figures not representative due to the small size of the collective

**Table 6. Employed who work in a team with a shift system, by type of shift system, sex and age (absolute values in thousands) – CONTINUES ON THE FOLLOWING PAGE**

Sex and Age	Type of shift system							
	Total		Every day, morning, afternoon and night shifts		Monday to Friday morning, afternoon and night shifts		Monday to Friday morning and afternoon shifts	
	Abs. Value	%	Abs. Value	%	Abs. Value	%	Abs. Value	%
<b>Both sexes</b>	2,003.3	100.0	417.0	20.8	157.1	7.8	245.9	12.3
<b>Aged 16 to 24</b>	264.4	100.0	30.1	11.4	27.8	10.5	39.3	14.9
<b>Aged 25 to 34</b>	586.1	100.0	118.0	20.1	47.6	8.1	69.3	11.8
<b>Aged 35 to 44</b>	557.3	100.0	132.9	23.8	36.7	6.6	57.8	10.4
<b>Aged 45 to 54</b>	430.3	100.0	101.7	23.6	32.1	7.5	54.4	12.6
<b>Aged 55 or older</b>	165.1	100.0	34.4	20.8	12.8	7.7	25.2	15.3
<b>Men</b>	1,258.5	100.0	287.7	22.9	125.0	9.9	175.8	14.0
<b>Aged 16 to 24</b>	142.6	100.0	18.9	13.3	21.4	15.0	26.1	18.3
<b>Aged 25 to 34</b>	356.6	100.0	77.4	21.7	37.9	10.6	48.7	13.7
<b>Aged 35 to 44</b>	338.6	100.0	92.0	27.2	26.4	7.8	35.7	10.5
<b>Aged 45 to 54</b>	296.4	100.0	71.9	24.3	27.7	9.3	43.2	14.6
<b>Aged 55 or older</b>	124.4	100.0	27.6	22.2	11.7	9.4	22.1	17.8
<b>Women</b>	744.8	100.0	129.2	17.4	32.0	4.3	70.1	9.4
<b>Aged 16 to 24</b>	121.8	100.0	11.1	9.2	6.4	5.3	13.2	10.9
<b>Aged 25 to 34</b>	229.5	100.0	40.6	17.7	9.7	4.2	20.5	8.9
<b>Aged 35 to 44</b>	218.7	100.0	40.9	18.7	10.4	4.7	22.1	10.1
<b>Aged 45 to 54</b>	133.9	100.0	29.8	22.2	4.5	3.3	11.2	8.3
<b>Aged 55 or older</b>	40.8	100.0	6.9	16.8	1.1	2.7	3.1	7.5

(Continue)

<b>Type of shift system</b>						
<b>Sex and Age</b>	<b>Monday to Friday day and night shifts</b>		<b>Fix shift</b>		<b>Other</b>	
	<b>Abs. Value</b>	<b>%</b>	<b>Abs. Value</b>	<b>%</b>	<b>Abs. Value</b>	<b>%</b>
<b>Both sexes</b>	15.0	0.7	693.7	34.6	474.6	23.7
<b>Aged 16 to 24</b>	2.6	1.0	88.6	33.5	76.1	28.8
<b>Aged 25 to 34</b>	4.2	0.7	186.8	31.9	160.2	27.3
<b>Aged 35 to 44</b>	5.2	0.9	197.4	35.4	127.3	22.8
<b>Aged 45 to 54</b>	2.4	0.6	158.7	36.9	81.0	18.8
<b>Aged 55 or older</b>	0.6	0.4	62.2	37.6	30.0	18.1
<b>Men</b>	10.8	0.9	382.5	30.4	276.6	22.0
<b>Aged 16 to 24</b>	1.3	0.9	38.0	26.6	37.0	25.9
<b>Aged 25 to 34</b>	3.4	1.0	100.4	28.2	88.7	24.9
<b>Aged 35 to 44</b>	3.6	1.1	104.0	30.7	76.9	22.7
<b>Aged 45 to 54</b>	2.2	0.7	98.7	33.3	52.7	17.8
<b>Aged 55 or older</b>	0.3	0.2	41.4	33.3	21.2	17.1
<b>Women</b>	4.2	0.6	311.1	41.8	198.0	26.6
<b>Aged 16 to 24</b>	1.3	1.1	50.6	41.5	39.1	32.1
<b>Aged 25 to 34</b>	0.8	0.3	86.4	37.6	71.5	31.2
<b>Aged 35 to 44</b>	1.6	0.7	93.4	42.7	50.4	23.0
<b>Aged 45 to 54</b>	0.2	0.2	60.0	44.8	28.3	21.1
<b>Aged 55 or older</b>	0.3	0.7	20.7	50.8	8.8	21.5

**Table 7. Employees by different types of time-working schedules, sex and age (absolute values in thousands) CONTINUES ON THE FOLLOWING PAGE**

Sex and Age		Type of working-time schedule							
		Total		Fixed starting and ending hours		Flexible working time fixed by the enterprise		Flexible starting and ending hours	
Age		Abs. Value	%	Abs. Value	%	Abs. Value	%	Abs. Value	%
<b>Both sexes</b>		11,458.3	100.0	10,054.3	87.7	153.6	1.3	603.2	5.3
<b>Aged 16 to 24</b>		1,665.6	100.0	1,509.0	90.6	21.7	1.3	57.4	3.4
<b>Aged 25 to 34</b>		3,368.3	100.0	2,964.7	88.0	50.0	1.5	168.3	5.0
<b>Aged 35 to 44</b>		3,067.4	100.0	2,656.1	86.6	38.8	1.3	193.2	6.3
<b>Aged 45 to 54</b>		2,278.7	100.0	2,008.3	88.1	28.0	1.2	117.5	5.2
<b>Aged 55 or older</b>		1,078.4	100.0	916.2	85.0	15.1	1.4	66.8	6.2
<b>Men</b>		6,989.2	100.0	6,098.3	87.3	94.5	1.4	398.8	5.7
<b>Aged 16 to 24</b>		979.3	100.0	893.1	91.2	10.5	1.1	31.0	3.2
<b>Aged 25 to 34</b>		1,942.7	100.0	1,688.0	86.9	28.6	1.5	113.0	5.8
<b>Aged 35 to 44</b>		1,819.8	100.0	1,561.9	85.8	24.9	1.4	126.9	7.0
<b>Aged 45 to 54</b>		1,476.3	100.0	1,299.6	88.0	20.4	1.4	77.0	5.2
<b>Aged 55 or older</b>		771.0	100.0	655.6	85.0	10.2	1.3	50.9	6.6
<b>Women</b>		4,469.1	100.0	3,956.0	88.5	59.1	1.3	204.4	4.6
<b>Aged 16 to 24</b>		686.2	100.0	615.9	89.7	11.3	1.6	26.4	3.8
<b>Aged 25 to 34</b>		1,425.5	100.0	1,276.7	89.6	21.4	1.5	55.4	3.9
<b>Aged 35 to 44</b>		1,247.6	100.0	1,094.2	87.7	13.9	1.1	66.3	5.3
<b>Aged 45 to 54</b>		802.4	100.0	708.6	88.3	7.6	0.9	40.5	5.0
<b>Aged 55 or older</b>		307.4	100.0	260.6	84.8	4.9	1.6	15.9	5.2

(Continue)

<b>Type of working-time schedule</b>						
<b>Sex and Age</b>	<b>Working time fixed in agreement (worker-enterprise)</b>		<b>established by the worker</b>		<b>Other</b>	
	<b>Abs. Value</b>	<b>%</b>	<b>Abs. Value</b>	<b>%</b>	<b>Abs. Value</b>	<b>%</b>
<b>Both sexes</b>	308.1	2.7	107.7	0.9	231.4	2.0
<b>Aged 16 to 24</b>	42.3	2.5	7.0	0.4	28.2	1.7
<b>Aged 25 to 34</b>	91.2	2.7	25.8	0.8	68.3	2.0
<b>Aged 35 to 44</b>	78.3	2.6	36.0	1.2	65.0	2.1
<b>Aged 45 to 54</b>	57.1	2.5	23.3	1.0	44.5	2.0
<b>Aged 55 or older</b>	39.2	3.6	15.7	1.5	25.5	2.4
<b>Men</b>	161.8	2.3	69.4	1.0	166.4	2.4
<b>Aged 16 to 24</b>	20.3	2.1	4.3	0.4	20.2	2.1
<b>Aged 25 to 34</b>	48.7	2.5	15.8	0.8	48.6	2.5
<b>Aged 35 to 44</b>	39.2	2.2	22.8	1.3	44.0	2.4
<b>Aged 45 to 54</b>	29.6	2.0	15.1	1.0	34.6	2.3
<b>Aged 55 or older</b>	24.0	3.1	11.3	1.5	19.0	2.5
<b>Women</b>	146.3	3.3	38.4	0.9	65.0	1.5
<b>Aged 16 to 24</b>	22.0	3.2	2.7	0.4	8.0	1.2
<b>Aged 25 to 34</b>	42.4	3.0	10.0	0.7	19.7	1.4
<b>Aged 35 to 44</b>	39.1	3.1	13.2	1.1	20.9	1.7
<b>Aged 45 to 54</b>	27.5	3.4	8.2	1.0	9.9	1.2
<b>Aged 55 or older</b>	15.2	5.0	4.4	1.4	6.5	2.1

**Table 8. Employees that have a flexible working time schedule according weather they have or not a system of accumulative working hours, paid with free days or weeks, by sex. (absolute values in thousands)**

<b>System of accumulative working hours</b>	<b>Sex</b>					
	<b>Total</b>		<b>Men</b>		<b>Women</b>	
	<b>Abs. Value</b>	<b>%</b>	<b>Abs. Value</b>	<b>%</b>	<b>Abs. Value</b>	<b>%</b>
<b>Total</b>	603.2	100.0	398.8	100.0	204.4	100.0
<b>Do not have such a system</b>	569.1	94.4	376.9	94.5	192.2	94.0
<b>Do have such a system</b>	34.1	5.6	21.8	5.5	12.2	6.0

**Table 9. Employed who work in a team with a shift system by reason of doing that, sex and age. (absolute values in thousands)**

		Reason for working in a team with a shift system					
Sex and Age	Total		Personal decision		No other job found		
	Abs. Value	%	Abs. Value	%	Abs. Value	%	
<b>Both sexes</b>	2,003.3	100.0	986.3	49.2	1,017.0	50.8	
<b>Aged 16 to 24</b>	264.4	100.0	94.5	35.7	169.9	64.3	
<b>Aged 25 to 34</b>	586.1	100.0	277.0	47.3	309.1	52.7	
<b>Aged 35 to 44</b>	557.3	100.0	298.4	53.6	258.9	46.4	
<b>Aged 45 to 54</b>	430.3	100.0	226.4	52.6	203.8	47.4	
<b>Aged 55 or older</b>	165.1	100.0	89.9	54.4	75.2	45.6	
<b>Men</b>	1,258.5	100.0	603.4	47.9	655.1	52.1	
<b>Aged 16 to 24</b>	142.6	100.0	48.7	34.2	93.9	65.8	
<b>Aged 25 to 34</b>	356.6	100.0	160.2	44.9	196.4	55.1	
<b>Aged 35 to 44</b>	338.6	100.0	178.5	52.7	160.1	47.3	
<b>Aged 45 to 54</b>	296.4	100.0	151.6	51.1	144.8	48.9	
<b>Aged 55 or older</b>	124.4	100.0	64.5	51.8	59.9	48.2	
<b>Women</b>	744.8	100.0	382.8	51.4	361.9	48.6	
<b>Aged 16 to 24</b>	121.8	100.0	45.8	37.6	76.0	62.4	
<b>Aged 25 to 34</b>	229.5	100.0	116.8	50.9	112.7	49.1	
<b>Aged 35 to 44</b>	218.7	100.0	120.0	54.9	98.8	45.1	
<b>Aged 45 to 54</b>	133.9	100.0	74.9	55.9	59.0	44.1	
<b>Aged 55 or older</b>	40.8	100.0	25.4	62.3	15.3	37.7	

**Table 10. Employees with 'min-max' contract, 'on call' job or flexible work hours (beginning and ending) contract, by reason for having this types of job, sex and age. (absolute values in thousands)**

Sex and Age	Reason for this types of contract					
	Total		Personal decision		No other job found	
	Abs. Value	%	Abs. Value	%	Abs. Value	%
<b>Both sexes</b>	1,573.6	100.0	916.2	58.2	657.3	41.8
<b>Aged 16 to 24</b>	197.3	100.0	93.5	47.4	103.7	52.6
<b>Aged 25 to 34</b>	446.1	100.0	235.5	52.8	210.6	47.2
<b>Aged 35 to 44</b>	466.0	100.0	285.7	61.3	180.3	38.7
<b>Aged 45 to 54</b>	309.4	100.0	196.9	63.6	112.5	36.4
<b>Aged 55 or older</b>	154.8	100.0	104.6	67.6	50.2	32.4
<b>Men</b>	972.0	100.0	578.3	59.5	393.7	40.5
<b>Aged 16 to 24</b>	108.7	100.0	53.0	48.8	55.6	51.2
<b>Aged 25 to 34</b>	262.8	100.0	140.0	53.3	122.9	46.7
<b>Aged 35 to 44</b>	285.6	100.0	179.6	62.9	106.0	37.1
<b>Aged 45 to 54</b>	199.0	100.0	127.7	64.2	71.4	35.8
<b>Aged 55 or older</b>	115.8	100.0	78.0	67.3	37.9	32.7
<b>Women</b>	601.5	100.0	337.9	56.2	263.6	43.8
<b>Aged 16 to 24</b>	88.6	100.0	40.5	45.7	48.1	54.3
<b>Aged 25 to 34</b>	183.2	100.0	95.5	52.1	87.7	47.9
<b>Aged 35 to 44</b>	180.4	100.0	106.1	58.8	74.3	41.2
<b>Aged 45 to 54</b>	110.4	100.0	69.3	62.7	41.2	37.3
<b>Aged 55 or older</b>	38.9	100.0	26.6	68.3	12.3	31.7