



# **Working time patterns for sustainable work**

## **Statistical annex**

## Contents

<b>List of Tables .....</b>	<b>3</b>
<b>List of Figures.....</b>	<b>4</b>
<b>Section A: Identification and definition of variables .....</b>	<b>5</b>
<b>Section B: Statistical annex .....</b>	<b>12</b>
<b>Section C: Descriptive statistics and estimation results.....</b>	<b>21</b>
Distribution of working time .....	28
Work–life balance .....	38
Working time preferences.....	48
Atypical work .....	59
Satisfaction with working conditions.....	67
Well-being at work and subjective well-being .....	71
Health indicators .....	75
Retirement and working life expectancy .....	82

## List of Tables

Table A1: Overview of variables/ indicators used in the statistical analysis .....	5
Table A2: Definition of dependent variables used in the econometric analysis .....	6
Table A3: Definition of independent control variables used in the econometric analysis). .....	9
Table B1: Employment rates by sex and country, 2015 (age 20-64), %.....	12
Table B2a: Full-time equivalent employment rates by sex and country, 2014 (age 15-64), %13	
Table B2b: Distribution of households by earning categories % .....	14
Table B3: Average weekly working time by sex and country .....	15
Table B3a: Average weekly working time by sex country and life phases, male employees	16
Table B3b: Average weekly working time by sex country and life phases, female .....	17
Table B4a: Average weekly working time by sex and country clusters, all workers. ....	18
Table B4b: Average weekly working time by sex and country clusters, Employees. ....	19
Table B4c: Average weekly working time by sex and country clusters, Self-employed.....	19
Table B5: Duration of working life by sex and country, 2014, in years .....	19
Table C1a: Descriptive Statistics, main dependent and independent variables, EU-28, all.....	21
Table C1b: Descriptive Statistics, main dependent and independent variables, Men.....	23
Table C1c: Descriptive Statistics, main dependent and independent variables, Women. ....	25
Table C2a: Working Time Distribution. All sample. % .....	28
Table C2b: Working Time Distribution. Employees.. .....	28
Table C2c: Working Time Distribution. Self-employed persons. % .....	28
Table C2d: Multinomial logit regression analysis: Working Time Distribution. All sample.	30
Table C3: Multinomial logit regression analysis: Working Time Distribution. Employees..	32
Table C4: Multinomial logit regression analysis: Working Time Distribution. Female ..	33
Table C5: Multinomial logit regression analysis: Working Time Distribution. Male ..	35
Table C6: Multinomial logit regression analysis: Working Time.Self-employed.. .....	36
Table C7: Indicators of work–life balance (WLB) Descriptive statistics, EU-28.....	38
Table C8: Logistic regression analysis: Dependent variable: Poor Work-life Balance .....	38
Table C9: Logistic regression analysis: Dependent variable: Less Time for Family. ....	40
Table C9a: Logistic regression analysis: Dependent variable: Less Time for work.....	42
Table C10: Logistic regression analysis: Dependent variable: Work During Free Time. ....	44
Table C10a: Logistic regression analysis: Dependent variable: Rest period less than 11 hrs .	46
Table C11: Descriptive statistics, Working Time Preferences (WTP). Employees.....	48
Table C12: Working Time Preferences. All Employees, EU-28. ....	53
Table C13: Working Time Preferences. Female Employees, EU-28. ....	55
Table C14: Working Time Preferences. Male Employees, EU-28. ....	57
Table C15: Descriptive Statistics. Incidence of Night work, Shift and Weekend work.....	59
Table C15a: Descriptive Statistics. Incidence of atypical work by country cluster and sex....	59
Table C15b: Descriptive Statistics. Incidence of atypical work Employees.....	60
Table C15c: Descriptive Statistics. Incidence of atypical work Self-employed persons.....	60
Table C16a: Descriptive Statistics. Incidence of Atypical work Sample as a whole.....	61
Table C16b: Descriptive Statistics. Incidence of Atypical work EU-28, All employees. ....	61
Table C16c: Descriptive Statistics. Incidence of Atypical work EU-28, self-employed. ....	61

Table C17: Ordinary Least Squares (OLS). Dependent variables: Atypical work. EU-28....	62
Table C18: OLS. Dependent variables: Atypical work. Employees, EU-28. ....	64
Table C19: OLS. Dependent variables: Atypical work. Self-employed, EU-28. ....	65
Table C20: Descriptive statistics. Satisfaction with working conditions.....	67
Table C20a: Ordered Probit. Dependent variable: Satisfaction with working conditions. ....	67
Table C20b: Logit. Dependent variable: not satisfied with working conditions. ....	69
Table C21a. Descriptive statistics. Well-being at work. Employees. ....	71
Table C21b. OLS. Dependent variable: Well-being at work. EU-28. Employees.....	71
Table C22a. Descriptive statistics. Subjective well-being. Sample as a whole. ....	73
Table C22b. OLS: Dependent variable: WHO subjective well-being index, EU-28, All.....	73
Table C23a. Self-reported health status. Serious sleep problems. Health and safety risks.....	75
Table C23b. Logit. Dependent variable Poor Health.....	76
Table C23c. Logit. Dependent variable: Serious Sleep Problems. ....	77
Table C23d. Logit. Dependent variable: Health and Safety Risk. ....	79
Table C26a. Descriptive statistics. Preferred age of retirement (years).....	82
Table C26b: OLS. Dependent variables: Preferred age of retirement.. ....	86
Table C26c: OLS. Dependent variables: Ability to work age. ....	88
Table C26d: Logit. Dependent variables: Able to work until 60 years or 5 years ahead.....	90
Table C26e: OLS. Dependent variables: Preferred age of retirement.....	92
Table C26f: OLS. Dependent variables: Preferred age of retirement. ....	93
Table C26g: OLS. Dependent variables: Preferred age of retirement .....	95

## List of Figures

Figure B1: Distribution of couple households by earnings categories and country clusters .....	15
Figure C1: Distribution of Working Hours by Sex and Mode of Regulation of Working Time. ..	29
Figure C2: Distribution of Actual and Preferred Usual Weekly Working Time by Sex and Country Clusters, Employees. Baltic and Anglo-Saxon Country Clusters.....	48
Figure C3: Distribution of Actual and Preferred Usual Weekly Working Time by Sex and Country Clusters, Employees. Continental and Northern Country Clusters.....	49
Figure C4: Distribution of Actual and Preferred Usual Weekly Working Time by Sex and Country Clusters, Employees. Southern and Central-Eastern Country Clusters. ....	50
Figure C5: Share of employees with a preference for a reduction of working time (upper panel) and for a lengthening of working time (lower panel) by sex and life phases.....	52
Figure C6: Preferred age of retirement by country and employment status .....	83
Figure C7: Preferred age of retirement by country clusters and employment status. ....	85

## Section A: Identification and definition of variables

**Table A1: Overview of variables/indicators used in the statistical analysis**

<i>Independent control variables</i>	<i>Main dependent variables</i>
<p><i>Individual, household and labour market characteristics</i></p> <ul style="list-style-type: none"> <li>Life stages (see Box 1 in the main report)</li> <li>Age (Q2b)</li> <li>Sex (Q2a)</li> <li>Skill level (ISCO_08)</li> <li>Employment status (Q7)</li> <li>Working time of partner/spouse(Q97)</li> <li>Employment Contract (Q 11)</li> <li>Seniority (Q17)</li> <li>Supervisory tasks (Q23)</li> <li>Job autonomy (Q54 &amp; Q61)</li> <li>Country clusters (Baltic, Central and Eastern Europe, Continental countries, based on variable Countid)</li> </ul> <p><i>Weekly Working time main job (Q24)</i></p> <p><i>Rest period (Q38)</i></p> <p><i>Commuting Time (Q36)</i></p> <p><i>Working time patterns</i></p> <ul style="list-style-type: none"> <li>Shift work (Q41)</li> <li>Weekend work (Q37b-c)</li> <li>Night work (Q37a)</li> <li>On call work (Q40)</li> </ul> <p><i>Flexibility and discretion of working time</i></p> <ul style="list-style-type: none"> <li>Regular work schedule (Q39)</li> <li>Fixed working time (Q42&amp;Q43)</li> <li>Changing working time short notice (Q43)</li> <li>Autonomy over working time (Q42)</li> <li>Possibility time-off (Q47)</li> </ul> <p><i>Work intensity core</i></p> <ul style="list-style-type: none"> <li><i>Working at high speed (Q49a)</i></li> <li><i>Working to tight deadlines (Q49b)</i></li> </ul> <p><i>Work intensity extended</i></p> <ul style="list-style-type: none"> <li><i>Working at high speed (Q49a)</i></li> <li><i>Working to tight deadlines (Q49b)</i></li> <li><i>Enough time to get the job done</i></li> </ul>	<p><i>Distribution of working time (based on Q24)</i></p> <ul style="list-style-type: none"> <li>Short part-time (up to 20 hrs per week)</li> <li>Long part-time (21-34 hrs per week)</li> <li>Normal working time (35-42 hours per week)</li> <li>Long weekly working hours (working at least 43 hrs per week)</li> </ul> <p><i>work–life balance indicators</i></p> <ul style="list-style-type: none"> <li>Assessment of work–life balance based on working time (Q44)</li> <li>Less time for family (Q45c)</li> <li>Less time to work due to family commitments (Q45e)</li> <li>Work during free time (Q46)</li> <li>Rest period of less than 11 hours (Q38)</li> </ul> <p><i>Working time preferences (Q25-Q24)</i></p> <ul style="list-style-type: none"> <li>Reduction working time</li> <li>No change</li> <li>Increase of working time</li> </ul> <p><i>Satisfaction</i></p> <ul style="list-style-type: none"> <li><i>with working conditions (Q88)</i></li> </ul> <p><i>Subjective Well-being and Well-being at work</i></p> <ul style="list-style-type: none"> <li>Subjective well-being (Q87)</li> <li>Well-being work (Q90)</li> </ul> <p><i>Health indicators</i></p> <ul style="list-style-type: none"> <li>Self-reported health status (Q75)</li> <li>Serious sleep problems (Q79)</li> <li>Health and safety risks (Q73)</li> </ul> <p><i>Retirement and age of exit</i></p> <ul style="list-style-type: none"> <li>Expected age of retirement (Q92)</li> <li>Until what age able to work (Q94)</li> <li>Able to work until 60 (Q93)</li> </ul>

<p>(Q61G)</p> <p><i>Workplace related features</i></p> <ul style="list-style-type: none"> <li>• Sector of activity (NACE, 2 digit level)</li> <li>• Establishment size (Q16)</li> <li>• Intrinsic job quality (See Green, 2012) and Working time quality Index ( See Green, 2012)</li> </ul>	
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**Table A2: Definition of dependent variables used in the econometric analysis**

<i>Name of the variable</i>	Code	Definition
<p><b>Duration and distribution of working time</b></p> <p><i>Distribution of working time</i></p> <p><i>Working time preference</i></p>	<p>Q24</p> <p>Q25-Q24</p>	<p>Q24= How many hours do you usually work per week in your main paid job?</p> <p>Short part-time <math>Q24 \leq 20</math></p> <p>Long part-time time <math>20 &lt; Q24 \leq 34</math></p> <p>Normal working time <math>34 &lt; Q24 \leq 42</math></p> <p>Long weekly working hours <math>Q24 &gt; 42</math></p> <p>Q25= Provided that you could make a free choice regarding your working hours and taking into account the need to earn a living: how many hours per week would you prefer to work at present?</p> <p>Variable Working time preference</p> <p>Reduction of working time <math>(Q25 - Q24) &gt; 0</math></p> <p>No change <math>(Q25 - Q24) = 0</math></p> <p>Increase of working time <math>(Q25 - Q24) &lt; 0</math></p>

Working time patterns for sustainable work: Statistical annex

<p><b>work–life balance (WLB) indicators</b></p> <ul style="list-style-type: none"> <li>• Assessment of reconciliation possibilities</li> <li>• Less time for family</li> <li>• Less time for work</li> <li>• Work during free time</li> <li>• Rest Less than 11 hours</li> </ul>	<p>Q44</p> <p>Q45c</p> <p>Q45e</p> <p>Q46</p> <p>Q38</p>	<p>Binary variable. In general, how do your working hours fit in with your family or social commitments outside work. Creation of the variable poor work–life balance Poor_WLB=1 if Q44 =3 or Q44=4 else Poor_WLB=0</p> <p>Binary variable. Less time for family =1 if Q45c&lt;=2 else Less time for family =0</p> <p>Binary variable. Less time for work =1 if Q45e&lt;=2 else Less time for work =0</p> <p>Binary variable. Work during free time =1 if Q46&lt;=3 else Less timer for family =0</p> <p>Binary variable. In the last month, has it happened at least once that you had less than 11 hours between the end of one working day and the start of the next working day? Rest Less than 11 hours=1 if Q38==1 else Rest Less than 11 hours</p>
<p><b>Atypical work index</b></p>	<p>Q37</p> <p>Q40</p> <p>Q41</p>	<p>Index (0-100) based on the extent of shift work, night work and Saturday and Sunday work.</p> <p>Night work=100 if the respondent work night under 30 nights. Saturday work=100 if the respondent work 4 Saturdays per month. Sunday work=100 if the respondent work 4 Sundays per month. The final atypical work index is then the weighted average of the four forms of atypical work Saturday/Sunday, night (atypic1) and shift work (shiftindex)</p>
<p><b>Satisfaction with working conditions</b></p> <ul style="list-style-type: none"> <li>• Satisfied with working condition</li> </ul>	<p>Q88</p>	<p>Q88= On the whole, are you very satisfied, satisfied, not very satisfied or not at all satisfied with working conditions in your main paid job?</p> <p>Binary Variable Poor working conditions=1 if Q88&gt;=3</p>
<p><b>Subjective well-being and well-being at work</b></p> <ul style="list-style-type: none"> <li>• Subjective well-being</li> <li>• Well-being work</li> </ul>	<p>Q87</p> <p>Q90</p>	<p>WHO Subjective well-being index, five items (Cheerful/good spirit; calm/relaxed; active/vigorous; fresh/rested; Interesting life). Composite index of well-being ranging from 0 to 100 s based on the alpha procedure in Stata computing correlations between the 5-WHO items.</p> <p>Q90=The following statements are about how you feel about your job. (Q90a=full of energy, Q90b=enthusiastic, Q90c=Time flies Q90f=good at my job).</p>

<p><b>Health indicators</b></p> <ul style="list-style-type: none"> <li>• Self-reported health status</li> <li>• Serious sleep problems (SSP)</li> <li>• Health and safety risks (HSR)</li> </ul>	<p>Q75</p> <p>Q79</p> <p>Q73</p>	<p>Q75= How is your health in general? From Very good (1) to very bad (5) Binary Variable Poor Health=1 if Q75&gt;=4</p> <p>Q79= Over the last 12 months, how often did you have any of the following sleep related problems. Q79a=Difficulties falling asleep Q70b Waking up repeatedly) Binary variable SSP=1 if Q79a 0r Q79b&gt;=4</p> <p>Q73= Do you think your health or safety is at risk because of your work? Binary variable HSR=1 if Q73=1 else HSR=0</p>
<p><b>Retirement and age of exit</b></p> <ul style="list-style-type: none"> <li>• Preferred age of retirement</li> <li>• Until what age able to work</li> <li>• Able to work until 60 (AW60)</li> </ul>	<p>Q92</p> <p>Q94</p> <p>Q93</p>	<p>Q92= Until what age do you want to work? Continuous variable in years</p> <p>Q94= Until what age do you think you will be able to do your current job or a similar one? Continuous variable in years</p> <p>Q93= Do you think you will be able to do your current job or a similar one until you are 60 years old? Binary variable AW60=1 if Q93==1 else AW60=0</p>



**Table A3: Definition of independent control variables used in the econometric analysis**

<i>Name of the variable</i>	Code	Definition	Note
<i>Country clusters</i>	Countid	Baltic (LT,LV EE) Central and Eastern Europe (BG,CZ,HU,RO,SK,PL,SI,HR) Continental countries (AT, FR,DE,BE,LU,NL) Anglo-Saxon countries ( IR & UK) Northern countries (DK, FI & SE) Southern countries (CY,ES,PT,IT,GR;MT)	
<i>Job characteristics</i>			
<ul style="list-style-type: none"> <li>Supervisory tasks (ST)</li> </ul>	Q23	How many people work under your supervision. Binary variable ST=1 if Q23>0	
<ul style="list-style-type: none"> <li>Job autonomy (JA)</li> </ul>	Q54 & Q61	Index (0-100) based on Q54abc & Q61ef	
<ul style="list-style-type: none"> <li>Employment status</li> </ul>	Q7	Binary variable Self-employed=1 if Q7=2	
<ul style="list-style-type: none"> <li>Employment contract</li> </ul>	Q 11	Binary variable Open-ended contract c = 1 if Q11=1	
<ul style="list-style-type: none"> <li>Seniority</li> </ul>	Q17	Q17= How many years have you been in your company or organisation?, in years	
<i>Working time patterns</i>			
<ul style="list-style-type: none"> <li>Shift-work (SW)</li> </ul>	Q41	Binary variable SW=1 if Q41<3, else SW=0	
<ul style="list-style-type: none"> <li>Weekend work /WW)</li> </ul>	Q37	Binary variable if Q37b&Q37c >0 WW=1 else WW=0	
<ul style="list-style-type: none"> <li>Night-work (NW)</li> </ul>	Q37	Binary variable NW=1 if Q37a>0 Else NW=0	
<ul style="list-style-type: none"> <li>Frequent On call work (OCW)</li> </ul>	Q40	Binary variable OCW=1 if Q40<=3 else OCW=0	

Working time patterns for sustainable work: Statistical annex

<p><i>Flexibility and discretion of working time</i></p> <ul style="list-style-type: none"> <li>Regular work schedule (RWS)</li> <li>Fixed working time (FWT)</li> <li>Changing working time short notice (CWSN)</li> <li>Complete autonomy over working time (AWT)</li> <li>Flexitime</li> <li>Choice between fixed schedule determined by the company</li> <li>Possibility time-off</li> </ul>	<p>Q39</p> <p>Q42 &amp; Q43</p> <p>Q43</p> <p>Q42</p> <p>Q42</p> <p>Q47</p>	<p>Binary variable RWS=1 if Q39abcd=1, else RWS=0</p> <p>Binary variable FWT=1 if Q42#4 &amp; Q43=1 else FWT=0</p> <p>Binary variable AWT= 1 if Q42=4 else AWT=0</p> <p>Binary variable AWT= 1 if Q42=4 else AWT=0</p> <p>Binary variable Flexitime= 1 if Q42=3 else Flexitime=0</p> <p>Binary variable Fixwt= 1 if Q42=2 else Fixwt =0</p> <p>Binary Variable, Time-off=1 if Q47=1 or Q47=2</p>	
<p><i>Individual and household characteristics</i></p> <ul style="list-style-type: none"> <li>Skill level</li> </ul> <p><i>Work intensity core</i></p> <ul style="list-style-type: none"> <li>Working at high speed</li> </ul>	<p>ISCO 08</p> <p>Q49a &amp; Q49b</p>	<p>High Skill ISCO&lt;=3 Medium Skill 3 &lt;ISCO&lt;7 Low skill if ISCO&gt;=7</p> <p>Index (0-100) WI = 100* (mean(Speed tight))</p>	<p>1 - Legislators, senior officials and managers 2 - Professionals 3- Technicians and associate professionals 4 - Clerks 5 - Service workers and shop and market sales workers 6 - Skilled agricultural and fishery workers 7 - Craft and related trades workers 8 - Plant and machine operators and assemblers 9 - Elementary occupations 10 - Armed forces</p>

**Working time patterns for sustainable work: Statistical annex**

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<ul style="list-style-type: none"> <li>• Working to tight deadlines</li> </ul> <p><i>Work intensity extended</i></p> <ul style="list-style-type: none"> <li>• Working at high speed</li> <li>• Working to tight deadlines</li> <li>• Enough time to get the job done</li> </ul>	<p>Q49a &amp; Q49b &amp; Q61g</p>		
<p><i>Workplace related feature</i></p> <ul style="list-style-type: none"> <li>• Sector of activity</li> </ul>     <ul style="list-style-type: none"> <li>• Establishment size</li> </ul>	<p>NACE 10</p>          <p>Q16a</p>	<p>Small: 1-49 employees Medium: 50-259 employees Large: &gt;250</p>	<p>ind1= 'Agriculture' ind2= 'Manufacturing' ind3= 'Construction' ind4= 'Wholesale retail' ind5= 'Transport' ind6= 'Financial service' ind7= 'Public Administration' ind8= 'Education' ind9= 'Health' ind10= 'Other Services'</p>

## Section B: Statistical annex

**Table B1: Employment rates by sex and country, 2015 (age 20-64), %**

Country	Women	Men	All
Greece	46.0	64.0	54.9
Italy	50.6	70.6	60.5
Malta	53.6	81.4	67.8
Croatia	55.8	65.2	60.5
Spain	56.4	67.6	62.0
Romania	57.2	74.7	66.0
Slovakia	60.3	75.0	67.7
Poland	60.9	74.7	67.8
Hungary	62.1	75.8	68.9
Ireland	62.6	75.1	68.7
Belgium	63.0	71.3	67.2
Bulgaria	63.8	70.4	67.1
Cyprus	64.0	72.3	67.9
<b>EU-28</b>	<b>64.3</b>	<b>75.9</b>	<b>70.1</b>
Slovenia	64.7	73.3	69.1
Luxembourg	65.0	76.7	70.9
Portugal	65.9	72.6	69.1
Czech Republic	66.4	83.0	74.8
France	66.5	73.6	70.0
Austria	70.2	78.4	74.3
Latvia	70.5	74.6	72.5
Netherlands	70.8	81.9	76.4
United Kingdom	71.3	82.5	76.8
Finland	71.8	73.9	72.9
Lithuania	72.2	74.6	73.3
Denmark	72.6	80.2	76.5
Estonia	72.6	80.5	76.5
Germany	73.6	82.3	78.0
Sweden	78.3	82.5	80.5

Source: Eurostat database, <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>. Accessed September 2016.

**Table B2a: Full-time equivalent employment rates by sex and country, 2014 (age 15-64), %**

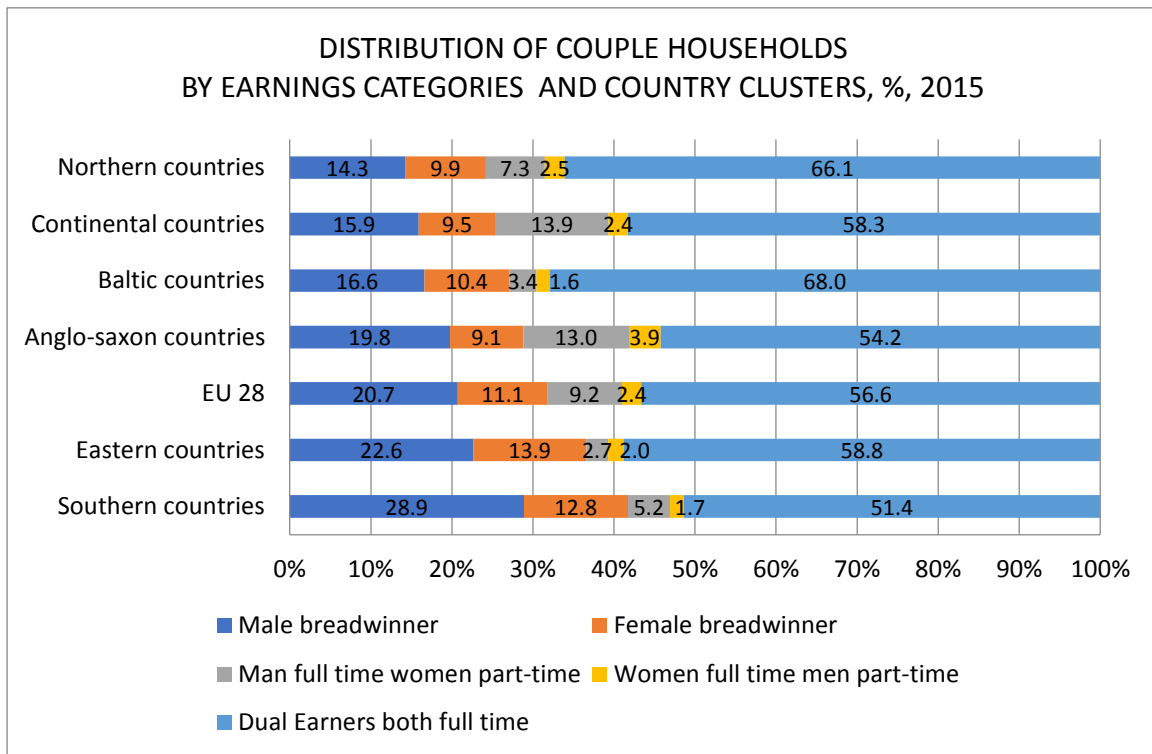
Country	Women	Men
Italy	38.8	65.7
Greece	40.1	63.8
Netherlands	41.8	68.1
Ireland	44.4	65.3
Spain	44.9	62.7
Belgium	48.0	66.9
Luxembourg	51.1	73.1
France	52.1	67.8
Germany	53.0	77.0
Poland	53.2	72.5
Slovak Republic	53.2	70.1
Austria	53.5	76.9
United Kingdom	53.7	79.6
Denmark	54.3	67.4
Hungary	54.4	68.6
Portugal	57.1	67.5
Slovenia	57.1	68.1
Czech Republic	58.3	80.6
Finland	59.1	67.7
Lithuania	60.7	64.5
Latvia	61.6	68.1
Estonia	62.7	72.7
Sweden	62.9	72.9

Source: OECD database. <http://stats.oecd.org/index.aspx?queryid=54749>, accessed September 2016

**Table B2b: Distribution of households by earning categories, %**

Country	Male breadwinner	Female breadwinner	Man full time women part-time	Women full time men part-time	Dual Earners both full time
Malta	38.9	14.6	5.5	1.3	39.8
Greece	33.7	14.2	5.1	1.5	45.4
Italy	31.7	11.2	4.7	1.2	51.1
Croatia	26.4	20.9	2.0	0.8	49.9
Spain	26.4	14.1	6.8	1.9	50.9
Romania	26.1	16.2	3.3	3.1	51.4
Ireland	24.3	11.7	8.6	3.9	51.5
Poland	23.9	15.3	3.1	2.5	55.1
Cyprus	23.7	14.7	5.8	3.0	52.9
Bulgaria	23.4	13.6	2.3	1.7	59.0
Slovakia	22.8	14.0	1.1	0.9	61.3
Portugal	21.0	14.5	1.8	2.7	59.9
<b>EU28</b>	<b>20.7</b>	<b>11.1</b>	<b>9.2</b>	<b>2.4</b>	<b>56.6</b>
United Kingdom	19.5	8.9	13.3	3.9	54.4
Luxembourg	19.4	10.9	13.8	3.2	52.7
Slovenia	19.1	10.9	2.5	0.7	66.8
Latvia	19.1	12.7	4.8	2.4	61.1
The Netherlands	18.3	11.4	21.4	4.4	44.5
Czech Republic	17.7	7.5	2.4	0.6	71.8
Belgium	17.5	8.4	16.5	3.4	54.1
Lithuania	17.5	7.9	2.9	1.2	70.5
Denmark	16.7	11.3	8.2	2.4	61.4
Austria	15.9	11.2	14.4	1.0	57.4
France	15.8	9.1	7.2	2.4	65.5
Hungary	15.3	10.1	1.8	0.6	72.2
Germany	15.2	9.3	16.6	2.0	56.8
Sweden	13.7	7.7	9.5	2.7	66.5
Finland	12.7	12.2	2.4	2.2	70.5
Estonia	11.5	12.9	2.5	1.4	71.7

Source: EWCS 2015; author's calculations

**Figure B1: Distribution of couple households by earnings categories and country clusters**


Source: EWCS 2015; author's calculations

**Table B3: Average weekly working time by sex and country, hours per week**

Country	Women	Men	All
Netherlands	25.8	36.5	31.4
Germany	28.9	37.8	33.3
Austria	29.5	40.1	34.6
Italy	30.1	38.3	34.5
United Kingdom	30.7	39.8	35.6
Ireland	31.3	41.1	36.5
Denmark	31.8	36.1	34.1
Belgium	32.6	39.7	36.3
<b>EU-28</b>	<b>32.7</b>	<b>39.2</b>	<b>36.0</b>
Luxembourg	33.0	40.6	36.9
Spain	33.9	39.7	36.9
France	34.3	38.7	36.5
Finland	35.2	39.0	37.1
Cyprus	35.2	40.0	37.7

Malta	35.5	42.5	39.7
Poland	35.9	39.9	37.8
Sweden	36.3	39.0	37.7
Portugal	36.6	39.2	37.8
Latvia	36.9	40.2	38.4
Lithuania	37.1	40.3	38.5
Estonia	37.1	40.1	38.5
Czech Republic	37.3	42.4	39.8
Slovenia	37.8	42.5	40.1
Greece	37.8	44.0	41.3
Hungary	37.9	40.8	39.3
Croatia	38.3	41.7	40.0
Slovakia	39.1	41.6	40.4
Romania	39.9	42.0	41.0
Bulgaria	39.9	41.2	40.5

Source: EWCS 2015; author's calculations

**Table B3a: Average weekly working time by sex, country and life phases, male employees, hours per week**

Country	I	II	III	IV	V	VI	VII	VIII	IX
Austria	44.6	36.9	39.5	40.6	39.8	40.6	41.1	24.9	37.7
Belgium	31.4	37.2	38.4	39.1	39.0	39.2	39.1	32.8	36.2
Bulgaria	42.2	42.7	44.8	41.9	46.1	41.3	38.3	32.4	39.0
Cyprus	33.4	41.4	41.8	41.2	40.6	39.6	41.3	34.9	39.8
Czech Republic	30.2	43.7	43.8	45.6	43.3	42.9	45.2	28.8	39.5
Germany	33.3	35.6	39.1	39.9	39.2	39.6	37.8	26.3	36.6
Denmark	18.6	31.2	35.2	38.9	40.9	39.0	38.8	30.5	35.5
Estonia	40.9	39.2	39.3	42.2	42.5	41.5	40.1	32.1	33.3
Spain	30.0	35.3	39.5	40.1	40.8	39.0	38.7	39.1	40.2
Finland	26.6	39.4	39.5	39.7	41.7	38.4	38.7	30.4	35.4
France	29.8	36.6	38.0	38.2	40.6	40.1	38.0	37.4	35.8
Greece	47.5	42.3	40.2	40.7	39.5	38.6	35.4	25.4	37.1
Croatia	41.7	43.9	41.0	41.9	42.0	41.8	43.6	39.6	37.6
Hungary	38.9	40.0	40.8	45.0	45.7	41.2	42.9	34.1	40.7
Ireland	31.3	36.2	41.6	42.1	39.7	40.7	37.9	37.8	37.8
Italy	37.2	35.7	38.9	38.4	39.4	40.3	38.4	37.9	38.8



Lithuania	42.9	38.0	42.4	42.8	39.1	41.4	40.8	34.7	38.1
Luxembourg	40.0	40.7	40.2	40.3	40.6	40.2	37.2	19.7	42.3
Latvia	43.5	39.4	40.3	39.9	39.5	41.6	41.5	32.3	34.8
Malta	42.9	40.4	41.0	43.7	42.1	42.9	41.8	32.3	41.4
The Netherlands	33.6	35.8	40.1	40.3	40.9	38.6	38.8	29.8	33.5
Poland	40.8	36.5	42.6	40.9	43.7	40.8	41.4	32.9	27.0
Portugal	38.3	37.9	38.5	40.8	41.4	39.4	39.7	41.3	40.6
Romania	42.8	41.9	44.8	42.5	46.3	42.3	44.3	46.3	38.4
Sweden	24.2	36.3	38.6	40.7	42.1	40.1	40.5	27.0	37.6
Slovenia	40.6	43.9	41.8	42.8	42.2	41.3	41.0	34.5	39.1
Slovakia	42.5	43.5	41.1	39.8	39.5	40.9	40.3	30.5	42.6
United Kingdom	37.2	40.4	41.3	39.8	44.1	41.6	40.5	30.0	38.7

*I Single persons (18-35 years), living with their parents or relatives, II Single persons (under 46 years), without children, III Younger cohabiting couples (woman under 46 years), without children, IV Cohabiting couples with youngest children under 7 year, V Cohabiting couple with young children between 7-12 years, VI Cohabiting couple with teenage children between 13-18 years, VII Midlife 'empty nest' couples without resident children, VIII Older cohabiting couples without resident children, IX Single persons (aged 50 years or older), without resident children.*

*Source: EWCS 2015; author's calculations*

**Table B3b: Average weekly working time by sex, country and life phases, female employees, hours per week**

Country	I	II	III	IV	V	VI	VII	VIII	IX
Austria	39.8	33.4	37.2	22.6	25.6	27.9	29.6	12.4	31.6
Belgium	34.2	32.1	33.7	31.8	31.6	30.4	28.9	27.9	31.6
Bulgaria	35.6	42.7	38.8	40.3	40.1	40.7	40.4	40.7	37.3
Cyprus	38.7	34.3	34.6	35.6	39.3	36.1	30.5	20.0	43.0
Czech Republic	26.4	33.6	39.3	35.4	38.0	39.6	38.1	27.1	34.6
Germany	32.7	33.4	34.4	24.2	25.4	25.5	29.4	22.5	30.1
Denmark	18.4	27.7	27.3	36.4	36.5	34.6	34.8	35.5	31.9
Estonia	44.8	38.3	37.7	38.7	39.8	37.0	37.7	33.1	35.3
Spain	27.9	34.9	35.0	32.9	31.6	32.9	31.8	34.8	36.6
Finland	38.0	31.3	35.0	34.6	37.5	37.3	34.4	33.9	36.5
France	33.1	32.9	35.5	34.5	33.2	35.2	33.0	27.8	34.2
Greece	29.6	40.5	37.8	39.8	35.7	37.4	35.3	37.8	39.7
Croatia	40.5	35.6	40.5	40.7	40.0	39.7	39.9	40.6	40.9

<b>Hungary</b>	33.5	38.0	40.7	37.4	35.6	39.7	38.2	27.1	36.7
<b>Ireland</b>	37.3	35.7	34.5	29.5	27.5	30.4	28.5	22.4	32.2
<b>Italy</b>	31.4	31.5	29.0	29.2	29.9	30.0	33.1	29.0	34.2
<b>Lithuania</b>	33.1	38.9	39.5	39.2	36.8	37.8	35.0	27.4	35.7
<b>Luxembourg</b>	41.1	39.1	35.9	32.6	29.4	27.2	30.3	31.7	32.3
<b>Latvia</b>	39.6	40.8	39.2	38.3	39.6	39.3	36.1	33.5	35.3
<b>Malta</b>	42.2	38.8	38.8	32.8	34.9	33.8	49.7	25.2	33.7
<b>The Netherlands</b>	26.3	26.5	30.2	26.4	20.0	23.8	24.3	21.0	28.3
<b>Poland</b>	32.2	39.2	36.7	37.4	39.1	35.8	34.6	26.3	30.4
<b>Portugal</b>	35.0	41.0	37.0	39.9	37.1	39.4	33.4	27.9	36.7
<b>Romania</b>	34.1	35.9	38.7	39.6	39.9	39.3	42.4	34.9	39.2
<b>Sweden</b>	32.7	34.2	34.3	37.5	37.5	37.5	38.1	34.5	36.9
<b>Slovenia</b>	32.0	36.2	36.8	38.8	39.7	39.8	38.2	41.0	39.2
<b>Slovakia</b>	39.8	34.3	40.7	37.7	38.1	40.9	39.1	29.4	34.8
<b>United Kingdom</b>	26.3	32.6	38.2	28.1	26.7	30.7	31.5	28.3	33.2

*I Single persons (18-35 years), living with their parents or relatives, II Single persons (under 46 years), without children, III Younger cohabiting couples (woman under 46 years), without children, IV Cohabiting couples with youngest children under 7 year, V Cohabiting couple with young children between 7-12 years, VI Cohabiting couple with teenage children between 13-18 years, VII Midlife 'empty nest' couples without resident children, VIII Older cohabiting couples without resident children, IX Single persons (aged 50 years or older), without resident children.*

*Source: EWCS 2015; author's calculations*

**Table B4a: Average weekly working time by sex and country clusters, all workers, hours per week**

<b>Country clusters</b>	<b>Men</b>	<b>Women</b>	<b>All</b>
<b>Central and Eastern countries</b>	41.1	37.7	39.3
<b>Baltic countries</b>	40.2	37.0	38.5
<b>Anglo-Saxon countries</b>	39.9	30.8	35.6
<b>Southern countries</b>	39.4	32.8	36.3
<b>EU 28</b>	<b>39.2</b>	<b>32.7</b>	<b>36.0</b>
<b>Northern countries</b>	38.2	34.8	36.6
<b>Continental countries</b>	38.1	30.5	34.4

*Source: EWCS 2015; author's calculations*

**Table B4b: Average weekly working time by sex and country clusters, Employees, hours per week**

Country clusters	Men	Women	All
Central and Eastern countries	41.2	37.6	39.3
Baltic countries	40.2	37.2	38.6
Anglo-Saxon countries	39.9	31.0	35.5
<b>EU 28</b>	<b>38.8</b>	<b>32.5</b>	<b>35.6</b>
Southern countries	38.5	32.7	35.5
Northern countries	37.7	34.8	36.3
Continental countries	37.5	30.1	33.8

Source: EWCS 2015; author's calculations

**Table B4c: Average weekly working time by sex and country clusters, Self-employed, hours per week**

Country clusters	Men	Women	All
Continental countries	43.6	35.8	40.3
Southern countries	43.2	41.1	42.3
Eastern countries	42.5	35.2	39.8
<b>EU 28</b>	<b>42.4</b>	<b>35.8</b>	<b>39.8</b>
Northern countries	41.9	36.3	40.2
Baltic countries	40.8	35.6	38.7
Anglo-Saxon countries	39.7	29.4	36.6

Source: EWCS 2015; author's calculations

**Table B5: Duration of working life by sex and country, 2014, in years**

Country	All	Women	Men
Italy	30.7	25.9	35.2
Hungary	31.8	29.4	34.2
Bulgaria	32.0	30.7	33.3
Greece	32.1	28.3	35.7
Croatia	32.3	30.3	34.2
Belgium	32.6	30.4	34.7
Poland	32.6	29.9	35.1
Romania	32.8	29.7	35.7
Malta	33.0	26.0	39.7
Slovakia	33.2	30.3	35.9

Working time patterns for sustainable work: Statistical annex

<b>Luxembourg</b>	33.3	30.2	36.2
<b>Slovenia</b>	34.2	32.7	35.6
<b>Latvia</b>	34.6	34.2	35.0
<b>Ireland</b>	34.7	30.6	38.6
<b>Spain</b>	34.8	32.3	37.1
<b>France</b>	34.8	32.9	36.5
<b>Lithuania</b>	34.8	34.8	34.7
<b>Czech Republic</b>	34.9	31.6	38.1
<b>Eu-28</b>	35.3	32.7	37.8
<b>Estonia</b>	36.4	35.3	37.3
<b>Austria</b>	36.6	34.4	38.7
<b>Portugal</b>	36.7	35.0	38.3
<b>Cyprus</b>	36.8	33.4	40.0
<b>Finland</b>	37.4	36.9	37.9
<b>Germany</b>	38.0	35.6	40.2
<b>United Kingdom</b>	38.5	35.7	41.1
<b>Denmark</b>	39.0	37.4	40.6
<b>Netherlands</b>	39.6	36.7	42.4
<b>Sweden</b>	41.1	39.8	42.3

Source: Eurostat database, <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>. Accessed September 2016.

## Section C: Descriptive statistics and estimation results

**Table C1a: Main dependent and independent variables, EU-28, all**

VARIABLES	N	Mean	Standard deviation	Min	Max
Age	34457	42.7	12.468	15	88
Share of women	34559	0.489	0.500	0	1
Young singles with parents	34568	0.021	0.144	0	1
Young singles on their own	34568	0.084	0.277	0	1
Young couple without children	34568	0.109	0.311	0	1
Couples with pre-school children	34568	0.138	0.345	0	1
Couples with children 7-12 years	34568	0.080	0.271	0	1
Couples with children 13-18 years	34568	0.174	0.379	0	1
Couple empty nest 46-59 years	34568	0.103	0.304	0	1
Older couple	34568	0.031	0.174	0	1
Older singles	34568	0.058	0.234	0	1
Others household types	34568	0.202	0.401	0	1
Agriculture	34444	0.035	0.184	0	1
Manufacturing industries	34444	0.159	0.366	0	1
Construction	34444	0.056	0.230	0	1
Wholesale & retail	34444	0.195	0.396	0	1
Transport	34444	0.051	0.221	0	1
Financial services	34444	0.042	0.200	0	1
Public administration & defence	34444	0.058	0.234	0	1
Education	34444	0.087	0.281	0	1
Health sector	34444	0.119	0.324	0	1
Other services	34444	0.198	0.399	0	1
Female-dominated sector	34568	0.438	0.496	0	1
Public sector	34233	0.219	0.414	0	1
Small establishment	33798	0.374	0.484	0	1
Medium to large establishment	33798	0.474	0.499	0	1
Large establishment	33798	0.152	0.359	0	1
Baltic countries	34568	0.013	0.111	0	1
Continental countries	34568	0.386	0.487	0	1
Eastern countries	34568	0.182	0.386	0	1
Anglo-Saxon countries	34568	0.153	0.360	0	1
Northern countries	34568	0.046	0.211	0	1

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Southern countries	34568	0.220	0.414	0	1
Low-skilled workers	34244	0.182	0.386	0	1
Medium-skilled workers	34244	0.594	0.491	0	1
High-skilled workers	34244	0.224	0.417	0	1
Self-employed	34144	0.146	0.353	0	1
Fixed-term contracts	34335	0.181	0.385	0	1
Seniority	34568	2.907	1.073	1	4
Supervisory tasks	34113	0.163	0.369	0	1
Work autonomy	34387	61.097	30.296	0	100
Work intensity	34387	42.436	33.501	0	100
Intrinsic job quality index	31642	70.669	11.810	10.8	100
Poor working conditions	34316	0.141	0.348	0	1
Usual weekly working time	34568	36.031	12.802	1	120
Short part time	34568	0.160	0.367	0	1
Long part time	34568	0.130	0.336	0	1
Normal working time	34568	0.503	0.500	0	1
Long working hours	34568	0.208	0.406	0	1
Working time autonomy	34296	0.158	0.365	0	1
Fixed working time	34041	0.449	0.497	0	1
Regular work schedule	34266	0.433	0.495	0	1
Change of working time at short notice	34041	0.084	0.277	0	1
Possibilities of time-off	33859	0.654	0.476	0	1
Work during free time	33606	0.219	0.414	0	1
Rest period of less than 11 hours	34201	0.226	0.418	0	1
Commuting time, in hours	33871	0.645	0.594	0	6.67
Tired after work	34185	0.206	0.405	0	1
Less time for family	33957	0.111	0.314	0	1
Poor work-life balance	34329	0.179	0.383	0	1
Weekend work	33723	0.281	0.449	0	1
Night work	34012	0.188	0.391	0	1
Shift work	34363	0.212	0.409	0	1
Frequent on-call work	33083	0.121	0.326	0	1
Index atypical work	34267	16.838	19.525	0	100
Good health	34422	0.785	0.411	0	1
Poor health	34422	0.026	0.158	0	1
Number of sick days	31321	5.889	16.996	0	365
Number of work-related sick days	30401	1.947	12.650	0	365
Number of health problems	34568	2.273	2.061	0	10
Serious sleep problems	34381	0.062	0.240	0	1
Fatigue	34376	0.141	0.348	0	1

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**Working time patterns for sustainable work: Statistical annex**

Subjective well-being	34411	68.261	19.894	0	100
Well-being at work	34427	75.439	15.187	0	100
Ill-being at work	34419	37.936	20.399	0	100
Index job satisfaction	34120	64.234	21.004	0	1
Share satisfied with working conditions	34316	0.699	0.230	0	1
Expected age of retirement	31189	62.6	6.414	18	99
Share able to work to 60 years	31267	0.727	0.445	0	1
Share not able to work to 60 years	31267	0.273	0.445	0	1
Age until able to work	18295	64.2	4.697	60	100
Upper income class	34416	0.130	0.336	0	1
Middle income class	34416	0.533	0.499	0	1
Low income class	34416	0.206	0.405	0	1

*Source: EWCS 2016 and author's calculations*

**Table C1b: Main dependent and independent variables, EU 28, Men**

VARIABLES	N	Mean	Standard deviation	Min	Max
Age	16837	42.971	12.701	15	88
Young singles with parents	16885	0.024	0.154	0	1
Young singles on their own	16885	0.100	0.300	0	1
Young couple without children	16885	0.114	0.317	0	1
Couples with pre-school children	16885	0.141	0.348	0	1
Couples with children 7-12 years	16885	0.079	0.270	0	1
Couples with children 13-18 years	16885	0.170	0.375	0	1
Couple empty nest 46-59 years	16885	0.099	0.299	0	1
Older Couple	16885	0.033	0.178	0	1
Older singles	16885	0.057	0.232	0	1
Others household types	16885	0.183	0.387	0	1
Agriculture	16825	0.042	0.201	0	1
Manufacturing industries	16825	0.216	0.412	0	1
Construction	16825	0.099	0.299	0	1
Wholesale & retail	16825	0.180	0.385	0	1
Transport	16825	0.081	0.273	0	1
Financial services	16825	0.044	0.205	0	1
Public administration & defence	16825	0.064	0.245	0	1
Education	16825	0.052	0.222	0	1
Health sector	16825	0.043	0.203	0	1
Other services	16825	0.178	0.382	0	1

Working time patterns for sustainable work: Statistical annex

Female-dominated sector	16885	0.235	0.424	0	1
Public sector	16811	0.173	0.378	0	1
Small establishment	16558	0.360	0.480	0	1
Medium to large establishment	16558	0.477	0.499	0	1
Large establishment	16558	0.163	0.369	0	1
Baltic countries	16885	0.011	0.106	0	1
Continental countries	16885	0.382	0.486	0	1
Eastern countries	16885	0.173	0.378	0	1
Anglo-Saxon countries	16885	0.161	0.367	0	1
Northern countries	16885	0.047	0.212	0	1
Southern countries	16885	0.226	0.418	0	1
Low-skilled workers	16722	0.207	0.405	0	1
Medium-skilled workers	16722	0.580	0.494	0	1
High-skilled workers	16722	0.213	0.409	0	1
Self-employed	16724	0.177	0.382	0	1
Fixed-term contracts	16793	0.166	0.372	0	1
Seniority	34568	2.961	1.073	1	4
Supervisory tasks	16662	0.206	0.404	0	1
Work autonomy	16813	62.152	30.766	0	100
Work intensity	16814	44.356	33.349	0	100
Intrinsic job quality index	15335	70.108	11.956	10.8	100
Poor working conditions	16793	0.139	0.346	0	1
Usual weekly working time	16885	39.232	11.964	1	119
Short part time	16885	0.100	0.300	0	1
Long part time	16885	0.064	0.244	0	1
Normal working time	16885	0.555	0.497	0	1
Long working hours	16885	0.281	0.449	0	1
Working time autonomy	16771	0.184	0.387	0	1
Fixed working time	16642	0.423	0.494	0	1
Regular work schedule	16738	0.403	0.490	0	1
Change of working time at short notice	16642	0.093	0.290	0	1
Possibilities of time-off	16568	0.683	0.465	0	1
Work during free time	16376	0.233	0.423	0	1
Rest period of less than 11 hours	16705	0.271	0.445	0	1
Commuting time, in hours	16456	0.681	0.634	0	6.67
Tired after work	16658	0.199	0.399	0	1
Less time for family	16558	0.112	0.316	0	1
Poor work-life balance	16765	0.199	0.400	0	1
Weekend work	16426	0.299	0.458	0	1
Night work	16570	0.240	0.427	0	1



Working time patterns for sustainable work: Statistical annex

Shift work	16801	0.212	0.409	0	1
Frequent on-call work	16066	0.134	0.340	0	1
Index atypical work	16744	18.007	19.896	0	100
Good health	16819	0.787	0.410	0	1
Poor health	16819	0.024	0.155	0	1
Number of sick days	15371	5.370	16.271	0	365
Number of work-related sick days	14930	1.976	13.057	0	365
Number of health problems	16885	2.127	2.024	0	10
Serious sleep problems	16801	0.049	0.215	0	1
Fatigue	16799	0.124	0.330	0	1
Subjective well-being	16814	69.415	19.296	0	100
Well-being at work	16828	75.141	15.245	0	100
Ill-being at work	16825	37.802	20.373	0	100
Index job satisfaction	16673	64.854	21.097	0	1
Share satisfied with working conditions	16793	0.699	0.228	0	1
Expected age of retirement	15322	62.910	6.489	19	99
Share able to work to 60 years	154081	0.746	0.436	0	1
Share not able to work to 60 years	15408	0.254	0.436	0	1
Age until able to work	9304	64.5	4.825	60	100
Upper income class	16784	0.133	0.339	0	1
Middle income class	16784	0.460	0.498	0	1
Low income class	16784	0.264	0.441	0	1

Source: EWCS 2016 and author's calculations

**Table C1c: Main dependent and independent variables, EU 28, Women**

VARIABLES	N	Mean	Standard deviation	Min	Max
Age	17613	42.505	12.214	15	87
Young singles with parents	17674	0.018	0.134	0	1
Young singles on their own	17674	0.067	0.250	0	1
Young couples without children	17674	0.103	0.304	0	1
Couples with pre-school children	17674	0.135	0.342	0	1
Couples with children 7-12 years	17674	0.080	0.271	0	1
Couples with children 13-18 years	17674	0.179	0.384	0	1
Couple empty nest 46-59 years	17674	0.107	0.309	0	1
Older Couple	17674	0.030	0.170	0	1

Working time patterns for sustainable work: Statistical annex

Older singles	17674	0.059	0.236	0	1
Others household types	17610	0.221	0.415	0	1
Agriculture	17610	0.027	0.163	0	1
Manufacturing industries	17610	0.099	0.299	0	1
Construction	17610	0.011	0.105	0	1
Wholesale & retail	17610	0.209	0.407	0	1
Transport	17610	0.020	0.141	0	1
Financial services	17610	0.040	0.195	0	1
Public administration & defence	17610	0.052	0.223	0	1
Education	17610	0.123	0.328	0	1
Health sector	17610	0.199	0.399	0	1
Other services	17610	0.220	0.414	0	1
Female-dominated sector	17674	0.649	0.477	0	1
Public sector	17527	0.268	0.443	0	1
Small establishment	17300	0.389	0.488	0	1
Medium to large establishment	1730	0.472	0.499	0	1
Large establishment	1730	0.140	0.347	0	1
Baltic countries	17674	0.014	0.117	0	1
Continental countries	17674	0.391	0.488	0	1
Eastern countries	17674	0.191	0.393	0	1
Anglo-Saxon countries	17674	0.146	0.353	0	1
Northern countries	17674	0.046	0.209	0	1
Southern countries	17674	0.213	0.409	0	1
Low-skilled workers	17522	0.156	0.363	0	1
Medium-skilled workers	17522	0.608	0.488	0	1
High-skilled workers	17522	0.236	0.425	0	1
Self-employed	17420	0.114	0.318	0	1
Fixed-term contracts	17542	0.198	0.398	0	1
Seniority	17633	2.851	1.070	1	4
Supervisory tasks	17451	0.118	0.323	0	1
Work autonomy	17574	60.000	29.758	0	100
Work intensity	17573	40.437	33.544	0	100
Intrinsic job quality index	16307	71.251	11.630	14.6	100
Poor working conditions	17523	0.142	0.350	0	1
Usual weekly working time	17674	32.701	12.788	1	120
Short part time	17674	0.222	0.415	0	1
Long part time	17674	0.198	0.399	0	1
Normal working time	17674	0.449	0.497	0	1
Long working hours	17674	0.131	0.338	0	1
Working time autonomy	17525	0.132	0.338	0	1

**Working time patterns for sustainable work: Statistical annex**

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Fixed working time	17399	0.476	0.499	0	1
Regular work schedule	17528	0.465	0.499	0	1
Change of working time at short notice	17399	0.074	0.262	0	1
Possibilities of time-off	17291	0.624	0.484	0	1
Work during free time	17230	0.204	0.403	0	1
Rest period of less than 11 hours	17496	0.179	0.383	0	1
Commuting time, in hours	17415	0.608	0.547	0	5
Tired after work	17527	0.214	0.410	0	1
Less time for family	17399	0.110	0.312	0	1
Poor work-life balance	17564	0.158	0.364	0	1
Weekend work	17297	0.262	0.440	0	1
Night work	17442	0.134	0.341	0	1
Shift work	17562	0.213	0.409	0	1
Frequent on-call work	17017	0.108	0.310	0	1
Index atypical work	17523	15.621	19.059	0	100
Good health	17603	0.783	0.412	0	1
Poor health	17603	0.027	0.162	0	1
Number of sick days	15950	6.430	17.709	0	365
Number of work-related sick days	15471	1.918	12.215	0	365
Number of health problems	17674	2.426	2.088	0	10
Serious sleep problems	17580	0.075	0.263	0	1
Fatigue	17577	0.158	0.365	0	1
Subjective well-being	17597	67.055	20.434	0	100
Well-being at work	17599	75.751	15.125	0	100
Ill-being at work	17594	38.077	20.430	0	100
Index job satisfaction	17447	63.585	20.892	0	1
Share satisfied with working conditions	17582	0.700	0.231	0	1
Expected age of retirement	15911	62.350	6.319	18	99
Share able to work to 60 years	15945	0.708	0.455	0	1
Share not able to work to 60 years	15945	0.292	0.455	0	1
Age until able to work	8988	63.616	4.481	60	100
Upper income class	17624	0.127	0.333	0	1
Middle income class	17624	0.609	0.488	0	1
Low income class	17624	0.147	0.354	0	1

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Source: EWCS 2016 and author's calculations

## Distribution of working time

**Table C2a: Working time distribution, All sample**

Short part-time ≤20 hours, long part-time 21-34 hours, Normal hours 35-42 hours long hours >42 hours, %.

<i>Working Time</i>	<i>Men</i>	<i>Women</i>	<i>All</i>
<i>Short Part-time</i>	10.0	22.2	16.0
<i>No change</i>	6.4	19.8	13.0
<i>Normal hours</i>	55.5	44.9	50.3
<i>Long hours</i>	28.1	13.1	20.7
<i>Total</i>	100.0	100.0	100.0

Source: EWCS 2016 and author's calculations

**Table C2b: Working time distribution, Employees**

Short part-time ≤20 hours, long part-time 21-34 hours, Normal hours 35-42 hours long hours >42 hours, %.

<i>Working Time</i>	<i>Men</i>	<i>Women</i>	<i>All</i>
<i>Short Part-time</i>	8,4	21,1	14,8
<i>No change</i>	6,1	20,5	13,4
<i>Normal hours</i>	62,5	48,2	55,2
<i>Long hours</i>	23,0	10,2	16,6
<i>Total</i>	100,0	100,0	100,0

Source: EWCS 2016 and author's calculations

**Table C2c: Working time distribution, Self-employed persons**

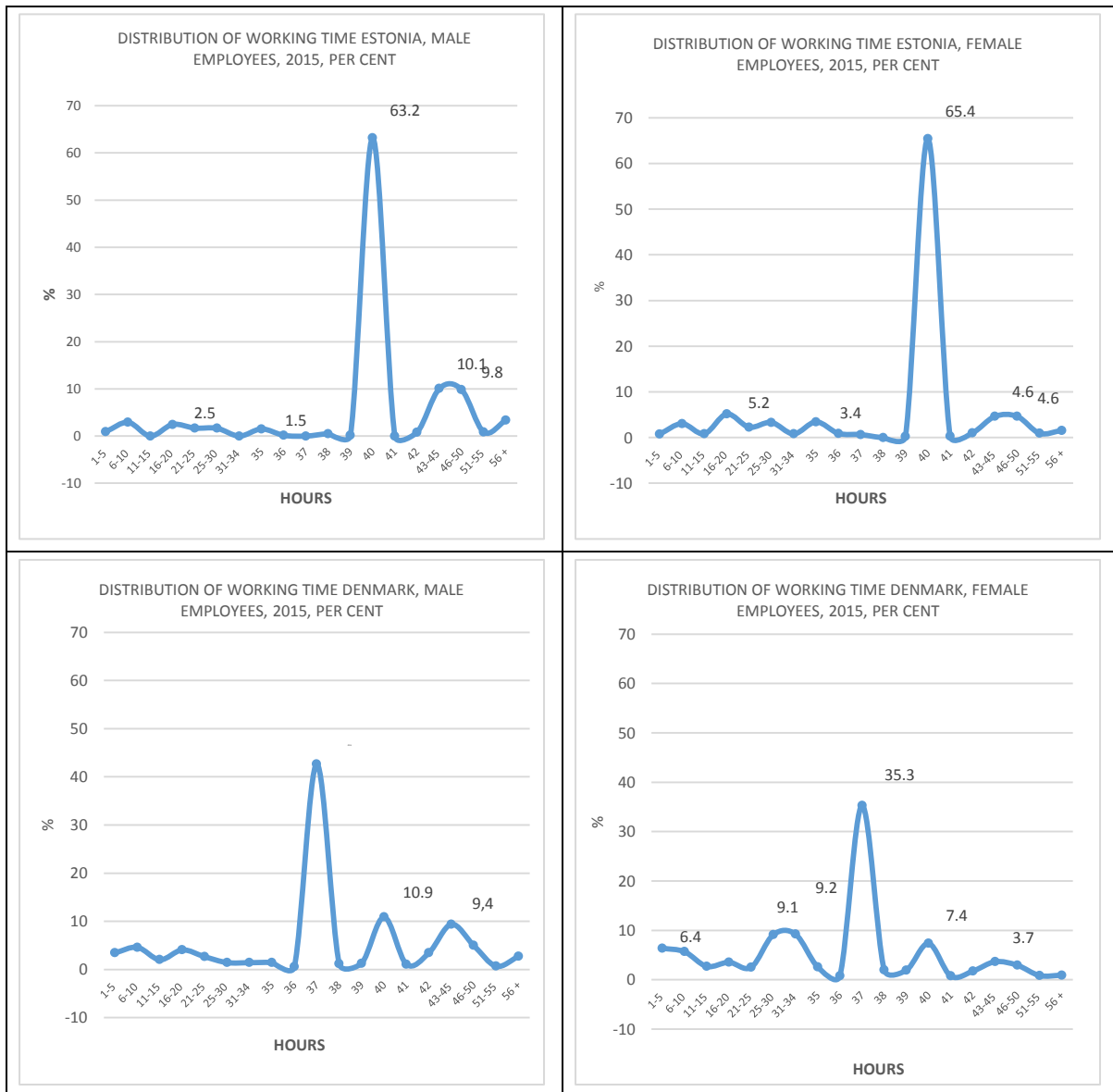
Short part-time ≤20 hours, long part-time 21-34 hours, Normal hours 35-42 hours long hours >42 hours, %.

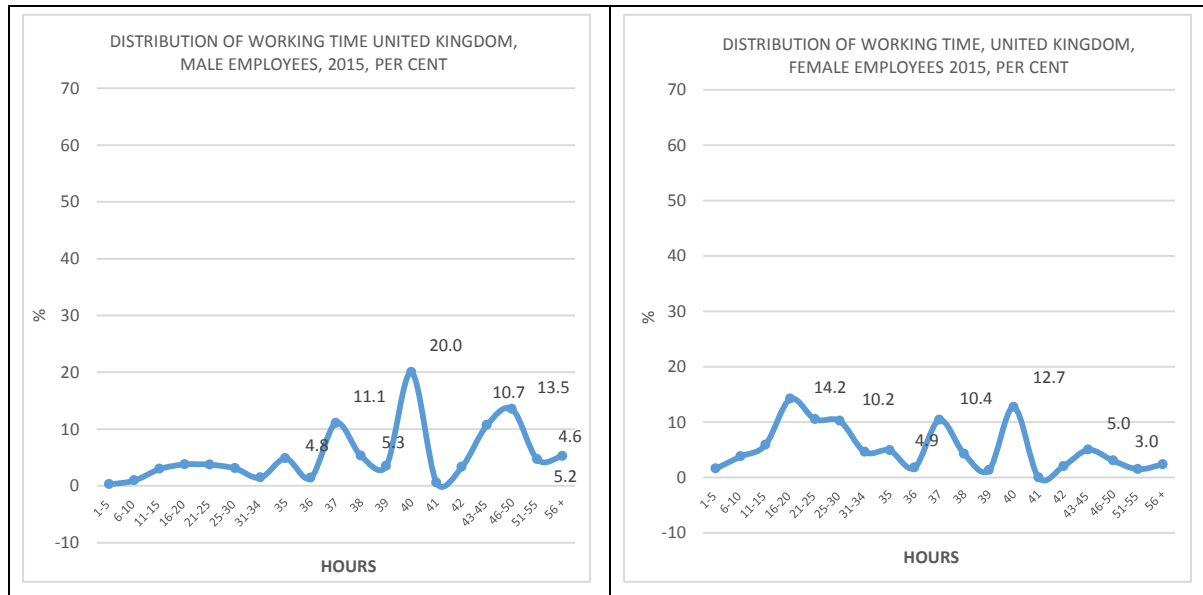
<i>Working Time</i>	<i>Men</i>	<i>Women</i>	<i>All</i>
<i>Short Part-time</i>	14.8	26.3	14.8
<i>No change</i>	7.8	15.6	13.4
<i>Normal hours</i>	24.9	22.3	55.2
<i>Long hours</i>	52.5	35.8	16.6
<i>Total</i>	100.0	100.0	100.0

Source: EWCS 2016 and author's calculations

**Figure C1: Distribution of working hours by sex and mode of regulation of working time**

Upper Panel Regulation: Statutory Law (Estonia). Middle Panel Regulation: Collective Agreements (Denmark). Lower Panel Regulation: Decentralised, Company Level or Individual Contract. Left Male Employees, Right Female Employees.





**Table C2d: Multinomial logit regression analysis – Working time distribution**

Marginal Effect Evaluated at Sample Means. **All sample.** Short part-time <=20 hours, long part-time 21-34 hours, Normal hours 35-42 hours long hours >42 hours.

VARIABLES	Short Part-time	Long Part-time	Normal hours	Long hours
<i>Gender</i>				
Women	0.0869***	0.113***	-0.0985***	-0.101***
<i>Skill level (ref: medium skill)</i>				
Low Skill	0.0858***	-1.21e-06	-0.0592***	-0.0266***
High Skill	-0.0288***	-0.00271	-0.0498***	0.0813***
<i>Life phases (Ref: Young couple without children)</i>				
Young singles with parents	0.0962***	0.0169	-0.0844***	-0.0287*
Young singles on their own	0.0495***	0.0160	-0.0381***	-0.0274***
Couples with pre-school children	0.0614***	0.0840***	-0.119***	-0.0264***
Couples with children 7-12 years	0.0715***	0.0539***	-0.142***	0.0164
Couples with children 13-18 years years	0.0753***	0.0696***	-0.157***	0.0121
Couple empty nest 46-59 years old	0.0649***	0.0871***	-0.130***	-0.0222**
Older Couple	0.323***	0.0995***	-0.326***	-0.0963***
Older singles	0.115***	0.0630***	-0.122***	-0.0560***
<i>Industries (Ref: Manufacturing)</i>				
Agriculture	0.127***	0.0356	-0.219***	0.0557***

Working time patterns for sustainable work: Statistical annex

Construction	0.0477***	-0.0151	-0.0504***	0.0178
Wholesale & retail	0.0560***	0.0760***	-0.187***	0.0548***
Transport	0.00440	0.0665***	-0.154***	0.0829***
Financial services	0.00922	0.0894***	-0.107***	0.00867
Public administration defence	0.0265*	0.106***	-0.0674***	-0.0655***
Education	0.148***	0.139***	-0.262***	-0.0248*
Health	0.0729***	0.128***	-0.164***	-0.0368***
Other services	0.0778***	0.0826***	-0.162***	0.00132
Female domin. sector	0.0402***	0.0394***	-0.0507***	-0.0289***
Public sector	-0.00958*	0.00332	0.0526***	-0.0464***
<i>Country clusters (Ref: Central and Eastern countries)</i>				
Baltic	0.000568	-0.0141	0.101***	-0.0874***
Continental	0.0859***	0.138***	-0.0904***	-0.133***
Anglo-Saxon	0.118***	0.213***	-0.236***	-0.0953***
Northern	0.0374***	0.103***	-0.0320	-0.108***
Southern	0.0280***	0.129***	-0.0640***	-0.0934***
<i>Establishment size (Ref: Medium size)</i>				
Small establishment	0.0329***	0.00315	-0.0684***	0.0323***
Large establishment (250 and more)	-0.0370***	-0.0233***	0.0559***	0.00440
<i>Employment and Job Characteristics</i>				
Fixed-term contract	0.107***	0.0478***	-0.115***	-0.0397***
Self-employed	0.0807***	0.0296***	-0.265***	0.155***
Seniority	-0.0259***	-0.00777***	0.0341***	-0.000458
Supervisory tasks	-0.0512***	-0.0536***	-0.0373***	0.142***
Autonomy	-0.000352***	1.05e-05	-2.17e-05	0.000364***
Work intensity	-0.000678***	-0.000450***	-0.000303***	0.00143***
<i>Atypical work (Dummies)</i>				
Weekend work	-0.0191***	-0.00116	-0.0770***	0.0973***
Night work	-0.0203***	-0.0287***	-0.0683***	0.117***
Shift work	-0.0284***	0.00112	0.0884***	-0.0611***
<i>Predicted Probability</i>	0.1038	0.1152	0.5950	0.1859
Observations	24.788	24.788	24.788	24.788

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, the predicted probability (penultimate row) that a worker works short part-time, long part-time, normal hours and long hours is respectively 10,4 per cent, 11.5 per cent, 59,5 per cent and 18.6 per cent. Low-skilled workers (Third row, second column) have a 8.6 percentage points higher probability to work short-part time. Married/Cohabiting worker with young pre-school children (ninth row third column) have a 8,4 percentage points higher probability to work long part-time compared to young married/cohabiting employed persons without resident children.

Source: EWCS 2016 and author's calculations

**Table C3: Multinomial logit regression analysis – Working time distribution**

 Marginal Effect Evaluated at Sample Means, **Employees**. Short part-time ≤20 hours, Long part-time 21-34 hours, Normal hours 35-42 hours long hours >42 hours.

VARIABLES	<i>Short Part-time</i>	<i>Long Part-time</i>	<i>Normal hours</i>	<i>Long hours</i>
<i>Gender</i>				
Women	0.0849***	0.112***	-0.106***	-0.0906***
<i>Skill level (ref: medium skill)</i>				
Low Skill	0.0821***	0.00306	-0.0609***	-0.0242***
High Skill	-0.0299***	0.00493	-0.0468***	0.0717***
<i>Life phases (Ref: Young couple without children)</i>				
Young singles living with parents	0.0985***	0.00963	-0.0783***	-0.0299**
Young singles on their own	0.0518***	0.0237**	-0.0484***	-0.0271***
Couples with pre-school children	0.0709***	0.0895***	-0.136***	-0.0248***
Couples with children 7-12 years	0.0868***	0.0635***	-0.159***	0.00891
Couples with children 13-18 years years	0.0790***	0.0750***	-0.163***	0.00918
Couple empty nest 46-59 years old	0.0720***	0.101***	-0.153***	-0.0203**
Older Couple	0.329***	0.114***	-0.364***	-0.0788***
Older singles	0.0755***	0.0565***	-0.106***	-0.0265**
<i>Industries (Ref: Manufacturing)</i>				
Agriculture	0.0732***	0.108***	-0.204***	0.0234
Construction	0.0434**	-0.0176	-0.0507**	0.0248*
Wholesale & retail	0.0650***	0.103***	-0.203***	0.0351***
Transport	0.00825	0.0954***	-0.166***	0.0620***
Financial services	0.000483	0.0968***	-0.110***	0.0128
Public administration and defence	0.0198	0.119***	-0.0789***	-0.0597***
Education	0.130***	0.151***	-0.279***	-0.00287
Health	0.0716***	0.147***	-0.181***	-0.0384***
Other services	0.0777***	0.0819***	-0.171***	0.0115
Female-dominated sector	0.0425***	0.0469***	-0.0544***	-0.0351***
Public sector	-0.00586	0.000628	0.0425***	-0.0372***
<i>Country clusters (Ref: Central and Eastern countries)</i>				
Baltic	0.00243	-0.0252	0.0862***	-0.0634***
Continental	0.0897***	0.149***	-0.109***	-0.129***
Anglo-Saxon	0.122***	0.222***	-0.276***	-0.0679***
Northern	0.0434***	0.113***	-0.0687***	-0.0875***
Southern	0.0284***	0.141***	-0.0834***	-0.0858***
<i>Establishment size (Ref: Medium size)</i>				
Small establishment	0.0325***	0.00487	-0.0689***	0.0315***
Large establishment (250 and	-0.0344***	-0.0225***	0.0580***	-0.000986



Working time patterns for sustainable work: Statistical annex

more)

	<i>Employment and Job Characteristics</i>			
Fixed-term contract	0.104***	0.0590***	-0.129***	-0.0338***
Seniority	-0.0210***	-0.00454*	0.0309***	-0.00535*
Supervisory tasks	-0.0383***	-0.0436***	-0.0336***	0.115***
Autonomy	-0.000250***	2.04e-05	-8.09e-05	0.000310***
Work intensity	-0.000571***	-0.000363***	-0.000198*	0.00113***
	<i>Atypical work (Dummies)</i>			
Weekend work	-0.0222***	-0.00791	-0.0570***	0.0871***
Night work	-0.0183***	-0.0243***	-0.0627***	0.105***
Shift work	-0.0214***	-0.00228	0.0762***	-0.0525***
<i>Predicted Probability</i>	0.09316	0.1091	0.6539	0,1439
<i>Observations</i>	20.974	20.974	20.974	20.974

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, the predicted probability (penultimate row) that a wage earner works short part-time, long part-time, normal hours and long hours is respectively 9,3 per cent, 10.9 per cent, 65,4 per cent and 14.4 per cent. High-skilled dependent employees (Third row, second column) have a 3.0 percentage points lower probability to work short-part time. Married/Cohabiting employees with young pre-school children (ninth row third column) have a 6.4 percentage point higher probability to work long part-time compared to young married/cohabiting dependent employees without resident children.

Source: EWCS 2016. author's calculations

**Table C4: Multinomial logit regression analysis – Working time distribution**

Marginal Effect Evaluated at Sample Means, **Female employees**. Short part-time <=20 hours, Long part-time 21-34 hours, Normal hours 35-42 hours long hours >42 hours.

VARIABLES	<i>Short Part-time</i>	<i>Long Part-time</i>	<i>Normal hours</i>	<i>Long hours</i>
<i>Skill level (ref:medium skill)</i>				
Low Skill	0.151***	-0.0276**	-0.0789***	-0.0443***
High Skill	-0.0365***	0.0281**	-0.0331**	0.0415***
<i>Life phases (Ref: Young couple without children)</i>				
Young singles living with parents	0.158***	-0.0836***	-0.0343	-0.0399***
Young singles on their own	0.0303	-0.0158	0.00307	-0.0176**
Couples with pre-school child.	0.134***	0.134***	-0.235***	-0.0325***
Couples with children 7-12	0.159***	0.0912***	-0.220***	-0.0302***
Couples with children 13-18 years	0.126***	0.112***	-0.225***	-0.0138*
Couple empty nest 46-59 years	0.0739***	0.147***	-0.184***	-0.0364***
Older couple	0.320***	0.0408	-0.326***	-0.0345***
Older singles	0.0672***	0.0555**	-0.110***	-0.0124

Working time patterns for sustainable work: Statistical annex

	<i>Industries (Ref: Manufacturing)</i>			
Agriculture	0.151**	-0.0279	-0.102*	-0.0211
Construction	0.171***	-0.000914	-0.160***	-0.0105
Wholesale retail	0.0636***	0.167***	-0.221***	-0.00950
Transport	0.0290	0.148***	-0.172***	-0.00524
Financial services	-0.0492**	0.175***	-0.0931***	-0.0329***
Public administration. and defence	0.00611	0.136***	-0.0914***	-0.0504***
Education	0.104***	0.171***	-0.260***	-0.0153
Health	0.0449**	0.198***	-0.190***	-0.0529***
Other services	0.0781***	0.124***	-0.189***	-0.0138
Female-dominated sector	0.0435***	0.0591***	-0.0858***	-0.0168**
Public Sector	-0.0310***	-0.0177	0.0487***	-4.51e-05
	<i>Country clusters (Ref: Central and Eastern countries)</i>			
Baltic	0.0311	-0.0403	0.0405	-0.0313**
Continental	0.155***	0.232***	-0.305***	-0.0823***
Anglo-Saxon	0.198***	0.255***	-0.389***	-0.0639***
Northern	0.0506*	0.157***	-0.154***	-0.0536***
Southern	0.0418**	0.190***	-0.172***	-0.0595***
	<i>Establishment size (Ref: Medium size)</i>			
Small establishment	0.0594***	-0.0115	-0.0743***	0.0264***
Large establishment (250 and more)	-0.0483***	-0.0633***	0.106***	0.00544
	<i>Employment and Job Characteristics</i>			
Fixed-term contract	0.119***	0.0616***	-0.150***	-0.0300***
Seniority	-0.0254***	0.00756	0.0270***	-0.00911***
Supervisory tasks	-0.0609***	-0.0701***	0.0476***	0.0834***
Autonomy	-0.000525***	0.000224	0.000153	0.000148
Work intensity	-0.000882***	-0.000309**	0.000574***	0.000617***
	<i>Atypical work (Dummies)</i>			
Weekend work	-0.0507***	-0.0412***	0.00947	0.0825***
Night work	-0.0178	-0.00322	-0.0744***	0.0954***
Shift work	-0.0276***	-0.00970	0.0635***	-0.0263***
<i>Predicted Probability</i>	0.1762	0.2137	0.5277	0,0824
<i>Observations</i>	10.790	10.790	10.790	10.790

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, the predicted probability (penultimate row) that a female wage earner works short part-time, long part-time, normal hours and long hours is respectively 17,6 per cent, 21.4 per cent, 52,8 per cent and 8.2 per cent. Low-skilled female dependent employees (First row, second column) have a 15.8 percentage points higher probability to work short-part time compared to medium skilled female employees. Married/Cohabiting female employees with young pre-

school children (ninth row third column) have a 9,1 percentage points higher probability to work long part-time compared to young married/cohabiting female dependent employees without resident children.

Source: EWCS 2016. author's calculations

**Table C5: Multinomial logit regression analysis – Working time distribution**

Marginal Effect Evaluated at Sample Means, **Male employees**. Short part-time <=20 hours, Long part-time 21-34 hours, Normal hours 35-42 hours long hours >42 hours.

VARIABLES	Short Part-time	Long Part-time	Normal hours	Long hours
<i>Skill level (ref: medium skill)</i>				
Low Skill	0.0283***	0.0109*	-0.0335**	-0.00571
High Skill	-0.0201***	-0.00696	-0.0684***	0.0954***
<i>Life phases (Ref: Young couple without children)</i>				
Young singles liv. with parents	0.0275**	0.0338**	-0.0698**	0.00855
Young singles on their own	0.0305***	0.0260***	-0.0376**	-0.0188
Couples with pre-school child.	-0.00155	0.0221**	-0.0222	0.00163
Couples with children 7-12	0.00557	0.0107	-0.0930***	0.0768***
Couples with children 13-18 years	0.0184**	0.0220**	-0.0912***	0.0508***
Couple empty nest 46-59 years	0.0418***	0.0376***	-0.103***	0.0234
Older Couple	0.246***	0.171***	-0.309***	-0.108***
Older singles	0.0598***	0.0434***	-0.0723***	-0.0310
<i>Industries (Ref: Manufacturing)</i>				
Agriculture	0.0214	0.0837***	-0.198***	0.0927**
Construction	0.0130	-0.00884	-0.0428**	0.0386**
Wholesale retail	0.0346***	0.0320***	-0.162***	0.0952***
Transport	0.00796	0.0297**	-0.157***	0.119***
Financial services	0.0107	0.00166	-0.100***	0.0877***
Public administration and defence	0.00694	0.0676***	-0.0279	-0.0467**
Education	0.156***	0.117***	-0.263***	-0.00921
Health	0.0885***	0.0669***	-0.144***	-0.0112
Other services	0.0424***	0.0253**	-0.127***	0.0589***
Female-dominated sector	0.0247***	0.0323***	-0.00596	-0.0511***
Public Sector	0.0120**	0.0165**	0.0499***	-0.0783***
<i>Country clusters (Ref: Central and Eastern countries)</i>				
Baltic	-0.00689	-0.0158	0.130***	-0.107***
Continental	0.0115**	0.0411***	0.115***	-0.168***
Anglo-Saxon	0.00911	0.0768***	-0.0447**	-0.0412***
Northern	0.00907	0.0481**	0.0632***	-0.120***

Working time patterns for sustainable work: Statistical annex

Southern	-0.00226	0.0548***	0.0531***	-0.106***
<i>Establishment size (Ref: Medium size)</i>				
Small establishment	0.0139***	0.00823	-0.0625***	0.0405***
Large establishment (250 and more)	-0.0185***	0.00704	0.0154	-0.00388
<i>Employment and Job Characteristics</i>				
Fixed-term contract	0.0680***	0.0337***	-0.0789***	-0.0228*
Seniority	-0.0121***	-0.00936***	0.0251***	-0.00369
Supervisory tasks	-0.0151***	-0.0198***	-0.105***	0.139***
Autonomy	-3.17e-05	-9.21e-05	-0.000367**	0.000490***
Work intensity	-0.000231***	-0.000269***	-0.00113***	0.00163***
<i>Atypical work (Dummies)</i>				
Weekend work	-0.00140	0.0179***	-0.108***	0.0912***
Night work	-0.00964**	-0.0248***	-0.0808***	0.115***
Shift work	-0.00905**	0.00468	0.0857***	-0.0813***
<i>Predicted Probability</i>	0.0331	0.0426	0.7116	0.2127
<i>Observations</i>	10.184	10.184	10.184	10.184

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, the predicted probability (penultimate row) that a male wage earner works short part-time, long part-time, normal hours and long hours is respectively 3,3 per cent, 4,4 per cent, 70,5 per cent and 21.4 per cent. High-skilled male dependent employees (Second row, second column) have a 1.2 percentage point lower probability to work short-part time compared to medium skilled male workers. Married/Cohabiting male employees with young pre-school children (ninth row third column) have a 2.1 percentage points higher probability to work long part-time compared to young married/cohabiting male dependent employees without resident children. Source: EWCS 2016. author's calculations

**Table C6: Multinomial logit regression analysis – Working time distribution**

Marginal Effect Evaluated at Sample Means, **Self-employed**. Short part-time <=20 hours, Long part-time 21-34 hours, Normal hours 35-42 hours long hours >42 hours

VARIABLES	Short Part-time	Long Part-time	Normal hours	Long hours
<i>Gender</i>				
Women	0.0780***	0.0501***	0.0195	-0.147***
<i>Skill level (ref: medium skill)</i>				
Low Skill	0.127***	0.0138	-0.0311	-0.110***
High Skill	-0.0220	-0.0201*	0.00209	0.0400*
<i>Life phases (Ref: Young couple without children)</i>				
Young singles with parents	0.0276	-0.0376	-0.0675	0.0775
Young singles on their own	0.0241	-0.00645	0.0146	-0.0323
Couples with pre-school children	0.0457	-0.0128	-0.00846	-0.0245

Working time patterns for sustainable work: Statistical annex

Couples with children 7-12 years	7.62e-05	-0.0277	0.00249	0.0251
Couples with children 13-18 years years	0.0371	0.0131	-0.0260	-0.0243
Couple empty nest	0.0515	0.0188	-0.0246	-0.0457
Older Couple	0.344***	0.0770**	-0.130***	-0.291***
Older singles	0.239***	0.0421	-0.0738**	-0.207***
<i>Industries (Ref: Manufacturing)</i>				
Agriculture	0.0258	-0.0189	-0.111***	0.104***
Construction	-0.00914	-0.0209	0.0248	0.00527
Wholesale & retail	-0.0603***	-0.0266	-0.0591**	0.146***
Transport	-0.0814***	-0.0506**	-0.00393	0.136**
Public administration & defence	-0.0228	0.0265	-0.0336	0.0299
Education	0.174***	0.0914*	-0.0722	-0.193***
Health	-0.0438*	0.0415	0.00121	0.00110
Other services	0.0245	0.0339	0.00825	-0.0666**
<i>Country clusters (Ref: Central and Eastern countries)</i>				
Baltic	0.0203	0.0470	0.116***	-0.184***
Continental	0.00817	0.00831	-0.0605***	0.0441
Anglo-Saxon	0.0160	0.0702**	-0.0383	-0.0480
Northern	0.00812	0.0297	0.101***	-0.139***
Southern	-0.00767	0.0245	-0.00579	-0.0110
<i>Employment and Job Characteristics</i>				
Self-employedwith employees	-0.0868***	-0.0557***	0.00610	0.136***
Seniority	-0.0516***	-0.0129**	0.0134	0.0511***
Autonomy	-0.000590**	0.000189	0.000318	8.30e-05
Work intensity	-0.000949***	-0.000472***	-0.000803***	0.00222***
<i>Atypical work (Dummies)</i>				
Weekend work	-0.0390***	-0.0139	-0.114***	0.167***
Night work	-0.0647***	-0.0342**	0.00922	0.0898***
Shift work	-0.0598***	0.0332	0.0467	-0.0201
<i>Predicted Probability</i>	0.1418	0.1066	0.2777	0.4738
Observations	3.880	3.880	3.880	3.880

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation.* *Ceteris paribus*, the predicted probability (penultimate row) that a self-employed person works short part-time, long part-time, normal hours and long hours is respectively 14,2 per cent, 10,7 per cent, 27,8 per cent and 47,4 per cent. Self-employed persons in Wholesale and retail (Fourteenth row, last column) have a 14.6 percentage points higher probability to work long hours. Self-employed working during week-ends or during night (thirtieth row last column) have respectively 16.7 and 9,0 percentage points higher probability to work long hours.

Source: EWCS 2016 and author's calculations.

## Work–life balance

**Table C7: Indicators of work–life balance (WLB) Descriptive statistics, EU-28, sample as a whole**

Indicators of WLB	Means			St. dev			Min			Max		
	All	Women	Men	All	Women	Men	All	Women	Men	All	Women	Men
<b>Poor work–life balance</b>	0.180	0.158	0.200	0.3840	0.3650	0.4002	0	0	0	1	1	1
<b>Less time for family</b>	0.112	0.109	0.114	0.3149	0.3122	0.3176	0	0	0	1	1	1
<b>Work during free time</b>	0.222	0.206	0.237	0.4156	0.4047	0.4251	0	0	0	1	1	1
<b>Family responsibilities less time for job</b>	0.030	0.033	0.027	0.171	0.161	0.163	0	0	0	1	1	1

Source: EWCS 2015 and author's calculations

**Definition: Poor Work–life Balance (WLB):** question **44**: In general, how do your working hours fit in with your family or social commitments outside work? (**Q44=3 or 4 =Poor WLB**).

**Less Time for Family:** question **45c**: How often in the last 12 months, have you found that your job prevented you from giving the time you wanted to your family\_(**Q45c=1 or 2**).

**Work during free Time:** Question **46**: Over the last 12 months, how often have you worked in your free time to meet work demands? (**Q46=1,2 or 3**).

**Less time for job:** Question **45**: How often in the last 12 months have you found that your family responsibilities prevented you from giving the time you should to your job (**Q45e=1or 2**).

Descriptive Statistics. **Sample as a whole.**

**Interpretation:** 18,0 % of respondents report that their working hours does not fit in with their family or social commitments outside work, the corresponding figure for men being 20,0% and 16,0 % for women. 23,7 % of male respondent report that they have often worked in their free time to meet work demands. 11,2 % of respondents found that their job prevented them from giving the time they wanted to their family, the corresponding figure for male workers being 11,4% and 10,9 % for female workers. Only 3 per cent of the respondents found that their family responsibilities prevented them from giving the time they should to their job.

**Table C8: Logistic regression analysis – Determinants of work–life balance**

**All sample.** Dependent variable: Poor Work-life Balance (WLB). Question: In general, how do your working hours fit in with your family or social commitments outside work?

VARIABLES	All	Women	Men
Women	0.00904		
Low skill	-0.0142	-0.0326***	0.00660
High skill	-0.00261	0.00618	-0.00817
Young singles with parents	0.0453	0.0376	0.0459
Young singles on their own	-0.0125	-0.00370	-0.0235

Working time patterns for sustainable work: Statistical annex

Couples pre-school child	0.0620***	0.0900***	0.0357*
Couples with children 7-12	0.0249	0.00700	0.0427*
Couples with children 13-18 years	0.00620	0.0158	-0.00265
Couple empty nest	-0.00728	0.00467	-0.0164
Older Couple	-0.0355**	-0.0153	-0.0545**
Older singles	-0.0336***	-0.0232	-0.0412**
Agriculture	-0.0326**	0.0173	-0.0589***
Construction	-0.00341	-0.0200	0.0108
Wholesale & retail	0.00347	-0.00401	0.0110
Transport	0.0279	0.0537	0.0157
Financial services	-0.0266	-0.0222	-0.0309
Public administration & defence	-0.0284*	-0.0197	-0.0229
Education	-0.0238	-0.0244	-0.0239
Health	-0.0273*	-0.0219	-0.0368
Other services	-0.00321	0.00934	-0.00725
Female dom. sector	0.00888	-0.00553	0.0261
Public sector	-0.0188*	-0.00749	-0.0361**
Baltic	0.0295**	0.0249	0.0317
Continental	0.0413***	0.0396***	0.0485***
Anglo-Saxon	0.0411***	0.0417**	0.0481**
Northern	0.0257*	0.0285	0.0230
Southern	0.0875***	0.0605***	0.118***
Small establishment	0.0123	0.0225**	-0.00336
Large establishment	-0.00591	-0.00953	-0.00149
Fixed-term contract	0.0116	0.0215	0.000715
Self-employed	-0.00115	0.00927	-0.00906
Seniority	-0.000206	0.00195	-0.00392
Supervisory tasks	0.0268**	0.0374**	0.0171
Autonomy	-0.000347**	-0.000582***	-5.65e-05
Work intensity	0.000490***	0.000394***	0.000518***
Not enough time job	0.0886***	0.0623***	0.110***
Fixed working time	-0.0306***	-0.0294***	-0.0319**
Working time autonomy	-0.0149	-0.0499***	0.0181
Regular work schedule	-0.0470***	-0.0358***	-0.0552***
Flexitime etc	-0.0339***	-0.0426***	-0.0223
Choice among fixed time.	-0.0276**	-0.0386***	-0.00682
Weekend work	0.0609***	0.0600***	0.0632***
Night work	0.0579***	0.0192	0.0947***
Shift work	0.0182*	0.0171	0.0196

Working time patterns for sustainable work: Statistical annex

Frequent on-call work	0.0545***	0.0316**	0.0793***
Physical risk index	0.000110***	0.000122**	0.000128**
Time off possibility	-0.0970***	-0.0722***	-0.119***
Commuting time, in hours	0.0268***	0.0216***	0.0288***
Poor Working conditions	0.120***	0.0965***	0.143***
Short Part-time	-0.0717***	-0.0745***	-0.0441**
Long Part-time	-0.0498***	-0.0421***	-0.0634***
Long working time	0.0948***	0.0747***	0.111***
<i>Predicted probability</i>	<i>0.1146</i>	<i>0.0892</i>	<i>0.1363</i>
Observations	22.557	11.243	11.314

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, the predicted probability (penultimate row) that a worker report that he/she had poor work–life balance is respectively 11,5 per cent for the sample of workers as a whole, 8,9 per cent for female workers and 13.6 per cent for male workers. Female workers have *ceteris paribus* no higher likelihood to report poor work–life balance compared to their male counterparts. Married/Cohabiting female workers with young pre-school children (sixth row third column) have a 9.0 percentage points higher probability to report poor work–life balance compared to young married/cohabiting dependent employees without resident children (or an increase by more 100 per cent of this probability). The corresponding figure for fathers with pre-school children is 3,6 percentage points (or an increase of 21.6 percent of the probability of reporting poor work–life balance). Men working long hours (see last variable first column last column) have *ceteris paribus* a 11.1 percentage points higher probability to report a poor work–life balance (an increase of 81,6 per cent =0,111/0,1363)).

Source: EWCS 2016 and author’s calculations

**Table C9: Logistic regression analysis – Determinants of work–life balance**

**All sample.** Dependent variable: Less Time for Family. Question: How often in the last 12 months, have you found that your job prevented you from giving the time you wanted to your family.

VARIABLES	All	Women	Men
Women	0.0277***		
Low skill	-0.0140**	-0.0270***	0.00257
High skill	-0.000730	0.0215**	-0.0188**
Young singles with parents	0.00641	0.0331	-0.0179
Young singles on their own	-0.00922	-0.0127	-0.00606
Couples pre-school child	0.0611***	0.0679***	0.0581***
Couples with children 7-12	0.0319**	0.0218	0.0460**
Couples with children 13-18 years	0.0121	0.00826	0.0202
Couple empty nest	-0.000576	0.00508	-0.00208
Older Couple	-0.0161	-0.0148	-0.0166
Older singles	-0.0348***	-0.0372***	-0.0275**



Working time patterns for sustainable work: Statistical annex

Agriculture	0.00655	0.0308	-0.00753
Construction	-0.00326	0.0168	-0.00404
Wholesale & retail	0.00909	0.00974	0.00551
Transport	0.0354**	0.107**	0.00112
Financial services	0.0204	0.0123	0.0310
Public administration & defence	-0.00184	-0.00332	0.00138
Education	0.0195	0.00735	0.0260
Health	-0.0138	-0.0211	0.0151
Other services	0.00258	0.00300	0.00619
Female dom. sector	0.00363	0.0148*	-0.00678
Public sector	-0.00123	-0.00786	0.00193
Baltic	-0.00942	-0.0154*	0.000818
Continental	0.0113	0.0127	0.0149
Anglo-Saxon	0.0183	0.0240	0.0178
Northern	0.0116	0.0112	0.0186
Southern	0.0507***	0.0484***	0.0549***
Small establishment	-0.00141	-0.00529	0.00103
Large establishment	0.000123	-0.00274	0.00300
Fixed-term contract	-0.00347	0.00272	-0.00916
Self-employed	0.0247*	0.0201	0.0267
Seniority	-0.00367	-0.00256	-0.00454
Supervisory tasks	0.0213**	0.0208	0.0208**
Autonomy	0.000118	-7.44e-06	0.000256*
Work intensity	0.000614***	0.000645***	0.000519***
Not enough time job	0.0609***	0.0510***	0.0688***
Fixed working time	-0.0144**	-0.0130	-0.0138
Working time autonomy	-0.0111	-0.0185	-0.00552
Regular work schedule	-0.00592	-0.00452	-0.00464
Flexitime etc	-0.0105	-0.0158*	-0.00295
Choice among fixed time.	-0.00564	-0.0249**	0.0192
Weekend work	0.0232***	0.0240**	0.0222**
Night work	0.0191**	0.00849	0.0278**
Shift work	-0.00421	0.00107	-0.0122
Frequent on-call work	0.0133	2.58e-05	0.0216*
Physical risk index	0.000182***	0.000223***	0.000165***
Time off possibility	-0.0378***	-0.0169**	-0.0583***
Commuting time, in hours	0.0121***	0.0166***	0.00594
Poor Working conditions	0.0797***	0.0735***	0.0843***
Short Part-time	-0.0197**	-0.0256***	0.00765
Long Part-time	-0.0204***	-0.0229***	-0.0115

Working time patterns for sustainable work: Statistical annex

Long working time	0.0707***	0.0764***	0.0680***
<i>Predicted probability</i>	<i>0.0695</i>	<i>0.0622</i>	<i>0.0714</i>
Observations	22.445	11.201	11.244

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation: Ceteris paribus*, the predicted probability (penultimate row) that a worker reports that he/she has less time for family due to their jobs is respectively 7.0 per cent for the sample of workers as a whole, 6.2 per cent for female workers and 7.1 per cent for male workers. Married/Cohabiting female workers with young pre-school children (sixth row third column) have a 6.7 percentage points higher probability to report that their job prevented them from giving the time you wanted to their family compared to young married/cohabiting dependent employees without resident children. Men working long hours (see last variable first column last column) have *ceteris paribus* a 7.1 percentage points higher probability to report less time for family (i.e., 100% increase or double so much). The same is true for women working long hours (an increase of the probability of 125,5 per cent).

Source: EWCS 2016 and author's calculations

**Table C9a: Logistic regression analysis – Determinants of work–life balance**

**All sample.** Dependent variable: Less Time for work. Question: How often in the last 12 months have you found that your family responsibilities prevented you from giving the time you should to your job

VARIABLES	All	Women	Men
Women	0.00903***		
Low skill	-0.00104	-0.0110***	0.00518
High skill	0.00248	0.00316	0.00185
Young singles with parents	-0.00138	-0.00219	1.78e-05
Young singles on their own	-0.00437	0.00405	-0.00601**
Couples pre-school child	0.0178***	0.0409***	0.00282
Couples with children 7-12	0.00167	0.00815	-0.00195
Couples with children 13-18 years	0.00916*	0.0196*	0.00226
Couple empty nest	-0.00539	-0.000695	-0.00517
Older Couple	0.00360	0.0182	-0.00222
Older singles	-0.00568	-0.00702	-0.00245
Agriculture	0.0114	0.0219	0.00572
Construction	5.39e-05	0.0388	-0.000791
Wholesale & retail	0.00710	0.0185	0.00254
Transport	0.0104	0.0236	0.00109
Financial services	0.00993	0.0143	0.0104
Public administration & de-	-0.00412	0.0119	-0.00945***

Working time patterns for sustainable work: Statistical annex

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Education	0.0186	0.0389*	-0.00426
Health	0.00907	0.0228	-0.00106
Other services	0.00926*	0.0200*	0.00505
Female dom. sector	-0.00588**	-0.00957**	0.000362
Public sector	-0.00202	-0.00353	0.00323
Baltic	-0.00305	-0.00720*	0.00226
Continental	-0.00519	-0.00730	-0.00205
Anglo-Saxon	-0.00468	-0.0114***	0.00114
Northern	-0.00846***	-0.0121***	-0.00331
Southern	0.00284	0.000426	0.00361
Small establishment	0.00607*	0.000814	0.00716**
Large establishment	0.00379	0.000623	0.00501
Fixed-term contract	0.00521	0.00703	0.00523
Self-employed	0.0104	0.0350*	0.000592
Seniority	-0.00116	-0.00355**	0.000822
Supervisory tasks	0.00613*	0.00502	0.00571*
Autonomy	1.55e-05	5.75e-05	-1.06e-05
Work intensity	0.000157***	0.000166***	0.000122***
Not enough time job	0.00446	0.00143	0.00516
Fixed working time	-0.00922***	-0.00958*	-0.00610**
Working time autonomy	-0.00173	-0.00567	0.00310
Regular work schedule	0.00286	0.00488	7.19e-05
Flexitime etc	-0.00437	-0.00633	-0.00106
Choice among fixed time.	0.00556	-0.00337	0.0125*
Weekend work	-9.27e-05	-0.000188	0.000618
Night work	0.00117	-0.00123	0.00161
Shift work	0.00425	0.00269	0.00307
Frequent on-call work	0.00404	0.00546	0.00236
Physical risk index	4.60e-05***	5.40e-05**	3.43e-05***
Time off possibility	-0.00695**	-0.00718*	-0.00531*
Commuting time, in hours	0.000911	0.00119	0.000662
Poor Working conditions	0.0117***	0.00734	0.0126***
Short Part-time	-0.00148	0.00168	-0.00878***
Long Part-time	-0.000324	0.00152	-0.00530*
Long working time	0.00527	-0.00270	0.00569
<i>Predicted probability</i>	<i>0.0174</i>	<i>0.0187</i>	<i>0.0115</i>
Observations	22.401	11.179	11.222

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

Source: EWCS 2016 and author's calculations

*Interpretation: Ceteris paribus*, the predicted probability (penultimate row) that a respondent found that their family responsibilities prevented them from giving the time they should to their job is respectively 1,7 per cent for the sample of workers as a whole, 1.9 per cent for female workers and 1,2 per cent for male workers. Female workers are more likely to find that their family responsibilities prevented them from giving the time they should to their job compared to their male counterparts (an increase of the probability of 51,5 per cent = 0,00896/0,0174). Married/Cohabiting female workers with young pre-school children (sixth row third column) have a 4.71 percentage points higher probability to report that their job prevented them from giving the time they wanted to their job compared to young married/cohabiting dependent employees without resident children. Worth also noticing is that compared to the other country clusters, female workers in the Nordic countries are less likely to report that their family commitments affect negatively their job. Work intensity increases the likelihood to report family work conflict. Interesting to note is that atypical working time arrangements do not affect the probability that the respondent indicates a conflict between family and job. Regarding working hours, men working short or long part-time are less prone to report work-family conflict.

Source: EWCS 2016 and author's calculations

### Table C10: Logistic regression analysis – Determinants of work–life balance

Dependent variable: Work During Free Time. Question. Over the last 12 months, how often have you worked in your free time to meet work demands? EU-28 All

VARIABLES	All	Women	Men
Women	0.00667		
Low skill	-0.0757***	-0.0750***	-0.0755***
High skill	0.107***	0.0998***	0.108***
Young singles with parents	-0.0549**	-0.0434	-0.0542*
Young singles on their own	-0.00607	-0.0450***	0.0241
Couples with pre-school children	0.0298*	0.0158	0.0469**
Couples with children 7-12 years	0.0228	-0.00848	0.0601**
Couples with children 13-18 years	-0.00548	-0.0120	0.00439
Couple empty nest 46-59 years	-0.0218	-0.0307	-0.0121
Older Couple	-0.0469**	-0.0605***	-0.0303
Older singles	-0.0153	-0.0133	-0.0180
Agriculture	0.0612*	0.0177	0.0818**
Construction	-0.0265	0.0541	-0.0344*
Wholesale & retail	-0.0153	0.00451	-0.0380*
Transport	0.00247	-0.00377	-0.00418
Financial services	0.0711**	0.0277	0.0978**
Public administration & defence	0.00323	-0.0109	0.00682
Education	0.301***	0.301***	0.278***
Health	0.0250	0.0235	0.0358
Other services	0.0192	0.0307	0.00799

Working time patterns for sustainable work: Statistical annex

Female-dominated sector	-0.0420***	-0.0640***	-0.0169
Public sector	0.0294**	0.0154	0.0405*
Baltic	0.0253	0.0229	0.0265
Continental	0.0348***	0.0486***	0.0164
Anglo-Saxon	0.0929***	0.115***	0.0702***
Northern	0.0147	0.0324	-0.00593
Southern	-0.00551	-0.00490	-0.0148
Small establishment	-0.00150	-9.95e-05	-0.00200
Large establishment (250 and more)	-0.0106	0.00646	-0.0275*
Fixed-term contract	0.0189	0.0462**	-0.0108
Self-employed	0.0565***	0.0439	0.0558**
Seniority	-0.00333	0.00306	-0.00762
Supervisory tasks	0.0528***	0.0643***	0.0468***
Autonomy	0.000515***	0.000421**	0.000628**
Work intensity	0.00133***	0.00106***	0.00158***
Fixed working time	-0.0661***	-0.0289**	-0.103***
Working time autonomy	0.00552	0.0192	-0.00522
Regular work schedule	-0.0708***	-0.0724***	-0.0666***
Weekend work	0.0667***	0.0418**	0.0911***
Night work	0.0196	0.0432**	-0.000477
Shift work	-0.0718***	-0.0786***	-0.0611***
Frequent on-call work	0.153***	0.161***	0.148***
Physical risk index	1.59e-05	0.000113	-2.15e-05
Time off possibility	-0.0209**	-0.0256**	-0.0173
Commuting time	0.00193	0.0113	-0.00218
Poor Working conditions	0.0547***	0.0488**	0.0565***
Short Part-time	-0.0247*	-0.0295*	-0.00588
Long Part-time	-0.000318	0.00777	-0.0199
Long working time	0.121***	0.133***	0.117***
<i>Predicted probability</i>	0.1482	0.1313	0.1603
Observations	22.472	11.214	11.258

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation: Ceteris paribus*, the predicted probability (penultimate row) that a worker report that he/she worked during free time is respectively 14.8 per cent for the sample of workers as a whole, 13.1 per cent for female workers and 16.0 per cent for male workers. Married/Cohabiting male workers with young pre-school children (sixth row last column) have a 4.7 percentage points higher probability to report that they have to work during their free time compared to young married/cohabiting dependent employees without resident children. Women working long hours (see last variable third column) have *ceteris paribus* a 12.1 percentage points higher probability to report that they work during free time (i.e., 100% increase or double so much).

Source: EWCS 2016 and author's calculations

**Table C10a: Logistic regression analysis – Marginal effect estimated at sample means**

Dependent variable: Rest period of less than 11 hours. Question: In the last month, has it happened at least once that you had less than 11 hours between the end of one working day and the start of the next working day? EU-28, **Employees**.

VARIABLES	All	Women	Men
Women	-0.0378***		
Low skill	-0.00969	0.00117	-0.00131
High skill	0.0358***	0.0259*	-0.00860
Young singles with parents	0.0146	0.0260	0.0552
Young singles on their own	0.00859	0.00560	-0.0183
Couples with pre-school children	0.0126	-0.0153	0.0412*
Couples with children 7-12 years	0.00709	-0.0110	0.0566**
Couples with children 13-18 years	-0.0241	-0.0220	-0.00472
Couple empty nest 46-59 years	-0.00108	-0.0216	-0.00400
Older Couple	-0.0248	-0.0310	-0.0292
Older singles	-0.0109	-0.0140	-0.0497**
Agriculture	0.164***	0.219**	-0.0416
Construction	0.00107	0.0364	-0.00613
Wholesale & retail	0.0328*	0.0634**	0.00696
Transport	0.0411*	-0.0189	0.00657
Financial services	0.0720**	0.152***	-0.0188
Public administration & defence	0.103***	0.126**	-0.0206
Education	0.125***	0.174***	-0.00551
Health	0.106***	0.119***	-0.0241
Other services	0.0498***	0.0856***	0.0106
Female-dominated sector	-0.0112	-0.00737	0.0128
Public sector	-0.0138	-0.0123	-0.0288*
Baltic	-0.0102	-0.0200	0.0306
Continental	0.0359**	0.0272	0.0476***
Anglo-Saxon	0.0407**	0.0200	0.0494*
Northern	0.0753***	0.0487**	0.0275
Southern	0.158***	0.131***	0.103***
Small establishment	0.00784	0.00270	-0.00386
Large establishment (250 and more)	-0.0135	-0.00550	-0.00674
Fixed-term contract	0.00343	0.00161	-0.00200
Seniority	-0.00403	-0.00189	-0.00551
Supervisory tasks	0.0444***	0.0681***	0.00822
Autonomy	-0.000172	-0.000158	-0.000258

Working time patterns for sustainable work: Statistical annex

Work intensity	0.000565***	0.000584***	0.000750***
Fixed working time	-0.0341***	-0.0137	-0.0188
Working time autonomy	0.0603***	0.0562*	0.0665**
Regular work schedule	-0.0730***	-0.0312***	-0.0611***
Weekend work	0.0655***	0.0832***	0.0487***
Night work	0.109***	0.0783***	0.0860***
Shift work	0.00704	0.0318**	0.0216
Frequent on-call work	0.0619***	0.0404**	0.105***
Physical risk index	0.000248***	0.000367***	0.000135**
Time off possibility	-0.00467	0.0173	-0.128***
Commuting time	0.00488	0.00786	0.0272***
Poor Working conditions	0.0185	0.0182	0.146***
Short Part-time	-0.0546***	-0.0419***	-0.0483**
Long Part-time	-0.0146	-0.00984	-0.0742***
Long working time	0.128***	0.100***	0.108***
<i>Predicted probability</i>	0.1901	0.1629	0.1317
Observations	19.790	10.195	9.609

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, the predicted probability (penultimate row) that a worker reports that he/she did not have a rest period of at least 11 hours is respectively 19,0 per cent for the sample as a whole, 14,5 per cent for female workers, and 13.8 per cent for male workers. Married/Cohabiting workers with young pre-school children (sixth row third column) have a 3,1 percentage points higher probability to report a rest period of at least 11 hours, compared to young married/cohabiting dependent employees without resident children (or an increase of the probability with 16,3 % = 0,0305/0,1901) . Night workers have also a higher probability to report a rest period of less than 11 hours, an increase of the probability with 11,8 percentage points (or 62,1 % = 0.118/0,1901). Men working long hours (see last variable first column last column) have *ceteris paribus* a 12.6 percentage points higher probability to report a rest period of less than 11 hours ( i.e. an increase of the probability with 66,0% = 0,126/0,1901).

Source: EWCS 2016 and author's calculations

## Working time preferences

**Table C11: Descriptive statistics – Working Time Preferences (WTP)**

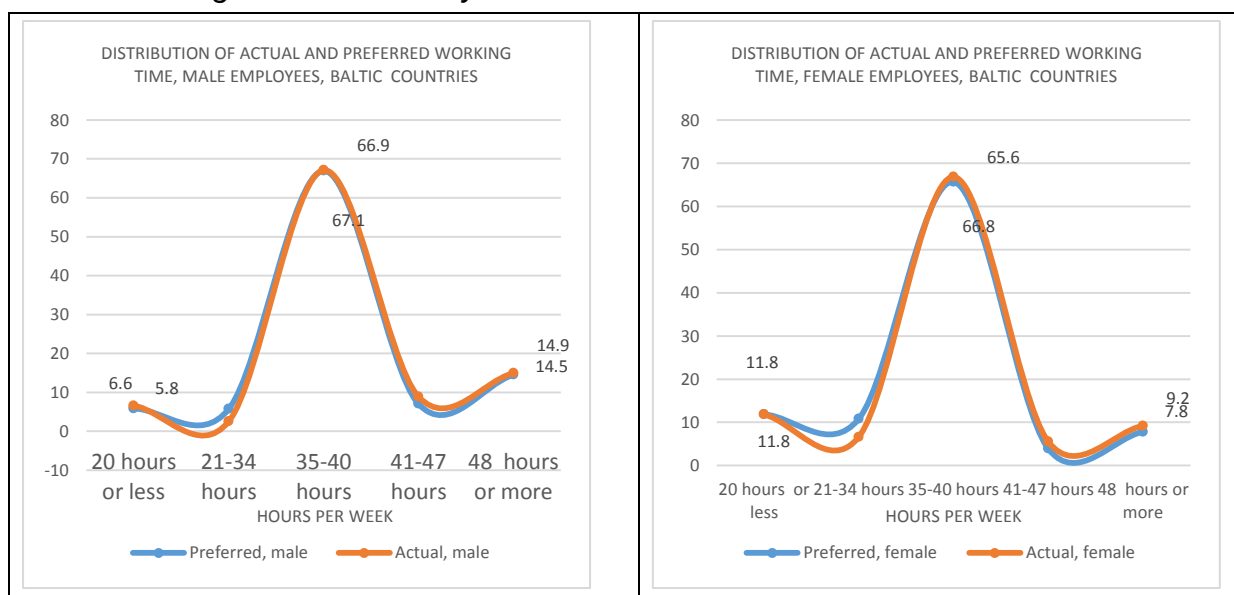
Employees, EU-28. Share in percent.

Working Time Preferences	All	Women	Men
Reduction of working time	28.1	25.4	30.6
No change	58.2	58.3	58.1
Lengthening of working time	13.7	16.3	11.3
All	100.0	100.0	100.0

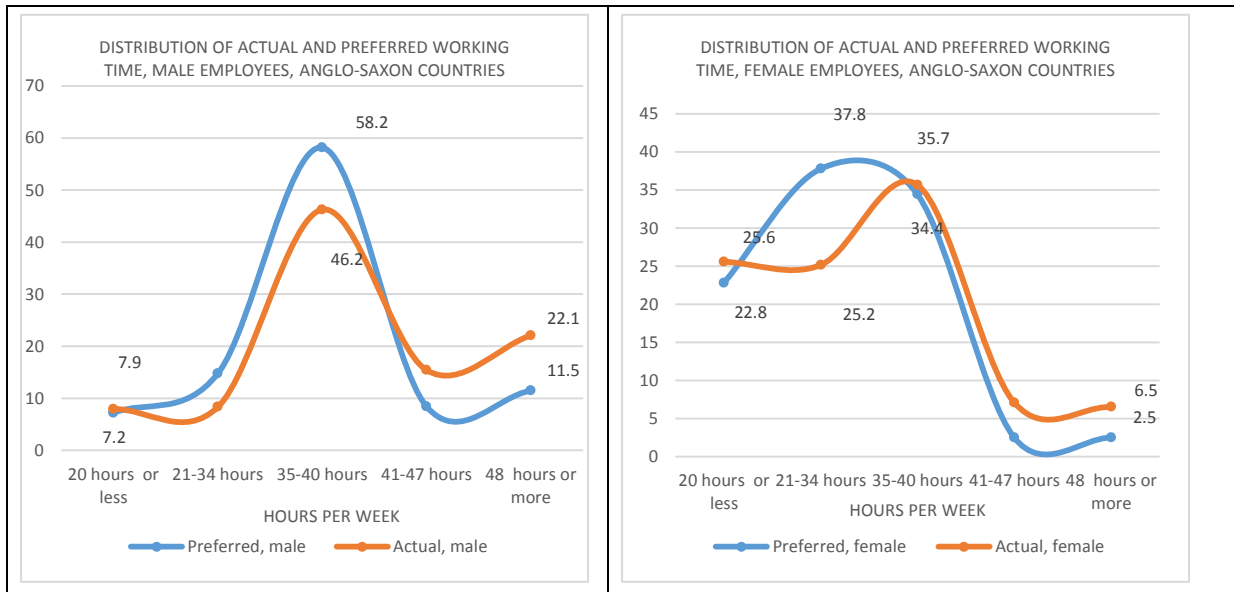
Source: EWCS 2016 and author's calculations

**Figure C2: Distribution of actual and preferred usual weekly working time by sex and country clusters, Employees.**

*Baltic and Anglo-Saxon Country Clusters*

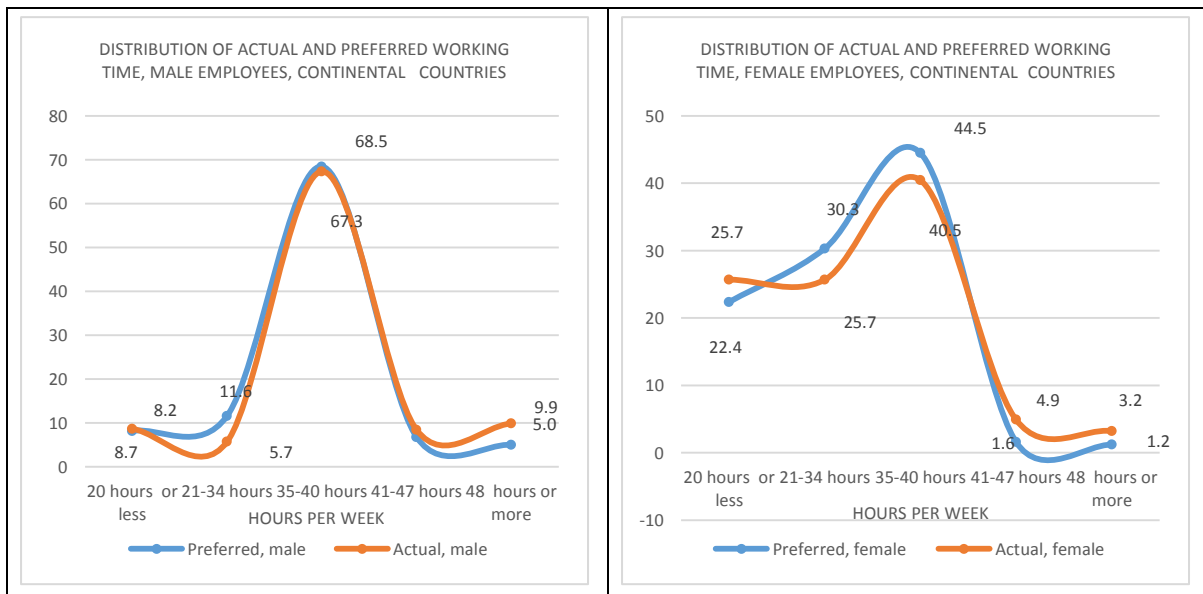


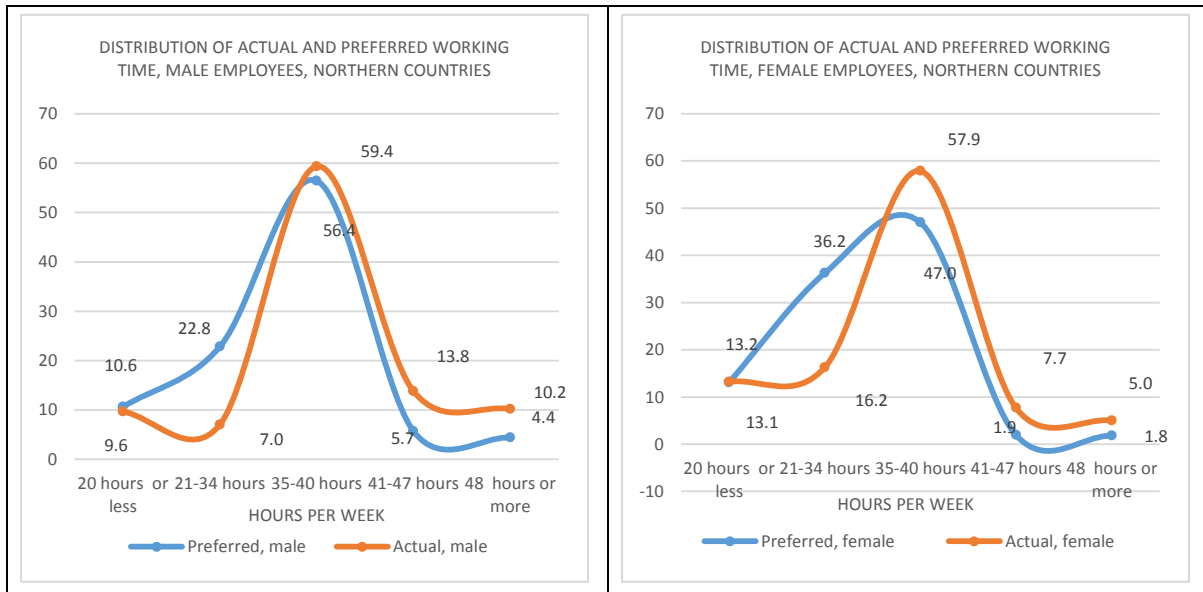




**Figure C3: Distribution of actual and preferred usual weekly working time by sex and country clusters, Employees**

*Continental and Northern Country Clusters*

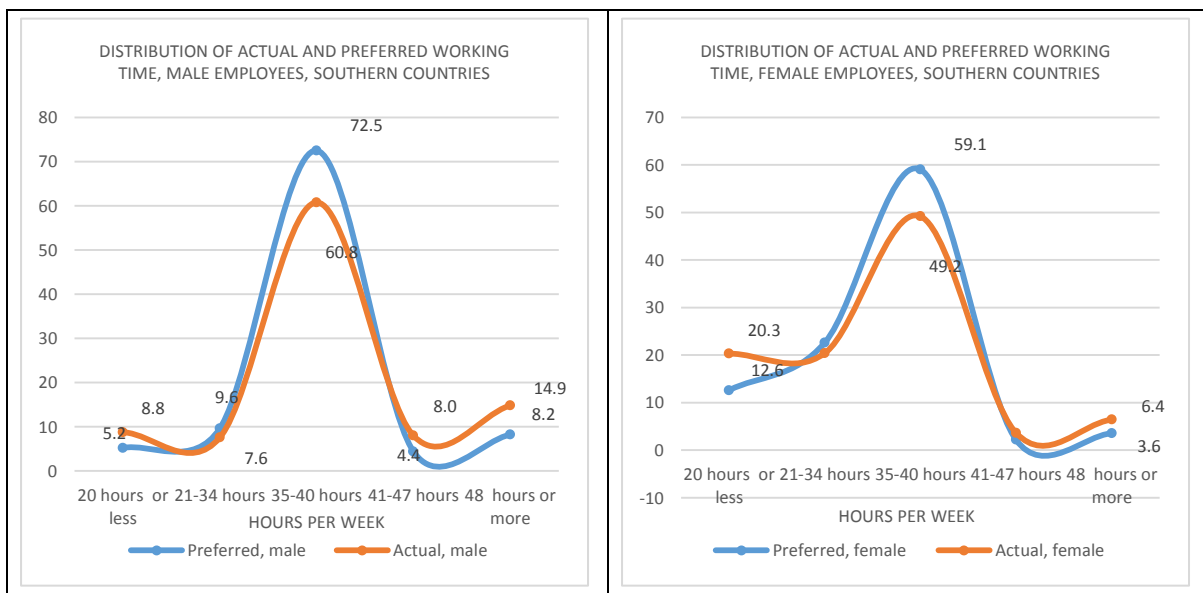




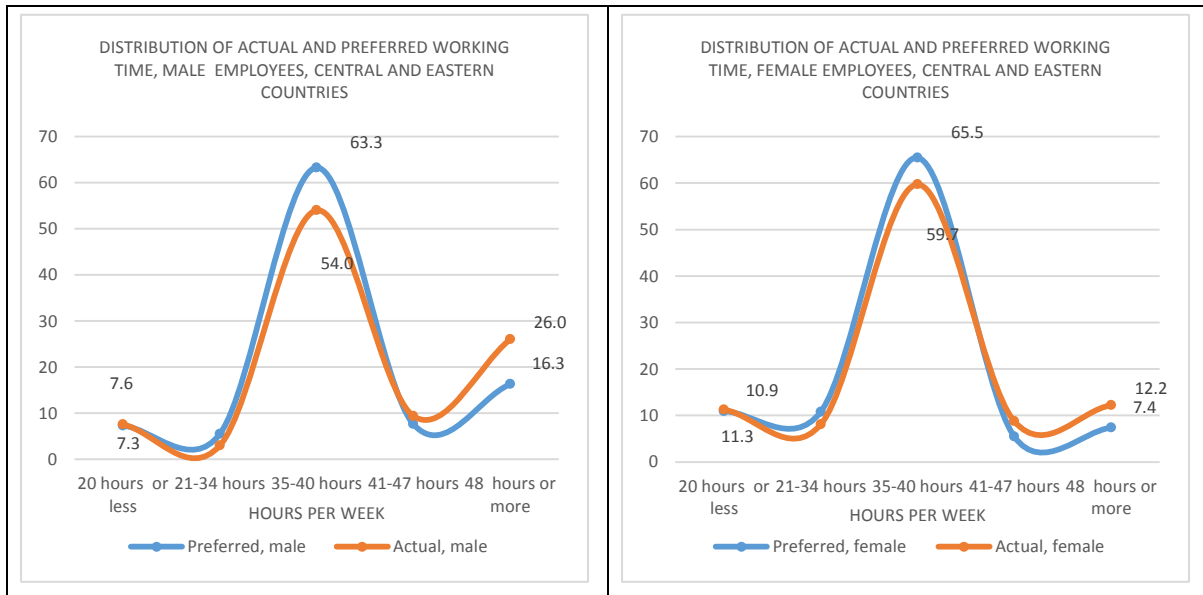
Source: EWCS 2015, author's calculations

**Figure C4: Distribution of actual and preferred usual weekly working time by sex and country clusters, Employees**

*Southern and Central-Eastern Country Clusters*



Working time patterns for sustainable work: Statistical annex



Source: EWCS 2016 and author's calculations

**Figure C5: Share of employees with a preference for a reduction of working time (upper panel) and for a lengthening of working time (lower panel) by sex and life phases**



Source: EWCS 2016 and author's calculations

*I: Single persons (18-35 years), living with their parents or relatives, II Single persons (under 46 years), without children, III Younger cohabiting couples (woman under 46 years), without children, IV Cohabiting couples with youngest children under 7 year, V Cohabiting couple with young children between 7-12 years, VI Cohabiting couple with teenage children between 13-18 years, VII Midlife 'empty nest' couples without resident children, VIII Older cohabiting couples without resident children, IX Single persons (aged 50 years or older), without resident children.*

**Table C12: Multinomial logit regression analysis – Working Time Preferences**  
Marginal Effect Evaluated at Sample Means. **All Employees**, EU-28.

VARIABLES	Preference for a reduction	Preference for no change	Preference for an increase
<i>Gender</i>			
Women	0.0678***	-0.0524***	-0.0155***
<i>Skill level (ref: medium skill)</i>			
Low Skill	-0.0579***	0.0392***	0.0186***
High Skill	0.0195**	0.00465	-0.0241***
<i>Life phases (Ref: Young couple without children)</i>			
Young singles with parents	-0.00297	0.00834	-0.00537
Young singles on their own	-0.00953	0.0139	-0.00442
Couples with pre-school children	0.0538***	-0.0470***	-0.00683
Couples with children 7-12 years	0.0716***	-0.0588***	-0.0128**
Couples with children 13-18 years	0.0365***	-0.0200	-0.0166***
Couple empty nest 46-59 years	0.0666***	-0.0527***	-0.0139**
Older Couple	0.0737***	-0.0236	-0.0501***
Older singles	0.0750***	-0.0567***	-0.0183**
<i>Industries (Ref: Manufacturing)</i>			
Agriculture	-0.0612**	0.0653**	-0.00415
Construction	-0.0360**	0.00445	0.0316**
Wholesale & retail	0.00290	-0.0162	0.0133*
Transport	0.0371**	-0.0707***	0.0335***
Financial services	0.0246	-0.0115	-0.0132
Public administration & defence	-0.0384**	0.0469***	-0.00853
Education	0.0150	-0.0490**	0.0340***
Health	0.00101	0.00902	-0.0100
Other services	-0.00277	-0.00793	0.0107
Female-dominated sector	-0.00847	0.0105	-0.00200
Public sector	0.0350***	-0.0247**	-0.0103**
<i>Country clusters (Ref: Central and Eastern countries)</i>			
Baltic	-0.0495	0.000712	0.0488*
Continental	0.122***	-0.137***	0.0153**

Working time patterns for sustainable work: Statistical annex

Anglo-Saxon	0.215***	-0.220***	0.00561
Northern	0.247***	-0.240***	-0.00726
Southern	0.0809***	-0.108***	0.0273***
<i>Employment and Job Characteristics</i>			
Fixed-term contract	-0.0104	-0.0221**	0.0324***
Seniority	0.00899**	0.00952**	-0.0185***
Supervisory tasks	0.0607***	-0.0577***	-0.00295
Autonomy	3.41e-05	1.79e-05	-5.20e-05
Work intensity	0.000674***	-0.000538***	-0.000137**
Fixed working time	-0.0429***	0.0402***	0.00270
Working time autonomy	-0.0586***	0.0542***	0.00440
Regular work schedule	-0.0512***	0.0590***	-0.00774**
<i>Atypical work (Dummies)</i>			
Weekend work	-0.0329***	0.0406***	-0.00772
Night work	0.0104	-0.0212*	0.0108*
Shift work	-0.0486***	0.0455***	0.00307
Frequent on call	0.0159	-0.0245*	0.00860
Physical risk index	9.77e-05**	-0.000306***	0.000208***
Commuting time	0.0216***	-0.0263***	0.00465
Poor Work-life balance	0.136***	-0.123***	-0.0128**
Poor Working conditions	0.114***	-0.154***	0.0403***
<i>Working time patterns</i>			
Short part-time	-0.232***	-0.109***	0.341***
Long Part-time	-0.159***	-0.0451***	0.204***
Long Hours	0.343***	-0.282***	-0.0618***
<i>Predicted probability</i>	0.2456	0.6771	0.0773
Observations	20.002	20.002	20.002

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, 24.6 per cent of employees have a preference for a reduction of working time and 7.7 per cent a preference for increasing working time (See penultimate row second and fourth column). Employees residing in Anglo-Saxon countries have a 21.5 percentage points higher likelihood to opt for a reduction of working time compared to employees living in Eastern countries (*Ref*). Dependent employees with long working hours have a 34.3 percentage points higher likelihood to want reduction of working time compared to the reference category (*Normal working time*). Conversely, dependent employees with short part-time have a 34,1 percentage points higher likelihood to want an increase of working time compared to the reference category

Source: EWCS 2016 and author's calculations

**Table C13: Multinomial logit regression analysis – Working Time Preferences**  
Marginal Effect Evaluated at Sample Means. **Female Employees, EU-28**

VARIABLES	Preference for a reduction	Preference for no change	Preference for an increase
<i>Skill level (ref: medium skill)</i>			
Low Skill	-0.0410***	0.0251*	0.0158*
High Skill	0.0262**	-0.00512	-0.0211***
<i>Life phases (Ref: Young couple without children)</i>			
Young singles with parents	0.0169	-0.0239	0.00692
Young singles on their own	-0.0402**	0.0249	0.0153
Couples with pre-school children	0.0729***	-0.0584***	-0.0145
Couples with children 7-12 years	0.0471**	-0.0365*	-0.0106
Couples with children 13-18 years	0.0138	-0.00309	-0.0108
Couple empty nest 46-59 years	0.0858***	-0.0687***	-0.0171*
Older Couple	0.103***	-0.0473	-0.0558***
Older singles	0.0512**	-0.0458*	-0.00545
<i>Industries (Ref: Manufacturing)</i>			
Agriculture	-0.0643	0.0908*	-0.0265
Construction	-0.00375	0.0132	-0.00947
Wholesale & retail	-0.0257	0.0170	0.00870
Transport	0.0370	-0.0692*	0.0322
Financial services	0.0237	-0.000644	-0.0231
Public administration & defence	-0.0416**	0.0651***	-0.0235*
Education	0.0175	-0.0381	0.0206
Health	-0.0293*	0.0478**	-0.0185*
Other services	-0.0386**	0.0257	0.0130
Female-dominated sector	-0.0145	0.0169	-0.00237
Public sector	0.0177	-0.0143	-0.00342
<i>Country clusters (Ref: Central and Eastern countries)</i>			
Baltic	-0.0260	-0.00700	0.0330
Continental	0.126***	-0.119***	-0.00659
Anglo-Saxon	0.316***	-0.301***	-0.0157
Northern	0.263***	-0.242***	-0.0211
Southern	0.0898***	-0.109***	0.0193*
<i>Employment and Job Characteristics</i>			
Fixed-term contract	-0.00150	-0.0498***	0.0513***
Seniority	0.00407	0.0115**	-0.0156***
Supervisory tasks	0.0736***	-0.0741***	0.000487
Autonomy	0.000431**	-0.000372**	-5.91e-05
Work intensity	0.000506***	-0.000353**	-0.000154*

Working time patterns for sustainable work: Statistical annex

Fixed working time	-0.0415***	0.0419***	-0.000417
Working time autonomy	-0.0344*	0.0436**	-0.00926
Regular work schedule	-0.0464***	0.0520***	-0.00558
<i>Atypical work (Dummies)</i>			
Weekend work	-0.0324***	0.0382***	-0.00578
Night work	0.00590	-0.0137	0.00777
Shift work	-0.0226*	0.0235*	-0.000852
Frequent on call	0.0101	-0.0117	0.00152
Physical risk index	0.000233***	-0.000486***	0.000253***
Commuting time	0.0113	-0.0182**	0.00688
Poor Work-life balance	0.133***	-0.131***	-0.00140
Poor Working conditions	0.0805***	-0.134***	0.0533***
<i>Working time patterns</i>			
Short part-time	-0.239***	-0.150***	0.389***
Long Part-time	-0.161***	-0.0593***	0.221***
Long Hours	0.358***	-0.294***	-0.0636***
<i>Predicted probability</i>	0.2084	0.6997	0.0923
Observations	10.329	10.329	10.329

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, 20,8 per cent of female employees have a preference for a reduction of working time and 9,2 per cent a preference for increasing working time (See penultimate row second and fourth column). Female employees residing in Northern countries have a 26,3 percentage points higher likelihood to opt for a reduction of working time compared to employees living in Eastern countries (*Ref*). Female employees with long working hours have a 35.8 percentage points higher likelihood to want reduction of working time compared to the reference category (*Normal working time*). Conversely, female short part-timers have a 23,9 percentage points lower likelihood to opt for a shortening of working time compared to the reference category.

*Source: EWCS 2016 and author's calculations*



**Table C14: Multinomial logit regression analysis – Working Time Preferences**  
Marginal Effect Evaluated at Sample Means. *Male Employees*, EU-28

VARIABLES	Preference for a reduction	Preference for no change	Preference for an increase
<i>Skill level (ref: medium skill)</i>			
Low Skill	-0.0662***	0.0505***	0.0157**
High Skill	0.0156	0.0115	-0.0271***
<i>Life phases (Ref: Young couple without children)</i>			
Young singles with parents	-0.00964	0.0175	-0.00786
Young singles on their own	0.0229	-0.00873	-0.0142**
Couples with pre-school children	0.0528***	-0.0519***	-0.000970
Couples with children 7-12 years	0.111***	-0.0972***	-0.0136*
Couples with children 13-18 years	0.0719***	-0.0515***	-0.0204***
Couple empty nest 46-59 years	0.0545**	-0.0481**	-0.00640
Older Couple	0.0327	0.00917	-0.0419***
Older singles	0.108***	-0.0818***	-0.0265***
<i>Industries (Ref: Manufacturing)</i>			
Agriculture	-0.0619*	0.0516	0.0103
Construction	-0.0360*	0.00156	0.0344***
Wholesale & retail	0.00855	-0.0249	0.0163*
Transport	0.0326	-0.0625***	0.0299**
Financial services	0.00445	0.000613	-0.00507
Public administration & defence	-0.0471**	0.0380	0.00914
Education	-0.0499*	-0.00360	0.0535**
Health	0.0428	-0.0479	0.00505
Other services	0.0258	-0.0303*	0.00450
Female-dominated sector	0.0146	-0.0131	-0.00146
Public sector	0.0508***	-0.0306*	-0.0202***
<i>Country clusters (Ref: Central and Eastern countries)</i>			
Baltic	-0.0735	0.00731	0.0662*
Continental	0.125***	-0.161***	0.0365***
Anglo-Saxon	0.131***	-0.155***	0.0244**
Northern	0.235***	-0.243***	0.00821
Southern	0.0722***	-0.107***	0.0345***
<i>Employment and Job Characteristics</i>			
Fixed-term contract	-0.0239	0.0106	0.0133**
Seniority	0.0136**	0.00789	-0.0215***
Supervisory tasks	0.0550***	-0.0494***	-0.00561
Autonomy	-0.000354*	0.000425**	-7.11e-05

Working time patterns for sustainable work: Statistical annex

Work intensity	0.000868***	-0.000730***	-0.000138*
Fixed working time	-0.0408***	0.0357***	0.00509
Working time autonomy	-0.0777***	0.0591***	0.0187
Regular work schedule	-0.0564***	0.0653***	-0.00888*
<i>Atypical work (Dummies)</i>			
Weekend work	-0.0349**	0.0429***	-0.00807
Night work	0.0141	-0.0253	0.0112
Shift work	-0.0732***	0.0683***	0.00491
Frequent on call	0.0185	-0.0339*	0.0154*
Physical risk index	4.48e-05	-0.000208***	0.000163***
Commuting time	0.0305***	-0.0330***	0.00247
Poor Work-life balance	0.138***	-0.121***	-0.0173***
Poor Working conditions	0.141***	-0.171***	0.0300***
<i>Working time patterns</i>			
Short part-time	-0.187***	-0.0897***	0.277***
Long Part-time	-0.128***	-0.0912***	0.219***
Long Hours	0.357***	-0.303***	-0.0539***
<i>Predicted probability</i>	0.2834	0.6552	0.0614
Observations	9.673	9.673	9.673

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, 28,3 per cent of male employees have a preference for a reduction of working time and 6,1 per cent a preference for increasing working time (See penultimate row second and fourth column). Male employees residing in Anglo-Saxon countries have a 13,1 percentage points higher likelihood to opt for a reduction of working time compared to employees living in Eastern countries (*Ref*). Male working long hours have a 35,7 percentage points higher likelihood to opt for a shortening of working time.

*Source: EWCS 2016 and author's calculations*

## Atypical work

**Table C15: Descriptive Statistics – Incidence of night work, shift work and weekend work by country cluster and employment status, %, EU-28, *Sample as a whole***

Country clusters	Night work		Shift work		Week-end work	
	Emp	SE	Emp	SE	Emp	SE
Anglo-Saxon countries	21.2	22.6	24.3	7.9	32.3	43.2
Baltic countries	18.4	20.9	23.5	4.4	30.2	50.2
Continental countries	18.0	21.4	20.3	3.8	22.7	42.5
Central and Eastern countries	19.3	15.4	32.7	6.9	27.3	44.3
Northern Countries	22.3	36.5	17.5	3.6	36.2	62.5
Southern Countries	16.9	16.7	25.3	4.4	24.1	37.8
<b>EU 28</b>	<b>18.7</b>	<b>19.3</b>	<b>24.1</b>	<b>5.2</b>	<b>26.1</b>	<b>42.0</b>

Emp: Employees, SE: Self-employed persons

Source: EWCS 2016 and author's calculations

**Table C15a: Descriptive, *Sample as a whole***

Country clusters	Night work		Shift work		Week-end work	
	Men	Women	Men	Women	Men	Women
Anglo-Saxon countries	26.5	15.7	23.3	20.0	37.6	30.0
Baltic countries	24.2	13.9	18.4	22.9	35.2	30.7
Continental countries	23.4	13.0	18.7	18.2	25.1	24.3
Central and Eastern countries	24.7	12.6	26.5	30.2	33.3	26.0
Northern Countries	30.0	16.7	14.8	17.6	39.5	37.6
Southern Countries	20.4	12.6	20.2	19.6	28.8	25.8
<b>EU 28</b>	<b>23.7</b>	<b>13.4</b>	<b>21.0</b>	<b>21.2</b>	<b>30.2</b>	<b>26.5</b>

Source: EWCS 2016 and author's calculations

**Table C15b: Descriptive statistics – Incidence of night work, shift work and weekend work by country cluster %, eu-28, employees**

Country clusters	Night		Shift		Week-end	
	Men	Women	Men	Women	Men	Women
Anglo-Saxon Countries	27.0	15.3	26.8	21.8	35.7	28.8
Baltic Countries	24.9	13.3	21.6	25.1	33.1	28.0
Continental Countries	23.2	12.9	21.0	19.7	22.2	23.1
Central and Eastern Countries	26.1	13.3	31.6	33.7	30.8	24.2
Northern Countries	28.3	16.4	16.5	18.5	35.6	36.8
Southern Countries	20.9	13.0	27.1	23.6	25.0	23.4
<b>EU 28</b>	<b>24.1</b>	<b>13.5</b>	<b>24.8</b>	<b>23.5</b>	<b>27.2</b>	<b>24.9</b>

Source: EWCS 2016 and author's calculations

**Table C15c: Descriptive Statistics – Incidence of night work, shift Work and weekend work by country cluster %, EU-28, Self-employed persons**

Country clusters	Night work		Shift work		Week-end work	
	Men	Women	Men	Women	Men	Women
Anglo-Saxon countries	24.4	18.7	9.5	4.6	45.0	39.2
Baltic countries	22.0	19.5	3.0	6.5	46.8	54.7
Continental countries	25.8	15.4	3.2	4.8	46.2	37.5
Central and Eastern countries	20.6	8.3	5.2	9.4	47.1	40.1
Northern Countries	42.7	22.6	2.9	5.3	67.4	51.4
Southern Countnies	19.4	12.2	4.2	4.8	38.5	36.7
<b>EU 28</b>	<b>22.9</b>	<b>14.9</b>	<b>4.9</b>	<b>5.7</b>	<b>44.1</b>	<b>38.5</b>

Source: EWCS 2016 and author's calculations

**Table C16a: Descriptive Statistics – Incidence of atypical work (Index 0-100), EU-28, *Sample as a whole***

	Means	St. dev	Min	Max
All	17.0	19.7	0	100
Men	18.2	20.1	0	100
Women	15.7	19.2	0	100

Source: EWCS 2016 and author's calculations

**Table C16b: Descriptive Statistics – Incidence of atypical work (Index 0-100), EU-28, *All employees***

	Means	St. dev	Min	Max
All	15.6	19.1	0	100
Men	16.6	19.4	0	100
Women	14.7	18.7	0	100

Source: EWCS 2016 and author's calculations

**Table C16c: Descriptive Statistics – Incidence of atypical work (Index 0-100), EU-28, *self-employed persons***

	Means	St. dev	Min	Max
All	24.9	21.0	0	100
Men	25.8	21.1	0	100
Women	23.5	23.5	0	100

Source: EWCS 2016 and author's calculations

**Definition:** Index (0-100) based on the extent of shift work, night work and Saturday and Sunday work.

**Illustration:** Night work=100 if the respondent works night under 30 nights. Saturday work=100 if the respondent works 4 Saturdays per month. Sunday work=100 if the respondent works 4 Sundays per month. The index is then the weighted average of the four forms of atypical work Saturday/sunday, night (atypic1) and shift work (shiftindex) in the following  $\text{Atypical workindex} = [0.8 \cdot \text{atypic1}] + [0.2 \cdot \text{shiftindex}]$ .

**Table C17: Ordinary Least Squares (OLS). Dependent variables: Atypical work. All, EU-28**

VARIABLES	All	Women	Men
Women	-1.604***		
Low Skill	0.248	-0.0742	0.363
High Skill	-2.363***	-1.476**	-3.417***
Young singles with parents	5.060***	4.041**	5.902***
Young singles on their own	0.886	-0.0217	1.832**
Couples pre-school child	-0.632	-1.840**	0.744
Couples with children 7-12	-0.779	-0.657	-0.792
Couples with children 13-18 years	-1.083*	-1.956**	-0.302
Couple empty nest	-1.333**	-1.830*	-0.752
Older Couple	-1.782**	-0.644	-2.896**
Older singles	0.143	-0.0239	0.270
Agriculture	11.25***	13.69***	9.880***
Construction	-5.359***	-2.851**	-5.306***
Wholesale & retail	10.20***	11.54***	8.408***
Transport	7.395***	6.072***	7.142***
Financial services	-3.397***	-2.652***	-3.998***
Public administration & defence	-0.391	-3.399***	1.145
Education	-2.078**	-2.199**	-2.549*
Health	5.319***	5.232***	3.466**
Other services	1.409**	-0.329	2.846***
Female-dominated sector	4.364***	4.693***	4.220***
Public sector	1.141**	0.202	2.602***
Baltic	-1.095**	0.0894	-2.037**
Continental	-3.373***	-3.015***	-3.535***
Anglo-Saxon	1.050	0.534	1.545
Northern	-3.213***	-2.788***	-3.409***
Southern	-0.157	1.185*	-1.245*
Small establishment	-0.313	-0.578	0.0589
Large establishment	1.872***	0.930	2.431***
Fixed-term contract	0.927*	0.130	1.777**
Self-employed	6.827***	4.515***	8.383***
Seniority	-0.207	-0.723**	0.309
Supervisory tasks	0.690	0.821	0.818

**Working time patterns for sustainable work: Statistical annex**

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Autonomy	-0.0692***	-0.0320***	-0.0978***
Work intensity	-0.0149**	-0.0150*	-0.0118
Working time autonomy	-0.422	-1.038	0.334
Fixed working time	-1.214***	-1.779***	-0.482
Regular work schedule	-5.676***	-5.489***	-5.668***
Short rest period	5.865***	7.356***	4.607***
Physical risk index	0.0264***	0.0385***	0.0189***
Poor Work-life balance	7.543***	6.711***	8.296***
Poor Working conditions	0.395	1.525**	-0.673
Short Part-time	-2.472***	-1.883***	-2.364**
Long Part-time	0.102	-0.0416	1.194
Long hours	5.707***	7.436***	5.049***
Constant	15.41***	12.61***	15.51***
Observations	24.295	11.950	12.345
R-squared	0.314	0.358	0.298

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Source: EWCS 2016 and author's calculations*

*Interpretation. Ceteris paribus*, women (first row second column) are less prone to be on atypical work, a reduction by 8,9 % of the index (= -1.604/16.99). Young single leaving with their parents are also more exposed to atypical work (fourth row second column) an increase of the index by 26.6 % (=5.060/16.99) compared to young married/cohabiting dependent employees without resident children. Individual working long hours (see last variable and the second column)) are also *ceteris paribus* more exposed to atypical working conditions, an increase of the index by 35.9 % (=6.098/16.99) compared to with individuals working normal working hours.

**Table C18: Ordinary Least Squares (OLS). Dependent variables: Atypical work. *Employees, EU-28***

VARIABLES	All	Women	Men
Women	-2.055***		
Low Skill	0.724	0.251	0.780
High Skill	-2.243***	-1.361**	-3.428***
Young singles with parents	4.268***	4.182**	4.429**
Young singles on their own	1.075	0.233	1.953**
Couples pre-school child	-0.415	-2.123**	1.619*
Couples with children 7-12	-0.573	-0.953	-0.0376
Couples children 13-18	-1.022	-1.911**	-0.205
Couple empty nest 46-59	-0.861	-1.318	-0.342
Older Couple	-0.442	0.440	-1.634
Older singles	0.111	-0.0239	0.236
Agriculture	5.534***	4.027*	5.957**
Construction	-4.914***	-1.307	-5.018***
Wholesale & retail	10.32***	11.85***	8.487***
Transport	7.408***	6.401***	7.129***
Financial services	-2.997***	-1.280	-4.214***
Public administration & defence	0.499	-2.242**	2.084
Education	-1.560*	-1.445	-2.050
Health	6.690***	6.610***	5.522***
Other services	1.719***	0.645	2.894***
Female-dominated sector	4.884***	5.311***	4.417***
Public sector	0.457	-0.209	1.505*
Baltic	-1.040*	-0.0710	-1.905**
Continental	-3.777***	-3.164***	-4.210***
Anglo-Saxon	0.973	0.578	1.380
Northern	-3.753***	-2.926***	-4.455***
Southern	0.290	1.591**	-0.915
Small establishment	-0.666	-0.973*	-0.339
Large establishment	1.743***	0.737	2.318***
Fixed-term contract	1.232**	0.527	2.008**
Seniority	-0.158	-0.573*	0.296
Supervisory tasks	0.639	1.273	0.484



Working time patterns for sustainable work: Statistical annex

Autonomy	-0.0720***	-0.0387***	-0.0990***
Work intensity	-0.0178***	-0.0153*	-0.0166*
Working time autonomy	-1.495*	-2.444**	-0.363
Fixed working time	-1.589***	-2.079***	-0.954
Regular work schedule	-5.991***	-5.670***	-6.033***
Short rest period	5.121***	6.643***	3.657***
Physical risk index	0.0294***	0.0403***	0.0223***
Poor Work-life balance	7.777***	7.562***	8.056***
Poor Working conditions	0.247	1.383*	-0.892
Short Part-time	-1.976***	-1.629**	-1.264
Long Part-time	-0.199	-0.596	1.662
Long hours	4.961***	6.842***	4.360***
Constant	15.64***	11.75***	16.37***
Observations	20.554	10.544	10.010
R-squared	0.303	0.359	0.276

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

Source: EWCS 2016 and author's calculations

**Table C19: Ordinary Least Squares (OLS). Dependent variables: Atypical work. Self-employed, EU-28**

VARIABLES	All	Women	Men
Women	0.224		
Low Skill	-3.477**	-1.151	-2.869
High Skill	-1.881	-0.340	-1.896
Young singles with parents	12.00***	0.165	15.96***
Young singles on their own	-0.728	-0.464	-0.671
Couples pre-school child	-3.179	-1.085	-5.022*
Couples with children 7-12	-4.150*	-0.446	-6.256**
Couples children 13-18	-3.166	-3.002	-3.148
Couple empty nest 46-59	-4.166*	-5.237*	-3.306
Older Couple	-6.148***	-4.466	-6.760**
Older singles	0.495	1.564	-0.281
Agriculture	15.25***	15.87***	15.45***
Construction	-6.367***	-11.16***	-3.902*

Working time patterns for sustainable work: Statistical annex

Wholesale & retail	8.078***	7.463**	7.713***
Transport	10.78***	9.109	11.18***
Financial services	-5.065**	-12.60***	-1.238
Public administration & defence	-7.614	-17.06***	-0.987
Education	-1.158	-4.808	1.070
Health	-7.965***	-9.937***	-12.84***
Other services	0.725	-6.447*	5.009**
Female-dominated sector	2.429*	3.081*	5.003***
Baltic	-2.371	2.657	-5.863**
Continental	-3.319**	-2.860	-3.323**
Anglo-Saxon	0.618	-0.453	0.461
Northern	-0.550	-1.084	-0.201
Southern	-3.275***	-2.360	-4.418***
Self-employedwith employees	0.570	5.352	-1.248
Seniority	-0.362	-1.501*	0.801
Supervisory tasks	0.799	-5.391	2.781
Autonomy	-0.0109	0.0796**	-0.0507*
Work intensity	-0.00883	-0.0138	0.00749
Short rest period	9.006***	11.38***	8.137***
Physical risk index	0.00620	0.0216**	0.000930
Poor Work-life balance	6.471***	2.622	8.665***
Poor Working conditions	2.060	0.908	2.362
Short Part-time	-3.723**	-2.860	-4.167**
Long Part-time	2.794*	4.020*	0.365
Long hours	8.659***	8.812***	7.708***
Constant	19.39***	15.82***	18.08***
Observations	3.856	1.455	2.401
R-squared	0.329	0.410	0.333

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

Source: EWCS 2016 and author's calculations

## Satisfaction with working conditions

**Table C20: Descriptive statistics – Satisfaction with working conditions**

Question: On the whole, are you very satisfied, satisfied, not very satisfied or not at all satisfied with your working conditions in your main paid job? (Q88) %. All sample

Satisfaction with working conditions	Share of respondents in %
Not at all satisfied	2.6
Not very satisfied	11.5
Satisfied	59.5
Very satisfied	26.3
Total	100

Source: EWCS 2016 and author's calculations

**Table C20a: Ordered Probit. Dependent variable – Satisfaction with working conditions**

Marginal effect evaluated at sample means. Question On the whole, are you very satisfied, satisfied, not very satisfied or not at all satisfied with your working conditions in your main paid job?

VARIABLES	Not at all satisfied	Not very satisfied	Satisfied	Very satisfied
Women	0.00195	0.00721	0.00577	-0.0149
Low Skill	0.00621***	0.0217***	0.0140***	-0.0420***
High Skill	-0.00219	-0.00823	-0.00705	0.0175
Young singles with parents	0.00132	0.00481	0.00361	-0.00974
Young singles on their own	-0.000403	-0.00150	-0.00123	0.00312
Couples with pre-school children	-8.68e-05	-0.000322	-0.000260	0.000668
Couples with children 7-12 years	-0.000657	-0.00245	-0.00203	0.00514
Couples with children 13-18 years	-0.000336	-0.00125	-0.00101	0.00260
Couple empty nest 46-59 years	0.00262	0.00942	0.00683	-0.0189
Older Couple	-0.00416*	-0.0163*	-0.0163	0.0368*
Older singles	0.00565**	0.0196**	0.0122***	-0.0374**
Agriculture	0.00547	0.0189	0.0116**	-0.0359
Construction	0.00264	0.00946	0.00672	-0.0188

Working time patterns for sustainable work: Statistical annex

Wholesale & retail	0.00450**	0.0160**	0.0111**	-0.0316**
Transport	0.00462	0.0162*	0.0104**	-0.0312*
Financial services	0.00390	0.0138	0.00916	-0.0268
Public administration & defence	0.00387	0.0137	0.00918	-0.0267
Education	0.000410	0.00151	0.00119	-0.00311
Health	-0.000500	-0.00186	-0.00153	0.00389
Other services	0.00436*	0.0155**	0.0108**	-0.0307**
Female-dominated sector	0.00213	0.00784	0.00621	-0.0162
Public sector	0.000210	0.000776	0.000621	-0.00161
Baltic	0.00999***	0.0328***	0.0157***	-0.0584***
Continental	-0.00326**	-0.0122**	-0.0101**	0.0255**
Anglo-Saxon	-0.00906***	-0.0368***	-0.0422***	0.0881***
Northern	-0.00810***	-0.0337***	-0.0415***	0.0832***
Southern	0.00628***	0.0221***	0.0146***	-0.0430***
Small establishment	-0.00669***	-0.0253***	-0.0226***	0.0546***
Large establishment (250 and more)	-0.00153	-0.00574	-0.00489	0.0122
Fixed-term contract	0.00459**	0.0163**	0.0110***	-0.0319***
Self-employed	0.00633**	0.0220**	0.0139***	-0.0423**
Seniority	0.000380	0.00140	0.00113	-0.00291
Supervisory tasks	-0.00421***	-0.0162***	-0.0152***	0.0356***
Autonomy	-0.000250***	-0.000926***	-0.000745***	0.00192***
Work intensity	0.000134***	0.000495***	0.000398***	-0.00103***
Working time autonomy	-0.00518***	-0.0202***	-0.0198**	0.0452***
Fixed working time	-0.00148	-0.00549	-0.00445	0.0114
Regular work schedule	-0.00593***	-0.0221***	-0.0186***	0.0467***
Physical risk index	8.16e-05***	0.000302***	0.000243***	-0.000627***
Weekend work	0.00214	0.00782	0.00597	-0.0159
Night work	0.00111	0.00406	0.00315	-0.00831
Shift work	-0.000532	-0.00198	-0.00162	0.00413
Short Part-time	-0.00367**	-0.0141**	-0.0131**	0.0309**
Long Part-time	0.00127	0.00462	0.00354	-0.00943
Long working time	0.00388**	0.0139**	0.00991***	-0.0277**
<i>Predicted Probability</i>	0.01678	0.0998	0.62981	0.25359
Observations	24.041	24.041	24.041	24.041

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, the predicted probability (penultimate row) that an individual report that he/she is not at all satisfied, not very satisfied, satisfied and very satisfied with his/her working condition is respectively 1,7 per cent, 10,0 per cent, 63,0 per cent and 25,4 per cent. Low-skilled workers (second row, third column) have a 2.2 percentage point higher probability to report that they are “not very satisfied with their working conditions.” Older couples (tenth row fifth column) have a 3,7 percentage points higher probability to report that they are very satisfied with their working conditions compared to young married/cohabiting dependent employees without resident children. Individual working long hours (see last variable first column – last column) have *ceteris paribus* a 2,8 percentage points lower probability to report that he/she is very satisfied with their working conditions

Source: EWCS 2016 and author’s calculations

**Table C20b: Logit. Dependent variable – Not satisfied with working conditions**

Marginal effect evaluated at sample means (Q88=3-4). Sample as a whole

VARIABLES	All	Women	Men
Women	0.00780		
Low Skill	0.0168*	0.0315**	0.0102
High Skill	0.00118	-0.0159	0.0143
Young singles with parents	0.00584	-0.0288	0.0349
Young singles on their own	-0.00497	-0.0276*	0.0122
Couples with pre-school children	0.00191	0.000863	0.00107
Couples with children 7-12 years	0.00521	-0.0184	0.0288
Couples with children 13-18 years	-0.00191	-0.0313**	0.0312
Couple empty nest 46-59 years	0.0119	0.00618	0.0104
Older Couple	-0.0226	-0.0167	-0.0356*
Older singles	0.0120	-0.00890	0.0301
Agriculture	0.0413*	0.0530	0.0380
Construction	0.0155	0.0300	0.00946
Wholesale & retail	0.0341**	0.0546**	0.0196
Transport	0.0131	0.0400	0.0144
Financial services	0.0595**	0.0755*	0.0497
Public administration & defence	0.0685**	0.0715*	0.0927**
Education	0.0177	0.0416	0.00428
Health	0.0138	0.0241	0.0226
Other services	0.0541***	0.0683***	0.0495**
Female-dominated sector	0.0111	-0.00477	0.0307*
Public sector	0.00152	0.0212	-0.0230
Baltic	0.0418***	0.0281*	0.0518**

Working time patterns for sustainable work: Statistical annex

Continental		0.00741	0.00747	0.00486
Anglo-Saxon		-0.0108	-0.0175	-0.0115
Northern		-0.0140	-0.0171	-0.0131
Southern		0.0355***	0.0369**	0.0303**
Small establishment		-0.0341***	-0.0348***	-0.0271**
Large establishment (250 and more)		0.00591	0.000511	0.0114
Fixed-term contract		0.0444***	0.0431***	0.0421***
Self-employed		0.0520***	0.0440	0.0563**
Seniority		-0.00145	0.00118	-0.00372
Supervisory tasks		-0.0233**	0.00505	-0.0402***
Autonomy		-0.00122***	-0.00119***	-0.00122***
Work intensity		0.000751***	0.000888***	0.000610***
Working time autonomy		-0.0161	-0.00919	-0.0230
Fixed working time		-0.0188**	-0.0162	-0.0203*
Regular work schedule		-0.0160**	-0.0146	-0.0182*
Physical risk index		0.000379***	0.000351***	0.000401***
Weekend work		0.0187*	0.0228*	0.0131
Night work		0.00438	0.0300*	-0.0120
Shift work		-0.00129	-0.00449	0.00759
Short Part-time		-0.00825	-0.00124	-0.0118
Long Part-time		0.0196*	0.0308**	-0.00106
Long working time		0.0311***	0.0452***	0.0243**
<i>Predicted Probability</i>		0.1120	0.1069	0.1130
Observations	24,041	24,041	11,873	12,168

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation.* *Ceteris paribus*, the predicted probability (penultimate row) that an individual reports poor working condition is respectively 11,2 per cent, 10,7 per cent for women and 11,3 per cent for men. Women working in the retail sector (fourteenth row, third column) have a 5.5 percentage points higher probability to report that they have poor working conditions. Female respondent working long hours (see last variable, third column) have *ceteris paribus* a 4,5 percentage points higher probability to report poor working conditions.

Source: EWCS 2016 and author's calculations

## Well-being at work and subjective well-being

**Table C21a: Descriptive statistics – Well-being at work, Employees.**

*Index (0-100). Question: How do you feel at work (see question Q90a-b-c-f)*

	Means	St. dev	Min	Max
<b>All</b>	74.8	15.28	0	100
<b>Men</b>	74.2	15.33	0	100
<b>Women</b>	75.3	15.21	0	100

*Source: EWCS 2016 and author's calculations*

**Table C21b: Ordinary Least Square. Dependent variable: We Well-being at work, Employees.**

*Index (0-100). EU-28.*

VARIABLES	(1)	(2)	(3)
	All	Female	Male
Women	0.673*		
Poor Health	-4.107***	-2.239	-6.354***
Low Skill	-1.747***	-2.334***	-1.000
High Skill	0.501	0.552	0.376
Young singles with parents	-0.149	-1.308	0.456
Young singles on their own	-0.994*	-0.119	-1.678**
Couples pre-school child	1.035*	1.761**	0.458
Couples with children 7-12	1.591***	2.182**	1.019
Couples with children 13-18 years	1.303**	1.623*	1.078
Couple empty nest	0.597	-0.319	1.720**
Older Couple	0.897	0.343	1.595
Older singles	-0.0712	1.287	-1.384
Agriculture	2.894*	5.850***	1.452
Construction	1.839**	1.652	1.581*
Wholesale & retail	1.994***	3.251***	1.189
Transport	2.475***	3.236**	1.787*
Financial services	1.514*	3.017**	0.448
Public administration &	1.338	1.946	1.857*

Working time patterns for sustainable work: Statistical annex

defence			
Education	5.514***	7.108***	4.080***
Health	4.157***	5.055***	3.300***
Other services	1.509**	3.163***	0.567
Female dom. sector	-0.694*	-0.887	-0.321
Public sector	-0.625	-0.361	-1.217*
Baltic	0.931*	0.562	1.251
Continental	-0.271	-0.459	0.0744
Anglo-Saxon	-0.329	0.363	-0.876
Northern	0.178	-0.00637	0.284
Southern	-0.795	-1.152	-0.286
Small establishment	0.812**	1.415**	0.255
Large establishment	0.134	1.400**	-0.826
Fixed-term contract	-0.428	-0.955	-0.0401
Seniority	-0.205	-0.322	-0.166
Supervisory tasks	2.277***	3.249***	1.507**
Autonomy	0.0683***	0.0655***	0.0730***
Work intensity	0.00311	0.00679	-0.000422
Working time autonomy	2.367***	2.526***	2.200**
Fixed working time	0.969***	1.789***	0.211
Regular work schedule	0.438	-0.0338	1.073**
Weekend work	1.127***	0.584	1.643***
Night work	1.506***	1.656**	1.555***
Shift work	-0.530	0.535	-1.532**
Frequent on-call work	-0.379	0.553	-1.206
Physical risk index	0.00306	0.00440	0.00196
Poor work–life balance	-2.710***	-2.876***	-2.633***
Poor working conditions	-11.54***	-11.34***	-11.67***
Short Part-time	-0.619	-1.132*	0.912
Long Part-time	0.401	0.433	-0.0992
Long working time	0.808*	-0.426	1.689***
Constant	69.45***	68.51***	70.28***
Observations	20.172	10.380	9.792
R-squared	0.157	0.159	0.169

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level



*Interpretation: Ceteris paribus*, respondents with poor health reports lower well-being at work, a decrease of the well-being at work index by 4.1 points or 5.5 % (= -4.107/74.8). Respondents working in the educational sector reports a higher well-being at work (nineteenth row second column) an increase of 5.1 points or 7.4 % of the well-being at work index (=5.514/74.8) compared to individual working in manufacturing industries. Individuals reporting poor working conditions (see fifth row from below and the second column)) display *ceteris paribus* a significantly lower well-being at work, a decrease of the index by 11.5 points or 15.4 % (= -11.54 /74.8).

**Table C22a: Descriptive statistics. Subjective well-being. WHO subjective well-being index (0-100), based on question Q87. Sample as a whole**

	Means	St. dev	Min	Max
<b>All</b>	68.1	20.00	0	100
<b>Men</b>	69.2	19.45	0	100
<b>Women</b>	66.9	20.49	0	100

Source: EWCS 2016 and author's calculations

**Table C22b: Ordinary least Square (OLS): Dependent variable: WHO subjective well-being index (0-100), EU-28, All**

VARIABLES	(1)	(2)	(3)
	All	Female	Male
Women	-3.392***		
Poor Health	-18.22***	-15.86***	-20.71***
Low Skill	0.821	0.518	1.440*
High Skill	-0.514	0.309	-1.068
Young singles with parents	0.204	0.664	-0.235
Young singles on their own	0.437	0.512	0.322
Couples pre-school child	0.214	0.594	0.000213
Couples with children 7-12	0.264	0.0321	0.683
Couples with children 13-18 years	-0.165	-0.0260	-0.0980
Couple empty nest	-1.472*	-2.435**	-0.195
Older Couple	0.918	-0.613	2.595*
Older singles	-1.036	-2.061*	0.0459
Agriculture	3.397***	4.105*	2.931*
Construction	2.073**	3.285	1.471

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**Working time patterns for sustainable work: Statistical annex**

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Wholesale & retail	0.794	1.068	0.732
Transport	1.876*	1.174	1.861*
Financial services	0.103	0.201	0.142
Public administration & defence	-0.00724	-0.430	0.500
Education	1.347	1.223	1.048
Health	1.564*	2.751**	-1.443
Other services	1.297*	1.821*	1.373
Female dom. sector	0.817	0.845	1.430*
Public sector	-0.0436	0.0338	-0.0734
Baltic	-0.0930	0.406	-0.517
Continental	1.303**	1.222	1.601**
Anglo-Saxon	-4.082***	-3.840***	-4.169***
Northern	1.611***	1.595*	1.820**
Southern	1.175**	0.623	1.661**
Small establishment	0.886*	1.030	0.648
Large establishment	0.00172	0.166	0.0152
Fixed-term contract	0.0483	-0.0268	0.286
Self-employed	-0.842	-0.0690	-1.327
Seniority	-0.326	-0.243	-0.411
Supervisory tasks	0.281	-0.424	0.644
Autonomy	0.0578***	0.0466***	0.0679***
Work intensity	-0.0100	-0.00802	-0.00913
Working time autonomy	0.885	1.356	0.524
Fixed working time	1.632***	1.654**	1.626***
Regular work schedule	1.794***	2.450***	1.156*
Weekend work	0.713	-0.0726	1.562*
Night work	-0.0655	1.079	-0.970
Shift work	1.380**	1.839**	1.114
Frequent on-call work	0.507	1.591	-0.228
Physical risk index	-0.0194***	-0.0328***	-0.0127***
Poor work–life balance	-6.696***	-7.194***	-6.310***
Poor working conditions	-13.51***	-13.58***	-13.38***
Short Part-time	-0.893	-1.696*	0.280
Long Part-time	-0.0267	-0.234	-0.211
Long working time	-1.016*	-1.352	-0.858
Constant	69.68***	67.12***	68.40***

Observations	23.139	11.503	11.636
R-squared	0.174	0.173	0.180

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, women (first row second column) display a lower well-being, a reduction by 3.4 points or 5,0 % of the well-being index (= -3.392/68,1). Respondents with poor health display a large decrease of well-being, a decrease of by 18.2 points or 26.8 % of the well-being index (= -18.22/68,1). Old cohabiting/married male exhibits a lower well-being (tenth row third column) a decrease of the well-being index by 2.6 points or 3,8 % (= -2.595/69,2) compared to young married/cohabiting dependent employees without resident children. Individuals reporting poor working conditions (see fifth row from below and the second column)) display *ceteris paribus* a significantly lower well-being, a decrease of the index by 13.5 points or 19.8 % (= -13.51 /68,1).

## Health indicators

**Table C23a: Descriptive statistics. Health Indicators. Self-reported health status (Poor Health). Serious sleep problems. Health and safety risks. EU-28. Sample as a whole**

Health indicators	Means			Min			Max		
	All	Women	Men	All	Women	Men	All	Women	Men
<b>Poor Health</b>	2.7	2.8	2.6	0	0	0	1	1	1
<b>Serious Sleep Problems</b>	6.1	7.5	4.8	0	0	0	1	1	1
<b>Health and safety risk</b>	22.5	18.9	26.1	0	0	0	1	1	1

Source: EWCS 2016 and author's calculations

**Definition: Poor Health:** question **Q75:** How is your health in general? (**Q75=4 (bad) or 5 (very bad)= Poor health**).

**Serious Sleep Problems:** Question **Q79a-c:** Over the last 12 months, how often did you have any of the following sleep related problems? Difficulties to fall sleep, waking up repeatedly and waking up with exhaustion).

**Health and Safety Risks:** Question **Q73** Do you think your health or safety is at risk because of your work? (Yes **Q73=1**)

**Interpretation:** 2,7 % of respondents report that they have poor or very poor health, the corresponding figure for men being 2,5% and 2,8 % for women. 6,6 % of the respondents indicate that they have serious sleep problems, the corresponding figure for men being 5,2 % and 8,0 % for women. 24 % of respondents report that their health and safety are at risks because of their work, the corresponding figure for men being 27,7% and 20,0 % for women.

**Table C23b: Logit. Marginal effect estimated at sample means. All sample. Dependent variable Poor Health**

VARIABLES	All	Women	Men
Women	0.00140		
Low skill	0.00787**	0.0139**	0.00411
High skill	-0.00163	-0.00472*	0.00162
Young singles with parents	-0.00860***	-0.00880***	-0.00758**
Young singles on their own	0.00520	0.00146	0.00438
Couples with pre-school children	-0.00278	-0.000980	-0.00393
Couples with children 7-12 years	0.00899	0.0118	0.00416
Couples with children 13-18 years	0.0218***	0.0246**	0.0124
Couple empty nest 46-59 years	0.0296***	0.0217**	0.0322*
Older Couple	0.0136	0.0108	0.0106
Older singles	0.0447***	0.0376**	0.0404*
Agriculture	0.0163*	0.0325	0.00834
Construction	0.00290	-0.00823***	0.00431
Wholesale & retail	0.0110*	0.00644	0.0122*
Transport	0.00230	0.00454	0.00388
Financial services	0.00519	0.00945	-0.000860
Public administration & defence	0.00970	0.00854	0.0111
Education	0.0155	0.0186	0.00638
Health	0.00802	0.00693	0.00562
Other services	0.00845	0.00114	0.0136*
Female-dominated sector	-0.00200	-0.000156	-0.00242
Public sector	-0.00100	-0.00151	-0.00160
Baltic	0.000670	-0.00165	0.00420
Continental	0.00346	-0.00112	0.00868**
Anglo-Saxon	0.000878	-0.000580	0.00432
Northern	0.00832*	0.00638	0.0106
Southern	0.00632*	0.00706	0.00629
Small establishment	-0.00221	0.00168	-0.00456*
Large establishment (250 and more)	0.00366	0.00285	0.00348
Fixed-term contract	0.000643	-0.00395*	0.00586
Self-employed	0.0188***	0.0181**	0.0142**

Working time patterns for sustainable work: Statistical annex

Seniority	-0.000179	-0.000196	9.47e-05
Supervisory tasks	0.00180	0.00306	0.000474
Autonomy	-5.04e-05	-4.85e-05	-4.54e-05
Work intensity	1.20e-05	6.78e-05*	-5.43e-05
Fixed working time	-0.00259	-0.00333	-0.000821
Working time autonomy	-0.00303	-0.00573***	0.000229
Regular work schedule	-0.00189	-0.00397	-0.000130
Weekend work	0.000115	-0.000439	0.000171
Night work	0.00146	0.00939**	-0.00280
Shift work	-0.00619***	-0.00626***	-0.00419
Frequent on-call work	0.000589	-0.000284	0.00189
Physical risk index	5.96e-05***	4.01e-05**	6.13e-05***
Commuting time	0.00355**	0.00475**	0.00194
Poor work–life balance	0.00873***	0.00283	0.0133**
Poor Working conditions	0.0185***	0.0220***	0.0114***
Short Part-time	0.0134***	0.00690	0.0234**
Long Part-time	0.00278	0.00183	0.00394
Long working time	-0.00630***	-0.00472**	-0.00492*
<i>Predicted probability</i>	0.0117	0.0134	0.0100
Observations	22.891	11.420	11.471

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, the predicted probability (penultimate row) that a worker report that he/she has a poor Health is respectively 1,2 per cent for the sample as a whole, 1.3 per cent for male workers, 1.0 per cent for female workers. Low skilled female workers have a higher probability to report bad Health, an increase with 1,4 percentage point (or more than double so much or 120 % =0,0139/ 0.0134) than medium skilled female workers. Older singles (eleventh row second column) have a 4.5 percentage points higher probability to report poor health compared to young married/cohabiting dependent employees without resident children. Men working long hours (see last variable first column last column) have *ceteris paribus* a 0,5 percentage points lower probability to report poor health (or a decrease with 49,2 % =0,00492/0.0100) .

Source: EWCS 2016 and author's calculations

**Table C23c: Logit. Dependent variable: Serious Sleep Problems. Marginal effect estimated at sample means**

VARIABLES	All	Women	Men
Women	0.0224***		

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**Working time patterns for sustainable work: Statistical annex**

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Low skill	-1.73e-05	0.00343	-0.000398
High skill	-5.36e-05	-0.00795	0.00699
Young singles with parents	0.00292	0.0288	-0.0173*
Young singles on their own	0.0162	0.00515	0.0216
Couples with pre-school children	0.00484	0.00598	0.00505
Couples with children 7-12 years	-0.00202	-0.00791	0.00272
Couples with children 13-18 years	0.00647	0.00624	0.00656
Couple empty nest 46-59 years	0.0200*	0.0199	0.0177
Older Couple	-0.00117	0.00952	-0.0189**
Older singles	0.0406***	0.0548**	0.0263
Agriculture	0.0298	0.0826	0.00271
Construction	-0.00832	-0.0137	-0.00553
Wholesale & retail	0.0239**	0.0359**	0.0111
Transport	-0.00657	0.00638	-0.00845
Financial services	0.00778	-0.0145	0.0336
Public administration & defence	0.00899	0.0160	0.00515
Education	0.0133	0.0110	0.0288
Health	0.00286	-0.000323	0.0277
Other services	0.0102	0.00401	0.0187*
Female-dominated sector	-0.00454	-8.24e-05	-0.00860
Public sector	0.0122	0.0140	0.00860
Baltic	0.0125	0.00940	0.0155
Continental	0.0302***	0.0235**	0.0354***
Anglo-Saxon	0.0650***	0.0753***	0.0520**
Northern	0.0342***	0.0323**	0.0366*
Southern	0.0365***	0.0381***	0.0358**
Small establishment	-0.00400	-0.00211	-0.00357
Large establishment (250 and more)	0.00160	0.00518	-0.00280
Fixed-term contract	0.000183	-0.00587	0.00725
Self-employed	-0.0199***	-0.0232**	-0.0164***
Seniority	0.000290	-0.00171	0.00227
Supervisory tasks	0.00996	0.0188*	0.00468
Autonomy	-1.94e-05	3.70e-05	-3.53e-05
Work intensity	0.000170**	0.000247**	9.22e-05
Fixed working time	-0.00532	-0.00369	-0.00551
Working time autonomy	0.00924	0.0209	0.00123
Regular work schedule	-0.00815*	-0.0159**	-0.000598

Working time patterns for sustainable work: Statistical annex

Weekend work	-0.00678	-0.00419	-0.00926
Night work	0.0124*	0.0112	0.0118
Shift work	-0.00280	-0.0115	0.00496
Frequent on-call work	0.00574	0.000505	0.00986
Physical risk index	0.000174***	0.000205***	0.000153***
Commuting time	0.00765**	0.0120**	0.00445
Poor work–life balance	0.0336***	0.0353***	0.0296***
Poor Working conditions	0.0433***	0.0551***	0.0309***
Short Part-time	0.0251***	0.0242**	0.0303
Long Part-time	0.00295	0.00489	0.00326
Long working time	0.00139	-0.000733	0.00434
<i>Predicted probability</i>	0.0437	0.0499	0.0355
Observations	22.868	11.412	11.456

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation: Ceteris paribus*, the predicted probability (penultimate row) that a worker report that he/she has serious sleep problem is respectively 4,4 per cent for the sample as a whole, 3.6 per cent for male workers and 5,0 per cent for female workers. Compared to their male counterpart female workers have a higher probability to report serious sleep problems, an increase with 2,2 percentage points (or an increase by 44,9 % = 0.0224/ 0.0499). Older female singles (eleventh row second column) have a 5,9 percentage points higher probability to report sleep problems compared to young married/cohabiting dependent employees without resident children. Night workers (see tenth row from below second column) have also *ceteris paribus* a higher probability to report serious sleep problems, a 1,2 percentage points higher probability (or an increase with 24,9 % = 0.0124/0.0499).

Source: EWCS 2016 and author's calculations

**Table C23d: Logit. Dependent variable: Health and Safety Risk. Marginal effect estimated at sample means. Sample as a whole**

VARIABLES	All	Women	Men
Women	-0.0252**		
Low skill	0.0118	0.0155	-0.00118
High skill	-0.00119	0.0298*	-0.0412**
Young singles with parents	-0.0231	0.0268	-0.0594
Young singles on their own	-0.00912	-0.00975	-0.00846
Couples with pre-school children	0.0137	-0.0161	0.0425

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**Working time patterns for sustainable work: Statistical annex**

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Couples with children 7-12 years	0.0324	0.0148	0.0482
Couples with children 13-18 years	0.0302*	-0.0113	0.0789***
Couple empty nest 46-59 years	0.0189	0.0137	0.0159
Older Couple	-0.00196	-0.0190	0.0182
Older singles	0.0135	0.00752	0.0169
Agriculture	-0.0252	-0.0159	-0.0353
Construction	0.0386*	-0.0419	0.0526*
Wholesale & retail	-0.0309*	-0.0358*	-0.0257
Transport	-0.0154	-0.00835	-0.0243
Financial services	0.0123	0.0481	-0.0267
Public administration & defence	0.0773***	0.0106	0.132***
Education	0.0630**	0.0483	0.0580
Health	0.0949***	0.0523**	0.177***
Other services	0.00593	0.0164	-0.0125
Female-dominated sector	-0.0242**	-0.00877	-0.0473**
Public sector	-0.000680	0.00388	-0.0153
Baltic	0.131***	0.0979***	0.163***
Continental	0.0409***	0.0346**	0.0467**
Anglo-Saxon	-0.0216	-0.0253	-0.0194
Northern	0.143***	0.126***	0.158***
Southern	0.0319**	0.0255	0.0378*
Small establishment	-0.0108	0.000934	-0.0263
Large establishment (250 and more)	-0.00848	-0.0144	-0.00294
Fixed-term contract	-0.0181	-0.0191	-0.0194
Self-employed	-0.00275	-0.00434	0.00382
Seniority	0.0128**	0.0134**	0.00925
Supervisory tasks	-0.0112	0.0283	-0.0454***
Autonomy	-0.000329**	-0.000382*	-0.000235
Work intensity	0.000918***	0.000695***	0.00111***
Fixed working time	0.00358	-0.00405	0.0109
Working time autonomy	-0.0124	-0.00272	-0.0206
Regular work schedule	-0.0378***	-0.0220*	-0.0496***
Weekend work	0.0221*	0.0331**	0.0144
Night work	0.0507***	0.0437**	0.0551***
Shift work	0.00277	-0.00401	0.00714
Frequent on-call work	-0.0114	-0.0286*	0.00413
Physical risk index	0.00127***	0.00118***	0.00135***

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Working time patterns for sustainable work: Statistical annex

Commuting time	0.0208***	0.0370***	0.00690
Poor Work–life balance	0.0953***	0.0857***	0.102***
Poor Working conditions	0.190***	0.181***	0.189***
Short Part-time	-0.00673	-7.24e-05	-0.00897
Long Part-time	0.00851	0.00388	0.0339
Long working time	0.0172	-0.00960	0.0384**
<i>Predicted probability</i>	0.1762	0.1309	0.2181
Observations	22.655	11.306	11.349

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, the predicted probability (penultimate row) that a worker reports that his/her safety and health are at risk is respectively 17,6 per cent for the sample as a whole, 21,8 per cent for male workers, 13,1 per cent for female workers. Female respondents have a lower probability to report health and safety risks, a decrease with 2,5 percentage points (or 14,3 % = 0,0252/ 0,1762) than their male counterpart. Compared to manufacturing male workers, construction male workers report a higher health and safety risks (thirteenth row second column) an increase by a 5,3 percentage points (or 24,1 % = 0,0526/0,2181). Women working at night (see tenth row from and third column) have *ceteris paribus* a 4,4 percentage points higher probability to report health and safety risks (or an increase with 33,5 % = 0,0437/0,1309).

Source: EWCS 2016 and author's calculations

## Retirement and working life expectancy

**Table C26a: Descriptive statistics. Preferred age of retirement (years) and share of respondents reporting that they are able to work until 60. EU-28. Sample as a whole**

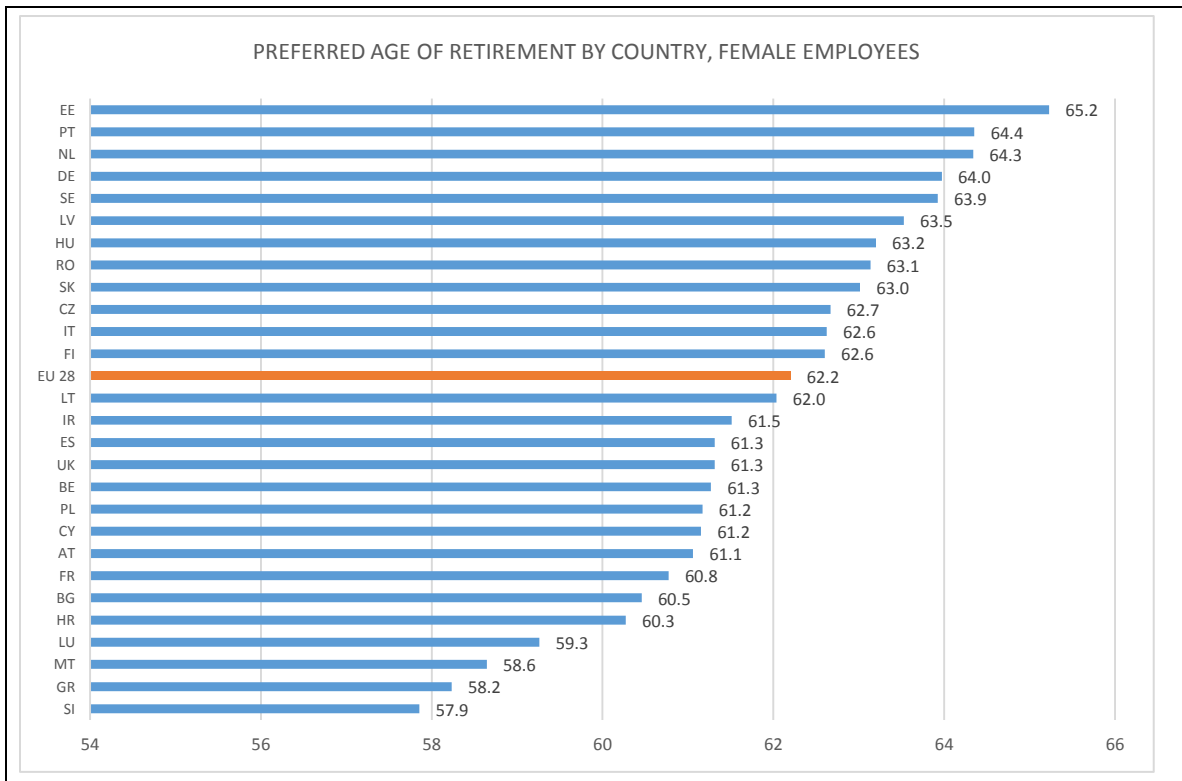
	Means			Min			Max		
	All	Women	Men	All	Women	Men	All	Women	Men
<b>Expected age of retirement (in years)</b>	62.9 (5.97)	62.6 (6.01)	63.3 (5.90)	41	42	41	99	99	99
<b>Age at which an individual is able to work (in years)</b>	64.2 (4.73)	63.6 (4.50)	64.7 (4.87)	60	60	60	100	100	100
<b>Share of individuals reporting that they are able to work until 60 years or 5 years ahead (in %)</b>	72.7	70.6	74.7	0	0	0	1	1	1

Standard deviation within parenthesis

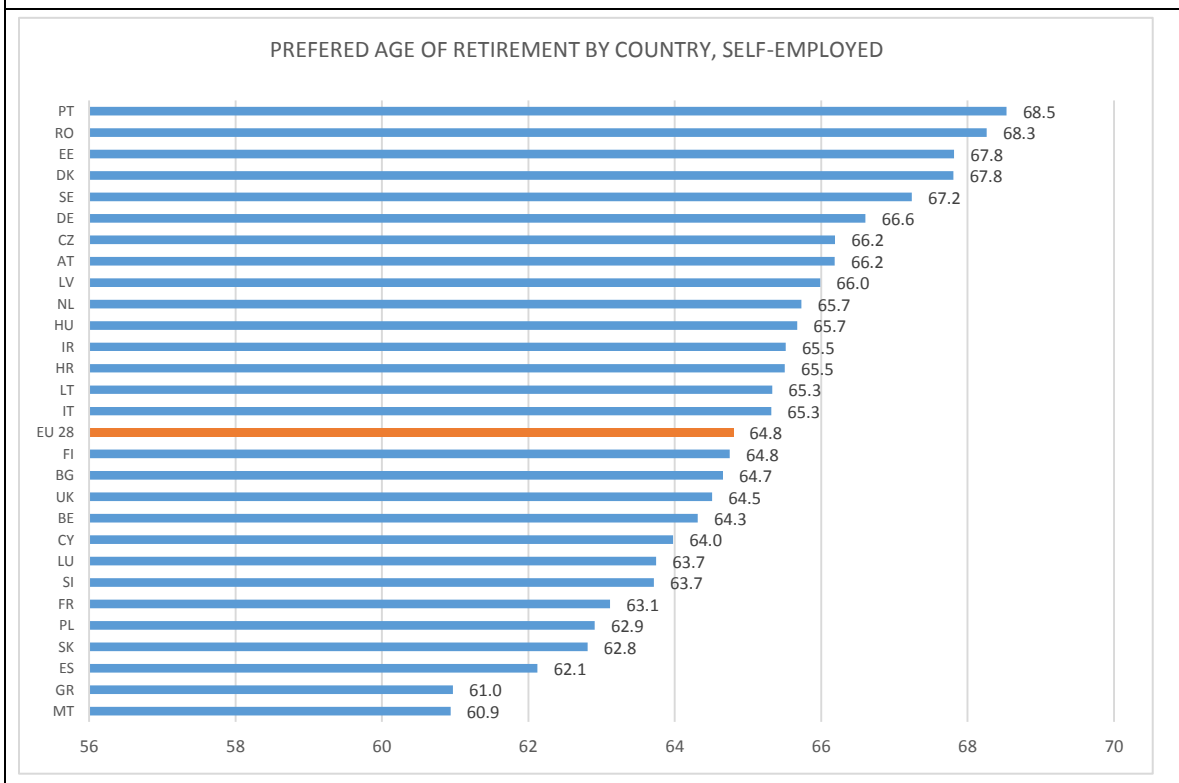
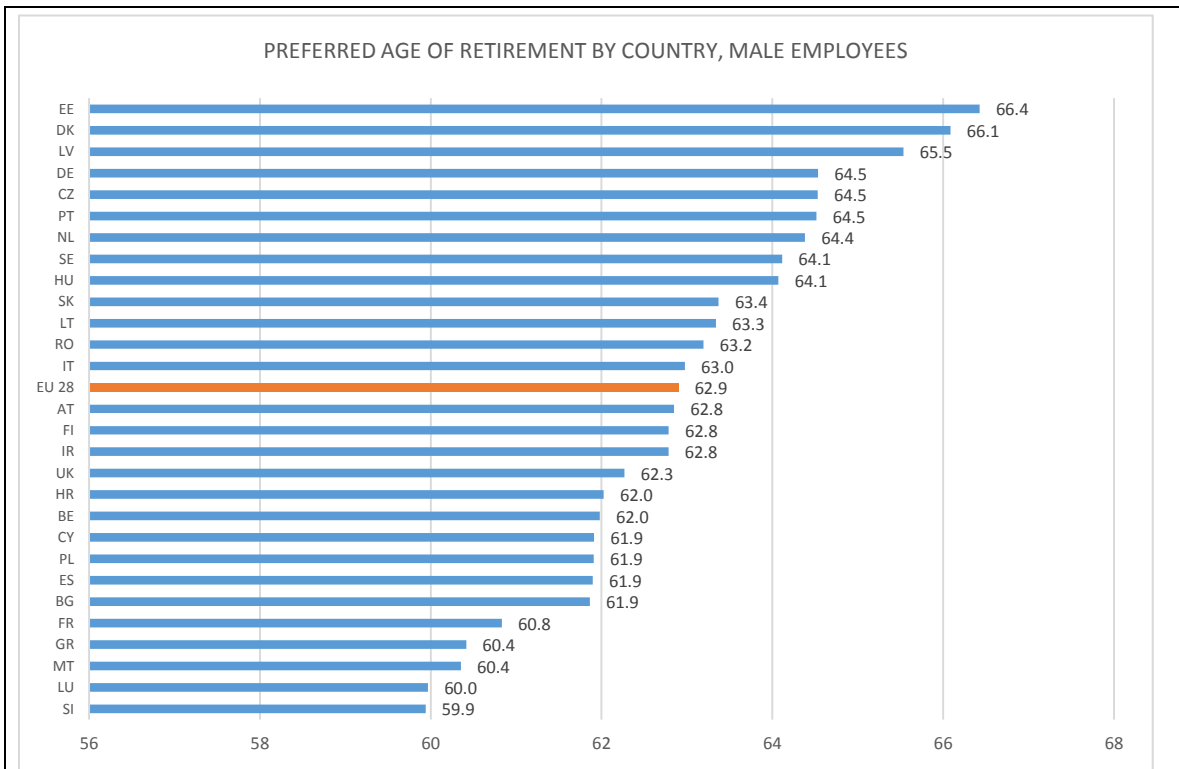
Source: EWCS 2015 and author's calculations

**Definition:** Preferred age of retirement. Question **Q92**: Until what age do you want to work? Age at which an individual is able to work. Question **Q94**: Until what age do you think you will be able to do your current job or a similar one? Able to work until 60 years or 5 years ahead: Question **Q93**: Do you will be able to do your current job or a similar one until you are 60 years old (for respondent aged 55 years of younger) or in 5 years' time ahead (for respondents aged 56 or older) ?.

**Figure C6: Preferred age of retirement by country and employment status**



Working time patterns for sustainable work: Statistical annex

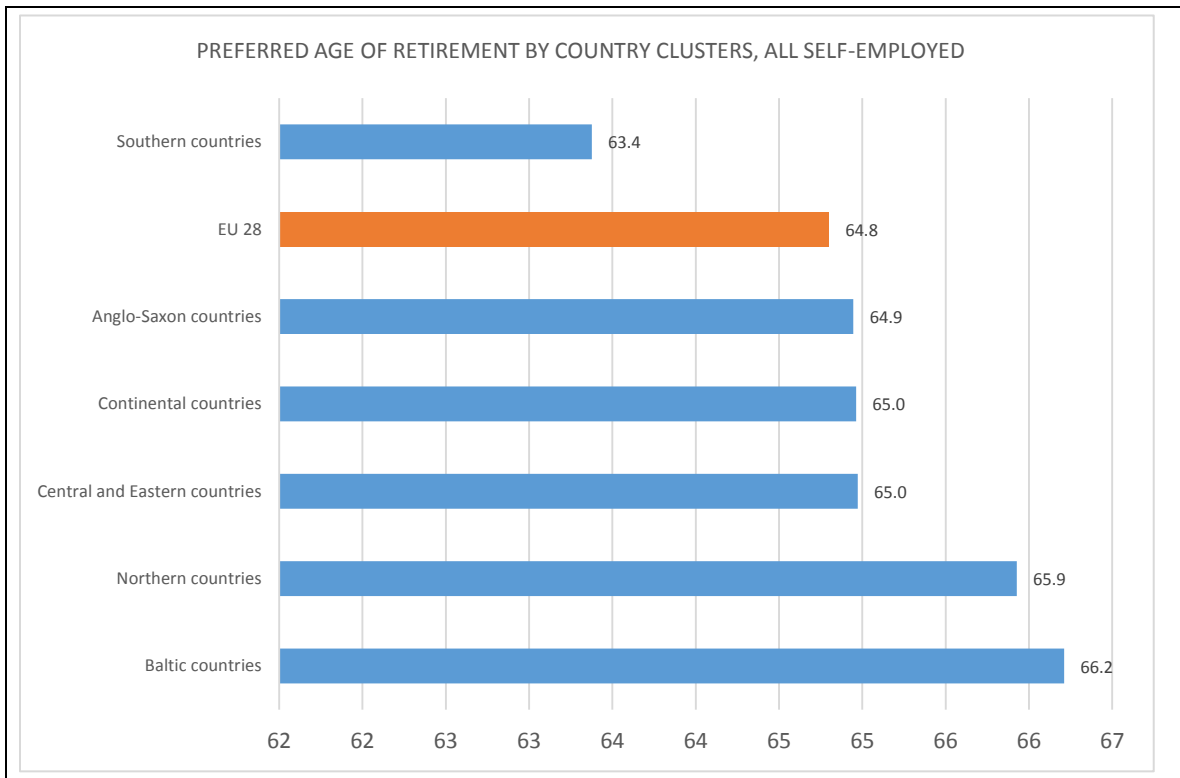


*Preferred age of retirement. Question Q92: Until what age do you want to work?*

Source: EWCS 2015 and author's calculations

**Figure C7: Preferred age of retirement by country clusters and employment status**





Preferred age of retirement. Question Q92: Until what age do you want to work?

Source: EWCS 2015 and author's calculations

**Table C26b: Ordinary Least Squares (OLS). Dependent variables: Preferred age of retirement. Question Q92: Until what age do you want to work?. All sample, EU-28**

VARIABLES	All	Women	Men
Women	-1.030***		
Age	-0.395***	-0.432***	-0.349***
Age square	0.00554***	0.00595***	0.00503***
Low skill	-0.234	-0.241	-0.231
High skill	-0.178	0.0127	-0.363
Poor health	-0.0399	0.452	-0.476
Agriculture	0.551	-0.0937	0.865
Construction	-0.0511	-0.858	0.0903
Wholesale & retail	0.541**	0.607*	0.468*
Transport	0.0612	0.346	-0.0520

Working time patterns for sustainable work: Statistical annex

Financial services	0.0913	0.396	-0.107
Public administration & defence	-0.138	0.611	-0.767**
Education	0.235	0.166	0.480
Health	0.829***	0.761**	0.976**
Other services	0.882***	0.966***	0.868***
Female-dominated sector	-0.0195	-0.185	0.139
Public sector	-0.414**	-0.467**	-0.343
Baltic	1.459***	1.187***	1.768***
Continental	0.307*	0.566**	0.0506
Anglo-Saxon	-0.596***	-0.473	-0.686**
Northern	1.621***	2.019***	1.145***
Southern	-0.279	-0.197	-0.428*
Small establishment	0.0832	0.0971	0.0826
Large establishment (250 and more)	-0.530***	-0.292	-0.763***
Fixed-term contract	0.147	0.218	0.0536
Self-employed	0.540**	0.972***	0.172
Supervisory tasks	-0.620***	-0.770***	-0.531***
Autonomy	-0.00323	-0.00422	-0.00250
Work intensity	0.00788***	0.00536**	0.00949***
Working time autonomy	0.709***	0.476	0.905***
Fixed Working time	0.0234	-0.0553	0.114
Poor Working conditions	0.158	0.457	-0.139
Satisfied with working conditions	1.602***	2.143***	1.093**
Ill-being at work	-0.00227	-0.00449	-0.000461
Physical risk index	-0.00324***	-0.00188	-0.00405***
Health and safety risks	-1.205***	-1.268***	-1.152***
Weekend work	0.105	0.178	0.0711
Night work	-0.0645	0.166	-0.196
Shift work	-0.338**	-0.409*	-0.213
Work during free time	-0.0512	-0.0732	-0.0618
Tired after work	-0.849***	-0.554**	-1.180***
Poor work–life balance	-0.337**	-0.661***	-0.0832
Short Part-time	0.822***	0.612**	1.191***
Long Part-time	0.0589	-0.216	0.643*
Long working time	0.0663	0.00868	0.110
Constant	68.35***	67.73***	67.86***

Working time patterns for sustainable work: Statistical annex

Observations	27.125	13.913	13.212
R-square	0.132	0.121	0.148

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, female workers (first row second column) have an expected retirement age with one year lower than they male counterpart. Respondents living in Northern countries have a one and half (1,6 years) year higher expected age of retirement compare to respondent living Central and Eastern Europe. Respondents reporting that they are satisfied with their working conditions have 1,6 years higher expected age of retirement. Respondents subject to Health and Safety risk have 1,2 years lower expected age of retirement.

**Table C26c: Ordinary Least Squares (OLS). Dependent variables: Age at which the respondent reports that he/she is able to work. Question: Until what age do you think you will be able to work? All sample**

VARIABLES	All	Women	Men
Women	-1.006***		
Age	-0.431***	-0.467***	-0.402***
Age square	0.00594***	0.00627***	0.00566***
Low skill	-0.809***	-0.752***	-0.748***
High skill	0.202	-0.0117	0.386*
Poor health	0.989	1.291	0.713
Agriculture	-0.0783	-0.368	-0.110
Construction	-0.827***	-0.996	-0.731***
Wholesale & retail	-0.270	-0.309	-0.363
Transport	-0.150	0.102	-0.287
Financial services	0.0735	-0.0749	0.0851
Public administration & defence	-0.500*	-0.410	-0.730*
Education	-0.480	-0.354	-0.638
Health	-0.269	-0.250	-0.623
Other services	0.323	0.172	0.355
Female-dominated sector	-0.274**	-0.424**	-0.0883
Public sector	-0.369**	-0.585***	-0.0975
Baltic	1.056***	1.272***	0.735**
Continental	0.976***	0.744***	1.127***
Anglo-Saxon	1.896***	1.542***	2.106***
Northern	3.576***	3.407***	3.639***
Southern	0.915***	0.888***	0.866***
Small establishment	-0.208	-0.510***	0.131
Large establishment (250 and more)	-0.0443	0.153	-0.228



**Working time patterns for sustainable work: Statistical annex**

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Fixed-term contract	0.375**	0.194	0.561*
Self-employed	0.787***	1.117***	0.536
Supervisory tasks	-0.412***	-0.395*	-0.407**
Autonomy	0.00744***	0.00868***	0.00671**
Work intensity	0.00215	0.00489*	-0.00111
Working time autonomy	0.547**	0.294	0.711**
Fixed Working time	-0.255**	-0.291**	-0.214
Poor Working conditions	0.229	0.416	0.0316
Satisfied with working conditions	1.044***	1.500***	0.594
Ill-being at work	-0.00627**	-0.0138***	-0.000606
Physical risk index	-0.00345***	-0.00168	-0.00398***
Health and safety risks	-0.511***	-0.434***	-0.515***
Weekend work	0.302*	0.339	0.275
Night work	0.497***	0.590**	0.447*
Shift work	-0.578***	-0.827***	-0.357*
Work during free time	0.217	0.205	0.241
Tired after work	-0.272*	-0.0714	-0.444**
Poor work–life balance	0.0568	-0.00696	0.0862
Short Part-time	0.894***	1.056***	0.689**
Long Part-time	0.0685	0.0429	0.318
Long working time	-0.136	-0.227	-0.0742
Constant	69.61***	69.57***	68.98***
Observations	16.360	8.105	8.255
R-square	0.208	0.205	0.201

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, female workers (first row second column) report an expected age limit to be able to work with one year left than they male counterpart. Low-skilled workers report also a lower expected age limit to be able to work (0,68 year earlier) compared to medium-skilled workers. Respondents reporting that they are satisfied with their working conditions reports on average 1,6 years longer expected working life.

Source: EWCS 2016 and author's calculations.

**Table C26d: Logit. Dependent variables: Able to work until 60 years or 5 years ahead. Question: Do you think you will be able to do your current job or a similar one until you are 60 years old (respondent aged 55 years or younger) or 5 years ahead (for respondent aged 56 year or older). All, EU-28**

VARIABLES	All	Women	Men
Women	-0.0630***		
Age	0.0399***	0.0292***	0.0156***
Age square	-0.000429***	-0.000268***	-0.000103*
Low skill	-0.0494***	-0.0760***	-0.0229
High skill	0.00542	0.0142	0.00244
Poor health	-0.211***	-0.214***	-0.259***
Agriculture	-0.0207	0.00545	-0.0603
Construction	-0.0969***	0.0784	-0.114***
Wholesale & retail	-0.0444**	0.00515	-0.0752***
Transport	0.000259	0.0751**	-0.0391
Financial services	-0.0355	-0.0167	-0.0265
Public administration & defence	-0.0789***	-0.0339	-0.0639*
Education	-0.0809***	-0.0647	-0.0576
Health	-0.0229	0.0105	-0.00709
Other services	-0.0245	0.0103	-0.0156
Female-dominated sector	0.00854	-0.00740	0.0192
Public sector	0.00772	0.0417**	-0.0423*
Baltic	0.0959***	0.0864***	0.0979***
Continental	0.0611***	0.0891***	0.0505***
Anglo-Saxon	0.101***	0.105***	0.0959***
Northern	0.124***	0.158***	0.102***
Southern	0.116***	0.120***	0.111***
Small establishment	-0.0146	-0.0174	-0.00207
Large establishment (250 and more)	-0.0156	0.0163	-0.0253
Fixed-term contract	-0.0161	-0.0328*	-0.0169
Self-employed	0.0432**	0.0197	0.0486**
Supervisory tasks	-0.00675	-0.0426*	0.0156
Autonomy	0.000173	0.000233	2.80e-05
Work intensity	-0.000136	-0.000175	-9.11e-05

Working time patterns for sustainable work: Statistical annex

Working time autonomy	0.0198	0.0426	0.0138
Fixed Working time	-0.00382	0.0146	-0.0167
Poor Working conditions	-0.0498**	-0.0470	-0.0526*
Satisfied with working conditions	0.186***	0.175***	0.192***
Ill-being at work	-0.00147***	-0.00151***	-0.00137***
Physical risk index	-0.000413***	-0.000612***	-0.000288***
Health and safety risks	-0.118***	-0.152***	-0.0972***
Weekend work	-0.0195	-0.0489**	0.00888
Night work	0.00294	0.0163	-0.0304*
Shift work	-0.0448***	-0.0605***	-0.00454
Work during free time	-0.0170	-0.0343*	-0.00525
Tired after work	-0.0797***	-0.0800***	-0.0904***
Poor work–life balance	-0.0457***	-0.0389**	-0.0424**
Short Part-time	-0.0260*	-0.0227	-0.0407
Long Part-time	-0.0414***	-0.0654***	-0.0288
Long working time	0.0160	-0.00512	0.0282*
<i>Predicted probability</i>	0.766	0.755	0.799
Observations	27.123	13.190	12.325

*Interpretation.* *Ceteris paribus* the predicted probability (penultimate row) that a worker reports that he/she thinks to be able to work until 60 years old is respectively 76,6 per cent for the sample as a whole, 79,9 per cent for male workers and 75,5 per cent for female workers. Compared to their male counterpart female workers have a lower probability to report they think they are able to work until 60 years a reduction of 6,3 percentage points (or a decrease by 8,2 % =  $-0.0630/0.766$ ). Respondents reporting poor health have 21,1 percentage points lower probability to report that are able to work until 60 years (or a decrease by 27,6 % =  $-0.211/0.766$ )

Source: EWCS 2016 and author's calculations

**Table C26e: Ordinary Least Squares (OLS). Dependent variables: Preferred age of retirement. Question Q92: Until what age do you want to work? All sample, Variant with job quality index**

VARIABLES	All	Women	Men
Women	-0.972***		
Age	-0.360***	-0.377***	-0.325***
Age square	0.00521***	0.00542***	0.00480***
Poor health	-0.316	0.109	-0.652
Agriculture	1.003*	0.822	1.063*
Construction	0.184	-0.720	0.327
Wholesale & retail	0.615***	0.710**	0.507*
Transport	0.0652	0.357	-0.0356
Financial services	0.277	0.558	0.0697
Public administration & defence	-0.138	0.586	-0.754**
Education	0.196	0.181	0.400
Health	0.749***	0.747**	0.784*
Other services	0.825***	0.892***	0.835***
Female-dominated sector	-0.00334	-0.188	0.198
Public sector	-0.354**	-0.366	-0.347
Baltic	1.450***	1.239***	1.741***
Continental	0.424**	0.697***	0.179
Anglo-Saxon	-0.589**	-0.544*	-0.588*
Northern	1.735***	2.145***	1.261***
Southern	-0.133	0.0282	-0.312
Small establishment	0.0284	-0.0196	0.0978
Large establishment (>=250)	-0.372**	-0.155	-0.608***
Fixed-term contract	-0.165	-0.0956	-0.262
Self-employed	0.688**	1.028**	0.351
Seniority	-0.368***	-0.419***	-0.296***
Working time autonomy	0.566**	0.0953	0.896**
Fixed Working time	0.0294	-0.194	0.198
Flexitime etc	-0.0225	-0.235	0.0875
Choice among fixed time	0.0529	0.383	-0.349
Job quality Index	-0.0136*	-0.0103	-0.0142
Satisfied with working condit	1.646***	1.970***	1.361***

Working time patterns for sustainable work: Statistical annex

Ill-being at work	-0.00108	-0.00249	-0.000319
Physical risk index	-0.00284***	-0.00177	-0.00337***
Health and safety risks	-1.145***	-1.278***	-1.013***
Weekend work	0.115	0.180	0.0473
Night work	-0.0879	0.0345	-0.132
Shift work	-0.328*	-0.488**	-0.132
Work during free time	-0.0407	-0.0148	-0.0640
Tired after work	-0.907***	-0.611***	-1.243***
Poor work–life balance	-0.256	-0.492**	-0.0627
Short Part-time	0.839***	0.596**	1.385***
Long Part-time	0.0909	-0.214	0.781**
Long working time	0.0636	0.0805	0.0907
Constant	69.28***	68.37***	68.69***
Observations	25.397	13.093	12.304
R-square	0.122	0.112	0.136

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, female workers (first row second column) report a lower preferred retirement age (almost one year lower) than they male counterparts. Everything else been equal, self-employed persons report a higher preferred retirement age (0,7 year). Workers in Norther Baltic countries report a significant higher preferred age of retirement (1,7 and 1,4 years respectively). Workers in Anglo-Saxon countries report a lower preferred age of retirement (-0 ,6 year). Reporting health and safety risk have also a negative impact on preferred age of retirement (-1,2 years) Interesting the highest the job quality the lowest retirement age...but weakly statistically significant (only 10 per cent level) and not statistically significant for men and women. To be satisfied with working conditions is strongly positively correlated with preferred retirements age (an increase of 1,7 years for all, almost 2 years for women and 1,4 for men). To report to be tired after work reduce the preferred age of retirement (- 0,9 year). Short part-time workers report a higher preferred age of retirement (0,8 years for all,0,6 year for women and 1,4 year for men).

Source: EWCS 2016 and author's calculations

**Table C26f: Ordinary Least Squares (OLS). Dependent variables: Preferred age of retirement. Question Q92: Until what age do you want to work? All sample, Variant with a decomposition of the job quality index**

VARIABLES	All	Women	Men
Women	-1.007***		
Age	-0.359***	-0.385***	-0.317***
Age square	0.00520***	0.00549***	0.00472***

Working time patterns for sustainable work: Statistical annex

Poor health	-0.291	0.114	-0.609
Agriculture	0.986*	0.807	1.057*
Construction	0.212	-0.710	0.360
Wholesale & retail	0.632***	0.774**	0.489*
Transport	-0.0110	0.257	-0.0886
Financial services	0.340	0.687	0.0880
Public administration & defence	-0.0645	0.631	-0.617
Education	0.333	0.306	0.555
Health	0.819***	0.824**	0.963**
Other services	0.888***	0.965***	0.894***
Female-dominated sector	0.0277	-0.168	0.218
Public sector	-0.347**	-0.328	-0.381
Baltic	1.445***	1.141***	1.843***
Continental	0.423**	0.664***	0.219
Anglo-Saxon	-0.589**	-0.512	-0.598*
Northern	1.721***	2.123***	1.273***
Southern	-0.140	0.00959	-0.292
Small establishment	0.0347	0.000875	0.0940
Large establishment (>=250)	-0.381**	-0.161	-0.612***
Fixed-term contract	-0.190	-0.111	-0.290
Self-employed	0.695**	0.995**	0.399
Seniority	-0.358***	-0.400***	-0.294***
Working time autonomy	0.592**	0.107	0.914**
Fixed Working time	0.00566	-0.219	0.172
Flexitime etc	-0.00774	-0.184	0.0679
Choice among fixed time	0.135	0.432	-0.233
Skill and autonomy	-0.00841**	-0.00827	-0.00809*
Good social environment	0.000876	-0.000737	0.00235
Good physical environment	0.0155***	0.00889	0.0189***
Work intensity	0.00901**	0.00323	0.0125**
Satisfied with working condition	1.670***	1.971***	1.417***
Ill-being at work	-0.00260	-0.00298	-0.00276
Health and safety risks	-1.135***	-1.223***	-1.043***
Weekend work	0.160	0.218	0.0929
Night work	-0.0969	0.0157	-0.141
Shift work	-0.347**	-0.520**	-0.129
Work during free time	-0.0809	-0.0397	-0.120

Working time patterns for sustainable work: Statistical annex

Tired after work	-0.899***	-0.606***	-1.216***
Poor work–life balance	-0.268	-0.521**	-0.0668
Short Part-time	0.848***	0.584**	1.396***
Long Part-time	0.122	-0.189	0.810**
Long working time	0.114	0.128	0.139
Constant	67.72***	67.58***	66.70***
Observations	25.740	13.268	12.472
R-square	0.122	0.111	0.137

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, female workers (first row second column) report a lower preferred retirement age (one year lower) than they male counterparts. Everything else been equal, self-employed persons report a higher preferred retirement age (0,7 year). Workers in Northern and Baltic countries report a significant higher preferred age of retirement (1,7 and 1,5 years respectively). Workers in Anglo-Saxon countries report a lower preferred age of retirement (-0,6 year). Reporting health and safety risk have also a negative impact on the preferred age of retirement (-1,1 years). Regarding the decomposition of job quality index, good physical environment increases significantly the preferred age of retirement. More surprisingly high work intensity is positively associated with the preferred age of retirement. Also, surprisingly high skill and high job autonomy also affect negatively the preferred age of retirement be satisfied with working conditions is strongly positively correlated with preferred retirements age (an increase of 1,7 years for all, almost 2 years for women and 1,4 for men). To report to be tired after work reduce the preferred age of retirement (-0,9 year). Short part-time workers report a higher preferred age of retirement (0,8 years for all, 0,6 year for women and 1,4 year for men).

Source: EWCS 2016 and author's calculations

**Table C26g: Ordinary Least Squares (OLS). Dependent variables: Preferred age of retirement. Question Q92: Until what age do you want to work? All sample, Variant with a decomposition of the job quality index and the inclusion of working time quality index**

VARIABLES	All	Women	Men
Women	-0.882***		
Age	-0.371***	-0.410***	-0.341***
Age square	0.00538***	0.00580***	0.00507***
Poor health	-0.246	0.0727	-0.425
Agriculture	0.906*	1.068	0.804
Construction	0.334	-0.584	0.446
Wholesale & retail	0.654***	0.842***	0.491*

Working time patterns for sustainable work: Statistical annex

Transport	0.0427	0.440	-0.108
Financial services	0.292	0.610	0.0766
Public administration & defence	-0.120	0.563	-0.669*
Education	0.303	0.224	0.732*
Health	0.706***	0.754**	0.893*
Other services	0.949***	1.019***	0.944***
Female-dominated sector	0.0415	-0.165	0.238
Public sector	-0.291*	-0.251	-0.286
Baltic	1.512***	1.216***	1.874***
Continental	0.486***	0.703***	0.242
Anglo-Saxon	-0.645***	-0.535*	-0.766**
Northern	1.734***	2.119***	1.291***
Southern	-0.103	0.0722	-0.310
Small establishment	0.157	0.0877	0.274
Large establishment (>=250)	-0.466***	-0.275	-0.653***
Fixed-term contract	-0.0576	0.0130	-0.130
Self-employed	1.193***	1.393***	0.990***
Seniority	-0.386***	-0.406***	-0.352***
Working time quality	-0.00673	-0.00205	-0.0103
Skill and autonomy	-0.00743**	-0.00863*	-0.00662
Good social environment	-1.61e-05	-0.00230	0.00217
Good physical environment	0.0186***	0.0103	0.0227***
Work intensity	0.00849**	0.00271	0.0126**
Satisfied with working condition	1.764***	1.987***	1.552***
Ill-being at work	-0.00302	-0.00353	-0.00268
Health and safety risks	-1.167***	-1.257***	-1.072***
Tired after work	-0.957***	-0.695***	-1.225***
Poor work–life balance	-0.414**	-0.625***	-0.256
Constant	67.28***	67.80***	66.48***
Observations	26.832	13.748	13.084
R-square	0.119	0.109	0.130

\*, \*\* and \*\*\* statistically significant at 10 per cent, 5 per cent and 1 per cent level

*Interpretation. Ceteris paribus*, female workers (first row second column) report a lower preferred retirement age (less than one year lower) than they male counterparts. Everything else been equal, self-employed persons report a higher preferred retirement age (1,2 year). Workers in Northern and Baltic countries report a significant higher preferred age of retirement (1,7 and 1,5 years respectively). Workers in Anglo-Saxon countries report a lower preferred age of retirement (-0,7 year). Reporting health and safety risk have also a negative impact on the preferred age of retirement (-



1,2 years). Regarding the decomposition of job quality index, good physical environment increases significantly the preferred age of retirement. More surprisingly high work intensity is positively associated with the preferred age of retirement. Also, surprisingly high skill and high job autonomy also affect negatively the preferred age of retirement. Also surprisingly the extent working time quality does not affect the preferred age of retirement. To be satisfied with working conditions is strongly positively correlated with preferred retirements age (an increase of 1,8 years for all, almost 2 years for women and 1,4 for men).

Source: EWCS 2016 and author's calculations