

REPORT FROM SLOVENIA

National practice and main problem

Statistics on hours worked

The variable hours worked (normal or contracted, actually worked, paid for regular and overtime) is important for economic and social analysis. According to the ILO recommendation, we are (or were in the past) collecting data on working hours in many surveys, but we still have to develop methodology on hours actually worked according to the NA concept and for STS and LCI, based on EU Regulations. We are aware that data on hours actually worked are important for calculating productivity (based on hours and not on persons) and labour input by different business classifications (e.g. activity, institutional sectors, MIG's) in structural and short-term statistics.

Sources available and their main characteristics:

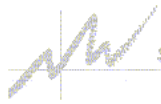
1) *Labour Force Survey - LFS*

- Frequency: continuous survey, results are published quarterly, the reference period is the week before the interview
- Data collection: sample household panel survey; each quarter approximately 20 000 persons are interviewed (8 000 employed persons)
- Measurement: usual hours for the first job and actual hours for the first and second job separately and working time arrangement
- Population: employees and self-employed persons
- Coverage: all activities and all sizes of enterprises; institutional households are excluded – no data available for conscripts

In the LFS, proxy is allowed and the percentage of proxy is quite high. Proxy could be problematic for some variables, e.g. reporting the second job. In the LFS, the number of hours actually worked is usually overestimated by the respondent, especially in the agriculture sector. The opposite situation is reporting the second job, which is usually underestimated, especially in the agriculture sector and in the case of telephone interview. Sample size in the LFS is too small to allow accurate results at a very detail level. Even if all activities are covered, all sizes of the enterprises and the whole population (employees and self-employed), there is no data available on institutional sectors or MIG's required in national accounts and in STS. Analyses of social variables are possible, but not at a very detailed level, e.g. self-employed by activity and sex.

2) *Time Use Survey -TUS*

- Frequency: continuous survey conducted only once in 2001, reference period is a week or a particular day (diary)
- Data collection: sample household survey; 4 500 households were selected, at the end 6 000 persons were interviewed (together with the diary)



- Measurement: a questionnaire and two types of diaries were used; usual hours per week for the first job were measured through the questionnaire; from diaries hours actually worked and working time arrangement could be measured
- Population: employees and self-employed persons
- Coverage: all activities and all sizes of enterprises; institutional households are excluded – no data available for conscripts

Proxy is allowed for the questionnaire, but not for the diary. It is a good source for information on working time, but so far it has been conducted only once and the data could be used only for comparison with other data.

3) *Statistical Register of Employment - SRE*

- Frequency: monthly
- Data collection: Statistical Register of Employment – main data sources for updating the SRE are administrative records for health and pension insurance
- Measurement: contractual or usual hours per week
- Population: employees and self-employed persons with the formal employment contract are included. Unpaid family workers and persons working under other type of contracts (e.g. for students, retired persons, etc.) and persons working for direct payment are not included.
- Coverage: enterprises and their units; all activities

Insurance from employment is not always the same as being at work, especially difficult is measuring time of absence like maternity and long sick leave. It is a good source for different distributions (employed persons or contractual hours) by business and social characteristics. They could be used as auxiliary information.

4) *Monthly Report on Earnings and Persons in Paid Employment - ZAP/M*

- Frequency: monthly, reference period is a month
- Data collection: business survey
- Measurement: hours paid for usual work and overtime; separately
- Population: employees, no data available for self-employed
- Coverage: all enterprises and their units; private enterprises with 1 or 2 employees and unincorporated enterprises have been covered by an additional sample survey since November 2002; all activities are covered

Data are reported by the employer in aggregates for all employees, but there are no data on paid hours for self-employed persons. It could be a good source to start with. It is possible to develop the methods for hours actually worked from paid ones. Problems we could have are hours worked but not paid and seasonal component on monthly or quarterly data for some components of absence (e.g. vacation). Data could be broken down by activity and institutional sectors, but not by social variables.

5) *Earnings at the Level of Professional Qualification, School Education and Working Hours - ZAP/3L*

- Frequency: three-yearly survey; reference period is a year
- Data collection: sample business survey
- Measurement: working time
- Population: employees
- Coverage: enterprises and their units; only enterprises or their units which work for the whole reference year are included; unincorporated enterprises were covered by an additional sample survey for the first time this year (reference year is 2002); all activities are covered



No data for self-employed persons. Data are available every three years. No data for short-term seasonal businesses.

6) *Labour Cost Survey - LCS*

- Frequency: four-yearly survey; reference period is a year; the last time it was conducted for the year 2000
- Data collection: sample business survey
- Measurement: paid hours and hours actually hours worked, separately for full-time and part-time employees
- Population: employees
- Coverage: enterprises and their units with 10 or more employees; all activities are covered

Small units are excluded. In the future, for 2004 we are planning to include also small enterprises. Earnings and labour costs are significantly different between small and large (or middle-sized) enterprises. Data are available only every four years and only for employees.

7) *CVTS*

- Frequency: conducted once for 1999; reference period is a year
- Data collection: sample business survey
- Measurement: hours actually worked
- Population: employees
- Coverage: enterprises and their units with 10 or more employees; all activities are covered

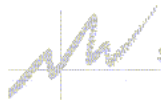
Small units are excluded. Data are available only for employees. The next survey is planned for 2005. It has not yet been decided.

8) *Other sources*

There are some other surveys that cover working hours, e.g. in agriculture or construction statistics. From FSS 1997 and from AC 2000 we could get some data on the number of persons employed and hours spent for working in the agriculture sector. Comparing these data with data obtained from the LFS at general level data from agriculture are overestimated (both the number of employed persons and hours). In both surveys, FSS and AC, the reference period was 12 months, which is quite long. In FSS we asked about the average number of hours spent per week and in AC 2000 respondents had to classify themselves in classes (0-2, 2-4, 4-6, 6-8 hours) per week. We obtained better results from AC (census data are more accurate than sample one), but the 12-month reference period is too long and the memory effect is quite strong. Questions in AC worked better than in FSS. Persons usually remember only the week when they actually do particular work and report this as the average week. In construction only effective hours done by CC (Classification on Construction) are collected which are not comparable with other classifications like activity.

Conclusion remarks

There are a lot of information on working hours and many sources but no one is fully in compliance with NA concept and requirements in EU Regulations. In the future, we need to provide our national and other users with accurate required data on hours actually worked. In addition, the same data on hours actually worked used in NA should be available also by social variables like sex, age groups, education. We have two possibilities. The first one is direct approach, i.e. obtain the information through a classical survey. The question is which survey is the most appropriate: household vs. business, full coverage vs. sample. We need



to be aware that we are quite a small county and a sample survey does not work well in a small population. From a business survey we could obtain quite good data by business classifications like activity and institutional sectors, but without social characteristics like sex, age groups, education. The second possibility is to use existing administrative and statistical sources. In that case there is a need to analyze existing sources and develop estimation methods. The strategy in our office is also to reduce the response burden as well as the data are collected once and used by others subjects. Therefore, we chose the second approach and for autumn we are planning to start analysing and comparing data from different sources. Probably, the main sources will be ZAP/M and LFS, the others will be used as auxiliary information and for comparison.

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