



EuReporting

Dimensions, Indicators and Time Series in a European System of Social Indicators by Example

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EuReporting Working Paper No. 16

Towards a European System of Social Reporting and Welfare Measurement

A TSER-Project Financed by
the European Commission

Subproject
**European System of Social
Indicators**

Centre for Survey Research
and Methodology (ZUMA)

Social Indicators Department

Mannheim 2001

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1. Introduction

The paper in hand describes the continuation of work on a European System of Social Indicators which is going to be developed in the framework of the EuReporting project. This system of social indicators is designed to monitor and to assess the welfare development and more general aspects of social change in Europe. It will provide indicators of the level of quality of life, the strength of social cohesion and the sustainability of developments in Europe for a wide range of life domains. Thereby it represents not only an instrument for scientists to analyse societal developments in Europe but also an information tool for politicians on the attainment of goals like the improvement of living conditions in Europe, the reduction of disparities between countries, or equal opportunities for all population groups within a society.

Previous work on this indicators system was concentrated on the development of its conceptual framework and structure. Political goals and concerns were identified which served as reference points for specifying the principal dimensions within the life domains and problem areas addressed by the indicators system. The present paper now documents efforts and results with respect to the empirical realisation of the theoretical conception of the indicators system. By example of two life domains - 'labour market and working conditions' and 'population' - the operationalisation of the theoretical dimensions in terms of measurement dimensions and indicators is described.

In the following, first of all the conceptual framework and structure of the European System of Social Indicators is outlined once more.¹ Thereafter, the implementation of this concept for the two life domains mentioned above is explained. For each life domain, firstly, the measurement dimensions, subdimensions and indicators derived are presented, secondly, the availability of data and some characteristics and problems of the main data sources used for building time series of indicators are discussed, and thirdly, data for selected examples of indicators are submitted in a longitudinal and cross-nationally comparative way in order to demonstrate the wide scope of analyses enabled by such a European System of Social Indicators.

2. Conceptual Framework and Structure of the European System of Social Indicators

The conceptual framework of the European System of Social Indicators (EUSI) describes goal dimensions and political concerns of the societal development in Europe which constitute the reference points of the measurement dimensions and indicators derived. The development of the conceptual framework was based on a reflection of the scientific discourse on various welfare concepts and the societal goals stressed by these concepts. In addition, an inventory of the goals and objectives addressed by the policy of the European Union was made. In considering these policy goals as declared for example in the European Treaties and many official European policy documents, the resulting indicators system will be highly relevant to EU level policies.

¹ A more detailed description of the conceptual framework and structure of the indicators system is available in Berger-Schmitt/Noll 2000

The analysis of the scientific as well as of the political debate on societal goals lead to the identification of six relevant goal dimensions of societal development in Europe which are related to the concepts of quality of life, social cohesion and sustainability.

The concept of quality of life mainly incorporates two goal dimensions:

1. Improvement of Objective Living Conditions

This goal dimension concerns the development of ascertainable living circumstances of individuals, such as working conditions, state of health or standard of living. Important policy objectives covered by this dimension are for example the promotion of a high level of employment, the enhancement of the level of education and vocational training, or the reduction of environmental pollution.

2. Enhancement of Subjective Well-Being

The indicators related to this goal dimension will reveal how the objective living conditions are perceived and evaluated by the citizens. This includes cognitive elements such as satisfaction, affective components such as happiness, and not only positive but also negative aspects such as anxiety or alienation.

The goal dimensions covered by the concept of social cohesion are:

3. Reduction of Disparities, Inequalities and Social Exclusion

In a broad sense, this dimension covers all inequality aspects of the welfare distribution within a society: (1) regional disparities, (2) equal opportunities of women and men, different generations, or other population groups, as well as (3) aspects of social exclusion which all constitute very prominent European policy concerns.

4. Strengthening Social Ties

The second dimension of social cohesion concerns social relations, interactions and ties within a society or what has been denoted as social capital. We rely on a rather broad conceptualisation of social capital which embraces three aspects: (1) social relations and activities within informal networks, associations and organisations, (2) the quality of social relations for example in terms of shared values, feelings of affiliation and trust, as well as (3) functioning societal institutions. Furthermore, across these aspects of social capital, the indicator system will devote special attention to the topic of *European cohesion*, that is the relations and ties *between* the European countries. Examples of this latter aspect are the formation of a common European identity of citizens, the exchange of pupils and students between European countries, or the establishment of a European labour market.

Two other goal dimensions are part of the concept of sustainability as it is described in the World Bank's four capital approach. This approach distinguishes between the physical capital, the social capital, the human capital, and the natural capital of a society. Under this perspective, sustainability as a guiding principle of policy means to direct societal developments in such a way that the societal capital will be enhanced or at least preserved in order to secure equivalent living conditions for future generations. Thus, two further

dimensions covered by the indicators system are the preservation of human capital and of natural capital²:

5. Preservation of Human Capital

Human capital denotes people's productive capacities based on health, education and skills. Thus, the measurement dimensions and indicators related to the goal of preserving human capital are focussing on the processes and measures that affect those elements of human capital.

6. Preservation of Natural Capital

The natural capital consists of the stock of environmental assets, such as land, water, wood, minerals, flora, and fauna. Thus, the measurement dimensions and indicators related to the goal of preserving the natural capital are concentrating on the processes and measures that improve or deteriorate the base of natural resources, such as the development of cleaner production technologies, a more efficient use of energy and resources, or an increasing share of renewable energy sources.

Besides these six goal dimensions related to the welfare development in Europe, the European System of Social Indicators is also addressing more general trends of social change taking place in Europe. They refer to:

7. Demographic and Socio-Economic Structures

This dimension covers indicators of the population structure with respect to characteristics such as age, nationality, marital status, household type, labour force status and social stratification, and the underlying processes. The monitoring of these structural changes is important because of their impact on other societal developments. An example is the ageing of the population due to a decline of fertility and mortality, which imposes considerable strain on the social protection systems and the burden of the working-age population.

8. Values and Attitudes

The indicators of this dimension will refer to basic values such as equality, freedom and solidarity as well as to rather specific attitudes, for example towards marriage, family and gender roles, or to the subjective importance attached to various life domains or aspects.

The theoretical dimensions listed above represent only one structuring feature of the thematic coverage of the indicators system. Another ordering principle of the topics addressed by the indicators system are the life domains considered which are

- A. Population
- B. Households and families
- C. Housing
- D. Transport
- E. Leisure/media/culture
- F. Social and political participation and integration
- G. Education and vocational training
- H. Labour market and working conditions
- I. Income/standard of living/consumption patterns

² The aspect of enhancing and preserving the social capital of a society is also addressed by the concept of social cohesion and will be seen from this angle, while matters concerning the physical capital are beyond the scope of the indicators system.

- J. Health
- K. Environment
- L. Social security
- M. Public safety and crime
- N. Total living situation

For each life domain, the eight dimensions outlined above will be distinguished and operationalised by appropriate indicators. Thus, the resulting thematic structure of the indicators system represents a matrix of life domains by dimensions. However, not all dimensions will be meaningful for all domains, so the number of eight dimensions only represents a maximum value for each domain.

The European System of Social Indicators provides data for the 15 Member States of the European Union, but the developments in several associated nations are monitored, too: Norway, Switzerland, the Czech Republic, Hungary and Poland. For comparative purposes the U.S. and Japan will be included as two major reference societies.

Furthermore, as far as the consideration of regional differences seems to be meaningful, indicators will be disaggregated by regions. For the European Union countries, this disaggregation mainly follows the NUTS-1 classification developed by Eurostat. The regional disaggregation of the European countries, which do not belong to the European Union, corresponds to the classifications applied by the national statistical offices.

3. Realisation of the Concept for a European System of Social Indicators by Example of Two Life Domains

The conceptual framework of the indicators system, that is the six dimensions related to welfare goals as well as the two dimensions related to general aspects of social change, is the starting point for specifying measurement dimensions and indicators within every life domain. For each of these eight theoretical dimensions, one or several measurement dimensions were derived. Partially, these measurement dimensions were further divided into subdimensions. The next step was the definition of one or several indicators for each measurement dimension respectively subdimension.

All indicators are labelled by a five-digit code which indicates the life domain, the theoretical dimension, the measurement dimension, and the subdimension the indicator refers to. The first digit of the code represents the letter of the life domain (A-N, see above), the second digit denotes the number of the theoretical dimension (1-8), that is the goal dimensions numbered from 1 to 6 or the general dimensions of social change numbered with 7 and 8. The third digit shows the number of the measurement dimension within the given theoretical dimension, the fourth digit is the number of the subdimension within the specified measurement dimension, and the fifth digit represents the number of the indicator within the respective subdimension.

After determining the indicators, appropriate data sources had to be found, which constitute the best possible basis with respect to the covered period of time, the number of countries included and the cross-national comparability. Ideally, comparable data for all of the 22 nations with yearly observations from 1980 onwards are available. However, this can be rarely realised. For most of the indicators there are missing data in terms of gaps in the geographical coverage and/or in terms of lacking years of data collection. The latter is

especially true for data based on surveys which are not within the responsibility of statistical offices and part of their regular data collection programmes but are gathered by scientific research institutes and networks. Social indicators based on these data are mostly available for a few points of time only.

Besides the problem of missing data, deficiencies in the comparability of data across countries or across time can cause trouble. Despite great efforts and also achievements of international organisations to harmonise national surveys and statistical programmes and despite internationally conducted surveys, there are still limitations in the comparability of results due to differences between countries or alterations across time for example in definitions, question wordings, response categories or reference populations. Thus, the comparability of some data of the European System of Social Indicators is limited which has been documented in the notes to the indicators tables.

In general, the indicators are provided not only for the total reference population but also for breakdowns of the population by sex, age, education, employment status, or occupation. The classifications actually made depend on the subject-matters measured by the indicators, but of course also on the availability of data. As far as it is meaningful and possible, indicators are also disaggregated by regions.

In the next two sections, the content and structure of the indicators system is described by example of two life domains. These are rather contrasting examples with respect to the relevance of the eight theoretical dimensions outlined above. All dimensions can be meaningfully applied to the domain 'labour market and working conditions', while the subject-matters of the domain 'population' only refer to the social structure dimension (dimension 7).

3.1 Life Domain 'Labour Market and Working Conditions'

Due to the relevance of all theoretical dimensions of societal development, the elaboration of the indicators system for the life domain 'labour market and working conditions' proved to be rather extensive and resulted in the large number of 162 indicators. Of course, not all of these indicators can be considered as equally important. In principle, it would be possible to reduce the number of indicators to a more or less extent. However, the decision on the most significant indicators should not be made precipitately, but only after a period of proving and working with these indicators. Anyway, the number of indicators doesn't matter very much, since each number is manageable as long as the indicators are provided in electronic format and are systematically structured by major topics, so that a selection by potential users is possible.

In the following, the measurement dimensions and indicators developed with respect to each of the six goal dimensions and two general dimensions of social change will be presented. Exact definitions of the indicators are presented in annex I. Furthermore, the main data sources used for the indicators of this life domain are explained. Finally, for each of the eight dimensions of welfare and general social change, time series for one indicator are exemplarily described.

3.1.1 Measurement Dimensions and Indicators

Within the life domain 'labour market and working conditions' the goal dimension 'improvement of objective living condition' (H1) especially means to promote employment as one of the most important sources of people's economic and social well-being, to improve working conditions, and to reduce unemployment. Related to these objectives five principal measurement dimensions have been distinguished (H11-H15). The *first measurement dimension* concerns the aspect of raising the potential as well as the actual level of employment (table 1). This measurement dimension includes indicators of the size of the working-age population, labour force participation and actual size of employment. The *second measurement dimension* is aiming at catching the labour market opportunities, as indicated for example by the employment growth or the subjectively perceived chances to find an employment, and the risks to become unemployed as pointed out by objectives measures of the relative frequency of job losses as well as subjective measures of the job security.

Table 1: Measuring the Attainment of the Goal 'Improvement of Objective Living Conditions' within the Life Domain 'Labour Market and Working Conditions'

H11	Measurement Dimension: Employment: Potential and Level
H111	Labour Force Potential
H1111	Size of Working-Age Population
H1112	Share of Working-Age Population
H112	Labour Force Participation
H1121	Size of Labour Force
H1122	Labour Force Participation Rate
H113	Employment Level
H1131	Size of Employment
H12	Measurement Dimension: Labour Market: Opportunities and Risks
H121	Employment Opportunities
H1211	Employment Growth
H1212	Employment Rate
H1213	Reemployment Rate
H1214	Subjective Assessment of Labour Market Opportunities
H122	Unemployment Risks
H1221	Temporary Employment
H1222	Rate of Job Loss
H1223	Perceived Job Security

H13 Measurement Dimension: Working Conditions	
H131	Working Time H1311 Weekly Hours of Work H1312 Rate of Marginally Employed H1313 Rate of Part-Time Employed H1314 Rate of Employed Persons Working Long Hours H1315 Preference for a Reduction of Working Hours H1316 Sunday Work H1317 Work at Night H1318 Annual Holiday Entitlement
H132	Earnings H1321 Gross Earnings of Non-manual Workers H1322 Gross Earnings of Manual Workers H1323 Burden of Social Security Contributions H1324 Tax Burden
H133	Work Environment and Job Characteristics H1331 Working Place at Home H1332 Exposure to Noise H1333 Hard Physical Work H1334 Pressure of Time H1335 Stress at Work H1336 Work with Computers H1337 Autonomy at Work H1338 Interesting Work
H14 Measurement Dimension: Mobility	
H141	Occupational Mobility and Advancement H1411 Job Changes H1412 Occupational Changes H1413 Occupational Advancement
H142	Geographic Mobility H1421 Short Commuting Times H1422 Long Commuting Times
H15 Measurement Dimension: Unemployment and Underemployment	
H151	Level of Unemployment H1511 Rate of Unemployment H1512 Rate of Youth Unemployment H1513 Desire to be Employed H1514 Job Seekers H1515 Discouraged Workers
H152	Duration of Unemployment H1521 Short-term Unemployment H1522 Mid-term Unemployment H1523 Long-term Unemployment H1524 Very Long-term Unemployment
H153	Subsistence of Unemployed Persons H1531 Benefit Coverage Rate
H154	Level of Underemployment H1541 Preference for Longer Working Hours H1542 Involuntary Part-Time Workers H1543 Short-Time Workers H1544 Invisible Underemployment

The next two measurement dimensions are focussing on people in employment. *The third measurement dimension* considers the most important issues of their working conditions covering various aspects of working time, the level of earnings, and some characteristics of the work environment and the job itself. *The fourth measurement dimension* is throwing light on the mobility of the employed concerning not only occupational changes and promotion but also geographical mobility as indicated by commuting times.

The *fifth measurement dimension* is concentrating on the unemployed. First of all, the level of unemployment is measured including both conventional definitions of unemployment³ and some indicators of rather hidden unemployment. Further aspects are the duration of unemployment and the subsistence of unemployed as indicated by the rate of unemployed who are registered and receive benefits. Besides, problems of underemployment are addressed which include some indicators of the rate of employed persons working less than they would prefer as well as a measure of the so-called invisible underemployment, which means an employment below the level of one's skills and education.

The goal dimension 'enhancement of subjective well-being' (H2) is represented by measures of the subjective perception and evaluation of the personal employment situation (table 2). The indicators cover the general job satisfaction as well as evaluations of particular job characteristics such as earnings, working time, job security, or general working conditions.

Table 2: Measuring the Attainment of the Goal 'Enhancement of Subjective Well-Being' within the Life Domain 'Labour Market and Working Conditions'

H21 Measurement Dimension: Subjective Perception and Evaluation of the Personal Employment Situation	
H211	General Evaluation of Job
H2111	Mean Job Satisfaction
H2112	Satisfied with Job
H212	Evaluation of Particular Job Characteristics
H2121	Satisfaction with Earnings
H2122	Subjective High Level of Earnings
H2123	Mean Satisfaction with Working Times
H2124	Satisfied with Working Times
H2125	Subjective High Opportunities for Advancement
H2126	Mean Satisfaction with Job Security
H2127	Satisfied with Job Security
H2128	Mean Satisfaction with Working Conditions
H2129	Satisfied with Working Conditions
H21210	Mean Satisfaction with Type of Work
H21211	Satisfied with Type of Work
H21212	Mean Satisfaction with Distance to Job
H21213	Satisfied with Distance to Job

As to the goal dimension 'reduction of disparities, inequalities and social exclusion' (H3), the European System of Social Indicators first of all is monitoring *regional disparities* in employment opportunities and in unemployment risks (H31) measured by objective indicators such as the disparity of regional employment and unemployment rates as well as by subjective indicators such as the disparity of perceived employment opportunities.

³ As to the definition of unemployment according to the conventions of the International Labour Organization, s. p. 17

Table 3: Measuring the Attainment of the Goal 'Reduction of Disparities, Inequalities and Social Exclusion' within the Life Domain 'Labour Market and Working Conditions'

H31	Measurement Dimension: Regional Disparities of Employment Opportunities and Risks
H311	Regional Disparities of Employment Opportunities H3111 Disparity of Regional Employment Rates H3112 Disparity of Perceived Employment Opportunities
H312	Regional Disparities of Unemployment Risks H3121 Disparity of Regional Unemployment Rates H3122 Disparity of Rates of Job Loss
H32	Measurement Dimension: Equal Opportunities/Inequalities of Women and Men
H321	Equality of Employment Opportunities and Unemployment Risks of Women and Men H3211 Ratio of Employment Rates of Women and Men H3212 Gender Differences in Perceived Employment Opportunities H3213 Ratio of Unemployment Rates of Women and Men H3214 Gender Differences in Perceived Job Security H3215 Approval of Gender Equality of Employment Opportunities
H322	Equality of Occupational Opportunities of Women and Men H3221 Wage Differentials of Female and Male Employees H3222 Ratio of Women and Men Employed in an Influential Occupational Position H3223 Ratio of Women and Men Employed as Professionals H3224 Ratio of Women and Men Employed in Elementary Occupations H3225 Perceived Gender Equality at Work
H33	Measurement Dimension: Equal Opportunities/Inequalities of Different Generations
H331	Equality of Employment Opportunities and Unemployment Risks of Different Generations H3311 Equality of Employment Rates of Different Generations H3312 Equality of Unemployment Rates of Different Generations H3313 Approval of Equality of Rights to Work of Young and Old People
H332	Equality of Occupational Opportunities of Different Generations H3321 Rate of Intergenerational Upward Mobility
H34	Measurement Dimension: Equal Opportunities/Inequalities of Disabled and Non-Disabled
H341	Equality of Employment Opportunities and Unemployment Risks of Disabled and Non-Disabled H3411 Ratio of Unemployment Rates of Disabled and Non-Disabled H3412 Equality of Perceived Employment Opportunities of Disabled and Non-disabled Persons
H342	Equality of Occupational Opportunities of Disabled and Non-Disabled H3421 Equality of Opportunities of Disabled and Non-disabled for Achieving Influential Occupational Positions
H35	Measurement Dimension: Equal Opportunities/Inequalities of Nationals and Non-Nationals
H351	Equality of Employment Opportunities and Unemployment Risks of Non-Nationals and Nationals H3511 Ratio of Employment Rates of Nationals and Non-Nationals H3512 Ratio of Unemployment Rates of Nationals and Non-Nationals
H352	Attitudes towards Equality of Employment Opportunities of Nationals and Non-Nationals H3521 Preference of National Employees H3522 Strong Approval of Labour Immigration H3523 Strong Disapproval of Labour Immigration

Regional disparities are defined as the ratio of the highest to the lowest value across the regions of a country⁴.

Secondly, there are well-known differences in the employment conditions of various population groups which have to be observed (H32-H35): *unequal opportunities for women and men* (H32), inequalities between *young and old* people (H33), disadvantages for *disabled* persons (H34) and for *foreigners* (H35). A very prominent concern are gender inequalities in employment. The indicators system is considering the inequality of employment opportunities and unemployment risks measured for example by the ratio of women's and men's rates of employment respectively unemployment. Other aspects of gender inequalities in employment concern characteristics of women's and men's jobs such as wage differentials or occupational differences. Similar indicators of the realisation of equal opportunities are gathered with respect to the other population groups mentioned above.

Thirdly, the aspect of *social exclusion* can be operationalised for the present life domain in terms of indicators of long-term unemployment. However, long-term unemployment is already addressed under the heading of the first goal dimension. This shows, that there are overlaps between the goal dimensions and that some indicators may be related to more than one dimension. The indicators of social exclusion developed in the framework of the European System of Social Indicators measure manifestations of the processes of social exclusion, manifestations in terms of poor living conditions which as such are also covered by the objective dimension of the quality of life concept. In the present example, indicators of long-term unemployment are considered within the goal dimension 'improvement of objective living conditions' since it also includes other indicators of the duration of unemployment.

With reference to the goal dimension 'strengthening social relations and ties' (H4) four aspects of this dimension have been distinguished. Correspondingly, the operationalisation of this goal dimension resulted in four measurement dimensions (H41-H44). The aspect of social relations and activities is measured by indicators of *participation in the area of working life* as for example membership in labour unions or the percentage of workers with rights of co-determination (table 4). The *quality of social relations in working life* covers personal relations at the workplace as well as institutionalised relations between employers and employees as indicated for example by the share of workers involved in strikes. The aspect of the *quality of societal institutions* is operationalised with respect to labour-related institutions and measured for example by the extent of trust in labour unions. Specific concerns of the *European social cohesion* are dealing with job-related connections between European countries, such as the employment of non-national Europeans or attitudes towards a European labour market.

The measurement dimensions and indicators related to the goal dimension 'preservation of human capital' (H5) give evidence on the impacts of the labour domain on human capital

⁴ For most of the European Union countries the basis for the calculation of these ratios is a regional disaggregation of the indicators at the NUTS-1 level of territorial units developed by Eurostat. For Finland, Portugal and Sweden a regional disaggregation at the NUTS-2 level is used. The regional disaggregation for the other European countries included, Norway, Switzerland, Czech Republic, Hungary and Poland, follows the practices of the respective statistical offices.

Table 4: Measuring the Attainment of the Goal 'Strengthening Social Relations and Ties' within the Life Domain 'Labour Market and Working Conditions'

H41	Measurement Dimension: Participation in the Area of Working Life	
H411	Membership in Job-Related Organisations	
	H4111	Membership in Labour Unions
	H4112	Membership in Professional Organisations
H412	Co-Determination of Company's Decisions	
	H4121	Employees with Rights of Co-Determination
H42	Measurement Dimension: Quality of Social Relations in Working Life	
H421	Social Relations at the Workplace	
	H4211	Good Relations between Colleagues
	H4212	Good Relations between Superiors and Employees
H422	Strikes	
	H4221	Share of Workers Involved in Strikes
	H4222	Days of Striking
H43	Measurement Dimension: Quality of Societal Institutions	
H431	Quality of Labour Unions	
	H4311	Trust in Labour Unions
H44	Measurement Dimension: European-Specific Concerns: Job-Related Connections Between European Countries	
H441	Employment of Non-National Europeans	
	H4411	Share of European Non-National Labour Force
	H4412	Share of European Non-National Employed Persons
H442	Attitudes Towards a European Labour Market	
	H4421	Approval of Employment of Non-National Europeans
	H4422	Willingness to Work in a Another European Country

Table 5: Measuring the Attainment of the Goal 'Preservation of Human Capital' within the Life Domain 'Labour Market and Working Conditions'

H51	Measurement Dimension: Job-Related Health Impairments	
H511	Working Accidents and Health Complaints	
	H5111	Working Accidents in Manufacturing Industry
	H5112	Employees with Job-Related Health Complaints
	H5113	Absence Due to Job-related Health Complaints
H512	Health and Safety Risks at the Workplace	
	H5121	Inhalation of Unhealthy Substances
	H5122	Dangerous Conditions at the Workplace
	H5123	Perceived Health and Safety Risks at the Workplace
H52	Measurement Dimension: Promotion of Vocational Qualification	
H521	Continuous Vocational Training	
	H5211	Internal Offers of Continuous Vocational Training
	H5212	Participation in Continuous Vocational Training
H522	Active Labour Market Measures	
	H5221	Participation in Labour Market Training
	H5222	Public Expenditures for Labour Market Training

(table 5). The first measurement dimension is related to *health* aspects which constitute a main component of human capital (H51). It includes indicators of working accidents, job-related health impairments and health and safety risks at the workplace.

A second measurement dimension is devoted to investments in skills and education as a second important component of human capital (H52). It covers indicators of continuous vocational training, such as internal offers and participation, as well as indicators of active labour market measures.

Correspondingly, the goal dimension 'preservation of natural capital' (H6) is operationalised as the influence of the domain of labour on natural resources and environmental pollution (table 6). These influences can be mainly measured by indicators of the efficiency of consumption of natural resources by economic activities (H61), e.g. the industrial energy consumption relative to its value added to GDP, and by indicators of the intensity of environmental pollution by economy (H62), e.g. the carbon dioxide emissions by industry relative to its value added to GDP.

Table 6: Measuring the Attainment of the Goal 'Preservation of Natural Capital' within the Life Domain 'Labour Market and Working Conditions'

H61 Measurement Dimension: Consumption of Natural Resources by Economy	
H611	Energy Consumption of Industry
H6111	Energy Efficiency of Industry
H6112	Efficiency of Industry Consumption of Electricity
H6113	Efficiency of Industry Consumption of Natural Gas
H6114	Efficiency of Industry Consumption of Oil
H612	Consumption of Fresh Water by Industry
H6121	Inhalation of Unhealthy Substances
H62 Measurement Dimension: Environmental Pollution by Economy	
H621	Emissions by Industry
H6211	Intensity of Carbon Dioxide Emissions by Industry
H6212	Intensity of Carbon Dioxide Emissions by Industry
H6213	Intensity of Carbon Monoxide Emissions by Industry
H6214	Intensity of Emissions of Particulate Matters
H622	Waste Production by Economic Activity
H6221	Intensity of Waste Generation by Manufacturing Industry
H623	Environmental Impacts of Agriculture
H6231	Consumption of Fertilisers in Agriculture
H6232	Use of Agricultural Pesticides

As mentioned above, the European System of Social Indicators is also monitoring more general aspects of societal development: the change of demographic and socio-economic structures as well as the change of values and attitudes. With respect to the domain of labour relevant aspects of socio-economic structures are the labour force status of the population (H71), that is people's relationship to the labour market, and various characteristics of the structure of employment (H72) (table 7). The latter include the occupational structure measured by the main categories of the international standard classification of occupations (ISCO-88), the distribution of the employed population across the various sectors of the

Table 7: Measuring Socio-economic Structures with Respect to the Life Domain 'Labour Market and Working Conditions'

H71 Measurement Dimension: Labour Force Status	
H711	Labour Force Status
H7111	Population Currently Employed
H7112	Population Currently Unemployed
H7113	Population in Education or Training
H7114	Population Engaged in Family Responsibilities
H7115	Population in Retirement
H7116	Ill or Disabled Population
H72 Measurement Dimension: Structure of Employment	
H721	Status in Employment
H7211	Employees
H7212	Employers and Self-employed
H7213	Family Workers
H722	Occupational Structure
H7221	Legislators, Senior Officials and Managers
H7222	Professionals
H7223	Technicians and Associate Professionals
H7224	Clerks
H7225	Service Workers and Shop and Market Sales Workers
H7226	Skilled Agricultural and Fishery Workers
H7227	Craft and Related Trades Workers
H7228	Plant and Machine Operators and Assemblers
H7229	Elementary Occupations
H723	Sector Structure
H7231	Employment in the Agricultural Sector
H7232	Employment in the Industry Sector
H7233	Employment in the Services Sector
H724	Size of Enterprise
H7241	Employment in Very Small Enterprises
H7242	Employment in Small Enterprises
H7243	Employment in Medium-Sized Enterprises
H7244	Employment in Large Enterprises

Table 8: Measuring Values and Attitudes with Respect to the Life Domain 'Labour Market and Working Conditions'

H81 Measurement Dimension: Subjective Importance of Work and Job Characteristics	
H811	General Importance of Work
H8111	Absolute Importance of Work
H8112	Relative Importance of Work
H812	Importance of Job Characteristics
H8121	Importance of Job Security
H8122	Importance of Working Time Regulations
H8123	Importance of Payments
H8124	Earnings as Motivation for Working
H8125	Importance of Promotion Chances
H8126	Importance of Independence at Work
H8127	Importance of Interesting Job
H8128	Importance of Prestige
H8129	Importance of Responsibility

economy and the share of employment by size of enterprise. Measurement dimensions and indicators of value orientations and attitudes related to the domain of labour are the subjective importance attached to work in general (H811) and to specific job characteristics (H812) such as job security, earnings or promotion chances (table 8).

3.1.2 Data Sources

Labour Force Surveys

In all countries covered by the European System of Social Indicators labour force surveys are being conducted at least once a year. Most countries⁵ are carrying out quarterly surveys, some countries – Finland, Sweden, Japan and U.S. – are collecting data even monthly. Labour force surveys are among the most important data sources used for the compilation of indicators of labour market and working conditions, at least as the measurement of objective facts is concerned.

Due to the endeavours of the International Labour Organisation (ILO) towards international standardisation of labour statistics by providing definitions of basic concepts and influencing data collection methods in the respective national statistical offices, there is a rather high degree of cross-national comparability of data from labour force surveys. This is especially true for the European Union Labour Force Survey which is conducted in every Spring as part of the respective national statistical programmes⁶. The EU Labour Force Survey is based on a common harmonised questionnaire used by the Member States which ensures the high comparability of results (European Commission 1996a). The sample sizes vary between about 6000 (Luxembourg) and 150000 (Germany) private households (European Commission 1999a, p. 17).

However, even in the case of the harmonised EU Labour Force Survey, cross-national comparability of results is not perfect, since the Member States also have to consider their special national data requirements as well as personal and technical restrictions in collecting and processing data. While these differences can be viewed as negligible with respect to the EU countries, they are more grave in the case of the other countries. Here, first of all there are systematic differences concerning the population the data refer to. For example, the U.S. Labour Force Survey covers the civilian non-institutional population aged 16 years and over, the Norwegian Labour Force Survey refers to the resident population aged 16 to 74 years living in private households and in collective households including all armed forces, the Czech sample is restricted to residents aged 15 years and over in private household living in their dwellings since at least three months (OECD 2000a). In opposition to that, the EU Labour Force Survey covers the resident population aged 15 years and over living in private households. Furthermore, there are differences in the questionnaires which limit cross-national comparability of some indicators. However, as regards indicators based on basic concepts, definitions and classifications of the ILO, cross-national comparability of results countries can be valued high even in the case of Non-EU countries. Anyway, serious restrictions of comparability, as far as known, have been notified in the tables of the European System of Social Indicators.

⁵ Austria, Denmark, Italy, Portugal, Spain, United Kingdom, Norway, Czech Republic, Hungary, Poland

⁶ For example, in Germany the EU labour force survey is conducted within the framework of the annual Mikrozensus by using a subsample and a part of it's questionnaire. In countries with quarterly labour force surveys data for the EU survey are collected in the second quarter of the year as part of the regular national survey which may also include further questions for only national purposes.

The EU Labour Force Survey has been regularly carried out since 1968⁷. However, until 1982 there was a lack of internationally accepted concepts and definitions of the various topics of labour statistics. In 1982 the Thirteenth International Conference of Labour Statisticians, convened at Geneva by the International Labour Organisation, adopted new standards on labour statistics concerning basic concepts, definitions and classifications as well as guidelines for data collection and dissemination of results (s. Hussmanns/Mehran/Verma 1992). The application of these recommendations by the then Member States from 1983 onwards lead to the establishment of a cross-national comparable database of labour statistics⁸. In 1992 some revisions of the questionnaire were made with only minor impacts on the comparability of results with previous surveys (European Commission 1996a, p. 9; European Commission 1999a, p. 14). The time series of the European System of Social Indicators, which are based on labour force surveys, start in 1983, because prior data would not be comparable.

In accordance with the ILO standards, the EU Labour Force Survey classifies the population aged 15 years and above into three categories: persons in employment, unemployed persons and inactive persons. The employed and the unemployed population together constitute the labour force or economically active population. The definition of these and some other basic concepts should be shortly explained in the following:

Persons in *employment* are persons in paid employment who during the reference week performed some work for wage or salary, and persons in self-employment who during the reference week performed some work for profit or family gain, and persons who were not working but had jobs resp. enterprises from which they were temporarily absent. Family workers are included as well as members of the armed forces. However, conscripts on compulsory military or community service are not considered at all. The notion of some work means work for at least one hour a week (European Commission 1996a, p. 12-13).

Persons in *unemployment* are those who during the reference week were not in employment as defined above, were available to start work within the next two weeks, and had actively sought work during the previous four weeks (European Commission 1999a, p. 10).

All persons not classified as employed or unemployed are defined as the *economically inactive* population. It comprises persons attending educational institutions, persons engaged in household duties, retired and disabled people, as well as recipients of public or private aid. It should be noted that "students, homemakers and others mainly engaged in non-economic activities during the reference period, who at the same time were in paid employment or self-employment ... should be considered as employed" (Hussmanns/Mehran/Verma 1992, p. 343) or classified as unemployed if they satisfied the criteria mentioned above.

In the Labour Force Survey a distinction between full-time and *part-time employment* is made on the basis of a self-rating of the respondent because working hours vary strongly between the Member States and also between industries. Rates of part-time employment based on such a measure are difficult to interpret and to compare. For this reason the European System of Social Indicators refers to the OECD definition of part-time employment as a usual working time of less than 30 hours per week (van Bastelaer, A.; Lemaître, G.; Marianna, P. 1997).

⁷ A first survey took place as early as in 1960 which however had the character of a pilot study and was not repeated until 1968 (European Commission 1996a).

⁸ The database of the EU Labour Force Survey is part of Eurostat's New Cronos database. The tables of the European System of Social Indicators only mention New Cronos and not the specific module, that is the LFS module of New Cronos, as data source.

The concept of *temporary work* applies only to employees. It describes a situation where "the termination of the job is determined by objective conditions such as reaching a certain date, completion of an assignment or return of another employee who has been temporarily replaced" (European Commission 1996, p. 65) irrespective of the existence of a written work contract since such contracts are not a common practice in all countries. Thus, employees with a work contract of limited duration constitute a subgroup of all persons in temporary employment.

Finally, the concept of underemployment should be explained a little. There are two principle forms of underemployment: visible and invisible. "Persons visibly underemployed comprise all persons in paid or self-employment, ... , involuntarily working less than the normal duration of work determined for the activity, who were seeking or available for additional work during the reference period" (Husmanns/Mehran/Verma 1992, p. 345). Invisible underemployment means "a misallocation of labour resources or a fundamental imbalance as between labour and other factors of production. Characteristic symptoms might be low income, underutilisation of skill, low productivity" (Husmanns/Mehran/Verma 1992, p. 344). The European System of Social Indicators includes some indicators of visible underemployment as well as an indicator of invisible underemployment.

Besides the concepts already mentioned, the EU Labour Force Survey covers a large set of questions. They are referring to employment characteristics such as economic activity categorised in terms of the Statistical Classification of Economic Activities (NACE, Rev. 1), occupation as measured by the International Standard Classification of Occupations (ISCO-88), various aspects of the working time, existence of a second job and main characteristics, previous work experience of persons not in employment, characteristics of last job and reasons for leaving last job, details of the search for employment, education and training received during the previous four weeks and highest completed level, situation with regard to activity one year before the survey.⁹

European Community Household Panel (ECHP)

The ECHP is a major household survey which has been carried out annually in most Member States of the EU since 1994. Eurostat, the Statistical Office of the European Communities, together with the national statistical institutes or research centres is undertaking this project on behalf of the European Commission. Since the survey is based on a harmonised questionnaire to be used in all participating countries and for the most part replicated every year, it provides data comparable across countries *and* time. This makes it a very valuable data source for the European System of Social Indicators. A further advantage is the panel design of the ECHP, which means that the same households and persons are interviewed every year. This design allows the investigation of individual changes over time and thus the construction of corresponding dynamic indicators. A major disadvantage of using ECHP data for EUSI is the short period of time it covers till now.

The first wave of the ECHP has been conducted in 1994 in the then 12 EU Member States. In 1995 Austria joined the project followed by Finland in 1996. Thus, with the exception of Sweden, all EU Member States are currently participating. Till now, the European System of Social Indicators makes use of the first three waves, 1994-1996, which have been made available by Eurostat in terms of a longitudinal Users' Database (UDB). Every wave has been carried through with a total sample of about 60.000 nationally representative households

⁹ The complete questionnaire and the classifications used are presented in European Commission (1996a).

covering about 130.000 adults aged 16 years and over. The individual sample sizes vary between 1000 (Luxembourg) and more than 7000 households (Spain, France, Italy) respectively 2000 (Luxembourg) and nearly 18.000 (Spain, Italy) persons.¹⁰

The subject matters addressed by the ECHP are questions of the income situation and living standard including social transfers, housing conditions and costs, employment situation with respect to status in employment, occupation, industry, working time, skills and training, earnings, unemployment and job search activities, characteristics of the previous job, health, education and training, social relations, migration, and various measures of satisfaction.¹¹ Related to the life domain 'labour market and working conditions' the European System of Social Indicators used the ECHP for constructing indicators of occupational mobility, job satisfaction, and equal opportunities of disabled people.

International Social Survey Programme (ISSP)

The ISSP is an international research programme, based on a permanent network of social scientists and collaborating institutes, with the objective continuously to provide cross-national comparable data on important social issues. The programme started in 1985 with four member countries: Germany, the United States, Great Britain and Australia. In the meantime there are more than thirty participating countries from all over the world¹².

Each year a fifteen-minute questionnaire module on a special topic as well as a common set of background variables are integrated into an ongoing national social survey in the participating countries. The topics vary from year to year, but they are usually replicated after a few years. For example, the thematic focus of the first ISSP module from 1985 was the "Role of Government" which was replicated in 1990 and 1996. Further subject matters are "Social Networks " (1986, 2001), "Social Inequality" (1987, 1992, 1999), "Family and Changing Gender Roles" (1988, 1994, 2002), "Religion" (1991, 1998), "National Identity" (1995, 2003), and "Environment" (1993, 2000). A module on "Work Orientations", which was fielded in 1989 and 1997, have been used as basis for several indicators of the domain 'Labour Market and Working Conditions' of the European System of Social Indicators.

The questionnaire modules are developed by sub-committees of researchers in British English, translated to other languages and pretested in various countries. The final questionnaire is then adopted in the annual plenary meeting of the ISSP group. Each national research organisation is responsible for implementing the module and carrying out the respective survey and has to finance all of the work in the country. The national data are merged into a cross-national data set by the Central Archive of Empirical Social Research, University of Cologne¹³.

¹⁰ For a detailed description of the ECHP methodology see: European Communities/Eurostat: The European Community Household Panel (ECHP): Volume 1 - Survey Methodology and Implementation. Luxembourg 1996

¹¹ The complete questionnaire is listed in European Commission 1996b

¹² Further information on the ISSP and the participating countries are available at the ISSP's website at <http://www.issp.org/homepage.htm>

¹³ The codebooks including methodological information and the English as well as national questionnaires are being offered at the webpage of the Central Archive at http://www.esis.org/en/data_service/issp/data/index.htm

The ISSP 1989 module on "Work Orientations " was realised in only some of the countries covered by EUSI: Austria, Great Britain, Northern Ireland, Ireland, Italy, Netherlands, Norway, West Germany, Hungary and the U.S.. The replication of the module in 1997 also included France, East Germany, Denmark, Portugal, Spain, Sweden, Switzerland, the Czech Republic, Poland, and Japan. In both years the sample sizes amounted to more than 1000 people in nearly every country or region. The sample types differed between the various countries. Most of them used a multi-stage stratified random sample, some of them draw a simple random sample. Most of the samples refer to the population aged 18 years and above, but some countries only included persons up to a predestined age¹⁴. These and some other small differences between the countries somewhat detract from the cross-national comparability of results. But the ISSP without doubt represents a very useful data source especially for a system of social indicators which have to be continuously updated, since one can rely on a regular replication of questions.

World Values Survey (WVS) and European Values Survey (EVS)

Work on these surveys started in 1978 when a group of scientists formed the European Value Systems Study Group (EVSSG) in order to study values and attitudes of the populations of the then Member States of the European Community. A first set of surveys started in 1981 in ten West European countries; until 1984 it was replicated in 12 additional countries. In the following years, researchers from other European and non-European countries joined the project and the World Values Survey group - an international network of social scientists - grew out. A second wave of surveys designed and co-ordinated by the European Values Survey group (EVS), under the leadership of Jan Kerkhofs and Ruud de Moor, and the World Values Survey group (WVS), chaired by Ronald Inglehart, was launched in 1990 and carried out world-wide among 42 independent countries. A third wave of surveys took place between 1995 and 1997 in 54 countries. This wave was organised and co-ordinated by Ronald Inglehart while the EVS group did not participate. A fourth wave of surveys is being conducted jointly by the EVS and the WVS groups in 1999-2001 with nearly 100 participating countries. The surveys are based on representative multistage random samples of adult citizens aged 18 years and older, with sample sizes of at least 1000 persons in each country. In most of the countries the surveys are being funded by national sources.¹⁵

The surveys cover a wide range of topics, with some of them replicated in every wave and other ones added in new waves. The topics covered were values and attitudes in the domains of work, politics, environment, religion, marriage and family, membership in associations and voluntary work, confidence in institutions, attitudes towards particular population groups, subjective assessments of the personal living situation, social relations, and demographic information such as sex, age, occupation, income, education, religion, characteristics of place of residence.

The European System of Social Indicators is currently making use of the first three waves of the World Values Surveys/European Values Surveys. The data of the fourth wave are expected to be available to the public in 2002. These data will enable not only a continuation

¹⁴ These are Switzerland (age limit of 70 years), Sweden (age limit of 75 years) and Norway (age limit of 79 years). The Japanese sample also included persons aged 16 or 17 years which have been excluded in all analyses of the data aiming at constructing indicators for EUSI.

¹⁵ Further information on the EVS and WVS groups can be gathered from their respective websites at http://cwis.kub.nl/~fsw_2/evs/ and <http://wvs.isr.umich.edu/index.html>.

of existing time series of indicators of labour market and working conditions but also a consideration of topics from other life domains in a longitudinal perspective.

European Survey of Working Conditions

During 1991-1992 the European Foundation for the Improvement of Living and Working Conditions located in Dublin, Ireland, carried out the "First European Survey on the Work Environment" in the then EU Member countries.¹⁶ A Second Survey on Working Conditions followed in 1996 which took place in all 15 EU Member States. Only recently, first results of a Third European Survey on Working Conditions conducted in 2000 have been published.

The surveys were elaborated in co-operation with Eurostat and with national institutes. In each participating country a representative sample of the working population (employees and self-employed including family workers) aged 15 years and older was interviewed. For most of the countries the sample sizes were about 1000 people in 1996 and about 1500 people in 2000 with a total of 16000 respectively 21500 interviews across all countries. The target populations were persons in employment as defined by the EU Labour Force Survey in accordance with the ILO guidelines.

The surveys have been designed as an information tool for policy makers of EU institutions but also of national governments and organisations. They provide data on working conditions as described by the persons concerned. The topics covered by the survey are working time, the pace of work, health complaints and risks, safety at work, aspects of the physical work environment, job autonomy, job content, social relationships, skills and training.

Up to now, the European System of Social Indicators almost exclusively refers to results of the second survey¹⁷. With the completion of the third survey, time series of the indicators developed will be continued in the near future.

3.1.3 Comparative Time Series: Selected Examples of Indicators

Structured by the dimensions of welfare and general social change, all indicators of labour market and working conditions have been listed in the tables 1 to 8. For each indicator at least one time series exists which describes the development within the total population the indicator refers to. However, most of the indicators are measured for various sub-populations, too. Of course, it is not possible to present all time series here. They are made available on the website of the EuReporting project in the form of pdf -files.¹⁸ Each time series of an indicator is presented there as a standardised table containing the figures for all countries (rows) and all years (columns) considered by EUSI. On the same page, above the tables, the life domain the indicator refers to, and the respective theoretical dimension, measurement dimension, and subdimension are indicated. Furthermore, the name of the indicator, its precise definition, and the population group the time series applies to are specified. Below the table, the data sources and explanatory notes are listed. Some examples are given in annex II.

¹⁶ The Foundation was established by a regulation of the EC Council of Ministers in 1975 with the objective to contribute to the planning and establishment of better living and working conditions by providing and disseminating respective information and knowledge. Further information on the Foundation and its work is available through the Internet at <http://www.eurofound.ie/>

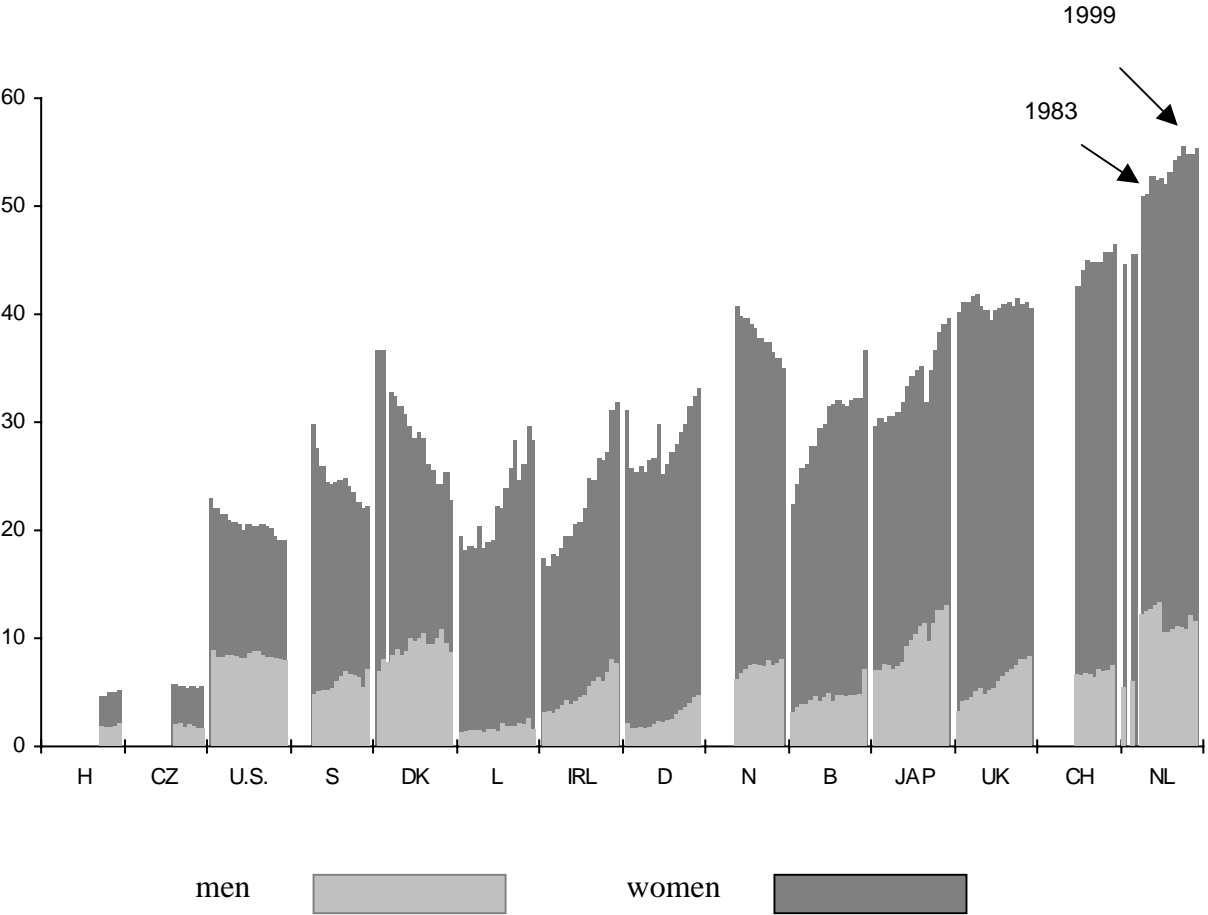
¹⁷ Unfortunately, data from the first survey are not available anymore. A documentation of the study and main results can be found in Paoli (1992).

¹⁸ The website is located at http://www.gesis.org/en/social_monitoring/social_indicators/EU_Reporting/eusi.htm.

In order to receive an impression of the structure and scope of the indicators system and its possibilities to analyse welfare-relevant developments and social change in working life in a cross-national comparative way, trends in selected indicators will be exemplarily discussed in the following. For each of the eight dimensions of welfare and general social change one example will be presented.

Related to the first goal dimension – improvement of objective living conditions – an indicator of working time has been chosen as an example, namely the rate of part-time employed. This form of employment is especially asked for by women since it offers better possibilities to reconcile work and family life. Correspondingly, in all countries covered by EUSI the rate of part-time employed is considerably higher among women than among men (figure 1; tables A1 and A2, annex II). In 1999, the highest rate can be found in the Netherlands where the majority of working women are part-time employed. Also in Switzerland, the United Kingdom and Japan¹⁹ a comparable large share of employed women have a part-time job. Contrarily, in the central European accession countries, above all in the Czech Republic and Hungary, there is a rather low level of part-time employment as well as in the South European countries.

Figure 1: Rate of Part-Time Employment (in %)



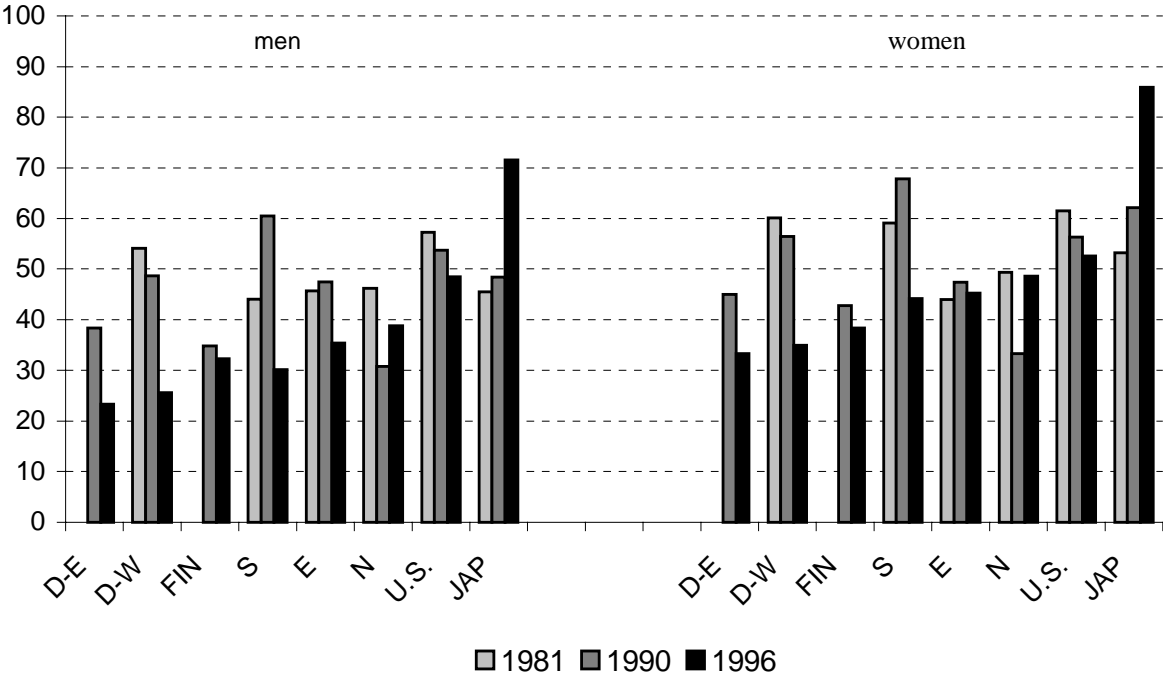
Source: s. tables A1 and A2, annex II

¹⁹ The result for Japan has to be interpreted with caution, since in this case part-time employment means an employment of less than 35 hours, while otherwise the threshold is 30 hours.

During the period under consideration part-time employment has increased in many countries. This is true not only for women but also for men. The latter raised their share in part-time work particularly in Japan¹⁹, the United Kingdom and Ireland, but also in the Scandinavian countries, in Germany and in Belgium. Currently, part-time employment is most widespread among Japanese and Dutch men with rates of more than 10 percent. In opposition to the general trend, part-time work of women has decreased in the Scandinavian countries, with the exception of Finland where women always has been employed part-time rarely. In Denmark the rate of women with part-time jobs continuously dropped from 37% in 1983 to 23% in 1999; in Sweden the rate declined from about 30% in 1987 to 22% in 1999; in Norway there was a decrease from 41% in 1989 to 35% in 1999. Thus, in these countries part-time employment of women declined from a rather high level in the 1980s to a only medium level at the end of the 1990s. In opposition to that, part-time employment of men slightly increased in these countries.

Another indicator of EUSI, which represents an example of indicators covered by the dimension of values and attitudes, is the subjective importance of working time regulations. Based on data of the World Values Survey, this indicator points up that women in general attach higher importance to issues of working time than men (figure 2; tables A13 and A14, annex II). This is true for nearly every country and survey year.

Figure 2: Importance of Working Time Regulations for Women and Men²⁰



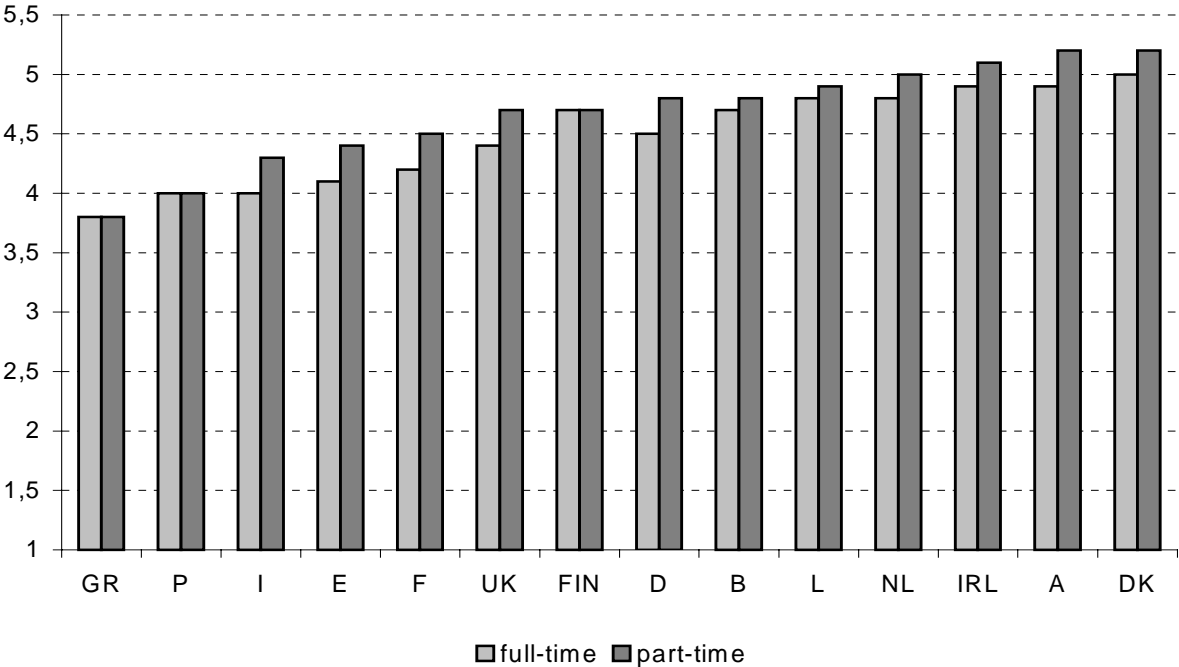
Source: World Values Surveys

²⁰ Percentage of employed people who mentioned "good hours" as an important aspect of a job

However, the significance of working time regulations changed across time with different developments in the various countries. In some countries - Germany, Sweden and the United States - it markedly decreased for both women and men between the beginning of the 1980s and the middle of the 1990s, while during the same period working time regulations have become more important in Japan. As a result, differences between countries with respect to the value attached to working time regulations have increased. In the middle of the 1990s good working hours are considered as an important aspect of a job by 72% of Japanese men and 86% of Japanese women in employment while the respect figures in Germany only amount to 25% and 34 %.

In most of the countries part-time employed people are more satisfied with their working times than full-time employed people. Probably, people with part-time jobs are more often working the desired amount and can more flexibly organise their working times than people with full-time jobs. However, the differences in satisfaction between part-time and full-time employed are not far too large, compared to the rather wide span of satisfaction levels across countries. Irrespective of working full-time or part-time, people are least satisfied with their working times in Greece, Portugal and Italy, while Denmark, Austria and Ireland are the three countries with highest satisfaction values. Based on the ECHP, figure 3 describes this result for the year 1996, but the results for 1994 and 1995 are very similar, since there is little variation across time (s. tables A3 and A4, annex II).

Figure 3: Satisfaction with Working Times of Part-Time and Full-Time Employed²¹

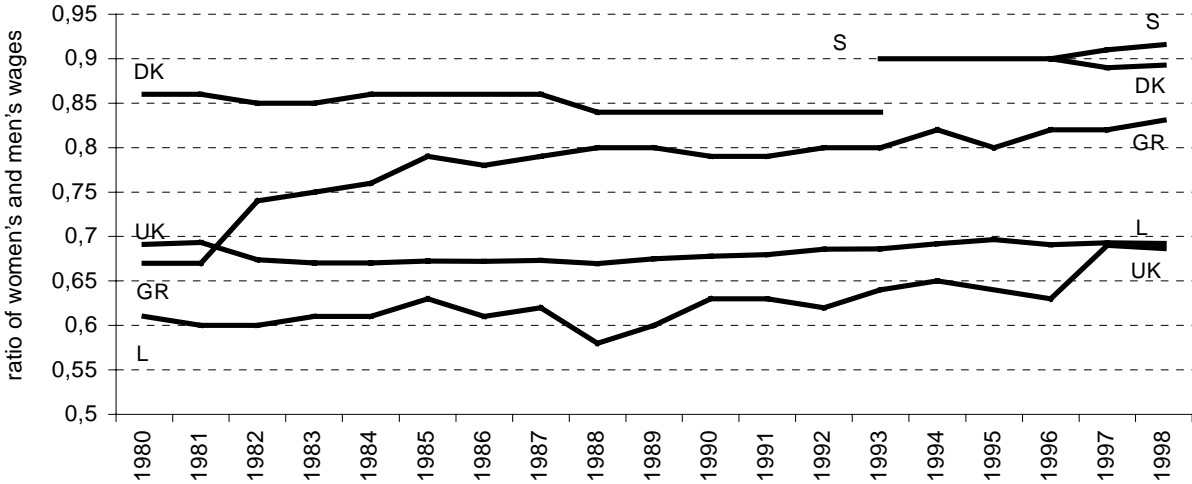


Source: European Community Household Panel 1996

²¹ mean value on a scale from 1 (= not satisfied at all) to 6 (= fully satisfied)

The third goal dimension of welfare development addressed by EUSI is the reduction of disparities, inequalities and social exclusion. As part of this dimension issues of equal opportunities of women and men are considered by the indicators system. Exemplarily, some results for an indicator of gender inequality of earnings are presented below which concern the ratio of the average gross hourly earnings of female and male manual workers in the manufacturing industry (figure 4; table A5, annex II). This indicator not only reflects the equity of remuneration of women and men but also differences in the level of vocational training. Besides the fact that women earn less than man in every European country, the indicator reveals some interesting differences between the countries as to the level of inequality and the developments during the last two decades. The slightest inequality of women's and men's wages can be observed in Sweden, where in 1998 women's payment amounted to more than 90% of men's. The situation is similar in Denmark, where as early as in 1980 a comparable high level of equality was achieved. Also the remaining Scandinavian countries can be characterised as rather egalitarian in this respect. Contrary to this, the United Kingdom proves as one of the countries with the most pronounced and persistent gender gaps in earnings. Since about twenty years the average hourly wages of women have achieved less than 70% of men's wages. At the beginning of the 1980s, in Luxembourg and in Greece gender inequality in earnings was even on a higher level than in the United Kingdom. However, towards the end of the 1990s, inequality in Luxembourg has diminished to the level of the United Kingdom and there has been a remarkable decrease of inequality in Greece, where women now are faced with a more favourable relative position than women in the United Kingdom.

Figure 4: Ratio of Average Gross Hourly Earnings of Female and Male Manual Workers in the Manufacturing Industry

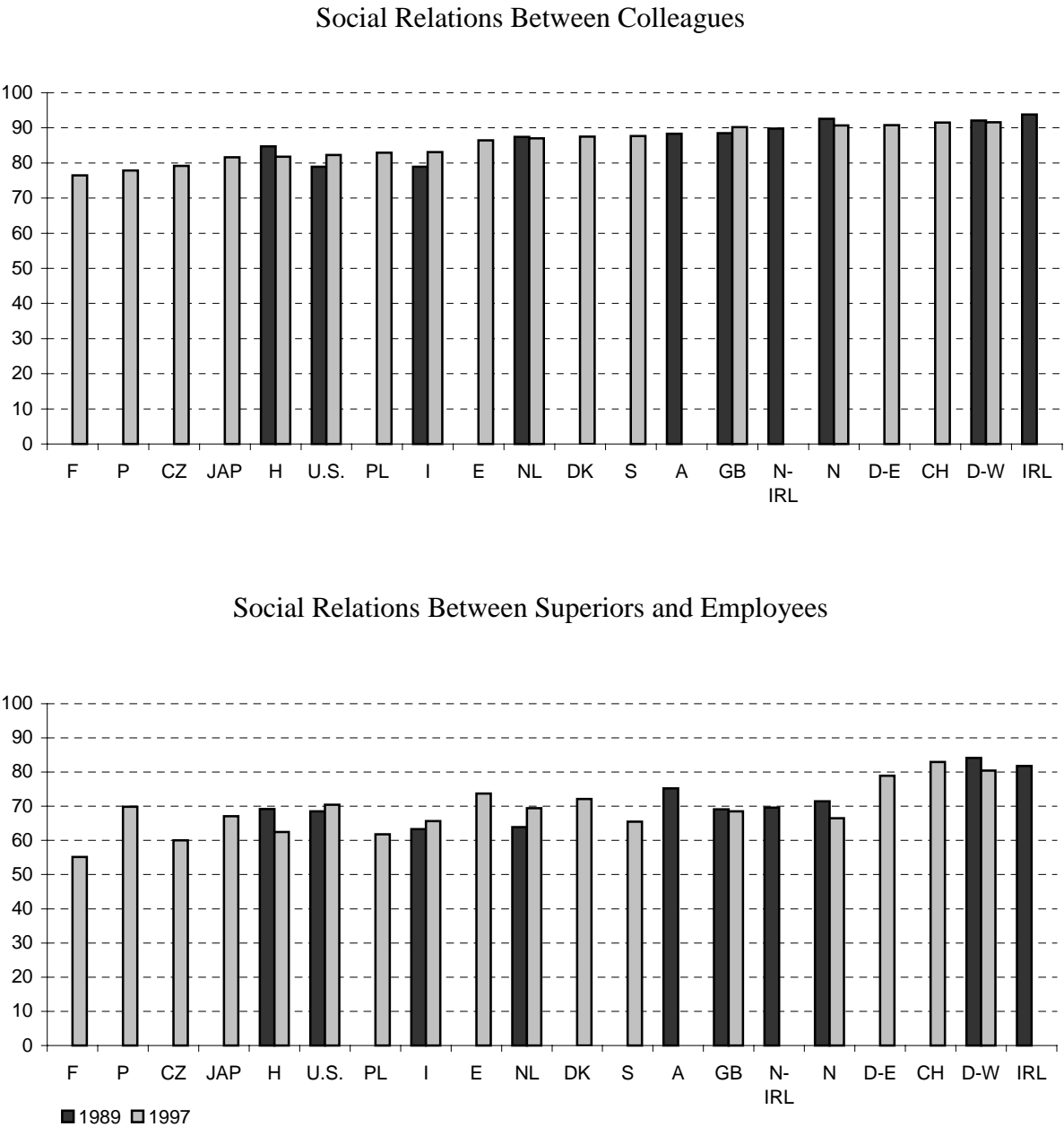


Source: s. table A5, annex II

The European System of Social Indicators also includes measures of the strength of social relations and ties within a society, which, besides indicators of disparities, equal opportunities and social exclusion, are related to the overarching goal of promoting its social cohesion. Examples for indicators of this goal dimension with respect to the domain of labour are the quality of social relations between colleagues and between superiors and employees. The

ISSP provides data on the respective percentages of employed persons with good relations at their workplaces for the years 1989 and 1997. First of all it can be stated that in all countries and at both points in time the majority of employed characterise social relations at their workplaces as good, with social relations between colleagues more frequently evaluated positively than relations between superiors and employees (figure 5; tables A6 and A7, annex II). Ireland, Germany, and Switzerland are among the countries with the most favourable situation with respect to both types of relations. In these countries the relations between colleagues and between superiors and employees are described by more than 90% respectively by about 80% and more as good.

Figure 5: Percentage of Employed with Good Social Relations at Their Workplaces

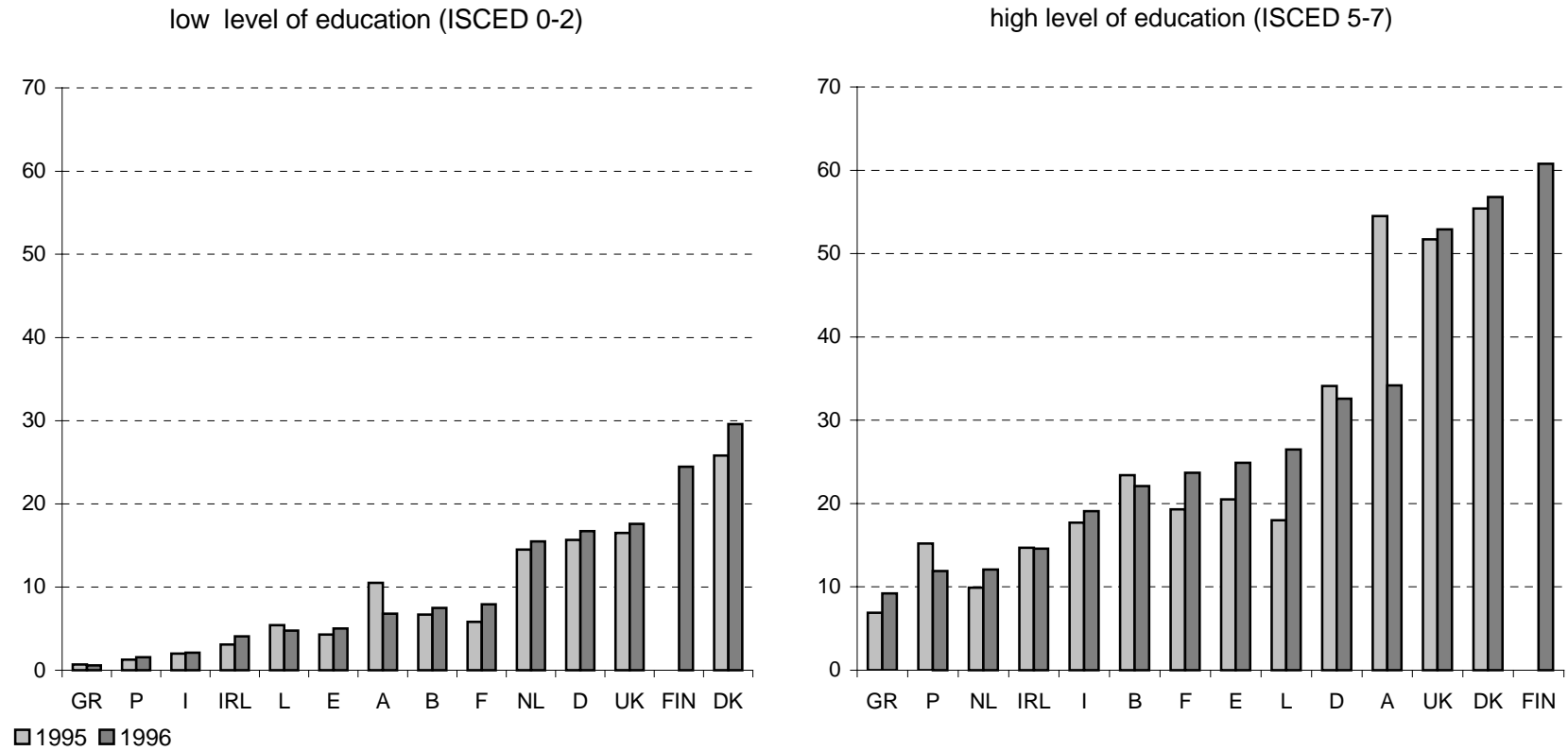


Source: International Social Survey Programme

In France as well as in the Central European Countries the relations at the workplace are rated comparatively worse. For example, only 55% of the French working people and only 60% of the employed in the Czech Republic regard the relations between superiors and employees as good. Predominantly, there are only minor changes between 1989 and 1997. Exceptions are Hungary and Norway, where relations between superiors and employees have become worse, while the Netherlands are the only country with a clear improvement of these relations.

The goal dimension of preserving human capital is represented by two principal measurement dimensions which concern the impact of the domain of work on people's health respectively education. An indicator of the latter aspect is the participation rate in continuous vocational education. Based on data of the ECHP, some striking results become evident (figure 6; tables A8 and A9, annex II). First of all, in all countries there are substantial differences in participation rates between people with low level of education and people with high level of education. Continuous vocational training is undertaken at least twice as frequently by highly educated people than by low educated people. Secondly, there are considerable differences between the various countries, with participation rates varying between 9% and 61% as to the highly educated and between 1% and 30% as to the low educated people. The two countries with the highest participation rates of highly as well as less educated people are Finland and Denmark; also in the United Kingdom and in Germany people are comparatively active in this respect. In opposition to that, participation in continuous vocational training is very low in Greece and in Portugal, but also in Ireland and in Italy rather less people are involved in such activities. As a third result worth mentioned, the changes in some countries should be pointed out. Between 1995 and 1996 participation rates have slightly increased in Luxembourg, Spain, France and Denmark, while a rather strong decline can be stated in Austria, especially among the highly educated people.

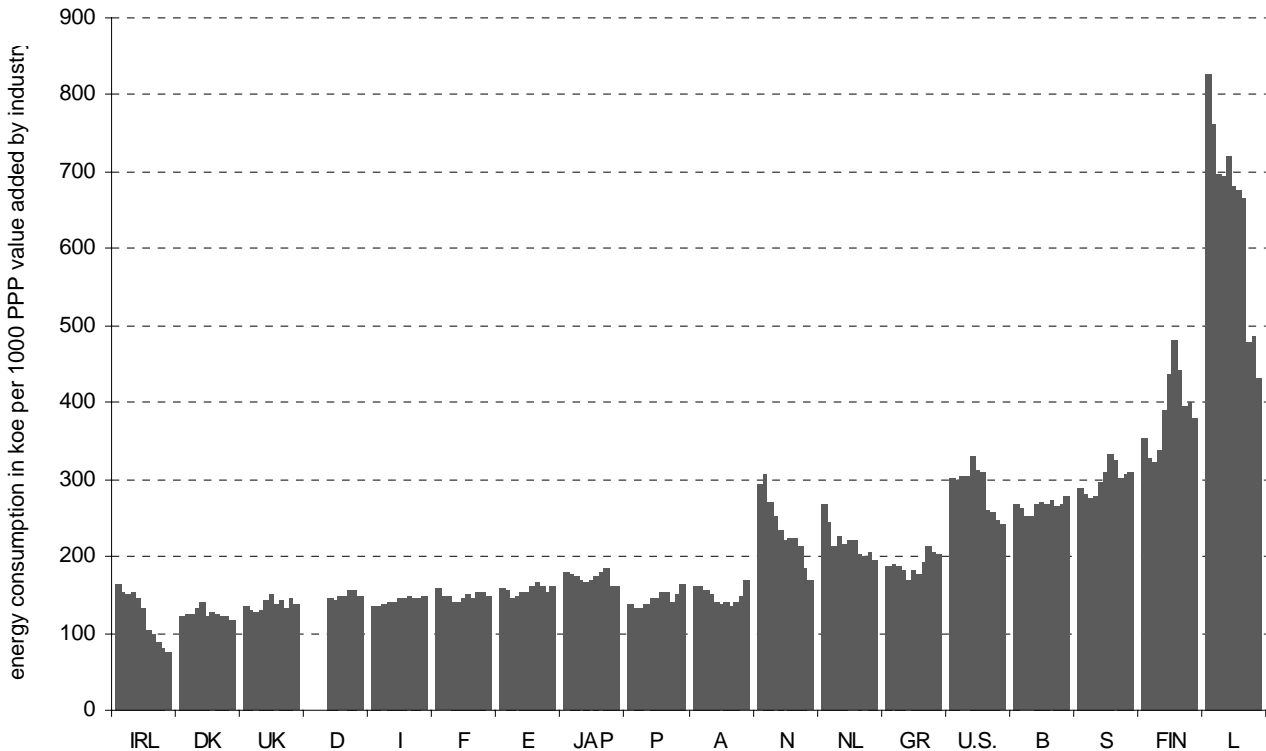
Figure 6: Participation Rate in Continuous Vocational Training



Source: European Community Household Panel

Related to the goal dimension of preserving the natural capital of a society, some indicators of the domain of labour measure the effects of the economy on the consumption of natural resources and the extent of environmental pollution. The efficiency of energy consumption by industry, measured as the ratio of final energy consumption by industry to its value added to GDP, is a good example for such an indicator. There are marked differences between the countries, not only with respect to the level of efficiency but also with respect to the developments over the past years (figure 7; table A10, annex II). In 1997, energy consumption was least efficient in Luxembourg, as it was ten years ago, but enormous improvements have taken place during this decade. Furthermore, a rather poor position can be stated for the industry in Finland, which however improved during the last few years, too. Energy efficiency also clearly increased in Norway, the Netherlands, the United States and Ireland which in the late 1990s represents the country with the most economical consumption of energy by industry. For other countries such as Denmark, the United Kingdom, Germany and France a rather favourable situation can be observed throughout the whole decade under consideration, without systematic changes. In some countries – Portugal, Austria and Greece - in recent years also negative tendencies can be stated.

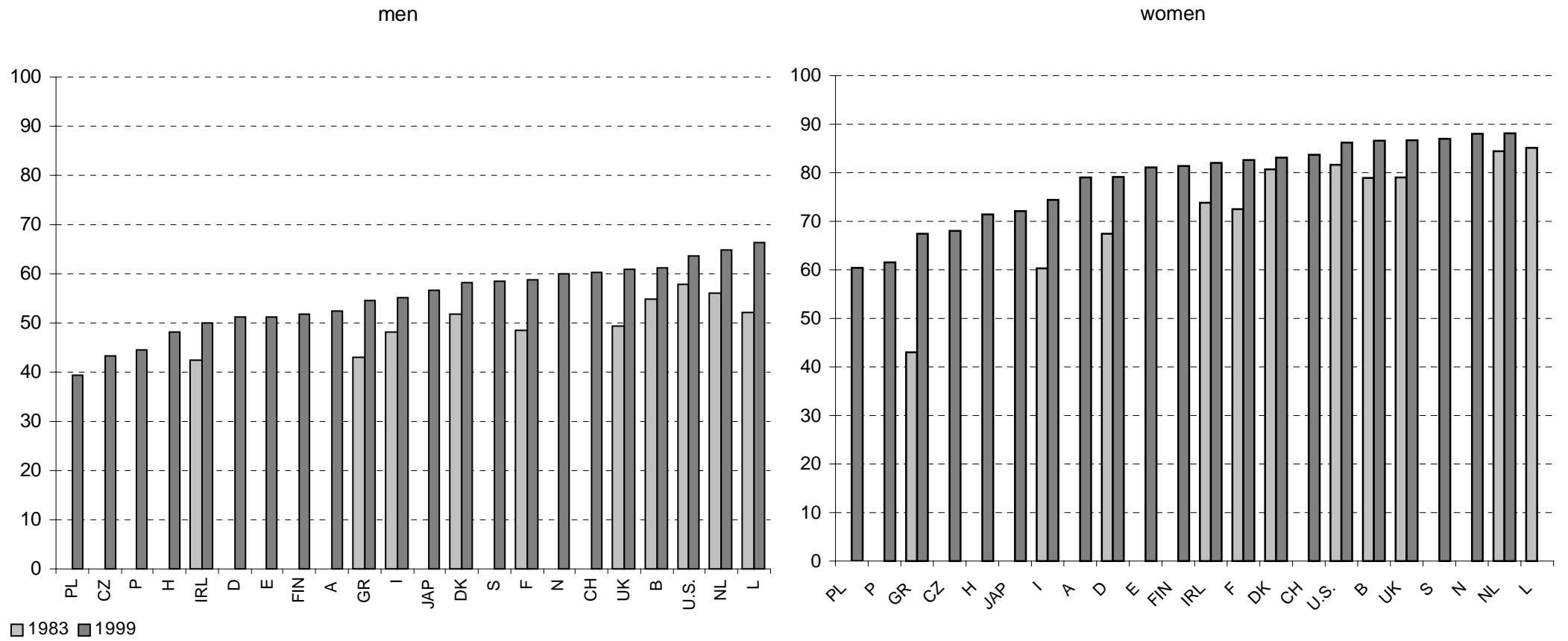
Figure 7: Efficiency of Energy Consumption by Industry



Source: s. table A10, annex II

An example of an indicator reflecting long-term socio-economic change is the growing share of employment in the service sector. It is well known that the rising female labour force participation of the last decades was also enabled by the growth of the service sector which

Figure 8: Proportion of Women and Men Employed in the Service Sector



Source: s. tables A11 and A12, annex II

provided appropriate jobs for women. Correspondingly, in all countries a higher proportion of women than of men are employed in the service sector (figure 8; tables A11 and A12, annex II). However, the expansion of the service sector is rather differently advanced in the countries under consideration here. Not surprisingly, one finds a rather less developed service sector in the Central European accession countries, but also in Portugal and in Greece. Contrarily, the service sector has a very high importance for the employment of women in the Benelux countries, Norway, Sweden, the United Kingdom and the United States where in 1999 nearly 9 of 10 women had a job in the service sector.

3.2 Life Domain 'Population'

As already pointed out above, only one of the eight dimensions of welfare and general social change has been regarded as relevant to the domain 'population', namely the dimension of demographic and socio-economic structures. Four principal measurement dimensions have been distinguished which are in detail specified below²². Furthermore, as in the previous chapter, the main data sources used in compiling time series of the indicators will be explained inclusive of some problems of cross-national comparability of data. Finally, for selected measurement dimension some examples of indicators will be illustrated.

3.2.1 Measurement Dimensions and Indicators

The measurement of demographic processes and resulting structures represents a rather important part of the European System of Social Indicators. Because of their impacts on societal developments in many other life domains they have to be taken into account by politicians in setting goals and outline plans and programmes for their realisation in nearly every realm.

The European System of Social Indicators first of all considers indicators of *population size and growth* (A71; table 9). The latter cover birth as well as death rates and the resulting rate of natural population increase, furthermore the rate of total population increase which has been measured not only for the countries as a whole but also for different regions of a country.

A second measurement dimension (A72) is devoted to monitoring *population structures*. Three main structural features of the population are measured: age, dependency relationships and marital status. Indicators of the *age structure* are demonstrating the well-known trends of population ageing due to a decline of fertility and mortality. The decreasing share of children and the increasing share of old people in many countries can be made evident by the indicators system. It is also recording the predominance of women among old people as measured by the sex ratio. The ageing of population is one of several factors determining its structure with respect to *dependency relationships*. The age dependency ratio is a measure of the volume of maintenance of children and old people by the working-age population. Besides this indicator, various other dependency measures have been defined which show the burden on the labour force by various economically inactive population groups. Finally, the distribution of the population by *marital status* is described. These indicators are not only a

²² It should be taken notice that some indicators, which concern processes of the formation and dissolution of marriages and families and which one could expect to find in the domain 'population', have not been included here. These indicators will be considered within the domain 'household and families'.

result of the propensity to marry and to get divorced but also reflect characteristics of the age structure of the population.

A further set of indicators concerns the density of population and the degree of agglomeration (A73). Information on *population density* is also provided at the regional level because there are large disparities within countries. The share of population living in large cities with more than 100.000 inhabitants and the share of population living in small municipalities with less than 5.000 inhabitants are indicators of the extent of *agglomeration* of people.

Finally, a fourth measurement dimension (A74) covers indicators of the internal as well as international migration and foreign population. *Internal population movements* are measured in terms of the migration rate between municipalities and the migration rate between regions. Of course, it is hardly possible to get cross-national comparable indicators of the geographic mobility of populations of different countries, since the resulting figures are also influenced by the number and size of spatial units considered. The larger the number and the smaller the size of these units the higher the probability that population movements between these units are taking place. Since the increases in probabilities diminishes with rising numbers and declining sizes of units, the migration rate between municipalities is a more appropriate

Table 9: Measurement Dimensions and Indicators of the Life Domain 'Population'

A71 Population Size and Growth	
A711	Population Size
A7111	Resident Population
A712	Population Growth
A7121	Crude Birth Rate
A7122	Crude Death Rate
A7123	Rate of Natural Population Increase
A7124	Rate of Population Increase
A72 Population Structure	
A721	Structure of Population by Age and Sex
A7211	Population Aged Less than 15 Years
A7212	Population Aged 15-24 Years
A7213	Population Aged 25-64 Years
A7214	Population Aged 65-79 Years
A7215	Population Aged 80 Years and Older
A7216	Sex Ratio of Population
A722	Dependency Structures
A7221	Age Dependency Ratio
A7222	Burden of Child Population
A7222	Burden of Inactive Population
A7224	Burden of Population in Education and Training
A7225	Burden of Retired Population
A723	Structure of Population by Marital Status
A7231	Single Persons
A7232	Married Persons
A7233	Divorced Persons
A7234	Widowed Persons

Table 9: Measurement Dimensions and Indicators of the Life Domain 'Population' (continued)

A73	Population Density and Agglomeration	
A731	Population Density	
	A7311	Population Density
A732	Agglomeration of Population	
	A7321	Population of Large Cities
	A7322	Population of Small Municipalities
A74	Migration and Foreign Population	
A741	Internal Migration	
	A7411	Inter-municipal Migration Rate
	A7412	Interregional Migration Rate
A742	Immigration	
	A7421	Immigration Rate
	A7422	Share of Non-National Immigrants
	A7423	Share of EU Immigrants
	A7424	Share of European Non-EU Immigrants
	A7425	Share of Non-European Immigrants
	A7426	Share of Children in Immigrants
	A7427	Share of Youth in Immigrants
	A7428	Share of Working Age Immigrants
A743	Emigration	
	A7431	Total Emigration Rate
	A7432	Share of National Emigrants
	A7433	Share of Children in Emigrants
	A7434	Share of Youth in Emigrants
	A7435	Share of Working Age Emigrants
A744	Asylum Seekers	
	A7441	Inflow of Asylum Seekers
	A7442	Share of Asylum Seekers from Europe
	A7443	Share of Asylum Seekers from Asia
	A7444	Share of Asylum Seekers from Africa
	A7445	Share of Asylum Seekers from Latin American and Caribbean Countries
	A7446	Recognition Rate of Asylum Applications
A745	Foreign Population and Acquisition of Citizenship	
	A7451	Percentage of Total Foreign Population
	A7452	Share of Foreign Population from EU Countries
	A7453	Share of Foreign Population from European Non-EU Countries
	A7454	Share of Foreign Population from Non-European Countries
	A7455	Share of Children in Foreign Population
	A7456	Share of Youth in Foreign Population
	A7457	Share of Working Age People in Foreign Population
	A7458	Acquisition of Citizenship

indicator for cross-national comparisons of geographic mobility than the migration rate between regions. However, the latter indicator provides a good measure of people's readiness to move to farther away municipalities and is useful if one is interested in developments within single countries.

As to international migration, information of *immigration*, *emigration* and *asylum seekers* is provided by EUSI²³. The total immigration rate and the structure of immigrants with respect to region of origin and age are politically relevant aspects which are important to know for taking appropriate measures of integration. To get knowledge of the relative frequency of emigration, especially of the national population, as well as of the extent to which children, the youth and people of working age are leaving the country, are of considerable significance, too. Furthermore, the subject of asylum seekers is addressed by the indicators system: the number of asylum seekers, their region of origin, and their recognition rate are indicators of interest to policy makers. Besides inflow rates of foreigners, EUSI is also monitoring the stock of foreign population and their structure by region of origin and age, as well as the relative size of the non-national population who acquire citizenship of the host country.

3.2.2 Data Sources

The main part of the population indicators of EUSI could be calculated from international compilations of statistics as provided by Eurostat, the OECD, the Council of Europe, the United Nations, and the International Data Base of the U.S. Census Bureau. However, national statistics have also been used extensively, especially as to the countries not belonging to the European Union. Some of the time series, which concern the indicators of marital status, agglomeration and internal migration of population, had to be constructed completely by means of national statistical publications or databases.

Population data from international organisations are of course also based on national statistics since they are gathered by means of questionnaires submitted to the national statistical offices. The data mainly stem from two sources: population censuses and administrative registers. Population censuses are being conducted in nearly every country, mostly every ten years, but in some countries even every five years, for example in Japan, Finland and Ireland²⁴. Many countries are going to carry through a new census this year or have only recently done so this or last year.

In the Netherlands no census have been conducted since 1971. This country completely relies on the second main source of population data, namely municipal (in this case) or centralised population registers set up for administrative purposes. All Scandinavian countries have built up central population registers which have increasingly replaced traditional censuses based on questionnaires submitted to the population. For example, Denmark currently use data only from the population register and the last census of 1981 has already rested upon register data. Finland started in 1980 to collect census data partially by questionnaires and partially by extracting them from registers. Since 1990, censuses have been totally taken by means of registers. Sweden's latest census in 1990 was still based on questionnaires, but the next census, planned for 2005, will use administrative sources. This year, Norway will conduct a census with the questionnaire method the last time.

Most countries use both census data and register data for generating population statistics. However, in Greece, France, Ireland, Portugal and the United Kingdom there are no population registers (European Commission 1999b). These countries as well as Japan and the

²³ There are considerable problems of cross-national comparability of international migration data which are discussed in the next section (3.2.2.)

²⁴ Information on population censuses in European countries is given by Rothenbacher 1998 and the websites of the national statistical offices

United States exclusively compute their population statistics by extrapolating the figures of the last census.

Some of the indicators of dependency structures - burden of total inactive population, of population in education and training, of retired population - have been calculated on the basis of labour force survey data as described in the previous chapter. These indicators as well as all other indicators concerning the population structure or the population size and growth can be considered as satisfactory with respect to comparability across nations. However, there are major problems of comparability as to the migration indicators. As already emphasised in the previous section, some caution in comparing inter-municipal migration rates is advisable, and it is not possible to contrast interregional migration rates of different countries. While these problems root in the nature of the subject and can hardly be solved, the limited cross-national comparability of indicators of international migration is the result of differing definitions and methods of data collection in the individual countries.²⁵

Compared to other areas of statistics such as labour force data, there exists little standardisation of migration statistics. Although the United Nations have developed Recommendations on International Migration Statistics (United Nations, Statistics Division 1998) which specify how to define immigrants and emigrants, the actual practices of the countries rarely conform to them. This is partially due to differing systems of data recording which are not tailor-made to migration data but have to serve other purposes, too. Partially, the differences are also connected with legal regulations concerning migration.

There are three main sources of data on international migration and foreigners: populations registers, residence permits and population censuses or other household surveys. In principle, each type of data source can yield different figures. Moreover, the same data base can result in different migrations rates depending on further differences in recording. Population registers or registers of foreigners are the most frequently used source of data on international migration. Although they are generally regarded as a relative good data source, they include several problems which detract from the quality and the cross-national comparability of the data. First of all, the rules governing entry into the register differ between the countries. Furthermore, there are variations across countries in the definitions of migrants, which are bounded by different duration of stay in the host country and/or the country of origin as declared by the migrant. In some countries asylum seekers may be included in the registers, but excluded in other countries. Figures on emigration based on population registers are less reliable than figures on immigration. They are probably too low since people often fail to indicate their departure from the country.

In a few countries, for example France and the United States, the granting of residence permits is used as source of immigration statistics. Due to differences in the permitted duration of stay, cross-national comparability of data is restricted. Furthermore, only immigration flows of non-nationals, but not of nationals are recorded by this method. Another disadvantage of permit data is induced by possible discrepancies between actual and measured flows which may result from time lags between arriving at the country and getting a residence permit or from not making use of a residence permit already received in the homeland.

²⁵ The reasons for the limited comparability of migration data have been described in some detail in European Commission 2000, Europäische Kommission 2000, OECD 2000b. The following outline of the problems relates to these publications.

In compiling statistics on the stock of foreign population, some countries – Ireland, the United Kingdom, Austria, France, and Portugal – rely on census and household survey data such as the labour force survey. Especially the latter kind of data source will probably underestimate the foreign population since only persons living in private households are included.

As to comparisons of European countries and Japan with the United States an additional difficulty arises: the United States use the statistical concept of foreign-born instead of foreigners and record immigration and stock of foreign-born people. Since the foreign-born people may also include some citizens of the United States and the foreigners in other countries may also include some native-born people the respective figures are not fully comparable.

A general weakness of data on international migration and foreigners follows from the problem of illegal migration which can only be estimated. Furthermore, there are a few gaps in the availability of data. Some countries, for example France, Portugal and in recent years also Greece, only provide data on immigration by non-nationals. Figures on emigration are not available from Greece, France and Spain and only recently available from Austria. There are also few data on the age structure of immigrants and emigrants.

The indicators of asylum seekers have been compiled on the basis of statistics annually published by the United Nations High Commissioner for Refugees (UNHCR)²⁶. UNHCR offices collect asylum and refugees statistics on the basis of records provided by the governments, mostly by the Ministries of Interior. The comparability of asylum data is limited by differences between countries in recording: in some countries asylum seekers may be partially included in immigration figures if they enter population registers; some countries (e.g. Switzerland) also count children while other countries (e.g. France) don't. There may be also a time lag between date of arrival and recording because in some countries asylum seekers are only counted according to the date of approval of their application.

Thus, indicators of international migration and the foreign population should be interpreted with caution, especially as to differences between countries. Efforts to harmonise migration statistics are under way but it will probably take several years before major discrepancies will have been eliminated.

3.2.3 Comparative Time Series: Selected Examples of Indicators

Time series of all population indicators listed in table 9 have been made available by the website of the EuReporting project²⁷ in the same way as for the life domain 'Labour'. Some time series for selected indicators will be exemplarily discussed in the following. The corresponding indicator tables are included in annex II.

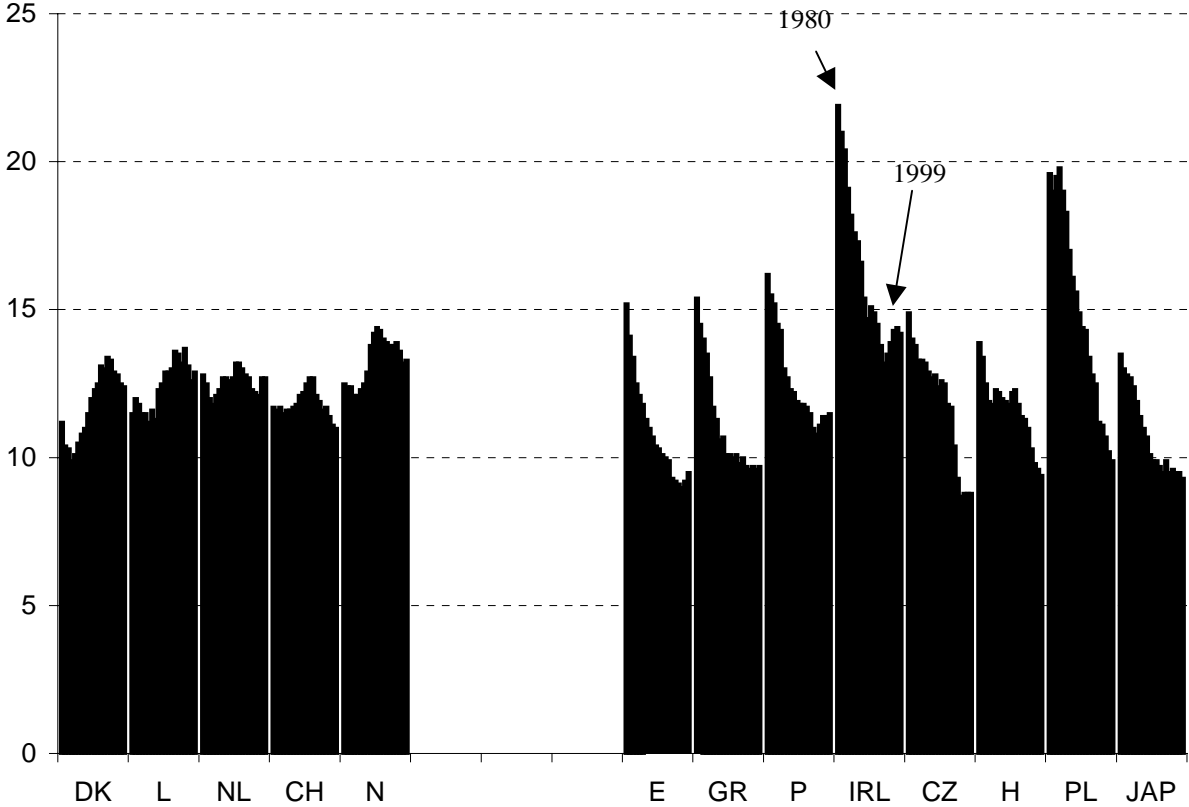
The first example concerns an indicator of population growth – the crude birth rate defined as the number of live births per 1000 persons of the population. There is a well-known trend in many industrialised countries that birth rates are declining since many years and as a consequence natural population increase is low or even negative. Figure 9 below illustrates this trend for the last two decades (s. also table A15, annex II). The left part of the figure

²⁶ s. the website of UNHCR at <http://www.unhcr.ch/statist/main.htm> where the data are also available online.

²⁷ The website is located at http://www.gesis.org/en/social_monitoring/social_indicators/EU_Reporting/eusi.htm.

shows the countries which are characterised by rather stable and not declining birth rates during the past twenty years. Some of the most prosperous European countries belong to this group: Denmark, Luxembourg, the Netherlands, Switzerland and Norway. At the end of this century in all of these countries birth rates are above the EU average. In the right part of the figure the countries with the most marked decline of birth rates are listed. These include Southern European countries, Ireland, the three Central European accession countries, but also Japan. Most of these countries had comparatively high birth rates at the beginnings of the 1980s and are now below the EU average. Especially in Poland and in Ireland birth rates dropped considerably.

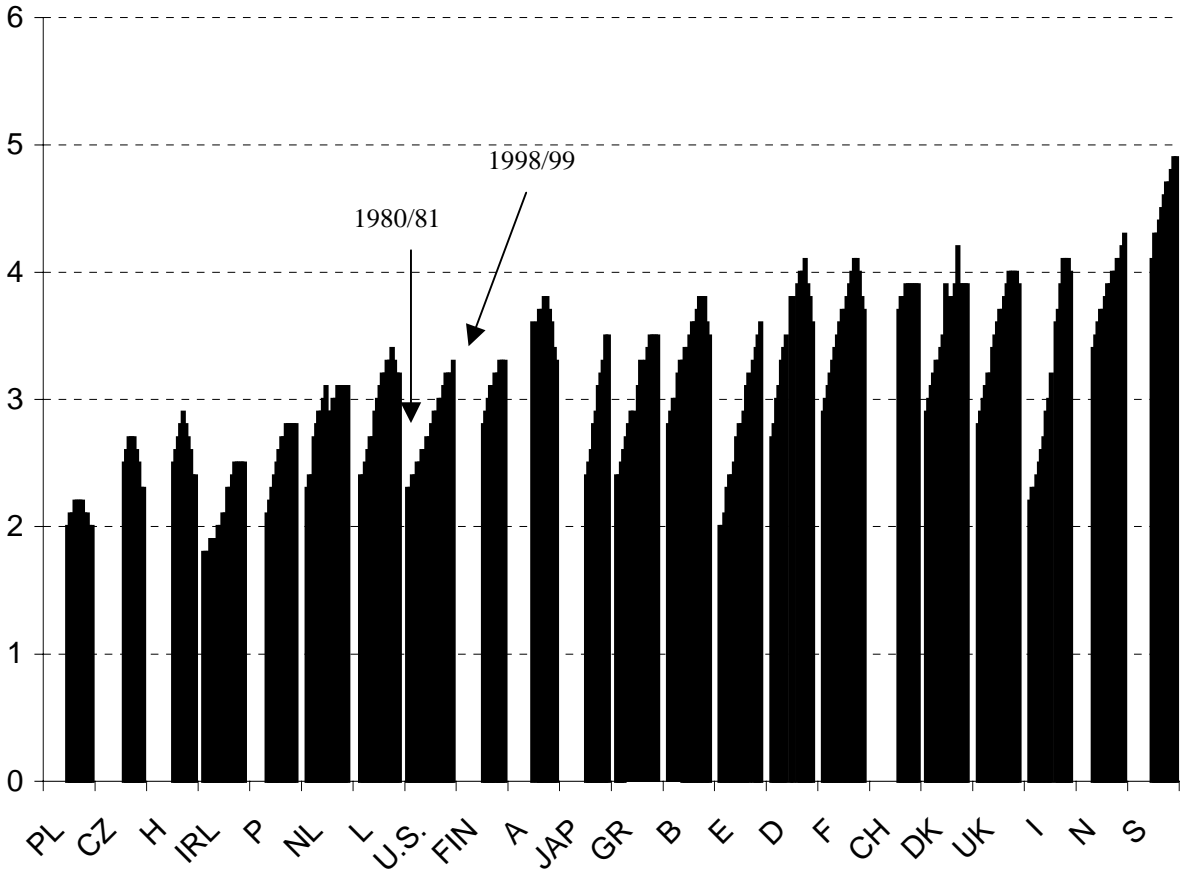
Figure 9: The Development of Birth Rates in Selected Countries between 1980 and 1999



Sources: s. table A15, annex II

This development as well as the rising life expectancy is reflected in another well-known demographic change – the ageing of population. The indicators system shows that particularly the share of very old aged people (80 years and older) has increased in many countries during the last 20 years (figure 10; table A16, annex II). It is presently highest in Sweden and in Norway, but rather low in the Central European Countries, Ireland and Portugal.

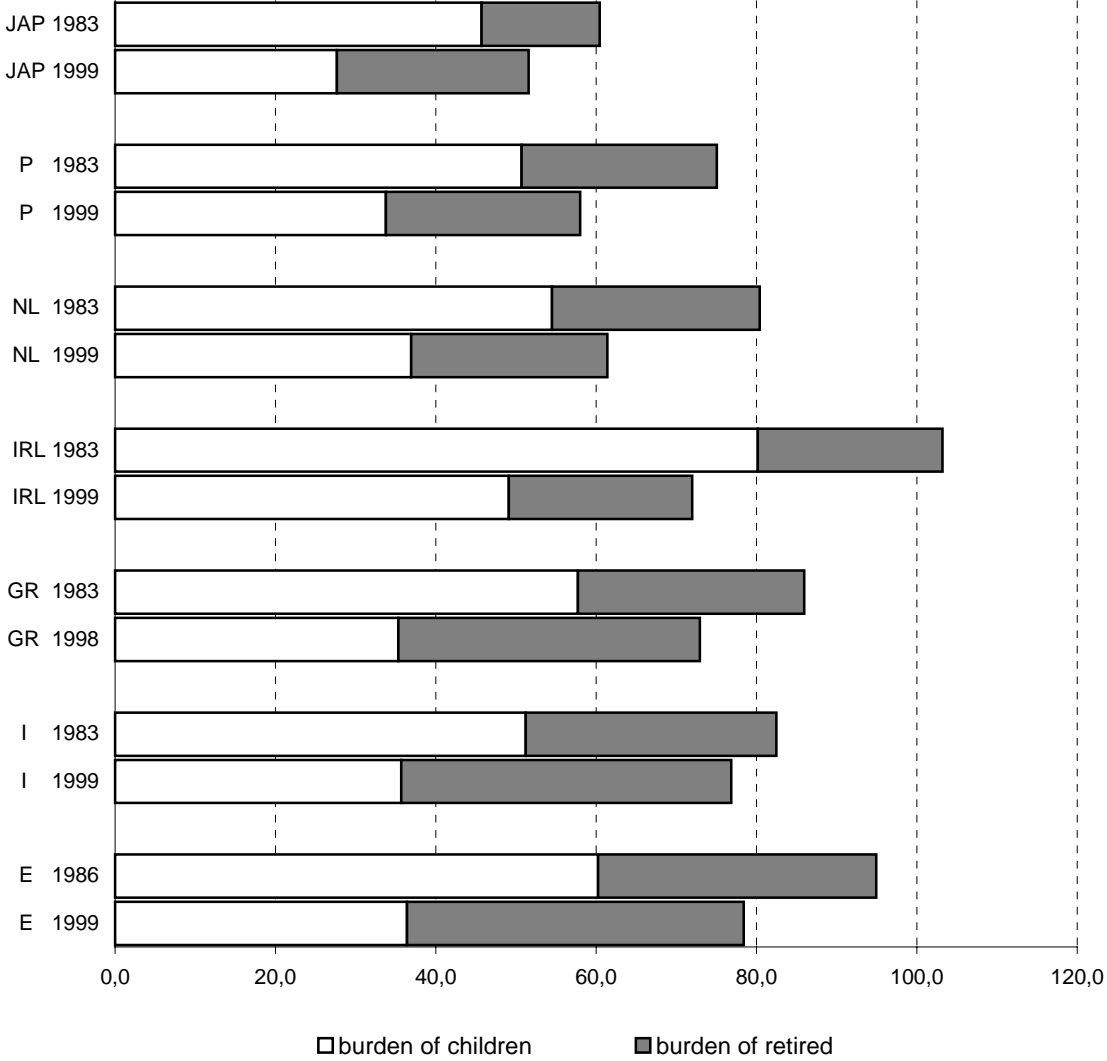
Figure 10: Percentage of Population Aged 80 Years and Older, 1980-1999



Source: s. table A16, annex II

These demographic trends lead to noticeable changes of dependency ratios within the population: the burden of child population diminished, while the burden of the population in retirement enlarged (figure 11; tables A17 and A18, annex II). This means that the ratio between the size of the labour force and the number of children, which have to be maintained by it, has become more favourable while the corresponding ratio with respect to the retired population has become more disadvantageous. This is true for the majority of the countries considered here. The countries with the most pronounced trends in at least one of the two indicators are presented in the figure below. In two countries, Spain and Italy, developments have gone so far that the number of old aged people now constitutes a greater burden for the active population than the size of the child population.

Figure 11: Burden of Children and of Retired Population for the Active Population²⁸

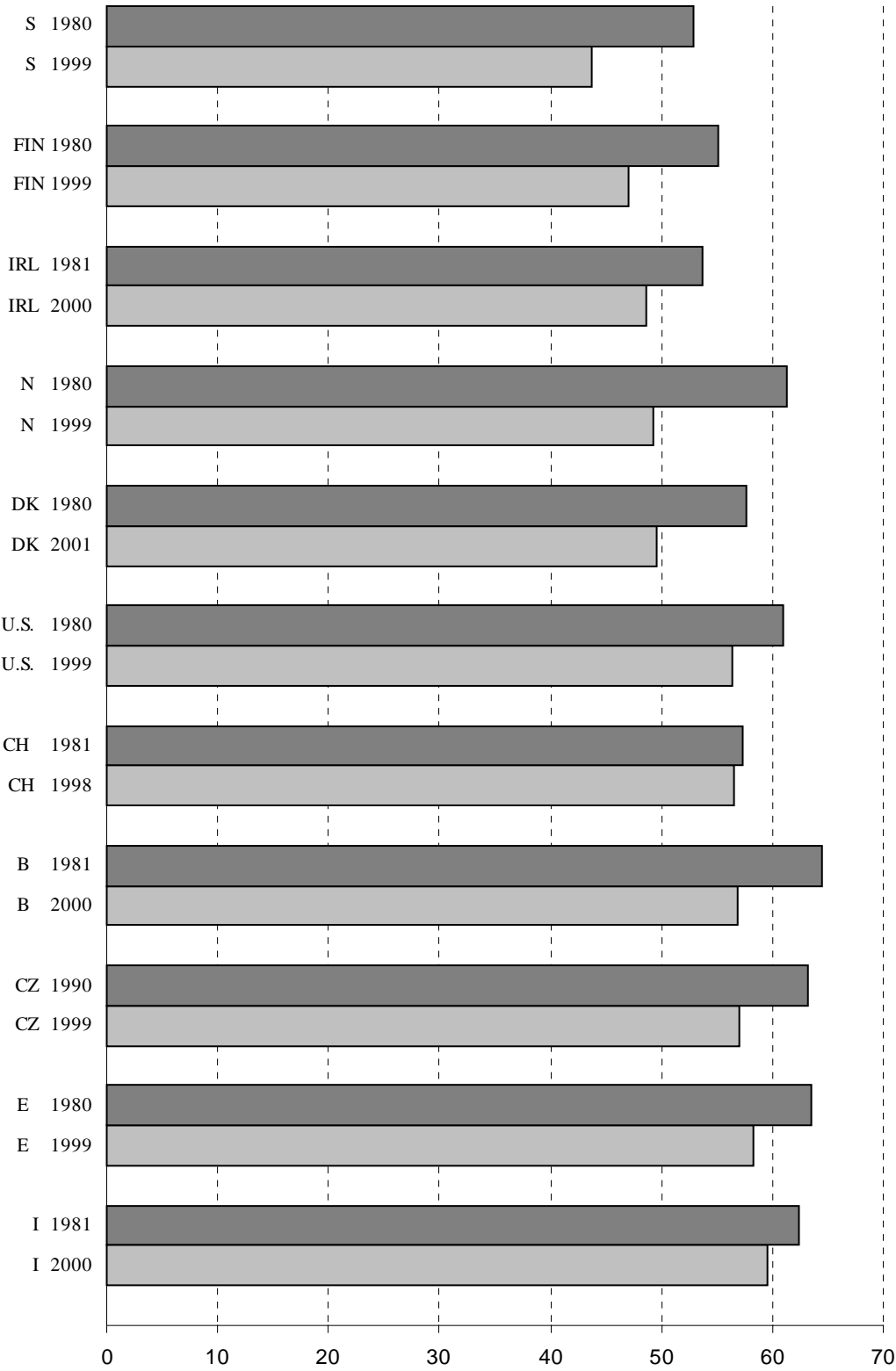


Source: s. tables A17 and A18, annex II

The decline of birth rates is not exclusively but also a result of changing attitudes towards marriage and the family which become evident in a lower propensity to marry and a higher instability of marriages, too. This is reflected in a changing distribution of the population by marital status, especially in a decreasing percentage of people who are married. At the beginning of the 1980s in all countries covered by EUSI the overwhelming part of the population aged 15 years and above have been married (figure 12; table A19, annex II). At the end of the 1990s the share of married people reduced in nearly every country, and there are now some countries in which married people even constitute a minority. These are the Scandinavian countries, but also in Ireland a rather low percentage of people is married.

²⁸ Number of children respectively retired per 100 economically active people

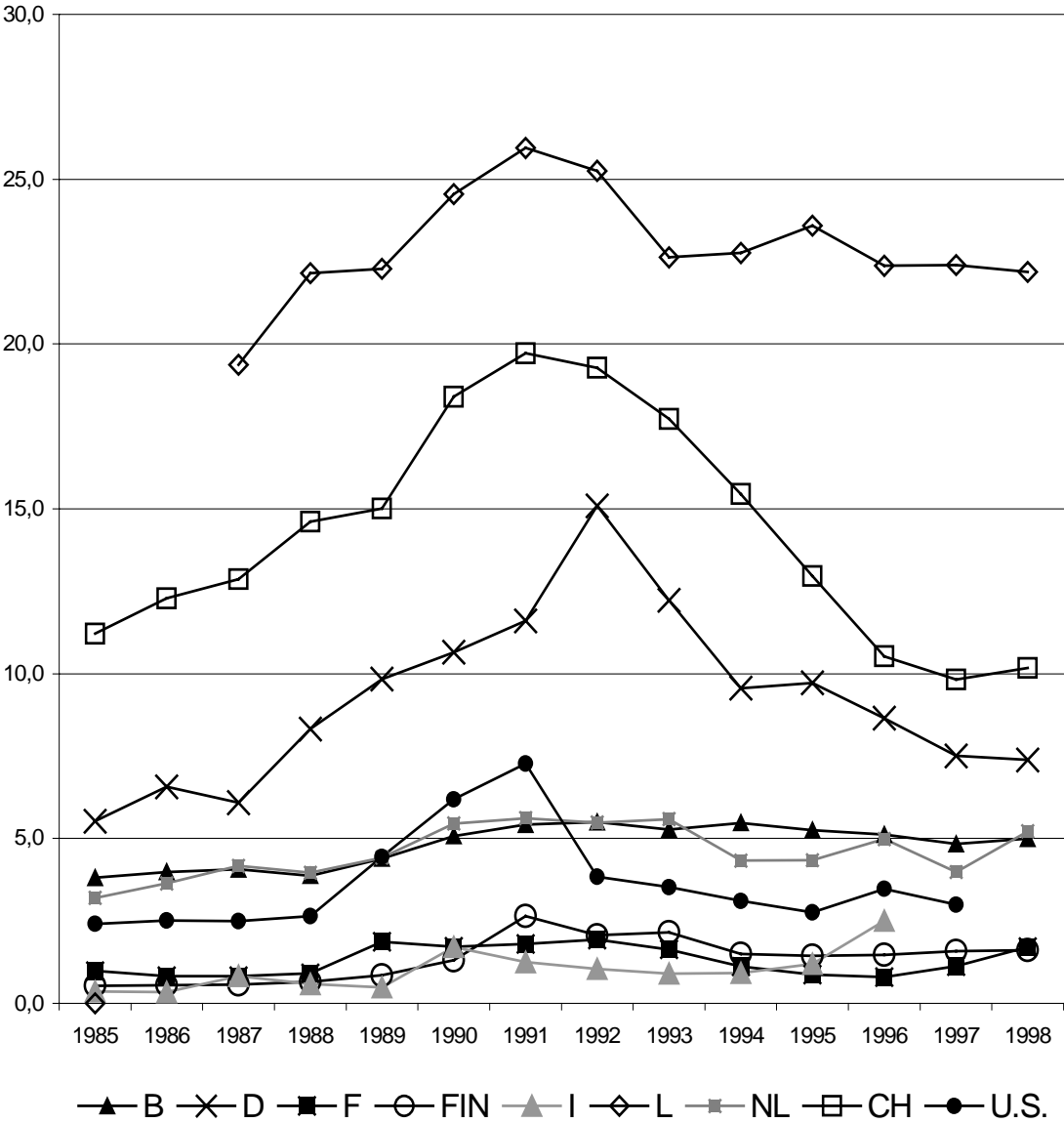
Figure 12: Percentage of Married People



Sources: s. table A19, annex II

In many countries declining or even negative rates of natural population increase have brought about a discussion on the need for immigration in order to be able to maintain the current level of welfare in the future, too. During the 1980s and the beginning of the 1990s the absolute number of foreign immigrants rose in most EU countries. The immigration rate, which relates this number to the total population, shows for several countries a substantial increase of immigration flows, especially in Germany and in Switzerland, but also in Belgium, Luxembourg, the Netherlands, Finland, France, and Italy (figure 13; table A20, annex II). Also in the United States immigration rates went up until 1991.

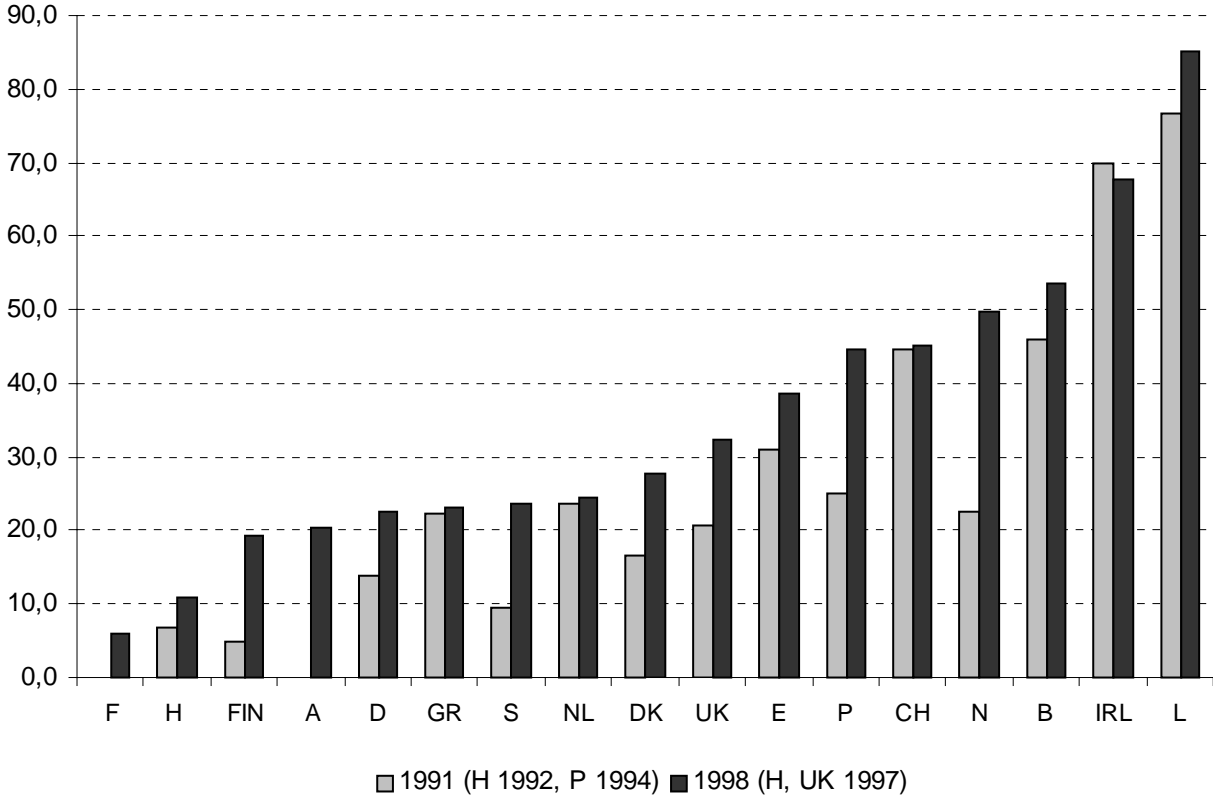
Figure 13: Immigration of Foreigners per 1000 Inhabitants



Source: s. table A20, annex II

During the subsequent years in some countries immigration rates again declined, as for example in Germany and in Switzerland. However, these are still the countries with the highest immigration rates, apart from Luxembourg which - also due to the presence of EU institutions - showed the strongest inflows of foreigners during the whole period of observation. Correspondingly, in Luxembourg the overwhelming part of immigrants come from other EU countries (figure 14; table A21, annex II). High shares of EU immigrants can also be found in Ireland, Belgium, Portugal, Norway and Switzerland. In many other countries the percentage of EU nationals among foreign immigrants has markedly increased during the 1990s.

Figure 14: Share of Non-national Immigrants from EU Countries (in %)



Source: s. table A21, annex II

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Annex I - Definition of Indicators

1. Indicators of the Life Domain 'Labour Market and Working Conditions'

Ind. Nr.	Indicator Name	Definition
H1111	Size of Working-Age Population	Population aged 15-64 years living in private households (in 1000)
H1112	Share of Working-Age Population	Share of population aged 15-64 years in total population living in private households
H1121	Size of Labour Force	Employed and unemployed persons aged 15 years and older, living in private households (in 1000)
H1122	Labour Force Participation Rate	Share of labour force aged 15-64 years in the working-age population
H1131	Size of Employment	Number of persons in paid employment or in self-employment including family workers (in 1000)
H1211	Employment Growth	Annual percentage change of the number of employed persons
H1212	Employment Rate	Share of employed persons aged 15-64 years in the working-age population
H1213	Reemployment Rate	Percentage of unemployed 12 months prior to the survey who are employed at the date of the survey
H1214	Subjective Assessment of Labour Market Opportunities	Percentage of people considering as "very easy" or "fairly easy" to find an acceptable job if they were looking actively (remaining answer categories: neither easy nor difficult, fairly difficult, very difficult)
H1221	Temporary Employment	Percentage of employees with temporary jobs or work contracts of limited duration
H1222	Rate of Job Loss	Percentage of employed 12 months prior to the survey who are unemployed at the date of the survey
H1223	Perceived Job Security	Percentage of employed who "strongly agree" or "agree" to the statement "My Job is secure" (remaining answer categories: neither agree nor disagree, disagree, strongly disagree)
H1311	Weekly Hours of Work	Average number of hours per week actually worked by employees
H1312	Rate of Marginally Employed	Percentage of persons in employment who usually work 10 hours per week or less
H1313	Rate of Part-Time Employed	Percentage of persons in employment who usually work less than 30 hours per week in their main job
H1314	Rate of Employed Persons Working Long Hours	Percentage of persons in employment who usually work more than 40 hours per week
H1315	Preference for a Reduction of Working Hours	Percentage of persons employed at least 10 hours per week who answered "work fewer hours and earn less money" to the question: " Think of the number of hours you work and the money you earn in your main job. If you only had one of the three choices which one would you choose: Work longer hours and earn more money, Work the same number of hours and earn the same money, Work fewer hours and earn less money?"
H1316	Sunday Work	Persons "usually" or "sometimes" working on Sunday as a percentage of all persons in employment
H1317	Work at Night	Persons "usually" or "sometimes" working at night as a percentage of all persons in employment
H1318	Annual Holiday Entitlement	Minimum statutory paid annual leave in calendar days as valid in the indicated year
H1321	Gross Earnings of Non-manual Workers	Average gross monthly earnings of non-manual workers in industry in purchasing power parities
H1322	Gross Earnings of Manual Workers	Average gross hourly earnings of manual workers in the manufacturing industry in purchasing power parities

Ind. Nr.	Indicator Name	Definition
H1323	Burden of Social Security Contributions	Employees social security contributions at the income level of an average production worker as a percentage of gross earnings
H1324	Tax Burden	Employees personal income tax at the income level of an average production worker as a percentage of gross earnings
H1331	Working Place at Home	Employees "usually" working at home as a percentage of all employees
H1332	Exposure to Noise	Percentage of employed persons who are exposed at work to noise at least half of the time
H1333	Hard Physical Work	Percentage of employed persons who "have to do hard physical work" "always" or "often" (remaining answer categories: sometimes, hardly ever, never)
H1334	Pressure of Time	Percentage of employed persons who are working "to tight deadlines" at least half of the time
H1335	Stress at Work	Percentage of employed persons who consider their work "always" or "often" as stressful (remaining answer categories: sometimes, hardly ever, never)
H1336	Work with Computers	Percentage of employed persons who are working with computers at least half of the time
H1337	Autonomy at Work	Percentage of employed persons who "strongly agree" or "agree" to the statement "I can work independently" (remaining answer categories: neither agree nor disagree, disagree, strongly disagree)
H1338	Interesting Work	Percentage of employed who "strongly agree" or "agree" to the statement "My job is interesting" (remaining answer categories: neither agree nor disagree, disagree, strongly disagree)
H1411	Job Changes	Percentage of employees (exclusive of persons in apprenticeship) who changed their job during the last 12 months
H1412	Occupational Changes	Percentage of employed persons who changed occupation at 1- digit-level of ISCO within one year
H1413	Occupational Advancement	Percentage of employees who consider their present job as "much better" or "somewhat better" than their former job (remaining answer categories: about the same, worse)
H1421	Short Commuting Times	Percentage of employed persons spending less than one hour per day on commuting to the work place and going back home
H1422	Long Commuting Times	Percentage of employed persons spending at least two hours per day on commuting to the work place and going back home
H1511	Rate of Unemployment	Persons not employed during the reference week who would be available for work within two weeks and have actively sought work during the last four weeks as a percentage of the total labour force
H1512	Rate of Youth Unemployment	Persons aged 15-24 years who are not employed during the reference week but would be available for work within two weeks and have actively sought work during the last four weeks as a percentage of the total labour force at this age
H1513	Desire to be Employed	Percentage of currently not employed or marginally employed (less than 10 hours/week) persons aged less than 60 years who "strongly agree" or "agree" to the statement "I would enjoy having a paid job even if I did not need the money" .
H1514	Job Seekers	Percentage of currently not employed or marginally employed (less than 10 hours/week) persons aged less than 60 years who are "currently looking for a job"

Ind. Nr.	Indicator Name	Definition
H1515	Discouraged Workers	Number of persons not employed and not looking for work because they believe that no work is available per 100 unemployed persons
H1521	Short-term Unemployment	Persons unemployed for a period of less than six months as a percentage of all unemployed
H1522	Mid-term Unemployment	Persons unemployed for a period of 6 to less than 12 months as a percentage of all unemployed
H1523	Long-term Unemployment	Persons unemployed for a period of at least 12 months as a percentage of all unemployed
H1524	Very Long-term Unemployment	Persons unemployed for a period of at least 24 months as a percentage of all unemployed
H1531	Benefit Coverage Rate	Registered unemployed persons who receive unemployment benefit or assistance as a percentage of all unemployed persons according to Labour Force Survey results
H1541	Preference for Longer Working Hours	Percentage of persons employed at least 10 hours per week who answered "work longer hours and earn more money" to the question: "Think of the number of hours you work and the money you earn in your main job. If you only had one of the three choices which one would you choose: Work longer hours and earn more money, Work the same number of hours and earn the same money, Work fewer hours and earn less money?"
H1542	Involuntary Part-Time Workers	Persons who declare they work part-time because they could not find a full-time job as a percentage of all part-time employed persons
H1543	Short-Time Workers	Persons who actually worked less than usual during the reference week due to slack work per 1000 persons in employment
H1544	Invisible Underemployment	Percentage of employed persons who believe to have the skills or qualifications to do a more demanding job
H2111	Mean Job Satisfaction	mean on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
H2112	Satisfied with Job	Percentage of employed persons who are "fairly satisfied", "very satisfied", or "completely satisfied" (remaining answer categories: neither satisfied nor dissatisfied, fairly dissatisfied, very dissatisfied, completely dissatisfied)
H2121	Satisfaction with Earnings	mean on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
H21210	Mean Satisfaction with Type of Work	mean on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
H21211	Satisfied with Type of Work	Percentage of employed persons with codes 4, 5, 6 on a scale from 1 = not satisfied at all" to 6 = fully satisfied
H21212	Mean Satisfaction with Distance to Job	mean satisfaction with distance to job/commuting on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
H21213	Satisfied with Distance to Job	Percentage of employed persons with codes 4, 5, 6 on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied" with regard to distance to job/commuting
H2122	Subjective High Level of Earnings	Percentage of employed persons who "strongly agree" or "agree" to the statement "My Income is high" (remaining answer categories: neither agree nor disagree, disagree, strongly disagree)
H2123	Mean Satisfaction with Working Times	mean on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
H2124	Satisfied with Working Times	Percentage of employed persons with codes 4, 5, 6 on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"

Ind. Nr.	Indicator Name	Definition
H2125	Subjective High Opportunities for Advancement	Percentage of employed persons who "strongly agree" or "agree" to the statement "My opportunities for advancement are high" (remaining answer categories: neither agree nor disagree, disagree, strongly disagree)
H2126	Mean Satisfaction with Job Security	mean on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
H2127	Satisfied with Job Security	Percentage of employed persons with codes 4, 5, 6 on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
H2128	Mean Satisfaction with Working Conditions	mean on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
H2129	Satisfied with Working Conditions	Percentage of employed person with codes 4, 5, 6 on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
H3111	Disparity of Regional Employment Rates	Ratio of highest to lowest regional employment rate at NUTS-1 level of territorial units; Finland, Portugal, Sweden: NUTS-2 level
H3112	Disparity of Perceived Employment Opportunities in Regions	Ratio of highest percentage of persons found in a region to lowest percentage of persons looking for a new or additional job who perceive "good" chances of finding a job; NUTS-1 level of territorial units; Finland, Portugal, Sweden: NUTS-2 level
H3121	Disparity of Regional Unemployment Rates	Ratio of highest to lowest regional unemployment rate at NUTS-1 level of territorial units; Finland, Portugal, Sweden: NUTS-2 level
H3122	Disparity of Rates of Job Loss in Regions	Ratio of highest percentage of persons in a region to lowest percentage of persons employed 12 months earlier who are unemployed at the date of the survey; NUTS-1 level of territorial units; Finland, Portugal, Sweden: NUTS-2 level
H3211	Ratio of Employment Rates of Women and Men	Ratio of the percentage of employed women aged 15-64 years in the female population of the same age group to the percentage of employed men in the male population
H3212	Gender Differences in Perceived Employment Opportunities	Ratio of the percentage of employed women to the percentage of employed men considering as "very easy" or "fairly easy" to find an acceptable job if they were actively looking for another job
H3213	Ratio of Unemployment Rates of Women and Men	Ratio of the percentage of unemployed women in the female labour force to the percentage of unemployed men in the male labour force
H3214	Gender Differences in Perceived Job Security	Ratio of the percentage of employed women to the percentage of employed men who "strongly agree" or "agree" to the statement "My Job is secure"
H3215	Approval of Gender Equality of Employment Opportunities	Percentage of persons employed and persons not employed aged less than 60 years who disagree with the statement "when jobs are scarce, men should have more right to a job than women" (remaining answer categories: agree, neither)
H3221	Wage Differentials of Female and Male Employees	Ratio of the average gross hourly earnings of female and male manual workers in the manufacturing industry
H3222	Ratio of Women and Men Employed in an Influential Occupational Position	Ratio of the percentage of women employed as legislators, senior officials or managers (major Group 1 of ISCO -88) to the respective percentage of men
H3223	Ratio of Women and Men Employed as Professionals	Ratio of the percentage of women employed as professionals (major Group 2 of ISCO -88) to the respective percentage of men
H3224	Ratio of Women and Men Employed in Elementary Occupations	Ratio of the percentage of women employed in elementary occupations (major Group 9 of ISCO -88) to the respective percentage of men

Ind. Nr.	Indicator Name	Definition
H3225	Perceived Gender Equality at Work	Percentage of employed persons who say that men and women have equal opportunities at their workplaces (Question: "At your workplace, would you say that men and women have equal opportunities or not?" Answer categories: equal opportunities, more opportunities for men, more opportunities for women, other, don't know)
H3311	Equality of Employment Rates of Different Generations	Ratio of highest to lowest employment rate among the following age groups: 25-34 years, 35-44 years, 45-54 years, 55-59 years
H3312	Equality of Unemployment Rates of Different Generations	Ratio of highest to lowest unemployment rate among the following age groups: 15-24 years, 25-34 years, 35-44 years, 45-54 years, 55-59 years
H3313	Approval of Equality of Rights to Work of Young and Old People	Percentage of persons employed and persons not employed aged less than 60 years who disagree with the statement "when jobs are scarce, older people should be forced to retire from work early" (remaining answer categories: agree, neither)
H3321	Rate of Intergenerational Upward Mobility	Percentage of currently employed or formerly employed persons who perceive the status of their present resp. last job as "much higher" or "higher" than the status of the father's job at the time the respondents were 16 years old (remaining answer categories: about equal, lower, much lower)
H3411	Ratio of Unemployment Rates of Disabled and Non-Disabled	Ratio of the percentage of unemployed in the labour force of disabled persons to the percentage of unemployed in the labour force of non-disabled persons; disabled persons = persons who are "severely" or "to some extent" "hampered in daily activities by any physical or mental health problem, illness or disability".
H3412	Equality of Perceived Employment Opportunities of Disabled and Non-disabled Persons	Ratio of percentages of disabled and non-disabled persons looking for a new or additional job who perceive good chances of finding a job; disabled persons = persons who are "severely" or "to some extent" "hampered in daily activities by any physical or mental health problem, illness or disability".
H3421	Equality of Opportunities of Disabled and Non-disabled for Achieving Influential Occupational Positions	Ratio of the percentage of disabled persons aged 45 years and older who are employed as legislators, senior officials or managers (group 1 of ISCO-88) to the respective percentage of non-disabled persons; disabled persons = persons who are "severely" or "to some extent" "hampered in daily activities by any physical or mental health problem, illness or disability".
H3511	Ratio of Employment Rates of Nationals and Non-Nationals	Ratio of the percentage of employed non-nationals aged 15-64 years to the percentage of employed nationals aged 15-64 years
H3512	Ratio of Unemployment Rates of Nationals and Non-Nationals	Ratio of the percentage of unemployed non-nationals in the non-national labour force to the percentage of unemployed nationals in the national labour force
H3521	Preference of National Employees	Percentage of persons employed and persons not employed aged less than 60 years who disagree that "when jobs are scarce employers should give priority to (national) people over immigrants" (remaining answer categories: agree, neither)

Ind. Nr.	Indicator Name	Definition
H3522	Strong Approval of Labour Immigration	Percentage of employed people or not employed people aged less than 60 years who think that the government should "let anyone come who wants to". Question: "How about people from other countries coming here to work. Which one of the following do you think the government should do? 1. Let anyone come who wants to?, 2. Let people come as long as there are jobs available? 3. Place strict limits on the number of foreigners who can come here?, 4. Prohibit people coming here from other countries?"
H3523	Strong Disapproval of Labour Immigration	Percentage of employed people or not employed people aged less than 60 years who think that the government should "prohibit people coming here from other countries". Question: "How about people from other countries coming here to work. Which one of the following do you think the government should do? 1. Let anyone come who wants to?, 2. Let people come as long as there are jobs available? 3. Place strict limits on the number of foreigners who can come here?, 4. Prohibit people coming here from other countries?"
H4111	Membership in Labour Unions	Employed and unemployed members of trade unions as share of the dependent labour force (net rate of membership)
H4112	Membership in Professional Organisations	Percentage of employees who are and active or an inactive member of a professional organisation (Question: "Now I am going to read off a list of voluntary organisations; for each one, could you tell me whether you are an active member, an inactive member or not a member of that type of organisation ?")
H4121	Employees with Rights of Co-Determination	Percentage of employees whose main paid job involve "deciding, possibly with colleagues, on departmental issues such as the division of tasks, staff replacement, production objectives, timetables, etc."
H4211	Good Relations between Colleagues	Percentage of employed persons who describe the relations between colleagues at their workplace as "very good" or "quite good" (remaining answer categories: neither good nor bad, quite bad, very bad)
H4212	Good Relations between Superiors and Employees	Percentage of employed persons who describe the relations between management and employees at their workplace as "very good" or "quite good" (remaining answer categories: neither good nor bad, quite bad, very bad)
H4221	Share of Workers Involved in Strikes	Number of workers involved in strikes and lockouts per 1000 employees
H4222	Days of Striking	Number of working days lost by strikes and lockouts per 1000 employees
H4311	Trust in Labour Unions	Percentage of employees who have "a great deal of confidence" or "quite a lot of confidence" in labour unions (remain answer categories: not very much, none at all)
H4411	Share of European Non-National Labour Force	Percentage of European non-national labour force in the total labour force
H4412	Share of European Non-National Employed Persons	Percentage of European non-nationals in total employment
H4421	Approval of Employment of Non-National Europeans	Percentage of people who think that settling and employment of citizens of other EU countries "should be accepted without restrictions" (remaining answer categories: should be accepted, but with restrictions, should not be accepted)
H4422	Willingness to Work in a Another European Country	Percentage of people aged 15-64 years who have "worked and/or set up a business in another member state" of the EU or who have thought about to do so.
H5111	Working Accidents in Manufacturing Industry	Fatal working accidents and non-fatal working accidents with days of absence from work in manufacturing industry per 1000 persons in employment

Ind. Nr.	Indicator Name	Definition
H5112	Employees with Job-Related Health Complaints	Percentage of employees reporting at least one of the following health problems caused by their job: ear problems, eye problems, skin problems, backache, headaches, stomach ache, muscular pain in arms or legs, respiratory difficulties, allergies, heart disease
H5113	Absence Due to Job-related Health Complaints	Percentage of employees reporting days of absence over the past 12 months due to health problems caused by their job
H5121	Inhalation of Unhealthy Substances	Percentage of employed persons "breathing in vapours, fumes, dust, or dangerous substances such as chemicals, infectious materials etc." at least half of the time
H5122	Dangerous Conditions at the Workplace	Percentage of employed persons who "always" or "often" "work in dangerous conditions" (remaining answer categories: sometimes, hardly ever, never)
H5123	Perceived Health and Safety Risks at the Workplace	Percentage of employed persons who think that their health and safety is at risk because of their work
H5211	Internal Offers of Continuous Vocational Training	Percentage of employees whose employer provides free education and training
H5212	Participation in Continuous Vocational Training	Percentage of employed or previously employed persons aged less than 60 years who participated in vocational training during the past 12 months
H5221	Participation in Labour Market Training	Participant inflows into labour market training for unemployed adults, employed adults, support of apprenticeship and related forms of general youth training, and vocational rehabilitation of the disabled as a percentage of the labour force
H5222	Public Expenditures for Labour Market Training	Percentage of gross domestic product spent on labour market training for unemployed adults, employed adults, support of apprenticeship and related forms of general youth training, and vocational rehabilitation of the disabled
H6111	Energy Efficiency of Industry	Final energy consumption of industry in koe per 1000 purchasing power parities of value added by industry in GDP at constant 1990 prices and exchange rates (total industry except energy branch = sections C, D, F of NACE, Rev. 1)
H6112	Efficiency of Industry Consumption of Electricity	Consumption of electricity by industry in koe per 1000 purchasing power parities of value added by industry in GDP at constant 1990 prices and exchange rates (total industry except energy branch = sections C, D, F of NACE, Rev. 1)
H6113	Efficiency of Industry Consumption of Natural Gas	Consumption of natural gas by industry in koe per 1000 purchasing power parities of value added by industry in GDP at constant 1990 prices and exchange rates (total industry except energy branch = sections C, D, F of NACE, Rev. 1)
H6114	Efficiency of Industry Consumption of Oil	Consumption of oil by industry in koe per 1000 purchasing power parities of value added by industry in GDP at constant 1990 prices and exchange rates (total industry except energy branch = sections C, D, F of NACE, Rev. 1)
H6121	Efficiency of Industry Consumption of Water	Cubic metres of surface water and groundwater abstracted by manufacturing industry per 1000 purchasing power parities of value added in GDP at constant 1990 prices and exchange rates
H6211	Intensity of Carbon Dioxide Emissions by Industry	Carbon dioxide emissions from fossil fuel combustion by industry in kg per 1000 purchasing power parities of value added by industry in GDP at constant 1990 prices and exchange rates (total industry except energy branch = sections C, D, F of NACE, Rev. 1)

Ind. Nr.	Indicator Name	Definition
H6212	Intensity of Sulphur Oxide Emissions by Industry	Sulphur oxide emissions by industrial combustion and industrial processes in kg SO ₂ per 1000 purchasing power parities of value added by industry in GDP at constant 1990 prices and exchange rates (total industry except energy branch = sections C, D, F of NACE, Rev. 1)
H6213	Intensity of Carbon Monoxide Emissions by Industry	Carbon monoxide emissions by industrial combustion and industrial processes in kg per 1000 purchasing power parities of value added by industry in GDP at constant 1990 prices and exchange rates (total industry except energy branch = sections C, D, F of NACE, Rev. 1)
H6214	Intensity of Emissions of Particulate Matters	Emissions of particulate matters by industrial combustion and industrial processes in kg per 1000 purchasing power parities of value added by industry in GDP at constant 1990 prices and exchange rates (total industry except energy branch = sections C, D, F of NACE, Rev. 1)
H6221	Intensity of Waste Generation by Manufacturing Industry	Waste produced by manufacturing industry in kg per 1000 purchasing power parities of value added in GDP at constant 1990 prices and exchange rates
H6231	Consumption of Fertilisers in Agriculture	Apparent consumption of commercial fertilisers (contents of nitrogen, phosphoric acids and K ₂ O) in kg per hectare of land used for agriculture (arable and permanent crop land, permanent grassland)
H6232	Use of Agricultural Pesticides	Sales of pesticides (in kg of active ingredients) per square km of land used for agriculture (arable and permanent crop land, permanent grassland)
H7111	Population Currently Employed	Currently employed persons as a percentage of the total population aged 15 years and older
H7112	Population Currently Unemployed	Currently unemployed persons as a percentage of the total population aged 15 years and older
H7113	Population in Education or Training	Persons not currently active because of education or training as a percentage of the total population aged 15 years and older
H7114	Population Engaged in Family Responsibilities	Persons not currently active because of family responsibilities as a percentage of the total population aged 15 years and older
H7115	Population in Retirement	Economically inactive persons aged 65 years and older as a percentage of the total population aged 15 years and older
H7116	Ill or Disabled Population	Persons not currently active because of illness or disablement as a percentage of the total population aged 15 years and older
H7211	Employees	Wage and salaried workers as a percentage of the total population currently employed
H7212	Employers and Self-employed	Employers and self-employed persons as a percentage of the total population currently employed
H7213	Family Workers	Contributing family workers as a percentage of the total population currently employed
H7221	Legislators, Senior Officials and Managers	Persons employed as legislators, senior officials or managers (major group 1 of ISCO-88) as a percentage of the total population currently employed
H7222	Professionals	Persons employed as professionals (major group 2 of ISCO-88) as a percentage of the total population currently employed
H7223	Technicians and Associate Professionals	Persons employed as technicians or associate professionals (major group 3 of ISCO-88) as a percentage of the total population currently employed
H7224	Clerks	Persons employed as clerks (major group 4 of ISCO-88) as a percentage of the total population currently employed

Ind. Nr.	Indicator Name	Definition
H7225	Service Workers and Shop and Market Sales Workers	Persons employed as service workers and shop and market sales workers (major group 5 of ISCO-88) as a percentage of the total population currently employed
H7226	Skilled Agricultural and Fishery Workers	Persons employed as skilled agricultural and fishery workers (major group 6 of ISCO-88) as a percentage of the total population currently employed
H7227	Craft and Related Trades Workers	Persons employed as craft and related trades workers (major group 7 of ISCO-88) as a percentage of the total population currently employed
H7228	Plant and Machine Operators and Assemblers	Persons employed as plant and machine operators and assemblers (major group 8 of ISCO-88) as a percentage of the total population currently employed
H7229	Elementary Occupations	Persons employed in elementary occupations (major group 9 of ISCO-88) as a percentage of the total population currently employed
H7231	Employment in the Agricultural Sector	Persons employed in the agricultural sector (NACE, Rev. 1, categories A and B) as a percentage of the total population currently employed
H7232	Employment in the Industry Sector	Persons employed in the industry sector (NACE, Rev. 1, categories C to F) as a percentage of the total population currently employed
H7233	Employment in the Services Sector	Persons employed in the services sector (NACE, Rev. 1, categories G to Q) as a percentage of the total population currently employed
H7241	Employment in Very Small Enterprises	Persons employed in non-agricultural enterprises with 0-9 employees as a percentage of the total population currently employed in non-agricultural enterprises
H7242	Employment in Small Enterprises	Persons employed in non-agricultural enterprises with 10-49 employees as a percentage of the total population currently employed in non-agricultural enterprises
H7243	Employment in Medium-Sized Enterprises	Persons employed in non-agricultural enterprises with 50-249 employees as a percentage of the total population currently employed in non-agricultural enterprises
H7244	Employment in Large Enterprises	Persons employed in non-agricultural enterprises with 250 or more employees as a percentage of the total population currently employed in non-agricultural enterprises
H8111	Absolute Importance of Work	Percentage of employed persons considering work as "very important" or "rather important" in their lives (remaining answer categories: not very important, not at all important)
H8112	Relative Importance of Work	Percentage of employed person with scores 3 and 4 on a scale from 1 = "It's leisure that makes life worth living not work" to 4= "It's work that makes life worth living not leisure"
H8121	Importance of Job Security	Percentage of employed persons who mentioned "good job security" as an important aspect of a job
H8122	Importance of Working Time Regulations	Percentage of employed persons who mentioned "good hours" as an important aspect of a job
H8123	Importance of Payments	Percentage of employed persons who mentioned "good pay" as an important aspect of a job
H8124	Earnings as Motivation for Working	Percentage of persons employed at least 10 hours per week who "strongly agree" or "agree" to the statement "A job is just a way of earning money" (remaining answer categories: neither agree nor disagree, disagree, strongly disagree)
H8125	Importance of Promotion Chances	Percentage of persons employed at least 10 hours per week who consider "good opportunities for advancement" as "very important" or "important" (remaining answer categories: neither important nor unimportant, not important, not important at all)

Ind. Nr.	Indicator Name	Definition
H8126	Importance of Independence at Work	Percentage of persons employed at least 10 hours per week who consider independent working as "very important" or "important" (remaining answer categories: neither important nor unimportant, not important, not important at all)
H8127	Importance of Interesting Job	Percentage of employed persons who mentioned "a job that is interesting" as an important aspect of a job
H8128	Importance of Prestige	Percentage of employed persons who mentioned "a job respected by people in general" as an important aspect of a job
H8129	Importance of Responsibility	Percentage of employed persons who mentioned "a responsible job" as an important aspect of a job

2. Indicators of the Life Domain 'Population'

Ind. Nr.	Indicator Name	Definition
A7111	Resident Population	Average Population in 1000
A7121	Crude Birth Rate	Number of live births per 1000 population at midyear
A7122	Crude Death Rate	Number of deaths per 1000 population at midyear
A7123	Rate of Natural Population Increase	Difference between the number of live births and the number of deaths per 1000 inhabitants
A7124	Rate of Population Increase	Difference between population at 1 January of year x+1 and population at 1 January of year x per 1000 inhabitants at 1 January of year x
A7211	Population Aged Less than 15 Years	Percentage of population aged less than 15 years (annual average)
A7212	Population Aged 15-24 Years	Percentage of population aged 15-24 years (annual average)
A7213	Population Aged 25-64 Years	Percentage of population aged 25-64 years (annual average)
A7214	Population Aged 65-79 Years	Percentage of population aged 65-79 years (annual average)
A7215	Population Aged 80 Years and Older	Percentage of population aged 80 years and more (annual average)
A7216	Sex Ratio of Population	Women per 100 men
A7221	Age Dependency Ratio	Number of persons aged 0-14 years and 65 years and more per 100 persons aged 15-64 years
A7222	Burden of Child Population	Number of persons aged 0-14 years per 100 persons of the labour force aged 15 years and more
A7222	Burden of Inactive Population	Number of economically inactive persons aged 15 years and more per 100 persons of the labour force
A7224	Burden of Population in Education and Training	Number of persons aged 15 years and more who are in education or training per 100 persons of the labour force
A7225	Burden of Retired Population	Number of economically inactive persons aged 65 years and more per 100 persons of the labour force
A7231	Single Persons	Number of single persons aged 15 years and older as a percentage of the total population aged 15 years and older
A7232	Married Persons	Number of married persons as a percentage of the total population aged 15 years and older
A7233	Divorced Persons	Number of divorced persons as a percentage of the total population aged 15 years and older
A7234	Widowed Persons	Number of widowed persons as a percentage of the total population aged 15 years and older
A7311	Population Density	Number of inhabitants per square kilometre
A7321	Population of Large Cities	Percentage of population living in cities with more than 100000 inhabitants
A7322	Population of Small Municipalities	Percentage of population living in municipalities with less than 5000 inhabitants
A7411	Inter-municipal Migration Rate	Population moving to a different municipality per 1000 persons of the resident population on 1 January
A7412	Interregional Migration Rate	Population moving to a different region of the country per 1000 persons of the resident population on 1 January; as to regional divisions of the countries see notes

Ind. Nr.	Indicator Name	Definition
A7421	Immigration Rate	Number of non-national immigrants per 1000 inhabitants
A7422	Share of Non-National Immigrants	Number of non-national immigrants as a percentage of all immigrants
A7423	Share of EU Immigrants	Number of non-national immigrants from EU countries as a percentage of all non-national immigrants
A7424	Share of European Non-EU Immigrants	Number of non-national immigrants from European countries not belonging to the EU as a percentage of all non-national immigrants
A7425	Share of Non-European Immigrants	Number of non-national immigrants from Non-European countries as a percentage of all non-national immigrants
A7426	Share of Children in Immigrants	Number of non-national immigrants aged less than 15 years as a percentage of all non-national immigrants
A7427	Share of Youth in Immigrants	Number of non-national immigrants aged 15-24 years as a percentage of all non-national immigrants
A7428	Share of Working Age Immigrants	Number of non-national immigrants aged 15-64 years as a percentage of all non-national immigrants
A7431	Total Emigration Rate	Number of emigrants per 1000 inhabitants
A7432	Share of National Emigrants	Number of national emigrants as a percentage of all emigrants
A7433	Share of Children in Emigrants	Number of emigrants aged less than 15 years as a percentage of all emigrants
A7434	Share of Youth in Emigrants	Number of emigrants aged 15-24 years as a percentage of all emigrants
A7435	Share of Working Age Emigrants	Number of emigrants aged 15-64 years as a percentage of all emigrants
A7441	Inflow of Asylum Seekers	Number of asylum applications per 10000 inhabitants
A7442	Share of Asylum Seekers from Europe	Asylum seekers from Europe as a percentage of all asylum applicants
A7443	Share of Asylum Seekers from Asia	Asylum seekers from Asia as a percentage of all asylum applicants
A7444	Share of Asylum Seekers from Africa	Asylum seekers from Africa as a percentage of all asylum applicants
A7445	Share of Asylum Seekers from Latin American and the Caribbean	Asylum seekers from Latin America and the Caribbean as a percentage of all asylum applicants
A7446	Recognition Rate of Asylum Applications	Number of asylum seekers recognised under the 1951 Convention + number of asylum seekers granted humanitarian and comparable status as a percentage of all decisions taken on asylum application
A7451	Percentage of Foreign Population	Number of non-nationals as a percentage of total population
A7452	Share of Foreign Population from EU Countries	Number of non-nationals from EU countries as a percentage of all non-nationals
A7453	Share of Foreign Population from European Non-EU Countries	Number of non-nationals from European countries not belonging to the EU as a percentage of all non-nationals
A7454	Share of Foreign Population from Non-European Countries	Number of non-nationals from Non-European countries as a percentage of all non-nationals
A7455	Share of Children in Foreign Population	Number of non-nationals aged less than 15 years as a percentage of all non-nationals
A7456	Share of Youth in Foreign Population	Number of non-nationals aged 15-24 years as a percentage of all non-nationals
A7457	Share of Working Age People in Foreign Population	Number of non-nationals aged 15-64 years as a percentage of all non-nationals
A7458	Acquisition of Citizenship	Number of non-nationals acquiring citizenship per 1000 non-nationals

Annex II - Time Series of Selected Indicators

Table A1

Life Domain: Labour Market and Working Conditions
Measurement Dimension: Working Conditions
Subdimension: Working Time
Indicator: H1313 Rate of Part-Time Employed
Definition: Percentage of persons in employment who usually work less than 30 hours per week in their main job

Goal Dimension: Improvement of Objective Living Conditions

Population: men

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A																3,1	2,6	2,6	2,7	2,8	
B				3,2	3,7	4,0	4,0	4,3	4,7	4,2	4,6	5,0	4,2	4,8	4,8	4,7	4,8	4,8	4,9	7,3	
D				2,1	1,7	1,7	1,8	1,7	1,8	2,0	2,3	2,2	2,4	2,5	3,0	3,4	3,7	4,1	4,6	4,8	
D-W																					
D-E																					
DK				7,1	8,2	8,0	8,6	9,2	8,6	9,0	10,2	9,9	10,2	10,7	9,7	9,7	10,2	11,1	9,8	8,9	
E								1,9	1,8	1,4	1,4	1,4	1,7	2,1	2,4	2,5	2,9	3,1	2,9	2,9	
F				3,2	3,8	4,3	5,0	5,1	4,9	4,9	4,4	4,5	4,7	5,1	5,3	5,6	5,7	5,9	5,8	5,8	
FIN				4,5	4,6	4,7	5,0	4,8	4,5	5,0	4,7	5,4	5,8	6,4	6,5	5,9	5,7	6,5	6,7	6,6	
GB																					
GR				4,2	4,1	3,2	4,2	3,6	4,0	3,9	4,0	4,1	4,4	4,3	4,9	4,7	4,7	4,8	5,3		
I				3,7	3,4	3,5	3,7	3,7	3,7	3,9	3,9	3,8	4,7	4,5	4,2	4,8	4,7	5,1	4,9	5,3	
IRL				3,2	3,3	3,1	3,5	3,9	4,3	4,0	4,2	4,6	4,8	5,7	6,2	6,5	6,2	7,0	8,2	7,9	
N-IRL																					
L				1,3	1,4	1,5	1,5	1,5	1,3	1,6	1,6	1,4	2,1	1,9	1,9	1,9	2,1	2,0	2,6	1,6	
NL				5,6		6,1			12,5	12,8	13,0	13,4	13,7	10,8	10,8	11,1	11,4	11,3	11,1	12,4	11,9
P							2,9	2,7	2,7	2,8	3,1	3,7	4,2	4,3	4,9	3,8	4,5	5,1	5,1	5,0	
S								4,9	5,2	5,3	5,3	5,5	6,1	6,6	7,1	6,8	6,7	6,5	5,6	7,3	
UK				3,3	4,2	4,3	4,6	5,2	5,5	4,9	5,3	5,5	6,1	6,6	7,0	7,3	7,7	8,2	8,2	8,5	
CH												6,8	6,7	6,9	6,8	6,5	7,3	7,1	7,2	7,7	
CZ														2,0	2,1	1,8	2,0	1,9	1,7	1,7	
H																1,9	1,8	1,8	1,9	2,1	
N										6,3	6,9	7,3	7,7	7,8	7,7	7,6	8,1	7,7	7,9	8,2	
PL																		8,2	8,0		
U.S.				9,1	8,4	8,4	8,6	8,6	8,5	8,3	8,3	8,8	9,0	9,0	8,6	8,4	8,4	8,3	8,2	8,1	
JAP				7,2	7,2	7,8	7,7	7,3	7,6	8,0	9,5	10,1	10,6	11,4	11,7	10,0	11,7	12,9	12,9	13,4	

Source: OECD, Labour Force Statistics 1979-1999, p. 36-39

Notes: Unites States: wage and salary workers only; Japan: less than 35 hours per week, figures refer to actual hours of work; Germany: break in time series between 1990 and 1991; Poland: figures refer to actual hours of work

Table A2

Life Domain: Labour Market and Working Conditions
Measurement Dimension: Working Conditions
Subdimension: Working Time
Indicator: H1313 Rate of Part-Time Employed
Definition: Percentage of persons in employment who usually work less than 30 hours per week in their main job

Goal Dimension: Improvement of Objective Living Conditions

Population: women

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A																21,6	21,7	21,3	22,8	24,4	
B				22,4	24,2	25,8	26,2	27,8	27,7	29,5	29,8	31,4	31,6	32,0	31,6	31,5	32,1	32,3	32,2	36,6	
D				31,2	25,8	25,4	25,9	25,4	26,4	26,6	29,8	25,2	26,1	27,2	28,0	29,1	29,9	31,4	32,4	33,1	
D-W																					
D-E																					
DK				36,7	36,7		32,8	32,4	31,4	30,8	29,6	28,6	29,0	28,5	26,2	25,6	24,2	24,2	25,4	22,7	
E								12,1	12,1	11,1	11,5	10,7	12,8	13,9	14,4	15,9	16,2	16,8	16,6	16,8	
F				18,9	19,9	20,3	21,6	21,7	21,8	21,4	21,7	21,3	22,0	23,1	24,0	24,3	24,1	25,2	25,0	24,7	
FIN				12,5	12,6	12,3	11,6	11,6	10,5	10,7	10,6	10,6	10,6	11,5	11,5	11,5	11,3	12,5	13,0	13,5	
GB																					
GR				12,7	11,9	10,8	11,8	11,9	12,4	11,6	11,5	12,0	12,2	12,1	13,1	13,2	13,8	14,1	15,4		
I				16,5	16,0	16,0	16,5	16,9	17,3	18,4	18,2	18,2	19,8	20,4	20,6	21,1	20,9	22,2	22,4	23,2	
IRL				17,4	16,7	17,8	17,6	18,3	19,4	19,5	20,5	20,8	22,1	24,8	24,6	26,6	26,4	27,2	31,2	31,9	
N-IRL																					
L				19,5	18,1	18,5	18,4	20,4	18,3	18,8	19,1	22,2	22,0	23,8	25,7	28,4	24,7	26,2	29,6	28,3	
NL				44,7		45,5		51,0	51,2	52,8	52,5	52,6	52,1	53,2	54,3	54,7	55,5	54,8	54,8	55,4	
P							12,2	11,8	12,3	12,9	11,8	13,2	14,6	14,4	15,2	14,5	15,1	16,5	15,8	14,6	
S								29,8	27,6	25,9	24,5	24,3	24,4	24,6	24,9	24,1	23,5	22,6	22,0	22,3	
UK				40,1	41,2	41,1	41,6	41,9	40,8	40,4	39,5	40,3	40,6	41,0	41,2	40,7	41,4	40,9	41,2	40,6	
CH												42,6	44,0	45,0	44,9	44,9	44,9	45,7	45,8	46,5	
CZ														5,8	5,6	5,6	5,3	5,5	5,4	5,6	
H																4,6	4,6	5,0	5,0	5,1	
N									40,8	39,8	39,6	39,1	38,7	37,7	37,5	37,5	36,5	35,9	35,0		
PL																		16,6	16,6		
U.S.				22,9	22,0	21,5	21,5	21,0	20,7	20,5	20,0	20,5	20,3	20,3	20,5	20,3	20,2	19,5	19,1	19,0	
JAP				29,7	30,3	30,0	30,5	30,6	30,9	31,8	33,4	34,3	34,8	35,2	31,9	34,9	36,7	38,3	39,0	39,7	

Source: OECD, Labour Force Statistics 1979-1999, p. 36-39

Notes: Unites States: wage and salary workers only; Japan: less than 35 hours per week, figures refer to actual hours of work; Germany: break in time series between 1990 and 1991; Poland: figures refer to actual hours of work

Table A3

Life Domain: Labour Market and Working Conditions
Measurement Dimension: Subjective Perception and Evaluation of Personal Employment Situation
Subdimension: Evaluation of Particular Job Characteristics
Indicator: H2123 Mean Satisfaction with Working Times
Definition: mean on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"

Goal Dimension: Enhancement of Subjective Well-Being

Population: full-time employed

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A																4,9	4,9				
B															4,7	4,7	4,7				
D															4,6	4,6	4,5				
D-W																					
D-E																					
DK															5,1	5,1	5,0				
E															4,2	4,2	4,1				
F															4,8	4,3	4,2				
FIN																	4,7				
GB																					
GR															3,8	3,8	3,8				
I															4,0	4,0	4,0				
IRL															4,7	4,8	4,9				
N-IRL																					
L															4,7	4,7	4,8				
NL															4,9	4,9	4,8				
P															4,0	4,0	4,0				
S																					
UK															4,4	4,4	4,4				
CH																					
CZ																					
H																					
N																					
PL																					
U.S.																					
JAP																					

Source: European Community Household Panel (ECHP)

Notes: only values based on at least 50 respondents are indicated

Table A4

Life Domain: Labour Market and Working Conditions
Measurement Dimension: Subjective Perception and Evaluation of Personal Employment Situation
Subdimension: Evaluation of Particular Job Characteristics
Indicator: H2123 Mean Satisfaction with Working Times
Definition: mean on a scale from 1 = "not satisfied at all" to 6 = "fully satisfied"
Population: part-time employed

Goal Dimension: Enhancement of Subjective Well-Being

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A																5,3	5,2				
B															4,7	4,7	4,8				
D															4,9	4,8	4,8				
D-W																					
D-E																					
DK															5,2	5,2	5,2				
E															4,5	4,5	4,4				
F															4,7	4,4	4,5				
FIN																		4,7			
GB																					
GR															4,1	3,9	3,8				
I															4,4	4,0	4,3				
IRL															5,0	4,9	5,1				
N-IRL																					
L															4,9	5,0	4,9				
NL															5,0	5,0	5,0				
P															4,0	4,0	4,0				
S																					
UK															4,8	4,8	4,7				
CH																					
CZ																					
H																					
N																					
PL																					
U.S.																					
JAP																					

Source: European Community Household Panel (ECHP)

Notes: only values based on at least 50 respondents are indicated

Table A5

Life Domain:	Labour Market and Working Conditions	Goal Dimension:	Reduction of Disparities/Inequalities
Measurement Dimension:	Equal Opportunities/ Inequalities Concerning the Employment of Women and Men		
Subdimension:	Equality of Occupational Opportunities of Women and Men		
Indicator:	H3221 Wage Differentials of Female and Male Employees		
Definition:	Ratio of the average gross hourly earnings of female and male manual workers in the manufacturing industry		
Population:	Total		

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A																					
B	0,70	0,71	0,73	0,73	0,73	0,74	0,73	0,74	0,74	0,74	0,74	0,74	0,73	0,74	0,74	0,79	0,80	0,79	0,79		
D																	0,74	0,74	0,74		
D-W	0,73	0,73	0,73	0,73	0,73	0,73	0,73	0,73	0,73	0,73	0,73	0,74	0,74	0,74	0,74	0,74	0,74	0,74	0,74	0,74	0,74
D-E													0,82	0,81	0,80	0,79	0,79	0,79	0,79		
DK	0,86	0,86	0,85	0,85	0,86	0,86	0,86	0,86	0,84	0,84	0,84	0,84	0,84	0,84			0,90	0,89	0,89		
E										0,68	0,67	0,77	0,78	0,77	0,79	0,77	0,69	0,72	0,72		
F	0,77	0,78	0,78	0,78	0,78	0,79	0,80	0,80	0,79	0,79	0,79	0,79	0,79	0,79			0,80	0,81	0,82		
FIN																					
GB																					
GR	0,67	0,67	0,74	0,75	0,76	0,79	0,78	0,79	0,80	0,80	0,79	0,79	0,80	0,80	0,82	0,80	0,82	0,82	0,83		
I	0,85	0,85	0,87	0,88	0,85	0,84															
IRL	0,69	0,68	0,69	0,69	0,68	0,68	0,68	0,67	0,69	0,69	0,69	0,70	0,71	0,71	0,73	0,75	0,75	0,77	0,75		
N-IRL																					
L	0,61	0,60	0,60	0,61	0,61	0,63	0,61	0,62	0,58	0,60	0,63	0,63	0,62	0,64	0,65	0,64	0,63	0,69	0,69		
NL	0,75	0,75	0,75	0,76	0,75	0,74	0,75	0,75	0,75	0,75	0,76	0,76	0,76	0,78	0,77						
P										0,70	0,70	0,71	0,68	0,71	0,71	0,71	0,70	0,70	0,69		
S														0,90	0,90	0,90	0,90	0,91	0,92		
UK	0,69	0,69	0,67	0,67	0,67	0,67	0,67	0,67	0,67	0,67	0,68	0,68	0,69	0,69	0,69	0,70	0,69	0,69	0,69		
CH	0,66	0,67	0,67	0,67	0,67	0,67	0,67	0,67	0,67	0,68	0,68	0,68	0,68	0,69							
CZ																					
H																					
N	0,82	0,83	0,83	0,84	0,84	0,84	0,84	0,84	0,84	0,85	0,86	0,87	0,87	0,87	0,87	0,87	0,87	0,87	0,88		
PL																					
U.S.																					
JAP	0,50	0,49	0,49	0,49	0,49	0,49	0,49	0,49	0,49												

Source: EU countries: Eurostat, New Cronos; Norway, Switzerland: International Labour Organisation (ILO), Laborsta Database at http://laborsta.ilo.org/cgi-bin/broker.exe?_debug=0&_service=appsrv1&_program=pgm.appipgm.start.scl; Japan: OECD, Employment Outlook 1991, p. 58

Table A6

Life Domain: Labour Market and Working Conditions
Measurement Dimension: Quality of Social Relations in Working Life
Subdimension: Social Relations at the Workplace
Indicator: H4211 Good Relations between Colleagues
Definition: Percentage of employed persons who describe the relations between colleagues at their workplace as "very good" or "quite good" (remaining answer categories: neither good nor bad, quite bad, very bad)

Goal Dimension: Strengthening Social Connections/Ties

Population: Total

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A										88,3											
B																					
D																					
D-W										92,1								91,6			
D-E																		90,8			
DK																		87,5			
E																		86,4			
F																		76,5			
FIN																					
GB										88,5								90,2			
GR																					
I										78,9								83,1			
IRL										93,8											
N-IRL										89,8											
L																					
NL										87,4								87,0			
P																		77,9			
S																		87,7			
UK																					
CH																		91,5			
CZ																		79,2			
H										84,7								81,8			
N										92,6								90,7			
PL																		82,9			
U.S.										78,9								82,3			
JAP																		81,6			

Source: International Social Survey Programme (ISSP)

Notes: only percentages based on at least 50 respondents are indicated

Table A7

Life Domain: Labour Market and Working Conditions
Measurement Dimension: Quality of Social Relations in Working Life
Subdimension: Social Relations at the Workplace
Indicator: H4212 Good Relations between Superiors and Employees
Definition: Percentage of employed persons who describe the relations between management and employees at their workplace as "very good" or "quite good" (remaining answer categories: neither good nor bad, quite bad, very bad)

Population: Total

Goal Dimension: Strengthening Social Connections/Ties

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	
EU-12																						
EU-15																						
A										75,2												
B																						
D																						
D-W										84,1								80,4				
D-E																		78,9				
DK																		72,1				
E																		73,7				
F																		55,1				
FIN																						
GB										69,1								68,5				
GR																						
I										63,3								65,6				
IRL										81,8												
N-IRL										69,6												
L																						
NL										63,9								69,4				
P																		69,8				
S																		65,5				
UK																						
CH																		82,9				
CZ																		60,0				
H										69,2								62,4				
N										71,4								66,5				
PL																		61,8				
U.S.										68,5								70,4				
JAP																		67,1				

Source: International Social Survey Programme (ISSP)

Notes: only percentages based on at least 50 respondents are indicated

Table A8

Life Domain: Labour Market and Working Conditions **Goal Dimension:** Preserving Human Capital
Measurement Dimension: Promotion of Vocational Qualification
Subdimension: Continuous Vocational Training
Indicator: H5212 Participation in Continuous Vocational Training
Definition: Percentage of employed or previously employed persons aged less than 60 years who participated in vocational training during the past 12 months
Population: low level of education

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A																10,5	6,8				
B																6,7	7,5				
D																15,7	16,7				
D-W																					
D-E																					
DK																25,8	29,6				
E																4,3	5,0				
F																5,8	7,9				
FIN																	24,5				
GB																					
GR																0,7	0,6				
I																2,0	2,1				
IRL																3,1	4,1				
N-IRL																					
L																5,4	4,8				
NL																14,5	15,5				
P																1,3	1,6				
S																					
UK																16,5	17,6				
CH																					
CZ																					
H																					
N																					
PL																					
U.S.																					
JAP																					

Source: European Community Household Panel (ECHP)

Notes: Disaggregation by education: low = less than second stage of secondary education (ISCED 0-2), medium = second stage of secondary level education (ISCED 3), high = third level education (ISCED 5-7); only percentages based on at least 50 respondents are indicated

Table A9

Life Domain:	Labour Market and Working Conditions	Goal Dimension:	Preserving Human Capital
Measurement Dimension:	Promotion of Vocational Qualification		
Subdimension:	Continuous Vocational Training		
Indicator:	H5212 Participation in Continuous Vocational Training		
Definition:	Percentage of employed or previously employed persons aged less than 60 years who participated in vocational training during the past 12 months		
Population:	high level of education		

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A																54,5	34,2				
B																23,4	22,1				
D																34,1	32,6				
D-W																					
D-E																					
DK																55,4	56,8				
E																20,5	24,9				
F																19,3	23,7				
FIN																	60,8				
GB																					
GR																6,9	9,2				
I																17,7	19,1				
IRL																14,7	14,6				
N-IRL																					
L																18,0	26,5				
NL																9,9	12,1				
P																15,2	11,9				
S																					
UK																51,7	52,9				
CH																					
CZ																					
H																					
N																					
PL																					
U.S.																					
JAP																					

Source: European Community Household Panel (ECHP)

Notes: Disaggregation by education: low = less than second stage of secondary education (ISCED 0-2), medium = second stage of secondary level education (ISCED 3), high = third level education (ISCED 5-7); only percentages based on at least 50 respondents are indicated

Table A10

Life Domain: Labour Market and Working Conditions
Measurement Dimension: Consumption of Natural Resources by Economy
Subdimension: Energy Consumption of Industry
Indicator: H6111 Energy Efficiency of Industry
Definition: Final energy consumption of industry in koe per 1000 purchasing power parities of value added by industry in GDP at constant 1990 prices and exchange rates (total industry except energy branch = sections C, D, F of NACE, Rev. 1)

Goal Dimension: Preserving Natural Capital

Population: Total

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A								162,4	162,1	157,1	149,7	141,0	138,3	139,7	134,7	140,4	149,4	168,0			
B								268,8	263,0	251,5	252,0	268,2	271,5	267,5	272,9	265,9	268,2	277,2			
D												144,7	142,2	148,7	149,3	154,8	155,2	147,2			
D-W																					
D-E																					
DK								123,1	124,6	124,5	132,6	139,9	122,9	126,6	124,7	121,9	121,4	116,2			
E								157,4	155,9	146,5	147,1	152,5	153,1	160,9	167,0	161,2	154,2	161,3			
F								157,7	148,5	147,8	141,1	141,7	145,2	151,6	145,1	152,3	152,6	148,7			
FIN								353,9	327,4	322,5	338,3	389,6	437,5	481,9	441,5	394,5	399,9	380,5			
GB																					
GR								188,4	188,9	186,8	180,9	168,7	181,3	177,1	193,3	212,7	206,4	203,1			
I								135,7	134,1	137,3	139,8	141,0	144,5	146,3	147,4	146,2	145,9	147,9			
IRL								163,0	154,6	152,1	153,1	146,3	132,6	105,0	98,6	88,2	81,6	76,1			
N-IRL																					
L								826,7	761,9	696,0	695,7	721,1	680,8	677,0	665,5	478,4	485,7	430,6			
NL								267,1	243,6	212,4	227,0	216,3	221,1	220,8	201,9	200,1	204,2	195,6			
P								137,0	133,9	133,8	138,3	145,0	145,6	153,7	153,9	141,6	150,2	162,6			
S								289,3	282,2	275,9	277,7	296,2	310,3	332,6	324,5	300,5	305,7	309,9			
UK								134,6	131,2	127,6	129,6	142,7	149,6	138,6	143,4	132,7	145,8	137,2			
CH											75,1	78,8									
CZ																					
H																					
N								293,5	305,7	269,3	252,0	234,2	219,9	223,5	224,9	214,1	185,5	170,0			
PL																					
U.S.								301,9	300,0	303,1	304,7	331,0	311,2	310,7	259,6	257,7	247,9	241,2			
JAP								179,5	175,7	173,8	170,2	166,3	170,2	173,4	180,7	184,6	160,0	162,0			

Source: Figures on energy consumption, 1987-1995: Eurostat, Statistical Yearbook, edition 98/99; 1996-1997, EU countries: Eurostat, Energy: Yearly Statistics 1998; 1996-1997, non EU countries: Eurostat, Statistical Yearbook, edition 2000; figures on value added by industry: GDP at constant 1990 prices in U.S. Dollars: OECD, National Accounts, Main Aggregates 1960-1997, edition 1999; conversion in national currencies at 1990 exchange rates according to Statistisches Bundesamt (ed.): Statistisches Jahrbuch für das Ausland 1999; conversion in PPP at 1990 exchange rates according to OECD, Purchasing Power Parities for OECD-Countries, 1970-1999, available online at <http://www.oecd.org/std/nadata.htm>; % contribution of industry: EU Countries: Eurostat, Statistical Yearbook, various years; Hungary, 1984-1994: United Nations, Statistical Yearbook, various years; Hungary, 1995-1997: Hungarian Central Statistical Office (KSH), Statistical Yearbook of Hungary 1997; Norway, 1984-1994: Statistics Norway, National Accounts 1978-1996, Oslo 1998; Norway, 1995-1998: Statistics Norway, Statistical Yearbook of Norway 2000; Poland: Statistical Yearbook of the Republic of Poland, various years; Switzerland, Czech Republic: United Nations, Statistical Yearbook, various years; Japan, United States 1984-1994: United Nations, Statistical Yearbook, various years; United States, 1995-1997: U.S. Department of Commerce, Statistical Abstract of the United States 1999; Japan 1995-1998: Statistics Bureau and Statistics Center of Japan, Japan Statistical Yearbook, figures available online at <http://www.stat.go.jp/english/1431-04.htm>

Notes: The figures presented in the Eurostat yearbook are based on Eurostat, Energy: Yearly Statistics 1996 resp. 1997. There are small differences between the figures for the same years published in subsequent editions of the series Eurostat, Energy: Yearly Statistics

Table A11

Life Domain: Labour Market and Working Conditions **Social Structure Dimension:** Socio-Economic Structure
Measurement Dimension: Structure of Employment
Subdimension: Sector Structure
Indicator: H7233 Employment in the Services Sector
Definition: Persons employed in the services sector (NACE, Rev. 1, categories G to Q) as a percentage of the total population currently employed

Population: men

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12											51,0	51,0	51,7	53,0	53,9	54,5	54,9	55,2	55,2		
EU-15																54,4	54,8	55,1	55,1		
A																50,1	51,9	52,6	52,6	52,3	
B				54,9	55,5	56,0	56,4	56,9	56,6	55,8	56,6	56,7	56,1	57,3	58,0	58,9	59,6	59,6	59,9	61,1	
D				44,0	45,1	44,7	45,6	46,1	45,8	46,5	46,4	45,1	46,1	47,1	48,1	49,2	49,7	50,3	50,8	51,1	
D-W				44,0	45,1	44,7	45,6	46,1	45,8	46,5	46,4	46,3	46,5	47,6	48,6	50,2	50,6	51,1	51,4	51,5	
D-E																					
DK				51,8	54,4	52,9	52,6	53,0	55,4	55,0	54,9	54,9	55,6	56,5	56,8	57,3	59,1	58,6	58,3	58,3	
E							44,7	45,0	45,6	46,2	46,4	47,4	48,4	50,1	50,8	51,0	52,3	51,8	51,3	51,1	
F				48,6	49,4	49,4	50,9	51,6	52,4	52,4	52,9	53,5	54,1	56,6	57,7	57,8	57,9	58,0	58,5	58,8	
FIN																50,4	51,0	50,4	50,6	51,8	
GB																					
GR				42,9	44,8	45,3	45,2	46,6	47,4	48,1	49,0	50,2	50,8	51,7	52,6	53,1	53,7	54,3	54,4		
I				48,1	49,6	51,5	52,2	52,6	53,3	54,3	54,0	54,2	52,9	54,1	54,6	54,7	55,1	55,6	54,8	55,2	
IRL				42,3	43,0	44,6	44,9	46,0	45,7	45,8	45,8	46,3	47,4	48,4	48,0	48,8	49,9	48,6	49,7	49,9	
N-IRL																					
L				52,1	51,5	51,5	54,6	55,0	56,0	56,0	55,3	57,1	53,8	59,0	59,2	61,2	64,8	63,8	66,0	66,4	
NL				56,1		56,9		57,8	58,6	58,5	58,9	60,0	61,4	62,0	62,3	62,8	63,1	63,2	64,1	64,7	
P							41,2	40,4	40,3	41,9	44,1	44,3	50,6	49,4	49,9	49,7	50,1	48,5	43,0	44,4	
S																56,3	56,5	57,1	57,9	58,4	
UK				49,4	50,3	51,4	51,9	52,9	53,0	52,9	53,3	54,3	55,6	56,6	58,3	59,0	58,9	59,5	59,9	60,8	
CH																59,6	60,4	60,0	60,2		
CZ																57,2	58,0	58,9	42,2	43,2	
H																49,2	49,1	49,4	47,8	48,3	
N																58,1		57,9	59,1	60,1	
PL															35,1	36,1	36,8	34,8	39,4		
U.S.				57,9	57,6	58,0	58,2	59,0	59,4	59,5	59,9	61,1	62,0	62,6	62,5	62,3	62,6	62,6	62,9	63,7	
JAP					53,3	53,1	53,7	54,5	54,2	54,5	54,8	54,7	54,4	54,9	54,9	55,3	55,6	55,7	56,5	56,6	

Source: EU countries: Eurostat, New Cronos; Poland, figures for men and women: Central Statistical Office of Poland (GUS), Labour Force Survey in Poland in the years 1992-1998, Warszawa 1999; United States, figures for men and women: U.S. Department of Labor, Bureau of Labor Statistics (BLS), Labour Force Statistics from the current population survey, retrieval of data via Internet at <http://146.142.4.24/cgi-bin/dsrb>; Japan, figures for total, men and women: Statistics Bureau, Management and Coordination Agency, Government of Japan, Annual Report on the Labour Force Survey, editions 1999 and 1991; Switzerland, figures for men, women, employees: Eurostat, New Cronos; Norway, figures for men, women: Eurostat, New Cronos; Czech Republic, Hungary, figures for men, women: Eurostat, New Cronos; rest of the countries resp. time series: OECD, Labour Force Statistics 1979-1999

Notes: Poland: figures for men and women are exclusive of NACE P (private households with employed persons) and NACE Q (extra-territorial organisations)

Table A12

Life Domain: Labour Market and Working Conditions **Social Structure Dimension:** Socio-Economic Structure
Measurement Dimension: Structure of Employment
Subdimension: Sector Structure
Indicator: H7233 Employment in the Services Sector
Definition: Persons employed in the services sector (NACE, Rev. 1, categories G to Q) as a percentage of the total population currently employed

Population: women

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12											74,0	74,3	75,7	77,1	78,1	78,6	79,4	79,9	80,1		
EU-15																78,8	79,5	80,1	80,3		
A																74,3	75,8	77,6	78,5	79,0	
B				78,9	79,5	80,3	80,2	80,2	81,0	81,4	81,8	82,9	81,9	83,9	83,7	84,3	84,6	84,6	85,6	86,6	
D				67,4	68,2	68,1	69,0	69,5	69,4	70,7	70,7	69,9	72,7	74,5	75,8	76,7	77,9	78,5	78,7	79,1	
D-W				67,4	68,2	68,1	69,0	69,5	69,4	70,7	70,7	71,2	72,2	73,6	74,7	75,9	77,1	77,8	77,9	78,3	
D-E																					
DK				80,7	81,5	80,7	80,6	80,5	81,2	81,2	81,2	80,5	81,8	82,8	82,3	82,5	82,8	83,8	83,5	83,1	
E							69,3	69,8	70,2	71,8	72,2	74,2	75,1	76,5	77,7	78,6	79,9	80,2	80,7	81,1	
F				72,5	73,2	73,6	75,0	76,0	76,8	76,9	77,0	77,7	78,2	80,2	80,8	81,2	82,0	82,2	82,5	82,6	
FIN																79,8	80,3	80,8	80,2	81,4	
GB																					
GR				43,0	44,0	45,6	45,3	47,6	49,3	50,4	52,4	55,8	56,4	59,8	61,0	62,2	62,4	63,5	67,4		
I				60,3	62,3	64,0	64,8	66,7	67,2	67,5	67,4	69,0	68,6	69,8	70,4	70,9	72,0	72,7	73,4	74,4	
IRL				73,8	74,6	73,8	74,3	75,4	76,8	76,0	76,3	77,7	78,0	79,3	79,0	79,1	80,0	79,2	80,7	82,0	
N-IRL																					
L				85,1	85,4	86,0	88,2	85,2	86,8	87,0	87,3	86,2	85,0	89,8	88,5	87,9					
NL				84,4		85,0		85,7	85,8	85,6	85,3	86,2	86,9	86,7	87,9	87,8	88,1	88,3	87,6	88,1	
P							49,6	48,5	49,6	51,8	52,9	54,2	62,8	63,4	63,1	64,6	64,5	64,5	59,8	61,5	
S																86,8	86,2	86,6	85,8	87,0	
UK				79,0	79,0	79,2	80,2	81,1	80,9	81,3	81,5	82,2	82,7	83,2	84,6	84,8	85,0	85,7	86,1	86,7	
CH																	81,7	82,5	83,4	83,7	
CZ																65,9	67,5	68,8	66,8	68,0	
H																70,6	70,4	71,0	70,2	71,4	
N																86,9		87,1	87,7	88,0	
PL															54,5	56,3	57,5	58,9	60,4		
U.S.				81,6	81,5	82,1	82,6	82,8	82,9	83,2	83,8	84,1	84,5	85,2	85,0	85,2	85,3	85,4	85,7	86,2	
JAP					60,5	60,8	61,7	62,7	63,0	63,2	63,9	64,5	65,2	66,5	67,6	68,4	69,0	69,7	71,2	72,1	

Source: EU countries: Eurostat, New Cronos; Poland, figures for men and women: Central Statistical Office of Poland (GUS), Labour Force Survey in Poland in the years 1992-1998, Warszawa 1999; United States, figures for men and women: U.S. Department of Labor, Bureau of Labor Statistics (BLS), Labour Force Statistics from the current population survey, retrieval of data via Internet at <http://146.142.4.24/cgi-bin/dsrv>; Japan, figures for total, men and women: Statistics Bureau, Management and Coordination Agency, Government of Japan, Annual Report on the Labour Force Survey, editions 1999 and 1991; Switzerland, figures for men, women, employees: Eurostat, New Cronos; Norway, figures for men, women: Eurostat, New Cronos; Czech Republic, Hungary, figures for men, women: Eurostat, New Cronos; rest of the countries resp. time series: OECD, Labour Force Statistics 1979-1999

Notes: Poland: figures for men and women are exclusive of NACE P (private households with employed persons) and NACE Q (extra-territorial organisations)

Table A13

Life Domain: Labour Market and Working Conditions
Measurement Dimension: Subjective Importance of Work and Job Characteristics
Subdimension: Importance of Job Characteristics
Indicator: H8122 Importance of Working Time Regulations
Definition: Percentage of employed persons who mentioned "good hours" as an important aspect of a job

Social Structure Dimension: Values and Attitudes

Population: men

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A											34,3										
B		44,2									35,7										
D																					
D-W		54,1									48,7							25,6			
D-E											38,4							23,3			
DK		42,1									30,6										
E		45,7									47,5						35,4				
F		32,6									26,9										
FIN											34,8						32,3				
GB		33,9									34,4										
GR																					
I		33,7									38,5										
IRL		41,0									39,9										
N-IRL		42,7									35,7										
L																					
NL		40,5									40,7										
P											55,7										
S		44,1									60,5						30,1				
UK																					
CH																					
CZ											50,9										
H		68,0									57,0										
N		46,2									30,8						38,8				
PL																					
U.S.		57,3									53,7					48,5					
JAP		45,5									48,4					71,6					

Source: World Values Survey (WVS)

Notes: only percentages based on at least 50 respondents are indicated

Table A14

Life Domain: Labour Market and Working Conditions **Social Structure Dimension:** Values and Attitudes
Measurement Dimension: Subjective Importance of Work and Job Characteristics
Subdimension: Importance of Job Characteristics
Indicator: H8122 Importance of Working Time Regulations
Definition: Percentage of employed persons who mentioned "good hours" as an important aspect of a job

Population: women

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A											39,9										
B		44,8									44,4										
D																					
D-W		60,1									56,4							35,0			
D-E											45,0							33,3			
DK		49,2									38,7										
E		44,0									47,4						45,3				
F		41,8									33,0										
FIN											42,8						38,4				
GB		37,6									43,0										
GR																					
I		38,0									39,3										
IRL		36,3									46,7										
N-IRL		52,6									47,2										
L																					
NL		41,8									50,7										
P											58,0										
S		59,1									67,8						44,2				
UK																					
CH																					
CZ											58,9										
H		77,0									66,3										
N		49,4									33,3						48,6				
PL																					
U.S.		61,5									56,3					52,6					
JAP		53,2									62,1					85,9					

Source: World Values Survey (WVS)

Notes: only percentages based on at least 50 respondents are indicated

Table A15

Life Domain: Population
Measurement Dimension: Population Size and Growth
Subdimension: Population Growth
Indicator: A7122 Crude Birth Rate
Definition: Number of live births per 1000 population at midyear

Social Structure Dimension: Socio-Economic Structure

Population: Total

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12	13,1	12,7	12,5	12	11,9	11,8	11,8	11,8	12	11,8	11,6	11,6	11,4	11,1	10,8	10,7	10,9	10,8			
EU-15		12,6	12,5	12	11,9	11,8	11,8	11,8	12	11,8	11,7	11,7	11,5	11,2	10,9	10,8	10,9	10,8	10,7	10,7	
A			12,5	11,9	11,8	11,5	11,5	11,4	11,6	11,6	11,7	12,1	12	11,9	11,5	11	11	10,4	10,1	9,7	
B	12,7	12,7	12,2	11,9	11,7	11,6	11,6	11,9	12	12,1	12,4	12,5	12,4	11,9	11,4	11,3	11,3	11,4	11,2	11,2	
D												10,4	10	9,8	9,5	9,4	9,7	9,9	9,6	9,3	
D-W	10,1	10,1	10,1	9,7	9,5	9,6	10,3	10,5	11	11											
D-E																					
DK	11,2	10,4	10,3	9,9	10,1	10,5	10,8	11	11,5	12	12,3	12,5	13,1	13	13,4	13,3	12,9	12,8	12,5	12,4	
E	15,2	14,1	13,4	12,5	12,1	11,8	11,3	11	10,7	10,4	10,3	10,1	10	9,9	9,3	9,2	9,1	9	9,2	9,5	
F	14,8	14,8	14,7	13,6	13,8	13,9	14,1	13,8	13,8	13,5	13,4	13,3	13	12,3	12,3	12,5	12,6	12,4	12,6	12,6	
FIN		13,2	13,7	13,8	13,3	12,8	12,3	12,1	12,8	12,8	13,1	13	13,2	12,8	12,8	12,3	11,8	11,5	11,1	11,1	
GB																					
GR	15,4	14,5	14	13,5	12,7	11,7	11,3	10,6	10,7	10,1	10,1	10	10,1	9,8	10	9,7	9,6	9,7	9,6	9,7	
I	11,7	11,1	11,2	10,8	10,5	10,3	9,8	9,8	10,1	9,9	10,2	9,8	10,1	9,7	9,4	9,2	9,4	9,4	9,3	9,3	
IRL	21,9	21	20,4	19,1	18,2	17,6	17,3	16,6	15,4	14,7	15,1	14,9	14,5	13,8	13,2	13,5	13,9	14,3	14,4	14,2	
N-IRL																					
L	11,5	12	11,8	11,5	11,5	11,2	11,6	11,3	12,3	12,5	12,9	12,9	13	13,6	13,5	13,2	13,7	13,1	12,6	12,9	
NL	12,8	12,5	12	11,8	12,1	12,3	12,7	12,7	12,6	12,7	13,2	13,2	13	12,8	12,7	12,3	12,2	12,1	12,7	12,7	
P	16,2	15,5	15,2	14,5	14,3	13	12,7	12,3	12,2	11,9	11,8	11,8	11,7	11,5	11	10,8	11,1	11,4	11,4	11,5	
S	11,7	11,3	11,1	11	11,3	11,8	12,2	12,5	13,3	13,6	14,5	14,3	14,2	13,5	12,7	11,7	10,8	10,2	10,1	10	
UK	13,4	13	12,8	12,8	12,9	13,3	13,3	13,6	13,8	13,6	13,9	13,7	13,5	13,1	12,8	12,5	12,7	12,3	12,1	11,8	
CH	11,7	11,6	11,7	11,5	11,6	11,6	11,7	11,8	12,1	12,2	12,5	12,7	12,7	12,1	11,9	11,6	11,7	11,4	11,1	11	
CZ	14,9	14	13,8	13,3	13,3	13,2	12,9	12,7	12,8	12,4	12,6	12,5	11,8	11,7	10,4	9,3	8,7	8,8	8,8	8,8	
H	13,9	13,4	12,5	11,9	11,8	12,3	12,2	12	11,9	11,8	12,2	12,3	11,8	11,4	11,3	11	10,3	9,8	9,6	9,4	
N	12,5	12,4	12,4	12,1	12,1	12,3	12,5	12,9	13,8	14,2	14,4	14,3	14	13,9	13,8	13,8	13,9	13,6	13,2	13,3	
PL	19,6	19	19,5	19,8	19	18,3	17	16,1	15,6	14,9	14,4	14,3	13,4	12,8	12,5	11,2	11,1	10,7	10,2	9,9	
U.S.	15,9	15,8	15,9	15,5	15,6	15,8	15,6	15,7	16	16,4	16,7	16,4	16,1	15,6	15,2	14,9	14,6	14,5	14,4	14,3	
JAP	13,5	13	12,8	12,7	12,4	11,9	11,4	11	10,7	10,1	9,9	9,9	9,7	9,5	9,9	9,5	9,6	9,5	9,5	9,3	

Source: EU countries 1980-1997: Eurostat, New Cronos; EU countries 1998-1999: Eurostat, Demographic Statistics 2000; rest of the time series: OECD, Labour Force Statistics 1979-1999

Table A16

Life Domain: Population
Measurement Dimension: Population Structure
Subdimension: Structure of Population by Age and Sex
Indicator: A7215 Population Aged 80 Years and Older
Definition: Percentage of population aged 80 years and more (annual average)

Social Structure Dimension: Socio-Economic Structure

Population: Total

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12			2,6	2,6	2,8	2,9	3,0	3,1			3,4										
EU-15													3,6	3,7		3,9	3,8	3,8	3,7		
A										3,6		3,6	3,7	3,7	3,8	3,8	3,7	3,6	3,4	3,3	
B		2,8	2,9	3,0	3,0	3,2	3,3	3,3	3,4	3,4	3,5	3,6	3,6	3,7	3,8	3,8	3,8	3,6	3,5		
D		2,7	2,8	3,0	3,1	3,3	3,4	3,5			3,8	3,8		3,9	4,0	4,0	4,1	3,9	3,8	3,6	
D-W																					
D-E																					
DK		2,9	3,0	3,1	3,2	3,3	3,3	3,4	3,5	3,9	3,7	3,8	3,8	3,9	4,2	3,9	3,9	3,9	3,9		
E		2,0	2,0	2,1	2,3	2,4	2,4	2,5	2,7	2,8	2,8	2,9	3,1	3,2		3,3	3,4	3,5	3,6		
F		2,9	3,0	3,1	3,2	3,3	3,4	3,5	3,6	3,7	3,7	3,8	3,9	4,0	4,1	4,1	4,0	3,8	3,7		
FIN											2,8	2,9	3,0	3,1	3,1	3,2	3,2	3,3	3,3	3,3	
GB																					
GR		2,4	2,4	2,5	2,6	2,7	2,8	2,9	2,9		3,1	3,3	3,2	3,3	3,4	3,5	3,5	3,5	3,5		
I		2,2	2,3	2,3	2,4	2,5	2,6	2,7	2,9	3,0	3,2		3,6	3,7	3,9	4,1	4,1	4,1	4,0		
IRL		1,8	1,8	1,8	1,9	1,9	1,9	2,0	2,0	2,1	2,1	2,3	2,3	2,4	2,5	2,5	2,5	2,5	2,5		
N-IRL																					
L			2,4	2,4	2,5	2,6	2,7	2,7	2,9	3,0	3,1	3,2	3,2	3,3	3,3	3,4	3,3	3,2	3,2		
NL		2,3	2,4	2,4	2,7	2,8	2,9	2,9	3,0	3,1	2,9	2,9	3,0	3,0	3,1	3,1	3,1	3,1	3,1		
P							2,1	2,2	2,3	2,4	2,5	2,6	2,7	2,7	2,8	2,8	2,8	2,8	2,8	2,8	
S										4,1	4,3	4,3	4,4	4,5	4,6	4,7	4,7	4,8	4,9	4,9	
UK		2,8	2,9	3,0	3,1	3,2	3,2	3,4	3,5	3,6	3,7	3,7	3,8	3,9	4,0	4,0	4,0	4,0	3,9		
CH												3,7	3,8	3,8	3,9	3,9	3,9	3,9	3,9	3,9	
CZ												2,5	2,6	2,7	2,7	2,7	2,6	2,5	2,3	2,3	
H											2,5	2,6	2,7	2,8	2,9	2,8	2,7	2,6	2,4	2,4	
N							3,4	3,5	3,6	3,7	3,7	3,8	3,9	3,9	4,0	4,0	4,1	4,1	4,2	4,3	
PL										2,0	2,1	2,1	2,2	2,2	2,2	2,2	2,1	2,1	2,0	2,0	
U.S.	2,3	2,3	2,4	2,4	2,5	2,5	2,6	2,6	2,7	2,7	2,8	2,9	2,9	3,0	3,0	3,1	3,2	3,2	3,2	3,3	
JAP											2,4	2,5	2,6	2,8	2,9	3,1	3,2	3,3	3,5	3,5	

Source: EU countries except Austria, Finland and Sweden: Eurostat, Demographic Statistics, various years; rest of the countries: U.S. Census Bureau, International Data Base, retrieval of data via Internet at <http://www.census.gov/ipc/www/idbprint.html>

Notes: Luxembourg 1982-1985: Population estimate at 1 January

Table A17

Life Domain: Population
Measurement Dimension: Population Structure
Subdimension: Dependency Structures
Indicator: A7222 Burden of Child Population
Definition: Number of persons aged 0-14 years per 100 persons of the labour force aged 15 years and more

Social Structure Dimension: Socio-Economic Structure

Population: Total

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12								42,7	41,2	41,3	40,4	40,2	39,9	39,7	39,1	38,8	38,4	37,8	37,4		
EU-15																	38,3	37,8	37,4		
A																36,9	36,8	36,7	36,2	35,7	
B				50,7	48,7	47,4	46,3	46,5	46,6	46,1	46,1	45,3	45,1	44,9	44,1	43,7	43,4	43,0	42,5	41,4	
D												33,1	33,2	33,3	32,8	33,5	33,1	32,3	32,1	31,5	
D-W				32,7	32,6	31,3	30,9	30,5	30,2	30,9	31,2	32,2	29,2	29,7	29,7	33,7	33,5	33,1	33,2	32,8	
D-E																					
DK				36,8	35,3	34,0	32,2	32,0	30,4	30,4	29,6	29,4	29,6	30,1	31,3	31,4	31,8	32,4	33,0	33,1	
E							60,2	59,8	57,5	56,0	51,0	49,2	47,4	45,5	42,9	41,4	39,7	38,4	37,3	36,4	
F				49,4	48,9	48,0	47,5	47,0	46,5	46,0	45,9	46,1	46,0	45,7	45,2	44,7	43,9	43,7	43,1	42,7	
FIN																39,2	39,7	38,7	38,2	35,8	
GB																					
GR				57,7	55,9	54,7	53,8	52,4	50,2	48,6	46,2	45,2	43,3	43,5	41,9	40,5	38,1	36,2	35,3		
I				51,2	49,9	48,1	45,5	44,1	39,0	41,6	40,1	40,5	39,3	38,8	38,3	38,4	38,2	38,2	36,3	35,7	
IRL				80,2	79,6	79,3	77,9	76,6	75,3	74,9	72,3	69,8	68,3	66,1	63,7	61,2	58,1	55,4	51,4	49,1	
N-IRL																					
L				41,3	43,3	40,8	40,5	38,6	39,4	40,4	37,5	40,6	40,5	42,0	42,9	44,3	43,9	44,5	44,6	43,9	
NL				54,5		49,2		41,8	40,9	41,0	39,9	39,5	39,3	39,4	38,9	38,8	38,4	37,6	37,2	36,9	
P							50,7	48,4	46,3	44,8	42,6	40,5	39,0	37,9	34,8	34,3	32,4	30,2	34,7	33,8	
S																	37,4	37,7	38,2	37,6	
UK				42,5	41,0	39,5	39,1	38,5	37,9	37,5	37,8	38,3	39,0	39,6	39,9	40,0	40,0	40,0	40,3	40,0	
CH				35,8	34,8	33,7	33,0	32,4	32,1	30,9	31,0	28,4	29,2	29,7	31,4	31,6	31,5	31,5	31,3		
CZ														40,0	38,4	37,1	36,1	35,1	34,1	33,1	
H													43,8	44,5	45,0	45,3	44,9	44,7	43,8	42,3	
N				42,8	41,5	40,2	38,7	37,2	36,7	37,2	37,5	38,1	38,5	38,9	39,1	38,8	38,4	38,0	37,8	38,1	
PL													53,4	53,1	52,2	51,1	49,8	48,3	46,4		
U.S.				45,2	44,5	43,8	42,9	42,5	42,3	42,2	42,3	42,9	43,0	43,2	43,1	42,9	42,6	42,0	41,8	41,5	
JAP				45,7	44,7	43,7	42,2	40,7	38,9	37,0	35,3	33,7	32,5	31,5	30,7	30,0	29,3	28,5	28,1	27,6	

Source: EU countries except Austria, Finland and Sweden: Eurostat, Demographic Statistics, various years; rest of the countries: U.S. Census Bureau, International Data Base, retrieval of data via Internet at EU countries: Eurostat, New Cronos, Labour Force Surveys; rest of the countries: OECD, Labour Force Statistics 1979-1999

Table A18

Life Domain: Population
 Measurement Dimension: Population Structure
 Subdimension: Dependency Structures
 Indicator: A7225 Burden of Retired Population
 Definition: Number of economically inactive persons aged 65 years and more per 100 persons of the labour force

Social Structure Dimension: Socio-Economic Structure

Population: Total

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12											30,9	30,6	31,2	31,9	32,5	32,9	32,8	33,2	33,6		
EU-15																	32,7	33,1	33,5		
A																28,9	29,8	30,4	30,1	30,2	
B				31,5	34,1	32,8	33,4	34,4	34,8	36,4	36,9	36,9	36,8	37,2	37,0	37,2	37,9	38,5	38,7	38,1	
D												29,1	30,0	30,1	31,2	31,8	31,9	32,2	32,3	32,7	
D-W				28,7	30,5	31,2	31,0	31,9	31,9	31,7	29,6	30,7	28,2	28,1	29,2	32,6	32,5	32,8	32,7	33,0	
D-E																					
DK				25,0	24,8	25,9	25,5	27,0	26,0	26,3	25,8	26,2	25,3	25,7	28,6	29,2	27,8	27,7	27,6	28,1	
E							34,7	34,7	35,9	36,3	36,3	37,6	38,1	38,9	39,5	40,1	38,9	39,6	40,3	42,0	
F					27,3	27,5	27,9	28,5	29,4	29,8	30,3	30,8	31,2	31,7	32,3	32,7	32,9	33,6	33,9	33,9	
FIN																25,3	29,3	29,2	29,3	28,0	
GB																					
GR				28,2	28,9	29,7	30,4	31,5	30,9	32,3	32,9	35,6	36,4	37,0	37,7	38,9	39,4	42,3	37,6		
I				31,3	31,0	30,6	30,9	32,8	33,9	34,8	35,0	32,3	34,8	37,0	38,0	37,6	37,4	37,4	40,8	41,2	
IRL				23,1	24,2	25,1	24,3	24,7	25,0	25,5	25,7	25,6	25,4	24,9	24,9	24,6	23,1	22,7	23,8	22,9	
N-IRL																					
L				32,0	32,0	27,6	30,1	29,1	29,7	30,8	33,8	30,9	28,0	29,6	30,0	31,7	32,7	32,9	33,7	32,8	
NL				25,9		26,4		24,4	24,6	24,7	24,4	24,5	24,5	24,9	24,7	24,8	24,8	24,5	24,6	24,4	
P							24,3	25,5	26,4	26,2	26,2	25,1	24,4	25,0	25,1	25,8	27,5	29,1	24,2	24,2	
S																	33,8	33,9	34,1	33,9	
UK				29,3	28,6	28,4	28,9	28,9	28,8	28,3	28,4	28,8	28,6	29,0	29,1	29,2	29,3	29,2	29,2	28,9	
CH												21,7	22,7	23,1	22,9	23,5	23,4	23,9	24,0		
CZ														24,7	24,7	24,9	25,2	25,5	25,8	25,9	
H																34,0	34,9	35,8	35,8	35,2	
N				25,0	25,0	25,5	25,4	25,0	25,5	26,4	26,5	27,8	28,2	28,4	28,2	28,0	27,1	26,8	26,3	26,1	
PL													19,6	20,3	21,1	22,0	22,6	23,2	23,7		
U.S.				21,2	21,4	21,5	21,5	21,6	21,5	21,5	21,5	21,9	22,0	22,2	21,9	22,1	22,0	21,8	21,8	21,5	
JAP				14,7	15,1	15,8	16,3	16,7	17,0	17,4	17,7	17,9	18,4	19,2	19,9	20,7	21,5	22,1	23,0	23,9	

Source: EU countries: Eurostat, New Cronos, Labour Force Surveys; rest of the countries: OECD, Labour Force Statistics 1979-1999

Notes:

Table A19

Life Domain: Population
Measurement Dimension: Population Structure
Subdimension: Structure of Population by Marital Status
Indicator: A7232 Married Persons
Definition: Number of married persons as a percentage of the total population aged 15 years and older
Population: Total

Social Structure Dimension: Socio-Economic Structure

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
EU-12																						
EU-15																						
A		57,0										54,9				55,9	55,9	55,5				
B		64,5										61,2				60,0	59,3	58,7	58,1	57,4	56,8	
D										58,0	58,1	57,7	57,9		57,5	57,1	55,4	54,9	55,9			
D-W																						
D-E																						
DK	57,6	56,6	55,5	54,5	53,7	53,0	52,4	51,8	51,2	50,8	50,3	49,9	49,7	49,5	49,3	49,2	49,2	49,3	49,4	49,4	49,5	49,6
E	63,5	63,1	62,6	62,3	61,8	61,5	61,2	61,1	61,1	60,8	60,7	60,2	59,8	59,6	59,4	59,2	58,6	58,3	58,3	58,3	58,3	
F	61,9	61,5	60,9					58,0	57,2	56,5		55,7	54,5	54,0	53,4	52,7	52,1	51,6	51,8			
FIN	55,1	54,8	54,5	54,2	54,0	53,6	53,3	53,0	52,7	52,1	51,6	51,1	50,5	50,1	49,6	49,1	48,6	48,1	47,6	47,1		
GB	63,0	62,4	61,1	60,3	59,8	59,2	58,8	58,3	57,9	57,6	57,3		56,5	56,0	55,5	54,8	54,2	53,6	53,0			
GR		67,5										64,5										
I		62,5										59,1		60,0	59,9	59,8	59,7	59,6	59,5		59,5	
IRL		53,7					51,8		53,4			53,6				49,0		49,9	49,3	48,5		
N-IRL																						
L		60,8						57,9			59,5	59,0										
NL		62,0	61,3	60,9	60,1	59,2	58,4		57,5	57,2	57,1	57,0	56,9	56,7	56,5	56,3	55,8	55,4	55,2	55,0		
P		66,2										63,5										
S	52,9	52,1	51,2	50,4	49,7	49,1	48,5	48,0	47,6	48,7	48,6	48,1	47,6	47,0	46,5	45,8	45,2	44,7	44,1	43,7		
UK		61,8										56,9										
CH		57,4	57,0	56,7	56,5	56,3	56,2	56,2	56,3	57,3	57,5	57,5	57,6	57,6	57,5	57,4	57,2	56,9	56,5			
CZ											63,2	62,3	61,7	61,1		58,8	58,2	57,5	57,1			
H	67,4	67,0	66,6	66,1	65,4	64,9	64,3	63,7	62,9	62,3	61,2	60,2	59,3	58,4	57,5	56,7	55,9	55,1	54,2			
N	61,3	60,7	60,0	59,3	58,5	57,7	56,9	56,2	55,4	54,7	54,1	53,4	52,8	52,1	51,5	50,9	50,3	49,9	49,6	49,3		
PL	65,0	65,4			66,2				65,2							62,1						
U.S.	61,0										58,7			58,1	57,4	57,5	57,0	56,3	56,4			
JAP	65,9					64,4					62,5					61,1						

Source: Population and Migration Estimates; Italy 1981: Istituto Centrale di Statistica (ISTAT), Annuario Statistico Italiano, 1986; Italy 1993-1998: Istituto Nazionale di Statistica (ISTAT), Popolazione per sesso, età e stato civile nelle province e nei grandi comuni, various years; Italy 1991: U.S. Bureau of the Census, International Data Base available at <http://www.census.gov/ipc/www/idbprint.html>; Italy 2000: Istituto Nazionale di Statistica (ISTAT), figures available online at <http://demo.istat.it/e/pop1/start.html>; Japan: Statistics Bureau of Japan, Management and Coordination Agency, Government of Japan, Japan Statistical Yearbook 2001; Luxembourg 1981, 1987, 1990, 1991: U.S. Bureau of the Census, International Data Base available at <http://www.census.gov/ipc/www/idbprint.html>; Netherlands 1981-1986, 1988-1997: Statistics Netherlands (CBS), Statistical Yearbook of Netherlands, various years; Netherlands 1998-2000: Statistics Netherlands (CBS), figures available online at <http://www.cbs.nl/en/figures/keyfigures/sbv0611y.htm>; Norway 1980-1996: Statistics Norway, Population Statistics 1996, Volume II, Population 1 January; Norway 1997-2000: Statistics Norway, Statistical Yearbook, various years; Poland 1980-1984: U.S. Bureau of the Census, International Data Base available at <http://www.census.gov/ipc/www/idbprint.html>; Poland 1988, 1995: Central Statistical Office of Poland (GUS), Demographic Yearbook of Poland 2000; Portugal 1981, 1991: U.S. Bureau of the Census, International Data Base available at <http://www.census.gov/ipc/www/idbprint.html>; Spain: Instituto Nacional de Estadística (INE), database available at <http://www.ine.es/tempus/cgi-bin/iti>; Sweden 1980, 1981: Statistics Sweden (SCB), Statistical Yearbook of Sweden; Sweden 1982-1999: Statistiska Centralbyran (SCB), Befolkningsstatistik 1993, 1999; Switzerland 1980, 1984-1988 male/female: Bundesamt für Statistik (BFS), Bevölkerungsbewegung in der Schweiz 1993, 1998; Switzerland 1981-1988 total: Bundesamt für Statistik (BFS); Statistisches Jahrbuch für die Schweiz, various years; Switzerland 1989-1998: Bundesamt für Statistik (BFS), Bevölkerungsbewegung in der Schweiz 1993, 1998; United Kingdom 1981, 1991: Office for National Statistics (ONS), Annual Abstract of Statistics, various years; United States: U.S. Bureau of the Census, International Data Base, available at <http://www.census.gov/population/socdemo/ms-la/tabms-1.txt>

Notes: Ireland 1981, 1991: married persons also include divorced persons

Table A20

Life Domain: Population
Measurement Dimension: International Migration and Foreign Population
Subdimension: Immigration
Indicator: A7511 Immigration Rate
Definition: Number of non-national immigrants per 1000 inhabitants

Social Structure Dimension: Socio-Economic Structure

Population: Total

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A																		7,0	7,3		
B						3,8	4,0	4,1	3,9	4,4	5,1	5,4	5,5	5,3	5,5	5,2	5,1	4,8	5,0		
D						5,5	6,6	6,1	8,3	9,8	10,6	11,6	15,1	12,2	9,6	9,7	8,7	7,5	7,4		
D-W																					
D-E																					
DK						4,0	4,4	3,9	3,6	3,7	3,8	4,3	4,2	4,0	4,0	7,5	6,0	5,2	5,5		
E						0,2	0,1	0,1	0,2	0,4	0,4	0,3	0,5	0,4	0,5	0,5	0,4	0,9	1,5		
F						1,0	0,8	0,8	0,9	1,9	1,7	1,8	1,9	1,6	1,1	0,9	0,8	1,1	1,7		
FIN						0,5	0,6	0,6	0,7	0,8	1,3	2,6	2,1	2,2	1,5	1,4	1,5	1,6	1,6		
GB																					
GR						2,8	2,6	2,9	3,0	2,8	2,5	1,3	1,5	1,6	1,8	2,0	2,1	2,1	1,2		
I						0,4	0,3	0,8	0,6	0,5	1,7	1,3	1,0	0,9	0,9	1,2	2,5				
IRL												3,0	4,3	4,1	3,7	3,8	5,9	5,7	5,6		
N-IRL																					
L								19,4	22,1	22,3	24,5	25,9	25,3	22,6	22,8	23,6	22,4	22,4	22,2		
NL						3,2	3,6	4,2	4,0	4,4	5,5	5,6	5,5	5,6	4,3	4,3	5,0	4,0	5,2		
P													1,4	1,0	0,6	0,5	0,4	0,3	0,7		
S						3,3	4,1	4,4	5,3	7,0	6,3	5,1	4,6	6,3	8,5	4,1	3,3	3,8	4,0		
UK						2,2	2,3	2,0	2,2	2,5	2,8	2,6	2,0	2,0	2,3	2,6	2,7	3,2			
CH						11,2	12,3	12,9	14,6	15,0	18,4	19,7	19,3	17,7	15,4	13,0	10,5	9,8	10,2		
CZ												0,6	0,7	1,2	1,0	1,0	1,1	1,2	1,0	1,0	
H									2,2	3,2	3,6	2,2	1,5	1,6	1,2	1,3	1,3	1,3			
N						3,6	4,0	5,7	5,5	4,4	3,7	3,8	4,0	5,2	4,1	3,8	3,9	5,0	6,0		
PL							0,1	0,0	0,1	0,1	0,1	0,1	0,2	0,2	0,2	0,2	0,2	0,2	0,2	0,2	
U.S.	2,3	2,6	2,6	2,4	2,3	2,4	2,5	2,5	2,6	4,4	6,2	7,3	3,8	3,5	3,1	2,8	3,5	3,0			
JAP						1,3	1,3	1,5	1,9	1,9	1,8	2,1	2,2	1,9	1,9	1,7	1,8	2,2			

Source: EU countries, Norway, Switzerland: Eurostat: Demographic Statistics, various years; Europäische Sozialstatistik, Wanderung, 2000; United States, Japan, Hungary, Poland 1986-1990: OECD, Trends in International Migration, Annual Report, various years; Czech Republic: Czech Statistical Office (CSO), Statistical Yearbook of the Czech Republic, various years; Poland 1991-1999: Central Statistical Office of Poland (GUS), Statistical Yearbook of the Republic of Poland, various years

Notes: Czech Republic: the figures include national immigrants

Table A21

Life Domain: Population
Measurement Dimension: International Migration and Foreign Population
Subdimension: Immigration
Indicator: A7513 Share of EU Immigrants
Definition: Number of non-national immigrants from EU countries as a percentage of all non-national immigrants

Social Structure Dimension: Socio-economic Structure

Population: Total

Country	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
EU-12																					
EU-15																					
A																		20,2	20,3		
B												45,9	49,2		48,3	50,0	55,3	56,0	53,6		
D												13,9	9,9		19,3	22,2	24,3	24,5	22,4		
D-W																					
D-E																					
DK												16,6	17,6		32,5	16,6	23,2	27,6	27,7		
E												31,1	24,6		31,2	28,5	30,9	39,1	38,7		
F															17,6			9,7	6,1		
FIN												4,9	4,4		13,7	17,0	17,8	17,0	19,3		
GB																					
GR												22,3	24,8		23,7	23,3	21,2	17,5	23,0		
I												9,8			12,8		6,5				
IRL												69,8	69,7		71,6			58,3	67,8		
N-IRL																					
L												76,7	70,7		78,4	76,8	75,5	78,3	85,1		
NL												23,7	25,5		23,1	22,1	23,7	25,0	24,4		
P															24,9		55,3	59,0	44,6		
S												9,4	8,5		9,3	21,8	27,0	21,4	23,5		
UK												20,7	18,8		22,2	26,6	32,5	32,4			
CH												44,7	41,6		44,3	45,1	46,0	45,3	45,2		
CZ																			6,5		
H													6,9	6,7	9,7	9,7	11,1	10,8			
N												22,5	22,7		36,2			49,2	49,8		
PL																	44,0				
U.S.																					
JAP																					

Source: EU countries, Norway, Switzerland: Eurostat, Migration Statistics 1994, 1996; Eurostat, Demographic Statistics, various years; Eurostat, Europäische Sozialstatistik, Wanderung, 2000; Czech Republic 1997: Eurostat, Europäische Sozialstatistik, Wanderung, 2000; Hungary: Hungarian Central Statistical Office (KSH), Statistical Yearbook of Hungary 1997; Poland 1996: Council of Europe, Recent Demographic Developments in Europe, 1996

Notes:

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