Appendix 2 – Specifications of the columns

COL_204

- **Description**: Shift work
- **Required variables**: COL_26, W1_PLOEGEND
- **Filter / Remarks**: Col.26=3

**Explanatory notes**

Shift work is a regular work schedule during which an enterprise is operational or provides services beyond the normal working hours from 8 am to 6 pm on weekdays (evening closing hours may be later in the case of a longer break at noon in some Member states). Shift work is a work organisation under which different groups or crews of workers succeed each other at the same work site to perform the same operations. At the start of the shift work, work of the previous shift is taken over and at the end of the shift, work is handed over to the next shift. For the continuity of the work, communication may be necessary between those who finish their shift and those who start their shift and both crews may be together at work for a short time. Shift work usually involves work on unsocial hours in the early morning, at night or in the weekend and the weekly rest days not always coincide with the normal rest days. Those who usually perform shift work but exceptionally perform regular work, are included in the category of shift work.

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Person does shift work</td>
</tr>
<tr>
<td>3</td>
<td>Person does not do shift work</td>
</tr>
<tr>
<td>9</td>
<td>Not applicable (col.26 = 1,2,4,9,blank)</td>
</tr>
<tr>
<td>Blank</td>
<td>No answer</td>
</tr>
</tbody>
</table>

**Specification**

**CAPI**

<table>
<thead>
<tr>
<th>COL_26</th>
<th>W1_PLOEGEND</th>
<th>COL_204</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>3, empty</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>1,2,4,blank</td>
<td></td>
<td>blank</td>
</tr>
</tbody>
</table>

**CATI**

<table>
<thead>
<tr>
<th>COL_26</th>
<th>W1_PLOEGEND</th>
<th>COL_204</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,2,3,4,9,blank</td>
<td>-</td>
<td>blank</td>
</tr>
</tbody>
</table>

**Program**

IF testbest.VProfSta = 3 THEN
  IF ( totaal.ebbdeelvar.W1_PLOEGEND = 1 ) OR

---

*Project number:* 200972/04
*BPA number:*  
*Date:* 20 June 2002
(totaal.ebbdeelvar.W1_PLOEGEND = 2)) THEN outputfile1.COL_204 := 1
ELSEIF ((totaal.ebbdeelvar.W1_PLOEGEND = 3) OR
(totaal.ebbdeelvar.W1_PLOEGEND = empty)) THEN outputfile1.COL_204 := 3
ELSEIF ((totaal.ebbdeelvar.W1_PLOEGEND = dk) OR
(totaal.ebbdeelvar.W1_PLOEGEND = rf)) THEN outputfile1.COL_204 := empty
ENDIF
ELSEIF ((testbest.VProfSta IN [1,2,4,9]) OR
(testbest.VProfSta = empty)) THEN outputfile1.COL_204 := 9
ENDIF

General comments
When a person works less than 4 hours a week, he is not asked about his working hours. These cases are
imputed. The method of imputation is described in the document. This variable refers to the main job.

Differences with standard Eurostat
None

Recommendations
None
Explanatory notes

Ad. Code 1:

The contract only specifies the product or services to be provided but the “producer” or “provider” determines the work schedule and methods. This is in contrast with standard wage employment where the contract of collective agreement specifies the working times and where the owner, manager or persons in the owners’ employment can tell the employed person at any time, when or how to do it (subordinate relationship).

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Determines own work methods and schedule</td>
</tr>
<tr>
<td>0</td>
<td>Subordinate relationship</td>
</tr>
<tr>
<td>9</td>
<td>Not applicable (col_26 = 4,9,blank)</td>
</tr>
<tr>
<td>blank</td>
<td>No answer</td>
</tr>
</tbody>
</table>

Program

IF testbest.VProfSta = 3 THEN
  IF totaal.adhocvar.FREEL1 = 1 THEN outputfile1.COL_209 := 1
  ELSEIF ((totaal.adhocvar.FREEL1 = 2) OR (totaal.adhocvar.FREEL1 = empty)) THEN outputfile1.COL_209 := 0
  ELSEIF ((totaal.adhocvar.FREEL1 = dk) OR (totaal.adhocvar.FREEL1 = rf)) THEN outputfile1.COL_209 := empty
  ENDIF
ELSEIF testbest.VProfSta IN [1,2] THEN outputfile1.COL_209 := 1
ELSEIF ((testbest.VProfSta IN [4,9]) OR (testbest.VProfSta = empty)) THEN outputfile1.COL_209 := 9
ENDIF

General comments

According to our opinion all respondents who are self-employed and all freelance workers can determine their own work methods and schedule. Employees cannot, but because it is possible for freelance workers to see themselves as employees, a question is added for employees to ask if they are freelance workers. Not
all employees though are asked this question. Those who hold a permanent appointment or who are promised a permanent appointment in the near future, those who are hired for a regular number of hours and those who are on-call workers, stand-by employees or temporary workers are not asked whether they are freelance workers.

Differences with standard eurostat

None

Recommendation

None
COL_210  (spring 2001)

- **Description**: Work for single firm or customer
- **Required variables**: COL_26, W1_MEERBEDR, FREEL1
- **Filter / Remarks**: col.26 = 1,2,3

### Explanatory notes

**Ad. Code 1:**

Work is performed on a regular basis for only one firm or customer. It is verified whether the employed person depends upon a particular employer or client for the bulk of work. This is in contrast with the standard self-employed that operate on a market and usually have many customers or buyers of their products or services.

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Works regularly for 1 firm or customer</td>
</tr>
<tr>
<td>0</td>
<td>Works regularly for &gt;1 firm or customer</td>
</tr>
<tr>
<td>9</td>
<td>not applicable (col. 26 = 4,9,blank)</td>
</tr>
<tr>
<td>blank</td>
<td>No answer</td>
</tr>
</tbody>
</table>

### Specification

**CAPI/CATI**

<table>
<thead>
<tr>
<th>COL_26</th>
<th>W1_MEERBEDR</th>
<th>freel1</th>
<th>COL_210</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>empty</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>empty, dk, rf</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>4,9, blank</td>
<td>blank</td>
<td>Blank</td>
<td></td>
</tr>
</tbody>
</table>

### Program

IF testbest.VProfSta IN [1..3] THEN
   IF (totaal.ebbdeelvar.W1_MEERBEDR = empty) THEN
      IF (totaal.adhocvar.FREEL1 = 1) THEN outputfile1.COL_210 := 0
         ELSEIF ((totaal.adhocvar.FREEL1 = 2) OR (totaal.adhocvar.FREEL1 = empty) OR (totaal.adhocvar.FREEL1 = dk) OR (totaal.adhocvar.FREEL1 = rf)) THEN outputfile1.COL_210 := 1
   ENDIF
   ELSEIF totaal.ebbdeelvar.W1_MEERBEDR = 1 THEN outputfile1.COL_210 := 1
   ELSEIF (totaal.ebbdeelvar.W1_MEERBEDR = 2) THEN outputfile1.COL_210 := 0
   ELSEIF (totaal.ebbdeelvar.W1_MEERBEDR = 3) THEN outputfile1.COL_210 := 0
   ELSEIF (totaal.ebbdeelvar.W1_MEERBEDR = dk) OR (totaal.ebbdeelvar.W1_MEERBEDR = rf)) THEN outputfile1.COL_210 := empty
   ENDIF
   ELSEIF ((testbest.VProfSta IN [4,9]) OR (testbest.VProfSta = empty)) THEN outputfile1.COL_210 := 9
ENDIF
**General comments**
The variable ‘W1_Meerbedr’ only concerns the first job. We assume employees (in one job) work for one company only.

**Differences with standard Eurostat**
None

**Recommendations**
None
COL_211  (spring 2001)

♦ Description : Termination of contract
♦ Required variables : COL_26, PROJECT, FREEL1, W1_AFSPDUUR, FREEL2, OPDRACHT
♦ Filter / Remarks : col.26 = 1,2,3

Explanatory notes

Ad. Code 1:

The contract refers to the provision of labour input. [Both employee and self-employed jobs are covered.] It is verified whether an employed person is in business on her/his own account or depends on the business of an employer. As a consequence of the termination of the contract (or agreement) for services because the product or services, specified in that contract or agreement are provided, the employment situation ceases to exist. In the case of an employee, there is no continued employment by the de-facto employer. In the case of a self-employed person, her/his producer unit ceases to exist. The return into business depends on a new order.

Ad. Code 2:

The contract comes to an end only due to a time-limited duration, this includes apprenticeship, trainees and contracts for a probationary period.

Code Description
2  Job or work ceases to exist when product or services provided.
3  Temporary job under contract for a fixed period.
3  Job or work continues to exist after product or services are provided.
10 not applicable (col. 26 = 4,9,blank)
blank  No answer

Specification

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Job or work ceases to exist when product or services provided.</td>
</tr>
<tr>
<td>3</td>
<td>Temporary job under contract for a fixed period.</td>
</tr>
<tr>
<td>3</td>
<td>Job or work continues to exist after product or services are provided.</td>
</tr>
<tr>
<td>10</td>
<td>not applicable (col. 26 = 4,9,blank)</td>
</tr>
<tr>
<td>blank</td>
<td>No answer</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>COL_26</th>
<th>COL_45</th>
<th>Freel1</th>
<th>Project</th>
<th>W1_AfspDuur</th>
<th>Freel2</th>
<th>Opdracht</th>
<th>COL_211</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2,6, blank</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2,dk,rf, empty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2,dk,rf, empty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2, dk, rf, empty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2,dk,rf, empty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2,dk,rf, empty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4,9, blank</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2,dk,rf, empty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

6
Program

IF testbest.VProfSta = 3 THEN
  IF testbest.VPermJob = 1 THEN outputfile1.COL_211 := 3
  ELSEIF ((testbest.VPermJob IN [2..6]) OR (testbest.VPermJob = empty)) THEN
    IF totaal.adhocvar.FREEL1 = 1 THEN outputfile1.COL_211 := 1
    ELSEIF ((totaal.adhocvar.FREEL1 = 2) OR
      (totaal.adhocvar.FREEL1 = dk) OR
      (totaal.adhocvar.FREEL1 = rf) OR
      (totaal.adhocvar.FREEL1 = empty)) THEN
      IF totaal.adhocvar.PROJECT = 1 THEN outputfile1.COL_211 := 1
      ELSEIF ((totaal.adhocvar.PROJECT = 2) OR
        (totaal.adhocvar.PROJECT = dk) OR
        (totaal.adhocvar.PROJECT = rf) OR
        (totaal.adhocvar.PROJECT = empty)) THEN
        IF totaal.ebbdeelvar.W1_AFSPDUUR = 1 THEN outputfile1.COL_211 := 2
        ELSEIF (totaal.ebbdeelvar.W1_AFSPDUUR = 2) OR
          (totaal.ebbdeelvar.W1_AFSPDUUR = dk) OR
          (totaal.ebbdeelvar.W1_AFSPDUUR = rf) OR
          (totaal.ebbdeelvar.W1_AFSPDUUR = empty) THEN outputfile1.COL_211 := 3
        ENDIF
    ENDIF
  ENDIF
ELSEIF testbest.VProfSta IN [1,2] THEN
  IF totaal.adhocvar.FREEL2 = 1 THEN outputfile1.COL_211 := 1
  ELSEIF ((totaal.adhocvar.FREEL2 = 2) OR
    (totaal.adhocvar.FREEL2 = dk) OR
    (totaal.adhocvar.FREEL2 = rf)) THEN outputfile1.COL_211 := 3
  ELSEIF totaal.adhocvar.FREEL2 = empty THEN
    IF totaal.adhocvar.OPDRACHT = 1 THEN outputfile1.COL_211 := 1
    ELSEIF ((totaal.adhocvar.OPDRACHT = 2) OR
      (totaal.adhocvar.OPDRACHT = dk) OR
      (totaal.adhocvar.OPDRACHT = rf) OR
      (totaal.adhocvar.OPDRACHT = empty)) THEN outputfile1.COL_211 := 3
    ENDIF
  ENDIF
ELSEIF ((testbest.VProfSta IN [4,9]) OR (testbest.VProfSta = empty)) THEN outputfile1.COL_211 := 9
ENDIF

General comments
If the respondent is a freelance worker, the contract or agreement automatically stops after the product or services are provided.
Our interpretation of code 1 for self-employed who work with assignments is that when the assignment stops, the job or work stops, even if they have other assignments too. This is because they can only work because of these other assignments.

Differences with standard Eurostat
None

Recommendations
None
Description: Overtime hours in reference week

Required variables: COL_26, W1_OVERWUUR

Filter / Remarks: col.26=3

Explanatory notes

All overtime hours, both paid and unpaid are included. The additional number of hours performed is overtime in two cases: (i) when it is understood by the employer and employee that a certain amount of work must be done in addition to the contractual number of hours and (ii) when additional hours need to be done to meet the output target. Because overtime refers to additional hours, hours, which are compensated at long-term are excluded.

Code Description

00..98 Number of paid and unpaid overtime hours
99 Not applicable (COL_26 = 1,2,4,9,blank)
blank No answer

Specification

CAPI

<table>
<thead>
<tr>
<th>COL_26</th>
<th>W1_Outeruur</th>
<th>COL_212_213</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>00..98</td>
<td>W1_Outeruur</td>
</tr>
<tr>
<td>99..140</td>
<td>dk,rf</td>
<td>blank</td>
</tr>
<tr>
<td>blank</td>
<td>empty</td>
<td>00</td>
</tr>
</tbody>
</table>

CATI

<table>
<thead>
<tr>
<th>COL_26</th>
<th>W1_Outeruur</th>
<th>COL_212_213</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,2,4,9,blank</td>
<td>-</td>
<td>empty</td>
</tr>
</tbody>
</table>

Program

IF testbest.VProfSta = 3 THEN
  IF totaal.ebbdeelvar.W1_OVERWUUR IN [00..98] THEN
    outputfile1.COL_212_213 := totaal.ebbdeelvar.W1_OVERWUUR
  ELSEIF totaal.ebbdeelvar.W1_OVERWUUR IN [99..140] THEN outputfile1.COL_212_213 := 98
  ELSEIF ((totaal.ebbdeelvar.W1_OVERWUUR = dk) OR (totaal.ebbdeelvar.W1_OVERWUUR = rf))THEN
    outputfile1.COL_212_213 := empty
  ELSEIF totaal.ebbdeelvar.W1_OVERWUUR = empty THEN outputfile1.COL_212_213 := 00
  ENDIF
ELSEIF ((testbest.VProfSta IN [1,2,4,9]) OR (testbest.VProfSta = empty)) THEN outputfile1.COL_212_213 := 99
ENDIF
General comments

We presume that in case the variable W1_Overwuur is empty this means the respondent hasn’t worked any overtime hours. We also presume that respondents who work less than 12 hours a week do not work any overtime hours.

Differences with standard Eurostat

Overtime hours are only asked for the first job.

Recommendations

None
COL_214_215  (spring 2001)

- **Description**: Paid overtime hours in reference week
- **Required variables**: COL_212_213, VOR_COMP, W1_OVERWCOMP, W1_OVERWUUR
- **Filter / Remarks**: COL_212_213 = 01..98

**Explanatory notes**

None

**Code  Description**

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>01..98</td>
<td>Number of paid overtime hours</td>
</tr>
<tr>
<td>99</td>
<td>Not applicable (COL_212_213 = blank, 99,00)</td>
</tr>
<tr>
<td>blank</td>
<td>No answer</td>
</tr>
</tbody>
</table>

**Specification**

**CAPI**

<table>
<thead>
<tr>
<th>COL_212_213</th>
<th>W1_Overwcomp</th>
<th>Vor_Comp</th>
<th>COL_214_215</th>
</tr>
</thead>
<tbody>
<tr>
<td>01..98</td>
<td>2</td>
<td></td>
<td>W1_overwuur</td>
</tr>
<tr>
<td>3</td>
<td>≥ W1_overwuur</td>
<td></td>
<td>W1_overwuur</td>
</tr>
<tr>
<td></td>
<td>&lt; W1_overwuur</td>
<td></td>
<td>Vor_Comp</td>
</tr>
<tr>
<td></td>
<td>dk, rf</td>
<td></td>
<td>blank</td>
</tr>
<tr>
<td></td>
<td>1,4</td>
<td></td>
<td>00</td>
</tr>
<tr>
<td></td>
<td>dk, rf</td>
<td></td>
<td>blank</td>
</tr>
<tr>
<td>blank, 99,00</td>
<td></td>
<td></td>
<td>99</td>
</tr>
</tbody>
</table>

**CATI**

<table>
<thead>
<tr>
<th>COL_212_213</th>
<th>W1_Overwcomp</th>
<th>W1_Vor_Comp</th>
<th>COL_214_215</th>
</tr>
</thead>
<tbody>
<tr>
<td>blank</td>
<td></td>
<td></td>
<td>blank</td>
</tr>
</tbody>
</table>

**Program**

IF outputfile1.COL_212_213 IN [01..98] THEN
  IF totaal.ebbdeelvar.W1_OVERWCOMP = 2 THEN
    outputfile1.COL_214_215 := totaal.ebbdeelvar.W1_OVERWUUR
  ELSEIF totaal.ebbdeelvar.W1_OVERWCOMP = 3 THEN
    outputfile1.COL_214_215 := totaal.ebbdeelvar.W1_OVERWUUR
  ELSEIF (totaal.adhocvar.VOR_COMP >= totaal.ebbdeelvar.W1_OVERWUUR) THEN
    outputfile1.COL_214_215 := totaal.adhocvar.VOR_COMP
  ELSEIF (totaal.adhocvar.VOR_COMP < totaal.ebbdeelvar.W1_OVERWUUR) THEN
    outputfile1.COL_214_215 := totaal.adhocvar.VOR_COMP
  ELSEIF (totaal.adhocvar.VOR_COMP = dk) OR (totaal.adhocvar.VOR_COMP = rf) THEN outpufile1.COL_214_215 := empty
  ENDIF
ELSEIF ((totaal.ebbdeelvar.W1_OVERWCOMP = 1) OR (totaal.ebbdeelvar.W1_OVERWCOMP = 4)) THEN outputfile1.COL_214_215 := 00
ELSEIF((totaal.ebbdeelvar.W1_OVERWCOMP = dk) OR (totaal.ebbdeelvar.W1_OVERWCOMP = rf)) THEN outputfile1.COL_214_215 := empty
ENDIF
ELSEIF (outputfile1.COL_212_213 IN [99,00]) OR
    (outputfile1.COL_212_213 = empty) THEN outputfile1.COL_214_215 := 99
ENDIF

General comments
The number of overtime hours is only asked for the first job.

Differences with standard Eurostat
None

Recommendations
None
Description : Shift work patterns

Required variables : COL_204, W1_N_PLOEG, W1_NACHT, EENPLOEG, W1_ZATERDAG, W1_ZONDAG

Filter / Remarks : col.204=1

Explanatory notes

The shift work patterns describe the actual shifts performed by the employed person.

Ad. Code 1:
Continuous shift work: the employed person performs shift work on a rotating basis in the morning, the afternoon, at night and during the weekend.

Ad. Code 2:
Semi-continuous shift work: the employed person performs shift work on a rotating basis in the morning, the afternoon and at night but not during the weekend.

Ad. Code 3:
The employed person performs shift work on a rotating basis in the early morning and the late afternoon.

Ad. Code 4:
The employed person performs shift work on a rotating basis during the day and during the night, the day and night shift are well separated from each other.

Ad. Code 5:
Fixed assignment to a given shift: the employed person belongs to a crew that is permanently assigned to a given shift. When these persons are always working in the evening or at night, they should be coded accordingly in C205 and C206.

Code Description
4 Continuous shift work, usually 4shift system
5 Semi-continuous shift work, usually 3shift system
6 2shift system: double day shift
7 sometimes night, sometimes day shift
8 fixed assignment to a given shift
9 other type of shift
11 not applicable (col. 204 = 3,9,blank)
blank No answer

Specification

<table>
<thead>
<tr>
<th>COL_204</th>
<th>EenPloeg</th>
<th>W1_N_Ploeg</th>
<th>W1_Zaterdag</th>
<th>W1_Zondag</th>
<th>W1_Nacht</th>
<th>COL_216</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4</td>
</tr>
</tbody>
</table>
### Program

```plaintext
IF outputfile1.COL_204 = 1 THEN
    IF totaal.adhocvar.EENPLOEG = 1 THEN outputfile1.COL_216 := 5
    ELSEIF (totaal.adhocvar.EENPLOEG = 2) OR (totaal.adhocvar.EENPLOEG = dk) OR (totaal.adhocvar.EENPLOEG = rf) OR (totaal.adhocvar.EENPLOEG = empty)) THEN
        IF (totaal.ebbdeelvar.W1_N_PLOEG = 2) THEN
            IF ((totaal.ebbdeelvar.W1_NACHT = 1) OR (totaal.ebbdeelvar.W1_NACHT = 2)) THEN outputfile1.COL_216 := 4
            ELSEIF (totaal.ebbdeelvar.W1_NACHT = 3) OR (totaal.ebbdeelvar.W1_NACHT = dk) OR (totaal.ebbdeelvar.W1_NACHT = rf) OR (totaal.ebbdeelvar.W1_NACHT = empty)) THEN outputfile1.COL_216 := 3
        ENDIF
    ENDIF
ENDIF
ELSEIF totaal.ebbdeelvar.W1_N_PLOEG IN [3,5] THEN
    IF totaal.ebbdeelvar.W1_ZATERDAG IN [1,2] THEN outputfile1.COL_216 := 1
    ELSEIF ((totaal.ebbdeelvar.W1_ZATERDAG = 3) OR (totaal.ebbdeelvar.W1_ZATERDAG = dk) OR (totaal.ebbdeelvar.W1_ZATERDAG = rf) OR (totaal.ebbdeelvar.W1_ZATERDAG = empty)) THEN
        IF ((totaal.ebbdeelvar.W1_ZONDAG = 1) OR (totaal.ebbdeelvar.W1_ZONDAG = 2) THEN outputfile1.COL_216 := 1
        ELSEIF (totaal.ebbdeelvar.W1_ZONDAG = 3) OR (totaal.ebbdeelvar.W1_ZONDAG = dk) OR (totaal.ebbdeelvar.W1_ZONDAG = rf) OR (totaal.ebbdeelvar.W1_ZONDAG = empty)) THEN outputfile1.COL_216 := 2
    ENDIF
ENDIF
ELSEIF ((totaal.ebbdeelvar.W1_N_PLOEG = dk) OR (totaal.ebbdeelvar.W1_N_PLOEG = rf) OR (totaal.ebbdeelvar.W1_N_PLOEG = empty)) THEN outputfile1.COL_216 := empty
ENDIF
ELSEIF (outputfile1.COL_204 IN [3,9] OR (outputfile1.COL_204 = empty)) THEN outputfile1.COL_216 := 9
ENDIF
```

### General comments

The late afternoon shift can be any shift that ends before 24:00 hours.

### Differences with standard Eurostat

None

### Recommendations

None
Description: Variable working times

Required variables: COL_26, FREEL1, VASTTIJD, BLOKTIJD, HOEVTIJD, CHEF

Filter / Remarks: col.26=3

Explanatory notes

Ad. Code 1:
Start and end of a working day are fixed, this includes the fixed schedule of classroom hours to be performed by a teacher.

Ad. Code 2:
Annualised hours contract: only the total annual number (or average weekly number) of hours is fixed; the (unequal) distribution of the (contractual) number of hours worked over the days and weeks is determined by the employer with daily and weekly hours being extended at certain periods dependent on production or service needs. This manpower adjustment avoids overtime (at premium rates) or short-time.

Ad. Code 3:
Working time banking: working time banking usually involves a core time period during the day when employees must attend and a surrounding band where they have some autonomy in how to organise their hours to meet their contractual requirements. Debit and credit hours can be accumulated and settled within a given period. Over a longer period, the average number of working hours is equal to the contractually agreed working hours (ignoring overtime).

Ad Code 4:
Working times are fixed by mutual (individual) agreement. In this case, working times are not determined by collective agreement, sector agreement or general agreement on the enterprise level. (An example may be on-call work.)

Ad Code 5:
The working times are within the discretion of the employed person.

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>fixed start and end of a working day</td>
</tr>
<tr>
<td>2</td>
<td>annualised hours contract</td>
</tr>
<tr>
<td>3</td>
<td>working time banking</td>
</tr>
<tr>
<td>4</td>
<td>working times by mutual agreement</td>
</tr>
<tr>
<td>5</td>
<td>determines own work schedule (no formal boundaries)</td>
</tr>
<tr>
<td>6</td>
<td>other</td>
</tr>
<tr>
<td>9</td>
<td>Not applicable (col_26 = 1,2,4,9,blank)</td>
</tr>
<tr>
<td>blank</td>
<td>No answer</td>
</tr>
</tbody>
</table>
Specification

CAPI/CATI

<table>
<thead>
<tr>
<th>COL_26</th>
<th>Freel1</th>
<th>VastTijd</th>
<th>BlokTijd</th>
<th>HoevTijd</th>
<th>Chef</th>
<th>COL_217</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>5</td>
</tr>
<tr>
<td>2,dk,rf,empty</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>2,dk,rf, empty</td>
<td>1</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2,dk,rf, empty</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,2,4,9, blank</td>
<td></td>
<td>-</td>
<td>-</td>
<td>dk,rf, empty</td>
<td>9</td>
<td></td>
</tr>
</tbody>
</table>

Program

IF testbest.VProfSta = 3 THEN
  IF totaal.adhocvar.FREEL1 = 1 THEN outputfile1.COL_217 := 5
  ELSEIF ((totaal.adhocvar.FREEL1 = 2) OR (totaal.adhocvar.FREEL1 = dk) OR (totaal.adhocvar.FREEL1 = rf) OR (totaal.adhocvar.FREEL1 = empty)) THEN
    IF totaal.adhocvar.VASTTIJD = 1 THEN outputfile1.COL_217 := 1
    ELSEIF ((totaal.adhocvar.VASTTIJD = 2) OR (totaal.adhocvar.VASTTIJD = dk) OR (totaal.adhocvar.VASTTIJD = rf)) THEN
      IF totaal.adhocvar.BLOKTIJD = 1 THEN outputfile1.COL_217 := 3
      ELSEIF ((totaal.adhocvar.BLOKTIJD = 2) OR (totaal.adhocvar.BLOKTIJD = dk) OR (totaal.adhocvar.BLOKTIJD = rf) OR (totaal.adhocvar.BLOKTIJD = empty)) THEN
        IF totaal.adhocvar.HOEVTIJD = 1 THEN outputfile1.COL_217 := 2
        ELSEIF ((totaal.adhocvar.HOEVTIJD = 2) OR (totaal.adhocvar.HOEVTIJD = dk) OR (totaal.adhocvar.HOEVTIJD = rf) OR (totaal.adhocvar.HOEVTIJD = empty)) THEN
          IF totaal.adhocvar.CHEF = 1 THEN outputfile1.COL_217 := 5
        ELSEIF totaal.adhocvar.CHEF = 2 THEN outputfile1.COL_217 := 4
        ELSEIF totaal.adhocvar.CHEF = 3 THEN outputfile1.COL_217 := 6
        ELSEIF ((totaal.adhocvar.CHEF = dk) OR (totaal.adhocvar.CHEF = rf) OR (totaal.adhocvar.CHEF = empty)) THEN outputfile1.COL_217 := empty
      ENDIF
    ENDIF
  ENDIF
ENDIF
ELSEIF ((testbest.VProfSta IN [1,2,4,9]) OR (testbest.VProfSta = empty)) THEN outputfile1.COL_217 := 9
ENDIF

General comments

If the respondent is a freelancer that means he or she can automatically determine his or her own work schedule.

Differences with standard Eurostat

None

Recommendations

None
COL_218  (spring 2001)

♦ Description : Compensation of credit hours
♦ Required variables : COL_217, TIJDCOMP
♦ Filter / Remarks : col.217=3

Explanatory notes

Ad. Code 1:
The employee can decide when to start working in the morning and finish in the evening (staggered working hours), (s)he can accumulate hours and use the credit for hours, full days (or weeks) off. These days (or weeks) off do not affect the collectively agreed holidays.

Ad. Code 0:
The employee can decide when to start working in the morning and finish in the evening (staggered working hours), (s)he can accumulate hours but cannot use this credit for full days (or weeks) off. The employee is allowed only to take hours off within a band of credit or debit hours around the contractual number of hours.

Code  Description
1. Can use credit hours to take full days or weeks off (besides to take hours off)
0. Cannot use credit hours to take full days or weeks off.
9. Not applicable (col_217 = 1,2,4,5,6,9, blank)
blank No answer

Specification

CAPI/CATI

<table>
<thead>
<tr>
<th>COL_217</th>
<th>TijdComp</th>
<th>COL_218</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>dk,rf</td>
<td>blank</td>
</tr>
<tr>
<td>1,2,4,5,6,9, blank</td>
<td>-</td>
<td>9</td>
</tr>
</tbody>
</table>

Program

IF outputfile1.COL_217 = 3 THEN
    IF totaal.adhocvar.TIJDCOMP = 1 THEN outputfile1.COL_218 := 1
    ELSEIF totaal.adhocvar.TIJDCOMP = 2 THEN outputfile1.COL_218 := 0
    ELSEIF ((totaal.adhocvar.TIJDCOMP = dk) OR
             (totaal.adhocvar.TIJDCOMP = rf)) THEN outputfile1.COL_218 := empty
    ENDIF
    ELSEIF ((outputfile1.COL_217 IN [1,2,4,5,6,9]) OR
             (outputfile1.COL_217 = empty)) THEN outputfile1.COL_218 := 9
    ENDIF
ELSEIF ((outputfile1.COL_217 IN [1,2,4,5,6,9]) OR
            (outputfile1.COL_217 = empty)) THEN outputfile1.COL_218 := 9
ENDIF

General comments
None
Differences with standard Eurostat
None
Recommendations
None
COL_219 (spring 2001)

- **Description**: Min-max contracts, on call-work or zero-hours contract
- **Required variables**: COL_26, MINMAX, W1_BIJZCAT1, W1_VASTUREN, FREEL1
- **Filter / Remarks**: col.26 = 3

**Explanatory notes**

**Ad. Code 1:**

Min-max contracts: there is a guarantee for a minimum number of hours to be worked per week or per month but the number of hours actually worked could be greater dependent on production or service needs. When the part-time employed person is regularly performing more hours than the agreed minimum, (s)he can claim that this number of hours is the newly guaranteed minimum number of hours.

**Ad. Code 2:**

On-call work (or “zero-hours” contract): on call-workers are called into work only when needed. The employer has no obligation to provide work. On-call workers can be scheduled to work for several days or weeks in a row dependent upon the production or service needs but they do not have a regular schedule because no continuous workload can be guaranteed. [Dependent on the agreement with the employer, the on-call worker must perform the work when called or must find a substitute or on the other hand, may decide not to respond.] On-call work is different from stand-by hours when the person “on duty” is waiting for an emergency call. A stand-by status usually implies a normal labour contract, on-call work instead is an atypical labour contract.

**Code Description**

2. A minimum number of hours is agreed by contract but the number of hours actually worked may exceed this minimum and they are not paid at overtime rate.

3. Reports to work only when called.

0. other

9. Not applicable (col_26 = 1,2,4,9,blank)

blank No answer

**Specification**

**CAPI/CATI**

<table>
<thead>
<tr>
<th>COL_26</th>
<th>W1_BijzCat1</th>
<th>W1_VastUren</th>
<th>Freel1</th>
<th>MinMax</th>
<th>COL_219</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>2,3</td>
<td></td>
<td>-</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>1,4</td>
<td></td>
<td></td>
<td>-</td>
<td>-</td>
<td>0</td>
</tr>
<tr>
<td>5, dk, rf, empty</td>
<td>2,3,dk,rf, empty</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>0</td>
</tr>
<tr>
<td>2,dk,rf, empty</td>
<td>-</td>
<td>dk,rf, empty</td>
<td>blank</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,2,4,9,blank</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>9</td>
</tr>
</tbody>
</table>

**Program**

IF testbest.VProfSta = 3 THEN
  IF ((totaal.ebbdeelvar.W1_BIJZCAT1 = 2) OR (totaal.ebbdeelvar.W1_BIJZCAT1 = 3)) THEN outputfile1.COL_219 := 2
ELSEIF ((totaal.ebbdeelvar.W1_BIJZCAT1 = 1) OR (totaal.ebbdeelvar.W1_BIJZCAT1 = 4)) THEN outputfile1.COL_219 := 0
ELSEIF ((totaal.ebbdeelvar.W1_BIJZCAT1 = 5) OR (totaal.ebbdeelvar.W1_BIJZCAT1 = dk) OR (totaal.ebbdeelvar.W1_BIJZCAT1 = rf) OR (totaal.ebbdeelvar.W1_BIJZCAT1 = empty)) THEN
  IF ((totaal.ebbdeelvar.W1_VASTUREN = 2) OR (totaal.ebbdeelvar.W1_VASTUREN = 3) OR (totaal.ebbdeelvar.W1_VASTUREN = dk) OR (totaal.ebbdeelvar.W1_VASTUREN = rf) OR (totaal.ebbdeelvar.W1_VASTUREN = empty)) THEN
    IF totaal.adhocvar.FREEL1 = 1 THEN outputfile1.COL_219 := 0
    ELSEIF ((totaal.adhocvar.FREEL1 = 2) OR (totaal.adhocvar.FREEL1 = dk) OR (totaal.adhocvar.FREEL1 = rf) OR (totaal.adhocvar.FREEL1 = empty)) THEN
      IF totaal.adhocvar.MINMAX = 1 THEN outputfile1.COL_219 := 1
      ELSEIF totaal.adhocvar.MINMAX = 2 THEN outputfile1.COL_219 := 0
      ELSEIF ((totaal.adhocvar.MINMAX = dk) OR (totaal.adhocvar.MINMAX = rf) OR (totaal.adhocvar.MINMAX = empty)) THEN outputfile1.COL_219 := empty
      ENDIF
    ENDIF
  ENDIF
ELSEIF totaal.ebbdeelvar.W1_VASTUREN = 1 THEN outputfile1.COL_219 := 0
ENDIF
ELSEIF ((testbest.VProfSta IN [1,2,4,9]) OR (testbest.VProfSta = empty)) THEN outputfile1.COL_219 := 9
ENDIF

General comments

Temporary workers and employees who work in a sheltered workshop will never have a min-max contract of on call work. The same is true for freelancers.

Differences with standard eurostat

None

Recommendations

None
COL_220  (spring 2001)

♦ Description : Reason for shift work
♦ Required variables : COL_204, WIL_PLOEG
♦ Filter / Remarks : col.204=1

Explanatory notes

The reasons for shift work refer to the dimension whether taking this job with shift work was driven by the employer or by the employee.

Ad. Code 1:

Shift work was the type of job the person was looking for when (s)he took the job.

Ad. Code 2:

Person could not find a similar job without shift work (within this occupation or industry, the similarity depends only on occupation or industry).

Code  Description
4.  Shift work was the type of job person was looking for (personal initiative)
5.  Shift work was not the type of job person was looking for but no similar job available without shift work (similar within this occupation or industry)
9.  Not applicable (col_204 = 3,9,blank)
blank  No answer

Specification

CAPI

<table>
<thead>
<tr>
<th>COL_204</th>
<th>Wil_Ploeg</th>
<th>COL_220</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>dk,rf,empty</td>
<td>1</td>
</tr>
<tr>
<td>3,9, blank</td>
<td>-</td>
<td>blank</td>
</tr>
</tbody>
</table>

CATI

<table>
<thead>
<tr>
<th>COL_204</th>
<th>Wil_Ploeg</th>
<th>COL_220</th>
</tr>
</thead>
<tbody>
<tr>
<td>blank</td>
<td>-</td>
<td>blank</td>
</tr>
</tbody>
</table>

Program

IF outputfile1.COL_204 = 1 THEN
  IF totaal.adhocvar.WILPLOEG = 1 THEN outputfile1.COL_220 := 2
  ELSEIF totaal.adhocvar.WILPLOEG = 2 THEN outputfile1.COL_220 := 1
  ELSEIF ((totaal.adhocvar.WILPLOEG = dk) OR (totaal.adhocvar.WILPLOEG = rf) OR (totaal.adhocvar.WILPLOEG = empty)) THEN outputfile1.COL_220 := empty ENDIF
ELSEIF ((COL_204 IN [3,9]) OR (COL_204 = empty)) THEN outputfile1.COL_220 := 9 ENDIF
General comments
None

Differences with standard Eurostat
None

Recommendations
None
Explanatory notes

The reasons for the working time arrangements refer to the dimension whether taking this job with this working time arrangements was driven by the employer or by the employee.

Ad. Code 1:

These working time arrangements was the type of job the person was looking for when (s)he took the job.

Ad. Code 2:

Person could not find a similar job with other working time arrangements (within this occupation of industry, the similarity depends only on occupation or industry).

Code Description

6. These working time arrangements were the type of job person was looking for (personal initiative)
7. These working time arrangements were not the type of job person was looking for but no similar job available with ordinary working time arrangements (similar within this occupation or industry)
9. Not applicable (col_217 = 1,4,5,6,9,blank and col_219 = 0,9,blank)
blank No answer

Specification

<table>
<thead>
<tr>
<th>COL_219</th>
<th>COL_217</th>
<th>Tevreden2</th>
<th>Tevreden</th>
<th>COL_221</th>
</tr>
</thead>
<tbody>
<tr>
<td>0,9,blank</td>
<td>1,4,5,6,9,blank</td>
<td>-</td>
<td>-</td>
<td>9</td>
</tr>
<tr>
<td>2,3</td>
<td>-</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>-</td>
<td>2,3</td>
<td>dk,rf</td>
<td>blank</td>
<td>-</td>
</tr>
<tr>
<td>1,2</td>
<td>-</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>-</td>
<td>2,3</td>
<td>dk,rf</td>
<td>blank</td>
<td>-</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>2</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>dk,rf</td>
<td>blank</td>
<td>-</td>
</tr>
<tr>
<td>1,4,5,6,9,blank</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>-</td>
<td>dk,rf</td>
<td>blank</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>

Program

IF ((outputfile1.COL_219 IN [0,9]) OR (outputfile1.COL_219 = empty)) THEN
IF (outputfile1.COL_217 IN [1,4,5,6,9]) OR (outputfile1.COL_217 = empty) THEN outputfile1.COL_221 := 9
ELSEIF outputfile1.COL_217 IN [2,3] THEN
IF totaal.adhocvar.TEVREDEN2 = 1 THEN outputfile1.COL_221 := 1
ELSEIF totaal.adhocvar.TEVREDEN2 = 2 THEN outputfile1.COL_221 := 2

21
ELSEIF ((totaal.adhocvar.TEVREDEN2 = dk) OR (totaal.adhocvar.TEVREDEN2 = rf) OR (totaal.adhocvar.TEVREDEN2 = empty)) THEN outputfile1.COL_221 := empty ENDIF

ELSEIF COL_219 IN [1,2] THEN
  IF outputfile1.COL_217 IN [2,3] THEN
    IF totaal.adhocvar.TEVREDEN2 = 1 THEN
      IF ((totaal.adhocvar.TEVREDEN = 1) OR (totaal.adhocvar.TEVREDEN = dk) OR (totaal.adhocvar.TEVREDEN = rf) OR (totaal.adhocvar.TEVREDEN = empty)) THEN outputfile1.COL_221 := 1
    ELSEIF totaal.adhocvar.TEVREDEN = 2 THEN outputfile1.COL_221 := 2 ENDIF
  ENDIF
ELSEIF totaal.adhocvar.TEVREDEN2 = 2 THEN outputfile1.COL_221 := 2
ELSEIF ((totaal.adhocvar.TEVREDEN2 = dk) OR (totaal.adhocvar.TEVREDEN2 = rf) OR (totaal.adhocvar.TEVREDEN2 = empty)) THEN
  IF totaal.adhocvar.TEVREDEN = 1 THEN outputfile1.COL_221 := 1
  ELSEIF totaal.adhocvar.TEVREDEN = 2 THEN outputfile1.COL_221 := 2
  ELSEIF ((totaal.adhocvar.TEVREDEN = dk) OR (totaal.adhocvar.TEVREDEN = rf) OR (totaal.adhocvar.TEVREDEN = empty)) THEN outputfile1.COL_221 := empty
ENDIF
ENDIF
ELSEIF ((outputfile1.COL_217 IN [1,4,5,6,9]) OR (outputfile1.COL_217 = empty)) THEN
  IF totaal.adhocvar.TEVREDEN = 1 THEN outputfile1.COL_221 := 1
  ELSEIF totaal.adhocvar.TEVREDEN = 2 THEN outputfile1.COL_221 := 2
  ELSEIF ((totaal.adhocvar.TEVREDEN = dk) OR (totaal.adhocvar.TEVREDEN = rf) OR (totaal.adhocvar.TEVREDEN = empty)) THEN outputfile1.COL_221 := empty
ENDIF
ENDIF
ENDIF

General comments
None

Differences with standard Eurostat
None

Recommendations
None