

12 June 2020

**Economically Active Population Survey (EAPS)**  
Work organisation and working time arrangements. Year 2019

**In 2019, 28.60% of employed persons could decide the beginning or end of their workday, even if it was with some restrictions**

**One in four employees did not use any method to log their presence or hours worked at their job**

**Three quarters of employed persons took 30 minutes or less a day to get from home to work**

### **Flexibility of working day**

In 2019, the number of employed persons was 19,779,300. Of these, 2,612,400 (13.21%) could decide the beginning or end of their working day without restrictions, and 3,044,700 (15.39%) could do so with certain restrictions. On the other hand, for 13,968,900 (70.6%) the working day was determined by their employer or their client.

By sex, 15.33% of men and 10.68% of women could decide the start or end of their day without restrictions.

By economic sectors, the percentages varied between 30.21% in *Agriculture* and 9.93% in *Industry*.

Of the 17,167,000 employed persons who could not decide the beginning or end of their working day, or who could, but with certain restrictions <sup>1</sup>, 22.32% viewed it as *very easy* to take one or two hours off when giving same day notice. By age group, this percentage increased to 25.08% among employees 55 and over.

By economic sectors, the percentage of those who had a *very easy* time taking one or two hours off ranged from 21.56% in *Services* to 25.49% in *Industry*.

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<sup>1</sup> Also included are those who *did not know* or *did not answer* whether or not they were able to choose their working day.

**Employed persons aged 16 years and over, according to how the start and end of the workday is determined for the primary job, by sex and economic sector**

Sexo / Economic sector	How working time is decided							
	Total <sup>(a)</sup>		Worker can fully decide working time		Worker can decide working time with certain restrictions		Employer clients mainly decides working time	
	Abs. Value	Percentage	Abs. Value	Percentage	Abs. Value	Percentage	Abs. Value	Percentage
<b>Total</b>	<b>19779.3</b>	<b>100.00</b>	<b>2612.4</b>	<b>13.21</b>	<b>3044.7</b>	<b>15.39</b>	<b>13968.9</b>	<b>70.62</b>
Agriculture	813.7	100.00	245.8	30.21	105.6	12.97	456.6	56.11
Industry	2732.6	100.00	271.3	9.93	349.9	12.80	2090.7	76.51
Construction	1314.9	100.00	252.5	19.20	168.1	12.79	877.7	66.75
Services	14,918.1	100.00	1,842.8	12.35	2,421.1	16.23	10,543.9	70.68
<b>Men</b>	<b>10745.6</b>	<b>100.00</b>	<b>1647.4</b>	<b>15.33</b>	<b>1647.1</b>	<b>15.33</b>	<b>7358.4</b>	<b>68.48</b>
Agriculture	619.0	100.00	176.7	28.54	80.2	13.0	357.6	57.8
Industry	2005.9	100.00	199.6	9.95	234.2	11.7	1558.8	77.7
Construction	1194.9	100.00	220.6	18.47	146.3	12.2	811.6	67.9
Services	6925.9	100.00	1050.5	15.17	1186.4	17.13	4630.3	66.85
<b>Women</b>	<b>9033.7</b>	<b>100.00</b>	<b>965.0</b>	<b>10.68</b>	<b>1397.6</b>	<b>15.47</b>	<b>6610.4</b>	<b>73.18</b>
Agriculture	194.7	100.00	69.2	35.52	25.4	13.02	98.9	50.82
Industry	726.8	100.00	71.7	9.87	115.7	15.92	531.8	73.18
Construction	120.0	100.00	31.8	26.51	21.8	18.19	66.1	55.07
Services	7992.2	100.00	792.3	9.91	1234.7	15.45	5913.6	73.99

<sup>(a)</sup> The sum of categories does not match the total because the category "No answer/Don't know" has not been included in the table. Analogously for the percentages.

Of the total employed, 23.58% considered it *very easy* to take one or two days off three working days in advance. In the age group 55 and over, this percentage rose to 28.67%, a percentage that increased to 30.43% in the case of men.

By economic sectors, the percentage of those who had a very easy time taking one or two days off with three days' notice ranged from 23.10% in *Services* to 27.17% in *Agriculture*.

**Availability to meet unexpected requests from businessmen or clients**

12.41% of total employed persons had to deal with unforeseen requests for a change in their job schedule at least once a week; 9.80% had to do so at least once a month; and 74.72%, less than once a month or never.

The occupation that presented the highest percentage of employees who had to deal with unforeseen events at least once a week was *Directors and Managers* (30.18%). Conversely, the lowest percentages were found among *Accounting, administrative and other office employees* (5.75%) and *Elementary occupations* (7.35%).

By sector, *Industry* registered the lowest percentage of those who had to deal with change requests at least once a week (9.07%). The highest was in *Agriculture*, with 14.48%.

## Employed persons aged 16 years and over, according to the frequency to which the worker has to face unforeseen demands for changed working time in the main job, by occupation

Occupation	Frequency in working time							
	Total <sup>(a)</sup>		At least once a week		Less than every week but at least every month		Less than every month or never	
	Abs. Value	Percentage	Abs. Value	Percentage	Abs. Value	Percentage	Abs. Value	Percentage
<b>Total</b>	<b>19779.3</b>	<b>100.00</b>	<b>2454.8</b>	<b>12.41</b>	<b>1938.2</b>	<b>9.80</b>	<b>14778.4</b>	<b>74.72</b>
Military occupations	110.0	100.00	9.9	9.00	17.2	15.64	80.5	73.16
Directors and managers	776.5	100.00	234.3	30.18	106.4	13.70	406.6	52.36
Scientific and intellectual technicians and professionals	3572.6	100.00	504.2	14.11	440.2	12.32	2547.3	71.30
Technicians; support professionals	2146.3	100.00	354.4	16.51	257.2	11.98	1474.9	68.72
Accounting, administrative and other office employees	2069.8	100.00	119.0	5.75	134.0	6.47	1770.7	85.55
Workers in catering, personal, and protection services and salespersons	4486.3	100.00	522.1	11.64	483.9	10.79	3338.7	74.42
Skilled agricultural, livestock, forestry and fishery sector workers	454.1	100.00	85.2	18.76	33.3	7.34	309.0	68.05
Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators)	2182.1	100.00	228.9	10.49	180.4	8.27	1697.6	77.80
Installation and machinery operators and assemblers	1458.9	100.00	211.5	14.49	141.8	9.72	1055.6	72.35
Basic occupations	2522.7	100.00	185.3	7.35	143.7	5.70	2097.5	83.15

<sup>(a)</sup> The sum of categories does not match the total because the category "No answer/Don't know" has not been included in the table. Analogously for the percentages.

7.65% of employed persons (1,512,400) were contacted during their free time three or more times in the last two months to work prior to the next business day, and 5.09% (1,005,800) were also contacted three or more times in their spare time, but in this case they were not expected to work prior to the next business day.

By occupations, the highest percentages of those who were contacted three or more times were in *Directors and managers*, whether they were expected to work before the next business day (26.07%) or not (12.56%).

By economic sectors, *Construction* showed the highest percentages of those contacted three times or more; whether the request was for work prior to the next business day (10.15%) or not (7.59%).

### Method of recording employee presence or hours worked

In 2019, there were 16,664,900 employees. Of these, 4,330,300 (25.98%) recorded neither presence nor the hours worked on the job, 4,696,700 (28.18%) recorded only their presence, and 6,326,100 (37.96%) recorded hours (and therefore presence).

The percentage of those who registered neither presence nor the hours worked increased with age, going from 22.73% in the group between 16 and 34, to 26.10% in the group between 35 and 54, and 30.89% among those 55 years and over.

By economic sectors, *Agriculture* registered the highest percentage of employees who did not register their presence or hours (36.71%). For its part, *Industry* had the highest percentage of employees who did log hours (50.08%).

**Employees aged 16 years and over, according to existence or not of a method of recording the presence or working hours in the main job, by sex and economic sector**

Sexo / Economic	Method of recording the presence or working hours							
	Total <sup>(a)</sup>		Presence and hours are not recorded		Only presence is recorded		Hours are recorded	
	Valor abs.	Porcentaje	Valor abs.	Porcentaje	Valor abs.	Porcentaje	Valor abs.	Porcentaje
<b>Total</b>	<b>16664.9</b>	<b>100.00</b>	<b>4330.3</b>	<b>25.98</b>	<b>4696.7</b>	<b>28.18</b>	<b>6326.1</b>	<b>37.96</b>
Agriculture	500.0	100.00	183.5	36.71	128.4	25.68	140.0	28.00
Industry	2496.1	100.00	350.5	14.04	739.8	29.64	1249.9	50.08
Construction	965.8	100.00	311.8	32.28	235.5	24.38	291.7	30.20
Services	12,703.0	100.00	3,484.5	27.43	3,593.0	28.29	4,644.4	36.56
<b>Men</b>	<b>8700.9</b>	<b>100.00</b>	<b>2153.8</b>	<b>24.75</b>	<b>2394.8</b>	<b>27.52</b>	<b>3372.4</b>	<b>38.76</b>
Agriculture	395.0	100.00	152.7	38.65	92.2	23.35	108.3	27.43
Industry	1825.5	100.00	264.2	14.47	528.1	28.93	909.5	49.82
Construction	873.2	100.00	287.8	32.96	207.2	23.73	256.8	29.41
Services	5607.3	100.00	1449.1	25.84	1567.2	27.95	2097.8	37.41
<b>Women</b>	<b>7963.9</b>	<b>100.00</b>	<b>2176.5</b>	<b>27.33</b>	<b>2301.9</b>	<b>28.90</b>	<b>2953.6</b>	<b>37.09</b>
Agriculture	105.0	100.00	30.9	29.42	36.2	34.44	31.7	30.15
Industry	670.6	100.00	86.3	12.87	211.7	31.56	340.4	50.76
Construction	92.6	100.00	24.0	25.90	28.3	30.53	34.9	37.66
Services	7095.7	100.00	2035.3	28.68	2025.8	28.55	2546.7	35.89

<sup>(a)</sup> The sum of categories does not match the total because the category "No answer/Don't know" has not been included in the table.

**Work environment and influence on order and content of tasks**

In 2019, 9.50% of employed persons declared that they work *always under pressure*, and 14.83% do so *often*.

The occupation with the highest percentage of people who stated that they always work under pressure was *Directors and managers* (16.94%). Conversely, the lowest percentages were found among *Skilled workers in the agricultural, livestock, forestry and fishing sector* (6.95%), *Military occupations* (7.22%) and *Elementary occupations* (7.29%).

By sector, those employed in *Services* (9.82%) and *Industry* (9.59%) stated at a higher percentage that they were always under pressure at work. At the other extreme, 49.33% of *Agriculture* workers stated that they were never under pressure.

Analysing the degree of influence on order and content of tasks at work, 24.48% of those employed (4,841,100) had a major influence on both.

By occupations, the highest percentages were found in *Directors and managers* (60.85%) and *Skilled workers in the agricultural, livestock, forestry and fishing sectors* (55.07%).

On the contrary, the occupations where greater percentage had little or no *influence on task order and content* were *Installation and machinery operators and assemblers* (54.50%) and *Elementary occupations* (52.11%).

## Employed persons aged 16 years and over, according to their degree of influence in the order or the content of the tasks in their main job, by occupation

Occupation	Degree of influence in the order and the content of the tasks							
	Total <sup>(a)</sup>		Large influence in the order and the content of the tasks		Intermediate situations <sup>(b)</sup>		Little or no influence in the order and the content of the tasks	
	Abs. Value	Percentage	Abs. Value	Percentage	Abs. Value	Percentage	Abs. Value	Percentage
<b>Total</b>	<b>19779.3</b>	<b>100.00</b>	<b>4841.1</b>	<b>24.48</b>	<b>7665.9</b>	<b>38.76</b>	<b>6651.0</b>	<b>33.63</b>
Military occupations	110.0	100.00	14.7	13.38	47.6	43.27	42.9	39.03
Directors and managers	776.5	100.00	472.5	60.85	245.5	31.62	51.0	6.57
Scientific and intellectual technicians and professionals	3572.6	100.00	1145.8	32.07	1698.1	47.53	635.7	17.79
Technicians; support professionals	2146.3	100.00	631.4	29.42	966.6	45.04	480.5	22.39
Accounting, administrative and other office employees	2069.8	100.00	299.6	14.48	966.2	46.68	738.0	35.66
Workers in catering, personal, and protection services and salespersons	4486.3	100.00	1045.7	23.31	1614.3	35.98	1693.3	37.74
Skilled agricultural, livestock, forestry and fishery sector workers	454.1	100.00	250.1	55.07	103.5	22.79	85.1	18.74
Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators)	2182.1	100.00	507.9	23.28	774.0	35.47	814.6	37.33
Installation and machinery operators and assemblers	1458.9	100.00	158.0	10.83	445.9	30.56	795.1	54.50
Basic occupations	2522.7	100.00	315.3	12.50	804.3	31.88	1314.7	52.11

<sup>(a)</sup> The sum of categories does not match the total because the category "No answer/Don't know" has not been included in the table. Analogously for the percentages.

<sup>(b)</sup> *Intermediate situations* includes: Large influence in the order and little influences in the content; Large influence in the order and little or no influence in the content; Some influence in the order and large influence in the content; Some influence in the order and in the content; Some influence in the order and little or no influence in the content; Little or no influence in the order and large influence in the content; Little or no influence in the order and some influence in the content

By economic sector, 35.03% of those employed in *Agriculture* could exert a great deal of influence on the order and content of their tasks, compared to 18.34% in *Industry*.

By sex, the percentage of employed people who could exert a great deal of influence on the order and content of their tasks was 22.58% among women and 26.07% among men.

## Usual place of work

In 2019, 78.65% of employed persons (15,556,700) regularly worked at their company's premises<sup>2</sup>, 1.78% (352,500) worked at home, 9.17% (1,813,200) at the clients' premises, 7.68% (1,519,800) did not have a fixed location<sup>3</sup>, and 2.29% (452,700) worked at a site different from those previously mentioned.

By sex, the percentage difference between those who did not have a fixed place of work is of note (12.51% in men, compared to 1.94% in women).

By economic sectors, the percentage of those who worked on the company premises was 87.75% in *Industry*, compared to 32.20% in *Construction*.

### Percentage distribution of persons aged 16 years and over, according to the location where primary job activities are generally carried out, by sex and economic sector

Sexo / Economic sector	Usual workplace						
	Total (a)		Employer's or own premises (b)	Home	Clients' place (c)	Non-fixed place (d)	Other
	Abs. Value	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>Total</b>	<b>19779.3</b>	<b>100.00</b>	<b>78.65</b>	<b>1.78</b>	<b>9.17</b>	<b>7.68</b>	<b>2.29</b>
Agriculture	813.7	100.00	70.61	1.89	1.55	9.50	16.06
Industry	2732.6	100.00	87.75	0.74	5.28	4.72	1.01
Construction	1314.9	100.00	32.20	1.40	43.87	15.17	6.59
Services	14,918.1	100.00	81.52	2.00	7.24	7.47	1.39
<b>Men</b>	<b>10745.6</b>	<b>100.00</b>	<b>71.45</b>	<b>1.55</b>	<b>10.63</b>	<b>12.51</b>	<b>3.38</b>
Agriculture	619.0	100.00	69.16	1.1	1.8	10.98	16.62
Industry	2005.9	100.00	85.62	0.4	6.3	5.87	1.25
Construction	1194.9	100.00	26.58	0.8	48.1	16.59	7.10
Services	6925.9	100.00	75.29	2.05	6.19	13.87	2.18
<b>Women</b>	<b>9033.7</b>	<b>100.00</b>	<b>87.22</b>	<b>2.06</b>	<b>7.43</b>	<b>1.94</b>	<b>0.99</b>
Agriculture	194.7	100.00	75.21	4.52	0.73	4.80	14.30
Industry	726.8	100.00	93.63	1.75	2.35	1.54	0.35
Construction	120.0	100.00	88.09	6.97	1.41	1.09	1.58
Services	7992.2	100.00	86.92	1.96	8.15	1.92	0.71

(a) The percentages do not add up to 100 because the category "No answer/Don't know" has not been included in the table.

(b) Refers to the company you work for or your own company.

(c) It refers to both the premises and the clients' houses.

(d) It refers for example to those who work in a vehicle, in delivery services, etc.

<sup>2</sup> Refers to the company worked for or owned.

<sup>3</sup> This is the case, for example, for those who work in a vehicle, in delivery services, etc.

### Time spent going to work and frequency with which work was done somewhere other than the usual location

Three quarters of the 19,426,900 employed people whose usual place of work was not their home took 30 or fewer minutes to get to work. Specifically, 45.38% (8,815,900) took 15 minutes or less to get home from work and 30.01% (5,829,400) took between 16 and 30 minutes:-

On the other hand, 15.27% (2,965,600) took between 31 minutes to an hour to get from home to work, and 4.00% (777,100) took more than one hour.

By occupations, the highest percentages of workers who took 15 minutes or less to get to work were *Skilled workers in the agricultural, livestock, forestry and fishing sectors (56.38%)* and *Workers in catering, personal, and protection services and trade salespersons (54.94%)*. On the other hand, the highest percentages of those that took more than an hour to get to work were *Military occupations (6.83%)* and *Installation and machinery operators and assemblers (5.08%)*.

By sectors, the highest percentage for those that took 15 minutes was in *Agriculture (50.34%)*. On the other hand, the highest for those that took more than an hour was in *Construction (6.41%)*

### Employed persons aged 16 years and over <sup>(1)</sup>, according to the time to get from home to work for the main job (one way), by occupation

Occupation	Travel time from home to work									
	Total <sup>(a)</sup>		15 minutes or less		From 16 to 30 minutes		From more than 30 minutes to 1 hour		More than 1 hour	
	Abs. Value	Percent.	Abs. Value	Percent.	Abs. Value	Percent.	Abs. Value	Percent.	Abs. Value	Percent.
<b>Total</b>	<b>19426.9</b>	<b>100.00</b>	<b>8815.9</b>	<b>45.38</b>	<b>5829.4</b>	<b>30.01</b>	<b>2965.6</b>	<b>15.27</b>	<b>777.1</b>	<b>4.00</b>
Military occupations	110.0	100.00	41.4	37.60	33.9	30.77	17.6	15.98	7.5	6.83
Directors and managers	752.2	100.00	360.8	47.97	220.4	29.30	96.8	12.87	31.8	4.23
Scientific and intellectual technicians and professionals Technicians; support professionals Accounting, administrative and other	2064.8	100.00	768.0	37.19	648.9	31.42	369.6	17.90	104.8	5.08
Office employees	2043.8	100.00	887.3	43.41	672.7	32.91	360.9	17.66	96.5	4.72
Workers in catering, personal, and protection services and salespersons	3427.0	100.00	1317.3	38.44	1128.0	32.92	719.4	20.99	164.6	4.80
Skilled agricultural, livestock, forestry and fishery workers	2064.8	100.00	768.0	37.19	648.9	31.42	369.6	17.90	104.8	5.08
Craftspersons and skilled workers in manufacturing and construction (except installation and machinery operators)	2043.8	100.00	887.3	43.41	672.7	32.91	360.9	17.66	96.5	4.72
Installation and machinery operators and assembler	2166.4	100.00	938.9	43.34	593.4	27.39	279.3	12.89	83.5	3.86
Basic occupations	1456.5	100.00	688.6	47.28	425.5	29.22	185.9	12.77	39.4	2.71
	2507.4	100.00	1115.7	44.50	771.3	30.76	381.2	15.20	108.7	4.33

In terms of the frequency with which employed persons worked outside their usual place of work<sup>4</sup>, 8.06% did so daily, 8.14% at least once a week, 4.60% at least once a month, and 77.50% less than once a month.

By sex, the percentage of men who changed their usual place of work daily was 11.12%. That of women, 4.42%.

By age group, the percentage of daily change in the workplace ranged from 6.22% for those aged 16 to 34, to 9.01% for those aged 55 and over.

By economic sectors, *Construction* had the highest percentage of employed people who changed their workplace daily (17.53%). The lowest was *Industry* (6.41%).

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<sup>4</sup> Employed persons who declared that they did not know their usual place of work were not taken into account here.



## Methodological note

The 2019 module of the Economically Active Population Survey, compiled in collaboration with Eurostat (Statistical Office of the European Union), investigates workday organization and duration.

The variables in this module have been established according to the Commission Implementing Regulation (EU) 2017/2384 of 19 December 2017 and are intended to provide harmonized information on this issue at the European level. The Commission co-financed the costs of implementing this module.

This press release discusses aspects related to flexibility in workday length from the point of view of the interviewee.

The availability to attend to unexpected requests from businessmen or clients is analysed below.

The methods for recording the presence or hours worked by employees are also discussed, as well as the pressure that the work environment may exert on the employee, and the influence that the employee has on the order and content of their tasks.

Lastly, the workplace, the time spent going to work and the frequency with which work is done outside of the usual location are studied.

The module questions were posed to the EPA subsample, found in sixth interview that includes the additional subsample collected by the Galician Institute of Statistics in Galicia.

**Type of operation:** annual continuous statistics (each year is on a different subject).

**Population scope:** Employed persons aged 16 years and over

**Geographical scope:** the entire national territory

**Reference period of the results:** year 2019

**Reference period of the information:** 12 months prior to the Sunday of the reference week and the current moment of the interview.

**Collection method:** computer-assisted personal or telephone interviews.

For more information you can consult both the [module methodology](#) as well as the [standardised methodological report](#) of the EPA, which serves as the module's base survey.

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