

# Work organisation and working time arrangements in the second quarter of 2019 (based on the preliminary results of the LFS module survey)

30.12.2019

**31.9%**  
of the employed had to change/adjust their working time according to the employer's/client's requirements or a specific character of the performed tasks

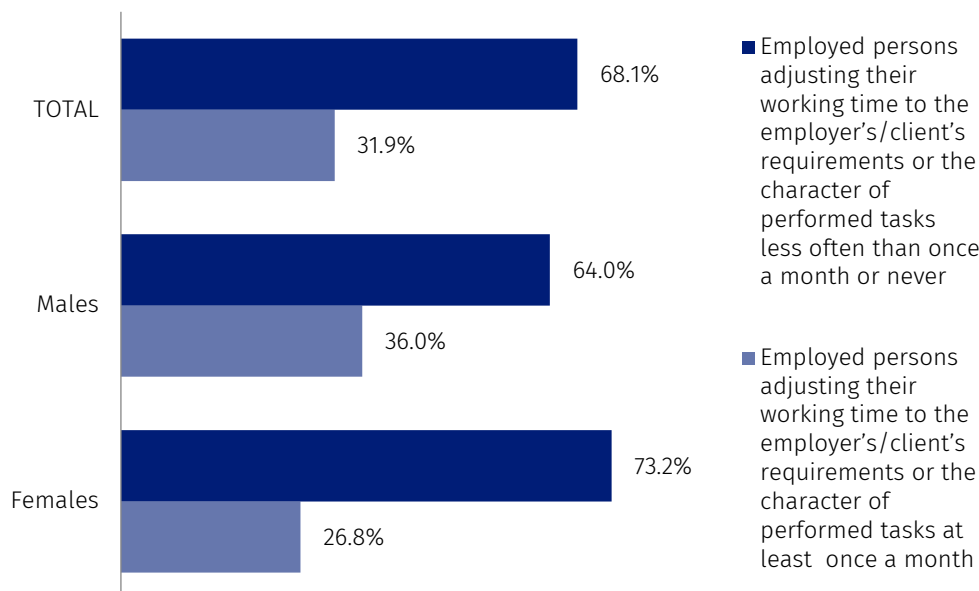
**In the second quarter of 2019, 31.9% of the total number of the employed (i.e. 5 million 260 thousand) at least once a month had to adjust their working time to the employer's or client's requirements of to the specifics of the performed tasks, while in almost half of the cases such availability was required at least once a week.**

Almost 15% of the total number of the employed had to change their working timetable once a week or often

## The necessity for adjustment of one's own working timetable to the employer's/client's requirements or the character of performed tasks

Men more often than women adjusted their working time in accordance with the employer's or client's requirements or a character of the performed work. In the second quarter of 2019, 36.0% of employed men and 26.8% of employed women had to change their working timetable for this reason.

**Chart 1. The percentage of the employed by the necessity for adjustment of one's own working time to the employer's/client's requirements or the character of performed tasks and sex**



The necessity to adjust own working time to the requirements of the employers or clients was to a greatest extent decided by the employment status. The group which was to the greatest extent submitted to the impact of external factors (clients' expectations or the kind of performed tasks) on working time arrangements were self-employed. Among them, as many as 48.0% persons had to change their typical working time organisation at least once a month because of the clients' requirements or the character of performed tasks. A specific group within this population constituted employers – in their case the percentage of persons changing their working day arrangement comprised 60.5%. This figure seems particularly high when compared to the situation of employees or contributing family workers, for whom

Almost a half of the population of the self-employed had to adjust their working time to the clients' requirements or the character of performed tasks

the above indicator was at the level over twice lower – respectively 28.4% and 27.2%. Therefore, it is evident that the higher responsibility and independence in making decision regarding performed tasks are, the greater is the necessity and possibility for adjustment of own working time organisation to demands of an external client.

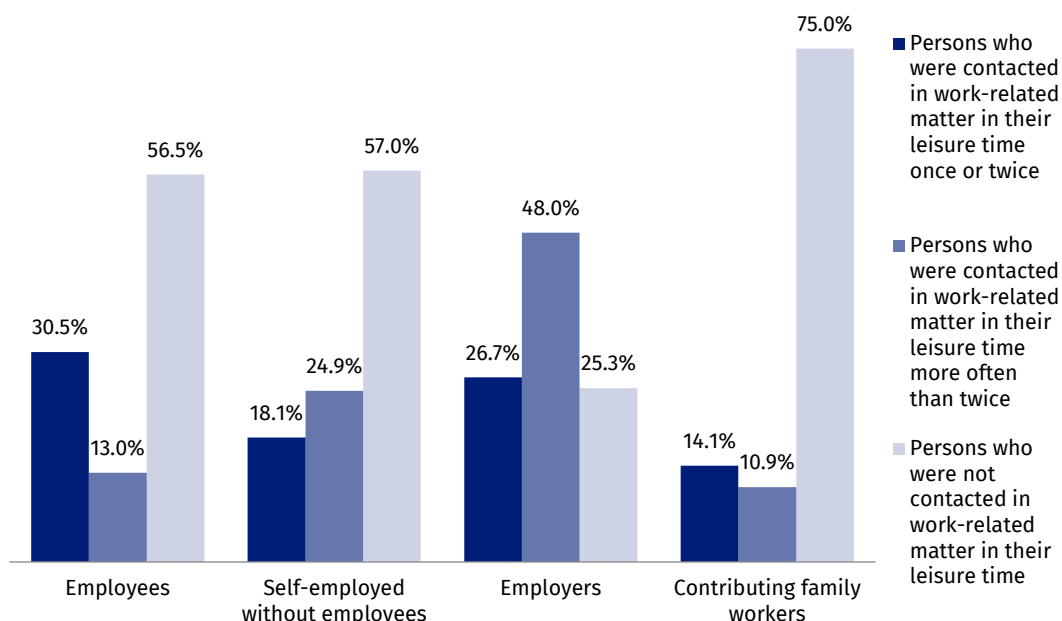
### Work related contacts during leisure time

Another issue, related to the necessity for adjusting working time to the employer’s/client’s demands is the question of availability of employed persons in their leisure time. The cases of work-related contacts during leisure time within the last 2 months<sup>1</sup> confirmed 44.3% of the employed (i.e. 7 million 299 thousand). In case of 28.3% of the total number of the employed (4 million 665 thousand persons) these contacts happened once or twice. For 16.0% of the employed, the contact happened more often than twice.

Over 44% of the employed declared that during the last 2 months they were contacted in work-related matters in their leisure time

The phenomenon concerned to a greater extent men than women – 47.8% of employed men declared that during the last 2 months they were contacted in work-related matters in their leisure time, while among women this percentage stayed at the level of 39.9%.

**Chart 2. Structure of the employed by the frequency of work-related contacts during leisure time and employment status**



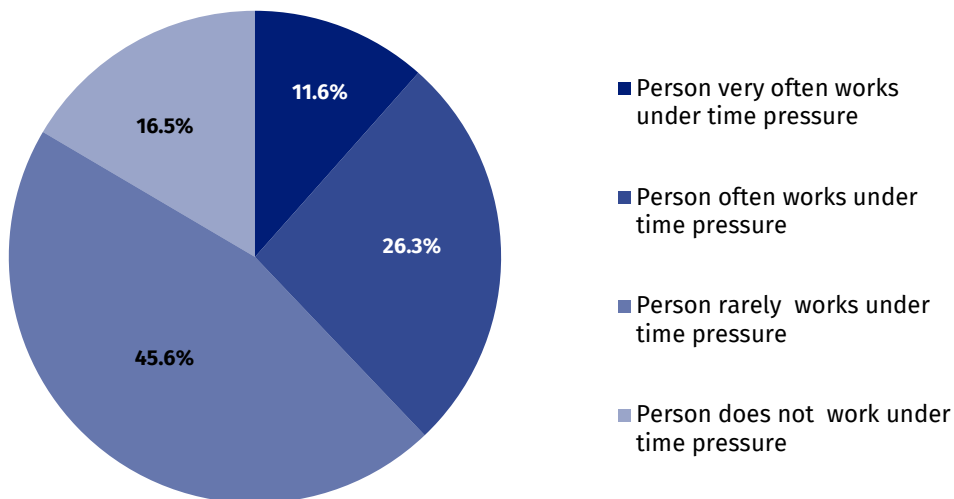
Taking into account the employment status, the situation when work-related contacts took place in leisure time during the last 2 months declared 43.5% of employees and 49.8% of the total number of self-employed persons. In the latter population, a specific group constituted employers, whose work-related contacts outside their working hours were decidedly most often – such situations were declared by 74.7% of this population (in which for 48.0% it occurred more often than twice). Then, the group who experienced such situations least often were contributing family workers – as many as 75.0% of this population answered that they were not contacted in work-related matters during their leisure time.

### Working under time pressure

In the survey on work organisation and working time arrangements, there was also examined the phenomenon of working under time pressure. Time pressure was understood as expectation to complete a task within the amount of time which is considered as insufficient for performing this work.

<sup>1</sup> It concerns 2 months preceding implementation of the module survey, which was conducted in the second quarter of 2019.

**Chart 3. Structure of the employed by the frequency of performing work under time pressure**



The obtained results indicated that 37.9% of the employed population in Poland (i.e. 6 million 245 thousand persons) very often or often performed their work feeling to be under time pressure; 45.6 % of this population (7 million 514 thousand persons) rarely worked under time pressure, while only 16.5% of this group did not feel any time pressure at their work.

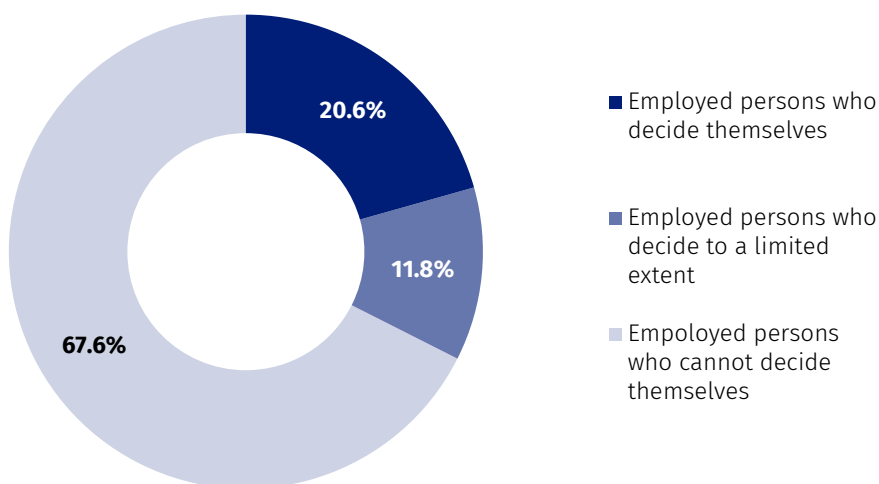
Over 1/3 of employed persons very often or often feel time pressure in their work

Time pressure in the performed work concerned men to a slightly greater extent – 39.6% of them very often or often had to deal with such situations (compared to 35.7% of the respective population of women).

**Flexible forms of work**

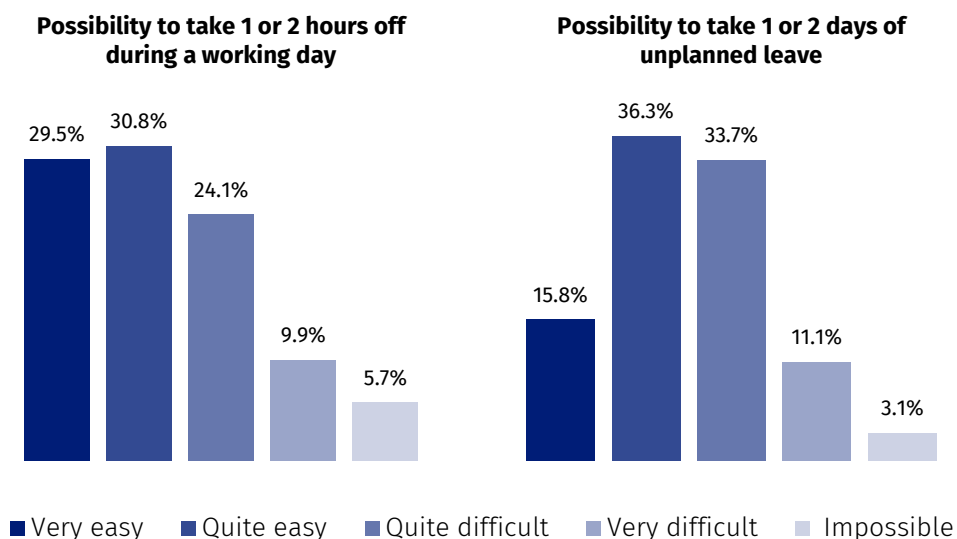
The possibilities for making use of various forms of flexible work organisation (deciding the time of starting or ending a working day, possibility to take one/two hours off during a day of work or take one/two days of unplanned leave) varied – some solutions were more available, while other slightly less.

**Chart 4. Structure of the employed by possibility to determine the moment of starting or ending of a working day**



Among employed persons, 20.6% were able to decide themselves the time of starting or ending their working day, while 11.8% could take advantage of this solution to a limited extent. A decided majority of the employed (67.6%) could not determine the moment of starting or ending work.

**Chart 5. Structure of the employed by possibility to make use of flexible forms of work organisation**



Then, for significantly more persons it was relatively easy to take one or two hours off or obtain one or two days of unplanned leave.

Taking a few hours off during a working day would be very easy<sup>2</sup> or relatively easy for 60.3% of the employed (only 5.7% of this population declared that taking advantage of this solution is absolutely impossible).

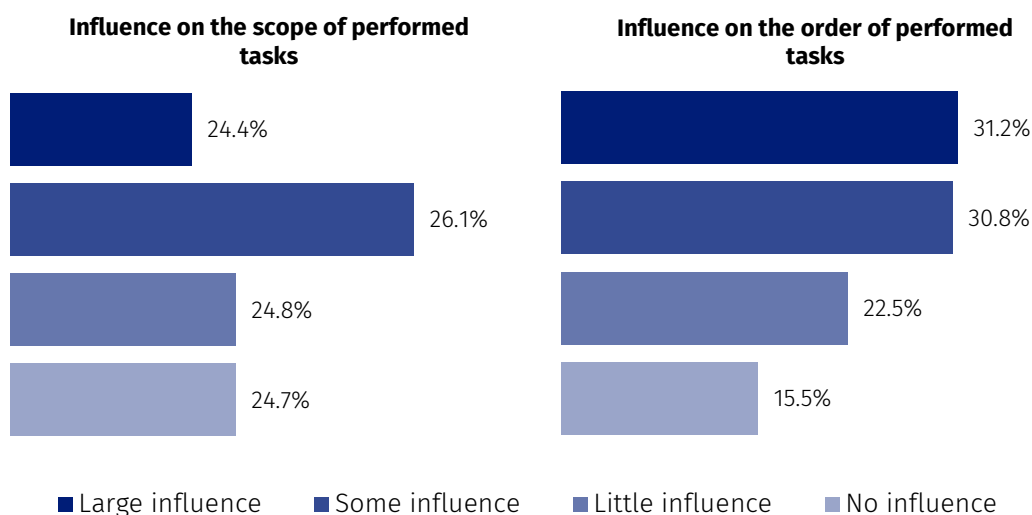
Taking one or two days of unplanned leave was slightly more difficult, albeit still relatively available. The possibility for taking advantage of such facility in a very easy or easy way was indicated by 52.1% of employed persons. Only 3.1% described such solution as unavailable.

Over a half of the employed have a possibility to take advantage of some forms of work flexibility in a relatively easy way

### The influence on the content and order of performed tasks

Possibility to influence the content and order of performed tasks was the next factor describing an extent of flexibility of work organisation of employed persons in Poland.

**Chart 6. Structure of the employed by possibility to determine the content and order of the performed tasks**



The obtained results showed that persons employed in Poland could influence the order of performed tasks to a greater extent than their content (understood as a possibility for deciding independently about the way of performing work or independence in determining and choosing the task to be performed).

<sup>2</sup> Among persons for whom taking 1 or 2 hours off during a working day was very easy were also counted persons who independently determined the moment of starting/ending a working day.

The influence on the order of performed tasks (large or some) declared 62.0% of the employed – little influence or no influence at all indicated 38.0% of this group. While, as regards the content of performed tasks, slightly more than a half of the employed could decide it to a great or some extent (50.5%) – while others had little possibilities regarding this issue or had no possibility.

A more comprehensive compilation of the results of the LFS module survey on “Work organisation and working time arrangements ” will be available in the publication “Work organisation and working time arrangements in Poland in 2019”, which is to be published in April 2020.

The content of the module survey and contents of the questions follow directly the recommendations of the European Commission included in the European Commission Implementing Regulation (EU) 2017/2384 of 19 December 2017 specifying the technical characteristics of the 2019 ad hoc module on work organisation and working time arrangements as regards the labour force sample survey pursuant to Council Regulation (EC) No 577/98.

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#### Related information

[Labour Force Survey in Poland – quarterly publication](#)

Other studies containing the results of this research: [stat.gov.pl](http://stat.gov.pl) → Topics → Labour Market

#### Main terms available in glossary

[Economic activity](#)

[Employment by LFS, NSP2002 and NSP2011](#)



Information includes the results of the survey on „Work organisation and working time arrangements" co-financed from European Union means

