

## APPENDIX 1

### Regression results

Table 3.A1.1: Individual-level determinants of average usual hours of work for each Member States, 2021

	Female	Young worker	Old worker	Telework	Lack of care services	Tertiary education	Children between 0 and 2	Children between 3 and 14	Elderly people	Out of the labour force adults	More than one job	Wish to work more	Non-native	Constant
Austria	-1.518	-0.459	-0.0608	0.889	-3.258	0.812	0.595	-0.669	-0.186	-0.412	-7.921	0.826	-0.73	7.443
Belgium	-1.122	-0.467	0.121	0.894	-1.772	0.717	0.269	-0.117	-0.455	-0.0482	-9.036	0.804	-0.0274	6.876
Bulgaria	-0.378	0.152	0.082	0.285	-5.76	-0.594	-0.294	0.272	-0.242	0.212	-0.836	0.776	1.445	9.814
Cyprus	-0.57	-0.262	-0.0129	0.332	-5.9	0.165	0.0329	-0.14	0.868	-0.339	-6.381	0.694	0.297	11.64
Czechia	-1.136	-0.192	-0.332	0.0168	-4.447	-0.955	0.0771	-0.339	-0.444	0.182	-3.165	0.778	-0.561	12.05
Germany	-0.719	-0.121	-0.0853	0.544	-1.966	0.622	0.478	-0.417	-0.0698	-0.292	-0.705	0.924	-0.696	3.402
Estonia	-0.635	-0.39	0.0336	0.331	-2.207	0.0602	0.184	-0.264	-0.435	0.0871	-1.037	0.825	-0.706	8.184
Greece	-1.488	-0.748	-0.149	0.958	-2.257	0.632	-0.173	0.212	0.203	-0.549	-9.113	0.868	-0.418	5.382
Spain	-7.587	-5.821	-1.833	3.764	-5.332	2.261	1.339	0.168	0.967	-1.174	-4.659	0.0789	-0.894	33.93
Finland	-1.289	-0.802	0.242	0.685	-5.041	0.698	0.317	0.38	0.251	-0.337	-3.986	0.525	-1.524	18.25
France	-0.633	-0.574	0.545	1.146	-3.203	1.154	0.474	0.211	0.106	-0.186	-10.97	0.811	-1.184	5.562
Croatia	-0.85	-0.327	-0.17	1.765	-11.46	-0.176	-0.184	-0.173	-0.424	0.106	-3.282	0.463	0.114	22.31
Hungary	-0.715	-0.135	-0.256	0.0918	-12.66	0.367	0.18	-0.0222	-0.275	0.0464	-2.752	0.347	0.0116	26.22
Ireland	-3.525	-2.794	0.299	3.046	-11.55	3.459	2.218	-0.554	-2.366	-1.275	-5.948	0.342	-0.966	22.22
Italy	-0.907	-0.266	0.105	1.117	-1.259	0.676	0.165	0.0406	-0.268	-0.21	-12.25	0.931	-0.572	2.745
Lithuania	-1.333	0.521	-0.0924	1.142		-2.944	1.281	0.378	1.015	1.684	1.757	0.639	0.686	20.81
Luxembourg	-2.458	1.081	-1.144	1.538	-5.698	0.423	0.28	-0.775	1.095	-0.156	-0.943	0.583	-0.472	20.87
Latvia	-1.09	-0.141	-0.129	-0.599	-2.943	-0.194	0.226	0.359	-0.417	0.607	-5.697	0.447	-0.0834	22.32
Malta	-0.708	-0.512	-0.563	0.442	-5.027	-0.0925	-0.665	-0.126	0.116	0.25	0.208	0.711	-0.474	11.89
Poland	-0.498	-0.205	-0.0825	0.448	-10.06	-0.0933	0.0978	0.0396	-0.115	0.113	-5.389	0.667	-0.39	13.42
Portugal	-0.602	-0.67	-0.367	0.685	-14.04	0.39	0.937	0.7	-0.318	0.293	-7.844	0.691	-0.727	11.81
Romania	-0.413	0.0505	-0.173	0.583	-4.588	-0.443	0.271	0.148	-0.119	0.396	0.639	0.852	-0.778	6.672
Sweden	-0.0393	-0.698	0.643	0.778	-2.639	0.622	0.516	0.158	-1.358	-0.221	-7.943	0.764	-1.12	9.439
Slovenia	-1.082	-1.542	-0.149	0.666		0.928	0.26	0.0196	0.02	-0.147	-0.9	0.33	0.076	27.2
Slovakia	-0.358	0.0199	-0.146	0.408	-8.003	-0.141	0.26	-0.265	-0.00691	0.0755	-7.266	0.749	-0.0411	10.45

**NB:** Cross-section ordinary least squares regression with standard errors clustered by country. Shading reflects statistical significance.

**Source:** EU Labour Force Survey.

Table 3.A1.2: **Individual-level determinants of average usual hours of work in the EU in 2021, with interaction terms**

	Usual weekly hours	Usual weekly hours	Usual weekly hours	Usual weekly hours	Usual weekly hours	Usual weekly hours
Female worker	-1.084	-1.118	-0.974	-1.103	-1.041	-1.291
Not adequate care services	-2.856	-3.32	-3.2	-3.281	-3.295	-3.279
Young worker	-0.437	-0.443	-0.433	-0.437	-0.439	-0.444
Old worker	-0.0185	-0.0213	-0.0299	-0.0232	-0.0187	-0.0103
Telework	0.954	0.958	0.954	0.953	0.954	0.972
Tertiary education	0.612	0.608	0.614	0.611	0.613	0.318
Children between 0 and 2 years old	0.387	0.206	0.372	0.386	0.381	0.385
Children between 3 and 14 years old	-0.0907	-0.0891	0.103	-0.0923	-0.0957	-0.0926
Elderly	-0.13	-0.136	-0.122	-0.243	-0.122	-0.129
Out of the labour force adults	-0.141	-0.13	-0.154	-0.141	-0.0703	-0.145
More than one job	-5.802	-5.799	-5.805	-5.801	-5.804	-5.789
Wish to work more	0.822	0.822	0.822	0.822	0.822	0.822
Non-native	-0.883	-0.88	-0.884	-0.885	-0.885	-0.884
Female & not adequate care services	-0.463					
Female & children between 0 and 2 years old		0.407				
Female & children between 3 and 14 years old			-0.399			
Female & elderly				0.221		
Female and out of the labour force adults					-0.16	
Female and tertiary education						0.566
Constant	7.002	7.008	6.98	7.016	6.982	7.118
Observations	738,178	738,178	738,178	738,178	738,178	738,178
R-squared	0.595	0.595	0.595	0.595	0.595	0.595

**NB:** Cross-section ordinary least squares regression with standard errors clustered by country. Shading reflects statistical significance.

**Source:** EU Labour Force Survey.

Table 3.A1.3: **Demographic characteristics of workers who work outside working hours in the EU, 2021**

	Shift work	Evening work	Night work	Saturday work	Sunday work
Female worker	0.000	-0.031	-0.049	0.011	0.019
Young worker	0.017	0.018	0.002	0.033	0.020
Old worker	-0.028	-0.034	-0.016	-0.036	-0.020
Telework	-0.124	0.053	-0.062	-0.080	-0.047
Lack of adequate care services	0.017	0.051	0.011	0.039	0.033
Tertiary education	-0.091	-0.045	-0.037	-0.104	-0.043
Children between 0 and 2 years old	-0.020	-0.035	-0.008	-0.048	-0.027
Children between 3 and 14 years old	-0.011	-0.010	-0.002	-0.005	-0.005
Elderly people	0.002	0.002	0.000	0.003	0.001
Out of the labour force adults in the household	-0.002	-0.003	-0.003	0.007	0.001
More than one job	0.004	0.062	0.035	0.070	0.050
Wish to work more hours	0.000	0.001	0.000	0.001	0.000
Hours usually worked	0.003	0.006	0.004	0.004	0.004
Non-native	0.008	0.021	0.008	0.040	0.017
Constant	0.142	0.064	0.039	0.186	0.051
Observations	738,178	738,178	738,178	738,178	738,178
R-squared	0.086	0.053	0.043	0.061	0.03

**NB:** Logit regression with standard errors clustered by country. Shading reflects statistical significance.

**Source:** EU Labour Force Survey 2021.

Table 3.A1.4: Aspects of job quality, as influenced by hours of work and other demographic variables

3.A1.4:	Training	Leave days	Sick leave	Other absences	Overtime
Hours usually worked	-0.00864*	0.00358***	0.00241**	0.000869*	0.138**
Shift work	-0.123	0.0392*	0.0234	-0.0124	0.308
Evening work	0.172***	0.0101	-0.0338*	-0.0257**	-0.849**
Night work	-0.0135	0.0155*	-0.00717*	0.0059	0.101
Saturday work	-0.00593	-0.0646***	-0.0681**	-0.0582***	-4.452***
Sunday work	0.288***	-0.0460***	0.00636	0.0144	-0.0345
Female worker	0.0741*	0.0261***	0.0235***	0.109***	4.051***
Young worker	0.812***	-0.0545***	-0.0172**	0.0482**	-0.239
Old worker	-0.382***	0.0185***	0.0388**	-0.0157***	1.552***
Telework	0.723***	0.0258**	-0.0940***	-0.118***	-5.782***
Lack of adequate care services	-0.357**	0.0857**	0.0600**	0.0139	0.99
Tertiary education	0.492***	0.0977***	-0.0289***	0.0184*	1.322***
Children between 0 and 2 years old	-0.648***	-0.00805	-0.0138*	0.523***	12.76***
Children between 3 and 14 years old	-0.152***	0.0202**	-0.00181	-0.00741	0.343*
Elderly people	-0.319***	-0.0304*	0.000399	0.0189**	0.304
Out of the labour force adults	-0.0535	-0.00864	-0.00860**	-0.0371***	-1.536***
More than one job	0.379***	0.0307*	-0.0143	0.0127	-1.654***
Wish to work more	-0.0188***	-0.00184**	-0.00143**	-0.00452*	-0.103**
Non-native	-0.235*	-0.0736***	-0.0137**	-0.0245**	-1.095***
Constant	-1.588***	0.356***	0.124***	0.226***	8.863***
Observations	737,499	731,037	730,480	730,353	721,342
R-squared		0.024	0.022	0.063	0.069

**NB:** Cross-section ordinary least squares regression with standard errors clustered by country and logit for the first regression. Shading reflects statistical significance.

**Source:** EU Labour Force Survey.

Table 3.A1.5: Individual- and institution-level determinants of usual weekly hours of work, 2008–2021

VARIABLES	(1) Usual weekly hours	(2) Usual weekly hours	(3) Usual weekly hours	(4) Usual weekly hours	(5) Usual weekly hours	(6) Usual weekly hours	(7) Usual weekly hours	(8) Usual weekly hours
GDPpercapitaPPS	7.65e-05***	7.38e-05***	7.54e-05***	6.55e-05**	7.99e-05***	7.45e-05***	7.65e-05***	6.65e-05**
femaleparticipationrate	-0.0326	-0.0300		-0.0401	-0.0339	-0.0346		-0.0442
averagetaxwedge	0.0417	0.0219	0.0261	0.0293				
collectivebargainingcoverage	-0.00784**			-0.00707**	-0.00861**			-0.00651*
tradeunionsdensity	-0.0543	-0.0241	-0.0261*		-0.0618*	-0.0261*	-0.0290*	
youngworkers2034	6.008**	1.602	2.053	2.823	5.076	0.948	1.342	1.893
over50workers	-1.533	-1.101	-1.287	-3.920	-1.445	-1.342	-1.620	-4.092
telework	2.245**	2.586***	2.576***	2.723**	2.549**	2.642***	2.639***	2.895**
notadequatecareservices	-58.06***	-46.84***	-47.39***	-56.37***	-59.11***	-46.39***	-46.82***	-54.76***
tertiaryeducation	-3.738**	-1.438	-1.637	-3.406	-3.450*	-1.159	-1.326	-3.004
children02	-15.98**	-8.623	-8.541	-14.60**	-14.53**	-8.220	-8.054	-14.12**
children314	0.390	0.826	1.080	-3.360	0.337	0.524	0.762	-3.560
elderly	2.531	7.301	5.568	1.024	2.554	7.299	5.221	1.553
olofadulthood	-2.571	-2.269	-0.950	-2.904	-3.025	-2.340	-0.789	-3.298
numjobmore	-14.85	0.185	-0.0810	-17.14**	-17.10*	0.257	-0.0399	-18.42**
nonnative	0.944	1.916	1.511		2.169	2.209	1.797	1.197
marginaltaxwedge					0.0121	0.00401	0.00460	0.00463
Constant	40.70***	38.85***	36.23***	43.65***	42.34***	40.18***	37.37***	45.23***
Observations	146	215	215	171	146	215	215	171
R-squared	0.706	0.655	0.653	0.629	0.707	0.654	0.651	0.625
Number of country	22	22	22	22	22	22	22	22
Country FE	YES	YES	YES	YES	YES	YES	YES	YES
Year FE	YES	YES	YES	YES	YES	YES	YES	YES

Robust standard errors in parentheses  
\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

Source: EU LFS and OECD data.

Table 3.A1.6: Individual and institution-level determinants of annual hours worked, 2008–2021

VARIABLES	(1) Annual hours worked	(2) Annual hours worked	(3) Annual hours worked	(4) Annual hours worked	(5) Annual hours worked	(6) Annual hours worked	(7) Annual hours worked	(8) Annual hours worked
GDPpercapitaPPS	0.00266**	0.00275***	0.00269***	0.00326***	0.00276***	0.00270**	0.00263***	0.00330***
femaleparticipationrate	0.287	1.067		1.837	0.126			1.441
averagetaxwedge	2.202*	-0.812	-0.963	2.047*		1.205		
collectivebargainingcoverage	-0.174			-0.103	-0.205			-0.0613
tradeunionsdensity	-0.396	-0.727	-0.653		-0.681	-0.619	-0.520	
youngworkers2034	-279.0*	-282.0*	-298.0**	-269.2**	-321.6*	-255.7*	-269.4**	-331.7**
over50workers	-417.4**	-163.7	-157.1	-339.3**	-411.8**	-154.9	-145.2	-347.2**
telework	109.7***	137.8***	138.1***	136.4***	120.3***	134.5**	134.6**	146.7***
notadequatecareservices	-1.133	-238.2	-218.5	-1.170	-1.062	-219.1	-204.0	-1.013
tertiaryeducation	-44.20	30.52	37.58	-68.26	-21.82	21.75	27.55	-35.52
children02	-117.1	-443.0*	-445.9*	57.57	-84.72	-465.1*	-470.9*	78.93
children314	-71.13	-15.45	-24.51	-89.52	-69.57	-3.176	-11.45	-100.2
elderly	213.2	93.05	154.8	3.790	219.1	90.52	162.9	50.45
olfadults	439.5	352.0	305.1*	471.4*	412.6	353.0	298.9*	441.6*
numjobmore	254.6	-26.36	-16.91	401.3	145.8	-28.14	-17.79	314.2
nonnative	-454.4***	-43.63	-29.21	-418.8**	-387.7**	-53.46	-39.11	-365.7**
marginaltaxwedge					0.382	-0.249	-0.269	0.229
Constant	1,672***	1,684***	1,777***	1,529***	1,775***	1,642***	1,740***	1,649***
Observations	146	215	215	171	146	215	215	171
R-squared	0.684	0.625	0.624	0.632	0.680	0.625	0.624	0.625
Number of country	22	22	22	22	22	22	22	22
Country FE	YES	YES	YES	YES	YES	YES	YES	YES
Year FE	YES	YES	YES	YES	YES	YES	YES	YES

Robust standard errors in parentheses  
\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

Source: EU Labour Force Survey and OECD data.

Table 3.A1.7: Individual and institution-level determinants of average usual weekly hours worked by female workers, 2008–2021

VARIABLES	(1) Usual weekly hours	(2) Usual weekly hours	(3) Usual weekly hours	(4) Usual weekly hours	(5) Usual weekly hours	(6) Usual weekly hours	(7) Usual weekly hours	(8) Usual weekly hours
GDPpercapitaPPS	7.46e-05***	2.38e-05	2.38e-05	7.57e-05**	8.16e-05***	3.10e-05	3.10e-05	8.23e-05***
averagetaxwedge	0.103*	0.0795	0.0795	0.0930***				
collectivebargainingcoverage	-0.00339			-0.00456	-0.00553			-0.00351
tradeunionsdensity	0.0223	-0.0161	-0.0161		-0.00685	-0.0319	-0.0319	
youngworkers2034	9.278***	4.991	4.991	8.223**	6.676**	2.489	2.489	4.301
over50workers	1.530	3.519	3.519	2.736	1.293	2.512	2.512	0.545
telework	3.286***	4.677***	4.677***	3.800**	4.035***	5.075***	5.075***	4.735***
notadequateservices	-13.93**	-17.62**	-17.62**	-13.13**	-17.14**	-20.22**	-20.22**	-17.65**
tertiaryeducation	-5.363***	-4.440***	-4.440***	-3.970*	-4.808***	-3.895***	-3.895***	-3.812**
children02	-14.30**	2.404	2.404	-8.313	-9.035	5.714	5.714	-3.564
children314	-1.523	-1.038	-1.038	-2.702	-2.497	-2.045	-2.045	-4.663*
elderly	-5.514	3.437	3.437	-6.605	-4.419	4.157	4.157	-4.823
olfadults	-1.408	-3.325	-3.325	2.040	-2.303	-3.283	-3.283	-0.190
numjobmore	-2.068	1.261*	1.261*	-5.605	-8.589	1.303**	1.303**	-10.32
nonnative	-4.928	-0.933	-0.933		-1.579	-0.172	-0.172	-2.551
marginaltaxwedge					0.0356**	0.0352**	0.0352**	0.0423***
Constant	29.41***	31.61***	31.61***	29.78***	33.50***	34.20***	34.20***	33.75***
Observations	146	215	215	171	146	215	215	171
R-squared	0.521	0.311	0.311	0.443	0.541	0.332	0.332	0.503
Number of country	22	22	22	22	22	22	22	22
Country FE	YES	YES	YES	YES	YES	YES	YES	YES
Year FE	YES	YES	YES	YES	YES	YES	YES	YES

Robust standard errors in parentheses  
\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

**NB:** Panel regression with country and year fixed effects.

**Source:** EU Labour Force Survey and OECD data.

Table 3.A1.8: Individual and institution-level determinants of average usual weekly hours worked by male workers, 2008–2021

VARIABLES	(1) Usual weekly hours	(2) Usual weekly hours	(3) Usual weekly hours	(4) Usual weekly hours	(5) Usual weekly hours	(6) Usual weekly hours	(7) Usual weekly hours	(8) Usual weekly hours
GDPpercapitaPPS	-0.00165	0.000139	0.000696	0.00128	-0.00219	-0.000205	0.000432	4.84e-05
femaleparticipationrate	-18.93	-9.683		-13.95	-17.46	-9.517		-16.23
averagetaxwedge	-11.22	-2.602	-1.060	-4.302				
collectivebargainingcoverage	-1.927*			0.548	-1.804*			0.551
tradeunionsdensity	-5.743	0.215	-0.399			0.643	-0.110	
youngworkers2034	937.4	-40.39	93.00	629.0	1,128	51.14	141.6	827.5
over50workers	2,191*	1,007*	928.9	1,160	2,155*	1,029*	933.6	1,251
telework	-106.5	-156.0	-153.5	-127.0	-162.4	-172.5	-166.6	-189.5
notadequatecareservices	8,027	-31,919	-34,833	-7,273	5,322	-30,392	-33,305	-1,754
tertiaryeducation	-421.4	-333.7	-391.4	-386.0	-525.6	-360.3	-397.9	-372.8
children02	845.9	-675.7	-750.4	-1,191	678.3	-734.0	-790.4	-1,418
children314	892.6	-352.1	-288.6	-492.0	826.4	-310.1	-264.4	-392.0
elderly	-1,856	-359.5	-843.1	-3,231	-1,817	-352.3	-856.0	-2,990
olfdadults	-1,776	-156.5	214.7	-328.3	-1,584	-181.0	193.1	-415.2
numjobmore	-3,077	10.42	-67.35	-3,120**	-2,551	11.65	-62.32	-2,980**
nonnative	998.8*	355.7	287.3		730.8	331.5	282.0	449.7
marginaltaxwedge					-1.970	-1.204	-0.938	-2.388
Constant	2,174	1,237	386.3	1,746	1,605	1,148	378.3	1,788
Observations	146	215	215	171	146	215	215	171
R-squared	0.149	0.093	0.091	0.160	0.146	0.094	0.091	0.163
Number of country	22	22	22	22	22	22	22	22
Country FE	YES	YES	YES	YES	YES	YES	YES	YES
Year FE	YES	YES	YES	YES	YES	YES	YES	YES

Robust standard errors in parentheses  
\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

**NB:** Panel regression with country and year fixed effects

**Source:** EU Labour Force Survey and OECD data