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## Observatoire social européen

# paper

The ambivalent and ambiguous impacts of digitalisation on job quality of workers in public services in the European Union: the case of electricity production and supply, hospital and public administration sectors



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Statistical Annex

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*European Social Observatory (OSE)*

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Table 1: Individual and employment characteristics of respondents – Sectors and total – DGQS 2022

Questions 3 to 13 + Q36

		ELECTRICITY		PUBLIC ADMINISTRATIONS		HOSPITALS AND HEALTH		ALL SECTORS	
		n	%	n	%	n	%	n	%
COUNTRY	Denmark	3	0.2%	49	1.8%	133	7.8%	185	3.3%
	Finland	111	9.1%	1251	46.7%	809	47.5%	2171	38.8%
	France	167	13.7%	91	3.4%	380	22.3%	638	11.4%
	Germany	26	2.1%	43	1.6%	52	3.1%	121	2.2%
	Poland	32	2.6%	447	16.7%	47	2.8%	526	9.4%
	Spain	323	26.5%	399	14.9%	79	4.6%	801	14.3%
	Hungary	92	7.6%	146	5.5%	48	2.8%	286	5.1%
	Italy	463	38.0%	250	9.3%	156	9.2%	869	15.5%
	Total	1217	100.0%	2676	100.0%	1704	100.0%	5597	100.0%
SEX	Male	957	79.3%	775	29.3%	333	19.7%	2065	37.2%
	Female	250	20.7%	1874	70.7%	1358	80.3%	3482	62.8%
	Total	1207	100.0%	2649	100.0%	1691	100.0%	5547	100.0%
AGE	15 – 24	29	2.4%	17	0.6%	14	0.8%	60	1.1%
	25 – 34	155	12.8%	218	8.2%	122	7.2%	495	8.9%
	35 – 44	278	23.0%	537	20.3%	262	15.5%	1077	19.4%
	45 – 54	372	30.8%	858	32.4%	560	33.1%	1790	32.2%
	55 – 64	358	29.6%	963	36.4%	696	41.1%	2017	36.3%
	Over 64	17	1.4%	55	2.1%	40	2.4%	112	2.0%
	Total	1209	100.0%	2648	100.0%	1694	100.0%	5551	100.0%
EDUCATION	None or only primary education	5	0.4%	29	1.1%	21	1.2%	55	1.0%
	Secondary education	468	38.6%	836	31.5%	830	49.3%	2134	38.5%
	Post-secondary education	296	24.4%	641	24.1%	431	25.6%	1368	24.6%
	University education	442	36.5%	1149	43.3%	402	23.9%	1993	35.9%
	Total	1211	100.0%	2655	100.0%	1684	100.0%	5550	100.0%
SKILLS	Highly skilled professionals and technicians	253	22.9%	338	13.9%	135	8.5%	726	14.1%
	Skilled professionals	154	13.9%	959	39.5%	1038	65.0%	2151	41.9%
	Skilled technicians	510	46.1%	184	7.6%	53	3.3%	747	14.6%
	Moderately skilled clerical workers	145	13.1%	805	33.2%	70	4.4%	1020	19.9%
	Moderately skilled technicians	38	3.4%	59	2.4%	63	3.9%	160	3.1%
	Low skilled elementary workers	7	0.6%	83	3.4%	238	14.9%	328	6.4%
	Total	1107	100.0%	2428	100.0%	1597	100.0%	5132	100.0%
EMPLOYER	Public company	197	16.6%	2345	94.6%	1414	86.3%	3956	74.6%
	Semi-public company	277	23.3%	109	4.4%	62	3.8%	448	8.4%
	Private company	713	60.1%	26	1.0%	163	9.9%	902	17.0%
	Total	1187	100.0%	2480	100.0%	1639	100.0%	5306	100.0%
STATUS	Civil servant (specific status)	61	5.6%	1058	43.3%	488	30.7%	1607	31.4%
	Employee with a standard contract	1004	92.7%	1374	56.2%	1084	68.2%	3462	67.7%
	Trainee / apprentice	10	0.9%	2	0.1%	4	0.3%	16	0.3%
	Temporary agency worker	5	0.5%	5	0.2%	8	0.5%	18	0.4%
	Self-employed	3	0.3%	4	0.2%	5	0.3%	12	0.2%
	Total	1083	100.0%	2443	100.0%	1589	100.0%	5115	100.0%
CONTRACTS	Permanent contract	1121	97.9%	2289	93.9%	1413	92.4%	4823	94.4%
	Fixed-term contract	24	2.1%	148	6.1%	116	7.6%	288	5.6%

	Total	1145	100.0%	2437	100.0%	1529	100.0%	5111	100.0%
WORKING TIME	Full time	1128	97.8%	2381	94.6%	1370	85.6%	4879	92.6%
	Part-time	25	2.2%	137	5.4%	230	14.4%	392	7.4%
	Total	1153	100.0%	2518	100.0%	1600	100.0%	5271	100.0%
TRADE UNION AFFILIATION	I am not a member of a TU	166	15.7%	301	13.4%	59	4.1%	526	11.1%
	I am a member of a TU	639	60.5%	1463	65.1%	1012	71.0%	3114	65.8%
	I represent my TU at my workplace	174	16.5%	305	13.6%	235	16.5%	714	15.1%
	I participate in TU structures outside my workplace	78	7.4%	178	7.9%	119	8.4%	375	7.9%
	Total	1057	100.0%	2247	100.0%	1425	100.0%	4729	100.0%

Table 2: Patterns of digitalisation according to countries – All sectors – DGQS 2022

Q14: In your work, do you regularly use mobile devices such as laptops, smartphones or tablets?

Q16: In your work, do you use machines operated by digital commands to perform certain operations (for example, lifting heavy loads or persons, monitoring equipment or persons)?

Q18: In your work, do you regularly use information and communication tools (for example, the internet and/or other networks, including email)?

Q20: Does your job allow you to do all or some of your work tasks ...

Q14 Q16 Q18		DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Do you regularly use mobile devices such as laptops, smartphones or tablets?	Yes	158	87,8%	2435	87,9%	557	87,6%	106	87,6%	260	53,5%	723	89,8%	220	71,0%	722	82,5%	5181	83,8%
	No	22	12,2%	334	12,1%	79	12,4%	15	12,4%	226	46,5%	82	10,2%	90	29,0%	153	17,5%	1001	16,2%
	Total	180	100,0%	2769	100,0%	636	100,0%	121	100,0%	486	100,0%	805	100,0%	310	100,0%	875	100,0%	6182	100,0%
Do you use machines operated by digital commands to perform certain operations?	Yes	69	42,6%	196	7,2%	140	22,6%	34	29,1%	52	10,9%	237	30,6%	41	13,5%	169	19,5%	938	15,5%
	No	93	57,4%	2528	92,8%	480	77,4%	83	70,9%	426	89,1%	537	69,4%	262	86,5%	699	80,5%	5108	84,5%
	Total	162	100,0%	2724	100,0%	620	100,0%	117	100,0%	478	100,0%	774	100,0%	303	100,0%	868	100,0%	6046	100,0%
Do you regularly use information and communication tools?	Yes	170	98,8%	2617	95,3%	605	96,5%	105	89,0%	467	97,1%	756	95,6%	291	94,8%	855	98,4%	5866	96,0%
	No	2	1,2%	128	4,7%	22	3,5%	13	11,0%	14	2,9%	35	4,4%	16	5,2%	14	1,6%	244	4,0%
	Total	172	100,0%	2745	100,0%	627	100,0%	118	100,0%	481	100,0%	791	100,0%	307	100,0%	869	100,0%	6110	100,0%
Q20		DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Teleworking from home	No	87	53,0%	1351	52,9%	186	37,1%	24	22,2%	163	36,7%	180	24,3%	78	27,8%	391	49,5%	2460	44,1%
	Yes, partly	54	32,9%	594	23,3%	156	31,1%	56	51,9%	134	30,2%	287	38,8%	87	31,0%	175	22,2%	1543	27,7%
	Yes, totally	22	13,4%	562	22,0%	120	24,0%	11	10,2%	27	6,1%	160	21,6%	56	19,9%	31	3,9%	989	17,7%
	Yes, but only during pandemic	1	0,6%	45	1,8%	39	7,8%	17	15,7%	120	27,0%	113	15,3%	60	21,4%	193	24,4%	588	10,5%
	Total	164	100,0%	2552	100,0%	501	100,0%	108	100,0%	444	100,0%	740	100,0%	281	100,0%	790	100,0%	5580	100,0%
Remote working at the user's home or premises	No	102	78,5%	1880	84,9%	247	57,7%	57	55,9%	205	53,2%	323	52,1%	117	51,1%	508	69,0%	3439	71,0%
	Yes, partly	19	14,6%	233	10,5%	89	20,8%	22	21,6%	90	23,4%	154	24,8%	46	20,1%	126	17,1%	779	16,1%
	Yes, totally	8	6,2%	93	4,2%	84	19,6%	14	13,7%	28	7,3%	103	16,6%	36	15,7%	33	4,5%	399	8,2%
	Yes, but only during pandemic	1	0,8%	8	0,4%	8	1,9%	9	8,8%	62	16,1%	40	6,5%	30	13,1%	69	9,4%	227	4,7%
	Total	130	100,0%	2214	100,0%	428	100,0%	102	100,0%	385	100,0%	620	100,0%	229	100,0%	736	100,0%	4844	100,0%
Remote working at satellite office or structure	No	98	70,5%	1743	73,6%	216	45,5%	66	65,3%	192	48,6%	322	49,1%	121	49,4%	533	70,4%	3291	64,1%
	Yes, partly	27	19,4%	341	14,4%	131	27,6%	19	18,8%	113	28,6%	169	25,8%	54	22,0%	161	21,3%	1015	19,8%
	Yes, totally	13	9,4%	277	11,7%	119	25,1%	14	13,9%	52	13,2%	148	22,6%	54	22,0%	26	3,4%	703	13,7%

	Yes, but only during pandemic	1	0,7%	7	0,3%	9	1,9%	2	2,0%	38	9,6%	17	2,6%	16	6,5%	37	4,9%	127	2,5%
	Total	139	100,0%	2368	100,0%	475	100,0%	101	100,0%	395	100,0%	656	100,0%	245	100,0%	757	100,0%	5136	100,0%

Table 3: Patterns of digitalisation according to countries – Sectors – DGQS 2022

Q14: In your work, do you regularly use mobile devices such as laptops, smartphones or tablets?

Q16: In your work, do you use machines operated by digital commands to perform certain operations (for example, lifting heavy loads or persons, monitoring equipment or persons)?

Q18: In your work, do you regularly use information and communication tools (for example, the internet and/or other networks, including email)?

			Use mobile devices such as laptops, smartphones or tablets		
			Yes	No	Total
ELECTRICITY	Denmark	n	-	-	-
		%	-	-	-
	Finland	n	92	13	105
		%	87.6%	12.4%	100.0%
	France	n	128	0	128
		%	100.0%	0.0%	100.0%
	Germany	n	25	0	25
		%	100.0%	0.0%	100.0%
	Poland	n	25	1	26
		%	96.2%	3.8%	100.0%
	Spain	n	220	3	223
		%	98.7%	1.3%	100.0%
	Hungary	n	71	13	84
		%	84.5%	15.5%	100.0%
Italy	n	422	13	435	
	%	97.0%	3.0%	100.0%	
All countries	n	986	43	1029	
	%	95.8%	4.2%	100.0%	
PUBLIC ADMINISTRATIONS	Denmark	n	45	0	45
		%	100.0%	0.0%	100.0%
	Finland	n	969	47	1016
		%	95.4%	4.6%	100.0%
	France	n	62	9	71
		%	87.3%	12.7%	100.0%
	Germany	n	37	2	39
		%	94.9%	5.1%	100.0%
	Poland	n	138	127	265
		%	52.1%	47.9%	100.0%
	Spain	n	289	53	342
		%	84.5%	15.5%	100.0%
	Hungary	n	88	45	133
		%	66.2%	33.8%	100.0%
Italy	n	159	71	230	
	%	69.1%	30.8%	100.0%	
All countries	n	1787	354	2141	
	%	83.5%	16.5%	100.0%	
HOSPITALS AND HEALTH	Denmark	n	81	15	96
		%	84.4%	15.6%	100.0%
	Finland	n	524	127	651
		%	80.5%	19.5%	100.0%
	France	n	233	48	281
		%	83.3%	16.7%	100.0%



	%	82.9%	17.1%	100.0%
Germany	n	39	13	52
	%	75.0%	25.0%	100.0%
Poland	n	17	11	28
	%	60.7%	39.3%	100.0%
Spain	n	52	8	60
	%	86.7%	13.3%	100.0%
Hungary	n	25	19	44
	%	56.8%	43.2%	100.0%
Italy	n	96	56	152
	%	63.2%	36.8%	100.0%
All countries	n	1067	297	1364
	%	78.2%	21.8%	100.0%

No data for Denmark due to insufficient sample

Use machines operated by digital commands					
		Yes	No	Total	
ELECTRICITY	Denmark	n	-	-	
		%	-	-	
	Finland	n	18	86	104
		%	17.3%	82.7%	100.0%
	France	n	8	118	128
		%	6.3%	93.7%	100.0%
	Germany	n	14	11	25
		%	56.0%	44.0%	100.0%
	Poland	n	8	18	26
		%	30.8%	69.2%	100.0%
	Spain	n	77	146	223
		%	34.5%	65.5%	100.0%
	Hungary	n	21	63	84
		%	25.0%	75.0%	100.0%
Italy	n	90	343	433	
	%	20.8%	79.2%	100.0%	
All countries	n	236	774	1026	
	%	23.0%	75.4%	100.0%	
PUBLIC ADMINISTRATIONS	Denmark	n	4	40	44
		%	9.1%	91.9%	100.0%
	Finland	n	24	992	1016
		%	2.4%	97.6%	100.0%
	France	n	5	65	70
		%	7.1%	92.9%	100.0%
	Germany	n	3	36	39
		%	7.7%	92.3%	100.0%
	Poland	n	24	241	265
		%	9.1%	90.9%	100.0%
	Spain	n	76	264	340
		%	22.4%	77.6%	100.0%
	Hungary	n	9	126	133
		%	6.8%	93.2%	100.0%
Italy	n	6	224	230	
	%	2.6%	97.4%	100.0%	

	All countries	n	151	1986	2137
		%	7.1%	92.9%	100.0%
HOSPITALS AND HEALTH	Denmark	n	48	45	93
		%	51.6%	48.4%	100.0%
	Finland	n	82	567	649
		%	12.6%	87.4%	100.0%
	France	n	91	190	281
		%	32.4%	67.6%	100.0%
	Germany	n	17	35	52
		%	32.7%	67.3%	100.0%
	Poland	n	5	23	28
		%	17.9%	82.1%	100.0%
	Spain	n	34	26	60
		%	56.7%	43.3%	100.0%
	Hungary	n	6	37	43
		%	14.0%	86.0%	100.0%
	Italy	n	66	86	152
		%	43.4%	56.6%	100.0%
	All countries	n	349	1009	1358
		%	25.7%	74.3%	100.0%

No data for Denmark due to insufficient sample

Use information and communication tools						
		Yes	No	Total		
ELECTRICITY	Denmark	n	-	-	-	
		%	-	-	-	
	Finland	n	96	8	104	
		%	92.3%	7.7%	100.0%	
	France	n	128	0	128	
		%	100.0%	0.0%	100.0%	
	Germany	n	25	0	25	
		%	100.0%	0.0%	100.0%	
	Poland	n	25	1	26	
		%	96.2%	3.8%	100.0%	
	Spain	n	222	1	223	
		%	99.6%	0.4%	100.0%	
	Hungary	n	83	1	84	
		%	98.8%	1.2%	100.0%	
	Italy	n	427	4	431	
		%	99.1%	0.9%	100.0%	
	All countries	n	1009	15	1024	
		%	98.5%	1.5%	100.0%	
	PUBLIC ADMINISTRATIONS	Denmark	n	44	0	44
			%	100.0%	0.0%	100.0%
Finland		n	1004	12	1016	
		%	98.8%	1.2%	100.0%	
France		n	68	2	70	
		%	97.1%	2.9%	100.0%	
Germany		n	36	1	37	
		%	97.3%	2.7%	100.0%	
Poland		n	262	3	265	
		%				

		%	98.9%	1.1%	100.0%
	Spain	n	324	16	340
		%	95.3%	4.7%	100.0%
	Hungary	n	130	2	132
		%	98.5%	1.5%	100.0%
	Italy	n	228	2	230
		%	99.1%	0.9%	100.0%
	All countries	n	2096	38	2134
		%	98.2%	1.8%	100.0%
HOSPITALS AND HEALTH	Denmark	n	89	2	91
		%	97.8%	2.2%	100.0%
	Finland	n	618	31	649
		%	95.2%	4.8%	100.0%
	France	n	269	12	281
		%	95.7%	4.3%	100.0%
	Germany	n	40	12	52
		%	76.9%	23.1%	100.0%
	Poland	n	21	7	28
		%	75.0%	25.0%	100.0%
	Spain	n	56	4	60
		%	93.3%	6.7%	100.0%
	Hungary	n	33	10	43
		%	76.7%	23.3%	100.0%
	Italy	n	146	5	151
		%	96.7%	3.3%	100.0%
	All countries	n	1272	83	1355
		%	93.9%	6.1%	100.0%

*No data for Denmark due to insufficient sample*

Table 4: Patterns of digitalisation according to occupational skills—  
Sectors and total – DGQS 2022

Q14: In your work, do you regularly use mobile devices such as laptops, smartphones or tablets?

Q16: In your work, do you use machines operated by digital commands to perform certain operations (for example, lifting heavy loads or persons, monitoring equipment or persons)?

Q18: In your work, do you regularly use information and communication tools (for example, the internet and/or other networks, including email)?

Q20: Does your job allow you to do all or some of your work tasks ...

Q21: In your weekly working time, how many days on average do you telework (work from home)?

ALL SECTORS							
		Highly skilled professionals and technicians	Skilled professionals	Skilled technicians	Moderately skilled clerical workers	Moderately skilled technicians	Low skilled elementary workers
Do you regularly use mobile devices?	Yes	692	2126	786	858	158	332
	No	78	401	62	209	43	152
Do you regularly use machines operated by digital command?	Yes	134	407	208	44	41	82
	No	626	2062	620	1003	156	393
Do you regularly use ICT tools?	Yes	762	2411	808	1048	179	401
	No	3	86	29	6	22	77
Remote work - at user's home or premises	No	272	1501	435	564	145	370
	Yes	300	508	246	243	27	26
Remote work - at satellite office or structure	No	248	1468	432	472	142	389
	Yes	392	643	285	405	29	17
Remote work - teleworking from home	No	141	1182	338	219	130	350
	Yes	575	1071	428	788	46	62
How many days of teleworking at home?	Mean	2	2	2	3	2	2
		Highly skilled professionals and technicians	Skilled professionals	Skilled technicians	Moderately skilled clerical workers	Moderately skilled technicians	Low skilled elementary workers
Do you regularly use mobile devices?	Yes	89.9%	84.1%	92.7%	80.4%	78.6%	68.6%
	No	10.1%	15.9%	7.3%	19.6%	21.4%	31.4%
Do you regularly use machines operated by digital command?	Yes	17.6%	16.5%	25.1%	4.2%	20.8%	17.3%
	No	82.4%	83.5%	74.9%	95.8%	79.2%	82.7%
Do you regularly use ICT tools?	Yes	99.6%	96.6%	96.5%	99.4%	89.1%	83.9%
	No	0.4%	3.4%	3.5%	0.6%	10.9%	16.1%
Remote work - at user's home or premises	No	47.6%	74.7%	63.9%	69.9%	84.3%	93.4%
	Yes	52.4%	25.3%	36.1%	30.1%	15.7%	6.6%
Remote work - at satellite office or structure	No	38.8%	69.5%	60.3%	53.8%	83.0%	95.8%
	Yes	61.3%	30.5%	39.7%	46.2%	17.0%	4.2%
Remote work - teleworking from home	No	19.7%	52.5%	44.1%	21.7%	73.9%	85.0%
	Yes	80.3%	47.5%	55.9%	78.3%	26.1%	15.0%
How many days of teleworking at home?	Mean	2	2	2	3	2	2

ELECTRICITY SECTOR							
		Highly skilled professionals and technicians	Skilled professionals	Skilled technicians	Moderately skilled clerical workers	Moderately skilled technicians	Low skilled elementary workers
Do you regularly use mobile devices?	Yes	247	148	485	141	31	5
	No	5	4	19	4	6	2
Do you regularly use machines operated by digital command?	Yes	70	29	132	7	16	5
	No	180	120	362	135	18	2
Do you regularly use ICT tools?	Yes	251	151	492	142	34	6
	No	0	0	8	1	3	1
Remote work - at user's home or premises	No	62	43	230	58	20	4
	Yes	122	62	176	66	10	2
Remote work - at satellite office or structure	No	65	48	231	68	19	4
	Yes	151	77	191	62	12	2
Remote work - teleworking from home	No	34	26	179	28	20	3
	Yes	205	121	273	109	12	3
How many days of teleworking at home?	Mean	2	3	2	3	2	1
		Highly skilled professionals and technicians	Skilled professionals	Skilled technicians	Moderately skilled clerical workers	Moderately skilled technicians	Low skilled elementary workers
Do you regularly use mobile devices?	Yes	98.0%	97.4%	96.2%	97.2%	83.8%	71.4%
	No	2.0%	2.6%	3.8%	2.8%	16.2%	28.6%
Do you regularly use machines operated by digital command?	Yes	28.0%	19.5%	26.7%	4.9%	47.1%	71.4%
	No	72.0%	80.5%	73.3%	95.1%	52.9%	28.6%
Do you regularly use ICT tools?	Yes	100.0%	100.0%	98.4%	99.3%	91.9%	85.7%
	No	0.0%	0.0%	1.6%	0.7%	8.1%	14.3%
Remote work - at user's home or premises	No	33.7%	41.0%	56.7%	46.8%	66.7%	66.7%
	Yes	66.3%	59.0%	43.3%	53.2%	33.3%	33.3%
Remote work - at satellite office or structure	No	30.1%	38.4%	54.7%	52.3%	61.3%	66.7%
	Yes	69.9%	61.6%	45.3%	47.7%	38.7%	33.3%
Remote work - teleworking from home	No	14.2%	17.7%	39.6%	20.4%	62.5%	50.0%
	Yes	85.8%	82.3%	60.4%	79.6%	37.5%	50.0%

PUBLIC ADMINISTRATIONS SECTOR							
		Highly skilled professionals and technicians	Skilled professionals	Skilled technicians	Moderately skilled clerical workers	Moderately skilled technicians	Low skilled elementary workers
Do you regularly use mobile devices?	Yes	287	793	163	624	48	62
	No	46	161	20	176	10	21
Do you regularly use machines operated by digital command?	Yes	31	58	37	34	10	8
	No	299	881	142	754	48	73
Do you regularly use ICT tools?	Yes	331	930	173	789	52	66
	No	0	14	6	2	7	15
Remote work - at user's home or premises	No	127	489	93	432	45	60
	Yes	118	248	49	155	11	6
Remote work - at satellite office or structure	No	107	432	89	335	45	62
	Yes	168	374	70	310	10	4
Remote work - teleworking from home	No	44	272	57	141	37	55
	Yes	267	623	115	619	20	15
How many days of teleworking at home?	Mean	2	2	2	3	2	2
		Highly skilled professionals and technicians	Skilled professionals	Skilled technicians	Moderately skilled clerical workers	Moderately skilled technicians	Low skilled elementary workers
Do you regularly use mobile devices?	Yes	86.2%	83.1%	89.1%	78.0%	82.8%	74.7%
	No	13.8%	16.9%	10.9%	22.0%	17.2%	25.3%
Do you regularly use machines operated by digital command?	Yes	9.4%	6.2%	20.7%	4.3%	17.2%	9.9%
	No	90.6%	93.8%	79.3%	95.7%	82.8%	90.1%
Do you regularly use ICT tools?	Yes	100.0%	98.5%	96.6%	99.7%	88.1%	81.5%
	No	0.0%	1.5%	3.4%	0.3%	11.9%	18.5%
Remote work - at user's home or premises	No	51.8%	66.4%	65.5%	73.6%	80.4%	90.9%
	Yes	48.2%	33.6%	34.5%	26.4%	19.6%	9.1%
Remote work - at satellite office or structure	No	38.9%	53.6%	56.0%	51.9%	81.8%	93.9%
	Yes	61.1%	46.4%	44.0%	48.1%	18.2%	6.1%
Remote work - teleworking from home	No	14.1%	30.4%	33.1%	18.6%	64.9%	78.6%
	Yes	85.9%	69.6%	66.9%	81.4%	35.1%	21.4%

HOSPITALS AND HEALTH SECTOR							
		Highly skilled professionals and technicians	Skilled professionals	Skilled technicians	Moderately skilled clerical workers	Moderately skilled technicians	Low skilled elementary workers
Do you regularly use mobile devices?	Yes	110	833	43	47	46	159
	No	25	202	10	23	17	77
Do you regularly use machines operated by digital command?	Yes	31	291	16	3	11	53
	No	99	711	35	63	52	177
Do you regularly use ICT tools?	Yes	130	966	48	68	58	198
	No	3	56	4	1	5	36
Remote work - at user's home or premises	No	73	704	34	47	47	176
	Yes	35	132	7	7	4	12
Remote work - at satellite office or structure	No	65	707	31	43	49	188
	Yes	47	135	12	13	2	9
Remote work - teleworking from home	No	57	642	28	34	44	176
	Yes	61	219	17	28	7	22
How many days of teleworking at home?	Mean	1	1	1	2	2	2
		Highly skilled professionals and technicians	Skilled professionals	Skilled technicians	Moderately skilled clerical workers	Moderately skilled technicians	Low skilled elementary workers
Do you regularly use mobile devices?	Yes	81.5%	80.5%	81.1%	67.1%	73.0%	67.4%
	No	18.5%	19.5%	18.9%	32.9%	27.0%	32.6%
Do you regularly use machines operated by digital command?	Yes	23.8%	29.0%	31.4%	4.5%	17.5%	23.0%
	No	76.2%	71.0%	68.6%	95.5%	82.5%	77.0%
Do you regularly use ICT tools?	Yes	97.7%	94.5%	92.3%	98.6%	92.1%	84.6%
	No	2.3%	5.5%	7.7%	1.4%	7.9%	15.4%
Remote work - at user's home or premises	No	67.6%	84.2%	82.9%	87.0%	92.2%	93.6%
	Yes	32.4%	15.8%	17.1%	13.0%	7.8%	6.4%
Remote work - at satellite office or structure	No	58.0%	84.0%	72.1%	76.8%	96.1%	95.4%
	Yes	42.0%	16.0%	27.9%	23.2%	3.9%	4.6%
Remote work - teleworking from home	No	48.3%	74.6%	62.2%	54.8%	86.3%	88.9%
	Yes	51.7%	25.4%	37.8%	45.2%	13.7%	11.1%

Table 5: Utilisations of digital tools – Sectors and countries – DGQS  
2022

Q15: What do you use these mobile devices for?

Q17: What is the main usage of these digital machines in your work?

Q19: What is the main usage of these ICT tools in your work?

ELECTRICITY SECTOR									
Utilisations of digital mobile devices									
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect/organise/retrieve information	-	53	127	13	13	225	54	269	755
To plan/schedule the performance of work tasks	-	65	119	22	16	238	61	333	857
To monitor the performance of work tasks	-	60	54	22	12	188	50	232	618
To communicate with colleagues and internal or external services	-	72	155	20	26	252	61	331	919
To interact with the users	-	33	39	8	12	99	8	103	302
TOTAL	-	283	494	85	79	1002	234	1268	3451
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To plan/schedule the performance of work tasks	-	18.7%	25.7%	15.3%	16.5%	22.5%	23.1%	21.2%	21.9%
To monitor the performance of work tasks	-	23.0%	24.1%	25.9%	20.3%	23.8%	26.1%	26.3%	24.8%
To communicate with colleagues and internal or external services	-	21.2%	10.9%	25.9%	15.2%	18.8%	21.4%	18.3%	17.9%
To interact with the users	-	25.4%	31.4%	23.5%	32.9%	25.1%	26.1%	26.1%	26.6%
TOTAL	-	11.7%	7.9%	9.4%	15.2%	9.9%	3.4%	8.1%	8.8%
	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Utilisations of digitally controlled machines									
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect /organise/retrieve information	-	5	9	9	6	81	13	51	174
To perform routine repetitive tasks	-	7	2	8	6	53	9	24	109
To lift, to move, to change the position of heavy loads or persons	-	9	2	6	1	5	7	35	65
To monitor and to control parameters of equipment or persons	-	9	8	11	6	72	12	50	168
TOTAL	-	30	21	34	19	211	41	160	516
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect /organise/retrieve information	-	16.7%	42.9%	26.5%	31.6%	38.4%	31.7%	31.9%	33.7%
To perform routine repetitive tasks	-	23.3%	9.5%	23.5%	31.6%	25.1%	22.0%	15.0%	21.1%
To lift, to move, to change the position of heavy loads or persons	-	30.0%	9.5%	17.6%	5.3%	2.4%	17.1%	21.9%	12.6%
To monitor and to control parameters of equipment or persons	-	30.0%	38.1%	32.4%	31.6%	34.1%	29.3%	31.3%	32.6%
TOTAL	-	1	1	1	1	1	1	1	1
Utilisations of ICT tools									
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES



To send and to receive emails	-	96	158	26	28	273	80	404	1068
To use web-based applications to exchange <b>with partners' networks (other services, institutions, etc. ...)</b>	-	60	128	21	17	183	55	221	686
To use web-based applications to connect with public service users	-	13	38	13	12	71	21	115	283
To use web-based applications for training and learning online	-	49	130	8	25	228	49	297	787
TOTAL	-	218	454	68	82	755	205	1037	2824
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To send and to receive emails	-	44.0%	34.8%	38.2%	34.1%	36.2%	39.0%	39.0%	37.8%
To use web-based applications to exchange <b>with partners' networks (other services, institutions, etc. ...)</b>	-	27.5%	28.2%	30.9%	20.7%	24.2%	26.8%	21.3%	24.3%
To use web-based applications to connect with public service users	-	6.0%	8.4%	19.1%	14.6%	9.4%	10.2%	11.1%	10.0%
To use web-based applications for training and learning online	-	22.5%	28.6%	11.8%	30.5%	30.2%	23.9%	28.6%	27.9%
TOTAL	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

*No data for Denmark due to insufficient sample*

PUBLIC ADMINISTRATIONS SECTOR									
Utilisations of digital mobile devices									
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect/organise/retrieve information	29	463	54	28	87	198	55	98	1012
To plan/schedule the performance of work tasks	32	919	61	30	80	221	65	89	1497
To monitor the performance of work tasks	19	585	19	8	74	142	45	61	953
To communicate with colleagues and internal or external services	42	908	71	32	146	237	77	118	1631
To interact with the users	21	669	47	13	80	187	32	80	1129
TOTAL	143	3544	252	111	467	985	274	446	6222
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect/organise/retrieve information	20.3%	13.1%	21.4%	25.2%	18.6%	20.1%	20.1%	22.0%	16.3%
To plan/schedule the performance of work tasks	22.4%	25.9%	24.2%	27.0%	17.1%	22.4%	23.7%	20.0%	24.1%
To monitor the performance of work tasks	13.3%	16.5%	7.5%	7.2%	15.8%	14.4%	16.4%	13.7%	15.3%
To communicate with colleagues and internal or external services	29.4%	25.6%	28.2%	28.8%	31.3%	24.1%	28.1%	26.5%	26.2%
To interact with the users	14.7%	18.9%	18.7%	11.7%	17.1%	19.0%	11.7%	17.9%	18.1%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Utilisations of digitally controlled machines									
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect /organise/retrieve information	2	14	2	3	15	62	8	5	111
To perform routine repetitive tasks	2	18	2	0	14	38	8	5	87
To lift, to move, to change the position of heavy loads or persons	1	8	2	0	3	6	0	0	20
To monitor and to control parameters of equipment or persons	2	16	2	0	17	41	1	3	82
TOTAL	7	56	8	3	49	147	17	13	300
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect /organise/retrieve information	28.6%	25.0%	25.0%	100.0%	30.6%	42.2%	47.1%	38.5%	37.0%
To perform routine repetitive tasks	28.6%	32.1%	25.0%	0.0%	28.6%	25.9%	47.1%	38.5%	29.0%
To lift, to move, to change the position of heavy loads or persons	14.3%	14.3%	25.0%	0.0%	6.1%	4.1%	0.0%	0.0%	6.7%
To monitor and to control parameters of equipment or persons	28.6%	28.6%	25.0%	0.0%	34.7%	27.9%	5.9%	23.1%	27.3%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Utilisations of ICT tools									
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To send and to receive emails	44	1120	81	35	372	324	131	222	2329

To use web-based applications to exchange with partners' <b>networks</b>	27	812	64	29	159	212	86	142	1531
To use web-based applications to connect with public service users	22	542	48	24	217	194	78	136	1261
To use web-based applications for training and learning online	18	826	47	18	290	233	80	146	1658
TOTAL	111	3300	240	106	1038	963	375	646	6779
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To send and to receive emails	39.6%	33.9%	33.8%	33.0%	35.8%	33.6%	34.9%	34.4%	34.4%
To use web-based applications to <b>exchange with partners' networks</b>	24.3%	24.6%	26.7%	27.4%	15.3%	22.0%	22.9%	22.0%	22.6%
To use web-based applications to connect with public service users	19.8%	16.4%	20.0%	22.6%	20.9%	20.1%	20.8%	21.1%	18.6%
To use web-based applications for training and learning online	16.2%	25.0%	19.6%	17.0%	27.9%	24.2%	21.3%	22.6%	24.5%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

HOSPITALS AND HEALTH SECTOR									
Utilisations of digital mobile devices									
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect/organise/retrieve information	72	190	232	35	15	34	17	61	656
To plan/schedule the performance of work tasks	76	339	196	29	7	39	12	54	752
To monitor the performance of work tasks	51	276	75	14	10	30	12	43	511
To communicate with colleagues and internal or external services	88	419	251	27	17	41	14	65	922
To interact with the users	43	260	113	17	6	20	9	40	508
TOTAL	330	1484	867	122	55	164	64	263	3349
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect/organise/retrieve information	21.8%	12.8%	26.8%	28.7%	27.3%	20.7%	26.6%	23.2%	19.6%
To plan/schedule the performance of work tasks	23.0%	22.8%	22.6%	23.8%	12.7%	23.8%	18.8%	20.5%	22.5%
To monitor the performance of work tasks	15.5%	18.6%	8.7%	11.5%	18.2%	18.3%	18.8%	16.3%	15.3%
To communicate with colleagues and internal or external services	26.7%	28.2%	29.0%	22.1%	30.9%	25.0%	21.9%	24.7%	27.5%
To interact with the users	13.0%	17.5%	13.0%	13.9%	10.9%	12.2%	14.1%	15.2%	15.2%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Utilisations of digitally controlled machines									
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect /organise/retrieve information	41	17	75	17	4	23	1	37	215
To perform routine repetitive tasks	28	30	30	11	1	16	1	9	126
To lift, to move, to change the position of heavy loads or persons	33	66	67	10	0	13	1	16	206
To monitor and to control parameters of equipment or persons	37	20	77	12	7	22	5	42	222
TOTAL	139	133	249	50	12	74	8	104	769
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To measure data, to collect /organise/retrieve information	29.5%	12.8%	30.1%	34.0%	33.3%	31.1%	12.5%	35.6%	28.0%
To perform routine repetitive tasks	20.1%	22.6%	12.0%	22.0%	8.3%	21.6%	12.5%	8.7%	16.4%
To lift, to move, to change the position of heavy loads or persons	23.7%	49.6%	26.9%	20.0%	0.0%	17.6%	12.5%	15.4%	26.8%
To monitor and to control parameters of equipment or persons	26.6%	15.0%	30.9%	24.0%	58.3%	29.7%	62.5%	40.4%	28.9%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Utilisations of ICT tools									
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To send and to receive emails	115	668	314	39	24	48	17	135	1360
To use web-based applications to exchange with partners' networks	58	392	191	31	13	34	19	75	813
To use web-based applications to connect with public service users	36	213	123	12	12	29	8	68	501

To use web-based applications for training and learning online	62	397	103	16	20	42	10	102	752
TOTAL	271	1670	731	98	69	153	54	380	3426
	DK	FI	FR	GE	PL	SP	HU	IT	ALL COUNTRIES
To send and to receive emails	42.4%	40.0%	43.0%	39.8%	34.8%	31.4%	31.5%	35.5%	39.7%
To use web-based applications to exchange <b>with partners' networks</b>	21.4%	23.5%	26.1%	31.6%	18.8%	22.2%	35.2%	19.7%	23.7%
To use web-based applications to connect with public service users	13.3%	12.8%	16.8%	12.2%	17.4%	19.0%	14.8%	17.9%	14.6%
To use web-based applications for training and learning online	22.9%	23.8%	14.1%	16.3%	29.0%	27.5%	18.5%	26.8%	21.9%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 6: Dimensions of work organisation – Sectors and countries – DGQS 2022

Q24: Has the introduction of digital tools/programmes affected each of the following aspects of your work (in the last 5 years)?

Given me more time to focus on significant aspects of my job											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	33	73	1	5	50	12	109	284
		%	33.3%	38.8%	52.5%	5.3%	20.8%	20.8%	16.7%	28.2%	29.3%
	No change	n	1	14	28	6	4	44	20	100	217
		%	33.3%	16.5%	20.1%	31.6%	16.7%	18.3%	27.8%	25.9%	22.4%
	Strongly or partly agree	n	1	38	38	12	15	146	40	177	467
		%	33.3%	44.7%	27.3%	63.2%	62.5%	60.8%	55.6%	45.9%	48.2%
	Total	n	3	85	139	19	24	240	72	386	968
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	10	295	28	5	105	86	31	42	602
		%	27.8%	29.0%	43.1%	13.5%	33.8%	26.4%	27.4%	21.6%	28.7%
	No change	n	10	151	14	12	62	69	26	51	395
		%	27.8%	14.8%	21.5%	32.4%	19.9%	21.2%	23.0%	26.3%	18.8%
	Strongly or partly agree	n	16	572	23	20	144	171	56	101	1103
		%	44.4%	56.2%	35.4%	54.1%	46.3%	52.5%	49.6%	52.1%	52.5%
	Total	n	36	1018	65	37	311	326	113	194	2100
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	45	311	181	5	12	22	14	33	623
		%	49.5%	50.4%	65.6%	12.2%	37.5%	34.4%	50.0%	25.8%	48.8%
	No change	n	20	120	36	15	7	12	7	39	256
		%	22.0%	19.4%	13.0%	36.6%	21.9%	18.8%	25.0%	30.5%	20.0%
	Strongly or partly agree	n	26	186	59	21	13	30	7	56	398
		%	28.6%	30.1%	21.4%	51.2%	40.6%	46.9%	25.0%	43.8%	31.2%
	Total	n	91	617	276	41	32	64	28	128	1277
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
ALL SECTORS	Strongly or somewhat disagree	n	56	639	282	11	122	158	57	184	1509
		%	43.1%	37.2%	58.8%	11.3%	33.2%	25.1%	26.8%	26.0%	34.7%
	No change	n	31	285	78	33	73	125	53	190	868
		%	23.8%	16.6%	16.3%	34.0%	19.9%	19.8%	24.9%	26.8%	20.0%
	Strongly or partly agree	n	43	796	120	53	172	347	103	334	1968
		%	33.1%	46.3%	25.0%	54.6%	46.9%	55.1%	48.4%	47.2%	45.3%
	Total	n	130	1720	480	97	367	630	213	708	4345
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Improved the quality of my interaction with public service users											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	0	22	35	0	2	42	7	82	190
		%	0.0%	25.9%	37.6%	0.0%	9.5%	24.9%	11.7%	24.9%	24.5%
	No change	n	2	24	26	5	3	54	15	117	246
		%	100.0%	28.2%	28.0%	29.4%	14.3%	32.0%	25.0%	35.6%	31.7%
	Strongly or partly agree	n	0	39	32	12	16	73	38	130	340
		%	0.0%	45.9%	34.4%	70.6%	76.2%	43.2%	63.3%	39.5%	43.8%

	Total	n	2	85	93	17	21	169	60	329	776
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	6	234	19	1	77	85	14	41	477
		%	18.2%	23.4%	31.1%	2.8%	26.2%	27.0%	13.3%	21.4%	23.4%
	No change	n	12	230	18	12	79	60	24	46	481
		%	36.4%	23.0%	29.5%	33.3%	26.9%	19.0%	22.9%	24.0%	23.6%
	Strongly or partly agree	n	15	536	24	23	138	170	67	105	1078
		%	45.5%	53.6%	39.3%	63.9%	46.9%	54.0%	63.8%	54.7%	52.9%
Total	n	33	1000	61	36	294	315	105	192	2036	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	32	279	139	5	13	18	12	29	527
		%	39.0%	45.9%	51.9%	13.5%	39.4%	28.1%	42.9%	23.2%	42.3%
	No change	n	24	159	57	13	10	11	8	42	324
		%	29.3%	26.2%	21.3%	35.1%	30.3%	17.2%	28.6%	33.6%	26.0%
	Strongly or partly agree	n	26	170	72	19	10	35	8	54	394
		%	31.7%	28.0%	26.9%	51.4%	30.3%	54.7%	28.6%	43.2%	31.6%
Total	n	82	608	268	37	33	64	28	125	1245	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	38	535	193	6	92	145	33	152	1194
		%	32.5%	31.6%	45.7%	6.7%	26.4%	26.5%	17.1%	23.5%	29.4%
	No change	n	38	413	101	30	92	125	47	205	1051
		%	32.5%	24.4%	23.9%	33.3%	26.4%	22.8%	24.4%	31.7%	25.9%
	Strongly or partly agree	n	41	745	128	54	164	278	113	289	1812
		%	35.0%	44.0%	30.3%	60.0%	47.1%	50.7%	58.5%	44.7%	44.7%
Total	n	117	1693	422	90	348	548	193	646	4057	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Decreased the time needed for routine repetitive tasks

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	38	46	1	2	40	11	81	220
		%	33.3%	43.7%	34.3%	5.0%	8.3%	17.0%	15.1%	21.5%	23.1%
	No change	n	0	17	27	4	2	30	13	89	182
		%	0.0%	19.5%	20.1%	20.0%	8.3%	12.8%	17.8%	23.7%	19.1%
	Strongly or partly agree	n	2	32	61	15	20	165	49	206	550
		%	66.7%	36.8%	45.5%	75.0%	83.3%	70.2%	67.1%	54.8%	57.8%
Total	n	3	87	134	20	24	235	73	376	952	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	7	296	16	6	93	62	21	34	535
		%	19.4%	29.3%	25.8%	16.2%	30.5%	18.8%	18.6%	17.3%	25.6%
	No change	n	8	198	19	11	44	47	17	28	372
		%	22.2%	19.6%	30.6%	29.7%	14.4%	14.3%	15.0%	14.2%	17.8%
	Strongly or partly agree	n	21	517	27	20	168	220	75	135	1183
		%	58.3%	51.1%	43.5%	54.1%	55.1%	66.9%	66.4%	68.5%	56.6%
Total	n	36	1011	62	37	305	329	113	197	2090	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	44	287	146	8	14	22	11	23	555
		%	50.0%	46.4%	53.3%	17.4%	43.8%	34.9%	40.7%	18.1%	43.5%
	No change	n	14	145	45	11	2	7	4	32	260

		%	15.9%	23.4%	16.4%	23.9%	6.3%	11.1%	14.8%	25.2%	20.4%
	Strongly or partly agree	n	30	187	83	27	16	34	12	72	461
		%	34.1%	30.2%	30.3%	58.7%	50.0%	54.0%	44.4%	56.7%	36.1%
	Total	n	88	619	274	46	32	63	27	127	1276
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
ALL SECTORS	Strongly or somewhat disagree	n	52	621	208	15	109	124	43	138	1310
		%	40.9%	36.2%	44.3%	14.6%	30.2%	19.8%	20.2%	19.7%	30.3%
	No change	n	22	360	91	26	48	84	34	149	814
		%	17.3%	21.0%	19.4%	25.2%	13.3%	13.4%	16.0%	21.3%	18.9%
	Strongly or partly agree	n	53	736	171	62	204	419	136	413	2194
		%	41.7%	42.9%	36.4%	60.2%	56.5%	66.8%	63.8%	59.0%	50.8%
Total	n	127	1717	470	103	361	627	213	700	4318	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Increased my pace of work – work intensity

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	44	92	14	15	162	46	263	637
		%	33.3%	50.0%	67.2%	82.4%	65.2%	68.9%	64.8%	68.1%	66.4%
	No change	n	1	22	26	3	6	38	16	85	197
		%	33.3%	25.0%	19.0%	17.6%	26.1%	16.2%	22.5%	22.0%	20.5%
	Strongly or partly agree	n	1	22	19	0	2	35	9	38	126
		%	33.3%	25.0%	13.9%	0.0%	8.7%	14.9%	12.7%	9.8%	13.1%
Total	n	3	88	137	17	23	235	71	386	960	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	22	726	34	16	165	208	78	123	1372
		%	61.1%	71.5%	53.1%	43.2%	53.9%	62.8%	68.4%	63.7%	65.5%
	No change	n	8	163	19	10	44	65	16	46	371
		%	22.2%	16.1%	29.7%	27.0%	14.4%	19.6%	14.0%	23.8%	17.7%
	Strongly or partly agree	n	6	126	11	11	97	58	20	24	353
		%	16.7%	12.4%	17.2%	29.7%	31.7%	17.5%	17.5%	12.4%	16.8%
Total	n	36	1015	64	37	306	331	114	193	2096	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	35	330	165	23	14	35	10	78	690
		%	38.9%	53.2%	59.8%	50.0%	42.4%	56.5%	35.7%	61.4%	53.8%
	No change	n	24	155	50	11	5	16	5	32	298
		%	26.7%	25.0%	18.1%	23.9%	15.2%	25.8%	17.9%	25.2%	23.2%
	Strongly or partly agree	n	31	135	61	12	14	11	13	17	294
		%	34.4%	21.8%	22.1%	26.1%	42.4%	17.7%	46.4%	13.4%	22.9%
Total	n	90	620	276	46	33	62	28	127	1282	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	58	1100	291	53	194	405	134	464	2699
		%	45.0%	63.8%	61.0%	53.0%	53.6%	64.5%	62.9%	65.7%	62.2%
	No change	n	33	340	95	24	55	119	37	163	866
		%	25.6%	19.7%	19.9%	24.0%	15.2%	18.9%	17.4%	23.1%	20.0%
	Strongly or partly agree	n	38	283	91	23	113	104	42	79	773
		%	29.5%	16.4%	19.1%	23.0%	31.2%	16.6%	19.7%	11.2%	17.8%
Total	n	129	1723	477	100	362	628	213	706	4338	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Improved my cooperation with colleagues



			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	24	62	0	4	45	13	103	252
		%	33.3%	27.9%	44.3%	0.0%	16.7%	19.3%	18.1%	26.6%	26.2%
	No change	n	1	19	42	5	6	49	16	108	246
		%	33.3%	22.1%	30.0%	27.8%	25.0%	21.0%	22.2%	27.9%	25.5%
	Strongly or partly agree	n	1	43	36	13	14	139	43	176	465
		%	33.3%	50.0%	25.7%	72.2%	58.3%	59.7%	59.7%	45.5%	48.3%
	Total	n	3	86	140	18	24	233	72	387	963
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	9	275	21	5	88	87	27	44	556
		%	23.7%	26.8%	32.8%	13.5%	29.0%	26.5%	23.7%	22.7%	26.4%
	No change	n	10	218	22	20	92	86	21	68	537
		%	26.3%	21.2%	34.4%	54.1%	30.4%	26.2%	18.4%	35.1%	25.5%
	Strongly or partly agree	n	19	535	21	12	123	155	66	82	1013
		%	50.0%	52.0%	32.8%	32.4%	40.6%	47.3%	57.9%	42.3%	48.1%
	Total	n	38	1028	64	37	303	328	114	194	2106
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	27	207	109	12	15	20	12	25	427
		%	30.0%	32.7%	39.1%	27.9%	45.5%	31.3%	42.9%	19.7%	32.9%
	No change	n	35	190	86	17	12	22	8	47	417
		%	38.9%	30.0%	30.8%	39.5%	36.4%	34.4%	28.6%	37.0%	32.2%
	Strongly or partly agree	n	28	236	84	14	6	22	8	55	453
		%	31.1%	37.3%	30.1%	32.6%	18.2%	34.4%	28.6%	43.3%	34.9%
	Total	n	90	633	279	43	33	64	28	127	1297
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
ALL SECTORS	Strongly or somewhat disagree	n	37	506	192	17	107	152	52	172	1235
		%	28.2%	29.0%	39.8%	17.3%	29.7%	24.3%	24.3%	24.3%	28.3%
	No change	n	46	427	150	42	110	157	45	223	1200
		%	35.1%	24.4%	31.1%	42.9%	30.6%	25.1%	21.0%	31.5%	27.5%
	Strongly or partly agree	n	48	814	141	39	143	316	117	313	1931
		%	36.6%	46.6%	29.2%	39.8%	39.7%	50.6%	54.7%	44.2%	44.2%
	Total	n	131	1747	483	98	360	625	214	708	4366
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Given me more autonomy to schedule my work tasks											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	28	30	2	3	43	7	61	175
		%	33.3%	32.2%	21.9%	12.5%	12.0%	18.4%	10.0%	15.8%	18.2%
	No change	n	0	23	35	5	5	41	13	96	218
		%	0.0%	26.4%	25.5%	31.3%	20.0%	17.5%	18.6%	24.8%	22.7%
	Strongly or partly agree	n	2	36	72	9	17	150	50	230	566
		%	66.7%	41.4%	52.6%	56.3%	68.0%	64.1%	71.4%	59.4%	59.0%
	Total	n	3	87	137	16	25	234	70	387	959
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	4	208	10	9	85	79	28	30	453
		%	11.1%	20.7%	15.6%	25.0%	28.2%	23.7%	25.0%	15.5%	21.8%
	No change	n	12	187	23	11	73	90	19	51	466
		%	33.3%	18.6%	35.9%	30.6%	24.3%	27.0%	17.0%	26.4%	22.4%

	Strongly or partly agree	n	20	608	31	16	143	164	65	112	1159
		%	55.6%	60.6%	48.4%	44.4%	47.5%	49.2%	58.0%	58.0%	55.8%
	Total	n	36	1003	64	36	301	333	112	193	2078
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	31	251	105	10	12	16	13	20	458
		%	34.4%	40.9%	37.8%	24.4%	38.7%	25.4%	46.4%	15.7%	36.0%
	No change	n	29	160	79	12	9	15	7	41	352
		%	32.2%	26.1%	28.4%	29.3%	29.0%	23.8%	25.0%	32.3%	27.7%
	Strongly or partly agree	n	30	203	94	19	10	32	8	66	462
		%	33.3%	33.1%	33.8%	46.3%	32.3%	50.8%	28.6%	52.0%	36.3%
Total	n	90	614	278	41	31	63	28	127	1272	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	36	487	145	21	100	138	48	111	1086
		%	27.9%	28.6%	30.3%	22.6%	28.0%	21.9%	22.9%	15.7%	25.2%
	No change	n	41	370	137	28	87	146	39	188	1036
		%	31.8%	21.7%	28.6%	30.1%	24.4%	23.2%	18.6%	26.6%	24.0%
	Strongly or partly agree	n	52	847	197	44	170	346	123	408	2187
		%	40.3%	49.7%	41.1%	47.3%	47.6%	54.9%	58.6%	57.7%	50.8%
Total	n	129	1704	479	93	357	630	210	707	4309	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Given me more autonomy to organise my work tasks

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	24	29	2	4	45	7	58	170
		%	33.3%	27.6%	21.3%	12.5%	16.7%	19.5%	9.9%	15.0%	17.8%
	No change	n	0	22	37	4	4	32	13	96	208
		%	0.0%	25.3%	27.2%	25.0%	16.7%	13.9%	18.3%	24.9%	21.8%
	Strongly or partly agree	n	2	41	70	10	16	154	51	232	576
		%	66.7%	47.1%	51.5%	62.5%	66.7%	66.7%	71.8%	60.1%	60.4%
Total	n	3	87	136	16	24	231	71	386	954	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	4	177	12	6	82	77	24	29	411
		%	11.1%	17.6%	18.8%	16.7%	27.3%	23.1%	21.8%	15.1%	19.8%
	No change	n	13	197	20	13	74	85	21	44	467
		%	36.1%	19.5%	31.3%	36.1%	24.7%	25.5%	19.1%	22.9%	22.5%
	Strongly or partly agree	n	19	634	32	17	144	171	65	119	1201
		%	52.8%	62.9%	50.0%	47.2%	48.0%	51.4%	59.1%	62.0%	57.8%
Total	n	36	1008	64	36	300	333	110	192	2079	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	32	224	108	11	13	18	13	23	442
		%	35.6%	36.5%	39.1%	26.2%	41.9%	28.1%	48.1%	18.1%	34.8%
	No change	n	31	173	80	13	8	13	9	37	364
		%	34.4%	28.2%	29.0%	31.0%	25.8%	20.3%	33.3%	29.1%	28.7%
	Strongly or partly agree	n	27	216	88	18	10	33	5	67	464
		%	30.0%	35.2%	31.9%	42.9%	32.3%	51.6%	18.5%	52.8%	36.5%
Total	n	90	613	276	42	31	64	27	127	1270	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat	n	37	425	149	19	99	140	44	110	1023
		%	28.7%	24.9%	31.3%	20.2%	27.9%	22.3%	21.2%	15.6%	23.8%

	disagree										
	No change	n	44	392	137	30	86	130	43	177	1039
		%	34.1%	23.0%	28.8%	31.9%	24.2%	20.7%	20.7%	25.1%	24.1%
	Strongly or partly agree	n	48	891	190	45	170	358	121	418	2241
		%	37.2%	52.2%	39.9%	47.9%	47.9%	57.0%	58.2%	59.3%	52.1%
	Total	n	129	1708	476	94	355	628	208	705	4303
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Improved the coordination of tasks with my colleagues

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	21	45	2	2	43	6	79	199
		%	33.3%	24.4%	32.8%	10.5%	8.3%	18.9%	8.3%	20.4%	20.8%
	No change	n	0	26	35	5	5	35	22	108	236
		%	0.0%	30.2%	25.5%	26.3%	20.8%	15.4%	30.6%	27.9%	24.7%
	Strongly or partly agree	n	2	39	57	12	17	150	44	200	521
		%	66.7%	45.3%	41.6%	63.2%	70.8%	65.8%	61.1%	51.7%	54.5%
Total	n	3	86	137	19	24	228	72	387	956	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	5	193	16	5	84	76	19	35	433
		%	13.9%	19.2%	25.8%	13.9%	27.7%	23.0%	16.8%	18.0%	20.8%
	No change	n	9	232	15	17	68	82	21	59	503
		%	25.0%	23.1%	24.2%	47.2%	22.4%	24.8%	18.6%	30.4%	24.2%
	Strongly or partly agree	n	22	579	31	14	151	172	73	100	1142
		%	61.1%	57.7%	50.0%	38.9%	49.8%	52.1%	64.6%	51.5%	55.0%
Total	n	36	1004	62	36	303	330	113	194	2078	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	18	183	80	10	10	12	11	19	343
		%	20.0%	29.8%	28.8%	22.7%	32.3%	18.8%	40.7%	15.0%	26.9%
	No change	n	25	186	95	16	10	22	8	41	403
		%	27.8%	30.2%	34.2%	36.4%	32.3%	34.4%	29.6%	32.3%	31.6%
	Strongly or partly agree	n	47	246	103	18	11	30	8	67	530
		%	52.2%	40.0%	37.1%	40.9%	35.5%	46.9%	29.6%	52.8%	41.5%
Total	n	90	615	278	44	31	64	27	127	1276	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	24	397	141	17	96	131	36	133	975
		%	18.6%	23.3%	29.6%	17.2%	26.8%	21.1%	17.0%	18.8%	22.6%
	No change	n	34	444	145	38	83	139	51	208	1142
		%	26.4%	26.0%	30.4%	38.4%	23.2%	22.3%	24.1%	29.4%	26.5%
	Strongly or partly agree	n	71	864	191	44	179	352	125	367	2193
		%	55.0%	50.7%	40.0%	44.4%	50.0%	56.6%	59.0%	51.8%	50.9%
Total	n	129	1705	477	99	358	622	212	708	4310	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Given me better oversight over subordinates carrying out tasks

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	0	20	23	1	3	35	6	64	152
		%	0.0%	38.5%	26.4%	6.7%	15.8%	18.7%	11.1%	19.3%	20.3%
	No change	n	1	26	34	1	7	52	19	143	283
		%	50.0%	50.0%	39.1%	6.7%	36.8%	27.8%	35.2%	43.1%	37.8%

	Strongly or partly agree	n	1	6	30	13	9	100	29	125	313
		%	50.0%	11.5%	34.5%	86.7%	47.4%	53.5%	53.7%	37.7%	41.8%
	Total	n	2	52	87	15	19	187	54	332	748
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	3	84	13	7	48	69	19	27	270
		%	13.6%	19.6%	26.0%	21.9%	20.6%	25.2%	20.7%	17.1%	20.9%
	No change	n	7	236	22	18	59	99	15	59	515
		%	31.8%	55.1%	44.0%	56.3%	25.3%	36.1%	16.3%	37.3%	40.0%
	Strongly or partly agree	n	12	108	15	7	126	106	58	72	504
		%	54.5%	25.2%	30.0%	21.9%	54.1%	38.7%	63.0%	45.6%	39.1%
	Total	n	22	428	50	32	233	274	92	158	1289
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	21	112	82	11	10	10	12	18	276
		%	27.6%	31.4%	36.1%	28.2%	41.7%	17.9%	48.0%	17.1%	30.4%
	No change	n	28	184	73	15	5	24	8	55	392
		%	36.8%	51.5%	32.2%	38.5%	20.8%	42.9%	32.0%	52.4%	43.1%
	Strongly or partly agree	n	27	61	72	13	9	22	5	32	241
		%	35.5%	17.1%	31.7%	33.3%	37.5%	39.3%	20.0%	30.5%	26.5%
	Total	n	76	357	227	39	24	56	25	105	909
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
ALL SECTORS	Strongly or somewhat disagree	n	24	216	118	19	61	114	37	109	698
		%	24.0%	25.8%	32.4%	22.1%	22.1%	22.1%	21.6%	18.3%	23.7%
	No change	n	36	446	129	34	71	175	42	257	1190
		%	36.0%	53.3%	35.4%	39.5%	25.7%	33.8%	24.6%	43.2%	40.4%
	Strongly or partly agree	n	40	175	117	33	144	228	92	229	1058
		%	40.0%	20.9%	32.1%	38.4%	52.2%	44.1%	53.8%	38.5%	35.9%
	Total	n	100	837	364	86	276	517	171	595	2946
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Given me a clearer overview of the implementation of the tasks making up my job

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	0	24	46	0	2	40	9	77	198
		%	0.0%	28.2%	34.3%	0.0%	9.1%	17.3%	12.9%	19.9%	20.8%
	No change	n	2	28	48	3	5	71	17	152	326
		%	66.7%	32.9%	35.8%	15.8%	22.7%	30.7%	24.3%	39.4%	34.3%
	Strongly or partly agree	n	1	33	40	16	15	120	44	157	426
		%	33.3%	38.8%	29.9%	84.2%	68.2%	51.9%	62.9%	40.7%	44.8%
	Total	n	3	85	134	19	22	231	70	386	950
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	8	202	15	5	75	75	21	33	434
		%	22.2%	20.2%	24.6%	13.5%	24.9%	23.1%	19.1%	17.1%	21.1%
	No change	n	8	336	28	12	76	94	15	72	641
		%	22.2%	33.7%	45.9%	32.4%	25.2%	28.9%	13.6%	37.3%	31.1%
	Strongly or partly agree	n	20	460	18	20	150	156	74	88	986
		%	55.6%	46.1%	29.5%	54.1%	49.8%	48.0%	67.3%	45.6%	47.8%
	Total	n	36	998	61	37	301	325	110	193	2061
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITAL AND HEALTH	Strongly or somewhat	n	27	201	106	11	10	12	9	18	394
		%	30.0%	33.1%	39.3%	25.0%	32.3%	19.0%	32.1%	14.4%	31.3%

	disagree										
	No change	n	35	215	74	19	7	19	8	48	425
		%	38.9%	35.4%	27.4%	43.2%	22.6%	30.2%	28.6%	38.4%	33.8%
	Strongly or partly agree	n	28	192	90	14	14	32	11	59	440
		%	31.1%	31.6%	33.3%	31.8%	45.2%	50.8%	39.3%	47.2%	34.9%
Total	n	90	608	270	44	31	63	28	125	1259	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	35	427	167	16	87	127	39	128	1026
		%	27.1%	25.3%	35.9%	16.0%	24.6%	20.5%	18.8%	18.2%	24.0%
	No change	n	45	579	150	34	88	184	40	272	1392
		%	34.9%	34.2%	32.3%	34.0%	24.9%	29.7%	19.2%	38.6%	32.6%
	Strongly or partly agree	n	49	685	148	50	179	308	129	304	1852
		%	38.0%	40.5%	31.8%	50.0%	50.6%	49.8%	62.0%	43.2%	43.4%
	Total	n	129	1691	465	100	354	619	208	704	4270
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Improved the internal assessment of my work performance by my supervisors											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	25	48	1	4	47	12	95	233
		%	33.3%	30.1%	37.2%	5.9%	18.2%	20.5%	17.4%	24.9%	25.0%
	No change	n	1	30	46	2	6	77	17	145	324
		%	33.3%	36.1%	35.7%	11.8%	27.3%	33.6%	24.6%	38.1%	34.7%
	Strongly or partly agree	n	1	28	35	14	12	105	40	141	376
		%	33.3%	33.7%	27.1%	82.4%	54.5%	45.9%	58.0%	37.0%	40.3%
Total	n	3	83	129	17	22	229	69	381	933	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	8	181	20	17	87	70	32	38	453
		%	23.5%	18.4%	33.9%	47.2%	29.4%	22.7%	29.1%	20.3%	22.5%
	No change	n	10	314	26	11	104	110	19	75	669
		%	29.4%	32.0%	44.1%	30.6%	35.1%	35.6%	17.3%	40.1%	33.2%
	Strongly or partly agree	n	16	487	13	8	105	129	59	74	891
		%	47.1%	49.6%	22.0%	22.2%	35.5%	41.7%	53.6%	39.6%	44.3%
Total	n	34	982	59	36	296	309	110	187	2013	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	27	178	119	19	12	16	11	30	412
		%	33.3%	29.9%	45.9%	47.5%	38.7%	25.8%	44.0%	24.4%	33.9%
	No change	n	38	205	78	9	15	19	9	48	421
		%	46.9%	34.4%	30.1%	22.5%	48.4%	30.6%	36.0%	39.0%	34.6%
	Strongly or partly agree	n	16	213	62	12	4	27	5	45	384
		%	19.8%	35.7%	23.9%	30.0%	12.9%	43.5%	20.0%	36.6%	31.6%
Total	n	81	596	259	40	31	62	25	123	1217	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	36	384	187	37	103	133	55	163	1098
		%	30.5%	23.1%	41.8%	39.8%	29.5%	22.2%	27.0%	23.6%	26.4%
	No change	n	49	549	150	22	125	206	45	268	1414
		%	41.5%	33.1%	33.6%	23.7%	35.8%	34.3%	22.1%	38.8%	34.0%
	Strongly or partly agree	n	33	728	110	34	121	261	104	260	1651
		%	28.0%	43.8%	24.6%	36.6%	34.7%	43.5%	51.0%	37.6%	39.7%
Total	n	118	1661	447	93	349	600	204	691	4163	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Improved the internal assessment of my work performance by my direct colleagues												
			DK	FI	FR	GE	PL	SP	HU	IT	All countries	
ELECTRICITY	Strongly or somewhat disagree	n	1	23	54	1	4	45	10	89	227	
		%	33.3%	28.4%	43.5%	5.3%	18.2%	20.3%	15.4%	23.6%	24.9%	
	No change	n	1	36	41	4	7	76	21	153	339	
		%	33.3%	44.4%	33.1%	21.1%	31.8%	34.2%	32.3%	40.6%	37.1%	
	Strongly or partly agree	n	1	22	29	14	11	101	34	135	347	
		%	33.3%	27.2%	23.4%	73.7%	50.0%	45.5%	52.3%	35.8%	38.0%	
Total	n	3	81	124	19	22	222	65	377	913		
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	7	191	20	18	83	73	29	35	456	
		%	22.6%	21.1%	32.8%	48.6%	28.4%	23.7%	27.1%	19.2%	23.7%	
	No change	n	13	392	30	12	113	119	23	84	786	
		%	41.9%	43.3%	49.2%	32.4%	38.7%	38.6%	21.5%	46.2%	40.9%	
	Strongly or partly agree	n	11	323	11	7	96	116	55	63	682	
		%	35.5%	35.7%	18.0%	18.9%	32.9%	37.7%	51.4%	34.6%	35.4%	
Total	n	31	906	61	37	292	308	107	182	1924		
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	25	193	119	18	10	15	13	26	419	
		%	31.3%	33.0%	46.1%	41.9%	31.3%	24.2%	48.1%	21.3%	34.7%	
	No change	n	40	239	86	9	15	19	11	53	472	
		%	50.0%	40.9%	33.3%	20.9%	46.9%	30.6%	40.7%	43.4%	39.0%	
	Strongly or partly agree	n	15	153	53	16	7	28	3	43	318	
		%	18.8%	26.2%	20.5%	37.2%	21.9%	45.2%	11.1%	35.2%	26.3%	
Total	n	80	585	258	43	32	62	27	122	1209		
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	33	407	193	37	97	133	52	150	1102	
		%	28.9%	25.9%	43.6%	37.4%	28.0%	22.5%	26.1%	22.0%	27.2%	
	No change	n	54	667	157	25	135	214	55	290	1597	
		%	47.4%	42.4%	35.4%	25.3%	39.0%	36.1%	27.6%	42.6%	39.5%	
	Strongly or partly agree	n	27	498	93	37	114	245	92	241	1347	
		%	23.7%	31.7%	21.0%	37.4%	32.9%	41.4%	46.2%	35.4%	33.3%	
Total	n	114	1572	443	99	346	592	199	681	4046		
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Improved the external assessment of my work performance by the users												
			DK	FI	FR	GE	PL	SP	HU	IT	All countries	
ELECTRICITY	Strongly or somewhat disagree	n	1	24	41	4	3	40	11	73	197	
		%	33.3%	29.6%	38.0%	26.7%	15.0%	21.1%	17.5%	21.9%	24.2%	
	No change	n	1	31	43	4	9	65	15	146	314	
		%	33.3%	38.3%	39.8%	26.7%	45.0%	34.2%	23.8%	43.8%	38.6%	
	Strongly or partly agree	n	1	26	24	7	8	85	37	114	302	
		%	33.3%	32.1%	22.2%	46.7%	40.0%	44.7%	58.7%	34.2%	37.1%	
Total	n	3	81	108	15	20	190	63	333	813		
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat	n	5	199	18	19	69	72	28	33	443	
		%	21.7%	23.7%	32.7%	54.3%	24.9%	23.5%	27.7%	18.0%	24.4%	

	disagree										
	No change	n	11	397	29	10	100	107	17	74	745
		%	47.8%	47.3%	52.7%	28.6%	36.1%	35.0%	16.8%	40.4%	41.0%
	Strongly or partly agree	n	7	243	8	6	108	127	56	76	631
		%	30.4%	29.0%	14.5%	17.1%	39.0%	41.5%	55.4%	41.5%	34.7%
Total	n	23	839	55	35	277	306	101	183	1819	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	27	215	114	17	12	17	12	27	441
		%	33.3%	38.9%	46.7%	43.6%	42.9%	26.6%	44.4%	22.9%	38.2%
	No change	n	39	232	88	6	11	25	9	54	464
		%	48.1%	42.0%	36.1%	15.4%	39.3%	39.1%	33.3%	45.8%	40.2%
	Strongly or partly agree	n	15	106	42	16	5	22	6	37	249
		%	18.5%	19.2%	17.2%	41.0%	17.9%	34.4%	22.2%	31.4%	21.6%
	Total	n	81	553	244	39	28	64	27	118	1154
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
ALL SECTORS	Strongly or somewhat disagree	n	33	438	173	40	84	129	51	133	1081
		%	30.8%	29.7%	42.5%	44.9%	25.8%	23.0%	26.7%	21.0%	28.6%
	No change	n	51	660	160	20	120	197	41	274	1523
		%	47.7%	44.8%	39.3%	22.5%	36.9%	35.2%	21.5%	43.2%	40.2%
	Strongly or partly agree	n	23	375	74	29	121	234	99	227	1182
		%	21.5%	25.5%	18.2%	32.6%	37.2%	41.8%	51.8%	35.8%	31.2%
	Total	n	107	1473	407	89	325	560	191	634	3786
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 7: Contractual working time patterns – Sectors and countries – DGQS 2022

Q25: How much has the introduction of these digital tools and processes impacted the following aspects of your working time?

Number of working hours set in your contract											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat increased	n	-	19	48	2	6	68	13	146	304
		%	-	21.3%	35.3%	8.7%	23.1%	28.7%	17.3%	37.4%	31.1%
	No change	n	-	66	87	21	19	161	60	233	647
		%	-	74.2%	64.0%	91.3%	73.1%	67.9%	80.0%	59.7%	66.1%
	Strongly or partly decreased	n	-	4	1	0	1	8	2	11	28
		%	-	4.5%	0.7%	0.0%	3.8%	3.4%	2.7%	2.8%	2.9%
Total	n	-	89	136	23	26	237	75	390	979	
	%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat increased	n	4	152	19	3	41	70	25	43	357
		%	11.1%	15.0%	29.2%	8.1%	13.6%	21.3%	21.9%	21.7%	17.1%
	No change	n	32	839	45	33	246	247	87	151	1680
		%	88.9%	82.9%	69.2%	89.2%	81.5%	75.1%	76.3%	76.3%	80.3%
	Strongly or partly decreased	n	0	21	1	1	15	12	2	4	56
		%	0.0%	2.1%	1.5%	2.7%	5.0%	3.6%	1.8%	2.0%	2.7%
Total	n	36	1012	65	37	302	329	114	198	2093	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITALS AND HEALTH	Strongly or somewhat increased	n	10	124	91	5	2	16	7	29	284
		%	11.4%	19.4%	33.8%	10.0%	6.5%	25.0%	25.9%	22.1%	21.9%
	No change	n	76	493	171	43	29	46	19	98	975
		%	86.4%	77.2%	63.6%	86.0%	93.5%	71.9%	70.4%	74.8%	75.1%
	Strongly or partly decreased	n	2	22	7	2	0	2	1	4	40
		%	2.3%	3.4%	2.6%	4.0%	0.0%	3.1%	3.7%	3.1%	3.1%
Total	n	88	639	269	50	31	64	27	131	1299	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat increased	n	16	295	158	10	49	154	45	218	945
		%	12.6%	17.0%	33.6%	9.1%	13.6%	24.4%	20.8%	30.3%	21.6%
	No change	n	108	1398	303	97	294	454	166	482	3302
		%	85.0%	80.3%	64.5%	88.2%	81.9%	72.1%	76.9%	67.0%	75.5%
	Strongly or partly decreased	n	3	47	9	3	16	22	5	19	124
		%	2.4%	2.7%	1.9%	2.7%	4.5%	3.5%	2.3%	2.6%	2.8%
Total	n	127	1740	470	110	359	630	216	719	4371	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Paid overtime hours											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat	n	-	8	6	2	6	5	8	57	93
		%	-	9.0%	4.5%	9.1%	23.1%	2.1%	10.8%	14.7%	9.6%



	increased										
	No change	n	-	77	116	19	19	203	58	230	724
		%	-	86.5%	87.9%	86.4%	73.1%	85.7%	78.4%	59.1%	74.5%
	Strongly or partly decreased	n	-	4	10	1	1	29	8	102	155
		%	-	4.5%	7.6%	4.5%	3.8%	12.2%	10.8%	26.2%	15.9%
	Total	n	-	89	132	22	26	237	74	389	972
		%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat increased	n	2	105	1	3	8	9	4	9	141
		%	5.6%	10.4%	1.6%	8.1%	2.7%	2.8%	3.5%	4.6%	6.8%
	No change	n	33	852	57	34	278	299	106	159	1818
		%	91.7%	84.5%	90.5%	91.9%	92.4%	91.4%	93.0%	80.7%	87.3%
Strongly or partly decreased	n	1	51	5	0	15	19	4	29	124	
	%	2.8%	5.1%	7.9%	0.0%	5.0%	5.8%	3.5%	14.7%	6.0%	
Total	n	36	1008	63	37	301	327	114	197	2083	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat increased	n	9	98	33	7	2	5	1	19	174
		%	10.2%	15.4%	12.6%	14.0%	6.7%	7.8%	3.7%	14.6%	13.5%
	No change	n	76	519	214	40	27	55	22	99	1052
		%	86.4%	81.3%	81.7%	80.0%	90.0%	85.9%	81.5%	76.2%	81.6%
Strongly or partly decreased	n	3	21	15	3	1	4	4	12	63	
	%	3.4%	3.3%	5.7%	6.0%	3.3%	6.3%	14.8%	9.2%	4.9%	
Total	n	88	638	262	50	30	64	27	130	1289	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat increased	n	12	211	40	12	16	19	13	85	408
		%	9.4%	12.2%	8.8%	11.0%	4.5%	3.0%	6.0%	11.9%	9.4%
	No change	n	111	1448	387	93	324	557	186	488	3594
		%	87.4%	83.5%	84.7%	85.3%	90.8%	88.7%	86.5%	68.2%	82.7%
Strongly or partly decreased	n	4	76	30	4	17	52	16	143	342	
	%	3.1%	4.4%	6.6%	3.7%	4.8%	8.3%	7.4%	20.0%	7.9%	
Total	n	127	1735	457	109	357	628	215	716	4344	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Unpaid overtime hours											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat increased	n	-	15	55	6	3	54	13	129	276
		%	-	16.9%	41.4%	27.3%	11.5%	22.8%	17.6%	33.2%	28.4%
	No change	n	-	70	77	16	21	172	58	234	650
		%	-	78.7%	57.9%	72.7%	80.8%	72.6%	78.4%	60.3%	66.9%
Strongly or partly decreased	n	-	4	1	0	2	11	3	25	46	
	%	-	4.5%	0.8%	0.0%	7.7%	4.6%	4.1%	6.4%	4.7%	
Total	n	-	89	133	22	26	237	74	388	972	
	%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat increased	n	3	143	22	4	35	44	25	43	319
		%	8.3%	14.2%	33.8%	10.8%	11.6%	13.5%	21.9%	22.1%	15.3%
	No change	n	32	833	42	33	258	276	86	139	1699
		%	88.9%	82.6%	64.6%	89.2%	85.4%	84.4%	75.4%	71.3%	81.5%

	Strongly or partly decreased	n	1	32	1	0	9	7	3	13	66
		%	2.8%	3.2%	1.5%	0.0%	3.0%	2.1%	2.6%	6.7%	3.2%
	Total	n	36	1008	65	37	302	327	114	195	2084
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITAL AND HEALTH	Strongly or somewhat increased	n	8	62	79	10	3	9	5	24	200
		%	9.1%	9.7%	29.8%	20.0%	10.0%	14.3%	18.5%	18.3%	15.5%
	No change	n	80	553	179	38	25	52	17	102	1046
		%	90.9%	86.9%	67.5%	76.0%	83.3%	82.5%	63.0%	77.9%	81.1%
	Strongly or partly decreased	n	0	21	7	2	2	2	5	5	44
		%	0.0%	3.3%	2.6%	4.0%	6.7%	3.2%	18.5%	3.8%	3.4%
Total	n	88	636	265	50	30	63	27	131	1290	
%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat increased	n	12	220	156	20	41	107	43	196	795
		%	9.4%	12.7%	33.7%	18.3%	11.5%	17.1%	20.0%	27.5%	18.3%
	No change	n	114	1456	298	87	304	500	161	475	3395
		%	89.8%	84.0%	64.4%	79.8%	84.9%	79.7%	74.9%	66.5%	78.1%
	Strongly or partly decreased	n	1	57	9	2	13	20	11	43	156
		%	0.8%	3.3%	1.9%	1.8%	3.6%	3.2%	5.1%	6.0%	3.6%
Total	n	127	1733	463	109	358	627	215	714	4346	
%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

#### Unsocial working time

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat increased	n	-	16	93	6	7	72	17	133	345
		%	-	18.0%	68.4%	26.1%	26.9%	30.4%	22.4%	34.4%	35.3%
	No change	n	-	68	40	17	19	151	53	236	586
		%	-	76.4%	29.4%	73.9%	73.1%	63.7%	69.7%	61.0%	60.0%
	Strongly or partly decreased	n	-	5	3	0	0	14	6	18	46
		%	-	5.6%	2.2%	0.0%	0.0%	5.9%	7.9%	4.7%	4.7%
Total	n	-	89	136	23	26	237	76	387	977	
%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat increased	n	5	194	29	8	67	102	29	54	488
		%	13.90%	19.30%	44.60%	21.60%	22.20%	31.10%	25.40%	27.70%	23.40%
	No change	n	29	786	34	21	225	215	77	138	1525
		%	80.60%	78.10%	52.30%	56.80%	74.50%	65.50%	67.50%	70.80%	73.20%
	Strongly or partly decreased	n	2	27	2	8	10	11	8	3	71
		%	5.60%	2.70%	3.10%	21.60%	3.30%	3.40%	7.00%	1.50%	3.40%
Total	n	36	1007	65	37	302	328	114	195	2084	
%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
HOSPITAL AND HEALTH	Strongly or somewhat increased	n	12	67	100	13	6	19	6	28	251
		%	13.60%	10.60%	37.60%	26.00%	20.00%	30.20%	22.20%	21.40%	19.50%
	No change	n	76	552	160	35	23	41	20	100	1007
		%	86.40%	86.90%	60.20%	70.00%	76.70%	65.10%	74.10%	76.30%	78.10%
	Strongly or partly decreased	n	0	16	6	2	1	3	1	3	32
		%	0.00%	2.50%	2.30%	4.00%	3.30%	4.80%	3.70%	2.30%	2.50%

	Total	n	88	635	266	50	30	63	27	131	1290
		%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
ALL SECTORS	Strongly or somewhat increased	n	18	277	222	27	80	193	52	215	1084
		%	14.20%	16.00%	47.50%	24.50%	22.30%	30.70%	24.00%	30.20%	24.90%
	No change	n	107	1406	234	73	267	407	150	474	3118
		%	84.30%	81.20%	50.10%	66.40%	74.60%	64.80%	69.10%	66.50%	71.70%
	Strongly or partly decreased	n	2	48	11	10	11	28	15	24	149
		%	1.60%	2.80%	2.40%	9.10%	3.10%	4.50%	6.90%	3.40%	3.40%
	Total	n	127	1731	467	110	358	628	217	713	4351
		%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Number and/or duration of break/rest periods

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat increased	n	-	6	15	1	2	18	13	47	103
		%	-	6.70%	11.00%	4.30%	7.70%	7.60%	17.10%	12.10%	10.50%
	No change	n	-	61	57	22	22	143	47	224	577
		%	-	68.50%	41.90%	95.70%	84.60%	60.10%	61.80%	57.70%	58.90%
	Strongly or partly decreased	n	-	22	64	0	2	77	16	117	299
		%	-	24.70%	47.10%	0.00%	7.70%	32.40%	21.10%	30.20%	30.50%
Total	n	-	89	136	23	26	238	76	388	979	
	%	-	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat increased	n	3	79	2	2	35	34	15	27	197
		%	8.30%	7.80%	3.10%	5.40%	11.60%	10.40%	13.20%	13.70%	9.40%
	No change	n	25	605	44	21	230	225	77	133	1360
		%	69.40%	59.80%	67.70%	56.80%	76.20%	68.60%	67.50%	67.50%	65.00%
	Strongly or partly decreased	n	8	328	19	14	37	69	22	37	534
		%	22.20%	32.40%	29.20%	37.80%	12.30%	21.00%	19.30%	18.80%	25.50%
Total	n	36	1012	65	37	302	328	114	197	2091	
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
HOSPITAL AND HEALTH	Strongly or somewhat increased	n	3	43	19	4	3	10	1	9	92
		%	3.40%	6.80%	7.10%	8.00%	10.00%	15.90%	3.70%	6.90%	7.10%
	No change	n	66	432	174	30	24	35	19	103	883
		%	75.00%	67.90%	65.40%	60.00%	80.00%	55.60%	70.40%	78.60%	68.40%
	Strongly or partly decreased	n	19	161	73	16	3	18	7	19	316
		%	21.60%	25.30%	27.40%	32.00%	10.00%	28.60%	25.90%	14.50%	24.50%
Total	n	88	636	266	50	30	63	27	131	1291	
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
ALL SECTORS	Strongly or somewhat increased	n	7	128	36	7	40	62	29	83	392
		%	5.50%	7.40%	7.70%	6.40%	11.20%	9.90%	13.40%	11.60%	9.00%
	No change	n	92	1098	275	73	276	403	143	460	2820
		%	72.40%	63.20%	58.90%	66.40%	77.10%	64.10%	65.90%	64.20%	64.70%
	Strongly or partly decreased	n	28	511	156	30	42	164	45	173	1149
		%	22.00%	29.40%	33.40%	27.30%	11.70%	26.10%	20.70%	24.20%	26.30%
Total	n	127	1737	467	110	358	629	217	716	4361	
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

Commuting time from home to workplace

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat increased	n	-	3	9	0	4	22	5	26	70
		%	-	3.4%	6.6%	0.0%	15.4%	9.2%	6.6%	6.7%	7.1%
	No change	n	-	76	33	2	16	82	36	165	412
		%	-	85.4%	24.3%	8.7%	61.5%	34.5%	47.4%	42.4%	42.0%
	Strongly or partly decreased	n	-	10	94	21	6	134	35	198	498
		%	-	11.2%	69.1%	91.3%	23.1%	56.3%	46.1%	50.9%	50.8%
Total	n	-	89	136	23	26	238	76	389	980	
	%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat increased	n	2	28	1	2	24	18	6	6	87
		%	5.6%	2.8%	1.5%	5.4%	8.0%	5.5%	5.3%	3.1%	4.2%
	No change	n	26	491	31	4	236	187	76	107	1158
		%	72.2%	48.6%	47.7%	10.8%	78.4%	56.8%	66.7%	54.9%	55.5%
	Strongly or partly decreased	n	8	491	33	31	41	124	32	82	842
		%	22.2%	48.6%	50.8%	83.8%	13.6%	37.7%	28.1%	42.1%	40.3%
Total	n	36	1010	65	37	301	329	114	195	2087	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat increased	n	0	25	12	3	1	6	3	5	55
		%	0.0%	3.9%	4.5%	6.0%	3.3%	9.5%	11.1%	3.8%	4.3%
	No change	n	82	562	223	20	27	47	22	103	1086
		%	94.3%	88.5%	84.5%	40.0%	90.0%	74.6%	81.5%	78.6%	84.4%
	Strongly or partly decreased	n	5	48	29	27	2	10	2	23	146
		%	5.7%	7.6%	11.0%	54.0%	6.7%	15.9%	7.4%	17.6%	11.3%
Total	n	87	635	264	50	30	63	27	131	1287	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat increased	n	3	56	22	5	29	46	14	37	212
		%	2.4%	3.2%	4.7%	4.5%	8.1%	7.3%	6.5%	5.2%	4.9%
	No change	n	110	1129	287	26	279	316	134	375	2656
		%	87.3%	65.1%	61.7%	23.6%	78.2%	50.2%	61.8%	52.4%	61.0%
	Strongly or partly decreased	n	13	549	156	79	49	268	69	303	1486
		%	10.3%	31.7%	33.5%	71.8%	13.7%	42.5%	31.8%	42.4%	34.1%
Total	n	126	1734	465	110	357	630	217	715	4354	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Commuting time to users' homes/premises											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat increased	n	-	7	13	1	3	14	5	28	72
		%	-	7.9%	9.9%	4.5%	11.5%	6.0%	6.7%	7.4%	7.5%
	No change	n	-	73	79	5	17	145	42	240	603
		%	-	82.0%	60.3%	22.7%	65.4%	61.7%	56.0%	63.2%	62.7%
	Strongly or partly decreased	n	-	9	39	16	6	76	28	112	286
		%	-	10.1%	29.8%	72.7%	23.1%	32.3%	37.3%	29.5%	29.8%
Total	n	-	89	131	22	26	235	75	380	961	
	%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC	Strongly or	n	3	20	3	1	14	18	2	7	68

ADMINISTRATIONS	somewhat increased	%	8.6%	2.0%	4.7%	2.7%	4.6%	5.5%	1.8%	3.7%	3.3%
	No change	n	29	873	47	9	264	246	94	146	1708
		%	82.9%	87.3%	73.4%	24.3%	87.4%	74.8%	82.5%	76.8%	82.5%
	Strongly or partly decreased	n	3	107	14	27	24	65	18	37	295
		%	8.6%	10.7%	21.9%	73.0%	7.9%	19.8%	15.8%	19.5%	14.2%
Total	n	35	1000	64	37	302	329	114	190	2071	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat increased	n	1	23	13	3	1	6	1	7	55
		%	1.2%	3.6%	5.0%	6.0%	3.3%	9.5%	3.7%	5.4%	4.3%
	No change	n	84	584	229	22	28	50	23	110	1130
		%	97.7%	92.3%	87.4%	44.0%	93.3%	79.4%	85.2%	85.3%	88.3%
	Strongly or partly decreased	n	1	26	20	25	1	7	3	12	95
%		1.2%	4.1%	7.6%	50.0%	3.3%	11.1%	11.1%	9.3%	7.4%	
Total	n	86	633	262	50	30	63	27	129	1280	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat increased	n	5	50	29	5	18	38	8	42	195
		%	4.00%	2.90%	6.30%	4.60%	5.00%	6.10%	3.70%	6.00%	4.50%
	No change	n	115	1530	355	36	309	441	159	496	3441
		%	92.7%	88.9%	77.7%	33.0%	86.3%	70.3%	73.6%	71.0%	79.8%
	Strongly or partly decreased	n	4	142	73	68	31	148	49	161	676
%		3.2%	8.2%	16.0%	62.4%	8.7%	23.6%	22.7%	23.0%	15.7%	
Total	n	124	1722	457	109	358	627	216	699	4312	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table 8: Impact of digitalisation on work-life balance - Sectors and countries – DGQS 2022

Q26: How has the digitalisation of your work affected your work-life balance?

It has increased my personal time and the time spent with my family											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	2	25	56	3	10	44	22	121	283
		%	66.7%	28.7%	41.5%	14.3%	40.0%	18.8%	29.7%	31.8%	29.5%
	No change	n	1	47	42	15	9	65	29	127	335
		%	33.3%	54.0%	31.1%	71.4%	36.0%	27.8%	39.2%	33.3%	34.9%
Strongly or partly agree	n	0	15	37	3	6	125	23	133	342	
	%	0.0%	17.2%	27.4%	14.3%	24.0%	53.4%	31.1%	34.9%	35.6%	
Total	n	3	87	135	21	25	234	74	381	960	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	9	179	30	4	120	90	51	47	530
		%	26.5%	17.9%	48.4%	10.8%	41.1%	28.0%	45.1%	24.0%	25.8%
	No change	n	12	337	19	19	122	158	30	85	782
		%	35.3%	33.8%	30.6%	51.4%	41.8%	49.2%	26.5%	43.4%	38.1%
Strongly or partly agree	n	13	482	13	14	50	73	32	64	741	
	%	38.2%	48.3%	21.0%	37.8%	17.1%	22.7%	28.3%	32.7%	36.1%	
Total	n	34	998	62	37	292	321	113	196	2053	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	37	201	137	21	10	21	16	39	482
		%	43.0%	32.2%	53.9%	42.9%	33.3%	35.6%	69.6%	30.7%	38.5%
	No change	n	46	358	98	16	16	30	5	70	639
		%	53.5%	57.4%	38.6%	32.7%	53.3%	50.8%	21.7%	55.1%	51.0%
Strongly or partly agree	n	3	65	19	12	4	8	2	18	131	
	%	3.5%	10.4%	7.5%	24.5%	13.3%	13.6%	8.7%	14.2%	10.5%	
Total	n	86	624	254	49	30	59	23	127	1252	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	48	405	223	28	140	155	89	207	1295
		%	39.0%	23.7%	49.4%	26.2%	40.3%	25.2%	42.4%	29.4%	30.4%
	No change	n	59	742	159	50	147	253	64	282	1756
		%	48.0%	43.4%	35.3%	46.7%	42.4%	41.2%	30.5%	40.1%	41.2%
Strongly or partly agree	n	16	562	69	29	60	206	57	215	1214	
	%	13.0%	32.9%	15.3%	27.1%	17.3%	33.6%	27.1%	30.5%	28.5%	
Total	n	123	1709	451	107	347	614	210	704	4265	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
It has not really affected the amount of time that I spend outside of my work											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly	n	0	34	36	4	10	63	32	107	286

	or somewhat disagree	%	0.0%	39.1%	26.7%	19.0%	40.0%	26.9%	43.2%	28.2%	29.8%
	No change	n	1	30	40	10	8	95	23	144	351
		%	33.3%	34.5%	29.6%	47.6%	32.0%	40.6%	31.1%	37.9%	36.6%
	Strongly or partly agree	n	2	23	59	7	7	76	19	129	322
		%	66.7%	26.4%	43.7%	33.3%	28.0%	32.5%	25.7%	33.9%	33.6%
	Total	n	3	87	135	21	25	234	74	380	959
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	14	439	25	6	125	108	47	65	829
		%	42.4%	44.1%	40.3%	16.2%	42.8%	33.6%	41.6%	33.3%	40.5%
	No change	n	9	214	17	14	96	123	26	73	572
		%	27.3%	21.5%	27.4%	37.8%	32.9%	38.3%	23.0%	37.4%	27.9%
Strongly or partly agree	n	10	342	20	17	71	90	40	57	647	
	%	30.3%	34.4%	32.3%	45.9%	24.3%	28.0%	35.4%	29.2%	31.6%	
Total	n	33	995	62	37	292	321	113	195	2048	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	34	363	96	17	18	13	14	45	600
		%	39.5%	58.3%	37.8%	34.7%	60.0%	22.4%	60.9%	35.2%	48.0%
	No change	n	32	168	93	14	7	21	3	49	387
		%	37.2%	27.0%	36.6%	28.6%	23.3%	36.2%	13.0%	38.3%	30.9%
Strongly or partly agree	n	20	92	65	18	5	24	6	34	264	
	%	23.3%	14.8%	25.6%	36.7%	16.7%	41.4%	26.1%	26.6%	21.1%	
Total	n	86	623	254	49	30	58	23	128	1251	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	48	836	157	27	153	184	93	217	1715
		%	39.3%	49.0%	34.8%	25.2%	44.1%	30.0%	44.3%	30.9%	40.3%
	No change	n	42	412	150	38	111	239	52	266	1310
		%	34.4%	24.2%	33.3%	35.5%	32.0%	39.0%	24.8%	37.8%	30.8%
Strongly or partly agree	n	32	457	144	42	83	190	65	220	1233	
	%	26.2%	26.8%	31.9%	39.3%	23.9%	31.0%	31.0%	31.3%	29.0%	
Total	n	122	1705	451	107	347	613	210	703	4258	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
It has increased my work time (online and offline) at the expense of my personal time											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	2	34	77	10	7	92	27	169	418
		%	66.7%	39.1%	57.5%	47.6%	28.0%	39.3%	36.5%	44.5%	43.6%
	No change	n	1	26	28	11	7	76	26	128	303
		%	33.3%	29.9%	20.9%	52.4%	28.0%	32.5%	35.1%	33.7%	31.6%
Strongly or partly agree	n	0	27	29	0	11	66	21	83	237	
	%	0.0%	31.0%	21.6%	0.0%	44.0%	28.2%	28.4%	21.8%	24.7%	
Total	n	3	87	134	21	25	234	74	380	958	

		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	12	246	27	6	69	127	47	63	597
		%	36.4%	24.7%	43.5%	16.2%	23.6%	39.9%	41.6%	32.3%	29.2%
	No change	n	8	273	21	9	106	105	32	90	644
		%	24.2%	27.4%	33.9%	24.3%	36.3%	33.0%	28.3%	46.2%	31.5%
	Strongly or partly agree	n	13	476	14	22	117	86	34	42	804
%		39.4%	47.8%	22.6%	59.5%	40.1%	27.0%	30.1%	21.5%	39.3%	
Total	n	33	995	62	37	292	318	113	195	2045	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	22	128	110	7	4	19	7	34	331
		%	25.6%	20.5%	43.3%	14.6%	13.3%	32.2%	30.4%	27.0%	26.5%
	No change	n	41	264	93	9	13	26	4	58	508
		%	47.7%	42.3%	36.6%	18.8%	43.3%	44.1%	17.4%	46.0%	40.6%
	Strongly or partly agree	n	23	232	51	32	13	14	12	34	411
%		26.7%	37.2%	20.1%	66.7%	43.3%	23.7%	52.2%	27.0%	32.9%	
Total	n	86	624	254	48	30	59	23	126	1250	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	36	408	214	23	80	238	81	266	1346
		%	29.5%	23.9%	47.6%	21.7%	23.1%	39.0%	38.6%	37.9%	31.6%
	No change	n	50	563	142	29	126	207	62	276	1455
		%	41.0%	33.0%	31.6%	27.4%	36.3%	33.9%	29.5%	39.4%	34.2%
	Strongly or partly agree	n	36	735	94	54	141	166	67	159	1452
%		29.5%	43.1%	20.9%	50.9%	40.6%	27.2%	31.9%	22.7%	34.1%	
Total	n	122	1706	450	106	347	611	210	701	4253	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

When teleworking from home it is sometimes difficult to combine this work with my household responsibilities

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	14	66	9	7	40	24	99	260
		%	33.3%	16.1%	48.9%	42.9%	29.2%	17.1%	32.4%	26.1%	27.2%
	No change	n	2	60	40	11	8	68	29	196	414
		%	66.7%	69.0%	29.6%	52.4%	33.3%	29.1%	39.2%	51.7%	43.3%
	Strongly or partly agree	n	0	13	29	1	9	126	21	84	283
%		0.0%	14.9%	21.5%	4.8%	37.5%	53.8%	28.4%	22.2%	29.6%	
Total	n	3	87	135	21	24	234	74	379	957	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	2	179	15	7	107	105	52	48	515
		%	6.1%	18.0%	24.6%	18.9%	36.8%	33.0%	46.0%	24.9%	25.3%
	No change	n	14	386	24	3	119	129	37	78	790
		%	42.4%	38.9%	39.3%	8.1%	40.9%	40.6%	32.7%	40.4%	38.8%
Strongly	n	17	427	22	27	65	84	24	67	733	



	or partly agree	%	51.5%	43.0%	36.1%	73.0%	22.3%	26.4%	21.2%	34.7%	36.0%
	Total	n	33	992	61	37	291	318	113	193	2038
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	12	75	78	11	10	15	5	17	223
		%	14.5%	12.2%	32.4%	22.9%	33.3%	25.9%	21.7%	14.3%	18.3%
	No change	n	57	428	131	5	16	31	10	79	757
		%	68.7%	69.6%	54.4%	10.4%	53.3%	53.4%	43.5%	66.4%	62.2%
	Strongly or partly agree	n	14	112	32	32	4	12	8	23	237
		%	16.9%	18.2%	13.3%	66.7%	13.3%	20.7%	34.8%	19.3%	19.5%
Total	n	83	615	241	48	30	58	23	119	1217	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	15	268	159	27	124	160	81	164	998
		%	12.6%	15.8%	36.4%	25.5%	35.9%	26.2%	38.6%	23.7%	23.7%
	No change	n	73	874	195	19	143	228	76	353	1961
		%	61.3%	51.6%	44.6%	17.9%	41.4%	37.4%	36.2%	51.1%	46.6%
	Strongly or partly agree	n	31	552	83	60	78	222	53	174	1253
		%	26.1%	32.6%	19.0%	56.6%	22.6%	36.4%	25.2%	25.2%	29.7%
Total	n	119	1694	437	106	345	610	210	691	4212	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

When teleworking from home it is difficult to clearly differentiate between my working time and my personal time

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	2	26	79	10	10	76	29	159	391
		%	66.7%	29.9%	58.5%	47.6%	41.7%	32.5%	39.2%	42.0%	40.9%
	No change	n	1	51	19	11	6	51	31	144	314
		%	33.3%	58.6%	14.1%	52.4%	25.0%	21.8%	41.9%	38.0%	32.8%
	Strongly or partly agree	n	0	10	37	0	8	107	14	76	252
		%	0.0%	11.5%	27.4%	0.0%	33.3%	45.7%	18.9%	20.1%	26.3%
Total	n	3	87	135	21	24	234	74	379	957	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	10	268	26	8	114	139	60	106	731
		%	30.3%	27.0%	42.6%	21.6%	39.2%	43.8%	53.1%	54.6%	35.9%
	No change	n	5	266	15	6	110	102	25	53	582
		%	15.2%	26.8%	24.6%	16.2%	37.8%	32.2%	22.1%	27.3%	28.5%
	Strongly or partly agree	n	18	459	20	23	67	76	28	35	726
		%	54.5%	46.2%	32.8%	62.2%	23.0%	24.0%	24.8%	18.0%	35.6%
Total	n	33	993	61	37	291	317	113	194	2039	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	17	103	95	11	10	18	5	34	293
		%	20.5%	16.7%	39.4%	22.9%	33.3%	32.1%	21.7%	28.8%	24.1%

	No change	n	53	407	109	4	13	27	8	61	682
		%	63.9%	66.2%	45.2%	8.3%	43.3%	48.2%	34.8%	51.7%	56.2%
	Strongly or partly agree	n	13	105	37	33	7	11	10	23	239
		%	15.7%	17.1%	15.4%	68.8%	23.3%	19.6%	43.5%	19.5%	19.7%
	Total	n	83	615	241	48	30	56	23	118	1214
%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	29	397	200	29	134	233	94	299	1415
		%	24.4%	23.4%	45.8%	27.4%	38.8%	38.4%	44.8%	43.3%	33.6%
	No change	n	59	724	143	21	129	180	64	258	1578
		%	49.6%	42.7%	32.7%	19.8%	37.4%	29.7%	30.5%	37.3%	37.5%
	Strongly or partly agree	n	31	574	94	56	82	194	52	134	1217
		%	26.1%	33.9%	21.5%	52.8%	23.8%	32.0%	24.8%	19.4%	28.9%
	Total	n	119	1695	437	106	345	607	210	691	4210
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 9: Perceived impact of digitalisation on physical health and related disorders – Sectors and countries – DGQS 2022

Q31: Do you feel that the introduction of the digital tools and methods in your daily routine has had an impact on your physical health?

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ALL SECTORS	Yes, it has caused a new physical pain/condition	n	15	370	152	13	111	198	63	142	1064
		%	13,3%	23,1%	35,9%	13,8%	34,2%	34,1%	32,3%	21,0%	26,6%
	Yes, it has worsened an existing physical pain/condition	n	8	259	63	17	88	72	20	130	657
		%	7,1%	16,2%	14,9%	18,1%	27,1%	12,4%	10,3%	19,2%	16,4%
	Yes, it helped me to better handle a pre-existing physical pain/condition	n	5	70	13	3	7	17	6	30	151
		%	4,4%	4,4%	3,1%	3,2%	2,2%	2,9%	3,1%	4,4%	3,8%
	Yes, I am less subject to painful physical strains	n	7	53	7	11	11	30	4	20	143
		%	6,2%	3,3%	1,7%	11,7%	3,4%	5,2%	2,1%	3,0%	3,6%
	Yes, I am less exposed to the risk of accidents at my workplace	n	2	22	13	4	7	43	4	34	129
		%	1,8%	1,4%	3,1%	4,3%	2,2%	7,4%	2,1%	5,0%	3,2%
	No, not that I have noticed	n	76	825	175	46	101	221	98	320	1862
		%	67,3%	51,6%	41,4%	48,9%	31,1%	38,0%	50,3%	47,3%	46,5%
	Total	n	113	1599	423	94	325	581	195	676	4006
		%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Yes, it has caused a new physical pain/condition	n	0	9	47	1	9	57	26	82	231
		%	0,0%	11,3%	37,3%	6,3%	36,0%	25,9%	37,1%	22,5%	25,6%
	Yes, it has worsened an existing physical pain/condition	n	0	9	16	1	5	26	5	65	127
		%	0,0%	11,3%	12,7%	6,3%	20,0%	11,8%	7,1%	17,9%	14,0%
	Yes, it helped me to better handle a pre-existing physical pain/condition	n	0	3	2	2	0	8	2	20	37
		%	0,0%	3,8%	1,6%	12,5%	0,0%	3,6%	2,9%	5,5%	4,1%
	Yes, I am less subject to painful physical strains	n	0	3	3	7	3	12	2	13	43
		%	0,0%	3,8%	2,4%	43,8%	12,0%	5,5%	2,9%	3,6%	4,8%
	Yes, I am less exposed to the risk of accidents at my workplace	n	1	0	5	2	1	28	2	22	61
		%	33,3%	0,0%	4,0%	12,5%	4,0%	12,7%	2,9%	6,0%	6,7%

	No, not that I have noticed	n	2	56	53	3	7	89	33	162	405
		%	66,7%	70,0%	42,1%	18,8%	28,0%	40,5%	47,1%	44,5%	44,8%
	Total	n	3	80	126	16	25	220	70	364	904
		%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
PUBLIC ADMINISTRATIONS	Yes, it has caused a new physical pain/condition	n	5	238	22	8	94	121	29	39	556
		%	15,6%	25,0%	36,7%	22,2%	34,7%	39,7%	27,4%	20,5%	28,5%
	Yes, it has worsened an existing physical pain/condition	n	4	165	12	8	77	35	12	42	355
		%	12,5%	17,3%	20,0%	22,2%	28,4%	11,5%	11,3%	22,1%	18,2%
	Yes, it helped me to better handle a pre-existing physical pain/condition	n	1	48	3	1	7	6	4	8	78
		%	3,1%	5,0%	5,0%	2,8%	2,6%	2,0%	3,8%	4,2%	4,0%
	Yes, I am less subject to painful physical strains	n	1	30	2	1	8	14	2	3	61
		%	3,1%	3,2%	3,3%	2,8%	3,0%	4,6%	1,9%	1,6%	3,1%
	Yes, I am less exposed to the risk of accidents at my workplace	n	0	13	0	1	6	13	2	8	43
		%	0,0%	1,4%	0,0%	2,8%	2,2%	4,3%	1,9%	4,2%	2,2%
No, not that I have noticed	n	21	458	21	17	79	116	57	90	859	
	%	65,6%	48,1%	35,0%	47,2%	29,2%	38,0%	53,8%	47,4%	44,0%	
Total	n	32	952	60	36	271	305	106	190	1952	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
HOSPITALS AND HEALTH	Yes, it has caused a new physical pain/condition	n	10	123	83	4	8	20	8	21	277
		%	12,8%	21,7%	35,0%	9,5%	27,6%	35,7%	42,1%	17,2%	24,1%
	Yes, it has worsened an existing physical pain/condition	n	4	85	35	8	6	11	3	23	175
		%	5,1%	15,0%	14,8%	19,0%	20,7%	19,6%	15,8%	18,9%	15,2%
	Yes, it helped me to better handle a pre-existing physical pain/condition	n	4	19	8	0	0	3	0	2	36
		%	5,1%	3,4%	3,4%	0,0%	0,0%	5,4%	0,0%	1,6%	3,1%
	Yes, I am less subject to painful physical strains	n	6	20	2	3	0	4	0	4	39
		%	7,7%	3,5%	0,8%	7,1%	0,0%	7,1%	0,0%	3,3%	3,4%
	Yes, I am less exposed to the risk of accidents at my workplace	n	1	9	8	1	0	2	0	4	25
		%	1,3%	1,6%	3,4%	2,4%	0,0%	3,6%	0,0%	3,3%	2,2%
No, not that I have noticed	n	53	311	101	26	15	16	8	68	598	
	%	67,9%	54,9%	42,6%	61,9%	51,7%	28,6%	42,1%	55,7%	52,0%	
Total	n	78	567	237	42	29	56	19	122	1150	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	

Table 10: Perceived impact of digitalisation on mental health and related disorders – Sectors and countries – DGQS 2022

Q33: In your daily routine, do you feel that the digitalisation of your work has had an impact on your mental health?

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Yes, it has caused psychological problems	n	0	15	43	9	8	64	16	68	223
		%	0,0%	18,5%	34,1%	64,3%	33,3%	28,7%	23,9%	19,3%	25,1%
	Yes, it has worsened an existing psychological condition	n	0	7	8	1	2	15	4	40	77
		%	0,0%	8,6%	6,3%	7,1%	8,3%	6,7%	6,0%	11,4%	8,7%
	Yes, it has helped me to deal with a psychological condition	n	0	2	4	0	0	23	9	23	61
		%	0,0%	2,5%	3,2%	0,0%	0,0%	10,3%	13,4%	6,5%	6,9%
	No, not that I have noticed	n	3	57	71	4	14	121	38	221	529
		%	100,0%	70,4%	56,3%	28,6%	58,3%	54,3%	56,7%	62,8%	59,4%
	Total	n	3	81	126	14	24	223	67	352	890
		%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
PUBLIC ADMINISTRATIONS	Yes, it has caused psychological problems	n	8	140	19	2	55	83	21	27	355
		%	25,0%	14,9%	32,8%	5,6%	21,5%	27,5%	20,4%	14,5%	18,5%
	Yes, it has worsened an existing psychological condition	n	2	83	5	5	20	40	5	16	176
		%	6,3%	8,8%	8,6%	13,9%	7,8%	13,2%	4,9%	8,6%	9,2%
	Yes, it has helped me to deal with a psychological condition	n	2	48	2	0	13	23	2	9	99
		%	6,3%	5,1%	3,4%	0,0%	5,1%	7,6%	1,9%	4,8%	5,2%
	No, not that I have noticed	n	20	671	32	29	168	156	75	134	1285
		%	62,5%	71,2%	55,2%	80,6%	65,6%	51,7%	72,8%	72,0%	67,1%
	Total	n	32	942	58	36	256	302	103	186	1915
		%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
HOSPITALS AND HEALTH	Yes, it has caused psychological problems	n	11	97	65	4	4	16	3	19	219
		%	14,5%	17,4%	27,7%	8,9%	13,8%	29,6%	15,8%	15,7%	19,3%
	Yes, it has worsened an existing psychological condition	n	6	40	33	5	2	7	1	7	101
		%	7,9%	7,2%	14,0%	11,1%	6,9%	13,0%	5,3%	5,8%	8,9%
	Yes, it has helped me to deal with a	n	2	18	6	0	0	3	0	4	33
		%	2,6%	3,2%	2,6%	0,0%	0,0%	5,6%	0,0%	3,3%	2,9%

	psychological condition										
	No, not that I have noticed	n	57	402	131	36	23	28	15	91	783
		%	75,0%	72,2%	55,7%	80,0%	79,3%	51,9%	78,9%	75,2%	68,9%
	Total	n	76	557	235	45	29	54	19	121	1136
		%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
ALL SECTORS	Yes, it has caused psychological problems	n	19	252	127	15	67	163	40	114	797
		%	17,1%	15,9%	30,3%	15,8%	21,7%	28,2%	21,2%	17,3%	20,2%
	Yes, it has worsened an existing psychological condition	n	8	130	46	11	24	62	10	63	354
		%	7,2%	8,2%	11,0%	11,6%	7,8%	10,7%	5,3%	9,6%	9,0%
	Yes, it has helped me to deal with a psychological condition	n	4	68	12	0	13	49	11	36	193
		%	3,6%	4,3%	2,9%	0,0%	4,2%	8,5%	5,8%	5,5%	4,9%
	No, not that I have noticed	n	80	1130	234	69	205	305	128	446	2597
		%	72,1%	71,5%	55,8%	72,6%	66,3%	52,7%	67,7%	67,7%	65,9%
	Total	n	111	1580	419	95	309	579	189	659	3941
		%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

Table 11: Physical and mental disorders experienced by workers – Sectors and total – DGQS 2022

Q32 and Q34: If you feel comfortable speaking about it, please specify more precisely the kind of physical problem / psychological problem you are experiencing ...

PHYSICAL HEALTH								
	ELECTRICITY		PUBLIC ADMINISTRATIONS		HOSPITALS AND HEALTH		ALL SECTORS	
Head pains	143	11.2%	393	11.5%	248	14.6%	784	12.3%
Back pains	235	18.4%	588	17.2%	245	14.5%	1068	16.7%
Neck pains	216	16.9%	658	19.2%	319	18.8%	1193	18.6%
Hand pains	109	8.5%	382	11.1%	224	13.2%	715	11.2%
Pains other parts body	61	4.8%	194	5.7%	89	5.3%	344	5.4%
Vision problems	251	19.6%	604	17.6%	272	16.0%	1127	17.6%
Hearing problems	26	2.0%	66	1.9%	36	2.1%	128	2.0%
Cardio-vascular problems	73	5.7%	152	4.4%	66	3.9%	291	4.5%
Physical fatigue	164	12.8%	390	11.4%	196	11.6%	750	11.7%
Total	1278	100.0%	3427	100.0%	1695	100.0%	6400	100.0%

MENTAL HEALTH								
	ELECTRICITY		PUBLIC ADMINISTRATIONS		HOSPITALS AND HEALTH		ALL SECTORS	
Mental fatigue	234	23.0%	431	21.5%	245	22.8%	910	22.2%
Stress	188	18.5%	414	20.7%	253	23.6%	855	20.9%
Demotivation	155	15.2%	253	12.6%	145	13.5%	553	13.5%
Anxiety	149	14.6%	250	12.5%	123	11.5%	522	12.8%
Burn-out	81	8.0%	211	10.5%	82	7.6%	374	9.1%
Overwhelming emotional demands	56	5.5%	188	9.4%	101	9.4%	345	8.4%
Isolation/distress	97	9.5%	139	6.9%	74	6.9%	310	7.6%
Depression	58	5.7%	116	5.8%	51	4.7%	225	5.5%
Total	1018	100.0%	2002	100.0%	1074	100.0%	4094	100.0%

Table 12: Exposure to psychosocial risks factors – Sectors and countries – DGQS 2022

Q35: Has the introduction of digitalised tools and methods at your work triggered any of the following feelings ...?

I am more exposed to harassment/bullying from my colleagues and/or my hierarchy than before											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ALL SECTORS	Strongly or somewhat disagree	n	3	209	114	2	65	121	35	50	599
		%	2.8%	12.9%	26.6%	1.9%	20.4%	20.5%	17.9%	7.5%	14.9%
	No change	n	40	674	159	5	108	234	59	211	1490
		%	37.0%	41.7%	37.1%	4.7%	34.0%	39.7%	30.1%	31.5%	37.0%
	Strongly or partly agree	n	65	733	155	99	145	234	102	408	1941
		%	60.2%	45.4%	36.2%	93.4%	45.6%	39.7%	52.0%	61.0%	48.2%
	Total	n	108	1616	428	106	318	589	196	669	4030
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
ELECTRICITY	Strongly or somewhat disagree	n	-	11	38	1	5	42	13	32	142
		%	-	13.1%	29.5%	5.0%	21.7%	18.6%	18.3%	8.9%	15.5%
	No change	n	-	42	46	1	9	84	20	109	312
		%	-	50.0%	35.7%	5.0%	39.1%	37.2%	28.2%	30.2%	34.0%
	Strongly or partly agree	n	-	31	45	18	9	100	38	220	463
		%	-	36.9%	34.9%	90.0%	39.1%	44.2%	53.5%	60.9%	50.5%
	Total	n	-	84	129	20	23	226	71	361	917
		%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	0	102	14	0	55	63	17	8	259
		%	0.0%	10.7%	23.0%	0.0%	20.7%	20.7%	16.0%	4.3%	13.3%
	No change	n	11	349	25	1	95	123	33	59	696
		%	34.4%	36.7%	41.0%	2.8%	35.7%	40.5%	31.1%	31.6%	35.8%
	Strongly or partly agree	n	21	500	22	35	116	118	56	120	988
		%	65.6%	52.6%	36.1%	97.2%	43.6%	38.8%	52.8%	64.2%	50.8%
	Total	n	32	951	61	36	266	304	106	187	1943
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITALS AND HEALTH	Strongly or somewhat disagree	n	3	96	62	1	5	16	5	10	198
		%	4.1%	16.5%	26.1%	2.0%	17.2%	27.1%	26.3%	8.3%	16.9%
	No change	n	28	283	88	3	4	27	6	43	482
		%	38.4%	48.7%	37.0%	6.0%	13.8%	45.8%	31.6%	35.5%	41.2%
	Strongly or partly agree	n	42	202	88	46	20	16	8	68	490
		%	57.5%	34.8%	37.0%	92.0%	69.0%	27.1%	42.1%	56.2%	41.9%
	Total	n	73	581	238	50	29	59	19	121	1170
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
I am more exposed to physical or verbal violence from users than before											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ALL SECTORS	Strongly or somewhat disagree	n	5	228	77	2	38	66	36	69	521
		%	4.6%	14.1%	17.9%	1.9%	11.9%	11.2%	18.3%	10.3%	12.9%
	No change	n	44	691	182	2	114	242	57	218	1550
		%	40.7%	42.8%	42.3%	1.9%	35.8%	41.1%	28.9%	32.6%	38.5%
	Strongly or partly agree	n	59	696	171	102	166	281	104	381	1960
		%	54.6%	43.1%	39.8%	96.2%	52.2%	47.7%	52.8%	57.0%	48.6%



	Total	n	108	1615	430	106	318	589	197	668	4031
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
ELECTRICITY	Strongly or somewhat disagree	n	-	9	15	0	2	15	13	32	87
		%	-	10.7%	11.6%	0.0%	8.7%	6.6%	18.3%	8.9%	9.5%
	No change	n	-	45	61	0	9	79	21	123	338
		%	-	53.6%	47.3%	0.0%	39.1%	35.0%	29.6%	34.2%	36.9%
	Strongly or partly agree	n	-	30	53	20	12	132	37	205	491
		%	-	35.7%	41.1%	100.0%	52.2%	58.4%	52.1%	56.9%	53.6%
Total	n	-	84	129	20	23	226	71	360	916	
	%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	3	143	13	0	34	43	17	21	274
		%	9.4%	15.0%	21.0%	0.0%	12.8%	14.1%	15.9%	11.2%	14.1%
	No change	n	12	347	26	0	99	130	31	54	699
		%	37.5%	36.5%	41.9%	0.0%	37.2%	42.8%	29.0%	28.9%	35.9%
	Strongly or partly agree	n	17	461	23	36	133	131	59	112	972
		%	53.1%	48.5%	37.1%	100.0%	50.0%	43.1%	55.1%	59.9%	50.0%
Total	n	32	951	62	36	266	304	107	187	1945	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITALS AND HEALTH	Strongly or somewhat disagree	n	1	76	49	2	2	8	6	16	160
		%	1.4%	13.1%	20.5%	4.0%	6.9%	13.6%	31.6%	13.2%	13.7%
	No change	n	32	299	95	2	6	33	5	41	513
		%	43.8%	51.6%	39.7%	4.0%	20.7%	55.9%	26.3%	33.9%	43.8%
	Strongly or partly agree	n	40	205	95	46	21	18	8	64	497
		%	54.8%	35.3%	39.7%	92.0%	72.4%	30.5%	42.1%	52.9%	42.5%
Total	n	73	580	239	50	29	59	19	121	1170	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
I am more exposed to physical or verbal violence from my colleagues and/or management than before											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ALL SECTORS	Strongly or somewhat disagree	n	1	177	84	1	31	47	30	46	417
		%	0.9%	11.0%	19.6%	1.0%	9.7%	8.0%	15.2%	6.9%	10.4%
	No change	n	39	697	167	4	118	240	54	213	1532
		%	36.1%	43.3%	38.9%	3.8%	37.1%	40.8%	27.4%	31.8%	38.1%
	Strongly or partly agree	n	68	737	178	100	169	301	113	410	2076
		%	63.0%	45.7%	41.5%	95.2%	53.1%	51.2%	57.4%	61.3%	51.6%
Total	n	108	1611	429	105	318	588	197	669	4025	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ELECTRICITY	Strongly or somewhat disagree	n	-	11	16	0	2	11	11	27	78
		%	-	13.1%	12.4%	0.0%	8.7%	4.9%	15.5%	7.5%	8.5%
	No change	n	-	45	58	0	10	81	20	111	326
		%	-	53.6%	45.0%	0.0%	43.5%	35.8%	28.2%	30.7%	35.6%
	Strongly or partly agree	n	-	28	55	20	11	134	40	223	513
		%	-	33.3%	42.6%	100.0%	47.8%	59.3%	56.3%	61.8%	55.9%
Total	n	-	84	129	20	23	226	71	361	917	
	%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	0	80	11	0	27	28	12	10	168
		%	0.0%	8.4%	18.0%	0.0%	10.2%	9.2%	11.2%	5.3%	8.7%
	No change	n	10	360	24	0	101	131	30	60	716

		%	31.3%	38.0%	39.3%	0.0%	38.0%	43.2%	28.0%	32.1%	36.9%
	Strongly or partly agree	n	22	508	26	36	138	144	65	117	1056
		%	68.8%	53.6%	42.6%	100.0%	51.9%	47.5%	60.7%	62.6%	54.4%
	Total	n	32	948	61	36	266	303	107	187	1940
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITALS AND HEALTH	Strongly or somewhat disagree	n	1	86	57	1	2	8	7	9	171
		%	1.4%	14.9%	23.8%	2.0%	6.9%	13.6%	36.8%	7.4%	14.6%
	No change	n	28	292	85	4	7	28	4	42	490
		%	38.4%	50.4%	35.6%	8.2%	24.1%	47.5%	21.1%	34.7%	42.0%
	Strongly or partly agree	n	44	201	97	44	20	23	8	70	507
		%	60.3%	34.7%	40.6%	89.8%	69.0%	39.0%	42.1%	57.9%	43.4%
	Total	n	73	579	239	49	29	59	19	121	1168
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 13: Skills needs, received and adequacy – Sectors and countries – DGQS 2022

Q27: Has the introduction of digital tools and processes in your everyday work required you to develop new skills (e.g. digital literacy)?

Q28: Have you received training from your employer to acquire or develop the new required skills?

Q29: Do you think the training provided matched your needs?

		ALL SECTORS									
		DK	FI	FR	GE	PL	SP	HU	IT	All countries	
Digitalisation required developing new skills?	No, no new digital skills are required for my job	n	3	105	60	8	42	58	16	45	337
		%	2,5%	6,4%	13,8%	7,3%	12,4%	9,6%	8,0%	6,5%	8,1%
	No, I already had the required digital literacy skills through my education and/or professional experience	n	26	416	114	29	126	194	88	252	1245
		%	21,8%	25,2%	26,3%	26,6%	37,1%	32,2%	44,2%	36,3%	30,0%
	Yes, I had to learn both general digital literacy methods and specific digital skills	n	45	413	102	30	61	121	36	146	954
		%	37,8%	25,1%	23,5%	27,5%	17,9%	20,1%	18,1%	21,0%	23,0%
	Yes, but only for some specific digital skills required by digitalised tools and/or software	n	45	714	158	42	111	229	59	251	1609
		%	37,8%	43,3%	36,4%	38,5%	32,6%	38,0%	29,6%	36,2%	38,8%
Total	n	119	1648	434	109	340	602	199	694	4145	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Received training from employer on new required skills?	Yes, but only general digital skills	n	11	127	15	6	30	61	20	63	333
		%	9,7%	8,2%	4,0%	6,2%	10,3%	11,2%	11,1%	9,8%	8,8%
	Yes, but only related to the utilisation of specific digitalised tools (machines, software)	n	30	517	129	10	87	119	48	156	1096
		%	26,5%	33,4%	34,2%	10,3%	30,0%	21,9%	26,7%	24,3%	28,9%
	Yes, on both general and specific digital skills	n	14	321	28	20	30	106	27	100	646
		%	12,4%	20,7%	7,4%	20,6%	10,3%	19,5%	15,0%	15,6%	17,0%
	No, no formal training has been provided	n	21	202	92	25	60	89	34	109	632
		%	18,6%	13,0%	24,4%	25,8%	20,7%	16,4%	18,9%	17,0%	16,7%
	No, but I informally learn in my environment (i.e. on-the-job learning; exchanges with colleagues)	n	35	307	82	28	67	139	40	156	854
		%	31,0%	19,8%	21,8%	28,9%	23,1%	25,6%	22,2%	24,3%	22,5%
I combine formal training with on-the-job training	n	2	74	31	8	16	30	11	59	231	
	%	1,8%	4,8%	8,2%	8,2%	5,5%	5,5%	6,1%	9,2%	6,1%	
Total	n	113	1548	377	97	290	544	180	643	3792	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Training provided matched my needs?	Yes, totally	n	10	153	43	6	31	50	28	60	381
		%	18,2%	16,2%	25,6%	18,2%	22,0%	17,5%	30,4%	19,1%	18,7%
	Yes, partly but regular updates are needed	n	26	614	80	15	85	136	50	175	1181
		%	47,3%	64,8%	47,6%	45,5%	60,3%	47,7%	54,3%	55,7%	58,0%
	No, further training opportunities are needed	n	7	76	22	9	11	44	8	45	222
	%	12,7%	8,0%	13,1%	27,3%	7,8%	15,4%	8,7%	14,3%	10,9%	
No, not enough time and resources were dedicated to training	n	12	104	23	3	14	55	6	34	251	
	%	21,8%	11,0%	13,7%	9,1%	9,9%	19,3%	6,5%	10,8%	12,3%	

	Total	n	55	947	168	33	141	285	92	314	2035
		%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

ELECTRICITY SECTOR											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
Digitalisation required developing new skills?	No, no new digital skills are required for my job	n	0	11	9	1	0	19	5	24	69
		%	0,0%	13,4%	6,9%	4,5%	0,0%	8,3%	6,9%	6,5%	7,4%
	No, I already had the required digital literacy skills through my education and/or professional experience	n	1	20	47	6	11	95	32	139	351
		%	33,3%	24,4%	36,2%	27,3%	45,8%	41,7%	44,4%	37,5%	37,7%
	Yes, I had to learn both general digital literacy methods and specific digital skills	n	1	18	23	10	6	32	14	71	175
		%	33,3%	22,0%	17,7%	45,5%	25,0%	14,0%	19,4%	19,1%	18,8%
	Yes, but only for some specific digital skills required by digitalised tools and/or software	n	1	33	51	5	7	82	21	137	337
		%	33,3%	40,2%	39,2%	22,7%	29,2%	36,0%	29,2%	36,9%	36,2%
Total	n	3	82	130	22	24	228	72	371	932	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Received training from employer on new required skills?	Yes, but only general digital skills	n	1	7	3	4	2	20	10	35	82
		%	33,3%	9,7%	2,5%	21,1%	8,7%	9,5%	14,9%	10,1%	9,5%
	Yes, but only related to the utilisation of specific digitalised tools (machines, software)	n	0	21	32	2	10	50	19	83	217
		%	0,0%	29,2%	26,9%	10,5%	43,5%	23,7%	28,4%	23,9%	25,2%
	Yes, on both general and specific digital skills	n	1	4	9	9	6	56	11	79	175
		%	33,3%	5,6%	7,6%	47,4%	26,1%	26,5%	16,4%	22,8%	20,3%
	No, no formal training has been provided	n	0	22	29	1	1	20	11	42	126
		%	0,0%	30,6%	24,4%	5,3%	4,3%	9,5%	16,4%	12,1%	14,6%
	No, but I informally learn in my environment (i.e. on-the-job learning; exchanges with colleagues)	n	1	16	32	2	2	50	12	73	188
%		33,3%	22,2%	26,9%	10,5%	8,7%	23,7%	17,9%	21,0%	21,8%	
I combine formal training with on-the-job training	n	0	2	14	1	2	15	4	35	73	
	%	0,0%	2,8%	11,8%	5,3%	8,7%	7,1%	6,0%	10,1%	8,5%	
Total	n	3	72	119	19	23	211	67	347	861	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Training provided matched my needs?	Yes, totally	n	1	4	14	3	3	32	13	40	110
		%	50,0%	12,5%	32,6%	23,1%	16,7%	25,4%	34,2%	20,6%	23,6%
	Yes, partly but regular updates are needed	n	1	18	20	4	13	60	20	111	247
		%	50,0%	56,3%	46,5%	30,8%	72,2%	47,6%	52,6%	57,2%	53,0%
	No, further training opportunities are needed	n	0	4	5	5	0	15	3	28	60
		%	0,0%	12,5%	11,6%	38,5%	0,0%	11,9%	7,9%	14,4%	12,9%
No, not enough time and resources were dedicated to training	n	0	6	4	1	2	19	2	15	49	
	%	0,0%	18,8%	9,3%	7,7%	11,1%	15,1%	5,3%	7,7%	10,5%	
Total	n	2	32	43	13	18	126	38	194	466	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	

PUBLIC ADMINISTRATIONS SECTOR											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
Digitalisation required developing new skills?	No, no new digital skills are required for my job	n	0	33	8	3	39	35	5	13	136
		%	0,0%	3,4%	12,9%	8,1%	13,5%	11,1%	4,7%	6,6%	6,8%
	No, I already had the required digital literacy skills through my education and/or professional experience	n	10	276	8	13	109	87	52	75	630
		%	30,3%	28,3%	12,9%	35,1%	37,8%	27,6%	49,1%	38,1%	31,3%
	Yes, I had to learn both general digital literacy methods and specific digital skills	n	12	237	13	9	48	68	17	34	438
		%	36,4%	24,3%	21,0%	24,3%	16,7%	21,6%	16,0%	17,3%	21,7%
	Yes, but only for some specific digital skills required by digitalised tools and/or software	n	11	430	33	12	92	125	32	75	810
		%	33,3%	44,1%	53,2%	32,4%	31,9%	39,7%	30,2%	38,1%	40,2%
Total	n	33	976	62	37	288	315	106	197	2014	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Received training from employer on new required skills?	Yes, but only general digital skills	n	3	66	3	0	28	33	10	16	159
		%	9,7%	7,0%	5,7%	0,0%	11,6%	11,9%	10,3%	8,9%	8,6%
	Yes, but only related to the utilisation of specific digitalised tools (machines, software)	n	2	303	14	1	67	55	24	38	504
		%	6,5%	32,2%	26,4%	3,1%	27,7%	19,8%	24,7%	21,1%	27,2%
	Yes, on both general and specific digital skills	n	4	249	6	4	24	45	15	11	358
		%	12,9%	26,4%	11,3%	12,5%	9,9%	16,2%	15,5%	6,1%	19,3%
	No, no formal training has been provided	n	9	92	8	13	52	61	16	41	292
		%	29,0%	9,8%	15,1%	40,6%	21,5%	21,9%	16,5%	22,8%	15,7%
	No, but I informally learn in my environment (i.e. on-the-job learning; exchanges with colleagues)	n	12	177	17	12	57	70	25	51	421
		%	38,7%	18,8%	32,1%	37,5%	23,6%	25,2%	25,8%	28,3%	22,7%
I combine formal training with on-the-job training	n	1	55	5	2	14	14	7	23	121	
	%	3,2%	5,8%	9,4%	6,3%	5,8%	5,0%	7,2%	12,8%	6,5%	
Total	n	31	942	53	32	242	278	97	180	1855	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Training provided matched my needs?	Yes, totally	n	2	103	4	0	28	16	15	10	178
		%	22,2%	17,0%	17,4%	0,0%	24,8%	12,1%	31,3%	15,9%	17,8%
	Yes, partly but regular updates are needed	n	5	409	13	4	66	61	27	32	617
		%	55,6%	67,4%	56,5%	80,0%	58,4%	46,2%	56,3%	50,8%	61,7%
	No, further training opportunities are needed	n	0	39	4	1	9	21	5	9	88
		%	0,0%	6,4%	17,4%	20,0%	8,0%	15,9%	10,4%	14,3%	8,8%
No, not enough time and resources were dedicated to training	n	2	56	2	0	10	34	1	12	117	
	%	22,2%	9,2%	8,7%	0,0%	8,8%	25,8%	2,1%	19,0%	11,7%	
Total	n	9	607	23	5	113	132	48	63	1000	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	

HOSPITALS AND HEALTH SECTOR											
		DK	FI	FR	GE	PL	SP	HU	IT	All countries	
Digitalisation required developing new skills?	No, no new digital skills are required for my job	n	3	61	43	4	3	4	6	8	132
		%	3,6%	10,3%	17,8%	8,0%	10,7%	6,8%	28,6%	6,3%	11,0%
	No, I already had the required digital literacy skills through my education and/or professional experience	n	15	120	59	10	6	12	4	38	264
		%	18,1%	20,3%	24,4%	20,0%	21,4%	20,3%	19,0%	30,2%	22,0%
	Yes, I had to learn both general digital literacy methods and specific digital skills	n	32	158	66	11	7	21	5	41	341
		%	38,6%	26,8%	27,3%	22,0%	25,0%	35,6%	23,8%	32,5%	28,4%
	Yes, but only for some specific digital skills required by digitalised tools and/or software	n	33	251	74	25	12	22	6	39	462
		%	39,8%	42,5%	30,6%	50,0%	42,9%	37,3%	28,6%	31,0%	38,5%
Total	n	83	590	242	50	28	59	21	126	1199	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Received training from employer on new required skills?	Yes, but only general digital skills	n	7	54	9	2	0	8	0	12	92
		%	8,9%	10,1%	4,4%	4,3%	0,0%	14,5%	0,0%	10,3%	8,6%
	Yes, but only related to the utilisation of specific digitalised tools (machines, software)	n	28	193	83	7	10	14	5	35	375
		%	35,4%	36,1%	40,5%	15,2%	40,0%	25,5%	31,3%	30,2%	34,9%
	Yes, on both general and specific digital skills	n	9	68	13	7	0	5	1	10	113
		%	11,4%	12,7%	6,3%	15,2%	0,0%	9,1%	6,3%	8,6%	10,5%
	No, no formal training has been provided	n	12	88	55	11	7	8	7	26	214
		%	15,2%	16,5%	26,8%	23,9%	28,0%	14,5%	43,8%	22,4%	19,9%
	No, but I informally learn in my environment (i.e. on-the-job learning; exchanges with colleagues)	n	22	114	33	14	8	19	3	32	245
		%	27,8%	21,3%	16,1%	30,4%	32,0%	34,5%	18,8%	27,6%	22,8%
I combine formal training with on-the-job training	n	1	17	12	5	0	1	0	1	37	
	%	1,3%	3,2%	5,9%	10,9%	0,0%	1,8%	0,0%	0,9%	3,4%	
Total	n	79	534	205	46	25	55	16	116	1076	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Training provided matched my needs?	Yes, totally	n	7	46	25	3	0	2	0	10	93
		%	15,9%	14,9%	24,5%	20,0%	0,0%	7,4%	0,0%	17,5%	16,3%
	Yes, partly but regular updates are needed	n	20	187	47	7	6	15	3	32	317
		%	45,5%	60,7%	46,1%	46,7%	60,0%	55,6%	50,0%	56,1%	55,7%
	No, further training opportunities are needed	n	7	33	13	3	2	8	0	8	74
		%	15,9%	10,7%	12,7%	20,0%	20,0%	29,6%	0,0%	14,0%	13,0%
No, not enough time and resources were dedicated to training	n	10	42	17	2	2	2	3	7	85	
	%	22,7%	13,6%	16,7%	13,3%	20,0%	7,4%	50,0%	12,3%	14,9%	
Total	n	44	308	102	15	10	27	6	57	569	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	

Table 14: Assessment of the impact of new skills learned – Sectors and countries – DGQS 2022

Q30: Do you think that learning these new skills *required by digitalisation* ...

Learning is sufficiently taken into account in assessing my skills and career progression											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	-	43	79	3	4	85	16	129	359
		%	-	50.6%	61.2%	14.3%	16.7%	37.4%	21.9%	34.8%	38.5%
	No change	n	-	30	34	8	9	77	28	145	332
		%	-	35.3%	26.4%	38.1%	37.5%	33.9%	38.4%	39.1%	35.6%
	Strongly or partly agree	n	-	12	16	10	11	65	29	97	242
		%	-	14.1%	12.4%	47.6%	45.8%	28.6%	39.7%	26.1%	25.9%
Total	n	-	85	129	21	24	227	73	371	933	
	%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	7	435	37	7	115	141	41	92	875
		%	21.9%	44.4%	59.7%	20.0%	41.5%	45.5%	38.3%	47.9%	43.9%
	No change	n	12	267	20	22	84	98	36	68	607
		%	37.5%	27.2%	32.3%	62.9%	30.3%	31.6%	33.6%	35.4%	30.4%
	Strongly or partly agree	n	13	278	5	6	78	71	30	32	513
		%	40.6%	28.4%	8.1%	17.1%	28.2%	22.9%	28.0%	16.7%	25.7%
Total	n	32	980	62	35	277	310	107	192	1995	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	17	267	136	10	16	25	14	57	542
		%	21.5%	44.6%	55.7%	20.8%	53.3%	42.4%	66.7%	45.2%	45.0%
	No change	n	33	220	81	32	10	19	6	52	453
		%	41.8%	36.8%	33.2%	66.7%	33.3%	32.2%	28.6%	41.3%	37.6%
	Strongly or partly agree	n	29	111	27	6	4	15	1	17	210
		%	36.7%	18.6%	11.1%	12.5%	13.3%	25.4%	4.8%	13.5%	17.4%
Total	n	79	598	244	48	30	59	21	126	1205	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	24	745	252	20	135	251	71	278	1776
		%	21.1%	44.8%	57.9%	19.2%	40.8%	42.1%	35.3%	40.3%	43.0%
	No change	n	46	517	135	62	103	194	70	265	1392
		%	40.4%	31.1%	31.0%	59.6%	31.1%	32.6%	34.8%	38.5%	33.7%
	Strongly or partly agree	n	44	401	48	22	93	151	60	146	965
		%	38.6%	24.1%	11.0%	21.2%	28.1%	25.3%	29.9%	21.2%	23.3%
Total	n	114	1663	435	104	331	596	201	689	4133	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Learning strengthens the variety of my personal skills											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	-	11	21	3	0	29	6	43	113
		%	-	12.9%	16.3%	14.3%	0.0%	12.8%	8.2%	11.6%	12.1%
	No change	n	-	30	29	8	4	49	22	109	252
		%	-	35.3%	22.5%	38.1%	16.7%	21.6%	30.1%	29.3%	27.0%
	Strongly or partly agree	n	-	44	79	10	20	149	45	220	569
		%	-	51.8%	61.2%	47.6%	83.3%	65.6%	61.6%	59.1%	60.9%
Total	n	-	85	129	21	24	227	73	372	934	

		%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	8	77	5	2	58	37	19	20	226
		%	25.0%	7.9%	8.1%	5.6%	20.9%	11.9%	17.8%	10.5%	11.3%
	No change	n	6	161	14	22	52	77	20	41	393
		%	18.8%	16.4%	22.6%	61.1%	18.8%	24.8%	18.7%	21.5%	19.7%
	Strongly or partly agree	n	18	741	43	12	167	197	68	130	1376
		%	56.3%	75.7%	69.4%	33.3%	60.3%	63.3%	63.6%	68.1%	69.0%
Total	n	32	979	62	36	277	311	107	191	1995	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	17	110	55	5	6	10	4	15	222
		%	21.8%	18.5%	22.5%	10.4%	20.7%	16.9%	19.0%	11.9%	18.5%
	No change	n	28	167	71	34	7	14	7	39	367
		%	35.9%	28.0%	29.1%	70.8%	24.1%	23.7%	33.3%	31.0%	30.6%
	Strongly or partly agree	n	33	319	118	9	16	35	10	72	612
		%	42.3%	53.5%	48.4%	18.8%	55.2%	59.3%	47.6%	57.1%	51.0%
Total	n	78	596	244	48	29	59	21	126	1201	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
ALL SECTORS	Strongly or somewhat disagree	n	25	198	81	10	64	76	29	78	561
		%	22.1%	11.9%	18.6%	9.5%	19.4%	12.7%	14.4%	11.3%	13.6%
	No change	n	35	358	114	64	63	140	49	189	1012
		%	31.0%	21.6%	26.2%	61.0%	19.1%	23.5%	24.4%	27.4%	24.5%
	Strongly or partly agree	n	53	1104	240	31	203	381	123	422	2557
		%	46.9%	66.5%	55.2%	29.5%	61.5%	63.8%	61.2%	61.2%	61.9%
Total	n	113	1660	435	105	330	597	201	689	4130	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Will not change anything for me

			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	-	21	21	13	12	86	21	103	277
		%	-	24.7%	16.3%	61.9%	52.2%	37.9%	29.2%	28.0%	29.8%
	No change	n	-	36	39	3	8	88	26	146	348
		%	-	42.4%	30.2%	14.3%	34.8%	38.8%	36.1%	39.7%	37.5%
	Strongly or partly agree	n	-	28	69	5	3	53	25	119	303
		%	-	32.9%	53.5%	23.8%	13.0%	23.3%	34.7%	32.3%	32.7%
Total	n	-	85	129	21	23	227	72	368	928	
	%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	10	225	12	21	98	74	43	37	520
		%	31.3%	23.0%	19.4%	58.3%	35.3%	23.8%	39.8%	19.2%	26.0%
	No change	n	10	328	21	4	81	96	27	56	623
		%	31.3%	33.5%	33.9%	11.1%	29.1%	30.9%	25.0%	29.0%	31.2%
	Strongly or partly agree	n	12	425	29	11	99	141	38	100	855
		%	37.5%	43.5%	46.8%	30.6%	35.6%	45.3%	35.2%	51.8%	42.8%
Total	n	32	978	62	36	278	311	108	193	1998	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	19	100	40	28	9	19	3	30	248
		%	24.4%	16.8%	16.3%	56.0%	31.0%	32.2%	14.3%	24.0%	20.6%
	No change	n	27	228	70	6	6	23	5	36	401
		%	34.6%	38.2%	28.5%	12.0%	20.7%	39.0%	23.8%	28.8%	33.3%



	Strongly or partly agree	n	32	269	136	16	14	17	13	59	556
		%	41.0%	45.1%	55.3%	32.0%	48.3%	28.8%	61.9%	47.2%	46.1%
	Total	n	78	597	246	50	29	59	21	125	1205
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
ALL SECTORS	Strongly or somewhat disagree	n	29	346	73	62	119	179	67	170	1045
		%	25.7%	20.8%	16.7%	57.9%	36.1%	30.0%	33.3%	24.8%	25.3%
	No change	n	39	592	130	13	95	207	58	238	1372
		%	34.5%	35.7%	29.7%	12.1%	28.8%	34.7%	28.9%	34.7%	33.2%
	Strongly or partly agree	n	45	722	234	32	116	211	76	278	1714
		%	39.8%	43.5%	53.5%	29.9%	35.2%	35.3%	37.8%	40.5%	41.5%
	Total	n	113	1660	437	107	330	597	201	686	4131
		%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 15: Assessment of job security and career prospects – Sectors and countries – DGQS 2022

Q30: Do you think that learning these new skills required by digitalisation ...

Digitalisation is positive for my job security and future prospects											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	0	29	63	4	4	48	14	92	254
		%	0,0%	30,5%	41,2%	16,7%	14,8%	18,2%	16,9%	22,2%	23,9%
	No change	n	0	30	65	11	10	68	17	136	337
		%	0,0%	31,6%	42,5%	45,8%	37,0%	25,8%	20,5%	32,8%	31,7%
	Strongly or partly agree	n	3	36	25	9	13	148	52	187	473
		%	100,0%	37,9%	16,3%	37,5%	48,1%	56,1%	62,7%	45,1%	44,5%
Total	n	3	95	153	24	27	264	83	415	1064	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	4	167	34	6	81	98	32	38	460
		%	10,0%	15,4%	45,3%	15,8%	23,5%	27,8%	25,6%	17,6%	20,2%
	No change	n	15	333	30	15	106	118	32	74	723
		%	37,5%	30,7%	40,0%	39,5%	30,8%	33,5%	25,6%	34,3%	31,8%
	Strongly or partly agree	n	21	585	11	17	157	136	61	104	1092
		%	52,5%	53,9%	14,7%	44,7%	45,6%	38,6%	48,8%	48,1%	48,0%
Total	n	40	1085	75	38	344	352	125	216	2275	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	28	191	154	11	8	17	8	19	436
		%	27,7%	27,8%	48,1%	22,9%	22,9%	26,2%	24,2%	13,4%	30,5%
	No change	n	50	248	128	22	12	20	9	50	539
		%	49,5%	36,2%	40,0%	45,8%	34,3%	30,8%	27,3%	35,2%	37,7%
	Strongly or partly agree	n	23	247	38	15	15	28	16	73	455
		%	22,8%	36,0%	11,9%	31,3%	42,9%	43,1%	48,5%	51,4%	31,8%
Total	n	101	686	320	48	35	65	33	142	1430	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
ALL SECTORS	Strongly or somewhat disagree	n	32	387	251	21	93	163	54	149	1150
		%	22,2%	20,7%	45,8%	19,1%	22,9%	23,9%	22,4%	19,3%	24,1%
	No change	n	65	611	223	48	128	206	58	260	1599
		%	45,1%	32,7%	40,7%	43,6%	31,5%	30,2%	24,1%	33,6%	33,5%
	Strongly or partly agree	n	47	868	74	41	185	312	129	364	2020
		%	32,6%	46,5%	13,5%	37,3%	45,6%	45,8%	53,5%	47,1%	42,4%
Total	n	144	1866	548	110	406	681	241	773	4769	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
I am more confident than before in my future prospects											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	0	23	50	2	0	48	6	86	215
		%	0,0%	27,4%	38,8%	10,0%	0,0%	21,2%	8,5%	23,8%	23,4%
	No change	n	2	42	70	16	10	117	39	195	491

		%	66,7%	50,0%	54,3%	80,0%	43,5%	51,8%	54,9%	53,9%	53,5%
	Strongly or partly agree	n	1	19	9	2	13	61	26	81	212
		%	33,3%	22,6%	7,0%	10,0%	56,5%	27,0%	36,6%	22,4%	23,1%
	Total	n	3	84	129	20	23	226	71	362	918
%		100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	4	157	17	17	65	76	26	36	398
		%	12,5%	16,5%	27,9%	47,2%	24,4%	25,0%	24,5%	19,3%	20,5%
	No change	n	20	444	38	12	129	173	50	119	985
		%	62,5%	46,8%	62,3%	33,3%	48,5%	56,9%	47,2%	63,6%	50,7%
	Strongly or partly agree	n	8	348	6	7	72	55	30	32	558
		%	25,0%	36,7%	9,8%	19,4%	27,1%	18,1%	28,3%	17,1%	28,7%
Total	n	32	949	61	36	266	304	106	187	1941	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	24	147	94	20	10	12	7	26	340
		%	32,4%	25,4%	39,5%	40,0%	34,5%	20,3%	36,8%	21,5%	29,1%
	No change	n	44	300	122	28	11	33	7	75	620
		%	59,5%	51,8%	51,3%	56,0%	37,9%	55,9%	36,8%	62,0%	53,0%
	Strongly or partly agree	n	6	132	22	2	8	14	5	20	209
		%	8,1%	22,8%	9,2%	4,0%	27,6%	23,7%	26,3%	16,5%	17,9%
Total	n	74	579	238	50	29	59	19	121	1169	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
ALL SECTORS	Strongly or somewhat disagree	n	28	327	161	39	75	136	39	148	953
		%	25,7%	20,3%	37,6%	36,8%	23,6%	23,1%	19,9%	22,1%	23,7%
	No change	n	66	786	230	56	150	323	96	389	2096
		%	60,6%	48,8%	53,7%	52,8%	47,2%	54,8%	49,0%	58,1%	52,0%
	Strongly or partly agree	n	15	499	37	11	93	130	61	133	979
		%	13,8%	31,0%	8,6%	10,4%	29,2%	22,1%	31,1%	19,9%	24,3%
Total	n	109	1612	428	106	318	589	196	670	4028	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Digital skills reduce my job security in the future											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	0	13	24	5	5	45	11	78	181
		%	0,0%	15,5%	18,6%	23,8%	20,8%	19,8%	15,3%	21,3%	19,5%
	No change	n	1	39	55	2	7	88	29	146	367
		%	33,3%	46,4%	42,6%	9,5%	29,2%	38,8%	40,3%	39,9%	39,6%
	Strongly or partly agree	n	2	32	50	14	12	94	32	142	378
		%	66,7%	38,1%	38,8%	66,7%	50,0%	41,4%	44,4%	38,8%	40,8%
Total	n	3	84	129	21	24	227	72	366	926	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	3	93	10	3	41	53	20	17	240
		%	9,1%	9,5%	16,1%	8,3%	14,7%	17,2%	18,7%	8,9%	12,0%
	No change	n	12	388	29	5	105	124	38	67	768
		%	36,4%	39,7%	46,8%	13,9%	37,8%	40,1%	35,5%	35,3%	38,6%
	Strongly or partly agree	n	18	496	23	28	132	132	49	106	984
		%	54,5%	50,8%	37,1%	77,8%	47,5%	42,7%	45,8%	55,8%	49,4%

	agree										
	Total	n	33	977	62	36	278	309	107	190	1992
		%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	4	65	18	8	1	8	4	7	115
		%	5,1%	10,9%	7,6%	16,3%	3,4%	13,6%	19,0%	5,6%	9,6%
	No change	n	35	306	122	20	8	26	7	50	574
		%	44,9%	51,3%	51,5%	40,8%	27,6%	44,1%	33,3%	40,0%	48,1%
	Strongly or partly agree	n	39	225	97	21	20	25	10	68	505
		%	50,0%	37,8%	40,9%	42,9%	69,0%	42,4%	47,6%	54,4%	42,3%
Total	n	78	596	237	49	29	59	21	125	1194	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
ALL SECTORS	Strongly or somewhat disagree	n	7	171	52	16	47	106	35	102	536
		%	6,1%	10,3%	12,1%	15,1%	14,2%	17,8%	17,5%	15,0%	13,0%
	No change	n	48	733	206	27	120	238	74	263	1709
		%	42,1%	44,2%	48,1%	25,5%	36,3%	40,0%	37,0%	38,6%	41,6%
	Strongly or partly agree	n	59	753	170	63	164	251	91	316	1867
		%	51,8%	45,4%	39,7%	59,4%	49,5%	42,2%	45,5%	46,4%	45,4%
Total	n	114	1657	428	106	331	595	200	681	4112	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Learning opens up other job or career opportunities in my current institution											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	29	38	1	0	41	15	76	201
		%	33,3%	34,1%	29,5%	4,8%	0,0%	18,1%	20,5%	20,5%	21,5%
	No change	n	1	40	48	7	10	66	30	154	356
		%	33,3%	47,1%	37,2%	33,3%	41,7%	29,1%	41,1%	41,5%	38,2%
	Strongly or partly agree	n	1	16	43	13	14	120	28	141	376
		%	33,3%	18,8%	33,3%	61,9%	58,3%	52,9%	38,4%	38,0%	40,3%
Total	n	3	85	129	21	24	227	73	371	933	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	8	316	21	11	101	80	37	67	641
		%	25,0%	32,3%	33,9%	30,6%	36,5%	25,7%	34,6%	35,1%	32,1%
	No change	n	7	317	27	13	79	111	31	74	659
		%	21,9%	32,4%	43,5%	36,1%	28,5%	35,7%	29,0%	38,7%	33,0%
	Strongly or partly agree	n	17	346	14	12	97	120	39	50	695
		%	53,1%	35,3%	22,6%	33,3%	35,0%	38,6%	36,4%	26,2%	34,8%
Total	n	32	979	62	36	277	311	107	191	1995	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	24	241	116	5	11	15	12	53	477
		%	30,8%	40,3%	47,5%	10,6%	37,9%	25,4%	57,1%	42,1%	39,7%
	No change	n	31	236	87	26	11	17	4	49	461
		%	39,7%	39,5%	35,7%	55,3%	37,9%	28,8%	19,0%	38,9%	38,4%
	Strongly or partly agree	n	23	121	41	16	7	27	5	24	264
		%	29,5%	20,2%	16,8%	34,0%	24,1%	45,8%	23,8%	19,0%	22,0%
Total	n	78	598	244	47	29	59	21	126	1202	

		%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%
ALL SECTORS	Strongly or somewhat disagree	n	33	586	175	17	112	136	64	196	1319
		%	29,2%	35,3%	40,2%	16,3%	33,9%	22,8%	31,8%	28,5%	31,9%
	No change	n	39	593	162	46	100	194	65	277	1476
		%	34,5%	35,7%	37,2%	44,2%	30,3%	32,5%	32,3%	40,3%	35,7%
	Strongly or partly agree	n	41	483	98	41	118	267	72	215	1335
		%	36,3%	29,1%	22,5%	39,4%	35,8%	44,7%	35,8%	31,3%	32,3%
Total	n	113	1662	435	104	330	597	201	688	4130	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
Learning opens up other job or career opportunities outside my current institution											
			DK	FI	FR	GE	PL	SP	HU	IT	All countries
ELECTRICITY	Strongly or somewhat disagree	n	1	19	38	0	0	33	16	73	180
		%	33,3%	22,4%	29,5%	0,0%	0,0%	14,5%	21,9%	19,7%	19,3%
	No change	n	1	34	59	5	6	75	27	170	377
		%	33,3%	40,0%	45,7%	23,8%	25,0%	33,0%	37,0%	45,9%	40,5%
	Strongly or partly agree	n	1	32	32	16	18	119	30	127	375
		%	33,3%	37,6%	24,8%	76,2%	75,0%	52,4%	41,1%	34,3%	40,2%
Total	n	3	85	129	21	24	227	73	370	932	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
PUBLIC ADMINISTRATIONS	Strongly or somewhat disagree	n	5	235	15	11	88	64	33	53	504
		%	15,6%	24,0%	24,2%	30,6%	31,7%	20,6%	30,8%	27,7%	25,3%
	No change	n	12	341	32	13	61	123	32	85	699
		%	37,5%	34,9%	51,6%	36,1%	21,9%	39,7%	29,9%	44,5%	35,1%
	Strongly or partly agree	n	15	402	15	12	129	123	42	53	791
		%	46,9%	41,1%	24,2%	33,3%	46,4%	39,7%	39,3%	27,7%	39,7%
Total	n	32	978	62	36	278	310	107	191	1994	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
HOSPITAL AND HEALTH	Strongly or somewhat disagree	n	23	163	98	8	7	16	11	44	370
		%	29,5%	27,3%	40,2%	16,3%	24,1%	27,1%	52,4%	34,9%	30,8%
	No change	n	35	240	92	23	10	15	4	53	472
		%	44,9%	40,2%	37,7%	46,9%	34,5%	25,4%	19,0%	42,1%	39,2%
	Strongly or partly agree	n	20	194	54	18	12	28	6	29	361
		%	25,6%	32,5%	22,1%	36,7%	41,4%	47,5%	28,6%	23,0%	30,0%
Total	n	78	597	244	49	29	59	21	126	1203	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	
ALL SECTORS	Strongly or somewhat disagree	n	29	417	151	19	95	113	60	170	1054
		%	25,7%	25,1%	34,7%	17,9%	28,7%	19,0%	29,9%	24,7%	25,5%
	No change	n	48	615	183	41	77	213	63	308	1548
		%	42,5%	37,0%	42,1%	38,7%	23,3%	35,7%	31,3%	44,8%	37,5%
	Strongly or partly agree	n	36	628	101	46	159	270	78	209	1527
		%	31,9%	37,8%	23,2%	43,4%	48,0%	45,3%	38,8%	30,4%	37,0%
Total	n	113	1660	435	106	331	596	201	687	4129	
	%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	

Table 16: Preventive measures in the public sectors— Actions in public sectors – DGQS 2022

Q37: At your workplace, have any of the following actions been put in place to support you regarding increased digitalisation of some aspects of your daily work?

		Electricity	Public administrations	Hospitals and health	All sectors
No measures	No action at all	8.4%	9.3%	22.5%	11.5%
Disconnection	There is an obligation to leave digital tools in the office during absences	3.1%	4.3%	10.8%	5.0%
	Workplace networks/servers are disconnected outside working hours	1.8%	2.4%	1.5%	1.7%
	The legal framework on disconnection is applied	4.9%	4.3%	3.3%	4.4%
	The employer has set rules on disconnection	5.2%	3.5%	3.0%	4.5%
	Emails are managed during employee absences	11.2%	15.1%	16.2%	12.7%
	<b>I am required to take 'disconnected' breaks at regular intervals during the day</b>	5.2%	6.0%	4.9%	4.9%
	<i>Total disconnection rules</i>	<i>31.4%</i>	<i>35.6%</i>	<i>39.6%</i>	<i>33.3%</i>
Internal support	Training is given in working time management	3.9%	3.2%	1.3%	3.1%
	A specific training plan has been organised for me regarding my specific needs in terms of skills acquisition	3.9%	2.9%	3.3%	3.6%
	Managers set an example in terms of information management and disconnection	2.1%	2.5%	1.9%	2.0%
	A charter or good practices manual has been drawn up regarding digital tasks	7.6%	4.2%	4.6%	6.4%
	Psychological support is offered	4.7%	4.3%	1.8%	4.0%
	<i>Total internal support and guidance</i>	<i>22.2%</i>	<i>17.1%</i>	<i>12.8%</i>	<i>19.1%</i>
	Workspace flexibility	Working from home/teleworking has been introduced or extended	21.0%	20.6%	8.6%
Wage supplement for teleworking		1.6%	0.8%	0.7%	1.3%
Improvements have been made to the physical environment in my home		3.6%	2.9%	0.4%	2.7%
Improvements have been made to the physical environment at my workplace		11.9%	13.7%	15.3%	12.3%
<i>Total workspace flexibility</i>		<i>38.1%</i>	<i>38.0%</i>	<i>25.0%</i>	<i>33.3%</i>

Table 17: Workers rights – Right to disconnect - Sectors and total – DGQS 2022

Q38: Since the introduction of the digital tools and methods, do you feel any pressure to 'log in' remotely and check your work progress or scheduling during your free time?

ALL SECTORS																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
No need in my job to connect from outside	29	621	97	15	124	116	35	84	1121	22.8%	33.0%	18.8%	10.1%	33.7%	17.0%	14.1%	10.4%	23.5%
No, no pressure at all to connect	46	668	112	13	107	216	62	242	1466	36.2%	35.6%	21.7%	8.7%	29.1%	31.7%	24.9%	30.0%	30.7%
Yes, from my employer/supervisor occasionally	7	56	40	49	37	83	39	120	431	5.5%	3.0%	7.8%	32.9%	10.1%	12.2%	15.7%	14.9%	9.0%
Yes, from my employer/supervisor frequently	9	54	29	9	13	73	13	38	238	7.1%	2.9%	5.6%	6.0%	3.5%	10.7%	5.2%	4.7%	5.0%
Yes, from my colleagues occasionally	8	39	45	30	27	54	25	73	301	6.3%	2.1%	8.7%	20.1%	7.3%	7.9%	10.0%	9.0%	6.3%
Yes, from my colleagues frequently	3	30	26	6	9	27	8	26	135	2.4%	1.6%	5.0%	4.0%	2.4%	4.0%	3.2%	3.2%	2.8%
Yes, but it is a personal behavioural choice	25	411	167	27	51	113	67	225	1086	19.7%	21.9%	32.4%	18.1%	13.9%	16.6%	26.9%	27.8%	22.7%
Total	127	1879	516	149	368	682	249	808	4778	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
ELECTRICITY																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
No need in my job to connect from outside	-	26	9	0	6	22	9	24	97	-	28.0%	5.4%	0.0%	18.8%	8.7%	10.0%	5.4%	8.7%
No, no pressure at all to connect	-	32	30	4	6	82	22	137	313	-	34.4%	17.9%	13.3%	18.8%	32.3%	24.4%	30.6%	28.0%
Yes, from my employer/supervisor occasionally	-	6	21	12	3	44	12	69	168	-	6.5%	12.5%	40.0%	9.4%	17.3%	13.3%	15.4%	15.0%
Yes, from my employer/supervisor frequently	-	6	12	4	2	35	2	28	89	-	6.5%	7.1%	13.3%	6.3%	13.8%	2.2%	6.3%	8.0%
Yes, from my colleagues occasionally	-	2	22	3	5	18	9	45	104	-	2.2%	13.1%	10.0%	15.6%	7.1%	10.0%	10.0%	9.3%
Yes, from my colleagues frequently	-	1	9	2	0	9	3	18	42	-	1.1%	5.4%	6.7%	0.0%	3.5%	3.3%	4.0%	3.8%
Yes, but it is a personal behavioural choice	-	20	65	5	10	44	33	127	305	-	21.5%	38.7%	16.7%	31.3%	17.3%	36.7%	28.3%	27.3%
Total	-	93	168	30	32	254	90	448	1118	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

PUBLIC ADMINISTRATIONS																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
No need in my job to connect from outside	2	300	12	2	103	75	14	29	537	5.0%	26.6%	17.4%	3.6%	34.1%	20.5%	9.9%	13.4%	23.2%
No, no pressure at all to connect	19	431	16	4	92	119	35	70	786	47.5%	38.3%	23.2%	7.3%	30.5%	32.5%	24.8%	32.4%	34.0%
Yes, from my employer/supervisor occasionally	2	33	6	16	33	36	27	28	181	5.0%	2.9%	8.7%	29.1%	10.9%	9.8%	19.1%	13.0%	7.8%
Yes, from my employer/supervisor frequently	4	33	2	2	11	28	11	6	97	10.0%	2.9%	2.9%	3.6%	3.6%	7.7%	7.8%	2.8%	4.2%
Yes, from my colleagues occasionally	4	27	2	14	18	32	16	14	127	10.0%	2.4%	2.9%	25.5%	6.0%	8.7%	11.3%	6.5%	5.5%
Yes, from my colleagues frequently	2	24	1	2	9	14	5	4	61	5.0%	2.1%	1.4%	3.6%	3.0%	3.8%	3.5%	1.9%	2.6%
Yes, but it is a personal behavioural choice	7	278	30	15	36	62	33	65	526	17.5%	24.7%	43.5%	27.3%	11.9%	16.9%	23.4%	30.1%	22.7%
Total	40	1126	69	55	302	366	141	216	2315	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HOSPITALS AND HEALTH																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
No need in my job to connect from outside	26	295	76	13	15	19	12	31	487	31.0%	44.7%	27.2%	20.3%	44.1%	30.6%	66.7%	21.5%	36.2%
No, no pressure at all to connect	27	205	66	5	9	15	5	35	367	32.1%	31.1%	23.7%	7.8%	26.5%	24.2%	27.8%	24.3%	27.3%
Yes, from my employer/supervisor occasionally	4	17	13	21	1	3	0	23	82	4.8%	2.6%	4.7%	32.8%	2.9%	4.8%	0.0%	16.0%	6.1%
Yes, from my employer/supervisor frequently	5	15	15	3	0	10	0	4	52	6.0%	2.3%	5.4%	4.7%	0.0%	16.1%	0.0%	2.8%	3.9%
Yes, from my colleagues occasionally	4	10	21	13	4	4	0	14	70	4.8%	1.5%	7.5%	20.3%	11.8%	6.5%	0.0%	9.7%	5.2%
Yes, from my colleagues frequently	1	5	16	2	0	4	0	4	32	1.2%	0.8%	5.7%	3.1%	0.0%	6.5%	0.0%	2.8%	2.4%
Yes, but it is a personal behavioural choice	17	113	72	7	5	7	1	33	255	20.2%	17.1%	25.8%	10.9%	14.7%	11.3%	5.6%	22.9%	19.0%
Total	84	660	279	64	34	62	18	144	1345	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Q39: In recent years, the 'right to disconnect' (RTD) has emerged as a new right for workers in the context of a more digitalised world of work. In your opinion: ...?



ELECTRICITY																		
RTD is essential in an increasingly connected professional and social environment																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	-	4	2	0	3	8	1	12	30	-	4.9%	1.6%	0.0%	12.5%	3.6%	1.4%	3.3%	3.3%
No change	-	10	2	0	2	15	19	37	86	-	12.3%	1.6%	0.0%	8.3%	6.8%	27.1%	10.2%	9.4%
Strongly or somewhat agree	-	67	125	21	19	199	50	315	796	-	82.7%	96.9%	100.0%	79.2%	89.6%	71.4%	86.5%	87.3%
Total	-	81	129	21	24	222	70	364	912	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly established in the labour legislation																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	-	5	2	0	2	6	2	8	25	-	6.3%	1.6%	0.0%	8.3%	2.7%	2.9%	2.2%	2.8%
No change	-	13	6	0	2	13	16	42	92	-	16.3%	4.7%	0.0%	8.3%	5.9%	22.9%	11.6%	10.1%
Strongly or somewhat agree	-	62	121	21	20	203	52	312	792	-	77.5%	93.8%	100.0%	83.3%	91.4%	74.3%	86.2%	87.1%
Total	-	80	129	21	24	222	70	362	909	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly included in the collective bargaining agendas at my workplace																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	-	4	2	0	2	6	1	8	23	-	5.0%	1.6%	0.0%	8.3%	2.7%	1.4%	2.2%	2.5%
No change	-	16	6	0	1	11	19	46	99	-	20.0%	4.7%	0.0%	4.2%	5.0%	27.1%	12.7%	10.9%
Strongly or somewhat agree	-	60	121	21	21	205	50	307	786	-	75.0%	93.8%	100.0%	87.5%	92.3%	71.4%	85.0%	86.6%
Total	-	80	129	21	24	222	70	361	908	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly included in the collective bargaining agendas at sectoral and cross-sectoral levels																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	-	5	3	0	2	5	1	8	24	-	6.3%	2.3%	0.0%	8.3%	2.3%	1.4%	2.2%	2.6%
No change	-	13	10	0	1	11	16	43	94	-	16.3%	7.8%	0.0%	4.2%	5.0%	22.5%	11.9%	10.3%
Strongly or somewhat agree	-	62	116	21	21	206	54	311	792	-	77.5%	89.9%	100.0%	87.5%	92.8%	76.1%	85.9%	87.0%
Total	-	80	129	21	24	222	71	362	910	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

PUBLIC ADMINISTRATIONS																		
RTD is essential in an increasingly connected professional and social environment																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	1	27	0	5	30	13	13	8	97	3.2%	2.9%	0.0%	13.9%	11.5%	4.3%	12.1%	4.2%	5.0%
No change	8	105	2	13	48	17	24	12	229	25.8%	11.1%	3.4%	36.1%	18.4%	5.6%	22.4%	6.3%	11.8%
Strongly or somewhat agree	22	815	57	18	183	275	70	170	1610	71.0%	86.1%	96.6%	50.0%	70.1%	90.2%	65.4%	89.5%	83.2%
Total	31	947	59	36	261	305	107	190	1936	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly established in the labour legislation																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	3	31	0	5	22	9	8	5	83	9.7%	3.3%	0.0%	13.9%	8.4%	3.0%	7.5%	2.7%	4.3%
No change	6	133	3	14	35	9	26	9	235	19.4%	14.1%	5.1%	38.9%	13.3%	3.0%	24.3%	4.8%	12.2%
Strongly or somewhat agree	22	781	56	17	206	287	73	173	1615	71.0%	82.6%	94.9%	47.2%	78.3%	94.1%	68.2%	92.5%	83.5%
Total	31	945	59	36	263	305	107	187	1933	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly included in the collective bargaining agendas at my workplace																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	1	33	0	1	23	7	9	3	77	3.2%	3.5%	0.0%	2.8%	8.8%	2.3%	8.4%	1.6%	4.0%
No change	7	190	2	5	71	17	27	9	328	22.6%	20.2%	3.4%	13.9%	27.3%	5.6%	25.2%	4.8%	17.0%
Strongly or somewhat agree	23	719	56	30	166	281	71	175	1521	74.2%	76.3%	96.6%	83.3%	63.8%	92.1%	66.4%	93.6%	79.0%
Total	31	942	58	36	260	305	107	187	1926	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly included in the collective bargaining agendas at sectoral and cross-sectoral levels																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	2	28	0	2	21	8	8	3	72	6.5%	3.0%	0.0%	5.6%	8.1%	2.6%	7.5%	1.6%	3.7%
No change	8	183	4	4	72	13	26	10	320	25.8%	19.4%	6.9%	11.1%	27.9%	4.3%	24.3%	5.3%	16.6%
Strongly or somewhat agree	21	733	54	30	165	284	73	176	1536	67.7%	77.6%	93.1%	83.3%	64.0%	93.1%	68.2%	93.1%	79.7%
Total	31	944	58	36	258	305	107	189	1928	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

HOSPITALS AND HEALTH																		
RTD is essential in an increasingly connected professional and social environment																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	1	24	6	0	6	5	4	9	55	1.4%	4.1%	2.5%	0.0%	21.4%	8.8%	23.5%	7.4%	4.7%
No change	17	106	21	20	3	7	6	9	189	24.6%	18.3%	8.8%	40.0%	10.7%	12.3%	35.3%	7.4%	16.3%
Strongly or somewhat agree	51	450	211	30	19	45	7	103	916	73.9%	77.6%	88.7%	60.0%	67.9%	78.9%	41.2%	85.1%	79.0%
Total	69	580	238	50	28	57	17	121	1160	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly established in the labour legislation																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	6	20	6	0	3	3	3	4	45	8.7%	3.5%	2.5%	0.0%	10.7%	5.4%	16.7%	3.3%	3.9%
No change	17	102	18	20	3	7	4	15	186	24.6%	17.7%	7.6%	40.0%	10.7%	12.5%	22.2%	12.4%	16.1%
Strongly or somewhat agree	46	454	214	30	22	46	11	102	925	66.7%	78.8%	89.9%	60.0%	78.6%	82.1%	61.1%	84.3%	80.0%
Total	69	576	238	50	28	56	18	121	1156	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly included in the collective bargaining agendas at my workplace																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	3	23	5	2	3	3	3	3	45	4.3%	4.0%	2.1%	4.0%	10.7%	5.4%	17.6%	2.5%	3.9%
No change	14	144	27	3	3	6	4	14	215	20.0%	25.0%	11.3%	6.0%	10.7%	10.7%	23.5%	11.7%	18.6%
Strongly or somewhat agree	53	409	206	45	22	47	10	103	895	75.7%	71.0%	86.6%	90.0%	78.6%	83.9%	58.8%	85.8%	77.5%
Total	70	576	238	50	28	56	17	120	1155	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly included in the collective bargaining agendas at sectoral and cross-sectoral levels																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	3	20	6	0	4	2	2	3	40	4.3%	3.5%	2.5%	0.0%	14.3%	3.5%	11.8%	2.5%	3.5%
No change	17	127	23	4	3	5	4	12	195	24.6%	22.0%	9.7%	8.0%	10.7%	8.8%	23.5%	10.0%	16.9%
Strongly or somewhat agree	49	429	209	46	21	50	11	105	920	71.0%	74.5%	87.8%	92.0%	75.0%	87.7%	64.7%	87.5%	79.7%
Total	69	576	238	50	28	57	17	120	1155	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

ALL SECTORS																		
RTD is essential in an increasingly connected professional and social environment																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	2	55	8	5	39	26	18	29	182	2.0%	3.4%	1.9%	4.7%	12.5%	4.5%	9.3%	4.3%	4.5%
No change	26	221	25	33	53	39	49	58	504	25.7%	13.7%	5.9%	30.8%	16.9%	6.7%	25.3%	8.6%	12.6%
Strongly or somewhat agree	73	1332	393	69	221	519	127	588	3322	72.3%	82.8%	92.3%	64.5%	70.6%	88.9%	65.5%	87.1%	82.9%
Total	101	1608	426	107	313	584	194	675	4008	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly established in the labour legislation																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	9	56	8	5	27	18	13	17	153	8.9%	3.5%	1.9%	4.7%	8.6%	3.1%	6.7%	2.5%	3.8%
No change	23	248	27	34	40	29	46	66	513	22.8%	15.5%	6.3%	31.8%	12.7%	5.0%	23.6%	9.9%	12.8%
Strongly or somewhat agree	69	1297	391	68	248	536	136	587	3332	68.3%	81.0%	91.8%	63.6%	78.7%	91.9%	69.7%	87.6%	83.3%
Total	101	1601	426	107	315	583	195	670	3998	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly included in the collective bargaining agendas at my workplace																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	4	60	7	3	28	16	13	14	145	3.9%	3.8%	1.6%	2.8%	9.0%	2.7%	6.7%	2.1%	3.6%
No change	21	350	35	8	75	34	50	69	642	20.6%	21.9%	8.2%	7.5%	24.0%	5.8%	25.8%	10.3%	16.1%
Strongly or somewhat agree	77	1188	383	96	209	533	131	585	3202	75.5%	74.3%	90.1%	89.7%	67.0%	91.4%	67.5%	87.6%	80.3%
Total	102	1598	425	107	312	583	194	668	3989	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
RTD should be clearly included in the collective bargaining agendas at sectoral and cross-sectoral levels																		
	DK	FI	FR	GE	PL	SP	HU	IT	All countries	DK	FI	FR	GE	PL	SP	HU	IT	All countries
Strongly or somewhat disagree	5	53	9	2	27	15	11	14	136	3.1%	3.3%	2.1%	1.9%	8.7%	2.6%	5.6%	2.1%	3.4%
No change	25	323	37	8	76	29	46	65	609	15.4%	20.2%	8.7%	7.5%	24.5%	5.0%	23.6%	9.7%	15.0%
Strongly or somewhat agree	132	1224	379	97	207	540	138	592	3309	81.5%	76.5%	89.2%	90.7%	66.8%	92.5%	70.8%	88.2%	81.6%
Total	162	1600	425	107	310	584	195	671	4054	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 18: Workers rights – Information and consultations procedures - Sectors and total – DGOS 2022

Q40: When planning and designing the digitalisation of work processes and tools at your workplace, were formal information and consultation procedures followed regarding the following aspects?

ELECTRICITY																		
	DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
On the reasons and opportunities for digitalisation of tools and methods																		
Yes, individually	-	-	6	7,6%	4	3,5%	4	19,0%	1	4,3%	6	2,9%	6	8,8%	22	6,5%	49	5.8%
Yes, through trade unions	-	-	2	2,5%	13	11,5%	1	4,8%	3	13,0%	9	4,4%	1	1,5%	31	9,1%	61	7.2%
Yes, both individually and through trade unions	-	-	4	5,1%	15	13,3%	0	0,0%	6	26,1%	29	14,2%	13	19,1%	65	19,1%	132	15.5%
I do not know	-	-	44	55,7%	67	59,3%	6	28,6%	10	43,5%	119	58,3%	30	44,1%	168	49,3%	444	52.2%
No, such procedures were not followed	-	-	23	29,1%	14	12,4%	10	47,6%	3	13,0%	41	20,1%	18	26,5%	55	16,1%	165	19.4%
On the possibilities and options to practically implement more digitalised working methods in my daily job tasks																		
Yes, individually	-	-	9	11,3%	10	7,9%	5	23,8%	1	4,3%	13	5,9%	8	11,4%	27	7,5%	73	8.1%
Yes, through trade unions	-	-	2	2,5%	12	9,4%	0	0,0%	4	17,4%	13	5,9%	3	4,3%	33	9,2%	67	7.4%
Yes, both individually and through trade unions	-	-	6	7,5%	24	18,9%	3	14,3%	6	26,1%	39	17,6%	13	18,6%	78	21,8%	170	18.8%
I do not know	-	-	40	50,0%	53	41,7%	5	23,8%	5	21,7%	98	44,1%	26	37,1%	134	37,4%	361	40.0%
No, such procedures were not followed	-	-	23	28,7%	28	22,0%	8	38,1%	7	30,4%	59	26,6%	20	28,6%	86	24,0%	232	25.7%
On the process of digitalisation and its implementation strategy																		
Yes, individually	-	-	3	3,7%	8	6,3%	5	23,8%	2	8,3%	11	5,0%	9	12,7%	30	8,4%	68	7.5%
Yes, through trade unions	-	-	3	3,7%	13	10,2%	0	0,0%	2	8,3%	21	9,5%	4	5,6%	37	10,3%	80	8.8%
Yes, both individually and through trade unions	-	-	7	8,6%	24	18,9%	2	9,5%	7	29,2%	40	18,0%	12	16,9%	77	21,4%	169	18.7%
I do not know	-	-	46	56,8%	53	41,7%	7	33,3%	7	29,2%	95	42,8%	27	38,0%	148	41,2%	383	42.3%
No, such procedures were not followed	-	-	22	27,2%	29	22,8%	7	33,3%	6	25,0%	55	24,8%	19	26,8%	67	18,7%	206	22.7%

PUBLIC ADMINISTRATIONS																		
	DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
On the reasons and opportunities for digitalisation of tools and methods																		
Yes, individually	1	3,3%	59	6,7%	4	8,7%	3	9,1%	15	6,3%	12	4,2%	8	7,9%	13	7,9%	115	6.5%
Yes, through trade unions	0	0,0%	19	2,2%	2	4,3%	1	3,0%	2	0,8%	30	10,5%	1	1,0%	8	4,8%	63	3.5%
Yes, both individually and through trade unions	2	6,7%	77	8,8%	5	10,9%	0	0,0%	14	5,9%	26	9,1%	4	4,0%	12	7,3%	140	7.9%
I do not know	17	56,7%	641	73,0%	27	58,7%	8	24,2%	129	54,0%	102	35,7%	54	53,5%	60	36,4%	1038	58.4%
No, such procedures were not followed	10	33,3%	82	9,3%	8	17,4%	21	63,6%	79	33,1%	116	40,6%	34	33,7%	72	43,6%	422	23.7%
On the possibilities and options to practically implement more digitalised working methods in my daily job tasks																		
Yes, individually	3	9,7%	91	9,8%	4	7,4%	4	11,4%	24	9,5%	21	7,0%	9	8,7%	15	8,3%	171	9.1%
Yes, through trade unions	0	0,0%	14	1,5%	1	1,9%	2	5,7%	2	0,8%	23	7,7%	1	1,0%	5	2,8%	48	2.5%
Yes, both individually and through trade unions	2	6,5%	97	10,4%	6	11,1%	1	2,9%	12	4,8%	32	10,7%	6	5,8%	16	8,9%	172	9.1%
I do not know	14	45,2%	614	66,0%	26	48,1%	9	25,7%	109	43,3%	79	26,3%	48	46,2%	51	28,3%	950	50.4%
No, such procedures were not followed	12	38,7%	114	12,3%	17	31,5%	19	54,3%	105	41,7%	145	48,3%	40	38,5%	93	51,7%	545	28.9%
On the process of digitalisation and its implementation strategy																		
Yes, individually	2	6,5%	89	9,5%	4	7,3%	5	13,9%	27	10,7%	20	6,6%	7	6,6%	20	10,9%	174	9.2%
Yes, through trade unions	0	0,0%	15	1,6%	2	3,6%	1	2,8%	1	0,4%	33	10,9%	3	2,8%	6	3,3%	61	3.2%
Yes, both individually and through trade unions	2	6,5%	70	7,5%	5	9,1%	3	8,3%	15	5,9%	28	9,2%	4	3,8%	15	8,2%	142	7.5%
I do not know	15	48,4%	645	69,2%	26	47,3%	8	22,2%	111	43,9%	77	25,4%	46	43,4%	54	29,5%	982	51.7%
No, such procedures were not followed	12	38,7%	113	12,1%	18	32,7%	19	52,8%	99	39,1%	145	47,9%	46	43,4%	88	48,1%	540	28.4%

HOSPITALS AND HEALTH																			
	DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
On the reasons and opportunities for digitalisation of tools and methods																			
Yes, individually	0	0,0%	33	6,0%	10	4,7%	5	10,2%	2	7,4%	4	7,1%	0	0,0%	5	4,5%	59	5.4%	
Yes, through trade unions	2	3,0%	10	1,8%	17	7,9%	0	0,0%	1	3,7%	4	7,1%	0	0,0%	7	6,4%	41	3.7%	
Yes, both individually and through trade unions	1	1,5%	41	7,4%	20	9,3%	1	2,0%	1	3,7%	8	14,3%	0	0,0%	8	7,3%	80	7.3%	
I do not know	49	73,1%	386	69,8%	113	52,6%	10	20,4%	12	44,4%	23	41,1%	8	47,1%	54	49,1%	655	59.9%	
No, such procedures were not followed	15	22,4%	83	15,0%	55	25,6%	33	67,3%	11	40,7%	17	30,4%	9	52,9%	36	32,7%	259	23.7%	
Yes, individually	7	10,1%	49	8,6%	16	6,8%	5	10,0%	0	0,0%	5	8,9%	2	11,8%	10	8,5%	94	8.2%	
Yes, through trade unions	0	0,0%	10	1,8%	18	7,7%	0	0,0%	1	3,6%	3	5,4%	0	0,0%	4	3,4%	36	3.1%	
Yes, both individually and through trade unions	3	4,3%	42	7,4%	26	11,1%	1	2,0%	2	7,1%	8	14,3%	0	0,0%	9	7,6%	91	8.0%	
I do not know	45	65,2%	365	64,0%	99	42,1%	11	22,0%	13	46,4%	21	37,5%	4	23,5%	50	42,4%	608	53.2%	
No, such procedures were not followed	14	20,3%	104	18,2%	76	32,3%	33	66,0%	12	42,9%	19	33,9%	11	64,7%	45	38,1%	314	27.5%	
On the process of digitalisation and its implementation strategy																			
Yes, individually	5	7,2%	41	7,2%	18	7,6%	5	10,0%	1	3,6%	5	9,1%	2	11,8%	8	6,8%	85	7.4%	
Yes, through trade unions	0	0,0%	10	1,8%	17	7,2%	1	2,0%	0	0,0%	3	5,5%	0	0,0%	3	2,5%	34	3.0%	
Yes, both individually and through trade unions	4	5,8%	34	6,0%	23	9,7%	2	4,0%	2	7,1%	9	16,4%	0	0,0%	10	8,5%	84	7.3%	
I do not know	45	65,2%	390	68,3%	104	43,9%	8	16,0%	12	42,9%	20	36,4%	5	29,4%	53	44,9%	637	55.6%	
No, such procedures were not followed	15	21,7%	96	16,8%	75	31,6%	34	68,0%	13	46,4%	18	32,7%	10	58,8%	44	37,3%	305	26.6%	

ALL SECTORS																			
	DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
On the reasons and opportunities for digitalisation of tools and methods																			
Yes, individually	1	1.0%	98	6.5%	18	4.8%	12	11.7%	18	6.2%	22	4.0%	14	7.5%	40	6.5%	223	6.0%	
Yes, through trade unions	3	3.0%	31	2.1%	32	8.6%	2	1.9%	6	2.1%	43	7.9%	2	1.1%	46	7.5%	165	4.4%	
Yes, both individually and through trade unions	3	3.0%	122	8.1%	40	10.7%	1	1.0%	21	7.3%	63	11.5%	17	9.1%	85	13.8%	352	9.5%	
I do not know	66	66.7%	1071	70.9%	207	55.3%	24	23.3%	151	52.2%	244	44.7%	92	49.5%	282	45.8%	2137	57.4%	
No, such procedures were not followed	26	26.3%	188	12.5%	77	20.6%	64	62.1%	93	32.2%	174	31.9%	61	32.8%	163	26.5%	846	22.7%	
On the possibilities and options to practically implement more digitalised working methods in my daily job tasks																			
Yes, individually	10	9.8%	149	9.4%	30	7.2%	14	13.2%	25	8.3%	39	6.7%	19	9.9%	52	7.9%	338	8.6%	
Yes, through trade unions	0	0.0%	26	1.6%	31	7.5%	2	1.9%	7	2.3%	39	6.7%	4	2.1%	42	6.4%	151	3.8%	
Yes, both individually and through trade unions	6	5.9%	145	9.2%	56	13.5%	5	4.7%	20	6.6%	79	13.7%	19	9.9%	103	15.7%	433	11.0%	
I do not know	59	57.8%	1019	64.5%	178	42.8%	25	23.6%	127	41.9%	198	34.3%	78	40.8%	235	35.8%	1919	48.8%	
No, such procedures were not followed	27	26.5%	241	15.3%	121	29.1%	60	56.6%	124	40.9%	223	38.6%	71	37.2%	224	34.1%	1091	27.7%	
On the process of digitalisation and its implementation strategy																			
Yes, individually	7	6.9%	133	8.4%	30	7.2%	15	14.0%	30	9.8%	36	6.2%	18	9.3%	58	8.8%	338	8.3%	
Yes, through trade unions	0	0.0%	28	1.8%	32	7.6%	2	1.9%	3	1.0%	57	9.8%	7	3.6%	46	7.0%	151	4.4%	
Yes, both individually and through trade unions	6	5.9%	111	7.0%	52	12.4%	7	6.5%	24	7.9%	77	13.3%	16	8.2%	102	15.5%	433	10.0%	
I do not know	60	59.4%	1081	68.2%	183	43.7%	23	21.5%	130	42.6%	192	33.1%	78	40.2%	255	38.6%	1919	50.7%	
No, such procedures were not followed	28	27.7%	231	14.6%	122	29.1%	60	56.1%	118	38.7%	218	37.6%	75	38.7%	199	30.2%	1091	26.6%	



Table 19: Workers rights – Perceptions of trade unions effectiveness - Sectors and total – DGOS 2022

Q41: In your view, how effective has the trade union been in negotiating the socially sustainable management of digitalisation and technological change?

ELECTRICITY																		
	DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
For your sector of occupation																		
Not effective at all	-	-	20	24,7%	12	9,4%	3	14,3%	1	4,0%	47	21,2%	8	11,1%	30	8,2%	122	13,3%
Moderately effective	-	-	14	17,3%	33	26,0%	7	33,3%	6	24,0%	75	33,8%	15	20,8%	103	28,1%	253	27,6%
Effective	-	-	9	11,1%	35	27,6%	2	9,5%	7	28,0%	36	16,2%	12	16,7%	110	30,1%	212	23,1%
Very effective	-	-	0	0,0%	18	14,2%	2	9,5%	5	20,0%	22	9,9%	7	9,7%	67	18,3%	121	13,2%
I do not know	-	-	38	46,9%	29	22,8%	7	33,3%	6	24,0%	42	18,9%	30	41,7%	56	15,3%	208	22,7%
At your workplace																		
Not effective at all	-	-	27	33,3%	15	11,8%	3	14,3%	2	8,0%	64	28,8%	9	12,7%	51	14,0%	172	18,9%
Moderately effective	-	-	14	17,3%	29	22,8%	10	47,6%	4	16,0%	69	31,1%	16	22,5%	98	26,9%	240	26,3%
Effective	-	-	4	4,9%	41	32,3%	5	23,8%	10	40,0%	37	16,7%	11	15,5%	102	28,0%	210	23,0%
Very effective	-	-	1	1,2%	16	12,6%	0	0,0%	6	24,0%	26	11,7%	7	9,9%	56	15,4%	112	12,3%
I do not know	-	-	35	43,2%	26	20,5%	3	14,3%	3	12,0%	26	11,7%	28	39,4%	57	15,7%	178	19,5%
PUBLIC ADMINISTRATIONS																		
	DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
For your sector of occupation																		
Not effective at all	5	16,7%	117	12,4%	6	11,1%	10	27,8%	53	20,5%	61	20,0%	30	28,8%	31	16,5%	313	16,3%
Moderately effective	9	30,0%	153	16,2%	10	18,5%	13	36,1%	18	7,0%	66	21,6%	18	17,3%	50	26,6%	337	17,5%
Effective	3	10,0%	115	12,2%	16	29,6%	8	22,2%	11	4,3%	68	22,3%	8	7,7%	35	18,6%	264	13,7%
Very effective	2	6,7%	30	3,2%	4	7,4%	1	2,8%	7	2,7%	50	16,4%	5	4,8%	21	11,2%	120	6,2%
I do not know	11	36,7%	531	56,1%	18	33,3%	4	11,1%	169	65,5%	60	19,7%	43	41,3%	51	27,1%	887	46,2%
At your workplace																		

Not effective at all	7	23,3%	150	15,9%	5	9,1%	6	16,7%	53	20,4%	72	23,8%	34	32,4%	42	22,6%	369	19,2%
Moderately effective	9	30,0%	146	15,5%	11	20,0%	18	50,0%	22	8,5%	75	24,8%	19	18,1%	45	24,2%	345	18,0%
Effective	2	6,7%	113	12,0%	18	32,7%	6	16,7%	15	5,8%	74	24,4%	10	9,5%	34	18,3%	272	14,2%
Very effective	0	0,0%	26	2,8%	6	10,9%	2	5,6%	7	2,7%	39	12,9%	6	5,7%	17	9,1%	103	5,4%
I do not know	12	40,0%	508	53,9%	15	27,3%	4	11,1%	163	62,7%	43	14,2%	36	34,3%	48	25,8%	829	43,2%
<b>HOSPITALS AND HEALTH</b>																		
	DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
For your sector of occupation																		
Not effective at all	26	37,7%	82	14,2%	29	12,2%	4	8,0%	6	22,2%	10	17,5%	7	38,9%	12	10,1%	176	15,2%
Moderately effective	7	10,1%	100	17,3%	49	20,6%	27	54,0%	2	7,4%	11	19,3%	1	5,6%	30	25,2%	227	19,7%
Effective	4	5,8%	48	8,3%	45	18,9%	1	2,0%	3	11,1%	12	21,1%	0	0,0%	19	16,0%	132	11,4%
Very effective	1	1,4%	12	2,1%	22	9,2%	0	0,0%	0	0,0%	13	22,8%	0	0,0%	13	10,9%	61	5,3%
I do not know	31	44,9%	335	58,1%	93	39,1%	18	36,0%	16	59,3%	11	19,3%	10	55,6%	45	37,8%	559	48,4%
At your workplace																		
Not effective at all	25	37,3%	106	18,5%	32	13,6%	2	4,0%	7	25,9%	14	24,6%	9	52,9%	21	17,8%	216	18,9%
Moderately effective	7	10,4%	89	15,5%	52	22,1%	30	60,0%	2	7,4%	13	22,8%	2	11,8%	20	16,9%	215	18,8%
Effective	5	7,5%	35	6,1%	49	20,9%	1	2,0%	2	7,4%	8	14,0%	0	0,0%	21	17,8%	121	10,6%
Very effective	1	1,5%	9	1,6%	19	8,1%	0	0,0%	0	0,0%	14	24,6%	0	0,0%	14	11,9%	57	5,0%
I do not know	29	43,3%	335	58,4%	83	35,3%	17	34,0%	16	59,3%	8	14,0%	6	35,3%	42	35,6%	536	46,8%
<b>ALL SECTORS</b>																		
	DK		FI		FR		GE		PL		SP		HU		IT		ALL COUNTRIES	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
For your sector of occupation																		
Not effective at all	32	31,7%	219	13,7%	47	11,2%	17	15,9%	60	19,4%	118	20,2%	45	23,2%	73	10,8%	611	15,3%
Moderately effective	16	15,8%	267	16,6%	92	22,0%	47	43,9%	26	8,4%	152	26,0%	34	17,5%	183	27,2%	817	20,5%
Effective	8	7,9%	172	10,7%	96	22,9%	11	10,3%	21	6,8%	116	19,9%	20	10,3%	164	24,4%	608	15,2%
Very effective	3	3,0%	42	2,6%	44	10,5%	3	2,8%	12	3,9%	85	14,6%	12	6,2%	101	15,0%	302	7,6%

I do not know	42	41.6%	904	56.4%	140	33.4%	29	27.1%	191	61.6%	113	19.3%	83	42.8%	152	22.6%	1654	41.4%
At your workplace																		
Not effective at all	33	33.7%	283	17.7%	52	12.5%	11	10.3%	62	19.9%	150	25.8%	52	26.9%	114	17.1%	757	19.0%
Moderately effective	16	16.3%	249	15.6%	92	22.1%	58	54.2%	28	9.0%	157	27.0%	37	19.2%	163	24.4%	800	20.1%
Effective	7	7.1%	152	9.5%	108	25.9%	12	11.2%	27	8.7%	119	20.4%	21	10.9%	157	23.5%	603	15.2%
Very effective	1	1.0%	36	2.3%	41	9.8%	2	1.9%	13	4.2%	79	13.6%	13	6.7%	87	13.0%	272	6.8%
I do not know	41	41.8%	878	54.9%	124	29.7%	24	22.4%	182	58.3%	77	13.2%	70	36.3%	147	22.0%	1543	38.8%

