

Industrial relations and workplace adaptation

Supporting industrial relations in the field of workplace adaptation to enable the employment of older or disabled populations:

Background Statistics



2016

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Abstract

Persons with reduced work capacity, including disabled and elderly persons, employment opportunities are influenced by the access to accommodated work and working conditions. The project aims to improve social partners' expertise and industrial relations in the field of workplace accommodation, and as a result promote inclusion of disabled and older workers. The retrospective desk study analysis will lay the foundations for transnational action research with social partners in Estonia, Poland, Hungary, with the aim of documenting what practices already exist and looking forward, how these might be improved, drawing on best practices from other EU countries.

In this report, demand and supply of suitable work and working conditions is analysed by EU-LFS and EU EWCS.

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List of Abbreviations

WA	work accommodation
IR	Industrial relations
EC	European Commission
ILO	International Labour Organization
EWCS	European Working Conditions Survey
EU-LFS	European Union Labour Force Survey

1. Demographic Trends

1.1. Trends in EU

- In the EU, the overall size of the population is projected to be slightly larger by 2060 but much older than it is now. While the EU population as a whole would be larger in 2060 compared to 2013, decreases of the total population are projected for about half of the EU Member States (BG, DE, EE, EL, ES, HR, LV, LT, HU, PL, PT, RO, SI and SK). For the other Member States (BE, CZ, DK, IE, FR, IT, CY, LU, MT, NL, AT, FI, SE and UK) an increase is projected. (European Commission et al. 2015).
- As a result of these different trends among age-groups, the demographic old-age dependency ratio (people aged 65 or above relative to those aged 15-64) is projected to increase from 27.8% to 50.1% in the EU as a whole over the projection period. This implies that the EU would move from having four working-age people for every person aged over 65 years to about two working-age persons (European Commission et al. 2015).
- Population ageing affects inflows to and outflows from the labour force. Cohorts entering the labour market are smaller due to the low fertility levels in the last decades of the 20th century. Older workers constitute an increasingly significant share of the labour force due to longer lifespans and the post-war baby boomers reaching the relevant age. Consequently, the generations leaving the labour market are gradually becoming more numerous. Population and labour force ageing as well as shrinking of the working-age population make employment a key issue in policy responses to demographic change. (European Commission and Directorate-General for Research and Innovation, 2014).
- The projections show that employment (aged 20-64) will peak at 215 million in 2022, and after that fall to 202 million in 2060. This implies a decline of about 9 million workers over the period 2013 to 2060. The negative prospects stemming from the rapid ageing of the population, will only be partly offset by the increase in (female and older workers) participation rates migration inflows and the assumed decline in structural unemployment, leading to a reduction in the number of people employed during the period 2023 to 2060 (13 million) (European Commission et al. 2015).
- Total labour supply in the EU (and in the euro area) is projected to nearly stabilise between 2013 and 2023 (age group 20-64), while it is projected to decline by 8.2% between 2023 and 2060, representing roughly minus 19 million people. (European Commission et al. 2015).
- The total employment rate (for persons aged 20 to 64) in the EU is projected to increase from 68.4% in 2013 to 72.2% in 2023 and 75% in 2060 (European Commission et al. 2015).

+++

1.2. Trends in EE, HU, PL

- The largest reductions in population numbers are anticipated in eastern and southern EU Member States. According to [Eurostat](#), the number of inhabitants is projected to fall between 2014 and 2080 in 14 of the EU Member States. The decline in the number of inhabitants is projected to be within the range of 12–22 % in **Hungary**, Romania, Croatia, Germany, **Estonia**

and **Poland**, while a reduction of around 30 % is projected for Slovakia, Greece, Portugal, Bulgaria and Latvia.

- According to Eurostat, by 2050 there will be fewer than two working-age persons for each elderly person in 12 of the EU Member States. Among the EU Member States, the largest increases for the old-age dependency ratio are predicted for Slovakia, Poland and Portugal, where the projected gains are in excess of 35 percentage points for the whole of the period 2014 to 2080. The old-age dependency ratio was expected to increase in all 31 countries, with the highest ratios in 2080 being recorded in Slovakia (68.7 %) and Portugal (68.2 %), while ratios of just less than 60 % are projected for Germany and Poland.
- According to Eurostat, there are 12 EU Member States where the old-age dependency ratio is projected to be higher than 50 % by 2050 — with less than two working-age persons for each person aged 65 or more. For 6 out of these 12 Member States — Slovakia, Poland, Spain, Portugal, Slovenia and Greece — the old-age dependency ratio is projected to double between 2014 and 2050; this is also the case for Ireland and Cyprus.

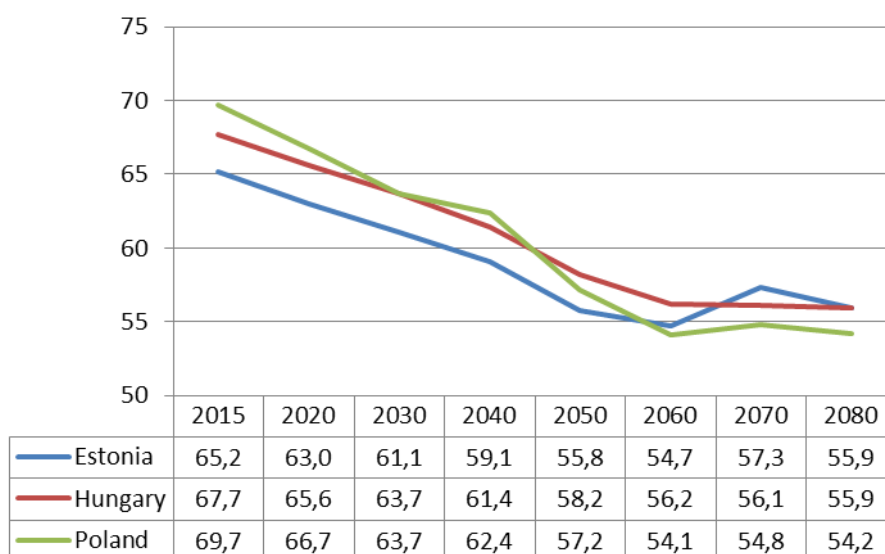
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TABLE 1. EUROSTAT POPULATION PROJECTIONS. MAIN SCENARIO - POPULATION ON 1ST JANUARY.

	2015	2020	2030	2040	2050	2060	2080
EU 28	508 223 624	512 474 771	518 499 055	523 545 921	525 527 890	522 945 539	#####
Estonia	1 311 505	1 284 459	1 208 245	1 162 106	1 131 200	1 092 858	1 029 443
Hungary	9 863 193	9 799 790	9 679 364	9 520 475	9 350 126	9 165 291	8 685 213
Poland	38 499 953	38 390 693	37 525 745	36 241 010	34 842 067	33 293 791	#####

Source: Eurostat, table proj_13npms

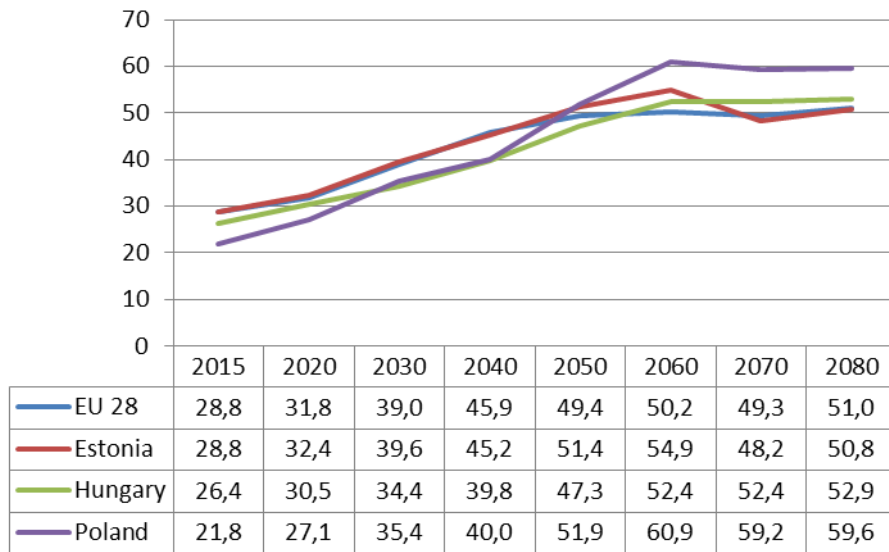
FIGURE 1 PROPORTION OF POPULATION AGED 15-64 YEARS



Source: Eurostat, table proj_13ndbims

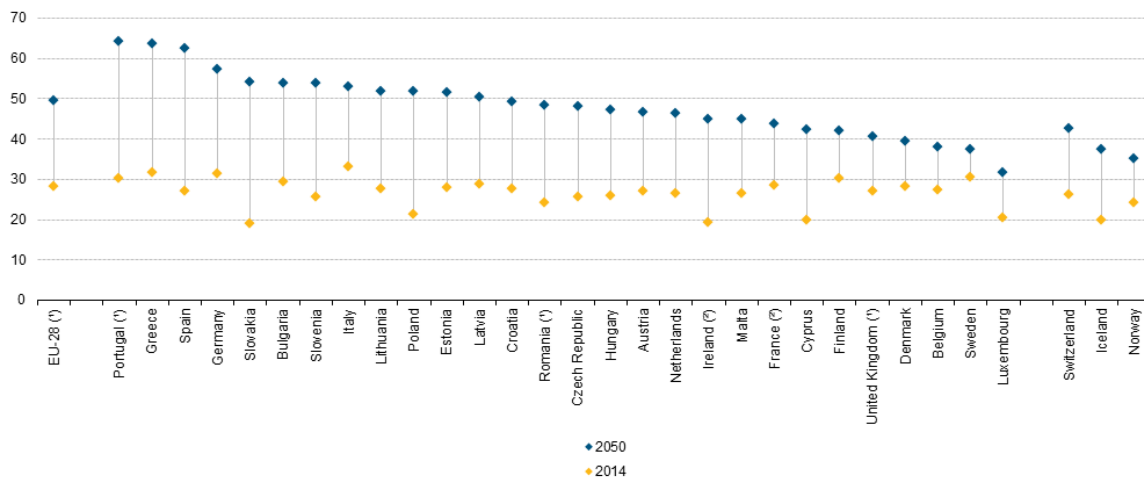
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FIGURE 2 OLD DEPENDENCY RATIO (POPULATION 65 AND OVER TO POPULATION 15 TO 64 YEARS)



Source: Eurostat, table proj_13ndbims

FIGURE 3 OLD-AGE DEPENDENCY RATIO, 2014 AND 2050 (%)



(*) 2014: estimate.
 (*) 2014: provisional.
 Source: Eurostat (online data codes: demo_pjanind and proj_13ndbims)

Source: Eurostat, *People in the EU – population projections*

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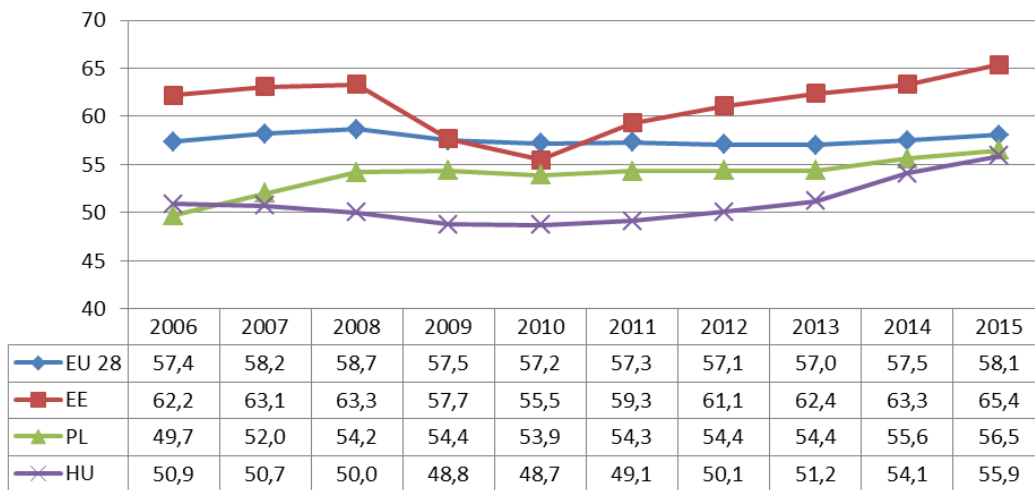
2. Labour Market Participation

2.1. General Employment Trends

In the recent years, the EU labour market has seen gradual recovery. However, both the impact of the crises was different and also the recovery has been different across countries, and labour market participation differences across countries remain and are now larger than they were in 2008 (European Commission 2016).

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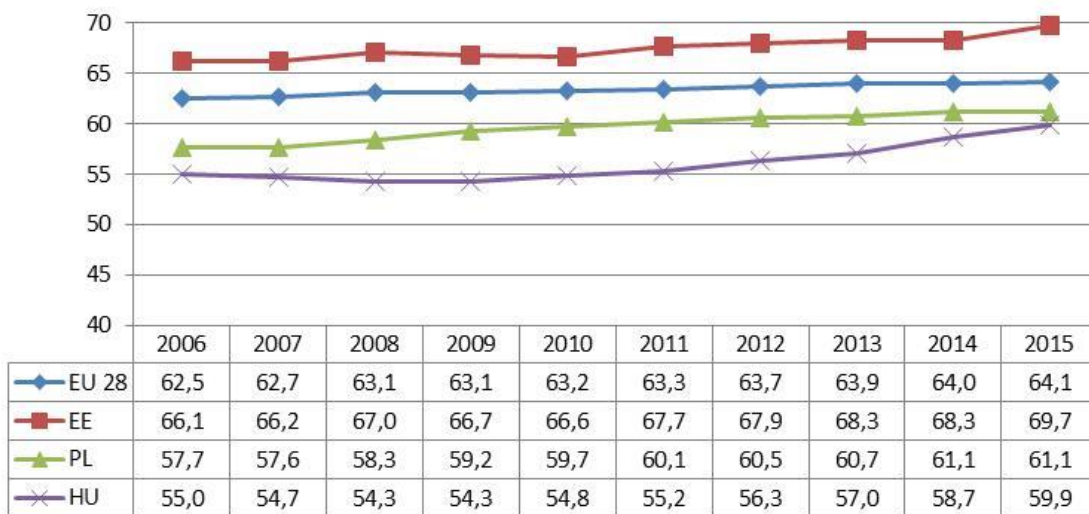
FIGURE 4 EMPLOYMENT RATE (%) IN EU AND HU, EE, PL; FROM 15 TO 74 YEARS



Source: Eurostat, LFS database, table: lfsa_ergan

Notes: Employment rates is the ratio of persons who are employed, to the population.

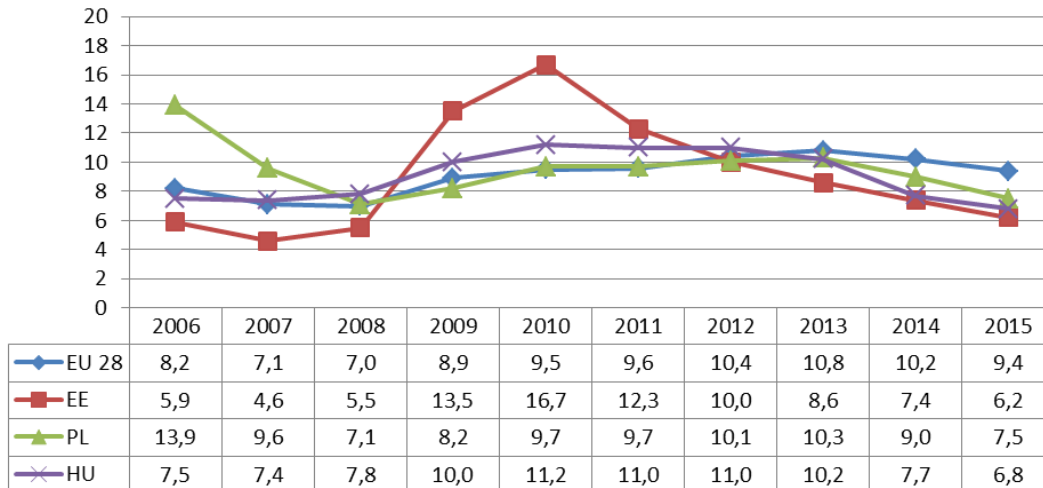
FIGURE 5 ACTIVITY RATE (%) IN EU AND HU, EE, PL; FROM 15 TO 74 YEARS



Source: Eurostat, LFS database, table: lfsa_ergan

Notes: Activity rate (or labour force participation rate) is the ratio of the population, both employed and unemployed, to the population.

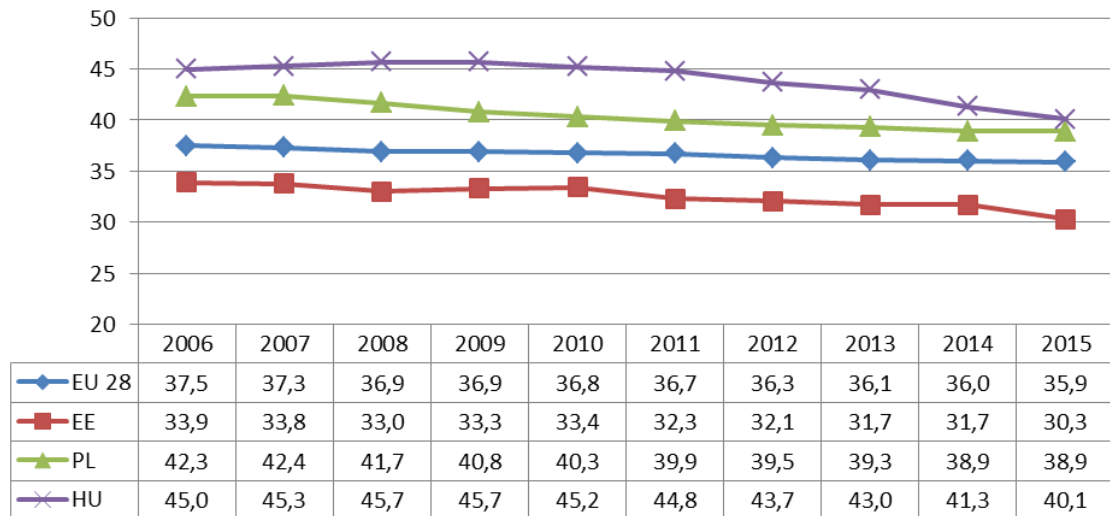
FIGURE 6 UNEMPLOYMENT RATE (%) IN EU AND HU, EE, PL; FROM 15 TO 74 YEARS



Source: Eurostat, LFS database, table: lfsa_ipga

Notes: Unemployment rate is the ratio of the total labour force that is unemployed but actively seeking employment and willing to work.

FIGURE 7 INACTIVITY RATE (%) IN EU AND HU, EE, PL; FROM 15 TO 74 YEARS



Source: Eurostat, LFS database, table: lfsa_ipga

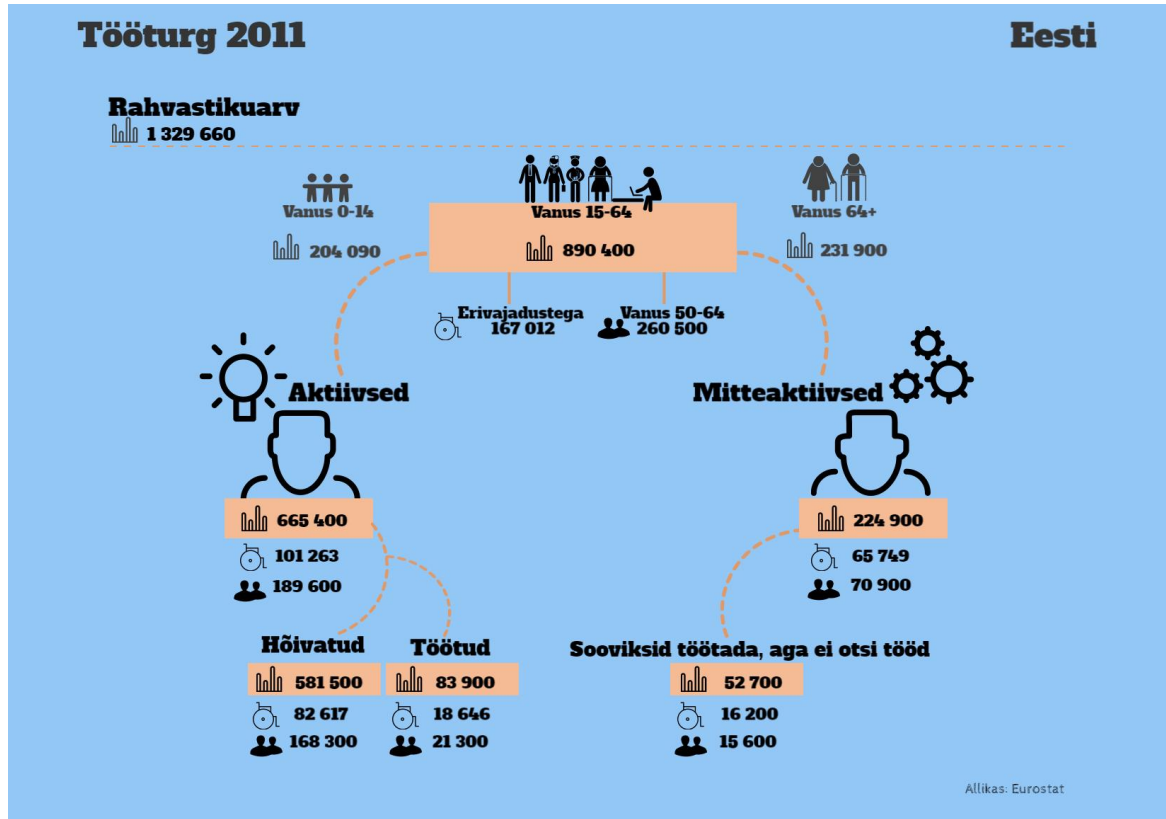
Notes: The inactivity rate is the proportion of the population who are not active in the labour market.

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2.2. Labour Force Structure in 2014

2.2.1. Estonia

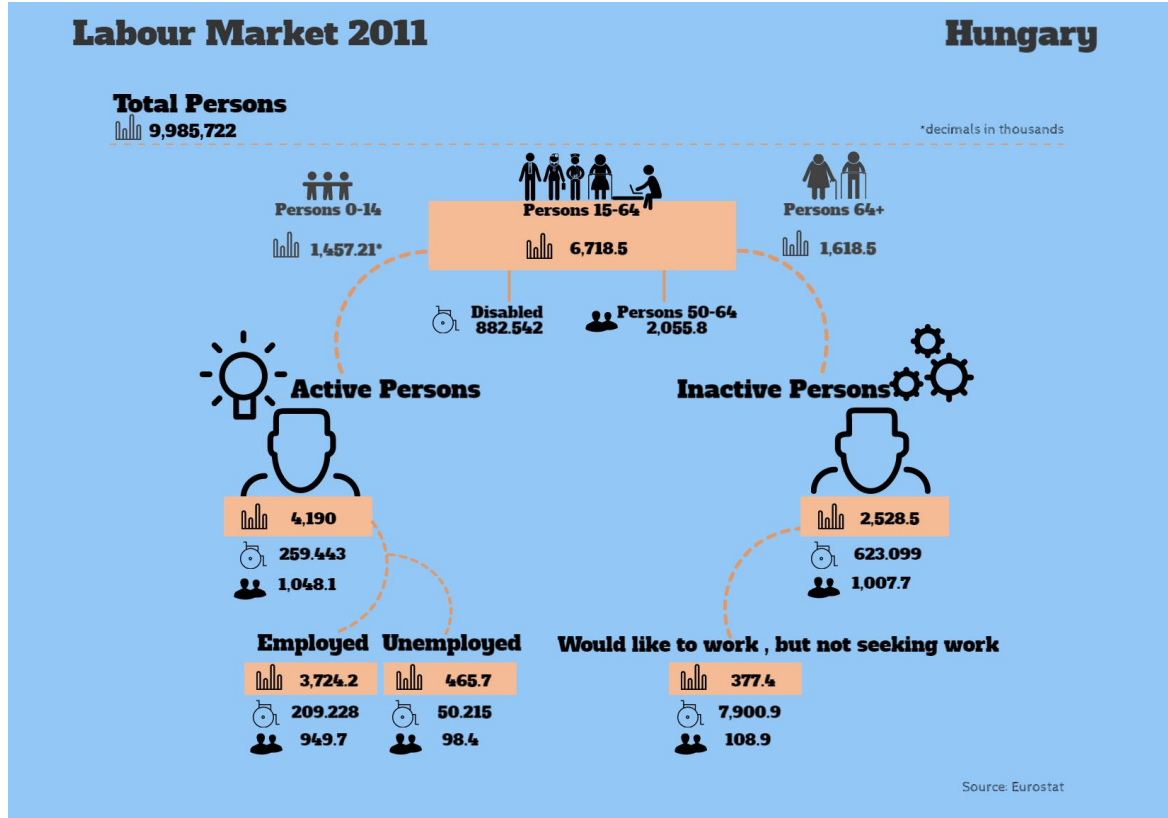
FIGURE 8 LABOR MARKET IN ESTONIA, 2011



Source: Eurostat

2.2.2. Hungary

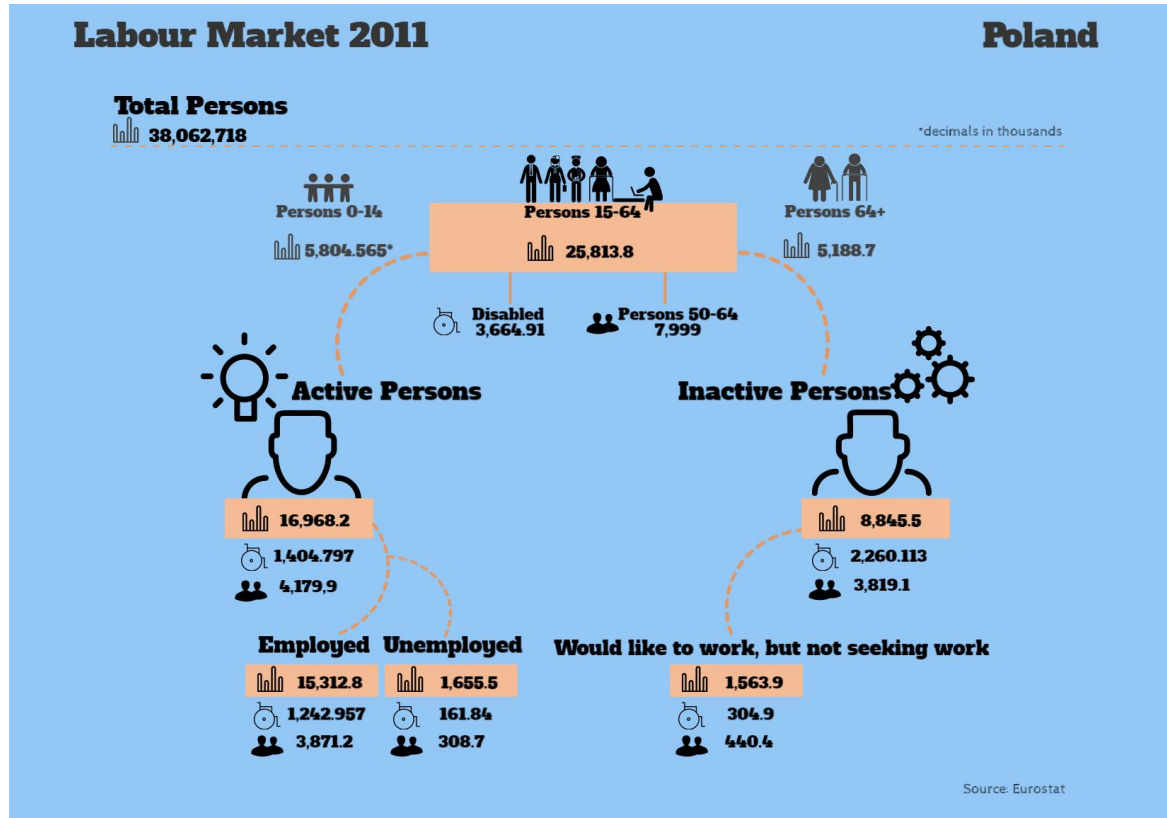
FIGURE 9 LABOR MARKET IN HUNGARY, 2011



Source: Eurostat

2.2.3. Poland

FIGURE 10 LABOR MARKET IN POLAND, 2011

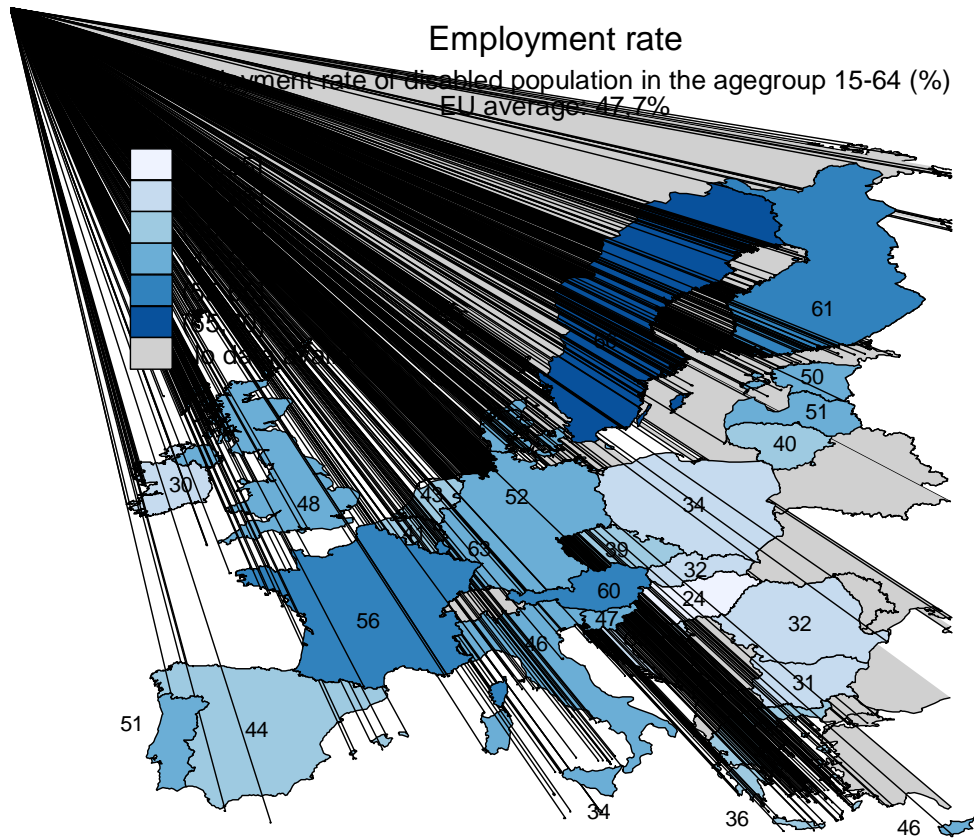


Source: Eurostat

2.1. Disabled and Old People in Labour Market

- Disabled and old people are less active in the labour market. In 2011, employment rate of disabled people compared to not disabled people were significantly lower all over the EU. Disabled people are also more likely un-employed. In 2011, unemployment rate of disabled people in Estonia, Hungary and Poland were 18.4%, 19.4% and 11.5% respectively (unemployment rate of those not disabled was 11.5%, 10.3%, 9.4% respectively).
- Similarly, employment rate of people 50-64 years old compared to 25-49 years old is smaller. Older people are not more likely un-employed, but inactive. In 2011, Unemployment rate of older people in Estonia, Hungary and Poland were 11.2%, 9.4% and 7.4% respectively (unemployment rate of those in age group 25-49 was 11.6%, 10.3%, 8.3% respectively).

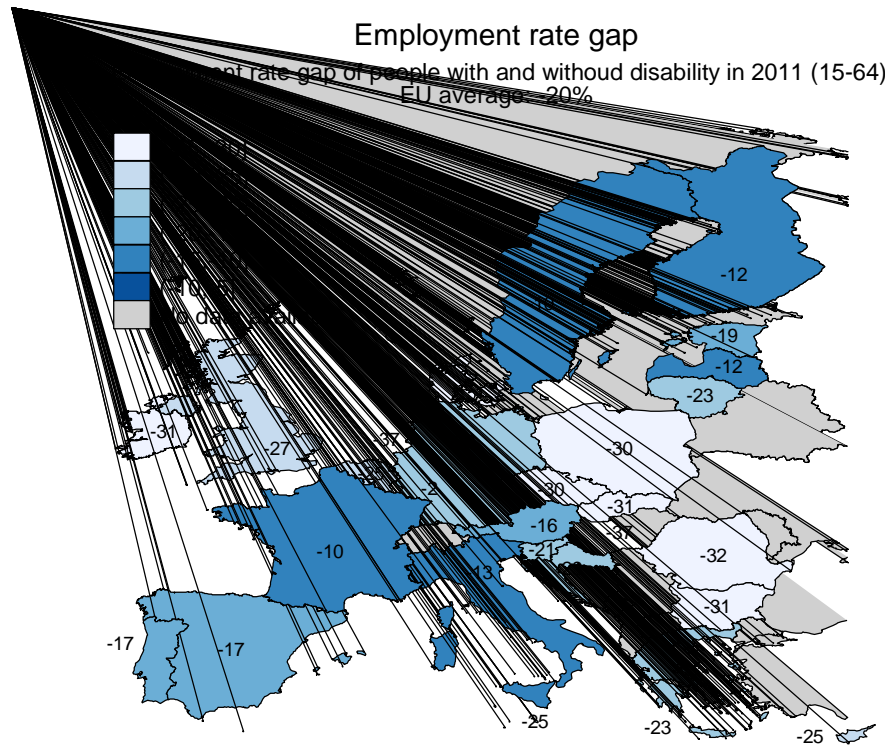
FIGURE 11 EMPLOYMENT RATE OF PEOPLE WITH DISABILITY IN 2011 (LIMITATION IN WORK CAUSED BY A HEALTH CONDITION OR DIFFICULTY IN A BASIC ACTIVITY), FROM 15 TO 74 YEARS



Source: Eurostat

Source: Eurostat, LFS database, Author's calculations

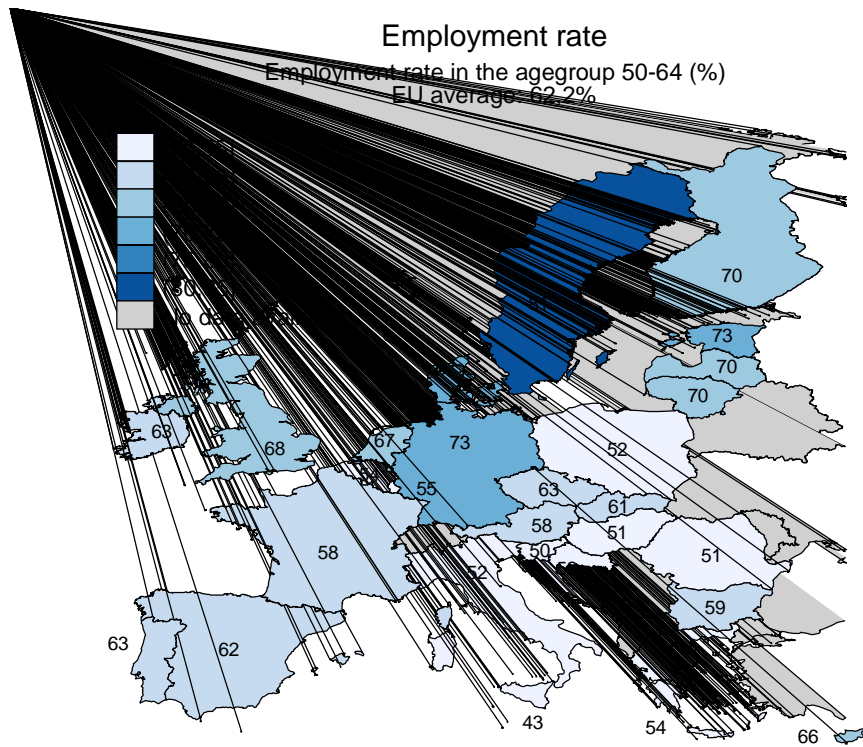
FIGURE 12 EMPLOYMENT RATE GAP OF PEOPLE WITH DISABILITY IN 2011 (PEOPLE WITH AND WITHOUT LIMITATION IN WORK CAUSED BY A HEALTH CONDITION OR DIFFICULTY IN A BASIC ACTIVITY), FROM 15 TO 74 YEARS



Source: Eurostat

Source: Eurostat, LFS database, Author's calculations

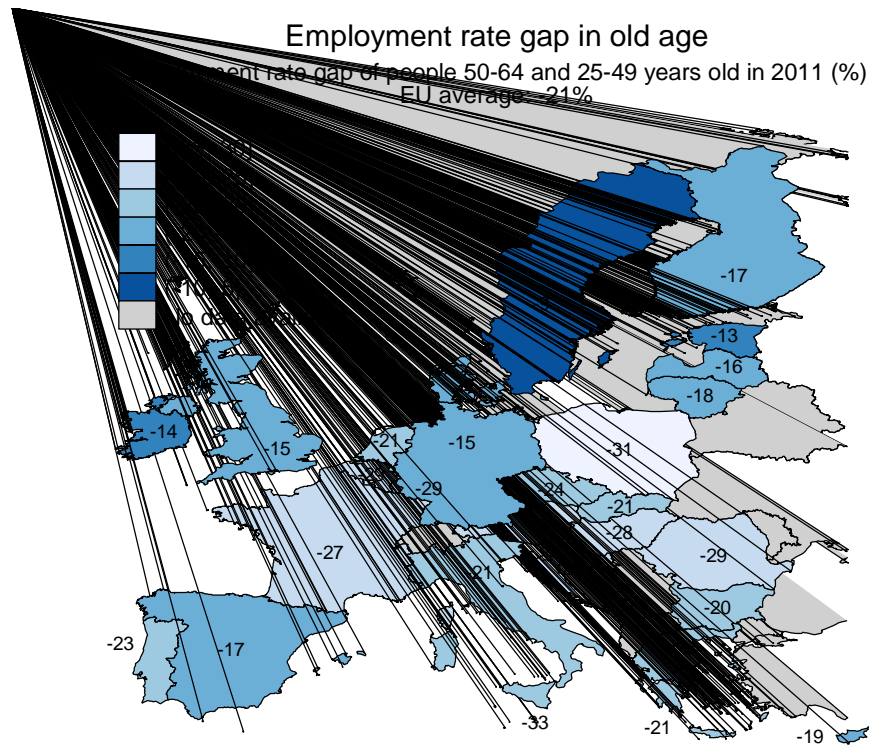
FIGURE 13 EMPLOYMENT RATE OF PEOPLE FROM 50 TO 74 YEARS IN 2011



Source: Eurostat

Source: Eurostat, LFS database, Author's calculations

FIGURE 14 EMPLOYMENT RATE GAP OF PEOPLE 50-64 YEARS OLD AND 25-49 YEARS OLD



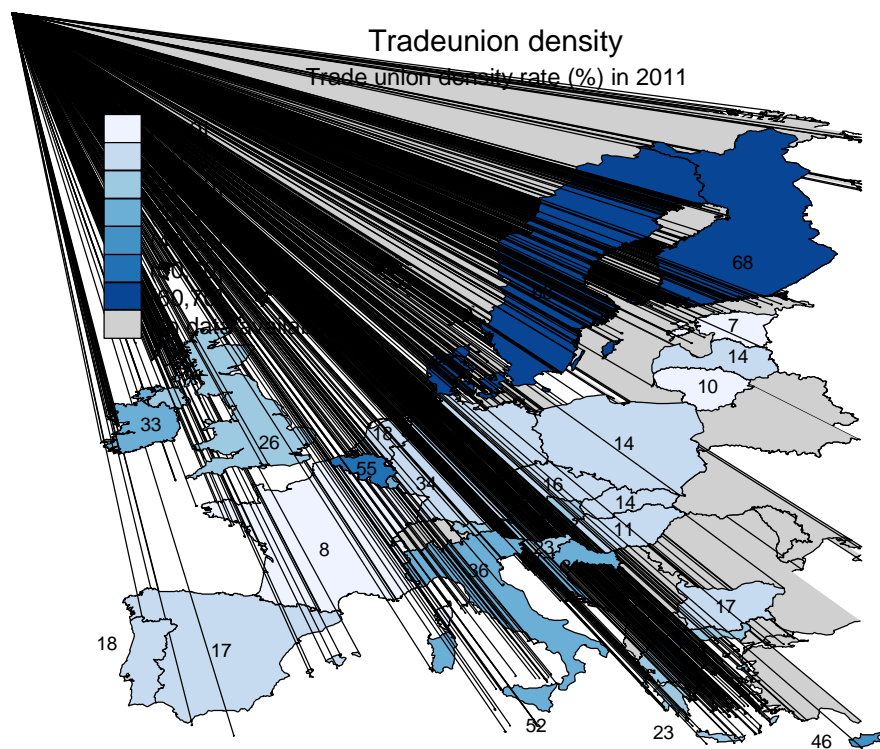
Source: Eurostat

Source: Eurostat, LFS database, Author's calculations

3. Industrial Relations

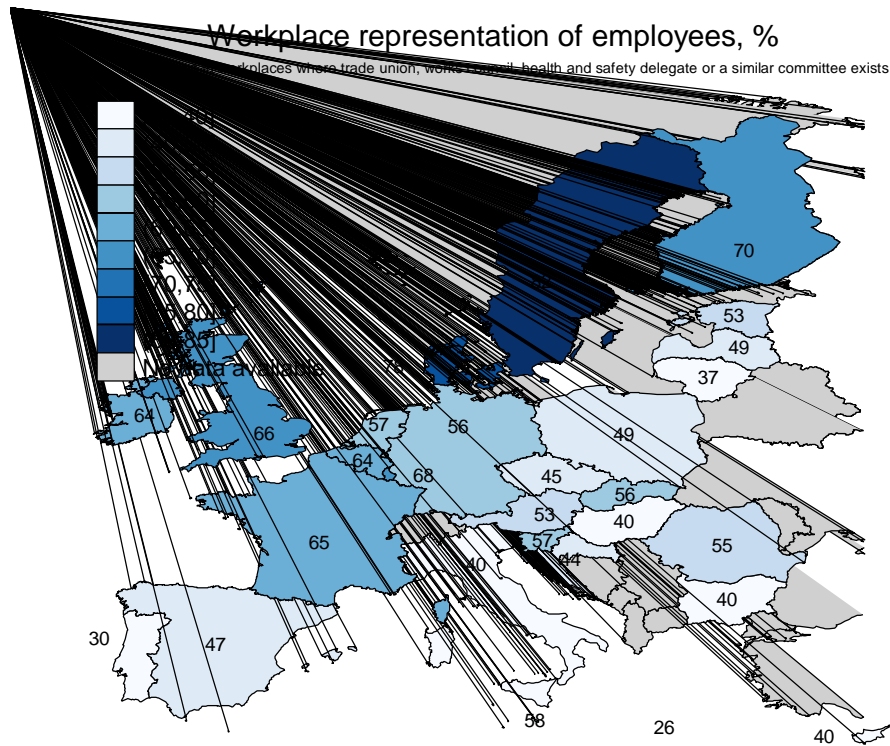
- Though trade union density in the three countries is rather low, considerable share of employees are working in workplaces where there are trade unions or other employee representatives.
- Also, although only small share of organisations are covered by collective bargaining, still, considerable share of employees have their terms of employment and working conditions determined by collective agreements.

FIGURE 15 TRADE UNION DENSITY IN 2011, PROPORTION OF WAGE AND SALARIED EARNERS IN LABOUR UNIONS



Source: Ilostat, The statistics presented result from a collaboration between the ILO and J. Visser, ICTWSS Database, version 5, AIAS.

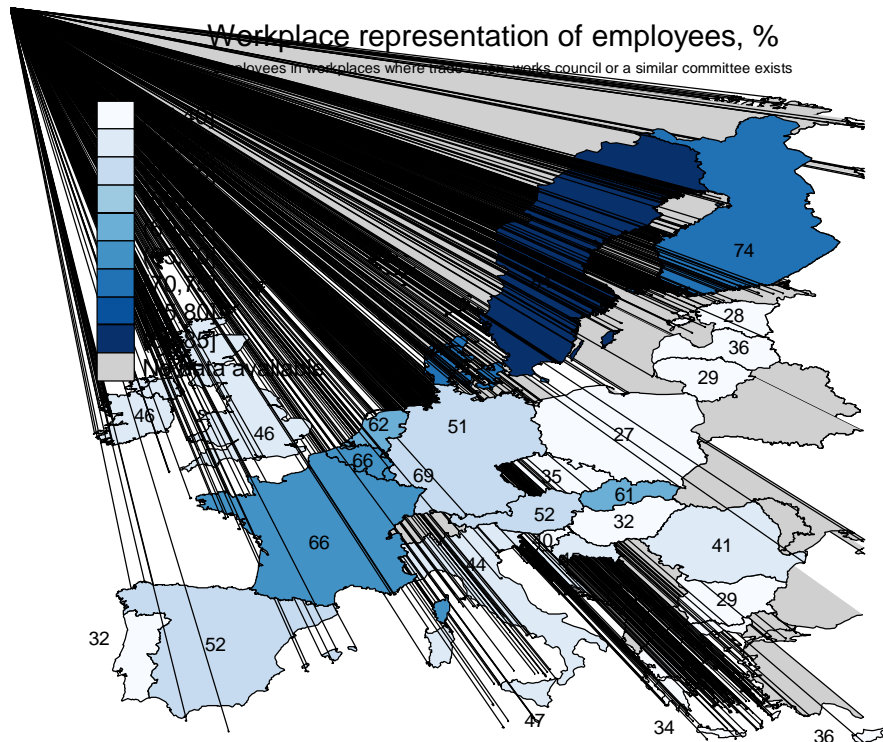
FIGURE 16 WORKPLACE REPRESENTATION OF EMPLOYEES. EMPLOYEES IN WORKPLACES WHERE TRADE UNION, WORKS COUNCIL, HEALTH AND SAFETY DELEGATE OR A SIMILAR COMMITTEE EXISTS



Source: Eurofound, European Working Conditions Survey, 2015

Source: Eurofound, Eurofound, European Working Conditions Survey, 2015

FIGURE 17 WORKPLACE REPRESENTATION OF EMPLOYEES. EMPLOYEES IN WORKPLACES WHERE TRADE UNION, WORKS COUNCIL OR SIMILAR COMMITTEE EXISTS

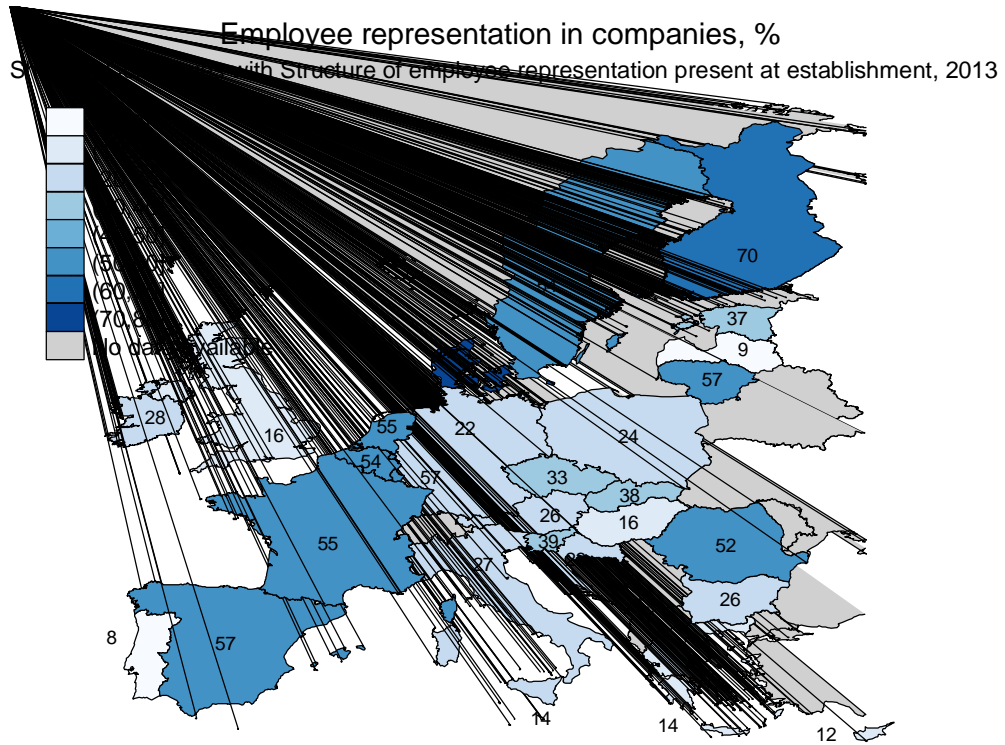


Source: Eurofound, European Working Conditions Survey, 2015

Source: Eurofound, Eurofound, European Working Conditions Survey, 2015

Notes: A trade union is defined as a workers' organization constituted for the purpose of furthering and defending the interests of workers. This trade union density rate describes the number of union members who are employees as a percentage of the total number of employees. For the purpose of this indicator in particular, trade union membership excludes union members who are not in paid employment (self-employed, unemployed, retired, etc.).

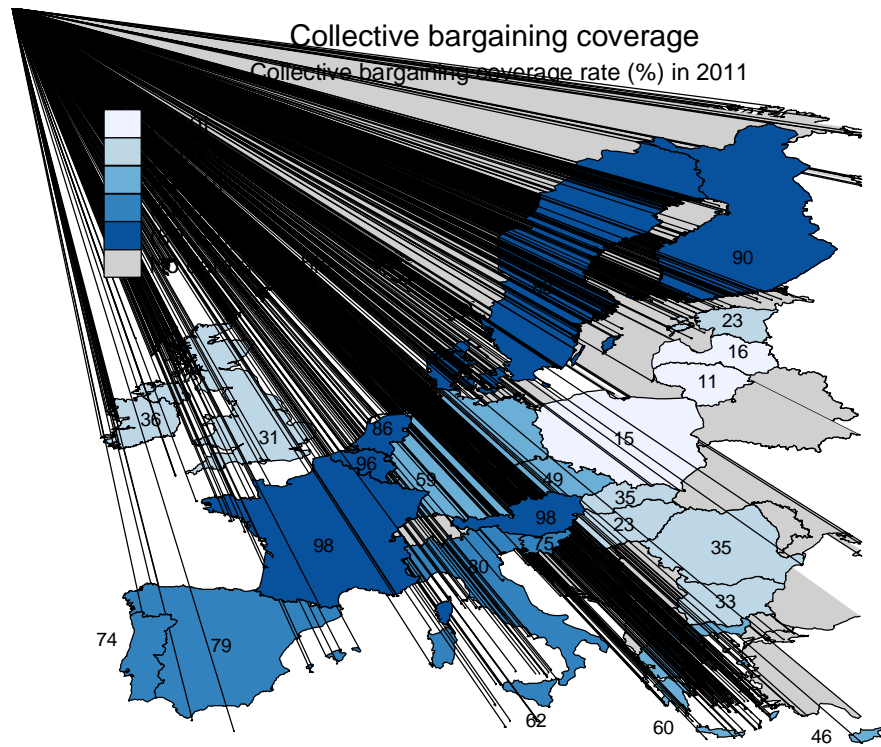
FIGURE 18 COMPANIES WITH EMPLOYEE REPRESENTATION



Source: Eurofound, 3rd European Company Survey, 2013

Source: Eurofound, 3rd European Company Survey, 2013

FIGURE 19 COLLECTIVE BARGAINING COVERAGE IN 2011

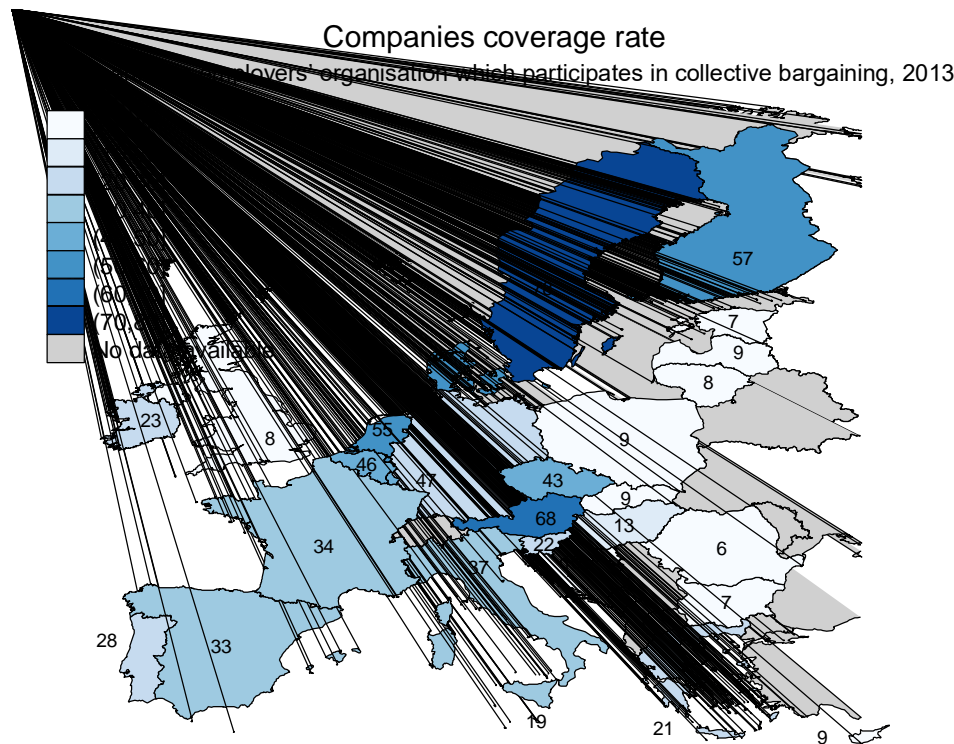


Source: Ilostat

Source: Ilostat, The statistics presented result from a collaboration between the ILO and J. Visser, ICTWSS Database, version 5, AIAS.

Notes: The collective bargaining coverage rate conveys the number of employees whose pay and/or conditions of employment are determined by one or more collective agreement(s) as a percentage of the total number of employees. Collective bargaining coverage includes, to the extent possible, workers covered by collective agreements in virtue of their extension. Collective bargaining coverage rates are adjusted for the possibility that some workers do not have the right to bargain collectively over wages (e.g. workers in the public services who have their wages determined by state regulation or other methods involving consultation).

FIGURE 20 COMPANIES WITH AT LEAST 10 EMPLOYED PERSONS IN EMPLOYERS' ORGANISATION WHICH PARTICIPATES IN COLLECTIVE BARGAINING IN 2013



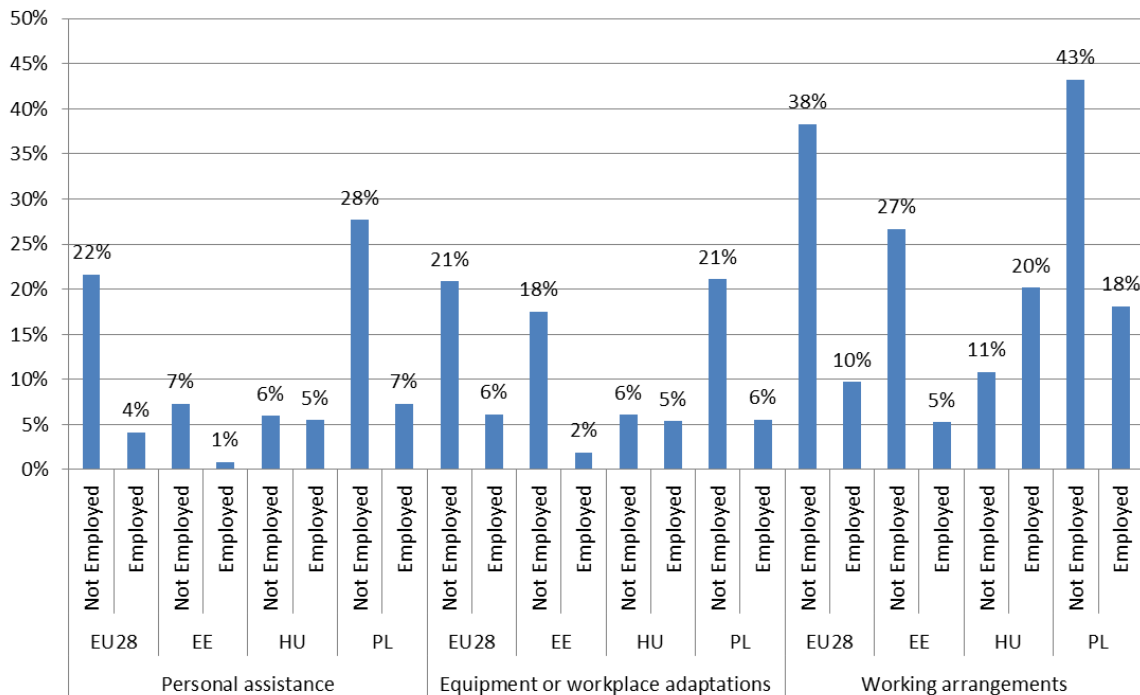
Source: Eurofound, 3rd European Company Survey, 2013

Source: Eurofound, 3rd European Company Survey, 2013

4. Work Accommodation

- All over the Europe, people out of employment would more likely need work accommodation. This possibly points that accommodating work to ones needs could improve their access to employment.
- About two thirds of employed disabled people self-report that they do not need nor have work accommodated to their health conditions. However, about quarter of employed disabled people say that they need work accommodations.
- Although the EU datasets would not allow causal analysis, the correlational analysis indicates that employee workplace representation and work accommodation are positively related, i.e. in countries with larger share of employee in workplaces with employee representatives also the share of disabled people with accommodated work is larger.

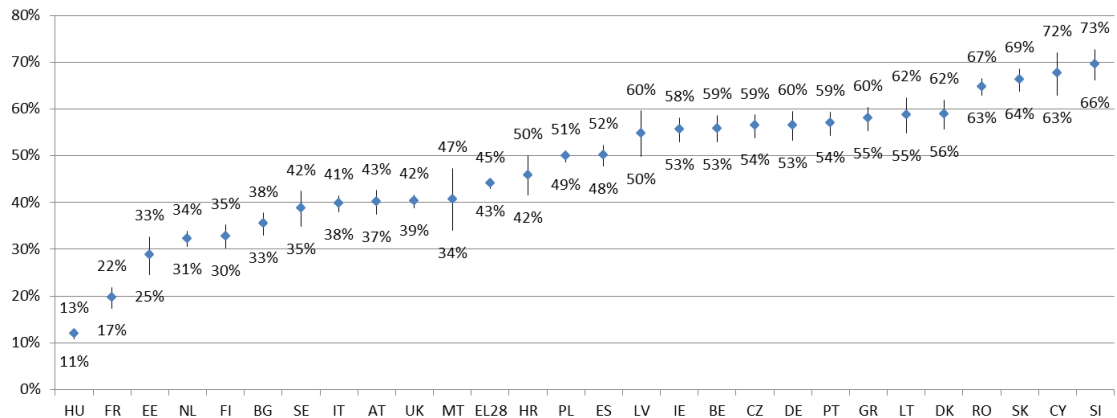
FIGURE 21 WORK ACCOMMODATION: WORKING AGE POPULATION WHOU WOULD NEED OR HAVE WORK ACCOMMODATED



Source: 2011 EU labour force survey ad hoc module on employment of disabled people, authors' calculations

Notes: Personal assistance - would need or have personal assistance to enable one to work; Equipment or workplace adaptation - would need or use special equipment or workplace adaptations to enable one to work; Working arrangements - would need or have any special working arrangements (such as, sedentary jobs, teleworking, flexible hours or less strenuous work) to enable one to work.

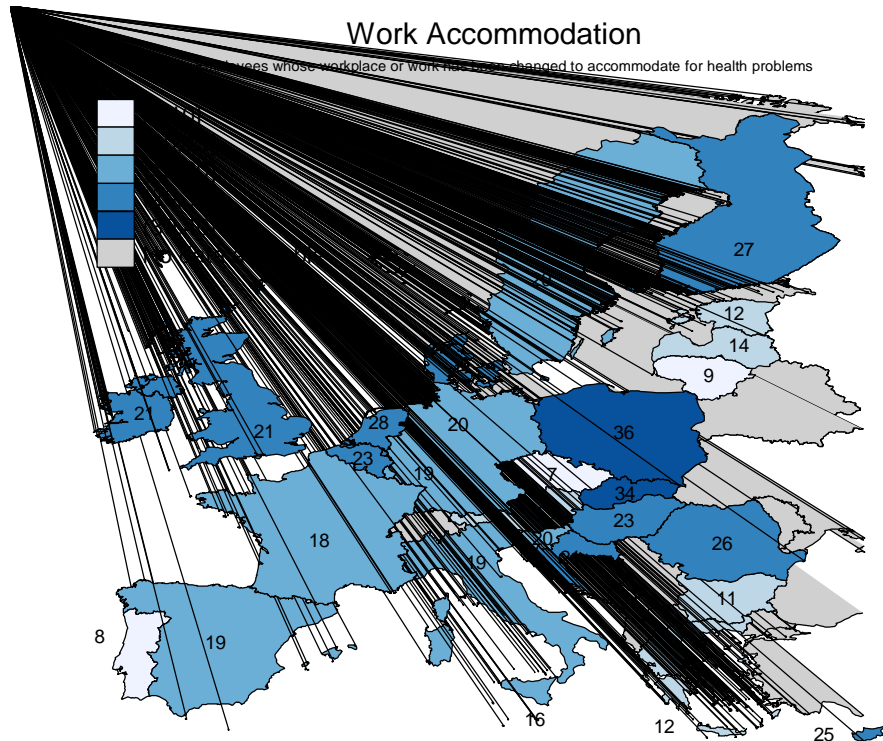
FIGURE 22 WORK ACCOMMODATION: SHARE OF NOT-EMPLOYED DISABLED PEOPLE WHO WOULD NEED WORK ACCOMMODATION



Source: 2011 EU labour force survey ad hoc module on employment of disabled people, authors' calculations

Notes: Personal assistance - would need or have personal assistance to enable one to work; Equipment or workplace adaptation - would need or use special equipment or workplace adaptations to enable one to work; Working arrangements - would need or have any special working arrangements (such as, sedentary jobs, teleworking, flexible hours or less strenuous work) to enable one to work.

FIGURE 23 WORK ACCOMMODATION: EMPLOYEES WHOSE WORKPLACE OR WORK HAS BEEN CHANGED TO ACCOMMODATE FOR HEALTH PROBLEMS

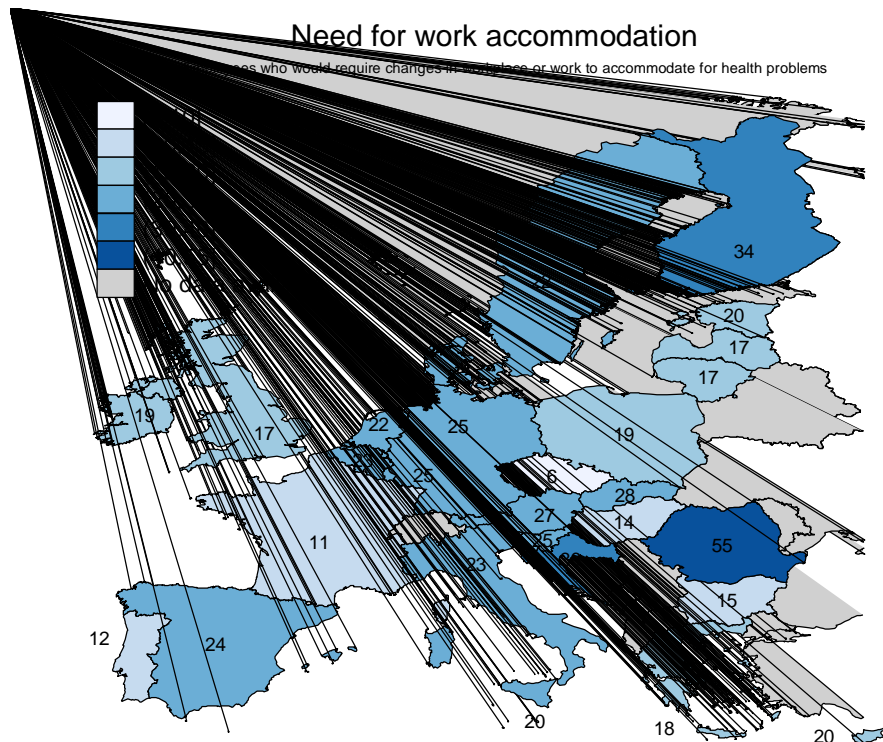


Source: Eurofound, European Working Conditions Survey, 2015

Source: Eurofound, European Working Conditions Survey, 2015

FIGURE 24 WORK ACCOMMODATION: EMPLOYEES WHOSE WORKPLACE OR WORK HAS BEEN CHANGED TO

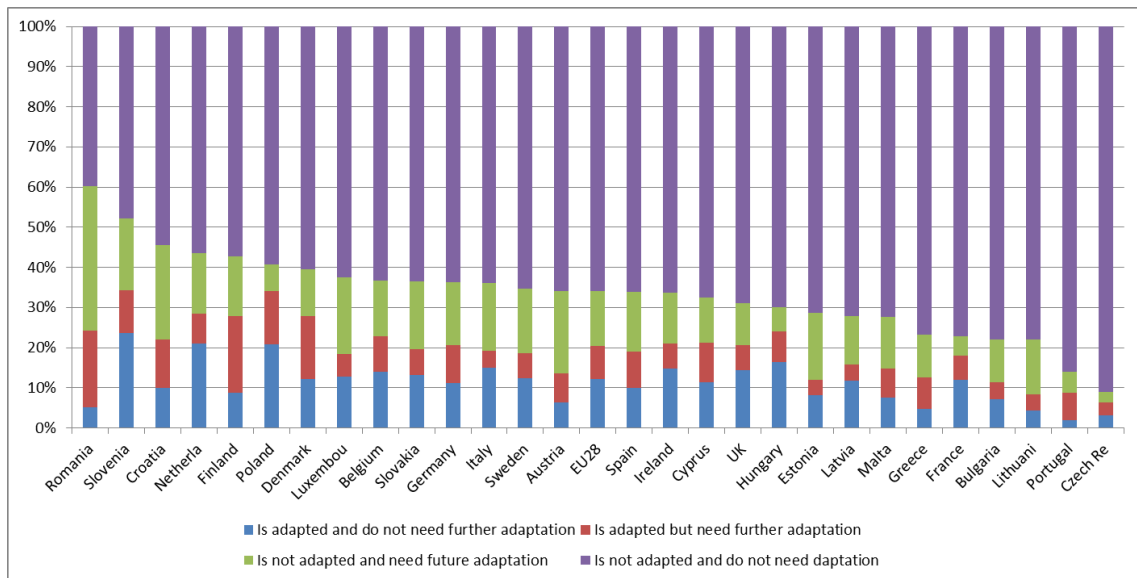
ACCOMMODATE FOR HEALTH PROBLEMS



Source: Eurofound, European Working Conditions Survey, 2015

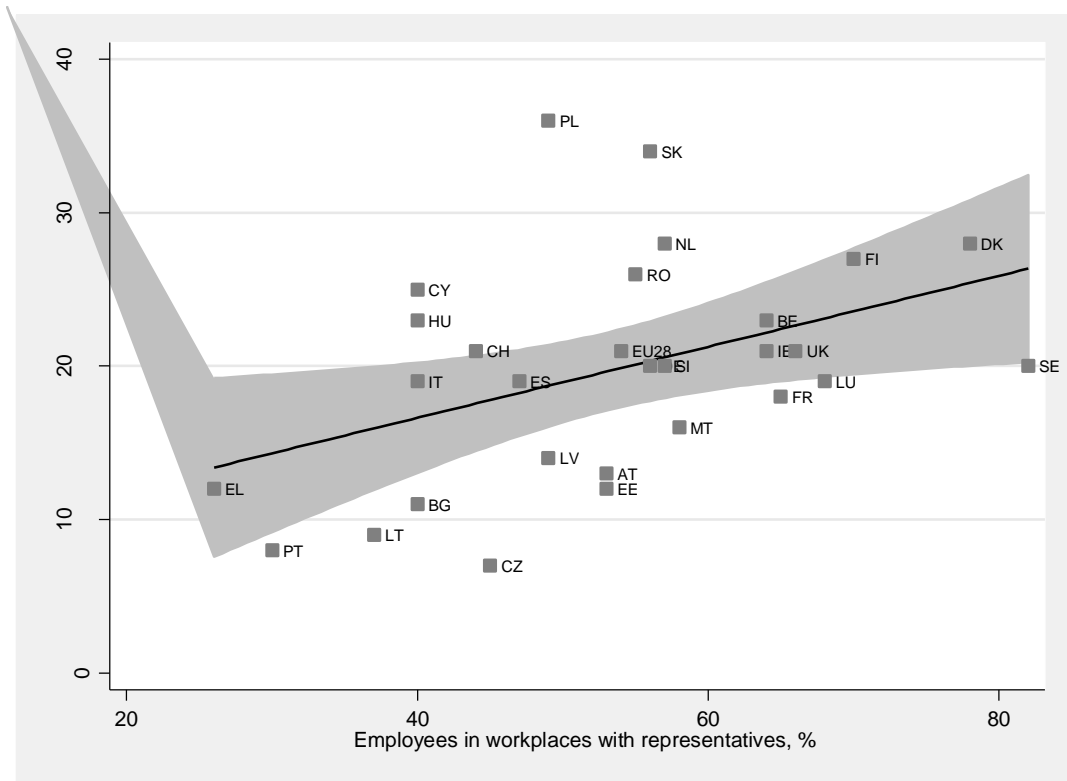
Source: Eurofound, European Working Conditions Survey, 2015

FIGURE 25 WORK ACCOMMODATION



Source: Eurofound, European Working Conditions Survey, 2015

FIGURE 26 THE RELATIONSHIP BETWEEN WORK ACCOMMODATION AND WORKPLACE REPRESENTATION



Source: Eurofound, European Working Conditions Survey, 2015

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European Commission, Directorate-General for Economic and Financial Affairs, EC, and Economic Policy Committee of the European Communities. 2015. *The 2015 Ageing Report: Economic and Budgetary Projections for the 28 EU Member States (2013-2060)*. Luxembourg: Publications Office. <http://bookshop.europa.eu/uri?target=EUB:NOTICE:KCAR15003:EN:HTML>.

5. Appendix 1 Methodology

- › Kirjeldav statistika on kaootiline. Pole kindel, et milleks see on ja kuidas seda kasutada. Sellest tulenevalt ilmselt väga pole mõtet ka edasi pingutada enne kui seminaride sisu nagu rohkem paika loksud.
- › Mingi võimalus, et kõikides riikide joonistes on Cyprose ja Tšehhi andmed vahetuses.
- › +++
- › ETU puhul olnud mõte, et analüüsimine töötingimuste kohandamise mõju hõivele – kas kohandamist saanud puudega inimesed on suurema tõenäosusega hõivatud kui kohandamist mitte saanud inimesed. Samas nüüd siis nõnda, et ETUs ei saa vajadust ja saamist eristada.
- › EWCSi puhul vist kerkimas probleem et meil on vähe inimesi, kokku siis 7272 EL peale kokku, per riik siis paarsada.. ehk siis heal juhul saab teha individitasandi mudeli terve EL peale. Vaataksime siis kogu EL peale seda, kas katkestused sõltuvad kohandamisest
 - Vaadata neid kellel on “a health problem which has lasted, or is expected to last, for more than 6 months”
 - Generate healthproblem6month=0
 - Replace healthproblem6month=1
 - Sõltuv tunnus
 - On töötanud haigena
 - On töötanud haigena kui ka katkestanud
 - On katkestanud haigena
 - Ei ole töötanud ega katkestanud haigenda
 - Peamine selgitav tunnus
 - replace adapted=1 if (havebeenadapted==1 & neededadapted==0) // Have been adapted and would not need further adaptation
 - replace adapted=2 if (havebeenadapted==1 & neededadapted==1) // Have been adapted and would need further adaptation
 - replace adapted=3 if (havebeenadapted==0 & neededadapted==1) // Have not been adapted and would need further adaptation
 - replace adapted=4 if (havebeenadapted==0 & neededadapted==0) // Have not been adapted and would not need further adaptation
 - replace adapted=. if (havebeenadapted==* & neededadapted==*) // Resondend answered DK or refused to answer
 - Kolmas selgitav tegur on siis esindamine töökohas
- › teine võimalus oleks lihtsalt vaadata, kes on need, kel on juurdepääs kohandamisele, a la kas töötajad töökohtadest kus on esindaja on suurema tõenäosusega esindaja
- › või siis teha artikkel kahe mudeliga and call it a day

5.1. Statistical analysis – research questions

As outlined in the proposal, the research includes comparative quantitative analysis of different EU level survey datasets (e.g. EUROSTAT LFS, EU-OSHA ESENER, EUROFOUND EWCS). The analysis is expected to give insight into the demand and supply of workplace adaptations as well as industrial relations practices relevant to adapting work for individuals in the member states.

Based on the literature review, the statistical analysis will focus on the following research questions:

-
- Whose terms of employment and working conditions are accommodated? Who has the access to accommodated employment and working conditions? Which employee and country level factors explain differences?
 - Especially, to what extent industrial relations differences across countries explain differences in access to work accommodation.
 - **Comment: Crucial would be to analyze national policy differences effect on work accommodation, however we do not have reasonable proxy, i.e., the only proxy would be public expenditure on labor market policy interventions, specifically financing accommodation costs. The challenge here is that (1) it would describe only small part of the policy mix; (2) the data is not available in EUROSTAT database - LMP; (3) probably is not the best single measure to use as a proxy due to low take up; (4) and according to some reports there are considerable missing data across the member states**
- Do what extent suitable work and working conditions could explain labor market participation? Are the employees who have access to accommodated work more likely to be employed? Are the employees who have access to accommodated work more like to be present and not absent (presenteeism, absenteeism)?
 - Especially, to what extent industrial relations differences across individuals and across countries explain differences in labor market participation?

5.2. Statistical analysis methodology

Thirdly, research includes comparative quantitative analysis of different EU level survey datasets. The most relevant datasets are:

- EUROSTAT LFS 2011, (proposal submitted 04.2016)

- EUROFOUND EWCS 2015 (proposal submitted 04.2016)
- EU-OSHA ESENER 2014 (access granted)

The analysis is expected to give insight into the demand and supply of workplace adaptations as well as industrial relations practices relevant to adapting work for individuals in the member states.

5.2.1. Operationalisation, concepts in surveys

EWCS 2015

INTERVIEWER, QUESTIONS Q85 AND Q86 SHOULD BE ASKED ONLY TO THOSE WITH A LONGSTANDING ILLNESS OR HEALTH PROBLEM (Q76 = CODE 1).

Rationale: Changes in workplace or work activity may be more relevant in relation to existing physical and mental limitation in executing usual daily activities rather than in the presence of health problem per se. In case of change of filtering, first sentence should be changed to: "You said earlier that you are limited in your daily activities due to health problem."

Q85. You mentioned earlier that you have an illness or a health problem which has lasted, or is expected to last, for more than 6 months. Has your workplace or work activity been changed to accommodate for your illness or health problem?

ONE ANSWER ONLY!

1. Yes
2. No

8. Don't know
9. Refusal

Q86. Would future adaptation in your workplace or work activity be needed to accommodate for your illness or health problem?

ONE ANSWER ONLY!

1. Yes
2. No

8. Don't know
9. Refusal

EU-LFS 2012

