



DIAGNOSIS OF THE FUNCTIONING OF WELL-BEING AND WORK-LIFE BALANCE SOLUTIONS IN THE EUPAN NETWORK COUNTRIES

Annex: overview and evaluation of practices



The report was prepared by the Foundation Institute of Market and Social Research 'IBRiS' on commission from the Chancellery of the Prime Minister as part of the Polish Presidency of the EU Council and the Polish Presidency of EUPAN

ANNEX: overview and evaluation of all practices

In the tables, we have included an evaluation of each practice that was included in the survey (Tables 1-50). In addition, we have included an evaluation of those practices that were optionally added by respondents (Tables 51-55).



1



Flexible working hours: employees can start and end work in a time slot instead of fixed working hours, e.g. starting work between 7:30 and 9:30 a.m. and finishing after 8 hours						In place: 26			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	2		Less than a year	1		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	9		1-5 years	8		Yes - GA was not the main objective, but the solution aligns with GA	15		
Not mandatory but recommended or customary in my country	8		More than 5 years	16		No, the solution does not align with GA	3		
Not mandatory – it is a bottom-up initiative of the institution	7		No information	1		Don't know/ hard to say	8		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	19	1	19	0	16	0	16		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	20	0	22	0	21	0	15	0	18
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
0			6			20			



A compressed workweek: employees shift their regular work hours to a lower number of working days, e.g. to a four-day period working ten hours instead of five days working eight hours						In place: 9			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	1		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	0		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	5		
Not mandatory but recommended or customary in my country	4		More than 5 years	6		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution	5		No information	0		Don't know/ hard to say	3		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	2	4	1	4	0	0	1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	3	0	4	1	3	0	3	0	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
5			1			3			



A shortened workweek: fewer working hours in a week, e.g. a four-day period working, when employees work eight hours						In place: 8			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	3		More than 5 years	7		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	3		No information	0		Don't know/ hard to say	4		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	2	2	2	1	0	0	2		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	2	0	6	0	2	0	4	2	4
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
0			3			4			



Billable working hours: total number of hours is set for a given period, e.g. whole year (annualized hours), and can be flexibly split based on employer's and employee's needs						In place: 8			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	2		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	3		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	1		More than 5 years	8		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	1		No information	0		Don't know/ hard to say	5		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
2	5	1	3	1	2	0	3		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	1	0	5	0	3	0	3	0	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
2			0			6			



Remote work: all types of remote work, e.g. at the request of an employee, for entitled persons – e.g. parents, caregivers of persons with disabilities, as well as hybrid remote work, where employees work partly in the office and partly remotely, e.g. at home						In place: 27			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	6		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	4		1-5 years	14		Yes - GA was not the main objective, but the solution aligns with GA	21		
Not mandatory but recommended or customary in my country	13		More than 5 years	11		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution	4		No information	2		Don't know/ hard to say	5		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	18	0	13	1	11	0	17		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	23	0	25	0	18	0	21	4	12
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			5			21			



Working time accounts: systems which enable accumulating overtime to be used later as days off or during periods with lower workload

In place: 23

LEGAL STATUS				DURATION		PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	9			Less than a year	1		Yes – GA was the main objective of launching this solution		0
Mandatory – following other provisions/ regulations in place in the institution	5			1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA		4
Not mandatory but recommended or customary in my country	5			More than 5 years	21		No, the solution does not align with GA		6
Not mandatory – it is a bottom-up initiative of the institution	4			No information	0		Don't know/ hard to say		13
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	13	2	12	2	10	0	9		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	10	0	16	1	17	0	5	1	9
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
3			4			15			



Option of bringing a child to work with you						In place: 7			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	0		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	2		More than 5 years	3		No, the solution does not align with GA	3		
Not mandatory – it is a bottom-up initiative of the institution	4		No information	2		Don't know/ hard to say	3		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	3	0	3	4	0	0	4		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
1	2	0	2	0	4	0	0	1	2
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
3			2			2			



Parent-child room: a space where an employee can carry out work-related tasks (a room with a computer and phone, for example) and a child can play (a room with toys and a place for the child).

In place: 5

LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?	
Mandatory – following the labour law provisions	1		Less than a year	0		Yes – GA was the main objective of launching this solution	0
Mandatory – following other provisions/ regulations in place in the institution	0		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	1
Not mandatory but recommended or customary in my country	2		More than 5 years	3		No, the solution does not align with GA	3
Not mandatory – it is a bottom-up initiative of the institution	2		No information	2		Don't know/ hard to say	2

How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?	
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES
2	2	1	3	4	0	2	2

Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
1	2	0	4	0	3	0	1	2	1

To what extent would you recommend this solution to other EU countries? (scale 0-10)

Detractors (0 to 6)	Passives (7 or 8)	Promoters (9 or 10)
1	2	2



Child care subsidy – for nursery, kindergarten or baby club, or day care provider						In place: 12			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	6		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	0		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	4		More than 5 years	12		No, the solution does not align with GA	5		
Not mandatory – it is a bottom-up initiative of the institution	2		No information	0		Don't know/ hard to say	6		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
2	8	0	9	0	5	0	6		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	4	0	8	0	7	0	3	4	1
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			1			10			



Kindergartens and nurseries organised by employer						In place: 11			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	5		More than 5 years	6		No, the solution does not align with GA	3		
Not mandatory – it is a bottom-up initiative of the institution	4		No information	3		Don't know/ hard to say	7		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
4	0	2	1	1	3	0	3		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	6	0	8	0	7	0	3	5	0
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			3			7			



Senior care subsidy						In place: 4			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	3		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	0		More than 5 years	3		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	0		No information	0		Don't know/ hard to say	1		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
0	4	0	4	0	1	0	3		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	3	0	3	0	3	0	1	2	0
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
0			0			4			



Extra days off for child or senior care						In place: 24			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	16		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	4		1-5 years	4		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	4		More than 5 years	19		No, the solution does not align with GA	7		
Not mandatory – it is a bottom-up initiative of the institution	0		No information	1		Don't know/ hard to say	15		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	21	0	20	0	14	0	12		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	12	0	21	0	14	0	4	4	4
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			5			18			



Organising regular health check ups						In place: 19			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	10		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	3		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	3		More than 5 years	18		No, the solution does not align with GA	4		
Not mandatory – it is a bottom-up initiative of the institution	3		No information	1		Don't know/ hard to say	13		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	11	1	14	0	12	0	8		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	9	0	17	0	16	0	5	9	2
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
3			2			14			



Educational programs/ workshops on healthy lifestyle and diet						In place: 19			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	2		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	3		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	4		
Not mandatory but recommended or customary in my country	7		More than 5 years	14		No, the solution does not align with GA	3		
Not mandatory – it is a bottom-up initiative of the institution	7		No information	3		Don't know/ hard to say	12		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
2	7	1	8	1	1	1	6		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	11	0	12	0	6	0	9	4	6
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
3			7			9			



Organising onsite sports activities at workplace (e.g. yoga)/activity breaks: short exercise sessions or stretching during working day						In place: 17			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	1		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	4		
Not mandatory but recommended or customary in my country	7		More than 5 years	12		No, the solution does not align with GA	5		
Not mandatory – it is a bottom-up initiative of the institution	9		No information	3		Don't know/ hard to say	8		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
5	4	4	7	3	3	2	5		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	11	1	10	0	7	0	9	2	6
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
7			3			7			



Access to sports equipment at workplace (e.g. treadmill, table tennis)/ gym room						In place: 18			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	2		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	3		
Not mandatory but recommended or customary in my country	4		More than 5 years	14		No, the solution does not align with GA	4		
Not mandatory – it is a bottom-up initiative of the institution	12		No information	3		Don't know/ hard to say	11		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
6	4	4	5	4	1	2	2		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	4	1	9	0	6	0	5	8	2
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
10			4			3			



Renting a sports facility for employees to use						In place: 8			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	2		More than 5 years	5		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	5		No information	2		Don't know/ hard to say	5		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
4	1	2	3	4	0	1	1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	2	0	4	0	3	0	2	4	0
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
7			1			0			



Organising sports challenges (e.g. step count)						In place: 19			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	1		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	3		Yes - GA was not the main objective, but the solution aligns with GA	3		
Not mandatory but recommended or customary in my country	4		More than 5 years	14		No, the solution does not align with GA	4		
Not mandatory – it is a bottom-up initiative of the institution	14		No information	2		Don't know/ hard to say	11		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	4	2	7	2	1	2	3		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
1	7	1	6	1	4	0	5	0	8
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
6			8			5			



Sports card or subsidizing sport and recreation activities						In place: 15			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	6		More than 5 years	10		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	8		No information	4		Don't know/ hard to say	12		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	4	0	6	1	1	0	4		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	6	0	10	0	7	1	3	5	1
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
5			5			4			



Organising workshops on coping with stress and relaxation techniques, building mental resilience etc.

In place: 24

LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	2		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	11		More than 5 years	19		No, the solution does not align with GA	5		
Not mandatory – it is a bottom-up initiative of the institution	10		No information	3		Don't know/ hard to say	17		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
4	10	1	13	1	4	0	10		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	17	1	17	0	14	0	7	7	9
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
2			6			16			

Psychologist's support: psychologist or therapist consultations (e.g. included in medical package)

In place: 17

LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	5		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	4		More than 5 years	12		No, the solution does not align with GA	4		
Not mandatory – it is a bottom-up initiative of the institution	8		No information	4		Don't know/ hard to say	11		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
7	6	2	8	3	1	0	3		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	11	1	10	1	6	0	3	6	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			5			10			



Extra days off for mental health - mental health days						In place: 3			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	0		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	0		
Not mandatory but recommended or customary in my country	2		More than 5 years	1		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution	1		No information	0		Don't know/ hard to say	2		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	0	1	0	1	0	0	1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	2	0	2	0	2	0	0	1	0
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
0			0			3			



Mental support platforms for employees (online platforms offering consultations with psychologists, helplines, webinars)						In place: 10			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	0		1-5 years	3		Yes - GA was not the main objective, but the solution aligns with GA	0		
Not mandatory but recommended or customary in my country	2		More than 5 years	3		No, the solution does not align with GA	3		
Not mandatory – it is a bottom-up initiative of the institution	8		No information	4		Don't know/ hard to say	7		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	3	0	5	1	2	0	1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	5	0	5	0	4	0	3	1	4
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			5			4			



Team building meetings for staff: e.g. trips, festivals						In place: 21			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	1		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	8		More than 5 years	15		No, the solution does not align with GA	6		
Not mandatory – it is a bottom-up initiative of the institution	12		No information	4		Don't know/ hard to say	13		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
0	6	0	8	0	6	1	6		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
2	11	1	11	0	7	0	5	6	4
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
2			6			12			



Employee volunteer program: employer organising volunteer program for employees outside their working hours or employer supporting employees' initiative in that area

In place: 10

LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	1		More than 5 years	5		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution	8		No information	5		Don't know/ hard to say	7		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
4	2	0	1	1	1	1	0		
Growing in popularity or losing popularity?		Meeting employees’ needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	3	0	3	1	3	0	2	1	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
4			1			5			



Creating employee communities (hobby groups, sports clubs etc.)						In place: 13			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	1		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	4		More than 5 years	10		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	8		No information	2		Don't know/ hard to say	9		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	1	0	3	0	1	0	2		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
2	3	0	4	0	2	0	1	0	7
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
2			7			3			



Subsidizing employee's/ employee's family holidays						In place: 10			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	3		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	0		
Not mandatory but recommended or customary in my country	3		More than 5 years	7		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	3		No information	2		Don't know/ hard to say	8		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
0	8	1	6	0	3	0	2		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	6	0	8	0	8	0	1	4	2
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
0			3			7			



Employee disaster recovery relief: non-refundable financial aid offered by employer to employees experiencing difficulties						In place: 12			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	4		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	3		More than 5 years	9		No, the solution does not align with GA	4		
Not mandatory – it is a bottom-up initiative of the institution	4		No information	3		Don't know/ hard to say	7		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
2	10	0	8	1	5	1	5		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	5	0	6	0	5	0	3	5	0
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			1			9			



Low interest housing loans						In place: 10			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	2		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	4		More than 5 years	7		No, the solution does not align with GA	3		
Not mandatory – it is a bottom-up initiative of the institution	2		No information	2		Don't know/ hard to say	6		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	6	1	6	0	3	0	4		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
1	3	0	8	0	5	0	2	5	0
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			3			6			



Low interest loans for other purposes than housing						In place: 8			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	3		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	2		More than 5 years	7		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	2		No information	1		Don't know/ hard to say	5		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	4	1	2	1	0	0	1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	0	1	3	0	3	0	1	2	1
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
3			1			4			



Cheaper meals for employees: e.g. the institution to negotiate more attractive conditions for employees to use the canteen / food vouchers for use in stores or restaurants						In place: 17			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	7		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	5		More than 5 years	14		No, the solution does not align with GA	5		
Not mandatory – it is a bottom-up initiative of the institution	5		No information	3		Don't know/ hard to say	10		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	11	1	10	0	7	1	6		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	7	0	11	0	10	0	6	6	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
5			4			8			



Extra insurance offer (e.g. life insurance): employer acting as an intermediary between the insurance company to conclude insurance contracts						In place: 9			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	2		Less than a year	1		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	2		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	2		More than 5 years	5		No, the solution does not align with GA	3		
Not mandatory – it is a bottom-up initiative of the institution	3		No information	3		Don't know/ hard to say	5		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	4	1	5	0	4	0	3		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
1	3	0	4	1	3	0	0	6	1
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
2			1			6			



Medical package: employer acting as an intermediary between the medical company and employees to conclude medical package contracts

In place: 7

LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?	
Mandatory – following the labour law provisions	1		Less than a year	1		Yes – GA was the main objective of launching this solution	0
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	0
Not mandatory but recommended or customary in my country	2		More than 5 years	3		No, the solution does not align with GA	3
Not mandatory – it is a bottom-up initiative of the institution	2		No information	3		Don't know/ hard to say	4

How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?	
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES
2	1	1	2	1	2	1	1

Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	3	0	4	0	2	0	1	3	2

To what extent would you recommend this solution to other EU countries? (scale 0-10)

Detractors (0 to 6)	Passives (7 or 8)	Promoters (9 or 10)
0	3	4



Subsidizing tickets to culture events, e.g. cinema, theatre, concerts						In place: 9			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	0		
Not mandatory but recommended or customary in my country	5		More than 5 years	7		No, the solution does not align with GA	4		
Not mandatory – it is a bottom-up initiative of the institution	3		No information	2		Don't know/ hard to say	5		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	3	0	4	1	0	0	0		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	4	0	5	1	4	0	1	3	2
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
5			2			2			



Cafeteria platform – a website/app offering continuous access to vouchers from various companies and benefits employees can choose from						In place: 5			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	0		
Not mandatory but recommended or customary in my country	2		More than 5 years	2		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	1		No information	3		Don't know/ hard to say	3		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
2	1	1	2	0	1	0	1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	1	0	1	0	2	0	0	0	0
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			3			1			



Bike room or bike racks on the office grounds						In place: 25			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year	0		Yes – GA was the main objective of launching this solution	9		
Mandatory – following other provisions/ regulations in place in the institution	2		1-5 years	4		Yes - GA was not the main objective, but the solution aligns with GA	11		
Not mandatory but recommended or customary in my country	11		More than 5 years	16		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution	11		No information	5		Don't know/ hard to say	4		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	7	3	9	5	4	2	9		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	18	1	18	1	20	0	21	2	14
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
4			5			15			



Parking spaces for employees						In place: 25			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	10		More than 5 years	21		No, the solution does not align with GA	15		
Not mandatory – it is a bottom-up initiative of the institution	13		No information	4		Don't know/ hard to say	8		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
4	11	5	5	2	11	0	9		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
6	8	2	15	3	13	11	5	11	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
9			5			11			



Cheaper commuting, e.g. employer acting as an intermediary for the purchase of a pass entitling to cheaper tickets/Reimbursement of commuting costs (all or part of)						In place: 14			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	4		Less than a year	0		Yes – GA was the main objective of launching this solution	4		
Mandatory – following other provisions/ regulations in place in the institution	3		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	5		
Not mandatory but recommended or customary in my country	3		More than 5 years	11		No, the solution does not align with GA	0		
Not mandatory – it is a bottom-up initiative of the institution	4		No information	1		Don't know/ hard to say	5		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
2	8	0	9	0	6	1	3		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
1	5	0	11	1	8	0	10	6	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
2			1			11			



Bikes/ scooters for office employees they can use to commute to the office						In place: 7			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	4		
Mandatory – following other provisions/ regulations in place in the institution	0		1-5 years	2		Yes - GA was not the main objective, but the solution aligns with GA	3		
Not mandatory but recommended or customary in my country	2		More than 5 years	4		No, the solution does not align with GA	0		
Not mandatory – it is a bottom-up initiative of the institution	5		No information	1		Don't know/ hard to say	0		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	2	2	1	1	1	2	1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	5	1	1	1	1	0	5	3	2
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			3			3			



Canteen for employees						In place: 28			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	2		Less than a year	0		Yes – GA was the main objective of launching this solution	1		
Mandatory – following other provisions/ regulations in place in the institution	5		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	4		
Not mandatory but recommended or customary in my country	8		More than 5 years	24		No, the solution does not align with GA	8		
Not mandatory – it is a bottom-up initiative of the institution	13		No information	3		Don't know/ hard to say	15		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	12	0	13	1	11	0	10		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
1	14	1	21	1	18	0	10	12	2
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
5			4			18			



Social space/Break room: a place where employees can heat their lunch, have a meal or store food						In place: 25			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	6		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	2		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	3		
Not mandatory but recommended or customary in my country	9		More than 5 years	23		No, the solution does not align with GA	7		
Not mandatory – it is a bottom-up initiative of the institution	8		No information	2		Don't know/ hard to say	15		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
0	15	0	15	1	10	0	10		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	13	0	18	0	14	0	3	3	9
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
3			4			18			



A place for quiet work or relaxation (quiet zone)						In place: 15			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	4		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	3		
Not mandatory but recommended or customary in my country	4		More than 5 years	10		No, the solution does not align with GA	3		
Not mandatory – it is a bottom-up initiative of the institution	5		No information	4		Don't know/ hard to say	9		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	6	2	7	2	2	1	4		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	8	0	9	0	7	0	1	0	5
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
0			5			10			



A room to freshen up e.g. shower, changing room						In place: 20			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	3		Less than a year	0		Yes – GA was the main objective of launching this solution	1		
Mandatory – following other provisions/ regulations in place in the institution	2		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	5		More than 5 years	17		No, the solution does not align with GA	6		
Not mandatory – it is a bottom-up initiative of the institution	8		No information	2		Don't know/ hard to say	11		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
5	6	4	6	3	0	3	4		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	9	0	10	1	9	1	3	5	6
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
2			8			9			



Providing comfortable (exceeding standard) working conditions - taking care of temperature and air quality (e.g. air purifiers or humidifiers, air conditioning)						In place: 25			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	11		Less than a year	0		Yes – GA was the main objective of launching this solution	2		
Mandatory – following other provisions/ regulations in place in the institution	2		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	6		
Not mandatory but recommended or customary in my country	6		More than 5 years	19		No, the solution does not align with GA	4		
Not mandatory – it is a bottom-up initiative of the institution	6		No information	5		Don't know/ hard to say	13		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
2	14	1	12	0	11	1	12		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	14	7	18	1	16	6	3	7	5
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
0			3			22			



Providing comfortable (exceeding standard) working conditions – taking care of the ergonomics of workstations (e.g. seating balls, adjustable height stand up desk, use of cutting-edge solutions in this area, following physiotherapists' recommendations)						In place: 20			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	9		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	3		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	5		
Not mandatory but recommended or customary in my country	4		More than 5 years	16		No, the solution does not align with GA	4		
Not mandatory – it is a bottom-up initiative of the institution	4		No information	3		Don't know/ hard to say	11		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	9	1	9	0	9	1	9		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	13	0	16	2	12	0	6	7	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
0			4			16			



Long break during working day (e.g. 1h, 2 h)/Longer lunch breaks: allowing for rest and recuperation in the middle of the workday						In place: 15			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	4		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	3		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	2		
Not mandatory but recommended or customary in my country	3		More than 5 years	14		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution	4		No information	0		Don't know/ hard to say	12		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	8	1	6	3	5	2	2		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
3	4	0	7	0	5	0	0	0	5
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			4			10			



"Power nap" culture: short naps during the day						In place: 3			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	0		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	0		
Not mandatory but recommended or customary in my country	1		More than 5 years	1		No, the solution does not align with GA	0		
Not mandatory – it is a bottom-up initiative of the institution	2		No information	1		Don't know/ hard to say	3		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
1	1	1	1	2	0	0	1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	0	1	0	1	0	0	0	2	0
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
1			1			1			



Sabbatical leaves (long-term leaves for personal growth or rest)						In place: 19			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	8		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	4		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	3		More than 5 years	18		No, the solution does not align with GA	9		
Not mandatory – it is a bottom-up initiative of the institution	3		No information	0		Don't know/ hard to say	9		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	12	2	10	4	3	1	4		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	7	1	11	0	7	0	1	5	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
3			7			7			



Allowing pets in the workplace (e.g. dogs, cats)						In place: 3			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	0		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	0		1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA	0		
Not mandatory but recommended or customary in my country	0		More than 5 years	1		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution	3		No information	1		Don't know/ hard to say	2		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
3	0	2	0	2	0	0	0		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
1	1	0	1	0	0	0	0	0	1
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
2			1			0			



Employee initiatives: employees submit initiatives that are implemented by the employer (e.g. buying a table for table tennis, setting up a social space, creating a platform for employees to share expertise)

In place: 16

LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year	0		Yes – GA was the main objective of launching this solution	0		
Mandatory – following other provisions/ regulations in place in the institution	1		1-5 years	0		Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country	2		More than 5 years	11		No, the solution does not align with GA	2		
Not mandatory – it is a bottom-up initiative of the institution	12		No information	5		Don't know/ hard to say	13		
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
2	4	0	4	2	1	2	1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
0	1	1	4	0	4	0	3	1	3
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
3			4			9			



The possibility of granting paternity leave for 10 working days within 6 weeks of giving birth						In place: 1			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year			Yes – GA was the main objective of launching this solution			
Mandatory – following other provisions/ regulations in place in the institution			1-5 years			Yes - GA was not the main objective, but the solution aligns with GA			
Not mandatory but recommended or customary in my country			More than 5 years	1		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution			No information			Don't know/ hard to say			
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
	1		1		1		1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
	1		1		1		1		1
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
						1			



The right to disconnect						In place: 1			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year			Yes – GA was the main objective of launching this solution			
Mandatory – following other provisions/ regulations in place in the institution			1-5 years			Yes - GA was not the main objective, but the solution aligns with GA	1		
Not mandatory but recommended or customary in my country			More than 5 years	1		No, the solution does not align with GA			
Not mandatory – it is a bottom-up initiative of the institution			No information			Don't know/ hard to say			
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
0	0	0	0		1		1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
	1	0	0	0	0		1		1
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
						1			



Support for parents: part-time work after maternity and parental leave is common and the authorities grant these requests. The availability of playgroups						In place: 1			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions			Less than a year			Yes – GA was the main objective of launching this solution			
Mandatory – following other provisions/ regulations in place in the institution			1-5 years			Yes - GA was not the main objective, but the solution aligns with GA			
Not mandatory but recommended or customary in my country	1		More than 5 years	1		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution			No information			Don't know/ hard to say			
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
0	0	0	0		1		1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
	1		1		1		1	1	
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
						1			



Sustainable Mobility Allowance (SMA) – a financial support scheme for employees to cover their home-to-work commutes, provided they use green transport (ex: bike, electric scooters)						In place: 1			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year			Yes – GA was the main objective of launching this solution	1		
Mandatory – following other provisions/ regulations in place in the institution			1-5 years	1		Yes - GA was not the main objective, but the solution aligns with GA			
Not mandatory but recommended or customary in my country			More than 5 years			No, the solution does not align with GA			
Not mandatory – it is a bottom-up initiative of the institution			No information			Don't know/ hard to say			
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
	1		1	0	0	0	0		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
	1		1	0	0		1	1	
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
						1			



Support for starting school and raising children						In place: 1			
LEGAL STATUS			DURATION			PART OF THE GREEN ADMINISTRATION?			
Mandatory – following the labour law provisions	1		Less than a year			Yes – GA was the main objective of launching this solution			
Mandatory – following other provisions/ regulations in place in the institution			1-5 years			Yes - GA was not the main objective, but the solution aligns with GA			
Not mandatory but recommended or customary in my country			More than 5 years	1		No, the solution does not align with GA	1		
Not mandatory – it is a bottom-up initiative of the institution			No information			Don't know/ hard to say			
How many institutions have this solution in place?		How many employees have access to this solution?		What is the effective usage rate of the solution among employees who have access to it?		Are the costs of implementing the solution reasonable/ proportionate to the achieved benefits?			
FEW	MANY	FEW	MANY	FEW	MANY	NO	YES		
	1		1		1		1		
Growing in popularity or losing popularity?		Meeting employees' needs or not meeting their needs?		Meeting expectations/ goals/ effective or disappointing?		Good or bad for environment?		Cheap or expensive to implement?	
LOSING	GROWING	NOT	YES	DISAPPOINTING	EFFECTIVE	BAD	GOOD	EXPENSIVE	CHEAP
	1		1		1			1	
To what extent would you recommend this solution to other EU countries? (scale 0-10)									
Detractors (0 to 6)			Passives (7 or 8)			Promoters (9 or 10)			
						1			