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).









	_					work in a time slo						In	place:	26	
	LEGAL STAT	JS				DURA	ATION				PART	OF THE	GREEN ADM	INISTRAT	ION?
Mandatory – follow	ring the labour lav	w provisio	ns	2		Less than a year		1			s – GA wa		n objective of		0
Mandatory – follow regulations in place				9		1-5 years		8		Yes		not the r	nain objective	,	15
Not mandatory but in my country	recommended o	r customa	ry	8		More than 5 years		16		No	, the solut	tion does	not align with	GA	3
Not mandatory – it institution	is a bottom-up in	itiative of	the	7		No information		1		Do	n't know/	hard to s	ay		8
1	stitutions have ton in place?	:his	How ma	any emp	ployees soluti	s have access to this on?	What is the solution a	ne effectiv among em access	ployee				the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y		FEW		MANY	FEV	V		MAN	Y		NO		YES
1	19			1		19	0			16			0		16
Growing in popular			ng emplo meeting	•		Meeting expect	. •	(GC	od or k	oad for	environ	ment?	•	or expen	
LOSING	GROWING	NC	OT	Υ	'ES	DISAPPOINTING	EFFECTI	/E	BAD		GO	OD	EXPENSIV	E	CHEAP
0	20	C)	2	22	0	21		0		1	5	0		18
To what extent w	ould you recon	nmend th	his soluti	ion to o	ther EL	J countries? (scale 0-2	10)								
	Detractors (0 t	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	LO)	
	0					6							20		





U	U	
	_	

-					_	work hours to			orking		In plac	e: 9	
	LEGAL STAT	rus					DURATION			PART OF	THE GREEN A	OMINISTE	RATION?
Mandatory – follow	ving the labour lav	v provisions	s	0		Less than a year		1		Yes – GA was	the main objec s solution	tive of	0
Mandatory – follow in place in the instit	ution	. •		0		1-5 years		2			not the main ob ion aligns with 0	•	5
Not mandatory but my country				4		More than 5 years	5	6		No, the solut GA	ion does not alig	gn with	1
Not mandatory – it institution	is a bottom-up in	itiative of th	he	5		No information		0		Don't know/	hard to say		3
•	stitutions have ton in place?	his F	How ma		oyees ha	ave access to this?	What is the eff solution amon		es who ha		the costs of in ion reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FEW		MANY		NO		YES
3	2			4		1	4		0		0		1
Growing in popul	, ,	_		yees' nee their need		Meeting expect effective or dis		Good or	bad for e	nvironment?	•	or expen	
LOSING	GROWING	NOT	Г	YES	5	DISAPPOINTING	EFFECTIVE	BA	.D	GOOD	EXPENSIV	E	СНЕАР
0	3	0		4		1	3	С)	3	0		3
To what extent w	ould you recon	nmend this	s soluti	on to oth	er EU co	ountries? (scale 0-:	10)						
	Detractors (0 to	o 6)				Passives	(7 or 8)			Pro	moters (9 or 1	10)	
	5					1					3		







A shortened v			king ho	ours in	ı a we	ek, e.g. a four-da	y period v	vorking	, whe	n		In	place:	8	
	LEGAL STATI	JS				DUR	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	wing the labour lav	v provision	ns	1		Less than a year		0			s – GA wa unching th		n objective of		0
•	wing other provisions in the institution			1		1-5 years		1		Ye		not the r	nain objective	,	2
Not mandatory bu in my country	it recommended o	r customar	У	3		More than 5 years		7		No	, the solu	tion does	not align with	GA	2
	t is a bottom-up in	itiative of t	the	3		No information		0		Do	on't know,	hard to s	ay		4
· ·					oloyees solutio	have access to this on?	What is the solution a	among er	_				the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FEV	V		MAN	Υ		NO	,	YES
1	2			2		2	1			0			0		2
Growing in popula			g emplo	•		Meeting expect effective or dis		. G	ood or	bad fo	r enviror	ment?		or expens	
LOSING	GROWING	NO	т	Υ	ES	DISAPPOINTING	EFFECTIV	/E	BAD		GO	OD	EXPENSIV	E	СНЕАР
0	2	0			6	0	2		0		2	1	2		4
To what extent	would you recon	nmend th	is solutio	on to of	ther EU	countries? (scale 0-	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	0					3							4		







	_					a given period, nd employee's r		ear (annu	ıalized			In place	e: 8	
	LEGAL STA	TUS					DURATION			PART	T OF T	HE GREEN AD	OMINIST	RATION?
Mandatory – follo	wing the labour lav	w provision	ns	2		Less than a year		0		Yes – GA launchin		he main object	tive of	0
Mandatory – follo	wing other provision	ons/ regula	itions	3		1-5 years		0		Yes - GA	was no	ot the main ob n aligns with G	•	1
Not mandatory bu	ut recommended o	r customar	y in	1		More than 5 years	S	8		No, the s	solutio	n does not alig	gn with	2
Not mandatory – institution	it is a bottom-up in	itiative of t	the	1		No information		0		Don't kn	now/ ha	ard to say		5
· ·	nstitutions have t	this	How ma	-	oyees h	ave access to this	What is the eff solution amon		es who h			the costs of in on reasonable the achieve	e/ propo	rtionate to
FEW	MAN	Y	F	EW		MANY	FEW		MANY			NO		YES
2	5			1		3	1		2			0		3
Growing in pop	, .	`	•	yees' nee		Meeting expect effective or dis		Good or	bad for e	nvironme	ent?	•	or exper	
LOSING	GROWING	NO ⁻	Т	YES	5	DISAPPOINTING	EFFECTIVE	BA	ND	G00	D	EXPENSIV	E	CHEAP
0						0	3	()	3		0		3
To what extent	would you recon	nmend thi	is solutio	on to oth	er EU c	countries? (scale 0-:	10)							
	Detractors (0 to	0 6)				Passives	(7 or 8)				Prom	noters (9 or 1	LO)	
	2					0						6		







e.g. parents,	caregivers of p	persons	with d	lisabilitie	s, as v	uest of an empl well as hybrid ro y, e.g. at home	•	-	ons –		ı	In place	e: 27	
	LEGAL STA	TUS					DURATION			PA	RT OF T	HE GREEN A	DMINISTF	RATION?
Mandatory – follo	owing the labour lav	w provisio	ns	6		Less than a year		0			GA was t	he main object	ctive of	0
Mandatory – follo	wing other provision	ons/ regul	ations	4		1-5 years		14		Yes - G	GA was n	ot the main ol	•	21
•	ut recommended o	r customa	ry in	13		More than 5 years	S	11				on does not ali		1
	andatory – it is a bottom-up initiative of the tion					No information		2		Don't	know/ h	ard to say		5
•	w many institutions have this solution in place?					eve access to this	What is the eff solution amon		es who ha			the costs of i on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y		FEW		MANY	FEW		MANY			NO		YES
3	18			0		13	1		11			0		17
Growing in pop	, .		•	yees' need their needs		Meeting expect effective or dis		Good or	bad for er	nvironn	ment?	-	or expens	
LOSING	GROWING	NO	TC	YES		DISAPPOINTING	EFFECTIVE	BA	۸D	GO	OOD	EXPENSIV	'E	СНЕАР
0						0	18	()	2	21	4		12
To what extent	would you recon	nmend tl	his soluti	ion to othe	r EU co	ountries? (scale 0-:	10)							
	Detractors (0 t	o 6)				Passives	(7 or 8)				Pron	noters (9 or 1	10)	
	1					5						21		







Working time or during per	=			nable ac	cumul	ating overtime	to be used lat	ter as da	ys off		In place	e: 23	
	LEGAL STA	TUS				I	DURATION			PART O	F THE GREEN A	DMINISTI	RATION?
Mandatory – follo	wing the labour lav	w provision	ns	9		Less than a year		1		Yes – GA wa	as the main objec	ctive of	0
Mandatory – follo	•	ons/ regula	itions	5		1-5 years		1			s not the main olution aligns with (•	4
Not mandatory bu	it recommended o	r customar	y in	5		More than 5 years	;	21		No, the solu	ution does not ali	gn with	6
Not mandatory – i institution	t is a bottom-up in	itiative of t	the	4		No information		0		Don't know	/ hard to say		13
=	nstitutions have to ion in place?	this	How ma		yees ha	eve access to this	What is the eff solution amon		es who h		re the costs of i ition reasonable the achieve	e/ propo	rtionate to
FEW	MAN	Y	F	EW		MANY	FEW		MANY		NO		YES
3	13			2		12	2		10		0		9
Growing in popular		1	•	yees' need		Meeting expecta		Good or	bad for e	nvironment	٠ .	or expen	
LOSING	GROWING	NO ⁻	т	YES		DISAPPOINTING	EFFECTIVE	BA	۷D	GOOD	EXPENSIV	'E	CHEAP
0	10	0		16		1	17	C)	5	1		9
To what extent	would you recon	nmend thi	is solutio	on to oth	er EU co	ountries? (scale 0-1	10)						
	Detractors (0 t	o 6)				Passives	(7 or 8)			Pi	omoters (9 or 1	10)	
	3					4					15		







Option of bring	ging a child to	o work v	with y	ou							In place	e: 7	
	LEGAL STAT	ΓUS					DURATION			PART OF	THE GREEN AC	MINISTR	ATION?
Mandatory – followin	ng the labour lav	v provisior	าร	1		Less than a year		0		Yes – GA was launching this	the main object	ive of	0
Mandatory – followir in place in the institu	•	ons/ regula	ations	0		1-5 years		2		Yes - GA was	not the main ob on aligns with G	•	1
Not mandatory but re my country	ecommended or	customar	ry in	2		More than 5 years	s	3		No, the soluti GA	on does not alig	n with	3
Not mandatory – it is institution	s a bottom-up in	itiative of t	the	4		No information		2		Don't know/ l	nard to say		3
How many inst solution	titutions have t n in place?	his	How m		oyees ha	eve access to this	What is the eff solution amon	_			the costs of ir on reasonable the achieved	/ proport	tionate to
FEW	MAN	1		FEW		MANY	FEW		MANY		NO	١	YES
1	3			0		3	4		0		0		4
Growing in popula popularit			•	yees' nee their need		Meeting expect	. •	Good or	bad for er	nvironment?	1	or expens	
LOSING	GROWING	NO	T	YES	5	DISAPPOINTING	EFFECTIVE	ВА	D	GOOD	EXPENSIVE	≣	СНЕАР
1	2	0		2		0	4	0		0	1		2
To what extent wo	ould you recon	nmend th	is solut	ion to oth	er EU co	ountries? (scale 0-:	10)						
	Detractors (0 to	o 6)				Passives	(7 or 8)			Pro	moters (9 or 1	0)	
	3					2					2		







						y out work-rel y (a room with						In plac	e: 5	
	LEGAL STA	TUS					DURATION			PAR	RT OF T	HE GREEN AI	DMINISTR	RATION?
Mandatory – follo	wing the labour lav	w provisio	ns	1		Less than a year		0				he main objec solution	tive of	0
Mandatory – follo in place in the inst	wing other provision	ons/ regul	ations	0		1-5 years		2		Yes - G	iA was n	ot the main ob on aligns with (-	1
Not mandatory bumy country	it recommended o	r customa	iry in	2		More than 5 years	S	3		No, the	e solutio	n does not ali	gn with	3
Not mandatory – i institution	t is a bottom-up in	itiative of	the	2		No information		2		Don't k	know/ h	ard to say		2
•	nstitutions have to ion in place?	this	How m		ees hav	ve access to this	What is the eff solution amon		es who ha			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y		FEW		MANY	FEW		MANY			NO	,	YES
2	2			1		3	4		0			2		2
Growing in popular			•	yees' needs their needs		Meeting expect	. •	Good or	bad for er	nvironm	nent?	•	or expens	
LOSING	GROWING	NO	ЭТ	YES	1	DISAPPOINTING	EFFECTIVE	BA	νD	GOO	OD	EXPENSIV	E	CHEAP
1	2 0					0	3	()	1	L	2		1
To what extent	would you recon	nmend tl	his solut	ion to other	r EU cou	untries? (scale 0-1	10)							
	Detractors (0 t	o 6)				Passives	(7 or 8)				Pron	noters (9 or 1	10)	
	1					2						2		







Child care subs	sidy – for nur	sery, k	inderga	arten or	baby c	lub, or day care	e provider				In place	: 12	
	LEGAL STA	ΓUS					DURATION			PART OF	THE GREEN A	OMINISTE	RATION?
Mandatory – follow	ing the labour lav	v provisio	ns	6		Less than a year		0		Yes – GA was launching thi	the main object	tive of	0
Mandatory – follow in place in the instit		ons/ regul	ations	0		1-5 years		2		Yes - GA was	not the main ob on aligns with G		1
Not mandatory but my country	recommended o	r customa	ry in	4		More than 5 years	5	12		No, the solut GA	on does not alig	gn with	5
Not mandatory – it institution	is a bottom-up in	itiative of	the	2		No information		0		Don't know/	hard to say		6
	stitutions have to on in place?	:his	How m		oyees ha	ave access to this	What is the eff solution amon		es who ha		the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Υ		FEW		MANY	FEW		MANY		NO	,	YES
2	8			0		9	0		5		0		6
Growing in popular			•	yees' nee their need		Meeting expect effective or dis		Good or	bad for e	nvironment?	1	or expens	
LOSING	GROWING	NO	ОТ	YES	5	DISAPPOINTING	EFFECTIVE	BA	ND	GOOD	EXPENSIV	E	CHEAP
0	4	C)	8		0	7	()	3	4		1
To what extent w	ould you recon	nmend tl	his soluti	ion to oth	er EU co	ountries? (scale 0-:	10)						
	Detractors (0 to	o 6)				Passives	(7 or 8)			Pro	moters (9 or 1	.0)	
	1					1					10		







Kindergartens a	and nurserie	s orgar	nised by	y emplo	yer						In place	e: 11	
	LEGAL STA	ΓUS					DURATION			PART OF	THE GREEN A	OMINISTE	RATION?
Mandatory – followi	ng the labour lav	v provisio	ns	1		Less than a year		0		Yes – GA was launching this	the main object	tive of	0
Mandatory – followi		ons/ regul	ations	1		1-5 years		2		Yes - GA was	not the main ob on aligns with G		1
Not mandatory but r	recommended o	r customa	ry in	5		More than 5 years	5	6		No, the soluti GA	on does not alig	gn with	3
Not mandatory – it is institution	s a bottom-up in	itiative of	the	4		No information		3		Don't know/	nard to say		7
How many instance solution	titutions have t n in place?	:his	How m		oyees ha	ave access to this	What is the eff solution amon		es who ha		the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y		FEW		MANY	FEW		MANY		NO		YES
4	0			2		1	1		3		0		3
Growing in populari			•	yees' nee their need		Meeting expect effective or dis		Good or	bad for e	nvironment?		or expen	
LOSING	GROWING	NC	DT	YES	5	DISAPPOINTING	EFFECTIVE	BA	.D	GOOD	EXPENSIV	E	CHEAP
0	6	C)	8		0	7	С		3	5		0
To what extent we	ould you recon	nmend th	nis soluti	on to oth	er EU co	ountries? (scale 0-:	10)						
	Detractors (0 to	o 6)				Passives	(7 or 8)			Pro	moters (9 or 1	10)	
	1					3					7		







Senior care su	bsidy											In	place:	4	
	LEGAL STATU	JS				DURA	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follow	ving the labour lav	v provisio	ns	3		Less than a year		0			es – GA wa unching th		n objective of		0
Mandatory – follow regulations in place	•	•		1		1-5 years		1			es - GA was ut the solu		nain objective, with GA	,	1
Not mandatory but in my country	recommended or	customa	ry	0		More than 5 years		3		N	o, the solu	tion does	not align with	GA	2
Not mandatory – it institution	is a bottom-up in	itiative of	the	0		No information		0		D	on't know/	hard to s	ay		1
1	stitutions have t	his	How ma	any em	ployee solut	es have access to this ion?		he effectiv among en access	nploye	ees wh			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FE	W		MAN	NY		NO	,	YES
0	4			0		4	0)		1			0		3
Growing in popul	,		ng employ	•		Meeting expect		i I Go	ood or	r bad fo	or environ	ment?	•	or expens	
LOSING	GROWING	NO	OT	١	/ES	DISAPPOINTING	EFFECTI	VE	BAI	D	GO	OD	EXPENSIV	E	СНЕАР
0	3	C)		3	0	3		0		1	_	2		0
To what extent w	vould you recom	nmend tl	nis solutio	on to o	ther E	U countries? (scale 0-2	10)								
	Detractors (0 to	6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	0					0							4		







Extra days of	f for child or s	enior cai	re								In	place: 2	24	
	LEGAL STATI	JS			DUR	ATION				PART	OF THE	GREEN ADMI	NISTRATI	ON?
Mandatory – follo	wing the labour lav	v provision	s 16		Less than a year		0			es – GA wa		n objective of		0
•	wing other provisions in the institution		4		1-5 years		4			es - GA was		nain objective, with GA		2
Not mandatory bu n my country	it recommended oi	customary	4		More than 5 years		19	9	1	No, the solu	tion does	not align with	GA	7
Not mandatory – i institution	t is a bottom-up in	itiative of t	he 0		No information		1		[Don't know/	hard to s	ay		15
•	nstitutions have tion in place?	his	How many er	nployee solut	s have access to this ion?	What is the solution	among		yees wl			the costs of in on reasonable the achieved	/ proport	ionate to
FEW	MAN	Y	FEW		MANY	FE\	N		MA	NY		NO	١	⁄ES
1	21		0		20	0			1	4		0		12
Growing in popula	,	_	g employees' neeting their r		r Meeting expect	_		Good	or bad f	or environ	ment?	•	or expens	
LOSING	GROWING	NO	Т	YES	DISAPPOINTING	EFFECTI	VE	BA	AD.	GO	OD	EXPENSIVE	≣	СНЕАР
0	12	0		21	0	14		()	4	ļ	4		4
To what extent	would you recon	nmend thi	is solution to	other E	U countries? (scale 0-2	10)				<u> </u>				
	Detractors (0 to	o 6)			Passives	(7 or 8)					Pron	noters (9 or 1	0)	
	1				5							18		







Organising re	gular health c	heck uլ	os								In	place:	19	
	LEGAL STATU	JS				DUR.	ATION			PAR	T OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follow	wing the labour lav	v provisio	ns	10		Less than a year		0		Yes – GA wa		n objective of n		0
Mandatory – follow regulations in place				3		1-5 years		0			s not the i	main objective,	,	2
Not mandatory but			ry	3		More than 5 years		18				not align with	GA	4
Not mandatory – it institution	t is a bottom-up in	itiative of	the	3		No information		1		Don't know	/ hard to s	say		13
•	nstitutions have tion in place?	this	How ma	any em	ployee solut	s have access to this ion?		ne effective among emp access t	oloyees	rate of the who have		the costs of ir on reasonable the achieve	e/ propor	tionate to
FEW				FEW		MANY	FEV	V	1	MANY		NO	,	YES
3	11			1		14	0			12		0		8
Growing in popula			ng emplo meeting t	•		r Meeting expect effective or dis	_	I God	od or ba	ad for enviro	nment?	· ·	or expens	
LOSING	GROWING	NO	ОТ	١	YES	DISAPPOINTING	EFFECTI	/E	BAD	GC	OOD	EXPENSIV	E	СНЕАР
0	0 9 0					0	16		0		5	9		2
To what extent v	would you recon	nmend tl	his soluti	on to o	ther E	U countries? (scale 0-:	10)							
	Detractors (0 to	0 6)				Passives	(7 or 8)				Pron	noters (9 or 1	.0)	
	3					2						14		







Educational p	programs/ wo	rkshops o	n healthy	lifesty	le and diet						In	place: 1	19	
	LEGAL STATI	JS			DUR	ATION				PART (OF THE	GREEN ADMII	NISTRATI	ON?
Mandatory – follo	owing the labour lav	w provisions	2		Less than a year		0			GA was		n objective of		0
•	owing other provision		3		1-5 years		2					nain objective, with GA		4
Not mandatory bun my country	ut recommended o	r customary	7		More than 5 years		14		No, th	ne solutio	on does	not align with (GA	3
Not mandatory – institution	it is a bottom-up in	itiative of the	e 7		No information		3		Don't	know/ h	nard to s	ay		12
•	nstitutions have t tion in place?	:his H	ow many er	nployee: soluti	s have access to this ion?	What is the solution a	among e		ees who h			the costs of in on reasonable the achieved	/ propor	tionate to
FEW	MAN'	Y	FEW		MANY	FEV	V		MANY			NO	,	YES
2	7		1		8	1			1			1		6
	ularity or losing arity?	_	employees' eting their r		r Meeting expect		· (-	Good or	bad for e	nvironn	nent?	•	or expens	
LOSING	GROWING	NOT		YES	DISAPPOINTING	EFFECTI	/E	BAI	0	G00	D	EXPENSIVE		CHEAP
0	11	0		12	0	6		0		9		4		6
Fo what extent	would you recon	nmend this	solution to	other El	J countries? (scale 0-	10)	•		•				•	
	Detractors (0 to	o 6)			Passives	(7 or 8)					Pron	noters (9 or 1	0)	
	3				7							9		







	nsite sports ac during workin		at worl	kplace (e.g. yo	oga)/activity bre	eaks: short exe	ercise se	ssions		In place	e: 17	
	LEGAL STA	ΓUS					DURATION			PART OF	THE GREEN AI	DMINISTF	RATION?
Mandatory – follo	wing the labour lav	v provisions	ıs	0		Less than a year		1		Yes – GA was	the main objects solution	tive of	0
Mandatory – follo in place in the inst	wing other provision	ons/ regulat	tions	1		1-5 years		1		Yes - GA was	not the main olion aligns with (•	4
Not mandatory bu	it recommended o	r customary	y in	7		More than 5 years	S	12			ion does not ali		5
	t is a bottom-up in	itiative of th	he	9		No information		3		Don't know/	hard to say		8
•	How many institutions have this solution in place?					ave access to this?	What is the eff solution amon		es who h		e the costs of i ion reasonable the achieve	e/ propor	tionate to
FEW	MAN'	Y	F	EW		MANY	FEW		MANY		NO		YES
5	4			4		7	3		3		2		5
Growing in popular	,	•	•	yees' nee their nee		Meeting expect effective or dis		Good or	bad for e	nvironment?	•	or expens	
LOSING	GROWING	NOT	Т	YE	S	DISAPPOINTING	EFFECTIVE	BA	ND	GOOD	EXPENSIV	'E	CHEAP
0	0 11 1					0	7	()	9	2		6
To what extent	would you recon	nmend this	is soluti	on to oth	ner EU c	ountries? (scale 0-	10)						
	Detractors (0 to	o 6)				Passives	(7 or 8)			Pro	omoters (9 or 1	10)	
	7					3					7		







Access to spo	rts equipmen	t at wo	rkplace	(e.g.	tread	mill, table tennis),	/ gym roo	m				In	place:	18	
	LEGAL STATI	JS				DUR	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	0		Less than a year		0				the main	n objective of		0
Mandatory – follow regulations in place				2		1-5 years		1				not the r	main objective, with GA	•	3
Not mandatory bu in my country	t recommended o	customa	ry	4		More than 5 years		14		No, th	ne solut	ion does	not align with	GA	4
Not mandatory – institution	t is a bottom-up in	itiative of	the	12		No information		3		Don't	know/	hard to s	ay		11
·	nstitutions have tion in place?	his	How ma	any em	iployee solut	es have access to this cion?		he effective among em access	ploye				the costs of ir on reasonable the achieve	e/ propor	tionate to
FEW	MANY FE					MANY	FE\	N		MANY			NO		YES
6	4			4		5	4			1			2		2
Growing in popula			ng emplo meeting t	•		Meeting expect		i I God	od or l	oad for e	nviron	ment?	•	or expens	
LOSING	GROWING	NO	ОТ	`	YES	DISAPPOINTING	EFFECTI	VE	BAD		GO	DD	EXPENSIV	E	CHEAP
0	0 4 1					0	6		0		5	ı	8		2
To what extent	would you recon	nmend tl	his soluti	on to c	other E	U countries? (scale 0-:	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	10					4				_			3		





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Renting a spo	rts facility for	employ	ees to us)							In	place:	8	
	LEGAL STATI	JS			DUR	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follov	wing the labour lav	v provision	s 0		Less than a year		0			s – GA was		n objective of		0
Mandatory – follow regulations in place	•		1		1-5 years		1			s - GA was t the solut		nain objective, with GA		1
Not mandatory but	t recommended o	customary	y 2		More than 5 years		5		No	, the solut	ion does	not align with	GA	2
Not mandatory – it institution	t is a bottom-up in	itiative of t	the 5		No information		2		Do	n't know/	hard to s	ay		5
•	nstitutions have to on in place?	his	How many		es have access to this tion?		he effectiv among em access	nploye	•			the costs of ir on reasonable the achieve	/ propor	tionate to
FEW	MAN	1	FEW		MANY	FE\	N		MAN	Y		NO		YES
4	1		2		3	4			0			1		1
Growing in popu	,	_	g employee neeting thei		or Meeting expect effective or dis	. •	i I Go	od or	bad for	r environ	ment?	· ·	or expens	
LOSING	GROWING	NO	Т	YES	DISAPPOINTING	EFFECTI	VE	BAD		GO	OD	EXPENSIVE	Ε	СНЕАР
0	2	0		4	0	3		0		2		4		0
To what extent v	would you recon	nmend thi	is solution t	o other	EU countries? (scale 0-:	10)								
	Detractors (0 to	o 6)			Passives	(7 or 8)					Pron	noters (9 or 1	0)	
	7				1							0		







Organising spo	rts challenge	es (e.g.	step co	unt)								In	place:	19	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – following	ng the labour lav	v provisio	ns	0		Less than a year		0			es – GA wa unching th		n objective of		1
Mandatory – following regulations in place i	•			1		1-5 years		3		Ye		not the r	main objective,	,	3
Not mandatory but r in my country	ecommended or	customa	ry	4		More than 5 years		14		No	o, the solu	tion does	not align with	GA	4
Not mandatory – it is institution	s a bottom-up in	itiative of	the	14		No information		2		Do	on't know/	hard to s	ay		11
How many inst	titutions have t n in place?	his	How ma	any em	iployee solut	es have access to this cion?		he effective among er		es who			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	ſ	FEW		MANY	FEV	W		MAN	IY		NO	,	YES
3	4			2		7	2			1			2		3
Growing in popula	-		ng emplo meeting	-		or Meeting expect effective or dis	_	l Go	ood or	bad fo	or environ	ment?	=	or expens	
LOSING	GROWING	NO	ОТ	`	YES	DISAPPOINTING	EFFECTI	VE	BAD)	GO	OD	EXPENSIV	E	СНЕАР
1	1 7 1					1	4		0		į	5	0		8
To what extent wo	ould you recon	nmend tl	his soluti	on to c	other E	U countries? (scale 0-2	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	6					8							5		





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Sports card or	subsidizing s	port ar	nd recre	ation	activ	ities					In	place:	15	
	LEGAL STATU	JS				DUR	ATION			PAR	OF THE	GREEN ADMI	NISTRATI	ION?
Mandatory – follov	wing the labour lav	v provisio	ns	0		Less than a year		0		Yes – GA wa		n objective of n		0
Mandatory – follow regulations in place	•			1		1-5 years		1		Yes - GA wa but the solu		main objective, s with GA		1
Not mandatory but in my country	t recommended or	r customa	ry	6		More than 5 years		10		No, the solu	tion does	not align with	GA	2
Not mandatory – it institution	t is a bottom-up in	itiative of	the	8		No information		4		Don't know,	/ hard to s	say		12
1	estitutions have to on in place?	his	How ma	any em	ployee solut	es have access to this ion?		he effective among em access	oloyee	rate of the s who have		the costs of ir on reasonable the achieve	/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FE\	N		MANY		NO	,	YES
3	4			0		6	1			1		0		4
Growing in popula	-		ng employ	•		Meeting expect	_	l God	od or b	ad for enviror	nment?	-	or expens	
LOSING	GROWING	NO	ОТ	١	/ES	DISAPPOINTING	EFFECTI	VE	BAD	GC	OD	EXPENSIV	E	CHEAP
0	0 6 0					0	7		1		3	5		1
To what extent v	would you recon	nmend t	his solutio	on to o	ther E	U countries? (scale 0-2	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pror	noters (9 or 1	0)	
	5					5						4		







Organising w resilience etc	-	oping v	vith str	ess an	nd rela	axation techniques	s, building	g mental			In	place:	24	
	LEGAL STATU	JS				DUR	ATION			PART	OF THE	GREEN ADM	INISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	2		Less than a year		0		Yes – GA wa		n objective of		0
· ·	wing other provisions in the institution			1		1-5 years		2			s not the r	main objective	,	2
Not mandatory bu	it recommended or	customa	ry	11		More than 5 years		19		No, the solu	tion does	not align with	GA	5
	it is a bottom-up in	itiative of	the	10		No information		3		Don't know,	/ hard to s	say		17
	nstitutions have tion in place?	his	How ma	any em	iployee solut	es have access to this cion?		he effective among em access	ployees v			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	′	ı	FEW		MANY	FE	N	M	IANY		NO	,	YES
4	10			1		13	1			4		0		10
Growing in popula	-		ng emplo meeting	•		Meeting expect	_	(100	od or bad	d for enviror	ıment?	-	or expens	
LOSING	GROWING	NC	DΤ	,	YES	DISAPPOINTING	EFFECTI	VE	BAD	GO	OD	EXPENSIV	E	CHEAP
0	0 17 1					0	14		0	-	7	7		9
To what extent	would you recon	nmend th	nis soluti	on to c	other E	U countries? (scale 0-	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pron	noters (9 or 1	LO)	
	2					6						16		







Psychologist's s package)	support: psy	chologi	st or th	erapis	st cons	sultations (e.g. in	cluded in	medica	al			In	place:	17	
	LEGAL STATI	JS				DUR	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – followi	ng the labour lav	v provisio	ns	0		Less than a year		0			es – GA wa aunching th		n objective of		0
Mandatory – followi regulations in place i				5		1-5 years		1		Υ		s not the r	main objective,	,	2
Not mandatory but r in my country	recommended o	r customa	ry	4		More than 5 years		12		١	No, the solu	tion does	not align with	GA	4
Not mandatory – it is institution	s a bottom-up in	itiative of	the	8		No information		4		С	Oon't know/	/ hard to s	say		11
How many inst	titutions have t	:his	How ma	any em	ployees soluti	s have access to this on?	What is t solution	among e		ees wl			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN'	Y	f	FEW		MANY	FE\	W		MA	NY		NO		YES
7	6			2		8	3			1			0		3
Growing in populari			ng emplo meeting t	-		Meeting expect effective or dis		(Good o	or bad f	or environ	iment?	•	or expen	
LOSING	GROWING	NC)T	١	/ES	DISAPPOINTING	EFFECTI	VE	ВА	\D	GO	OD	EXPENSIV	E	СНЕАР
0	0 11 1					1	6		0)	3	3	6		3
To what extent wo	ould you recon	nmend th	nis soluti	on to o	ther EU	J countries? (scale 0-:	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	1					5							10		









Extra days of	f for mental h	ealth -	mental	healt	h day	s					Ir	place:	3	
	LEGAL STATI	JS				DUR	ATION			PART	r of the	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	owing the labour lav	w provisio	ins	0		Less than a year		0		Yes – GA wa		n objective of n		0
	owing other provision			0		1-5 years		2			s not the i	main objective,		0
	ut recommended o		iry	2		More than 5 years		1				not align with	GA	1
	ndatory – it is a bottom-up initiative of the ion					No information		0		Don't know,	/ hard to s	say		2
1						es have access to this ition?		ne effective among em access	ployees	rate of the who have		the costs of ir on reasonable the achieve	/ propor	tionate to
FEW	MAN	Y	1	FEW		MANY	FE\	V	1	MANY		NO	,	YES
1	0			1		0	1			0		0		1
Growing in popul			ng emplo meeting	-		Meeting expect		i I God	od or ba	ad for enviror	nment?	· -	or expens	
LOSING	GROWING	NO	ТС	,	YES	DISAPPOINTING	EFFECTI	/E	BAD	GO	OD	EXPENSIVI	≣	CHEAP
0	2	()		2	0	2		0	(0	1		0
To what extent	would you recon	nmend t	his soluti	ion to c	other E	U countries? (scale 0-:	10)							
	Detractors (0 to	0 6)				Passives	(7 or 8)				Pron	noters (9 or 1	0)	
	0					0						3		







Mental suppo	-	-	-	(onlir	ne pla	tforms offering co	nsultatio	ns			In	place:	10	
	LEGAL STATI	JS				DUR	ATION			PAR	T OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	0		Less than a year		0		Yes – GA wa		n objective of		0
Mandatory – follor regulations in plac	•			0		1-5 years		3			s not the	main objective,	,	0
Not mandatory bu	it recommended o	r customa	ry	2		More than 5 years		3		No, the solu	ution does	not align with	GA	3
Not mandatory – i institution	t is a bottom-up in	itiative of	the	8		No information		4		Don't know	/ hard to	say		7
· ·	nstitutions have tion in place?	his	How ma	any em	iployee solut	s have access to this ion?			oloyee	e rate of the s who have		the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	FEW		MANY	FE	W		MANY		NO		YES
3	3			0		5	1			2		0		1
Growing in popula	-		ng emplo meeting t	•		r Meeting expect	_	(100	od or b	ad for enviro	nment?	· ·	or expens	
LOSING	GROWING	NO	ТС	,	YES	DISAPPOINTING	EFFECTI	VE	BAD	GC	OOD	EXPENSIV	E	СНЕАР
0	5	()		5	0	4		0		3	1		4
To what extent	would you recon	nmend tl	his soluti	on to c	other E	U countries? (scale 0-:	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pror	noters (9 or 1	.0)	
	1					5						4		







Team building	meetings for	staff:	e.g. trip	s, fes	tivals							In	place: 2	21	
	LEGAL STATU	JS				DUR	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follow	ving the labour lav	v provisio	ns	0		Less than a year		1				the mair	n objective of		0
Mandatory – follow regulations in place				1		1-5 years		1		Yes -	GA was	not the r	main objective, s with GA		2
Not mandatory but in my country	recommended or	customa	ry	8		More than 5 years		15					not align with	GA	6
Not mandatory – it institution	is a bottom-up in	itiative of	the	12		No information		4		Don't	know/	hard to s	ау		13
1	stitutions have ton in place?	his	How ma	any em	ployee solut	s have access to this ion?		he effectiv among en access	_	es who h			the costs of ir on reasonable the achieve	/ propoi	tionate to
FEW	MAN	Y	i	FEW		MANY	FE\	W		MANY			NO		YES
0	6			0		8	0	ı		6			1		6
Growing in popul	,		ng emplo meeting	•		r Meeting expect		i I Go	ood or	bad for e	nvironr	ment?	•	or expen	
LOSING	GROWING	NO	ОТ	١	/ES	DISAPPOINTING	EFFECTI	VE	BAD	•	GOO	DD	EXPENSIVE	≣	CHEAP
2	11	-	L		11	0	7		0		5		6		4
To what extent w	vould you recon	nmend t	nis soluti	on to o	ther E	U countries? (scale 0-:	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	0)	
	2					6							12		







1		-	-	_	_	unteer program ' initiative in th		es outsid	e		In place	e: 10	
	LEGAL STA	TUS					DURATION			PART C	F THE GREEN A	DMINIST	RATION?
Mandatory – follov	ving the labour lav	w provisions	s	0		Less than a year		0			as the main objection	ctive of	0
Mandatory – follow in place in the insti	•	ons/ regulat	tions	1		1-5 years		0			as not the main o ution aligns with	•	2
Not mandatory but my country		ŕ		1		More than 5 years	i	5		No, the sol GA	ution does not al	ign with	1
Not mandatory – it institution	is a bottom-up in	itiative of th	he	8		No information		5		Don't know	v/ hard to say		7
-	stitutions have to on in place?	this F	How ma		yees ha	eve access to this	What is the eff solution amon		es who h		are the costs of ution reasonabl the achieve	e/ propo	ortionate to
FEW	MAN	Y	F	EW		MANY	FEW		MANY		NO		YES
4	2			0		1	1		1		1		0
Growing in popu	,	_		/ees' need heir need:		Meeting expect		Good or	bad for e	nvironment	?	or exper	
LOSING	GROWING	NOT	Г	YES		DISAPPOINTING	EFFECTIVE	BA	vD	GOOD	EXPENSIN	/E	CHEAP
0	3	0		3		1	3	C)	2	1		3
To what extent v	vould you recon	nmend this	s solutio	on to othe	er EU co	ountries? (scale 0-:	10)						
	Detractors (0 to	0 6)				Passives	(7 or 8)			Р	romoters (9 or	10)	
	4					1					5		







Creating emplo	yee commu	nities (hobby §	group	s, spo	rts clubs etc.)					In	place:	13	
	LEGAL STATU	JS				DURA	ATION			PAR	T OF THE	GREEN ADMI	INISTRAT	ION?
Mandatory – followir	ng the labour lav	v provisio	ns	0		Less than a year		1		Yes – GA wa		n objective of n		0
Mandatory – followir regulations in place in				1		1-5 years		0		Yes - GA wa		main objective, s with GA	,	2
Not mandatory but re	ecommended or	customa	ry	4		More than 5 years		10		No, the solu	ution does	not align with	GA	2
Not mandatory – it is institution	a bottom-up in	itiative of	the	8		No information		2		Don't know	/ hard to	say		9
How many inst	itutions have t	his	How ma	any em	iployee solut	es have access to this cion?			ployee	rate of the s who have		the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	ı	FEW		MANY	FE\	N		MANY		NO	,	YES
3	1			0		3	0			1		0		2
Growing in popularit			ng emplo meeting	•		or Meeting expect effective or dis		i I Go	od or b	ad for enviro	nment?	· ·	or expens	
LOSING	GROWING	NO	ЭТ	,	YES	DISAPPOINTING	EFFECTI	VE	BAD	GC	OOD	EXPENSIV	E	СНЕАР
2	3	()		4	0	2		0		1	0		7
To what extent wo	ould you recon	nmend t	his soluti	ion to c	other E	U countries? (scale 0-2	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pror	noters (9 or 1	.0)	
	2					7						3		







Subsidizing er	mployee's/ en	nploye	e's fami	ily hol	idays						In	place:	10	
	LEGAL STATU	JS				DUR	ATION			Р	ART OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	3		Less than a year		0			was the ma	in objective of		0
Mandatory – follor regulations in plac	wing other provision e in the institution			1		1-5 years		1			was not the olution align	main objective, s with GA	,	0
Not mandatory bu in my country	t recommended or	· customa	ry	3		More than 5 years		7		No, the	olution does	not align with	GA	2
Not mandatory – i institution	t is a bottom-up in	itiative of	the	3		No information		2		Don't kr	ow/ hard to	say		8
1	nstitutions have tion in place?	his	How ma	any em	ployee solut	es have access to this ion?		he effective among em access	oloye			the costs of ir on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	FEW		MANY	FE\	N		MANY		NO		YES
0	8			1		6	0			3		0		2
Growing in popular			ng emplo meeting t	-		Meeting expect effective or dis	_	l Go	od or l	oad for env	ronment?	-	or expens	
LOSING	GROWING	NO	ОТ	,	YES	DISAPPOINTING	EFFECTI	VE	BAD		GOOD	EXPENSIV	E	CHEAP
0	6	()		8	0	8		0		1	4		2
To what extent	would you recon	nmend t	his soluti	on to c	ther E	U countries? (scale 0-2	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pro	moters (9 or 1	.0)	
	0					3						7		







	aster recovery experiencing			funda	able fi	nancial aid offere	d by empl	oyer			In	place:	12	
	LEGAL STATI	JS				DUR	ATION			PAR ⁻	r of the	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	4		Less than a year		0		Yes – GA wa		n objective of		0
· ·	wing other provisions in the institution			1		1-5 years		0			s not the i	main objective,	,	1
Not mandatory but	ıt recommended oı	r customa	ry	3		More than 5 years		9		No, the solu	ition does	not align with	GA	4
	it is a bottom-up in	itiative of	the	4		No information		3		Don't know	/ hard to s	say		7
1	nstitutions have tion in place?	his	How ma	any em	ployee solut	s have access to this ion?			oloyee	e rate of the s who have		the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FE\	N		MANY		NO	,	YES
2	10			0		8	1			5		1		5
Growing in popular			ng employ	-		r Meeting expect	_	1 (100	od or b	ad for enviror	nment?	· ·	or expens	
LOSING	GROWING	NO	OT	,	YES	DISAPPOINTING	EFFECTI	VE	BAD	GC	OD	EXPENSIV	E	CHEAP
0	5	()		6	0	5		0		3	5		0
To what extent	would you recon	nmend tl	his solutio	on to c	ther E	U countries? (scale 0-	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pron	noters (9 or 1	.0)	
	1					1						9		







Low interest ho	ousing loans											In	place:	10	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ON?
Mandatory – follow	ing the labour lav	v provisio	ns	2		Less than a year		0			s – GA wa ınching th		n objective of		0
Mandatory – following regulations in place				1		1-5 years		1			s - GA was t the solu		main objective, s with GA	,	1
Not mandatory but in my country	recommended o	customa	ry	4		More than 5 years		7		No	, the solu	tion does	not align with	GA	3
Not mandatory – it i institution	is a bottom-up in	itiative of	the	2		No information		2		Do	n't know/	hard to s	ay		6
•	stitutions have ton in place?	his	How m	any em	ployee solut	es have access to this cion?	What is the solution	among er		es who			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Υ		FEW		MANY	FE\	W		MAN'	Υ		NO	,	YES
1	6			1		6	0			3			0		4
Growing in popular			ng emplo	-		or Meeting expect	_	G	ood or	bad fo	r environ	ment?	=	or expens	
LOSING	GROWING	NO	ЭТ	•	YES	DISAPPOINTING	EFFECTI	VE	BAD)	GO	OD	EXPENSIV	E	СНЕАР
1	3	()		8	0	5		0		2	2	5		0
To what extent w	ould you recon	nmend tl	his soluti	on to c	ther E	U countries? (scale 0-1	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	1					3							6		







Low interest loa	ans for othe	r purpo	oses tha	n hou	using						Ir	place:	8	
	LEGAL STATU	JS				DURA	ATION			PAR	Γ OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – followir	ng the labour lav	v provisio	ins	3		Less than a year		0		Yes – GA wa		n objective of		0
Mandatory – followir regulations in place in	-			1		1-5 years		0			s not the i	main objective,	,	1
Not mandatory but re in my country	ecommended or	r customa	iry	2		More than 5 years		7		No, the solu	ition does	not align with	GA	2
Not mandatory – it is institution	a bottom-up in	itiative of	the	2		No information		1		Don't know,	/ hard to s	say		5
How many inst	itutions have t	his	How ma	any em	ployee solut	es have access to this ion?		he effective among emp access	oloyees	rate of the who have		the costs of ir on reasonable the achieve	/ propor	tionate to
FEW	MAN	Y	F	FEW		MANY	FE\	N	ſ	MANY		NO	,	YES
1	4			1		2	1			0		0		1
Growing in popularit			ng emplo meeting	•		Meeting expect effective or dis		Goo	od or ba	nd for enviror	nment?	•	or expens	
LOSING	GROWING	NO	ЭТ	`	YES	DISAPPOINTING	EFFECTI	VE	BAD	GC	OD	EXPENSIV	E	СНЕАР
0	0	-	1		3	0	3		0		1	2		1
To what extent wo	ould you recom	nmend t	his soluti	on to c	ther E	U countries? (scale 0-1	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pron	noters (9 or 1	0)	
	3					1						4		







		_				egotiate more a use in stores or		itions				n place	: 17	
	LEGAL STAT	ΓUS					DURATION			PA	ART OF T	HE GREEN AD	MINIST	RATION?
Mandatory – folic	owing the labour lav	v provision	ns	0		Less than a year		0			GA was t hing this	he main object solution	tive of	0
in place in the ins				7		1-5 years		0		but th	ne solutio	ot the main ob n aligns with G	iA	2
Not mandatory be my country	ut recommended o	customar	y in	5		More than 5 years	5	14		No, th	ne solutio	n does not alig	gn with	5
Not mandatory – institution	it is a bottom-up in	itiative of t	the	5		No information		3		Don't	know/ h	ard to say		10
-	nstitutions have t tion in place?	his	How ma		yees h	ave access to this ?	What is the eff solution amon		ees who h			the costs of ir on reasonable the achieve	e/ propor	rtionate to
FEW	MAN	Y	ı	FEW		MANY	FEW		MANY			NO		YES
3	11			1		10	0		7			1		6
	ularity or losing arity?			yees' need		Meeting expect effective or dis	_	Good o	r bad for e	nvironi	ment?	-	or expen	
LOSING	GROWING	NO.	Т	YES		DISAPPOINTING	EFFECTIVE	В	AD	GC	DOD	EXPENSIV	E	CHEAP
0	7	0		11		0	10		0		6	6		3
To what extent	at extent would you recommend this solution					ountries? (scale 0-:	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pron	noters (9 or 1	.0)	
	5					4						8		









	ce offer (e.g. I		-			ing as an intern	nediary betwe	en the				In plac	e: 9	
	LEGAL STA	ΓUS					DURATION			PAF	RT OF T	HE GREEN A	OMINIST	RATION?
Mandatory – follo	wing the labour lav	w provision	ns	2		Less than a year		1				he main object solution	tive of	0
in place in the inst				2		1-5 years		0		Yes - G but the	A was n e solutio	ot the main ob on aligns with G	6A	1
Not mandatory bumy country	ut recommended o	r customar	ry in	2		More than 5 years	5	5		No, the	e solutio	n does not alig	gn with	3
Not mandatory – institution	it is a bottom-up in	itiative of t	the	3		No information		3		Don't k	know/ h	ard to say		5
-	nstitutions have tion in place?	his	How m		oyees ha	ave access to this?	What is the eff solution amon		es who h			the costs of in on reasonable the achieve	e/ propo	rtionate to
FEW	MAN	Y		FEW		MANY	FEW		MANY			NO		YES
1	4			1		5	0		4			0		3
Growing in popul			•	yees' nee their need		Meeting expect effective or dis	. •	Good or	bad for e	nvironm	nent?	•	or exper	
LOSING	GROWING	NO	T	YES	5	DISAPPOINTING	EFFECTIVE	BA	AD.	GO	OD	EXPENSIV	E	СНЕАР
1	3	0		4		1	3	()	O)	6		1
To what extent	would you recon	nmend th	nis solut	ion to oth	er EU co	ountries? (scale 0-:	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pron	noters (9 or 1	.0)	
	2					1						6		







	age: employe conclude me				ry between the mo	edical compan	y and			In plac	e: 7	
	LEGAL STAT	ΓUS				DURATION			PART OF	THE GREEN A	MINISTR	ATION?
Mandatory – follo	wing the labour lav	v provisions	,		Less than a year		1		Yes – GA was	the main objects solution	tive of	0
Mandatory – follo in place in the inst	wing other provision	ons/ regulatio	ons	I	1-5 years		0			not the main ok ion aligns with G	•	0
Not mandatory bumy country	ut recommended o	r customary i	in 2	2	More than 5 year	S	3		No, the solut GA	ion does not alig	n with	3
Not mandatory – institution	it is a bottom-up in	itiative of the	e	2	No information		3		Don't know/	hard to say		4
1	nstitutions have t	his Ho	low many e		es have access to this tion?	What is the eff solution amon ac	•	es who ha		e the costs of in ion reasonable the achieve	/ propor	tionate to
FEW	MAN	Y	FEW		MANY	FEW		MANY		NO	,	YES
2	1		1		2	1		2		1		1
Growing in popul		•	employees		or Meeting expect effective or dis	=	Good or	bad for e	nvironment?		or expens	
LOSING	GROWING	NOT		YES	DISAPPOINTING	EFFECTIVE	ВА	D	GOOD	EXPENSIV	Ξ	CHEAP
0	3	0		4	0	2	O		1	3		2
To what extent	would you recon	nmend this	solution to	other I	EU countries? (scale 0-	10)						
	Detractors (0 to	o 6)			Passives	(7 or 8)			Pro	moters (9 or 1	0)	
	0				3					4		







Subsidizing ticke	ets to cultu	re even	ts, e.g.	cinem	na, th	eatre, concerts						Ir	place:	9	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	NISTRATI	ION?
Mandatory – followin	g the labour lav	v provisio	ns	0		Less than a year		0			s – GA wa inching th		n objective of		0
Mandatory – followin regulations in place in				1		1-5 years		0			s - GA was t the solu		main objective, s with GA	•	0
Not mandatory but re	ecommended or	customa	ry	5		More than 5 years		7		No	, the solu	tion does	not align with	GA	4
Not mandatory – it is institution	mandatory – it is a bottom-up initiative of the itution					No information		2		Do	n't know/	hard to s	ay		5
How many insti	itutions have t in place?	his	How m	any em	iployee solut	es have access to this cion?	What is t solution	among ei		es who			the costs of ir on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	ı	FEW		MANY	FE\	N		MAN	Υ		NO	,	YES
1	3			0		4	1			0			0		0
Growing in popularit			ng emplo	-		or Meeting expect effective or dis	_	G	ood or	bad fo	r environ	ment?	•	or expens	
LOSING	GROWING	NO	ЭТ	١	YES	DISAPPOINTING	EFFECTI	VE	BAC)	GO	OD	EXPENSIV	E	СНЕАР
0	4	()		5	1	4		0		1	_	3		2
To what extent wo	uld you recon	nmend t	his soluti	on to o	other E	U countries? (scale 0-1	10)								
D	etractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	5					2							2		





•	_	
	_	
	_	
	_	

=	tform – a web nd benefits en			_		s access to vouc	chers from var	ious			In plac	e: 5	
	LEGAL STA	TUS					DURATION			PART C	F THE GREEN A	DMINIST	RATION?
Mandatory – follo	wing the labour lav	w provision	าร	1		Less than a year		0			vas the main object	ctive of	0
Mandatory – follo in place in the inst	wing other provision	ons/ regula	ations	1		1-5 years		0		Yes - GA w	as not the main o ution aligns with	•	0
Not mandatory bumy country	ut recommended o	r customar	ry in	2		More than 5 years	S	2		No, the sol GA	ution does not ali	gn with	2
Not mandatory – institution	it is a bottom-up in	itiative of t	the	1		No information		3		Don't know	v/ hard to say		3
· ·	nstitutions have t tion in place?	this	How m		oyees has	ave access to this?	What is the eff solution amon		es who h		are the costs of i ution reasonabl the achieve	e/ propo	rtionate to
FEW	MAN	Y	ı	FEW		MANY	FEW		MANY		NO		YES
2	1			1		2	0		1		0		1
Growing in popul				yees' nee their nee		Meeting expect	=	Good or	bad for e	nvironment	· /	or exper	
LOSING	GROWING	NO	T	YE	S	DISAPPOINTING	EFFECTIVE	BA	AD.	GOOD	EXPENSIV	'E	CHEAP
0	1	0		1		0	2	()	0	0		0
To what extent	would you recon	nmend th	is soluti	on to oth	ner EU c	ountries? (scale 0-:	10)						
	Detractors (0 to	0 6)				Passives	(7 or 8)			P	romoters (9 or	10)	
	1					3					1		







Bike room or b	bike racks on	the off	ice grou	unds								In	place:	25	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follow	ving the labour lav	v provisio	ns	1		Less than a year		0				the mair	n objective of		9
Mandatory – follow regulations in place	•			2		1-5 years		4		Yes -	GA was	not the r	main objective, s with GA	,	11
Not mandatory but in my country	recommended o	r customa	ry	11		More than 5 years		16		No, th	ne soluti	ion does	not align with	GA	1
Not mandatory – it institution	is a bottom-up in	itiative of	the	11		No information		5		Don't	: know/ l	hard to s	say		4
· ·	stitutions have ton in place?	:his	How ma	any em	ployee solut	es have access to this ion?		he effectiv among en access	ployee				the costs of ir on reasonable the achieve	propor	tionate to
FEW	MAN	Υ	ı	FEW		MANY	FE\	W		MANY			NO		YES
3	7			3		9	5			4			2		9
Growing in popula			ng emplo meeting	•		Meeting expect	. •	· Go	od or l	oad for e	nvironr	ment?	-	or expens	
LOSING	GROWING	NO	ОТ	,	YES	DISAPPOINTING	EFFECTI	VE	BAD		GOC	DD	EXPENSIV	E	СНЕАР
0	18	1	1		18	1	20		0		21		2		14
To what extent w	vould you recon	nmend tl	his soluti	on to c	other E	U countries? (scale 0-2	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	0)	
	4					5							15		







Parking space	es for employe	es										In	place: 2	25	
	LEGAL STATU	JS				DUR	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ins	1		Less than a year		0				the mair	n objective of		0
•	wing other provisions in the institution	ons/		1		1-5 years		0		Yes -	GA was	not the n	nain objective, with GA		2
Not mandatory but	it recommended or	customa	iry	10		More than 5 years		21		No, t	he solut	ion does	not align with	GA	15
Not mandatory – i institution	t is a bottom-up in	tiative of	the	13		No information		4		Don't	t know/	hard to s	ау		8
•	nstitutions have t ion in place?	his	How ma	any em	ployee solut	es have access to this ion?		he effective among em access	ploye				the costs of ir on reasonable the achieve	/ propor	tionate to
FEW	MAN	1	F	EW		MANY	FE\	W		MANY			NO		YES
4	11			5		5	2			11			0		9
Growing in popular			ng emplo meeting t	-		Meeting expect	_	l Go	od or l	oad for e	nvironi	ment?		or expens	
LOSING	GROWING	NO	ТС	١	YES	DISAPPOINTING	EFFECTI	VE	BAD		GOO	DD	EXPENSIVE	≣	CHEAP
6	8	2	2		15	3	13		11		5		11		3
To what extent	would you recom	nmend t	his solutio	on to o	ther E	U countries? (scale 0-:	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Prom	noters (9 or 1	0)	
	9					5							11		







-			-	_		rmediary for the p		of a pass				In	place:	14	
	LEGAL STAT	JS				DURA	ATION				PART	OF THE	GREEN ADMI	INISTRAT	ION?
Mandatory – follo	wing the labour la	w provisio	ns	4		Less than a year		0			s – GA wa unching th		n objective of		4
•	wing other provision the inthe institution			3		1-5 years		2			s - GA wa: it the solu		main objective s with GA	,	5
Not mandatory but	ut recommended o	r customa	ry	3		More than 5 years		11		No	, the solu	tion does	not align with	GA	0
Not mandatory – institution	it is a bottom-up in	itiative of	the	4		No information		1		Do	on't know,	/ hard to s	say		5
-	nstitutions have to	this	How ma	any em	ployee solut	s have access to this ion?		he effectiv among en access	nployee				the costs of in on reasonable the achieve	e/ propoi	rtionate to
FEW	MAN	Υ	F	FEW		MANY	FE\	N		MAN	Υ		NO		YES
2	8			0		9	0			6			1		3
Growing in popul	-		ng emplo meeting t	•		r Meeting expect effective or dis	_	(50	od or b	ad fo	r enviror	iment?	=	or expen	
LOSING	GROWING	NC	TC	,	YES	DISAPPOINTING	EFFECTI	VE	BAD		GO	OD	EXPENSIV	E	СНЕАР
1	5	С)		11	1	8		0		1	0	6		3
To what extent	would you recon	nmend th	nis soluti	on to c	ther E	U countries? (scale 0-1	10)								
	Detractors (0 t	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	LO)	
	2					1							11		







Bikes/ scooters	for office e	mploye	es they	r can ι	use to	commute to the c	office				Ir	place:	7	
	LEGAL STATI	JS				DURA	ATION			PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – followir	ng the labour lav	v provisio	ins	0		Less than a year		0		Yes – GA wa		n objective of		4
Mandatory – followir regulations in place in	-			0		1-5 years		2			s not the	main objective,		3
Not mandatory but re in my country	ecommended o	customa	iry	2		More than 5 years		4		No, the solu	tion does	not align with	GA	0
Not mandatory – it is institution	a bottom-up in	itiative of	the	5		No information		1		Don't know,	/ hard to	say		0
How many inst	itutions have t	his	How ma	any em	ployee solut	es have access to this cion?		he effective among em access	oloyees			the costs of ir on reasonable the achieve	/ propor	tionate to
FEW	MAN	Y	F	FEW		MANY	FE\	N	ſ	MANY		NO	,	YES
3	2			2		1	1			1		2		1
Growing in popula popularit	,		ng emplo meeting t	•		or Meeting expect effective or dis		i I God	od or ba	d for enviror	nment?	•	or expens	
LOSING	GROWING	NO	ЭТ	`	YES	DISAPPOINTING	EFFECTI	VE	BAD	GO	OD	EXPENSIV	Ε	СНЕАР
0	5	-	1		1	1	1		0	!	5	3		2
To what extent wo	ould you recon	nmend t	his soluti	on to c	ther E	U countries? (scale 0-1	10)							
[Detractors (0 to	o 6)				Passives	(7 or 8)				Pror	noters (9 or 1	0)	
	1					3						3		







Canteen for e	employees											In	place:	28	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	2		Less than a year		0			s – GA wa unching th		n objective of		1
•	wing other provision the institution			5		1-5 years		1			s - GA was t the solut		main objective, s with GA	,	4
Not mandatory but	ut recommended o	r customa	ry	8		More than 5 years		24		No	, the solu	tion does	not align with	GA	8
Not mandatory – institution	it is a bottom-up in	itiative of	the	13		No information		3		Do	n't know/	hard to s	ay		15
•	nstitutions have tion in place?	his	How ma	iny em	ployee solut	s have access to this ion?		he effectiv among em access	ploye	es who			the costs of ir on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FEV	N		MAN	Υ		NO		YES
3	12			0		13	1			11			0		10
Growing in pop	-		ng employ meeting t	•		r Meeting expect effective or dis	_	Go	od or	bad fo	r environ	ment?		or expens	
LOSING	GROWING	NO	ОТ	١	/ES	DISAPPOINTING	EFFECTI	VE	BAD)	GO	OD	EXPENSIV	E	CHEAP
1	14	-	1	,	21	1	18		0		1	0	12		2
To what extent	would you recon	nmend t	his solutio	on to o	ther E	U countries? (scale 0-2	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	5					4							18		







Social space/food	Break room: a	place v	where e	emplo	yees	can heat their lund	ch, have a	n meal or	store		In	place:	25	
	LEGAL STATI	JS				DUR	ATION			PAI	RT OF THE	GREEN ADMI	INISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	6		Less than a year		0		Yes – GA w		n objective of		0
Mandatory – follor regulations in place	wing other provisions in the institution			2		1-5 years		0			as not the	main objective	,	3
Not mandatory bu	it recommended o	r customa	ry	9		More than 5 years		23		No, the so	ution does	not align with	GA	7
	t is a bottom-up in	itiative of	the	8		No information		2		Don't know	v/ hard to s	say		15
•	nstitutions have tion in place?	:his	How ma	iny em	ployee solut	s have access to this ion?			ployee	e rate of the s who have		the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Υ	F	EW		MANY	FE\	N		MANY		NO		YES
0	15			0		15	1			10		0		10
Growing in popular	-		ng employ meeting t	•		r Meeting expect	_	(100	od or b	ad for enviro	onment?	•	or expens	
LOSING	GROWING	NO	OT .	,	YES	DISAPPOINTING	EFFECTI	VE	BAD	G	OOD	EXPENSIV	E	СНЕАР
0	13	C)		18	0	14		0		3	3		9
To what extent	would you recon	nmend tl	nis solutio	on to c	other E	U countries? (scale 0-:	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pror	noters (9 or 1	10)	
	3					4						18		







A place for qu	iiet work or re	elaxatio	on (quie	t zone	e)							In	place:	15	
	LEGAL STATU	JS				DUR	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follow	wing the labour lav	v provisio	ns	4		Less than a year		0			es – GA wa aunching th		n objective of		0
Mandatory – follow regulations in place				1		1-5 years		1		Y		not the r	main objective,	•	3
Not mandatory but in my country	t recommended or	customa	ry	4		More than 5 years		10		N	lo, the solu	tion does	not align with	GA	3
Not mandatory – it institution	t is a bottom-up in	itiative of	the	5		No information		4		D	on't know/	hard to s	ay		9
•	nstitutions have tion in place?	his	How ma	any em	ployee solut	es have access to this ion?	What is t solution	among e		ees wh			the costs of ir on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FE\	W		MAN	YV		NO		YES
3	6			2		7	2			2			1		4
Growing in popula	,		ng employ	•		Meeting expect		· I G	iood or	bad fo	or environ	ment?	-	or expen	
LOSING	GROWING	NO	ОТ	١	YES	DISAPPOINTING	EFFECTI	VE	BAI)	GO	OD	EXPENSIV	E	CHEAP
0	8	()		9	0	7		0		1	L	0		5
To what extent v	would you recon	nmend t	his solutio	on to o	ther E	U countries? (scale 0-2	10)			_					
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	0					5							10		







A room to free	shen up e.g. s	hower,	, changi	ng ro	om						In	place:	20	
	LEGAL STATU	JS				DUR	ATION			P	RT OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follow	wing the labour lav	v provisio	ns	3		Less than a year		0			was the mai	in objective of		1
Mandatory – follow regulations in place				2		1-5 years		1		Yes - GA		main objective,	,	2
Not mandatory but			ry	5		More than 5 years		17				not align with	GA	6
Not mandatory – it institution	t is a bottom-up in	itiative of	the	8		No information		2		Don't kn	ow/ hard to	say		11
1	nstitutions have t ion in place?	his	How ma	any em	ployee solut	es have access to this ion?			ploye	e rate of the		the costs of ir on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FE\	N		MANY		NO	,	YES
5	6			4		6	3			0		3		4
Growing in popula	,		ng employ meeting t	•		Meeting expect	. •	i I Go	od or	bad for envi	onment?	· ·	or expens	
LOSING	GROWING	NO	ТС	١	/ES	DISAPPOINTING	EFFECTI	VE	BAD		GOOD	EXPENSIV	E	CHEAP
0	9	()		10	1	9		1		3	5		6
To what extent v	would you recom	nmend t	his solutio	on to o	ther E	U countries? (scale 0-:	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pro	moters (9 or 1	.0)	
	2					8						9		







Providing comf	•	_		•	_	conditions - takir enditioning)	ng care of	temper	ature			In	place: 2	25	
	LEGAL STATU	JS				DUR	ATION				PART (OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – followi	ing the labour law	v provisio	ns	11		Less than a year		0			GA was		n objective of		2
Mandatory – followi regulations in place		ins/		2		1-5 years		1		Yes -		not the r	main objective,		6
Not mandatory but r in my country	recommended or	customa	ry	6		More than 5 years		19		No, t	he solution	on does	not align with	GA	4
Not mandatory – it is institution	is a bottom-up ini	tiative of	the	6		No information		5		Don't	t know/ h	hard to s	ay		13
1	titutions have ton in place?	his	How ma	any em	ployee: soluti	s have access to this	What is the solution	among er	_				the costs of ir on reasonable the achieve	/ propor	tionate to
FEW	MAN	1	ſ	FEW		MANY	FEV	V		MANY			NO	,	YES
2	14			1		12	0			11			1		12
Growing in populari	,		ng emplo meeting	•		Meeting expect		G(ood or b	ad for e	environm	nent?	•	or expens	
LOSING	GROWING	NO	т	`	YES	DISAPPOINTING	EFFECTI	VE	BAD		G00	D	EXPENSIVE	≣	СНЕАР
0	14	7	7		18	1	16		6		3		7		5
To what extent we	ould you recom	mend tl	nis soluti	ion to c	ther El	J countries? (scale 0-:	10)								
	Detractors (0 to	6)				Passives	(7 or 8)					Pron	noters (9 or 1	0)	
	0					3							22		





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/ / 	ı
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the ergonom	ics of worksta	tions (e	.g. seati	ing bal	ls, ad	conditions – taki djustable height st otherapists' reco	tand up d	esk, u				In	place:	20	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	INISTRATI	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	9		Less than a year		0			Yes – GA wa launching th		n objective of n		0
	wing other provisions in the institution			3		1-5 years		1			Yes - GA was but the solu		main objective, s with GA	,	5
Not mandatory bu	it recommended o	r customa	ry	4		More than 5 years		16	6		No, the solu	tion does	not align with	GA	4
Not mandatory – institution	t is a bottom-up in	itiative of	the	4		No information		3			Don't know/	hard to s	say		11
1	nstitutions have tion in place?	:his	How ma		oyees solutio	s have access to this on?	What is the solution	among		yees w			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Υ	FI	EW		MANY	FEV	٧		MA	YNY		NO	,	YES
3	9			1		9	0			(9		1		9
Growing in popul			ng employ meeting tl			Meeting expect effective or dis		-	Good	or bad	for environ	ment?	-	or expens	
LOSING	GROWING	NO	TC	YE	S	DISAPPOINTING	EFFECTI	/E	В	AD	GO	OD	EXPENSIV	E	CHEAP
0	13	()	16	5	2	12			0	E	5	7		3
To what extent	would you recon	nmend tl	his solutio	n to oth	ner EU	J countries? (scale 0-1	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pror	noters (9 or 1	.0)	
	0					4							16		







Long break du			_	•	_	lunch breaks: allo	wing for I	rest			In	place:	15	
	LEGAL STATI	JS				DUR	ATION			PAR	T OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follow	wing the labour lav	v provisio	ns	4		Less than a year		0		Yes – GA wa		n objective of		0
Mandatory – follow regulations in place	•			3		1-5 years		1			s not the	main objective,	,	2
Not mandatory bu in my country	t recommended o	r customa	ry	3		More than 5 years		14		No, the solu	ition does	not align with	GA	1
Not mandatory – i	t is a bottom-up in	itiative of	the	4		No information		0		Don't know	/ hard to s	say		12
·	nstitutions have tion in place?	:his	How ma	any em	ployee solut	s have access to this ion?			oloyee	e rate of the s who have		the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Υ	F	EW		MANY	FE	W		MANY		NO	,	YES
1	8			1		6	3			5		2		2
Growing in popula	-		ng employ meeting t	•		r Meeting expect	_	(100	od or b	ad for enviro	nment?		or expens	
LOSING	GROWING	NO	TC	,	YES	DISAPPOINTING	EFFECTI	VE	BAD	GC	OOD	EXPENSIV	E	СНЕАР
3	4	()		7	0	5		0		0	0		5
To what extent v	would you recon	nmend tl	nis solutio	on to c	other E	U countries? (scale 0-:	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pror	noters (9 or 1	.0)	
	1					4						10		





"Power nap"	culture: short	naps d	uring th	ne day	/							Ir	place:	3	
	LEGAL STATI	JS				DUR	ATION				PART	OF THE	GREEN ADMI	NISTRATI	ON?
Mandatory – follo	owing the labour lav	v provisio	ns	0		Less than a year		0			Yes – GA wa launching th		n objective of n		0
•	wing other provisions in the institution			0		1-5 years		1			Yes - GA was		main objective, s with GA		0
Not mandatory but in my country	ut recommended oi	customa	ry	1		More than 5 years		1			No, the solu	tion does	not align with	GA	0
Not mandatory – institution	it is a bottom-up in	itiative of	the	2		No information		1			Don't know/	hard to s	say		3
•	nstitutions have t tion in place?	his	How ma	any em	ployee solut	es have access to this ion?	What is t solution	among e		yees v	ate of the who have		the costs of in on reasonable the achieved	/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FE\	N		M	ANY		NO	,	YES
1	1			1		1	2				0		0		1
Growing in pop	, .		ng emplomeeting t	•		Meeting expect	_	l G	ood o	or bad	for environ	ment?	· ·	or expens	
LOSING	GROWING	NO	DΤ	١	YES	DISAPPOINTING	EFFECTI	VE	ВА	AD.	GO	OD	EXPENSIVE	Ξ	CHEAP
0	0	1	L		0	1	0		C)	()	2		0
To what extent	would you recon	nmend tl	his solutio	on to o	ther E	U countries? (scale 0-2	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	0)	
	1					1							1		







Sabbatical leave	es (long-teri	n leave	es for po	ersona	al gro	wth or rest)					In	place:	19	
	LEGAL STATI	JS				DURA	ATION			PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – followir	ng the labour lav	v provisio	ns	8		Less than a year		0		Yes – GA wa		n objective of		0
Mandatory – followir regulations in place in				4		1-5 years		1			s not the i	main objective,	,	1
Not mandatory but re in my country	ecommended o	customa	ry	3		More than 5 years		18		No, the solu	tion does	not align with	GA	9
Not mandatory – it is institution	a bottom-up in	itiative of	the	3		No information		0		Don't know,	/ hard to s	say		9
How many inst	itutions have t	his	How m	any em	ployee solut	es have access to this ion?		ne effective among emp access	oloyees			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y		FEW		MANY	FE\	V	N	MANY		NO	,	YES
3	12			2		10	4			3		1		4
Growing in popularit			ng emplo meeting	-		Meeting expect effective or dis	_	God	od or ba	d for enviror	nment?	· ·	or expens	
LOSING	GROWING	NO	ЭТ	,	YES	DISAPPOINTING	EFFECTI	/E	BAD	GO	OD	EXPENSIV	E	СНЕАР
0	7	í	1		11	0	7		0		1	5		3
To what extent wo	ould you recon	nmend t	his soluti	on to c	ther E	U countries? (scale 0-2	10)							
С	Detractors (0 to	o 6)				Passives	(7 or 8)				Pron	noters (9 or 1	.0)	
	3					7						7		







Allowing pets	s in the workp	lace (e.	g. dogs	, cats))						Ir	place:	3	
	LEGAL STATU	JS				DUR	ATION			PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	0		Less than a year		0		Yes – GA wa launching th		n objective of		0
	wing other provisions in the institution	•		0		1-5 years		1			s not the r	main objective,	,	0
Not mandatory but	ıt recommended oı	customa	ry	0		More than 5 years		1		No, the solu	tion does	not align with	GA	1
Not mandatory – i institution	it is a bottom-up in	itiative of	the	3		No information		1		Don't know,	/ hard to s	ay		2
1	nstitutions have t ion in place?	his	How ma	any em	ployee solut	es have access to this ion?		he effectiv among em access	ployees w			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Υ	F	FEW		MANY	FE	N	M	ANY		NO	,	YES
3	0			2		0	2			0		0		0
Growing in popular			ng emplo meeting t	•		Meeting expect		i Go	od or bad	for enviror	nment?	•	or expens	
LOSING	GROWING	NO	TC	١	YES	DISAPPOINTING	EFFECTI	VE	BAD	GO	OD	EXPENSIV	E	CHEAP
1	1	()		1	0	0		0	()	0		1
To what extent	would you recom	nmend tl	his soluti	on to o	ther E	U countries? (scale 0-:	10)							
	Detractors (0 to	o 6)				Passives	(7 or 8)				Pron	noters (9 or 1	.0)	
	2					1						0		







	able for tabl	e tenni	s, settin			hat are implement ial space, creating	-	-	yer			In	place:	16	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follow	ing the labour lav	v provisio	ns	1		Less than a year		0			es – GA wa aunching th		n objective of		0
Mandatory – follow regulations in place				1		1-5 years		0			es - GA was		main objective, s with GA	,	1
Not mandatory but in my country	recommended o	customa	ry	2		More than 5 years		11		1	No, the solu	tion does	not align with	GA	2
Not mandatory – it i institution	is a bottom-up in	itiative of	the	12		No information		5		[Don't know/	/ hard to s	ay		13
•	stitutions have to on in place?	his	How ma	any em	ployee solut	es have access to this tion?	What is the solution	among e		ees w			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Y	F	EW		MANY	FE\	W		MA	NY		NO	,	YES
2	4			0		4	2			1	Ĺ		2		1
Growing in popular			ng employ meeting t	-		or Meeting expect effective or dis	_	(-	Good or	bad 1	for environ	iment?	· ·	or expens	
LOSING	GROWING	NO	ТС	١	YES	DISAPPOINTING	EFFECTI	VE	BAI)	GO	OD	EXPENSIV	E	СНЕАР
0	1	-	1		4	0	4		0		3	3	1		3
To what extent w	ould you recon	nmend t	his solutio	on to o	ther E	U countries? (scale 0-2	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
	3					4							9		







The possibilit	y of granting	oaternit	y leave	e for 1	0 wor	king days within 6	weeks o	f givir	ng bir	th		Ir	place:	1	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	NISTRAT	ION?
Mandatory – follo	wing the labour lav	v provision	ns	1		Less than a year					Yes – GA wa launching th		n objective of		
	wing other provisions in the institution					1-5 years						not the r	main objective,	,	
Not mandatory buin my country	it recommended o	r customar	У			More than 5 years		1			No, the solu	tion does	not align with	GA	1
	t is a bottom-up in	itiative of t	the			No information					Don't know/	hard to s	say		
•	nstitutions have to ion in place?	:his	How ma	any em	ployee: soluti	s have access to this ion?	What is to	among		oyees w			the costs of in on reasonable the achieve	/ propor	tionate to
FEW	MAN	Y	F	FEW		MANY	FE\	N		M	ANY		NO		YES
	1					1					1				1
Growing in popul			g emplo	•		r Meeting expect		-	Good	or bad	for environ	ment?		or expens	
LOSING	GROWING	NO	Т	١	/ES	DISAPPOINTING	EFFECTI	VE	E	BAD	GO	OD	EXPENSIV	E	СНЕАР
	1				1		1				1	1			1
To what extent	would you recon	nmend th	is soluti	on to o	ther El	J countries? (scale 0-1	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	.0)	
													1		







The right to d	lisconnect											In	place:	1	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	NISTRATI	ON?
Mandatory – follo	wing the labour lav	v provisio	ns	1		Less than a year					Yes – GA wa launching th		n objective of		
	wing other provision					1-5 years					Yes - GA was		main objective, s with GA	,	1
	ut recommended o		ry			More than 5 years		1					not align with	GA	
	it is a bottom-up in	itiative of	the			No information					Don't know/	hard to s	ay		
_	nstitutions have t tion in place?	his	How ma	any em	ployee solut	s have access to this ion?	What is t solution	amon		yees w			the costs of ir on reasonable the achieve	/ proport	tionate to
FEW	MAN	Y	F	FEW		MANY	FE\	W		M	YNY		NO	١	/ES
0	0			0		0					1				1
Growing in popul			ng emplo meeting t	•		r Meeting expect		-	Good	or bad	for environ	ment?	•	or expens	
LOSING	GROWING	NC	ОТ	,	YES	DISAPPOINTING	EFFECTI	VE	В	AD	GO	OD	EXPENSIVI	E	CHEAP
	1	C)		0	0	0				1	L			1
To what extent	would you recon	nmend th	his soluti	ion to c	other E	U countries? (scale 0-1	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	0)	
													1		







1	-				-	and parental leav		non				In	place:	1	
	LEGAL STATI	JS				DUR	ATION				PART	OF THE	GREEN ADM	INISTRAT	ION?
Mandatory – follo	wing the labour lav	w provisio	ons			Less than a year					es – GA wa aunching th		n objective of		
•	wing other provision					1-5 years				Υ		not the r	nain objective	,	
Not mandatory but	ut recommended o	r customa	iry	1		More than 5 years		1		Ν	lo, the solu	tion does	not align with	GA	1
	it is a bottom-up in	itiative of	the			No information				C	on't know/	hard to s	ay		
•	nstitutions have to	this	How m	any em	ployee solut	s have access to this ion?	What is t solution	among e		ees wh			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Υ		FEW		MANY	FE\	W		MA	YV		NO	,	YES
0	0			0		0				1					1
Growing in pop	-		ng emplo meeting	-		r Meeting expect	_	(-	ood or	bad f	or environ	ment?	-	or expens	
LOSING	GROWING	NO	ТС	,	YES	DISAPPOINTING	EFFECTI	VE	ВАГ)	GO	OD	EXPENSIV	E	CHEAP
	1				1		1				1	Ĺ	1		
To what extent	would you recon	nmend t	his solut	ion to c	other E	U countries? (scale 0-:	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	10)	
													1		







						port scheme fo n transport (ex			s)		In place	e: 1	
	LEGAL STA	TUS					DURATION			PART OF 1	HE GREEN AD	MINISTR	ATION?
Mandatory – follo	wing the labour lav	w provisior	ns	1		Less than a year				Yes – GA was launching this	the main object	ive of	1
Mandatory – follo	wing other provision	ons/ regula	ations			1-5 years		1		Yes - GA was r	not the main ob on aligns with G		
Not mandatory bu	ut recommended o	r customar	ry in			More than 5 years	S				on does not alig		
Not mandatory – institution	it is a bottom-up in	itiative of	the			No information				Don't know/ h	ard to say		
•	nstitutions have to	this	How m		ees ha	ave access to this?	What is the eff solution amon		es who h		the costs of ir on reasonable the achieve	/ proport	tionate to
FEW	MAN	Y		FEW		MANY	FEW		MANY		NO	Υ	/ES
	1					1	0		0		0		0
Growing in pop	, ,		•	yees' need their needs		Meeting expect effective or dis		Good or	bad for e	nvironment?		or expens	
LOSING	GROWING	NO	T	YES		DISAPPOINTING	EFFECTIVE	BA	٧D	GOOD	EXPENSIVE		СНЕАР
	1			1		0	0			1	1		
To what extent	would you recon	nmend th	nis solut	ion to othe	r EU co	ountries? (scale 0-:	10)						
	Detractors (0 t	o 6)				Passives	(7 or 8)			Pror	noters (9 or 1	0)	
											1		







Support for s	tarting school	and rai	ising ch	ildren	1							Ir	place:	1	
	LEGAL STATI	JS				DURA	ATION				PART	OF THE	GREEN ADMI	INISTRAT	ION?
Mandatory – follo	wing the labour lav	v provisio	ns	1		Less than a year					Yes – GA wa launching th		n objective of		
	wing other provision					1-5 years					Yes - GA was		main objective s with GA	,	
Not mandatory bu	ıt recommended oı	customa	ry			More than 5 years		1			No, the solu	tion does	not align with	GA	1
Not mandatory – i institution	it is a bottom-up in	itiative of	the			No information					Don't know/	hard to s	say		
•	nstitutions have tion in place?	his	How ma	any em	ployee solut	es have access to this ion?	What is t	among		yees w			the costs of in on reasonable the achieve	e/ propor	tionate to
FEW	MAN	Υ	F	FEW		MANY	FE\	W		MA	ANY		NO	,	YES
	1					1					1				1
Growing in popular			ng emplo meeting t	•		Meeting expect	_		Good	or bad	for environ	ment?	-	or expens	
LOSING	GROWING	NO	ОТ	١	YES	DISAPPOINTING	EFFECTI	VE	В	AD	GO	OD	EXPENSIV	E	CHEAP
	1				1		1						1		
To what extent	would you recon	nmend tl	his soluti	on to o	ther E	U countries? (scale 0-2	10)								
	Detractors (0 to	o 6)				Passives	(7 or 8)					Pron	noters (9 or 1	LO)	
													1		