

MOVING BEYOND THE JOBS CRISIS – FURTHER MATERIAL

The following pages provide supplementary material underlying the empirical analysis presented in Chapter 1 of *OECD Employment Outlook 2010* (OECD, 2010a). The material is organised into six annexes.

ANNEX 1.A1. THE INSTITUTIONAL FEATURES OF SHORT-TIME WORK SCHEMES IN OECD COUNTRIES¹

¹ Several countries have extended eligibility, duration or generosity of short-time work schemes during the current recession. The information in the table refers to schemes as they are operating during the recession. For full details on recession-related changes, see OECD (2009).

	Name of scheme	Work-sharing requirements			Eligibility			Conditionality				Generosity			
		Minimum number/proportion of workforce participating	Minimum hours reduction	Maximum hours reduction	Firm must provide justification of economic need	Social partner agreement	Participating workers must be eligible for UB	Compulsory training	Recovery plan	No dismissal	Job search requirement for employee	Maximum duration	Subsidised training	Cost to employer for hours not worked	Employee receives for hours not worked
Austria	<i>Kurzarbeitsbeihilfe</i> (Short-time working allowance)	No	10%	90%	Yes	Yes	No	No	No	Yes	No	Six months with extension up to 24 months (18 months from 2011)	Yes	Employer's share of SSC for first 6 months	Flat rate per hour not worked equal to to 1/8th of daily UB plus health and pension insurance
Belgium	<i>Chomage temporaire pour causes économiques</i> (partial unemployment, for blue collar workers only); <i>Regime temporaire et collectif de suspension totale ou partielle de l'exécution du contrat de travail</i> (for white collar workers in private sector)	No	0%	100%	Yes	Blue collar: no White collar: yes (or business plan)	No	No	Blue collar: no. White collar: Yes	No	No	Blue collar: four weeks (full layoff); 12 months (3+ days work/wk); 3 months (<3 days work/wk). White collar: 16 weeks (full layoff); 26 weeks (2+ days of work/wk)	Yes	None	UB "majorées" (70-75% of normal wage)
Canada	Work Sharing	At least two employees	20%	60%	Yes	Yes	Yes	No	No	No	No	52 weeks (2009); 78 weeks (2010)	No	None	UB (55% of normal wage)
Czech Republic	Subsidised training for workers on partial unemployment (Educate)	No	0%	100%	Yes	Yes	No	Yes	No	No	No	Six months	Yes	SSC	60% of normal wage
Denmark	<i>Arbejdsfordelingsordning</i> (Work Sharing)	Must cover either a firm, division or production unit	Minimum two days per week receiving benefits or one week work and one week receiving benefits		No	Yes	No	No	No	No	Yes (when receiving UB)	26 weeks (more than 13 weeks must be authorised by regional employment council)	No	None	UB
Finland	Adjusted unemployment allowance for partial unemployment	No	25%	100%	Yes	Consultation	Yes	No	No	No	Yes	No maximum	Yes	None	Adjusted UB (=full daily UB - 50% of daily part-time wage)
France	<i>Chomage partiel</i> (partial unemployment)	No	0%	100%	Yes	Yes	No	No	No	Yes	No	1 000 hrs per employee per year	Yes (by social partners)	Partial wages	60% of gross wage without SSC (75% of net wage), not lower than min wage
Germany	<i>Kurzarbeit § 170 SGB III</i> (Structural short-time working)	No (see note)	10%	100%	Yes	Yes	Yes	No	No	No	Yes	18 months (2010) 24 months (2009)	Yes	50% of SSC for first six months; none after six months or if employees are in training (see note)	60-67% of foregone net wage
Hungary	ESF-financed short time working scheme	At least two employees	20%	100%	Yes	No	No	Yes	No	Yes	No	12 months (min. duration three months or 96 hours in total spent in training)	Yes	Wages and SSC over 500% of min. wage plus partial training costs	Normal wage
Ireland	Systematic short time working	No	two days per week	100%	No	No	Yes	No	No	No	Yes	Varies depending on contribution history	Yes	None	UB
Italy	<i>Cassa Integrazione Guadagni Ordinaria & Straordinaria</i> (Wage Compensation Fund)	No	0%	100%	Yes	CIGO: no; CIGS: consultation	No	No	Yes	No	No	3-24 months	Yes	Partial SSC	80% of previous earnings (with monthly ceiling)
Japan	Employment Adjustment Subsidy	No	0%	100%	Yes	Yes	Yes	No	No	No	No	300 days over three years	Yes	10-33% of wages + SSC	More than 60% of most recent average wage

	Name of scheme	Work-sharing requirements			Eligibility			Conditionality				Generosity			
		Minimum number/proportion of workforce participating	Minimum hours reduction	Maximum hours reduction	Firm must provide justification of economic need	Social partner agreement	Participating workers must be eligible for UB	Compulsory training	Recovery plan	No dismissal	Job search requirement for employee	Maximum duration	Subsidised training	Cost to employer for hours not worked	Employee receives for hours not worked
Poland	Guaranteed Employee Benefits Fund for temporary work stoppage and reduced hours	No	0%	100%	Yes	Yes	No	No	Yes	Yes	No	Six months	Yes	Work stoppage: difference between minimum wage and UB; reduced hours: difference between minimum wage and 70% of UB or 120% of UB if employee participates in training	Work stoppage: minimum wage; reduced hours: minimum wage with respect to the normal working time schedule
Portugal	<i>Suspensão ou redução temporária da prestação de trabalho</i> (Temporary suspension or	No	0%	100%	..	..	..	Yes	No	No	..	12 months with extension of six months	Yes	30% of reduced wage	2/3 of normal wage (between 1-3 times minimum wage)
Slovak Republic	Support for maintenance of employment	No	4% of established weekly working time	100%	Yes	Yes	No	No	No	No	No	60 calendar days per year	No	At least 60% of normal wage (SSC are reimbursed)	At least 60% of normal wage plus employee SSC
Spain	<i>Prestaciones por desempleo parcial de nivel</i>	No	33%	100%	Yes	No	No	No	Yes	No	Yes	24 months	No	None	UB
Switzerland	<i>Chomage partiel</i> (partial unemployment benefits)	Must apply to entire unit of firm	10%	100%	Yes	Individual agreement with employee	No	No	No	No	No	12-24 months	Yes	Full wage for one day per month + part of SSC	80% of normal earnings
Turkey	Short-time working	No	33%	100%	Yes	No	Yes	No	No	No	No	12 months	Yes	None	60% of gross earnings up to 120% of minimum wage
United States	Short Time Compensation/Work Sharing (operating in 17 states with just over half of the US labour force)	At least two employees	Varies: typically 10-20%	Varies: typically 40-60%	Yes	Yes	Yes	No	No	No	No	Varies: typically 26-52 weeks	No	Can increase future UI premia	UB

.. : Information not available; ALMP: active labour market programmes; UB: unemployment benefit; UI: unemployment insurance; SSC: social security contribution; STW: short-time work.

Austria: no check of individual eligibility for UB, but calculation of STW allowance is on basis of notional UB. Some exemptions from no dismissal requirement during STW. Can agree to up to four month retention period after STW. Employer must also pay partial wage costs in case of more favorable social partner agreement for employees. **Canada:** a recovery plan is usually required, but this requirement has been suspended until March 2011. **France:** the social partners are responsible for funding vocational training initiatives. **Germany:** generally one third of the workforce, but this requirement does not currently need to be met. Employer must also meet other costs such as statutory holidays, sick leave, vacations, etc. **Hungary:** three schemes were in operation during the recession. Two nationally-financed schemes finished in 2009. The ESF-financed scheme discussed in the table finished in early 2010. **Italy:** training is not compulsory, but regions provide training for workers on CIG "in deroga". Training may be funded by Interprofessional Funds. **Luxembourg:** usually the employer is required to pay wage cost for the first 16 hours per month of hours not worked, but this has been waived during 2009 and 2010. **Netherlands:** the outflow date is fixed at either 31 December 2009, 31 March 2010 or 30 June 2010. This outflow date depends in the number of employees in the scheme relative to the number of employees in the company. Therefore the maximum duration depends on the date of inflow and the number of employees. More employees in the scheme imply a shorter duration. Minimum duration 26 weeks.

Source: Information collected from various sources verified by national authorities.

ANNEX 1.A2. SUPPLEMENTARY TABLES FOR SECTION 1.1.

Table 1.A2.1. OECD harmonised unemployment rates, 2007-2010^{a,b}

Percentage of the labour force

	Dec 2007	2007	2008	2009	2009			2010	2010			% -point change of the unemployment rate from Dec 2007 to Mar 2010	Absolute change in total unemployment level (thousands) from Dec 2007 to Mar 2010
					Q2	Q3	Q4	Q1	Jan	Feb	Mar		
OECD^c	5.8	5.8	6.1	8.3	8.3	8.6	8.7	8.7	8.7	8.6	8.7	2.9	15 761
G7	5.5	5.5	5.9	8.0	8.0	8.3	8.5	8.3	8.3	8.3	8.3	2.8	10 363
European Union	6.9	7.1	7.0	8.9	8.8	9.2	9.4	9.6	9.5	9.6	9.6	2.7	6 636
Euro area	7.4	7.5	7.6	9.4	9.3	9.7	9.8	10.0	9.9	10.0	10.0	2.6	4 268
Australia	4.3	4.4	4.2	5.6	5.7	5.8	5.6	5.3	5.2	5.3	5.3	1.0	141
Austria	4.0	4.4	3.8	4.8	4.8	5.1	4.9	4.9	4.8	4.9	4.9	0.9	40
Belgium	7.2	7.5	7.0	7.9	7.7	8.1	8.0	8.0	8.0	8.0	8.1	0.9	47
Canada	6.0	6.0	6.1	8.3	8.4	8.5	8.4	8.2	8.3	8.2	8.2	2.2	433
Czech Republic	4.9	5.3	4.4	6.7	6.4	7.3	7.4	7.8	7.7	7.9	7.9	3.0	169
Denmark	3.2	3.8	3.3	6.0	6.0	6.2	7.1	7.6	7.5	7.6	7.6	4.4	126
Finland	6.5	6.9	6.4	8.2	8.2	8.6	8.8	8.9	8.9	8.9	9.0	2.5	65
France	7.8	8.4	7.8	9.5	9.4	9.7	9.9	10.1	10.0	10.1	10.1	2.3	700
Germany	7.9	8.4	7.3	7.5	7.6	7.6	7.5	7.4	7.4	7.4	7.3	-0.6	-264
Greece	8.0	8.3	7.7	9.5	9.2	9.8	10.2	..	..	..	..	2.2	119
Hungary	8.0	7.4	7.8	10.0	9.7	10.4	10.6	11.1	11.1	11.1	11.0	3.0	129
Iceland	..	2.3	3.0	7.2	7.1	7.3	7.8	7.4	..	..	..	..	..
Ireland	4.8	4.6	6.4	11.9	11.8	12.6	13.0	13.1	13.1	13.1	13.2	8.4	169
Italy	6.7	6.2	6.8	7.7	7.5	7.8	8.2	8.6	8.5	8.6	8.8	2.1	515
Japan	3.8	3.9	4.0	5.1	5.1	5.4	5.2	4.9	4.9	4.9	5.0	1.2	800
Korea	3.1	3.2	3.2	3.6	3.8	3.7	3.6	4.3	4.8	4.4	3.8	0.7	171
Luxembourg	4.2	4.2	4.9	5.4	5.3	5.4	5.5	5.5	5.4	5.6	5.6	1.4	4
Mexico	3.8	3.7	4.0	5.5	5.7	5.8	5.5	5.2	5.5	5.2	4.9	1.1	..
Netherlands	2.8	3.2	2.8	3.4	3.3	3.7	3.8	4.0	3.9	4.0	4.1	1.3	112
New Zealand	..	3.7	4.2	6.1	6.0	6.5	7.3	..	..	..	..	..	..
Norway	2.4	2.5	2.5	3.1	3.1	3.2	3.3	..	3.3	..	..	0.9	23
Poland	8.3	9.6	7.2	8.2	8.0	8.4	8.7	9.0	8.9	9.0	9.1	0.8	195
Portugal	7.8	8.1	7.7	9.6	9.5	10.2	10.2	10.4	10.3	10.3	10.5	2.7	149
Slovak Republic	10.4	11.2	9.5	12.0	11.2	12.7	14.0	14.1	14.1	14.1	14.1	3.7	101
Spain	8.8	8.3	11.4	18.0	17.9	18.7	19.0	19.0	18.9	19.0	19.1	10.3	2 419
Sweden	6.0	6.1	6.2	8.3	8.4	8.6	8.8	8.9	9.0	8.9	8.7	2.7	141
Switzerland	..	3.6	3.5	4.4	4.4	4.5	4.6	..	..	..	..	..	..
Turkey	9.0	8.8	9.7	12.6	13.0	12.8	12.0	..	..	..	..	2.7	867
United Kingdom	5.1	5.3	5.6	7.6	7.7	7.8	7.7	..	7.8	..	..	2.7	870
United States	5.0	4.6	5.8	9.3	9.3	9.7	10.0	9.7	9.7	9.7	9.7	4.7	7 309

- OECD harmonised unemployment rate data are not available on a monthly basis for Iceland, New Zealand and Switzerland and data on the absolute number of harmonised unemployment are not available for Mexico.
- All data are seasonally adjusted.
- The OECD total omits the four countries for which monthly data are lacking. When the missing data are approximated using other sources and added to the OECD total, the estimated increase in the number of persons unemployed becomes approximately 17.4 millions.

Source : OECD Main Economic Indicators.

Table 1.A2.2. Changes in harmonised unemployment from trough to the most recent peak value^{a,b}

	Trough date	Most recent peak date	Harmonised unemployment rate Percentage of the labour force				Harmonised unemployment level In thousands			
			Trough	Peak	%-point change	% change	Trough	Peak	Absolute change	% change
OECD^c	Feb-08	Oct-09	5.7	8.7	3.0	52.6	29 795	46 398	16 603	55.7
G7	Feb-08	Oct-09	5.4	8.5	3.1	57.4	19 815	31 143	11 328	49.9
European Union	Mar-08	Mar-10	6.7	9.6	2.9	43.3	15 969	23 130	7 161	39.5
Euro area	Mar-08	Mar-10	7.2	10.0	2.8	38.9	11 258	15 808	4 550	36.4
Australia	Feb-08	Oct-09	4.0	5.8	1.8	45.0	442	662	220	28.6
Austria	Jun-08	Aug-09	3.5	5.1	1.6	45.7	149	219	70	26.0
Belgium	May-08	Aug-09	6.8	8.2	1.4	20.6	320	391	71	12.3
Canada	Jan-08	Aug-09	5.9	8.7	2.8	47.5	1 065	1 601	536	40.4
Czech Rep.	Aug-08	Mar-10	4.3	7.9	3.6	83.7	223	423	200	65.4
Denmark	Apr-08	Mar-10	3.1	7.6	4.5	145.2	91	220	129	130.9
Finland	Apr-08	Mar-10	6.2	9.0	2.8	45.2	168	240	72	36.4
France	Mar-08	Mar-10	7.6	10.1	2.5	32.9	2 170	2 932	762	31.4
Germany	Nov-08	Jun-09	7.1	7.6	0.5	7.0	3 052	3 304	252	-6.1
Greece	Jun-08	Dec-09	7.5	10.2	2.7	36.0	368	512	144	30.3
Hungary	Mar-08	Jan-10	7.5	11.1	3.6	48.0	316	472	156	39.5
Iceland	Dec-07	Dec-09	2.2	7.8	5.6	254.5	4	14	10	..
Ireland	Aug-07	Mar-10	4.4	13.2	8.8	200.0	99	277	178	158.3
Italy	Sep-07	Mar-10	6.0	8.8	2.8	46.7	1 493	2 194	701	26.2
Japan	Oct-08	Jul-09	3.8	5.6	1.8	47.4	2 540	3 690	1 150	27.9
Korea	Feb-08	Jan-10	3.1	4.8	1.7	54.8	752	1 195	443	40.6
Luxembourg	Sep-07	Mar-10	4.0	5.6	1.6	40.0	8	13	5	44.4
Mexico	Jun-07	May-09	3.5	6.1	2.6	74.3	..	..	..	..
Netherlands	Nov-08	Mar-10	2.7	4.1	1.4	51.9	236	361	125	42.6
New Zealand	Dec-07	Dec-09	3.5	7.3	3.8	108.6	80	168	88	..
Norway	Mar-08	Dec-09	2.3	3.3	1.0	43.5	60	86	26	37.1
Poland	Oct-08	Mar-10	6.8	9.1	2.3	33.8	1 157	1 601	444	13.0
Portugal	Nov-08	Mar-10	7.8	10.5	2.7	34.6	429	578	149	31.5
Slovak Rep.	Oct-08	Dec-09	8.8	14.2	5.4	61.4	237	383	146	37.9
Spain	Apr-07	Mar-10	8.0	19.1	11.1	138.8	1 757	4 399	2 642	120.4
Sweden	Apr-08	Jan-10	5.7	9.0	3.3	57.9	279	445	166	53.4
Switzerland	Jun-08	Dec-09	3.4	4.6	1.2	35.3	152	206	54	..
Turkey	Apr-08	May-09	8.7	13.1	4.4	50.6	2 041	3 151	1 110	42.4
United Kingdom	Apr-08	Sep-09	5.1	7.8	2.7	52.9	1 590	2 447	857	53.0
United States	Apr-08	Oct-09	5.0	10.1	5.1	102.0	7 631	15 612	7 981	93.2

a. Unemployment peak and trough defined in terms of harmonised unemployment rates. Quarterly data for Iceland, New Zealand and Switzerland. Data on the absolute number of harmonised unemployment are not available for Mexico

b. All data are seasonally adjusted.

c. The OECD total omits the four countries for which comparable data are lacking.

Source : OECD Main Economic Indicators.

Table 1.A2.3. How many jobs are needed to restore pre-crisis employment rates^a

	Recession 1: 1973Q2-1975Q2		Recession 2: 1979Q2-1982Q4		Recession 3: 1990Q1-1993Q3		Recession 4: 2000Q2-2003Q1		Recession 5: 2007Q3-2009Q4	
	Jobs gap at trough date		Jobs gap at trough date		Jobs gap at trough date		Jobs gap at trough date		Jobs gap at trough date	
	Thousands	% of employment at trough date	Thousands	% of employment at trough date	Thousands	% of employment at trough date	Thousands	% of employment at trough date	Thousands	% of employment at trough date
OECD^b	5 985	1.8	12 575	3.6	9 361	2.3	5 269	1.0	15 752	3.0
G7^b	5 481	2.2	9 027	3.4	5 581	1.8	3 764	1.1	12 554	3.7
European Union^b	1 328	0.9	6 686	4.7	5 820	3.9	-1 276	-0.7	4 155	2.1
Euro area^b	1 376	1.3	4 658	4.2	3 474	2.9	-2 221	-1.7	3 321	2.4
Australia	107	1.8	110	1.7	459	5.9	-153	-1.6	127	1.2
Austria	73	2.5	2	0.1	-85	-2.4	26	0.7	-17	-0.4
Belgium	39	1.0	227	6.1	20	0.5	-23	-0.5	25	0.5
Canada	-32	-0.3	434	4.0	864	6.7	-325	-2.1	463	2.7
Czech Rep.	..	..	..	..	..	..	-33	-0.7	101	2.1
Denmark	69	2.8	105	4.2	140	5.5	-12	-0.4	144	5.2
Finland	-51	-2.3	-95	-4.0	489	24.2	-36	-1.5	94	3.9
France	325	1.5	978	4.3	428	1.9	-160	-0.6	378	1.5
Germany ^c	1 229	3.8	1 258	3.8	802	2.1	170	0.4	-659	-1.6
Greece	-2	-0.1	-39	-1.1	149	4.0	-151	-3.5	37	0.8
Hungary	..	..	..	..	..	..	-51	-1.3	142	3.8
Iceland	-1	-0.8	-7	-5.5	5	3.9	9	6.1	18	10.8
Ireland	32	2.9	55	4.7	17	1.4	-7	-0.4	307	16.4
Italy	-334	-1.7	502	2.5	985	4.9	-1 000	-4.6	772	3.4
Japan	1 284	2.5	-453	-0.8	-1 696	-2.6	621	1.0	242	0.4
Korea	-6	-0.1	336	2.3	-653	-3.4	-712	-3.2	271	1.2
Luxembourg	0	0.0	2	1.6	3	1.6	-4	-2.2	1	0.4
Mexico	..	..	..	..	..	..	1 068	2.7	137	0.3
Netherlands	127	2.3	339	5.8	-189	-2.7	-71	-0.9	77	0.9
New Zealand	-16	-1.1	45	2.9	45	2.9	-64	-3.3	79	3.7
Norway	-47	-2.7	-9	-0.4	54	2.7	48	2.1	30	1.2
Poland	..	..	..	..	..	..	1 173	8.6	-455	-2.9
Portugal	-207	-5.5	57	1.4	-71	-1.6	-20	-0.4	177	3.5
Slovak Rep.	..	..	..	..	..	..	-24	-1.1	58	2.5
Spain	147	1.1	1 373	11.9	926	7.5	-922	-5.4	2 072	11.1
Sweden	-194	-4.8	9	0.2	626	15.6	-19	-0.4	196	4.4
Switzerland	183	5.8	-20	-0.6	55	1.4	40	1.0	22	0.5
Turkey	252	1.9	1 057	7.0	1 790	10.5	1 442	7.2	-445	-2.0
United Kingdom	77	0.3	1 913	8.1	1 578	6.2	-113	-0.4	707	2.4
United States	2 933	3.4	4 396	4.4	2 618	2.2	4 570	3.3	10 652	7.7

.. : Data not available.

- Counterfactual employment level at trough date is obtained by assuming that it has grown as rapidly as the working age population between the business-cycle peak and trough.
- Weighted average of countries shown in this table for which data is available..
- The jobs gaps for recessions 1 and 2 in Germany have been calculated by chaining the data for the whole of Germany to the corresponding data for western Germany prior to 1992.

Source : OECD calculations based on *OECD Economic Outlook No.87 (EO87) Database*.

Table 1.A2.4. Broad measures of unemployment (%) according to US-BLS definitions

		2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	2008Q2	2008Q3	2008Q4	2009Q1	2009Q2	2009Q3	2009Q4	Percentage point change, 2007Q4-2009Q4
Australia	UR1	0.8	0.7	0.6	0.6	0.7	0.6	0.6	0.6	0.7	0.8	0.9	0.9	0.3
	UR3	5.0	4.3	4.1	4.1	4.4	4.3	4.0	4.2	5.8	5.7	5.5	5.3	1.2
	UR5	11.0	10.3	10.2	10.1	10.3	10.1	9.8	9.9	11.3	11.1	10.9	10.6	0.5
	UR6	17.0	16.3	16.1	15.9	15.9	15.6	15.3	15.9	18.2	18.3	18.2	17.9	2.1
Austria	UR1	1.4	1.2	1.1	1.0	1.1	0.8	0.9	0.9	1.1	0.9	1.0	1.1	0.1
	UR3	4.6	4.4	4.6	4.0	4.2	3.5	3.7	4.0	4.7	4.6	5.1	4.6	0.6
	UR5	8.3	7.3	7.7	7.4	7.8	6.3	6.9	6.9	8.5	7.3	8.2	7.7	0.3
	UR6	11.3	10.2	10.7	10.2	10.6	9.0	9.6	9.9	11.7	10.4	11.1	10.6	0.4
Belgium	UR1	4.2	3.8	3.4	3.7	3.5	3.3	3.4	3.0	3.3	3.6	3.7	3.5	-0.2
	UR3	8.0	7.6	7.3	7.1	7.1	6.3	7.7	6.8	7.9	7.5	8.2	8.1	1.0
	UR5	8.6	8.3	8.1	7.8	7.7	7.1	8.4	7.3	8.6	8.2	8.8	8.8	1.1
	UR6	12.1	11.5	11.2	11.1	11.1	10.2	11.6	11.0	12.7	11.9	12.5	13.0	1.9
Canada	UR1	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.5	0.5	0.6	0.8	0.4
	UR3	6.6	6.0	6.0	5.5	6.3	6.0	6.2	6.0	8.3	8.4	8.5	7.8	2.3
	UR5	8.6	8.1	7.8	7.4	8.4	8.0	8.0	8.0	10.8	10.7	10.7	10.1	2.8
	UR6	12.5	12.0	11.4	10.8	12.1	11.9	11.8	11.9	15.2	15.5	15.5	14.8	4.0
Czech Republic	UR1	3.3	2.9	2.6	2.4	2.4	2.1	2.1	2.1	2.0	1.8	2.1	2.1	-0.2
	UR3	6.0	5.3	5.1	4.9	4.7	4.2	4.3	4.4	5.8	6.3	7.3	7.3	2.4
	UR5	6.9	6.1	5.9	5.6	5.4	4.9	5.0	5.1	6.7	7.2	8.3	8.2	2.6
	UR6	8.0	6.8	6.7	6.4	6.2	5.6	5.9	6.1	9.9	9.3	10.0	9.6	3.2
Denmark	UR1	0.8	0.7	0.5	0.5	0.5	0.5	0.4	0.5	0.5	0.4	0.5	0.7	0.3
	UR3	4.4	3.6	4.0	3.2	3.3	3.0	3.4	3.5	5.2	6.0	6.1	6.6	3.4
	UR5	6.4	5.2	5.8	4.6	5.0	4.1	4.8	5.1	6.9	7.8	7.7	8.3	3.7
	UR6	10.1	8.9	9.9	8.7	8.9	7.7	9.0	9.0	11.2	11.5	11.6	12.0	3.3
Estonia	UR1	2.8	2.4	2.0	2.0	1.6	1.4	1.8	2.0	3.0	3.2	4.1	4.8	2.9
	UR3	5.3	5.0	4.2	4.1	4.2	4.0	6.2	7.6	11.4	13.5	14.6	15.5	11.4
	UR5	9.2	9.1	8.3	7.2	7.6	7.2	9.1	10.4	15.0	18.3	19.2	20.0	12.8
	UR6	10.7	10.3	9.7	8.8	9.0	8.3	10.2	11.9	16.8	21.5	22.6	22.6	13.9
Finland	UR1	1.8	1.6	1.5	1.4	1.3	1.1	1.1	1.2	1.2	1.2	1.5	1.7	0.3
	UR3	7.6	7.7	6.1	6.1	6.7	7.3	5.6	6.0	7.6	9.6	7.5	8.2	2.1
	UR5	10.3	10.2	8.8	9.3	9.5	9.4	8.2	8.6	10.4	12.3	10.6	11.7	2.4
	UR6	14.2	13.7	12.2	13.0	13.7	13.1	11.7	13.1	15.2	16.8	14.9	16.4	3.4
France	UR1	3.8	3.3	3.3	3.1	3.1	3.0	2.8	2.8	3.0	3.2	3.5	3.7	0.6
	UR3	9.1	8.1	8.2	8.1	7.8	7.4	7.6	8.3	9.3	9.2	9.4	10.2	2.1
	UR5	10.0	9.0	9.2	9.0	8.7	8.3	8.7	9.2	10.2	10.1	10.5	11.1	2.1
	UR6	15.4	14.2	14.3	14.3	14.0	13.5	13.6	14.5	15.9	15.7	15.8	16.8	2.4
Germany	UR1	5.0	4.7	4.7	4.5	4.2	4.0	3.7	3.5	3.5	3.4	3.4	3.3	-1.2
	UR3	9.2	8.3	8.2	7.9	8.0	7.5	7.0	6.8	7.8	7.5	7.5	7.1	-0.8
	UR5	10.4	9.5	9.4	9.1	9.3	8.8	8.3	8.0	9.2	9.0	8.9	8.4	-0.7
	UR6	15.5	14.6	14.5	14.1	14.5	13.9	13.4	13.3	15.4	15.8	15.1	14.6	0.5
Greece	UR1	4.4	4.1	4.2	4.0	3.8	3.6	3.6	3.6	3.7	3.7	3.8	4.2	0.2
	UR3	9.1	8.1	7.9	8.1	8.3	7.2	7.2	8.0	9.4	8.9	9.3	10.2	2.1
	UR5	9.9	8.9	8.6	8.8	9.0	8.0	8.0	8.9	10.3	9.9	10.3	11.3	2.4
	UR6	14.3	11.9	11.3	12.1	12.5	10.7	10.6	12.5	14.7	13.3	13.3	15.1	3.0
Hungary	UR1	3.6	3.5	3.3	3.4	3.4	3.6	3.7	3.8	4.0	3.9	4.2	4.6	1.2
	UR3	7.5	7.0	7.2	7.7	7.9	7.6	7.7	8.0	9.7	9.6	10.3	10.6	2.9
	UR5	11.0	10.3	10.4	10.9	11.7	11.2	11.0	11.6	13.8	13.3	14.1	14.6	3.7
	UR6	12.1	11.3	11.5	12.0	12.8	12.3	12.2	12.9	15.5	14.9	15.6	16.0	4.0
Iceland	UR1	(0.3)	(0.3)	(0.2)	(0.1)	(0.1)	(0.2)	(0.2)	(0.1)	(0.2)	(0.2)	(0.5)	(0.8)	(0.7)
	UR3	2.0	3.1	2.1	1.9	2.4	3.0	2.5	4.1	7.1	9.1	6.0	6.7	4.8
	UR5	3.0	4.0	3.2	3.1	3.8	3.9	3.4	6.4	9.6	11.1	7.4	8.2	5.2
	UR6	26.2	31.2	32.2	29.4	41.8	32.8	31.9	41.4	49.9	50.4	45.3	46.8	17.4
Ireland	UR1	1.3	1.4	1.5	1.3	1.4	1.5	1.7	1.9	2.5	2.9	3.6	4.9	3.6
	UR3	4.3	4.6	4.9	4.6	4.7	5.2	6.7	7.5	10.2	12.2	12.8	12.6	8.0
	UR5	8.4	5.1	5.4	5.2	5.3	5.7	7.5	8.2	11.3	13.4	14.3	14.1	8.9
	UR6	8.5	5.3	5.6	5.3	5.4	5.8	7.6	8.3	11.5	13.6	14.5	14.2	9.0
Italy	UR1	3.1	2.8	2.6	3.0	3.2	3.2	2.8	3.1	3.3	3.3	3.3	3.9	0.9
	UR3	6.4	5.7	5.7	6.6	7.0	6.7	6.1	7.0	8.0	7.3	7.3	8.6	2.0
	UR5	8.7	8.1	8.5	9.0	9.3	9.0	8.9	9.4	10.5	9.8	10.4	11.3	2.3
	UR6	14.7	13.8	14.9	15.1	15.8	15.5	15.5	16.0	18.0	17.6	17.9	18.8	3.6
Japan	UR1	1.3	1.1	1.2	1.3	1.4	1.3	1.2	1.4	1.4	1.5	1.4	1.5	0.2
	UR3	4.1	3.8	3.7	3.7	4.0	4.0	4.0	3.9	4.6	5.2	5.4	5.0	1.3
	UR5	6.7	6.2	6.2	6.2	6.5	6.4	6.4	6.3	7.1	7.6	7.9	7.5	1.3
	UR6	11.4	10.6	10.7	10.8	11.1	11.0	10.8	10.7	11.8	13.2	12.0	11.9	1.2

Table 1.A2.4. Broad measures of unemployment (%) according to US-BLS definitions (Cont.)

		2007Q1	2007Q2	2007Q3	2007Q4	2008Q1	2008Q2	2008Q3	2008Q4	2009Q1	2009Q2	2009Q3	2009Q4	Percentage point change, 2007Q4-2009Q4
Luxembourg	UR1	(1.7)	(1.4)	(0.6)	(1.1)	(1.9)	(1.7)	(1.)	(1.9)	(1.2)	(1.3)	(1.1)	(1.4)	(0.2)
	UR3	4.6	4.0	3.8	4.3	4.8	4.5	4.9	5.6	5.6	4.9	5.1	5.8	1.5
	UR5	4.6	4.0	3.8	4.3	4.8	5.3	5.2	5.8	10.4	9.7	9.5	9.8	5.5
	UR6	5.5	5.0	4.9	5.3	6.5	6.8	6.9	7.6	12.6	11.7	11.2	11.4	6.1
Netherlands	UR1	1.5	1.3	1.1	1.1	1.1	1.0	0.9	0.8	0.9	0.8	0.8	0.8	-0.3
	UR3	3.8	3.2	2.9	2.8	3.1	2.8	2.5	2.6	3.2	3.2	3.5	3.8	1.0
	UR5	7.1	6.1	5.9	5.7	6.1	5.3	5.4	5.4	6.0	6.0	6.4	6.9	1.2
	UR6	9.8	8.6	8.5	8.4	8.6	7.6	7.8	7.9	8.8	8.5	9.1	9.6	1.2
New Zealand	UR1	0.2	0.3	0.2	0.1	0.1	0.1	0.2	0.2	0.2	0.3	0.4	0.4	0.3
	UR3	4.3	3.6	3.5	3.3	4.3	3.9	4.1	4.4	5.6	5.8	6.3	6.8	3.5
	UR5	6.9	6.2	5.6	5.4	7.0	6.5	6.8	7.3	8.4	9.1	9.7	10.1	4.7
	UR6	10.4	9.9	9.0	9.3	10.6	10.1	10.3	11.4	12.7	13.9	14.9	14.8	5.6
Norway	UR1	0.5	0.5	0.5	0.4	0.4	0.3	0.3	0.4	0.4	0.5	0.5	0.7	0.3
	UR3	2.7	2.7	2.6	2.2	2.4	2.6	2.5	2.6	3.0	3.1	3.2	3.3	1.1
	UR5	4.7	4.7	4.6	4.0	4.6	4.6	4.7	4.8	5.3	5.1	5.6	5.8	1.8
	UR6	9.2	9.1	8.8	8.5	8.9	8.8	8.8	9.0	9.4	9.2	9.7	10.4	2.0
Poland	UR1	6.0	5.1	4.5	4.1	2.7	2.5	2.2	2.1	2.4	2.3	2.6	2.6	-1.5
	UR3	11.3	9.6	9.0	8.5	8.1	7.1	6.6	6.7	8.3	7.9	8.1	8.5	0.0
	UR5	15.6	13.9	13.1	12.3	11.8	10.6	9.8	9.8	11.7	11.4	11.3	11.8	-0.5
	UR6	17.6	15.9	14.9	14.3	13.5	12.0	11.2	11.5	13.8	13.0	12.8	13.4	-1.0
Portugal	UR1	4.0	3.8	3.7	3.7	3.9	3.6	3.7	3.6	3.6	4.1	4.4	4.9	1.2
	UR3	8.5	8.0	8.0	7.9	7.8	7.4	7.8	8.0	9.0	9.3	10.0	10.3	2.4
	UR5	9.7	9.3	9.3	9.0	9.0	8.5	9.0	9.2	10.1	10.4	11.3	11.5	2.5
	UR6	13.2	12.6	12.6	12.4	12.6	12.2	12.5	13.0	14.0	14.2	14.9	15.1	2.7
Slovak republic	UR1	8.7	8.4	8.1	7.8	7.8	7.3	5.8	5.6	6.0	5.9	6.6	7.5	-0.3
	UR3	11.6	11.2	11.3	10.4	10.5	10.0	8.9	8.6	10.4	11.3	12.6	13.9	3.5
	UR5	13.6	13.1	13.1	12.3	12.4	11.5	10.4	10.1	11.9	12.7	14.1	15.3	3.0
	UR6	14.2	13.5	13.5	12.6	13.0	12.0	11.1	11.0	14.4	14.9	15.6	16.4	3.8
Slovenia	UR1	2.8	2.2	1.9	2.0	2.2	1.9	1.6	1.8	1.8	1.7	1.7	1.9	-0.1
	UR3	5.7	4.6	4.4	4.8	5.1	4.1	4.1	4.3	5.3	5.6	6.2	6.5	1.7
	UR5	7.7	6.0	6.7	6.9	6.6	5.2	5.6	5.4	6.9	7.3	8.5	8.2	1.3
	UR6	8.4	6.5	7.3	7.5	7.4	5.9	6.3	6.3	8.8	8.7	9.9	9.6	2.1
Spain	UR1	1.9	1.7	1.5	1.7	1.8	1.8	2.0	2.5	3.3	3.8	4.4	5.5	3.8
	UR3	8.5	8.0	8.0	8.6	9.6	10.4	11.3	13.9	17.4	17.9	17.9	18.8	10.2
	UR5	11.8	10.7	10.9	11.6	12.4	13.2	14.3	16.8	20.4	20.9	21.3	22.2	10.5
	UR6	15.7	14.5	14.4	15.3	16.4	17.2	18.1	21.0	24.6	25.0	25.3	26.4	11.2
Sweden	UR1	0.9	0.9	0.8	0.8	0.8	0.7	0.8	0.8	0.9	1.0	1.1	1.4	0.6
	UR3	6.8	6.8	5.5	5.5	6.3	6.8	5.6	6.2	7.9	9.1	8.1	8.2	2.7
	UR5	9.0	8.4	7.5	7.7	8.3	8.3	7.6	8.5	10.4	11.2	10.8	11.0	3.3
	UR6	14.6	13.9	12.9	13.3	14.6	14.5	13.4	14.8	16.7	17.3	16.7	17.2	3.9
Turkey	UR1	2.7	2.3	2.1	2.2	2.5	2.0	2.2	2.6	2.2	3.1	3.2	3.0	0.7
	UR3	10.0	8.0	8.4	9.2	10.6	8.2	9.1	11.3	12.5	13.0	12.8	12.0	2.8
	UR5	16.5	13.4	13.3	14.3	17.2	13.2	13.9	16.8	19.2	18.9	18.6	17.8	3.5
	UR6	19.7	14.7	14.6	16.6	20.2	14.4	15.3	19.2	22.3	20.5	20.1	19.9	3.2
United Kingdom	UR1	1.3	1.3	1.3	1.2	1.3	1.3	1.4	1.4	1.6	1.8	1.9	2.1	0.9
	UR3	5.5	5.2	5.5	5.0	5.1	5.2	6.0	6.2	7.0	7.7	7.8	7.7	2.7
	UR5	7.5	7.2	7.5	7.0	7.1	7.3	8.1	8.3	9.1	9.9	10.1	10.2	3.2
	UR6	10.1	9.7	10.0	9.5	9.7	9.8	10.6	11.0	12.1	12.8	12.9	13.0	3.5
United States	UR1	0.4	0.4	0.5	0.5	0.5	0.5	0.6	0.9	1.0	1.3	1.6	2.2	1.7
	UR3	4.5	4.5	4.7	4.8	5.0	5.3	6.0	6.9	8.2	9.3	9.7	10.0	5.2
	UR5	5.4	5.4	5.5	5.7	5.9	6.2	7.0	8.0	9.4	10.5	10.9	11.4	5.7
	UR6	8.1	8.2	8.4	8.6	9.0	9.6	10.9	12.8	14.9	16.2	16.7	17.3	8.7
G7	UR1	1.7	1.5	1.5	1.6	1.5	1.5	1.4	1.6	1.7	1.9	2.0	2.4	0.8
	UR3	5.7	5.3	5.4	5.4	5.6	5.6	5.9	6.4	7.5	8.0	8.3	8.4	3.0
	UR5	7.1	6.8	6.9	6.8	7.1	7.1	7.4	7.9	9.2	9.7	10.0	10.1	3.3
	UR6	11.0	10.6	10.7	10.7	11.1	11.2	11.7	12.6	14.4	15.3	15.3	15.6	4.9
OECD27	UR1	2.0	2.3	1.7	1.7	2.0	1.6	1.8	1.7	2.0	2.1	2.3	2.7	0.9
	UR3	6.2	6.2	5.8	5.8	6.2	5.9	6.0	6.8	8.2	8.6	8.5	8.9	3.1
	UR5	8.3	7.7	7.7	7.7	8.1	7.9	8.2	8.8	10.3	10.7	11.0	11.1	3.4
	UR6	12.1	11.3	11.3	11.4	11.9	11.6	12.1	13.2	15.2	15.7	15.7	16.0	4.6

Data in brackets are based on small sample sizes and, therefore, must be interpreted with caution.

Alternative measures of labour market slack:

UR1: Long-term unemployed (one year or more) as a percentage of the labour force.

UR3: Unemployment rate (ILO definition).

UR5: Unemployed plus persons marginally attached to the labour force, as a percentage of the labour force plus persons marginally attached to the labour force.

UR6: Unemployed plus persons marginally attached to the labour force plus underemployed workers, as a percentage of the labour force plus persons marginally attached to the labour force.

Underemployed persons: defined as persons who are either: i) full-time workers working less than a full-week (less than 35 hours in the United States) during the survey reference week for economic reasons; or ii) part-time workers who want but can not find full-time work.

Persons marginally attached to the labour force: refers to persons not in the labour force who did not look for work during the past four weeks, but who wish to work, are available to work and—in the case of Australia, Canada, Italy, Japan, New Zealand and the United States—have looked for work sometime in the past 12 months. Discouraged workers are the sub-set of marginally attached workers who are not currently searching for a job because they believe none are available.

- a. Countries shown in ascending order of UR6 in 2009 Q4. Seasonally unadjusted data, excepted for the United States. OECD27 and G7 are weighted averages. The OECD area excludes the following countries: Korea, Mexico and Switzerland.

Source : OECD estimates for European countries based on the European Union Labour Force Survey (EULFS) and national labour force surveys for non-European countries.

Table 1.A2.5. Growth of real GDP in OECD countries^{a,b}

Percentage change from previous period

	Share in total OECD GDP 2005	Average 1997-2007	2008	2009	Projections	
					2010	2011
North America						
Chile	0.6	3.7	3.7	-1.5	4.1	5.3
Canada	3.3	3.3	0.4	-2.7	3.6	3.2
Mexico	3.7	3.0	1.5	-6.6	4.5	4.0
United States	35.7	3.0	0.4	-2.4	3.2	3.2
Asia						
Japan	11.1	1.2	-1.2	-5.2	3.0	2.0
Korea	3.1	4.6	2.3	0.2	5.8	4.7
Europe						
Austria	0.8	2.6	1.8	-3.4	1.4	2.3
Belgium	1.0	2.3	0.8	-3.0	1.4	1.9
Czech Republic	0.6	3.6	2.3	-4.1	2.0	3.0
Denmark	0.5	2.0	-0.9	-4.9	1.2	2.0
Finland	0.5	3.6	1.2	-7.8	1.7	2.5
France	5.4	2.4	0.3	-2.5	1.7	2.1
Germany	7.4	1.6	1.0	-4.9	1.9	2.1
Greece	0.8	4.1	2.0	-2.0	-3.7	-2.5
Hungary	0.5	4.0	0.4	-5.7	1.2	3.1
Iceland	0.0	4.7	1.0	-6.5	-2.2	2.3
Ireland	0.5	6.7	-3.0	-7.1	-0.7	3.0
Italy	4.7	1.4	-1.3	-5.1	1.1	1.5
Luxembourg	0.1	5.3	0.0	-3.4	2.7	3.1
Netherlands	1.6	2.6	2.0	-4.0	1.2	2.0
Norway	0.6	2.4	1.8	-1.5	1.2	2.0
Poland	1.5	4.2	5.0	1.8	3.1	3.9
Portugal	0.6	2.0	0.0	-2.7	1.0	0.8
Slovak Republic	0.3	4.9	6.2	-4.7	3.6	3.9
Spain	3.4	3.8	0.9	-3.6	-0.2	0.9
Sweden	0.8	3.4	-0.6	-5.1	1.6	3.2
Switzerland	0.8	2.1	1.8	-1.5	1.8	2.2
Turkey	2.2	4.0	0.7	-4.9	6.8	4.5
United Kingdom	5.7	2.9	0.5	-4.9	1.3	2.5
Oceania						
Australia	1.9	3.7	2.2	1.4	3.2	3.6
New Zealand	0.3	3.3	-0.5	-0.5	2.5	3.9
OECD Europe	40.3	2.7	0.7	-4.0	1.6	2.1
EU-15	33.8	2.4	0.4	-4.2	1.3	1.9
EU-19	36.6	2.6	0.7	-4.0	1.3	2.0
Total OECD	100.0	2.7	0.5	-3.3	2.7	2.8

a. The OECD Secretariat's projection methods and underlying statistical concepts and sources are described in detail in "Sources and Methods: OECD Economic Outlook" which can be downloaded from the OECD Internet site (<http://www.oecd.org/dataoecd/47/9/36462096.pdf>).

b. Aggregates are computed on the basis of 2005 GDP weights expressed in 2005 purchasing power parities.

Source : OECD (2010b), *OECD Economic Outlook No. 87*, May.

Table 1.A2.6. Employment and labour force growth in OECD countries^a

Percentage change from previous period

	Employment						Labour force					
	Level 2009 (000s)	Average			Projections		Level 2009 (000s)	Average			Projections	
		1997-2007	2008	2009	2010	2011		1997-2007	2008	2009	2010	2011
North America												
Chile	6 594	2.0	2.9	-0.7	2.6	2.8	7 302	2.1	3.7	1.4	2.2	2.3
Canada	16 849	2.1	1.5	-1.6	1.7	1.8	18 372	1.8	1.6	0.7	1.2	1.0
Mexico	43 375	1.8	1.1	0.5	2.6	1.7	45 884	1.7	1.4	2.0	2.1	1.1
United States	139 881	1.2	-0.5	-3.8	0.0	2.0	154 206	1.2	0.8	-0.1	0.5	1.0
Asia												
Japan	62 819	-0.2	-0.4	-1.6	0.0	0.0	66 172	-0.2	-0.3	-0.5	-0.2	-0.2
Korea	23 506	1.0	0.6	-0.3	1.5	1.4	24 394	1.1	0.5	0.2	1.5	1.0
Europe												
Austria	4 078	0.9	1.5	-0.3	0.6	0.5	4 282	0.9	0.9	0.7	0.7	0.5
Belgium	4 522	1.2	1.9	-0.4	-0.3	0.2	4 908	1.0	1.4	0.5	0.1	0.4
Czech Republic	4 920	0.0	1.6	-1.3	-1.0	0.5	5 272	0.1	0.6	1.1	0.1	0.2
Denmark	2 842	0.8	1.4	-3.6	-2.3	0.3	3 020	0.6	1.0	-0.9	-0.9	0.0
Finland	2 449	1.4	1.6	-2.9	-1.9	-1.0	2 670	0.7	1.1	-0.9	-0.6	-1.4
France	25 728	1.0	1.4	-0.7	-0.3	0.7	28 304	0.7	0.7	1.1	0.4	0.4
Germany	40 269	0.6	1.4	0.0	-0.4	-0.5	43 499	0.5	0.2	0.2	-0.1	-0.1
Greece	4 509	1.6	1.1	-1.1	-2.8	-2.5	4 980	1.3	0.4	0.9	0.1	0.0
Hungary	3 754	0.9	-1.2	-2.3	-1.0	0.6	4 175	0.7	-0.7	0.0	0.1	0.0
Iceland	168	2.2	0.7	-6.1	-3.6	0.9	181	2.1	1.4	-1.7	-2.1	0.6
Ireland	1 917	4.1	-0.5	-8.8	-4.2	1.1	2 172	3.4	1.0	-2.9	-2.1	0.3
Italy	22 775	1.4	0.8	-1.7	-0.7	0.4	24 711	0.8	1.5	-0.6	0.3	0.5
Luxembourg	220	2.1	3.2	1.3	1.1	1.1	233	2.2	3.2	2.7	1.5	0.9
Netherlands	8 639	1.3	1.4	-0.9	-1.1	-0.2	8 942	1.1	1.0	-0.2	0.1	0.0
Norway	2 508	1.1	3.3	-0.6	-0.3	0.4	2 590	0.9	3.4	-0.1	-0.1	0.7
Poland	15 868	0.0	3.7	0.4	-0.9	0.6	17 279	-0.1	0.9	1.6	0.0	0.1
Portugal	5 025	0.9	0.6	-2.7	-1.4	0.1	5 553	1.1	0.2	-0.7	-0.2	-0.1
Slovak Republic	2 366	0.7	3.2	-2.8	-2.2	0.2	2 691	0.6	1.6	0.0	0.0	-0.5
Spain	18 888	4.2	-0.5	-6.8	-2.1	0.2	23 037	3.3	3.0	0.8	-0.8	-0.9
Sweden	4 499	1.3	1.2	-2.0	0.1	0.4	4 908	0.6	1.2	0.2	0.6	0.3
Switzerland	4 315	1.0	1.8	0.6	0.5	1.1	4 511	0.9	1.7	1.5	0.8	1.0
Turkey	21 777	0.8	2.1	0.4	1.6	1.8	25 248	1.1	2.9	3.9	3.0	3.0
United Kingdom	28 979	1.0	0.7	-1.6	-0.5	0.2	31 375	0.8	1.1	0.5	0.0	0.0
Oceania												
Australia	10 867	2.2	2.3	0.3	2.4	2.0	11 506	1.8	2.1	1.7	2.0	1.8
New Zealand	2 164	2.2	0.6	-1.1	0.9	1.8	2 307	1.9	1.2	1.0	1.0	1.0
OECD Europe^b	209 235	1.2	1.2	-1.6	-0.8	0.2	229 293	0.9	1.1	0.4	0.0	0.1
EU-15^b	175 338	1.3	1.0	-1.8	-0.8	0.1	192 595	1.0	1.1	0.3	0.0	0.0
EU-19^b	202 245	1.2	1.2	-1.6	-0.8	0.1	222 012	0.9	1.0	0.4	0.0	0.0
Total OECD^b	537 068	1.1	0.6	-1.8	0.2	1.0	584 683	1.0	1.0	0.5	0.6	0.6

...: Data not available.

- The OECD Secretariat's projection methods and underlying statistical concepts and sources are described in detail in "Sources and Methods: OECD Economic Outlook" which can be downloaded from the OECD Internet site (<http://www.oecd.org/dataoecd/47/9/36462096.pdf>).
- Aggregates are computed using employment and labour force weights respectively.

Source : OECD (2010b), *OECD Economic Outlook*, No. 87, May.

Table 1.A2.7. Unemployment in OECD countries^a

	Percentage of labour force					Millions				
	Average 1997-2007	2008	2009	Projections		Average 1997-2007	2008	2009	Projections	
				2010	2011				2010	2011
North America										
Chile	8.7	7.8	9.7	9.4	8.9	0.5	0.6	0.7	0.7	0.7
Canada	7.3	6.2	8.3	7.9	7.2	1.2	1.1	1.5	1.5	1.4
Mexico	3.3	4.0	5.5	5.0	4.5	1.3	1.8	2.5	2.4	2.1
United States	4.9	5.8	9.3	9.7	8.9	7.1	9.0	14.3	15.1	13.9
Asia										
Japan	4.5	4.0	5.1	4.9	4.7	3.0	2.6	3.4	3.2	3.1
Korea	4.1	3.2	3.6	3.6	3.3	0.9	0.8	0.9	0.9	0.8
Europe										
Austria	4.3	3.8	4.8	4.9	5.0	0.2	0.2	0.2	0.2	0.2
Belgium	8.1	7.0	7.9	8.2	8.3	0.4	0.3	0.4	0.4	0.4
Czech Republic	7.4	4.4	6.7	7.8	7.5	0.4	0.2	0.4	0.4	0.4
Denmark	4.7	3.2	5.9	7.2	6.9	0.1	0.1	0.2	0.2	0.2
Finland	9.4	6.4	8.3	9.4	9.0	0.2	0.2	0.2	0.3	0.2
France	8.9	7.4	9.1	9.8	9.5	2.4	2.1	2.6	2.8	2.7
Germany	8.8	7.2	7.4	7.6	8.0	3.8	3.1	3.2	3.3	3.5
Greece	10.3	7.7	9.5	12.1	14.3	0.5	0.4	0.5	0.6	0.7
Hungary	6.9	7.9	10.1	11.0	10.5	0.3	0.3	0.4	0.5	0.4
Iceland	2.8	3.0	7.2	8.7	8.4	0.0	0.0	0.0	0.0	0.0
Ireland	5.3	6.0	11.7	13.7	13.0	0.1	0.1	0.3	0.3	0.3
Italy	9.0	6.8	7.8	8.7	8.8	2.1	1.7	1.9	2.2	2.2
Luxembourg	3.6	4.4	5.7	6.0	5.8	0.0	0.0	0.0	0.0	0.0
Netherlands	3.6	2.7	3.4	4.6	4.8	0.3	0.2	0.3	0.4	0.4
Norway	3.7	2.6	3.2	3.3	3.6	0.1	0.1	0.1	0.1	0.1
Poland	15.5	7.1	8.2	8.9	8.6	2.6	1.2	1.4	1.5	1.5
Portugal	6.0	7.6	9.5	10.6	10.4	0.3	0.4	0.5	0.6	0.6
Slovak Republic	15.8	9.6	12.1	14.0	13.4	0.4	0.3	0.3	0.4	0.4
Spain	10.9	11.3	18.0	19.1	18.2	2.1	2.6	4.1	4.4	4.1
Sweden	7.6	6.2	8.3	8.8	8.7	0.4	0.3	0.4	0.4	0.4
Switzerland	3.6	3.5	4.4	4.6	4.5	0.2	0.2	0.2	0.2	0.2
Turkey	9.2	10.7	13.7	14.9	15.9	2.1	2.6	3.5	3.9	4.3
United Kingdom	5.5	5.7	7.6	8.1	7.9	1.6	1.8	2.4	2.5	2.5
Oceania										
Australia	6.1	4.2	5.5	5.2	4.9	0.6	0.5	0.6	0.6	0.6
New Zealand	5.2	4.2	6.2	6.2	5.6	0.1	0.1	0.1	0.1	0.1
OECD Europe^b	8.5	6.9	8.7	9.5	9.4	18.4	15.8	20.1	21.7	21.5
EU-15^b	8.0	7.1	9.0	9.6	9.6	14.5	13.6	17.3	18.6	18.5
EU-19^b	8.7	7.0	8.9	9.6	9.5	18.2	15.6	19.8	21.4	21.2
Total OECD^b	6.4	6.0	8.1	8.5	8.2	35.3	34.9	47.6	50.1	48.5

a. The OECD Secretariat's projection methods and underlying statistical concepts and sources are described in detail in "Sources and Methods: OECD Economic Outlook" which can be downloaded from the OECD Internet site (<http://www.oecd.org/dataoecd/47/9/36462096.pdf>).

b. Unemployment rates aggregates are computed using labour force weights.

Source : OECD (2010b), *OECD Economic Outlook*, No. 87, May.

Table 1.A2.8. Real compensation per employee in the business sector in OECD countries^{a,b}

Percentage change from previous period

	Average			Projections	
	1997-2007	2008	2009	2010	2011
North America					
Chile	..	..	..	..	..
Canada	1.7	2.3	1.2	1.2	1.2
Mexico	-0.4	-1.6	-4.0	1.9	1.1
United States	2.0	-0.7	0.2	0.8	0.7
Asia					
Japan	-0.2	-0.3	-0.8	0.6	1.5
Korea	1.7	-0.2	-1.4	2.6	3.8
Europe					
Austria	0.5	0.8	0.8	0.0	1.0
Belgium	0.5	-1.2	1.3	0.0	0.9
Czech Republic	4.3	1.8	-2.1	1.9	0.4
Denmark	1.9	0.2	1.2	0.6	0.2
Finland	1.6	1.0	1.6	0.6	0.7
France	1.3	-0.2	1.4	0.3	0.1
Germany	-0.1	0.0	-0.7	-1.4	0.2
Greece	2.6	0.3	2.8	-3.3	-0.8
Hungary	2.1	0.2	-0.2	-0.8	2.5
Iceland	4.0	-7.7	-12.7	-0.4	0.0
Ireland	1.2	1.0	0.9	-2.5	-1.7
Italy	-0.6	-0.5	2.1	0.7	0.9
Luxembourg	1.1	-1.5	0.9	1.4	0.6
Netherlands	1.0	1.5	2.3	-0.1	0.2
Norway	3.6	1.1	2.2	1.1	1.8
Poland	1.1	3.1	-0.1	0.6	1.8
Portugal	0.2	0.2	6.1	-0.5	-0.1
Slovak Republic	3.3	1.1	2.6	4.3	2.6
Spain	-0.4	1.7	3.7	-0.3	0.5
Sweden	2.2	-2.0	-0.6	-2.6	0.5
Switzerland	1.0	0.2	2.2	0.9	0.3
Turkey	..	-0.5	-11.3	-2.7	0.6
United Kingdom	2.4	-0.8	-0.4	-0.8	0.8
Oceania					
Australia	2.2	1.4	-1.4	0.0	2.0
New Zealand	1.4	-0.8	-1.0	-0.1	0.4
OECD Europe^c	0.9	0.1	1.0	-0.3	0.5
EU-15	0.7	0.0	1.0	-0.4	0.4
EU-19^c	1.0	0.2	1.0	-0.4	0.5
Total OECD less high-inflation countries^{c, d}	1.2	-0.2	0.2	0.4	0.9
Total OECD^f	1.2	-0.2	-0.1	0.4	0.9

...: Data not available.

- The OECD Secretariat's projection methods and underlying statistical concepts and sources are described in detail in "Sources and Methods: OECD Economic Outlook" which can be downloaded from the OECD Internet site (<http://www.oecd.org/dataoecd/47/9/36462096.pdf>).
- Compensation per employee in the business sector is deflated by a price deflator for private final consumption expenditures and aggregates are computed on the basis of 2005 GDP weights expressed in 2005 purchasing power parities.
- Weighted average of countries shown for which data are available.
- High inflation countries are defined as countries which had 10 per cent or more inflation in terms of GDP deflator on average between 1997 and 2007 on the basis of historical data. Consequently, Turkey is excluded from the aggregate.

Source : Source: OECD (2010b), *OECD Economic Outlook* No. 87, June.

Table 1.A2.9. Real productivity (GDP per employment) growth in OECD countries^a

	Percentage change from previous period				
	Average			Projections	
	1997-2007	2008	2009	2010	2011
North America					
Chile	1.7	1.6	-0.9	1.5	2.5
Canada	1.2	-1.1	-1.1	1.9	1.4
Mexico	1.2	0.4	-7.0	1.8	2.3
United States	1.8	0.9	1.4	3.2	1.1
Asia					
Japan	1.4	-0.8	-3.6	3.0	2.0
Korea	3.5	1.7	0.5	4.3	3.2
Europe					
Austria	1.7	0.3	-3.1	0.8	1.8
Belgium	1.1	-1.0	-2.6	1.7	1.7
Czech Republic	3.5	0.7	-2.8	3.1	2.5
Denmark	1.1	-2.3	-1.3	3.6	1.7
Finland	2.2	-0.4	-5.0	3.6	3.5
France	1.3	-1.1	-1.8	2.1	1.4
Germany	1.0	-0.4	-4.9	2.3	2.6
Greece	2.4	0.9	-0.9	-1.0	0.0
Hungary	3.2	1.5	-3.5	2.2	2.4
Iceland	2.4	0.2	-0.5	1.4	1.4
Ireland	2.6	-2.5	1.8	3.6	2.0
Italy	0.1	-2.1	-3.5	1.8	1.1
Luxembourg	3.1	-3.1	-4.6	1.5	2.0
Netherlands	1.3	0.5	-3.1	2.3	2.2
Norway	1.3	-1.4	-0.9	1.5	1.6
Poland	4.2	1.3	1.4	4.0	3.3
Portugal	1.1	-0.6	0.1	2.4	0.7
Slovak Republic	4.2	2.8	-1.9	5.9	3.7
Spain	-0.4	1.3	3.3	2.0	0.7
Sweden	2.1	-1.8	-3.2	1.4	2.8
Switzerland	1.1	-0.1	-2.1	1.3	1.1
Turkey	3.2	-1.5	-5.3	5.1	2.6
United Kingdom	1.9	-0.2	-3.4	1.8	2.2
Oceania					
Australia	1.4	0.0	1.1	0.8	1.6
New Zealand	1.1	-1.2	0.6	1.5	2.1
OECD Europe	1.4	-0.5	-2.5	2.3	1.9
EU-15	1.0	-0.6	-2.5	2.0	1.8
EU-19	1.3	-0.4	-2.4	2.1	1.9
Total OECD	1.6	0.1	-1.2	2.7	1.7

a. The OECD Secretariat's projection methods and underlying statistical concepts and sources are described in detail in "Sources and Methods: OECD Economic Outlook" which can be downloaded from the OECD Internet site (<http://www.oecd.org/dataoecd/47/9/36462096.pdf>).

Source : OECD (2010b), *OECD Economic Outlook* No. 87, May.

ANNEX 1.A3. SUPPLEMENTARY TABLES FOR SECTION 1.2

Table 1.A3.1. Country-specific peak and trough dates^a

Country	Peak	Trough
Australia ^b	2008 Q3	2009 Q2
Austria	2008 Q2	2009 Q2
Belgium	2008 Q2	2009 Q2
Canada	2008 Q3	2009 Q2
Czech Republic	2008 Q3	2009 Q2
Denmark	2007 Q4	2009 Q2
Finland	2008 Q3	2009 Q2
France	2008 Q1	2009 Q1
Germany	2008 Q1	2009 Q1
Greece	2008 Q3	2009 Q4
Hungary	2008 Q1	2009 Q2
Iceland	2007 Q3	2009 Q3
Ireland	2007 Q1	2009 Q4
Italy	2008 Q1	2009 Q2
Japan	2008 Q1	2009 Q1
Korea	2008 Q2	2008 Q4
Luxembourg	2008 Q2	2009 Q2
Netherlands	2008 Q2	2009 Q2
New Zealand	2007 Q4	2009 Q1
Norway	2008 Q2	2009 Q1
Poland ^b	2008 Q3	2009 Q2
Portugal	2008 Q2	2009 Q1
Slovak Republic	2007 Q4	2009 Q1
Spain	2008 Q1	2009 Q3
Sweden	2008 Q1	2009 Q4
Switzerland	2008 Q2	2009 Q2
United Kingdom	2008 Q1	2009 Q2
United States	2008 Q2	2009 Q2

a. Peaks and troughs are determined using real GDP series in levels.

b. Australia and Poland did not have a recession in the 2008-09 period but are shown for comparison purposes over the period 2008 Q3 to 2009 Q2.

Table 1.A3.2. Sources of aggregate hours worked series^a

Country	Provider	Frequency	Commences	Description
Australia ^b	Australian Bureau of Statistics	Monthly	Jan 1978	Aggregate weekly hours worked
Austria	Statistics Austria	Quarterly	1994 Q1	Hours actually worked per quarter and per employee
Belgium	Eurostat	Quarterly	1999 Q1	Average number of hours actually worked in the reference week
Canada ^b	Statistics Canada	Monthly	Jan 1976	Average actual hours
Finland	Statistics Finland	Quarterly	1989 Q1	Actual hours worked (monthly)
France	Datastream	Quarterly	1978 Q1	Aggregate actual hours worked (excl. agriculture)
Germany	Federal Statistics Office	Quarterly	1970 Q1	Actual hours worked per employed person, 1970 -1990 West Germany, 1991-2009 Germany.
Hungary	Eurostat	Quarterly	1999 Q1	Average number of hours actually worked in the reference week
Ireland	Eurostat	Quarterly	1999 Q2	Average number of hours actually worked in the reference week
Italy	Eurostat	Quarterly	1998 Q1	Average number of hours actually worked in the reference week
Japan ^b	Statistics Japan	Monthly	Jan 1968	Aggregate weekly hours of work (non-agricultural industries)
Korea ^b	Datastream (National Statistical Office)	Monthly	Jul 1982	Hours worked
Luxembourg	Eurostat	Quarterly	2003 Q1	Average number of hours actually worked in the reference week
Netherlands	Eurostat	Quarterly	2000 Q1	Average number of hours actually worked in the reference week
New Zealand	Statistics New Zealand	Quarterly	1989 Q1	Total paid hours
Norway	Statistics Norway	Quarterly	1996 Q1	Aggregate hours worked, National Accounts
Poland	Bank of Poland (1992-2006) Eurostat (2006-2009)	Quarterly	1992 Q2	Average weekly hours
Portugal	National Statistics Institute 1994-1996/ Eurostat 1996-2009	Quarterly	1992 Q2	Average number of hours actually worked in the reference week
Slovak Republic	Eurostat	Quarterly	1998 Q1	Average number of hours actually worked in the reference week
Spain	National Statistics Institute 1987-1997/ Eurostat 1998-2009	Quarterly	1987 Q2	Average number of hours actually worked in the reference week
Sweden	Statistics Sweden	Quarterly	1993 Q1	Aggregate hours worked
United Kingdom	Office of National Statistics	Quarterly	1971 Q1	Total actual weekly hours worked (millions)
United States ^b	Bureau of Labour Statistics	Monthly	Jan 1964	Average weekly hours of production and nonsupervisory workers on private nonfarm payrolls

- a. The series are seasonally adjusted. Unless otherwise noted, the hours worked series are the average of or the aggregate of hours worked by all employees. Aggregate hours series are converted to average hours series per employee by dividing aggregate hours by total employment (based on data from the *OECD Economic Outlook Database*)
- b. The quarterly series is calculated by taking the average of hours worked in the 3 months of that quarter.

ANNEX 1.A4. SUPPLEMENTARY TABLES FOR THE ANALYSIS OF LABOUR HOARDING AT THE FIRM LEVEL IN BOX 1.2

This annex sets out the methodology to analyze the issue of labour hoarding at the firm-level. The analysis is based on a sample of firms extracted from Amadeus, a commercial database compiled by Bureau van Dijk. The dataset used here contains information for the period for the period 1994-2005 for 10 European countries. As firm-level datasets typically do not have any information on the number of hours worked labour hoarding is effectively measured on the basis of temporary changes in average productivity per worker. Whether this also reflects changes in average hourly labour productivity cannot be determined. Nevertheless, it seems reasonable to refer to this as labour hoarding in this context as work-sharing may also affect hourly labour productivity.

The analysis proceeds in two steps. First, aggregate statistics at the country level are presented in order to get a sense of the appropriateness of the measure of labour hoarding that is used. Second, descriptive statistics of labour hoarding are presented for different types of firms.

Measuring labour hoarding

To get a first idea of the extent of labour hoarding across firms with different characteristics, one may compare the volatility of sales with that of employment. In the short-run, the volatility of sales will be larger than that of employment if firms have a tendency to smooth employment over time. This will be referred to as labour hoarding. Short-term volatility is measured either as the average standard deviation of the “within” differences (*e.g.* the difference between the current value of inputs or output relative to the firm average, *w*) or as the average percent standard deviation of the first-differences (*d*). The hypothesis that output (*y*) is more volatile than employment (*e*) can be represented formally as:

$$\text{Hypothesis 1: } z_1^w = \left[\frac{1}{N} \sum_{i=1}^N \sigma(\Delta y_i^w)} \right] / \left[\frac{1}{N} \sum_{i=1}^N \sigma(\Delta e_i^w)} \right] > 1$$

$$\text{or } z_1^d = \left[\frac{1}{N} \sum_{i=1}^N \sigma(\Delta y_i^d)} \right] / \left[\frac{1}{N} \sum_{i=1}^N \sigma(\Delta e_i^d)} \right] > 1$$

Rather than comparing the volatility of sales to that of employment one may alternatively look at the volatility of labour productivity. While this is arguably a more direct measure of labour hoarding, it has no natural benchmark to assess the degree of labour hoarding. However, one may be able to get a sense of the degree of labour hoarding by comparing the volatility of labour productivity with that of sales per material input as suggested by Basu (1996). As adjustment costs for labour are generally believed to be much more important than for materials, one would expect labour productivity to be more volatile than the ratio of sales over materials inputs. Following Lafontaine and Sivadasan (2009), the preferred comparison is based on the ratios of sales over labour costs and sales over material costs as this does not require the use of material price deflators which are typically not available in firm-level data. It also may help to reduce measurement error in employment as the wage bill is a standard item on the balance sheet whereas employment is not. As before, volatility may be measured on the basis of both within and first differences.

$$\text{Hypothesis 2: } z_1^w > z_2^w \text{ or } z_1^d > z_2^d$$

Aggregate results by country are reported in Table 1.A4.1 below:

- Panel A focuses on relative volatility. It indicates that, on average, the short-term volatility of output relative to employment tends to be substantially larger than one. However, this pattern does not hold for all countries. In Italy, the short-term volatility of sales relative to employment is smaller than one (in Germany it is close to one). The volatility of sales relative to the wage bill is close to one on average when measuring volatility using within-differences and generally larger than one using first-differences. Looking at the results for individual countries shows that the relative volatility measures (in terms of both metrics) are substantially larger than one in all countries except Sweden where it is smaller than one and the UK where it is close to one.² The volatility of sales to material cost tends to be smaller than that of sales to the wage bill except in Sweden where the volatility of sales to the wage bill was substantially smaller than one.
- Panel B presents similar information for the volatility of the ratios of sales over employment, the wage bill and material cost, respectively. This measure explicitly focuses on the contemporaneous relationship between sales and inputs. It shows that on average the volatility of labour productivity tends to be larger than that of the ratio of sales over the wage bill. The volatility of sales over the wage bill in turn tends to be larger than that of the ratio of sales over material cost. These average tendencies are in line with expectations. However, the same pattern does not always emerge within individual countries. In countries where this is not the case, this is due to the very limited availability of information on materials (less than 10% of firms). For the countries where good quality information on materials is available, the volatility of sales over labour costs consistently exceeds the volatility of sales over material costs.

On the whole, these summary statistics tend to confirm that firms tend to smoothen labour inputs over temporary fluctuations in sales. The analysis in Box 1.2 focuses on the volatility of labour productivity ($sd(y/l)$) as this is most closely related to the concept of labour hoarding.

2. Germany was dropped as for less earnings information is only available for less than 10% of firms.

Table 1.A4.1. Summary statistics

Panel A. Volatility of sales relative to employment, wage bill and material costs respectively						
	Volatility of sales to that of employment		Volatility of sales to that of wage bill		Volatility of sales to that of material costs	
	Within	Difference	Within	Difference	Within	Difference
Belgium	1.17	1.35	1.09	1.20	0.64	0.56
Czech Rep.	1.50	1.31	1.25	1.69	0.84	1.17
Finland	1.14	1.20	1.07	1.17	0.84	0.81
France	1.13	1.16	1.09	1.18	0.71	0.64
Germany	1.01	0.99	na	na	na	na
Italy	0.72	0.59	1.08	1.29	0.79	0.83
Netherlands	1.08	1.19	1.04	1.18	0.93	0.88
Portugal	1.27	1.37	1.13	1.33	0.92	1.17
Spain	1.09	1.02	1.05	1.24	0.74	0.59
Sweden	1.12	1.24	0.47	0.32	1.04	0.90
United Kingdom	1.19	1.36	0.94	1.03	1.06	0.94
Average	1.13	1.16	1.02	1.16	0.85	0.85
Panel B. Volatility of ratio of sales over employment, wage bill and material cost respectively						
	Volatility of sales over employment		Volatility of sales over wage bill		Volatility of sales over material costs	
	Within	Difference	Within	Difference	Within	Difference
Belgium	0.22	0.20	0.19	0.17	0.27	0.27
Czech Rep.	0.39	0.39	0.23	0.24	0.12	0.04
Finland	0.22	0.23	0.15	0.15	0.20	0.19
France	0.18	0.19	0.14	0.13	0.18	0.19
Germany	0.21	0.23	na	na	na	na
Italy	0.32	0.37	0.19	0.17	0.15	0.13
Netherlands	0.21	0.20	0.17	0.16	0.08	0.08
Portugal	0.20	0.18	0.15	0.14	0.07	0.07
Spain	0.27	0.28	0.21	0.20	0.30	0.32
Sweden	0.21	0.22	0.53	0.71	0.12	0.14
United Kingdom	0.26	0.24	0.22	0.20	0.12	0.13
Average	0.24	0.25	0.22	0.23	0.16	0.16

n.a: Not available.

ANNEX 1.A5. WORKING TIME REGULATION IN OECD AND ACCESSION COUNTRIES

The information presented in the following tables was compiled from responses to the OECD Part-Time Work Questionnaire and the OECD/European Commission questionnaire on the employment and social policy response to the economic downturn, supplemented with information from the ILO Working

Table 1.A5.1. Regulation of weekly hours and overtime limits

Country	Legislative maxima		Normal weekly hours in collective agreements	General limits on overtime	Additional compensation or compensatory time off (CTO) for overtime hours	
	Normal weekly hours (excl. overtime)	Maximum weekly hours (incl. overtime)			In legislation	In collective agreements
Australia	38	No limit	36-40	Additional hours must be reasonable (see note)	None, but most workers are covered by awards, which generally pay 50% for first three hours and 100% thereafter	Vary widely
Austria	40	50	38.5	5hrs/wk, 60 hrs/yr	50% or CTO	Generally same as legislation
Belgium	38	50	33-38	65 hrs/yr	50% for weekdays, 100% for Sundays and public holidays	..
Canada	40-48	Generally no limit (see note)	35-40	Generally none (see note)	Generally 50% (see note)	50%-100%
Chile	45	57	45	2 hrs/day	50%	50%
Czech Republic	40	48	..	8 hrs/wk, 150 hrs/yr	25%	..
Denmark	No limit	48	37	None	Set in collective agreements.	Typically 50% for the first hour and 100% subsequently
Estonia	40	48 or 52	40	None	50% or CTO	Generally 50%
Finland	40	No limit	37-38	138 hrs/4 mths, 250hrs/yr	50% for first 2 hours, 100% subsequently, can take CTO by agreement	Generally 50%
France	35	48	..	220 hrs/yr	25% for first 8 hours, 50% subsequently	..
Germany	No limit	48	37.4 (West) 39 (East)	None	None	Generally 25% or CTO
Greece	40	48	40	3+1 hrs/day	25% for 41-45 hrs/wk; beyond 45 hrs/wk: 50% for first 120 hrs/yr and 75% for more than 120 hrs/yr	Not regulated in collective agreements
Hungary	40	48	40	200 hrs/yr	Generally 50% or CTO. For overtime on rest days, 100% or 50% plus a rest day	Generally same as legislation.
Iceland	No limit	48	40	No limit	Set in collective agreements	Around 80%
Ireland	No limit	48	..	No limit	Set in collective agreements	..
Israel	45	None	43	None in legislation; 15 hrs/wk in CA	25% for first two hours per day, 50% for subsequent hours. Employer can choose CTO (at overtime rates) if employee is paid monthly or over longer period.	Same as in legislation
Italy	40	48	..	250 hrs/yr	10%	10% plus additional payments or CTO
Japan	40	No limit	..	None	At least 25% for 60 hours or less overtime per month; At least 50% for more than 60 hours overtime per month	..
Korea	40	52	40	12 hrs/wk	50% or CTO with agreement of workers' representatives	50%
Luxembourg	40	No limit	..	No limit	25% or CTO of 1.5 hours per hour worked	..
Mexico	48	No limit	No data available	3 hrs/day on no more than 3 days/wk	100%	..
Netherlands	60	..	36-40	No limit	Set in collective agreements	..
New Zealand	40	No limit	40	None	Not specified in legislation	50%
Norway	40	48	37.5	10 hrs/wk, 25 hrs/4 wks, 200 hrs/yr	40% or CTO (at 40%) if agreed in writing	06:00-20:00 – 50%; 20:00-06:00 and weekends – 100%
Poland	40	48	..	150 hrs/yr	50%; 100% for nights, Sundays and public holidays or CTO	..
Portugal	40	48	50	2 hrs/day, 150 hrs/yr-175 hrs/yr	50% for first hour, 75% subsequently, 100% on weekly rest day or holiday; or CTO (see note)	..
Russian Federation	40	No limit	..	4 hrs/2 days, 120 hrs/yr	50% for first two hours, 100% subsequently or CTO	..
Slovak Republic	40	48	35.1-39.9	8 hrs/wk on average; 150 hrs/yr (or 400 hrs/yr with agreement of employee)	At least 25% or CTO	25-38.8%
Slovenia	40	48	40	8 hrs/wk, 20 hrs/mth, 170 hrs/yr. Up to 230 hrs/yr only with worker's consent	Set in collective agreements	Generally 30%, but up to 50% in a few agreements
Spain	40	No limit	1751.9 hours per year	80 hrs/yr	CTO	Can specify payment or CTO
Sweden	40	48	40	200 hrs/yr	Not specified in legislation	Rates vary as set in collective agreements
Switzerland	45/50	No limit	40-48	2 hrs/day, 140-170 hrs/yr	25% or CTO	Same as legislation
Turkey	45	No limit	37.5-45	270 hrs/yr	25% or CTO at 1.5 hours per hour worked	Generally 100%; 200% for weekly rest day; 300% for national or public holidays
United Kingdom	48	48	48	28 hrs/wk	Not specified in legislation	..
United States	40	No limit	..	No limit	50% or CTO of not less than 1.5 hours per hour worked	..

.. : Information not available.

Australia: There is no specific limit on overtime hours, but any additional hours must be “reasonable”, taking into account various factors including workers’ family responsibilities, business requirements, adequacy of notice, workers’ health and safety, workers’ level of responsibility and remuneration.

Austria: Additional overtime is permitted by collective agreement (an extra 5 or 10 hours, depending on the industry). Most collective agreements have the same overtime compensation rate as legislation (50%). Some collective agreements have higher rates of compensation for overtime performed at night or weekends, mostly above 100%.

Belgium: The 50 hour maximum weekly limit can be extended to 56 hours a week in the specific case of work which can not be interrupted because of its nature (continuous work for technical reasons). Moreover, such a limit will not apply in case of force majeure. As soon as the 65 hour annual limit is reached no “additional” overtime is permitted without immediately granting compensatory rest.

Canada: Normal weekly hours limits are 40 hrs/wk except in Ontario (48), New Brunswick (44), Nova Scotia (48 with different standards for some occupations) and Prince Edward Island (48). Maximum weekly hours limit is 48 hrs/wk in the federal jurisdiction, 60 hrs/wk (and 10 hrs/day) in Nunavut and Northwest Territories. Workers in Quebec can refuse overtime generally after working four hours of overtime, 14 hours in a day or 50 hours in a week; overtime may also be refused in some circumstances to fulfil specified parental or family obligations. Workers in Saskatchewan can refuse to work more than 44 hrs/wk except in emergency circumstances. Workers in Yukon can refuse to work overtime for “just cause” provided that the refusal and cause are given to the employer in writing. There is no maximum weekly hours limit in Alberta, but a limit of 12 consecutive hrs/day. In British Columbia, overtime compensation is 50% for time over 8 hours and 100% for time over 12 hours. In New Brunswick, Newfoundland and Labrador and for some categories of employees in Nova Scotia (e.g. transport workers, fish processors), overtime compensation is 1.5 times the minimum wage, which varies by province.

Czech Republic: Annual overtime limit of 150 hours may be exceeded with the consent of the employee on the condition that total overtime hours (ordered by the employer and approved by the employee) not exceed 8 hrs/wk on average over a period of 26 consecutive weeks (52 weeks by collective agreement).

Estonia: Maximum hours including overtime are 48 hrs/wk or 52 hrs/wk in cases where the overtime work is not harmful or dangerous and special records are kept.

Germany: There is no explicit weekly limit, but an indirect limit of 48 hrs/wk due to 8 hours daily limit and 1 day minimum rest period. Regular weekly working hours and limits on overtime, if appropriate, are provided for in collective agreements and/or employment contracts.

Hungary: Annual overtime limit of 200 hours may be extended to 300 hours by collective agreement or by specific written agreement concluded by the employee and the employer for a maximum of one year.

Israel: Maximum weekly hours in collective agreements are 58 hours (43 normal hours plus 15 hours of overtime per week). The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

Korea: Legislative limits on weekly working hours apply only to employer with 20 or more employees. Prior to 1 July 2008, the limit applied only to employers with 5 or more employees. In the three years after the change in legislation, employers with 20 or more employees can extend weekly overtime limits to 16 hrs/wk with an additional compensation of 25% for up to 4 hours of overtime per week.

Netherlands: Working time regulation was simplified in 2007. The term “overtime” no longer exists in regulation. There is only one weekly limit of 60 hours per week. The legislative limits do not apply to employees whose income rises above a certain level and who have a considerable control over their working and rest periods.

Poland: The overtime rate for Sundays and public holidays only applies if the days are not the employee’s normal working days according to his/her schedule of working time. CTO given at the request of the employee is equal to the number of overtime hours worked. CTO given without the employee’s request is given at a rate 50% greater than the number of overtime hours worked.

Portugal: Annual overtime limit is 175 hours for small enterprises (<50 workers) and 150 hours for medium or large enterprises. Overtime limit for part-time workers can be extended to 130 hrs/yr by written consent of individual worker. These limits can be extended to 200 hours by collective agreement. For overtime on a compulsory rest day, a day of compensatory paid leave is due. For overtime time on any other day, paid time off equal to 125% of overtime hours is due.

Slovak Republic: Weekly overtime limit of 8 hours can be averaged over up to 4 months (or up to 12 months with the agreement of employee representatives). Maximum yearly overtime hours do not include hours which were compensated by days off or which were executed due to work done to prevent a serious work accident or extensive damage or due to extraordinary circumstances which could have threatened life, health or caused extensive damage. Normal hours in collective agreement are 37.5-39.9 in single shift operations, 36.5-38.75 in operations working two shifts and 35.1-37.5 in operations working three consecutive shifts.

Slovenia: The right to compensation for overtime hours is stipulated in the law, but the amount of compensation is set by collective agreement.

Spain: Collective agreements specify annual hours. Average annual hours in collective agreements were 1748.3 hrs in 2007 and 1751.9 hours in 2008.

Sweden: Figure for normal weekly hours in collective agreements refers to private sector agreements for workers with no night or shift work.

Source: OECD Part-time work questionnaire; ILO Working Time Database.

Table 1.A5.2. Hours averaging and temporary hours adjustments

Country	Working time unit which can be averaged	Maximum averaging period allowed by legislation:		Employee or trade union/employee representative agreement needed for adjustment at enterprise level?		
		Without collective agreement	With collective agreement	Hours averaging	Temporary layoffs	Temporary hours reduction
Australia	Normal weekly hours	None	26 weeks	No	Not allowed	Employee
Austria	Normal weekly hours	See note	52 weeks (max. 48 hrs/wk) or 8 weeks (max. 50 hrs/wk)	Employee	Employee	Employee
Belgium	Normal weekly hours	13 weeks	1 year	..	No	Union
Canada	Generally normal weekly hours	Generally no limit	No limit	See note	See note	See note
Chile	None	-	-	-	..	..
Czech Republic	Normal weekly hours	26 weeks (no single shift longer than 12 hrs)	52 weeks (no single shift longer than 12 hrs)	No	Union	Union
Denmark	Maximum weekly hours	4 months	12 months	..	..	..
Estonia	Normal weekly hours	4 months	12 months (but only for some employees – see note)	Employee	Employee	No
Finland	Normal weekly hours	52 weeks	52 weeks	No	No	No
France	Normal weekly hours	52 weeks	52 weeks	..	Not allowed	Employee
Germany	Daily maximum hours	24 weeks	12 months	..	Union	Union
Greece	Normal and maximum weekly hours	12 months (normal weekly hours); 4 months (maximum weekly hours)	12 months (normal weekly hours); 4 months (maximum weekly hours)	Union	..	..
Hungary	Normal weekly hours	4 months	6 months or 1 year in case of employee	Without CA: Union. With CA: No	Employee	Employee
Iceland	Maximum weekly hours	4 months	6 months (or 12 months in exceptional circumstances)	..	..	..
Ireland	Maximum weekly hours	4 months	6 months	..	..	..
Israel	Normal weekly hours	None	As set by collective agreement	..	..	..
Italy	Normal weekly hours	None	1 year	..	..	..
Japan	Normal weekly hours	1 year	1 year	Union	Not allowed	Employee
Korea	Normal weekly hours	2 weeks (max. 48 hrs/wk); 3 months (with written		Union	Employee	Employee/ Union
Luxembourg	Normal weekly hours	None	12 months	..	..	..
Mexico	None	-	-	-	Union	Union
Netherlands	Normal and maximum weekly hours	16 weeks (max. 48 hrs/wk)	16 weeks (max. 48 hrs/wk)	..	Employee	Employee
New Zealand	None	-	-	-	Employee	Employee
Norway	Normal and maximum weekly hours	52 weeks (normal hours); 8 weeks (maximum hours)	52 weeks (normal hours); 8 weeks (maximum hours)	Employee / union	No	No
Poland	Normal weekly hours	4 months	4 months	No	Employee	Union
Portugal	Normal weekly hours	4 or 6 months (max. 50 hrs/wk)	12 months (max. 60 hrs/wk)	Without CA: Employee With CA: No	No	No
Slovak Republic	Normal weekly hours	Typically 4 weeks but up to 12 months by agreement	12 months	Employee / union	Union	Union
Slovenia	Normal weekly hours and maximum daily overtime hours	Normal weekly hours: 6 months (overtime cannot be averaged without CA)	Normal weekly hours: 12 months Overtime: 6 months	No	Union	Union
Spain	Normal weekly hours	1 year	1 year	Employee / union	..	..
Sweden	Normal and maximum weekly hours	4 weeks (normal weekly hours); 4 months (maximum weekly hours)	12 months (maximum weekly hours)	No	Not allowed	Union
Switzerland	Normal weekly hours	4 months	6 months	No	Employee	Employee
Turkey	Normal weekly hours	2 months	4 months	Employee/ union	Ministry	Ministry
United Kingdom	Maximum weekly hours	17 weeks (or 52 weeks for objective technical or organisational reasons)	17 weeks (or 52 weeks for objective technical or organisational reasons)	Employee	Union	Employee
United States	Normal weekly hours	No limit	No limit	No	Employee/ Union	Employee/ Union

-: Not applicable; ..: information not available; Union: trade union or employee representative; CA: collective agreement.

Austria: Works Councils can also approve a higher weekly maximum hours (up to 60 hrs/wk for up to 24 weeks, but after eight consecutive weeks, overtime shall be inadmissible for two weeks) with maximum daily hours under averaging of 10 hours per day. Averaging is typically only allowed by collective agreement. However, if it is impossible to conclude a collective agreement due to a lack of any employer organisation authorised to conclude collective agreements, averaging can be permitted by plant-level agreements. In this case, the same averaging periods apply as in collective agreements.

Canada: Averaging is allowed in the federal jurisdiction and a majority of provinces. Most jurisdictions only permit averaging of standard hours. In the federal jurisdiction, Nunavut and the Northwest Territories, standard and maximum hours can be averaged. Most jurisdictions do not stipulate a maximum duration for averaging periods. In British Columbia, the averaging period must be between one and four weeks. In most jurisdictions which permit averaging, employers may average hours with the approval of their employees' union, or with a permit from the relevant employment standards authority. In the federal jurisdiction, employers may average hours of work with the consent of 70% of affected employees or, where employees are covered by a collective agreement, with the approval of the employees' union. Employers under federal jurisdiction can also average hours without the approval of employees, bargaining unit or employment standards officials if certain conditions are met (e.g. operational requirements). In British Columbia, averaging is only permitted with the approval of the affected employee. Generally, a union and employer can agree to temporary layoffs, but where a collective agreement is silent and no agreement can be reached with a union, the employer can usually exercise management rights to make temporary layoffs. In the case of non-unionised employees, individual agreements are possible, but not necessary unless provided for in the employment contract. In all cases, there are typically limits on how long a layoff can last before it is considered a dismissal. Reductions in working hours can typically be made by the employer unilaterally unless restricted from doing so under the terms of an employment contract or collective agreement, in which case, the consent of the individual employee or union is normally required.

Estonia: Averaging over 12 months is only allowed in the case of health care professionals, agricultural and tourism workers.

Germany: Daily maximum hours of 8 hrs/day (48 hrs/wk) can be extended to 10 hrs/day (60 hrs/wk) if average hours do not exceed 8 hrs/day over the averaging period.

Japan: Averaging requires an additional written agreement between the employer and the trade union which a majority of workers join or a person who represents a majority of workers (if there is not trade union which a majority of workers join). An employer can suspend operations without the consent of the employee, but must generally pay more than 60% of the average wage as a leave payment. .

Korea: Hours averaging is not covered by collective agreements, but can take place under rules of employment or with written agreement of an employee representative, which is a labour union in the case where the labour union consists of more than half the employees at a business or establishment, or a person who represents more than half of the employees in a situation where there is no labour union. Hours reductions are allowed by agreement with an individual employee in workplaces with less than 10 employees or by agreement of a union or a majority vote of employees in larger workplaces.

Netherlands: The average can be increased to 60 hours averaged over 26 weeks for on-call workers by agreement with the employee. The legislative limits do not apply to employees whose income rises above a certain level and who have a considerable control over their working and rest periods.

Norway: By agreement between the employer and employee, normal hours can be averaged over 52 weeks with maximum hours not exceeding 9 hrs/day and 48 hrs/wk. In enterprises covered by collective agreements, the employer and the trade union can agree to average normal hours over 52 weeks with normal hours not exceeding 10 hrs/day and 48 hrs/wk, and to average maximum hours over 8 weeks with normal hours not exceeding 54 hrs/wk.

Slovak Republic: The averaging period is typically 4 weeks for work that is evenly distributed from week to week (maximum week-to-week variation of 3 hours). Where the nature of the work or operating conditions require an uneven distribution of hours, the employee or their representative must agree. In this case, the averaging period is 4 months. In all cases, the employee or their representative can agree to an averaging period of up to 12 months.

Turkey: Requests by an employer to temporarily suspend employment or reduce working hours must be approved by the Ministry of Labour and Social Security.

United States: If an employment contract or collective agreement is in place, its terms will generally govern the ability of an employer to undertake temporary layoffs or hours reductions. Where employees are represented by a government-certified or employer-recognised union, the employer is statutorily required to notify and bargain with the union in advance of reducing hours or undertaking layoffs. If good-faith bargaining leads to an impasse, the employer is free to act unilaterally.

Source : OECD Working Time questionnaire.

ANNEX 1.A6. SUPPLEMENTARY TABLES FOR THE ANALYSIS OF SHORT-TIME WORK SCHEMES IN SECTION 1.4

Table 1.A6.1. Sources and definitions of short-time work take-up data

	Program	Source	Frequency	Breakdown by industry	Raw measure	Adjustments
Austria	<i>Kurzarbeitsbeihilfe</i> (Short-time working allowance)	Arbeitsmarktservice	Monthly	Yes	Stock of participants	-
Belgium	<i>Chomage temporaire pour causes économiques</i> (partial unemployment, for blue collar workers only); <i>Régime temporaire et collectif de suspension totale ou partielle de l'exécution du contrat de travail</i> (for white collar workers in private sector).	RVA - Rijksdienst voor Arbeidsvoorziening / ONEM - Office national de l'emploi	Monthly	Yes	Stock of participants	-
Canada	Work Sharing	StatCan	Monthly	No	Stock of persons receiving work sharing benefits	-
Czech Republic	Subsidised training for workers on partial unemployment (Educate yourself "Vzdělávejte se")	Ministry of Labour, MPSV	Monthly	Yes	Inflows of employees positively handled	The monthly stock is estimated assuming an average duration into this
Denmark	<i>Arbejdsfordelingsordning</i> (Work Sharing)	Arbejdsmarkedsstyrelsen	Annual	No	Cumulative inflows of people receiving Unemployment insurance for work sharing (less or more than 13 weeks)	Monthly inflows are calculated by dividing total cumulative inflows by 12 (the number of months during which this programme was operational in 2009). The average monthly stock is estimated assuming an average duration into this program of three or six months.
Finland	Adjusted unemployment allowance for partial unemployment	Ministry of Employment and the Economy, Employment service statistics	Monthly	Yes	Stock of participants	-
France	<i>Chômage partiel</i> (partial unemployment)	INSEE	Quarterly	Yes	Stock of participants	-
Germany	<i>Kurzarbeit § 170 SGB III</i> (Structural short-time working)	Bundesagentur für Arbeit	Monthly	Yes	Stock of participants	-
Hungary	ESF-financed short time working scheme	EC-OECD questionnaire	Annual	No	Average cumulative inflows of participants	Monthly inflows are calculated by dividing cumulative inflows by nine (the number of months from April 2009 to December 2009 during which this programme was operational). The average monthly stock is estimated
Ireland	Systematic short time working	Central Statistics Office	Monthly	Yes	Stock of recipients of unemployment allowance under systematic short time	-
Italy	<i>Cassa Integrazione Guadagni Ordinaria & Straordinaria</i> (Wage Compensation Fund)	Istituto Nazionale de Previdenza Sociale	Monthly	Yes	Stock of hours authorised	The quarterly stock is estimated using the ratio of the total monthly hours authorised over the quarterly average hours worked by employee from Eurostat (QNA).
Japan	Employment Adjustment Subsidy	Ministry of health, Labour and Welfare	Monthly	No	Stock of participants	-
Korea	Employment Retention Subsidy Scheme	Ministry of Labor	Annual	No	Stock of participants	-
Luxembourg	<i>Indemnisation de chômage partiel</i> (Partial unemployment)	STATEC	Monthly	Yes	Stock of recipients of partial unemployment benefit	-
Netherlands	<i>Deeltijd WW</i> (partial unemployment benefits) and <i>Werktijdverkorting</i> (reduced working time benefits)	CBS	Monthly	Yes	Stock of employees involved	-
New Zealand	Job Support Scheme	EC-OECD questionnaire	Annual	No	Stock of participants	-
Norway	<i>Helt permitterte & Delvis permitterte</i> (Unemployment benefit for layoffs and temporary layoffs)	NAV	Monthly	No	Stock of participants	-
Poland	Guaranteed Employee Benefits Fund - for temporary work stoppage and reduced hours	Ministry of Labour and Social Policy	Annual	No	Average cumulative inflows of participants	Monthly inflows are calculated by dividing cumulative inflows by five (the number of months from August 2009 to December 2009 during which the programme was operational). The average monthly stock is estimated assuming an average duration into this programme of six months.
Portugal	<i>Suspensão ou redução temporária da prestação de trabalho</i> (Temporary suspension or reduction of employment)	Eurostat	Monthly	No	Stock of participants	-
Slovak Republic	Support for maintenance of employment	Eurostat	Annual	No	Inflows of supported jobs	The monthly stock is estimated assuming an average duration into this programme of six months
Spain	<i>Prestaciones por desempleo parcial de nivel contributivo</i> (Partial unemployment benefit)	Ministero de trabajo e inmigración	Annual	No	Inflows of recipients of partial unemployment benefit	The monthly stock is estimated assuming an average duration into this programme of six months
Switzerland	<i>Chômage partiel</i> (partial unemployment benefits)	SECO	Monthly	No	Stock of workers involved	-
Turkey	Short-time working	Ministry of Labour and Social	Annual	No	Stock of participants	-
United States	Short Time Compensation/Work Sharing (operating in 17 states with just over half of the US labour force)	EC-OECD questionnaire	Annual	No	Stock of participants	-

Table 1.A6.2. Average monthly take-up rate by country

Percentage of employees

	2007	2008	2009	Peak date	Pre-crisis period (2007 Q1 to peak)	Crisis period (Peak to 2009 Q3)
Austria^a	0.00	0.03	0.63	2008 Q2	0.00	0.44
Belgium	3.22	3.53	5.60	2008 Q3	3.30	5.39
Canada^b	0.02	0.03	0.34	2008 Q1	0.02	0.18
Czech Republic*	..	0.61	1.44	2008 Q3	..	1.38
Denmark^b	..	0.04	0.47	2007 Q4	..	0.21
Finland	0.36	0.47	1.67	2008 Q1	0.49	1.02
France	0.34	0.31	0.83	2008 Q1	0.31	0.62
Germany	0.08	0.17	3.17	2008 Q1	0.08	1.75
Hungary^b	..	..	0.88	2008 Q1	..	0.88
Ireland	..	0.17	1.03	2007 Q4	..	0.51
Italy^b	0.64	0.78	3.29	2008 Q1	0.64	1.89
Japan	..	0.00	2.71	2008 Q3	0.00	1.74
Korea	0.04	0.05	0.52	-	..	..
Luxembourg^a	0.09	0.28	2.98	2008 Q1	0.00	2.05
Netherlands^a	..	0.20	0.75	2008 Q1	..	0.61
New Zealand^a	..	..	0.20	-	..	..
Norway	0.09	0.11	0.62	2008 Q2	0.10	0.43
Poland^b	..	..	0.04	2008 Q3	..	0.02
Portugal^a	0.03	0.04	0.12	2008 Q2	0.01	0.08
Slovak Republic^{a,b}	..	..	0.85	2008 Q4	..	0.85
Spain^{a,b}	0.01	0.02	1.01	2008 Q1	0.01	0.87
Switzerland	0.02	0.03	1.13	2008 Q2	0.02	0.69
Turkey	0.00	0.01	3.98	-	..	..
United States	0.04	0.07	0.22	-	..	..

..: Not applicable. . .: Not available.

a. 2009 refers to 2009 Q1 - 2009 Q3 for Austria, Luxembourg, the Netherlands, New Zealand, Portugal, the Slovak Republic and Spain.

b. Raw data have been adjusted to render them more comparable across countries. See Table 1.A6.1 for details.

Source : Eurostat (LMP database), EC-OECD questionnaire, or national administrative sources for average monthly number of participants (see Table 1.A6.1 for details). Data on employees are from *OECD Main Economic Indicators Database*.

Table 1.A6.3. Average take-up rate by industry

Percentage of employees

		Agriculture	Good-producing sector	Construction	Distributive services	Financial and business services	Social and personal services
Austria ^a	2007	0.00	0.00	0.00	0.00	0.00	0.00
	2008	0.00	0.17	0.00	0.00	0.00	0.00
	2009	0.01	3.41	0.04	0.17	0.12	0.00
	Pre-crisis period	0.00	0.01	0.00	0.00	0.00	0.00
	Crisis period	0.01	2.13	0.03	0.10	0.07	0.00
Belgium	2007	10.19	6.44	21.24	1.33	1.12	1.45
	2008	10.05	7.36	20.51	1.40	1.38	1.61
	2009	12.41	16.99	22.46	2.44	2.51	2.58
	Pre-crisis period	10.38	6.65	21.10	1.37	1.21	1.52
	Crisis period	11.42	14.84	21.66	2.17	2.26	2.34
Czech Republic ^b	2007	..	..	..	..	..	..
	2008	0.15	1.59	0.12	0.19	0.09	0.01
	2009	0.42	4.49	0.31	0.52	0.24	0.02
	Pre-crisis period	..	..	..	..	..	..
	Crisis period	0.35	3.73	0.26	0.43	0.20	0.02
Finland	2007	..	..	..	..	..	..
	2008	1.11	0.59	1.62	0.14	0.14	0.22
	2009	3.19	2.69	3.74	0.40	0.41	0.59
	Pre-crisis period	1.43	0.51	2.31	0.13	0.14	0.20
	Crisis period	2.09	1.62	2.53	0.27	0.27	0.41
France	2007	..	..	..	..	..	..
	2008	5.26	0.53	0.70	0.26	0.25	0.00
	2009	3.90	3.61	1.73	0.44	0.42	0.00
	Pre-crisis period	0.22	0.00	0.03	0.09	0.09	0.00
	Crisis period	5.47	2.13	1.32	0.38	0.36	0.00
Germany	2007	0.05	0.17	0.49	0.03	0.03	0.01
	2008	0.02	0.53	0.51	0.04	0.04	0.01
	2009	0.14	12.06	1.74	1.24	1.08	0.07
	Pre-crisis period	0.05	0.18	0.43	0.03	0.03	0.01
	Crisis period	0.08	6.29	1.18	0.65	0.56	0.04
Ireland	2007	..	..	..	..	..	..
	2008	0.06	0.48	0.35	0.11	0.20	0.01
	2009	0.67	1.34	5.46	0.78	1.10	0.08
	Pre-crisis period	..	..	..	..	..	..
	Crisis period	0.29	0.83	2.04	0.39	0.58	0.04
Italy ^b	2007	0.02	1.75	1.58	0.12	0.05	0.00
	2008	0.02	2.29	1.73	0.19	0.04	0.00
	2009	0.05	9.95	3.74	0.86	0.15	0.01
	Pre-crisis period	0.02	1.78	1.60	0.12	0.05	0.00
	Crisis period	0.04	6.14	2.72	0.54	0.10	0.00
Netherlands ^a	2007	..	..	..	..	..	..
	2008	0.01	1.39	0.10	0.06	0.08	0.00
	2009	0.07	5.01	0.33	0.29	0.36	0.02
	Pre-crisis period	..	..	..	..	..	..
	Crisis period	0.05	4.07	0.27	0.24	0.29	0.01
Unweighted average	2007	2.57	2.09	5.83	0.37	0.30	0.37
	2008	1.85	1.66	2.85	0.27	0.25	0.21
	2009	2.32	6.62	4.39	0.79	0.71	0.37
	Pre-crisis period	2.02	1.52	4.25	0.29	0.25	0.29
	Crisis period	2.20	4.64	3.56	0.57	0.52	0.32

.. : Not available.

a. Until 2009 Q3 for Austria and the Netherlands.

b. Raw data have been adjusted to render them more comparable across countries. See Table 1.A6.1 for details.

Source : Eurostat (LMP database), EC-OECD questionnaire, or national administrative sources for average monthly number of participants (see Table 1.A6.1 for details). Data on employees are from *OECD Main Economic Indicators Database*.

Table 1.A6.4. The impact of short-time work schemes

OLS estimates, dependent variable expressed in year-to-year percentage change^a

Panel A. Pre-existing vs. new schemes					
	Employment of permanent workers	Employment of temporary workers	Average hours for permanent workers	Average hours for temporary workers	Average hourly wage
Output ^b	0.113 **	0.054	0.016	0.069	0.325 ***
Crisis dummy	-0.015	-0.042	-0.002	-0.004	0.012
Average take-up rate in pre-existing STW scheme	2.043 ***	15.447 ***	-3.300 ***	-2.385 ***	-0.666 **
Average take-up rate in new STW scheme	0.867	1.167	-0.994	-0.480	-1.058
Interaction term of output^b x crisis dummy	0.140 ***	0.403	0.061	-0.048	-0.119
Interaction terms of output^b x crisis dummy x					
Average take-up rate in pre-existing STW scheme	-8.717 **	1.560	7.135 ***	1.154	2.785
Average take-up rate in new STW scheme	8.065	-24.503	-8.965	1.626	49.499 *
Observations	1 724	1 724	1 724	1 632	1 564
R-squared	0.43	0.21	0.32	0.11	0.30
Panel B. Original vs. modified schemes					
	Employment of	Employment of	Average hours	Average hours	Average hourly
output ^b	0.116 **	0.050	0.015	0.071	0.333 ***
crisis dummy	-0.015	-0.044	-0.002	-0.004	0.011
Average take-up rate in original STW scheme	0.771	2.354	-0.662 *	0.103	-1.705
Average take-up rate in modified STW scheme	0.487	2.391	-0.426 *	-0.012	-1.005
Interaction term of output^b x crisis dummy	0.149 ***	0.445	0.045	-0.052	-0.124
Interaction terms of output^b x crisis dummy x					
Average take-up rate in original STW scheme	-5.774	-17.564	6.498 *	0.983	7.219
Average take-up rate in modified STW scheme	-7.664 ***	13.213	5.368 ***	0.184	-0.619
Observations	1 724	1 724	1 724	1 632	1 564
R-squared	0.43	0.21	0.32	0.11	0.29

*, **, *** statistically significant at the 10%, 5% and 1% level, respectively.

- Regressions include a full set of country dummies along with a full set of industry-by-time dummies, based on 19 countries of which 16 with short-time work schemes. Estimates over four industries: manufacturing, construction, distributive services and business services (agriculture and non-business services are excluded).
- Year-on-year percentage change of log real gross output.

Source : OECD estimates based on the European Quarterly National Accounts and the European Union Labour Force Survey (EULFS) for the European countries and the Ministry of Economy, Trade and Industry (METI) and the national labour force survey for Japan.

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