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The Definition of Part-Time Work for the Purpose of International Comparisons

Alois van Bastelaer,
Georges Lemaître,
Pascal Marianna

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THE DEFINITION OF PART-TIME WORK FOR THE PURPOSE OF INTERNATIONAL COMPARISONS

Alois van Bastelaer, Eurostat
Georges Lemaître, OECD
Pascal Marianna, OECD

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT

Paris

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SUMMARY

National definitions of part-time work are based either on hours thresholds or on an assessment by the respondent of the nature of the job, or on a combination of both methods.

This report compares the results obtained from the application of an hours-based definition to job of wage and salary workers with those based on the respondent's self-assessment, and examines the international comparability of such estimates.

a) In countries where part-time work (national definitions) is common, jobs of more than 30 usual hours per week that are classified as part-time are significant in number. These countries tend to use a definition based on a 35 usual hours threshold.

b) In countries where part-time work (national definitions) is relatively less common, the incidence of jobs of less than 35 usual hours per week that are classified as full-time is high. Part-time jobs are generally identified on the basis of self-assessment in these countries.

As a result of these findings a definition of part-time work based on a 30 usual hours threshold would appear to be more appropriate for the purposes of international comparison.

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THE DEFINITIONS OF PART-TIME WORK

Why definitions of full-time and part-time work should be examined

Part-time work is a form of activity which has seen rapid growth in the last 25 years in the OECD countries. This type of "non-traditional" or "atypical" work is on the increase even in periods of recession, unlike full-time work (see Annex 2 -- Table 1). This trend, which mainly applies to the employment of women, coincides with a marked rise in their numbers on the labour market during this period. It is also closely connected with the attempt to increase labour market flexibility in response to the introduction of new methods of work organisation in industry and to growth in the services sector.

At the same time, governments in OECD countries and especially in Europe are faced with high levels of unemployment. Increased part-time work is seen by firms as an employment adjustment technique in their search for a flexible management of labour, enabling them to adapt to fluctuations in activity and to changes in production processes. Part-time employment is also used to offset redundancies (with provisions authorising the conversion of a full-time job to a part-time job; the gradual, early retirement of old workers whether or not offset by recruitment; and employment training contracts, such as the solidarity contracts (CES) in France, etc...). Part-time employment also suits some workers who prefer shorter working hours and more time for their private life. The promotion of part-time employment results in an increase in participation and employment rates (employment/population ratios), as is observed with rates for women in most Member countries. Part-time work therefore has a preeminent place in policies for the reduction and/or redistribution of working time. But part-time is not always a choice; a large number of part-timers in many OECD countries have said they would prefer to be working full-time.

Some governments have introduced measures to encourage this form of work by offering firms financial and tax incentives (full or part exemption from social insurance costs, or subsidising all or part of the salary, for example). Employees are affected by measures such as the extension of social security coverage to part-timers or measures that depend on annual rather than weekly working hours. These various measures are aimed at bringing the entitlements to social benefits for part-time works in line with those of full-time workers.

Need for international comparability

International comparability

Owing to the influence of employment policy measures and collective agreements and the lack of international standards for part-time work, the object of this report is to review the international comparability of the data on such work, taking into account its specific characteristics in Member countries. According to a definition proposed by the ILO, part-time work is defined as regular employment in which working time is substantially less than normal[1]. The same idea is expressed in the statement that a job is part-time when the number of weekly working hours is considerably less than the

number of hours in a full-time job. Accordingly, part-time is defined in relation to full-time employment. The normal number of working hours in a full-time job depends on the statutory provisions in force and the normal working hours stipulated in collective agreements by industry and occupation. In the case of firms not subject to collective agreements, the normal hours used as a reference to define a full-time job could be those generally applicable to the job concerned.

In the "Methods and Definitions -- 1992" relating to the Labour Force Survey (LFS) by the Statistical Office of the European Communities (Eurostat), it is considered, but not as a formal definition, that part-time work seldom exceeds 35 hours, and that full-time work usually starts at about 30 hours. Some Member States in the European Union use these guidelines to adjust the spontaneous replies from the LFS respondents on their type of job.

A report on the statistical definitions of full- and part-time work was submitted to an earlier Working Party meeting which was held in May 1991. The object of this report was to discuss the advantages and disadvantages of definitions based on a usual hours cut-off (with an example of a 35 hours cut-off) compared with a definition based on an assessment by workers themselves (the definition used in the European Community) in order to differentiate between full- and part-time employment.

The resulting discussion was not entirely conclusive. This subject is again being considered, for the results of recent studies on working time in OECD countries clearly indicate the possibility of comparability problems. For instance:

- the application of a 30 hours cut-off, which is the cut-off for part-time in Canada, to Sweden's employment data reduces part-time employment as a proportion of total employment from 27 per cent to 18 per cent in Sweden, or to the same rate as in Canada;

- in Italy where the incidence of part-time work is low, the number of people working less than 30 hours and declaring themselves as full-time is roughly equivalent to the number describing themselves as part-time. Using a definition based on a cut-off would double the rate for part-time (from 5.9 to 11 per cent).

If these two findings were true of other countries, they would suggest that cross-country differences in the incidence of part-time work might be greatly influenced by differences in the definitions used by countries. International statistics on part-time work might then be misleading, particularly with respect to variations in the incidence of part-time work among countries.

This report compares national estimates for part-time work with estimates for jobs with short working hours (based on a cut-off), in order to study comparability problems and assess their importance.

What is to be measured?

Part-time work is an employment characteristic. It is defined in relation to full-time work, with reference to the number of hours worked for the type of job in a certain industry or occupation. The number of working hours in full-time jobs varies from activity to activity but also from country to country.

The administrative definitions of part- and full-time work are based on *statutory hours*, *normal hours* (stipulated in collective agreements at industry, enterprise and establishment level), *contract working hours* or the *description of the job at the place of work* (as in one of the three sources for Japan, the "Special supplement of the labour force survey"). Definitions based on statutory and normal hours

exist in very few Member countries and differ from one country to another as they are closely connected with the institutional context in the countries concerned. Where collective agreements exist, part-time employment is usually defined as being at least a half-day of work per week less than the number of days worked full-time. In a standard five-day week, part-time work therefore must be less than nine-tenths of the hours worked full-time. Following are some examples of statutory or collective agreement definitions of part-time work:

- In France, an employee's monthly working hours must be less than four-fifths of statutory or normal hours; the same rule applies to employees on work/training programmes but on the basis of annual hours.

- In Spain, a job is part-time if working hours do not exceed two-thirds of those worked in an equivalent full-time job, taking into account the collective agreements or working practices in the firm concerned.

- The United Kingdom and Ireland apply a cut-off rate of 30 hours a week.

The statistical definitions in household employment surveys in Member countries are based on three approaches in order to differentiate between part-time and full-time employment:

- The employee's own assessment of his work, which could reflect the legal nature of the work contract between the employer and the respondent, the designation of the job by the employer or the employee's perception of the intensity of his work.

- A cut-off based on the hours usually (or actually) worked. This cut-off applied at national level does not take into account the differences in hours worked in the various sectors of activity and occupations, or within the same branch of activity or within the enterprise concerned.

- A combination of these concepts.

The definitions of part-time based on *usual hours cut-offs* comprise normal working hours as well as the overtime or extra time usually worked, whether it is paid or not. A national hours cut-off is used to differentiate between part-time and full-time work in Australia (35 hours), Austria (35), Canada (30), Finland (30), Hungary (36), Iceland (35), Japan (35), New Zealand (30), Norway (37), Sweden (35), Turkey (36) and the United States (35). For certain countries (Australia, Norway and Sweden) additional criteria are applied in specific situations.

In addition, Eurostat's labour force survey provides data for 14 countries in the European Union (Sweden being the exception) and Iceland where the classification of jobs is based on the respondent's perception of his work. The aim is to reflect the statutory and institutional differences relating to part-time work in the European Union[2]. However, it is by no means certain that the responses provided always give an accurate picture of the actual legal situation[3]. The definition of part-time in the Czech Republic, Poland and Switzerland is also based on the respondents' own assessment of their jobs.

In practice certain European Union countries, such as Germany, the Netherlands, Spain and the United Kingdom, combine the two criteria to classify jobs as full-time or part-time. Spain applies the following rule: those who say they are part-time and usually work more than 35 hours are reclassified as full-time. Conversely, those who say they are full-time and work less than 30 hours are reclassified as part-time. The Netherlands makes an adjustment on the basis of the 35 hours usually worked, so that any

full-time work of less than 35 hours is classified as part-time and any job requiring 35 hours of work or more is seen as full-time. In Germany and the United Kingdom a job is no longer part-time if the usual number of working hours exceeds, respectively, 36 and 40 a week. Poland also reclassifies part-time jobs for which the usual hours exceed 40 as full-time.

Greece and *Italy* are exceptions among the countries replying to the European labour force survey. In *Greece*, an employee is considered a part-timer if he works fewer hours than stipulated in the collective agreements on his type of activity. In *Italy*, a similar criterion is applied, since an employee is classified as a part-timer if, with the agreement of the employer, he works fewer hours than the number usually set for the type of job concerned. During the interview, however, it is unlikely that these criteria are strictly applied by the interviewer, unless the respondent himself finds it difficult to classify his job.

Some countries (Austria, New Zealand and Norway) once used cut-offs based on actual hours worked to differentiate between part- and full-time. But, with such a cut-off, the hours actually worked during a survey reference week may obviously differ considerably from one respondent to another, for they take into account maternity leave or holidays, absences because of labour disputes, irregular work schedules, etc. Moreover, it is not always clear how job holders who have not worked during the survey week are treated. In addition, seasonal effects are also an important factor in fluctuations in actual hours worked. For these reasons these countries now use cut-offs based on hours usually worked. Mexico is now the only country which has a definition based on an actual hours cut-off (35 hours) in the reference week. Actual hours are also taken into account in Australia's definition, but it is not the main criterion. Part-time work in Australia is less than the usual 35 hours a week but this must actually be the case during the reference week for a job to be considered part-time.

The range of cut-offs used in countries to define full-time or part-time work and the existence in other countries of definitions based on assessment by the respondent obviously gives rise to the issue of the comparability of the estimates obtained from these various definitions. Can definitions based on different concepts reflect the same reality? What is the reader's perception of part-time work when he examines statistics or analyses on this subject? Owing to the lack of an international definition, part-time work could be perceived differently depending on the practices in force in the various countries. In some cases it might be interpreted as a general measurement of short working hours, and in others as a measurement reflecting statutory or administrative provisions assumed to be more or less standard in the various countries. Is there a close connection between these two perceptions of the same activity? Nothing could be less certain.

Annex I in this report discusses the situation as regards the statistics on full- and part-time work available to the Secretariat and Eurostat. The sources and definitions on which the data for full- and part-time work published by the OECD are based are discussed in that Annex. In the various parts of *Employment Outlook* relating to the development of full- and part-time work, difficulties connected with the international comparability of these data have been encountered and the precautions which must be taken in studies on this subject have been stressed.

Part-time work in Member countries of the OECD and the European Union and a comparison between its incidence based on national definitions and that based on hours cut-offs

The approach taken in the report submitted to the Working Party in May 1991 is supplemented here by a study of the effect on part-time employment of the use of a joint definition based on a usual hours cut-off in countries for which data are available (24 countries). A particular cut-off cannot in all cases be related to the normal hours specific to the jobs as observed in industries, enterprises and

occupations, or to the organisation of working hours in firms during the day, week, month and the year (shift work, evening work, night work, casual work, etc...).

The data

This report uses the data obtained from household employment surveys and relates to the various levels in the breakdown of paid employment (by sex, age and occupation). It focuses on employees aged between 15 and 64 for a recent year (1994 or 1995). The two cut-offs selected for the analysis are 30 and 35 hours and refers to the hours usually worked. Any mention of full-time or part-time work applies to *the main job*.

Part-time work in member countries

The incidence of part-time work in total employment according to current definitions can be classified as high (at least 20 per cent), medium (between 10 and 20 per cent) and low (under 10 per cent) in Member countries (see Table 1). It is very high in Sweden, Norway, Denmark, Iceland and the Netherlands, but also in Switzerland, the United Kingdom, Australia, New Zealand, Japan, Mexico and Turkey. It is at a medium level in the United States, Canada, Germany, France, Belgium, Austria and Ireland. Part-time as a proportion of full-time employment is low in countries like Finland, Poland, Luxembourg, Spain, Italy, Hungary, the Czech Republic, Portugal and Greece.

Part-time work is often a major characteristic of women's employment. Two women out of three work half-time in the Netherlands, about one out of two in Iceland and Switzerland, and over two out of five in Norway, the United Kingdom, Australia, Sweden, Mexico and Turkey, and between one out of four and one out of three in New Zealand, Japan, Germany, France, Denmark, Belgium, Austria, Canada and the United States. In southern European countries, where the female participation rate is low, the share of women in part-time employment is limited. In Hungary, Poland and the Czech Republic where female participation rates are high, the share of women in part-time work is still low.

Part-time work is frequent among young people aged 15 to 24 (when they are studying or in between school and working life) and workers aged 55 to 64 (gradual withdrawal from the labour market), as well as women aged 25 to 44 (especially those with children).

Current definitions of part-time work and part-time/full-time distinctions based on a usual hours threshold

This part of the analysis seeks to compare differences between Member countries in the way they define full-time and part-time work. The differences will be examined in the light of their consequences for currently produced estimates and those obtained by the application of an hours threshold. The aim is to look at the frequency of jobs classified as either part-time or full-time according to national definitions[4] and which do not correspond to full- or part-time jobs according to one or the other of the threshold values used for the purposes of analysis.

A comparison of estimates based on national definitions with those based on usual hours thresholds (30 and 35 hours) shows the following:

- In countries with a high incidence of part-time work, there are significant proportions of persons with part-time jobs of over 30 hours per week (Annex 2 - Chart 1 and Table 2).

- In countries where part-time work (national definitions) is relatively uncommon, there exist significant proportions of persons with full-time jobs of less than 30 usual hours (and *a fortiori* less than 35 hours) per week (Annex 2 - Chart 1 and Table 2). With one notable exception, the application of a 35-hours threshold substantially increases the incidence of part-time work in countries where it is uncommon according to the national definition.

- In general, the greater the incidence of part-time work, the greater the difference between estimates based on a national definition and those based on a 30-hours threshold (correlation greater than 0.8 between columns 1 and 3 of Table 2. The correlation is about 0.55 when a 35-hours threshold is used, which is not so high but still far from negligible.

- The variability among countries in the incidence of part-time work is smaller when an hours threshold is used, whether it be 30 hours (coefficient of variation 0.45) or 35 hours (coefficient of variation 0.41), compared to the use of national definitions (coefficient of variation 0.60). In other words, there is less variability among countries in the incidence of short-hour jobs than is suggested by commonly used statistics on part-time work.

The situation of certain countries merits a special mention. In Hungary, where part-time is defined on the basis of a 36 usual hour threshold, part-time work is relatively uncommon. Hungary is in fact the only country where the application of a high threshold does not translate into an incidence of part-time work of about or greater than 10 percent. In Australia, where the incidence of part-time work is high, a strict application of a 35 hour threshold results in a significant increase in part-time work; the reason is the presence of persons whose usual hours are less than 35 but who were classified as full-time because they actually worked more than 35 hours in the reference week. France, Belgium and Ireland are countries where part-time work is moderately common, and where both part-time jobs of more than 30 hours and full-time jobs of less than 35 hours are significant.

The results summarised above in paragraph 26 are cause for reflection. That part-time jobs of more than 30 usual hours should be common precisely in those countries where the incidence of part-time jobs is high and full-time jobs of less than 35 hours common in countries where part-time work is rare is remarkable. It is as if the demand for short-hour jobs in countries where part-time work according to national definitions is rare were satisfied at least in part by the presence of jobs classified as full-time but whose hours are relatively low. (see Chart 2)

In addition, one cannot help noting the coincidence between the incidence of part-time work and the nature of the definition used to measure it. In general, countries where part-time work is common apply a threshold definition where the threshold is at least 35 usual hours per week (Switzerland is an exception). On the other hand, in countries where part-time work is rare, the definition is based on the respondent's perception (Hungary being the exception). Although this definitional difference cannot of itself explain the differences observed between countries, it remains true that the application of an hours threshold does reduce the variability among in the incidence of part-time work.

The definitional differences between countries raises the following question: Are jobs of the same type being classified in practice in the same way by the two definitions? To the extent that a threshold definition does not take into account legal or institutional factors that may be reflected when the respondent's perception is the basis of the definition, it may happen that certain jobs whose normal hours

of work are near or less than the threshold value may be classified as part-time jobs. This would be an erroneous classification relative to the legal or institutional situation.

For countries where the respondent's perception is the basis of the part-time classification, a similar question arises: Do short-hour full-time jobs correspond to "true" full-time jobs, that is, to full-time jobs where relatively short hours are the norm? The aim here is not to call into question the veracity of the responses of surveyed persons, but rather to examine the types of jobs classified in this group. If one observes that short-hour jobs are relatively uncommon in the occupations in question, the classification of such jobs as full-time may be open to question.

We will attempt to address some of these questions in the remainder of this report. The approach will be to identify those occupations which contribute the most to the difference observed between the estimate according to the national definition and that based on the 30-hour threshold.

Occupations where full-time jobs of less than 30 usual hours are common

A country may classify a job of less than 30 usual hours in a particular occupation as full-time while another country may consider as part-time. In some occupations, a job of less than 30 usual hours is a full-time job for reasons related to the nature of the job. Airline pilots and performing artists are among occupations which likely fall in this category. Table 3 shows the occupations which satisfy the criteria of paragraph 32 above for countries for which data on occupations was available (Greece, Ireland, Italy, Luxembourg and Portugal) and for which full-time work of less than 30 hours was relatively common. For all of the countries concerned, the occupations consist almost exclusively of occupations in teaching. For Luxembourg, household help, cleaners and launderers also figure in this group. For these occupations, we have calculated the incidence of part-time work and the proportion of full-time jobs of less than 30 hours in the occupation. In all cases except for the special case mentioned for Luxembourg, the occupations in question showed a relatively low rate of part-time work but especially a high rate (greater than 40 per cent) of full-time jobs of less than 30 hours. These results then would suggest that these short-hour jobs are essentially full-time jobs.

Occupations where part-time jobs of greater than 30 usual hours are common

Table 4 shows, for countries where part-time work of more than 30 usual hours is common, the occupations which contribute the most to the difference between estimates based on the national definition and those based on a 30 hours threshold. The statistics calculated for these occupations are the incidence of part-time work and the proportion of part-time jobs in the occupation. For this case, data were available for only three countries: Iceland, the Netherlands and Switzerland. We observe, first of all, a much wider range of occupations than in the first case. The occupations are, roughly, health and education-related occupations, some office workers and salespersons and demonstrators. These occupations are characterised by a very high incidence of part-time work, where part-time jobs of more than 30 hours are moderately represented.

There at least two possible explanations for this: either these occupations have become largely part-time ones or the working hours of full-time jobs in these occupations have decreased over the years. A threshold of 35 hours would not then capture the reality of what full-time work in these occupations has become. However, in the case of Switzerland, part-time jobs are identified as such by respondents, which would tend to support the first hypothesis. On the other hand, it seems unlikely that some of the occupations identified in these tables have indeed become largely part-time occupations. This is the case of

secondary school teachers and nurses (the Netherlands); intermediate occupations in the life and health sciences and teachers (Switzerland); health workers, whether these be head nurses, nurses or other health care workers (Iceland). These occupations rather would seem to be occupations where the normal hours of work have decreased or are low for reasons specific to the nature of the occupation. The example of Switzerland shows that the respondent's classification of a job may reflect as much his/her perception of the job as its legal or institutional status. Indeed, fully 53 percent of teachers in Switzerland (and 76 percent of women in this occupation) indicate having a part-time job.

Summary and Conclusion

By a comparison of estimates from existing definitions of part-time work with those obtained by the application of a threshold definition, this report has raised a number of questions concerning the international comparability of estimates of part-time work.

The analysis carried out has led to a number of findings and conclusions:

a) In countries where part-time work (national definitions) is common, jobs of more than 30 usual hours per week that are classified as part-time are significant in number. These countries tend to use a definition based on a 35 usual hours threshold.

b) In countries where part-time work (national definitions) is relatively less common, the incidence of jobs of less than 35 usual hours per week that are classified as full-time is high. Part-time jobs are generally identified on the basis of self-assessment in these countries.

c) There is less variability among countries in the incidence of part-time work when the latter is defined by a threshold (whether 30 or 35 usual hours) than when national definitions are used. However, the application of a uniform threshold across countries does not substantially change the relative position of countries regarding the frequency of part-time work.

As a result of the analysis in this report, the OECD has decided to opt for a definition of part-time work based on a 30 usual hours threshold. This threshold was chosen rather than 35 hours because the contractual working time for full-time workers in some sectors for some countries is already at or approaching 35 hours. The choice of a 30-hour threshold should lead to a better measure of "part-time" work for the purposes of international comparison. The estimates according to national definitions will continue to be published as well.

NOTES

1. See Hussmans, Merhan et Verma, “Population active, emploi, chômage et sous-emploi : un manuel du BIT surles méthodes et concepts”, Genève, 1990, p. 87.

2. The national definition in the Netherlands, for example, is based on a 35 usual hours cut-off and applies to the total number of jobs held by the respondent. But with regard to Eurostat, he Netherlands responds in accordance with the definitions required by the European labour survey.

3. The reply by the respondent probably reveals the nature of the contract binding him to his employer. Self-employed persons probably take into account the number of hours worked in a similar full-time salaried job. However, self-assessment assumes that the respondent is perfectly familiar with the working conditions and hours for the type of job concerned. Moreover, some respondents (such as casual workers or those on short, temporary contracts) may describe themselves as part-time according to a criterion based on the month or year. Another source of error in responses may be due to the requirements such as those for entitlement to social security cover. For instance, a person with a considerably lower number of working hours than in a full-time job may not consider that he is on part-time if he does not meet the requirements for his job to be formally recognised as part-time.

4. For European Union countries, what we have called here “national definitions” is the definition applied in the European Union Labour Force Survey.

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ANNEX 1 -- PRESENT SITUATION AS REGARDS STATISTICS FOR FULL- AND PART-TIME WORK

The OECD publishes part-time employment indicators by sex in Table E of the statistiscal annex in "Employment outlook", as well as detailed notes and sources in the same Annex. Any international comparison based on these statistics must take into account the different national definitions for part-time work.

The table in the Employment Outlook's statistical annex gives data obtained from the European Labour Force Survey for nine of the 15 countries in the European Union. The distinction between part- and full-time is based on the respondent's perception of their main job. In addition, Spain and the Netherlands use cut-offs of respectively 30 and 35 usual hours per week to reclassify jobs as full-time or part-time. In Spain, part-time jobs exceeding 35 usual hours are reclassified as full-time (in accordance with Eurostat instructions). In Greece and Italy, self-assessment of jobs is adjusted to take into account normal minimum working hours by occupation before jobs are finally classified as full- or part-time.

In other countries, a cut-off based on weekly hours usually and/or actually worked in the main job or in all jobs is used to make this distinction. In the United States, the total hours usually worked in different jobs by the respondent must exceed 35 hours if this worker is to be considered a full-timer. In Canada, a cut-off based on 30 hours in the main-job is used to make the distinction. In Australia, a cut-off based on 35 hours usually worked in the main job and a check to ensure that the number of hours actually worked in the week preceding the survey week does not exceed this cut-off are used to define part-time jobs.

The Secretariat intends to publish in the forthcoming editions of Employment Prospects or Labour Force Statistics part-time employment indicators by selected age group and sex. These data are already obtained regularly from Member countries and used by the Secretariat for studies.

Definitions, notes and sources published in the Employment Outlook's statistical annex:

Notes: The definition of part-time work varies considerably across OECD countries. Essentially three main approaches can be distinguished: *i)* a classification based on the worker's perception of his/her employment situation; *ii)* a cut-off (generally 30 or 35 hours per week) based on usual working hours, with persons usually working fewer hours being considered part-timers; *iii)* a comparable cut-off based on actual hours worked during the reference week.

A criterion based on *actual* hours will generally yield a part-time rate higher than one based on usual hours, particularly if there are temporary reductions in working time as a result of holidays, illness, short-timing, etc. On the other hand, it is not entirely clear whether a classification based on the worker's perception will necessarily yield estimates of part-time work that are higher or lower than one based on a fixed cut-off. In one country (France) which changed from 1981 to 1982 from a definition based on an *actual* hours cut-off (30 hours) to one based on the respondent's perception, the latter criterion appeared to produce slightly higher estimates.

Other factors as well affect the international comparability of the estimates. In some countries, the hours cut-off is based on hours for the main job, in others on total hours for all jobs. Certain countries do not consider unpaid family workers to be employed unless they work more than a minimum number of hours, so that such workers do not enter into counts for part-time workers. The following describes the sources and definitions used for OECD countries as well as the adjustments made by the Secretariat to ensure historical comparability.

Sources and definitions: Estimates for Belgium, Denmark, Germany, Greece, Ireland, Italy, Luxembourg, Portugal, Spain and the United Kingdom are from the annual European Labour Force Survey and were obtained from *Labour Force Survey, Theme 3, Series C* (Eurostat) and from Commission sources. Due to changes in the new European Labour Force Survey introduced by Eurostat in 1992 for European Union countries, data for 1992 and thereafter are not directly comparable with those for previous years. The part-time/full-time delineation is based on the respondent's own classification. Exceptions are *Greece* and *Italy.* For the former, a person is considered to be part-time if working fewers hours than stipulated in collective agreements applicable for the type of job at which the person is working. For *Italy*, a similar criterion is applied, *i.e.*, a person works part-time if, in agreement with the employer, fewer than normal hours ar worked in his/her particular type of employment.

Australia: Estimates are from the Labour Force Survey for the month of August (*The Labour Force Australia,* Australian Bureau of Statistics, catalogue No. 6203.0). Part-time workers are those who usually work less than 35 hours a week and who did so during the survey week. Prior to 1969, school teachers who usually worked less than 35 hours per week but who worked the full week during the reference week were considered part-time. They are now assimilated to full-time workers. Estimates prior to 1986 do not include unpaid family workers working less than 15 hours per week. No adjustments have been carried out for these breaks.

Austria: Data are based on averages of quarterly estimates from the *Mikrozensus* (Central Statistical Office of Austria), based on a *usual* hours criterion with a 35 hours cut-off. They are salaried workers and persons in private households only. Up to 1993 persons working less than 11 hours per week are not considered employed in the *Mikrozensus.* From 1994 onwards the international definitions are applied.

Canada: Data are based on averages of monthly estimates from the Labour Force Survey published in *The Labour Force,* Statistics Canada, catalogue No. 71-001. Part-time is defined on the basis of total usual hours for the main job, less than 35 for the years prior to 1975, less than 30 thereafter. Estimates were available for both definitions for 1975, and estimates for years prior to then have been adjusted using a ratio of new-to-old estimates calculated for 1975.

Czech Republic:. Data are averages of quarterly estimates from the Labour Force Sample Survey. Part-time work is based upon respondent perception of his/her job. Persons in employment but not working for 4 weeks or more as well as army conscripts are excluded. Women on additional maternity leave (*i.e* on child care up to 3 years) but who have a formal job attachment are counted among employed persons.

Finland: Data are based on averages of monthly estimates from the Labour Force Survey. Part-timers are persons who usually work less than 30 hours at their main job. Persons who did not indicate their working time (approximately 1-2 per cent of the employed sample) have been grouped with full-timers. Unpaid family workers who worked less than one-third of their normal working time are not considered employed.

France: Data are from the annual *Enquête sur l'emploi* conducted in March of each year. Prior to 1975, unpaid family workers working less than 15 hours per week were not considered employed. Up to and including 1981, persons working less than 30 hours during the reference week were classified as part-

timers, with the exception of persons without *regular* employment and persons working short-time. From 1982 on, part-time work is defined on the basis of the respondent's perception. No adjustments have been made for these breaks. Full-time employment for *men* excludes conscripts.

Hungary : Part-timers are persons who usually work less than 36 hours.

Iceland: Data are annual estimates based on the Statistical Bureau's biannual Labour Market Surveys, and were provided by the National Economic Institute. The definition of part-time work differs from that used in the surveys and is based on the number of weekly working hours; full-time employed are persons working 35 or more hours per week.

Japan: Data are based on averages of monthly estimates from the Labour Force Survey and published in the *Annual Report on the Labour Force Survey,* Statistics Bureau. Part-timers are persons who were at work and who worked less than 35 hours during the reference week. Original data show a series break in 1966-1967 as a result of changes in the survey. Estimates prior to 1967 have been chain-linked to those for later years using estimates available for 1967 on both the old- and new-series basis.

Mexico: Data are estimates from the Encuesta Nacional de Empleo (ENE) conducted in 1991 and 1993 by the Secretaría del Trabajo y Previsión Social (STPS) in coordination with the Instituto Nacional de Estadística Geografía e Informática (INEGI). Part-time workers are persons who worked less than 35 *actual* hours during the reference week.

Netherlands: Data are from the annual Labour Force Survey (*Arbeitskrachtentelling,* conducted in odd-numbered years) up to 1985, replaced by the continuous Labour Force Survey *(Enquête Beroepsbevolking)* from 1987 on. Interviews up to 1985 were conducted by local civil servants, and thereafter by a permanent trained interviewing staff. Part-timers are persons in the working population *(i.e.* persons at work, including self-employed and unpaid family workers) with less than 35 usual hours in the main job. The proportion of part-timers recorded by the Labour Force Survey increased substantially in 1987 relative to the 1985 survey. Estimates from the new and old surveys are not considered comparable.

New Zealand: Up to 1985, estimates are from the Quarterly Employment Survey (of establishments) and refer to the month of April up to 1979 and May thereafter. Figures were obtained from the *Labour and Employment Gazette* and from national authorities. The survey covers business establishments employing two or more persons in all industries except agriculture, hunting, fishing, waterfront work, seagoing work, and domestic service in private households. Working proprietors of businesses are considered full-timers. Work schedules of less than 30 hours per week are considered to be part-time. Coverage of total employment is estimated to be about 75 per cent (1988). Estimates of the proportion of part-time workers from this source were approximaately 3 per cent lower for men and 6 per cent lower for women in 1988 than estimates from the Labour Force Survey (for which data are available only from 1986 on). From 1986 on, data are based on annual averages of quarterly estimates from the New Zealand Labour Force Survey. Part-time workers are persons who *actually* worked less than 30 hours in the reference week, except for persons who *usually* work 30 hours or more but did not work during the reference week, who are classified as full-timers. From April 1990 on, full-time and part-time status is based on usual hours worked. Persons who *usually* work 30 hours or more in the survey reference week are classified as full-timers, those who *usually* work less than 30 hours in the survey reference week are classified as part-timers. The definition was changed in April 1990 to reduce the seasonality that was occurring with usual hours worked. National authorities provided figures from 1986 onwards using the new definition. Estimates prior to 1986 have been chain-linked to those for later years using a ratio of new-to-old estimates calculated for 1986.

Norway: Figures are averages of quarterly estimates from the Labour Force Survey and were obtained from *Arbeidsmarked Statistikk*, Statistisk sentralbyrå, and from national authorities. Up to 1988, only data on actual hours were available, and part-time work was defined as work of less than 35 actual hours per week. From the second quarter 1988, data on usual hours are collected. On this basis, part-time work is defined as work of less than 37 usual hours, except for persons working 30 to 36 usual hours who state that their work is full-time. Data prior to 1987 exclude unpaid family workers working less than 10 hours per week. There is a break in series after 1987. Estimates prior to 1989 have been chain-linked to those for later years using a ratio of new-to-old estimates calculated for 1989.

Poland : The distinction between full-time and part-time work is based on self-assessment, but persons who usually work more than 40 hours are classified as full-timers.

Sweden: data are based on averages of monthly estimates from the Labour Force Survey and were obtained from *Arbetskrafts Undersökningen* (AKU), Central Bureau of Statistics. Part-timers are persons 16-64 who usually work less than 35 hours per week. Prior to 1975, persons usually working less than 35 hours for economic reasons were classified as full-time. The upper age limit for the survey's working-age population changed form 74 to 64 in 1986. Accordingly, to ensure historical comparability, part-timers in the 65-74 age group have been excluded from the data for years prior to 1986. Due to a revision in the Labour Force Survey in 1987, there is a break in series after 1986.

Switzerland: data are estimates from the Enquête Suisse sur la Population Active (ESPA) conducted on the second quarter of each year, and were provided by the Swiss Federal Statistical Office. Part-time work is defined on the basis of the respondent's perception of his/her main job.

Turkey: Data are annual averages from the results of the Household Labour Force Surveys conducted in April and October and were provided by the State Institute of Statistics. Persons working *usually* less than 36 hours during the reference week are classified as part-timers.

United States: Data are based on averages of monthly estimates from the Current Population Survey and were obtained from *Labor Force Statistics Derived from the Current Population Survey, 1948-1987,* Bureau of Labor Statistics, 1988. Persons whose usual working hours for all jobs total less than 35 hours per week are classified as part-time workers. Unpaid family workers working less than 15 hours per week are not considered employed. Due to a major redesign of the Current Population Survey, data for 1994 are not directly comparable with data for previous years.

ANNEX 2 - TABLES AND GRAPHS

Table 1. Incidence and composition of part-time employment, 1973-1995
Percentages

	Part-time employment as a proportion of employment											
	Men						Women					
	1973	1979	1983	1993	1994	1995	1973	1979	1983	1993	1994	1995
Australia	3.7	5.2	6.2	10.3	10.9	11.1	28.2	35.2	36.4	42.3	42.6	42.7
Austria	1.4	1.5	1.5	1.7	3.0	..	15.6	18.0	20.0	22.8	25.2	..
Beglium	1.0	1.0	2.0	2.3	2.5	2.8	10.2	16.5	19.7	28.5	28.3	29.8
Canada	4.7	6.5	8.7	11.0	10.7	10.6	19.4	25.3	28.1	28.8	28.6	28.2
Czech Rep.	..	..	..	3.0	3.6	3.1	..	..	..	10.8	10.9	10.8
Denmark	..	5.2	6.6	11.0	10.0	..	..	46.3	44.7	37.4	34.4	..
Finland	..	3.2	4.5	6.2	6.0	5.7	..	10.6	12.5	11.1	11.2	11.3
France	1.7	2.4	2.5	4.1	4.6	5.0	12.9	17.0	20.1	26.3	27.8	28.9
Germany	1.8	1.5	1.7	2.9	3.2	..	24.4	27.6	30.0	32.0	33.1	..
Greece	..	..	3.7	2.6	3.1	2.8	..	..	12.1	7.6	8.0	8.4
Iceland	..	..	..	9.9	..	12.4	..	..	..	47.5	..	51.4
Ireland	..	2.1	2.7	4.8	5.1	..	..	13.1	15.5	21.3	21.7	..
Italy	3.7	3.0	2.4	2.5	2.8	2.9	14.0	10.6	9.4	11.0	12.4	12.7
Japan	6.8	7.5	7.3	11.4	11.7	10.1	25.1	27.8	29.8	35.2	35.7	34.9
Luxembourg	1.0	1.0	1.2	1.0	1.3	1.1	18.4	17.1	18.0	18.3	19.5	20.3
Mexico	..	..	..	21.1	20.4	19.4	..	..	..	39.2	40.1	40.6
Netherlands[a]	..	5.5	6.9	15.3	16.1	16.8	..	44.0	50.3	64.5	66.0	67.2
New Zealand	4.6	4.9	5.0	9.7	9.7	9.3	24.6	29.1	31.4	35.7	36.6	36.1
Norway[b]	8.6	10.6	11.5	9.7	9.5	9.4	47.8	51.7	54.9	47.6	46.5	46.6
Portugal	..	2.5	..	4.5	4.7	4.2	..	16.5	..	11.1	12.1	11.6
Spain	..	..	..	2.4	2.6	2.8	..	..	..	14.8	15.2	16.4
Sweden[c]	..	5.4	6.3	9.1	9.7	9.4	..	46.0	45.9	41.4	41.0	40.3
Switzerland	..	..	..	8.6	8.8	8.6	..	..	..	54.1	55.3	54.7
Turkey	..	..	..	19.7	16.2	..	..	..	..	41.4	41.2	..
United Kingdom	2.3	1.9	3.3	6.6	7.1	7.7	39.1	39.0	42.4	43.9	44.4	44.3
United States[d]	8.6	9.0	10.8	11.0	11.5	11.0	26.8	26.7	28.1	25.5	27.7	27.4
	Part-time employment as a proportion of total employment						Women's share in part-time employment					
	1973	1979	1983	1993	1994	1995	1973	1979	1983	1993	1994	1995
Australia	11.9	15.9	17.5	23.9	24.4	24.8	79.4	78.7	78.0	75.3	74.2	74.4
Austria	6.4	7.6	8.4	10.1	12.1	..	85.8	87.8	88.4	89.7	85.3	..
Beglium	3.8	6.0	8.1	12.8	12.8	13.6	82.4	88.9	83.9	89.3	88.1	87.5
Canada	9.7	13.8	16.8	19.1	18.8	18.6	68.4	71.0	69.8	68.3	68.8	68.8
Czech Rep.	..	..	..	6.4	6.8	6.5	..	..	..	74.0	70.0	73.3
Denmark	..	22.7	23.8	23.3	21.2	..	..	86.9	84.7	74.9	74.4	..
Finland	..	6.7	8.3	8.6	8.5	8.4	..	74.7	71.7	63.1	63.6	64.7
France	5.9	8.1	9.6	13.7	14.9	15.6	82.3	82.1	84.3	83.3	82.7	82.0
Germany	10.1	11.4	12.6	15.1	15.8	..	89.0	91.6	91.9	88.6	88.1	..
Greece	..	..	6.5	4.4	4.8	4.8	..	..	61.2	61.6	58.9	62.7
Iceland	..	..	..	27.3	..	30.7	..	..	..	80.4	..	78.6
Ireland	..	5.1	6.7	10.8	11.3	..	..	71.2	71.5	71.7	71.5	..
Italy	6.4	5.3	4.6	5.4	6.2	6.4	58.3	61.4	64.8	70.5	71.1	70.6
Japan	13.9	15.4	16.2	21.1	21.4	20.1	70.0	70.1	72.9	67.7	67.5	70.1
Luxembourg	5.8	5.8	6.7	7.3	8.0	7.9	87.5	87.5	87.6	91.2	89.5	91.0
Mexico	..	..	..	26.7	26.7	26.2	..	..	..	45.8	47.8	50.0
Netherlands[a]	..	16.6	21.2	35.0	36.4	37.4	..	76.4	78.4	73.7	73.8	73.6
New Zealand	11.2	13.9	15.3	21.2	21.6	21.2	72.3	77.7	79.8	74.2	74.9	75.7
Norway[b]	23.0	27.3	29.6	27.1	26.5	26.5	76.4	77.0	77.3	80.6	80.6	80.8
Portugal	..	7.8	..	7.4	8.0	7.5	..	80.4	..	66.3	67.1	69.1
Spain	..	..	..	6.6	6.9	7.5	..	..	..	75.6	74.9	75.7
Sweden[c]	..	23.6	24.8	24.9	24.9	24.3	..	87.5	86.6	81.3	80.1	80.1
Switzerland	..	..	..	28.1	28.8	28.3	..	..	..	82.5	82.7	82.7
Turkey	..	..	..	26.3	23.6	..	..	..	..	47.9	51.7	..
United Kingdom	16.0	16.4	19.4	23.4	23.8	24.1	90.9	92.8	89.8	84.5	83.6	82.3
United States[d]	15.6	16.4	18.4	17.6	18.9	18.6	66.0	68.0	66.8	66.0	67.3	68.0

a) Break in series after 1985.
b) Break in series after 1987.
c) Break in series after 1986, and after 1992.
d) Break in series after 1993.

Table 2. Part-time employment: national definitions and methods based / on cut-offs of usual weekly hours worked, 1995

(percentage of total employment)

A. Men and women aged 15 to 64

Country	Definitions of part-time employment						
	National definitions[a]	Employment with usual weekly hours of less than 30 hours per week	Differences with the actual definitions	Employment with usual weekly hours of less than 35 hours per week	Differences with the actual definitions	Part-timers working 30 hours and over as a % of all workers	Full-timers working less than 35 hours as a % of all workers
	(1)	(2)	(3)=(1)-(2)	(4)	(5)=(1)-(4)	(6)	(7)
Netherlands	33.4	24.7	8.7	33.4	0.0	8.7	0.0
Iceland	30.5	22.3	8.2	28.9	1.6	8.6	0.9
Switzerland[b]	28.5	22.7	5.9	26.7	1.8	6.5	1.2
Sweden[c]	28.4	17.2	11.2	27.2	1.2	11.4	0.9
Norway	26.4	20.9	5.5	26.4	0.0	5.5	0.0
Australia[b]	23.4	22.9	0.5	30.1	-6.7	3.4	6.7
United Kingdom	21.9	19.9	2.0	24.0	-2.1	2.7	2.8
Denmark	19.7	14.5	5.2	21.4	-1.7	5.6	2.1
Canada	18.2	18.2	0.0	24.1	-5.9	0.0	5.9
United States	17.1	12.8	4.4	17.1	0.0	4.4	0.0
France	15.7	14.1	1.6	19.0	-3.3	4.7	4.3
Germany	15.5	13.4	2.1	16.6	-1.1	2.4	1.1
Belgium	15.5	16.5	-1.0	20.4	-4.9	2.7	5.3
Austria	13.2	10.3	2.9	12.8	0.4	4.1	1.8
Ireland	12.2	15.3	-3.1	19.5	-7.3	1.3	8.0
Finland	9.1	7.4	1.7	13.1	-4.0	3.0	4.3
Poland	8.5	13.3	-4.8	17.0	-8.5	2.1	9.3
Luxembourg	7.5	11.2	-3.7	13.4	-5.9	1.3	6.3
Spain	6.5	6.2	0.3	9.3	-2.8	0.3	2.8
Italy	5.9	11.1	-5.2	13.9	-8.0	1.7	9.3
Czech Republic	5.5	4.7	0.8	6.3	-0.8	1.7	1.4
Hungary	4.3	2.6	1.7	4.3	0.0	1.7	0.0
Portugal	3.9	6.8	-2.9	9.1	-5.2	1.0	5.6
Greece	3.2	8.0	-4.8	11.5	-8.3	0.9	8.8

The data are arranged by descending order of the incidence of part-time employment in total employment.

a) See the note and sources found in the annex I of this document.

b) 1996 instead of 1995.

c) 1994 instead of 1995.

Source : Data are provided by Eurostat from the European labour force survey for the countries of the European Union (except for Sweden) and for Iceland. For the other countries, data are provided by national authorities.

Table 2. Part-time employment: national definitions and methods based / on cut-offs of usual weekly hours worked, 1995 (cont.)

(percentage of total employment)

B. Women aged 15 to 64

Country	Definitions of part-time employment						
	National definitions[a]	Employment with usual weekly hours of less than 30 hours per week	Differences with the actual definitions	Employment with usual weekly hours of less than 35 hours per week	Differences with the actual definitions	Part-timers working 30 hours and over as a % of all workers	Full-timers working less than 35 hours as a % of all workers
	(1)	(2)	(3)=(1)-(2)	(4)	(5)=(1)-(4)	(6)	(7)
Netherlands	63.5	49.8	13.7	63.5	0.0	13.7	0.0
Switzerland[b]	56.2	45.3	10.9	52.2	4.0	11.6	1.2
Iceland	50.0	36.5	13.5	47.1	2.9	14.0	0.8
Sweden[c]	46.3	26.6	19.7	43.4	2.9	19.9	0.7
Norway	45.4	37.1	8.3	45.4	0.0	8.3	0.0
United Kingdom	40.6	36.7	3.9	43.7	-3.1	5.0	4.3
Australia[b]	40.3	37.2	3.0	46.3	-6.1	5.6	6.1
Denmark	33.3	22.6	10.7	36.1	-2.8	11.1	3.6
Belgium	33.2	33.1	0.1	40.1	-6.9	5.4	7.5
Germany	32.6	27.7	4.9	34.1	-1.5	5.0	1.5
France	28.1	23.7	4.4	32.4	-4.3	8.6	5.9
Canada	27.9	27.9	0.0	36.5	-8.6	0.0	8.6
Austria	26.9	21.2	5.7	26.3	0.6	8.2	3.6
United States	25.2	18.7	6.5	25.2	0.0	6.5	0.0
Ireland	20.8	25.5	-4.7	31.8	-11.0	1.9	11.8
Luxembourg	19.3	28.1	-8.8	32.9	-13.6	2.7	14.2
Spain	14.9	14.3	0.6	20.2	-5.3	0.6	5.4
Finland	12.7	10.2	2.5	17.5	-4.8	4.0	5.2
Italy	11.7	22.2	-10.5	27.2	-15.5	2.4	17.0
Poland	11.2	18.7	-7.5	23.0	-11.8	2.5	12.7
Czech Republic	9.1	7.6	1.5	10.3	-1.2	3.0	2.2
Portugal	6.9	12.5	-5.6	16.1	-9.2	1.3	9.6
Hungary	6.8	4.0	2.8	6.8	0.0	2.8	0.0
Greece	5.2	13.0	-7.8	18.4	-13.2	1.2	13.8

The data are arranged by descending order of the incidence of part-time employment in total employment.

a) See the note and sources found in the annex I of this document.

b) 1996 instead of 1995.

c) 1994 instead of 1995.

Source : Data are provided by Eurostat from the European labour force survey for the countries of the European Union (except for Sweden) and for Iceland. For the other countries, data are provided by national authorities.

Table 2. Part-time employment: national definitions and methods based / on cut-offs of usual weekly hours worked, 1995 (cont.)

(percentage of total employment)

C. Men aged 15 to 64

Country	Definitions of part-time employment						
	National definitions[a]	Employment with usual weekly hours of less than 30 hours per week	Differences with the actual definitions	Employment with usual weekly hours of less than 35 hours per week	Differences with the actual definitions	Part-timers working more than 30 hours as a % of all workers	Full-timers working less than 35 hours as a % of all workers
	(1)	(2)	(3)=(1)-(2)	(4)	(5)=(1)-(4)	(6)	(7)
Netherlands	13.2	7.8	5.4	13.2	0.0	5.4	0.0
Norway	10.3	7.1	3.2	10.3	0.0	3.2	0.0
Canada	10.1	10.1	0.0	13.8	-3.7	0.0	3.7
Australia[b]	9.8	11.3	-1.5	17.0	-7.2	1.6	7.2
United States	9.7	7.3	2.4	9.7	0.0	2.4	0.0
Sweden[c]	9.6	7.4	2.2	10.2	-0.6	2.4	1.1
Iceland	9.5	7.1	2.4	9.3	0.2	2.8	0.9
Denmark	8.2	7.6	0.6	9.0	-0.8	1.1	0.9
Switzerland[b]	6.9	5.0	1.9	6.8	0.1	2.6	1.2
Poland	6.3	9.0	-2.6	12.2	-5.9	1.8	6.6
United Kingdom	5.4	5.0	0.4	6.7	-1.3	0.7	1.6
Ireland	5.4	7.1	-1.7	9.7	-4.3	0.8	4.9
Finland	4.9	4.0	0.9	7.9	-3.0	1.9	3.3
France	4.7	5.6	-0.9	7.2	-2.5	1.1	2.9
Belgium	3.0	4.9	-1.9	6.6	-3.6	0.6	3.7
Germany	2.7	2.5	0.2	3.5	-0.8	0.5	0.8
Austria	2.5	1.8	0.7	2.4	0.1	0.8	0.4
Czech Republic	2.4	2.3	0.1	3.0	-0.6	0.6	0.7
Italy	2.3	4.3	-2.0	5.8	-3.5	1.3	4.6
Hungary	2.0	1.3	0.7	2.0	0.0	0.7	0.0
Spain	2.0	1.9	0.1	3.5	-1.5	0.1	1.5
Greece	2.0	5.0	-3.0	7.4	-5.4	0.7	5.8
Portugal	1.4	2.0	-0.6	3.1	-1.7	0.7	2.2
Luxembourg	1.0	1.9	-0.9	2.7	-1.7	0.6	2.1

The data are arranged by descending order of the incidence of part-time employment in total employment.

a) See the note and sources found in the annex I of this document.

b) 1996 instead of 1995.

c) 1994 instead of 1995.

Source : Data are provided by Eurostat from the European labour force survey for the countries of the European Union (except for Sweden) and for Iceland. For the other countries, data are provided by national authorities.

Table 3. Occupations where full-time employment less than 30 hours is common, selected OECD countries, 1995

Table based on ISCO88 classification of occupations for salaried workers at a 3-digit level

GREECE

Persons aged 15 to 64 **CITP88 Professions**		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Full-time less than 30 hours as a % of full-time employment by occupation
Men and Women					
232	Secondary education teaching professionals	3.6	-2.0	2.3	57.4
233	Primary and pre-primary education teaching professionals	2.8	-1.7	1.0	60.9
235	Other teaching professionals	1.3	-0.6	18.6	54.2
231	College, university and higher education teaching professionals	0.6	-0.2	4.2	37.3
246	Religious professionals	0.5	-0.2	1.4	52.4
347	Artistic, entertainment and sports associate professionals	0.8	-0.1	15.8	23.5
	Total of the above occupations	9.6	-4.8		
	Total workers	100.0	-4.8	3.2	
Men					
232	Secondary education teaching professionals	2.4	-1.3	1.3	54.8
246	Membres du clergé	0.7	-0.4	1.4	52.3
231	College, university and higher education teaching professionals	0.6	-0.2	0.9	37.7
235	Other teaching professionals	0.6	-0.2	13.6	45.8
347	Artistic, entertainment and sports associate professionals	0.8	-0.2	16.6	26.8
222	Health professionals (except nursing)	1.5	-0.1	1.1	6.2
	Total of the above occupations	6.6	-2.4		
	Total workers	100.0	-3.0	2.0	
Women					
232	Secondary education teaching professionals	5.5	-3.2	2.9	59.3
233	Primary and pre-primary education teaching professionals	4.7	-2.8	1.6	61.4
235	Other teaching professionals	2.6	-1.1	20.5	57.7
231	College, university and higher education teaching professionals	0.6	-0.2	9.9	36.5
332	Pre-primary education teaching associate professionals	0.2	-0.1	18.1	45.6
347	Artistic, entertainment and sports associate professionals	0.6	-0.1	14.2	16.3
	Total of the above occupations	14.2	-7.5		
	Total workers	100.0	-7.8	5.2	

IRELAND

Persons aged 15 to 64 **CITP88 Professions**		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Full-time less than 30 hours as a % of full-time employment by occupation
Men and Women					
235	Other teaching professionals	6.5	-2.7	8.9	45.8
914	Building caretakers, window and related cleaners	1.7	-0.1	60.0	15.0
	Total of the above occupations	8.2	-2.8		
	Total workers	100.0	-2.9	12.2	
Men					
235	Other teaching professionals	4.5	-1.6	7.7	40.0
914	Building caretakers, window and related cleaners	1.1	-0.1	26.7	13.6
	Total of the above occupations	5.6	-1.7		
	Total workers	100.0	-1.7	5.4	
Women					
235	Other teaching professionals	9.1	-4.0	9.7	49.6
	Total of the above occupations	9.1	-4.0		
	Total workers	100.0	-4.5	20.8	

ITALY

Personnes âgées de 15 à 64 ans CITP88 Professions		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Full-time less than 30 hours as a % of full-time employment by occupation
Men and Women					
232	Secondary education teaching professionals	3.8	-3.0	4.1	83.9
233	Primary and pre-primary education teaching professionals	3.5	-2.0	3.7	60.1
334	Other teaching associate professionals	0.2	-0.2	3.0	67.2
231	College, university and higher education teaching professionals	0.4	-0.1	4.2	23.3
333	Special education teaching associate professionals	0.2	-0.1	9.7	29.6
	Total of the above occupations	8.1	-5.4		
	Total workers	100.0	-5.3	5.9	
Men					
232	Secondary education teaching professionals	2.2	-1.8	2.7	83.9
233	Primary and pre-primary education teaching professionals	0.4	-0.2	2.2	59.6
231	College, university and higher education teaching professionals	0.4	-0.1	1.6	19.3
334	Other teaching associate professionals	0.2	-0.1	0.8	50.9
	Total of the above occupations	3.2	-2.2		
	Total workers	100.0	-2.0	2.3	
Women					
232	Secondary education teaching professionals	6.4	-5.1	4.9	83.9
233	Primary and pre-primary education teaching professionals	8.6	-4.9	3.8	60.1
334	Other teaching associate professionals	0.4	-0.3	4.4	78.4
333	Special education teaching associate professionals	0.5	-0.2	10.7	37.2
	Total of the above occupations	15.9	-10.5		
	Total workers	100.0	-10.8	11.7	

LUXEMBOURG

Persons aged 15to 64 CITP88 Professions		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Full-time less than 30 hours as a % of full-time employment by occupation
Men and Women					
913	Domestic and related helpers, cleaners and launderers	8.1	-1.3	33.3	29.9
233	Instituteurs de l'enseignement primaire et préprimaire	2.2	-0.9	9.7	44.7
232	Secondary education teaching professionals	2.1	-0.8	10.0	41.7
323	Nursing and midwifery associate professionals (intermediary level)	1.4	-0.1	20.4	12.3
334	Other teaching associate professionals	1.1	-0.1	17.0	14.8
	Total of the above occupations	14.9	-3.2		
	Total workers	100.0	-3.7	7.5	
Men					
232	Secondary education teaching professionals	1.7	-0.6	4.7	37.8
233	Primary and pre-primary education teaching professionals	1.2	-0.3	5.6	31.0
334	Other teaching associate professionals	0.8	-0.2	8.1	23.0
	Total of the above occupations	3.7	-1.1		
	Total workers	100.0	-0.9	1.0	
Women					
913	Domestic and related helpers, cleaners and launderers	21.9	-3.6	34.5	31.5
233	Primary and pre-primary education teaching professionals	4.0	-1.9	12.0	52.8
232	Secondary education teaching professionals	2.8	-1.1	15.7	46.3
341	Finance and sales associate professionals	0.9	-0.1	8.5	14.3
348	Religious associate professionals	0.2	-0.1	50.2	66.6
414	Library, mail and related clerks	0.7	-0.1	19.8	24.1
743	Textile, garment and related trades workers	0.7	-0.1	20.1	25.4
915	Messengers, porters, doorkeepers and related workers	0.4	-0.1	10.1	37.1
	Total of the above occupations	31.6	-7.1		
	Total workers	100.0	-8.9	19.3	

PORTUGAL

Persons 15to 64 **CITP88 Professions**		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Full-time less than 30 hours as a % of full-time employment by occupation
Men and Women					
232	Secondary education teaching professionals	3.4	-1.7	3.4	52.2
331	Primary education teaching associate professionals	1.9	-1.0	1.8	55.8
231	College, university and higher education teaching professionals	0.5	-0.1	3.1	17.0
915	Messengers, porters, doorkeepers and related workers	2.0	-0.1	3.3	6.5
	Total of the above occupations	7.8	-2.9		
	Total workers	100.0	-2.9	3.9	
Men					
232	Secondary education teaching professionals	1.6	-0.7	3.2	43.4
331	Primary education teaching associate professionals	0.4	-0.2	7.2	50.2
222	Health professionals (except nursing)	0.9	-0.1	7.4	6.3
	Total of the above occupations	2.9	-1.0		
	Total workers	100.0	-0.6	1.4	
Women					
232	Secondary education teaching professionals	5.5	-2.9	3.5	55.1
331	Primary education teaching associate professionals	3.7	-2.0	1.1	56.4
915	Messengers, porters, doorkeepers and related workers	2.5	-0.2	3.1	11.1
231	College, university and higher education teaching professionals	0.3	-0.1	10.1	28.4
332	Pre-primary education teaching associate professionals	1.2	-0.1	1.9	6.3
334	Other teaching associate professionals	0.3	-0.1	8.7	30.6
	Total of the above occupations	13.5	-5.4		
	Total workers	100.0	-5.5	6.9	

Source : European labour force survey, 1995 data.

Table 4. Occupations where part-time employment of 30 hours or more is common, selected OECD countries, 1995

Table based on ISCO88 classification of occupations for salaried workers at a 3-digit level

ICELAND

Persons aged 15 to 64 CITP88 Professions Men and Women		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Part-time greater than 30 hours as a % of part-time employment by occupation
513	Personal care and related workers	5.8	1.0	68.6	26.9
223	Nursing and midwifery professionals	2.5	0.7	64.4	44.1
913	Domestic and related helpers, cleaners and launderers	5.2	0.7	69.5	20.0
323	Nursing and midwifery associate professionals (intermediary level)	1.7	0.6	65.5	51.1
233	Primary and pre-primary education teaching professionals	2.8	0.5	30.3	60.8
411	Secretaries and keyboard-operating clerks	2.3	0.4	48.4	32.1
343	Administrative associate professionals	2.4	0.3	34.4	35.6
332	Pre-primary education teaching associate professionals	0.9	0.2	65.6	38.8
211	Life science professionals	0.3	0.1	30.3	100.0
244	Social science and related professionals	0.4	0.1	39.1	74.0
333	Special education teaching associate professionals	1.1	0.1	40.4	28.1
413	Material-recording and transport clerks	0.7	0.1	23.5	52.3
514	Other personal service workers	0.8	0.1	55.6	20.7
743	Textile, garment and related trades workers	0.8	0.1	47.4	22.8
931	Mining and construction labourers	0.8	0.1	19.4	47.6
933	Transport labourers and freight handlers	0.6	0.1	26.8	49.6
	Total of the above occupations	29.1	5.8		
	Total workers		8.1	30.5	

ICELAND

Persons aged 15 to 64 CITP88 Professions Men		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Part-time greater than 30 hours as a % of part-time employment by occupation
615	Fishery workers, hunters and trappers	6.8	0.4	8.5	72.4
343	Administrative associate professionals	1.4	0.2	32.4	42.6
512	Housekeeping and restaurant services workers	2.5	0.2	25.9	25.0
713	Building finishers and related trades workers	3.5	0.2	9.0	52.9
931	Mining and construction labourers	1.7	0.2	19.4	47.6
933	Transport labourers and freight handlers	1.0	0.2	23.5	65.2
131	General managers	0.8	0.1	24.0	48.0
213	Computing professionals	0.9	0.1	19.1	50.0
233	Primary and pre-primary education teaching professionals	1.3	0.1	7.3	100.0
245	Writers and creative or performing artists	1.3	0.1	20.5	29.0
247	Other intellectual or scientific specialists	1.0	0.1	9.4	100.0
312	Computer associate professionals	0.8	0.1	22.5	52.1
323	Nursing and midwifery associate professionals (intermediary level)	0.1	0.1	100.0	100.0
347	Artistic, entertainment and sports associate professionals	0.5	0.1	50.4	37.5
414	Library, mail and related clerks	0.7	0.1	42.8	35.3
513	Personal care and related workers	0.7	0.1	23.6	50.0
714	Painters, building structure cleaners and related trades workers	0.7	0.1	24.2	50.0
731	Precision workers in metal and related materials	0.3	0.1	35.0	100.0
740	Other craft and related trades workers	0.3	0.1	36.3	100.0
812	Metal-processing-plant operators	0.6	0.1	13.7	100.0
916	Garbage collectors and related labourers	0.5	0.1	29.5	45.3
	Total of the above occupations	27.2	2.6		
	Total workers		2.6	9.5	
Women					
513	Personal care and related workers	10.6	1.9	71.4	26.4
223	Nursing and midwifery professionals	4.7	1.4	63.8	45.3
913	Domestic and related helpers, cleaners and launderers	9.4	1.4	71.5	21.0
323	Nursing and midwifery associate professionals (intermediary level)	3.2	1.0	64.6	49.0
233	Primary and pre-primary education teaching professionals	4.3	0.9	36.8	58.6
411	Secretaries and keyboard-operating clerks	4.3	0.7	50.4	32.1
122	Production and operations department managers	1.7	0.4	34.4	75.7
332	Pre-primary education teaching associate professionals	1.7	0.4	65.6	38.8
211	Life science professionals	0.2	0.2	100.0	100.0
244	Social science and related professionals	0.7	0.2	44.0	74.0
333	Special education teaching associate professionals	1.7	0.2	42.8	34.4
413	Material-recording and transport clerks	0.5	0.2	56.4	52.3
743	Textile, garment and related trades workers	1.1	0.2	71.3	22.8
114	Senior officials of special-interest organisations	0.4	0.1	67.2	24.3
214	Architects, engineers and related professionals	0.3	0.1	25.0	100.0
221	Life science professionals	0.2	0.1	45.2	100.0
234	Special education teaching professionals	0.2	0.1	35.6	100.0
243	Archivists, librarians and related information professionals	0.5	0.1	30.8	50.0
311	Physical and engineering science technicians	0.5	0.1	33.4	54.7
315	Safety and quality inspectors	0.1	0.1	100.0	100.0
331	Primary education teaching associate professionals	0.1	0.1	100.0	100.0
613	Market-oriented crop and animal producers	0.1	0.1	100.0	100.0
826	Textile-, fur- and leather-products machine operators	0.3	0.1	24.5	100.0
16	Total of the above occupations	46.6	9.8		
	Total workers		13.4	50.0	

NETHERLANDS

Mena and women aged 15 to 64 **CITP88 Professions**		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Part-time greater than 30 hours as a % of part-time employment by occupation
323	Nursing and midwifery associate professionals (intermediary level)	4.0	0.8	63.7	31.1
522	Shop salespersons and demonstrators	5.4	0.6	53.7	20.7
513	Personal care and related workers	3.6	0.5	81.6	18.4
232	Secondary education teaching professionals	2.4	0.3	45.3	24.5
343	Administrative associate professionals	3.4	0.3	29.4	33.2
412	Numerical clerks	3.0	0.3	40.2	24.8
419	Other office clerks	2.8	0.3	48.1	24.0
244	Social science and related professionals	1.0	0.2	54.1	40.0
322	Modern health associate professionals (except nursing)	1.3	0.2	68.2	25.0
346	Social work associate professionals	0.8	0.2	67.3	39.3
411	Secretaries and keyboard-operating clerks	2.0	0.2	52.7	23.3
422	Client information clerks	1.3	0.2	62.7	18.4
222	Health professiona;s (except nursing)	0.5	0.1	34.9	44.0
223	Nursing and midwifery professionals	0.7	0.1	63.3	27.0
247	Other intellectual or scientific professionals	1.0	0.1	13.6	69.2
414	Library, mail and related clerks	1.2	0.1	42.0	24.1
421	Cashiers, tellers and related clerks	1.3	0.1	64.5	14.6
514	Other personal service workers	0.4	0.1	71.3	43.2
815	Chemical-processing-plant operators	0.4	0.1	22.4	100.0
827	Food and related products machine operators	0.4	0.1	17.1	86.1
829	Other machine operators and assemblers	0.7	0.1	30.6	37.1
914	Building caretakers, window and related cleaners	0.5	0.1	25.2	48.4
999	Workers and non-skilled labourers	0.5	0.1	82.3	13.6
	Total of the above occupations	38.6	5.7		
	Total workers		8.8	33.4	

Source : European labour force survey, 1995 data.

NETHERLANDS

Persons aged 15 to 64 CITP88 Professions		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Part-time greater than 30 hours as a % of part-time employment by occupation
Men					
214	Architects, engineers and related professionals	2.3	0.2	8.6	78.4
232	Secondary education teaching professionals	2.5	0.2	27.9	34.4
244	Social science and related professionals	0.8	0.2	35.9	63.7
323	Nursing and midwifery associate professionals (intermediary level)	1.1	0.2	40.7	41.4
343	Administrative associate professionals	2.8	0.2	11.7	48.4
512	Housekeeping and restaurant services workers	2.0	0.2	38.2	22.3
815	Chemical-processing-plant operators	0.7	0.2	22.7	100.0
222	Health professionals (except nursing)	0.4	0.1	22.0	55.1
245	Writers and creative or performing artists	0.6	0.1	34.0	27.0
346	Social work associate professionals	0.4	0.1	52.6	43.6
414	Library, mail and related clerks	1.2	0.1	16.9	35.6
419	Other office clerks	1.3	0.1	17.4	36.9
714	Painters, building structure cleaners and related trades workers	0.9	0.1	6.3	90.0
734	Printing and related trades workers	0.9	0.1	13.3	49.1
812	Metal-processing-plant operators	0.3	0.1	32.6	100.0
814	Wood-processing-and papermaking-plant operators	0.2	0.1	35.3	100.0
827	Food and related products machine operators	0.7	0.1	17.0	91.5
829	Other machine operators and assemblers	0.6	0.1	18.2	59.5
914	Building caretakers, window and related cleaners	0.7	0.1	22.0	51.5
999	Workers and non-skilled labourers	0.4	0.1	73.7	18.5
	Total of the above occupations	20.8	2.8		
	Total workers		5.3	13.2	
Women					
323	Nursing and midwifery associate professionals (intermediary level)	8.4	1.7	68.3	29.8
513	Personal care and related workers	8.3	1.3	81.6	19.3
522	Shop salespersons and demonstrators	8.7	1.3	69.5	21.5
322	Modern health associate professionals (except nursing)	2.5	0.5	76.4	25.9
346	Social work associate professionals	1.4	0.4	73.8	37.9
223	Nursing and midwifery professionals	1.5	0.3	70.7	25.9
244	Social science and related professionals	1.3	0.3	70.6	29.1
514	Other personal service workers	0.9	0.3	72.5	41.5
122	Production and operations department managers	1.5	0.2	39.9	41.3
414	Library, mail and related clerks	1.3	0.2	74.5	20.8
123	Other department managers	0.5	0.1	29.7	77.8
213	Computing professionals	0.4	0.1	41.9	46.3
214	Architects, engineers and related professionals	0.4	0.1	45.7	39.7
222	Health professionals (except nursing)	0.6	0.1	48.8	38.6
235	Other teaching professionals	0.3	0.1	61.2	54.3
242	Legal professionals	0.6	0.1	41.5	41.1
247	Other intellectual or scientific professionals	0.6	0.1	34.1	63.7
313	Optical and electronic equipment operators	0.5	0.1	62.0	24.6
321	Life science technicians and related associate professionals	0.5	0.1	59.1	23.5
342	Business services agents and trade brokers	0.6	0.1	33.0	49.5
828	Assemblers	0.4	0.1	37.8	38.3
914	Building caretakers, window and related cleaners	0.2	0.0	47.4	38.4
	Total of the above occupations	41.2	7.7		
	Total workers		13.9	63.5	

Source : European labour force survey, 1995 data.

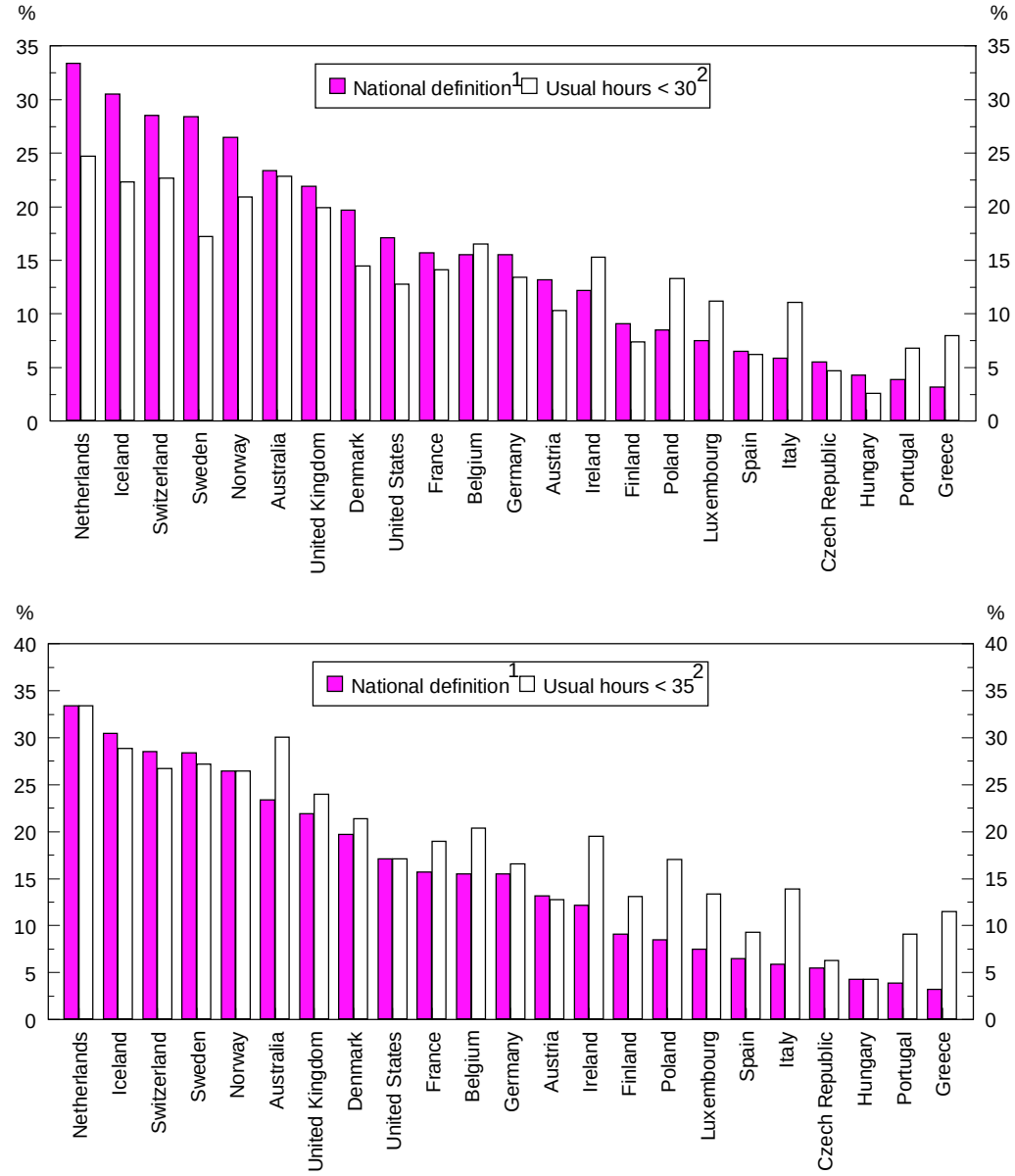
Table based on ISCO88 classification of occupations for salaried workers at a 2-digit level

SWITZERLAND

Persons aged 15 to 64 **CITP88 Professions**		Occupational share in total employment (%)	Contribution of occupations to the difference between the actual definition and the definition based on the 30 hours cut-off (in percentage points)	Incidence of part-time employment by occupation	Part-time greater than 30 hours as a % of part-time employment by occupation
Men and Women					
41	Office clerks	14.8	1.4	34.1	27.5
32	Life science and health associate professionals	4.3	0.7	56.5	30.3
51	Personal and protective services workers	7.9	0.5	46.2	15.3
52	Models, salespersons and demonstrators	5.4	0.5	51.2	17.2
23	Personal and protective services workers	4.1	0.4	53.5	24.7
24	Other professionals	3.8	0.3	32.5	29.3
21	Physical, mathematical and engineering science professionals	5.4	0.3	9.2	59.7
34	Other associate professionals	8.1	0.3	17.1	22.5
31	Physical and engineering science associate professionals	4.6	0.3	15.7	44.4
33	Teaching associate professionals	2.5	0.2	43.1	30.5
42	Customer service clerks	2.7	0.2	39.5	18.8
74	Other craft and related trades workers	2.8	0.1	19.4	23.7
72	Metal, machinery and related trade workers	6.7	0.1	5.5	32.1
71	Extraction and building trade workers	5.8	0.1	4.2	35.7
12	Corporate managers	4.0	0.1	7.0	36.3
61	Market-oriented skilled agricultural and fishery workers	1.3	0.1	16.7	38.1
73	Precision, handicraft, printing and related trades workers	1.7	0.1	13.3	34.9
22	Life science and health professional	0.9	0.1	25.1	26.5
91	Sales and services elementary occupations	4.0	0.1	66.0	4.0
82	Machine operators and assemblers	3.1	0.1	22.0	15.3
	Total of the above occupations	94.0	5.8		
	Total workers				
Men					
21	Physical, mathematical and engineering science professionals	8.9	0.4	6.9	64.6
24	Other professionals	3.9	0.2	14.1	47.2
41	Employés de bureau	9.4	0.2	5.5	37.3
23	Teaching professionals	3.5	0.2	29.5	35.7
71	Extraction and building trade workers	10.2	0.2	4.0	37.9
72	Metal, machinery and related trade workers	11.3	0.1	2.6	43.8
31	Physical and engineering science associate professionals	6.3	0.1	4.7	63.8
34	Other associate professionals	9.4	0.1	4.0	35.0
32	Life science and health associate professionals	0.9	0.1	20.3	44.8
33	Teaching associate professionals	1.2	0.1	17.6	57.1
22	Life science and health professional	1.1	0.1	14.6	33.3
	Total of the above occupations	66.3	2.0		
	Total workers		1.9	6.9	
Women					
41	Office clerks	21.7	2.9	50.0	26.9
32	Life science and health associate professionals	8.6	1.6	61.3	29.7
51	Personal and protective services workers	12.6	1.1	60.7	16.0
52	Models, salespersons and demonstrators	9.4	1.0	63.9	17.0
23	Personal and protective services workers	4.8	0.7	76.2	20.7
34	Models, salespersons and demonstrators	6.4	0.5	41.5	20.3
31	Physical and engineering science associate professionals	2.4	0.5	51.9	38.8
24	Other professionals	3.7	0.5	57.6	23.3
42	Customer service clerks	3.7	0.4	58.6	18.9
33	Teaching associate professionals	4.2	0.4	52.6	27.1
74	Other craft and related trades workers	2.2	0.2	51.1	20.9
82	Machine operators and assemblers	2.7	0.2	54.1	15.8
12	Corporate managers	2.1	0.2	27.1	35.7
21	Physical, mathematical and engineering science professionals	1.0	0.2	36.6	48.9
61	Market-oriented skilled agricultural and fishery workers	0.8	0.1	37.1	41.0
73	Precision, handicraft, printing and related trades workers	1.1	0.1	33.3	29.2
72	Metal, machinery and related trade workers	0.8	0.1	55.2	22.4
91	Sales and services elementary occupations	6.8	0.1	83.7	2.8
93	Labourers in mining, construction, manufacturing and transport	2.1	0.1	32.6	12.8
22	Life science and health professional	0.7	0.1	47.7	22.0
	Total of the above occupations	97.8	11.0	56.2	
	Total workers		10.9		

Source : Swiss labour force survey (ESPA), 1995 data.

Chart 1. **Part-time employment according to alternative definitions, 1995**
(persons aged between 15 to 64 years)
Men and Women



Data are ranked by descending order of the incidence of part-time employment in total employment.

1) National definitions of part-time employment as a per cent of total employment.

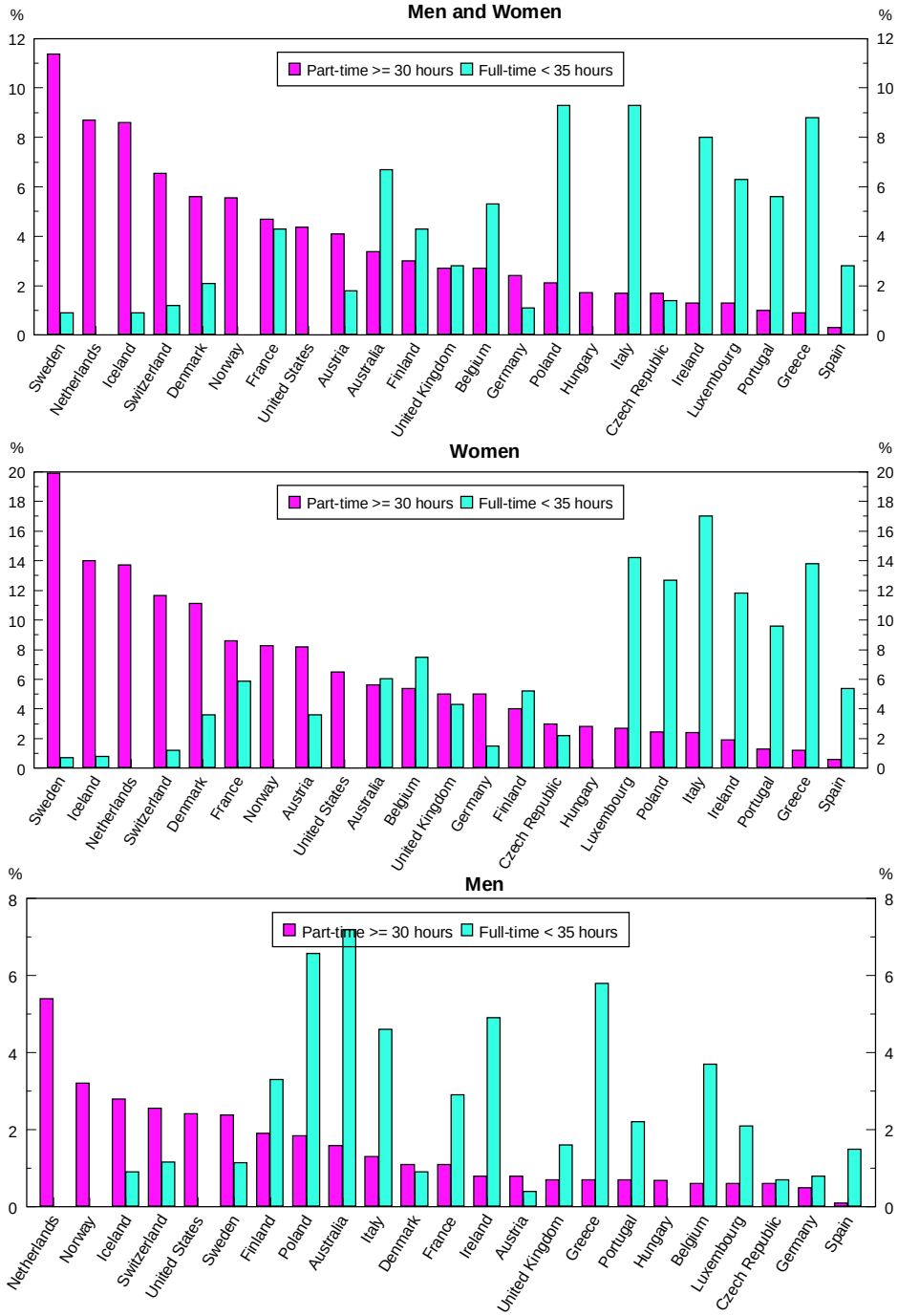
2) Employment with less than 30 hours or 35 hours of work per week as a per cent of total employment.

Source: See Table 2.

Chart 2. **Part-timers working 30 hours or more and full-timers working less than 35 hours, 1995**

Percentage of total employment

(persons between 15 to 64 years)



Data are ranked by descending order of the share of part-time employment of 30 hours and over in total employment.

Source: See Table 2.