
A International comparisons

A.1 A diversity of definitions and measures

International organisations have developed common definitions of part time work in such agreements as the International Labor Organization (ILO) Convention 175 on Part Time Work (1994) and the European Framework Agreement on Part Time Work (1997). These agreements define part time work in a broad sense, as work involving fewer hours than full time work (see box A.1). They recommend that a more detailed classification of part time work should be context-specific rather than universal.

A diversity of definitions and measurements of part time work are currently used by national statistical agencies. The definitions differ in three main areas: the decision rule used to classify full time and part time employment; the reference hours used in measurement; and the reference job used in measurement (OECD 1997). As such, while part time work has become increasingly important throughout the OECD, cross-national comparisons of part time work remain difficult.

Classification rules

The OECD (1997) identifies three common approaches to classifying part time work: the use of a weekly hours threshold; the use of self-assessment; or a combination of these two methods (see columns 2 and 3 of table A.1 for current practice). Combinations of these approaches differ greatly between countries. For example, the Netherlands use a 35 hour cut-off to overrule any classification of working hours made by work agreements or self-assessment. At the same time, Spain uses a 30 hour cut-off and reverts to self-assessment when weekly working hours are between 30 and 35. Measurements of part time work also differ in regard to the exemptions and special cases that are recognised by each country (see notes to table A.1).

The OECD (1997) recommends that when international comparisons are made, part time work should be defined as constituting fewer than 30 hours per week. However, the OECD (1997) also recognises that any strict hours cut-off ignores both cultural and legal contexts, as well as circumstantial information that might usually be used to separate full time from part time work.

Box A.1 Definitions of part time work in international agreements

Framework agreement on part-time work, clause 3:

For the purpose of this agreement:

- The term 'part-time worker' refers to an employee whose normal hours of work, calculated on a weekly basis or on average over a period of employment of up to one year, are less than the normal hours of work of a comparable full-time worker.
- The term 'comparable full-time worker' means a full-time worker in the same establishment having the same type of employment contract or relationship, who is engaged in the same or a similar work/occupation, due regard being given to other considerations which may include seniority and qualification/skills.
- Where there is no comparable full-time worker in the same establishment, the comparison shall be made by reference to the applicable collective agreement or, where there is no applicable collective agreement, in accordance with national law, collective agreements or practice.

C175 Part-Time Work Convention, article 1

For the purposes of this Convention:

- The term part-time worker means an employed person whose normal hours of work are less than those of comparable full-time workers.
- The normal hours of work may be calculated weekly or on average over a given period of employment.
- The term comparable full-time worker refers to a full-time worker who:
 - has the same type of employment relationship;
 - is engaged in the same or a similar type of work or occupation; and
 - is employed in the same establishment or, when there is no comparable full-time worker in that establishment, in the same enterprise or, when there is no comparable full-time worker in that enterprise, in the same branch of activity, as the part-time worker concerned.
- Full-time workers affected by partial unemployment, that is by a collective and temporary reduction in their normal hours of work for economic, technical or structural reasons, are not considered to be part-time workers.

Sources: Council Directive 97/81/EC of 15 December 1997 concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC; ILO C175 Part-Time Work Convention, 1994.

Table A.1 **Definitions of part time work in OECD countries**

<i>Country</i>	<i>Threshold of weekly hours</i>	<i>Self-assessment</i>	<i>Type of working hours</i>	<i>Main vs all jobs</i>
Australia ^a	35	N	Usual and Actual	All
Austria	35	N	Usual	Main
Belgium	—	Y	Usual	Main
Canada	30	N	Usual	Main
Czech Republic	—	Y	Usual	Main
Denmark	—	Y	Usual	Main
Finland	—	Y	Usual	Main
France	—	Y	Usual	Main
Germany	—	Y	Usual	Main
Greece ^b	—	Y	Usual	Main
Hungary	30	N	Usual	Main
Iceland	35	N	Usual	Main
Ireland	—	Y	Usual	Main
Italy ^b	—	Y	Usual	Main
Japan	35	N	Actual	All
Luxembourg	—	Y	Usual	Main
Mexico	35	N	Actual	Main
Netherlands ^c	35	N	Usual	Main
New Zealand	30	N	Usual	Main
Norway ^d	37	Y	Usual	Main
Poland ^e	40	Y	Usual	Main
Portugal ^f	—	Y	Usual	Main
Slovak Republic	—	Y	Usual	Main
Spain ^g	30	Y	Usual	Main
Sweden	—	Y	Usual	Main
Switzerland	—	N	Usual	Main
Turkey	36	N	Usual	Main
United Kingdom	—	Y	Usual	Main
United States ^h	35	N	Usual	All

^a Australia includes all unpaid family workers in employment statistics. To be counted as part time, both usual and actual hours must be below 35 hours per week. To be counted as full time, either usual hours or actual hours must be equal to or higher than 35 hours. ^b Greece and Italy define part time work according to the terms contained in the relevant workplace agreement. ^c The Netherlands includes self employed and unpaid family workers. People working between 1 and 11 hours per week are not counted as employed. The 35 hour cut-off is used to overrule self-assessment. ^d Norway defines full time work as 37 usual hours per week. Self assessment is used for persons working between 30 and 36 hours per week. ^e Poland defines part time work on the basis of self assessment, except when work hours total 40 or more. In such cases, workers are counted as full time regardless of their self-assessment. ^f Portugal defines part time work on the basis of self assessment, but this assessment may be overruled by the terms contained in the relevant workplace agreement. ^g Spain defines part time work based on a 30 hour cut-off. For people working between 30 and 35 hours, part time status is based on self-assessment. ^h The US does not include unpaid family workers who work 1–15 hours per week.

Source: OECD (1997).

Reference hours

Another difference between the measurements of part time work pertains to the nature of working hours data, as shown in column 3 of table A.1. The term ‘usual hours’ refers to the respondent’s estimated usual weekly hours of work, based on the previous few weeks or months. The term ‘actual hours’ refers to the number of hours actually worked in the week of the survey.

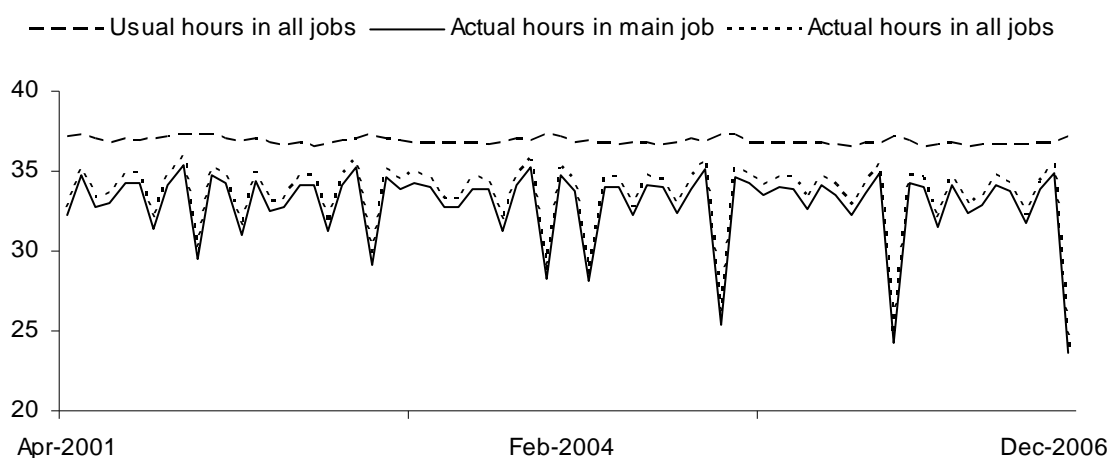
Both measures are used in yearly aggregates to estimate ongoing work patterns. At any one point in time, actual hours may give an inaccurate depiction of ongoing work patterns in cases where:

- working hours are generally volatile;
- people have rostered days off (usually one day every fortnight or month); and
- people have taken time off or have worked additional hours in the reference week.

However, actual hours may be more reliable in that respondents are required to describe their work patterns in the most recent week as opposed to making estimates based on a number of previous weeks.

Australia’s use of both usual and actual hours to measure part time work differs from the majority of OECD countries who use usual hours. In Australia, actual working hours per week tend to be lower than usual working hours on average (figure A.1). The approach based on actual hours alone would be expected to

Figure A.1 Different estimates of Australian working hours, 2001–06



Data source: ABS (*Labour Force, Australia, Detailed — Electronic Delivery*, February 2007, Cat. no. 6291.0.55.001).

provide a higher estimate of part time workers in Australia, compared with using usual hours. The relationship between actual and usual hours may be different in other countries, and so it is unclear what the impact of using a mix of usual and actual hours would have for international comparisons.

Reference jobs

Definitions of part time work also differ when accounting for people who hold more than one job (see column 4 of table A.1). Australia classifies full time and part time workers based on the total number of hours worked in all jobs held. However, most other OECD countries base their measurements of working hours on the job in which a person works the most hours, known as their ‘main job’. A person who works part time in their main job may actually have more than one job, and may work a full time week in all jobs combined. Consequently, measures that are based on the main job produce larger estimates of part time employment than those based on all jobs.

How comparable are the two measures? This depends on how many people hold multiple jobs, and how working hours are distributed among them. Around six per cent of the workforce hold more than one job, with an estimated 20 per cent¹ of part time jobs worked in conjunction with another job (ABS 2007 unpublished data). In the United States, approximately 5.2 per cent of the workforce had multiple jobs in 2006 (BLS 2007). Multiple job holders have been found to comprise less than 1.5 per cent of the workforce in some European countries, and up to 9 per cent of the workforce in other European countries (Rouault 2002). Thus, the difference between measures based on the main job and all jobs is likely to be small, but may impact on some international comparisons of working hours.

Cross-national comparisons of the general prevalence of part time work are most appropriately made between measures that are similar in regard to reference jobs. However, such information is not available for all countries.

A.2 Adjusted comparisons of part time work

The adjusted comparisons of part time work rates in section 2.4 used a methodology based on Abhayaratna and Lattimore (2006). The main objective was to limit the influence of age and gender structures on cross-national comparisons of part time work. Some adjustments were also made to account for differences in data collection.

¹ See section 11.2 on multiple job holding in chapter 11.

As the analysis in the present study focuses on part time work rates, some of the inherent challenges were somewhat different to those addressed in Abhayaratna and Lattimore (2006). First, many datasets on part time work (including those of the OECD) were found to have little information on the method and conditions under which the data was collected. Such information was sometimes found in other datasets provided by the OECD pertaining to population and labour force. However, it is often unclear how the part time work data may be properly matched against the population data. For the purposes of this study, several datasets were assumed to be compatible, based on the source notes to the OECD datasets.

Adjusting for data methodologies

Abhayaratna and Lattimore (2006) identified several areas that affected the cross-national comparisons of employment and the population. In the present study, these areas are used as a framework for improving the comparisons of part time work. The difference in focus between the present study and Abhayaratna and Lattimore (2006) has meant differences in the specific adjustments needed. The main adjustments made in this paper were to account for missing data for particular age groups, defence personnel and paid maternity leave. Other aspects were assumed to have a negligible impact on the analysis.

Imputations for younger and older workers

While most OECD countries have employment data available for persons aged 15 years and over, countries such as Spain, the United Kingdom and the United States had a lower age limit of 16 years. Furthermore, while most OECD countries collect employment data for persons aged 65 years and above, some countries use an upper age limit of 75 (Denmark, Luxembourg, Hungary, Finland, Iceland and Norway) or 65 (Sweden). As such, the unadjusted comparisons carry some bias due to differing age limits in each country's sample.

The present study imputes values for these missing data in order to correct for the cross-national differences. Imputations for the missing employment data are based on population data, which is generally available for each country for persons 15 years and over, and on employment data for the nearest available age groups.

For persons aged 15 years, employment data were estimated using available data for Australia. That is, an initial comparison of employment behaviours was made between Australians aged 15 years and those aged between 16-19 years. It was then assumed that the comparisons of the employment for the 15 year old group and the 16-19 year old group within each country were similar to the comparison made for

Australian data. This pertains to both the employment rate and the part time employment rate. For country X:

$$Emp_{X,15,gender} = Popn_{X,15,gender} \times \frac{Emp\%_{AUS,15,gender}}{Emp\%_{AUS,16-19,gender}} \times Emp\%_{X,16-19,gender}$$

$$PT_{X,15,gender} = Emp_{X,gender} \times \frac{PT\%_{AUS,15,gender}}{PT\%_{AUS,16-19,gender}} \times Emp\%_{X,16-19,gender}$$

$Emp_{X,Y,Z}$ = Employment for country X, age Y and gender Z.

$PT_{X,Y,Z}$ = Part time employment for country X, age Y and gender Z.

$Emp\%_{X,Y,Z}$ = Employment rate for country X, age Y and gender Z.

$PT\%_{X,Y,Z}$ = Part time employment rate for country X, age Y and gender Z.

$Popn_{X,Y,Z}$ = Population for country X, age Y and gender Z.

The behaviour of persons aged 75 years or more in Denmark, Luxembourg, Hungary, Finland, Sweden, Iceland, and Norway were approximated using data averages for the OECD. Data was sourced from the Eurostat (2008b), ABS (2006c, 2008a), and OECD (2008b). For country X:

$$Emp_{X,75+,gender} = Popn_{X,75+,gender} \times Emp\%_{OECD,75+,gender}$$

$$PT_{X,75+,gender} = Emp_{X,75+,gender} \times PT\%_{OECD,75+,gender}$$

Population data for older persons was sourced from Eurostat Labour Force Survey, while employment data was sourced from OECD *Usual Hours by Weekly Hour Bands* (OECD 2007a).

Adjustments for defence personnel

The majority of OECD countries included permanent defence personnel in their employment figures. Those who excluded defence personnel, as explicitly stated in the notes to the OECD (2007a), include: Australia; Canada; Hungary; New Zealand; South Korea; and the United States. For these countries, the numbers of permanent defence personnel for each age and gender group were imputed into the relevant employment figures.

These imputations involved several important assumptions.

- All permanent defence personnel in all countries are employed full time.
- All permanent defence personnel have a similar age distribution as the United States.
- Participation in a reserve defence force is not counted as employment.

This approach is taken due mainly to a lack of data, particularly with regard to part time soldiers and reservists. Data was sourced from the OECD (2008b), and age specific data from Department of Defense (2005).

The imputation for defence personnel was carried out as follows for each country X that did not include defence personnel in employment figures:

$$Def_{X,age,gender} = Def_{X,gender} \times \left(\frac{Def_{US,age,gender}}{Def_{US,gender}} \right)$$

where:

- $Def_{X,gender}$ = The number of defence personnel from OECD *Population and Labour Force*.
- $Def_{US,age,gender}$ = The number of defence personnel of a particular age and gender group in the US Defence Forces from Department of Defense (2005).
- $Def_{US,gender}$ = The number of defence personnel of a particular gender in the US Defence Forces from Department of Defense (2005).

The estimated number of defence personnel for each age and gender specific group is added to the total employment for that group.

Paid maternity leave

A further discrepancy between the methodologies used by different countries to collect employment data relates to paid maternity leave. While those on unpaid maternity leave are registered as being outside of the labour force, people on paid maternity leave are considered employed. This affects cross-national comparisons of employment because countries differ in their use of paid and unpaid maternity leave. Perhaps the largest potential influence this may have on comparisons of part time work relates to the number of women who are included in employment data.

In order to account for these differences, paid maternity leave is treated as being outside of employment, similar to unpaid leave. Estimates are made of the extent of paid maternity leave during a single year in each country, and the employment and

part time employment figures are reduced by this amount. Estimates are made using age-specific data on population, employment, fertility, and access to paid maternity leave for each country.

Implicit in this method are some important assumptions, including that:

- the probability of having a child is not affected by the mother's labour force status;
- women on paid maternity leave are not otherwise counted by surveys as being on unpaid maternity leave;
- the incidence of paternity leave is negligible; and
- part time workers have half the number of weeks of paid maternity leave as full time workers.

The latter assumption is due to a lack of data on the use of maternity leave by full time and part time workers. Fertility data was sourced from Eurostat (2008a), Statistics Canada (2008), US Census Bureau (2004), Statistics New Zealand (2008), EOWA 1998) and UN (2005a, 2005b). Access to paid maternity leave in Australia for full time and part time workers is estimated using ABS (2006d). The number of women on paid maternity leave was estimated for country X as follows:

$$WPM_{X,age} = \frac{(FR\%_{X,age} \times Emp_{X,age} \times Wks_X)}{52}$$

where:

- $WPM_{X,age}$ = Women on paid maternity leave for country X at any one time.
- $FR\%_{X,age}$ = The age specific fertility rate sourced.
- $Emp_{X,age}$ = Number of women employed in each age group.
- Wks_X = Weeks of paid maternity leave.

For Korea and Japan, total fertility rates are used instead of age specific rates, and the denominator is adjusted accordingly.

Age and gender standardisation

Once adjustments had been made to account for differences in data methodology, new adjusted estimates were derived for each country pertaining to:

- the age and gender specific employment;
- the age and gender specific part time employment rates;

-
- total employment.

From these estimates, the age and gender breakdown was calculated for the Australian workforce. This breakdown was then applied to the total employment figure for each other country, thereby creating new estimates for age and gender specific workforces for each country. For country X:

$$Emp_{X,age,gender}^{\wedge} = Emp_{X,gender}^{\#} \times \frac{Emp_{AUS,age,gender}^{\#}}{Emp_{AUS,gender}^{\#}}$$

$$PT_{X,age,gender}^{\wedge} = Emp_{X,age,gender}^{\wedge} \times PT\%_{X,age,gender}^{\#}$$

where:

- $PT_{X,age,gender}^{\wedge}$ = the final estimate of the number of part time workers in country X.
- $Emp_{X,age,gender}^{\wedge}$ = the final estimate of the number of workers in country X.
- $Emp_{AUS,age,gender}^{\#}$ = the estimate for employment in Australia by age and gender, adjusted for differences in data collection.
- $Emp_{AUS,gender}^{\#}$ = the estimate for employment in Australia by gender, adjusted for differences in data collection.
- $PT_{AUS,age,gender}^{\#}$ = the estimate for part time workers in Australia by age and gender, adjusted for differences in data collection.

The entire adjustment process, including adjustments made for data methodology and the age and gender standardisation, results in changes to the part time work rate of between -1.5 and 4.0 percentage points. The results of the adjustment process are presented in table A.7.

A.3 International comparisons data

This section of the appendix contains detailed results for the international comparisons discussed in chapter 2. Tables A.2 to A.6 present comparisons of unadjusted data with regard to levels of part time work and part time working hours. These tables use different definitions of part time work as explained in section A.1. Table A.7 contains comparisons of data that have been adjusted to account for differences between workforces regarding age and gender structures. The data in this table are adjusted using the process described in section A.2.

Table A.2 Part time workers as a percentage of workforce, 2006

<i>Country^a</i>	<i>National definitions^b</i>	<i><30 weekly hours</i>	<i><35 weekly hours^c</i>
	%	%	%
Australia (actual, main)	–	28.8	39.7
Australia ^d (actual, all)	28.6	27.1	35.5
Australia ^e (usual, all) (AUS)	28.6	24.0	29.7
Austria (AUT)	16.1	17.3	22.3
Belgium (BEL)	21.9	19.3	27.5
Canada (CAN)	18.3	18.1	25.0
Czech Republic (CZE)	4.9	3.3	5.4
Denmark (DNK)	22.0	18.1	27.6
Finland (FIN)	13.7	11.4	17.6
France (FRA)	17.2	13.3	19.5
Germany (DEU)	24.2	21.9	27.0
Greece (GRC)	4.8	7.5	12.8
Hungary (HUN)	3.6	3.0	4.8
Iceland (ISL)	–	16.0	22.5
Ireland (IRL)	12.8	19.9	24.2
Italy (ITA)	13.0	14.9	19.4
Japan (JAP)	25.8	17.9	24.3
Korea (KOR)	–	8.8	11.8
Luxembourg (LUX)	17.4	12.7	16.5
Netherlands (NLD)	46.7	35.5	46.3
New Zealand (NZL)	22.9	21.3	26.9
Norway (NOR)	26.5	21.1	28.4
Poland (POL)	10.8	10.8	14.2
Portugal (PRT)	11.2	9.3	12.7
Slovak Republic (SVK)	2.5	2.5	3.9
Spain (ESP)	12.4	11.1	15.0
Sweden (SWE)	27.1	13.4	24.7
Switzerland (CHE)	31.7	25.5	30.4
Turkey (TUR)	5.9	7.9	10.2
United Kingdom (GBR)	25.7	23.4	28.8
United States (USA)	17.4	12.6	17.0
OECD	18.1	15.3	20.4

^a OECD countries not listed include Mexico. ^b National data is for 2005. National data for the Netherlands are calculated using the 35 hour cut-off. ^c Less than 35 hour cut-off for Australian actual hours across all jobs and for all other countries is based on estimates of part time work from *Usual Hours Worked by Weekly Hour Bands* and estimates of total workforce from *FTPT Employment Based on a Common Definition*. ^d Part time work rates and rankings are made using measures of actual working hours in all jobs for Australia. ^e Part time work rates and rankings are made using measures of usual working hours in all jobs for Australia.

Sources: Australian data pertaining to the main job and usual hours are yearly averages calculated from ABS (*Labour Force, Australia, Detailed – Electronic Delivery, February 2007*, Cat. no. 6291.0.55.001); US national data taken from BLS (*Current Population Survey 2007*); Swedish national data taken from Statistics Sweden (*Labour Force Survey 2007*); All other data is sourced from the OECD dataset (*Usual Hours Worked by Weekly Hour Bands*; *FTPT Employment Based on a Common Definition*; *FTPT Employment Based on National Definitions*).

Table A.3 Percentage of part time workers who are female, 2006

<i>Country</i>	<i><30 weekly hours</i>	<i><35 weekly hours</i>	<i>National^a</i>	<i>1–19 weekly hours</i>	<i>20–29 weekly hours</i>	<i>30–34 weekly hours</i>
Australia (actual main)	66.2	62.1	–	–	–	–
Australia (usual all)	72.0	70.9	71.1	–	–	–
Australia (actual all)	67.3	65.0	71.1	67.3	67.3	57.6
Austria	83.1	83.1	78.4	79.3	85.6	82.8
Belgium	81.1	79.2	88.0	83.2	79.5	74.5
Canada	68.1	67.7	71.2	66.0	70.2	66.6
Czech Republic	72.8	73.7	85.2	68.6	74.6	75.1
Denmark	66.2	71.8	62.9	59.3	76.7	82.6
Finland	62.9	65.8	89.7	63.3	62.6	71.1
France	79.4	78.6	47.8	78.6	80.0	76.8
Germany	81.1	80.0	89.6	78.5	84.4	75.4
Greece	67.0	64.8	87.5	70.5	65.5	61.7
Hungary	70.4	70.1	72.0	65.6	71.3	69.6
Iceland	74.2	76.0	–	67.4	79.8	80.3
Ireland	78.7	77.6	64.5	78.4	78.8	72.4
Italy	78.4	76.4	74.4	75.4	79.7	69.8
Japan	68.8	69.4	80.5	69.2	73.8	61.2
Korea	58.5	57.4	–	59.1	57.8	54.4
Luxembourg	93.1	91.5	76.2	96.4	92.1	86.2
Netherlands	75.5	72.4	–	71.6	81.3	62.1
New Zealand	74.4	73.6	77.8	73.1	76.3	70.8
Norway	73.5	73.0	78.3	69.9	79.3	71.7
Poland	67.0	65.1	66.3	65.0	68.2	59.0
Portugal	65.8	64.7	84.6	69.0	63.2	61.7
Slovak Republic	70.0	70.6	71.2	69.5	70.2	71.6
Spain	79.3	77.2	89.4	79.3	79.3	71.4
Sweden	67.3	73.3	70.4	62.5	70.2	80.6
Switzerland	81.2	80.1	65.9	81.0	81.6	74.4
Turkey	58.6	55.4	91.8	61.6	56.8	44.6
United Kingdom	77.6	76.8	58.8	76.2	79.2	73.5
United States	67.8	68.4	—	67.5	68.0	70.0
OECD	72.1	71.5	72.5	71.6	73.6	67.9

^a National data is for 2005.

Sources: Australian data pertaining to the main job and usual hours are from ABS (2007a). All other data is sourced from the OECD (2007a, 2007b and 2007c).

Table A.4 **Per cent of part time workers by gender, 2006^a**

<i>Country</i>	<i>National definitions^b</i>	<i><30 weekly hours</i>	<i><35 weekly hours^c</i>
Women			
Australia (actual, main)	–	42.8	55.4
Australia (actual, all)	45.2	40.7	51.5
Australia (usual, all)	45.2	38.4	46.9
Austria	29.7	31.4	40.4
Belgium	40.7	34.7	48.1
Canada	26.8	26.2	36.0
Czech Republic	8.6	5.6	9.2
Denmark	32.7	25.6	42.4
Finland	18.6	14.9	24.1
France	30.8	22.9	33.2
Germany	44.3	39.2	47.6
Greece	9.1	12.9	21.4
Hungary	5.3	4.4	7.2
Iceland	–	26.0	37.5
Ireland	24.4	34.9	41.8
Italy	25.6	29.4	37.2
Japan	42.3	31.2	40.7
Korea	–	12.3	16.2
Luxembourg	38.1	27.2	34.8
Netherlands	75.3	59.7	74.7
New Zealand	36.9	34.5	43.1
Norway	42.6	32.9	44.1
Poland	14.2	16.3	20.7
Portugal	16.2	13.2	17.8
Slovak Republic	4.1	4.1	6.3
Spain	24.2	21.4	28.2
Sweden ^d	38.7	19.0	38.1
Switzerland	56.7	45.7	53.8
Turkey	13.5	17.8	21.8
United Kingdom	43.1	38.8	47.2
United States	24.7	17.8	24.3
OECD	29.8	25.2	33.0

(continued next page)

Table A.4 (continued)

Country	National definitions ^b	<30 weekly hours	<35 weekly hours ^c
Men			
Australia (actual, main)	–	17.6	27.2
Australia (actual, all)	15.1	16.0	22.5
Australia (usual, all)	15.1	12.2	15.7
Austria	4.8	5.4	7.0
Belgium	7.1	6.7	10.5
Canada	10.8	10.9	15.3
Czech Republic	2.1	1.6	2.5
Denmark	12.8	11.4	14.5
Finland	9.2	8.1	11.6
France	5.7	5.1	7.8
Germany	7.7	7.6	9.9
Greece	2.1	4.0	7.3
Hungary	2.0	1.7	2.8
Iceland	–	7.6	10.0
Ireland	5.0	7.7	9.8
Italy	4.7	5.3	7.6
Japan	14.2	8.4	12.7
Korea	–	6.3	8.6
Luxembourg	2.5	1.5	2.5
Netherlands	22.6	15.8	23.2
New Zealand	10.9	10.1	13.1
Norway	12.3	10.6	14.5
Poland	8.0	6.5	8.9
Portugal	7.0	5.9	8.3
Slovak Republic	1.3	1.3	2.0
Spain	4.5	3.9	5.8
Sweden ^d	11.2	8.4	12.6
Switzerland	10.9	8.8	11.1
Turkey	3.2	4.4	6.2
United Kingdom	10.6	9.9	12.6
United States	10.6	7.8	10.3
OECD	8.9	7.5	10.4

^a OECD countries not listed are Iceland and Mexico. ^b National data is for 2005 except for US national data which is for 2006. National data for the Netherlands are calculated using the 35 hour cut-off. ^c For Australia, part time work under the 35 hour cut-off refers to actual hours across all jobs. For all other countries, it is based on estimates of part time work from *Usual Hours Worked by Weekly Hour Bands* and estimates of total workforce from *FTPT Employment Based on a Common Definition*. ^d National data for Sweden is taken from Eurostat, as the OECD data reported a part time rate of 74.3 per cent for Swedish men, and this is likely to be an error. The data for Swedish women is similar between the OECD and Eurostat.

Sources: Australian data pertaining to the main job and usual hours are from ABS (*Labour Force, Australia, Detailed – Electronic Delivery, February 2007 Cat. no. 6291.0.55.001*); US national data taken from BLS (*Current Population Survey 2007*); Swedish national data is taken from (*Eurostat Labour Force Survey Full-Time and Part-Time Employment by Sex, Age Groups and Economic Activity 2007*); All other data is sourced from the OECD datasets (*Usual Hours Worked by Weekly Hour Bands; FTPT Employment Based on a Common Definition; FTPT Employment Based on National Definitions*).

Table A.5 Age composition of part time workforce, 2006

Per cent of part time workers

<i>Country</i>	<i>15 to 24 years</i>	<i>25 to 54 years</i>	<i>55 to 64 years</i>	<i>65 years and over</i>	<i>Total</i>
Australia	24.3	57.2	12.4	6.2	100.0
Austria	8.7	78.4	9.5	3.4	100.0
Belgium	7.3	81.0	10.3	1.4	100.0
Canada	30.7	49.1	12.2	8.0	100.0
Switzerland	10.8	76.5	12.7	0.0	100.0
Czech Republic	5.4	53.8	19.2	21.6	100.0
Germany	8.5	74.7	13.6	3.3	100.0
Denmark	31.0	50.0	15.1	3.9	100.0
Spain	16.1	72.8	9.5	1.6	100.0
Finland	26.0	50.9	19.1	4.0	100.0
France	8.8	77.6	12.7	0.9	100.0
United Kingdom	18.3	59.5	16.8	5.4	100.0
Greece	8.6	74.7	12.4	4.3	100.0
Hungary	7.1	67.9	20.6	4.4	100.0
Ireland	17.3	65.9	13.9	3.0	100.0
Iceland	31.8	57.3	10.9	0.0	100.0
Italy	6.5	79.6	11.1	2.9	100.0
Japan	9.9	44.0	19.0	27.0	100.0
Korea	9.6	50.7	12.5	27.2	100.0
Luxembourg	3.1	86.9	9.9	0.1	100.0
Netherlands	23.3	62.1	12.3	2.3	100.0
Norway	24.4	55.1	16.5	4.0	100.0
New Zealand	23.3	52.3	13.6	10.8	100.0
OECD	20.2	52.9	11.2	15.6	100.0
Poland	12.9	60.2	12.2	14.7	100.0
Portugal	7.0	41.8	20.6	30.6	100.0
Slovak Republic	9.5	66.2	16.6	7.7	100.0
Sweden	19.5	58.4	22.1	0.0	100.0
Turkey	14.7	61.5	11.1	12.7	100.0
United States	34.5	40.5	10.4	14.6	100.0

^a Part time work based on a common 35 hour cut-off.

Source: OECD Usual Hours Worked by Weekly Hour Bands.

Table A.6 Part time work rates by age group, 2006

Per cent of the workers in each age group that is part time

Country	National definition of part time work ^a				1–19 weekly work hours			
	15–24 years	25–54 years	55–64 years	65 years and over	15–24 years	25–54 years	55–64 years	65 years and over
Australia ^b	43.3	24.1	29.5	49.2	53.5	35.3	40.7	58.3
Australia ^c	40.5	18.8	24.4	45.9	45.6	24.5	31.3	53.7
Australia ^d	42.4	22.3	27.2	46.6	52.5	34.1	39.5	57.2
Austria	11.8	17.2	21.5	54.9	14.4	22.6	25.7	64.5
Belgium	18.7	18.4	26.4	71.8	24.8	26.8	34.7	73.6
Canada	44.1	11.6	18.6	43.8	52.2	18.1	26.1	54.3
Czech Republic	3.0	2.2	6.1	43.2	4.3	4.2	8.8	53.7
Denmark	55.1	10.1	16.0	60.5	61.3	19.9	27.0	68.7
Finland	31.8	6.5	16.2	60.0	41.9	12.5	21.1	68.0
France	17.1	12.2	17.9	36.8	21.1	18.7	23.7	45.3
Germany	18.0	21.4	24.3	63.8	20.5	26.9	29.2	68.2
Greece	11.8	7.0	6.5	18.4	16.4	12.0	13.6	28.1
Hungary	2.8	2.1	6.3	24.5	4.9	4.0	9.8	42.7
Iceland	35.6	10.9	17.2	–	40.0	17.7	24.5	–
Ireland	23.1	17.8	26.9	40.4	26.1	22.0	33.0	47.1
Italy	14.9	14.4	17.3	25.6	18.4	18.8	22.1	35.2
Japan	31.1	19.4	28.2	48.8	31.0	19.3	28.1	48.6
Korea	14.9	6.5	11.8	24.6	18.5	9.2	15.3	29.8
Luxembourg	4.9	12.9	16.9	8.4	8.0	16.8	20.8	11.6
Netherlands	59.9	28.8	38.6	81.2	68.9	40.2	49.7	84.6
New Zealand	36.0	16.7	20.9	46.1	39.9	22.3	27.5	55.1
Norway	48.8	14.8	22.3	50.2	53.4	22.6	30.0	59.0
Poland	16.3	8.6	18.9	50.9	20.6	11.4	23.9	64.2
Portugal	7.1	5.0	16.6	49.3	9.9	7.3	22.8	62.2
Slovak Republic	3.2	1.9	6.5	38.0	3.9	3.3	8.1	46.5
Spain	19.6	10.0	9.8	27.4	23.3	13.9	14.1	35.0
Sweden	36.2	9.2	16.5	–	47.1	20.5	27.9	–
Switzerland	18.7	24.4	35.3	–	21.2	29.9	40.2	–
Turkey	7.9	6.7	16.2	22.7	9.6	9.0	19.6	26.9
United Kingdom	34.9	19.1	27.4	67.3	39.2	24.5	33.9	74.0
United States	33.8	7.1	10.6	37.6	41.7	10.8	15.2	44.6
OECD	28.3	12.6	19.1	41.7	33.4	16.6	23.3	46.1

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Table A.6 (continued)

Country	<i>National definition of part time work^a</i>				<i>1–19 weekly work hours</i>			
	<i>15–24 years</i>	<i>25–54 years</i>	<i>55–64 years</i>	<i>65 years and over</i>	<i>15–24 years</i>	<i>25–54 years</i>	<i>55–64 years</i>	<i>65 years and over</i>
Australia	44.4	23.4	30.1	52.2	32.6	11.6	15.0	31.6
Austria	12.7	15.9	20	44.8	7.7	5.7	11.4	33.5
Belgium	24	21.1	25.4	56.5	7.4	7.5	15.4	51.4
Canada	44.6	12.0	18.5	42.6	28.0	4.5	8.7	26.7
Czech Republic	3.3	3.8	8.3	51.8	1.0	0.5	2.2	20.3
Denmark	56.3	15.2	19.6	52.7	48.3	3.8	6.2	38.2
Finland	39.4	8.2	19.3	60.7	22.8	2.8	6.7	44.0
France	21.6	16.1	20.6	49.7	7.5	4.7	10.1	21.5
Germany	17.1	24.0	26.6	67.2	14.0	11.3	14.1	52.9
Greece	10.7	4.0	5.0	14.2	4.0	2.1	2.4	6.8
Hungary	3.4	2.7	8.9	40.6	0.5	0.2	1.4	16.3
Iceland	–	–	–	–	26.3	3.1	5.0	–
Ireland	21.7	10.6	13.6	20.5	14.8	5.7	11.2	21.7
Italy	16.2	12.8	10.5	23.9	4.9	4.1	7.0	11.3
Japan	25.4	14.2	20.6	38.5	9.7	3.6	5.6	14.3
Korea	–	–	–	–	9.2	3.0	5.3	12.5
Luxembourg	8.5	17.8	20.6	22.1	0.9	2.8	5.5	–
Netherlands	–	–	–	–	52.3	13.3	22.2	58.0
New Zealand	38.6	18.2	22.7	47.5	27.8	8.7	11.3	29.9
Norway	52.3	21.4	27.0	52.7	39.7	7.5	12.6	36.8
Poland	24.2	7.2	20.5	58.6	7.7	2.9	7.0	28.1
Portugal	8.6	6.4	18.8	57.3	2.8	2.0	7.6	25.7
Slovak Republic	2.8	2.0	6.8	37.3	0.8	0.3	2.3	16.9
Spain	20.9	11.2	10.7	35.2	8.8	3.5	4.5	16.6
Sweden	50.0	47.5	47.8	–	24.3	2.7	4.1	–
Switzerland	20.1	31.5	36.9	72.7	15.3	13.1	22.8	–
Turkey	5.9	5.1	10.7	13.7	3.2	2.4	6.2	9.0
United Kingdom	35.1	21.3	31.7	70.6	26.3	8.8	14.8	45.2
United States	–	–	–	–	15.7	2.4	3.9	17.9
OECD	24.5	15.3	21.6	40.1	15.6	4.7	7.5	17.8

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Table A.6 (continued)

Country	National definition of part time work ^a				1–19 weekly work hours			
	15–24 years	25–54 years	55–64 years	65 years and over	15–24 years	25–54 years	55–64 years	65 years and over
Australia	10.5	10.7	12.2	15.1	7.4	8.5	9.1	8.9
Austria	4.1	11.5	10.0	21.4	2.6	5.4	4.2	9.6
Belgium	11.3	10.9	11.0	20.4	6.1	8.4	8.3	1.8
Canada	16.2	7.1	9.9	17.1	8.1	6.5	7.5	10.5
Czech Republic	2.0	1.8	3.9	23.1	1.3	1.9	2.7	10.2
Denmark	6.8	6.3	9.8	22.3	6.2	9.9	11.0	8.3
Finland	9.0	3.8	9.5	16.0	10.1	5.9	4.9	8.0
France	9.6	7.5	7.8	15.3	4.0	6.5	5.8	8.6
Germany	4.0	10.1	10.1	10.9	2.5	5.4	4.9	4.5
Greece	7.8	4.9	4.0	11.5	4.6	5.0	7.1	9.7
Hungary	2.5	2.1	5.6	16.9	1.9	1.7	2.8	9.6
Iceland	9.3	7.8	12.2	–	4.5	6.8	7.4	–
Ireland	8.3	12.1	15.8	18.6	3.0	4.2	6.1	6.8
Italy	10.1	10.3	10.3	14.3	3.5	4.4	4.8	9.6
Japan	14.9	10.1	14.6	24.1	6.4	5.6	7.9	10.2
Korea	5.8	3.5	6.5	12.1	3.6	2.7	3.4	5.2
Luxembourg	4.1	10.0	11.3	8.4	3.0	3.9	3.9	3.2
Netherlands	7.6	15.5	16.4	23.2	9.0	11.3	11.1	3.4
New Zealand	8.2	8.0	9.6	16.2	3.9	5.6	6.6	9.0
Norway	9.1	7.4	9.8	13.4	4.5	7.7	7.6	8.8
Poland	8.6	5.6	11.9	22.8	4.3	2.8	5.0	13.3
Portugal	4.3	3.0	9.0	23.6	2.7	2.3	6.2	12.9
Slovak Republic	2.3	1.6	4.2	21.1	0.8	1.3	1.7	8.5
Spain	10.7	6.6	5.2	10.8	3.8	3.8	4.3	7.6
Sweden	12.0	6.6	12.4	–	10.9	11.3	11.4	–
Switzerland	3.4	11.4	12.5	–	2.4	5.4	4.9	–
Turkey	4.7	4.3	9.9	13.7	1.8	2.3	3.4	4.2
United Kingdom	8.6	10.3	12.6	22.2	4.4	5.3	6.5	6.7
United States	18.1	4.7	6.8	19.7	7.8	3.6	4.5	7.0
OECD	12.1	7.2	9.9	20.0	5.7	4.7	5.9	8.2

^a National data is for 2005. ^b Measure is based on actual hours in the main job. ^c Measure is based on usual hours in all jobs. ^d Measure is based on actual hours in all jobs.

Sources: Australian data pertaining to the main job and usual hours are from ABS (*Labour Force, Australia, Detailed — Electronic Delivery, February 2007* Cat. no. 6291.0.55.001). All other data is sourced from the OECD datasets (*Usual Hours Worked by Weekly Hour Bands; FTPT Employment Based on a Common Definition; FTPT Employment Based on National Definitions*).

Table A.7 Adjusted comparisons of part time work, 2006^a
per cent of workers working part time

	<i>Adjusted part time work rate^b</i>	<i>Original part time work rate</i>	<i>Difference</i>
Australia	35.7	35.5	0.2
Austria	21.7	22.3	-0.6
Belgium	28.9	27.5	1.4
Canada	25.3	25.0	0.3
Czech Republic	6.9	5.4	1.5
Germany	25.6	27.0	-1.4
Denmark	27.8	27.6	0.2
Spain	15.4	15.0	0.4
Finland	21.1	17.6	3.5
France	20.0	19.5	0.5
United Kingdom	27.9	28.8	-0.9
Greece	13.5	12.8	0.7
Hungary	6.9	4.8	2.1
Ireland	25.1	24.2	0.9
Italy	18.6	19.4	-0.8
Japan	23.5	24.3	-0.8
Korea	12.3	11.8	0.5
Luxembourg	15.0	16.5	-1.5
Netherlands	45.4	46.3	-0.9
Norway	28.8	28.4	0.4
New Zealand	25.1	26.9	-1.8
OECD	20.8	20.4	0.4
Poland	18.2	14.2	4.0
Portugal	11.6	12.7	-1.1
Slovak Republic	6.1	3.9	2.2
Sweden	26.7	24.7	2.0
Turkey	11.0	10.2	0.8
United States	17.2	17.0	0.2

^a Part time work is defined as fewer than 35 work hours per week. ^b Adjusted data are standardised to reflect the age and gender distribution of the Australian workforce. Adjusted data also include military personnel and exclude women on paid maternity leave from the workforce. Imputations are also made for missing data.

Sources: Based on ABS (2006a, 2006c, 2006d and 2008a); OECD (2007a, 2007b, 2008a); Eurostat (2008a and 2008b); Statistics Canada (2008); US Census Bureau (2004); Statistics New Zealand (2008); EOWA 1998); UN (2005a, 2005b); Department of Defense (2005).

