

WORKING TIME IN THE EUROPEAN UNION: ESTIMATED ACTUAL ANNUAL WORKING TIME (1983-1993)

Eurostat's preliminary estimates indicate that in every country of the European Union actual annual working time remained stable or declined between 1983 and 1993. In 1993 the average European employee actually worked an annual 1668.8 hours. This gives a range of 370.9 hours between the highest figure (1822.6, Portugal) and the lowest (1451.7, Netherlands). These two countries provide the highest and lowest figures for any year between 1983 and 1993: 1870.8 hours in Portugal in 1986, and 1439.9 hours in the Netherlands in 1991.

Breaking down average working time between full-time and part-time workers shows that for full-timers, the shortest working years are found in Italy and Belgium (1708.0 hours in Belgium, 1991) and the longest in the United Kingdom, Ireland and Portugal (1969.9 in the United Kingdom, 1988). For part-timers, values vary more widely, with extremes ranging from 734.0 hours in the Netherlands, 1990 to 1194.5 hours in Italy, 1985 a range of 460.5 hours.

As a general rule, male employees work longer than female. The difference can be as wide as 500 hours (Netherlands) and even 600 hours (United Kingdom). The **gap narrows** when data are restricted to full-timers; on the other hand, amongst part-timers women work longer than men in two Member States: Denmark and Germany.

Annual working time is longest in agriculture, frequently exceeding 2000 hours amongst full-time agricultural workers. Again, the highest figures are found in the United Kingdom and Ireland, with Portugal and Greece also above the 2000-hour mark. **Working time in industry is generally slightly higher than in the services**, except in Denmark, Germany and the Netherlands.

Public and annual holidays have remained stable throughout the period under review, and have scarcely influenced the total time actually worked during the year. It is changes in the working week which provide the significant data.

Certain Member States have for many years had their **own method of computing annual working time**. Their different approaches and sources tend to be comparable amongst each other only with difficulty, although in the case of changes in national hourly output they can produce more accurate results than Eurostat's. But the Eurostat approach is the only indicator which currently allows satisfactory comparison between Member States.

The results published in this report refer to **Germany and the European Union** as their boundaries stood prior to 3 October 1990.

Actual annual working time: concept and methods

This Rapid report presents Eurostat's preliminary estimates of actual annual working time. This means the total time over the year during which the employee is at the place of work and available for work.

The basic source of data is the Community Labour Force Survey (LFS) carried out each Spring since 1983 in each Member State. The LFS questions on usual and actual time worked relate to weekly working. An annual figure for working time cannot be obtained simply by multiplying those answers by an average 52 weeks: over a year there are too many factors, not all of which can be identified in advance, preventing such an approach.

The estimates now published take as their starting point the usual working hours declared by respondents as defined for the purposes of the LFS: the number of hours normally worked including over-time whether paid or not, but excluding the time for home-to-work travel and excluding breaks and a main meal. This concept is thus close to that of normal working time, as generally defined in collective agreements, plus over-time. The only difference is that over-time is measured at a level which may be deemed representative of the survey reference week.

The next stage is to calculate the number of hours not worked per employee and per reason for absence, using the difference between the mean usual hours worked and the actual hours worked by all employees who stated that they had fulfilled one or more of the criteria of absence deemed to be most representative. The principal such reasons used by Eurostat are:

- Short-time working for technical or economic reasons
- Education or training
- Sickness or accident
- Maternity
- Special leave

The result thus obtained is annualised by subtracting the number of working days' paid holiday and leave due in accordance with the collective agreements or rules in force in each country.

The data collected in Member States on the number of days holiday are frequently inadequate, different, conflicting in the absence of registers of the results of collective agreements or, in some Member States, totally lacking. Eurostat has done substantial work using various data sources held by Labour ministries and the social partners to arrive at useable data.

These preliminary results are satisfactory to Eurostat, although they could be refined in the future as Member States collect more detailed data, in particular regarding holidays and public holidays, broken down by branch and by region. The chief weakness of the indicator now published is that it relies on the single annual observation of the Labour Force Survey. The results of the quarterly labour force survey, once it is conducted in more Member States, may be used to weight some of these results in the light of several observations per year, as may data on extra working hours and hours not worked, taken for example from the European labour costs survey of businesses, once 1992 results become available.

Estimates of actual annual working time are a topical matter, and Eurostat hopes that these, based on the Labour Force Survey, will contribute to a wider debate on the subject. Discussion of the question remains open, and the extrapolations from the LFS now published may be taken as a reference.

Table 1: Estimated actual annual working time of employees

	EUR-12	B	DK	D	G	E	F	IRL	IT	L	NL	P	UK
1983	:	1672.5	1607.0	1701.0	1820.2	:	1714.0	1820.7	1716.1	1726.0	1646.7	:	1684.1
1984	:	1653.6	1585.7	1697.5	1809.2	:	1708.0	1824.1	1716.5	1729.4	:	:	1676.2
1985	:	1642.1	1580.4	1672.1	1802.9	:	1694.8	1815.3	1702.1	1720.3	1646.3	:	1681.8
1986	:	1639.6	1590.3	1667.1	1788.7	:	1686.6	1813.9	1697.8	1719.7	:	1870.8	1686.3
1987	1697.9	1622.4	1556.1	1671.8	1789.6	1785.0	1697.0	1806.7	1693.5	1712.6	1491.1	1868.2	1680.7
1988	1702.5	1625.6	1572.9	1672.4	1795.7	1777.7	1719.1	1803.3	1692.5	1726.7	1477.2	1862.9	1703.4
1989	1689.4	1619.4	1542.3	1655.1	1777.8	1772.1	1704.1	1796.9	1683.7	1719.9	1454.9	1851.4	1695.4
1990	1679.8	1610.4	1531.5	1594.5	1785.9	1769.8	1676.8	1787.3	1685.7	1719.7	1442.4	1854.8	1699.3
1991	1674.2	1602.1	1514.2	1584.7	1794.7	1765.5	1689.1	1784.3	1686.9	1707.2	1439.9	1841.5	1680.4
1992	1680.0	1611.6	1539.2	1602.7	1812.9	1764.2	1686.8	1777.2	1683.4	1710.3	1462.1	1834.3	1675.7
1993	1668.8	1597.4	1527.5	1592.1	1810.3	1748.7	1676.1	1746.9	1679.0	1704.9	1451.7	1822.6	1668.9

Actual annual working time, full-time and part-time working

Table 1 gives a preliminary overview of Eurostat's estimates of actual annual working time in the Member States of the European Union. Figures in this table are the mean of full-time and part-time employees' working times. During the period covered by the table there has been a slight decline in the mean working time of European employees, down from 1702.5 hours in 1983 to 1668.8 in 1993. There is an observable, sometimes a clear **downward trend**, in **ten Member States**, but Luxembourg and the United Kingdom are exceptions.

Estimates for full-time and part-time employees are shown separately in Tables 2 and 4. Indices have been compiled from these values, and are shown in Tables 3 and 5.

Table 2 shows the **estimated actual annual working time of full-time employees**. It has varied during the reference period between 1708.0 hours (Belgium, 1991) and 1669.9 (United Kingdom, 1988), a difference of 261.9 hours or 15.2%. One country only, the United Kingdom, shows a slight upward tendency. Working time has remained fairly stable in France, Belgium, Luxembourg, Ireland and Greece.

The estimated actual annual working time of part-time employees, on the other hand, shows wide

variations. If we take the minimum value (734.0 hours, Netherlands, 1990) as a base=100, the highest value is index 158,4 (1194.5 hours, Italy, 1985). Downward trends are clearly discernible in the countries with the highest shares of part-time working (Germany, Denmark, United Kingdom).

Actual annual working time: breakdown by sex

The actual annual working time of men is consistently longer than that of women. This can be seen clearly from Tables 6 and 7. The longest working times are those of British men (very frequently in excess of 2000 hours) and Portuguese women (rarely less than 1800 hours). The difference between the sexes is fairly stable in all countries, but is consistently greater than 100 hours/year, sometimes exceeding 200, in four: Italy, Ireland, Portugal and the United Kingdom. The differences are smallest in Germany.

In three of the four countries where part-time working is most significant (Germany, Denmark, United Kingdom) **the annual working time of part-time women employees is longer than that of men.**

Differences between part-time working times of men and women vary quite widely within each country and from one country to another.

Sectors of activity: full-time employees

The breakdown of full-time employees' annual working time by sector of activity (Table 10) shows that **with only a few exceptions, working time is longest in agriculture, then industry, and shortest in services.**

Of these three sectors, the longest working time is found in Irish agriculture (2376.4 hours, 1992) and the shortest in Italian services (1650.0 hours, 1992).

Agriculture

- hours are extremely long in Ireland, the United Kingdom, Portugal and Greece;
- hours in Italy are the shortest in Europe;
- there is a very significant upward trend in Ireland;
- only in Germany, the Netherlands and Denmark is there any clear downward trend.

Industry

- the annual total never exceeds 2000 hours;
- a slight downward trend is observable in Germany, the Netherlands and Denmark;

- a slight upward trend is observable in France, the United Kingdom and Ireland.

Services

- the annual total never exceeds 2000 hours;
- a slight downward trend is observable in seven Member States: Germany, Italy, the Netherlands, Belgium, Denmark, Spain and Portugal;
- a slight upward trend is observable in the United Kingdom;
- hours in the remaining countries are fairly stable.

Sectors of activity: part-time employees

The annual working times for part-time employees show widely-differing, and sometimes erratic patterns. Table 11 shows a significant upward trend in industry, and stability in services.

The number of employees with part-time contracts has risen steeply in recent years, and this may go some way to explaining certain erratic movements in individual Member States.

Figure 1: Comparison of estimates of actual annual working time of full-time employees, 1983-1993

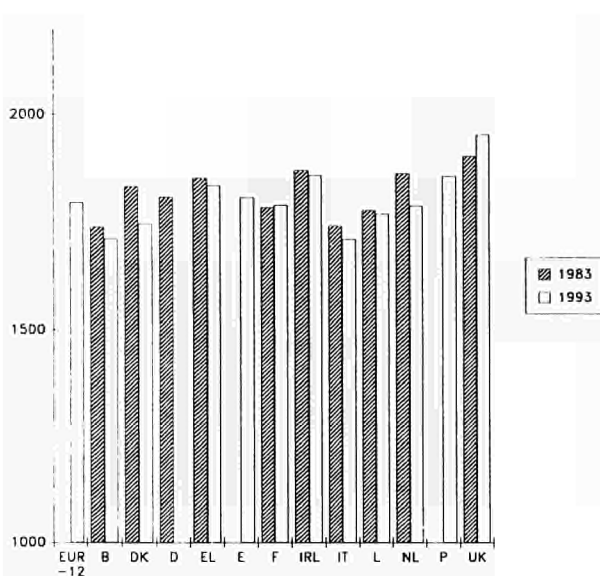


Figure 2: Comparison of estimates of actual annual working time of part-time employees, 1983-1993

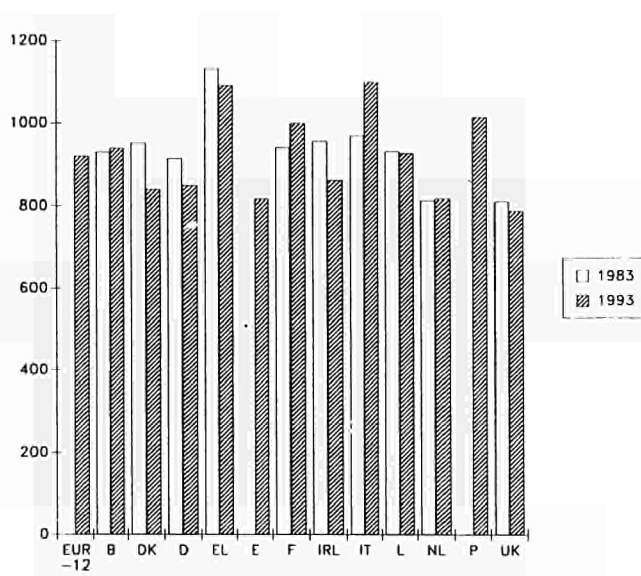


Table 2: Estimated actual annual working time of full-time employees



	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	1739.0	1833.6	1808.2	1852.9	:	1785.3	1870.9	1741.1	1778.6	1863.3	:	1903.8
1984	:	1721.1	1820.9	1794.3	1841.7	:	1784.8	1877.8	1738.9	1777.2	:	:	1919.9
1985	:	1714.5	1822.3	1780.0	1838.3	:	1777.5	1873.7	1724.5	1768.2	1883.4	:	1930.4
1986	:	1723.5	1821.4	1775.4	1821.5	:	1777.0	1874.7	1720.0	1768.9	:	1905.3	1942.3
1987	1809.7	1711.3	1784.0	1777.7	1821.1	1831.2	1789.9	1879.1	1718.6	1767.9	1787.5	1904.8	1942.7
1988	1816.6	1714.6	1796.4	1782.4	1829.7	1825.2	1816.0	1883.5	1720.0	1774.3	1784.8	1902.0	1969.9
1989	1804.1	1712.4	1762.5	1766.8	1809.6	1813.4	1800.6	1877.8	1714.1	1771.0	1772.9	1885.4	1962.3
1990	1796.3	1708.7	1750.5	1726.5	1814.7	1812.9	1772.4	1872.3	1712.9	1771.3	1760.3	1887.7	1964.9
1991	1792.3	1708.0	1719.4	1719.4	1819.6	1807.2	1786.1	1874.2	1716.6	1767.7	1765.9	1870.8	1952.8
1992	1803.3	1723.3	1751.9	1745.3	1837.7	1813.4	1788.8	1875.8	1713.3	1770.0	1794.1	1867.2	1958.1
1993	1797.1	1711.2	1746.8	1738.7	1835.4	1807.1	1790.0	1859.1	1709.7	1769.0	1788.4	1857.7	1952.7

Table 3: Indices of actual annual working time of full-time employees (Base 100=lowest)

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	101.3	107.6	104.6	107.6	:	104.1	109.1	101.6	104.0	110.1	:	111.9
1984	:	100.5	106.3	104.6	107.2	:	104.1	110.0	101.1	104.0	:	:	112.4
1985	:	100.2	106.7	104.1	107.0	:	103.9	109.8	100.3	103.4	111.2	:	113.0
1986	:	100.7	106.5	103.8	106.2	:	103.7	109.9	100.3	103.5	:	111.2	113.7
1987	105.8	100.1	104.4	103.9	106.1	106.7	104.6	110.1	100.2	103.4	105.6	111.1	113.8
1988	106.2	100.3	104.9	104.2	106.6	106.5	106.1	110.4	100.3	103.8	105.6	111.0	115.2
1989	105.6	100.3	103.3	103.3	105.7	105.9	105.3	110.0	100.1	103.6	104.8	110.1	114.4
1990	105.4	100.4	102.8	101.3	106.2	106.2	103.9	110.0	100.3	103.9	104.4	110.6	115.0
1991	104.9	100.0	100.9	100.6	106.3	105.5	104.3	109.6	100.1	103.4	104.4	109.2	114.0
1992	105.3	100.8	102.4	100.9	107.4	105.9	104.5	109.9	100.0	103.5	104.8	109.1	114.5
1993	105.1	100.2	102.3	100.1	107.5	105.8	104.8	108.8	100.1	103.6	104.7	108.8	114.3

Table 4: Estimated actual annual working time of part-time employees

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	931.4	953.4	915.8	1132.2	:	942.3	957.8	969.6	933.2	814.4	:	812.0
1984	:	919.3	751.8	971.9	1002.1	:	941.4	827.2	1167.2	932.0	:	:	779.6
1985	:	930.9	869.9	899.4	1003.9	:	957.7	814.5	1194.5	1096.0	820.2	:	787.0
1986	:	910.0	890.8	896.2	1034.5	:	962.1	837.7	1148.3	1054.0	:	890.8	797.8
1987	914.6	902.6	886.9	909.6	1012.0	859.4	964.9	823.1	1138.5	1007.2	759.9	921.1	790.7
1988	910.3	909.1	894.2	915.7	966.0	807.2	989.5	839.4	1136.0	1034.6	757.8	874.2	800.1
1989	896.3	919.6	865.9	908.7	948.8	804.7	987.0	825.3	1095.1	1027.0	750.0	842.5	781.2
1990	893.0	933.6	850.8	844.9	919.1	803.7	975.5	833.9	1109.2	1021.9	734.0	897.1	792.8
1991	890.0	919.2	861.7	839.8	898.9	807.3	991.8	837.1	1107.2	940.3	750.5	943.0	783.6
1992	933.6	933.4	843.5	850.2	1135.5	824.0	994.9	856.0	1164.8	890.5	819.5	1103.5	787.5
1993	921.0	940.6	840.4	849.7	1092.3	816.8	999.8	862.8	1100.1	929.4	817.1	1015.0	788.6

Table 5: Indices of actual annual working time of part-time employees (Base 100=lowest)

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	124.9	129.0	121.2	147.1	:	125.7	129.4	131.7	125.2	110.4	:	109.1
1984	:	123.3	102.0	129.7	137.4	:	125.6	112.0	153.0	125.0	:	:	104.3
1985	:	124.8	117.8	120.5	137.7	:	128.0	110.3	158.4	147.0	111.2	:	105.5
1986	:	122.0	120.2	120.1	141.8	:	128.9	113.4	153.6	141.3	:	120.3	106.8
1987	123.2	121.1	120.1	121.9	138.8	115.2	129.6	111.4	152.2	135.1	102.9	124.3	105.9
1988	122.6	121.9	120.6	122.7	132.6	108.4	132.5	113.6	151.8	138.7	102.8	118.1	106.9
1989	120.8	123.3	116.3	121.8	130.3	108.0	132.6	111.7	147.2	137.7	101.9	113.8	104.5
1990	120.9	125.6	115.6	113.6	126.7	108.3	131.2	113.2	150.9	137.5	100.0	121.5	106.3
1991	119.9	123.3	116.7	112.6	123.6	108.4	132.9	113.3	147.9	126.1	101.8	127.3	104.6
1992	125.7	125.2	113.9	112.7	155.3	110.6	133.6	115.8	157.9	119.5	109.9	148.7	105.4
1993	123.5	126.2	112.6	112.2	146.6	109.6	134.1	116.1	147.6	124.7	109.6	136.2	105.8

**Table 6: Breakdown by sex of actual annual working time
of full-time employees - Males**



	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	1756.6	1857.3	1816.0	1886.0	:	1807.7	1906.3	1777.7	1790.0	1875.7	:	1970.8
1984	:	1742.9	1865.0	1806.7	1877.7	:	1810.1	1911.5	1778.1	1793.4	:	:	1988.0
1985	:	1736.5	1841.6	1781.0	1865.6	:	1799.6	1912.3	1761.3	1785.4	1902.8	:	1995.0
1986	:	1744.3	1843.4	1777.6	1845.4	:	1799.1	1925.7	1757.8	1788.7	:	1948.2	2013.2
1987	1836.7	1729.9	1800.2	1780.9	1845.6	1839.0	1818.0	1923.7	1758.2	1788.8	1796.5	1942.7	2017.0
1988	1847.5	1735.0	1815.1	1785.5	1859.1	1837.7	1846.4	1933.7	1764.5	1797.3	1797.4	1948.8	2049.5
1989	1834.2	1731.8	1780.2	1771.2	1837.3	1825.1	1826.8	1928.1	1758.2	1790.8	1782.2	1937.8	2040.5
1990	1826.2	1726.6	1773.7	1729.6	1839.5	1824.7	1797.4	1924.4	1758.3	1791.4	1769.3	1934.1	2045.1
1991	1822.6	1725.3	1739.9	1723.6	1848.4	1819.0	1812.1	1926.9	1760.8	1792.4	1774.4	1919.5	2028.5
1992	1840.4	1745.4	1792.8	1753.5	1870.6	1828.5	1819.6	1944.8	1762.7	1801.6	1800.6	1928.6	2035.7
1993	1837.8	1738.6	1791.3	1723.2	1877.3	1829.4	1826.1	1930.5	1767.7	1806.5	1799.8	1925.7	2038.0

Table 7: Breakdown by sex of actual annual working time of full-time employees - Females

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	1678.4	1774.5	1771.8	1752.3	:	1734.1	1760.3	1645.5	1730.1	1792.1	:	1735.4
1984	:	1657.6	1741.6	1756.7	1744.4	:	1736.3	1781.5	1644.6	1727.7	:	:	1759.3
1985	:	1644.1	1771.7	1759.8	1757.0	:	1728.4	1780.5	1629.4	1711.4	1788.4	:	1769.6
1986	:	1656.1	1767.4	1752.8	1748.7	:	1728.4	1787.1	1625.8	1705.4	:	1816.0	1770.6
1987	1737.3	1650.3	1741.7	1753.0	1747.5	1787.6	1732.1	1785.8	1622.5	1701.9	1731.0	1825.5	1769.1
1988	1745.6	1659.3	1756.1	1765.4	1759.0	1780.3	1761.2	1786.3	1622.4	1713.8	1728.6	1818.7	1796.5
1989	1729.5	1651.5	1719.3	1739.2	1736.3	1764.2	1746.3	1776.1	1613.1	1709.6	1716.5	1790.2	1791.1
1990	1723.4	1652.2	1700.2	1702.6	1750.2	1765.2	1720.9	1767.5	1610.9	1708.6	1706.3	1804.0	1792.6
1991	1719.9	1654.2	1674.3	1693.4	1747.2	1761.0	1733.7	1769.1	1619.2	1695.3	1714.4	1786.3	1790.9
1992	1730.6	1667.4	1701.1	1718.6	1767.4	1768.4	1735.3	1758.8	1612.1	1696.6	1758.3	1779.7	1803.3
1993	1727.4	1662.6	1704.8	1690.9	1765.6	1765.8	1742.9	1754.9	1608.7	1696.0	1759.6	1774.2	1803.1

Table 8: Breakdown by sex of actual annual working time of part-time employees - Males

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	1034.1	723.6	962.6	1223.2	:	1135.9	1157.7	1043.6	:	947.9	:	782.1
1984	:	959.3	540.8	1163.3	994.6	:	1119.7	826.8	1363.8	:	:	:	706.4
1985	:	1024.0	573.8	800.4	1004.6	:	1075.8	867.0	1420.7	1592.8	943.4	:	710.4
1986	:	934.3	572.4	841.1	1031.8	:	1025.4	916.4	1330.8	1549.2	:	1195.0	741.1
1987	:	912.0	591.9	858.7	952.3	942.7	1043.5	851.9	1341.8	:	767.7	1306.6	777.5
1988	984.3	922.6	568.7	849.3	954.5	860.2	1035.9	912.4	1355.0	1564.8	751.4	1303.2	733.4
1989	951.0	956.3	565.8	836.6	965.3	863.8	1049.3	870.4	1302.0	1518.1	714.4	1078.0	692.2
1990	944.6	988.5	530.7	745.3	938.6	890.2	995.7	885.8	1307.8	1518.9	678.1	1157.3	698.8
1991	:	940.8	568.1	751.9	947.3	888.1	1011.4	874.4	1347.6	:	707.4	1109.3	708.1
1992	:	956.5	547.2	744.3	1261.1	885.8	1004.7	921.4	1391.5	:	814.5	1370.5	702.4
1993	980.9	963.4	560.3	752.0	1213.0	887.8	1018.8	964.5	1343.8	1336.8	824.9	1190.3	715.7

Table 9: Breakdown by sex of actual annual working time of part-time employees - Females

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	909.2	987.9	910.1	1044.5	:	912.5	879.3	937.5	875.2	774.6	:	812.2
1984	:	913.0	805.4	953.2	1003.6	:	913.9	820.8	1057.0	868.5	:	:	786.3
1985	:	914.1	932.6	903.6	998.9	:	935.2	798.9	1063.4	942.4	782.0	:	793.2
1986	:	903.0	963.1	897.4	1030.6	:	947.6	812.0	1041.3	936.4	:	827.7	802.0
1987	893.6	898.1	958.9	910.1	1042.4	830.1	947.5	810.3	1024.9	917.6	752.9	840.6	789.7
1988	886.8	905.4	972.0	919.0	972.2	792.1	980.4	811.2	1018.2	909.1	758.5	795.1	808.3
1989	879.4	912.5	942.4	911.8	935.6	789.8	973.1	807.4	1000.6	920.6	761.9	808.0	789.4
1990	876.4	923.7	941.6	850.9	904.1	784.1	968.9	814.7	1023.4	917.6	754.6	831.4	802.6
1991	873.3	913.7	945.2	845.0	865.2	787.4	985.2	822.4	1001.8	863.1	765.4	893.7	791.4
1992	914.5	929.2	935.4	858.6	1036.6	808.4	991.2	834.5	1081.1	854.9	819.4	1026.8	798.0
1993	906.0	939.4	935.7	845.8	1014.8	800.3	998.0	832.2	1025.4	893.6	815.9	970.7	800.4

**Table 10: Breakdown by sector of actual annual working time
of full-time employees - Males and Females**



Agriculture

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	1907.3	2120.4	2029.4	2194.0	:	1893.9	2207.0	1793.4	:	1950.6	:	2220.9
1984	:	1919.5	2111.4	2027.5	2168.0	:	1896.7	2180.9	1820.5	:	:	:	2172.7
1985	:	1847.5	1983.6	1980.1	2203.7	:	1877.1	2250.2	1786.5	:	1989.6	:	2186.7
1986	:	1853.8	2020.8	1952.6	2146.2	:	1858.1	2317.4	1790.7	:	:	2178.3	2230.2
1987	1847.0	1859.0	1962.7	1938.2	2113.4	2010.1	1904.8	2280.3	1794.8	:	1911.0	2184.3	2205.1
1988	1845.3	1821.7	2004.9	1933.2	2113.2	1963.6	1932.4	2285.3	1797.4	:	1908.6	2170.4	2212.6
1989	1831.2	1852.1	1992.5	1930.5	2056.2	1960.3	1875.2	2322.7	1795.3	:	1834.8	2146.9	2208.3
1990	1834.5	1930.3	1955.6	1903.8	2087.2	1957.3	1840.1	2319.1	1795.9	:	1867.0	2110.3	2247.8
1991	1819.7	1837.2	1880.2	1871.3	2097.2	1945.0	1871.4	2322.0	1807.2	:	1833.1	2114.3	2257.8
1992	1835.4	1812.4	1907.7	1897.5	2103.5	1979.8	1843.9	2376.4	1822.4	:	1865.5	2177.3	2238.5
1993	:	1860.9	1923.2	1873.6	2102.2	2005.0	1830.3	2312.8	1798.9	:	1840.7	2126.0	2211.1

Industry

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	1761.1	1823.1	1791.3	1891.2	:	1786.9	1897.6	1798.3	1786.3	1844.0	:	1916.2
1984	:	1754.8	1823.4	1777.7	1869.1	:	1791.0	1899.9	1801.0	1788.7	:	:	1931.3
1985	:	1748.3	1816.5	1745.7	1848.0	:	1786.3	1888.7	1790.8	1783.1	1836.3	:	1936.0
1986	:	1755.4	1817.5	1744.3	1841.4	:	1788.0	1888.1	1790.6	1783.7	:	1967.6	1948.7
1987	1823.0	1748.5	1772.6	1744.5	1846.0	1804.7	1795.2	1896.3	1793.7	1786.8	1761.1	1968.2	1958.2
1988	1832.1	1752.8	1776.0	1744.7	1858.5	1808.0	1821.4	1899.0	1798.4	1797.7	1768.0	1968.0	1992.6
1989	1822.0	1749.8	1745.9	1731.8	1844.1	1802.6	1809.7	1891.5	1793.8	1788.7	1754.5	1960.4	1990.9
1990	1815.8	1743.0	1733.6	1696.8	1847.2	1804.8	1788.0	1895.1	1795.1	1788.7	1741.7	1961.7	1994.0
1991	1810.3	1746.4	1698.3	1692.5	1847.7	1804.6	1799.8	1887.5	1797.0	1790.3	1746.3	1947.8	1965.3
1992	1822.5	1753.0	1729.9	1718.9	1871.1	1810.2	1803.1	1897.8	1794.3	1792.1	1780.4	1942.5	1976.8
1993	1818.7	1743.9	1724.0	1708.3	1870.5	1805.8	1807.5	1889.9	1794.0	1795.3	1777.0	1937.4	1970.5

Services

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	1723.2	1827.4	1818.5	1811.0	:	1781.4	1839.2	1687.7	1769.9	1871.1	:	1885.3
1984	:	1697.5	1807.2	1804.2	1811.4	:	1778.3	1850.7	1681.1	1768.3	:	:	1904.5
1985	:	1692.1	1817.3	1806.1	1818.4	:	1769.7	1846.4	1670.2	1756.9	1907.5	:	1918.5
1986	:	1702.0	1817.0	1798.6	1797.4	:	1768.4	1846.4	1664.2	1757.0	:	1822.2	1930.1
1987	1791.5	1687.1	1785.8	1803.2	1795.7	1828.7	1784.4	1852.3	1661.5	1755.8	1797.9	1820.8	1925.2
1988	1797.7	1690.5	1799.5	1812.7	1804.1	1821.2	1810.3	1856.1	1661.5	1760.3	1790.0	1817.2	1949.3
1989	1784.2	1687.6	1763.0	1794.2	1781.6	1806.0	1793.7	1851.0	1655.1	1760.6	1781.1	1798.6	1938.3
1990	1775.7	1685.8	1752.2	1749.2	1788.8	1805.2	1762.0	1838.4	1650.7	1760.9	1767.2	1807.0	1940.8
1991	1773.6	1684.2	1724.0	1740.6	1797.9	1795.8	1776.4	1847.4	1657.7	1754.4	1774.2	1792.2	1939.1
1992	1785.0	1704.4	1758.1	1764.9	1814.9	1802.6	1779.6	1843.3	1650.0	1755.6	1799.1	1805.0	1942.6
1993	1776.5	1691.2	1751.1	1764.1	1812.1	1793.0	1755.3	1823.5	1648.8	1754.2	1792.3	1793.8	1938.4

**Table 11: Breakdown by sector of actual annual working time
of part-time employees - Males and Females**



Agriculture

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	:	800.3	935.4	1274.0	1274.0	:	954.9	:	:	915.3	:	839.8
1984	:	:	672.2	1078.9	:	:	:	1047.7	:	:	:	:	788.8
1985	:	:	678.3	827.2	:	:	:	1072.9	:	:	887.5	:	812.3
1986	:	:	629.0	848.4	1166.8	1166.8	:	1038.8	:	:	:	1272.4	863.5
1987	:	:	704.6	835.2	1005.3	1005.3	1038.7	947.8	:	:	761.0	1373.6	890.9
1988	:	:	765.7	881.7	:	:	935.3	945.9	:	:	717.3	1393.9	801.3
1989	:	:	669.5	857.5	:	:	837.1	1033.3	:	:	672.1	1134.7	746.5
1990	:	:	618.3	797.9	:	:	961.8	999.0	:	:	662.8	1393.8	812.3
1991	:	:	597.2	785.4	:	:	917.2	991.8	:	:	670.4	1463.8	774.2
1992	:	:	618.0	806.3	:	:	924.6	997.8	:	:	783.5	:	818.2
1993	:	815.4	511.8	801.3	1391.8	1391.8	1011.0	1048.4	1033.6	:	665.3	:	772.4

Industry

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	1043.5	913.9	947.5	1288.9	:	1136.4	1198.2	1050.7	:	880.6	:	940.1
1984	:	951.3	631.5	1023.9	1071.4	:	1076.0	962.4	1308.4	:	:	:	881.2
1985	:	970.8	767.1	918.9	1079.2	:	1075.4	956.7	1310.9	1347.4	891.9	:	908.3
1986	:	969.4	822.4	933.6	1121.5	:	1091.3	989.8	1246.3	:	:	961.8	893.5
1987	879.3	915.1	786.7	943.6	1066.8	941.8	1090.2	944.2	1259.6	:	742.5	1000.6	860.7
1988	881.0	917.5	749.4	936.7	1091.4	905.0	1107.6	1012.8	1247.0	:	730.8	981.2	892.4
1989	852.5	963.9	740.1	931.9	1047.3	888.7	1081.2	957.3	1201.1	:	704.9	839.8	873.3
1990	860.0	985.7	692.6	877.6	1039.4	914.8	1056.9	975.8	1193.1	:	681.6	1013.1	889.3
1991	868.4	953.2	704.1	867.0	1073.4	867.5	1083.1	991.3	1228.9	:	750.2	1044.5	857.3
1992	923.4	988.1	668.2	871.4	1374.0	929.2	1094.2	1023.9	1213.7	:	957.6	1096.8	863.2
1993	1006.3	967.8	650.3	881.1	1293.6	960.2	1126.5	1061.2	1184.1	1116.0	919.2	1062.1	853.7

Services

	EUR12	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	:	918.1	961.7	906.4	1028.2	:	915.3	895.5	919.2	919.5	804.9	:	792.0
1984	:	915.3	772.8	954.6	959.5	:	922.4	807.0	996.7	911.2	:	:	765.0
1985	:	925.3	888.4	894.8	957.8	:	940.4	797.2	1035.2	1044.2	810.6	:	768.9
1986	:	903.3	907.5	886.8	976.3	:	945.2	812.6	987.7	1005.4	:	810.8	784.2
1987	888.2	901.9	910.2	901.6	995.4	836.8	951.4	802.8	996.6	967.8	763.1	850.3	780.6
1988	880.9	908.7	918.9	910.4	920.2	786.0	976.9	810.0	1001.3	974.0	763.7	812.6	788.3
1989	874.7	915.5	891.6	903.6	899.3	793.8	975.9	804.1	969.9	989.7	759.6	822.8	770.2
1990	868.7	928.5	883.5	837.1	874.1	787.1	966.5	811.5	992.6	985.2	743.9	833.7	780.9
1991	865.1	916.3	896.4	833.8	838.8	799.4	982.6	815.6	991.9	903.3	752.4	875.4	775.7
1992	904.1	928.3	877.4	845.7	1029.6	809.4	984.9	830.0	1024.6	882.4	841.7	1016.4	778.5
1993	892.8	938.8	874.0	842.5	1003.3	798.6	969.7	832.6	982.3	914.0	827.4	949.0	782.0

Estimating annual working time in the Member States

Measuring actual annual working time has been a major preoccupation of labour statisticians for a number of years. Such data are clearly of value for comparative purposes in measuring productivity as a function of the volume of labour in national accounts. And in the light of proposals to reduce working time as a means of combating unemployment, trends on a national scale are of greater value in implementing any kind of changes in working time.

The various Member States use a number of different methods. Amongst many others, the Eurostat indicator has the major requirement of comparability. Either sources must be as closely harmonised as possible, or the methodology used must be identical.

There are a number of approaches to the second method, but they tend to be conceptually close to that used here by Eurostat. However, a slight variation in a source is enough to produce certain deviations in final results.

The cases of **Germany and Spain** illustrate this well. Germany uses a method developed by the *Institut für Arbeitsmarkt und Berufsforschung*, which is very close to the Eurostat method but takes as its starting point the normal or contractual working time, rather than the usual working time. Such an option is reasonable in a country where collective agreements account for almost 100% of contracts and there is a register of agreements, but difficult to apply in a country where the cover rate is low (e.g. the United Kingdom, 47%). Next, time not worked for whatever reason is collated from various administrative sources, for which equivalents may not exist in all other Member States. Although Eurostat cannot use this procedure for all Member States, the most recent results obtained by the IAB for Germany are very close to those obtained by Eurostat (see box).

Actual annual working time for employees in Germany and Spain
respectively calculated by the Institut für Arbeitsmarkt und Berufsforschung
and the Labor Ministry; comparison with the Eurostat values

	1991	1992	1993
Germany	1551.4	1562.8	1534.8
EUROSTAT	1584.9	1602.9	1592.3
Spain	1790.5	ND	ND
EUROSTAT	1766.4	-	-

Two principal types of method have traditionally been used: direct observation from business registers, or indirect computation, as here proposed by Eurostat.

The results of the first method are highly reliable, but have two major limitations:

- surveys do not have a single, universal base, but concern only business with a given minimum number of employees;
- periodicity is not annual.

Spain takes as its starting point the aggregate data of the enterprise, culled from a quarterly survey, the *Encuesta de Coyuntura Laboral*, together with social security data, and then uses a fairly complex process to compile an indicator giving results for a universal base extrapolated from strata common to both the ECL and the LFS. Only the still provisional 1991 figures are available.

Eurostat will continue work on the comparability of Member States' national indicators of annual working time with a view to producing results which are as comparable as possible.

Public and annual holiday trends in the Member States of the European Union

One of the most significant factors in determining employees' actual annual working time is the question of public and annual holidays. Their number results as a rule from each country's statutes and regulations, with only rare changes over time. At the same time, they are the subject of agreement within collective negotiations. Table 12 shows that the volume of public and annual holiday has changed little over the last ten years: collective negotiation has been centred more on weekly time, and only to a very limited extent on holidays. A few exceptions can nonetheless be observed.

Statutory holidays are established by law (except in Denmark, where they are the subject of collec-

tive negotiation), and have remained almost perfectly stable. The exception is Germany, where statutory holidays are set by each of the Länder, and averages vary every year.

Minimum annual holidays are also generally set by the law, except in the United Kingdom, but collective agreements set more generous holidays. It will be noted that stability is here also the general rule. There has been a slight increase in the number of days' holiday in services, and a slight reduction in industry.

Generally it can be seen that in collective agreements, holidays are not the critical factor in strategies to reduce working time. Indeed, many sectors and businesses are discussing flexible or reduced hours without any reference to longer holidays. The reference variable remains the working week, in some cases qualified by a flexible year-long distribution of total annual working time.

Table 11: Public and annual holidays in days, 1983 and 1992

	1983		1992	
	Public	Annual	Public	Annual
Belgium	10.0	25.0	10.0	25.0
Denmark	7.0	25.0	8.0	25.0
Germany	9.0	29.6	8.9	30.8
Greece	9.0	25.0	9.0	25.0
Spain	14.0	23.6	14.0	23.4
France	10.0	25.0	10.0	25.0
Ireland	8.0	20.0	8.0	20.0
Italy	15.0	22.6	15.0	22.7
Luxembourg	10.0	28.0	10.0	28.0
Netherlands	6.0	22.5	6.0	22.5
Portugal	11.0	23.8	11.0	23.8
United Kingdom	8.0	25.0	8.0	25.0

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For further information

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