

### THE WEEKLY WORKING TIME OF NON-SALARIED WORKERS AND CERTAIN ATYPICAL EMPLOYEES (1983-1994)

In this report Eurostat aims to provide information on **the working time of certain specific groups within the active population**, namely **employers, self-employed persons and family workers** on the one hand and employees working **shifts, evenings, nights and Sundays** on the other. Such groups' behaviour provides an insight into certain forms of labour market flexibility.

According to the Labour Force Survey **self-employed persons and employers** in the European Union generally work **more than 50 hours per week**, with the exception of Spain and Italy where the average is 47 and 45 hours respectively. However persons in these groups tend to overestimate their presence at the workplace. In this non-salaried group, the longest working time is recorded in Ireland where the threshold of 60 hours is often exceeded. It should be noted that the average working week of **employees** in 1994 was **40.3 hours**.

The breakdown of this information by sector and by sex reveals very long working hours in **agriculture**. In several countries the working time of farm managers approaches or exceeds **60 hours per week**. Working hours are shorter in **industry and services (below 50 hours)** although still longer than those of employees. Women in industry have the shortest working time (although still around 45 hours).

**Family workers** also have very long working hours (in all cases more than 50 hours), with levels close to those of self-employed persons and employers.

The usual working time of **employees engaged in certain forms of atypical or flexible work (evenings, nights and Sundays)** differs significantly from the working time of employees overall (1.5 to 3.5 hours more on average). In contrast, the flexible schedule of **shift work**, which is the most common pattern of flexible working in enterprises, does **not result in longer working days**.

The working time of **home workers varies** greatly, making them comparable to non-salaried workers in industry and to employees in services.

Sweden, Finland and Austria were not covered by the Community Labour Force Surveys during the reference years.

## **Main definitions and concepts**

### **Family worker**

**Family workers** are persons who assist another member of the family in running a farm or other business, provided they are not treated as employees.

### **Self-employed persons and employers**

**Self-employed persons** are those working for profit in their own business, professional practice or farm, and who do not have any employees.

**Employers** are persons working for profit in their own business, professional practice or farm, and who employ at least one other person.

### **Community Labour Force Survey (LFS)**

The Community Labour Force Survey has been conducted each spring since 1983 in the Member States of the European Union. This survey of households covers the entire population of each country. It has undergone various changes or adjustments aimed at: (i) bringing it into line with labour market trends, (ii) harmonising results to achieve satisfactory comparability. Since 1992, the LFS includes questions permitting the study of certain types of work, in particular shift, evening, night, Saturday and Sunday work and home working, which have grown in importance as the labour market has changed. Other variables such as professional status were already collected prior to 1992.

### **Shift, evening, night and Sunday work**

**Shift work** is defined as the division of the twenty-four hour day into two or more shifts or separate periods of work based on a regular system of rotation. An employee is considered as doing shift work if he or she works two or more different shifts.

**Evening work** can be considered as the work done after normal working hours but before the time when people normally sleep. In other words, the person concerned is able to sleep at the normal time.

**Night work** is generally considered to be work done during the hours when people are normally asleep. Thus, the times at which the worker sleeps are not the normal ones.

**Sunday work** must be based on a formal agreement between the employee and the employer. This means that employees who take office work home with them and/or work occasionally at their workplace on Sundays are not classified under this heading.

In line with international definitions, we have included for the purposes of this report employees who work evenings, nights or Sundays **usually** or **sometimes**.

The concept of **homeworking** applies to many self-employed workers, for example in the liberal or artistic professions, who work solely or partly at home. In the case of employees, homeworking should be interpreted strictly on the basis of formal agreements between employee and employer in which it is understood on both sides that part of the work must be done at home. An example might be travelling salesmen who prepare at home for their appointments, or persons working with computers, typing or knitting who send their work to a central collection point.

### **Non-availability/non-comparability/breaks in series**

In this publication, results that may have significant sampling errors have been replaced by ":", whereas other rough estimates appear in brackets. The same applies to results which are not comparable due to the particular structures of national surveys.

In this report Eurostat aims to provide information on **the working time of certain specific groups within the active population**, namely **employers, self-employed persons and family workers** on the one hand and employees working **shifts, evenings, nights and Sundays** on the other. In the case of the first group, the purpose is to show the working times of a category for which measurement is considered problematical (cf. page 4), while in the case of the second, it is interesting to study groups of employees with atypical working hours. Such groups' behaviour provides an insight into certain forms of labour market flexibility.

### Weekly working time

The LFS provides two measurements:

(1) **actual working time** - this is the number of hours actually worked by the person during the reference week i.e. the time actually present on the job; holidays, sick leave, time off for training and other factors are not included;

(2) **usual working time** - this is the number of hours normally worked by the person; it includes all hours worked, including overtime whether remunerated or not; travelling time from home to work and back is not included; neither are rest periods and meal-breaks.

In these statistics Eurostat has opted to present only **the usual working time** because this is less subject to chance occurrences and sampling errors than actual working time. In addition, in the case of non-salaried workers this time is more representative of the standards which actually apply.

### Employers and self-employed (full-time) workers

Persons classified as full-time self-employed workers and employers **usually** have a longer weekly working time than employees. Nonetheless, they also comply with the general trend towards shorter working hours (Italy being the sole exception), although standards differ (cf. table 1).

The breakdown of values by sex and sector in Table 1 show that the working time of employers and self-employed workers is longest for men working in agriculture, often exceeding 60 hours per week. Working time is also long for men in services. The shortest working time is recorded for women in industry, but it is nonetheless longer than for employees. Table 2 displays the averages by sector and by sex for the years 1983-1994. These figures are series averages which combine the different trends of the period.

Table 1: Usual weekly working time of employers and self-employed persons (full-time)

	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
1983	57.5	54.0	56.1	53.4	:	56.0	60.1	44.7	57.0	58.7	:	53.5
1984	56.2	54.4	55.7	51.5	:	56.5	60.5	45.0	55.8	:	:	54.0
1985	56.7	54.9	56.6	50.9	:	56.5	59.9	45.1	56.1	59.0	:	53.7
1986	57.1	54.7	56.5	50.5	-	55.3	61.4	44.9	55.4	:	53.2	53.9
1987	55.5	54.1	55.5	49.8	47.4	55.1	60.9	45.2	56.6	58.8	52.9	53.8
1988	55.2	53.6	55.6	50.3	47.0	55.7	60.5	45.6	54.8	58.2	52.6	53.2
1989	54.7	54.5	55.4	50.4	46.7	54.9	60.5	46.2	54.2	58.3	52.6	52.6
1990	55.7	53.0	55.7	49.7	47.2	54.9	59.6	45.8	54.2	59.3	51.7	52.3
1991	55.2	52.6	55.0	50.3	47.3	55.5	59.3	46.0	55.3	57.6	49.5	52.4
1992	54.8	52.3	54.9	50.6	47.3	54.4	57.1	45.3	55.0	55.4	52.5	51.8
1993	53.8	51.3	54.5	50.4	47.4	54.8	58.5	45.3	55.5	56.2	52.1	51.3
1994	54.9	53.3	53.5	50.4	47.2	54.6	58.4	45.6	54.2	56.3	50.8	51.4

**Table 2: Usual weekly working time of employees and self-employed persons broken down by sex and by sector (average 1983-1994)**

	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
<b>Average (M+W)</b>	55.6	53.5	55.4	50.7	47.2	55.4	59.7	45.4	55.3	57.8	52.0	52.8
<b>Agriculture - M</b>	65.7	58.3	65.2	52.5	51.2	62.0	66.3	47.8	63.6	62.6	54.0	64.8
<b>Agriculture - W</b>	(55.7)	(49.8)	59.4	(46.4)	48.8	51.6	55.9	(41.0)	(50.4)	(48.4)	52.5	57.3
<b>Services - M</b>	56.4	53.1	55.2	51.7	47.6	55.3	55.2	45.9	53.9	57.4	52.8	54.2
<b>Services - W</b>	51.2	49.1	51.3	47.7	45.1	51.1	51.0	44.0	54.7	51.2	50.3	50.8
<b>Industry - M</b>	53.0	51.4	51.9	48.6	44.0	51.5	48.8	44.8	50.0	54.9	48.5	48.7
<b>Industry - W</b>	47.7	(47.8)	46.6	46.9	42.0	48.7	45.7	41.9	49.3	(48.8)	45.5	44.9



Measuring the weekly working time of self-employed workers and employers raises obvious problems. Persons in these groups **tend to overestimate their presence at the workplace** for two main reasons: (i) their usual schedule encompasses major responsibilities, (ii) they tend to work at a more relaxed rhythm during periods of downturn in economic activity. For example, a lawyer or a doctor for whom client numbers are down would remain at the workplace engaged in ancillary activities (classification of documents or tools, reading professional reviews to keep abreast of developments, etc.) whereas in these circumstances an employee would be subject to one of the various categories of suspension of contract.

From 1996, the initial results of the Time-Budget Survey should provide a better perception of the true working time of employers and self-employed workers.

#### Family workers

The working time of non-salaried persons working full-time as family workers is consistently longer than that of employees (cf. Table 3). However, in 9 of the 12 countries of the Union, their working time is slightly shorter than that of self-employed workers and employers. Family workers very often work more than 50 hours, except in Denmark and Italy where they work around 40 hours. Here too, the downward trend is almost universal.

**Table 3: Usual weekly working time of family workers (full-time)**

	B	DK	D	GR	ES	F	IRL	IT	L	NL	P	UK
<b>1983</b>	54.3	48.6	54.1	53.2	:	53.7	60.3	43.0	55.2	53.2	:	-
<b>1984</b>	52.2	46.4	54.7	49.7	:	55.2	57.7	42.4	52.0	:	:	-
<b>1985</b>	53.8	48.3	57.3	49.2	:	53.9	56.9	42.5	49.6	53.1	:	-
<b>1986</b>	55.4	47.5	58.1	48.7	-	53.1	60.1	42.3	47.1	:	55.5	-
<b>1987</b>	52.4	47.3	56.6	47.4	47.3	53.8	62.1	43.0	50.5	52.9	54.1	-
<b>1988</b>	51.7	43.5	56.0	47.6	46.3	53.7	59.7	43.5	50.9	51.6	53.4	-
<b>1989</b>	50.8	48.7	57.2	48.1	45.6	53.1	59.4	44.5	47.6	52.4	53.0	-
<b>1990</b>	51.7	45.6	56.9	47.7	46.3	52.7	58.9	43.6	47.7	51.6	50.9	-
<b>1991</b>	50.8	44.5	57.1	48.3	46.6	52.2	60.3	43.8	49.3	51.0	48.3	-
<b>1992</b>	51.3	44.6	56.2	48.4	46.8	52.6	58.1	44.4	(51.8)	52.8	52.0	51.8
<b>1993</b>	52.7	42.8	54.6	48.4	46.9	53.1	58.8	43.9	53.8	51.1	53.1	51.7
<b>1994</b>	51.3	47.3	54.4	47.2	46.6	54.2	58.8	43.5	(48.7)	50.8	52.9	49.0



**Table 4: Usual weekly working time of family workers (full-time), broken down by sex and by sector (average 1983-1994)**

	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
<b>Average (M+W)</b>	52.4	46.3	56.1	48.7	46.6	53.4	59.3	43.4	(42.0)	52.1	52.6	50.8
<b>Agriculture - M</b>	(61.9)	-	59.3	51.6	50.2	58.2	64.9	47.1	(58.2)	(59.2)	53.6	-
<b>Agriculture - W</b>	51.6	47.6	57.0	57.0	47.8	49.0	51.1	40.7	(47.0)	(47.0)	53.9	(59.0)
<b>Services - M</b>	52.2	(38.7)	(52.0)	(52.0)	50.6	45.9	57.3	45.4	-	(58.0)	48.9	(49.6)
<b>Services - W</b>	52.4	46.1	53.5	53.5	48.5	44.0	52.8	43.0	(51.0)	51.6	52.2	(51.5)
<b>Industry - M</b>	(47.0)	-	42.9	42.9	46.8	42.7	(47.2)	43.2	-	-	47.3	(52.5)
<b>Industry - W</b>	(50.1)	(43.5)	47.9	47.9	47.6	42.5	54.4	40.7	(47.4)	(48.7)	(46.0)	-



The breakdown of values in by sex and by sector in Table 3 reveals that it is male family workers in agriculture who have the longest working time, exceeding 60 hours per week in Belgium and in Ireland. Working time is also long for men and women in services, while it is relatively short for both sexes in industry.

Table 4 displays the averages by sector and by sex for the years 1983-1994. These values must be regarded as series averages which follow the trends shown in Table 3.

**hours put in by the workforce and the length of time for which equipment is used.** Equipment needs to be used for longer periods - at night and on Sundays, for example - and more flexibly in order to reduce the unit costs of labour and make certain sectors and enterprises more efficient in economic terms, although some sectors (iron and steel, transport, etc) have always had such atypical working hours. **Trends observed in the case of night work and Sunday work show clearly that this type of flexibility sharply increases the working time of employees** (however, it should not be forgotten that these hours are normally paid at higher hourly rates).

### Night, shift, evening and Sunday work

Since 1992, the Community Labour Force Survey has included questions on certain forms of atypical work which have already been the subject of two Eurostat *Statistics in Focus* (cf. references). Although the series available are relatively short (1992-1994) certain trends are evident. The usual working hours of employees engaged in certain forms of atypical or flexible work (evening, night and Sunday work) **differ significantly from the working time of full-time employees in general.**

Some differences are relative, particularly in the case of those working **evenings**. It must be taken into account that evening work is the least well-defined of the four above-mentioned categories in the Member States. Nonetheless, the differences in 1994 range from an additional 1.3 hours in Belgium (minimum) to an additional 3.4 hours worked in Ireland (maximum). In contrast, in Portugal the working time of this group is shorter than that of employees in general.

Certain technical changes in the organisation of work have led to a sharper distinction between **the**

In the case of **employees working nights**, in 1994 the discrepancy was about 4 hours in the United Kingdom and Ireland and 3 hours in Greece, Spain and Portugal. Only the Netherlands recorded almost no discrepancy. For **Sunday work** the differences were slightly less marked: around 4 hours in Portugal, Greece and Ireland and between 1 and 2 hours in the other countries, the Netherlands again being the sole exception.

In contrast, data on **shift work** (which is perhaps the most traditional form of flexible working) reveal **only minor differences** or indeed longer working hours for employees (Denmark, Germany, France and the Netherlands). Greece is the only striking exception. The general trend shows that flexible working time in the form of shift work has not led to longer working days, since one way of getting staff to adjust to this form of working is to offer some reduction in working time or compensatory time off.

Table 5: Usual weekly working time of full-time employees doing shift, night, evening and Sunday work

	B	DK	D	GR	E	F	IRL	IT	L	NL	P	UK
<b>Total full-time employees</b>												
1992	38.2	38.8	39.7	40.6	40.6	39.7	40.4	38.5	39.7	39.4	41.3	43.4
1993	38.0	38.8	39.5	40.5	40.6	39.8	40.1	38.5	39.8	39.4	41.2	43.4
1994	38.2	39.1	39.5	40.5	40.5	39.9	40.0	38.5	39.8	39.5	41.2	43.7
<b>Employees working nights</b>												
1992	39.8	40.4	41.8	43.9	43.2	41.7	43.8	39.9	41.1	40.8	42.5	47.4
1993	39.6	40.8	41.7	44.1	43.1	42.0	43.9	39.9	41.5	39.7	42.8	47.7
1994	39.7	41.6	41.6	44.0	43.3	41.9	43.9	40.0	41.2	39.8	44.5	47.7
<b>Employees doing shift work</b>												
1992	38.6	38.2	39.6	42.7	40.8	39.1	41.5	38.7	40.0	39.2	42.7	44.8
1993	38.6	38.2	39.3	43.0	43.0	39.0	41.2	38.9	40.3	39.2	42.2	44.8
1994	38.8	38.2	39.3	42.8	40.8	39.2	41.2	38.7	40.5	39.2	42.6	44.9
<b>Employees working evenings</b>												
1992	39.6	40.4	41.6	42.5	:	41.9	43.7	39.9	41.0	40.4	38.6	46.2
1993	39.3	40.3	41.5	42.6	:	41.3	43.5	39.8	41.3	39.8	41.0	46.1
1994	39.5	40.9	41.4	42.6	:	41.4	43.4	40.0	41.3	39.8	40.7	46.2
<b>Employees working Sundays</b>												
1992	39.8	40.4	42.2	44.2	42.9	41.8	44.0	40.1	41.6	39.9	45.7	46.9
1993	39.4	40.4	42.0	44.5	42.8	41.7	43.9	40.1	42.1	39.9	45.3	46.8
1994	39.6	40.4	42.0	44.5	42.8	41.3	43.9	40.3	42.1	39.9	45.7	47.0



### Employees working at home

Since 1992, the LFS has also covered home workers, and the relevant statistics were the subject of analysis in Eurostat's *Statistics in Focus* (cf. references).

Almost 9 million European employees work at home usually or occasionally, i.e. over 7% of all employees in Europe for the years in question.

The status of these employees is not the same as that of employers and self-employed workers, but there is an element of self-management in their work which is similar. **The number of hours usually worked varies greatly** in the case of home-working. In some cases the number of hours worked is similar to that of non-salaried staff

(men in agriculture). In other cases they are closer to the usual working time of employees, although behaviour varies quite considerably for each subset.

This variation is due largely to the different rates at which this form of working is spreading in the Member States and in individual sectors. With the advent of new technologies (teleworking) which maintain the link with the employer, homeworking has become a recognised work form. These new forms of homeworking have developed alongside others which have existed for years in certain sectors (textiles, certain office and commercial jobs, etc.). From 1996 the initial results of the Time-Budget Survey will throw more light on homeworkers' use of time.

Table 6: Usual weekly working time of home workers

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
<b>General average (M+W)</b>												
1992	37.0	41.6	43.1	33.7	40.5	44.4	46.6	38.8	40.9	44.2	42.4	46.2
1993	36.9	41.8	42.6	33.5	39.3	43.1	46.6	37.8	41.6	43.6	42.5	46.2
1994	37.9	42.6	42.8	33.5	40.5	42.0	48.1	37.2	41.7	42.8	40.4	46.5
<b>Industry - Men</b>												
1992	46.9	42.7	42.5	46.1	44.7	43.0	45.9	42.2	42.4	39.7	43.1	47.5
1993	42.3	42.9	42.1	44.5	42.0	(39.4)	46.9	42.6	:	40.8	:	48.0
1994	44.2	46.1	42.5	46.0	44.7	41.1	47.4	42.6	43.1	(39.9)	44.5	48.4
<b>Industry - Women</b>												
1992	39.6	38.9	41.2	40.9	44.1	42.5	39.9	39.6	35.3	39.8	28.4	42.9
1993	(41.3)	(38.9)	41.2	:	:	(40.9)	(41.2)	38.9	:	:	31.1	42.2
1994	(41.2)	(39.7)	41.5	(41.8)	(40.2)	:	:	39.2	:	:	32.3	43.7
<b>Services - Men</b>												
1992	38.5	41.8	43.8	33.9	40.3	41.4	47.7	40.2	40.1	45.4	41.8	47.4
1993	38.0	41.6	43.2	34.0	39.2	40.6	46.5	38.7	40.3	44.9	48.7	47.6
1994	39.3	42.3	43.4	33.6	40.5	40.0	46.5	39.0	41.8	43.1	44.7	47.8
<b>Services - Women</b>												
1992	33.0	41.0	42.2	31.9	38.6	46.1	39.6	32.6	38.5	42.3	50.4	43.5
1993	38.0	41.7	41.7	31.4	38.1	45.1	39.9	31.8	40.5	41.6	47.5	43.4
1994	34.5	40.7	41.6	31.8	39.1	42.8	40.3	30.1	39.5	41.0	45.8	43.8

### Time-Budget Survey

The Time-Budget Survey (TBS) is a Eurostat survey (in preparation) which adopts an integrated approach to all time use by classifying an individual's various activities during a given period. The person will list his/her primary activities (time required for personal care, time spent on paid employment or studies, time devoted to other personal activities and free time) and his/her secondary activities (rest breaks, housework and home repairs, reading, etc). The core survey will encompass three phases: a questionnaire containing basic questions regarding the household, a time-budget agenda to enter activities and an activity coding system. The survey will also provide data on the usual duration of primary and secondary activities based on the most frequent individual work schedules. To obtain this information,

the TBS will use detailed hourly timetables where the person must describe his/her schedule each day over a certain period.

This approach should elicit more exhaustive data than that obtained from the LFS on working time components such as the time spent on certain breaks, a detailed enumeration of overtime, the actual maximum weekly working time as opposed to rest time, work in the home, the regularity of the second activity and also the distribution of activities during the night and at the week-end. These questions are not broached in detail in the LFS and will shed more light on certain aspects of the work of employers and self-employed persons and also of the atypical employees described here. The initial pilot surveys will be conducted in 1996 and the main survey during 1997.

**Other publications on the organisation and duration of working time**

**Labour Force Survey, 1983-1994, Results, Eurostat**

**Labour Force Survey: methods and definitions, 1992 series , Eurostat, Methodological publication**

**Working Time in the European Union: the average working week from 1983 to 1992, Statistics in Focus, 1/95, Eurostat 1995**

**"Organisation and duration of work 1983 - 1992", Yearbook, Eurostat, 1995**

Report on "**Employment in Europe, 1994**", European Commission, 1994

**Flexibilité et aménagement du travail, Social Europe 1/95, European Commission 1995**

**Working Time in the European Union: estimated actual annual working time (1983-1993), Statistics in Focus 4/95, Eurostat**

**Atypical working hours in the European Union, 1992-1993 (I) - shift, evening and night work, Statistics in Focus 7/95, Eurostat 1995**

**Atypical working hours in the European Union, 1992-1993 (II) - work on Saturdays, Sundays and at home, Statistics in Focus 9/95, Eurostat 1995**

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