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ATYPICAL WORKING HOURS IN THE EUROPEAN UNION (1992-1993): Shift, evening and night work (I)

*The vast majority of employees in the European Union work **Monday to Friday between 8 a.m. and 7 p.m.** (earlier in the northern Member States and later in the South). However, more and more employees are working outside these hours, either usually or sometimes.*

*In 1993, over **35 million**, or 31% of all employees in the European Union, sometimes worked **shifts, in the evenings or at night**. These working patterns are referred to in this note as '**atypical work**'. The 35 million mark was passed between 1992 and 1993.*

The highest percentages of these atypical working hours are in the United Kingdom, where they are worked by roughly half of all employees (48% in 1992 and 52% in 1993).

*The most common of the three patterns dealt with in these Statistics in Focus is **evening work: over 28 million people in the EU worked sometimes in the evenings in 1993**. There were roughly 15 million sometimes working in shifts and around the same number working at night.*

Shift working is very common in Belgium, Greece, Ireland, Luxembourg and the United Kingdom, although, with the exception of the services sector, there are major differences between men and women. In no case is the percentage of employees doing shift work below 7%.

The figures for evening work are highest in the United Kingdom, Greece and Denmark, reaching almost 50% in the UK.

The UK also has the largest percentage of employees who sometimes work at night - almost 20%.

The results noted are based on initial data on atypical work in the EU, as analysed from the 1992 and 1993 Labour Force Survey results. The LFS did not include questions which could be used to analyse this type of work before 1992. Sweden, Finland and Austria were not yet covered by the EU Labour Force Survey in these years.

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Definitions and concepts

Shift work

Shift work is defined in the Council Directive 93/104/EC of 23 november 1993 concerning certain aspects of the organization of working time as "any method of organizing work in shifts whereby workers succeed each other at the same work stations according to a certain pattern, including a rotating pattern, and which may be continuous or discontinuous, entailing the need for workers to work at different times over a given period of days or weeks". In the Labour Force Survey (LFS), the information is collected by asking the persons concerned if they have to divide up their working day into two or more shifts or separate periods of work based on a system of regular rotation. An employee is considered as doing shift work if he or she works two or more different shifts.

In this context, *usually* may be taken to mean that there was a significant change in the person's working hours more than once during a reference period of four weeks preceding the interview. *Sometimes* means that working hours changed only once during the same period.

Evening work

There is no definition common to all Member States of what is meant by evening work, but in general terms the LFS considers evening work to be that done after normal working hours but before the time when people normally sleep in the Member State in question. Thus the person concerned is able to sleep at the normal time.

In this context, *usually* may be interpreted as on at least half of the days included in the four-week reference period prior to the interview. *Sometimes* may be interpreted as meaning on fewer than half of the days concerned but on at least one occasion.

Night work

The above-mentioned Directive defines night time as "any period of not less than seven hours, as defined by national law, and which must include in any case the period between midnight and 5 a.m." A night worker is "any worker, who, during night time, works at least three hours of his daily working time as a normal course".

The LFS considers that a person works at night if he or she works during the hours when people are normally asleep in the country concerned, i.e. the times at which he or she sleeps are not the normal ones.

In this context, *normally* and *sometimes* mean the same as for evening work, *mutatis mutandis*.

N.B.

1. For the purposes of analysing this report, it is assumed that an employee does a certain type of work if he/she does it **normally or sometimes**. This convention was decided upon because of the many different definitions of *sometimes*, especially where evening and night work are concerned.

2. In Table 1, **the numbers refer to all employees who do flexible or unsocial work taken together, even if they do two or all three of the types of work**. "Taken together" means in the sense of the algebra of sets, i.e. it excludes double counting.

In Tables 2, 3 and 4, the totals refer to **employees doing each of the flexible or unsocial types of work and who may possibly do more than one type**. Thus if the homologous elements in these tables are added together, the values are higher than the equivalent values in Table 1.

Figures reported

In all the tables, the values shown are x 1000.

Non-availability/non-comparability

In this publication results that have significant sampling errors have been replaced by ":", other estimates have been bracketed; this applies also to results which are not comparable due to the particular structures of national surveys. Breaks in time series have been underlined.

The extent of atypical work

The vast majority of employees in the European Union work from **Monday to Friday between 8 a.m. and 7 p.m.** (earlier in the northern Member States and later in the South). However, more and more employees are working **outside these hours**, either habitually or sometimes.

It would appear that certain technical changes which have occurred over the past few years in the organisation of work have led to a sharper distinction between the **hours put in by the workforce and the length of time for which equipment is used** in an increasing number of enterprises.

Equipment needs to be used for longer periods in order to cut down the unit costs of labour, and it needs to be used more flexibly in order to make certain sectors and enterprises more efficient in economic terms. It would seem that this flexibility in the production system can meet consumer demands for services at any time provided that the employees concerned have agreed to the necessary changes in their working hours.

Around **30%** of employees in the EU countries now **work atypical hours** in the sense that they work shifts, evenings or nights. In 1992, the percentages were 34% for men and 24% for women, rising in 1993 to 35% and 25% respectively. There has been a noticeable increase in these kinds of work over the past few years, even allowing for the fact that the LFS has been collecting comparable data on the subject since 1992 only. Although these hours have always existed in some sectors such as the steel industry and transport, they have become more common in recent years with changes in working patterns in most Member States.

Shift, evening and night work are particularly common in the UK, Greece, Denmark and Luxembourg, with figures in every case above 30%. They are less common in Spain and Portugal, where only around 10% work non-standard hours (Table 1). In EU countries other than these two - for which the data are not, incidentally, fully comparable - atypical work is still significant, applying to over 20% of employees in every case.

Table 1: Employees doing flexible or unsocial (shift, evening or night) work in the European Union

	EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
1992													
Males	22722.9	643.0	547.5	6089.9	536.9	863.9	2614.2	193.9	3376.4	40.1	949.4	225.4	6642.4
Females	11685.1	327.2	407.1	3065.8	266.9	247.9	1026.6	90.9	1380.8	19.9	639.6	116.8	4096.1
Total	34408.0	970.2	954.6	9155.7	803.8	1111.3	3640.8	284.8	4757.2	60.0	1589.0	342.2	10738.5
<i>% in relation with total employees</i>													
Males	33.8	34.6	44.8	31.7	43.2	14.0	25.0	37.7	35.9	43.1	27.0	12.1	56.6
Females	23.8	26.4	35.8	21.5	38.5	8.0	12.0	24.5	25.5	36.4	27.2	7.7	38.9
Total	29.6	31.3	40.5	27.3	41.5	12.0	19.0	32.2	31.4	40.6	27.1	10.1	48.2
1993													
Males	23029.5	660.1	510.2	5869.7	571.9	851.7	3082.4	194.5	3295.8	29.3	819.9	232.9	6911.1
Females	12238.0	350.8	394.9	2974.9	297.0	233.1	1376.0	100.0	1356.5	14.5	582.3	103.0	4455.0
Total	35267.5	1010.9	905.1	8844.6	868.9	1084.8	4458.4	294.5	4652.3	43.8	1402.2	335.9	11366.1
<i>% in relation with total employees</i>													
Males	35.1	36.3	43.3	31.0	45.3	14.9	29.9	37.5	36.3	31.5	23.6	12.7	60.4
Females	25.1	27.9	35.4	21.1	41.5	7.9	16.1	26.0	25.3	27.2	24.4	7.0	42.5
Total	30.8	32.9	39.5	21.8	43.9	12.5	23.6	32.6	32.2	28.9	23.9	10.1	51.8

Table 2: Employees working shifts in 1992 and 1993 - Distribution by sector and changes

		EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
1992	Agriculture													
	Males	88.2	(0.7)	1.5	21.2	1.1	6.2	1.5	1.5	46.6	(0.8)	(0.9)	(0.7)	5.5
	Females	40.9	(0.2)	(0.4)	13.9	(0.1)	(0.5)	1.3	(0.1)	23.0	(0.3)	(0.0)	(0.0)	1.1
	Total	129.1	(0.9)	1.9	35.1	1.2	6.7	2.8	1.6	69.6	1.1	(0.9)	(0.7)	6.6
1993	Males	96.5	(0.6)	(0.4)	16.3	2.7	7.5	1.4	(0.7)	54.3	(0.1)	(0.8)	1.7	10.2
	%var 93/92	:	:	:	:	:	:	:	:	:	:	:	:	:
	Females	42.0	(0.1)	(0.2)	11.1	(0.3)	(0.3)	1.4	(0.2)	26	(0.0)	(0.2)	(0.1)	2.2
	%var 93/92	:	:	:	:	:	:	:	:	:	:	:	:	:
	Total	138.5	(0.7)	(0.6)	27.4	3.0	7.8	2.8	(0.9)	80.3	(0.1)	(1.0)	1.8	12.4
	%var 93/92	:	:	:	:	:	:	:	:	:	:	:	:	:
1992	Industry													
	Males	5215.0	229.5	54.6	1690.6	60.6	253.2	692.3	35.9	981.3	12.4	177.7	65.2	961.6
	Females	916.4	36.6	10.3	298.7	19.7	23.5	162.8	10.2	202.4	1.1	12.3	16.6	122.0
	Total	6131.4	266.1	64.9	1989.3	80.3	276.7	855.1	46.1	1183.7	13.5	190.0	81.8	1083.6
1993	Males	5043.6	221.0	53.1	1626.8	60.8	244.5	672.0	33.5	890.9	10.6	163.5	72.1	994.7
	%var 93/92	-3.3	-3.7	-2.7	-3.8	0.3	-3.4	-2.9	-6.7	-9.2	-14.5	-8.0	10.6	3.4
	Females	852.3	35.5	13.6	260.7	16.4	19.3	155.7	10.1	180.0	0.6	90.0	16.3	135.1
	%var 93/92	-7.0	-3.0	32.0	-12.7	-16.8	-17.9	-4.4	-1.0	-11.1	:	:	-1.8	10.7
	Total	5895.9	256.5	66.7	1887.5	77.2	263.8	827.7	43.6	1070.9	11.2	253.5	88.4	1129.8
	%var 93/92	-3.8	-3.6	2.8	-5.1	-3.9	-4.7	-3.2	-5.4	-9.5	-17.0	33.4	8.1	4.3
1992	Services													
	Males	5269.4	157.8	74.5	1174.6	175.2	257.7	393.8	55.3	1310.8	17.2	186.4	131.2	1334.9
	Females	4061.5	144.6	90.6	1014.6	67.4	135.0	355.3	41.4	735.1	12.3	160.1	84.3	1220.8
	Total	9330.9	302.4	165.1	2189.2	242.6	392.7	749.1	96.7	2045.9	29.5	346.5	215.5	2555.7
1993	Males	4992.6	168.9	76.8	982.1	177.5	239.1	369.8	48.7	1312.6	8.8	172.6	131.9	1303.7
	%var 93/92	-5.3	7.0	3.1	-16.4	1.3	-7.2	-6.1	-11.9	0.1	-48.8	-7.4	0.5	-2.3
	Females	4024.8	154.8	81.2	916.1	82.0	129.4	359.0	45.8	746.2	6.3	135.2	73.7	1295.1
	%var 93/92	-0.9	7.1	-10.4	-9.7	21.7	-4.1	1.0	10.6	1.5	-48.8	-15.6	-12.6	6.1
	Total	9017.4	323.7	158	1898.2	259.5	368.5	728.8	94.5	2058.8	15.1	307.8	205.6	2598.8
	%var 93/92	-3.4	7.0	-4.3	-13.3	7.0	-6.2	-2.7	-2.3	0.6	-48.8	-11.2	-4.6	1.7
1992	Totals													
	Total	15591.4	569.4	231.9	4213.6	324.1	676.1	1607.0	144.4	3299.2	44.1	537.4	298.0	3645.9
1993	Total	15051.8	580.9	225.3	3813.1	339.7	640.1	1559.3	139.0	3210.0	26.4	562.3	295.8	3741.0
1992	TT/Empl.	13.0	18.0	10.0	13.0	17.0	7.0	9.0	16.0	22.0	30.0	9.0	9.0	16.0
1993	TT/Empl.	13.0	19.0	10.0	12.0	17.0	7.0	8.0	15.0	22.0	18.0	10.0	9.0	17.0

Table 3 : Employees working evenings in 1992 and 1993 - Distribution by sector and changes

		EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
Agriculture														
1992	Males	325.5	1.8	15.0	77.1	9.6	:	9.5	9.9	84.3	(1.0)	13.0	:	104.2
	Females	89.3	:	1.5	32.8	3.2	:	1.1	(0.6)	27.2	(0.1)	1.9	:	20.8
	Total	414.8	1.8	16.5	109.9	12.8	:	10.6	10.5	111.5	1.1	14.9	:	125.0
1993	Males	337.8	1.7	14.7	67.9	14.0	:	<u>27.2</u>	9.1	84.6	(0.4)	6.7	:	111.4
	%var 93/92	:	:	:	:	:	:	:	:	:	:	:	:	:
	Females	88.2	(0.5)	1.4	29.9	4.3	:	<u>3.1</u>	(0.4)	27.5	(0.0)	(1.0)	:	20.0
	%var 93/92	:	:	:	:	:	:	:	:	:	:	:	:	:
	Total	426.0	2.2	16.1	97.8	18.3	:	<u>30.3</u>	9.5	112.1	(0.4)	7.7	:	131.4
%var 93/92	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Industry														
1992	Males	5980.9	227.4	150.6	2244.6	106.9	:	<u>88.7</u>	53.8	916.3	5.5	118.4	6.1	2062.5
	Females	1100.9	32.5	30.9	395.8	38.5	:	<u>12.2</u>	13.2	167.2	0.6	24.1	4.5	381.5
	Total	7081.8	259.9	181.5	2640.4	145.4	:	<u>100.9</u>	67.0	1083.5	6.1	142.5	10.6	2444.0
1993	Males	6910.3	222.3	136.1	2268.1	142.7	:	<u>452.8</u>	53.0	912.5	8.6	199.8	6.1	2508.2
	%var 93/92	15.5	-2.2	-9.6	1.0	33.5	:	:	-1.5	-0.4	56.4	:	0.0	21.6
	Females	1226.6	34.6	27.9	382.9	34.8	:	<u>75.4</u>	13.9	169.4	0.8	22.8	4.5	459.6
	%var 93/92	11.4	6.5	-9.7	-3.3	-9.6	:	:	5.3	1.3	33.3	-5.4	0.0	20.5
	Total	8136.9	256.9	164.0	2651.0	177.5	:	<u>528.2</u>	66.9	1081.9	9.4	222.6	10.6	2967.8
%var 93/92	14.9	-1.2	-9.6	0.4	22.1	:	:	-0.1	-0.1	54.1	56.2	0.0	21.4	
Services														
1992	Males	10875.4	308.4	336.6	3179.2	396.8	:	<u>253.6</u>	115.4	1560.2	10.2	507.6	8.8	4198.6
	Females	7935.1	239.6	338.4	2277.1	218.2	:	<u>147.7</u>	64.0	721.7	7.5	447.1	9.1	3464.6
	Total	18810.5	548.0	675.0	5456.3	615.0	:	<u>401.3</u>	179.4	2281.9	17.7	954.7	17.9	7663.2
1993	Males	11084.2	336.4	326.8	2795.3	393.9	:	<u>970.0</u>	104.1	1626.3	12.6	517.9	9.5	3991.3
	%var 93/92	1.9	9.1	-2.9	-12.1	-0.7	:	:	-9.8	4.2	23.5	2.0	8.0	-4.9
	Females	8695.1	260.4	332.8	2193.7	249.3	:	<u>638.2</u>	71.1	745.4	10.2	484.6	7.4	3702.1
	%var 93/92	9.6	8.7	-1.7	-3.7	14.3	:	:	11.1	3.3	36.0	8.4	-18.7	6.9
	Total	19779.3	596.8	659.6	4989	643.2	:	<u>1608.2</u>	175.2	2371.7	22.8	1002.5	16.9	7693.4
%var 93/92	5.2	8.9	-2.3	-8.6	4.6	:	:	-2.3	3.9	28.8	5.0	-5.6	0.4	
Totals														
1992	Total	26307.1	809.7	873	8206.6	773.2	:	<u>512.8</u>	256.9	3476.9	24.9	1112.1	28.5	10232.2
1993	Total	28342.2	855.9	839.7	7737.8	839.0	:	<u>2166.7</u>	251.6	3565.7	32.6	1232.8	27.5	10792.6
1992	TT/Empl.	23.0	26.0	37.0	24.0	40.0	:	3.0	29.0	23.0	17.0	19.0	1.0	46.0
1993	TT/Empl.	25.0	28.0	37.0	23.0	42.0	:	<u>11.0</u>	28.0	25.0	22.0	21.0	1.0	49.0

Table 4: Employees working nights in 1992 and 1993 - Distribution by sector and changes

		EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
Agriculture														
1992	Males	216.3	1.4	7.4	39.7	3.6	32.1	28.0	5.7	44.8	0.4	5.7	2.2	45.5
	Females	33.9	:	(0.2)	17.9	(0.1)	(0.8)	(0.7)	(0.2)	5.7	(0.0)	(0.2)	:	8.1
	Total	250.2	1.4	7.6	57.6	3.7	32.9	28.7	5.9	50.5	0.4	5.9	0.2	53.6
1993	Males	213.0	(0.7)	7.8	30.9	5.1	34.8	31.4	5.7	38.1	(0.1)	3.3	1.2	54.0
	%var 93/92	:	:	:	:	:	:	:	:	:	:	:	:	:
	Females	31.4	(0.1)	(0.0)	15.4	(0.3)	(0.5)	1.5	(0.2)	6.3	:	:	:	7.0
	%var 93/92	:	:	:	:	:	:	:	:	:	:	:	:	:
	Total	244.4	(0.8)	7.8	46.3	5.4	35.3	32.9	5.9	44.4	(0.1)	3.3	1.2	61.0
	%var 93/92	:	:	:	:	:	:	:	:	:	:	:	:	:
Industry														
1992	Males	4250.8	134.1	82.7	1389.3	48.9	196.4	655.6	33.0	490.1	5.6	53.2	10.7	1141.0
	Females	381.4	4.5	8.5	143.2	8.8	12.5	26.5	5.3	43.9	0.1	4.4	1.5	122.1
	Total	4632.2	138.6	91.2	1532.5	57.7	208.9	682.1	38.3	534.0	5.7	57.6	12.2	1263.1
1993	Males	4418.4	128.2	74.2	1266.7	47.0	189.0	694.4	30.9	466.9	7.6	135.6	11.7	1366.2
	%var 93/92	3.9	-4.4	-10.3	-11.4	-11.2	-5.4	5.9	-6.4	-4.7	35.7	:	9.3	19.7
	Females	368.2	2.3	7.8	128.4	7.8	11.1	24.8	5.9	42.8	0.3	5.6	2.1	129.2
	%var 93/92	-3.5	-48.9	-8.2	-10.3	-11.4	-11.2	-6.4	11.3	-2.5	:	27.3	40.0	5.8
	Total	4786.6	130.5	82.0	1395.1	54.8	200.1	719.2	36.8	509.7	7.9	141.2	13.8	1495.4
	%var 93/92	3.3	-5.8	-10.1	-9.0	-5.0	-4.2	5.4	-3.9	-4.6	38.5	:	13.1	18.4
Services														
1992	Males	7282.7	175.3	150.2	1789.7	190.3	422.3	1259.3	65.7	913.7	5.4	243.7	14.3	2052.8
	Females	3459.8	83.8	116.5	864.0	50.6	155.1	494.3	36.2	303.4	2.5	135.6	6.6	1211.0
	Total	10742.5	259.1	266.7	2653.7	240.9	577.4	1753.6	101.9	1217.1	7.9	379.3	20.9	3263.8
1993	Males	7123.4	180.5	144.9	1614.9	201.2	433.5	1296.8	58.4	961.7	7.2	259.5	14.4	1950.5
	%var 93/92	-2.2	3.0	-3.5	-9.8	5.7	2.7	3.0	-11.1	5.3	33.3	6.5	0.7	-5.0
	Females	3628.7	90.3	116.1	821.0	65.9	147.6	536.8	41.6	322.3	3.1	181.6	4.2	1298.2
	%var 93/92	4.9	7.8	-0.3	-5.0	30.2	-4.8	8.6	14.9	60.2	24.0	33.9	-36.4	7.2
	Total	10752.1	270.8	261.0	2435.9	267.1	581.1	1833.6	100.0	1284.0	10.3	441.1	18.6	3248.7
	%var 93/92	0.1	4.5	-2.1	-8.2	10.9	0.6	4.6	-1.9	5.5	30.4	16.3	-11.0	-0.5
Totals														
1992	Total	15624.9	399.1	365.5	4243.8	302.3	819.2	2464.4	146.1	1801.6	14.0	442.8	33.3	4580.5
1993	Total	15783.1	402.1	350.8	3877.3	327.3	816.5	2585.7	142.7	1838.1	18.3	585.6	33.6	4805.1
1992	TT/Empl.	13.0	13.0	15.0	13.0	16.0	9.0	13.0	17.0	12.0	9.0	8.0	1.0	21.0
1993	TT/Empl.	14.0	13.0	15.0	12.0	17.0	9.0	14.0	16.0	13.0	12.0	10.0	1.0	22.0

Shift work

Almost 16 million employees were doing **shift work** in 1992 as against only 15.5 million in 1993.

Shift working is less common in agriculture than in other sectors except in Italy, which has over half of the EU's total number of employees doing shift work in this sector (the totals being 129.1 in 1992 and 138.5 in 1993).

In industry, shift work is always more common among men than women, whereas in services the differences, although real, are growing smaller. In services, Denmark is the only country which does not conform to this trend.

Evening work

Of the three types of atypical work analysed in these Statistics in Focus, **evening work** is the most common in terms of employee numbers, with over 28 million in 1993, two million more than in 1992. A reminder is called for at this point that there is no harmonized definition of evening work beyond the fact that it is a simple extension of the normal working day. But a significant number of employees are working beyond that normal working day, even though it would be wrong to consider these extra hours as additional paid working time in every case.

The rates are significant in the nine countries for which reliable information is available (Table 3) but the UK figures stand out above all the others: almost 50% in 1993.

The percentages are also very high in Denmark and Greece. All the nine countries with reliable figures record over 20% in virtually every case.

A breakdown of the different sectors by sex shows that the percentage of men is in every case higher, even if only slightly higher, than the percentage of women, except for services in Denmark and the Netherlands, where the reverse is true.

Night work

Over 15 million employees in Europe, i.e. 14% of the total, work at night, almost 12 million of them men. The extent of **night work** varies considerably from one country to another. The percentage working at night is slightly higher in the more highly developed countries, although there are exceptions to the general trend.

The values are highest in the UK, at 28% for men and 13% for women. All the percentages of women working at night are significant, with over 10% of all female employees doing so in Denmark, Ireland and the UK.

	EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
1992													
Hommes	67167.01	1857.6	1221.4	19219.0	1243.3	6119.1	10380.0	514.25	9399.0	93.1	3513.0	1860.3	11747.0
Femmes	49093.12	1241.5	1136.9	14287.0	692.6	3025.2	8379.7	371.2	5515.0	54.7	2347.9	1513.4	10528.0
Total	116260.1	3099.1	2358.3	33506.0	1935.9	9144.3	18759.7	885.4	14914.0	147.7	5860.9	3373.7	22275.0
1993													
Hommes	65641.14	1817.0	1178.5	18908.0	1263.9	5735.3	10307.0	518.8	9076.2	93.2	3474.2	1832.1	11437.0
Femmes	48854.3	1257.8	1115.9	14084.0	715.7	2964.5	8563.4	385.4	5356.9	53.2	2385.1	1482.3	10490.0
Total	114495.4	3074.8	2294.4	32992.0	1979.6	8699.8	18870.4	904.2	14433.1	146.4	5859.3	3314.4	21927.0

Other publications on the organization and duration of working time

Working Time in the European Union: The Average Working Week from 1983 to 1992, Statistics in Focus, 1/95, Eurostat 1995

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

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

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

Atypical working hours in the European Union, 1992-1993 II - Work on Saturdays, Sundays and at home, Eurostat 1995 (*in preparation*)

Labour Force Survey, Results 1992, Eurostat 1995

Labour Force Survey, Results 1993, Eurostat 1995 (*to appear soon*)

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