

ATYPICAL WORKING HOURS IN THE EUROPEAN UNION (1992-1993) Work on Saturdays, Sundays and at home (II)

*The majority of employees in the European Union work **Monday to Friday outside the home**. However, more and more employees are working on other days and/or in the home, either usually or occasionally.*

*In 1992 and 1993, almost **54 million or 48% of all employees** in the European Union had patterns of work which were atypical in that they worked on **Saturdays, Sundays or at home**. Such patterns were most common in the United Kingdom, where over half of all employees worked Saturdays, Sundays or at home.*

The most common of the three patterns is Saturday working: over 45 million people in the EU worked on Saturdays during the two reference years, as against 24 million working on Sundays. Almost 9 million stated that they worked at home.

Saturday working is very common in the United Kingdom and Italy (over 50%), with Ireland and Denmark also recording high percentages. In every Member State, over 20% of employees work on Saturdays. In the United Kingdom, over 35% work on Sundays, a figure which contrasts with under 12% in Portugal. In the EU as a whole, 21% of all employees work on Sundays.

Almost 9 million or around 7.5% of European employees stated that they work at home, 4% of them reporting that home was their regular place of work. The practice has become more common with the influx of new technologies (teleworking, in particular) although certain traditional types of homeworking can still be found. It is very widespread in the United Kingdom, where over 21% of all employees work at home, less common in Belgium, Denmark, Germany and Ireland and much rarer in the other Member States.

The results noted are based on initial data on atypical work in the EU, as analysed from the 1992 and 1993 Labour Force Survey (LFS) 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 included in the Community survey in those years.

This text continues the series on atypical work in the European Union, following on from a first Statistics in Focus analysing shift, evening and night work over the same period.

Definitions and concepts

Saturday and Sunday working

According to the Labour Force Survey (LFS), these concepts should be interpreted strictly on the basis of formal agreements between employee and employer. This means, for example, that employees who take office work home with them and/or work occasionally at their workplace on Saturdays or Sundays should not be classified under this heading.

In this context, *usually* may be interpreted as meaning two or more Saturdays or Sundays during a reference period of four weeks preceding the interview. *Sometimes* may be interpreted as meaning one Saturday or Sunday during a reference period of four weeks preceding the interview.

Working at home

Many self-employed workers in the liberal or artistic professions, for example, work solely or partly at home, in many cases in part of their home specially set aside for their work. However, if the place of work comprises a separate unit, for example, a doctor's surgery or the office of a tax consultant, adjacent to the person's home but with a separate entrance, work carried out on these premises should not be considered as work "at home". Similarly a farmer should not be considered as working "at home" when he is working in fields or buildings adjacent to his house.

In the case of employees, with whom this edition of "Statistics in Focus" is concerned, homeworking should be interpreted strictly on the basis of formal agreements between employee and employer. Other typical examples of "homeworking" might be travelling salesmen who prepare at home for the appointments they are due to have with their customers in the customers' office or home, or persons working with computers or typing or knitting who send the results of their work to a central collection point.

For working at home, the LFS keyword *usually* means that during a reference period of four weeks preceding the interview the person worked as described above and on half or more than half of the number of days on which he or she worked during that period. In the same context, *sometimes* means that the number of occasions was less than half of the number of days.

N.B.

1. For the purposes of this report, it is assumed that an employee does a certain type of work if he/she does it **usually** or **sometimes**. This convention was decided upon because of the many different definitions of *sometimes*.
2. In Table 1 the numbers refer to all employees who do atypical 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.
3. In Tables 2, 3 and 4, the totals refer to employees doing each of the types of atypical 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/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.

Atypical work

The majority of employees in the European Union work from **Monday to Friday between 8 a.m. and 7 p.m. outside the home**. However, more and more employees are working **outside these hours and/or at home** either usually or occasionally.

Certain technical changes 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 - on Saturdays and Sundays, for example - and as flexibly as possible in order to reduce the unit costs of labour and make certain sectors and enterprises more efficient in economic terms. This flexibility in the production system can meet consumer and customer demands for services at any time provided that the employees concerned have agreed to the necessary changes in their working hours.

On average, around 46% of employees in the EU countries now work atypical hours (**which in this edition of "Statistics in Focus" should in every case be taken to mean work on Saturdays, Sundays or at home**), the percentages being almost 48% for men and 44% for women in both 1992 and 1993.

There has been a noticeable increase in these kinds of work over the past few years, and for this reason the LFS has been collecting comparable data since 1992. The increase (in weekend working in particular) arises mainly from changes in working patterns introduced in most Member States in recent years, although in some sectors (distributive trades, steel industry, transport, hotels and catering, collective services, etc.) such schedules have always existed.

Saturday and Sunday work and work at home are common in all countries, the figures being over 50% in the United Kingdom, Ireland and Italy. In all the others apart from Portugal, the figure is between 30% and 50%.

Table 1: Employees doing atypical work (on Saturdays and Sundays and at home)

	EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
1992													
Men	32638.1	610.9	648.5	7331.9	590.8	2185.0	5192.7	297.7	5325.8	29.2	1400.8	510.1	8514.7
Women	21679.9	445.7	549.4	5096.2	263.7	1164.0	3867.3	162.0	3013.5	17.0	899.0	346.7	5855.4
Total	54318.0	1056.6	1197.9	12428.1	854.5	3349.0	9060.0	459.7	8339.3	46.2	2299.8	856.8	14370.1
<i>Percentage of total employees</i>													
Men	48.6	32.9	53.1	38.1	47.5	35.7	50.0	56.7	57.9	31.4	39.9	27.4	72.5
Women	44.2	35.9	48.3	35.7	38.1	38.5	46.2	43.6	54.6	31.1	38.3	22.9	55.6
Total	46.7	34.1	50.8	37.1	44.1	36.6	48.3	51.9	55.9	31.3	39.2	25.4	64.5
1993													
Men	31600.5	618.5	593.7	6884.8	609.7	1979.2	5138.8	302.6	5294.0	33.6	1242.0	494.7	8409.0
Women	21852.6	461.1	543.3	5074.7	282.9	1088.4	3951.8	173.9	3008.0	20.6	864.5	339.4	6043.9
Total	53453.1	1079.6	1137.0	11959.5	892.6	3067.6	9090.6	476.5	8302.0	54.2	2106.5	834.1	14452.9
<i>Percentage of total employees</i>													
Men	48.1	34.0	50.4	36.4	48.2	34.5	49.9	58.3	58.3	36.1	35.7	27.0	73.5
Women	44.7	36.7	48.7	36.0	39.5	36.7	46.1	45.1	56.2	38.7	36.2	22.9	57.6
Total	46.7	35.1	49.6	36.2	45.1	35.3	48.2	52.7	57.5	37.0	36.0	25.2	65.9

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

		EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
Agriculture														
1992	Men	1025.4	3.4	26.2	170.4	14.0	173.3	115.4	16.4	299.3	1.2	41.2	32.8	131.8
	Women	428.5	(0.4)	5.1	86.5	6.4	34.2	30.8	1.2	210.1	(0.1)	11.6	8.1	33.9
	Total	1453.9	3.8	31.3	256.9	20.4	207.5	146.2	17.6	509.4	1.3	52.8	40.9	165.7
1993	Men	928.1	3.4	29.1	155.8	19.4	148.6	93.8	15.8	265.2	0.7	37.9	27.8	130.5
	% change 92/93	-9.5	0.0	11.1	-8.6	38.6	-14.3	-18.7	-3.7	-11.4	:	-8.0	-15.2	-1.0
	Women	357.7	(0.7)	6.8	86.2	7.4	29.7	29.6	1.2	149.4	(0.1)	9.7	8.5	28.4
	% change 92/93	-16.5	75.0	33.3	-0.3	15.6	-13.2	-3.9	0.0	-28.9	0.0	-16.4	4.9	-16.2
	Total	1285.8	4.1	35.9	242	26.8	178.3	123.4	17.0	414.6	0.8	47.6	36.3	158.9
% change 92/93	-11.6	7.9	14.7	-5.8	31.4	-14.1	-15.6	-3.4	-18.6	:	-9.8	-11.2	-4.1	
Industry														
1992	Men	9314.5	159.4	180.5	2316.8	111.5	365.2	1313.1	83.9	1833.6	7.8	339.9	101.8	2500.2
	Women	1968.9	13.0	40.4	471.7	34.3	56.6	354.3	19.1	381.8	1.1	49.3	35.9	511.5
	Total	11283.4	172.4	220.9	2788.5	145.8	421.8	1667.4	103.0	2215.4	8.9	389.2	137.7	3011.7
1993	Men	10004.6	154.9	161.7	2376.7	181.5	391.9	1395.4	113.1	1747.1	12.6	325.0	143.8	3001.0
	% change 92/93	7.4	-2.8	-10.4	2.6	62.8	7.3	6.3	34.8	-4.7	61.5	-4.4	41.3	20.0
	Women	1959.5	15.1	37.6	469.4	31.5	53.0	294.5	20.6	364.3	0.7	47.7	36.5	588.6
	% change 92/93	-0.5	16.2	-6.9	-0.5	-8.2	-6.4	-16.9	7.9	-4.6	-36.4	-3.2	1.7	15.1
	Total	11964.1	170.0	199.3	2846.1	213.0	444.9	1689.9	133.7	2111.4	13.3	372.7	180.3	3589.6
% change 92/93	6.0	-1.4	-9.8	2.1	46.1	5.5	1.3	29.8	-4.7	49.4	-4.2	30.9	19.2	
Services														
1992	Men	19931.0	353.2	367.4	4055.1	432.0	1594.0	3663.1	184.5	3083.1	18.6	963.7	355.3	4861.0
	Women	16980.9	346.8	425.0	3833.4	187.5	1029.1	3399.0	132.2	2323.2	14.8	183.3	274.3	4232.2
	Total	36911.9	700.0	792.4	7888.5	619.5	2623.1	7062.1	316.7	5406.3	33.4	1147.0	629.6	9093.2
1993	Men	17238.3	397.3	360.2	3380.5	381.6	1384.7	2469.8	154.9	3167.1	18.6	830.8	303.9	4388.9
	% change 92/93	-13.5	12.5	-2.0	-16.6	-11.7	-13.1	-32.6	-16.0	2.7	0.0	-13.8	-14.5	-9.7
	Women	16129.1	377.3	435.9	3632.1	213.1	977.2	2569.0	140.4	2404.0	18.8	767.0	261.3	4332.9
	% change 92/93	-5.0	8.8	2.6	-5.3	13.7	-5.0	-24.4	6.2	3.5	27.0	318.4	-4.7	2.4
	Total	33367.4	774.6	796.1	7012.6	594.7	2361.9	5038.8	295.3	5571.1	37.4	1597.8	565.2	8721.8
% change 92/93	-9.6	10.7	0.5	-11.1	-4.0	-10.0	-28.7	-6.8	3.0	12.0	39.3	-10.2	-4.1	
Totals														
1992	Total	49649.2	876.2	1044.6	10933.9	785.7	3252.4	8875.7	437.3	8131.1	43.6	1589.0	808.2	12270.6
1993	Total	46617.3	948.7	1031.3	10100.7	834.5	2985.1	6852.1	446.0	8097.1	51.5	2018.1	781.8	12470.3
1992	% of employees	42.7	28.3	44.3	32.6	40.6	35.6	47.3	49.4	54.5	29.5	27.1	24.0	55.1
1993	% of employees	40.7	30.9	44.9	30.6	42.2	34.3	36.3	49.3	56.1	35.2	34.4	23.6	56.9

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

		EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
Agriculture														
1992	Men	577.3	(2.1)	24.1	117.4	8.3	63.1	63.4	11.8	150.9	0.7	15.7	14.1	105.8
	Women	181.7	:	4.5	58.4	2.8	10.6	8.7	0.9	61.1	(0.1)	(4.4)	(2.9)	27.3
	Total	759	(2.1)	28.6	175.8	11.1	73.7	72.1	12.7	212	0.8	20.1	17	133.1
1993	Men	512.8	(1.4)	26.0	101.7	10.6	60.4	48.5	11.4	116	0.5	13.7	10.8	111.8
	% change 92/93	-11.2	:	7.9	-13.4	27.7	-4.3	-23.5	-3.4	-23.1	:	-12.7	-23.4	5.7
	Women	169.4	(0.4)	5.4	58.6	2.7	9.1	11.4	0.8	50.1	(0.1)	4.2	(2.2)	24.4
	% change 92/93	-6.8	:	20.0	0.3	-3.6	-14.2	31.0	-11.1	-18.0	:	-4.5	:	-10.6
	Total	682.2	(1.8)	31.4	160.3	13.3	69.5	59.9	12.2	166.1	0.6	17.9	13.0	136.2
% change 92/93	-10.1	:	9.8	-8.8	19.8	-5.7	-16.9	-3.9	-21.7	:	-10.9	-23.5	2.3	
Industry														
1992	Men	4381.5	95.4	133.7	1077.9	49.8	139.5	526.2	32.3	429.9	4.8	161.7	40.2	1690.2
	Women	580.7	4.5	26.6	125.9	7.8	11.9	93.7	4.4	46.0	(0.3)	13.7	5.8	240.2
	Total	4962.2	99.9	160.3	1203.8	57.6	151.4	619.9	36.7	475.9	5.1	175.4	46.0	1930.4
1993	Men	4665.9	101.8	114.2	1070.2	55.0	139.0	533.3	41.2	365.5	6.9	162.8	40.6	2035.3
	% change 92/93	6.5	6.7	-14.6	-0.7	10.4	-0.4	1.3	27.6	-15.0	:	0.7	1.0	20.4
	Women	641.3	5.3	25.3	140.8	7.8	10.2	92.6	5.4	40.3	(0.3)	9.9	7.1	296.3
	% change 92/93	10.4	17.8	-4.9	11.8	0.0	-14.3	-1.2	22.7	-12.4	:	-27.7	22.4	23.4
	Total	5307.2	107.1	139.5	1211.0	62.8	149.2	625.9	46.6	405.8	7.2	172.7	47.7	2331.6
% change 92/93	7.0	7.2	-13.0	0.6	9.0	-1.5	1.0	27.0	-14.7	:	-1.5	3.7	20.8	
Services														
1992	Men	11030.6	236.5	288.5	2370.7	268.4	654.1	1776.7	102.3	1302.7	8.8	549.2	205.2	3267.5
	Women	8102.4	197.2	329.6	1895.3	90.9	362.8	1398.6	75.1	606.6	6.7	470.5	132.2	2535.9
	Total	19133	433.7	618.1	4266.0	359.3	1016.9	3175.3	177.4	1909.3	15.5	1019.7	337.4	5803.4
1993	Men	10281.3	253.2	269.3	2149.1	267.1	664.7	1527.2	93.2	1345.0	10.7	497.5	199.0	3005.4
	% change 92/93	-6.8	7.1	-6.7	-9.3	-0.5	1.6	-14.0	-8.9	3.2	:	-9.4	-3.0	-8.0
	Women	8099.2	216.6	328.6	1859.1	113.6	354.3	1203.0	81.4	615.6	8.0	458.1	122.3	2738.4
	% change 92/93	0.0	9.8	-0.3	-1.9	25.0	-2.3	14.0	8.4	1.5	:	-2.6	-7.5	8.0
	Total	18380.4	469.8	597.9	4008.2	380.7	1019	2730.2	174.6	1960.6	18.7	955.6	321.3	5743.8
% change 92/93	-3.9	8.3	-3.3	-6.0	6.0	0.2	-14.0	-1.6	2.7	:	-6.3	-4.8	-1.0	
Totals														
1992	Total	24854.2	535.7	807.0	5645.6	428.0	1242.0	3867.3	226.8	2597.2	21.4	1215.2	400.4	7866.9
1993	Total	24369.8	578.7	768.8	5379.5	456.8	1237.7	3416.0	233.4	2532.5	26.5	1146.2	382.0	8211.6
1992	% of employees	21.4	17.3	34.2	16.8	22.1	13.6	20.6	25.6	17.4	14.5	20.7	11.9	35.3
1993	% of employees	21.3	18.8	33.5	16.3	23.1	14.2	18.1	25.8	17.5	18.1	19.6	11.5	37.4

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

		EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
Agriculture														
1992	Men	127.9	:	4.7	34.9	(0.4)	(1.1)	:	6.3	43.3	(0.4)	5.2	(0.8)	30.5
	Women	64.7	:	(1.1)	19.3	(0.1)	(0.2)	:	(0.3)	21.8	(0.1)	(2.8)	(1.3)	17.1
	Total	192.6	:	5.8	54.2	(0.5)	(1.3)	:	6.6	65.1	(0.5)	8	(2.1)	47.6
1993	Men	109.8	:	(2.7)	34.0	:	(0.6)	:	6.3	30.6	(0.3)	4.8	(0.7)	28.4
	% change 92/93	-14.2	:	:	-2.6	:	:	:	0.0	-29.3	:	-7.7	:	-6.9
	Women	59.4	:	(1.5)	26.9	(0.2)	(0.5)	:	(0.3)	13.0	:	(0.8)	(0.6)	15.5
	% change 92/93	-8.2	:	:	39.4	:	:	:	0.0	-40.4	:	:	:	-9.4
	Total	169.2	:	(4.2)	60.9	(0.2)	(1.1)	:	6.6	43.6	(0.3)	5.6	(1.3)	43.9
% change 92/93	-12.1	:	:	12.4	:	:	:	0.0	-33.0	:	-30.0	:	-7.8	
Industry														
1992	Men	1278.1	25.4	22.9	344.2	(3.2)	5.7	5.7	7.0	102.4	0.6	(3.9)	(2.2)	754.8
	Women	517.6	4.8	7.2	186.0	(1.2)	9.4	17.5	(1.9)	64.7	(0.1)	6.3	16.1	202.4
	Total	1795.7	30.2	30.1	530.2	(4.4)	15.1	23.2	8.9	167.1	0.7	10.2	18.3	957.2
1993	Men	1469.8	23.6	15.5	406.3	(3.6)	5.8	7.2	10.3	91.5	0.5	7	(1.4)	897.1
	% change 92/93	15.0	-7.1	-32.3	18.0	:	1.8	:	:	-10.6	:	:	:	18.9
	Women	583.7	(3.9)	5.1	210.6	(2.3)	(3.7)	6.9	(2.3)	65.4	(0.1)	(1.6)	16.0	256.0
	% change 92/93	12.8	:	-29.2	13.2	:	:	:	:	1.1	:	:	:	18.9
	Total	2053.5	27.5	20.6	616.9	5.9	9.5	14.1	12.6	156.9	0.6	8.6	17.4	1153.1
% change 92/93	14.4	-8.9	-31.6	16.4	:	:	:	:	-6.1	:	:	-4.9	20.5	
Services														
1992	Men	3485.3	114.5	100.1	936.4	36.4	42.5	11.1	28.4	177.1	3.0	16.8	(1.3)	2017.8
	Women	3151.9	109.6	94.6	845.2	39.5	35.9	44.8	17.1	153.8	2.3	17.0	13.1	1779.0
	Total	6637.2	224.1	194.7	1781.6	75.9	78.4	55.9	45.5	330.9	5.3	33.8	14.4	3796.8
1993	Men	3246.5	103.5	72.8	906.5	32.2	29.1	16.7	23.6	185.7	3.4	18.3	(1.5)	1853.2
	% change 92/93	-6.9	-9.6	-27.3	-3.2	-11.5	-31.5	50.5	-16.9	4.9	13.3	8.9	:	-8.2
	Women	3233.6	106.4	85.2	842.3	35.4	24.8	68.1	14.9	152.0	2.2	15.8	14.7	1871.7
	% change 92/93	2.6	-2.9	-9.9	-0.3	-10.4	-30.9	52.0	-12.9	-1.2	-4.3	-7.1	12.2	5.2
	Total	6480.1	209.9	158	1748.8	67.6	53.9	84.8	38.5	337.7	5.6	34.1	16.2	3724.9
% change 92/93	-2.4	-6.3	-18.8	-1.8	-10.9	-31.3	51.7	-15.4	2.1	5.7	0.9	12.5	-1.9	
Totals														
1992	Total	8625.5	254.7	230.6	2366.0	80.8	94.8	79.4	61.0	563.1	6.5	52.0	34.8	4801.6
1993	Total	8702.8	238.0	182.8	2426.6	73.7	64.5	99.7	57.7	538.2	6.5	48.3	34.9	4921.9
1992	% of employees	7.4	8.2	9.8	7.1	4.2	1.0	0.4	6.9	3.8	4.4	0.9	1.0	21.6
1993	% of employees	7.5	7.7	7.8	7.2	3.8	0.7	0.5	6.5	3.6	4.4	0.8	1.0	22.1

Work on Saturdays

In 1992, almost 50 million and in 1993 over 46 million employees in the European Union worked on Saturdays.

The high percentage for Saturday working (around 40% as against 20% for Sunday working) shows that Saturday is no longer considered to be a full-day holiday for all employees. In some sectors (hotels and catering, distributive trades, health, transport, certain community services, etc.) weekend working is traditional but these sectors do not account for all the employees who state that they work at weekends, particularly in the case of Saturdays. In some Member States - the United Kingdom, for example - the majority of employees (56%) stated that they worked on Saturdays, and in most of the others the figures varied between 30% and 40%, Portugal being the exception with only around 20%.

Although there are significant numbers working in industry on Saturdays, most employees who work on Saturdays do so in the services sector, where the figures are three times higher than in industry. Numbers are in every case very much lower in agriculture except in Italy, which accounts for more than one-third of all European employees who do farm work on Saturdays. In agriculture and industry, more men than women work on Saturdays. In services, on the other hand, the numbers are roughly similar and in 1993 there were even four countries where more women than men worked on Saturdays.

Work on Sundays

Over 24 million employees in Europe work on Sundays. In many Member States, the figure is around 20%, but there are two countries where this practice is very common - Denmark and the United Kingdom, where almost 35% of employees work on Sundays. In Portugal, on the other hand, the figure is under 12%.

Almost 19 of these 24 million employees work in the services sector. Very little Sunday working - only 2% - is in agriculture. Once again, there are major differences between percentages of men and women in agriculture and industry, but in services the figures are roughly equal and in one country, Denmark, more women than men work in services on Sundays.

A significant number of employees (23 million in the EU as a whole in 1992) said that they worked the whole weekend. This figure includes many more people than would be accounted for by the services sector, where weekend working is traditional.

Work at home

A different aspect of flexible working patterns is the spread of homeworking, or outwork, which, with the introduction of new technologies, has become a recognised form of work, one in which the relationship with an employer is maintained. New forms of homeworking have developed alongside others which have existed for years in certain sectors (textiles, certain office and commercial jobs, etc.). Almost 9 million, i.e. over 7% of all employees in Europe usually or occasionally work at home.

The increasingly widespread use of new information technologies (teleworking) has led to the creation of many jobs at home, a trend which is set to continue in the immediate future. This new phenomenon has been analysed by bodies such as the European Foundation for the Improvement of Living and Working Conditions, whose analyses show that teleworking has both advantages and disadvantages, with certain advantages for employees (flexibility, an easier mix of private and professional life, openings for handicapped people wishing to join the labour market, less stress, a gradual return to work after illness, etc.) and for society as a whole (less pollution, less traffic congestion in cities, more jobs in rural areas, etc.) offset by disadvantages such as social and professional isolation, fewer promotion possibilities, loss of social protection, lack of trade union representation, etc.

This new working pattern has also become much more common in recent years among employers, self-employed persons and family workers (over 6.9 million in the EU), especially in countries such as the United Kingdom, Germany, Italy and France.

Once again, more men than women work at home in industry but in services there is either a balance between the sexes or there are more women than men (in six of the twelve Member States in 1993).

Table 5: Employees in the European Union													
	EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
1992													
Hommes	67167.0	1857.6	1221.4	19219.0	1243.3	6119.1	10380.0	514.3	9399.0	93.1	3513.0	1860.3	11747.0
Femmes	49093.1	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	147.8	5860.9	3373.7	22275.0
1993													
Hommes	65641.1	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 organisation 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

"Organisation 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 (1) - Shift, evening and night work, Statistics in Focus 7/95, Eurostat 1995

European Guide to Teleworking: A framework for action, European Foundation for the Improvement of Living and Working Conditions, 1995

Working time for specific groups: atypical employees and other workers, Statistics in Focus, Eurostat 1995 (*in preparation*)

For further information please contact:

**Eurostat
Unit E-3, "Working conditions"**

**Antoni Montserrat: (352) 4301 33249
José António Pinheiro: (352) 4301 34416**