

## PART-TIME EMPLOYMENT

Opportunities for part-time work are especially important for people who do not want to work full-time because of family circumstances, such as woman with young children and those caring for the elderly. Indeed, recent surveys in a large number of OECD countries show that most people who work part-time do so by choice. This suggests that countries with little part-time employment could foster increased employment by policies that promote the availability of part-time jobs.

### Definition

Part-time employment refers to persons who usually work less than 30 hours per week in their main job. This definition has the advantage of being comparable across countries as national definitions of part-time employment vary greatly from one country to another. Part-time workers include both employees and the self-employed.

### Overview

The incidence of part-time employment for the OECD area as a whole was 16.5% in 2011. But this incidence differed significantly across countries. In Ireland, the Netherlands and Switzerland over 25% of all those in employment were working part-time, while this share was under 10% in 7 OECD countries and below 5% in Hungary, the Slovak Republic and the Czech Republic. In the Russian Federation this rate is also low at 4.1%.

In recent years, part-time work has accounted for a substantial share of overall employment growth in many OECD countries. For the OECD as a whole, the incidence of part-time employment increased by close to 5 percentage points between 2000 and 2011, while overall employment rates declined since the onset of the jobs crisis in late 2007. Part-time employment rates grew by 5 percentage points or more in Austria, Korea and the Netherlands but also in Ireland and Spain, that were hard hit by the crisis. The largest increase in part-time employment rates occurred in Chile (12.5 percentage points) which benefited from an overall increase in employment rates over the 2000-11 period. In the Russian Federation and South Africa, part-time employment declined, by more than 1 percentage point in 2000-11.

The growth of part-time employment has been especially important for groups that are often under-represented in the labour force such as women – over 5 percentage points in Austria, Chile, Korea, Ireland, Italy, Spain and Turkey; youth – over 15 percentage points in Chile, Denmark, Ireland, Korea and Spain; and older workers – over 10 percentage points in Austria, Chile and Ireland.

Employment is generally measured through household labour force surveys. According to the ILO Guidelines, employed persons are those aged 15 or over who report that they have worked in gainful employment for at least one hour in the previous week or who had a job but were absent from work in the reference week. The rates shown here refer to the number of persons who usually work less than 30 hours per week as a percentage of the total number of those in employment.

### Comparability

All OECD countries use the ILO Guidelines for measuring employment. Operational definitions used in national labour force surveys may, however, vary slightly across countries. Employment levels are also likely to be affected by changes in the survey design and the survey conduct. Despite these changes, the employment rates shown here are fairly consistent over time. Information on the number of hours usually worked is mostly collected in household labour force surveys. The part-time rates shown here are considered to be of good comparability.

### Sources

- OECD (2012), *OECD Employment Outlook*, OECD Publishing.
- For non-member countries: National sources.

### Further information

#### Analytical publications

- OECD (2007), *Babies and Bosses – Reconciling Work and Family Life*, series, OECD Publishing.
- OECD (2003), *The Sources of Economic Growth in OECD Countries*, OECD Publishing.
- OECD (1999), *The OECD Jobs Strategy*, OECD Publishing.

#### Statistical publications

- OECD (2011), *Labour Force Statistics*, OECD Publishing.

#### Online databases

- *OECD Employment and Labour Market Statistics*.

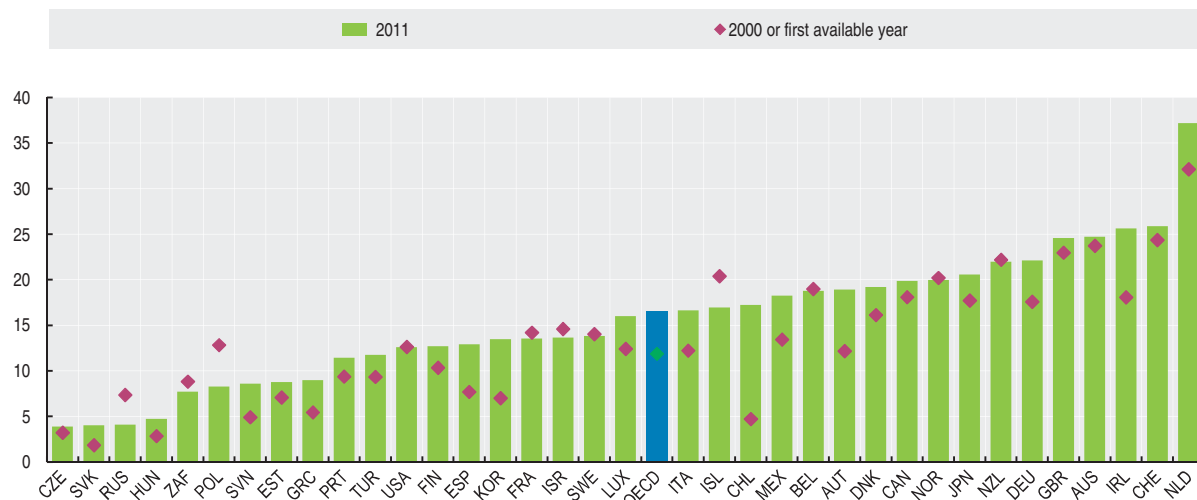
#### Websites

- OECD Employment Policies, [www.oecd.org/els/employment](http://www.oecd.org/els/employment).
- OECD Labour Statistics, [www.oecd.org/statistics/labour](http://www.oecd.org/statistics/labour).


**Incidence of part-time employment**

As a percentage of total employment

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Australia	..	..	23.7	24.0	24.3	23.8	24.0	23.9	23.8	23.8	24.7	24.9	24.7
Austria	12.3	12.2	12.4	13.3	13.7	15.4	16.3	16.8	17.3	17.7	18.5	19.0	18.9
Belgium	19.9	19.0	17.0	17.6	18.3	18.5	18.5	18.7	18.1	18.3	18.2	18.3	18.8
Canada	18.4	18.1	18.1	18.8	19.0	18.6	18.4	18.2	18.3	18.5	19.3	19.4	19.9
Chile	4.6	4.7	5.6	5.2	5.7	6.6	7.2	7.7	8.0	9.1	10.5	17.4	17.2
Czech Republic	3.4	3.2	3.2	2.9	3.2	3.1	3.3	3.3	3.5	3.5	3.9	4.3	3.9
Denmark	15.3	16.1	14.7	15.5	16.2	17.0	17.3	17.9	17.3	17.8	18.8	19.2	19.2
Estonia	..	7.1	7.1	6.9	7.5	6.8	6.7	6.7	6.8	6.2	8.4	8.7	8.8
Finland	9.9	10.4	10.5	11.0	11.3	11.3	11.2	11.4	11.7	11.5	12.2	12.5	12.7
France	14.6	14.2	13.8	13.8	13.0	13.2	13.2	13.2	13.3	12.9	13.3	13.6	13.6
Germany	17.1	17.6	18.3	18.8	19.6	20.1	21.5	21.8	22.0	21.8	21.9	21.7	22.1
Greece	8.0	5.5	4.9	5.4	5.6	5.9	6.4	7.4	7.7	7.9	8.4	8.8	9.0
Hungary	3.2	2.9	2.5	2.6	3.2	3.3	3.2	2.7	2.8	3.1	3.6	3.6	4.7
Iceland	21.2	20.4	20.4	20.1	16.0	16.6	16.4	16.0	15.9	15.1	17.5	18.4	17.0
Ireland	17.9	18.1	17.9	18.4	18.9	18.9	19.3	19.3	19.8	20.8	23.7	24.8	25.7
Israel	14.8	14.6	15.3	15.5	15.3	15.2	15.1	15.2	14.8	14.7	14.8	14.0	13.7
Italy	11.8	12.2	12.2	11.6	11.7	14.7	14.6	15.0	15.2	15.9	15.8	16.3	16.7
Japan	..	..	..	17.7	18.2	18.1	18.3	18.0	18.9	19.6	20.3	20.2	20.6
Korea	7.7	7.0	7.3	7.6	7.7	8.4	9.0	8.8	8.9	9.3	9.9	10.7	13.5
Luxembourg	12.1	12.4	13.3	12.5	13.3	13.2	13.9	12.7	13.1	13.4	16.4	15.8	16.0
Mexico	13.7	13.5	13.7	13.5	13.4	15.1	16.8	17.0	17.6	17.6	17.9	18.9	18.3
Netherlands	30.4	32.1	33.0	33.9	34.5	35.0	35.6	35.4	35.9	36.1	36.7	37.1	37.2
New Zealand	23.0	22.2	22.3	22.5	22.2	21.9	21.6	21.2	22.0	22.2	22.5	21.9	22.0
Norway	20.7	20.2	20.1	20.6	21.0	21.1	20.8	21.1	20.4	20.3	20.4	20.1	20.0
Poland	14.0	12.8	11.6	11.7	11.5	12.0	11.7	10.8	10.1	9.3	8.7	8.7	8.3
Portugal	9.4	9.4	9.2	9.6	9.9	9.6	9.4	9.3	9.9	9.7	9.6	9.3	11.5
Slovak Republic	1.8	1.9	1.9	1.6	2.3	2.8	2.6	2.5	2.6	2.7	3.0	3.7	4.0
Slovenia	..	..	..	4.9	5.0	7.5	7.4	7.8	7.8	7.5	8.3	9.4	8.6
Spain	7.8	7.7	7.8	7.6	7.8	8.4	11.0	10.8	10.7	11.1	11.9	12.4	12.9
Sweden	14.5	14.0	13.9	13.8	14.1	14.4	13.5	13.4	14.4	14.4	14.6	14.0	13.8
Switzerland	24.8	24.4	24.8	24.8	25.1	24.9	25.1	25.5	25.4	25.9	26.5	26.1	25.9
Turkey	7.7	9.4	6.2	6.6	6.0	6.1	5.6	7.6	8.1	8.5	11.1	11.5	11.7
United Kingdom	22.9	23.0	22.7	23.2	23.5	23.6	23.0	23.2	22.9	23.0	23.9	24.6	24.6
United States	13.3	12.6	12.8	13.1	13.2	13.2	12.8	12.6	12.6	12.8	14.1	13.5	12.6
EU 27	..	..	..	..	..	..	..	..	..	..	..	..	..
OECD	12.0	11.9	12.0	14.4	14.6	15.0	15.2	15.2	15.4	15.6	16.4	16.6	16.5
Brazil	..	..	16.8	17.9	18.0	18.2	19.0	19.2	18.3	18.1	17.8	..	..
China	..	..	..	..	..	..	..	..	..	..	..	..	..
India	..	..	..	..	..	..	..	..	..	..	..	..	..
Indonesia	..	..	..	..	..	..	..	..	..	..	..	..	..
Russian Federation	8.2	7.4	5.2	3.8	5.3	5.5	5.6	5.3	5.1	5.0	4.8	4.3	4.1
South Africa	..	..	8.8	8.5	8.8	7.5	8.4	9.1	8.0	8.2	8.3	8.1	7.7

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