



Part-time work in European companies

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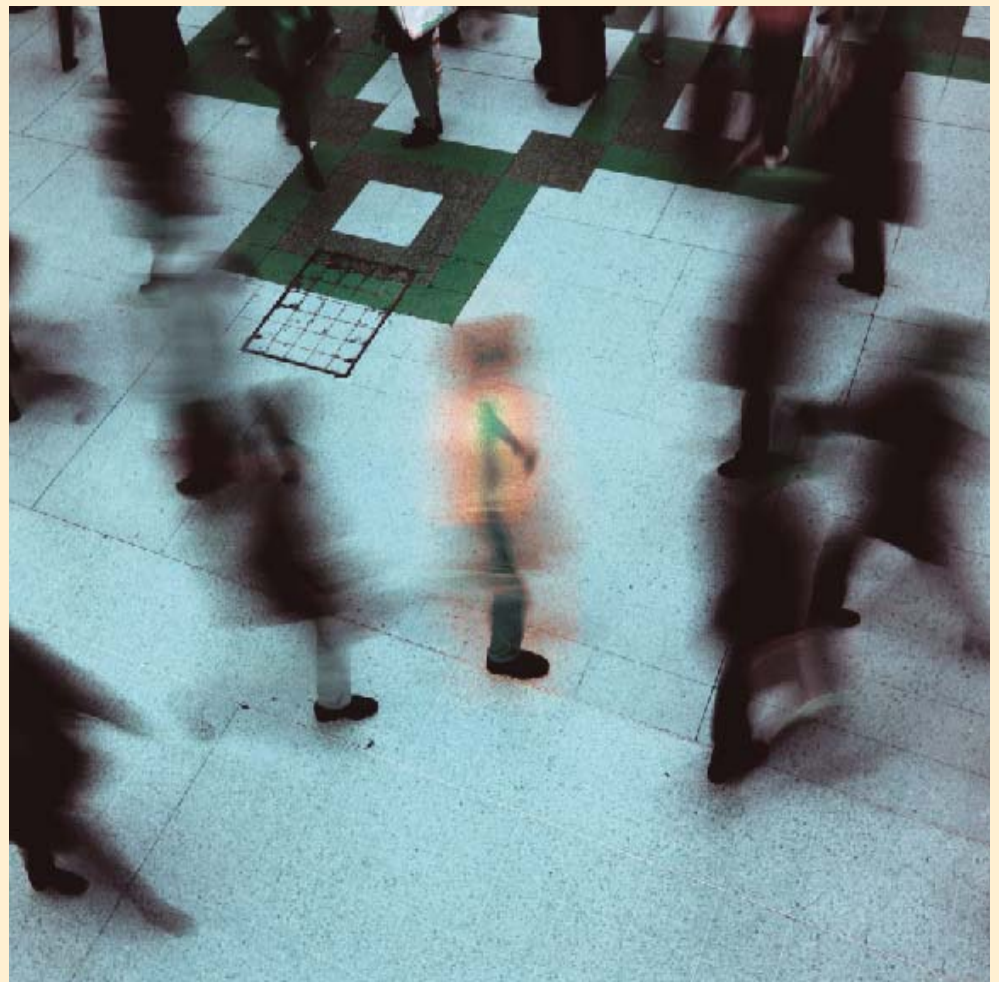
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Part-time work in European companies



Establishment Survey on Working Time 2004-2005

Part-time work in European companies

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Research project: Company survey on time



European Foundation for the Improvement of Living and Working Conditions

Part-time work in European companies

Establishment Survey on Working Time 2004–2005

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Foreword

Working time arrangements and work–life balance are important issues on the EU political agenda. In a diverse and fast-changing economic climate, both companies and workers need flexibility. Working time arrangements can have a significant bearing on the efficiency, productivity and competitiveness of companies, not to mention the health, well-being and motivation of their employees. In order to reach the Lisbon employment objectives of more and better jobs for everyone, governments are being encouraged to implement policies aimed at achieving more harmony between work and family life. In general, it is intended that employment rates for women and older workers should increase, and policy debate has focused on the steps needed in order for this to happen.

Against this background, the European Foundation for the Improvement of Living and Working Conditions has been committed to obtaining more in-depth information on the use of working time arrangements in European companies, the reasons for using such arrangements and the outcomes for both companies and workers. In 2004, the Foundation launched its first Establishment Survey on Working Time in 21 European countries: the 15 ‘old’ Member States of the European Union and six of the new Member States – the Czech Republic, Cyprus, Hungary, Latvia, Poland and Slovenia. The survey was a questionnaire-based, representative sample survey in more than 21,000 establishments, which aimed to analyse working time arrangements and work–life balance issues at the workplace by interviewing personnel managers and, where available, formal employee representatives. In particular, it focused on flexible working hours, overtime, part-time work, work at unusual hours, such as shift or night work and weekend work, childcare leave or other forms of long term leave, and phased or early retirement.

This report reveals how widespread part-time employment has become as a working arrangement in many parts of Europe. It looks at the national policies influencing part-time employment and the possible impact of this type of work organisation on labour market flexibility. It also examines the variations in the take-up of part-time work between men and women, as well as profiling part-time workers in terms of pay, career prospects and sectoral distribution. In doing so, the report analyses the effects of this working time arrangement on overall work–life balance.

The quality and organisation of part-time work within establishments are important variables in understanding both the level of part-time work and the impact of part-time work on employees. The way that establishments use part-time employment is influenced by different policy frameworks and operational principles across countries. In exploring the nature and extent of part-time work in companies, the report reveals employers’ attitudes to and motivations for using part-time work.

This report provides a unique insight into the experience of part-time work and the extent to which this form of work organisation is used in companies across Europe. We trust it will be a useful contribution towards shaping the policies which seek to improve work–life balance for all European citizens.

Jorma Karppinen
Director

Willy Buschak
Deputy Director

Country codes included in the report

EU21 = EU15 + NMS6

EU15 (former 15 'old' Member States pre-enlargement 2004)

AT	Austria
BE	Belgium
DK	Denmark
FI	Finland
FR	France
DE	Germany
EL	Greece
IE	Ireland
IT	Italy
LU	Luxembourg
NL	Netherlands
PT	Portugal
ES	Spain
SE	Sweden
UK	United Kingdom
NMS6	(Six of the 10 new Member States which joined the EU in 2004)
CZ	Czech Republic
CY	Cyprus
HU	Hungary
LV	Latvia
PL	Poland
SI	Slovenia

For some of the analyses in this report, the 21 countries were grouped into the following six regional categories:

Nordic countries:	Denmark, Finland, Sweden
Scandinavian countries:	Denmark, Sweden (excluding Finland)
Southern Europe:	Cyprus, Greece, Italy, Portugal, Spain
Mediterranean countries:	Cyprus, Greece, Italy, Spain (excluding Portugal)
Eastern Europe:	Czech Republic, Latvia, Hungary, Poland, Slovenia
Western Europe:	Austria, Belgium, France, Germany, Ireland, Luxembourg, Netherlands, United Kingdom

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Introduction

Part-time work is one of the best-known ‘atypical’ working time arrangements in Europe, shaping working time regimes across countries and mapping work–life balance patterns. In recent years, working time arrangements and work–life balance issues have been the focus of a series of cross-national European surveys. The rate of part-time work varies across countries, as do other aspects of working time arrangements (such as the incidence of long full-time hours or ‘unsocial’ work schedules), which produce marked country differences in the duration and schedule of working hours (Messenger, 2004).

Comparative studies on part-time work across European countries have pointed to large differences in the development, extent and quality of part-time employment (O’Reilly and Fagan, 1998). To explain such differences, the focus has been mainly on public policies and institutional arrangements pertaining to working time, combined with social practices in relation to gender conventions. Many studies have provided detailed country comparisons of individual or household-based patterns of part-time work, using various survey sources such as Labour Force Surveys (Blossfeld and Hakim, 1997).

The European Foundation for the Improvement of Living and Working Conditions (hereafter called the Foundation) has supported several research projects leading to a noticeable improvement in the knowledge of part-time work and working time patterns in EU Member States. These include the Employment Options Survey on individuals’ working time arrangements and preferences (Fagan, 2001; Bielenski et al, 2002) and the European Working Conditions Survey (Fagan and Burchell, 2002; Boisard et al, 2003, Paoli and Merllié, 2001), as well as studies focusing on particular issues concerning the role of part-time employment in work–life balance policies (Fagan, 2003) and working time options over the life course (Anxo and Boulin, 2005; Anxo and Boulin, 2006). The Foundation also funded one of the few early comparative surveys of establishments’ experience of part-time employment in eight European countries, carried out from 1989–1990 (Bielenski, 1994).

There are few comparative studies of establishments which provide a systematic study of recent developments in part-time work patterns across a wide range of European countries, including both new Member States (NMS) and former EU15 Member States. Most recent comparative studies focus on a small number of countries (e.g. the comparison by Allart and Bellmann (2005) of Germany and the Netherlands) or company case study analyses in selected sectors (e.g. the comparison by Bosch and Lehndorff (2005) of working time trends in selected sectors across 10 European countries).

However, a new and complementary source of survey information for companies across Europe is provided by the Establishment Survey on Working Time and Work–Life Balance (ESWT). This survey was conducted during 2004–2005 in 21 European countries and is one of the very few cross-national surveys tackling these topics from the perspective of establishments or companies. The ESWT focused on a variety of working time arrangements, including flexible working hours, overtime, part-time work, work at unusual hours (e.g. shift work, night work, weekend work), childcare leave or other forms of long-term leave, and phased or early retirement. A common feature of all these arrangements is that they deviate in some way from the standard working time model (i.e. full-time hours, Monday to Friday) with regard to the number, distribution or timing of working hours. Some of these working time arrangements enable employees to better adapt their working obligations to their private activities, among which family duties play an important role, although these are not the only activities to be considered when discussing work–life balance (Riedmann et al, 2006).

Part-time work is one of these working time arrangements and is often considered as a way of improving the work–life balance of employees. However, working part time can also have a negative impact on family life when it is imposed on employees. Indeed, part-time work can be either a response to employees' demands as a working time arrangement or a means for companies to increase flexibility, sometimes to the detriment of employees.

Establishment Survey on Working Time and Work–Life Balance (ESWT)

In 2004, the Foundation launched a large-scale sample survey in establishments, or companies, in 21 European countries (EU21) – the 15 former EU Member States (EU15) and six of the 10 New Member States (NMS6), namely Cyprus, the Czech Republic, Hungary, Latvia, Poland and Slovenia. The study, called the *European Establishment Survey on Working Time and Work–Life Balance* (ESWT), was conducted in more than 21,000 establishments, covering both the private and public sectors. As part of the survey, personnel managers and, where available, formal employee representatives, such as shop stewards or works councils, were interviewed about working time arrangements and work–life balance at their workplaces.

Data gathered in the ESWT are representative for all establishments with 10 or more employees in the countries surveyed. The survey covers private and public establishments from practically all sectors of economic activity, with the exception of 'agriculture', 'forestry', 'private households' and 'extraterritorial organisations'. In these four sectors, the number of companies employing 10 or more employees is negligible in the countries surveyed. The sample design provided for a control of the representative distribution of interviews among the two main sectors 'Industry' (NACE C – F) and 'Services' (NACE G – O). In a finer breakdown, weaknesses with regard to the representation of the subsectors 'education' (NACE M) and 'health and social work' (NACE N) show up in some countries due to deficiencies in the available sampling sources (for further details, see Riedmann et al, 2006, p. 57).

TNS Infratest Sozialforschung, Munich, coordinated the fieldwork for the survey which was carried out in the autumn of 2004 (EU15) and the spring of 2005 (NMS6). In total, 21,031 personnel managers and 5,232 employee representatives from the same establishments were interviewed.

Unless otherwise stated, all figures in this report show the distribution of establishments, not of employees. More details on survey methodology can be found in Riedmann et al (2006, pp. 55–66).

The Foundation will analyse the findings of the ESWT in a series of seven publications. The first is an overview report by Riedmann et al (2006), presenting the first analysis of the survey data. Four in-depth reports have been produced, each covering specific working time arrangements. These reports are written by a consortium of research institutes and experts from different European countries, coordinated by TNS Infratest Sozialforschung. The present report focuses on part-time work in European companies. Other reports deal with parental leave (Anxo et al, 2007), early and phased retirement (Leber and Wagner, 2007), and extended operating hours and unusual working hours (Kümmerling and Lehndorff, 2007). In addition, two final reports will analyse the ESWT data in a more comprehensive way, with one report focusing on flexibility at company level and analysing the interrelations between the different working time arrangements, while the second report will look at the social dialogue at company level in relation to working time and work-life balance issues.

Part-time work in ESWT

The primary focus of the ESWT questionnaire with regard to part-time work is on the demand-side of the labour market. It explores the extent to which companies use part-time work, why they do so, how it is organised and the expectations and experiences as reported by managers and employee representatives across different types of establishments in the EU21. The questionnaire is not designed to provide precise estimates of the level of part-time work across the workforce; such information is already available from the European Labour Force Surveys.

One of the hypotheses of the current research is that part-time work in itself cannot be judged as good or bad for employees. Rather, its impact on employees' work-life balance depends on the practical handling of such arrangements at company level, for example, in terms of the degree of autonomy granted to employees working part time or the legal conditions under which these work forms are offered. It also depends on the specific conditions of reversibility and work organisation.

Part-time work in Europe

1

In the EU's European Employment Strategy (EES)¹, the expansion of part-time employment is considered to make an important contribution to securing the objective of increasing employment rates (European Commission, 2005). It is also regarded – in the EES, as well as in the Commission's *Roadmap for equality between women and men 2006–2010* – as a way to reconcile work and family life (European Commission, 2006). In addition, there is growing recognition that part-time work can be a means for enhancing work–life balance and the employment rate among older workers in current debates about 'active ageing' (Leber and Wagner, 2007). Companies are increasingly being encouraged to take account of the EU recommendations with regard to enhancing work–life balance and the reconciliation between work and family life. Such flexible working conditions are expected to raise productivity, improve employees' satisfaction and enhance employers' reputations (European Commission, 2006).

However, research on work–life balance indicates that companies in many countries adapt slowly to the changing structure of the workforce, especially to the increasing participation of women in the labour market, and the associated implication that many men and women in employment have to coordinate the demands of their job with care responsibilities for children or elderly people. The proportion of companies offering part-time and flexible working options has increased in recent years in some countries. However, even in countries with a high level of part-time employment, such as the UK, the amount and type of part-time employment varies across sector and company type, and eligibility can be restricted to limited occupational levels and job areas (Kersley et al, 2006).

Across countries, governments and social partners have pursued different approaches in regulating part-time work. These different regulatory approaches have played an important role in influencing the quality of part-time work, which varies between countries in terms of the implementation of equal treatment provisions, career prospects and the range of occupational levels where part-time work has become established as a genuine option for employees (O'Reilly and Fagan, 1998; Fagan, 2004). For example, part-time work is generally of a better quality and more integrated in the employment structure in the Netherlands compared with the situation in the UK. This can be traced to the different approaches to flexibility pursued by the governments and the social partners in these two countries during the 1980s and 1990s (Fagan et al, 1998; Fagan and Ward, 2003; Yerkes and Visser, 2006).

General trends in part-time work

The proportion of part-time workers among the total workforce has dramatically increased over the past 15 years in most EU countries. This increase of part-time workers marks a continuation of the rising trend in the prevalence of this working time pattern. Within the EU, the Netherlands clearly stands out as the Member State with the highest incidence of part-time employment, both for men and women (Table 1). Part-time work is also extensive in the UK, Germany, the Scandinavian countries (Denmark and Sweden), Belgium and Austria – all countries where part-time work is above the EU average. The incidence of part-time employment is lower in southern and eastern European countries.

At present, part-time employment in Europe is dominated by women; 32% of female employees work part-time, compared with 7% of men, according to the Labour Force Survey (LFS) (Eurostat, 2005a).

¹ More information on the European Employment Strategy is available at: http://ec.europa.eu/employment_social/employment_strategy/index_en.htm

Many of these women have elected to work part time in an effort to reconcile work and family life. However, some women have involuntarily become part-time workers who have been unable to realise their preference for working longer hours (Fagan, 2001). Still, others are restricted to securing jobs with particular part-time schedules, such as evenings, weekends or fragmented periods during the school day, because they rely on other family members providing informal childcare or because they have to coordinate their working hours with the availability of formal childcare services. This is because it is still largely women who adjust their working hours to care for children or elderly members of the family, while only a minority of men switch to part-time hours or take parental leave for these purposes (Anxo et al, 2007; Fagan and Hebson, 2006; Plantenga and Remery, 2005). Apart from women with care responsibilities, other groups from which employers typically recruit part-time workers include young students, new entrants to the labour market and older people. Male part-time workers are typically found among the youngest and oldest age groups.

Table 1 Countries ranked by percentage of employees (aged 15 years and older) working part time, 2005 (%)

	Men and women	Men	Women
NL	46	23	75
UK	25	10	43
DE	24	8	43
SE	24	11	38
BE	22	8	40
DK	22	13	33
AT	21	6	39
EU25	18	7	32
LU*	18	2	40
FR	17	6	30
FI	13	9	17
IE	12	5	22
IT	12	4	25
ES	12	4	23
PL	11	8	15
PT	11	7	16
CY	9	5	14
SI	9	7	11
LV	7	6	10
EL	5	2	9
CZ	5	2	9
HU	4	3	6

* Data for Luxembourg are for 2004.

Source: Eurostat, Statistics in Focus: Labour Market Trends – 3rd Quarter 2005

However, while the proportion of part-time workers has been increasing in most EU countries over the last 15 years, the proportion of involuntary part-time workers has also increased. The latter group refers to people interviewed in surveys who report that they work part-time only because they could not find a full-time job and they would prefer to work longer hours. At EU level, the share of involuntary part-time employment has been rising since the 1990s, reflecting a strong increase especially in the Czech Republic, France and Germany (Eurostat, 2005b). Involuntary part-time employment has risen both among men and women. In general, the rate of involuntary part-time work is higher for male part-time workers but women account for the majority of involuntary part-time workers.

National policy differences

Across countries, governments and social partners have pursued different approaches to the regulation of part-time work. Some countries have actively sought to encourage it as part of a broader policy drive to promote labour market flexibility, some other countries have been more passive in its promotion, while others have been resistant to its expansion. Similarly, in some countries, more effort has been put into equal treatment legislation and related measures to try and ensure that the quality of part-time work is on a par with full-time jobs in terms of wages, other working conditions and career prospects. Furthermore, in some countries, statutory provisions give individual full-time employees some entitlements to reduce their working time to part-time hours.

In the Netherlands, there has been a concerted 'two-track' policy push towards promoting part-time employment, while also enhancing the quality of part-time work through extending equal treatment and related regulatory mechanisms, including the emergence of 'flexicurity' as a policy approach. The UK provides a contrasting example of such employment promotion: part-time employment expanded in the UK during a period when the political emphasis was on deregulated labour market flexibility and when few measures were put in place to regulate the conditions of part-time work, without the added pressure of EU regulations stemming from sex discrimination case decisions at the European Court of Justice and thereafter the Equal Treatment Directive.

These differing approaches to flexibility illustrate two different national models of part-time work (Fagan et al, 1998; Fagan and Ward, 2003; Yerkes and Visser, 2006). The Dutch model of part-time employment is one of the better practice models across Europe in terms of (a) the implementation of the principle of equal treatment for part-time workers in working conditions and prospects for career advancement; (b) the penetration of part-time employment into the higher occupational levels and organisational hierarchies; and (c) regulations that establish the right for individual reversibility of working time arrangements between full-time and part-time working. In contrast, the regulatory protection offered in the UK is much more limited (in both statute and collective bargaining coverage) and the penalty incurred through part-time employment is severe: there is a pronounced pay gap between full-time and part-time workers, and a period of part-time employment has a prolonged scarring effect on earnings and labour market advancement (Francesconi and Gosling, 2005).

While the Netherlands and the UK are countries where government policy has facilitated the expansion of part-time employment (although with quite different regulatory approaches), other European countries have displayed less concern about its promotion or have actively resisted it. For example, in Italy, there has been little development of part-time employment due to a combination of trade union opposition and various prohibitions and disincentives created by the formulation of labour law and social security eligibility conditions (Cebrián et al, 2003). Similarly, in many of the post-Communist countries of Central and Eastern Europe there is a long tradition of full-time employment for both men and women, underwritten by labour law regulations and social protection systems that support full-time working arrangements and discourage part-time employment.

Apart from policy trajectories on promoting labour market flexibility in general, in some countries there have been significant policy drives focusing on the promotion of part-time employment as a form of job creation or labour market integration targeted at the non-employed. The German policy to promote 'mini jobs', for example, is perhaps one of the most significant of such policy drives, whereby nearly seven million mini jobs had been created by May 2006, 70% of which are taken by

women. These jobs involve short, part-time arrangements, which are low paid and not covered by social protection. Another example can be seen in France where, since 1992, substantial financial incentives to alleviate social contributions have been offered to employers who hire part-time workers. These incentives combine with other forms of financial incentives offered to employers for their low-wage employees. These measures have contributed to the increase of part-time work at the demand of employers in France. More modest examples, aimed at encouraging unemployed people to take part-time jobs while maintaining their social protection coverage, include social security reform in Belgium and the structure of the PPE (*Prime pour l'emploi*) tax credits in France, both schemes designed to improve the financial incentives for those who are unemployed to take part-time jobs. Moreover, in Finland and Sweden, for example, a 'partial unemployment benefit' is provided to support those unemployed people who involuntarily accept part-time employment.

In many of the countries in this survey, parents have a statutory right to work part-time during parental leave periods, or to work reduced hours following parental leave (see the parallel parental leave report by Anxo et al, 2007). Sweden has the most generous and flexible parental leave system; and in addition parents can reduce to 75% of their normal hours until their child has completed the first year of school. As a result, many mothers in Sweden use these parental entitlements to secure part-time arrangements, with working hours which are typically longer than those worked by mothers in part-time jobs in countries such as the Netherlands, the UK and Germany (Anxo et al, 2006). The Danish parental leave system also offers a lot of flexibility and scope for part-time leave. Eight of the other 19 countries give a statutory right for one parent to work part time or reduced hours on their job for quite lengthy periods: until the child is three or four years old in five countries (Austria, France, Germany, Hungary, Slovenia,); extended to the child reaching 6 years in Spain; seven in Finland and until they are 12 years old in Portugal. The scope and take-up of these options vary immensely. For example, the French parental leave system only permits a few hours of part-time work per week or month while the Spanish labour code permits parents to make a reduction to 66% or 50% of full-time hours.² In Finland and Portugal, it is unusual for mothers to reduce to part-time hours whereas it is a more common practice in Germany and Austria. In five of the countries, there are no statutory provisions for parental leave to be used on a part-time basis: in Cyprus, the Czech Republic, Italy, Latvia and Poland (see Anxo et al, 2007 for more details).³

Finally, in a few countries there are other working time regulations that give employees certain rights to work part time. In Belgium, the statutory parental leave provisions are a specific component of a broader statutory package of time credit and 'career break' schemes, which include the right for eligible employees to reduce working time to part-time hours for a limited period (either a 50% or 20%

² In France, employees (with at least one year tenure with a company) are eligible for part-time parental leave. In this case, they have to work at least 16 hours a week. Fathers and mothers are eligible for such hours until the child is three years old. In addition, employees who are parents of a handicapped or a seriously ill child aged under 20 years are eligible for leave that can also be taken part time (*congé de présence parentale*) for a duration of four months, which can be re-granted twice up to a maximum of 12 months. Employees can receive an allowance from the Family Policy Fund. Furthermore, an employee with a parent, child or relative nearing the end of their lifetime is eligible for leave (*congé de solidarité familiale*), which can be taken part time. The shift from full-time to part-time work must be agreed by the employer, with the leave duration amounting to a maximum of three months, which may be re-granted once.

³ Where parents have taken up the right to reduce from full-time to part-time hours for a finite period, they are considered to be full-time employees with a temporary working time reduction under the labour law in many countries. It is possible that in this survey employers did not count these employees in their estimates of the proportion of their workforce which is working part-time hours, even though this was explicitly defined as 'less than the usual full-time hours'. However, the measurement error is likely to be slight because employers were asked to identify a band width (less than 10%, 10%-20% etc.) rather than a precise figure.

reduction in working hours).⁴ The 20% reduction in working time (typically from a five-day to a four-day week) is the most popular option for those taking parental leave (Plantenga and Remery, 2005). More generally, the part-time option has been a popular way of using these schemes by employees of both sexes at different stages in their life course.

Recent reforms in Germany, the Netherlands, and the UK have introduced new individual rights for full-time employees to switch to part-time work. There are important differences, however, between these new regulations. In Germany, all employees in companies with 15 or more employees have the right to work part time. In the UK, all employees with a young child (due to be extended to encompass some other care responsibilities) have the right to request flexible or part-time hours. In the Netherlands, the legislation provides the most comprehensive provisions: all employees have the right to adjust their working time to part-time hours and there is reversibility between part-time and full-time hours. Of these three systems, the Dutch provisions are the most extensive, while the UK legislation is the weakest and is further undermined by limited collective bargaining coverage. Despite this, take-up of this new right in the UK has been high among employees and few employers report implementation problems. However, available evidence suggests that the UK's 'right to request' has been used mainly in areas where part-time work is already established and less so in managerial and professional occupations or by fathers (Fagan, Hegewisch and Pillinger, 2006).

Employers' reasons for introducing part-time work

Explaining variations in the incidence of part-time work across establishments in different countries is complex since, on the one hand, it results from workers' preferences for reduced working time and, on the other, from employers' labour demand and the working time arrangements made available. The complexity proceeds from the impact of national policies directly concerned with part-time employment (see above), as well as the overall interaction of general policies on working time, different labour laws, social security and tax regulations, and the provision of childcare and eldercare services, which together give more or less stimuli to part-time employment (for country case study comparisons, see Blossfeld and Hakim, 1997; O'Reilly and Fagan, 1998; O'Reilly, 2003).

In addition, the social acceptance of part-time work also varies across countries. In some countries, it is encouraged mainly as a means of enterprise and labour market flexibility, and in these cases there may be little support from the workforce for the extension of part-time work if the result is a decline in wage rates and working conditions. In other countries, it is regarded more positively by a wider section of the population as an opportunity for parents to reconcile work and family life.

The development of part-time employment is more or less determined by the institutional context and by the gender roles specific to each country. As such, it is the object of debate as to whether or not it should be encouraged by public policies since, in itself, it is not automatically a gender-equality measure. In countries such as the Netherlands, where the highest part-time employment rates are recorded (Table 1), this form of working time arrangement is associated with a reconciliation of work and family life, one that mostly relies on women making adjustments. In contrast, part-time work

⁴ The Belgian career break scheme was introduced in 1985 for the public and private sectors. In 2002, the private sector career break scheme was replaced by a broader and more flexible time-credit scheme, which includes the right for employees to a 20% working time reduction for a maximum of five years. The 2005 National Reform Programme for Belgium details the government's intention to restrict the duration of time credits from five years to one year, to prevent older employees saving their credits to use for early retirement from the labour market.

available in France is more or less an involuntary form of employment imposed on employees, and where a sizeable proportion of part-time workers would prefer to work full time (Fagan, 2001).

From the perspective of company practices, comparative research has pointed to the different logics explaining the development of part-time employment. In this respect, two main logics are significant: a search for organisational flexibility from companies and for a means of promoting working time autonomy and work–family reconciliation for workers. Other purposes can also be identified: for example, part-time work can be a way of managing work adjustments or a way of managing ‘active ageing’ for older workers.

Research carried out by Allart and Bellmann (2005) compares employers’ strategies in Germany and the Netherlands, and investigates the differences in the incidence of part-time work in the two countries. The authors identify three main motives by employers for introducing part-time jobs in companies:

- The need for cheap and flexible labour (secondary workers’ strategy), also described by Tilly (1991) about the US case with the expansion of part-time employment concentrated in ‘bad’, secondary part-time jobs.
- Optimal staffing, which can be important in establishments where services are concentrated in a few hours per day, where the workload varies in other forms (by the day or by the week) or where the operating hours are extended. The basic idea behind the optimal staffing motive is to avoid paying full-time workers for idle hours.
- Workers’ preference for shorter working hours, which is described as an ‘accommodation strategy’. Yet, the labour market situation influences the willingness of employers to meet workers’ preferences: it is easier for workers to realise their preferred working hours in tight markets than in a context of high unemployment.

To summarise, part-time employment is increasing in many countries across Europe, although the national incidence varies markedly between countries. The expansion of part-time employment is encouraged by the policy objectives of promoting flexibility and work–life balance set out in the EU’s European Employment Strategy, as well as national policies that have developed either in response to, or independently from, this strategy. However, the policy objectives of flexibility and work–life balance are separate, even if they are often linked in policy discussions. Some part-time work is designed primarily for securing flexibility for operational purposes (such as extended or variable operating hours) while other forms of part-time work are mainly used as a human resource (HR) tool to enhance work–life balance for employees (such as recruitment and retention or equal opportunities). Hence, it is likely that the degree of work–life balance provided by part-time arrangements varies across jobs and according to the characteristics of the part-time employees in terms of age, care responsibilities, skills level, voluntary or involuntary employed on a part-time basis.

These supply-side and demand-side differences in the motives for part-time employment indicate that the organisation, role and quality of part-time employment can be expected to vary across European establishments, as well as being varied within establishments according to different occupational levels or functional units.

Part-time work has become a widespread work arrangement in European establishments. In 64% of all establishments covered by the ESWT (i.e. establishments with 10 or more employees), the management reports that there is currently at least one part-time worker employed, where part-time employment is defined as 'less than the usual full-time hours'. The ESWT did not distinguish between long and short part-time hours, although it should be taken into account that there are wide differences between countries and across establishments and occupational levels with regard to the number of part-time hours worked. For example, the average number of hours worked by part-time workers is significantly higher in Sweden than in the UK or Germany; in the UK, 'long' part-time hour schedules, such as 80% of full-time hours, are more prevalent in professional occupations than in lower-skilled jobs.

Thus, almost two-thirds of the establishments in the ESWT have some experience of part-time work, so they can be viewed as being open to this working time arrangement, although not necessary in all job positions within the establishment (Riedmann et al, 2006). This figure can be broken down into 40% of companies representing 'low-incidence companies' (with less than 20% of part-time workers among the workforce) and 24% which can be defined as 'high-incidence companies' (20% or more of their workforce consist of part-time workers).⁵

In the subset of establishments where interviews were also conducted with an employee representative, the proportion of establishments with part-time workers amounts to 75% according to managers and 66% according to the employee representatives.⁶ There are two key points to note about these findings. First, the employee representatives tended to underestimate the incidence of part-time work compared with managers. One explanation for this might be that certain groups of part-time workers (e.g. marginal on-demand part-time or temporary employees) are not regarded by the employee representatives as 'their clientele' and thus are not considered when answering the question; this might be especially the case in trade union representation systems. Secondly, those establishments where the manager reported that there was a system of employee representation in place were significantly more likely to have experience of part-time work, even when size is controlled for.⁷

Variations in part-time work across countries

The incidence of part-time work in establishments varies widely across European countries (Figure 1). The Netherlands and Scandinavian countries (Denmark and Sweden) have a much higher proportion of establishments with part-time employees than southern and eastern European countries. In the Netherlands, 89% of establishments have part-time employees in their workforce, whereas this applies to only 13% of establishments in Portugal. Moreover, countries with a high

⁵ The breakdown of 'high incidence firms' is as follows: 11% of establishments have 20% to less than 40% of their employees working part time; 6% have 40% to less than 60% working part time; 4% have 60% to less than 80% on part-time hours; 2% have 80% to less than 100% on part-time hours; and less than 1% have 100% part-time workers. See Riedmann et al (2006) for a specific study of establishments with only part-time workers among their workforce.

⁶ Nearly one establishment out of two where a management interview was carried out (10,451 out of the total of 21,031 establishments) has an employee representative and during the fieldwork period it was possible to conduct interviews with employee representatives in more than 5,200 establishments. Thus, the data from employee representatives cover a smaller and particular subset of establishments, hence caution needs to be used when interpreting the results.

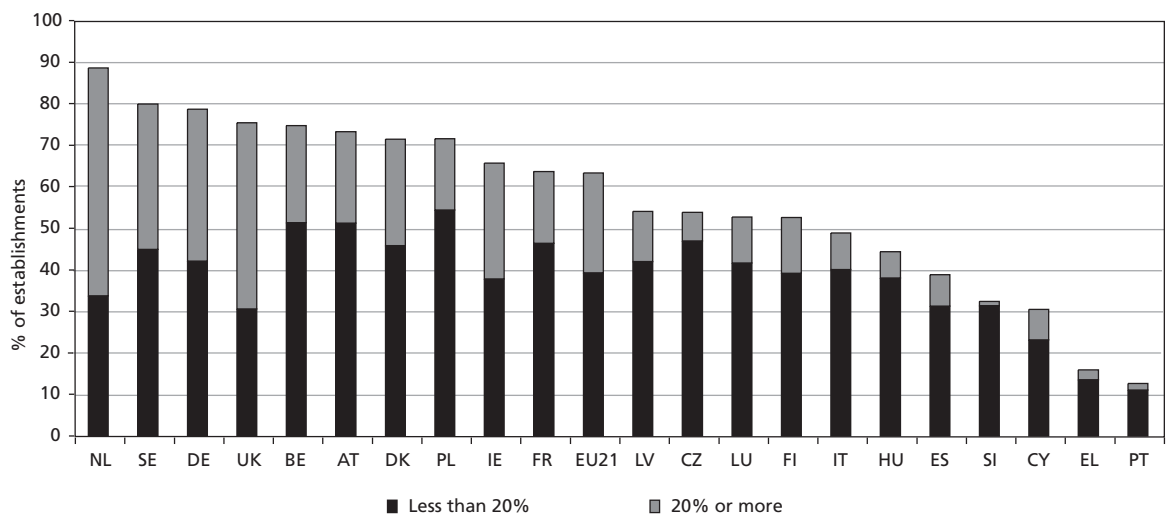
⁷ Whereas 64% of managers in all establishments reported that they use part-time work, the proportion rises to 75% when there is an employee representative in the establishment. The incidence of a system of employee representation on the usage of part-time work is confirmed in large establishments: the share is respectively 87% and 91% for establishments with 200 employees or more, and 90% and 92% for establishments with 500 employees or more.

incidence of part-time work also have a larger proportion of ‘high-incidence companies’ (20% or more of the workforce are part-time workers), as in the Netherlands, the UK, Sweden and Denmark. Finland, with its low incidence of part-time work, is an exception among the Nordic countries, as is Luxembourg an exception among western European countries.

The use of part-time work is relatively widespread across establishments in Poland, compared with the EU21 average and other Eastern European countries.⁸ This result is somewhat unexpected given that working time regimes in enterprises under the former Communist system were dominated by full-time hours and that data for individuals rather than establishments record a relatively low rate of part-time work among the employed population (Table 1).⁹ However, the vast majority of establishments in Poland with part-time employees are ‘low-incidence companies’ (with less than 20% of the workforce working part time) and the number of ‘high-incidence’ establishments is below the EU21 average.

A factor considered in this analysis is whether the establishment of new/foreign-owned companies is encouraging the expansion of new forms of work organisation, including part-time work. The ESWT included a question for Central or Eastern European countries identifying new/foreign-owned companies, which allowed analysis of whether part-time work is developing differently in the companies operating in these countries. In fact, after controlling for different variables, there is no clear evidence of such an impact of foreign companies on part-time work in Poland or in other Eastern European countries surveyed.

Figure 1 Proportion of establishments using part-time work, by country (%)



Base: All establishments (management interviews)

Source: ESWT 2004–2005

⁸ This result is also confirmed by responses from employee representatives in Poland: managers and employee representatives give a very similar estimate of the incidence of part-time work in their establishments, contrary to the discrepancies found in several other EU countries. However, it is important to bear in mind the relatively small number of interviews with employee representatives (174) in Poland.

⁹ The Labour Force Survey data (Eurostat, 2005a) refer to all establishments (not only to those with 10 or more employees, as in the ESWT) and to the individual level (not the proportion of establishments with at least one employee working part time).

These national differences may be attributed to a ‘country effect’, whereby a certain type of establishment is more likely to have experience of part-time work in one country rather than another due to national variations in policies plus other societal differences (see Chapter 1). However, part of the explanation may be compositional differences in the industrial structure across various countries, given that part-time work is more likely to be used in certain types of establishment according to characteristics such as economic sector, company size or female presence in the workforce. To explore this question of ‘country’ versus ‘industrial structure’, multivariate techniques were used to control the influence of various characteristics simultaneously, such as sector, company size, workforce composition and country setting. Annex 2 of this report gives the estimation methods and a list of all the variables controlled in the analysis, and Table A3 in Annex 3 presents the results.

The results show that the ‘country effect’ prevails in explaining the existence of part-time work in establishments (see coefficient values in Table A3, Annex 3). After controlling for various structural characteristics, establishments remain most likely to have part-time workers if they are in the Netherlands, followed by Germany, Austria and Sweden. Moreover, the multivariate analysis confirms the results given in Figure 1 for the countries with the lowest incidence of part-time work. These results confirm observations from previous cross-national research that relied on data from surveys of individuals (Fagan and Burchell, 2002). This highlights the influence of national differences in the legal and institutional framework, as well as various employment policies, on the incidence of part-time work in establishments.

These broad indicators of the strong influence of the national institutional framework do, of course, conceal wide differences between establishments according to factors such as size, sector of activity, workforce composition or other working arrangements (see below).

High incidence of part-time work in services sector and large establishments

As expected from previous research, the proportion of establishments practising part-time work is higher in the services sector than in industry: 68% of managers of establishments in services report that there are part-time workers among the workforce, compared with 51% of managers in industry. More precisely, services rely on a high proportion of establishments with a high level of experience (20% or more) of part-time workers (Table 2). Indeed, nearly one-third (31%) of companies in the services sector have a workforce where at least one-fifth of employees work part time compared with the average 24% for all sectors. In contrast, the pattern in the industrial sector reveals little or no experience of part-time workers: nearly half of establishments (49%) do not have any part-time employees and 44% have a low incidence (less than 20%) of part-time work.

Establishments with a high incidence of part-time work are particularly widespread in health and social work; education; other community, social and personal services; and hotels and restaurants (Table 2). In contrast, establishments without part-time employees are overrepresented in the sectors of construction; mining and quarrying; transport, storage and communication; electricity, gas and water supply; and manufacturing industries. These sectoral features are confirmed by the results of the multivariate analysis (Table A3, Annex 3).

Across countries, there is quite a mixed pattern in the rate of establishment-level experience of part-time work between sectors (for country graphs, see Figure A1, Annex 1). Denmark has the widest gap between services and industry, whereas in the Netherlands (where the incidence of part-time work

Part-time work in European companies

is highest) part-time work is nearly as widespread across establishments in industry as in services. The difference between services and industry is lowest in eastern and southern European countries where part-time work is not widely used.

Table 2 Proportion of establishments using part-time work, by sector of activity (%)

Sector	No part-time workers	Less than 20% are part-time workers	20% or more are part-time workers	All
Mining and quarrying	51	46	3	100
Manufacturing industries	46	45	9	100
Electricity, gas and water supply	46	48	6	100
Construction	58	39	3	100
Total industries	49	44	7	100
Retail, repair	39	37	23	100
Hotels and restaurants	26	30	43	100
Transport, storage and communication	49	40	10	100
Financial intermediation	26	48	26	100
Real estate, renting and business activities	34	44	21	100
Public administration	37	39	23	100
Education	7	34	58	100
Health and social work	10	29	61	100
Other community, social and personal services	21	34	44	100
Total services	31	37	31	100
All sectors	36	39	24	100

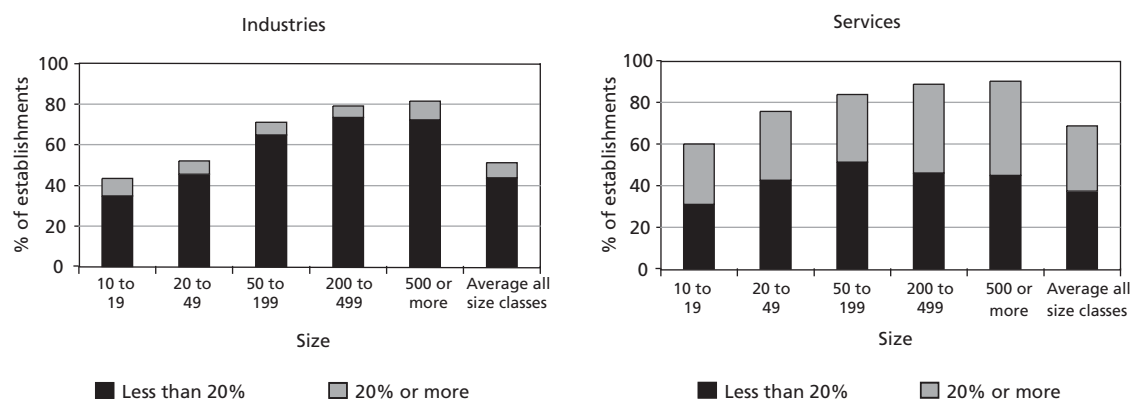
Note: The single items in all the tables in this report do not always add up to precisely 100% due to rounding effects and values for 'Don't know' and 'No answer' are not given.

Base: All establishments (management interviews)

Source: ESWT 2004–2005

The probability that companies have at least one part-time worker among the workforce increases naturally with the size of the establishment. Although nearly half of small establishments (with less than 50 employees) have experience of part-time work (43% of establishments in industry and 60% in services), this figure rises to about 80% of medium-sized (with 50–199 employees) and large establishments (with 500 or more employees). Establishments with a high incidence of part-time work correspond mainly to large establishments in the services sector (Figure 2). The multivariate analysis indicates that the size effect plays an important role in explaining part-time work, even when controlling for other factors (see coefficient values in Table A3, Annex 3). The results also suggest that companies where the workforce has increased during the last three years have a different pattern in the use of part-time work than other companies. Establishments that have grown in size are more likely to have a low rate of experience of part-time work rather than no experience or a high level of experience, even when size is taken into account (Table A3, Annex 3).

In a country comparison, the size effect appears more pronounced in France, Luxembourg, Finland, Italy and Slovenia, whereas it is lower in the Netherlands, Ireland, the UK, Sweden, Greece, Latvia, Hungary and especially in Poland (Figure A1, Annex 1).

Figure 2 Proportion of establishments using part-time work, by company size and sector (%)

Base: All establishments (management interviews)

Source: ESWT 2004–2005

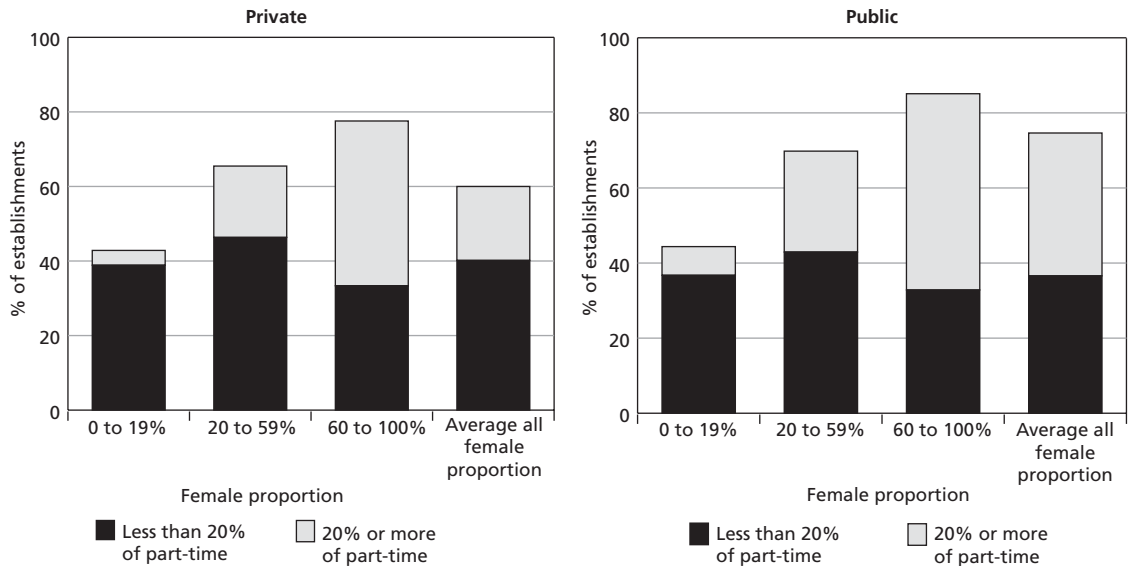
High incidence of part-time work in the public sector and establishments with many female employees

Given that part-time work is dominated by women, it is not surprising that the incidence of part-time work increases where there is a higher female share in the workforce: part-time work is found in 43% of establishments with few female employees, compared with 80% of establishments with a high proportion of women in the workforce. This feature is confirmed by the multivariate analysis, but actually the gender effect is rather low when other establishment characteristics are controlled for, such as sector of activity (see coefficient values in Table A3, Annex 3).

Across countries, wide variations can be observed in the threshold for this gender effect. In most of the western European countries (except Ireland and the UK), Nordic countries (except Finland) and also Italy and Cyprus, the incidence of part-time work in establishments increases markedly where at least 20% of the establishment's workforce are women, with a smaller additional rise where the workforce is comprised of at least 60% women. In contrast, in most of the southern and eastern European countries, there is a pronounced increase in the incidence of part-time work for establishments with female-dominated workforces (i.e workforce which comprises at least 60% women); indeed, in Slovenia and Greece it is at this higher threshold that the main gender effect is observed. In Portugal, the proportion of women in the workforce has little impact on the incidence of part-time work (Figure A1, Annex 1).

The incidence of part-time work is also higher in public sector establishments, especially for the proportion of establishments with a high number of part-time workers in their workforce (Figure 3). In 38% of public sector establishments, part-time workers account for at least one fifth of the workforce, compared with 20% of private sector establishments. The average is 24% for all establishments. Conversely, 40% of private sector establishments have no part-time employees, compared with 25% of establishments in the public sector (the overall average is 36%). Figure 3 also shows that the greater propensity for public sector establishments to employ part-time workers still applies when establishments are compared according to the number of women in their workforce.

Figure 3 Proportion of establishments using part-time work according to proportion of women in workforce in private/public sector (%)



Base: All establishments (management interviews)

Source: ESWT 2004–2005

The gap between public and private sectors is especially large in France, Luxembourg, Denmark, Finland, Slovenia, and Sweden (Figure A4, Annex 1). This may be due to the impact of various legal rules between private and public sectors. It may also be due to the proportion of public sector enterprises in the economy: for example, 37% of establishments in Sweden and 34% of establishments in Denmark belong to the public sector (compared with an average of 22% of establishments in the EU21) and the incidence of part-time work in these countries is higher in the public sector than in the private sector. In contrast, only 18% of establishments in Italy belong to the public sector and here the incidence of part-time work is nearly the same in both the private and public sectors. The Netherlands is a specific case, with both the private and public sector establishments showing a high incidence of part-time work. Part-time work is slightly more developed in the private sector than in the public sector in Mediterranean countries and also in Latvia.

Effects of age composition and skills level of workforce

Establishments are more likely to have part-time workers in their workforce if they employ young (aged less than 30 years) or older (aged 50 years or more) people, with the stronger association occurring for the presence of older people (Table 3). This does not mean that part-time workers are drawn from these age groups in particular; it is possible that an establishment employs a high proportion of young/older employees on a full-time basis plus a pool of ‘core age’ part-time employees. In any case, the impact of the age structure of the workforce on the likelihood that the establishment uses part-time workers is low when other factors are controlled for (Table A3, Annex 3).

Table 3 Proportion of establishments using part-time work according to age of employees

	No part-time workers	Less than 20% of part-time workers	20% or more of part-time workers	All
Employees aged below 30 years				
None at all	43	32	25	100
Less than 20%	35	41	24	100
20% to less than 40%	34	41	24	100
40% to 100%	38	38	23	100
Employees aged 50 years or older				
None at all	46	30	23	100
Less than 20%	38	41	20	100
20% to less than 40%	30	42	27	100
40% to 100%	32	36	31	100
All	36	39	24	100

Base: All establishments (management interviews)

Source: ESWT 2004–2005

However, there are some interesting national variations at company level between the incidence of part-time work and the age composition of the workforce. There is a particularly marked association between the presence of young employees and the incidence of part-time work in Germany, Greece, Spain, Ireland, Luxembourg, the Netherlands, Portugal, Finland, the UK and Cyprus. (In contrast, this association is not found for companies in Belgium, France and Sweden.) A similar association exists in many countries between the presence of older employees and part-time workers in establishments, although with some exceptions. For example, in Spain and Italy the proportion of establishments with part-time work decreases when the presence of older people increases. Similarly, in Germany, a high proportion of establishments with part-time work have a low proportion of older people employed.

Table 4 shows that there is no clear relationship between the level of skilled jobs and the usage of part-time work. The multivariate analysis shows, however, a weak inverse relationship between skill intensity and the use of part-time work at the establishment level (see coefficient values in table A3, Annex 3). In other words, the higher the proportion of skilled employees, the lower is the likelihood that the establishment will employ a large proportion of part-time workers.

Table 4 Proportion of establishments using part-time work according to prevalence of skilled jobs

% of workforce in skilled jobs	No part-time workers	Less than 20% of part-time workers	20% or more of part-time workers	All
0% to less than 20%	43	31	26	100
20% to less than 60%	36	41	22	100
60% to less than 100%	28	46	26	100
100%	41	37	21	100
All	36	39	24	100

Base: All establishments (management interviews)

Source: ESWT 2004–2005

The demographic and skills profile of the part-time workforce in establishments is further examined in Chapter 3.

Use of part-time work according to human resource and operational issues

Table 5 examines the relationship between managers reporting that their establishment is having problems with various human resource issues and the use of part-time workers. It shows that those establishments facing absenteeism problems, staff retention problems or needing to reduce staff levels are slightly more likely to use part-time workers than the average for all establishments. But generally, there is little variation in the incidence of part-time work by establishments according to the operating problem identified by the manager.

The multivariate analysis indicates that the presence of absenteeism difficulties in establishments does not significantly impact on the incidence of part-time work, whereas difficulties in finding staff significantly increase the probability of an establishment having a low incidence of part-time work and difficulties in retaining staff is correlated with a high rate of part-time work (Table A3, Annex 3).

Table 5 Proportion of establishments using part-time work according to human resources problems in establishment (%)

	No part-time workers	Less than 20% of part-time workers	20% or more of part-time workers	All
High absenteeism and/or sickness rate	29	42	29	100
Difficulties in finding staff for skilled jobs	37	42	21	100
Difficulties in finding staff for low-skilled or unskilled jobs	35	35	29	100
Difficulties in retaining staff	32	41	26	100
A need to reduce staff levels	29	44	26	100
Low motivation of staff	33	45	21	100
All	36	39	24	100

Base: All establishments (management interviews)

Source: ESWT 2004–2005

Experience of part-time work is also related to variations in workload. A high incidence of part-time work is more frequent in establishments that have to cope with major and mostly foreseeable variations of the workload over the short term (either during the day or within a normal working week) or according to season (Table 6). This effect is significant according to the multivariate analysis (Table A3, Annex 3). In contrast, no experience or low experience of part-time work is associated with the establishment facing no variations or unforeseeable variations.

Use of part-time work and other flexible working time arrangements

In order to meet the demands of establishments, part-time work may also be used in conjunction with other forms of work flexibility. Therefore, part-time work may interact with other contractual forms of work as either a complement or a substitute in providing flexibility.

Table 6 Proportion of establishments using part-time work according to major variations of workload (%)

	No part-time workers	Less than 20% of part-time workers	20% or more of part-time workers	All
Short-term variations of workload*				
Mostly foreseeable variations	30	37	32	100
Mostly unforeseeable variations	40	37	23	100
No variation	38	41	21	100
Seasonal variations of workload**				
Mostly foreseeable variations	32	41	27	100
Mostly unforeseeable variations	41	44	15	100
No variation	38	37	24	100
All	36	39	24	100

* during the same day or from day to day within a normal week; ** within a year.

Base: All establishments (management interviews)

Source: ESWT 2004–2005

Companies that make some use of limited duration employment contracts (short-term contracts, temporary agency workers or freelancers) are less prone to operating only with full-time employees (Table 7). This effect is significant in the multivariate analysis (Table A3, Annex 3). Indeed, when companies use short-term employment contracts this increases the probability that they also have up to one-fifth of their workforce employed on a part-time basis; but it does not increase their probability of having a high incidence of part-time work. Note that from this survey, it is not known whether this means some members of the workforce are both temporary and part-time workers, or whether these arrangements are applied separately to different posts within the establishment.

Table 7 Proportion of establishments using part-time work according to staff types (%)

	No part-time workers	Less than 20% of part-time workers	20% or more of part-time workers	All
Fixed-term or temporary contracts	33	42	24	100
Temporary agency workers	31	47	21	100
Freelancers	32	48	19	100
All	36	39	24	100

Base: All establishments (management interviews)

Source: ESWT 2004–2005

The association between the use of temporary contracts and the incidence of part-time work in establishments applies in most countries. The linkage is especially pronounced in Denmark, France, Luxembourg, Finland and Cyprus. This correlation is least pronounced in the Netherlands, Austria, Portugal and Poland. The use of temporary agency workers only seems to be correlated with the incidence of part-time work in Denmark, Cyprus, Latvia and Hungary. The proportion of establishments with part-time work is slightly higher in establishments that also use freelancers in most countries, except in Denmark, France, Sweden and Slovenia.

A high incidence of part-time work is connected with a high proportion of employees working at weekends or at night in various establishments (Table 8). It is also associated with changes in working

hours due to the nature of the job and with working time accounts. Work at weekends is still significant when controlling for other establishment characteristics such as sector. The estimation results indicate that a high rate of overtime reduces the incidence of part-time work (Table A3, Annex 3). These results suggest that part-time work is used by some companies along with other flexible working time arrangements.

Table 8 Proportion of establishments using part-time work according to extended operating hours and flexible working time arrangements (%)

	No part-time workers	Less than 20% of part-time workers	20% or more of part-time workers	All
Work at night				
More than 20% of employees	31	39	29	100
Less than 20% of employees	30	44	26	100
Not used	37	19	23	100
Work on Saturdays				
More than 20% of employees	27	35	38	100
Less than 20% of employees	34	45	20	100
Not used	40	40	19	100
Work on Sundays				
More than 20% of employees	24	32	44	100
Less than 20% of employees	29	45	25	100
Not used	39	40	20	100
Change in working hours regularly due to nature of job				
More than 20% of employees	31	40	29	100
Less than 20% of employees	27	49	23	100
Not used	38	38	23	100
Possibility to adapt the working time				
More than 20% of employees	30	41	29	100
Less than 20% of employees	34	45	20	100
Not used	41	37	21	100
Work overtime				
More than 20% of employees	34	41	25	100
Less than 20% of employees	34	43	22	100
Not used	44	33	22	100
All	36	39	24	100

Base: All establishments (management interviews)

Source: ESWT 2004–2005

Part-time work can also be used as a means of reconciling work and family life (see Chapter 1). In countries where parental leave is very short or where childcare leave is not really encouraged, part-time work may be an opportunity for working parents to care for their children and relatives. In contrast, in countries where such types of leave are encouraged by the institutional and legal framework (as is the case in Sweden¹⁰), part-time work may be part of the package offered by family-friendly companies.

¹⁰ For further information on childcare provision in Sweden, see the Foundation's report on *Employment developments in childcare services for school-age children: Sweden*, available at: <http://www.eurofound.europa.eu/publications/htmlfiles/ef06235.htm>

Just over half (51%) of all establishments have some recent experience of employees taking parental leave (Anxo et al, 2007). These establishments are more likely to have part-time workers in their workforce: 72% of establishments had part-time employees, which includes 28% with a high incidence of part-time work, compared with the average for all establishments where 63% use part-time workers, of which 24% have a high level of experience of part-time work. Only 7% of establishments offer special reconciliation services to support employees in their domestic commitments, such as crèches or a company babysitting service; however, these provisions are associated with an increased probability that the establishment also has a high level of part-time workers among its workforce (39% compared to the 24% average).

Hence establishments with reconciliation provisions in operation, such as parental leave options and/or family-related services, also have a higher-than-average proportion of their workforce employed part time. Establishments with this combination of working arrangements are likely to have a sizeable representation of women among the workforce and to be located in particular national settings, given that uptake of parental leave and part-time employment is more common among women and both arrangements are more widespread in some countries than in others. It is possible that at least some of the part-time work in these establishments is offered as part of a work-family reconciliation package for employees with children and other care responsibilities. However, it is also possible that the opportunities for part-time work play only a limited reconciliation role, either because part-time work is limited to particular functions within the establishment or is designed primarily with other operational considerations in mind. It may also be the case that part-time workers in an establishment are mainly drawn from other groups in the population rather than parents, such as students or older workers approaching retirement. These possibilities are explored further in later chapters.

Part-time employment is widespread across Europe. Nearly two-thirds of establishments surveyed as part of the ESWT have at least one part-time employee in their current workforce (where part-time employment is defined as less than the usual full-time hours). This includes nearly a quarter (24%) of establishments that are highly experienced in the use of part-time work, with more than one in five of their current workforce employed on a part-time basis.

However, there is a strong country effect on the probability that an establishment deploys part-time workers. Companies in the Netherlands, Sweden, Germany and the UK are the most likely to use part-time work. When structural features of establishments are taken into account using multivariate techniques, then the ranking order of countries shifts a little, with Germany and Austria overtaking Sweden. But countries tended to remain broadly in their original high, middle or low-rank position.

Beyond this country effect, there are also marked variations across establishments in the incidence of part-time work. Establishments are more likely to have part-time workers if they are operating in the services sector, in large establishments, in the public sector and have a high proportion of women in the workforce. This is the case even when the country effect and differences in various other characteristics are taken into account by using multivariate statistical techniques. Thus, establishments with a high rate of part-time employment are concentrated in the following sectors: health and social work; education; other community, social and personal services; hotels and restaurants.

Establishments are also more likely to have a large proportion of part-time workers in their workforce if they employ a high proportion of young or older employees; if they have a low proportion of skilled jobs on offer; make use of limited duration employment contracts; or operate certain working time practices or reconciliation provisions. The working time practices associated with a greater likelihood of part-time workers being employed in the establishment are a high proportion of employees involved in weekend or night work; changes in working hours due to the nature of the job and the existence of working time accounts; and a low incidence of overtime. There is also a higher incidence of part-time employment in those establishments that operate reconciliation measures for employed parents, such as the use of parental leave and/or services to support employees with their domestic commitments.

It should be noted that the analysis looks at data on establishments, not on individual employees. For example, establishments are more likely to employ part-time workers if they have a high incidence of weekend working, yet it may be the full-time workers who work weekends. Similarly, part-time employees are more likely to be present in companies where some of the jobs are skilled, but part-time working may be restricted to unskilled job areas. These types of issues in relation to the nature of part-time work across different establishments are addressed in Chapters 3 and 4.

To gain an understanding of the nature of part-time work within the establishments surveyed in the ESWT, it is important to examine the characteristics of people who work in part-time jobs and the views of managers and employee representatives about these workers. Across all countries, part-time work is more common among women than men, but the extent to which particular groups of workers are involved, and indeed the type of women working part time, will also shape part-time work at the establishment level. Similarly, the views held by managers about the promotion prospects of part-time workers, employee motivation and the rationale for part-time work itself will reflect on the quality of work within the establishment.

Groups of part-time workers

In response to the ESWT question ‘Which of the following groups are found among the part-time staff in your establishment?’, many establishments indicated that they used several groups of part-time workers. Indeed, more than half of the establishments that have part-time workers used two or more groups of people to fill part-time positions. Table 9 shows how the number of groups used by managers varies widely across countries, indicating that the extent to which part-time work is more or less focused on one group of employees is not universal. In Ireland, the Netherlands and the UK, where the incidence of part-time work is high, about half of the managers identified three or more groups of employees working in part-time jobs, compared with less than 3% of the managers in Slovenia and Portugal and less than 10% of managers in Poland and Hungary. In contrast, more than 60% of the managers in the Eastern European countries, and also in Italy and Portugal, identified only one group of employees working part time.

The most common groups of employees used for part-time work were mothers with pre-school or school-age children with 64% of establishments on average in the EU21 employing them. Women without children or with grown-up children were employed by 51% of establishments in the EU21. Other groups were used by a lower proportion of establishments, including fathers (21% of establishments), young people (20%); students and pupils (18%), disabled people or workers with poor health (17%) and others who care for elderly people (9%).

In Nordic countries (except Finland) and in western European countries, mothers with pre-school or school-age children were the main group contributing to part-time staff in establishments – more than two-thirds of managers interviewed mentioned this group (Table 9). Interestingly, such women are also the main group employed part time in Italy, even though there is a relatively low part-time rate of employment. A second group – women without children or with grown-up children – was also reported as working part-time by more than 60% of managers in the Netherlands, Denmark, Sweden, Germany, the UK and Ireland. The same group of women was identified, although less often, in Austria, Belgium, France, Italy and Luxembourg, where part-time work is common for women with young children, but less so for women with grown-up children or without children.

Table 9 Establishments using different types of part-time worker, by country (%)

	Groups contributing to part-time staff in establishments								Number of groups quoted by managers		
	Mothers with pre-school and school-age children	Women without children or with grown-up children	Fathers	People who take care of elderly, ill or disabled family relatives	Disabled people or workers with poor health	Students or pupils	Young people early in their working lives	Others	1 group	2 groups	3 groups or more
NL	78	71	36	5	20	20	31	9	23	26	50
SE	74	69	30	7	34	21	16	6	26	27	46
DE	67	63	17	14	19	15	16	14	36	30	34
UK	72	65	30	18	18	38	39	4	24	22	51
BE	72	47	31	9	9	12	15	16	38	33	27
AT	74	40	11	3	7	12	10	9	54	25	18
DK	74	66	21	7	29	27	21	3	29	24	44
PL	23	29	20	3	12	5	16	34	63	23	9
IE	70	60	20	14	17	46	29	1	28	19	51
FR	76	45	20	3	16	15	19	9	43	29	27
LV	32	22	17	3	6	16	11	32	67	16	12
CZ	46	31	9	3	42	9	7	20	56	27	16
LU	81	39	24	7	13	12	16	5	41	36	22
FI	40	57	26	6	13	39	24	23	36	27	35
IT	71	29	8	4	10	7	7	8	68	19	11
HU	30	20	12	4	30	7	5	26	71	19	8
ES	53	32	19	5	4	20	24	2	56	20	17
SI	19	11	6	1	56	1	6	22	78	19	2
CY	36	27	33	2	8	41	13	9	43	22	23
EL	37	55	29	1	1	29	34	4	48	20	29
PT	12	6	7	1	0	38	9	35	81	9	3
EU21	64	51	21	9	17	18	20	12	42	25	31

Note: Countries ranked by the proportion of establishments practising part-time work.

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

In all countries, fathers are less likely to be found in part-time positions than mothers (Table 9). In the Netherlands, the UK, Belgium and Sweden, fathers were most often identified by managers as part-time employees. Their contribution to part-time work was particularly low in several Eastern Europe countries (Czech Republic, Hungary and Slovenia), as well as in Portugal, Italy and Austria. In contrast, disabled people or workers with poor health made a larger contribution to part-time work in the Czech Republic, Hungary and Slovenia, whereas their contribution was very low (less than 5%) in Greece, Spain and Portugal. In Slovenia, where the incidence of part-time work is low, poor health was mentioned by 56% of managers as being the main reason for employees working part-time in their establishment. On the other hand, employees with care commitments for elderly, ill or disabled relatives were rarely identified as working part-time in eastern and southern European countries, and in France and Austria. However, this reason was mentioned rather frequently in the UK, Germany and Ireland.

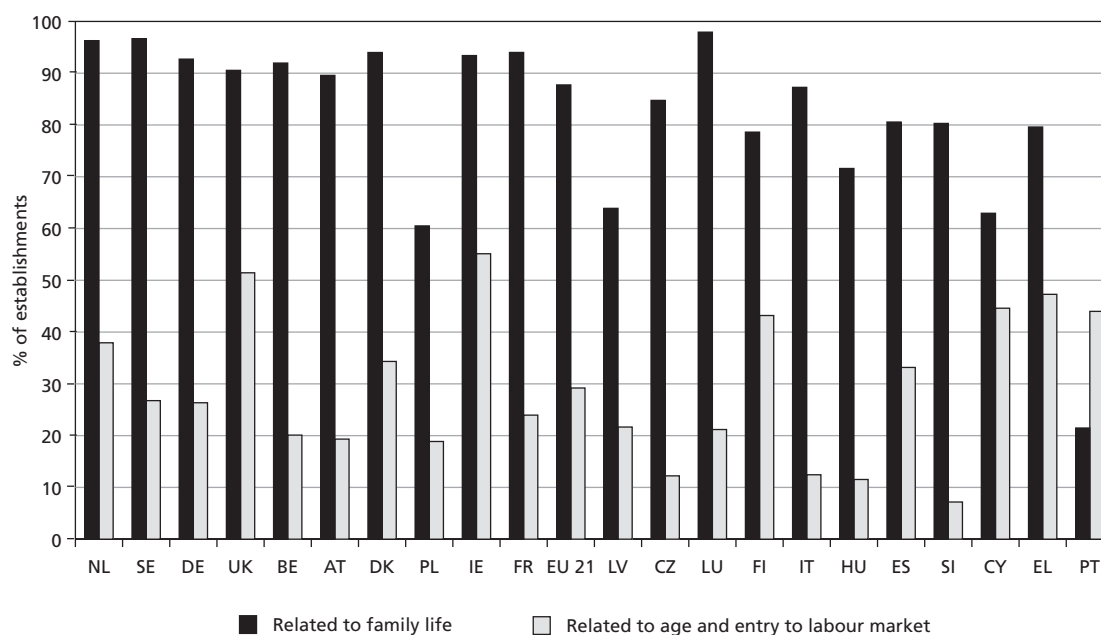
The contribution of young people and students to part-time work in establishments varies widely across countries. They form an important part of the part-time workforce in the UK, Ireland and the Netherlands, where part-time work can act as a form of transition to the labour market for some

young people. Young people can also act as a source of part-time workers where the incidence of part-time work is low; for example, in Portugal and Cyprus, pupils and students were often identified among part-time workers.

It is interesting to note that in eastern European countries, as well as in Finland and Portugal, more than one-fifth of managers (compared with 12% of managers on average) mentioned 'other groups' among part-time staff. As it is uncertain who these employees are, they may well represent older workers or full-time workers with reduced hours, and their employment as part-time workers demonstrates the variety of part-time labour supplies across countries, not least in those countries with lower part-time employment rates.

The different types of part-time workers can be divided into two major groups: one group relates to those with family responsibilities and other obligations (i.e. mothers with pre-school or school-age children; women without children or mothers with grown-up children; fathers; people who care for elderly, ill or disabled relatives; and disabled people or workers with poor health) and the other group related to the age of employees and entry to the labour market (i.e. students and pupils; young people early in their working lives). Figure 4 shows that there is no clear link between the incidence of part-time work and the diversity of part-time workers identified by managers. However, Figure 4 does show that in eastern European countries, and to a lesser extent in southern European countries, part-time work is less often related to family life than in western European and Scandinavian countries. In contrast, part-time work related to age and entry to the labour market is relatively high in the UK, Ireland, Finland, Cyprus, Greece and Portugal, indicating that part-time work may be associated with the disadvantage of the youth labour market and used as a form of transition step to the labour market. Nevertheless, the reconciliation of work and family obligations is the main reason identified by managers for workers taking up part-time employment in all countries, except Portugal.

Figure 4 Establishments using different types of part-time worker, by major group (%)



Note: Countries ranked by the proportion of establishments practising part-time work.

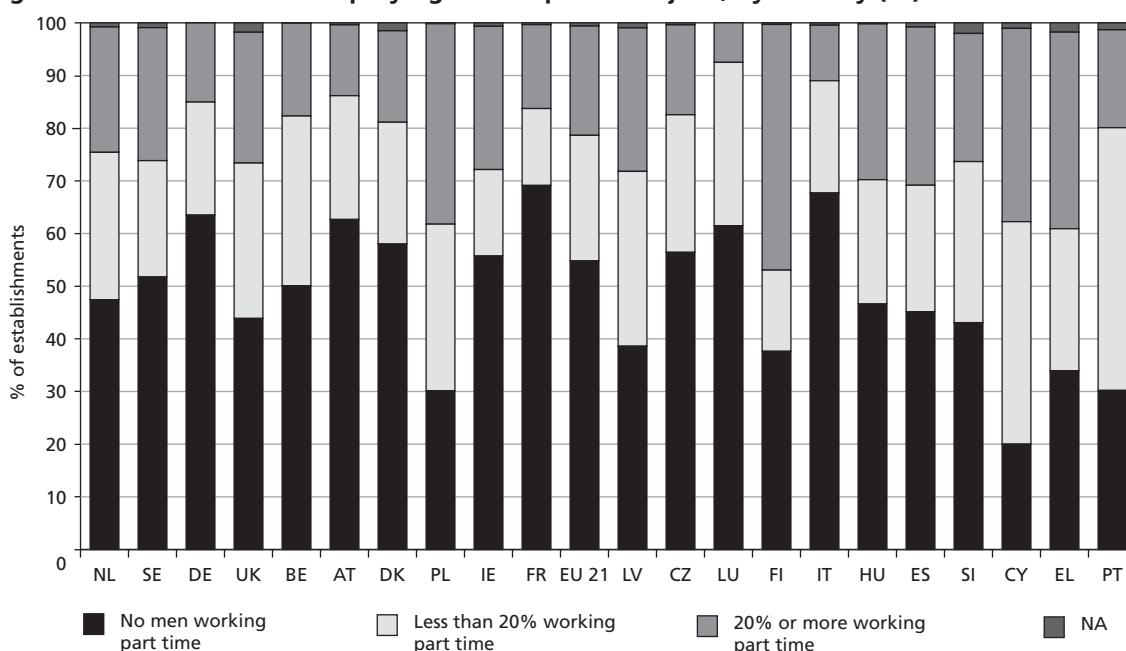
Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

Incidence of men working part time

In spite of the lower rates of part-time work among men, 45% of establishments practising part-time work had men among their part-time workers: 24% of establishments have less than 20% of men working part time, while 16% have 20% or more (but less than 100%) of male part-time workers and 5% have all men working part time. By examining only establishments with part-time workers, the research finds that those in France, Italy, Germany, Luxembourg and Austria have lower rates of men working part time: less than 40% of establishments have men working part time (Figure 5). In this regard, Finland is an exception among Nordic countries, with a large proportion of establishments employing men as part-time workers (more than half of establishments practising part-time work have men working part time). Similarly, in the Eastern European countries, a large proportion of establishments report having male part-time workers, except in the Czech Republic. Italy stands out from other southern European countries, with a high proportion of establishments with no men working in part-time positions. These results are confirmed by multivariate analysis (Table A4, Annex 3).

Figure 5 Establishments employing men in part-time jobs, by country (%)



Note: Countries ranked by the proportion of establishments practising part-time work.

NA = not answered

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

Establishments with men working part-time are more likely to be found in the services sector: hotels and restaurants; education; health and social work; and public administration. In contrast, very few establishments have men working part time in manufacturing industries. These results are confirmed when other variables are controlled for, such as country and characteristics of companies (Table A4, Annex 3).

Furthermore, analysis suggests that the incidence of men working part time largely increases with the size of the establishment: men working part time are more likely to be found in large establishments

than in smaller ones. Moreover, men working part time are more likely to be found in establishments with fewer women.¹¹ On the other hand, the age structure of the establishment seems to have a polarised impact on the incidence of men working part-time jobs: establishments with higher numbers of employees aged under 30 years or older than 50 years of age are more likely to have men working part time.

In contrast, the proportion of skilled employees in establishments impacts significantly on the incidence of men working part time: their proportion increases when the proportion of skilled workers decreases. Moreover, establishments with extensive use of fixed-term or temporary employment contracts and freelancers are more likely to have men working part time. Similarly, weekend work, night work and shift work all impact positively on the prevalence of men working part time within establishments, even when sector effects and other characteristics are controlled for (Table A2, Annex 3).

Thus, the incidence of men working part time is associated more with an establishment's characteristics and with work organisation than with family life and responsibilities.

Career prospects of part-time workers

Both managers and employee representatives were asked about the promotion prospects of part-time workers in their establishments. Only 61% of managers and 49% of employee representatives reported that promotion prospects were about the same for part-time and full-time employees with comparable qualifications (Figure 6). In all countries, a high proportion of respondents (27% of managers and 40% of employee representatives on average) reported 'slightly worse', and even 'significantly worse', promotion prospects for part-time workers. In contrast, only 1% of managers and 0.5% of employee representatives indicated that part-time workers have better promotion prospects than other employees with comparable qualifications. These results seem to indicate that employee representatives are more negative about the career prospects of part-time employees. These negative perceptions are worrying given the widespread nature of part-time work and the government policies in many countries to encourage it.

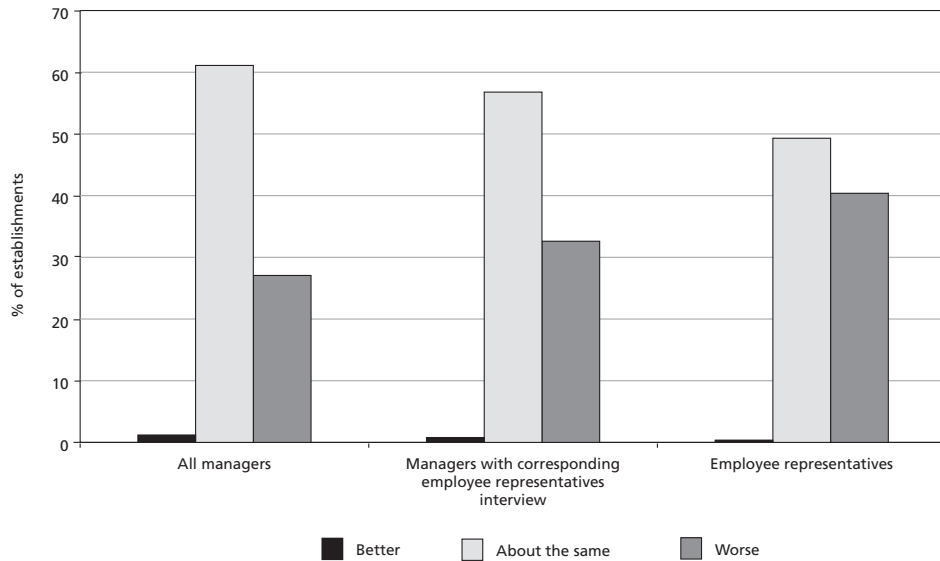
Figure 7 shows that there is no clear link between the rate of part-time work and managers' perception of the promotion prospects of part-time workers relative to full-time workers with comparable qualifications. However, descriptive statistics indicate that there are slightly more 'worse' responses in establishments with a low incidence of part-time work (29% compared to 27% on average) and more 'about the same' responses in establishments with high levels of part-time work (64% compared to 61% on average). In all countries, the promotion prospects of part-time workers are viewed as being 'about the same' as those of full-time workers by between 50% and 70% of managers. However, in three countries (France, Poland and the UK), managers were less negative than in other countries: about 70% of managers said that career prospects of part-time workers and full-time workers are 'about the same'.

In contrast, in Ireland and Germany the perception of managers was particularly negative, with fewer 'about the same' responses. Cyprus has a very specific profile due to the fact that more than 40% of

¹¹ Similarly, the proportion of men working part time also increases when the proportion of women among the workforce decreases (correlation = -0.06*** between the two figures).

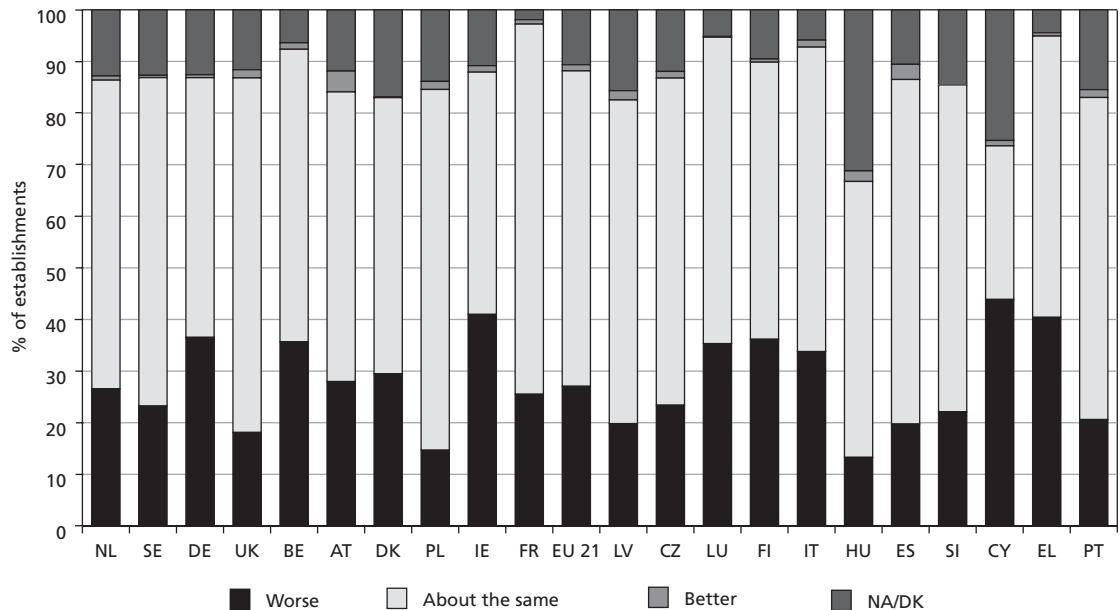
managers stated that the promotion prospects of part-time workers were 'worse' than those of full-time workers with comparable qualifications. Furthermore, Cyprus is joined by Greece, Finland, Luxembourg, Ireland, Germany and Belgium, with between 35% and 44% of managers reporting 'slightly worse' or 'significantly worse' promotion prospects for part-time workers (compared to 27% on average).

Figure 6 Career prospects of part-time workers – views of managers and employee representatives compared (%)



Base: Establishments with part-time work (manager and employee representative interviews)
 Source: ESWT 2004–2005

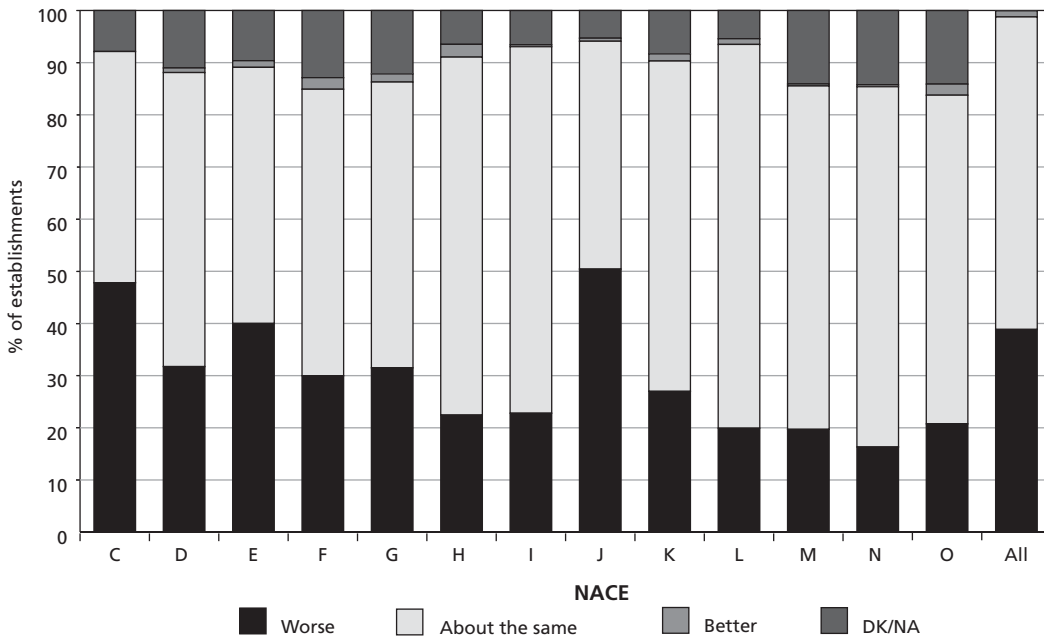
Figure 7 Career prospects of part-time workers, by country (%)



Note: Countries ranked by the proportion of establishments practising part-time work.
 NA = not answered; DK = don't know.
 Base: Establishments with part-time work (management interviews)
 Source: ESWT 2004–2005

Figure 8 highlights a noticeable impact of the sector of activity on the perception of employers with regard to promotion prospects of part-time employees. Managers in sectors like mining and quarrying (NACE C), electricity, gas and water supply (NACE E), and financial intermediation (NACE J) appear to regard the career prospects of part-time employees particularly negatively. In contrast, in sectors like public administration (NACE L), education (NACE M), health and social work (NACE N), other community, social and personal services (NACE O), hotel and restaurants (NACE H), and transport, storage and communication (NACE I), managers were less likely to report differences between part-time and full-time employees: more than 60% of managers thought that the career prospects of part-time and full-time employees were ‘about the same’. The difference in career prospects of part-time and full-time employees in the manufacturing sector (NACE D), and especially in financial intermediation, is worrying given the relatively high incidence of part-time workers in these sectors.

Figure 8 Career prospects of part-time workers, by sector of activity (NACE) (%)



NA = not answered; DK = don't know.

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

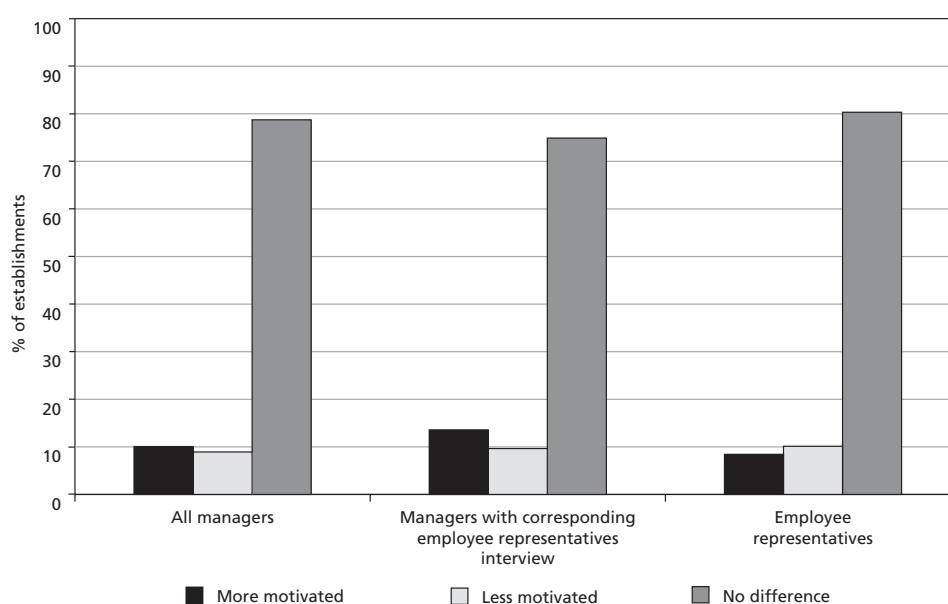
No apparent link emerges between managers’ perceptions and the groups of part-time workers in the establishment. Thus, differences in managers’ perceptions appear to be more related to the sector of activity than to the type of employee (although the question was asked in a general sense and does not apply to any specific group of part-time workers in the establishments).

Motivation of part-time workers

Managers may also hold views about the motivation of part-time workers that may impact on how they are treated within the organisation. To determine their views, respondents were asked the following question: ‘According to your experience in this establishment, are part-timers more or less motivated than full-timers when carrying out their work? Or is there no difference?’

Only 9% of managers with part-time workers in their establishments found that these workers were less motivated than full-time workers. A further one-tenth of managers found that part-time workers were more motivated than those working full time, while 79% of managers do not perceive any great differences between the two types of worker. When the views of managers and employee representatives are compared, it seems that similar proportions (roughly 80%) of each group reported no difference with regard to the motivation at work of part-time and full-time employees (Figure 9).

Figure 9 Motivation of part-time workers – views of managers and employee representatives compared (%)



Base: Establishments with part-time work (management and employee representative interviews)

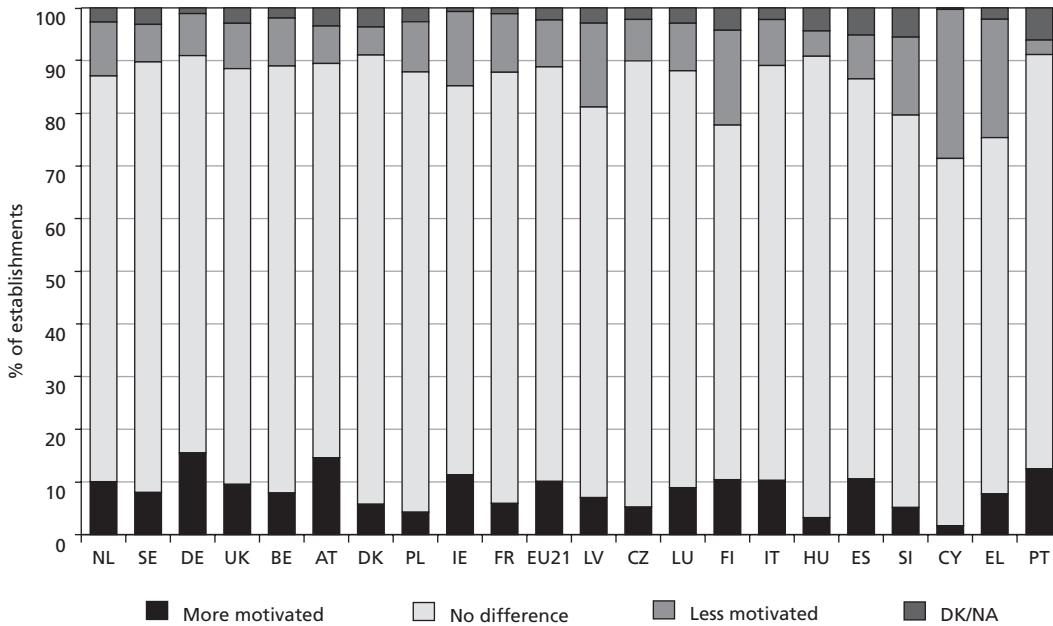
Source: ESWT 2004–2005

Figure 10 shows that there were no major differences in the views of managers about the motivation of part-time workers across countries, whatever the proportion of establishments practising part-time work. However, in Germany, Austria and Portugal, a slightly higher proportion of managers than average reported that part-time workers were more motivated than full-time workers. In contrast, in Cyprus, Greece, Finland, Latvia, Ireland and Slovenia, a higher proportion than average reported that part-time workers were less motivated. However, overall in all 21 countries, the majority of managers found no difference in motivation between part-time and full-time workers.

Figure 11 shows similar results in relation to motivation of part-time workers and the sector of activity concerned. However, sectoral differences can be observed. Again, the majority of managers reported no difference in motivation between full-time and part-time workers, particularly in mining and quarrying (NACE C), electricity, gas and water supply (NACE E), public administration (NACE L) and education (NACE M). It is useful here to link these results with those for the promotion prospects of part-time workers (Figure 8): for example, although 94% of managers in mining and quarrying reported no difference in motivation of full-time and part-time workers, they were also more likely to report worse promotion prospects for part-time workers. On the other hand, managers in hotel and restaurants (NACE H) found their part-time employees less motivated than others, but managers in this sector did not report a difference in career prospects. In the financial intermediation sector (NACE J), managers found that part-time workers were both less motivated and reported worse career

prospects, whereas the opposite was the case in the sector of other community, social and personal services (NACE O).

Figure 10 Motivation of part-time workers, by country (%)



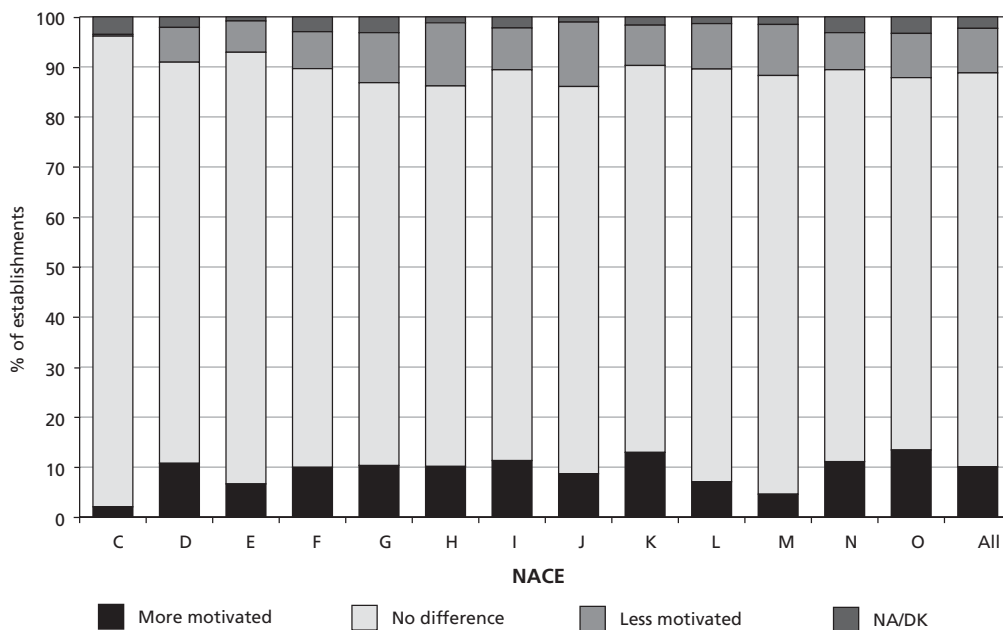
Note: Countries ranked by the proportion of establishments practising part-time work.

NA = not answered; DK = don't know.

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

Figure 11 Motivation of part-time workers, by sector of activity (NACE) (%)



NA = not answered; DK = don't know.

Base: Establishments with part-time work (management interviews)

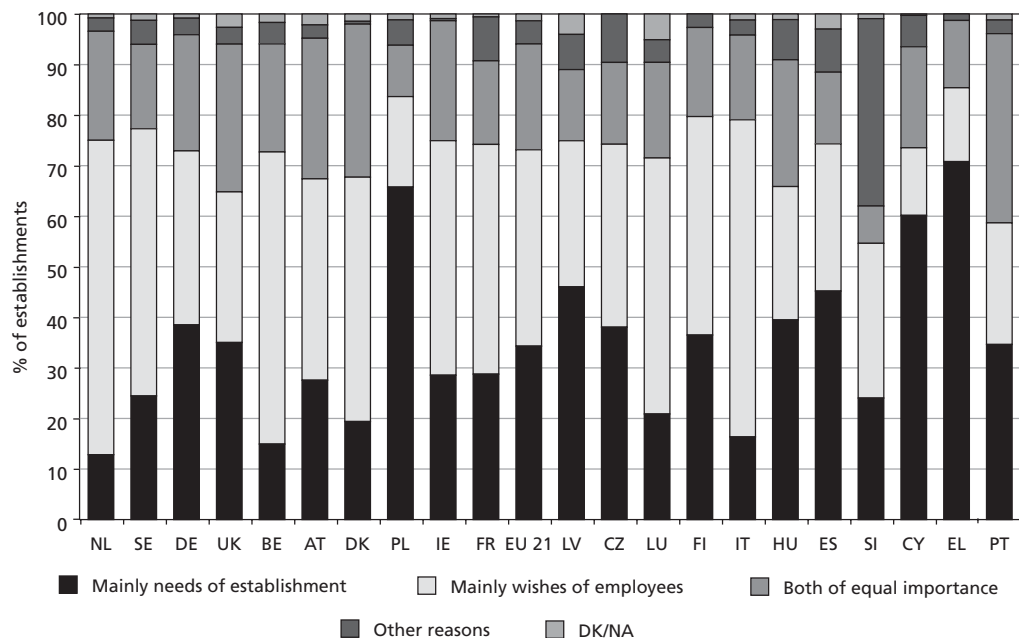
Source: ESWT 2004–2005

Reasons for introducing part-time work

Establishments may introduce part-time work for different reasons and these may shape the way such jobs are used and the nature of the part-time work. In response to the question ‘Did you introduce part-time work mainly in order to meet economic or organisational needs of the establishment, or in order to meet employees’ wishes for shorter working hours?’, about one-third of managers (34%) answered that they introduced part-time work mainly for the needs of the establishment, compared with 39% of managers who stated that the preference for part-time work was mainly in response to the wishes of their employees. One-fifth (21%) considered that the two reasons were of equal importance. However, Figure 12 shows significant differences across countries. In the western European and Nordic countries, the main reason given by managers for introducing part-time work was to meet the wishes of the employees, with the exception of the UK and Germany. In contrast, in the southern and eastern European countries, the introduction of part-time work was mainly motivated by the needs of the establishment, except in Italy and to some extent in Slovenia and the Czech Republic.¹²

Surprisingly, a comparison of the responses from managers and employee representatives showed rather similar results for those establishments with employee representatives. However, the responses of managers seem to differ according to the presence of an employee representative in the establishment: while 39% of managers in all establishments answered that part-time work had been introduced mainly to meet the wishes of employees, this proportion rose to 48% for managers where corresponding employee representative interviews were also available (Riedmann et al, 2006, p. 26).

Figure 12 Rationale for introducing part-time work, by country (%)



Note: Countries ranked by the proportion of establishments practising part-time work.

NA = not answered; DK = don't know.

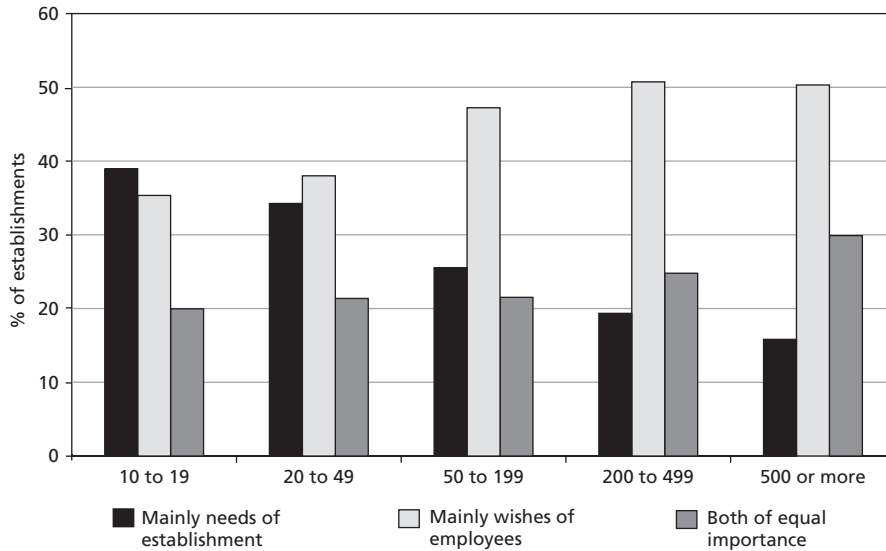
Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

¹² It should be noted that many respondents stated ‘Mainly because of other reasons’, especially in Slovenia (38% of respondents compared with 5% of respondents on average) and also in the Czech Republic (10%) and France (9%).

The reasons given by managers for introducing part-time work also vary according to the size of the company and the sector of activity. Managers in smaller companies were more likely to report that part-time work was introduced mainly for the needs of the establishment (Figure 13).

Figure 13 Rationale for introducing part-time work, by company size (%)

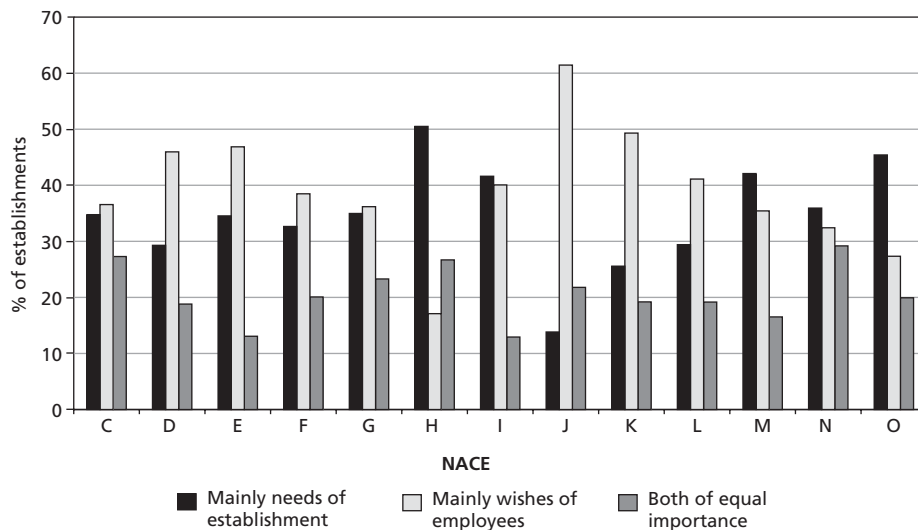


Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

Figure 14 shows that in hotels and restaurants (NACE H), other community, social and personal services (NACE O), education (NACE M), health and social work (NACE N) and transport, storage and communication (NACE I) the main reason for introducing part-time work was related to the needs of the establishment, whereas in financial intermediation (NACE J), electricity, gas and water supply (NACE E), manufacturing (NACE D) and public administration (NACE L) the main reason reported was to meet the wishes of the employees.

Figure 14 Rationale for introducing part-time work, by sector of activity (NACE) (%)



Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

Interestingly, where part-time work was introduced mainly in response to the needs of the establishment, particular working time practices are also found, i.e. there is a higher incidence of work at night, on Saturdays and Sundays, and also changeable working hours and limited possibility to adapt the working time (Table 10). It should be noted that the data do not allow verification of whether the part-time workers are involved in these particular working time practices. Nevertheless, Table 10 does demonstrate that the higher the incidence of unsocial work (at night or weekends), the lower the importance of employees' wishes in the introduction of part-time work and the probability of working part-time hours at the demand of establishments rises. In contrast, where there is the possibility to adapt working time, there appears to be more scope for introducing part-time work in response to the wishes of employees.

Table 10 Rationale for introducing part-time work according to working time arrangements

	Mainly the needs of establishments	Mainly the wishes of employees	Both of equal importance	All
Work at night				
More than 20% of employees	42	31	21	100
Less than 20% of employees	38	31	26	100
Not used	33	41	20	100
Work on Saturdays				
More than 20% of employees	41	29	25	100
Less than 20% of employees	37	37	21	100
Not used	31	44	19	100
Work on Sundays				
More than 20% of employees	42	26	26	100
Less than 20% of employees	37	33	24	100
Not used	32	43	19	100
Change in working hours regularly due to nature of job				
More than 20% of employees	42	29	24	100
Less than 20% of employees	36	35	21	100
Not used	32	42	20	100
Possibility to adapt the working time				
More than 20% of employees	30	43	23	100
Less than 20% of employees	37	36	22	100
Not used	37	36	19	100
Work overtime				
More than 20% of employees	34	38	22	100
Less than 20% of employees	34	41	20	100
Not used	36	38	18	100
All	34	39	21	100

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

The composition of the part-time workforce and the views of managers and employee representatives are important in order to understand the employment of part-time workers within establishments. Part-time employees tend to be drawn from particular groups of the labour force. One major group of part-time employees is those who have family responsibilities and other obligations, particularly women who are mothers with pre-school or school-age children, or women without children or with grown-up children. Within this group, there are also some fathers who undertake care responsibilities, as well as people who care for elderly or disabled relatives, and employees who are disabled or in poor health. The other main group of part-time employees represents young people, such as students combining employment with education or new entrants to the labour market in the early years of their working lives.

The labour force groups, which establishments draw upon for part-time work, vary across countries. For example, people who are disabled or in poor health play a larger role in the small number of establishments employing part-time workers in the Czech Republic, Hungary and Slovenia. In contrast, young people make a particularly large contribution to the part-time workforce in the UK, Ireland and the Netherlands, as well as in Portugal and Cyprus. However, women, with or without children, still make up the most important labour force group undertaking part-time work in nearly all countries.

Establishments are much less likely to have men rather than women employed in part-time jobs. The companies that are more likely to have men working part time tend to operate in the services sector and are found in certain countries, particularly in eastern and southern European countries (except Italy) and in Finland. Establishments with men in part-time roles also tend to be larger and have a higher proportion of young people and low-skilled employees in their workforce, but employing a lower proportion of women in their workforce overall. These establishments also tend to make more use of fixed-term or temporary employment contracts, and of freelancers.

Part-time employees are often concentrated in lower-level occupations and can face disadvantages compared with their full-time counterparts. Given the unequal distribution of part-time job opportunities, it is perhaps surprising that 61% of managers in establishments with part-time employees report that part-time workers have the same promotion prospects as full-time workers. On the other hand, just 27% of managers admit that promotion prospects are worse. Employee representatives are more negative in their assessment of the promotion prospects for part-time workers: only 49% consider that equal promotion prospects exist, while 40% report inferior prospects. Those managers who report inferior career prospects are overrepresented in sectors such as financial intermediation and manufacturing industries.

The fact that large proportions of part-time workers face inferior promotion prospects relative to full-time workers is very worrying, although in this survey it was not possible to specify whether differences exist by occupational position, employees' skills or experience. However, what is known is that the majority of employers (79%) agree that there is no difference in motivation levels between full-time and part-time workers, and 10% of employers believe that part-time workers are more highly motivated.

The rationale for the introduction of part-time work can also have a strong impact on the nature and quality of part-time jobs. Where part-time jobs are introduced in response to the wishes of employees, one may expect them to be of higher quality and for other aspects of the work to fit more easily with the needs of working families. On the other hand, where the primary rationale for the introduction of part-time work are the needs of the establishment, one may expect a negative, or at least neutral, impact from such part-time work on the coordination of time in working families.

Managers interviewed in the ESWT differed in their account of the primary rationale for introducing part-time work. About one-third (34%) stated the main reason for introducing such work arrangements was mainly for the economic or organisational needs of the establishment, while almost two-fifths (39%) believed it to be mainly in response to the wishes of their employees. The remainder of the managers interviewed believe that the use of part-time work is due to a combination of both reasons. Establishments where managers considered that part-time work was introduced in response to organisational needs also reported a high incidence of working practices that are less compatible with work–life balance of working families (e.g. work at night and weekends, changeable working hours and limited possibility to adapt employees' working time), suggesting a clustering of working time arrangements to suit the establishment rather than the employees.

Organisation of part-time work

4

So far, this report has considered variations in the level of part-time working within establishments and the composition of part-time workers. It is also important to examine how part-time work is used by establishments. For employers, part-time work may simply be used to carry out roles that only require shorter hours while other aspects of scheduling remain constant. Such work may focus more closely on working hours and demand for services or products, but at the same time such jobs carry a predictable number and timing of hours each week. On the other hand, part-time work may be used more flexibly by employers so that scheduling and duration of work may vary from week to week. While the different organisational forms do not preclude each other, they offer different kinds of flexibility for employers and create different kinds of jobs for employees.

In the ESWT, respondents had the opportunity to record the use of different kinds of part-time work organisation. Four different models of part-time work were offered to choose from:

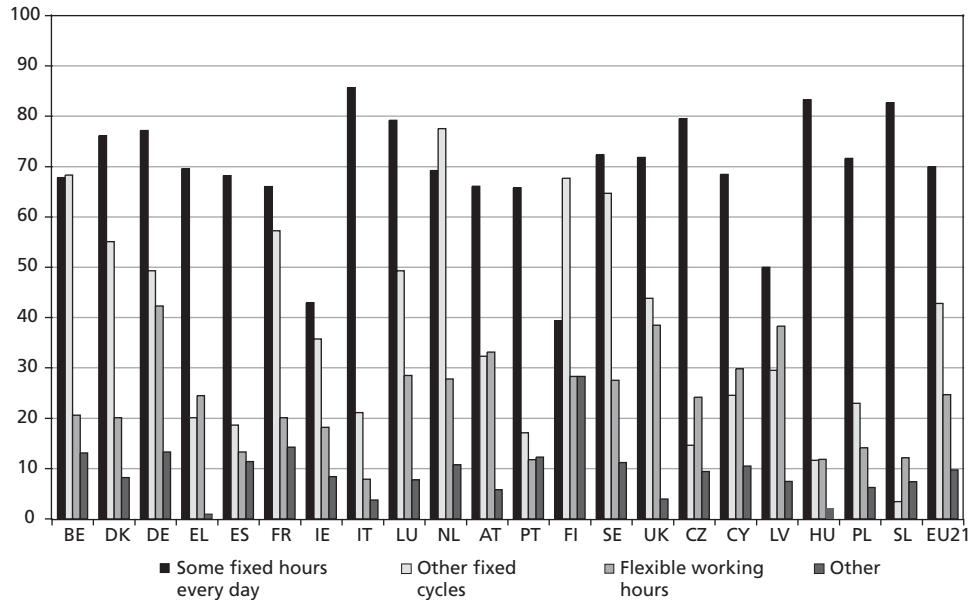
- part-time work with some fixed hours every day;
- part-time work with other fixed cycles (e.g. some fixed days of the week with full-time hours and the other days off);
- part-time work with flexible working hours which are fixed a few days or hours in advance according to the establishment's needs;
- other forms of part-time work.

In many cases, establishments were practising part-time work in more than one of these ways. However, one may expect both the more flexible use and the multiple organisation of part-time work to be associated with establishments and countries where part-time work is more prevalent.

Riedmann et al (2006) found that part-time work with some fixed hours every day was the most common response across all geographical areas. This form of part-time work organisation, practised by 69% of establishments with part-time employees, might be regarded as the most straightforward to organise for the employer, while also providing a certain degree of predictability and regularity to the working lives of employees affected. In other countries where part-time work is prevalent, the use of part-time work with other fixed cycles is also extensively used, although not as commonly as fixed daily hours. Part-time work with flexible working hours and 'other forms' of part-time work are generally less common (27% and 7% of all establishments, respectively). It is worth noting that flexible part-time jobs are more likely to be used in countries where the use of part-time work is also high.

Figure 15 shows how across all countries the use of part-time work for 'some fixed hours every day' received the most responses. Only in Belgium, the Netherlands and Finland did part-time work based on 'other fixed cycles' (e.g. whole days) receive more responses. The country differences are actually stronger for the use of 'other fixed cycles', with greater use in the Nordic countries and in Belgium, France and the Netherlands. In contrast, experience of part-time work among the southern and eastern European countries is much lower and closer to that for flexible forms of part-time work. In fact, in a number of these countries, the use of 'flexible working hours' exceeds that for 'other fixed cycles' of part-time work. However, the overall use of flexible part-time work is lower and only accounts for one-third or more of establishments in the UK, Austria, Germany and Latvia. The multivariate analysis shows that country differences are significant in explaining variations in the use of different forms of part-time work, particularly flexible working hours (Table A5, Annex 3).

Figure 15 Proportion of establishments using different forms of part-time work, by country (%)



Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

About half of all managers who use part-time work in their establishments report that there is ‘no difference’ in managing work as a result of the presence of part-time workers. However, 30% of managers report that work organisation is ‘more complicated’ as a result of practising part-time work, while one-fifth of managers consider the organisation of work to be ‘easier’. Employee representatives were asked the same question and, although responses were low¹³, they seem to be more pessimistic about part-time work than managers in the same establishment. Slightly higher proportions of employee representatives (41%) report that work organisation is ‘more complicated’ and a lower share consider that there is ‘no difference’ (45%) as a result of employing part-time workers.

Figure 16 shows how the proportion of managers reporting that part-time work makes ‘no difference’ to the organisation of work varies across countries and also how this shows no real relationship with the extent of part-time work within countries. One might expect a critical mass of part-time work to be associated with the easier organisation of part-time jobs through greater management experience or that part-time work on a large scale might create problems. Alternatively, a limited amount of part-time work may have little impact on organisational resources or may challenge unaccustomed management.

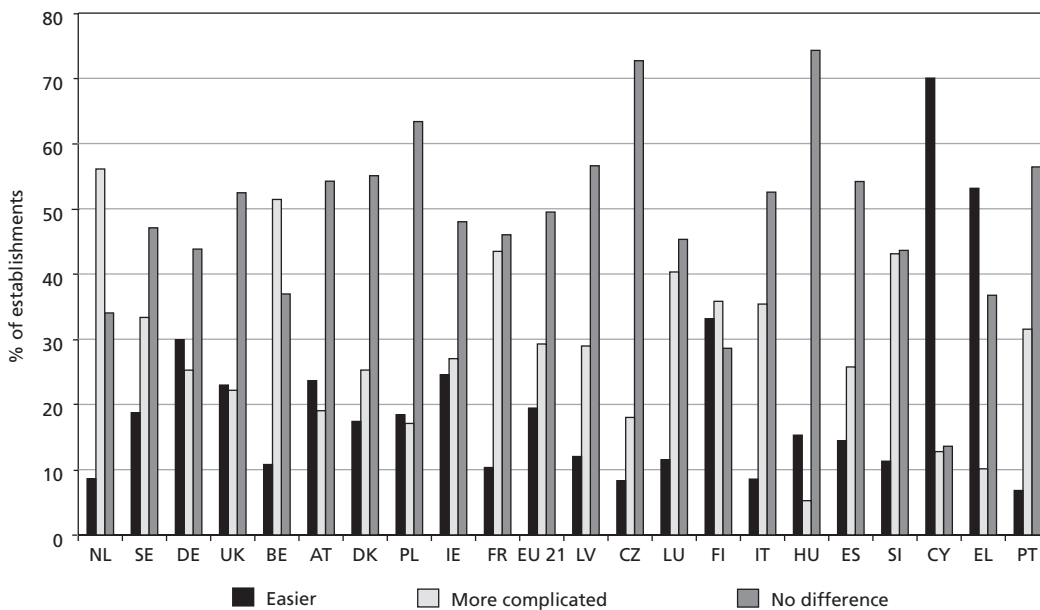
The study finds that in those countries making the highest use of part-time work (for example, the Netherlands) and the lowest use of such work arrangements (for example, Portugal), a similar proportion of managers report a neutral assessment (i.e. ‘no difference’) of its impact (Figure 16). Similarly, the proportion of managers reporting this neutral assessment is higher than the EU21 average in most of the eastern European countries, where there are low rates of companies using part-time work.

¹³ There were 13,109 viable responses from managers to this question, compared with just 3,180 from employee representatives.

The proportion of managers reporting that work organisation becomes ‘more complicated’ with part-time jobs is above the EU21 average among a number of those countries with a high level of part-time work, notably the Netherlands, Sweden, Belgium and France, which are countries where rights to request part-time work are also strong. However, there are also above-average proportions of managers reporting negatively in Luxembourg, Finland, Italy, Slovenia and Portugal, where similar rights exist and part-time employment rates are lower.

In those countries with the highest (the Netherlands) and the lowest (Portugal) experience of part-time work, a very small proportion of managers report a positive assessment of the impact of part-time work – i.e. that organising work is ‘easier’. This positive assessment is also reported by an above-average number of managers in countries with a low incidence of part-time work (notably in Cyprus, but also to a lesser extent in Greece and Finland), as well as in Germany, where there are many companies using part-time work.

Figure 16 Impact of part-time work on the organisation of work, by country (%)



Note: Countries ranked by the proportion of establishments practising part-time work.

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

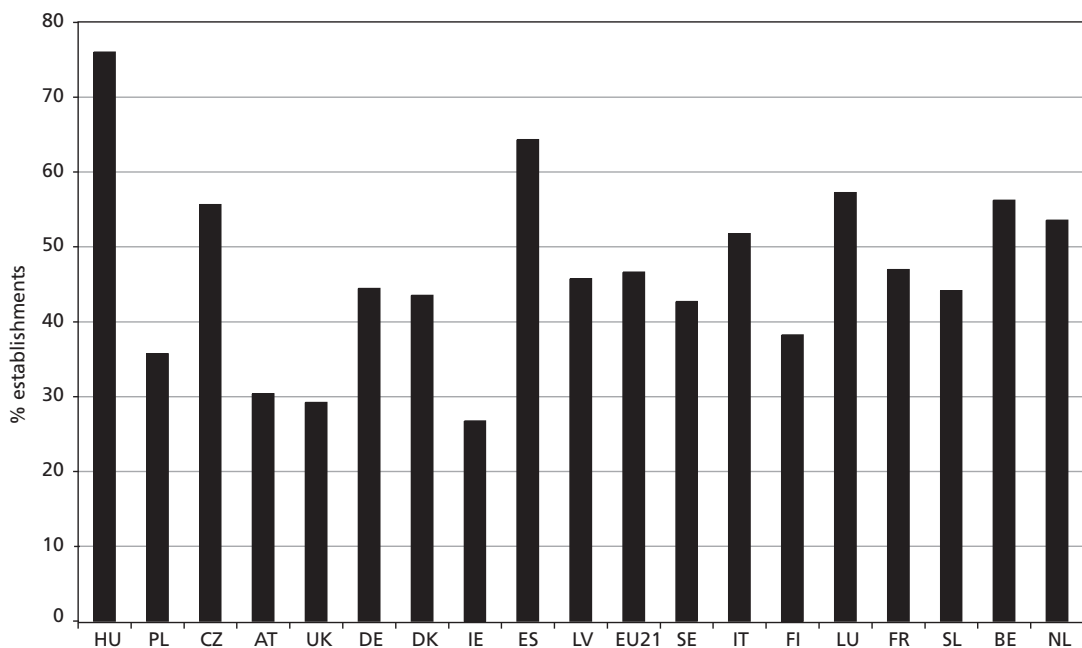
Figure 17 shows the proportion of managers and employee representatives agreeing about the impact of part-time work within their establishments.¹⁴ Overall, in those establishments where both responses were available, just less than half (47%) of respondents were in agreement. The level of agreement was particularly low in Austria, Ireland, Poland and the UK (although in the latter case the sample of respondents was relatively small). All four countries have quite different industrial relations arrangements and levels of part-time working. In Austria, Ireland and the UK, for example, several employee representative bodies may operate within a single company and it is possible that the employee representative interviewed in the ESWT was responding for only some of the employees

¹⁴ Data for Portugal, Greece and Cyprus have been excluded since there were less than 30 responses.

for which the manager is responsible. Such a situation would help explain a higher level of disagreement among respondents. Moreover, the data for these countries show a tendency for employee representatives to appear more negative about part-time work where they do not represent the whole workforce.

In those countries where above-average numbers of managers report complications resulting from part-time work, there does seem to be slightly less agreement between the social partners, although exceptions in this case are the Netherlands and Belgium (Figure 17). Similarly, there was an extremely high level of agreement in Hungary and Spain, where managers report a low level of complications, and where part-time employment rates are also low. Overall, managers and employee representatives were just as likely to disagree positively as negatively. However, in the four countries with particularly low rates of agreement (Austria, Ireland, Poland and the UK), the proportion of establishments where employee representatives' views were more positive than those of their managers exceed the proportion where there was agreement.

Figure 17 Proportion of establishments where managers and employee representatives agree on the impact of part-time work (%)



Note: Countries ranked by the proportion of establishments (manager interviews) reporting complications with the organisation of part-time work.

Base: Establishments with part-time work (management and employee representative interviews)

Source: ESWT 2004–2005

These geographical differences in the type of part-time schedules used, and managers' perceptions of the impact of such work arrangements on the organisation of work with part-time workers in their workforce, are likely to be partly influenced by national differences in industrial structures, industrial relations systems and the national context in which companies operate (including economic conditions, labour market structures, working time regulations and how established part-time work has become in society). These differences within countries are further explored below, as part of a more thorough examination of the impact of sector, labour supply groups and gender.

Sectoral differences in organisation of part-time work

Table 11 shows the incidence of different forms of organisation of part-time work by sector across the EU21 surveyed in the ESWT. It is immediately apparent that the use of part-time work on a fixed and regular basis is more common in the industrial sectors, where the use of part-time work is lower. Nearly three-quarters (74%) of establishments practising part-time work in industrial sectors use it in what might be regarded as the simplest form, with some fixed hours every day, compared with about two-thirds of those in services (68%). In contrast, use of the more complex forms of part-time work are consistently higher in services than in industrial sectors, particularly part-time work based on other fixed cycles and on flexible working hours (41% and 28% compared to 30% and 23%, respectively). However, particular services and industries stand out within these broad sectors. For example, the proportions of establishments practising part-time work on a fixed basis in education and public administration are close to the industrial average of 74%. On the other hand, lower proportions of establishments in mining and construction use part-time work on a fixed basis, which is more in line with the services average of 68%.

Table 11 Part-time work organisation, by sector

Sector	Some fixed hours every day	Other fixed cycles*	Flexible working hours**	Other forms of part-time work
Mining and quarrying	70	14	40	2
Manufacturing	75	31	23	6
Electricity, gas and water supply	85	28	22	13
Construction	68	26	22	5
Total industries (NACE C – F)	74	30	23	6
Retail, repair	69	38	25	7
Hotels and restaurants	52	35	50	5
Transport, storage and communication	59	33	36	12
Financial intermediation	66	53	25	7
Real estate, renting and business activities	68	43	24	7
Public administration	74	45	20	11
Education	76	40	15	9
Health and social work	69	49	37	9
Other community, social and personal services	69	41	34	7
Total services (NACE G – O)	68	41	28	8
Total	69	38	27	7

* For example, some fixed days of the week in full-time work, the other days off; ** fixed according to the establishment's needs.

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

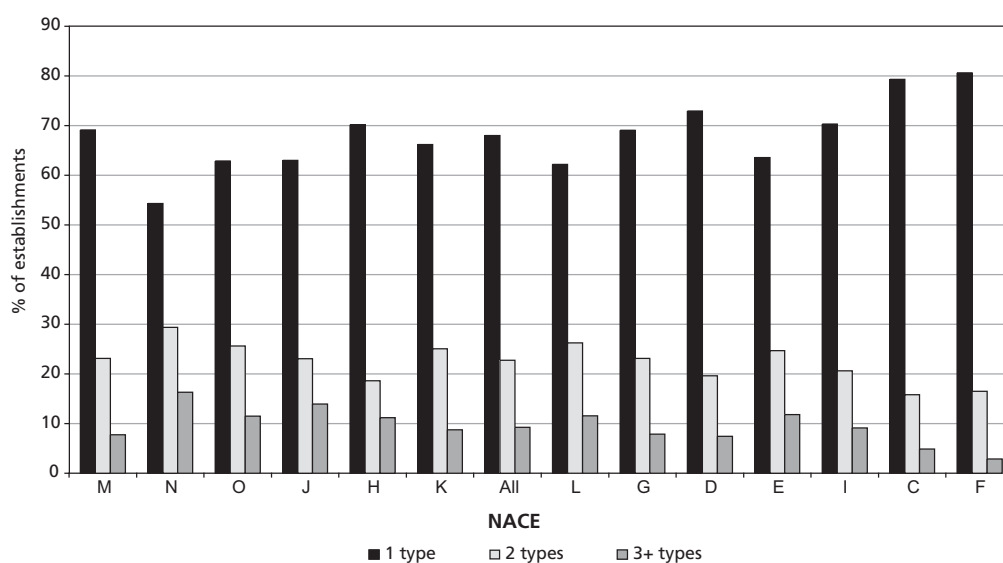
The use of more radical forms of part-time work rather than fixed daily hours is higher in the services sector. Financial intermediation, public administration and health stand out as sectors with a high use of part-time work based around 'other fixed cycles', with daily hours organised like those of full-time workers. Here, work based around shifts (e.g. in the health sector) or long part-time work with whole days off may be particularly important. The use of more flexible forms of part-time work are again higher in the services sector, but the gap is smaller. (Some industrial sectors, such as mining, report a high use of flexible working hours, but caution should be exercised here due to the overall proportion of establishments practising part-time work, see Chapter 2.) The high use of 'flexible working hours' in hotels and restaurants is not surprising and is reported by half of all establishments. High levels of flexibility are often demanded of employees in this sector and the nature of the service,

as well as staff turnover, can increase short-notice demands to work, this is confirmed by multivariate analysis (Table A5, Annex 3). There was also a higher-than-average incidence of this highly-flexible form of part-time working reported in the transport, health and other community services sectors.

Part-time work based on some fixed hours every day tends to be more prevalent in the industrial sector across most countries (Figure A5a, Annex 1, and Table A5 in Annex 3). Among the Eastern European countries and in Portugal, Ireland and Finland, this kind of part-time work is, however, more common in services than in industry. Similarly, although there is a lower overall use of part-time work based on 'other fixed cycles', it tends to be more prevalent in the services sector; this is the case in 14 of the 21 countries surveyed (Figure A5b, Annex 1). Only in Greece, Cyprus and Portugal is there consistently higher use of part-time work in the industrial sector than in services. There is only limited use of part-time arrangements involving flexible working hours, but again this is more common in services than in industry in 17 of the 21 countries (Figure A5c, Annex 1). Only Belgium, Finland, Cyprus and Poland display the reverse pattern.

While these different forms of part-time work organisation on their own may provide employers with the staffing cover to meet the needs of their establishments, in conjunction they may represent the use of complex staffing arrangements, with different groups of part-time workers working at different times and in different ways. The proportion of establishments practising multiple forms of part-time work schedules within sectors can be calculated as a measure of these more complex arrangements (Figure 18). The sectors are ranked by the proportion of establishments within each sector practising part-time work. It can be seen that there is no clear relationship between the propensity for sectors to use part-time work and the number of work schedule types used. Overall, just over two-thirds (68%) of establishments use part-time work in only one way, most commonly in the form of fixed regular hours. In contrast, less than a quarter (23%) use two forms of part-time work organisation and only 9% use three or more forms of work organisation.

Figure 18 Proportion of establishments using different forms of part-time work, by sector of activity (NACE) (%)

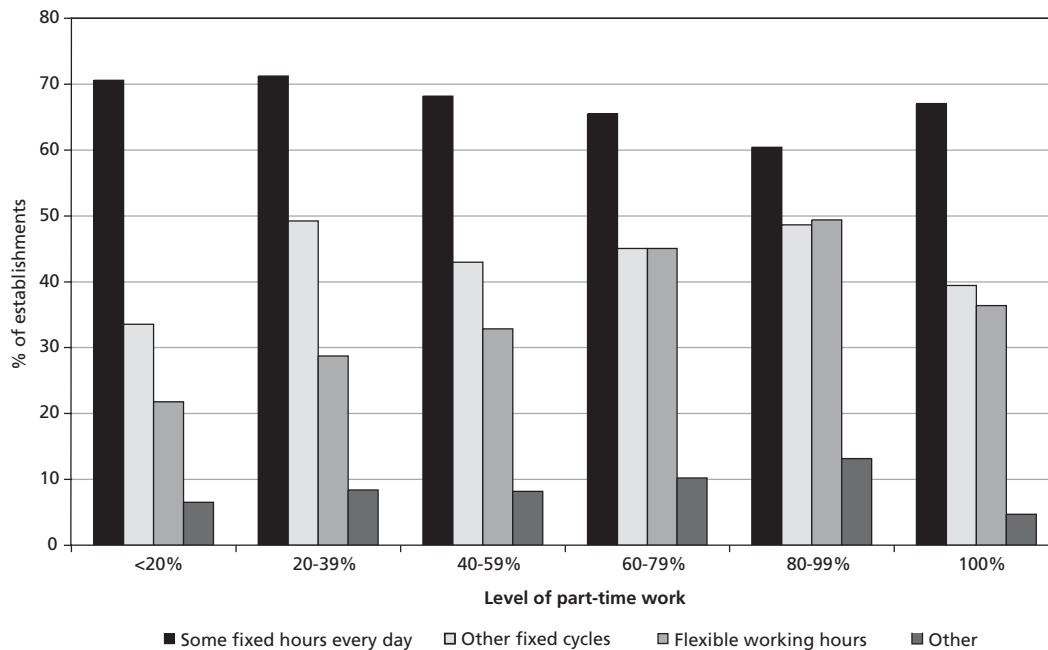


Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

The relationship between the amount of part-time work within establishments and the use of part-time work in fixed schedules is mixed, although the use of part-time work does tail off once the proportion of part-time workers in the establishment exceeds 40% (Figure 19). However, other methods of organising part-time work increase with the incidence of part-time work within the establishment. Over two-fifths of establishments with 60%–79% and 80% and more of part-time workers make high use of ‘other fixed cycles’ and flexible forms of part-time work. In companies where more than 80% of employees work part time, the proportion of workers using flexible working hours set by the employer rises to almost half of part-time employees. Similarly, other forms of part-time work organisation also tend to be higher in establishments where part-time working is common. However, overall there is a weak linear relationship between the proportion of employees working part time and the number of methods of part-time organisation (correlation = +0.18**). There is also a weak relationship between size of establishment and the number of methods of part-time work organisation (correlation = +0.18**). An even weaker association exists between size of establishment and the incidence of part-time work in the establishment’s workforce (correlation = +0.07**). However, the multivariate analysis shows that organisational size significantly raises the number of types of part-time work used, particularly for establishments practising three or more types of part-time work organisation (Table A6, Annex 3).

Figure 19 Proportion of establishments using different forms of part-time work, by level of part-time work in establishment (%)



Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

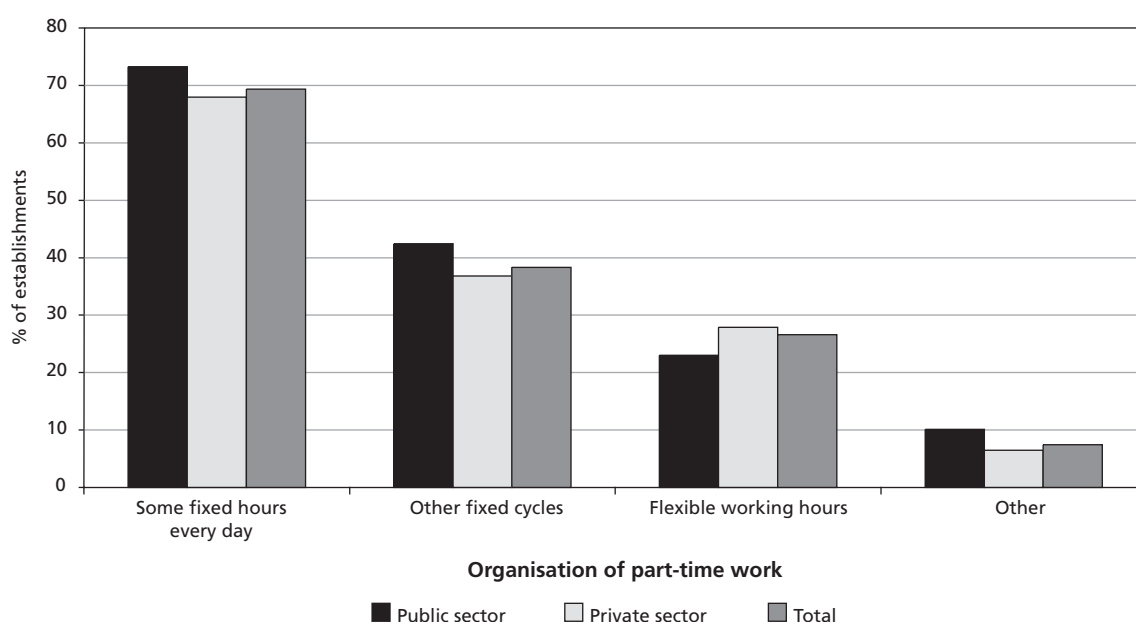
A mixed pattern of the different forms of part-time work is found across countries. In most of the southern European countries (except Italy), there is a pronounced use of fixed daily hours where the incidence of part-time work is lower within the establishment (Figure A6, Annex 1). However, the pattern is mixed across other countries, with a higher rate of fixed daily hours among establishments with a high incidence of part-time work. The incidence of other fixed cycles tends to rise more consistently with the increased intensity of part-time work within establishments across nearly all

countries, with the exceptions of Ireland, Belgium, Finland, Cyprus, Portugal and Slovenia (Figure A6b, Annex 1). Similarly, the use of flexible working hours tends to be higher in establishments where more than 20% of employees already work part time – this is the case in 18 of the 21 countries surveyed (Figure A6c, Annex 1).

The importance of the public sector as a source of part-time jobs has already been highlighted (Chapter 2). Moreover, Figure 20 shows how the public sector makes greater use of part-time workers on both fixed daily hours and other fixed cycles of working time. This pattern is repeated across countries: the incidence of fixed daily hours and other fixed cycles of part-time work tends to be more prevalent in public sector establishments and their use exceeds that for the private sector in 17 of the 21 countries on the first indicator (Figure A7a, Annex 1) and in 15 of the 21 countries on the second indicator (Figure A7b, Annex 1).

Only the most flexible form of part-time work – variable hours – is used by the private sector more often than the public sector (28% compared to 23%, respectively). The use of flexible working hours is higher in the private sector for about half of all countries, although the gaps in favour of the public sector are significant in a number of cases (Figure A7c, Annex 1). The gap for other forms of part-time work (10% compared to 7% for the public and private sectors, respectively) is also relatively large given the low overall proportion of establishments providing this response. The mixed pattern for the public and private sector incidence of introducing flexible hours for part-time workers may reflect the concentration of such work in private sector activities, such as hotels and restaurants, and public sector activities, such as health facilities (Figure 20). Thus, the particular national model of organising work in these sectors may either cancel out differences between the public and private sector, or exaggerate them.

Figure 20 Proportion of establishments using different forms of part-time work, by public and private sector (%)



Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

It seems that the private sector makes slightly more conservative use of part-time work than the public sector, with 69% of establishments practising only one form of part-time work organisation compared with 64% of public sector establishments. As a result, public sector establishments are more likely to use part-time work in multiple forms – 12% compared to 9% of establishments practising three or more forms of part-time working.

Organising part-time work with different workforce groups

The different organisation of part-time work may suit some labour supply groups better than others. For example, part-time work based around regular fixed hours every day may be particularly suitable for mothers of young children or others with regular care responsibilities. In contrast, younger workers may be more amenable to working arrangements that entail short-notice changes, work at weekends or evening work. Table 12 shows the relationship between the organisation of part-time work within establishments and the establishment proportions of different labour supply groups.

Overall, there is a slight increase in the proportion of establishments practising fixed daily hours for part-time work as the proportion of female employees rises, from 66% to 70%. Similarly, the incidence in establishments practising flexible part-time work also rises with the proportion of female employees, from 25% for establishments with less than 20% of female employees to 29% with more than 60% of women in the workforce. However, the rise is more pronounced for other fixed cycles of part-time work, from 31% to 42% as the number of women rises. The multivariate analysis confirms that the number of female employees boosts the use of fixed daily hours for part-time work and multiple forms of part-time work (Table A5, Annex 3). On the other hand, a rising proportion of young people has a negative effect on the use of other fixed cycles of part-time work and the chance of practising two, but not three, forms of part-time work organisation. In establishments where at least 60% of employees are aged under 30 years, the use of flexible part-time work at the discretion of the employer rises to 38% of establishments. In contrast, the use of other forms of part-time work seems to fall with a high concentration of young people. For older workers, the impact is more limited.

Table 12 Organisation of part-time work, by labour supply groups (%)

% of establishments practising	Some fixed hours every day	Other fixed cycles	Flexible working hours	Other	% practising more than one form of part-time work
Proportion of female employees					
0%–19%	66	31	25	5	23
20%–59%	70	39	25	8	32
60%–100%	70	42	29	9	36
Proportion of young employees					
0%–19%	71	39	23	8	32
20%–59%	70	39	27	8	33
60%–100%	61	32	38	5	28
Proportion of older employees					
0%–19%	69	36	27	7	30
20%–59%	70	42	26	9	35
60%–100%	64	43	29	10	35
Total	69	38	27	7	32

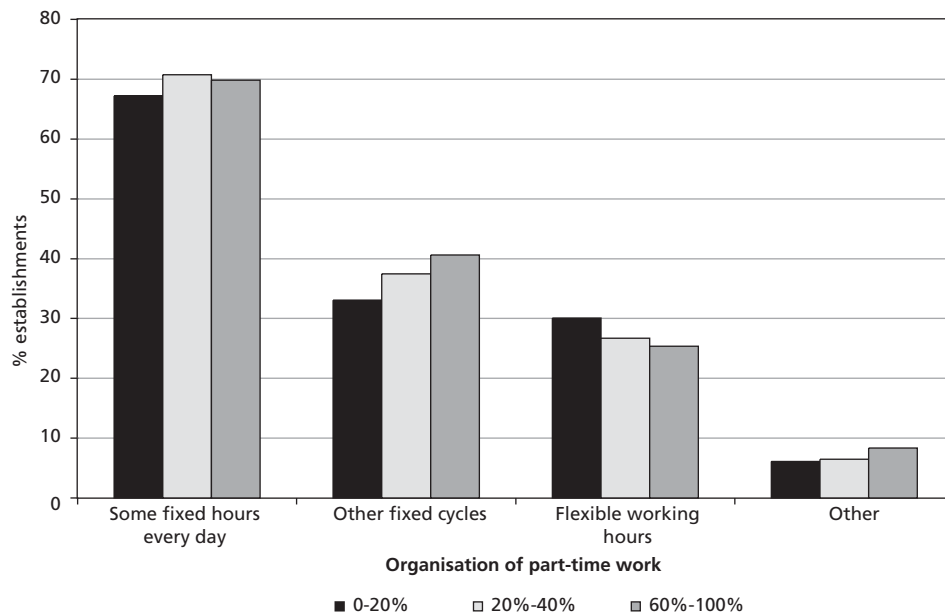
Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

The greater the concentration of female or older employees in an establishment, the more likely it is that the establishment will use more than one form of part-time work (Table 12 and Table A6, Annex 3). However, the changing proportions are relatively small. It may be that a more diverse pool of part-time labour may permit employers to use multiple forms of part-time work. For example, an employer may be able to use regular fixed daily hours to attract mothers of young children into employment, while young people may be more accepting of flexible working hours. It is possible to construct an index of the variety of supply groups used to fill part-time jobs, where a score of 1 = all part-time workers are made up of one group, and a score of 8 = an establishment with the greatest heterogeneity of part-time workers (including women, mothers, students, men, carers of older people, disabled or ill employees, new starters and other groups). There is a positive linear relationship between the proportion of employees working part time and the number of different labour supply groups within the establishment (correlation = +0.44**). This suggests a link between the greater use of part-time work within an establishment and the variety of labour supply groups employed. However, on examination of the heterogeneity of the labour supply and the diversity of part-time organisation, the relationship is found to be weaker (correlation = +0.18**).

There is relatively little difference in the use of part-time workers on fixed daily hours according to the proportion of skilled workers in the establishment, with only a three percentage point differential between establishments with less than one-fifth and more than three-fifths of workers in the skilled category (Figure 21). Interestingly, the proportion of part-time workers working other fixed cycles does seem to rise according to the proportion of skilled workers in the establishment. This use of part-time work, possibly based around whole days at work with whole days away from work, may fit more easily with higher-level jobs and the retention of skilled workers who want an improved work-life balance. On the other hand, the number of establishments practising the most flexible form of part-time working decreases with a higher proportion of skilled workers.

Figure 21 Proportion of establishments using different forms of part-time work, by proportion of skilled employees in establishment (%)



Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

Organising part-time work with other working arrangements

Part-time work may also be used in conjunction with other contractual forms of employment to provide employer flexibility and meet the demands of the establishment. In these cases, part-time work may interact with other contractual employment forms as either a complement or a substitute in providing flexibility.

Table 13 shows how the use of various part-time forms of work is higher in establishments practising fixed-term or temporary employment contracts, particularly in the case of other fixed cycles. Where temporary workers are present in the establishment, the use of part-time forms of work also rises, but here the increased use of other fixed cycles is slightly stronger. In contrast, the use of freelance workers in an establishment seems to have little impact on the use of different part-time forms of work. However, in each case the use of either fixed-term employment contracts, temporary agency workers or freelancers increases the chance that the establishment will introduce more than one form of part-time work organisation. In the case of fixed-term or temporary employment contracts and agency workers, the proportion of establishments practising more than one form of part-time work increases by eight percentage points. Practising any form of short-term work contract raises the probability of an employer to incorporate each form of part-time work (Table A5, Annex 3) and also deploying multiple forms of part-time work (Table A6, Annex 3).

Table 13 Organisation of part-time work, by other contractual forms of work (%)

% of establishments practising	Some fixed hours every day	Other fixed cycles	Flexible working hours	Other	% practising more than one form of part-time work
Fixed-term or temporary employment contracts					
Yes	70	41	27	8	35
None	68	34	26	6	27
Temporary agency workers					
Yes	72	44	28	8	39
None	69	37	26	7	30
Freelancers					
Yes	72	39	27	8	33
None	69	38	27	7	32
Total	69	38	27	7	32

Base: Establishments with part-time work (management interviews)

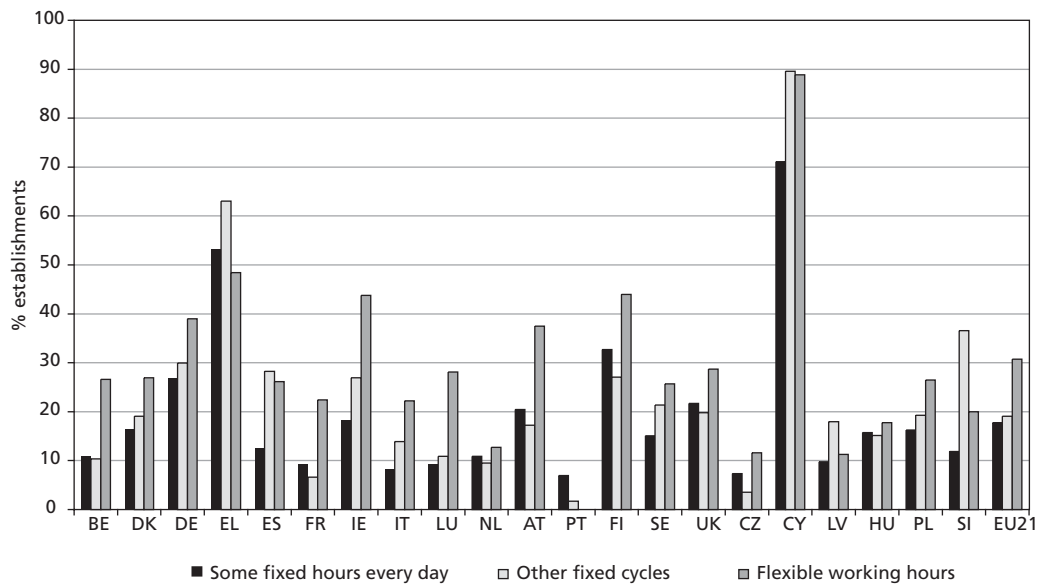
Source: ESWT 2004–2005

Figure 22 shows the proportion of establishments reporting that work organisation was ‘easier’ because of the presence of part-time workers (see also Figure 16). Within most countries, similar proportions of establishments reported easier work organisation when practising part-time work based on ‘some fixed hours every day’ or ‘other fixed cycles’. However, those establishments also practising ‘flexible working hours’ were more likely to report that work organisation was easier. Here, the step change in establishments reporting an easing of work organisation is relatively large in a number of countries, particularly in Austria, Ireland, Belgium and Denmark.

Figure 23 shows the impact of operating times and workload variation on the organisation of part-time working. The proportion of establishments practising part-time work in a fixed daily manner

remains relatively constant for the different operating times, but there is an increased use of flexible part-time work where establishments face daily variations in workload and in those establishments operating on Sundays. The multivariate analysis shows the positive impact of weekend work on flexible and other fixed work schedule types of part-time work organisation (Table A5, Annex 3) and also the positive effect on the probability of practising multiple forms of part-time work organisation (Table A6, Annex 3).

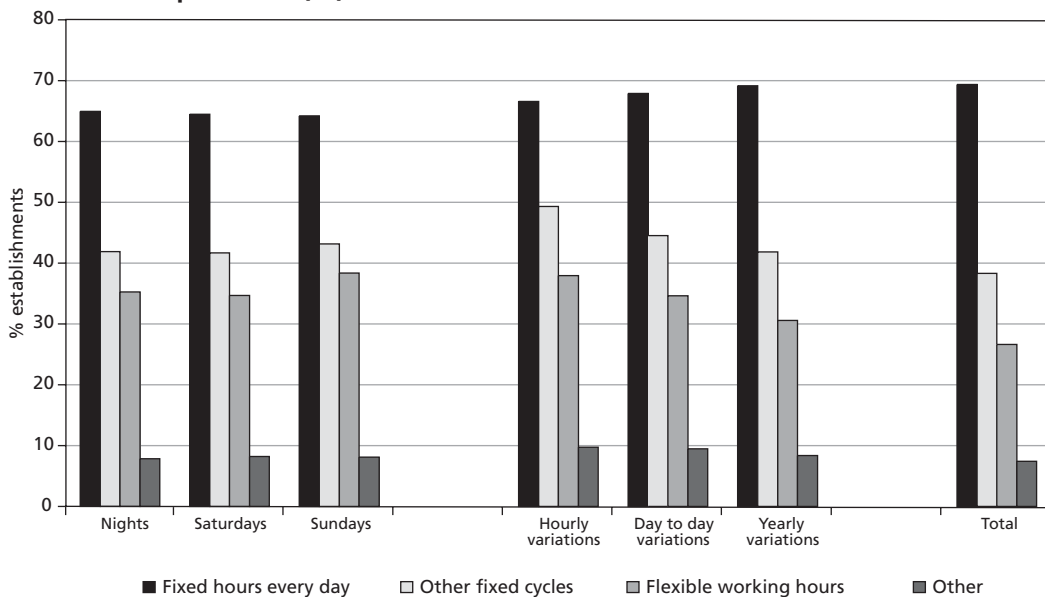
Figure 22 Proportion of establishments using different forms of part-time work stating work organisation was 'easier' with part-time work, by country (%)



Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

Figure 23 Proportion of establishments using different forms of part-time work, by working time pressures (%)



Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

The use of flexible forms of part-time work is higher in establishments that face variations in workload throughout the day, as is the use of other fixed cycles of part-time work. Both of these decline and are replaced by greater use of fixed hours for part-time work where variations are more likely to occur during the year. The multivariate analysis shows that daily variations significantly reduce the use of fixed hours for part-time work, while raising other forms of part-time work organisation (Table A5, Annex 3). However, the analysis also shows that weekly and seasonal variations significantly increase the use of flexible forms and other fixed cycles of part-time work.

Table 14 shows the relationship between employers' attitudes to part-time work and work-life balance, and the use of various forms of part-time work. It can be seen that the use of three of the four forms of part-time work (the exception being 'some fixed hours every day') rises where an employer also provides other work-life balance measures. (This indicator counts the number of work-life balance measures an employer provides from a list that includes company support for a kindergarten; other forms of professional help for childcare; professional help for household management; and other help.) Similarly, employers may introduce part-time working to meet the wishes of their employees or simply to meet their own organisational requirements.

Table 14 also shows how the use of fixed daily hours and other fixed cycles of part-time work are both higher where part-time work has been introduced to meet employees' wishes or both establishment and employee needs. In contrast, the use of flexible forms of part-time work is lower where part-time work has been introduced to meet the wishes of employees. The multivariate analysis shows that part-time work introduced to meet the wishes of employees significantly raises the probability that an establishment will make use of fixed hours and other fixed schedules of part-time work (Table A5, Annex 3). Where employers consider both the needs of the establishment and the employees, they are also significantly more likely to use multiple forms of part-time work as part of their operations (Table A6, Annex 3).

Table 14 Organisation of part-time work, by work-life balance measures (count of methods) and rationale for part-time work (%)

% of establishments practising	Some fixed hours every day	Other fixed cycles	Flexible working hours	Other	% practising more than one form of part-time work
Work-life balance measures					
0 measures	70	37	26	7	31
1 measure	65	48	34	12	40
2+ measures	65	54	43	10	46
Rationale for part-time work					
Mainly establishment needs	67	29	32	7	28
Mainly employee wishes	72	44	19	8	33
Both of equal importance	71	46	35	7	41
Mainly other reasons	61	31	20	10	17
Total	69	38	27	8	32

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

The use of part-time work not only varies by the proportion of employees affected within an establishment, but also according to how part-time jobs can be bundled with other forms of work and

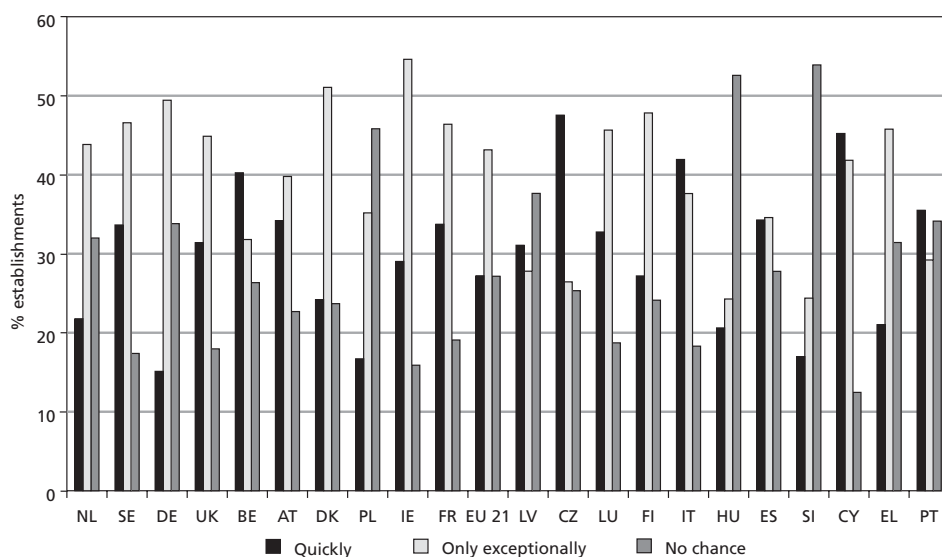
various types of work organisation. The use of these forms of work is not only shaped by organisational requirements, but also by the extent to which the employer seeks to meet the wishes of employees by providing part-time work and other forms of help to aid the work–life balance of families.

Reversibility of part-time/full-time jobs

The possibility of switching to and from part-time work (reversibility between forms of work) is an important right if employees are not to be trapped in jobs with hours that are either too short or too long. Reversibility permits employees to adjust their working hours in response to their life course stages, while remaining in the same or a similar work position. In some countries reversibility is a statutory right (see Chapter 1 above), whereas in others it is not possible, or may be very difficult, for employees to move either from full-time to part-time hours, or from part-time to full-time hours. In addition, it is known from Labour Force Surveys that in some countries (e.g. France) a significant proportion of part-time employees state that they would like to work full time or at least longer hours; also, in southern European countries a proportion of full-time employees (mainly women) say they would appreciate the opportunity to work part time (Fagan, 2001). Thus, reversibility is a major issue for the quality of part-time work, particularly with regard to work–life balance. However, even within a single establishment, differences may be observed between skilled or unskilled workers in the nature of part-time work and in reversibility.

Figure 24 shows that among establishments practising part-time work, on average 27% of managers stated that part-time employees could get a full-time job ‘quickly’ (meaning ‘easily’); 43% of managers said that it would be possible ‘only exceptionally’; and 27% said that there was practically ‘no chance’ of this happening. When the question was put to employee representatives, the figures were 23%, 50% and 25% respectively – employee representatives are less optimistic but also less pessimistic than managers.

Figure 24 Possibility for a part-time worker to get a full-time job in same establishment, by country (%)



Note: Countries ranked by the proportion of establishments practising part-time work.

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

However, significant differences can be observed across countries (Figure 24). There is practically ‘no chance’ for a part-time employee to move to a comparable full-time job in the same establishment in most Eastern European countries (Hungary, Slovenia, Poland and Latvia); the same is true in Portugal and to a lesser extent in Germany, the Netherlands and Greece. In contrast, respondents claimed it would be done ‘quickly’ (or ‘easily’) in the Czech Republic and Cyprus, and also in Italy, Belgium, Austria, France, Luxembourg, Spain, Portugal, Sweden, Latvia and the UK. It is possible to conclude from these results that part-time work in most Eastern European countries is largely introduced for operational requirements, with schedules mostly designed to enhance employer flexibility and with few considerations for the wishes of employees. These results confirm those observed on employers’ rationale for the introduction of part-time work (see Chapter 3).

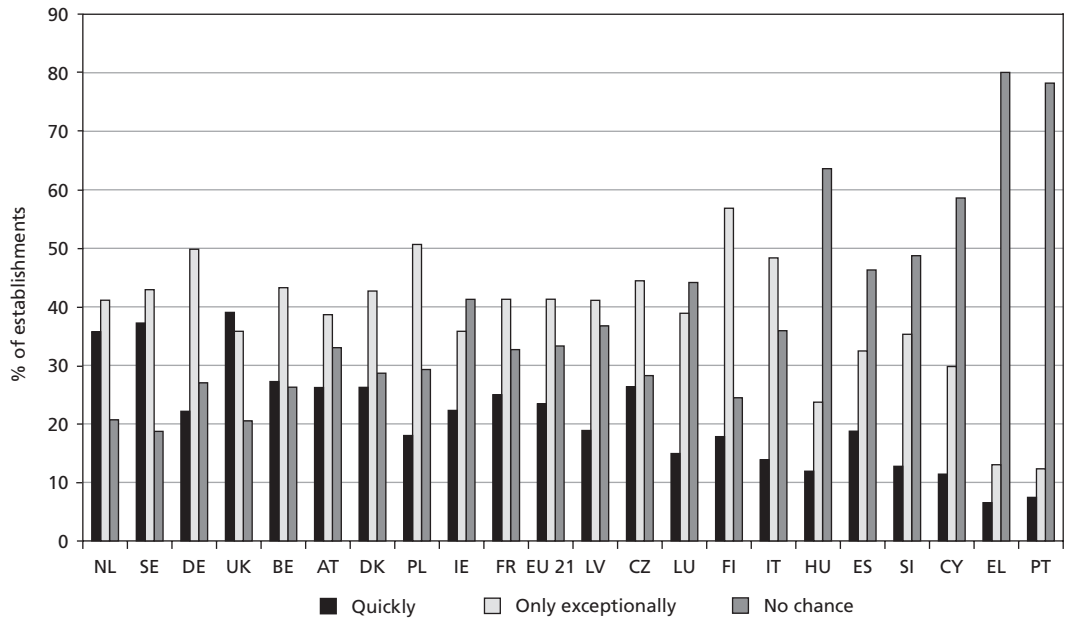
Managers were also asked the reverse question – what were the possibilities for full-time employees to request and transfer to part-time work. As found for the transition from part-time work, about a quarter of managers (24%) stated that part-time employees could get appropriate full-time jobs ‘quickly’ whatever their skills level. In contrast, more managers considered that it would be more difficult for low-skilled employees (42%) than for skilled employees (33%) to find full-time jobs.

Figures 25a+b show differences across countries for full-time skilled and unskilled workers. The managers’ responses are related to the experience of part-time work in establishments: in countries where part-time work is not widespread, a high proportion of managers stated that there would be ‘no chance’ for full-time employees (skilled or unskilled) to change over to part-time work. Among countries with a higher incidence of part-time work, a high proportion of managers stated that skilled employees working full-time have ‘no chance’ of moving to part-time work; for example, Ireland is one such country with about 40% of managers providing this answer (Figure 25a). In contrast, in the Netherlands, Sweden and the UK, managers felt that it would be easier for skilled employees to move to part-time work than in other countries. For some countries, such as the Netherlands, Germany, Austria and Denmark, there was a wide difference in the views of managers about the move from full-time to part-time work in relation to skilled and unskilled employees: some 50% of managers considered that unskilled workers would have very limited chances of moving to a part-time job (Figure 25b), whereas the proportion is nearer 30% for skilled workers.

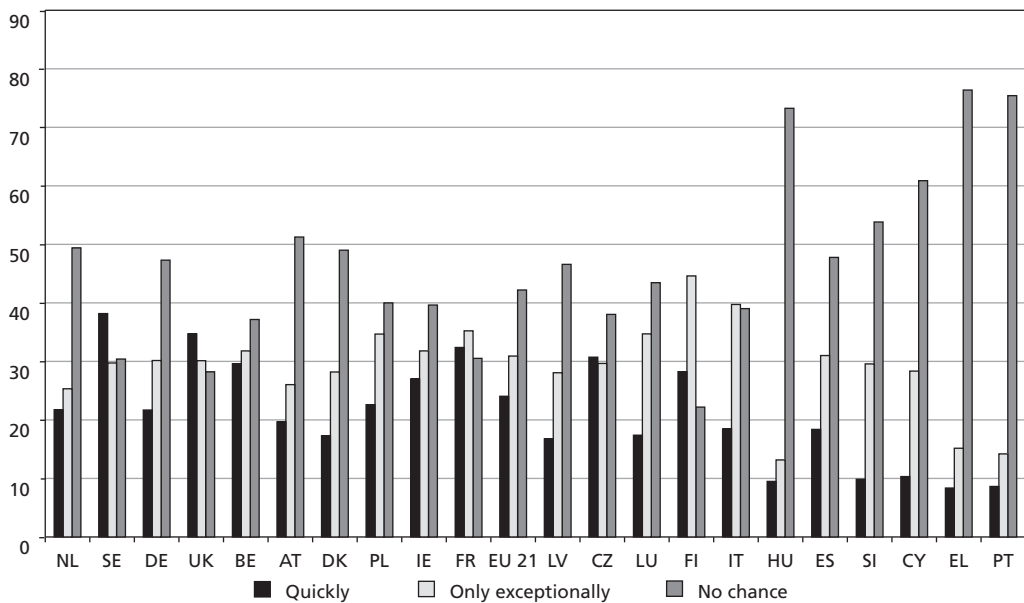
The number of European companies providing full reversibility of roles – the opportunity to move from part-time to full-time work and from full-time to part-time work – remains relatively limited. Only 9% of the companies surveyed provided a system of full reversibility (two ways) of working time arrangement. It is important to note that no details are available about the coverage or take-up of this working time option within these companies. Furthermore, even where there is a statutory entitlement to reversibility, implementation is likely to be unbalanced. For example, line managers may be more willing to tolerate, or even encourage, such adjustments for employees in certain occupations or operational divisions than in others. In a similar way, part-time work is generally seen to be more applicable in some jobs and harder to implement in others, usually the more male-dominated and more senior managerial and professional grades (Fagan and Hebson, 2006). Nevertheless, with this proviso in mind, the proportion of companies providing complete reversibility is significantly higher in the Scandinavian countries (Denmark and Sweden), as well as in Austria, Belgium, France, the Czech Republic and the UK (Figure 26).

Figure 25 Possibility for a full-time worker to transfer to a part-time job in same establishment, by country (%)

(a) Skilled workers



(b) Unskilled workers

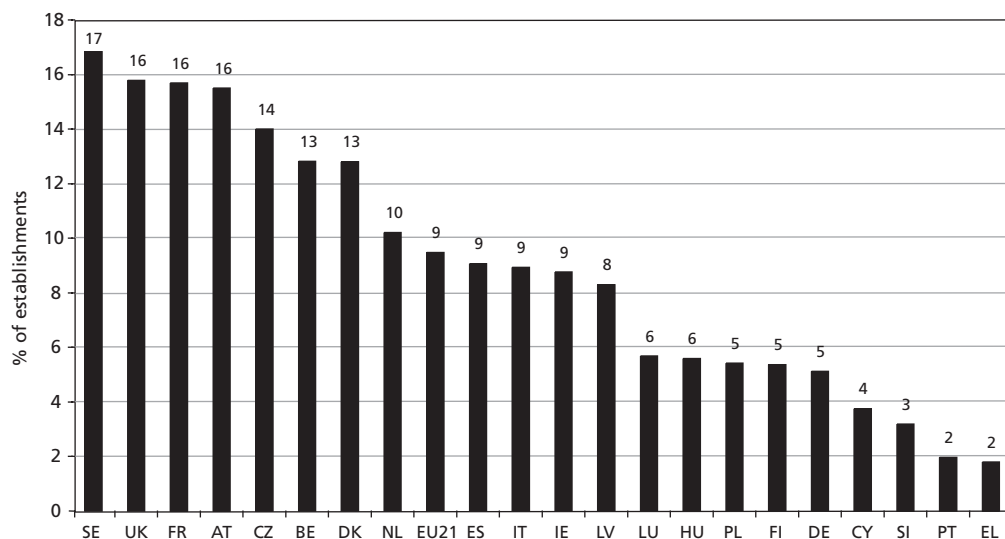


Note: Countries ranked by the proportion of establishments practising part-time work.

Base: All establishments (management interviews)

Source: ESWT 2004–2005

Figure 26 Proportion of establishments offering full reversibility between part-time and full-time work (%)



Base: All establishments (management interviews)

Source: ESWT 2004–2005

The results of the multivariate analysis show that, compared with Sweden, the probability that companies provide full reversibility is, *ceteris paribus*, of the same order of magnitude in Austria, Belgium, the Czech Republic, France and the UK. However, it is slightly lower in Denmark, Spain and Latvia, and significantly lower in Finland, Germany, Greece, Portugal and Slovenia (Table A3.5, Annex 3).

The extent of full reversibility between part-time and full-time work also varies across sectors. Reversible full-time and part-time options are, compared with manufacturing industries, more prevalent in sectors such as hotels and restaurants, and finance and business services; these options are less common in educational activities, retailing and construction (Table A7, Annex 3). Moreover, the likelihood of providing this type of reversibility option increases with company size and is slightly higher among companies with a positive employment trend.

The opportunity of switching to and from part-time work may also reflect the overall attitude of establishments to adjusting working times to meet employees' needs. Full reversibility is, in fact, associated with certain other working practices. Companies providing flexible working time accounts (i.e. the possibility of accumulating time for a long period of leave) are more prone to implement reversible full/part-time options. Similarly, a positive attitude towards work–life balance increases the probability that a company will provide such an option for employees. However, this same probability is reduced when shift work is used. On the other hand, the higher the incidence of part-time work, the more likely it is that a company will provide reversibility options. The likelihood is also higher where the workforce is younger and more skilled. Not surprisingly, the probability also increases with the number of female employees in a company's workforce.

Organisational models for part-time work

To highlight these results, three clusters of establishments have been identified using a hierarchical clustering (Table A8, Annex 3). Establishments have been clustered according to the way in which part-time work is organised and other characteristics related to part-time work identified in earlier chapters.¹⁵ These clusters will disguise cross-country variation in the use of part-time work and should not be thought of as either ideal types or best practice examples, but rather illustrations of the way part-time work is organised within establishments according to the data available from the ESWT.

- **Cluster 1** accounts for just less than one-third (32%) of establishments using part-time work. Part-time work is used to a limited extent and three-quarters of workplaces have less than 20% of employees working part time. Part-time jobs are more likely than average to be organised with some flexible working hours. More than half of these establishments report that part-time work was introduced to meet organisational needs. It is in this group that there is the highest proportion of establishments using part-time work to respond to organisational needs. Establishments in this cluster have more often than average a high proportion of men working part time relative to other clusters of establishments. They are also more likely to have other types of part-time workers than average and less likely to have mothers with dependent children as part of the workforce. A significant proportion of these establishments have students and young people early in their working lives working on a part-time basis. A relatively high proportion of these establishments report that there is ‘no chance’ of transitions to and from part-time work. Establishments in this group often state that the work organisation in relation to part-time work is ‘easy’.
- **Cluster 2** accounts for 56% of establishments and has a similar level of experience of part-time as Cluster 1 above, with 82% having less than one-fifth of employees working part time. The use of part-time work is based on some fixed hours every day or other fixed cycles of part-time work. More than two-thirds of establishments in this group report introducing part-time work to meet the wishes of their employees and, possibly reflecting this, they are most likely to employ mothers with pre-school or school-age children to fill the positions. Similarly, establishments in this group generally have a positive attitude to changes to and from part-time work for both skilled and unskilled workers. Managers in this group are more likely than average to state that the organisation of part-time work is more complicated than in other groups.
- **Cluster 3** accounts for 12% of establishments and makes much greater use of part-time work, with 77% having more than 20% of employees working part time and a higher use of a number of types of part-time work. Part-time work in this group is more likely to have been introduced to meet both organisational and employee needs. However, reflecting the consideration given to employees, these establishments are generally positive to changes from full-time to part-time work for both skilled and unskilled workers. Establishments in this group also make use of a diverse labour supply, with many hiring mothers, other women, students and other young people.

A range of illustrative variables, not included in the clustering process, can also be examined to highlight the nature of the clusters (Table A8, Annex 3). The distribution across countries is shaped

¹⁵ Active variables were the proportion of part-time workers, types of part-time organisation, reasons for introducing part-time work, part-time labour supply groups, reversibility (part-time to full-time work), reversibility for skilled employees (full-time to part-time work), reversibility for unskilled employees (full-time to part-time work) and employers’ reconciliation attitude.

by the relative size of Member States, but we do find an overrepresentation of Cluster 1 in Germany, Spain and Poland, while Cluster 3 is overrepresented in the Netherlands, the UK and Sweden, and Cluster 2 is overrepresented in France and Italy. Some countries are characteristic of more than one group. For example, although Poland or Spain are overrepresented only in Cluster 1, the Netherlands and Sweden are overrepresented in Clusters 2 and 3. Cluster 2 is overrepresented in manufacturing, while Cluster 3 is overrepresented in retail as well as hotels and restaurants. This sectoral concentration may also help explain why Cluster 3 is also more likely to experience foreseeable fluctuations in the short and long term, and also more likely to require work at weekends. On the other hand, the establishments making more conservative use of part-time work in Cluster 1 are concentrated at the smaller end of the size distribution, compared with the more even spread of Cluster 2 establishments and the slightly larger profile of Cluster 3 organisations.

This discussion has shown how the quality and nature of part-time work within establishments are important variables in understanding both the use of part-time workers and the impact of part-time work on employees. Complex patterns in the use of part-time work have been highlighted, with strong differences persisting across countries with high and low part-time rates of employment. Nevertheless, despite these variations, there are also some consistent patterns in the extent to which part-time work is used.

Sectoral differences stand out and to some extent are consistent across countries, such as the services sector making higher use of part-time workers than other sectors. But sectors also help shape the organisation of part-time work. Establishments in sectors such as hotels and restaurants, health, and other community, social and personal services are all more likely to use multiple forms of part-time work. Parts of the services sector (e.g. hotels and restaurants) across all countries make particularly high use of flexible working hours as a form of part-time work. Perhaps surprisingly, this sector also reports high levels of reversibility, or the possibility of switching to and from part-time work. Part-time workers in the industrial sector, although of limited number, tend to be more likely to benefit from regular fixed daily working hours and other fixed cycles. Similarly, company size both boosts the use of different forms of part-time work, the multiple use of part-time forms of work and the chance for employees to make the switch between full-time and part-time work.

It is impossible to separate gender from the discussion of part-time work. In this regard, greater concentrations of women tend to raise the use of different forms of part-time work organisation. However, women are not the only form of labour supply for part-time jobs and where establishments are practising multiple forms of part-time work, they also appear to draw on a wider and more diverse pool of labour.

Importantly, employers' attitudes also seem to play a role in the use of part-time work: where employers have taken into account the wishes of their employees – through the provision of family support mechanisms or in the implementation of part-time work – higher rates of part-time work can be found, which are more likely to benefit an employee with care responsibilities. Such attitudes are important also for the transition from full-time to part-time work, and vice versa.

Part-time employment is now a common working arrangement in many parts of Europe. Labour Force Surveys show that 18% of employed people in the EU25 work part time, rising to nearly one-third of employed women (compared with 7% of employed men), and many more take up a period of part-time employment at some stage in their working lives. This survey of establishments across 21 European countries has revealed how widespread part-time employment is at the organisational level. Nearly two in every three establishments (64%) with a workforce of 10 or more employees have at least one part-time worker in their workforce – where part-time employment is defined as less than the usual full-time hours. One quarter of establishments (24%) are ‘high-incidence companies’, where at least one-fifth of the workforce works on a part-time basis.

Although widespread, part-time employment is much more common in establishments in certain countries. In this regard, the Netherlands ranks highest: this study shows that nearly 90% of Dutch establishments employ part-time workers and over half of those companies are ‘high-incidence companies’, where 20% or more of the workforce are part-time workers; this represents 46% of all employed people, according to the European Labour Force Survey (Eurostat, 2005a). Sweden, Germany and the UK rank among the next highest users of part-time work organisation, with part-time employment in more than 70% of establishments, close to or more than half of which are ‘high-incidence companies’. In labour force terms, this amounts to about a quarter of employed people in each of these three countries. The proportion of ‘high-incidence companies’ was much lower in most of the other countries surveyed, particularly in the southern and eastern European Member States. The proportion of establishments with at least one part-time worker amounts to less than 40% in Spain, Slovenia and Cyprus, and is even lower in Greece and Portugal.

These country differences have emerged within a variety of national policy frameworks. In some countries, governments, and sometimes the social partners, have acted to promote part-time employment. In other countries, including many of the southern and eastern European Member States, there has been little effort to promote part-time employment, although debate is now growing on this issue in some of these countries.

The Netherlands exemplifies a concerted ‘two-track’ policy drive, whereby the government and social partners negotiate agreements to promote part-time employment as a means of increasing labour market flexibility, while also enhancing the quality of part-time employment. The Dutch model of part-time employment is one of the better practice models across Europe according to criteria such as the degree to which equal treatment for part-time workers has been implemented, the penetration of part-time employment into higher-level occupations and the development of legal rights for individuals to reversible adjustments between full-time and part-time working hours at their workplace.

Sweden is another country providing a positive example of part-time employment. The flexibility of the parental leave system in Sweden enables parents to reduce their working time to part-time hours while they have a child of pre-school age. This option is used widely by Swedish mothers, typically working longer hours than Dutch part-time workers. In contrast, the UK model represents part-time employment in an economy dominated by a deregulated approach to labour market flexibility, where part-time workers (mainly mothers) receive low pay and have limited prospects for labour market advancement. Germany and France provide examples of government policy designed to stimulate part-time job creation, which is mainly low-wage employment. In Germany, nearly seven million

'mini jobs' have been created, which involve short hours, low pay and are not covered by social protection; women occupy 70% of these jobs. In France, a series of financial incentives introduced since 1992 have encouraged the expansion of low-wage part-time jobs.

The EU's European Employment Strategy injects an additional impetus into national policy arenas. The expansion of part-time employment is considered to contribute to the policy objectives of raising employment rates; increasing companies' flexibility and productivity; reconciling employment with family life and, in doing so, reducing gender inequalities; and enhancing work-life balance to improve the quality of life and support other objectives, such as facilitating 'lifelong learning' and 'active ageing'.

At company level, there are three main reasons for introducing part-time employment. One reason is to secure organisational flexibility by introducing cheaper 'secondary jobs' (low-paid, low-skilled jobs) to cover extended operating or variable hours. A second variant of organisational flexibility is 'optimal staffing' for regular changes in workload in establishments. The third reason for practising part-time employment is 'accommodation', to contribute to work-life balance policy measures, stimulated by human resource considerations (e.g. recruitment and retention of workers, equal opportunities), collective bargaining (e.g. equal treatment implementation) or the application of statutory regulations (e.g. rights of employees to request reduced working hours or options to take part-time parental leave).

The way that establishments organise part-time employment is influenced by these different policy frameworks and operational principles. Hence, the organisation, role and quality of part-time employment vary across European establishments, as well as in different occupational functions within establishments.

The influence of country setting on establishments' behaviour was confirmed by multivariate analysis. When structural features of establishments are taken into account using multivariate techniques, then the ranking order of countries shifts slightly, with Germany and Austria overtaking Sweden to occupy second and third position behind the Netherlands as countries with a high rate of part-time employment. But overall, the countries tend to remain broadly in their original high, middle or low-ranking position in relation to the extent of part-time work.

Besides this country effect, there are also marked variations across establishments in the experience of part-time work. Establishments are more likely to have part-time workers if they are operating in the services sector, in large establishments, in the public sector and have a high proportion of women in their workforce, even when the country effect is controlled by using multivariate statistical techniques. Thus, establishments with a high usage of part-time employment are concentrated in the following sectors: health and social work; education; other community, social and personal services; and hotels and restaurants. The age profile and skills mix of the workforce were not significant once other variables were controlled for and showed only a weak influence in bivariate analysis.

Establishments are more likely to have at least one part-time employee if they operate certain flexible contractual or working time practices (although the part-time workers were not necessarily involved in these practices). These include making use of limited duration contracts; having a high proportion

of employees involved in weekend or night work; where working time accounts and other flexible time arrangements are operating; and where the incidence of overtime is low. There is also some evidence to suggest that companies operating reconciliation policies (e.g. in terms of parental leave or assistance provided with childcare services) are also more likely to have part-time employees.

Part-time employees are drawn from particular groups of the labour force. One major group consists of employees with family obligations – mainly mothers (currently raising young children, as well as mothers with grown-up children), but also some fathers and people with care responsibilities for elderly or disabled relatives. Up to 17% of managers reported that some of their part-time employees were disabled or in poor health, while roughly one in five stated that young people, such as students or recent labour market entrants, were among the group of part-time workers. The labour force groups used by establishments vary nationally. For example, workers who are disabled or in poor health play a larger role in the relatively small number of establishments employing part-time workers in the Czech Republic, Hungary and Slovenia. Young people make a particularly large contribution to the part-time workforce in the UK, Ireland and the Netherlands, as well as in Portugal and Cyprus.

Establishments are much less likely to have men than women employed on a part-time basis. These companies are more likely to have men among their part-time workers if they are located in certain countries (for example, Eastern European countries), operate in the services sector and are large companies, with a lower female presence in the workforce, with a large proportion of young and low-skilled workers, and where short-term employment contracts are used.

Only 61% of managers in establishments with experience of part-time work report that part-time employees have the same promotion prospects as full-time workers, while 27% admit that prospects for career advancement among part-time workers are worse. Employee representatives are even more negative in their assessment of promotions: only 49% of employee representatives consider that equal promotion prospects exist and 40% of them report inferior career prospects. Those who report inferior prospects are mainly found in sectors like financial intermediation and industries. It is not possible to refine these average statements with details about potential differences in the establishments between full-time and part-time employees (such as skills, experience or current occupational position), but they do suggest a worrying degree of unequal opportunities. This also appears to conflict with the positive assessment made by the majority of managers (79%) who believe that there is no difference in the level of motivation between full-time and part-time workers, while 10% believe that part-time workers are more highly motivated in their work.

Employers differed in their account of the primary rationale for introducing part-time work. About one-third (34%) of employers mentioned the economic or organisational needs of the establishment as the main reason for choosing to introduce part-time work; just over another third of employers (39%) stated it was mainly in response to the wishes of their employees; and the remainder said it was a combination of both reasons. Establishments where managers report that part-time work was introduced for organisational needs also reported a high incidence of work at night and at weekends, changeable working hours and limited possibilities for individuals to adapt their working time. This suggests a clustering of part-time work with other working time arrangements to secure operational flexibility, rather than an attempt to accommodate work–life balance considerations for employees. Conversely, where part-time work is introduced to meet the wishes of employees, this is correlated with establishments that use regular, fixed daily hours or other fixed cycles for part-time work, which

suggests greater compatibility with the regularity of many elements of domestic schedules, such as school hours and childcare services.

The quality and organisation of part-time work within establishments are important variables in understanding both the use of part-time workers and the impact of part-time work on employees. There are persistent country differences in the incidence of part-time work across establishments. Yet, sectoral differences are also evident and to some extent are consistent across countries, shaping the level of experience of this type of work organisation, the type and number of part-time work schedules deployed by establishments and the scope for employees to shift between full-time and part-time hours in an establishment. Company size is also an important influence. Parts of the services sector in all countries (e.g. hotels and restaurants) make particularly high use of flexible working hours in their part-time work schedules. Perhaps surprisingly, this sector also reports high levels of reversibility, or the possibility of switching from full-time to part-time work. Finally, it is impossible to separate gender from the discussion of part-time work: greater concentrations of women tend to be associated with an increased incidence of different forms of part-time work organisation. However, where establishments are using multiple forms of part-time work, they also appear to draw on a wider and more diverse pool of labour.

Only 9% of the 21,000 establishments surveyed provide a system of full reversibility of working time (i.e. adjustments in both directions, between full-time and part-time hours). A higher proportion of managers reported that shifts in one direction were possible: about a quarter of those managers with part-time employees stated that a part-time employee could switch to an appropriate full-time job quite quickly, and the possibility for full-time workers to switch to part-time hours was of a similar magnitude. The highest proportions of establishments offering full reversibility of working time were found in Sweden, the UK, France and Austria. In addition to country, the probability was higher in large companies; those companies operating in certain services sectors; those with a high incidence of part-time employment and with a high proportion of women in the workforce; those where managers operated flexible working time accounts; those where managers had a positive attitude towards work-life balance issues; and those where the workforce was younger and more skilled.

Employers' attitudes and motivations also play an influential role in the use of part-time work. Where employers have taken into account the wishes of their employees, through the provision of family support services or in the implementation of part-time work, the result is higher rates of part-time work, which are more likely to benefit an employee with care responsibilities. In addition, such attitudes are important for the transition from full-time to part-time work, and vice versa.

To highlight the diversity of establishment models of organising part-time work, three clusters have been identified: Cluster 1 accounts for about one-third of establishments practising part-time work. In this group, experience of part-time work is generally low (less than 20% of the establishment's workforce) and organised around flexible working hours, with limited opportunities for transitions to and from part-time work. Organisational needs are an important motivation for practising part-time work. There are higher proportions of establishments with men working part time and a higher number of establishments with other types of part-time worker than those mentioned in the questionnaire. Cluster 2 accounts for 56% of all establishments with part-time employees and also has a low rate of part-time work. In contrast to Cluster 1, work is generally organised on fixed, part-time schedules and two-thirds of establishments report that part-time work was introduced solely to

meet the wishes of employees. There is a heavy reliance on women, mainly mothers with young children, to carry out these part-time roles. Managers in this cluster generally have a positive attitude towards changes from full-time to part-time hours, both for skilled and unskilled workers. Establishments in Cluster 3 have a higher usage of part-time workers and deploy more types of part-time schedules, mostly introduced to meet a combination of organisational and employee needs. Part-time employees are more diverse and include young people as well as mothers and other women. There is generally a positive view among managers concerning moves from full-time to part-time hours.

The prevalence of these clusters varies by country and sector, showing the dominance of both of these features on establishments' behaviour. This theme has emerged throughout the different stages of analysis in this report.

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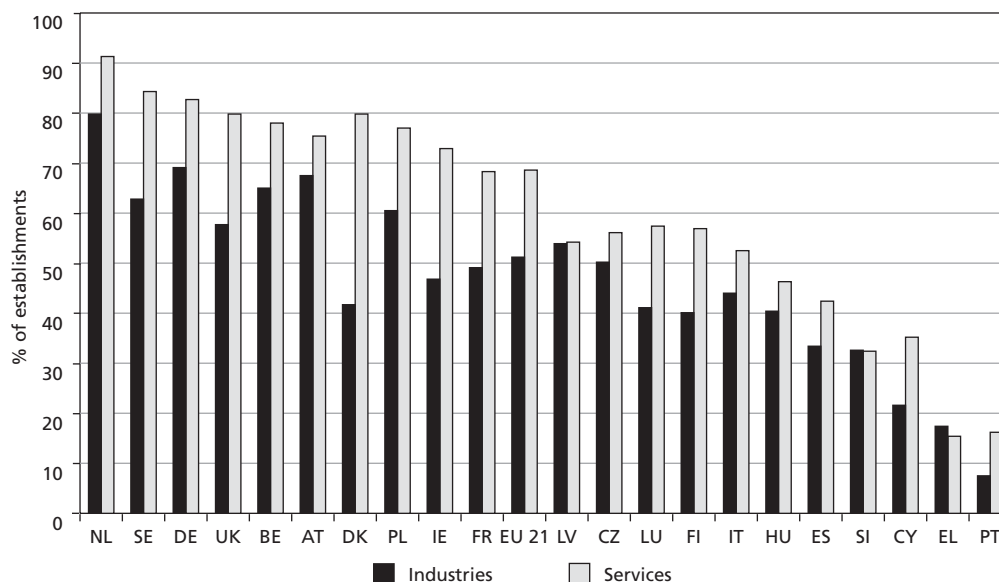
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Annex 1

Figures showing extent of part-time work across countries

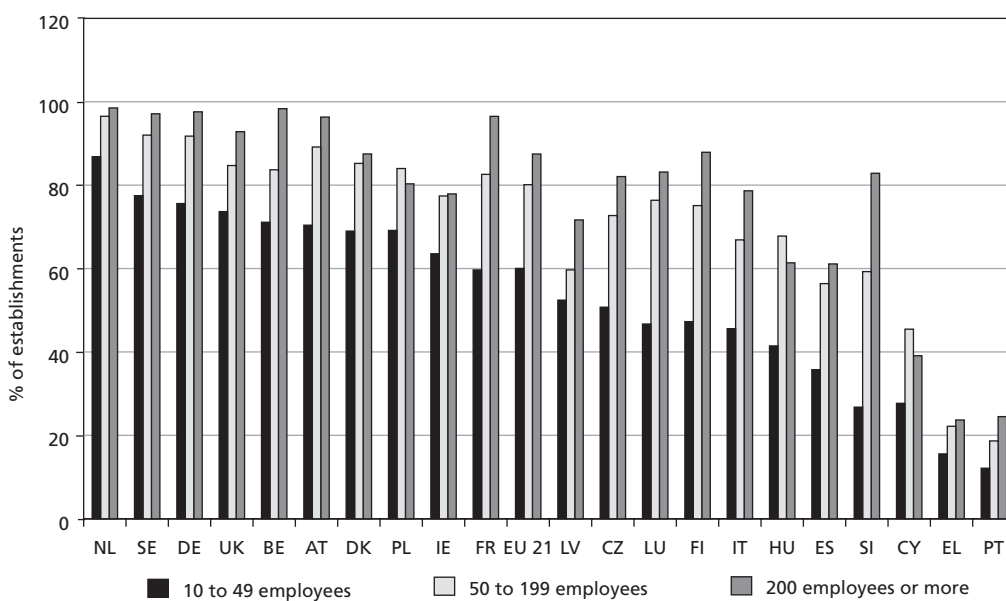
Figure A1 Proportion of establishments with part-time workers, by sector (%)



Base: All establishments (management interviews)

Source: ESWT 2004–2005

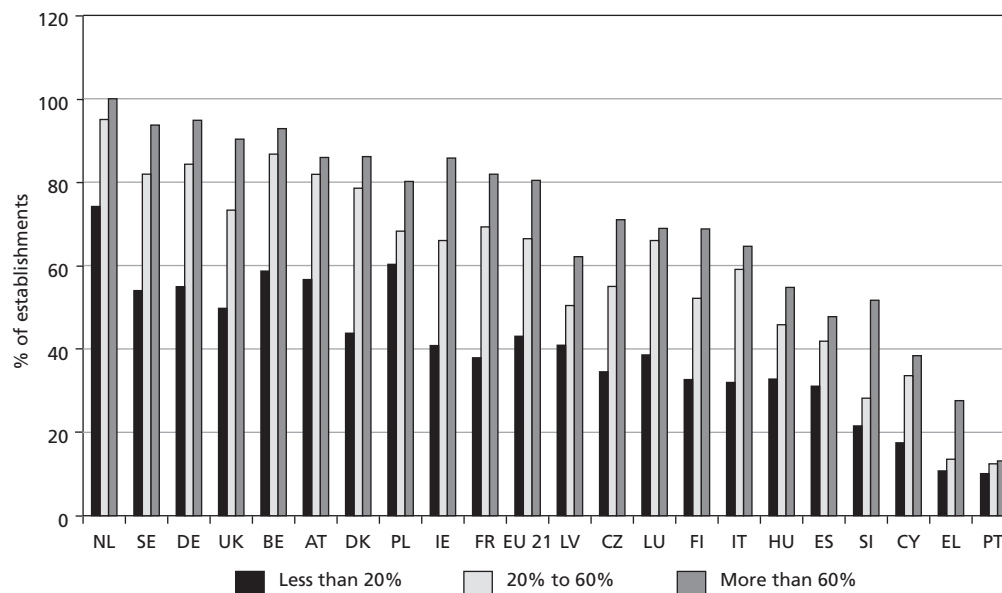
Figure A2 Proportion of establishments with part-time workers, by company size (%)



Base: All establishments (management interviews)

Source: ESWT 2004–2005

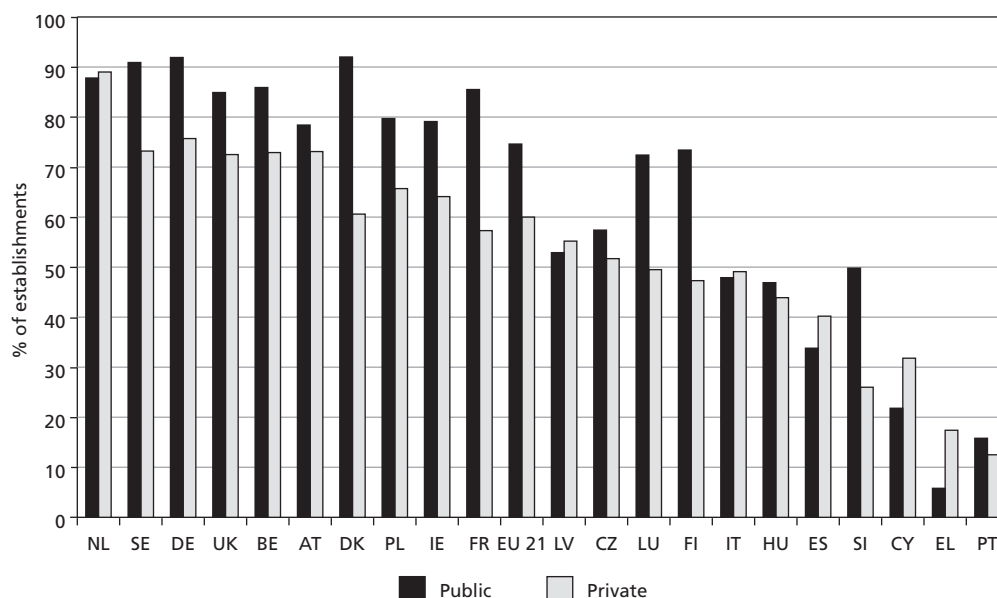
Figure A3 Proportion of establishments with part-time workers, by proportion of women in workforce (%)



Base: All establishments (management interviews)

Source: ESWT 2004–2005

Figure A4 Proportion of establishments with part-time workers according to public/private sector (%)

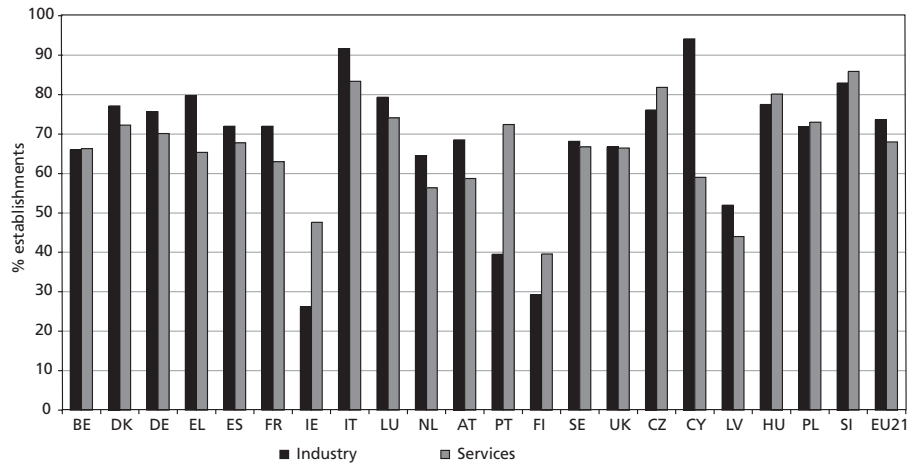


Base: All establishments (management interviews)

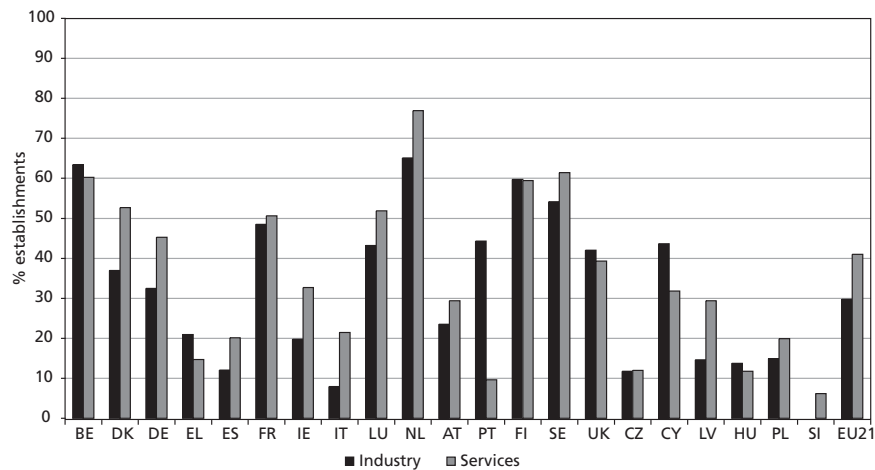
Source: ESWT 2004–2005

Figure A5 Proportion of establishments using different forms of part-time work, by broad sector (%)

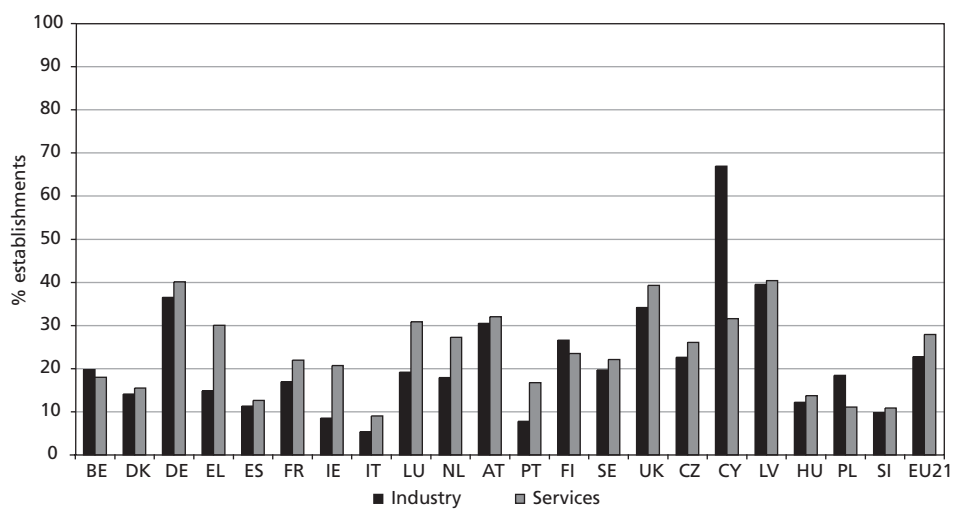
(a) Some fixed hours each day



(b) Other fixed schedule



(c) Flexible hour part-time work

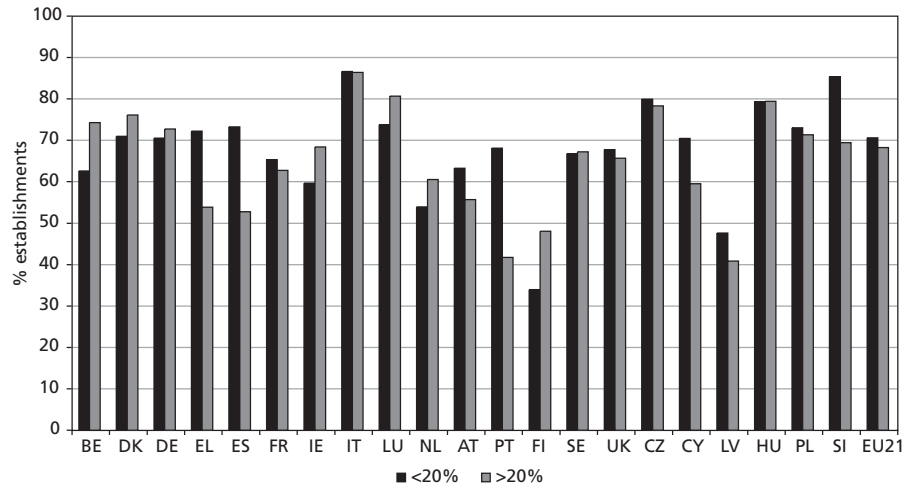


Base: Establishments with part-time work (management interviews)

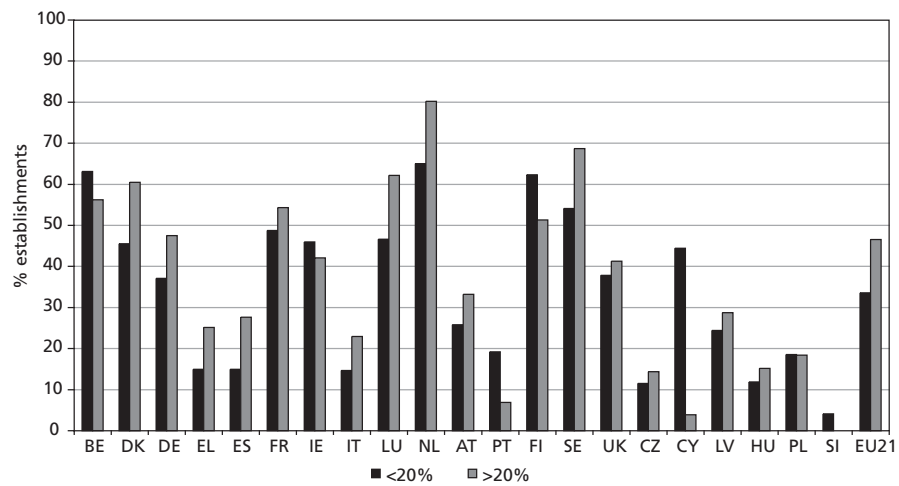
Source: ESWT 2004–2005

Figure A6 Proportion of establishments using different forms of part-time work, by 'low' and 'high' incidence of part-time work (%)

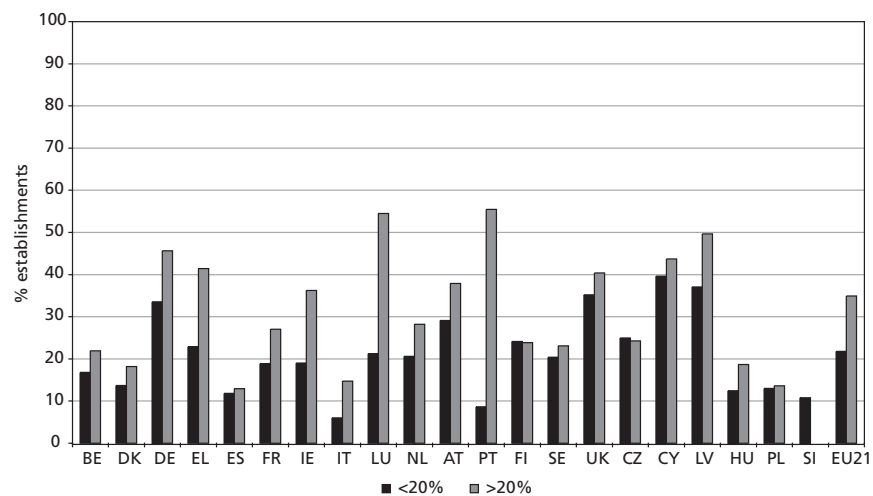
(a) Some fixed hours



(b) Other fixed cycles



(c) Flexible hour part-time work

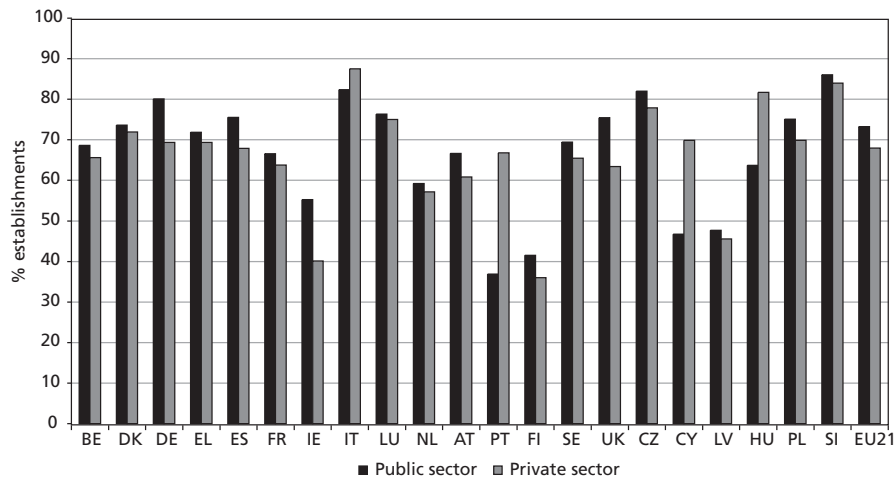


Base: Establishments with part-time work (management interviews)

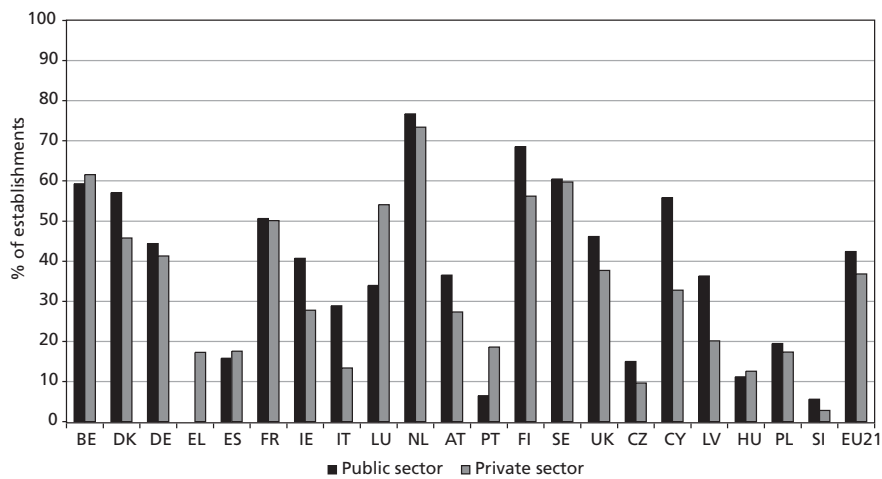
Source: ESWT 2004–2005

Figure A7 Proportion of establishments using different forms of part-time work, by public and private sector (%)

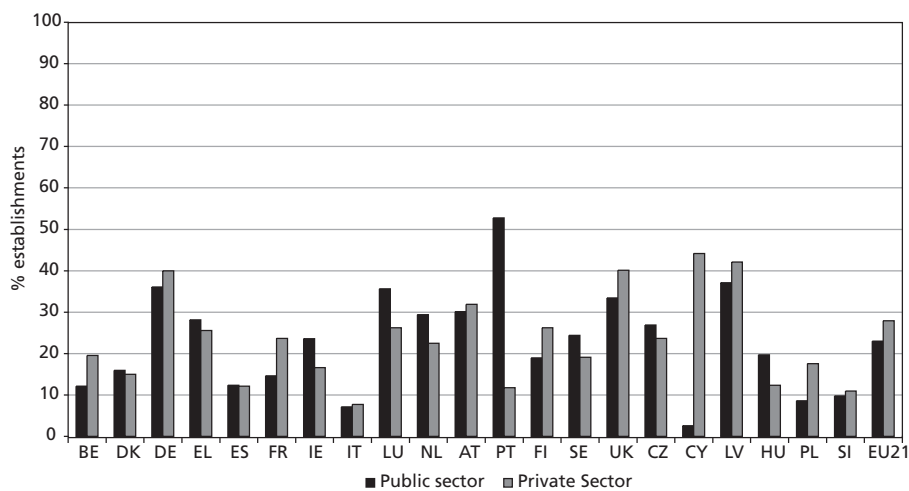
(a) Some fixed hours each day



(b) Other fixed cycles part-time work



(c) Flexible hours part-time work



Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

Annex 2

Estimation methods and variables

Dependent variables and estimation procedure

Table A3 (see Annex 3)

The use of part-time work by companies is defined according to three categories:

- 1 = no part-time worker
- 2 = $0 < \text{part-time worker} < 20\%$
- 3 = $\text{part-time worker} \geq 20\%$

Thus, the estimation of the determinants of the probability that an establishment uses no part-time work or is a 'low-incidence firm' or a 'high-incidence firm' is estimated with a multinomial logit model. Marginal effects are evaluated at sample means. The estimations have been performed with the statistical software STATA.

Table A4 (see Annex 3)

The presence of men among part-time workers is defined as a dummy (0/1) variable. Thus, the probability that there are men among part-time workers in an establishment is estimated with a binomial logit. Odds ratios are reported. The estimations have been performed with the statistical software SAS.

Table A5 (see Annex 3)

The use of different types of part-time work by companies is defined according to responses to four questions about how part-time workers are used (Questions MM201a to MM201d). The estimation of the determinants of the probability that an establishment will use one type of part-time work is estimated with a series of binomial logits (the other category, MM201D, was not used). Odds ratios are reported. The estimations have been performed with the statistical software SPSS.

Table A6 (see Annex 3)

The count of the number of different types of part-time work used is based on a count of the 'Yes' responses to Questions MM201a to MM201d. The estimation of the determinants of the probability that an establishment will use two, three or more types of part-time work is estimated with a multinomial logit (the other category, MM201D, was included in the count). Odds ratios are reported. The estimations have been performed with the statistical software SPSS.

Table A7 (see Annex 3)

The two-way reversibility (part-time to full-time, and conversely) is a dummy (0/1) variable, defined according to responses to questions on the possibility for a part-time worker to get a full-time job and for a full-time employee to get a part-time job (Questions MM207 – MM209). Thus the estimation of the determinants of the probability that an establishment provides full reversibility between full-time and part-time work is estimated with a probit model. Marginal effects are evaluated at sample means. The estimations have been performed with the statistical software STATA.

Estimations are based only on the Management Questionnaire.

List of independent variables

The following independent variables have been retained for the estimations of the different models:

Country dummies

The reference country is Sweden.

Industry dummies

Table A1 Sectors by NACE classification

Sector	NACE classification
Mining and quarrying	NACE C
Manufacturing industries	NACE D
Energy (electricity, gas and water supply)	NACE E
Construction	NACE F
Transport, storage and communication	NACE I
Retail and repair	NACE G
Hotels and restaurants	NACE H
Financial intermediation	NACE J
Real estate, renting and business activities	NACE K
Public administration	NACE L
Health and social work	NACE N
Education	NACE M
Other community, social and personal services	NACE O

The reference category is Mining and quarrying (NACE C), Manufacturing industries (NACE D) and energy (NACE E).

Establishment characteristics

Table A2 Variables of establishment characteristics

Multi-site	Type of establishment, multi-site <i>versus</i> mono-site, dummy
Size	
Small establishment	Less than 50 employees, Reference category
Medium-sized establishment	Between 50 and 199 employees
Intermediate-sized establishment	Between 200 and 499 employees
Large establishment	500 employees or more
Workforce and employment conditions	
Staff increased	Positive hiring trends over past three years, dummy
High incidence of overtime	More than 20% of employees worked any overtime, dummy
Weekend work	Weekend work (on Saturdays or Sundays), dummy
Shift work	Shift work and irregular working time, dummy
Night work	Night work, dummy
Short-term employment contracts	Short-term contracts, temporary agency workers or freelancers, count variable
Labour shortage	Difficulties in finding staff for skilled or unskilled jobs, dummy
Absenteeism	Problem of high absenteeism and/or high sickness rate, dummy
Labour turnover	Difficulties in retaining staff, dummy
Short variation workload, predictable	Workload peaks within a day or within a normal working week, foreseeable, dummy
Seasonal variation workload, predictable	Variations of the workload within a year, foreseeable, dummy
Short variation, unpredictable	Workload peaks within a day or within a normal working week, unforeseeable, dummy
Seasonal variation, unpredictable	Variations of the workload within a year, unforeseeable, dummy
Working time agreement	Working time agreement in the establishment, dummy
Work–life balance arrangements	Establishment work–life balance arrangements, such as company kindergarten or crèche, company babysitting service, cleaning or shopping services, count variable
Flexible working time bank	Working time bank with possibilities to accumulate hours, dummy
Attitude conciliation	Take into consideration the private responsibilities of employees
Incidence of part-time work	Range 0 to 100%, centre of class
Share of young employees	Range 0 to 100%, centre of class
Share of elderly workers	Range 0 to 100%, centre of class
Skill intensity	Range 0 to 100%, centre of class
Share of female employees	Range 0 to 100%, centre of class

Annex 3

Estimation results

Table A3 Extent of part-time work in establishments, multinomial logit, marginal effect evaluated at sample means

Independent variables	Full-time work only	Less than 20% of part-time workers	20% or more of part-time workers
Country			
Denmark	0.151***	-0.126***	-0.026***
Finland	0.295***	-0.226***	-0.070***
Austria	-0.051*	0.034	0.017
Belgium	0.009	-0.029	0.020
France	0.171***	-0.123***	-0.048***
Germany	-0.073***	-0.036	0.109***
Luxembourg	0.183***	-0.141***	-0.042***
Netherlands	-0.195***	-0.128***	0.324***
Ireland	0.226***	-0.198***	-0.028***
United Kingdom	0.129***	-0.158***	0.029**
Czech Republic	0.287***	-0.208***	-0.079***
Hungary	0.319***	-0.239***	-0.081***
Latvia	0.361***	-0.281***	-0.080***
Poland	0.145***	-0.079**	-0.066***
Cyprus	0.510***	-0.428***	-0.083***
Greece	0.582***	-0.493***	-0.089***
Italy	0.267***	-0.203***	-0.064***
Portugal	0.621***	-0.531***	-0.090***
Spain	0.395***	-0.320***	-0.075***
Slovenia	0.444***	-0.350***	-0.094***
Sector of activity			
Construction ^a	0.086***	-0.062***	-0.024**
Transport ^a	0.025	-0.062***	0.037**
Public administration ^a	-0.041***	-0.060***	0.101***
Retail ^a	-0.047***	-0.055***	0.102***
Hotels and restaurants ^a	-0.101***	-0.077***	0.178***
Financial intermediation and business activities ^a (NACE J and K)	-0.091***	-0.025*	0.116***
Other community, social and personal services ^a	-0.120***	-0.044*	0.163***
Health and social work ^a	-0.178***	-0.030	0.208***
Education ^a	-0.216***	-0.002	0.218***
Multi-site ^a	-0.022**	0.011	0.011***
Size medium ^a	-0.156***	0.167***	-0.011**
Size intermediary ^a	-0.212***	0.197***	0.014**
Size large ^a	-0.244***	0.203***	0.041***
Staff increased over past three years ^a	-0.025***	0.024***	0.001
High incidence of overtime ^a	0.008	0.005	-0.013***
Weekend work ^a	-0.053***	0.015	0.039***
Night work ^a	0.018	-0.010	-0.009
Shift work ^a	-0.012	0.010	0.002
Labour shortages ^a	-0.014	0.019**	-0.005
Absenteeism ^a	-0.017	0.010	0.007
Labour turnover ^a	-0.022	0.010	0.012*
Short-term employment contracts ^b	-0.060***	0.061***	-0.001
Short variation workload, predictable ^a	-0.009	-0.005	0.014***
Seasonal variation workload, predictable ^a	-0.028***	0.015*	0.012***
Short variation workload, unpredictable ^a	0.043***	-0.031**	-0.012**
Seasonal variation workload, unpredictable ^a	0.033**	-0.020	-0.014**
Share of young employees (under 30 years of age)	0.000	0.000**	0.000***
Share of elderly workers (aged 50+ years)	-0.001***	0.000	0.001***
Skill intensity	0.000**	0.000**	-0.001***
Share of female employees	-0.004***	0.001***	0.003***

Reference categories: Country: Sweden; Sector: Mining and quarrying, Manufacturing industries and Energy (NACE C, D and E, respectively); Establishment size: small, with less than 50 employees

* Statistically significant at the 0.10 level; ** at the 0.05 level; *** at the 0.01 level

a Dummy variables; b count variables

Table A4 Men among part-time workers in establishments, binomial logits, odds ratios [Exp(B)]

Independent variables	Odds ratio
Country	
Austria	0.553***
Belgium	1.012
Cyprus	2.12***
Czech Republic	0.656***
Denmark	0.513***
Finland	1.904***
France	0.398***
Germany	0.489***
Greece	1.61***
Hungary	1.051
Ireland	0.735**
Italy	0.39***
Latvia	1.166
Luxembourg	0.402***
Netherlands	1.201*
Poland	2.452***
Portugal	1.678***
Slovenia	1.084
Spain	0.799*
United Kingdom	0.832*
Sector of activity	
Construction ^a	0.965
Retail ^a	1.234***
Hotels and restaurants ^a	2.864***
Transport ^a	1.528***
Financial intermediation and business activities ^a (NACE J and K)	1.587***
Public administration ^a	2.064***
Education ^a	2.502***
Health and social work ^a	2.099***
Other community, social and personal services ^a	1.958***
Multi-site ^a	1.062
Size medium ^a	1.584***
Size intermediary ^a	2.767***
Size large ^a	4.451***
Staff increased over past three years ^a	0.978
High incidence of overtime ^a	0.942
Weekend work ^a	1.329***
Night work ^a	1.102*
Shift work ^a	1.099*
Labour shortages ^a	0.988
Absenteeism ^a	0.95
Labour turnover ^a	1.153**
Short-term employment contracts ^b	1.125***
Short variation workload, predictable ^a	1.184***
Seasonal variation workload, predictable ^a	1.063
Short variation workload, unpredictable ^a	1.041
Seasonal variation workload, unpredictable ^a	1.055
Share of young employees (under 30 years of age)	1.005***
Share of elderly workers (aged 50+ years)	1.004***
Skill intensity	0.997***
Share of female employees	0.987***

Reference categories: Country: Sweden; Sector: Mining and quarrying, Manufacturing industries and Energy (NACE C, D and E, respectively); Establishment size: small, with less than 50 employees

* Statistically significant at the 0.10 level; ** at the 0.05 level; *** at the 0.01 level

a Dummy variables; b count variables

Table A5 Use of different forms of part-time work, binomial logits, odds ratios [Exp(B)]

	Some fixed hours every day	Other fixed cycles	Flexible working hours
Country			
Belgium	1.19*	0.99	0.34***
Denmark	1.71***	0.38***	0.31***
Germany	1.99***	0.38***	1.04
Greece	1.55**	0.13***	0.29***
Spain	1.25**	0.11***	0.17***
France	1.05	0.46***	0.30***
Ireland	1.02	0.49***	0.39***
Italy	3.34***	0.10***	0.13***
Luxembourg	2.33***	0.50***	0.49***
Netherlands	1.12	1.33**	0.55***
Austria	1.21*	0.19***	0.70***
Portugal	1.10	0.10***	0.13***
Finland	0.32***	0.77**	0.58***
United Kingdom	1.42***	0.32***	0.68***
Czech Republic	2.25***	0.06***	0.40***
Cyprus	1.60**	0.16***	0.33***
Latvia	0.65***	0.16***	0.72**
Hungary	3.44***	0.06***	0.17***
Poland	1.59***	0.12***	0.20***
Slovenia	2.65***	0.01***	0.20***
Sector of activity			
Construction ^a	0.93	0.83*	0.72***
Retail ^a	0.99	1.00	0.90
Hotels and restaurants ^a	0.59***	1.08	2.11***
Transport ^a	0.84*	0.85	1.29**
Financial intermediation and business activities (NACE J and K) ^a	0.91	1.23***	1.22**
Public administration ^a	0.96	1.64***	1.15
Education ^a	0.83*	1.13	0.76**
Health and social work ^a	0.79**	1.40***	1.38***
Other community, social and personal services ^a	0.80*	1.47***	1.23*
Multi-site^a	1.06	1.15***	0.90**
Size large ^a	1.52***	2.26***	1.75***
Size intermediary ^a	1.63***	1.84***	1.30***
Size medium ^a	1.33***	1.32***	1.00
Staff increased over past three years ^a	1.04	0.96	1.04
Night work ^a	0.99	0.98	0.96
Weekend work ^a	0.82***	1.15**	1.25***
Daily workload variation ^a	1.01	1.21***	1.32***
Weekly workload variation ^a	1.07	1.01	1.20***
Seasonal workload variation ^a	1.04	1.12**	1.16***
High incidence of overtime ^a	1.00	0.94	0.97
Absenteeism ^a	1.05	0.92	0.90*
Labour shortages ^a	0.99	1.04	1.01
Retention of workers ^a	0.90	1.12	1.17**
Use of part-time work for employee wishes ^a	1.26***	1.39***	0.50***
Use of part-time work for employee/establishment wishes ^a	1.27***	1.58***	1.00
Use of part-time work for other reasons ^a		0.85	0.59***
Working time agreement ^a	1.05	0.90**	0.86***
Share of female employees	1.60***	1.09	0.89
Short-term employment contracts	1.09***	1.11***	1.09***
Skill intensity	0.91	1.23***	0.77***
Share of young employees (under 30 years of age)	0.92	0.70***	0.90
Share of elderly workers (aged 50+ years)	1.09	0.96	0.47***
Work-life balance measures ^b	1.06	1.15**	1.28***
Cases correctly classified	71.8%	71.3%	76.1%
-2 Log likelihood	13,571.3***	13,216.7***	11,948.8***
Cox and Snell R ²	0.21	0.23	0.31
Nagelkerke R ²	0.28	0.31	0.42

Reference categories: Country: Sweden; Sector: Mining and quarrying, Manufacturing industries and Energy (NACE C, D and E, respectively); Establishment size: small, with less than 50 employees

* Statistically significant at the 0.10 level; ** at the 0.05 level; *** at the 0.01 level

a Dummy variables; b count variables

Table A6 Multiple use of part-time work, multinomial logit, odds ratios [Exp(B)]

	Two types of part-time work	Three or more types of part-time work
Country		
Belgium	0.25***	0.03***
Denmark	0.53***	0.37***
Germany	0.77**	1.56***
Greece	0.19***	0.03***
Spain	0.08***	0.07***
France	0.58***	0.36***
Ireland	0.46***	0.60**
Italy	0.15***	0.10***
Luxembourg	1.06	1.31
Netherlands	1.05	1.37*
Austria	0.31***	0.36***
Portugal	0.07***	0.02***
Finland	0.42***	0.63**
United Kingdom	0.44***	0.65**
Czech Republic	0.22***	0.13***
Cyprus	0.20***	0.34***
Latvia	0.17***	0.18***
Hungary	0.11***	0.04***
Poland	0.15***	0.06***
Slovenia	0.05***	0.01***
Sector of activity		
Construction ^a	0.79**	0.56***
Retail ^a	1.04	0.91
Hotels and restaurants ^a	1.07	1.39*
Transport ^a	0.99	1.10
Financial intermediation and business activities ^a (NACE J and K) ^a	1.17*	1.38**
Public administration ^a	1.37***	1.75***
Education ^a	0.93	0.84
Health and social work ^a	1.15	1.33*
Other community, social and personal services ^a	1.03	1.85***
Multi-site^a	1.11**	1.18**
Size large ^a	2.09***	5.81***
Size intermediary ^a	2.10***	3.94***
Size medium ^a	1.47***	2.04***
Staff increased over past three years ^a	1.07	1.10
Night work ^a	0.98	1.00
Weekend work ^a	1.20***	1.20**
Daily workload variation ^a	1.06	1.63***
Weekly workload variation ^a	1.29***	1.35***
Seasonal workload variation ^a	1.29***	1.43***
High incidence of overtime ^a	1.01	1.05
Absenteeism ^a	1.01	1.06
Labour shortages ^a	1.00	0.88
Retention of workers ^a	1.13	1.23*
Use of part-time work for employee wishes ^a	1.21***	1.13
Use of part-time work for employee/establishment wishes ^a	1.43***	2.27***
Use of part-time work for other reasons ^a	0.71**	0.94
Working time agreement ^a	0.90*	1.21**
Share of female employees	1.46***	2.73***
Short-term employment contracts	1.23***	1.34***
Skill intensity	1.12	1.02
Share of young people (under 30 years of age)	0.70**	0.89
Share of elderly people (aged 50+ years)	1.06	0.85
Work-life balance measures ^b	0.96	1.47***
-2 Log likelihood	17,131.66***	
Cox and Snell	0.53	
Nagelkerke	0.59	

Reference categories: Country: Sweden; Sector: Mining and quarrying, Manufacturing industries and Energy (NACE C, D and E, respectively); Establishment size: small, with less than 50 employees

* Statistically significant at the 0.10 level; ** at the 0.05 level; *** at the 0.01 level

a Dummy variables; b count variables

Table A7 Two-way full reversibility of part-time/full-time hours, probit, marginal effect evaluated at sample means

Independent variables	Reversibility
Country	
Denmark	-0.025***
Finland	-0.060***
Austria	-0.006
Belgium	-0.004
France	-0.001
Germany	-0.064***
Luxembourg	-0.046***
Netherlands	-0.040***
Ireland	-0.042***
United Kingdom	-0.006
Czech Republic	-0.007
Hungary	-0.052***
Latvia	-0.038***
Poland	-0.055***
Cyprus	-0.056***
Greece	-0.073***
Italy	-0.036***
Portugal	-0.073***
Spain	-0.036***
Slovenia	-0.064***
Sector of activity	
Construction ^a	-0.026***
Transport ^a	-0.008
Retail ^a	-0.015**
Hotels and restaurants ^a	0.022**
Financial intermediation and business activities ^a (NACE J and K)	0.026***
Public administration ^a	-0.007
Health and social work ^a	0.006
Education ^a	-0.028***
Other community, social and personal services ^a	0.002
Multi-site ^a	0.007*
Size medium ^a	0.047***
Size intermediary ^a	0.087***
Size large ^a	0.101***
Staff increased over past three years ^a	0.013***
Incidence of part-time work	0.001***
Weekend work ^a	-0.005
Shift work ^a	-0.011**
Night work ^a	-0.007
Short-term employment contracts ^b	-0.001
Working time agreement ^a	-0.003
Work-life balance measures ^b	0.002
Flexible working time bank ^a	0.034***
Attitude conciliation	0.004***
Share of young employees (under 30 years of age)	0.000**
Share of elderly workers (aged 50+ years)	0.000
Skill intensity	0.000***
Share of female employees	0.000***
Observed probability	0.094
Predicted probability	0.073

Reference categories: Country: Sweden; Sector: Mining and quarrying, Manufacturing industries and Energy (NACE C, D and E, respectively); Establishment size: small, with less than 50 employees

* Statistically significant at the 0.10 level; ** at the 0.05 level; *** at the 0.01 level

^a Dummy variables; ^b count variables

Table A8 Cluster analysis of part-time work organisation

(a) Active variables (unweighted)

	Cluster 1	Cluster 2	Cluster 3	All
Proportion of part-time workers				
Less than 20%	76	82	23	73
20% and more	24	18	77	27
Part-time work organisation				
Some fixed hours every day	65	75	67	71
Other fixed cycles	27	48	68	45
Flexible working hours	27	18	58	25
Other forms of part-time work	9	9	20	10
Reasons for introducing part-time work				
Mainly the needs of the establishments	59	10	34	26
Mainly the wishes of the employees	14	69	19	48
Both of equal importance	19	17	44	21
Mainly because of other reasons	8	3	3	4
Men working part-time hours				
None at all	33	55	11	44
Less than 20%	28	31	50	32
20% or more	39	14	39	24
Part-time workers				
Mothers with pre-school and school-age children	34	82	88	70
Women without children or mothers with grown-up children	42	46	89	50
Fathers	23	22	68	28
People who take care of elderly, ill or disabled relatives	3	10	42	12
Students or pupils	20	12	74	21
Disabled persons or workers with poor health	14	26	57	26
Young people early in their working lives	20	9	72	19
Others	25	8	9	12
Part-time to full-time hours				
Quickly	11	49	24	36
Possible	50	38	67	45
No chance	39	13	9	20
Full-time to part-time hours (skilled workers)				
Quickly	9	38	53	32
Possible	57	53	43	53
No chance	34	9	3	15
Full-time to part-time hours (unskilled workers)				
Quickly	11	40	58	34
Possible	48	37	32	39
No chance	41	23	10	26
Motivation of part-time workers				
More motivated	9	9	12	9
No difference	80	83	77	81
Less motivated	11	8	11	9
Promotion opportunities				
Better or about the same	69	64	66	66
Slightly or significantly worse	31	36	34	34
Easy or not to organise work				
Easier	29	6	41	16
No difference	54	48	34	48
More complicated	17	46	25	36

(b) Illustrative variables (weighted)

	Cluster 1	Cluster 2	Cluster 3	All
Country				
Belgium	1	3	2	2
Denmark	1	2	2	2
Germany	31	24	26	26
Greece	1	0	1	1
Spain	6	4	3	5
France	12	17	11	15
Ireland	1	1	1	1
Italy	6	13	2	9
Luxembourg	0	0	0	0
Netherlands	2	6	8	5
Austria	2	3	1	2
Portugal	1	0	0	1
Finland	1	1	2	1
Sweden	2	4	4	3
United Kingdom	11	13	36	15
Czech Republic	2	3	0	3
Cyprus	0	0	0	0
Latvia	1	0	0	0
Hungary	2	1	0	1
Poland	16	4	2	8
Slovenia	0	0	0	0
Sector				
Mining and quarrying	0	1	0	0
Manufacturing industries	19	21	8	19
Electricity, gas and water supply	0	0	0	0
Construction	6	5	1	5
Retail, repair	21	19	26	20
Hotels and restaurants	9	4	18	7
Transport, storage and communication	6	5	4	5
Financial intermediation	2	5	2	4
Real estate, renting and business activities	9	13	6	11
Public administration	7	8	6	7
Education	10	8	9	9
Health and social work	5	8	15	8
Other community, social and personal services	6	4	6	5
Size of establishment				
10–19 employees	55	44	34	46
20–49 employees	31	32	34	32
50–199 employees	12	19	23	17
200–499 employees	1	4	6	3
500 employees and more	0	1	3	1
Short-term variations				
Foreseeable	17	17	30	18
Unforeseeable	17	15	18	16
No variation	59	60	43	58
Long-term variations				
Foreseeable	36	33	48	35
Unforeseeable	10	9	7	9
No variation	48	53	39	50
Conciliation attitude				
	6	8	14	8
Number of observations	2,917	6,556	1,272	10,779
% weighted	32	56	12	100

Note: Clusters based on unweighted data using SAS hierarchical cluster method. The clusters are described on p. 54.

Base: Establishments with part-time work (management interviews)

Source: ESWT 2004–2005

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This report analyses the usage of part-time work in companies across the European Union and documents the extent to which it is practised. Based on a large-scale, representative survey carried out in establishments with 10 or more employees in 21 European countries, the report looks at different national policies having an influence on the take-up of part-time work. It also examines variations in the incidence of part-time work between men and women, as well as profiling part-time workers in terms of pay, career prospects and sectoral distribution. The report concludes that the impact of part-time work on employees' work-life balance depends on the practical handling of such arrangements at company level – such as the degree of autonomy granted to employees working part time or the prevailing legal conditions – as well as on the specific conditions of reversibility and work organisation.

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