

Be Flexible! **Background brief on how workplace flexibility can help European employees to balance work and family**



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Throughout this document, the European average refers to the unweighted average for all European countries (European Union member states, plus Iceland, Norway and Switzerland) for which data are available

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	<p>In Europe, on average 3 out of 4 employees have some work-schedule flexibility, and this concerns 9 in 10 employees in the Netherlands and Nordic countries.</p>		<p>Working parents find that flexible workplace measures improve their work-life balance. Parents with a child of preschool age are most likely to use flexible working times or work from home, but gender differences are small.</p>
	<p>Flexible working arrangements are most often available to and used by employees with higher education and who work in top-level jobs. Employees with long working hours and commuting times are less likely to take a break during the working day for personal or family reasons, but they are more likely to work from home. Team work, performance-based pay and the use of ICT at work foster access to flexible working arrangements</p>		<p>Government promote workplace flexibility to:</p> <ul style="list-style-type: none"> • Grant all employees a right to request flexible working • Encourage social partners to cover workplace flexibility in collective bargaining agreements. • Help companies change their work organisation through the exchange of best practice and information campaigns.

Flexible workplace practices are often primarily designed to address employer needs in the production process, but they can also improve the work-life balance of employees in a manner which is consistent with enterprise needs (Chung et al., 2007 ; Riedman, 2006 ; Plantenga & Remery, 2009 ; OECD, 2011; Eurofound, 2016). Working time flexibility can help working parents to reconcile their work-schedule with childcare centre and/or school hours, and can make an important contribution employees' satisfaction with their work-life balance (Cazes et al., 2016). Working from home saves time on the commute and helps employees to be close to children and partners in case of care needs. However, flexible working is not without risks to employees since it may involve working longer hours causing fatigue and more stress (Golden, 2012; Lott and Chung, 2016). From the employer perspective, flexible working practices can help recruit and retain staff, reduce absenteeism and turnover rates. Flexible working may increase staff and overall workplace productivity, but changing workplace practices can incur short-term costs (Beauregard & Henry, 2009). Flexible working requires ample management and communication capacity to organize the greater variety in work patterns among a greater number of staff.

The use of different flexible working arrangements depends on employee and business needs. Part-time work can be an option for employees who need to reduce their working hours on a permanent basis, but it comes at the price of reduced earnings. Women – often mothers - are on average three time more likely than men to work part-time in Europe (Figure 1; OECD, 2016a and 2016b); and almost one in ten women on average work actually for fewer than 20 hours per week – actually more than one in six women in Denmark, Germany, Norway, Switzerland, the United Kingdom, and almost one in three in the Netherlands (Annex Table A1).

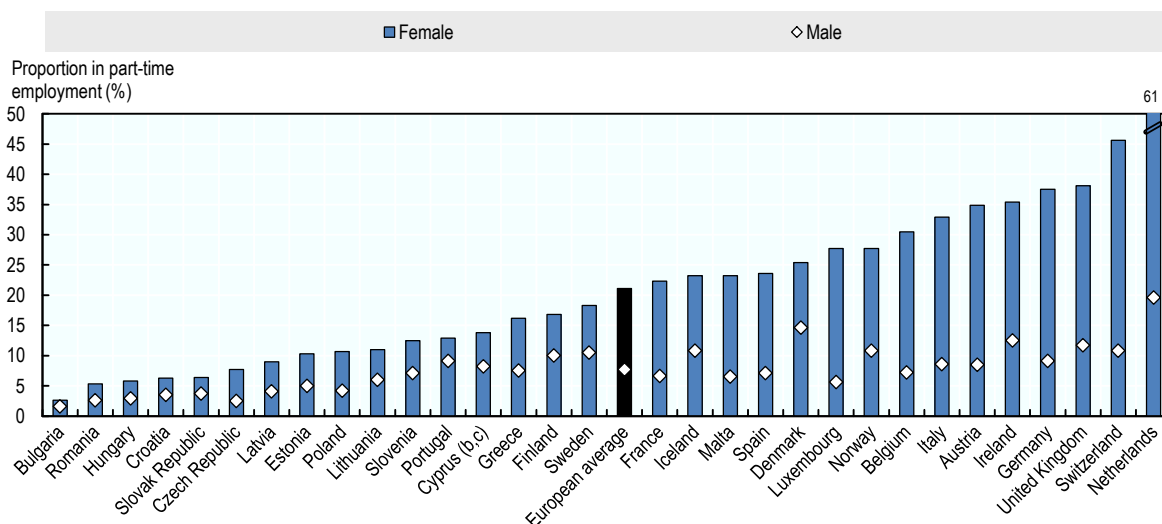
Organising part-time work can also have a cost for employers who may have to adjust the workload or to assign workers to different jobs. The costs born by the two parties can be reduced by flexible working arrangements that do not require such a profound change in work organisation. In particular, when the workflow is not immediately dependent on consumer demand, employees may be able to start and end work at a time of their choosing or take breaks during the working day with approval from line management.

Working from home can be occasional or regular, depending on business constraints, and requires a working relationship that is based upon trust and encourages employees to manage their own work.

Technological progress and the growing use of internet, emails, laptops, etc. facilitate to “be at work”, but not “be in the office”.

Figure 1. Women are three times more likely to work part-time than men

Proportion of employed in part-time employment ^a, by sex, 2014



a) Part-time employment as a proportion of total employment. 'Part-time' here refers to persons who usually work less than 30 hours per week in their main job.

b) Footnote by Turkey: The information in this document with reference to « Cyprus » relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of United Nations, Turkey shall preserve its position concerning the “Cyprus issue”;

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Source: OECD Family Database, LMF1.6, www.oecd.org/social/family/database.htm

This brief provides an overview of employees’ access to and/or use of flexible working arrangements and their determinants across European countries, based on data from the *2015 European Survey on Working Conditions* (Box 1). Three types of flexibility are considered: the flexibility employees have to adjust their daily working time; the possibility for employees to take a long break during the working day to take care of personal or family matters; and, the possibility for employees to work from home, which can be used to cope with family responsibilities. The brief also considers the influence of flexible working arrangements on employees’ appraisal of their own work-life balance and makes the case for more action to promote workplace flexibility.

Between 50 and 90% of employees in Europe benefit from flexible working practices

The majority of European employees (3 out of 4 on average) have access to some work-schedule flexibility, but this proportion varies from 50% in Greece to 90% in the Netherlands and Nordic countries. Moreover, employees in these latter countries have greater access to the range of flexible working options considered here (Figure 2). This helps to explain how Nordic countries maintain high levels of female employment without a large gender gap in average weekly working hours. By contrast, in the Netherlands, the prevalence of flexitime and home-working goes hand in hand with high levels of part-time work, and thus large gender gaps in working hours.

The extent to which flexible working arrangements effectively help workers balance work and family life depends on the control they have over their use on a regular or occasional (to meet urgencies) basis. Broadly, in countries where working-time flexibility is widespread e.g. the Nordic countries and the

Netherlands, parents are often more likely to have access to such measures than employees without dependent children; and in many countries parents are more likely to avail of working at home. But overall there appears to be little difference in the access and use of flexible working time arrangements by working parents and employees with no dependent children. Furthermore, gender differences are small, although in about a third of the countries, fathers seem to more likely to be able to interrupt work for personal or family reasons. Overall, this suggests that access to flexible working arrangements does not appear to be strongly dependent on the presence of children as is the choice for part-time work for many women (OECD, 2012).

A closer look at details shows limits in the flexibility of work schedules. Thus, daily start and finish times are set entirely by employers for about two-thirds of employees in Europe (Figure 2, Panel A). The proportion varies considerably across countries, however: in Denmark, Norway and Sweden, more than 60% of employees can choose between several fixed working schedules or independently set their working hours, while in Bulgaria this only concerns 7% of employees. Similarly, only a minority of employees – 1 in 5 on average – work from home on a regular or occasional basis (Figure 2, Panel B). Employees (and especially parents) in the Nordic countries are twice as likely to work from home than the average employee.

By contrast, more than 60% of employees can easily take off for one or two hours during the working day to take care of personal or family matters (Figure 2, Panel C). And fathers are much more likely than mothers and/or childless employees to do so in many countries (Austria, Belgium, the Netherlands, Portugal, Spain, and especially Denmark, Finland and Sweden).

Box 1: Flexible working arrangements in the European Survey on Working Conditions

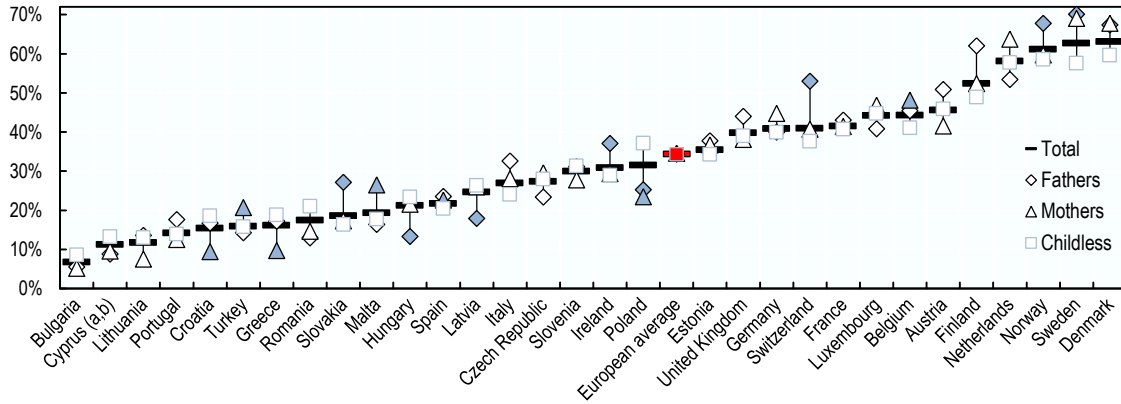
The *Sixth European Survey on Working Conditions* was carried out by the European Foundation for the Improvement of Living and Working Conditions between September and November 2015 (Eurofound, 2015). More than 43 000 workers were interviewed in 35 countries, with between 1,000 and 3,300 respondents in each country. The survey includes information on job characteristics, employment status and the nature of contract, and on the individual and household characteristics of workers.

The probability of having access to or making use of flexible working arrangements is modelled as a logit function of job description variables (occupation, firm size, working hours, team work, pay on performance of team/individual and the use of ICTs at work), and of personal and family characteristics (presence of children, partner's situation, commuting time, educational attainment), plus a few others control variables. Questions regarding flexible working have been coded as summarized in the following table:

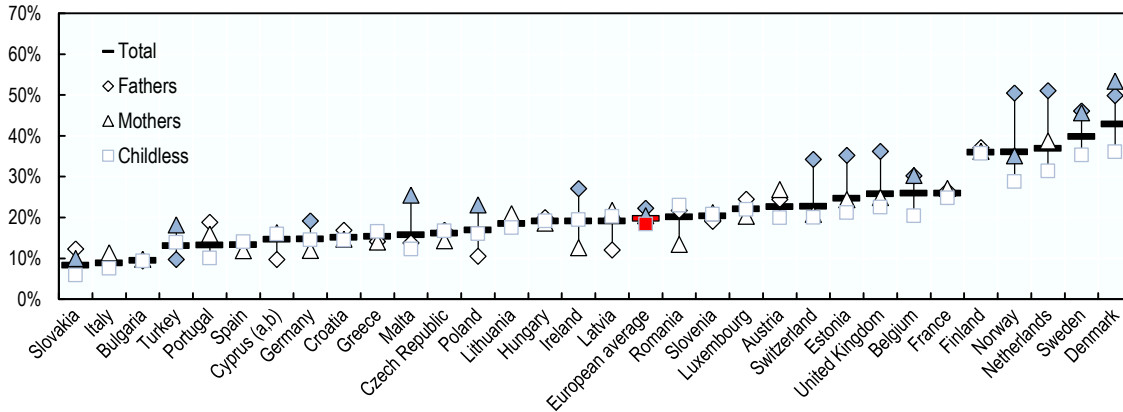
Survey question		Dependent binary variables	
		0	1
Workplace flexibility	• How are your working time arrangements set?	They are entirely set by the company	There are some possibilities for flexibility
	• Would you say that for you arranging to take an hour or two off during working hours to take care of personal or family matters is...?	Quite difficult	Quite easy
	• During the last 12 months in your main paid job, how often have you worked at your own home?	Never	At least sometimes
Work-life balance	• In general, how often are you involved in caring for and/or educating your children, grandchildren?	Once a week maximum	At least several times a week
	• In general, how do your working hours fit in with your family or social commitments outside work?	Not very well	Quite well
	• How often in the last 12 months, have you found that your family responsibilities prevented you from giving the time you should to your job?	at least sometimes	almost never

Figure 2. Flexible working arrangements across employees

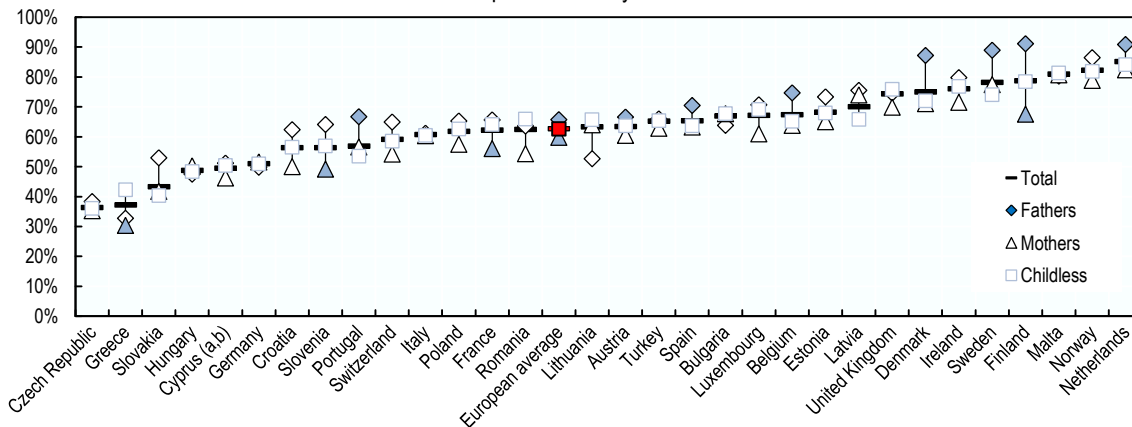
Panel A: Percentage of employees with some or total control over daily working time



Panel B: Percentage of employees who have worked from home at least once over 12 months



Panel C: Percentage of employees who can easily take one or two hours off for personal/family reasons



Note: Countries are ranked according to the percentages of all employees with flexible working. Red markers show the European average including all employees. "Fathers" or "Mothers" include parents with at least one child below age 15. Markers are shaded when their proportions are significantly different (with a p-value below 0.05) from the percentage of childless employees with flexible working arrangements. Non-shaded markers indicate that the difference is not significantly different from zero.

a) See note b) to Figure 1

b) See note c) to Figure 1

Source: OECD calculations based on the 6th European Working Conditions Survey (2015), www.eurofound.europa.eu/surveys

Unequal access to flexible working arrangements

Access to flexible working arrangements is not evenly spread across all groups of employees, and depends on two broad categories of factors: workplace and work organisation (Figure 3), and personal characteristics of employees (Figure 4).

Flexible working arrangements: a premium for employees in top occupations with long working hours?

Figure 3 shows that opportunities to access flexible working arrangements vary with occupations, firm-size, working hours, the presence of co-workers, the nature of payment-schemes and type of employment contract:

- Reflecting the differences in autonomy and work-organization, professionals, and managers in particular have greater access to working time flexibility than employees in “ground-floor:” occupations – clerical staff, sales workers, and employees in other elementary occupations (e.g. cleaners and helpers, food preparation assistants, labourers in mining, construction, et., street and related services workers, etc. - Panel A). Employees in elementary occupations, services and clerical support roles have also limited opportunities to work from home (Panel B), which makes sense as face-to-face contact with colleagues and/or clients is often central in such jobs.
- Gender differences are small, but female managers, as well as women working in services and other elementary occupations have slightly higher chances to have at least some control over their starting and finishing working time than otherwise similar men (Panel A).
- Firm size does not seem to have a large effect, but, employees in small firms – i.e. with 10 workers or less – have more access to flexible working arrangements across the three measures covered in Figure 3. The closer interpersonal links that employees in small firms often develop and the associated level of trust seems to facilitate greater workplace responsiveness to worker needs.
- Employees who usually work 30 to 40 hours per week have less control over their start and finishing hours than part-time workers or employees who work 40 hours or more per week. Employees who regularly work over 40 hours per week are most likely to work from home, but are least likely to take a break during the working day for personal reasons.
- As team workers can cover for each other, employees working in teams have greater opportunities to avail of flexible work than those who work alone. And those who work in multiple teams are most likely to schedule their start and finishing time and/or work at home, while those working in one team have more opportunities to take a break.
- Employees whose pay is performance-related are more likely than other workers to control their start and finishing times, take a break or work from home. For these workers and their employers it matters less when they work or where, as long as they perform and deliver.
- The access and use of flexible work schedules is strongly associated with intensive use of information and communication technologies (ICTs) at work, as it facilitates flexible working-time schedules as well as working from home.

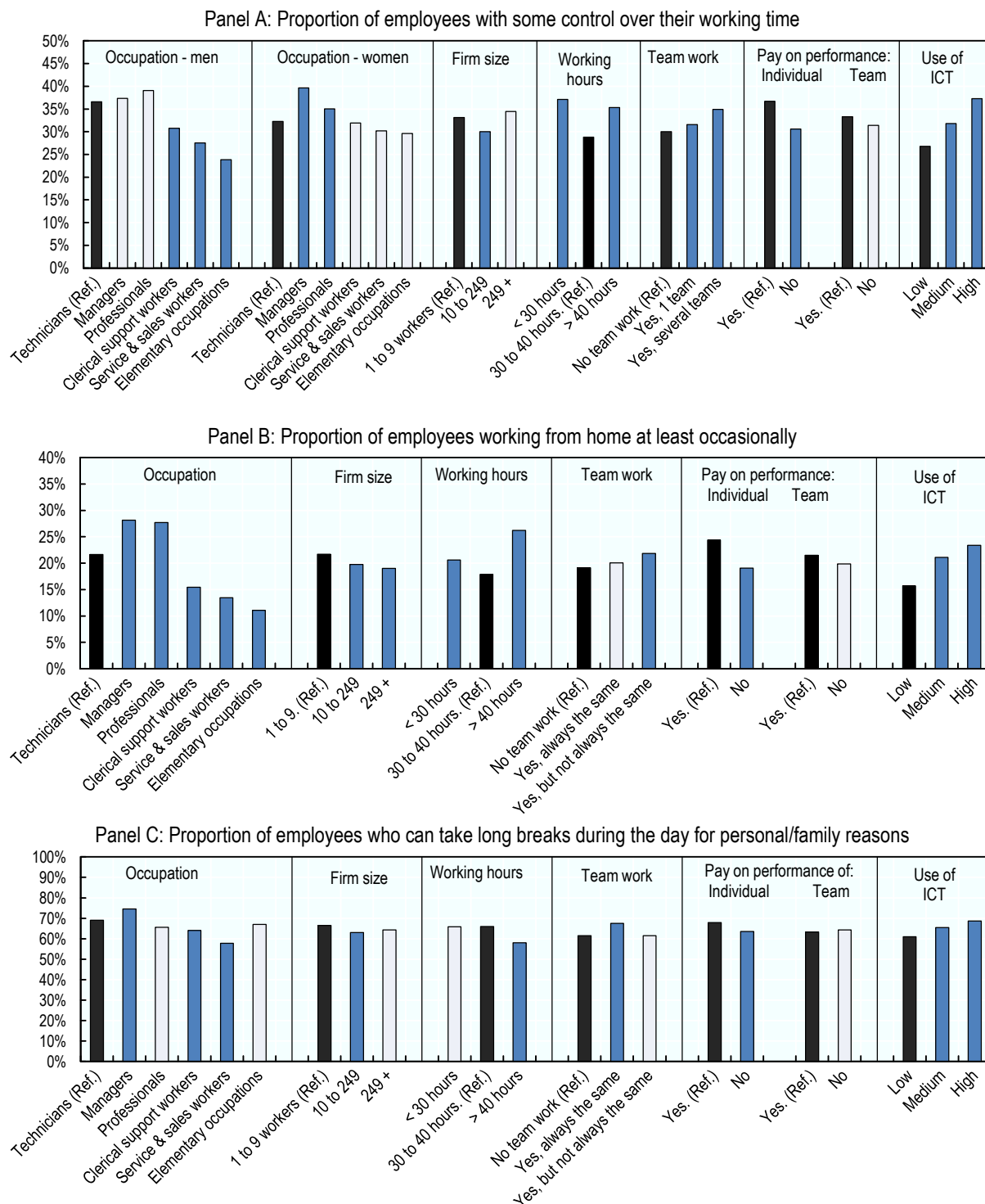
The use of flexible working arrangements: Education and commuting times matter most

Personal and family characteristics influence the use of flexible working arrangements (Figure 4). Among all personal characteristics, the level of education has the largest effect on access to, and use of, flexible working arrangements. Employees with a university degree are more likely to have greater control over their working time and are also more likely to work from home at least occasionally. Employees with long commutes also report more flexibility in their working time, and a greater likelihood to work from home, while they are less likely to take a break for personal affairs during the working day.

Household characteristics have less influence on flexible work arrangements than might have been expected. Nevertheless, working mothers and fathers with preschool children (0-6) have a slightly higher

probability to control their working time and are also more likely to work from home. Having a partner and/or his/her employment situation has little effect on flexible working patterns.

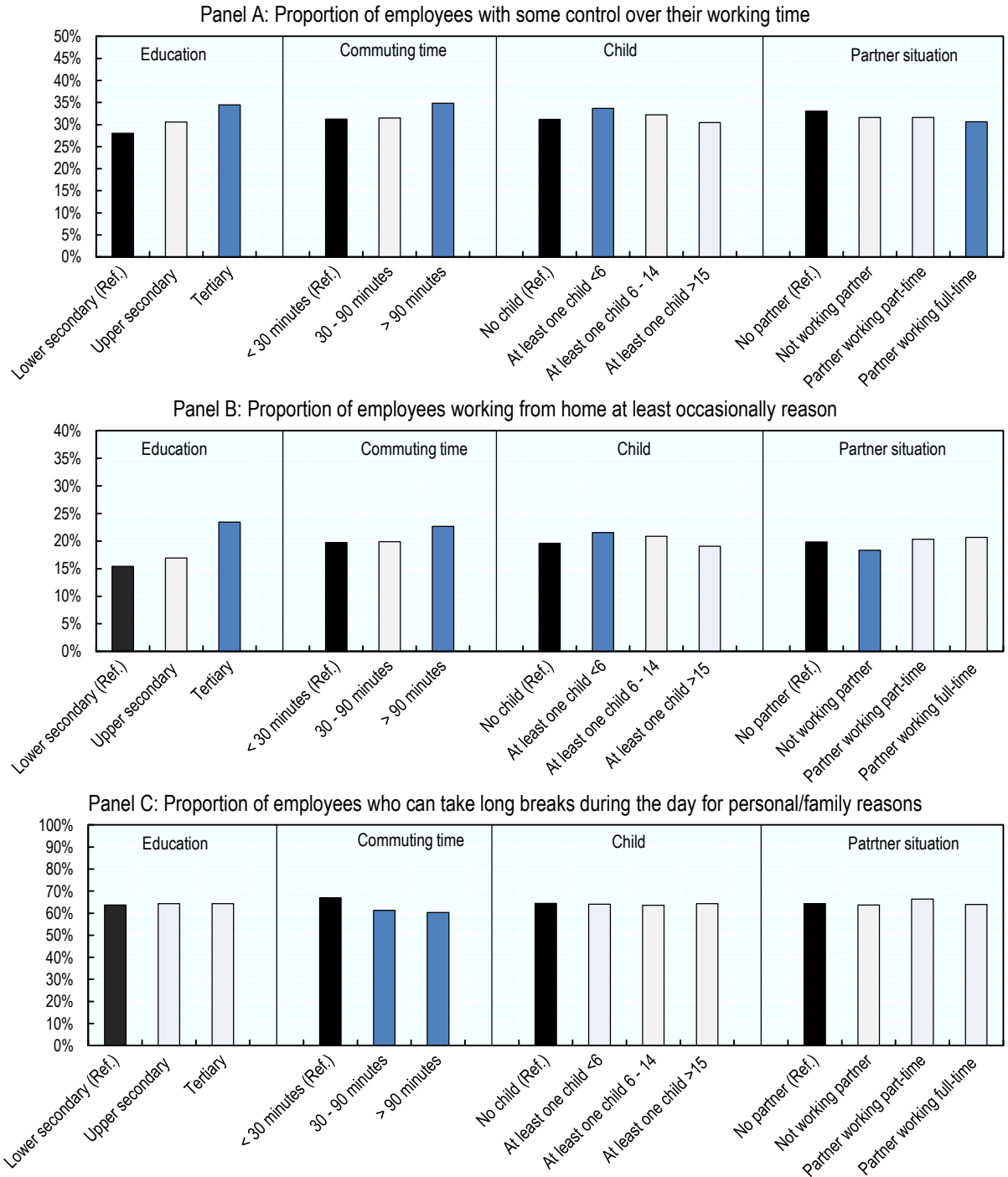
Figure 3. Influence of job characteristics on flexible working arrangements



Note: Adjusted average probabilities estimated by logit models taking account of job and personal characteristics. Shaded markers represent estimated probabilities that are statistically different (at $p < 0.05$) from those of the reference category (shown by the black markers). Non-shaded markers represent no statistically significant difference at $p < 0.05$.

Source: OECD calculations based on the 6th European Working Conditions Survey (2015), www.eurofound.europa.eu/surveys

Figure 4. Influence of personal and family characteristics on flexible working



Note: Adjusted average probabilities estimated by logit models taking account of job and personal characteristics. Shaded markers represent estimated probabilities that are statistically different (at $p < 0.05$) from those of the reference category (shown by the black markers). Non-shaded markers represent no statistically significant difference at $p < 0.05$. Source: OECD calculations based on the 6th European Working Conditions Survey (2015), www.eurofound.europa.eu/surveys

Flexible working improves perceived work-life balance

How do flexible working arrangements influence work-life balance? Figure 5, Panel makes it clear that when employees have children they are involved in care activities, but the presence of flexible working arrangements has very little effect on the proportion of employees who provide childcare several times a week or daily.

However, work-schedules flexibility improves employees' appraisals of their own work-life balance, however (Figure 5, Panel B). In particular, having some freedom to set starting and finishing times and arrange breaks during the working day increase the perception that working hours fit in with family and social commitments. Working from home has no significant effect on this perception. This is because the conflict between work and family becomes more visible when employees work from home for caring purposes. Nevertheless, employees who at least occasionally work from home, and who have some control over their daily working time, are less likely to report that family responsibilities prevent them from giving enough time to their job (Panel C). By contrast, employees who can easily take a break during the working day are much more likely to feel that their family duties encroach upon their working life.

Policies to promote greater access to flexible working arrangements

Improving the accessibility of flexible working arrangements is not just a matter of efficiency but also of fairness. Flexible working arrangements may be particularly important to low-wage workers who cannot afford to work part-time. Failure to address this issue will mean that a significant minority of parents continue to be excluded from the labour market or experience stress at home and/or at work, which may increase absenteeism and reduce productivity.

Collective bargaining or enterprise level agreements often regulate flexibility in workplace practices (Hegewish, 2009; Eurofound, 2016; OECD 2016). In addition, some countries provide employees with a right to request flexible working hours (Plantenga and Remery, 2009; OECD, 2011). Nevertheless, flexible working arrangements are often based on informal employer rules, particularly in smaller enterprises, and occasional use of breaks for personal use or homeworking is more prevalent than setting start and finishing times.

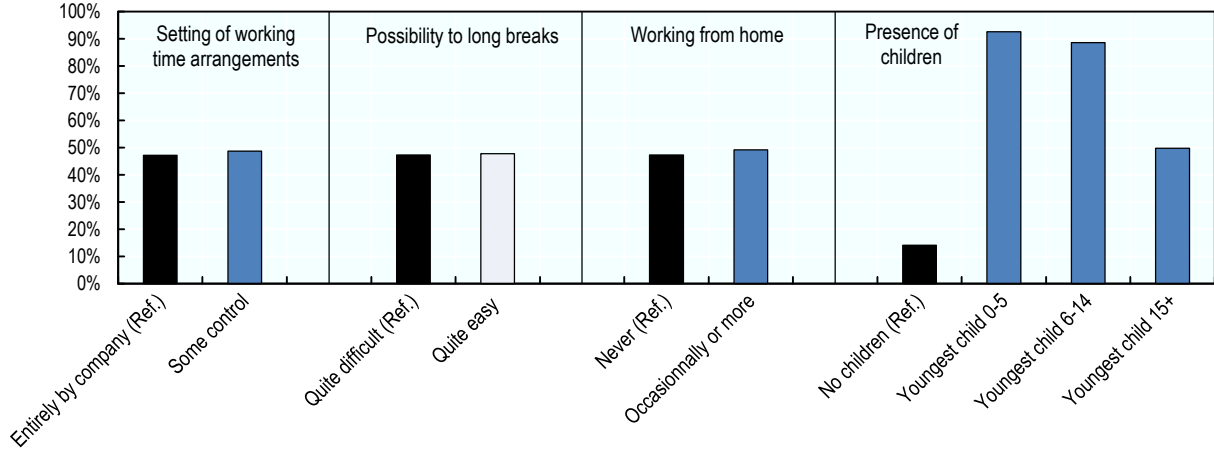
Ensure a “right to request” flexible working arrangements

In addition to collective and individual bargaining processes, some governments have introduced laws that are designed to guarantee employer provision of some flexible working arrangements, and sometimes these are targeted specifically at fathers and mothers.

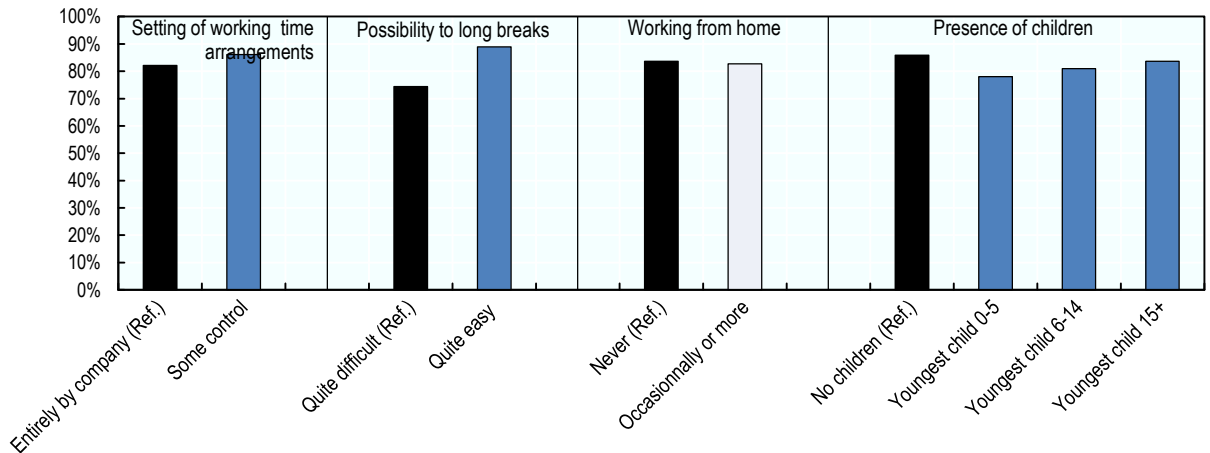
Legislative approaches to workplace flexibility varies across countries (Hegewish, 2009). For example, in countries such as Australia, Finland, Norway and Sweden, the right to flexible working is targeted at carers and/or parents of young children. By contrast, a ‘right to request’ flexible working is granted to *all* employees, irrespective of their reasons for seeking change in Belgium, France, Germany, New Zealand and the Netherlands for workers in firms with 10 employees or more, and since 2014 the United Kingdom. Employees can also appeal in the courts in case employers refuse such a request. Often legislation focuses on the number of hours worked, but the ‘right to request’ legislation in New Zealand, the United Kingdom and, since January 2016, the Netherlands covers flexible working rights for employees in a comprehensive manner, including the scheduling of hours and the location of work.

Figure 5. Work-life balance and flexible working arrangements

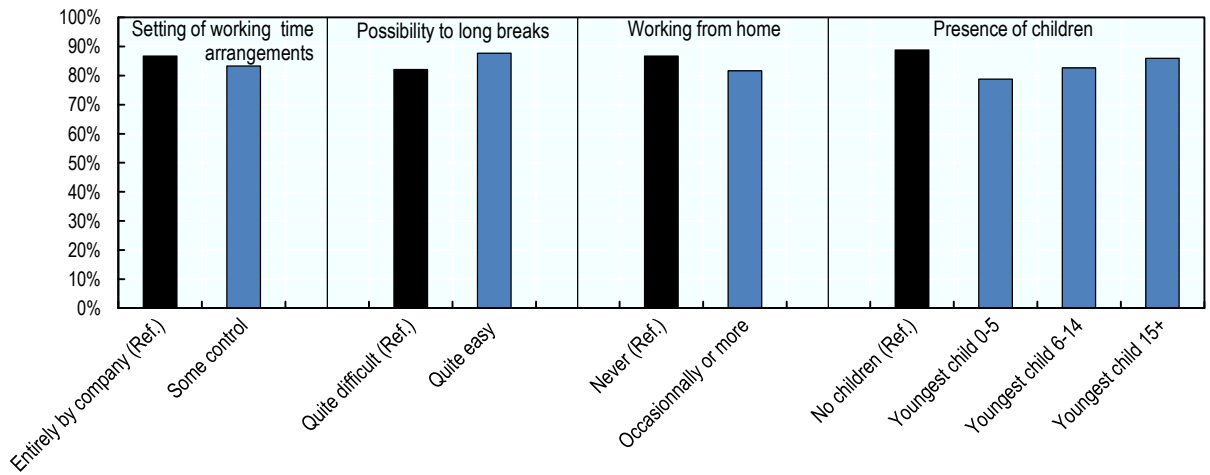
Panel A: Proportion of employees providing care or education at least several times a week



Panel B: Working hours fit in with your family or social commitments outside work



Panel C: Family responsibilities prevent you from giving the time you should to your job



Note: Adjusted average probabilities estimated by logit models taking account of job and personal characteristics. Shaded markers represent estimated probabilities that are statistically different (at $p < 0.05$) from those of the reference category (shown by the black markers). Non-shaded markers represent no statistically significant difference at $p < 0.05$.

Source: OECD calculations based on the 6th European Working Conditions Survey (2015), www.eurofound.europa.eu/surveys

Still, workers may be hesitant to enquire about their employer's flexible scheduling policies as they fear such requests may reflect poorly upon their commitment to the firm. For instance, in the United Kingdom, around two in five working mothers (38%) with a child between 9 and 24 months interviewed in 2013 would have liked to make use of a flexible working practice, but did not request to do so. About half of these mothers worried about being viewed negatively by employers, and 41% worried about the potential harm to future career prospects (DfBIS, 2016). In addition, many mothers stated that there is 'a price to pay' for having flexible working requests approved: 51% of mothers who had their flexible working request approved said they experienced unfavourable treatment as a result. Right to request legislation laws can reduce this discrimination, especially if such a right is granted to all employees and not restricted to a smaller group, such as parents. This helps to explain the extension of the rights to request flexible working recently adopted in both the United Kingdom and the Netherlands (Box 2).

Granting all employees in companies of a certain size a right to request flexible working arrangement is important to provide them with bargaining power and to reduce the risk of certain groups of workers to be discriminated, as for instance parents when they are the only group claiming for flexible working arrangement. Legislation is not enough, however. New laws can drive further take-up and aid the diversification of flexible working, but may remain ineffective if not accompanied by support from collective agreements and with changes in work organisation.

Box2 Gradual extension of the 'right to request' flexible working in the United Kingdom and the Netherlands

Since taking effect in 2003, the **United Kingdom's** Flexible Working Act has granted parents with children under the age of 6, or with disabled children under the age of 18, the right to request flexible working arrangements (including flexible or reduced working hours and teleworking) if they have been working for their current employer for at least 6 months. Provisions were expanded to include employees with adult caregiving responsibilities in 2007, and were further extended to all employees with at least 26 weeks' service with the same employer on 30 June 2014.

The Working Hours Adjustment Act in the **Netherlands**, gives workers in companies with at least 10 employees, the right to choose their working hours. Employers have to consent to employee requests unless they can provide compelling management or business reasons to deny the request. Since 1 January 2016, the Flexible Working Hours Act extends employees' rights by making it possible to also request a change to working times and workplace (e.g. work from home)., Teleworking request can be refused relatively easily, but employers can only refuse request for changing working times if they can illustrate compelling business interests. If one month prior to the requested date of change, the employer has not responded to the employee's request, the working schedule proposed by the employee will take effect.

Promote social dialogue on employee-friendly working time

Collective agreements are very important when it comes to regulating working hours. In most of the Nordic countries, but also in Germany and the Netherlands where the use of flexible working arrangements is high, most workers are covered by collective agreements that stipulate rights to shorter working hours and/or to flexible working. However, employee-friendly working arrangements are rarely a priority in collective bargaining where issues about salary and workforce flexibility often dominate, although this does vary across sectors (Lehndorff, 2007; Plantenga and Emery, 2009; Haas and Hwang, 2013; Eurofound, 2016).

Governments can play an active role in the promotion of social dialogue on workplace flexibility. For instance, in Germany in 2011 the federal government and social partners signed the "Charter on Family-Oriented Working Hours" calling on all "stakeholders to actively pursue the opportunities of family-oriented work hours and innovative working-hour models in the best interest of the German economy". The signatory stakeholders and the employers' association (BDA) followed up in 2015 with the "Neue Vereinbarkeit Memorandum" (New Reconciliation Memorandum) on ways to balance work and family life (OECD, 2016, forthcoming; Box 3).

Box 3. Initiatives to develop family-friendly workplaces in Germany

The new reconciliation memorandum was developed within the company network known as “Erfolgsfaktor Familie” (Family as Success Factor) and co-funded by the European Social Fund. The network shares information and best practices among family-friendly companies and other stakeholders, and holds competitions and events to raise awareness on family-friendly workplace issues. The network connects more than 1 200 companies (www.erfolgsfaktor-familie.de/).

In addition there are about 650 local networks, the “Lokale Bündnisse für Familie” (the Local Alliances for the Family). They bring together stakeholders (employers, unions, local authorities, foundations, churches, employment agencies, universities, childcare providers, etc.) that exchange information on family-related services like the local childcare provision.

Since 1999, companies in Germany can apply for certification as a family-friendly employer (Audit Berufundfamilie) – for a similar initiative in Austria (OECD, 2002). The independent Hertie Foundation audits companies – assessing their processes, identifying their goals, and, where necessary, suggesting new workplace arrangements – then certifies them “family-friendly” if they meet criteria. Large firms make the most use of such audits – 42% of companies with more than 1 000 employees are certified. However, the process is considered too time-consuming by most small companies with less than 20 employees, only 8% of which are certified (DIHK, 2012).

Help companies to adapt work organisation and managerial practices

Changes in work organisation are key to increasing flexibility in workplace practices. Accounting for firm characteristics, such changes can help reduce the large inequalities in access to or the use of flexible arrangements that were identified earlier in this brief.

Time flexibility can be promoted by different means. For instance, a system of “core working time” can be set up, which involves staff members to be at work for a period specified by the employer, while the employee has discretion over when to work an agreed number of hours over a fixed period (Ackermann, 2014; ACAS, 2015).

Alternatively, a system of compress working hours may be introduced, which involves employees working their usual hours in fewer but longer spells during the week. This occurs, for instance, by enabling employees to start early and/or finish late and build up additional hours that they can take off later during the week/month without a reduction in pay (Riedman et al., 2006).

Setting up flexitime can also be facilitated by organising team work, so that employees from the same team can cover each other when one employee is away. Job sharing goes one step further in the same direction by making two (often part-time) employees share the responsibilities of one full-time job. The success of such arrangements depends crucially on effective communication between employees and managers on how responsibilities are organized.

The increased use of Internet and Communication Technologies (ICTs) will facilitate growth in teleworking opportunities, but does risk blurring the frontier between work and family life (Fagan, 2014). Moreover, technological progress is likely to affect different jobs and occupations in different ways which may widen rather than reduce inequalities in remote work. In all, the expansion of flexible working arrangements across jobs and companies requires creative thinking about existing models of work organisation and managerial practice. Governments can help by providing information and fostering networks, organisations or agencies that facilitate the exchange of best practices across companies, complementing the action they can take to grant employees the right to request a change in their working practices and to promote collective bargaining on flexible workplace issues.

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Table A1: Distribution of the employed by usual weekly working hours bands and gender, 2015^a

Proportion of employed population with usual weekly working hours within band:						
	Gender	1 to 19 hours	20 to 29 hours	30 to 34 hours	35 to 39 hours	40 hours or more
Austria	Male	5.0	3.6	2.6	25.2	63.7
	Female	14.6	20.3	11.7	16.9	36.4
Belgium	Male	3.2	4.0	4.5	44.6	43.6
	Female	12.7	17.5	15.2	34.5	20.0
Bulgaria	Male	0.1	1.2	0.5	0.4	97.8
	Female	0.4	2.1	0.9	0.8	95.9
Croatia	Male	1.6	2.8	1.1	19.1	75.3
	Female	2.4	4.6	1.2	21.6	70.3
Cyprus (b,c)	Male	2.9	5.0	3.7	23.2	65.2
	Female	5.8	7.5	5.3	31.5	49.9
Czech Republic	Male	1.0	1.5	1.2	11.2	85.0
	Female	2.4	5.1	4.4	11.5	76.7
Denmark	Male	11.0	3.9	3.2	63.1	18.7
	Female	17.6	8.2	15.8	50.5	8.0
Estonia	Male	1.3	4.0	1.4	1.0	92.4
	Female	4.1	8.4	3.0	5.7	78.8
Finland	Male	5.8	4.8	4.2	31.2	54.0
	Female	8.9	7.5	8.8	53.7	21.2
France	Male	2.9	4.0	2.4	49.0	41.6
	Female	8.9	13.5	8.5	46.3	22.8
Germany	Male	6.2	3.1	2.6	21.7	66.5
	Female	19.4	18.0	11.1	18.2	33.2
Greece	Male	2.2	5.1	4.1	1.8	86.7
	Female	4.3	11.9	7.9	2.7	73.1
Hungary	Male	0.4	2.6	1.4	0.5	95.1
	Female	0.8	5.1	3.1	0.9	90.1
Iceland	Male	7.3	4.1	2.5	4.0	82.1
	Female	12.0	11.7	10.5	9.7	56.1
Ireland	Male	4.9	7.4	2.8	31.3	53.5
	Female	13.8	21.6	9.5	33.3	21.8
Italy	Male	3.1	5.4	3.5	16.1	71.9
	Female	10.9	21.9	9.5	19.9	37.8
Latvia	Male	1.0	3.2	1.1	0.6	94.1
	Female	2.5	6.9	3.0	1.7	85.9
Lithuania	Male	0.8	4.2	1.4	1.2	92.4
	Female	2.8	7.7	3.3	3.6	82.6
Luxembourg	Male	2.2	3.1	1.3	1.9	91.6
	Female	7.5	19.2	9.4	3.9	60.0
Malta	Male	1.9	3.9	3.8	1.2	89.2
	Female	7.5	14.1	15.9	3.7	58.9
Netherlands	Male	13.4	6.1	8.7	21.1	50.7
	Female	30.5	30.2	16.4	10.9	12.0
Norway (a)	Male	8.6	3.4	4.7	61.8	21.4
	Female	17.5	10.1	9.8	53.0	9.6
Poland	Male	1.0	2.8	1.8	1.3	93.1
	Female	2.5	7.1	4.2	3.3	82.9
Portugal	Male	5.3	3.2	1.8	7.2	82.5
	Female	6.7	5.9	2.9	12.4	72.1
Romania	Male	0.6	2.5	2.3	1.4	93.2
	Female	1.5	4.0	3.0	2.1	89.4
Slovak Republic	Male	1.6	2.5	0.7	11.7	83.5
	Female	2.6	5.2	1.7	19.4	71.1

Proportion of employed population with usual weekly working hours within band:

	Gender	1 to 19 hours	20 to 29 hours	30 to 34 hours	35 to 39 hours	40 hours or more
Slovenia	Male	2.5	4.2	1.2	0.8	91.3
	Female	3.9	8.1	2.2	1.1	84.7
Spain	Male	2.6	4.5	2.4	13.8	76.6
	Female	8.8	14.3	7.0	21.7	48.3
Sweden	Male	5.4	5.2	5.1	14.3	70.0
	Female	8.3	9.7	16.2	17.2	48.5
Switzerland	Male	6.0	4.8	4.1	3.7	81.3
	Female	24.0	20.9	10.7	6.3	38.1
United Kingdom	Male	6.2	5.7	4.0	22.0	62.1
	Female	19.1	18.6	9.8	23.9	28.6
European average	Male	3.8	3.9	2.8	16.4	73.1
	Female	9.2	11.8	7.8	17.5	53.7

a) For Norway, data refer to all jobs rather than the main job for other countries.

b) Footnote by Turkey: The information in this document with reference to « Cyprus » relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of United Nations, Turkey shall preserve its position concerning the "Cyprus issue";

c) Footnote by all the European Union Member States of the OECD and the European Commission: The Republic of Cyprus is recognized by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.

Source: OECD Employment Database, www.oecd.org/employment/emp/onlineoecdemploymentdatabase.htm