

# DISCUSSION ON THE INDICATORS OF DIMENSION 3

**“Working time and balancing work and non-working life“  
- Recommendations from the German point of view**

**Seminar of the Task Force on Quality of Employment  
Geneva, 31 October – 2 November 2011**



# Agenda

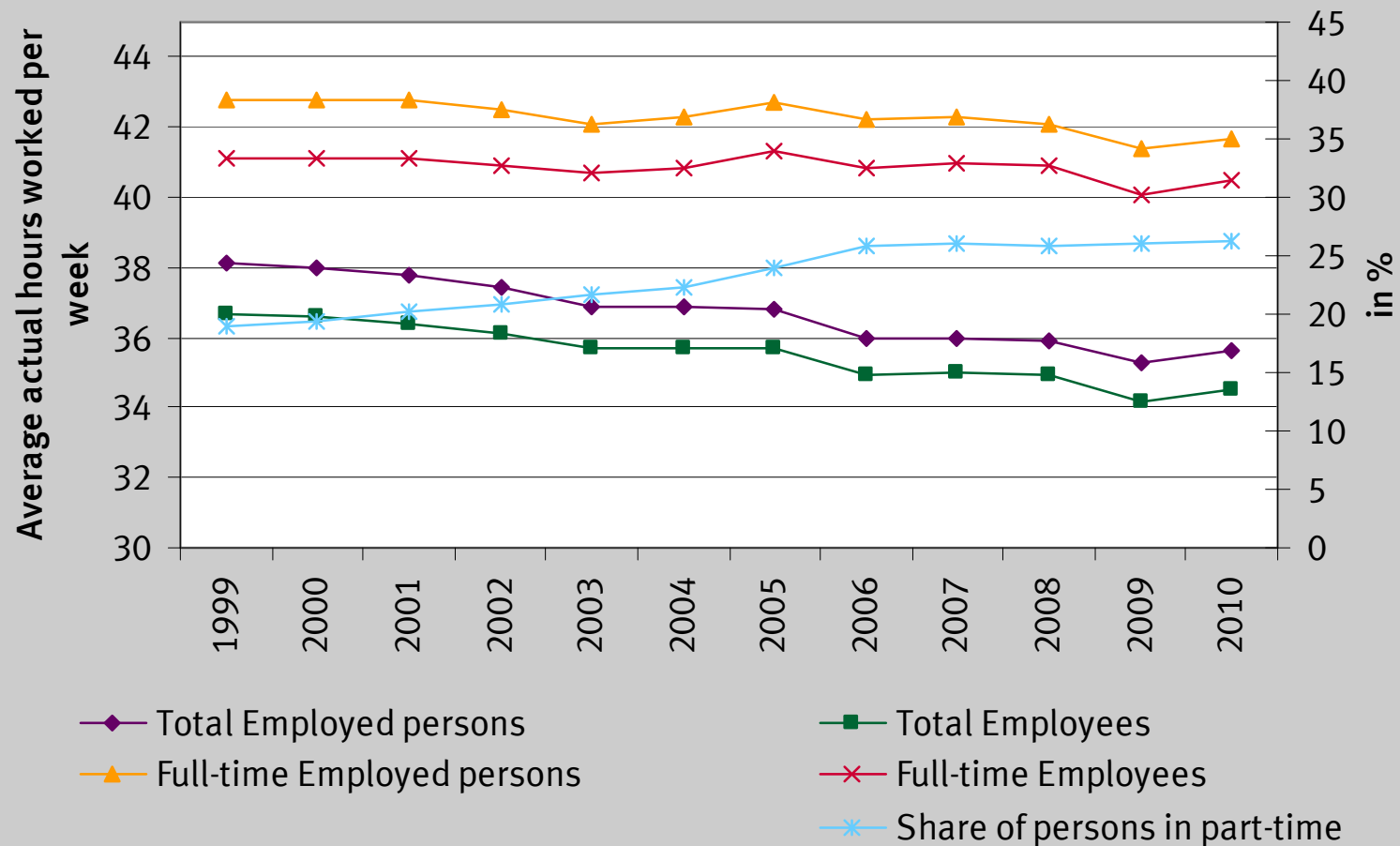
**1) Presentation and points for discussion  
of the indicators of dimension 3**

**2) Conclusions**

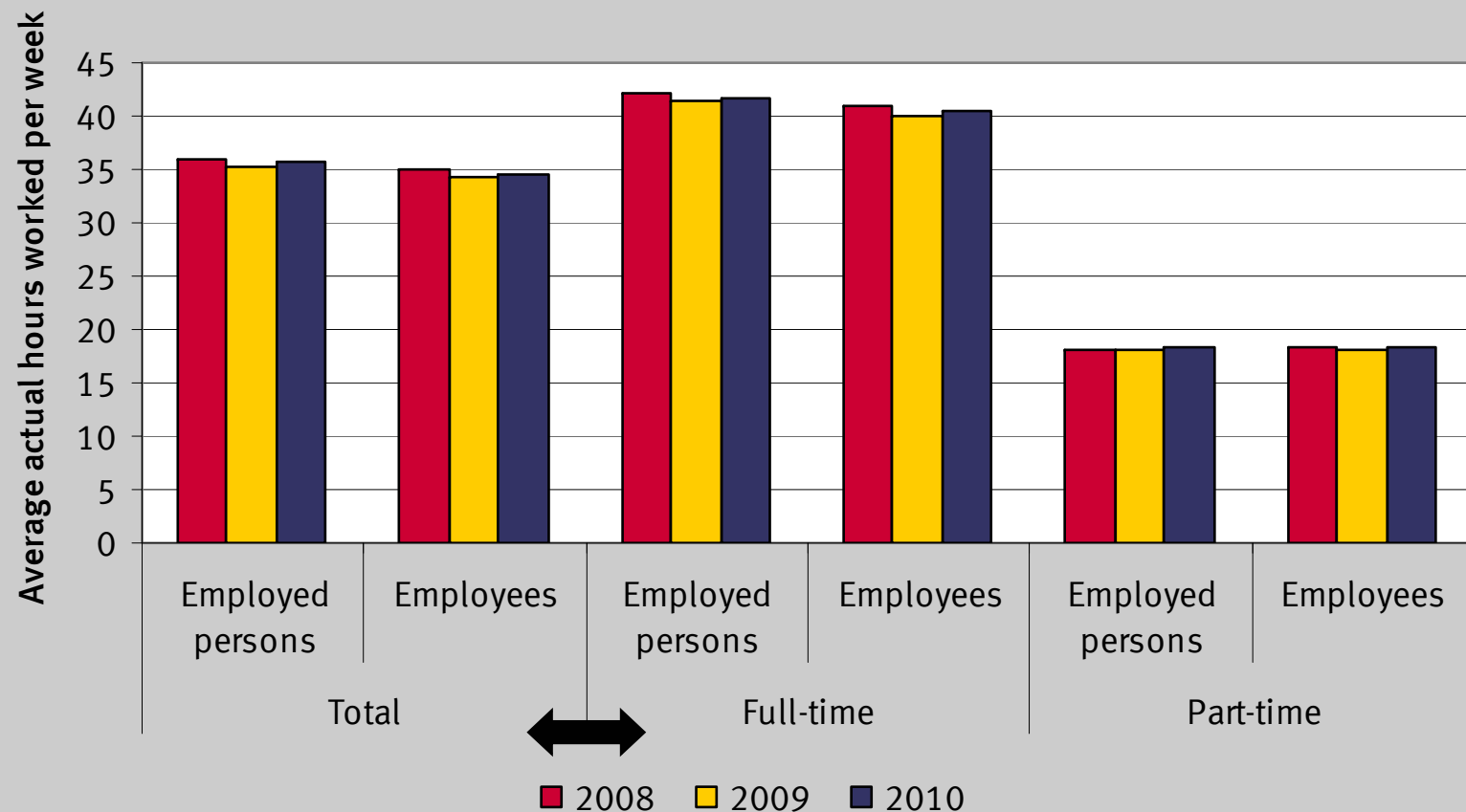
# Indicators of dimension 3

<b>3a) Working hours</b>	
	Average actual hours worked per week per person
	Share of employed persons working long hours per week (e.g., 49 hours or more per week)
	Share of employed persons working few hours per week involuntarily (e.g., less than 30)
	Distribution of actual hours worked (quintiles)
	Share of employed persons working more than one job
<b>3b) Working time arrangements</b>	
<b>3c) Balancing work and non-working life</b>	

# Average actual hours worked per week per person



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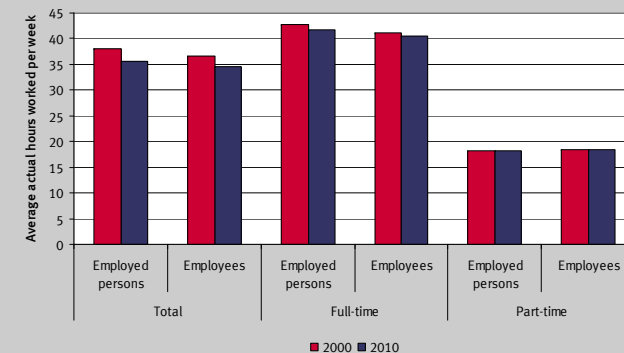
# Average actual hours worked per week per person

Need to clarify the term „person“

- Employed persons ✓
- Employees (full- and part-time)
- Employees full-time

Age boundary ? 15-64 ✓

Consent on the recommended source: LFS ? ✓



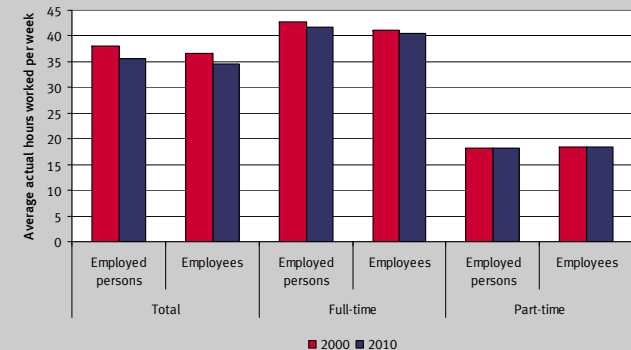
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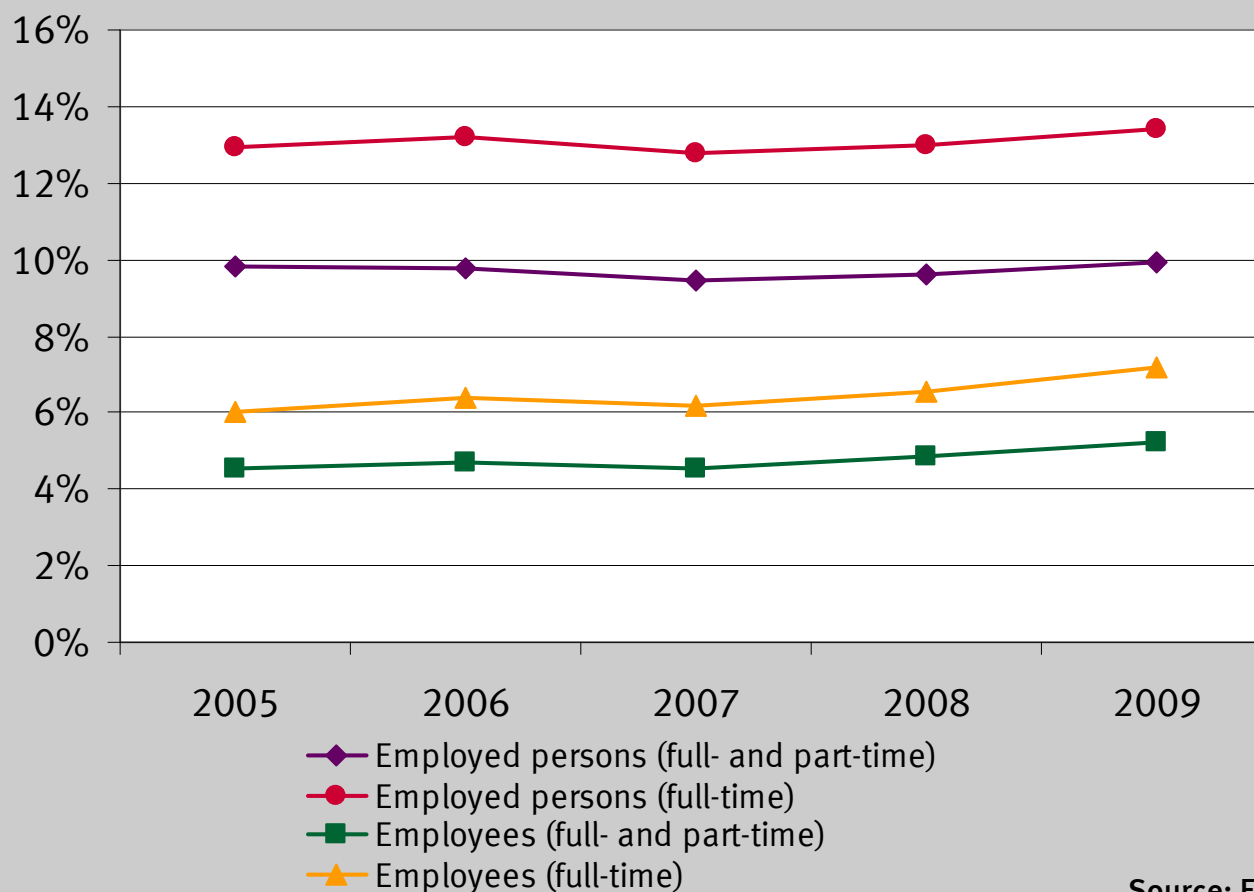
Age boundary ? 15-64 ✓

Consent on the recommended source: LFS ? ✓



- Recommended breakdowns:**
- full- and part-time
  - self employed / employees

# Share of employed persons working long hours per week (e.g., 49 hours or more per week)

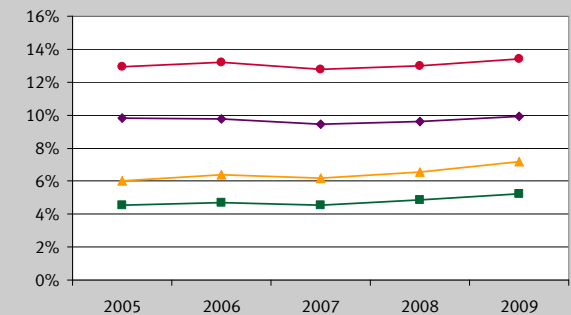




# Share of employed persons working long hours per week (e.g., 49 hours or more per week)

Need to clarify the indicator in terms

- Employed persons
- Employed person in full-time ✓
- Employees (full- and part-time)
- Employees full-time



Recommended breakdowns:  
● self employed / employees

Set the “49 hours or more” threshold and delete “e.g.” ✓

Age boundary ? 15-64 ✓

Consent on the recommended source: LFS ? ✓

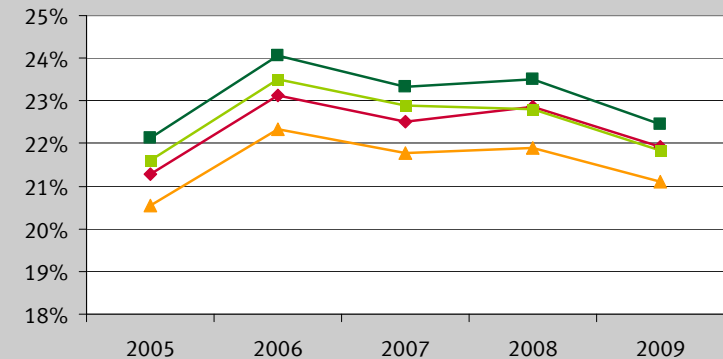
# Share of employed persons working few hours per week involuntarily (e.g., less than 30)



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## Need to clarify the indicator in terms

- Employed persons ✓
- Employees (full- and part-time)

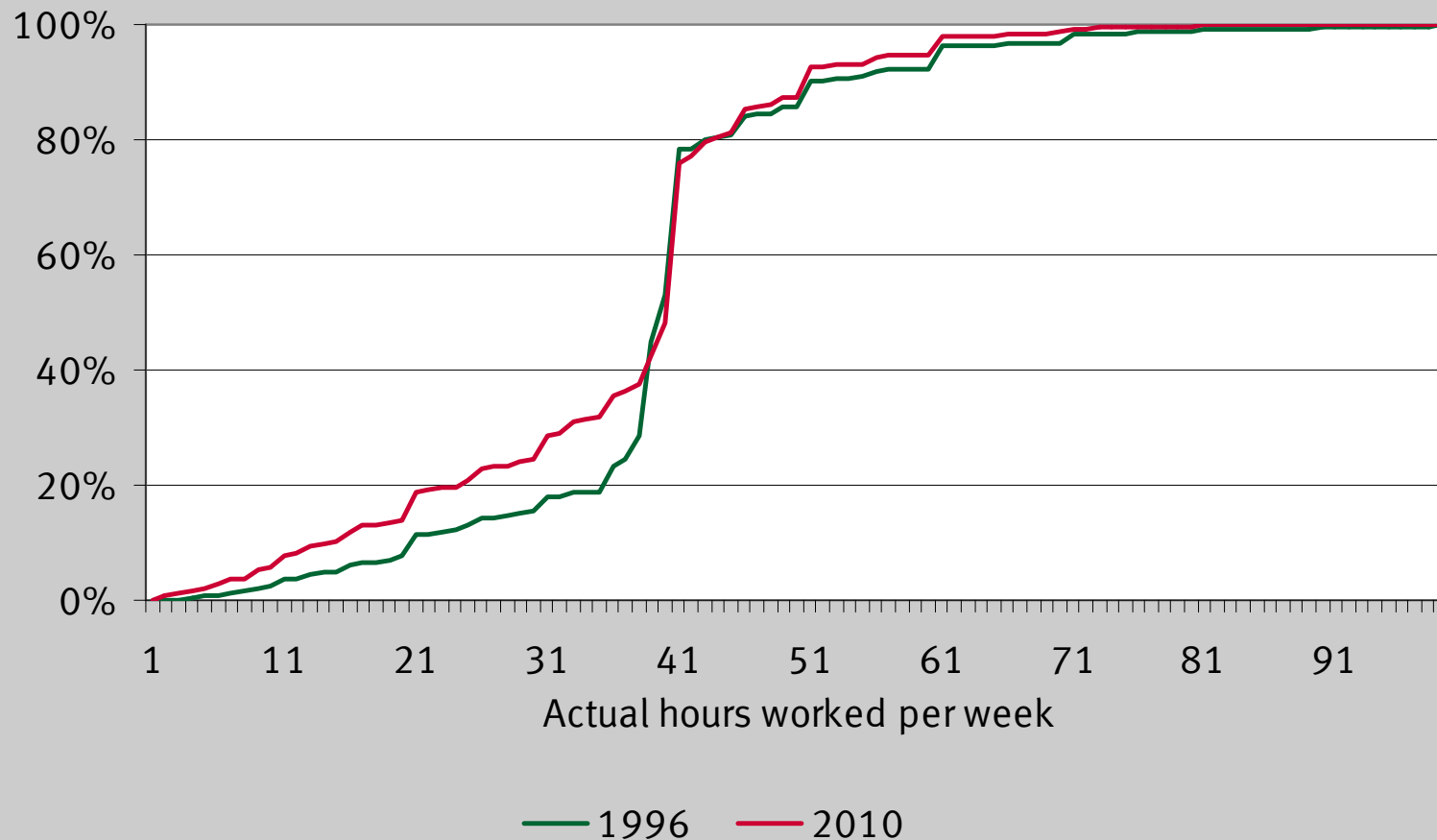


Set a fixed hours-threshold and delete “e.g.” ✓

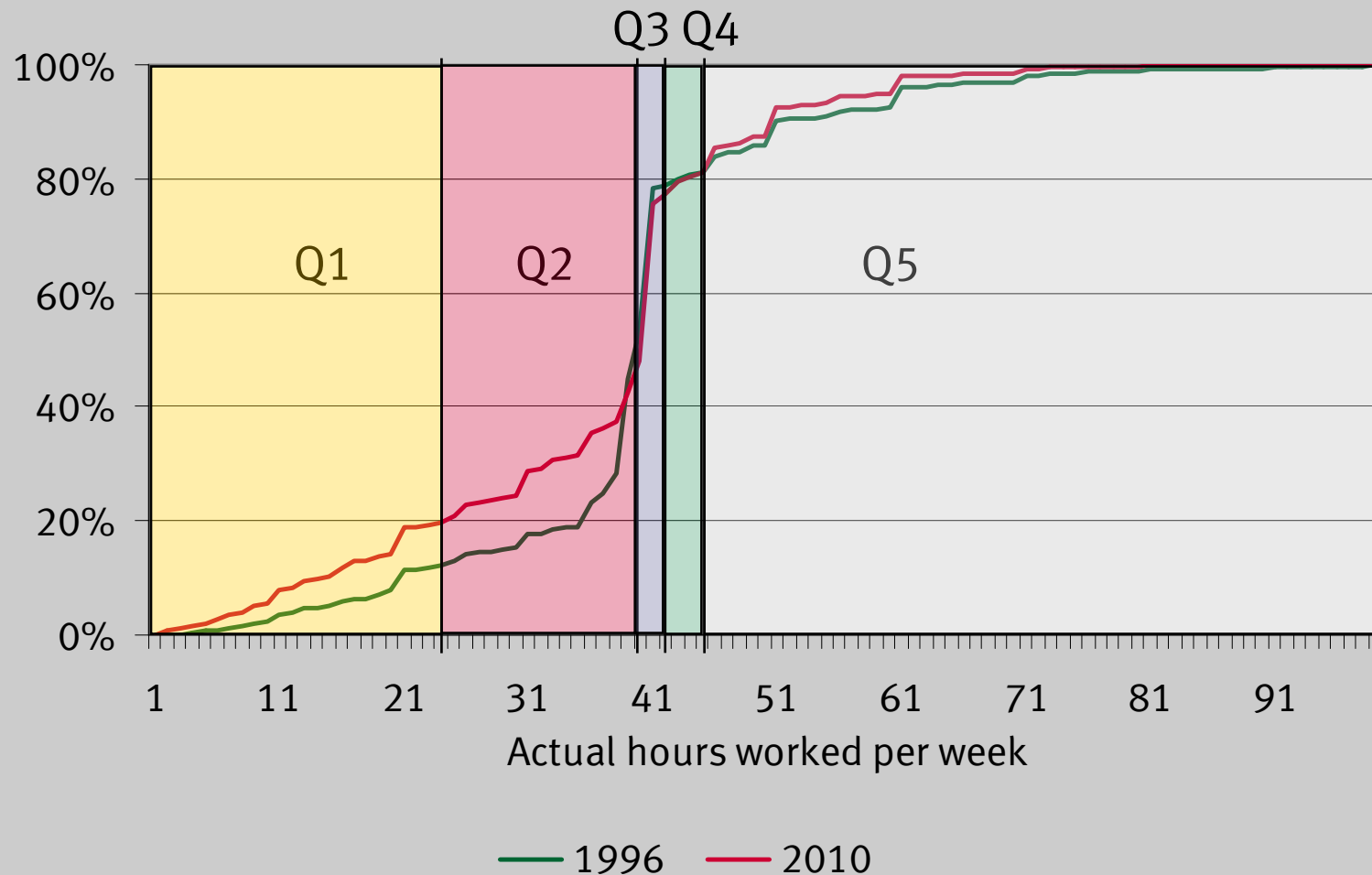
Age boundary: 15-64 ✓

Consent on the recommended source: LFS ? ✓

# Distribution of actual hours worked (quintiles)



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Redundant to indicator „Average actual hours worked per week”

Why actual (not usual) hours ?

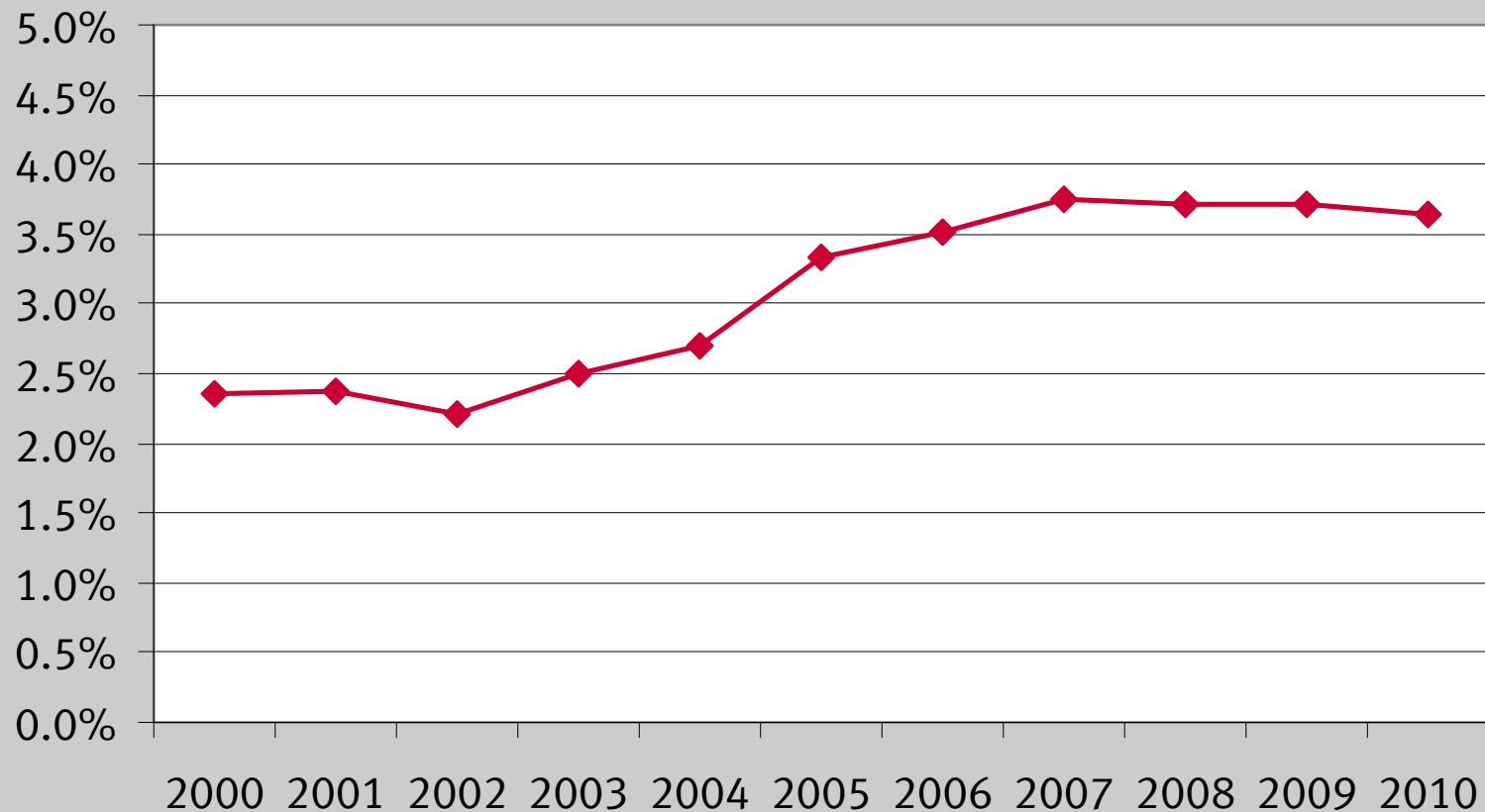
How to deal with persons having worked 0 hours ?

Potential candidate for cancellation?

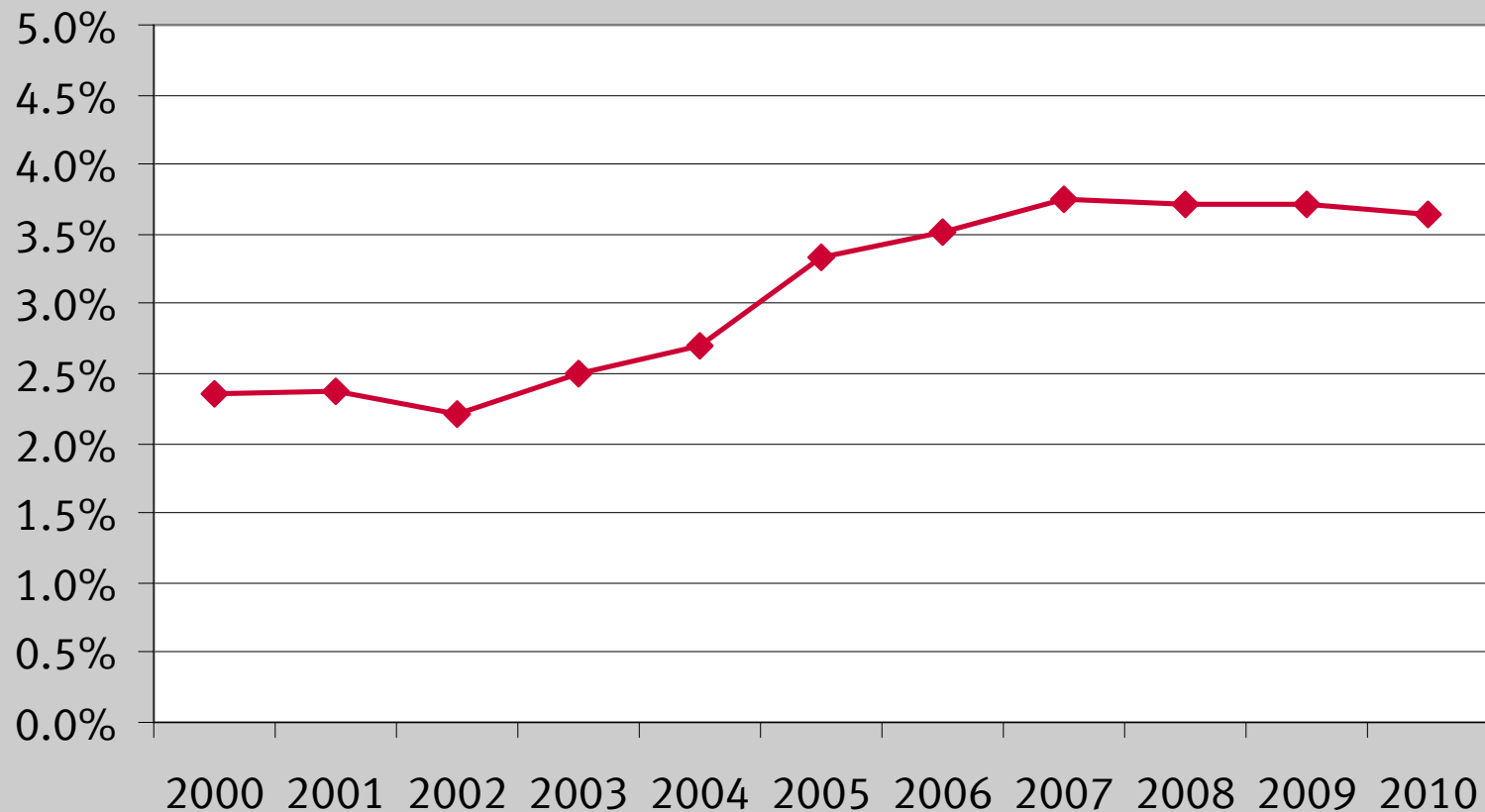
instead: “Employed persons working few hours“

(e.g. 20 hours or less)

# Share of employed persons working more than one job



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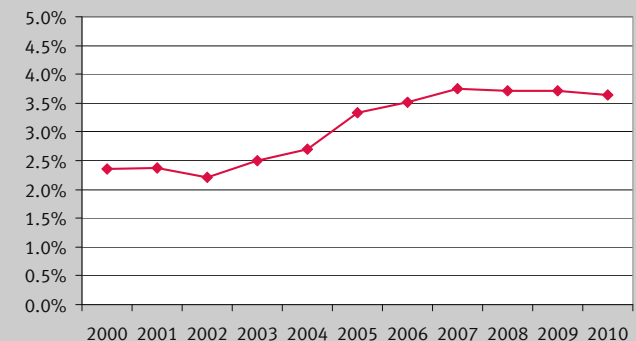
# Share of employed persons working more than one job

Incoherences compared to register (6.5%+) suggest measurement problems

Need to clarify the indicator in terms of

Age boundary ? 15-64 ✓

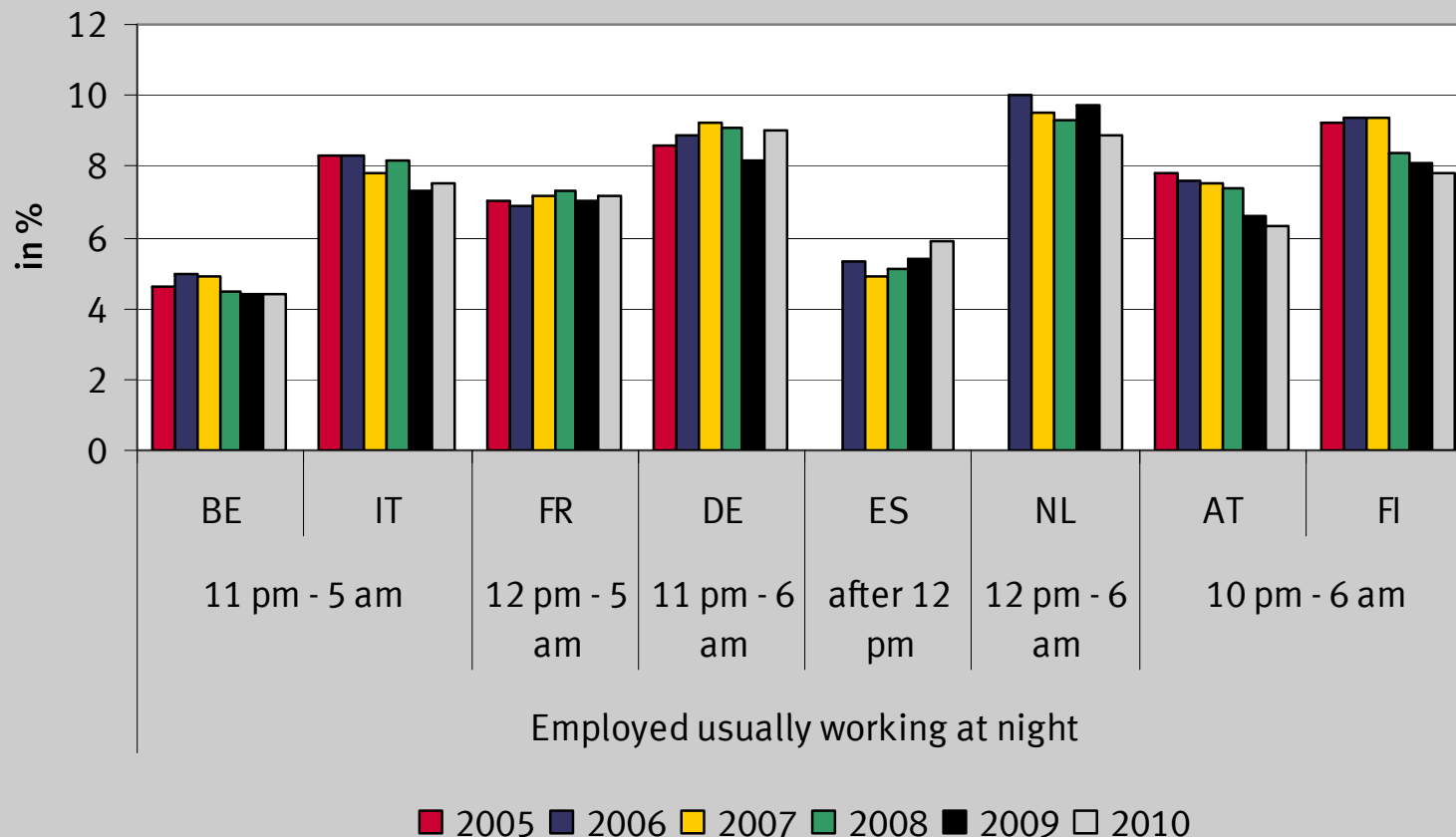
Consent on the recommended source: LFS ? ✓



# Indicators of dimension 3

<b>3a) Working hours</b>	
<b>3b) Working time arrangements</b>	
	Percentage of employed persons who usually work at night, evening
	Percentage of employed persons who usually work on weekend or bank holiday
	Share of employees with flexible work schedules
<b>3c) Balancing work and non-working life</b>	

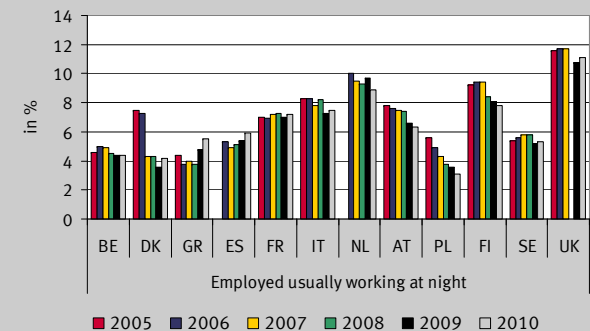
# Percentage of employed persons who usually work at night, evening



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**Night work = Work done during usual sleeping hours and implying unusual sleeping times.**

DE:	11 pm – 6 am	(7 hours)
BE, IT:	11 pm – 5 am	(6 hours)
ES:	after 12pm	
AT, FI:	10 pm – 6 am	(8 hours)
NL:	12 pm – 6 am	(6 hours)



**Consent on the recommended source: LFS ? ✓**

**No changes in age groups (15-64 ✓),**

**hardly any differences between employees vs. employed**

# Percentage of employed persons who usually work on weekend or bank holiday

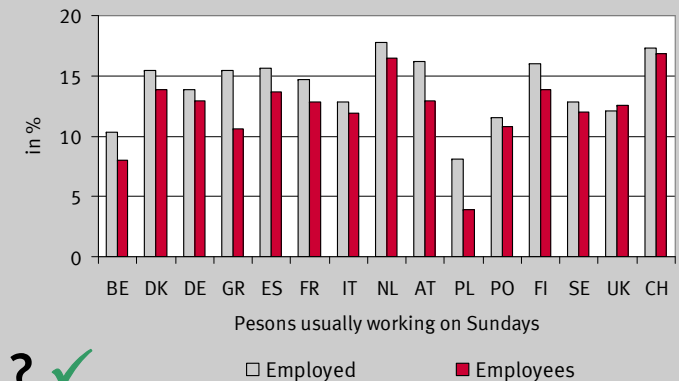


Persons usually working on Sundays

# Percentage of employed persons who usually work on weekend or bank holiday

What does weekend or bank holiday mean?

EU-LFS covers Saturdays and Sundays,  
no bank holidays

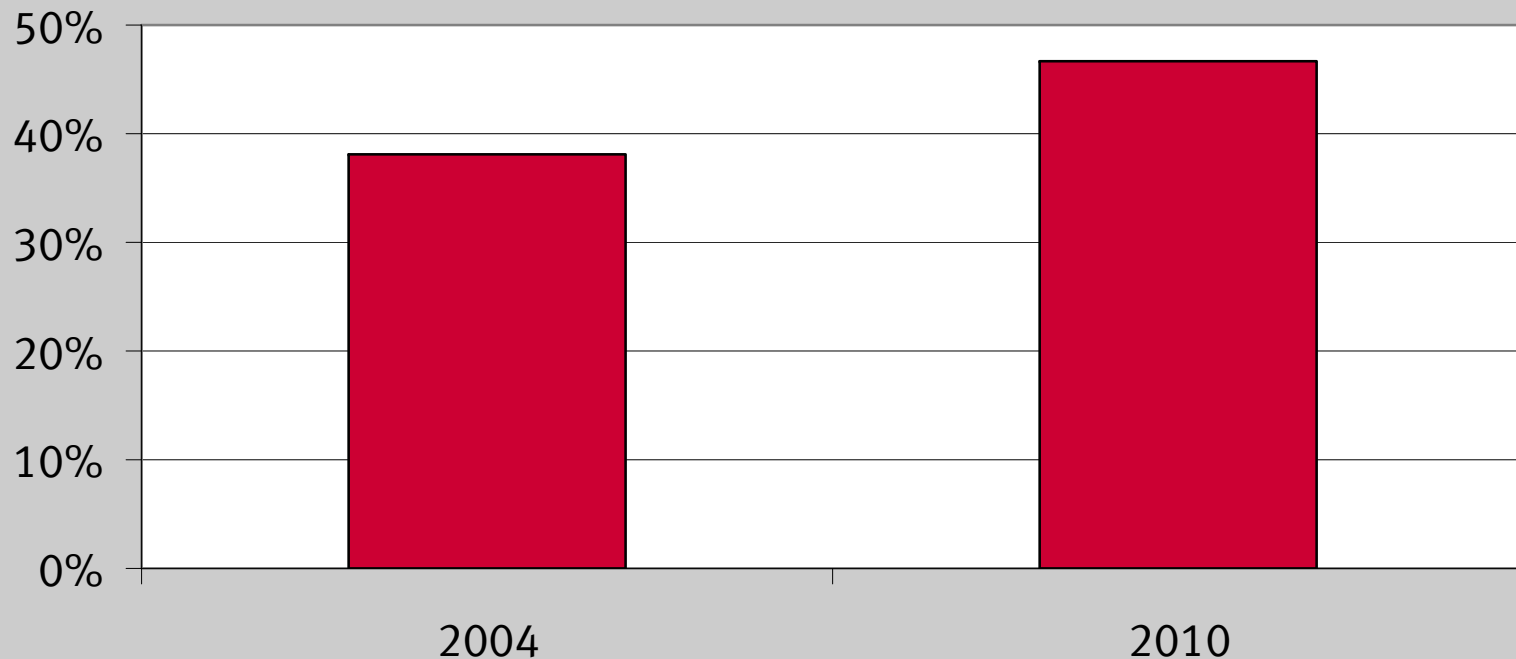


Consent on the recommended source: LFS ? ✓

No changes in age groups (15-64 ✓),

Partly big differences between employees vs. employed

# Share of employees with flexible work schedules, Germany



Employees with inflexible work schedules

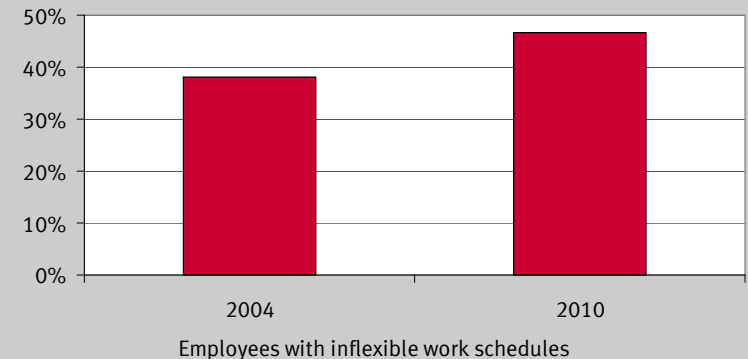
# Share of employees with flexible work schedules

What is measured?

Not frequently available

Source: EU-LFS ad hoc-modules ✓

Age boundary: 15-64 ✓



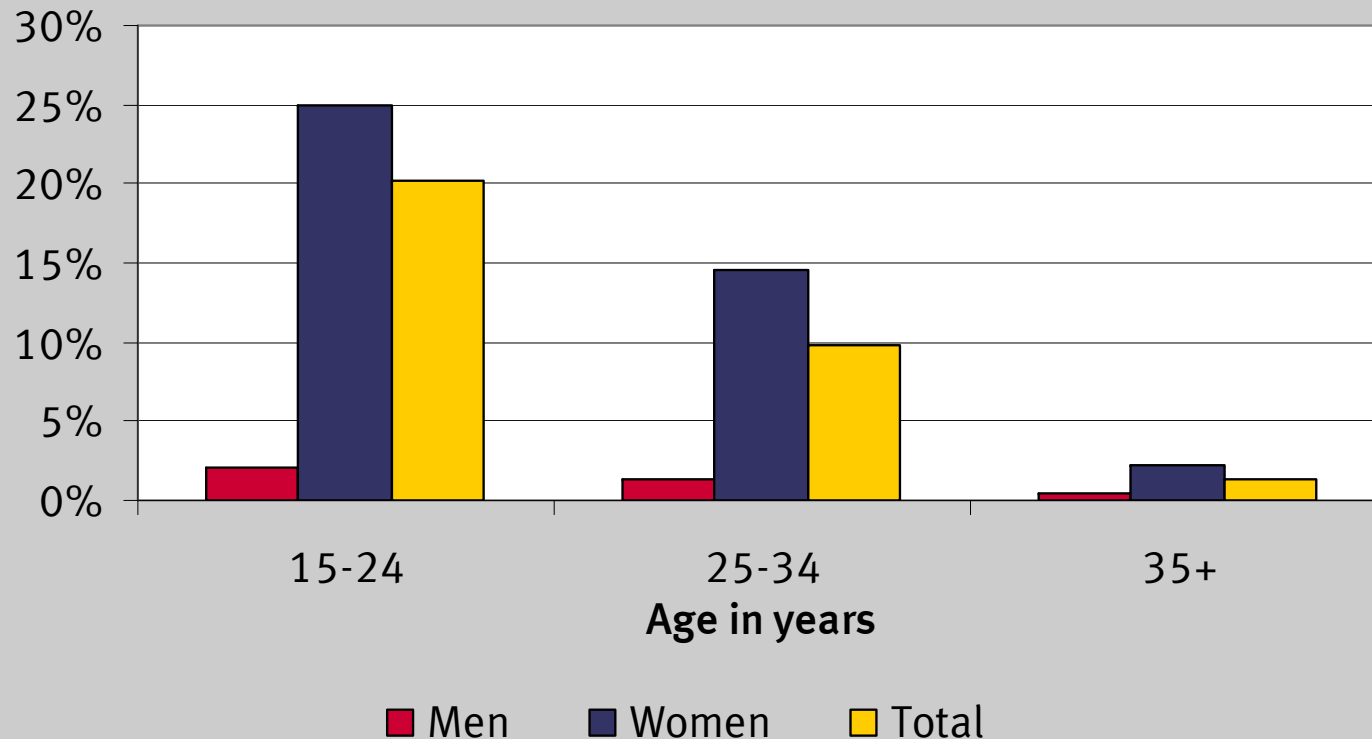


# Indicators of dimension 3

<b>3a) Working hours</b>	
<b>3b) Working time arrangements</b>	
<b>3c) Balancing work and non-working life</b>	
	Share of employed persons receiving maternity/paternity/family leave benefits
	Average actual hours worked per household
	Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49
	Average duration of commuting from home to work

# Share of employed persons receiving maternity/paternity/family leave benefits

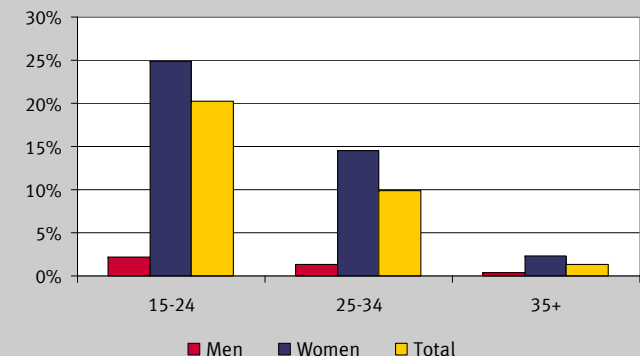
Share of persons receiving family leave benefits



# Share of employed persons receiving maternity/paternity/family leave benefits

## Numerator/denominator unclear

- Numerator:
  - Persons with children aged <18 years receiving family leave benefits
- Denominator:
  - Persons with children aged <18 years



Source: national sources

Relevance for quality of employment?

-> Rather “Entitlement of employed persons to family leave benefits”

# Average actual hours worked per household

<b>Average hours...</b>	<b>Per household</b>	<b>Per household with at least one person employed</b>
usually worked	34.2	53.8
actually worked	30.7	48.3

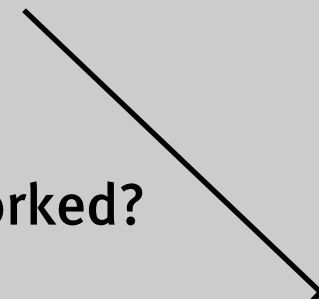
# Average actual hours worked per household

## Operationalisation not clear

- Definition household
- Households with employed only?
- Average per person aged 18-64 years living in a household ?
- Average actual ? weekly ✓ hours worked?

Source: LFS

Average hours...	Per household	Per household with at least one person employed
usually worked	34.2	53.8
actually worked	30.7	48.3



Breakdown by household size ?

# Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49

	2005	2006	2007	2008	2009
<b>Women</b>	0.74	0.75	0.76	0.78	0.80
<b>Men</b>	1.10	1.10	1.09	1.08	1.10

# Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49

## Need to clarify

definitions and instructions how to gain the household variables from the LFS

Source: EU-LFS

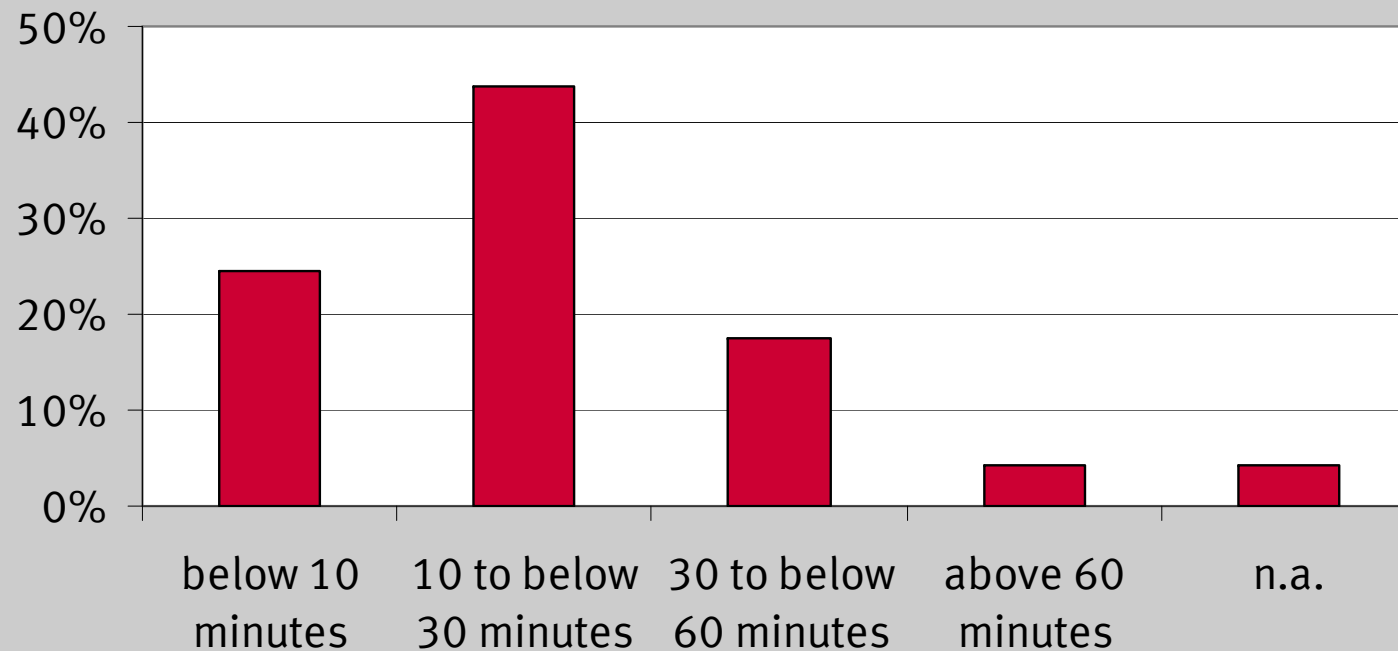
Age boundary: 20-49 ✓

Difficult to communicate

-> rather: Employment rate of mothers and fathers

	2005	2006	2007	2008	2009
Women	0.74	0.75	0.76	0.78	0.80
Men	1.10	1.10	1.09	1.08	1.10

# Average duration of commuting from home to work



**Share of employed needing ... minutes to commute to work**



# Average duration of commuting from home to work

## Discussion points:

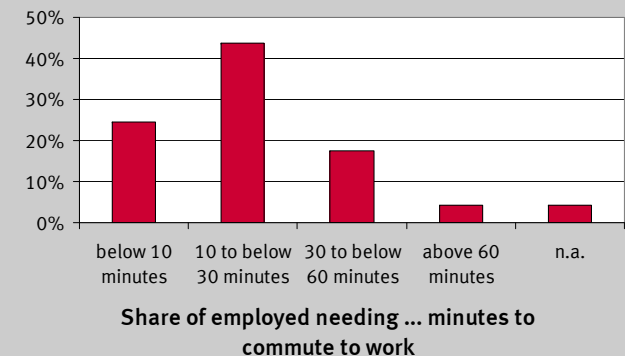
No average available

Share of employed vs. employees

Distance in time or kilometres?

Source: national sources

Age boundary 15-64 ✓



# Conclusions I

## Need for decisions on

- the recommendation of sources
- age boundaries (15-64, 15-69, 15-74, 15+)
- considered base (employed vs. employees)
- definition of part-time ( $\leq 20$  or  $\leq 30$  hours threshold  
or self-declared status)
- household definitions and construction/  
operationalisation
- Commuting-distances

# Conclusions II

## Set an (additional) focus on

- Self-employed vs. employees
- Full-time vs. part-time

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## Set an (additional) focus on

- Self-employed vs. employees
- Full-time vs. part-time

## Think about...

- Ratio of employment rate for women with children under comp. school age to the employment rate of all women aged 20-49  
-> Employment rate of mothers and fathers
- Average actual hours worked per household  
-> Average usual hours worked per household member
- Share of employed persons working more than one job  
-> Persons with minor jobs (i.e. 15/20 hours or less)

# MANY THANKS FOR YOUR ATTENTION!



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