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Ongoing Change in the Structure of Part-Time Employment

by Karl Brenke

The prominence of part-time employment has dramatically increased both in Germany and across Europe. Germany has experienced above-average growth and currently the prevalence of part-time employment there also exceeds the EU average. Evidently, this involves fundamental structural change as part-time employment has increased regardless of economic trends. Although part-time positions often still entail predominantly low-skilled work, the number of medium-skilled or highly qualified employees working shorter hours has also increased. Part-time employment has expanded into an increasing number of professions and occupations. The fact that the number of men in part-time work has increased particularly dramatically is further evidence of structural change.

Nonetheless, reduced working hours remain unequivocally a woman's domain across the whole of Europe. Although the ratio of men to women in part-time employment in Germany has converged somewhat, the gender gap is still significantly larger than in most other European countries. Significant gender differences are also evident when we examine the reasons for part-time employment, both in Germany and in the EU as a whole: Women's motives are predominantly family-related, whereas men's motives are mainly linked to further vocational training and particularly the shortage of full-time positions. For many women, too, the lack of available jobs is a reason for working part-time as well. In spite of the fact that the employment situation in Germany has improved over the past few years, the number of employed people for whom a part-time job only represents a stopgap solution has leveled off at a substantial two million.

Employment levels in Germany have recently reached new record highs. According to data from the German Microcensus (a regular population survey), employment was 39.7 million in August 2011. This is the highest level ever to be recorded by this survey. Other sources also indicate that employment in Germany is higher than it has ever been.¹ The volume of work, however, has not increased. Last year, for example, although the actual number of jobs was higher than before the most recent crisis, the number of hours worked was, according to data from the national accounts,² slightly lower. Also from a longitudinal perspective, there was a downward trend in the number of hours worked: In 2010, this figure was 1.4 percent lower than in 2000, which was a year with an equally strong economy—and actually five percent lower than in 1991. The number of hours worked by each employed person must, therefore, have fallen.

This cannot be the result of collectively agreed cuts in working hours as such cuts have not been made for some time. The introduction of the 35-hour week in some manufacturing sectors was finalized in the mid-'90s. Cuts in working hours in the retail sector ended several years earlier. Rather than a collectively negotiated reduction, the last decade has seen more of a trend

¹ Official statistics regularly show two divergent total employment figures drawn from different sources. First, monthly data is published that is taken from official employment statistics from the national accounts. These are based on an aggregate of 48 individual statistics and are partly estimates. The second source of employment statistics is the Microcensus. This is a population survey which captures one percent of all inhabitants. Employment was 39.7 million according to the Microcensus and significantly higher at 41.1 million (resident concept) according to official employment statistics. It is unclear which of these two figures is closer to reality.

² Working hours used in the national accounts are calculated by the Institute for Employment Research (IAB).

towards an increase in weekly working hours.³ This is particularly true in the public service sector. The drop in the number of hours per capita can, therefore, only be explained by a growing share of the labor force working part-time.

This paper will outline the development of reduced working hours and describe the structure of part-time employment in more detail.⁴ As there are no reliable monthly or quarterly figures differentiating between the full and part-time labor force, annual figures are used that provide only a crude outline of employment trends. The data source for Germany in this case is the Microcensus which has the advantage of providing information on the entire population in part-time employment. As the Microcensus is also part of the European Labour Force Survey, it uses a unified survey program, which means that the information it provides can also be used in international comparisons. This makes it possible to place the development and structure of part-time employment in Germany in a European framework. The study first draws on the EUROSTAT database, which contains Labour Force Survey information (including the Microcensus) for all EU member states as well as for a number of other European countries. Second, it uses the most recent individual data available from the 2008 Microcensus. This data is recent enough to be used for a structural analysis as employment structures do not change fundamentally in the short-term.

There are different legal forms of part-time employment. It can involve self-employment or dependent employment. The latter may include a position in the civil service, regular employment subject to mandatory social security contributions, midi-jobs (part-time position with a salary of over 400 euros subject to mandatory social security contributions) or mini-jobs (salary of less than 400 euros with no social security contributions). The differences between these forms of employment will remain peripheral to this study in order to stay within the scope of the analysis. Any further subclassification also comes up against data problems.

³ In eastern Germany, a number of sectors adjusted to the shorter working week in the western German states. The macroeconomic impact of this was, however, probably marginal. The number of hours worked by those in full-time employment may also have been cut on an individual level but this was probably also of marginal significance.

⁴ This study only takes the primary occupation into consideration. Part-time employment as a second or additional paid position is ignored.

Part-Time Employment on the Rise

In the last decade, employment continued to fall up until 2004 due to the cyclical economic trend (Figure 1). According to the annual figures used here, employment then dramatically increased up until 2008 and then remained static. Employment decreased until the middle of the last decade but only for full-time positions: After a short-lived upturn during a major increase in production, figures have been back on a downward trend since 2008. However, economic conditions do not appear to have had an impact on the development of part-time employment. Constant growth has been observed since 2000—2004 to 2007 saw a rapid increase which was then followed by more gentle growth. The last decade of growth in employment was exclusively the result of a significant expansion in part-time employment—the number of people working part-time increased by a substantial three million to over ten million. Conversely, the number in full-time employment fell by 700,000 in the same period.⁵

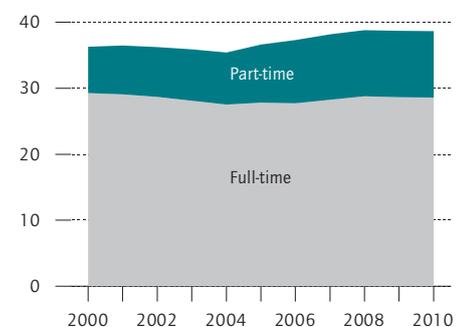
The growth in part-time employment is predominantly down to women. However, starting at a very low level in 2000, the number of men in part-time employment increased at a significantly more rapid pace (Figure

⁵ The trend towards part-time employment is also continuing with the current upswing: Although the number of mini-jobs is only increasing slowly, the rate of increase in part-time positions subject to mandatory social security contributions is double that of full-time positions of the same type.

Figure 1

Employment in Germany

In millions



Source: Eurostat

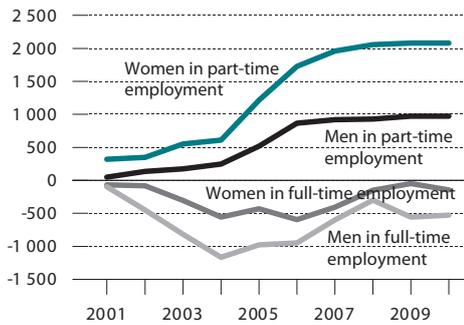
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The labor market upswing is the result of an increase in part-time employment.

Figure 2

Employment in Germany by Gender and Working Hours

Change since 2000 in 1,000 people



Source: Eurostat; calculations by DIW Berlin.

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The number of men in part-time employment is also on the increase.

re 2). The development of full-time employment among men and women ran largely in parallel; here, women also performed better than men overall, or at least not quite as poorly.

Growth in Part-Time Employment in Germany Exceeds European Average

The trend towards shorter working hours is not an exclusively German phenomenon but can be observed across Europe as a whole. In most countries, the number of persons employed part-time increased much more rapidly than the number of those employed full-time. In some countries, including Germany, full-time employment fell in the period between 2000 and 2010 while part-time employment grew (Table 1). Poland and Romania are exceptions to this development, as well as several small countries. Although the number of people in part-time employment was and continued to be generally much lower than the number in full-time work, approximately half of the growth in overall employment in the EU since 2000 has been down to part-time employment. Also on a pan-European level, growth in part-time employment was predominantly the result of an increase in the number of working women. Beginning at a lower level, the number of men in part-time employment, however, generally increased much more rapidly.

Growth in part-time employment in Germany between 2000 and 2010 was significantly above the international

Table 1

Development of Employment in European Countries from 2000 to 2010

Change from 2000 to 2010 in percent

	Entire labor force			Women			Men		
	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time
Austria	11	0	64	17	-2	55	6	1	118
Belgium	9	4	26	17	12	23	3	0	54
Bulgaria	6	-	-	5	-	-	8	-	-
Cyprus	31	30	39	43	45	28	22	20	61
Czech Republic	4	4	13	2	1	6	7	6	36
Denmark	0	-6	22	2	-4	14	-2	-7	50
Estonia	0	-4	61	5	-1	60	-4	-7	63
Finland	3	1	24	6	2	23	1	-1	27
France	11	10	17	17	19	14	6	5	31
Germany	7	-2	43	12	-1	35	2	-3	96
Greece	7	5	48	16	13	52	2	1	40
Hungary	-1	-3	61	3	0	56	-3	-5	83
Ireland	10	3	47	26	19	42	-1	-5	63
Italy	9	2	86	20	3	101	3	1	46
Latvia	0	1	-11	7	7	1	-6	-4	-25
Lithuania	-5	-4	-16	-2	-1	-10	-8	-7	-23
Luxembourg	22	13	92	34	16	85	13	11	145
Malta	15	7	120	29	12	136	8	6	85
Netherlands	6	-7	26	14	-9	24	1	-7	32
Poland	10	13	-13	10	12	-3	10	13	-26
Portugal	-1	-1	3	3	5	-6	-4	-6	25
Romania	-13	-8	-39	-17	-11	-47	-9	-6	-29
Slovakia	11	9	132	8	5	104	14	12	219
Slovenia	8	2	104	7	-1	109	9	4	96
Spain	20	13	96	44	33	96	5	3	98
Sweden	10	5	28	8	1	21	12	8	46
UK	6	4	13	8	10	5	5	1	46
EU-27	7	4	26	12	8	23	3	1	36
Norway	10	7	20	11	12	11	9	4	50
Switzerland	10	3	28	15	2	25	7	3	42
Schweiz	10	2	27	15	1	24	7	3	42

Sources: Eurostat; calculations by DIW Berlin.

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Stronger growth in part-time employment than in full-time employment.

nal average; this applies to both men and women. The number of men in part-time work in Germany even doubled during this period. Only a small number of other countries, such as Austria or Hungary, experienced similarly dynamic growth.

Part-Time Work Remains the Preserve of Women

Nevertheless, part-time employment remains very much the preserve of women. In all European countries, part-time employment is more common among women than

men. In the EU in 2010, almost one in three women were in a part-time job (Table 2). In Germany, part-time employment rates among women are far higher (45 per cent) with only the Netherlands and Switzerland having a higher share of women in part-time work. The situation is different for men: With just ten percent of all employed men working part-time, Germany is just slightly above the EU average. Although the disparity between the part-time employment rates of men and women in Germany has shrunk considerably, even recently the gap was larger than in almost any other country. In 2010, the part-time employment rate was 4.7 times greater

among women (2000: 7.6 times) than among men; as a weighted average of EU member states, this figure was 3.7 (2000: 4.4). Only in Italy, Austria, and Luxembourg is the gender gap greater and in Belgium it is the same. Conversely, in the former Eastern bloc countries where part-time employment is generally not widespread and women have traditionally worked full-time, the gender gap is marginal.

Higher Incidence of Part-Time Employment among Older Workers

Alongside gender, age also plays a decisive role. Part-time employment is particularly common among those over the age of 55: A seventh of all men and half of all women in this age group work part-time (Table 3). Among middle-aged women (aged 40 to 54), part-time employment rates are barely any lower but only a small minority of men in this age group hold part-time positions. The incidence of part-time employment is lowest among women under the age of 40, whereas it is more common for young men from this age group to work part-time than middle-aged men. A similar pattern can be observed across the EU.

Overall, part-time employment has increased in all age groups, albeit to differing extents among women and men. The number of men in all age groups working reduced hours has increased since 2000 (Figure 3)—and, in fact, growth has been more rapid than among women in each case. Significant increases were only observed among women in the over 40 age group. From 2000 to 2010, younger women barely contributed to the growth in part-time employment. In this process, the change in the age structure of the labor force (a shift to middle-aged and older workers) should be taken into consideration. There has also been an overall increase in employment in both these groups. In contrast, there has been a drop in employment in the under-40 age group. However, there was an increase in part-time employment among men in this group due to the dramatic overall increase in the part-time employment rate. Among women under the age of 40, however, the increase in the part-time employment rate was just about sufficient to compensate for the drop in overall employment which resulted in the number of persons in part-time employment remaining more or less stable.

Thus, in the last decade, Germany experienced a change in the structure of part-time employment: Women clearly continue to dominate but the share of men increased from a seventh to a fifth (Figure 4). There was also a clear decline in the significance of younger people. The same structural changes were observed across the

Table 2

Part-Time Employment in European Countries

Percentage of total employment

	Total		Women		Men		Percentage of total employment	
	2000	2010	2000	2010	2000	2010	2000	2010
Netherlands	41	49	71	77	19	25	3.7	3.0
Switzerland	31	35	56	61	11	14	5.1	4.3
Norway	26	28	43	43	11	15	3.9	2.8
UK	25	27	44	43	9	13	4.9	3.4
Denmark	22	27	35	39	10	15	3.5	2.6
Sweden	23	26	36	40	11	14	3.4	2.9
Germany	19	26	38	45	5	10	7.6	4.6
Austria	17	25	33	44	4	9	7.7	4.9
Belgium	21	24	40	42	6	9	6.8	4.7
Iceland	28	23	47	35	12	12	3.9	2.9
Ireland	17	22	31	35	7	12	4.3	2.9
EU-27	16	19	29	32	7	9	4.4	3.7
Luxembourg	11	18	26	36	2	4	14.4	9.0
France	17	18	31	30	5	7	5.7	4.5
Italy	9	15	17	29	4	6	4.5	5.3
Finland	12	15	17	20	8	10	2.1	2.0
Spain	8	13	17	23	3	5	5.9	4.3
Malta	7	13	14	25	3	6	4.0	4.2
Turkey	-	12	-	24	-	7	-	3.4
Portugal	11	12	17	16	6	8	2.7	1.9
Slovenia	6	11	8	15	5	9	1.6	1.7
Estonia	7	11	10	15	4	7	2.3	2.0
Romania	16	11	19	11	14	11	1.3	1.1
Latvia	11	10	12	11	10	8	1.3	1.5
Croatia	-	10	-	13	-	7	-	1.7
Cyprus	8	9	14	13	5	7	3.1	2.0
Poland	11	8	13	12	8	6	1.6	2.0
Lithuania	9	8	10	9	8	7	1.3	1.4
Greece	5	6	8	10	3	4	3.0	2.8
Czech Republic	5	6	10	10	2	3	4.3	3.4
Macedonia	-	6	-	7	-	5	-	1.5
Hungary	4	6	5	8	2	4	2.5	2.1
Slovakia	2	4	3	5	1	3	2.9	1.9
Bulgaria	-	2	-	3	-	2	-	1.2

Sources: Eurostat; calculations by DIW Berlin.

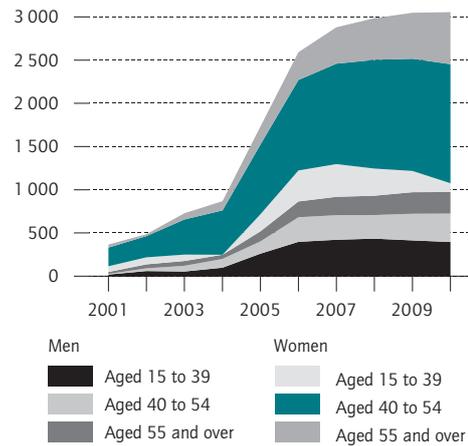
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Women continue to dominate part-time work.

Figure 3

Part-Time Employment in Germany by Gender and Age Group

Change since 2000 in 1,000 people



Sources: Eurostat; calculations by DIW Berlin.

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Only younger women do not contribute to the growth in part-time employment.

Table 3

Part-Time Employment in Germany and in the EU Overall by Gender and Age

Percentage of total employment

	Part-time employment rate			Age structure of total working population		
	2000	2005	2010	2000	2005	2010
Germany						
Men						
Aged 15 to 39	5	9	11	50	46	41
Aged 40 to 54	3	4	6	36	40	42
Aged 55 and over	10	14	15	14	14	17
Total	5	8	10	100	100	100
Women						
Aged 15 to 39	32	36	36	52	46	41
Aged 40 to 54	43	49	52	38	42	43
Aged 55 and over	50	53	53	11	12	16
Total	38	43	45	100	100	100
EU-27						
Men						
Aged 15 to 39	7	8	9	51	49	46
Aged 40 to 54	4	4	5	37	37	39
Aged 55 and over	14	14	15	12	13	15
Total	7	7	9	100	100	100
Women						
Aged 15 to 39	27	29	29	52	49	46
Aged 40 to 54	29	31	32	38	39	40
Aged 55 and over	41	40	40	10	12	14
Total	29	31	32	100	100	100

Sources: Eurostat; calculations by DIW Berlin.

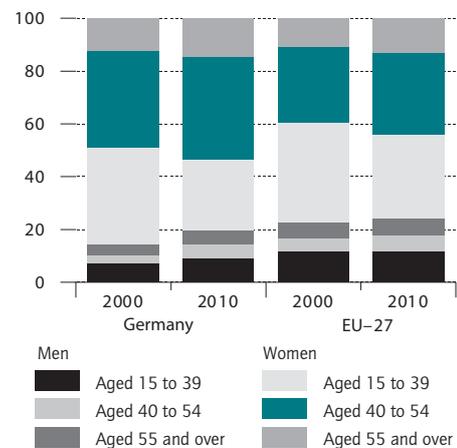
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Part-time employment is particularly common among those over the age of 55.

Figure 4

Structure of Part-Time Employment in Germany and in the EU Overall

Share in percent



Sources: Eurostat; calculations by DIW Berlin.

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The structure of part-time employment has shifted somewhat towards men and older employees.

EU as a whole although the changes in other countries were less pronounced than in Germany.

Those in Part-Time Employment Comparatively Less Qualified

There is an above-average incidence of low-skilled jobs requiring only a low level of qualifications in the part-time labor market. This applies not only to Germany but to Europe as a whole. Classification according to ISCED 1997 (International Standard Classification of Education) is normally used for international comparisons of the qualification of employees. ISCED levels 5 and 6 include those who have successfully completed a doctorate, university studies, master craftsman training, or a tertiary-level technical vocational course. ISCED 3 and 4 encompass those who have obtained another vocational qualification, or general or specialized university entrance qualification; those in the levels below have no qualifications of this kind. In almost all countries—with the exception of Switzerland—the lower the level

of qualification, the higher the incidence of part-time employment (Table 4). This applies to women and men alike. In Germany, a third of all those with a lower level of education (up to ISCED 2) who were in employment had a part-time job in 2010, while for those with a higher level of education (ISCED 5 and 6) the share was just under a fifth. Over half of the women with lower qualifications worked part-time, while this was the case for a good third of women with higher qualifications. Because of the lower rate of part-time employment, the cor-

responding shares for men are much lower; highly qualified men rarely work part-time.

In the last decade, part-time employment grew in Germany and in the EU as a whole at all levels of qualification (Table 5). Consequently, part-time work gained in importance for all professions. Among persons in part-time employment, the emphasis has shifted towards those with an intermediate or higher education. However, this is not because the rate of part-time employment for persons with an intermediate or higher education increased more dramatically than for those with lower qualifications. Indeed, this is not in fact the case; in Germany part-time employment showed particularly strong growth among those with lower qualifications. Rather, it has become apparent that there has been a general increase in the level of qualification: The number of people with ISCED level 3 or above has risen and, conversely, the group of employed people without qualifications has shrunk. This applies to Europe as a whole, including Germany.

Further information is provided by the individual data from the German Microcensus for 2008. According to this, almost half of those without professional qualifications who were in employment in Germany were employed part-time; for those with a university degree, this figure was one fifth (Table 6). Accordingly, low-skilled jobs, particularly non-manual, i.e., menial service sector jobs, are more likely to be part-time positions. Of the

Table 4

Part-Time Employment in European Countries by Education 2010

Percentage of total employment

	Total			Women			Men		
	low ¹	intermediate ²	high ³	low ¹	intermediate ²	high ³	low ¹	intermediate ²	high ³
Austria	29	25	21	45	46	35	12	8	10
Belgium	30	25	20	56	49	32	14	8	7
Bulgaria	6	2	1	7	3	1	5	2	-
Cyprus	13	8	7	18	13	9	9	5	4
Czech Republic	10	5	7	13	9	11	6	2	4
Denmark	40	24	19	54	39	28	28	12	9
Estonia	14	11	11	-	16	12	-	6	8
Finland	25	15	11	34	22	13	18	9	7
France	23	17	15	39	31	24	8	6	6
Germany	33	28	19	52	48	35	15	9	8
Greece	8	6	4	15	10	6	5	4	2
Hungary	10	6	4	12	8	6	8	4	3
Ireland	31	26	15	58	42	23	17	13	7
Italy	15	16	13	36	29	19	5	5	6
Latvia	14	10	8	18	12	10	12	8	6
Lithuania	20	9	5	27	11	6	16	7	4
Luxembourg	24	20	13	45	41	25	5	3	4
Malta	13	12	9	31	26	14	6	-	-
Netherlands	54	50	42	85	80	65	32	23	23
Poland	19	8	6	26	12	7	15	5	4
Portugal	13	5	7	20	6	7	8	4	6
Romania	26	7	1	28	7	-	25	7	1
Slovakia	26	3	2	29	5	3	23	2	2
Slovenia	21	11	7	26	15	9	16	8	5
Spain	15	14	11	31	24	17	5	6	5
Sweden	36	25	24	54	43	32	21	12	14
UK	33	28	22	54	47	34	14	13	11
EU-27	23	19	16	40	33	24	11	8	8
Iceland	29	22	17	42	40	24	17	9	8
Norway	39	29	22	57	49	30	23	14	12
Switzerland	31	39	32	50	65	59	10	13	16
Croatia	27	6	3	35	8	3	19	5	3
Macedonia	11	4	4	17	5	3	8	4	4
Turkey	15	5	5	32	10	8	8	3	4

1 Level of education according to ISCED: 0 to 2.

2 Level of education according to ISCED: 3 to 4.

3 Level of education according to ISCED: 5 to 6.

Sources: Eurostat; calculations by DIW Berlin.

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The part-time employment rate is higher among occupational groups with lower qualifications.

Table 5

Part-Time Quotas and Structure of Part-Time Employment According to Education

In percent

	Germany		EU-27	
	2000	2010	2000	2010
Share of part-time employment in total employment				
Low level of education ¹	22	33	19	23
Intermediate level of education ²	21	28	15	19
High level of education ³	14	19	13	16
Share of all part-time employment				
Low level of education ¹	20	17	36	27
Intermediate level of education ²	62	62	46	49
High level of education ³	18	20	18	24

1 ISCED levels 0 to 2.

2 ISCED levels 3 to 4.

3 ISCED levels 5 to 6.

Sources: Eurostat; calculations by DIW Berlin.

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The part-time rate is growing in all professional groups.

part-time jobs, in addition to low-skilled work, many are also positions in the service sector requiring a medium level of skills. It is predominantly women who hold these service sector positions. Conversely, skilled manual work normally carried out by qualified workers and highly skilled jobs account for only a small share of part-time employment.

Part-time Work Often in Form of Mini-Jobs

Types of employment can be further categorized according to their legal status. On the basis of the Microcensus, it is possible to distinguish persons with a mini-job from those in part-time employment with a different status—that is, the self-employed, civil servants, or employees paying mandatory social security contributions (including those with a midi-job). There are also those in part-time employment with a One-Euro Job (paying one to two euros per hour without affecting entitlement to social security benefits).⁶ Their share of all part-time workers is well below one percent, however, and therefore relatively insignificant.

A good third of all those employed part-time in 2008 held a mini-job. Men, people in low-skilled jobs, and those without vocational training make up a particularly large share of mini-jobbers. In all these groups, mini-jobbers make up around half of all those in part-time employment.

Moreover, people with a mini-job are particularly common among those in part-time employment who were unemployed⁷ prior to taking this position, or not at all present on the labor market (for example, because they had taken a career break, or this was their first job). Many people in this group and those who were previously unemployed tend to hold part-time positions in general and not necessarily mini-jobs in particular. It is clear that entry into the labor market is frequently via part-time work. Nevertheless, the vast majority of part-time employees have moved into their current positions from another job, i.e., they were already gainfully employed previously.

It is not only employees who work on a part-time basis, but also the self-employed and relatives helping with a family business. One in five of these have a part-time

⁶ One-Euro Jobs are a measure to activate unemployed and to integrate them in the labour market.

⁷ It is entirely possible that even those who are registered unemployed have a part-time job. Although the Microcensus does not provide data on this group, their number is likely to be significant.

Table 6

Part-Time Rates, Structure of Part-Time Employment and Share of Mini-Jobbers¹ in Germany 2008

Shares in percent

	Persons in part-time employment	Structure of part-time employment	Mini-jobbers ²
Gender			
Men	11	21	47
Women	48	79	32
Employment status			
Self-employed or helping with the family business	22	10	-
Employees	29	90	-
Occupation			
Low-skilled manual work	31	21	55
Skilled manual work	12	8	41
Low-skilled non-manual work	48	22	44
Skilled non-manual work	31	43	22
Professions, engineers, managers	15	6	15
Education			
Without vocational training	46	25	52
Apprenticeship, technical college	26	62	32
University of applied sciences or other university	20	13	18
Previous employment status			
Employed	25	82	29
Unemployed	54	5	58
Not in the labor market	75	13	62
Total	28	100	35

¹ Not including trainees or those carrying out alternative civilian service or military service.

² In relation to all those in part-time employment.

Sources: Microcensus 2008, calculations by DIW Berlin.

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Those with low-skilled jobs in the service sector are more likely to work part-time.

position as their main job; as regards the self-employed without any employees, it is as many as one in four. This share is barely lower than for part-time workers among employees.

Part-Time Work Mainly for Personal Reasons But Often Also Due to Lack of Full-Time Positions

There are various reasons why people might work part-time instead of full-time. Personal motives or family circumstances may play a crucial role. However, the decisive factor may also be the situation on the labor market, something the individual has no control over. Overall, personal and family reasons are at the forefront. Almost one quarter of people in part-time employment in Germany indicate that they work part-time to allow them to look after children or adult dependents in need of care.

Table 7

Motives for Working Part-Time in European Countries in 2010

Percentage of all those in part-time employment in the respective countries

	Unable to find a full-time position	Illness, disability	Caring for children or other dependents	Other family reasons	Education, vocational training	Other reasons
Total working population						
EU-27	27	4	23	14	10	22
<i>including:</i>						
Austria	12	3	33	17	11	25
Belgium	11	5	16	32	3	34
Czech Republic	16	18	20	9	14	23
Denmark	15	9	3	31	37	5
France	32	6	29	15	1	17
Germany	22	3	24	20	10	22
Hungary	35	19	9	2	5	30
Italy	50	2	22	6	4	16
Netherlands	6	4	32	4	22	31
Poland	22	8	8	4	11	48
Portugal	43	9	4	24	5	15
Spain	49	2	15	7	8	19
Sweden	28	11	18	15	12	16
UK	16	2	34	19	14	16
Norway	18	14	14	11	25	18
Switzerland	7	4	19	28	10	32
Turkey	9	3	5	4	5	75
Women						
EU-27	24	3	28	16	7	21
<i>including:</i>						
Austria	10	2	39	18	8	23
Belgium	11	4	18	33	2	32
Czech Republic	17	14	26	10	10	22
Denmark	16	8	4	37	31	5
France	31	5	34	16	1	14
Germany	19	2	28	23	7	22
Hungary	33	17	14	3	4	29
Italy	47	1	28	7	3	14
Netherlands	5	3	40	6	16	30
Poland	22	5	11	4	9	49
Portugal	45	7	5	26	4	13
Spain	48	1	18	9	6	18
Sweden	27	10	22	16	10	15
UK	12	1	42	19	10	17
Norway	19	14	18	13	20	17
Switzerland	7	3	23	32	7	30
Turkey	5	2	9	5	3	76
Men						
EU-27	36	7	4	7	20	25
<i>including:</i>						
Austria	18	5	5	13	28	32
Belgium	15	7	4	26	7	40
Czech Republic	11	30	1	5	26	25
Denmark	15	11	0	16	52	7
France	36	10	6	12	3	33
Germany	38	7	4	4	27	20
Hungary	39	22	-	-	7	30
Italy	65	3	1	2	7	22
Netherlands	8	6	10	1	42	33
Poland	23	13	1	2	16	46
Portugal	40	13	1	20	8	19
Spain	55	2	1	1	18	23
Sweden	29	14	7	13	18	19
UK	32	4	7	17	27	14
Norway	13	17	2	6	41	21
Switzerland	10	8	6	13	23	41
Turkey	14	3	0	2	8	73

Sources: Eurostat; calculations by DIW Berlin.

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People choose to work part-time mainly for personal reasons.

One tenth cite education and one fifth other personal reasons (Table 7). Nevertheless, around 20 percent of those in part-time employment work part-time because they are unable to find a full-time position.

In the whole of the EU, the reasons for working part-time follow similar distribution patterns. However, there are significant differences between the different countries. For instance, in the Netherlands, Austria, or the United Kingdom, childcare is a more prominent motive than in Germany, while in other countries—Scandinavia as well as the Netherlands—further vocational training plays a more important role. A poor employment situation often forces people to resign themselves to a part-time job, particularly in Southern European countries. There is a significant gender gap when it comes to reasons for working part-time. Throughout Europe, women work part-time for family reasons much more frequently than men. Conversely, men far more frequently work shorter hours because of training courses or a lack of jobs. Particularly in Southern Europe, the shortage of full-time jobs has also forced many women to take on part-time jobs.

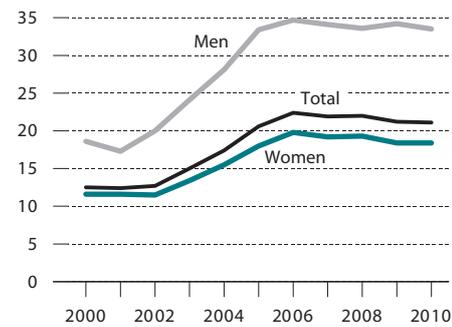
In Germany, the share of persons who are only working reduced hours because they cannot find a full-time position is no higher than the European average but by no means insignificant. Nevertheless, this was the case in 2010 for over two million people in part-time employment. Involuntary part-time work became more widespread from 2001 to 2006—that is, at a time when full-time work declined for economic reasons, or at best stagnated (Figure 5). Another factor was that the mini-job reform took place during this period, making this type of employment contract more attractive for employers. Consequently, more of these employment contracts were also offered. It cannot be ruled out that full-time positions were also replaced by mini-jobs. Remarkably, the number of people taking involuntary part-time employment for labor market reasons has remained virtually unchanged since 2006 and the absolute number has even risen. This is because the situation on the labor market improved considerably after 2006, and up until the most recent crisis the number of full-time positions also increased.

This cannot be explained by formal qualifications alone because the differences between well qualified and less qualified with respect to involuntary part-time work are negligible (Table 8). A more important role is played by the specific profession. This is indicated by the fact that above all people with both low-skilled and skilled manual work are affected. In addition, three quarters of them have (partly academic) vocational training. They

Figure 5

Part-Time Workers Who Have Not Found Full-Time Employment (Germany)

Share of all part-time workers in percent



Source: Eurostat.

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One part-time worker in five would rather work full-time.

Table 8

Persons' Unable to Find a Full-Time Job (Germany, 2008)

Share of all part-time workers in percent

Occupation	Share (%)
Low-skilled manual work	29
Skilled manual work	27
Low-skilled non-manual work	25
Skilled non-manual work	16
Professions, engineers, managers	12
Education	
Without vocational training	21
Apprenticeship, technical college	22
University of applied sciences or other university	18
Form of part-time work	
Not mini-job	20
Mini-job	23
Total	21

1 Not including trainees or those carrying out alternative civilian service or military service.

Sources: 2008 German Microcensus; calculations by DIW Berlin.

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Involuntary part-time work is not dependent on professional qualifications.

may find it difficult to find a full-time job using their relevant professional skills.

Table 9

Part-Time Workers¹ in 2008 Who Would Prefer to Work Longer or Shorter Hours

	Share of all those in part-time employment	Standard weekly working hours to date	Preferred weekly working hours
	In percent	No. of hours	
Part-time workers who would like to extend their working hours			
Persons without a mini-job	26	21.2	34.9
Mini-jobbers ²	32	13.1	31.3
Total part-time employees	28	18.1	33.6
Part-time workers who would like to reduce their working hours			
Persons without a mini-job	2	23.3	15.9
Mini-jobbers ²	1	20.8	13.2
Total part-time employees	1	22.8	15.3

¹ Not including trainees or those carrying out alternative civilian service or military service.

² Not including those with Oone-Euro jobs.

Sources: 2008 German Microcensus; calculations by DIW Berlin.

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Part-time workers want to work longer rather than shorter hours.

Not only those in part-time employment who would like a full-time position would prefer to work longer hours. Some part-time workers are considering working just a few more hours. Overall, a good quarter of those in part-time employment in 2008 wanted to work longer hours; among mini-jobbers, the share was almost a third (Table 9). On average, people's preferred working hours are considerably longer than the actual ones. This is primarily because they often have their sights set on a full-time job. Only a very small share of those in part-time employment wants to work fewer hours.

Conclusion

Part-time employment is becoming ever more widespread—this applies not only to Germany but to all European countries. In Germany, however, growth was particularly strong in the last decade, although growth in employment overall was below the European average. It is also striking that in Germany the development of part-time work—unlike that of full-time work—does not appear to be influenced to any large extent by economic trends. This suggests a robust structural change on the labor market. This is also evidenced by the fact that part-time work is increasingly being carried out by medium-skilled or highly qualified employees. Moreover, growth in part-time employment for men is above average. All these factors are indicators that part-time employment is

becoming increasingly prevalent across various professions and occupations. Undoubtedly, the sectoral transition to the service industry has contributed considerably to the rise in part-time employment—to what extent this is true could be the subject of further analysis in the light of most recent developments.

Nevertheless, part-time work continues to be carried out essentially by women. Although the gender gap regarding the incidence of part-time employment has shrunk in Germany, it still exceeds the European average. Because of changes in the age structure of the labor force, part-time employment has shifted towards older employees. However, this only applies to women. There is a big gender gap when it comes to the reasons behind taking part-time employment. Throughout Europe, women work reduced hours for family reasons. In contrast, men's reasons are mainly linked to further vocational training, and sometimes also health restrictions. Frequently, a part-time job is also only taken because of a lack of available full-time positions. In the EU as a whole, as in Germany, this is the motive for over a third of men who are working reduced hours. For women, too, this is often the reason behind part-time employment.

Therefore, the rise in part-time work does not meet the needs of a considerable share of those in employment. This applies to a total of two million employees in Germany. This problem is generally connected with economic trends and labor demand. It is not the only explanation, however, at times when employment as a whole expanded in Germany, the number of people working part-time involuntarily for labor market reasons did not fall. Consequently, there must be a mismatch between labor supply and demand with regard to various factors—for instance, vocational qualifications and indeed also working hours. A discrepancy between the actual and preferred working hours can also be observed among those in full-time employment, but it is much rarer than among part-time workers.⁸

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⁸ According to the findings of the 2008 German Microcensus, only five percent of full-time employees wanted to reduce their working hours, while a somewhat greater share wanted to work longer hours.



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