

THE OECD LABOUR MARKET STATISTICS DATABASE

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INTRODUCTION

This is the first time release of the Labour Market Statistics (LMS) database, which provides a comprehensive set of data to describe and to analyse the labour markets in OECD countries. It brings together data that are regularly collected as well as other statistics and indicators compiled or constructed to support the analyses presented in various editions of the Employment Outlook, and more generally to support work related to labour market and social policy areas.

The LMS database is a collection of statistics on labour market performances, institutional data, data derived from micro-simulations, and finally a selection of macroeconomic indicators. The topics covered are the following:

- labour force statistics derived mainly from labour surveys to describe and analyse labour supply;
- earnings by percentile to derive measures of earnings dispersion;
- statutory minimum wages;
- compensation per employee, wage rates;
- taxation of wages;
- public expenditure on labour market programs and the number of beneficiaries;
- unemployment benefit replacement rates derived from micro-simulation models based on country specific tax and benefits systems;
- indicators of Employment Protection Legislation (EPL) based on institutional settings regarding dismissal practices for regular workers and legislation on fixed-term and temporary work agency contracts;
- trade union membership;
- finally, a selection of background statistics for labour market analysis covering: GDP, unit labour costs, price deflators, conversion rates - local currency to US \$ -: Purchasing Power Parities (PPP), exchange rates, etc.

The LMS database is organised under seven chapter headings, as follows:

Chapter 1: Labour force status

Chapter 2: Earnings by percentile and minimum wages

Chapter 3: Public expenditures on /beneficiaries of labour market programs

Chapter 4: Gross and net unemployment benefit replacement rates

Chapter 5: Employment protection legislation (EPL)

Chapter 6: Trade union membership

Chapter 7: Background statistics and indicators

Each chapter is sub-divided into two parts: the first part contains raw data and the second part contains indicators that are derived statistics based on the raw data.

After a succinct introduction to the software used to disseminate the LMS database and the coding schemes adopted for missing data, the next two sections of the documentation describe the content of the LMS database. One section contains table summaries for each chapter. Another section gives country specific notes and methods of calculation in the case of EPL and unemployment benefit replacement rates.

GENERAL NOTES

The software: Beyond 20/20

The Labour Market Statistics database is supplied with the *Beyond 20/20*TM browser under licence from *Ivation Datasystems Inc.* This is a Windows-based data dissemination tool which allows to view, print, graph and export selected data in a user-friendly manner. The proposed standard table presentation can be modified according to user's need by moving the "bricks" corresponding to various dimensions of a table. Under "Item summaries" or by clicking on the "Dimension" highlighted in blue, the user can find a limited set of notes. For further details and general instructions, the user can refer to the accompanying QuickStart Guide on *Beyond 20/20*TM.

Data are shown in the form of multidimensional tables that can be re-arranged to conform to users' needs. The software also includes the option to export data to other software packages.

Missing data

Missing data are represented by '-' in the database and may bear the following meanings: data unreliable due to small samples in the case of survey data, data not available, or data not applicable. It was not possible to use different codes for missing data due the limitations of the software.

However, there is one exception to this statement in the case of Chapter 1, where the Tables contain labour force survey data and a special coding scheme was applied. As mentioned above missing data '-' correspond to data not available or not applicable, while code '-9999' is used when data exist but are suppressed due to unreliability and figures prefixed by a negative sign indicate data not reliable to be used with caution. Thus, users are required to exercise caution when using the data in these Tables (e.g. when summing different age categories or other higher levels of aggregation).

INTERNATIONAL DEFINITIONS

Total population

All nationals present in, or temporarily absent from the country, and aliens permanently settled in the country.

Includes the following categories:

- national armed forces stationed abroad;
- merchant seamen at sea;
- diplomatic personnel located abroad;
- civilian aliens resident in the country;
- displaced persons resident in the country.

Excludes the following categories:

- foreign armed forces stationed in the country;
- foreign diplomatic personnel located in the country;
- civilian aliens temporarily in the country.

Data for total population may be compiled following two basic concepts:

- a. "Present-in-area population" or de facto, i.e. persons actually present in the country on the date of the census.
- b. "Resident population" or de jure, i.e. persons regularly domiciled in the country on the date of the census.

Except where otherwise indicated, data refer to the actual territory of the country considered.

Total labour force (or currently active population)

The total labour force, or currently active population, comprises all persons who fulfil the requirements for inclusion among the employed or the unemployed as defined below. Employment and unemployment statistics are defined according to the ILO Resolution concerning statistics of Economically active population, Employment, Unemployment and Underemployment, adopted by the 13th International Conference of Labour Statisticians, October 1982.

Armed forces

The armed forces cover personnel from the metropolitan territory drawn from the total available labour force who served in the armed forces during the period under consideration, whether stationed in the metropolitan territory or elsewhere.

The following are excluded from the armed forces:

- personnel drawn from areas outside the metropolitan territory of the country concerned;
- security forces, except forces such as mobile police units and armed border patrols which receive training in military tactics, are equipped like the military forces and are able to be placed under military command;
- armed reserves recalled for a period of training of less than one month.

Civilian labour force

The Civilian Labour Force corresponds to Total Labour Force excluding armed forces.

Total employment (based on ILO definitions)

Persons in employment include civilian employment plus the armed forces and all those employed as defined below:

- A. The employed include all persons above a specified age who during a specified brief period, either one week or one day, were in the following categories:
 - i. Paid employment:
 - a. At work: persons who during the reference period performed some work for wage or salary, in cash or in kind;
 - b. With a job but not at work: persons who, having already worked in their present job, were temporarily not at work during the reference period and have a formal attachment to their job. This formal job attachment should be determined in the light of national circumstances, according to one or more of the following criteria: (1) if he continued receipt of wage or salary; (2) an assurance of return to work following the end of the contingency, or an agreement as to the date of return; (3) the elapsed duration of absence from the job, which, wherever relevant, may be that duration for which workers can receive compensation benefits without obligations to accept other jobs.
 - ii. Self-employment:
 - a. At work: persons who during the reference period performed some work for profit or family gain, in cash or in kind;
 - b. With an enterprise but not at work: persons with an enterprise, which may be a business enterprise, a farm or a service undertaking, who were temporarily not at work during the reference period for any specific reason.
- B. For operational purposes, the notion of some work may be interpreted as work for at least one hour.
- C. Persons temporarily not at work because of illness or injury, holiday or vacation, strike or lock-out, educational or training leave, maternity or parental leave, reduction in economic activity, temporary disorganisation or suspension of work due to such reasons as bad weather, mechanical or electrical breakdown, or shortage of raw materials or fuels, or other temporary absence with or without leave should be considered as being in paid employment provided they have a formal job attachment.
- D. Employers, own account workers and members of producers' co-operatives should be considered as being self-employed and classified as at work or not at work, as the case may be.
- E. Unpaid family workers at work should be considered as being self-employed irrespective of the number of hours worked during the reference period. Countries which prefer for special reasons to set a minimum time criterion for the inclusion of unpaid family workers among the employed should identify and separately classify those who worked less than the prescribed time.
- F. Persons engaged in the production of economic goals and services for own and household consumption should be considered as being self-employed if such production comprises an important contribution to the total consumption of the household.
- G. Apprentices who received pay in cash or in kind should be considered as being in paid employment and classified as at work or not at work on the same basis as other persons in paid employment.

- H. Students, homemakers and others mainly engaged in non-economic activities during the reference period, who at the same time were in paid employment or self-employment as defined in (i) above should be considered as employed on the same basis as other categories of employed persons and be identified separately, where possible.
- I. Members of the armed forces should be included among persons in paid employment. The armed forces should include both the regular and the conscripts as specified in the most recent revision of the International Standard Classification of Occupations (ISCO).

Users' can refer to the ILO Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the 15th International Conference of Labour Statisticians (ICLS) in 1982.

Unemployed (based on ILO definitions)

i) The unemployed comprise all persons above a specified age who during the reference period were:

- a. Without work, i.e. were not in paid employment or self-employment during the reference period.
- b. Currently available for work, i.e. were available for paid employment or self-employment during the reference period.
- c. Seeking work, i.e. had taken specific steps in a specified recent period to seek paid employment or self-employment. The specific steps may include registration at a public or private employment exchange; application to employers; checking at worksites, farms, factory gates, market or other assembly places; placing or answering newspaper advertisements; seeking assistance of friends or relatives; looking for land, building, machinery or equipment to establish own enterprise; arranging for financial resources; applying for permits and licences, etc.

ii) In situations where the conventional means of seeking work are of limited relevance, where the labour market is largely unorganised or of limited scope, where labour absorption is, at the time, inadequate, or where the labour force is largely self-employed, the standard definition of unemployment given in subparagraph (i) above may be applied by relaxing the criterion of seeking work.

iii) In the application of the criterion of current availability for work, especially in situations covered by subparagraph (ii) above, appropriate tests should be developed to suit national circumstances. Such tests may be based on notions such as present desire for work and previous work experience, willingness to take up work for wage or salary on locally prevailing terms, or readiness to undertake self-employment activity given the necessary resources and facilities.

iv) Notwithstanding the criterion of seeking work embodied in the standard definition of unemployment, persons without work and currently available for work who had made arrangements to take up paid employment or undertake self-employment activity at a date subsequent to the reference period should be considered as unemployed.

v) Persons temporarily absent from their jobs with no formal job attachment who were currently available for work and seeking work should be regarded as unemployed in accordance with the standard definition of unemployment. Countries may, however, depending on national circumstances and policies, prefer to relax the seeking work criterion in the case of persons temporarily laid off. In such cases, persons temporarily laid off who were not seeking work but classified as unemployed should be identified as a separate subcategory.

vi) Students, homemakers and others mainly engaged in non-economic activities during the reference period who satisfy the criteria laid down in subparagraphs (i) and (ii) above should be regarded as unemployed on the same basis as other categories of unemployed persons and be identified separately, where possible.

Note: As an amplification of these definitions, the OECD Working Party on Employment and Unemployment Statistics; at its October 1983 meeting recommended that Member countries retain the criterion of job search in a

recent period such as the prior month in their labour force surveys and specifically test for it so that unemployment data embodying this criterion are available for international comparisons.

Users' can refer to the ILO Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the 15th International Conference of Labour Statisticians (ICLS) in 1982.

Civilian employment – breakdown by professional status

Wage earners and salaried employees: persons who work for a public or private employer and who receive remuneration in the form of wages, salary, commission, tips, piece-rates, or payment in kind.

Employers and persons working on their own account: persons who operate their own economic enterprise or follow a profession or trade on their own account, whether they employ other persons or not.

Unpaid family workers.

For detail explanation of professional status, users' can refer to the ILO Resolution concerning the international classification of Status in Employment adopted by the 15th International Conference of Labour Statisticians (ICLS) in 1993.

Civilian employment and wage earners and salaried employees – breakdown by activities

The Major Divisions of economic activity listed are defined in the International Standard Industrial Classification of all Economic Activities, ISIC Rev.2.

The armed forces should be excluded and hence not included in Community, social and personal services (Major Division 9) or in the series Civilian Employment, Total. (See definition of armed forces above.)

Part-time employment

Part-time employment refers to persons who usually work less than 30 hours per week in their main job. Data only include persons declaring usual hours worked during a normal workweek unaffected by absences. See Table E in the Statistical Annex of the annual edition of the OECD Employment Outlook and also OECD Labour Market and social Policy Occasional Paper No. 22. "The Definition of Part-time Work for the Purpose of International Comparisons" which is available on Internet (<http://www1.oecd.org/els/employment/docs.htm>).

Earnings and compensation

Earnings refer to remuneration in cash and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked, such as for annual vacation, other paid leave or holidays. Earnings include: direct wages and salaries, remuneration for time not worked (excluding severance pay and termination pay), bonuses and gratuities, housing and family allowances paid by the employer directly to his employee.

Earnings relate to employees gross remuneration before any deductions are made by the employer in respect to taxes, contribution of employees to social security and pension schemes, life insurance premiums, union dues, and other obligations of employees.

This definition is extracted from the ILO Resolution concerning an integrated system of wages statistics adopted by the 12th International Conference of Labour Statisticians (ICLS) in 1973. A copy of the Resolution can be found at the following URL: <http://www.ilo.org/public/english/bureau/stat/res/wages.htm>.

Compensation of employees includes earnings as defined previously plus employers' contributions to social security and pension schemes. The contributions include: statutory social security contributions (for schemes covering: old age, invalidity and survivors, sickness, maternity, employment injury, unemployment, and family allowances); collectively agreed, contractual, and non-obligatory contributions to private social security schemes and insurance; direct payments to employees to compensate for loss earnings; cost of medical care and health services; severance and termination pay where regarded as social security expenditure.

For further detail, users' can refer to the ILO Resolution concerning statistics of labour costs adopted by the 11th International Conference of Labour Statisticians (ICLS) in 1966. A copy of the Resolution can be found at the following URL: <http://www.ilo.org/public/english/bureau/stat/res/wages.htm>.

TABLE DESCRIPTIONS

This section contains a brief introduction to each table of the LMS database that is also available on *Beyond 20/20™* by clicking on the "Item Summary" attached to each Title heading.

As announced in the introduction, the LMS database is organised under seven chapter headings. Each chapter is sub-divided in two parts: the first part contains raw data and the second part contains indicators that are derived statistics based on the raw data.

Warning: Chapter 1 tables contain labour force survey data, except when noted otherwise. Missing code '-9999' is used when data exist but are unreliable due to small samples and are therefore suppressed. Some other data start with a minus sign ("-") to indicate data based on slightly greater samples than before, but are nevertheless considered less reliable by National Statistical Offices responsible for the surveys. Extreme caution should therefore be exercised when using the data in these Tables (e.g. when summing different age categories).

CHAPTER 1 - LABOUR FORCE STATUS

Raw Data

General introduction and limitations

The data shown in Chapter 1 are in compliance with ILO guidelines for main aggregates of employment, unemployment, and economically active population (see section on international definitions). Data all drawn from labour force surveys, except for some countries for Table 1, 6, and 9, where annual averages or mid-year estimates are derived from a combination of sources (i.e. administrative registers, enterprise based-surveys, labour force surveys, microcensus, etc). For this reason, levels of main aggregates might differ from each table, but also because labour force survey supplements or a particular month or quarter of the survey is used for data reporting for some topics, considered by National Statistical Offices as the best sources available.

As a general rule, main aggregates and derived indicators reported in data Table 1 and indicators Table 1 can be used for analysing long term trends in the labour markets. For doing so, users can also refer to indicators Table 16 that reports a set of harmonised unemployment rates that are ensured to be fully in compliance with ILO guidelines. The rest of the tables can be used for specific analysis.

Lastly, it is worthwhile noting that most of the data shown in Chapter 1 can also be found in the yearly edition of the OECD Labour Force Statistics and the Statistical Annex of the OECD Employment Outlook.

Table 1. LFS by sex

This table contains data on population, labour force (total and civilian), employment (total and civilian), armed forces and unemployment. All series are disaggregated by sex. Population data are further broken down by specific age groups (15+, 15-64, 65+, total). Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions

Table 2_3. LFS by sex and age

This table contains data on labour market status - population, labour force, unemployment and employment - by sex and by detailed age groups and standard age groups (15-24, 25-54, 55-64, 65+, total). Data are expressed in thousands of persons.

Note: Population figures reported in Table 1 are Census-based whereas they are taken from labour force surveys in data Table 2-3 and 4-5.

Population for total age group refers to working age population (15 to 64 years).

The treatment of armed forces can be different from employment data reported in Table 1. In the latter, they are taken from external sources whereas data presented in this table can exclude partially or totally the armed forces

depending on the survey coverage (i.e. survey conducted on private households or on civilian non-institutional population).

Regarding country details: see notes, sources and definitions

Table 4_5. LFS by educational attainment, sex and age

This table contains data on educational attainment of the population by labour market status - population, labour force, employment and unemployment. Educational attainment categories are defined with reference to the International Standard Classification of Education (ISCED) of 1997. Data are further broken down by sex and by age. Data are expressed in thousands of persons.

Regarding country specific notes, sources and definitions.

Table 6. Employment (civilian) by professional status

This table presents data on the levels of each professional status - wage earners and salaried workers, self-employed and unpaid family workers - by broad sector - agriculture, non-agriculture and all sectors - and by sex. Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions.

Table 7. Employment by full-time/part-time distinction

This table contains data on full-time and part-time employment based on a common definition of 30-usual weekly hours of work in the main job. Data are broken down by professional status - employees, total employment - sex and standardised age groups (15-24, 25-54, 55+, total). Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions

Table 8. Employment by permanency of the (main) job.

This table contains data on permanent and temporary workers based on the type of work contract of their main job. Data are further broken down by professional status - employees, total employment - by sex and by standardised age groups (15-19, 15-24, 20-24, 25-54, 55-64, 65+, total). Data are reported for employees only in most countries and are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions

Table 9_1. Employment (civilian) by sector (ISIC Rev 3)

This table presents data on employment by sector of activity with reference to the International Standard Industry Classification (ISIC) Revision 3 -1-digit and broad sectors (agriculture, industry, services) - and by professional status - employees, total employment. Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions.

Table 9_2. Employment (civilian) by sector (ISIC Rev 2)

This table presents data on employment by sector of activity with reference to the International Standard Industry Classification (ISIC) Revision 2 - 1-digit and broad sectors (agriculture, industry, services) - and by professional status - employees, total employment. Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions.

Table 10. Average annual hours of work

This table contains data on the number of hours worked on average by persons for total employment and for dependent employment (average employment over the year). The average number of hours worked during the year on a per person basis and on a job basis depending on the sources of data used. Average annual hours of work are obtained by dividing the total number of hours actually worked by the annual average number of persons in employment or annual average number of jobs.

Regarding country details: see notes, sources and definitions

Table 11. Distribution of employed persons by weekly usual hour bands

This table contains data on employment by hour bands for usual weekly hours worked in the main job. Standard hour bands are reported for most countries. Actual hours of work instead of usual hours of work are only available in some countries. Data are broken down by professional status - employees, total employment - by sex and standardised age groups (15-24, 25-54, 55+, total). Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions

Table 12. Involuntary part-time workers

This table contains data on involuntary part-time workers by professional status (employees or total employment). Involuntary part-time workers are part-timers (working less than 30-usual hours per week) because they could not find a full-time job. However, the definitions are not harmonised which hampers the comparison across countries. Data are broken down by professional status - employees, total employment - by sex and standardised age groups (15-24, 25-54, 55+, total). Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions

Table 13. Economic short-time workers

This table contains data on economic short-time workers by professional status (employees or total employment). Economic short-time workers comprise workers who are working less than usual due to business slack, plant stoppage, or technical reasons. However, the definitions are not harmonised which hampers the comparison across countries. Data are broken down professional status - employees, total employment - by sex and by standardised age groups (15-24, 25-54, 55+, total). Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions

Table 14. Discouraged workers

This table contains data on discouraged workers who are persons not in the labour force who believe that there is no work available due to various reasons and who desire to work. Data are broken down by sex and standardised age groups (15-24, 15-64, 25-54, 55-64, 65+, total). Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions

Table 15. Unemployment by duration

This table contains data on the duration of unemployment - <1 month, >= 1month and <3 months, >= 3months and <6 months, >= 6 months and <1 year, 1 year and over, total declared and total - by sex and standardised age groups (15-19, 15-24, 20-24, 25-54, 55+, total). All data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions

Derived Indicators

Table 1. LFS by sex - standard labour market indicators

This table contains data on labour force participation rates, employment/population ratios and unemployment rates for both the total labour force and civilian labour force by sex. There are data for both the total age group and the working age population (ages 15 to 64). This table also contains data on the share of civilian employment by sex. Data are expressed as percentages.

Note: two measures of labour force participation rates and employment-to-population ratios are presented which differ one another regarding the population base used in the denominator. On the one hand, the ratios are based on all people aged 15 years and over and on the other side working age population (15-64 years) are used to derive these ratios.

Regarding country details: see notes, sources and definitions

Table 2. LFS by sex and age - age composition

This table contains the age composition (as a percentage of all ages) of the population for each labour force status - labour force, employment, unemployment - by sex. Data are expressed as percentages.

Regarding country details: see notes, sources and definitions

Table 3. LFS by sex and age - standard labour market indicators

This table is related to Table 2 and is based on the data in Table 2_3. It contains the standard labour market indicators - labour force participation rates, employment/population ratios and unemployment rates - by sex and by age groups (detailed and standardised). Data are expressed as percentages.

Note: as said in the General introduction to table descriptions in Chapter 1, it is recommended to use indicator Table 1 for labour market ratios for main the aggregates of employment, unemployment, and economically active population. Figures shown here for labour force participation rates and unemployment rates are designed purely to facilitate the analysis by age and sex.

In Table 3, employment-to-population ratios and labour force participation rates for people of all age groups are based on working age population (15-64 years) in the denominator.

Regarding country details: see notes, sources and definitions

Table 4. LFS by educational attainment, sex and age – distribution

This table shows the distribution of labour force status by educational attainment, by sex and by standardised age groups. Data are expressed as percentages.

Regarding country details: see notes, sources and definitions

Table 5. LFS by educational attainment, sex and age - standard labour market indicators.

This table is related to Table 4. It includes standard labour market indicators by educational attainment and by sex, expressed as percentages for standardised age groups.

Regarding country details: see notes, sources and definitions

Table 6. Employment (civilian) by professional status

This table presents a decomposition of civilian employment by wage earners and salaried workers, self-employed and unpaid family workers expressed as the share of each professional status in civilian employment by broad sectors - agriculture, non-agriculture and all sectors - and by sex. Data are shown as percentages.

Regarding country details: see notes, sources and definitions.

Table 7. Employment by full-time/part-time distinction.

This table contains incidences and gender composition of part-time employment with standardised age groups (15-24, 25-54, 55+, total). Data are further broken down by professional status - employees, total employment. Part-time employment is based on a common 30-usual-hour cut-off in the main job. Data are expressed as percentages.

Regarding country details: see notes, sources and definitions

Table 8. Employment by permanency of the (main) job.

This table contains incidences and gender composition of temporary employment with standardised age groups (15-19, 15-24, 20-24, 25-54, 55-64, 65+, total). Data are further broken down by professional status - employees, total employment. However, data are available for employees only in most countries. Data are expressed as percentages.

Regarding country details: see notes, sources and definitions.

Table 9_1. Employment (civilian) by sector (ISIC revision 3)

This table presents the sectoral (1-digit level, ISIC revision 3) composition of employment expressed as a percentage of employment in all sectors. Data are further broken down by professional status - employees, total employment - and by sex.

Regarding country details: see notes, sources and definitions.

Table 9_2. Employment (civilian) by broad sector

This table presents the broad sectoral composition - agriculture, industry, services - of employment expressed as a percentage of employment in all sectors. Data are further broken down by professional status - employees, total employment - and by sex.

Regarding country details: see notes, sources and definitions.

Table 9_3. Employment (civilian) by sector (ISIC revision 2)

This table presents the sectoral (1-digit level, ISIC revision 2) composition of employment expressed as a percentage of employment in all sectors. Data are further broken down by professional status - employees, total employment - and by sex.

Regarding country details: see notes, sources and definitions.

Table 11. Distribution of employed persons by usual weekly hour bands

This table contains data on the cross-country distribution of employment by hour bands for declared hour bands, broken down by professional status - employees, total employment - sex and standardised age groups (15-24, 25-54, 55+, total).

Regarding country details: see notes, sources and definitions

Table 12. Involuntary part-time workers

This table contains the shares of involuntary part-time work among part-time workers and ratio of involuntary part-time work and labour force and the gender composition of involuntary part-time workers. Data are broken down by professional status - employees, total employment - sex and standardised age groups (15-24, 25-54, 55+, total).

Regarding country details: see notes, sources and definitions

Table 13. Economic short-time workers

This table contains the shares of economic short-time workers among total employment, the ratio of economic short-time workers and labour force, and the gender composition of economic short-time workers. Data are broken down by professional status - employees, total employment - by sex and standardised age groups (15-24, 25-54, 55+, total).

Regarding country details: see notes, sources and definitions

Table 14. Discouraged workers

This table contains data on discouraged jobseekers as a percentage of the labour force and as a percentage of the population by sex and standardised age groups (15-24, 15-64, 25-54, 55+, total).

Regarding country details: see notes, sources and definitions

Table 15. Unemployment by duration

This table contains data on the share of the five durations - less than 1 month, >1 month and < 3 months, >3 months and <6 months, >6 months and <1 year, 1 year and over - of unemployment among total unemployment by sex and by standardised age groups (15-19, 15-24, 20-24, 25-54, 55+, total).

Regarding country details: see notes, sources and definitions

Table 16. Standardised unemployment rates

This table contains data on standardised unemployment rates. The Standardised unemployment rates, compiled for 25 OECD countries, are ensured to follow the guidelines adopted by the 13th Conference of Labour Statisticians (generally referred to as the ILO guidelines).

Regarding country details: see notes, sources and definitions

CHAPTER 2 – EARNINGS, COMPENSATIONS, TAXATION OF WAGES

Raw Data

Table 1. Percentile distribution of gross earnings

This table contains gross earnings of full-time workers by earnings percentiles and mean earnings, in national currency units. The series are a mixture of hourly, daily, weekly, monthly, and annual earnings and are specified in the country notes.

These data were first collected and used in the tables, charts, and analysis on earnings dispersion presented in various editions of the OECD Employment Outlook: 1993 (Chapter 5), 1996 (Chapter 3), 1997 (Chapter 2), 1998 (Chapter 2).

Regarding country details: see notes, sources and definitions

Table 2. Gross earnings by age group

This table contains mean and median gross earnings of full-time workers by age group that are expressed in national currency units.

Regarding country details: see notes, sources and definitions

Table 3. Minimum wages

This table contains statutory minimum wages in national currency units, at current prices. Also included are adjusted median wages to calculate ratios of minimum to median wages.

These data were first collected and used in tables, graphs, and analysis of statutory minimum wages and labour market performance in the 1998 edition of the OECD Employment Outlook, Chapter 2.

Regarding country details: see notes, sources and definitions

Table 4. Compensation per employee in the total economy at current prices

This table contains data on the compensation per employee in the total economy at current prices, in national currency units.

Definition: Average compensation is calculated as wage and non-wage labour costs per employee, as estimated in the national accounts.

Table 5. Compensation per employee in the total economy at constant 1995 prices

This table contains data on the compensation per employee in the total economy at constant (1995) private consumption prices, in national currency units.

Definition: Average compensation is calculated as wage and non-wage labour costs per employee, as estimated in the national accounts, in constant 1995 prices.

Table 6. Compensation per employee in the business sector at current prices

This table contains data on the compensation per employee in the business sector at current prices, in national currency units.

Definition: Average compensation is calculated as wage and non-wage labour costs per employee, as estimated in the national accounts.

Table 7. Compensation per employee in the business sector at constant 1995 prices

This table contains data on the compensation per employee in the business sector at constant (1995) private consumption prices, in national currency units.

Definition: Average compensation is calculated as wage and non-wage labour costs per employee, as estimated in the national accounts, in constant 1995 prices.

Table 8. Wage rates in the total economy at current prices

This table contains data on wage rates in the total economy at current prices. Wage rates are wages and salaries including employees' social security contributions per employee in the total economy. The data are expressed in national currency units.

Table 9. Wage rates in the total economy at constant 1995 prices

This table contains data on wage rates in the total economy at constant 1995 prices. Wage rates are wages and salaries including employees' social security contributions per employee in the business sector. The data are expressed in national currency units.

Table 10. Wage rates in the business sector at current prices

This table contains data on wage rates in the business sector at current prices. Wage rates are wages and salaries including employees' social security contributions per employee in the business sector. The data are expressed in national currency units.

Table 11. Wage rates in the business sector at constant 1995 prices

This table contains data on wage rates in the business sector at constant 1995 prices. Wage rates are wages and salaries including employees' social security contributions per employee in the business sector. The data are expressed in national currency units.

Derived Indicators

Table 1. Percentile ratios of gross earnings

Based on earnings levels of full-time workers by percentiles, this table contains three percentile ratios (P9/P1, P5/P1 and P9/P5) that are commonly used to describe earnings dispersion. Also included is a series on the incidence of low pay (2/3 of median earnings).

Regarding country details: see notes, sources and definitions

Table 2. Minimum wages

This table contains ratios of minimum to median wages (%), real minimum wages in national currency units and real minimum wage trends (index base 100=1975).

Regarding country details: see notes, sources and definitions.

Table 3. Employer's contributions % of total compensation in the total economy

This table contains data on employers' contributions to social security as a percentage of compensation of employees in the total economy. Employer's contributions are obtained by subtracting the wage rate from the compensation per employee. The data are expressed in percentages.

Table 4. Employer's contributions % of total compensation in the business sector

This table contains data on employers' contributions to social security as a percentage of compensation of employees in the business sector. Employer's contributions are obtained by subtracting the wage rate from the compensation per employee. The data are expressed in percentages.

Table 5. Taxation of wages 1997-2000

This table contains data on comparative ratios between OECD member countries by family type and level of earnings. Data are expressed in percentages and in US dollars.

Regarding country details: see notes, sources and definitions

Table 6. Historical tax rates 1979-2000

This table contains data on historical tax wages for two types of family - single and married – and level of earnings. Data are expressed in percentages and presented for alternating years until 1993 and annually thereafter.

Regarding country details: see notes, sources and definitions

CHAPTER 3 – PUBLIC EXPENDITURES/BENEFICIARIES OF LABOUR MARKET PROGRAMS

Raw Data

Table 1. Public expenditures on labour market programs

This table contains public expenditure on labour market programs at each program level, in national currency units at current prices. Labour market programs are standardised across countries. Data are expressed in thousands.

Regarding country details: see notes, sources and definitions

Table 2. Labour market participant inflows

This table contains beneficiaries of labour market programs given by participant inflows. As indicated above, labour market programs are standardised across countries. Data are expressed in thousands of persons.

Regarding country details: see notes, sources and definitions

Table 3. GDP based on fiscal years

This table contains Gross Domestic Product (GDP) based on fiscal years used to calculate the indicators of public expenditures as a percentage of GDP. Data are reported in millions of national currency units.

Table 4. Labour force data based on fiscal years

This table contains labour force data based on fiscal years used to calculate the share of participants in labour market programs as a percentage of the labour force. Data are reported in thousands of persons.

Derived Indicators

Table 1. Public expenditures on labour market programs as a percentage of GDP

This table contains public expenditures on labour market programs as a percentage of GDP, by standardised programs. Data are expressed in percentages.

Regarding country details: see notes, sources and definitions

Table 2. Labour market participant inflows

This table contains participants in labour market programs as a percentage of the labour force, by standardised programs. Data are expressed in percentages.

Regarding country details: see notes, sources and definitions

CHAPTER 4 - GROSS AND NET UNEMPLOYMENT BENEFITS REPLACEMENT RATES

Table 1. Index of gross replacement rates

This table contains data on the simple average of the unemployment benefit replacement rates (for two earnings levels - average production worker (APW) and 2/3 APW -, three duration of unemployment - 1 year, 2-3 years, 4-5 years - and 3 family situations - single, dependent spouse and non-dependent spouse). The replacement rates are expressed as a percentage of previous average earnings of a production worker in 21 OECD countries.

Regarding country details: see notes, sources and definitions

Table 2. Net replacement rates

This table contains data on net replacement rates based on income out of work (includes family and housing benefits net of tax basis). The data are for (for two earnings levels (APW and 2/3 APW), two duration of unemployment – initial phase and long-term and four family situations - single, married couple, 1 parent-2 children, couple-2 children). The time period is for a fictitious year.

Regarding country details: see notes, sources and definitions

CHAPTER 5: EMPLOYMENT PROTECTION LEGISLATION (EPL)

Table 1. The strictness of employment protection legislation (EPL)

This table presents a limited set of indicators (5) on the stringency of national legislation on employment protection (EPL) which are a cardinal summary of a comprehensive set of 22 first-level indicators converted to cardinal scores and normalised to range from 0 to 6, with higher scores representing stricter regulation.

Overall strictness of EPL are constructed using a four-step procedure. The current table includes, in addition, three third-level indicators on individual dismissals for regular employment, temporary employment and collective dismissals, which are resting respectively on 12, 6, and 4 first-level indicators.

Regular contracts are an unweighted average of scores associated with three second-level indicators on: regular procedural inconveniences, notice and severance pay for dismissals by tenure categories and difficulty of dismissal for regular contracts. The latter are themselves a weighted average of scores of 12 first-level indicators of regular work contracts. (See Chapter 5, Table 2)

Similarly, temporary employment is an unweighted average of scores representing legislation on fixed-term contracts and temporary work agency contracts. (See Chapter 5, Table 3)

Also, the overall strictness of regulation applying to collective dismissal relative to individual dismissals is an unweighted average of scores of four first-level indicators regarding the definition of collective dismissal, additional notification requirements, additional delays involved, and other special costs to employers. (See Chapter 5, Table 4)

Finally, the overall EPL strictness is shown either as an average of indicators for regular and temporary contracts or as a weighted average of indicators for regular contracts, temporary contracts and collective dismissals. The scores range from 0 to 6, with higher values representing stricter regulation.

Regarding country details: see notes, sources and definitions

Table 2. The strictness of employment protection for regular employment

This table contains scores allocated to three second-level indicators that are used to calculate the strictness of employment protection for regular contracts as reported in the description of Table 1. The indicators are the following: regular procedural inconveniences, notice and severance pay for dismissals by tenure categories and difficulty of dismissal for regular contracts. (See Documentation for detailed explanation)

Table 3. The strictness of employment protection for temporary employment

This table contains scores allocated to two second-level indicators for components of temporary contracts that are fixed-term contracts and temporary work agency contracts as reported in the description of Table 1. (See Documentation for detailed explanation)

Table 4. The strictness of employment protection for collective dismissal

This table contains scores allocated to four first-level indicators regarding the definition of collective dismissal, additional notification requirements, additional delays involved, and other special costs to employers as reported in the description of Table 1. (See Documentation for detailed explanation)

CHAPTER 6: TRADE UNION DENSITY AND COLLECTIVE BARGAINING COVERAGE

Raw Data

Table 1. Trade union members and number of employees

This table shows data on the members of trade unions, and the number of employees. Data are expressed in units.

Regarding country details: see notes, sources and definitions

Derived Indicators

Table 1. Trade union density

This table shows trade union density rates. Some countries have data from more than one source, as well as various reference periods. Data are expressed as percentages.

Regarding country details: see notes, sources and definitions

Table 2. Collective bargaining coverage

This table shows the number of employees covered by a collective agreement as a percentage of the corresponding total number of wage and salary earners. Data are expressed as percentages.

Regarding country details: see notes, sources and definitions

CHAPTER 7: BACKGROUND STATISTICS AND INDICATORS

This chapter contains a selection of macroeconomic series and indicators made to support labour market analysis.

Table 1. GDP at current prices

This table contains data on GDP at current prices, in billions of national currency unit (NCU).

Table 2. GDP at constant 1995 prices

This table contains data on GDP at constant 1995 prices, in billions of NCU.

Table 3. Unit labour cost in the total economy

This table contains data on unit labour cost in the total economy.

Definition: Unit labour cost per unit of output is calculated as business sector wages and salaries divided by real GDP.

Table 4. Unit labour cost in the business sector

This table contains data on unit labour cost in the business sector.

Definition: Unit labour cost per unit of output is calculated as business sector wages and salaries divided by real GDP.

Table 5. GDP deflator

This table contains data on Gross Domestic Product deflators for all countries and is defined as an index of market prices for the total of goods and services entering gross domestic product.

Table 6. Private consumption prices

This table contains data on private consumption prices for all countries and is defined as an index of market prices for goods and services entering private consumption.

Table 7. Purchasing power parities, US\$ to local currency

This table contains data on purchasing power parities; 1 US dollar to local currency adjusted for price differences between the US and the corresponding country.

Table 8. Exchange rates, US\$ to local currency

This table contains data on the exchange rates, 1 US\$ to local currency.

COUNTRY NOTES

This section provides detailed country notes, sources and definitions, which apply in each country. These can vary from the generic definitions given in the Table descriptions.

Chapter 1. Labour Force Status

Labour Force Status by Sex

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Table 1

Chapter 1 – Indicators, Table 1

Australia

Population

Breaks: After the 1981 Census, an important change was made to the concept of what constitutes the 'population'. The ABS decided to define it according to the number of 'Australian residents' (i.e. people who usually reside in Australia). Prior to this the population had been defined as the number of people actually present at a given time (at the census, this meant the number of people actually counted and therefore included foreign tourists but excluded Australians abroad). Population estimates based on this new concept were constructed back to 1971. The distribution of the population by age and sex presents a break between 1970 and 1971 due to a change in the definition and in the measurement of the population.

Coverage: Data refer to the resident population (de jure), excluding national armed forces stationed abroad.

Calculation: Data are official mid-year and end-of-year estimates.

Labour Force

Breaks: A revised procedure for weighting families' estimates was introduced in April 1986. A break in series between 1985 and 1986 is due to the inclusion in employment of unpaid family workers having worked less than 15 hours in a family business or on a farm. Previously, such persons who worked 1 to 14 hours or who had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work.

Since February 1978 the surveys have been conducted on a monthly basis. The surveys were confined to State capital cities until February 1964, when they were expanded to cover the whole of Australia. The first quarterly population survey was run in November 1960.

Employment

Definition: Data refer to the number of persons who, during the reference week, worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm; or worked for one hour or more without pay in a family business or farm, or as own account workers; or were employees who had a job but were not at work, on strike or locked out, or in full-time study.

Coverage: Members of defence forces, certain diplomatic personnel of overseas governments, overseas residents in Australia, members of non-Australian defence forces and their dependants stationed in Australia, are excluded.

Collection: Employment data are compiled from the results of the monthly Household Labour Force Survey which covers the civilian population aged 15 and over. The survey covers about 0.5% of the population of Australia and is carried out during the week beginning on the Monday between the 6th and the 12th of each month (information relates to the week before the interviews). Survey estimates are revised after each census of population and housing and when population estimation bases are reviewed. Data are collected by personal interviews of persons in selected private and non-private dwellings as identified through the five yearly Population Census.

Calculation: From February 1978 the survey has been conducted monthly. Data refer to the month of August.

Unemployment

Definition: Data refer to persons aged 15 and over who were not employed during the reference week and had actively looked for full-time or part-time work at any time in the 4 weeks up to the end of the reference week and who were available for work in the reference week, or were waiting to start a new job within 4 weeks from the end of the reference week, were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than 4 weeks up to the end of the reference week. Full and part-time students actively seeking full or part-time work are included.

Collection: Data are compiled from the results of the monthly Household Labour Force Survey, see Employment.

Calculation: From February 1978 the survey has been conducted monthly. Data refer to the month of August.

Source: Australian Bureau of Statistics (ABS)

References:

1. Yearbook Australia (ABS).
2. Labour Report and monthly supplements (ABS).
3. Quarterly Summary of Australian Statistics (ABS).
4. Australian Economic Indicators (ABS, monthly).

Austria

Population

Coverage: Data refer to the resident population (de jure).

Calculation: Data are mid-year and end-of-year estimates.

Labour Force

Breaks: In 1987, a change occurred in the definition of the unemployed: non-registered jobseekers are from then onwards classified as unemployed if they have been seeking work in the last four weeks and if they are available for work within four weeks. In previous surveys, the unemployment concept excluded most unemployed persons not previously employed and most persons re-entering the labour market. In 1984, the sample was revised and a change occurred in the classification of women on maternity leave: they were classified as unemployed before 1984 and as employed thereafter. In 1982, re-weighting of the sample was made, due to an underestimation of persons aged 15 to 29 years. In 1974, a new sample design was adopted; and the time criterion applied to classify persons as employed was reduced from 14 hours to 13 hours.

Employment

Definition: The employed are all persons aged 15 years and over who worked for pay or profit for at least one hour or more during the survey week. Data include persons who had a job but were not at work due to illness or injury, vacation or leave, maternity or parental leave, educational leave, bad weather, labour-management dispute or mechanical breakdown, members of the armed forces (including conscripts) as well as persons doing civilian service equivalent to military service. Full-time or part-time students working full or part-time, paid and unpaid family workers are also included.

Collection: Data are compiled from the results of the quarterly Labour Force Survey (Mikrozensus).

Calculation: Annual data are averages of quarterly figures.

Unemployment

Definition: Data refer to the number of persons aged 15 and over who, during the reference week, were without work, had actively looked for work in the past four weeks, and were available for work within 2 weeks.

Calculation: Annual data are averages of quarterly figures.

Source: Austrian Central Statistical Office.

References:

1. Statistisches Jahrbuch für die Republik Österreich (Österreichisches Statistisches Zentralamt).
2. Statistische Nachrichten (Österreichisches Statistisches Zentralamt, monthly).
3. Monatsberichte (Österreichisches Institut für Wirtschaftsforschung, monthly).

Belgium

Population

Coverage: Data refer to the resident population (de jure).

Calculation: Data are mid-year estimates obtained by averaging official estimates at 31 December for two consecutive years.

Labour Force

Unemployment

Definition: Registered unemployed refer to fully unemployed persons entitled to benefits, other unemployed persons who are required to register and voluntarily registered persons (without work and seeking work).

Collection: Data are compiled from social insurance statistics.

Source: Ministère de l'emploi et du travail.

References:

1. Annuaire statistique de la Belgique (Institut national de statistique, Ministère des affaires économiques).
2. Bulletin de statistique (Institut national de statistique, Ministère des affaires économiques, monthly).
3. Revue du travail (Ministère de l'emploi et du travail, monthly).
4. Aperçu de l'évolution de la population active belge pour la période 1948-1960 (Ministère de l'emploi et du travail - cet ouvrage est tenu à jour par des suppléments statistiques).

Canada

Population

Coverage: Data refer to the resident population (de jure).

Collection: Population data up to 1995 have been adjusted according to the 1991 census results. From 1996, data have been adjusted to the 1996 census.

Calculation: Data refer to 1 June prior to 1992 and to 1 July from 1993.

Labour Force

Breaks: In January 1976 the following revisions were implemented: sample increase, from 35 000 to approximately 56 000 households; update of the sample by partial or complete redesign; introduction of new methodology and procedures at the level of stratification, sample allocation and formation of sampling units; improvement of data collection techniques, quality control and evaluation procedures.

Employment

Definition: Data refer to persons who did any work at all during the reference period, or had a job but were not at work due to illness, personal responsibilities, bad weather, labour dispute, vacations or any other reason, excluding persons laid off and persons whose job attachment was to a job to start at a definite date in the future. Work includes any work for pay or profit, i.e. paid work in the context of an employer/employee relationship, self-employment and unpaid family work.

Coverage: Persons living in the Yukon and the North West Territories are excluded.

Collection: Data are compiled from the monthly Household Labour Force Survey of the civilian non-institutional population aged 15 years and over. Persons living on Indian reserves, full-time members of the armed forces and people living in institutions are excluded. The survey undergoes a redesign every 10 years following the decennial census. Figures from 1976 have been revised in line with the 1991 Census.

Calculation: Annual data are averages of monthly figures. Data collected from the Household Labour Force Survey are weighted to independently derived population estimates which are subject to revision following a census.

Unemployment

Definition: Data refer to the number of persons aged 15 and over who, during the reference week, were without work, had actively looked for work in the past four weeks, had not actively looked for work in the past 4 weeks

but had been on lay off, had a new job to start in 4 weeks or less from the reference period, and were available for work. Full-time students seeking full-time work are excluded.

Collection: Data are compiled from the monthly Household Labour Force Survey, see Employment.

Calculation: Annual data are averages of monthly figures.

Source: Statistics Canada.

References:

1. Canada Yearbook (Statistics Canada).
2. Canadian Statistical Review (Statistics Canada, monthly).
3. The Labour Force (Statistics Canada, monthly).
4. Statistical Summary (Bank of Canada, monthly).

Czech Republic

Population

Calculation: Data are mid-year estimates.

Labour Force

Employment

Definition: Data refer to the number of persons aged 15 and over who did any work for at least one hour during the reference week and were in paid employment or self-employed. There is no fixed upper age limit. Persons in paid employment include the armed forces living in private households, apprentices and students and exclude women on extended child-care leave.

Coverage: Data cover the Czech Republic.

Collection: From 1993, data are compiled from the quarterly Household Labour Force Survey covering approximately 27 000 dwellings (0.7% of all occupied dwellings) and 59 000 persons aged 15 years and over. The survey covers all persons living in the selected dwellings continuously for at least 3 months. Persons living collectively are excluded. For the period 1973 to 1992, series are derived from establishment surveys and administrative data.

Calculation: The final results are weighted by estimates of the frequency of the individual age groups for men and women from demographic projections. For the period 1993 onwards, annual data are averages of quarterly figures.

Unemployment

Definition: Data refer to the number of persons aged 15 and over who, during the reference week, were without work, had actively looked for work in the past four weeks period, and were available for work within 2 weeks or are out of work, have found a job and are waiting to start at a later time.

Collection: From 1993 onwards, data are compiled from the quarterly Household Labour Force Survey. For the period 1973 to 1992, unemployment data refer to registered unemployment.

Source: Czech Statistical Office.

References:

1. Statistical Yearbook of the Czech Republic (Czech Statistical Office).
2. Casove Rady Zakladnich Ukazatelu Statistiky Prace, 1948-1994 (annual time series on employment and wages, Czech Statistical Office, 1995).
3. Labour Force Survey (data provided directly by Czech Statistical Office).

Denmark

Population

Coverage: Data refer to resident population (de jure), excluding Faeroe islands and Greenland.

Calculation: Data are mid-year estimates obtained by averaging official estimates at 31 December for two consecutive years.

Labour Force

Breaks: There is a break in the Labour force series in 1994 due to the introduction of a continuous survey.

Employment

Definition: Data refer to the number of persons employed for at least one hour during the reference week, whether paid employees, working proprietors, own-account workers or unpaid family workers. Persons temporarily absent from work, but with a formal attachment with it are included.

Collection: Since 1976, the Danish authorities have provided data computed from their survey conducted in April or May each year. No data have been transmitted for 1980 and 1982.

Unemployment

Definition: Data refer to persons without work, actively seeking work during 4 weeks previous to the reference week and available for work within 2 weeks.

Source: Danmarks Statistik.

References:

1. Statistik Årbog Danmark (Danmarks Statistik).
2. Statistike Efterretninger (Danmarks Statistik).
3. Industristatistik (Danmarks Statistik).

Finland

Population

Coverage: Data refer to the resident population (de jure).

Calculation: Data are mid-year estimates obtained by averaging official estimates at 31 December for two consecutive years.

Labour Force

Breaks: The source up to 1998 is the Spring Labour Force Survey, since 1999, it is annual average. There is a break in 1995-1996 in the part-time series and in 1994-1995 in the unemployment duration series. 1988-1989 is the break corresponding to the adoption concepts and definitions recommended by the ILO. The change from a postal enquiry to onward interviews in 1983 causes a break in 1975-1976, the series in the period going from 1976 to 1982 have been revised to the new level.

Employment

Definition: Data refer to persons employed in the whole economy. They include all persons having worked for pay or profit for at least one hour during the reference week, unpaid family workers and persons with a job but not at work because of injury or sickness, vacation, strike, bad weather, mechanical breakdown or leave for personal reasons.

Collection: Data are compiled from the results of the monthly Labour Force Survey, which is carried out during two consecutive weeks. The survey covers persons aged 15-74 residing in Finland, including foreign workers, citizens who are temporarily abroad (less than one year), non-resident citizens, those without a permanent residence and those in institutions. Labour force data include estimated total net migration. The quarterly sample is composed of 36 000 persons divided into three monthly sub-samples of approximately 12 000 persons each. Data from the second quarter 1996 are not strictly comparable with earlier periods due to the introduction of major changes in the survey: continuous survey throughout the whole quarter, new sampling design, and new estimation procedures. Prior to 1996, people working part-time were defined using a cut-off number of hours (30 hours/week). From 1996 onwards a part-time worker refers to a person considering him/herself to be a part-time worker. The adoption of ILO and European Union definitions in 1997 and again in 1998 led to revision of data since 1989. Since 1987, the professional status of employees has been redefined, the figures previous to 1987 include persons of unspecified status.

Calculation: Annual data are averages of monthly figures.

Unemployment

Definition: Data refer to persons without work, available for work within the next two weeks and who had been seeking work for pay or profit during the last four weeks, or had made arrangements to start a new job (within

one month) or were laid off (for a period not exceeding two and a half months). Seasonal workers awaiting agricultural or other seasonal work are considered as unemployed if they are registered as jobseekers.

Collection: Data are compiled from the results of the monthly Labour Force Survey, see Employment.

Calculation: Annual data are averages of monthly figures.

Source: Statistics Finland.

References:

1. Statistical Yearbook of Finland (Statistics Finland).
2. Bulletin of Statistics (Statistics Finland, monthly).
3. Labour reports (Ministry of Labour, quarterly).

France

Population

Coverage: Data refer to the resident population (de facto), including armed forces temporarily stationed abroad. Data refer to metropolitan France.

Calculation: Data are mid-year estimates obtained by averaging official estimates at 31 December for two consecutive years. Since 1990, data have been estimated in line with the 1999 census results. From 1982 to 1989, total population series and the distribution by gender and age have been estimated in line with the 1990 census results. Data have been estimated until 1981 in line with the 1982 census results.

Labour Force

Breaks: The unemployment series present a break in 1974. Until 1975, the measurement of unemployment adopted was the available population searching for employment, i.e. the individuals who declared at the employment survey or at the census, to be without employment and to seek one. Since 1975, the annual Employment Survey uses the definition of unemployment recommended by the ILO. There is a break in the labour force in 1981. Since 1982, its definition is based on the resolution adopted in October 1982 by the ILO. This definition of Labour Force is the reference for the Employment Survey.

Employment

Definition: Data refer to the number of persons who worked during the survey week, including employees, self-employed as well as family workers. Data include persons who have a job but are not at work due to illness (less than 1 year), vacation, labour dispute, educational leave.

Coverage: Data refer to metropolitan France.

Collection: The Employment Survey is conducted in March every year, except during 1999 when it took place in January because of the census. In March 2001, 75 000 households answered, that is 150 000 persons aged 15 or more. This survey covers only "ordinary households" and excludes persons living in collectivity.

Calculation: Every year, results of the Employment Survey are aligned with estimates of population done by INSEE. Weights attributed to the households data are adjusted in a way that estimations of men and women by quinquennial age add to the total. The estimations of population done by INSEE are established from the annual statistics of the registry office and are based on the results of the censuses.

Unemployment

Definition: Data refer to the number of persons aged 15 and over who are actively looking for work, are available for work, are without work during the reference week or have a new job to start later.

Source: Institut national de la statistique et des études économiques (INSEE).

References:

1. Annuaire statistique de la France (INSEE).
2. Bulletin mensuel de statistique (INSEE, monthly).
3. Études statistiques (INSEE, quarterly).
4. Économie et statistique (INSEE, monthly).

Germany

Population

Breaks: From 1991, the statistics refer to Germany and to western Germany (Federal Republic of Germany) prior to the reunification.

Coverage: Data refer to the resident population (de jure).

Collection: Since 1987 data have been adjusted to the 1987 census results. Data for years prior to 1987 have been adjusted to the 1970 census results.

Labour Force

Breaks: From 1991, statistics refer to the reunified Germany and before to Western Germany.

Employment

Collection: The data are derived from the results of the annual European Union Labour Force Sample Survey (Arbeitskräfteerhebung). Contrary to Eurostat practice, persons living in collective and institutional accommodation, conscripts on compulsory community or military service are included.

Calculation: Results are estimated by linear interpolation and based on the monthly employment figures determined as part of national accounting.

Source: Statistisches Bundesamt.

References:

1. Statistisches Jahrbuch für die Bundesrepublik Deutschland (Statistisches Bundesamt).
2. Wirtschaft und Statistik (Statistisches Bundesamt, monthly).
3. Bevölkerung und Kultur-Reihe 1-Bevölkerungsstand und Entwicklung (Statistisches Bundesamt).
4. Arbeits und Sozialstatistische Mitteilungen (monthly).

Greece

Population

Coverage: Data refer to the present population (de facto) at the time of the census. They include civilian aliens resident in the country, foreign diplomatic personnel located in the country and foreign armed forces stationed in the country. They exclude national armed forces stationed abroad, merchant seamen at sea, diplomatic personnel located abroad and other civilian nationals temporarily abroad.

Collection: Figures have been adjusted in line with the censuses conducted in 1991 (17 March), in 1981 (5 April) and in 1971 (14 March).

Calculation: Data are official mid-year estimates.

Labour Force

Breaks: From 1993, the survey covers persons aged 15 and over. Before 1993, all persons aged 14 and over were covered.

Employment

Definition: Persons are considered as employed (having work) if they normally worked for at least 15 hours during the week preceding the survey. The same applies for persons temporarily absent due to illness, vacation, strike, etc. Paid apprentices and unpaid family workers, when they cover the limit of 15 hours, are also considered as employed.

Collection: Data are estimates computed from the annual sample Labour Force Survey. The figures are completed or revised following the latest census results.

Unemployment

Definition: Persons are considered as unemployed if they are without work, they were seeking work and have taken specific steps, during the past 4 weeks to find a job (register at a public or private employment office, insert or respond to an advertisement, applied to employers or relatives, etc.) and if they are available to undertake the job offered within two weeks.

Collection: Data are taken from the annual sample Labour Force Survey, see Employment.

Source: National Statistical Service of Greece, Center of Planning and Economic Research.

References:

1. Statistical Yearbook of Greece (National Statistical Service of Greece).
2. Monthly Statistical Bulletin (National Statistical Service of Greece, monthly).
3. Annual Industrial Survey for the Year (National Statistical Service of Greece).

Hungary***Population***

Coverage: Data refer to the resident population, including civilian aliens temporarily in the country.

Calculation: Data are mid-year estimates. The nature of the census data and other sources from which the components of change in population are derived precludes the calculation of net migration. Consequently, the change in population should match the natural increase. The large statistical discrepancy 1981 to 1989 is due to the fact that population figures were revised; the natural increase and change in population are no longer comparable.

Labour Force***Employment***

Definition: Data refer all persons who worked one hour or more for pay, profit or payment in kind in a job or business (including farm) during the reference week, or who worked one hour or more without pay in a family business or on a farm (i.e. unpaid family workers), or were employees who had a job from which they were temporarily absent all of survey week. Civilian labour force includes permanent members of the armed forces in 1992 and 1993. The nature of childcare leave is rather different from practice in other OECD countries and is therefore excluded from employment to improve the international comparability of data.

Collection: Data refer to the quarterly Household Labour Force Survey, the results of which are available from the first quarter of 1992. The sample used is compiled from dwellings registered by the 1990 Population Census and represents all persons in the population aged 15 to 74 years. In 1998, a new sample design was introduced. The size of the survey was expanded from 24 000 to 39 000 households (50 000 to 64 000 persons). Each household is retained for six consecutive quarters.

Calculation: Annual data are averages of quarterly figures.

Unemployment

Definition: Data refer to persons who were not employed during the reference week, who actively sought work during the four weeks before the reference week, and who were available for work within the next two weeks following the reference week or were waiting to start a new job within a period of thirty days.

Calculation: Annual data are averages of quarterly figures.

Source: Hungarian Central Statistical Office (HCSO).

References:

1. Statistical Yearbook of Hungary.
2. Labour Force Survey (yearly).

Iceland***Population***

Coverage: Data refer to the resident population (de jure).

Calculation: Data are mid-year estimates.

Labour Force

Breaks: The Break in 1990-91 is due to the replacement of the concept of man-years by that of person.

Employment

Definition: Data refer to all gainful employment, including unpaid work at family enterprises, unpaid work on the construction of own house or production for own consumption. Employment is also defined as including the

creation of works of art, even if the person had not yet received any payment. Maintaining one's own household is not considered to be gainful employment.

Collection: The employment figures are derived from the Labour Force Survey. The population consists of all those present in Iceland who are registered in the National Register and who are 16-74 years of age. The data are obtained from a sample of 4 200 people who are interviewed by telephone. The reference period is the week immediately prior to the interview, generally the first and second week of the survey month. The survey is conducted in April and November.

Calculation: Data are estimates of average for the year. From 1991, the concept of man-years (compiled from accident insurance statistics) has been replaced by that of persons. Due to this change, no data were provided for 1989 and 1990. The new figures are therefore not comparable with those before 1989.

Unemployment

Definition: Persons are classified as unemployed if they did not have gainful employment in the reference week and if they have been seeking work during the previous 4 weeks and are able to start working within 2 weeks, or if they have already found a job which begins within 4 weeks, or if they are on temporary lay-off and are able to start working within 2 weeks or if they have given up seeking work but willing to work and can start working within 2 weeks. Students are only considered unemployed if they are seeking a job with their studies or a permanent job and are available for work within 2 weeks.

Collection: Data are derived from the Labour Force Survey, see Employment.

Source: Statistics Iceland.

References:

1. Statistical Bulletin (Statistics Iceland and the Central Bank of Iceland, monthly).

Ireland

Population

Coverage: Data refer to the population present in area (de facto).

Calculation: Data have been adjusted to the 1986, 1981 and 1979 census results.

Labour Force

Breaks: In autumn 1997, a continuous quarterly survey was introduced which included more detailed questions about employment in the week prior to the survey. This resulted in a better recording of part time employment, with an estimated increase of 20 000 in the numbers employed.

Employment

Definition: Data refer to persons who worked in the week before the survey for one hour or more for payment or profit, including work on the family farm or business and all persons who had a job but were not at work because of illness, holidays etc during this week.

Collection: Data for all series are taken from the Quarterly National Household Survey, the results of which are available from the third quarter of 1997 replacing the annual April Labour Force Survey. Information is collected continuously throughout the year, with 3 000 households surveyed each week to give a total sample of 39 000 households in each quarter. The reference quarters are December to February for the first quarter, March to May for the second quarter, June to August for the third quarter and September to November for the fourth quarter. The sample represents all persons in the population aged 15 years and over. A two-stage sample design is used. Households are asked to take part in the survey for five consecutive quarters and are then replaced by other households in the same block. The survey results are weighted to agree with population estimates broken down by age, sex and region.

Unemployment

Definition: Data refer to persons who, in the week before the survey were without work and available for work and had taken specific steps, in the preceding four weeks, to find work.

Source: Central Statistics Office.

References:

1. Statistical Abstract of Ireland (Central Statistics Office).
2. Economic Statistics (Central Statistics Office, monthly).

Italy

Population

Coverage: For population two types of series are given:

1. Total resident population (de jure) used for the components of change in population;
2. Total present population (de facto) used for the population by age and gender. Annual figures correspond to the averages of ISTAT's quarterly sample surveys. Temporarily emigrated persons are excluded.

Labour Force

Breaks: In October 1992, changes were introduced in the questionnaire concerning the lower age limit of the active population (from 14 to 15 years old), the definition of unemployment, the population estimates, the estimation procedure and the imputation procedure. This change resulted in a reduction in the level estimates for employment and unemployment.

Employment

Definition: Data refer to persons aged 15 and over who declared having a job even if they did not work during the reference week and those who worked at least an hour during the reference week.

Collection: Data are based on the results of the quarterly Household Labour Force Survey which takes place during the first week of the quarter without public holidays. Data refer to the resident population concept, including active permanent inmates of institutions and excluding conscripts. The sample is drawn in two stages, first municipalities and then registered households. From April 1999, many changes were introduced in the survey. The sample used represents all persons in the population aged 15 years and over from the fourth quarter of 1992, previously it was 14 years and over.

Calculation: In the new survey, the coefficients used to make an estimation of the population out of the sample were modified; a new process is used for controlling and correcting errors. Annual data are averages of quarterly figures.

Unemployment

Definition: Data refer to persons aged 15 and over without a job, who had carried out a specific action to look for a job within the 30 days prior to the survey and were immediately available (within the following 2 weeks) to start work. Persons on layoff are included.

Collection: Data are taken from the quarterly Household Labour Force Survey, see Employment.

Calculation: In the new survey, the coefficients used to make an estimation of the population out of the sample were modified; a new process is used for controlling and correcting errors. Annual data are averages of quarterly figures.

Source: National Institutes of Statistics (ISTAT).

References:

1. Annuario Statistico Italiano (Nazionale di Statistica)
2. Bollettino Mensile di Statistica (ISTAT, monthly).
3. Annuario di Statistiche del Lavoro (ISTAT).
4. Rilevazione Nazionale Delle Forze di Lavoro (ISTAT, quarterly).
5. Relazione Generale Sulla Situazione Economica del Paese.

Luxembourg

Population

Coverage: Data refer to the resident population (de jure).

Calculation: Data are official estimates at 31 December based on the censuses. Mid-year estimates are averages of the end-of-year data.

Labour Force

Employment

Definition: Employment figures refer to the domestic concept which includes all persons working in Luxembourg whether or not residents. International civil servants are excluded.

Collection: Data are derived from Luxembourgian Social Security registers. As registration on Social Security is compulsory, data refer to all persons having a paid activity on the territory of Luxembourg. The information is reported every month by salary declaration.

Calculation: Data are average for the year.

Unemployment

Definition: Data refer to registered unemployed residents of Luxembourg aged 16 to 64 seeking work of at least 20 hours work per week through the Labour Administration Offices and who are immediately available for such work.

Collection: Data are available from the monthly count of the Labour Administration Offices records of registered jobseekers.

Calculation: Annual data are averages of monthly figures.

Source: Service central de la statistique et des études économiques (STATEC).

References:

1. Annuaire Statistique du Luxembourg (STATEC).
2. Bulletin Statistique (STATEC, monthly).

Japan

Population

Coverage: Data refer to the present population in area (de facto), excluding allied military and civilian personnel and their dependants. Data include the Okinawa prefecture (Ryu-Kyu islands) which was returned to Japan in 1972; consequently the total population figures increased by about 990 000 persons.

Collection: Data are compiled from the monthly Household Labour Force Survey, using census results as benchmarks. The last census was conducted in 1995.

Calculation: Data refer to 1 October of each year. Data are non-adjusted between censuses. Total population data shown in the first part of this publication are adjusted between two censuses.

Labour Force

Breaks: In 1967 the “household interview” method was replaced by the “filled-up-by-household” method and the survey questionnaire was revised accordingly.

Employment

Definition: Data refer to employed persons at work who worked for pay or profit for at least one hour during the reference week, family workers who worked at least one hour during the reference week and employed persons with a job but not at work. The national defence forces and inmates of reformatory institutions are separately enumerated and included in the results. Persons engaged in their own housework and persons doing unpaid community or social work are excluded. Full and part-time workers seeking other work during the reference week and full and part-time students working full or part-time are also included. National self-defence forces are included in Employees.

Coverage: Data include the Okinawa prefecture (Ryu-Kyu islands) which was returned to Japan in 1972; consequently 370 000 persons have been added to the labour force.

Collection: Data are compiled from the monthly Household Labour Force Survey of all persons in the population aged 15 years and over. The survey covers a sample of 40 000 households. In February of each year, the Special Survey of the Labour Force Survey is conducted to investigate in detail the labour force.

Calculation: Annual data are averages of monthly figures.

Unemployment

Definition: Data refer to the number of persons aged 15 and over who, during the reference week, were without work, had actively looked for work or were waiting for the results of past job search activity, had a new job to start on a date subsequent to the reference week (with no time limit specified), and were available for work. Seasonal workers are excluded.

Collection: Data are compiled from the monthly Household Labour Force Survey. The reference period to which the unemployment data refer to is one week ending on the last day of each month, except December for which it is one week from 20 to 26. See Employment.

Calculation: Annual data are averages of monthly figures.

Source: Ministry of Labour.

References:

1. Japan Statistical Yearbook (Statistics Bureau, Management and Co-ordination Agency (MCA)).
2. Yearbook of Labour Statistics (Policy Planning and Research Department, Ministry of Labour).
3. Monthly Report on the Labour Force Survey (Statistics Bureau, MCA, monthly).

Korea

Population

Collection: Data have been provided directly by National Statistical Office with additional data from Major Statistics of the Korean Economy. Data are based on population censuses and vital statistics.

Calculation: Data are mid-year estimates.

Labour Force

Breaks: In 1998 the definition of unemployment changed. In July 1988, the sample size of the survey was expanded from 17 500 households to 32 500 households. In January 1987 the lower age limit of the survey was raised from 14 to 15 years. In June 1983, the questionnaire was revised to introduce several new questions in order to capture underemployment and under-utilisation of manpower. The periodicity became monthly in July 1982. The quarterly survey was first conducted in August 1963.

Employment

Definition: Employed persons are those aged 15 years and over who during the reference week were working for a paid job for at least one hour, without pay in a family business for 18 hours or more, and persons who did not work during the reference week, but held a job or owned a business from which they were temporarily absent during the reference week. Unpaid family workers who have work less than 18 hours are either considered as unemployed or not in the labour force, depending on their responses to the survey. The armed forces, auxiliary police, defence corps, the institutional population (religious communities, prisoners etc.), the population on islands and foreigners are excluded.

Coverage: All households of the territory of the Republic of Korea are covered.

Collection: Data are collected from the monthly Household Labour Force Survey, conducted by the National Statistical Office. Participation is compulsory. The sample size is about 30 000 households.

Calculation: Annual data are averages of monthly figures.

Unemployment

Definition: Unemployed persons are those who during the reference week did not work but were actively looking for work and were available for work. Unemployed persons also include those who did not look for work on account of bad weather, temporary illness, or arrangements to start a new job within a month subsequent to the reference week.

Collection: Data are collected from the monthly Household Labour Force Survey, see Employment.

Calculation: Annual data are averages of monthly figures.

Source: National Statistical Office.

References:

1. The Korean Population Project (National Statistical Office)
2. Annual Report on The Economically Active Population Survey (National Statistical Office)
3. Major Statistics of the Korean Economy (National Statistical Office)
4. Survey Report on Establishment Labour Conditions (Ministry of Labour).

Mexico

Population

Coverage: Data refer to the resident population (de jure). Merchant seamen at sea and civilian aliens resident in the country are included. Diplomatic personnel located abroad, foreign armed forces stationed in the country, foreign diplomatic personnel located in the country and civilian aliens temporarily in the country are excluded.

Calculation: Data for 1990 and 1980 are census data. Data for other years are estimations based on the Household Labour Force Surveys of 1997, 1995, 1993 and 1991.

Labour Force

Breaks: The Household Labour Force Survey was not conducted in 1994 nor in 1992. The data for those years are estimates based on surveys conducted in 1993 and 1991.

Employment

Definition: Data are taken from the annual questionnaire sent out by the Directorate for Education, Employment, Labour and Social Affairs of the OECD.

Coverage: Data cover the civilian population aged 15 and over. Employment data include unpaid family workers (in 1993 there were 71 125 unpaid family workers).

Collection: The Household Labour Force Survey does not collect information in collective households such as hospitals, jails and armed forces quarters. The information delivered by the survey only includes civilian labour force.

Unemployment

Definition: Data are taken from the annual questionnaire sent out by the Directorate for Education, Employment, Labour and Social Affairs of the OECD.

Collection: Data cover the civilian population aged 15 and over.

Source: Instituto Nacional de Estadística, Geografía e Informática – INEGI.

References:

1. Anuario Estadístico De Los Estados Unidos Mexicanos (INEGI).
2. Conte 95 (Estados Unidos Mexicanos, resultados preliminares, INEGI).

Netherlands

Population

Coverage: Data refer to the resident population (de jure).

Calculation: Data are averages for the year.

Labour Force

Breaks: The break in 1991-92 is due to a new definition being introduced to the survey. The implementation of a continuous survey caused the break in 1986-87. In 1982-83, the break in the unemployment series is mainly due to the implementation of the Labour Force Survey.

Employment

Collection: Data refer to persons of 15 years and over residing in the Netherlands.

Calculation: Since 1992, data are based on new definitions introduced in the Labour Force Survey. From 1987 to 1991, series have been compiled from the new continuous survey, which started in 1987. All data are yearly averages. Figures for previous years are not comparable with the new estimates. Estimates for the year 1987 based on the old methodology are given in the 1989 edition of this publication.

Unemployment

Calculation: From 1987, see Employment. From 1983 to 1986, data are established at 1 January and derived from the Labour Force Survey. Prior to 1983, the figures are yearly averages (excluding part-time unemployment) of the monthly registered unemployed series.

Source: Statistics Netherlands.

References:

1. Statistisch Zakboek (Centraal Bureau voor de Statistiek).

2. Maandschrift van het Centraal Bureau voor de Statistiek (monthly).
3. Maandstatistiek van de Bevolking (Centraal Bureau voor de Statistiek, monthly).
4. Arbeidsvolume en Geregistreerde Arbeidreserve 1947-1966 (Centraal Bureau voor de Statistiek).

New Zealand

Population

Coverage: Data refer to the population present in area (de facto), including civilian aliens resident in the country, displaced persons, foreign diplomatic personnel and civilian aliens temporarily in the country. Diplomatic personnel located abroad, other civilian nationals temporarily abroad, foreign armed forces stationed in the country, national armed forces stationed abroad and merchant seamen at sea are excluded. The resident population concept was adopted for all population estimates following the 1996 Census of Population and Dwellings. Data are yearly averages up to 1990. From 1991, data represent resident population at 30 June each year.

Calculation: Since 1996, data have been estimated in line with the 1996 census results.

Labour Force

Breaks: The survey results were rebased on the final 1986 Census of Population and Dwellings population weights, which affected all data prior to September 1987. At the time of the 1986 Census provisional results, new population weights affected all data prior to the December 1986 quarter. The quarterly Household Labour Force Survey started in October 1985.

Employment

Definition: Data refer to all persons in the working-age population who during the reference week worked for one hour or more for pay or profit in the context of an employee/employer relationship or self-employment, worked without pay for one hour or more in work which contributed directly to the operation of a farm, business or professional practice owned or operated by a relative, had a job but were not at work due to own illness or injury, personal or family responsibilities, bad weather or mechanical breakdown, direct involvement in an industrial dispute, leave or holiday.

Coverage: Data cover the usually resident, civilian, non-institutional population of New Zealand, aged 15 and over. People living on offshore islands (except for Waikato Island) are excluded from the survey sample.

Collection: Data are compiled from the results of the quarterly Household Labour Force Survey and are obtained from 15 000 private dwellings (approximately 30 000 individuals) in each quarter. From 1986, data are averages of quarterly figures and are not comparable with previous years.

Calculation: Annual data are averages of quarterly figures.

Unemployment

Definition: Data refer to all persons of working age who during the reference week were without a paid job, were available for work and had actively looked for work in the past four weeks ending with the reference week or had a new job to start within four weeks. Persons whose only job search method in the previous four weeks has been to look at job advertisements in the newspapers are not considered to be actively seeking work.

Collection: Data are compiled from the results of the quarterly Household Labour Force Survey, see Employment. Before 1986, unemployment data refer to registered unemployed and are collected by the Ministry of Labour.

Calculation: Annual data are averages of quarterly figures.

Source: Statistics New Zealand.

References:

1. New Zealand Official Yearbook (Statistics New Zealand)
2. Key Statistics (Statistics New Zealand, monthly)
3. Labour and Employment Gazette (Department of Labour, quarterly).

Norway

Population

Coverage: Data refer to the resident population (de jure).

Calculation: Data are mid-year and end-of-year estimates.

Labour Force

Breaks: There were breaks in 1995-96 and in 1987-88 due to major survey redesigns: in 1996, change to a continuous basis survey, a change in estimation procedure, in the questionnaire, and the unemployment definition were changed: whereas previously the job-seeking person only needed to be available during the week of the reference period, they now need to be available for work during the two weeks following the interview. In 1986, the definition of family workers in employment was revised: they became classified as employed regardless of the number of hours they worked, previously only family workers working 10 hours or more per week were included. In 1979, a new estimation procedure and a change in the definition of employment were introduced: conscripts became classified as employed persons.

Employment

Definition: Data refer to all persons working for pay or profit for at least one hour during the reference week. Persons temporarily absent from work due to illness or injury, on vacation or on leave, absent without leave, absent due to labour disputes, bad weather, etc. as well as the self-employed and family workers are excluded.

Coverage: The survey covers all persons aged 16-74 residing in the country, including members of the armed forces (excluding conscripts).

Collection: Data are compiled from the results of the Labour Force Survey, which started in 1972 and which is carried out on a continuous basis.

Calculation: Annual data are averages of quarterly data.

Unemployment

Definition: Data refer to persons who were not employed during the reference week but who have been trying to find work during the last four weeks. Included are persons on temporary or indefinite layoff without pay, full or part-time students seeking work. The unemployed exclude persons engaged in own housework and pensioners who were formerly employed who are without work and seeking work.

Collection: Data are compiled from the results of the quarterly Labour Force Survey, see Employment.

Calculation: Annual data are averages of quarterly data.

Registered unemployment.

Due to major variations observed between unemployment figures from the Labour Force Survey and those provided from the Employment offices, the following table at the request of the Norwegian authorities is given, for the latter, for the period 1980-2000:

1980	1981	1982	1983	1984	1985	1986
22.3	28.4	41.4	63.6	66.6	51.5	36.2
1991	1992	1993	1994	1995	1996	1997
100.7	114.4	118.1	110.3	102.2	90.9	73.5

Source: Statistisk Sentralbyrå.

References:

1. Statistisk Årbok (Statistisk Sentralbyrå).
2. Statistisk Månedshefte (Statistisk Sentralbyrå, monthly).
3. Norge Industri (Statistisk Sentralbyrå).
4. Arbeidsmarkedstatistikk (Statistisk Sentralbyrå).

Poland

Population

Calculation: Data are mid-year estimates. There are breaks in the population series associated with census years (1988, 1978 and 1970), resulting in large statistical discrepancies in the sum of components of change in population.

Labour Force

Employment

Definition: Data refer to the number of persons who within the surveyed week worked, earning income or wages or helped in family economic activity or who did not work (for example due to illness, vacation, strike) but formally had a job. Employment includes those who are taking between four to six months maternity leave.

Collection: The survey, which has been conducted quarterly since May 1992, covers members of randomly selected households. It refers to the non-institutional population and covers all persons aged 15 years and over living in households continuously for at least two months. Non-household populations are excluded, such as enlisted soldiers in military barracks, persons in jail, persons with no place of residence. Career members of the armed forces who live in private households are included in civilian labour force. From the fourth quarter 1999, the survey has been conducted continuously throughout the year. Prior to this, the survey was conducted during one week each quarter in February, May, August and November. In February 1996, the size of the sample was 22 100 households, i.e. 55 000 persons.

Calculation: Data are annual averages. The annual average for 1992 was calculated by doubling the weight for the second quarter to compensate for missing first quarter data.

Unemployment

Definition: Data refer to persons who simultaneously fulfilled the following three conditions: were not working in the reference week, were active job seekers, and were available for work in the reference week or the following one.

Source: Central Statistical office of Poland (GUS).

References:

1. Statistical Yearbook of Demography (GUS).
2. Aktywnosc Ekonomiczna Ludnosco Polski (Quarterly labour force survey results, GUS).

Portugal

Population

Coverage: Data refer to the resident population (de jure) and cover the entire country of Portugal (including Madeira and Azores).

Calculation: Figures are estimates at 31 December. Data have been adjusted in line with the censuses conducted in 1970, 1981 and 1991.

Labour Force

Breaks: A revision of the estimation method of the survey has resulted in a break in series between 1997 and 1998. The new method is based on independent estimates of the population by sex and age groups. In 1998, the sample design and questionnaire were modified in order to meet European standards. A break in 1991-92 is due to a new survey design, census adjustment, adoption of a new sampling frame and harmonisation of the concepts to Eurostat standards. In 1982-83, a break is due to the change of the survey to quarterly, the adoption of a new sampling frame, the adjustment of the census to ILO definitions.

Employment

Definition: Employed persons comprise all persons aged 15 years and over who during the reference week have worked at least one hour for remuneration in the form of wage or salary, for profit or family gain or had a job or an enterprise but were not at work.

Coverage: The geographical coverage of the data is the entire country of Portugal (including Madeira and Azores).

Collection: From 1998, the data are obtained from the quarterly Household Labour Force Survey (Inquérito ao Emprego) which uses the harmonised European methodology. The survey covers the entire country of Portugal and presently uses a sample of approximately 21 000 households obtained from the master sample based on the 1991 Census. Individuals, with a minimum age of 15, resident and living in private households, are observed. The reference period is a given week. Weekly interviews are conducted over a 13 week period during the quarter to cover the 21 000 households. From the second quarter 1983, all data refer to the quarterly labour force surveys. The sample used until 1991 represents persons in the population aged 12 years and over. From 1992 to 1997, it represents persons of 14 years and over, and since 1998, those of 15 years and over.

Calculation: Annual data are averages of quarterly figures.

Unemployment

Definition: Unemployed persons comprise all persons aged 15 years and over who, during the reference period, were without work, currently available for work and seeking work, i.e. had taken specific steps to seek paid employment or self-employment.

Calculation: Annual data are averages of quarterly figures.

Source: Instituto Nacional de Estadística (INE).

References:

1. Anuario Demografico (INE).
2. Inquerito Permanente ao Emprego (INE).

Slovak Republic

Labour Force

Employment

Definition: Data refer to persons aged 15 or more who worked at least one hour for pay or profit (full-time or part-time job, temporary, casual or seasonal job) during the reference week of the survey; assisting members of entrepreneurs' households; professionals in military service; and persons who did not work during the reference week due to illness, holiday, maternity leave, study, weather conditions and strike or dispute. Persons on long-term unpaid leave from work are excluded.

Collection: Data are derived from the quarterly Household Labour Force Survey. The survey is based on a quarterly random sample of dwellings from all areas of the Slovak Republic. The sample covers 10 250 dwellings in the Slovak Republic, which represent 0.6% of all permanently occupied dwellings. The survey covers approximately 26 000 people, aged 15 or more, every quarter. The institutional population (in prisons, convents, etc.) is not included in the survey. Each selected household remains in the sample for five consecutive quarters.

Unemployment

Definition: Data refer to persons aged 15 or more, who did not work for pay or profit during the reference week, who actively sought a job during the previous four weeks and who were able to start work in the next two weeks. The unemployed also include persons who did not actively seek a job because they had already found a job which would start within one month, or who were on long-term unpaid leave and expected to return to work within three months.

Source: Statistical Office of the Slovak Republic.

Spain

Population

Coverage: Data refer to the population present (de facto), in area (Peninsula, Balears and Canary islands). Since 1971, population data referring to the distribution by gender and age group include Ceuta and Melilla in North Africa.

Collection: For the period 1955-1970, the figures are interpolated among 1950, 1960 and 1970 Censuses. From 1970, the figures are projections based on the 1970 Census revised according to the 1981 and 1991 Censuses.

Calculation: Data are mid-year and end-of-year estimates.

Labour Force

Breaks: From 1994, persons employed in the "Guardia Civil" are not included in the armed forces. As an indication this category represented 59 600 people in 1994. In 1986-87, a break in the unemployment duration series due occurred due to a change in the questions and resulting in changes of the distribution of the variables duration. In 1975-76, change in the questionnaire, the methodology and lower age limit going from 14 to 16 years old. The survey was first conducted in 1964.

Employment

Definition: Data refer to the number of persons aged 16 and over who worked at least one hour during the reference week, or were absent from their job but maintain a strong attachment to it. Strong attachment here

means that the respondent counts on getting back to work when the reason for not working finishes. Work includes any work for pay or profit in kind, that is, paid work in the context of an employer/employee relationship, self-employment and unpaid family work. Persons living in households are covered by the survey. Persons living in hospitals, hotels, convents and other collective establishments are excluded.

Coverage: The whole of the national territory is covered and approximately 99 per cent of the population.

Collection: Data are derived from the results of the quarterly Household Labour Force Survey. The theoretical sample includes 64 000 households, in practice about 60 000 households are interviewed, i.e. about 200 000 persons.

Calculation: Annual data are averages of quarterly figures.

Unemployment

Definition: Data refer to the number of persons aged 16 and over who, during the reference week, have not worked for gain for at least one hour, have actively looked for work and are available to start work within 2 weeks. Students and persons engaged in non-profit activities are also counted if they satisfy the above conditions. Unemployed persons previously in the armed forces are not included among the unemployed. As an indication, this population was 1 200 in 1996 and 900 in 1995.

Collection: Data are derived from the results of the quarterly Household Labour Force Survey, see Employment.

Calculation: Annual data are averages of quarterly figures.

Source : Instituto Nacional de Estadística (INE).

References:

1. Anuario Estadístico de España (INE).
2. Boletín De Estadística (INE, monthly).
3. Dinámica del Empleo (Ministerio de Trabajo).
4. Población Activa Encuesta (INE, quarterly).

Sweden

Population

Coverage: Data refer to the resident population (de jure).

Calculation: Data are mid-year for all years except 1990 to 1995, which are end-of-year estimates.

Labour Force

Breaks: In 1993 a new reference week system and new estimation procedures were introduced. Also the definition of unemployed was adjusted so that it now follows the recommendations of the ILO more closely. In the new reference week system, the Labour Force Survey measures all weeks during the year as opposed to two weeks per month in the older system. In 1987 a new questionnaire was introduced resulting in the presentation of additional variables, and in the establishment of dependent interviewing. Since 1986, data represent all persons aged 16 to 64 years; previously they represent all persons aged 16 to 74 years. Other new variables introduced at this time were, for instance: working more than one job, time devoted to studies, over-time, absences shorter than a week and union membership. Students who comply with ILO criteria are counted as unemployed since 1976. Since 1970 the surveys have been performed on a monthly basis.

Employment

Definition: Data cover all persons who, during the reference week, were gainfully employed for at least one hour as paid employees, or as entrepreneurs or self-employed and persons working as unpaid helpers in a business belonging to spouse or other family member in the same household. Data also included persons who did not carry out any work (as defined above) but who had employment or work either as unpaid family workers or as entrepreneurs or self-employed and who were temporarily absent during the entire measurement week because of illness, holiday or certain other types of leave, irrespective of whether or not the absence was paid for. Figures for Total Labour Force exclude conscripts but include certain permanent military personnel included in the Civilian Employment.

Collection: All inhabitants in Sweden on the civil register, aged between 16 and 64, plus volunteer and career members of the armed forces are covered by the statistics. Data are compiled from the results of the monthly Labour Force Survey of 17 000 people. The period of active job search is of 4 weeks. The reference weeks are distributed uniformly throughout the year and the survey provides monthly, quarterly and annual results. In 1993, certain changes in survey definitions, especially as to unemployment, were introduced.

Calculation: Annual data are averages of monthly figures.

Unemployment

Definition: The unemployed are persons of working age who during the reference week were not employed, but were willing and able to work and had looked for work (or would have looked for work if they had not been temporarily prevented from doing so) during the last four weeks. Also included are persons who are waiting to begin a job starting within four weeks. From 1976, students who comply with ILO criteria are counted as unemployed persons.

Collection: Data are compiled from the results of the monthly Labour Force Survey.

Calculation: Annual data are averages of monthly figures.

Source: Statistics Sweden.

References:

1. Statistisk Årsbok for Sverige (Statistiska Centralbyrån)
2. Allmän, Månadsstatistik (Statistiska Centralbyrån).
3. Arbetsmarknadsstatistik (Arbetsmarknadsstyrelsen).

Switzerland

Population

Coverage: Data refer to the resident population (de jure).

Calculation: Two series for Total resident population are computed by the Federal Statistical Office:

1. Resident population (average for the year). These figures provide the distribution of the population by gender and age. Seasonal foreign workers are included.
2. Resident population (permanent) at 1 January. These figures are used for computing the various demographic components: seasonal foreign workers are excluded. For the year 1994, the distribution of the population by age and gender refers to the permanent resident population at 31 December.

Labour Force

Employment

Calculation: Data are estimates of average for the year.

Source: Office fédéral de la statistique (OFS).

References:

1. Annuaire Statistique de la Suisse (OFS).
2. La Vie Économique (Secrétariat d'État à l'économie (SECO), monthly).

Turkey

Population

Coverage: Data refer to the present population in area (de facto).

Calculation: Data are mid-year estimates, calculated by applying exponential growth rates between two censuses. The breakdown by gender is calculated assuming constant growth rate between two censuses. The breakdown by age is calculated by interpolation between two censuses. Starting from 1990 (the year of the latest census), the figures are results of national population projections.

Labour Force

Employment

Definition: Data refer to persons aged 15 and over who were economically active during the reference period for at least one hour as a regular employee, casual employee, employer, self employed or unpaid family worker; or persons with a job, who did not work during the reference period for various reasons, but have job attachment. All persons in private households within Turkey, whose head is a Turkish national, are covered. Members of the armed forces (volunteers, career military and conscripts) not living in private households, as well as persons doing civilian service equivalent to military service are excluded. Persons engaged in own housework and persons doing unpaid community work are also excluded. For employment data collected in the semi-annual survey between October 1988 and October 1999, the age criterion was taken as 12 years and over.

Collection: From January 2000, data are collected from the monthly Household Labour Force Survey with a moving reference period, which changes according to the survey implementation date. The data are disseminated on a quarterly basis. All settlements are covered in the sample selection, and the sample size is approximately 7 800 households for each month. The rotation method has been used in the sample selection. In every quarter, one half of the total sample is selected from the previously interviewed households. For the former semi-annual survey conducted between 1988 and 1999, data were collected twice yearly, with reference periods being the last week of April and the last week of October. From October 1994, 13 537 households are surveyed, 9 194 in 73 urban places with a population of over 20 000 and 4 343 in 188 rural places.

Calculation: Factors to gross the survey results to the population are derived from the 1990 Population Census results. Annual figures are averages of semi-annual figures.

Unemployment

Definition: Data refer to the number of persons aged 15 and over who were not employed (neither worked for profit, payment in kind or family gain at any job even for one hour, and who have no job attachment) during the reference period, who have taken specific steps to obtain a job during the last three months and were available to start work within 15 days. Persons who have already found a job or established his/her own job, but were waiting to complete the necessary documents to start work, and who were available to start work within 15 days, were also considered to be unemployed. For unemployment data collected in the semi-annual survey between October 1988 and October 1999, the age criterion was taken as 12 years and over, and the job search criterion covered a six month period.

Coverage: See Employment.

Collection: Data are collected via the semi-annual and then via the monthly Household Labour Force Survey, see Employment.

Source: Turkish Institute of Statistics.

References:

1. Statistical Yearbook of Turkey (State Institute of Statistics)

United Kingdom

Population

Coverage: Data refer to the resident population (*de jure*), i.e. usually resident in the United Kingdom whatever their nationalities. Armed forces (both UK and foreign) stationed within the United Kingdom are included. UK armed forces stationed abroad are excluded.

Calculation: Data from 1981, data have been revised in line with the 1991 census results. Population data from 1976 to 1980 are in line with the 1981 census results.

Labour Force

Breaks: In 1992, the survey became quarterly.

Employment

Definition: Data refer to the number persons aged 16 and over who have done at least one hour of work in the reference week or are temporarily away from a job. Data cover employees in paid jobs, the self employed, unpaid family workers or persons participating in a government-training programme.

Coverage: Data refer to the United Kingdom.

Collection: From 1992, data are based on the quarterly Household Labour Force Survey and on administrative sources. The survey concerns 120 000 persons aged 16 and over from 61 000 households. Each household remains in the sample for 5 successive years with a fifth of the sample replaced each quarter. The first interview is carried out face-to-face and subsequent ones by telephone. Questions about activity refer to the week before the interview. For questions asked every quarter, the response is carried forward from the previous quarter if contact is not made with the respondent in the subsequent quarter. Data include students in halls of residence and people living in National Health Service (NHS) accommodation. Before 1992, data were based on Census of Employment and Annual Labour Force Survey. Working owners and private domestic servants are excluded from the Census. These groups are estimated from the Population Census and from the annual Labour Force Survey. Unpaid family workers are excluded from the labour force. The labour force includes trainees on work-related government programmes.

Calculation: From 1992, figures refer to spring quarter (March-May). Until 1991, figures referred to mid-year (June). The survey results are grossed up by applying weights to each respondent related to their age, sex, and region of residence. Data are revised when population estimates are revised.

Unemployment

Definition: Data refer to persons who are without a job, want a job, have actively sought work in the last 4 weeks and are available to start work in the next 2 weeks or are out of work, have found a job and are waiting to start it in the next 2 weeks.

Collection: Data are compiled from the results of the quarterly Household Labour Force Survey.

Calculation: From 1992, figures refer to spring quarter (March-May). Until 1991, figures referred to mid-year (June). The survey results are grossed up by applying weights to each respondent related to their age, sex, and region of residence. Data are revised when population estimates are revised.

Source: Office for National Statistics (ONS).

References:

1. Annual Abstract of Statistics (ONS).
2. Monthly Digest of Statistics (ONS).
3. Labour Market Trends (ONS).

United States

Population

Coverage: Data refer to the resident population (de jure), including armed forces overseas.

Collection: From 1976 to 1979 data are in line with the 1980 census results and from 1980 with the 1990 census results.

Calculation: Data refer to 1 July.

Labour Force

Breaks: The lower age limit for official statistics on the labour force, employment and unemployment was raised from 14 to 16 years of age in January 1967. Definitional changes were also introduced at that time. Several modifications have been brought to include increased populations from new States and areas (inclusion of Alaska, Hawaii in 1960) and regular adjustments have been made after each of the decennial censuses. Several modifications were brought to the estimation procedures in 1974, 1978, 1979, 1982, 1983, 1985 and 1986.

Data for 1994 are not directly comparable with those for previous years, due to a major redesign of the Current Population Survey questionnaire and of the collection methodology. The redesign of the questionnaire includes introduction of dependent interviews, information on prior job search and current availability resulting in a lower proportion of unemployed during a period shorter than 5 weeks and increase proportion of unemployed for a period of 15 weeks and over. Due to the introduction of the 1990 population census adjusted for an estimated population undercount, data from 1990 forward are not directly comparable with those for previous years.

Employment

Definition: Data refer to all persons who, during the reference week, did any work (at least one hour) as paid employees, worked in their own business, profession or on their own farm or who worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family. They also include all those who were not working but who had jobs or businesses from which they were temporarily absent because of vacation, illness, bad weather, maternity leave, labour-management dispute, job training or other family or personal reasons, whether or not they were paid for the time off. Total Labour Force data include armed forces overseas; they differ from the corresponding data of the tables Total Labour Force and Total Employment in Part I and also from those in the Quarterly Labour Force Statistics, where only domestic armed forces are included.

Collection: The civilian non-institutional population aged 16 and over is covered by the sample. Each month about 50 000 households are interviewed for the Current Population Survey taken in the week including the 12th of month.

Calculation: Annual data are averages of monthly figures.

Unemployment

Definition: Data refer to all persons who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment some time during the four-

week-period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

Collection: Data are compiled from the Current Population Survey, see Employment.

Calculation: Annual data are averages of monthly figures.

Source: US Department of Labor Statistics, Bureau of Labour Statistics (BLS).

References:

1. Statistical Abstract of the United States (US Department of Commerce, Bureau of the Census).
2. Current Population Reports (US Department of Commerce, Bureau of the Census, monthly).
3. Survey of Current Business (US Department of Commerce, Bureau of Economic Analysis, monthly).
4. Monthly Labor Review (BLS).
5. Employment and Earnings (BLS, monthly).
6. Employment and Training Report of the President.

Labour Force Status by Age and Sex

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Table 2_3

Chapter 1 – Indicators, Table 2 and Table 3

Australia

Publication: *The Labour Force*, Australian Bureau of Statistics.

Source: Monthly Labour Force Survey.

Period: The annual data refer to the month of August.

Coverage: The survey covers the resident civilian population aged 15 years and over living in private households or sampled separately in collective households.

Breaks in series: 1985/1986.

Reason: Prior to April 1986 contributing family workers were only classed as employed if they worked in excess of 14 hours a week. Since April 1986 contributing family workers working 1-14 hours are included as employed.

Austria

Publication: *Mikrocensus*, Austrian Central Statistical Office.

Source: Quarterly Mikrocensus.

Period: The annual data are averages of quarterly estimates of the Mikrocensus sample survey.

Coverage: The survey covers the resident population aged 15 years and over including all armed forces.

Belgium

Publication: Labour Force Survey, Statistical Office of the European Union (Eurostat).

Source: European Labour Force Survey (Spring).

Period: The annual data refer to the month of May.

Coverage: The survey covers the resident population aged 15 years and over living in private households.

Definition: The concepts and definitions used in the European Labour Force Survey have been derived from the ILO guidelines since 1983. The 1992 European Labour Force Survey contains changes on the definition of unemployment. For more details see Labour Force Survey - Methods and definitions, 1992, Eurostat.

Canada

Publication: *The Labour Force, la Population active*, Statistics Canada.

Source: Monthly Household Labour Force Survey.

Period: The annual data are averages of monthly estimates.

Remarks: The survey excludes the territories of Yukon, North West Territories and Nunavut.

Coverage: The survey covers the civilian resident non-institutional population aged 15 years and over living in private households and in collective households via their parents, including non-permanent residents.

Exclusions: The survey excludes the territories of Yukon, North West Territories and Nunavut.

Czech Republic

Publication: *Employment and Unemployment in the Czech Republic - The Labour Force Sample Survey* - Czech Statistical Office (CSU).

Source: Quarterly Labour Force Sample Survey.

Period: The annual data are averages of quarterly estimates.

Remarks: Employment figures include women on maternity leave up to 6 months. Persons on child-care leave are included in the economically inactive group, unless they meet ILO conditions for being classified to the employed or the unemployed.

Coverage: The survey covers the resident non-institutional population aged 15 years and over in private households living in the chosen dwellings continuously for at least 3 months. Also includes temporary members of the armed forces surveyed at their residences before they left for the army.

Definition: The definition of employment and unemployment are in compliance with the ILO definition.

Denmark

Publication: *Labour Force Survey*, Statistical Office of the European Union (Eurostat).

Source: European Labour Force Survey (Spring).

Period: The annual data refer to the months of February-June.

Coverage: The survey covers the resident population aged 15 years and over living in private households.

Definition: The concepts and definitions used in the European Labour Force Survey have been derived from the ILO guidelines since 1983. The 1992 European Labour Force Survey contains changes on the definition of unemployment. For more details see *Labour Force Survey - Methods and definitions, 1992*, Eurostat.

Finland

Publication: *Labour Force Survey*, Central Statistical Office; Labour Reports, Ministry of Labour.

Source: Monthly Labour Force Survey.

Period: The annual data are averages of monthly estimates.

Remarks: Up to 1988, full-time students seeking jobs are not included in the unemployment rate. From 1989 onwards, they are included in accordance with ILO definitions.

Coverage: The survey covers the civilian resident population aged 15 to 74 years living in private households and sampled separately in collective households.

Breaks in series: 1969/1970.

Reason: Before 1970 a postal enquiry and from 1970 onwards interviews.

Breaks in series: 1975/1976.

Reason: NEAC-72 until 1975.

Breaks in series: 1988/1989.

Reason: NEAC-75 until 1988, NEAC-95 starting 1989.

Breaks in series: 1988/1989.

Reason: Due to the adoption of concepts and definitions recommended by ILO in the Finnish LFS. The Finnish Labour Force Survey was revised in 1998. Starting from the statistics for May 1998, the concepts and definitions were harmonised to be in line with the recommendation of the ILO and the practices of the EU's official statistics. The series have been retrospectively corrected to conform to the revised definitions back to the year 1989.

Result: The change resulted in an approximate 1.5 percentage point decrease in the unemployment rate and decreased the amount of unemployed persons. This is due to the change in the definition of unemployed in the LFS.

France

Publication: *Enquête sur l'emploi*, INSEE.

Source: Annual Labour Force Survey.

Period: The annual data refer to the month of March for each year except 1982 where the data refer to April-May.

Remarks: The survey was modified in 1982.

Coverage: The survey covers the resident non-institutional population aged 15 years and over living in private households and in collective households via their parents (e.g. students, etc.) including all armed forces. Also includes some institutional populations.

Definitions: Data for unemployment and the labour force are in compliance with ILO definitions.

Germany

Publication: Amtliche Nachrichten, Bundesanstalt für Arbeit, for unemployment. The April Microcensus.

Source: The April Microcensus. European Labour Force Survey. Unemployed persons registered at employment exchanges.

Period: Prior to 1991, the annual data on the labour force and population are averages of monthly estimates supplied by the German authorities. The annual unemployment figures correspond to unemployed persons registered at the end of the month of September of each year. From 1991 onwards, annual averages for labour force and unemployment data.

Coverage: The survey covers the resident population aged 15 years and over living in private or collective households (excluding those living in military barracks). Based on the total labour force including the armed forces. The annual unemployment figures correspond to unemployed persons registered at the end of the month of September of each year.

From 1991 onwards, annual average figures are consistent in terms of methodology and contents with the results of the annual European Labour Force Survey and the national microcensus (conducted once a year in April). Annual averages are determined by means of a factor for the sub-year development. The sub-year development of employment is based on the monthly estimates of employment by the Federal Statistical Office, and the sub-year development of unemployment is based on the monthly figures of registered unemployment. Both monthly series are adjusted to the levels of the figures on persons employed and unemployed available once a year from the European Labour Force Survey.

Break in series: 1983/1984.

Reason: Prior to 1984, the annual data on the labour force and population are averages of monthly and annually estimates supplied by the German authorities. The annual unemployment figures correspond to unemployed persons registered at the end of the month of September of each year. From 1984 onwards, annual average figures are consistent in terms of methodology and contents with the results of the annual European Labour Force Survey and the national microcensus (conducted once a year in April). Annual averages are determined by means of a factor for the sub-year development. The sub-year development of employment is based on the monthly estimates of employment by the Federal Statistical Office, and the sub-year development of unemployment is based on the monthly figures of registered employment. Both monthly series are adjusted to the levels of the figures on persons employed and unemployed available once a year from the European Labour Force Survey resp. the German Microcensus.

Result: The average calculations from 1984 onwards are performed to improve international comparability of our estimates.

Break in series: 1990/1991.

Reason: This break is due to the reunification of Germany.

Result: From 1991 onwards data for unified Germany are available.

Greece

Publication: *Labour Force Survey*, Statistical Office of the European Union (Eurostat).

Source: European Labour Force Survey (Spring).

Period: The annual data refer to the months of April-June.

Coverage: The survey covers the resident population aged 15 years and over living in private households.

Definition: The concepts and definitions used in the European Labour Force Survey have been derived from the ILO guidelines since 1983. The 1992 European Labour Force Survey contains changes on the definition of unemployment. For more details see Labour Force Survey - Methods and definitions, 1992, Eurostat.

Hungary

Publication: *Labour Force Survey, Annual Reports*, Hungarian Central Statistical Office.

Source: Quarterly Labour Force Survey.

Period: The annual data are averages of quarterly estimates.

Remarks: Up to 1994, age group 55 to 64 years refers to ages 55 to 74 years, and the total refers to ages 15 to 74 years.

Coverage: The survey covers the resident non-institutional population aged 15 to 74 years living in private households and in collective households via their parents, including those on military service and maternity leave and excluding those on child-care leave.

Definitions: The definitions used in the survey follow ILO recommendations.

Iceland

Publication: *Labour Market Statistics*, Statistic Iceland.

Source: Labour Force Survey.

Period: The annual data are averages of bi-annual (April and November) estimates.

Remarks: The Economically Active Population Survey was first introduced in April 1991 and was conducted twice yearly (April and November) since then.

Coverage: The survey covers the resident population aged 16 to 74 years living in private and collective households, including all armed forces.

Definition: Unemployment and labour force data are close to the ILO definitions.

Ireland

Publication: *Census of population, Labour Force Survey*, Central Statistics Office.

Source: The 1981 data are Census based while data for other years are from the labour force survey. Quarterly National Household Survey (QNHS) since 1998.

Remarks: In September 1997 there was the introduction of a continuous quarterly survey with more detailed questions regarding employment in the week prior to the survey.

Period: The annual data are averages of quarterly estimates.

Coverage: The survey covers the resident non-institutional population aged 15 years and over living in private households. Also includes career military living in private households.

Breaks in series: (employment) - April 1997/Autumn 1997.

Reason: The introduction of a continuous quarterly survey with more detailed questions regarding employment in the week prior to the survey. Also, the annual Labour Force Survey was discontinued in 1997 and replaced by the Quarterly National Household Survey.

Result: A better recording of part time employment, with an estimated once off increase of 20,000 in the numbers employed.

Italy

Publication: *Annuario di statistiche del lavoro*, ISTAT.

Source: Quarterly Household Labour Force Survey.

Period: The annual data are averages of quarterly estimates.

Remarks: From 1993 onwards the lower age limit refers to 15 year olds. Prior to 1993 lower age limit was 14.

Coverage: The survey covers the resident non-institutional population aged 15 years and over, living in private households and in collective households via their parents, including all armed forces.

Breaks in series: 1992/1993.

Reason: A change in the questionnaire, in the lower age limit of the active population from 14 to 15, in the definition of unemployment, in the population estimates, in the estimation procedure, in the imputation procedure.

Result: Reduction in the level estimates for employment and unemployment.

Japan

Publication: *Annual Reports of the labour force survey* and *Monthly reports of the labour force survey*, Statistics Bureau, Management and Coordination Agency.

Source: Monthly Household Labour Force Survey.

Period: The annual data are averages of monthly estimates.

Coverage: The survey covers the resident non-institutional population aged 15 years and over, living in private households and in collective households sampled separately, including all armed forces.

Korea

Publication: *Annual Report on the Economically Active Population Survey*, National Statistical Office.

Source: Monthly Economically Active Population Survey.

Period: The annual data are averages of monthly estimates.

Remarks: The Economically Active Population Survey was first introduced in 1963 and was conducted every quarter. The period of the survey was changed from quarterly to monthly in July 1982. The survey excludes islands that are difficult to be examined.

Coverage: The survey covers the civilian resident non-institutional population aged 15 years and over living in private households, but excludes prisoners, foreigners and persons living abroad.

Exclusions: The survey excludes islands which are difficult to be examined.

Luxembourg

Publication: *Labour Force Survey*, Statistical Office of the European Union (Eurostat).

Source: European Labour Force Survey (Spring).

Period: The annual data refer to the month of May.

Coverage: The survey covers the resident population aged 15 years and over living in private households.

Definition: The concepts and definitions used in the European Labour Force Survey have been derived from the ILO guidelines since 1983. The 1992 European Labour Force Survey contains changes on the definition of unemployment. For more details see *Labour Force Survey - Methods and definitions, 1992*, Eurostat.

Mexico

Publication: *Encuesta Nacional de Empleo (ENE)* - Secretaría del Trabajo y Previsión Social (STPS).

Source: Encuesta Nacional de Empleo (ENE).

Period: Biennial survey since 1991. The annual data refer to the second quarter.

Remarks: Estimates for 1992 and 1994 are obtained using the annualised rates of growth between the survey years 1993/1991 and 1995/1993.

Coverage: The survey covers the civilian resident non-institutional population aged 15 years and over including armed forces who are resident in private households.

Definition: The definition for unemployment is consistent with the ILO definition.

Breaks in series: 1992 and 1994.

Reason: The Labour force survey was not conducted these years.

Result: Employment data at national level are not available for these years.

Netherlands

Publication: *Sociale Maandstatistiek*, Central Bureau of Statistics for unemployment data.

Source: Labour Force Survey.

Period: The annual data correspond to the 1st January for the population and labour force until 1986, and to annual averages for unemployment as well as for population and labour force from 1987 on.

Remarks: Employment is based on any work done for an hour or more during the reference week. Data for 1987-1994 for age group 65 and over are taken from Eurostat. There is a break 1986/87 due to the introduction from 1987 onwards of a continuous survey, which resulted in an increase in employment. This is due to the survey collecting more information on persons working fewer weekly hours (less than 20 hours a week).

Coverage: The survey covers the resident non-institutional population aged 15 years and over living in private households, including all armed forces.

New Zealand

Publication: *The New Zealand Labour Force*, Department of Statistics, New Zealand.

Source: Household Labour Force Survey.

Period: The annual data are averages of quarterly estimates.

Remarks: The survey excludes Chathams, Antarctic Territory, and other minor offshore islands.

Coverage: The survey covers the civilian resident non-institutional population aged 15 years and over living in private households since second quarter 1998.

Exclusions: The survey excludes Chathams, Antarctic Territory, and other minor offshore islands.

Norway

Publication: *Arbeidsmarked Statistikk*, Statistisk Sentralbyrå.

Source: Quarterly Labour Force Survey.

Period: The annual data are averages of quarterly estimates.

Remarks: There is a break in series 1987/88 due to a change in the survey collection that resulted in higher estimates for employed persons.

Coverage: The survey covers the resident population aged 16 to 74 years, living in private households and in collective households via their parents, including all armed forces.

Breaks in series: (employment) 1974/1975.

Reason: A new estimation procedure was introduced in 1975.

Result: Higher estimates for population and employment (+ 22,000 and 13,000, respectively).

Breaks in series: (employment) 1975/1976.

Reason: A new questionnaire was introduced in 1976.

Result: Higher estimates for employment (+ 30,000); more family workers and persons temporarily absent from work.

Breaks in series: (employment) 1979/1980.

Reason: A new estimation procedure and change in the definition of employment (conscripts classified as employed persons).

Result: The estimate for employment was reduced with 26,000 due to changes in the estimation procedure. The change in the definition of employment led to increased employment figures by about 25,000 (conscripts), mainly in the age group 20-24.

Breaks in series: (employment) 1985/1986.

Reason: Revised definition of employment, concerning family workers. Previously they had to work 10 hours or more per week to be classified as employed, but as from 1986 this condition was suspended (according to ILO recommendations).

Result: The number of employed persons increased by 15,000 due to the revised classification of family workers.

Breaks in series: (employment) 1987/1988.

Reason: As from 2nd quarter 1988 the data are collected monthly. Previously the surveys were based on one reference week each quarter, but thereafter (up to 1st quarter 1996) on one week each month.

Result: The change in the reference weeks led to somewhat higher estimates for employed persons (about 10,000).

Breaks in series: (unemployment) 1995/1996.

Reason: As from 1st quarter 1996 the data are collected weekly (continuous survey), and some changes in the questionnaire were also introduced. According to new international recommendations the question about availability for work was changed. Previously, the job-seeking person had to be available for work during the reference week. Now the person has to be available within the next two weeks.

Result: The changes in the Labour force survey from 1996 led to an increase in the estimate of unemployment by about 11,000 persons (0,5 percentage) as an annual average.

Poland

Publication: *Aktywnosc Ekonomiczna Ludnosci Polski*, Glowny Urzadz Statystyczny.

Source: Labour Force Survey.

Period: The data are averages of published quarterly figures, commencing second quarter 1992. For the 1992 annual averages a double weight has been applied to the second quarter figures.

Remarks: Data for 1999 refer to 1st quarter only.

Coverage: The survey covers the resident non-institutional population aged 15 years and over living in private households. Armed forces living in private households are also included.

Breaks in series: 1998/1999.

Reason: Data refer to 1st quarter 1999 only.

Portugal

Publication: *Inquérito permanente ao emprego*, Instituto nacional de Estatística.

Source: Quarterly labour force survey (bi-annual before 1983).

Period: The annual data correspond to the average of bi-annual estimates up to and including 1982. From 1983 onwards the annual data correspond to the average of the quarterly estimates.

Remarks: There is a break in series 1997/1998 due to a revision of the estimation method of the survey. The actual method is based on independent estimates of the population by sex and age groups. The sample design modified in 1998 as well. The questionnaire was also slightly altered in order to harmonise with European Union standards.

Coverage: The survey covers the resident non-institutional population aged 15 years and over living in private households. Includes all armed forces.

Breaks in series: 1982/1983

Reason: The survey was changed to quarterly. Census adjustment, sampling frame and application ILO definitions.

Breaks in series: 1991/1992

Reason: Census adjustment, new survey design and concepts harmonized to Eurostat standards, new sampling frame.

Breaks in series: 1997/1998

Reason: New sampling frame harmonized to the Eurostat standards, New estimations procedures and the introduction of a continuous survey; the data refers to the whole country since 1998.

Slovak Republic

Publication:

Source: Labour Force Sample Survey.

Period: The annual data are averages of quarterly estimates.

Remarks: For surveys held between 1993-1999, the LFS data relate to seasonal quarters (Ex: the 1st quarter comprised Dec., Jan., Feb.); for surveys held from 2000, the data relate to calendar quarters. Employment figures include persons on regular maternity leave (28 weeks) and exclude persons on additional maternity leave (on child-care leave).

Coverage: The survey covers the resident, non-institutional population aged 15 years and over living in private households and in collective households via their parents, including all armed forces and conscripts since 1997 only.

Breaks in series: 1996/1997.

Reason: Since the first quarter of 1997 the conscripts on compulsory military service are included in the LFS.

Result: An increase in the total labour force

Spain

Publication: *Poblacion activa, encuesta*, Instituto nacional de Estadistica.

Source: Quarterly Labour Force Survey.

Period: The data correspond to annual averages.

Remarks: From 1981 onwards the data have been revised in line with the 1980 Census of Population. The data exclude the provinces of Ceuta and Melilla (up to 1987) and permanent inmates of institutions.

Coverage: The survey covers the resident population aged 16 years and over living in private households, including all armed forces and excluding prisons.

Breaks in series: 1975/1976.

Reason: The lower age limit was changed from 14 to 16, modifications in questionnaire and methodology.

Result: A decrease in figures and better measure of unemployment.

Breaks in series: 1993/1994.

Reason: The 'Guardia Civil' was not included in the armed forces from 1994 onwards.

Result: Armed forces decreased in 59.6 thousand people.

Sweden

Publication: *The Labour Force Survey*, Statistiska Centralbyrån.

Source: Monthly Labour Force Survey.

Period: The annual data are averages of monthly estimates.

Remarks: There is a break in series between 1986 and 1987 due to slight changes in survey definitions and methodology introduced in 1987. From 1986 to 1994, figures for persons 65 and over relate to the fourth quarter only. For 1995, data relate to the second quarter and 1996 data relate to April. The break in series between 1992 and 1993 is due to the introduction of a continuous labour force survey covering all 52 weeks of the year rather than one week each month.

Coverage: The survey covers the resident population aged 16 to 74 year including all armed forces.

Switzerland

Publication: *The Swiss Labour Force Survey - concepts, methodology and practical considerations* - Office Fédérale de la Statistique (OFS).

Source: Swiss Labour Force Survey (ESPA).

Period: The annual data refer to the second quarter (April-June).

Coverage: The survey covers the resident non-institutional population aged 15 and over, living in private households who have a telephone number, including all armed forces.

Definition: The concepts and definitions used in the Swiss Labour Force Survey have been derived from the ILO guidelines since 1982. Persons in employment have worked one hour or more during the reference week of the survey.

Turkey

Publication: *Household Labour Force Survey* – State Institute of Statistics (SIS).

Source: Bi-annual Household Labour Force Survey.

Period: Semi-annual survey since October 1988. Annual average of April and October. From January 2000, the HLFS is applied monthly. The results of the survey are determined as quarterly and yearly estimates.

Remarks: 1988 and 1995 estimates refer to the months of October and April respectively.

Coverage: The survey covers the civilian resident non-institutional population aged 15 years and over living in private households.

Breaks in series: 1998/1999.

Reason: Data refer to April 1999 only.

United Kingdom

Publication: *Employment Gazette*, Department of Employment.

Source: Labour Force Survey (Spring).

Period: The annual data are averages of Spring estimates.

Remarks: Estimates on this basis are not available before 1984.

Coverage: The survey covers the resident non-institutional population aged 16 years and over living in private households, including career military and excluding conscripts.

Definition: Unemployment and Labour Force estimates are based on ILO definitions.

United States

Publication: *Employment and Earnings*, Bureau of Labor Statistics.

Source: Monthly Household Labour Force Survey (Current Population Survey).

Period: The annual data are averages of monthly estimates.

Remarks: In January 1994, a major redesign was introduced to the survey questionnaire and collection methodology. For further details refer to the article "Revisions in the current Population Survey Effective January 1994", *Employment and Earnings*, February 1994.

Coverage: The survey covers the civilian resident non-institutional population aged 16 years and over.

Labour Force Status by Educational Attainment

Description of ISCED-97 levels, classification criteria, and sub-categories

0 PRE-PRIMARY LEVEL OF EDUCATION	Main criteria	Auxiliary criteria
Initial stage of organised instruction, designed primarily to introduce young children to a school-type environment.	Should be centre or school-based, designed to meet the educational and developmental needs of children at least 3 years of age, and have staff that are adequately trained (i.e., qualified) to provide an educational programme for the children.	Pedagogical qualifications for the teaching staff; implementation of a curriculum with educational elements.
1 PRIMARY LEVEL OF EDUCATION	Main criteria	Auxiliary criteria
Normally designed to give students sound basic education in reading, writing and mathematics.	Beginning of systematic studies characteristic of primary education, e.g. reading, writing and mathematics. Entry into the nationally designated primary institutions or programmes. The commencement of reading activities alone is not a sufficient criteria for classification of an educational programme at ISCED 1	In countries where the age of compulsory attendance (or at least the age at which virtually all students begin their education) comes after the beginning of systematic study in the subjects noted, the first year of compulsory attendance should be used to determine the boundary between ISCED 0 and 1.

Description of ISCED-97 levels, classification criteria, and sub-categories (continued)

2 LOWER SECONDARY LEVEL OF EDUCATION		Main criteria		Auxiliary criteria		Destination for which the programmes have been designed to prepare students		Programme orientation	
<p>The lower secondary level of education generally continues the basic programmes of the primary level, although teaching is typically more subject-focused, often employing more specialised teachers who conduct classes in their field of specialisation.</p>	<p>Programmes at the start of level 2 should correspond to the point where programmes are beginning to be organised in a more subject-oriented pattern, using more specialised teachers conducting classes in their field of specialisation.</p>	<p>If there is no clear break-point for this organisational change, however, then countries should artificially split national programmes into ISCED 1 and 2 at the end of 6 years of primary education.</p>	<p>A</p>	<p>Programmes designed to prepare students for direct access to level 3 in a sequence which would ultimately lead to tertiary education, that is, entrance to ISCED 3A or 3B.</p>	<p>1</p>	<p>Education which is not designed explicitly to prepare participants for a specific class of occupations or trades or for entry into further vocational/technical education programmes. Less than 25 percent of the programme content is vocational or technical.</p>			
	<p>If this organisational transition point does not correspond to a natural split in the boundaries between national educational programmes, then programmes should be split at the point where national programmes begin to reflect this organisational change.</p>	<p>In countries with no system break between lower secondary and upper secondary education, and where lower secondary education lasts for more than 3 years, only the first 3 years following primary education should be counted as lower secondary education.</p>	<p>B</p>	<p>Programmes designed to prepare students for direct access to programmes at level 3C.</p>	<p>2</p>	<p>Education mainly designed as an introduction to the world of work and as preparation for further vocational or technical education. Does not lead to a labour-market relevant qualification. Content is at least 25% vocational or technical.</p>			
				<p>C</p>	<p>Programmes primarily designed for direct access to the labour market at the end of this level (sometimes referred to as 'terminal' programmes).</p>	<p>3</p>	<p>Education which prepares participants for direct entry, without further training, into specific occupations. Successful completion of such programmes leads to a labour-market relevant vocational qualification.</p>		

Description of ISCED-97 levels, classification criteria, and sub-categories (continued)

3 UPPER SECONDARY LEVEL OF EDUCATION	Main criteria	Modular programmes	Destination for which the programmes have been designed to prepare students	Programme orientation
<p>The final stage of secondary education in most OECD countries. Instruction is often more organised along subject-matter lines than at ISCED level 2 and teachers typically need to have a higher level, or more subject-specific, qualification than at ISCED 2</p>	<p>National boundaries between lower secondary and upper secondary education should be the dominant factor for splitting levels 2 and 3.</p>	<p>An educational qualification is earned in a modular programme by combining blocks of courses, or modules, into a programme meeting specific curricular requirements.</p>	<p>A ISCED 3A: programmes at level 3 designed to provide direct access to ISCED 5A.</p>	<p>1 Education which is not designed explicitly to prepare participants for a specific class of occupations or trades or for entry into further vocational/technical education programmes. Less than 25 percent of the programme content is vocational or technical.</p>
<p>Admission into educational programmes usually require the completion of ISCED 2 for admission, or a combination of basic education and life experience that demonstrates the ability to handle ISCED 3 subject matter.</p>	<p>A single module, however, may not have a specific educational or labour market destination or a particular programme orientation.</p>	<p>B ISCED 3B: programmes at level 3 designed to provide direct access to ISCED 5B.</p>	<p>2 ISCED 3C: programmes at level 3 not designed to lead directly to ISCED 5A or 5B. Therefore, these programmes lead directly to labour market, ISCED 4 programmes or other ISCED 3 programmes.</p>	<p>Education mainly designed as an introduction to the world of work and as preparation for further vocational or technical education. Does not lead to a labour-market relevant qualification. Content is at least 25% vocational or technical.</p>
<p>There are substantial differences in the typical duration of ISCED 3 programmes both across and between countries, typically ranging from 2 to 5 years of schooling.</p>	<p>Modular programmes should be classified at level "3" only, without reference to the educational or labour market destination of the programme.</p>	<p>C ISCED 3C: programmes at level 3 not designed to lead directly to ISCED 5A or 5B. Therefore, these programmes lead directly to labour market, ISCED 4 programmes or other ISCED 3 programmes.</p>	<p>3 ISCED 3C: programmes at level 3 not designed to lead directly to ISCED 5A or 5B. Therefore, these programmes lead directly to labour market, ISCED 4 programmes or other ISCED 3 programmes.</p>	<p>Education which prepares participants for direct entry, without further training, into specific occupations. Successful completion of such programmes leads to a labour-market relevant vocational qualification.</p>

Description of ISCED-97 levels, classification criteria, and sub-categories (continued)

4 POST-SECONDARY NON-TERTIARY	Main criteria	Types of programmes which can fit into level 4	Destination for which the programmes have been designed to prepare students	Programme orientation
<p>These programmes straddle the boundary between upper secondary and post-secondary education from an international point of view, even though they might clearly be considered as upper secondary or post-secondary programmes in a national context.</p> <p>They are often not significantly more advanced than programmes at ISCED 3 but they serve to broaden the knowledge of participants who have already completed a programme at level 3. The students are typically older than those in ISCED 3 programmes.</p>	<p>Students entering ISCED 4 programmes will typically have completed ISCED 3. As described above, successful completion of any programme at level 3A or 3B counts as a level 3 completion.</p>	<p>A The first type are short vocational programmes where either the content is not considered "tertiary" in many OECD countries or the programme didn't meet the duration requirement for ISCED 5B--at least 2 years FTE since the start of level 5.</p>	<p>1 Programmes at level 4, designed to provide direct access to ISCED 5A.</p>	<p>Education which is not designed explicitly to prepare participants for a specific class of occupations or trades or for entry into further vocational/technical education programmes. Less than 25 percent of the programme content is vocational or technical.</p>
	<p>Programme duration: ISCED4 programmes typically have a full-time equivalent duration of between 6 months and 2 years.</p>	<p>B These programmes are often designed for students who have completed level 3, although a formal ISCED level 3 qualification may not be required for entry.</p>	<p>Programmes at level 4, designed to provide direct access to ISCED 5A.</p>	<p>2 Education mainly designed as an introduction to the world of work and as preparation for further vocational or technical education. Does not lead to a labour-market relevant qualification. Content is at least 25% vocational or technical.</p>
	<p>The second type of programmes are nationally considered as upper secondary programmes, even though entrants to these programmes will have typically already completed another upper secondary programme (i.e., second-cycle programmes).</p>	<p>C</p>	<p>Programmes at level 4 not designed to lead directly to ISCED 5A or 5B. These programmes lead directly to labour market or other ISCED 4 programmes.</p>	<p>3 Education which prepares participants for direct entry, without further training, into specific occupations. Successful completion of such programmes leads to a labour-market relevant vocational qualification.</p>

Description of ISCED-97 levels, classification criteria, and sub-categories (continued)

5 FIRST STAGE OF TERTIARY EDUCATION	Classification criteria for level and sub-categories (5A and 5B)	Cumulative theoretical duration at tertiary level	Position in the national degree and qualifications structure
<p>ISCED 5 programmes have an educational content more advanced than those offered at levels 3 and 4.</p>	<p>Entry to these programmes normally requires the successful completion of ISCED level 3A or 3B or a similar qualification at ISCED level 4A or 4B.</p>		
<p>5A ISCED 5A programmes that are largely theoretically based and are intended to provide sufficient qualifications for gaining entry into advanced research programmes and professions with high skills requirements.</p>	<p>The minimum cumulative theoretical duration (at tertiary level) is of three years (FTE). The faculty must have advanced research credentials. Completion of a research project or thesis may be involved.</p>	<p>A</p> <p>Duration categories: Medium: 3 to less than 5 years; Long: 5 to 6 years; Very long: More than 6 years.</p>	<p>A</p> <p>Categories: Intermediate; First; Second; Third and further. Intermediate degrees are not counted as graduation in this publication.</p>
<p>5B ISCED 5B programmes that are generally more practical/technical/occupationally specific than ISCED 5A programmes.</p>	<p>Programmes are more practically oriented and occupationally specific than programmes at ISCED 5A and they do not prepare students for direct access to advanced research programmes. They have a minimum of two years' full-time equivalent duration.</p>	<p>B</p> <p>Duration categories: Short: 2 to less than 3 years; Medium: 3 to less than 5 years; Long: 5 to 6 years; Very long: More than 6 years.</p>	<p>B</p> <p>Categories: Intermediate; First; Second; Third and further. Intermediate degrees are not counted as graduation in this publication.</p>

Description of ISCED-97 levels, classification criteria, and sub-categories (continued)

6 SECOND STAGE OF TERTIARY EDUCATION (LEADING TO AN ADVANCED RESEARCH QUALIFICATION)

This level is reserved for tertiary programmes that lead to the award of an advanced research qualification. The programmes are devoted to advanced study and original research. The level requires the submission of a thesis or dissertation of publishable quality that is the product of original research and represents a significant contribution to knowledge. It is not solely based on course-work. It prepares recipients for faculty posts in institutions offering ISCED 5A programmes, as well as research posts in government and industry.

Standardised presentation of national ISCED-97 mappings¹

	Pre-primary and primary education	Lower secondary education	Upper secondary education				Post-secondary non-tertiary education	Tertiary-type B education	Tertiary-type A education	Advanced research programmes
	ISCED 0/1	ISCED 2	ISCED 3C Short	ISCED 3C Long	ISCED 3B	ISCED 3A	ISCED 4	ISCED 5B	ISCED 5A	ISCED 6
OECD countries										
Australia		0/1/2, 2B/2C			3B	3A, 3A/4		5B	5A	5A/6
Austria		0/1/2			3B	3A	4A	5B		5A/6
Belgium	0/1	2	3CL/4			3A		5B	5A	6
Canada	0/1	2				3	4	4/5B	5A	5A/6
Czech Republic	0	1/2	3CL			3A, 3A/4				5A/6
Denmark		2			3B/4B	3A/4A		5B	5A	6
Finland		0/1/2				3		5B	5A	6
France	0, 1	2A, 2B	3CS	3CL	3B	3A	4A, 4	5B, 5AI	5A	5A/6
Germany	1	2A			3B	3A	4	5B	5A	
Greece	0/1	2		3CL	3B	3A	4C	5B	5A	6
Hungary	1	2		3C		3A	4A, 4C	5B	5A	5A/6
Iceland	0/1	2A, 2C	3CS			3A	4C	5B	5A	6
Ireland	0/1	2				3A/4		4/5B		5A/6
Italy	0/1	2	3CS	3CL		3A/3B	4C		5A/5B	6
Japan		0/1/2				3A/3C		5B		5A/6
Korea	0/1	2				3A/3C		5B		5A/6
Luxembourg	0/1	2	3CS	3C/4C	3B/4B	3A/4A		5B	5A	6
Mexico	0, 1	2, 2/3A		3CL				5B		5A/6
Netherlands	0/1	2	3CS	3C/4C	3B/4B	3A/4A		5B	5A	6
New Zealand	0, 1			3CL		3A	4C	5B	5A	5A/6
Norway	0, 1	2A		3C		3A	4C	5B	5A	6
Poland		1/2	3CS			3A	4B			5B/5A/6
Portugal	0/1	2				3/4		5B	5A	6
Spain	0, 1	2A, 2C	3CS		3B	3A	4C	5B	5A	6
Sweden	1	2				3A, 3		4/5B	5A	5A/6
Switzerland	0/1	2A		3CL	3B/4B	3A/4A		5B		5A/6
Turkey	0, 1	2			3B	3A				5A/6
United Kingdom		2	3CS	3CL		3A		5B	5A	6
United States	0/1	2				3		5B, 5AI	5A	6
WEI participants										
Argentina	0/1	2A				3A		5B	5A	6
Brazil	0/1	2A				3A	4C	5B	5A	6
Chile	0/1	2A			3B	3A		5B	5A	6
China	0/1	2A				3A	4C	5B	5A	6
Egypt	0/1	2A/2C			3B/C	3A	4C	5B	5A	6
India	0/1	2A/2C				3A		5B	5A	6
Indonesia	0/1	2A			3B	3A		5B	5A	6
Jordan	0/1	2A		3C		3A		5B	5A	6
Malaysia ¹	0/1	2A	3CS		3B	3A	4C	5B	5A	6
Paraguay	0/1	2A/2B		3C		3A		5B	5A	6
Peru	0/1	2A			3B	3A		5B	5A	6
Philippines	0/1	2A				3A	4A/B 4C		5A	6
Russian Federation	0/1	2A		3C		3A 3A+5B	4C	3A+5B 5B	5A	6
Sri Lanka	0/1	2A			3B	3A		5B	5A	6
Thailand	0/1	2A			3B	3A	4C	5B	5A	6
Tunisia	0/1	2A			3B	3A		5B	5A	6
Uruguay	0/1	2A			3B	3A		5B	5A	6
Zimbabwe	0/1	2A		3C		3A	4C	5B	5A	6

Sources: synoptic table

Country	Statistical agency	Source	Reference period	Coverage	Primary sampling unit	Size of the sample	Overall rate of non-response	Remarks
Australia	Australian Bureau of Statistics	Australian Bureau of Statistics, Labour Force Australia	May 1999	Data refer to persons aged 15 to 64.	Individual respondents within households	63 003	7.3%	Households are selected and all non-visiting adults aged 15 to 64 are interviewed.
Austria	Austrian Central Statistical Office	Quarterly Mikrocensus	The data refer to annual averages of quarterly the Mikrocensus sample survey	Data refer to persons aged 15 and over.	Households	31 500		
Belgium	Eurostat	European Labour Force Survey	Spring quarter	Data refer to persons aged 15 to 64.	Households	35 000		Private households
Canada	Statistics Canada	Monthly Labour Force Survey	The annual data are averages of monthly estimates	Data refer to persons aged 15 and over.	Households			
Czech Republic	Czech Statistical Office (CSU)	Labour Force Sample Survey	Annual average of quarterly estimates	Data refer to persons aged 15 and over.	Households	Around 26 500 households, i.e., approx 72 000 persons, ie approx 60 000 persons aged 15 and over.	1st interview 20%, 2nd - 5th interview 2.5%.	Classification according to LFS questionnaire until 1997 used.
Denmark	Eurostat	European Labour Force Survey	Spring quarter	Data refer to persons aged 15 to 64.	individuals	15 600		Private households
Finland	Statistics Finland	Labour Force Survey	The annual data are averages of monthly estimates	Data refer to persons aged 15 to 74.	Households			Private households
France	INSEE	Labour Force Survey	March	Data refer to persons aged 15 and over.	Households	85 000	10%	
Germany	Federal Statistical Office	Labour Force Survey (Microcensus)	19 April - 25 April 1999	Data refer to persons aged 15 and over.	Households	150 000	5.1 percent for Questions on Educational Attainment.	
Greece	National Statistical Services of Greece	Labour Force Survey	2nd quarter of 1999	Total population of private households.	Households	30 772 households.	5% of the total surveyed households	
Hungary	Hungarian Central Statistical Office	Labour Force Survey	Data are averages of quarterly figures		Households	50 000 persons in 1993-97, 64 000 since 1998.	20-21 %	Armed forces are not included in the data.
Iceland	Statistics Iceland	Icelandic Labour Force Survey	The annual data are averages of bi-annual (April and November) estimates	All resident persons aged 16 to 74 years.	Individuals	4 200	12%	
Ireland	Central Statistics Office	Beginning 4th quarter 1997, a new Quarterly National Household Survey (QNHS) was implemented, replacing the annual Labour Force Survey (LFS)	The QNHS is a continuous survey Results are compiled for seasonal quarters - ie quarter two refers to March, April and May	Data refer to persons aged 15 and over.	Households	39 000		
Italy	ISTAT	Household Labour Force Survey	The data refers to the 2nd quarter of each year (2nd week of April)	Data refer to persons aged 15 and over.	Households	75 512		
Japan	Statistics Bureau, Management and Coordination Agency	Special Survey on the Labour Force Survey	February 1998-1999	Data refer to persons aged 15 and over.	Households			
Korea	National Statistical Office	Annual Report on the Economically Active Population Survey	Annual average of monthly estimates			30 000 households.		
Luxembourg	Eurostat	European Labour Force Survey	Spring quarter	Data refer to persons aged 15 to 64.	Households	8 500		Private households
Mexico	Secretaría del Trabajo y Previsión Social (STPS)	Encuesta Nacional de Empleo (ENE)	Bi-annual survey since 1991, yearly since 1995	The survey covers civilian resident population aged 12 years and over excluding armed forces.	Households	48 000 in 1997 (national) and 135 000 in 1998 (by state).	Around 15%	In odds years the survey is representative for state, what increases the sample significantly.

Professional Status and Breakdown by Broad Sector of Activities

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Table 6

Chapter 1 – Indicators, Table 6

Australia

Calculation: From February 1978 the survey has been conducted monthly but data for employed persons in industry are available for February, May, August and November only. Data refer to the month of August. For sources and references.

Austria

Coverage: Before 1994, Armed Forces are included in services. For sources and references.

Belgium

Calculation: Data are compiled from social insurance statistics. Foreign commuters are included in ISIC Division: 0. For sources and references.

Canada

Coverage: The distribution of civilian employment by economic activities refers to the national industrial classification of 1970 for the years previous to 1984 and to the 1980 classification from 1984. For sources and references.

Czech Republic

Definition: Those classified as working in co-operatives in the survey have been classified as employees. Although standard definitions imply that such individuals should be classified as self-employed, co-operative enterprises in the Czech Republic are different from those existing in other OECD countries such that this classification is more appropriate. The self-employed include employers and unpaid family workers. From 1993, the figures for the Armed Forces represent temporary members of the armed forces only; security forces and permanent members of the armed forces are included in Civilian Employment. Figures for the Armed Forces in 1992 include members of the security forces as well as regular and temporary members of the armed forces. For sources and references.

Denmark

Source: Data are compiled from the results of the quarterly Household Labour Force Survey. For sources and references.

Finland

Source: Data are compiled from the results of the monthly Labour Force Survey drawn from individuals. For sources and references.

France

Source: Data have been compiled from various statistical sources, mainly the quarterly Survey of Industrial and Commercial Establishments, the Employment Survey (the annual survey in March and experimental quarterly surveys in June, September and December) and the latest population Census (used as reference). For sources and references.

Germany

Source: Data are official estimates provided by the country. For sources and references.

Greece

Source: Data are compiled from the results of the annual sample Labour Force Survey. For sources and references.

Hungary

Definition: Persons classified as members of partnerships in the Labour Force Survey are included as employers and persons working on own account. For sources and references.

Iceland

Source: Data are compiled from the results of the Labour Force Survey. For sources and references.

Ireland

Source: Data are compiled from the results of the Quarterly National Household Survey. For sources and references.

Italy

Source: Data are compiled from the results of the quarterly Household Labour Force Survey. For sources and references.

Japan

Source: Data are compiled from the monthly Household Labour Force Survey. For sources and references.

Korea

Source: Data are compiled from the results of the monthly Household Labour Force Survey. For sources and references.

Luxembourg

Source Data are derived from Social Security registers and Establishment Survey. [For sources and references.](#)

Mexico

Source: Data are compiled from the results of the quarterly Household Labour Force Survey. [For sources and references.](#)

Netherlands

Source: Data are compiled from the results of the Labour Force Survey. [For sources and references.](#)

New Zealand

Coverage: Data cover the usually resident, civilian, non-institutional population of New Zealand, aged 15 and over. People living on offshore islands (except for Waikehe Island) are excluded from the survey sample. [For sources and references.](#)

Norway

Coverage: The sample used represents persons in the population aged from 16 to 74 years. [For sources and references.](#)

Poland

Professional status

Definition: Individuals working in co-operatives are either classified as employers and persons working on own account or as employees, depending on their status within the enterprise. Individuals who contribute capital and receive a share of the profits are classified as employers; others are classified employees. The armed forces only include conscripts.

Breakdown by activity

Coverage: Employment by ISIC major division is based upon an aggregation of data classified by the Polish EKD (Europejskiej Kasyfikacji Dzialalnosci) which is a version of NACE Rev. 1.

Calculation: Data are annual averages. A breakdown of employment according to a classification compatible with ISIC major divisions is available from the second quarter of 1993. The annual average for 1993 was calculating by doubling the weight for the second quarter. [For sources and references.](#)

Portugal

Source: Data are compiled from the results of the quarterly Household Labour Force Survey. [For sources and references.](#)

Slovak Republic

Source: Data are compiled from the results of the quarterly Household Labour Force Survey. [For sources and references.](#)

Spain

Source: Data are compiled from the results of the quarterly Household Labour Force Survey. For sources and references.

Sweden

Source: Data are compiled from the results of the monthly Labour Force Survey. For sources and references.

Switzerland

Calculation: Data are estimates of average for the year, except for the professional status, which refers to the second quarter since 1991 For sources and references.

Turkey

Coverage: Since 2000, data correspond to persons 15 years old and over.

Source: Since January 2000, data are collected from the monthly Household Labour Force Survey. From 1988 to 1988, data are based on the semi-annual Household Labour Force Survey. From 1976 to 1987, figures are official estimates. Data for 1980 and 1985 are census results for employees. Annual figures are averages of April and October results; except for 1999, where the April results was taken. For sources and references.

United Kingdom

Calculation: Persons in government schemes included in the “not specified” category numbered (in thousands) 318 in 1984, 398 in 1985, 410 in 1986, 508 in 1987, 542 in 1988, 498 in 1989, 471 in 1990, 437 in 1991, 376 in 1992, 355 in 1993, 335 in 1994, 284 in 1995, 250 in 1996, 221 in 1997, 177 in 1998, 161 in 1999, 146 in 2000. The difference between the total of the “not specified” category and “persons in government schemes” corresponds to the persons with “status not stated” from 1984 to 1991 and to unpaid family workers from 1992 to 2000. For sources and references.

United States

Coverage: From 1990, data cover all activities and all types of workers and are compiled from the Current Population Survey. Prior to 1990, data are compiled from monthly reports based on a sample group of 340 000 establishments; they cover only employees in non-farm activities and exclude domestic service workers. For sources and references.

Full-Time/Part-Time Workers and Usual Weekly Hours Worked by Hour Bands

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Table 7 and Table 11

Chapter 1 – Indicators, Table 7 and Table 11

Australia

Definition: Jobs covered are all jobs and the hours worked are actual hours.

Source: Monthly Labour Force Survey.

Breaks in series: 1986/1987

Reason: Prior to April 1986 contributing family workers were only classed as employed if they worked in excess of 14 hours a week. Since April 1986 contributing family workers working 1-14 hours are included as employed.

Austria

Definition: Jobs covered are the main job, the hours worked are usual hours and refer to normal hours. Overtime hours are included if overtime hours are made regularly and permanently.

Source: Quarterly Mikrocensus.

Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain and the United Kingdom

Definition: The number of hours given here corresponds to the number of hours usually works. This covers all hours including extra hours, either paid or unpaid, which the person normally works, but excludes the travel time between the home and the place of work as well as the main meal breaks. Persons who usually also work at home are asked to include the number of hours they usually work at home. Apprentices, trainees and other persons in vocational training are asked to exclude the time spent in school or other special training centres.

Source: European Labour Force Survey.

The following break is for **Germany** only.

Break in series: 1990/1991

Reason: This break is due to the reunification of Germany.

Result: From 1991 onwards data for unified Germany are available.

Canada

Definition: Jobs covered are main jobs, the hours worked are usual hours, and refer to normal hours worked.

Source: Monthly Household Labour Force Survey.

Czech Republic

Definition: Jobs covered are main jobs, the hours worked are usual hours, and refer to normal hours worked including average overtime hours.

Source: Quarterly Labour Force Sample Survey.

Finland

Definition: Jobs covered are all jobs, the hours worked are actual hours.

Source: Monthly Labour Force Survey.

Hungary

Definition: Jobs covered are main jobs, the hours worked are usual hours, and refer to normal hours worked and overtime hours.

Source: Quarterly Labour Force Survey.

Iceland

Definition: Jobs covered are all jobs, the hours worked are actual hours, and refer to normal hours worked and overtime hours.

Source: Labour Force Survey.

Japan

Definition: Jobs covered are all jobs and the hours worked are actual hours.

Source: The Special Survey of the Labour Force Survey.

Korea

Definition: Jobs covered are all jobs and the hours worked are actual hours.

Source: Monthly Economically Active Population Survey.

Mexico

Definition: Jobs covered are main jobs, the hours worked are usual hours, and refer to normal hours worked.

Source: Encuesta Nacional de Empleo (ENE).

Breaks in series: 1995/1996

Reason: The Labour force survey questionnaire was modified in 1995, to capture information on Usual Hours Worked and Kind of Work Contract for the wage earners and salaried workers.

Result: It is now possible to obtain data on Full-/Part-time Employment defined by a usual hour cut-off.

New Zealand

Definition: Jobs covered are all jobs and the hours worked are usual hours (any hours worked).

Source: Household Labour Force Survey.

Norway

Definition: Jobs covered are all jobs, the hours worked are usual hours. Usual hours refer to Settled/contractual. Usual hours are asked for if no contract (and for self-employed/family-workers). Settled hours refer to the number of working hours determined by the working agreement. Overtime or extra hours are not included in the settled hours, even when the number of actual hours normally is higher than the settled.

Source: Quarterly Labour Force Survey.

Poland

Definition: Jobs covered are all jobs, the hours worked are actual hours.

Source: Labour Force Survey.

Breaks in series: 1998/1999

Reason: Data refer to 1st quarter 1999 only.

Slovak Republic

Definition: Jobs covered are main jobs, the hours worked are usual hours, and refer to normal hours worked and overtime hours.

Source: Labour Force Sample Survey.

Breaks in series: 1996/97

Reason: Since the 1st quarter 1997, persons in employment that did not work more than 4 weeks are included.

Sweden

Definition: Jobs covered are main jobs, the hours worked are usual hours, and refer to normal hours worked and overtime hours.

Source: Monthly Labour Force Survey.

Switzerland

Definition: Jobs covered are main jobs, the hours worked are usual hours, and refer to normal hours worked.

Source: Swiss Labour Force Survey (ESPA).

Turkey

Definition: Jobs covered are all jobs, the hours worked are usual hours, and refer to normal hours worked.

Source: Bi-annual Household Labour Force Survey.

Breaks in series: 1998/1999

Reason: Data refer to April 1999 only.

United States

Definition: Jobs covered are all jobs, the hours worked are usual hours, and refer to normal hours worked.

Source: Monthly Household Labour Force Survey (Current Population Survey).

Permanent and Temporary Workers

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Table 8

Chapter 1 – Indicators, Table 8

Australia

Definition:

Permanent worker: Permanent workers are employees who were entitled to paid holiday or sick leave.

Temporary worker: Employees who were not entitled to paid holiday or sick leave and occasional, casual or seasonal workers.

Source : Labour Force Survey Supplement, Employee Earnings, and Benefits and Trade Union Membership

Austria, Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden and the United Kingdom

Definition: (This question is addressed only to employees.) In the majority of the European Union countries most jobs are based on written work contracts. However in some countries such contracts exist only for specific cases (for example in the public sector, for apprentices, or for other persons undergoing some formal training within an enterprise). Taking account of these different institutional arrangements the notions "temporary job" and "work contract of limited duration" (likewise "permanent job" and "work contract of unlimited duration") describe situations which under different institutional frameworks, can be regarded as similar.

A job may be regarded as temporary if it is understood by both employer and the employee that the termination of the job is determined by objective conditions such as reaching a certain date, completion of an assignment or return of another employee who has been temporarily replaced. In the case of a work contract of limited duration the condition for its termination is generally mentioned in the contract. To be included in these groups are:

- a) persons with a seasonal job,
- b) persons engaged by an employment agency or business and hired out to a third party for the carrying out of a "work mission" (unless there is a work contract of unlimited duration with the employment agency or business),
- c) persons with specific training contracts.

If there exists no objective criterion for the termination of a job or work contract these should be regarded as permanent or of unlimited duration.

Source: European Labour Force Survey.

Canada

Definition:

Permanent worker: A permanent job is one that is expected to last as long as the employee wants it, given that business conditions permit. There is no pre-determined termination date.

Temporary worker: A temporary job has a pre-determined end date or will end as soon as project is completed or a fixed term contract.

Source: Monthly Household Labour Force Survey.

Czech Republic

Definition:

Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.

Temporary worker: Workers whose main job is a: fixed-term contract; Interim work through a temporary work agency; apprentices and trainees; probationary period; an occasional, casual or seasonal worker; carries out community work as an unemployed; or has a contract for a specific task.

Source: Quarterly Labour Force Sample Survey.

Finland

Definition:

Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.

Temporary worker: Workers whose main job is a fixed-term contract.

Source: Monthly Labour Force Survey.

Hungary

Definition:

Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.

Temporary worker: Workers whose main job is a: fixed-term contract; apprentices and trainees; probationary period; an occasional, casual or seasonal worker; carries out community work as an unemployed; has a contract for a specific task; work lasting less than 12 months; daily workers and other.

Source: Quarterly Labour Force Survey.

Iceland

Definition:

Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.

Temporary worker: Workers whose main job is a: fixed-term contract; interim work through a temporary work agency; apprentices and trainees; probationary period; and an occasional, casual or seasonal worker.

Source: Labour Force Survey.

Japan

Definition:

Permanent worker: Persons whose main job is a work contract of unlimited duration or regular workers whose contract last for 12 months and over.

Temporary worker: Workers whose main job is a fixed-term contract lasting not more than one year, occasional, casual or seasonal work, or work lasting less than 12 months.

Source: Monthly Household Labour Force Survey.

Korea

Definition:

Permanent worker: Workers whose work contract is of unlimited duration and have a contract lasting for one year and over.

Temporary worker: Workers whose contract lasts less than one year.

Source: Monthly Economically Active Population Survey.

Mexico

Definition:

Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration. It also includes salaried workers with verbal contracts when they are working the entire year, except those working in agriculture and construction in occupation groups linked directly to the productive process (as agricultural workers, assistants or peons).

Temporary worker: Workers whose main job is a: fixed-term contract; an occasional, casual or seasonal worker; has a contract for a specific task; or work lasting less than 12 months.

Source: Encuesta Nacional de Empleo (ENE).

Breaks in series: 1995/1996

Reason: The Labour force survey questionnaire was modified in 1995, to capture information on 'usual hours worked' and 'kind of work contract' for the wage earners and salaried workers.

Result: It is now possible to obtain data on 'permanent/temporary employment'.

Norway

Definition:

Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.

Temporary worker: Workers whose main job is a: fixed-term contract; interim work through a temporary work agency; apprentices and trainees; probationary period; an occasional, casual or seasonal worker; contract for a specific task; work lasting less than 12 months and daily workers.

Source: Quarterly Labour Force Survey.

Poland

Definition:

Permanent worker: Persons whose job is defined as a job undertaken for an indefinite period or a period lasting more than one year.

Temporary worker: Workers whose main job lasts less than 12 months.

Source: Labour Force Survey.

Breaks in series: 1998/1999

Reason: Data refer to 1st quarter 1999 only.

Slovak Republic

Definition:

Permanent worker: Persons whose main job is a permanent job or work contract of unlimited duration.

Temporary worker: Workers whose main job is a: fixed-term contract; interim work through a temporary work agency; apprentices and trainees; an occasional, casual or seasonal worker; carrying out community work as an unemployed; has a contract for a specific task or daily workers.

Source: Labour Force Sample Survey.

Switzerland

Definition:

Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration.

Temporary worker: Workers whose main job is a: fixed-term contract; interim work through a temporary work agency; apprentices and trainees; an occasional, casual or seasonal worker; carrying out community work as an unemployed; has a contract for a specific task; work lasting less than 12 months or daily workers.

Source: Swiss Labour Force Survey (ESPA).

Turkey

Definition:

Permanent worker: Persons whose main job is a permanent job or with a work contract of unlimited duration and regular workers whose contract last for 12 months and over.

Temporary worker: Workers whose main job is an occasional, casual or seasonal worker; daily workers or other persons who depend on an employer, works not regular or unlimited duration, works seasonal or temporary or whether find a job. (ex. Construction workers, etc.).

Source: Bi-annual Household Labour Force Survey.

Breaks in series: 1998/1999

Reason: Data refer to April 1999 only.

Civilian Employment and Employees: Breakdown by Activities - ISIC Revisions 2 and 3

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Tables 9_1 and 9_2

Chapter 1 – Indicators, Tables 9_1, 9_2 and 9_3

ISIC revision 2 and revision 3

ISIC Revision 2

- 0 - Activities not Adequately Defined
- 1 - Agriculture, Hunting, Forestry and Fishing
- 2 - Mining and Quarrying
- 3 - Manufacturing
- 4 - Electricity, Gas and Water
- 5 - Construction
- 6 - Wholesale and Retail Trade and Restaurants and Hotels
- 7 - Transport, Storage and Communication
- 8 - Financing, Insurance, Real Estate and Business Services
- 9 - Community, Social and Personal Services

ISIC Revision 3

- A - Agriculture, hunting and forestry
- B - Fishing
- C - Mining and quarrying
- D - Manufacturing
- E - Electricity, gas and water supply
- F - Construction
- G - Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods
- H - Hotels and restaurants
- I - Transport, storage and communications
- J - Financial intermediation
- K - Real estate, renting and business activities
- L - Public administration and defence; compulsory social security
- M - Education
- N - Health and social work
- O - Other community, social and personal service activities
- P - Private households with employed persons
- Q - Extra-territorial organisations and bodies

Australia

Source: Data are compiled from the results of the monthly Household Labour Force Survey and refer to the month of August from February 1978.

Austria

Source: Data are compiled from the results of the quarterly Labour Force Survey (Mikrozensus). For sources and references.

Canada

Source: Since 1987, data are compiled from the results of the monthly Household Labour Force Survey.

Czech Republic

Source: Since 1993, data are compiled from the results of the quarterly Household Labour Force Survey.

Denmark

Source: Data are compiled from the results of the quarterly Household Labour Force Survey.

Finland

Source: Data are compiled from the results of the monthly Labour Force Survey drawn from individuals.

Germany

Source: Data are official estimates provided by the country. [For sources and references.](#)

Greece

Source: Data are compiled from the results of the annual sample Labour Force Survey.

Hungary

Source: Data are compiled from the results of the Household Labour Force Survey.

Iceland

Source: Data are compiled from the results of the Labour Force Survey.

Ireland

Source: Data are compiled from the results of the Quarterly National Household Survey.

Italy

Source: Data are compiled from the results of the quarterly Household Labour Force Survey.

Korea

Source: Data are compiled from the results of the monthly Household Labour Force Survey.

Mexico

Source: Data are compiled from the results of the quarterly Household Labour Force Survey.

Netherlands

Source: Data are compiled from the results of the Labour Force Survey.

New Zealand

Source: Data are compiled from the results of the quarterly Household Labour Force Survey

Portugal

Source: Data are compiled from the results of the quarterly Household Labour Force Survey.

Slovak Republic

Source: Data are compiled from the results of the quarterly Household Labour Force Survey.

Spain

Source: Data are compiled from the results of the quarterly Household Labour Force Survey.

Sweden

Source: Data are compiled from the results of the monthly Labour Force Survey.

Switzerland

Source: Data have been compiled from various statistical sources, mainly the Labour Force Survey, the Central Register of Foreigners and the Establishment Survey.

United Kingdom

Source: Data are compiled from the results of the quarterly Household Labour Force Survey.

Average Annual Hours of Work

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Indicators, Table 10

Australia

Data supplied by the Australian Bureau of Statistics from the Labour Force Survey. Annual hours are adjusted to take account of public holidays occurring during the reporting period. The method of estimation is consistent with the national accounts.

Canada

Data series supplied by Statistics Canada, based mainly on the monthly Labour Force Survey supplemented by the Survey of Employment Payrolls and Hours, the annual Survey of Manufacturers and the Census of Mining.

Czech Republic

Data supplied by the Czech Statistical Office and based on the quarterly Labour Force Sample Survey. Main meal breaks (one half hour a day) are included.

Finland

Data supplied by Statistics Finland. National accounts series based on an establishment survey for manufacturing, and the Labour Force Survey for other sectors and for the self-employed. Alternative series based solely on the Labour Force Survey.

France

New data series supplied by the Institut National de la Statistique et des Études Économiques (INSEE), produced within the framework of the national accounts.

Germany and western Germany

New data series from 1991 onward that extend coverage of part-time work with few hours of work. Data supplied by the Institut für Arbeitsmarkt- und Berufsforschung, calculated within a comprehensive accounting structure, based on establishment survey estimates of weekly hours worked by full-time workers whose hours are not affected by absence, and extended to annual estimates of actual hours by adjusting for a wide range of factors, including public holidays, sickness absence, overtime working, short-time working, bad weather, strikes, part-time working and parental leave. Data prior to 1991 are spliced with old annual hours of work estimates for 1991.

Iceland

Data are provided by Statistics Iceland and are based on the Icelandic Labor Force Survey. Annual actual hours worked per person in employment are computed by multiplying daily actual hours worked by annual actual working days net of public holidays and annual vacations. The latter are for a typical work contract by sector of activity.

Italy

Data are Secretariat estimates based on the European Labour Force Survey for 1983 to 1999. From 1960 to 1982, trend in data is taken from the series provided by ISTAT and based on a special establishment survey total employment discontinued in 1985.

Japan

Data for total employment are Secretariat estimates based on data from the Monthly Labour Survey of Establishments, extended to agricultural and government sectors and to the self-employed by means of the Labour Force Survey. Data for dependent employment supplied by Statistics Bureau, Management and Coordination Agency, from the Monthly Labour Survey, referring to all industries excluding agriculture, forest, fisheries and government services.

Korea

Data supplied by the Ministry of Labour from the Report on monthly labour survey.

Mexico

Data supplied by STPS-INEGI from the bi-annual National Survey of Employment, based on the assumption of 44 working weeks per year.

Netherlands

From 1977 onwards, figures are "Annual Contractual Hours", supplied by Statistics Netherlands, compiled within the framework of the Labour Accounts. Overtime hours are excluded. For 1970 to 1976, the trend has been derived from data supplied by the Economisch Instituut voor het Midden en Kleinbedrijf, referring to persons employed in the private sector, excluding agriculture and fishing.

New Zealand

Data supplied by Statistics New Zealand and derived from the quarterly Labour Force Survey, whose continuous sample design avoids the need for adjustments for public holidays and other days lost. Total employment figures revised slightly.

Norway

Data supplied by Statistics Norway, based on national accounts and estimated from a number of different data sources, the most important being establishment surveys, the Labour Force Surveys and the public sector accounts.

Spain

New series supplied by Instituto Nacional de Estadística and derived from the quarterly Labour Force Survey. Series break at 1986/87 due to changes in the survey.

Sweden

New series from 1996 are supplied by Statistics Sweden derived from national accounts data, based on both the Labour Force Survey and establishment surveys. Data prior to 1996 are estimated by applying new to old annual hours of work estimates for 1995 to the old series.

Switzerland

Data supplied by Office fédéral de la statistique. The basis of the calculation is the Swiss Labour Force Survey, which provides information on weekly hours of work during one quarter of the year. The estimates of annual hours are based also on supplementary, annual information on vacations, public holidays and overtime working and have been extended to correspond to national accounts concepts.

United Kingdom

Since 1994, data refer to the United Kingdom (including Northern Ireland). Break in series 1994/95 due to small change in the way estimates of employment are derived. For 1992 to 1995, the levels are derived directly from the continuous Labour Force Survey. For 1984 to 1991, the trend in the data is taken from the annual Labour Force Survey. From 1970 to 1983, the trend corresponds to estimates by Professor Angus Maddison.

United States

New estimates by the Secretariat based on unpublished data supplied by the Bureau of Labor Statistics (BLS). Estimates of total hours worked on the basis of the Current Employment Statistics (CES) and the Current Population Survey (CPS) are divided by the average number of employed persons from the CPS.

Involuntary Part-Time Workers

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Table 12

Chapter 1 – Indicators, Table 12

Australia

Definition: Persons who would prefer to work more hours.

Source: Monthly Labour Force Survey.

Austria, Belgium, Denmark, Finland France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Norway, Portugal, Spain, Sweden and the United Kingdom

Definition: Persons who declared to work part-time because they could not find a full-time job.

Source: European Labour Force Survey.

Canada

Definition: Persons who could not find a full-time job; would prefer to work more hours and believe full-time work is not available.

Source: Monthly Household Labour Force Survey.

Czech Republic

Definition: Persons who could not find a full-time job and lack of work (due to the employer).

Source: Quarterly Labour Force Sample Survey.

Iceland

Definition: Persons who could not find a full-time job and other.

Source: Labour Force Survey.

Japan

Definition: Persons who would prefer to work more hours.

Source: The Special Survey of the Labour Force Survey.

New Zealand

Definition: Persons who would prefer to work more hours.

Source: Labour Force Survey Supplement.

Breaks in series: Second quarter 1990

Reason: In Q2 1990 a new personal questionnaire was introduced. Redesigned questions regarding reasons for not looking for work, not working usual hours, and preference for working more hours, and qualifications (among other changes) led to different responses.

Result: The 1990 Calendar Year should be treated with caution as it is an average of one quarter of old and three quarters of new responses. Data for 1991 onwards should be treated as discontinuous from pre-1990 data.

Slovak Republic

Definition: Persons who could not find a full-time job and those who lack of work (due to the employer).

Source: Labour Force Sample Survey.

Turkey

Definition: Persons who could not find a full-time job and who wish to work more hours.

Source: Bi-annual Household Labour Force Survey.

Breaks in series: 1998/1999

Reason: Data refer to April 1999 only.

United States

Definition: Persons who could not find a full-time job and would prefer to work more hours.

Source: Monthly Household Labour Force Survey (Current Population Survey).

Breaks in series: 1993/1994

Reason: Redesign of labour force survey questionnaire

Result: More accurate estimates of hours and reasons for working part time.

Economic Short-Time Workers

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Table 13

Chapter 1 – Indicators, Table 13

Australia

Definition: Workers who worked less than usual hours due to slack work for technical or economic.

Source: Monthly Labour Force Survey.

Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Norway, Portugal, Spain, Sweden, Switzerland and the United Kingdom

Definition: Persons working less than usual during the survey reference week due to slack work for technical or economic reasons or to change of job during reference week (i.e. start or end of job without taking up a new one).

Source: European Labour Force Survey.

Canada

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons.

Source: Monthly Household Labour Force Survey.

Czech Republic

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons; had started a job/change in job during the reference week or ended a job without taking up a new one during the reference week.

Source: Quarterly Labour Force Sample Survey.

Hungary

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons; had started a job/change in job during the reference week or ended a job without taking up a new one during the reference week.

Source: Quarterly Labour Force Survey.

Iceland

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons; had started a job/change in job during the reference week or ended a job without taking up a new one during the reference week.

Source: Labour Force Survey.

Japan

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons.

Source: The Special Survey of the Labour Force Survey.

Mexico

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons.

Source: Encuesta Nacional de Empleo (ENE).

New Zealand

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons; had started a job/change in job during the reference week or ended a job without taking up a new one during the reference week and wish to work more hours.

Source: Labour Force Survey Supplement.

Breaks in series: Second quarter 1990

Reason: In Q2 1990 a new personal questionnaire was introduced. Redesigning questions regarding reasons for not looking for work, not working usual hours, and preference for working more hours, and qualifications (among other changes) led to different responses.

Result: The 1990 Calendar Year should be treated with caution as it is an average of one quarter of old and three quarters of new responses. Data for 1991 onwards should be treated as discontinuous from pre-1990 data.

Poland

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons; had started a job/change in job during the reference week or ended a job without taking up a new one during the reference week.

Source: Labour Force Survey.

Slovak Republic

Definition: Workers who worked less than contracted hours due to technical or organisational reasons.

Source: Labour Force Sample Survey.

Turkey

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons; had started a job/change in job during the reference week, there was no work or could not find a full-time job and who were available to start work.

Source: Bi-annual Household Labour Force Survey.

Breaks in series: 1998/1999

Reason: Data refer to April 1999 only.

United States

Definition: Workers who worked less than usual hours due to slack work for technical or economic reasons; had started a job/change in job during the reference week or ended a job without taking up a new one during the reference week.

Source: Monthly Household Labour Force Survey (Current Population Survey).

Breaks in series: 1993/1994

Reason: Redesign of labour force survey questionnaire

Result: More accurate estimates of hours and reasons for working part time.

Discouraged Workers

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Table 14

Chapter 1 – Indicators, Table 14

Australia

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, wish to have a job and are available to take a job within the next four weeks.

Source: Survey of Persons Not in the Labour Force

Austria, Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain and the United Kingdom

Definition: Persons who are not seeking employment because they believe that there is no work available, but who nevertheless like to have work.

Source: European Labour Force Survey.

Canada

Definition: Those persons who reported wanting to work at a job or business during the reference week and were available but who did not look for work because they believed no suitable work was available.

Breaks in series: 1996/1997

Reason: Since 1997, discouraged job seekers are defined as those persons who reported wanting to work at a job or business during reference week and were available but who did not look for work because they believed no suitable work was available. Prior to January 1997, the definition of discouraged searcher was limited to those who looked for work within the previous 6 months but not during the last 4 weeks although they were available, and did not look because they believed no suitable work was available. The change in concept and question wording results in a complete break in the series. Beginning January 1997, asked of those who were not employed and did not search for work, but said they wanted work during reference week. Prior to 1997, asked of persons who had looked for work in the previous six months but not during the past four weeks.

Source: Monthly Household Labour Force Survey.

Czech Republic

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons.

Source: Quarterly Labour Force Sample Survey.

Finland

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, wish to have a job and are available to take a job within two weeks.

Source: Monthly Labour Force Survey.

Hungary

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, wish to have a job and are available to take a job within two weeks.

Source: Quarterly Labour Force Survey.

Iceland

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, who wish to have a job and are available to take a job.

Source: Labour Force Survey.

Japan

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, wish to have a job, are available to take a job, had looked for work in the past 1 year.

Source: The Special Survey of the Labour Force Survey.

Mexico

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, who had looked for work more than a month related to the reference week and consider that there is not work at the present time or the work would not be given to him, even they didn't look for a work.

Source: Encuesta Nacional de Empleo (ENE).

New Zealand

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, did not know where to look for a job, wish to have a job and are available to take a job immediately.

Source: Labour Force Survey Supplement.

Breaks in series: Second quarter 1990

Reason: In Q2 1990 a new personal questionnaire was introduced. Redesigned questions regarding reasons for not looking for work, not working usual hours, and preference for working more hours, and qualifications (among other changes) led to different responses.

Result: The 1990 Calendar Year should be treated with caution as it is an average of one quarter of old and three quarters of new responses. Data for 1991 onwards should be treated as discontinuous from pre-1990 data.

Norway

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons and who wish to have a job.

Source: Quarterly Labour Force Survey.

Poland

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons and had looked for work in the past 12 months.

Source: Labour Force Survey.

Breaks in series: 1998/1999

Reason: Data refer to 1st quarter 1999 only.

Slovak Republic

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons

Source: Labour Force Sample Survey.

Sweden

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, who wish to have a job, are available to take a job within the next two weeks and had looked for work more than 4 weeks ago including the reference week.

Source: Monthly Labour Force Survey.

Switzerland

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different.

Source: Swiss Labour Force Survey (ESPA).

Turkey

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, did not know where to look for a job and are available to take a job within 15 days.

Source: Bi-annual Household Labour Force Survey.

Breaks in series: 1998/1999

Reason: Data refer to April 1999 only.

United States

Definition: Persons who are not actively seeking work because they believe no suitable work is available for different reasons, wish to have a job, are available to take a job, had looked for work in the past 12 months.

Source: Monthly Household Labour Force Survey (Current Population Survey).

Breaks in series: 1993/1994

Reason: A redesign of labour force survey questionnaire and change in definition

Result: A reduction in the level of estimates from 1994 forward. Information on prior job search and current availability collected from 1994 forwarded.

Duration of Unemployment

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 1 – Data, Table 15

Chapter 1 – Indicators, Table 15

Australia

Definition: The minimum between the duration of job search and the duration of joblessness. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Monthly Labour Force Survey.

Austria, Belgium, Denmark, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, United Kingdom and western Germany

Definition: The shorter of the following two periods: the duration of search for work, or the length of time since last employment.

Source: European Labour Force Survey.

Canada

Definition: The number of continuous weeks during which a person has been on temporary layoff or without work and looking for work. Based on job search. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week. The number of weeks is tabulated.

Source: Monthly Household Labour Force Survey.

Czech Republic

Definition: The duration of job search used. The "Unknowns" contain (i) persons, who have found a job already, but their commencement of work is fixed for a later time and (ii) "not identified". Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Quarterly Labour Force Sample Survey.

Finland

Definition: Duration refers to the time of job search, i.e. it refers to the duration of job search during the previous four weeks, including the survey reference week. Before 1999 source: Spring LFS length of unemployment, 1999 onwards monthly LFS length of job search.

Source: Monthly Labour Force Survey.

France

Definition: The minimum between the duration of job search and the duration of joblessness. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Annual Labour Force Survey.

Hungary

Definition: Duration is measured only by the duration of job search. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Quarterly Labour Force Survey.

Iceland

Definition: The minimum between the duration of job search and the duration of joblessness. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Labour Force Survey.

Japan

Definition: The minimum between the duration of job search and the duration of joblessness. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: The Special Survey of the Labour Force Survey.

Korea

Definition: The minimum between the duration of job search and the duration of joblessness. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Monthly Economically Active Population Survey.

Mexico

Definition: Refers to the time among the date that the unemployed starts to seek a work and the survey reference week. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Encuesta Nacional de Empleo (ENE).

New Zealand

Definition: The length of time (to reference week) since worked for pay or profit. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Household Labour Force Survey.

Norway

Definition: Duration is measured by asking the unemployed persons "For how many weeks have you been trying to find work?" Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Quarterly Labour Force Survey.

Poland

Definition: The minimum between the duration of job search and the duration of joblessness. The person supplies duration of job seeking in the complete months, assuming that 15 days and more should be rounded up to 1 month. Thus the duration "less than one month" means duration of job seeking maximum 1 month + 14 days (i.e. 6 weeks) including reference week.

Breaks in series: 1998/1999

Reason: Data refer to 1st quarter 1999 only.

Slovak Republic

Definition: Duration is measured as the duration of job search. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Labour Force Sample Survey.

Spain

Definition: The duration of job search. Duration of "Less than one month" refers to the difference in months between the current month and the month when the person began to search job.

Source: Quarterly Labour Force Survey

Sweden

Definition: The minimum between the duration of job search and the duration of joblessness. Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Monthly Labour Force Survey.

Switzerland

Definition: Duration is measured as the number of days between the date of the LFS-Interview and the date where the person is on job search and without job! Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Swiss Labour Force Survey (ESPA).

Turkey

Definition: Duration is measured with the question: "How long have you been seeking a job?" Duration of "Less than one month" refers to the duration of unemployment during the previous four weeks, including the survey reference week.

Source: Bi-annual Household Labour Force Survey.

Breaks in series: 1998/1999

Reason: Data refer to April 1999 only.

United States

Definition: Represents the length of time (through the current reference week) that persons classified as unemployed had been looking for work. For persons on layoff, duration of unemployment represents the number of full weeks they had been on layoff.

Source: Monthly Household Labour Force Survey (Current Population Survey).

Standardised Unemployment Rates

Under these definitions, the unemployed are persons of working age who, in the reference period, are without work, available for work and have taken specific steps to find work. The uniform application of the definitions results in estimates that are more internationally comparable than those based on national definitions. National unemployment data in some countries only include persons registered at government labour offices. Under the ILO definition, persons without work who are seeking employment through other means can also be classified as unemployed and registrants can be excluded if they worked or were not available for work. The Standardised Unemployment Rates for the European Union (EU) Member countries are produced by the Statistical Office of the European Communities (Eurostat).

In September 2000, Eurostat adopted a new unemployment definition through a Commission Regulation. Details about the new definition and its implementation are available on Eurostat internet site (<http://europa.eu.int/comm/eurostat/Public/datashop/print-product/EN?catalogue=Eurostat&product=3-03042001-EN-AP-EN&mode=download>).

The OECD is responsible for the collection of data and calculation of standardised unemployment rates for non-EU countries. The standardised unemployment rates shown are calculated as the number of unemployed persons as a percentage of the civilian labor force (i.e. the unemployed plus those in civilian employment). For a more detailed description of the methods of the OECDs Standardised Unemployment Rates, see the OECD publication Quarterly Labour Force Statistics.

Chapter 2. Earnings by Percentiles and Minimum Wages

Earnings

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 2 – Data, Table 1 and Table 2

Chapter 2 – Indicators, Table 1

Australia

Definition: Gross weekly earnings in main job (all jobs prior to 1988) of full-time employees.

Source: Household survey (annual supplement, usually in August, to monthly labour force survey).

Publication/data provider: Australian Bureau of Statistics, *Weekly Earnings of Employees (Distribution)*.

Workers not covered: No exclusions.

Note: The data refer to the most recent pay period prior to the interview. Earnings deciles are Secretariat interpolations of the published data on the distribution of employees by earnings class.

Austria

Definition: Gross daily earnings, standardised to a monthly basis, taking into account the recorded number of days of insurance contributions (excluding civil servants).

Source: Social security data.

Publication/data provider: Austrian Central Statistical Office.

Workers not covered: Most civil servants and all apprentices.

Note: The figures include special payments such as holiday and Christmas remuneration. Earnings above the ceiling for social insurance contributions are recorded at the level of that ceiling, precluding the calculation of D9 for certain years.

Belgium

Definition: Gross weekly earnings of full-time workers (including civil servants).

Source: Social security data.

Publication/data provider: Belgium Institut national d'assurance maladie-invalidité (INAMI).

Workers not covered: No exclusions.

Note: Earnings deciles are Secretariat interpolations of the provided data on earnings distribution. Earnings above the ceiling for social insurance contributions are recorded at the level of that ceiling, precluding the calculation of D9 for certain years.

Canada

Definition: Gross annual earnings of full-time, full-year workers.

Source: Household survey (*Survey of Consumer Finances*).

Publication/data provider: Analytical Studies Branch, Statistics Canada.

Workers not covered: No exclusions.

Note: Special adjustments have been made to improve coverage and comparability between the years shown.

Czech Republic

Definition: Gross monthly earnings of full-time, full-year employees.

Source: Enterprise survey (*Periodic Census of Employers*).

Publication/data provider: Czech Statistical Office.

Workers not covered: Workers in enterprises of less than 25 employees.

Note: 1996 only.

Denmark

Definition: Gross hourly earnings.

Source: Tax registers (annual earnings data) and social security data (hours worked).

Publication/data provider: The data were supplied by Professor Niels Westergård-Nielsen, Centre for Labour Economics, Aarhus Business School.

Workers not covered: Workers with wage rates lower than 80 per cent of the minimum wage.

Note: The data are derived from annual wage-income (including all types of taxable wage-income) recorded in tax registers, divided by actual hours worked, as recorded in a supplementary pension scheme register.

Finland

Definition: Gross annual earnings of full-time, full-year workers.

Source: Household survey (*Income Distribution Survey*).

Publication/data provider: Statistics Finland.

Workers not covered: No exclusions.

France

Definition: Net annual earnings of full-time, full-year workers.

Source: Salary records of enterprises. (*Déclarations Annuelles des Données Sociales*).

Publication/data provider: Institut national de la statistique et des études économiques (INSEE), *Séries longues sur les salaires*.

Workers not covered: Agricultural and general government workers.

Note: The data are adjusted for annual hours worked to represent full-year equivalent earnings. The data for 1981, 1983, and 1990 are estimations by INSEE. Earnings are net of employee social security contributions but not of income tax.

Germany (western Germany)

Definition: Gross monthly earnings of full-time workers.

Source: Household survey (German Socio-Economic Panel).

Publication/data provider: Secretariat calculations.

Workers not covered: Apprentices.

Note: Data include 1/12 of supplementary payments comprising 13th month pay, 14th month pay, holiday allowances and Christmas allowances.

Hungary

Definition: Gross monthly earnings of full-time employees in May of each year.

Source: Household survey (Survey of Individual Wages and Earnings).

Publication/data provider: National Labour Centre, Ministry of Labour.

Workers not covered: Before 1994, workers in private enterprises of less than 20 employees were not included, since 1994 the sample also covers enterprises with 10-20 employees.

Note: Data include 1/12 of non-regular payments from previous year. Before 1992 the survey involved a different sampling method.

Ireland

Definition: Gross weekly earnings of full-time employees.

Source: Household survey (*Living in Ireland Survey*).

Publication/data provider: The data and decile calculations were provided by Brian Nolan, Economic and Social Research Institute, Dublin.

Workers not covered:

Italy

Definition: Gross monthly earnings of full-time employees.

Source: Social security data collected by the Istituto Nazionale de Previdenza Sociale (INPS).

Publication/data provider: Data provided by Claudia Villosio, Ricerche e Progetti, Torino, based on the INPS Panel Dataset.

Workers not covered: Agricultural and general government workers.

Japan

Definition: Scheduled monthly earnings of regular, full-time employees.

Source: Enterprise Survey (*Basic Survey on Wage Structure*).

Publication/data provider: Policy Planning and Research Department, Ministry of Labour, *Yearbook of Labour Statistics*.

Workers not covered: Employees in establishments with less than 10 regular workers and all employees in the public sector, agriculture, forestry and fisheries, private household services and foreign embassies.

Note: Earnings deciles are Secretariat interpolations of the published data on the distribution of employees by earnings class. The data exclude overtime earnings (except for 1975) and annual special cash earnings.

Korea

Definition: Gross monthly earnings of full-time workers.

Source: Enterprise Survey (*Wage Structure Survey*).

Publication/data provider: Korean Ministry of Labour, *Yearbook of Labour Statistics* and data provided directly by the Korean authorities.

Workers not covered: Employees in establishments with less than 10 regular workers and employees agriculture, forestry, fishing, public administration, public education, the army or the police.

Note: Earnings deciles are Secretariat interpolations of the published data on the distribution of employees by earnings class. The earnings data include 1/12 of annual special payments.

Netherlands

Definition: Annual earnings of full-time, full-year equivalent workers.

Source: Enterprise survey (*Survey of Earnings*).

Publication/data provider: Sociaal-Economische Maandstatistiek, Dutch Central Bureau of Statistics.

Workers not covered: No exclusions.

Note: Earnings deciles are Secretariat interpolations of the published data on the distribution of employees by earnings class. Occasional payments (overtime, holiday, etc.) are included.

Norway

Definition: Hourly wages.

Source: Household survey (*Norwegian Level of Living Surveys*), 1980, 1983, 1987 and 1990.

Publication/data provider: The data and decile calculations were provided by Erling Barth and Halvor Mehlum, Institute for Social Research, Oslo.

Workers not covered: No exclusions.

Note: For workers not paid by the hour, their weekly or monthly wages are divided by the corresponding number of hours worked. Observations of less than 25 and more than 1 000 kroner per hour (in 1991 prices) are excluded. Age limits are 19 to 55 years.

New Zealand

Definition: Usual gross weekly earnings of full-time employees.

Source: Household survey (*Household Economic Survey*).

Publication/data provider: Estimates provided by the New Zealand Department of Labour.

Workers not covered: No exclusions.

Note: Non-regular payments are included.

Poland

Definition: Gross monthly earnings of full-time employees.

Source: Enterprise survey.

Publication/data provider: Polish Central Statistical Office, Statistical Yearbook of Poland and *Earnings Distribution in the National Economy as of September 1995*.

Workers not covered: Firms with less than 6 persons from 1990 onwards. Data refer to the socialised sector only prior to 1990.

Note: Earnings deciles are Secretariat interpolations of the published data on the distribution of employees by earnings class. Including monthly equivalent of periodic bonuses. Gross earnings from 1992 onwards.

Portugal

Definition: Gross weekly earnings for full-time workers.

Source: Enterprise survey (*Quadros de Pessoal*).

Publication/data provider: Departamento de Estudos e Planeamento, Ministério para a Qualificação e Emprego.

Workers not covered: Agricultural sector and public administration.

Note: Provisional estimates. Data on deciles ratio only.

Spain

Definition: Gross annual earnings of full-time employees.

Source: Enterprise survey (*Structure of Earnings Survey*, 1995).

Publication/data provider: Instituto Nacional de Estadística.

Workers not covered: Workers in enterprises of less than 10 employees. Workers in enterprises of NACE sectors A, B and L to Q.

Note: Data for 1995 only.

Sweden

Definition: Gross annual earnings of full-year, full-time workers.

Source: Household survey (*Income Distribution Survey*).

Publication/data provider: Statistics Sweden.

Workers not covered: No exclusions.

Note: New basis, consistent with 1991 change in tax base and spliced onto old series prior to 1989.

Switzerland

Definition: Annual earnings of full-time, full-year equivalent workers.

Source: Household survey (Annual Swiss labour force survey, *Enquête Suisse de la Population Active* (EPSA)).

Publication/data provider: Swiss Office fédéral de la statistique.

Workers not covered: No exclusions.

United Kingdom

Definition: Gross weekly earnings of all full-time workers (i.e. on adult or junior rates of pay).

Source: Enterprise survey (*New Earnings Survey*).

Publication/data provider: (former) U.K. Department of Employment.

Workers not covered: No exclusions.

Note: The data refer to employees whose pay was not affected by absence and include overtime and other supplementary payments.

United States

Definition: Gross usual weekly earnings of full-time workers aged 16 and over.

Source: Household survey (*Current Population Survey*).

Publication/data provider: U.S. Bureau of Labor Statistics.

Workers not covered: No exclusions.

Note: Earnings deciles are Secretariat interpolations of the unpublished BLS tabulations of the distribution of employees by earnings class.

Minimum Wages

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 2 – Data, Table 3

Chapter 2 – Indicators, Table 2

Australia

Minimum wage: Federal minimum weekly wage (August each year) – extrapolated from 1997 back to 1985 in line with Metals Industry Award C14 wages and National Wage Case decisions. *Source:* Data provided by national authorities.

Median wage: Median gross weekly earnings of full-time workers (August each year). *Source:* Annual supplement to Labour Force Survey, as reported in Australian Bureau of Statistics, *Employee Earnings, Benefits and Trade Union Membership*.

Belgium

Minimum wage: Minimum monthly wage -- *Revenu Minimum Mensuel Moyen Garantie* (RMMMMG) -- for workers aged 21 and over (annual average). *Source:* Data provided by national authorities.

Median wage: Median gross monthly earnings of full-time workers. *Source:* Institut National de Statistique, *Structure of Earnings Survey*.

Canada

Minimum wage: Weighted average of provincial minimum hourly wage (annual average weighted by labour force). *Source:* Data provided by national statistical authorities.

Median wage: Median gross hourly earnings of full-time workers. *Source:* Data provided by Statistics Canada based on their Labour Force Survey.

Czech Republic

Minimum wage: Minimum gross monthly wage (annual average). *Source:* Data provided by national authorities.

Median wage: Median monthly earnings of employees who worked at least 1 700 hours during the year. *Source:* Secretariat calculations based on Czech Statistical Office, *Earnings Survey, 1996*.

France

Minimum wage: Gross annual equivalent of the hourly minimum wage -- *Salaires Minimum Interprofessionnel de Croissance* (SMIC). *Source:* Data provided by national authorities.

Median wage: Median gross annual earnings of full-time workers in the private and the semi-private sector. *Source:* G. Seroussi, “Les salaires dans les entreprises en 1998”, *INSEE Première*, N° 687 December 1999.

Greece

Minimum wage: Minimum daily wage for an unqualified, single, worker with no work experience. *Source:* Bank of Greece, *Bulletin of Conjunctural Indicators*.

Median wage: Daily equivalent of mean hourly wages in manufacturing. *Source:* Bank of Greece, *Bulletin of Conjunctural Indicators*.

Hungary

Minimum wage: Minimum gross monthly wage. *Source:* Data provided by national authorities.

Median wage: Median monthly earnings of full-time employees (May of each year). *Source:* Data provided by Ministry of Labour and National Labour Centre.

Ireland

Minimum wage: Minimum gross hourly wage (April each year). *Source:* Data provided by national authorities.

Median wage: Median weekly earnings of full-time employees (April each year). *Source:* *Level of Living Survey*, 1994.

Japan

Minimum wage: Weighted average of prefectural hourly minimum wages (June each year and weighted by employment). *Source:* Data provided by national authorities.

Median wage: Hourly equivalent of median gross monthly earnings, including overtime and all special payments, for June of each year (estimated by applying the mean total to mean scheduled earnings to median scheduled earnings). *Source:* *Basic Survey on Wage Structure*, as reported in Ministry of Labour, *Yearbook of Labour Statistics*.

Korea

Minimum wage: Minimum hourly wage (June each year).

Median wage: Hourly equivalent of median gross monthly earnings, including overtime and all special payments, for June of each year. *Source:* *Wage Structure Survey*, as provided by the Ministry of Labour.

Luxembourg

Minimum wage: Minimum monthly wage -- *Salair Social Minimum* (SSM) -- (October each year). *Source:* Statec, *Annuaire Statistique*.

Median wage: Monthly equivalent of median gross annual earnings of full-time workers. *Source:* Eurostat, *Structure of Earnings Survey*, 1995.

Mexico

Minimum wage: Weighted average of regional daily minimum wages (annual average and weighted by employment). *Source:* Data provided by national authorities.

Median wage: Daily equivalent of mean hourly wages of manual workers in manufacturing. *Source:* INEGI, *Encuesta Industrial Mensual*.

Netherlands

Minimum wage: Minimum weekly earnings -- *Minimumloon* -- for persons aged 23 to 64 (annual average). *Source:* CBS, *Sociaal-Economische Maand-statistiek*.

Median wage: Weekly equivalent of mean gross monthly earnings of full-time employees (including overtime payments). *Source:* CBS, *Sociaal-Economische Maand-statistiek*.

New Zealand

Minimum wage: Minimum weekly wage for workers aged 20 and over (February each year).

Median wage: Median usual weekly earnings of full-time employees (February each year). *Source:* Data provided by the N.Z. Department of Labour, based on Statistics New Zealand, *Household Economic Survey*.

Poland

Minimum wage: Minimum monthly wage (September each year). *Source:* Data provided by national authorities.

Median wage: Median gross monthly earnings of full-time workers. *Source:* Polish Central Statistical Office, *Statistical Yearbook*.

Portugal

Minimum wage: Minimum monthly wage – *Salário Mínimo Nacional* (SMN) -- for non-agricultural workers aged 20 and over (annual average). *Source:* Data provided by national authorities.

Median wage: Monthly equivalent of median gross annual earnings of full-time workers. *Source:* Eurostat, *Structure of Earnings Survey, 1995*.

Spain

Minimum wage: Minimum monthly wage -- *Salario Mínimo Interprofesional* (SMI) -- for workers aged 18 and over (annual average). *Source:* Ministerio de Trabajo y Asuntos Sociales, *Boletín de Estadísticas Laborales*.

Median wage: Monthly equivalent of median gross annual earnings of full-time workers. *Source:* INE, *Encuesta Estructura Salarial, 1995*.

Turkey

Minimum wage: Minimum daily wage for workers aged 16 and over. *Source:* Data provided by national authorities.

Median wage: Mean daily earnings of manufacturing workers. *Source:* State Planning Organisation.

United Kingdom

Minimum wage: National minimum hourly. *Source:* Data provided by national authorities.

Median wage: Median hourly earnings of full-time adult employees. *Source:* ONS, *New Earnings Survey*.

United States

Minimum wage: Federal minimum hourly wage. *Source:* Data provided by national authorities.

Median wage: Hourly equivalent of median usual weekly of full-time employees. *Source:* U.S. Bureau of Labor Statistics, *Employment and Earnings*.

Taxation of Wages: a Household Perspective

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 2 - Indicators, Tables 5 and Table 6

The description below comes directly from the CDROM *Taxing Wages, 2000 Edition*, which was previously published under the title *The Tax/Benefit Position of Employees*. Consequently, the numbering and references in the following documentation refer to those of the CDROM.

Income tax on wage earnings and the contributions of both employers and employees to financing social security systems in OECD countries continue to vary widely, according to a new OECD report, *Taxing Wages*.

In most OECD countries, employers contribute significantly to financing the social security system. Based on 1998 data, the most recent for which final comparative figures are available (see Table 2), Poland shows the highest figure with employer contributions equivalent to 33% of the total cost of employing a single average production worker.

In Hungary, employer contributions accounted for 32% of the total cost of an average production worker, in France 28%, and in Belgium, Italy and the Czech Republic 26%. In Australia and New Zealand, by contrast, no social security contributions were levied on employers, while in Iceland and Denmark employer contributions amounted to only 4% and 1% respectively of the total cost of employing an average production worker.

On the employee side, the Netherlands shows the highest figure with employees paying the equivalent of 27% of the gross wage of an average production worker (see Table 1), or 23% of total labour costs including the employer's contribution. Germany came next, with employee contributions amounting to 21% of gross wages or 17% total labour costs. In Poland, New Zealand and Iceland, by contrast, the employee contribution was nil.

Factoring in the income tax levied on a single individual with earnings equivalent to those of an average production worker, the tax 'wedge' between total labour costs paid by the employer and the net take-home pay of the employee ranged from 15% of total labour costs in Korea and 20% in Japan and New Zealand, to 51% in Sweden, 52% in Hungary and Germany, and 57% in Belgium.

The wide variations reflect in part differences across countries in public sector involvement in the provision of economic and social programs, as captured by tax-to-GDP ratios reported in OECD *Revenue Statistics*. They also reflect different decisions taken on the appropriate level of personal taxation of wage income, and on the level and mix of desired contributions from income tax and employee and employer social security contributions.

Taxing Wages contributes to policy debate by comparing how different OECD countries rely on personal taxation as a revenue source, and how this reliance has evolved over time. In Mexico, Korea, Greece and Japan, a single employee at the income level of the average production worker paid very little or no income tax in 1998, while in Denmark such an employee paid 34 per cent of gross wage earnings.

Significant variation is also observed in the mix of income tax and social security contributions levied, on the one hand, and the benefits paid through welfare programs, on the other. *Taxing Wages* details in country chapters and comparative tables and charts how much personal income tax and social security contributions employees and employers paid in 1998, and the level of cash benefits families received, at different levels of earned income. Preliminary figures are also provided for 1999. Comparative figures on taxes and cash benefits are given across OECD countries for different household groups varying by family type and level of income.

For one-earner couples at the average wage level with two dependent children, the gap between gross earnings and net take-home pay, taking into account cash benefits, was generally smaller than for single workers in 1998,

and for certain countries significantly so. The gap was lower by half or more for a one-earner couple with two dependent children in Austria, Belgium, Hungary, Poland, Portugal and Switzerland. And in the Czech Republic, Iceland and Luxembourg, a system of cash benefits for children actually created a negative gap, with net take-home pay exceeding gross wage earnings (see Chart 1.)

Table 1. Income tax plus employee social security contributions¹ (as % of gross wage), 1998				
Country²	Income tax	Social security contributions	Total payment³	Gross wage earnings⁴
Denmark	34	10	43	32053
Belgium	28	14	42	30376
Canada	22	6	27	30200
Germany	21	21	42	29626
Australia	24	2	25	29590
Switzerland	10	12	22	29167
United States	18	8	26	29076
Norway	22	8	30	28098
Netherlands	7	27	34	27788
Luxembourg	12	13	25	27304
United Kingdom	17	8	25	26616
Japan	0	7	7	25788
New Zealand	20	0	20	24332
Italy	20	9	29	23981
Finland	28	8	35	23281
Austria	11	18	29	22640
Sweden	27	7	34	22377
Ireland	20	5	25	22024
Iceland	21	0	22	21622
Korea	2	5	6	20928
France	14	13	27	20307
Spain	14	6	20	18696
Turkey	24	9	33	14066
Greece	2	16	18	13973
Czech Republic	10	13	23	11689
Portugal	7	11	18	11235
Poland	16	0	16	8809
Mexico	0	3	3	6950
Hungary	17	12	29	6746

1. Single individual at the income level of the average production worker.
2. Countries ranked by decreasing gross wage earnings.
3. Due to rounding total may differ one percentage point from aggregate of columns for income tax and social security contributions.
4. Dollars with equal purchasing power.

Table 2. Income tax plus employee and employer social security contributions (as % of labour costs), 1998¹

Country ²	Income tax	Social security contributions		Total ⁴	Labour costs ⁵
		employee	Employer ³		
Belgium	22	10	26	57	40995
Germany	17	17	17	52	35863
Switzerland	9	10	10	30	32535
Italy	14	7	26	47	32351
Netherlands	6	23	14	44	32271
Denmark	34	10	1	44	32214
Canada	20	5	6	32	32211
Norway	19	7	11	37	31638
United States	17	7	7	31	31300
Luxembourg	10	11	12	34	31102
Austria	8	14	24	46	29823
Sweden	21	5	25	51	29768
Australia	24	2	0	25	29590
Finland	22	6	21	49	29334
United Kingdom	15	8	9	32	29277
France	10	9	28	48	28198
Japan	6	7	7	20	27664
Ireland	18	5	11	33	24667
Spain	11	5	24	39	24454
New Zealand	20	0	0	20	24332
Korea	1	4	9	15	22962
Iceland	20	0	4	25	22545
Greece	2	12	22	36	17880
Turkey	21	8	11	40	15825
Czech Republic	8	9	26	43	15781
Portugal	6	9	19	34	13903
Poland	11	0	33	43	12696
Hungary	12	8	32	52	9916
Mexico	0	2	20	22	8662

1. Single individual at the income level of the average production worker.

2. Countries ranked by decreasing labour costs

3. Employer social security contributions include reported payroll taxes.

4. Due to rounding total may differ one percentage point from aggregate of columns for income tax and social security contributions.

5. Dollars with equal purchasing power. Labour costs include Gross wages plus Employers compulsory social security contributions.

Chapter 3. Public Expenditures/Beneficiaries of Labour Market Programs

Definitions of the Standardised Categories and Sub-Categories of Labour Market Programmes

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 3 – Data, Table 1 and Table 2

Chapter 3 – Indicators, Table 1 and Table 2

The description below comes from the publication *Labour Market Policies for the 1990s*, OECD 1990.

Active programmes

1. Public employment services and administration

The following services are included: placement, counselling and vocational guidance; job-search courses and related forms of intensified counselling for persons with difficulties in finding employment; support of geographic mobility and similar costs in connection with job search and placement. In addition, all administration costs of labour market agencies (at central and decentralised levels), including unemployment benefit agencies (even if these are separate institutions) as well as administrative costs of other labour market programmes are included.

2. Labour market training

Training measures undertaken for reasons of labour market policy, other than special programmes for youth and the disabled. Expenditures include both course costs and subsistence allowances to trainees, when such are paid. Subsidies to employers for enterprise training are also included, but not employers' own expenses.

a. Training for unemployed adults and those at risk

Programmes aimed mainly, though not always exclusively, at the unemployed and those at risk of losing their jobs, or other disadvantaged groups such as the poor (especially in the United States). Mostly in training centres, but often also in enterprises.

b. Training for employed adults

Training supported for reasons of labour market policy other than the need to help the unemployed and those at risk. Most frequently, grants to enterprises for staff training in general.

3. Youth measures

Including only special programmes for youth in transition from school to work. Thus it does not cover young people's participation in programmes that are open to adults as well.

a. ***Measures for unemployed and disadvantaged youth***

Remedial education, training or work practice for disadvantaged youth to facilitate transition from school to work. The principal target group usually consists of those who do not follow regular upper-secondary or vocational education and are unsuccessful in finding jobs.

b. ***Support of apprenticeship and related forms of general youth training***

Covers many forms of training and work practice in enterprises for young people. Access is not restricted to persons with employment problems.

4.Subsidised employment

Targeted measures to promote or provide employment for unemployed persons and other groups specified as labour market policy priorities (other than youth or the disabled).

a. ***Subsidies to regular employment in the private sector***

Wage subsidies for the recruitment of targeted workers or, in some cases, for continued employment of persons whose jobs are at risk. Grants aiming primarily to cover enterprises' capital costs are not included, nor are general employment subsidies or subsidies paid for all workers in certain regions.

b. ***Support of unemployed persons starting enterprises***

The support can consist of unemployment benefits or special grants.

c. ***Direct job creation (public or non-profit)***

Temporary work and, in some cases, regular jobs in the public sector or in non-profit organisations, offered to unemployed persons.

5.Measures for the disabled

Only special programmes for the disabled are included. The category does not cover the total policy effort in support of the disabled.

a. ***Vocational rehabilitation***

Ability testing, work adjustment measures and training other than ordinary labour market training.

b. ***Work for the disabled***

Sheltered work and subsidies to regular employment.

"Passive" or income maintenance programmes

6.Unemployment compensation

All forms of cash benefit to compensate for unemployment, except early retirement. In addition to unemployment insurance and assistance, this covers publicly funded redundancy payments, compensation to workers whose employers go bankrupt, and special support of various groups such as construction workers laid off during bad weather.

7.Early retirement for labour market reasons

Only special schemes in which workers receive retirement pensions because they are out of work or otherwise for reasons of labour market policy. Disability pensions are not included. These programme expenditures depend largely on the extent to which early pensions are subsidised rather than funded within regular pension plans, e.g. by actuarially calculated reductions of the amounts paid.

Chapter 4. Gross and Net Replacement Rates of Unemployment Benefits

Unemployment Benefit Duration

Unemployment insurance

Table 2.2 shows information concerning the calculation of unemployment insurance (UI) benefits. The information included in the table applies to a 40 year old single worker with a long employment record, previously earning an average income.¹

Table 2.2. UI payment rates and benefit duration

Country	Employment conditions (column 2)	Waiting period (column 3)	Payment rate (%) ¹ (column 4)	Minimum benefit (yearly) ²		Maximum benefit (yearly) ²		Duration (months) (column 9)
				National currency (column 5)	USD (column 6)	National currency (column 7)	USD (column 8)	
Australia	-	-	-	-	-	-	-	-
Austria	20 weeks in 1 year. Maximum duration if 156 weeks in 5 years	0 days	57	20 508	1 519	161 664	11 975	12
Belgium ³	312 days in 18 months rising to 624 days in last 3 years depending on age	0 days	60	263 016	7 167	418 562	11 405	No limit
Canada	420 hours of work in past year	2 weeks	55	-	-	21 476	18 355	45 weeks
Czech Republic	12 months in 3 years	7 days	60	-	-	54 720	4 485	6
Denmark ⁴	52 weeks in 3 years	0 days	90	-	-	136 500	16 387	60
Finland ^{4,5}	43 weeks in 2 years	7 days	90	30 680	5 191	71 478	12 094	23
France	4 months in 8 months	8 days	75	54 067	8 293	378 013	57 978	60
Germany ⁶	360 days in 3 years	0 days	60	-	-	59 040	29 520	12
Greece	125 days in 14 months	6 days	40	627 120	2 800	1 377 600	6 150	12
Hungary	12 months in 4 years	0 days	65	124 200	1 472	248 400	2 943	12
Iceland	10 weeks in last year	0 days	Flat	171 990	2 208	687 960	8 831	60
Ireland	39 weeks in 1 year	3 days	Flat	3 510	5 200	-	-	15
Italy	52 weeks in 2 years	7 days	80	-	-	18 000 000	11 285	12
Japan ⁷	6 months in 1 year	7 days	80	-	-	2 963 000	18 067	10
Korea	12 months in last 18 months	14 days	Flat	2 138 400	3 384	12 600 000	19 937	7
Luxembourg	26 weeks in 1 year	0 days	80	-	-	1 385 430	34 378	12

Table 2.2. UI payment rates and benefit duration (Cont.)

Country	Employment conditions	Waiting period	Payment rate (%) ¹	Minimum benefit (yearly) ²		Maximum benefit (yearly) ²		Duration (months)
				National currency (column 5)	USD (column 6)	National currency (column 7)	USD (column 8)	
	(column 2)	(column 3)	(column 4)	(column 5)	(column 6)	(column 7)	(column 8)	(column 9)
Netherlands	26 weeks in 39 weeks	0 days	70	20 250	9 878	53 584	26 139	60
Norway ⁴	-	3 days	62.4	-	-	159 120	17 296	36
Poland	365 days in 18 months	1 day	Flat	3 906	2 536	-	-	18
Portugal	540 days in 2 years	0 days	65	680 400	5 532	1 326 780	10 787	30
Spain	12 months in 6 years	-	70	714 000	5 758	1 618 400	13 052	24
Sweden	6 months in last year	5 days	75	59 800	6 216	146 640	15 243	10
Switzerland	6 months in 2 years	5 days	70	-	-	68 040	33 851	5
United Kingdom	-	3 days	Flat	-	-	2 556	3 944	6
United States	6 months, regionally: minimum earnings requirement	-	50	4 524	4 524	15 600	15 600	6

1. The payment rate is expressed as a percentage of gross earnings, unless indicated "Flat" which means a fixed rate.
 2. Minimum and maximum benefits are based upon yearly earnings ceilings when countries have not provided specific values. 1997 purchasing parities are used to calculate USD values.
 3. Belgium: the payment rates for single persons is reduced to 42% in the 2nd year (see Section 2a in the text).
 4. Denmark, Finland and Norway have a voluntary UI scheme.
 5. Finland: daily payments: FIM 118 + 42% of earnings below FIM 494, plus 20% of earnings exceeding FIM 494. The benefit is restricted to 80% of previous earnings.
 6. German payment rates are expressed as a percentage of net income.
 7. Japan: the payment rate depends on age and previous earnings level.
- Source: OECD.

Unemployment assistance

When UI entitlements are exhausted, or absent, unemployed persons may qualify for unemployment assistance (UA) benefits in some countries (Austria, Finland, France, Germany, Greece, Ireland, the Netherlands, Portugal, Spain and the United Kingdom). Table 2.3 shows information on UA payment rates and benefit duration in these and other countries. The information included applies to a 40 year old single worker with a long employment record, previously earning an average income.

Table 2.3. UA payment rates and benefit duration

Country	Employment conditions	Waiting period	Payment rate ¹	Minimum benefit (yearly) ^{2,3}		Maximum benefit (yearly) ^{2,3}		Duration (months)
				National currency	USD	National currency	USD	
				(column 5)	(column 6)	(column 7)	(column 8)	
Australia	-	7 days	Flat	-	-	8 359	6 430	No limi
Austria	to have received UI	-	92% of UI	18 867	1 398	148 731	11 017	No limi
Belgium	-	-	-	-	-	-	-	-
Canada	-	-	-	-	-	-	-	-
Czech Republic	-	-	-	-	-	-	-	-
Denmark	-	-	-	-	-	-	-	-
Finland	-	7 days	Flat	30 680	5 191	-	-	No limi
France	5 years in the last 10 years	-	Flat	-	-	28 812	4 419	No limi
Germany ⁴	6 months in the last year	-	53	-	-	52 152	26 076	No limi
Greece	60 days in the last 2 years	-	17% of UI	106 080	474	234 192	1 046	-
Hungary	To have received UI	-	80% of old age pension	12 000	142	110 400	1 308	2
Iceland	-	-	-	-	-	-	-	-
Ireland	-	3 days	Flat	3 401	5 038	-	-	No limi
Italy	-	-	-	-	-	-	-	-
Japan	-	-	-	-	-	-	-	-
Korea	-	-	-	-	-	-	-	-
Luxembourg	-	-	-	-	-	-	-	-
Netherlands	Exhausting UI benefits	0	Flat	18 651	9 098	-	-	2
Norway	-	-	-	-	-	-	-	-
Poland	-	-	-	-	-	-	-	-
Portugal ⁵	180 days in last year	-	Flat	476 280	3 872	-	-	10.
Spain	To have exhausted UI, or to have worked 6 months	-	Flat	714 000	5 758	-	-	-
Sweden	75 hours in the last 5 months	5 days	Flat	59 800	6 216	-	-	-
Switzerland	-	-	-	-	-	-	-	-
United Kingdom	-	-	Flat	2 556	3 944	-	-	No limi
United States	-	-	-	-	-	-	-	-

1. The payment rate is expressed as a percentage of gross earnings, unless indicated "Flat" which means a flat rate equal to the value in the minimum benefit column or "% of UI" which means that the UA benefit is calculated as a percentage of the previous or theoretical UI benefit.
2. Minimum and maximum benefits are if necessary recalculated from yearly earnings ceilings.
3. 1997 purchasing power parities are used to calculate USD values.
4. Germany: the payment rate is expressed as a percentage of net income and is higher when dependents are present.
5. Portugal: first-time job seekers with dependents do not need to meet the employment conditions; duration is 18 months if claimant was not eligible for UI.

Source: OECD.

Calculation of Net Replacement Rates

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 4, Tables 1 and 2

The description below comes directly from Chapter 3 of the publication *Benefit Systems and Work Incentives*, OECD 1999. Consequently, the numbering and references in the following documentation refer to those of the publication.

2. Benefit income in the first month of receipt

Table 3.2 shows net replacement rates calculated for those who find themselves in the initial period of unemployment after any waiting period (see Table 2.2) has been completed. Taxation is calculated by multiplying benefits received in the first month by 12 and determining annual tax liability as if the benefit level were to remain unchanged over the year. In each case it is assumed that the unemployed worker is 40 years old and has a 22 year uninterrupted employment record. Children are assumed to be aged 6 and 4. Child-care benefits are not included. Benefits are calculated for the main unemployment benefit. No social assistance is assumed to be paid, reflecting an assumption that the household has sufficient assets to be disqualified.

Net replacement rates are calculated for four family types (single, married couple, married couple with two children and lone parent with two children) and at two earnings levels (APW earnings and 66.7% APW earnings). The interaction of the tax and benefit systems (including unemployment benefits, family benefits, increased housing benefits or reduced tax payments on unemployed families, etc.) usually ensures that replacement rates are higher for couples where one spouse is not working than they are for single persons. Moreover, the NRRs for families with children are in most cases even higher, since the benefit systems focus particular attention on protecting children.

Table 3.2. **Net replacement rates (NRRs) for four family types at two earnings levels**
(After tax and including unemployment benefits, family,
and housing benefits in the first month of benefit receipt)

Country	APW level				66.7% of APW level			
	Single	Married	Couple	Lone parent	Single	Married	Couple	Lone parent
		Couple	2 children	2 children		Couple	2 children	2 children
Australia	37	58	74	59	52	79	86	68
Austria	57	60	73	72	57	63	79	78
Belgium	64	57	60	65	84	76	75	81
Canada	63	65	69	68	62	65	69	67
Czech Republic	51	76	83	79	74	73	84	77
Denmark	62	67	77	75	89	94	95	89
Finland	60	69	84	84	72	84	94	93
France	71	72	74	74	83	82	86	86
Germany	60	60	74	71	69	71	74	78
Greece	47	47	46	49	55	50	48	52
Hungary	61	61	69	70	83	83	87	88
Iceland	57	50	64	68	77	70	87	89
Ireland	33	48	62	61	45	65	73	72
Italy	36	43	54	48	36	42	52	48
Japan	59	57	56	63	68	65	64	71
Korea	53	53	52	53	52	52	52	52
Luxembourg	82	82	87	87	82	81	87	87
Netherlands	75	83	85	83	92	89	90	86
Norway	66	67	73	74	65	67	74	84
Poland	38	39	43	42	56	57	61	59
Portugal	79	78	77	78	87	85	86	86
Spain	76	73	74	79	70	74	78	78
Sweden	72	72	84	95	77	77	90	96
Switzerland	73	73	84	84	73	72	84	84
United Kingdom	50	61	64	54	73	88	83	69
United States	60	60	61	62	59	59	51	51

Source: OECD, Benefits and Work Incentives Database.

Tables 3.3 and 3.4 indicate the importance of different income sources in the initial phase of benefit receipt for a single unemployed person and a one-earner couple with two children respectively. The total benefit income in the initial phase of unemployment is disaggregated into its different components. In each case, calculations are made assuming that the unemployed person previously earned the APW earnings. Sources of income other than unemployment benefits are often very important to families with children.

Table 3.3. Composition of the net benefit income of an unemployed single in the initial phase of benefit receipt

	Income components						Net incomes ¹	
	Unemployment insurance	Unemployment assistance	Social assistance	Family benefits	Housing benefits	Income taxes	Out of work	In work
Australia	-	81	-	0	19	0	100	270
Austria	100	0	0	0	0	0	100	177
Belgium	103	0	0	0	0	-3	100	157
Canada	121	0	0	0	0	-21	100	159
Czech Republic	100	-	0	0	-	0	100	198
Denmark	152	0	0	0	0	-52	100	161
Finland	132	-	0	0	0	-32	100	166
France	112	0	0	0	0	-12	100	140
Germany	99	0	0	0	1	0	100	167
Greece	103	0	-	0	-	-3	100	211
Hungary	103	-	0	0	10	-13	100	163
Iceland	98	0	0	0	12	-10	100	176
Ireland	100	0	0	0	0	0	100	303
Italy	117	0	0	0	0	-17	100	277
Japan	100	0	0	0	0	0	100	169
Korea	100	-	0	-	-	0	100	189
Luxembourg	132	0	0	0	0	-32	100	121
Netherlands	154	0	0	0	0	-54	100	134
Norway	135	0	0	0	0	-35	100	152
Poland	116	0	0	0	0	-16	100	264
Portugal	100	0	0	0	0	0	100	126
Spain	116	0	0	0	-	-16	100	132
Sweden	149	0	0	0	0	-49	100	139
Switzerland	122	-	0	0	-	-22	100	137
United Kingdom	43	0	0	0	57	0	100	201
United States	113	-	0	0	0	-13	100	167

(-): These benefits do not exist in this country.

1. The inverse of the net replacement ratio. This figure is calculated as a ratio of the in-work income to the out-of-work income.

Source: OECD, Benefits and Work Incentives Database.

Table 3.4. **Composition of the net benefit income of a one-earner couple with two children in the initial phase of benefit receipt**

	Income components						Net incomes ¹	
	Unemployment insurance	Unemployment assistance	Social assistance	Family benefits	Housing benefits	Income taxes	Out of work	In work
Australia	-	58	-	32	10	0	100	136
Austria	76	0	0	24	0	0	100	137
Belgium	80	0	0	20	0	0	100	167
Canada	97	0	0	13	0	-10	100	144
Czech Republic	77	-	0	23	-	0	100	121
Denmark	98	0	0	14	12	-24	100	132
Finland	88	0	0	14	16	-18	100	103
France	85	0	0	9	11	-5	100	136
Germany	72	0	0	16	12	0	100	137
Greece	96	0	-	8	-	-4	100	220
Hungary	73	-	0	29	7	-9	100	144
Iceland	69	0	0	17	17	-3	100	155
Ireland	91	0	0	9	0	0	100	160
Italy	68	-	-	33	-	-1	100	185
Japan	100	0	0	0	0	0	100	180
Korea	100	-	0	-	-	0	100	191
Luxembourg	100	0	0	13	0	-13	100	115
Netherlands	116	0	0	9	9	-34	100	117
Norway	104	0	0	16	-	-20	100	138
Poland	94	0	0	14	0	-8	100	233
Portugal	93	0	0	7	0	0	100	130
Spain	103	0	0	4	-	-7	100	135
Sweden	111	0	0	12	13	-36	100	120
Switzerland	103	-	0	11	-	-14	100	119
United Kingdom	48	0	0	12	40	0	100	156
United States	101	-	0	0	0	-1	100	165

(-): These benefits do not exist in this country.

1. The inverse of the net replacement ratio. This figure is calculated as a ratio of the in-work income to the out-of-work income.

Source: OECD, Benefits and Work Incentives Database.

Calculation of Gross Replacement Rates

The description below comes directly from Chapter 3 of the publication *Benefit Systems and Work Incentives*, OECD 1999. Consequently, the numbering and references in the following documentation refer to those of the publication.

6. Changes in benefit systems over time: OECD's unemployment benefit index

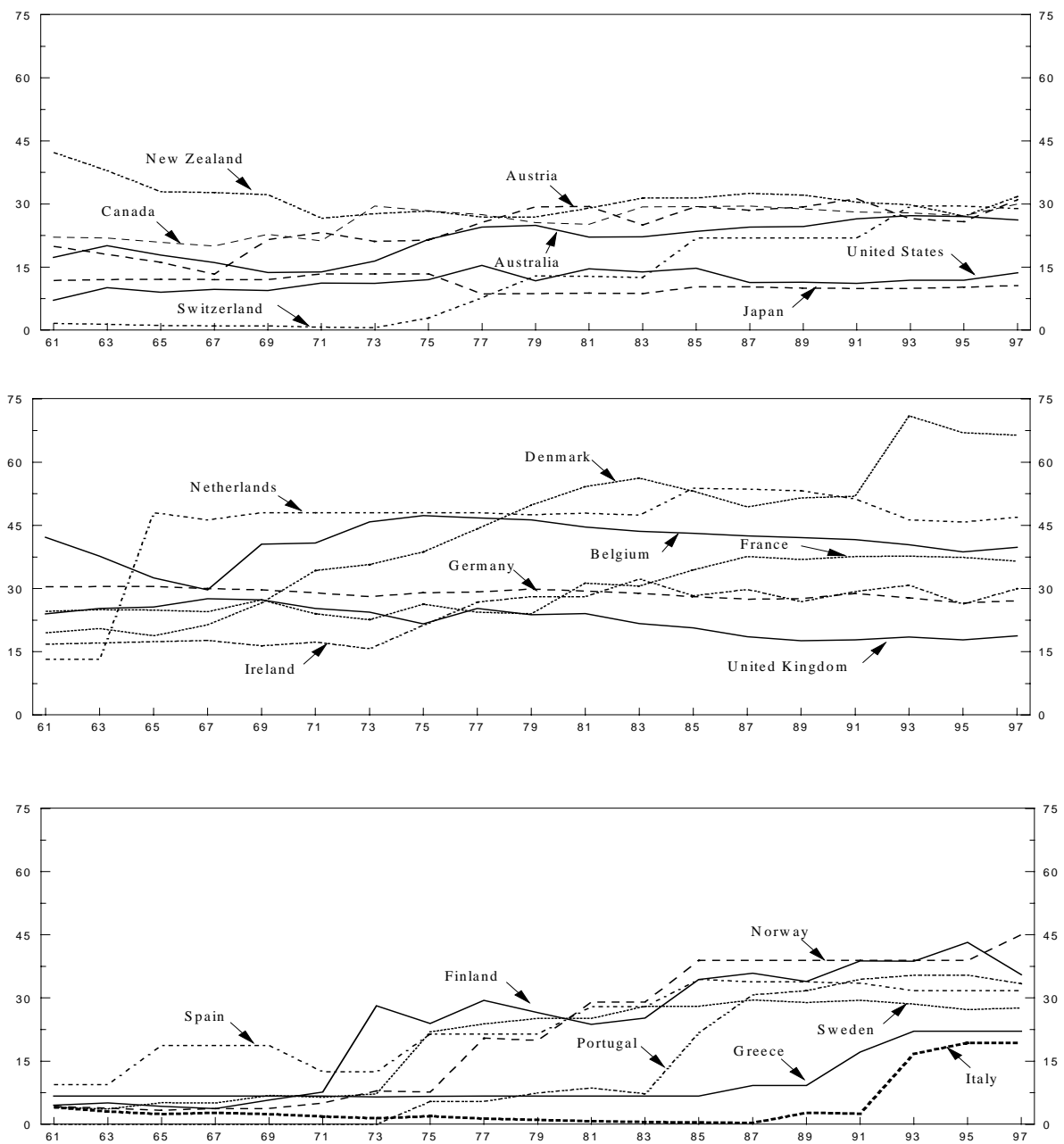
As part of the *OECD Jobs Study*, an index was constructed for OECD Member countries summarising gross (i.e. before tax) unemployment benefit entitlements relative to gross earnings. The index is the average of 18 gross replacement rates: three household types (single, dependent spouse and spouse in work); three time periods (the first year, the second and third year, and the fourth and fifth years of unemployment); and two earnings levels (average earnings and two-thirds of this level). The summary measure or generosity index as included in Table 3.10 and Figure 3.3 is calculated for all odd numbered years from 1961 to 1997.

Table 3.10. Gross replacement rates for three family types,
over a five year period and two earnings levels

	First year			Second and third year			Fourth and fifth year			Overall average
	Single	With dependent spouse	With spouse in work	Single	With dependent spouse	With spouse in work	Single	With dependent spouse	With spouse in work	
	Australia	28	50	0	28	51	0	28	51	
Austria	42	47	21	40	45	0	40	45	0	31
Belgium	48	48	44	34	48	28	34	48	28	40
Canada	49	52	45	23	39	0	23	39	0	30
Czech Republic	40	60	48	32	57	34	32	57	34	44
Denmark	66	66	66	66	66	66	66	66	66	66
Finland	54	54	54	39	39	25	27	27	0	36
France	58	58	58	32	37	24	27	34	0	36
Germany	34	34	34	32	32	0	32	32	0	26
Greece	42	45	23	0	0	0	0	0	0	12
Hungary	55	55	55	55	55	55	16	16	16	42
Iceland	54	54	54	0	0	0	0	0	0	18
Ireland	30	48	30	30	49	4	30	49	0	30
Italy	22	29	24	0	0	0	0	0	0	8
Japan	32	32	32	0	0	0	0	0	0	11
Korea	33	33	30	16	16	9	16	16	9	20
Luxembourg	80	85	85	53	74	45	53	74	45	66
Netherlands	70	70	70	45	57	28	34	48	0	47
Norway	62	62	62	59	59	59	14	14	14	45
Poland	46	46	46	32	32	24	28	28	17	33
Portugal	65	65	65	35	38	33	0	0	0	33
Spain	66	63	63	32	32	29	0	0	0	32
Sweden	72	72	72	10	10	10	0	0	0	28
Switzerland	69	69	69	18	18	18	0	0	0	29
United Kingdom	19	30	19	20	31	0	20	31	0	19
United States	28	32	25	7	12	0	7	12	0	14

Source: OECD, Benefits and Work Incentives Database.

Figure 3.3. The OECD Summary Measure of Benefit Entitlements⁽¹⁾, 1961-1997⁽²⁾
 Percentages of expected earnings in work



1. The OECD summary measure is defined as the average of the gross unemployment benefit replacement rates for two earnings levels, three family situations and three durations of unemployment. For further details, see OECD (1994, Chapter 8) and Martin (1996). The earnings data used to compute replacement rates for 1997 are OECD Secretariat estimates.

2. Final-year data refer to 1995 for Italy and Greece.

Source: OECD data base on unemployment benefit entitlements and replacement rates.

a) Assumptions

APW earnings are available only from the late 1970s. In order to construct a consistent series going back to 1961, a composite earnings index has been used. This consists of the average of APW earnings and average earnings, defined as the total wage and salary bill on an OECD National Accounts basis, divided by full-time

equivalent wage and salary employment on the basis of OECD Labour Force Statistics and an OECD database on the incidence of part-time employment in total employment.

Social assistance benefits are not generally included, unless there is a general entitlement. Hence, for example, the social assistance schemes in Norway and Sweden are not included. The level of assistance benefits may not always be clearly defined, as supplements to cover particular expenditures may be included. Typical rates have been used.

In some countries, contributions to unemployment insurance funds is voluntary. Where this is the case, the replacement rates have been weighted by the proportion of the workforce covered by the scheme.

In France, for the years 1975-83, replacement rates are an average with a weight of one-quarter on a case that qualified as an “economic” lay-off (receiving the “allocation supplémentaire d’attente” and later allocation special benefits) with the replacement rates for regular benefits receiving a three-quarters weight. In Italy, the *Cassa Integrazione Generale* (CIG) has not been included, as recipients are not necessarily classified as unemployed. However, for 1993 and 1995, the mobility benefit, paid to those who become unemployed as a result of a collective lay-off, is weighted by stocks of beneficiaries.

All the above limitations are discussed in greater detail in Annex 8.A of the *Jobs Study* (1994).

b) Relationship of the index to NRRs

The gross replacement rates (GRRs) calculated differ from NRRs in the following ways:

- Tax and social security contributions on earnings and on benefits are not taken into account. If tax systems are progressive, then the former will be a greater percentage of income than the latter. Hence GRRs will generally be lower than NRRs. Furthermore, changes in the tax treatment of benefits will mean that the time series of GRRs may appear different from that of NRRs.
- No children are included in the household types considered in the index. It does not capture the effects of changes in family-related benefits. The absence of such benefits will generally lead GRRs to be lower than NRRs.
- No housing benefits are included. As Tables 3.3, 3.4, 3.6 and 3.7 show, these form a significant part of income of households without earnings. GRRs will again be lower than NRRs.
- Social assistance is not included, unless it consists of a general income guarantee at nationally determined level. In the part of the index reflecting incomes in years 4 and 5 (and even years 2 and 3), benefit income is therefore assumed to be zero in many countries. Were it to be assumed that social assistance was paid, NRRs would be higher than GRRs.

CHAPTER 5. EMPLOYMENT PROTECTION LEGISLATION (EPL)

Employment Protection Legislation

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 5, Tables 1 through 4

The description below comes directly from Annexes 2A and 2B of the *Employment Outlook*, OECD 1999. Therefore, the numbering and references in the following documentation refer to those of the chapter on Employment Protection and Labour Market Performance of the *Employment Outlook* OECD 1999.

Detailed Description of Employment Protection Regulation and Practice

The following nine tables present the more detailed descriptions of employment protection regulation and practice that form the basis for the indicators of EPL presented in Chapter 5 Tables 1 to 4. These descriptions are based on a variety of national sources as well as multi-country surveys by Watson Wyatt Data Services [Watson Wyatt (1997, 1998)], Incomes Data Services [IDS (1995, 1996, 1997)] and the European Commission (1997a). OECD governments provided additional information, based on a request for information from the OECD Secretariat.

Table 2.A.1. Administrative procedures for individual notice and dismissal^a
 Situation of a regular employee, after any trial period for the job, who is dismissed on personal grounds or individual redundancy, but without fault

	Notification procedures ^b		Estimated time before notice can start ^c	
	Requirement	Score (0-3)	Requirement	In days
Australia^d	No prescribed procedures. In case of legal proceedings, tribunal will consider whether there were warnings, provision of an opportunity to the employee to answer allegations and, particularly in the case of redundancy, whether trade union/employee representatives were notified.	0.5	Written or oral notification.	1
Austria	Notification first to works council (if one exists), then to employee.	2	Maximum 5 days for works council to react. Notice can then be served, usually by registered mail.	9 ^e
Belgium	Notification of employee usually by registered letter. Oral notification possible if employer chooses severance pay in lieu of notice.	0.5	Registered letter or oral notification.	1.5
Canada	No prescribed procedure.	0	Written or oral notification.	1
Czech Republic				
– Personal reasons	Notification of employee and trade union body, after previous warning.	2	Letter sent by mail or handed out directly.	7
– Redundancy	Notification of employee, trade union and public employment office.	2	Advance consultation, with offer of another job or re-training if feasible; then letter sent by mail or handed directly to employee.	7
Denmark	Legal requirement of written notice only for white collar workers. Employees can request negotiation with the union once notice is received.	0.5	For white collar workers, letter sent by mail or handed out directly.	1
Finland				
– Personal reasons	Statement of reasons and information on appeals procedures given to the employee. Advance discussion with employee and trade union if requested by employee.	1.5	Advance discussion, then notice orally or in writing.	7
– Lack of work	In companies with 30 or more employees, notification to trade union representatives and consultation on reasons and ways to avoid lay-off.	2	Invitation to consultation; 5-day delay; consultation for 7 days; then notice in writing.	15
France				
– Personal reasons	Statement of reasons to employee; in many cases, additional notification of works council is requested by collective agreement.	1.5	Letter; interview; notice served in a second letter including statement of reasons.	9
– Economic reasons	Labour Inspectorate and usually the personnel delegates or works council.	2	Letter, interview including re-training offer; a second letter after delay of at least 7 days.	15

Table 2.A.1. **Administrative procedures for individual notice and dismissal^a (cont.)**

	Notification procedures ^b		Estimated time before notice can start ^c	
	Requirement	Score (0-3)	Requirement	In days
Germany	Notification to employee, usually in writing (required in many collective agreements), after oral or written warnings to employee in case of dismissal for lack of performance. Previous notification of planned dismissal, including reasons for termination, to works council (if one exists). In case of notice given despite works council objection and subsequent law suit, dismissal has to wait for decision by Labour Court.	2.5	After notification, maximum 7 days for works council to object to dismissal. Notice can then be served with some additional delay, typically until the 1st or 15th of the month.	17 ^f
Greece	Written notice to employee, plus additional notification to OAED local office (public employment service). Previous warning in case of dismissal for poor performance may be advisable.	2	Letter sent by mail or handed directly to employee.	1
Hungary	Statement of reasons upon request, after written warnings and provision of an opportunity to the employee to answer allegations.	1	Advance discussion, then letter sent by mail or handed directly to employee.	13
Ireland				
– Individual termination	No prescribed procedure, but advisable to serve notice in writing after warnings specifying what aspect of behaviour is sub-standard. Employee can request statement of reasons.	1	Written or oral notification.	7
– Redundancy	Copy of official redundancy form to be sent to Department of Employment.	2	Idem	2
Italy	Written notice to employee who can require communication of detailed reasons and can request conciliation by the provincial employment office or through conciliation committees set up under collective agreements.	1.5	Letter sent by mail or handed directly to employee.	1
Japan				
– Personal reasons	To stand up in court, it is considered advisable that notice is given in writing and reasons are stated. Some collective agreements provide for prior consultation with trade union.	1	Written or oral notification.	1
– Managerial reasons	The courts must be satisfied that trade union/employee representatives have been adequately notified and consulted.	2	Sincere consultation on need for dismissal and standards of selection, then letter of dismissal.	5

Table 2.A.1. **Administrative procedures for individual notice and dismissal^a** (cont.)

	Notification procedures ^b		Estimated time before notice can start ^c	
	Requirement	Score (0-3)	Requirement	In days
Korea				
– Personal reasons	Statement of urgency and reasons to employee.	1	Letter sent by mail or handed directly to employee.	1
– Managerial reasons	Notification of union or other worker representatives 60 days before dismissal.	2.5	Sincere consultation procedure on need for dismissal and standards of selection within the 60-day period; then letter of dismissal.	63
Mexico	Statement of reasons to the employee.	1	Letter sent by mail or handed directly to employee.	1
Netherlands	Prior authorisation from regional employment office needed, except in cases of bankruptcy and mutual agreement. ⁸	3	Authorisation procedure normally takes 4-6 weeks; although there is a trend towards shorter duration (“shortened procedure”), then written notice by registered mail.	31
New Zealand				
– Personal reasons	Statement of reasons to the employee, after written warnings and provision of an opportunity to the employee to answer allegations and improve performance.	1	Notification orally or in writing, as provided for in contract.	7
– Redundancy	Notification of trade union/employee representatives only if required by contract.	0.5	Consultation on selection and ways of avoiding dismissal may be required by contract.	7
Norway	Written notice to employee, with statement of reasons upon request.	1.5	Letter sent by mail. (Notice period runs from the first day of the month following that in which notice was given.)	2
Poland	Notification to representative trade union of intention to terminate, including reasons for dismissal. In case the employee takes the case to the labour court, the court may require evidence of a warning procedure and of a fair account of trade union opinions.	2	5 days for consultation with local trade union on justification for dismissal. (In case of objection, case will be submitted to upper union levels which shall give their opinion within another 5 days.) Notice can then be served, usually by mail.	13
Portugal	Written notice to employee and employee representatives justifying the reasons for dismissal and the lack of suitable alternatives. In case of individual termination for unsuitability, a replacement must be hired. In case of economic redundancy, employee representatives can call in the Labour Inspectorate to verify justification of dismissal.	2	After initial notification, minimum two weeks for employee or works council to present their views, and a further delay of 5 days before final notice is issued, usually in a letter sent by mail or handed directly to employee.	21
Spain	Written notice with statement of reasons, plus notification to workers’ representatives.	2	Letter sent by mail or handed directly to employee.	1

Table 2.A.1. **Administrative procedures for individual notice and dismissal^a** (cont.)

	Notification procedures ^b		Estimated time before notice can start ^c	
	Requirement	Score (0-3)	Requirement	In days
Sweden				
– Personal grounds	Written notification to employee and trade union, after at least one previous warning (as proof of “long-standing” problems) that action is intended; reasons to be given if requested by employee.	2	Minimum 14 days to be allowed for consultation before notice can be served.	23
– Redundancy	Notification to employee, trade union and county labour board which may request consultation on selection and dismissal procedures.	2	Duty to negotiate on pending dismissals before notice can be served. Lack of suitable alternatives must be demonstrated in all cases.	7
Switzerland	Notification to the employee who has the right to request a statement of reasons.	0.5	Letter sent by mail or handed directly to employee.	1
Turkey	Written notice to employee and notification, within 15 days, to Ministry of Labour.	2	Letter sent by mail or handed directly to employee.	1
United Kingdom				
– Individual termination	Employees with 2 years’ continuous service have the right to demand the reasons in writing.	0.5	Written or oral notification.	1
– Redundancy	Consultation with recognised trade union recommended, but not legally required when few workers are affected.	1.5	“Reasonable notice” that redundancy is being considered.	3
United States	No prescribed procedures. Only a few States prescribe a “service letter” a certain period after dismissal, noting the reasons for termination.	0	Written or oral notification.	1

- a) The procedures are either directly legislated or generally considered necessary because without them the employer’s case will be weakened before the courts, if a claim for unfair dismissal is made.
- b) Procedures are scored according to the scale 1 when a written statement of the reasons for dismissal must be supplied to the employee; 2 when a third party (such as a works council or the competent labour authority) must be notified; and 3 when the employer cannot proceed to dismissal without authorisation from a third party.
- c) Estimated time includes an assumption of 6 days in case of required warning procedure prior to dismissal (although such time periods can be very diverse and may range from a couple of days to several months). One day is counted when dismissal can be notified orally or the notice can be directly handed to the employee, 2 when a letter needs to be sent by mail, and 3 when a registered letter needs to be sent.
- d) Australia: when they do not refer to all employees, procedures and requirements in Tables 2.A.1 to 2.A.9 refer to the federal workplace relations system which regulates employment conditions for approximately half the workforce.
- e) Austria: 3 days if no works council is present.
- f) Germany: 8 days if no works council is present.
- g) Netherlands: notification of trade union/employee representatives may also be required by contract. Instead of turning to the public employment service (which may refuse authorisation), both employers and employees can also file a request with the Cantonal Court that the employment contract be dissolved “for important reasons”. This is done in an increasing number of dismissal cases.

Table 2.A.2. Required notice and severance pay for individual dismissal
Case of a regular employee with tenure beyond any trial period, dismissed on personal grounds or economic redundancy, but without fault^a

	Type of worker	Notice/tenure ^b	Severance pay/tenure ^b
Australia^c	All workers	1 week <1 year, 2 weeks <3 years, 3 weeks <5 years, 4 weeks >5 years. These notice periods are increased by one week if employee is over 45 years old and has over 2 years continuous service.	None
	Workers dismissed for redundancy	Idem	0 <1 year; 4 weeks <2 years, 6 weeks <3 years, 7 weeks <4 years, 8 weeks >4 years (typical cases).
Austria	Blue-collar	Usually 2 weeks (but ranging from 1 day in construction industry to 5 months in some collective agreements).	2 months >3 years, 3 months >5 years, 4 months >10 years, 6 months >15 years, 9 months >20 years, 12 months >25 years.
	White-collar	6 weeks <2 years, 2 months <5 years, 3 months <15 years, 4 months <25 years, 5 months >25 years.	Idem
Belgium	Blue-collar	0 in trial period; 7 days <6 months, 28 days <20 years, 56 days >20 years (can be modified by royal decree or collective agreements)	None
	White-collar	7 days <6 months (trial period), 3 months <5 years. Plus 3 more months of notice for each additional 5 years of service. ^d	None
Canada	All workers (federal jurisdiction)	2 weeks	0 <12 months, after which 2 days for each year of tenure, but with a minimum of 5 days.
	All workers (Ontario)	1 week <1 year; 2 weeks <3 years; 3 weeks <4 years; 4 weeks <5 years, up to 8 weeks >8 years.	1 week per year of service, up to 26 weeks maximum, if tenure >5 years, and if in a firm with a payroll of \$ 2.5 million or more.
	Other jurisdictions	Notice requirements in most other provinces, similar to Ontario.	No legislated severance pay.
Czech Republic	All workers	2 months	None
	Workers dismissed for redundancy	3 months	2 months
Denmark	Blue-collar ^e	0 <9 months, 21 days <2 years, 28 days <3 years, 56 days <6 years, 70 days >6 years.	None
	White-collar	14 days <3 months, 1 month <5 months, 3 months <33 months, 4 months <68 months, 5 months <114 months, 6 months >114 months.	1 month >12 year, 2 months >15 years, 3 months >18 years.

Table 2.A2. **Required notice and severance pay for individual dismissal^a (cont.)**

	Type of worker	Notice/tenure ^b	Severance pay/tenure ^b
Finland	All workers	0<4 months, 1 month<1 year, 2 months<5 years, 3 months<9 years, 4 months<12 years, 5 months<15 years, 6 months>15 years.	None ^c
France	Blue-collar	7 days<6 months, 1 month<2 years, 2 months>2 years.	1/10 of a month's pay per year of service plus an additional 1/15th after 10 years.
	White-collar	15 days<6 months, 1 month<2 years, 2 months>2 years.	Idem
Germany	All workers	2 weeks in trial period, 4 weeks<2 years, 1 month<5 years, 2 months<8 years, 3 months<10 years, 4 months<12 years, 5 months<15 years, 6 months<20 years, 7 months>20 years. (Notice periods >4 weeks only apply to workers above 25 years of age.)	No legal entitlement, but can be included in collective agreements and social compensation plans.
Greece	Blue-collar	None	5 days<1 year, 7 days<2 years, 15 days<5 years, 30 days<10 years, 60 days<15 years, 90 days<20 years, 105 days>20 years.
	White-collar	0<2 months, 30 days<1 year, 60 days<4 years, 3 months<6 years, 4 months<8 years, 5 months<10 years, plus one month per year of service, up to a maximum of 24 months. Notice can be waived if full severance pay is given.	Half the notice period if written notice is given; otherwise, severance pay according to the schedule for notice.
Hungary	All workers	30 days<3 years, 35 days<5 years, going up to 90 days>20 years.	0<3 years, 1 month<5 years, 2 months<10 years, going up to 5 months>20 years and 6 months>25 years.
Ireland	All workers	0<13 weeks, 1 weeks<2 years, 2 weeks<5 years 4 weeks <10 years, 6 weeks<15 years, 8 weeks>15 years. 2 weeks minimum in redundancy cases.	In redundancy cases with at least two years tenure: 1 week pay, plus half a week of pay per year worked under the age of 41, plus one week of pay per year worked over the age of 41, with a maximum of Ir£15 600 (as of 1995). Employers are partially reimbursed by redundancy fund.
Italy	Blue-collar	2 days<2 weeks and 6 to 12 days thereafter.	2/27 of annual salary per year of service (often higher in collective agreements).
	White-collar	8 days<8 weeks and 15 days to 4 months thereafter (minimum legal requirements, often higher in collective agreements).	Idem

Table 2.A2. **Required notice and severance pay for individual dismissal^a (cont.)**

	Type of worker	Notice/tenure ^b	Severance pay/tenure ^b
Japan	All workers	30 days	According to enterprise surveys, average severance pay (retirement allowance) equals almost 1 month per year of service, although it is not legally required. It is somewhat higher in the case of lay-offs, and lower in case of voluntary quits. Figures shown in Tables 2.1 and 2.A.3 refer to the differential in severance pay between these two cases.
Korea	All workers	0<6 months, 30 days >6 months. Notice can be exchanged for severance pay (retirement allowance).	Retirement allowance of >30 days per year of service legally required; often more in practice. Although no detailed data are available, difference between allowance for lay-off and voluntary quit was assumed to be somewhat higher than in Japan.
Mexico	All workers	No minimum notice period.	3 months
Netherlands	All regular workers	1 month in the first five years of service, extended by one more month for every additional 5 years of service, up to a maximum of 4 months. In practice the maximum is closer to 3 weeks since time spent on PES dismissal procedure is usually compensated to the employer.	None by law, and if the dismissal is handled by the employment office. However, if the employer files for permission by a labour court, the court may determine severance pay, roughly according to the formula: 1 month per year of service for workers <40 years of age; 1.5 months for workers between 40 and 50; 2 months for workers 50 years and over. ^s
New Zealand	All workers	No specific period required by law, but case law requires reasonable notice. Usually 1-2 weeks for blue-collar and over 2 weeks for white-collar.	None by law; however according to survey data, about three quarters of employees are covered by contracts which provide them with severance pay in case of redundancy (typically 6 weeks for 1st year, and 2 weeks for additional years of tenure).
Norway	All workers	14 days<6 months, 1 month<5 years, 2 months<10 years, 3 months>10 years; with above 10 years seniority, notice period increases with age, up to 6 months at age 60 and above.	None by law; however collective agreements in the private sector may require lump-sum additional payments to long-serving staff who have reached age 50-55, or where the dismissal arises from company reorganisation.
Poland	All workers	2 weeks<6 months, 1 month>6 months, 3 months>3 years. 2 weeks for school leavers in first job.	Usually none, but 1 month in case of termination due to disability or retirement.
Portugal	All workers	0<2 months; 60 days>2 months (legal minimum)	1 month per year of service (legal minimum 3 months).

Table 2.A2. **Required notice and severance pay for individual dismissal^a (cont.)**

	Type of worker	Notice/tenure ^b	Severance pay/tenure ^b
Spain	– Workers dismissed for “objective” reasons	30 days	2/3 of a month’s pay per year of service up to a maximum of 12 months.
	– Workers under fixed-term contracts	0<1 year, 15 days>1 year.	0, except for workers under contract with temporary agencies who get 12 days per year of service.
Sweden	All workers	1 month<2 years, 2 months<4 years, 3 months<6 years, 4 months<8 years, 5 months<10 years, 6 months>10 years.	No legal entitlement, but occasionally included in collective agreements.
Switzerland	All workers	0<1 month, 1 month<1 year, 2 months<10 years, 3 months>10 years, always to the end of a calendar month.	No legal entitlement to severance pay, except for workers over age 50 and more than 20 years seniority, where severance pay cannot be less than 2 months wages.
Turkey	All workers	0<1 month, 2 weeks<6 months, 4 weeks<18 months, 6 weeks<3 years, 8 weeks>3 years.	After one year’s employment, one month for each year of service, often extended by collective agreement to 45 days.
United Kingdom	All workers	0<1 month, 1 week<2 years, plus one additional week of notice per year of service up to a maximum of 12 weeks.	Legally required only for redundancy cases with 2 years tenure: half a week per year of service (ages 18-21); 1 week per year (ages 22 to 40); 1.5 weeks per year (ages 41 to 64), limited to 30 weeks and £220 per week (from April 1998). According to a government study, 40% of firms exceed legal minima.
United States	All workers	No legal regulations (but can be included in collective agreements or company policy manuals). ^h	

- a)* Information based mainly on legal regulation, but also, where relevant, on averages found in collective agreements or individual employment contracts.
- b)* “28 days<20 years” means 28 days of notice or severance pay is required when length of service is below 20 years.
- c)* Australia: notice periods may be increased through collective agreements, particularly in cases of redundancy.
- d)* Belgium: this refers to the legal minimum. If annual salary is above 928 000 BF (in 1998), currently the case in over half of Belgian white-collar employees, parties or courts tend to use one of a number of standard formulas (such as the Claeys formula) for severance pay in lieu of notice.
- e)* Denmark: based on collective agreements.
- f)* Finland: dismissed employees of 45 and over, and with tenure 5 years and above, are entitled to 1-2 months severance pay out of a collective redundancy payment fund, often used for training purposes [European Commission (1997 *b*), p. 52].
- g)* Netherlands: judges may apply a correction factor taking into account particulars of the case.
- h)* United States: for example, the US Labor Department’s Employee Benefits Survey shows that in 1992 over a third of employees of medium and large establishments were covered by formal severance pay plans, while 15% of the employees were covered at small establishments [OECD (1996*b*)].

Table 2.A.3. Notice periods and severance pay for individual dismissals at three lengths of service^a

	Type of worker	Notice			Severance pay		
		9 months	4 years	20 years	9 months	4 years	20 years
Australia (federal jurisdiction)	All workers	1 week	3 weeks	5 weeks	0	0	0
	Redundancy cases	1 week	3 weeks	5 weeks	0	8 weeks	8 weeks
Austria	Blue-collar	2 weeks	2 weeks	2 weeks	0	2 months	9 months
	White-collar	6 weeks	2 months	4 months	0	2 months	9 months
Belgium^b	Blue-collar	28 days	28 days	56 days	0	0	0
	White-collar	3 months	3 months	12 months	0	0	0
	Claeys formula for white-collar workers	3 months	6 months	21 months	0	0	0
Canada (federal jurisdiction)	All workers	2 weeks	2 weeks	2 weeks	0	8 days	40 days
Czech Republic	All workers	2 months	2 months	2 months	0	0	0
	Redundancy cases	2 months	3 months	3 months	2 months	2 months	2 months
Denmark	Blue-collar	3 weeks	8 weeks	10 weeks	0	0	0
	White-collar	3 months	4 months	6 months	0	0	3 months
Finland	All workers	1 month	2 months	6 months	0	0	0
France	All workers	1 month	2 months	2 months	0	0.4 month	2.7 months
Germany	All workers	4 weeks	1 month	7 months	0	0	0
Greece	Blue-collar	0	0	0	7 days	15 days	3.5 months
	White-collar	30 days	3 months	16 months	15 days	1.5 months	8 months
Hungary	All workers	30 days	35 days	90 days	0	1 month	5 months
Ireland	All workers	1 week	2 weeks	8 weeks	0	0	0
	Redundancy cases	2 weeks	2 weeks	8 weeks	0	2 weeks	18 weeks
Italy	Blue-collar	6 days	9 days	12 days	0.7 month	3.5 months	18 months
	White-collar	15 days	2 months	4 months	0.7 month	3.5 months	18 months
Japan	All workers	30 days	30 days	30 days	0	1.5 months	4 months
Korea	All workers	1 month	1 month	1 month	0	2 months	6 months
Mexico	All workers	0	0	0	3 months	3 months	3 months
Netherlands^c	All workers	1 month	1 month	4 months	0	0	0
New Zealand	Blue-collar	1-2 weeks	1-2 weeks	1-2 weeks	0	0	0
	White-collar	>2 weeks	>2 weeks	>2 weeks	0	0	0
	Redundancy cases				0	3 months	10 months
Norway	All workers	1 month	1 month	5 months	0	0	0
Poland	All workers	1 month	3 months	3 months	0	0	0
Portugal	All workers	60 days	60 days	60 days	3 months	4 months	20 months
Spain	Workers dismissed for "objective" reasons	30 days	30 days	30 days	0.5 month	2 2/3 months	12 months
Sweden	All workers	1 month	3 months	6 months	0	0	0
Switzerland	All workers	1 month	2 months	3 months	0	0	2 months

Table 2.A.3. Notice periods and severance pay for individual dismissals at three lengths of service^a (cont.)

	Type of worker	Notice			Severance pay		
		9 months	4 years	20 years	9 months	4 years	20 years
Turkey	All workers	4 weeks	8 weeks	8 weeks	0	4 months	20 months
United Kingdom	All workers	1 week	4 weeks	12 weeks	0	0	0
	Redundancy cases	1 week	4 weeks	12 weeks	0	4 weeks	20 weeks
United States	All workers	0	0	0	0	0	0

a) Where relevant, calculations assume that the worker was 35 years old at the start of employment. Averages are taken where different situations apply (e.g. blue-collar and white-collar workers; dismissals for personal reasons and for redundancy, etc.). For further explanation, see the more detailed notes to Table 2.A.2.

b) Belgium: two notice periods calculated for white-collar workers, depending on whether they earn below or slightly above the BF928 000 threshold (see Table 2.A.2).

c) Netherlands: data for severance pay refer to dismissal cases handled by the public employment service.

Table 2.A.4. **Conditions under which individual dismissals are fair or unfair^a**

	Fair	Unfair	Score (0-3) ^b
Australia	Dismissal can be fair if justified on the basis of capacity or conduct, subject to whether it is harsh, unjust or unreasonable as well as for economic redundancy (“retrenchment”).	Dismissals on grounds of, <i>inter alia</i> , race, sex, colour, sexual preference, age, disability, marital status, family responsibilities, pregnancy, religion, political views and union membership, as well as those where no adequate notice has been given.	0
Austria	Dismissals for “serious reason”, including non-performance or lack of competence, and for operational reasons or other business needs.	“Socially unjustified” dismissals (which would affect the dismissed employee more unfavourably than other comparable employees of the company, or which would impair the interests of the employee to a greater degree than the interest of the firm in dissolving the employment relationship); and dismissals on inadmissible motive (<i>e.g.</i> discrimination, trade union activity or imminent military service).	1
Belgium	Dismissals for non-performance or business needs.	Dismissals for “reasons which have no connection whatsoever with the capability or conduct of the worker or which are not based on the operational needs of the undertaking, establishment or department.” Dismissals of workers on maternity or educational leave, and of trade union and works council delegates.	0
Canada	All dismissals for “just cause”.	Dismissals without notice and/or pay in lieu of notice, for pregnancy and trade union activities, for exercising a right under labour statutes, such as those dealing with minimum employment standards and occupational safety and health, and dismissals based on breach of human rights legislation.	0
Czech Republic	Dismissals for failure to meet performance requirements and for reasons of technological and organisational change.	Dismissals where employee can be retained in another capacity, if necessary after retraining. Unfair are also any dismissals based on discrimination (age, sex, colour, religion, union membership, etc.).	2
Denmark	Lack of competence and economic redundancy are legitimate reasons.	Dismissals founded on “arbitrary circumstances” (blue-collar workers) or “not reasonably based on the employee’s or the company’s circumstances”. Dismissals based on race, religion, national origin, etc., and as a result of a corporate take-over are also unfair.	0

Table 2.A.4. **Conditions under which individual dismissals are fair or unfair^a** (*cont.*)

	Fair	Unfair	Score (0-3) ^b
Finland	Dismissals are justified for “specific serious reasons”, including personal characteristics and urgent business needs.	Dismissals for an employee’s illness, participation in a strike, union activities and political or religious views; and dismissals where employees could be reasonably, in view of their skills and abilities, transferred or retrained.	1.5
France^c	Dismissals for personal characteristics such as non-performance or lack of competence, or for economic reasons such as work reorganisation or other business needs. In redundancy cases, obligation for employer to consider alternative solutions (<i>reclassement</i>), offer redundant employees a “re-training contract” and give them priority when rehiring.		1.5
Germany	Dismissals based on factors inherent in the personal characteristics or behaviour of the employee (such as insufficient skill or capability), or business needs and compelling operational reasons.	Dismissals where the employee can be retained in another capacity within the same establishment or enterprise, and redundancy dismissals where due account has not been taken of “social considerations” (<i>e.g.</i> seniority, age, family situation).	2
Greece	Dismissals for non-performance or business needs (production requirements, work organisation). In larger companies, dismissals are fair only as a “last resort”, after exhaustion of oral and written warnings, pay reductions and suspensions, and after consultation with employee representatives.	Dismissals of trade union representatives, works council members, of recent mothers, and for reasons of pregnancy and discrimination.	0.5
Hungary	Dismissals are justified for non-performance or business needs.	Dismissals without notice and of workers on sick leave, maternity leave and child care leave.	0
Ireland	Dismissals for lack of ability, competence or qualifications, or redundancy.	Dismissals reflecting discrimination on grounds of race, religion, age, gender, etc., including when these factors bias selection during redundancies.	0
Italy	Termination of contract only possible for “just cause” or “just motive”, including significant non-performance of the employee, and compelling business reasons.	Dismissals reflecting discrimination on grounds of race, religion, gender, trade union activity, etc.	0

Table 2.A.4. **Conditions under which individual dismissals are fair or unfair^a** (*cont.*)

	Fair	Unfair	Score (0-3) ^b
Japan	Dismissals for “reasonable cause”. Redundancy dismissals require urgent business reasons for reducing number of staff; reasonableness of selection criteria, and reasonableness of procedures.	Dismissals by reason of nationality, gender, belief or social status, of workers on sick leave, and maternity leave, and when conditions in left-hand column have not been satisfied.	2
Korea	Dismissals for “just cause” or urgent managerial needs, including individual redundancy and dismissals due to mergers and acquisitions when employees or union have been consulted on urgency, selection criteria and transfer/retraining alternatives.	Dismissals by reason of nationality, gender, belief or social status, of workers on sick leave, and maternity leave, and when not having demonstrated special efforts to avoid dismissal in consultation with labour union.	2
Mexico	Dismissals are fair only when the employer can demonstrate the worker’s lack of integrity or actions prejudicial to the company’s interests (such as negligence, imprudence, or disobedience). Redundancy or poor performance are normally not legal grounds for dismissal.		3
Netherlands	Dismissals on grounds of employee conduct or unsuitability, and for economic redundancy. In the latter case, data on the financial state of the company and proof that alternatives to redundancy have been considered must be given, and the selection of dismissed employees be justified (“last in-first out” principle, or age/sex balance of the workforce, for example).	Unfair are “obviously unreasonable” terminations, and dismissals of pregnant women, the disabled, new mothers and works council members.	1.5
New Zealand	Termination of contract is possible if there is good reason and the employer carries out the dismissal fairly. Good reasons include misconduct, poor performance and individual redundancy.		0
Norway	Dismissals for personal and economic reasons (rationalisation measures, etc.) are possible. However, the courts have restricted personal reasons mainly to cases of material breach of the employment contract (disloyalty, persistent absenteeism, etc.).	Dismissals for economic reasons are unfair if the employee could have been retained in another capacity. Dismissals for reasons of age (under the age of 70), for trade union activities, military service, pregnancy and of recent mothers and employees on sick leave are also unfair.	2.5

Table 2.A.4. **Conditions under which individual dismissals are fair or unfair^a** (cont.)

	Fair	Unfair	Score (0-3) ^b
Poland	Dismissals based on factors inherent in the employee (e.g. lack of competence) or on economic grounds of redundancy of the job.		0
Portugal	Previously the only grounds for dismissal were disciplinary. Laws in 1989 and 1991 added dismissals for economic grounds and for lack of professional or technical capability. Dismissals for individual redundancy must be based on urgent needs and must not involve posts also manned by people on fixed-term contracts. Dismissals for lack of competence are only possible after introduction of new technology or change to job functions, and after proper retraining has been provided and a period of adaptation allowed.		2
Spain^d	Dismissals for “objective” reasons, which include economic redundancy and an employee’s inability to adapt to changed working practices, after having been given up to 3 months training.	Dismissals based on discrimination or violating an employee’s constitutional or civil rights (such as based on trade union or works council membership).	2
Sweden	Dismissals on “objective grounds”, i.e. economic redundancy and personal circumstances, including lack of competence. In cases of redundancy, selection of workers to be dismissed has to be justified (mainly based on “last-in, first-out” principle).	Objective grounds are deemed not to exist if an employee could reasonably have been transferred to other work, or if dismissal is based on events which happened over two months ago.	2
Switzerland		Dismissals based, <i>inter alia</i> , on personal grounds such as sex, religion, union membership, marital status or family responsibilities, or on the exercise of an employee’s constitutional rights or legal obligations, such as military service.	0
Turkey		Dismissals of shop stewards, and on grounds of trade union membership, strike activity, pregnancy and after occupational accidents.	0

Table 2.A.4. **Conditions under which individual dismissals are fair or unfair^a** (cont.)

	Fair	Unfair	Score (0-3) ^b
United Kingdom	Dismissals justified by lack of capability or qualifications; persistent or gross misconduct; economic redundancy; or some other “substantial reason”. Two years tenure necessary for being able to file for unfair dismissal.	Dismissals based on discrimination by race and sex, or related to trade union activity or health and safety.	0
United States	With the exception of the public sector, it is generally fair to terminate an open-ended employment relationship without justification or explanation (“employment-at-will” principle) unless the parties have placed specific restrictions on terminations.	Dismissals based on breach of Equal Employment Opportunity principles (<i>i.e.</i> national origin, race, sex, etc.) and dismissals of employees with physical or mental impairment if work could be performed through appropriate workplace adjustment. ^e	0
<i>a)</i>	This table does not report the treatment of dismissal for serious fault which is considered fair grounds for dismissal in all countries.		
<i>b)</i>	Scored 0 when worker capability or redundancy of the job are adequate and sufficient grounds for dismissal; 1 when social considerations, age or job tenure must when possible influence the choice of which worker(s) to dismiss; 2 when a transfer and/or retraining to adapt the worker to different work must be attempted prior to dismissal; and 3 when worker capability cannot be a ground for dismissal.		
<i>c)</i>	In France, the employer often has to provide or contribute towards the cost of training after a dismissal (<i>convention de conversion</i>), but the retraining condition does not enter into judging the fairness of the dismissal. By contrast, in countries like Germany and Spain rehabilitation must already have been attempted before the dismissal, or the dismissal is considered unfair.		
<i>d)</i>	Spain: after legislative reforms in 1994 and 1997, the share of individual dismissals found to be unjustified by the courts has fallen considerably.		
<i>e)</i>	United States: in addition, there are increasing numbers of cases where employees pursue wrongful termination claims by alleging that dismissal was based on an “implied contract” for continued employment.		

Table 2.A.5. Compensation and related remedies following unjustified dismissal

Australia	Courts may order reinstatement with back pay. Compensation up to six months wages, plus entitlements (that would have been) accrued until the end of notice period. (For non-award employees, the cap is either 6 months wages or \$34 000, whichever is the lower amount.)
Austria	A reinstatement order is possible, although rarely taken up by the employee concerned. Compensation through regular severance pay, plus a sum equal to earnings between the dismissal and the legal settlement of the case. Sums earned by the employee in the interim are set off against the award.
Belgium	Compensation at least equal to notice period, plus compensation for damages corresponding to six months. No right to reinstatement.
Canada	Reinstatement now recognised by the courts as an appropriate remedy for dismissals without just cause (but still relatively rare). Wrongfully discharged workers may be entitled to damages corresponding to past and future financial losses, and accompanying psychic injuries (similar to the United States).
Czech Republic	Unfair dismissal gives rise to a right to reinstatement. If reinstatement is not accepted by both parties, compensation is through severance pay and award of lost earnings during the court case. Sums earned by the employee in the interim are set off against the award.
Denmark	Compensation is limited to 1 year of pay (for long service cases). Reinstatement orders are possible but rare.
Finland	Courts may suggest reinstatement, but this cannot be enforced. Compensation between 3 and 20 months.
France	Reinstatement cannot be enforced. Compensation of 6 months minimum (in some cases up to 24 months or more) for employees with at least two years tenure and working in enterprises with more than 11 employees. For employees with less than 2 years service and/or working in a firm with fewer than 11 people, the judge can order compensation according to the loss suffered, but without any minimum.
Germany	A reinstatement order is possible, although rarely taken up by the employee concerned. Compensation of up to 12 months, depending on length of service (15 months if aged over 50, 18 months if aged over 55). In some cases, additional liability for wages from the expiry date of the notice to the conclusion of the court hearing.
Greece	Frequent reinstatement orders, accompanied by indemnity for the period of time between notice of termination and court ruling. No reinstatement, if severance pay has been requested.
Hungary	Reinstatement orders fairly frequent. In lieu of reinstatement, severance pay is normally doubled and extended to those below 3 years tenure.
Ireland	A reinstatement order, with back pay from the date of dismissal, is possible. Maximum compensation equals 104 weeks of pay.
Italy	Two Acts of 1966 and 1970, both revised in 1990, regulate unfair dismissals, differentiated by establishment size. Under the 1970 Act (Workers Statute), workers in companies employing >60 employees, or >15 employees in an establishment or in the same commune (local authority area) can choose reinstatement (plus at least 5 months compensation pay) or financial compensation of 15 months. For establishments not included in the above cases, the 1966 Act gives the employer the choice between re-engagement and compensation of 2.5-6 months (depending on seniority and firm size), but up to 10 months > 10 years, and 14 months >20 years if the firm employs >15 employees. Normal severance pay is payable in addition to compensation.
Japan	Frequent orders of reinstatement with back pay. Alternatively, compensation through regular severance pay, plus a sum equal to earnings between the dismissal and the legal settlement of the case. Sums earned by the employee in the interim can only partially be set off against the award.

Table 2.A.5. Compensation and related remedies following unjustified dismissal (cont.)

Korea	Courts may order reinstatement with back pay. Compensation in lieu of reinstatement varies widely.
Mexico	Reinstatement orders are rare, although possible by law. In the case of dismissal without “just cause”, compensation of 3 months plus 20 days per year of service.
Netherlands	Notwithstanding court rulings, employers in practice can choose to replace reinstatement by payment of compensation. The amount of compensation is governed by application of severance pay formula as in Table 2.A.2, although a “correction factor” may be applied to this formula. Recent research has documented that average compensation is about NLG52 000. Scored as 18 months.
New Zealand	No legal provisions. Compensation set on a case-by-case basis.
Norway	Reinstatement orders fairly frequent. Compensation up to 6 months pay (although it can go up to 3 years in rare cases), plus back pay for the duration of the court case.
Poland	Reinstatement frequently ordered (but is it often taken up?). Compensation of up to 2 months depending on amount of salary earned in another job by the time of court decision.
Portugal	Employee can choose between reinstatement with full back pay counting from the date of the dismissal to the actual court sentence; or compensation of one month of pay per year of service (with a minimum indemnity of 3 months).
Spain	Employer can choose between reinstatement with back pay and, since 1997, compensation of 33 days per year of service, with a maximum of 24 months pay. Workers hired under pre-1997 legislation can still receive up to 45 days severance pay per year of service, with a total of 42 months. In certain cases involving discrimination or union/works council activities, the dismissal is “annulled” and employers have to accept reinstatement.
Sweden	Courts may order reinstatement or damages, plus a sum equal to earnings between the dismissal and the legal settlement of the case. If employer refuses to comply with reinstatement, damages are payable on the scale (employees over 60 in parenthesis): 16 (24) months <5 years; 24 (36) months < 10 years; 32 (48) months > 10 years.
Switzerland	Courts are not empowered to order reinstatement. Compensation usually limited to wages for the notice period that should have been observed, or for the time period from the time of the unjustified dismissal to the actual court sentence, with an overall limit of 6 months.
Turkey	Courts are not empowered to order reinstatement, with the exception of dismissals on grounds of trade union activities. Standard remedy is a right to compensation, amounting to triple the notice period, plus regular severance pay.
United Kingdom	Employers are not obliged to reinstate. Compensation may consist of various elements: basic award (maximum 6 600); compensatory award (maximum 12 000); and special awards. Unlimited, if there is also discrimination on grounds of sex, race or disability.
United States	Reinstatement often ordered where worker has been discharged in violation of laws such as the National Labor Relations Act or the Equal Rights Act. A wrongfully discharged worker employed under a fixed-term contract is entitled to damages corresponding to what he/she would have earned over the life of the contract (less any salary from newly entered employment). Workers under open-ended contracts may be entitled to damages corresponding to past and future financial losses, and accompanying psychic injuries.

Table 2.A.6. **Compensation pay and related provisions following unjustified dismissal**
Trial periods, compensation payable and extent of reinstatement

	Type of worker	Trial period before eligibility arises	Typical compensation at 20 years tenure ^a	Extent of reinstatement ^b
Australia	All workers	Not legally regulated	Wide range, on case-by-case basis	1.5
Austria	All workers	1 month	15 months	1
Belgium	Blue-collar	7-14 days	8 months	0
	White-collar	1-6 months ^c	18/27 months ^d	0
Canada	All workers	Typically 3 months	Disparate rulings	1
Czech Republic	All workers	3 months	8 months	2
Denmark	Blue-collar	0	9 months	1
	White-collar	3 months	9 months	1
Finland	All workers	4 months	12 months	0
France^e	Blue-collar	1 week-2 months	15 months	0
	White-collar	1-3 months	15 months	0
Germany	All workers	6 months	18 months	1.5
Greece	Blue-collar	3 months	9.5 months	2
	White-collar	3 months	22 months	2
Hungary	All workers	3 months	10 months	2
Ireland	All workers	12 months ^f	24 months	1
Italy	Blue-collar	1-2 weeks ^g	32.5 months	2
	White-collar	3-8 weeks	32.5 months	2
Japan	All workers	Not legally regulated, but varies mainly between 2 and 6 months.	26 months	2
Korea	All workers	Not legally regulated, varies from case to case.	Wide range, on case-to-case basis.	2
Mexico	All workers	Not legally regulated.	16 months	1
Netherlands	All workers	1 month for contract of up to 2 years duration; 2 months for contract with >2 years duration.	18 months ^h	1
New Zealand	All workers	All employees covered by EPL from start of employment. ⁱ	Wide range, on case-by-case basis.	1
Norway	All workers	1 month	15 months	2
Poland	All workers	Minimum 2 weeks, ranging up to 3 months.	3 months	2
Portugal	All workers	60 days ^j	20 months	2.5
Spain	All workers	2 or 3 months (depending on company size) ^k	22 months	0

Table 2.A.6. **Compensation pay and related provisions following unjustified dismissal** (*cont.*)

	Type of worker	Trial period before eligibility arises	Typical compensation at 20 years tenure ^a	Extent of reinstatement ^b
Sweden	All workers	Probationary period limited to a maximum of 6 months; does not exclude claim for damages.	32 months, if employer refuses to comply with reinstatement order.	1
Switzerland	All workers	1 month, sometimes extended by collective agreements to 3 months.	6 months	0
Turkey	All workers	1 month, sometimes extended by collective agreements to 3 months.	26 months	0
United Kingdom	All workers	2 years ^f	8 months ^l	0
United States	All workers	Wide range	Disparate rulings.	0.5

- a)* Where relevant, calculations assume that the worker was 35 years old at the start of employment and that a court case takes 6 months on average.
- b)* The extent of reinstatement is based upon whether, after a finding of unfair dismissal, the employee has the option of reinstatement into his/her previous job even when this is against the wishes of the employer. The indicator is 1 where this option is rarely made available to the employee, 2 where it is fairly often made available, and 3 where it is always made available.
- c)* For Belgian white-collar workers, the trial period can be up to 12 months if pay exceeds BF1 130 000 per year.
- d)* Two possibilities given, depending on salary (< or > BF928 000 annually).
- e)* France: trial period taken from collective agreement of chemical industry [IDS (1995), p. 105]; 15 months are sum of 12 months compensation and 2.7 months severance pay.
- f)* In Ireland and the United Kingdom, shorter trial periods are commonly agreed between employer and employee, but claims under statutory unfair dismissal legislation are not normally possible until after the periods shown (in 1997).
- g)* For Italy, the trial periods cited are those common in collective agreements which are enforceable.
- h)* Netherlands: see Table 2.A.5 for detail.
- i)* Case law tends to reduce rigour of provisions where employee is on probation.
- j)* Portugal: while 60 days is the standard trial period, the period can vary from 15 days in case of fixed-term contracts below 6 months duration, to 90 days in firms with > 20 employees, and 240 days for senior managers.
- k)* Spain: trial period can go up to 6 months for qualified technical staff and 9 months for managers.
- l)* After 20 years of service, an average worker is entitled to about £12 000 which equal roughly 8 months average gross salary.

Table 2.A.7. Regulation of fixed-term contracts

	Valid cases other than “objective” or “material” situation ^a		Maximum number of successive contracts ^b	Maximum cumulated duration of successive contracts
	Current practice	Score ^c 0-3	Number	Time
Australia	No restrictions in legislation.	3	1.5 No legal limit specified; but risk that, upon continuous renewal, the courts will find that the primary purpose of the contract is to avoid termination laws.	No limit specified.
Austria	No restrictions for first contract.	2.5	1.5 Successive fixed-term contracts without objective reason imply the risk of a court declaring the contract null and void.	No limit specified.
Belgium	Still in principle restricted to objective situations (replacement, temporary increase in workload, etc.), fixed-term contracts are now permitted without specifying an objective reason, (a) for up to two years, or (b) up to three years with the authorisation of the social and labour inspectorate.	2	4 If each >3 months under option (a), or 6 months under option (b).	30 months (generally 2 years, but 3 years after authorisation of labour inspectorate).
Canada	No restrictions	3	No limit.	No limit.
Czech Republic	Generally permitted, with restrictions for certain categories of employees, such as the disabled, those under 18 and recent graduates of apprenticeship and higher education.	2.5	No legal limit.	No limit specified.
Denmark	Fixed-term contracts allowed for specified periods of time and/or for specific tasks. Widely used, particularly in professional services and construction.	3	1.5 No legal limit, but successive contracts imply the risk of a court declaring the fixed-term contract null and void.	No limit specified.
Finland	Permitted for temporary replacements, traineeship, and special business needs (unstable nature of service activity, etc.).	1	1.5 In case of successive contracts, justification of limitation of contract subject to court examination.	No limit.

Table 2.A.7. Regulation of fixed-term contracts (*cont.*)

	Valid cases other than “objective” or “material” situation ^d		Maximum number of successive contracts ^b	Maximum cumulated duration of successive contracts
	Current practice	Score ^e 0-3	Number	Time
France^d	Restricted to “objective” situations (replacement, seasonal work, temporary increases in company activity). Certain categories of fixed-term contracts are allowed for training purposes and in case of hiring subsidies and public work programmes.	1	2 (but a new contract on the same post can only start after a waiting period amounting to one third of initial contract).	18 months (respectively 9 and 24 months in restricted cases).
Germany	Fixed-term contracts are now widely possible without specifying any objective reason [up to mid-80s, restricted to “material reasons” (specific projects, replacement, seasonal work, etc.)].	2.5	4 (no legal limit in case of objective reason)	24 months (no legal limit in case of objective reason)
Greece	Objective situations only (mainly seasonal work and special projects), with the exception of the public service.	0	2.5 No legal limit specified, but outside the public service, more than 2 renewals will imply the risk of a court declaring the fixed-term contract null and void.	No legal limit.
Hungary	No restrictions, except for public service (objective reasons only).	2.5	No limit specified.	5 years.
Ireland	Employers do not have to justify recourse to fixed-term contracts.	3	No limit (restricted possibility for unfair dismissal claims after having been employed for successive contracts).	No limit.
Italy	Traditionally limited to “objective” situations and subject to approval by the Employment Office. Since 1987, fixed-term contracts can be used more widely through sectoral collective agreements which specify target groups (youth and unemployed) and employment shares (often 8-10 per cent)	1	Scored 2 (two prolongations possible, but renewal is allowed only in restricted circumstances)	Scored 15 months (generally 12 months; 24 months for the special case of “training-work” contract)

Table 2.A.7. Regulation of fixed-term contracts (cont.)

	Valid cases other than “objective” or “material” situation ^a		Maximum number of successive contracts ^b	Maximum cumulated duration of successive contracts
	Current practice	Score ^c 0-3	Number	Time
Japan	Fixed-term contracts under 1 year duration widely possible without specifying any objective reason.	2.5	2.5 No legal limit specified; after repeated renewal the employee becomes entitled to expect renewal of his/her contract and the employer must have just cause to refuse renewal.	No limit.
Korea	Fixed-term contracts under 1 year duration widely possible without specifying any objective reason. Contracts over 1 year still limited to objective situations.	2.5	2.5 No limit specified, but several successive renewals imply the risk that a court will declare a fixed-term contract invalid.	No limit specified.
Mexico	Restricted to objective situations (replacement, temporary increase in workload, etc.), with the exception of a few occupations. Extent of use determined in consultation with union delegates.	0.5	No limit specified, negotiable by both parties.	No limit specified, negotiable by both parties.
Netherlands	No restrictions.	3	3 Beyond 2 renewals, worker is entitled to indefinite status. Notice required after 3 successive contracts.	No limit for first fixed-term contract, but 3 years in case of renewals.
New Zealand	No restrictions in legislation, but courts may determine that a fixed-term contract masks an on-going employment relationship.	3	Scored 5 No legal limit specified; recent case law has reduced the risk that upon continuous renewal courts will find fixed-term contract a “sham”.	No limit.
Norway^d	Permitted for specific tasks/projects, the hiring of trainees, athletes and chief executives, temporary replacements of absent employees, and job creation measures.	1	1.5 In case of successive contracts, justification of limitation of contract subject to court examination.	No limit.
Poland	No restrictions.	3	2	No limit specified.
Portugal	Permitted, <i>inter alia</i> , for a) business start-ups; b) launching a new activity of uncertain duration; and c) recruiting workers in search of their first job and long-term unemployed.	2	3	3 years, except for new activities and business start-ups (2 years); scored 30 months.

Table 2.A.7. Regulation of fixed-term contracts (cont.)

	Valid cases other than “objective” or “material” situation ^a		Maximum number of successive contracts ^b	Maximum cumulated duration of successive contracts
	Current practice	Score ^c 0-3	Number	Time
Spain	Permitted <i>inter alia</i> , for specific tasks/projects; temporary replacements; training contracts; “eventualities of production”; and the hiring of handicapped, older workers and long-term unemployed.	1	3 No limit specified, except that implied by legislated minimum (12 months) and maximum cumulated duration.	3 years. (law prohibits hiring successive workers under fixed-term contract to occupy the same post)
Sweden	Permitted, <i>inter alia</i> , for: a) temporary replacement of absent employees; b) temporary increases in workload; c) trainee work; d) since 1997 also allowed without specifying the reason, but only where no more than 5 employees are covered by such contracts simultaneously.	2.5	No limit specified.	Scored 12 months. Under a), 3 years in 5-year period; under b), 6 months in 2-year period; under d), 12 months in 3-year period, or 18 months for 1st employee.
Switzerland	General.	3	1.5 No limit specified, but successive contracts imply the risk of a court declaring the fixed-term contract null and void.	No limit specified.
Turkey	Restricted to “objective situations”, particularly seasonal and agricultural work.	0	1.5 No limit specified, but successive contracts imply the risk of a court declaring the fixed-term contract null and void.	No limit specified.
United Kingdom	No restrictions.	3	No limit.	No limit.
United States	No restrictions.	3	No limit.	No limit.

- a) All countries recognise the validity of fixed-term contracts in “objective” situations, a term which typically refers to specific projects, seasonal work, replacement of temporarily absent permanent workers (on sickness or maternity leave), and exceptional workload.
- b) The law in most countries does not specify any limits to the number of fixed-term contracts if separate valid objective reasons for each new contract can be given. However, after successive renewals (often at the first such renewal) courts may examine the validity of the reason given and may declare the fixed term unjustified.
- c) Scored 0 if fixed-term contracts are permitted only for “objective” or “material” reasons (*i.e.* to perform a task which itself is of fixed duration); 1 if specific exemptions apply to situations of employer need (*e.g.* launching a new activity) or employee need (*e.g.* workers in search of their first job); 2 when exemptions exist on both the employer and the employee side; 3 when there are no restrictions on the use of fixed-term contracts.
- d) France: fixed-term contracts are not allowed in a period of six months following dismissals for economic reasons.
- e) Norway: employers have to give notice to fixed-term employees, instead of simply letting their contracts run out. Fixed-term workers dismissed before expiry date because of lack of work are entitled to preferential rehiring later, under certain conditions.

Table 2.A.8. Regulation of temporary work agency (TWA) employment

	Types of work for which TWA employment is legal	Score ^a (0-4)	Are there any restrictions on the number of renewals?	Maximum cumulated duration of temporary work contracts ^b
Australia	General	4	No	No limit.
Austria	General, if contract is indefinite, limited to “objective” situations, if it is of fixed duration.	3	Yes (unless there is a separate reason for every contract).	No limit.
Belgium	Limited to “objective” situations; prohibited in certain sectors of the construction and transport industries; consultation with union delegates required.	2	Yes	6 to 24 months, depending on reason. Scored 15 months.
Canada	General	4	No	No limit.
Czech Republic	General	4	No	No limit.
Denmark	General	4	No	No limit.
Finland	General	4	No	No limit.
France	Limited to “objective” situations, as for other fixed-term contracts.	2	Yes (1 prolongation possible). ^c	18 months.
Germany	General, with exception of construction industry.	3	Yes	12 months
Greece	TWAs not permitted.	0	Not applicable.	Not applicable.
Hungary	General	4	No	No limit.
Ireland	General	4	No	No limit.
Italy	Admitted since 1997 on an experimental basis for particular sectors, for replacement of absent workers and for types of work not normally used in the enterprise. Collective agreements lay down upper limits for the use of temporary workers. Excluded for all unskilled workers and firms which have resorted to collective dismissals in the last 12 months.	1	Yes (regulated through sectoral agreements; generally only one renewal possible).	No limit.
Japan	“Dispatching agencies” restricted by law to 23 types of occupations.	2	Yes (two prolongations possible).	36 months (12 months for initial contract)
Korea	Allowed in 26 occupations and in response to certain specified labour shortages.	2.5	Yes	2 years
Mexico
Netherlands	General, with exception of seamen (previous restrictions on construction and transport now removed).	3.5	Yes	3.5 years, after which an indefinite contract with the TWA will be required.
New Zealand	General	4	No	No limit.

Table 2.A.8. Regulation of temporary work agency (TWA) employment (*cont.*)

	Types of work for which TWA employment is legal	Score ^a (0-4)	Are there any restrictions on the number of renewals?	Maximum cumulated duration of temporary work contracts ^b
Norway	General prohibition remains in force, but wide exceptions for most service sector occupations.	3	Yes	24 months
Poland	General	4	Yes	No limit specified.
Portugal	Restricted to “objective situations”, including seasonal activity and substitution of absent workers.	2	Yes; only certain categories of contract may be renewed, always with the permission of the Labour Inspectorate. Succession of temporary workers in the same post is expressly forbidden.	6 or 12 months, depending on reason. Scored 9 months.
Spain	TWAs legal since 1994, limited to “objective situations”.	2	Yes	Not regulated for substitution and contracts related to a specific task; 3 or 6 months for temporary increase in workload. Scored 6 months.
Sweden	General	4	No	Same rules as for fixed-term contracts. Scored 12 months.
Switzerland	General	4	No (but no renewals possible with the same client employer)	No limit.
Turkey	Prohibited (with the exception of agricultural work).	0	Not applicable.	Not applicable.
United Kingdom	General	4	No	No limit.
United States	General	4	No	No limit.

.. Data not available.

a) Scored 0 if TWA employment is illegal, 1 to 3 depending upon the degree of restrictions, and 4 where no restrictions apply.

b) In most OECD countries, work contracts are between the temporary employee and the temporary work agency, while the latter concludes a different type of contract with the final user.

c) France: a new contract on the same post can only start after a waiting period amounting to one third of initial contract.

Table 2.A.9. Procedures and standards for collective dismissal

	Definition of collective dismissal	Notification of employee representatives	Notification of public authorities	Delays involved	Type of negotiation required ^a	Selection criteria	Severance pay
Australia	Employers planning to dismiss 15 or more employees on economic, technical or structural grounds.	Obligation to inform and consult with employees and trade union, where relevant.	Notification of competent labour authorities.	No specific regulations.	Consultation on alternatives to redundancy and selection standards.	Law requires fair basis of employee selection.	No special regulations for collective dismissal.
Austria	Within 30 days, 5+ workers in firms 20-99; 5%+ in firms 100-599; 30+ workers in firms >600; 5+ workers >50 years old.	General duty to inform the works council about changes affecting the business.	Notification of local employment office.	30 days waiting period before first notice can become effective.	Consultation on alternatives to redundancy and ways to mitigate the effects; social plan to be established in firms with >20 employees.	No criteria laid down by law.	No legal requirements, but often part of social compensation plans.
Belgium	Within 60 days, >10 workers in firms 20-99; >10% in firms 100-300; >30 workers in firms 300+	Obligation to inform and consult with works council or trade union delegation.	Notification of sub-regional employment office.	30 days delay, can be lengthened to 60 days by employment office.	Consultation on alternatives to redundancy and ways to mitigate the effects.	No criteria laid down by law, but a national collective agreement allows co-determination of works council.	Severance pay during four months equivalent to half the difference between unemployment benefit and net remuneration (up to a ceiling).
Canada	50 or more employees within a period of 4 weeks in federal jurisdiction, Manitoba, Newfoundland and Ontario; between 10 or more and 25 or more in most other jurisdictions.	Obligation to inform and consult with recognised or certified trade union in less than half of the jurisdictions.	Notification of competent labour authorities or ministries in all jurisdictions.	Extended notice period to individuals (16 weeks in federal jurisdiction).	In 4 jurisdictions, labour authorities may require employer to establish or participate in a joint committee to discuss alternatives to redundancy and measures for finding new employment. This is obligatory in the federal jurisdiction.	As laid down in any collective agreements.	No special regulations for collective dismissal in federal jurisdiction.
Czech Republic	Employers planning to dismiss several employees for reasons of structural change or reorganisation.	Duty to inform competent trade union body.	Notification of district labour office.	Information to trade union and PES office 3 months before implementation.	Consultation on alternatives to redundancy and measures for finding new jobs.	Obligation to take account of social considerations (e.g. mothers, adolescents, disabled).	No special regulations for collective dismissal.

Table 2.A.9. Procedures and standards for collective dismissal (cont.)

	Definition of collective dismissal	Notification of employee representatives	Notification of public authorities	Delays involved	Type of negotiation required ^a	Selection criteria	Severance pay
Denmark	Within 30 days, >9 workers in firms 21-99; >9% in firms 100-299; >29 workers in firms with 300+ employees.	Inform and consult with works council or trade union delegation.	Notification of public employment service.	30 days delay after notice to PES; delays are longer in firms with >100 workers that seek to dismiss over half of staff.	National agreement obliges companies to organise transfer and/or retraining whenever possible.	No criteria laid down by law.	No special regulations for collective dismissal.
Finland	>9 workers in firms with >20 employees, in case of dismissal for financial or production-related reasons.	Consult with trade union or personnel representatives.	Notification of local employment office.	Consultation for at least 42 days, plus 5 days advance notice of the need for consultation.	Consultation on alternatives to redundancy and ways to mitigate the effects.	As laid down in collective agreements, selection procedure usually takes account of seniority, family circumstances and the retention of skilled personnel.	No legal requirements.
France	10 or more redundancies within 30 days (special obligations, similar to those for individual redundancy, also for dismissal of 2 to 9 employees).	Full information to be given to personnel delegates or works council and consultation meetings to be held.	Notification of departmental labour market authorities (DDTEFP).	30-60 days in companies with 50 or more employees; 21-35 days in companies with fewer than 50 employees (depending on number of proposed dismissals).	Consultation in several phases on alternatives to redundancy, such as redeployment or retraining; consultation on social compensation plan which is obligatory in companies with 50 or more employees. No veto power by employee representatives, but possibility of rejection of social plan by labour market authorities.	Labour law requires to take account of family responsibilities, seniority, age, disability and professional qualification (by job category).	No special regulations for collective dismissal.

Table 2.A.9. Procedures and standards for collective dismissal (cont.)

	Definition of collective dismissal	Notification of employee representatives	Notification of public authorities	Delays involved	Type of negotiation required ^a	Selection criteria	Severance pay
Germany	Within 30 days, >5 workers in firms with 21-59; 10% or > 25 workers in firms with 60-499; >30 workers in firms > 500 employees.	Consult with works council.	Notification of local employment office.	1 month delay after notice to PES, can be extended to two months.	Consultation on alternatives to redundancy and ways to mitigate the effects; social plan to be set up in conjunction with works council, regulating selection standards, transfers, lump-sum payments, early retirement, etc.	Social as well as economic considerations can enter the selection criteria, e.g. labour market prospects of concerned employees and economic viability of the company.	No legal requirements, but often part of social compensation plans.
Greece	Within a month, >5 workers in firms 20-50; >2% or >30 workers in firms with >50 employees.	Notification of reasons and obligation to reach agreement with employee representatives.	Notification to Prefect and Labour Inspection, with request for approval.	If social partners agree and ministry approves, notice can be given after 10 days. Ministry can extend time for negotiation by another 20 days.	Negotiation with employee representatives on dismissal procedures. If no agreement is reached, Labour Ministry can impose its own terms.	Law lays down union participation, but no specific selection criteria for dismissal.	No special regulations for collective dismissal.
Hungary	10+ workers in firms 20-299; >10% in firms with 100-299; 30+ workers in firms with 300+ employees.	Committee to be set up, including works council or trade union representatives to consult on procedures and benefits.	Notification of local employment office.	30 days delay after notification of employment office, if at least 10 persons are involved; 90 days if 25% of workforce or 50+ employees are involved.	Consultation on principles of staff reduction, and ways to mitigate its effects.	Law lays down union participation, but no specific selection criteria for dismissal.	No special regulations for collective dismissal.

Table 2.A.9. Procedures and standards for collective dismissal (cont.)

Definition of collective dismissal	Notification of employee representatives	Notification of public authorities	Delays involved	Type of negotiation required ^a	Selection criteria	Severance pay
Ireland Within 30 days, 5-9 workers in firms with 20-49 10+ workers in firms 50-99 10% in firms with 100-299 30+ in firms with 300+ employees.	Duty to inform and consult with competent trade union.	Notification of ministry competent for labour and employment.	Information to trade union and ministry 30 days before implementation.	Consultation on alternatives to redundancy and ways to mitigate the effects.	Law lays down union participation, but no specific selection criteria for dismissal.	No special regulations for collective dismissal, but legally required severance pay usually topped up in cases of mass redundancies.
Italy In firms with 15 and more employees and over a period of 120 days, 5+ workers in a single production unit; 5+ workers in several units within one province.	Duty to inform employee representatives and competent trade union and set up a joint examination committee.	Notification of labour authorities (at local, regional or national level, depending on size of redundancy).	Up to 45 days negotiation in joint examination committee before implementation. Conciliation if no agreement reached.	Consultation on alternatives to redundancy, scope for redeployment and ways to mitigate the effects; severance agreement usually reached after negotiation with union and (in major cases) labour authorities, determining selection criteria and use of financial support for dismissed workers (<i>casca</i> <i>integrazione</i> , "mobility", etc.).	Law specifies social and economic criteria (length of service, number of dependants, technical and production requirements), but does not specify priorities.	Regular severance pay after exhaustion of <i>casca</i> <i>integrazione</i> or mobility payments.
Japan No special statute on collective dismissal, but notification requirement in cases of 30+ dismissals.	Courts usually require information and consultation with trade union or employee representatives.	Notification of public employment service.	No special regulations.	Courts will require sincere consultation on need for redundancy, dismissal standards and employee selection.	No specific selection criteria for dismissal.	No special regulations for collective dismissal.
Korea >10 workers in firms <100; >10% of workers in firms with 100-999; >100 workers in firms with >1 000 employees.	Inform and consult with trade union/employee representatives.	Notification to Ministry of Labour.	No special regulations (60 days waiting period as for individual redundancy).	Sincere consultation on need for redundancy, dismissal standards and employee selection.	Law lays down union participation, but no specific selection criteria for dismissal other than "rational and fair standards".	No special regulation for collective dismissal.

Table 2.A.9. Procedures and standards for collective dismissal (cont.)

	Definition of collective dismissal	Notification of employee representatives	Notification of public authorities	Delays involved	Type of negotiation required ^a	Selection criteria	Severance pay
Mexico	Unspecified number to be dismissed for economic reasons; provisions restricted to companies with 20+ employees.	Inform and consult with trade union/employee representatives.	Notification to Conciliation and Arbitration Board (<i>Junta</i>) if no agreement with union can be found.	No special regulations for collective dismissal.	Negotiation with employee representatives on conditions and procedures of dismissal. If no agreement is reached, agreement by <i>Junta</i> on terms of dismissal required.	Usually seniority-based.	No special regulation for collective dismissal
New Zealand	No special statute on collective dismissal.	Inform and consult with trade union/employee representatives only if required by contract.	Not required.	No special regulations for collective dismissal.	No legal requirements apart from procedural fairness.	Law requires fair basis of employee selection, but essentially employer's decision.	No special regulations for collective dismissal.
Netherlands	Over 3 months, 20+ workers dismissed by one employer in one employment service region.	Obligation to inform and consult with works council and trade union delegation.	Notification of regional employment office.	30 days waiting period to allow for social plan negotiations (unless the social partners have agreed in writing to refrain from the waiting period).	Consultation on alternatives to redundancy and ways to mitigate the effects; social plan will normally be agreed outlining transfers, outplacement, re-training, early retirement measures and financial compensation.	Employment service can determine mix of selection criteria (LIFO-principle, or "mirror-image" of existing workforce).	No legal entitlement, but social plans often contain severance pay or top-ups to unemployment benefits.
Norway	10+ employees within a month.	Duty to inform and consult with trade union/employee representatives.	Notification of district employment office.	30 days waiting period after notification of employment service.	Consultation on alternatives to redundancy and selection standards.	Accepted custom is by seniority, but recent case law gives more weight to business needs.	No legal requirements.
Poland	10%+ of workers in firms < 1 000 employees 100+ workers in firms with 1 000 employees and above.	Duty to inform competent trade union.	Notification of local employment office.	Information to trade union and PES 45 days before implementation.	Agreement to be reached with trade union on alternatives to redundancy and ways to mitigate the effects.	Law lays down union participation, but no specific selection criteria for dismissal.	1 month <10 years of service; 2 months <20 years 3 months >20 years

Table 2.A.9. Procedures and standards for collective dismissal (cont.)

	Definition of collective dismissal	Notification of employee representatives	Notification of public authorities	Delays involved	Type of negotiation required ^a	Selection criteria	Severance pay
Portugal	Within 90 days, 2+ workers in firms <51 5+ workers in firms 51+ employees.	Duty to inform and consult with works council or trade union delegation.	Notification of Labour Inspectorate.	75 days if agreement on dismissal procedures can be reached; otherwise 90 days.	Consultation on alternatives to redundancy, selection standards and ways to mitigate the effects; written agreement to be reached, if necessary via conciliation by Labour Inspectorate.	No criteria laid down in law, except for priority to trade union representatives and members of works councils.	No special regulations for collective dismissal.
Spain	Within 90 days, 10+ workers in firms <100; 10%+ in firms 100-299; 30+ workers in firms 300+ employees.	Duty to inform and consult with works council or trade union delegation.	Notification of local labour market authorities.	Employer must consult 30 days in advance (15 days in firms with < 50 employees). Further 15 days delay for approval of labour market authorities, if required.	Consultation on alternatives to redundancy, selection standards and ways to mitigate the effects. Written agreement to be reached, otherwise approval by labour market authorities is required.	No criteria laid down in law, except for priority to trade union representatives and members of works councils.	No special regulations for collective dismissal.
Sweden	Collective dismissal governed by regulation on redundancy dismissal.	Duty to inform and consult with competent trade union.	Notification of county labour board.	Waiting periods after notification of employment service are from 2 months (when 5-24 workers involved) to 6 months (when 100+ workers involved).	Consultation on alternatives to redundancy, selection standards and ways to mitigate the effects; notice may not take effect before negotiation with trade union (agreement not necessary).	Usually based on seniority within a job category, but deviations by collective agreement are possible.	No special regulations for collective dismissal.
Switzerland	10+ employees in firms with 20-99; 10%+ in firms 100-299; 30+ in firms with 300+ employees.	Obligation to inform and consult with works council or trade union delegation.	Duty to notify cantonal employment service.	30 days waiting period.	Consultation on alternatives to redundancy and ways to mitigate the effects; obligation to negotiate a social plan frequently contained in collective agreements.	No selection criteria laid down in law.	No legal requirements, but often part of social plans.

Table 2.A.9. Procedures and standards for collective dismissal (cont.)

	Definition of collective dismissal	Notification of employee representatives	Notification of public authorities	Delays involved	Type of negotiation required ^a	Selection criteria	Severance pay
Turkey	10+ employees.	Not legally regulated (some collective agreements may require notification).	Duty to notify public employment service of names and skills of employees to be dismissed.	1 month waiting period.	No legal requirements (some collective agreements may stipulate some type of joint decision-making).	Usually employer prerogative.	No special regulations for collective dismissal.
United Kingdom	Within 90 days, 20+ employees.	Inform and consult with recognised trade union or other elected employee representatives.	Notification of Department of Trade and Industry.	30 days if 20-99 workers are involved 90 days when 100+ workers are involved.	Consultation on selection standards and dismissal procedures.	No criteria laid down in law, except for prohibition of discrimination. Often mix of seniority and performance-based criteria.	No special regulations for collective dismissal.
United States	In firms with 100 or more employees and over a period of 30 days, - 50+ workers in case of plant closure; - 50-499 workers (if they make up at least one third of the workforce) in case of mass layoff; - 500+ workers in case of mass layoff.	Duty to inform affected workers or labour unions (where they exist).	Duty to notify state and local authorities.	Special 60-day notice period. ^b	No legal requirements.	As laid down in collective agreements or company manuals; usually seniority-based.	No special regulations for collective dismissal.

a) Including obligations, if any, to conclude compensation agreements ("social plans"), detailing *inter alia* measures for re-deployment, re-training, outplacement and severance pay, between the enterprise concerned, its employee representatives and/or the competent labour authorities.

b) Exceptions to the notice period include layoffs due to risk of bankruptcy, unforeseen circumstances, or ending of a temporary business activity. Several studies have shown that in a substantial number of cases employers fail to adequately apply notice requirements.

Calculation of Summary Indicators of EPL Strictness

Summary indicators of EPL strictness greatly facilitate the analysis of employment protection and its effects on labour market performance. Comparisons of employment protection across countries, or at different times in the same country, would be extremely cumbersome if done solely in terms of the 22 first-level indicators presented in Tables 2.2 to 2.4 (or the even more numerous descriptive entries reported in Annex 2.A). Although item-by-item comparisons can be instructive, summary measures appear to be essential in order to study the effects of employment protection on labour market outcomes.

However, the construction of such summary measures raises difficult choices of quantification and weighting that are familiar from the theory of index numbers. In earlier work, the OECD used a “rank of averaged ranks” approach to constructing summary indicators [OECD (1994a)], which was originally developed by Grubb and Wells (1993). Since the basic EPL indicators being combined are difficult to quantify in comparable units (*e.g.* difficulty of procedural requirements and severance pay), this largely ordinal approach is potentially attractive. However, the rank of averaged ranks method can prove misleading if national rankings differ too strongly across these basic indicators. In such a case, performing a cardinal operation on an ordinal measure – such as averaging several rankings – can lead to perverse results.

An ordinal approach is not sufficient for the purposes of this chapter because valid comparisons could not be made between levels of EPL strictness in the late 1990s and in the late 1980s. One limitation of a summary indicator based on ranking is that a given country’s strictness score could either rise or fall over time, even though its employment protection practices were completely unchanged. A country with stable EPL is nonetheless likely to rank somewhat differently in the second period, if other countries change their policies sufficiently. Even more fundamentally, it would be invalid to compare a rank-based score for the late 1980s, which was based on an analysis of 16 European countries, with a rank-based score for the late 1990s based on a sample of 27 countries. Quite independently of any changes in EPL, the maximum rank score has nearly doubled.

A four-step procedure was developed for constructing *cardinal* summary indicators that allow meaningful comparisons to be made, both across countries and between different years (Chart 2.B.1).¹ Since the theoretical analysis of employment protection emphasises the analogy of EPL to an employer borne tax on employment adjustment, the overall intent is to reflect, as accurately as possible, the cost implications of various regulatory provisions for employers (*i.e.* stricter is interpreted as more costly). However, the correspondence between the strictness scores and employers’ costs is no more than qualitative.

The first step is to convert each of the 22 first-level indicators of EPL into cardinal scores that are normalised to range from 0 to 6, with higher scores representing stricter regulation. This scoring algorithm is somewhat arbitrary, but was implemented so as to compromise between allowing the score to rise proportionally with the underlying measure (*e.g.* with weeks of severance pay) and respecting natural break points in the data (*i.e.* clusters in country practices). Table 2.B.1 specifies the mapping that was used for each of the 22 first-level indicators.

Having converted all of the first-level measures into numerical scores that are in comparable units, it is mathematically straightforward to form various averages, as depicted in Levels 2 to 4 of Chart 2.B.1. However, it would be inappropriate to take unweighted averages of all of the components and uneven weights were used in two situations:

1. In practice, the cardinal summary indicator used in this chapter produces a very similar ranking of countries by overall EPL strictness to that produced by applying the rank of averaged ranks method to the underlying data (Spearman rank correlation of 0.95 for the late 1990s).

- In cases where a single underlying aspect of employment protection regulation was reflected in multiple measures, their weights were reduced to be collectively equivalent to the weight applied to another aspect represented by a single measure. For example, the notice period and severance pay are not triple weighted, just because each is measured three times (*i.e.* at 9 months, 4 years and 20 years of tenure).
- In two cases, uneven weights were used because it was judged that some aspects of employment protection deserved greater economic weight than others. First, and following the *Jobs Study* [OECD (1994a)], it was assumed that a week of notice was only equivalent to 0.75 of a week of severance pay.² Second, when forming an overall strictness measure from the three subcomponents for strictness of regulation for regular contracts, temporary contracts and collective dismissals, the summary measure for collective dismissals was allocated just 40 per cent of the weight assigned to regular and temporary contracts. The rationale for this is that the collective dismissals indicator only reflects additional employment protection that was triggered by the collective nature of a dismissal. In most countries, these additional requirements are quite modest.

Table 2.B.2 specifies the weighting scheme that was used.

The assignment of scores and weights adds a subjective dimension to the EPL strictness scores that is additional to the judgements already embodied in the 22 descriptive indicators. Experimentation with alternative scoring schemes for the first-level indicators suggests that the conclusions reached by the analysis are unlikely to be affected by the arbitrariness embodied in this step. By contrast, the weighting scheme can have a greater impact, since the components of EPL are not always highly, positively correlated. To take the most extreme example, notice and severance are actually negatively correlated (correlation coefficient of -0.16 in the late 1990s), so that the relative weights assigned to these components, can affect cross-country comparisons of EPL strictness. Rather than reporting results for a number of different weighting schemes for constructing alternative summary strictness measures, this chapter provides considerable analysis of the separate components of EPL.

². In each case, the employer must pay a week's wages, but in the case of notice the workers typically provide productive services that are of some value.

Table 2.B.1. Assignment of numerical strictness scores to first-level EPL indicators^a

Code	Original unit	Assigned scores						
		0	1	2	3	4	5	6
Individual dismissals of workers with regular contracts								
RC1A	scale 0-3	scale (0-3)*2						
RC1B	days	0-2	< 10	< 18	< 26	< 35	< 45	≥ 45
RC2A1	months	0	≤ 0.4	≤ 0.8	≤ 1.2	< 1.6	< 2	≥ 2
RC2A2	months	0	≤ 0.75	≤ 1.25	< 2	< 2.5	< 3.5	≥ 3.5
RC2A3	months	< 1	≤ 2.75	≤ 5	≤ 7	≤ 9	≤ 11	> 11
RC2B1	months	0	≤ 0.5	≤ 1.0	≤ 1.75	≤ 2.5	< 3	≥ 3
RC2B2	months	0	≤ 0.5	≤ 1	≤ 2	≤ 3	< 4	≥ 4
RC2B3	months	0	≤ 3	≤ 6	≤ 10	≤ 12	≤ 18	> 18
RC3A	scale 0-3	scale (0-3)*2						
RC3B	months	≥ 24	> 12	> 9	> 5	> 2.5	> 1.5	< 1.5
RC3C	months	≤ 3	≤ 8	≤ 12	≤ 18	≤ 24	≤ 30	> 30
RC3D	scale 0-3	scale (0-3)*2						
Temporary employment								
TC1A	scale 0-3	6-scale (0-3)*2						
TC1B	number	no limit	≥ 5	≥ 4	≥ 3	≥ 2	≥ 1.5	< 1.5
TC1C	months	no limit	≥ 36	≥ 30	≥ 24	≥ 18	≥ 12	< 12
TC2A	scale 0-4	6-scale (0-4)*6/4						
TC2B	yes/no	-	-	No	-	Yes or TC2A=0	-	-
TC2C	months	no limit	≥ 36	≥ 24	≥ 18	≥ 12	> 6	≤ 6 or TC2A=0
Collective dismissals								
CD1	scale 0-4	scale (0-4)*(6/4)						
CD2	scale 0-2	scale (0-2)*3						
CD3	days	0	< 25	< 30	< 50	< 70	< 90	> 90
CD4	scale 0-2	scale (0-2)*3						

a) The first 12 rows of this table (variables RC1A to RC3D) correspond to the measures of EPL for individual dismissals of workers with regular contracts as reported in Table 2.1, Panel A; the next 6 rows (variables TC1A to TC2C) correspond to the measures of the regulation of temporary contracts as reported in Table 2.2, Panel A; and the last 4 rows (variables CD1 to CD4) correspond to the measures of EPL for collective dismissals reported in Table 2.3.

Table 2.B.2. EPL summary indicators and weighting scheme^a

Level 4	Level 3	Level 2	Level 1		
EPL Overall summary indicator ^b	RC Regular contracts ^c (5/12)	RC1 Procedural	Procedures (1/2)		RC1A
		inconveniences (1/3)	Delay to start a notice (1/2)		RC1B
		RC2 Notice and severance pay for no-fault individual dismissals (1/3)	Notice period after	9 months (1/7)	RC2A1
				4 years (1/7)	RC2A2
				20 years (1/7)	RC2A3
			Severance pay after	9 months (4/21)	RC2B1
				4 years (4/21)	RC2B2
				20 years (4/21)	RC2B3
		RC3 Difficulty of dismissal ^d (1/3)	Definition of unfair dismissal (1/4)		RC3A
			Trial period (1/4)		RC3B
			Compensation (1/4)		RC3C
			Reinstatement (1/4)		RC3D
	TC Temporary contracts ^c (5/12)	TC1 Fixed-term contracts ^e (1/2)	Valid cases other than the usual "objective" (1/2)		TC1A
			Maximum number of successive contracts (1/4)		TC1B
			Maximum cumulated duration (1/4)		TC1C
		TC2 Temporary work agency (TWA) employment ^e (1/2)	Types of work for which is legal (1/2)		TC2A
			Restrictions on number of renewals (1/4)		TC2B
			Maximum cumulated duration (1/4)		TC2C
	CD Collective dismissals ^c (2/12)	Definition of collective dismissal (1/4)		CD1	
		Additional notification requirements (1/4)		CD2	
Additional delays involved (1/4)		CD3			
Other special costs to employers (1/4)		CD4			

- a) Level 1 corresponds to the disaggregated data that have been assembled on EPL, while levels 2-4 represent successively more aggregated indicators of EPL strictness. The values in parenthesis indicate the aggregation weights to use in creating the next higher level summary indicator as a weighted average of the indicators at that level. Prior to forming these weighted averages, the level 1 indicators must be converted into equivalently scaled, cardinal variables (as specified in Table 2.B.1).
- b) Variables CD1-CD4 are only available for the late 1990s. Thus, an alternative overall index is calculated as an unweighted average of RC and TC only. The table also omits several other indices that are used in the analysis. For example, equally weighted indices were calculated from EPL2A1-EPL2A3 (notice) and EPL2B1-EPL2B3 (severance).
- c) The weighting 5/12, 5/12, 2/12 assigns CD 40 per cent the weight of assigned to RC and TC. This is intended to reflect the fact that the collective dismissals measures typically represent modest increments to the EPL requirements for individual dismissals.
- d) Since all of the underlying data are available for Australia, Canada, Japan, Korea, Mexico, New Zealand and the United States, except RC3B or RC3C, the index RC3 (difficulty of dismissal) is calculated in these cases by averaging over all of the variables EPL3A-D with valid data. This allows levels 3 and 4 summary indicators to be calculated for these countries.
- e) Since all of the underlying data are available for Finland, Norway and Sweden in the late 1980s, except for one or two items related to the maximum duration of temporary employment, the indices TC1 and TC2 are calculated in these cases by averaging over all of the variables TC1A-TC2C with valid data. This allows changes in the levels 3 and 4 summary indicators to be calculated for these three countries.

Chapter 6. Trade Union Members, Union Density and Collective Bargaining Coverage

Trade Union Members and Union Density

The country notes, sources and definitions in this section refer to the data presented in the following tables:

Chapter 6 – Data, Table 1

Chapter 6 – Indicators, Table 1

Australia

Trade union data updated from ABS, *Trade Union Statistics* (ABS Cat. No. 6323.0). The net data refer to "financial" members, i.e. those members who are no more than six months in arrears in paying their membership fees. Employee data updated from OECD, *Labour Force Statistics*. Trade union data updated from ABS, *Labour Statistics* and ABS, *The Labour Force, Australia* (ABS Cat. Nos. 6101.0 and 6203.0, respectively). Employee data updated from same sources. Note: there is a small discrepancy in employee data between the monthly labour force survey (as reported in OECD, *Labour Force Statistics*) and the data consistent with the estimates of trade union members.

Austria

Employee data updated from OECD, *Labour Force Statistics*. Alternative employee data refers to social security statistics as published in OSTAT, *Statistisches Jahrbuch für die Republik Österreich*.

Belgium

Trade union data updated from ILO, *World Labour Report 1997-98*. Employee data updated from OECD, *Labour Force Statistics*.

Canada

Updated trade union series for 1994-1996 provided by Human Resources Development Canada. Revised series for employees spliced onto old series from OECD, *Labour Force Statistics*. Prior to 1979, Visser's original trade union membership data has been put back one year to be on a consistent end-of-year basis. The 1997 and 1998 survey data on trade union members and employees are from Statistics Canada, *Labour Force Update*, Winter 1999.

Denmark

Revised and updated trade union data from CD-ROM version of Danmarks Statistik, *Statistisk tiårsoversigt 1998* (Statistical ten-year review). Net trade union members for 1994 from ILO, *World Labour Report 1997-98*. The

data for 1995-1997 are estimated assuming the same proportion of net to gross as for 1994. Alternative employee series from CD-ROM version of Danmarks Statistik, *Statistisk tiårsoversigt 1998* (Statistical ten-year review). Break in OECD LFS employee series between 1993 and 1994 following exclusion of person's aged 67 and over. Therefore, use alternative series to extend series forwards.

France

Trade union data updated from ILO, *World Labour Report 1997-98*. Employee data updated from OECD, *Labour Force Statistics*.

Italy

Alternative trade union data from L. Codara, "Sindacalizzazione" in "Le relazioni sindacali in Italia. Rapporto 1996-7", Cesos, Rome, Ediziono Lavoro, as reported in European Industrial Relations Observatory, March 1998.

Japan

Trade union and employee data from National Statistical Office,

Korea

Korea Statistical Yearbook.

Netherlands

Updated trade union series for 1995-1996 from CBS. Revised series for employees' back to 1960 from CBS, *Tijdreeksen Arbeidsrekeningen 1950-heden, werkgelegenheid*. Unlike Visser's original employment series, this series corrects for various statistical breaks in the underlying data.

New Zealand

Trade union data updated from Statistics New Zealand, *New Zealand Official Yearbook*. Employee data updated from Statistics New Zealand, *Labour Force Survey*. The trade union member and employee data are expressed in terms of full-time equivalents (the alternative data for employees refer to the unadjusted head count of all employees).

Norway

Employee data updated from OECD, *Labour Force Statistics*. Alternative series correspond to national account's estimates. Alternative trade union data from Statistics Norway, *Historical Statistics, 1994*, and Statistics Norway, *Statistical Yearbook of Norway*, various editions.

Sweden

Trade union data updated from Statistics Sweden, *Statistical Yearbook of Sweden* and ILO, *World Labour Report 1997-98*. Obtained from the annual edition of Statistics Sweden, *Labour Force Survey*.

United Kingdom

Trade union data updated from ONS, Annual Abstract of Statistics and ILO, *World Labour Report 1997-98*. The trade union data for 1996 have been estimated based on administrative data provided by the ONS for Great Britain. The net figures represent a constant 90 per cent of the gross figures. The employee data refer to establishment survey data and are revised and updated from ONS, Labour Market Trends.

Great Britain

Trade union and employee data prior to 1997 from ONS, *Labour Market Trends* and, for 1997, provided directly by ONS. Employee data are from the labour force survey.

United States

Updated trade union and employee series for 1994-1998 obtained directly from BLS homepage. Employee series includes self-employed of incorporated businesses that are excluded from official BLS estimates of union density.

Western Germany

Trade union data updated from ILO, *World Labour Report 1997-98*. Employee data refers to resident employees excluding armed forces and provided directly by the Statistisches Bundesamt. Trade union membership data from Statistisches Bundesamt, Statistisches Jahrbuch.

Collective Bargaining Coverage

The data are based on sample surveys, coverage rates were calculated directly from them. Otherwise, the coverage rate was calculated on the basis of the number of employees covered by a collective agreement divided by the corresponding total number of wage- and salary-earners. Data on total wage- and salary-earners were taken from OECD *Labour Force Statistics*. Data on trade union density for all European countries are from Visser (1996b).

Australia

The figure for collective bargaining coverage was supplied by the Department of Industrial Relations and the Australian Bureau of Statistics.

Austria

The figure for collective bargaining coverage was supplied by Franz Traxler, University of Vienna, based on the methodology outlined in the *Employment Outlook* [OECD (1994a)].

Belgium

There are no official coverage statistics; an estimate of the collective bargaining coverage rate was provided by an expert at the Ministry of Employment and Labour.

Canada

Collective bargaining data were supplied by Statistics Canada from the 1993 Survey of Labour Income and Dynamics (SLID).

Denmark

An estimate of collective bargaining coverage was obtained from a Ministry of Labour publication, *The System of Collective Bargaining*, Copenhagen, July 1994.

Finland

The collective bargaining coverage rate was provided by the Ministry of Labour on the basis of data from the *Statistical Yearbook of Finland*.

France

There are no published figures on collective bargaining coverage. The 95 per cent coverage figure used comes from an estimate by the Direction des Relations du Travail that 800 000 wage and salary earners do not have

their pay determined by collective bargains [communication from Claude Siebel, Director of Direction de l'Animation de la Recherche, des Etudes et des Statistiques (DARES)].

Germany

Collective bargaining coverage rates were communicated directly by the Ministry for Labour and Social Affairs.

Italy

Collective bargaining coverage was calculated by ISCO and the Bank of Italy. As collective bargaining covers all workers in theory, the rate of collective bargaining coverage is estimated, using National Accounts data, as 100 minus the estimated share of informal workers (irregular workers, illegal immigrants, etc.).

Japan

The *Yearbook of Labour Statistics* contains data on bargaining coverage compiled from information provided by unions. The last year for which such data are available is 1992. The main difference from all other figures used in this chapter is that these data refer only to union members covered by a collective agreement. In 1992, about 28 per cent of persons belonging to trade unions were not covered by such agreements. To calculate the actual collective bargaining coverage rate, the figure for members covered by collective agreements is taken (*Year book of Labour Statistics*, 1992, Table 187), minus the small number of government-sector union members (from the same table) who, in general, cannot conclude collective bargains. This study then uses data on the difference between unionisation and bargaining coverage in the United States, whose labour relations system, in terms of bargaining level and union density, somewhat resembles that of Japan. In the United States, the total number of employees covered by collective agreements exceeded the number of union members in 1992 by 13 per cent. This percentage was used to estimate Japan's total bargaining coverage. The denominator of the collective bargaining coverage rate is calculated as the total number of wage and salary earners (*Year book of Labour Statistics*, Table 4), adjusted to exclude the number of employees in the government sector (*OECD National Accounts*, 1980- 1992, Table 15).

Netherlands

Data on coverage are taken from Table 2.4 of *DCA-BEVINDINGEN*, 1993 (Den Haag, June 1994).

New Zealand

Data on collective bargaining coverage were supplied by Raymond Harbridge, Industrial Relations Centre, Victoria University. Employment data are taken from the *Household Labour Force Survey*. Full-Time Equivalent (FTE) employment is defined as full-time plus one-half of part-time workers.

Norway

The estimates for collective bargaining coverage come from a 1993 survey described in Torunn S. Olsen, "EUs arbeidslivspolitik: Nasjonale og europeiske utfordringer", *Tidsskrift for samfunnsforskning*, No. 4, Vol. 36, 1995.

Portugal

Collective bargaining coverage figures were supplied by the Industrial Relations Division of the Ministry of Education and Employment.

Spain

Collective bargaining data are from the *Boletín de Estadísticas Laborales*, Ministerio de Trabajo y Seguridad Social. Information is given on both the number of workers covered by firm agreements and the number of workers covered by sector agreements. It is estimated that 80 per cent of the former are also counted in the latter and a correction is made for this double counting. Of the resulting total, 20 per cent are dropped due to problems of over-counting [see OECD (1994a)]. The resulting figure was divided by all wage and salary earners, net of civil servants, as these latter cannot bargain.

Sweden

Data were compiled by Christian Nilsson of Uppsala University from reports of private sector agreements between trade unions and employers' associations, and from agreements between individual employers and trade unions.

Switzerland

Collective bargaining coverage is described in detail in Dario Lopreno, "Conventions collectives de travail (CCT) en vigueur en Suisse au 1er mai 1994", *Vie économique*, 10/95.

United Kingdom

Collective bargaining for 1990 was calculated using the *New Earnings Survey* and *Workplace Industrial Relations Survey* [see OECD (1994a)]. This figure was updated to 1994 using the change in coverage recorded in the 1990 and 1994 *Time Rates of Pay and Hours of Work* surveys.

United States

The collective bargaining coverage rate comes from Table 40 of *Employment and Earnings*, January 1995, which is based on figures from the Current Population Survey.

Chapter 7. Background Statistics and Indicators

The notes, sources and definitions in this section refer to the data presented in the following tables:

Macroeconomic data taken from the OECD Economic Outlook database

Chapter 7 – Table 1 through Table 8 show a range of macroeconomic variables that are relevant for labour market analysis. Except when indicated otherwise, all series are presented in national currency units.

The source for these tables is the Analytical Database (ADB) as at August 1st, 2001.

For most of the series detailed country notes are available on the Internet at the following URL:
<http://www1.oecd.org/eco/Sources-and-Methods/ATCards.htm>.

REFERENCES

OECD (various editions) *Employment Outlook*, Paris.

OECD *Annual Labour Force Statistics*, Paris.

OECD *Education at a Glance*, Paris.

Benefit Systems and Work Incentives, OECD 1999, Paris.

OECD *Economic Outlook*, Annex Tables, 2000, Paris.

CDROM *Taxing Wages*, 2000 Edition (previously published as *The Tax/Benefit Position of Employees*), OECD, Paris.

Labour Market Policies for the 1990s, OECD 1999, Paris.

ILO Resolutions