

FEMALE PART-TIME EMPLOYMENT IN THE YEAR 2002:

SPAIN AND THE NETHERLANDS COMPARED *

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Abstract: In this paper we compare the situation of female part-time employment in Spain and the Netherlands. In Spain, the share of part-time employment is well below the average of the European Union and part-time workers are strongly discriminated. The Netherlands has the highest rate of part-time employment in the European Union. The choice for part-time work in this country is closely linked to the late and rapid arrival of married women in the labour force and the dearth of childcare provisions in what was not long time ago a strong breadwinner welfare state. The situation of part-time employment in these two countries is radically different. The aim of this paper is to analyse and compare the situation of part-time employment in The Netherlands and Spain. The nature of the existing relationship between the branches of activity and the reasons for choosing a part-time employment is explored for the year 2002, using data from the European Labour Force Survey. We find that there is a relationship between these two variables and we characterise it by means of Correspondence Analysis and Cluster Analysis. Is the relationship between the branches of activity and the reasons for choosing a part-time employment different in Spain and the Netherlands? Does it present any point of coincidence?.

Key words: part-time employment, Correspondence Analysis, branches of activity

JEL codes : J21, J22

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1. Introduction

Part-time employment has gained importance in the European Union² (EU-15) as a whole and in each of the member states separately during the last decades (table 1). There are a number of reasons that help to explain the rising importance of this kind of employment. Actually, the encouragement of part-time employment has several objectives. First, it has been used as a tool to increase the rate of activity allowing some people, that due to personal circumstances (students, people with family responsibilities, etc) can not or do not wish to work on a full-time basis, to participate in the labour market. Second, it has been used by the employers as a tool for a more efficient management of the workforce, easing the adjustment of the workforce to the temporal and short-term fluctuations of the activity, thus reducing the labour costs. Finally, the part-time employment, linking it to the policies of reduction of the timework, allows to distribute the existing employment (measured by the number of hours of work) among a higher figure of workers, an useful instrument to keep stable the number of employed workers during recessions (OECD, 2002; OECD, 2004a; OECD, 2004b; Visser, 2002). In sum, the part-time employment would jointly satisfy two aims: to increase the flexibility in the labour market and the rate of activity.

Table 1: Part-time employment rates (%) in the European Union

Member States	Total		Male		Female	
	1992	2002	1992	2002	1992	2002
Austria	12.6	20.2	3.6	5.7	24.5	37.5
Belgium	12.7	20.2	2.3	5.6	28.9	37.4
Denmark	23.0	19.1	10.7	11.1	37.1	30.3
Finland	10.4	12.8	7.3	8.3	13.7	17.5
France	13.1	12.8	3.8	5.1	25.2	29.4
Germany	14.5	16.1	2.7	5.8	30.9	39.5
Greece	4.5	4.5	2.6	2.3	8.1	8.1
Ireland	9.1	4.5	3.8	6.5	18.7	30.4
Italy	5.5	8.6	2.5	3.5	11.2	16.9
Luxembourg	6.5	10.6	1.0	2.0	16.2	24.6
The Netherlands	34.8	43.05	15.2	20.76	64.4	72.7
Portugal	7.2	11.2	4.1	7.0	11.1	16.3
Spain	6.0	7.9	2.2	2.5	13.8	16.9
Sweden	20.5	21.5	6.8	11.1	36.0	33.1
United Kingdom	22.9	24.9	6.3	9.4	43.8	43.9
EU15	14.2	18.1	4.2	6.5	28.8	33.5

Source: Employment in Europe 2003: Recent trends and prospects. The first data for Italy and Sweden are of 1993, and of 1994 for Austria

² In this paper we identify European Union with EU-15.

An essential feature of the part-time employment in the European countries is the fact that it is more extended in the female population. As table 1 shows, the part-time employment is mainly a female phenomenon, and it is very low the number of male workers that use/choose this kind of employments³.

Unlike other European countries, Spain is characterized by a low use of part-time employment, even though several legal reforms have been recently passed trying to encourage the use of that kind of employment as an alternative to the more generalized fixed-term employment contracts (CES, 1998; CES, 2001; Ferreiro and Serrano, 2001a; Ferreiro and Serrano, 2001b; Ferreiro, 2003 CES, 1998; CES, 2001).

The Netherlands is the EU country with the highest rate of part-time employment. In 2002 73.1% of female employees were working on a part-time basis. The development of part-time employment in The Netherlands was not the result of deliberate policy planning by governments, unions or employers, but rather the outcome of 'bottom-up' pressures and accommodating policy changes. The choice for part-time work is closely linked to the late and rapid arrival of married women in the labour force and the dearth of childcare provisions in what was not long ago a strong breadwinner welfare state (Visser, 2000: 20; Visser, 2002).

In this paper we will focus on female part-time employment because, as we have mentioned above, this modality of employment is a typically female one. The paper structures as follows. First, we present the basic features of the Spanish and Dutch labour markets. Second, we explain the statistical methods used: the correspondence and cluster analyses. Third, we will analyse the female part-time employment by industries in 2002, paying special attention to the reasons that explain why women have a contract of this kind. For this purpose we have used data from the European Labour Force Survey. Last section concludes.

2. Basic features of labour market and part-time employment in Spain

³ There are three possible reasons for this outcome. First, a discriminatory use of these contracts by employers to the detriment of women. Second, a more intense use of those contracts in traditionally female industries or activities (e.g., domestic sector), a reason that could be connected to the first one. Third, the women's wish or necessity of using these contracts to reconcile the participation in the labour market and the family and home responsibilities, as the patterns of behaviour in most heterosexual couples still follow the traditional model for which women are considered the main providers of care at the household.

The Spanish labour market presents two peculiarities with respect to the rest of the EU-15 members: the widespread use of temporary employment contracts and the relative neglect of part-time contracts. As far as temporary employment is concerned, Spain is the EU-15 country with the highest rate of temporary employment (31.0% for a EU-15 average of 13.1%). The share of temporary employment is much higher for part-time workers than for the full-time ones (55.6% against 28.8% in 2002). As table 2 shows, whilst the rate of temporary employment for full-time workers has slightly decreased since 1997 (31.7% in 1997 and 28.8% in 2002), among part-time workers that rate has remained unchanged (55.4% in 1997 and 55.6% in 2002). Many researches point out that the great difference in the rates of part-time employment between Spain and the EU-15 is that Spanish employers obtain from temporary workers the flexibility that European entrepreneurs obtain with part-time contracts (Estrada et al., 2003:69).

Table 2: Rate of temporary employment in Spain (%)

Gender and type of working day	1997	1998	1999	2000	2001	2002
Total	33.61	32.89	32.83	32.14	31.56	31.16
Full-time	31.7	31.2	30.6	29.9	29.5	28.8
Part-time	55.4	54.3	57.7	55.5	56.1	55.6
Women	35.85	34.4	35.03	34.6	34.12	34.23
Full-time	32.3	31.4	31.0	30.5	30.5	30.3
Part-time	51.4	50.3	53.8	52.1	53.0	53.0
Men	32.32	32.02	31.52	30.61	29.96	29.17
Full-time	31.4	31.1	30.4	29.6	29.0	28.0
Part-time	69.5	68.6	72.9	69.9	69.0	67.0

Source: Spanish Ministry of Employment and Social Affairs(www.mtas.es)

Another source of discrimination towards part-time workers are the hourly salaries: their salaries are only 70.6% of those of full-time workers. The disparity in remuneration can also be attributed to the growing proportion of women and 15-25 year-olds workers in part-time employment, the former as a result of discriminatory practices, and the latter because of their recent arrival on the labour market. In the case of women, this can also be seen as a two-way process of cause and effect: they are paid less on average because greater numbers of them are in part-time work. (Rojo, 1998; Bollé, 1997)

In Spain the regulatory framework concerning part-time is found in the Law of Statute of Workers (Estatuto de los Trabajadores) passed in 1980. However, the law concerning part-time employment has been a constant source of dissatisfaction for both legislators and social agents. Proof of this is that, since then, the Article 12 of the Workers' Statute, which contains that regulation, has been modified each and every time there has been a labour reform of some

importance in an attempt to make part-time employment a relevant modality of employment. The biggest legal reform concerning part-time employment was passed in 1998 (CES, 1998; García and Baeza, 2002; Ferreiro, 2003). This reform tried to promote part-time employment and to increase the stability and quality of this type of employment contracts, in order to bring Spain closer to European standards.

3. Basic features of labour market and part-time employment in the Netherlands

The diffusion of part-time work is remarkable in the Netherlands. However this diffusion is uneven between men and women (Table 1).

In the 1960s and 70s, it was uncommon for women to continue to work after marriage or childbirth. Women were expected to stay at home to engage in housework and childcare by the dominant social norms at that time. Post-war Dutch society was built on the basis of the traditional division of labor between men and women. Social systems such as social security schemes, employment opportunities and wages for men reinforced this social foundation. The social foundation, however, was challenged and undermined in the late 1960s and 70s. Women's movement challenged traditional social norms and fought for women's emancipation. As a result, equal opportunity between men and women was recognized as an important issue on political agendas. Married women started to take part in the labour market in the 1980s, later than in most other European Countries. This was facilitated by the changes in social norms and promoted by part-time job creation to counter high unemployment. The increase of female labour participation rate was remarkable. In 1971 the Netherlands had the lowest female labour rate participation in Europe, mainly due to the behaviour of married women (in 1971 only 1 in 10 married women were working in the labour market). Nowadays more than 50% of married women have a salaried work, and the female labour force participation is above the EU-15 average. It is clear that diffusion of part-time work in the Netherlands accelerated women's labour participation. Part-time work is ideal for most of women with children due to the absence of day-care facilities and a communal or public infrastructure for family-oriented services (Visser 2000, Visser, 2002).

The Dutch government and the social partners supported the growth in part-time work, but this was not immediate. Throughout the 80s and 90s, many disadvantages regarding part-time work have been removed. Among new measures, The Equal Treatment Act in 1996 and The Working

Hours Adjustment Act in 2000 seem to be of crucial importance. The former prohibited employers from treating part-time employees less favourably than comparable full-time employees. The later provided workers with a legal right to change their working hours. With the guaranteed equal treatment, employees can choose to work shorter hours when they need more time outside their work places (Tijdens, 2000).

There is no doubt that the Netherlands survives as a part-time economy and that part-time employment has helped to facilitate the entrance into the labor market for many women, yet it was not necessarily a first choice scenario. Part-time work is now accepted and often preferred by Dutch women, but the development of this occurred as a second-best option for women. “Since they could not count on public facilities supporting the combination of work and motherhood, part-time work became their dominant coping strategy,” (Visser 2002: 34). Dutch policy makers are doing efforts for improving the availability and affordability of childcare facilities, but there is still a long way to do.

4. Statistical methodology and data

Correspondence Analysis (Escofier and Pagès, 1992: cap 2 y 9) is, like principal component analysis, a factor analysis method. Factor analysis methods hold a prominent position among the methods of multivariate analysis. The most important characteristic of these methods is their ability to describe and analyse large data matrices. The main objective of factor analysis is to provide through a small number of factors, the maximum of information contained in large data matrices with many variables correlated among them, eliminating the marginal effects that disturb the global perception of the information. They are based on a single underlying concept. They convert a data set into graphical displays. By one or some graphical displays most of the information contained in a matrix of frequencies or positive data is represented.

A Correspondence Analysis usually goes together with a complementary analysis which allows one to enrich the information obtained from the factors. This analysis is known as Cluster Analysis. By means of Cluster analysis we obtain classes or groups of individuals with homogeneous characteristics. These groups are obtained by formalised algorithms, not by subjective or visual methods. There are different methods for doing this type of analysis, but we chose Ward’s because it is the most adequate when Correspondence Analysis has been

previously used. Ward's method uses the factors obtained through the Correspondence Analysis for obtaining the classifications of the branches of activity.

In our paper we analyse part-time employment in the year 2002. The legal framework concerning part-time employment is the same for all the branches of activity, in both the Netherlands and Spain. Thus, we could expect similar rates of part-time employment in all the branches of activity. The rates of part-time employment in the Netherlands and Spain are very different, but do they have a common tendency?. Do those branches of activity with a part-time employment rate above the average in the Netherlands, also have a part-time employment rate above the average in the Spain? Are the reasons why employees work part-time similar in both countries?. These and other questions will be explored in the analysis.

In the case of Spain we have carried out two analysis. The first includes the variable 'Full-time working day'(1 FT) and the different types of part-time working day (reasons why employees work part-time). In both cases, in this first analysis the weight of the 'Full-time working day' variable is very high, so the information it provides about part-time employment is rather meagre. This is why we have done a second analysis which excludes the variable 'Full-time working day'. Thus, we can characterise part-time employment. In the case of The Netherlands, the weight of the 'Full-time working day' variable is not high and the analysis that includes this variable and the ones related to part-time employment describes the Dutch situation. Thus, it was not necessary to do an analysis excluding the variable 'Full-time working day'.

Concerning the different reasons for working part-time, for 2002 they were seven: 'Part-time job taken because person is undergoing school education or training' (2 PT), 'Part-time job taken because of own illness or disability' (3 PT), 'Part-time job taken because person could not find a full-time job' (4 PT), 'Part-time job taken because person did not want a full-time job'(5 PT), 'Part-time job taken because of other reasons' (6 PT), 'Person with a part-time job but giving no reason' (7 PT) and 'Part-time job taken because of looking after children or incapacitated adults'(8 PT).

The individuals studied correspond with the Classification NACE 1D.

4. Part-time employment in Spain

4.1 Part-time employment in Spain in the year 2002

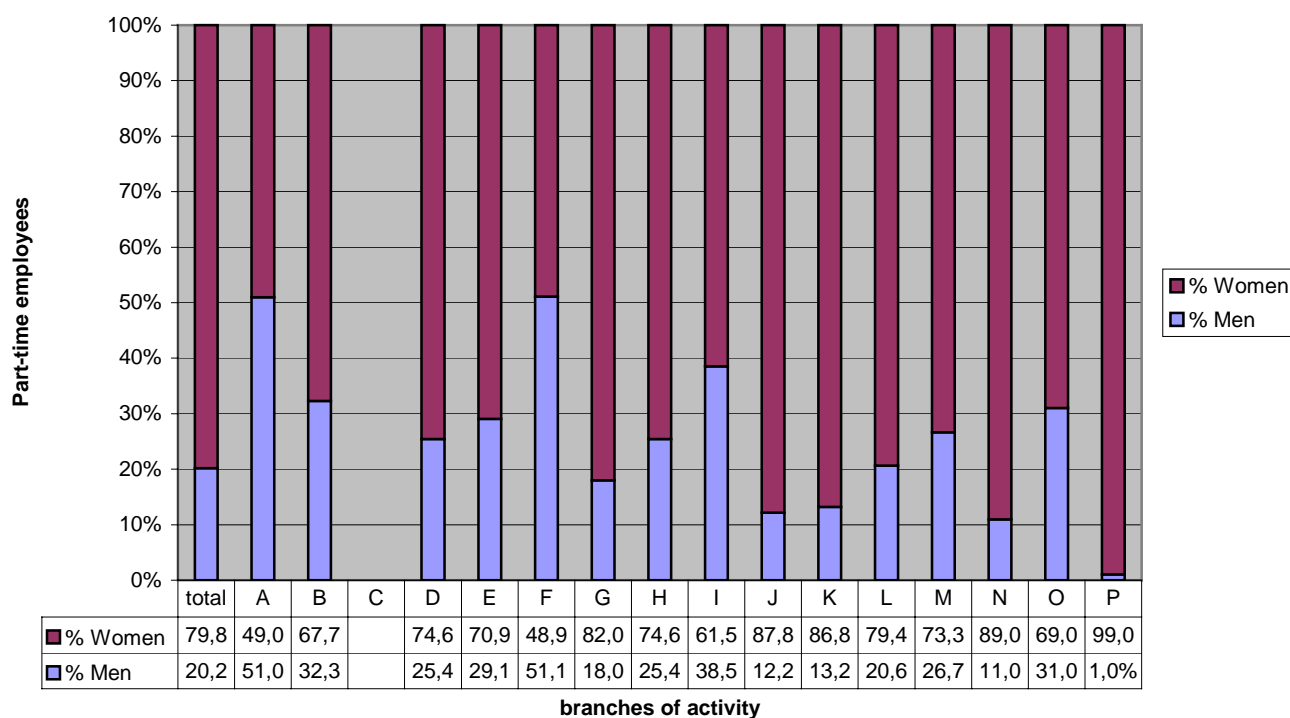
In 2002 the share of part-time employment in Spain was small, lower than the EU-15 average (Table 3):

Table 3: Part-time employees in Spain and the EU-15 in the year 2002

	Total	Men	Women
Spain	7.97% (1,249,029)	2.57% (261,207)	16.96% (1,032,822)
EU-15	17.91%	6.59%	33.41%

Source: European Labour Force Survey 2002

Figure 1: Part-time employment in Spain in the year 2002



Source: European Labour Force Survey 2002

In the Figure 1 for the total part-time employed population, the percentages of women and men for each of the branches of activity are shown.⁴ The percentage of women is higher than 50% in

⁴ See the correspondences of the letters A, B, C..., with the branches of activity, and of 1FT, 2PT, 3PT,..., with the types of working day in the Appendix 1

all the branches of activity, with the exception of Agriculture and Construction, in which the percentage of men is higher than 50%.

In 2002 Households and Fishing, with 55.54% and 43.22% of women employed part-time respectively, are the two branches with the highest shares of women employed part-time, with a big gap in relation to the rest of branches (Table 7).⁵

In the analysis that does not include the full-time working day variable (Table 8), the main features obtained from a direct analysis of the data for the year 2002 are:

- 52.89% of part-time employed women work 'Part-time due to other reasons'. This percentage is 78.01% in Fishing and 64.06% in Agriculture.
- 9.48% of women employed part-time work 'Part-time due to not wanting a full-time job'. This percentage is 23.89% in Construction.
- From the total part-time employed women 12.85% work 'Part-time due to looking after children or incapacitated adults'. This percentage is 22.47% in Manufacturing, 21.33% in Agriculture and 21.31% in Construction.

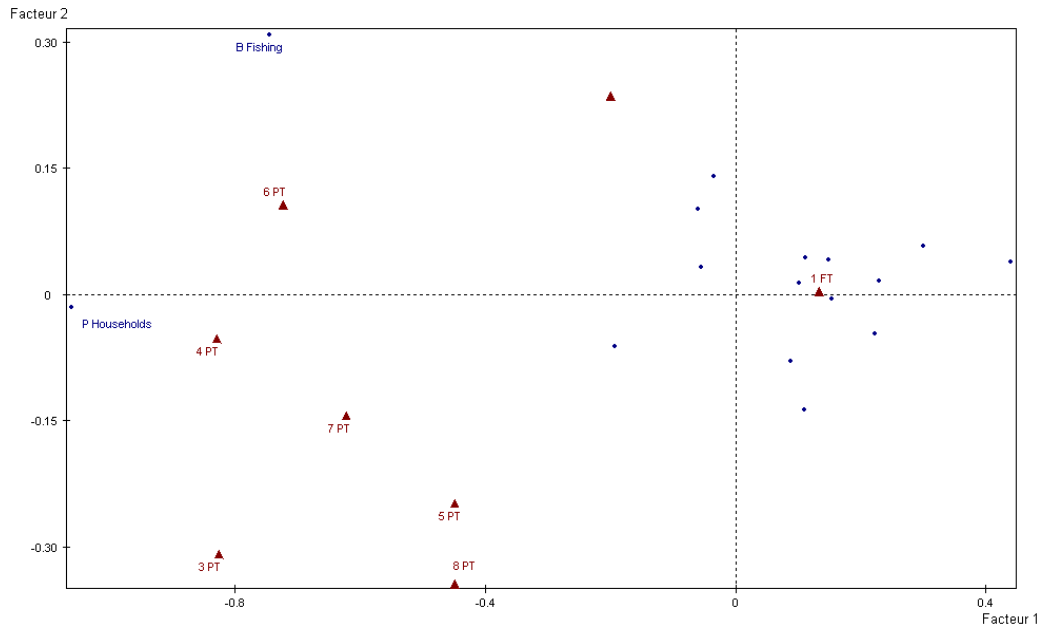
In the analysis of correspondences that includes the 'Full-time working day' variable (Table 9) the first factorial axis explains 86.54% of the inertia-information. It opposes 'Full time working day', which is situated in the positive part of the first axis, to all the rest of categories (the different kinds of part-time working day), that are situated in the negative part of the axis as it can be observed in the Graph 1.⁶

The two branches of activity that are situated more to the left in this first axis (the branches that in relative terms present more part-time employment) are Households and Fishing.

⁵ All the tables can be found at the end of the paper in the Appendix 2. A bigger explanation of them and of the statistical concepts that have been used in order to interpret them can be found in the working paper edited by the Amsterdam Institute for Advanced Labour Studies (downloadable from www.uva-aias.net/files/working_papers/WP34.pdf).

⁶ See Escofier and Pagès (1991) for interpretation rules

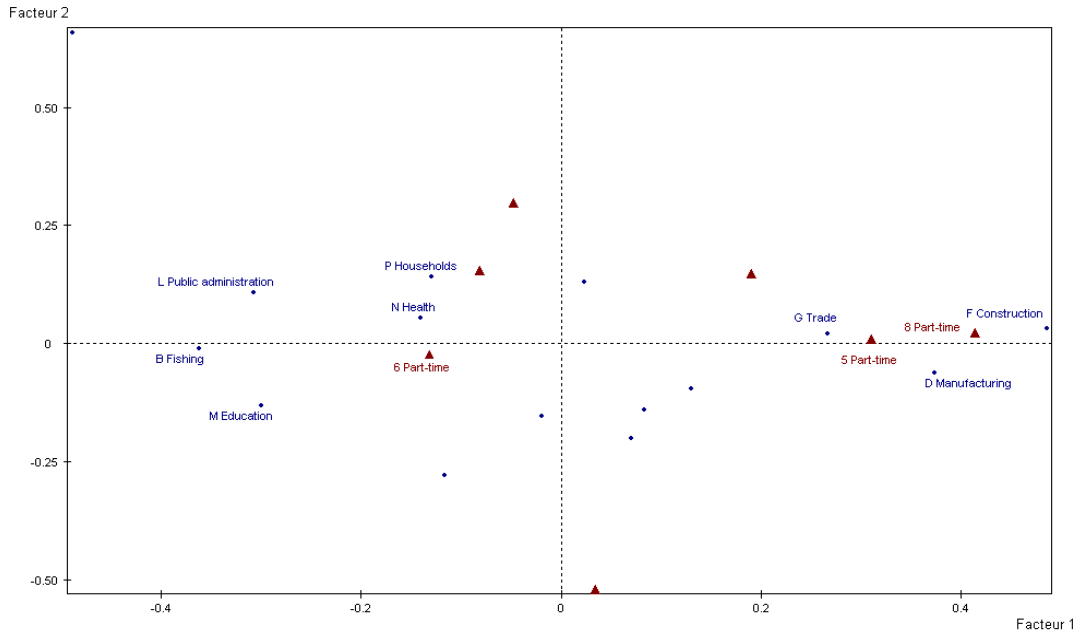
Graph 1: Employed women by branch of activity and type of working day in Spain in 2002. First factorial axis



Note: In the graph only the reasons for working part-time that are well represented in the analysed axis, according to the relative and absolute contributions, are displayed with their name.

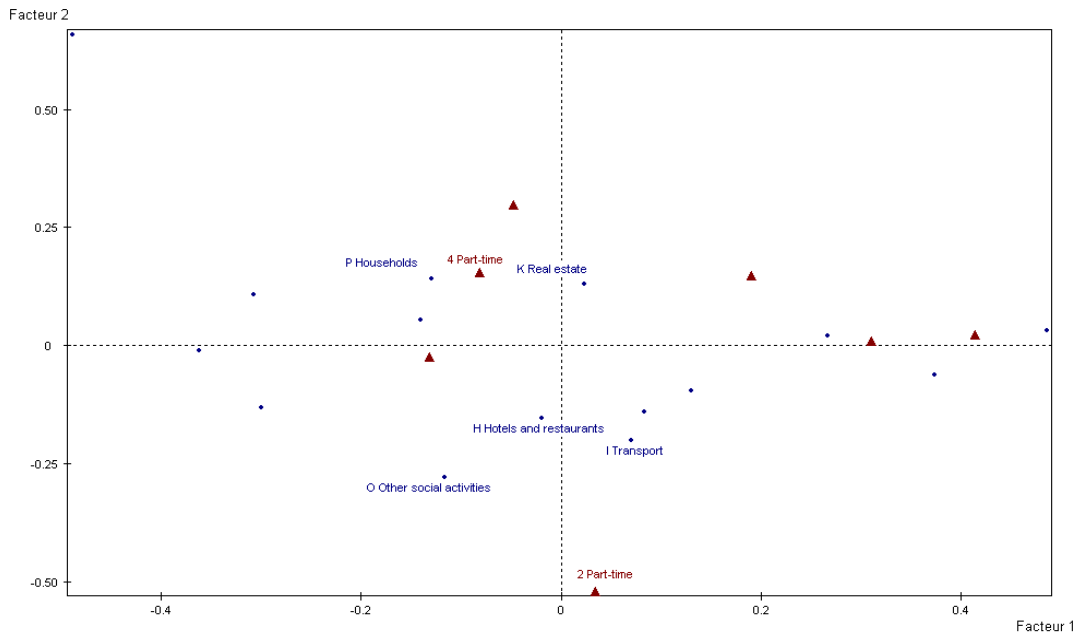
In the analysis that does not include the ‘Full-time working day’ variable (Table 10), the first factorial axis (Graph 2) explains 51,68% of the initial information. Public administration, Education, Health, Households and Fishing are branches which are located close to ‘Part-time due to other reasons’ whereas Manufacturing, Construction and Trade join to ‘Part-time due to looking after children or incapacitated adults’ and ‘Part-time due to not wanting a full-time job’.

Graph 2: *Employed women by branch of activity and type of working day in Spain in 2002 excluding the Full-time working day variable. First factorial axis*



Note: In the graph only the branches of activity and the reasons for working part-time that are well represented in the analysed axis, according to the relative and absolute contributions, are displayed with their name.

Graph 3: *Employed women by branch of activity and type of working day in Spain in 2002 excluding the Full-time working day variable. Second factorial axis*

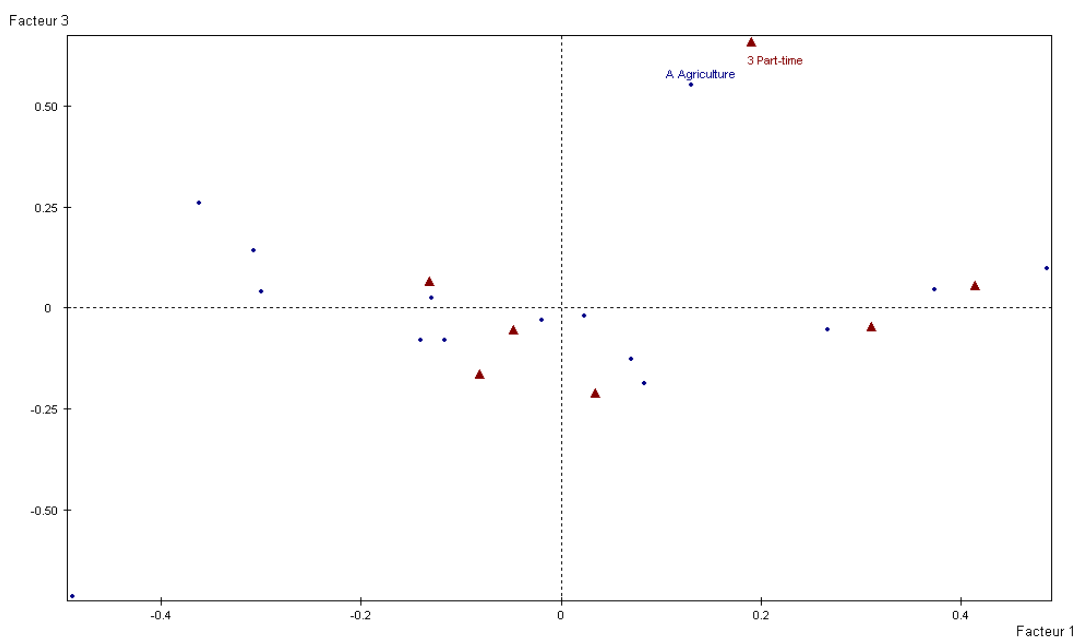


Note: In the graph only the branches of activity and the reasons for working part-time that are well represented in the analysed axis, according to the relative and absolute contributions, are displayed with their name.

The second factorial axis (Graph 3) explains 22.44% of the inertia information. Hotels and restaurants, Transport and Other social activities join to ‘Part-time because person in undergoing school training or education’, in opposition to Real state and Households that join to ‘Part-time due to not finding a full-time job’.

The third factorial axis (Graph 4) explains 15.18% of the inertia information. Agriculture joins to ‘Part-time due to own illness or disability’.

Graph 4: *Employed women by branch of activity and type of working day in Spain in 2002 excluding the Full-time working day variable. Third factorial axis*



Note: In the graph only the branches of activity and the reasons for working part-time that are well represented in the analysed axis, according to the relative and absolute contributions, are displayed with their name.

In order to obtain a classification of the branches of activity through the type of working day we applied Ward’s method (or method of aggregation based on the variance). This is an ascendant hierarchical automatic classification method. This method starts from the breakdown of the total inertia in ‘inertia inter’ and ‘inertia intra’, as is reflected in the following equation:

$$\text{Total inertia} = \text{inertia inter} + \text{inertia intra.}$$

It consists in maximizing the inertia inter or, equivalently, minimizing the inertia intra (inside the classes). Thus, the advantage of Ward’s method consists in that it allows one to find the division

in which the obtained classes are very homogeneous within its class and very heterogeneous with the rest of the classes.

Looking at the ratio inter variance/total variance, at the dendrogram and at the explicative power of the classes, in the analysis which includes the variable 'Full-time working day' a classification into five classes has been established:

1. Agriculture, Mining and quarrying, Manufacturing, Electricity supply, Financial intermediation, Public administration and Health: characterised by 'Full-time working day'.
2. Construction, Trade and Transport: characterised by 'Full-time working day', 'Part-time due to looking after children or incapacitated adults' and 'Part-time due to not wanting a full-time job'.
3. Hotels and restaurants, Education and Other social activities: characterised by 'Part-time due to other reasons' and 'Part-time because person is undergoing school training or education'.
4. Real State: characterised by 'Part-time due to not finding a full-time job' and 'Part-time due to other reasons'.
5. Fishing and Households: characterised by 'Part-time due to other reasons' and 'Part-time due to not finding a full-time job'.

In the analysis that does not include the variable 'Full-time working day' a classification into five classes has been established:

1. Agriculture: characterised by 'Part-time due to other reasons' and 'Part-time due to looking after children or incapacitated adults'.
2. Manufacturing, Construction and Trade: characterised by 'Part-time due to looking after children or incapacitated adults' and 'Part-time due to not wanting a full-time job'.
3. Electricity supply, Real state, Health and Households: characterised by 'Part-time due to not finding a full-time job' and 'Part-time due to other reasons'.
4. Hotels and restaurants, Transport, Financial intermediation and Other social activities: characterised by 'Part-time because person is undergoing school training or education'.
5. Fishing, Public administration and Education: characterised by 'Part-time due to other reasons'.

4.2 Main conclusions for Spain and brief comparison with the results obtained for the year 1995

In this section, we point out the main conclusions of our analysis. In order to check if there is a stability in the results, we have carried out the same analysis done for 2002 for the year 1995 (Ferreiro and Sirvent, 2005; Sirvent, 2005). Thus, in this section we do a brief comparison between the two years, pointing out the main changes that have occurred and the characteristics that remain stable.

In 1995 16.52% of employed women worked part-time whereas in 2002 this percentage was 16.96%. Thus, in relative terms there is almost no increase.

In both years, Households is the branch that presents a higher percentage of part-time employed women. In 1995, 54.43% of women employed in Households worked part-time whereas this percentage was 55.54% in 2002. Fishing is the branch with a higher percentage of women employed part-time behind Households. In 1995, 45.71% of women employed in Fishing worked part-time. This percentage was 43.21% in 2002. The shares of part-time employment in the other branches are much lower.

Furthermore, the main reasons for working part-time in these two branches do not change in the two analysed years. In the case of women employed part-time in Households, the main reason for working part-time is 'Part-time due to other reasons' (67.31% in 1995 and 56.75% in 2002) followed by 'Part-time due to not finding a full-time job' (27.59% in 1995 and 22.65% in 2002). In the case of women employed in the Fishing branch, the main reason for working part-time is 'Part-time due to other reasons' (100% in 1995 and 78.01% in 2002).

In the case of Agriculture, the main reason for working part-time (both years) is 'Part-time due to other reasons' (85.48% in 1995 and 64.06% in 2002) followed by 'Part-time due to own illness or disability' (10.57%) in 1995 and 'Part-time due to looking after children or incapacitated adults' (21.33%) in 2002. It should be noted that the LFS classification in 1995 does not include 'Part-time due to looking after children or incapacitated adults'. What characterises Agriculture with regard to the rest of branches of activity, specially in 1995, is its relationship with the reason 'Part-time due to own illness or disability' and not with 'Part-time work due to other reasons'. This is due to the fact that in this analysis all the conclusions about a variable are in relation to other variables. In 1995, 10.57% of total part-time employed women in Agriculture worked

‘Part-time due to own illness or disability’ whereas just 1.19% of total part-time employed women did so. And 67.96% of total part-time employed women worked ‘Part-time due to other reasons’ while 85.48% did so in Agriculture. Whereas the percentage of women employed ‘Part-time due to own illness or disability’ in Agriculture (10.71%) is nine times the average of 1.19%, the percentage of women employed ‘Part-time due to other reasons’ in Agriculture (85.48%) is only 1.26 times the average of 67.96%. In 2002, 3.15% of total part-time employed women in Agriculture work ‘Part-time due to own illness or disability’ whereas just 0.55% of total part-time employed women do it .

The relation between Agriculture and ‘Part-time due to illness’ appears in the first factorial axis of the analysis that does not include the Full-time working day variable for 1995, and in the third factorial axis of this same analysis in 2002. The existing data from 1987 until the present moment show that:

- The number of part-time employed women in Agriculture decreases constantly, whereas the number of part-time employed women grows continuously.
- The number of women employed ‘Part-time due to own illness or disability’ also decreases with time. There is a big gap between 1995 and 1996 in the number of women employed ‘Part-time due to own illness or disability’. In 2003 and 2004 this relationship is almost non-existent.⁷

Both years, in the analysis that includes the Full-time working day variable, the first factorial axis opposes the ‘Full-time working day’ variable to all the variables related to part-time employment. Furthermore, the branches of activity that join to Part-time employment variables are all in the services sector (with the exception of Fishing).

Concerning the obtained clusters for the analysis which includes the Full-time working day variable:

- For 1995 we opted for a classification into six classes while for 2002 we opted for a classification into five classes.
- For both years, Fishing and Households are a separated class and, for both years, this class is characterised by ‘Part-time due to other reasons’ and ‘Part-time due to not finding a full-time job’.

⁷ Data taken from the Spanish Labour Force Survey: www.ine.es

- For both years, Real State is a separated class, and is characterised by 'Part-time due to not finding a full-time job' and 'Part-time due to other reasons'. It is a class separated from the one of Fishing and Households because the share of part-time workers is much higher in these two branches than in Real State.
- Class 4 for 1995 is the same as class 3 for 2002: Hotels and restaurants, Education and Other social activities. Both years are characterised by 'Part-time due to other reasons' and 'Part-time because person is undergoing school education or training'
- Agriculture, which was a separate class for 1995, joins to class 3 (Mining and quarrying, Manufacturing, Electricity supply, Transport, Public administration and Health) to create (roughly) class 1 for 2002. Both years are characterised by the variable 'Full-time working day'. But for 1995 Agriculture is also characterised by 'Part-time due to own illness or disability' which is why it is in a separate class for 1995.
- Class 2 for 1995 (Construction, Trade and Financial intermediation) is very similar to Class 2 for 2002. Both are characterised by the variables 'Full-time working day' and 'Part-time due to not wanting a full-time job'.

The data concerning why part-time employed women work part-time reveal some changes between the two analysed years (Table 4). The percentage of women employed 'Part time due to own illness or disability' fell from 1.19% (8,407 women) in 1995 to 0.55% in 2002 (5,650 women). The same applies to those women working 'Part-time but giving no reason': they have gone from a percentage of 1.31% (9,251 women) in 1995 to a percentage of 0.85% (8,802 women) in 2002. The percentage of women employed 'Part time due to not finding a full-time job' has also decreased from 21.82% in 1995 to 18.79% in 2002, although in absolute terms there has been an increase from 154,044 to 194,077 women. The same applies to the women employed 'Part time due to other reasons': the share fell from 67.96% in 1995 to a 52.89% in 2002, although in absolute terms there was an increase from 479,878 to 546,257 women. The fall in relative terms of the reason 'Part-time due to other reasons' is explained by the introduction in 2002 of the reason 'Part-time due to looking after children or incapacitated adults' in the Classification of the European Labour Force Survey, reason that in 1995 was included in 'Part-time due to other reasons'. For the other reasons for which women work part time, there was an increase in both relative and absolute terms. It is remarkable that the group of women working

'Part time due to not wanting a full-time job' increases from 3.58% (25,267 women) in 1995 to 9.48% (97,914 women) in 2002.⁸

Table 4: Part-time employed women in Spain by reason

	2 PT	3PT	4PT	5PT	6PT	7PT	8 PT
1995	3.88% (47,381)	1.19% (8,407)	21.82% (154,044)	3.58% (25,267)	67.96% (479,878)	1.31% (9,251)	----
2002	4.59% (27,372)	0.55% (5,650)	18.79% (194,077)	9.48% (97,914)	52.89% (546,257)	0.85% (8,802)	12.55% (132,741)

Fuente: European Labour Force Survey 1995, 2002

4. Part-time employment in The Netherlands

4.1 Part-time employment in The Netherlands in the year 2002

In 2002 The Netherlands had the highest share of part-time employees of the whole EU (Table 5):

Table 5: Part-time employees in the Netherlands and the EU-15 in the year 2002

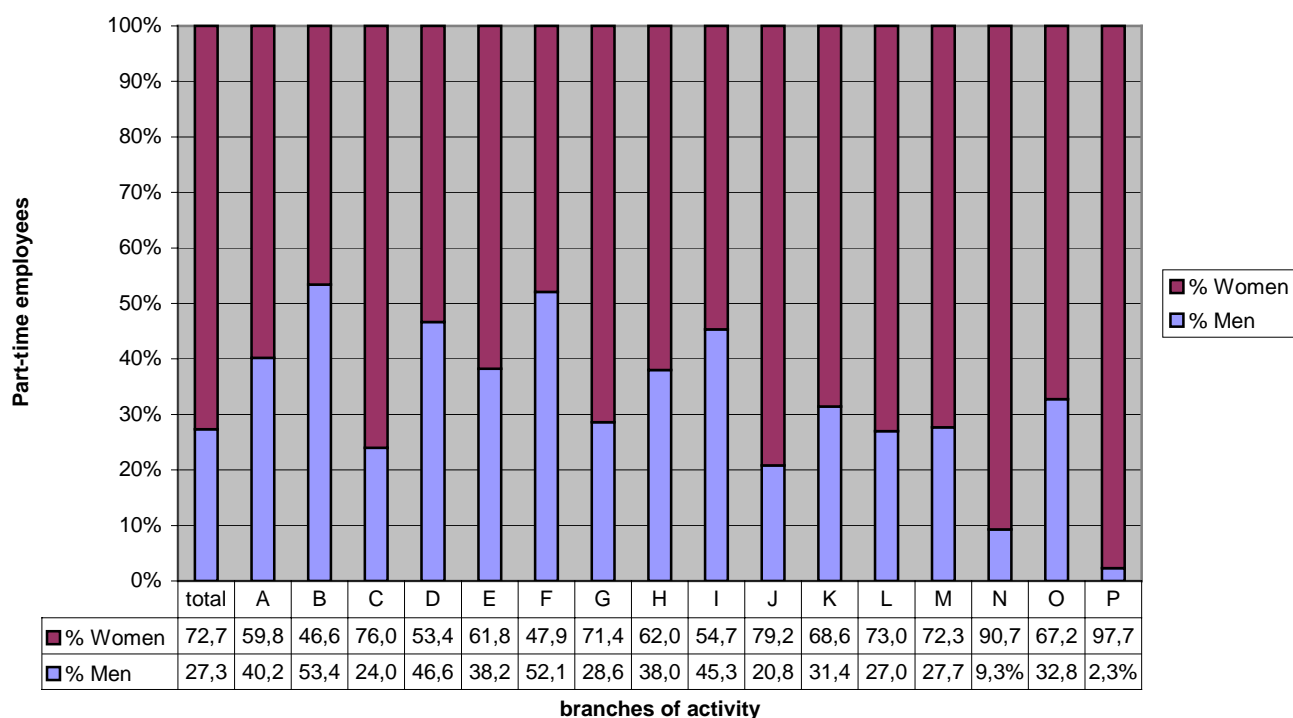
	Total	Men	Women
The Netherlands	43.05% (3,188,799)	20.76% (872,014)	72.73% (2,316,785)
EU-15	17.91%	6.59%	33.41%

Source: European Labour Force Survey 2002

The Figure 2 shows for the total part-time employed population, the percentages of women and men for each of the branches of activity.⁹ The percentage of women is higher than 50% in all the branches of activity with the exception of Fishing and Construction in which the percentage of men is higher than 50%. In the Agriculture, Manufacturing and Transport branches, the percentage of men is above 40%.

⁸ This last result is in accordance with the results of the Options of the Future Survey (European Foundation for the Improvement of Living and Working Conditions, 1998). This survey reveals that an important share of European citizens would like to reduce their working hours in the present and in the near future (five years). The survey reflects that 54% of those presently working, both as self-employed and dependant employees, would prefer to work less if they were able to have a free choice, taking the need to earn a living into account. At the same time, 35% were content with their present schedule, while 11% wanted to work longer hours. The net outcome of these shifting preferences would be that the average working week would fall from 39 to 34.5 hours (Atkinson, 2000: 24).

⁹ See the correspondences of the letters A, B, C..., with the branches of activity, and of 1FT, 2PT, 3PT,..., with the types of working day in the Appendix 1

Figure 2: Part-time employment in The Netherlands in the year 2002

Source: European Labour Force Survey 2002

In the analysis done for the Spanish case, the weight of the 'Full-time working day' variable was very high and did not allow us to characterize properly the part-time employment in Spain. In the case of The Netherlands, this does not happen so it is not necessary to do an analysis excluding the 'Full-time working day' variable.

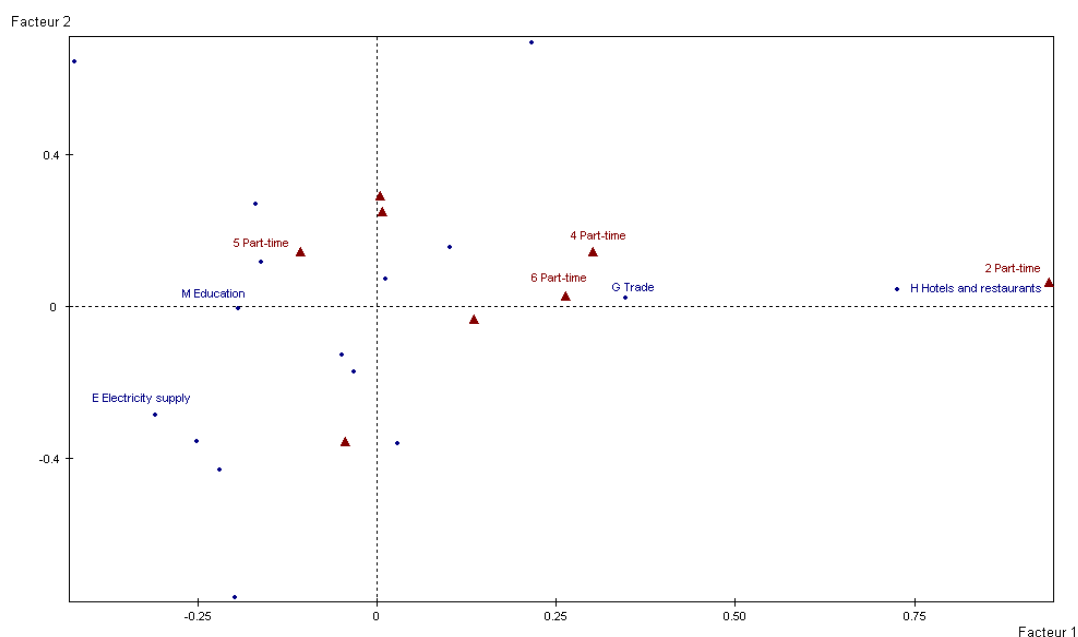
The main features that we obtain from a direct analysis of the data (table 11 and 12) are:

- Mining and quarrying is the only branch in which less than 50% of the employed women work on a part-time basis (38.83%).
- The percentage of part-time employed women is above 70% in Agriculture (78.01%), Fishing (100%), Construction (73.91%), Trade (74.93%), Hotels and restaurants (77.73%), Education (71.73%), Health (83.36%), Other social activities (75.98%) and Households (95.74%).
- 54.55% of employed women work 'Part-time due to not wanting a full-time job' while only 1.25% work 'Part-time due to not finding a full-time employment.
- 27.77% of employed women work 'Full-time'. This percentage is 61.17% in Mining and quarrying, 41.78% in Manufacturing, 42.56% in Electricity supply, 48.44% in Financial intermediation and 44.40% in Public administration.

- 6.18% of employed women work ‘Part-time because person is undergoing school training or education’. This percentage is 22.80% in Hotels and restaurants and 14.58% in Trade.
- 16.47% of employed women work in the branch of activity Trade. 17.09% of part-time employed women work in this branch of activity, and 38.86% of women employed ‘Part-time because person is undergoing school education or training’ work in the branch Trade.
- The percentage of women employed ‘Part-time due to not wanting a full-time job’ is very high in all the branches of activity. Mining and quarrying is the branch with the smaller share of women employed part-time for this reason (31.43% of women employed in this branch of activity work ‘Part-time due to not wanting a full-time job’).

In the analysis of correspondences (table 13) the first factorial axis (Graph 5) explains 49.16% of the inertia information. Hotels and restaurants and Trade join to ‘Part-time because person is undergoing school education or training’ and, to a lesser extent, to ‘Part-time due to not finding a full-time job’ and ‘Part-time due to other reasons’, in opposition to Electricity supply and Education that join to ‘Part-time due to not wanting a full-time job’.

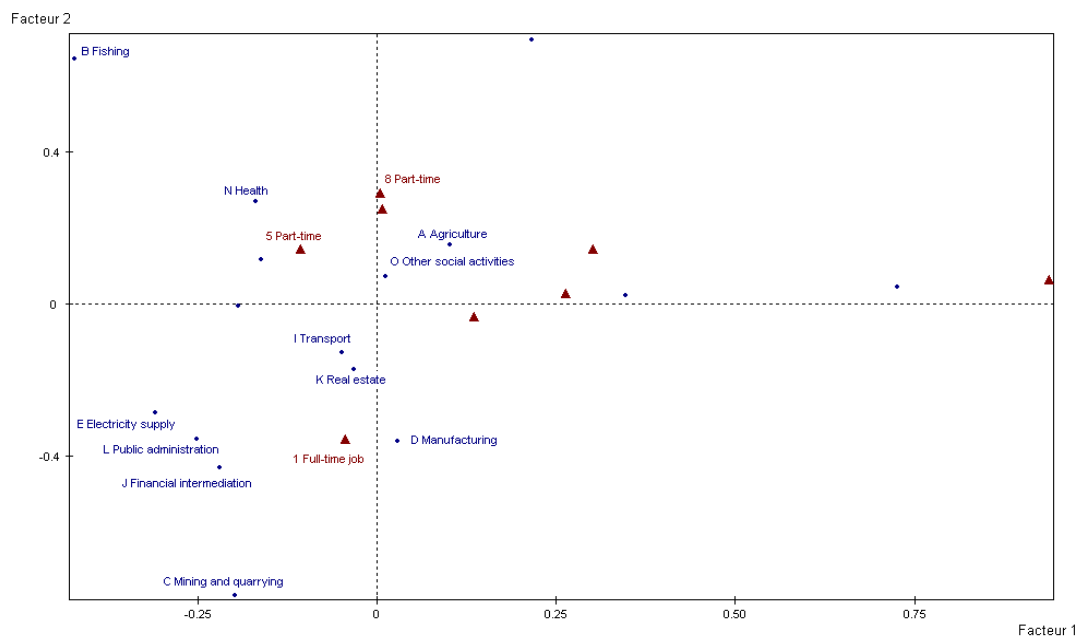
Graph 5: *Employed women by branch of activity and type of working day in The Netherlands in 2002. First factorial axis*



Note: In the graph only the branches of activity and the reasons for working part-time that are well represented in the analysed axis, according to the relative and absolute contributions, are displayed with their name.

The second factorial axis (Graph 6) explains 39.60% of the inertia information. Mining and quarrying, Manufacturing, Electricity supply, Transport, Financial intermediation, Real state and Public administration join to the variable ‘Full-time working day’, in opposition to Agriculture, Fishing, Health and Other social activities that join to ‘Part-time due to not wanting a full-time job’ and ‘Part-time due to looking after children or incapacitated adults’.

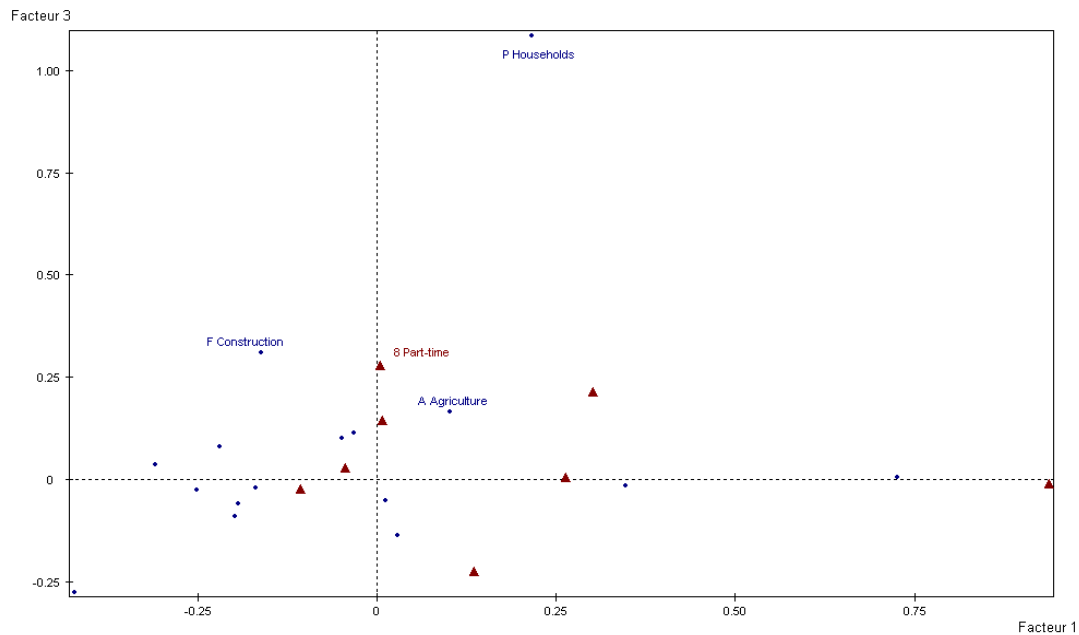
Graph 6: Employed women by branch of activity and type of working day in The Netherlands in 2002. Second factorial axis



Note: In the graph only the branches of activity and the reasons for working part-time that are well represented in the analysed axis, according to the relative and absolute contributions, are displayed with their name.

The third factorial axis (Graph 7) explains 5.40% of the inertia information. Agriculture, Construction and Households join to ‘Part-time due to looking after children or incapacitated adults’.

Graph 7: *Employed women by branch of activity and type of working day in The Netherlands in 2002. Third factorial axis*



Note: In the graph only the branches of activity and the reasons for working part-time that are well represented in the analysed axis, according to the relative and absolute contributions, are displayed with their name.

A classification into three classes has been established:

1. Mining and quarrying, Manufacturing, Electricity supply, Transport, Financial intermediation, Real state, Public administration and Education: characterised by the variable 'Full-time working day'.
2. Agriculture, Construction, Health, Other social activities and Households: characterised by 'Part-time due to not wanting a full-time job', 'Part-time due to looking after children or incapacitated adults' and 'Part-time due to own illness or disability'
3. Trade and Hotels and restaurants: characterised by 'Part-time because person is undergoing school education or training' and 'Part-time due to not finding a full-time job'.

4.2 Main conclusions for the Netherlands and brief comparison with the results obtained for the year 1995

In this section, as we have done in the respective section for Spain, we point out the main conclusions of our analysis. In order to check if there is a stability in the results, we have carried out the same analysis done for 2002 for the year 1995 (Sirvent, 2005). Thus, in this section we do

a brief comparison between the two years, pointing out the main changes that have occurred and the characteristics that remain stable.

In 1995, 66.57% of employed women were working on a part-time basis. This figure was 72.73% in 2002. The weight of part-time employment in The Netherlands is high, specially for the women. This weight is well above the EU average both for men and women. Furthermore, in the case of part-time employed women there has been an important increase in the share of part-time employment between 1995 and 2002.

If we look to the total part-time employed population we observe that in most branches of activity the women are more than 50% of the part-time employed population. In 1995 only in Fishing and Construction the percentage of men was above 50% (89.4% and 56.50% respectively). In the year 2002 only the branch of activity Construction presents a percentage of men above 50% (52.1%).

In most branches of activity the percentage of women working part-time is above 50%. In 1995 only in Mining and quarrying and Financial intermediation there were less than 50% of the employed women working part-time (39.41% and 41.80%). In 2002 only Mining and quarrying presented a percentage of women employed part-time below 50% (38.83%).

The percentage of part-time employed women is over 70% in many branches of activity for both years. For 1995 this applies to Agriculture, Fishing, Hotels and restaurants, Health, Other social activities and Households; for 2002, in addition to the above branches also in Construction, Trade and Education more than 70% of women worked on a part-time basis.

In 1995, 53.46% of employed women worked 'Part-time due to not wanting a full-time job' while only 3.96% worked 'Part-time due to not finding a full-time job'. In 2002 54.55% of employed women worked 'Part-time due to not wanting a full-time job' while 1.25% worked 'Part-time due to not finding a full-time job'. Thus, there has been an increase in voluntary part-time employment and a decrease in involuntary part-time employment.

For both years there is a strong relationship between 'Part-time because person is undergoing school education or training' and Hotels and restaurants and Trade.

The branches that provide relatively more full-time jobs are Mining and quarrying, Manufacturing, Electricity supply, Financial intermediation and Public administration.

Concerning the obtained clusters:

- For both years we opted for a classification into three classes.
- Class 3 (Trade, and Hotels and restaurants) does not change between 1995 and 2002, and both years are characterised by 'Part-time because person is undergoing school education or training' and 'Part-time due to not finding a full-time job'.
- Class 1 of 1995 (Agriculture, Education, Health, Other social activities and Households) is very similar to Class 2 of 2002 except for one branch: instead of Education being part of Class 1 (as it was in 1995), Construction is. Both years are characterised by 'Part-time due to not wanting a full-time job' and 'Part-time due to own illness or disability'. In 2002 it is also characterised by 'Part-time due to looking after children or incapacitated adults', a variable that did not appear in the LFS 1995.
- Class 2 of 1995 (Mining and quarrying, Manufacturing, Electricity supply, Construction, Transport, Financial intermediation, Real state and Public administration) is very similar to Class 1 of 2002 except for one branch: instead of Construction being part of Class 2 (as it was in 1995) Education is. Both years are characterised by the variable 'Full-time working day'.

The data on part-time employed women by the reason they work part time reveals some changes between the two analysed years (Table 6). The percentage of women employed 'Part time due to own illness or disability' has decreased from 3.01% (52,787 women) in 1995 to 0.64% (14,916 women) in 2002. The percentage of women employed 'Part time due to not finding a full-time job' has also decreased from 5.95% (104,372 women) to 1.73% (40,147 women) in 2002. The percentage of women employed 'Part time because the person is undergoing school education or training' also decreased between 1995 and 2002 (from 10.76% to 8.55%), while in absolute terms there was an increase from 188,743 to 198,185 women. The same applies to those women employed 'Part time due to not wanting a full-time job': there was a decrease in relative terms from 80.28% in 1995 to 75.52% in 2002, while in absolute terms there was an increase from 1,408,251 women in 1995 to 1,749,251 women in 2002. It is important to point out that in 2002 the LFS for the Netherlands includes three new reasons for working part time: 'Part time due to other reasons' (1.08% of all part-time employed women; 24,916 women), 'Person with a part-time job but not giving a reason' (6.25% of all part-time employed women; 144,813 women) and

'Part time due to looking after children or incapacitated adults' (6.23% of all part-time employed women; 144,241 women).

Table 6: Part-time employed women by reason in the Netherlands

	2 PT	3PT	4PT	5PT	6PT	7PT	8PT
1995	10.76% (188,743)	3.01% (52,787)	5.95% (104,372)	80.28% (1,408,251)	-----	-----	-----
2002	8.55% (198,185)	0.64% (14,916)	1.73% (40,147)	75.52% (1,749,251)	1.08% (24,916)	6.25% (144,813)	6.23% (144,241)

Source: European Labour Force Survey 1995, 2002

5. Comparison between Spain and The Netherlands

The situation of part-time employment is so different in the two countries that drawing a comparison is not easy. We have already explained in detail the characteristics of part-time employment in both countries. We have also shown the main conclusions of the analysis for each country and the changes that have occurred in the situation of part-time employment, so we shall not go back through them but simply point out the main conclusions:

1. In both years, the weight of part-time employment in Spain was one of the lowest in the EU-15 for both the employed women and employed men. On the contrary, the weight of part-time employment in The Netherlands was very high, especially in the case of employed women. In both years, The Netherlands is the EU-15 country with the highest rate of part-time employment.
2. Between 1995 and 2002 the weight of part-time employment in Spain hardly changed. In The Netherlands, the weight of part-time employment increased by some percentage points. This increase is especially important in the case of employed women.
3. In both years, in The Netherlands the main reason for working part-time was 'Part-time due to not wanting a full-time job' (more than 50% of employed women worked part-time due to this reason) while the percentage of 'part-time employed women due to not finding a full-time job' is very low (i.e. less than 4%). Furthermore, there was an important decrease, in both relative and absolute terms, of women employed part-time due to this reason.

In Spain, the percentage of women employed 'Part-time due to not wanting a full-time job' was low even though there was a big increase, in both in relative and absolute terms, from 1995 to 2002. The percentage of women employed 'Part-time due to not finding a full-time job' was high. But the main reason for Spanish employed women to work part-time was 'Part-time due to other reasons'.

4. In Spain, Households and Fishing were, in both years, the branches of activity with a higher proportion of women employed part-time (although in no case was this percentage over 60%). In The Netherlands, the percentage of women employed part-time was over 70% in many branches of activity, mainly in the services sector and also in Agriculture and Fishing.
5. In the Netherlands, an important percentage of women are employed in the Health branch. This applies especially to part-timers: almost one third of part-time employed women work in Health. On the contrary, the importance of this branch of activity among the Spanish female workers is rather small: less than 7% of part-time employed women in Spain work in this branch of activity.
6. In The Netherlands it is important to highlight the relationship that existed, both years, between 'Part-time because person is undergoing school education or training' and the Hotels and restaurants and Trade branches. In Spain it is important to highlight the strong relationship that existed, both years, between 'Part-time due to other reasons' and Fishing.
7. Concerning the obtained clusters, there are two important remarks to make:
 - The stability of the classes is higher in The Netherlands than in Spain. This is because part-time employment is much more important in The Netherlands than in Spain.
 - In Spain, the share of part-time employment in some of the branches of activity is rather small. This implies that, in certain branches of activity, there are big changes in the reasons for which employed women work part-time from one year to another. Thus, the classification changed between the two analysed years much more than in The Netherlands, a country where part-time employment rates are much higher.
8. Both in Spain and the Netherlands, the rate of full-time job is above the average in such branches as Mining and Quarrying, Manufacturing, Electricity Supply, Transport, Financial intermediation and Public administration. In general terms, the rate of part-time employment is above the average in the Services sector.
9. Although there are big differences in the rates of part-time employment in the Netherlands and Spain, there are also many common tendencies that have been remarked.

At the beginning of the paper we wondered if, as the legal framework concerning part-time employment is the same for all the branches of activity, it could be expected that the share of part-time employment in the different branches of activity would be the same. But the analyses show that this is not the case; the percentage of women employed part-time varies enormously depending on the branch of activity, both in Spain and in the Netherlands. Although the reasons

for which women work part-time are different in Spain and the Netherlands, there are also similar features in certain branches of activity.

The Netherlands is the EU-15 country with the highest rate of part-time employment. The development of part-time employment in the Netherlands is closely linked to the late and rapid arrival of married women in the labour force and the dearth of childcare provision, and the legal framework has been adapted to these changes. In Spain, on the other hand, legislation concerning part-time employment has been modified each and every time that there has been a labour market reform, right since the concept of part-time employment appeared for the first time in the Worker's Statute in 1980, in an attempt to make part-time work a relevant modality of employment in the Spanish labour market. But these efforts have not succeeded, and the Spanish rate of part-time employment is still well below the EU average. This might be because Spanish employers do not seem to have come to terms with the concept of part-time work, and because of the bad quality of the part-time employment contracts: despite the legal framework, the rate of temporary employment of these contracts is very high and the hourly wage is 70% of that of a full-time worker.

Spanish employers obtain through temporary contracts the flexibility that Dutch employers obtain through part-time contracts. But temporary contracts cannot be a substitute of part-time contracts because of the negative consequences that this has for the economy in the medium and long term.

As part-time employment affects mainly women, the paper presents analyses only of female part-time employment. In this point we should wonder if part-time employment is, very often, a way of 'allowing' women to enter the labour market but making sure that they still are the main care-providers in the household. In Denmark (and in some other Scandinavian countries), the female labour participation rate is among the highest in Europe and the majority of women work full-time. In this country the rate of female part-time employment is close to the EU-15 average. It seems that where there are good and affordable childcare facilities many women choose to work full-time instead of working part-time or remaining at the household. Part-time employment is then an option rather than obligation, and is chosen only by those who want to have more free time for other activities.

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Appendix 1: Relation of the branches of activity and the reasons for working part-time

<i>BRANCHES OF ACTIVITY</i>	
NACE 1D CLASSIFICATION	Name in the paper
A Agriculture, hunting and forestry	Agriculture
B Fishing	Fishing
C Mining and quarrying	Mining and quarrying
D Manufacturing	Manufacturing
E Electricity, gas and water supply	Electricity supply
F Construction	Construction
G Whole sale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	Trade
H Hotels and restaurants	Hotels and restaurants
I Transport, storage and communication	Transport
J Financial intermediation	Financial intermediation
K Real estate, renting, business activities	Real estate
L Public Administration and defence; compulsory social security	Public administration
M Education	Education
N Health and social work	Health
O Other community, social and personal service activities	Other social activities
P Activities of households	Households
<i>REASONS FOR WORKING PART-TIME</i>	
EUROPEAN LFS CLASSIFICATION	Name in the paper
1 Full-time working day	Full-time working day
2 Part time job which was taken because person is undergoing school education or training	Part time job which was taken because person is undergoing school education or training
3 Part time job which was taken because of own illness or disability	Part-time due to own illness or disability
4 Part time job which was taken because person could not find a full-time job	Part-time due to not finding a full-time job
5 Part time job which was taken because person did not want a full-time job	Part-time due to not wanting a full-time job
6 Part time job which was taken because of other reasons	Part-time due to other reasons
7 Person with a part-time job but giving no reason	Person with a part-time job but giving no reason
8 Part time job which was taken because of looking after children or incapacitated adults	Part-time due to looking after children or incapacitated adults

Appendix 2: Statistical Results

Table 7: Employed women by branch of activity and type of working day in Spain in 2002. Full-time vs. Part-time. Row profiles

	FT	PT
Total	83,04%	16,96%
A	88,72%	11,28%
B	56,78%	43,22%
C	100,00%	0,00%
D	91,04%	8,96%
E	89,13%	10,87%
F	86,19%	13,81%
G	85,84%	14,16%
H	80,62%	19,38%
I	86,49%	13,51%
J	91,61%	8,39%
K	75,89%	24,11%
L	94,87%	5,13%
M	82,19%	17,81%
N	89,04%	10,96%
O	80,35%	19,65%
P	44,46%	55,54%

Table 8: Employed women by branch of activity and type of working day in Spain in 2002 excluding the Full-time working day variable. Row profiles

	2 PT	3 PT	4 PT	5 PT	6 PT	7PT	8 PT
Total	4,59%	0,55%	18,79%	9,48%	52,89%	0,85%	12,85%
A	2,53%	3,15%	3,11%	5,82%	64,06%	0,00%	21,33%
B	0,00%	0,00%	10,14%	11,85%	78,01%	0,00%	0,00%
D	5,07%	0,53%	13,01%	15,51%	43,26%	0,15%	22,47%
E	0,00%	0,00%	63,15%	0,00%	36,85%	0,00%	0,00%
F	2,11%	0,00%	7,65%	23,89%	43,01%	2,03%	21,31%
G	5,04%	0,41%	18,54%	12,37%	41,97%	1,26%	20,42%
H	7,67%	0,71%	17,23%	9,85%	53,29%	0,20%	11,05%
I	9,91%	0,65%	19,66%	8,70%	46,61%	0,00%	14,47%
J	8,86%	0,00%	21,66%	9,63%	45,11%	0,00%	14,74%
K	2,58%	0,86%	21,87%	11,32%	49,85%	1,19%	12,33%
L	0,88%	0,00%	16,60%	4,67%	68,69%	2,55%	6,60%
M	6,10%	0,15%	16,01%	5,95%	66,30%	1,01%	4,47%
N	4,20%	0,12%	22,91%	7,52%	54,96%	1,19%	9,11%
O	10,19%	0,00%	15,82%	7,44%	56,98%	0,51%	9,06%
P	1,73%	0,65%	22,65%	6,87%	56,75%	0,80%	10,56%

Table 9: Employed women by branch of activity and type of working day in Spain in 2002. Eigen values and factorial axes

HISTOGRAMME OF THE FIRST 7 EIGEN VALUES

NUMBER	EIGEN VALUE	PERCENT.	ACUMULATED PERCENT.
1	0.0927	89.79	89.79
2	0.0053	5.09	94.88
3	0.0025	2.40	97.28
4	0.0015	1.43	98.71
5	0.0008	0.81	99.53
6	0.0003	0.30	99.83
7	0.0002	0.17	100.00

COORDINATES, CONTRIBUTIONS AND SQUARED COSINES OF THE FREQUENCIES ON THE AXES 1 TO 5
ACTIVE FREQUENCIES

FREQUENCIES				COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDEN - SHORT NAME	W.REL	DISTO		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1 FT	83.04	0.02		0.13	0.00	0.00	0.00	0.00	16.1	0.1	0.7	0.0	0.0	1.00	0.00	0.00	0.00	0.00
2 PT	0.78	0.36		-0.20	0.24	-0.49	0.11	0.05	0.3	8.2	76.7	6.5	2.3	0.11	0.16	0.69	0.03	0.01
3 PT	0.09	1.34		-0.82	-0.31	0.10	-0.49	0.35	0.7	1.7	0.4	15.0	13.3	0.51	0.07	0.01	0.18	0.09
4 PT	3.19	0.72		-0.83	-0.05	0.07	0.16	0.04	23.6	1.7	6.8	54.4	6.1	0.95	0.00	0.01	0.03	0.00
5 PT	1.61	0.30		-0.45	-0.25	-0.10	0.00	-0.17	3.5	19.0	7.0	0.0	53.1	0.66	0.20	0.04	0.00	0.09
6 PT	8.97	0.54		-0.72	0.11	0.01	-0.05	-0.01	50.5	19.3	0.3	17.2	1.1	0.97	0.02	0.00	0.01	0.00
7 PT	0.14	0.65		-0.62	-0.15	0.22	0.13	-0.24	0.6	0.6	2.9	1.6	10.3	0.59	0.03	0.08	0.02	0.09
8 PT	2.18	0.34		-0.45	-0.34	-0.08	-0.06	0.07	4.7	49.4	5.4	5.4	13.8	0.60	0.35	0.02	0.01	0.02

COORDINATES, CONTRIBUTIONS AND SQUARED COSINES OF THE INDIVIDUALS
AXES 1 TO 5

INDIVIDUALS				COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFICATOR	W.REL	DISTO		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
A Agriculture	3.92	0.05		0.15	0.00	0.02	-0.15	0.06	1.0	0.0	0.9	58.1	18.4	0.47	0.00	0.01	0.43	0.08
B Fishing	0.12	0.88		-0.74	0.31	0.07	-0.28	-0.34	0.7	2.1	0.2	6.2	16.4	0.63	0.11	0.01	0.09	0.13
C Mining and quarrying	0.07	0.20		0.44	0.04	0.09	0.01	0.01	0.1	0.0	0.2	0.0	0.0	0.95	0.01	0.04	0.00	0.00
D Manufacturing	12.67	0.05		0.22	-0.05	0.00	-0.02	0.00	6.8	5.4	0.0	2.5	0.0	0.94	0.04	0.00	0.01	0.00
E Electricity supply	0.29	0.12		0.11	0.04	0.19	0.24	0.09	0.0	0.1	4.0	11.2	3.0	0.10	0.02	0.29	0.47	0.07
F Construction	1.66	0.05		0.11	-0.14	-0.03	-0.06	-0.13	0.2	5.9	0.5	3.5	32.2	0.24	0.36	0.02	0.06	0.32
G Trade	18.78	0.01		0.09	-0.08	-0.02	0.01	0.00	1.6	22.5	2.5	1.7	0.5	0.52	0.42	0.02	0.01	0.00
H Hotels and restaurants	8.14	0.01		-0.05	0.03	-0.08	0.00	0.01	0.3	1.7	19.7	0.0	0.3	0.27	0.10	0.55	0.00	0.00
I Transport	3.32	0.02		0.10	0.01	-0.06	0.03	0.04	0.4	0.1	4.7	2.2	7.3	0.61	0.01	0.20	0.06	0.11
J Financial intermediati	2.73	0.06		0.23	0.02	0.00	0.04	0.02	1.5	0.1	0.0	2.6	1.7	0.95	0.00	0.00	0.03	0.01
K Real estate	10.42	0.04		-0.19	-0.06	0.02	0.02	-0.03	4.2	7.7	1.3	1.8	9.8	0.85	0.09	0.01	0.01	0.02
L Public administration	6.05	0.10		0.30	0.06	0.09	0.00	0.00	5.9	3.7	21.8	0.0	0.0	0.88	0.03	0.09	0.00	0.00
M Education	9.88	0.02		-0.03	0.14	0.00	-0.01	-0.02	0.1	37.2	0.0	1.1	6.4	0.05	0.90	0.00	0.01	0.03
N Health	10.78	0.03		0.15	0.04	0.05	0.03	0.00	2.6	3.4	12.9	7.9	0.1	0.79	0.06	0.11	0.04	0.00
O Other social activitie	5.06	0.03		-0.06	0.10	-0.12	0.02	0.00	0.2	9.8	27.2	1.1	0.1	0.13	0.37	0.48	0.01	0.00
P Households	6.12	1.13		-1.06	-0.02	0.04	-0.01	0.02	74.4	0.3	3.9	0.2	3.6	1.00	0.00	0.00	0.00	0.00

Table 10: Employed women by branch of activity and type of working day in Spain in 2002 excluding the Full-time working day variable. Eigen values and factorial axes

HISTOGRAMME OF THE FIRST 6 EIGEN VALUES

NUMBER	EIGEN VALUE	PERCENT.	ACUMULATED PERCENT.
1	0.0419	51.68	51.68
2	0.0182	22.44	74.12
3	0.0123	15.18	89.30
4	0.0055	6.78	96.08
5	0.0022	2.71	98.79
6	0.0010	1.21	100.00

COORDINATES, CONTRIBUTIONS AND SQUARED COSINES OF THE FREQUENCIES ON THE AXES 1 TO 5
ACTIVE FREQUENCIES

FREQUENCIES				COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDEN - SHORT NAME	W.REL	DISTO		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
2 PT	4.59	0.32		0.03	-0.52	-0.21	-0.06	0.01	0.1	68.7	16.4	3.0	0.4	0.00	0.84	0.14	0.01	0.00
3 PT	0.55	0.87		0.19	0.15	0.66	-0.49	-0.24	0.5	0.7	19.4	24.3	13.9	0.04	0.03	0.50	0.28	0.06
4 PT	18.79	0.06		-0.08	0.15	-0.16	-0.06	-0.01	3.0	24.5	41.0	12.1	0.6	0.11	0.39	0.44	0.06	0.00
5 PT	9.48	0.12		0.31	0.01	-0.05	0.13	-0.09	21.8	0.1	1.6	30.9	35.5	0.77	0.00	0.02	0.14	0.07
6 PT	52.89	0.02		-0.13	-0.02	0.07	0.02	0.00	21.8	1.6	18.2	2.3	0.1	0.77	0.02	0.19	0.01	0.00
7 PT	0.85	0.35		-0.05	0.30	-0.06	0.36	0.28	0.0	4.2	0.2	19.9	30.6	0.01	0.25	0.01	0.36	0.22
8 PT	12.85	0.18		0.41	0.02	0.06	-0.06	0.06	52.7	0.4	3.3	7.5	18.8	0.94	0.00	0.02	0.02	0.02

COORDINATES, CONTRIBUTIONS AND SQUARED COSINES OF THE INDIVIDUALS
AXES 1 TO 5

INDIVIDUALS				COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFICATOR	W.REL	DISTO		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
A Agriculture	2.61	0.37		0.13	-0.10	0.55	-0.18	0.02	1.0	1.3	64.6	15.3	0.4	0.05	0.03	0.84	0.09	0.00

Female part-time employment in the year 2002

B Fishing	0.30	0.35	-0.36	-0.01	0.26	0.30	-0.21	0.9	0.0	1.6	4.8	6.2	0.37	0.00	0.19	0.25	0.13
D Manufacturing	6.69	0.15	0.37	-0.06	0.05	0.02	-0.03	22.3	1.4	1.1	0.8	3.6	0.92	0.03	0.01	0.00	0.01
E Electricity supply	0.18	1.38	-0.49	0.66	-0.72	-0.43	-0.09	1.0	4.3	7.6	6.1	0.7	0.17	0.31	0.37	0.13	0.01
F Construction	1.35	0.39	0.49	0.03	0.10	0.38	-0.07	7.6	0.1	1.1	35.1	3.1	0.60	0.00	0.02	0.36	0.01
G Trade	15.68	0.08	0.27	0.02	-0.05	0.00	0.06	26.6	0.4	3.5	0.0	28.9	0.91	0.01	0.04	0.00	0.05
H Hotels and restaurants	9.31	0.03	-0.02	-0.15	-0.03	-0.03	-0.06	0.1	12.0	0.7	1.9	17.3	0.01	0.78	0.03	0.04	0.13
I Transport	2.64	0.08	0.07	-0.20	-0.13	-0.14	-0.01	0.3	5.8	3.5	9.2	0.1	0.06	0.50	0.20	0.24	0.00
J Financial intermediati	1.35	0.07	0.08	-0.14	-0.19	-0.09	0.00	0.2	1.5	3.9	2.0	0.0	0.10	0.27	0.49	0.11	0.00
K Real estate	14.81	0.02	0.02	0.13	-0.02	0.02	-0.05	0.2	13.6	0.4	0.8	17.4	0.02	0.74	0.02	0.01	0.11
L Public administration	1.83	0.17	-0.31	0.11	0.14	0.16	0.15	4.1	1.2	3.0	8.6	17.8	0.54	0.07	0.12	0.15	0.12
M Education	10.37	0.11	-0.30	-0.13	0.04	0.07	0.01	22.2	9.9	1.3	9.8	0.6	0.79	0.15	0.01	0.05	0.00
N Health	6.97	0.03	-0.14	0.05	-0.08	0.01	0.03	3.3	1.1	3.5	0.2	2.2	0.67	0.09	0.21	0.01	0.02
O Other social activitie	5.86	0.10	-0.12	-0.28	-0.08	0.00	0.03	1.9	25.1	3.0	0.0	1.7	0.14	0.79	0.06	0.00	0.01
P Households	20.05	0.04	-0.13	0.14	0.03	-0.04	0.00	8.1	22.2	1.0	5.4	0.0	0.42	0.50	0.02	0.04	0.00

Table 11: Employed women by branch of activity and type of working day in The Netherlands in 2002. Row profiles

	1 FT	2 PT	3 PT	4 PT	5 PT	6 PT	7 PT	8 PT
Total	27,77%	6,18%	0,47%	1,25%	54,55%	0,78%	4,51%	4,50%
A	21,99%	8,59%	0,51%	1,41%	53,52%	0,61%	3,98%	9,39%
B	0,00%	0,00%	0,00%	0,00%	100,00%	0,00%	0,00%	0,00%
C	61,17%	0,00%	0,00%	0,00%	31,43%	0,00%	7,40%	0,00%
D	41,78%	5,42%	0,20%	0,66%	39,42%	0,67%	9,49%	2,35%
E	42,56%	0,00%	0,00%	0,00%	55,81%	0,00%	0,00%	1,63%
F	26,09%	1,69%	2,15%	1,84%	53,23%	0,29%	3,33%	11,38%
G	25,07%	14,58%	0,65%	1,60%	48,70%	0,89%	4,68%	3,83%
H	22,27%	22,80%	0,16%	2,49%	39,33%	1,83%	6,13%	4,99%
I	34,34%	4,61%	0,53%	1,33%	49,47%	1,35%	3,18%	5,18%
J	48,44%	1,09%	0,13%	0,49%	46,02%	0,55%	1,19%	2,08%
K	36,27%	4,91%	0,38%	1,67%	47,03%	0,57%	3,70%	5,46%
L	44,40%	0,36%	0,05%	0,35%	50,61%	0,65%	2,59%	0,98%
M	28,27%	1,62%	0,75%	0,94%	59,54%	0,88%	4,79%	3,21%
N	16,64%	2,78%	0,47%	1,10%	68,27%	0,67%	4,22%	5,85%
O	24,02%	6,65%	0,51%	1,56%	58,12%	0,54%	4,93%	3,69%
P	4,26%	7,42%	0,00%	9,24%	47,18%	2,83%	0,00%	29,07%

Table 12: Employed women by branch of activity and type of working day in The Netherlands in 2002. Column profiles

	Total employed women	1 FT	Total PT employed women	2 PT	3 PT	4 PT	5 PT	6 PT	7 PT	8PT
A	2,02%	1,60%	2,19%	2,81%	2,20%	2,28%	1,99%	1,60%	1,79%	4,23%
B	0,01%	0,00%	0,01%	0,00%	0,00%	0,00%	0,02%	0,00%	0,00%	0,00%
C	0,05%	0,11%	0,03%	0,00%	0,00%	0,00%	0,03%	0,00%	0,08%	0,00%
D	7,34%	11,05%	5,92%	6,45%	3,23%	3,88%	5,31%	6,35%	15,44%	3,84%
E	0,23%	0,35%	0,18%	0,00%	0,00%	0,00%	0,23%	0,00%	0,00%	0,08%
F	1,27%	1,20%	1,30%	0,35%	5,89%	1,87%	1,24%	0,48%	0,94%	3,23%
G	16,47%	14,87%	17,09%	38,86%	23,05%	21,09%	14,71%	18,97%	17,08%	14,03%
H	4,78%	3,84%	5,15%	17,65%	1,62%	9,52%	3,45%	11,25%	6,50%	5,30%
I	3,82%	4,72%	3,47%	2,85%	4,38%	4,06%	3,46%	6,61%	2,68%	4,40%
J	3,80%	6,64%	2,72%	0,67%	1,08%	1,50%	3,21%	2,67%	1,00%	1,76%
K	11,53%	15,06%	10,17%	9,16%	9,53%	15,39%	9,94%	8,50%	9,45%	14,00%
L	6,38%	10,20%	4,91%	0,37%	0,74%	1,77%	5,92%	5,37%	3,66%	1,39%
M	8,72%	8,88%	8,66%	2,29%	14,03%	6,56%	9,52%	9,93%	9,26%	6,22%
N	28,12%	16,85%	32,45%	12,67%	28,40%	24,76%	35,19%	24,26%	26,28%	36,56%
O	5,36%	4,64%	5,64%	5,77%	5,84%	6,68%	5,71%	3,70%	5,85%	4,39%
P	0,09%	0,01%	0,12%	0,10%	0,00%	0,64%	0,08%	0,32%	0,00%	0,56%

Table 13: Employed women by branch of activity and type of working day in The Netherlands in 2002. Factorial axes

COORDINATES, CONTRIBUTIONS AND SQUARED COSINES OF THE FREQUENCIES ON THE AXES 1 TO 5
ACTIVE FREQUENCIES

FREQUENCIES			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDEN - SHORT NAME	W.REL	DISTO	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1 FT	27.77	0.13	-0.04	-0.35	0.03	0.00	0.00	0.9	68.1	2.9	0.1	0.0	0.02	0.98	0.01	0.00	0.00
2 PT	6.18	0.89	0.94	0.06	-0.01	0.06	0.01	85.5	0.5	0.1	4.5	0.2	0.99	0.00	0.00	0.00	0.00
3 PT	0.47	0.35	0.01	0.25	0.14	-0.10	0.49	0.0	0.6	1.4	0.9	88.3	0.00	0.18	0.06	0.03	0.70
4 PT	1.25	0.19	0.30	0.15	0.21	-0.07	-0.03	1.8	0.5	8.1	1.0	1.2	0.48	0.11	0.24	0.02	0.01
5 PT	54.54	0.03	-0.11	0.15	-0.02	0.03	0.00	9.7	22.8	4.2	8.5	0.0	0.33	0.63	0.02	0.02	0.00
6 PT	0.78	0.15	0.26	0.03	0.00	0.03	-0.12	0.8	0.0	0.0	0.1	8.4	0.45	0.01	0.00	0.00	0.09
7 PT	4.52	0.14	0.13	-0.03	-0.23	-0.27	0.00	1.3	0.1	33.5	60.3	0.0	0.13	0.01	0.37	0.50	0.00
8 PT	4.50	0.19	0.01	0.29	0.28	-0.17	-0.02	0.0	7.5	49.9	24.6	1.9	0.00	0.44	0.40	0.15	0.00

COORDINATES, CONTRIBUTIONS AND SQUARED COSINES OF THE INDIVIDUALS
ACTIVE INDIVIDUALS (AXES 1 TO 5)

INDIVIDUALS			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFICATOR	W.REL	DISTO	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
A Agriculture	2.02	0.08	0.10	0.16	0.16	-0.08	-0.02	0.3	1.0	7.8	2.8	0.6	0.14	0.32	0.35	0.09	0.00
C Mining and quarrying	0.05	0.65	-0.20	-0.77	-0.09	-0.11	0.01	0.0	0.6	0.1	0.1	0.0	0.06	0.90	0.01	0.02	0.00
D Manufacturing	7.35	0.18	0.03	-0.36	-0.14	-0.18	-0.01	0.1	18.7	20.3	45.3	0.6	0.00	0.71	0.11	0.18	0.00
E Electricity supply	0.23	0.23	-0.31	-0.29	0.04	0.21	-0.01	0.3	0.4	0.0	1.9	0.0	0.42	0.35	0.01	0.19	0.00
F Construction	1.27	0.21	-0.16	0.12	0.31	-0.19	0.19	0.5	0.3	17.4	9.0	36.4	0.12	0.07	0.45	0.18	0.18
G Trade	16.48	0.13	0.35	0.02	-0.02	0.05	0.04	31.4	0.2	0.6	8.1	17.4	0.96	0.00	0.00	0.02	0.01
H Hotels and restaurants	4.78	0.54	0.73	0.04	0.01	0.00	-0.06	39.8	0.2	0.0	0.0	15.4	0.99	0.00	0.00	0.00	0.01
I Transport	3.82	0.03	-0.05	-0.13	0.10	0.00	-0.01	0.1	1.2	5.4	0.0	0.4	0.07	0.48	0.30	0.00	0.00
J Financial intermediati	3.80	0.25	-0.22	-0.43	0.08	0.12	-0.01	2.9	13.6	3.5	11.3	0.3	0.19	0.72	0.03	0.06	0.00
K Real estate	11.53	0.04	-0.03	-0.17	0.11	-0.03	-0.01	0.2	6.5	21.2	2.1	1.0	0.02	0.65	0.29	0.02	0.00
L Public administration	6.38	0.20	-0.25	-0.35	-0.02	0.11	-0.02	6.4	15.7	0.5	15.1	2.3	0.31	0.62	0.00	0.06	0.00
M Education	8.72	0.04	-0.19	0.00	-0.06	0.00	0.04	5.1	0.0	4.6	0.0	9.7	0.83	0.00	0.08	0.00	0.03
N Health	28.12	0.10	-0.17	0.27	-0.02	0.00	-0.02	12.6	40.2	1.8	0.0	5.8	0.28	0.71	0.00	0.00	0.00
O Other social activitie	5.36	0.01	0.01	0.07	-0.05	0.02	0.01	0.0	0.6	2.1	0.2	0.8	0.01	0.49	0.25	0.02	0.02
P Households	0.09	2.17	0.22	0.70	1.08	-0.50	-0.37	0.1	0.8	14.6	4.2	9.2	0.02	0.22	0.54	0.12	0.06

ILLUSTRATIVE INDIVIDUALS (AXES 1 TO 5)

INDIVIDUALS			COORDINATES					CONTRIBUTIONS					SQUARED COSINES				
IDENTIFICATOR	W.REL	DISTO	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
B Fishing	0.01	0.83	-0.42	0.65	-0.28	0.39	-0.03	0.0	0.0	0.0	0.0	0.0	0.21	0.50	0.09	0.19	0.00