**AVAILABILITY TO WORK ADDITIONAL HOURS**

- When a person...
  - Is ready to work additional hours
  - Within a specified subsequent period
    - Similar to the period used to measure unemployment
  - Given opportunities to work additional hours

**HOURS ACTUALLY WORKED BELOW THRESHOLD**

- Hours actually worked (18th ICLS)
  - In all jobs
  - Consistent with labour force framework
- Threshold
  - Boundary between full-time and part-time work
  - Median values or averages of hours actually worked
  - Norms for hours of work as specified in relevant legislation, collective agreements on working time arrangements or labour practices in countries
- For international reporting, this criterion can be dropped
RELATED TOPICS AND ANALYTICAL GROUPS

- **Usual and recent time-related underemployment**
  Persons who usually work part-time
  Persons who worked few hours only during the reference period

- **Volume of time-related underemployment**
  Additional time that persons in time-related underemployment are willing and available to work during the reference period, up to the chosen threshold
  Expressed in units of working days, half-days or hours

- **Duration of time-related underemployment**
  Number of days/weeks/months/years that persons have been continuously in time-related underemployment.
  Number of days/weeks of time-related underemployment over the year

- **Reasons for multiple job holding**
  To indicate whether time-related underemployment is the cause of multiple job holding
INADEQUATE EMPLOYMENT SITUATIONS

- Willing to:
  - Change their current work situation
  - Make changes to their work activities and/or environment

- For specific reasons:
  - Inadequate use and mismatch of occupational skills
  - Inadequate income in current job(s)
  - Excessive hours of work
  - Precarious job(s)
  - Inadequate social services
  - Travel to work difficulties
  - Variable, arbitrary or inconvenient work schedules

- Available to change their current work situation

PARTICULAR TYPES OF INADEQUATE EMPLOYMENT

- Skill-related inadequate employment
  - Wanting or seeking to change their current work situation
  - To use current occupational skills more fully
  - Available to do so

- Income-related inadequate employment
  - Wanting or seeking to change their current work situation
  - To increase income (by increasing the levels of organisation of work or productivity, improving tools and equipment and training or infrastructure)
  - Available to do so
  - Threshold is optional

- Inadequate employment related to excessive hours
  - Wanting or seeking to work less hours than currently (in the same job or in another job)
  - With corresponding reduction of income
  - Threshold is optional
LIMITATIONS OF CURRENT STANDARDS

- **Ambiguous guidelines**
  - Can be measured on the basis of wanting an alternative job situation or of seeking an alternative job situation
  - **Hours benchmark** for time-related underemployment is not specific enough

- **Subjective measurement**
  - Measures will depend on the opinion of persons regarding wanting a different job, not on “actions”, such as seeking another job

- **May not be relevant**
  - Only persons who work less than the benchmark on a regular basis are able to voice their preference for additional hours

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LFS SURVEY QUESTIONS

**TIME-RELATED UNDEREMPLOYMENT**

**Q50. Thinking of each day last week, how many hours did you actually work...**

<table>
<thead>
<tr>
<th>a. Main job/act.</th>
<th>b. Other job(s)/act(s)</th>
<th>c. Total all jobs/activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday?</td>
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<tr>
<td>Tuesday?</td>
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<td>Sunday?</td>
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<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Q51. Last week, would you have liked to work more hours than you actually worked provided the extra hours had been paid?**

- Yes
- No

**Q52. How many additional hours could you have worked last week?**

- Number of additional hours

**Q53. How would you have liked to increase your working hours?**

- Increase number of hours in current job(s)/activity(ies)
- Take an additional job/activity
- Replace current job(s)/activity(ies) with another job/activity with more hours

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Department of Statistics
International Labour Office

For analytical purposes
LFS SURVEY QUESTIONS
INADEQUATE EMPLOYMENT

Q54. Would you like to change your current employment situation?
- Yes
- No

Q55. What is the main reason why you want to change your current employment situation?
- To work more hours paid at your current rate
- To have a higher pay per hour
- Fear or certainty of losing the present job
- Present job is temporary or occasional
- To use qualifications/skills more adequately
- To have more convenient working time, shorter commuting time
- To improve working conditions
- To work less hours with a corresponding reduction in pay
- Other reason (specify):

• Response categories in Q55 above can include other important reasons as per country circumstances

To measure desire to change their employment situation
To identify the main form of Inadequate employment

INCOME-RELATED
SKILLS-RELATED
EXCESSIVE HOURS

ADDITIONAL SURVEY QUESTIONS
FOR ANALYTICAL PURPOSES

Q56. During the last four weeks, did you look for another job/activity to replace your current one(s)?
- Yes
- No

Q57. During the last four weeks, did you look for extra work in addition to your current job(s)/activity(ies)?
- Yes
- No

To distinguish between those seeking/not seeking another job (inadequate employment)
To distinguish between those seeking/not seeking additional hours of work (time-related underempl.)

Additional questions on method of job search could also be added if considered relevant
IMPLEMENTATION ISSUES
TIPS FOR GOOD QUESTIONNAIRE DESIGN

- The questions should be asked of all persons employed in the reference week.
- The questions are best placed after the sequence of questions on the characteristics of main and secondary jobs, within the sequence of questions on usual hours per week and actual hours worked in the reference week at all jobs (as time-related underemployment refers to all jobs).
- An additional question on search for work can be included for analytical purposes. Such question should refer to the same reference period as used for unemployment.

DERIVED VARIABLES
TIME-RELATED UNDEREMPLOYMENT AND INADEQUATE EMPLOYMENT

Diagram showing the process for deriving time-related underemployment and inadequate employment.