

The female share of weekend employment: a study of 16 countries

Along with the increase in women's employment in many European countries has been a rise in their share of weekend employment, particularly on Sundays; women's disproportionate share in weekend work is most evident in the service sector; in the industrial sector, women are underrepresented among weekend workers

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The postindustrial era has brought with it changes in the temporal nature of labor force activity in highly industrialized countries, including a growing diversity in employees' work schedules. *How many* hours a week people are employed and *which hours* in the day they are employed are becoming more varied—not just within countries, but across countries; so, too, are *which days* of the week people are employed.¹

Researchers have long studied the number of hours per week that people work and now are focusing some attention to workers' shifts, whether they work mostly days, evenings, nights, or weekends, or have a rotating schedule; however, there is considerably less research about what is happening to employment during the weekend, both Saturdays and Sundays. Yet weekend employment is a phenomenon of considerable interest as the service sectors of many advanced economies grow, responding to the growing demands of consumers for "24/7" access to certain services.² Also, because women are disproportionately employed in the service sector in virtually all highly industrialized countries, it is expected that a growing share of weekend employment will be female.

It is important to consider the gendered nature of weekend employment, both in terms of trends

and variations. This article documents, for the first time, the share of women working weekends, focusing on 15 contemporary European countries, and to a lesser extent (limited by problems of comparability), the United States.³ This comparative analysis shows considerable variation among European countries that call for contextual factors as part of the explanation, such as differences among countries in public policies and collective agreements bearing on work-hour regulations, pay premia and/or compensatory time, and childcare. These differences will be analyzed in more detail in future work; this article lays the groundwork for further exploration.

Data sources

Data are from the Labour Force Surveys (LFS) of 15 European countries, obtained from Eurostat, the statistical office of the European Union (EU).⁴ The trend analyses presented cover the 1992–2001 period, or the most recent year when reliable data on work schedules are available. The total sample sizes of these surveys range from approximately 12,500 (Finland) to 380,000 (Germany). The countries are ordered in the analysis according to region: Nordic countries, including Sweden, Fin-

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land, Denmark, and Norway; British Isles, including the United Kingdom and Ireland; Western/Central European countries, including France, Germany, Switzerland, Austria, the Netherlands, Belgium, and Luxembourg; and Southern European countries, including Italy and Spain. These were the countries for which reliable LFS data on work schedules were obtained from Eurostat.⁵

This regional breakdown was adopted largely because much comparative literature on European policies and employment outcomes, especially women's employment, has shown a substantial degree of homogeneity within these groupings. The Nordic countries, for example, tend to have high rates of female employment, sizable service sectors, and large redistributive welfare policies. The Western/Central European countries typically have lower rates of female employment, smaller service sectors, and less redistributive social policies. The British Isles, like the United States, generally have moderate rates of female employment, and much more market-oriented regulatory and social welfare systems. The Southern European countries generally have both low female employment and less developed social policies.

Eurostat does not provide to outside scholars the individual records for these countries. Rather, it is possible to purchase from them only cross-classification tables, which present weighted clusters of individuals with identical sets of characteristics.⁶ The samples drawn for this study are restricted to those aged 25–64, to wage and salary earners, and to those working in nonagricultural occupations (farmers and farm laborers are excluded).⁷

This article's main variables of interest, whether respondents worked Saturday and whether they worked Sunday, were available in all the countries reported. The responses were "usually," "sometimes," and "never." This article focuses on usual employment (typically defined by countries as at least half of the weekends during the reference period of 1 month), and both Saturday and Sunday usual employment have been dichotomized accordingly (yes/no). To assess the percent female working Saturdays and Sundays, the base is all employees (including men) with the same restrictions as noted above.

The first chart in this article on female employment trends includes data for the United States obtained from the May 1997 and May 2001 U.S. Current Population Surveys (CPS). Both surveys ask respondents, in addition to employment status, which days of the week they usually work.⁸ However, the 2001 CPS (unlike the May 1997 CPS) expanded the options to allow for "days vary" without determining whether these variable days included Saturday or Sunday, and this "days vary" category is substantial in size. Given this change, data on weekend work are reported for the United States only for 1997. The CPS data are based on approximately 50,000 households.

Trends in female share of employment

Over the 1992–2001 period, the 15 European countries under study experienced either an upward trend in the percent of all those employed aged 25–64 who are female, or sustained the high levels achieved earlier. Sustained high levels are characteristic of the Nordic countries, the United Kingdom, and France, with the percent female ranging between 47.5 and 50.7. (See chart 1.) All of the other countries start from lower positions and show patterns of increasing "feminization" in employment—that is, a growing female share of all those employed—achieving levels in 2001 ranging from 38.8 percent female (Spain) to 46.8 percent female (Ireland). The high levels in all four Nordic countries (ranging from 50.7 percent to 48.4 percent in 2001) exceed the female share in the United States as of 2001 (48.3 percent), based on CPS data.

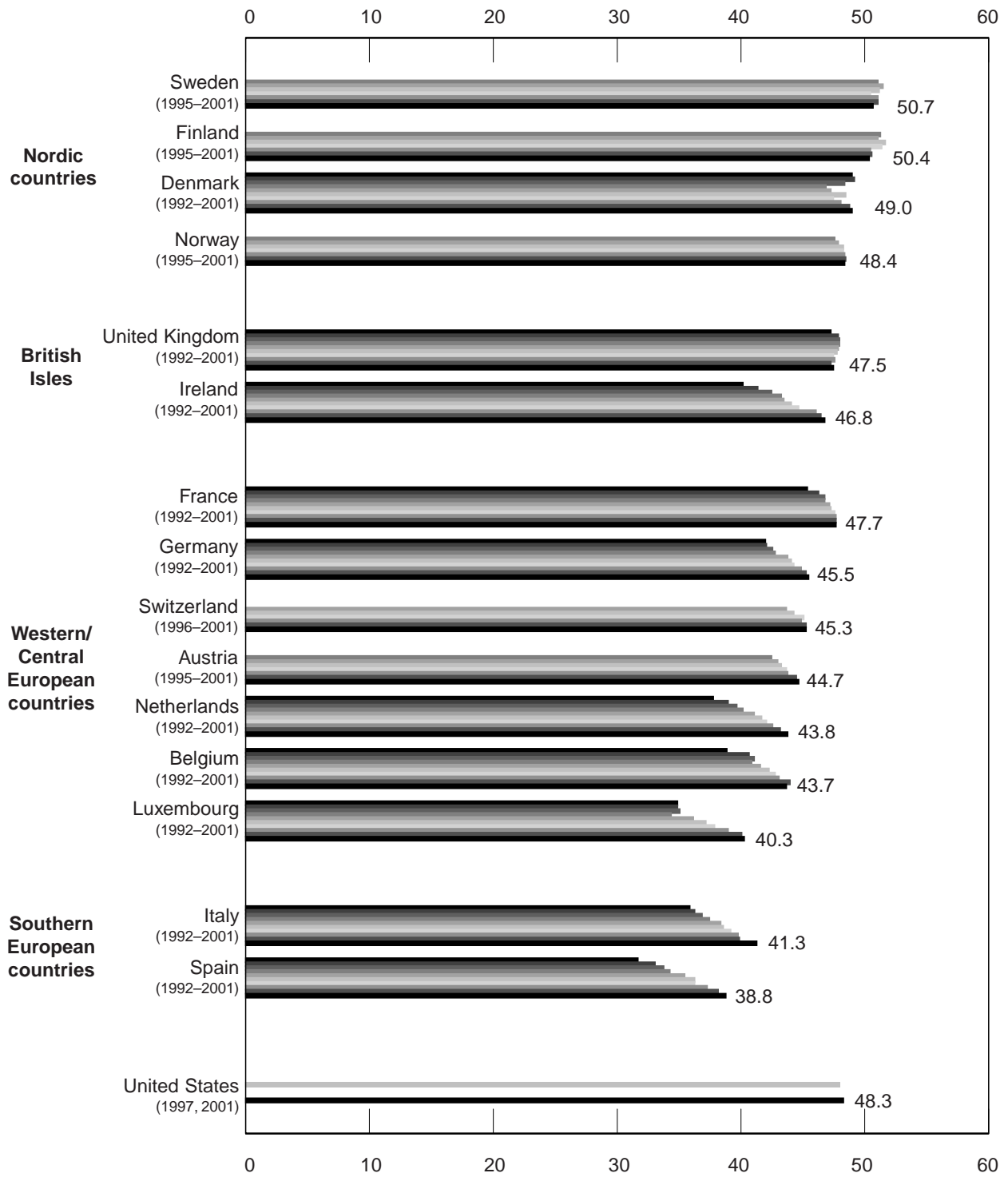
Trends in weekend employment

Along with an increase in the female share of all workers, some European countries, but not all, have experienced an increase in employment on Saturdays and/or Sundays. Before considering the extent to which the female share of weekend employment has increased, it is of interest to examine what the overall trend in weekend employment has been for all those employed aged 25–64.

The 15 countries are highly variable in whether they show an upward, downward, or fairly stable level of Saturday employment from 1992 to 2001. (See chart 2.) (Some of the countries have missing data for certain years.) For most countries, about one-fifth of those employed work Saturdays, with minor fluctuations over the years. The lowest levels are for two Western/Central European countries: Belgium, which shows an upward trend (from 9.2 percent in 1992 to 11.5 percent in 1998, latest reliable year); and Luxembourg, which is fairly stable over the decade (14.2 percent in 1992 and 14.0 percent in 2001). In contrast, the two Southern European countries, Italy and Spain, are the countries with relatively high levels of Saturday employment: Italy with its peak of 36.1 percent in 1993, but declining notably to 29.4 percent in 2001; and Spain, peaking at 29.1 percent in 1995 and declining to 26.3 percent in 2001.

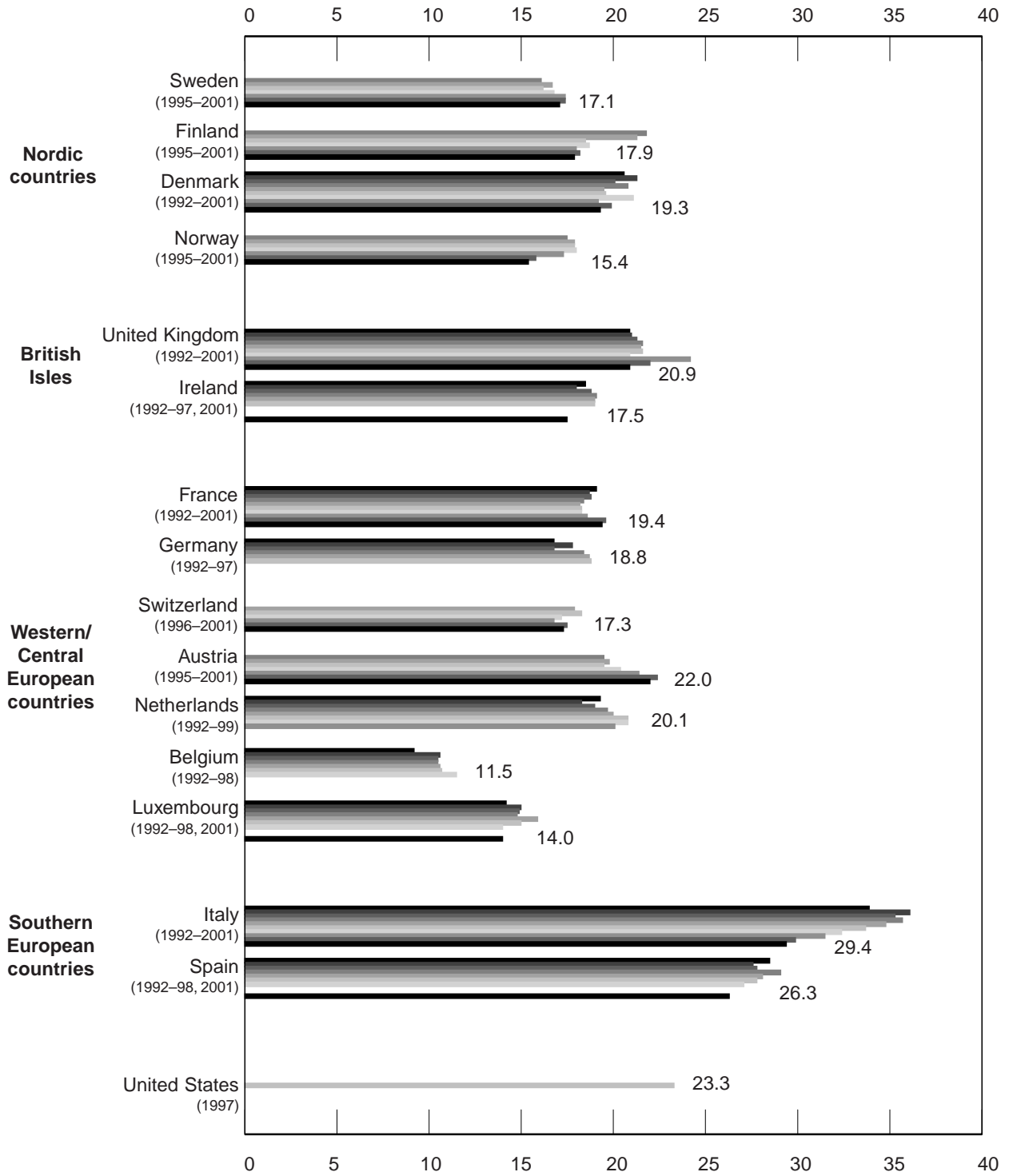
Sunday employment is less common than Saturday employment. Countries that are relatively high in Saturday employment are not always relatively high in Sunday employment. Three of the Nordic countries, Sweden, Finland, and Denmark, along with the Netherlands and Spain, show the highest levels of usual Sunday employment, with close to one-sixth of all those employed. (See chart 3.) The lowest levels are for some of the Western/Central European countries: France, Belgium, and Luxembourg, plus Italy (which

Chart 1. Female employment trends: percent of employees aged 25–64 who are female, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997 and 2001



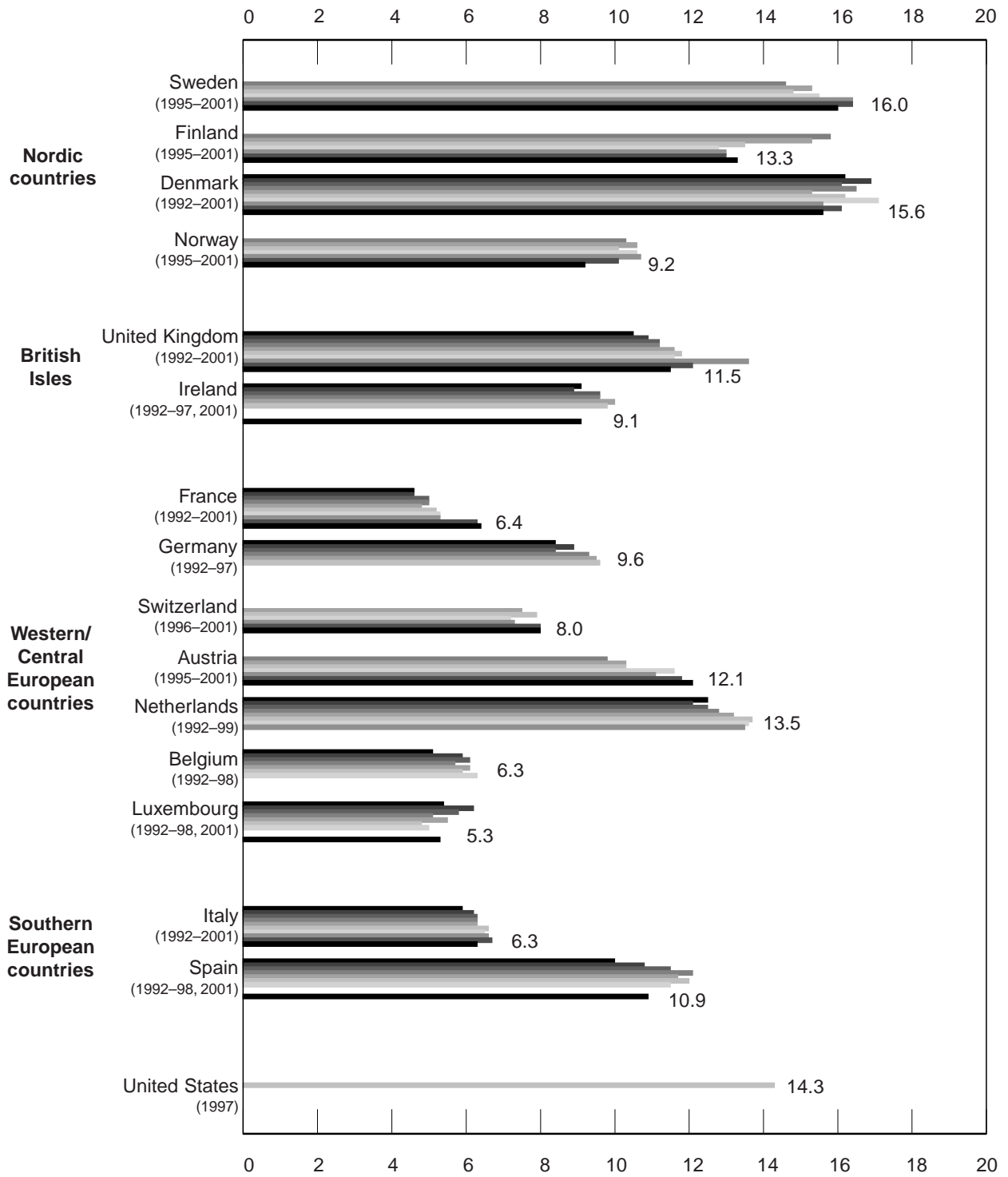
NOTE: Values shown indicate percent female in 2001. Some countries have missing data for certain years.

Chart 2. Saturday work: percent of employees aged 25 to 64 who usually work Saturdays, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997



NOTE: Values shown indicate percent Saturdays for most recent year. Some countries have missing data for certain years.

Chart 3. Sunday work: percent of employees aged 25 to 64 who usually work Sundays, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997



NOTE: Values shown indicate percent Sundays for most recent year. Some countries have missing data for certain years.

has the highest level of Saturday employment). Among all the countries, the only one to show a clear declining trend in usual Sunday employment is Finland, from 15.8 percent in 1995 (earliest year available) to 13.3 percent in 2001. The more general change seems to be a trend toward more Sunday employment, most evident for France, Germany, Austria, the Netherlands, and Spain.

People who are employed Sundays are highly likely to be employed Saturdays. Thus, the trends for those who usually work both Saturday and Sunday (not shown) are similar to trends for those who usually work Sundays, shown in chart 3, except the levels are lower. As of 2001, the percent who worked both Saturday and Sunday was highest in Sweden (15.0 percent) and lowest in Luxembourg (5.2 percent).

Female share of weekend employment

Women are increasingly becoming employed in most of these countries, and sustaining their high levels in others. In many countries, there has been an increase in weekend employment, particularly on Sundays, but what is the extent to which weekend work has become “feminized”? In other words, what is the trend in the female share of all workers usually employed on Saturdays and/or Sundays?

As noted earlier, the growth of women’s employment is linked to the growth of the service economy, and—in all of the countries in this study—the service sector has higher rates of weekend employment than does the industrial sector (results not shown).⁹ Thus, an increase over time is expected in the percent of weekend employees who are women for many of these countries.

Interestingly, 7 of the 15 European countries that had relatively low female shares among all employees aged 25–64 working Saturdays in 1992 show notable increases by 2001: the United Kingdom, Ireland, Germany, Austria, the Netherlands, Luxembourg, and Spain. (See chart 4.)

A similar pattern is evident in Sunday employment. (See chart 5.) In addition to the six countries noted above (where Saturday female shares rose), the percent female usually working Sundays increased in Finland, Norway, Belgium, and Italy during this time period (with minor fluctuations over the decade). Only two countries showed no clear pattern of change in the female share of weekend employment (both Saturday and Sunday): Sweden and France—both with relatively high levels to begin with. Denmark is unique in that the female share of both Saturday and Sunday employment declined.

Although trend data are not available for the United States, the percent female of those working Saturdays and Sundays in 1997 was about midway along the continuum for the European countries that year (41.2 percent for Saturdays and 45.0 percent for Sundays).

Detailed comparisons

The remainder of this article makes some detailed comparisons among countries in the percent female of all those working weekends, focusing on the year 2001 or the most recent year for which comparable data are available, and considering economic sector and weekly hours worked.

Disproportionate female share on weekends. Allowing for the fact that different countries have different levels of female employment, to what extent does the percent female of those working weekends exceed the percent female of all employed? Relative to their share of the employed population, are women disproportionately working weekends?

In most of these European countries, they are. (See chart 6.) Ratios of the percent female in weekend employment to the percent female in all employment are computed for Saturday and Sunday separately. Ratios of more than 1.00 represent disproportionate female employment on these weekend days, meaning female shares in weekend employment are larger than female shares in the workforce more generally. Regarding Saturday employment, the only European countries showing less than 1.00 are the United Kingdom and Ireland; regarding Sunday employment, only Norway, Ireland, Austria, Italy, and Spain have an underrepresentation of women. It is notable that weekend employment in the United States is *not* disproportionately female, either with regard to Saturday or Sunday, with ratios of less than 1.00.

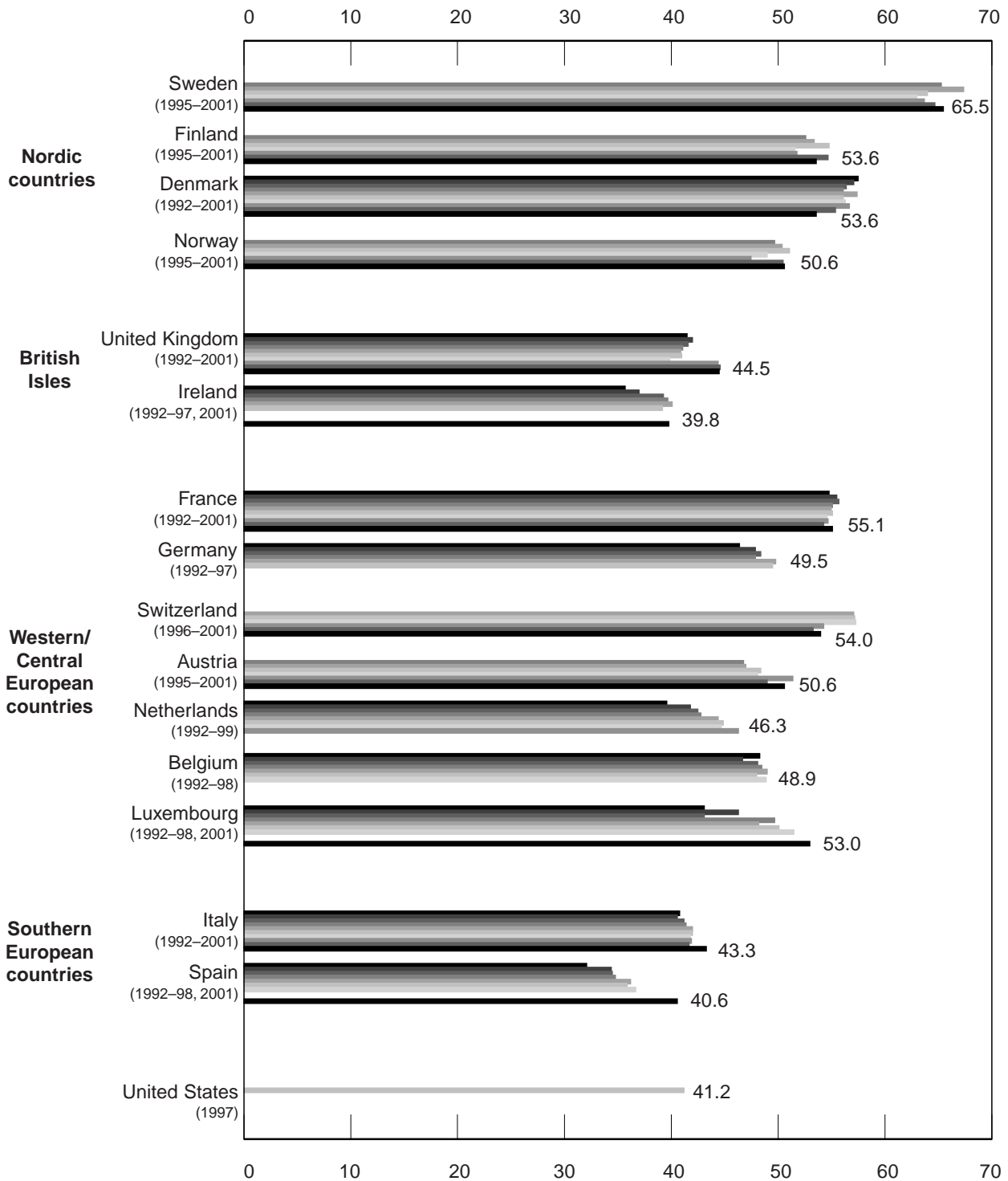
The “feminization” of weekend employment is most notable in Sweden (ratios of 1.29 and 1.27 for Saturday and Sunday, respectively) and Luxembourg (a ratio of 1.31 for Saturday).

Contrasts within economic sectors. Cross-national variation in the share of females among weekend workers may be because of multiple factors, including variation in the percent of females among the employed and variation in the size of countries’ service sectors. Both factors are taken into account by assessing the service and industrial sectors separately.¹⁰

Regardless of which days are worked, in all countries women are more concentrated in the service sectors than in the industrial sectors. (See table 1.) However, allowing for this fact, the service sector also disproportionately draws women into weekend work. For most of the European countries considered, but not the United States, the female share among service sector workers is higher for those working weekends than for service sector workers overall. The exceptions to greater disproportionate female share on weekends among the European countries are the United Kingdom, Ireland, Germany, Italy, and Spain.¹¹

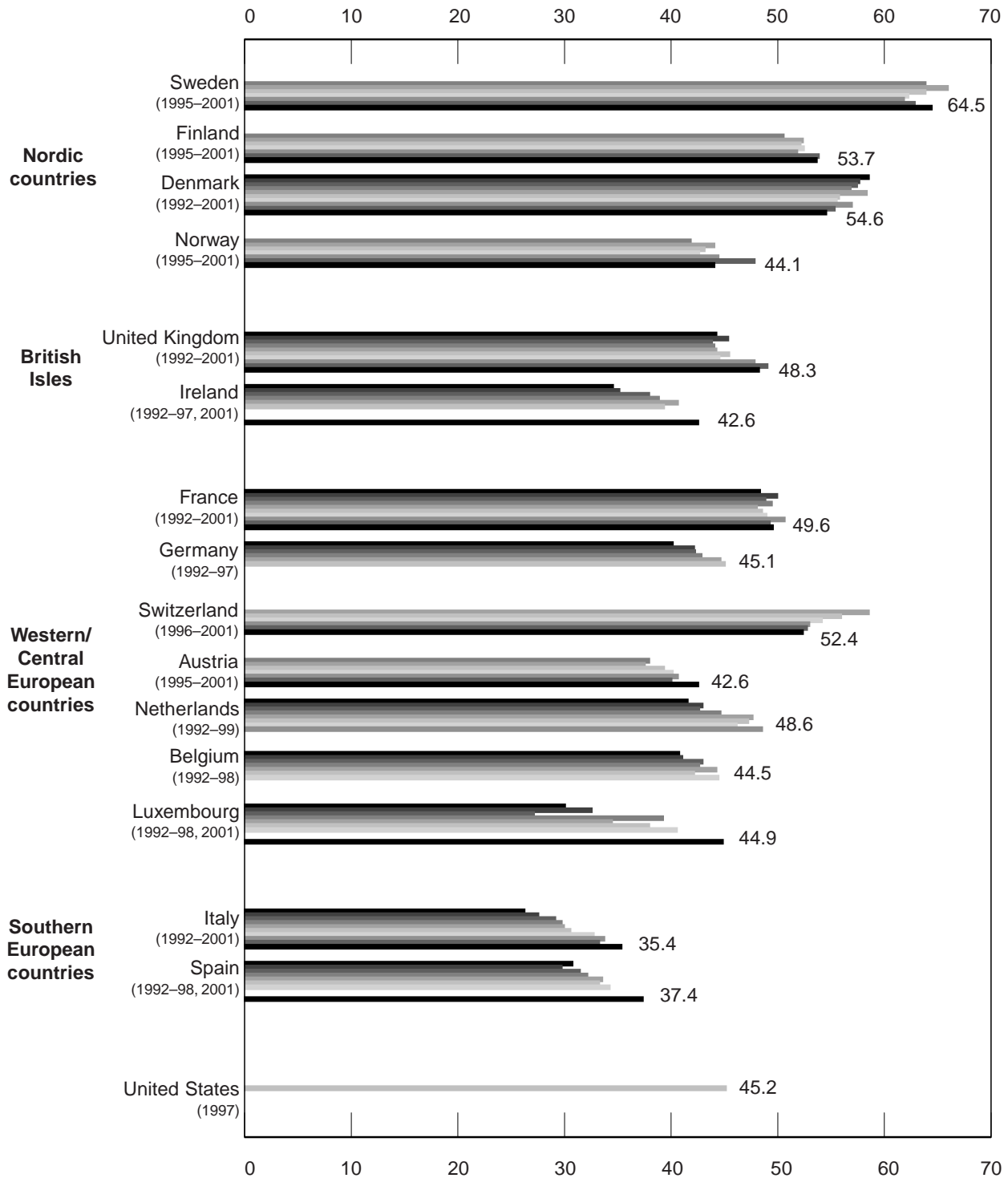
The reverse is true with regard to the industrial sector.

Chart 4. Female share of Saturday work: percent of Saturday employees aged 25 to 64 who are female, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997



NOTE: Values shown indicate percent female for most recent year. Some countries have missing data for certain years.

Chart 5. Female share of Sunday work: percent of Sunday employees aged 25 to 64 who are female, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997



NOTE: Values shown indicate percent female for most recent year. Some countries have missing data for certain years.

Chart 6. Ratio of percent female in weekend employment to percent female in all employment, 15 European countries and the United States, 2001 or most recent year comparable data are available

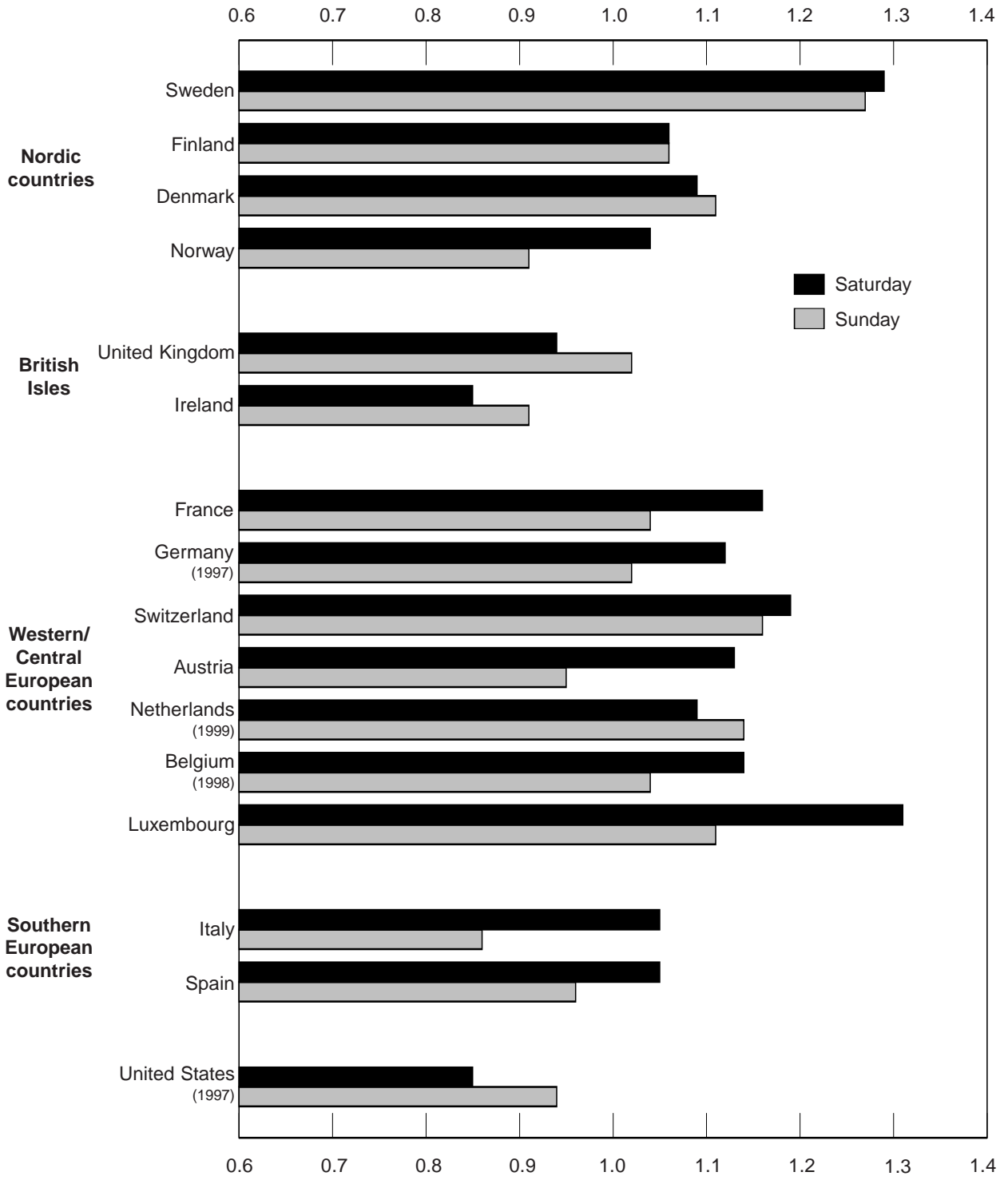


Table 1. Percent female of all wage and salary earners aged 25 to 64 by weekend work schedule and economic sector in 15 European countries and the United States, 2001 or most recent year comparable data are available

Economic sector	Nordic countries				British Isles		Western/Central European countries						Southern European countries		United States (1997)	
	Sweden	Finland	Denmark	Norway	United Kingdom	Ireland	France	Germany (1997)	Switzerland	Austria	Netherlands (1999)	Belgium (1998)	Luxembourg	Italy		Spain
Service sector																
Total	60.1	60.8	57.6	56.8	56.5	57.1	56.1	56.1	53.1	55.2	50.1	52.3	48.2	49.6	50.4	55.3
Saturdays	70.7	61.6	59.1	57.4	52.2	49.3	58.6	55.8	57.3	57.2	52.5	53.8	56.0	49.2	47.4	46.8
Sundays	70.4	63.1	60.2	51.2	54.2	48.9	55.0	51.8	55.1	48.7	55.2	51.3	48.7	39.1	42.3	49.8
Both Saturday and Sunday	71.5	63.3	60.6	52.6	53.3	48.2	55.1	52.0	55.0	49.1	55.2	50.9	48.3	39.1	42.2	48.7
Weekdays only	57.7	60.6	57.1	56.8	58.9	58.8	55.4	56.2	51.9	54.6	49.4	52.0	46.7	49.9	51.9	58.5
Industrial sector																
Total	23.3	25.6	26.2	20.8	22.2	24.1	25.3	24.1	22.7	21.6	17.2	19.9	12.2	25.8	17.5	27.0
Saturdays	17.5	19.0	11.7	14.8	9.3	11.9	27.0	24.0	27.6	18.7	11.1	12.1	27.4	15.6	11.6	17.0
Sundays	21.1	16.8	14.7	15.2	13.3	17.9	23.3	11.4	19.2	16.5	7.5	7.0	17.8	12.3	10.9	18.3
Both Saturday and Sunday	17.2	15.7	10.5	14.4	11.7	17.7	23.4	10.6	18.3	17.0	6.2	7.0	17.8	12.2	10.7	16.6
Weekdays only	23.7	26.4	27.1	21.4	25.1	25.6	25.1	24.1	22.4	22.1	27.4	20.3	11.1	27.4	18.4	29.2

NOTE: "Saturdays" and "Sundays" include those who may also work the other weekend day; these two categories are not mutually exclusive.

For almost all of the European countries and the United States, women are underrepresented among the weekend workforce. The exceptions in this regard are France, Switzerland, and Luxembourg, where female workers are more highly represented among weekend workers than among industrial workers overall.

Contrasts within hours worked. These surveys generally do not ask how many hours women and men are employed during the weekend, and there may be gender differences in this regard. However, the total number of weekly hours worked helps to illuminate variation in the female share of weekend employment among those working fewer than 30 hours per week versus more than 30 hours per week (the distinction most often used in Europe for part- and full-time work, respectively).¹²

There is a much larger percent female in part-time work than in full-time work. (See table 2.) At the same time, among those who work fewer than 30 hours a week, women are about equally likely to work weekends as weekdays only; there are some differences (mostly with regard to Sundays)

but, overall, they are small. The most marked contrast for both Saturdays and Sundays is for Sweden, in which the female share exceeds that for all part-timers by about 7 percentage points.

Among those working 30 hours or more, women's disproportionate employment on the weekends is more evident. In most of our study countries, full-time working women are more likely to be overrepresented on weekends. The only exceptions are Norway, Ireland, and the United States.

Economic sector contrasts for full-timers. Does the female overrepresentation in weekend employment among those working 30 hours or more appear in both economic sectors, service and industry? The answer is consistent with what was found without regard to the number of hours worked: full-time employed women in the service sector in most of the countries are disproportionately in weekend employment, but the reverse is true in the industrial sectors, where women are typically underrepresented among weekend workers. (See table 3.) Luxembourg's industrial sector is a notable exception; while fewer than 1 in 10 weekday

Table 2. Percent female of all wage and salary earners aged 25 to 64 by weekend schedule and number of hours worked, 15 European countries and the United States, 2001 or most recent year comparable data are available

Number of hours worked	Nordic countries				British Isles		Western/Central European countries						Southern European countries		United States (1997)	
	Sweden	Finland	Denmark	Norway	United Kingdom	Ireland	France	Germany (1997)	Switzerland	Austria	Netherlands (1999)	Belgium (1998)	Luxembourg	Italy		Spain
Fewer than 30 hours																
Total	79.9	73.1	75.3	86.7	89.7	86.2	82.6	89.1	86.8	92.4	88.8	83.8	92.8	77.4	85.9	68.7
Saturdays	86.5	75.7	75.7	85.7	88.5	88.6	81.5	89.2	86.9	92.7	89.1	85.8	90.1	75.4	81.2	63.1
Sundays	86.9	74.4	76.2	78.6	88.4	90.5	71.4	83.3	84.7	89.0	90.3	80.9	93.8	63.1	67.8	64.8
Both Saturday and Sunday	87.0	72.1	78.5	80.6	88.2	90.1	70.9	83.9	84.3	89.2	90.5	80.3	93.8	64.8	68.0	60.2
Weekdays only	76.9	72.2	75.8	87.3	90.6	86.0	83.1	89.2	86.8	92.3	88.8	83.4	93.4	78.6	87.4	70.0
30 hours or more¹																
Total	46.9	48.6	46.2	40.4	36.9	39.1	43.1	34.9	31.8	37.2	25.7	34.1	31.7	35.4	35.1	44.7
Saturdays	59.7	51.4	50.4	38.8	32.8	33.9	50.6	41.8	41.0	43.5	28.7	38.7	47.5	37.1	37.8	37.4
Sundays	58.6	52.0	51.2	33.6	37.4	37.3	46.4	39.8	40.6	37.7	30.0	35.6	40.6	32.7	35.3	41.3
Both Saturday and Sunday	60.2	51.9	51.5	34.5	37.5	37.3	47.0	40.5	41.3	38.4	30.4	35.4	40.0	32.9	35.3	41.3
Weekdays only	45.0	48.0	45.3	40.7	38.3	40.1	41.5	33.3	29.9	35.5	25.1	33.6	29.2	34.7	34.0	47.1

¹ Thirty hours or more is considered full time in European countries.

NOTE: "Saturdays" and "Sundays" include those who may also work the other weekend day; these two categories are not mutually exclusive.

workers are women, women constitute about a fifth of weekend workers.

Summary and discussion

As noted at the outset, this article examines women's share of employment, with a focus on weekend work for 15 European countries and the United States. For all European countries considered, the data show an upward trend over the decade, or sustained high levels, in the percent female among all wage and salary earners. Along with the increase in the female share of all earners, some countries have experienced an increase in weekend employment. It is interesting that the "popular wisdom" is that weekend employment is on the rise throughout Europe, because of a loosening of restrictions on weekend commerce, increasing rationalization in production, and the spread of "American-style" consumer preferences. In fact, the picture of change in Europe is more complicated. In the last decade, there has been no uniform increase in Saturday employment, and some countries show a decline. How-

ever, Sunday employment, which is less common, is rising in more countries than not, especially in the Western/Central European countries and in Spain.

Many European countries have also experienced an increasing share of females among those working weekends. However, it is not necessarily the countries with higher shares female of those employed that have higher shares female working weekends. Moreover, it matters whether one is considering Saturday or Sunday employment, as some countries relatively high on one day are not on the other.

Comparisons of these countries for the most recent year by economic sector show that women's greater likelihood of being in the service rather than industrial sector (relative to men) helps generate the disproportionate share of female weekend employment. However, even among men and women *within* the service sector, weekend employment is disproportionately female in several countries; the reverse is true for the industrial sector.

Women are more likely than men in these countries to work part time, and part-time work has a much higher share

Table 3. Percent female of all wage and salary earners aged 25 to 64, employed 30 hours or more, by weekend schedule and economic sector, 15 European countries and the United States, 2001 or most recent year comparable data are available

Sector	Nordic countries				British Isles		Western/Central European countries							Southern European countries		United States (1997)
	Sweden	Finland	Denmark	Norway	United Kingdom	Ireland	France	Germany (1997)	Switzerland	Austria	Netherlands (1999)	Belgium (1998)	Luxembourg	Italy	Spain	
Service sector																
Saturdays	65.6	60.1	56.1	45.6	40.1	43.5	54.1	48.1	44.5	50.1	34.0	43.2	50.7	42.9	44.4	42.7
Sundays	65.0	62.1	57.3	40.4	43.2	43.9	51.9	46.3	43.3	43.6	35.7	42.0	44.3	36.4	40.2	45.8
Both Saturday and Sunday	66.3	62.6	57.6	41.7	43.1	43.9	52.3	46.7	43.5	43.9	36.0	41.7	43.6	36.5	40.1	45.5
Weekdays only	54.9	59.2	54.6	49.3	47.1	50.4	51.2	45.4	36.8	46.4	31.8	42.4	36.9	42.7	46.9	55.4
Industrial sector																
Saturdays	15.9	16.8	12.1	11.5	6.8	10.0	24.3	18.4	14.9	15.5	6.9	9.6	24.2	14.0	10.6	16.1
Sundays	20.2	15.8	15.2	12.2	10.4	14.5	20.8	10.3	14.7	14.7	6.3	4.5	19.2	11.1	9.8	17.5
Both Saturday and Sunday	16.3	14.4	10.8	12.3	8.4	14.1	21.3	9.8	14.6	15.5	5.3	4.3	19.2	10.8	9.6	15.2
Weekdays only	22.2	26.1	26.5	17.9	21.1	23.4	24.1	19.3	16.7	17.9	11.2	18.6	8.7	25.1	17.5	28.1

NOTE: "Saturdays" and "Sundays" include those who may also work the other weekend day; these two categories are not mutually exclusive.

of female employees than does full-time work. However, among part-timers, weekend employment is not much more "feminized" than weekday work; the difference is more marked for full-timers. Among full-timers in the service sector, women are disproportionately in weekend employment, whereas for full-timers in the industrial sector, women disproportionately work weekdays only.

This article's findings raise some important analytical questions. A key question is: Does the overall pattern of high and rising weekend employment among women advance women economically, or does this pattern indicate another form of labor market disadvantage among women? Weekend employment may be viewed as an important part of the general erosion of the standard work week, regarded by some as "one of the major achievements of the working class."¹³ This perspective suggests that weekend work, when mandated by employers, may not be in the interest of most employees and could potentially affect morale and productivity. It changes the temporal structure of family life, often reducing spouse interaction and parental time with children. It also adds to the complexity of childcare arrangements, par-

ticularly in single-parent families.¹⁴ In addition, many other forms of social interaction may be constrained because one is unavailable when friends and family who are not employed on weekends engage in leisure activities.

In some countries and/or sectors, weekend employment commands relatively high pay premia, whereas in others it does not. In the former cases, employees would presumably compete for weekend shifts, whereas, in the latter cases, those with less seniority or less bargaining power may be assigned those shifts. It may be, for example, that in the service sector weekend workers receive little in the way of compensatory pay and thus women's disproportionate share of weekend service work reflects their disadvantage in the labor market. If the opposite tends to be true in the industrial sector for some or all countries, then the fact that this sector has a higher percent of women working weekdays only, compared with weekends, might be a sign of women's disadvantage vis-à-vis male workers (or possibly a bias by the unions that represent them).

Responding to these issues would require data on a number of variables in addition to gender and weekend employ-

ment, variables not available in the European Labour Force Survey data. To fully understand the extent to which women, and men, prefer weekend shifts, and the advantages and disadvantages associated with working those shifts, one would need microdata that include workers' wages, scheduling preferences, and union membership, as well as other variables. This line of analysis is probably best approached using country case studies, supplemented by country-specific datasets.

Another key issue concerns the institutional factors that shape the prevalence, and the quality, of weekend employment. Regions, or country clusters, are generally not very homogeneous with respect to weekend employment—that is, its prevalence, growth, or degree to which workers are women. This suggests that the sources of country-level varia-

tion are not clearly rooted in overarching labor market characteristics or welfare-state designs. To the extent that public policies matter, the factors have yet to be identified.¹⁵ Moving forward in this regard entails consideration of such factors as the extent to which countries restrict production or operation at nonstandard times, including weekends, the extent to which public services (such as childcare) are available on a 7-day basis to accommodate workers scheduled at nonstandard times, and the extent to which weekend workers are compensated for such employment in the form of pay premia and/or compensatory time.

To conclude, the share of women working weekends is an important social and economic phenomenon that merits more attention and needs further exploration. □

Notes

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¹ "Working Hours: Latest Trends and Policy Initiatives," *OECD Employment Outlook* (Organisation for Economic Co-operation and Development, 1998), pp. 153–88; John M. Evans, Douglas C. Lippoldt, and Pascal Marianna, "Labour Market and Social Policy: Trends in Working Hours in OECD Countries," Occasional paper 45 (Paris, Organisation for Economic Co-operation and Development, Employment, Labor, and Social Affairs Committee, 2000).

² Harriet B. Presser, *Working in a 24/7 Economy: Challenges for American Families* (New York, Russell Sage Foundation, 2003).

³ In another paper in preparation, we assess employment during nonday hours, that is evening, night, and rotating hours, in these same countries.

⁴ All of the European countries in this article are EU members, with the exception of Switzerland and Norway. Eurostat gathers data on a limited number of nonmember European countries.

⁵ For reasons of confidentiality, Eurostat would not provide the precise sample sizes for each of these countries after the subsample was selected with the restrictions noted, although weights were provided and used to generate the national estimates.

⁶ Eurostat's distribution policy changed in July 2005. As of that date, Eurostat will make anonymized microdata files available to researchers from qualifying institutions for a fee.

⁷ The restriction to wage and salary workers is based on our interest in workers who are subject to employer demands and have less control over working weekends than the self-employed. The prevalence of weekend employment would be higher if the self-employed were included.

⁸ In the 1997 cps, no reference period was specified in the question concerning which days of the week people worked (neither "usually" nor "last week"); however, this question was asked after other questions relating to the usual week.

⁹ Harriet B. Presser and Janet C. Gornick, "Weekend Employment in High-Income Countries: A Comparative Analysis," paper presented at the 2004 annual meeting of the Population Association of America, Boston, MA, April 1, 2004; Presser, *Working in a 24/7 Economy*.

¹⁰ The European labor force surveys include a variable called "economic activity of local unit." Eurostat uses the Standard Classification of Industries (NACE/Rev1) to classify all workers into one of three sectors—agriculture, industry, or services. In this analysis, we excluded the agricultural sector and contrasted the other two.

¹¹ To make this comparison precisely, we compare the female share in Saturday work, and in Sunday work, with the female share of the total service sector workforce. If the female share on either Saturday or Sunday exceeds the female share of the total, we consider that to be a case of female overrepresentation on the weekend. We use this same comparison rule in our analyses of tables 1 and 2.

¹² In the United States, 35 hours or more per week is considered full-time employment.

¹³ Karl Hinrichs, "Working Time Development in West Germany: Departure to a New Stage," in Karl Hinrichs, William Roche, and Carmen Sirianni, eds., *Working Time in Transition: The Political Economy of Working Hours in Industrialized Nations* (Philadelphia, Temple University Press, 1991), p. 30.

¹⁴ Presser, *Working in a 24/7 Economy*.

¹⁵ A study using crude indicators of regulation around the year 1990 examined public policies' relation to weekend employment in several European countries, and did not find a connection. See David Grubb and William Wells, "Employment Regulation and Patterns of Work in EC Countries," *OECD Economic Studies*, 1993, Vol. 21 (winter), pp. 7–58.