

LMF2.1: Usual working hours per week by gender

Definitions and methodology

This indicator presents information on usual working hours by gender through the distribution of employed men and employed women across five hours bands for usual weekly working hours:

- i. 1-19 hours per week
- ii. 20-29 hours per week
- iii. 30-34 hours per week
- iv. 35-39 hours per week
- v. 40 hours or more per week

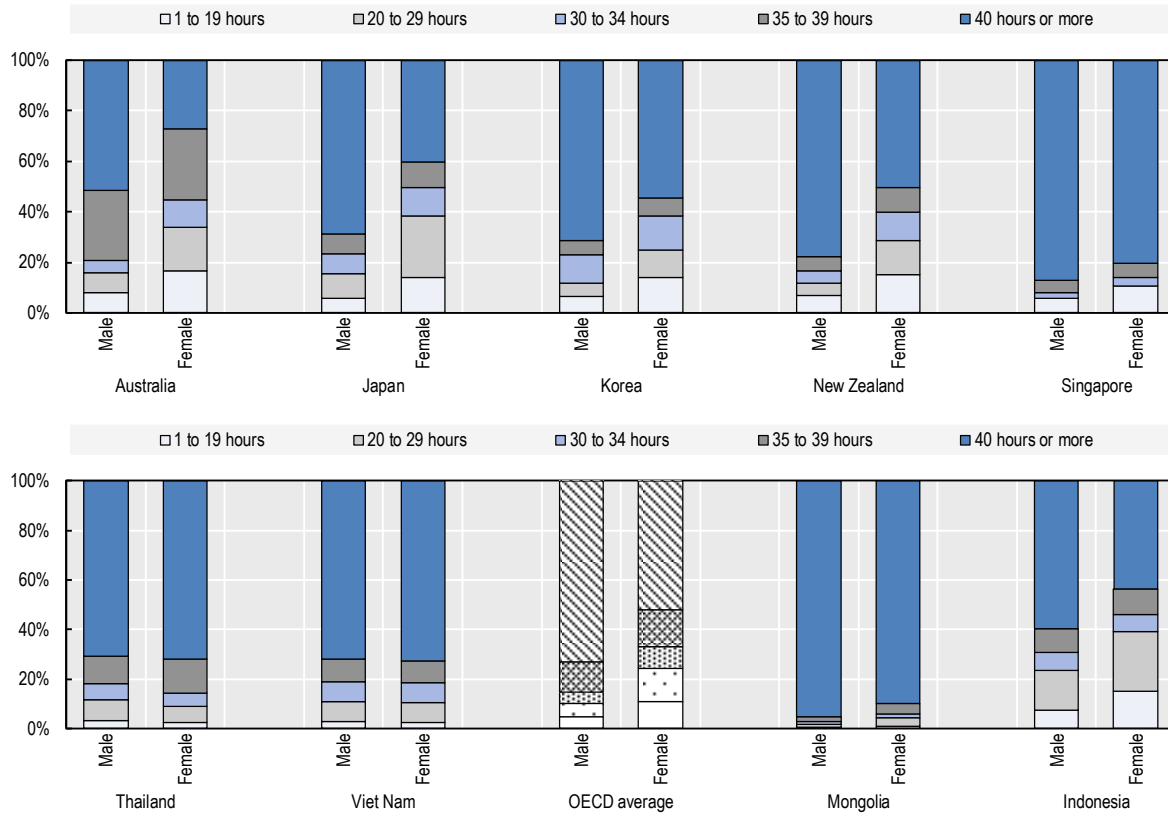
Data for most countries concern usual weekly working hours in the main job and cover all employed (both employees and self-employed) of all ages. The definition of usual weekly working hours includes overtime if it occurs systematically, but irregular or unusual overtime is not included. Data for Australia and New Zealand refer to usual weekly working hours in *all* jobs, rather than just the main job, while data for Japan and Korea refer to *actual* weekly working hours in all jobs. For China and Singapore, the specific hours bands sometimes differ slightly from those defined above (see the notes to Chart LMF2.1.A for more detail).

Key findings

The distribution of working hours (and gender differences in the distribution of working hours) differs considerably across Asia/Pacific countries (Chart LMF2.1.A). In all countries included here the large majority of workers (both male and female) usually work 40 or more hours per week. In China, Mongolia and Singapore, more than 80% of employed men and women are in paid work for 40 or more hours per week. and in these countries, the share of men working 40 hours or more per week is not much higher than the share of women doing so (5-6 pp). By contrast, in Australia, Indonesia and Japan, less than half of the women are in paid work for 40 hours or more. In New Zealand, almost 30% of employed women work fewer than 30 hours per week and almost 40% of women do so in Australia, Indonesia, and Japan.

<i>Other relevant indicators:</i> LMF1.4 Employment profiles over the life-course; LMF1.6 Gender differences in employment outcomes

Chart LMF2.1.A. Distribution of the employed by usual weekly working hours bands and gender, 2024 or latest available
Distribution (%) of male and female employed (all ages) by usual weekly working hours bands

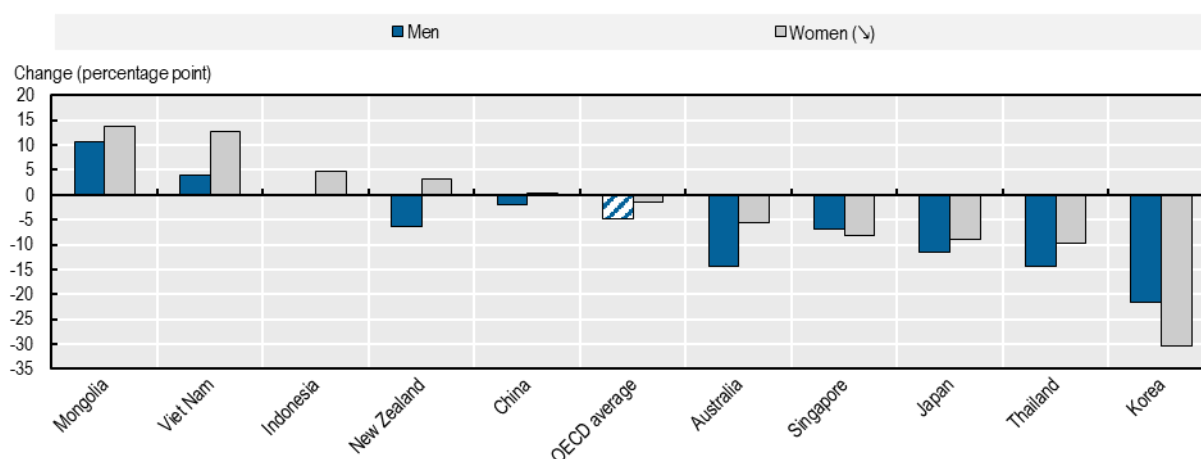


Notes: Notes: Data refer to 2021 for Indonesia and Thailand, 2022 for China, 2023 for Mongolia and Singapore. For Japan and Korea, data refer to actual weekly working hours rather than usual weekly working hours. For Australia, Japan, Korea and New Zealand, data refer to all jobs rather than the main job. For China, usual weekly working hours bands refer to 1-19, 20-39, and 40 hours or more. For Singapore, usual weekly working hours bands refer to less than 30, 30-34, 35-39, and 40 hours or more. The band labelled '1 to 19 hours' refers to 1 to 29 hours. The OECD average is a weighted average.

Sources: [Australia, Japan, Korea, New Zealand and OECD average: OECD Employment Database](#); Indonesia: ILOSTAT Data; Mongolia: Labour Force Survey (2024); Singapore: Ministry of Manpower (2023), Labour Force in Singapore 2023; Thailand: Labour Force Survey (Quarter 3, 2021); Viet Nam: Labour Force Survey 2024.

In most Asia/Pacific countries, the share of the workforce working 40 or more hours per week is declining (Chart LMF2.1.B). In all covered countries with available data other than Indonesia, Mongolia and Viet Nam, the proportion of both employed men and employed women working 40 or more hours per week has fallen over the last two decades and a half, sometimes substantially. In Japan and Korea, for example, the share of employed men and women working 40 or more hours per week has fallen by more than 10 percentage points (pp) since 1995. By contrast, in Mongolia, the share of employed men working 40 or more hours per week has increased by more than 10pp since 1995, and by more than 14pp for women. In New Zealand, while the share of men working 40 or more hours has decreased by 6pp, it increased by 3pp for women.

Chart LMF2.1.B. Percentage point change in the proportion of the employed working 40 hours or more, by gender, 1995 to 2024 or latest available
Percentage point change in the proportion (%) of the employed (all ages) with usual weekly working hours equal to 40 hours or more



Note: Instead of 1995, data for Indonesia refer to 2000, 2002 for Japan, 2006 for China, 2007 for Mongolia and 2015 for Mongolia. For Korea, data refer to actual weekly working hours rather than usual weekly working hours. For Australia, Japan, Korea and New Zealand, data refer to all jobs rather than the main job. The OECD average is a weighted average and does not include Israel or Slovenia. For Mongolia, data refer to Employment in excessive working time (more than 48 hours per week, percentage).

Sources: [Australia, Japan, Korea, New Zealand and OECD average: OECD Employment Database](#); China: China Population and Employment Statistics Yearbook; Singapore: Ministry of Manpower (2023); Thailand: Labour force survey (Quarter 3) 2020; Vietnam: Labour and Employment Survey 2024; Mongolia: Labor Force Survey.

Comparability and data issues

Most of the data on working hours used in this indicator are taken from or are based on information from national labour force surveys or household surveys or, in the case of China, the national population census. Organisations such as the International Labour Organization (ILO) set out and define numerous [standards and guidelines](#) that should be followed by countries when conducting labour force surveys and producing labour statistics, which should help reduce comparability issues. However, one main issue should still be noted:

- For Charts LMF2.1.A and LMF2.1.B, information on the distribution of working hours is based on a standard definition of ‘working hours’ as usual weekly working hours in the main job. However, for Japan and Korea the data used are *actual* hours worked. For Australia, Japan, Korea and New Zealand the jobs covered are *all* jobs. Relative to other countries, these differences may lead to an overestimation of the share of the employed working longer hours and an underestimation of the share of the employed working shorter hours in in Australia, Japan, Korea, and New Zealand.

Sources and further reading: ILO, Geneva; International Labour Organization (2023), *Standards and guidelines on labour statistics*, <https://ilostat.ilo.org/about/standards/>; OECD (2025), OECD Employment Outlook, <https://doi.org/10.1787/194a947b-en> .