

Arbeitslose und Stellensuchende in den Bezirken des Kanton Zürich

Berichtsmonat 202508

August 2025			Arbeitslose			Arbeitslose Vormonat			Δ VorMt in %			Arbeitslosenquote		Variationskoeffizient 1)			Stellensuchende			
Bezirk	Gemeinde No.	Gemeinde Bez.	Frauen	Männer	Gesamt	Frauen	Männer	Gesamt	Frauen	Männer	Gesamt	Frauen	Männer	Gesamt	Frauen	Männer	Gesamt	Frauen	Männer	Gesamt
Zürich	261	Zürich	3482	4059	7541	3427	4059	7486	1.6%	0.0%	0.7%	2.9%	3.0%	2.9%	A	F	E	5'518	6'080	11'598
Zürich Gesamt			3482	4059	7541	3427	4059	7486	1.6%	0.0%	0.7%	2.9%	3.0%	2.9%	A	A	A	5'518	6'080	11'598
Winterthur	211	Altikon	2	2	4	2	2	4	0.0%	0.0%	0.0%	1.5%	0.6%	0.9%	G	F	E	3	3	6
Winterthur	213	Brütten	7	8	15	7	11	18	0.0%	-27.3%	-16.7%	1.3%	0.9%	1.0%	E	E	D	9	11	20
Winterthur	214	Dägerlen	4	6	10	3	7	10	33.3%	-14.3%	0.0%	1.2%	1.3%	1.3%	F	E	E	8	7	15
Winterthur	215	Dättlikon	1	3	4	1	2	3	0.0%	50.0%	33.3%	0.6%	1.2%	1.0%	F	F	E	2	3	5
Winterthur	216	Dinhard	4	4	8	3	5	8	33.3%	-20.0%	0.0%	1.1%	0.9%	0.9%	E	E	E	8	5	13
Winterthur	294	Elgg	26	27	53	21	25	46	23.8%	8.0%	15.2%	2.1%	2.0%	2.1%	D	D	D	42	41	83
Winterthur	218	Elitikon an der Thur	1	4	5	-	1	1	0.0%	300.0%	400.0%	0.6%	1.2%	1.0%	F	F	E	3	5	8
Winterthur	219	Elsau	19	25	44	17	24	41	11.8%	4.2%	7.3%	1.8%	2.6%	2.2%	D	E	D	24	34	58
Winterthur	220	Hagenbuch	4	3	7	5	3	8	-20.0%	0.0%	-12.5%	1.9%	0.9%	1.3%	F	F	E	6	3	9
Winterthur	221	Hettlingen	11	13	24	12	11	23	-8.3%	18.2%	4.4%	1.2%	1.3%	1.3%	E	D	D	21	23	44
Winterthur	223	Nefenbach	22	35	57	25	38	63	-12.0%	-7.9%	-9.5%	1.6%	2.1%	1.9%	D	D	D	40	52	92
Winterthur	224	Pfungen	31	32	63	30	38	68	3.3%	-15.6%	-7.4%	2.4%	2.7%	2.5%	D	D	D	44	48	92
Winterthur	225	Rickenbach (ZH)	11	20	31	9	16	25	22.2%	25.0%	24.0%	1.8%	2.4%	2.2%	E	E	D	16	25	41
Winterthur	226	Schlatt (ZH)	1	2	3	1	2	3	0.0%	0.0%	0.0%	0.5%	0.9%	0.7%	F	F	E	3	3	6
Winterthur	227	Seuzach	39	43	82	36	38	74	8.3%	13.2%	10.8%	2.0%	1.9%	2.0%	D	D	C	51	68	119
Winterthur	228	Turbenthal	18	31	49	15	26	41	20.0%	19.2%	19.5%	1.7%	2.0%	1.9%	D	D	D	28	41	69
Winterthur	230	Winterthur	739	911	1'650	748	896	1'644	-1.2%	1.7%	0.4%	2.4%	2.7%	2.6%	B	B	B	1'087	1'392	2'479
Winterthur	231	Zell (ZH)	36	55	91	33	54	87	9.1%	1.9%	4.6%	2.5%	3.1%	2.8%	D	D	D	57	76	133
Winterthur	298	Wiesendangen	26	19	45	28	19	47	-7.1%	0.0%	-4.3%	1.5%	1.1%	1.3%	D	D	D	46	32	78
Winterthur Gesamt			1'002	1'243	2'245	996	1'218	2'214	0.6%	2.1%	1.4%	2.2%	2.4%	2.3%	B	B	A	1'498	1'872	3'370
Uster	191	Dübendorf	197	247	444	200	237	437	-1.5%	4.2%	1.6%	2.2%	2.4%	2.3%	C	C	C	390	434	824
Uster	192	Egg	40	53	93	38	51	89	5.3%	3.9%	4.5%	1.9%	2.2%	2.1%	D	D	C	61	73	134
Uster	193	Fällanden	60	84	144	59	88	147	1.7%	-4.6%	-2.0%	2.5%	3.2%	2.8%	D	D	C	95	114	209
Uster	194	Greifensee	31	39	70	33	36	69	-6.1%	8.3%	1.5%	2.5%	2.9%	2.7%	D	D	D	49	60	109
Uster	195	Maur	57	70	127	60	73	133	-5.0%	-4.1%	-4.5%	2.1%	2.2%	2.2%	D	D	C	84	101	185
Uster	196	Mönchaltorf	22	27	49	25	24	49	-12.0%	12.5%	0.0%	2.2%	2.6%	2.4%	D	D	D	36	36	72
Uster	197	Schwerzenbach	27	46	73	34	41	75	-20.6%	12.2%	-2.7%	1.9%	2.9%	2.4%	D	D	D	51	64	115
Uster	198	Uster	188	268	456	182	266	448	3.3%	0.8%	1.8%	1.9%	2.6%	2.3%	C	C	C	308	394	702
Uster	199	Volterswil	92	118	210	91	127	218	1.1%	-7.1%	-3.7%	1.8%	2.0%	1.9%	C	C	C	187	219	406
Uster	200	Wangen-Brüttisellen	51	63	114	52	58	110	-1.9%	8.6%	3.6%	2.8%	2.5%	2.6%	D	D	C	85	93	178
Uster Gesamt			765	1'015	1'780	774	1'001	1'775	-1.2%	1.4%	0.3%	2.1%	2.5%	2.3%	B	B	B	1'346	1'588	2'934
Pfäffikon	172	Fehraltorf	37	36	73	31	38	69	19.4%	-5.3%	5.8%	2.2%	1.7%	1.9%	D	D	D	56	60	116
Pfäffikon	173	Hittnau	15	11	26	15	13	28	0.0%	-15.4%	-7.1%	1.5%	1.1%	1.3%	D	E	D	23	20	43
Pfäffikon	176	Lindau	29	43	72	25	39	64	16.0%	10.3%	12.5%	1.9%	2.6%	2.2%	D	D	D	49	61	110
Pfäffikon	177	Pfäffikon	49	86	135	52	70	122	-5.8%	22.9%	10.7%	1.5%	2.6%	2.1%	D	D	C	92	130	222
Pfäffikon	178	Russikon	22	29	51	20	29	49	10.0%	0.0%	4.1%	1.7%	2.4%	2.0%	D	D	D	29	43	72
Pfäffikon	180	Weisslingen	16	20	36	16	20	36	0.0%	0.0%	0.0%	1.6%	1.6%	1.6%	D	D	D	19	32	51
Pfäffikon	181	Wila	5	5	10	11	6	17	-54.6%	-16.7%	-41.2%	1.1%	0.9%	1.0%	E	E	D	9	10	19
Pfäffikon	182	Wildberg	5	3	8	3	3	6	66.7%	0.0%	33.3%	3.5%	1.0%	1.8%	G	F	E	7	6	13
Pfäffikon	296	Illnau-Effretikon	108	122	230	101	106	207	6.9%	15.1%	11.1%	2.5%	2.4%	2.4%	C	C	C	170	199	369
Pfäffikon	297	Bauma	22	18	40	18	17	35	22.2%	5.9%	14.3%	1.9%	1.5%	1.7%	D	D	D	40	33	73
Pfäffikon Gesamt			308	373	681	292	341	633	5.5%	9.4%	7.6%	1.9%	2.1%	2.0%	C	C	B	494	594	1'088
Meilen	151	Erlenbach (ZH)	27	29	56	31	27	58	-12.9%	7.4%	-3.5%	2.0%	1.9%	1.9%	D	D	D	51	43	94
Meilen	152	Herrliberg	39	43	82	38	46	84	2.6%	-6.5%	-2.4%	2.4%	2.3%	2.4%	D	D	D	62	57	119
Meilen	153	Hombrechtikon	30	57	87	31	58	89	-3.2%	-1.7%	-2.3%	1.4%	2.4%	2.0%	D	D	C	57	87	144
Meilen	154	Küssnacht (ZH)	90	97	187	93	93	186	-3.2%	4.3%	0.5%	2.7%	2.5%	2.6%	D	C	C	137	128	265
Meilen	155	Männedorf	57	62	119	49	59	108	16.3%	5.1%	10.2%	1.8%	1.9%	1.9%	D	D	C	96	87	183
Meilen	156	Meilen	86	84	170	86	99	185	0.0%	-15.2%	-8.1%	2.1%	2.1%	2.1%	C	C	C	150	134	284
Meilen	157	Oetwil am See	37	28	65	39	30	69	-5.1%	-6.7%	-5.8%	3.4%	1.5%	2.2%	D	D	D	54	50	104
Meilen	158	Stäfa	50	101	151	53	85	138	-5.7%	18.8%	9.4%	1.2%	2.4%	1.8%	C	C	C	103	146	249
Meilen	159	Uetikon am See	34	35	69	33	37	70	3.0%	-5.4%	-1.4%	2.2%	2.2%	2.2%	D	D	D	58	49	107
Meilen	160	Zumikon	15	37	52	15	38	53	0.0%	-2.6%	-1.9%	1.1%	2.3%	1.7%	D	D	D	29	49	78
Meilen	161	Zollikon	80	98	178	76	96	172	5.3%	2.1%	3.5%	2.5%	2.7%	2.6%	D	D	C	112	132	244
Meilen Gesamt			545	671	1'216	544	668	1'212	0.2%	0.4%	0.3%	2.0%	2.2%	2.1%	B	B	B	909	962	1'871
Horgen	131	Adliswil	151	171	322	157	180	337	-3.8%	-5.0%	-4.5%	3.0%	2.7%	2.8%	C	C	C	227	253	480
Horgen	135	Kilchberg (ZH)	95	88	183	101	89	190	-5.9%	-1.1%	-3.7%	4.1%	2.7%	3.2%	D	D	C	108	95	203
Horgen	136	Langnau am Albis	46	62	108	38	61	99	21.1%	1.6%	9.1%	2.3%	2.9%	2.6%	D	D	C	77	98	175
Horgen	137	Oberrieden	38	34	72	38	37	75	0.0%	-8.1%	-4.0%	2.7%	2.5%	2.6%	D	D	D	50	40	90
Horgen	138	Richterswil	98	125	223	97	128	225	1.0%	-2.3%	-0.9%	2.8%	3.2%	3.0%	D	D	C	128	153	281
Horgen	139	Rüschikon	77	63	140	72	63	135	6.9%	0.0%	3.7%	4.8%	3.5%	4.1%	D	D	D	82	71	153
Horgen	141	Thalwil	181	188	369	160	185	345	13.1%	1.6%	7.0%	3.5%	3.5%	3.5%	C	C	C	209	214	423
Horgen	293	Wädenswil	215	236	451	201	230	431	7.0%	2.6%	4.6%	3.2%	3.4%	3.3%	C	C	C	252	269	521
Horgen	295	Horgen	233	258	491	245	246	491	-4.9%	4.9%	0.0%	3.6%	3.8%	3.7%	C	C	C	274	301	575
Horgen Gesamt			1'134	1'225	2'359	1'109	1'219	2'328	2.3%	0.5%	1.3%	3.3%	3.2%	3.3%	B	B	B	1'407	1'494	2'901
Hinwil	111	Bäretswil	16	24	40	16	19	35	0.0%	26.3%	14.3%	1.2%	1.9%	1.5%	D	D	D	26	35	61
Hinwil	112	Bubikon	17	28	45	14	25	39	21.4%	12.0%	15.4%	0.8%	1.3%	1.1%	D	D	C	36	47	83
Hinwil	113	Dürnten	33	40	73	39	37	76	-15.4%	8.1%	-4.0%	1.7%	2.0%	1.8%	D	D	C	57	61	118
Hinwil	114	Fischthal	4	15	19	7	12	19	-42.9%	25.0%	0.0%	0.6%	1.7%	1.3%	E	E	D	14	21	35
Hinwil	115	Gossau (ZH)	45	39	84	39	31	70	15.4%	25.8%	20.0%	1.7%	1.4%	1.5%	D	D	C	72	67	139
Hinwil	116	Grünigen	6	20	26	7	17	24	-14.3%	17.7%	8.3%	0.5%	1.7%	1.1%	D	D	D	15	31	46
Hinwil	117	Hinwil	41	69	110	42	65	107	-2.4%	6.2%	2.8%	1.2%	2.1%	1.6%	D	D	C	77	107	184
Hinwil	118	Rüti (ZH)	58	71	129	47	81	128	23.4%	-12.4%	0.8%	1.8%	2.1%	2.0%	D	D	C	111	139	250
Hinwil	119	Seegräben	6	8	14	4	10	14	50.0%	-20.0%	0.0%	1.4%	1.7%	1.6%	E	E	E	9	14	23
Hinwil	120	Wald (ZH)	45	50	95	41	45	86	9.8%</											

Dielsdorf	100	Stadel	8	14	22	9	11	20	-11.1%	27.3%	10.0%	1.2%	2.0%	1.6%	E	E	D	19	17	36
Dielsdorf	101	Steinmaur	17	29	46	17	22	39	0.0%	31.8%	18.0%	1.6%	2.5%	2.1%	D	D	D	36	38	74
Dielsdorf	102	Weiach	14	6	20	14	8	22	0.0%	-25.0%	-9.1%	2.5%	1.0%	1.7%	E	E	D	30	11	41
Dielsdorf Gesamt			472	722	1'194	442	714	1'156	6.8%	1.1%	3.3%	2.0%	2.5%	2.3%	B	B	B	963	1'150	2'113
Bülach	51	Bachenbülach	29	28	57	24	28	52	20.8%	0.0%	9.6%	2.5%	2.2%	2.4%	D	D	D	47	39	86
Bülach	52	Bassersdorf	97	77	174	87	83	170	11.5%	-7.2%	2.4%	3.4%	2.1%	2.7%	D	D	C	133	113	246
Bülach	53	Bülach	162	207	369	145	204	349	11.7%	1.5%	5.7%	2.5%	3.1%	2.8%	C	C	C	266	333	599
Bülach	54	Dietikon	60	82	142	53	88	141	13.2%	-6.8%	0.7%	3.0%	3.4%	3.2%	D	D	C	82	112	194
Bülach	55	Eglisau	28	39	67	27	37	64	3.7%	5.4%	4.7%	1.9%	2.7%	2.3%	D	D	D	48	62	110
Bülach	56	Embrach	69	64	133	57	59	116	21.1%	8.5%	14.7%	2.6%	2.1%	2.3%	D	D	C	112	121	233
Bülach	57	Freienstein-Teufen	5	6	11	4	9	13	25.0%	-33.3%	-15.4%	0.8%	0.7%	0.8%	E	E	D	9	17	26
Bülach	58	Glattpfelden	32	43	75	28	42	70	14.3%	2.4%	7.1%	2.2%	2.6%	2.4%	D	D	D	62	76	138
Bülach	59	Hochfelden	5	10	15	4	11	15	25.0%	-9.1%	0.0%	1.2%	2.1%	1.7%	E	E	E	10	14	24
Bülach	60	Höri	17	45	62	17	41	58	0.0%	9.8%	6.9%	2.0%	4.4%	3.3%	E	D	D	31	64	95
Bülach	61	Hüntwangen	3	6	9	3	10	13	0.0%	-40.0%	-30.8%	1.2%	1.8%	1.5%	F	F	E	8	7	15
Bülach	62	Kloten	182	207	389	186	195	381	-2.2%	6.2%	2.1%	3.4%	2.9%	3.1%	C	C	C	282	283	565
Bülach	63	Lufingen	11	15	26	11	17	28	0.0%	-11.8%	-7.1%	1.3%	1.4%	1.4%	E	D	D	20	25	45
Bülach	64	Nürensdorf	26	35	61	27	32	59	-3.7%	9.4%	3.4%	1.6%	2.0%	1.8%	D	D	D	42	50	92
Bülach	65	Oberembrach	4	6	10	4	3	7	0.0%	100.0%	42.9%	1.8%	2.3%	2.1%	F	F	E	5	9	14
Bülach	66	Opfikon	203	278	481	195	267	462	4.1%	4.1%	4.1%	3.7%	3.7%	3.7%	C	C	C	307	383	690
Bülach	67	Rafz	20	26	46	16	20	36	25.0%	30.0%	27.8%	1.7%	1.6%	1.7%	D	D	D	31	34	65
Bülach	68	Rorbas	21	25	46	22	22	44	-4.6%	13.6%	4.6%	2.5%	3.1%	2.8%	E	E	D	37	38	75
Bülach	69	Wallisellen	114	156	270	121	164	285	-5.8%	-4.9%	-5.3%	2.5%	2.8%	2.7%	C	C	C	229	254	483
Bülach	70	Wasterkingen	-	3	3	1	3	4	-100.0%	0.0%	-25.0%	0.0%	1.8%	1.2%	G	F	F	3	4	7
Bülach	71	Wil (ZH)	4	6	10	4	3	7	0.0%	100.0%	42.9%	0.9%	2.0%	1.3%	E	F	E	5	13	18
Bülach	72	Winkel	29	30	59	26	27	53	11.5%	11.1%	11.3%	2.2%	2.1%	2.1%	D	D	D	44	42	86
Bülach Gesamt			1'121	1'394	2'515	1'062	1'365	2'427	5.6%	2.1%	3.6%	2.7%	2.8%	2.7%	B	B	A	1'813	2'093	3'906
Andelfingen	291	Andelfingen	13	9	22	11	12	23	18.2%	-25.0%	-4.4%	1.8%	0.8%	1.2%	E	D	D	19	16	35
Andelfingen	22	Benken (ZH)	1	3	4	3	5	8	-66.7%	-40.0%	-50.0%	0.5%	1.8%	1.1%	F	F	E	6	5	11
Andelfingen	23	Berg am Irchel	4	2	6	3	2	5	33.3%	0.0%	20.0%	2.9%	1.0%	1.8%	G	F	F	5	3	8
Andelfingen	24	Buch am Irchel	3	3	6	4	2	6	-25.0%	50.0%	0.0%	1.2%	1.1%	1.2%	F	F	E	3	3	6
Andelfingen	25	Dachsen	6	9	15	6	10	16	0.0%	-10.0%	-6.3%	1.0%	1.5%	1.2%	E	E	D	7	13	20
Andelfingen	26	Dorf	4	2	6	3	2	5	33.3%	0.0%	20.0%	1.5%	0.7%	1.1%	F	F	E	7	3	10
Andelfingen	27	Feuerthalen	19	28	47	16	29	45	18.8%	-3.5%	4.4%	2.2%	2.8%	2.5%	E	D	D	28	41	69
Andelfingen	28	Flaach	3	4	7	5	5	10	-40.0%	-20.0%	-30.0%	0.7%	0.7%	0.7%	E	E	D	6	8	14
Andelfingen	29	Flurlingen	6	11	17	5	14	19	20.0%	-21.4%	-10.5%	1.5%	2.0%	1.8%	E	E	E	10	13	23
Andelfingen	31	Henggart	9	14	23	12	16	28	-25.0%	-12.5%	-17.9%	1.4%	2.2%	1.8%	E	E	D	16	17	33
Andelfingen	33	Kleinandelfingen	7	7	14	6	11	17	16.7%	-36.4%	-17.7%	1.1%	1.1%	1.1%	E	E	D	10	12	22
Andelfingen	34	Laufen-Uhwiesen	10	9	19	10	8	18	0.0%	12.5%	5.6%	2.1%	1.5%	1.8%	E	E	D	11	15	26
Andelfingen	35	Marthalen	4	8	12	4	8	12	0.0%	0.0%	0.0%	0.9%	2.0%	1.5%	E	E	E	8	15	23
Andelfingen	292	Stammheim	5	5	10	7	4	11	-28.6%	25.0%	-9.1%	0.7%	0.6%	0.7%	E	E	D	9	13	22
Andelfingen	37	Ossingen	3	14	17	4	9	13	-25.0%	55.6%	30.8%	0.7%	3.1%	1.9%	E	E	E	7	20	27
Andelfingen	38	Rheinau	6	10	16	4	5	9	50.0%	100.0%	77.8%	2.1%	3.1%	2.6%	F	F	E	10	13	23
Andelfingen	39	Thalheim an der Thur	2	2	4	1	2	3	100.0%	0.0%	33.3%	1.1%	0.6%	0.8%	F	F	E	7	5	12
Andelfingen	40	Trüllikon	4	9	13	3	10	13	33.3%	-10.0%	0.0%	2.0%	3.2%	2.7%	F	F	E	7	13	20
Andelfingen	41	Truttikon	-	2	2	-	2	2	0.0%	0.0%	0.0%	0.0%	1.1%	0.7%	G	F	F	2	4	6
Andelfingen	43	Volken	1	2	3	1	3	4	0.0%	-33.3%	-25.0%	2.9%	1.4%	1.7%	G	G	F	2	3	5
Andelfingen Gesamt			110	153	263	108	159	267	1.9%	-3.8%	-1.5%	1.4%	1.6%	1.5%	C	C	C	180	235	415
Affoltern	1	Aegust am Albis	8	12	20	6	10	16	33.3%	20.0%	25.0%	1.9%	2.0%	2.0%	E	E	D	11	16	27
Affoltern	2	Affoltern am Albis	97	135	232	96	120	216	1.0%	12.5%	7.4%	3.1%	3.6%	3.4%	D	D	C	141	196	337
Affoltern	3	Bonstetten	32	25	57	29	28	57	10.3%	-10.7%	0.0%	1.8%	1.4%	1.6%	D	D	D	46	46	92
Affoltern	4	Hausen am Albis	20	19	39	18	20	38	11.1%	-5.0%	2.6%	2.0%	1.7%	1.8%	D	D	D	22	22	44
Affoltern	5	Hedingen	22	34	56	20	29	49	10.0%	17.2%	14.3%	1.8%	3.2%	2.5%	D	D	D	26	44	70
Affoltern	6	Kappel am Albis	9	13	22	7	13	20	28.6%	0.0%	10.0%	3.7%	5.1%	4.4%	F	F	E	9	13	22
Affoltern	7	Knonau	9	15	24	10	16	26	-10.0%	-6.3%	-7.7%	1.4%	2.1%	1.8%	E	E	D	13	19	32
Affoltern	8	Maschwanden	2	4	6	2	4	6	0.0%	0.0%	0.0%	1.5%	2.7%	2.1%	G	G	F	2	5	7
Affoltern	9	Mettmenstetten	21	20	41	21	23	44	0.0%	-13.0%	-6.8%	1.5%	1.1%	1.3%	D	D	D	29	29	58
Affoltern	10	Obfelden	25	34	59	23	35	58	8.7%	-2.9%	1.7%	1.8%	2.0%	1.9%	D	D	D	37	45	82
Affoltern	11	Ottenbach	15	20	35	17	21	38	-11.8%	-4.8%	-7.9%	2.2%	2.3%	2.2%	E	E	D	18	30	48
Affoltern	12	Rifferswil	6	4	10	5	4	9	20.0%	0.0%	11.1%	1.9%	1.5%	1.7%	F	F	E	7	6	13
Affoltern	13	Stallikon	29	20	49	25	24	49	16.0%	-16.7%	0.0%	3.4%	1.8%	2.5%	E	D	D	40	28	68
Affoltern	14	Wettswil am Albis	26	30	56	26	31	57	0.0%	-3.2%	-1.8%	2.1%	1.7%	1.9%	D	D	D	43	49	92
Affoltern Gesamt			321	385	706	305	378	683	5.2%	1.9%	3.4%	2.2%	2.3%	2.3%	C	C	B	444	548	992
Kanton Zürich Gesamt			10'459	12'638	23'097	10'216	12'519	22'735	2.4%	1.0%	1.6%	2.6%	2.8%	2.7%	A	A	A	16'561	18'856	35'417

1) Arbeitslosenquoten unterliegen einer statistischen Varianz von A: <1%, B: 1.1%-2%, C: 2.1%-5%, D: 5.1%-10%.
Quoten mit einem Varianzkoeffizienten grösser als 10% (ab E) sind statistisch unzuverlässig und werden entsprechend unter Vorbehalt veröffentlicht.

Datenquelle:
Staatssekretariat für Wirtschaft SECO