The why and how of working time reduction

Stan De Spiegelaere and Agnieszka Piasna
Working hours of a full-time worker

Figure 2: Weekly working hours of full-time employees in the industrial sector: historic trend

Source: Huberman and Minns, 2007
Actual working hours

Average number of actual weekly hours of work

Source: Eurostat
The rise of part-time work

Growth in part-time work, EU15

Source: Eurostat
The downsides of part-time work: low pay and low hours

Figure 8

Proportion of part-time jobs by occupation and gender, 2015 Q2

- **Men**
  - Total: 9%
  - Managers: 3%
  - Professionals: 8%
  - Technicians: 7%
  - Clerical: 10%
  - Service and sales: 17%
  - Agricultural, forestry and fishery: 13%
  - Craft and related trades: 4%
  - Plant and machine operators: 5%
  - Elementary occupations: 22%

- **Women**
  - Total: 32%
  - Managers: 13%
  - Professionals: 23%
  - Technicians: 29%
  - Clerical: 32%
  - Service and sales: 40%
  - Agricultural, forestry and fishery: 26%
  - Craft and related trades: 19%
  - Plant and machine operators: 14%
  - Elementary occupations: 54%

Source: Labour Force Survey
The downsides of part-time work: job prospects

Figure 9 Lack of career prospects in part-time and full-time jobs, EU 27

<table>
<thead>
<tr>
<th></th>
<th>Full-time</th>
<th>Part-time</th>
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<tbody>
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<td></td>
<td>35.4%</td>
<td>50.1%</td>
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Note: Share of workers who responded that they strongly disagreed or disagreed with the statement “My job offers good prospects for career advancement”.
Source: European Working Conditions Survey, 2015
Figure 10: Contract situation of part-time and full-time employees, EU 28

- Full-time: 0%
- Part-time: 10% Fixed-term contract, 20% Agency work, 30% Other non-standard

Source: European Working Conditions Survey, 2015
Why reducing working hours

Source: European Working Conditions Survey 2015

1 in 3 wants to work less
35h45min
Towards an organized reduction of working time

Chapter 3
How should we organise a reduction in working time?

How much of a reduction?
Reducing working time in one go, or step-by-step?
Shortening the working day, week, month, year or life?
Who should pay for this?
Reducing working time and extending operating hours?
Start with national legislation, or company deals?
Mandatory or free to participate?
Collective or individual reductions and the trouble with part-time work
Creating or saving jobs by reducing working time?
A reduction for some years, or forever?
Shorter work for all, or just for some?
Changing legal working hours, or the working hours culture?
Types of working time reduction

[Image: NRA Members' pledge to support the President's Re-employment Agreement]

We Have Signed
The President's Re-employment Agreement.
Stern Brothers
42nd Street, West of Fifth Avenue
Types of working time reduction
Types of working time reduction
Types of working time reduction
Conclusions

There is no one-size-fits-all solution for reducing working time, but an organised reduction is necessary. Doing nothing would only result in a socially unequal and gender-biased distribution of working time.
The why and how of working time reduction
What did the employees want?

Collective working time reduction, even if it means less pay raises

Those who reduce their working should have a right to return to full-time work

Source: Arbeitszeit – sicher, gerecht und selbstbestimmt (2017)
Demands

- 6% wage increase in 12 months
- 28h week for 2 years with partial wage compensation
  - ! Return option
Results

- 5-6/02/2018: agreement in Baden Württemberg
- Wage increases:
  - 4.3% from April 2018
  - € 100 for Jan, Feb & March 2018
  - € 400 for 2019 and further
  - 27,5% of monthly wage bonus
- Working time
  - 28h week for 6 to 24 months. No wage compensation
  - More 40-hour contracts possible (works council oversight)
  - Transfer bonus into 8 free days (2 paid by employer)
The why and how of working time reduction