# Table of contents

1. Collective bargaining and working time in Europe: an overview  
   *Maarten Keune*  
   1.1. Introduction .......................................................... 9  
   1.2. Changing context for collective bargaining in Europe .......... 10  
   1.3. Working time: issues and positions .............................. 12  
   1.4. Changing working time regulations: state-led or bargaining-based? ................................................. 16  
   1.5. Changing working time outcomes .................................. 19  
   1.6. Implications for collective agreements and collective  
       bargaining processes .................................................. 25

2. Collective bargaining and working time in Austria  
   *Susanne Pernicka and Georg Adam*  
   2.1. Statutory regulations on working time ............................ 31  
   2.2. Collective bargaining on working time ........................... 33  
   2.3. Pensions ...................................................................... 37  
   2.4. Flexible employment ................................................... 39

3. Bargaining on working time in Belgium  
   *Sandra Rosvelds*  
   3.1. Introduction .............................................................. 45  
   3.2. Working time in a national and international context ............ 45  
   3.3. Collective bargaining on working time ............................. 46  
   3.4. Outcome of the negotiations ......................................... 46

4. Collective bargaining and working time: Bulgaria  
   *Lyuben Tomev, Nadezhda Daskalova and Tatiana Michailova*  
   4.1. Introduction: socio-economic background ......................... 49  
   4.2. Working time developments ........................................... 50  
   4.3. Collective bargaining on working time ............................ 51  
   4.4. Results of collective bargaining ..................................... 53  
   4.5. Collective bargaining and the labour market ...................... 55  
   4.6. Conclusion ................................................................. 59

5. Collective bargaining and working time: Czech Republic  
   *Martin Fassman and Helena Čornejová*  
   5.1. Introduction .............................................................. 63  
   5.2. Working time in the Czech Republic ............................... 63  
   5.3. Changes in lifelong working time .................................... 64

Collective bargaining on working time: recent European experiences 5
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.4. Working time and collective bargaining</td>
<td>64</td>
</tr>
<tr>
<td>5.5. Why working time reduction is not on the agenda</td>
<td>65</td>
</tr>
<tr>
<td>6. Collective bargaining and working time in Denmark</td>
<td></td>
</tr>
<tr>
<td>Carsten Jørgensen</td>
<td></td>
</tr>
<tr>
<td>6.1. Working time in its national and international context</td>
<td>73</td>
</tr>
<tr>
<td>6.2. Collective bargaining on working time</td>
<td>75</td>
</tr>
<tr>
<td>6.3. Bargaining outcomes</td>
<td>77</td>
</tr>
<tr>
<td>6.4. Flexible employment and early retirement</td>
<td>79</td>
</tr>
<tr>
<td>7. Collective bargaining on working time in Finland</td>
<td></td>
</tr>
<tr>
<td>Pekka Sauramo</td>
<td></td>
</tr>
<tr>
<td>7.1. Introduction</td>
<td>85</td>
</tr>
<tr>
<td>7.2. Working time and collective bargaining</td>
<td>86</td>
</tr>
<tr>
<td>7.3. Collective bargaining and the labour market</td>
<td>89</td>
</tr>
<tr>
<td>7.4. Future prospects</td>
<td>90</td>
</tr>
<tr>
<td>8. Reduction of working time in France: a lone knight</td>
<td></td>
</tr>
<tr>
<td>Christian Dufour</td>
<td></td>
</tr>
<tr>
<td>8.1. Legislation on working time reduction through bargaining and experiment</td>
<td>93</td>
</tr>
<tr>
<td>8.2. The results: shorter working hours, job creation, enhanced bargaining</td>
<td>97</td>
</tr>
<tr>
<td>8.3. The measures adopted by the right-wing government against shorter working hours and their practical effects</td>
<td>100</td>
</tr>
<tr>
<td>8.4. Conclusion: a new working time system that is validated by society</td>
<td>105</td>
</tr>
<tr>
<td>9. Germany: Working time and its negotiation</td>
<td></td>
</tr>
<tr>
<td>Reinhard Bispinck</td>
<td></td>
</tr>
<tr>
<td>9.1. Working time: a controversial topic</td>
<td>111</td>
</tr>
<tr>
<td>9.2. Working time regulation</td>
<td>112</td>
</tr>
<tr>
<td>9.3. Real working time arrangements in Germany</td>
<td>120</td>
</tr>
<tr>
<td>9.4. Current working time disputes</td>
<td>122</td>
</tr>
<tr>
<td>9.5. Outlook</td>
<td>128</td>
</tr>
<tr>
<td>10. Collective bargaining and working time in Greece</td>
<td></td>
</tr>
<tr>
<td>Katerina Christofi</td>
<td></td>
</tr>
<tr>
<td>10.1. Working time in its national and international context</td>
<td>131</td>
</tr>
<tr>
<td>10.2. Collective bargaining on working time</td>
<td>133</td>
</tr>
<tr>
<td>10.3. Outcomes of bargaining</td>
<td>135</td>
</tr>
<tr>
<td>10.4. Collective bargaining and the labour market</td>
<td>139</td>
</tr>
</tbody>
</table>
11. Collective bargaining and working time: Hungary
   Szilvia Borbély
   11.1. Working time in its national and international context ........................................ 143
   11.2. Collective bargaining on working time ................................................................. 144
   11.3. Collective bargaining and the labour market ......................................................... 149

12. Collective bargaining on working time in Italy, 1990-2005
   G. D’Aloia, G. Olini and R. Pelusi
   12.1. Working time policy in Italy: background ............................................................ 159
   12.2. National contractual working time ........................................................................... 163
   12.3. National collective bargaining on working time and flexibility
        since July 1993 ............................................................................................................. 164
   12.4. Decentralised bargaining ....................................................................................... 169

13. Collective bargaining and working time: Lithuania
   Tatjana Babrauskiene
   13.1. Labour legislation ..................................................................................................... 173
   13.2. Important issues related to working time in Lithuania ............................................. 176
   13.3. Collective bargaining on working time ..................................................................... 177
   13.4. Bargaining outcomes .............................................................................................. 181

14. Collective bargaining and working time in Norway
   Håvard Lismoen
   14.1. Working time in its economic and political context ................................................... 183
   14.2. Collective bargaining on working time ..................................................................... 188

15. Working time regulation in Poland – recent trends
   Jakub Stelina
   15.1. Working time in its national and international context ............................................. 197
   15.2. Collective bargaining on working time ..................................................................... 199
   15.3. Outcomes of bargaining ......................................................................................... 201
   15.4. Developments on the labour market ....................................................................... 203

16. Collective bargaining on working time in Portugal
   Reinhard Naumann
   16.1. Working time in its national and international context ............................................. 207
   16.2. Collective bargaining on working time ..................................................................... 209
   16.3. Collective bargaining and the labour market ........................................................... 212
### Table of contents

#### 17. Collective bargaining on working time: Romania

*Lucian Vasilescu*

- 17.1. Working time in its national and international contexts ............................................. 217
- 17.2. Collective bargaining on working time ........................................................................ 219
- 17.3. Outcomes of bargaining ............................................................................................. 223
- 17.4. Collective bargaining and the labour market ............................................................... 224

#### 18. Collective bargaining on working time: Slovakia

*Ludovít Cziria*

- 18.1. Political and economic background ........................................................................... 227
- 18.2. Working time in its national and international contexts ............................................... 229
- 18.3. Collective bargaining on working time .......................................................................... 231
- 18.4. Bargaining outcomes .................................................................................................. 233
- 18.5. Collective bargaining and the labour market ............................................................... 233

#### 19. Collective bargaining and working time in Slovenia

*Andrej Kohont*

- 19.1. Working time in its national and international contexts ............................................... 239
- 19.2. Collective bargaining on working time .......................................................................... 245
- 19.3. Trade union reactions to working time extension ......................................................... 246
- 19.4. Collective bargaining and the labour market ............................................................... 248
- 19.5. Conclusion .................................................................................................................. 249

#### 20. Collective bargaining and working time in Spain

*Amaia Otaegui Fernández and Elena Gutiérrez Quintana*

- 20.1. Introduction ................................................................................................................ 253
- 20.2. Collective bargaining and working time in 2004 ........................................................ 254
- 20.3. Trade union objectives and strategies ......................................................................... 258

#### 21. Collective negotiations and working time in Switzerland

*Ewald Ackermann*

- 21.1. Introduction ................................................................................................................ 265
- 21.2. Working time: positions, conflicts and outcomes ...................................................... 265
- 21.3. Pensions and early retirement ...................................................................................... 270

#### 22. Collective bargaining on working time: the UK

*Richard Exell*

- 22.1. Working time in its national and international context ............................................... 273
- 22.2. Collective bargaining on working time ......................................................................... 280

List of contributors ................................................................................................................. 289