

## "WORKING-TIME REDUCTION AND DISTRIBUTION: TO THE SEARCH FOR AN IMPROVEMENT OF WELLBEING AND SUSTAINABILITY"

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*"The idea that the global economy is not able to generate enough jobs within established policy parameters may warrant examination of innovative methods of distributing available work and of compensating it" (ILO)*

*Environmental considerations are making us aware that the planet cannot sustain a continuous economic growth of GDP and that the idea that alternative yardsticks (other than GDP growth) can better measure human welfare and happiness is taking root (ILO)*

*"There is no one-size-fit solution for reducing working time, but an organized reduction is necessary. Doing nothing would only result in a socially unequal and gender-biased distribution of working time" (Spiegelaere, S. and Piasna, A.)*

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## WTR. Objectives

- Reduction of unemployment
- More equitable distribution of productivity increases
- Improvement of welfare levels
- Reduction of environmental impacts

The different studies reviewed indicate that the achievement of these objectives is possible, depending on the concrete form in which the proposal is applied and the complementary measures that are adopted.



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## **WTR. Current situation in Spain**

**Labor legislation**

**Social Dialogue-Collective bargaining**

**Labor market policies**

The revision of the labor market institutions and the interviews with some political, union and business representatives seem to corroborate that the WTR is not a relevant proposal in Spanish society, although there are those who consider it desirable and keep it on their agenda as a long-term proposal.



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## WTR. Identification of obstacles

- **Increased costs for the company** if labor costs are not simultaneously reduced
- Possible **worsening of international competitiveness**
- Foreseeable **difficulty in the establishment of organizational and management changes.**
- **Concerns of workers about the reduction of their income**
- **A consideration of work** that harms the view of the WTR as a factor of life quality improvement: "hard work" has become a symbol of prestige.



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## WTR. Proposal

- Collective bargaining at booth national and company level
- Public implication and financing
- Organization of actions aimed at achieving a change of mentality
- Consideration of the possibility of an unconditional basic income

