

Working Time Development in Germany

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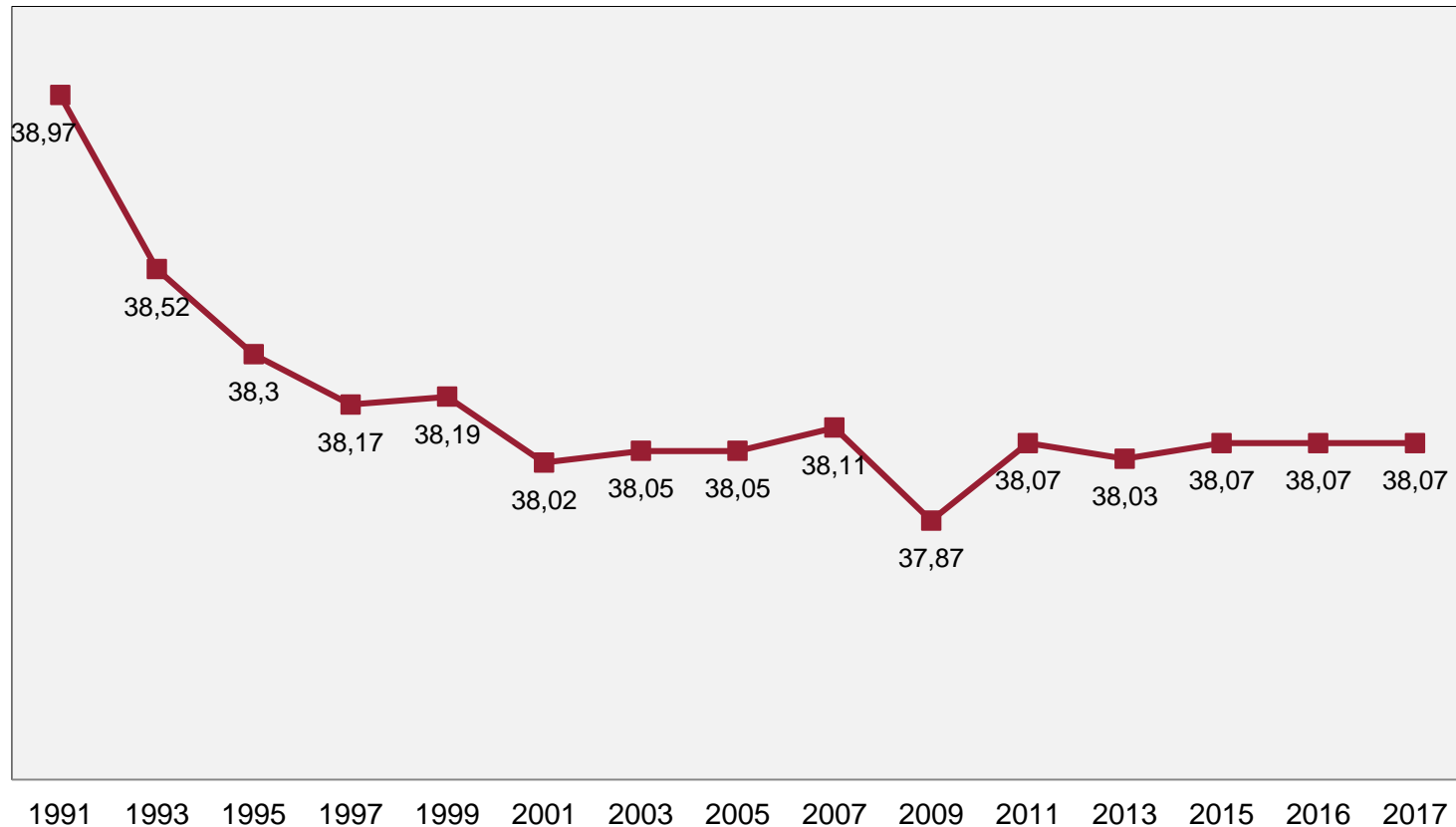
Confederation of German Employers' Associations (BDA)
Department – Pay Policy and Collective Bargaining

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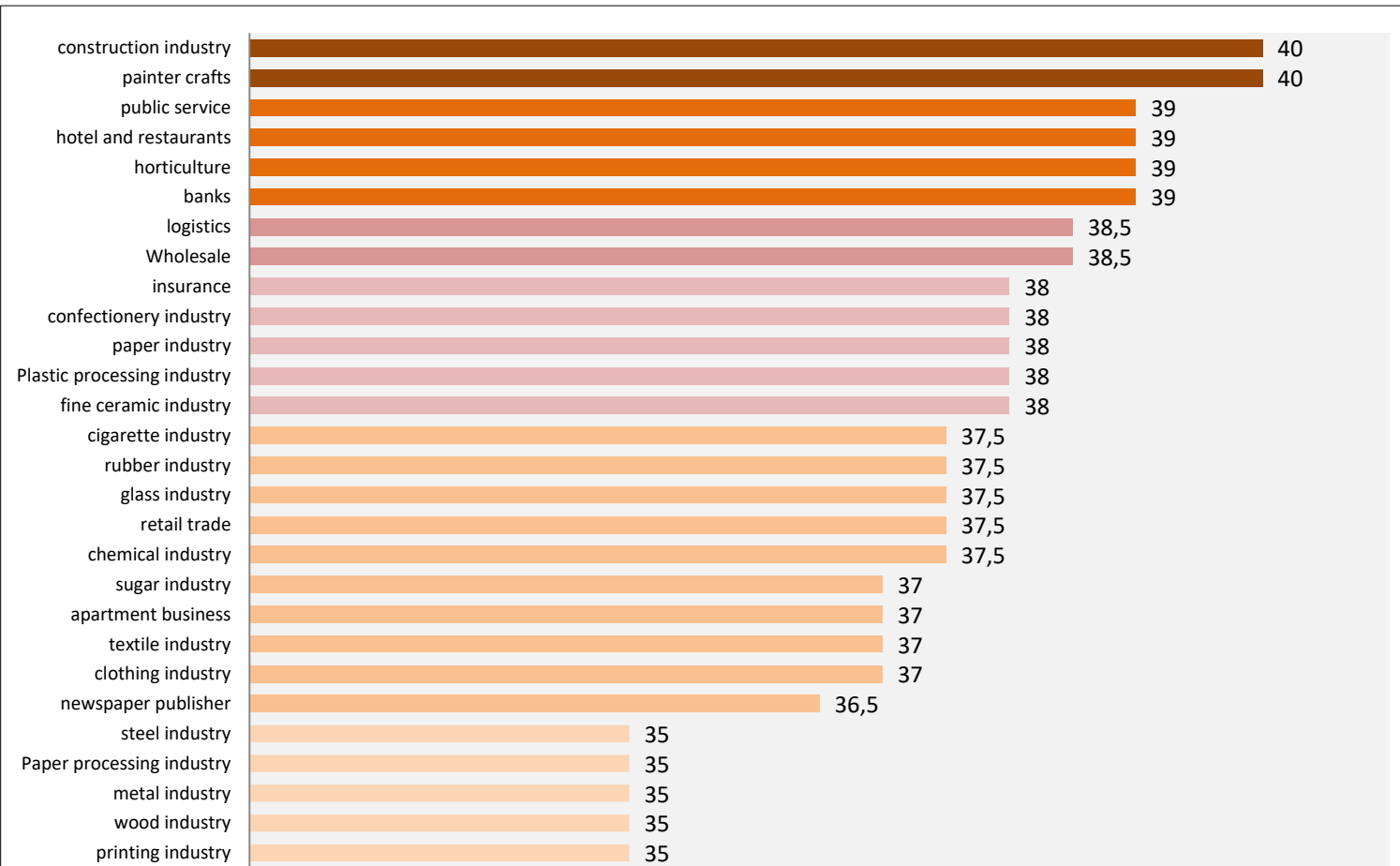
Working time development in Germany

Developement of working time ***in hours per week (full-time)***



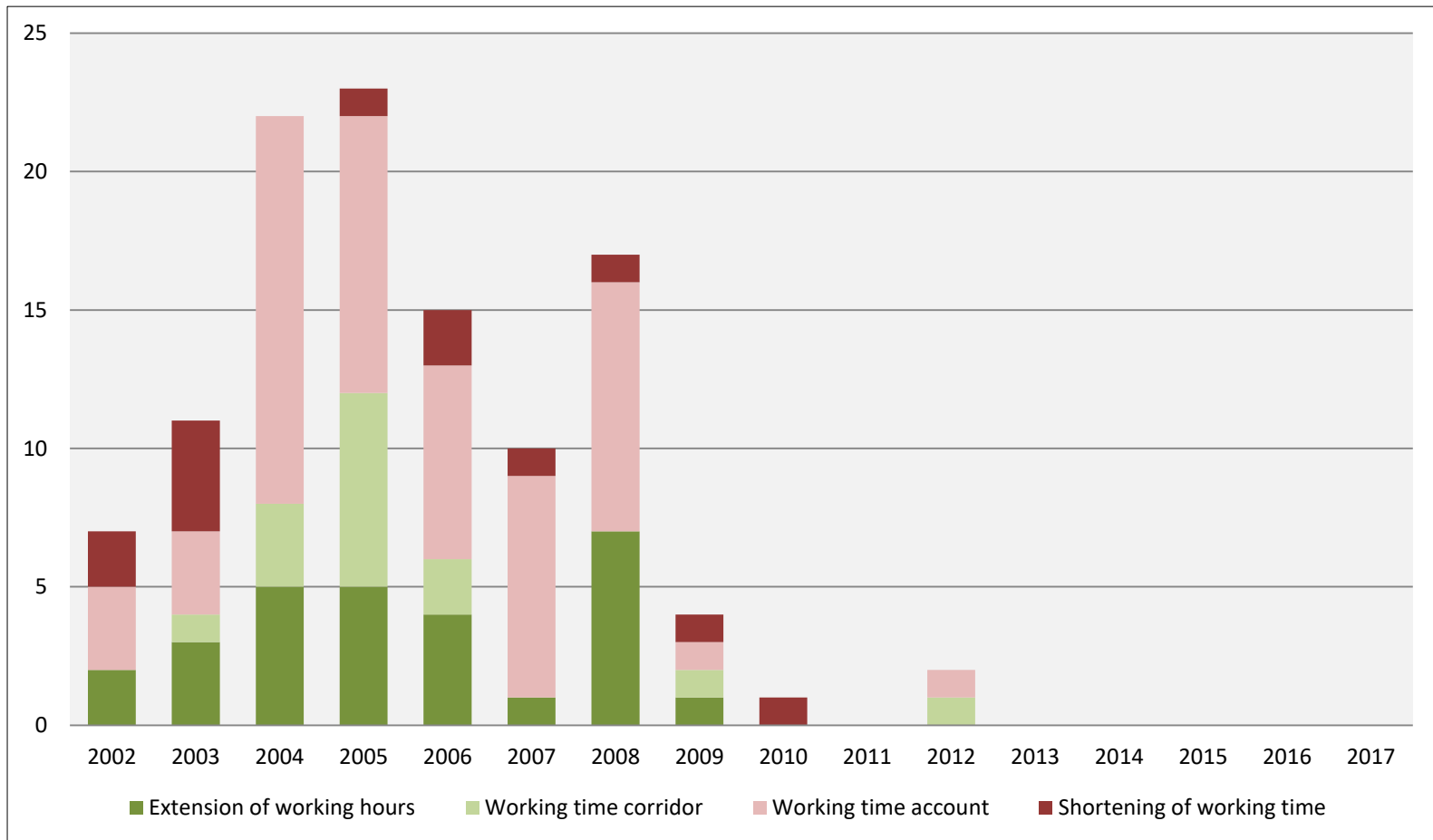
Quelle: IAB, 2017 Prognose

Regular agreed weekly working hours in the branches



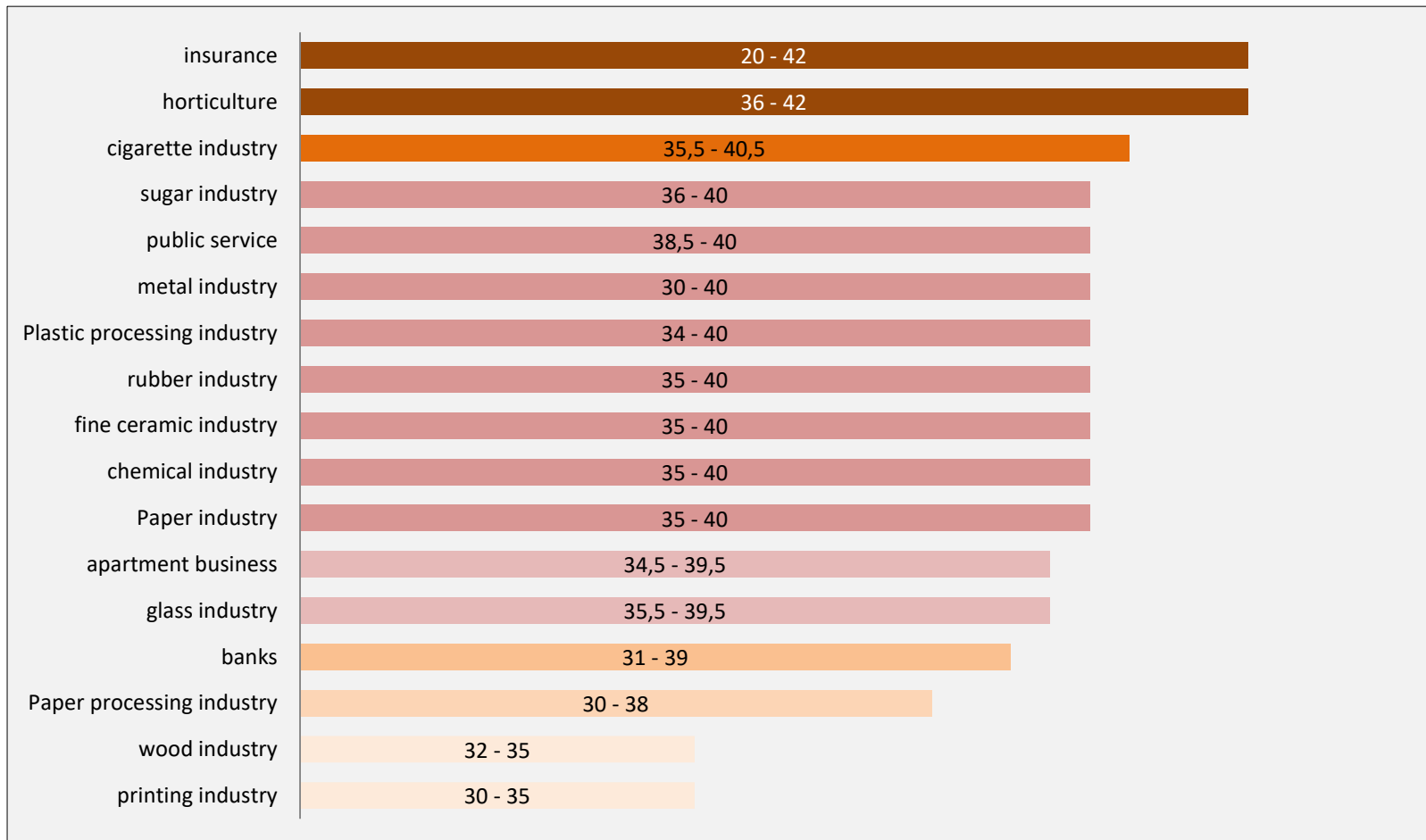
Quelle: BDA TarifService

Collective agreements on more working time flexibility



Quelle: BDA TarifService

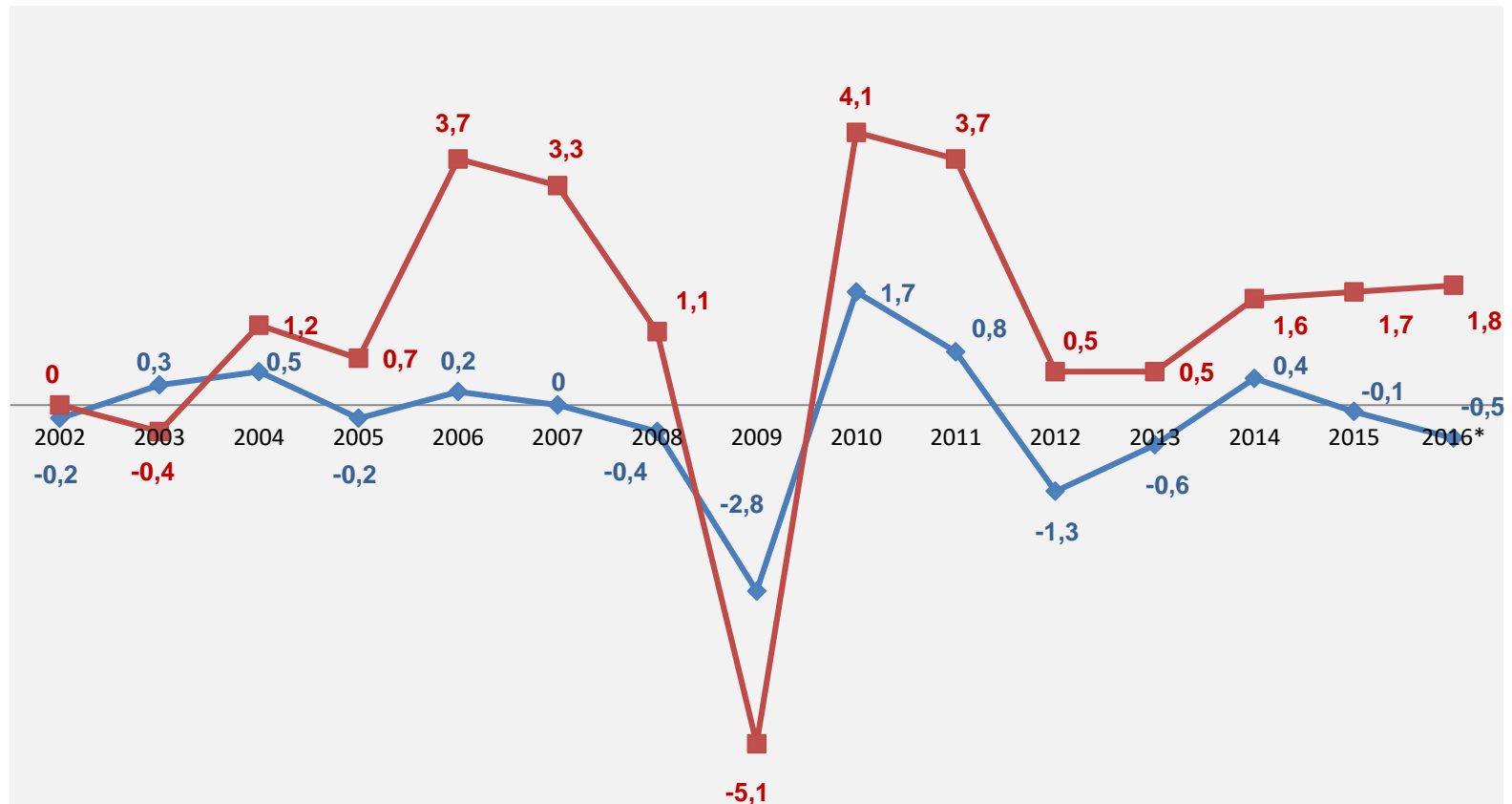
Working time corridors in the different sectors in weekly hours



Quelle: BDA TarifService

Economic fluctuations are reflected in working time development

Annual working hours and GDP in % of the previous year in %

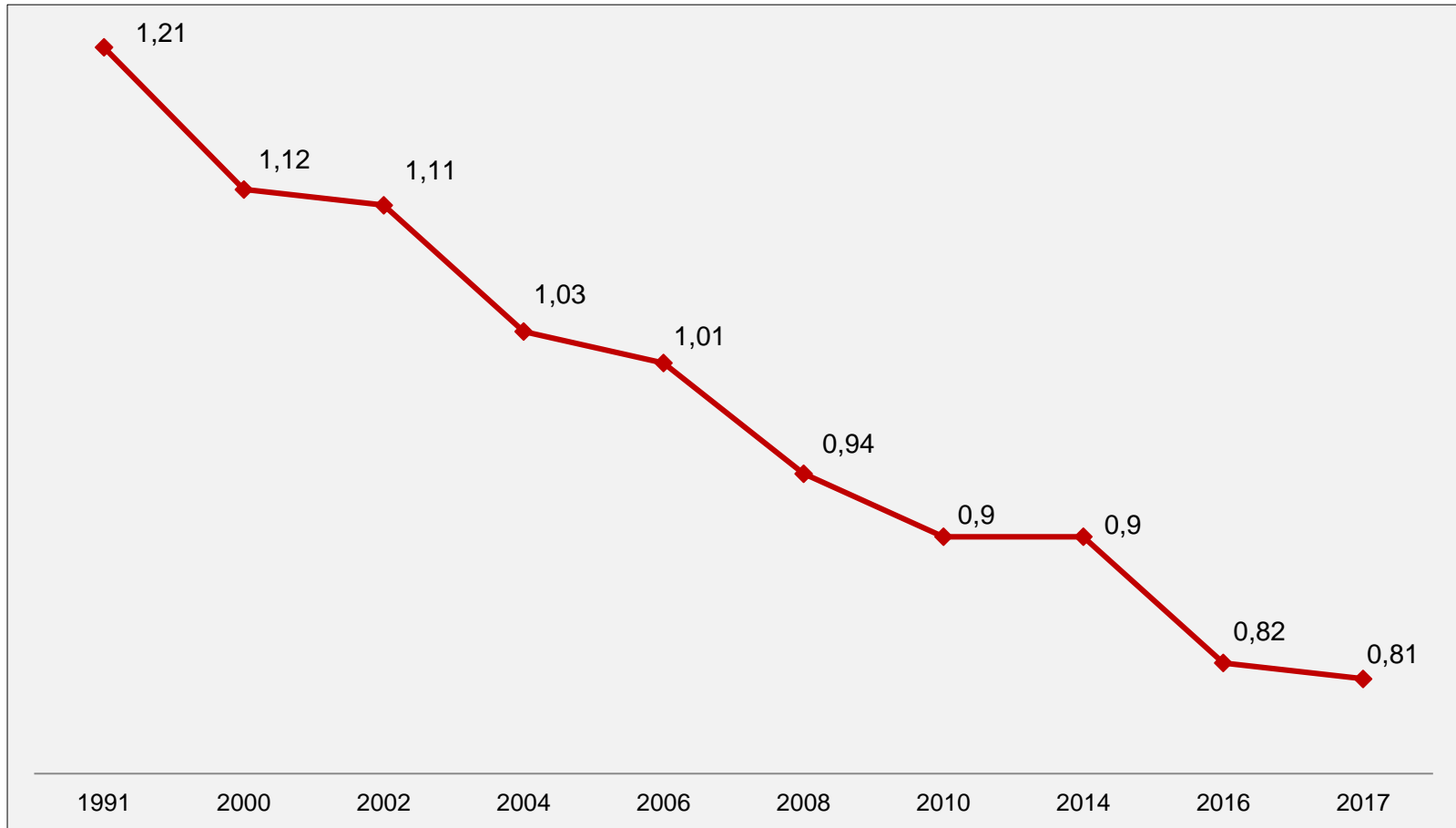


Quelle: IAB, 2016

◆ Annual working time (full-time) ■ GDP

Development of overtime

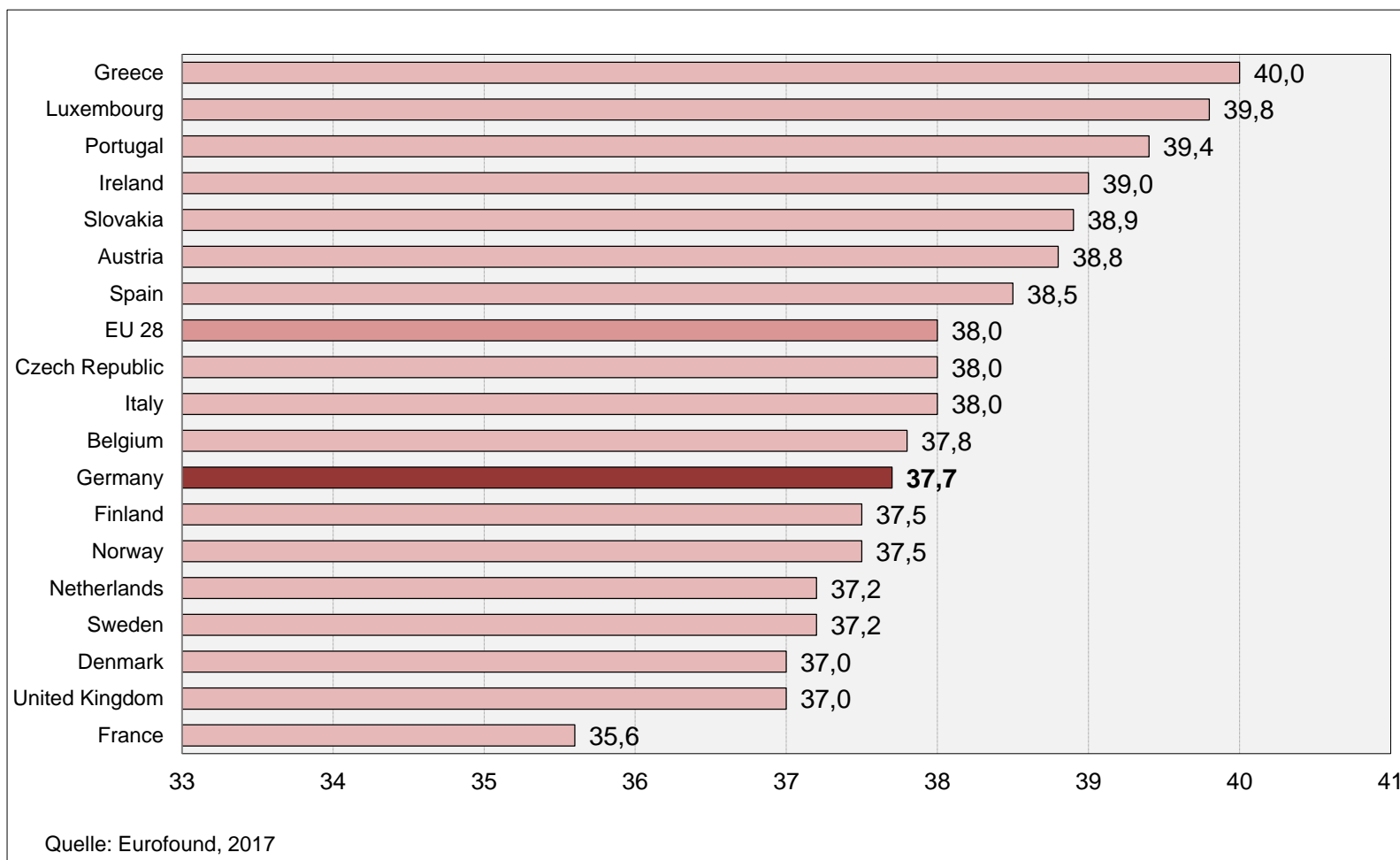
Average overtime per week per employee



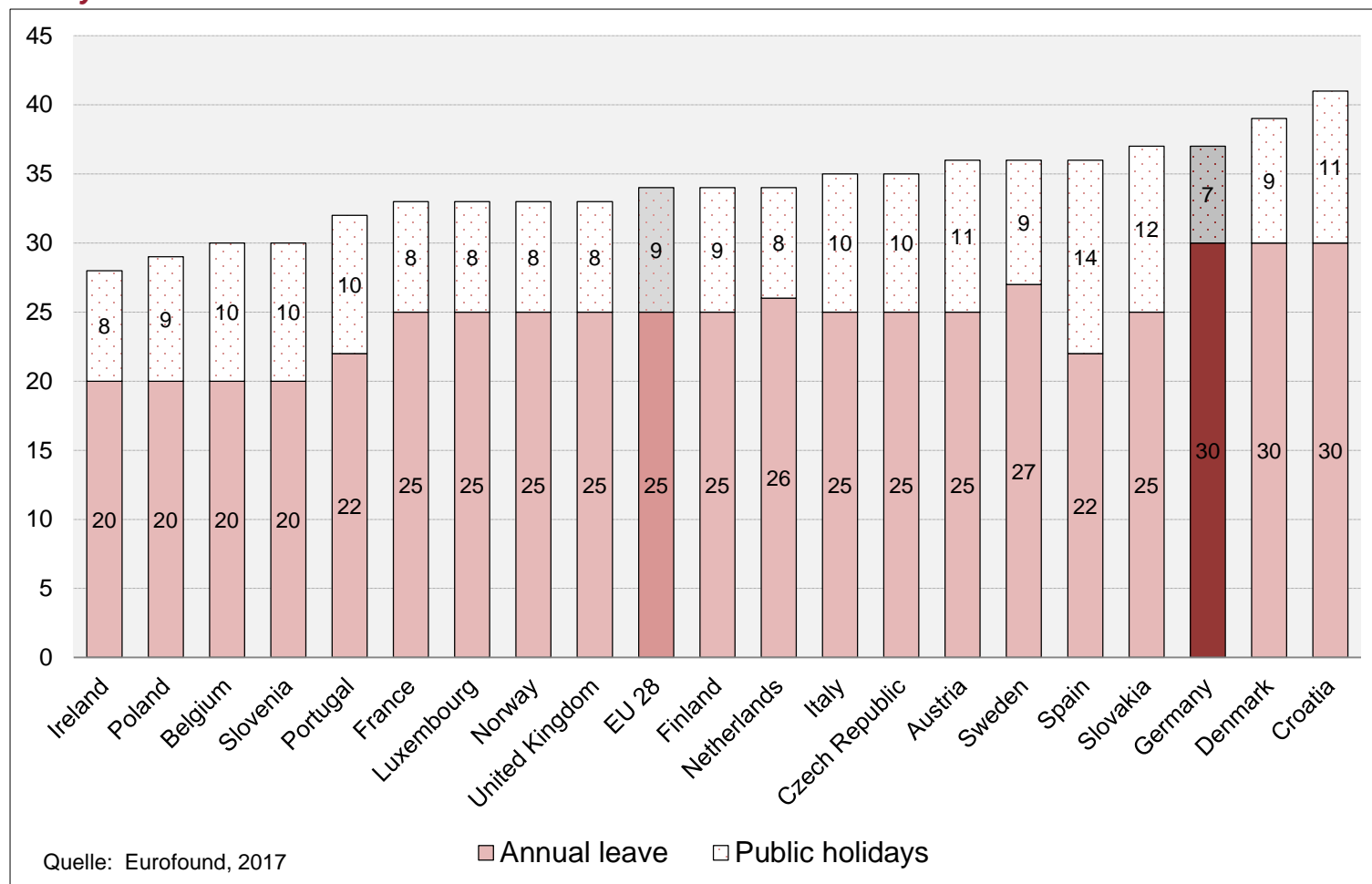
Quelle: IAB, 2017

Collective agreed weekly working hours in Europe

in hours per week (full-time)

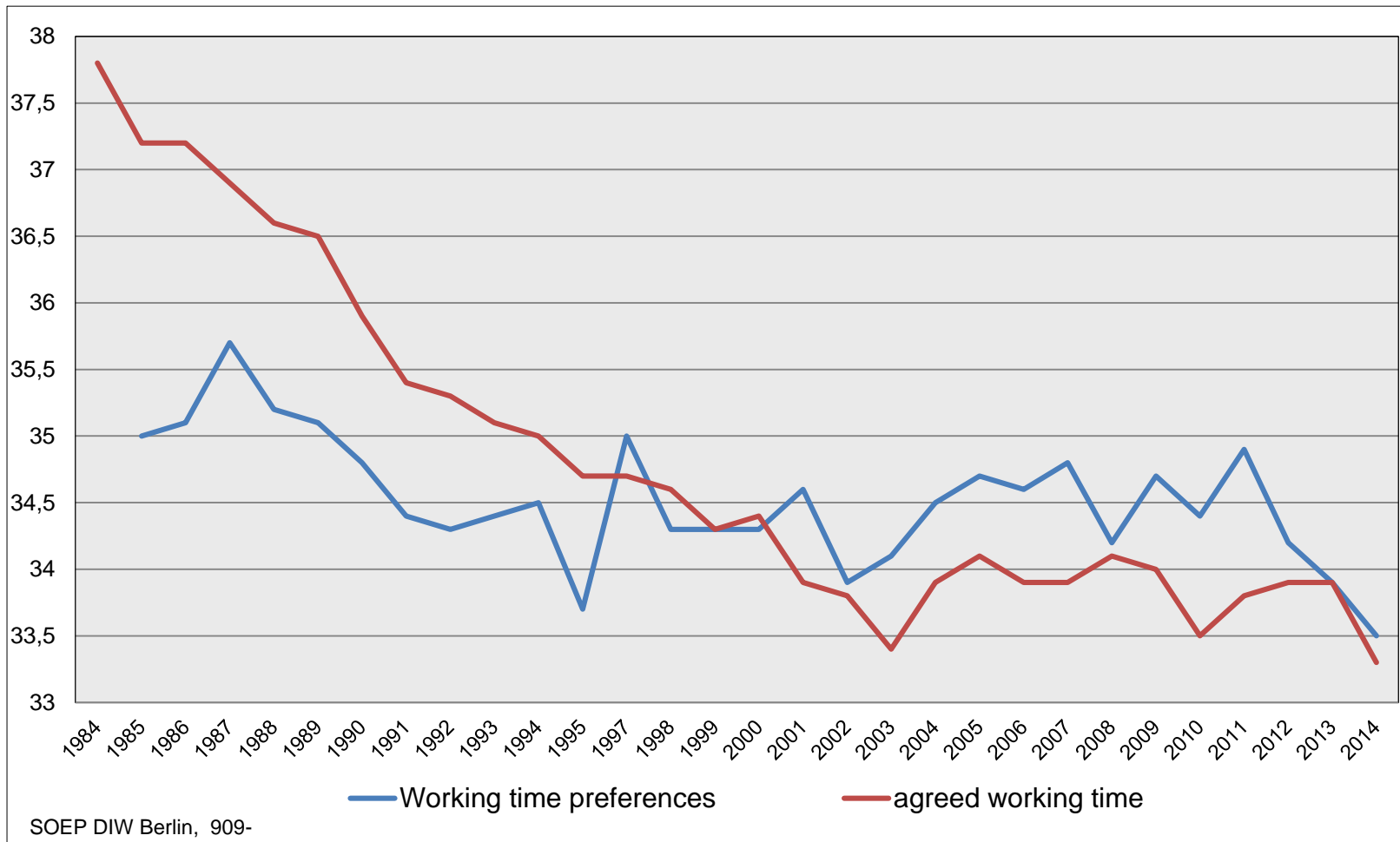


Annual leave and Public holidays in days



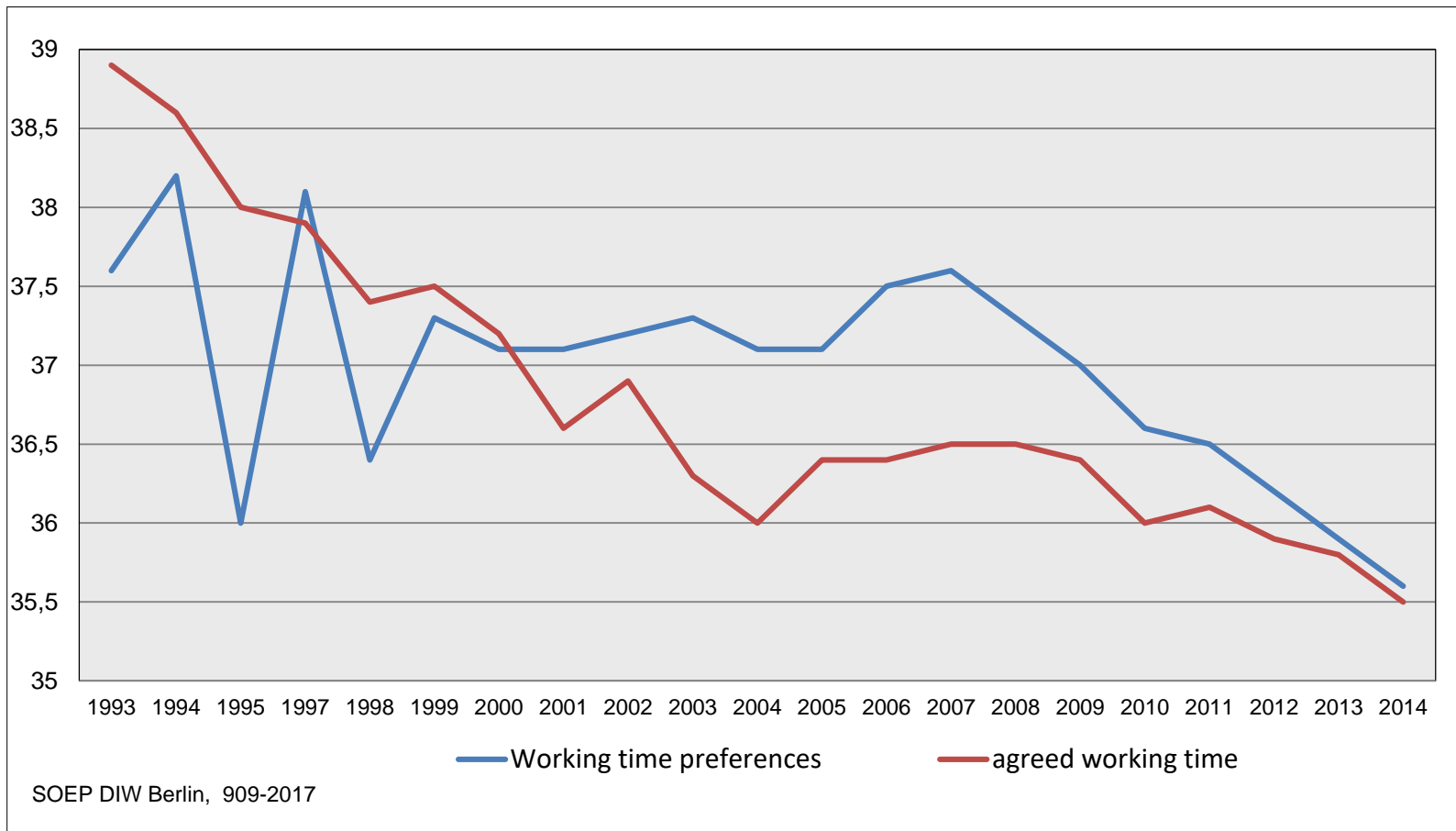
Trend to a working time reduction, West-Germany

working time in hours per week (full-time and part-time)



Trend to a working time reduction, East-Germany

working time in hours per week (full-time and part-time)



Current discussions and collective bargaining on working time

- In Germany, the topic of working time is debated by politics, society and the press
- The focus of the discussion is "Worklife Balance" and more flexibility for workers
- Currently, the union (IGM) for the metal and electrical industry calls for working time cuts:
 - For the timeframe of two years, employees should have the right to reduce their working hours up to 28 hours per week.
 - Furthermore there should be a wage compensation in this time for people who care for children or other family members.

BDA approach: Working Time

Daily rest

Maximum working time

**Record keeping
requirements**

Work on-call

**Working on Sundays
and statutory holidays**

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