



The why and how of working time reduction

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Stan De Spiegelaere and Agnieszka Piasna

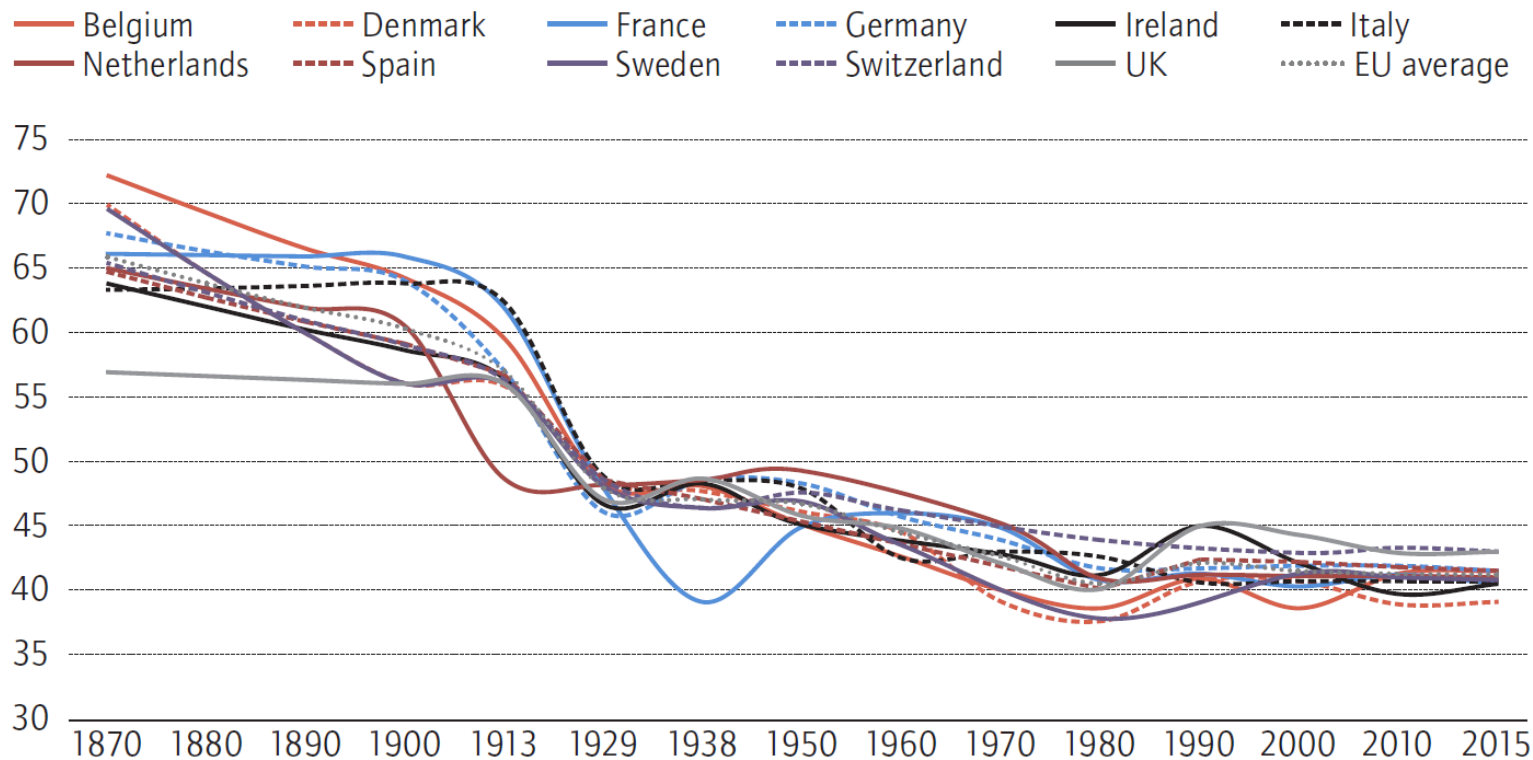
 @Stan_ds
 @etui_org

How many hours did we work in 1870

- A. 81
- B. 72
- C. 66
- D. 52

Working hours of a full-time worker

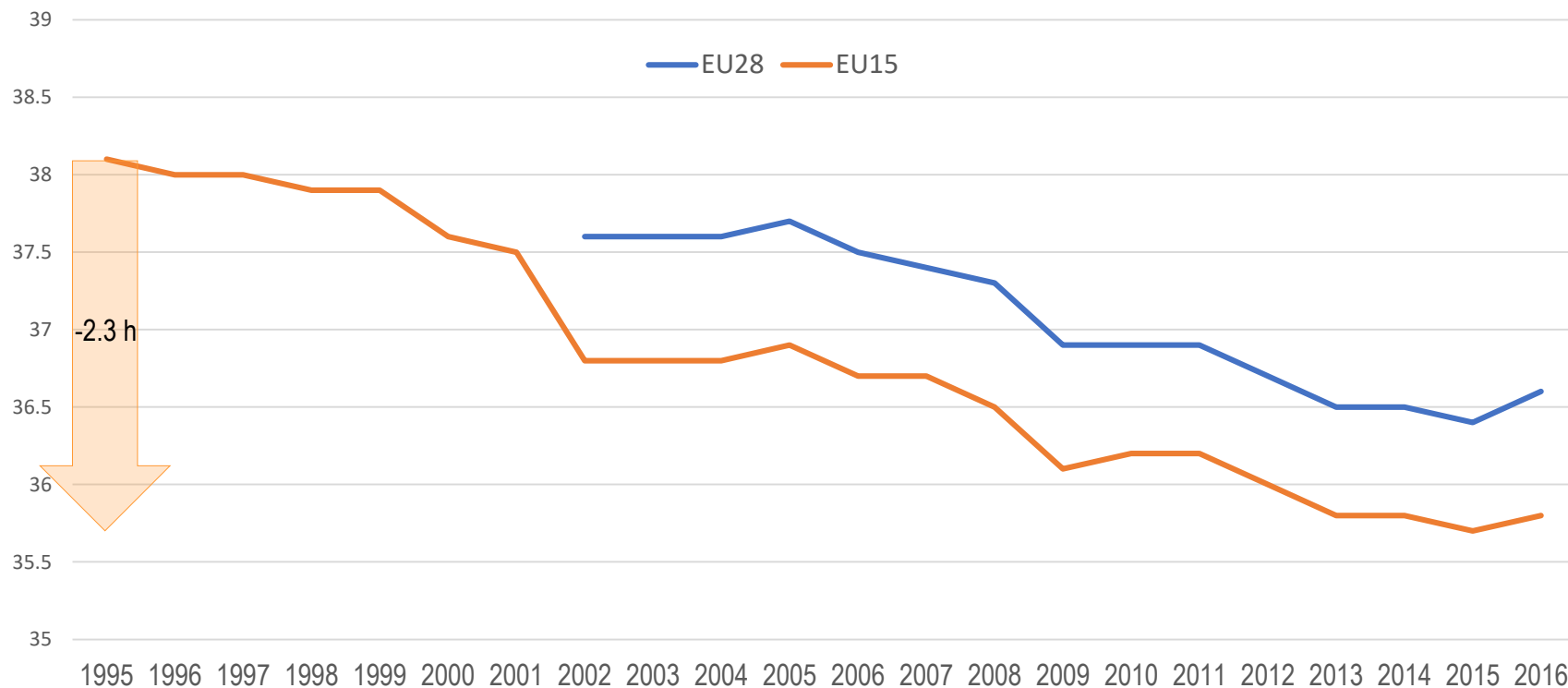
Figure 2 Weekly working hours of full-time employees in the industrial sector: historic trend



Source: Huberman and Minns, 2007

Actual working hours

Average number of actual weekly hours of work

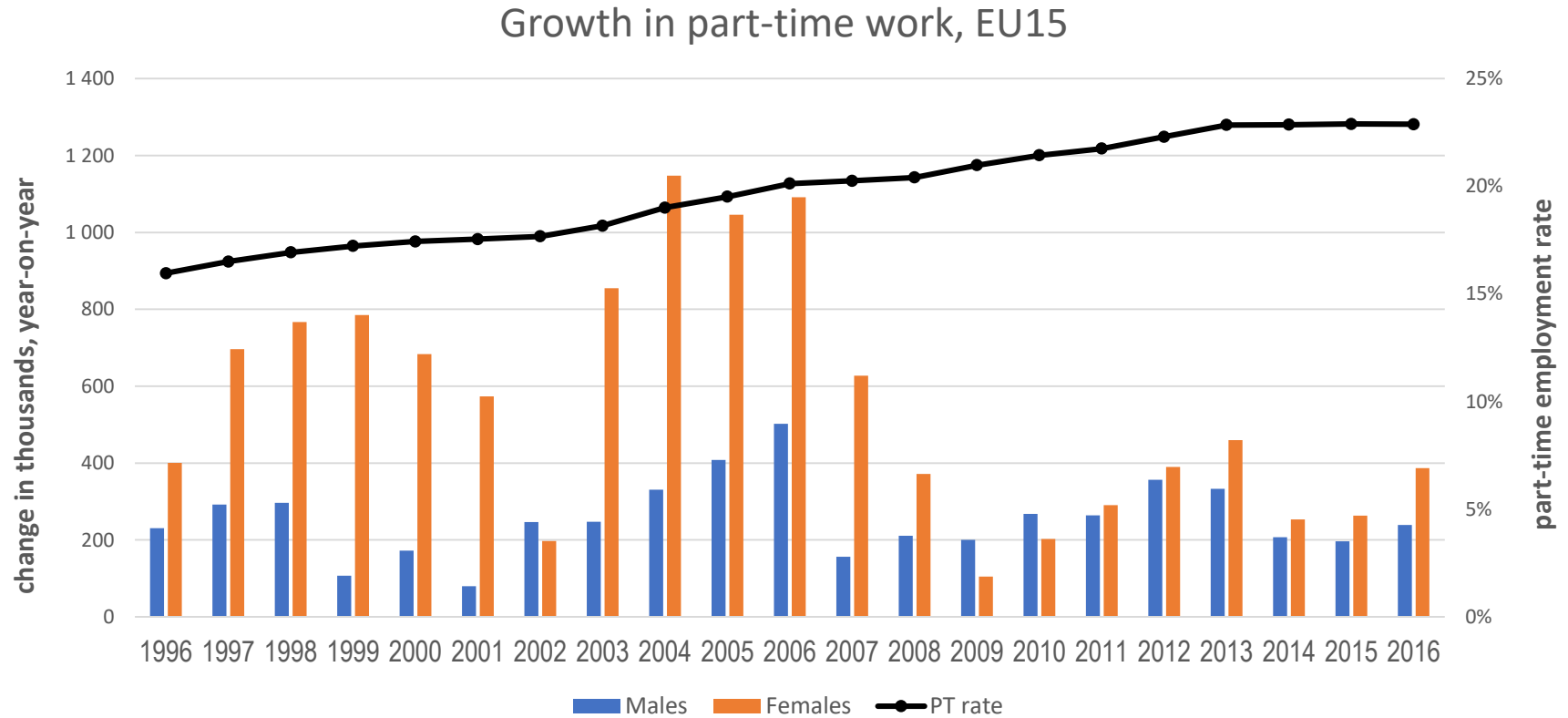


Source: Eurostat

What proportion employees works part-time in Europe?

- A. 9%
- B. 23%
- C. 32%
- D. 41%
- E. 65%

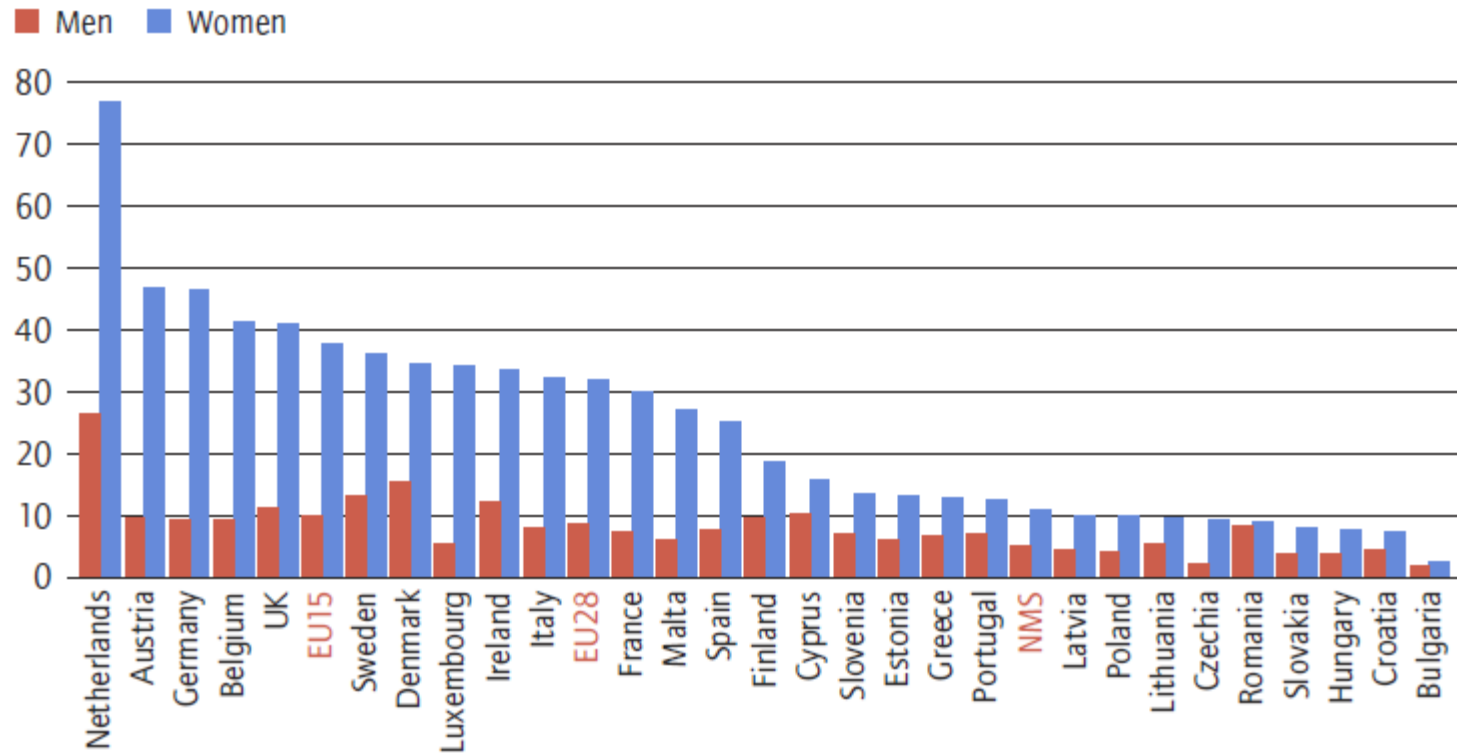
The rise of part-time work



Source: Eurostat

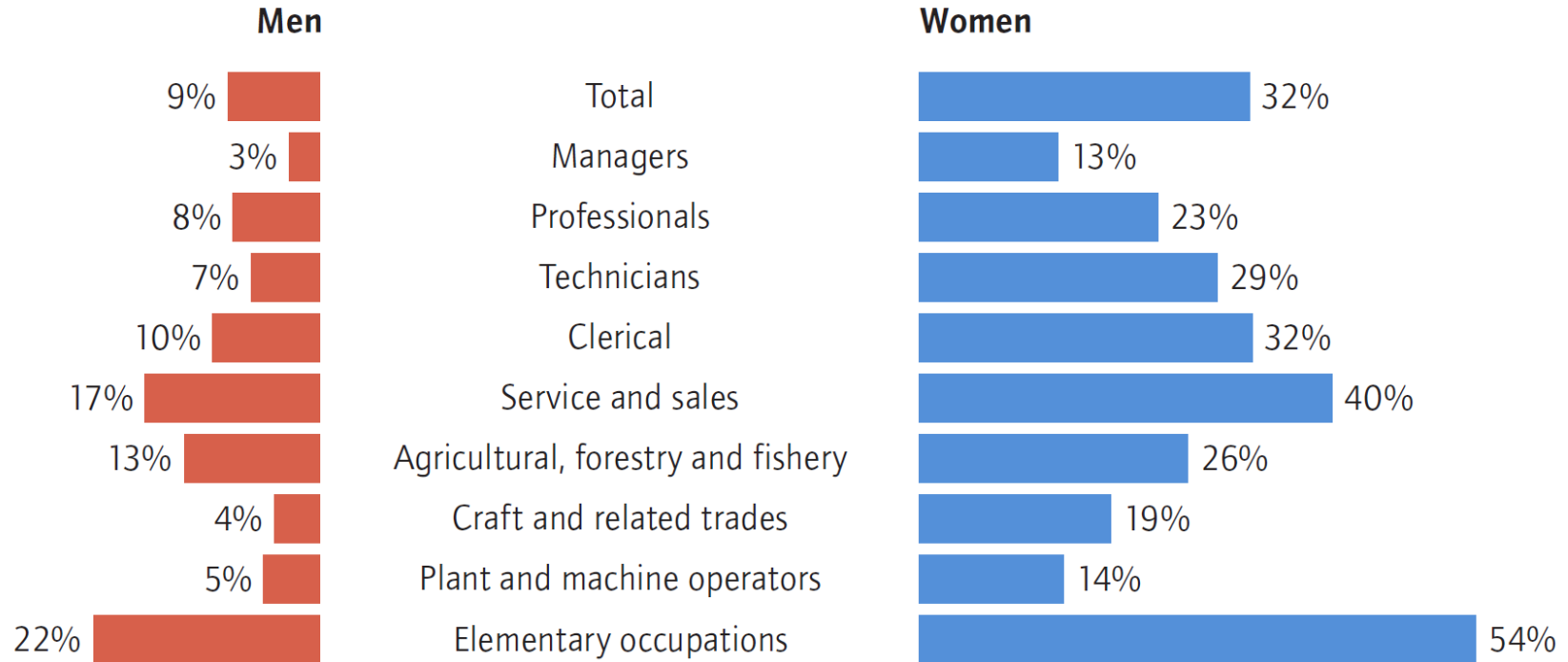
Trend in part-time employment

Figure 5 Part-time employment as a proportion of all employment, by gender, 2015



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

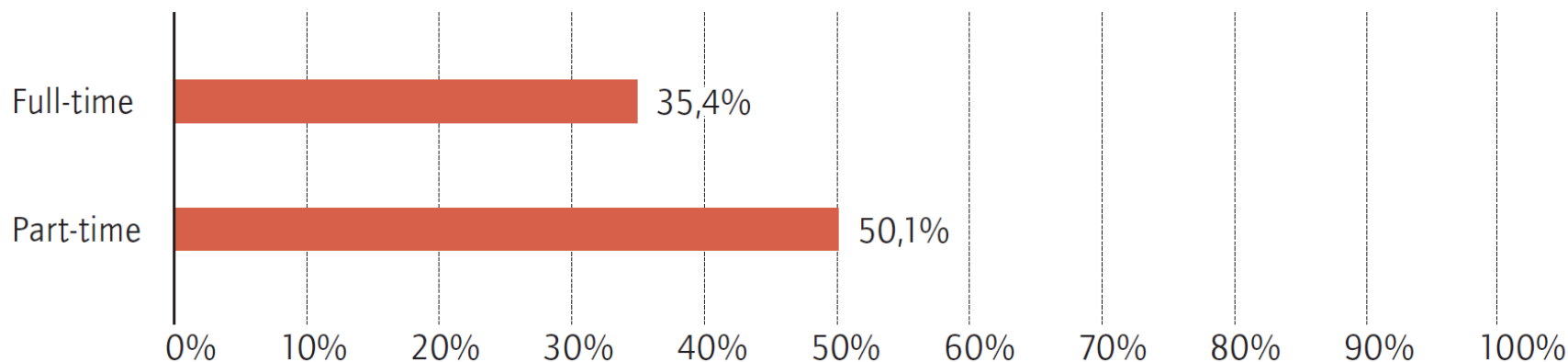
Figure 8 Proportion of part-time jobs by occupation and gender, 2015 Q2



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

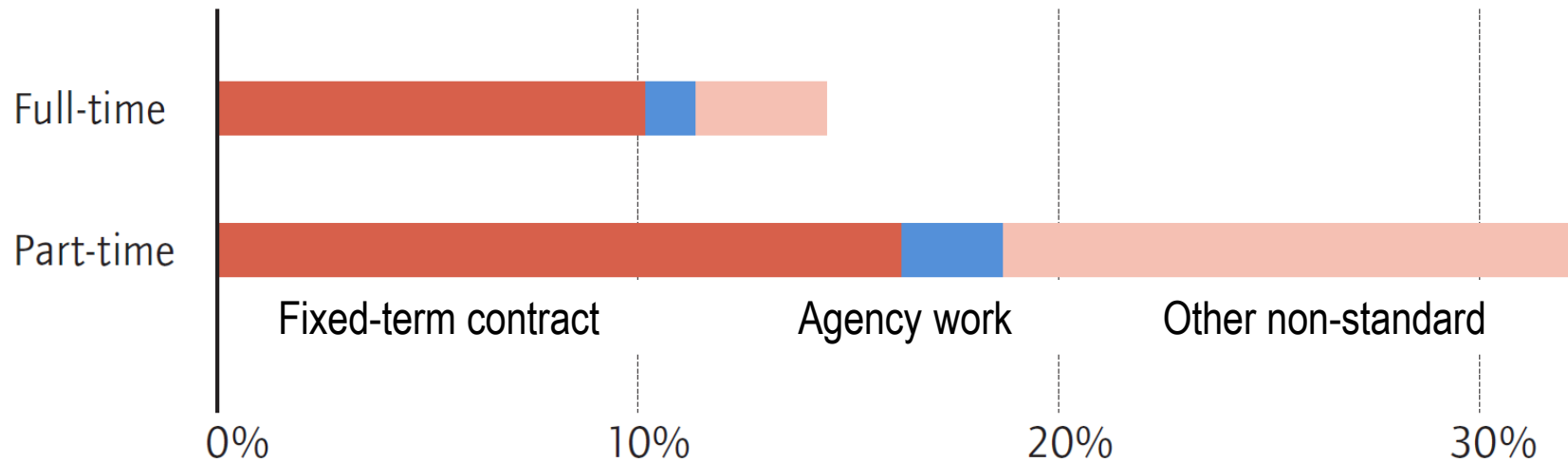


Note: Share of workers who responded that they strongly disagreed or disagreed with the statement "My job offers good prospects for career advancement".

Source: European Working Conditions Survey, 2015

The downsides of part-time work: employment conditions

Figure 10 Contract situation of part-time and full-time employees, EU 28



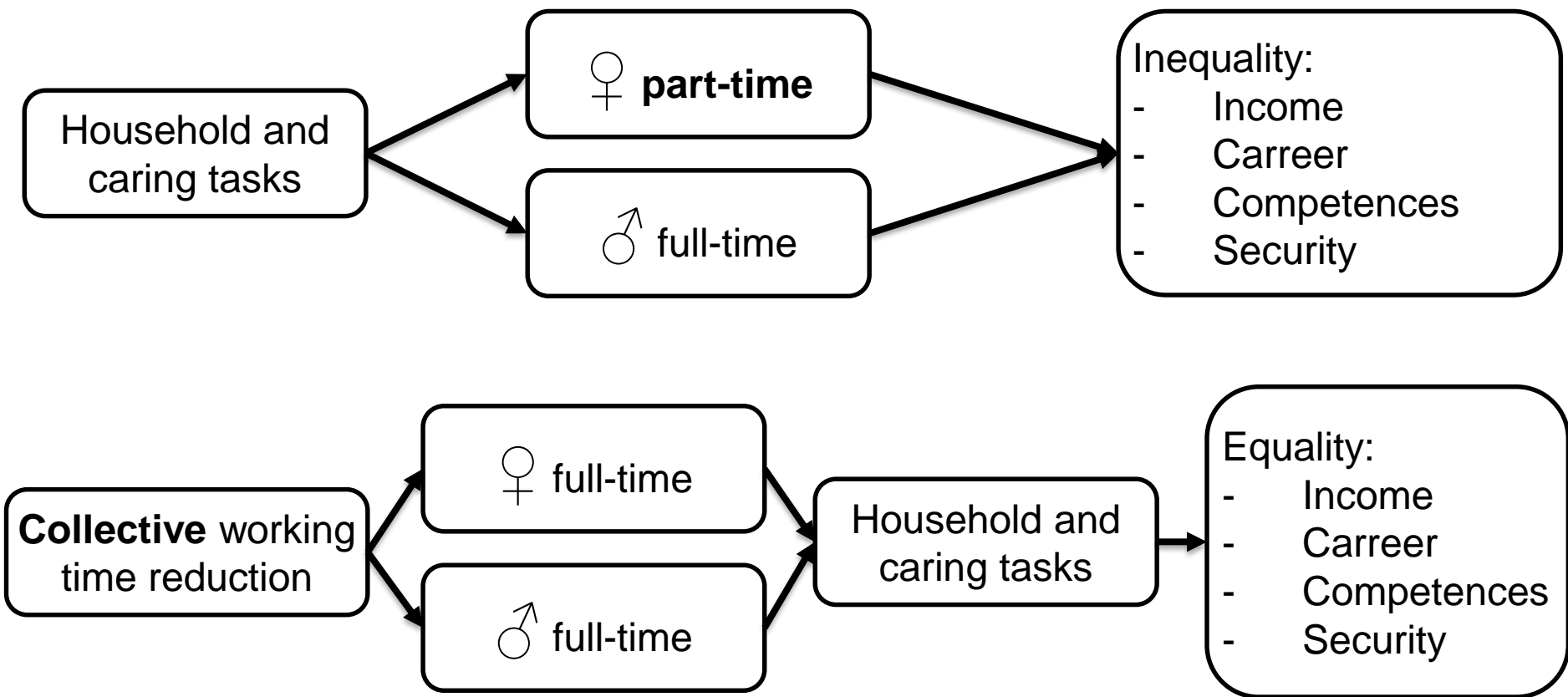
Source: European Working Conditions Survey, 2015

Why should we work shorter hours

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	Why should we work shorter hours?
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37	Creativity and self-accomplishment
38	Longer working lives
39	Productivity
44	Better society
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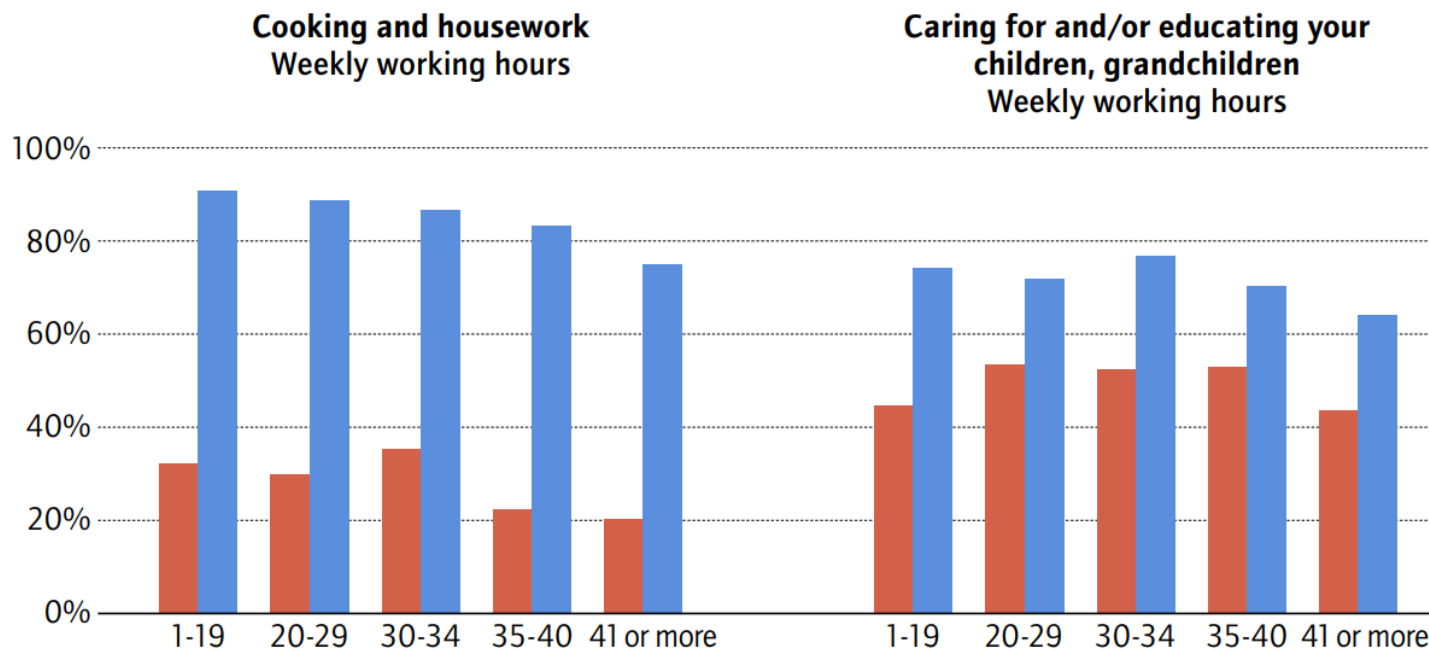
Working time & gender equality



Cooking and caring: a unisex job

Figure 15 Gender differences in time spent on childcare and household activities, employed people only with at least one child living in the household, EU 28, 2015

■ % men involved daily ■ % women involved daily



Source: European Working Conditions Survey

WTR & gender roles: uneasy fit



Work re-distribution?



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?



- Deutsche **Bahn**:
Pay rise or 6 days extra leave (56%)
- Deutsche **Post**:
5.1% wage increase or 102 hours holiday

How to organize your working time reduction



Structure vs. Culture



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.

