



Working time in the twenty-first century

**Report for discussion at the
Tripartite Meeting of Experts on
Working Time Arrangements
(17-21 October 2011)**

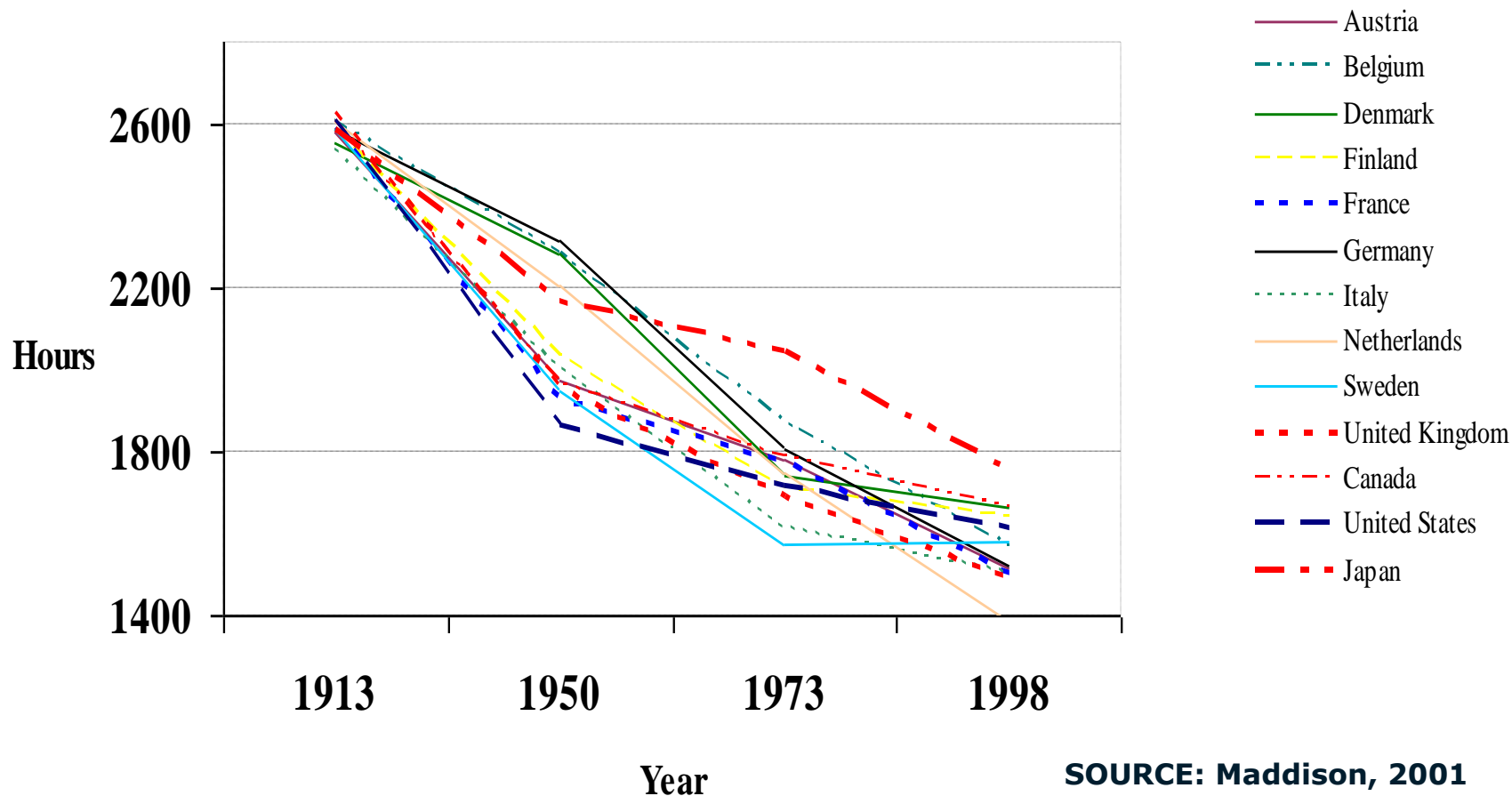
Conditions of Work and Employment Programme

Structure of the presentation



- Trends and developments regarding hours of work
- Summary of main ILO standards concerning working time
- Recent developments regarding work schedules
- The crisis experience and its implications
- Suggested policy issues regarding working time in the 21st Century
- Conclusion

Historical starting point: evolution of annual hours of work in developed countries during 20th Century

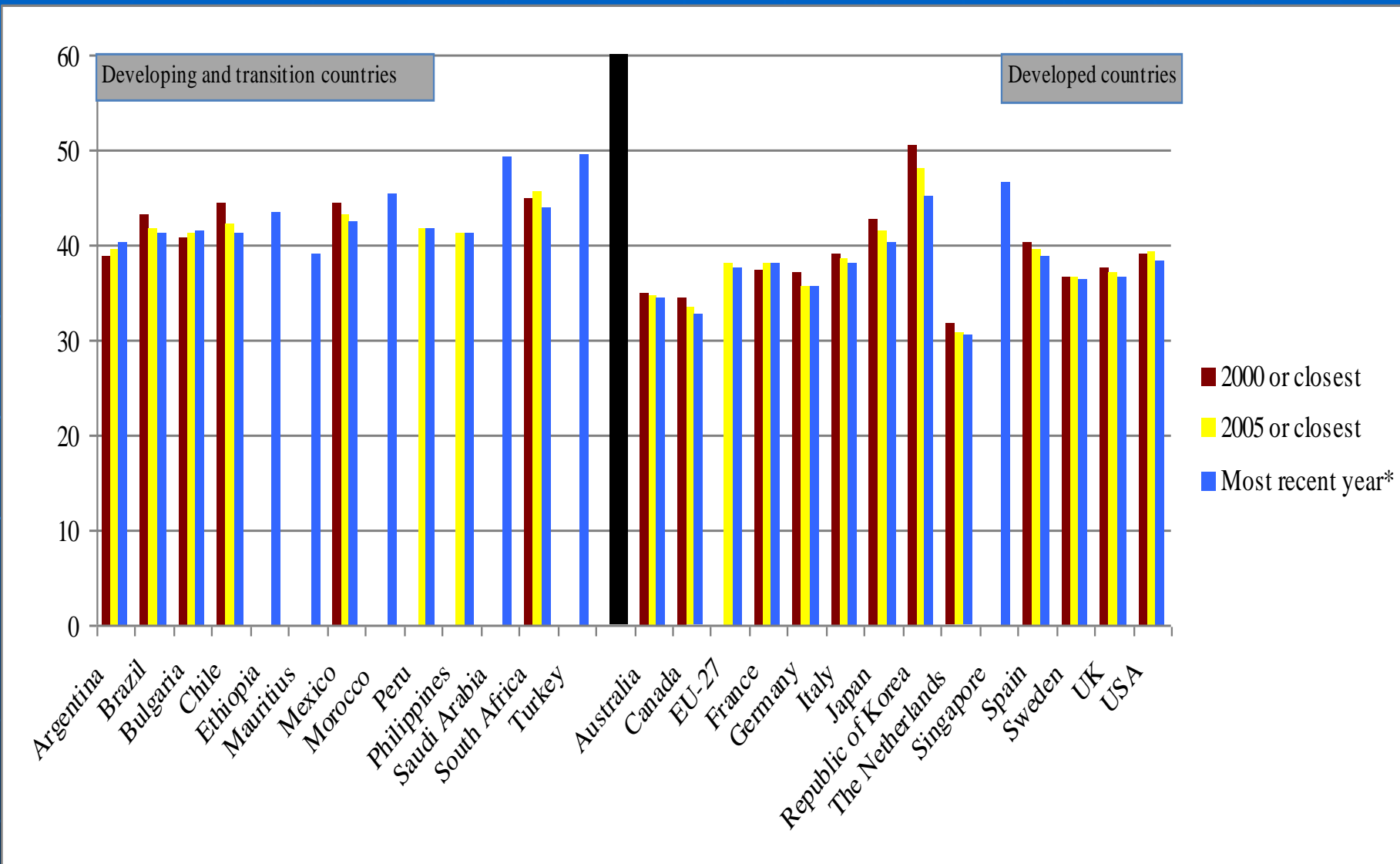


Trends and developments regarding hours of work - legislation



- Normal hours of work
 - 41% of countries provide for a 40 hour working week, 44% provide a norm of between 40 and 48 hours/week.
- Paid annual leave
 - 97% of countries provide for a minimum period of paid annual leave. 49% provide for 20 or more working days of annual leave.
- Overtime limits & remuneration
 - 80% of countries establish a maximum limit on weekly hours. 41% of them provide for 48 hours or less, 37% for 49 hours or more.
 - 71% of countries provide for at least a 25% increase in payment for overtime hours.
- Legislation & collective bargaining
 - Great variation between countries in terms of the role played by collective bargaining.

Trends and developments regarding hours of work: Average weekly hours (usual hours), 2000 to present



Trends and developments regarding hours of work – long and short hours



- In developed countries:
 - Declining long hours (> 48 per week)
 - Increasing short hours (< 35 per week)
- In developing countries
 - Continuing high portions of long hours, except transition countries
 - No clear trend regarding short hours
- Gender “gaps” across the world:
 - Men are more likely to work long hours in paid work than women, but women work longer hours in unpaid household and care work.
 - Women are more likely than men to work short hours in paid work
- Self-employed more likely to work long hours than workers in paid employment, especially in developed countries

Summary of existing ILO standards on working time



- Hours of Work Conventions 1919 (No. 1) & 1930 (No. 30)
- Weekly Rest Conventions 1921 (No. 14) and 1957 (No. 106)
- Forty-Hour Week Convention 1935 (No. 47)
- Reduction of Hours of Work Recommendation 1962 (R116)
- Holidays with Pay Convention 1970 (No. 132)
- Night Work Convention 1990 (No. 171)
- Part-Time Work Convention 1994 (No. 175)

Recent developments regarding work schedules



- ICLS 2008 – Definition of Working-Time Arrangements
 - “[T]he term to describe measurable characteristics that refer to the organization (length and timing) and scheduling (stability or flexibility) of work and non-work periods for all jobs during a specified reference day, week, month or longer period”.
- “Standard workweek”- most common work schedule
 - Fixed working hours each day for a fixed number of days, usually Monday to Friday (40h week) or Monday to Saturday (48h week).
- Flexible working-time arrangements (FWTAs)
 - Overtime work and Shift work (traditional)
 - Staggered hours
 - Compressed workweeks (CWWs)
 - Flexi-time arrangements/time-savings accounts
 - Annualized hours & other hours averaging schemes
 - “Atypical” or “precarious” working-time arrangements

Recent developments regarding work schedules: frequency of use



- **Overtime work:** most common deviation from standard workweek.
 - E.g., in EU, 2/3 of establishments work overtime hours at some point during the year.
- **Shift work:**
 - One fifth of workers in Australia, EU and US work shifts; 10.5% of workers in Japan.
 - High frequency in formal economies of some developing countries, e.g. Chile, China.
- **Staggered hours:** widely used in many European countries and Singapore.
- **Compressed working weeks (CWWs):** limited data available, but studies suggest that % of enterprises using CWWs is small.
- **Flexi-time arrangements/time-savings accounts:**
 - Flexi-time widespread in developed countries, e.g., 56% of establishments in EU-27, and 30 per cent of American workers have access to flexible work schedules.
 - Time accounts less common, but widespread in some countries (e.g., Germany).
- **Annualised hours/hours averaging:**
 - Common in EU e.g. France (Aubry laws); rare in the developing world.
- **“Atypical” or “precarious” working time arrangements:** limited data available, but affects up to 5 % of workforce in some countries

The crisis experience and its implications



- Work-sharing as job preservation strategy (Global Jobs Pact)
 - Reduction of working time to spread a reduced volume of work over the same number of workers to avoid lay-offs.
 - Increased in both developed and middle-income countries.
 - Potential “win-win-win” solution for workers, employers, governments
 - Time limits on such measures can help contain any negative effects
- The crisis experience is of particular interest due to studies showing the positive employment effects of work-sharing
 - Germany: world’s largest work-sharing programme, *Kurzarbeit*, peak of 64,000 establishments and 1.5 million employees in mid-2009.
 - Turkey: largest work-sharing scheme in a middle-income country.
 - The German and Turkish cases will be discussed during the panel

Suggested policy issues regarding working time in the 21st century



- The report suggests a broad range of *possible* policy issues regarding working time today which could be addressed by the tripartite constituents, including:
 - Limits on daily and weekly hours of work
 - Rest periods and rest breaks
 - Paid annual leave
 - Protection of night workers
 - Equal treatment of part-time workers, including “atypical” or “precarious” working-time arrangements
 - Balanced working-time flexibility, including various types of arrangements –e.g., flexi-time, hours averaging
 - Work-sharing
 - Social dialogue and collective bargaining on working time
 - Data and related cross-cutting issues, e.g. gender, age

Points for discussion



- A: What are the most important trends, developments and effects with regard to hours of work, and their implications?
- B: To what extent are existing ILO standards regarding working time relevant to today's issues? What is needed to ensure they are properly implemented?
- C: What are the most important recent developments and effects regarding work schedules, and their implications?
- D: What are the implications of the recent global economic and jobs crisis for future ILO work on working time?
- E: What are the main policy issues that need to be addressed for developing future ILO guidance regarding working time?
- F: What future action should the ILO take to address the major issues regarding working time in the 21st Century?

Conclusion – the way forward



- This meeting is a unique opportunity - the first international policy discussion on working time in almost 20 years
- The results of this meeting – i.e. its Conclusions - will guide future ILO work in the area of working time for years to come
- We look forward to a fruitful discussion of working time in the 21st Century