

# European network for the fair sharing of working time

Presentation Brochure 2018





## Why is this network needed?

Societies have set decisive steps in radically reducing the working time of their people over the course of time. Helped by massive increases in productivity, working time in many countries has been reduced to previously unimaginable levels. This evolution, however, has slowed and even reversed in some countries while in others it continues in the form of part-time work. If creating precarious part-time jobs gives the illusion of a low unemployment rate, the multiplication of small contracts has the main effect of impoverishing employees, especially women.

Evolution towards a collective decrease in working time has certainly slowed, but this does not mean there are no good (and less good) reasons for a further decrease in working time. Decreasing the time spent at work is seen as at least a partial solution for such long-standing problems as unemployment, gender inequality, unsustainable economics, ecological transition, the ageing population, the burn-out epidemic, work-related health hazards and many more.

Working time reduction is a (more or less) promising solution for all these issues, but whether or not it will deliver depends on how the reduction in working time is put into practice. Perhaps surprisingly, there is a wealth of options between introducing simple legislation decreasing the full-time norm, on the one hand, and letting people decide for themselves to work less in the form of part-time work, on the other.

What is crucial is the creativity of actors in the field in designing working time reductions centred on delivering their specific objectives. The startling amount of experiments in reducing working time, and their characteristics and effects, show that reducing working time is not a faraway utopia nor a fairy tale. The idea is a living one and is used by many, for numerous reasons and with varying degrees of success.

Working time reduction is alive, or at least it was living until recently. It is easy to find examples of experiments in reduced working time in the period up until the 2000s, but finding such experiments in the last two decades is a challenge. While reducing working time used to be the sole objective of these experiments, this shifted towards trade-offs in which flexibility was exchanged for working time reduction. In recent decades, however, it seems that such deals are no longer necessary as flexibility is introduced without such an exchange.

The dream of working one hour including a one-hour lunch break remains a fairy tale idea but, in the foreseeable future, it is high time to put working time reductions back on the political, corporate and industrial relations agenda, and preferably as a stand-alone demand and not part of a give-and-take game. Reducing working hours is surely not a silver bullet, but its proven effectiveness and hoped-for potential is too high to dismiss it from the toolkit of labour policies.

**The European network for the fair sharing of working time has the central aim to stimulate and frame discussions on working time reduction, in order to provide inspiration for national initiatives (awareness campaigns, experimentations, etc.)**

**We do this by attempting to disentangle various motivations behind working time reduction (why should we do this?) and the parameters one has to consider when implementing working time reduction (how should we organise this?).**

**The network has the objective of defend and promote all the forms of the working time reduction. We are convinced that, depending on the context and the wishes of those who are experimenting, different optimal solutions can be found.**

### Sources:

- *The why and how of working time reduction*, Stan De Spiegelaere and Agnieszka Piasna, ETUI, 2017

*This guide maps the discussion on working time reduction by examining the recent trends, the different reasons for implementing such a reduction, and the ways in which it can be organised. Illustrated with numerous real-life examples and insights from research, this guide is a valuable resource for anybody wishing to know more about the working time reduction debate.*

Download in PDF here: <https://www.etui.org/Publications2/Guides/The-why-and-how-of-working-time-reduction>



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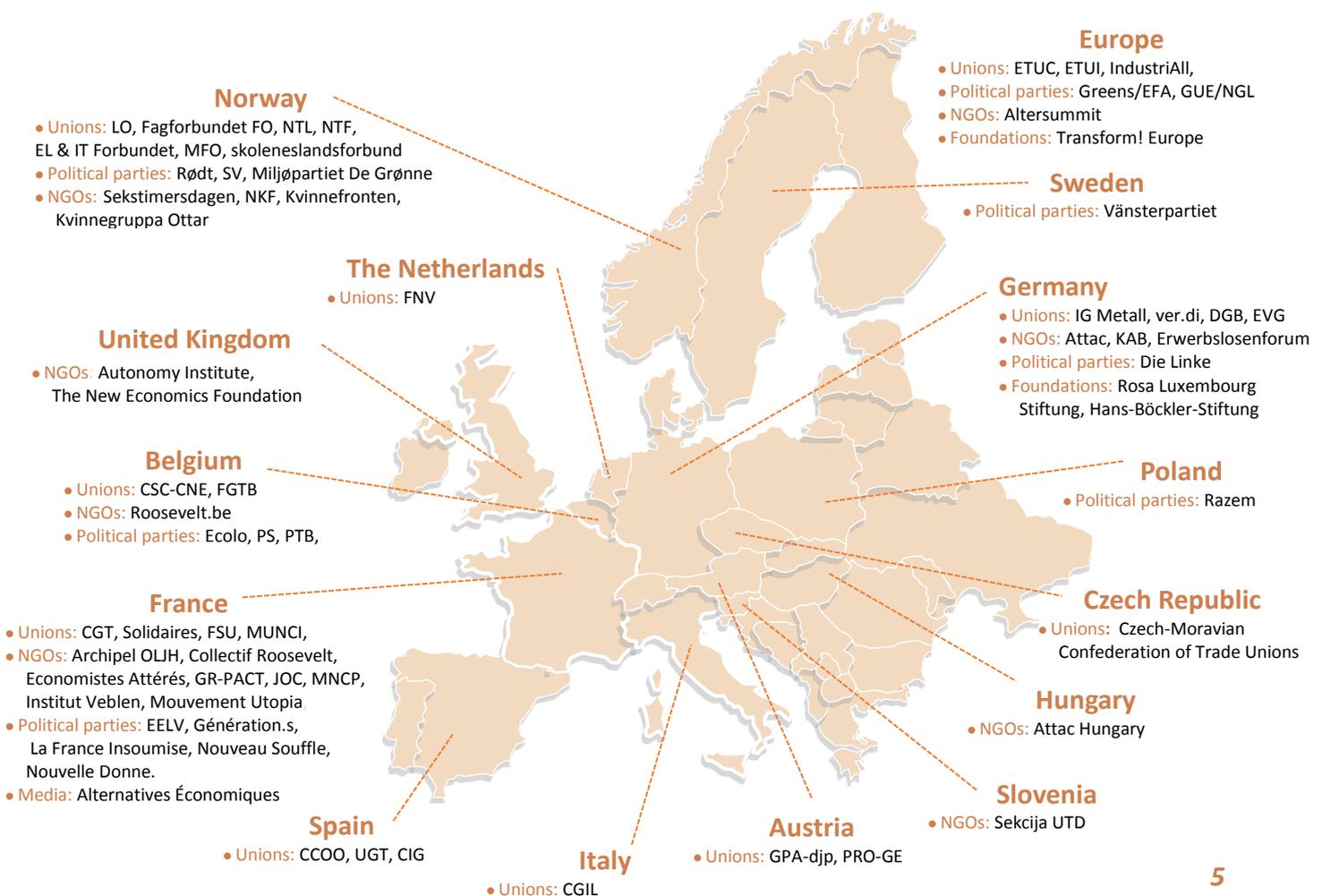
## The Network

The European network for the fair sharing of working time, initiated by ATTAC Germany (Group Arbeitfairteilen) and Collectif Roosevelt (France), is an informal structure open to representatives of organizations, experts and activists. The network gathers multiple organizations including trade unions, NGOs, citizen movements, scientists, policy makers, or members of the European parliament from 12 countries: France, Germany, Belgium, United Kingdom, The Netherlands, Norway, Sweden, Spain, Austria, Hungary, Slovenia and Poland.



Today, there is no bottom-up movement and no coordination of organisations to promote the sharing of working time at the European scale. This situation can be explained by the prioritisation given to national and local initiatives for efficiency reasons. Nevertheless, there is a real need to create a common European space to share experiences and ideas between those initiatives (the below map shows the initiatives identified so far).

- **The main objective of the network is to create a permanent and open forum between structured initiatives for the sharing of working time.**
- **This informal network is opened to representatives of organisations, experts and activists.**
- **The activity of the network entirely relies on the voluntary contributions of the participating organisations.**



## What we do

- The objectives of the network are defined, by consensus, during face-to-face meetings. 5 meetings have been organized in the past 5 years. All participating organisations have the informal status of “member”.
- The coordination team is constituted by the two founding members (Collectif Roosevelt, ATTAC Germany) and is open to all those who want to contribute to the coordination work (contacts below). The team coordinates the actions and the means of the network.
- The coordination team is the link between the members and strives to help them to develop their projects.
- Each member of this informal network can refer to the network identity when carrying out their own actions and projects, as long as they respect the network's values charter (to be created).



**November 19<sup>th</sup> 2013**

The constitution of the network started in the format of a public seminar, with 50 participants, in Strasbourg. We heard presentations from 4 MEPs, 3 researchers, and 2 NGOs (Attac Germany and Collectif Roosevelt).

- **The event was recorded in video:**  
<https://www.youtube.com/user/Roosevelt2012Fr/videos>



**October 20<sup>th</sup>-21<sup>st</sup> 2016**

After a gap period, the constitution of the network continued with a format change. We focused on creating links between key organisations with a private meeting to develop common strategies.

35 participants from 7 countries were present: unions, NGOs, policymakers, and scientists. Attac Germany and Collectif Roosevelt established a partnership with the Rosa Luxembourg Foundation and the Office of the MEP Thomas Händel to cover the new requirements of this format.

- **Read the minutes here:**  
<https://public.3.basecamp.com/p/HeSQNHpiRoUFRKzRUYQKULb>

**October 17<sup>th</sup>-18<sup>th</sup> 2017**

Three working groups have been created in order to make the network progress in between the meetings and to address key questions: what are the concrete proposals available? What strategies and actions? How to structure our network and our identity?

- **Read the minutes here:**  
<https://public.3.basecamp.com/p/Y1d8knY8v8qqxWD6TnRFJPvV>



**June 7<sup>th</sup> 2018**

The three objectives of this meeting were the following. First, to evaluate the progress of the network. Second, to better define the main objective of the network. Third, to prepare the October conference.

- **Read the minutes here:** <https://public.3.basecamp.com/p/p5f3Eg7M3zJHLaktwRs8GBV5>

**October 25<sup>th</sup>-26<sup>th</sup> 2018**

Considering information exchange as the main driver of the network, the 2018 meeting focused on presentations from key organisations to map the experimentations across Europe and on identifying our main problems and successes so that members can better know how to help each other.

These meetings were organised by ATTAC Germany AG ArbeitFairTeilen and the Collectif Roosevelt with the support of the Rosa Luxembourg Foundation



ROSA LUXEMBURG STIFTUNG  
BÜRO BRÜSSEL

## The Coordination team (All volunteers)



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## How do we work?

### Objectives and aims of the network:

- Create a permanent and open forum between structured initiatives for the sharing of working time and the national movements promoting working time reduction across Europe.
- Stimulate and frame discussions on working time reduction, in order to provide inspiration for national initiatives.
- Share information, experiences, ideas, and provide regular updates on the national dynamics to support mutually the members of the network in their fight for working time reduction.
- Initiate a European dynamic on working time reduction.

#### For 2019-2020: 3 main objectives:

- 1) Create a European letter of information to intensify the sharing of information between the conferences and continue to open the network to more organizations from more countries.
- 2) Monitor and follow the experimentations of working time reduction across Europe.
- 3) From 2020, organize an annual conference of the network

### Meetings of network:

- **Conference of the European Network (Brussels):** The Conference is organized every 2 years and starting from 2020 every year. This meeting gathers all of the members and participants observers of the network. The conference aims to establish a picture of the debate on working time reduction in Europe and share information about the current experimentations or campaigns led by the members of the network. The objectives of the network are defined, by consensus, during the meetings.
- **Coordination meeting (Brussels):** The coordination meeting is organized every year to discuss and debate the future strategy of the network and finalize the preparation of the next conference. This meeting gathers the members of the coordination team, the partners of the network and the members of the network involved in the organization/preparation of the next conference.
- **Phone conferences of the coordination team:** Every month the coordination team organize a phone conference to follow up the projects of the network and prepare the next meetings and activities.

*NB: All the activities and meetings are open to the members.*

### There are two types of membership status within the network:

- **Members:** an organization who has been present at one of the European conferences of the network, has contacted the coordination team to join the network or has been invited by the coordination team to join the network.
- **Participant observers:** an individual or a political party who wants to participate to the activities of the European network. They can participate to the meetings and be involved in the projects of the network. They don't participate in the definition of the objectives of the network

*NB: Political parties have the status of "participant observers" in the network as they often are the target of our advocacy. The political parties are not involved in the organization of the network and in the definition of its objectives. They cannot be members of the coordination team. The network has adopted the habit to always invite at least two political parties in the event of the network or none of them.*

### Role of the coordination team:

The coordination team is composed of the representatives of the founding organizations and is open to the members who want to be involved in the organization of the activities of the network.

The missions of the coordination team are:

- The organization of the conferences of the network and the coordination meeting
- Based on the objectives defined by the conferences, establish the strategy of the network
- Coordinate the actions and follow up the projects of the network
- Organize the diffusion and the sharing of information between the members of the network
- To be the point of contact for conversations with others interested organizations.

## Interviews

To better understand the discussions within the network, journalist Mojca Pišek interviewed 12 members of the network.

The 5 questions she asked do reflect the nature of the exchanges during the annual meetings of the network.



**Mojca Pišek** is a journalist, essayist, literary critic, from Slovenia

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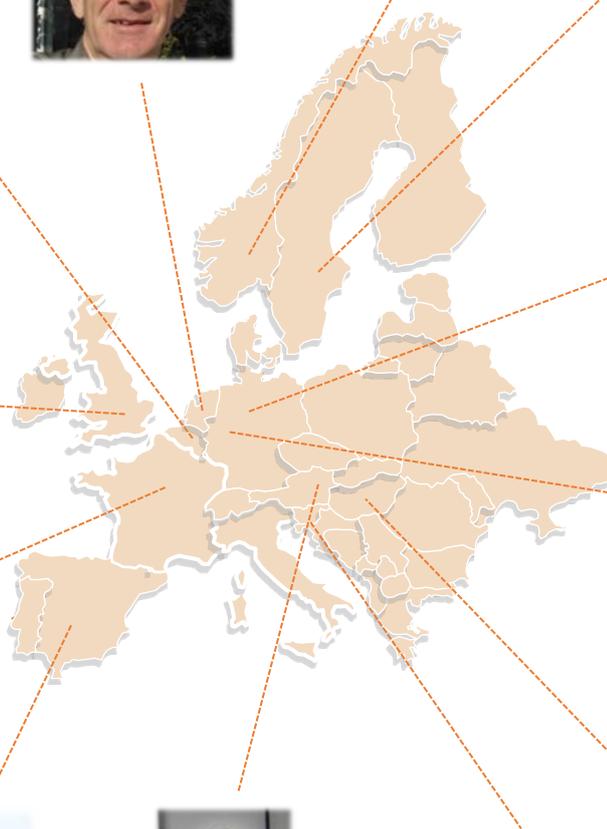
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## Susanne Haslinger, PRO-GE: Especially the young treasure the value of free time



### How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?

We are The Austrian Union Produktionsgewerkschaft (PRO-GE) – Union of industrial and manufacturing workers and we represent blue-collar workers in the sectors of metal industry, chemical industry, textile industry, food industry and the corresponding manufacturing sectors, agricultural and forestry workers as well as blue-collar contract workers in all sectors. Considering the topic of working time reduction, we have a growing institutionalised collaboration with other unions, NGOs, scholars and interested individuals about this topic. One part is a circle for scientific research and exchange of experiences. In this context, we are also working on strategies to reframe the working time discussion.

### What is your group's actual proposal for the reduction of working time?

An innovative and clever reduction of working time can be achieved through the combination of various measures on different levels. Our main goal at the moment is to counter the debate of ever increasing working time and flexibility with a strategy of increasing autonomy. This has (at least) three components: First, the reduction of working time. Second, autonomy for the employees (the right to choose between bonus time or money; the right to choose the date when you will consume your bonus time; the right to determine your own working time within a set framework). Third is the compatibility with family, education, hobbies, political activities, personal needs...

We have demands and do work on different levels: Change of the law / federal level, the level of sector-wide collective agreements as well as agreements on the company level: we represent a lot of industrial workers doing shift work and working under difficult conditions (physically demanding work, lifting of heavy work, cold, heat, vibration etc.).

In Austria, we have many legal provisions that already provide for certain things that are unknown in other countries or are still on the demand list of the unions. There is for instance a legal right to a part time job for parents and (more important) a legal right to return to full-time afterwards. Next to the reduction of the daily or weekly working time, we also consider that it is important to talk about the yearly working time (eg. one more week of paid holiday leave) and all the overall working time during your entire working life.

### Who do you encounter as opponents and what are their counterarguments?

Main opponents are employers: main argument is additional costs. The second is government: since we have a right-wing anti-workers government in Austria since December 2017 things have gotten worse:

- The maximum working hours have been increased to 12 hour work day and a 60 hour working week.
- The increase of the possibilities of – employer driven – working time flexibility (this includes a significant expansion of working time in peaks and a loss of overtime surcharges).
- The reduction of the power of unions by ruling out the sectoral collective agreements and concentrating on the individual company level.

The Government has very close bonds with the employers' associations, in particular the association of industrialists ("Federation of Austrian industrialists" who is not an official social partner by the way) and willingly fulfils their wishes.

### What is the public opinion on working time reduction in your country?

It's very mixed – things and attitude are changing. Especially young treasure the value of free time, gender stereotypes are slowly changing (e.g. fathers want to spend more time with their kids). Hesitancy results from the pessimistic expectation that a reduction of working time is connected to a loss of income.

### What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?

We currently do not have a specific campaign towards working time reduction. One of the reasons is that we currently fight a couple of defensive battles against the reactionary and aggressive government policies. There is a general goal for every collective agreement to take progressive working time issues into account, e.g. the possibility to choose between time and money. We will of course also continue to work in lobbying and cooperating with our allies.

## Stan De Spiegelaere, ETUI:

### We want to demonstrate the economy and society can be shaped

### How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?

In the Flemish part, the idea of working time reduction is mostly supported by feminist organizations and trade unions. In terms of political parties, only the radical left party PVDA-PTB favours a 30-hour workweek. The socialist party and the green party have intermediate proposals to change the full-time reference for the build-up of social rights to 30-hours. We are in frequent contact with the other organizations campaigning on the topic and are currently preparing a light social media campaign in cooperation with the French speaking partners.



### What is your group's actual proposal for the reduction of working time?

We do not have a fully-fledged proposal (yet) but are mostly campaigning around the idea of working less and providing examples of how it could be organized. However, we focus on the need for collective and non-voluntary solutions.

### Who do you encounter as opponents and what are their counterarguments?

Most mainstream economists and employer organizations actively campaign against the idea, tending to argue by:

- taking the proposals to the extreme (not working for the same wage);
- focusing on existing models of (individual) working time reduction (e.g. part time work, they say WTR is unable to redistribute employment);
- discrediting the proponents by stressing the fact that they work hard themselves;
- Portray the proponents as being anti-work and lazy.

### What is the public opinion on working time reduction in your country?

I have the impression there is a general willingness to discuss the topic of WTR but that the proposed solutions are observed as being naïve. There is also a focus on choice by which most people want to keep the choice of working more or less, oblivious of the side-effects this has on gender and social inequality. The main reconsideration of people is that virtually everybody feels the strain combining work with private obligations.

### What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?

The next steps for us are to promote the topic in the run up of the next elections; and to develop a more concrete plan of how a WTR can be applied in practice. The long-term objectives are to get the topic in the agenda of political parties; and to demonstrate to people that the economy (and society) can be shaped differently. What if companies/the economy would not determine the way we live?

## Verveine Angeli, Union syndicale Solidaires: Action is urgent



### Who is "on board": how many individuals and/or organisations are advocating the topic in your country and do you form partnerships?

In our country, 3 trade unions (CGT, FSU and Solidaires), several organisations or associations as Attac, Economistes atterrés, Copernic or Collectif Roosevelt or association of unemployed people.

### Who do you encounter as opponents and what are their counterarguments?

All organisations of employers, the right wing and social democrats (as most of Socialist party). They say competitiveness is the best thing for employment, and that working conditions is not a problem of working time.

### What is the public opinion on the working time reduction in your country? Is it favourable?

It is really diverse. The introduction of the 35-hour week in the early 2000s was appreciated but also criticized because many employers were reluctant to increase wages and tried, at the same time, to make work more intense and flexible.

### What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?

The situation is really difficult in France just now, and Macron's policies are encouraging employers to increase working time. We try to resist and ask for reducing working time as a solution against unemployment (competitiveness is not a solution and this kind of policies have been implemented for ages) and as a solution for better working conditions, more equality between men and women. However, it is not real campaign. We were impressed by the IG Metall struggle in Germany but the result is quite complicated, I think.

## Margareta Steinrücke, ATTAC Germany (AG ArbeitFairTeilen) : A 30 hours week with full compensation of wage and stuff

### How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?

In Germany specially attac is advocating the reduction of working time in form of the so called "short full time" around 30 hours per week. This demand is supported by christian workers associations like Katholische Arbeitnehmerbewegung/KAB and Kirchlicher Dienst in der Arbeitswelt/KDA, but also by known scientists like Jutta Allmendinger, president of the Wissenschaftszentrum Berlin/WZB, Stephan Lessenich, former president of the German Association for Sociology, and Nicole Mayer-Ahuya, professor at the University of Göttingen and in the presidium of the Soziologische Forschungsinstitut/SOFI Göttingen.



In the political parties Gesine Schwan, president of the programme commission of the SPD, is advocating the 30-hour week, and Bernd Riexinger, one of the speakers of Die Linke, is promoting a campaign for a new agreement on labour conditions with a short full-time between 28 and 35 hours. Also women's organisations are claiming for a radical reduction of working time to 20 hours a week, prominently Frigga Haug with her 4in1-perspective, and degrowth promoter like Nico Paech, professor for economy at the University of Siegen.

In the trade unions the IG Metall broke in 2018 after more than 20 years the silence on working time reduction and fought a collective agreement with

1. the option to reduce the weekly working hours to 28 (from 35 usually), but for a maximum of two years and without compensation of wage and stuff
2. the possibility to change a supplementary part of the wage (27,5%) into 8 free days (2 more than the real worth), but only for workers with care obligations or working in shift. First experiences with the realisation of this agreement show that specially the second possibility is widely used.

The same experience is already made by the EVG (Eisenbahn- und Verkehrsgewerkschaft) where an agreement with the possibility to get the wage increase either in money or in free time is used by 60 % of the workers in free time. In the second biggest trade union VER.DI considerations are running on 14 supplementary free days for every worker instead of fixed weekly working hours like 35 or 30, because the different branches organised by verdi have working time agreements in the whole spectrum between 34 and 41 hours per week.

In several towns there are local alliances for working time reduction, e.g. in Hamburg and Bremen, where trade unions, attac and the christian workers movements cooperate. Nationwide exists an initiative "Arbeitszeitverkürzung jetzt!" (Working Time Reduction now!) with different people from trade unions, science, politics and social movements favourable to a short full time around 30 hours per week.

### **What is your group's actual proposal for the reduction of working time?**

The actual proposal of attac-Germany is the "30-hour week for Europe with full compensation of wage and stuff" as a new standard of working time that could be taken in different forms (6-hour day, 4-days week, long project-related working hours with sabbaticals etc.) related to the specific working and living conditions and needs; essential is that the 30 hours are worked in the average of a certain period. Full compensation of wages is specially important for the workers in the lower income categories, the full compensation of stuff is essential to avoid intensification and to reach employment effects. To demand the 30-hour week for Europe is essential to minimize concurrency between the European countries.

### **Who do you encounter as opponents and what are their counter arguments?**

The main opponents are of course the employers organisations, assisted by the liberal party FDP and parts of the conservative party CDU and by neoliberal scientists. They are campaigning for the elimination of the normal daily working time of 8 hours and the maximum of 10 hours (this at the 100. anniversary of the 8-hour day!) from the working time law. They argue with the competitiveness of the German enterprises and with the needs and opportunities of digitalisation and globalisation. They vote for the flexibilisation instead of a reduction of working time, also with the pretense flexibilisation would facilitate the compatibility of work and family life.

Silent opponents are also some categories of workers, specially those with the experience of low income (Germany has got in consequence of the neoliberal reforms of the labor market Agenda 2010 the largest low wage sector of Europe with about 25% of the working; and the involuntary part time work increased enormously, 47% of the working women in part time with no living wage) and of the intensification of work. As long as the trade unions don't argue offensively for the full compensation of wage and stuff in case of working time reduction, these groups of workers are afraid to lose more than to win when working hours will be reduced.

### **What is the public opinion on working time reduction in your country?**

The public opinion was long time rather skeptical in front of working time reduction. But recently the public opinion begins to change. For example the fight of the IG Metall for shorter working hours, leaded with the slogan "Arbeitszeiten, die zum Leben passen" (Working times that fit with life), were rather friendly accompanied by the media. In the younger generation are more and more people who don't want to spend their whole life for the job. In fact we have a real underground movement for the 30-hour week: many people simply do it; though with the drawback that it takes place as an individual measure without compensation of wage and stuff, instead of an organised collective movement with a new working time standard as objective.

### **What is the next step in the campaign? And what are your short-term, medium-term and long-term objectives?**

To continue the enlightenment and persuasion work for a new working time standard around 30 hours, specially in cooperation with the women's groups in the trade unions who are almost favourable to this form of working time. Next opportunities could be the national congress of ver.di in September 2019 and eventually the next pay round of ver.di for the public services where the working time could be an object of engagement. Actually there are two big opportunities to argue for a radical reduction of working time: the fear of many workers of the job destruction by digitalisation and automatisisation and the climate change that only can be stopped successfully with radical measures of exit from fossil fuels, cars, flights etc. To all the workers who must lose their job in these industries we can offer other jobs only by reducing the working hours in the lasting jobs. And an ecological way of living with much caring, repairing, recycling, sharing and self producing needs time and doesn't allow to spend as much time for gainful work as we do actually.

## Steffen Lehndorff, researcher: Work length should be an individual choice

### How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?

There is no politically relevant movement or initiative for general working-time reductions in Germany. Of course there are individuals and work groups (like the attac group "ArbeitFairTeilen") advertising the importance of a new campaign for, say, a 30-hour week. But in terms of political or public support this is marginal. The debate within the trade unions is different. It is focused primarily on possibilities to open the doors towards greater individual control over working hours, including the possibilities for works councils to curtail extra-long hours on the one side, and the chance for temporary working-time reductions on the other. "Short full-time" has been made the label for these initiatives.



Over the past few years, important first steps in this direction have been taken in the chemical industry and in Deutsche Post and Deutsche Bahn, where employees have been given the opportunity to choose between pay rise and days off. The largest initiative has been undertaken by IG Metall in its 2018 collective agreement which provides for a similar choice for specific groups of workers (shift workers, parents of small children, and workers who have to care for relatives) on the one hand, and for a general individual right to switch to 28 hours for a certain period of time. The option to choose between pay rise and days off proves to be very popular.

### What is your group's actual proposal for the reduction of working time?

My personal approach is close to the trade unions' one. In the internal debates in the trade unions I support the focus on greater individual control and individual (or labour force group-related) options for working-time reductions, and on general working-time reductions for particularly stressful jobs like shift work.

I have been advertising the label "short full-time" for many years while highlighting its importance as a door-opener towards a long-term change in the so-called "standard employment relationship", not as a slogan for a general working-time reduction in the short run. The latter is (a) not realistic and (b) would require substantial policy reforms (in particular in schooling) which, in turn, would require substantial shifts in the political balance of powers needed for tax reforms, higher public investment etc. Temporary short full-time as a door opener is a very conflictual topic already and is the most useful focus I can think of with regards to working-time policy in Germany.

### Who do you encounter as opponents and what are their counterarguments?

The employers federations, of course. In Germany, their two main arguments are (a) the lack of skilled staff and (b) the costs of shorter working hours which would impact on the international unit labour cost competitiveness of German manufacturing industry. In the public service the latter argument is replaced by the lack of financial resources.

### What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?

As to the national level, see answers to first and second question. At EU level, however, I think the most urgent policy focus should be a campaign for a statutory 40-hour week in the framework of a reform of the EU working-time directive. I cannot see any use in a general call for, say, a 30-hour-week at EU level as the situation is absolutely diverse across EU countries, both in terms of working-time realities and of trade unions landscapes. But a campaign for a statutory 40-hour week would be (a) an offensive answer to various attempts of employer lobby organisations and parts of the EU Commission to hollow out the existing working-time directive, and (b) a very useful contribution to the upcoming debate about the so-called "Social Pillar" of the EU.

## Mátyás Benyik, Attac Hungary: This will help solve a lot of connected problems



### Who is "on board": how many individuals and/or organisations are advocating the topic in your country and do you form partnerships?

The idea of the reduced working hours is very much connected to combat unemployment. The talk now is about what governments can do to counter recession once other policy options have been exhausted. A former economic heresy – the reduction of working hours – may offer policy-makers an additional tool to prevent the economic downturn turning into a depression. In the early 2000s several ATTAC Groups (e.g. in Germany and Austria) – as an alternative and complementary strategy to Unconditional Basic Income (UBI) started to work on the concept of a 30 hours week for Europe (with compensation of wages and personnel).

### Who do you encounter as opponents and what are their counterarguments?

Competitiveness is the precondition of the reproduction of capital with sufficient profit. Reproduction of capital with sufficient profit allows new investments with the purpose of either increasing production on the same technological level or upgrading technology – investments, which are the preconditions of preserving competitiveness. New investments result in the accumulation of capital. Market competition, competitiveness, reproduction of capital with sufficient profit, accumulation of capital – are different approaches to the same thing, namely capitalism.

### What is the public opinion on the working time reduction in your country? Is it favourable?

The key question here is the isolation. The basic form of separation is the private property, of course, but the situation can also be imitated by corporate autonomy, self-management, employee ownership, municipal ownership, etc. These are exactly the same types of separation.

### What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?

Our short and medium-term objective is a slow but steady move towards a 30-hour week for all workers in the age of robotics. This will help solve a lot of connected problems: overwork, unemployment, overconsumption, high carbon emissions, low well-being, entrenched inequalities and the lack of time to live sustainably, to care for each other and simply to enjoy life.

People working shorter hours generally have a smaller ecological footprint. If you are tied to the workplace for 40-plus hours, you don't have much time for the rest of your life. So things have to speed up. You travel by plane or car instead of train, foot or bike. Convenience-driven consumption takes a heavy toll on the environment. Workers on shorter hours tend to be more productive hour-for-hour. They are under less stress, they get sick less often and they make a more loyal and committed workforce. Our final long-term goal is to build up a socialist, beyond-capitalist world.

## Sam Groen, FNV:

### Older workers should be able to reduce work to make place for younger workers



### How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?

The idea is introduced by the FNV, the largest trade union in the Netherlands, with 900.000 members. It is advocated by other trade unions, like the Christian CNV, the second largest union. It is also advocated by some employers that have introduced the idea in their own organisation.

### What is your group's actual proposal for the reduction of working time?

Generations agreements. This is an important item for collective bargainings in 2017 and 2018. The idea is that older workers (57+) have the opportunity to reduce their working hours to make place for younger workers (35-). This will reduce unemployment for younger workers. The older worker will be able to reach their retirement age more fit, healthy and motivated. Their income cut as a result of their working part time is partly supplemented and their pension premium is payed up to 100% by the employer. And they can use a part of their pension to add to their income. The employer is able to solve some problems as a result of the "babyboom-generation". They will not leave at once but in phases, the employer can get a better staff balance and can keep workers in irregular jobs fitter and healthier.

Examples are 60-80-100 (60% working, 80% income, 100% pension premium), 80-90-100 (working 80%, 90% income, 100% pension premium) and "triojobs": 66,7%-85%-100%, with 3 older workers filling up two jobs. The first agreements were made for the Municipality Officials, and now it's brought to practice in a variety of different companies and sectors, like Tata Steel, (small and medium) metal sector, the hospital sector, mental health care, companies for watermanagement and postal delivery services. Our goal is to reach Generations agreements in 20% of the collective agreements in the next few years. The agreements are payed by the difference in income between the older and the younger, reduction of sick leave and several special items for older workers, like extra free days in the existing collective agreements.

### Who do you encounter as opponents and what are their counterarguments?

There are different groups of opponents to the idea. Some employers have problems with the costs of the generations agreements. As said, a part of the costs are covered by already existing special items for older workers like extra free days. Many employers already had problems with the costs of these extra fee days for older workers and want to get rid of them, now the number of older workers, and the costs going along with it, is rapidly rising. There is also a group of younger workers that have some problems with the idea that older workers have the opportunity to work less hours with a partly compensation of their income, and the younger workers have not. They consider that as an inequality.

Our counterargument for that is that we create new jobs for younger workers. We have asked the government to attribute a bit to the costs of these generations agreements. They refused partly because they consider it as something for social partners. But also because they are afraid of the effect that attributes to the fact that older workers are more expensive for employers than younger workers. And that is not good for their position on the labour market. We do not deny this kind of arguments, but we see that a lot of older workers really need the opportunity to work shorter hours to reach their pension age, which has risen to 67 years in the Netherlands in a short period of time.

#### **What is the public opinion on working time reduction in your country?**

The public opinion on reduction of working time for older workers through the generations agreements is divided as said before, but not negative. The public opinion on shorter working hours in a broader sense is another thing. The labour market is booming at the moment. Many employers in different sectors as industry, ICT, hospitals and care, complain that they can't get enough workers for their jobs. So it's not hard to imagine that talking about shorter working hours is difficult. We need to think about the best way to start this discussion, and the kind of arguments we use. It's not impossible because people are well aware of the large shifts that are going on the labour market. This means that talking about re-division of labour is important, and it's all about the type of arguments we use.

#### **What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?**

At this moment we are preparing a discussion in the FNV about working time reduction for the following years. This is the effect of a congress resolution in the FNV in 2017, giving the board the order to start such a discussion. There are different arguments for this discussion, like the effects of robotisation and digitalisation on the labour market; the division of paid and unpaid work; working in heavy jobs or under difficult circumstances such as shiftwork; gender inequality; environmental arguments, etc. This kind of arguments urge for a discussion about the re-division of work through shorter working hours because the actual average working week of all workers in the Netherlands is 32 hours! We will take a year for this discussion within the FNV and with other organisations

### **Gerd Inger Polden, Rødt:**

#### **Let's celebrate 100th anniversary of 8 hours working day by working 6 hours**

#### **How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?**

I am a member of the political party Rødt and the Action Committee for Six hours day in Norway. A lot of organizations in Norway have 6 hours working day/30 hours week in their programs. One is The Norwegian Confederation of Trade Unions (LO) as the largest and most influential worker's Confederation. On their Confederation congress in 2017, this was decided regarding working hours: "New organizational forms in the workplace, new technology and policy decisions challenge the normal working day and employee participation in decisions concerning their own working hours." The members of LO are: Norwegian Union of Municipal and General Employees, Norwegian Union of State and University Employees, Norwegian Union of Social Educators and Social Workers, The Electrician and IT Workers Union, Norwegian Transport Workers' Union. Among political parties the following support the demand.: Socialist left party, Red Party (Rødt), The Green Party. There are also several women's organizations that are working for 6 hours of working time: The Norwegian Association for Women's Rights as the oldest Woman organization in Norway, founded in 1884, Women's Front. (Kvinnefronten) and Feminist Group Ottar. There is also an action group for a 6 hour normal working day, founded in 2014.



#### **What is your group's actual proposal for the reduction of working time?**

The six hours (30 hours per week) normal working day with full wage compensation. We believe this change is possible and the history proves that best. We have now started a campaign for the celebration of the Norwegian workers' actions a 100 years ago. Inspired by the Russian revolution, workers' action groups were formed in many factories and workplaces. In April 1918 a message was sent to these workers' groups. If 8 hours working day has not been agreed on, the workers must take the 8 hours day on May 2<sup>nd</sup>. In response to this, workers in workplaces all over Norway left work after 8 hours that day, and continued to take 8 hour days till the Parliament (Stortinget) on August 14th passed a temporary law for 8 hours day in some industries. In 1919 the law concerning the 8 hour day was introduced. However, not all workers were covered by this law, Nurses, for instance did not come under the law until 1937.

On May 2. 2018 we celebrated this 100 anniversary with a demonstration in front of Stortinget (Parliament) in Oslo arranged by The Confederation of Trade Unions (LO) branch in Oslo.

#### **Who do you encounter as opponents and what are their counterarguments?**

Employer's associations, some of the male dominated unions and many political parties, including the Labour party. Main counterargument is that it's too expensive.

#### What is the public opinion on the working time reduction in your country? Is it favourable?

The six hours working day is gaining support.

#### What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?

Short-term: Inspire more trade unions to mark the 100 years anniversary of the legalization of 8 hours working day in 1919. Mid- and long-term goal: ½ hour working time reduction in the next Wage Negotiations in 2020, and 2022 and reach 6 hour working day by 2024.

### Valerija Korošec, researcher:

#### Shorter working time as complementary social policy to UBI



#### How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?

I am employed at the Government Office for Macroeconomic Analysis and Development as a social policy analyst. I have made a shorter analysis of the conditions and possibilities for the introduction of shorter working time in Slovenia in the period of the economic crisis (in Mladina weekly). As a member and now as a coordinator of UBI (universal basic income) organisation in Slovenia I strongly recommend to connect shorter working week proposal as a necessary complementary part to an UBI proposal considering specific work ethic of Slovenian men and women.

#### What is your group's actual proposal for the reduction of working time?

I work individually on the proposal as a professional researcher. The proposal will be introduced to different groups: political parties, trade unions, chamber of workers/employers etc. In short:

- A new U (universal and uniform working standard) meaning app. 6 hours per a day, app. 200 working days per a year, app. 1.200 hours per a year, 60.000 hours per a life for a uniform state pension (12.000 hours of education included as 'work' right and/or obligation). State pays minimum wage (MW) for 6.000 hours of parenthood or persons caring for the others or volunteers or national defence 'soldiers' etc.
- People employed yearly or regularly should have 60 days paid leave (12 'state holidays', 12+ 12+12 employer holidays, 12 days 'sick leave'). People paid by hours should get an addition: 1/6 of the 'holiday supplement' and paid 'lunch' at the rate of an hourly minimum wage (6 EUR in 2018).

#### Who do you encounter as opponents and what are their counterarguments?

I would say mostly trade unions, others don't seem to have any opinion. Counterarguments are:

- 8 hour work is not enough for us to survive, how can we with less?
- If we give up the corner stone (8 hours working day) – it can be the first stone of many to follow which will ruin years of labour rights brought to us as "social democratic standard" e.i. "after II. war social-right consensus".
- We don't have enough workers, which is lately an argument by chamber of employers.

#### What is the public opinion on working time reduction in your country?

There is no sign people think about it at all. There is no "official proposal" that could serve as a starting point for a serious debate. If you ask them they are mostly against it with the argument that not even 8 hour work is enough to survive and how are they suppose to make it with even less. The only exception is the example of young mothers. This seems to be socially acceptable. Therefore, this would be our "template" and/or starting point of the debate. There is also an idolatry, a wish and an anticipation of "full employment", e.i. dignified socially valuable salary job for all.

#### What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?

My plans are either to help people think about it or help them start with it on a personal level as I did in 2013. A "diary", a "study", a "first hand" experiment of my personal story: I went from 40 hours to 36 hours per week in 2013. In 2018, I got the status of (partly) self-employed. I intent to write a text - '6pack proposal' - that can serve people as a manual when thinking how to approach the theme of shorter working week. I hope that it could help people to think about shorter working week together with BI implementation i.e.

## Ana Oller, CCOO: First, we want to restore what has been wrested by the crisis

### How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?

CCOO (Comisiones Obreras/Worker's Commissions) always had the 35-hour week for the goal. By 2012, the public sector had a 35-hour workweek. The government extended it to 37.5 hours during the crisis. The restoration of the 35-hour workweek for civil servants has been negotiated with some governments of the Autonomous Communities, but the state government has resorted to these agreements. The courts have annulled the agreements in Euskadi and Andalucía. In the private sector, reducing working hours during these crisis years was not a priority due to precarious working conditions and general wages reduction.



Our main objective is to increase salaries and the compliance of the working day, since there has been a significant increase in overtime that is not charged. This problem is greater with part-time work. However, it can be confirmed that the annual working day agreed in sectoral collective agreements has been progressively reduced in recent years. Between 2000 and 2016, the average annual working day has been reduced by 20 hours. There were virtually no changes in the company's collective agreements. CCOO is working with UGT (Unión General de Trabajadores/General Union of Workers) on the same goals.

### What is your group's actual proposal for the reduction of working time?

CCOO wants to resume collective bargaining in the public sector on the 35-hour workweek. CCOO has also launched the campaign "Recuperar lo arrebatado" (Restoring what has been wrested) and want to fight the extension of working hours, especially those that are not registered or paid. CCOO continues to pursue a progressive reduction of annual days above the agreed average (1744.1 hours in 2016).

### What is the public opinion on working time reduction in your country? Is it favourable?

Business organizations and governments, both federal and autonomous, are opposed. They argue that it would worsen the competitiveness of companies. Public opinion would support a reduction of working time, but we believe that its priority is now the increase in wages, the increase in fixed employment and the employment of millions of unemployed (3,766,700 unemployed and 1,210,500 households with all members unemployed).

### What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?

We intend to continue mobilizing the "Recuperar lo arrebatado" campaign in the public sector. In general and in the medium and long term, we also want to call for shorter working hours as a way of work sharing. This distribution is necessary due to high unemployment rates in Spain.

## Daniel Bernmar, Vänsterpartiet: Reducing work hours is a feminist reform



### How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?

There are no other political organizations working for work time reduction apart from ours. At least not as progressive as us in the left party. Some of the unions are also working towards shortening the working hours. We have not formed any partnerships so far, even though it could be possible in the future.

### What is your group's actual proposal for the reduction of working time?

Work life for many groups is often stressful and the working conditions tough. Consequently, many get sick and go on sick leave. Women in the working class with low paid jobs are affected most of all. Our proposal is that six hours workday, while maintaining same wage, is a strategic reform to reduce unemployment and get a more equal distribution between work and capital. Further on it is a feminist reform; shorter working hours release time for all working people which creates conditions for a more equal distribution of paid and unpaid work. A shorter workday also means that part-time jobs will be translated into full-time jobs.

### What is the public opinion on the working time reduction in your country? Is it favourable?

We know that many women in the working class support the six hour work day. The public opinion is often dominated by politicians and the debate is very fragmented. Our main opponents are both conservative and liberal parties, as well as several employers in the private sector/enterprise. Their main argument is that reduction of work time to six hours per day, or 30 hours per week, is not possible due to high costs.

### What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?

For six hours to become the working norm it requires a decision on a national level. We will continue to run more projects to show that it is possible to reduce the working hours with good results. To move the public opinion in the right direction we must get through more attempts in municipal work places. They can furthermore serve as positive examples, for other work places to follow. Right now we have three work places in Gothenburg that are trying six hours work day with full payment. Our hope is that the sick days will be reduced and that recruiting new staff will be easier.

## **Aidan Harper, New Economics Foundation: The four-day week should be one of the central aims of the union movement in the 21st Century.**

### **How many individuals and organisations are advocating the topic of working time reduction in your country and do you form partnerships?**

Within the UK, the movement around working time reduction is small but rapidly growing. The UK Green Party has put a four-day week in their most recent political manifesto, and the Labour Party has publicly stated that they are looking into the shorter working week, although nothing has been formalised just yet.



There are a number of trade unions who have internal policies relating to the shorter working week, and the Communication Workers' Union this year negotiated with Royal Mail to reduce working hours from 39 to 35 hours a week by 2020. The Trades Union Congress has also released a report making the case that the four-day week should be one of the central aims of the union movement in the 21<sup>st</sup> Century.

The 4 Day Week Campaign is a national UK based campaign and makes the case for a four-day, 32 hour week – or any equivalent variation. The New Economics Foundation are supporters of the campaign, and long-time advocates for shorter hours. The Campaign is also supported by Autonomy who are a think tank focusing on work.

Finally, there are a number of small organisations across the UK who have moved to shorter hours in an effort to increase productivity and create better conditions for their workers. This is happening at an increasing rate – with the likes of Pursuit Marketing, Indycube, and Simply Business but a few of the increasing number of organisations experimenting with shorter hours.

### **What is your group's actual proposal for the reduction of working time?**

Historically, NEF has made the case as to why we should move to shorter hours – focussing on the social, environmental, and economic benefits. We have recently begun exploring the ways in which we get there – including the use of policy implements to create new bank holidays, the use of public sector vanguards, a vast expansion of work-related rights, and the use of generational agreements across society.

### **Who do you encounter as opponents and what are their counter arguments?**

There are the usual voices in business and right wing parties who argue against shorter hours because they think the economy would immediately crash. There are also those on the left who say that the focus should be on low paid and precarious work rather than shorter hours. Finally, there is a pervasive and toxic work-ethic which has become naturalised in the UK, in which overwork is venerated and where the unemployed are seen to be lazy and morally questionable. This culture of overwork is something we must counter.

### **What is the public opinion on working time reduction in your country? Is it favourable?**

It is mixed, but generally there is a huge amount of support for it. There are a few polls demonstrating the huge preference for shorter hours (without a reduction in pay). There are also a growing number of articles, radio, and news programmes about shorter hours. It really does seem to have touched upon the zeitgeist in the UK and could become a central political demand very soon.

### **What is your next step in the campaign? And what are your short-term, medium-term and long-term objectives?**

We aim to build a stronger network across progressive businesses and trade unions who are campaigning for shorter hours – and build a more solid unified front. We also want to carry out more research into our policy proposals and think about how they would be implemented. Finally we hope to reach out to our European partners as much as possible, to ensure progressive links are kept open and strong in the context of Brexit. There is lots to come this year from NEF as we launch into a number of different projects relating to working time, including a new book, a European newsletter, and modelling work-time policy.

## Recent initiatives from unions

Europe			
	ETUC	<i>The European Trade Union Confederation (ETUC) is the major trade union organisation representing workers at European level.</i>	ETUC is on defensive position regarding the European working time directive and is pushing for a new Work-Life Balance directive <a href="https://www.etuc.org/en/pressrelease/etuc-warns-interpretation-working-time-ruling">https://www.etuc.org/en/pressrelease/etuc-warns-interpretation-working-time-ruling</a>
	ETUI	<i>The European Trade Union Institute (ETUI) is the independent research and training centre of the European Trade Union Confederation (ETUC).</i>	The ETUI recently put working time reduction back on the table with the publication of a guide on “The why and how of working time reduction” and the organisation of workshops. <a href="https://www.etui.org/News/Working-time-reduction-back-on-the-table">https://www.etui.org/News/Working-time-reduction-back-on-the-table</a>
	IndustriAll	<i>IndustriAll European Trade Union is the voice of 7 million working men and women across supply chains in manufacturing, mining and energy sectors across Europe. We aim to protect and advance the rights of the workers.</i>	In a declaration on “The vision of young industrial workers in a digital world” IndustriAll stated that Trade unions need to take the lead on the ‘working time’ debate in order to achieve a fairer redistribution of work and create jobs <a href="https://news.industrialall-europe.eu/p/position-papers">https://news.industrialall-europe.eu/p/position-papers</a>
Austria			
	GPA	<i>Gewerkschaft der Privatangestellten (GPA) represents the interests of employees, apprentices, students, journalists, as well as graphic arts workers and the paper and paperboard industry.</i>	GPA-djp started negotiations on reducing weekly working hours to 35 hours for approximately 100,000 employees. <a href="https://www.gpadjp.at/cms/A03/A03_1.2.a/1496972381309/berufsleben/arbeitszeitgestaltung/arbeitszeit-35-stunden-sind-genug">https://www.gpadjp.at/cms/A03/A03_1.2.a/1496972381309/berufsleben/arbeitszeitgestaltung/arbeitszeit-35-stunden-sind-genug</a>
	PRO-GE	<i>The production trade union is, with approx. 230,000 members, the third largest of seven trade unions in Austria.</i>	PRO-GE is calling for 35 hours in the mid-term and then 30 hours in the long-term, with full compensation and full staff compensation. <a href="https://www.proge.at/cms/P01/P01_0.a/1342591946960/home/gewerkschaftstag-offensive-fuer-kuerzere-arbeitszeiten-beschlossen">https://www.proge.at/cms/P01/P01_0.a/1342591946960/home/gewerkschaftstag-offensive-fuer-kuerzere-arbeitszeiten-beschlossen</a>
Belgium			
	FGTB	<i>La Fédération Générale du Travail de Belgique (FGTB), Belgian General Federation of Labor, wants to maintain strong social security, social dialogue and labor law at the federal level. The union has 1,5 million members.</i>	The project of collective reduction of working time is conceived without loss of salary, to counter the multiplication of part-time and small temporary contracts. <a href="http://www.fgtb.be/-/en-route-pour-la-reduction-collective-du-temps-de-travail">http://www.fgtb.be/-/en-route-pour-la-reduction-collective-du-temps-de-travail</a>
	CNE-CSC	<i>La Centrale nationale des employés (CNE) is affiliated to the Confédération des syndicats chrétiens de Belgique (CSC), Confederation of Christian Trade Unions of Belgium. The CSC has 1,5 million affiliates and defends workers as well as public servants.</i>	The CNE-CSC has launched an awareness campaign to employees on the theme of working time reduction, from utopia to reality in order to initiate business negotiations <a href="https://cne.csc-en-ligne.be/cne-gnc/actu/Filinfo/16-05-31LaRTT.html">https://cne.csc-en-ligne.be/cne-gnc/actu/Filinfo/16-05-31LaRTT.html</a>
France			
	CGT	<i>The CGT has about 500,000 members, with 33 national professional organizations consisting of unions in one or more professional branches.</i>	The CGT campaign focuses on a new legal reduction of working time to 32 hours and is based on five arguments to launch the debate among employees and society. <a href="http://www.cgt.fr/-Les-32-heures-.html">http://www.cgt.fr/-Les-32-heures-.html</a>
	Solidaires	<i>L'Union syndicale Solidaires is made up of national federations, as well as local and regional unions. It has existed since 2003 but has much older roots in French trade unionism.</i>	Solidaires claims the 32 hours over 4 days. The 35 hour-week must be a step towards real work sharing with a sharing of wealth. <a href="https://solidaires.org/La-reduction-du-temps-de-travail-a-32-heures-c-est-possible">https://solidaires.org/La-reduction-du-temps-de-travail-a-32-heures-c-est-possible</a>
	FSU	<i>La Fédération syndicale unitaire (FSU), Unitary Trade Union Federation, is the first union federation in France for education and is restricted to the civil service and to some “mixed” sectors.</i>	The FSU supports initiatives to reduce working time. <a href="http://institut.fsu.fr/Ensemble-remettons-la-reduction-du-temps-de-travail-au-coeur-du-debat-public.html">http://institut.fsu.fr/Ensemble-remettons-la-reduction-du-temps-de-travail-au-coeur-du-debat-public.html</a>



MUNCI

Le Mouvement pour une Union Nationale et Collégiale des Informaticiens (MUNCI), Movement for a National Union and Cooperative of Computer Science, is the first professional digital association in France.

The MUNCI essentially sees the question of working time sharing through the analysis of the consequences of automation and productivity. <https://munci.org/Le-travail-pour-tous-plaidoyer-pour-un-nouveau-modele-socio-economique>

## Germany



DGB

Deutscher Gewerkschaftsbund (DGB), the German Trade Union Confederation, is the umbrella organization for eight German trade unions. Together, the DGB member unions represent the interests of over 5,9 million people.

The DGB demands a social debate on the consequences of productivity increase. The reduction in working hours, with payroll and staff compensation, must be considered as an option for avoiding reduction of employment by digitization. <http://www.dgb.de/themen/++co++8ecba460-787a-11e8-b1aa-52540088cada>



IG Metall

IG Metall is a German trade union representing workers in the metal industry, textiles and clothing, wood and plastics. It has 2.4 million union members in 2013, making it the largest union in Europe

The members of IG Metall should be given an individual right to reduce their working hours to up to 28 hours a week for up to two years. <https://www.igmetall.de/miteinander-fuer-morgen-metall-tarifrunde-2018-26181.htm>



Ver.di

Vereinte Dienstleistungsgewerkschaft (Ver.di), the German United Services Trade Union, with around two million members, is the second largest German trade union.

Ver.di defends standard working hours and, in the longer term, shorter working hours. <https://www.verdi.de/wegweiser/tarifpolitik/themen/++co++440a48ac-a85c-11e3-a52e-5254008a33df>



EVG

Eisenbahn- und Verkehrsgewerkschaft (EVG), the railway and transport union", has approximately 204,000 members and is a member of the Confederation of German Trade Unions (DGB).

EVG wants to create more employee satisfaction with their working time arrangements and have three core requirements. <https://www.evg-online.org/dafuer-kaempfen-wir/mitbestimmung/news/fachkonferenzen-zum-thema-arbeitszeit/>

## Italy



CGIL

Confederazione generale italiana del lavoro (CGIL), the Italian General Confederation of Labor is the oldest Italian trade union organization and is also the most representative, with over 5 million members.

In Industry 4.0, CGIL tries to propose a development model that combines innovation with the protection of job quality, employability and a new integration between life and working time. <http://www.cgil.it/documenti-piano-del-lavoro-4-0/>

## The Netherlands



FNV

The FNV Federatie Nederlandse Vakbeweging (Federation of Dutch Trade Unions) is the largest trade union in the Netherlands, with over 1 million members.

The FNV pushes to multiply generation pact agreements. A solution allowing elderly persons to work less and younger persons to have job. <https://www.fnv.nl/over-fnv/onze-standpunten/generatiepact/>

## Norway



LO

Landsorganisasjonen i Norge (LO), the Norwegian Confederation of Trade Unions, has 21 national unions affiliated. With almost 900,000 members this is the largest umbrella organization of labour unions in Norway

The confederation congress decided in 2017, that there will be a need for reduction of working hours in different ways in the time coming and that trials should be set in different industries and sectors, including a 6-hours day/30 hours work week. <https://www.lo.no/kongressen-2017/Delegatliste/>



Fagforbundet

Fagforbundet, the Norwegian Union of Municipal and General Employees, has a membership of 364,000 and is affiliated with LO.

The Norwegian Confederation of Trade Unions to make the decision on experiments for 6 hours day/30 hours week in 2017. <http://www.fagforbundet.no/>



FO

Fellesorganisasjonen (FO), the Norwegian Union of Social Educators and Social Workers, represents over 28,000 child welfare professionals, social workers, social workers, welfare workers and students.

FO wants a working time reduction where the aim is 6 hours normal working day/30 hours working week with full payment compensation <https://www.fo.no/english/category28.html>



NTL

Norsk Tjenestemannslag (NTL), the Norwegian Civil Service Union, is a trade union for workers employed by the Norwegian state and state-related organisations, agencies and businesses.

NTL will work for reduced workingtime to 6- hours working day. [https://www.ntl.no/inenglish?p\\_dimension\\_id=146719](https://www.ntl.no/inenglish?p_dimension_id=146719)

	<b>NTF</b>	<i>Norsk Transportarbeiderforbund (NTF), or Norwegian Transport Workers' Union, organizes around 20 000 members.</i>	Program: Gradually shorter working time and in a longer perspective 6 hours normal workday with full wage compensation will be a mean to share work and free time. <a href="https://transportarbeider.no/no">https://transportarbeider.no/no</a>
	<b>EL &amp; IT Forbundet</b>	<i>EL &amp; IT Forbundet, the Electrician and IT workers union is a nationwide organisation of workers in these sectors: energy, electrical engineering, telecommunications and IT workers.</i>	Defend and improve normal workingday. Work for 30 hours week/6 hours day. <a href="https://elogit.no/english">https://elogit.no/english</a>
	<b>MFO</b>	<i>With more than 8600 members, Musikernes fellesorganisasjon (MFO), the Music Association is Norway's largest artist organization.</i>	MFO helped to organise the action meeting in Bergen on March 8 <sup>th</sup> 2018. Theme: The 6 hour day – Get it or take it? <a href="http://www.musikerorg.no/s.cfm/11/English">http://www.musikerorg.no/s.cfm/11/English</a>
	<b>SL</b>	<i>Skolenes Landsforbund (SL), the National Association of Schools, is a trade union in the LO, which has around d 6,500 members.</i>	MFO helped to organise the action meeting in Bergen on March 8 <sup>th</sup> 2018. Theme: The 6 hour day – Get it or take it? <a href="http://skoleneslandsforbund.no/">http://skoleneslandsforbund.no/</a>

<b>Spain</b>			
	<b>CCOO</b>	Comisiones Obreras (CCOO), the Workers' Commissions, has become the largest trade union in Spain. It has more than one million members	CCOO and UGT share the common goal of the 35-hour week. <a href="http://www.ccoo.es/noticia:238782--">http://www.ccoo.es/noticia:238782--</a> <a href="http://www.ccoo.es/noticia:238782--">CCOO y UGT presentan al Gobierno sus propuestas par a la Mesa de Empleo y Calidad del Empleo</a>
	<b>UGT</b>	The Unión General de Trabajadores (UGT, General Union of Workers) is a major Spanish trade union, historically affiliated with the Spanish Socialist Workers' Party (PSOE).	
	<b>CIG</b>	Confederación Intersindical Galega (CIG), the Galician Unions Confederacy was created after the merge of two unions: the INTG and the CXTG.	Working time reduction is included in the CIG's proposals on labor and social rights. <a href="http://www.cig.gal/documentos/categoria/propostas-e-pronunciamentos.html">http://www.cig.gal/documentos/categoria/propostas-e-pronunciamentos.html</a>

## Recent initiatives from the civil society

### Europe



Altersummit

Movements, networks and European organizations members of the Alter Summit have drafted together a common platform, including shared analysis, proposals and an agenda.

Altersummit encourages struggles for working time reduction, for instance in Germany or in Belgium  
<http://www.altersummit.eu/analyse/article/workers-in-a-belgian-company-struggle-hard-to-achieve-a-collective-reduction-in>

### Belgium



Roosevelt.be

Created to promote 15 concrete and realistic proposals to get out of the crisis, Roosevelt .BE is a pluralistic citizen movement, and independent of political parties

Roosevelt.be has launched a campaign around a book: "Let's share the working time. Between unemployment and burnout: Instructions for the 4-days week in Belgium"  
<http://www.dutravailpourtous.be/>



### France



Alternatives Économiques

Economic Alternatives is a monthly magazine dealing with economic and social issues. The monthly is now circulated to about 90,000 paid copies each month. Alternatives Économiques also provides daily news on its website.

Alternatives Économiques regularly publishes articles on working time and has launched an appeal signed by 150 personalities: "Together, let's put the reduction of working time at the heart of the public debate"  
<https://www.alternatives-economiques.fr/thematiques/temps-de-travail>



Collectif Roosevelt

Climate, social and employment crisis: the Collectif Roosevelt is a place of formation, debate and citizen mobilizations. The reference to Roosevelt shows that one can change the game through political will and an effort of pedagogy.

The Collectif Roosevelt has launched a campaign including the publication of a book, the organization of a hundred of events, a petition, and a call on all French member of the parliament. A campaign site has been created to centralize the different resources: <https://dutravailpourtous.fr/>



Economistes Atterrés

Les Économistes atterrés, is an association created in 2011, bringing together heterodox researchers, academics and experts in economics.

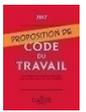
The Economistes Atterrés fight back when the evaluation of the 35-hour week is under attack, which happens often enough.  
[http://www.atterres.org/sites/default/files/A%20propos%20du%20bilan%20des%2035h\\_0.pdf](http://www.atterres.org/sites/default/files/A%20propos%20du%20bilan%20des%2035h_0.pdf)



GR-PACT

The Research Group for another Labor Code (GR-PACT) gathers twenty academics specializing in labor law. From diverse opinions, they share some idea of a general, accessible and protective law.

A full chapter is dedicated to working time, with innovative proposals to drastically but smoothly change working time regulation in France.  
<http://pct.parisnanterre.fr/category/chapitre-4-temps-de-travail/>



Institut Veblen

The Veblen Institute is an independent, non-profit think-tank and animation group. Its mission is to formulate and disseminate reform proposals aimed at deeply transforming the economy.

The Veblen Institute has produced several articles to show that reducing working time and ecological transition are inseparable. <https://www.alternatives-economiques.fr/auore-lalucq/flexibilisation-travail-transition-ecologique-faut-choisir/00079430>



JOC

Jeunesse ouvrière chrétienne (JOC) is a popular education movement for which young people themselves are responsible: a meeting and training place to give young people keys to better understand society and the world.

JOC has launched a campaign with 40 demands, one of which is the reduction of working time, linked together to demand worthy jobs. Many events, a petition and a website have been put in place: <https://www.emploi-digne.fr/>



MNCP

The Mouvement National des Chômeurs et Précaires (MNCP) is a national federation of local associations defending and supporting job seekers and the precarious people

Relaunching the historic process of reducing working time is part of the MNCP's advocacy platform  
<http://www.mncp.fr/site/nos-fondamentaux/plateforme-revendicative/>



Mouvement Utopia

The "UTOPIA Movement" is a education association, which aims in particular to develop a project of socially inclusive, ecologically sustainable and friendly society whose objective is "buen vivir".

The utopia movement has produced books on labor, in the broadest sense, and regularly participates in discussions on the issue of reducing working time reduction.  
[http://mouvementutopia.org/blog/public/pdfs/4\\_Pages\\_Travail\\_def.pdf](http://mouvementutopia.org/blog/public/pdfs/4_Pages_Travail_def.pdf)



Archipel Osons les Jours Heureux

The Citizen Archipelago "Let's Dare Happy Days" connects around 50 civil society organizations who want to think together and act in the long run to build a more sustainable, more democratic and more inclusive society.

If no action is planned at the level of the archipelago, several organizations, mentioned above, participate to establish the sharing of working time as a structuring theme for the whole archipelago. <http://osonslesjoursheureux.net/>

## Germany



**Attac  
Germany**

*Attac demands the closing of the gap between poor and rich by the control of the finance sector and by taxes on big fortunes and financial transactions to improve people living conditions, promote democracy and protect the environment.*

The fair sharing of working time group calls for the introduction of a 30-hours week with full compensation of wages and stuff. <http://www.attac-netzwerk.de/ag-arbeitfairteilen/startseite/>



**KAB**

*Katholische Arbeitnehmer Bewegung (KAB) Germany is synonymous with organizing a fair and inclusive society in which all people can participate and participate socially.*

The Catholic Workers Movement aims a fair and inclusive society proposes the reduction of working time to 30 hours weekly and an unconditional basic income as parts of another model of society. <https://www.kab.de/themen/arbeitswelt/taetigkeitsgesellschaft/>



## Hungary



**Attac  
Hungary**

*ATTAC is an international organization involved in the alter-globalization movement.*

Attac Hungary supports the concept of a 30 hours week for Europe (with compensation of wages and personnel) as a complementary strategy to the introduction of a Unconditional Basic Income in Hungary.

<https://www.attac.hu/2018/02/interview-on-working-time-reduction/>

## Norway



**Sekstimersdagen**

*Sekstimersdagen, the action group for a 6-hour normal working day is a grassroots organization, founded in 2014. The organization is a network and participates in actions of unions and others.*

This new Action Group for the 6 hour day is inviting unions, women's groups, libraries and archives all over Norway to mark the 100 years of the 8-hour day. <http://www.sekstimersdagen.no/>



**NKF**

*Norsk Kvinnesaksforening, the Norwegian Association for Women's Rights, is the oldest Women organization in Norway, founded in 1884.*

Works for a 6-hours normal working day with full wage compensation. <http://kvinnesak.no/english/>



**Kvinnefronten**

*Kvinnefronten, the Women's Front, is a Norwegian radical feminist organization founded in 1972. It was historically associated with the now defunct Workers' Communist Party.*

Works for a 6-hours normal working day with full wage compensation.

<http://kvinnefronten.no/feministisk-valg-2017-3/>



**Kvinnegruppa  
Ottar**

*Feminist group Ottar is a politically independent women's organization founded in 1991. The group is named after pioneer Elise Ottesen Jensen, called Ottar. Most of the previous century, she worked for the right to contraception and abortion*

Works for a 6-hours normal working day with full wage compensation. <http://kvinnegruppa-ottar.no/>

## Slovenia

**Sekcija UTD**

**Section UTD**

*Sekcija za promocijo UTD, section for the promotion of universal basic income, is the Slovenian affiliate of both Unconditional Basic Income Europe (UBIE) and Basic Income European Network (BIEN).*

Section UTD recommends to connect shorter working week proposal as a necessary complementary part to an UBI proposal considering specific work ethic of Slovenian men and women. <http://utd.zofijini.net/2017/01/09/kaj-bo-z-univerzalnim-temeljnim-dohodkom/>

## UK



**NEF**

*The New Economics Foundation (NEF) is the only people-powered think tank. We work to build a new economy where people really take control.*

The New Economics Foundation and Autonomy launched a manifesto with the belief that a 4 Day Week will benefit our society, our economy, our environment and our democracy. <https://www.4dayweek.co.uk/>



**Autonomy**

*Autonomy is an independent, progressive think tank with one focus: work. Autonomy provides necessary analyses, proposals and solutions with which to confront the changing reality of work in society today.*

## Recent initiatives from political parties\*

### Europe\*\*



#### The Greens/EFA

*The Greens/European Free Alliance is a political group in the European Parliament made up of Green, Pirate and Independent MEPs as well as MEPs from parties representing stateless nations and disadvantaged minorities.*

In 2015, the Greens/EFA Group commissioned a study on the conditions for job creation in a post-growth economy. The model allowed to estimate the impact of innovative measures such as working time reduction and green taxation on energy.

<https://www.greens-efa.eu/en/article/document/a-study-on-job-creation-in-a-post-growth-economy/>

#### Most of national members of the Greens/EFA group are in favour of working time reduction

<b>Austria</b> <ul style="list-style-type: none"> <li>• The Greens – The Green Alternative</li> </ul>	<b>France</b> <ul style="list-style-type: none"> <li>• Europe Ecology – The Greens</li> <li>• Party of the Corsican Nation</li> </ul>	<b>Hungary</b> <ul style="list-style-type: none"> <li>• Politics Can Be Different</li> <li>• Dialogue for Hungary</li> </ul>	<b>Luxembourg</b> <ul style="list-style-type: none"> <li>• The Greens</li> </ul>	<b>Spain</b> <ul style="list-style-type: none"> <li>• EQUO</li> <li>• Republican Left of Catalonia / Left for the Right to Decide</li> <li>• Initiative for Catalonia Greens</li> <li>• Valencian Nationalist Bloc</li> <li>• Basque Solidarity</li> <li>• Galician Nationalist Bloc</li> </ul>	<b>Sweden</b> <ul style="list-style-type: none"> <li>• Green Party</li> <li>• Pirate Party</li> </ul>
<b>Belgium</b> <ul style="list-style-type: none"> <li>• Ecolo</li> <li>• Green</li> <li>• New Flemish Alliance</li> </ul>	<b>Germany</b> <ul style="list-style-type: none"> <li>• Alliance '90/The Greens</li> <li>• Pirate Party</li> <li>• Ecological Democratic Party</li> </ul>	<b>Ireland</b> <ul style="list-style-type: none"> <li>• Green Party (Ireland)</li> </ul>	<b>Netherlands</b> <ul style="list-style-type: none"> <li>• GreenLeft</li> <li>• Europe Transparent</li> </ul>		<b>United Kingdom</b> <ul style="list-style-type: none"> <li>• Green Party of England and Wales</li> <li>• Scottish National Party</li> <li>• Plaid Cymru – Party of Wales</li> </ul>
<b>Denmark</b> <ul style="list-style-type: none"> <li>• Socialist People's Party</li> </ul>	<b>Greece</b> <ul style="list-style-type: none"> <li>• Ecologist Greens</li> </ul>	<b>Italy</b> <ul style="list-style-type: none"> <li>• Federation of the Greens</li> </ul>	<b>Portugal</b> <ul style="list-style-type: none"> <li>• LIVRE[B 3]</li> </ul>		
<b>Finland</b> <ul style="list-style-type: none"> <li>• Green League</li> </ul>		<b>Latvia</b> <ul style="list-style-type: none"> <li>• Latvian Russian Union</li> </ul>	<b>Slovenia</b> <ul style="list-style-type: none"> <li>• Verjamem</li> </ul>		
		<b>Lithuania</b> <ul style="list-style-type: none"> <li>• Lithuanian Farmers and Greens Union</li> </ul>			



#### GUE/NGL

*The Confederal Group of the European United Left/Nordic Green Left (GUE/NGL) is a group of 51 Members from 24 different political delegations and 14 Member States.*

In 2010, Thomas Händel and Dr. Axel Troost commissioned a study, for GUE/NGL, on the Development of working time in the EU. GUE/NGL is also following closely the evolution of the EU's Working Time Directive (2003/88/EC).

<https://www.thomas-haendel.eu/de/topic/33.lesestoff.html>

#### Most of national members of the GUE/NGL group are in favour of working time reduction

<b>Cyprus</b> <ul style="list-style-type: none"> <li>• Progressive Party of Working People</li> </ul>	<b>Germany</b> <ul style="list-style-type: none"> <li>• Die Linke</li> </ul>	<b>Greece</b> <ul style="list-style-type: none"> <li>• Syriza (Coalition of the Radical Left)</li> <li>• Popular Unity</li> </ul>	<b>Netherlands</b> <ul style="list-style-type: none"> <li>• Socialist Party</li> <li>• Party for the Animals (Partij voor de Dieren)</li> </ul>	<b>Spain</b> <ul style="list-style-type: none"> <li>• United Left</li> <li>• Anova-Nationalist Brotherhood</li> <li>• Podemos (We Can)[13]</li> <li>• The Peoples Decide (Los Pueblos Deciden)</li> </ul>
<b>Czech Republic</b> <ul style="list-style-type: none"> <li>• Communist Party of Bohemia and Moravia</li> </ul>	<b>Finland</b> <ul style="list-style-type: none"> <li>• Left Alliance</li> </ul>	<b>Ireland</b> <ul style="list-style-type: none"> <li>• Sinn Féin</li> </ul>	<b>Portugal</b> <ul style="list-style-type: none"> <li>• Left Bloc</li> <li>• Portuguese Communist Party</li> </ul>	<b>United Kingdom</b> <ul style="list-style-type: none"> <li>• Sinn Féin</li> </ul>
<b>Denmark</b> <ul style="list-style-type: none"> <li>• People's Movement against the EU</li> </ul>	<b>France</b> <ul style="list-style-type: none"> <li>• French Communist Party</li> <li>• Left Party</li> <li>• La France insoumise</li> <li>• Communist Party of Réunion</li> </ul>	<b>Italy</b> <ul style="list-style-type: none"> <li>• Italian Left</li> <li>• Communist Refoundation Party</li> </ul>	<b>Sweden</b> <ul style="list-style-type: none"> <li>• Left Party</li> </ul>	

\* Political parties have the status of "observers" in the network as they often are the target of our advocacy.

\*\* For practical reasons, the positions of national members of The Greens/EFA or GUE/NGL are not detailed in this document

## Belgium



**Parti Socialiste**

*The Belgian Socialist Party (PS) has adopted 170 commitments for an "ideal future", at the occasion of a congress in Liège at the end of 2017.*

The PS is committed to the four-day week, with salary maintenance and compensatory hiring, subject to an increase in the minimum wage.

<http://www.170engagements.ps.be/>



**PTB**

*The Workers' Party of Belgium, Dutch: Partij van de Arbeid van België, (PVDA); French: Parti du Travail de Belgique (PTB); stylized as PVDA+/PTB-GO! is a far-left political party that operates as a single Belgian party.*

To respond to digitalization, the PTB believes that the debate on work sharing should be launched as soon as possible and suggests the 30 hour-week.

<https://ptb.be/articles/la-semaine-des-30h-au-lieu-de-l-incertitude-du-contrat-zero-heure>



## France



**Generation.s**

*Generation • s is a political movement founded on 1 July 2017 by Benoît Hamon. Génération • s defends innovative ideas on the French social model as well as ecological transition and digital transformation.*

Generation • s promotes various forms of working time reduction, including a model coupled with universal basic income.

<https://www.generation-s.fr/comite/mouvement-generation-s/article/charte-de-fondation-generation-s>



**Nouvelle Donne**

*Created in November 2013 by a collective of citizens, Nouvelle Donne is a political party that positions itself mainly on economic, social and environmental issues and for the renewal of democratic practices.*

Nouvelle Donne promotes the 4-day week and other forms of working time reduction

<https://www.nouvelledonne.fr/nos-idees/>



**Nouveau Souffle**

*Nouveau Souffle, New Breath, is a youth movement, initiated during the French presidential debate of 2017, with a base of proposals for political debates.*

Nouveau Souffle promotes the 4-day week and other forms of working time reduction

<https://www.lenouveausouffle.fr/semaine-de-4-jours>

## Germany

**DIE LINKE.**

**DIE LINKE**

*DIE LINKE is a member of GUE/NGL but one of most offensive political party on working time reduction in Europe and actively supports the European Network for the fair sharing of working time since 2013.*

DIE LINKE proposes a short full-time, which revolves around the 30-hour week - with self-determinable working hours between 28 and 35 hours.

<https://www.die-linke.de/disput/detail/30-stunden-sind-genug-1/>

## Norway



**Rødt**

*Rødt is a Norwegian far-left party, founded on March 11, 2007, as a result of the merger of the People's Alliance and the Communist Workers' Party.*

The 6 hours normal working day will be an environmental reform, an equal rights reform and a welfare reform. The Rødt Party works for a six hours working day through wage negotiations. <https://rodt.no/>



**SV**

*Sosialistisk Venstreparti (SV), the Socialist Left Party, was founded in 1973 and counts 12 500 members.*

Facilitates a gradual working time reduction with 6 hours day with full wage compensation as a goal, and introduces long term tests with shorter working time.

<http://www.sv.no/>



**Miljøpartiet De Grønne**

*Miljøpartiet De Grønne, the Green Party was founded in 1988 and counts around 7 500 members.*

Suggest a gradual reduction of working hours from 37 to 30 hours per week. <http://www.mdg.no/>

## Poland



**Razem**

*Razem is a left-wing political party in Poland formed in May 2015. Today, RAZEM is a few thousand members and members, sympathizers and supporters throughout Poland and many European countries.*

Razem strives to introduce the 35-hour working week in Poland. <http://partiarazem.pl/2015/10/godna-praca/>

## Recent initiatives from foundations

### Europe



**Transform!  
Europe**

*Transform! Europe is a network of 32 European organisations from 21 countries, active in the field of political education and critical scientific analysis, and is the recognised political foundation corresponding to the Party of the European Left .*

Transform! participates to the watch on the European Working Time Directive notably through the activities of the GUE/NGL group in the European Parliament  
<https://www.transform-network.net/publications/yearbook/overview/article/journal-072010/modern-times-the-new-attack-on-working-time-in-europe/>

### Germany

ROSA LUXEMBURG STIFTUNG  
BUREAU BRUSSEL

**RLS**

*The Rosa-Luxemburg-Stiftung (RLS) is an internationally operating, left non-profit organisation for civic education affiliated with Germany's 'Die Linke'.*

The RLS financially supports the European Network for the fair sharing of working time since 2016  
<https://www.rosalux.eu/topics/crises-and-left-solutions/shorter-working-times/?L=0>

**Hans Böckler  
Stiftung**

**HBS**

*The Hans Böckler Foundation (HBS) is supporting the work of the German Trade Union Confederation (DGB). It is named after the first DGB chairman Hans Böckler*

HBS is providing research on the field of working time  
[https://www.boeckler.de/5867\\_42411.htm](https://www.boeckler.de/5867_42411.htm)

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Image credit : CSC-CNE



