

DEDICATED WORKING GROUP ON IMPROVING THE PERFORMANCE OF LABOUR MARKETS AND SOCIAL SYSTEMS

“Shaping working time: diverse collective
bargaining practices”

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Key findings from 2023 and 2024 surveys on national sectoral collective bargaining trends

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This is what
I want to present



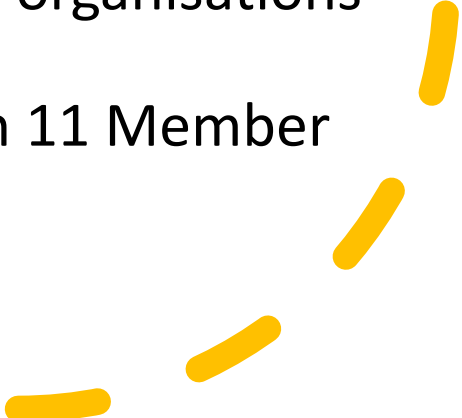
Key findings from 2023 and
2024 surveys of national
sectoral employer
organisations



Examples of shaping working
time through collective
bargaining



The findings
are based on
two surveys
in 2023 and
2024

- Issued in 2023 and 2024
 - Time period: previous 9-12 months
 - Questions about current CB situation and concrete CB agreements on wages, working conditions, working time and skills
 - National sectoral employer organisation survey:
 - Forwarded via Secretariat of EEN network of BusinessEurope, sectoral members of SMEunited and SGI Europe
 - Respondents in 2023: 57 employer organisations in 19 Member States
 - 2024: 15 employer organisations in 11 Member States
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Current collective bargaining context

- Most responding organisations indicated that:
 - CB is mostly at the sectoral level
 - Covers most / many employers and workers
 - Organisations are direct parties to CB agreements
 - Few changes to the CB process in the last year
 - CB agreements are negotiated rather frequently, every year or every two years
 - Most organisations measure the trends in collective bargaining in their sectors



Sectoral CB agreements mostly focussed on wages

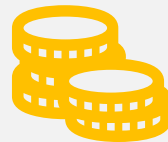


The majority of organisations have concluded new collective bargaining agreements in their sectors in the survey period



Most agreements negotiated included provisions on wages

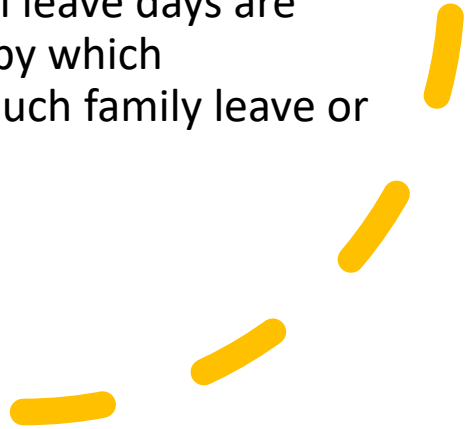
Fewer agreements on the working conditions including working time (half in 2023, only 1 in 2024, on pensions)



Future top priorities for CB:

Wages TOP priority
2. Working conditions including working time

CB agreements on working time / working conditions in 2023

- 15 organisations reporting such agreements
 - Construction and education sectors (3); in the hospitality and recruitment sectors (2), and single agreements in the chemicals, railway and banking sectors
 - The three countries most active on the working conditions issues: Finland (4), Sweden and Belgium (3) and single agreements in Cyprus, Lithuania and Portugal
 - **The main common themes:**
 - Rules on the working time (the definition of the number of working hours, the calculation rules for the rest periods, the calculation of the overtime hours, and other aspects of the working time)
 - Leave and time off (defining how many annual leave days are allowed, how and when they could be taken, by which categories of workers, specific types of leave such family leave or paid sick leave)
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CB agreements on working time – examples (construction, private education)

- Construction sector:
 - Belgium construction sector: an extra holiday day was established for the blue-collar workers who drive more than 30.000 km/year and an extra seniority day off (+30 years of seniority)
 - Construction sector in Finland: a holiday bonus payment for working on specific dates
- Education:
 - Private education sector in Finland; [YOA-TES-2022-2024-FINAL_EN-modifications-1.10.23.pdf \(sivista.fi\)](#) (in English)
“Section 2 Regular working time
 - 1. Regular office hours shall average not more than 7 hours and 15 minutes per day, and 36 hours and 15 minutes per week.
 - 2. Regular working hours for duties other than office work shall average not more than 9 hours per day and no more than 10 hours per night shift and no more than 38 hours and 15 minutes per week.
 - 3. In duties according to Paragraph 1, the daily regular working hours **may be temporarily increased by no more than one hour**. The temporary increase in working hours will be recorded in the work schedule when the list is drafted.
 - 4. The **review period** for the maximum number of working hours under the Working Hours Act is no more than 12 months (entry into force on 1 January 2021).
 - 5. The employer may commission **no more than six additional hours of work and no more than six hours of paid training at a standard hourly salary per year**. Additional work and training may not take place on Sundays, weekday holidays or Saturdays during weeks with midweek holidays. Additional work and training may take place on no more than two Saturdays per year.
 - Section 4 Working time adjustment system
 - 1. The weekly regular working time may also be arranged so that it is **on average** what is mentioned above in Section 2 Paragraph 1
 - 2. For this, a working time adjustment system shall be drafted in advance for at least the period during which the working time will be balanced out to the average mentioned. Regular working time must not exceed 48 hours during any week of the reference period, and the working time shall balance out during a period of no more than 26 weeks. “

CB agreements on working time –examples (hospitality)

- **Hospitality sector** Austria [Erläuterungen zum Abschnitt IV. "Arbeitszeit" und V. "Durchrechnung der Normalarbeitszeit" im Kollektivvertrag für das Hotel- und Gastgewerbe – WKO](#) (in German)

“IV. Working Hours

- 1. Unless otherwise provided by collective legal norms or by law, the weekly normal working time is 40 hours. This is to be divided over five days in the calendar week. The daily normal working time is eight hours for both full-time and part-time employees, unless otherwise stipulated in this collective agreement.
- 2. The scheduling of normal working hours and any changes must be agreed upon. **Unilateral changes to working hours must be communicated to the employee at least two weeks** in advance in accordance with § 19c para. 2 AZG.
- 3. The start and end times of working hours, the duration and timing of breaks, as well as the weekly rest period must be communicated by the employer in a place easily accessible to employees at least two weeks in advance (in writing or electronically). Furthermore, any changes can only be made with the consent of the employee.
- 4. Daily working hours can be interrupted; only the times during which the employee does not have to be available at the employer's premises are considered breaks in working time.
- 5. The average weekly working time must not exceed 48 hours within a rolling period of 26 weeks (§ 9 para. 4 AZG).
 - **Finland:** The agreement defines a periodical working hours system, in which the working hours are organised in periods of three weeks (no weblink)
- The regular working hours in a three-week period are 112,5 hours.
- **Minimum daily working hours are 4 hours (unless a justified reason can be provided to excuse a shorter shift) and maximum daily working hours are 10 hours and with employee's consent 16 hours.**
- The agreed number of working hours must actually occur during a follow-up period of approximately one year (usually 17 or 18 consecutive three-week periods). The accumulation of working hours is followed up once a year within 2 months after the follow-up period has ended.

CB agreements on working time –examples (railways)

- **Railways Lithuania** [Gelezinkel imon asociac sakos ks2022 12 16.pdf \(lrv.lt\)](#) (in Lithuanian)
- Section 8 working time
- **“Shift work:** 8.1.1. Employees for whom shift work schedules are drawn up (except for employees who work under the calls to work), work schedules are submitted for **coordination to employees' representatives in the event that the Employees' Representatives have expressed in advance the need** to coordinate the work of the Employees schedules, informing the head of the unit by e-mail. For if employees' representatives did not inform in advance of such a need, work schedules are not coordinated with the employees' representatives;
- 8.1.3. Employees' representatives have the right to refuse to coordinate work schedules only in cases where work the schedules do not maintain the statutory working and rest regime, or non-compliance with other requirements of the legislation regulating labor legal relations.
- **OVERTIME:** 8.4. We will not allocate more than sixteen calendar days over a period of seven consecutive calendar days hours of overtime. The maximum duration of overtime per year is three hundred and sixty hours. 8.5. **Overtime work in excess of 8 hours in seven consecutive calendars days and / or 180 hours a year, can be allocated only with the consent of the Employee.**
- 8.8. Employers change their uniforms during the working time.”

CB agreements on working time – examples (recruitment industry)

- **Finland** [Henkilöstöalan-työehtosopimus-2023-2025 englanninkielinen.pdf](#) (in English)

III WORKING HOURS

§12 Regular working hours

1. Regular working hours shall not exceed 7 hours 30 minutes (7,5 hours) a day or 37,5 hours a week.

§13 Average regular working hours

1. The employer may arrange the working hours on the basis of an average.

A maximum period of 52 weeks may be used as the adjustment period during which the average weekly working hours shall be adjusted to a maximum of 37.5 hours. This may be achieved either by observing the user enterprise's working hours system or through separate agreement between the employer and the clerical employee. The clerical employee's regular working hours shall not exceed eight hours a day or 40 hours a week.

6 EMPLOYMENT INDUSTRY FINLAND

If seasonal fluctuations or comparable factors related to the company's operations so justify, the employer may arrange the working hours on the basis of an average such that the regular working hours do not exceed 10 hours on any day or 48 hours during any week. In such a case, the maximum length of the adjustment period is 26 weeks.

In accordance with Section 40, regular working hours may be arranged by a local agreement such that the working time of any day may not exceed 12 hours and the working time of any week may not exceed 55 hours.

2. When using the averaging of working hours or period-based working hours, the employer must in advance prepare a working hours adjustment system at least for the period during which the regular working hours are balanced to the average. The clerical employee may also be placed in the user enterprise's working hours system. The employer must draft a work schedule in accordance with Section 30 of the Working Hours Act.

3. Arranging the working time by agreement

Regular daily working hours may temporarily be extended by a maximum of one hour, if so agreed in advance. In that case, the working time shall adjust to a maximum of 37.5 hours a week within three weeks. The working hours extension shall be agreed on not later than on the working day prior to the extended working day.

§14 Flexitime

1. If an enterprise practices flexitime, the flex limits of working time and accrual limits may be agreed locally in accordance to Section 40 of the Collective Agreement. In that case, the daily working hours may be extended or reduced by a maximum of four hours. The maximum of accrual shall not exceed +/-80 hours.

Thank you for your attention



Questions and comments?