

WORKING TIME AND WORK LIFE BALANCE IN SPAIN.

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SUMMARY

1. GENERAL FRAME: WORKING TIME OPTIONS.
2. WORKING TIME ARRANGEMENTS.
 1. Spill-over effect of European Directives.
 2. Working time and family life balance.
 3. Working time in collective bargaining.
 4. Shortening W.L.

CONCLUSIONS

1. GENERAL FRAME. WORKING TIME OPTION.

1) White Book (Delors) + EES

2) "Gender Mainstreaming": European Directives:

- 92/85/CEE. Maternity.
- 96/34/CEE. Agreement of Parental Leaves .
- 96/80/CEE. Charge of prove in case of discrimination.
- Prevention of Labor 31/1995.

3) European Directive 2002/73/CE.

Remove obstacle to Equal Policy.

- REFORM 1994 AND 1997. DECENTRALISATION OF COLLECTIVE BARGAINING.

- Annual working time
- Flexibility W.T.
- Daily working hours.

- TRANSPOSITION TO SPANISH LEGISLATION: Ley 39/1999,

▪ CONCILIA PLAN: PUBLIC ADMINISTRATION. 2005.

- Ley Orgánica de Igualdad (Equality Organic Law).

2006.

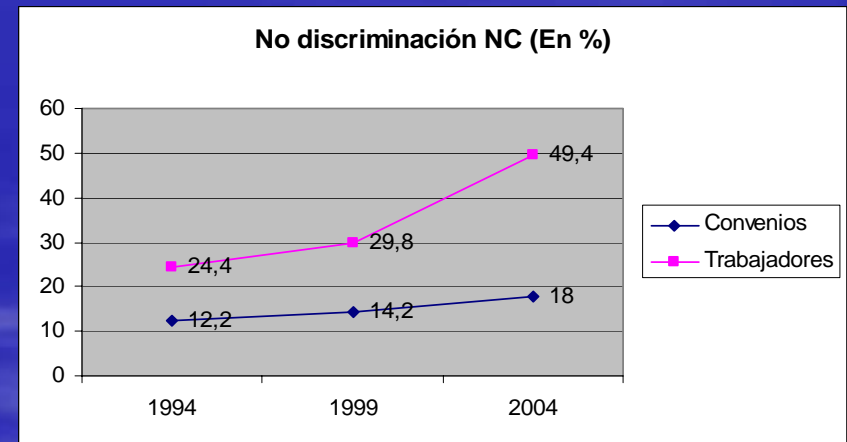
1.2. Spill-over effects of European Directive on Reconciliation of work and family life, 3/1999.

Transposition European directive has an inductive function: "**Strong Directive**":

- a) It modifies ET 1980, "Permission repaid by lighting" and norm 1989 on permissions.
- b) Legal Endorsement to which to appeal.
- c) Modification sexist vocabulary
- d) Include the conciliation in the "Agenda of Collective Negotiation"
- e) Redundancy articulated in CC the aid diffusion.
- f) Help to establish codes of conducts compared in MNCs to traverse European Committees Companies.
- g) "Rejection at company level: Opposition of Employers Associations.
- h) Many conflicts finish in legal litigation in courts.

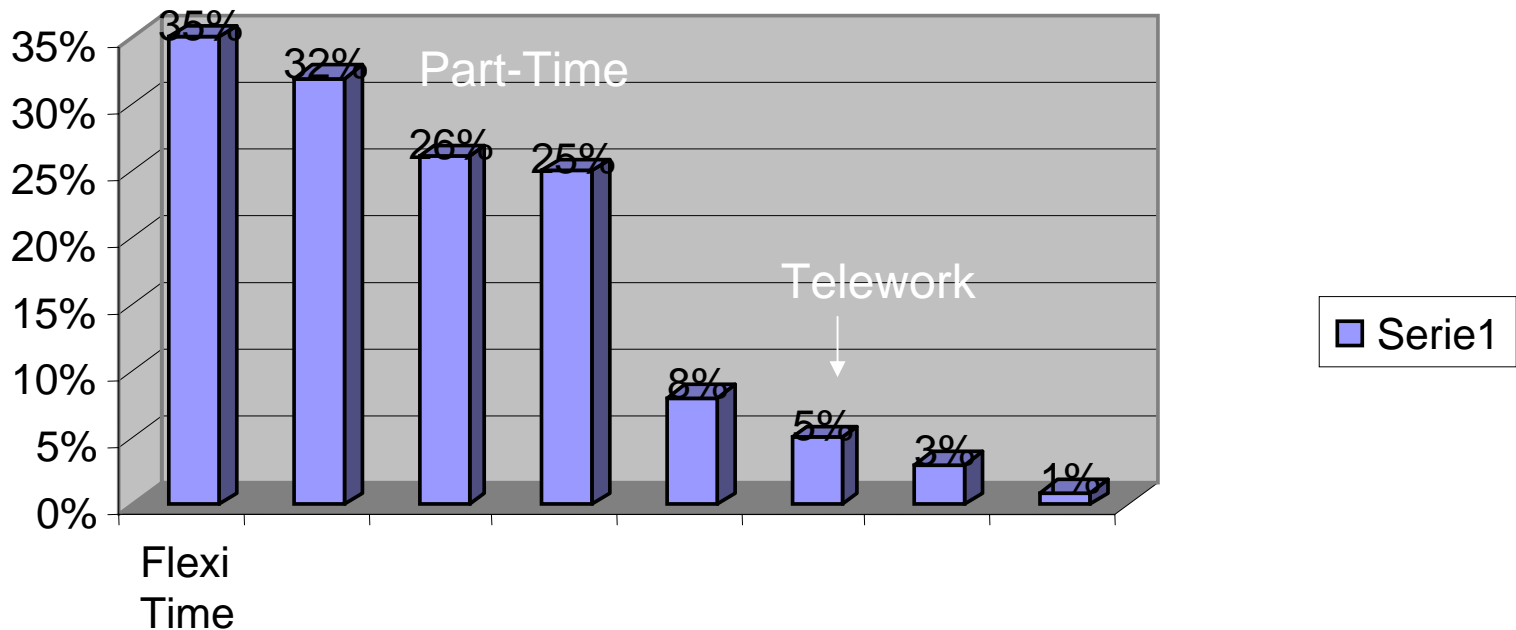
2. WORKING TIME ARRANGEMENT. Clauses of conciliation in collective agreements.

- Priority in Agenda NC: traditional subjects: wages, employment
- Starting importance CVLF. Clauses discrimination 16% CC (Cover 39%)
- Permissions by maternity.
- Permissions by familiar's accidents.
- Permissions familiar death or disease.
- Economic aids for day-care centers
- Political priority equality opportunities.
- Mixture different clauses concepts: - Equality opportunities. - Prevention risks



2.1. New clauses in collective agreements in companies with more than 60% of women.

INSTITUTO MUJER (GPI, 2005) (%)



Election
turns

Flexible distribution

Obstacles for conciliation and removal actions

- Few presence of women in Collective Bargaining.
- Union culture and enterprise PYMES anchored in traditional values.
- To demand measures CVLF generates conflict between own workers.
- CVLF can affect to Work Organisation.
- Risk of increase labor costs.
- Weakness status temporary employment restrains CVLF.

Organic Law (Directive Transposition 2002/73/CE)

Removal obstacles that prevent the effective equality (Law 2005).

- Subjects of NC including.
- Obligatory Negotiation Equal Policy in 250 companies > Workers.
- Measures Equality in all the Collective Agreements.
- Extension permission paternity 2 days by son.
- Permission by adoption.
- Extension of 6 to 8 years age of the son.

Practices for managers: Reconciliation work and family life.

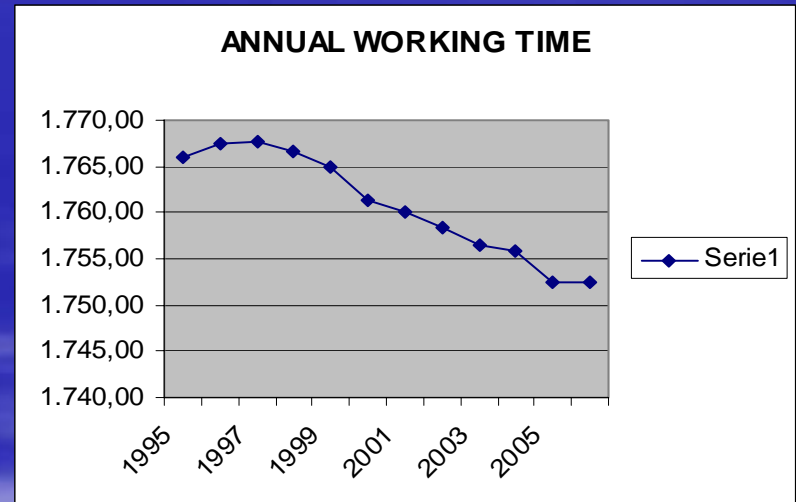
**Business School "(Esade, IESE Fundación Independiente).
Conciliation between work and family.**

- Integration discourses: harmony, neo-functionalism.
- "Best Practices" (Chinchilla; León, 2003).
- Flexible working time: enter and leaving.
- Sabbatical leaving.
- Professional stop: time for others activities.
- Free time without salary.
- Short holidays
- Permissions.
- Telework and video-conferences.
- Annual working time.

2.3. Working time in collective bargaining.

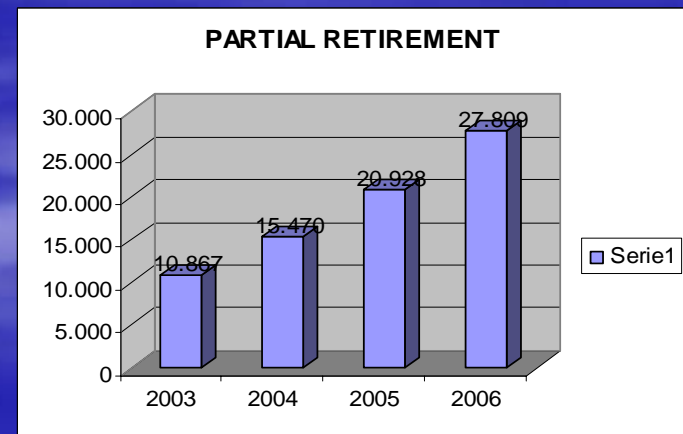
- Pacts of employment and competitiveness.
 - Anualisation of working time.
 - Flexibilisation of working time (Time's bourses).
 - Irregular working time.
 - Clauses of disposition

Reduction Working time:
25% of collective agreements include
theses clauses.



SHORTENING WL: PENSIONS

- Increase (35% in 2005) contracts of substitutions part time older by young worker (contratos de relevo).
- Early retirement: increase (age 63,5 in 2006)



Conclusions

- Key contextual factors:
 - Demographics changes in labor market
 - Female employment.
- European Directives Spill-over effects.
- New topics in the Agenda of Social Actors.
 - New arrangements.
 - Irregular working time.
 - Flexi-time.
 - Part-time early retirement.