



*Europäischer Metallgewerkschaftsbund
Fédération Européenne des Métallurgistes
European Metalworker's Federation*

EMF WORKING TIME SURVEY 2005

EUCOB@ - The European Collective Bargaining Correspondent Network

of the

European Metalworkers' Federation EMF

Fédération Européenne des Métallurgistes FEM

Europäischen Metallgewerkschaftsbund EMB

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1 Preface

The adoption of the EMF's Working Time Charter in July 1998 in Luxembourg, marked a major step forward towards bolstering the future co-ordination role played by the EMF, particularly in the area of working time policy.

The aim of the Charter is to safeguard jobs by securing general reductions in working time and promote the humane development of working society and the quality of life. The strategic objective for the EMF and its affiliates is to secure a reduction of working time and therefore they agreed on the following key points:

- to make the 35-hour working week a primary goal of working time policy;
- to aim for a maximum annual working time of 1,750 hours as a minimum standard in Europe;
- to stipulate a maximum of 100 hours of overtime per year to be compensated solely by payment in lieu.

The EMF is continuously evaluating the results of this working time initiative and especially the impact of minimum standards. Henceforth, these results will be documented regularly in an evaluation report based on the questionnaires answered by the member organisations. The first evaluation in 1997 constituted an initial basis which was intended to be used for future consecutive analyses.

As reported in the paper "Recent developments in working time in Europe" (October 2004), trade unions, in particular the metalworkers' unions, are currently faced with an offensive from the employers, who are pushing for an extension of working time without compensation in pay. Towards the end of 2004 there were regularly new examples of employers exerting pressure on the workers, and their trade union representatives, in individual locations, using cost-related arguments and threats to relocate jobs. Such concessions have been obtained from the workers in Siemens and DaimlerChrysler factories in Germany and also in Bosch in France.

We are aware that the afore-mentioned company cases are all different. They are taking place under different framework conditions within the company or branch. However, the common denominator is extensions in working time without compensation in pay, which ultimately results in a reduction of hourly labour costs. Employers argue that this improves the competitiveness of the company, which

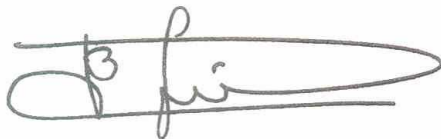
safeguards jobs and avoids relocating production to low-cost economies. In reality this aggressive, competitive style of management is also being practised within the nation states resulting in differences in working conditions at a local level.

The EMF Secretariat, in close co-ordination with the Collective Bargaining Policy Committee, is intending to submit a review and analysis of this worrying development. This will form the basis for our intended platform 'New European working time policy'.

The intention of this report is to present the second EMF Working Time Survey.

In view of persisting mass unemployment in Europe, universal reductions in working time are essential and are an indispensable adjunct to other instruments of economic, financial and structural policy. In addition, the reorganisation of working time presents a potential opportunity for creating a more stable and secure work force.

This survey concentrates on the *duration* of working time. A second survey that will follow later this year will concentrate on the *flexibilisation* of working time in Europe.

A handwritten signature in black ink, appearing to read 'B Samyn', written over a horizontal line.

Bart Samyn
EMF Deputy General Secretary

Jochen Gollbach
EUCOB@ Coordinator

2 The EUCOB@ INFORMATION SYSTEM

The EUCOB@ INFORMATION SYSTEM is part of the threefold EMF co-ordination approach to avoid social and wage dumping and to manage the growing competition between locations/countries. The other two pillars are the co-ordination of national collective bargaining policy by co-ordination rules and minimum standards and the inter-regional networks.

The EUCOB@ Information System is both a tool to improve and enhance the EMF co-ordination approach as well as a tool to strengthen national collective bargaining across Europe by a structured and permanent information exchange and consultation process.

The heart of the EUCOB@ Information System is the EUCOB@ CORRESPONDENT NETWORK, which is organised within the EMF Secretariat, under the section Collective Bargaining, in Brussels.

This network consists of correspondents from the EMF affiliates. In order to be representative there has to be at least one correspondent per country. The means of communication is a structured and daily E-mail exchange. The working language is English. Currently there are 48 correspondents in 26 European countries.

The current “products” of the EUCOB@ Information System are:

- EUCOB@ CORRESPONDENT NETWORK: The day-by-day information exchange
- EUCOB@ DAY-BY-DAY INFORMATION ARCHIVE where the information exchange is documented (start-up: autumn 2004)
- An annual EUCOB@ REPORT
- Periodical EUCOB@ SURVEYS on special issues (e.g. Working time)
- The EUCOB@ INFORMATION PLATFORM that delivers support in cases of industrial action
- The integration of the support for solidarity action.

In addition to this, EUCOBA also operates in co-operation and co-ordination with other European Industry Federations and the ETUC, the ETUI and the IMF.

It is obvious that the EMF co-ordination approach is developing more and more alongside the pillar “content” (EMF Co-ordination rule, EMF Working Time Charter, etc.), which is also an institutional pillar.

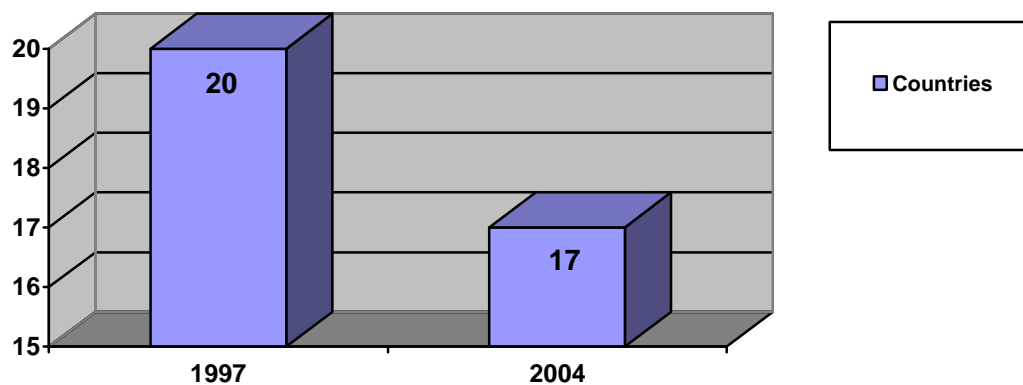
This ensures that our activities will in future strengthen both the national trade unions and the co-ordination approach itself.

A good example to the extent with which the EUCOB@ INFORMATION SYSTEM is accepted and implemented within the affiliated organisations is the increasing participation in the EUCOB@ REPORT 2005.

3 Participation

This year we received reports from 17 European countries (Austria, Belgium, Czech Republic, Denmark, France, Finland, Germany, Greece, Hungary, Italy, Netherlands, Norway, Portugal, Slovak Republic, Slovenia, Sweden and Switzerland).

Chart 1: Participation in the EMF Working Time Survey 2005



In 1997, 20 countries responded to the survey compared to only 17 in 2004. This indicates a decrease in the participation rate (see chart 1) of a worrying 15 %. It should be noted that Ireland, Turkey and UK did participate in 1997, but not in 2004. Bulgaria, Croatia, Cyprus, Spain, Ireland, Island, Luxembourg, Poland, Romania and Serbia did not participate in the survey either in 1997 or in 2004. Furthermore, it also has to be acknowledged that although we have representatives of all European *regions* only around 55% of affiliated countries respond to the survey.

4 General information on working time regulation

This chapter gives a brief overview of the general situation concerning working time developments in Europe, which is needed in order to fully understand and appreciate the content of this report.

4.1 Rate of unionisation

The relevance of concluded collective agreements concerning working time depends on the labour relations environment in which they are negotiated and agreed. Table 1 (overleaf) identifies two important facts that need to be considered when undertaking a comparative study into ‘developments in working time’: The rate of union density in the metal industry is still much higher than the union density rate in many other industries or sectors. This is also the case in countries where trade unions also represent white-collar workers.

Low union density levels do not necessarily result in low numbers of employees being covered by collective agreements. In Italy, for example, the union density rate is 36% (whole country) and 37% (metal sector) respectively, however collective agreements are extended to cover the whole workforce.

Table 1: Rate of Unionisation

Country	Organisation	Rate of Unionisation as a percentage		Total workforce metal industry (blue / white collar)	Workforce covered by collective agreements
		in the country	in the country's metal industry		
Austria	Metal industry Austrian Metal and Textile Workers' Union (GMT)	45	80	254.219 (b/w)	98
Belgium	ABVV-Metaal ACV-Metaal ACLVB	75	82	260.000 (b/w)	98
Czech Republic	OS KOVO	30	45	571.000 (b/w)	54
Denmark	CO-industri	80	85	232.000 (b/w)	80
Finland	Finnish Metalworkers' Union	85	90	120.000	100
France	FGMM-CFDT	-	-	1.800.000	100
Germany	IG Metall	21	60	3.700.000	74 (West) 43 (East)
Greece	POEM	30	30	95.000	100
Hungary	VASAS Szakszervezeti Szövetség	25-30	10 by VASAS plus 5 by other TUs	315.800	44.7
Italy	FIOM-CGIL	36	37	1.500.000	100
Netherlands	- CNV Bedrijven Bond - FNV Bondgenoten	27	30	180.000 (big metal companies) 350.000 (small metal companies)	85
Norway	Fellesforbundet	55	55	60.000	80 or more
Portugal	- Fequimetal - SIMA	-	-	-	100
Slovak Republic	OZ Kovo	38	40	233.000	45
Slovenia	Skei	40	42	More than 90.000	100
Sweden	- SIF (white-collar) - CF (white-collar)	80	85	340.000	85
Switzerland	SMUV	-	6,7 (only SMUV)	309.000	28 (all TUs); 14 (only SMUV)

4.2 Bargaining Levels

Another consideration that needs to be taken into account when comparing working time is the level at which bargaining takes place. The majority of collective agreements on working time covered by this survey are annual or multi-annual sectoral agreements that are negotiated at a national level (exception: Germany with regional collective agreements). In general, these agreements deal for the most part

with a wide range of topics, including working time. Most agreements usually “just” fix the average daily, weekly or yearly working time and sometimes include framework regulations for dealing with the working time arrangements at company level.

The company level is usually the level where the arrangements for collectively agreed working time are negotiated and implemented by management and the trade union representatives / works councils.

Table 2: Social partner negotiation levels on Working Time

Country	National cross-sectoral	National sectoral	Regional cross-sectoral	Regional sectoral	Company level	Other
Austria		X				
Belgium	Advice law	X		X	X	X
Czech Republic		X			X	
Denmark		X			X	
Finland	law	X			X	
France	X	X			X	
Germany				X	X	
Greece	X					
Hungary		X				
Italy		X			X	
Netherlands	X	X			X	
Norway		X			X	
Portugal	X	X			X	
Slovak Republic		X			X	
Slovenia		X			X	
Sweden		X			X	
Switzerland		X		X	X	

5 Country Reports on general situation and recent collective agreements on working time

The purpose of this section is to briefly describe the recent and current situation concerning working time in the individual countries. In addition, it identifies the main content of the currently agreed working time arrangements that are included in collective agreements. The contents of this chapter are based on an “open” question contained in the questionnaire. The nature of this question is reflected in the report by the varying and quite different extent and depth of information supplied.

5.1 Austria

- a) The general situation concerning working time and main content of the working time agreement

Statutory weekly working time is 40 hours; however the collectively agreed weekly working time is 38.5 hours.

The existing law empowers the social partners, even at individual company level, to agree on more flexible working hours schemes; accordingly, under specific circumstances and in relation to demands in particular branches or in a company, an extension from eight hours a day (i.e. the normal working day) up to 10 or even 12 hours, and from 40 hours to 50 or even 60 can be agreed.

The new President of the Federation of Austrian Industry, as well as the Finance Minister and influential employers, have recently initiated a public debate on possible increases in working time, as well as reductions in public annual holidays. This broad working time debate has surely been influenced by the situation in Germany (Siemens case) and has undoubtedly swung the bargaining initiative in favour of business. The next bargaining round in Austria could be a difficult time for trade unions with many employers expected to offer wage increases only in exchange for more flexible working time schemes.

b) Collectively agreed working time:

Austria: Contractually agreed working time for 2003 – 2005 (in hours)	
	per Year
2003	1.709,4 h
2004	1.709,4 h
2005	1.694,0 h

5.2 Belgium

a) General situation concerning working time

In Belgium legislation regulates the maximum working time, which is 38 hours a week (since 1/1/2003). The same legislation also allows for a possible reduction in working time by collective agreement at a branch or company level. In the metal sector, working time is regulated by a collective agreement. Since 1988 the average working time is set at a maximum of 38 hours a week, calculated on a yearly basis. In almost 30% of the companies (the big ones with strong trade union representation) collective agreements (more in the south than in the north of the country) lower the working time to 37, 36 or 35 hours a week.

Although the collective shortening of working time is still a priority, the trade unions have not succeeded in lowering working time at branch level for more than 15 years, but progress has been made at company level. Currently, many collective agreements allow for similar provisions as the legislation (38 hours). The initiative, at branch level, to move towards a 35-hour week is certainly very difficult, often even impossible, to achieve.

Over the past few months the discussion on the lengthening of working time has become an extremely hot issue in Belgium. Employers' organisations have been able to use press reports to introduce the idea that the lengthening of the working time is an inevitable consequence. However, at a cross-sectoral and branch level, trade unions will not accept any lengthening of working time. Currently at company level, it is only possible to lengthen working time provided that it is less than 38 hours. In the case of restructuring, an employer can pressurise the workforce to accept a general lengthening of working time, however this cannot exceed 38 hours.

Unfortunately, the trade unions were forced to accept a lengthening of working time at Siemens Herentals. However, the unions do not expect this example to become “the norm” or general practice. The Belgian employers, inspired by the German example, have raised this issue in order to strengthen their position in the upcoming negotiations. However, there is a general consensus that a refusal, by the trade unions, to lengthen working time will result in employers moving to lower cost countries.

b) Collectively agreed working time

Belgium: Contractually agreed working time for 2003 – 2005 (in hours)	
	per year
2003	1.750h
2004	1.750 h
2005	1.750 h

5.3 Czech Republic

a) General situation concerning working time and main content of the current working time collective agreement

Under labour legislation, working time is set at a maximum of 40 hours a week, which can be reduced through negotiations by collective agreement. Shorter working time (37.5 hours/week) has been agreed in 70% of company collective agreements. Currently, there is strong pressure from employers to get shorter working time back to the legislative maximum of 40 hours/week, but the trade unions have been able to resist this initiative up to now. Company collective agreements are of major importance in the Czech Republic. This is because the new Collective Bargaining Act no longer extends sectoral collective agreements (CA) to cover all employers that are not in the employers’ organisation –therefore playing a minor role.

Reductions in weekly working time are negotiated, for all employees, at company level; on average this reduction amounts to 2 hours weekly at company level (70% of company CA) and also in some branches.

c) Collectively agreed working time

Czech Republic: Contractually agreed working time for 2003 – 2005 (in hours)	
	agreed per week
2003	37,5 h in 66% of company CA; 40 h in 28% of company CA
2004	37,5 h in 66% of company CA; 40 h in 28% of company CA
2005	Is currently negotiated

5.4 Denmark

a) General situation concerning working time

The legislative framework in Denmark is more or less strictly related to the implementation of the EU regulation. Working time regulation beyond this is based on collective agreements. The weekly working time is 37 hours and this has remained unchanged for more than a decade. The shortening of working time, which occurred in this period, has been done through the extension of holidays to 5 weeks and 5 single days.

In the last collective bargaining rounds, a parallel development occurred, which places larger responsibility for implementing the rules at enterprise level on the shop stewards. This includes the possibility to make exceptions to the rules in the collective agreement specifying that all overtime over 104 hours yearly must be compensated by time.

b) Collectively agreed working time

Denmark: Contractually agreed working time for 2003 – 2005 (in hours)	
	per Year
2003	1.613.2 h
2004	1.613.2 h
2005	1.613.2 h

Note that annual hours will change from year to year depending on whether public holidays like Christmas fall on a Sunday. The difference amounts to a maximum variation of 29.6 hours in exceptional years. 2005 is such a year.

5.5 Greece

a) General situation concerning working time

Working time in Greece and in particular in the metal-electro branch is governed by both legislation and collective labour agreements and is: 8 hours per day – 40 h /5 days per week. There are possibilities to reduce working time, at company level, through a company agreement. Currently there is no trend towards readjustment of working time.

b) Collectively agreed working time

Contractually agreed working time for 2003 – 2005 (in hours)		
	if agreed per day	if agreed per week
2003	8 h	40 h
2004	8 h	40 h
2005	8 h	40 h

5.6 France

a) General situation concerning working time

- National branch agreement for the metal industry in 2000

Signed by FO, CFTC and CGC (valid since 1st January 2000):

35H /week, 1,600 h /year

There is a possibility for technicians to have a contract in hours / month (including payment for overtime).

Two possibilities are opened for white-collar workers or blue-collar workers. Contract in days /year = 217 days (only for “autonomous managerial staff” in French “cadres autonomes”). Contract in hours /year = from 1,600 to 1,750 h / year (including payment for overtime). One possibility for some categories of blue-collar workers, a contract in hours /year = from 1,600 to 1,750 h / year (including payment for overtime). Overtime = 180 h /year.

- The law on working time

- Since 1982, 39 h / Week, overtime = 130 h /year.
- Since 2000, 35 h /week, 1,600 / year, 217 days / year (for companies > 20)
- In 2002, for the small companies (<20) overtime = 180 h /year, in 2003 overtime = 170 h /year
- Since 2003, overtime = 180 h /year (instead of 130) for all companies, but in the small companies the payment for overtime is 10 % for the hours between 35 h and 39 h instead of 25 % in the other companies.
- Since January 2005, overtime = 220 h /year (before 180).

Reduction of 1 public holiday, due to this fact the working time / year is now 1,607 h and the contract in days / year is 218.

Since February 2005, a new law is under discussion.

The bill was adopted in the first discussion in the parliament. (It needs a debate in the “Sénat” and then a second debate in the parliament.)

The new legal rules should be: continuation of the overtime payment on a basis of 10% for the small companies until 2008.

- Possibility by company agreement or branch agreement of “individual selected time”, i.e. possibility for the employee to do overtime beyond 220 hours a year.
- By agreement at company level or branch agreement, it will be possible for time banking to be fed by paid holidays and / or by overtime. The saved rights will be used in the form of days off, in the form of immediate or postponed supplementary payment, or by a payment on a company savings plan.
- In small companies (<20), employees will be able to give up a maximum of 10 days for working time reduction in return for an wage increase of 10%.
- White collar workers will be able to buy back their days for working time reduction on a voluntary basis.

b) Collectively agreed working time

France: Contractually agreed working time for 2003 – 2005 (in hours)		
	agreed per week	If agreed per year
2003	35 h	1600-1750 h or 217 days
2004	35 h	1600-1750 h or 217 days
2005	35 h	1600-1750 h or 217 days

5.7 Finland

a) General situation concerning working time

The general situation concerning working time is quite stable in Finland. Employers have not demanded longer working time and the trade unions are not trying to reduce working time at the moment.

The main content of the current working time collective agreement is the average weekly working time and regulations concerning the flexibility of working time.

b) Collectively agreed working time

Finland: Contractually agreed working time for 2003 – 2005 (in hours)		
	if agreed per week	if agreed per year
2003	36,2 hours/week	1708 hours/year
2004	36,6 hours/week	1724 hours/year
2005	36,6 hours/week	1724 hours/year

5.8 Germany

a) General situation concerning working time

In Germany, trade unions have had to deal with an increase of flexibilisation of working time (different ways) and there is a serious conflict in respect of lengthening working time (with pay and without pay).

b) Collectively agreed working time

Germany: Contractually agreed working time for 2003 – 2005 (in hours)		
	if agreed per week	if agreed per year
2003	35 h	1536 h
2004	35 h	1564 h
2005	35 h	-

5.9 Hungary

a) General situation concerning working time

Weekly working time in Hungary is 40 hours and is regulated by the Labour Court, however this can differ, under a CA, but only with compensation. Until September trade unions were able to negotiate reductions of WT (to 38 hours per week), but this process stopped because of the change in Government. The new Government accepted that from next year 24th December would become a bank holiday, however this still has not been agreed in the National Conciliation Committee. An important union demand at national level is that lunch breaks must be part of the daily working time (obligatory). Trade unions will restart negotiations on 38 hours weekly WT in 2006.

In addition, there are specific WT regulations that cover dangerous workplaces. This is particularly the case in the Chemical and Mining sectors and in the Steel industry, where employees work under dangerous and harmful conditions (which are regulated in court). The legal limit on WT is 36 hours per week. The chemical sector employers tried to argue that such a regulation would reduce their competitiveness. There will be two possible scenarios in the future: The Ministry will abolish its own authority or let the trade union branches reach agreement at sectoral level; but currently negotiations over these possible options have been stopped. Trade unions are waiting for the decision of the (Economic Affairs) Ministry. There is no proposal from the steel industry sector employers' side against this regulation, so we will hold to the sectoral agreement during the negotiations.

The main content of the current working time collective agreement is about the length of the reference period. The WT regulation differs from that of many other countries: in the proportion of the reference period we have to achieve the weekly 40 hours, and compensation (in money, usually) after the period has taken place.

Trade union negotiated agreements on lunchtime breaks: according to the Labour Court, this is not the part of daily WT, however this can be agreed on in CA. (There are successful agreements in respect of this demand in 50% of VASAS's CAs).

b) Collectively agreed working time

Hungary: Contractually agreed working time for 2003 – 2005 (in hours)	
	agreed per week
2003	40 hours weekly, but national level, its regulated in the labour court
2004	
2005	

5.10 Italy

a) General situation concerning working time

The collectively agreed working time is under pressure, not regarding any increment, but the flexibilisation of working time.

The main content of the recent agreement is daily and weekly working time, reduction of working time and flexibilisation of working time for seasonal production (32h – 48h with a maximum of 64h per year).

b) Collectively agreed working time

Contractually agreed working time for 2003 – 2005 (in hours)		
	if agreed per day	if agreed per week
2003	8h	40h (The reduction of working time of 104h per year has to be considered.)
2004	-	-
2005	-	-

5.11 The Netherlands

a) General situation concerning working time

Although the Dutch government is making a big issue of working time, it is not such a big issue for most collective bargaining agreements. This is only the case in the banking and metal-electro sectors. Currently, there are no big discussions about working time or wage reduction. If this were to become the case there would be big resistance from the workforce; first because of the rise of unemployment and second because of the Dutch culture of cherishing free time.

The main content of the current working time collective agreement is 38 hours per week, yearly 1,752 hours (Christmas falls badly this year -on the weekend), yearly 104 hours of labour time reduction. Part-time work is possible, in addition employees have a legal right to reduce their working time and vice versa. However, when employees are part-time workers, they can ask for more hours but they cannot exceed the limits mentioned above. Working time schemes which exceed 8.5 hours per day are possible, but only after consultation with the union. At company level, increases and decreases of working time arrangements are possible but only in negotiation with the unions, and are given the status of what is called a sub-CLA.

b) Collectively agreed working time

Netherlands: Contractually agreed working time for 2003 – 2005 (in hours)			
	if agreed per day	if agreed per week	if agreed per year
2003	8	38	1728
2004	8	38	1752¹
2005	Not yet known	Not yet known	

¹ Mainly due to the fact that the national holidays were falling in the weekends in 2004

5.12 Norway

a) General situation concerning working time

In Norway trade unions have noticed that employers have registered the situation in Germany and are very fascinated by the idea. The president of NHO (the largest employer umbrella organisation in Norway) has been seen or heard on TV, radio and in the newspapers using the exact same arguments as his German colleagues.

For years, in negotiations of collective agreements, employers have demanded more flexibility approaches to working time and the removal of collectively agreed limitations concerning timeframes for normal working hours. The union has - so far - successfully defended this.

In 2003, the right-wing government made changes to the Norwegian overtime legislation by calculating all working hours together. Employers no longer need an agreement with local shop stewards concerning the working of longer hours within frameworks of calculating average working time for up to one year; now employers can agree this directly with the individual. The maximum limit for overtime has been doubled from 200 hours over a period of 12 months to 400 hours, by personal agreements with each employee. This, however, does not change anything concerning the pay regulations.

We predict that employers' organisations, inspired by the German agreements, will strengthen their demands in the forthcoming collective bargaining round, and we expect hard "battles" concerning this issue.

The normal daytime work account in the collective agreement is 37.5 hours per week (7.5 hours pr day). At a local level, trade unions and employers can agree on daily working hours within a framework of 06.00 and 17.00 - if no agreement is reached, working time shall be determined at the enterprise within the framework of 07.00 - 16.00 hours.

- Shift work: Weekly working hours can vary between 35.5 and 33.6 per week depending on the type of shift work.
- Local parties can agree on flexitime.

b) Collectively agreed working time

Norway: Contractually agreed working time for 2003 – 2005 (in hours)	
	agreed per week
2003	37,5
2004	37,5
2005	37,5

5.13 Portugal

a) General situation concerning working time

The maximum working time is regulated by both the law and collective agreements. In the Metal sector weekly working time is 40 hours per week.

The general labour law regulates the length of and the organisation of working time: It is possible to increase working time up to 50 hours per week within a compensation period of 4 months. This can be extended to up to 60 hours per week by collective agreement. Collective agreements signed by Fequimetal do not extend working time

The main content of the current working time collective agreement is the weekly working time and the rules for extension at company level.

b) Collectively agreed working time

Portugal: Contractually agreed working time for 2003 – 2005 (in hours)		
	if agreed per day	if agreed per week
2003	8	40
2004	8	40
2005	8	40

5.14 Slovak Republic

a) General situation concerning working time

Working time, which is net working time without breaks, is fixed in the Labour Code and is designated into three bands: 40 hours per week if there is just one shift system;

38 hours per week if there are two shifts on a rotation system; and 37.5 hours in the case of three and or more shifts operating on a rotation system. The maximum working time in SR including overtime is 48 hours per week with one employer!

Working time can be reduced if this is negotiated in sectoral collective agreements and then also at the company level.

In the years 1997 – 2001 OZ KOVO signed collective agreements in all the represented sectors for 37.5 hours per week. Recently, we have encountered increasing difficulties to achieve this in our collective agreements and we think that the situation in some west European countries will influence also the situation in SR.

b) Collectively agreed working time

Slovak Republic: Contractually agreed working time for 2003 – 2005 (in hours)	
	agreed per week
2003	37,5
2004	37,5
2005	37,5*

5.15 Slovenia

a) General situation concerning working time

Currently there is a disagreement between trade unions, employers and the government over the issue of working time. Trade unions are demanding that working time should at least remain unchanged or ideally be reduced; employers are demanding that working time should be decentralised and negotiated at company level, and possibly increased; and the government wants to retain the current working time arrangements.

The main content of the current working time collective agreements is that the maximum working week should be 40 hours and the minimum should be 36 hours per week. The maximum overtime levels are set at: 8 hours per week, 20 hours per month and 180 hours per year, as well as a maximum of 10 hours per day in case of overtime.

If a company introduces overtime work, the individual worker may not work more than 10 hours per day (full working time + over time) in period of work under the regime of overtime work. The daily limitation of 10 hours working time could be limited as an average in a period generally of 6 months if so regulated by the collective agreement.

b) Collectively agreed working time

Slovenia: Contractually agreed working time for 2003 – 2005 (in hours)			
	if agreed per day	if agreed per week	if agreed per month
2003	8	40	174
2004	8	40	174
2005	8	40	174

5.16 Sweden

a) General situation concerning working time

There is currently no generally expressed pressure for an extension of contractual working time. During the three last collective bargaining rounds we have managed to reach agreements on working time reductions but in today's climate we see limited possibilities for further reductions. For the employers what seems to be more important is having a good grip on the arrangement of working time. Decentralization is a top priority for the employers regardless of the issue. Local agreements on working time are permitted as long as the agreements do not infringe on the sectoral collective agreement.

The main content of the current working time collective agreement is: normal working time (40 hours per week), shorter working time for shift-work and overtime (max 150 hours per year with a possible extension of up to 300 hours if agreed).

b) Collectively agreed working time

Contractually agreed working time for 2003 – 2005 (in hours)	
	agreed per week
2003	40
2004	40
2005	40

5.17 Switzerland

a) General situation concerning working time

Employers are currently demanding greater flexibility of working time and are calling for the working time regulations to become more flexible, with the intention of extending working time. A reduction in working time is currently not at all on the political agenda.

The main content of the current working time collective agreement is annual working time (that allows for extensive flexibility), regulations on holidays that are quite good when compared with other countries and rules on co-determination on working time at company level.

c) Collectively agreed working time

Contractually agreed working time for 2003 – 2005 (in hours)	
	agreed per year
2003	2,080h (Normal working time)
2004	2,080h
2005	2,080h

6 Evaluation of Working Time in the European Metal-Electro Industry

Within this chapter we attempt to compare collectively agreed working time, the normal annual working time and the real working time in the light of the EMF Working Time Charter.

It needs to be acknowledged that daily, weekly and annual working time can only be compared if the data and information that are supplied are of a similar content. Therefore we asked trade unions to calculate working time on a basis of a fixed calculation pattern. This pattern was sent out as an annexe to the questionnaire.

It also needs to be acknowledged that a number of recent comparative studies on working time have not differentiated between “full-time workers” and “part-time workers”. The net result is that usually figures from countries with a high proportion of part-time workers naturally have lower working time averages than countries with a low number of part-time workers. It is for this reason that EMF affiliates were asked to base their figures purely on “full-time workers”.

Finally we recognise that annual working times cannot be used as “indicators for comparison of industrial locations”. Annual working time is not a sufficient benchmark for comparing the competitiveness of countries when work organisation and productivity are excluded . Furthermore, collective reductions in working time have always been a key objective for trade unions mainly for social, health and other good reasons.

6.1 Collectively agreed working time in 2003 -2004

Over the 12-month period of 2003 – 2004, the collectively agreed contractual working time in many countries has not changed much. On a sectoral level, the evidence seems to indicate that European trade unions are more concerned with protecting current levels of working time rather than pushing for reductions. This is certainly the situation at company level where employers are pressurising trade union representatives, works councils and employees to accept concessions in the flexibilisation of working time. In some European countries, such as Germany,

France, Belgium and the Netherlands, bigger political initiatives from employers or governments are pushing for extensions in working time. This undoubtedly impacts on and influences other countries, although actual concrete cases, where companies have successfully extended working time, remain relatively few (see “Report on the current developments on working time”, presented in the Collective Bargaining Policy Committee in Autumn 2004).

Table 3: Collectively agreed working time 2003

Country	Collectively contractually agreed working time 2003 (in hours)			
	Agreed per day	Agreed per week	Agreed per month	Agreed per year
Austria				1,709.4
Belgium				1,750
Czech Republic		37.5 h in 66% of company agreements 40 h in 20% of company agreements		
Denmark		37		
Finland		36.2		1,705
France		35		
Germany		35		1,536
Greece	8	40		
Hungary		40		
Italy	8	40		
Netherlands	8	38		1,728
Norway		37.5		
Portugal	8	40		
Slovak Republic		37.5		
Slovenia	8	40	174	
Sweden		40		
Switzerland				2,080

Table 4: Collectively agreed working time 2004

Country	Collectively contractually agreed working time 2004 (in hours)			
	Agreed per day	Agreed per week	Agreed per month	Agreed per year
Austria				1,709.4
Belgium				1,750
Czech Republic		-		
Denmark		37		
Finland		36.6		1,724
France		35		
Germany		35		1,564
Greece	8	40		
Hungary		40		
Italy	-	-		
Netherlands	8	38		1,752
Norway		37.5		
Portugal	8	40		
Slovak Republic		37.5		
Slovenia	8	40	174	
Sweden		40		
Switzerland				2,080

6.2 Paid holidays in 2003

Paid holidays ultimately influence yearly working time. Therefore we take them into consideration when calculating annual normal working time.

In the countries surveyed, paid holidays range between 20 and 30 days or 4 and 6 weeks. Almost all countries allow for the possibility of extending the number of statutory holidays permitted, within national legislation, by means of collective agreements negotiated by the social partners.

Table 5: Paid holidays in 2003

Country	Paid holidays in days in 2003				
	By law	By collective agreement	After 1 year in company	After 5 years in company	After 10 years in company
Austria	30 labour days ⁽¹⁾				
Belgium	20 days (five days week)			+ 1 day	+ 2 day
Czech Republic	4 weeks	+ 1 week in 78% of CompCA			
Denmark	25 days	25 days+5 days			
Finland	20 days		25 days	25 days	25 days
France		25			
Germany	20 days	30 days	30 days	30 days	30 days
Greece		20	20 days	25 days	25 days
Hungary		20-30 days			
Italy	5 days	20 days			+ 1 days (only white collar)
Netherlands	20 days	25 days			After 25 years: + 3 days
Norway	25 labour days ⁽²⁾	+ 4 days			
Portugal	22 + 3 days linked to regularity	22	22	22	22
Slovak Republic	4 weeks all employees; 8 weekly pedagogic employees		Possible to negotiate extra days		After 15 years work: 5 weeks
Slovenia	4 weeks	At least 20 days	At least 20 days	At least 21 days	At least 22 days
Sweden	25	25	25	25	25
Switzerland	4 weeks ⁽³⁾	25 – 30 days ⁽⁴⁾			

(1) Including Saturdays; 36 days after 25 years in service

(2) Including Saturdays

(3) Employees below 20 years: 5 weeks

(4) Employees older than 19 years: 25 days; older than 39 years: 27 days; older than 49 years: 30 days; special regulation for trainees older than 16 years: 7 weeks; older than 17 years 6 weeks, up to 20 years: 5 weeks

6.3 Public holidays in 2003

When analysing working time, it is also necessary to take into consideration public holidays as well as individual holiday entitlement. As highlighted in table 6, there are some countries with a “fixed” number of public holidays (Belgium, Greece, Hungary, Slovenia and Switzerland); compared with other countries (Germany, Norway, Slovak Republic and Sweden) where the number of public holidays differs from region to region or / and from year to year. The European average on public holidays is 11.25 days per year.

Table 6: Public holidays in 2003

Country	Public holidays in days in 2003		
	Minimum	Maximum	Average
Austria	No data		
Belgium	10	10	10
Czech Republic			13 (2004)
Denmark	8	12	
Finland	8 public holidays + 12.5 others	10 public holidays + 12.5 others	9 public holidays + 12.5 others
France	10		10
Germany	9	12	10.5
Greece			12
Hungary			7
Italy	11		11
Netherlands	7	8	7.5
Norway	5	12	7
Portugal			15
Slovak Republic	5	15	10
Slovenia	15	15	15 (2 on a Sunday)
Sweden	7	13	11
Switzerland	9		9

6.4 Other elements that shorten annual working time

Besides individual and public holidays there are also a number of other elements that indirectly impact on annual working time averages, for example unforeseen absenteeism such as sickness, extraordinary hours or days off, bereavement and marriage etc.

Unfortunately the data available on unforeseen absenteeism is inadequate and is therefore not taken into consideration. However, a tentative estimation would suggest that on average the number of sickness days taken by individual employees ranges

from 3.5 to 20 days a year; and for family or other reasons on average from 5 to 17 days per year.

The number of “extraordinary days off for special reasons” cannot be analysed, because of the lack of data available.

The lack of accountability for unforeseen absenteeism means that there are still “inadequacies” in the legitimacy of the results and figures regarding annual working time.

6.5 Overtime Work in 2003

Another major influential aspect that is hard to quantify or measure, when analysing working time, is “overtime”. Firstly, overtime is determined and monitored at a company level, making it difficult for trade unions to identify the actual amount of overtime worked by an individual employee and explains why many countries could not present figures in this area. Secondly, there are huge differences, in some countries, between declared and undeclared overtime and between paid and unpaid overtime. This was the conclusion of a European Commission survey on the subject, which showed no comparable Eurostat statistics on overtime mainly because there is no distinction between undeclared work and declared activities in the labour force and national accounts. However, in a 1998 Commission Communication they did estimate that undeclared work ranged between 7 and 16% of EU-15 GDP or in other words between 10 and 28 million labour units in the EU-15.

The figures on overtime sent by the trade unions show huge differences and support the Commission’s findings on the inability to compare overtime rates in Europe. For example, in Austria it is estimated that there are 4.2 hours of overtime worked annually per employee, in contrast to Norway where annually employees work 520 hours of overtime.

It is due to these inconsistencies with regard to the “other elements”, that we do not take these figures into our calculations.

Table 7: Overtime work in 2003

Country	Overtime time 2003 (per employee, in hours, on a yearly basis)	
	Whole economy	Metal/Electro-Industry
Austria		4.2 (estimation)
Czech Republic	56	-
Finland		3.4% of total working time (?)
France	57	?
Germany		52
Hungary		up to 300
Netherlands	200	-
Norway	3,100 (?)	520
Portugal		200
Slovak Republic	204	230
Slovenia	24	30
Switzerland	50	46

6.6 Regular working days in Europe 2003

Taking into consideration the above-mentioned statistical basis, we now attempt to compare working time in the European Metal-Electro Industry.

Firstly, we compare working days in Europe. Here we found that 10 of the surveyed 17 countries reported that on average the “actual” number of days worked ranged between 225 and 230 (Austria, France, Greece, Hungary, Italy, Netherlands, Norway, Slovenia, Sweden, Switzerland).

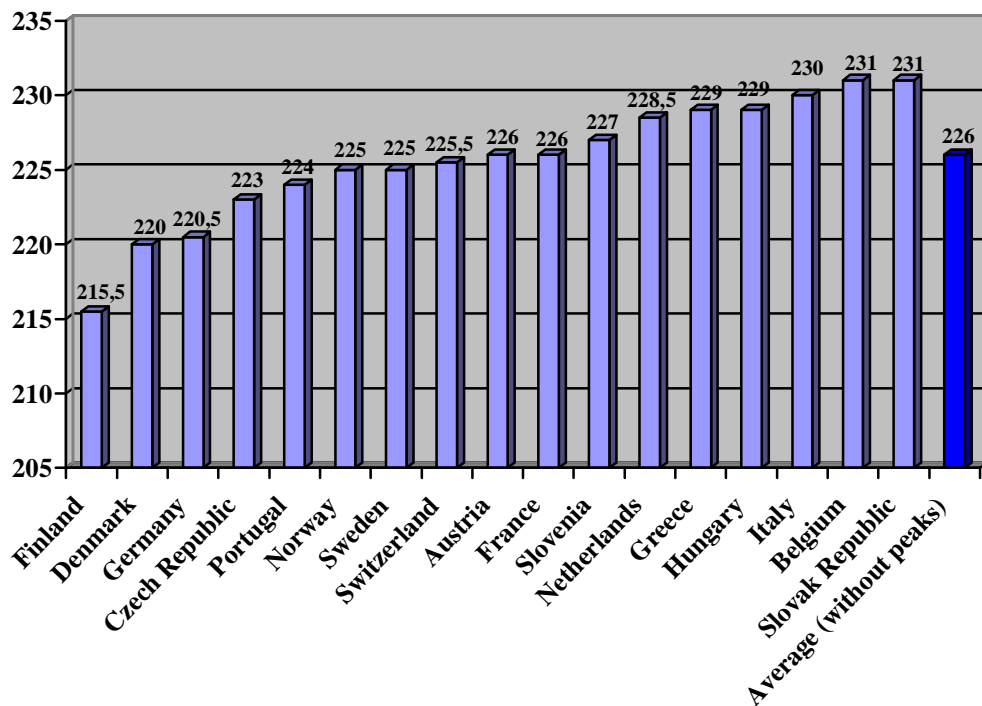
“Actual working days” refers to the number of days available once weekend days and individual and public holidays have been removed and accounted for (365 (days per year) minus 104 (weekend days Saturday & Sunday) minus individual and public holidays).

Working on the basis of the reported average “actual working days” of 225-230, only Belgium and the Slovak Republic are slightly above this margin (231 regular working days), whereas Finland (215.5), Denmark (220), Germany (220.5), Czech Republic (223) and Portugal (224) are below.

The European average is 226 working days in 2003. So the deviation is +2.2% / - 2.6% or in other words plus 4.9 and minus 5.8 days (i.e. about 1 week) from the European average in the year 2003.²

² without Finland

Chart 2: Regular working days in 2003 (Metal-Electro Industry)



6.7 Yearly working time in 2003 based on collectively agreed working time

Based on the annual number of actual working days, the next step is to calculate average annual working time based on collectively agreed working time.

The method of calculation is the amount of actual working days, multiplied by the fixed daily working time allowed for in collective agreements.

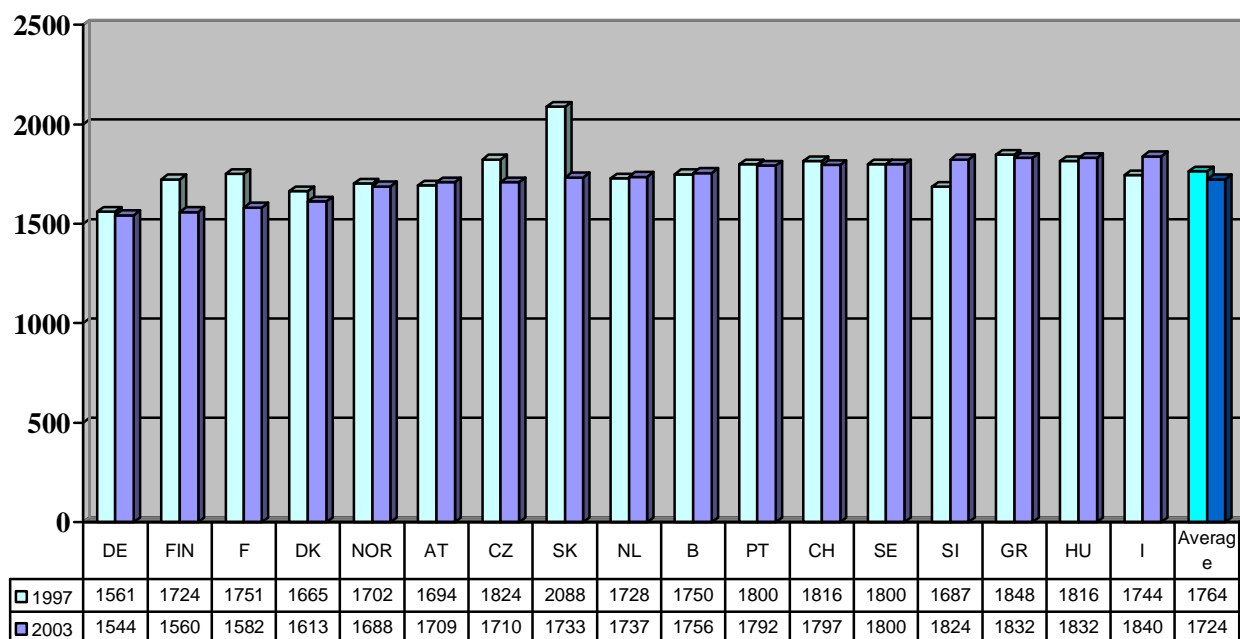
In 2003 average working time ranged between 1,700 and 1,800 hours per year in 8 of the surveyed countries (Austria, Belgium, Czech Republic, Netherlands, Portugal, Slovak Republic, Sweden and Switzerland). Only Germany (1,544), Finland (1,560), France (1,582), Denmark (1,613) and Norway (1,688) were below that margin and Greece (1,832), Hungary (1,832), Italy (1,840) and Slovenia (1,824) were above that margin.

Austria, Czech Republic, Denmark, Finland, France, Germany, Netherlands, Norway and the Slovak Republic have been in line with the EMF Charter on Working Time ($\leq 1,750$ hours / year).

The European average of actual working time was 1,724 hours in 2003. This means that the highest reported working time (Italy) was 6.7% above the European average and the lowest reported working time (in Germany) was 11.3% below the European average. In 1997 the highest reported working time (Slovakia) was 18.3% above the European average (1,764h) and the lowest reported working time (Germany) was 11.6% below the European average. So it is obviously that the deviation in “average - lowest working time” changed only slightly but the deviation in “average – highest working time” showed a remarkable decrease.

In comparison to the 1997 report, a substantial reduction in working time was achieved in the Czech Republic (minus 114 hours), Finland (minus 204 hours) and the Slovak Republic (minus 355 hours). In Slovenia (plus 137 hours) and Italy (plus 96 hours) working time increased substantially. The other countries were within a margin +/- 20 hours or +/- 1% of the average in 2003.

Chart 3: Regular yearly working time based on collectively agreed working time in 1997 and 2003 (Metal-Electro Industry)



The overall picture shows that (maybe with the exception of Finland and Germany) a kind of “convergence” of yearly working time seems to have taken place in Europe. The picture in 2003 is much more uniform than in 1997. This development will be monitored by the EMF.

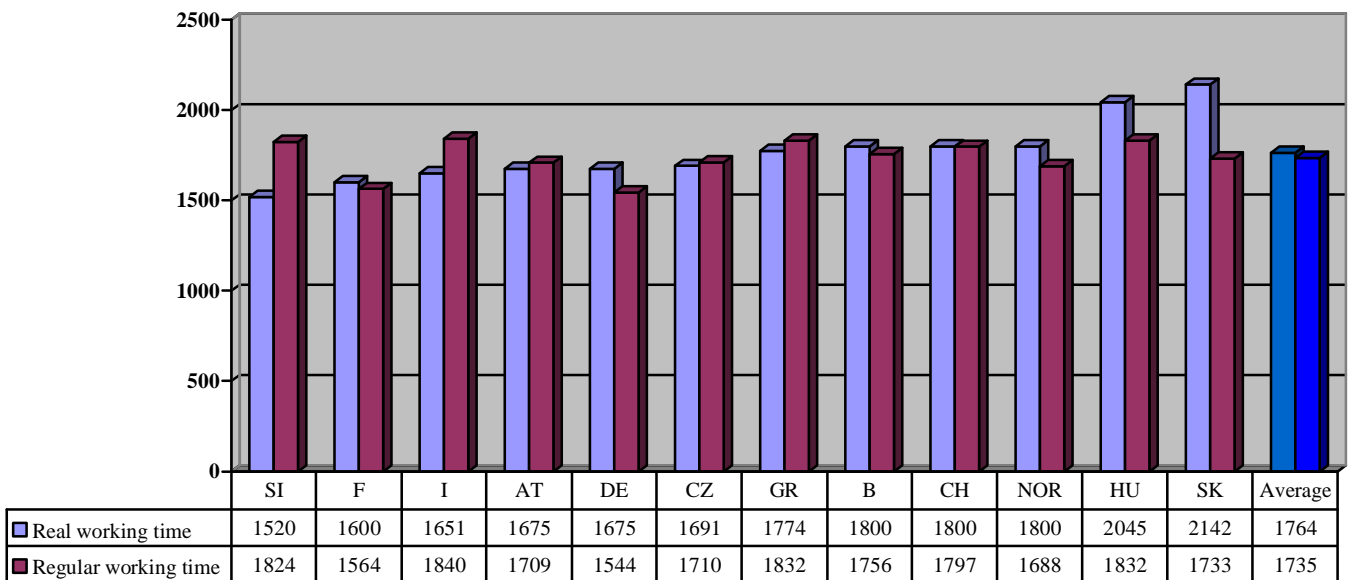
6.8 Real working time

Finally we examine real working time in the European Metal-Electro Sector. We asked trade unions to give us figures on the real working time of employees with full-time contracts. Not all the surveyed countries could provide figures on this, mainly because there is no statistical information available. Again we take into consideration that these figures are the number of *declared* working hours.

We can identify that two countries (Slovenia and Italy) have a regular annual working time that is much higher than the average (in the case of Italy - the longest yearly regular working time of the surveyed countries), but it is also in these two countries that real working time is the *lowest*.

On the other hand, real working time in Germany (plus 131h), Hungary (plus 213h), Norway (plus 112h) and the Slovak Republic (plus 409h) is significantly above the regular working time.

Chart 4: Real working time and regular working time in Europe (Metal-Electro Sector) in 2003



In the other surveyed countries, real working time is close to the regular working time (+/- 2% of the regular working time).

7 Conclusion

The participation rate of affiliates in the annual report is fairly satisfactory, but could and should have been better. Recently we have evaluated why some countries have never or rarely complete EMF questionnaires. In the case of France and the UK we identified that the questionnaire is not well suited to their collective bargaining system and we therefore launched “small working groups” to obtain adequate information from the collective bargaining results there. Finding ways of how to obtain more and better information could encourage and help more countries to participate in the EUCOB@ REPORTs and the EMF Working Time Survey.

Working time in Europe is regulated mainly at two levels: “Sectoral Level” and “Company Level.” The social partners at sectoral level usually negotiate the duration of daily, weekly, monthly or yearly working time, while at company level the emphasis is on the arrangements regarding the implementation of working time agreements. These current systems are very successful as they are able to effectively react to the flexibility requirements of companies.

Nevertheless the pressure to increase working time is growing. As already reported in the “EMF paper on recent developments on working time in Europe” (Discussed at the CBPC in October 2004) almost all of the affiliates surveyed reported that they face employer demands to extend working time. In some countries there are initiatives in place or proposed to make working time more flexible via legislation. In Central Europe, some collective agreements at company level have been negotiated that deviate from the sectoral agreement. The German “SIEMENS case” has been used by the employers’ side as a *trendsetter* and has certainly set a dangerous and uncomfortable precedent for trade unions. In Northern Europe, affiliates are also under pressure to extend working time, but until now have been able to block any moves by the employers. In Eastern Europe, trade unions are busy reducing working time (but from a relatively high level). In Portugal, collectively agreed working time is also under pressure, with employers and the government arguing for further flexibilisation of working time. In most cases where the employers request to extend working time the result is usually greater flexibilisation of working time.

Between 2003 and 2004 collectively agreed working time remained relatively stagnant. That is certainly the case in “Old Europe”. Here, further decreases of

working time are not on the political agenda of the trade unions, more importantly the overall political environment does not allow for reductions in working time. In the new Member States the situation is slightly different: Here, reductions in working time are firmly on the trade union agenda, mainly in an attempt to reduce currently high levels to in line with other EU Member States.

With regards to paid holidays, public holidays and other elements that impact on and reduce annual regular working time are pretty different in Europe. On average, European workers get about 35 days off due to paid and public holidays.

Other elements which reduce actual working time and therefore need to be taken into consideration are additional days off for marriage and death of family members and also days of sickness. These days are very difficult to calculate and quantify because they are often requested only “once in a lifetime” or are not statistically recorded.

Trade unions are also frequently unable to record and report figures on overtime. Similar to the other elements that shorten working time, overtime figures also exist in a wide range of working conditions. The surveyed countries reported that the average overtime worked ranged from 4.2 hours to 520 hours in 2003. These figures need to be more detailed in future in order for the EMF to assess and analyse the overtime element contained within the EMF Charter of Working Time (maximum 100 hours overtime a year that are compensated only by money and not by free time).

Concerning the number of “actual working days;” 13 of the 16 surveyed countries reported averages of between 220 and 230 working days in 2003. Only Belgium (231), Finland (215.5) and the Slovak Republic (231) were outside this range. The European average in 2003 was 226 working days, with most countries ranging of -3 to +2% of the European average.

With regards to regular annual working time in 2003, the surveyed countries indicate that they are closer together than in 1997: In 8 of the surveyed countries (Austria, Belgium, Czech Republic, Netherlands, Portugal, Slovak Republic, Sweden and Switzerland) this is between 1,700 and 1,800 hours. Only Denmark, France, Finland, Germany and Norway are below that margin, with Greece, Hungary, Italy and Slovenia slightly above. The average regular working time across Europe was 1,724 hours in 2003. The highest working time was in Italy, which was only 5.7% above the average. In contrast the lowest working time was 11.3% below the average.

With regards to the regular working time in the Metal-Electro Sector: Austria, Czech Republic, Denmark, France, Finland, Germany, Netherlands, Norway and the Slovak Republic are in line with the EMF Charter of Working Time ($\leq 1,750$ hours / year). In addition the European average of regular working time is also in line with the EMF Working Time Charter.

The picture however in the Metal-Electro Sector is somewhat deceiving, with Austria, Czech Republic, Germany, Italy, Slovenia in line with the minimum standard of the EMF Charter of Working Time ($\leq 1,750$ hours / year) but Belgium, France, Hungary, Norway, Slovak Republic and Switzerland being above this margin. The European average of real working time in 2003 is above the 1,750 hours a year.

So what can be concluded?

Firstly, we can conclude that short collectively agreed working time does not necessarily lead to short real working time and vice versa: long or longer collectively agreed working time does not mean necessarily long *real* working time.

Secondly, there is no move to reduce collectively agreed working time in the Member States of “Old Europe” but there is in the New Member States. However, trade unions in all these countries have to deal with increasing pressure on working time.

Thirdly, the development of regular working time in 1997 and 2003 could be interpreted as a move to a convergence in Europe. However, while average regular working time is slightly below the EMF Working Time Charter margin; real working time is clearly above that figure. Almost all countries are a long way off the EMF’s long-term goal of a 35-hour week both in regular and real working time.

EMF could conclude that after a period of decreasing collectively agreed working time the question of company- and target groups-oriented arrangements of working time in the form of flexibilisation, for example, could become a focal point of interest for trade unions.

The question facing trade unions is what role they can play in ensuing controlled and monitored organisation of the flexibilisation of working time on company level, and how do they identify agreements on increases in working time before they are concluded (see the Siemens-case). There is a need for a political initiative and concept to be developed that provide a framework for positive arrangements on sectoral and

company level on the one hand but which also avoid negative developments on the other.

8 Appendix

8.1 EMF Charter on Working time

Approved by the EMF General Assembly, Luxembourg, 1st & 2nd July 1998, (FEM/12/1998)

16.5 million unemployed or an unemployment rate of 10.9% within the European Union represents one of the greatest challenges facing those responsible for economic and social policy.

The European Metalworkers' Federation restates its conviction that a general reduction in working hours is indispensable to secure jobs and to ensure human development of the working society and quality of life.

Unemployment must be reduced by all means:- by a new coordinated economic policy for job creation, an active industrial policy, infrastructure investment, a job creation taxation system, as well as reductions in working time and training and retraining measures for employed and jobless workers. The EMF cannot accept that employers refuse to enter into any dialogue and negotiations on working time in general and on working time reductions in particular.

Determination of working time is one of the priority tasks of collective bargaining. Working time is currently regulated by collective agreements on a national level. It will be necessary to establish common European standards for European Economic and Monetary Union in order to guarantee that working time is not a subject for European competition.

The EMF and its affiliates are committed to seeking a reduction of their current level of working time. The EMF reconfirms its commitment to 35 working hours per week or an annual working time of a corresponding amount as a basic European working time aim. The EMF underlines the basic principle that working time reductions should be implemented with wage compensation.

The EMF and its affiliates will not accept a general extension of contractual working time calculated on an annual basis in any country.

Shorter working time must be monitored in companies by the trade union representatives to ensure that working conditions are improved and additional employment is secured as a result.

The diversity of European unions is a source of strength. The following framework supports the European co-ordination of concrete steps towards reduction of working time.

In order to avoid downward competition on working conditions, the EMF affiliates are determined, in addition to their national standards, to establish a common European minimum standard of 1,750 hours maximum of normal contractual working time calculated on an annual basis. This is a step towards further reduction of working time.

Working time reduction cannot lead to an increase of structural overtime. Overtime should be compensated by time as well as by a time or money bonus. The number of hours of overtime that can be compensated by money alone should be restricted to a maximum of 100 hours calculated at an annual level.

The introduction of flexibility in working time can only occur through collective agreements. Flexibility must be implemented in respect of the average contractual working time and in pursuit of the overall aim of a working time reduction.

The EMF will continuously evaluate the results of its working time initiative, especially the effects of minimum standards in working time. The EMF calls for more differentiated, effective and updated statistical data on European working time to be provided by EUROSTAT.

The EMF affiliates will introduce the aims of this Working Time Charter into the social dialogue and in negotiations on national and European level in order to create a situation by which they are implemented on a transnational European level.

8.2 Implementation of the EMF Charter on Working Time

Approved by the EMF General Assembly, Luxembourg, 1st & 2nd July 1998, (FEM13/1998)

1. Annual working time agreed by collective agreement shall be collated by the EMF affiliates on the basis of uniform criteria.
2. The EMF Secretariat shall centralise European documentation on working time in the European metalworking industry. This should include the preliminary work of Eurostat, the ETUI and EMF affiliates.
3. It would be appropriate to build up and treat all the data/documentation on working time in co-operation with an affiliated organisation.
4. Annual working time agreed by collective agreement (including the regulation in respect of overtime) should be reported once a year. A systematic file on such data shall be kept by the EMF.
5. After a debate and a decision in the Collective Bargaining Committee, affiliated organisations shall be requested to give an up-to-date report on the current situation in respect of reducing working time. These reports should include an analysis of the situation, obstacles against and conditions for further progress as well as planning for the future. The reports shall be submitted to the Collective Bargaining Committee and the Executive Committee for discussion.
6. At the request of an affiliated organisation, special support (e.g. information, training, exchange of experiences, influencing public opinion, European co-ordination) should be provided by the EMF for organisations that are still above the minimum standard of maximum 1,750 hours of work per year. On the basis of the report there should be a discussion about the specific conditions and possible steps towards further working time reductions.
7. A report on the objectives already attained and interim experience will be made in 1999 in connection with the EMF Working Time Initiative.
8. The EMF affiliates are requested to give details of the Working Time Charter and its implementation in their trade union press. The Collective Bargaining Committee can provide authors/speakers to present short reports or articles. Copies of

publications should be sent to the Secretariat so that they may be circulated to all affiliates.

8.3 List of participating EMF affiliates in the WT Survey

Received questionnaires (up to 23.02.2005):

1. Austria (GMT)
2. Belgium (CMB, CCMB, ACLVB)
3. Czech Republic (OS KOVO)
4. Denmark (CO Industri)
5. France (FGMM-FCDT)
6. Finland (Metalli)
7. Greece (POEM)
8. Germany (IGM)
9. Hungary (Vasas)
10. Italy (FIOM-CGIL)
11. Netherlands (CNV Bedrijven Bond, FNV Bondgenoten)
12. Norway (Fellesforbundet)
13. Portugal (Fequimetal)
14. Slovak Republic (OS Kovo)
15. Slovenia (Skei)
16. Sweden (CF, SIF)
17. Switzerland (Smuv)