

Working Time and the Danish Model: Defend or Extend?

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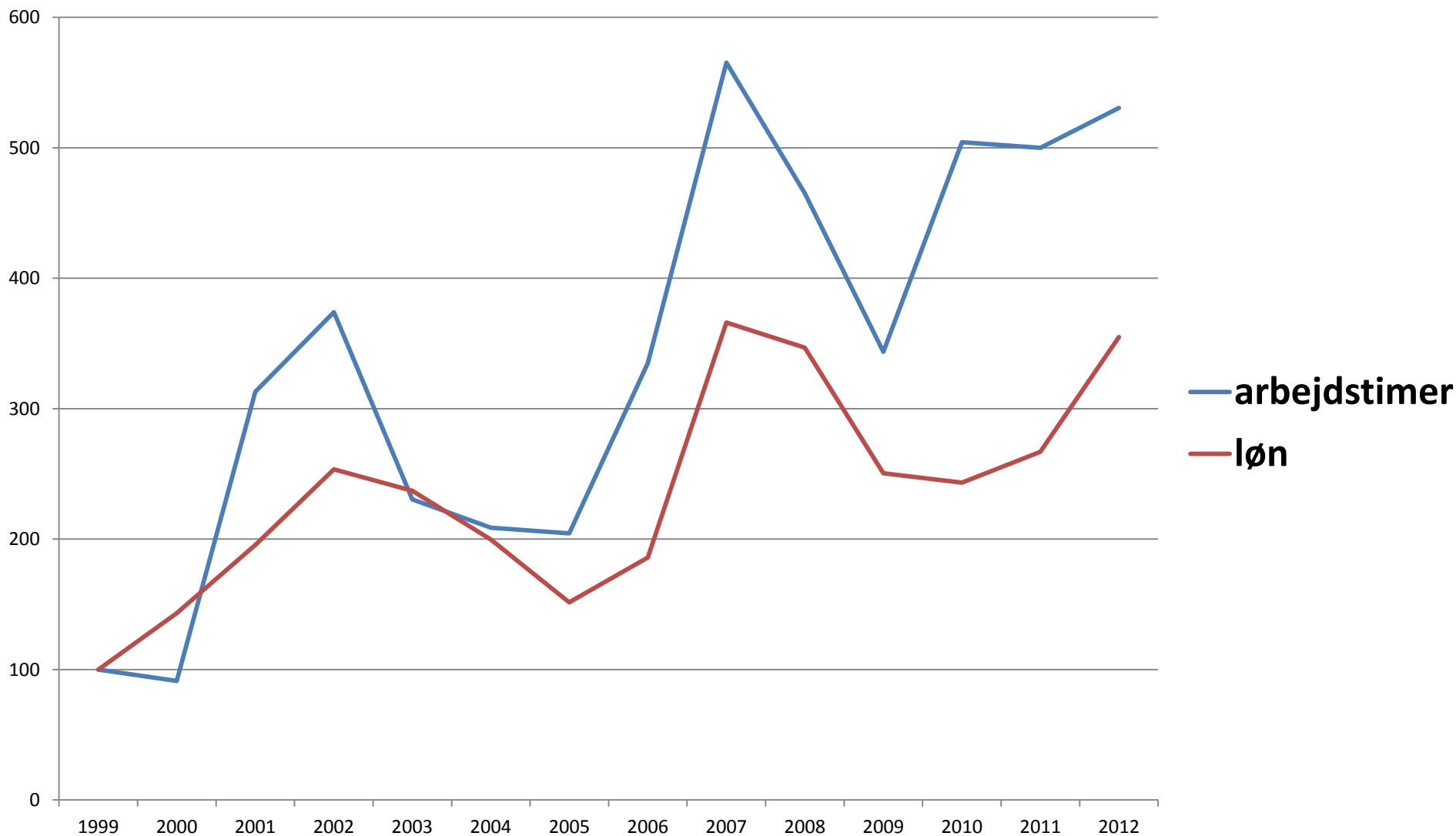
ILPC, London, April 2015

Working Time and the 'Danish Model'

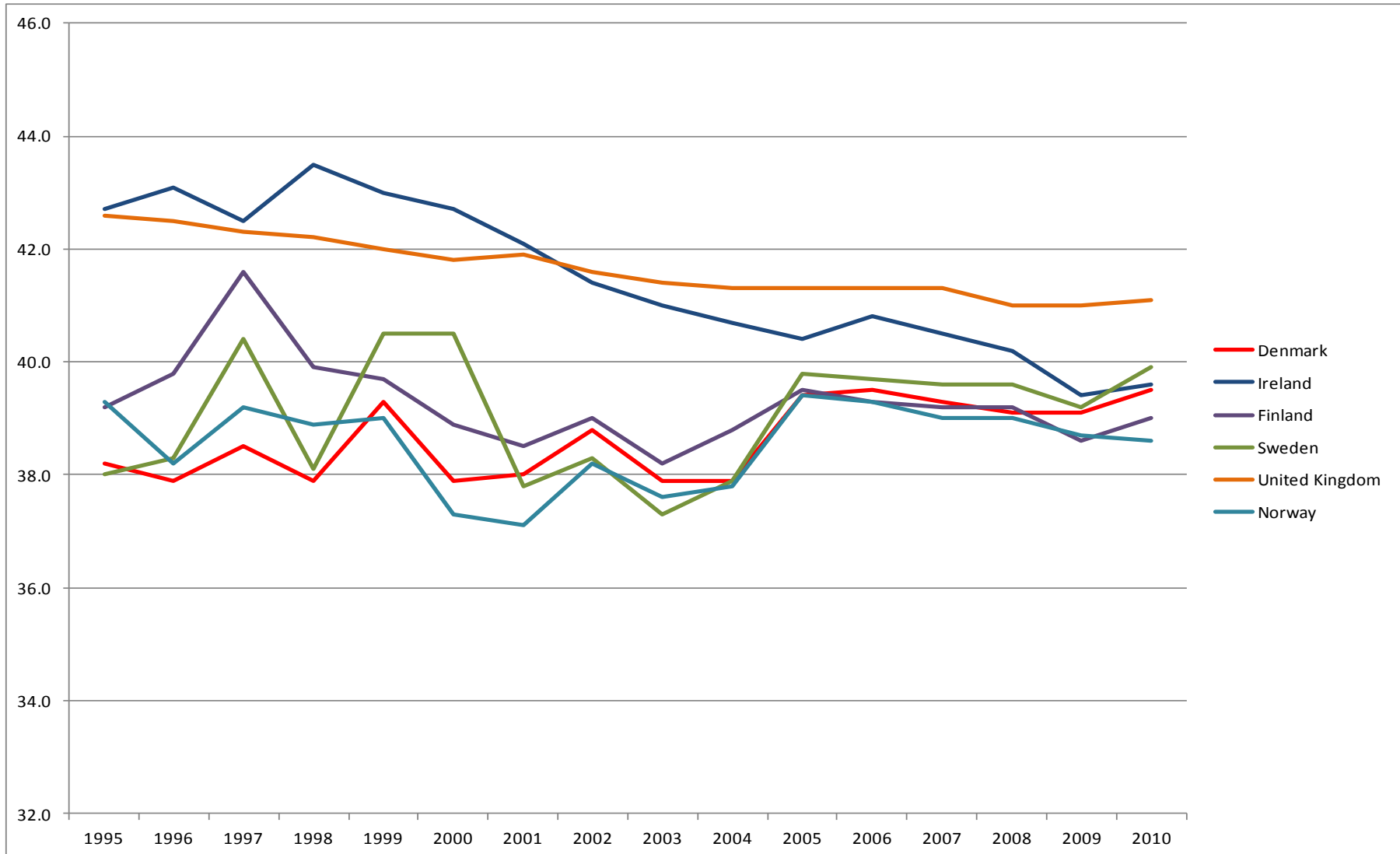
- Between Universalist Welfare State and the Flexible Labour Market
- Working Hours as one of the institutional and political anchors
 - Distinctively low working hours, employee centered system
 - Class, sector
 - Public/private, gender
- Key Changes in the 'Danish Model'
 - Sectoral agreements and the incorporation of welfarist social investment into industrial relations (pension funds, training, leave etc)
 - Decentralised bargaining over 'soft' issues
 - Political anchors of the model weakening
 - Transformation or Erosion?

Mentions of 'working time' and 'wage'

Jyllands-Posten, 1999-2012



Average number of actual weekly hours of work in main job per full-time worker



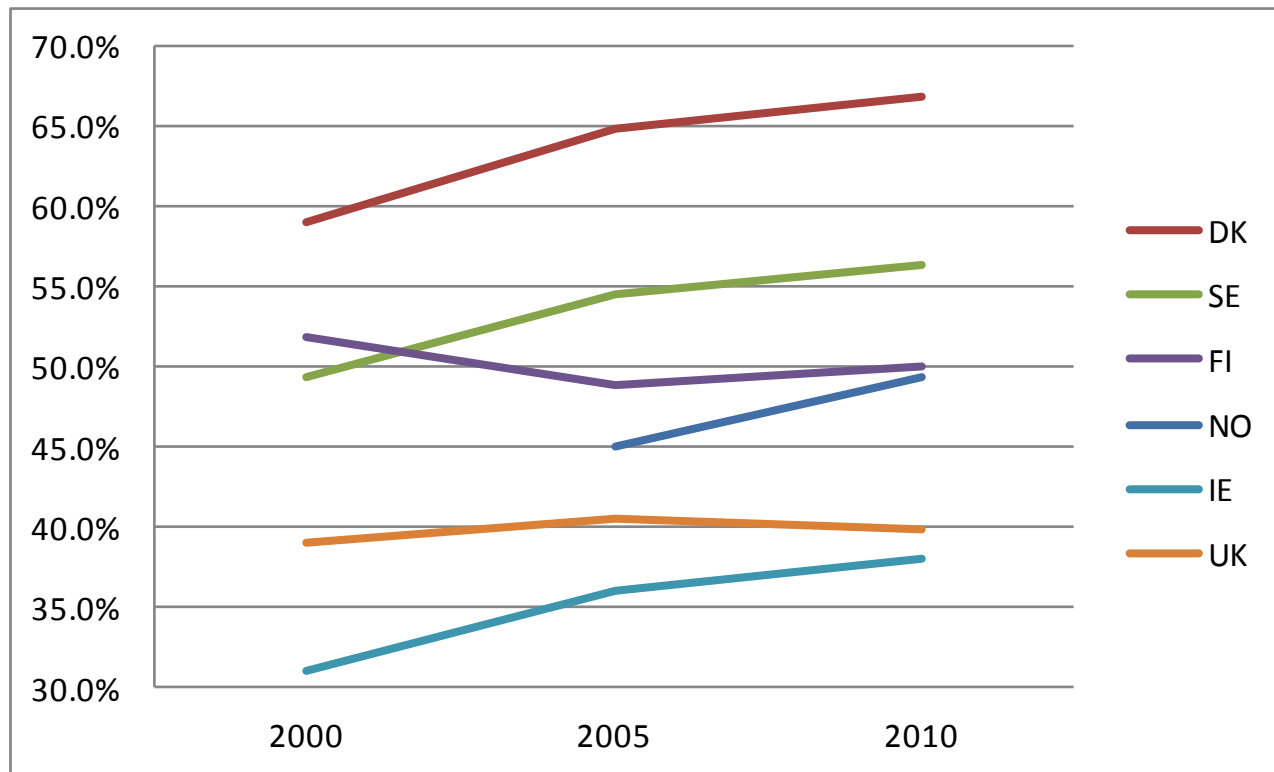
Locating Working Hours within Structures of Working Time

	'Standard' Working Time	'De- standardisation'
Individual Unit of Working Time	The '40 Hour' Worker	Part-time and Long Hours Workers
Collective Unit of Working Time	M-F, 9 to 5	Bounded and Extended
Reconciling Individual and Collective Working Time	Fixed Rigid Boundaries	Flexible Porous Boundaries

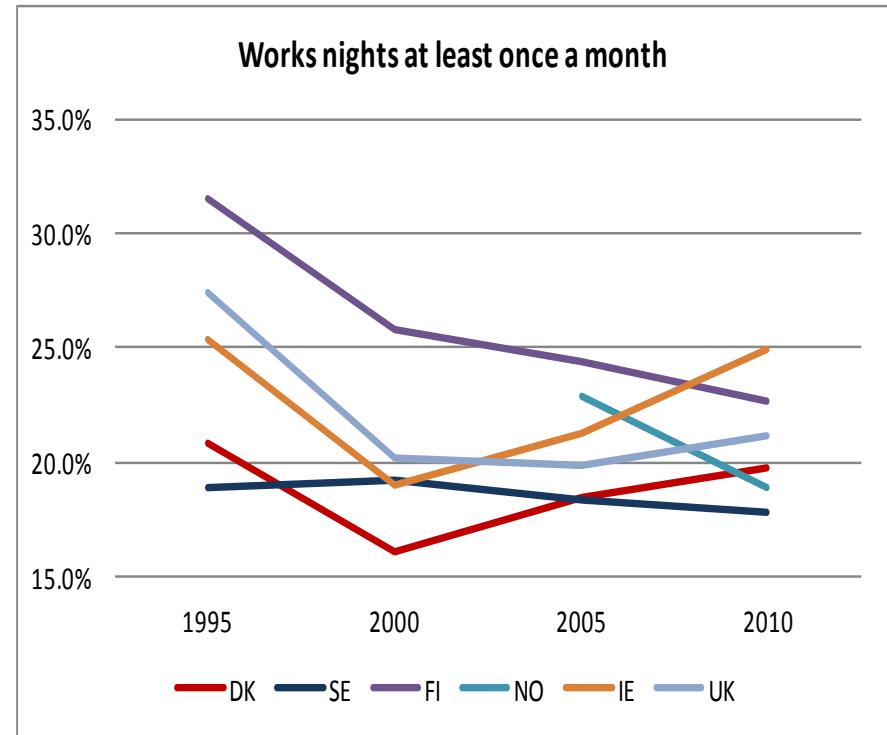
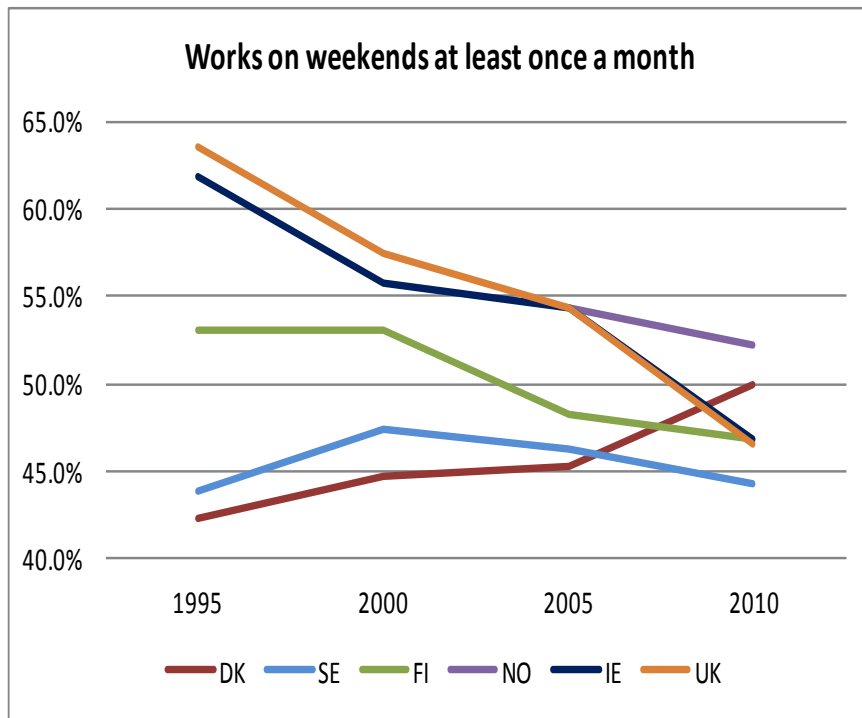
National Working Time Regimes

Latent classes	Extended standard	Multiple flexibilities				Extended flexibility		
	DK	SE	FI	NL	NO	CH	IE	UK
Standard	38.0	25.1	27.8	31.8	26.2	44.2	35.3	37.4
Extended standard	16.0	23.9	21.2	20.4	22.9	13.4	19.7	20.9
Standard shifts								
Bounded flexibility	24.0	14.7	18.4	12.2	14.9		12.2	14.5
Extended flexibility	22.0	17.0	16.4	23.6	13.5	31.9	24.0	18.4
Flexible shifts		19.3	16.2	12.0	22.5	10.5	8.8	8.8

Increasing flexibility of working time: % working variable hours each week



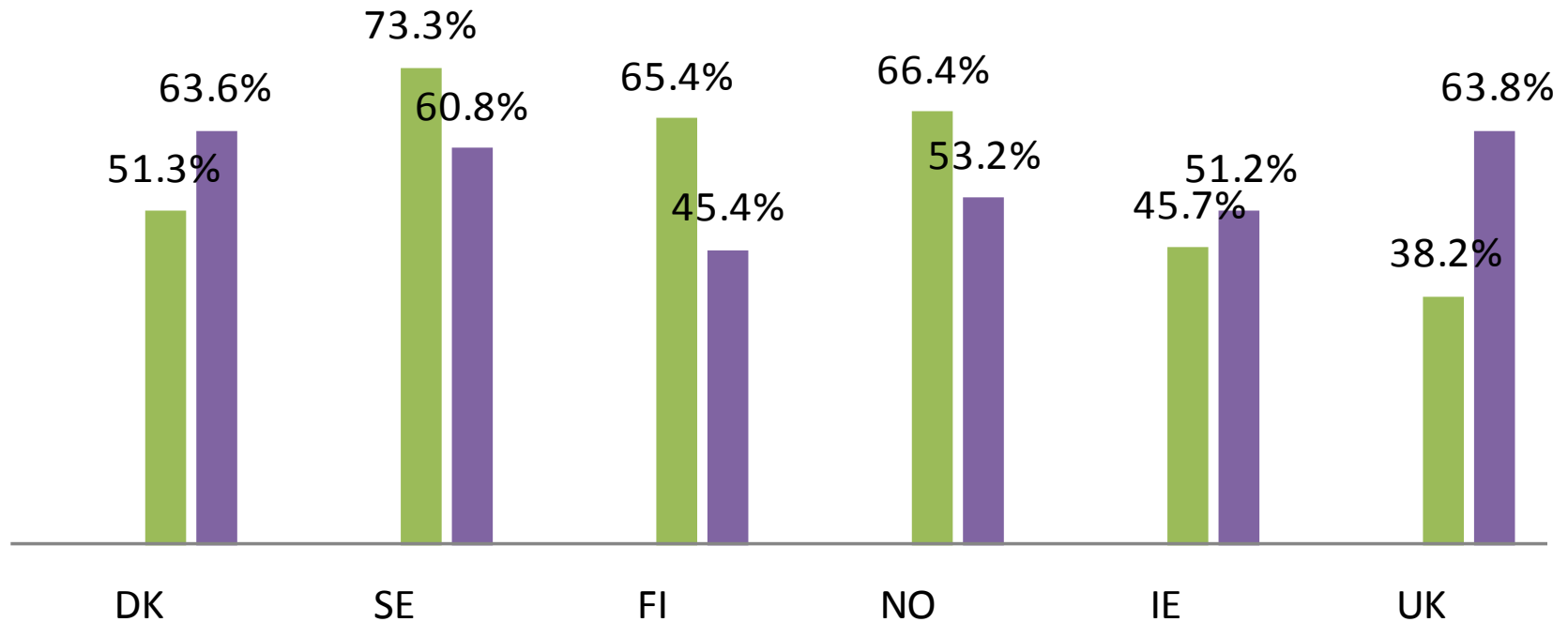
Increasing Extension of Working Week



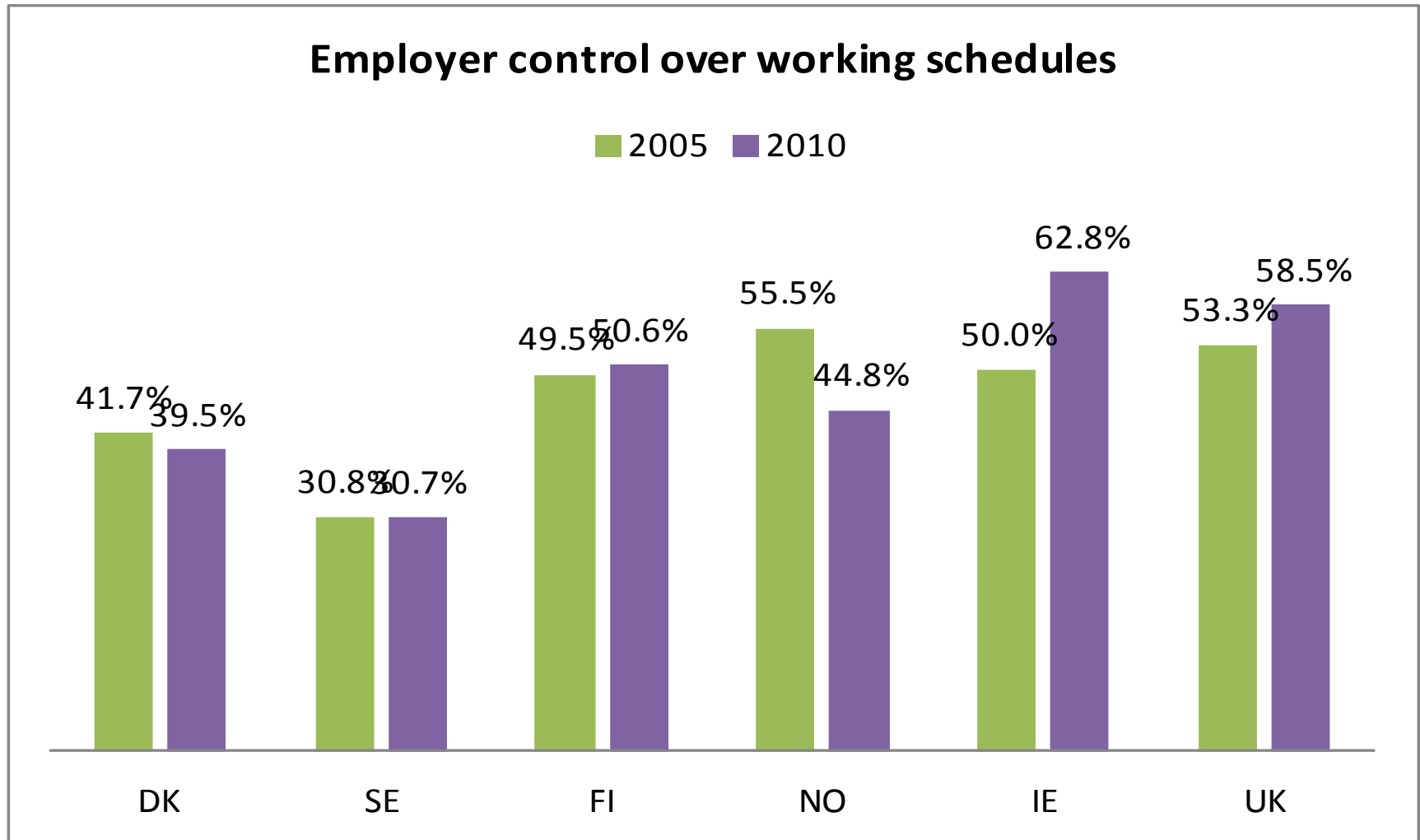
Porosity of Working Time

In the last 12 months you have been contacted outside working hours at least once?

■ 1995 ■ 2000 ■ 2005 ■ 2010



Control over Working Time



Distribution of Working Time Regimes

- Workers with Third Level Education:
 - Longer hours, less overtime
 - Less fixed times, more extended hours (evenings, weekends)
 - More porosity, more control
- Among these Workers:
 - Public and Private very similar, gender makes relatively little difference compared to education
 - Porosity/ control trade-off strongest among men in the private sector, but not by much

The Current Politics of Working Time

- **Producer Services: Private Sector Professionals**
 - Extended Flexible Working Time is relatively large class
 - ICT startups - US-style firms with a Danish twist
- **Market Services: Retail Workers**
 - Liberalisation of shop hours since 2000; Shops Act 2012
 - Three labour forces (Ilsoe , Navrberg)
 - A standard core
 - Part-timers (especially students)
 - Managers and extended flexible hours
 - A ‘new’ trade-off (for Denmark) – money for time
- **Social Services: Public Sector**
 - Defending Standard Time and Control over Hours
 - Teachers’ Strike/Lockout 2013 and its Defeat – Enhanced Power of School Leaders

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