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# FAMILIES AND THE TIME SQUEEZE

AN ANALYSIS OF WORKING TIME REGIMES  
FROM THE PARENTS' PERSPECTIVE

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## **Families and the Time Squeeze. An Analysis of Working Time Regimes from the Parents' Perspective**

In reconciling family and working life, time as a resource is precious. Hence, working time regulations for all employees and those for working parents in particular impact on families' discretion with respect to time.

The research endeavour summarized in this report investigated collective bargaining agreements in selected branches as to their contribution to the reconciliation dilemma. Germany and Sweden, which are marked by both, a strong family policy commitment and a strong trade union history, were compared in order to identify the framework conditions and policies within the context of which families choose individual life style models.

Among the different dimensions of analysis one interesting result is that family-specific clauses are almost absent from Swedish collective bargaining, as these issues are part of an extensive statutory law. Furthermore, working parents in Sweden profit substantially from the possibility to modify working time schemes that collective bargaining agreements generally offer to all employees. Contrastingly, German collective bargaining agreements contain a good deal of family-specific regulations, which partially perpetuate the spirit of conservative statutory regulations and partially offset the latter's shortcomings in an innovative manner.

# Contents

<i>List of Tables</i>	7
<i>1 Introduction</i>	9
1.1 <b>Research Aims</b>	9
1.2 <b>Structure of the Report</b>	11
<i>2 Research Background</i>	13
2.1 <b>The Reconciliation Dilemma and Resolving Strategies</b>	13
2.2 <b>Working Time Policies under Consideration</b>	16
2.3 <b>Relevance for a Family Policy of Reconciling Work and Family Life</b>	17
2.4 <b>Clustering Working Time Clauses as to their Incentives for Reconciling Family and Working Life</b>	18
<i>3 Methodology</i>	21
3.1 <b>The Issues</b>	21
3.2 <b>The Branches</b>	22
3.3 <b>The Restrictions</b>	23
<i>4 Germany</i>	25
4.1 <b>Characteristics of Collective Bargaining</b>	25
4.2 <b>Interpretation of German CBAs</b>	26
4.2.1 <i>Banking</i>	26
4.2.2 <i>Insurance</i>	27
4.2.3 <i>Metal</i>	27
4.2.4 <i>Chemical Industry</i>	29
4.2.5 <i>Retail</i>	29
4.2.6 <i>Public Sector</i>	31
4.3 <b>Intra-National Observations</b>	34
4.3.1 <i>Working Time and Time-Off</i>	34
4.3.2 <i>Inherent Spirit for the Reconciliation of Family and Working Life</i>	36
4.3.3 <i>Relation to Statutory Regulations</i>	36

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5	<i>Sweden</i>	39
5.1	<b>Characteristics of Collective Bargaining in Sweden</b>	39
5.2	<b>Interpretation of Swedish CBAs</b>	40
5.2.1	<i>Banking</i>	40
5.2.2	<i>Insurance</i>	40
5.2.3	<i>Metal, Chemicals and Retail</i>	41
5.2.4	<i>Public Sector</i>	41
5.3	<b>Intra-National Observations</b>	42
5.3.1	<i>Working Time and Time Off</i>	42
5.3.2	<i>Inherent Spirit for the Reconciliation of Family and Working Life</i>	46
5.3.3	<i>Relation to Statutory Law</i>	46
6	<i>Germany and Sweden in a Comparative Perspective</i>	49
6.1	<b>The Importance of CBAs as opposed to Statutory Law</b>	49
6.1.1	<i>Working Time Regimes for Employees</i>	49
6.1.2	<i>Working Time Regimes for Parents</i>	51
6.2	<b>Similarities and Differences in CBAs across Countries</b>	53
6.2.1	<i>Coverage of CBAs and Eligibility to CBA Provision</i>	53
6.2.2	<i>Missing Items on the CBAs' Agenda</i>	54
6.3	<b>Models of Good Practice</b>	56
7	<i>Conclusions</i>	57
7.1	<b>An Ideal Working Time Regime for Families?</b>	57
7.2	<b>The Current Role of CBAs for Family Policy</b>	58
7.3	<b>Recommendations for Improvement</b>	59
	<i>Bibliography</i>	61
	<i>Appendices</i>	67
	<b>Appendix 1: Trade Unions</b>	68
	<b>Appendix 2: Overview on Collective Bargaining Agreements</b>	69
	<b>Appendix 3: Relevant Sources of Legislation</b>	70
	<b>Appendix 4: German Statutory Law</b>	71
	<b>Appendix 5: Swedish Statutory Law</b>	73
	<i>Abstracts: English / French / German</i>	77