‘Standard working time’ is increasingly losing its meaning. The boundaries between work and leisure time are becoming blurred. For more and more workers, working on call, at weekends and on late and night shifts is the new normal. At the same time, there is a growing need for family-friendly working hours and individual management of working time in different life phases. The aim of the WSI Autumn Forum 2014 is to present new research and to stimulate debate about the requirements of future, modern working-time policy.

One of the most serious changes affecting working hours is their flexibilization which is characterized by greater employee control over working time on the one hand and greater dependence on company demands on the other. In addition, working time and workplace boundaries are being removed. This complicates the recording of working hours. Work pressure and stress are on the rise and employees’ social lives are suffering accordingly.

Yet new opportunities should also be discussed: rising employment among women and the increasing number of dual-earner households are opening up the possibility for working hours to be redistributed between women and men. Strong growth in labour productivity is creating new scope for shorter working hours. Demographic change is not only setting the organization of working time for the elderly and time for family and care work on the agenda. It also offers the possibility for redistributing time (and money) throughout the individual’s life course. Such redistribution facilitates career breaks and enhances employees’ work-life balance.
Thursday, November 27th 2014

10:30 am  _______________________________________________
Welcome coffee

11:00 am  _______________________________________________
Welcome and introduction
Dr. Reinhard Bispinck, Head of Department WSI

11:30 am  _______________________________________________
Keynote speech
Working hours and working time preferences in the course of life – Current developments and differences in the countries of Europe
Prof. Dr. Dominique Anxo, Linnaeus University, Sweden
(English with translation)

12:00 pm  _______________________________________________
Working time trends and working time debates in Germany
Dr. Christina Klenner, WSI

12:30 pm  _______________________________________________
Discussion of both speeches
Chair: Dr. Reinhard Bispinck, WSI

1:00 pm  _______________________________________________
Lunch break

2:00 pm  _______________________________________________
Three parallel panels
each with discussion and coffee break

Panel I – Life is working time? Working hours in the course of life
The importance of flexible and self-determined working hours in shaping life courses
Dr. Yvonne Lott, WSI

When employees work more: Overtime and the potential of working time accounts
Ines Zapf, IAB

What opportunities do long-term accounts offer?
Dr. Hartmut Seifert, Senior Fellow, WSI

On the concept of family working hours
Christina Schildmann, Friedrich-Ebert-Foundation

Chair: Dr. Florian Blank, WSI

Panel II – The employment effects of reducing working hours
Working time regulation in France 1996-2012: A practical experiment
Prof. Dr. Philippe Askenazy, Paris School of Economics und CEPREMAP (French with translation)

The effects of reducing working hours in Germany
Dr. Rudolf Zwiener, IMK

What can we learn from the French and German experience? Comments and conclusions
Prof. Dr. Alfred Kleinknecht, Senior Fellow, WSI

Chair: Dr. Toralf Pusch, WSI

Panel III – Gender-equitable working hours
Men’s and women’s use of time in Europe: What explains the continuing inequality?
Prof. Lina Galvez-Muñoz, University Sevilla, Spain (English with translation)

Men’s and women’s preferred working hours – What do they depend on?
PD Dr. Elke Holst, DIW Berlin

Gender justice and trade unions’ working policy
Dr. Claudia Sorger, L&R Social Research, Vienna

Chair: Dr. Christina Klenner, WSI

5:00 pm  _______________________________________________
Round table: What will future working hours be like, and who will regulate them?
Andrea Kocsis, Vice President of the ver.di trade union
Performance policy in the modern world of work – Challenges for the corporate organisation of working time
PD Dr. Andreas Boes, ISF München

Organisation of working time to maintain labour and life force — Current problems and future perspectives
Stephanie Rose, Hamburg University

Chair: Birgit Kraemer, WSI

Panel V – Wealth in time and economic growth

Sustainable welfare gains through reduction of working time?
Prof. Dr. Till van Treeck, University of Duisburg-Essen

“Caring business economy”? On the relation between wealth in time and material prosperity from the perspective of gender
Prof. Dr. Adelheid Biesecker, Bremen University

Where the regular work ends for women and where the private life starts: What is the economic relevance of non-market activities in comparison to regular paid work in Germany?
Sandra Hofmann, WiFOR Darmstadt

Chair: Andrew Watt, Head of Departement IMK

Panel VI – Future working hours (research forum with young researchers)
with speakers selected by call

Austerity and the assault on working time, workload and the work-life balance: The case of the British civil service
Steven French, Keele University

Factors influencing the preference for reducing working time [in Austria]
Stefanie Gerold/ Matthias Nocker, Vienna University of Economics and Business Administration

The necessity for reduced working time – Shifting to a new sustainable way of production
Elif Dalgic, Munich University

Chair: Dr. Yvonne Lott, WSI
The future organisation of working time
Reiner Hoffmann, Chairman of the DGB

Chair: Cornelia Benninghoven, Cologne

The future of work: What are the challenges and opportunities for a contemporary working time policy?
Prof. Dr. Brigitte Unger, Director WSI

Discussion

End of the forum and get-together lunch snack

Note
No conference fees are charged. The organiser covers the cost of meals during the conference. Travel and overnight expenses can not be covered.

Arrival
For an environmentally friendly and inexpensive journey to and from the forum within Germany we recommend the Deutsche Bahn event ticket (“Veranstaltungsticket” from € 99 for second-class return). You will be sent more information on this with the confirmation of registration.

Hotel
Under the heading „Hans Boeckler Foundation“ a room contingent has been booked for you at the following hotel from 27 to 28/11/2014:
– Mercure Hotel Berlin City
  Invalidenstr. 38
  10115 Berlin
  Single room incl breakfast € 105.00, available until 30/10/2014 at +49 (0) 03-30826-952 or h5341-sb@accor.com

Language
The conference languages are German, English and French. Simultaneous interpretation will be provided.