

## TABLE OF CONTENTS

### INTRODUCTION

*Peter Tergeist*

### *Chapter 1*

#### SYNTHESIS REPORT

*Gerhard Bosch*

A. Elements of New Working Time Arrangements . . . . .	17
B. Firms' Interests with Regard to New Time Arrangements . . . . .	18
C. Employees' Interests with Regard to New Time Arrangements . . . . .	22
D. The Negotiation of Working Time Arrangements . . . . .	26
E. The Metal Industry: The Example of Car Manufacturing . . . . .	29
F. Retail Trade . . . . .	33
G. Health Care . . . . .	36
H. Conclusions . . . . .	38
Bibliography . . . . .	40

### *Chapter 2*

#### GERMANY: THE CASE OF THE METAL MANUFACTURING INDUSTRY

*Rainer Trinckek*

A. Introduction . . . . .	43
B. The Regulation of Working Time . . . . .	44
C. Empirical Findings on the Spread of Flexible Working Time Arrangements . . . . .	51
D. Conclusions . . . . .	55
Notes . . . . .	57
Bibliography . . . . .	60

*Chapter 3*

**JAPAN: THE CASE OF THE METAL MANUFACTURING INDUSTRY**

*Yoshio Sasajima*

A. Introduction . . . . .	63
B. The Movement Towards Shorter Working Hours . . . . .	63
C. Working Time Regulation and Flexibility Schemes . . . . .	64
D. Flexible Working Hours and Industrial Relations . . . . .	70
E. Corporate Management and the Flexibility of Labour Input . . . . .	76
F. Introduction of a New Shift Work Pattern at the Toyota Motor Corporation . . . . .	78
G. Conclusions . . . . .	79
Notes . . . . .	80
Bibliography . . . . .	81

*Chapter 4*

**UNITED KINGDOM: THE CASE OF THE METAL MANUFACTURING INDUSTRY**

*Paul Blyton*

A. Introduction . . . . .	83
B. The Context of Working Time Change in the United Kingdom . . . . .	84
C. Collective Bargaining and the Regulation of Working Time Issues . . . . .	87
D. Developments in the Flexibility and Utilisation of Working Time . . . . .	89
E. Conclusions . . . . .	96
Notes . . . . .	99
Bibliography . . . . .	100

*Chapter 5*

**CANADA: THE CASE OF RETAIL TRADE**

*Diane Bellemare, Marie-France Molinari and Lise Poulin-Simon*

A. Introduction . . . . .	103
B. The Retail Trade in Canada . . . . .	103
C. Employment Standards in Canadian Legislation . . . . .	105
D. Shop Opening Hours . . . . .	108
E. Part-Time Employment . . . . .	110
F. Flexibility Practices from Employer and Trade Union Perspectives . . . . .	112
G. Conclusions . . . . .	118
Notes . . . . .	119
Bibliography . . . . .	120

*Chapter 6*

**FRANCE: THE CASE OF RETAIL TRADE**

*Michel Lallement*

A. Introduction . . . . .	121
B. Characteristics of French Retailing . . . . .	122
C. The French Model of Flexible Working Time in the Retail Sector . . . . .	128
D. Statutory Controls and Collective Agreements Governing Flexible Working Time . . . . .	134
E. Conclusions . . . . .	143
Notes . . . . .	147
Bibliography . . . . .	148
Annexes . . . . .	149

*Chapter 7*

**ITALY: THE CASE OF RETAIL TRADE**

*Giovanni Gasparini*

A. Introduction . . . . .	153
B. Italy's System of Industrial Relations . . . . .	153
C. Working Hours in Retailing . . . . .	155
D. Collective Bargaining and the Positions of the Social Partners . . . . .	158
E. Collective Bargaining at Enterprise Level . . . . .	160
F. Conclusions . . . . .	162
Notes . . . . .	164
Bibliography . . . . .	165

*Chapter 8*

**THE NETHERLANDS: THE CASE OF HEALTH CARE**

*W.A.M. de Lange and D.H.C. van Maanen*

A. Introduction . . . . .	167
B. Flexible Working Time Arrangements . . . . .	167
C. Features of the Industrial Relations System . . . . .	171
D. Flexible Working Time Arrangements in Health Care . . . . .	174
E. Conclusions . . . . .	181
Bibliography . . . . .	182

*Chapter 9*  
**SWEDEN: THE CASE OF HEALTH CARE**

*Casten von Otter and Birger Viklund*

A. Introduction . . . . .	183
B. Statutory Regulation of Working Hours . . . . .	184
C. Trade Union Positions . . . . .	187
D. Working Time and Organisation in Health Care . . . . .	189
E. Conclusions . . . . .	198
Notes . . . . .	200
Bibliography . . . . .	201

*Chapter 10*

**PROCEEDINGS OF THE OECD EXPERTS' MEETING ON FLEXIBLE WORKING TIME ARRANGEMENTS: THE ROLE OF BARGAINING AND GOVERNMENT INTERVENTION**

*Gerhard Bosch and Peter Tergeist*

A. Introduction . . . . .	203
B. The Opening Session . . . . .	204
C. The Sectoral Studies . . . . .	205
D. The Role of Statutory Regulation . . . . .	209
E. Divergence or Convergence of Employer and Employee Interests . . . . .	210
F. Concluding Remarks . . . . .	211