## Table of Contents

| Acknowledgments   | 9       |
|---|---------|
| Judith Buber Agassi<br>Introduction: The Redesign of Working Time: Promise or Threat?   | 11      |
| Albert Mok, President of ISA Research Committee 30 (Antwerp, Belgium)<br>Opening Address: The Sociology of Work and the Design<br>of Working Time | 23      |
| 1.<br>The Present State of Working Time and the Problem and<br>Consequences of its Redesign<br>Preface to Chapter 1                               | 27      |
| Edwin Schudlich (Frankfurt)<br>Between Consensus and Conflict<br>The Development of Industrial Workung Time in the FRG                            | 29      |
| Maria Holstein – Beck (Warsaw)<br>Flexibilization of Working Time in Poland<br>Former Practice and Future Perspectives                            | 41      |
| Gunvor Strømsheim (Oslo)<br>Working Time Reforms in a Welfare Society<br>Preferences, Interests and Conflicts                                     | 48      |
| 2.<br>Reduction and Flexibilization of Working Hours and<br>the Preservation and Creation of Jobs<br>Preface to Chapter 2                         | 65      |
| Diane Tremblay (Montreal)<br>From Work-sharing to the Flexibilization of Working Time<br>A Comparative Analysis of the Cases of Canada and France | 67      |
| Stephen Heycock (Bradford, U.K)<br>New Technology in the Coal Industry and its Effects upon<br>Patterns of Work Organization                      | 84<br>5 |



| 3.<br>Flexibilization, Collective Bargaining, and Working Conditions<br>Preface to Chapter 3   | 97          |
|--|-------------|
| Hanns-Georg Brose · Matthias Schulze-Boeing · Monika Wohlrab-Sa<br>(Marburg, FRG)<br>Discontinuity and Flexibility in Working Time and Work Careers<br>The Example of Temporary Work                         | ahr<br>99   |
| Carola Möller (Hamburg, FRG)<br>Flexibilisation<br>The Impoverishment of the Employees, and the Reduction<br>of Work Place Solidarity  | 114         |
| Rudi Schmidt Rainer Trinczek (Erlangen – Nürnberg, FRG)<br>Standardized and Differentiated Working Hours in the Context of an<br>Increasing Deregulation of Working Conditions<br>The West German Experience | 1 <b>29</b> |
| 4.<br>Working Time in Industrializing Societies<br>Preface to Chapter 4  | 137         |
| Litsa Nicolaou – Smokoviti (Piraeus, Greece)<br>Redesign of Working Time and Social Change<br>The Case of Greece   | 139         |
| Vinita Srivastava (Chandigarh, India)<br>Urban Industrial Workers in India<br>Differentiated Labour and Differentiated Hours of Work   | 145         |
| Anna Buchner – Jeziorska (Lodz, Poland)<br>Working Time in Poland<br>Some Regulations and General Tendencies   | 161         |

| 5.<br>Women's Part – time Work<br>Preface to Chapter 5   | 167 |
|--|-----|
| Christel Eckart (Frankfurt, FRG)<br>Learning from History?<br>Notes on Part-time Work as a Sign of Social Reproductive Needs   | 169 |
| Christoph F. Büchtemann (Berlin)<br>The Socio-economics of Individual Working Time Reduction<br>Empirical Evidence from the FRG  | 178 |
| Elaine Stahl Leo (Washington D.C., USA)<br>Working Part – time in Male Professions<br>Social – Psychological Costs and Benefits Reported by<br>Thirty American Women with Families | 207 |
| 6.<br>Working Time Norms and the Status of Women<br>Preface to Chaper 6  | 227 |
| Irena Reszke (Warsaw)<br>Actual and Potential Effects of Patterns of Working Time<br>on the Status of Women in Poland  | 229 |
| Sheila Allen (Bradford, U.K.)<br>Flexibility of Work and Working Time<br>A Gendered Approach   | 238 |
| Judith Buber Agassi (Frankfurt, FRG)<br>The Design of Working Time and the Status of Women   | 249 |
| Ingrid Kurz-Scherf (Düsseldorf, FRG)<br>Elements of Emancipatory Working Time Policy<br>Ten Theses on Making Normal Working Time More Dynamic and<br>Freeing It from Patriarchy    | 256 |

| 7.<br>The Redesign of Working Time and the Quality of Working Life<br>Preface to Chapter 7                   | 261 |
|--|-----|
| Erkki Asp (Turku, Finland)<br>Reduction and Flexibility of Working Time in Finland<br>and its Consequences   | 263 |
| Seppo Aho (Rovaniemi, Finland)<br>Introducing a Common System of Sabbatical Leaves<br>in Various Professions | 273 |
| Leni Beukema (Utrecht, Netherlands)<br>The Quality of Work<br>It's Indispensibility for Working Time Policy  | 285 |
| Monica Magnusson (Lund, Sweden)<br>Employee – designed Working Time Scheduling<br>Some Swedish Examples      | 298 |
| The Contributors to this Volume: Short Biographical Notes  | 311 |
| Name Index   | 316 |
| Subject. Index   | 321 |