



**ETUC-TUC conference¹
17-18 November 2005**

“Challenging Times”

***Innovative ways of organising working time:
the role of trade unions***

Venue: ITF-House, 49-60 Borough Road, London (U.K.)

Programme

Wednesday 16 November

evening: arrival and registration of participants

Thursday 17 November

First part of the day: *Raising and exchanging knowledge and awareness;
the 21-st century challenges with regard to the
organisation of working time: reducing hours and
increasing flexibility, a benefit for all !*

8.30 – 9.15	Registration and coffee
9.15	Welcome and practical announcements, Catelene Passchier , confederal secretary ETUC
9.30	Opening statement by Frances O’Grady , depute general secretary TUC
9.40 – 11.00	<i>First session: Working time trends in the 21-st century, the challenges of global competition, flexibility, and demographic change; chaired by Frances O’Grady</i> Jon Messenger , senior research officer conditions of work and employment programme of the International Labour Office Geneva: <i>working time trends, a global perspective</i>

¹ This conference is realised with the support of the European Commission

Steffen Lehndorff, research director of the Institute for Labour and Technical development (IAT), Scientific centre North Rhine Westfalia, Germany:
Flexibility and control: new challenges to working time policy in the EU

Béla Galgoczi, senior research officer European Trade Union Institute ETUI-REHS:
Challenges with regard to working time flexibility for the new EU Member States.

NN: *new trends in working time arrangements and their effects on health and safety (long working hours, flexibility, irregularity and unpredictability): the role of regulation, information and consultation*

Questions from the floor

11.00 – 11.15

coffee-break

11.15 – 12.30

Second session: the organisation of working time and fundamental changes in the workforce; chaired by Jo Morris, TUC

Jean Yves Boulin, researcher in sociology CNRS, IRIS, University of Paris Dauphine : *demographic developments: a life course approach to shorter working hours and longer working lives*

Lilli Felice, professor of labour law and social security, University of Naples, Federico II, Italy:
The metamorphosis of working time: from working time to worker's time, a gender perspective

Alessandra de Cugis, City council of Milan, Italy:
Time in the cities, a holistic approach to the synchronisation of working time arrangements and public services

Questions from the floor

12.30 – 14.00

Lunch break

Second part of the day: Exchange of good practice examples: the role of trade unions as agents for innovative change

14.00 – 15.15

Working time challenges in the private sector

Airbus Germany, presented by **Udo Nobel**

“Working smarter in the Netherlands” presented by **Sam Groen** of the trade union FNV Bondgenoten en **Peter Vos** representing the employersorganisation AWWN

Tegral Ireland, an SME in metalforming, presented by **Larry Lynham** (tbc)

Questions from the floor

15.15 – 15.30

Teabreak

15.30 – 17.30

Meeting changing needs of workers and clients in healthcare, chaired by Jo Morris, TUC

Karen Jennings (senior national health negotiator UNISON), and **Dean Royle**, Head department of Health (**NHS**) present the NHS project “Improving working lives” and the NHS Agenda for Change

Roundtable with trade union experts from the healthcare sector in other EU countries, chaired by **Jo Morris**, senior officer gender equality and employment rights of the TUC

17.30

Closure of first day, practical announcements, etc.

17.45

departure by bus to:
reception hosted by **Gerry Sutcliffe**,
Under Secretary of State for Employment Relations,
UK Department of Trade and Industry

Friday 18 November

First part of the day:

Working time and regulation: which kind of regulatory framework is needed to support innovation of working time arrangements

9.00 – 10.15

First session: Individual time sovereignty within a collective framework, the practical challenge, chaired by Catelene Passchier, ETUC

Ariane Hegewisch, research fellow at American University of Washington and Cranfield UK: *Choice and flexibility for workers, comparison of different approaches in EU countries*

Rowena Hayward (GMB union UK) presents the case of **Bristol city council**, as an example of an integrated flexibility approach for all city staff

Jo Morris, *Working time regulation and the promotion of measures to improve work life balance*

Discussion

10.15	<p><i>ETUC challenging times award</i></p> <p>Presentation of jury report, by the chair of the jury, François Eyraud, Head of department of working conditions, International Labour Office, Geneva</p> <p>Announcement of winner 'ETUC Challenging Times Award' by John Monks: award for the most innovative way of organising working time in good social partnership</p> <p>Presentation of the award-winning case</p>
11.00 – 11.15	Coffee break
11.15 – 12.45	<p><i>Second session: Modernising working time, what role for the European Union?</i> chaired by Catelene Passchier, ETUC</p> <p>Fernando Pereira, (DG Employment) presents the views of the Commission with regard to which measures to take at EU level to support the modernisation of working time: what role for the Working Time Directive, which link to the Lisbon agenda and demographic change?</p> <p>Alejandro Cercas, EP rapporteur from the Socialist group (Spain) presents the State of play with regard to the Revision of the Working Time Directive, and a perspective for further action</p> <p>UK MEPs, Steven Hughes (PES, tbc) and Jean Lambert (European Greens) give a short intervention about the 'British connection' to the working time debate from a European perspective</p> <p>John Monks, general secretary of the ETUC puts the battle about the Working Time Directive and the modernisation of working time arrangements in the broader perspective of ETUC demands for a strong and social Europe.</p> <p>Discussion</p>
12.45 – 13.15	<p>Presentation of the draft ETUC time table for action, by Catelene Passchier, ETUC</p> <p>Discussion and adoption</p>
13.15 - 13.30	Concluding remarks and closure of conference
13.30 – 14.30	Lunch
