

Minutes – Meeting 07 June 2018

European Network for the fair sharing working time

Participants: Margareta Steinrücke (ATTAC Arbeitfairteilen), Adrien Tusseau (Collectif Roosevelt), David Feltz (Collectif Roosevelt), Sebastien Robeet (CSC-CNE), Sam Groen (FNV), Joachim Jachnow (RLS)

The organizers sincerely thank the Rosa Luxembourg Stiftung (RLS) for the availability of the room and for the warm welcome.

Agenda of the meeting

1. Evaluation and progress of the network
2. What is the main objective of the network?
3. Preparation of October 2018 conference and summary of decisions/tasks

1) Evaluation and progress of the network

The first item was to explain and discuss why this meeting became a 6-persons working meeting instead of a large meeting with 70 participants. The 2 main reasons seem to be the difficulty to find a room in Brussels (as the organizers are based in Germany and France) and the choice of the date. Indeed, we received many replies from members of the network who were interested but unavailable at those dates (see the invitation list in annex 1). However, we think that some structural reasons should also be taken into consideration.

After the success of the first meeting of the network, 40 participants in October 2016 at the European Parliament, with the support of the RLS and Thomas Händel, the second meeting in October 2017 already showed some limits of the initiative. Here is a list, ordered by importance, of possible structural reasons affecting the progress of our network.

Our strengths:

1. We are the only initiative fully dedicated to promote working time reduction at the European scale.
2. The variety of our members (coming from unions, NGOs, academia, political parties¹) makes our discussions complementary to those of unions, on this topic, at the European scale (ETUC, Alterssummit).
3. There is still a lot of potential for the network to grow and our informal organizational structure allows us to adapt smoothly to the needs of the members of the network.
4. Our 3 years of existence shows our ability to organize in the long run. It is a key aspect as it may take years, even decades, to make working time reduction a central topic in the public debate.

Our weaknesses:

1. The lack of results in the current defensive context (hundreds of neo-liberal reforms). For instance, the Austrian government just extended working hours up to 12 hours a day and 60h a week, despite that 2 of the biggest unions (Pro-GE and GPA) are pushing for 35h a week in collective agreements.
2. Regardless of the defensive context, working time reduction do not seem to be a strategical priority for many organizations in favor of this idea (for various reasons that should be fully discussed in the network). It is however possible to work on this situation over time. For instance, working time reduction was not a topic in Belgium 10 years ago. But unions (FGTB, CSC-CNE), then NGOs (Roosevelt.be) and political parties (PS, PTB, etc..) managed to recently create a momentum in Belgium.
3. Members of the network lack of time to do volunteer work for the network and this may explain why working groups did not function. Intensification of work is also touching unions' and NGOs' staff.
4. The online exchange platform (Basecamp) is not really used by the network. There is a concrete challenge of finding efficient communication methods that fit the various preferences of members.

Additionally, the way we present the topic of working time reduction could have some limitations. In the case of IG Metall the debate was oriented towards the combination of work and private life but not the question of unemployment. Working on this issue inside the network could provide some new directions.

It is clear that the network should solely focus on working time reduction but we should always think working time reduction in a larger context of at least 5 key societal challenges:

- Climate change
- Inequalities
- Gender equality
- Aging
- Digitalization

We encourage internal and public debates on the links between these topics and working time reduction. These topics can also be debated in the framework of the network as long as participating organizations have expertise to share.

¹ The political parties can participate and support the dynamic of the network but have the status of "observers".

2) What is the main objective of the network?

	Action?	Networking?
Objectives	<ul style="list-style-type: none"> Initiate common actions at the European scale to straighten national and local initiatives 	<ul style="list-style-type: none"> Connect people and share information to create a real and sustainable community²
Opportunities	<ul style="list-style-type: none"> More exiting to have a common projects Positive example of the basic income ECI in 2013 that structured the European network and created national dynamics 	<ul style="list-style-type: none"> The main benefit of our network is to inform each other on what is happening internationally on the question of working time reduction.
Risks	<ul style="list-style-type: none"> Results will mostly depend on the external context, we need a momentum Some members of the network could leave, as they expect no additional work from us. 	<ul style="list-style-type: none"> Lack of understanding of what we do If just information exchange, the network could rapidly end in the form of a newsletter Some organizations could be reluctant to join if no concrete projects to participate

- With our current means, the main objective should be to focus on informal networking by organising discussions, on regular basis, between the members of the network.
- This objective is still challenging for us at the moment:
 - We need to sustain the organisation of physical meetings (with translation) in Brussels in the long run (at least for 3 years) and anticipate the possible changes in the current organising team (Attac Germany and Collectif Roosevelt). Some complementary ideas have also been suggested to better adapt meetings to the networking format after 2018:
 - Organize shorter meetings (with translation) but more frequently at the occasion of European scale events which are already taken place (ATTAC European Social University, Alter Summit, ETUC/ETUI conferences, etc.)
 - Organize short meetings (in English) during, after or before events that already exists at the national level (FNV working time festival in 2019, etc.).
 - Organize informal gatherings (in English) with team building activities during out of office time (hiking week ends, etc.)
 - Yet, we did not manage to create a dynamic in between the physical meetings. This is a clear limitation in the development of our network. Maybe new tools such a newsletters and mailing lists could help in addressing this issue.
- If initiating actions is not the network main objective, we do encourage members of the network to suggest actions to others members of the network (to be done at the European scale or at the national scale with a European dimension). This would help to create a ripple effect, especially in the context of the 100-year anniversary of the 8-hour day and the 2019 European Parliament elections.
 - With the current means of the organising team only 2 actions are planned at the level of the network for 2018-2019:
 - Write a common text in the format of a press release that could be translated in several languages. This common text should be signed by as many organizations as possible³ and be published in spring 2019 before the European Elections. The first step is to identify one person per country to write a first draft for mid-September 2018 and present a first version at October's meeting.
 - Develop some common argumentation (panorama of concrete working time reduction proposals, arguments towards workers, the general public, decision makers, etc.) The first step is to create a group of volunteers with a clear work plan. Some people have already shown an interest in the working group "proposals" on basecamp and in past meetings but we need a project coordinator.
 - Another key role of the network is to regularly inform all members about initiatives happening at the national level. It is important to share small steps, especially the state of internal discussions inside the unions. If unions do need to take the time (usually years) to raise awareness internally (with campaigns towards workers) before starting a negotiation, the debate should also be ready at the level of the general public (at least locally) to increase the chances of success. Unions and NGOs should better coordinate to agree on a common calendar especially when there is a real demand to create experimentations.

² Self-organized network with common agenda who collaborate by sharing ideas, information, and other resources.

³ For example: http://www.qe4people.eu/ngos_urge_the_ecb_qe_stop_subsidising_polluting_corporations

3) Preparation of October 2018 conference and summary of decisions/tasks

	What?	When?	Who?
Preparation of October conference			
[Decision]	Validation of the agenda (see annex 2)	June 7th	David, Sam, Margareta, Adrien
[Task]	Confirmation of the room with the FGTB	ASAP	Adrien
[Task]	Short list of key speakers : contact them to confirm	ASAP	Margareta, David
[Task]	Send the save the date with the short list of the speakers	mid june	David
[Task]	Sending the final invitation at the end of June and send a reminder in July, August and September	End of June	David
Strategy of the network			
[Decision]	With our current means, the main objective should be to focus on informal networking by organizing discussions, on regular basis, between the members of the network. Only 2 actions will be organized by the network: a common press release in spring 2019 and the development of a common argumentation. For other actions, we do encourage members of the network to suggest actions to others members of the network.	June 7th	David, Sam, Sebastien, Margareta, Adrien
[Task]	Write a first draft of the common press release	Mid September	David, Sam, Margareta, Adrien
[Task]	Develop common argumentation	??	??
[Task]	Create a presentation brochure of the network	Before summer	David, Mojca

Annex 1 Invitation List

Name	Position	Organisation	Country	Category
Evelyn Regner	Member of the European Parliament	Group of the Progressive Alliance of Socialists and Democrats	Austria	Political parties
Eva Scherz	Business Advocacy	Gewerkschaft der Privatangestellten,(GPA)	Austria	Unions
Mag. Susanne Haslinger	Law Department	PRO-GE	Austria	Unions
Delphine Houba	National board	Roosevelt.be	Belgium	NGOs
Michel CERMAK	President	Roosevelt.be	Belgium	NGOs
Philippe Lamberts	Member of the European Parliament	Greens/EFA	Belgium	Political parties
Benjamin PESTIEAU	member of PTB-Bruxelles	PTB	Belgium	Political parties
Anne Dufresne	Researcher	GRESEA	Belgium	Researchers
Bruno Bauraind	Researcher	GRESEA	Belgium	Researchers
Evelyne Zabus	business Advocacy	CNE	Belgium	Unions
Sebastien Robeet	responsible for study	CNE	Belgium	Unions
Alexandre Govaerts	Responsible for the European relations (CoEE)	FGTB	Belgium	Unions
Robert Vertenuel	Secretary General	FGTB	Belgium	Unions
Aurore Joly	Communications officer	Young CSC	Belgium	Unions
Vincent FANARA	member of FGTB Liège-Huy-Waremme	young FGTB	Belgium	Unions
Lucie Studničná	Head of the Department for European and International Relation	Czech-Moravian Confederation of Trade Unions	Czech Republic	Unions
Katerina Anastasiou	coordinator of the info platform change4all	transform!	Europe	Foundations
Sebastian Franco	Coordinator	Altersummit	Europe	NGOs/Unions
Stan De Spiegelaere	Researcher	ETUI	Europe	Researchers
Wiebke Warneck	Legal advisor	ETUC	Europe	Unions

Wolfgang Kowalsky	responsible for industrial democracy	ETUC	Europe	Unions
Benôit Gérirts	Deputy General Secretary	IndustriAll	Europe	Unions
Luc Triangle	Deputy General	Industry All	Europe	Unions
Guillaume Duval	Editor in chief	Alternatives Economiques	France	NGOs
Adrien Tusseau	Coordinator	Collectif Roosevelt	France	NGOs
David Feltz	Coordinator	Collectif Roosevelt	France	NGOs
Jean-Marie Perbost	Economist and Journalist	Collectif Roosevelt	France	NGOs
Rachel Knaebel	Journalist for BastaMag! Based in Berlin	Individual	France	NGOs
Gaël GAULTIER	National board	JOC	France	NGOs
Jacqueline Balsan	President	Mouvement National des Chômeurs et Précaires (MNCP)	France	NGOs
Eliot NOUAILLE	Co-president	Nouveau souffle	France	NGOs
Denis VICHERAT	editor, éditions Utopia	Utopia	France	NGOs
Aurore Lalucq	Co-director	Veblen Institute	France	NGOs
Wojtek KALINOWSKI	Co-director	Veblen Institute	France	NGOs
Barbara Romagnan	Former Member of the Parliament	Génération.s	France	Political parties
Laura SLIMANI	former president of the european young socialists	Génération.s	France	Political parties
Charles ALONSO	PA to Sabine RUBIN, MP	La France Insoumise	France	Political parties
Pierre Larrouturou		climat 2020	France	Political parties
Jean-Marie HARRIBEY	Economist	Attac France	France	Researchers
Anne EYDOUX	Economist	Economistes Attérés	France	Researchers
Dominique Méda	Philosopher and sociologist	Individual	France	Researchers
Mohammed Oussedik	National Board	CGT	France	Unions
Romain Descottes	responsible for study (impact of digitalisation)	CGT - fsetud	France	Unions
Muriel Wolfers	Syndicalist	CGT- Chômeurs	France	Unions
Régis Granarolo	Co-founder and president	MUNCI	France	Unions
Verveine Angeli	National board	Solidaires	France	Unions
Christina Schildmann	Researcher	Hans Böckler Stiftung (HBS)	Germany	Foundations
Yvonne Lott	head of the department for labour-research	Hans Böckler Stiftung (HBS)	Germany	Foundations
Joachim Jachnow	Head of office	Rosa Luxembourg Foundation (RLS)	Germany	Foundations
Louise Gautier	Office Manager	Rosa Luxembourg Foundation (RLS)	Germany	Foundations
Ingeborg Schellmann	Coordinator Arbeitfairteilen	Attac	Germany	NGOs
Margareta Steinrücke-Pavicic	Sociologist, Attac Arbeitfairteilen (Region Bremen)	Attac	Germany	NGOs
Stephan Krull	Arbeitfairteilen (Region Hannover)	Attac / IG Metall	Germany	NGOs
Hans-Georg Nelles	deputy chairman Fathers Expert Network Germany e.V.	Bundesforum Männer	Germany	NGOs
Martin Behrsig	President	Erwerbslosenforum Germany	Germany	NGOs
Dr. Thomas Gesterkamp	Journalist and author	Individual	Germany	NGOs
Mathias Greffrath	Sociologist and journalist	Individual	Germany	NGOs
Andreas Luttmer-Bensmann	President	Katholische Arbeitnehmer Bewegung (KAB)	Germany	NGOs
Michael Klatt	Chairman Federal	Kirchlicher Dienst in der Arbeitswelt (KDA)	Germany	NGOs
Dr. Martin Schirdewan	Member of the European Parliament	GUE/NGL	Germany	Political parties
Thomas Händel	Member of the European Parliament	GUE/NGL	Germany	Political parties

Dr. Steffen Lehndorff	Research Fellow at the Institut Arbeit und Qualifikation (Institute for Work, Skills and Qualification / IAQ), University of Duisburg/Esse	Individual	Germany	Researchers
Heinz Bontrup	prof. for economy fachhochschule gelsenkirchen and inventor of the 30hoursweek	Individual	Germany	Researchers
Ingrid Kurz-Scherf	prof. em. univ. Marburg	Individual	Germany	Researchers
Kerstin Jürgens	sociologist and president of the commission "Arbeit der Zukunft" of HBS/DGB	Individual	Germany	Researchers
Mohssen Massarat	prof. em. univ. Osnabrück for economy and political science	Individual	Germany	Researchers
Prof. Dr. Alfred Kleinknecht	Professor of Economics of. Innovation (emeritus), Delft.University of Technology.	Individual	Germany	Researchers
Prof. Dr. Beate Zimpelmann	Head of Degree Programme MA in European and World Politics, University of Bremen	Individual	Germany	Researchers
Jutta Schneider	Former Chairwoman Gillette Berlin	Attac / IG Metall	Germany	Unions
Anja Weusthoff	head of the womens department	DGB	Germany	Unions
Michael Wagner	Abteilung Jugend und Jugendpolitik	DGB Youth	Germany	Unions
Hilde Wagner	Former Responsible for working time in the department for collective agreements	IG Metall	Germany	Unions
Sophie Jänicke	Responsible for working time in the department for collective agreements	IG Metall	Germany	Unions
Uwe Fink	department for europe	IGMetall	Germany	Unions
Detlef Hensche	lawyer for labour law, former president of ig medien	Individual	Germany	Unions
Karin Schwendler	District Secretary Niedersachsen-Bremen	ver.di	Germany	Unions
Sylvia Skrabs	Collective Bargaining Policy Department	ver.di	Germany	Unions
Matyas Benyik	economist and specialist for working time reduction	Attac Hungary	Hungary	NGOs
Giulia Frosecchi	Labour Lawyer	CGIL	Italy	Unions
Carlo Parascandolo	activist and former trade unionist of FIOM	Individual	Italy	NGOs
Gerd Inger Polden	The Party Rødt's Women's group	Rødt	Norway	Political parties
Johan Petter Andresen	Activist	Rødt	Norway	Political parties
Judyta Klimkiewicz		Razem	Poland	Political parties
Jacek Rosołowski	Secretary of National Committee	Walka	Poland	Unions
Mojca Pisek	Journalist and activist	Individual	Slovenia	NGOs
Enrique Carmona	European Officer	CCOO Spain (Comisiones Obreras)	Spain	Unions
Xosé Luis Rivera Jácome	Relacións Internacionais e Cooperación	Confederación Intersindical Galega (CIG)	Spain	Unions
Alice Vernersson	SDN örgryte-härlanda, vice president	Vänsterpartiet Göteborg	Sweden	Political parties
Daniel Bernmar	leader of the Left party on Gothenburg's City Council	Vänsterpartiet Göteborg	Sweden	Political parties
Jonas Nässén	Physical Resource Theory	Chalmers University of Technology	Sweden	Researchers
Sam Groen	Advisor Working Times	Federatie Nederlandse Vakbeweging (FNV)	The Neederlands	Unions
Aidan Harper	Assistant Researcher	New Economics Foundation (NEF)	UK	NGOs
Will Stronge	researcher	Autonomy (autonomyinstitute.org)	UK	Researchers
Michael Kraetke	prof. for political economy univ. lancaster	Individual	UK	Researchers

Annex 2: Draft Agenda – meeting October 25th-26th 2018 (Brussels)

Useful Information:

- The meeting will take place in the office of the FGTB in Brussels, Belgium (Rue de Suède 45, 1060 Saint-Gilles)
- **The meeting will start at 13:30 on October 25th and will finish at 17:00 on October 26th.**
- The meeting will be translated in English, French and German.
- 50 participants from 15 European countries are expected to be present.

Thursday October 25th:

13:00 - 13:30 – Welcome and opening

- Welcome of the participants and delivery of the working papers and agenda
- Informal discussions around a cup of coffee/tea or juice

13:30 - 14:00 - Introduction

- General introduction by Margareta Steinrücke (Attac AG Arbeitfairteilen)
- Welcome address by the Rosa Luxemburg Stiftung and by the FGTB
- Presentation of the main objectives by Adrien Tusseau (Collectif Roosevelt) and David Feltz (Collectif Roosevelt)

14:00 – 15:30 – Roundtable 1

- Presentations by:
 - o **Sophie Jänicke** (Responsible for working time, in the department for collective agreements, **IG Metall**): *Evaluation of the 28-hour week campaign in Germany*
 - o **Stan De Spiegelaere** (Researcher, **ETUI**): *Summary of developments in working time in Europe*
 - o **Aurore Lalucq** (Co-director, **Veblen Institute**): *The role of working time reduction in addressing climate change*
- Open debate between the participants (30 min)

15:30 – 16:00 – Break

16:00 – 17:30 – Roundtable 2

- Presentations by:
 - o **Eva Scherz** (Business Advocacy, **GPA-DJP**): *Negotiating working time reduction in a defensive context in Austria*
 - o **Evelyn Zabus** (Business Advocacy, **CSC-CNE**): *From utopia to practice, how to prepare negotiations in Belgium*
 - o **Sam Groen** (Advisor Working Times, **FNV**): *Using working time reduction to address aging in the Netherlands*
- Open debate between the participants (30 min)

17:30 – 18:00 - Conclusions of the first day

19:30 – 22:00 – Dinner

Friday October 26th:

9:00 – 09:30 - Welcome and opening

9:30 – 11:00 – Group session: What are our main problems and successes in the fight for working time reduction?

- Discussion, debate and brainstorming in small groups (6-8 participants)

11:00 – 11:30 – Break

11:30 – 12:30 - Discussion on the objectives of the European Network for the fair sharing of working time

- Summary of the group session: identify the most relevant issues and opportunities for the network
- Debate about the objectives and means of our network

12:30 – 14:00 - Lunch

14:00 – 15:00: The European working time directive, opportunities and risks

- o **Olivier Derruine**, assistant to Philippe Lamberts, MEP, Greens/EFA (Belgium) / to be confirmed
- o **Andreas Maschke** assistant to Martin Schirdewan, MEP, GUE/NGL (Germany) / to be confirmed
- o Open debate between the participants (30 min)

15:00 – 16:00 – Discussion: How could we help each other? What (external) help do we need?

- Open debate and free talk about the possibilities of cooperation between the participants

16:00 – 16:30 - Conclusion

- Summary of the main decisions taken during the meeting and information for the next meeting