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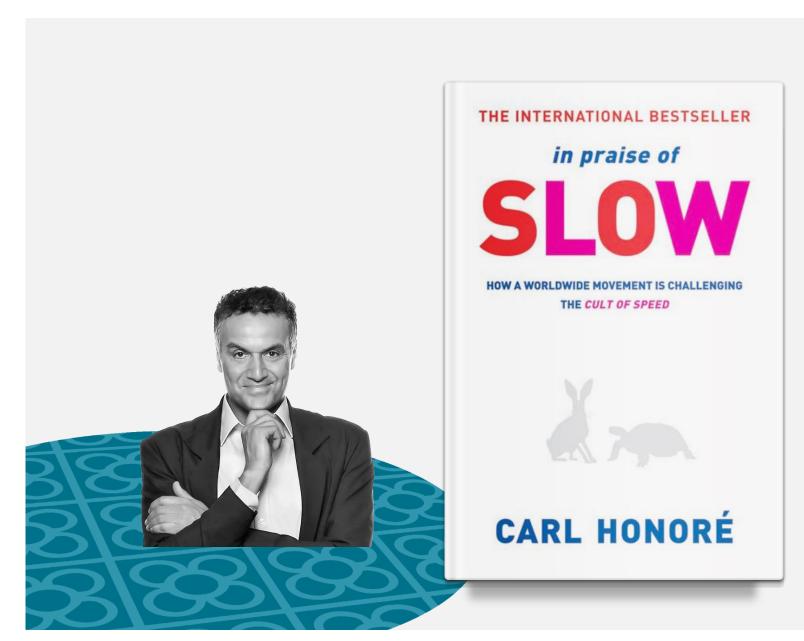




40th IATUR Conference

Time for Us - Celebrating Time Use Research

Budapest, 25 October 2018

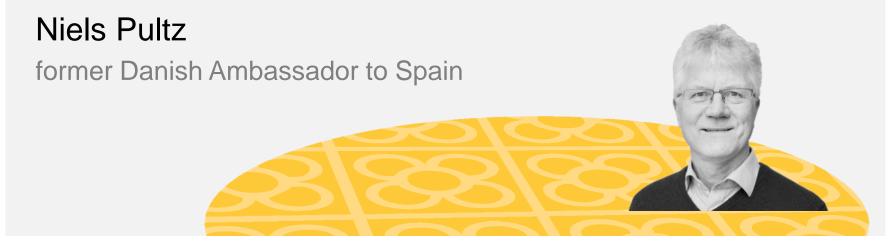






#### DILEMMA

## "When I leave work it's too early but when I get home it's too late"





#### Specificities of the timetable in Catalonia

1. Long break
for lunch and
lengthening of the
working day until late
in the evening

2. The shops close almost three hours later than the rest of Europe

3. Leisure and entertainment (especially televised) go on until midnight

4. This entails to less hours of sleep and a greater level of stress than in the rest of Europe



#### **TV Comparative Prime Time**

	18:00	18:30	19:00	19:30	20:00	20:30	21:00	21:30	22:00	22:30	23:00	23:30	24:00
Germany													
Spain													
France													
Italy													
Portugal													
United Kingdom													
Denmark													
Holland													





#### ROLE OVERLOAD

## "Spanish women are the most stressed in Europe"

Nielsen

2013



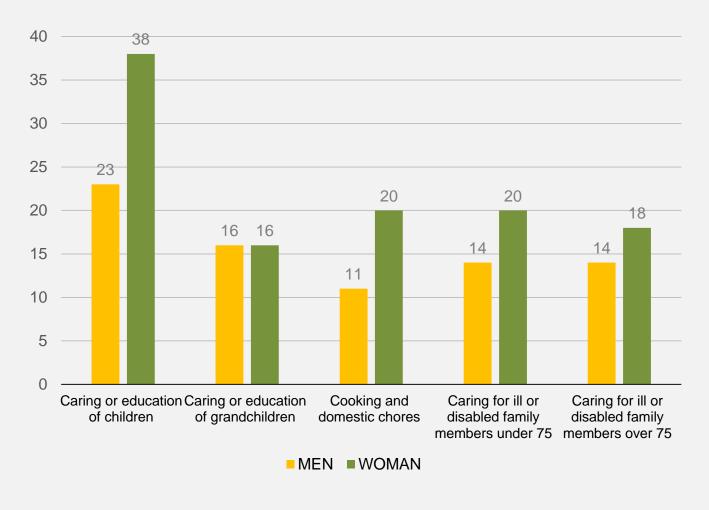


#### **Industrial model 19th and 20th centuries**



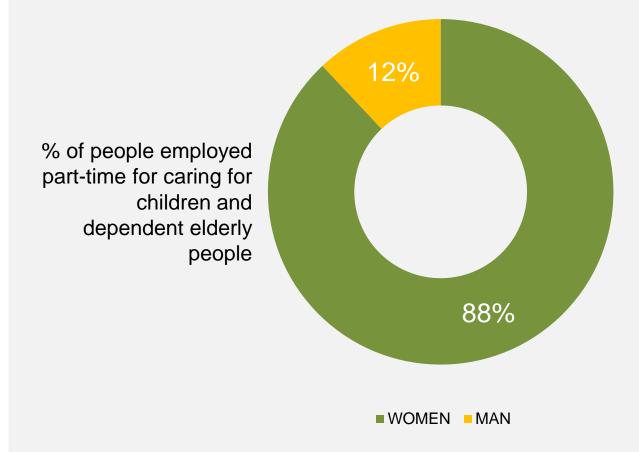


## Weekly hours dedicated to caring activities and housework in Spain (INE, 2016)





## People employed part-time according to type in Spain (Eurostat, 2017)





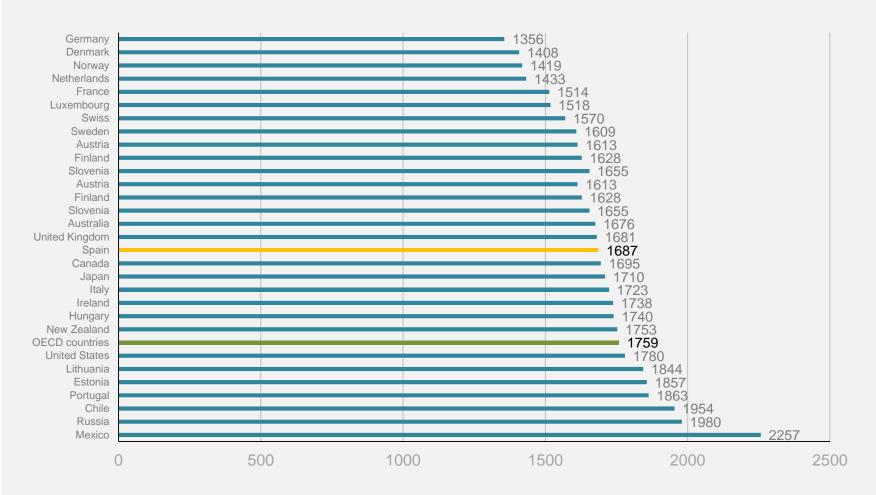


### In the economic world...





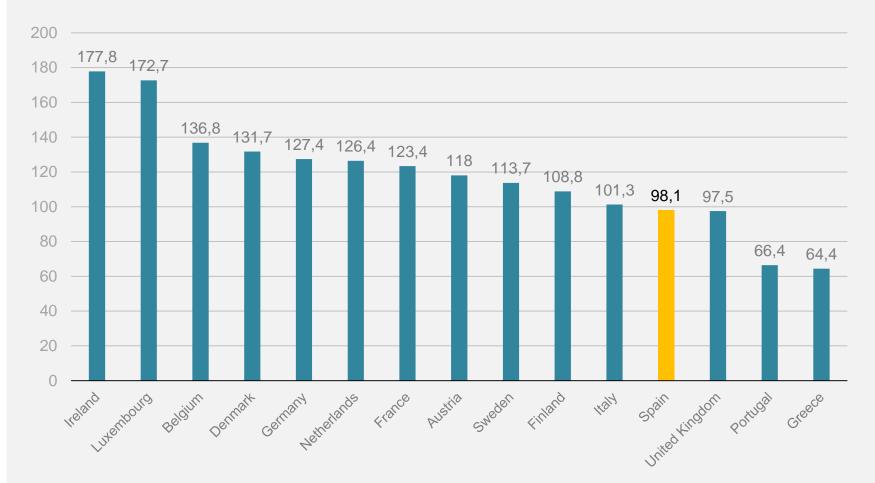
### Average working hours in the EU 15 (OCDE, 2017)



The Spanish working hours are longer than in other European countries



### Labour productivity per hour worked in the EU 15 (Eurostat, 2017)

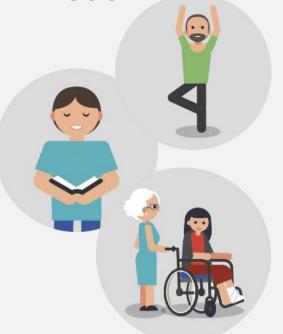






Catalonia is part of the Mediterranean model

- 1. Long working hours (41.06 hours / week)
- 2. Very rigid and not very flexible timetables
- 3. Total availability of the workers
- 4. Family as provider of the wellbeing and the caregiving





#### Catalonia is framed in the Mediterranean model



#### Long working days

- Reduced capacity for resolving problems
- Reduction of creativity
- Important increase in the levels of stress and insatisfaction
- Entails physical and psychosocial risks







77% of the companies continue with fixed timetables and long working days

However...

Those who work in flexible companies and with smart timetables produce 19% more

**IESE** 2014







# Some values Some strategies



#### **Barcelona City Council + Barcelona Activa**

## New organisations of time in the public and business sphere:



Time agreement with the citizenship



Network of companies in New Social Uses of Time (NUST)







#### **NUST Network of companies**

2006 > 2012 > 2013 > 2016 > 2018

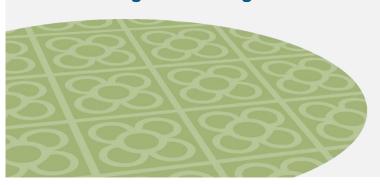
#### From 30 companies ...

- Creation of NUST Network of Companies
- BCN Award innovative company in reconciliation and time
- Creation Motor Group
- Synergies, communication and diffusion
- ... to 120
- Mentoring programme

 Start of workshops of exchange and annual conference

#### **Exchange and Recognition**

Visibility and Knowledge





#### 15 measures of Barcelona Activa

- 1. Making the start time flexible
- 2. Making the work schedule flexible. Compressing the working day.
- 3. Making the time to end the working day more flexible
- 4. Compressing the morning schedules
- 5. Bringing forward lunchtime
- 6. Dining rooms for the workers
- 7. Reducing work-related meals to the minimum

- 8. Making meetings more efficient
- 9. Working hour meetings
- 10. Virtual meetings are promoted
- 11. Making the meetings more productive
- 12. Fostering concentration to get the most out of training sessions
- 13. Making work time more productive
- 14. Guaranteeing the Right to Disconnect
- 15. Avoiding working on weekends





Change of values: human sustainability versus the logic of profit

Efficiency versus the need to be onsite

Co-responsibility of women and men





# "Only through time time is conquered"

T. S. Eliot







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