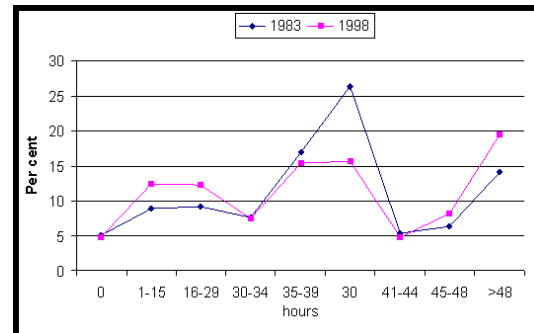


Working Time

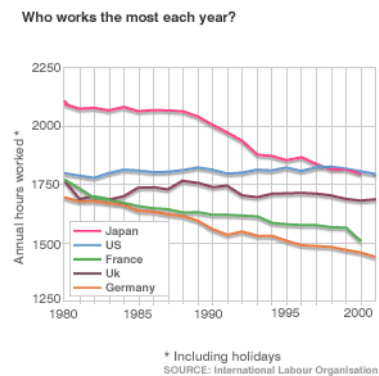
1. Working time

Working time names the period of time an individual spends at occupational labor. Unpaid labors such as housework are not included into the working week. In many countries a work week is regulated by laws, such as daily rest periods, annual holidays and maximum number of working hours per week.

Laws didn't exist in past and so working times of 16 hours per day and 6 to 7 days per week were common in the 19th century. In the 20th century, the workweek, in most of the industrialized world, dropped steadily, to about forty hours after World War II. France even adopted a 35-hour week in 2000.



Each society has an own definition of the ideal workweek. Most industrial nations place the value of working hours between 30 and 40 hours per week and between 3 and 5 weeks of usually paid vacation. The structure of the work week also varies for different professions and cultures. The work week often consist of Monday through Friday or Saturday with a free weekend as a time for himself. In most companies work-time on Friday is only until midday. Nowadays, some employers are also tending to a more restful week with Wednesday afternoon free. This is mainly common in public facilities.



2. Work arrangements

To reduce the stress for workers and people with caring responsibilities, there are different models of work-time.

2.1. Part-time work

Part-time work names a method were employees are working the half of a normal working day, either on forenoon or afternoon. This method is primarily used by women with caring responsibilities at home. In European about 30% of the women employees have chosen this time model.

2.2. Job-sharing

Job-sharing is a form of part-time work in which one job is filled with two or more part-time employees. These are working time shifted and the full-time salary is divided between them.

2.3. Flexitime

Flexitime names a model where employees have to be present at their place of work for specified periods of time, called core time, and allows them to vary their starting and finishing times. In some systems the number of hours to be worked each day is fixed in others there are the hours per week fixed. This time model is

not suitable for all jobs. Jobs where flexitime isn't possible are assembly lines, shift work or situations that require the simultaneous presence of all workers.

2.4. Time banking

Time banking or working time accounts involves the tracking of hours worked in "accounts" for individual workers. Workers can fill up the account by working overtime during peak periods and are possible to take leave for unexpected family events or other personal reasons. In some times this is combined with flexitime. Normally, if not all leave time is spent during a defined period of time only a small amount of the hours will be paid out the rest is declined.

2.5. Teleworking

In teleworking the employees work away from the workplace for a period of time or even only from home. Telework eliminates the travel time and costs and allows the worker to work at family friendly times. For organisation telework can reduce the costs for office space. However, for workers working all the time at home can lead to isolation and difficulties in switching from work.

3. Overtime

Long working hours are hours which are beyond standard working hours. These hours often cut into evenings and weekends and clearly leave less time for family or personal life. Long working hours are a way of increasing earnings, if they are paid. But for managers and professionals overtime is not usually paid, because working long hours may be a way of showing one's enthusiasm for the organization. Some companies in sectors with many professional workers have tried to move away from this long-working-time-culture.

4. Work-Life balance

The work-life balance is a person's control over the conditions in their workplace. It is accomplished when a person is fully satisfied about their personal life and their paid profession. It naturally benefits the person, society and business when a person's personal life is balanced with their own job.

A sentence that brings the idea of work-life balance to the point is: "Work to live. Don't live to work."

Work is a great part of a person's life and so it is necessary to find the right job for oneself, that is fun to do and the salary last for the living standard somebody might have to. Finding a job that makes fun is also important part to remove the possible causes of stress. And everybody knows that employees which like their jobs perform better than disgruntled and stressed ones.

5. References

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