



PURPOSE, CRITERIA AND RULES OF THE GAME
“ETUC working time innovation award”

NB: application deadline 21 October 2005

Purpose

In order to recognise and widely disseminate achievements of recent trade union actions and initiatives in the area of working time, the ETUC working time award will focus on any actions taken to promote and/or achieve innovative working time arrangements at all levels of trade union involvement (enterprise, sector, national).

The purpose of the award is to recognise demonstrable achievements in realising working time arrangements and patterns that are taking account in a balanced way of the interests of workers with regard to health and safety, work-life balance, quality employment and life long learning, and the interests of work-organisations with regard to productivity, competitiveness and flexibility.

Rules of the game

Entries may cover every sector of the economy.

There will be two categories of entry:

- A) enterprise level cases
- B) sectoral /national level cases

Actions/initiatives presented must show recent experience, and therefore in principle not be finished more than 3 years ago.

Cases must be preferably presented by the union (or worker representation) directly involved in the case, but can also be presented by the national confederation or European industry federation of which they are members. Unions (enterprise-level unions, or regional or national sectoral unions) may submit no more than one application. National confederations or European industry federations may present more than one case, as long as different unions are involved.

Cases must be presented with the attached application form, in one of the official ETUC languages (English, French or German). The application form and accompanying documents can be downloaded from the ETUC website: www.etuc.org (under: Events).

A 'jury' will be put in place, composed by high-level trade union leaders and independent experts coming from the academic and business world, to judge the cases, according to pre-established criteria. Entries will be judged on the criteria set out below.

Criteria

A. General criteria (all must be met):

Action:

- 1) the demonstrable actual or potential outcome/impact of the action or initiative with regard to the organisation of working time

Innovation:

- 2) the progress made in comparison to the previous position before the action/initiative was taken
- 3) the extent to which the action/initiative is innovative or groundbreaking
- 4) the degree to which the project challenged the status quo and changed existing practice

Social Partnership:

- 5) the degree to which the action/initiative is the result of, or promotes, successful trade union involvement and/or information and consultation of workers;
- 6) the degree to which the action/initiative has been achieved in good social partnership with employers and/or their organisations, and/or promotes negotiated solutions.

Sustainability:

- 7) the degree to which the competitiveness and productivity of the enterprise or sector is maintained or enhanced, without relying on long and/or irregular working hours

B. Specific criteria: cases will preferably have to show achievements in at least one of the following areas:

I. gender equality – work life balance:

- enhancing individual choice for workers, men and women, within a collective protective framework
- promoting gender equality
- promoting the reconciliation of work and family life and work-life balance for all workers
- promoting a life course approach (shorter working hours in one season of life, longer working hours in the other; shorter working hours per week, longer working lives; etc.)

II. health and safety – active ageing:

- a better protection of the health and safety of workers
- reduction or better management of unhealthy hours (night work; shift work)
- reduction of high rates of sickness-absence
- improving recruitment and retention levels
- assist older workers, and/or disabled workers to stay in the workforce

III. enhancing workers' say over their working hours:

- promoting the availability of a diversity of working time arrangements (compressed working week, part time work, job-sharing, staggered or gliding hours, school term-time working, etc.)
- promoting more influence of workers over the scheduling of free time (weekends, holidays, leave facilities; for instance provide extended leave to migrant workers with families abroad)
- combining flexibility in scheduling of working hours with reduction of the overall amount of working hours
- reducing irregularity and unpredictability of working hours

IV. employment, life long learning and mobility

- addressing employment and/or lifelong learning needs
- using to the full the skills of all workers, including those of women with children
- taking account of increased mobility, travelling time, and environmental needs.

Submission and presentation

Submissions, which are not selected for the overall Award, may receive commendations.

The Award will be made during the ETUC-conference 'Challenging Times', which will take place on 17 and 18 November in London, UK.

The applicants of the award winning case must be ready to present it, in a joint presentation by representatives of both sides of industry.

Submissions should be sent to the ETUC by 21 October 2005

To:

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