

BARTIME

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**SPECIAL SESSION 1.3: DOES THE NIGHT SHIFT STILL PAY? THE LABOR
MARKET OUTCOMES OF COLLECTIVE BARGAINING ON (PREMIUM) PAY FOR
WORKING TIME**

**ILO RDW CONFERENCE
GENEVA, 2 JULY 2025**



We thankfully acknowledge funding provided by the European Commission, DG Employment, Social Affairs and Inclusion, Project No. 101126498.

BARTIME: impact of collective bargaining on time

- BARTIME: The monetary rewards of working time dimensions in collective bargaining and in the working population in Europe (Jan 2024 – Dec 2025)
 - WageIndicator, Utrecht University, Universitat de Girona, Central European Labour Studies Institute
 - Funded by European Commission, supported by ETUI



BARTIME is funded by the European Commission, DG Employment, Social Affairs and Inclusion, SOCPL-2022-IND-REL-01 Project No. 101126498.

- Developments in the Bargaining Agenda on Pay for Standard and Inconvenient Working Hours
 - Janna Besamusca
- How Many Hours for a Living Wage? An Analysis of Gaps in Standard Work Week Length According to Laws, Collective Agreements and Practice
 - Kea Tijdens, Gabriele Medas, Iftikhar Ahmad
- Do Collectively Bargained Pay Premiums for Non-standard Hours Raise Workers' Wages in Practice?
 - Ferran Elias Moreno
- Bargaining on Overtime to Address Wage Theft in Indonesia
 - Dela Feby, Lydia Hamid



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Project aims

- An overview of standard and non-standard working time provisions in CBAs, including the pay associated with these hours (WP2)
- To understand what share of employees work standard and non-standard hours, and who gets paid extra for non-standard hours (WP3)
- To understand the contribution of non-standard working time premiums to pay in CBAs and social reality (WP4)

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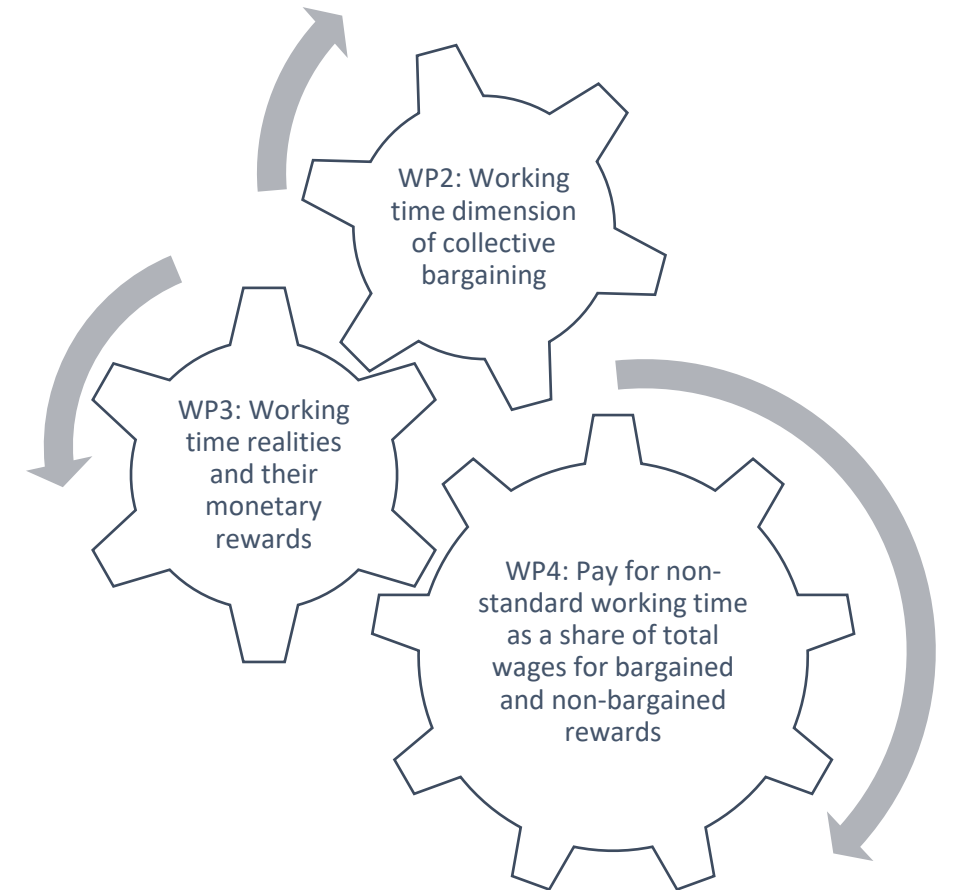
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**BARGAINING AGENDA ON (PREMIUM) PAY
FOR WORKING TIME**

**ARE STANDARD AND NON-STANDARD
WORK HOURS BLENDING?**

Janna Besamusca

ILO Regulating for Decent Work Conference

BARTIME Expert Meeting

2 July 2025



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Research motivation

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- Pay scales and wages must be understood in relation to working time
 - ...insights in premiums required to understand collectively bargained pay
- Non-standard working hours are increasingly common and often paid at a premium
- ..and premiums for non-standard hours form a substantial part of the incomes of specific categories of workers, especially low paid workers.
 - Premiums for non-standard working hours potentially important for decent wages, and wage gaps

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How is pay for working time regulated in CBAs

- Understand the developments in collective bargaining on pay for working time
 - Literature review
 - Analysis of 2001 coded CBAs from EU member states

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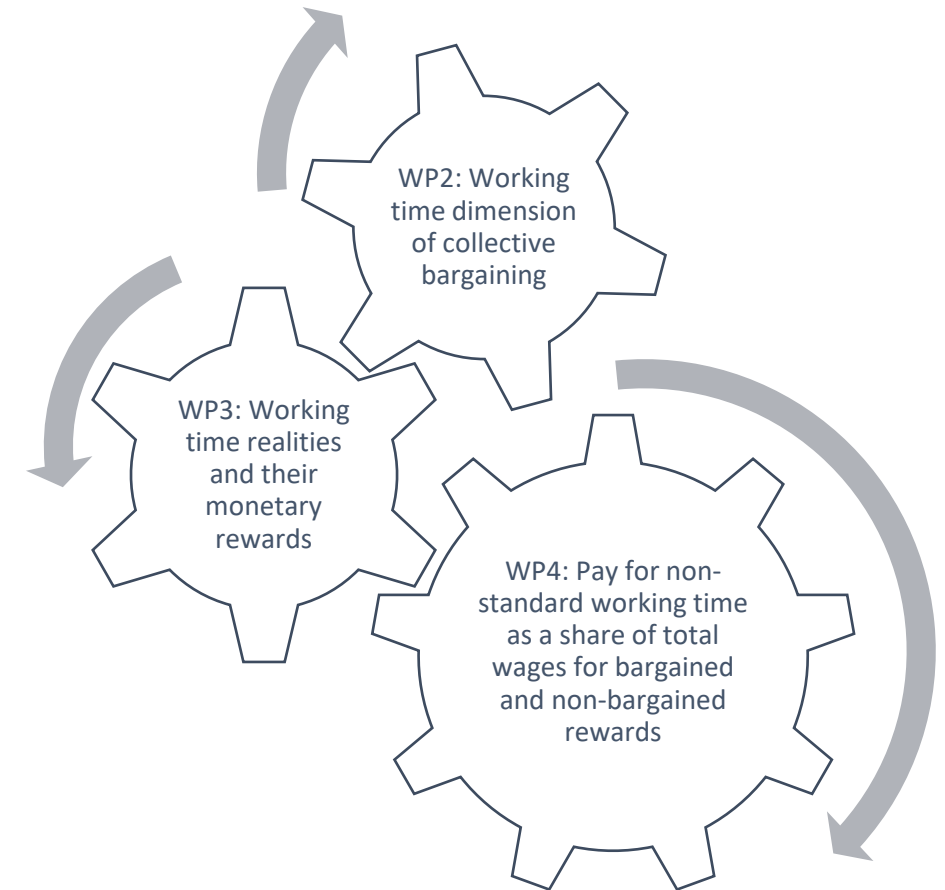
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TIME ACCOUNTS BLENDING STANDARD & NON-STANDARD HOURS?

Employee discretion

- Individual contracts on standard work week
- Condensed work weeks
- Picking & swapping shifts
- Flexitime

Employer discretion

- Annualized hours
- Wider standard operating hours
- Mandatory shifts at inconvenient hours
- Lower pay premiums, more time-for-time

The WageIndicator Collective Agreements Database in numbers

The screenshot shows the WageIndicator.org website. At the top left is the logo with three white dots and the text "WageIndicator.org". Below the logo is the tagline "Collect, Share, Compare. Aware." and a search bar with the placeholder text "search..". A navigation menu is visible with three main items: "Salaries +", "Labour Law +", and "About WageIndicator +". A blue arrow points from the "Labour Law +" menu item to a sub-menu. The sub-menu includes: "Collective Agreements Database", "+ Labour Law Around the World", "+ Platform Economy", "Collective Agreement Database per Country", "Collective Bargaining and Industrial Relations in Europe", "Collective Agreement Database - Visual", and "Collective Bargaining News". On the left side of the sub-menu, there is a black box with white text that says "LIVING WAGES RELEASE" and "Get Access to wageindicator's LIVING Wages for 155 Countries and 2,290 Regions." Below this box is an orange button with white text that says "See Plans and Pricing".

- Established in 2012
- 2001 CBAs from EU member states
- Agreements are collected, annotated (coding scheme with more than 1000 variables) and published in WageIndicator national websites, all in national languages (original text)
- All CBAs are internationally comparable
- 12 main macro-topics

Pay for working time measures



The following topics will be used in the framework of the project CBAs analysis:

- ❖ **Standard working hours** (e.g. Does the agreement have clauses on standard working hours, schedules, holidays and days of leave?; How many hours per day/week/month/year are agreed)
- ❖ **Night and evening work premiums** (e.g., Is a premium for evening or night work agreed? What percentage of regular hourly wage is paid as premium for evening or night work?)
- ❖ **Sunday work premiums** (e.g. Is a premium for Sunday work agreed?; Premium in % of basic wage; Does the agreement provide for a maximum number of Sundays / bank holidays that can be worked in a year?)
- ❖ **Shiftwork allowances** (e.g. How is the extra payment given for a worker with one year of experience?)
- ❖ **On call/standby payments** (e.g. Is a payment for standby/on-call/available/consignment work agreed?)
- ❖ **Overtime payment** (e.g. Is there compensation for overtime work? What percentage of regular wage for hours above the standard working week is paid as overtime payment?)

Standard working hours

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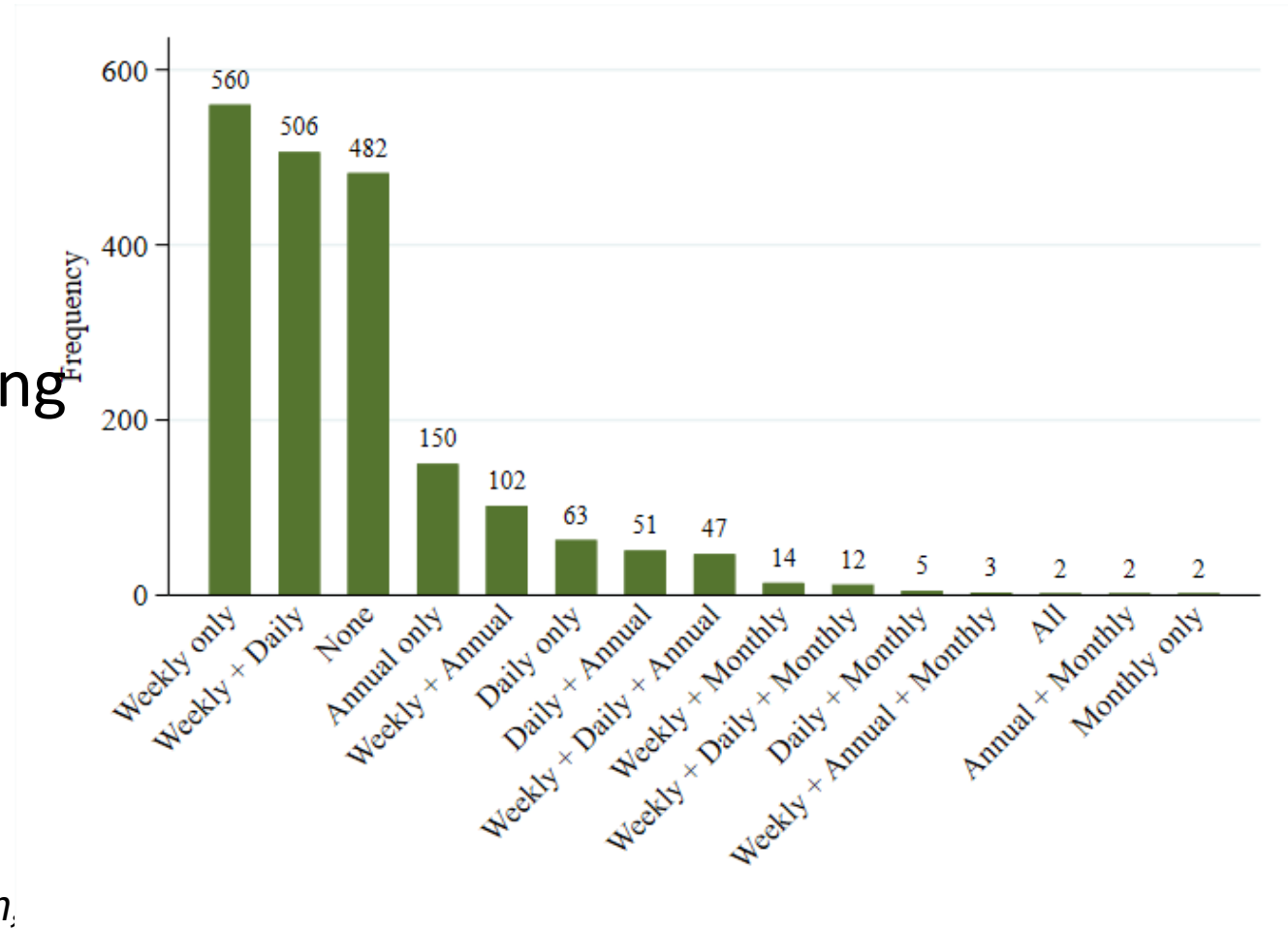
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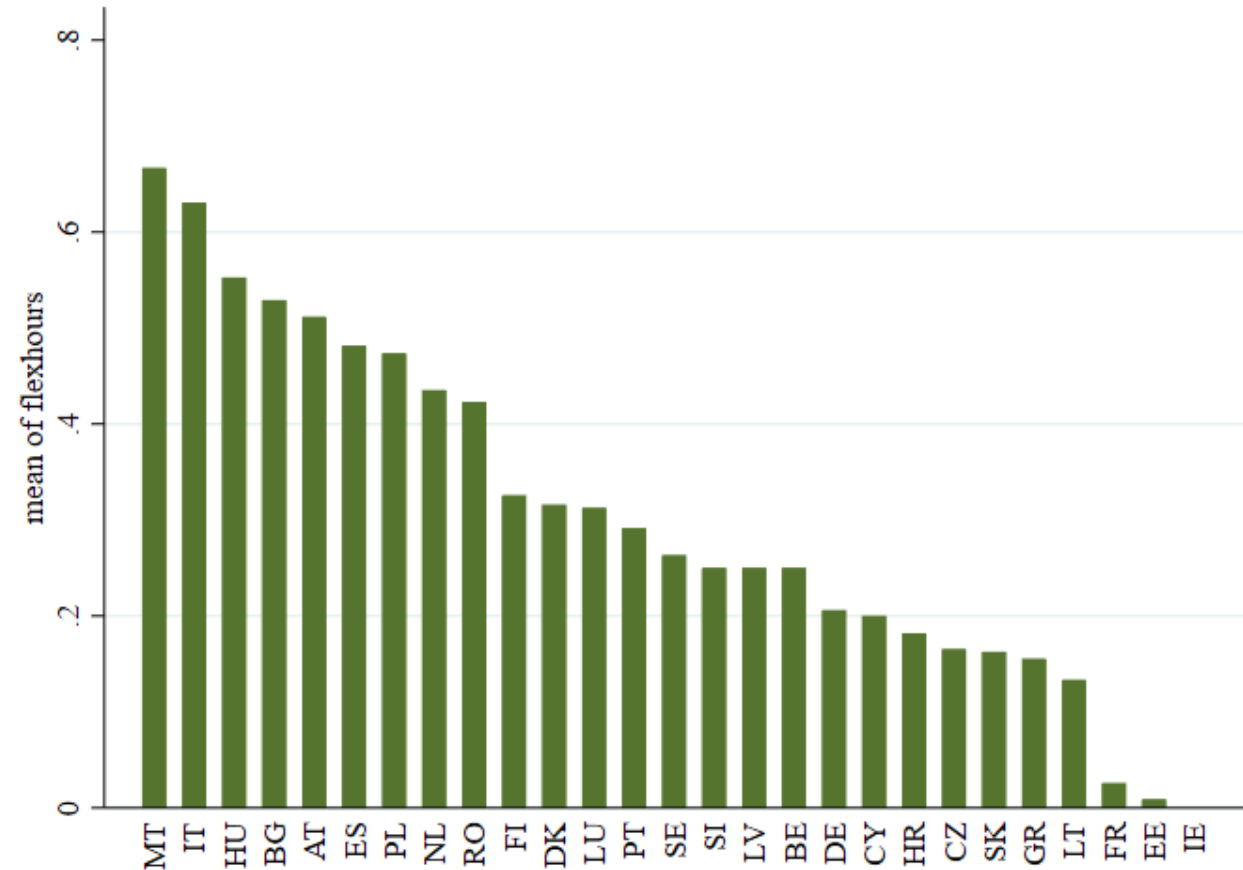
- Literature review:
 - Shift towards time accounts and annualized hours
- Weekly work hours remain the dominant mode of standard working hour regulation
- But combinations coming up



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Flexible hours

- Literature review:
 - Workplaces and CBAs increasingly include provisions for flexible hours
- CBA database analyses:
 - Provisions on flexible hours in many CBAs
 - ..but large differences across countries



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Payment for inconvenient hours

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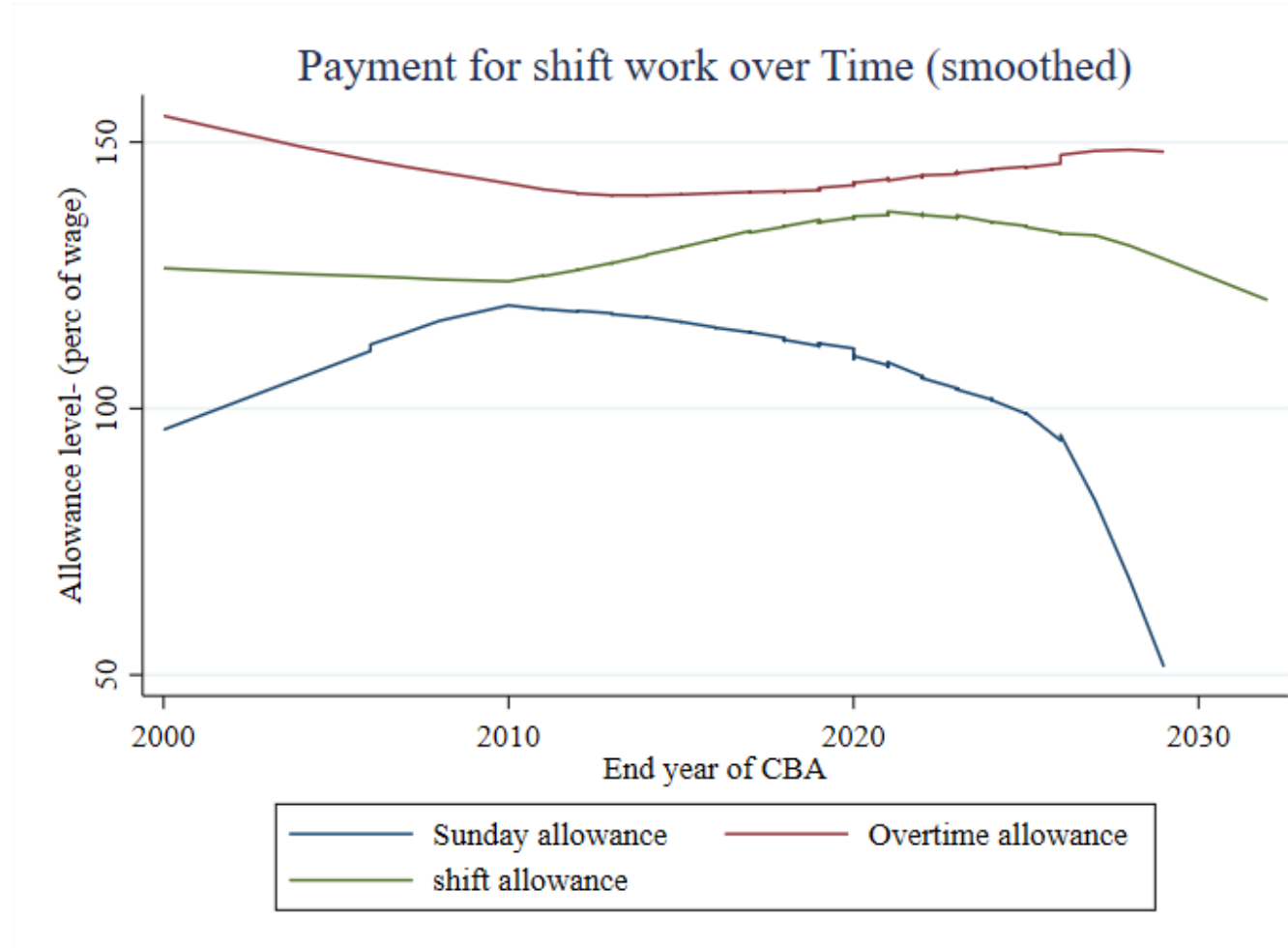
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- Literature review:
 - More inconvenient shifts and less premium pay for more recuperation time
- CBA database analyses:
 - Especially the remuneration of Sunday work is decreasing



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JECTS/BARTIME](https://wageindicator.org/about/projects/bartime)**

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