



# The survey of the INNOVAWORKING project

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INNOVATIVE FLEXIBLE WORKING TIME ARRANGEMENTS  
AND THE FUTURE OF WORK  
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**uc3m** | **Universidad Carlos III de Madrid**  
Instituto Universitario de Derecho y Economía (IUDEC)

## Main elements of the survey (1)

- **Aim:** to identify interesting practices in reducing working time or working time flexibility, including also hybrid and remote working practices.
- **Survey type:** exploratory, not statistically significant
  - To understand more about a topic, discover new details and identify unknown problems.
  - Steppingstone to other research techniques.
  - Do not generate statistically significant data
  - To be applied in various fields of research.

## Main elements of the survey (2)

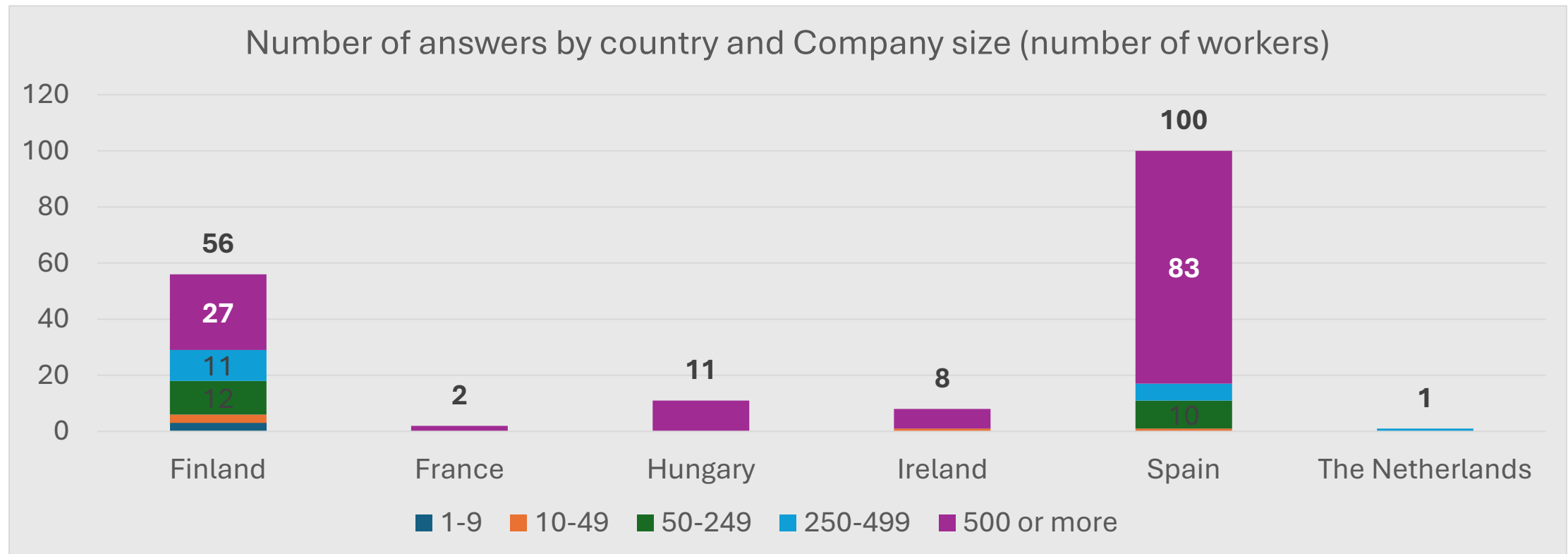
- **Survey profile:** Trade union delegates or workers' representatives in public and private companies.
- **Companies & type of regulations:**
  - Big companies vs. SMEs
  - Collective bargaining & TU presence
- **Length:** 20 questions.
- **Implementation:** from April 2024 to now.
  - Different & successive waves
- **Total responses: 178.**

# Dimensions of research

- The overall **description** of the company
- Overview of the **working time arrangements**
- The degree of **involvement** of workers' representatives in these arrangements and
- Their **perception** of the impact on:
  - work organization,
  - working conditions
  - employee participation.

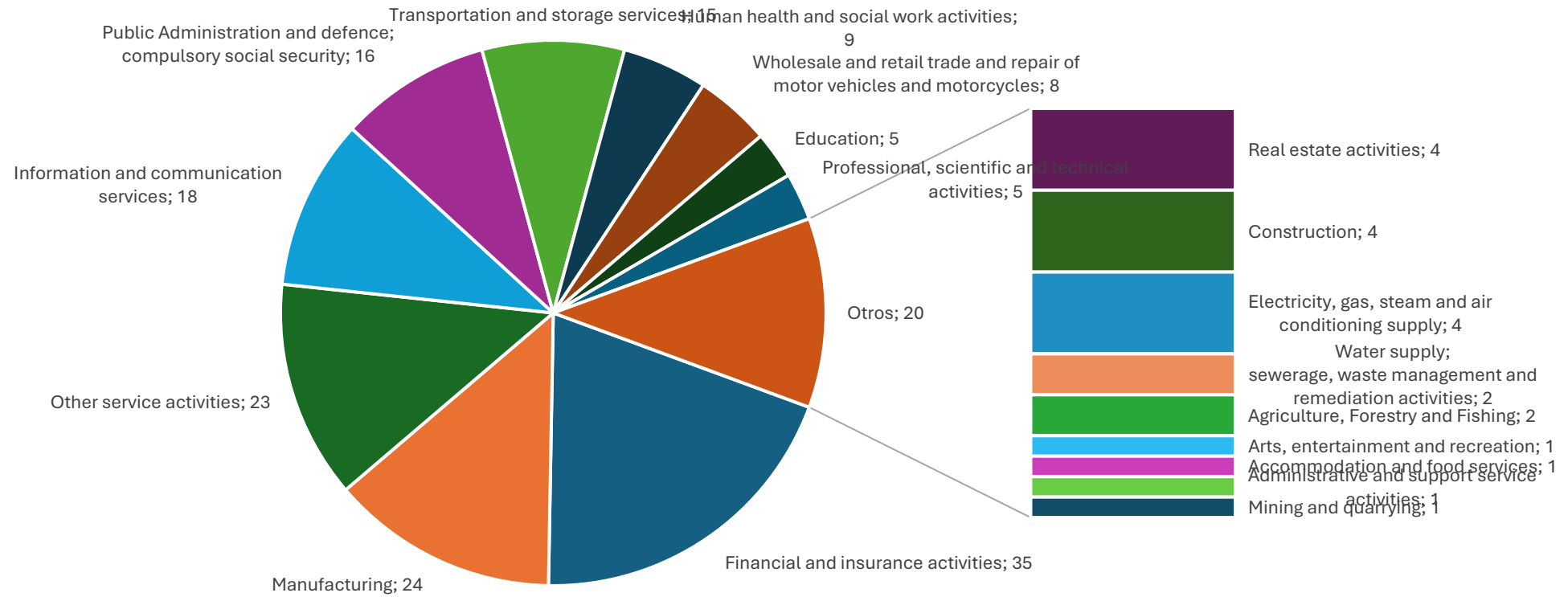
## Survey: Main findings

### Number of answers by country and Company size (number of workers)

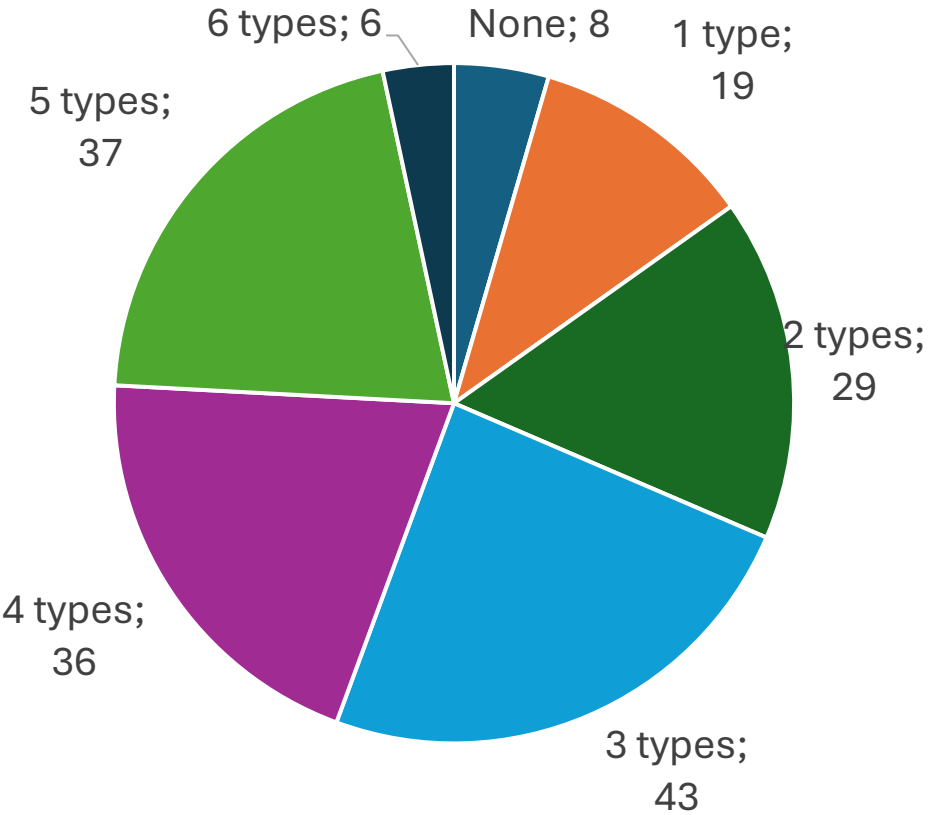
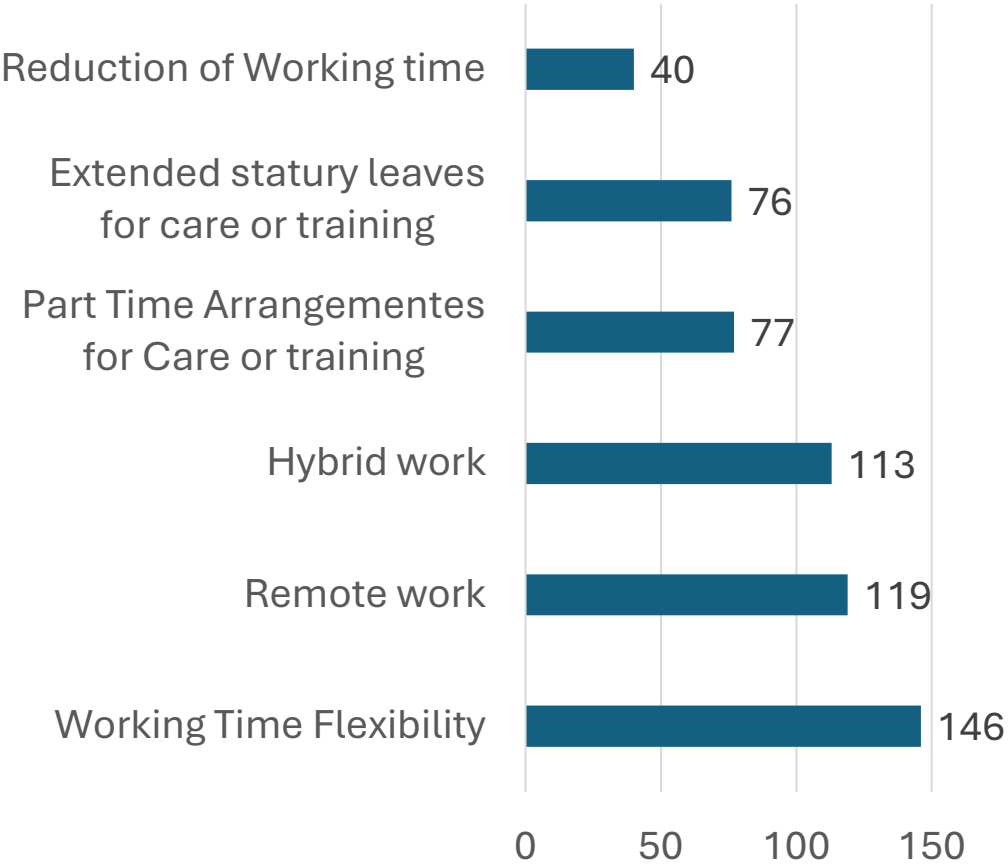


# Survey: Main findings

## Economic Sectors

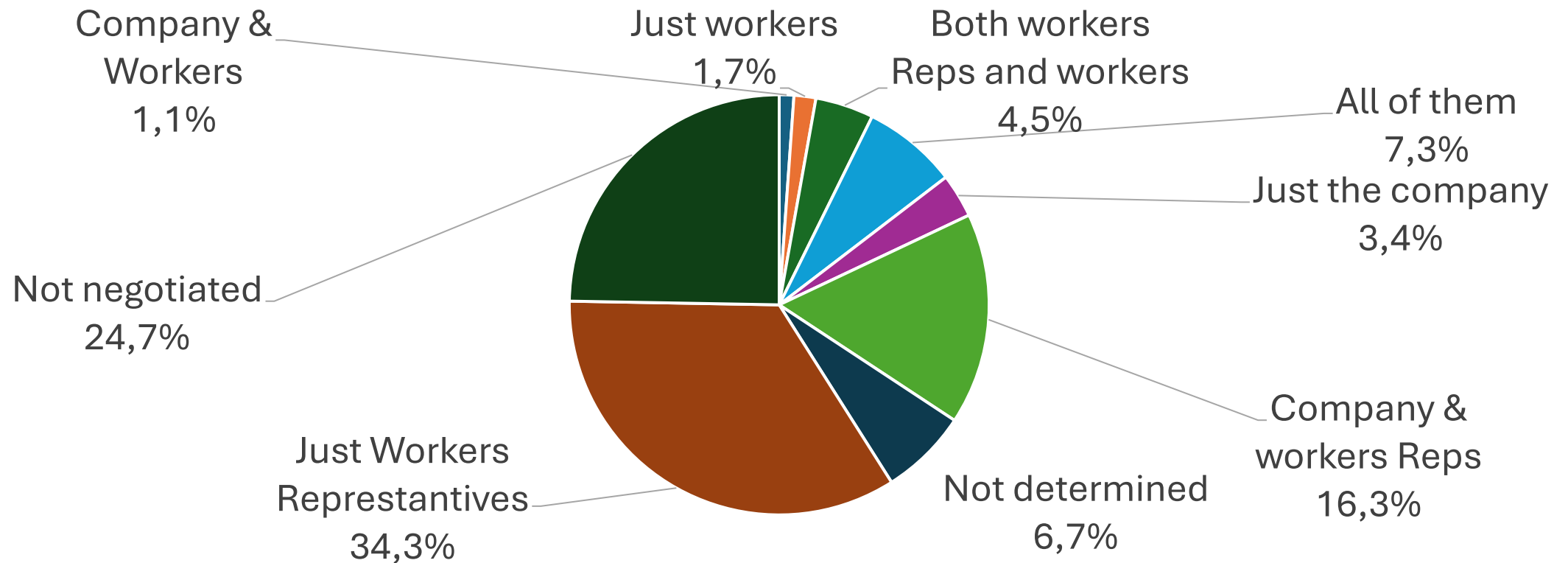


# Measures for flexible working time or flexible organisation



## Survey: Main findings

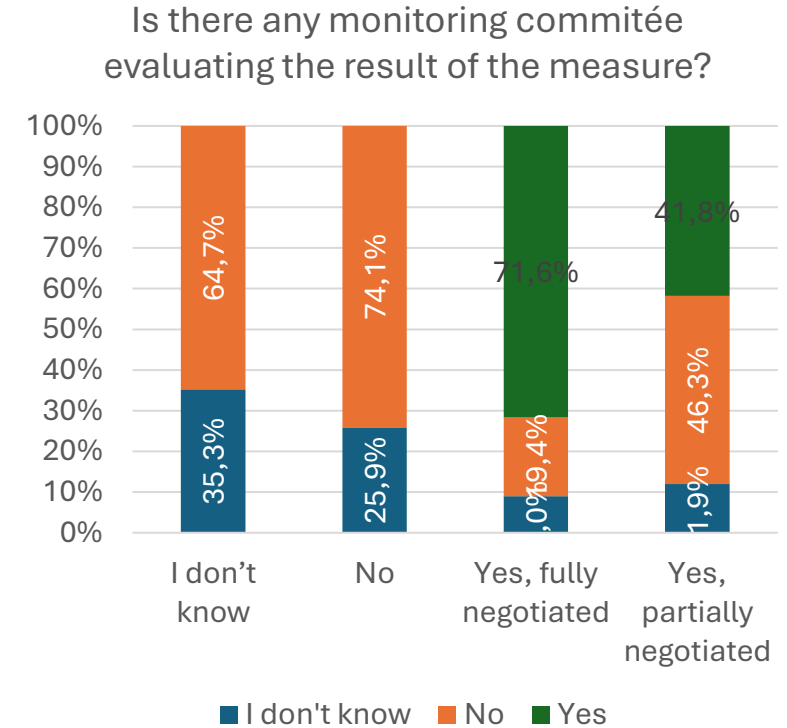
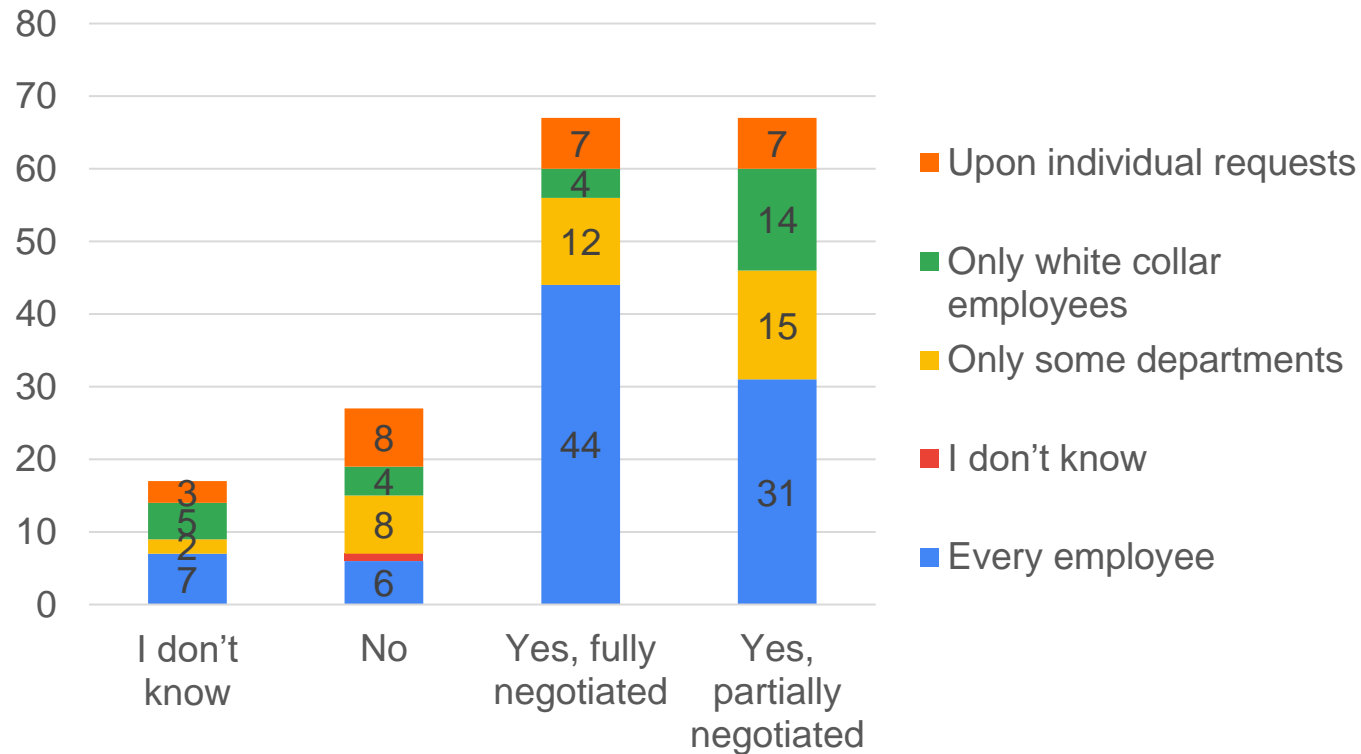
Was the measure a result of a negotiation with the workers' representatives? Whose initiative was it?





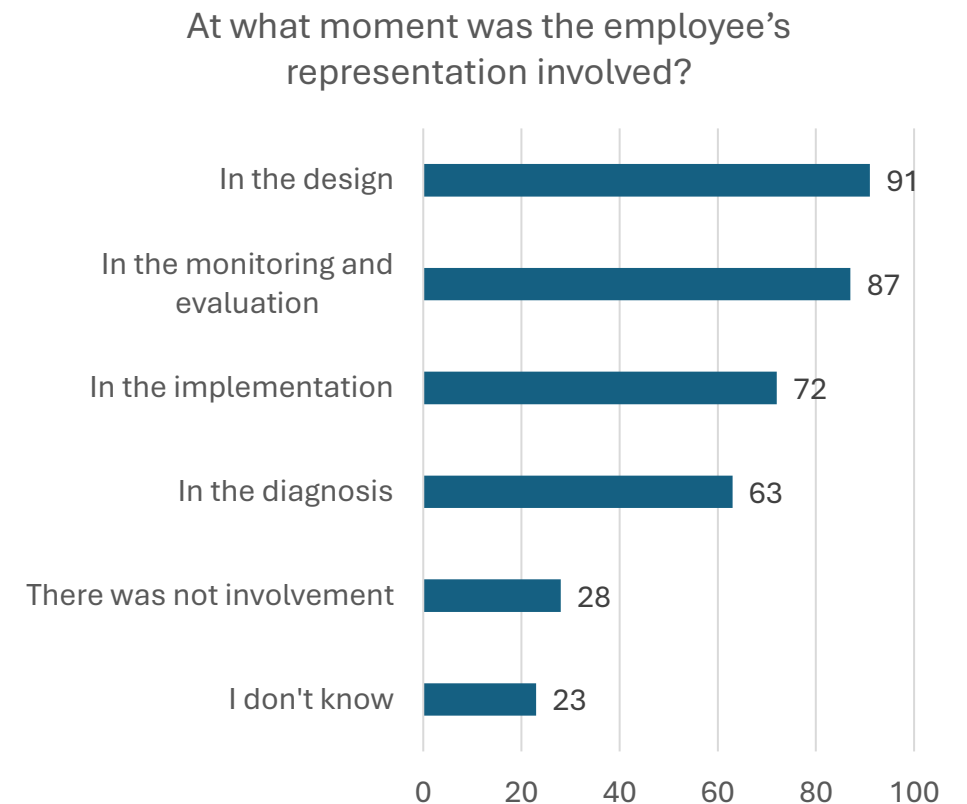
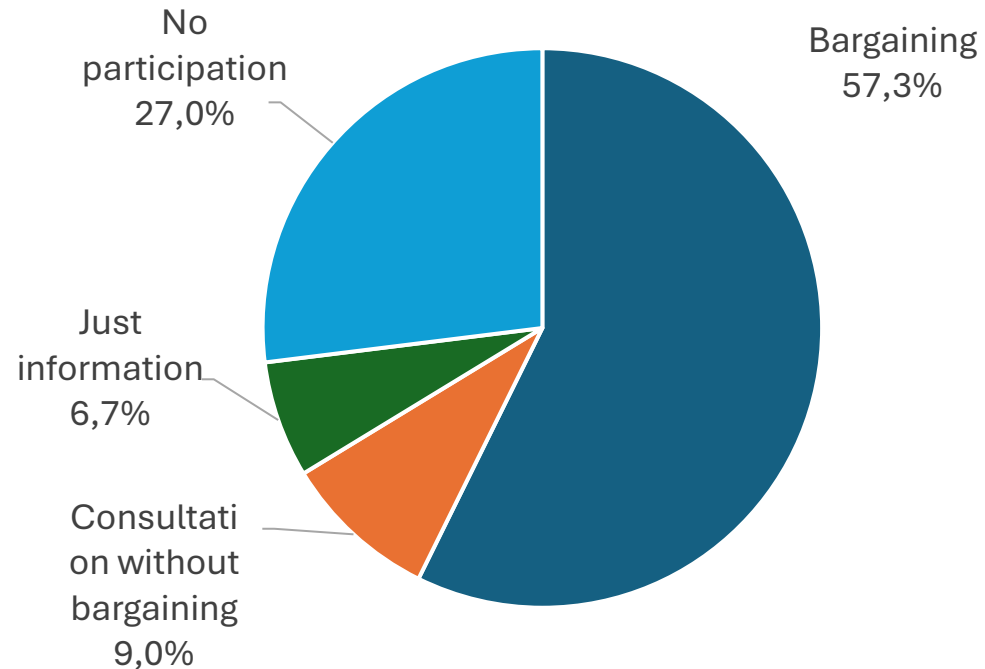
## Survey: Main findings

Does the subjective scope of the measures depend on whether they are agreed upon or unilateral?



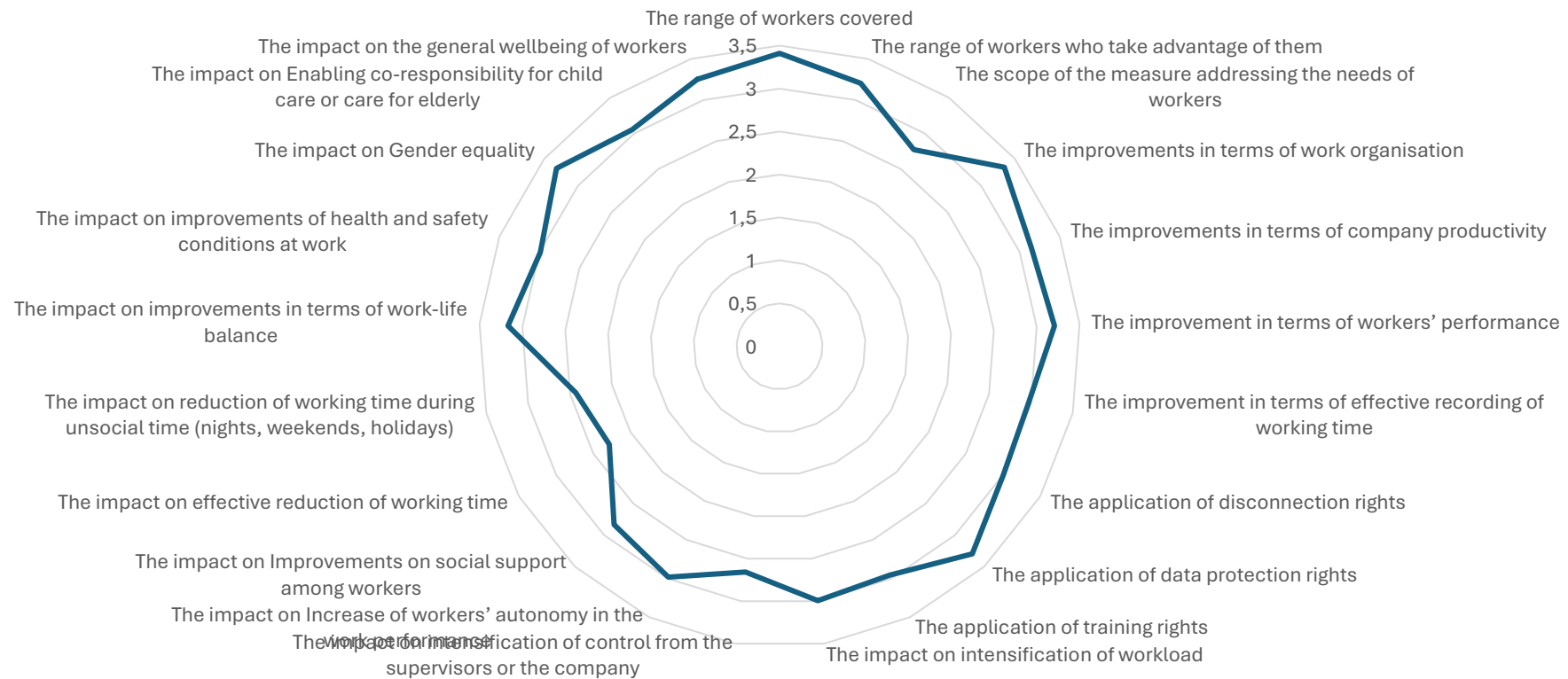
## Survey: Main findings

What level of participation did the employees' representation have in the design of the measures?



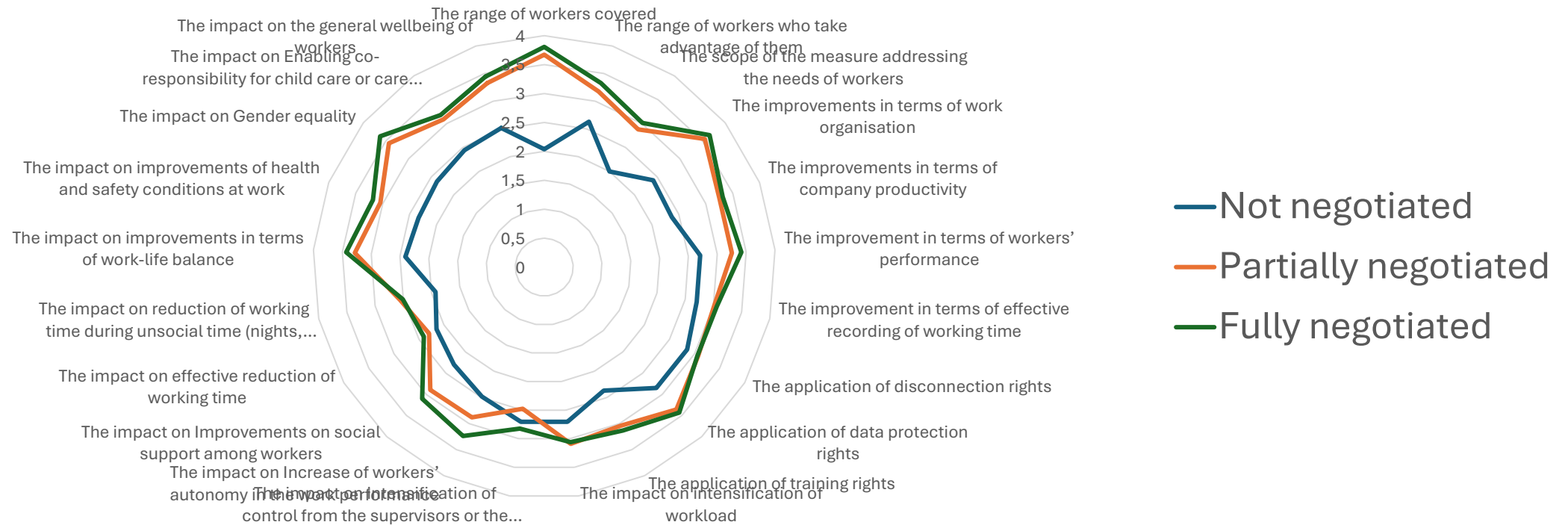
# Survey: Main findings

## Overall evaluation by Representatives (several items)



# Survey: Main findings

## Overall Valuation by Representatives (several items)

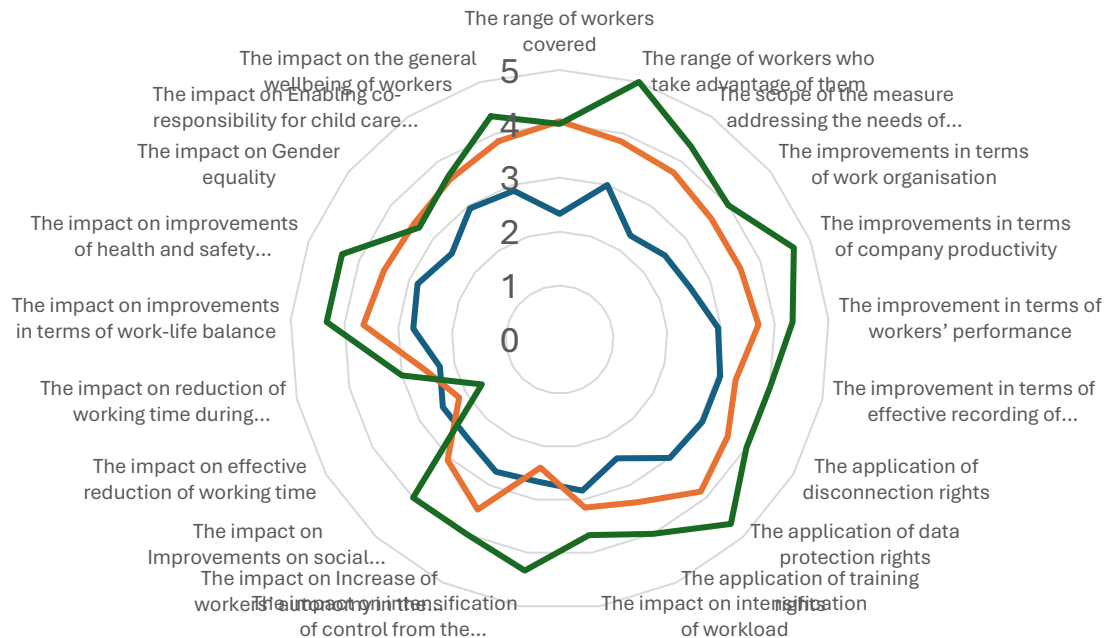


# Survey: Main findings

## Is there a specific impact depending on the country?

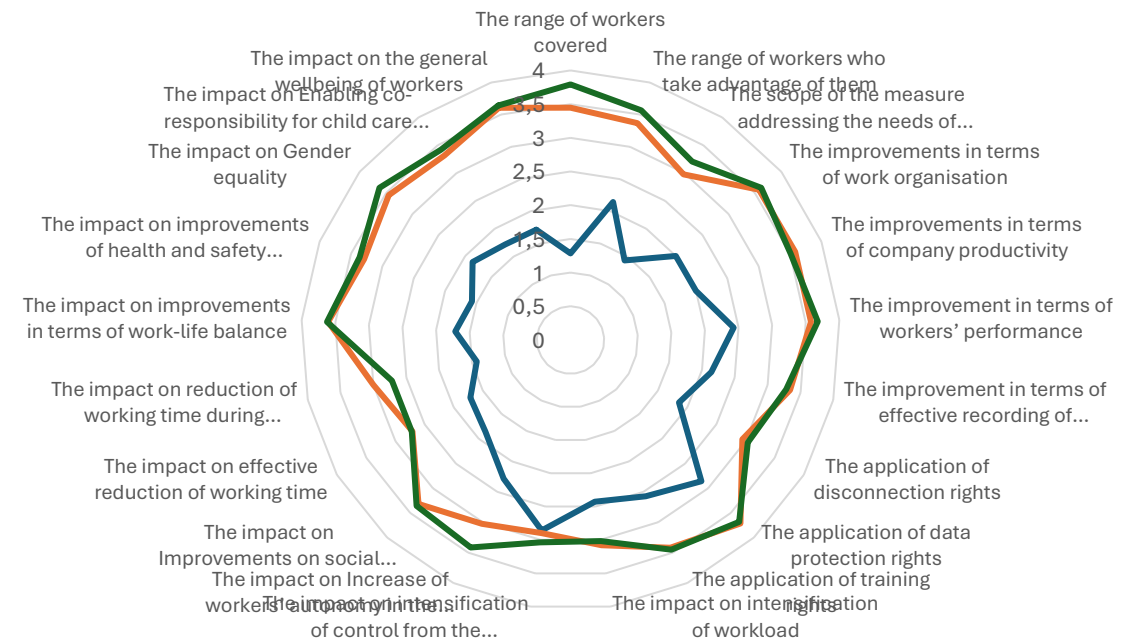
Finland

— Not negotiated — Partially negotiated — Fully negotiated



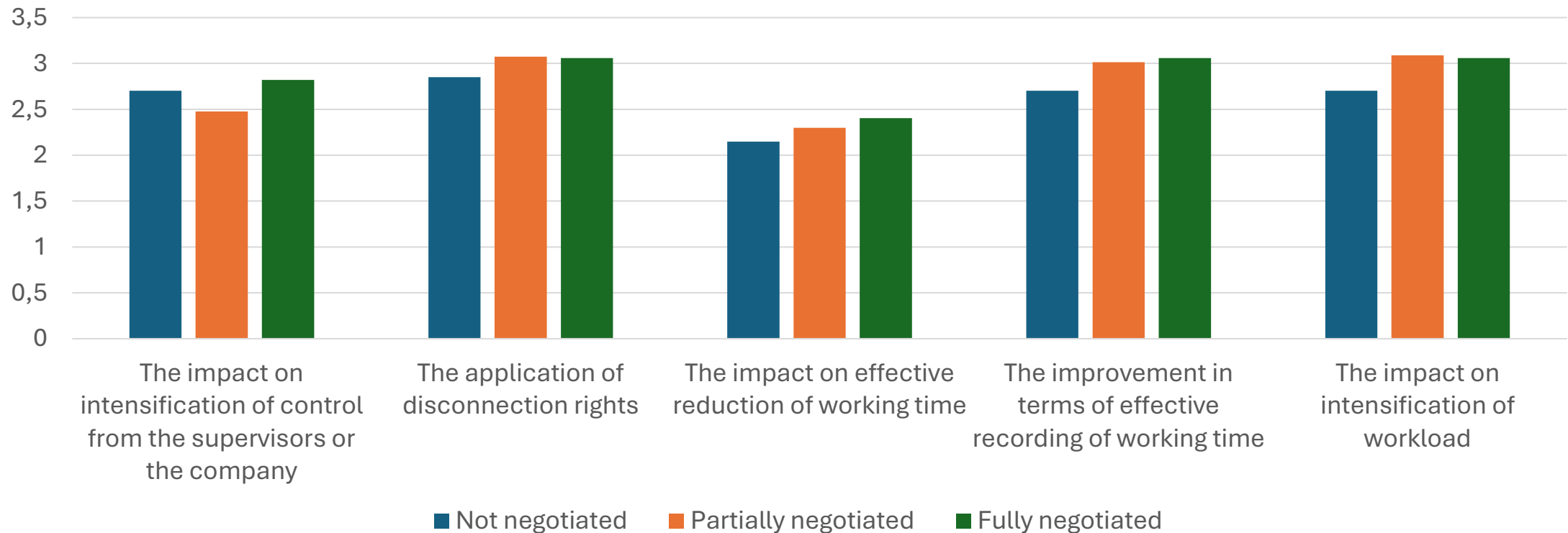
Spain

— Not negotiated — Partially negotiated — Fully negotiated



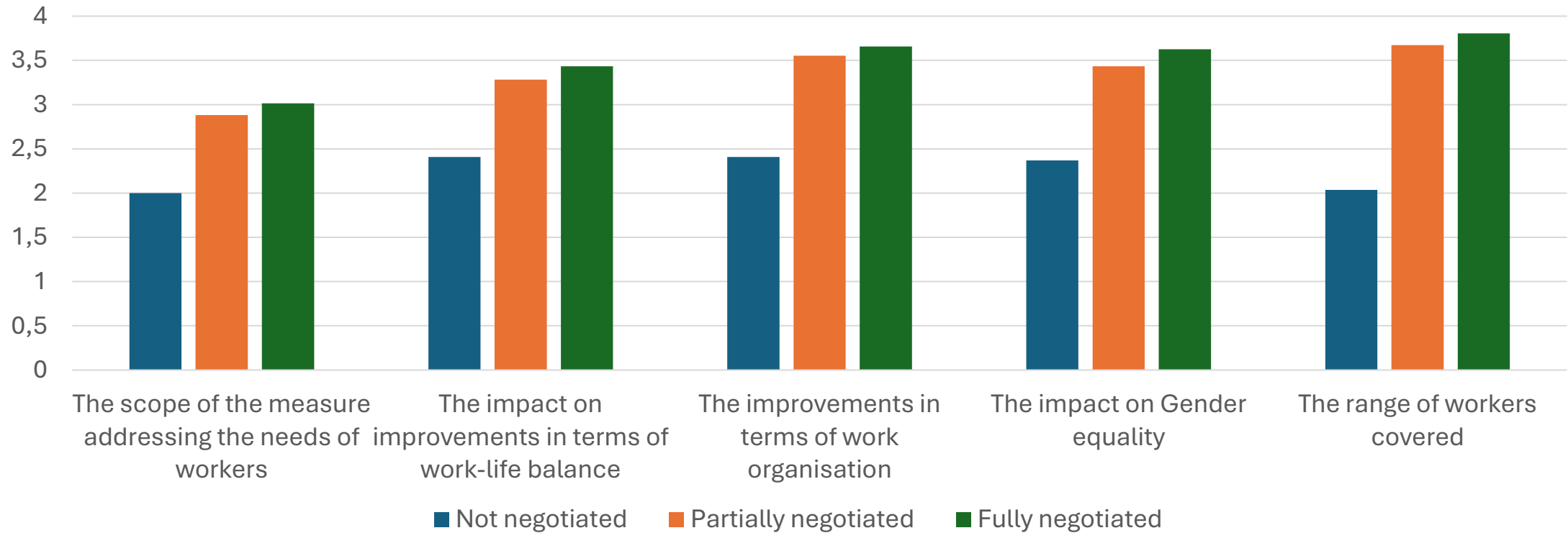
## Survey: Main findings

Areas in which the difference is smaller  
(Less than 0.5 points difference in the average)



## Survey: Main findings

Areas in which negotiation produces greater effects  
(More than 1 point of difference in the average)



## Survey: Main findings

### Some preliminary conclusions

- Agreed-upon measures tend to have a more universal scope
- Collective bargaining of flexibility measures is necessary to establish oversight committees
- The implementation of negotiated measures generally increases the impact of the measures adopted



# Thank you for your attention

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