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Create Jobs with the Collective reduction of working time

Collectively reducing working time is not just an economic issue or a question of rights and law on labor or a matter of worker's protection.

It is first and foremost a question of social justice. This is a social justice issue because the initial problem is an unequal distribution of the entire amount of working time available between the citizens of a society.

Collective working time reduction should be one of the major fight in the history of social struggles. Socialist movements and workers' union have always defended it with ardor in the history. These victories over the employers have improved the working conditions and worker's quality of life.

Collective working time reduction is a truly progressive political project and is in radical opposition to the employment policies of neoliberal inspiration. It is therefore urgent to propose alternatives and propose a future for young people.

Today, in Europe, there is an increase of the unemployment rate while the wealth continues to grow. It should be the moment for a better repartition of working time. If there are not enough jobs for everyone, a solution is to share it instead. Production of wealth is sufficient to share the working and create jobs for more people.

Article 23 of the Universal Declaration of Human Rights gives to everyone the right to work : "Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment." Our society should then have a responsibility to provide the jobs to everyone who wants to access the labor market. Nowadays with a growing unemployment rate, we have the responsibility to create decent jobs. Reducing collectively the working time should be a possibility for creating more jobs.

We therefore believe that the responsibility for the lack of employment in Europe must not be worn individually by unemployed workers. The responsibility for the lack of employment in Europe must be collective and supported by the entire society including public and private sector.

It is in this direction that we believe that the European Union should encourage its states to strive for a 32-hours/4 days a week regimen as a job creation tool or any sufficient working time reduction to create complementary decent jobs.

Collective working time reduction aims to emancipation, at least in part, of constrained and paid work. Reducing working time frees time for community life, activism, volunteering culture, sports, family, friends, hobbies, long life learning, etc.

To have a significant impact in terms of job creation, stable, sustainable and improving working conditions the way of collective working time reduction must be massive.

The collective working time reduction must lead to compensatory recruitment and maintaining salaries including for workers who will be engaged in the new working time system. To encourage compensatory recruitment, it is important to limit the amount of overtime hours allowed and to lower taxation on employment (without reducing net wages). A special attention to the employers reducing collectively the working time may be considered.

This struggle must be conducted in parallel with a fight for a better global distribution of wealth, particularly those created by work.