

1. Object of Study:

To examine the distribution of Working time (in its widest sense) over the Spanish population during the period 1995-2007, making use of Time Use Surveys (TUS).

2. Why that period?

- Spanish Neoliberalism: Contradictory developments which mutually reinforced each other during a considerably long time
- It achieved very high levels of both social consensus and economic growth.
- Some basic indicators.

Real GDP growth 1995-2007	+ 54,7 %
Employment Growth 1995-2007 (workers)	+ 56,4 %
Employment Growth 1995-2007 (hours)	+ 43,5%
Women's LF Participation	1995= 35% ; 2007=58.6%
Real Wage/hour Growth 1995-2007 (per hour)	- 2,54 %
Real Wage/hour Growth 1995-2007 (per worker)	- 3,5 %
Average Unemp. Rate 95-07	13,05 %
Average % Fixed-term contracts 95-07	32,65 %
Average % Part-Time contracts 96-07	8,64%

3. Time is a crucial element in this growth model.

- Unemployment and Temporary rate => Reserve Army (Actual and Virtual)
- Employment growth in low-productivity sectors (Tourism, Construction...)
- Women's LF Participation => Care Crisis
 - o Role of the family in welfare provision / Domestic Division of Labour
 - o Virtual lack of public policies (Leitner's 'Implicit Familism')
 - o Very segmented labour market
 - o Lack of Part-Time jobs and/or Flexi-time.
 - o Immigration as a precarious solution
- High number of small and medium enterprises, with little union presence at the workplace
- High relevance of 'black economy'

In sum, over-reliance upon external flexibility in sectors that demand high temporal availability, with very little workplace union presence that cause WT to be an issue generally neglected in negotiations. Subsumption of social rhythms to market rhythms.

4. Existing TUS studies in Spain

- Focus upon 4 grand categories (Paid work, Unpaid work, Personal Care, Leisure)
- Focus upon Domestic Division of Labour, in relation to:
 - o Low Labour market participation (e.g Gálvez et al. 2011)
 - o Low fertility rates (e.g Gálvez et al. 2011)
 - o Labour market Segmentation through temporal availability (e.g Prieto y Guzmán, 2013)
 - o Gender Gap in Total Work (e.g Giménez y Sevilla, 2014)
 - o Explaining Resilience Domestic Division of Labour: Social norms, Doing gender, Bargaining models (e.g. Sevilla y Gimenez, 2010)
- Main conclusion: Gender is the crucial dimension to apprehend social divides with respect to Time. What about class?

5. Our approach:

Focus upon the relation between the constitution of the growth model / accumulation process and existing temporal demands, using information provided by Time Use Survey (02/03 and 09/10)

FRAMING THE TOPIC

6. Institutional spheres that impact upon Working Time distribution and segmentation: Institutionalist Approaches.

- Varieties of Capitalism (Hall and Soskice, 2001)
- ‘Worlds of Welfare Capitalism’ (Esping-Andersen 1990; 1999)
 - o ‘Mediterranean type’ critique
 - o Feminist Critique
- National Employment Models
 - o Market Sphere
 - o Welfare State
 - o Family-Gender Order

7. National Employment Models.

a) Market Sphere

- o Production Regime:
 - Sectorial Specialization / Value Added Structure
 - Industrial Organization / Skills development
- o Employment Regime
 - Education and Training Systems
 - LM Regulation / Employment Protection
 - Capital-Labour Relations

b) *Welfare State*

- Social Protection against Unemployment
- Social Assistance

c) *Family*

- ‘Care Regime’ (Provision/Financing of care)
- Domestic Division of Labour

8. Spanish Neoliberalism 1995-2007

A) Market Sphere

a. Production Regime:

- Specialization in L-intensive sectors (tourism, construction, retail), with no productivity growth and precarious employment
- Very polarized firm structure
- Capital accumulation without spill-overs
- External / numerical flexibility
- Low technological character

b. Employment Regime

- Very polarized educational attainment; Little Vocational training
- Dual LM
 - Well-protected ‘core’ workers (Male Breadwinner)
 - External LM
- Relevance of Black economy
- Promote competitiveness by lowering costs
- High shares of temporary contracts; Few PT contracts and ‘Flexi-time’

B) Welfare State

- Mix of Universalistic and Bismarckian traditions
- Underdevelopment of Public services due to low taxes
- Dualistic Social Protection
- Dualistic Pensions
- Weak and Fragmented Safety net.

C) Family

- ‘Implicit Familialism’: Under-developed Market and Public sectors
- ‘Full-time or Exit’ after maternity
- Traditional Domestic Division of Labour
- Role of Immigration.

9. A Contradictory Growth Model.

- High GDP growth, despite stagnant labour productivity and real wage growth
- 3 crucial developments:
 - o Housing Bubble
 - o Consumer Debt
 - o Financial Sector

IDENTIFYING CLASS DIVISIONS THROUGH TIME USE SURVEY

10. Main Research Questions.

- a) Which is the relation between the reorganization of time and the twin processes of Labour market segmentation and sectorial specialization of the Spanish economy?
- b) Which temporalities are dominant in this growth model? How is their sectorial and social distribution?
- c) What types of flexibility are dominant for the different segments of the productive structure? Which are their temporal implications for the agents involved?
- d) How are 'unsocial' work rhythms distributed both over the economic structure and over the population? How do they cluster at the household level?
- e) To what extent does rising female Labour market participation disrupt family rhythms?
- f) Emergence and persistence of new and old divisions along gender, class and ethnic dimensions with respect to time-use.

11. 'Free' vs 'Discretionary Time'

- Examine joint distribution of 'money-poverty' and 'time-poverty' over the population
- Examine differences between 'free time' and 'discretionary time' along different dimensions (e.g household income, gender, level of education...)
- The effects of the crisis upon 'free' and 'discretionary time': Comparison results TUS 02/03 and 09/10

12. Study variations in Time-Use categories in relation to both individual- and sector-specific characteristics

- Weigh relative influence of each group of factors regarding time-use inequality
- Explaining existing differences between the two periods through a Blinder-Oaxaca decomposition.

13. Study of Social Rhythm through an exploitation of TUS's weekly questionnaire.

a) Individual Work rhythms

- Relative distribution of different work-rhythms over the occupational structure:
- Relative incidence in those sectors which had shown higher employment growth
- Explore variation within sectors in relation to individual characteristics
- Explore women-related sectors: Existence of a class divide, along the gender dimension, in relation to work-rhythms?

b) Family rhythms

- Relation between husband's and wife's family rhythms
- Effect of presence of children in dual-earner households' family work-rhythms
- Implications for work-family balance