

The Advisory Council welcomes the liberalization steps negotiated between the employer and employee representations of interests and proposes similar steps for other branches of the service sector, provided a more detailed evaluation reveals sustainable positive employment effects. Also there it will be important to secure the acceptance by the employees.

For a general assessment of part-time work see chapter 2.2.4.2. – Part-time Work

2.2.7. Working Time Models to Prolong Employment in Seasonal Branches

Branches in which an economic activity, due to the weather situation or similar conditions, is limited to certain periods of the calendar year, carry the problem that the majority of the employees in these sectors face unemployment during the off-season. Apart from other measures to extend the employment season, the possibilities of working time schemes for reducing the respective periods of unemployment should therefore also be analyzed and utilized.

Particularly promising seems the concept of compensating overtime through leavetime at the end of the employment period instead of money, thus prolonging the period of official employment and reducing the time of unemployment. According to the current legal position, above all four models are conceivable: compensation through leisure time instead of overtime payment; working extratime to accumulate free days in connection with holidays; a longer settlement period for working time defined in collective agreements; and mandatory consumption of parts of the annual leave in the non-employed period.

To find acceptance for such models it is important to create incentives both for employers and employees. Among other things it will be necessary to find fair compensation in both the social insurance and labour legislation sectors.

Such models prolonging employment are particularly important for the construction and tourism sectors. The Advisory Council refers to the successful conclusion of a collective agreement in the construction industry and strongly recommends to also conclude such an agreement in tourism.

2.3. New Fields of Employment

In this study the Advisory Council concentrated on the service sector, as in this sector the most significant employment increases are to be expected and as other aspects regarding Austria as an industrial location or economic policy measures beyond that have been dealt with in other studies („Austria's Competitive Position as an Industrial Location“; Social Partners' Agreement „Maßnahmen für eine beschäftigungspolitische Offensive“ – „Measures for an Employment Policy Initiative“).