

The Full-Time Group

**SVENSK
HANDEL**



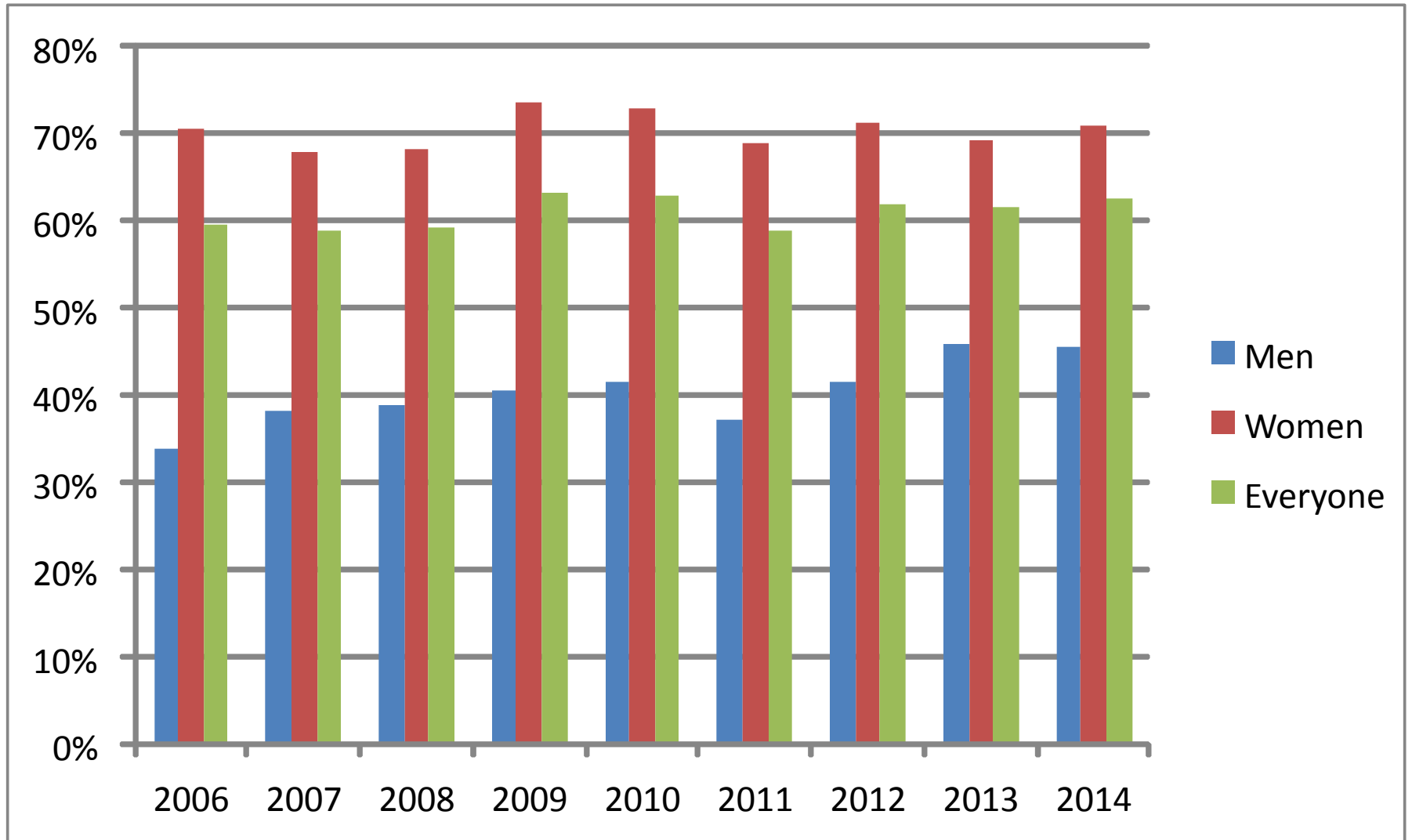
“Full-time as a right—
Part-time as a possibility”

Shared ambitions

- Avoid legislation
- Increase the number of full-time
- Positions with a high employment rate are also of great importance for the employees

Part-time employees in the retail sector 2006-2014

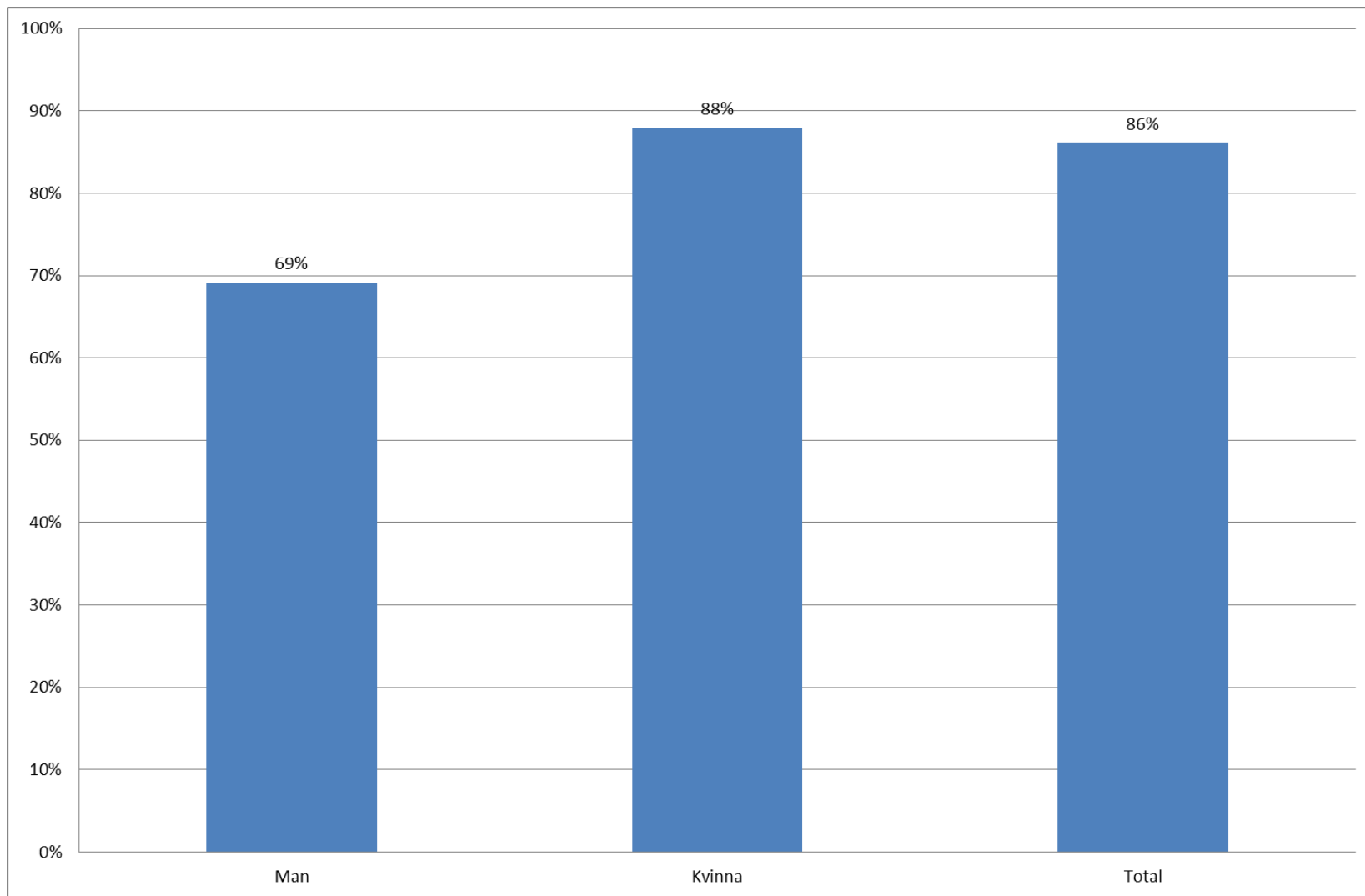
Source: SCB



Employees remaining in part-time positions after five years

Proportion of part-time employees in 2009 that remain in part-time positions in 2013.

Source: Joint salary statistics



The Full-Time Groups mission 2010

A joint working group is appointed with the mandate to:

- Analyze the current situation in the retail sector.
- Explore the possibilities of developing the ability to offer full-time employment.
- The analysis will be done by mapping, reviewing statistics and common study visits.

The Full-Time Groups work 2010-2012

- 24 work place visits, including questionnaires, in diverse stores of different sizes and with a big geographical spread
- Several joint party meetings
- Invited guest speakers
- Taken part in several reports
- Statistical surveys
- Nordic outlook

The Full-Time Groups mission 2012

- Continued assignment until 31 December 2014.
- Encourage and facilitate local initiatives
- Evaluate current and upcoming projects
- Try and evaluate different solutions
- Arrange three inspirational conferences
- Advanced studies in the grocery store trade

The Full-Time Groups work 2012-2014

- 12 work place visits
- 4 own projects
- 3 other projects

The parties joint reflections so far

- The right to full-time is a very complex and extensive issue.
- The employers are negative to a legislation.
- The employers saw, however, the benefits of employees with full-time positions as employee satisfaction, commitment, loyalty and professional status increases.
- Among the employees working more than 28 h/w the demand for a higher employment rate is relatively low.

Reflections contd.

- The employment rates by large were controlled by the following factors:
 - customer flow
 - opening hours and
 - Employees own will

Reflections contd.

- It's easier to draw general conclusions from the specialized stores than from the grocery stores.
- There are more full-time employees in specialty goods stores than in grocery stores.
- The differences between the number of men and women working full-time in the specialized trade is greater than in the grocery trade.

Reflections contd.

- Increasingly more shopping is being done on unsocial working hours such as evenings and weekend, which stretches the stores opening hours.
- Full-time employees work more irregular hours as well.
- Many companies today have a right to full-time on the agenda.