

”Note On Five Day A Week & Regulated Working Hours

The demand for 5 day a week in the Banking Sector is based on scientific practices with regard to the health of the employees, productivity and environmental concerns. We put forward the following which explains and justifies the need.

The ILO has passed many conventions on this issue, some of which are reproduced below:

Article 19

C047 - Forty-Hour Week Convention, 1935 (No. 47)

Convention concerning the Reduction of Hours of Work to Forty a Week (Entry into force: 23 Jun 1957) Adoption: Geneva, 19th ILC session (22 Jun 1935) - Status: Instrument with interim status (Technical Convention).

Preamble

The General Conference of the International Labour Organisation, Having met at Geneva in its Nineteenth Session on 4 June 1935, Considering that the question of the reduction of hours of work is the sixth item on the agenda of the Session; Considering that unemployment has become so widespread and long continued that there are at the present time many millions of workers throughout the world suffering hardship and privation for which they are not themselves responsible and from which they are justly entitled to be relieved; Considering that it is desirable that workers should as far as practicable be enabled to share in the benefits of the rapid technical progress which is a characteristic of modern industry; and Considering that in pursuance of the Resolutions adopted by the Eighteenth and Nineteenth Sessions of the International Labour Conference it is necessary that a continuous effort should be made to reduce hours of work in all forms of employment to such extent as is possible; adopts this twenty-second day of June of the year one thousand nine hundred and thirty-five the following Convention, which may be cited as the Forty-Hour Week Convention, 1935:

Article 1

Each Member of the International Labour Organisation which ratifies this Convention declares its approval of--

- (a) the principle of a forty-hour week applied in such a manner that the standard of living is not reduced in consequence; and
- (b) the taking or facilitating of such measures as may be judged appropriate to secure this end;

and undertakes to apply this principle to classes of employment in accordance with the detailed provision to be prescribed by such separate Conventions as are ratified by that Member.

Article 8

How is work during the weekend regulated?

ILO Weekly Rest Conventions No. 14 (1921) and No. 106 (1957) require that each worker have at least 24 hours of uninterrupted rest every seven days. Whenever possible, the rest day(s) should be simultaneous for all employees of an undertaking and correspond with the traditions and customs of the country. As noted above, Arab countries often choose the Friday, instead of the Sunday, as the rest day for the week. In China and Hungary, two days off are laid down in national laws. In European Union (EU) member States, the EU Working Time Directive (93/104) entitles workers to a minimum of 24 hours of rest per week, principally on Sunday, in addition to 11 hours of rest each working day (between shifts). In most countries, although only one day off per week is prescribed in national legislation, collective agreements or commonly accepted norms set the standard of a five-day week.

Following are the benefits of a 5 day work week:

1. **Reduced fuel costs.** Employees would have to endure the dreaded commute one day less each week, thereby saving money at the pump with reduced fuel consumption.
2. **Decreased absenteeism.** On a six-day schedule, employees are forced to cram their one day off with personal errands, chores, games, and social outings. By the time Monday comes around, there hasn't been a minute of rest and employees are tired. So they call out of work. This wouldn't happen so frequently if employees have a second day to accomplish the work they have to do outside of office.
3. **Increased productivity.** It's a well-established principle of productivity that workers become less efficient where no deadline looms. That's why we're more efficient in the week before vacation—we know, we have to get it done by the time we leave. The same idea is transferable to a shortened workweek. Employees are least productive on Saturdays so why not just eliminate them altogether?
4. **Improved job satisfaction and morale.** Satisfaction with what goes on in the workplace may be tied to what goes on outside the workplace. Employees who spend more time with family and friends, who have the flexibility of two days off, will return to work refreshed.
5. **Reduced personnel turnover.** Happier employees tend to leave less often. If they like the job, they're more likely to stick around.
6. **Reduced energy costs.** By closing for two, instead of one day each week, Banks stand to reduce substantial energy costs. These costs can be significant.
7. **Improved work-life balance.** As a result of the added day, employees who work a five-day week will have more time to spend with their families and friends.

8. **Reduced traffic congestion.** This potential effect may be seen largely on Saturdays, which is the day most employers are converting to a non-working day.

The First Company to give 5 day week:

It was Henry Ford who introduced the 5 day, 8 hours per day, work week for the first time in 1926. Ford was tired of continuously losing good employees, he was trying to increase employee retention and at the same time increase profits, so he basically doubled wages and implemented a 5-day work week, and in the process effectively invented the modern weekend. It is Henry Ford who is widely credited with contributing to the creation of a middle class in the United States.

His reasons had nothing to do with charity, and everything to do with increasing profits and dealing with the forces of competition. It is also proved that every reduction of the length of the work week has been accompanied by an increase in real per-capita income.

The New Economics Foundation has recommended moving to a 21 hour standard work week to address problems with unemployment, high carbon emissions, low well-being, entrenched inequalities, overworking, family care, and the general lack of free time. The Center for Economic and Policy Research states that reducing the length of the work week would slow climate change and have other environmental benefits.

Around the world

Chile, China, Colombia, European Union, Austria, Bulgaria, Czech Republic, Denmark, Estonia, Finland, France, Hungary, Ireland, **Ireland**, Italy, Latvia, Poland, Portugal, Romania, Spain, Sweden, United Kingdom, Pakistan, Tunisia, Japan, Mexico, Mongolia, New Zealand, Russia, USA etc. work five days a week from Monday to Friday.

Islamic countries:

Saudi Arabia has a Thursday- Friday weekend and Oman, Algeria, Bahrain, Bangladesh, Egypt, Iraq, Jordan, Kuwait, Libya, Malaysia, Kelantan, Terengganu, Kedah, Mauritania, Qatar, Sudan, Syria, United Arab Emirates, Lebanon, Israel etc have a Friday- Saturday week end.

In our country:

In the light of the revolutionary changes that have taken place as regards the technology initiative, such as tele-banking, Internet banking, core banking, any time banking and anywhere banking and also the banking expansion through a large ATM net work, there is a strong case for immediate consideration of demand for

introduction of a 5 day week. 62% of the Banking Business is done by alternate Channels of Banking as per RBI. This will also reduce global warming to an extent. Further, 5-day week will provide good health to bank employees and reduce expenditure on electricity and fuel.

So there is total justification for 5 day week to be introduced in the Banking Industry following the footsteps of RBI which has defined 8 hours work, five day week and flexible working hours.

by

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