

Cleaners working time: a way to avoid minimum wage legislation

IWPLMS

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1. Field, main issue and datas

Who are the cleaners?

- About 2 millions of workers in France (8% of wage-earners).
- 4 different types of employers (public, FPO, NPO, private households) and heterogeneous places of work (public, home, hospitals...) and « missions »
- but similar tasks, low-wages, (median 987€ ; Q1 = 600€) and low-skilled jobs.

	Cleaners in public service	Cleaners in hospitals	Catering (cafés, restaurants and hotels)	Home care (elderly)	Housemaids	Commercial cleaners	Total
Number	408 527	226 853	166 025	568 433	227 745	373 524	1 971 108
Monthly wage in €	1350€	1188€	850€	991€	675€	833€	1002€

Why cleaning activities are important for social issues ?

- A very important part of the working poors: more than 30% of cleaners are working poors and 20% of the WP are cleaners...

	Cleaners in public service	Cleaners in hospitals	Catering (restaurants and hotels)	Home care (elderly)	Housemaids	Commercial cleaners
Working poor rate	25%	20%	33%	32%	34%	36%

- A large contribution to inequalities : decile ratio falls from 4.1 to 3.6 when cleaners are removed from the sample (monthly wage) and even when we study the income in consumption unit equivalent (3.6 to 3.4).
- An issue for a gender perspective: inequalities between women (4.3 to 3.6); and an explanation of the gender pay gap : for D1 from 76% to 46%.
(from 26% to 20% at the median income)

Data, methods and concepts

- The working conditions survey (2013) : 33000 workers including 2602 « cleaners »
- Social and a-social hours : the « normal day » (8:00 to 16:30)
- How to build a « day of work » for a specific population ?
- Fragmentation : working hours per day / duration of the working day.
- Theoretic duration : weekly working time if no fragmentation.

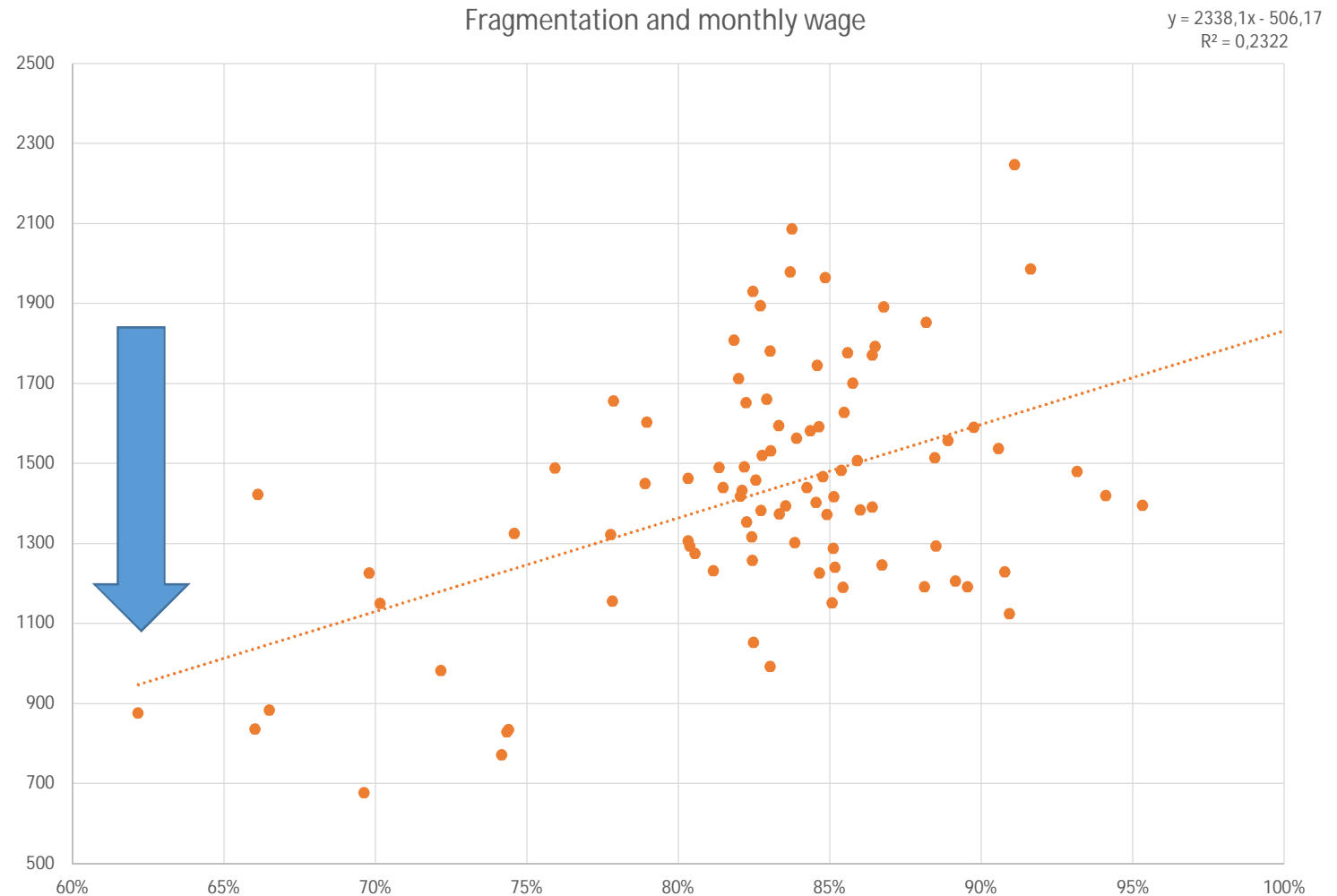
2. Specific working times...

Heterogeneous situations but always short, fragmented and unsocial

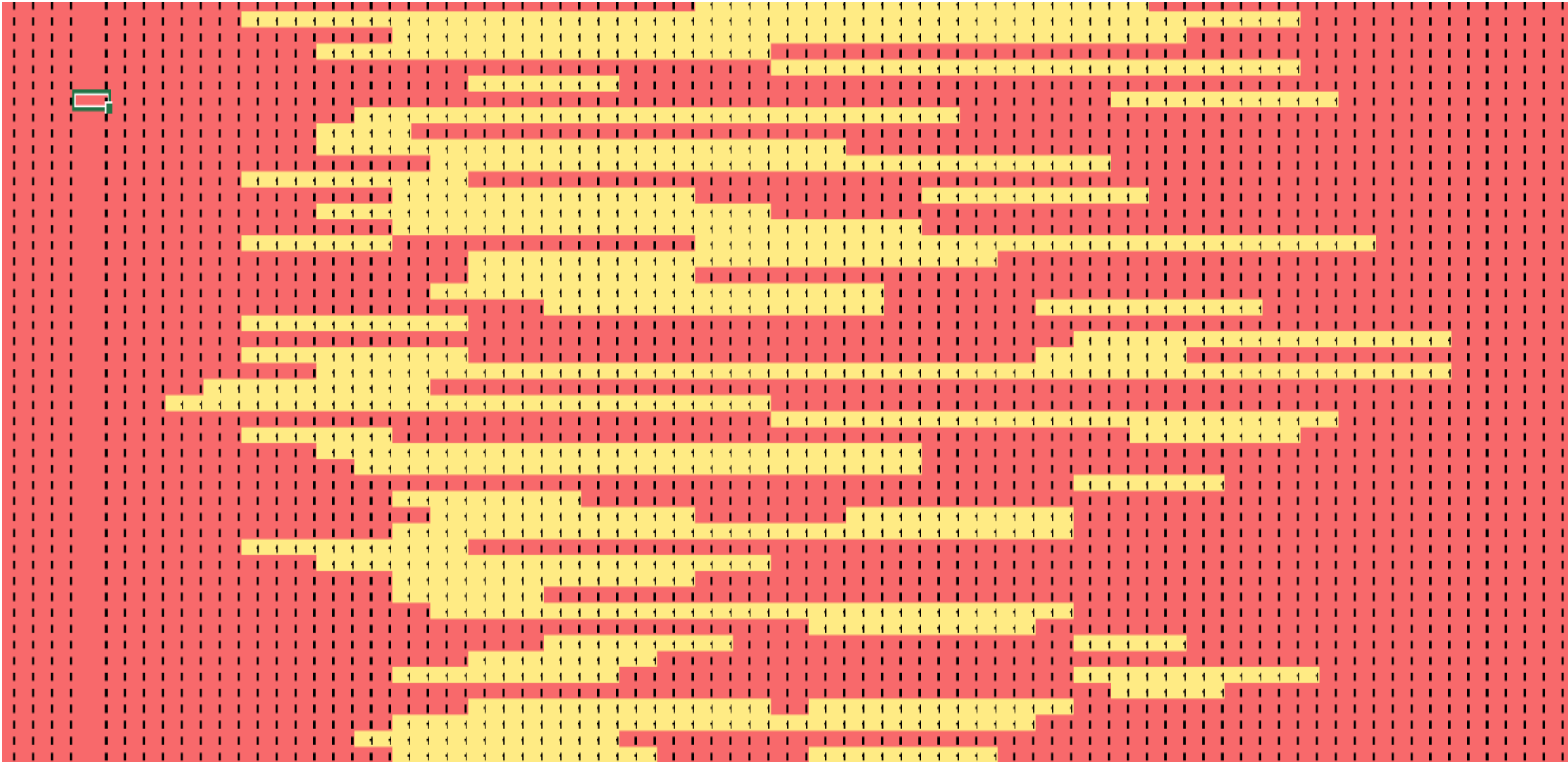
	Cleaners in public service	Cleaners in hospitals	Catering (cafes, restaurants and hotels)	Home care (elderly)	Housemaids	Commercial cleaners	Employees
Weekly Working time	32h30	32h	29h	25h20	17h45	24h	33h30
Normal day rate	82%	73%	65%	78%	87%	65%	79%
Fragmentation rate	79%	82%	66%	59%	57%	66%	77%
Theoretical duration	41h05	39h00	44h00	42h50	31H05	36h25	43h15

Fragmentation and working time measure

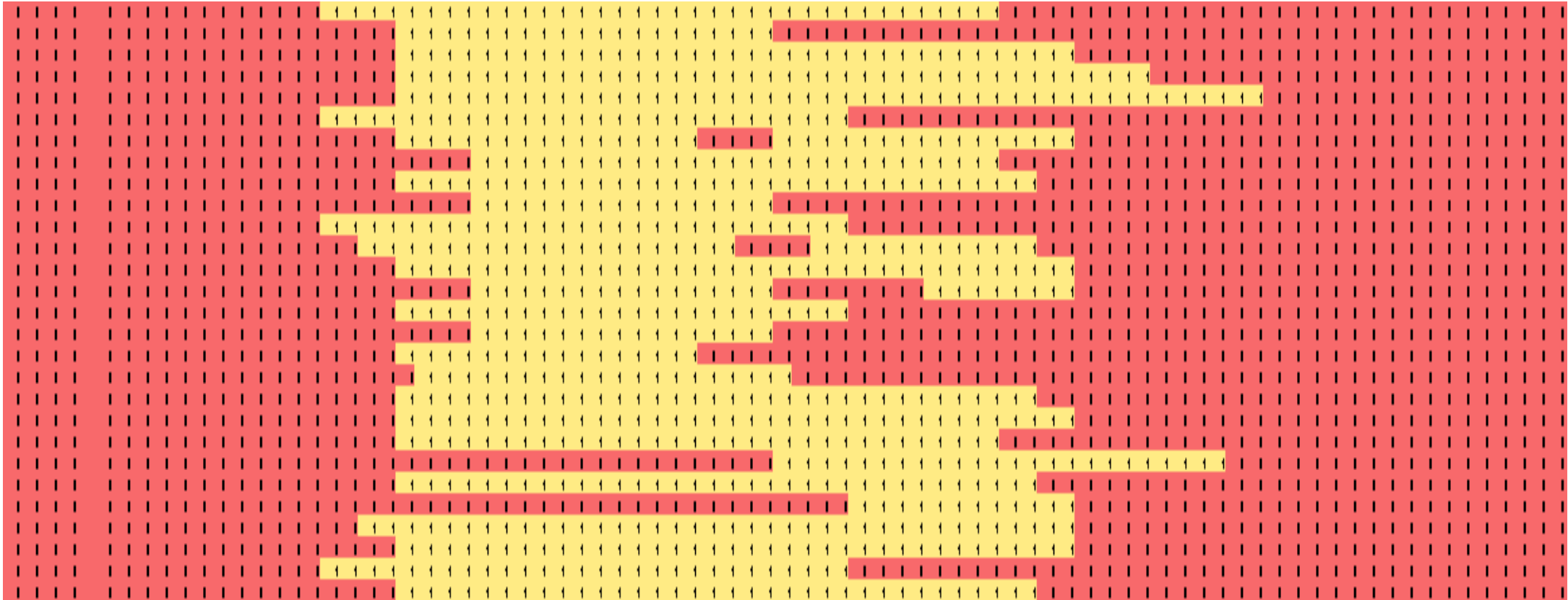
- « productive » and « unproductive » hours...
- Instrumentalisation of the « free » choice... (annualized part-time for exemple).



Commercial Cleaners



Administrative assistant (secrétaire)



3. Three ways to reduce workers' power dealing with the role of working time organisation

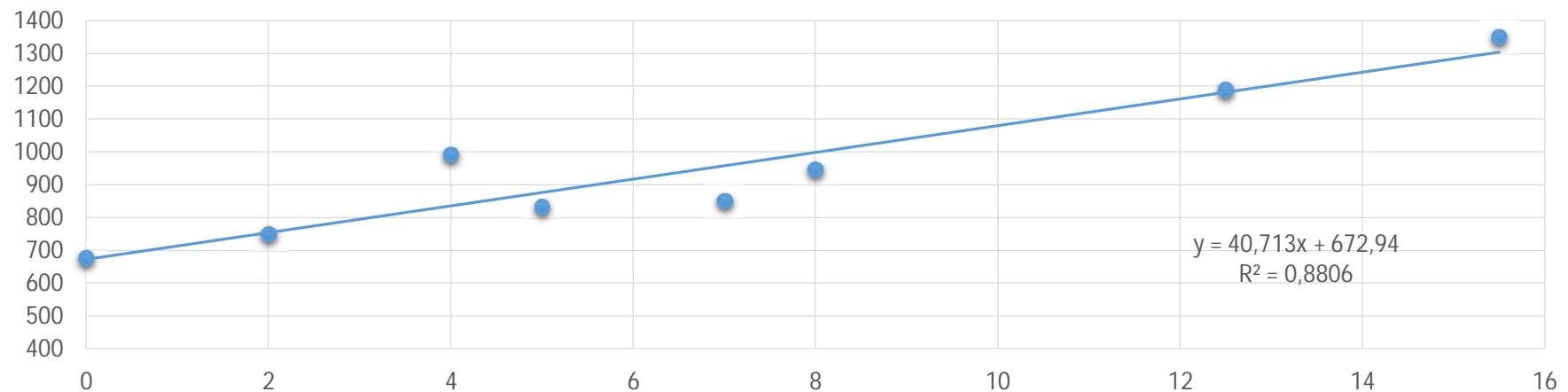
Three ways to deny workers qualities by specific working times

How to get an excess of work supply ?	Specific schedules for 'weak suppliers' (mummies jobs, students jobs)
	Part-time and needs to more hours
How to deny job complexity ?	Part-time and regulation of physical and psychological pains or risks
	Impossibility of professional training
Workers division	No collective times
	Competition on hours between workers (and « poor » internal labor markets)

Conclusion

- Without recognizing skills, labour become « hours of work »... and as a home cleaning agency says “ Your time is precious....Ours is affordable”
- Recognition of skills needs collective organisation and public regulation but these occupations are characterized by very weak unions representation (with heterogeneous strategies: CNT vs FO for example) and a lot of exemptions in law application...

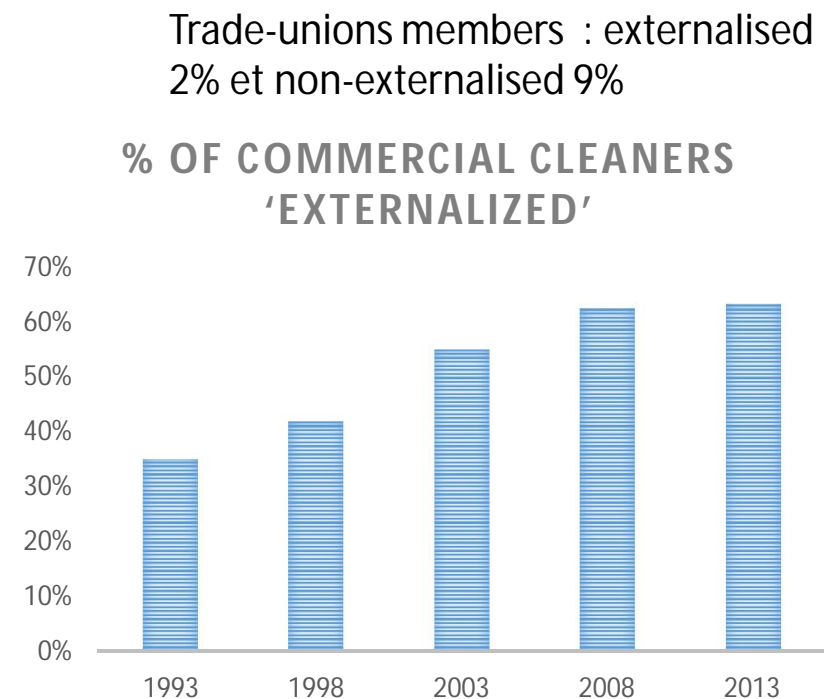
Monthly wage / Trade-Union membership rate



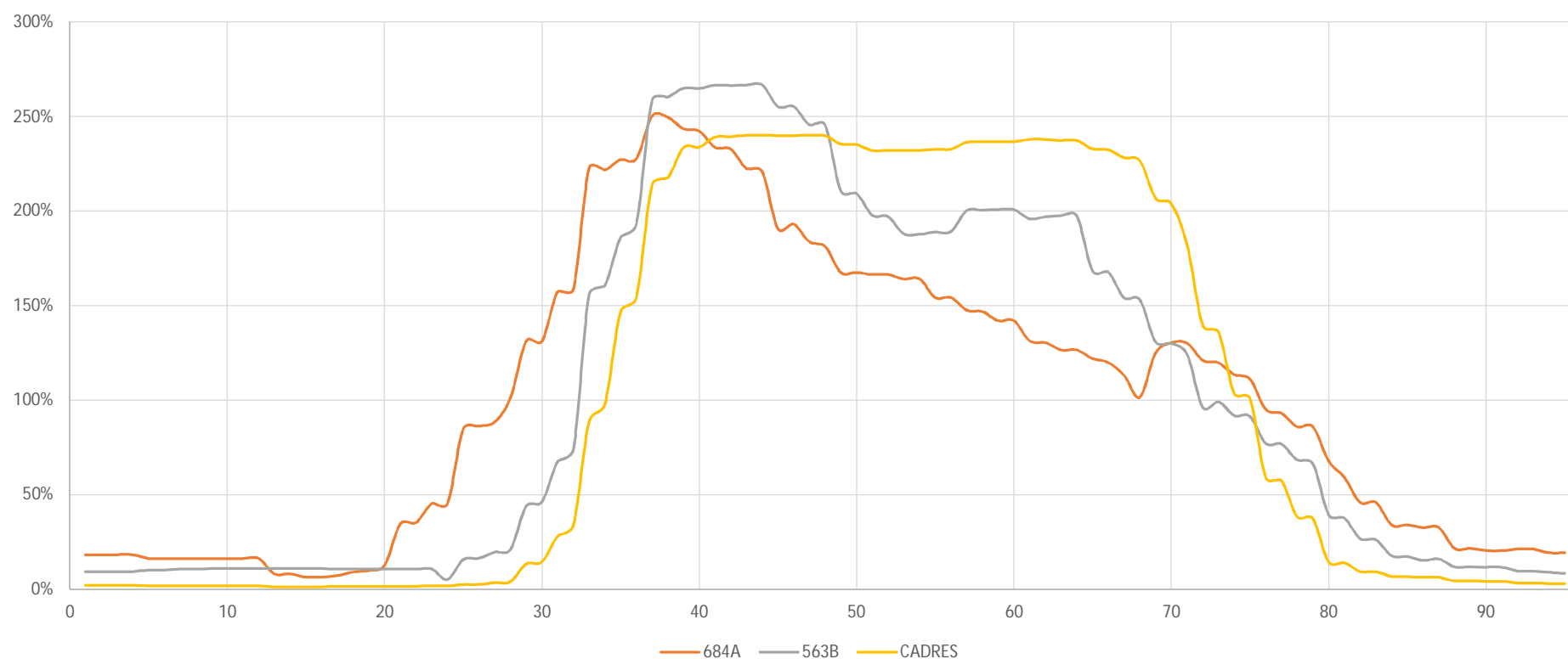
Annexes

Outsourcing and workers division in cleaning activities: effects on working time and wages

	1998	2013
Non-outsourced	189 253	150 948
Outsourced	148 353	230 226
% outsourcing	44%	60%
WWT no -out.	30h	32h
WWT out.	30h	24h
Wage No out.	654 €	945 €
Wage Out.	610 €	750 €



The working day of commercial cleaners and home care workers



Présence relative des nettoyeurs et des aides à domiciles par rapport aux cadres au cours de la journée

