



JOB SHARING

TWO PROFESSIONALS FOR THE PRICE OF ONE





JOB SHARING ADVANTAGES FOR

EMPLOYEES

- › Access to more stimulating jobs while working part-time
- › Diversity and innovation through a large range of activities
- › Work-life balance
- › Development of new skills and greater expertise
- › Joint decision-making process and reduced feeling of isolation by managers
- › Better integration into the company for those who temporarily left the labour market
- › Larger network thanks to the duo

EMPLOYERS

- › Greater productivity and continuous presence at the workplace
- › Talent retention through introduction of flexible work models
- › More effective decision-making process between two partners
- › Skills and networks doubled
- › Know-how transfer in case of intergenerational job sharing
- › Motivated and loyal employees, reduced risk of burnout
- › Favourable leading-edge company image

AND FOR SOCIETY

*More equality in
working opportunities*

*More gender
balance in
management*

*Mobilization of
qualified personnel*

*Better return
on education
investment*

JOB SHARING IS SUITABLE FOR

Dynamic women and men who want to hold a stimulating job while also maintaining other activities

Young professionals who are eager to integrate into the company by means of an intergenerational exchange

Older individuals who wish to remain active professionally while working fewer hours, and who are willing to pass on their know-how



WHAT QUALITIES ARE REQUIRED FOR JOB SHARING?

Job sharing is not for everyone. In order to job share, the partners should have the following qualities: flexibility, open-mindedness, generosity, critical thinking, ability to regularly assess oneself critically and the ability to manage conflicts constructively.

WHICH FORM OF PARTNERSHIP?

The diverse nature of job sharing is not only due to the differences between the individual partners (gender, age and personality) but also in the many ways the working hours can be divided. To maintain an adequate income, various rates of activity can be foreseen. Job sharing is not limited to a 50%-50% share.

Two examples:

← 100% job sharing →

MON	TUE	WED	THU	FRI
A	A	A	B	B
B	B	B	A	A

← 100% top sharing + 20% project →

MON	TUE	WED	THU	FRI
Manager A	Man. A B	Man. A	Man. B A	Manager B
Manager A	Manager A	Manager B	Manager B	Manager B

See www.go-for-jobsharing.ch (time options)



Job sharing means two or more employees sharing a full-time position with interdependent tasks and joint responsibility.



IS THE SWISS LABOUR MARKET APPROPRIATE FOR JOB SHARING?

In Switzerland, 60% of working women and 18% of men work part-time. This discrepancy between the two is among the highest in the world. Globally, one-third of the working population holds a part-time position. Switzerland is in 2nd position just after the Netherlands (FSO, 2020).

The more highly qualified working mothers are, the more likely they are to work part-time, with some variance based on specific factors found in each unique personal situation. Almost 50,000 university-educated women are no longer active professionally, and most of these women are mothers.

Part-time positions have a number of disadvantages: restricted access to management positions, limited coverage at the work place, under-utilization of skills, jobs without the possibility of advancement, loss of performance and inequality between women and men.

Job sharing optimizes part-time work; it is an innovative model and a third option in the labour market!

For more information and assistance in implementing job sharing, please feel free to contact us.

*The active Members of the PTO Committee (Part-Time Optimisation Association)
info@go-for-jobsharing.ch*

TO FIND A JOB SHARING PARTNER, VISIT
WWW.WEJOBSHARE.CH

FOR MORE INFORMATION AND TESTIMONIALS, PLEASE VISIT OUR WEBSITE
WHICH IS TAILORED TO EMPLOYEES, EMPLOYERS AND HR SPECIALISTS

WWW.GO-FOR-JOBSHARING.CH



The *Go-for-jobsharing* initiative is supported by the Federal Office for Gender Equality.