

# Division of Work and Working Hours

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## Abstract

This paper analyzes labor supply to regular/non-regular work and regular time/overtime work from a viewpoint of division of work. A simple theoretical model shows that individual differences in decision to work are induced by the relative efficiency among disutility of work, efficiency of dividing work, and wage premium rate. Basic statistics and estimation using an individual survey data show non linearity of wage-hour relationship and partly support the predictions of the theory. The results suggest that raising wage premium of overtime work or reducing the legal standard work hours does not necessarily shorten the actual working hours because of the real effectiveness of the premium rate. Work sharing would be effective if the employer attempt not only to divide a work into parts but also reconsider the work style so that the division can improve the work efficiency and the disutility of work.

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