

Working-time flexibility among European couples

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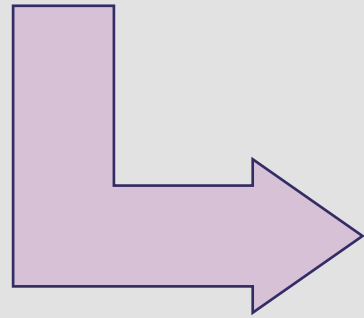
Interdisciplinary Centre for Labour Market and Family Dynamics LABFAM
Faculty of Economic Sciences, University of Warsaw

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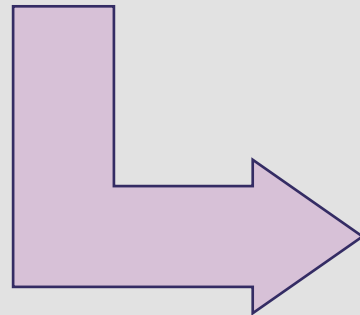


**Labour market
changes**

- Globalization and the changes occurring because of the rapid diffusion of new technologies



**Flexibilization
of employment
conditions**



**Working-time
flexibility**

- Both on on the employer and the employee side

Working-time flexibility & WFB

Working-time flexibility **negatively affects:**

- the time and energy devoted to family commitments,
- the quality of time spent with family,
- the quality and stability of relationships (Kalil et al., 2010)

These negative consequences **are less evident if**

- workers can control when the workday begins and ends and to take time off as needed
- WTF helps reducing the overlap between family and work responsibilities and thus sustain social relationships (Kelly et al., 2011; Wharton & Blair-Loy, 2006)

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Employer- or employee-oriented flexibility?

Aim & contribution

Aim

to characterize flexibility both on the employer and employee side within couples in European context

Main novelty

- ❖ both types of flexibility
- ❖ couples perspective
- ❖ cross-country comparison

Data & Method

Data

- ❖ EU LFS with ad hoc module “Work organisation and working time arrangements” (2019)
- ❖ Dual earner heterosexual couples

Two types of working-time flexibility

- ❖ **employee-oriented:** “How is determined the start and end of the working time in the main job” - Worker can fully decide working time/ with certain restrictions
- ❖ **employer-oriented:** “Frequency to which the worker has to face unforeseen demands for changed working time in the main job” - At least once a week / Less than every week but at least once a month

Data & Method

Method

descriptive analysis and multinomial logit models

Response flexibility of working hours (employee-oriented & employer-oriented)

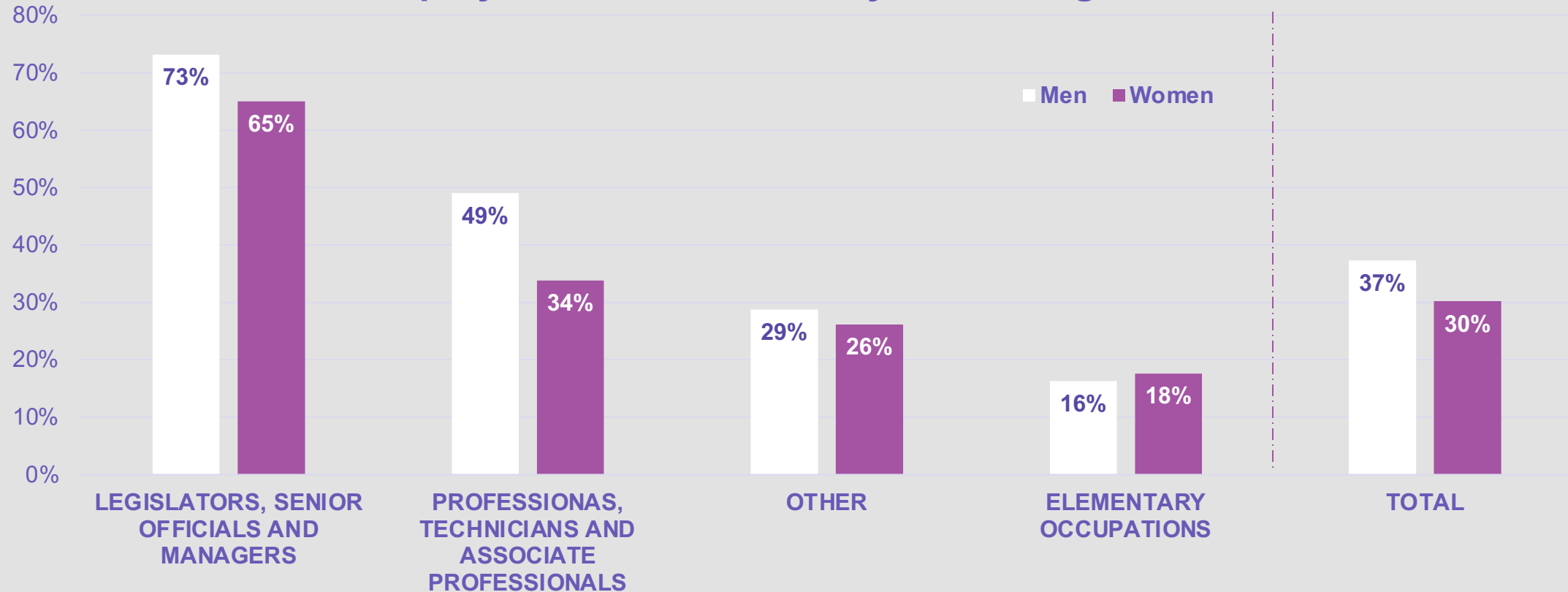
Explanatory number of children, age of the youngest child, partners education & occupation

Country groups

- ❖ Belgium & Netherlands
- ❖ Central Eastern Europe (BG & CZ & HR & HU & RO & SK)
- ❖ Italy & Greece
- ❖ United Kingdom & Ireland

Results

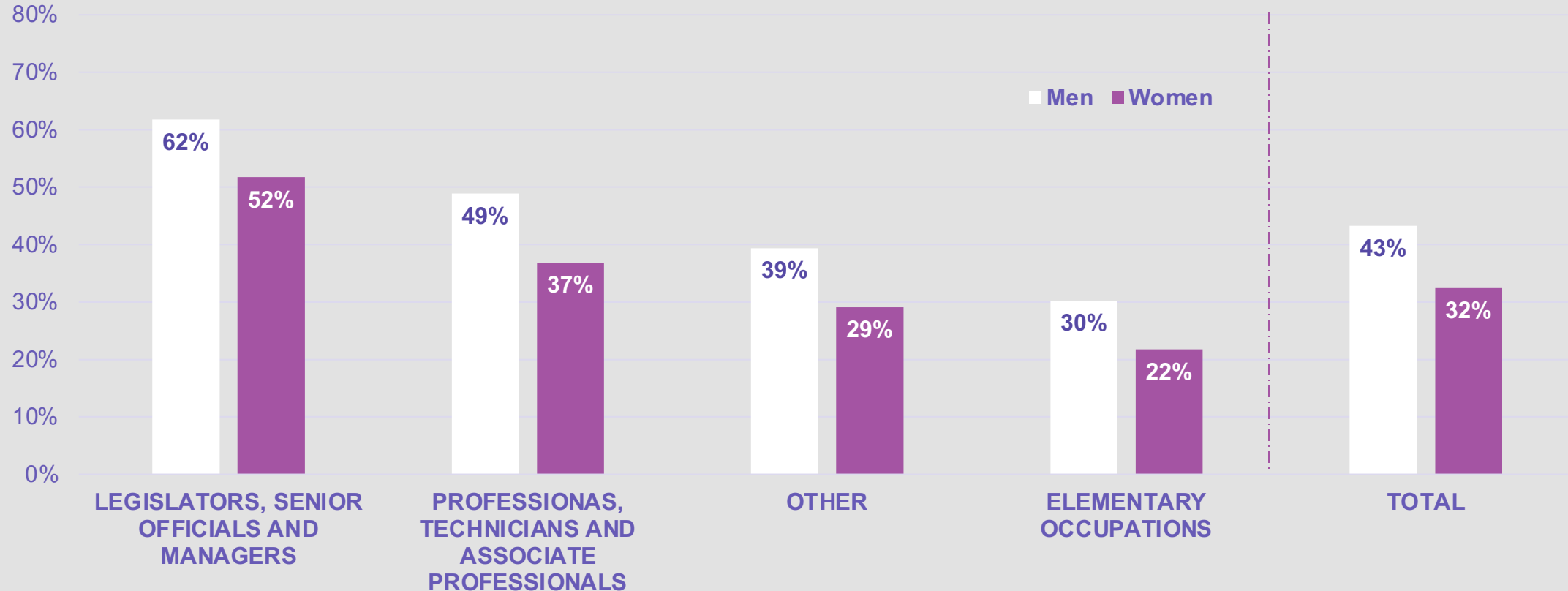
Employee-oriented flexibility of working hours*



* Percentage of employees who chose the answer ether "Worker can fully decide working time" or "Worker can decide working time with certain restrictions" for the question "How is determined the start and end of the working time in the main job"

Results

Employer-oriented flexibility of working hours*

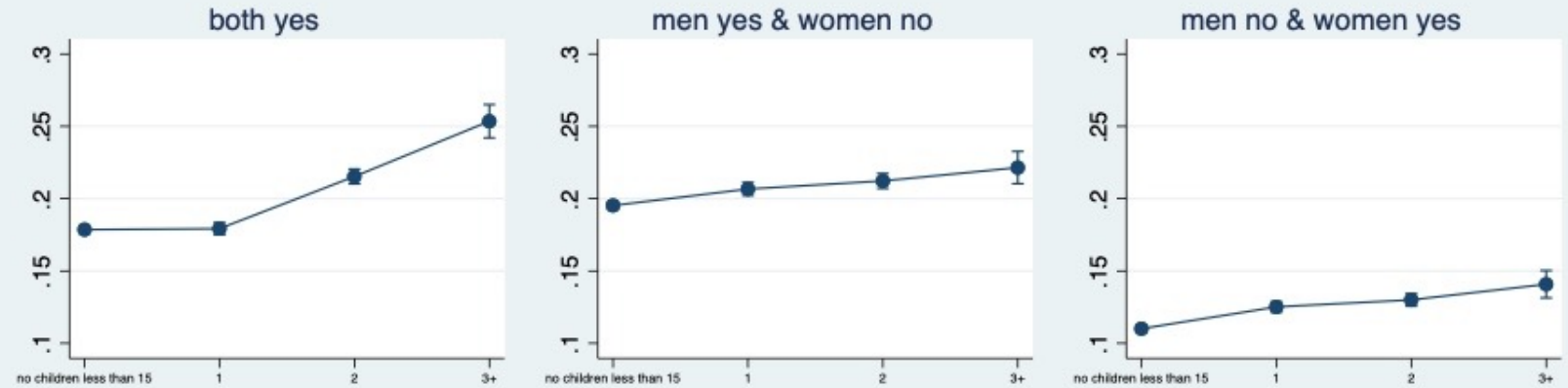


* Percentage of employees who chose the answer either "At least once a week" or "Less than every week but at least once a month" for the question "Frequency to which the worker has to face unforeseen demands for changed working time in the main job"

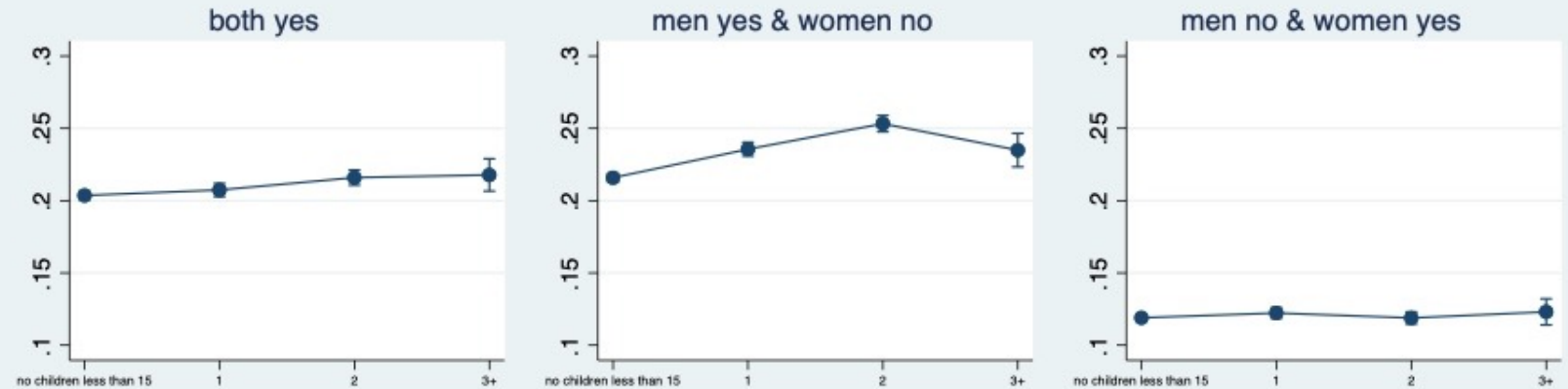
Results

more children relates to higher **employee-oriented flexibility**

Employee-oriented all countries predicted probabilities (number of children)



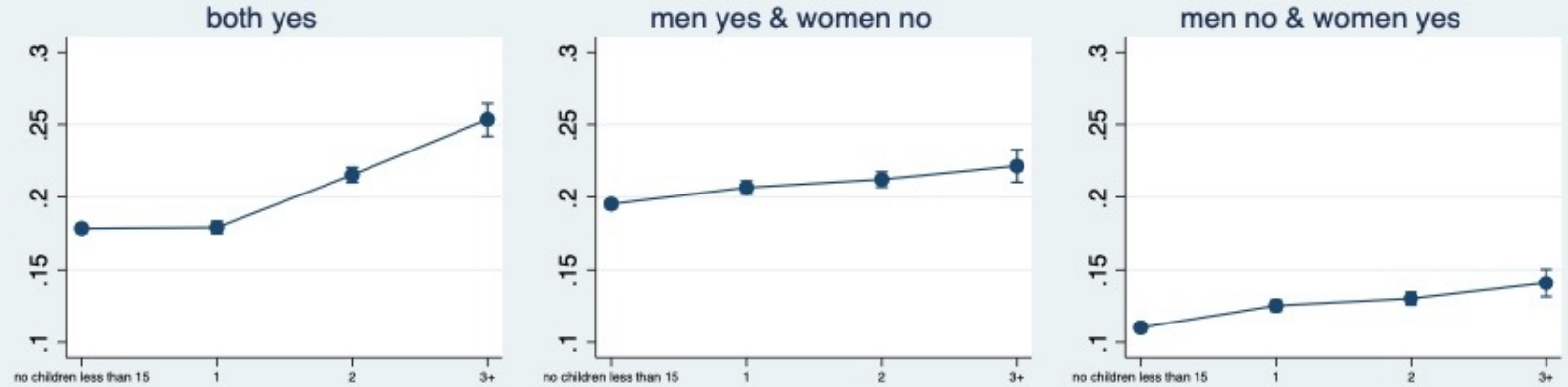
Employer-oriented all countries predicted probabilities (number of children)



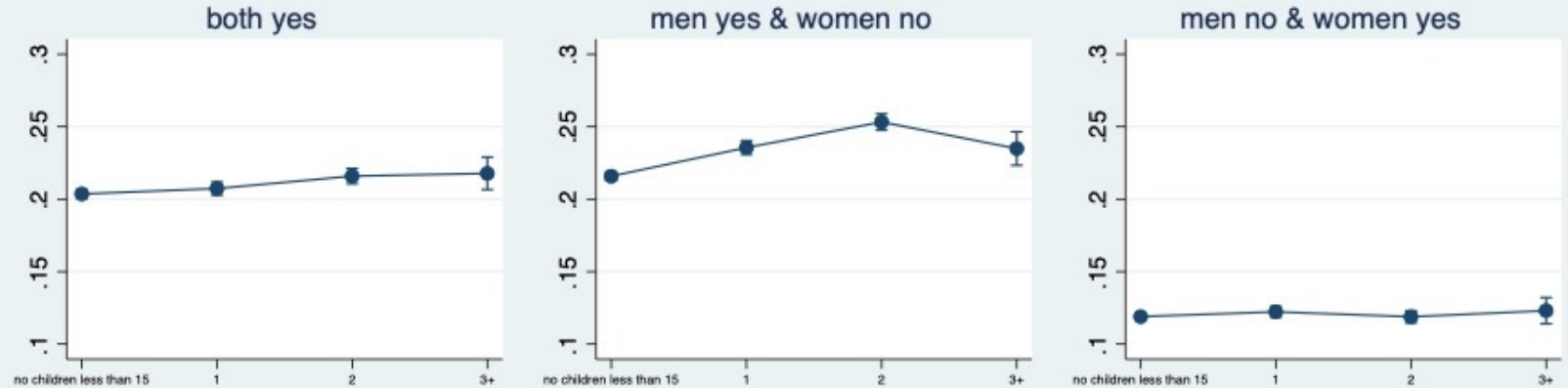
Results

more children relates to higher **employee-oriented flexibility**

Employee-oriented all countries
predicted probabilities (number of children)



Employer-oriented all countries
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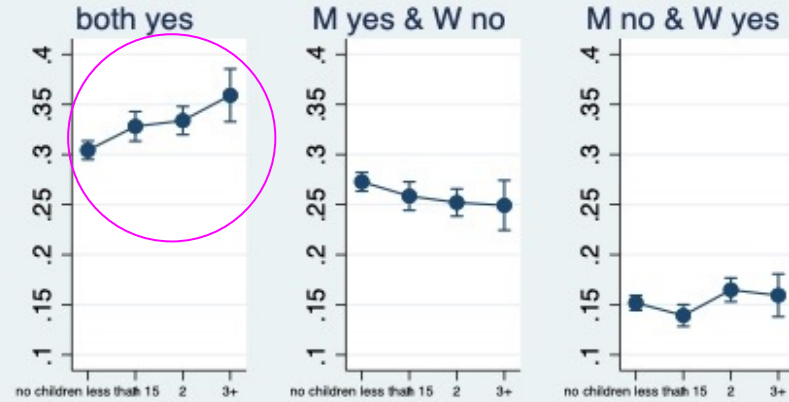


more children relates to higher **employer-oriented flexibility** among men

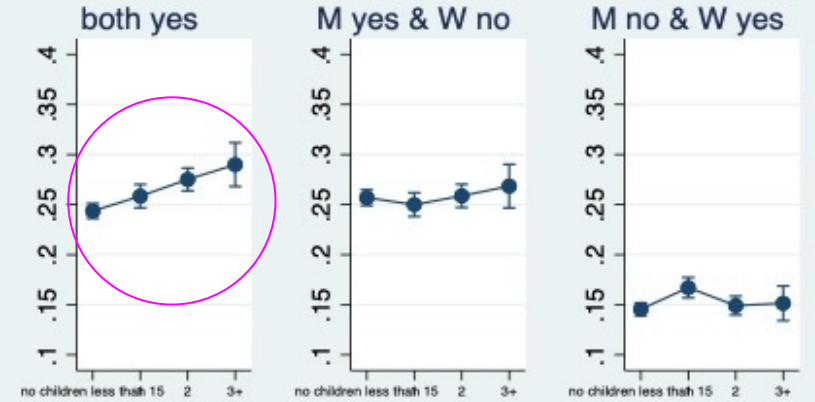
Results

- ❖ **in Western Europe**, more children relates to higher employee-oriented flexibility among both partners
- ❖ **in Southern Europe**, employee-oriented flexibility is mostly observed among men
- ❖ **in Central Eastern Europe**, both partners' or only women's employee-oriented flexibility is higher among couples with 3+ children

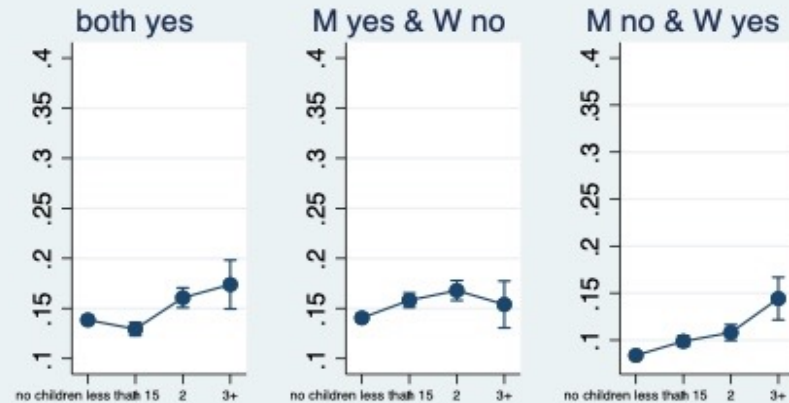
Employee-oriented BE & NL
predicted probabilities (number of children)



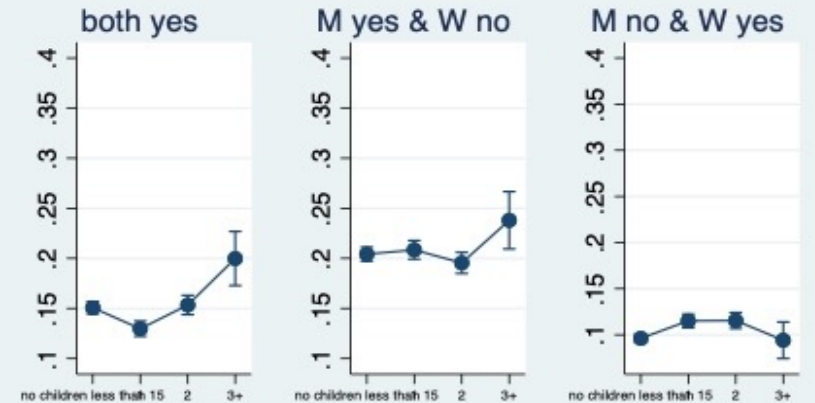
Employee-oriented IE & UK
predicted probabilities (number of children)



Employee-oriented Central Eastern Europe
predicted probabilities (number of children)



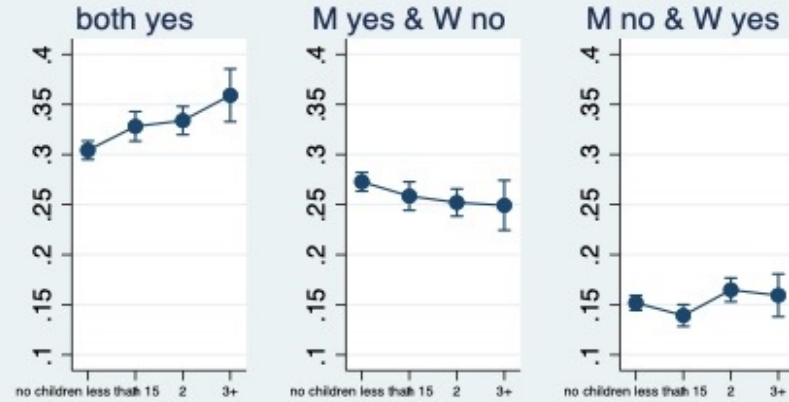
Employee-oriented IT & GR
predicted probabilities (number of children)



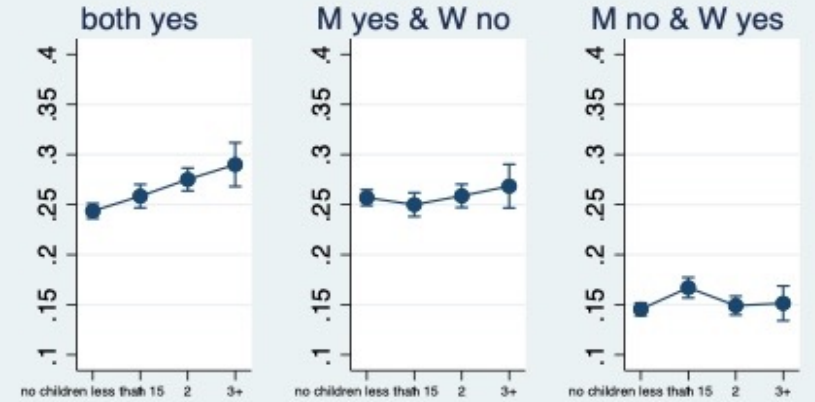
Results

- ❖ in Western Europe, more children relates to higher employee-oriented flexibility among both partners
- ❖ in Southern Europe, employee-oriented flexibility is mostly observed among fathers
- ❖ in Central Eastern Europe, both partners' or only women's employee-oriented flexibility is higher among couples with 3+ children

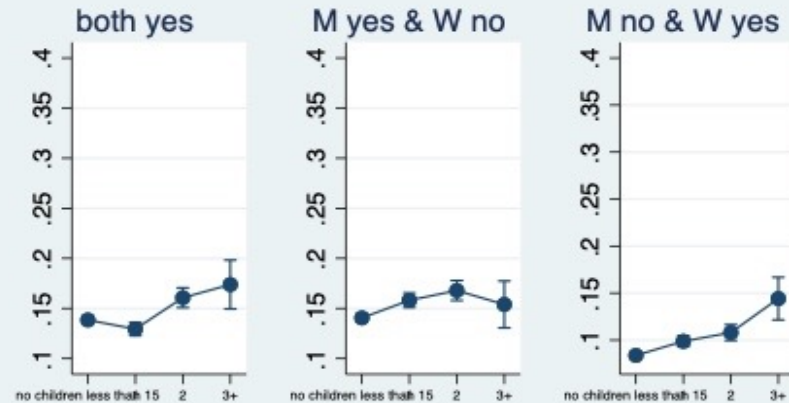
Employee-oriented BE & NL
predicted probabilities (number of children)



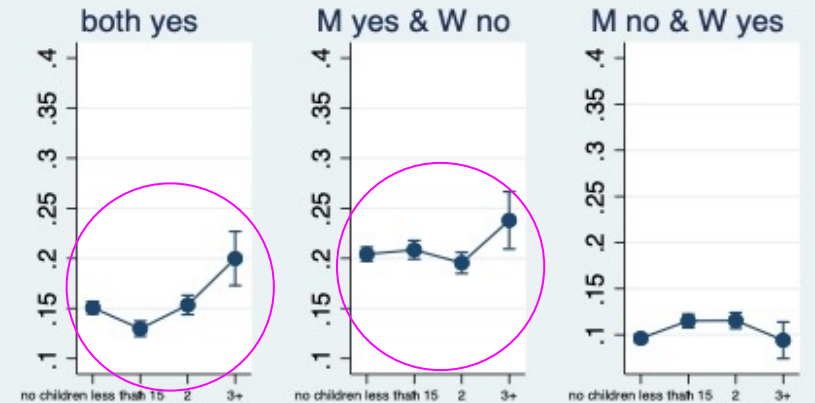
Employee-oriented IE & UK
predicted probabilities (number of children)



Employee-oriented Central Eastern Europe
predicted probabilities (number of children)



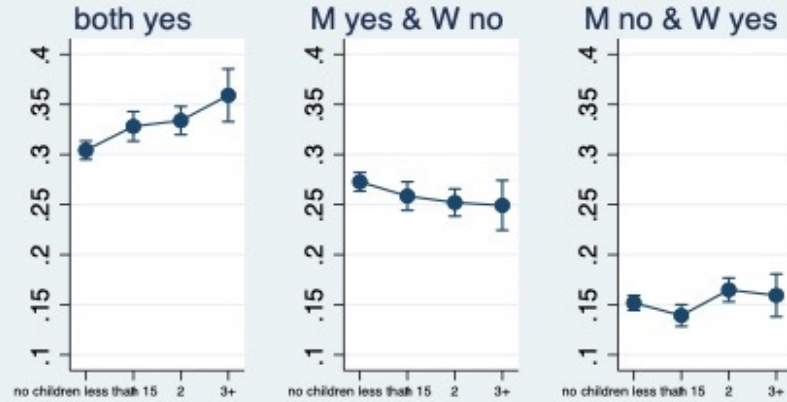
Employee-oriented IT & GR
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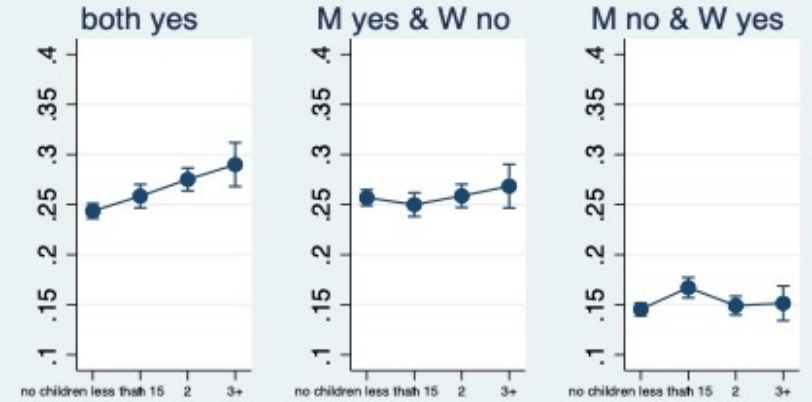
Results

- ❖ in Western Europe, more children relates to higher employee-oriented flexibility among both partners
- ❖ in Southern Europe, employee-oriented flexibility is mostly observed among men
- ❖ in Central Eastern Europe, both partners' or only women's employee-oriented flexibility is higher among couples with 3+ children

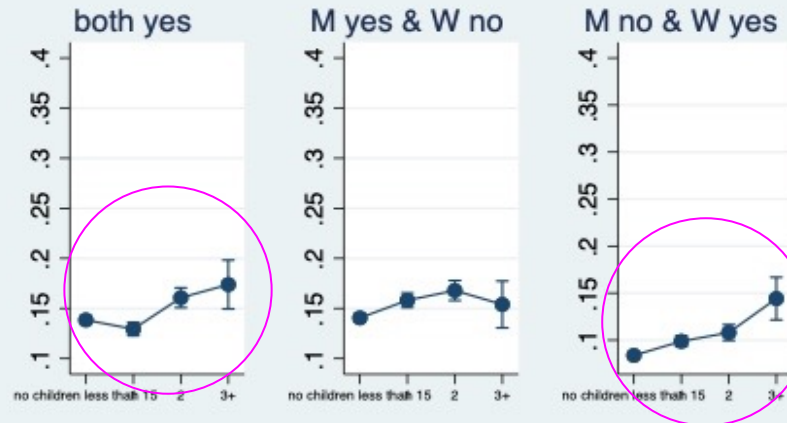
Employee-oriented BE & NL
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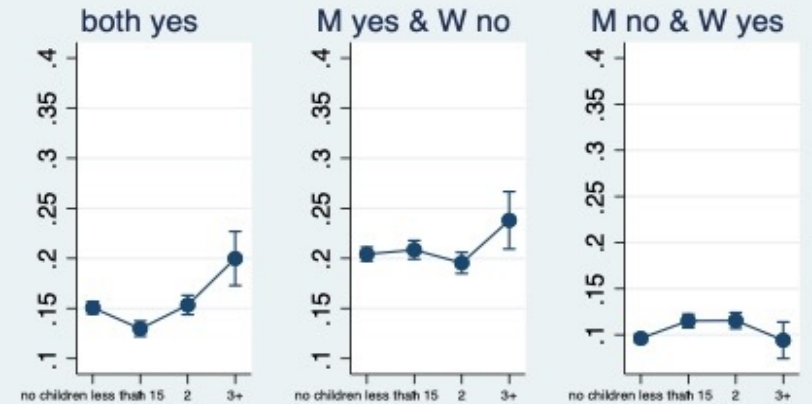
Employee-oriented IE & UK
predicted probabilities (number of children)



Employee-oriented Central Eastern Europe
predicted probabilities (number of children)



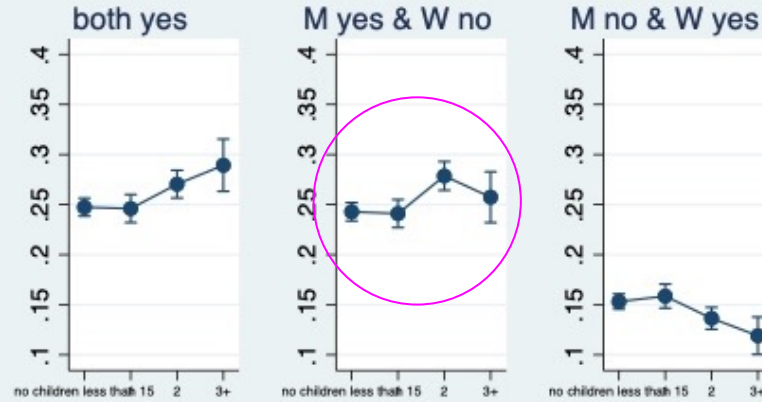
Employee-oriented IT & GR
predicted probabilities (number of children)



Results

- ❖ having children relates to higher employer-oriented flexibility among men **in every region**

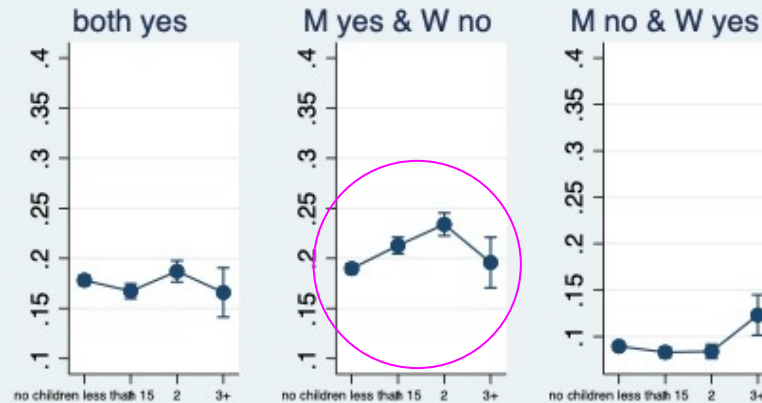
Employer-oriented BE & NL
predicted probabilities (number of children)



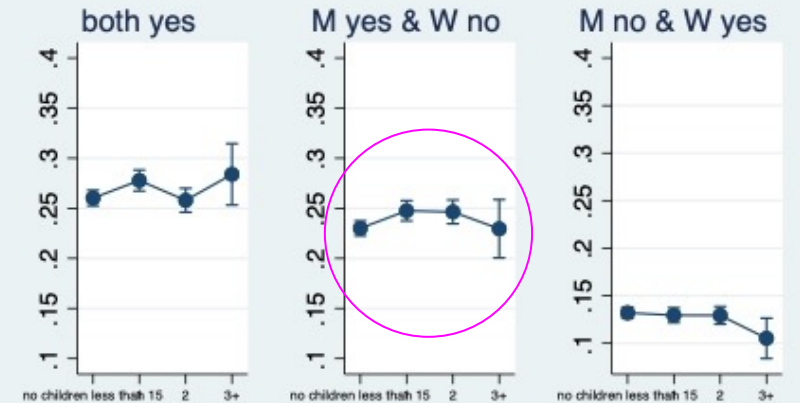
Employer-oriented IE & UK
predicted probabilities (number of children)



Employer-oriented Central Eastern Europe
predicted probabilities (number of children)



Employer-oriented IT & GR
predicted probabilities (number of children)



Conclusion

- ❖ **Both types of flexibility** are typical for those on the top of occupational hierarchy
- ❖ Couples with more children are more likely to have high **employee-oriented** flexibility though this type of flexibility is less prevalent in CEE
- ❖ **Employer-oriented** flexibility is higher among fathers than non-fathers (but the opposite for women!)

Outlook

- ❖ describing whether and how the couple flexible working hours constellations depend **on the socio-economic characteristics of both partners and their family status,**
- ❖ how they **vary across countries** and
- ❖ what is **the role of national regulations** in shaping the cross-country differences (e.g. labour market institutions and policies).

Thank you for your attention!



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