

The impact of flexible work arrangements on the work and life balance

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1. Research question and database

Time flexibility hypothesis.
Reduced working hours (proxy for time flexibility) are related to less time unbalance

- ISSP 2002: Family and Changing Gender Roles III
- At least one child under 18
- Respondent is employed
- European countries, including Russia
- No weighting factor had been used

Country	Frequency
Austria	473
Cyprus	372
Czech Republic	326
Denmark	409
Finland	309
France (Belgium)	528
France	601
Germany (East and West)	273
Great Britain and Northern Ireland	644
Hungary	192
Latvia	343
Netherlands	321
Norway	437
Poland	322
Portugal	240
Russia	531
Slovakia Republic	532
Slovenia	266
Spain	432
Sweden	306
Switzerland	221
Total	7792

2. Empirical analysis - dependent variable

Time unbalance

Work-Family Conflict Family-Work Conflict

- There are some things to do at work, I often run out of time before I get them all done (five answer categories)
- It has been difficult for me to fulfil my family responsibilities because of the amount of time I spent on my job (four answer categories)
- There are some things to do at home, I often run out of time before I get them all done (five answer categories)
- I have found it difficult to concentrate at work because of my family responsibilities (four answer categories)

3. Empirical analysis - dependent variable (frequencies)

4. Empirical analysis - dependent variable

- Principal component analysis
- Kaiser-Meyer-Olkin Measure of Sampling Adequacy: 0.67
- One component has an eigenvalue > 1, which explains 45% of variance
- Correlations between PC and variables vary between 0.62 and 0.73
- Principal component: **time unbalance**

5. Empirical analysis - dependent variable

Time unbalance by countries (*100)

6. Empirical analysis - explanatory variable

two proxies of time flexibility by country-

7. Time flexibility (TF) hypothesis - results

$Y = b_0 + b_1 \cdot \text{time flexibility}$

	Unst. coeff.	Sig.
b_0	-0.658	0.000
b_1	0.017	0.000

R=3.9%, N=6621

$Y = b_0 + b_1 \cdot \text{TF2} + b_2 \cdot \text{TF3}$

	Unst. coeff.	Sig.
b_0	-0.223	0.000
b_1	0.204	0.000
b_2	0.548	0.000

R=3.1%, N=6621

Lower number of hours worked are clearly related to lower time unbalance.

8. Time flexibility hypothesis – control variables

OLS regression

I. Individual characteristics

- Gender
- Social status
- Occupational status
- Difference between preference and actual employment status of woman
- Past employment status of woman

II. Household characteristics

- Distribution of hh work between partners
- Partner's employment status
- Age of children
- Number of children
- Employment pattern of respondent's mother

III. Policy environment

- Contextual variables: part-time employment rate, expenditures on family benefits
- Country and welfare regime fixed-effects (country dummies/welfare regime dummies)

9. Time flexibility hypothesis – general results of all models applied

(OLS regression)

- Time flexibility is positively associated with time unbalance, significant at 0.01 level in all models, robust effect
- R² varies between 0.07 and 0.20
- Control variables:
 - Individual resources are the most important variables
 - The role of household resources highly depends on the introduction of reported distribution of household work

10. Time flexibility hypothesis - results

OLS regression

Individual characteristics

- More time unbalance is likely to be reported when
 - R(espndent) has a higher social status (higher ISEI, tertiary education)
 - R is a woman
 - R supervises persons
 - R (woman) works more than she would prefer
 - R (woman) stayed at home when her child was under school age

11. Time flexibility hypothesis - results

OLS regression

Household characteristics

- More time unbalance is likely to be reported when
 - There are 2 or 3 children in the HH (compared to 1 child)
 - There are children both under and above school age in the household
 - Partners often disagree about sharing the household work (reported by R)
 - Partner stays at home (?)

12. Time flexibility hypothesis - results

OLS regression

Policy environment

- More time unbalance is likely to be reported when
 - R lives in a country with low share of part-time workers or/and low share of family policy expenditures/GDP
- Compared to those living in countries with a social-democratic regimes
 - Rs living in conservative or liberal WR countries *ceteris paribus* are likely to report more time unbalance
 - Rs living in Southern or Eastern-European countries (including Russia) *ceteris paribus* are likely to report less time unbalance

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Preliminary results