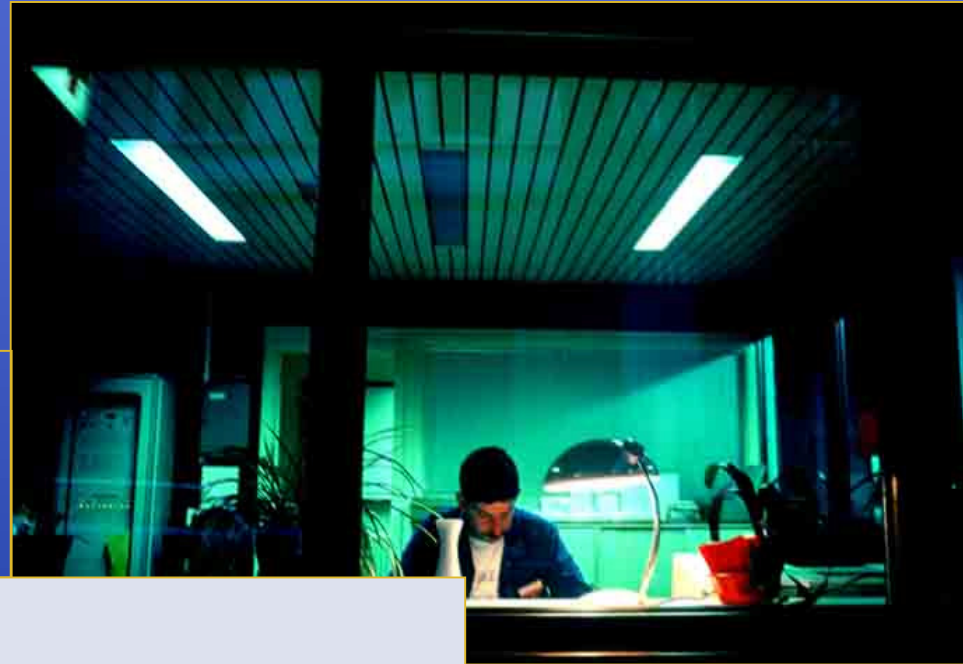




## Working time

Relevant Eurofound  
research and data



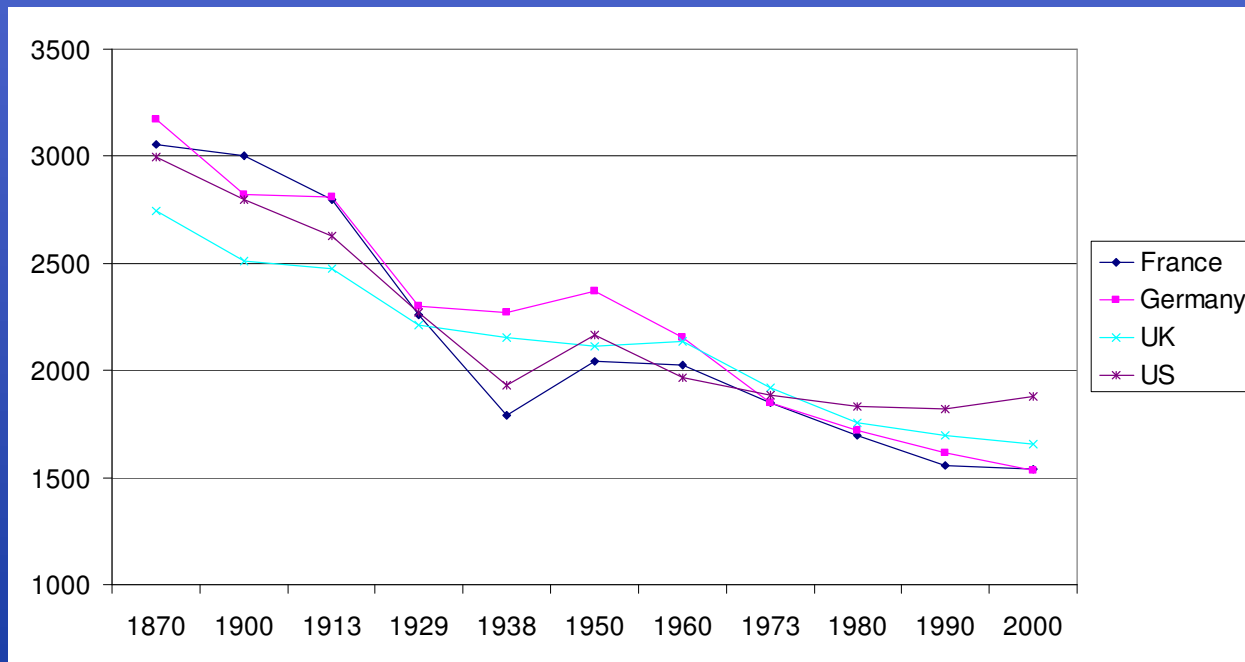


## Presentation

- Working hours: some stylised facts
- Work life-balance
- Working time flexibility
- Gender aspects of working time
- Conclusions
  - ▶ Main sources: Fourth European Working Conditions survey (2005), European Establishment survey on working time / work life balance (2004-5)



## Annual working hours: the historical trend



Source: Huberman 2003

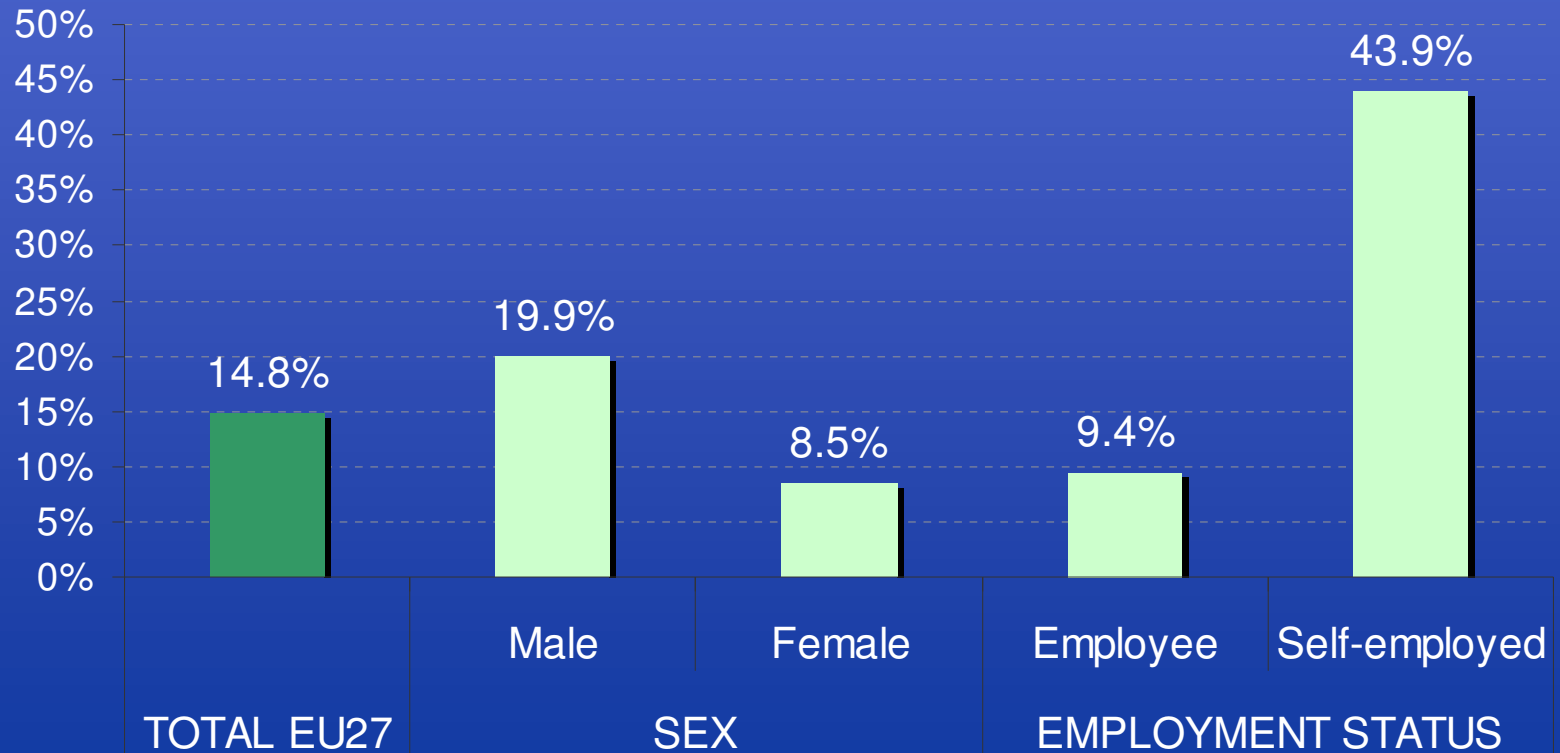


# Working more than 48 hours a week





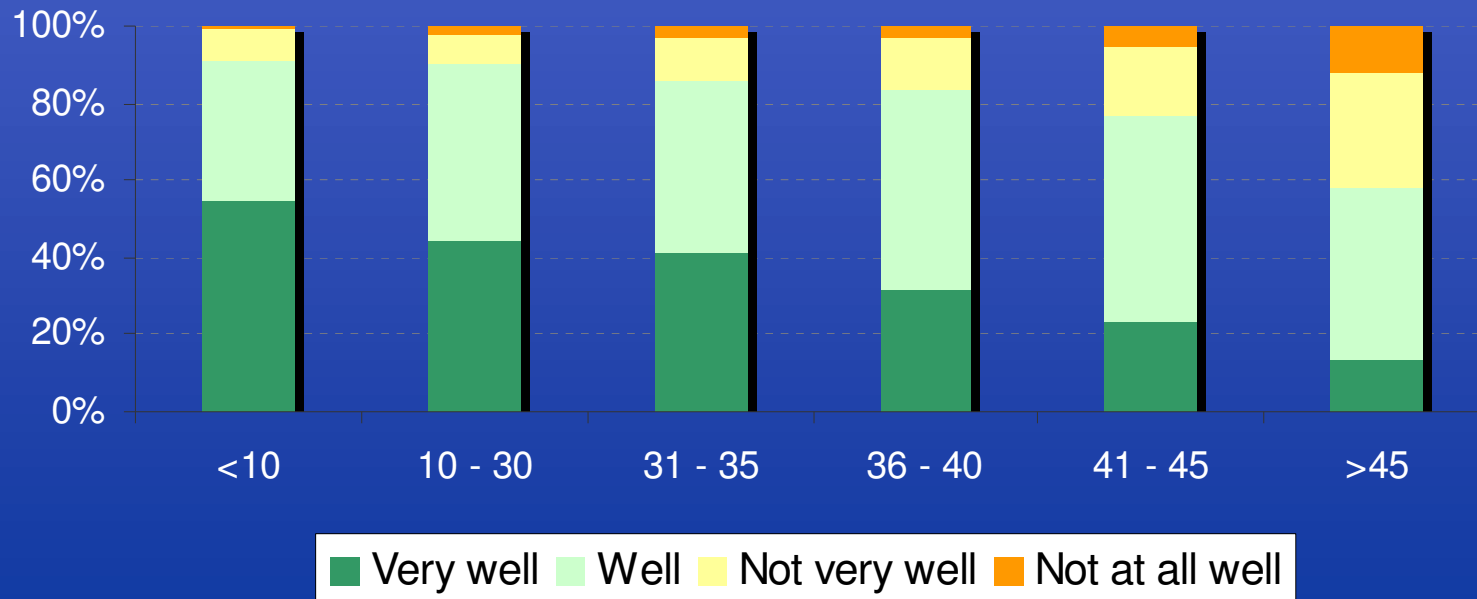
## Who works long hours ?





## Work-life balance

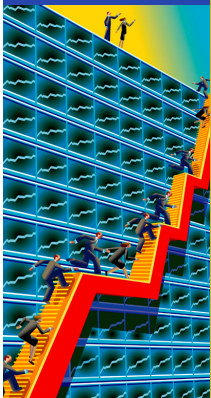
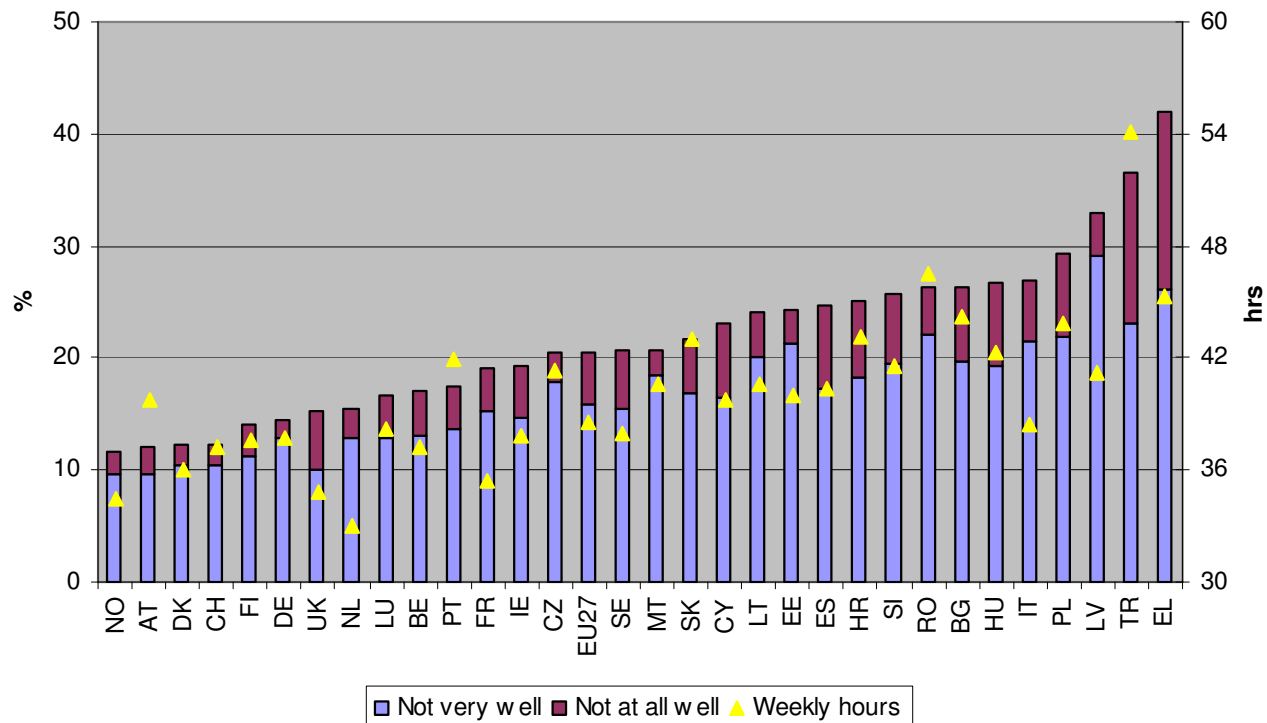
**80% are satisfied but 40+% of those working long hours are not satisfied, working fathers report more dissatisfaction**





## Dissatisfaction with work-life balance by country

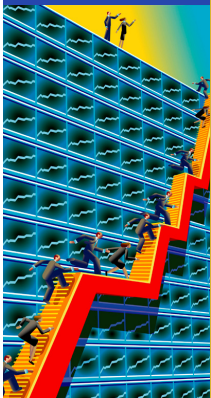
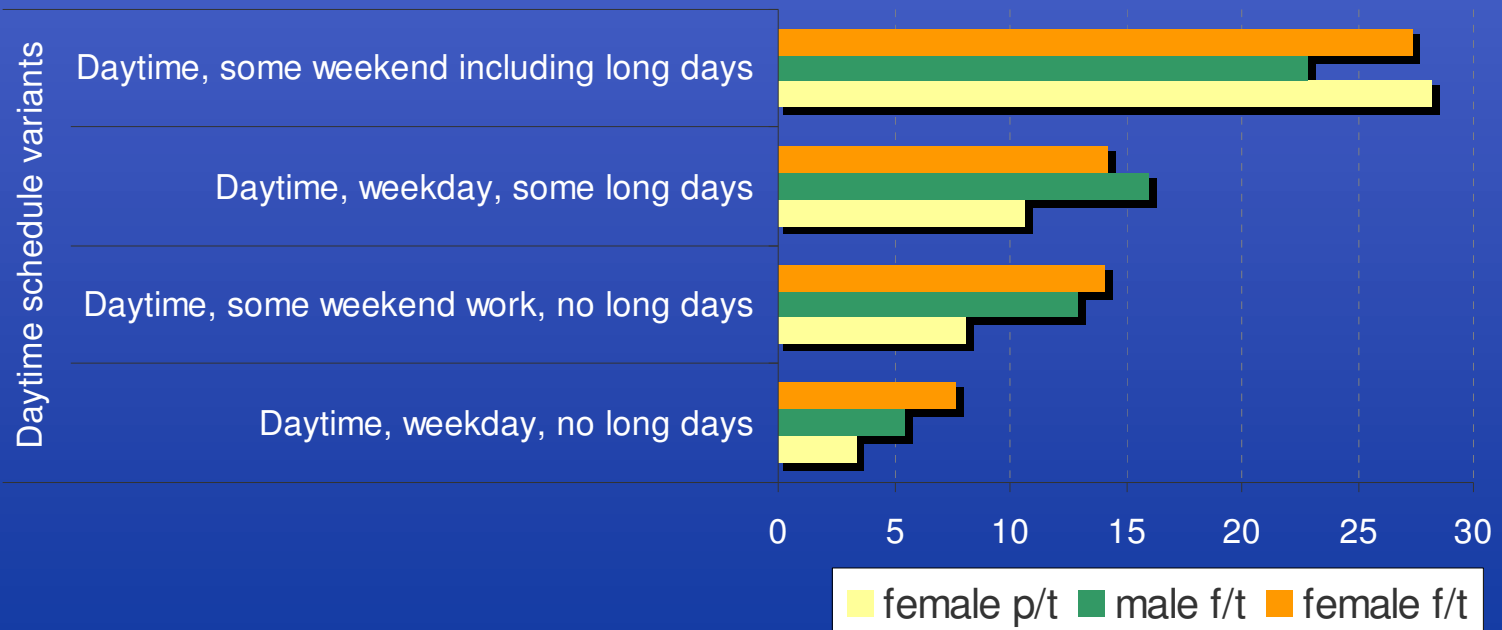
Do working hours fit in with family or social commitments outside work?  
Unsatisfactory work-life fit by country





# Standard hours are preferred

Different schedules and dissatisfaction with work-life fit (%)  
(male full-time /female part and full-time)

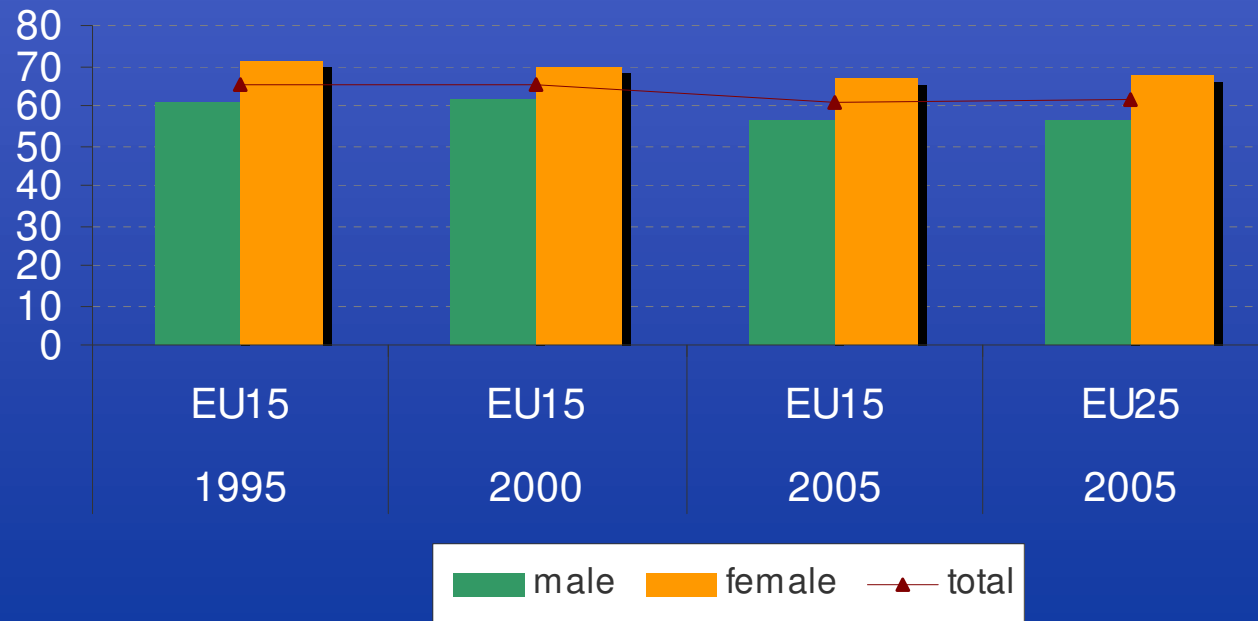






# Flexibility?....

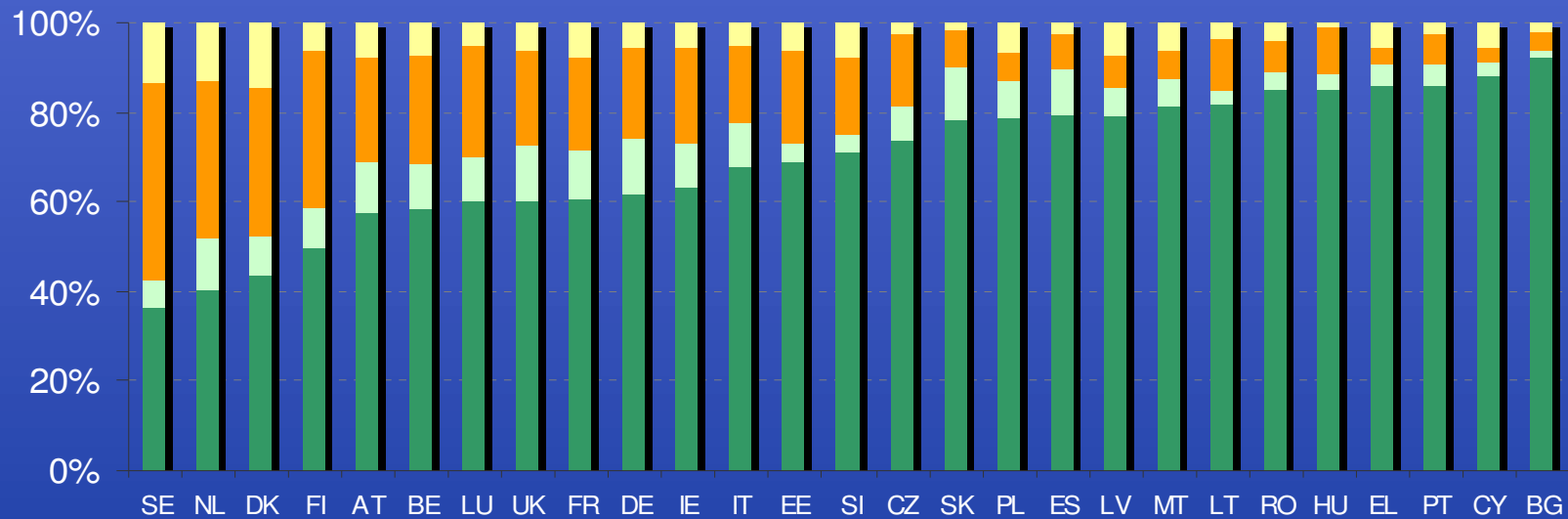
## Work fixed starting and finishing times by gender, %



Source: Fourth European Working Conditions survey



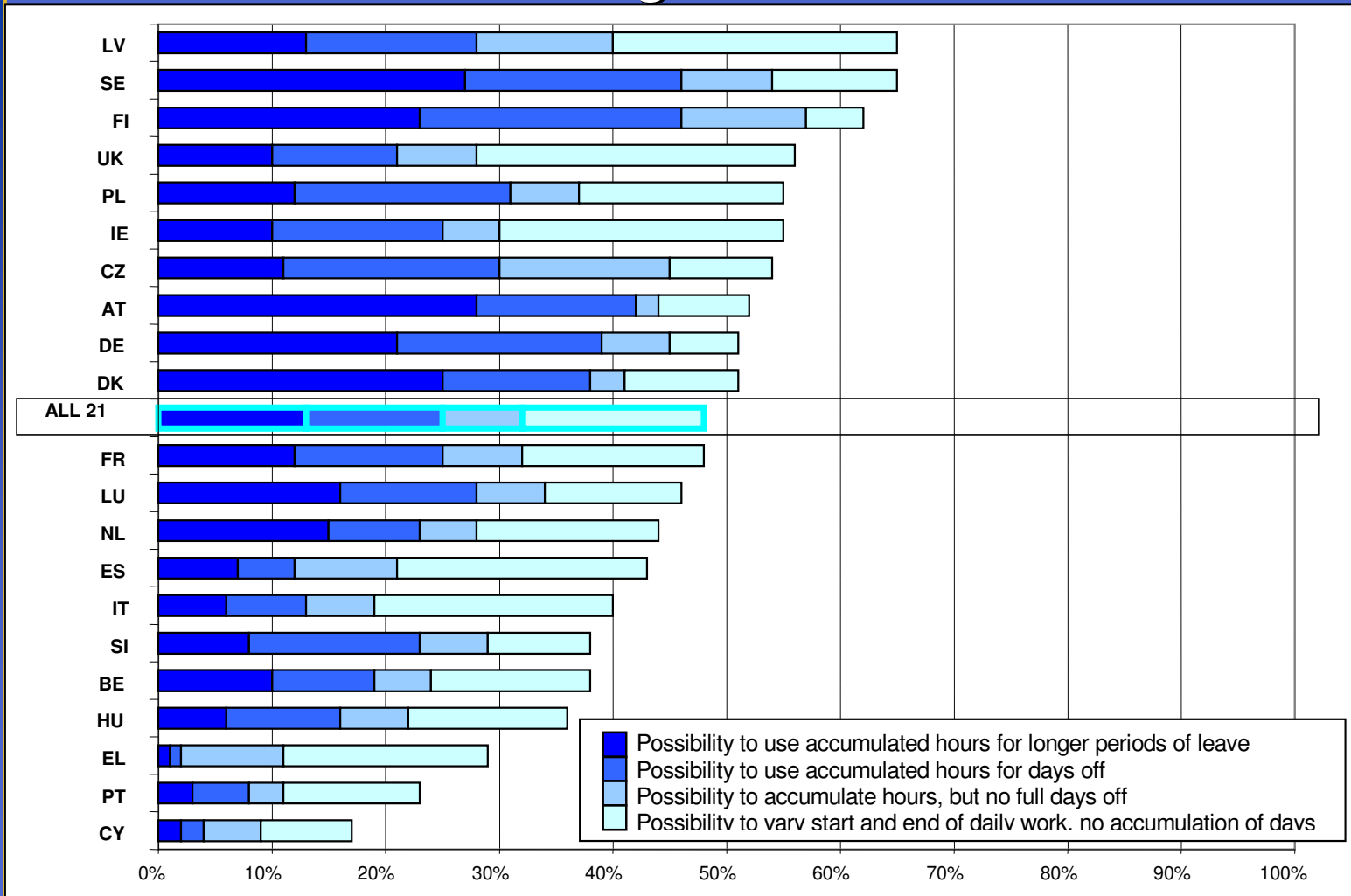
# Working time discretion by country



- Your working hours are entirely determined by yourself
- You can adapt your working hours within certain limits
- You can choose between several fixed working schedules
- They are set by the company with no possibility for changes



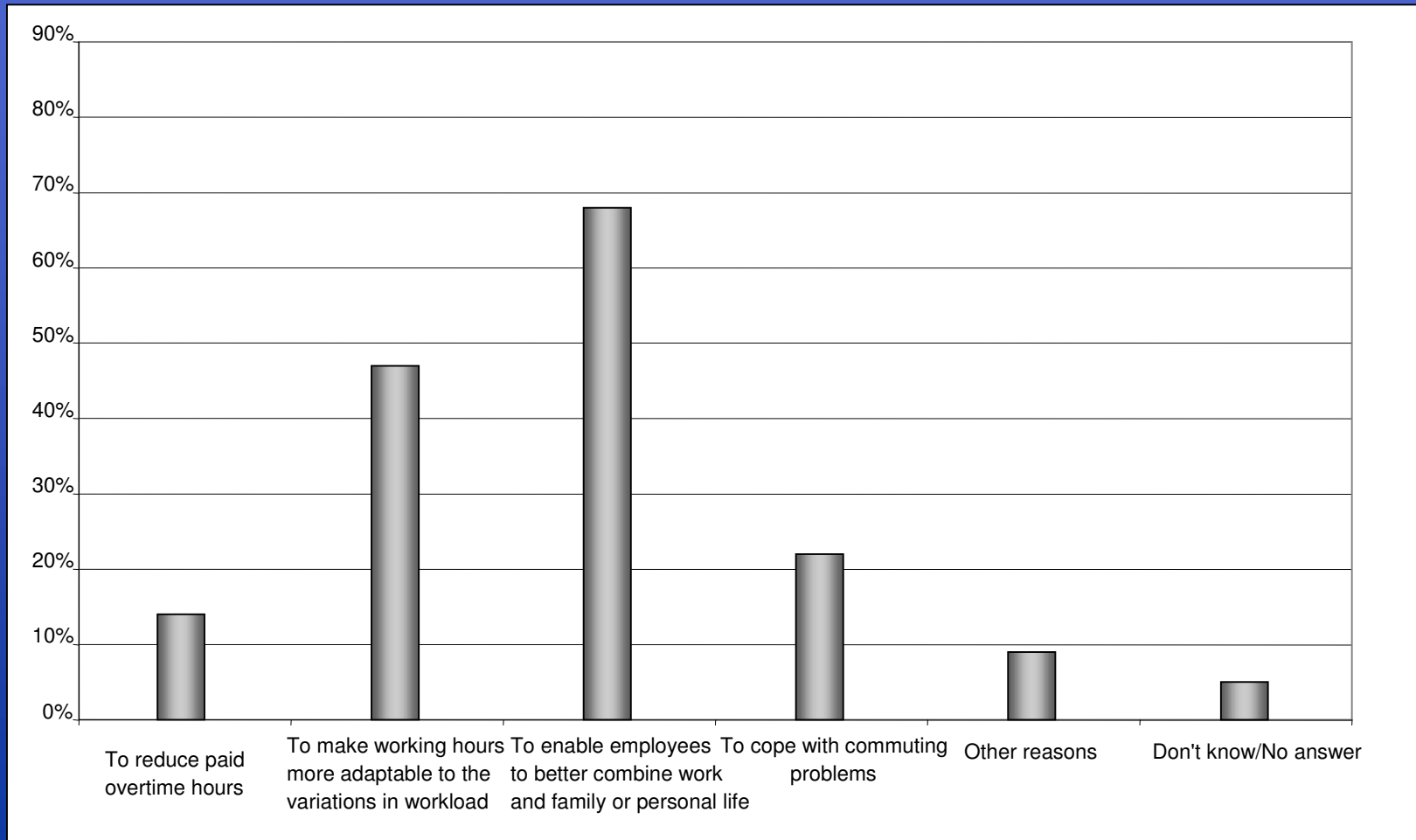
## Flexi-time arrangements in the EU



Data from EF Establishment Survey (2005)



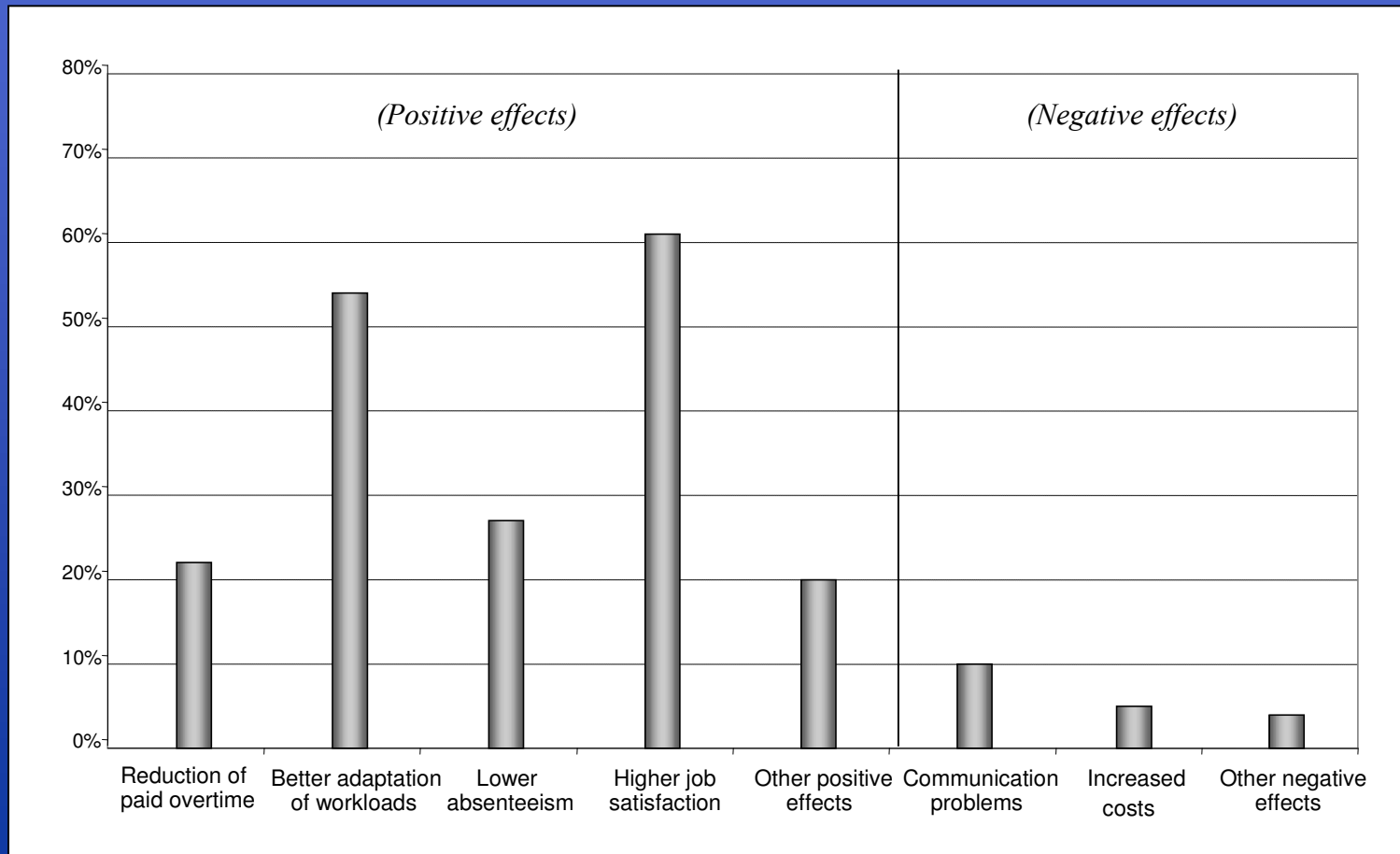
## Why was flexitime introduced?



Data from EF Establishment Survey (2005)



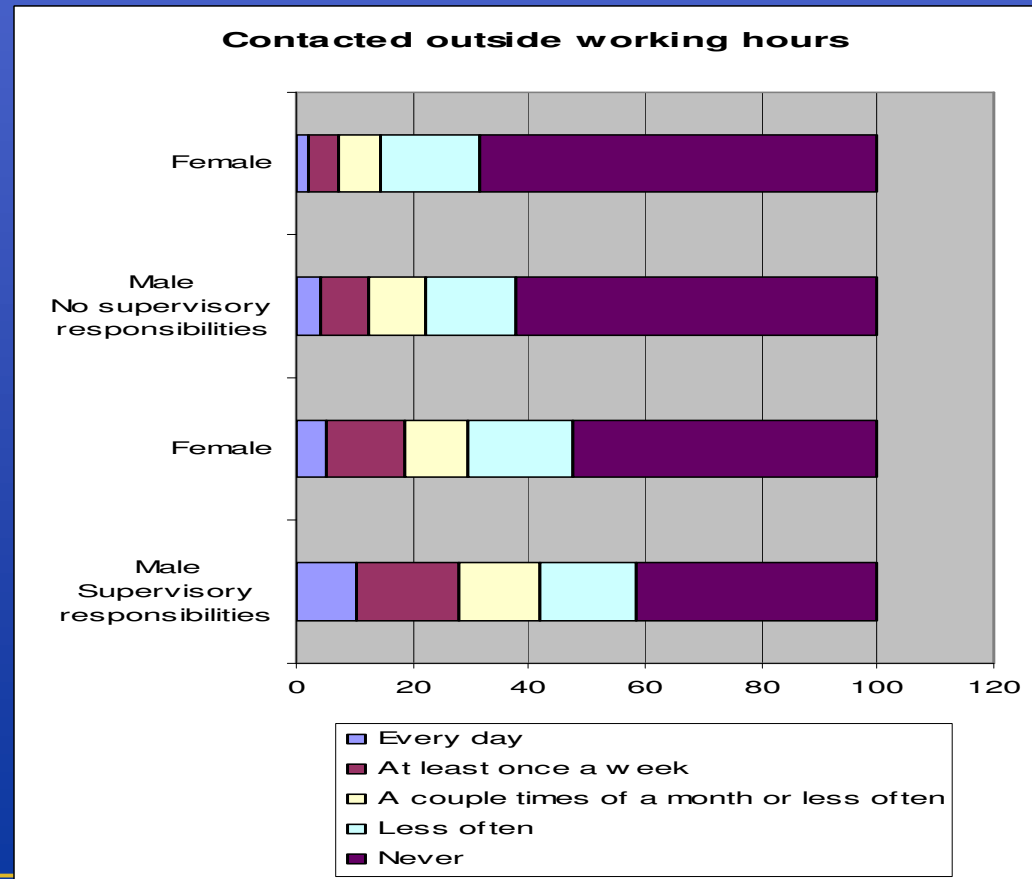
## The effects of flexitime



Data from EF Establishment Survey (2005)



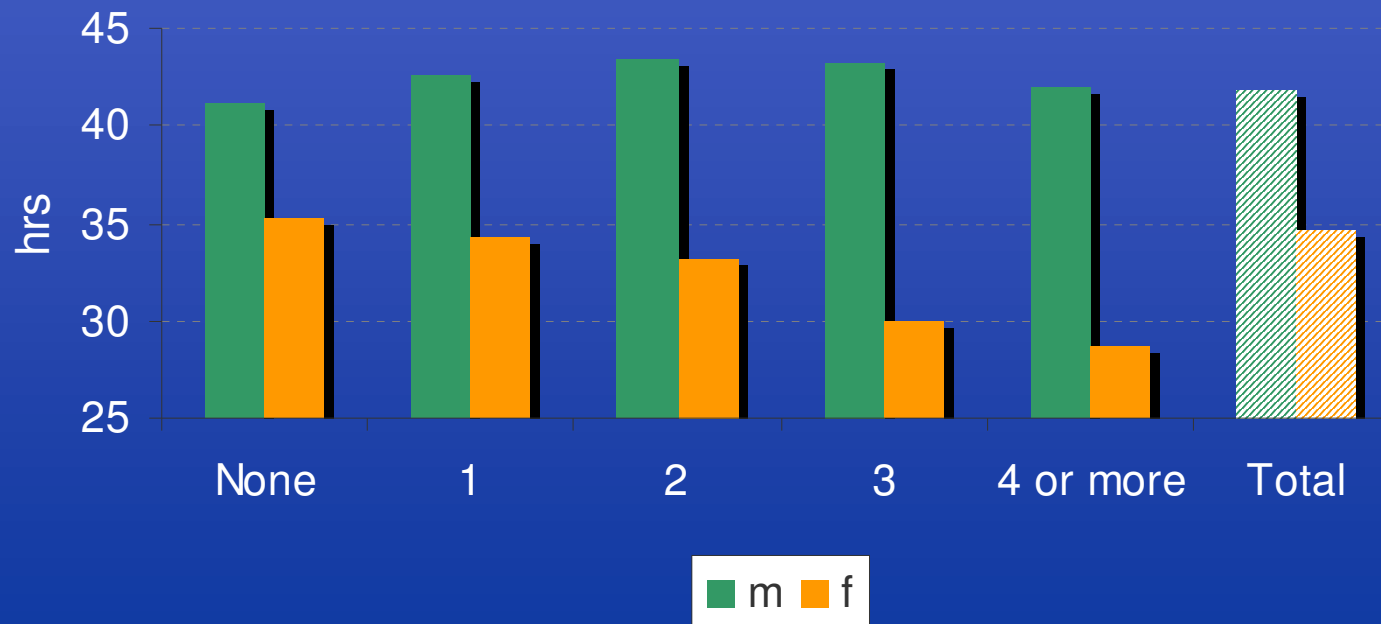
## Contactability outside work-hours (by phone/email)





## Gender divergence: working hours and parenthood

Weekly working hours by gender and number of children U-16



Source: Fourth European Working Conditions survey



# Combined working hours : women work the longest

(EU27 only)







## Conclusions

1. Average working weeks have declined markedly over the last generation – more so in the EU than in the US - but one in ten European employees still report that they usually work over 48 hours per week.
2. Working time flexibility: not as widespread as some might think. More prevalent in Northern European countries
3. Around 50% of EU establishments have some form of flexitime arrangements; their evaluation of the effects of these arrangements is very positive. Evidence that it WLB practices improve performance and time management, reduces absenteeism and facilitates recruitment.
4. The double burden: taking household and labour market work together gives a very different picture of the relative workloads of men and women.



## Supplementary slide

- ..from ESWT 2004/5



## Proportion of flexi-timers in the company

