

# Four Worlds of Working Time in European Economies

## A Typology of Working Time Flexibility Using Multi-level Latent Class Analysis

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# The old working time bargain

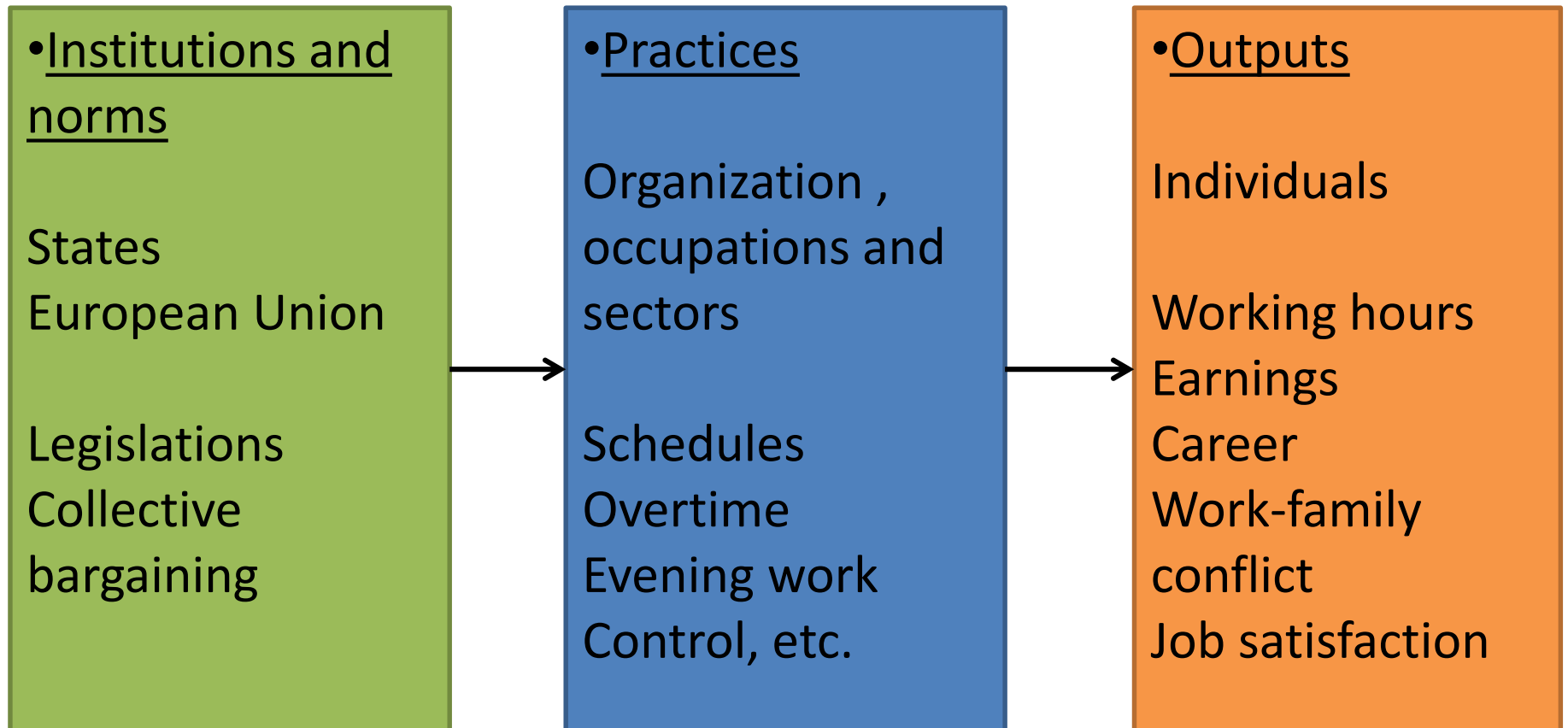
## Standard working time organization

- 9 to 5, Monday to Friday (standard schedules)
- Schedules are controlled by employers
- Clearly defined boundaries between working and free time.

# Is it possible to identify cross-country patterns in the organization of working time?

- Few empirical comparative investigations
- Working time and gender regimes
- Conceptual confusion (institutions, practices, outcomes)

# Working time conceptualization



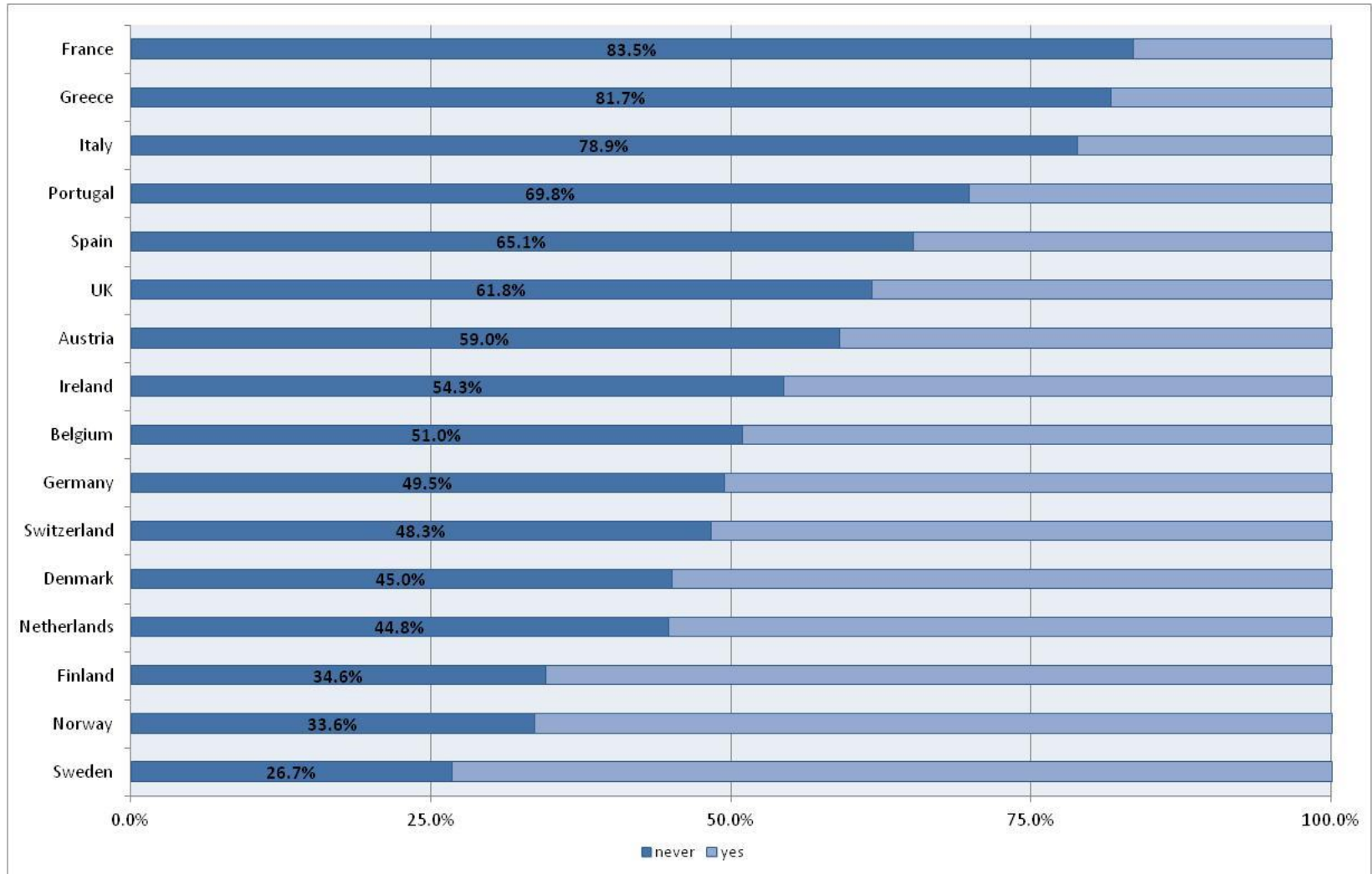
# How is working time changing?

## New bargains..

1. Fragmented of the working time in smaller discontinuous units
2. Porousness of the boundaries between work and private time
3. Extension (spill-over) of working time into previously social time

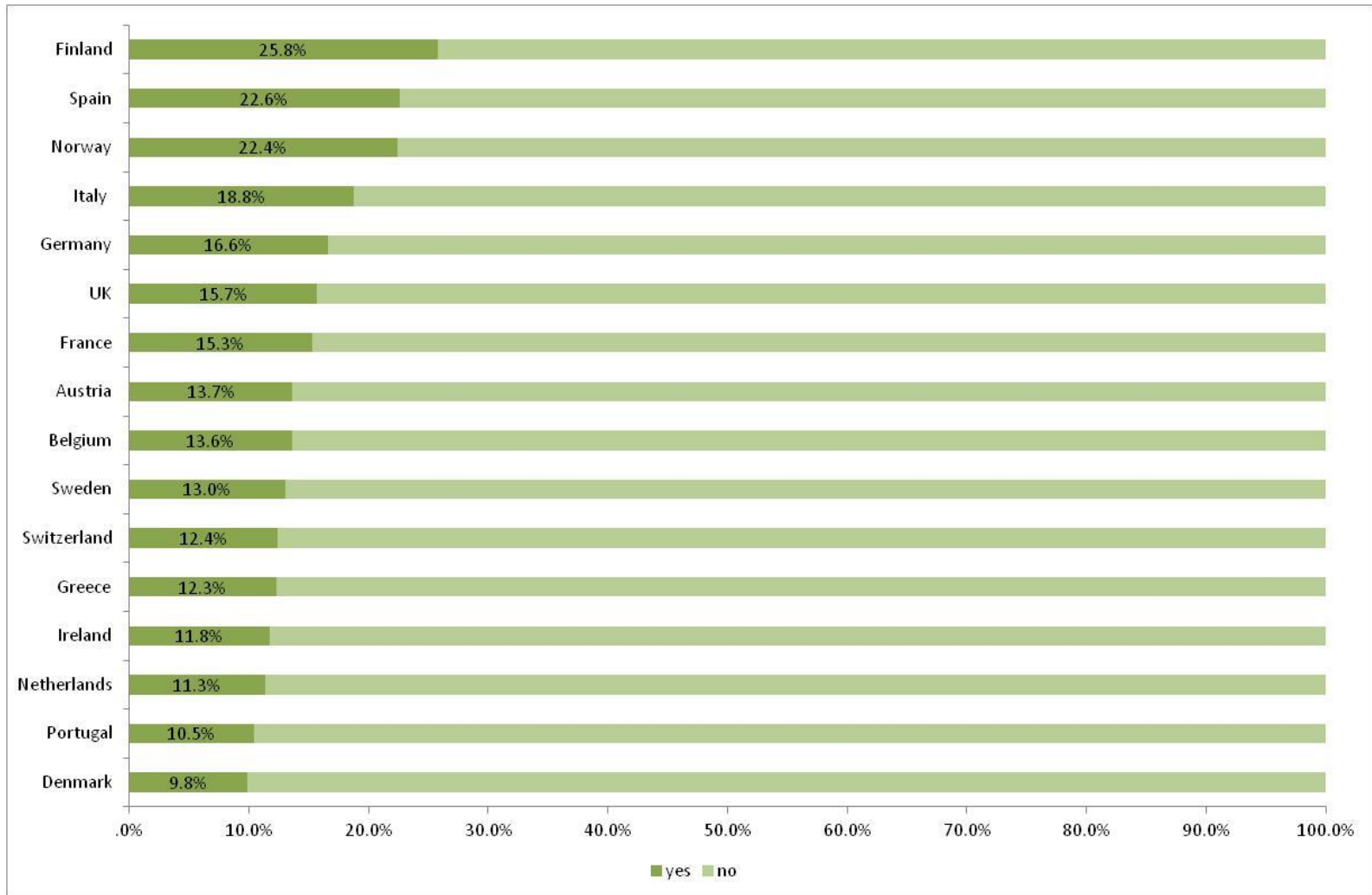
# Porousness of work

Q.19 In the past 12 month, have you been contacted by email or phone outside normal working hours?



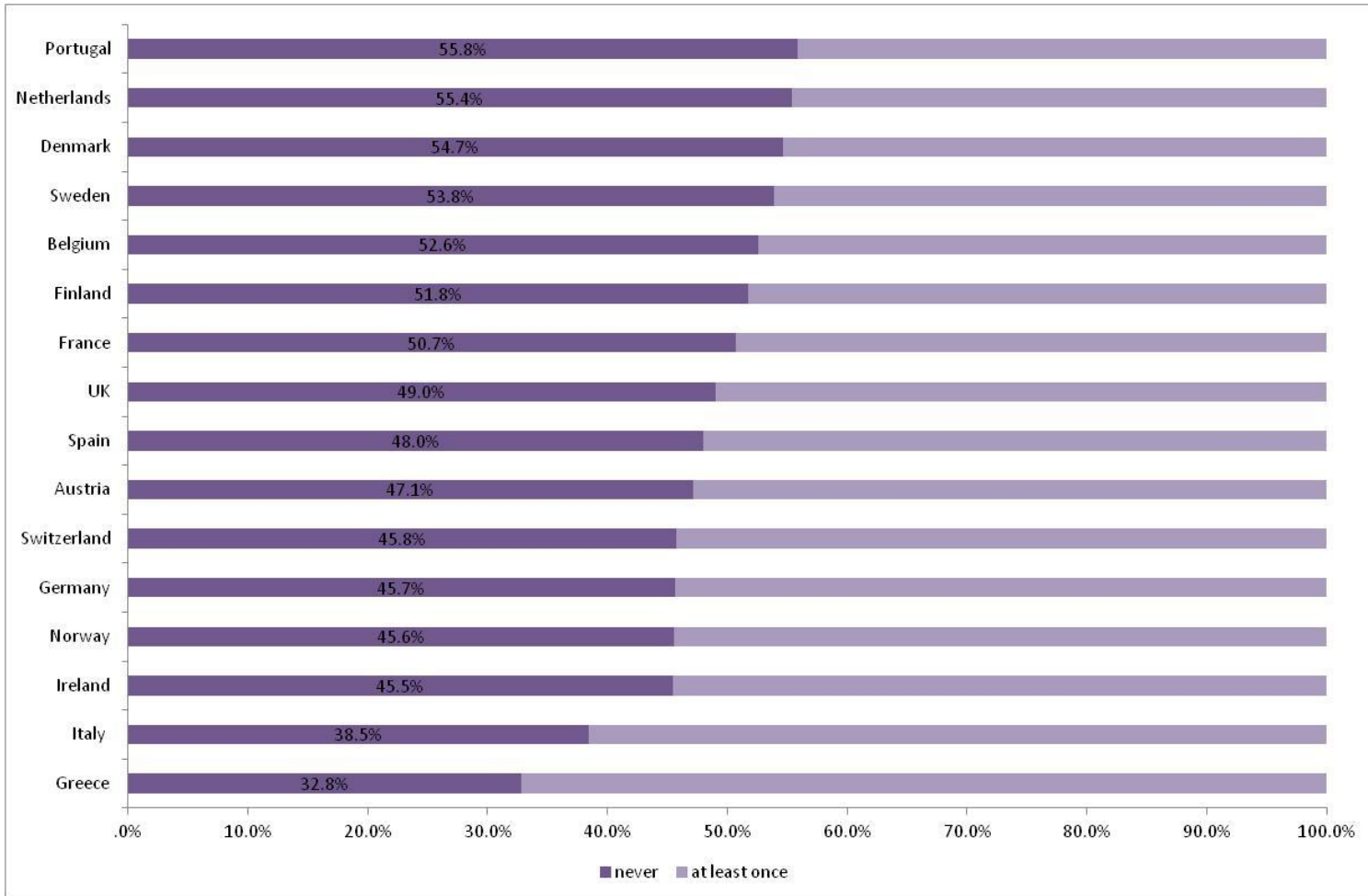
# Fragmentation of working time

- Q16a\_d Do you work shifts?



# Extension of working time

Q14c-Q14d. How many times a month do you work on weekends?





# Data and methods

- European working condition survey (2005)
- EU 27 (excluding Malta, Cyprus, and Luxembourg), Norway, Switzerland
- Individuals with an employment contract working in industry and service activities (N=21,055).
- Multi-level latent class analysis

# Dimensions and indicators

## **Standardization of working schedules**

1. Same hours
2. Same days
3. Fixed start and finishing time

## **Fragmentation**

4. Shift work
5. Type of shift work

## **Extension of working time**

6. Evening work
7. Night work
8. Saturday work
9. Sunday work
10. More than 10 hours a day

## **Control**

11. Setting (employer/employee)

## **Porousness**

12. Contacted outside working hours

# Individual working time: Standard types

Type	Schedule	Overtime	Unsocial hours	Shift	Control	Contact
Standard	Fixed	No	No	No	Employer	No
Standard	Fixed	No	No	No	Employee	No
Extended standard (Long hours)	Fixed	Yes	No	No	Employer	No
Extended standard (Long week)	Fixed	No	Yes	No	Employer	No
Shifts	Fixed	No	Yes	Yes	Employer	No
Shifts	Fixed	No	No	No	Employer	No

# Individual working time: Flexible types

Type	Schedule	Overtime	Unsocial hours	Shift	Control	Contact
<b>Bounded</b>	<b>Variable</b>	<b>No</b>	<b>No</b>	<b>No</b>	<b>Employee</b>	<b>No</b>
<b>Extended (Long hours)</b>	<b>Variable</b>	<b>Yes</b>	<b>Yes</b>	<b>No</b>	<b>Employee</b>	<b>Yes</b>
<b>Extended (Long week)</b>	<b>Variable</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Employee</b>	<b>Yes</b>
<b>Extended (plus)</b>	<b>Variable</b>	<b>Yes</b>	<b>Yes</b>	<b>No</b>	<b>Employee</b>	<b>Yes</b>
<b>Shifts</b>	<b>Variable</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Employer</b>	<b>No</b>

# Four Worlds of working time

## Posterior country probabilities

<i>Group</i>	<i>Country</i>	<i>Probability</i>
1	Czech Republic, Greece, Spain, Latvia, Lithuania, Hungary, Poland, Portugal, Slovakia, Bulgaria, Croatia, Romania	1.00
	Slovenia	0.51
	Estonia	0.35
2	Belgium, Denmark, Netherlands, Finland, Norway, Switzerland	1.00
	Estonia	0.03
3	Germany, France, Italy, Austria	1.00
	Slovenia	0.32
	Estonia	0.03
4	United Kingdom, Ireland	1.00
	Estonia	0.60
	Slovenia	0.17

# Four Worlds of working time

Group size and distribution of individual-level latent classes within country groups

Country modal assignment	CZ, GR, ES, LV, LI, HU, PO, PT, SL, SK, BU, CR, RO (13)	BE, DK, FI, SE, NO, NL, CH (7)	GE, FR, IT, AT (4)	ET, IE, UK (3)
<i>Group size</i>	0.47	0.26	0.16	0.11
Standard	<b>0.34</b>	<b>0.11</b>	<b>0.26</b>	<b>0.26</b>
Employee standard	0.02	<b>0.23</b>	<b>0.14</b>	<b>0.11</b>
Extended standard shifts	<b>0.15</b>	0.08	0.06	<b>0.12</b>
Extended standard (6-days week)	<b>0.11</b>	0.03	<b>0.13</b>	<b>0.10</b>
Extended standard (long hours)	<b>0.12</b>	0.06	0.04	0.06
Bounded flexible	0.03	0.05	<b>0.07</b>	<b>0.10</b>
Extended flexible (6-days week)	0.07	0.06	<b>0.13</b>	0.04
Extended flexible (long hours)	0.01	<b>0.19</b>	0.02	0.05
Extended flexible plus	0.04	<b>0.10</b>	0.05	<b>0.07</b>
Extended flexible shifts	0.05	0.07	0.04	<b>0.07</b>
Bounded standard shifts	0.07	0.03	0.06	0.01

# Four worlds of working time

## Groups-specific means and probabilities

	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Group 4</i>
	CZ, GR, ES, LV, LI, HU, PO, PT, SL, SK,	BE, DK, FI, SE, NO, NL, CH (7)	GE, FR, IT, AT (4)	ET, IE, UK (3)
Same hours	0.73	0.52	0.63	0.62
Same days	0.81	0.77	0.78	0.78
Fixed time	0.78	0.56	0.68	0.66
Night work	0.22	0.21	0.14	0.20
Evening work	0.43	0.52	0.35	0.41
Sunday work	0.26	0.28	0.19	0.27
Saturday work	0.49	0.43	0.45	0.46
Works > 10 hours	0.28	0.44	0.26	0.33
Shift work	0.25	0.17	0.18	0.18
<i>Schedule control</i>				
Entirely set by the company	0.78	0.47	0.65	0.63
Several fixed working schedules	0.09	0.11	0.10	0.09
Can adapt working hours within certain limits	0.10	0.33	0.19	0.21
Entirely determined by employee	0.03	0.09	0.06	0.07
<i>Contacted</i>				
Never	0.65	0.49	0.64	0.60

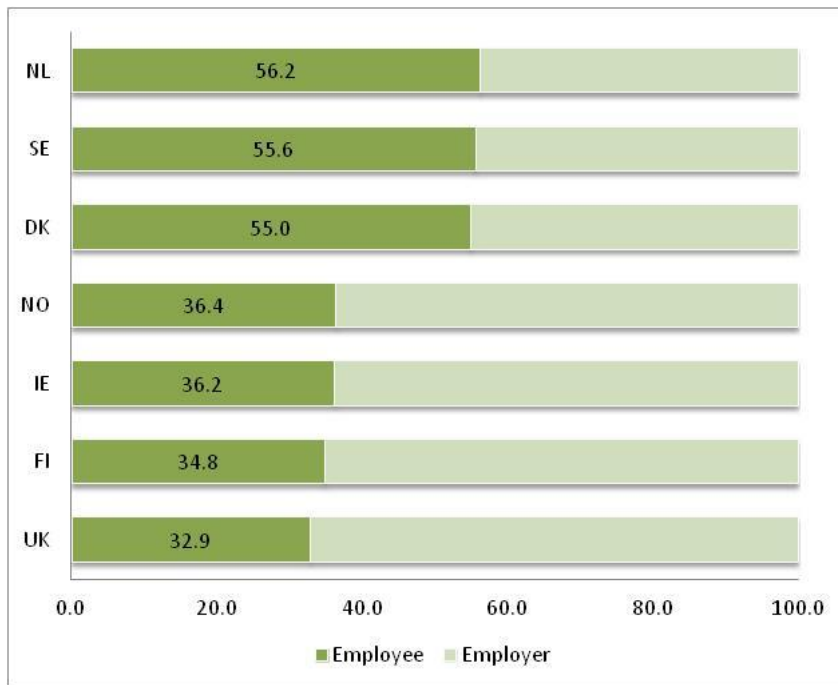
# Conclusions

- 11 types of working time arrangements and four cross-national models
- Standard working time bargain is still dominant
- Yet, working time flexibility is generally employee-led (choice?)
- Nordic trade-off between autonomy, porosity and long hours



# Trade-offs

## Forms of control (class size)



## Porousness (class size)

