

Designing Flexibility:

How the Implementation of Flexible Work Policies is Associated with Time Adequacy and Employee Well-being

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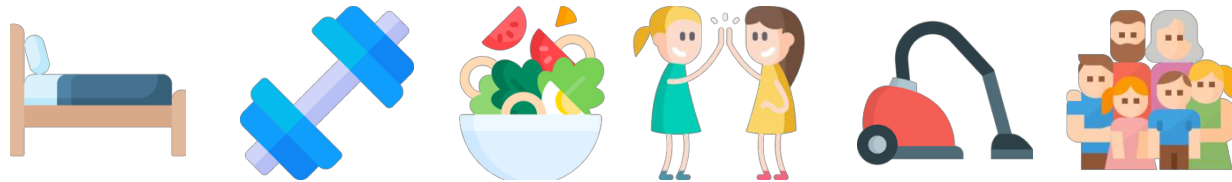
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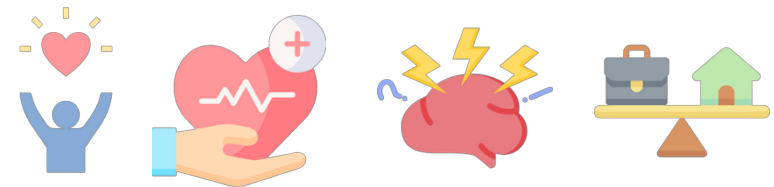
Availability vs policy design

How are the availability of flexitime and work from home, and its design implementation associated with

health-enhancing behaviors and non-work-related activities



employee outcomes in health and work-life integration



What is the variation by gender and parenthood?

Data and Methods (1)

Data: United States National Employee and Workplace Culture Survey (NEWCS)

Year: 2019

Observations: 1421 women (59% have some flexibility) and 1028 men (65%)

Flexible work

Allowed to work from home (WFH) during normal business hours (yes/no)


Allowed to vary or make changes to the times to begin and end work (yes/no)

Design/Implementation

Productivity aim, well-being aim, less used by women, clear guidelines, granting consistency, not case by case, easy to use, supervisor supports employee welfare

Data and Methods (2)

How much time do you usually have for the following activities (1-4)?

Non-work-related activities   

Time for socializing, completing chores, and being together with family

Health-enhancing behaviors   

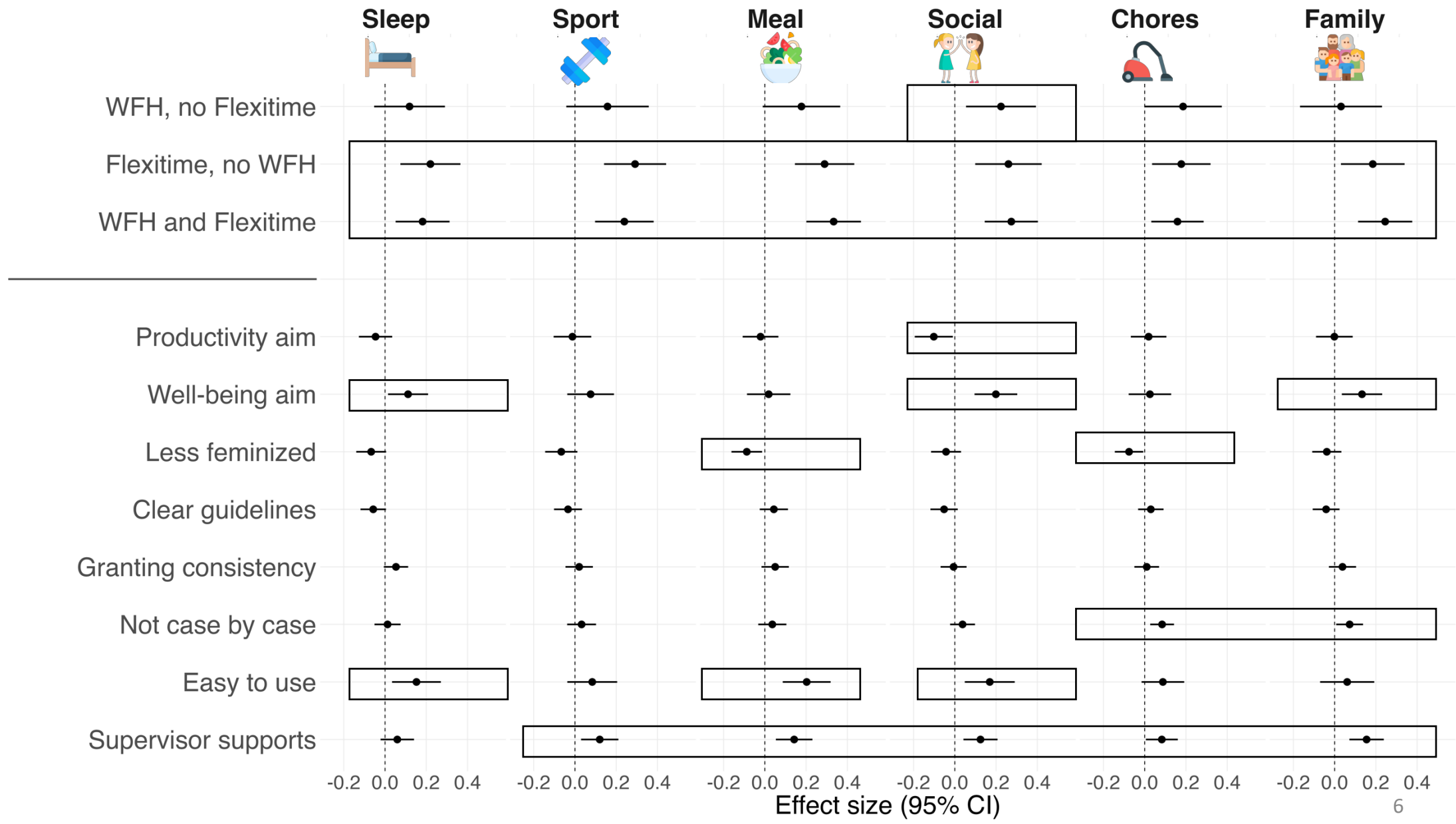
Time for sleep, healthy meals, and sport

Work-life integration and health    

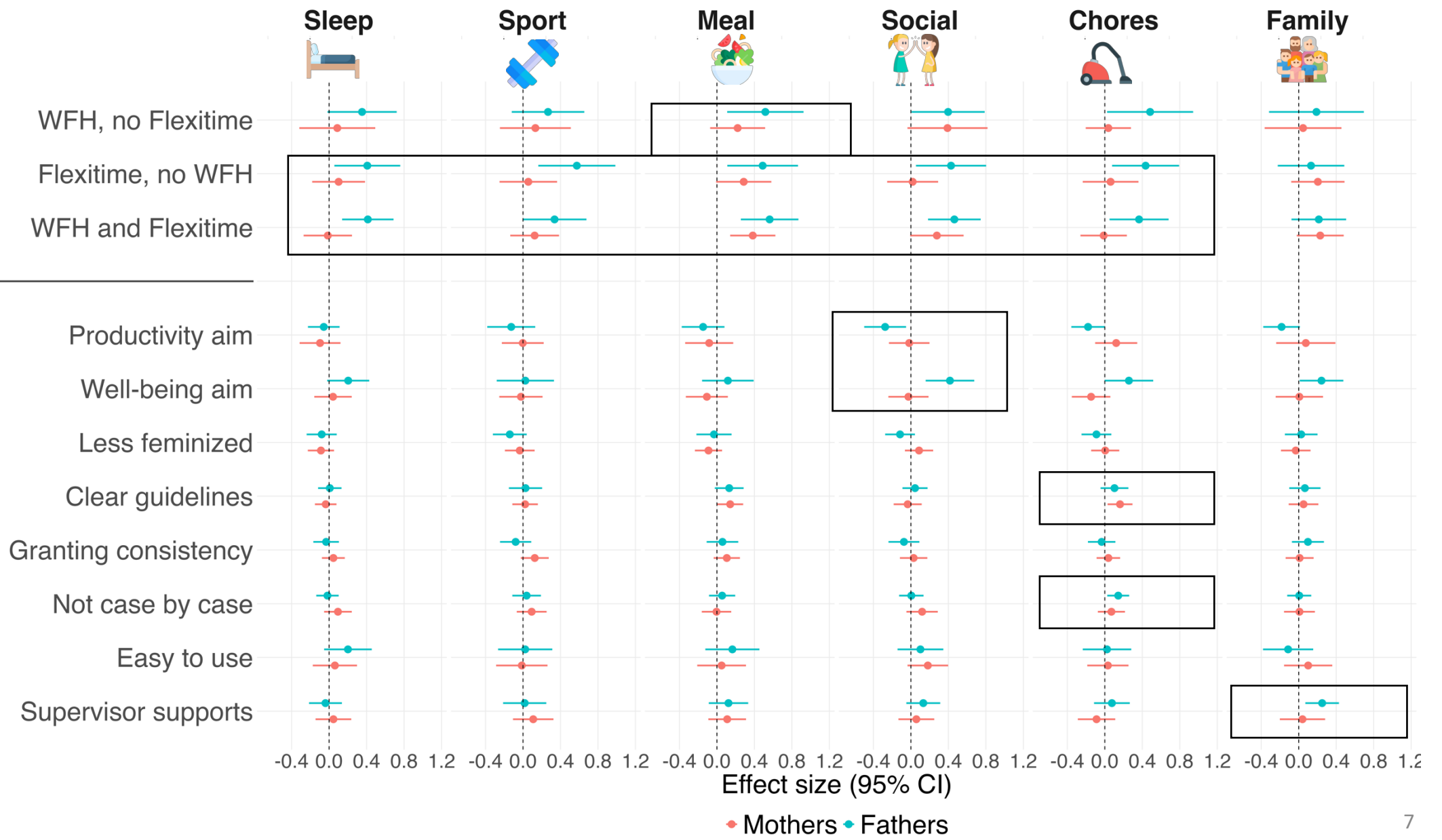
Happiness, health, depression (CESD), work-life conflict (WFC)

Method OLS regressions, including controls

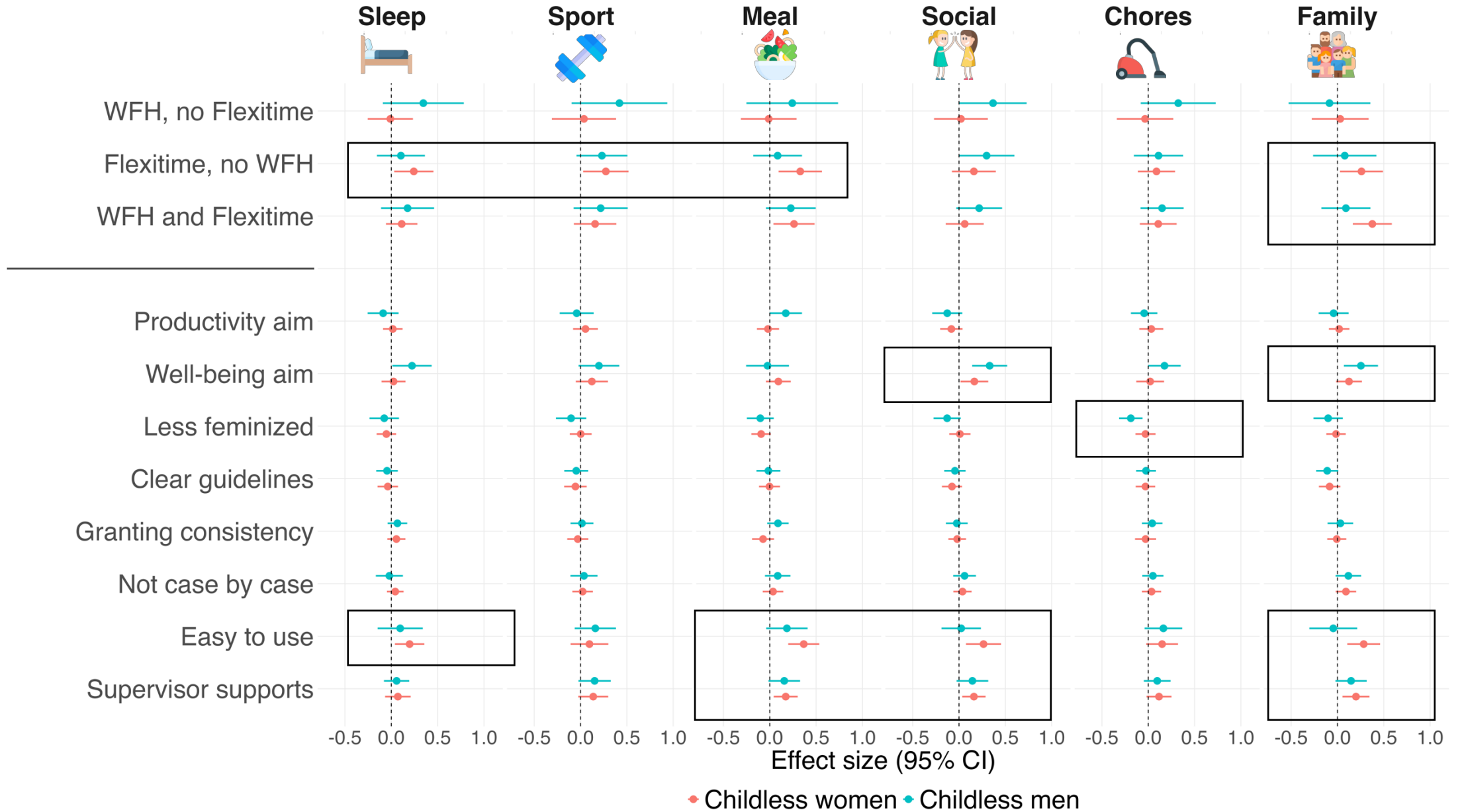
Flexible work and behaviors



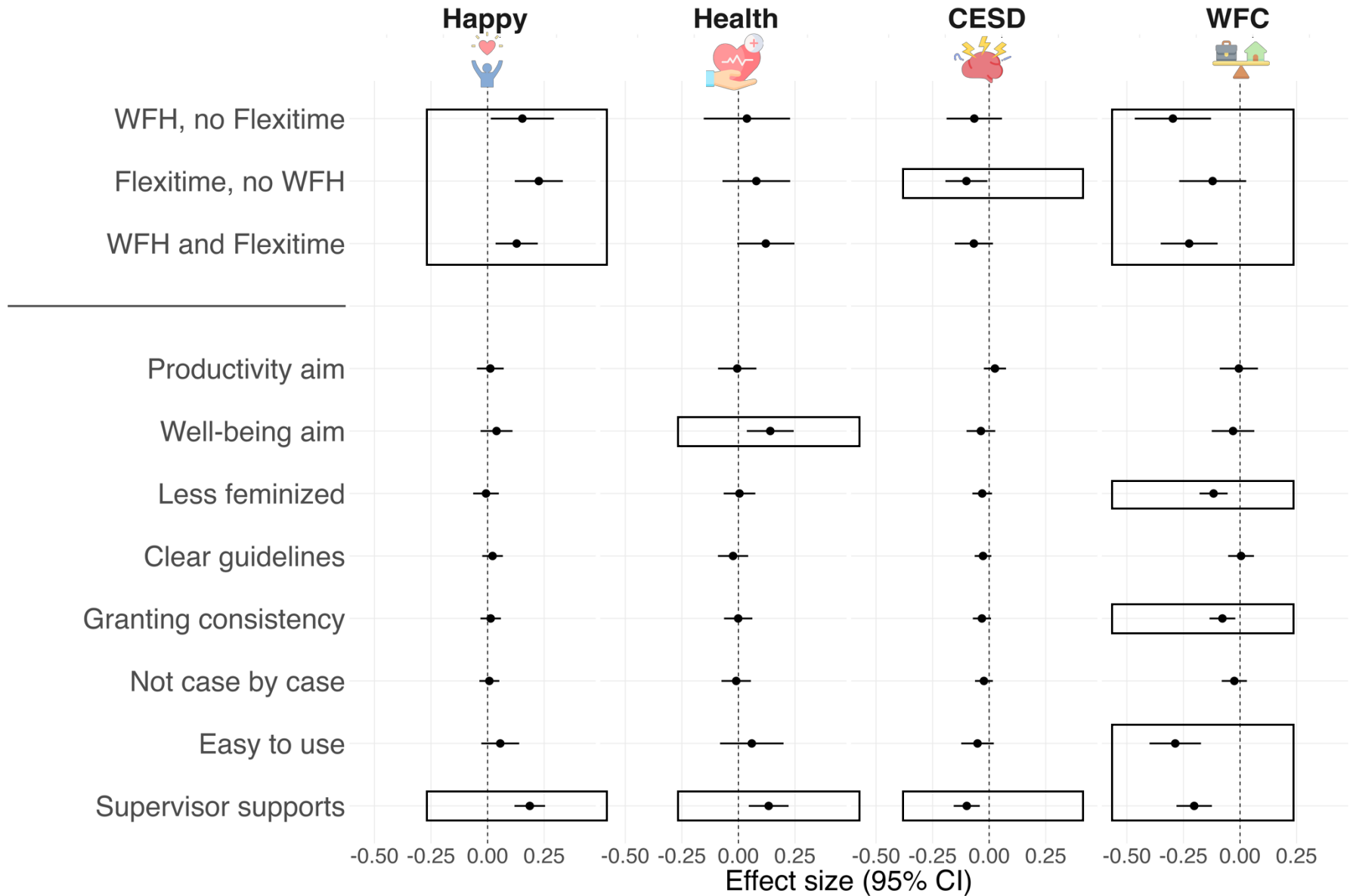
Flexible work and behaviors, parents



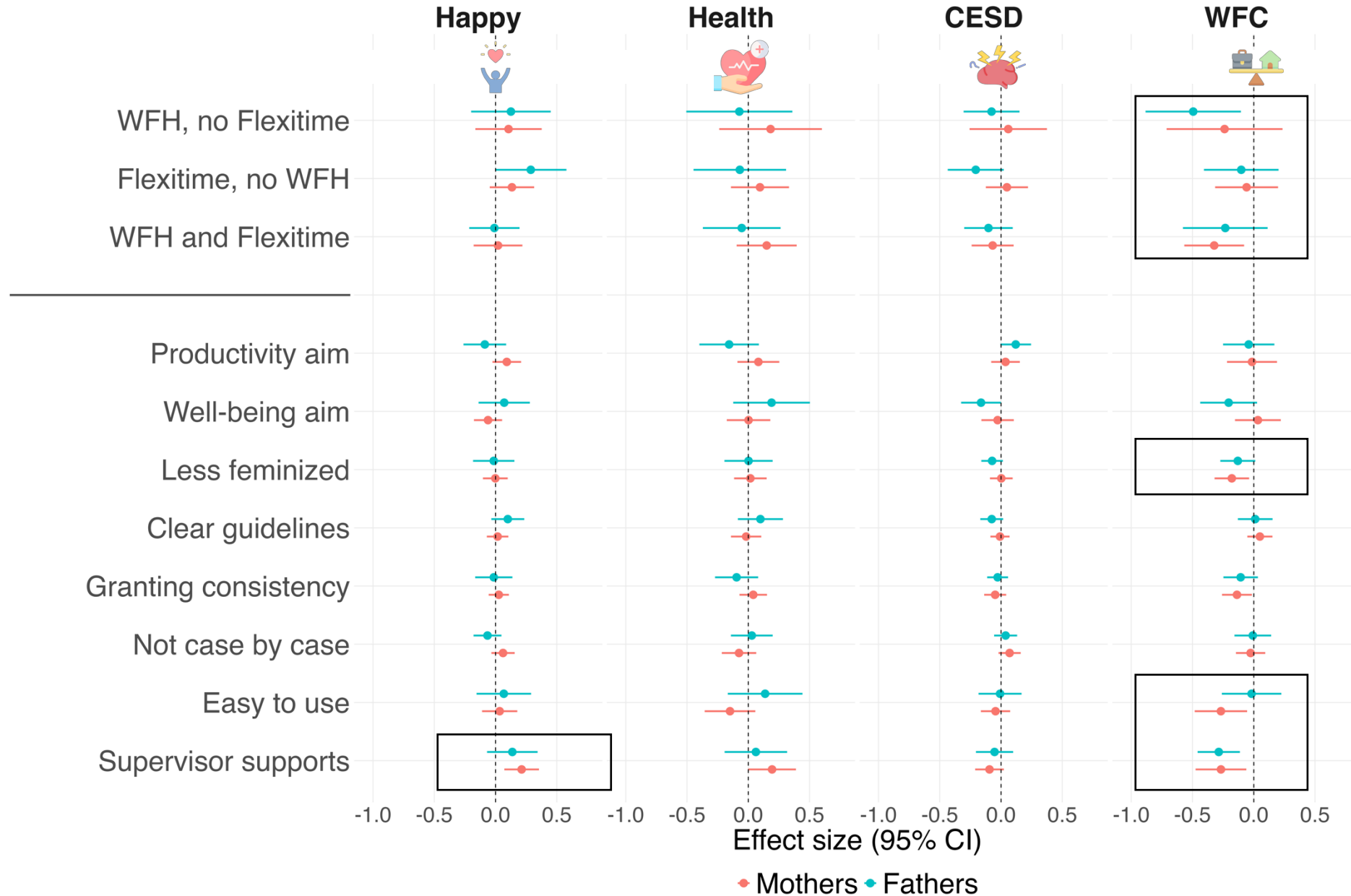
Flexible work and behaviors, non-parents



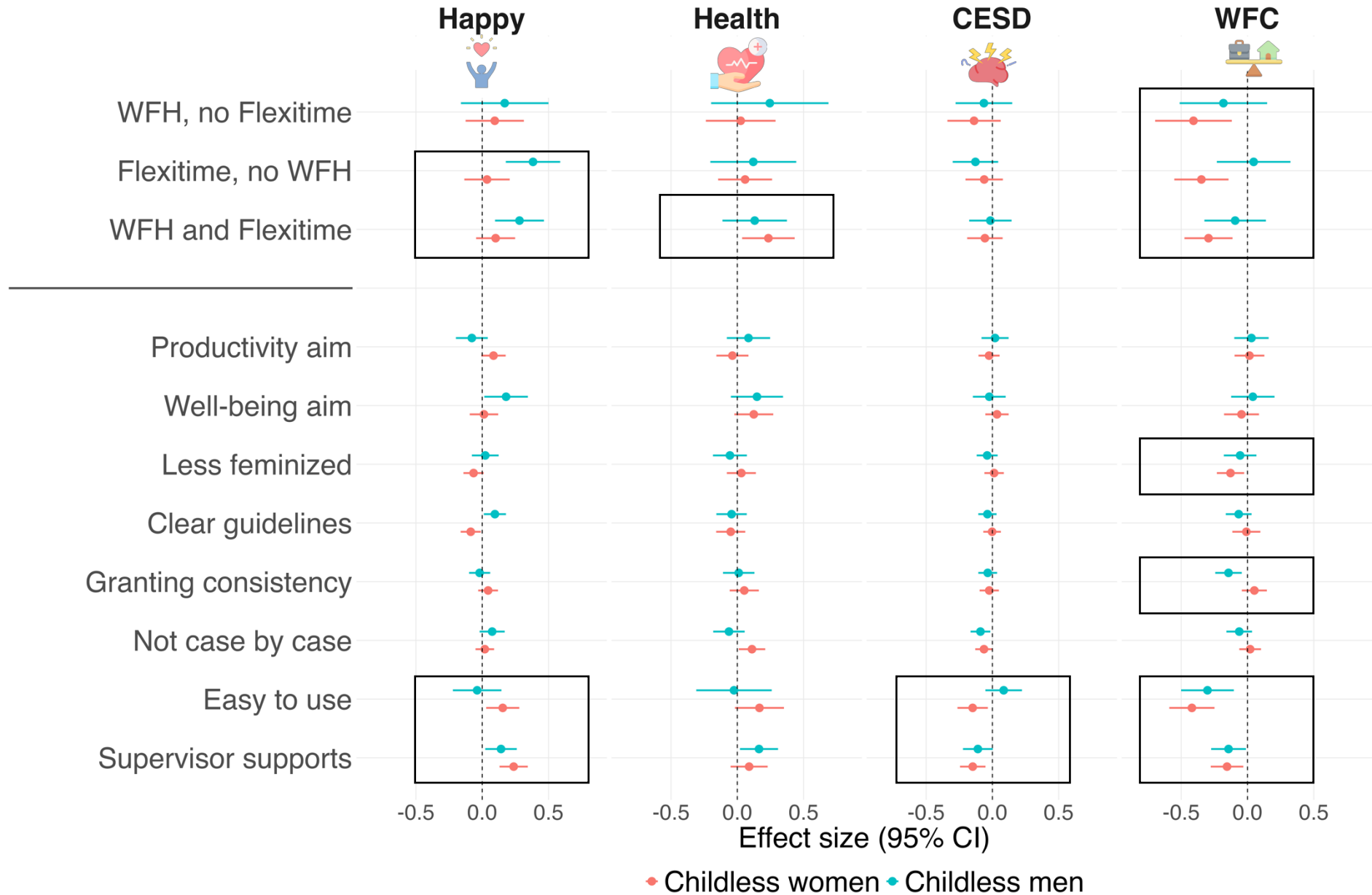
Flexible work and well-being



Flexible work and well-being, parents



Flexible work and well-being, non-parents



Conclusion

*Thank
you*

Behaviors

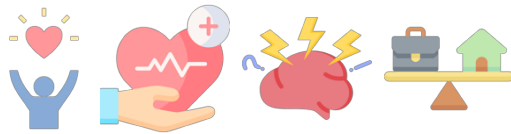


Greater perceived time availability with flexitime or flexitime + WFH, especially for fathers and childless women, and when the supervisor supports, for childless women

More perceived time for health-enhancing activities when the policy is easy to use

More perceived time for non-work activities when the policy is universal

Well-being



Flexibility and supervisor support are related to higher happiness, especially for childless men, and lower Work-Family Conflict, especially for childless women

Availability and effective design of flexible working can improve well-being, partly because it enables healthier, more social, and family-oriented daily behaviors