



Finnish Institute of
Occupational Health

Well-being through work

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HEALTH AND SAFETY AT WORK IN THE PUBLIC SECTOR IN EUROPE: NEW CHALLENGES

New working rhythms and their impact on health

With the financial support of
the European Commission



Working hours in knowledge- intensive work – traces from past world?

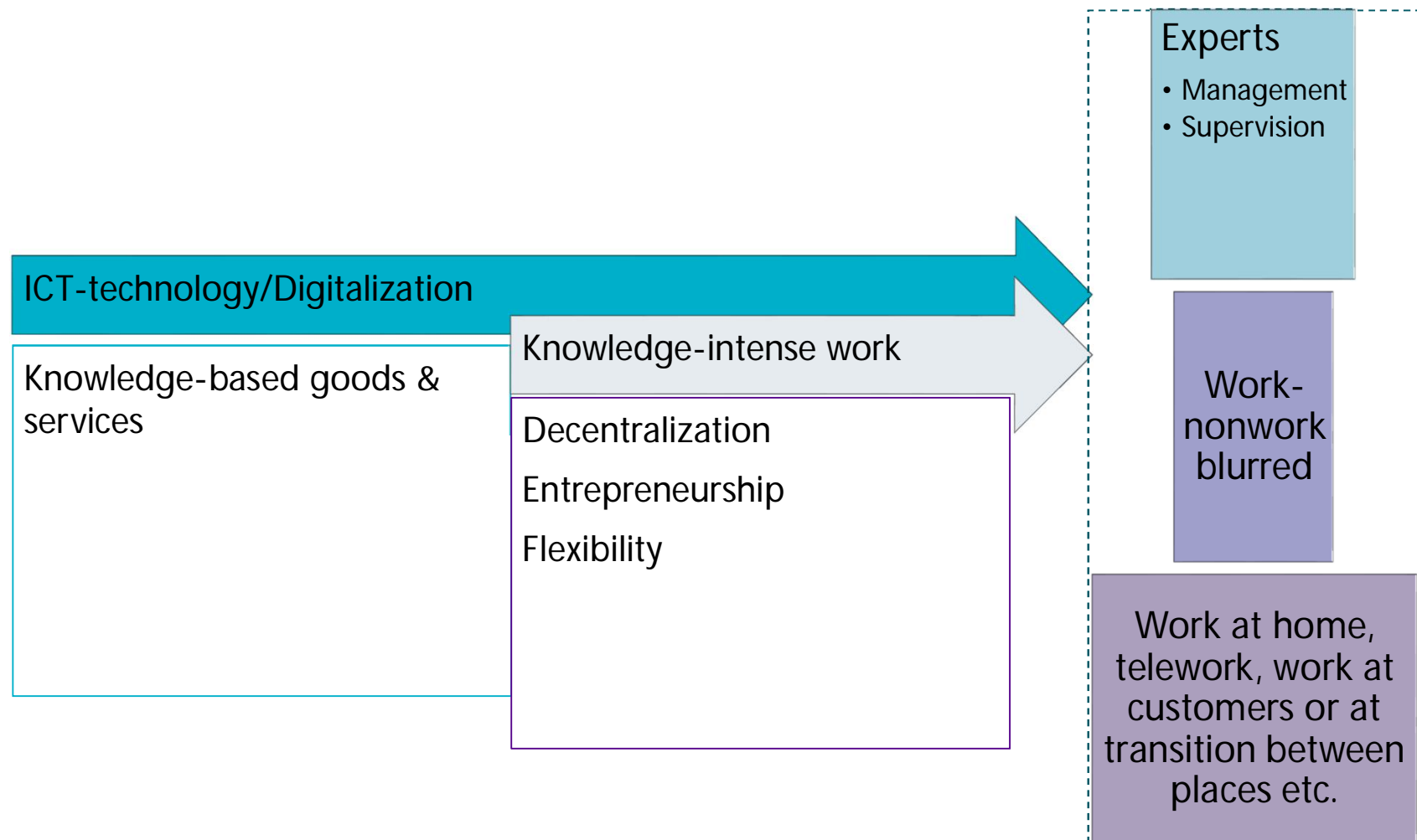
Annina Ropponen

Introduction

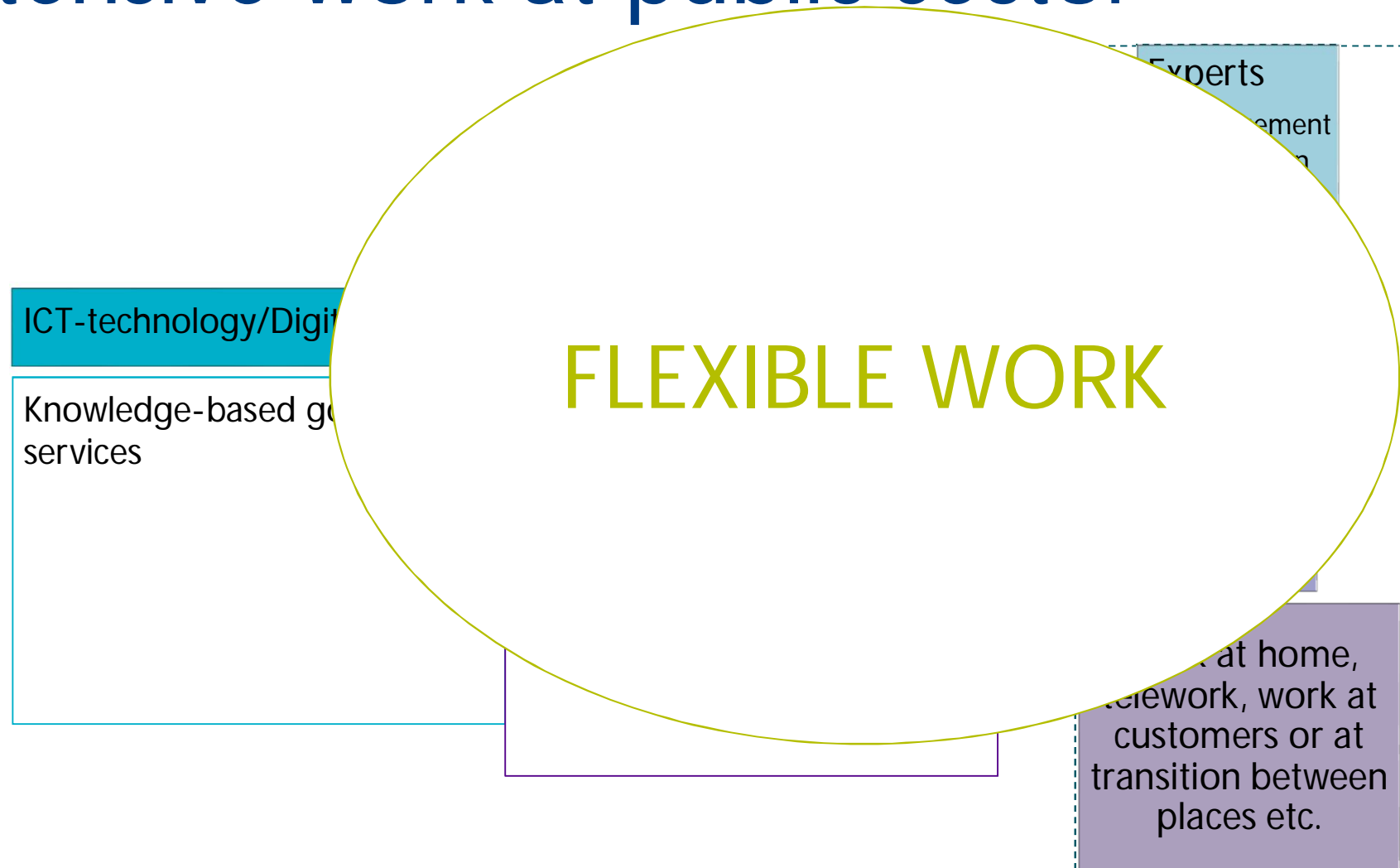
- Current working time scheme includes flexibilisation, fragmentation and shift from industrial towards post-industrial working time
- This – also called new - working time scheme occurs as
 - deregulation of collective norms
 - diversification of the length and pattern of working time
 - obscure of the limits of working time
 - erosion of normal life courses

[i.e. flexible work](#)

Working hours in knowledge-intensive work at public sector



Working hours in knowledge-intensive work at public sector



Flexible work



The Diffusion of Flexibility: Estimating the Incidence of Low-Regulated Working Conditions

■ **Michael Allvin¹**

PhD in psychology and associate professor of sociology at the Department of Sociology, Uppsala University

■ **Christin Mellner**

PhD in psychology, researcher and lecturer at the Department of Psychology, Stockholm University

■ **Fredrik Movitz**

PhD in sociology, researcher and lecturer at the Department of Sociology, Stockholm University

■ **Gunnar Aronsson**

PhD in psychology and professor in work and organization psychology at the Department of Psychology, Stockholm University

- "True" flexible work (i.e. including freedom to decide all 3 dimensions) is quite rare – some estimates are between 5-15% of employees
- Flexible work in terms of combinations of some dimensions or one dimension is more common

Flexible working hours

- Availability of flexible working hours for 50-70% of employees
- Sex differences
- More in large companies than smaller ones, increases at public sector

Working-Time Regimes and Work-Life Balance in Europe

Timo Anttila,^{1,*} Tomi Oinas,¹ Mia Tammelin¹ and Jouko Nätti²

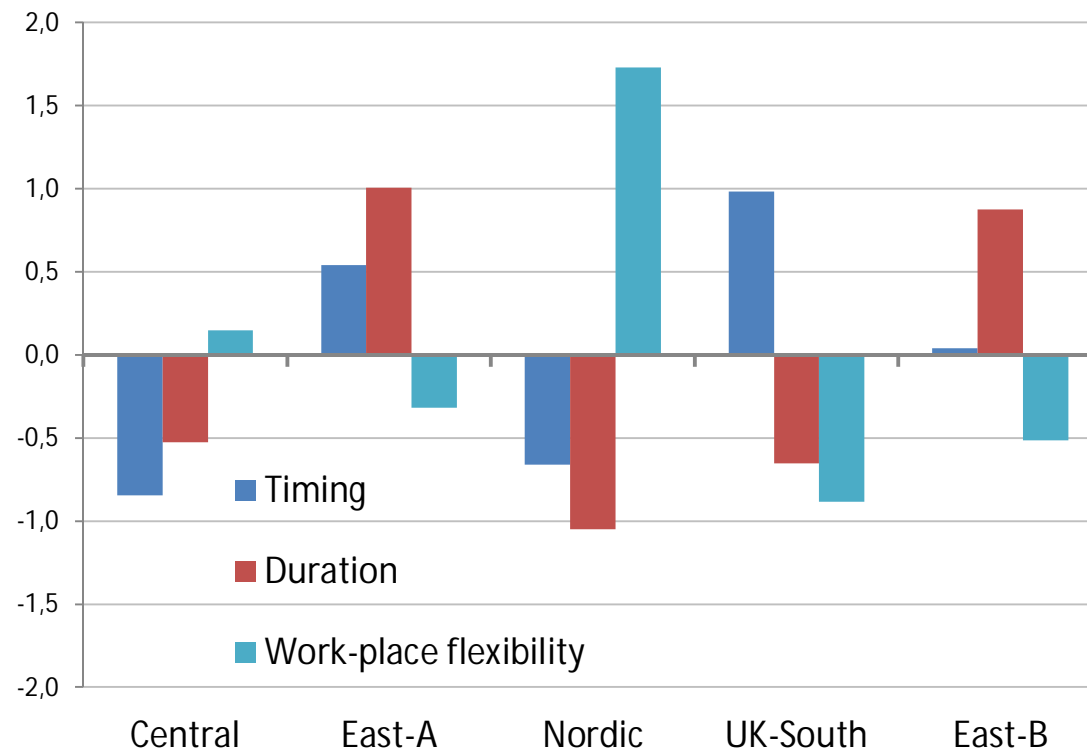
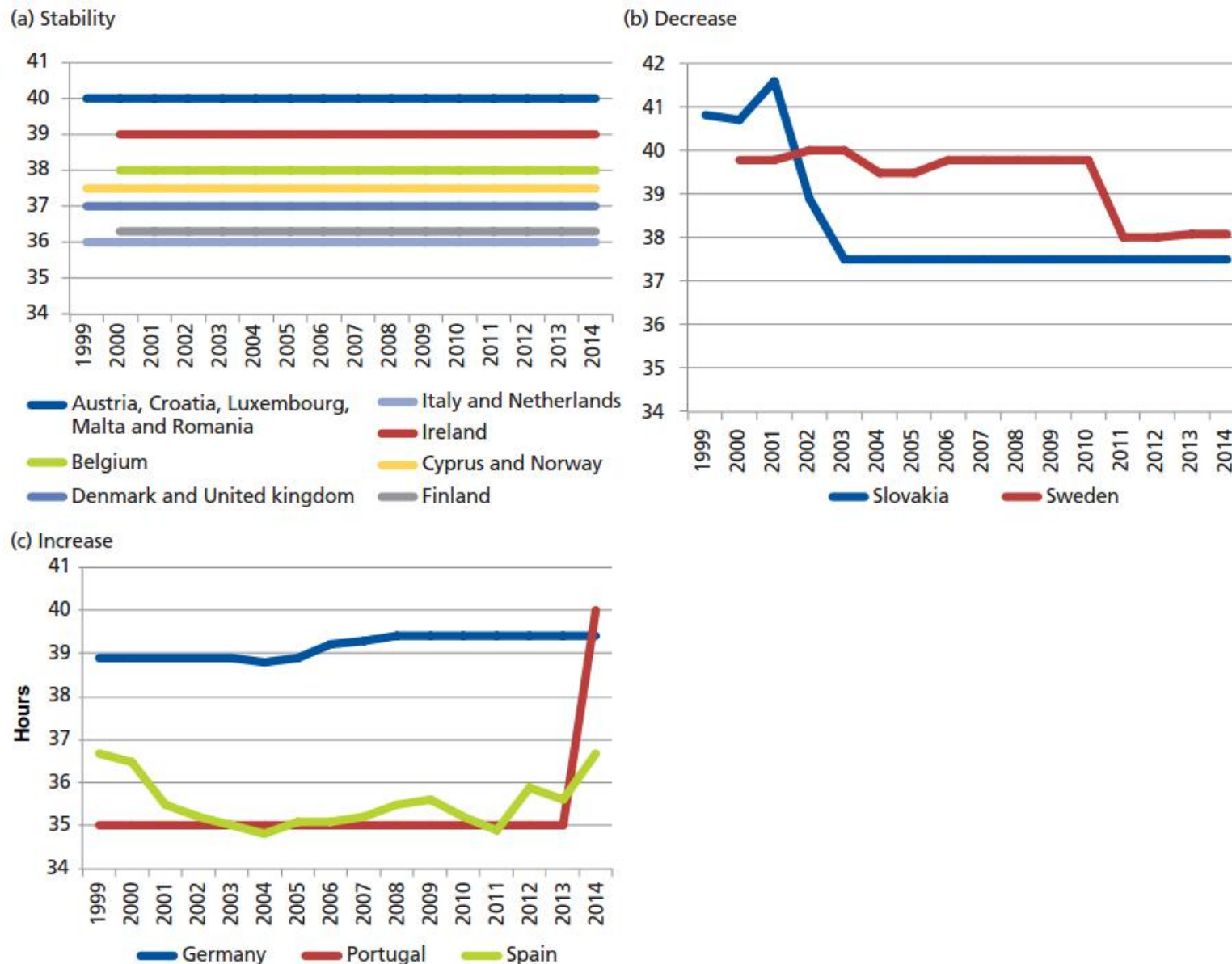


Figure 22: Collectively agreed weekly normal working hours in public administration, 1999-2014



Source: Eurofound's Network of European Correspondents (see Annex 1: Public administration for list of specific national sources).

Who and where are the flexible workers? Exploring the current diffusion of telework in Sweden

Bertil Vilhelmson and Eva Thulin

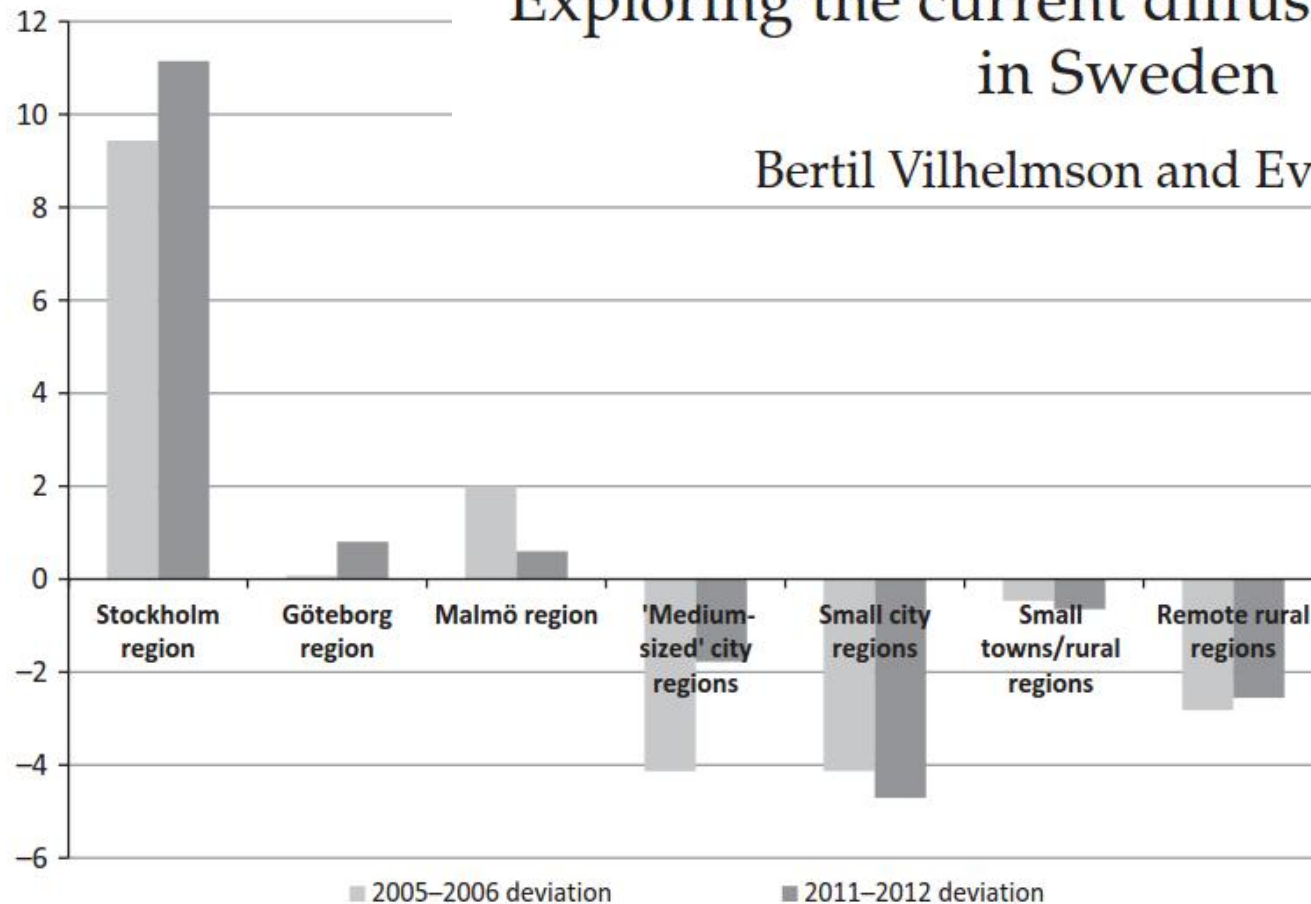


Figure 1: Regional aspects—the difference between actual and expected share of teleworkers in 2005–2006 and 2011–2012 calculated as the share of all teleworkers in a region versus the share of all gainfully employed (percentage points). Note. Definition of regions. Stockholm

Challenges of flexible work

- Effects of flexible work on health and wellbeing does not depend on flexible work itself, but how the work is realized
 - Unclear expectations, high demands -> negative health effects
 - Those who cannot adopt this new strategy to work -> more stress and health issues



- Management!
- Plan of action/code of conduct (availability policies)

After-hours availability expectations, work-related smartphone use during leisure, and psychological detachment: The moderating role of boundary control

Findings

High after-hours availability expectations, high frequency of work-related smartphone use, and low boundary control were associated with poor psychological detachment. Furthermore, boundary control moderated the relationships between both after-hours availability expectations and work-related ICT use, respectively, and psychological detachment. As such, boundary control mitigated the negative effects of both after-hours availability expectations and work-related smartphone use during leisure on psychological detachment.

Practical implications

Modern work organizations would benefit from introducing availability policies and helping employees reduce their work-related smartphone use outside regular work hours, thus helping them achieve successful boundary control and subsequent psychological detachment.

Health hazards in flexible work

Virtually the same as in any work! Some main ones:

- Working conditions (i.e. ergonomic solutions at home or at customers, while travelling) may not be optimal
 - Musculoskeletal symptoms
- Blurring of work and leisure-time
 - Compromises recovery and sleep
- Contacts with colleagues and supervisors
 - Health may be compromised through effects on job satisfaction, stress and social support



Is measuring working hours out of date in flexible work?

Evaluation of time use

- National legislation and Working time Act as the background
- Physiological requirements for recovery and sleep
- From the control of employer to a tool of employees
- Allow variance between days, weeks and months (similar to time bank)
- Adjust not only for employer requirements (such as project deadlines) but also for personal needs (work-life reconciliation)

How to?

Several consumer products and smart phone applications are available that provide possibility to evaluate time use

- For personal use
- To collect 24/7 data of working hours (paid work vs. non-paid work), leisure-time activities (physical activity) and sleep
- A minimum of 2 week follow-up will give the picture on how you invest your time: working hours, sleep etc.
- Comparison to the perceived stress, job and life satisfaction etc.





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Thank you!



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