



Finnish Institute of  
Occupational Health

# *Well-being through work*

Annina Ropponen, PhD, adjunct professor



## 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?

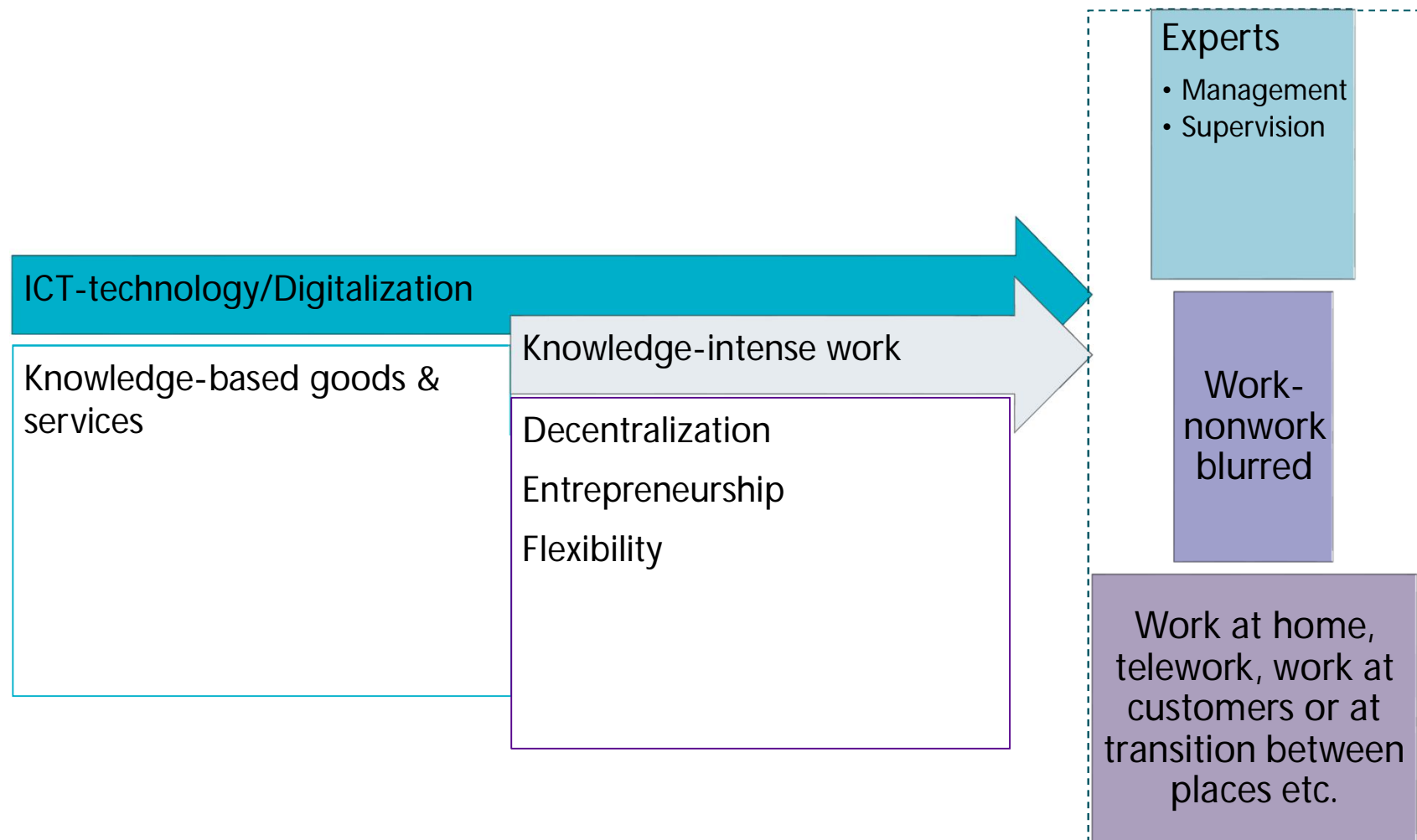
Annina Ropponen

# Introduction

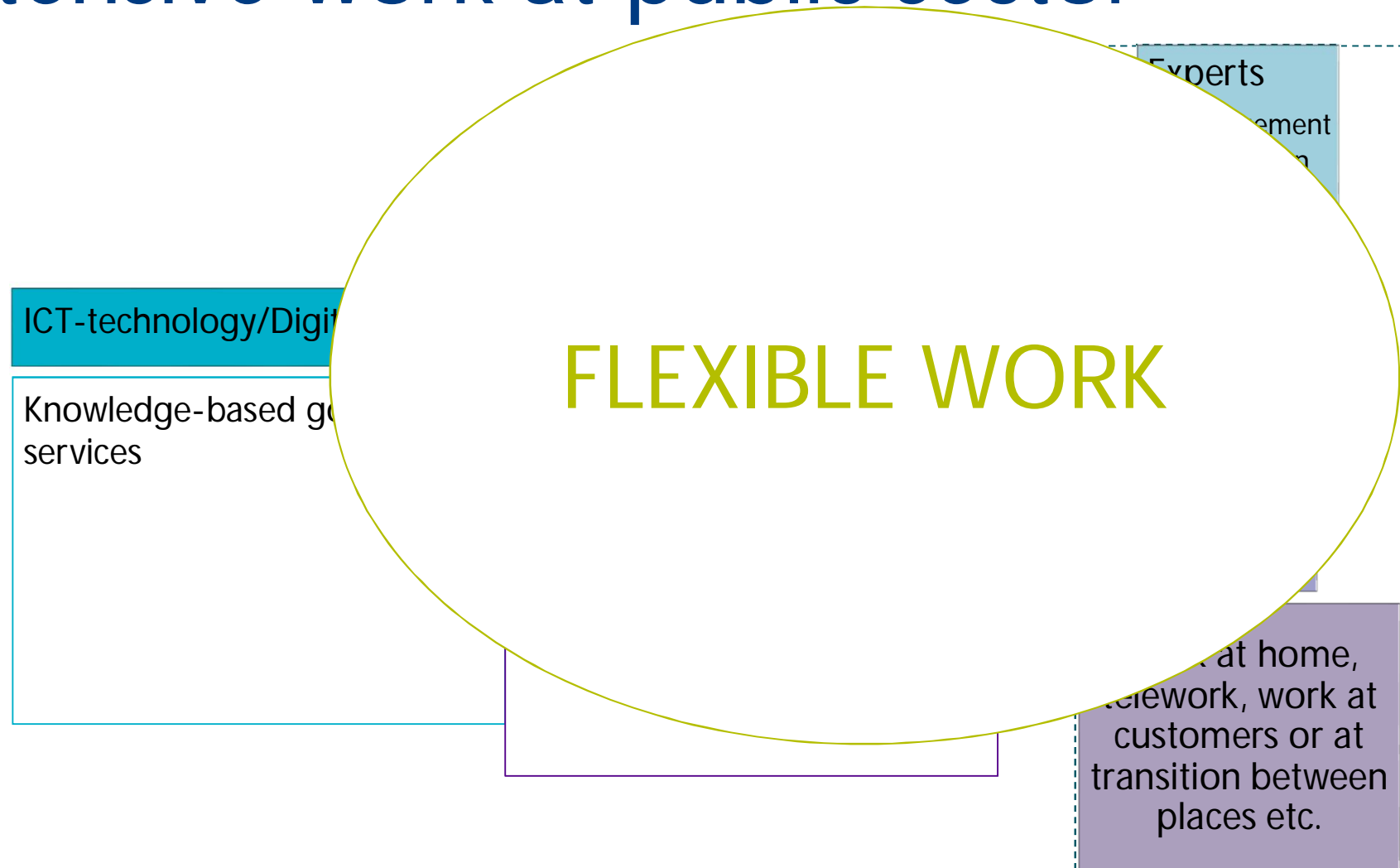
- Current working time scheme includes flexibilisation, fragmentation and shift from industrial towards post-industrial working time
- This – also called new - working time scheme occurs as
  - deregulation of collective norms
  - diversification of the length and pattern of working time
  - obscure 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 Allvin<sup>1</sup>**

*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*

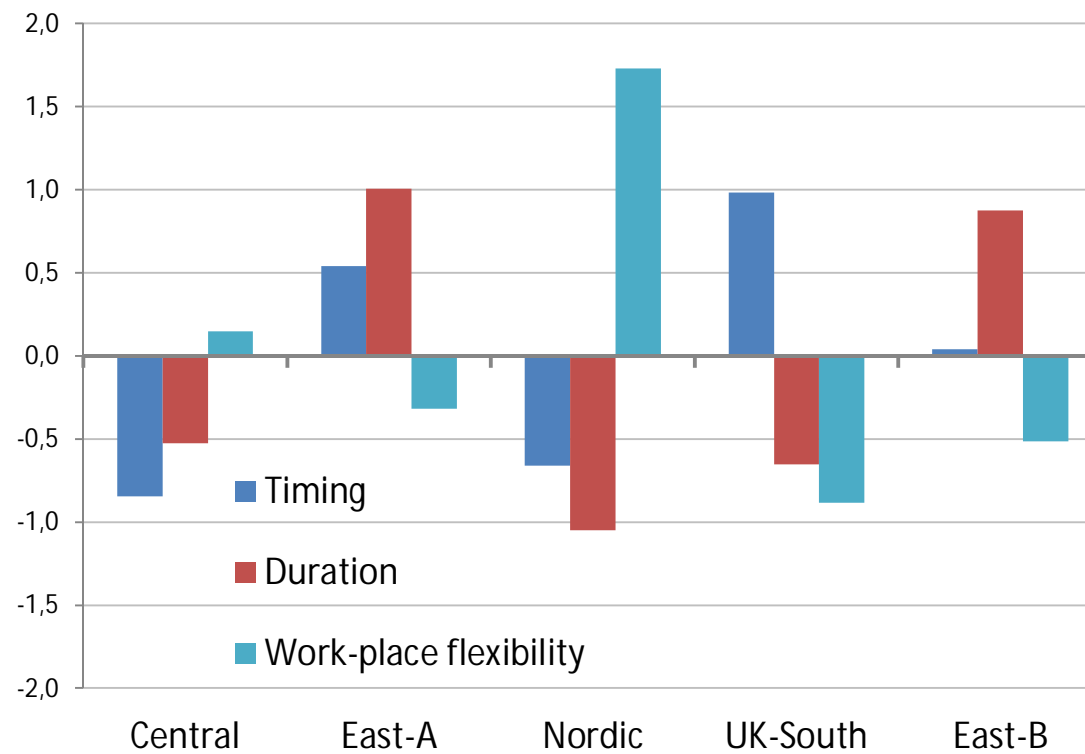
- "True" flexible work (i.e. including freedom to decide all 3 dimensions) is quite rare – some estimates are between 5-15% of employees
- Flexible work in terms of combinations of some dimensions or one dimension is more common

# 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

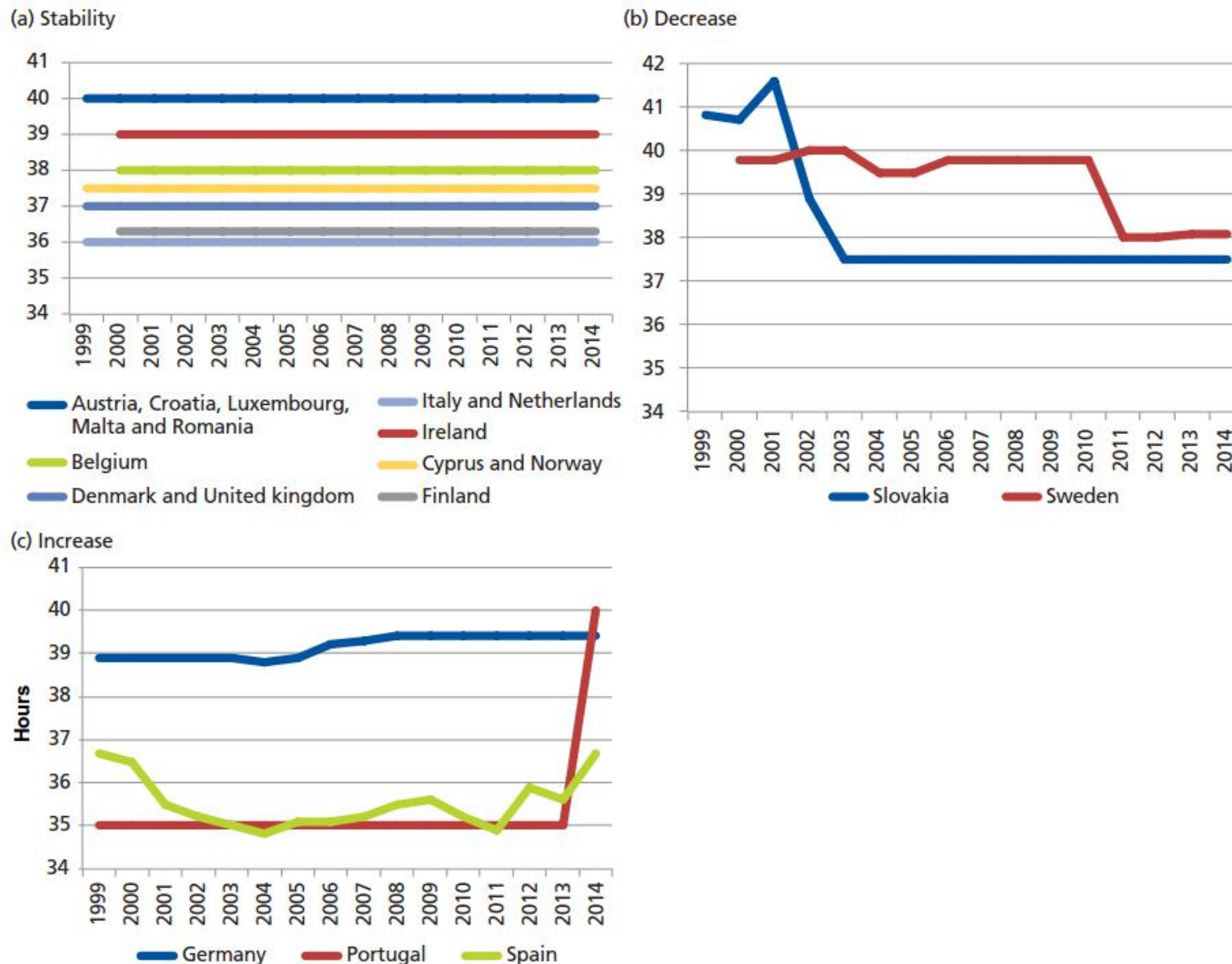
## Working-Time Regimes and Work-Life Balance in Europe

Timo Anttila,<sup>1,\*</sup> Tomi Oinas,<sup>1</sup> Mia Tammelin<sup>1</sup> and Jouko Nätti<sup>2</sup>





**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

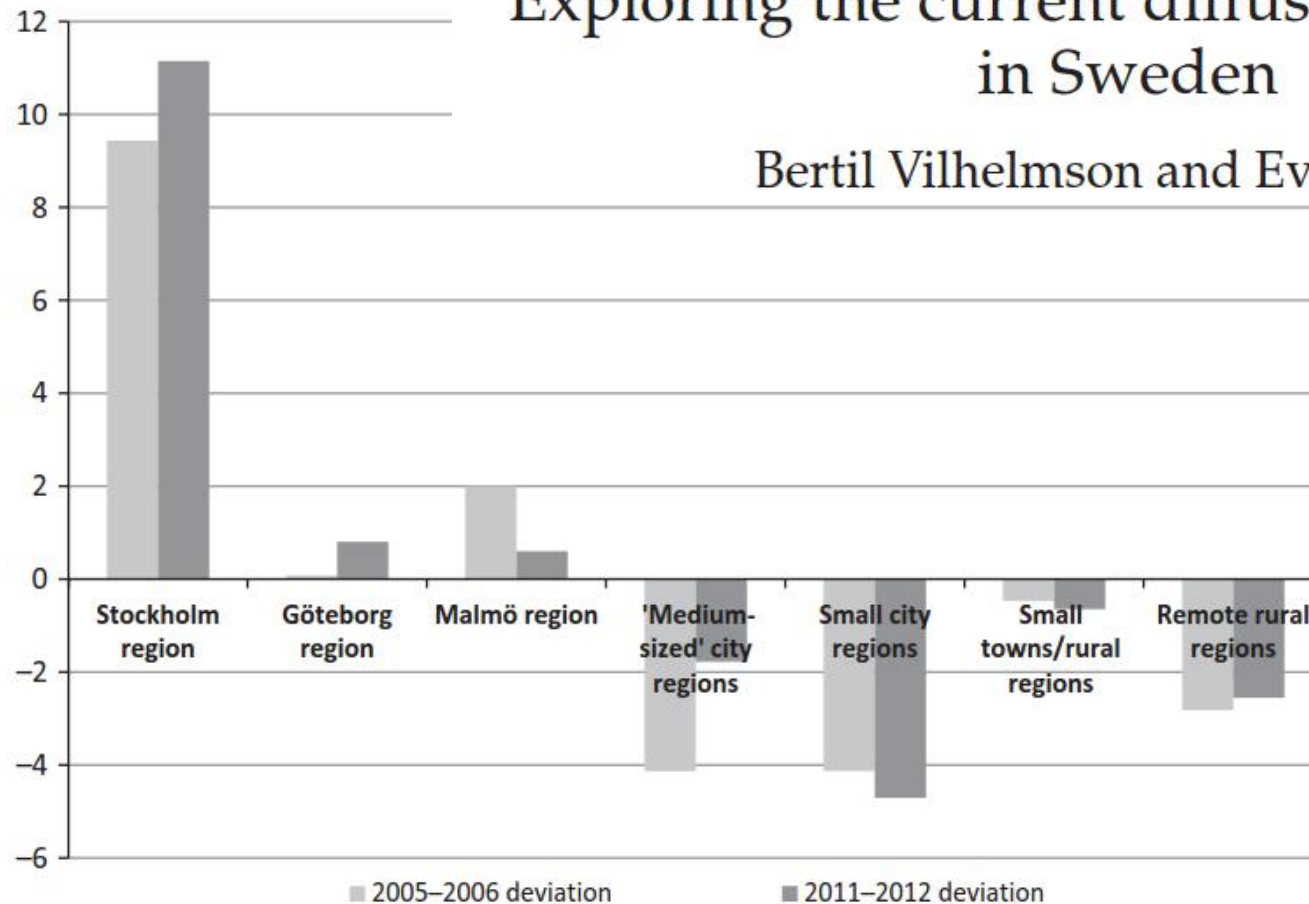


Figure 1: Regional aspects—the difference between actual and expected share of teleworkers in 2005–2006 and 2011–2012 calculated as the share of all teleworkers in a region versus the share of all gainfully employed (percentage points). Note. Definition of regions. Stockholm

# 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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