

Project title: The effect of flexible work hour arrangements on the number of working hours.

Project description:

This PhD is part of the project “Meer Uren Werkt!”, together with the Ministry of Social Affairs and Employment, and various other research institutions. The overarching aim of the project is to investigate which considerations and constraints part-time workers face when deciding their number of working hours.

The Netherlands has a strong part-time working culture. A share of those working part-time, would actually want to work more hours, but refrain from doing so for several reasons. Understanding the barriers could give insights in how we can enable them to increase their working hours.

This PhD will focus on the intervention of flexible work hour arrangements. The aim of this is to investigate the role of flexible work hour arrangements in the decision for the number of hours people work or would want to work. An intervention with flexible work hour arrangements will be implemented, for which we will gather data on employees prior and post-intervention to empirically verify the effects of the intervention. With this, we will study whether and how flexible work hour arrangements affect the working hours of (part-time) employees. Furthermore, we will assess whether effects differ for certain subgroups and possibly what mechanisms underlie the relationship.

The project will use data from the intervention, suitable external survey data, and supplement the aforementioned data, where possible, with CBS register data.

Key words: Flexible work hour arrangements; Part-time work; Working hours; Intervention

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