

# Increasing working hours among part-timers with flexitime?

## Aim

Contribute to the evidence base of what motivates part-timers to work more hours, focusing specifically on the role of flexible working hours.

## Theoretical background

A considerable group of part-time workers in the Netherlands wish to work more hours but face barriers such as financial concerns and balancing work obligations. The *Meer uren werkt!* program, funded by Nationaal Groeifonds, investigates how people who would like to work more hours can actually do so. Interventions that address various barriers part-timers currently face in expanding their hours will be implemented in a pilot phase in childcare, healthcare, and education.

This PhD project evaluates the intervention focused on flexible working hours (flexitime) for part-timers. Some part-timers have short and fragmented schedules, or their working hours do not align with their home situation, and this intervention tries to remedy that through rescheduling work. Flexitime provides employees with control over their working hours, and changing the way in which work is scheduled may decrease work-family conflict (Garde et al., 2012). Organizational support theory posits that employees may view alternative scheduling that allow balancing work and home demands as a sign their employer cares for them, which may increase their work motivation. In line with social exchange theory, employees may reciprocate this offer from their employer (Van der Put et al., 2023). Both may lead to higher willingness to work additional hours.

## Research design

The intervention will be implemented by an external partner in healthcare, education, and childcare among at least 750 part-time employees. The PhD project will scientifically evaluate the intervention using an experimental design with an intervention group and control group. Data will be collected before, immediately after and one year after the intervention. These survey data will be linked to CBS Microdata to monitor the long-term effect of the intervention on the number of hours worked. Additionally, in-depth interviews or focus groups will be conducted with participants and stakeholders about the intervention and expanding the number of hours worked.

Proficiency in Dutch is required for this project.

## Literature

- Garde, A. H., Albertsen, K., Nabe-Nielsen, K., Carneiro, I. G., Skotte, J., Hansen, S. M., ... & Hansen, Å. M. (2012). Implementation of self-rostering (the PRIO project): effects on working hours, recovery, and health. *Scandinavian journal of work, environment & health*, 314-326.
- van der Put, A. C., Mandemakers, J. J., de Wit, J. B., & van der Lippe, T. (2023). Worksite health promotion and work performance: both awareness and use matter. *Journal of Occupational and Environmental Medicine*, 65(11), 949-957.

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