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Working Flexibility and caring arrangements: The impact of changing working conditions on childcare services

Working time flexibility is a challenge for parents who have to combine work and family life. It is also a challenge for public policies at national and local level, and for employers. However, the increase in working time flexibility may positively affect the work-life balance, especially when employees are able to organize their working schedules, but it can also negatively impact when working schedules are imposed on workers, or when working hours are unpredictable or concentrated on unsocial time, incompatible with childcare hours. Our contribution will examine family and institutional arrangements implemented in France as a response to atypical working hours of parents. It draws on the results of a qualitative survey conducted in France, questioning the organizational responses to changing parents' working conditions. Together with the inflexion of family policy, different types of innovations in childcare services, responding to the needs of parents working non standard hours, are scrutinised. Emphasis is put on the effect on working conditions of childcare employees and on the well-being of children, either in collective childcare structures or home caring.

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