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Work and family balance for  
French parents with atypical  
working hours

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# Main objectives

- To analyse the different aspects of «atypical working hours »
  - To identify the needs and difficulties of families concerned by atypical times of work.
  - To present the objectives and first results of our present research, concerning this notion of « atypicality » and its impact on the care arrangements organised in families.
  - To present a research strategy for the next steps
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- This presentation is based on two researches led on the subject:
    - The SOCCARE research (5th European programme) led in five european countries on care arrangements in families under pressure .
    - A national research, funded by the CNAF, which analysed experimental services set up to answer care needs in families concerned by atypical working hours.
  - But it gives elements of a work in progress about caring arrangements of families working with atypical schedules
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# 1. The different aspects of «atypical times of work »

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**Table 1: *Percentage of workers per country working in the following situations:***

	Different number of hours each day	Different number of days each week	With variable hours	Long days	Work shifts
Finland	47,6	26,6	39,9	17,9	22,9
France	39,3	22,4	29,2	13,5	20,9
UK	36,1	20,9	31,8	10,1	25,2
Italy	31,8	19,6	23,4	8,6	26,3
Portugal	20,1	10,6	18,6	6,8	10,4
<i>European Union</i>	36,6	21,9	28,2	10,1	22

(Source Boisard et al., 2002, p.36)

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## How can we define atypical working hours?

- This notion refers to very different working conditions. The common point is that these hours are staggered which means not in phase with the standard hours of work, or with the normal opening of many public and private services
  - Two main criteria to define atypical working hours:
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- First criteria : variable or invariable hours
    - Louisia is a shopkeeper in a creperie. She works everyday from 5:00am to 1:00pm and from 4:00pm to 8:00pm. These hours are invariable, but staggered.
    - Eric is a sales representative; his hours are changing every day.
  - Second criteria: regular or irregular hours
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- ❑ Laure is a nurse; her hours alternate from one week to another. She works on mornings (6:30 to 14:15) or on evenings (13:45 to 21:30).
  - ❑ Béatrice is a busdriver; her hours are always changing.  
«We have different time schedules each week. I work full-time. Some services correspond to 7h24 a day, others to 6h59 a day. It depends. This morning, I began at 6:28 and finished at 14:24 with a pause of one hour and 10, more or less (...) It changes all the time... Our timetables are never the same. Some weeks, our service is changing every day; some others, it is stable all the week. (...) You see, for example, it's different, on the 21st, I finish at 15:30, the next day, I begin at 6:30, and then two days after I begin at 11:56 and stop at 20:30 and then I have a day off.»
  - ❑ And Mathilde, who is a nurse too:  
« To talk in concrete terms, I'll work ... a fortnight of nights, then I go onto days for one month and I'll do as many mornings, evenings or afternoons ... then I return to working a fortnight of nights and then I'll do a period of days but this could be somewhat longer, i.e, a month and a half, more or less. And afterwards it goes back to a fortnight of nights, one month of days, a fortnight of nights, a month and a half ... that's how it goes on. And in the months where I work, it's quite complicated ...
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## Main factors which impact on family life and parental responsibilities (1)

### ■ Predictability of the timetables

- Mathilde, our nurse, explains about these variable and irregular hours of work: « It's extremely complex... and even myself, I frequently feel lost even after 3 years in that job. I don't catch my own planning. I can't plan anything... I know what will be my planning during the current week; I know for the next week, because I will work three following evenings, but in 15 days, I can't say anything.»
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**Table no. 2: Characteristics of the working hours of the persons met.**

	Variable hours				Invariable hours
	<i>Regular</i>		<i>Irregular</i>		
<b><i>Predictability +</i></b>	Léa (local police) Patricia (manufacturing worker) Pierre (fireman) Laure (psychiatric nurse)	1 month 3 months All year long 1 month	Mathilde (nurse) Béatrice (bus driver) Audrey (administrative employee)	All year long 6 weeks 1 month	Louisia (shopkeeper) Séverine (cashier) Paul (cook) Sandrine (retail department supervisor) Fabienne (delivery agent)
<b><i>Predictability -</i></b>	Eric (sales representative)	3 weeks	Anne (sales representative)	1 week	Jean (policeman) – many hitches Morgane (training for nurse assistant) – many hitches

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## Main factors which impact on family life and parental responsibilities (2)

- Negotiable hours
    - Bernard teaches at the university. He divorced and has the custody of two daughters half of the week. The flexibility of his times of work gives him the opportunity to group his teaching in the beginning of the week. Atypical times of work for him doesn't mean constraints, but choice and flexibility :
      - « I work at the university, I'm a professor. So I'm quite lucky in being able to arrange my timetable, not completely as I would like it, because it also depends on the lectures I give; but I have certainly got more choice than some. I work on Mondays from 8.30 am to 1.30pm, and from 5pm to 7pm. I never have the children, never. I work on Tuesdays from 8.30am to 12.30pm and from 3.30 pm to 5pm, and there too I don't have the children. »
  - The worst situation concerns families whose parents are working with variable, irregular, unnegotiable and unpredictable hours (Béatrice)
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## 2. The families' needs (1)

- As working hours, the families' needs are also staggered:
    - « No childcare offer is geared to my type of job. I finish at 7.30pm and school finishes before that, care centers and crèche also finish a long time before ... so we are stuck, and in the mornings and evenings as well, since these structures do not open earlier in the mornings – at best 7.30am. Working irregular hours is a real problem in this respect! »
  - A wide range of resources used by families: the care arrangement is a combination of formal resources (school for children over 2-3 years old, school day care centers, day care centers, « crèche » for children under 3 years old or childminders) and informal resources (family and more precisely the grand-parents, and also relatives and other parents)
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## The families' needs (2)

- Needs vary according to the « level of atypicality » of the working situations.
  - But also according to three main variables:
    - family configuration,
    - family network
    - the level of income.
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## The families' needs (3)

- Relay parental model:
    - Eric and Anne
    - Bernard is a lone parent. He has the custody of his two daughters half of the week. But as the mother cares for the children the other part of the week, the care model is still shift parenting.
  - Lone parent + high level of income: Olivia
  - Lone parent+low level of income: Béatrice
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### 3. Presentation of the next steps (work in progress)

- Objective of the research: it is a continuation of the previous ones and aims at:
    - Defining a series of households profiles subjected to different levels of pressure and constraint
    - And identifying the different care arrangements organised for each profiles
  - It is based on the analysis of the national « Enquête mode de garde » (Care arrangements inquiry – DREES)
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# Elements of Methodology (1)

12 variables have been retained in the questionnaire, to define atypical working hours :

- ❑ Rythm of the hours' number worked each week
- ❑ Rythm of the hours' number worked each day
- ❑ Rythm of the days' number worked each week
- ❑ Flexibility of working hours
- ❑ Work Wednesday morning
- ❑ Work Wednesday afternoon
- ❑ Work Sunday morning
- ❑ Work Sunday afternoon
- ❑ Work saturday morning
- ❑ Work saturday afternoon
- ❑ Work during the night
- ❑ Work in the evening

These variables are closed to the different variables defined previously (rythm = variability+regularity).

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## Elements of Methodology (2)

Our sample : 3 different types of family configurations

- Group 1: 278 **lone parents** and 356 children
  - Group 2: 1926 **families living in couples both working full time** and 1191 children
  - Group 3: 1372 **families living in couples, one working full time and other working part time**, and 962 children
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# Elements of Methodology (3)

Aim of the statistical study → Release profiles of families

## Plan of statistical analysis

1 - Draw up the characteristic of the 3 groups and then compare them

2- Constitute an atypical score and compare the 3 scores distributions

### Definition of the atypical score

let  $X_i$  be a variable characterising atypical times of work ( $i \in \{1 ; 12\}$ )

$X_i = 1$  if the variable  $i$  contribute to the atypical times of work

$X_i = 0$  else

3- Study the childcare daily organisation in the 3 groups of families

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# Social profiles of the 3 groups

	Group 1	Group 2	Group 3
<b>Percentage of women<sup>1</sup></b>	96,80%	50%	50%
<b>Median of the born year<sup>NS</sup></b>	1967	1967-1968	1966-1967
<b>Percentage of families with more than 3 children<sup>**</sup></b>	78,40%	90,10%	77,70%
<b>Children's influency on the hour of work's beginning<sup>**</sup></b>	53%	31,80%	36,40%
<b>Children's influency on the hour of work's ending<sup>**</sup></b>	48,60%	29,90%	32,30%
<b>Children's influency in the reduction in working hours<sup>*</sup></b>	28,10%	24,50%	21,30%
<b>Highest diploma<sup>**</sup></b>			
percentage of Cap-BEP	29,60%	30,70%	31,40%
none	15,50%	4,80%	5,40%
percentage of > bac +2	13,40%	26,70%	24,80%
<b>current activities<sup>1</sup></b>			
Having an employment	69,80%	100%	100%
unemployment	14,70%	0	0
In house	12,20%	0	0
<b>Socio-professional group<sup>**</sup></b>			
employee	48,40%	26,70%	34,00%
Intermediate profession	28,30%	29,30%	27,00%
worker	12,90%	23,70%	19,50%
<b>Workinf full time<sup>1</sup></b>	67,90%	100%	50%
<b>Size of urban unit bracket<sup>**</sup></b>			
between 200 000 and 1 999 999 inhabitants	29,30%	16,90%	18,40%
Paris	17,70%	17,70%	12,00%
Rural municipality	13,80%	32,40%	32,80%

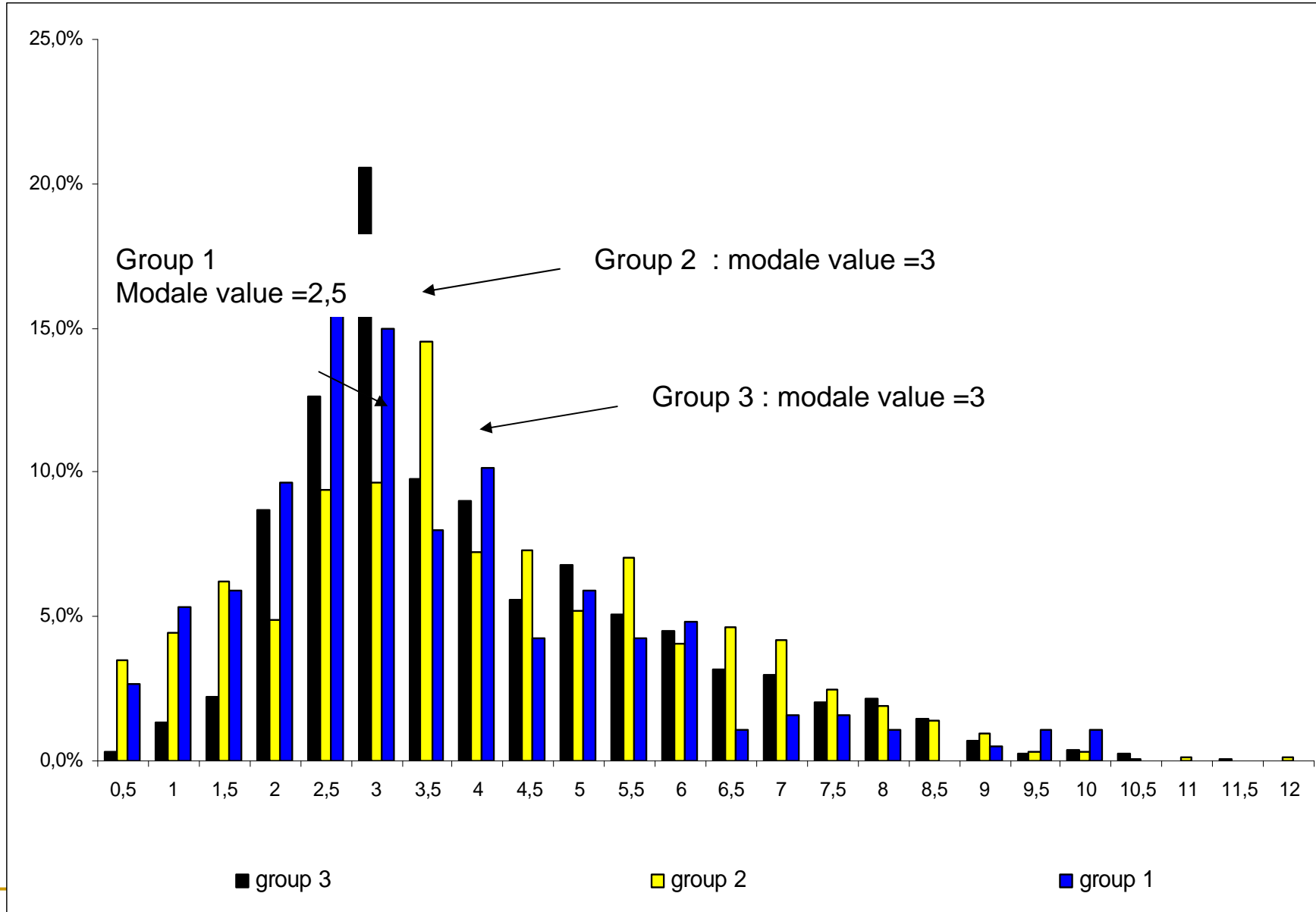
<sup>1</sup> the comparison is impossible

\* significant difference p<5%

\*\* significant difference p<10<sup>-5</sup>

# Main characteristics of the working timetables

Atypical times of work	Couples					
	Groupe 1 (n=278)		Groupe 2 (n=1926)		Groupe 3 (n=1372)	
>40 hours by week <sup>***</sup>	6%	n=150	16,30%	n=1378	10,40%	n=915
≥10 hours by day <sup>NS</sup>	2,30%	n=129	5,30%	n=1235	5%	n=850
≤5 days by week <sup>NS</sup>	90,60%	n=160	88,10%	n=1574	89,40%	n=1069
Start work ≤7H <sup>NS</sup>	10,50%	n=114	12,60%	n=1179	10%	n=787
End work >20H <sup>NS</sup>	5,30%	n=114	4%	n=1178	6,30%	n=785
Variable hours' number worked each week <sup>**</sup>	22,70%	n=194	28,20%	n=1923	33%	n=1370
Variable hours' number worked each day <sup>NS</sup>	34,50%	n=194	35,10%	n=1925	37,50%	n=1372
Variable days' number worked each week <sup>*</sup>	17,50%	n=194	18,20%	n=1924	22%	n=1372
Irregular variability of the hours' number worked each week <sup>NS</sup>	52,30%	n=44	54,20%	n=542	54,70%	n=450
Irregular variability of the hours' number worked each day <sup>NS</sup>	49,20%	n=34	48,50%	n=670	52,90%	n=512
Irregular variability of the days' number worked each week <sup>*</sup>	41,20%	n=65	46,70%	n=300	37,10%	n=350
Irregular rythm of the hours' number worked each week <sup>*</sup>	11,80%	n=194	15,30%	n=1922	18%	n=1368
Irregular rythm of the hours' number worked each day <sup>***</sup>	16,70%	n=192	16,80%	n=1917	19,60%	n=1365
Irregular rythm of the days' number worked each week <sup>**</sup>	7,20%	n=194	6,80%	n=1924	10,20%	n=1370
No flexibility of working hours <sup>**</sup>	55,70%	n=185	53,10%	n=1925	46,70%	n=1371
Work Wednesday morning <sup>***</sup>	59,50%	n=185	75,80%	n=1925	55,40%	n=1371
Work Wednesday afternoon <sup>***</sup>	51,90%	n=185	69,50%	n=1924	55,40%	n=1371
Work sunday morning <sup>NS</sup>	20,50%	n=185	20,60%	n=1925	19,10%	n=1371
Work sunday afternoon <sup>NS</sup>	13,50%	n=185	13,00%	n=1925	13,30%	n=1371
Work saturday morning <sup>NS</sup>	4,80%	n=185	5,80%	n=1925	5,50%	n=1371
Work saturday afternoon <sup>NS</sup>	3,20%	n=185	4,50%	n=1926	4,50%	n=1371
Work during the night <sup>NS</sup>	1,60%	n=185	4,30%	n=1926	4,30%	n=1371



# Childcare arrangements

Mean number of « child care solutions » or change of solutions by child and by day

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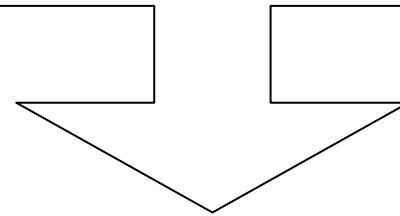
	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>
<b>Monday</b>	6,0	7,5	7,8
<b>tuesday</b>	6,1	7,7	8,0
<b>wednesday</b>	3,6	5,3	5,3
<b>thursday</b>	6,0	7,6	7,9
<b>friday</b>	6,0	7,5	7,8
<b>saturday</b>	2,9	3,6	4,0
<b>sunday</b>	2,3	2,4	2,5

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# Work perspectives:

1. Atypic gradient
2. Characteristics of families
3. Types of child care arrangements



Release profiles of familles

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## Some questions

- In her book « working in a 24/7 economy, Harriet B. Presser insists on some points:
    - Most people who work nonstandart hours do not prefer this schedule to a daytime schedule
    - Those who work nonstandart schedules are generally more disadvantaged economically than others
    - We need to explore the effects of nonstandart work schedules on the physical and emotional health of individuals (adults and children) and how these effects on individual well-being interact with the functioning of family life, which means intensive qualitative studies
    - We need more research on married fathers who care for their children during most of the hours that mothers are employed
-