



Working time and sustainable work throughout the life course

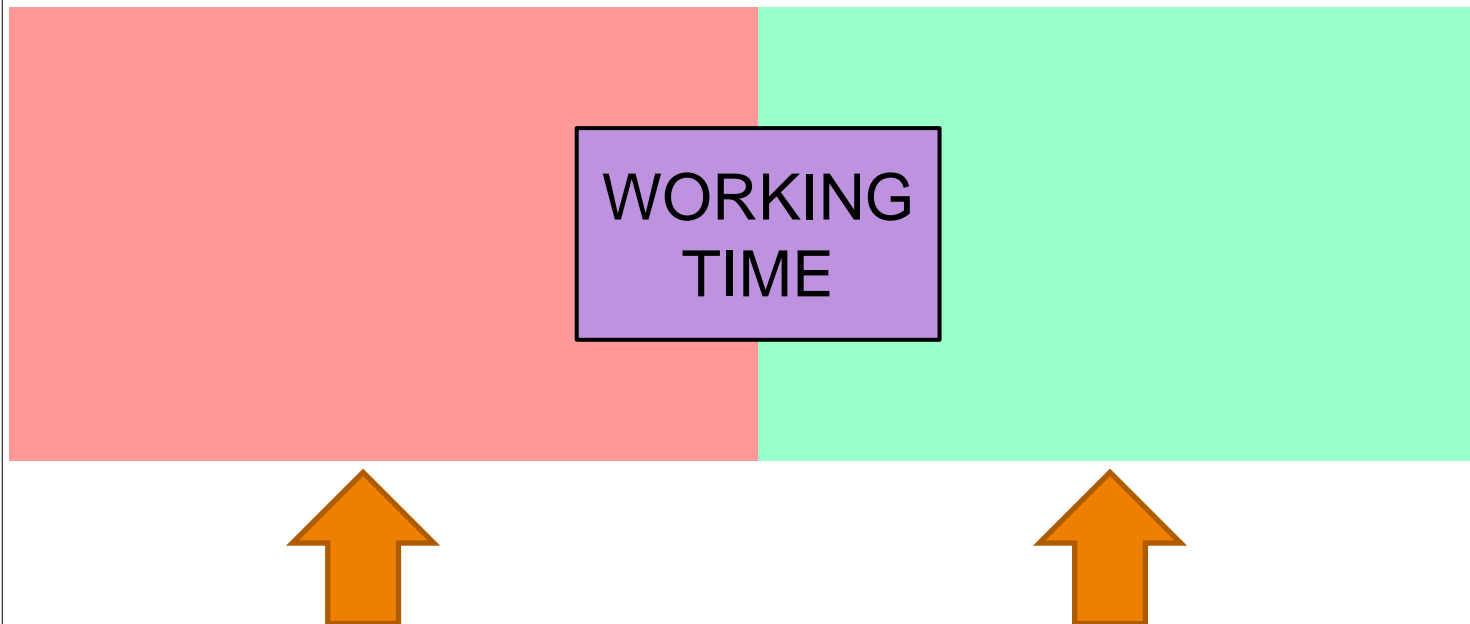
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Anneke Goudswaard, Professor New Employment Relations, Windesheim University
of Applied Sciences – Senior Researcher/Consultant TNO, The Netherlands





Working time – different dimensions

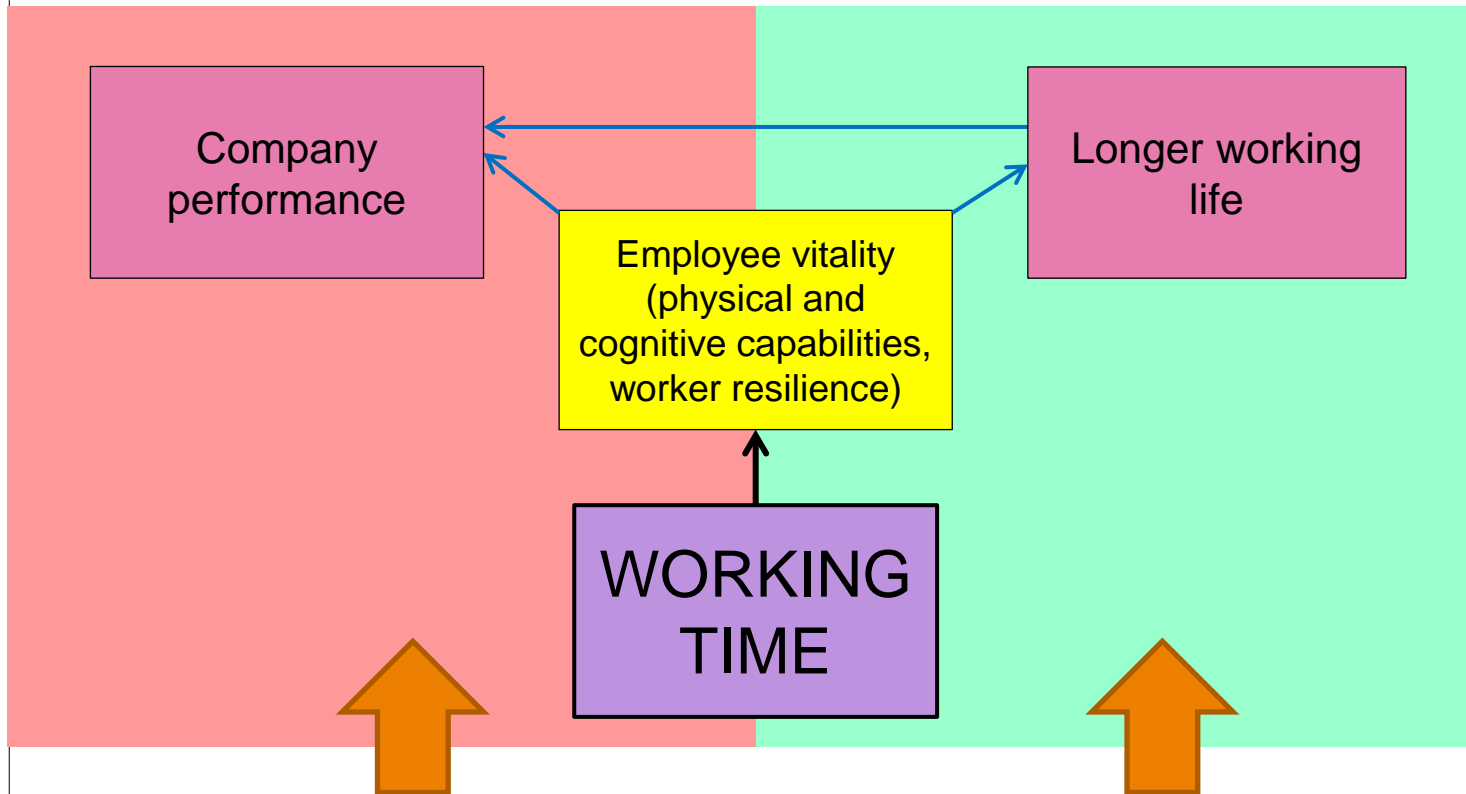


- Organisation of working time
- Duration of working time
- Healthy working hours

- Tailor made working time arrangements
- Employee influence over working hours



The benefits of optimal working time

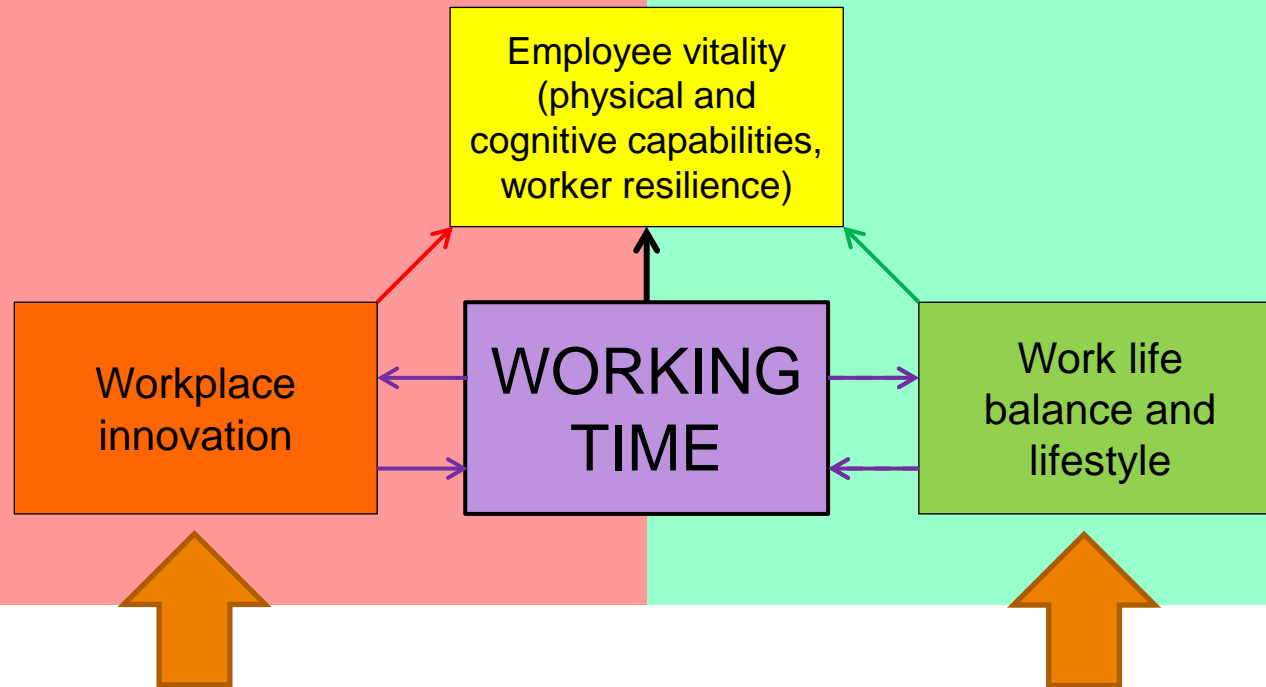


- Higher productivity
- Better quality of products/services
- More flexibility

- Healthy workers
- Employable
- Engaged and motivated



Working time – between workplace and private life



- Working time interventions will request for workplace interventions
- Workplace interventions can mitigate impact of demanding working hours

- Working time interventions will have an impact on work life balance
- Life style interventions can mitigate impact of demanding working hours



Some examples from company practice



Flexibility and security in retail

Negotiated flexible working time arrangements

Integral and participative approach



Healthy ageing in shiftwork

Part-time pension scheme

Personnel planning in health care

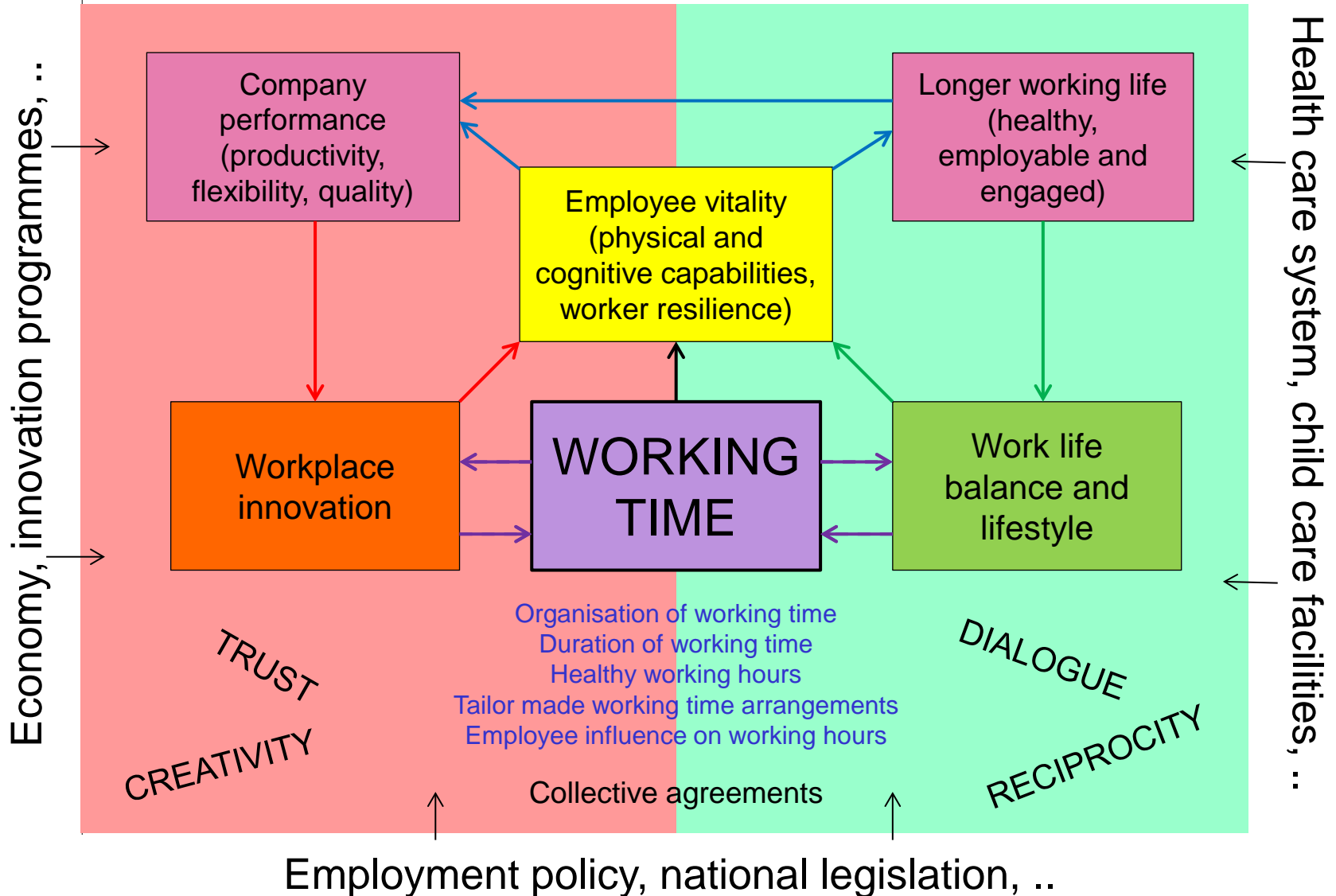


Including temporary workers

Self rostering systems



Research model - Summary





More information?

- › Knowledge Bank Workplace Innovation: <http://workplaceinnovation.org>
- › Research projects:
 - › Goudswaard et al, Organisation of working time: implications for productivity and working conditions. Eurofound, 2012,
<http://www.eurofound.europa.eu/publications/htmlfiles/ef1250.htm>
 - › Goudswaard et al, Good practice guide to internal flexibility policies in companies. Eurofound, 2009.
<http://www.eurofound.europa.eu/publications/htmlfiles/ef0919.htm>
 - › Goudswaard et al. Creating Successful Flexible Working-Time Arrangement: Three European Case Studies. Employment Relations Today, Fall 2013; 19-33.
 - › Goudswaard et al. Physical and mental fitness of shift workers in production companies. Poster at 21st International Symposium on Shiftwork and Working Time, 4-8 November, 2013, Brazil.
- › Contact: anneke.goudswaard@tno.nl