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Parental Working in Europe: Non-standard working hours

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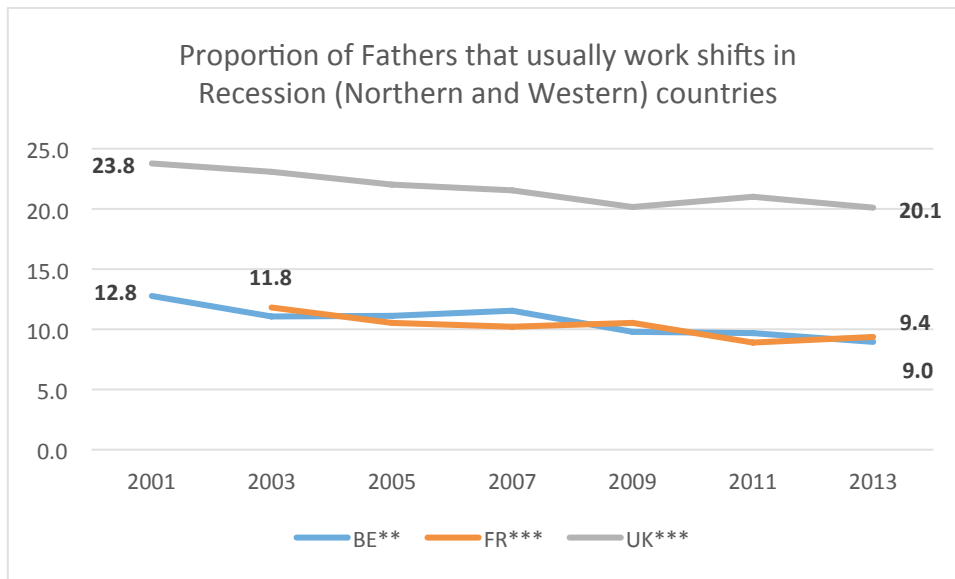
This **Research Note** investigates the proportion of parents in couple households working non-standard hours of work. There are four types of non-standard working hours: shift work, evening work, night work and weekend work. More information on the definitions, country groupings, data and methods used can be found in the accompanying **Research Note [Parental Working in Europe: Methodology]**.

There were three main trends. Firstly, shift working by fathers either remained stable or declined across most EU countries (particularly Poland, Belgium, France, UK). Secondly, a similar pattern was observed for mothers, except in the Netherlands where an increase in shift working was observed. Thirdly, we observed more variability in evening work patterns for fathers and mothers; falls in night work for fathers (except Spain) and mothers and in weekend working.

Shift Work

Poland was the only *Growth* country to experience a significant change in the incidence of shift work. The proportion of fathers in Poland that usually work shifts has declined significantly from 42.4% in 2003 to 30.6% in 2013.

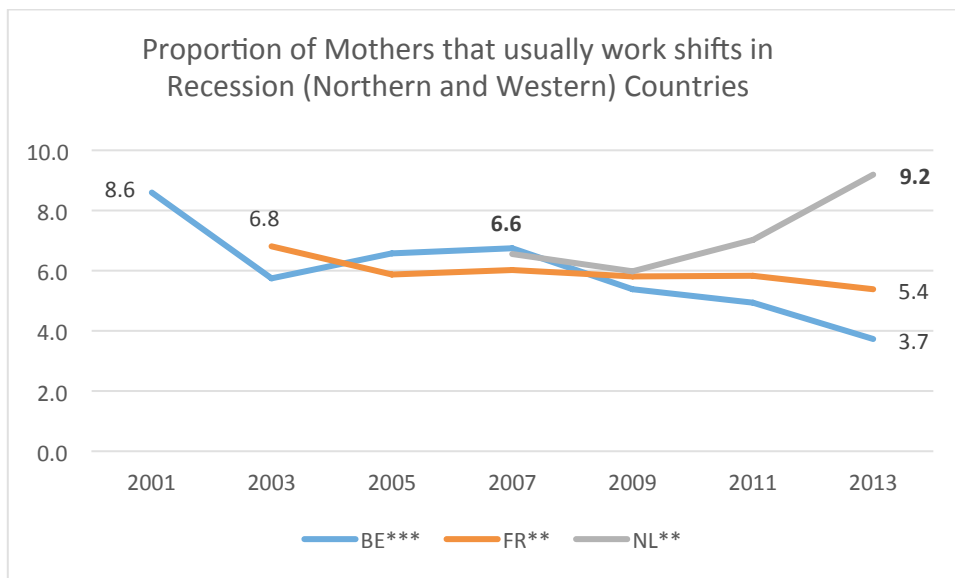
There were no significant changes in the incidence of shift work in *Severe Recession* countries, however there were significant declines in the incidence of shift work in *Recession (Northern and Western)* countries.



The only country from the *Recession (Eastern)* group to experience significant changes in the incidence of shift work for all fathers was Hungary, where the incidence of shift work fell significantly from 23.7% in 2001 to 16.1% in 2013.

There have also been significant changes in the incidence of shift work for mothers. Again, Poland was the only *Growth* country to experience significant changes, where the proportion of mothers that usually work shifts fell from 34.6% in 2003 to 27.1% in 2013. There were no significant changes in the incidence of shift work for mothers in *Severe Recession* or *Recession (Eastern)* countries.

However there were significant changes in the incidence of shift work for mothers in *Recession (Northern and Western)* countries.

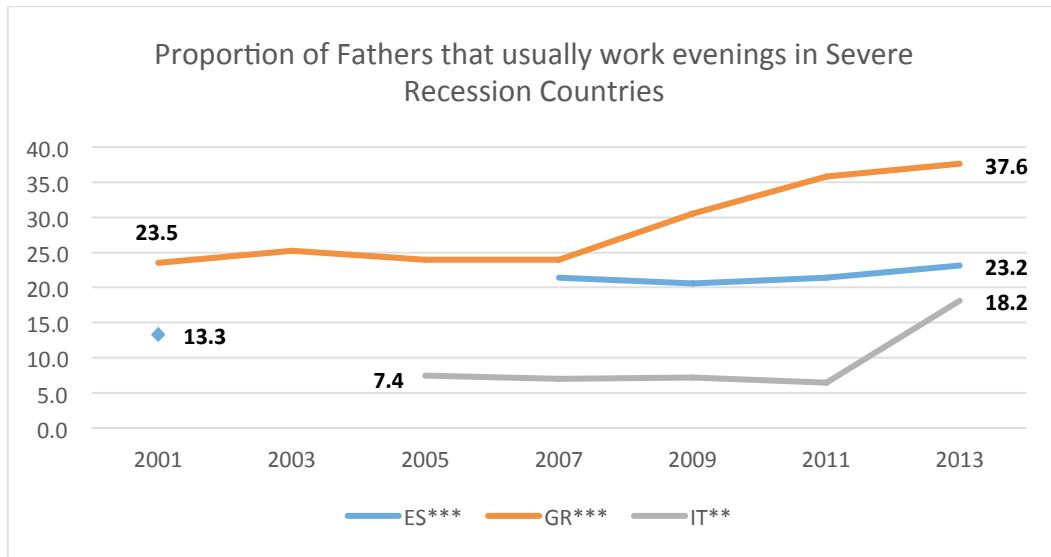


Evening Work

In Germany, there were no significant changes in the proportion of fathers that usually worked evenings, however the incidence of evening work was fairly high compared with other countries, 31.3% in 2013 (having never been lower than 30% for the whole period;

only Greek fathers had a higher incidence of evening work in 2013). However the incidence of evening work for Polish fathers fell, from 14.3% in 2003 to 9.5% in 2013.

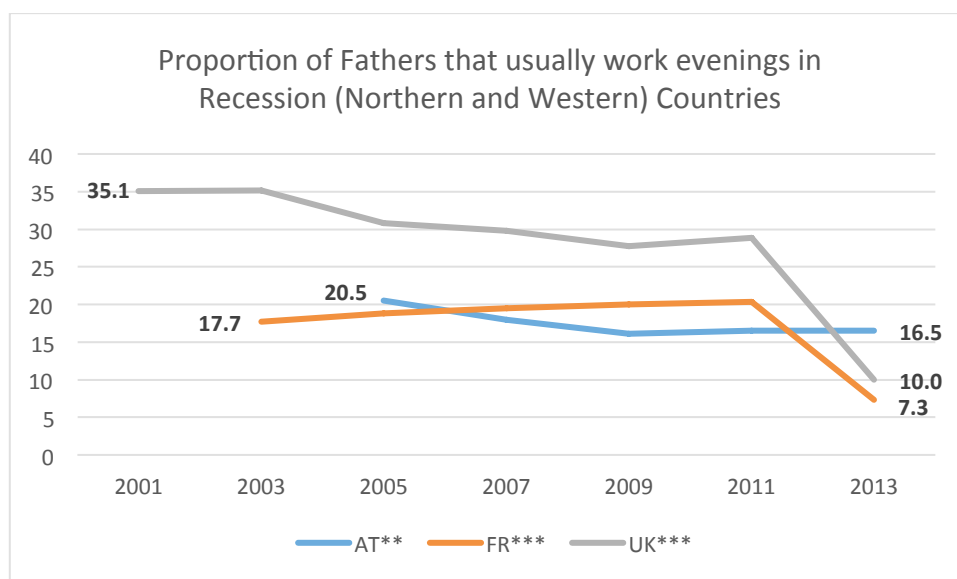
In *Severe Recession* countries, the proportion of fathers that usually work evenings has changed significantly in Spain¹, Greece and Italy.



In Greece, the incidence of evening work increased from 23.5% in 2001 to 37.6% in 2013, with most of the increase occurring in the latter part of the period. The incidence of evening work for both Greek fathers and mothers were the highest of all the countries studied.

For Spain the proportion of fathers usually working evenings was 13.3% in 2003, and continued to rise to 23.2% in 2013. Ireland is the only *Severe Recession* country where no significant change in the incidence of evening work occurred.²

However in Austria, France and the United Kingdom, there were significant decreases in the proportion of fathers that usually work evenings. There were no other significant changes for fathers in *Recession (Northern and Western)* countries.



¹ Data is not available for Spain for any of the unusual working hours for 2003 and 2005.

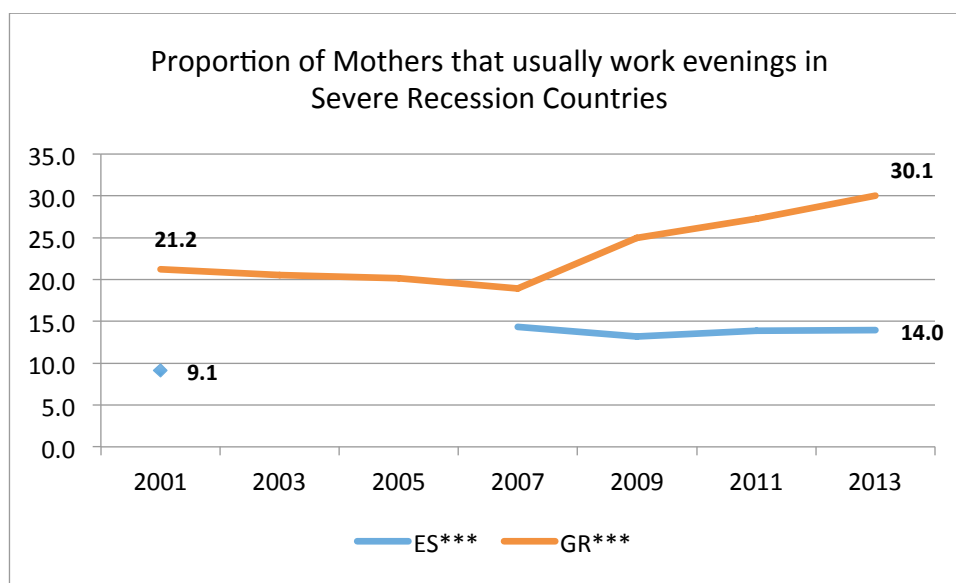
² Note that no data concerning evening work is available for Portugal

In terms of patterns over time, the incidence of evening work increased steadily in France but decreased steadily in the UK until 2011, however both countries then experienced a sharp fall to 2013. In contrast, the changes in Austria were fairly steady.

Bulgaria was the only *Recession (Eastern)* country where fathers experienced significant changes in the incidence of evening work, falling from 14.6% in 2007 to 8.7% in 2013.

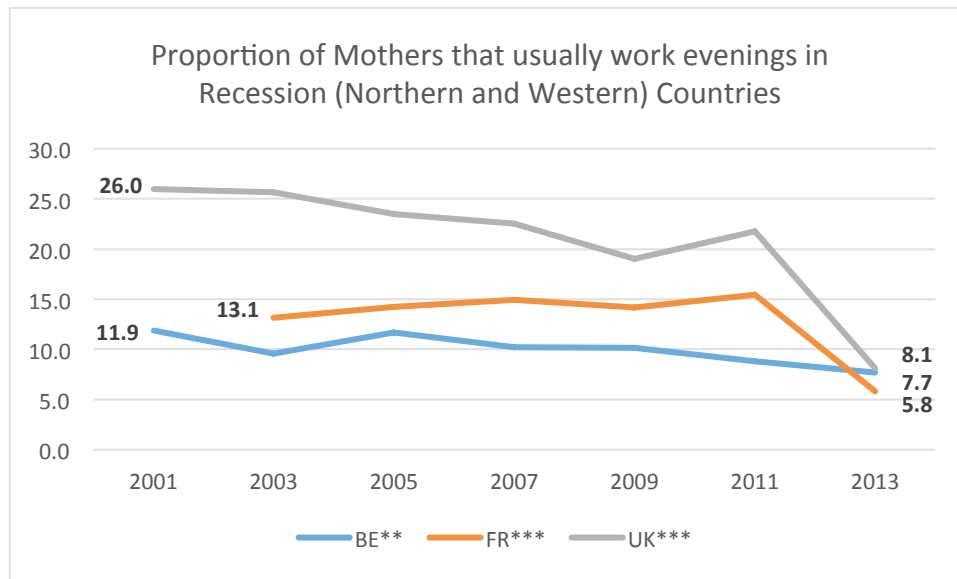
There were also significant changes in the incidence of evening work for mothers. In Poland, the proportion of mothers that usually work evenings decreased significantly from 11.1% in 2003 to 7.4% in 2013.

In *Severe Recession* countries, only Greece and Spain experienced any change in the incidence of evening work for mothers. The proportion of Greek mothers that usually work evenings increased significantly over the period, from 21.2% in 2001 to 30.1% in 2013. For Spain, the incidence of shift work increased from 9.1% in 2001 to 14.0% in 2013³



Mothers in Belgium, France and the United Kingdom all experienced a fall in the incidence of evening work. No other significant changes occurred for mothers in *Recession (Northern and Western)* countries.

³ The incidence of evening work for Spanish mothers fluctuated between 13.2% and 14.0% between 2007 and 2013 which suggests the increase took place before the 2007 recession.



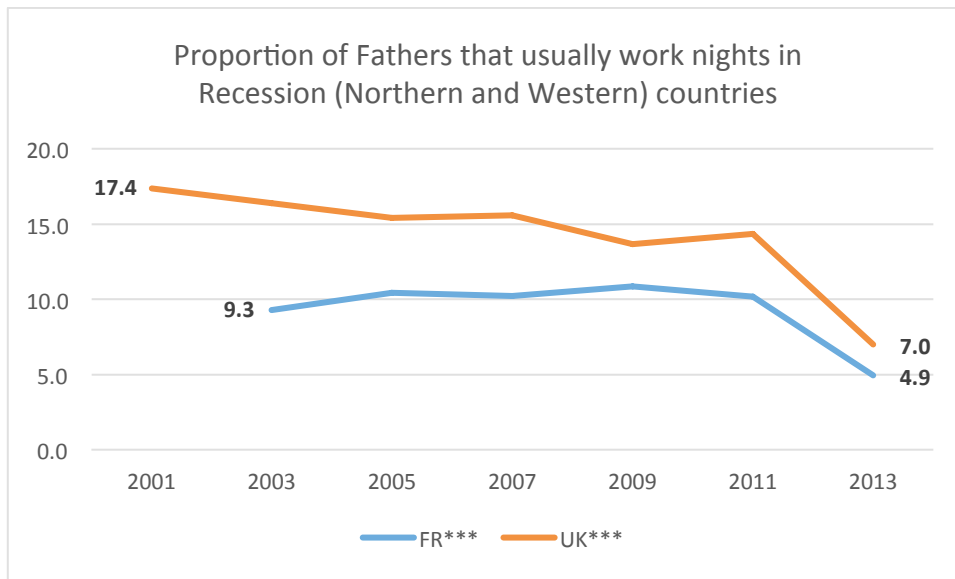
The only significant change in the incidence of evening work for mothers in *Recession (Eastern)* countries came in Romania, where the incidence of evening work increased significantly from 13.7% in 2003 to 17.1% in 2013 (significant at the 5% level).

Night Work

The proportion of fathers in Poland usually working nights halved over the decade between 2003 and 2013, from 8.0% to 4.0%. This was the only country in the *Growth* group that experienced a change in night work.

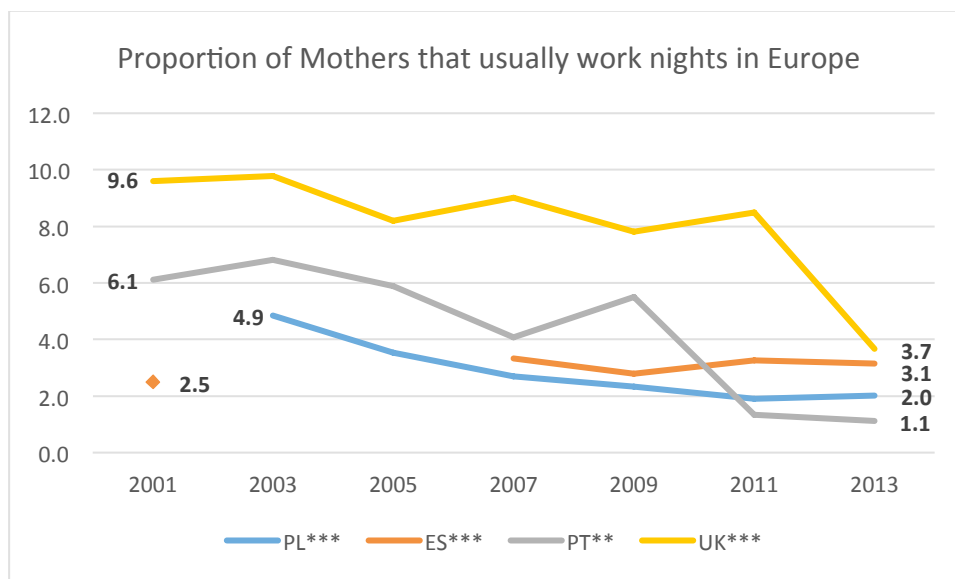
In *Severe Recession* countries, the picture is mixed. Most countries in this group experienced no significant change. Spanish fathers experienced an increase in the incidence of night work, from 4.6% in 2001 to 6.5% in 2013. However Portuguese fathers experienced a significant fall in the incidence of night work, from 10.4% in 2001 to 4.7% in 2013. In Portugal, the change is initially steady, as the incidence of night work falls from 10.4% in 2001 to 8.8% in 2009, however the decline becomes more rapid, falling to 4.7% in 2013.

The incidence of night work for fathers in *Recession (Northern and Western)* countries fell across the group. However the only significant changes are in France and the United Kingdom. In both of these countries the proportion of fathers that usually work nights is fairly stable up until 2011, and then declines suddenly in 2013.



There were no significant changes in the incidence of night work for fathers from any *Recession (Eastern)* country.

For the most part, the incidence of night work for mothers has not changed significantly across Europe, however there are a few exceptions: Poland, Spain, Portugal and the United Kingdom.

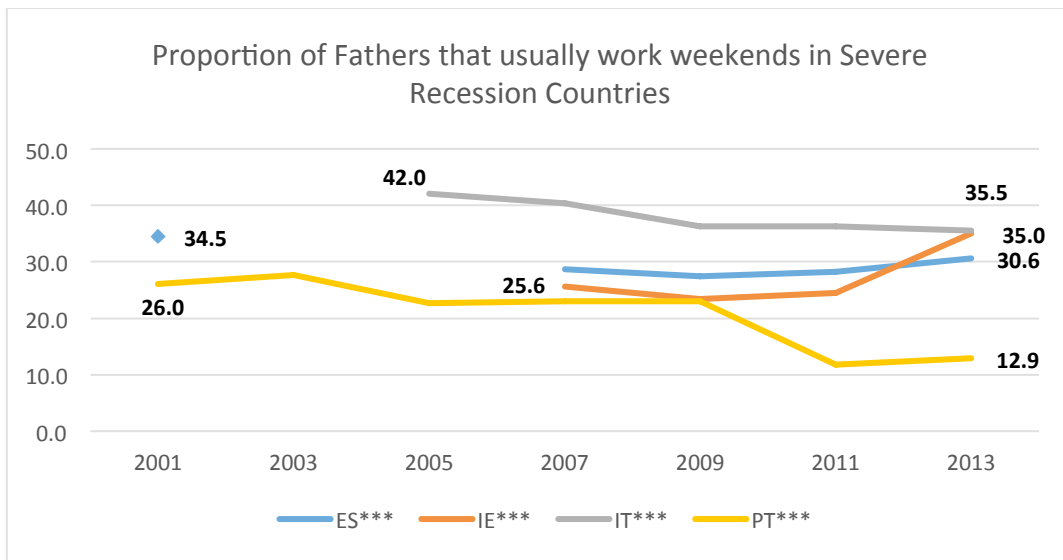


Weekend Work

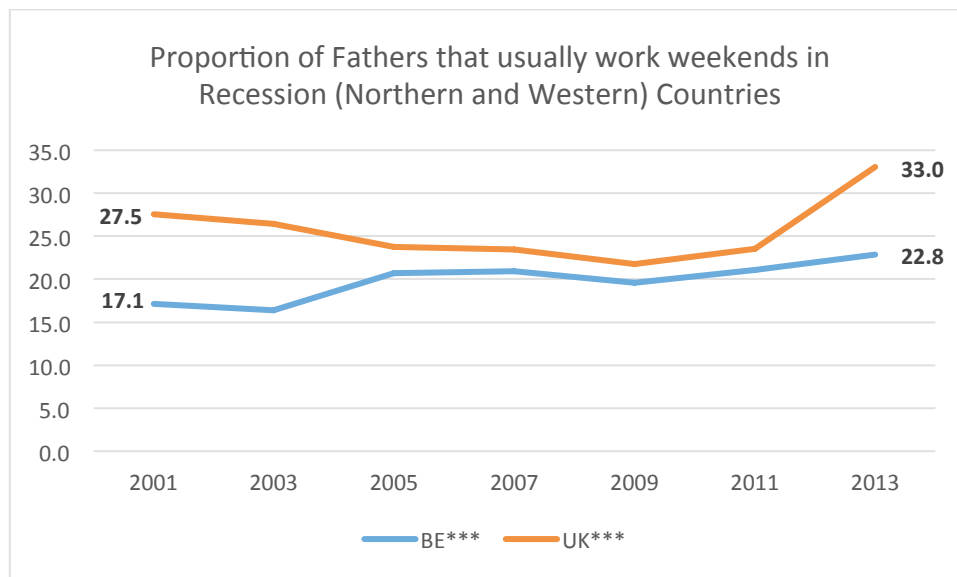
The incidence of weekend work changed significantly for fathers in the majority of countries studied.

In Poland, the proportion of fathers that usually work weekends fell significantly from 25.1% in 2003 to 15.5% in 2013. In Germany, the other country in the *Growth* group, no significant changes occurred.

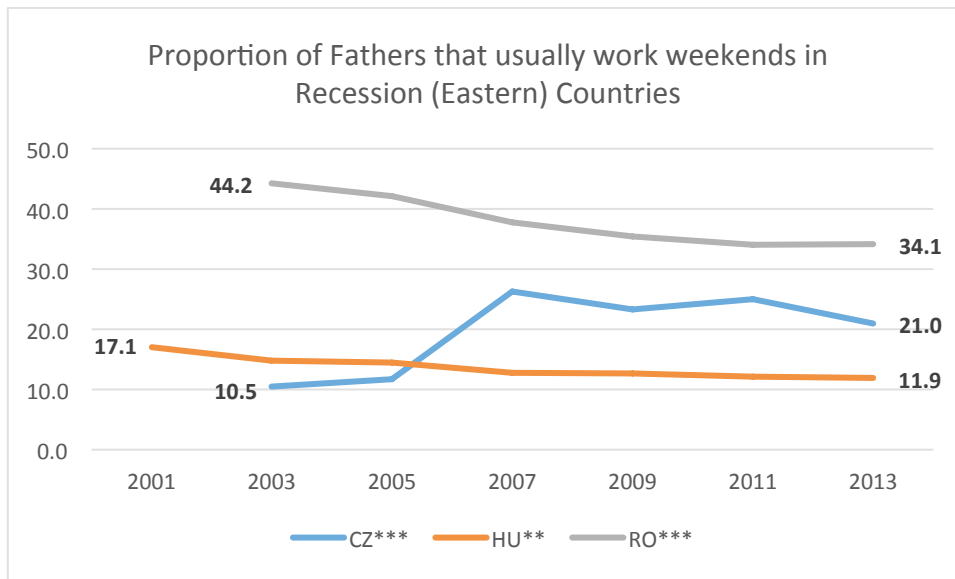
In the *Severe Recession* countries of Spain, Italy and Portugal there were significant decreases in the proportion of fathers that usually work weekends, whilst in Ireland there was a significant increase in the proportion of fathers working weekends.



There were significant increases in the proportion of fathers that usually work weekends in Belgium and the United Kingdom.

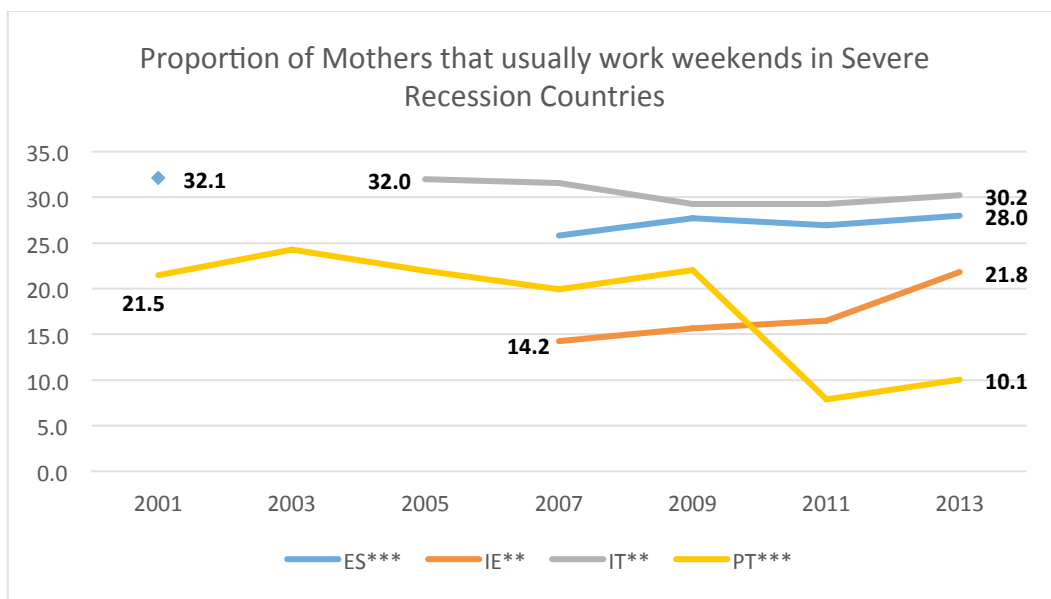


In the *Recession (Eastern)* countries the changes in the incidence of weekend work were mixed. In Hungary and Romania, there were significant decreases in the incidence of weekend work. The proportion of fathers usually working weekends increased significantly in the Czech Republic.



There were also significant changes in the proportion of mothers who usually work weekends. In Poland the proportion of mothers that usually work weekends fell significantly from 21.5% in 2003 to 11.3% in 2013.

In Spain, Italy and Portugal, *Severe Recession* countries, the incidence of weekend work fell significantly. The incidence of weekend work increased significantly in Ireland since 2007.



There were no significant changes in the incidence of weekend work in any of the *Recession (Northern and Western)* countries.

The changes in weekend work for mothers in *Recession (Eastern)* countries were mixed, with only the Czech Republic and Romania experiencing significant changes. In the Czech Republic the proportion of mothers that usually worked weekends increased from 7.6% in 2003 to 16.5% in 2013 (significant at the 1% level). In Romania 40.1% of mothers worked weekends in 2003, falling to 30.4% in 2013 (significant at the 1% level).