



Work Autonomy,  
Flexibility and  
Work-Life Balance

# Gender Discrepancies in the outcomes of schedule control

On Overtime Hours and Income in Germany

Yvonne Lott & Heejung Chung

[wafproject.org](http://wafproject.org) | [@WAFProject](https://twitter.com/WAFProject)

University of  
**Kent**

The UK's  
European  
university

E·S·R·C  
ECONOMIC  
& SOCIAL  
RESEARCH  
COUNCIL

## Gender Discrepancies in the Outcomes of Schedule Control on Overtime Hours and Income in Germany

Yvonne Lott<sup>1,\*</sup> and Heejung Chung<sup>2</sup>

<sup>1</sup>Hans-Böckler Foundation, Düsseldorf, Germany and <sup>2</sup>School of Social Policy, Sociology and Social Research, University of Kent, Canterbury, UK

\*Corresponding author. Email: Yvonne-Lott@boeckler.de

Submitted September 2015; revised May 2016; accepted May 2016

### Abstract

Schedule control can have both positive—e.g., increased income—and negative outcomes—e.g., increased overtime. Here our core interest is whether there are gender discrepancies in these outcomes. Given the different ways in which schedule control can be used, and perceived to be used by men and women, their outcomes are also expected to be different. This is examined using the German Socio-Economic Panel Study (SOEP) (2003–2011), and panel regression models. The results show that schedule control is associated with increases in overtime and income—but only for men. Women in full-time positions also increase their overtime hours when using schedule control; yet, they do not receive similar financial rewards. The results of this study provide evidence to show that increases in schedule control has the potential to traditionalize gender roles by increasing mainly men's working hours, while also adding to the gender pay gap.

### Introduction

Increasing numbers of companies and governments are introducing schedule control—allowing workers more control over when and how long they work—as a less costly option to help working families manage work and family demands compared to, for example, paid leaves (Eurofound, 2015). Accordingly, a number of studies examine the outcomes of schedule control; schedule control has been shown to have a positive impact on workers' work-life balance (see for a review Michel *et al.*, 2011; Allen, *et al.*, 2013), work commitment (Gallie *et al.*, 2012), health (Ala-Mursula *et al.*, 2004), and even income (Weeden, 2005; Leslie, 2012). However, it can also have negative outcomes, with increased working hours (Burchell *et al.*, 2007; Gambles *et al.*, 2006) and

work intensity (Kelliher and Anderson, 2010) being among the most problematic.

However, there remain a number of limitations to existing analyses of schedule control. Notably, these studies are mostly gender blind in that there is little scrutiny of how these outcomes may vary between men and women. Control over working hours can be used by workers for a variety of reasons, i.e., for work-life balance purposes, but also performance-enhancing purposes (Ortega, 2009). Further, it is used, and expected to be used, by men and women for different purposes (Adler, 1993; Brescoll *et al.*, 2013). Thus, and especially in light of evidence that work-related rewards are shaped by gender (Schieman *et al.*, 2013), we can expect

©The Author 2016. Published by Oxford University Press.

This is an Open Access article distributed under the terms of the Creative Commons Attribution License (<http://creativecommons.org/licenses/by/4.0/>), which permits unrestricted reuse, distribution, and reproduction in any medium, provided the original work is properly cited.

Downloaded from <http://esr.oxfordjournals.org/> by guest on January 3, 2017

# Motivation

---

## Employees can benefit from schedule control

- Higher incomes (Leslie et al. 2012; Weeden 2005)
  - „Happy worker“ with higher work motivation, work effectiveness and productivity (de Menezes & Kelliher 2011)

## Employees can have disadvantages with schedule control

- Overtime hours (Burchell et al. 2007; Gambles et al. 2006)
  - i.e. when schedule control is used as performance-enhancing measure and/or in an ideal worker culture (Williams et al. 2013)

# Lack of research

---

## Less is known about

- Gender differences in the outcomes of schedule control
- Different types of schedule control, i.e. flexitime and working time autonomy
- European context

# Research questions

---

Are flexitime and working time autonomy related to an increase of overtime hours for women and men?

Are flexitime and working time autonomy related to an increase of income independent of overtime hours for women and men?

# Expected gender differences

---

Schedule control might be related to an increase of overtime primarily for men

- Gendered meanings of flexibility, also due to the unequal allocation of unpaid work in households
- Men more often have the opportunity to work longer hours which is expected in an ideal worker culture

But women in full-time positions might equally comply to the ideal worker norms

# Expected gender differences II

---

Schedule control might be related to an increase of income independent of overtime hours primarily for men

- Managers' expectation/ perception about how women and men make use of schedule control according to traditional gender role attitudes and less to employees' actual performance (Leslie et al. 2012)

Lower income increase for women in part-time and full-time positions independent of overtime hours

# Empirical strategy

---

## Data and Sample

- GSOEP 2003, 2005, 2007, 2009, 2011
- 20,398 person-years for men and 19,689 person-years for women
- Employees (except self-employed and those >65 years) with contracted working hours

## Method

- Hybrid regression models with within-estimators and between-estimators



# Measures

---

## Overtime hours

Actual working hours – contracted working hours

## Income

Annual pre-tax labor income

## Schedule control

- Control over working time within a given time frame (flexitime)
- Complete control over working time (working time autonomy)

# Measures II

---

## Controls

### Status

- Job authority, status position, sectors

### Employment characteristics

- Full-time/part-time, second job, extra payments, permanent contract, job change

### Individual characteristics

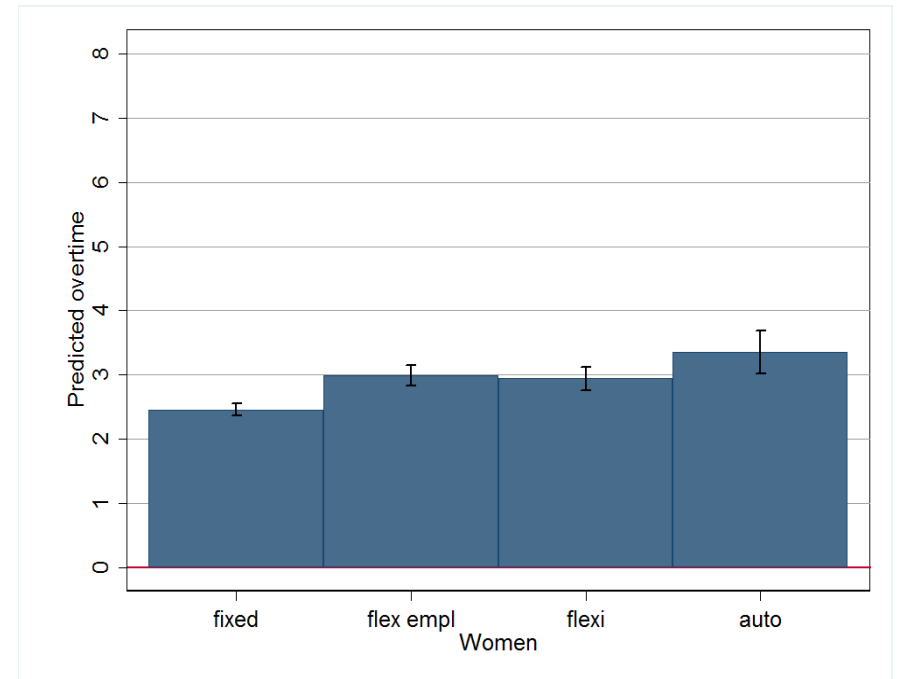
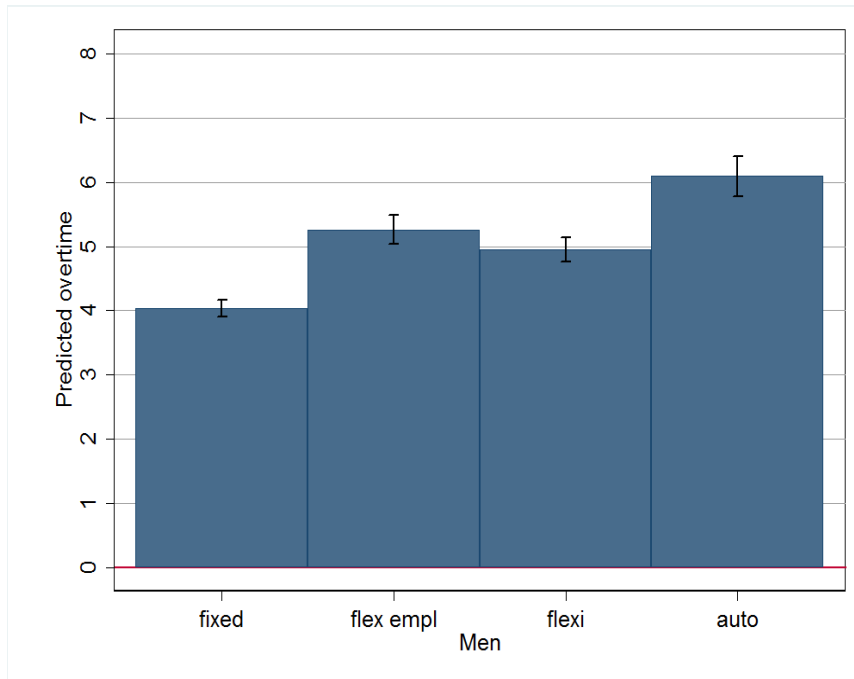
- Age, age squared, education

### Household characteristics

- household income, marital status, number of children, age of the youngest child

# Overtime hours

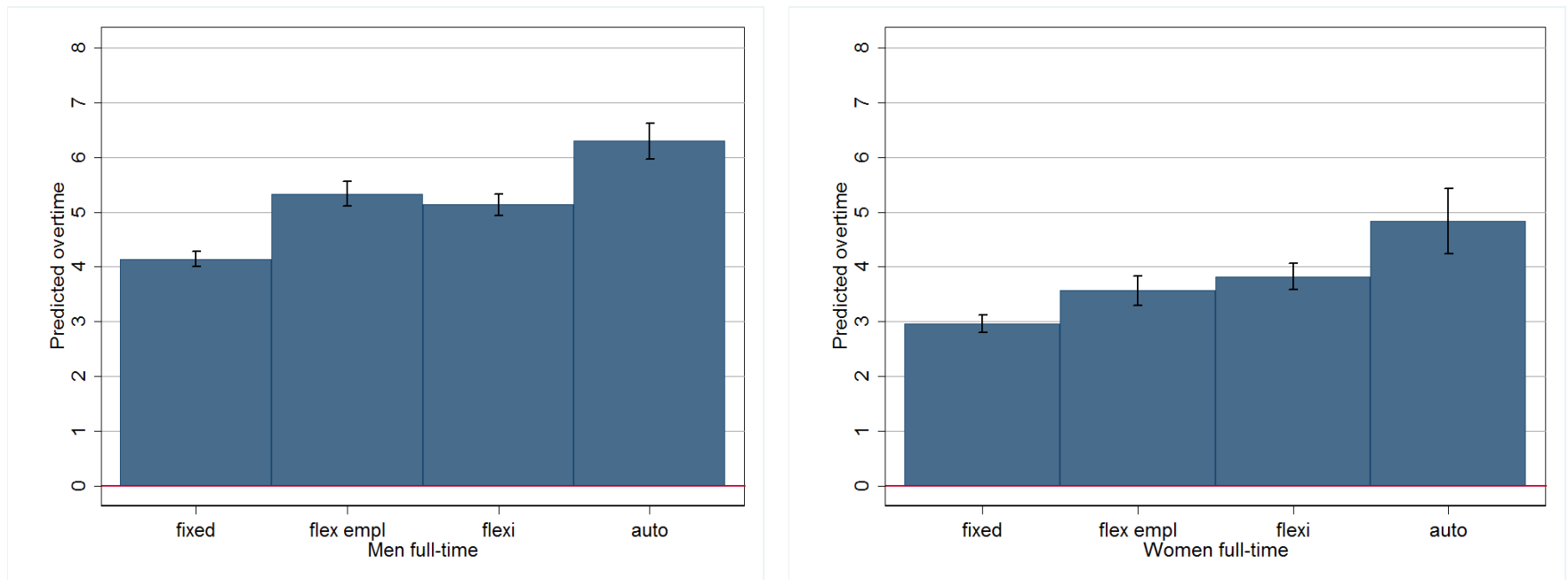
**Figure 1: Predicted overtime (in hours) with fixed schedules, employer flexibility, flexitime and working-time autonomy for men and women**



Note: Predicted overtime (in hours) based on predictive margins; within-estimates separately for men and women; SOEP 2003, 2005, 2007, 2009, and 2011.

# Overtime hours: full-time

**Figure 1: Predicted overtime (in hours) with fixed schedules, employer flexibility, flexitime and working-time autonomy for men and women in full-time employment**



Note: Predicted overtime (in hours) based on predictive margins; within-estimates separately for men and women; SOEP 2003, 2005, 2007, 2009, and 2011.

# Income

	General		Men		Women	
<b>Employer-oriented</b>						
<b>WT</b>	255.780	140.715	297.216	115.312	212.804	166.707
	(149.08)	(146.67)	(225.16)	(223.76)	(195.11)	(190.18)
<b>Flexitime</b>	875.783***	785.688***	1246.260***	1111.066**	503.770	461.269
	(231.35)	(231.31)	(354.19)	(352.12)	(269.75)	(272.76)
<b>Working-time</b>						
<b>autonomy</b>	1205.048***	1006.446**	2363.472***	2057.754***	-204.287	-282.253
	(331.81)	(334.12)	(469.03)	(461.79)	(451.26)	(465.39)
<b>Increase of overtime</b>						
<b>hours</b>		132.178***		148.695***		86.996**
		(19.93)		(25.85)		(31.21)

# Income

	General		Men		Women	
<b>Employer-oriented</b>						
<b>WT</b>	255.780	140.715	297.216	115.312	212.804	166.707
	(149.08)	(146.67)	(225.16)	(223.76)	(195.11)	(190.18)
<b>Flexitime</b>	875.783***	785.688***	1246.260***	1111.066**	503.770	461.269
	(231.35)	(231.31)	(354.19)	(352.12)	(269.75)	(272.76)
<b>Working-time</b>						
<b>autonomy</b>	1205.048***	1006.446**	2363.472***	2057.754***	-204.287	-282.253
	(331.81)	(334.12)	(469.03)	(461.79)	(451.26)	(465.39)
<b>Increase of overtime</b>						
<b>hours</b>		132.178***		148.695***		86.996**
		(19.93)		(25.85)		(31.21)

# Income

	General		Men		Women	
<b>Employer-oriented</b>						
<b>WT</b>	255.780	140.715	297.216	115.312	212.804	166.707
	(149.08)	(146.67)	(225.16)	(223.76)	(195.11)	(190.18)
<b>Flexitime</b>	875.783***	785.688***	1246.260***	1111.066**	503.770	461.269
	(231.35)	(231.31)	(354.19)	(352.12)	(269.75)	(272.76)
<b>Working-time</b>						
<b>autonomy</b>	1205.048***	1006.446**	2363.472***	2057.754***	-204.287	-282.253
	(331.81)	(334.12)	(469.03)	(461.79)	(451.26)	(465.39)
<b>Increase of overtime</b>						
<b>hours</b>		132.178***		148.695***		86.996**
		(19.93)		(25.85)		(31.21)

# Income: full-time

	Men		Women	
Employer-oriented WT	327.029	159.581	57.757	-12.984
	(227.54)	(225.67)	(353.29)	(337.91)
Flexitime	1173.845**	1036.612**	362.306	275.754
	(358.37)	(356.37)	(416.65)	(432.94)
Working-time autonomy	2474.268***	2171.407***	-19.196	-239.956
	(489.92)	(482.23)	(960.79)	(1029.25)
Increase of overtime hours		138.333***		113.104*
		(24.87)		(55.71)



# Income: full-time

	Men		Women	
<b>Employer-oriented WT</b>	327.029	159.581	57.757	-12.984
	(227.54)	(225.67)	(353.29)	(337.91)
<b>Flexitime</b>	1173.845**	1036.612**	362.306	275.754
	(358.37)	(356.37)	(416.65)	(432.94)
<b>Working-time autonomy</b>	2474.268***	2171.407***	-19.196	-239.956
	(489.92)	(482.23)	(960.79)	(1029.25)
<b>Increase of overtime hours</b>		138.333***		113.104*
		(24.87)		(55.71)

# Conclusion

---

- Schedule control is associated with an increase of overtime and income independent of overtime hours
- The increase of income is only observed for men
- Women in full-time positions equally increase their overtime hours, but do not receive similar financial rewards

# Conclusion II

---

Schedule control, especially working time autonomy, has the potential to

- traditionalize gender roles by increasing mainly men's working hours
- to add to the gender pay gap

---

Thank you.  
Yvonne Lott@boeckler.de

