INTERVENTION LOGIC Flexible Working Hours

EFFICIENCY OUTPUTS, RESULTS & IMPACTS Activities INPUTS OBJECTIVES IMPLEMENTATION Gender Equality (GE) EFFECTS 1. Increase the Introduction of • Defining the Outputs number of minimum / • Regulations and numerous variants agreements governing maximum of daily women in R&I of flexible flexible working time and weekly hours, positions working hour arrangements core working models (e.g. 2. Improve working Usage of such hours conditions / flexitime, time arrangements by Flexible working work-life employees banking, and possibilities like balance sabbaticals); Outcomes home office 3. Implement • Better compatibility of gender-fair family and career organisational Job satisfaction and retention rates structures

Impact

 Increased turnover of companies through higher job satisfaction and better usage of available talents

Research and Innovation

(R&I) EFFECTS

POLICY CONTEXT

- Prevalent gender stereotypes and gendered norms
- Availability of public child care services like pre-kindergarten and kindergarten

ORGANISATIONAL CONTEXT

• A long-term dominance of the employer's interest combined with growing individual responsibility can lead to more multi-tasking, overtime, constant availability, stress and even burnout

TEAM CONTEXT

• If only women pursue "flexibility", they may construe an image of women as merely "partly" or "sometimes" contributing fully to work and production

EFFECTIVENESS











Impact

 Career satisfaction Greater attractiveness of research careers





