17th Equality, Diversity, & Inclusion Conference  
May 27-28-29, Seville, Spain

**Stream Chairs:** Laura Lamolla Kristiansen and Conxita Folguera Bellmunt

**Title:** Working Time and Working Time Preferences (WTP) across the gender spectrum

Working time has evolved over time and across societies. A recent report from the International Labor Organization (ILO, 2022) indicates that working hours have stabilized around 38 hours in Europe and Central Asia. In those countries where the reduction has been greater, working hours are around 35 hours/week. Data from the European Commission indicates an average of 37.5 hours in the EU, with the lowest being in the Netherlands (33.2), Germany (35.3), and Denmark (35.4).

Research on working time preferences has stated the difficulty of investigating preferences (Campbell and van Wanrooy, 2013) and the importance of societal institutional systems and national working-time regimes when doing it (Fagan, 2001). Research indicates also an increasing tendency towards preference for less working hours (Balderson *et al*.,2021); Other findings suggested differences in preferences over life course (Anxo *et al*., 2011). Existing theories of preference formation, (Hakim, 1996 and 2003; Johnstone and Lee, 2016) and scholars discussing them (Leathy and Doughney, 2006; Lewis and Simpson 2017) fail to address the topic from the consideration of the broad gender spectrum.

The need to address preference formation with more open views regarding the diversity of workers echoes claims in WLB research. Özbilgin *et al.*, (2011) state that most of research in this area focuses on the “ideal work-life balancer”. The main focus is on managerial and professional female workers in Western countries, in a specific moment of the life course, and in a specific type of family. Similarly, working time preferences need to be examined in a more inclusive manner.

Therefore, this stream proposes to analyze working time preferences from a broad diversity perspective, and more specifically, across the gender spectrum.

Example of research topics include:

1. How can organizations adapt to the WPT of their employees?
2. What policies can be implemented to make organizational practices more inclusive regarding working time options?
3. What are the methodological challenges in researching and measuring WTP?
4. What are the WTP across the gender spectrum? How do preferences change over the life course?
5. What are the reasons why people want to work different hours not necessarily related to traditional gender roles, family responsibilities and life course?
6. How should different options for working hours be institutionalized?
7. How can organizational policies and working time frameworks be designed to ensure compatibility between various working time options and both work stability and employees' rights?

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