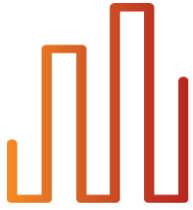
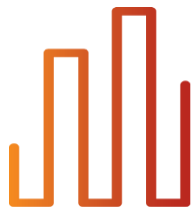

Teleworking:

Opportunities, choices and benefits



Introduction (1)

- New technologies change how employees work
- Possibility to work outside firm with the same resources as at the workplace
- Teleworking is often seen as a mean to decrease traffic jam

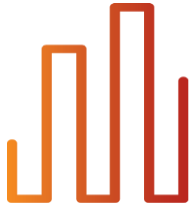


Introduction (2)

1. How to promote teleworking?

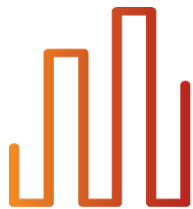
2. Is teleworking related to employees' well-being?

➔ Working conditions and quality of working life Survey
(2013, LISER and Ministry of Social Security)

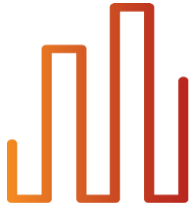


Introduction (3)

- Working Conditions and Quality of Working life Survey:
 - Online survey conducted between March and June 2013
 - Representative sample of 80 000 workers in Luxembourg who work in the private sector
 - Response rate: 25%
- Teleworking = working at home during normal working hours, regardless of the frequency and number of hours
- 10% of teleworkers



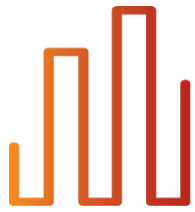
1. How to promote teleworking?



1. How to promote teleworking?

3 steps lead to teleworking:

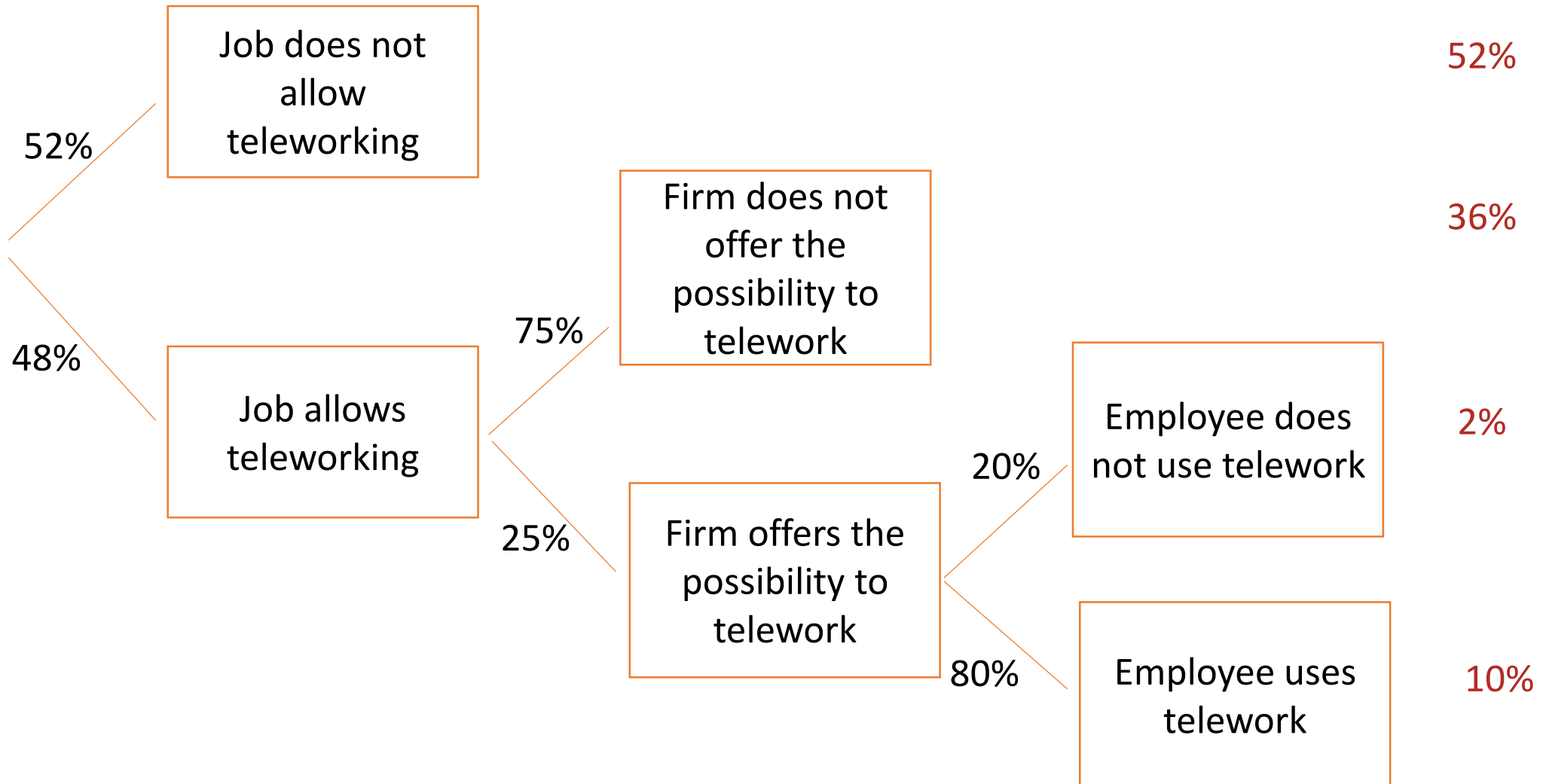
1. Job must be compatible with teleworking
2. Firm must offer the possibility of teleworking
3. Employee must choose to teleworking

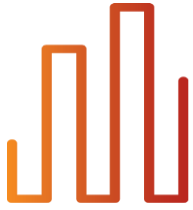


Job-related opportunity

Firm-related opportunity

Choice to use teleworking

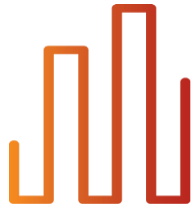




1. How to promote teleworking?

1. What are the characteristics of jobs held by employees who think that their job is teleworkable?
2. What are the factors that explain why, when the job is teleworkable, a firm allows an employee to teleworking?
3. What are the factors that explain why an employee chooses, when he has the possibility, to teleworking?

➔ Probit analysis

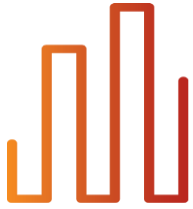


1. How to promote teleworking?

1. What are the characteristics of jobs held by employees who think that their job is teleworkable?

- ❖ Skilled job
- ❖ Job with tasks that require concentration
- ❖ Job with autonomy
- ❖ Job based on ICT use
- ❖ Job that does not require teamwork or requires teamwork only when communication goes through many virtual tools

 Encourage firms digitalization



1. How to promote teleworking?

2. What are the factors that explain why, when the job is teleworkable, a firm allows an employee to teleworking?

❖ **FIRM:** Small firms; Attractive managerial practices; Variable income

❖ **JOB:** Skilled jobs; ICT; Autonomy; Supervisory function; Part time

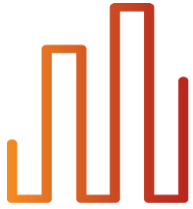
❖ **EMPLOYEE:** Men



Encourage firms digitalization



Management based on mutual confidence



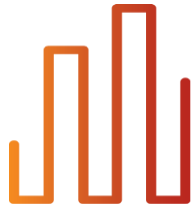
1. How to promote teleworking?

3. What are the factors that explain why an employee chooses, when he has the possibility, to teleworking?

- ❖ **JOB:** Skilled job; Part-time job; Autonomy
- ❖ **FIRM:** Small firms
- ❖ **EMPLOYEE:** Less than 30 years; At least 2 children; Natives; More than 2 years of seniority



2. Is teleworking related to employees' well-being?



2. Is teleworking related to employees' well-being?

+

- More flexibility
- Limits tasks interruptions
- Reduces commuting
- ...

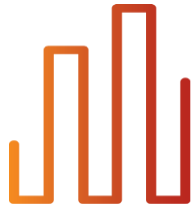


?

-

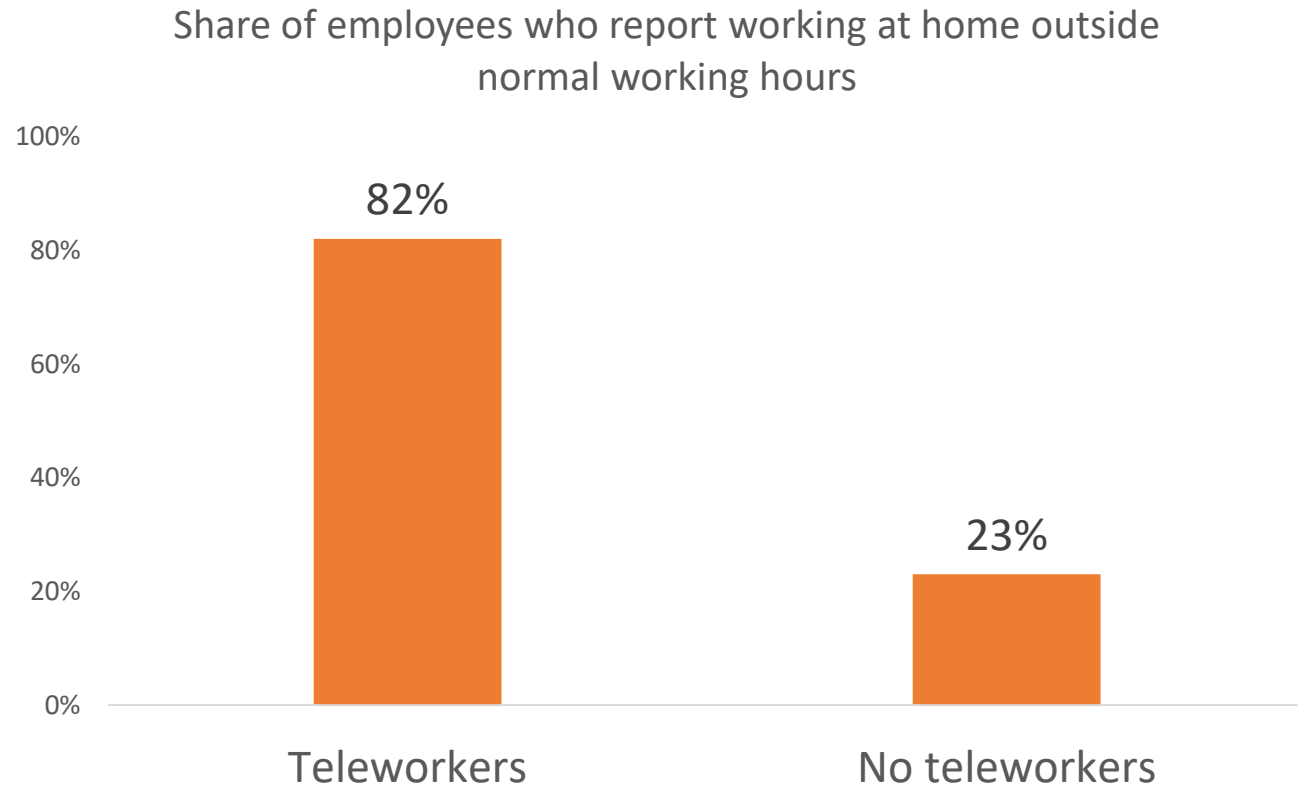
- Risk of employee's isolation
- Risk of over-investment in work
- Risk of working outside working hours
- Blurs the line between private and professional life
- ...

Focus: Work-life balance / Job satisfaction / Stress

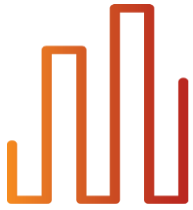


Teleworking and work-life balance

- Teleworking is positively related to working outside working hours



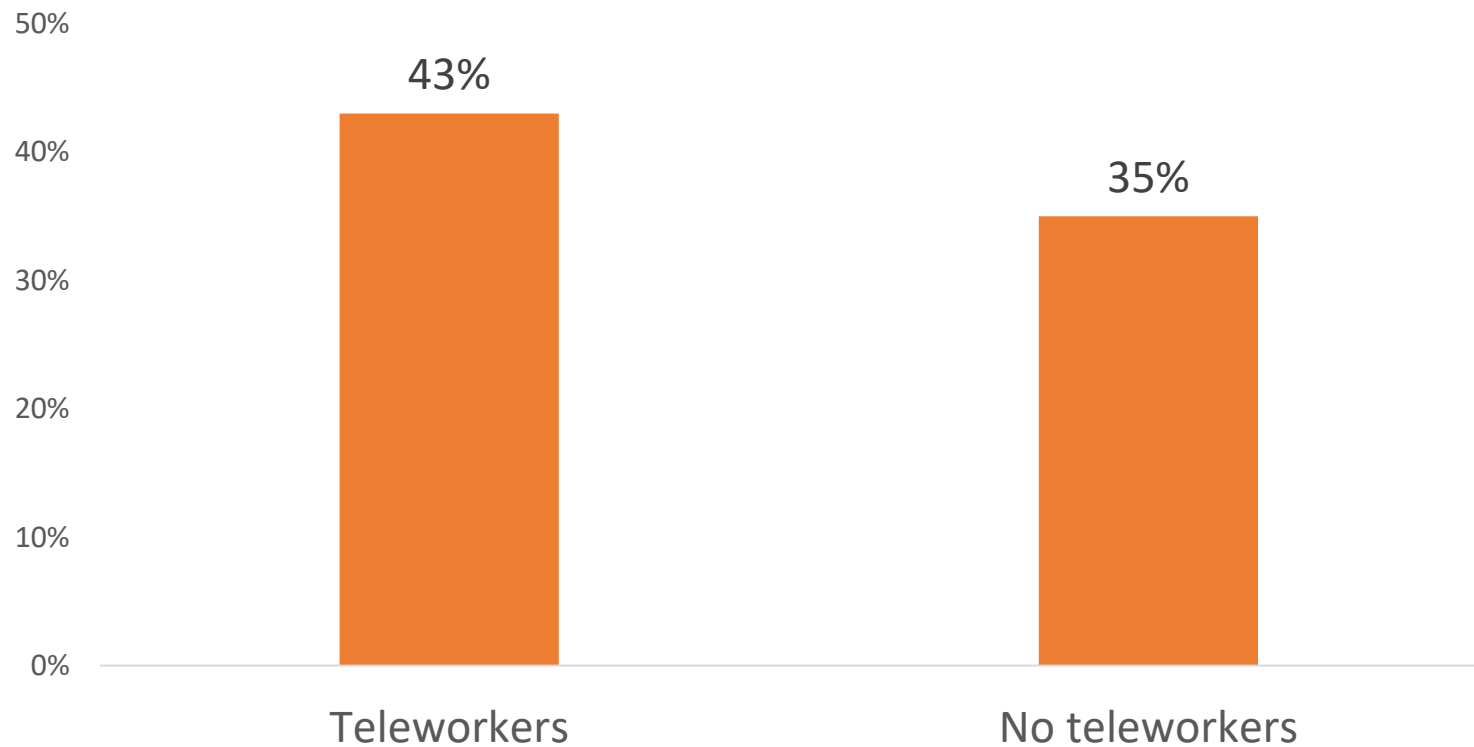
Teleworking ↔ Working outside working hours

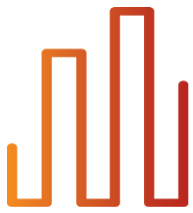


Teleworking and work-life balance

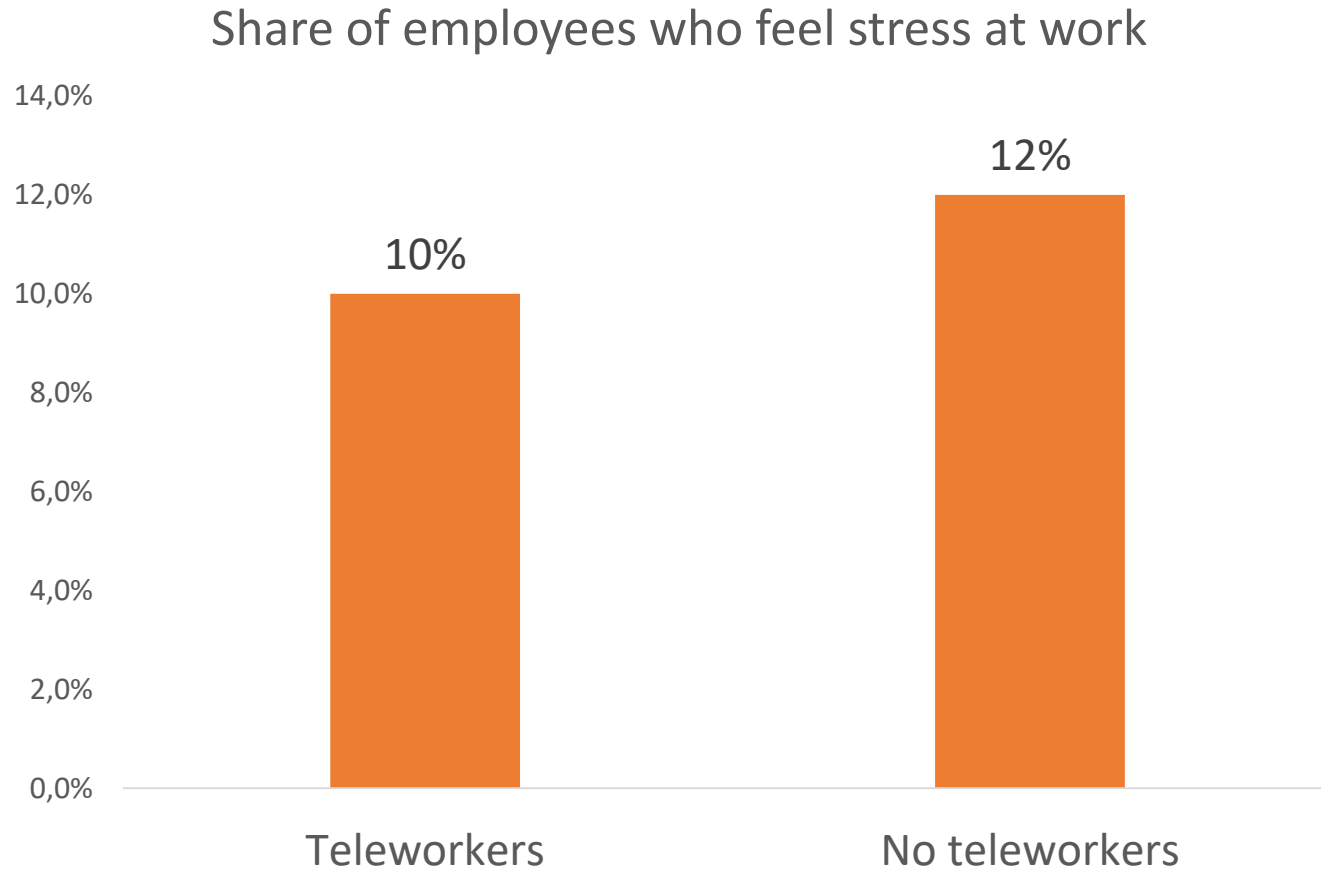
- Teleworkers more subject to relatives' reproaches

Share of employees who report that their close relations reproach them for not being home enough due to their work

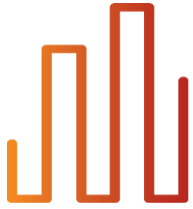




Teleworking and job stress



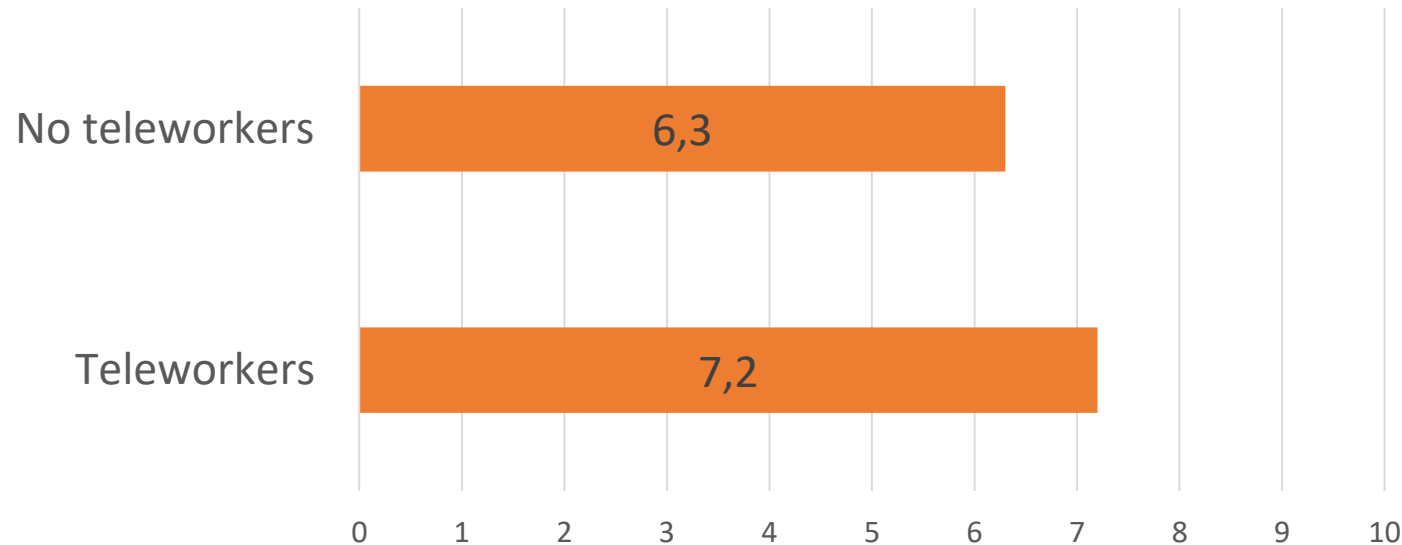
- This difference is explained by the greater degree of autonomy of job held by teleworkers



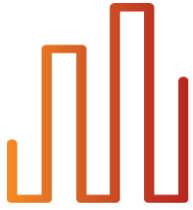
Teleworking and job satisfaction

- Positive link between teleworking and job satisfaction

On a scale from 0 to 10, how satisfied are you with your work?



- However, among employees who have the opportunity to telecommute, choosing to telecommute is not related to job satisfaction



Conclusions (1)

- In 2013, in Luxembourg, 10% of employees telework from their home during normal working hours
- Barriers to teleworking are more on job and firm size than on employee side
- 88% of employees report not having the opportunity to telework: 52% because their job is not teleworkable + 36% because their firm does not allow them
- Encourage firm's digitization and change managerial practices can promote teleworking



Conclusions (2)

- Links between teleworking and employee's well-being are mixed:
 - Teleworkers report work at home more often outside working hours and they are more subject to reproach from their relatives
 - No significant link between teleworking and stress at work
 - The possibility of telecommuting, and not telecommuting, is linked to satisfaction



Thanks for your attention

laetitia.hauret@liser.lu