



# Nonstandard Working Time, Family Life and Child Care in Finland

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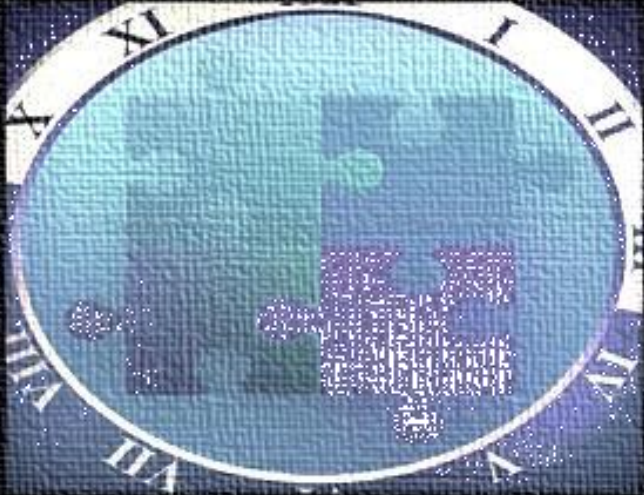
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# ***Children's socio-emotional wellbeing & daily family life in a 24-h economy*** ***[www.jamk.fi/perheet24](http://www.jamk.fi/perheet24)***



## **FamilyTies**

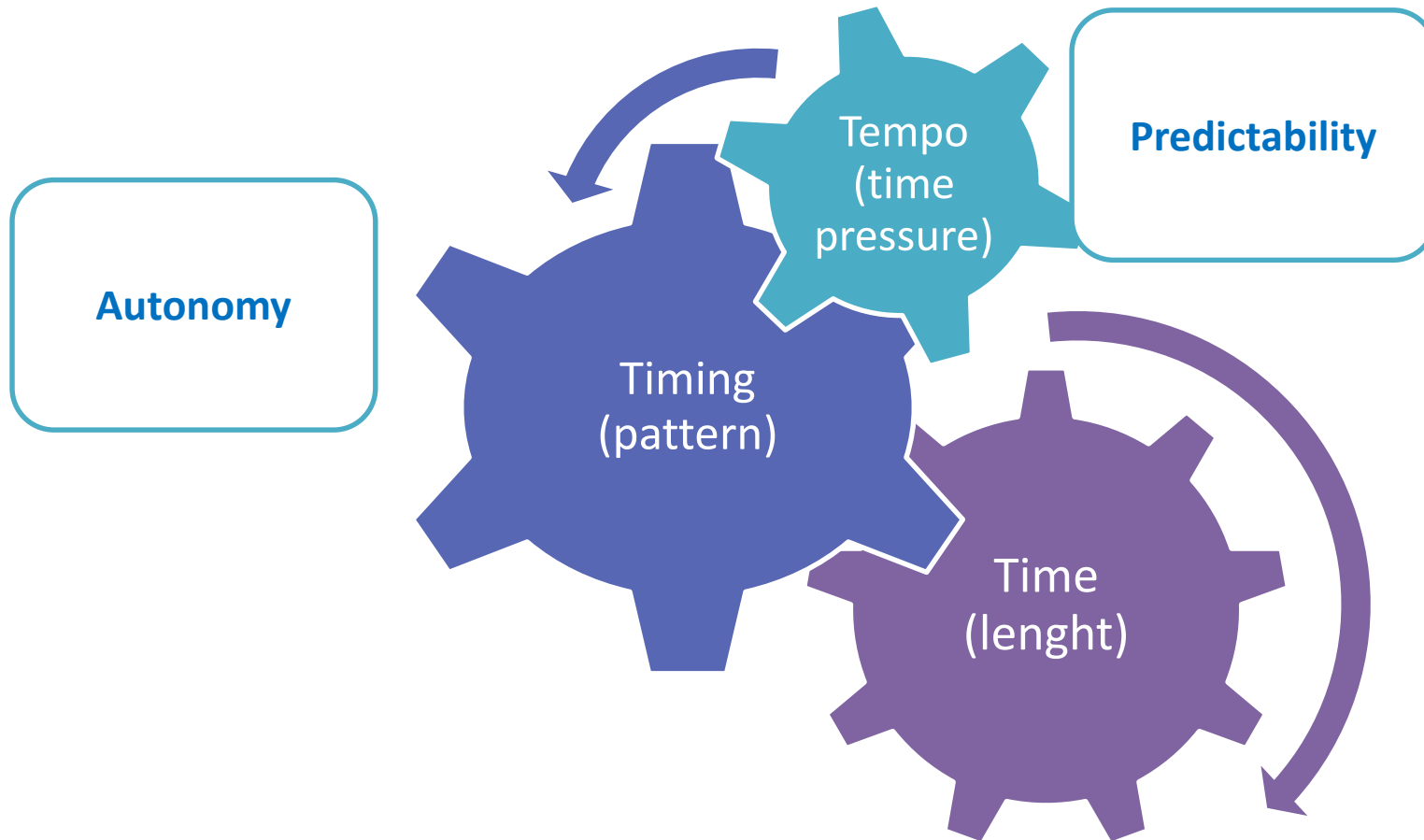
- Time is Money?  
Schedules, time negotiations, time coordination and ICT in family





*24/7  
Economy?*

# Reconciling Work and Family: Dimensions of Working Time



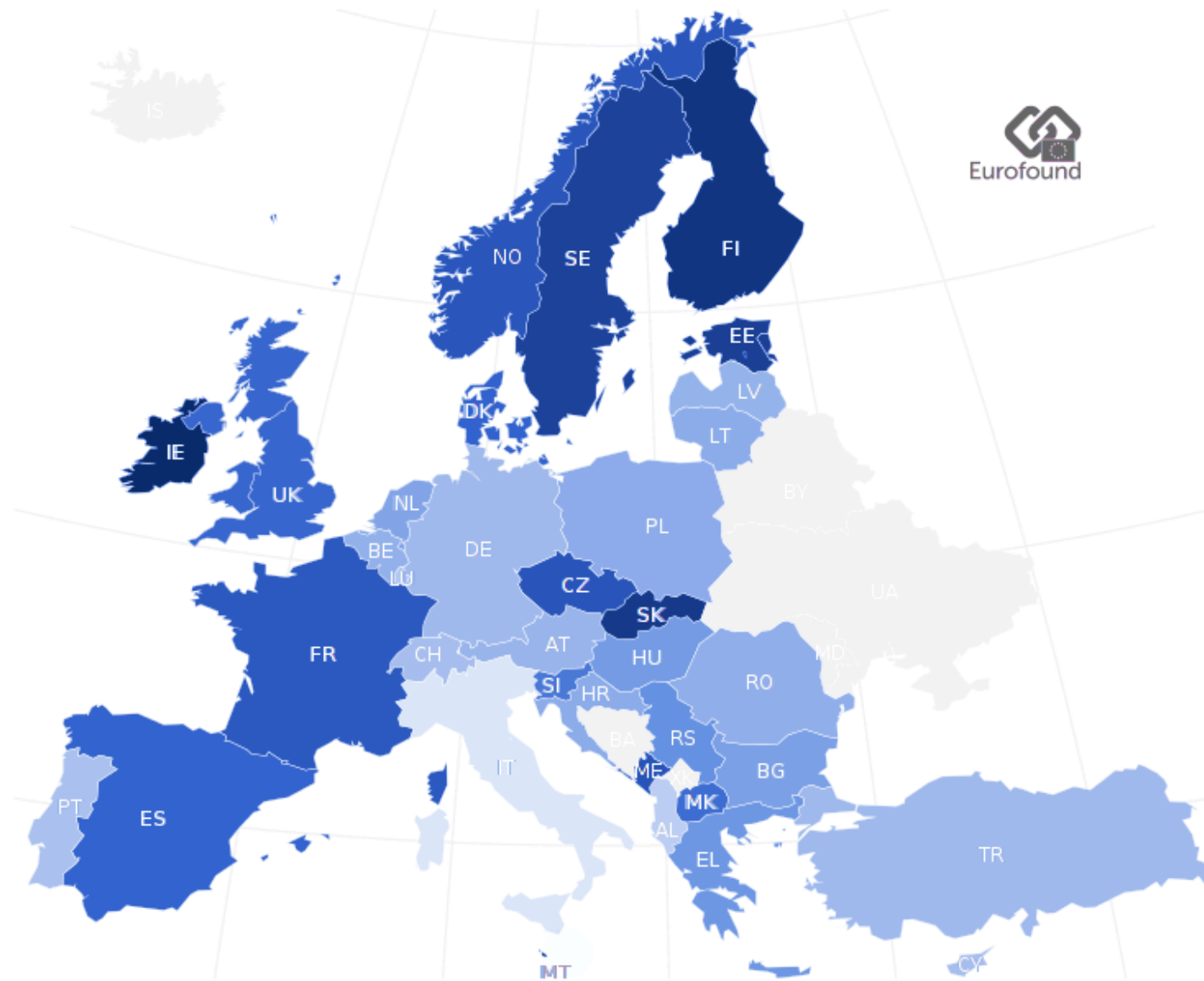


# Employment in Finland

- Employment rate in 2018:
  - 65-68% women; 68-70% men
- Gender segregated labour markets
- Full-time work usual (circa 37hrs /week)
  - also among women (and mothers)
    - '*stay at home motherhood*' usual until child is 2or 3yrs
  - Part-time rate around 20% among women
- Evening & Night work is usual compared to EU on average, especially for men;
- Working time autonomy/ flexible working time arrangements usual;
- Working tempo, hurriedness usual.







Working Nights (22-05) once or more a month, EWCS 2015

# WHEN PARENTS' ARE AT WORK - WHERE ARE SMALL CHILDREN?



Pippi Longstocking (by Astrid Lindgren)



# Universal Welfare State

- Equality ambition: *Publicly funded, provided, high quality services directed to and used by all social groups according to need and not purchasing power.*
- Early Child Care Education and Care (ECEC) in Finland
  - Finnish parents are entitled to place their children in public ECEC until child starts school (usually at the age of seven).
    - When children turn six, they are obliged to attend, free of charge, 20 h per week of mandatory pre-school education for one year.
    - ECEC services are regulated by the Ministry of Education and Culture.
  - Services organized either in:
    - Day care centres: Family day care; or Group family day care units.
- Childcare is affordable for families, as it is heavily subsidized by the state.
- Publicly subsidized **private** services are also available
  - of all children in ECEC, 8% were cared for by private centres in 2014.

# Publicly Funded and Organized Care "Around the Clock"

- Finland is among the global innovators in making a systematic flexibly scheduled ECEC service available to parents who work non-standard hours.
- In Finland the service is known as **'day and night care'**, **'around-the-clock care'**, **'extended hours care'** or **'shift care'**
  - Refers to childcare that takes place outside office hours i.e. during early mornings, evenings, weekends and nights.
    - Some units operating from e.g. 5 to 23 o'clock, others 24/7 –throughout the day, all the time
    - Day units typically 7 to 17 o'clock
- In the international literature, various other concepts are used :
  - flexible day care (de Schipper et al. 2003),
  - non-standard hours child care (Halfon and Friendly 2015; Jordan 2008),
  - childcare services at non-standard times (Statham and Mooney 2003);
  - day care with extended hours (Anme et al., 2010).

(Source: Rönkä, A., Turja, L., Malinen, K., Tammelinen, M., & Kekkonen, M. (2017). Flexibly scheduled early childhood education and care: Experiences of Finnish parents and educators. *Early years: an International Research Journal.* )



# Flexibly Scheduled Early Education & Care in Finland

## Number of children in flexibly scheduled ECEC:

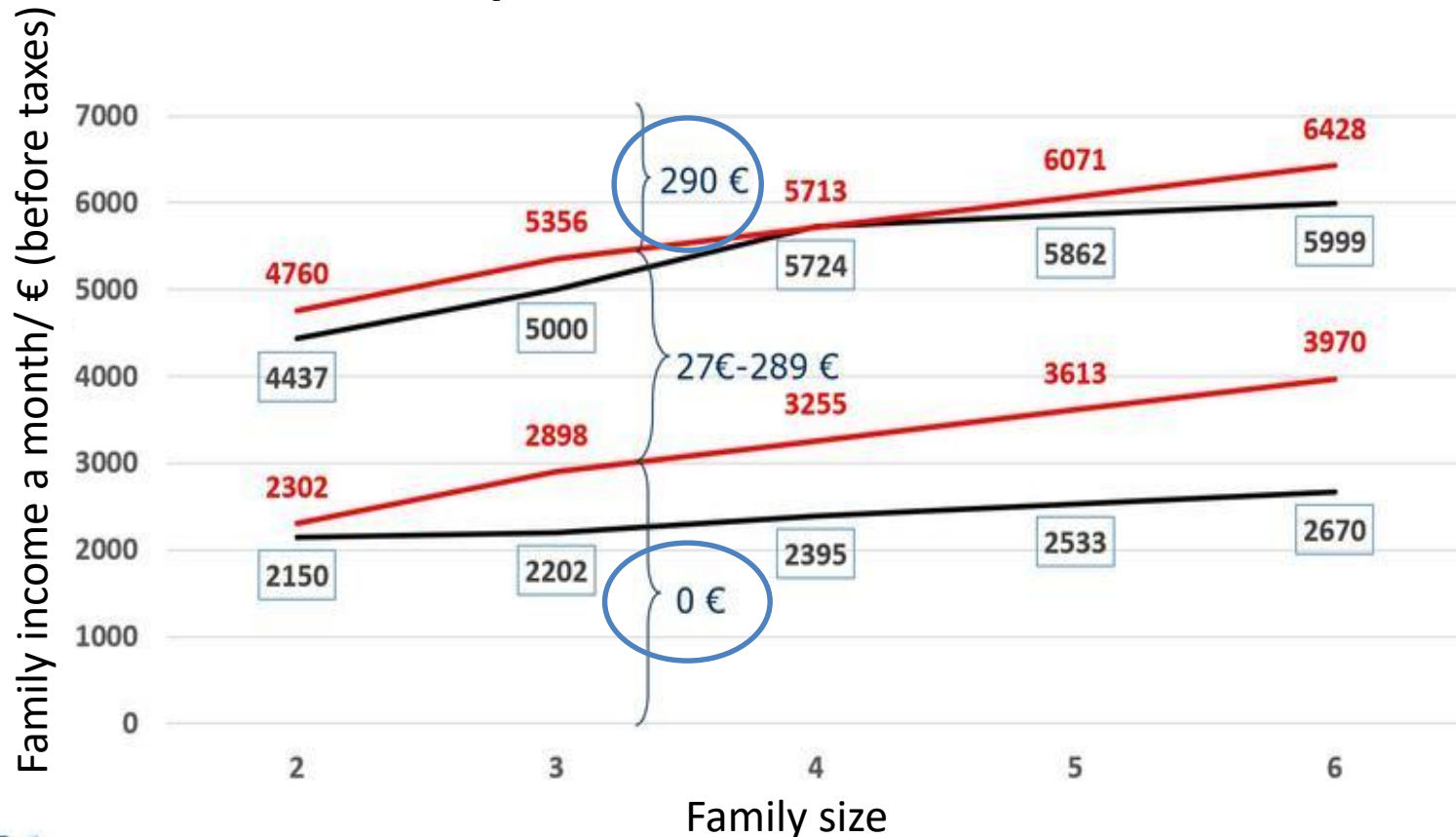
- A total of 14,335 children, or **7%** of all the children receiving public ECEC, attended flexibly scheduled ECEC services in the year 2013.
  - Compared with the year 2010, the flexible care rate had remained unchanged (Säkkinen 2014).
  - More information needed.

## How it is organized?

- Extended hours or overnight and weekend care is concentrated in some centres of the city only.
- Needs are not always met
  - Parental demands for flexibly scheduled ECEC were met in only 62% of Finnish municipalities (Plantenga&Remery 2009);
  - Service Workers Union survey found in 2017 that 19% respondents had not been provided adequate child care service.
- Concentration in large units
  - Arranging extended hours childcare in a family day care unit is constrained by legislation governing staff working times.
- Only to under school aged children:
  - Only a few municipalities offer services for older children.
  - Small school children stay at home alone.



# Cost of public ECEC for families



For second, third ect.child, reductions on the payments.

Red line; payments since 1.1.2018

Source: <https://www.kuntaliitto.fi/asiantuntijapalvelut/opetus-ja-kulttuuri/varhaiskasvatus/varhaiskasvatuksen-asiakasmaksut>

- Private ECEC compensated also publicly ("service voucher").
- Payments somewhat higher, from 290 € to around 600€ /month for the family.

# What kind of families use flexibly scheduled services (compared to those using day care service)? Families 24/7 -survey

	Day-care users, families (N=140)	Flexibly scheduled care, families (N=163)	Statistical difference
Number of children (M)	1.98 (.85)	1.63 (.75)	$F(1)=14,75$ $p = .000$
Proportion of lone parent families	8,6 %	24,6 %	$\chi^2 (1) = 13.51$ $p = .000$
Age of respondent	35.54 (5.16)	33.37 (5.14)	$F(1) = 13.11$ $p = .000$
Proportion of higher education (BA, MA or higher)	65.7%	49,7%	$\chi^2 (2)=8.13$ $p = .017$
Work schedule other than day work, proportion	50,4 %	95,4%	$\chi^2 (2) = 74.24$ $p = .000$

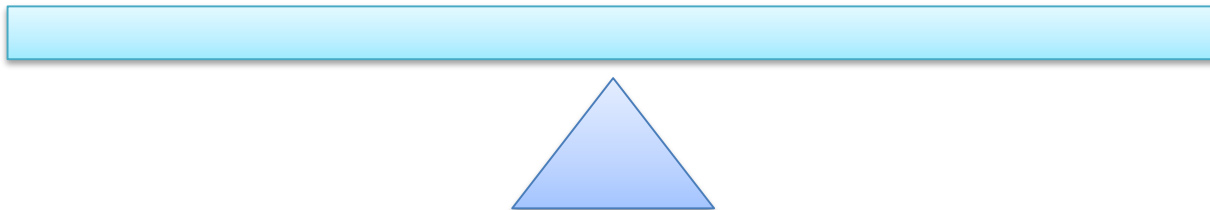
# NONSTANDARD WORK HOURS

## – A Threat or Opportunity for Family Life?



Opportunities?

Threats?





## OPPORTUNITIES:

- Shift work, atypical hours of work are not seen/experienced necessary negative (Wooden& Warren 2004; Kandolin et al. 2001)
- Time (care and work) desynchronization
  - i.e spilt – shift or mirrow -parenting (eg. Presser 1989; Brayfield 1995); maximal parental child care time (Barnett& Gareis 2007)
  - Parents spend more time with their children (e.g. Wight et al. 2008; Täht 2011)
  - More equal sharing of parenting
    - Fathers spend more time with their children (Täht 2011)
      - Barnett & Gareis (2007) suggest that can influence marital satisfaction through paternal involvement.
- Economic compensation (if applies)

# "Work in the evening, nights and weekends makes our daily life easier.."



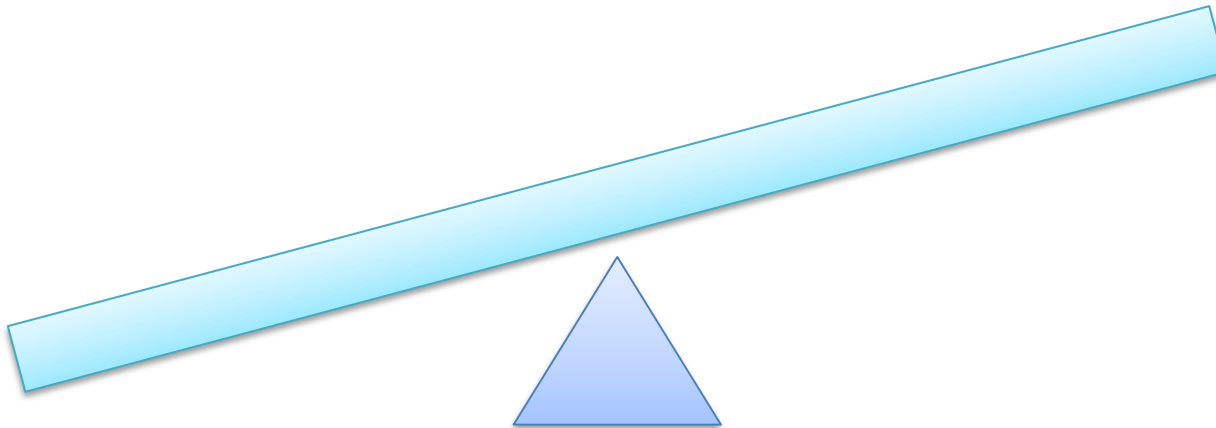
Opportunity for our family, because...

Children don't have to stay at care so much (days off, split shift parenting)

We don't have time to have arguments

Father's take more responsibility of household work and child care

Financial reasons: pay is better



# THREATS :

- In general, atypical hours/shift work of work are linked with:
  - Health problems (shift work), often links with long working hours
    - -> negative impact on parenting, spousal relationship, work-family interaction
  - Socializing, meeting friends, hobbies more difficult
- For family and spousal relationship:
  - Problems in spousal relationship and difficulties in family functioning
  - Negative work-family spillover  
(Presser 2000; Stradzins et al. 2006; Täht 2011; Liu ym. 2011)
- For children:
  - Associated with socio-emotional wellbeing, stress (Stradzins et al. 2006; see e.g Barnett & Gareis 2007)
    - Quality of care is often ignored (see also Galinsky 2005)
    - Hardly any information on day-and- night care to child's wellbeing.

# "Work in the evening, nights and weekends makes our daily life more difficult"



Threat for our family,  
because...

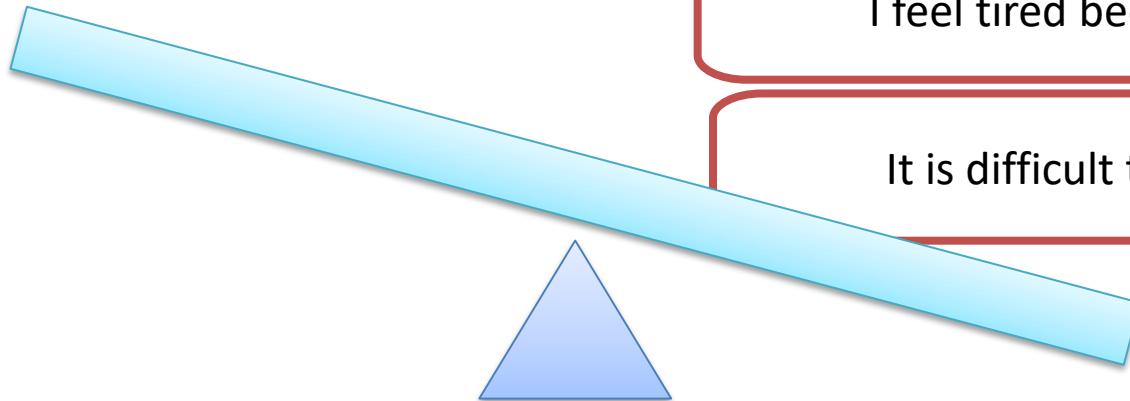
We lack shared family time, because our rhythms are different.

Negative influence on partnership: lack of time together, partner has to do it all when I work

Concern on the child wellbeing: unregular rhythms for small children and young school children staying at home alone in the evenings

I feel tired because of such hours.

It is difficult to arrange child care.



# Work Organizations & Supervisors

- Often work hours /schedules are negotiable with the employer, at least to certain extent
  - Many micro level arrangements to meet individual needs
  - Work place culture, supervisor role important!
- Unexpected changes to work schedules difficult!
  - Most difficult for families (and child care organizations) are sudden changes to work schedules
    - unpredictability of work hours
  - Substitutes and zero-hour contracts
  - In *Families 24/7* – survey a third (28 %) of respondents had difficulties in organizing child care

# What is family life in the context of nonstandard working hours?

*“Our family schedules are like a rubber band that is wound up to the max. Everything is so tightly scheduled. [...]”*

*I work irregular shifts, and my husband works 24/7. [...] Sometimes I wonder what would happen if something were to come up unexpectedly. I don’t know. ”*





# Conclusions



- As expected, our studies have found that non-standard work is associated with difficulties organizing daily life
  - But also other working time of dimensions, such as unpredictability, length of hours & hurriedness are important
- Family situation, care resources and employer/work place flexibility play a vital role.
- Working time pattern of the (possible) partner – great importance!
- Is a risk to family life, but also positive sides:

*“In my opinion, shift work is fantastic for those with young children. I spend a huge amount of time with my kids compared with other Fathers working a 9-5 job.” (Comment: Families 24/7 survey)*

# Publications: Families 24/7 research project

- Moilanen, S., Aunola, K., May, V., Sevón, E., Laakso, M.-L. (2017). **The Role of Nonstandard Working in Mothers' Work-to-Family Relationship: Comparing Lone and Coupled Mothers.** Manuscript submitted for publication.
- Moilanen, S., May, V., Räikkönen, E., Sevón, E., Laakso, M.-L. (2016). **Mothers' non-standard working and childcare-related challenges: A comparison between lone and coupled mothers.** International Journal of Sociology and Social Policy, 36(1/2), 36–52. doi:10.1108/IJSSP-11-2014-0094
- Murtorinne-Lahtinen, M., Moilanen, S., Tammelin, M., Rönkä, A., & Laakso, M.-L. (2016). **Mothers' non-standard working schedules and family time: enhancing regularity and togetherness.** International Journal of Sociology and Social Policy, 36 (1/2), 119-135. doi:10.1108/IJSSP-02-2015-0022
- Rönkä, A., Ekonen, M., Tammelin, M. & Turja, L. (2017) **Management in the 24/7-society raises concerns of fairness and social responsibility.** Accepted for publication. Social Responsibility Journal
- Rönkä, A., Turja, L., Malinen, K., Tammelin, M., & Kekkonen, M. (2017). **Flexibly scheduled early childhood education and care: Experiences of Finnish parents and educators.** Early years: an International Research Journal. <http://dx.doi.org/10.1080/09575146.2017.1387519>
- Rönkä, A., Malinen, K., Metsäpelto, R.-L., Laakso, M.-L., Sevón, E. & Verhoef-van Dorp, M. (2017). **Parental working time patterns and children's socioemotional wellbeing: Comparing working parents in Finland, the United Kingdom, and the Netherlands.** Children and Youth Services Review, 76, 133-141. DOI: 10.1016/j.childyouth.2017.02.036
- Rönkä, A., Malinen, K., Sevón, E., Metsäpelto, R.-L. & May, V. (2017) **Positive parenting and parenting stress among working mothers in Finland, the UK and the Netherlands: Do working time patterns matter?** Journal of Comparative Family Studies 2, 175-196
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- Salonen, E., Laakso, M.-M., & Sevón, E. (2016). **Young children in day and night care: negotiating and constructing belonging during daily arrivals,** Early Child Development and Care, 186, 2022-2033. DOI: 10.1080/03004430.2016.1146717
- Sevón, E., Rönkä, A., Räikkönen, E., & Laitinen, N. (2017). **Daily rhythms of young children in the 24/7 economy : A comparison of children in day care and day and night care.** Childhood, 24 (4), 453-469. doi:10.1177/0907568217704048
- Tammelin, M., Mykkänen, J., Sevón E, Lahtinen-Murtomäki, M, Rönkä, A. (2017) **Family time negotiations in the context of nonstandard work schedules.** Families, Relationships, Society <https://doi.org/10.1332/204674317X15034163282768>
- Tammelin, M., Malinen, K., Rönkä, A., & Verhoef, M. (2017). **Work schedules and work–family conflict among dual earners in Finland, the Netherlands, and the United Kingdom.** Journal of Family Issues, 38 (1), 3-24. doi:10.1177/0192513X15585810
- Verhoef, M., Tammelin, M., May, V., Rönkä, A., & Roeters, A. (2016). **Childcare and parental work schedules: a comparison of childcare arrangements among Finnish, British and Dutch dual-earner families.** Community, Work and Family, 19 (3), 261-280. doi:10.108



Thank you!

More information on the research:

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[www.jamk.fi/families24](http://www.jamk.fi/families24)

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