



معهد الدوحة الدولي للأسرة
Doha International Family Institute

Member of Qatar Foundation *جامعة قطر*

Research Forum on Family Wellbeing: Towards *evidence-based family policies*

**Research and Policy Debate on
Flexible Working Arrangements**

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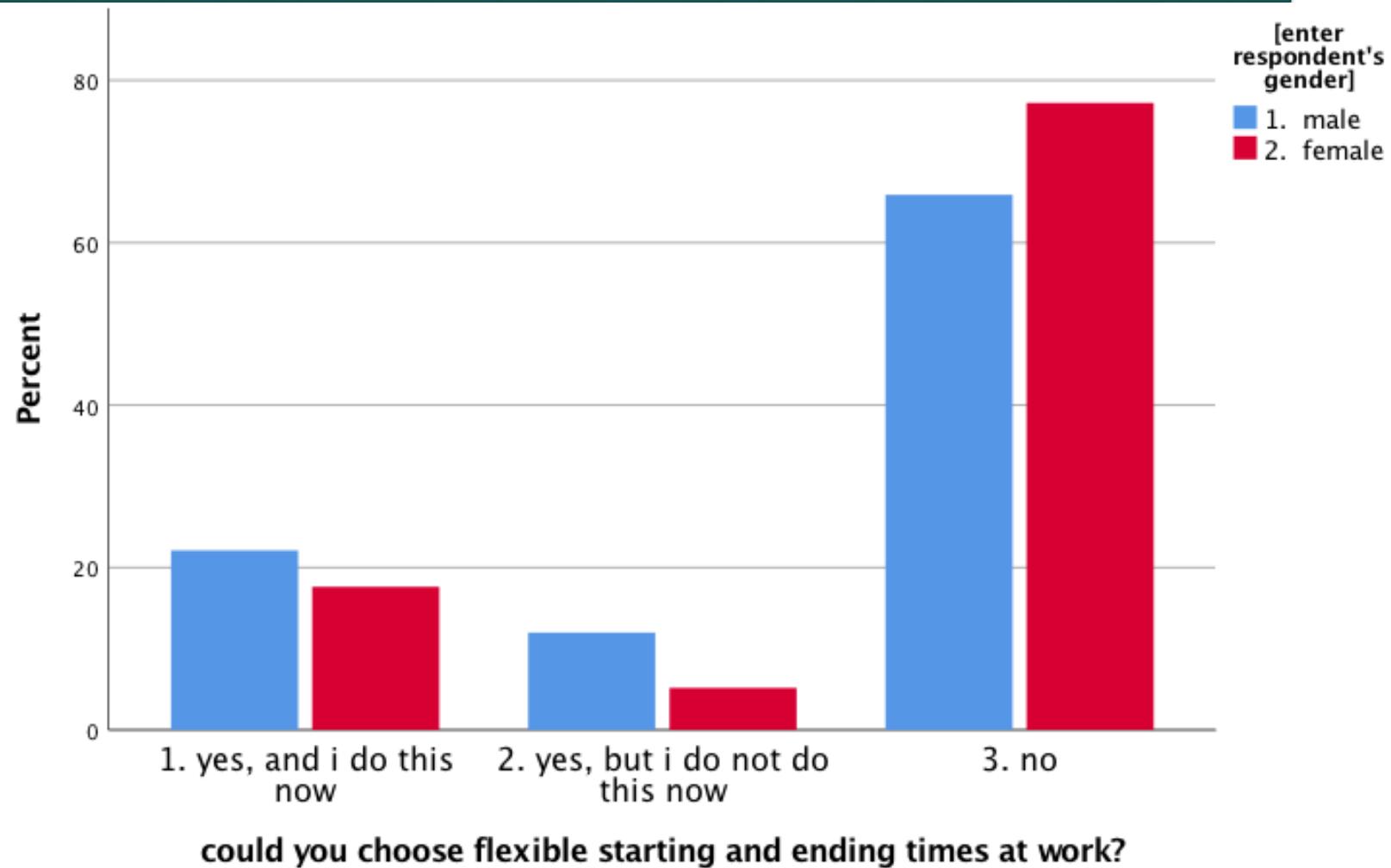
Goal & Specific Aims

Goal: Summarize key findings from the Work-Family Balance among Qatari Adults report concerning flexible work arrangements

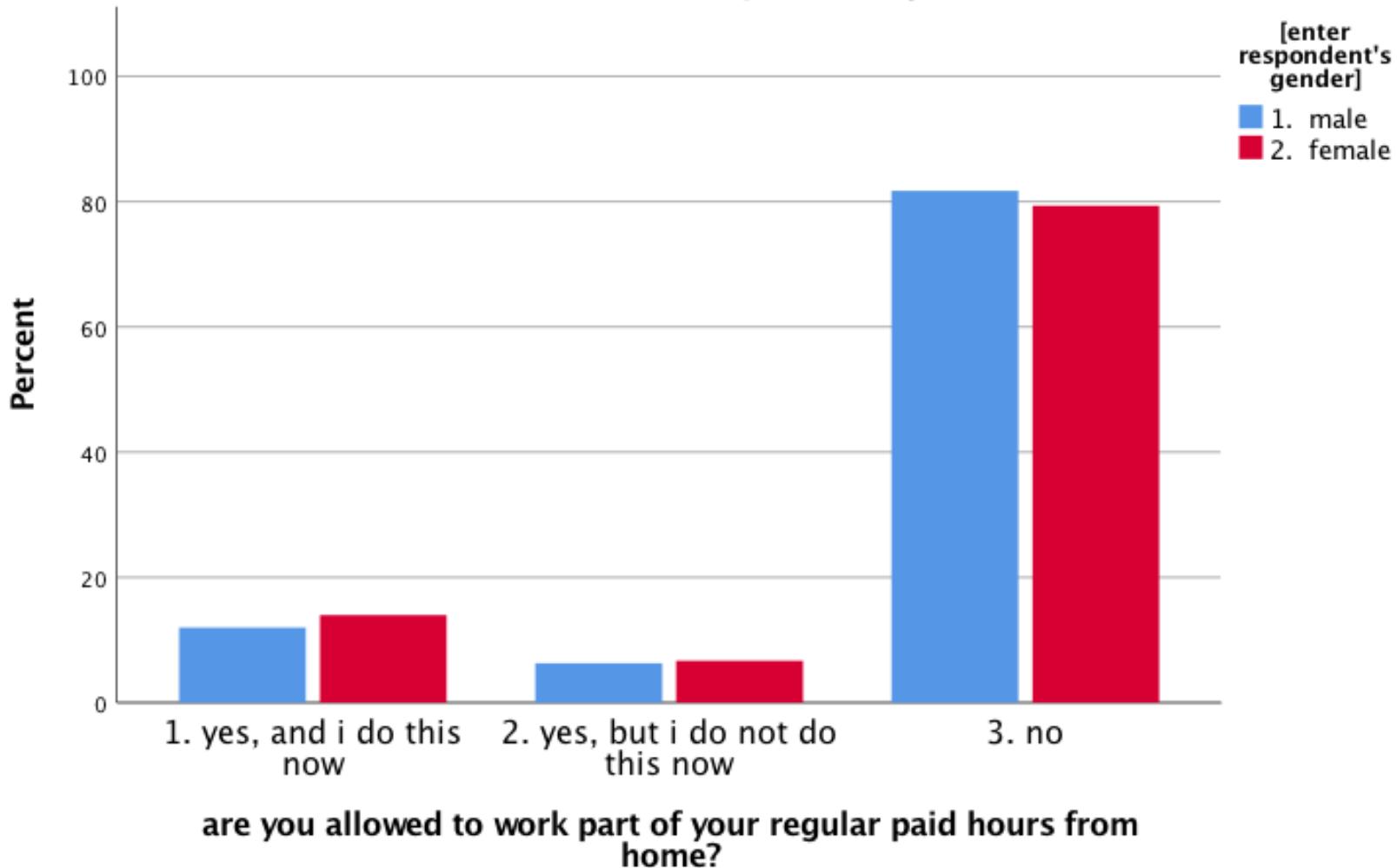
To achieve this goal, the presentation will

- Describe current flexible work arrangements available to working Qataris
- Illustrate the importance of flexible work arrangements to working Qataris' work-family balance
- Frame core issues to creating functional flexible work arrangements for working Qataris

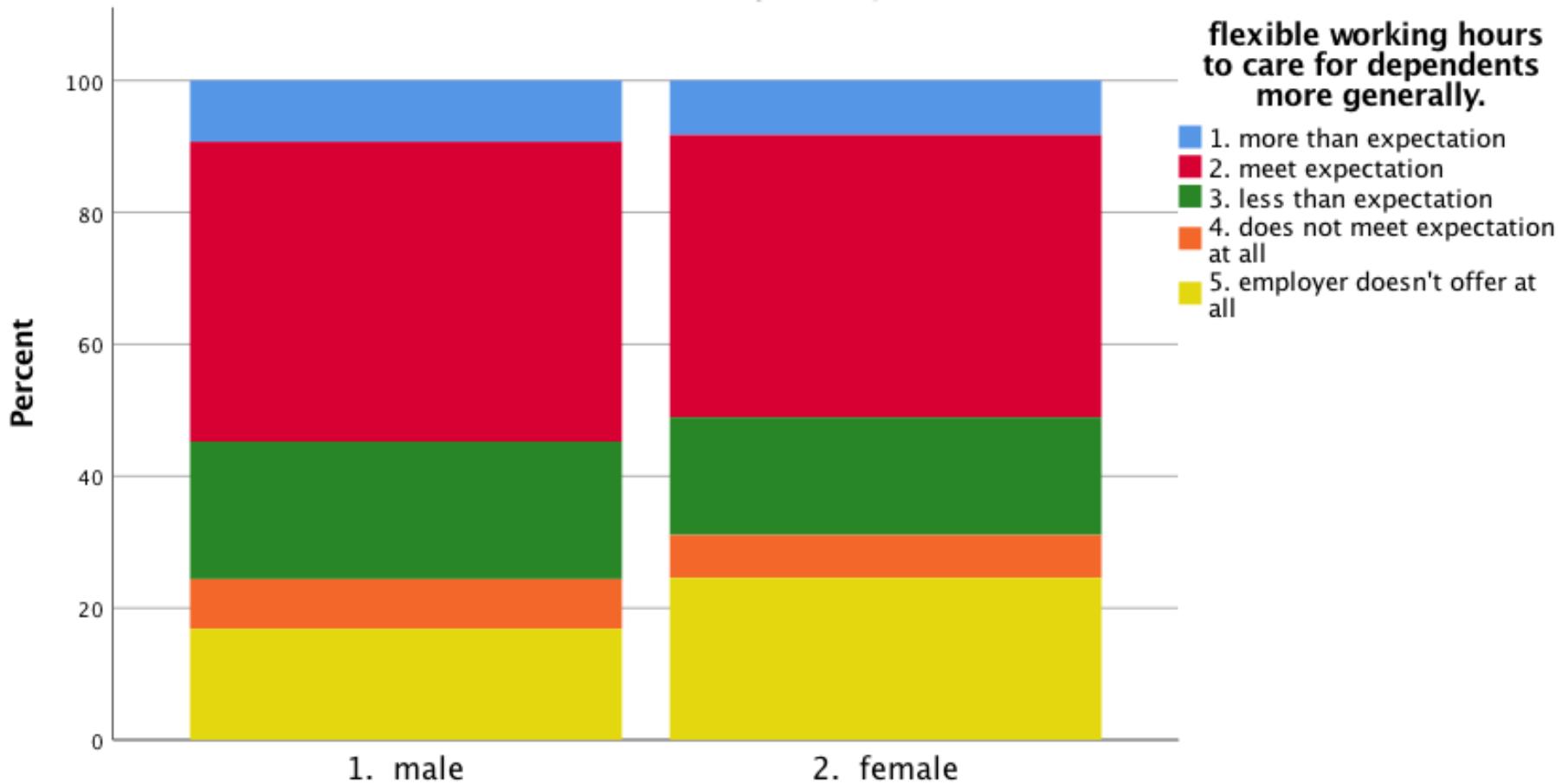
Flextime Among Working Qataris by Gender



Flex-Place or Remote Work Among Working Qataris by Gender



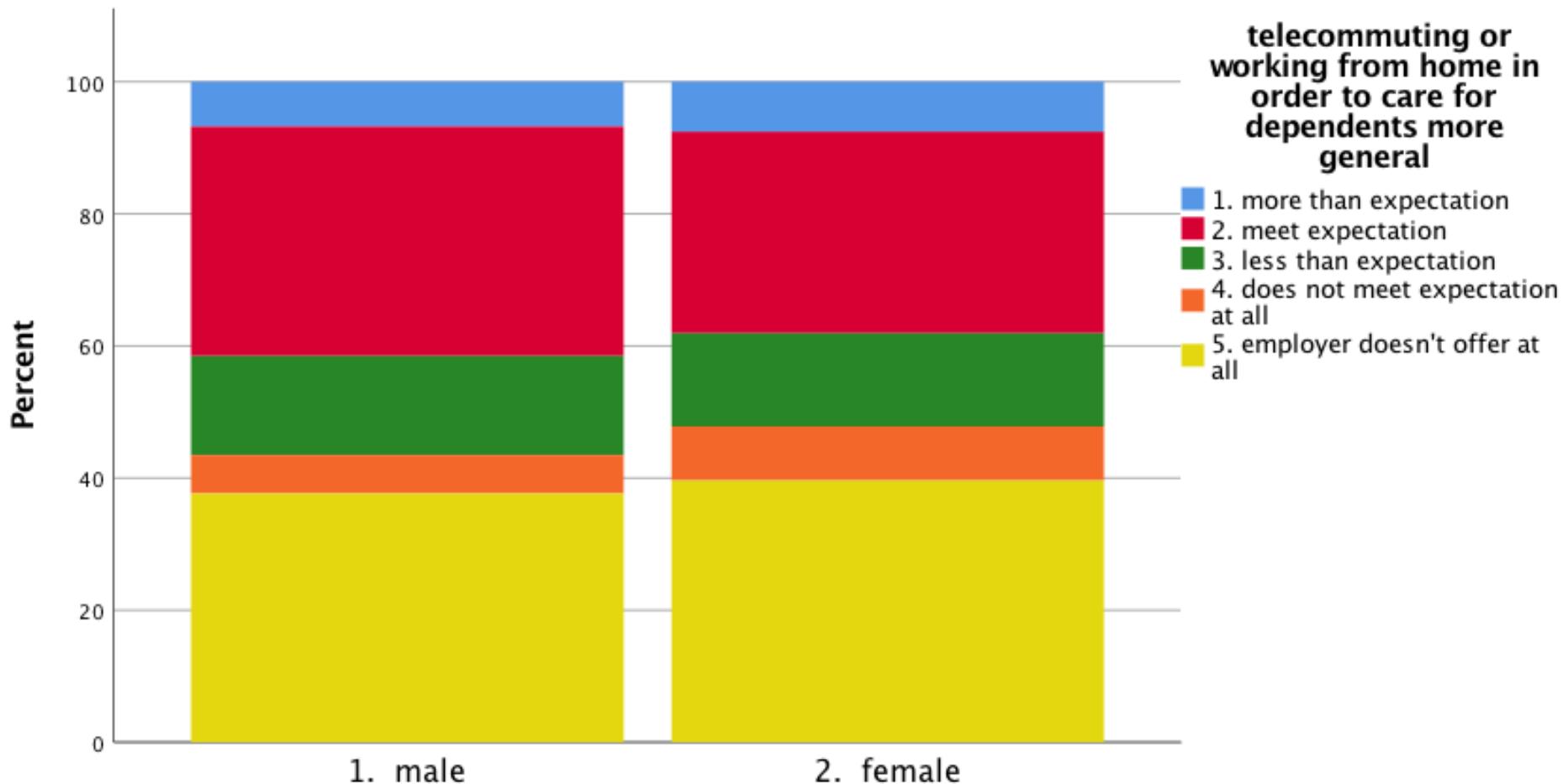
Flexible Work Time Needs for Dependent Care are Met, But....



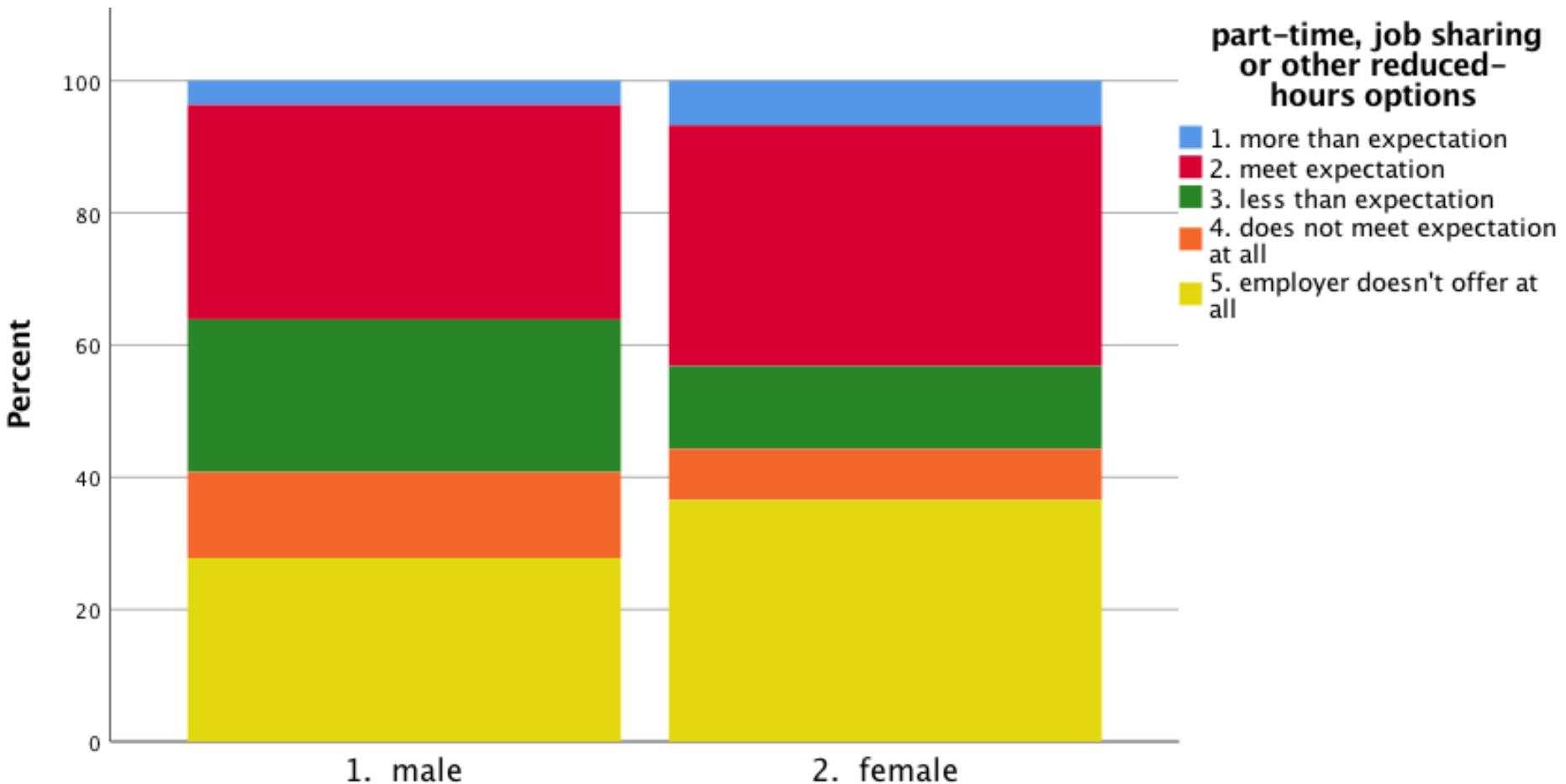
flexible working hours
to care for dependents
more generally.

- 1. more than expectation
- 2. meet expectation
- 3. less than expectation
- 4. does not meet expectation at all
- 5. employer doesn't offer at all

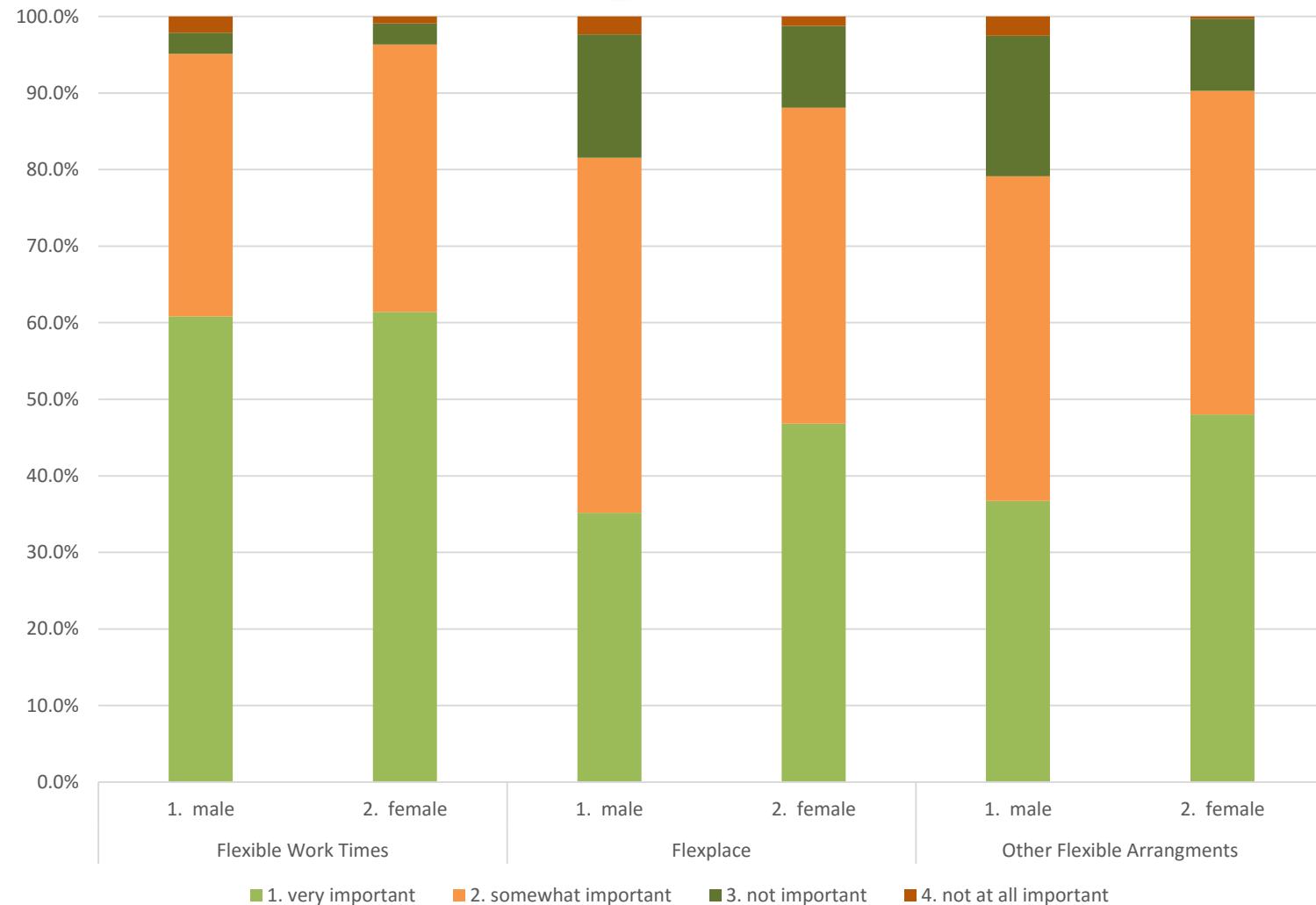
Flexplace Needs for Dependent Care are Generally Unmet



Other Flexible Workplace Needs are Generally Unmet



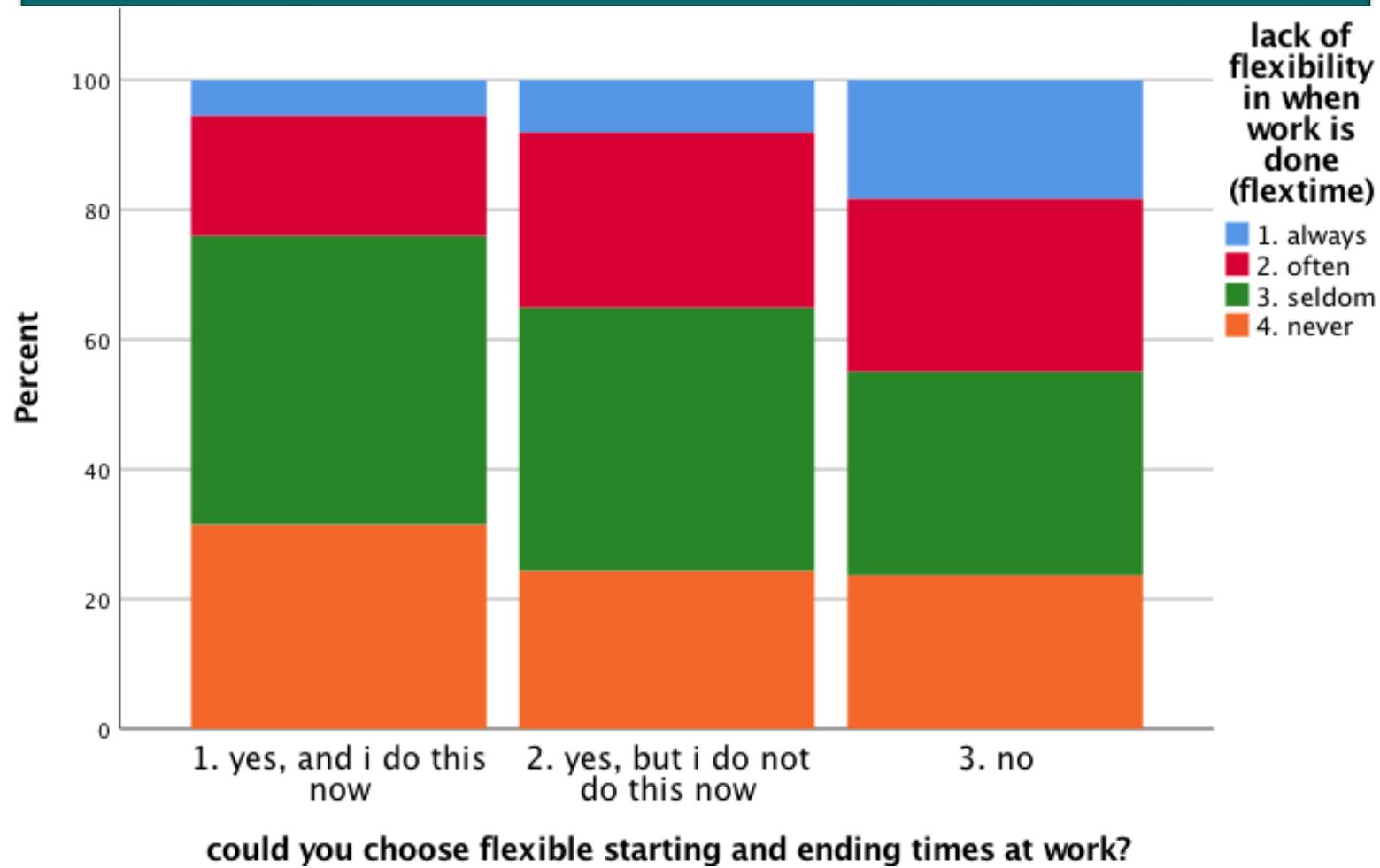
Workplace Flexibility is Important to Working Qataris



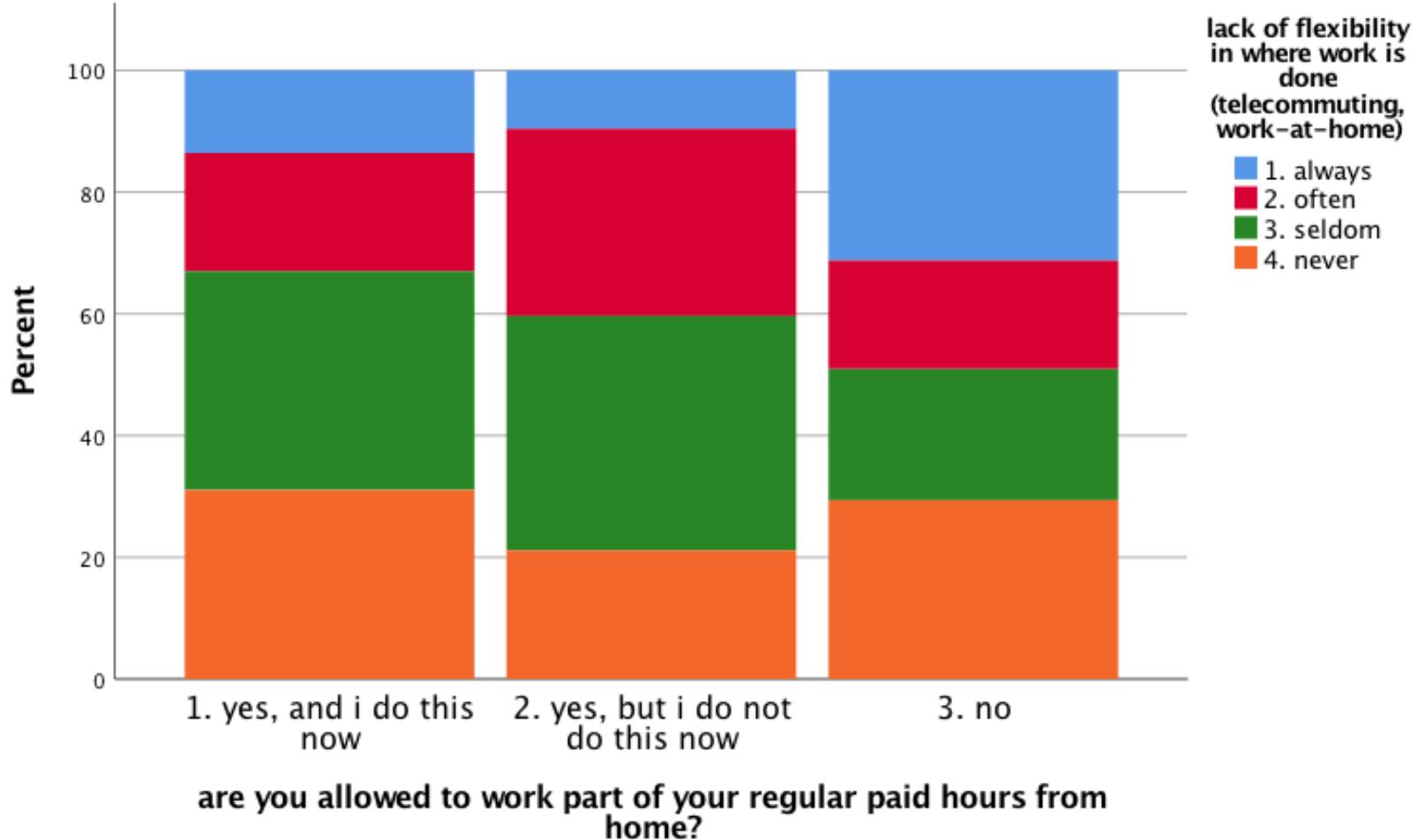
Voices of Working Qatari's

- Flexible work hours are important and there should be flexible in the number of hours and also the days of work but this depends on the nature of the work and the position (Umm Amir).
- **But, flexible work arrangements cannot be at the expense of earnings**
- Flexible work hours mean a reduction of salaries and that will [negatively] impact us because a single income doesn't cover the expenses of a family. So, I agree with flexibility in the workplace and working only two or three days per week (Umm Ali).

Qataris with Flextime have fewer Time-Related Barriers to Work-Family Balance



Qataris with Flexplace have fewer Location-Related Barriers to Work-Family Balance



Voices of Working Qatari

- I think that there should be flexibility at work and in the working hours, particularly for women as this makes work and family easier (Abu Yousif)
- In the end, we are dealing with people, not computers. I am dealing with a person, not a machine. He has a family and children. I have circumstances unlike a computer (Umm Amel).

Core Issues for Flexible Work Solutions among Working Qatars

- Flexible arrangements, not reduced hours or wages!
 - Compressed work weeks
 - Schedules that avoid peak travel
 - Remote Work, Telecommute, or Work from Home
- Nature of work enables or inhibits some forms of flexibility.
- The need for performance standards and accountability is understood.

و شکر آ