

Preface

There has been surprisingly little research on the effects of shift work and ‘non-standard’ working hours on family and social life. This is so despite a substantial growth in the proportion of the workforce employed on non-standard work schedules in many countries over the past few decades. These work schedules often require workers to work and sleep at different times of the day to the rest of the society, often with negative effects on social and family life. Night work also disturbs daily biological rhythms, which diminishes health and well-being and may, in turn, impair performance of family and social roles.

As editors, we have worked to bring together a collection of contributions from eminent scholars from different countries to showcase their research on a variety of topics that relate to these issues. We believe that the resulting collection represents the state of the art in research on family and social consequences of shift work and non-standard working hours. We hope that it will draw much-needed attention to the subject and provide an evidence base to inspire preventive activities.

In combination, the nine chapters in this book examine an extensive range of family and social effects of different forms of shift work and non-standard hours. The terminology associated with these effects reflects the diversity of approaches that researchers have taken to thinking about and studying these problems. For example, Jansen and Kant (in Chap. “[Reciprocal Relations Between Working Time Arrangements and Work-Family Conflict Over Time](#)”) use several terms drawn from the relevant literature to refer to specific effects, such as work-family conflict, work-life balance or work-home interference and attribute-specific meanings to each. Several chapters (Camerino; Grzywacz; Iskra-Golec; Radošević-Vidaček, Košćec and Bakotić; Ribeiro, Rotenberg and Fischer) focus their attention specifically on relationships between work and the family domain. This relationship is often described broadly, using terms such as work-family conflict, work-family balance or work-family interface. Elsewhere, however, unidirectional effects are examined, for example family-work conflict and work-family conflict or work-home interference. As implied by the terminology, in many cases the focus is on difficult or detrimental relationships between work and non-work domains, with reference to such processes

as conflict, interference, imbalance and negative spillover. However, attention is also given to positive impacts of one domain on another, represented by such terms as work-family enrichment, work-family facilitation, family-work facilitation and positive spillover between work and home). In addition to examination of the relationships between the work and family spheres, other chapters (Arlinghaus and Nachreiner; Bohle; Costa) consider effects that reach beyond the family into the broader social sphere, referring to work-life conflict or work-life balance. These differences in terminology denote the diversity of the domestic and social effects arising from shift work and non-standard working hours and reflect the specific terminology used by researchers to differentiate these effects.

The book begins with two chapters that provide an overview of the impact of shift work and non-standard working hours on family, health and well-being. Chapter “[Shift Work and Its Implications for Everyday Work and Family Life: A Foundation and Summary](#)” (Grzywacz) presents an overview of research and theory on the link between work and family. Chapter “[Introduction to Problems of Shift Work](#)” (Costa) examines the health, well-being and work performance challenges created by shift work and strategies to minimize these negative effects.

The next three chapters concentrate on the social consequences of specific features of working time organization. Chapter “[Unusual and Unsocial? Effects of Shift Work and Other Unusual Working Times on Social Participation](#)” (Arlinghaus and Nachreiner) describes and quantifies the separate negative effects of shift work and work at unusual times (evenings, Saturdays and Sundays) on self-reports of employee work–life balance and social participation. The data are drawn from several large-scale European Working Conditions Surveys and smaller data sets from Germany. Chapter “[Reciprocal Relations Between Working Time Arrangements and Work-family Conflict Over Time](#)” (Jansen and Kant) examines longitudinal evidence on the effects of work–family conflict on adjustments in work schedules and working hours over time. Chapter “[Work-life Conflict in ‘Flexible Work’: Precariousness, Variable Hours and Related Forms of Work Organization](#)” (Bohle) examines the impact of two forms of ‘flexible work’ (precarious work and flexible working hours), irregular hours and related work organization variables on work–life conflict.

The following two chapters investigate the consequences of shift work and non-standard work hours for workers and their families. Chapter “[Parents Working Non-standard Schedules and Schools Operating in Two Shifts: Effects on Sleep and Daytime Functioning of Adolescents](#)” (Radošević-Vidaček, Košćec and Bakotić) concentrates on the sleep and daytime functioning of adolescent family members, based on the work carried out in Croatia, where a form of shift work is also characteristic of school schedules. Chapter “[Irregular Work Shifts and Family Issues—The Case of Flight Attendants](#)” (Ribeiro, Rotenberg and Fischer) draws on quantitative data regarding the work conditions of employees in the airline industry and qualitative data collected from professional flight attendants in Brazil to describe the psychosocial and family consequences of irregular shift working hours for members of a profession for which irregular work schedules are a characteristic work condition.

Finally, chapters “Gender Differences in Safety, Health and Work/Family Interference—Promoting Equity” and “Individual Differences in Circadian Rhythm Parameters and Work-family Spillover in Shift Workers” explore the moderating role of individual differences on the work–family relationship. Chapter “Gender Differences in Safety, Health and Work/Family Interference—Promoting Equity” (Camerino) presents a gender perspective on the problems of work–family relationship, safety and health at work, paying particular attention to sociopolitical conditions and social policies that support or hinder gender equity. Chapter “Individual Differences in Circadian Rhythm Parameters and Work-family Spillover in Shift Workers” (Iskra-Golec) investigates the moderating role of chronotype and circadian type characteristics on work–family conflict and work–family facilitation among male shift workers.

Collectively, the chapters presented in this volume bring a truly international perspective to current thinking about many ways that shift work and non-standard working hours affect the family lives of workers and the broader social spheres that we all inhabit. We are extremely grateful to each of the invited authors for their excellent contributions, enthusiasm, cooperation and understanding.

Kraków, Poland
Storrs, CT, USA
Sydney, Australia
May 2016

Irena Iskra-Golec
Janet Barnes-Farrell
Philip Bohle

Social and Family Issues in Shift Work and Non
Standard Working Hours

Iskra-Golec, I.; Barnes-Farrell, J.; Bohle, P. (Eds.)

2016, X, 202 p. 8 illus., 3 illus. in color., Hardcover

ISBN: 978-3-319-42284-8