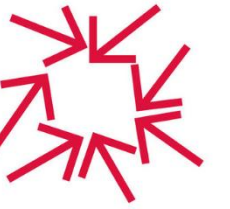


Does working from home hinder career progression?

The gender and family perspectives.

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Introduction

Home-based work (HBW) means:

- + Fewer workplace distractions, interruptions, increased levels of job satisfaction and job autonomy.
- Less interpersonal networking, mentoring, training opportunities and more isolation.

Aim: to explore the relationship between **HBW** and **working conditions** facilitating career progression + **gender** and **parenthood status**.

Data and methods

The 2015 European Working Conditions Surveys is used to provide a sample of employees (N=23,753) covering 29 countries: EU27+UK+CHF.

Outcome variables (self-reported): promotion opportunities, recognition, consultation, training, rapport with supervisor, job security

Predictor variables: HBW-use frequency

Moderators: sex, parenthood status

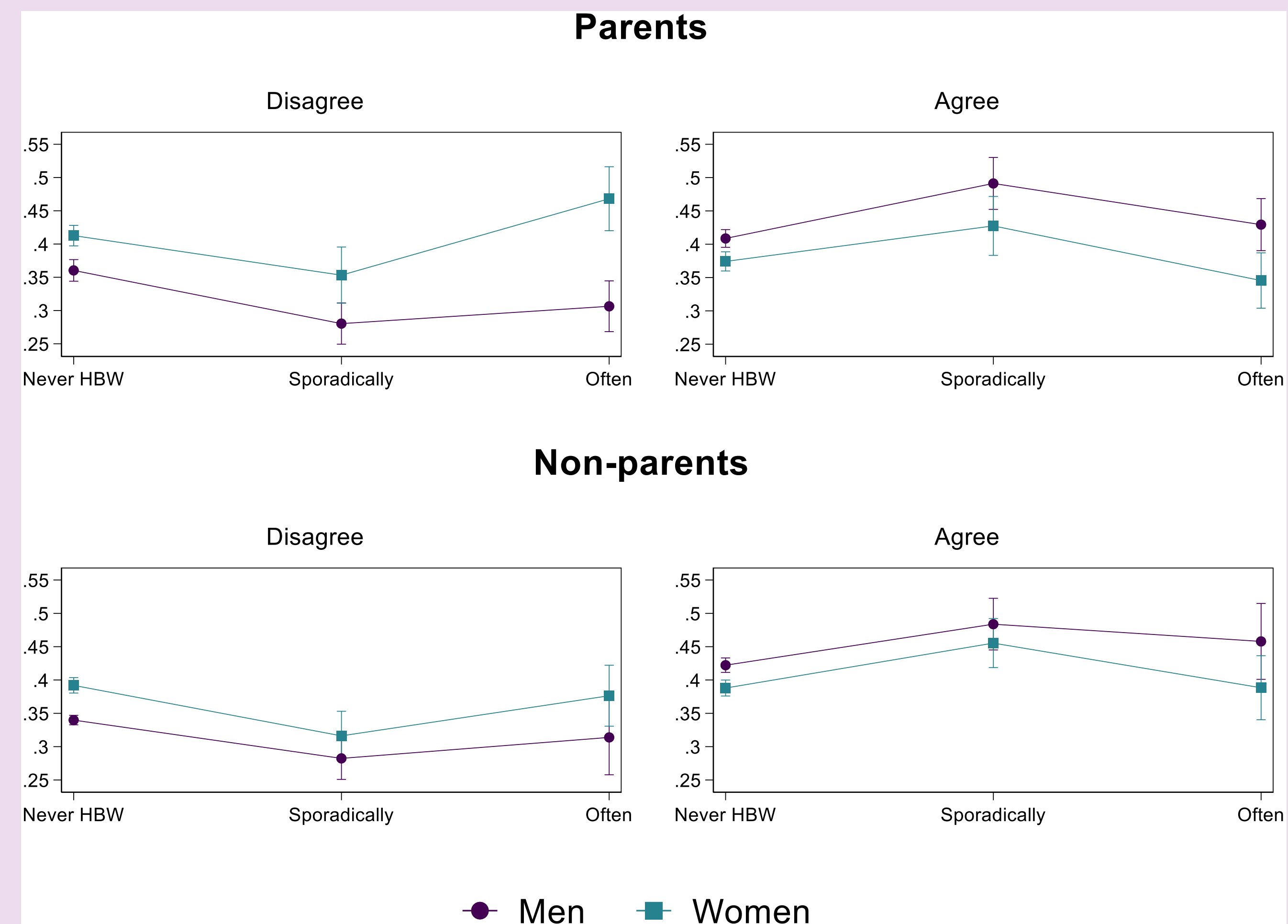
Control variables: occupation, contract type, part-time work, firm size, age, education, and urbanisation level (place of residence)

Multinomial logistic regression is used.

Findings

Promotion opportunities

(“My job offers good prospects for career advancement”)



- **Mothers** who HBW often are **11% more likely** than those who HBW sporadically to disagree that their job offers good career prospects.
- **Gender gap increases from 10%** for those who never HBW **to 17%** for those who HBW often (re. disagreement with the statement).

Findings are consistent among most outcomes variables and indicate:

- + Male HBW (both fathers and non-fathers)
- Female HBW (mothers)
- More frequent use of home-based work

Discussion and conclusions

How HBW affects careers may differ depending on its use purpose:

- **Men** seem to be awarded mostly for using HBW less often; their use of HBW is potentially motivated by the willingness (or need) to put in extra hours of work.
- **Mothers's** frequent use of HBW can indicate the need for more flexibility to combine work and family responsibilities.

Flexibility stigma = a belief that workers who use flexible working arrangements for care purposes are somehow less productive and committed to the workplace.

Selected references

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