

management revue

Socio-Economic Studies

Call for Papers

Time in Transition: Working Time Arrangements in a Modern Era

Guest Editors:

Wenzel Matiaske, Helmut-Schmidt-University/University of the Federal Armed Forces Hamburg, Germany
Hans Hanau, Helmut-Schmidt-University/University of the Federal Armed Forces Hamburg, Germany
Florian Schramm, University of Hamburg, Germany
Simon Jebsen, University of Southern Denmark

Special Issue

There is evidence of a shift towards a new "temporality" based on an employer-led model of working time, which differs from traditional working-time regulation (Rubery et al., 2005). Recent events have accelerated an already growing trend toward non-traditional working time arrangements. The global pandemic and the resultant surge in remote working have dismantled traditional work structures, pushing us to rethink how we perceive work and the time spent on it.

Recent studies highlight the urgent need for such a dialogue. For instance, Kelliher and De Menezes' (2021) study revealed the complex interplay between flexible working arrangements and employee well-being, emphasising the need to balance autonomy and work intensification, particularly for women (Chandola et al., 2019). Similarly, Kim et al.'s (2020) research on non-standard work schedules shed light on the potential of such arrangements to exacerbate social inequality and job insecurity.

The provision of flexible working-time policies by firms and the influence of unions on working-time arrangements are also subjects of debate. Jacobi's (2022) research shows that between 2002 and 2016 in Germany, firms increasingly adopted flexibility policies in working-time arrangements, while union coverage declined. Despite this, the study found that union bargaining power remained relatively stable, with increased competition for employees positively influencing working conditions. Another challenge arising from increased flexibility is that employees work at different times and locations while performing the same activities and having the same responsibilities (Groen et al., 2018).

The European Working Time Directive plays a crucial role in setting standards for working time, but its interpretation and implementation can vary across member states. On the one hand, recent rulings by the European Court of Justice have appeared to restrict flexible working time arrangements (Glowacka, 2020). On the other hand, the Austrian legislator amended the Working Time Act to enhance flexibility and autonomy, which can still be considered compatible with Union law (Glowacka, 2020). This highlights the ongoing tension between enabling flexible working time arrangements and ensuring compliance with legal regulations. Balancing the need for flexibility with protecting workers' rights and well-being remains a challenge in the digital age (Fabrellas, 2022).

Building on these explorations, the seminar and related special issue aim to delve deeper into the contemporary debates and future directions of working time arrangements, focusing on the following themes:

- The impact of flexible and remote working arrangements on employee productivity, satisfaction, and mental health.



Nomos Verlagsgesellschaft mbH & Co. KG Waldseestraße 3-5, 76530 Baden-Baden, Germany
www.mrev.nomos.de

- The implications of non-standard work schedules (e.g., gig work, zero-hour contracts) on job quality, income stability, and social inequality.
- How contemporary working time arrangements affect work-life balance and family dynamics.
- The role of technology in shaping and managing working time arrangements, including issues of digital overwork and the right to disconnect.
- Organisational strategies for managing and supporting various working time arrangements, including their impact on diversity, inclusion, and equal opportunity.
- Policy responses and labour law developments of evolving working time arrangements at the national and international levels.
- The legal limits of flexible working time arrangements in the light of recent restrictions by the European Court of Justice and their consequences for implementation in national law.
- The flexibility potential of the European Working Time Directive.

This is not an exhaustive list.

Special Issue of management revue – Socio-Economic Studies

management revue – Socio-Economic Studies is a peer-reviewed, interdisciplinary European journal publishing qualitative and quantitative work and purely theoretical papers that advance the study of management, organisation, and industrial relations. Management Revue publishes articles contributing to theory from several disciplines, including business and public administration, organisational behaviour, economics, sociology, and psychology. Reviews of books relevant to management and organisation studies are a regular feature.

Full papers for this special issue must be submitted by **30 September 2024**. All contributions will be subject to double-blind reviews. Papers invited to a ‘revise and resubmit’ are due 31 March 2025. The publication is scheduled for issue 3/2025. Please submit your papers electronically via the [online submission system](#) using ‘SI Time in Transition’ as the article section.

Manuscript length should not exceed 10,000 words (excluding references), and the norm should be 30 pages in double-spaced type with margins of about 3 cm (1 inch) on each side of the page. Further, please follow the [guidelines on the journal’s homepage](#).

Hoping to hear from you!

Wenzel Matiaske (matiaske@hsu-hh.de)

Hans Hanau

Florian Schramm

Simon Jebsen



Nomos

Nomos Verlagsgesellschaft mbH & Co. KG Waldseestraße 3-5, 76530 Baden-Baden, Germany
www.mrev.nomos.de

References

- Chandola, T., Booker, C. L., Kumari, M., & Benzeval, M. (2019). Are Flexible Work Arrangements Associated with Lower Levels of Chronic Stress-Related Biomarkers? A Study of 6025 Employees in the UK Household Longitudinal Study. *Sociology*, 53(4), 779–799. <https://doi.org/10.1177/0038038519826014>
- Fabrellas, A. G. i. (2022). ¿Cómo garantizar el bienestar de los empleados en la era digital? *IDP. Revista de Internet, Derecho y Política*, 35, 1–15. <https://doi.org/10.7238/idp.v0i35.392944>
- Glowacka, M. (2021). A little less autonomy? The future of working time flexibility and its limits. *European Labour Law Journal*, 12(2), 113–133. <https://doi.org/10.1177/2031952520922246>
- Groen, B. A. C., van Triest, S. P., Coers, M., & Wtenweerde, N. (2018). Managing flexible work arrangements: Teleworking and output controls. *European Management Journal*, 36(6), 727–735. <https://doi.org/10.1016/j.emj.2018.01.007>
- Jacobi, A. (2023). Markets or unions? De-unionisation and German firms' provision of flexible working-time policies from 2002 to 2016. *Social Policy & Administration*, 57(3), 399–415. <https://doi.org/10.1111/spol.12870>
- Kelliher, C., & de Menezes, L. M. (2021). *Flexible Working in Organisations: A Research Overview*. Taylor & Francis Group. <https://play.google.com/store/books/details?id=tBeSzgEACAAJ>
- Kim, J., Henly, J. R., Golden, L. M., & Lambert, S. J. (2020). Workplace flexibility and worker well-being by gender. *Journal of Marriage and the Family*, 82(3), 892–910. <https://doi.org/10.1111/jomf.12633>
- Rubery, J., Grimshaw, D., & Figueiredo, H. (2005). How to close the gender pay gap in Europe: Towards the gender mainstreaming of pay policy. *Industrial Relations Journal*, 36(3), 184–213. <https://doi.org/10.1111/j.1468-2338.2005.00353.x>



Nomos

Nomos Verlagsgesellschaft mbH & Co. KG Waldseestraße 3-5, 76530 Baden-Baden, Germany
www.mrev.nomos.de