

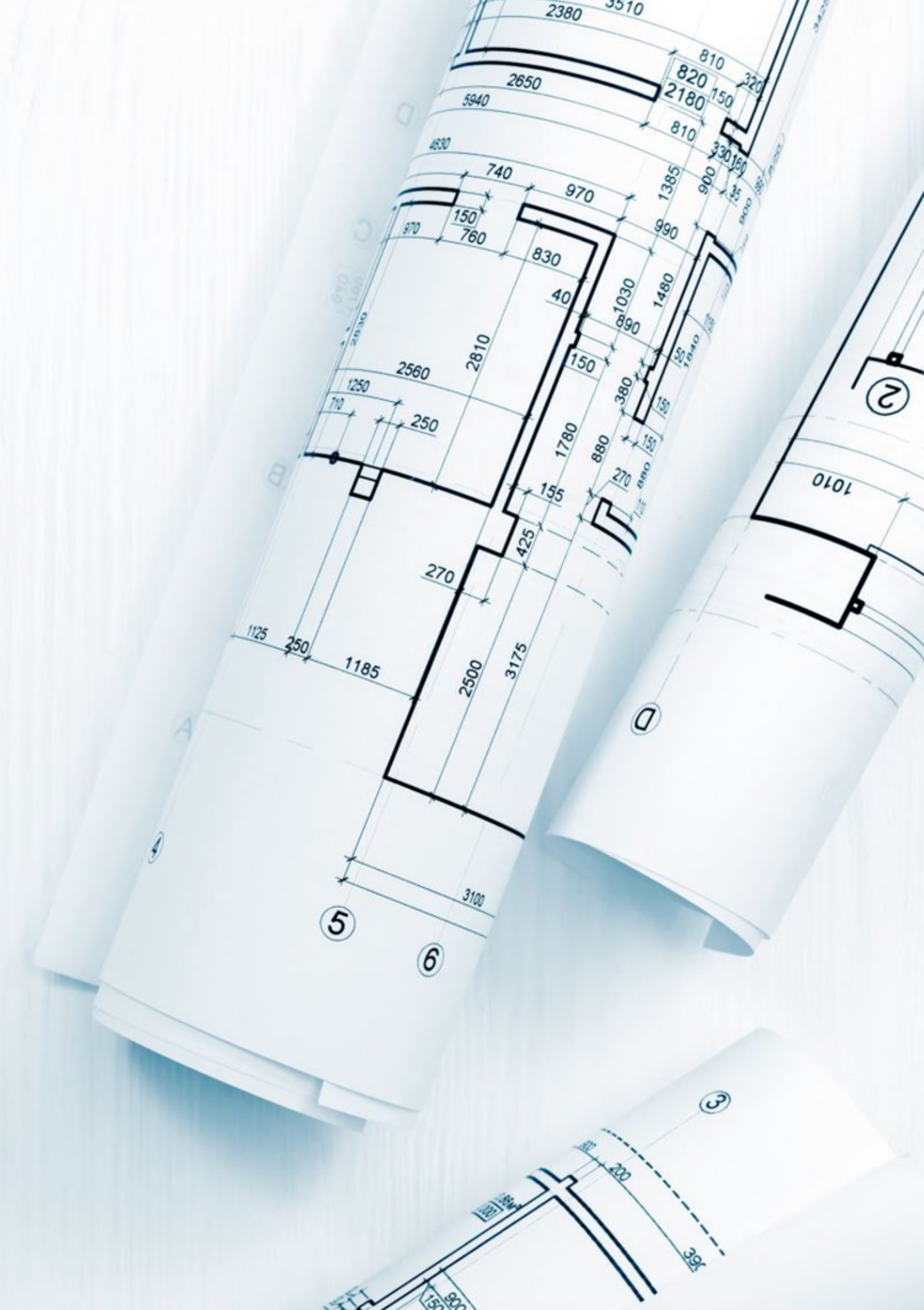
# Regulating work time in the digital age – the case of teachers

Tanja Nordberg, Work research institute



# Flexibility – time and place

- The REFLEX project: why?
- New technologies and flexibility as a blessing and a curse
- Employee rights are implemented in a context
- REFLEX will provide a solid knowledge base for designing well-aimed legal measures and policy recommendations



# Our projects



- **FLEX-IT** – A mixed-method study of cross-domain information technology use in everyday life (2019-2025)
- **CROSSBOW** - Crossing and Managing Boundaries between Work and Non-Work – Cocreating Healthy Teleworking (2021-2026)
- **REFLEX** - Revising work time flexibility policies to promote work inclusion (2023-2027)

OSLOMET

# WHY TEACHERS?

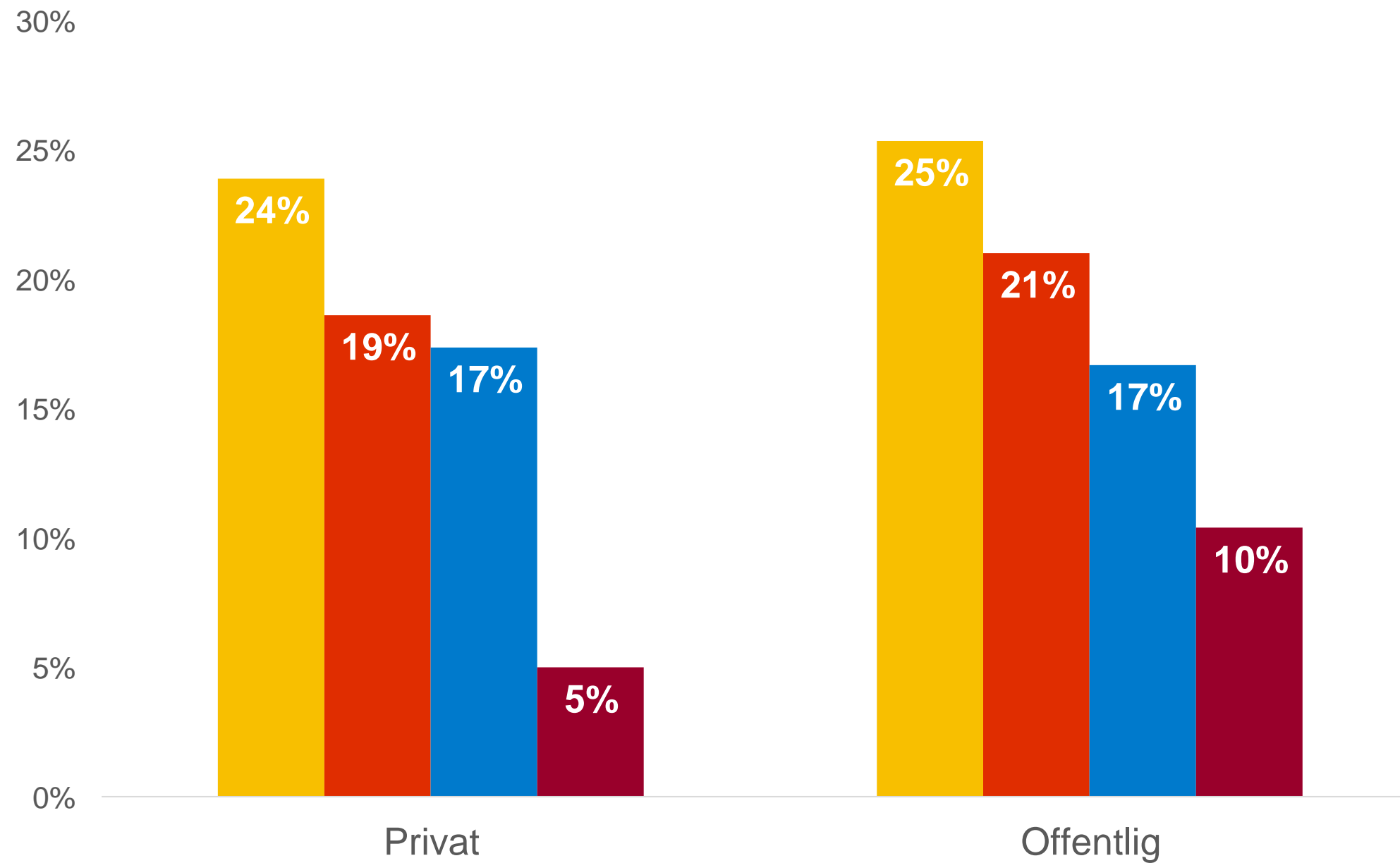
OSLO METROPOLITAN UNIVERSITY  
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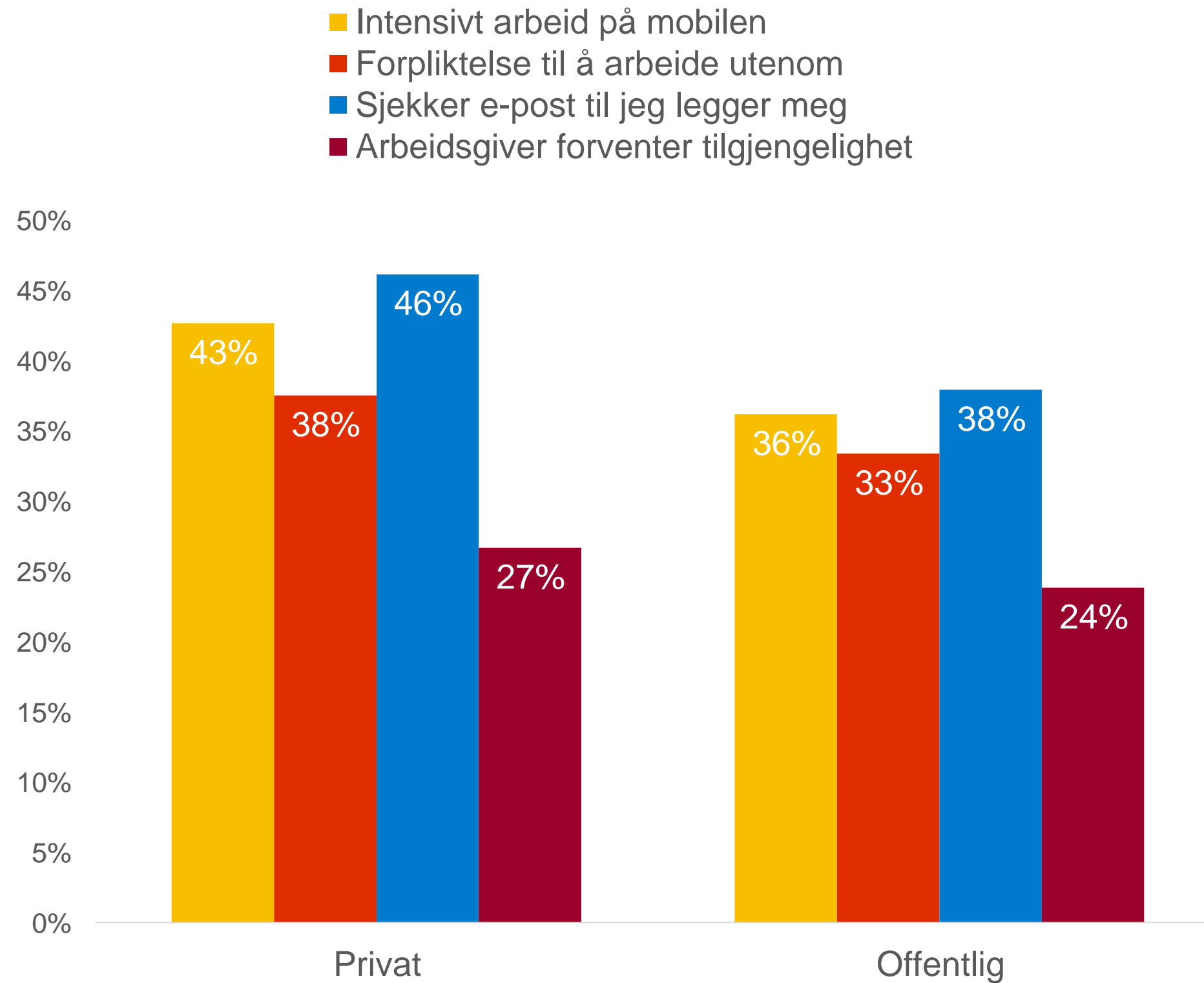
# WHO AND HOW MUCH?

# Work time patterns

- Lange dager (+10 timer+)
- Sene dager (Etter kl.21)
- Kort hvile (-11 timer)
- Søndagsarbeid



# Intensive work/expectations







A woman with long dark hair is sitting on a bed, looking at a silver laptop. She is wearing a white sleeveless top and dark pants. In the foreground, a golden retriever is lying down on a grey carpet, looking towards the camera. The background is a blurred bedroom setting with a wooden headboard and a blue and white striped pillow.

**BUT I LIKE WORKING IN THIS MANNER**

# The flexibility paradox

- Flexibility can be positive for work-family balance
- Flexibility as a source of stress, connectivity and burnout
- The price for flexibility
- The paradox: Flexibility to work anywhere, anytime = working everywhere all the time? (Chung, 2022)





**TEAMS, E-MAIL,  
MESSAGES:**

**TEACHERS HAVE  
MORE  
AFTER-HOUR  
COMMUNICATION  
WITH  
PUPILS/PARENTS  
AND  
COLLEAGUES**





**It's not work,  
it's relations**

# SCHOOLS EMPHASISE TEACHERS' INDIVIDUAL FLEXIBILITY RATHER THAN ORGANISATIONAL GUIDELINES





# A formal right to disconnect?

# Employee rights are implemented in a context



# REFLEX

- Interviews – x2 , N=40
- Questionnaire – x2, N=1130
- Participatory intervention at 4 schools
  
- Put working time flexibility and availability on the agenda
- Knowledge exchange between teachers and researchers
- Explore whether or how teachers find it possible/desirable to limit after-hours connectivity to work





# Partners

- Four local schools
- City of Oslo, Agency of Education
- Union of Education Norway
- The Centre for Senior Policy, Norway
- Ministry of Labour and Social Inclusion, Norway
  
- Work research institute, Oslo Metropolitan university
- The University of Bergen
- King's college London



# Centre for Research on Work and Family Life through the Life Course (NORLIFE)



Contact us:

Tanja Nordberg  
[tano@oslomet.no](mailto:tano@oslomet.no)

