



UNIVERSITY OF
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The changing geography of employment and workplaces

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ERC Starting Grant 639403 WORKANDHOME

www.workandhome.ac.uk

Workplaces and wellbeing

- One fixed workplace and commuting studies
- Type of workplace and workplace location
 - Employer premises
 - Homeworking
 - Mobile working
 - Workplace combinations (Ojala)
- Gender and commuting
- Homeworking/flexible working and well-being

Understand job segregation and segmentation

- Existing job categories:
 - Occupation
 - Industry
 - Public/Private
- Workers
 - Gender
 - Ethnicity
 - Skill
- Workplace type?

Structure of presentation

1. New spatial and temporal workplace classification
2. Work location and self-employment
3. Job quality and well-being

*with Brendan Burchell, University of Cambridge and Mary Zhang,
University of Bristol*

New spatial and temporal workplace classification

- 2015 European Working Conditions Survey
- EU28
- Full-time workers who are urban residents



Spatial and temporal work patterns

	Daily	Several times a week	Several times a month	Less often	Never	Don't know	Refusal
A. Your employer's/your own business' premises (office, factory, shop, school, etc.)	1	2	3	4	5	8	9
B. Clients' premises	1	2	3	4	5	8	9
C. A car or another vehicle	1	2	3	4	5	8	9
D. An outside site (e.g. construction site, agricultural field, streets of a city)	1	2	3	4	5	8	9
E. Your own home	1	2	3	4	5	8	9
F. Public spaces such as coffee shops, airports etc.	1	2	3	4	5	8	9

Creating meaningful categories

- Only Employer's/Business' Premises
- Only Client
- Only Home
- Only Outside
- Only Vehicle
- Employer/business premises + client
- Employer/business premises +home
- Employer/business premises +outside
- Public + Employer/business premises
- Vehicle + Employer/business premises
- Vehicle-Client-Outside
- 3+ daily - hypermobile
- Nowhere
- Residual

Workplace type	Men	Women
Only employer/business premises	49%	67%
Employer/business premises + home	9%	11%
Employer/business premises + client	8%	7%
3+ daily - hypermobile	9%	3%
Vehicle + employer/business premises	7%	3%
Employer/business premises + outside	5%	3%
Only client	3%	3%
Vehicle-client-outside	4%	1%
Public + employer/business premises	2%	2%
Only outside	3%	<1%
Only vehicle	2%	<1%
Only home	<1%	1%

Workplace combinations

- Ojala and Pyöriä, 2017
 - 45% of men combine different types workplace locations
 - vs. 27% of women
- Vehicle- and outside-based work patterns remain exclusively preserve of men
- Men have more varied and complex spatial-temporal patterns of work

Testing gender differences

- Multiple logistic regression for each workplace type (12x)
- Controls:
 - Occupation, industrial sectors,
 - Employee vs self-employed,
 - Age, living with a partner, number of dependent children younger than 15 in the household,
 - Frequencies of ICT use (working with computer, laptop, smartphone etc.)
 - European region (Scandinavian, Continental, Anglo-Saxon, Mediterranean, Transition)

Location gender segregation

- Six out of the 12 identified work patterns show significant gender differences
 - Odds of only working at the **employer/business premises** is about **twice higher** for women than men
 - Five work patterns are **less likely for women** than men
 - Working outside ('only-outside' & 'employer/business premises + outside')
 - Combining working at the employer/business premises + vehicle
 - Peripatetic work patterns (vehicle-client-outside, 3+ workplace locations)

Part-time work

- 13% men and 31% women among urban residents worked part-time
- Likely to pronounce gender differences in work patterns
 - Working in one location higher for pt women
 - Never working at the employer/business premises lower for pt women

Implications

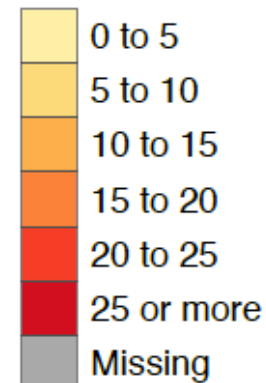
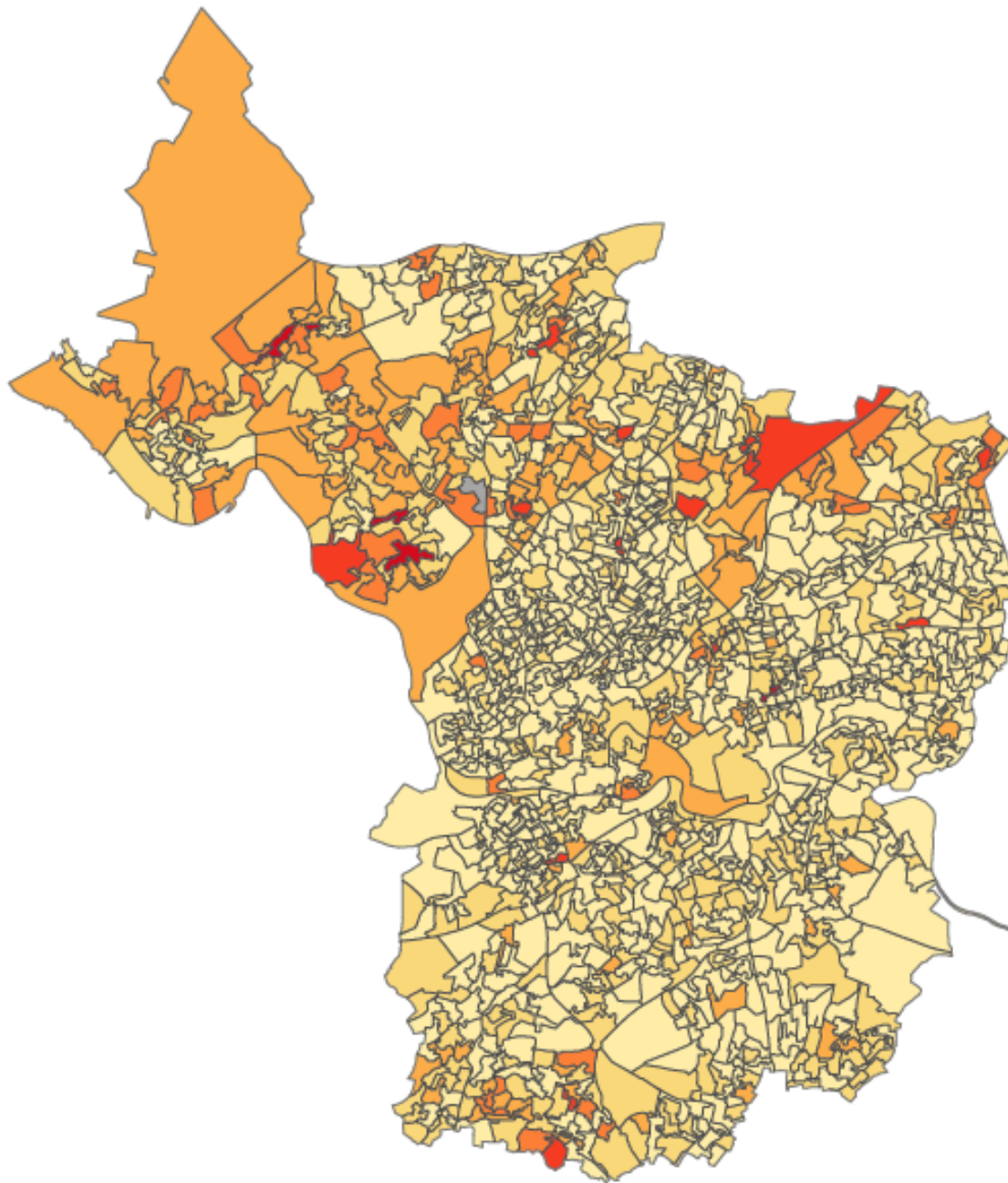
- Gender segregation that includes this new spatial-temporal lens is even greater than previously acknowledged
- The number of workers whose working lives are not restricted to only their employer or own business premises are far higher than estimates in the literature
 - 33% of women and 51% of men could be described as ‘atypical’

Self-employment

- Much less likely to work only at business premises
- Much more likely to work:
 - **Home** only
 - **Home** & business premises
 - Business premises & **clients**
 - **Peripatetic** work
 - 3+ places daily
 - Vehicle-client-outside

Home-based self-employment as % of workforce, Bristol

Per cent ranges



'The suburban economy' (Phelps, 2012)

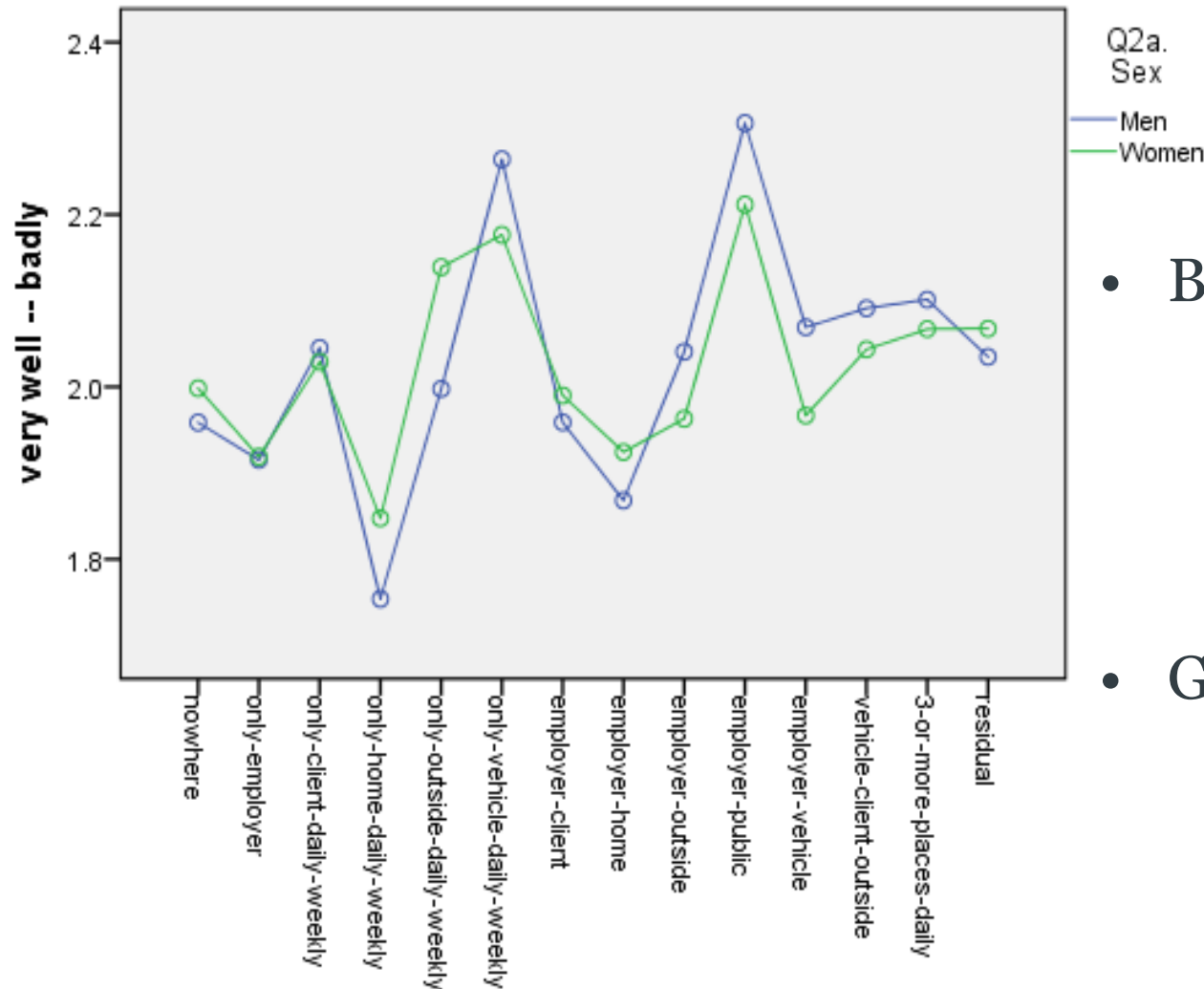
- Residentially mono-functional vs variety
 - Industrial suburbs
 - Business parks
 - Retail and leisure
 - **Homes**
- Growth and housing structure (Reuschke, 2016)
- Economy of cities and suburbs not as distinct but parts of a functionally complex city-region

Location of work and job quality

- Some types of jobs are associated with ‘better’ working hours; others with ‘better’ social or physical environments
- Location of work
 - Employer premises + homeworking
 - Experiences of mobile working (Hislop and Axtell, 2007; Liegl, 2014)
 - ICT (Hislop et al., 2015)

Work-life balance

Estimated Marginal Means of Q44. In general, how do your working hours fit in with your family or social commitments outside work?



- Bad:
 - Vehicle only jobs
 - Employer/business premises + public
- Good:
 - home
 - Employer/business premises only

Homeworking and life satisfaction

1. Not considering whether people are self-employed or an employee may lead to wrong conclusions about the benefits of homeworking
2. Not considering homeworking may lead to wrong conclusions about worker well-being

Article

A Economy and Space

The subjective well-being of homeworkers across life domains

EPA: Economy and Space
0(0) 1–24

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DOI: 10.1177/0308518X19842583

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Data

- UK Household Longitudinal Study 2009/10 – 2015/16
 - <https://www.understandingsociety.ac.uk>
- Homeworking:
 - Working mainly in the home in main job
- Subjective well-being:
 - Domain life satisfaction (job, household income, leisure time, health)

Model specification

$$SWB_{it} = \beta_1 X_{1,it} + \beta_2 X_{2,it} + \dots \beta_k X_{k,it} + a_i + e_{it},$$

SWB_{it} = Subjective well-being of individual i at time t ,

$\beta_1 X_{1,it}$ = dummy variable for working mainly in the home vs not in the home,

$\beta_2 X_{2,it}$ = categorical variable for employment status:
 (1) employee,
 (2) employer self-employed,
 (3) self-employed without employees

$\beta_k X_{k,it}$ = control variables with respective coefficients,

a_i = unobserved fixed effect which is constant over the study period,

e_{it} = error term.

Job satisfaction

	Men	Men	Men	Women	Women
	M1	M2	M3	M4	M5
homeworking (yes)	0.100** (0.033)	0.036 (0.033)	0.110* (0.055)	0.131** (0.042)	0.232*** (0.061)
employment (employee)					
employer self	-	0.408*** (0.057)	0.436*** (0.060)	0.282** (0.085)	0.369*** (0.097)
solo self	-	0.381*** (0.046)	0.391*** (0.047)	0.351*** (0.051)	0.395*** (0.054)
home*employment (home*employee)	-	-			
home*employer self	-	-	-0.183* (0.100)	-	-0.362* (0.155)
home*solo self	-	-	-0.104 (0.070)	-	-0.191* (0.078)

Note: *p<0.05, **p<0.01, ***p<0.001

Household income satisfaction

	Men	Men	Women	Women
	M1	M2	M3	M4
homeworking (yes)	-0.065 [†] (0.036)	0.042 (0.057)	-0.027 (0.044)	0.005 (0.060)
employment				
(employee)				
employer self	0.043 (0.067)	0.055 (0.072)	0.071 (0.095)	0.141 (0.105)
solo self	0.008 (0.045)	0.030 (0.046)	-0.016 (0.050)	-0.011 (0.056)
home*employment				
(home*employee)				
home*employer self	-	-0.139 (0.133)	-	-0.261 (0.171)
home*solo self	-	-0.171* (0.073)	-	-0.042 (0.085)

Note: †p<0.1, *p<0.05

Conclusions

- Spatial-temporal patterns of work should be the new frontier if we are to understand the reality of working lives
- Re-imagine many aspects of working lives through peripatetic nature of work
- Under-researched workplaces and peripatetic work patterns are associated with self-employed work

Conclusions

- Location is highly gendered
- It's not *where you work*, it's the *combinations of locations*, that's important
- Our research agenda is driven by simplistic notions of “people like us” (professionals, managers, education)

- variety of creative
suburban economies