Bridging the Gap:

The Relationship Between Flexible Work Arrangements, the Workforce Participation and Work Hours Satisfaction of Neurodivergent Employees.

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Abstract

Neurodivergent individuals experience high unemployment rates. Following the COVID-19 pandemic, new employment possibilities have been created through flexible work arrangements (FWAs). This quantitative study employed a survey to examine to what extent the availability, coverage, and usage of FWAs relate to two indicators of the employment experience of neurodivergent employees with ADHD and/or ASD: workforce participation and work hours satisfaction. FWAs were examined across four domains: time, location, workload and work continuity.

The study found that not all aspects and domains of FWAs have a positive effect on the workforce participation and work hours satisfaction of neurodivergent employees. The results indicate that the direction and strength of the relationship between the availability, coverage, and usage of FWAs and the two employment indicators are not identical. Furthermore, differences in individual diagnoses can lead to variations in these relations among subgroups. These findings have important implications for stakeholders related to the employment experience of neurodivergent individuals, such as employers, policy makers and neurodivergent individuals themselves.

Keywords

Neurodiversity, Flexible Work Arrangements (FWAs), availability, coverage, usage, workforce participation, work hours satisfaction.

Table of contents

1 Introduction

1.1 Context of the study

It is estimated that up to 20 percent of the world population can be classified as neurodivergent, translating to one in five individuals. Nevertheless, neurodivergent individuals experience unemployment rates of up to 80% (Austin & Pisano, 2019; Goldfarb et al., 2024). The term neurodivergent refers to individuals with a non-typical cognitive functioning and is often employed as an umbrella term for various neurocognitive developmental disorders. This study explores two prominent forms of neurodiversity: Attention-Deficit/Hyperactivity Disorder (ADHD) and Autism Spectrum Disorder (ASD). The term neurotypical is utilized to refer to individuals who fall in the statistical norm on cognitive tests (Doyle & McDowall, 2021). This research aims to explore how the availability, coverage, and usage of flexible work arrangements (FWAs) relate to two indicators of employment experiences of neurodivergent individuals with ADHD and/or ASD: workforce participation and work hours satisfaction. Through understanding these relationships, this study seeks to enhance knowledge about the implementation of FWAs, with the goal of using this knowledge to improve the employment experience of neurodivergent individuals.

The current labor market is facing several prominent challenges. The labor shortage in the Netherlands is increasing every year, averaging at 114 job vacancies for every 100 unemployed citizens in the fourth quarter of 2023 (CBS, n.d., 2024). Simultaneously, the Netherlands displays the least number of employees working full-time among all European countries (Kromhout & Souren, 2024).

At the same time, building a diverse and inclusive workforce has become an essential objective for many organizations in the past two decades (Pless & Maak, 2004; Seliverstova, 2021). While existing initiatives aimed at enhancing workforce diversity have made

advancements in terms of gender and race inclusion, the intended results have yet to be fully actualized (Fujimoto & E.J. Härtel, 2017; Seliverstova, 2021). Due to the current labor shortage, organizations are attempting to address the labor shortage by increasing the workforce participation of underrepresented groups within the labor population. Therefore, investments in workforce diversity are gradually expected to venture beyond traditional aspects of diversity such as race and gender to encompass aspects such as disability and neurodiversity (DiversityQ, 2023; Purpose Brand, 2023; Seliverstova, 2021). The neurodivergent population encompasses a considerable number of individuals who have the potential and motivation for employment. Additionally, the emphasis on the competitive advantage of neurodiversity in recent research accentuates the potential of incorporating neurodiversity employment within companies (Austin & Pisano, 2019; Hutson & Hutson, 2023; Ortiz, 2020). Moreover, employment provides essential factors which are linked to positive outcomes for the well-being of individuals, including the neurodivergent population (Andersson et al., 2015; Krzeminska et al., 2019). Therefore, the alarming unemployment rates of the neurodivergent population pose a significant concern as well as an opportunity for employers to improve the employment experience of neurodivergent individuals (Austin & Pisano, 2019).

Employers can, however, take into account obstructive factors they experience with regards to neurodiversity employment, when deciding whether to hire from the neurodivergent population. For instance, possessing limited knowledge concerning the strengths and challenges of neurodivergent individuals and lacking proper resources to facilitate inclusive employment can be seen as barriers (Davies et al., 2023; Krzeminska et al., 2019; LeFevre-Levy et al., 2023).

An earlier study by Schur and colleagues (2020) illustrated the impact of the COVID-19 pandemic for neurodivergent employees. Compared to the remote work opportunities

before the pandemic, flexible work arrangements (FWAs) increased after the pandemic. The obligation for employers to offer remote work opportunities during the pandemic can be seen as part of the reasons for this (Chung et al., 2020; Forbes et al., 2020). FWAs are arrangements intended to accommodate the individual's preferences in terms of employment. Four main domains of FWAs can be distinguished. These are (1) flexibility in timing (e.g. flexible start and end times), (2) flexibility in location (e.g. working from home), (3) flexibility in workload (e.g. working reduced hours) and (4) flexibility in work continuity (e.g. sabbatical) (Ferdous et al., 2023; Kossek & Michel, 2011). Adjustments to the employment experience coming from the four domains of FWAs could create new employment possibilities by increasing the availability of FWAs and therefore the workforce participation of neurodivergent individuals (Das et al., 2021; Schur et al., 2020). At present, this is still unclear as it has not yet been investigated.

1.2 Problem statement

This study seeks to address how the three aspects of flexible work arrangements (FWAs): availability, coverage, and usage, relate to two indicators of the employment experiences of neurodivergent individuals with ADHD and/or ASD: workforce participation and work hours satisfaction. With neurodivergent individuals comprising 20 percent of the world population, unemployment rates of up to 80 percent are alarming. Austin & Pisano (2019) reported that only 20 percent of the autistic population is currently employed.

In the workplace, neurodivergent individuals encounter various challenges related to their neurodevelopmental conditions. FWAs can provide valuable support to neurodivergent employees by offering arrangements tailored to alleviate the challenges they face and improve their employment experience (Baker et al., 2018). For instance, individuals with autism may struggle with social interactions, including understanding, and managing of both verbal and non-verbal contact and interpreting social cues (Bottema-Beutel, 2017; Davies et

al., 2023; LeFevre-Levy et al., 2023), while those with ADHD may face challenges related to directing attention, taking turns during conversations, and time management (Das et al., 2021; Doyle, 2020; LeFevre-Levy et al., 2023).

FWAs aim to enable employees to conduct employment with more flexibility (Lambert et al., 2008). Working from home, flexible scheduling and assistive technology are examples of FWAs that can benefit neurodivergent employees (Doyle, 2020). Moreover, FWAs can influence the work hours satisfaction by providing flexibility in terms of employment, indirectly affecting the workforce participation (Kossek & Michel, 2011). Work hours satisfaction is thus the second indicator within this study to examine the employment experiences of neurodivergent employees (Austin & Pisano, 2019; Markel & Elia, 2016).

Despite the high unemployment rates, the working neurodivergent population experiences similar benefits from employment compared to the working neurotypical population. Employment contributes vital factors which are necessary for establishing a healthy lifestyle. Access to the workforce can facilitate skill development, work experience and uncovering advantages of the neurodivergent population (Krzeminska et al., 2019). In addition to these advantages, employment offers benefits regarding personal well-being such as improved social relations (Andersson et al., 2015) and opportunities for advancing and making use of individual competencies (Mckee-Ryan et al., 2005). Therefore, FWAs can reinforce the advantages of employment for neurodivergent employees, and for society as a whole.

HR practices vary in availability, coverage, and usage. ‘Availability’ refers to the general presence of HR practices, ‘coverage’ indicates the percentage of employees covered by the available practices and ‘usage’ denotes the degree to which individuals actually employ the HR practices (Boselie et al., 2005; Kooij & Boon, 2018). Within the workforce it becomes clear that the availability, coverage, and usage of FWAs are not identical (Kooij &

Boon, 2018; Sweet et al., 2014). This phenomenon can also be found for neurodivergent employees. The disparity between availability, coverage, and usage differs based on individual characteristics of the workers, the employers, and organizational factors (Sweet et al., 2014). Furthermore, the limited visibility of neurodivergent conditions may result in neurodivergent employees feeling less inclined to utilize FWAs due to fear of stigmatization and disclosure (Ali et al., 2023). This supports the approach of this study in examining each aspect to evaluate the extent to which the availability, coverage, and usage of FWAs relate to the workforce participation and work hours satisfaction of neurodivergent employees. To theorize the expected relationships and formulate hypotheses, the needs-supplies perspective, a component of the person-job (PJ) fit, is utilized.

1.3 Research question

This research seeks to answer the following research question "To what extent do the availability, coverage, and usage of flexible work arrangements (FWAs) relate to the workforce participation and work hours satisfaction of neurodivergent employees diagnosed with ADHD and/or ASD?". The study's objective is to provide insights for both employees and employers into the potential of FWAs. Moreover, this study aspires to offer relevant contributions on both scientific and societal grounds, which will be discussed in the following paragraphs. The study focuses on examining the group of neurodivergent employees as a whole. Although additional exploratory analyses will be conducted to examine possible differences and similarities between individuals with ADHD, ASD or ADHD and ASD.

1.4 Scientific Relevance

In general, neurodiversity employment and the employment experience of neurodivergent employees has been examined in a few sectors, including the retail sector (Ali et al., 2023) and the technology sector (Hutson & Hutson, 2023). With regard to the current labor market shortage, studies are gradually examining the ignored potential of

neurodivergent individuals with regard to increasing the workforce diversity (Seliverstova, 2021). The COVID-19 pandemic led to increased attention for the potential of employing neurodivergent individuals. Remote work became a standardized mode of employment, opening up new possibilities regarding FWAs for employees, especially neurodivergent employees (Chung et al., 2020; Das et al., 2021; Schur et al., 2020).

A literature review regarding autism and neurodiversity in the workplace by Wen and colleagues (2024) suggests that the current labor market experiences a trend in promotion of diversity in terms of gender and race inclusion rather than promotion of neurodiversity. Moreover, they highlighted the lack of insight in interventions that aim to improve knowledge and attitudes of employers to support autistic employees in the workplace rather than just hiring. Existing interventions are designed to facilitate easier onboarding for neurodivergent employees, whereas there are fewer practices directed towards supporting neurodivergent employees once hired (Wen et al., 2024).

Furthermore, current knowledge on FWA usage is based on neurotypical employees or the entire workforce without distinction between neurotypical and neurodivergent (Szulc et al., 2021). And due to the cognitive differences between neurodivergent and neurotypical employees, it is not possible to draw inferences about the effect of FWAs for only neurodivergent employees. This study aims to contribute to existing research regarding the relationship between FWAs and two indicators of employment experiences of neurodivergent employees with ADHD and/or ASD.

Additionally, it is relevant to note that the literature utilized in this study is predominantly sourced from research conducted in countries such as the USA and Scandinavian countries. This is due to the limited availability of research specifically examining the Dutch context (Wen et al., 2024). To reiterate, the availability, coverage and usage of FWAs is influenced by various factors, including the number of hours employees

work and the satisfaction with the number of work hours (Lambert et al., 2008). Considering the Netherlands displays the least number of full-time employees among European countries, it can be hypothesized that the prevalence of part-time employees could influence the extent to which the FWAs relate to the workforce participation and work hours satisfaction of employees with ADHD and/or ASD in the Netherlands (Kromhout & Souren, 2024).

1.5 Societal relevance

The societal relevance of this research is multifaceted. Identifying how FWAs relate to the workforce participation and work hours satisfaction of neurodivergent individuals with ADHD and/or ASD contributes to improving their employment experience. Employers possess limited knowledge concerning the employment of neurodivergent individuals (Davies et al., 2023; LeFevre-Levy et al., 2023). In order to promote a diverse and inclusive workplace the first step is for employers to have a better understanding of neurodiversity employment. Both advantages and challenges for employers when hiring neurodivergent individuals have been discussed in existing studies (Ali et al., 2023; Krzeminska et al., 2019; Wen et al., 2024).

More recently, research has highlighted the concept of competitive advantage in relation with neurodiversity employment (Austin & Pisano, 2019; Hutson & Hutson, 2023; Ortiz, 2020). Comparison with neurotypical individuals illustrates that neurodivergent employees have the ability to process complex material and perform repetitive tasks. Companies who hire neurodivergent employees show higher retention rates and are more productive (Ali et al., 2023; Austin & Pisano, 2019). With the technology sector being the first to attest to the competitive advantage of neurodivergent individuals, limited research is available regarding the employment experiences in other sectors (Hutson & Hutson, 2023). Thus, it is relevant to examine in what ways the workforce participation and work hours satisfaction of the neurodivergent population is related to the aspects and domains of FWAs.

Following the increased availability of flexible work policies as a result of COVID, few studies have examined the extent to which FWA usage could facilitate new employment possibilities for neurodivergent individuals (Das et al., 2021; Schur et al., 2020). Moreover, little research has been done regarding the availability, coverage and usage of FWAs for solely neurodivergent individuals. Differences between neurotypical and neurodivergent employees entail that generalizing the effect of these practices to the neurodivergent population is inadmissible.

A second facet of the relevance concerns the well-being of the neurodivergent population. Aside from financial stability, employment entails various positive outcomes for individuals. Individuals who are employed experience better well-being compared to unemployed individuals (Andersson et al., 2015). Furthermore, employment leads to improved social relations, a higher quality of life and opportunities for control and utilization of skills (Andersson et al., 2015; Mckee-Ryan et al., 2005). Employment provides factors that are essential in maintaining a healthy lifestyle (Krzeminska et al., 2019).

Moreover, it is crucial to understand which obstacles employers face when opting to employ neurodivergent individuals. For instance, lacking resources to facilitate inclusive employment is one of the most prevalent obstacles (Krzeminska et al., 2019). Additionally, providing accommodations and ensuring effective communication between neurodivergent and neurotypical employees can result in challenges for employers, such as ensuring social integration and combating stigma and bias. Employers take these obstructive factors into account when hiring neurodivergent employees (Davies et al., 2023; LeFevre-Levy et al., 2023). Therefore, illustrating the importance of the availability, coverage, and usage of FWAs for the employment experience of neurodivergent employees could benefit both employers and employees.

1.6 Structure

The current introductory chapter offers a concise overview outlining the current problem and establishing the context and relevance of this research. In chapter 2 the theoretical framework will be discussed, integrating relevant insights of current research and literature. In addition to the three aspects - availability, coverage, and usage - of FWAs, FWAs will be divided into flexibility based on four domains: timing, location, workload, and work continuity. The two indicators of employment experiences of neurodivergent employees will be discussed, together with the person-job (PJ) fit theory, which is a type of person-environment (PE) fit theory. The needs-supplies perspective, a component of the person-job (PJ) fit, is utilized solely to theorize the expected relationships. These concepts will not be subjected to further empirical testing. Chapter 3 discusses the methodology employed in this study, outlining the approach taken for the data collection and analysis. Chapter 4 presents the research results, offering a closer look at key findings and observations. Chapters 5 and 6 are concerned with the conclusion and the discussion. In these sections, a brief overview of the findings is presented, addressing the aforementioned research questions. Finally, limitations of the current study and recommendations for future research are given.

2 Theoretical Framework

This section presents the theoretical framework, integrating relevant theoretical insights from current research and literature. This section will start with the concept of neurodiversity to examine the research population of neurodivergent individuals with ADHD and/or ASD. Subsequently, the three aspects of availability, coverage, and usage of FWAs will be discussed in addition to the four domains. Following this, two indicators of employment experiences of neurodivergent employees - workforce participation and work hours satisfaction - are introduced. Concluding the chapter, the needs-supplies perspective, a component of the person-job (PJ) fit theory, is utilized to theorize the expected relationships between the FWAs and the workforce participation and work hours satisfaction of neurodivergent employees. The conceptual model employed in this study is presented in Figure 1. The concepts and relationships displayed within the model will be clarified in the following paragraphs.

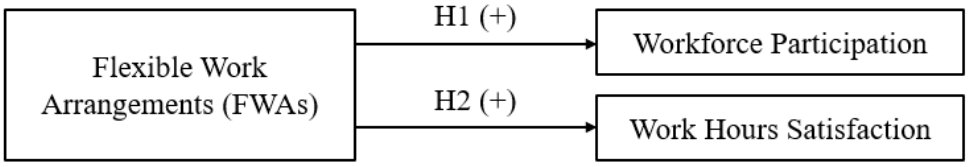

Figure 1. Conceptual model of how the flexible work arrangements (FWAs) relate to the workforce participation and work hours satisfaction of neurodivergent employees.

2.1 Neurodiversity

The term neurodiversity can be defined based on various perspectives and disciplines. This study employs the definition of Fung (2021) as brought forward by the American Psychiatric Association (APA), which defines neurodiversity as a “concept that regards individuals with differences in brain function and behavioral traits as part of normal variation in the human population.” This definition of neurodiversity is related to the strengths-based

model of neurodiversity (SBMN), which views neurodiversity as a neurodevelopmental condition rather than a disorder. This study examines two primary recognized forms of neurodiversity. They are Attention-Deficit/Hyperactivity Disorder (ADHD) and Autism Spectrum Disorder (ASD). To refer to individuals experiencing one or both of these forms, the term 'neurodivergent' is used academically (Ali et al., 2023; Doyle, 2020; Fung, 2022). The choice for examining neurodivergent employees with ADHD and/or ASD has been made based on two considerations. Studies on neurodiversity employment have frequently examined both neurodevelopmental conditions separately (Davies et al., 2023; Schreuer & Dorot, 2017; Wen et al., 2024). As a result, employers are inclined to generalize the findings to the entire neurodivergent workforce. Two other notable forms of neurodiversity, dyspraxia and dyslexia, are excluded from this study. This exclusion is based on the observation that the workforce adjustments required for employees with dyspraxia and dyslexia typically do not extend beyond conventional accommodations, such as spelling check and written communication support.

Attention Deficit Hyperactivity Disorder

Attention-Deficit/Hyperactivity Disorder, also known as ADHD, is a neurocognitive development disorder characterized by deficits related to inattention, hyperactivity, and impulsivity. In the context of employment, individuals with ADHD encounter difficulty directing attention, focusing on tasks and time management (LeFevre-Levy et al, 2023; Selekman, 2002). Comparatively, individuals with ADHD also possess unique abilities that distinguish them from neurotypical individuals. For instance, they have the ability to hyperfocus and perform under pressure (LeFevre-Levy et al., 2023).

Autism Spectrum Disorder

Autism Spectrum Disorder, also known as ASD, is the second neurocognitive developmental disorder which will be examined in this study. Similar to individuals with

ADHD, individuals with ASD experience core deficits related to social interactions and interpreting social cues, verbal, and non-verbal contact. With regards to employment this can result in obstacles, for instance, when interacting with colleagues or interpreting written communication (Griffiths et al., 2016; LeFevre-Levy et al., 2023).

Both individuals with ADHD and ASD can be regarded as part of the neurodivergent population which can bring several competitive advantages to organizations (Austin & Pisano, 2019; Ortiz, 2020). Supporting neurodiversity employment can result in improvement of the cognitive functions of neurodivergent individuals. For instance, a previous study has shown that while individuals with ASD experience difficulty related to social interaction, they excel in other qualities, such as persistence and diligence (Markel & Elia, 2016).

2.2 Flexible work arrangements (FWAs)

Within this paragraph, the concept of flexible work arrangements will be introduced. Flexible work arrangements, or FWAs, refer to practices and arrangements that enable employees to work more flexibly. In this paragraph, the three aspects: availability, coverage, and usage will be explained. In addition, the four domains of FWAs will be elaborated.

Availability, coverage, and usage

FWAs can be measured based on three aspects: (1) availability, (2) coverage, and (3) usage. The availability aspect refers to the presence of the arrangements in terms of whether the organization offers the possibility to make use of FWAs. The coverage aspect refers to the proportion of the workforce which has access to the FWAs. For example, if there are practices available for dyslexic employees and 10 percent of the workforce is dyslexic this results in a coverage of 10 percent. Alternatively, the coverage aspect can be used to measure the extent to which employees regard themselves as part of the workforce who has access to a certain practice. Lastly, the usage aspect indicates the degree to which employees make use of the available FWAs (Boselie et al., 2005; Kooij & Boon, 2018).

The importance of measuring each of the aspects concerns the extent to which the aspects may differ for employees. For instance, the availability may be the same for every employee, but there may be more differences between the coverage and usage of certain. Sweet and colleagues (2014) found that despite some employees belonging to the part of the workforce which has the opportunity to make use of practices, the majority of employees are not able to use them. This indicates a difference between the coverage and the usage of practices. One explanation for this finding is the stigma related to taking advantage of FWAs (Eaton, 2003). In short, to examine the relationship between FWAs and the workforce participation and work hours satisfaction of neurodivergent employees, this study includes the three aspects of availability, coverage, and usage of FWAs.

Domains of FWAs

The availability, coverage, and usage of FWAs differs based on numerous factors such as the organization, the number of working hours, responsibilities and personal lifestyle (Lambert et al., 2008). Another important factor is the area in which flexible working arrangements are implemented, this can be seen as the domain. Four domains of FWAs can be distinguished: (1) flexibility in timing, (2) flexibility in location, (3) flexibility in workload and (4) flexibility in work continuity. In general, FWA practices are intended to accommodate the individual's preferences in terms of employment. As the availability, coverage, and usage of FWAs can differ between domains, it is relevant to examine various practices across different domains (Ferdous et al., 2023; Kossek & Michel, 2011). Table 1 displays the selected FWA practices, as based on the practices of Kossek & Michel (2011, p. 539). These practices were selected as they are widely known, ensuring a higher chance of familiarity and relevance across different contexts for neurodivergent employees. In addition, the likelihood of these practices being available in organizations is high. This facilitates the comparison of the availability, coverage, and usage of FWAs.

Table 1

Flexible work arrangements by type and selected practices.

Flexibility in time
■ Flexible start and end times.
■ Working part time
■ Working on weekend and/or evenings
■ Working in shifts
Flexibility in location
■ Working from home
■ Working online
■ Working at a client or customer
■ Making use of flexible work locations
Flexibility in workload
■ Reduced workload
■ Working part-time
■ Working reduced hours
■ Phased retirement
Flexibility in work continuity
■ Sabbatical
■ Short- and long-term leave of absence
■ Unpaid leave
■ Disability leave

Flexibility in timing

The domain of flexibility in timing of employment can take on various forms. The most prevalent practice is scheduling flexibility. Scheduling flexibility, also known as flextime, offers employees the opportunity to determine the times they start and finish with work. Flextime arrangements can be made within certain bounds set by management. The design of flextime differs based on the individual and the organization. For instance, flexible schedules can include time slots within which employees can start and leave. In addition,

management can set fixed hours when all employees should be present. Other frequently used practices related to working hours are compressed working hours, shift work and the four-day working week (Kossek & Michel, 2011; Ray & Pana-Cryan, 2021).

Flexibility in location

The domain of flexibility in location presents employees with opportunities for tailor-made accommodations for where the employment occurs. Working from home, also known as flexplace, is the most prevalent practice concerning location. Flexplace is defined as a practice which allows employees to work from a location outside the physical location (Kossek & Michel, 2011; Ray & Pana-Cryan, 2021).

Flexibility in workload

A third domain for FWAs focuses on offering employees flexibility in terms of workload, which is related to the amount of work that individuals conduct. Generally speaking, part-time work is a prevalent practice for the workload domain (Kossek & Michel, 2011). Another possibility is customizing or reducing the workload of employees. Example FWAs for reducing the workload can involve working a full-time workweek with tailor-made arrangements, such as working with a 75 percent workload in professions that are characterized by 50- or 60-hour workweeks (Kossek & Michel, 2011). Gascoigne & Kelliher (2018) highlight that reduced workload entails reduced outputs and not necessarily reduced hours. Reduced workload is mainly prevalent for professionals working in demanding environments.

Flexibility in work continuity

The last domain is flexibility in work continuity. FWAs can be used to provide employees with opportunities to have flexibility in this domain. For instance, allowing employees to take short-term or long-term breaks without resulting in unemployment, such as a sabbatical or parental leave are practices concerning work continuity (Kossek & Michel,

2011). Flexibility in employment breaks differ from intermittent leaves of minutes or hours to extended periods of days or weeks. Further details of the practices are arranged within the organization (Kossek & Michel, 2011; Ray & Pana-Cryan, 2021; Shifrin & Michel, 2022).

As mentioned before, what is currently known about the three aspects; availability, coverage, and usage of FWAs and the four domains is based on the entire workforce. Without a distinction between neurotypical and neurodivergent employees, little can be said about the effectiveness of FWAs for solely neurodivergent employees.

Recent research demonstrates a positive association between FWA usage and work-life balance, higher job satisfaction and decreased work-related stress (Ferdous et al., 2023; Ray & Pana-Cryan, 2021). For instance, flexibility in timing, such as control over your own working hours, results in decreased stress and fewer work-family conflicts. This is in line with the role balance theory, which suggests that people seek a balanced work-family life. Therefore, FWAs that enable a balance between work and non-work roles are positively related to the well-being of employees (Andersson et al., 2015; Ferdous et al., 2023).

In contrast, there are several studies which explored the idea of FWAs entailing negative effects for employees. Song & Gao (2020) pointed out that employees who work from home can experience higher stress levels and lower job satisfaction in comparison to employees who work at the office. With regard to additional negative consequences of FWAs, Ferdous and colleagues (2023) argued that working from home may affect the work-life balance of employees due to work-home interference. An uneven work-life balance can result in more stress and tension complaints (Shifrin & Michel, 2022).

The extent to which individuals predominantly experience positive or negative effects of FWAs depends on individual and contextual factors including the aspects of availability, coverage, and usage of FWAs, and in what domain the FWAs are implemented.

2.3 Employment experiences of neurodivergent individuals

With the aforementioned definition of neurodiversity and neurodivergent individuals it is possible to examine the employment experiences of neurodivergent employees. Employment experiences can be defined in numerous ways. This study will consider employment experiences based on two indicators: workforce participation and work hours satisfaction. Both indicators will be examined on an individual level, respectively indicating the number of working hours and the satisfaction about said number of working hours. Examining both workforce participation and work hours satisfaction is crucial for gaining insight into the employment experiences of neurodivergent employees. The combination allows a better understanding of the workforce participation and their subjective perceptions of the workforce participation.

Workforce participation

Neurodiversity employment has gained increased attention due to the potential competitive advantage examined in recent studies (Austin & Pisano, 2019; Hutson & Hutson, 2023; Ortiz, 2020). The overall work experience of neurodivergent employees has been scarcely researched. Two prominent sectors that have examined these experiences are the retail sector (Ali et al., 2023) and the ICT sector (Hutson & Hutson, 2023). This study exclusively examines the experiences of neurodivergent individuals who are employed, as those who are unemployed or retired are not exposed to FWAs. The number of working hours of a neurodivergent employee can be seen as an indicator of their workforce participation.

Work hours satisfaction

Besides measuring the number of working hours, an individual's satisfaction with the number of hours they work is informative. Neurodivergent individuals experience high unemployment rates. Moreover, when employed, they often work below their education (Austin & Pisano, 2019; Markel & Elia, 2016). Therefore, work hours satisfaction for the

neurodivergent population measured based on the satisfaction of the individuals regarding the number of working hours per week can be seen as an indicator of job satisfaction of neurodivergent employees.

2.4 FWAs, Workforce Participation and Work Hours Satisfaction

To theorize the extent to which the availability, coverage, and usage of flexible work arrangements relate to two indicators of employment experience: the workforce participation and work hours satisfaction of neurodivergent employees, a widely used theoretical framework can be applied. The two indicators, workforce participation and workforce satisfaction can be influenced by factors on both the individual and organizational level.

Person-environment (PE) fit theories can offer insight into factors influencing the relationship between the employees and the organization. The most prevalent type of PE fit for this study is person-job (PJ) fit, more specifically the needs-supplies perspective can be applied to theorize the expected relationships (Boon et al., 2011; Caplan, 1987; Kristof-Brown et al., 2005). Person-job (PJ) fit refers to the compatibility between the individual's characteristics and the job characteristics (Caplan, 1987). Within the concept of PJ fit, one can differentiate between demands-abilities fit and needs-supplies fit. Demands-abilities fit concerns the correspondence between the knowledge, skills and abilities possessed by employees and the specific demands of their position. The second perspective of PJ fit, needs-supplies fit, refers to the preferences, desires and needs of the employee and to what extent they are met by the employment they carry out (Boon et al., 2011; Hennekam & Follmer, 2024; Kristof-Brown et al., 2005). The needs-supplies perspective can help to understand the potential influence of the availability, coverage and usage of FWAs on the workforce participation and work hours satisfaction of neurodivergent employees.

With regard to the employment experience of neurodivergent employees, the needs-supplies perspective can be applied to understand the importance of providing FWAs for the

neurodivergent population. As a result of the obstacles which neurodivergent employees face in the workplace, such as directing attention, time management and interpreting social cues, they seek employment opportunities where the requirements and supplies of the job match their own abilities and needs (Pence & Svyantek, 2016). The intention of FWAs is to accommodate preferences and characteristics of employees to support their employment. Therefore, providing neurodivergent employees with FWAs (e.g., remote work, flexible scheduling) can improve two indicators of employment experience: workforce participation and work hours satisfaction (Hennekam & Follmer, 2024).

Based on the needs-supplies perspective of PJ fit, the following hypotheses can be formulated regarding the extent to which the availability, coverage, and usage of FWAs relate to the workforce participation of neurodivergent employees (hypothesis 1). The visual representation of the hypotheses can be found in figure 2.

- H1a. There is a positive relationship between the availability of FWAs and the workforce participation of neurodivergent employees.
- H1b. There is a positive relationship between the coverage of FWAs and the workforce participation of neurodivergent employees.
- H1c. There is a positive relationship between the usage of FWAs and the workforce participation of neurodivergent employees.

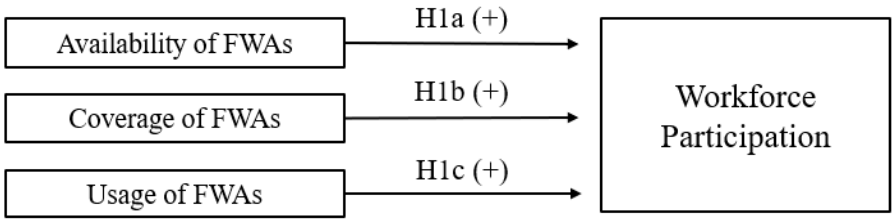

Figure 2. Conceptual model of relationship between aspects of flexible work arrangements (FWAs) and workforce participation (of neurodivergent employees).

Similar to the hypotheses concerning workforce participation, three sub hypotheses can be formulated regarding the extent to which the availability, coverage, and usage of FWAs relate to the work hours satisfaction of neurodivergent employees (hypothesis 2). The visual representation of the hypotheses can be found in figure 3.

- H2a. There is a positive relationship between the availability of FWAs and the work hours satisfaction of neurodivergent employees.
- H2b. There is a positive relationship between the coverage of FWAs and the work hours satisfaction of neurodivergent employees.
- H2c. There is a positive relationship between the usage of FWAs and the work hours satisfaction of neurodivergent employees.

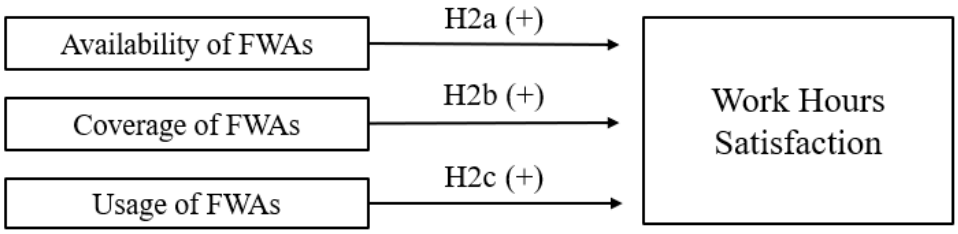

Figure 3. Conceptual model of relationship between aspects of flexible work arrangements (FWAs) and work hours satisfaction (of neurodivergent employees).

The needs-supplies perspective highlights the importance of the extent to which the employment meets the preferences, desires and needs of employees. Therefore, it may be expected that the positive effect of FWAs relates in particular to the usage of FWAs and its impact on workforce participation and work hours satisfaction. This is a simple possible prediction but will not be formulated as a true hypothesis or evaluated due to limited theoretical evidence.

3 Methodology

This section will discuss the relevant methodology employed in this study. First, the research design will be presented. Followed by the operationalization of the variables, including the concept of neurodiversity as selection criteria. Furthermore, the approach taken for the data collection and data analysis will be outlined, before discussing the validity and reliability of this study. Finally, a brief discussion of the ethical considerations concerning this research is included.

3.1 Research Design

To answer the central research question: "To what extent do the availability, coverage, and usage of flexible work arrangements (FWAs) relate to the workforce participation and work hours satisfaction of neurodivergent employees diagnosed with ADHD and/or ASD?", this study employed a quantitative approach. For the data collection, a survey was chosen in order to gain insights into the availability, coverage, and usage of FWAs across the four domains (Boselie et al., 2005). The choice for a survey has been influenced by previous authors who have noted that survey methods are most accessible for the neurodivergent population and enhance participation among neurodivergent individuals (Johansson et al., 2019; Wilson et al., 2013).

3.2 Research Sample

Population

The population of this research consists of individuals who have received an official diagnosis for one or both forms of neurodiversity that will be examined. These are Attention-Deficit/Hyperactivity Disorder (ADHD) and Autism Spectrum Disorder (ASD). The choice for this population was made as both neurocognitive developmental disorders are characterized by separate core deficits and strengths. Core deficits for individuals with ADHD are related to inattention, hyperactivity, and impulsivity, whereas individuals with

ASD experience difficulty with understanding intentions, emotions, and social interactions. Due to the differences between both neurocognitive developmental conditions, employees can be expected to differ based on the accommodations they would benefit from the most. Therefore, it was vital for this study's validity to include both neurodivergent subgroups to avoid possible distortion of the results. This study intended to examine neurodivergent employees diagnosed with ADHD and/or ASD (Bottema-Beutel, 2017; Griffiths et al., 2016; LeFevre-Levy et al., 2023; Selekman, 2002).

Sampling

To recruit respondents a non-probability sampling method had been chosen, specifically snowball sampling due to the limited visibility of the neurodivergent population. Snowball sampling had been conducted using the personal network and social networking websites such as LinkedIn and Facebook. Additionally, quota sampling was applied with a quota of 40 respondents for both ADHD and ASD to ensure a minimum number of respondents for both groups. Respondents with both diagnoses are included in the study for possible comparison between respondents with the diagnosis ADHD, ASD or ADHD and ASD. There was no specific quota set for respondents with both diagnoses. This choice was made because the sampling for this study primarily focuses on sampling respondents with either the diagnosis ADHD or ASD.

Eligibility criteria

For this study multiple eligibility criteria have been established. Both inclusion and exclusion criteria have been chosen carefully to determine the target population. Respondents were included in the study if they have received an official diagnosis of neurodiversity of ADHD and/or ASD. This criterion ensured respondents were part of the target population and were officially diagnosed with a neurodevelopmental condition. The neurodiversity selection criterion was measured through asking respondents if they have received an official diagnosis

of their neurodiversity. This study aimed to obtain a sample with a designated quota of 40 respondents for the diagnosis ADHD and 40 respondents for the diagnosis ASD. These quotas ensured a minimum number of respondents for both diagnoses, while allowing additional respondents to be included in the study.

Multiple exclusion criteria have been established to identify potential respondents who should be excluded from the study. Respondents were excluded from the study if they are currently not employed, including those who are retired. This criterion was essential for the focus on the individual's experience related to employment.

Moreover, two exclusion criteria related to ethical considerations were established. Respondents who are under the age of 18 were excluded from the study. Furthermore, in the event of respondents not providing informed consent, the survey was automatically terminated, and respondents were excluded from the study. Respondents who withdrew from the research at any stage after initially being included were excluded from the data collection and analysis. In addition, respondents were excluded from the analysis if they provided incomplete answers, as the total sum of the responses on a specific set of questions related to flexible work arrangements was used to construct multiple new scales for the independent variables. This will be discussed further in the operationalization section (chapter 3.4).

Table 2 presents the demographic characteristics of the respondents (N= 348) who participated in this study. The demographic distribution indicates that the majority of the sample identified as female, with 257 individuals or 73.9% of the sample. In comparison, male respondents represented 23% of the sample. Non-binary individuals and individuals who answered ‘Other’ represented 2.3% and 0.9% of the sample, respectively. Overall, the sample included diverse gender identities, although there is a notable predominance of female respondents within the sample.

The age distribution within this research reveals a diverse representation of various age categories. The two largest age groups are the 36-45 age group, comprising 110 individuals (31.6%) and the 25-35 age group, comprising 102 respondents (29.3%). Individuals aged 46-55 represent 23.9% of the sample. The youngest group, consisting of respondents aged 18-24, accounts for 31 respondents, which makes up 8.9% of the sample. Lastly, the 56-65 age group and 65+ age group comprise the smallest proportions, with respectively 6.0% and 0.3% of the sample falling within these categories.

For the diagnosis which respondents have received, 63.8% of the sample received the diagnosis ADHD/ADD, in comparison to 26.7% receiving the diagnosis Autism. A group of 33 individuals, representing 9.5% of the sample, indicated that they have received both the diagnosis of ADHD and Autism.

With regards to the highest education which respondents have followed, 48% of the sample have received a hbo- or wo-bachelor, and 31.3% of the sample received a hbo-, wo-master, doctor. Due to limited distribution of the education level of the sample, the decision was made to exclude education as a control variable.

For the sector division, it should be noted that almost a third (31.6%) of the sample is employed in health and welfare. Two other prominent sectors in which neurodivergent employees worked were education (13.8%) and government and public services (11.2%). The remaining respondents are divided across various sectors.

Limited information is available about the demographics of the neurodivergent population, both globally and specifically within the Netherlands. Therefore, it is not possible to draw conclusions about how representative the sample is of the broader neurodivergent population. In general, the research sample shows a predominance of female respondents and a relatively high level of education of the sample. Both of these observations will be taken into account for the interpretation of the results and the limitations.

Table 2

Demographic characteristics of the research sample.

	N	%	Mean	SD
Gender [a]				
Male	80	23.0		
Female	257	73.9		
Non-binary	8	2.3		
Other	3	.9		
Age (years)			39.31	10.58
18 - 24	31	8.9		
25 - 35	102	29.3		
36 - 45	110	31.6		
46 - 55	83	23.9		
56 - 65	21	6.0		
65+	1	.3		
Diagnosis [b]				
ADHD	222	63.8		
Autism	93	26.7		
ADHD & Autism	33	9.5		
Education				
Primary education	5	1.4		
Vmbo-b/k, mbo1	3	.9		
Vmbo-g/t, havo, vwo lower secondary education	3	.9		
Mbo2 and Mbo3	10	2.9		
Mbo4	27	7.8		
Havo, vwo	24	6.9		
Hbo-, wo-bachelor	167	48.0		
Hbo-, wo-master, doctor	109	31.3		
Sector				
Agriculture, Production & Construction	10	2.9		
Trade and Consumer Services	16	4.6		
Transport	5	1.4		
Information & Technology	27	7.8		
Financial and Business Services	26	7.5		
Government and Public Services	61	17.5		
Culture and Recreation	6	1.7		
Health and Welfare	110	31.6		
Education	48	13.8		
Other	39	11.2		
Valid N (listwise)	348			

3.3 Data Collection

Data for this cross-sectional study was collected using an online survey designed with a total of 21 questions, consisting of open-ended, multiple choice and matrix questions. The survey was conducted using Qualtrics. The license was provided by Utrecht University. The official language of the survey was Dutch, and the survey length was approximately seven minutes. Data were collected from the 26th of April 2024 to the 17th of May 2024.

The survey was divided into four separate sections. The first section required respondents to give information regarding their diagnosis. The decision to request diagnostic information first was made to prevent respondents who do not meet the targeted sample criteria from completing the survey. Having an official diagnosis was a selection criterion to ensure the validity of the study. Respondents encountered an obligated survey question inquiring whether they have an official diagnosis for ADHD and/or ASD. For respondents without official diagnosis the survey was automatically terminated. Respondents who indicated having a diagnosis received follow-up questions inquiring information about which diagnosis and when the diagnosis was received. The next section of the survey was concerned with collecting general background information about the respondents such as age, gender and education. These questions will be operationalized and serve as control variables during the data analysis to prevent possible research biases. The third section inquired the respondents about their current situation regarding employment. Questions were posed on topics such as working hours, employment contract and employment sector. The fourth and last section measured the availability, coverage and usage of various flexible work arrangements through four matrix questions. For each matrix question, four practices of FWAs were introduced based on the four domains of FWAs: time, location, workload and continuity. The specifics of how these questions are measured are elaborated in the following paragraph concerning the operationalization of the independent variable.

3.4 Operationalization

Within this study, four central concepts are measured.

Independent variable

The independent variable within this study is the availability, coverage, and usage of flexible work arrangements based on the four domains of FWAs: time, location, workload and continuity. This concept is measured through a series of questions concerning the availability of the practice, the eligibility of the employee (coverage) and the actual usage of FWAs. For each of the domains, four practices have been chosen as examples to measure each form which are displayed in table 1. As mentioned before, the practices are based on the proposed practices of Kossek & Michel (2011, p. 539).

Table 1 (repeated)

Flexible work arrangements by type and selected practices.

Flexibility in time
■ Flexible start and end times.
■ Working part time
■ Working on weekend and/or evenings
■ Working in shifts
Flexibility in location
■ Working from home
■ Working online
■ Working at a client or customer
■ Making use of flexible work locations
Flexibility in workload
■ Reduced workload
■ Working part-time
■ Working reduced hours
■ Phased retirement
Flexibility in work continuity
■ Sabbatical
■ Short- and long-term leave of absence
■ Unpaid leave
■ Disability leave

For each of the practices respondents were asked three questions to measure the aspects of availability, coverage, and usage of FWAs. The first question measured the availability: “Is this offered within your organization?” The coverage and usage were respectively measured by asking respondents “Are you eligible to make use of …?” and “Have you made use of .. in the past year?”. For each of the questions, the answer options were 1 = Yes and 0 = No.

The further operationalization for each of the three aspects is similar. The choice was made to use the sum of the variables instead of the means because it provides a more straightforward way to track the overall score of the availability, coverage and usage of FWAs. The central assumption is that a higher score for availability, coverage and usage indicates a better situation for employees.

Following this choice, multiple scores were computed for each of the three aspects of FWAs. Four scales were constructed based on the four example practices of each of the domains: time, location, workload and continuity. For each domain, this resulted in a scale with a value ranging from 0 to 4. For example, to construct a scale for the availability of FWAs for the time domain, respondents were asked if they made use of four different practices. For each practice, respondents were given a value of 0 for ‘No’ and a value of 1 for ‘Yes’. If a respondent indicated on the question for the aspect of availability for flexibility in time that they made use of two out of the four practices, their score for availability of FWAs (time) would become 2. Therefore, higher scores indicate that respondents gave a positive answer (yes) to more practices.

The next step was to construct a scale variable which displayed the total availability score of FWAs for each respondent. This variable was computed through combining the four aforementioned scores for each of the domains. This resulted in a scale variable, with values

ranging from 0 to 16. This process has been repeated for the operationalization of the coverage of FWAs and for the usage of FWAs.

Dependent variable

Within this study there are two dependent variables, workforce participation and work hours satisfaction. The first dependent variable, workforce participation, was operationalized through the number of hours which respondents work on a continuous scale. The second dependent variable, work hours satisfaction, measured the satisfaction of the respondents regarding the work hours. Respondents were asked if they were satisfied with the number of hours they work on average per week. If respondents were not satisfied, a follow-up question was inquired if they wanted to (1) work more hours, (2) work fewer hours or (3) not work at all. For the operationalisation, the variable 'Work Hours Desired' was created based on a selection of the research sample who indicated being dissatisfied (N = 122). For this variable, respondents were assigned a value of 1 if they indicated wanting to work more hours and a value of 0 if they indicated wanting to work fewer hours or not work at all. This was done to measure the effect of the availability, coverage, and usage of FWAs on the desire of employees to work more hours in comparison to the desire to work fewer or no hours.

Control variables

Control variables within this study were age and gender. These variables were included to control for alternative explanations and prevent possible research biases. For the control variables gender, two dummy variables, female (1 = female, 0 = male and other) and male (1 = male, 0 = female and other) were created. The decision was made to exclude education as a control variable due to the limited distribution of the education level of the sample.

3.5 Ethical Considerations

Having an official diagnosis of neurodiversity of ADHD and/or ASD was established as inclusion criteria for this study. This is to enhance the generalizability to individuals with an official diagnosis and to mitigate the influence of confounding variables. Moreover, establishing this eligibility criteria ensured the replicability of the study across different contexts. Additionally, the neurodiversity inclusion criterion ensured respondents have been medically diagnosed in favor of self-diagnosis to eliminate potentially false diagnoses (Harrison & Edwards, 2023). Therefore, obtaining informed consent from respondents was a crucial aspect of the ethical considerations.

The informed consent procedure was integrated into the survey design through the utilization of an obligated question with skip logic. At the start of the survey, respondents were presented with introductory information concerning the study's objectives. An information letter was included. The letter provided detailed information regarding the study's research background, confidentiality measures and the data collection procedures including the structure and the content of the survey. Furthermore, respondents were informed about their rights, the potential risks and benefits of participating. Contact information of the researcher was included if respondents had questions or concerns related to the survey or study in general. Prior to starting the survey, respondents encountered an obligated question embedded within the survey. This question asked whether they consented to participate in the study. The provided response options were 'I have read and understood the written information and I consent to voluntarily participate in the study.' and 'I do not consent to participate in the study'. In the event of respondents not providing informed consent, skip logic was employed to automatically terminate the survey and they were directed to the conclusion message of the survey. This study followed the ethical principles and guidelines as stated by University Utrecht.

3.6 Data Analysis

To answer the research question and test the hypotheses, the dataset was analyzed using the statistical program SPSS (version 29). The license was provided by Utrecht University. Prior to the data analysis, the data was prepared to carry out regression analyses. Preparation involved filtering the dataset based on the inclusion and exclusion criteria, such as informed consent and having an official diagnosis.

Furthermore, the survey program used for data collection automatically records incomplete responses if respondents do not return to the survey within a week. These incomplete survey responses have been excluded from the data analysis. This was done through a filter calculating the number of hours between the last changes made to the survey (end of survey) and the time of the response registration. This variable shows a division between respondents who completed the survey within an hour and respondents with a time longer than 12 hours. Respondents with times longer than 12 hours have been excluded after carefully examining that each of these responses were incomplete.

Multiple regressions were conducted to evaluate these hypotheses. This method of analysis is suited for the current study for multiple reasons. First, regression analysis is suited for analyses with multiple independent variables. This allows for examination of several predictors on a single dependent variable. For this research design, there is one dependent variable per analysis, which fits a regression analysis. And lastly, the variables that are included in the analysis are measured at interval level, which is appropriate for regression analysis. Therefore, a regression analysis was considered the best fit for this study and the research question. The control variables age and gender (female and male) were included in each regression analysis to control for alternative explanations and prevent possible research biases.

For each of the aspects: availability, coverage and usage, three regressions were carried out. The first step of the regression included only the control variables; age, gender (female and male), and one of the dependent variables; workforce participation (model 1-9) and the work hours satisfaction (model 10-19). For the second step of the regression, the total score of the aspects availability, coverage or usage on a scale from 0-16 was entered in step 2, with the control variables in step 1. For the third and last step of the regression, the four scores for each type of FWAs: time, location, workload, and work continuity, were entered into the model with only the control variables. This approach was taken as not all types of FWAs might be equally important for employees and it is crucial to understand if there are distinct differences in the impact of each type of FWAs for the workforce participation and work hours satisfaction for neurodivergent employees.

Furthermore, the first model of each table of the regression analyses is the model with solely the control variables. This model is included in each table to facilitate easier comparison with the subsequent models. In terms of significance, this study considered a p-value of 0.05 or less to be significant.

4 Results

4.1 Descriptive Statistics

Table 3 contains the descriptive statistics for the variables employed within this study, with a total of N = 348 respondents. The descriptive statistics for the control variables age and gender (female and male) can be found in table 1 which displays the demographic characteristics.

The first dependent variable, workforce participation, shows the average number of working hours per week to be 31.98 hours. This corresponds to the average number of 31.9 hours worked per week in the Netherlands according to the Central Bureau of Statistics (Centraal Bureau voor de Statistiek, 2024). The second dependent variable, work hours satisfaction, is measured on a binary scale with 1 indicating employees being satisfied with the average number of working hours and 0 indicating employees being dissatisfied. The mean score suggests that 65% of the sample indicates being satisfied with the current number of working hours.

For the independent variables related to flexible work arrangements, multiple observations can be made based on the descriptive statistics. In the first place, observations can be made based on the comparison between the theoretical maximum score of 16 practices and the maximum scores that can be found in Table 3. It can, however, be noted that none of the respondents make use of all 16 of the practices that have been included within this study. This observation is based on the range of the total usage score which was 0 to 14. This range differed from 2 to 16 for the total availability score and 0 to 16 for the total coverage score, indicating that the aspects of availability, coverage and usage are not identical.

In the second place, an observation can be made regarding the mean values for the total score of the availability, coverage and usage of FWAs, which decrease for each of the aspects. With a mean value of 11.08 for the total availability score, compared to a mean of

8.84 for the total coverage score and a mean of 6.10 for the total usage score this suggests that the availability of FWAs is not identical to the coverage and usage of FWAs.

A similar trend is observed across the scores for each domain. The average scores for availability, coverage, and usage all show a decreasing trend. Specifically, the aspect of availability has mean scores ranging from 2.50 to 3.09, with the mean scores for time (2.50) and workload (2.57) being lower than those of the other domains. For the aspect of coverage, the mean score for workload is 1.76, which is notably lower than the mean scores of the other domains, which are all above 2. This suggests that fewer employees consider themselves part of the workforce that has access to FWAs for the workload domain.

The patterns shift again for the last aspect of usage of FWAs. Work continuity, which had the highest mean score of 3.09 for availability, has the lowest mean score of 0.76 for usage. Similarly, for the workload domain, the mean scores decrease progressively, from 2.57 for availability, to 1.76 for coverage, and finally to .097 for usage. The mean scores for usage of FWAs for time (1.84) and location (2.53) indicate a higher level of usage for FWAs in these two domains.

Table 3

Descriptive statistics for the dependent and independent variables.

	N	Min	Max	Mean	SD
Dependent variables					
Workforce Participation (hrs) [a]	348	4	80	31.98	8.63
Work Hours Satisfied	348	0	1	.65	.48
Independent variables					
Availability of FWAs					
Time	348	0	4	2.50	.90
Location	348	0	4	2.92	1.23
Workload	348	0	4	2.57	1.18
Continuity	348	0	4	3.09	1.09
Total Availability	348	2	16	11.08	2.95
Coverage of FWAs					
Time	348	0	4	2.22	.90
Location	348	0	4	2.75	1.27
Workload	348	0	4	1.76	1.15
Continuity	348	0	4	2.10	1.34
Total Coverage	348	0	16	8.84	3.06
Usage of FWAs					
Time	348	0	4	1.84	.94
Location	348	0	4	2.53	1.27
Workload	348	0	4	.97	.98
Continuity	348	0	4	.76	.79
Total Usage	348	0	14	6.10	2.40
Valid N (listwise)	348				

Note. [a] Average hours worked per week.

Information about FWAs

In addition to the table found above, two questions were included at the end of the survey to gather general information on FWAs within the company. The first question inquired if employees had been informed or received information about flexible work arrangements from their employer (see appendix 3, Q18). The second question inquired whether respondents know how to find information about flexible work arrangements within their organization (see appendix 3, Q19).

Table 5A (see appendix 5) shows the findings from both questions. When examining the degree of overlap between the question regarding information received and knowing how to find information, an interesting discovery emerges. Of the 121 respondents who received information, 16 respondents were not aware of how to find information about FWAs within their organization. When examining the group of respondents who did not receive information, 146 of the 227 respondents did not receive any information from the organization, nor did they know how to find information about FWAs within the organization. Therefore, it can be concluded that respondents who have received information about FWAs from their organization are more likely to know how to find information about FWAs within their organization. In combination with the decreasing trend for the three aspects of FWAs across the four domains, this finding confirms that the availability, coverage and usage are separate aspects which need to be taken into account when offering FWAs. For employers, simply making FWAs available to their employees is not sufficient. It is crucial to consider not only the availability of these practices but also their coverage and usage, as well as the specific domains that the FWAs encompass.

4.2 Pearson Correlation Analysis

For this study, a Pearson Correlation analysis was conducted to explore the relationships between various variables within the dataset. Table 4 reports the pairwise correlation coefficients between all variables used in the empirical analysis. Apart from the variable work hours desired (row 21), which measured based on a selection of the research sample (N=122) existing of respondents who indicated being dissatisfied with the current number of working hours, all correlations are measured based on the complete sample (N=348). In appendix 5, a color-coded table (table 5A) can be found for the significant correlations between the flexible work arrangements.

The Pearson correlation analysis highlights the important relationships and patterns that can be found within the dataset. Overall, the correlations between the three aspects of FWAs for the different domains are high, but not perfect correlations. High correlations between the aspects across various domains suggest strong associations among these variables. It should be noted that the strength and direction of the correlation differ between the two indicators: workforce participation and work hours satisfaction. This illustrates the complexity of the interactions between the availability, coverage and usage of FWAs across different domains. For instance, an alternating pattern was found for the correlations between predictors and workforce participation and work hours satisfaction. The alternating correlations for workforce participation and work hours satisfaction emphasize the need for a deeper understanding of the relationships between the variables influencing the employment experiences of neurodivergent employees.

Table 4

Pearson Correlation Coefficients (N = 348[1])

	Variables	1	2	3	4	5	6	7	8	9	10	11	12	13
1	Age	--												
2	Female	-.028	--											
3	Male	.074	-.918 ***	--										
4	Availability (Time)	.030	-.006	-.006	--									
5	Availability (Location)	.174 **	.062	-.025	.294 ***	--								
6	Availability (Workload)	-.043	.010	.003	.263 ***	.227 ***	--					.		
7	Availability (Continuity)	-.051	.100	-.048	.187 ***	.225 ***	.380 ***	--						
8	Availability (Total)	.046	.065	-.029	.602 ***	.681 ***	.714 ***	.671 ***	--					
9	Coverage (Time)	.025	.001	-.013	.681 ***	.203 ***	.191 ***	.093	.403 ***	--				
10	Coverage (Location)	.149 **	.090	-.044	.219 ***	.886 ***	.151 **	.209 ***	.574 ***	.217 ***	--			
11	Coverage (Workload)	.111 *	-.004	.042	.154 **	.178 ***	.518 ***	.205 ***	.403 ***	.204 ***	.222 ***	--		
12	Coverage (Continuity)	.060	.036	-.001	.165 **	.313 ***	.305 ***	.461 ***	.472 ***	.112 *	.324 ***	.297 ***	--	
13	Coverage (Total)	.137 *	.052	-.007	.421 ***	.630 ***	.446 ***	.392 ***	.714 ***	.509 ***	.703 ***	.657 ***	.715 ***	--

Note. $*p < 0.05$. $**p < 0.01$. $***p < 0.001$.

[1] Row 21. Work Hours Desired: N = 122.

Table 4 (continued)

Pearson Correlation Coefficients

	Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
14	Usage (Time)	.055	.032	-.024	.436***	.131*	.019	.017	.202***	.625***	.155**	.093	.008	.286***	--								
15	Usage (Location)	.153**	.065	-.036	.198***	.824***	.126*	.182***	.521***	.190***	.901***	.156**	.289***	.614***	.174**	--							
16	Usage (Workload)	.035	.053	-.037	.013	.000	.190***	.014	.085	.090	.019	.460***	.066	.236***	.290***	.019	--						
17	Usage (Continuity)	.055	-.031	.027	.070	.087	.004	.124*	.105	.034	.108*	.092	.342***	.238***	.038	.098	.257***	--					
18	Usage (Total)	.135*	.058	-.035	.305***	.517***	.153**	.150**	.425***	.395***	.582**	.338***	.296***	.613***	.617***	.640***	.618***	.502***	--				
19	Workforce Participation	.086	-.113*	.135*	.003	.191***	-.019	.003	.074	-.020	.213***	-.119*	.138**	.098	-.223***	.168**	-.369***	.008	-.147**	--			
20	Work Hours Satisfaction	-.018	-.026	.029	.138**	.025	.156**	.109*	.155**	167**	-.005	.099	.030	.097	.158**	.010	.048	-.123*	.047	-.179***	--		
21	Work Hours Desired	-.258**	-.056	-.014	-.086	-.067	.011	-.100	-.085	.017	-.023	.146	-.114	.002	.178*	.012	.276**	-.122	.128	-.430***	x		

Note. $*p < 0.05$. $**p < 0.01$. $***p < 0.001$

4.3 Regression analyses

FWAs and workforce participation

The first hypothesis with the sub hypotheses stated that there is a positive relationship between availability (H1a), the coverage (H1b) and the usage (H1c) of FWAs and the workforce participation of neurodivergent employees. For each aspect, multiple regressions were conducted to evaluate the hypothesis.

Availability

The first sub hypothesis (H1a) stated that there is a positive relationship between the availability of FWAs and the workforce participation. Model 1 displays the model with the control variables age, female and male. The adjusted R^2 value of .016 revealed that this model can explain 1.6% of the variance in workforce participation with $F(3, 344) = 2.882$ and $p = .036$. The findings for model 1 (table 5) show that no control variables are significant predictors for workforce participation. This model is included in each table to facilitate easier comparison between the other models.

Model 2 examined the relationship between the total availability of FWAs and the workforce participation. The adjusted R^2 value of .019 revealed that this model can explain 1.9% of the variance in workforce participation with $F(4, 343) = 2.637$ and $p = .034$. There is no significant relationship between the total availability of FWAs and workforce participation ($\beta = .073$, $p = .171$). These results indicate that hypothesis 1a is not supported with the first regression. Model 3 examines the availability of FWAs for each domain separately. The adjusted R^2 value of .044 revealed that this model can explain 4.4% of the variance with $F(7, 340) = 3.303$ and $p = .002$. The findings show that the availability of FWAs for the location domain has a positive relationship with the workforce participation ($\beta = .215$, $p < .001$). Thus, the results indicate that hypothesis 1a is only supported for the availability of FWAs for the location domain, not for the other domains or the total availability of FWAs.

Table 5

Multiple Regression Results for the Relationship between Workforce Participation and Availability of FWAs.

	Model 1		*Model 2*		*Model 3*	
Variable	Beta	SE	Beta	SE	Beta	SE
Age	.074	.044	.071	.044	.036	.044
Female	.053	2.648	.035	2.656	.013	2.649
Male	.178	2.772	.165	2.776	.150	2.759
Availability of FWAs (Total)			.073	.157		
Availability of FWAs (Time)					-.045	.541
Availability of FWAs (Location)					.215***	.402
Availability of FWAs (Workload)					-.051	.429
Availability of FWAs (Continuity)					-.009	.463
R^2	.025		.030		.064	
Adjusted R^2	.016		.019		.044	
F score	2.882		2.637		3.303	
Sig.	.036		.034		.002	

Note. N=348

*$p < 0.05$. **$p < 0.01$. ***$p < 0.001$.

Coverage

The second sub hypothesis (H1b) stated that there is a positive relationship between the coverage of FWAs and the workforce participation of neurodivergent employees. Multiple regressions were used to evaluate this hypothesis. Table 6 displays the findings of model 4 and 5, including the control variable model 1 to facilitate easier comparison. Model 4 displays the outcome of the relationship between the total coverage of FWAs and the workforce participation. The adjusted R^2 value of .021 revealed that this model can explain 2.1% of the variance in workforce participation with $F(4, 343) = 2.859$ and $p = .024$. The model shows that there is no significant relationship between the total coverage of FWAs and the workforce participation ($\beta = .089$, $p = .098$). According to this regression there is no support for hypothesis 1b. Similar to hypothesis 1a, the same regression was run with the alteration that the four scales based on the four domains will be included instead of the total score to examine if there is a possible relationship between the coverage of FWAs and the workforce participation when separated by domains of FWA. The results of this regression can be found in model 5. The adjusted R^2 value of .099 revealed that this model can explain 9.9% of the variance in workforce participation with $F(3, 340) = 6.441$ and $p < .001$. The output shows that the coverage of FWAs for the location domain ($\beta = .225$, $p < .001$), for the workload domain ($\beta = -.212$, $p < .001$) and for the work continuity domain ($\beta = .130$, $p = .020$) are significant predictors for the workforce participation of neurodivergent employees. For the coverage of FWAs for the location and work continuity domain, it is a positive relationship, whereas the relationship between the coverage of FWAs for the workload domain is negative. Thus, the results indicate that there is partial support for hypothesis 1b, particularly for the coverage of FWAs for the location and work continuity domain.

Table 6

Multiple Regression Results for the Relationship between Workforce Participation and Coverage of FWAs.

	Model 1		*Model 4*		*Model 5*	
Variable	Beta	SE	Beta	SE	Beta	SE
Age	.074	.044	.062	.044	.057	.042
Female	.053	2.648	.030	2.655	.001	2.561
Male	.178	2.772	.159	2.775	.150	2.675
Coverage of FWAs (Total)			.089	.152		
Coverage of FWAs (Time)					-.040	.508
Coverage of FWAs (Location)					.225***	.381
Coverage of FWAs (Workload)					-.212***	.412
Coverage of FWAs (Continuity)					.130*	.358
R^2	.025		.032		.117	
Adjusted R^2	.016		.021		.099	
F score	2.882		2.859		6.441	
Sig.	.036		.024		<.001	

Note. N=348

*$p < 0.05$. **$p < 0.01$. ***$p < 0.001$

Usage

The third sub hypothesis (H1c) stated that there is a positive relationship between the usage of FWAs and the workforce participation of neurodivergent employees. Multiple regressions were used to evaluate this hypothesis. Table 7 displays the findings of 6 and 7. Model 1 is the control model. The regression of model 6 measured the possible relationship between the total usage score of FWAs across all four domains and the workforce participation. The adjusted R^2 value of .201 revealed that this model can explain 20.1% of the variance in workforce participation with $F(4, 343) = 4.383$ and $p = .002$. There is a negative significant relationship between the total usage of FWAs and the workforce participation ($\beta = -.157$, $p = .003$). The negative direction indicates that hypothesis 1c is not supported with the first regression.

The results of the regression for the relationship between the usage of FWAs and the workforce participation when separated by domains can be found in model 7. The adjusted R^2 value of .099 revealed that this model can explain 9.9% of the variance in workforce participation with $F(7, 340) = 13.497$ and $p < .001$. Model 7 shows that there is a significant relationship between the usage of FWAs and the workforce participation. This is confirmed for the usage of FWAs for the time domain ($\beta = -.160$, $p = .002$), for the location domain ($\beta = .188$, $p < .001$) and for the workload domain ($\beta = -.345$, $p < .001$).

The results of both regressions indicate that there is partial support for hypothesis 1c. The negative relationship between the total usage score and the usage of FWAs for the workload domain shows no support for hypotheses 1c, whereas usage of FWAs for the location domain shows a positive relationship with the workforce participation. No relationship was found with usage of FWAs for the work continuity domain ($\beta = .078$, $p = .121$).

Table 7

Multiple Regression Results for the Relationship between Workforce Participation and Usage of FWAs.

	Model 1		*Model 6*		*Model 7*	
Variable	Beta	SE	Beta	SE	Beta	SE
Age	.074	.044	.095	.044	.062	.040
Female	.053	2.648	.074	2.622	.073	2.395
Male	.178	2.772	.191	2.743	.186	2.501
Usage of FWAs (Total)			-.157**	.192		
Usage of FWAs (Time)					-.160**	.467
Usage of FWAs (Location)					.188***	.337
Usage of FWAs (Workload)					-.345***	.458
Usage of FWAs (Continuity)					.078	.546
R^2	.025		.049		.217	
Adjusted R^2	.016		.038		.201	
F score	2.882		4.383		13.497	
Sig.	.036		.002		<.001	

Note. N=348

*$p < 0.05$. **$p < 0.01$. ***$p < 0.001$

In table 8, an overview can be found for the regressions between FWAs and the workforce participation of neurodivergent employees and the support for the hypothesis. Within the table, a '+' indicates a significant positive relationship, whereas a '-' indicates a significant negative relationship. To reiterate the expectations, the first hypothesis stated there is a positive relationship between the availability (H1a), the coverage (H1b) and the usage (H1c) of FWAs and the workforce participation of neurodivergent employees.

To conclude, two patterns for the significant relationships can be observed. First off, FWAs for the location domain have a positive relationship with workforce participation for each of the three aspects. And secondly, between workforce participation and usage of FWAs for different domains, there is mainly a negative relationship. The exception is the positive relationship with FWAs for the location domain, and the missing relationship between workforce participation and usage of FWAs for the work continuity domain.

Table 5B (Appendix 5)

Significant Results for Regression Between Flexible Work Arrangements and Workforce Participation of Neurodivergent Employees.

	Availability	Coverage	Usage
Flexibility in time [a]			-
Flexibility in location [b]	+	+	+
Flexibility in workload [c]		-	-
Flexibility in work continuity [d]		+	
Flexibility in four domains			-

Note. [a] Flexibility in time: Flexible start and end times, working part time, working on weekend and/or evenings, working in shifts; [b] Flexibility in location: Working from home, working online, working at a client or customer, making use of flexible work locations; [c] Flexibility in workload: Reduced workload, working part-time, working reduced hours, phased retirement; [d] Flexibility in work continuity: Sabbatical, short- and long-term leave of absence, unpaid leave, disability leave.

FWAs and work hours satisfaction

The second hypothesis with the sub hypotheses stated that there is a positive relationship between the availability (H2a), the coverage (H2b) and the usage (H2c) of FWAs and the work hours satisfaction of neurodivergent employees.

Availability

The first sub hypothesis (H2a) stated that there is a positive relationship between the availability of FWAs and the work hours satisfaction. Multiple regressions were conducted.

The findings are presented in table 8. Model 8 is the model with the control variables. The adjusted R^2 value of -.007 revealed that this model cannot explain any variance in work hours satisfaction with F (3, 344) = .146 and p = .932. The control model (model 8) shows no significant predictors for work hours satisfaction. Similar to the previous hypotheses, this model is included in each table to facilitate easier comparison with the other models.

Model 9 displays the results for the relationship between the total availability of FWAs for all four domains and the work hours satisfaction. This model cannot explain any variance in work hours satisfaction with $F(4, 343) = 2.295$ and $p = .059$. A significant positive relationship was, however, found between the total availability of FWAs and the work hours satisfaction ($\beta = .158$, $p = .003$). This indicates that hypothesis 2a is supported with the first regression.

Model 10 examines the relationship between work hours satisfaction and the availability of FWAs for the separate domains. The adjusted R^2 value of .020 revealed that this model is unable to explain any variance in work hours satisfaction, with $F(7, 340) = 1.987$ and $p = .056$. With no significant relationship between the availability of FWAs for any domain and the work hours satisfaction, the results indicate that hypothesis 2a is not supported for any of the domains or the total availability of FWAs based on the outcome of these regressions.

Table 8

Multiple Regression Results for the Relationship between Work Hours Satisfaction and Availability of FWAs.

	Model 8		*Model 9*		*Model 10*	
Variable	Beta	SE	Beta	SE	Beta	SE
Age	-.020	.002	-.027	.002	-.008	.002
Female	.010	.148	-.027	.147	-.003	.149
Male	.040	.155	.011	.154	.029	.155
Availability of FWAs (Total)			.158**	.009		
Availability of FWAs (Time)					.111	.030
Availability of FWAs (Location)					-.043	.023
Availability of FWAs (Workload)					.115	.024
Availability of FWAs (Continuity)					.055	.026
R^2	.001		.026		.039	
Adjusted R^2	-.007		.015		.020	
F score	.146		2.295		1.987	
Sig.	.932		.059		.056	

Note. N=348

*$p < 0.05$. **$p < 0.01$. ***$p < 0.001$

Coverage

The second sub hypothesis (H2b) stated that there is a positive relationship between the coverage of FWAs and the work hours satisfaction of neurodivergent employees. Similar to the previous hypothesis, multiple regressions have been used to evaluate the hypothesis.

The findings in table 9 include the control model (model 8). Model 11 displays the output of the regression analysis between the total score of coverage of FWAs and the work hours satisfaction. The adjusted R^2 value of .00 revealed that this model cannot explain any variance in work hours satisfaction with $F(4, 343) = .999$ and $p = .408$. The model shows that there is no statistically significant relationship between the work hours satisfaction and the total coverage of FWAs ($\beta = .103$, $p = .060$). According to this regression there is no support for hypothesis 2b.

The results of the last multiple regression, between the availability of FWAs per domain and the work hours satisfaction, are displayed in model 12. The adjusted R^2 value of .017 revealed that this model can explain 1.7% of the variance in work hours satisfaction with $F(7, 340) = 1.\mathbf{860}$ and $p = .075$. There is a positive statistically significant relationship between the coverage of FWAs for the time domain and the work hours satisfaction ($\beta = .164$, $p = .003$). For the other domains, there is no statistically significant relationship. Therefore, the results indicate that hypothesis 2b is supported only for the coverage of FWAs for the time domain.

Table 9

Multiple Regression Results for the Relationship between Work Hours Satisfaction and Coverage of FWAs.

	Model 8		*Model 11*		*Model 12*	
Variable	Beta	SE	Beta	SE	Beta	SE
Age	-.020	.002	-.034	.002	-.025	.002
Female	.010	.148	-.016	.149	.022	.148
Male	.040	.155	.018	.155	.048	.155
Coverage of FWAs (Total)			.103	.008		
Coverage of FWAs (Time)					.164**	.029
Coverage of FWAs (Location)					-.057	.022
Coverage of FWAs (Workload)					.077	.024
Coverage of FWAs (Continuity)					.008	.021
R^2	.001		.012		.037	
Adjusted R^2	-.007		.000		.017	
F score	.146		.999		1.860	
Sig.	.932		.408		.075	

Note. N=348

*$p < 0.05$. **$p < 0.01$. ***$p < 0.001$

Usage

The third and last sub hypothesis (H2c) stated that there is a positive relationship between the usage of FWAs and the work hours satisfaction of neurodivergent employees. Similar to the previous hypotheses, multiple regressions were used to evaluate the hypothesis.

The findings can be found in table 10, including the control model (model 8). The regression of model 13 measured the possible relationship between the total score of the usage of FWAs across all four domains and the work hours satisfaction of neurodivergent employees. The adjusted R^2 value of -.008 revealed that this model cannot explain any variance in work hours satisfaction with $F(4, 343) = .333$ and $p = .856$. The findings show that there is no statistically significant relationship between the work hours satisfaction and the total usage of FWAs ($\beta = .011$, $p = .345$). According to this regression there is no support for hypothesis 2c.

Model 14 shows that there is a statistically significant relationship between the usage of FWAs and the work hours satisfaction for some domains. The adjusted R^2 value of .025 revealed that this model can explain 2.5% of the variance in work hours satisfaction with $F(7, 340) = 2.285$ and $p = .028$. This is confirmed for the usage of FWAs for the time domain (*Beta* = .153, $p = .007$) and for the work continuity domain ($\beta = -.139$, $p = .012$). There is no significant relationship in terms of location ($\beta = .002$, $p = .972$) and in terms of workload ($\beta = .042$, $p = .470$). This indicates that there is support for hypothesis 2c for a positive relationship between the usage of FWAs for the time domain and the work hours satisfaction. Whereas for usage of FWAs for the work continuity domain and work hours satisfaction, there is a negative statistically significant relationship.

Table 10

Multiple Regression Results for the Relationship between Work Hours Satisfaction and Usage of FWAs.

	Model 8		*Model 13*		*Model 14*	
Variable	Beta	SE	Beta	SE	Beta	SE
Age	-.020	.002	-.027	.002	-.023	.002
Female	.010	.148	.003	.149	-.009	.147
Male	.040	.155	.036	.155	.031	.153
Usage of FWAs (Total)			.052	.011		
Usage of FWAs (Time)					.153**	.029
Usage of FWAs (Location)					.002	.021
Usage of FWAs (Workload)					.042	.028
Usage of FWAs (Continuity)					-.139*	.033
R^2	.001		.004		.045	
Adjusted R^2	-.007		-.008		.025	
F score	.146		.333		2.285	
Sig.	.932		.856		.028	

Note. N=348

*$p < 0.05$. **$p < 0.01$. ***$p < 0.001$

In table 5, an overview can be found for the regressions between FWAs and the work hours satisfaction of neurodivergent employees and the support for the hypotheses. Within the table, a '+' indicates a significant positive relationship, whereas a '-' indicates a significant negative relationship. To reiterate the expectations, the second hypothesis stated there is a positive relationship between the availability (H2a), the coverage (H2b) and the usage (H2c) of FWAs and the work hours satisfaction of neurodivergent employees.

To conclude, a few patterns for the significant relationships can be observed. First off, less significant relationships were found for work hours satisfaction compared to workforce participation. However, when significant relationships were found, they were mostly positive. And secondly, an important pattern is that FWAs for the location domain had a positive relationship with workforce participation, but this relationship was non-existent with work hours satisfaction.

Table 5C (Appendix 5)

Significant Results for Regression Between Flexible Work Arrangements and Work Hours Satisfaction of Neurodivergent Employees.

	Availability	Coverage	Usage
Flexibility in time [a]		+	+
Flexibility in location [b]			
Flexibility in workload [c]			
Flexibility in work continuity [d]			-
Flexibility in four domains	+		

Note. [a] Flexibility in time: Flexible start and end times, working part time, working on weekend and/or evenings, working in shifts; [b] Flexibility in location: Working from home, working online, working at a client or customer, making use of flexible work locations; [c] Flexibility in workload: Reduced workload, working part-time, working reduced hours, phased retirement; [d] Flexibility in work continuity: Sabbatical, short- and long-term leave of absence, unpaid leave, disability leave.

FWAs and work hours desired

Supplementary to the previous analyses, multiple regressions were conducted for the sample indicating dissatisfaction with the current number of working hours. Table 11 shows the distribution of answers given by respondents who were unsatisfied with their working hours. Over 80 percent of the sample (N = 102) indicated a desire to work fewer hours, whereas 16.4 percent indicated a desire to work more hours.

Tabel 11
Distribution of respondents' answers for variable Work Hours Desired.

	N	%
I want to work fewer hours.	102	83.6
I want to work more hours.	20	16.4
Total	122	

Availability

The findings for the multiple regression between the work hours desired and the availability of FWAs can be found in table 12. The control model (model 15) shows that age is a negative predictor for the work hours desire (β = -.262, p = .004). The adjusted R^2 value of .072 revealed that this model can explain 7.2% of the variance in work hours desired with $F(3, 118) = 4.132$ and p = .008. This model is included in each table to facilitate comparison.

Model 16 displays the results of the regression between the total availability and the work hours desired. The adjusted R^2 value of .064 revealed that this model can explain 6.4% of the variance in work hours desired with $F(4, 117) = 3.074$ and p = .019. Similar to the control model, age is a negative predictor (β = -.261, p = .004). However, there is no significant relationship between the total availability and the work hours desired (β = -.008, p =.932). For model 17, the results show that the model cannot explain any variance with $F(7, 114) = 2.003$ and p = .061, nor is there significant relationship between the availability of FWAs for one of the domains and the work hours desired.

Table 12

Multiple Regression Results for the Relationship between Work Hours Desired and Availability of FWAs.

	Model 15		*Model 16*		*Model 17*	
Variable	Beta	SE	Beta	SE	Beta	SE
Age	-.262**	.003	-.261**	.003	-.258**	.003
Female	-.407	.183	-.401	.192	-.404	.200
Male	-.348	.193	-.344	.199	-.360	.204
Availability of FWAs (Total)			-.008	.011		
Availability of FWAs (Time)					-.068	.039
Availability of FWAs (Location)					.008	.031
Availability of FWAs (Workload)					.118	.033
Availability of FWAs (Continuity)					-.088	.031
R^2	.095		.095		.110	
Adjusted R^2	.072		.064		.055	
F score	4.132		3.074		2.003	
Sig.	.008		.019		.061	

Note. N=348; [a] Respondents indicating their desire to 'work less hours' or 'work more hours' - recoded into variable Work Hours Desired.
*$p < 0.05$. **$p < 0.01$. ***$p < 0.001$

Coverage

The findings for the multiple regressions for the relationship between the work hours desire and the coverage of FWAs are shown in table 13. The control model (model 15) is included for comparison.

Model 18 displays the results of the regression between the total score of the coverage of FWAs and the work hours desired. The adjusted R^2 value of .076 revealed that this model can explain 7.6% of the variance in work hours desired with $F(4, 117) = 3.487$ and $p = .010$. Similar to the previous models, age is a significant predictor ($\beta = -.283$, $p = .002$). The control variable female is also significant as a predictor ($\beta = -.490$, $p = .030$). There is no significant relationship between the total coverage of FWAs and the work hours desired ($\beta = .114$, $p = .223$). For model 19, the adjusted R^2 value of .092 revealed that this model can explain 9.2% of the variance in work hours desired with $F(7, 114) = 2.749$ and $p = .011$. Age ($\beta = -.256$, $p = .005$) and female ($\beta = -.472$, $p = .035$) are significant predictors for the work hours desired. There is also a positive significant relationship between the coverage of FWAs in terms of workload and the work hours desired ($\beta = .232$, $p = .021$).

Table 13

Multiple Regression Results for the Relationship between Work Hours Desired and Coverage of FWAs.

	Model 15		*Model 18*		*Model 19*	
Variable	Beta	SE	Beta	SE	Beta	SE
Age	-.262**	.003	-.283**	.003	-.256**	.003
Female	-.407	.183	-.490*	.192	-.472*	.190
Male	-.348	.193	-.420	.199	-.406	.198
Coverage of FWAs (Total)			.114	.011		
Coverage of FWAs (Time)					.020	.039
Coverage of FWAs (Location)					.012	.031
Coverage of FWAs (Workload)					.232*	.031
Coverage of FWAs (Continuity)					-.110	.028
R^2	.095		.107		.144	
Adjusted R^2	.072		.076		.092	
F score	4.132		3.487		2.749	
Sig.	.008		.010		.011	

Note. N=348

*$p < 0.05$. **$p < 0.01$. ***$p < 0.001$

Usage

The findings for the multiple regressions for the relationship between the work hours desire and the usage of FWAs are presented in table 14. The control model (model 15) is included for comparison between models.

Model 20 displays the results of the regression between the total score of the usage of FWAs and the work hours desired. The adjusted R^2 value of .0107 revealed that this model can explain 10.7% of the variance in work hours desired with $F(4, 117) = 4.628$ and $p = .002$. Age is, similar to previous models, a significant predictor ($\beta = -.295$, $p = .001$) for the work hours desired. The control variables female ($\beta = -.494$, $p = .021$) and male ($\beta = -.433$, $p = .043$) are also significant predictors for the work hours desired. There is a positive significant relationship between the total usage of FWAs and the work hours desired ($\beta = .210$, $p = .019$).

For model 21, the adjusted R^2 value of .190 revealed that this model can explain 19.9% of the variance in work hours desired with $F(7, 114) = 5.045$ and $p < .001$. Model 21 shows that age ($\beta = -.257$, $p = .003$), female ($\beta = -.469$, $p = .022$) and male ($\beta = -.423$, $p = .039$) are significant predictors for the work hours desired. There is also a positive significant relationship between the usage of FWAs in terms of workload and the work hours desired ($\beta = .332$, $p < .001$) and a negative significant relationship between the usage of FWAs in terms of continuity and the work hours desired ($\beta = -.185$, $p = .043$).

Table 14

Multiple Regression Results for the Relationship between Work Hours Desired and Usage of FWAs.

	Model 15		*Model 20*		*Model 21*	
Variable	Beta	SE	Beta	SE	Beta	SE
Age	-.262**	.003	-.295**	.003	-.257**	.003
Female	-.407	.183	-.494*	.182	-.469*	.174
Male	-.348	.193	-.433*	.192	-.423*	.183
Usage of FWAs (Total)			.210*	.013		
Usage of FWAs (Time)					.135	.037
Usage of FWAs (Location)					-.001	.026
Usage of FWAs (Workload)					.332***	.036
Usage of FWAs (Continuity)					-.185*	.038
R^2	.095		.137		.237	
Adjusted R^2	.072		.107		.190	
F score	4.132		4.628		5.045	
Sig.	.008		.002		< .001	

Note. N=348

*p < 0.05. **p < 0.01. ***p < 0.001

4.4 Additional analyses

Neurodivergent diagnosis

Additional exploratory analyses have been conducted to examine possible differences and similarities between individuals diagnosed with ADHD, ASD or both ADHD and ASD. Table 15 presents the identified selection of diagnosis received by respondents in the complete sample. As discussed in chapter 3.2, a predominance of the diagnosis ADHD can be found in the sample, followed by a quarter of the sample being diagnosed with ASD and a small selection of 33 respondents indicating that they have received both ADHD and ASD as a diagnosis. Sample selection for each diagnosis was conducted using a filter variable. For each sample, the regression analyses for the relationship between the aspects[2] of the FWAs, and the workforce participation, and between the aspects and the work hours satisfaction were conducted. The results, including the original model, are presented in appendix 6, table 6A and 6B.

Table 15

Division of Diagnosis Respondents received (N = 348)

Diagnosis	**N**	**%**
ADHD	222	63.8
ASD	93	26.7
ADHD & ASD	33	9.5

Workforce Participation. The first set of regressions evaluated the possible relationship between the aspects of the FWAs and the workforce participation. The results can be found in table 6A (appendix 6). Two patterns can be observed based on the regression results. First and foremost, the relationship between the workforce participation and the

[2] Aspects: availability, coverage and usage of FWAs; domains: flexibility in time, flexibility in location, flexibility in workload and flexibility in work continuity.

availability of FWAs for the location domain is, in comparison with the total sample, weaker for the ADHD sample, stronger for the ASD sample and the strongest for the sample with both ADHD and ASD. This suggests that the individuals with both diagnoses experience the combined effects of the individual diagnoses. A similar result is found for the coverage of FWAs for the location domain, although the relationship for the ASD sample was not found for this predictor.

The second pattern that can be analyzed is that the ADHD sample shows stronger relationships between the workforce participation and the coverage of FWAs for the workload and work continuity domain in comparison to the total sample and the other samples. For the ASD sample, stronger negative relationships are found for the total usage of FWAs, and the usage of FWAS for the time and workload domain. This indicates that the individual diagnosis which neurodivergent employees have received can lead to variations in the relationships between the workforce participation and the FWAs.

Work Hours Satisfaction. The second set of regressions evaluated the possible relationship between the aspects of the FWAs and the work hours satisfaction. The results can be found in table 6B (appendix 6). In comparison to the workforce participation analyses, fewer patterns can be observed. First off, a similar pattern to the previous model can be found as the coverage of FWAs for the time domain shows a stronger relationship with the ADHD sample, but the strongest relationship with the ADHD & ASD sample. Second, a relationship between the work hours satisfaction and the availability of FWAs for the time and location domain are found for the ASD sample. The model is, however, not significant and thus these findings will not be interpreted. Moreover, the remaining models are unable to explain any variance, therefore, these results will also not be further discussed but are included in table 6B.

Self-Employed

Schur and colleagues (2020) found that workers with disabilities have an increased likelihood to choose self-employment over traditional employment forms. One of the factors contributing to this choice is that self-employment may reduce some of the employment barriers which workers with disabilities face (Schur et al., 2020). Therefore, the regression analyses for the workforce participation and work hours satisfaction have been conducted for neurodivergent employees who indicated being self-employed[3].

For the analysis regarding workforce participation, a few patterns can be observed. First off, a strong positive relationship was found between workforce participation and the availability and coverage of FWAs for the time domain. Neither relationship was found for the complete sample indicating that the workforce participation of self-employed neurodivergent individuals is strongly influenced by FWAs for the time domain. Second, a stronger positive relationship was found for the availability and usage of FWAs for the location domain. This suggests that FWAs for the location domain have a positive effect on the workforce participation of self-employment neurodivergent individuals by being available and when individuals make use of them. Regarding the models testing for relationships between the work hours satisfaction and the various predictors, none of the models were unable to explain any variance. Therefore, no findings can be discussed for these regression analyses.

[3] Respondents answered 'ZZP' on survey question nr. 8.

5 Discussion

This study set out to gain more insight into the relationship between flexible work arrangements and the workforce participation and work hours satisfaction of neurodivergent employees. To reiterate the main research question: “To what extent do the availability, coverage, and usage of flexible work arrangements (FWAs) relate to the workforce participation and work hours satisfaction of neurodivergent employees diagnosed with ADHD and/or ASD?”. The aim was to assess the relationship between the aspects of availability, coverage and usage of FWAs for four domains in which FWAs can be divided. These domains were flexibility in time, flexibility in location, flexibility in workload and flexibility in work continuity.

As mentioned in the theoretical framework, the needs-supplies perspective, part of the person-job fit theory, can be applied to theorize a possible relationship between the FWAs and the two indicators of the employment experience: workforce participation and work hours satisfaction. Due to challenges in the workplace, neurodivergent employees will seek employment opportunities where their needs are fulfilled by the supplies of the job. FWAs are intended to accommodate preferences and needs of employees to support their employment. Thus, it was hypothesized that providing neurodivergent employees with FWAs can improve both the workforce participation and the work hours satisfaction. To answer the research question two hypotheses with sub hypotheses regarding the expected relationships were determined. Within this chapter, interpretations and implications will be discussed based on the findings of this study. In addition, limitations of the current study and recommendations for future research are given.

5.1 Interpretations and hypotheses

Workforce participation

The first hypothesis, encompassing three sub hypotheses, expected that there is a positive relationship between the availability (H1a), the coverage (H1b) and the usage (H1c) of FWAs and the workforce participation of neurodivergent individuals. Table 5B displays the findings and direction of the results. Partial support was found for each of the hypotheses. It is worth noting that the explained variance of the models, especially for the control models, are relatively low. Compared to the control models, however, there is a noticeable increase in the explained variance of the models for the total score of the aspects and for the models concerning the FWAs across various domains.

In this study, multiple patterns were found for the relationship between workforce participation and the FWAs. As can be seen in table 5A, for FWAs for the location domain a positive relationship with workforce participation was found for each of the aspects. This suggests that FWAs for the location domain, such as working from home, working online or working at a client, result in positive outcomes for the workforce participation of neurodivergent employees.

In the same way, a pattern can be observed regarding the relationship between workforce participation and the usage of FWAs for different domains. There is mainly a negative relationship, with the exception of a positive relationship for the location domain, and a missing relationship for the work continuity domain. The negative relationship may be explained through the double-sided effects of FWAs. Research by Ray & Pana-Cryan (2021) found that, especially for the time domain, access to flexible scheduling could have both positive and negative effects for the workforce participation of individuals. Flexibility in scheduling enables employees to have more control over their work hours which can result in employees working more hours. At the same time, flexibility in timing can lead to employees

working fewer hours if there is a desire to change the work-life balance or decrease work-family conflicts (Kossek & Michel, 2011; Ray & Pana-Cryan, 2021). The negative relationship between the usage of FWAs and the workforce participation may be influenced by the intended effect of the FWAs and the desire of the individual employee. For instance, neurodivergent employees could make use of FWAs for the time or workload domain with the intention of scaling down or adjusting the number of work hours, such as working part-time or reduced work hours. Therefore, the contradictory results could indicate that the FWAs are functioning as expected by reducing the workload and continuity of employment through reducing the number of work hours. However, more research on this topic needs to be undertaken before the negative association between workforce participation and usage of FWAs for some domains is more clearly understood.

Work Hours Satisfaction

The second hypothesis with three sub hypotheses existing of three sub hypotheses, stated that there is a positive relationship between the availability (H2a), the coverage (H2b) and the usage (H2c) of FWAs and the work hours satisfaction of neurodivergent employees. Two variations were tested, the first variation examined the entire sample, whereas the second variation examined part of the sample, consisting of respondents being dissatisfied with the current number of working hours. This selection was based on the variable Work Hours Desired, with a division between respondents who indicated a desire to ‘work less hours’ or ‘work more hours’. Table 5C displays the findings and directions of the results. Partial support was found for each of the hypotheses. As in the previous regressions, there is also a relatively low explained variance for the control models for work hours satisfaction. Then again, the explained relevance increases for the models for the total score of the aspects and for the models concerning the FWAs across various domains for work hours satisfaction.

Similar to the previous analyses, a few patterns can be observed for the relationship between the FWAs and the work hours satisfaction. It is interesting to note that less significant relationships were found for work hours satisfaction in comparison to workforce participation. This indicates that FWAs have a limited influence on work hours satisfaction, but when this relationship was present, it was mostly positive.

A second important pattern to note is that the relationship between FWAs for the location domain and work hours satisfaction is non-existent, whereas there was a positive relationship for these FWAs with workforce participation. Therefore, the evidence suggests that the relationship with the FWAs is not identical for the workforce participation, and the work hours satisfaction of neurodivergent employees.

Additionally, a positive relationship was found between work hours satisfaction and both the coverage and usage of FWAs for the time domain. Considering the conceptual overlap between the dependent variable work hours satisfaction and the time domain, it can be concluded that this relationship is not surprising. These findings therefore need to be interpreted with caution.

Surprisingly, a negative relationship was found between work hours satisfaction, between the usage of FWAs for the work continuity domain. In hindsight, the negative relationship is not unexpected, as FWAs within the work continuity domain relate in particular to changing the employment experience through short- and long-term leave, disability and unpaid leave.

Lastly, a finding worth noting is the positive relationship between the total availability of FWAs across the four domains and the work hours satisfaction of neurodivergent employees. This suggests that solely the availability of FWAs can result in neurodivergent employees being satisfied with the current number of working hours. One plausible reason is that the availability

means that neurodivergent employees have the choice to use FWAs. This is an important finding for employers and employees alike.

Additional analyses

Neurodivergent diagnosis

The findings of the exploratory analyses between the neurodivergent subgroups highlights the importance of understanding the differences between the neurodivergent subgroups. With regard to the relationship between the workforce participation and the availability of FWAs for the location domain, it can be seen that individuals with both diagnoses experience the combined effects of the individual diagnoses. This results in the strongest relationship for the ADHD & ASD sample in comparison with the total sample and the other two sub samples. A similar pattern is found for coverage of FWAs for the location domain, except for the non-existent relationship for the ASD sample. Subsequently, comparison between the subgroups shows that the individual diagnosis which neurodivergent employees have received can lead to variations in the relationships between the workforce participation and the FWAs. This combination of findings provides some support for the conceptual premise that the neurodivergent population should be examined closely with attention for the diagnosis and possible interaction effects of different forms of neurodiversity.

The analyses examining the possible relationship between the aspects of the FWAs, and the work hours satisfaction show fewer patterns in comparison with workforce participation. The most relevant observation to be made is the stronger relationship between the coverage of FWAs for the time domain and the work hours satisfaction for the ADHD & ASD sample compared to the complete model. Caution should be taken when interpreting this finding due to the model not being able to explain any variance. The remaining models were unable to explain any variance despite significant relationships being found for some of

the models. A possible explanation may be the small sample size of these subgroups, with 93 and 33 respondents respectively for the ASD sample and for the ADHD & ASD sample.

Self-Employed

Exploratory analysis examining the sub sample that is self-employed resulted in a few relevant findings. The findings are in accordance with the study by Schur et al. (2020) which found that workers with disabilities were more likely to choose self-employment over traditional employment forms. One particular reason for this choice was the ability to reduce employment barriers through the flexibility related to self-employment.

It can be concluded that the availability and coverage of FWAs for the time domain is relevant to the workforce participation of self-employed neurodivergent individuals, whereas these positive relationships were not found for the complete sample. With regard to the location domain, both the availability and usage of FWAs showed a positive relationship with workforce participation. Hence, the conclusion can be made that FWAs for the location domain positively affect the workforce participation of self-employment neurodivergent individuals by being available and when individuals make use of them. Therefore, FWAs could be a major factor contributing to neurodivergent individuals turning to self-employment rather than permanent or temporary employment within organizations. However, with the small sample size, the findings need to be interpreted with caution. There is room for future research in determining the role of FWAs in the choice for self-employment, particularly for the neurodivergent population.

No relationships were found between any of the predictors of FWAs and the work hours satisfaction for self-employed neurodivergent individuals. This finding, while preliminary, suggests that the flexibility related to self-employment has an effect on the workforce participation of self-employed neurodivergent individuals, and not much of an effect on the work hours satisfaction.

To conclude the interpretations, the relationship between FWAs and the workforce participation and work hours satisfaction differs for different subgroups. The diagnosis which neurodivergent employees have received affects both indicators of their employment experience. Whereas the direction of the relationship is the same, the strength of the relationship differs. For example, for neurodivergent employees with both ADHD and ASD can FWAs have a more positive effect for their workforce participation than for neurodivergent employees with either ADHD or ASD. These differences ought to be taken into account when examining the effect of FWAs for neurodivergent employees.

5.2 Answering the research question

This paragraph will answer the research question: "To what extent do the availability, coverage, and usage of flexible work arrangements (FWAs) relate to the workforce participation and work hours satisfaction of neurodivergent employees diagnosed with ADHD and/or ASD?".

Based on the findings of this study, the research question can be answered as follows: The availability, coverage, and usage of FWAs relate differently to the workforce participation and work hours satisfaction of neurodivergent employees diagnosed with ADHD and/or ASD. Workforce participation is best improved through investing in the availability, coverage, and usage of FWAs for the location domain. It is, however, important to pay close attention to the negative effects of using FWAs for the time and workload domain. This finding does not suggest that neurodivergent employees should not use these, as usage of FWAs for the time domain is positively related to work hours satisfaction, but customization is important. The work hours satisfaction can further be improved by making FWAs across the four domains available. In conclusion, a combination of FWAs through tailor made arrangements can result in positive outcomes for the workforce participation and work hours satisfaction of neurodivergent employees.

5.3 Theoretical and practical implications

The outcomes of the current study offer new insights and relevant contributions to the existing academic research regarding neurodiversity employment.

Workforce Participation

The workforce participation of neurodivergent employees is an important topic for the current labor market, among other things due to the labor shortage and the unemployment rates within the neurodivergent population. The present findings seem to be consistent with other research which found that FWAs could facilitate new employment possibilities for neurodivergent individuals through increasing the workforce participation. This positive relationship was found for FWAs for flexibility in location (Das et al., 2021; Schur et al., 2020). These findings have theoretical implications when examined from the needs-supplies perspective. This perspective emphasizes the alignment between the needs of the employees and the supplies provided by the employment. With neurodivergent employees having unique needs related to the challenges they face, FWAs are able to fulfill these needs by providing necessary flexibility, thereby improving the employment experience of neurodivergent individuals. A major practical implication of these findings is that the availability, coverage, and usage of FWAs should all be considered when examining the effect of FWAs for the target population of neurodivergent employees. For employers to become more inclusive, it is crucial to examine the separate effects of the availability, coverage, and usage of FWAs for this target population. This suggests that ensuring the availability of FWAs alone is not enough. Employees should also be encouraged to use FWAs. In accordance with the present results, this study has also demonstrated that the domains for which FWAs can be implemented are not identical, and it is necessary to take these differences into account when offering FWAs to neurodivergent employees. The most promising domains for workforce participation are the location and work continuity domain.

Work Hours Satisfaction

For the work hours satisfaction of neurodivergent employees, employers ought to realize that the three aspects of FWAs; availability, coverage, and usage, are not separate concepts. An interesting theoretical contribution to the field could be the positive relationship between the availability of FWAs and the work hours satisfaction. This finding was somewhat unexpected but suggests that the mere availability of FWAs across various domains has a positive effect on the work hours satisfaction of employees. A possible explanation for this might be that the awareness of flexibility offers employees a sense of control over their employment experience. When examining this finding from the needs-supplies perspective, it confirms that fulfilling needs such as a sense of control and autonomy can lead to higher job satisfaction. The availability of FWAs helps meet these needs by providing the potential for flexibility, even if not immediately utilized, thus enhancing the person-job fit and work hours satisfaction of neurodivergent individuals.

A more practical implication of these findings would be that employers do not limit their actions to making FWAs for the time domain available, but also take actions to increase the usage of these FWAs among their neurodivergent employees. Additionally, it is imperative to note that employers and policy makers ought to be hesitant about coming to conclusions regarding FWAs solely based on the availability of the FWAs, without taking into account the coverage and usage of the FWAs. For example, whereas there is no positive relationship between the work hours satisfaction and the availability of FWAs for the domain time, the coverage and usage of FWAs for this domain both have a positive relationship with the work hours satisfaction.

To conclude, it is important to realize that the three aspects of availability, coverage, and usage related to FWAs are not identical. For the current study, for example the usage of FWAs for the time domain have a negative effect on the workforce participation, but a

positive effect for the work hours satisfaction for neurodivergent employees. The most promising domains for work hours satisfaction are the time domain and the availability of FWAs across all four domains.

Based on the current study, if employers want to improve the workforce participation of neurodivergent employees, they would benefit most from ensuring the availability, coverage and usage of FWAs for the location domain, whereas the work hours satisfaction is best improved through the coverage and usage of FWAs for the time domain, and through the total availability of FWAs across the four domains.

Taken together, these results provide further support for the hypothesis that FWAs, dependent on the aspect and the domain, can have a positive effect on the workforce participation and work hours satisfaction of neurodivergent employees.

5.4 Limitations

The findings within this study are subject to at least three limitations. First, the current data must be interpreted with caution as the research sample is predominantly female and highly educated. The current study is therefore unable to make any inferences about the differences within the sample of neurodivergent employees on the basis of gender. Moreover, the limited distribution of the educational level within the research sample should be taken into account for making inferences.

Second, another limitation to note is that the exemplary FWAs that have been chosen for each of the domains were not chosen with the intention of increasing the workforce participation or the number of working hours. The practices were selected based on the popularity and general availability throughout various sectors. Therefore, the negative relationships between the aspects of FWAs across the four domains, could suggest that the FWAs work as intended, but these practices were less suitable for measuring the intended

relationships. An example is the conceptual overlap between the Work Hours Satisfaction and the FWAs for the time domain as both variables measure the concept of time.

The third and last limitation to be discussed is the use of cross-sectional data within this study. As cross-sectional data captures information at a single point in time, this limits the ability to observe possible changes over time or establish further causality between variables.

5.5 Future research recommendations

This research raised many questions in need of further investigation. Due to the limited existing research on this topic, there are various recommendations for future research to be given. On a larger scale, more research is required to further progress the knowledge concerning the role of FWAs for the neurodivergent population as a whole, and as divided by neurodivergent diagnosis. It would be interesting to compare experiences of neurodivergent employees within the same sector to further examine possible short- and long-term effects of FWAs for the workforce participation and work hours satisfaction. For example, future work needs to be done to establish whether the currently found negative relationships between FWAs and the workforce participation and work hours satisfaction, can be explained due to FWAs with the intention of reducing the working hours on a short-term basis with intended reintegration or increase of working hours on a long-term basis. Respondents commented on the survey that FWAs helped them return to work after a period of absence due to sickness and unemployment.

More specifically related to the findings of this study, future studies should take into account the desire of (neurodivergent) individuals to make use of these flexible work arrangements when examining the aspects of availability, coverage, and usage.

Lastly, it is recommended that further research be undertaken in relation to the influence of FWAs on the choice for self-employment for neurodivergent individuals.

Respondents commented on the survey that key factors influencing the choice for self-employment were for example (1) not having to ask for permission to use FWAs, (2) no obligation to disclose information regarding their diagnosis and (3) the freedom and flexibility to create their own flexible work arrangements.

These findings suggest several courses of action for the labor market. First off, the findings show that investing in neurodivergent employees results in employees working more hours, which would increase the workforce participation of the neurodivergent population. Based on this finding, employers are recommended to invest in neurodivergent and the neurodivergent population as potential labor population. Second, the information from this study can be used to promote further research and develop targeted interventions aimed at increasing the workforce participation, and work hours satisfaction of neurodivergent individuals. Taken together, these findings support recommendations from previous research to invest in the neurodivergent population.

6 Conclusion

This research aimed to identify the extent to which flexible work arrangements can play a role for the workforce participation and work hours satisfaction of neurodivergent employees with ADHD and/or ASD. This was done through examining the three aspects of availability, coverage and usage of FWAs in four different domains: time, location, workload and work continuity. Based on a quantitative analysis of flexible work arrangements in relation to workforce participation and work hours satisfaction, this thesis can conclude that there are relationships between the availability, coverage and usage of FWAs and the workforce participation and work hours satisfaction of neurodivergent individuals.

The relevance of FWAs for neurodivergent employees is supported by the current findings. Whilst this study did not confirm that all aspects and domains of FWAs have a positive effect on the workforce participation and work hours satisfaction of neurodivergent employees, a significant finding emerged. The results substantiate that to understand the role which FWAs can play for the employment experience of neurodivergent employees, one needs to consider that each of the aspects and the different domains affect the outcome in a separate way. For example, FWAs for the location domain have a positive effect on the workforce participation of neurodivergent employees, whereas the work hours satisfaction is improved through making FWAs across various domains available for employees. The predominance of female respondents and the limited distribution of the education level should be taken into account for the generalizability of the results.

This research has several practical applications. Firstly, it points to promoting FWAs as an instrument to improve the workforce participation and work hours satisfaction of neurodivergent employees. Secondly, the current findings indicate that, due to differences between the forms of neurodiversity, customization can result in tailored approaches to better support the unique needs of neurodivergent employees and thereby enhancing their

workforce participation and work hours satisfaction. Lastly, this study raises new questions with relation to increasing the workforce participation for both employed and unemployed neurodivergent individuals. To better understand the implications of the current results, future research should examine and compare the short- and long-term effects of FWAs for both employed and unemployed neurodivergent individuals.

The most important takeaway from this study is that when examining the relationship between the availability, coverage, and usage of FWAs for the workforce participation and work hours satisfaction, the direction and strength of the relationship is not identical. FWAs can play a significant role for many stakeholders related to the labor market. Therefore, employers, policy makers, HR departments and neurodivergent employees themselves, should have knowledge of the different effects which the availability, coverage, and usage of FWAs in different domains can have on the workforce participation and work hours satisfaction. In order to promote a more diverse and inclusive workplace, this study supports the notion that employers can take a first step by investing in neurodiversity employment through the implementation of FWAs, which have become increasingly available as a result of COVID. Unless steps are taken towards improving two indicators of the employment experience of neurodivergent individuals, which are the workforce participation and the work hours satisfaction, the labor market will lose the significant opportunity to utilize this valuable labor population to counteract the labor shortage.

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Appendix 1. Information Letter (Dutch)

INFORMATIE BRIEF

Titel

Het overbruggen van de kloof: De relatie tussen flexibel werk beleid en de arbeidsparticipatie en tevredenheid van neurodivergente medewerkers.

Onderzoeker

Suzanne Arendse

Introductie

In deze brief wil ik u vragen of u bereid bent deel te nemen aan mijn wetenschappelijk onderzoek. Het onderzoek wordt uitgevoerd door een masterstudent van de opleiding Strategisch HRM aan Universiteit Utrecht (UU). Het onderzoek vindt volledig online plaats. Dit onderzoek voldoet aan de ethische richtlijnen.

Meedoen is vrijwillig en u kunt te allen tijde stoppen zonder dat u hiervoor een reden hoeft op te geven. Voordat u beslist of u wilt meedoen aan dit onderzoek, zal u hieronder worden geïnformeerd over wat het onderzoek precies inhoudt en welke vragen u kunt verwachten.

Lees deze informatie rustig door en neem gerust contact op via het e-mailadres (S.i.arendse@students.uu.nl) indien u vragen heeft.

Opzet/uitvoering van het onderzoek

U krijgt een vragenlijst voorgelegd. Het invullen hiervan duurt slechts 10 minuten.

Achtergrond onderzoek

Dit onderzoek gaat over het effect van flexibele werkafspraken, ook wel bekend als flexibel werk beleid. Bekende voorbeelden zijn thuiswerken of het hebben van flexibele start-en eindtijden. Volgens onderzoekers kan flexibele werkafspraken voor mensen met ADHD en/of Autisme een invloed hebben op de arbeidsparticipatie. Het doel van dit onderzoek is om inzicht te verkrijgen in het gebruik van flexibele werkafspraken bij deze groep medewerkers.

Wat wordt van u als participant verwacht

Door deel te nemen aan dit onderzoek, wordt van u verwacht dat u een eenmalige enquête invult, bestaande uit vier onderdelen:

1. Diagnose: Vragen over over uw diagnose
2. Achtergrond informatie: Vragen over uw persoonlijke informatie
3. Huidige werksituatie: Vragen over uw huidige werksituatie, inclusief aspecten zoals werkuren en dienstverband.
4. Flexibele werkafspraken: Vragen over over uw gebruik van flexibele werkafspraken die u heeft, zoals thuiswerken en flexibele start- en eindtijden.

Mogelijke voor- en nadelen van het onderzoek

U ontvangt een mogelijkheid om inzicht te verkrijgen in uw werksituatie en uw gebruik van flexibele werkafspraken. Door uw deelname aan het onderzoek helpt u meer inzicht te verkrijgen in hoe flexibele werkafspraken kan helpen voor mensen met ADHD en/of autisme. Deelname aan het onderzoek vraagt een eenmalige tijdsinvestering van 10 minuten.

Vergoeding/beloning

Deelname aan dit onderzoek is vrijwillig en respondenten ontvangen geen vergoeding voor hun deelname.

Vertrouwelijkheid verwerking gegevens

Voor dit vragenlijstonderzoek wordt gebruikgemaakt van het software programma Qualtrics. Voor het onderzoek is het nodig dat uw persoonsgegevens worden verzameld en gebruikt, zoals uw leeftijd en diagnose(s). Qualtrics verzamelt de data op anonieme basis. Dit houdt in dat de gegevens niet aan u als respondent zijn terug te koppelen, maar enkel aan een toegewezen nummer. Omdat het onderzoek anoniem wordt uitgevoerd betekent dit ook dat u uw gegevens niet kunt laten verwijderen. Wel kunt u uiteraard te allen tijde stoppen met de vragenlijst.

Voor het bewaren van de survey-data wordt gebruik gemaakt van veilige opslag vanuit de Universiteit Utrecht. De persoonlijke gegevens worden maximaal een jaar opgeslagen.

Vrijwilligheid deelname

Deelname aan dit onderzoek is vrijwillig. U kunt op elk gewenst moment, zonder opgave van reden en zonder voor u nadelige gevolgen, stoppen met het onderzoek.

Voor vragen kunt u terecht bij : S.i.arendse@students.uu.nl

Hartelijk dank voor uw aandacht.

Appendix 2. Recruitment Text (Dutch)

OPROEP TOT DEELNAME AAN ONDERZOEK

Beste Lezer,

Ben jij een neurodivergente medewerker met een officiële diagnose van ADHD en/of autisme? En heb je eenmalig 10 minuten voor het invullen van een vragenlijst om bij te dragen aan een inclusiever werklandschap? Dan nodig ik u graag uit om deel te nemen aan mijn onderzoek naar de relatie tussen flexibel werkbeleid en de arbeidsparticipatie van neurodivergente medewerkers.

Mijn naam is Suzanne Arendse en ik ben een masterstudent Strategisch HRM aan de Universiteit Utrecht. Voor mijn onderzoek naar de effecten van flexibel werkbeleid voor medewerkers met ADHD en/of autisme ben ik op zoek naar respondenten om eenmalig een vragenlijst in te vullen. Het invullen van de vragenlijst duurt slechts 10 minuten.

Meedoen is vrijwillig en u kunt te allen tijde stoppen zonder dat u hiervoor een reden hoeft op te geven. De gegevens worden vertrouwelijk behandeld. De bijgaande informatiebrief bevat aanvullende informatie over wat het onderzoek precies inhoudt.

Voel u vrij om deze enquête te delen met anderen die mogelijk geschikt zijn voor deelname; het delen wordt zeer gewaardeerd.

Voor vragen kunt u terecht bij :
S.i.arendse@students.uu.nl
Met vriendelijke groet,
Suzanne Arendse

Appendix 3. Questionnaire (Dutch)

Enquête Master Scriptie - door Suzanne Arendse

Welkom bij de enquête. Ten eerste, bedankt voor de interesse om deel te nemen aan mijn onderzoek. Mijn naam is Suzanne Arendse en ik ben een masterstudent aan de Universiteit Utrecht, gespecialiseerd in Strategisch HRM.

Mijn onderzoek gaat over de effecten van flexibele werkafspraken voor medewerkers met ADHD en/of Autisme. Bekende voorbeelden van flexibele werkafspraken zijn thuiswerken of het hebben van flexibele start-en eindtijden.

De vragenlijst bestaat uit vier onderdelen, met de onderstaande indeling. Het invullen van de vragenlijst duurt slechts 10 minuten.

- Deel 1: Diagnose
- Deel 2: Algemene informatie
- Deel 3: Huidige werksituatie
- Deel 4: Flexibele werkafspraken

Door uw deelname aan het onderzoek helpt u meer inzicht te verkrijgen in hoe flexibele werkafspraken kan helpen voor mensen met ADHD en/of autisme. Daarnaast kunt u als respondent inzicht verkrijgen in uw gebruik van flexibele werkafspraken.

Op de volgende pagina zal u worden gevraagd om toestemming te geven voor uw deelname aan het onderzoek. Meedoen is vrijwillig en u kunt te allen tijde stoppen zonder dat u hiervoor een reden hoeft op te geven.

Voor meer informatie over het onderzoek kunt u de onderstaande informatiebrief raadplegen.

Lees deze informatie rustig door en neem gerust contact met het e-mailadres s.i.arendse@students.uu.nl indien u vragen heeft.

Toestemming voor deelname aan afstudeeronderzoek Bestuurs- en Organisatiewetenschap

- Ik ben geïnformeerd over het onderzoek.
- Ik heb de schriftelijke informatie gelezen.
- Ik heb de mogelijkheid gekregen om vragen te stellen over het onderzoek.
- Ik heb gelegenheid gekregen om over mijn deelname aan het onderzoek na te denken en die is geheel vrijwillig.
- Ik heb het recht om te allen tijde de toestemming die ik verleen weer in te trekken en mijn deelname aan het onderzoek stop te zetten zonder opgaaf van redenen.

Als u na het lezen van deze informatie besluit tot deelname gaat u akkoord door middel van het aanvinken van het onderstaande vakje.

- Ik heb de schriftelijke informatie gelezen en begrepen en ik stem ermee in om vrijwillig aan het onderzoek deel te nemen.
- Ik stem er niet mee in om aan het onderzoek deel te nemen.

Deel 1: Diagnose

De volgende vragen hebben betrekking op uw diagnose.

1. **Heeft u een officiële diagnose van ADHD en/of Autisme?**
    - Ja
    - Nee

2. **Welke officiële diagnose heeft u ontvangen?**
    - ADHD
    - Autisme
    - ADHD en Autisme

3. **Hoe lang heeft u de diagnose van ADHD?**
    - Minder dan 1 jaar
    - 1 tot 5 jaar
    - 6 tot 10 jaar
    - 11 - 15 jaar
    - Meer dan 15 jaar

4. **Hoe lang heeft u de diagnose van Autisme?**
    - Minder dan 1 jaar
    - 1 tot 5 jaar
    - 6 tot 10 jaar
    - 11 - 15 jaar
    - Meer dan 15 jaar

Deel 2: Algemene informatie

De volgende vragen hebben betrekking op algemene informatie.

5. **Wat is uw leeftijd?**

_____

6. **Wat is uw geslacht?**
    - Man
    - Vrouw
    - Non-binair
    - Anders
7. **Wat is uw hoogst behaalde opleidingsniveau?**
    - Basisonderwijs
    - Vmbo-b/k, mbo1
    - Vmbo-g/t, havo-, vwo-onderbouw
    - Mbo2 en mbo3
    - Mbo4
    - Havo, vwo
    - Hbo-, wo-bachelor
    - Hbo-, wo-master, doctor

Deel 3: Huidige werksituatie

De volgende vragen hebben betrekking op uw huidige werksituatie.

8. **Wat is uw huidige werksituatie?**
    - Vast dienstverband
    - Tijdelijk dienstverband
    - Werkloos
    - Zelfstandig
    - Gepensioneerd
9. **Welke sector werkt u momenteel in?**
    - Landbouw, bosbouw en visserij (Landbouw, Bosbouw, Visserij)
    - Nijverheid en energie (Productie van goederen, Productie van energie)
    - Bouwsector (Residentiële bouw, Commerciële bouw, Infrastructuurconstructie)
    - Handel (Detailhandel, Groothandel, E-commerce)
    - Vervoer en opslag (Wegvervoer, Luchtvaart, Opslag en distributie)
    - Horeca (Restaurants, Hotels, Catering)
    - Informatie en communicatie (Telecommunicatie, Media en entertainment, IT-dienstverlening)

- Financiële dienstverlening (Banken, Verzekeringen, Beleggingsfondsen)
- Zakelijke dienstverlening (Consultancy, Juridische dienstverlening, Marketing en reclame)
- Overheid (Openbaar bestuur en overheidsdiensten)
- Gezondheids- en welzijnszorg
- Onderwijs
- Cultuur en recreatie (Cultuur, sport en recreatie)
- Anders _____

10. Sinds welk kalenderjaar bekleedt u uw huidige functie?

_____

11. Hoeveel uren werkt u feitelijk per week gemiddeld?

_____

12. Bent u tevreden met het aantal uren dat u gemiddeld per week werkt?

- Ja
- Nee, ik wil meer uren werken.
- Nee, ik wil minder uren werken.
- Nee, ik wil niet werken.

13. Hoeveel uren zou u gemiddeld per week willen werken?

- 1 tot 10 uur
- 11 tot 20 uur
- 21 tot 30 uur
- 31 tot 40 uur
- Meer dan 40 uur

Deel 4: Flexibele werkafspraken.

De volgende vragen gaan over de verschillende vormen van flexibele werkafspraken waar u in het afgelopen jaar gebruik van heeft gemaakt.

14. Welke van de onderstaande vormen van flexibele werktijden heeft u in het afgelopen jaar gebruik van gemaakt? Indien relevant, selecteer deze optie(s).

	Wordt dit binnen uw organisatie aangeboden?		Komt u in aanmerking om gebruik te maken van ... ?		Heeft u het afgelopen jaar gebruik gemaakt van...?	
	Ja	Nee	Ja	Nee	Ja	Nee
Flexibele start- en eindtijden	**o**	**o**	**o**	**o**	**o**	**o**
Deeltijd werken	**o**	**o**	**o**	**o**	**o**	**o**
Werken in weekenden en/of avonden	**o**	**o**	**o**	**o**	**o**	**o**
Werken in shifts	**o**	**o**	**o**	**o**	**o**	**o**

15. Welke van de onderstaande vormen van flexibele werklocatie heeft u in het afgelopen jaar gebruik van gemaakt? Indien relevant, selecteer deze optie(s).

	Wordt dit binnen uw organisatie aangeboden?		Komt u in aanmerking om gebruik te maken van ... ?		Heeft u het afgelopen jaar gebruik gemaakt van...?	
	Ja	Nee	Ja	Nee	Ja	Nee
Thuiswerken	**o**	**o**	**o**	**o**	**o**	**o**
Online werken	**o**	**o**	**o**	**o**	**o**	**o**
Werken bij cliënt of opdrachtgever	**o**	**o**	**o**	**o**	**o**	**o**
Flexibele werkplekken	**o**	**o**	**o**	**o**	**o**	**o**

16. Welke van de onderstaande vormen van flexibele werkafspraken rondom werkdruk heeft u in het afgelopen jaar gebruik van gemaakt? Indien relevant, selecteer deze optie(s).

*Gefaseerd pensioen omvat meestal een geleidelijke vermindering van werkuren gedurende een vooraf bepaalde periode.

	Wordt dit binnen uw organisatie aangeboden?		Komt u in aanmerking om gebruik te maken van ... ?		Heeft u het afgelopen jaar gebruik gemaakt van...?	
	Ja	Nee	Ja	Nee	Ja	Nee
Verminderde werklast	**o**	**o**	**o**	**o**	**o**	**o**
Part-time werken	**o**	**o**	**o**	**o**	**o**	**o**
Verminderde uren	**o**	**o**	**o**	**o**	**o**	**o**
Gefaseerd pensioen*	**o**	**o**	**o**	**o**	**o**	**o**

17. Welke van de onderstaande vormen van flexibele werkafspraken rondom werkcontinuïteit heeft u in het afgelopen jaar gebruik van gemaakt? Indien relevant, selecteer deze optie(s).

	Wordt dit binnen uw organisatie aangeboden?		Komt u in aanmerking om gebruik te maken van ... ?		Heeft u het afgelopen jaar gebruik gemaakt van...?	
	Ja	Nee	Ja	Nee	Ja	Nee
Sabbatical	**o**	**o**	**o**	**o**	**o**	**o**
Verlof (korte of lange termijn)	**o**	**o**	**o**	**o**	**o**	**o**
Onbetaald verlof	**o**	**o**	**o**	**o**	**o**	**o**
Verlof (arbeidsongeschikt)	**o**	**o**	**o**	**o**	**o**	**o**

De volgende vragen gaan over de informatie rondom flexibele werkafspraken binnen uw huidige organisatie.

18. Heeft u informatie ontvangen vanuit de organisatie over flexibele werkafspraken?

- Ja
- Nee

19. Weet u informatie te vinden over flexibele werkafspraken binnen uw organisatie?

- Ja
- Nee

- Heeft u nog vragen of opmerkingen over of naar aanleiding van de vragenlijst?

_____

Appendix 4. Questionnaire (Translated to English)

Part 1: Diagnosis

The following questions concern your diagnosis.

1. **Do you have an official diagnosis of ADHD and/or Autism?**
    - Yes
    - No
2. **Which official diagnosis have you received?**
    - ADHD
    - Autism
    - ADHD and Autism
3. **How long have you been diagnosed with ADHD?**
    - Less than 1 year
    - 1 to 5 years
    - 6 to 10 years
    - 11 - 15 years
    - More than 15 years
4. **How long have you been diagnosed with Autism?**
    - Less than 1 year
    - 1 to 5 years
    - 6 to 10 years
    - 11 - 15 years
    - More than 15 years

Part 2: General Information

The following questions concern general information.

5. **What is your age?**

    _____

6. **What is your gender?**
    - Male
    - Female
    - Non-binary
    - Other
7. **What is your highest level of education attained?**

- Primary education
- Vmbo-b/k, mbo1
- Vmbo-g/t, havo, vwo lower secondary education
- MBO2 and MBO3
- MBO4
- Havo, vwo
- Hbo-, wo-bachelor
- Hbo-, wo-master, doctor

Part 3: Current work situation.

The following questions concern your current work situation.

8. **What is your current work situation?**
    - Permanent employment
    - Temporary employment
    - Unemployed
    - Self-employed
    - Retired
9. **Which sector are you currently working in?**
    - Agriculture, forestry and fishing (Agriculture, Forestry, Fishing)
    - Industry and energy (Production of goods, Production of energy)
    - Construction (Residential construction, Commercial construction, Infrastructure construction)
    - Trade (Retail trade, Wholesale trade, E-commerce)
    - Transport and warehousing (Road transport, Aviation, Warehousing and distribution)
    - Hospitality (Restaurants, Hotels, Catering)
    - Information and communication (Telecommunications, Media and entertainment, IT services)
    - Financial services (Banking, Insurance, Investment funds)
    - Business services (Consultancy, Legal services, Marketing and advertising)
    - Government (Public administration and public services)
    - Health and Welfare
    - Education
    - Culture and recreation

- Other _____

10. Since what calendar year have you held your current position?

_____

11. How many hours do you actually work per week on average?

_____

12. Are you satisfied with the number of hours you work on average per week?

- Yes
- No, I want to work more hours.
- No, I want to work fewer hours.
- No, I do not want to work.

13. On average, how many hours would you like to work per week?

- 1 to 10 hours
- 11 to 20 hours
- 21 to 30 hours
- 31 to 40 hours
- More than 40 hours

Part 4: Flexible Work Arrangements

The following questions are about the different forms of flexible working arrangements you have used in the past year.

14. Which of the following forms of flexible working hours have you used in the past year? If relevant, please select these option(s).

	Is this offered within your organization?		Are you eligible to make use of …?		Have you made use of .. in the past year?	
	Yes	No	Yes	No	Yes	No
Flexible start and end times	**o**	**o**	**o**	**o**	**o**	**o**
Working part time	**o**	**o**	**o**	**o**	**o**	**o**
Working on weekend and/or evenings	**o**	**o**	**o**	**o**	**o**	**o**
Working in shifts	**o**	**o**	**o**	**o**	**o**	**o**

15. Which of the following forms of flexible work location have you used in the past year? If relevant, please select these option(s).

	Is this offered within your organization?		Are you eligible to make use of …?		Have you made use of .. in the past year?	
	Yes	No	Yes	No	Yes	No
Working from home	**o**	**o**	**o**	**o**	**o**	**o**
Working online	**o**	**o**	**o**	**o**	**o**	**o**
Working at a client or customer	**o**	**o**	**o**	**o**	**o**	**o**
Making use of flexible work locations	**o**	**o**	**o**	**o**	**o**	**o**

16. Which of the following forms of flexible working arrangements around workload have you used in the past year? If relevant, please select these option(s).

*Phased retirement usually involves a gradual reduction in working hours over a predetermined period.

	Is this offered within your organization?		Are you eligible to make use of …?		Have you made use of .. in the past year?	
	Yes	No	Yes	No	Yes	No
Reduced workload	**o**	**o**	**o**	**o**	**o**	**o**
Working part-time	**o**	**o**	**o**	**o**	**o**	**o**
Working reduced hours	**o**	**o**	**o**	**o**	**o**	**o**
Phased retirement*	**o**	**o**	**o**	**o**	**o**	**o**

17. Which of the following forms of flexible working arrangements around work continuity have you used in the past year? If relevant, please select these option(s).

	Is this offered within your organization?		Are you eligible to make use of …?		Have you made use of .. in the past year?	
	Yes	No	Yes	No	Yes	No
Sabbatical	**o**	**o**	**o**	**o**	**o**	**o**
Short- and long-term leave of absence	**o**	**o**	**o**	**o**	**o**	**o**
Unpaid leave	**o**	**o**	**o**	**o**	**o**	**o**
Disability leave	**o**	**o**	**o**	**o**	**o**	**o**

The following questions are about the information around flexible working arrangements within your current organisation.

18. **Have you received information from the organisation about flexible working arrangements?**
    - Yes
    - No
19. **Do you know how to find information on flexible working arrangements within your organisation?**
    - Yes
    - No

- Do you have any questions or comments about or in response to the questionnaire?

  _____

Appendix 5. Additional Tables

Table 5A

Pearson Correlation Coefficients Between Flexible Work Arrangements - color coded by significance.

	Variables	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
4	Availability (Time)	--														
5	Availability (Location)	***	--													
6	Availability (Workload)	***	***	--												
7	Availability (Continuity)	***	***	***	--											
8	Availability (Total)	***	***	***	***	--										
9	Coverage (Time)	***	***	***	-	***	--									
10	Coverage (Location)	***	***	**	***	***	***	--								
11	Coverage (Workload)	**	***	***	***	***	***	***	--							
12	Coverage (Continuity)	**	***	***	***	***	*	***	***	--						
13	Coverage (Total)	***	***	***	***	***	***	***	***	***	--					
14	Usage (Time)	***	*	-	-	***	***	**	-	-	***	--				
15	Usage (Location)	***	***	*	***	***	***	***	**	***	***	**	--			
16	Usage (Workload)	-	-	***	-	-	-	-	***	-	***	***	-	--		
17	Usage (Continuity)	-	-	-	*	-	-	*	-	***	***	-	-	***	--	
18	Usage (Total)	***	***	**	**	***	***	**	***	***	***	***	***	***	***	

Note. *$p < 0.05$;**$p < 0.01$; ***$p < 0.001$.

Table 5B

Significant Results For Regression Between Flexible Work Arrangements And Workforce Participation Of Neurodivergent Employees (N = 348).

	Availability	Coverage	Usage
Flexibility in time [a]			-
Flexibility in location [b]	+	+	+
Flexibility in workload [c]		-	-
Flexibility in work continuity [d]		+	
Flexibility in four domains			-

Note. [a] Flexibility in time: Flexible start and end times, working part time, working on weekend and/or evenings, working in shifts; [b] Flexibility in location: Working from home, working online, working at a client or customer, making use of flexible work locations; [c] Flexibility in workload: Reduced workload, working part-time, working reduced hours, phased retirement; [d] Flexibility in work continuity: Sabbatical, short- and long-term leave of absence, unpaid leave, disability leave.

Table 5C

Significant Results For Regression Between Flexible Work Arrangements And Work Hours Satisfaction Of Neurodivergent Employees (N = 348).

	Availability	Coverage	Usage
Flexibility in time		+	+
Flexibility in location			
Flexibility in workload			
Flexibility in work continuity			-
Flexibility in four domains	+		

Table 5D

Findings of survey questions V26 and V27.

	N	%
Have you received information from the organization about FWAs?		
Yes	121	34.8
No	227	65.2
Do you know how to find information about FWAs within your organization?		
Yes	186	53.4
No	162	46.6
Valid N (listwise)	348	

Table 5E

Findings of survey questions V26 and V27.

		Do you know how to find information about FWAs within your organization?		
		Yes	**No**	*Total*
Have you received information from the organization about FWAs?	**Yes**	105	16	*121*
	No	81	146	227
	Total	*186*	*162*	*348*

Appendix 6. Additional Analyses

Neurodiversity Diagnoses

Workforce Participation. The first set of regressions evaluated the possible relationship between the aspects of the FWAs and workforce participation. The results can be found in table 6A (appendix 6). The findings show that the relationship between the availability for FWAs in the domain of location is less significant for the ADHD sample (β = .145, p = .047) in comparison to the original model (β = .215, p < .001). The adjusted R^2 of the two models shows that the model for the ADHD sample can explain 5.1% of the variance, with p = .010, in comparison to the 4.4% from the total sample, with p =.002.

For the coverage of FWAs, the findings show that the coverage of FWAs in the domain of workload and continuity are stronger for the ADHD sample compared to the total sample. The coverage of FWAs in the domain of location decreases in both strength and significance, with the β decreasing from .225 to .183 and the p-value from p < .001 to p = .009. This would suggest that the coverage of FWAs in terms of location are not the strongest for the ADHD sample.

For the usage of FWAs, the results show that there are differences between the ASD sample and the total sample. The relationship between the total usage of FWAs and workforce participation becomes stronger for the ASD sample (β = -.321, p = .005) in comparison to the original sample (β = -.157, p = .003). For the usage of FWAs in the domains of time (β = -.229, p = .029) and workload (β = -.408, p < .001), the negative relationship in stronger in comparison with the total sample's relationship for the domains of time (β = -.160, p = .002) and workload (β = -.345, p < .001). For location, the significant relationship between the usage of FWAs for this domain and the workforce participation disappears for the ASD sample (β = .140, p = .150) in comparison to the original model (β = .188, p < .001).

Despite the availability model (adjusted R^2 = .178, p = .097) and the coverage model (adjusted R^2 = .067, p = .279) not being significant, the results show two significant positive relationships. The regression shows that there is a significant positive relationship between the availability of FWAs for location and workforce participation (β = .485, p = .009). For the coverage of FWAs in terms of location, a similar significant positive relationship was found (β = .394, p = .041).

Work Hours Satisfaction. The second set of regressions evaluated the possible relationship between the aspects of the FWAs and the work hours satisfaction. The results can be found in table 6B (appendix 6). The results show that for the relationship between the total availability of FWAs and work hours satisfaction, only for the ADHD sample the relationship is stronger (β = .186, p = .006) in comparison to the complete model (β = .158, p = .003). Moreover, the relationship between the coverage of FWAs for the time domain and the work hours satisfaction is stronger for the ADHD sample (β = .202, p = .005) compared to the total sample (β = .164, p = .003).

Regarding the other models, testing for relationships between work hours satisfaction and the various predictors, the models were unable to explain any variance. For the ADHD sample, significant relationships were found between the total coverage of FWAs and work hours satisfaction (model 11), and between the usage of FWAs for the time domain and work hours satisfaction (model 14). For the ASD sample, the results show relationships between work hours satisfaction and the availability of FWAs for the time domain and the location domain (model 10). And for the ADHD & ASD sample, a relationship between work hours satisfaction and the coverage of FWAs for the time domain was found (model 12).

As the models are unable to explain any variance, these results will not be further discussed but are included in table 6B.

Self-employed

For both workforce participation and work hours satisfaction, a large proportion of the models were unable to explain any variance. The regression analysis for model 3 measuring the relationship between the availability of FWAs per domain and workforce participation was significant. The adjusted R^2 value of .728 revealed that this model can explain 72.8% of the variance in workforce participation, with $p < .001$. This shows that there is a positive relationship between the availability of FWAs for the domain time (Beta = .599, $p < .001$) for the self-employed sample. This relationship was not found in the complete sample. The relationship between the availability of FWAs for the domain location was stronger for the self-employed sample (Beta = .685, $p = .003$) in comparison with the complete sample (Beta = .215, $p < .001$). Similar to the availability aspect, the coverage aspect revealed a relationship between the coverage of FWAs for the domain time and the workforce participation (Beta = .421, $p = .035$), which was not found in the complete model. The adjusted R^2 of .437 revealed that this model can explain 43.7% of the variance in workforce participation with $p = .036$.

Lastly, for model 7, which evaluated the relationship between the usage of FWAs per domain and workforce participation, a strong relationship between the usage of FWAs for the domain location was found for the self-employed sample (Beta = .832, $p = .016$). Within the complete model, this relationship was weaker, but more significant (Beta = .188, $p < .001$). The adjusted R^2 of .386 of the self-employed model revealed that this model can explain 38.6% of the variance in workforce participation with $p = .043$. Regarding the models testing for relationships between the work hours satisfaction and the various predictors, none of the models were unable to explain any variance. Therefore, no findings can be discussed for these regression analyses.

Table 6A

Additional Regression Results for the Relationship between Workforce Participation and Availability, Coverage and Usage of FWAs for respondents with ADHD, ASD and ADHD & ASD.

		Complete Model (N = 348)	***ADHD (N = 222)***	***ASD (N = 93)***	***ADHD & ASD (N = 33)***
	Model 2	Ad R2 = .019, p = .034	Ad R2 = .051, p = .004	(Ad R^2 = -.027, p = .812)	(Ad R^2 = -.001, p = .427)
	Total availability				
	Model 3	Ad R2 = .044, p = .002	Ad R2 = .051, p = .010	(Ad R^2 = .050, p = .122)	(Ad R^2 = .178, p = .097)
Availability	Time			*Beta = -.223, p = .047*	
	Location	Beta = .215, p < .001	Beta = .145, p = .047	*Beta = .300, p = .014*	*Beta = .485, p = .009*
	Workload				
	Continuity				

Table 6A (continued)

		Complete Model (N = 348)	*ADHD (N = 222)*	*ASD (N = 93)*	*ADHD & ASD (N = 33)*
	Model 4	Ad R^2 = .021, p = .024	Ad R2 = .051, p = .004	(Ad R2 = -.028, p = .831)	(Ad R2 = -.016, p = .494)
	Total coverage				
	Model 5	Ad R2 = .099, p < .001	Ad R2 = .133, p < .001	(Ad R2 = .034, p = .191)	(Ad R2 = .067, p = .279)
Coverage	Time				
	Location	Beta = .225, p < .001	Beta = .183, p = .009		*Beta = .394, p = .041*
	Workload	Beta = -.212, p < .001	Beta = -.221, p < .001		
	Continuity	Beta = .130, p = .020	Beta = .171, p = .011		
	Model 6	Ad R2 = .038, p = .002	Ad R2 = .082, p < .001	Ad R2 = .062, p = .048	(Ad R2 = -.046, p = .633)
	Total usage	Beta = -.157, p= .003	Beta = - .196, p = .003	Beta = -.321, p = .005	
	Model 7	Ad R2 = .201, p < .001	Ad R2 = .255, p < .001	Ad R2 = .214, p < .001	(Ad R2 = -.029, p = .544)
Usage	Time	Beta = -.160, p = .002	Beta = -.191, p = .003	Beta = -.229, p = .029	
	Location	Beta = .188, p < .001	Beta = .166, p = .007	Beta = .140, p = .150	
	Workload	Beta = -.345, < .001	Beta = -.366, p < .001	Beta = -.408, p < .001	
	Continuity				

Table 6B

Additional Regression Results for the Relationship between Work Hours Satisfaction and Availability, Coverage and Usage of FWAs for respondents with ADHD, ASD and ADHD & ASD.

		Complete Model (N = 348)	***ADHD (N = 222)***	***ASD (N = 93)***	***ADHD & ASD (N = 33)***
	Model 9	(Ad R2 = .015, p = .059)	Ad R2 = .026, p = .046	(Ad R2 = .013, p = .277)	(Ad R2 = -.057, p = .689)
	Total availability	Beta = .158, p = .003	Beta = .186, p = .006		
	Model 10	(Ad R2 = .020, p = .056)	(Ad R2 = .032, p = .051)	(Ad R2 = -.017, p = .608)	(Ad R2 = -.065, p = .656)
Availability	Time			*Beta = -.223, p = .047*	
	Location			*Beta = .300, p = .014*	
	Workload				
	Continuity				

Table 6B (continued)

		Complete Model (N = 348)	*ADHD (N = 222)*	*ASD (N = 93)*	*ADHD & ASD (N = 33)*
	Model 11	(Ad R2 = .000, p = .408)	(Ad R2 = .012, p = .154)	(Ad R2 = -.028, p = .831)	(Ad R2 = -.069, p = .748)
	Total coverage	*(Beta = .103, p = .060)*	*Beta = .147, p = .035*		
	Model 12	(Ad R2 = .017, p = .075)	Ad R2 = .041, p = .026	(Ad R2 = .034, p = .191)	(Ad R2 = .040, p = .344)
Coverage	Time	Beta = .164, p = .003	Beta = .202, p = .005		*Beta = .470, p = .031*
	Location				
	Workload				
	Continuity				
	Model 13	(Ad R2 = -.008, p = .856)	(Ad R2 = -.002, p = .480)	(Ad R2 = .013, p = .273)	(Ad R2 = -.080, p = .802)
	Total usage				
	Model 14	Ad R2 = .025, p = .028	(Ad R2 = .023, p = 1.00)	(Ad R2 = -.005, p = .485)	(Ad R2 = .138, p = .147)
Usage	Time	Beta = .153, p = .007	*Beta = .151, p = .041*		
	Location				
	Workload				
	Continuity	Beta = -.139, p = .012			

Table 6C

Additional Regression Results for the Relationship between Workforce Participation, Work Hours Satisfaction and Availability, Coverage and Usage of FWAs for respondents who are self-employed.

		Workforce Participation		***Work Hours Satisfaction***	
		Complete Model (N = 348)	***ZZP (N = 22)***	***Complete Model (N = 348)***	***ZZP (N = 22)***
	Model 2 & 9	Ad R2 = .019, p = .034	(Ad R2 = .191, p = .108)	(Ad R2 = .015, p = .059)	(Ad R2 = -.032, p = .520)
	Total availability			Beta = .158, p = .003	
	Model 3 &10	Ad R2 = .044, p = .002	Ad R2 = .728, p < .001	(Ad R2 = .020, p = .056)	(Ad R2 = -.187, p = .800)
Availability	Time		Beta = .599, p < .001		
	Location	Beta = .215, p < .001	Beta = .685, p = .003		
	Workload				
	Continuity				

Table 6C (continued)

		Workforce Participation		*Work Hours Satisfaction*	
		Complete Model (N = 348)	***ZZP (N = 22)***	***Complete Model (N = 348)***	***ZZP (N = 22)***
Coverage	***Model 4 & 11***	Ad R^2 = .021, p = .024	(Ad R2 = .221, p = .082)	(Ad R2 = .000, p = .408)	(Ad R2 = -.119, p = .777)
	Total coverage			*(Beta = .103, p = .060)*	
	Model 5 & 12	Ad R2 = .099, p < .001	Ad R2 = .437, p = .026	(Ad R2 = .017, p = .075)	(Ad R2 = -.314, p = .950)
	Time		Beta = .421, p = .035	Beta = .164, p = .003	
	Location	Beta = .225, p < .001			
	Workload	Beta = -.212, p < .001			
	Continuity	Beta = .130, p = .020			
Usage	***Model 6 & 13***	Ad R2 = .038, p = .002	(Ad R2 = .215, p = .087)	(Ad R2 = -.008, p = .856)	(Ad R2 = -.099, p = .718)
	Total usage	Beta = -.157, p= .003			
	Model 7 & 14	Ad R2 = .201, p < .001	Ad R2 = .386, p = .043	Ad R2 = .025, p = .028	(Ad R2 = -.210, p = .835)
	Time	Beta = -.160, p = .002		Beta = .153, p = .007	
	Location	Beta = .188, p < .001	Beta = .832, p = .016		
	Workload	Beta = -.345, < .001			
	Continuity			Beta = -.139, p = .012	

Appendix 7. Regression Overview

Table 7A

Multiple Regression Overview with Dependent, Independent & Control Variables

Model	Dependent	Independent	Control
(1)	*Workforce participation*	*(control model)*	Age, Female, Male, Educated
2	Workforce participation	● Availability of FWAs (Total)	=
3	Workforce participation	● Availability of FWAs (Time) ● Availability of FWAs (Location) ● Availability of FWAs (Workload) ● Availability of FWAs (Continuity)	=
4	Workforce participation	● Coverage of FWAs (Total)	=
5	Workforce participation	● Coverage of FWAs (Time) ● Coverage of FWAs (Location) ● Coverage of FWAs (Workload) ● Coverage of FWAs (Continuity)	=
6	Workforce participation	● Usage of FWAs (Total)	=
7	Workforce participation	● Usage of FWAs (Time) ● Usage of FWAs (Location) ● Usage of FWAs (Workload) ● Usage of FWAs (Continuity)	=
(8)	*Work Hours Satisfaction*	*(control model)*	Age, Female, Male, Educated
9	Work Hours Satisfaction	● Availability of FWAs (Total)	=
10	Work Hours Satisfaction	● Availability of FWAs (Time) ● Availability of FWAs (Location) ● Availability of FWAs (Workload) ● Availability of FWAs (Continuity)	=
11	Work Hours Satisfaction	● Coverage of FWAs (Total)	=
12	Work Hours Satisfaction	● Coverage of FWAs (Time) ● Coverage of FWAs (Location) ● Coverage of FWAs (Workload) ● Coverage of FWAs (Continuity)	=
13	Work Hours Satisfaction	● Usage of FWAs (Total)	=
14	Work Hours Satisfaction	● Usage of FWAs (Time) ● Usage of FWAs (Location) ● Usage of FWAs (Workload)	=

		• Usage of FWAs (Continuity)	
(15)	*Work Hours Dissatisfied*	*(control model)*	Age, Female, Male, Educated
16	Work Hours Dissatisfied	• Availability of FWAs (Total)	=
17	Work Hours Dissatisfied	• Availability of FWAs (Time) • Availability of FWAs (Location) • Availability of FWAs (Workload) • Availability of FWAs (Continuity)	=
18	Work Hours Dissatisfied	• Coverage of FWAs (Total)	=
19	Work Hours Dissatisfied	• Coverage of FWAs (Time) • Coverage of FWAs (Location) • Coverage of FWAs (Workload) • Coverage of FWAs (Continuity)	=
20	Work Hours Dissatisfied	• Usage of FWAs (Total)	=
21	Work Hours Dissatisfied	• Usage of FWAs (Time) • Usage of FWAs (Location) • Usage of FWAs (Workload) • Usage of FWAs (Continuity)	=