

Creating new perspectives on work-home interface : a cross-cultural comparison of Malta, Serbia and the Netherlands

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Propositions for this thesis

**Creating new perspectives on work-home interface:
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the Netherlands**

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Maastricht, 24 september 2015

- 1 Besides work and home domains, cultural context plays an important role with regard to work-home interface. *(this thesis)*
- 2 The options for negotiating the way work and home demands are combined are intertwined with the cultural norms and expectations, gender and age. *(this thesis)*
- 3 Societal norms and values change more slowly than individual's, limiting the individual's possibilities for choosing the most appropriate division of work and home duties. *(this thesis)*
- 4 Unfavourable aspects of negative work-home interface for an individual are both material (working hours, promotions) and immaterial (insufficient time with family members, lack of time for hobbies). *(this thesis)*
- 5 Convergence of the policies at the EU level concerning work-home interface will not contribute to better work-home interface. *(this thesis)*
- 6 Society as a whole benefits immeasurably from a climate in which all persons, regardless of race or gender, may have the opportunity to earn respect, responsibility, advancement and remuneration based on ability. *(Sandra Day O'Connor)* Such a reality would also benefit workers' health and well-being.
- 7 Researchers in the field of work and health should be encouraged to use mixed-methods approach, as they are a rich source of contribution to the field.
- 8 To answer certain questions on work and health of employees, cross-cultural research is a necessary approach. This is especially true for studying determinants on a macro level.
- 9 Sharing the findings and recommendations with participants in the form of reports soon after the data collection period, and sharing the findings with wider scientific and practitioners audience during the PhD trajectory, is already part of the valorisation process.
- 10 "Be an encourager, the world has enough critics already". *(Dave Willis)*
- 11 "Never doubt that a small group of thoughtful, concerned citizens can change the world. Indeed, it is the only thing that ever has." *(Margaret Mead)*