



Work Hours and Inflexibility: The Costs to Work-Life

*Women and Work Research Group & Discipline of Work and Organizational Studies,
September 9, 2009*

**Lonnie Golden, Prof. of Economics and Labor Studies/Employment Relations
Penn State University, Abington College**

Lmg5@psu.edu

papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=55317

Acknowledgement of collaborators:

Barbara Wiens-Tuers, Economics, Penn State Altoona

Susan Lambert, Social Services Administration., University of Chicago

Assistance: Lauren Guardino and Amanda Bogdanski, University of Chicago

Kathleen Christiansen, *Alfred P. Sloan Foundation, Workplace, Workforce and Working Families Program*

Extends from recent work...

- “Not Formally Introduced? Formal vs. Informal Flexible Daily Work Schedules among US Workers,” *Industrial Relations*, 48, 1, January 2009, 27-54.
-
- “A Brief History of Long Work Time and the Contemporary Sources of Overwork,” *Journal of Business Ethics*, 84, Supplement 2, January 2009, 217-227.
-
- “Why Do People Overwork? Over-Supply of Labor Hours, Labor Market Forces and Adaptive Preferences,” R. Burke and G. Cooper (eds.) *Work Hours and Work Addiction*, Edward Elgar, 2008 (with M. Altman).
-
- “Limited Access: Disparities in Access to Flexible Work Schedules and Location” *Journal of Family and Economic Issues*, 29, 1, March 2008, 86-110.
-
- “Work-Study: Work and Non-Work Time Use Patterns of the Enrolled Student,” Chapter 7, Gregory DeFreitas (ed.), *Youth in the Global Economy*, Edward Elgar Publishing, UK, 2008, pp.161-74.
-
- “Overtime Work and Worker Well-Being at Home,” *Review of Social Economy*, Symposium on Living Standards and Social Well-Being, 66, 1, March 2008, 24-49 (with Barbara Wiens-Tuers).
-
- “Which Workers Prefer to Exchange Income for a Change in Work Hours in the US?” *Monthly Labor Review*, April 2007, 18-37 (with Tesfayi Gebreselassie).
-
- “The Economics of Flexible Work Scheduling: Theoretical Advances and Paradoxes,” Chapter 9 in B. Rubin (ed.), *Research in the Sociology of Work, Workplace Temporalities*, Volume 17, May 2007, 323–351, Elsevier Ltd. (with Morris Altman).

Reminder: Why control over the hours and timing of work is important welfare, policy and bargaining issue...

- "the innate human desire to improve ones lot is strong enough to make workmen apt to **overwork** themselves and ruin their health and constitution in a few years."

(Adam Smith, *Wealth of Nations*, Book One Chp. VIII, 1776.)

- "...human beings come into this world with a **passion for control**...apparently, gaining control can have a **positive impact on one's health and well being**, but losing control can be worse than never having had any at all."

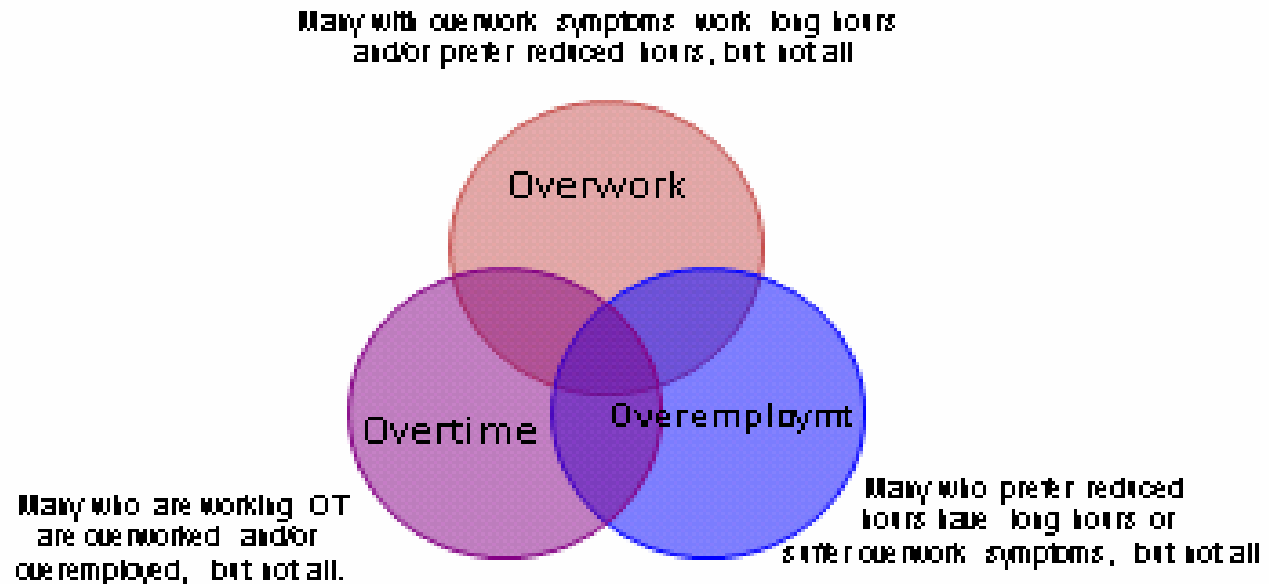
(Daniel Gilbert, *Stumbling on Happiness*, 2006: 21-22.)

Worker productivity rose at an annual rate of 6.6 percent in the second quarter as hours worked fell more sharply than actual output, the government reported (Fed Sees Brighter Economic Outlook, but Slow Growth, New York Times, September 2, 2009)

Outline

- Theoretical Foundations: Desired Work Time and Schedules—contrasting disciplines, distinctions re: “over-”
- Recent ISSP and GSS 2006 data: Indicators of Flexibility for Workers re: work hours, schedules and control of work time and how it contrasts with Australia
- Differences by job status, gender?
- Indicators of subjective well being: how affected by the number of hours of work vs. control over hours of work?
- Policy Implications—Regulation, Collective Bargaining, Workplace Culture
 - How does the passed NES regarding rights to request contrast to what has been proposed in the US?
 - Collective vs. Individualized: Limits vs. Rights or Limits AND Rights to Request and Refuse?

Distinguishing Overwork, Overemployment and Overtime (Long Hours)



Stylized Facts:

About 30% work OT; About 26% are overworked; About 7-28% are overemployed.

Subjective Well Being and Quality of life Outcomes:

hinge on character/features of workers' work hours:

- **Length/duration** (Fenwick and Tausig 2001, Berg, Kalleberg and Appelbaum 2003), Grosch et al, 2006)...can lead to symptoms of “overwork”
- **degree of mismatch with preferences—overemployment, underemployment**
- **flexibility** in timing (employee-centered, in US context): **access** plus workplace **supports** without fear using (Kossek, et al 2005; Galinsky, et al, 2005).
- **Variability/variation/unpredictability** in timing or number (= flexibility for employers) (Reynolds, 2006; Drago and Wooden, 2006; Heisz and LaRochelle-Cote, 2006; Costa, Sartori and Akerstedt, 2006)

Stubborn Persistence of Hours Mismatches... fueling the demand for greater flexibility and policy reform

Hours polarization, “Time divide” (Drago and Wooden, 2007; Jacobs and Gerson, 2006).

Long Hours Volunteers vs. Conscripts (Drago, Wooden and Black, 2009).

Overemployment and Underemployment (Reynolds, 2007; Golden and Gebreselassie, 2007).

Unequal distribution of (especially informal) flexible work arrangements (Golden, 2008; Swanberg, et al, 2006; Galinsky et al, 2005).

- Formally arranged flexibility actually increases with likelihood of overemployment;
- Greater informal flexibility is associated with longer (and part-time) duration of hours

Defining Flexibility in the Academic Literature: a Matter of Degree, Scale/Spectrum

Time Sovereignty: individual decision latitude, **control, discretion, autonomy** in scheduling work across day, week, year, life cycle...



Fixed, but predictable timing



Variability, unpredictability: set according to employer needs, with little or no advance notice of changes

How do the Different Disciplines View Well Being and Work?

Economics of Labor Supply: “utility” = **individual** welfare, which derives from:

a) **income from paid labor;**

b) **Nonwork time:**

- a) household production time—housework, caregiving, family responsibilities,
- b) discretionary, **leisure** time.

Motivation : Unpack and Augment “utility” model in conventional economics of labor supply

- In the emerging, behavioral economic approach spirit... which is digging deeper into the “net affect” experienced by units of each type of time use...
 - Work affects more than income and nonwork time:
 - Little evidence of complete “compensating wage differentials” for overwork or overemployment (beyond preferred # of hours)
 - **Thus, Consequences** of “overwork” may offset utility gains from additional income
 - inflexibility, variability, timing mismatch are absent from standard econ model of individual “welfare.”
 - “Freedom,” Choice (but not too many choices...), voluntariness, timing of work, ease of transition between work and nonwork, all should be a separate argument in a utility function
 - in jobs where multi-tasking is feasible, **ability** to freely switch between all uses of time, to maximize experiential utility of each, is a separate argument in utility function, via stress, fatigue, etc.

Disciplinary Perspectives, Cont'd

- ▶ Labor-Employment relations (LER);
 - Focus on Work Structures: lower **relative bargaining power** workers in workplace, labor market, especially for hourly paid workers.
 - **Trends of note: de-standardizing** and **intensified** working time (with de-unionization and high performance workplace practices), drive for more **numerical flexibility**, which may not coincide with employees' concept of flexibility.
- ▶ Occupational Health Psychology (OHP);
 - Mental health outcomes of work or job “demands,” including work-life balance, stress, fatigue :
 - Are assumed to positively associated with aspects of **workplace flexibility** (Grzywycz and Butler, 2008) and with **schedule fit** (Barnett and Gareis, 2005).
 - Caruso et al (2006): interactions--risks of long hours are “influenced by ... demands of the job,” such as the potential mediating effect of Control (over job).
- I-O Psych: Flexibility is a key moderator of adverse WLB effects of longer work hours, and sustainability of workers' health, safety, etc.
- meta-analytic studies (e.g., Byron, 2005) reported a fairly weak meta-analytic effect size of -.30 between flexibility and work interference with family (WIF)

Sociology of Work:

- Hochschild (1997): “Time Bind,” argued that when workers are given greater flexibility, they spend more time at work, making the work–family balance more difficult, at least among SALARIED professional and managerial jobs at a large firm.
 - *E.g., Davoine and Méda [2009](#)*: Preferences depend on: How the importance of work is rated in a country or demographic groups. a corresponding wish to see work take up less space in their lives and whether work in the labor market is found to be as fulfilling as hoped;
- HRM/Unitarist view: Work-Life ENHANCEMENT is possible, with positive, not just negative SPILLOVERS, and WL Conflict can be overcome with proper SUPPORTS and Implementation of employee-centered flexibility practices

Goal: Building a more comprehensive desired hours of work function

$$H^* = \alpha + \left[h_1 \left(\frac{w}{p} \right) + h_2 NY + h_3 \Delta w_{t+1}^e + h_4 I + h_5 S + h_6 H_t^d \right]$$

(weights : $h_1 + h_2 + \dots + h_6 = 1$)

where, H^* desired hours of work (per week, year); W current wage rate; P price level; W^e expected future wage adjustment; NY non-wage and net asset income; S relative status gained by individual among reference groups; I internal rewards, intrinsic rewards; H^d hours demanded by employer; α heterogeneous, individuals' physiological capacity for work; $0 \leq h_1, h_3 \leq \infty$; $h_2, h_4, h_5, \alpha \geq 0$

...to find the well being spillover COSTS when such preferences are unmet, or impediments ("constraints" = Econ term) to adjustment...

With new data available, we can observe 3 Aspects of Flexibility... and several subjective well being consequences (also income)

- ▶ **Daily Work Schedule Flexibility, in Timing**
- ▶ **Hours and Overtime Work, Control/Refusal**
- ▶ **Satisfaction and Dissatisfaction with Work Hours (Overemployment) and Options for Reduced Hours.**

US General Social Survey (GSS), Quality of Work Life (QWL) module, 76 items, in 2002 and 2006

- 2002 Sample = 1,796 employed adults
- 2006 Sample = 2,988 employed adults, 1732 in QWL

5 Key Flexibility Questions indicating (in)flexibility:

1) Workers who responded to the question, “How many days in a month during the last year did you work beyond your usual schedule?” with one or more days, were then asked, “When you work overtime, is it mandatory (required by your *employer*)?”

2) How often are you allowed to change your starting and quitting times on a daily basis? Often; Sometimes; Rarely; Never .

3) How hard is it to take time off during your work to take care of personal or family matters? Not at all hard.....Very hard.

4)

Starting and finishing times are decided by my employer and
I cannot change them on my own

I can decide the time I start and finish work, **within certain limits**

I am entirely free to decide when I start and finish work

5) Unrealized preference for reduced hours—presumably constrained by employer, job, supervisor (vs. SHRM: pressure to work extra is largely “internal”

9(Q13). Think of the number of hours you work, and the money you earn in your main job, including any regular overtime.

If you had only one of these three choices, which of the following would you prefer?

PLEASE TICK ONE BOX ONLY

Work **longer** hours and earn **more money**

Work the **same** number of hours and earn the **same money**

Work **fewer** hours and earn **less money**

Can't choose

7(Q9). Suppose you could decide on your work situation at present. Which of the following would you prefer?

PLEASE TICK ONE BOX ONLY

A **full time** job [30 hours or more per week]

A **part-time** job [10-29 hours per week]

A job with **less than [10] hours** a week

No paid job at all

Survey Question wording

WRKSCHED

5.7

Which of the following best describes your usual work schedule?

- 1 Day shift
- 2 Afternoon shift
- 3 Night shift
- 4 Split shift
- 5 Irregular shift/on-call
- 6 Rotating shifts

MOREDAYS-How many days per month do you work beyond your usual schedule?
(Hours and overtime work control)

MUSTWORK

5.9

When you work extra hours on your main job, is it mandatory (required by your employer)?

- 1 YES
- 2 NO

CHNGTME

5.10

How often are you allowed to change your starting and quitting times on a daily basis?

- 1 Often
- 2 Sometimes
- 3 Rarely
- 4 Never

FAMWKOFF

5.13

How hard is it to take time off during your work to take care of personal or family matters?

- 1 Not at all hard
- 2 Not too hard
- 3 Somewhat hard
- 4 Very hard

WKVSFAM

5.14

How often do the demands of your job interfere with your family life?

- 1 Often
- 2 Sometimes
- 3 Rarely
- 4 Never

HRSRELAX

5.16

After an average work day, about how many hours do you have to relax or pursue activities that you enjoy? __

USEDUP

5.75

How often during the past month have you felt used up at the end of the day?

- 1 Very often
- 2 Often
- 3 Sometimes
- 4 Rarely
- 5 Never

TIMEPDWK-Which of these things on the following list would you like to spend more time on, which would you spend less time on, and which would you like to spend the same amount of time: time in a paid job? (Satisfaction with work hours)

Some Basic Descriptive Stats: Hours average 42 per week

Variable		Among those currently employed, number of hours worked last week		
Mean 2002		41.79		
Mean 2006		42.09		
Combined		41.94		
Hours worked, last employed, currently employed, average actual		Salaried	mean 46.39	
		Paid by the hour	mean 38.68	
		Other	mean 42.68	
Usual work schedule	Shift type	Salaried	Paid by the hour	Other
	Day shift	82.59%	66.95%	54.72%
	On-call, Irregular, Rotating or Split shift	14.10%	15.69%	38.68%
		How paid in main job		
Salaried		34.10 %		
Paid by the hour		53.85 %		
Other		12.04 %		

Note: Corresponding mean in Aus = 38.1

All Workers

Mandatory to work extra hours	Yes	26.59 %
	No	73.41 %

Usual work schedule	Day shift	74.02 %
	Afternoon shift	3.96 %
	Night shift	5.94 %
	Split shift	2.10 %
	Irregular shift/on-call	9.32 %
	Rotating shifts	4.66 %

Large gap by job type/status in Average “number of hours worked last week”

Salaried workers	Male	49.2
	Female	43.8
Paid by the hour workers	Male	41.6
	Female	36.1
‘Other’ workers (e.g., casuals)	Male	47.9
	Female	34.5

Overall Average = 42.1 hours per week, In Contrast, Australia, Average = 38.1

Almost half perceive no voice in scheduling work...

Who set working hours	Employer decides	44.79 %
	I decide within limits	40.18 %
	Free to decide	15.03 %

but “free to decide” rose from 9% in 2002 to 2006

Among just HOURLY PAID workers...Women slightly less “free” to decide own work schedules

Who sets working hours	
Employer decides	51.43%
I decide with limits	41.17%
Free to decide	7.40%

Males: Who sets working hours	
Employer decides	49.18%
I decide with limits	42.12%
Free to decide	8.71%

Females: Who sets working hours	
Employer decides	53.75%
I decide with limits	40.19%
Free to decide	6.05%

For a bit of Contrast:
Australian Survey of Social Attitudes, 2005

<http://assda-nesstar.anu.edu.au/webview/index.jsp?v=2>

Work, Education & Living Standards

Americans and Aussies equally in (out of) control of work schedule timing

- Which of the following statements best describes how your working hours are decided?
 - By working hours we mean here the times you start and finish work, and not the total hours you work per week or month.
- 1 I cannot change, fixed time 45.4%
 - 2 Can decide within certain limits 43.3%
 - 3 Entirely free to decide **11.3%**

Indicators of Flexibility, from 2002 and 2006, QWL and ISSPs

Module of GSS	ISSP*	ISSP*	QWL*** & ISSP**	QWL*** & ISSP*	ISSP**
Year	1989	1998	2002	2006	2006
		n=833		n=1641	n=1050
Control of Work Hours					
MOREDAYS % working beyond usual schedule			61.2% (.013)	65.0% (.014)	
MUSTWORK % mandatory overtime (se)			26.3% (.011)	25.8% (.012)	
CHNGTME (mean,se) % allowed to change start and quit times on daily basis (se)			2.44 (.033)	2.43 (.036)	
1. Often			33.6 (.012)	35.1 (.013)	
2. Sometimes			20.6 (.010)	18.1 (.011)	
3. Rarely			13.6 (.009)	15.2 (.010)	
4. Never			32.2 (.012)	31.6 (.013)	
SETHOURS (mean,se) %: Who sets start and stop time? (se)		1.64 (.025)			1.71 (.027)
1. Employer only		45.0 (.019)			44.3 (.019)
2. Employee with limits		45.7 (.019)			40.4 (.019)
3. Employee sets		9.3 (.011)			15.2 (.014)

Continued...

Module of GSS	ISSP*	ISSP*	QWL*** & ISSP**	QWL*** & ISSP*	ISSP**
FAMWKOFF (mean,se) % difficulty taking time off for personal or family matters (se)			1.87 (.026)	1.95 (.029)	
1. Not at all hard			48.2 (.013)	42.1 (.014)	
2. Not too hard			26.9 (.012)	31.7 (.013)	
3. Somewhat hard			14.7 (.009)	15.2 (.010)	
4. Very hard			10.2 (.008)	10.9 (.009)	
TIMEOFF (mean, se) %: difficulty taking an hour or two during working hours for personal or family matters (se)					1.98 (.040)
1. Not difficult					44.3 (.019)
2. Not too difficult					26.5 (.014)
3. Somewhat difficult					16.5 (.015)
4. Very difficult					12.7 (.012)

Workers who are allowed to change their starting or ending times of work daily

- **Often or Sometimes = 53 %**
 - 43% of hourly, 64 % of salaried

While 27% FACE mandatory OT (MOT),

- About 21% actually worked OT in that month, the rest have not
- ▶ 16% among part-timers

Most inflexibility: who face MOT work and Lack Daily Schedule Flexibility = 15% of full time workers

- 11 % of salaried; 17 % of hourly paid workers

Men more at risk for mandatory OT, but Women perceive less ability to take time off during work day

All Workers

Mean days per month work extra hours					
Salaried		Paid by the hour		'Other'	
Male	Female	Male	Female	Male	Female
7.7	6.9	5.4	3.2	6.5	5.0

Mandatory to work extra hours					
Salaried		Paid by the hour		'Other'	
Male	Female	Male	Female	Male	Female
29.86%	24.52%	29.50%	22.69%	32.00%	16.67%

Males: How difficult to take an hour off during working hours	
Not difficult at all	43.29%
Not too difficult	27.53%
Somewhat difficult	14.59%
Very difficult	14.59%

Females: How difficult to take an hour off during working hours	
Not difficult at all	38.01%
Not too difficult	28.81%
Somewhat difficult	19.13%
Very difficult	14.04%

How hard for salaried workers to take time off

Male		Female	
Not at all hard	52.60%	Not at all hard	41.77%
Not too hard	25.26%	Not too hard	29.75%
Somewhat or very hard	22.14%	Somewhat or very hard	28.49%

How hard for workers paid by the hour to take time off

Male		Female	
Not at all hard	46.67%	Not at all hard	45.13%
Not too hard	29.33%	Not too hard	27.24%
Somewhat or very hard	24.00%	Somewhat or very hard	27.64%

How hard for 'other' workers to take time off

Male		Female	
Not at all hard	55.12%	Not at all hard	45.98%
Not too hard	18.11%	Not too hard	24.14%
Somewhat or very hard	26.77%	Somewhat or very hard	29.88%

Men's advantage in flexibility comes from salaried job and in nonstandard jobs

Overemployment—constrained actual vs. preferred hours:—slightly higher for women

Males: Preference regarding work hours and money	
More hours and more money	33.96%
Same hours and same money	61.08%
Fewer hours and less money	4.95%

Females: Preference regarding work hours and money	
More hours and more money	27.80%
Same hours and same money	65.61%
Fewer hours and less money	6.59%

In Australia...

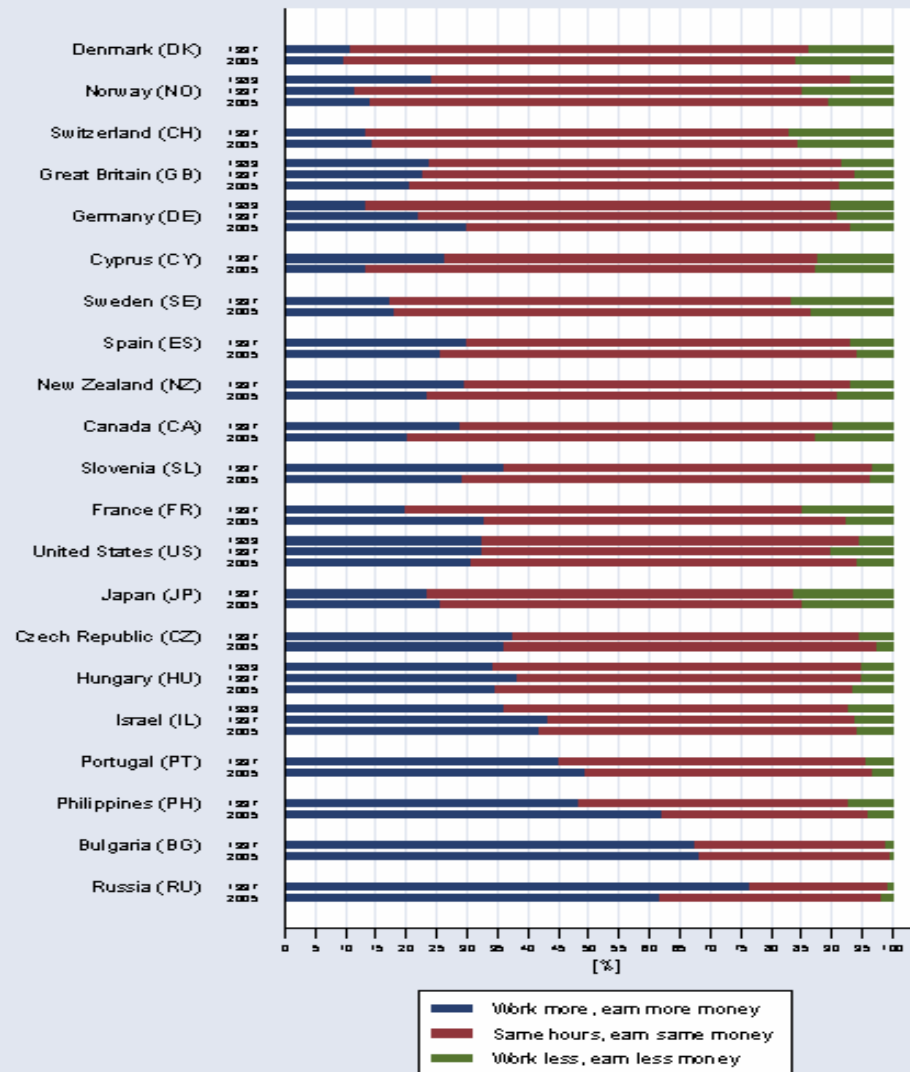
- Think of the number of hours you work, and the money you earn in your main job, including any regular overtime. If you had only one of these three choices, which of the following would you prefer?
- 1 Work longer hours and earn more money 21.7%
- 2 Work the same number of hours and earn the same money 62.7%
- 3 Work fewer hours and earn less money 10.0%
 - 9 Can't choose 5.5%

...Who is Satisfied with their hours and who is not? In contrast to other US surveys and HILDA, that ask similar questions:

- ...eliciting workers' preference for reduced hours (with reduced income)

Contrast in Overemployment among Countries

Graph 1: Hours Constraints in 21 Countries



Note: The countries are ordered according to the share of unconstrained workers

From AuSSA

How important is...

h. a job that allows someone to decide their times or days of work

- 1 Very important 14.5%
- 2 Important **39.5%**
- 3 Neither important nor unimportant 31.0%
- 4 Not important **10.5%**
- 5 Not important at all 2.0%
 - 9 Can't choose 2.4%

- How difficult would it be for you to take an hour or two off during working hours, to take care of personal or family matters?

1 Not difficult at all 37.4%

2 Not too difficult 34.5%

3 Somewhat difficult 15.6%

4 Very difficult 11.5%

	Salaried n=606	Hourly n=871
STRESS: How often do you find work stressful? (%)		
Always	10.9%	10.6%
Often	21.2	20.1
Sometimes	50.6	40.3
Hardly ever	13.5	21.0
Never	3.7	7.8
WKVSFAM: How often do demands of job interfere with family life? (%)		
Often	10.3%	10.0%
Sometimes	38.2	26.6
Rarely	32.9	28.5
Never	18.2	35.0
USEDUP: How often during past 30 days felt used up at end of day? (%)		
Very often	19.2%	19.3%
Often	20.9	23.2
Sometimes	38.0	34.7
Rarely	17.1	15.6
Never	4.8	7.1

Well Being Consequences: WLB, Fatigue from work?

How often does work exhaust employee	Always	14.69 %
	Often	24.90 %
	Sometimes	45.82 %
	Hardly ever	11.33 %
	Never	3.27 %

How often job interferes with family life	Often	11.43 %
	Sometimes	30.55 %
	Rarely	30.61 %
	Never	27.41 %

Contrast:

Australian Survey of Social Attitudes, 2005

How often do you feel that...

a. the demands of your job interfere with your family life?

- 1 Always 4.1%
- 2 Often 18.2%
- 3 Sometimes 41.6%
- 4 Hardly ever 25.3%
- 5 Never 9.6%

Contrast to AUS:

- How often...

do you come home from work exhausted?

- 1 Always 8.8%
- 2 Often 36.3%
- 3 Sometimes 44.2%
- 4 Hardly ever 8.1%
- 5 Never 1.9%

**How often job interferes with family life
for salaried workers**

Male		Female	
Often	17.59%	Often	15.51%
Sometimes	31.72%	Sometimes	28.80%
Rarely	33.10%	Rarely	33.23%
Never	17.59%	Never	22.47%

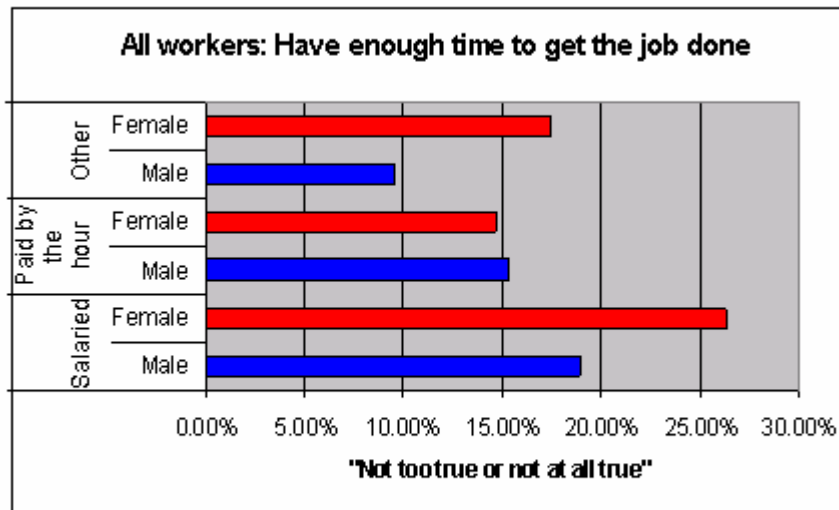
**How often job interferes with family life
for workers paid by the hour**

Male		Female	
Often	10.22%	Often	10.08%
Sometimes	22.89%	Sometimes	23.12%
Rarely	31.11%	Rarely	33.79%
Never	35.78%	Never	33.00%

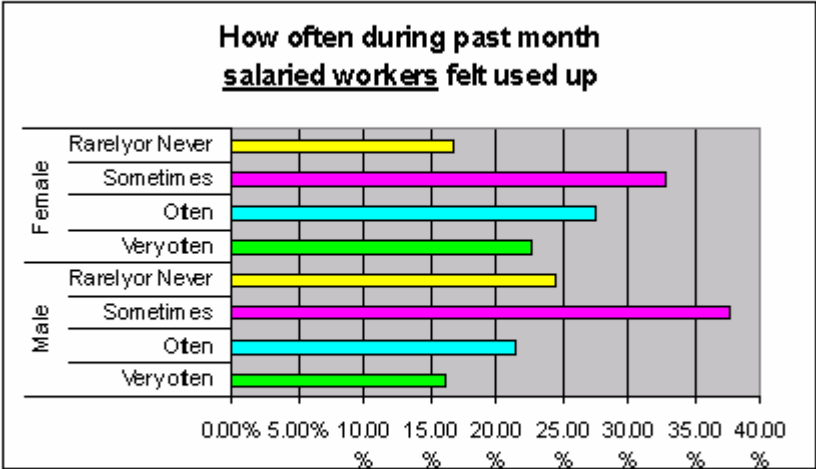
How often job interferes with family life for <u>'other'</u> workers			
Male		Female	
Often	17.46%	Often	13.79%
Sometimes	36.51%	Sometimes	25.29%
Rarely	23.02%	Rarely	29.89%
Never	23.02%	Never	31.03%

Women appear to use to “casual” jobs to relieve work-family conflict, more than men do.

Women tend to feel “overworked” more than men, in salaried or casual jobs, but not in hourly jobs



Perhaps Consequently, Women tend to feel used up more frequently than men...or at least, admit it...



...perhaps in part because Women perceive work to be stressful, a bit more than men, in salaried jobs

How often do <u>salaried workers</u> find work stressful			
Male		Female	
Always	9.34%	Always	8.86%
Often	26.64%	Often	31.65%
Sometimes	46.02%	Sometimes	43.04%
Hardly ever	13.49%	Hardly ever	12.97%
Never	4.50%	Never	3.48%

How often job interferes with family life	
Often	11.01%
Sometimes	30.76%
Rarely	30.56%
Never	27.67%

Males: How often job interferes with family life	
Often	11.34%
Sometimes	33.72%
Rarely	30.67%
Never	24.27%

Females: How often job interferes with family life	
Often	10.74%
Sometimes	28.21%
Rarely	30.46%
Never	30.59%

How often job interferes with family life, by marital status

Married	Widowed	Divorced	Separated	Never married
Often 10.01%	Often 0%	Often 14.39%	Often 20.41%	Often 10.68%
Sometimes 36.30%	Sometimes 22.73%	Sometimes 29.17%	Sometimes 36.73%	Sometimes 22.33%
Rarely 31.71%	Rarely 36.36%	Rarely 27.65%	Rarely 16.33%	Rarely 31.55%
Never 21.97%	Never 40.91%	Never 28.79%	Never 26.53%	Never 35.44%

At least for men, nonstandard job status reduces association with work-family conflict

How often job interferes with family life for <u>'other' workers</u>			
Male		Female	
Often	17.46%	Often	13.79%
Sometimes	36.51%	Sometimes	25.29%
Rarely	23.02%	Rarely	29.89%
Never	23.02%	Never	31.03%

More women than men report very often feeling used up ... is it due to their greater commitment to household work?

Males: How often during past month felt used up	
Very often	17.15%
Often	24.13%
Sometimes	35.90%
Rarely	15.84%
Never	6.98%

Females: How often during past month felt used up	
Very often	22.35%
Often	24.59%
Sometimes	32.58%
Rarely	14.98%
Never	5.49%

ISSP 2005 - WORK ORIENTATION

1(Q1). Suppose you could change the way you spend your time, spending more time on some things and less time on others.

Which of the things on the following list would you like to spend more time on, which would you like to spend less time on and which would you like to spend the same amount of time on as now?

PLEASE TICK ONE BOX ON EACH LINE

	Much more time	A bit more time	Same time as now	A bit less time	Much less time	Can't choose/	Doesn't Apply
a. Time in a paid job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Time doing household work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Time with your family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Time with your friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Time in leisure activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<Translation note: by "paid job" we mean a job that pays, regardless of whether salaried or self-employed.>

TIMEPDWK (%)	-	-	-	n=957	-	-
Much more time				7.3		
A little more time				10.5		
Same time as now				45.9		
A bit less time				26.1		
Much less time				9.1		

Men tend to show slightly less interest than women, 33% to 39%, in spending **less** time doing paid work.

Males: Time would spend on paid work	
Spend much more	8.14%
Spend a bit more	10.93%
Spend same	47.67%
Spend a bit less	25.12%
Spend much less	8.14%

Females: Time would spend on paid work	
Spend much more	6.75%
Spend a bit more	8.43%
Spend same	46.27%
Spend a bit less	28.19%
Spend much less	10.36%

While men wish to spend more time with family, women are more apt to want MUCH more time doing so...a gender difference or social response bias?

Males: Time would spend on family	
Spend much more	58.60%
Spend a bit more	29.07%
Spend same	11.63%
Spend a bit less	0.47%
Spend much less	0.23%

Females: Time would spend on family	
Spend much more	66.99%
Spend a bit more	23.61%
Spend same	8.67%
Spend a bit less	0.48%
Spend much less	0.24%

Contrast:

Australian Survey of Social Attitudes, 2005

Suppose you could change the way you spend your time, spending more time on some things and less time on others. Which of the things on the following list would you like to spend more time on, which would you like to spend less time on and which would like to spend the same amount of time on as now?

a. **Time in a paid job**

- Much more time 4.8%
- A bit more time 11.1%
- Same time as now 40.9%
- **A bit less time 23.5%**
- **Much less time 8.7%**
 - Can't choose 11.0%

In Aus, Slightly lower % than in US prefer less time in paid work...but higher % “cant choose”...what is that about??

e. Time in leisure activities: also desired more, in Aus like in US!

- Much more time 26.5%
- A bit more time 43.4%
- Same time as now 27.1%
- A bit less time 0.5%
- Much less time 0.4%
- Can't choose 2.1%

Time MEN would spend on leisure

spend much more | 34.26

spend a bit more | 35.19

spend same | 25.93

spend a bit less | 4.17

spend much less | 0.46

Time Women would more on leisure

spend much more | 36.23

spend a bit more | 36.23

spend same | 26.09

spend a bit less | 0.97

spend much less | 0.48

In US, only 26% seem to be satisfied with their level of leisure time...

Women have unfulfilled preference for Leisure Time slightly higher than Men...

and no one wants to reduce their leisure time

**Mean hours per day all workers
have available to relax: greatest for hourly workers**

Salaried		Paid by the hour		'Other'	
Male	Female	Male	Female	Male	Female
3.8	3.1	4.5	3.6	3.8	3.5

Happy?

General happiness for <u>salaried workers</u>			
Male		Female	
Very happy	42.58%	Very happy	33.10%
Pretty happy	52.90%	Pretty happy	54.48%
Nottoo happy	4.52%	Nottoo happy	12.41%

General happiness for <u>workers paid by the hour</u>			
Male		Female	
Very happy	29.74%	Very happy	27.89%
Pretty happy	59.05%	Pretty happy	58.17%
Nottoo happy	11.21%	Nottoo happy	13.94%

General happiness for <u>'other' workers</u>			
Male		Female	
Very happy	28.13%	Very happy	22.73%
Pretty happy	60.94%	Pretty happy	65.91%
Nottoo happy	10.94%	Nottoo happy	11.36%

In US: Desire for part time exists among men, but is 3 times stronger among women...confirms Pew poll, 1997 vs. 2007

Males: Which job would you prefer	
A full time job	86.57%
A part-time job	10.19%
Job less than 10 hrs/wk	1.39%
No paid job	1.85%

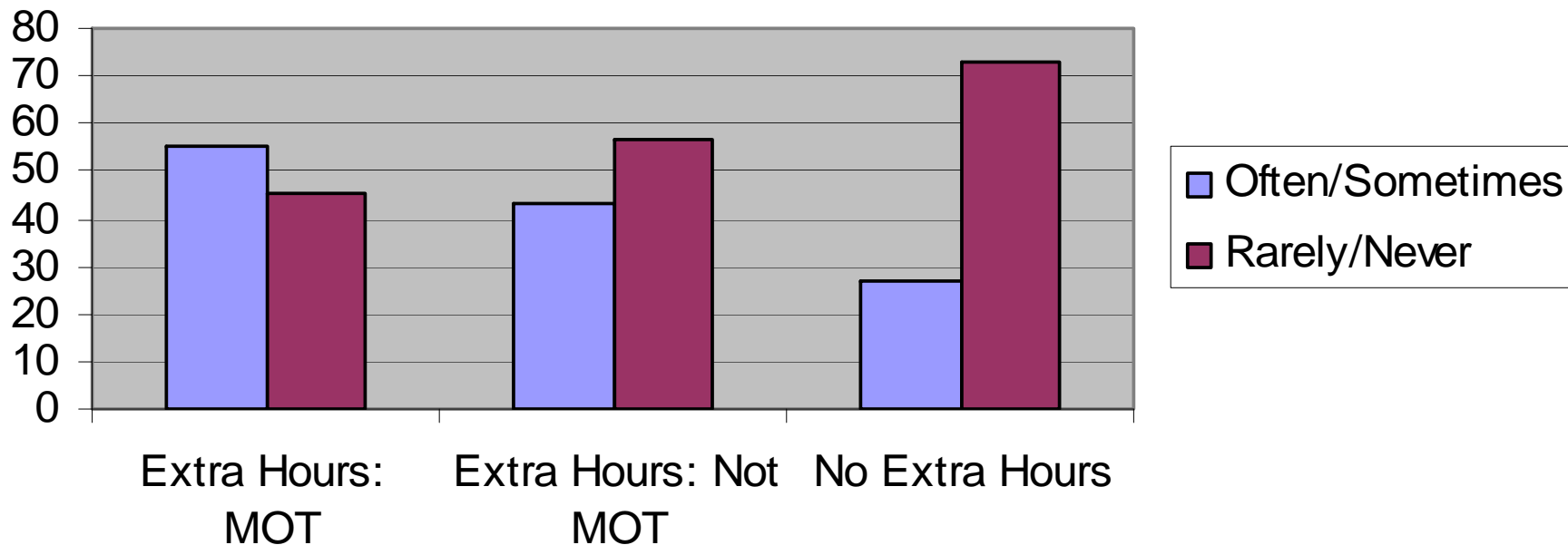
Females: Which job would you prefer	
A full time job	66.83%
A part-time job	30.29%
Job less than 10 hrs/wk	0.96%
No paid job	1.92%

But Both genders appear to value flexible hours about the same

Males: Importance of flexible hours in a job	
Very important	16.01%
Important	35.96%
Neither	29.00%
Not important	15.31%
Not important at all	3.71%

Females: Importance of flexible hours in a job	
Very important	18.84%
Important	35.02%
Neither	25.36%
Not important	18.84%
Not important at all	1.93%

How Often Demands of Job Interfere with Family Life by Type of Overtime



OT work: required vs. “voluntary”

	Extra Hours: MUSTWORK=yes	Extra Hours: MUSTWORK=no	No extra hours MUSTWORK=yes	No extra hours MUSTWORK=no
	n=341	n=766	n=94	n=452
STRESS: How often do you find work stressful?				
Always	14.6%*	10.7%	2.7%*	8.2%
Often	24.7	23.0	19.6	14.1
Sometimes	44.3	45.3	46.9	41.0
Hardly ever	12.4*	16.1	26.9	25.5
Never	3.7	4.9	3.9**	11.0
WKVSFAM: How often do demands of job interfere with family life? (%)				
Often	18.9%**	10.8%	11.5%**	3.8%
Sometimes	38.2	38.0	29.1*	18.4
Rarely	24.6*	30.1	33.5	33.4
Never	18.3	20.7	25.9**	44.4
USEDUP: How often during past 30 days felt used up at end of day?				
Very often	26.6%*	18.2%	11.0%	15.9%
Often	24.1	21.8	20.2	20.5
Sometimes	31.8**	38.3	45.2*	32.0
Rarely	11.4*	15.7	15.4*	23.0
Never	5.7	6.0	8.2	8.5

Time off during day has very positive consequences, ability to change start and end times, also, but a bit less meaningfully

	CHNGTME Often & Sometimes n=895	CHNGTME Rarely & Never n=774	FAMWKOFF Not hard & not too hard n=1228	FAMWKOFF Somewhat and very hard n=441
STRESS: How often do you find work stressful?				
Always	9.5%	11.4%	8.0%**	17.9%
Often	20.6	20.7	18.7%**	25.8
Sometimes	46.0*	41.7	45.1*	40.0
Hardly ever	16.8*	20.5	20.5%**	13.4
Never	7.1	5.4	7.5%**	28.8
WKVSFAM: How often do demands of job interfere with family life? (%)				
Often	10.9%	10.3%	6.6%**	22.0%
Sometimes	34.5**	28.2	28.8**	39.2
Rarely	31.0	29.4	33.0**	23.4
Never	23.4**	32.1	31.6**	15.4
USEDUP: How often during past 30 days felt used up at end of day?				
Very often	16.6%*	21.5%	15.6%**	28.3%
Often	22.4	21.4	20.8*	25.3
Sometimes	36.8	34.0	36.9**	31.0
Rarely	17.0	16.5	18.5**	12.2
Never	7.1	6.4	8.0**	3.2

Multinomial Regression Analysis: With controls for several demographic and work characteristics...WLB is significantly worsened by , in order of magnitude: Having OT required, inability to take time off during the workday, lacking control over daily start and end times, working beyond usual schedule and actual hours worked last week.

	1-Often Coefficient (SE)	3-Rarely Coefficient (SE)	4- Never Coefficient (SE)
Flexibility			
MUSTWORK-Yes	0.39* .21	-0.24 .16	-0.48** .18
MOREDAYS>0	0.07 .24	-0.63** .15	-0.93** .16
CHNGTME- rarely or never	-0.22 .23	0.19 .15	0.59** .16
FAMWKOFF-somewhat hard or very hard	0.82** .20	-0.72** .16	-1.20** .19
Selected Demographics and Job Characteristics			
MALE	-0.14 .232	-0.02 .16	-0.27 .18
NONWHITE	0.01 .25	-0.16 .18	0.32* .18
HRS1 (1-89 per week)	0.02** .01	-0.01** .01	-0.02** .01
SECURE (yes)	-0.64** .25	0.22 .19	0.26 .21
(yes)	0.09 .34	0.19 .25	-0.66** .31
STANDARD (yes)	-0.03 .27	0.14 .19	-0.01 .20
TEAM (yes)	-0.20 .20	-0.21 .13	-0.35** .15
BONUS (eligible)	0.13 .23	-0.32* .17	0.13 .17

Salary

n=1769	1-Often	3-Rarely	4- Never
	Coefficient (SE)	Coefficient (SE)	Coefficient (SE)
Flexibility			
MUSTWORK-Yes	0.05 .41	-0.93** .29	-1.02** .42
MOREDAYS>0	-0.09 .53	-0.55** .33	-1.45** .39
CHNGTME- rarely or never	-0.31 .46	0.71** .29	1.41** .38
FAMWKOFF-somewhat hard or very hard	0.59 .39	-1.11** .33	-1.37** .49
Selected Demographics and Job Characteristics			
MALE	0.34 .41	0.03 .28	.10 .369
NONWHITE	0.35 .50	0.01 .33	.55 .43
HRS1 (1-89 per week)	0.03* .01	-0.04** .01	-.05** .02
SECURE (yes)	-0.79 .52	0.55 .40	1.48* .62
(yes)	-0.46 .74	0.39 .46	-.99 .67
STANDARD (yes)	-0.49 .63	-0.65 .42	-.71 .57
TEAM (yes)	-0.85** .39	-0.18 .25	-.24 .34
BONUS (eligible)	-0.01 .43	-0.32 .28	.59 .40

However, among salaried workers only, the effects of MoreDays and Hours are relatively stronger than among hourly paid workers...and being able to vary daily schedule matters more than taking off a few hours during the day.

Category 4=Never is the comparison group

Hourly

n=1769	1-Often	2-Sometimes	3-Rarely
	Coefficient (SE)	Coefficient (SE)	Coefficient (SE)
Flexibility			
MUSTWORK-Yes	1.43** .36	0.07 .25	.32 .24
MOREDAYS>0	0.99** .38	0.70** .23	-.12 .21
CHNGTME- rarely or never	-0.40 .37	-0.15 .23	-.43** .21
FAMWKOFF-somewhat hard or very hard	2.53** .37	1.44** .26	.59** .26
Selected Demographics and Job Characteristics			
MALE	-0.16 .41	0.80 .26	.56** .24
NONWHITE	-0.42 .38	-0.27 .24	-.57** .23
HRS1 (1-89 per week)	0.05** .013	0.03** .01	.02** .01
SECURE (yes)	-1.24** .43	-0.23 .29	-.21 .27
(yes)	1.56** .57	0.41 .43	.78** .39
STANDARD (yes)	0.09 .56	-0.78** .34	.09 .31
TEAM (yes)	0.62* .33	0.15 .21	.08 .31
BONUS (eligible)	-0.41 .40	-0.21 .26	-.55** .254

Pseudo R2 = 0.2123

Salaried workers only

n=1769	1-Very Often	2-Often	4- Rarely	5-Never
	Coefficient (SE)	Coefficient (SE)	Coefficient (SE)	Coefficient (SE)
Flexibility				
MUSTWORK-Yes	-.20 .33	-.15 .315	-.29 .35	1.05 .68
MOREDAYS>0	-.05 .389	-.24 .32	-.38 .35	-1.35* .81
CHNGTME-rarely or never	.26 .32	-.16 .31	.39 .32	2.07** .78
FAMWKOFF-somewhat hard or very hard	-.39 .36	.29 .32	-.49 .39	-.77 .86
Selected Demographics and Job Characteristics				
MALE	-1.36** .35	-.75** .30	.11 .32	-.88 .74
NONWHITE	-0.41 .38	-.32 .36	.16 .37	.13 .77
HRS1 (1-89 per week)	.06** .01	.02* .01	-.01 .01	.01 .02
SECURE (yes)	-0.37 .41	.64 .43	1.01* .56	.34 1.11
(yes)	-0.25 .51	-.15 .48	-.48 .61	.53 1.02
STANDARD (yes)	0.11 .54	-.14 .44	.81 .517	-1.71* .98
TEAM (yes)	-0.50* .29	-.26 .26	.34 .279	.30 .69
BONUS (eligible)	-0.42 .35	-.43 .316	-.01 .321	.37 .81

n=1769	1-Very Often	2-Often	4- Rarely	5-Never
	Coefficient (SE)	Coefficient (SE)	Coefficient (SE)	Coefficient (SE)
Flexibility				
MUSTWORK-Yes	0.06 .25	-0.05 .23	-.57* .34	-.53 .47
MOREDAYS>0	0.00 .24	0.03 .22	-.64 .26	.72 .39
CHNGTME-rarely or never	0.06 .25	-0.12 .22	.07** .26	-.29 .37
FAMWKOFF-somewhat hard or very hard	0.87** .245	0.23 .23	-.29 .31	-.80 .53
Selected Demographics and Job Characteristics				
MALE	-0.42 .29	-0.38 .26	-0.19 .30	0.55 .43
NONWHITE	-0.39 .27	-0.51* .25	0.42 .28	1.17** .39
HRS1 (1-89 per week)	0.02* .01	0.03** .01	-0.02 .01	-0.02 .02
SECURE (yes)	0.04 .32	-0.54** .28	0.33 .37	.140 .52
(yes)	0.36 .39	0.29 .38	-0.29 .48	-1.58 1.13
STANDARD (yes)	-0.15 .34	0.22 .33	0.76* .39	-0.25 .51
TEAM (yes)	-0.11 .23	0.04 .21	-0.23 .25	-0.76** .36
BONUS (eligible)	0.42 .27	0.19 .26	0.51* .307	0.91** .41

Feeling Used Up at the End of the Day: Frequency of **Fatigue** does have more to do with the number of hours than control over hours, but is affected by inability to take time off during the day.

n=1769	1-Very Often	2-Often	4- Rarely	5-Never
	Coefficient (SE)	Coefficient (SE)	Coefficient (SE)	Coefficient (SE)
Ability				
MUSTWORK-Yes	0.11 .17	0.06 .16	-0.26 .20	0.10 .28
MOREDAYS>0	0.01 .17	-0.13 .15	-0.40** .17	0.01 .26
CHNGTME- rarely or never	0.12 .17	-0.13 .16	0.16 .173	0.20 .25
FAMWKOFF- ewhat hard or very hard	0.64** .17	0.36** .18	-0.09 .20	-0.75** .34
Controlled Sociographics and Characteristics				
AGE	-0.60** .19	-0.38** .17	0.05 .18	0.37 .27
WHITE	-0.27 .19	-0.50** .18	0.20 .19	0.74** .27
1 (1-89 per week)	0.03** .01	0.02** .01	-0.01 .01	-0.01 .01
URE (yes)	-0.37* .21	-0.32 .19	0.34 .243	-0.04 .34
ON (yes)	0.23 .27	0.06 .27	-.55 .34	-0.36 .53
NDARD (yes)	0.15 .22	0.08 .20	0.03 .21	-0.68** .29
M (yes)	-0.33** .16	-0.016 .14	-0.43** .160	-0.47** .24
US (eligible)	0.18 .19	.12 .17	0.15 .19	0.12 .28

With additional control variables, dependent variable of Wkvsfam **Often:**

OT is Required/Mandatory and Difficult to Take off time for Family or persona reasons, both remain positive, thus Exacerbate work-family conflict...but so do the number of hours of work and working full-time...and union membership Neither helps nor worsens it

chnгно {c }	{res}	-.2152066	.2260948	-0.95	0.341	-.6583444	.2279311
{txt}mandyes {c }	{res}	.3852124	.2104274	1.83	0.067	-.0272177	.7976425
{txt}famwkoffno {c }	{res}	.8244098	.2064714	3.99	0.000	.419733	1.229086
{txt}moredaysyes {c }	{res}	.0696508	.2407971	0.29	0.772		
{txt}fulltime {c }	{res}	.8173719	.4191531	1.95	0.051		
{txt}unionyes {c }	{res}	.095629	.3418399	0.28	0.780	-.5743648	.7656229
{txt}secure {c }	{res}	-.6436979	.2528391	-2.55	0.011	-1.139253	-.1481424
{txt}hrs1 {c }	{res}	.0222048	.0068251	3.25	0.001	.0088279	.0355817

Summary: Work interference with family life

- Lack of Control over Extra work hours contributes much to WL imbalance
- Despite more Control, Salaried workers seem to have less time to relax and less ability to avoid WL conflicts.

Pending legislation...in US

- HR 4301 and “Work & Family Bill of Rights”:
right to negotiated flexibility over hours:
 - the ability to shift between full-time and reduced hours as family and personal circumstances change.
 - no mandatory overtime.
 - flexible schedules, mutually agreed upon by employees and employers.
- ▶ So Far: Limiting length, incidence and frequency of mandatory OT work, by individual **State** (Mainly Nurses and Health Care Workers)

New NES Regulations: influence?

- 38 hours per week
 - In ISSP, mean is Aus = 38.1 hours
- Rights to request—flexible schedule, reduced hours, extended unpaid time off.