Are career break leaves a solution for the time squeeze?
Time use comparisons of men and women with a different work load

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Department of Sociology
Research Group TOR
• Data
• Who?
• Why?
• Time Use?
• Work/Life balance?
• Time Pressure?
### Percentage of employed persons with career break

**(Flemish community – 2004)**

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>&lt; 50-years</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>9.0%</td>
<td>7.3%</td>
</tr>
<tr>
<td><strong>Men</strong></td>
<td>2.9%</td>
<td>1.1%</td>
</tr>
</tbody>
</table>
Data

Men/Women with career break
- Survey on career break
- Data collection: UA
- Flemish people with career break from 20-49 years
- Full time ~ Part time / Men ~ Women
- Selection respondents with time use diary

Working men/women
- Time Use Survey TOR’04
- Data collection: VUB
- Flemish people 18-75 years
- Selection of full time working men and full/part time working women, 20-49 years

Vrije Universiteit Brussel
• Fieldwork: 15 April - 30 October 2004 (six week interruption during summer)
• 7 day - diaries
• Questionnaires
• Representative data: weighted
Research Groups

- Men with career break $\leftrightarrow$ working men
- Women with career break $\leftrightarrow$ working women
Groups of men

- Full time working (n=434)
- Part time break (n=188)
- Full time break (n=108)
  - 20 hours per week: paid work
  - 54% participates in paid work
  - Full time break (paid work) (n=50)
  - Full time break (no paid work activities) (n=58)
Groups of men

- Full time working (paid work: 39h24’)
- Part time break (paid work: 27h27’)
- Full time break (no paid work activities)
Background Variables - Men

- Average age: 37 years
  PT break older (av.: 40 years)
- Educational level: no differences
- Family status:
  - PT break: 76% partner and children
  - Working: 55%
  - FT break: 40%
**Motivation?**

**Men**

Men- Motivations for career interruption (percentages)

<table>
<thead>
<tr>
<th>Reason</th>
<th>Part-time break (n=188)</th>
<th>Full-time break (not working) (n=58)</th>
</tr>
</thead>
<tbody>
<tr>
<td>More time for children*</td>
<td>50</td>
<td>28</td>
</tr>
<tr>
<td>More leisure time*</td>
<td>32</td>
<td>7</td>
</tr>
<tr>
<td>More time for myself*</td>
<td>23</td>
<td>7</td>
</tr>
<tr>
<td>More time for domestic work*</td>
<td>22</td>
<td>14</td>
</tr>
<tr>
<td>Less work pressure*</td>
<td>18</td>
<td>7</td>
</tr>
<tr>
<td>Health reasons*</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td>Building/renovation*</td>
<td>10</td>
<td>14</td>
</tr>
<tr>
<td>Unsatisfied with job*</td>
<td>9</td>
<td>24</td>
</tr>
<tr>
<td>Stress*</td>
<td>8</td>
<td>14</td>
</tr>
<tr>
<td>Study*</td>
<td>7</td>
<td>29</td>
</tr>
<tr>
<td>Care for sick people/elders</td>
<td>4</td>
<td>9</td>
</tr>
<tr>
<td>Civic engagement</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Other paid employment*</td>
<td>2</td>
<td>10</td>
</tr>
<tr>
<td>Travel*</td>
<td>1</td>
<td>7</td>
</tr>
</tbody>
</table>

* statistically significant difference at the level p<0.05.
Time use – Total workload
Men

hours per week

- paid work
- domestic work
- childcare

Orange: FT work
Blue: PT break
Green: FT break
Time use - Total workload

Men

- FT break
- PT break
- FT work

paid work  domestic work  childcare

5 10 15 20 25 30 35 40 45 50 55 60 hours per week
Time use – Personal care
Men

Hours per week

<table>
<thead>
<tr>
<th>Activity</th>
<th>FT work</th>
<th>PT break</th>
<th>FT break</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eat/drink</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grooming</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prof pers care</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Hours per week

<table>
<thead>
<tr>
<th>Activity</th>
<th>FT work</th>
<th>PT break</th>
<th>FT break</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sleep/rest</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Time use – Education**

**Men**

**Hours per week**

<table>
<thead>
<tr>
<th>Hours per week</th>
<th>10-</th>
<th>9-</th>
<th>8-</th>
<th>7-</th>
<th>6-</th>
<th>5-</th>
<th>4-</th>
<th>3-</th>
<th>2-</th>
<th>1-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>FT work</td>
<td>PT break</td>
<td>FT break</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Diagram Description:**
- The bar chart shows the distribution of hours spent on education for men, categorized into Full Time (FT) work, Part Time (PT) breaks, and Full Time (FT) breaks.
- The green bar indicates the highest number of hours spent in the education category, primarily falling under Full Time (FT) breaks.
- The chart illustrates a significant concentration of time in the education sector, particularly in Full Time breaks, compared to other work statuses.
Time use - Social participation

Men

Hours per week

- Associational life
- Social contacts
- Family care

FT work  PT break  FT break
Free Time - Social Participation

Men

- Free time
- Social participation

FT break
PT break
FT work

5 10 15 20 25 30 35 40 45 hours per week
Time Use – Travel
Men

Hours per week

<table>
<thead>
<tr>
<th>Hours per week</th>
<th>10-</th>
<th>9-</th>
<th>8-7-6-</th>
<th>5-4-3-2-</th>
<th>1-</th>
</tr>
</thead>
<tbody>
<tr>
<td>travel</td>
<td></td>
<td></td>
<td>FT work</td>
<td>PT break</td>
<td>FT break</td>
</tr>
</tbody>
</table>
Allocation reduced working time to other activities (compared to FT work)

Men

Part time break: 11h57'
- Domestic work: 62%
- Childcare: 22%
- Personal care: 6%
- Travel: 6%
- Education: 2%

Full time break: 39h01'
- Domestic work: 36%
- Education: 19%
- Personal care: 15%
- Travel: 7%
- Free time/social contacts: 21%
- Rest: 1%
- Childcare: 7%
<table>
<thead>
<tr>
<th></th>
<th>Subjective time pressure (*)</th>
<th>Time pressure in free time</th>
<th>Average time pressure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time work</td>
<td>37,9</td>
<td>42,0</td>
<td>39,7</td>
</tr>
<tr>
<td>Part-time break</td>
<td>35,3</td>
<td>42,5</td>
<td>38,4</td>
</tr>
<tr>
<td>Full-time break</td>
<td>34,1</td>
<td>39,9</td>
<td>36,6</td>
</tr>
</tbody>
</table>

P<0,05
Groups of women

- Full time working (n=229)
- Part time working (n=173)
- Part time break (n=179)
- Full time break (n=133)
Groups of women

- Full time working (paid work: 35h04’)
- Part time working (paid work: 24h05’)
- Part time break (paid work: 22h05’)
- Full time break (no paid work activities)
Background Variables - Women

- **Average age:** 36 years
  FT work younger (av.: 34 years)

- **Educational level:**
  - PT break: 60% higher educated
  - FT work/ FT break: 49%/45% higher educated
  - PT work: 35% higher educated

- **Family status:**
  - FT work: 47% partner and children
  - PT work/ PT break/FT break: >80% partner and children
### Women- Motivations for career interruption (percentages)

<table>
<thead>
<tr>
<th>Motivation</th>
<th>Part-time break (n=179)</th>
<th>Full-time break (n=133)</th>
</tr>
</thead>
<tbody>
<tr>
<td>More time for children*</td>
<td>73</td>
<td>74</td>
</tr>
<tr>
<td>More time for domestic work*</td>
<td>41</td>
<td>16</td>
</tr>
<tr>
<td>More time for myself*</td>
<td>38</td>
<td>11</td>
</tr>
<tr>
<td>Less work pressure*</td>
<td>15</td>
<td>6</td>
</tr>
<tr>
<td>More leisure time*</td>
<td>14</td>
<td>3</td>
</tr>
<tr>
<td>Health reasons*</td>
<td>12</td>
<td>10</td>
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<td>3</td>
<td>11</td>
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<tr>
<td>Building/renovation*</td>
<td>3</td>
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</tr>
<tr>
<td>Civic engagement</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Other paid employment</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Travel*</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

* statistically significant difference at the level p<0.05.
Time use – Total workload

Women

Hours per week

- Paid work
- Household work
- Childcare

- FT work
- PT work
- PT break
- FT break
Time use - Total workload Women

- FT break
- PT break
- PT work
- FT work

5 10 15 20 25 30 35 40 45 50 55 60 hours per week

paid work  domestic work  childcare
Time use – Education

Women

Hours per week

<table>
<thead>
<tr>
<th>Education</th>
<th>FT work</th>
<th>PT work</th>
<th>PT break</th>
<th>FT break</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-9-8-7-6-5-4-3-2-1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Time use – Leisure Women

Hours per week

free time

- FT work
- PT work
- PT break
- FT break
Time use - Social participation
Women

Hours per week

- Associational life
- Social contacts
- Family care

- FT work
- PT work
- PT break
- FT break
Free Time - Social Participation

Women

<table>
<thead>
<tr>
<th>Category</th>
<th>Free Time</th>
<th>Social Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>FT break</td>
<td>20</td>
<td>10</td>
</tr>
<tr>
<td>PT break</td>
<td>20</td>
<td>10</td>
</tr>
<tr>
<td>PT work</td>
<td>20</td>
<td>10</td>
</tr>
<tr>
<td>FT work</td>
<td>20</td>
<td>10</td>
</tr>
</tbody>
</table>

5 10 15 20 25 30 35 40 45 hours per week
Time Use - Travel

Hours per week

- FT work
- PT work
- PT break
- FT break

- Travel
- Hours per week

- Paid work
- Education
- Free time
- Domestic work
- Children
- Family
- Other

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Allocation reduced working time to other activities (compared to FT work)

Women

Part time break: 12h59’
- Domestic work: 58%
- Childcare: 33%
- Personal care: 9%
- Time/social contacts: 2%

Full time break: 34h57’
- Domestic work: 46%
- Childcare: 32%
- Personal care: 9%
- Time/social contacts: 10%
- Education: 3%
Allocation reduced working time to other activities (compared to FT work) Mothers

Part time break: 14h12′
- free time/social contacts: 23%
- education: 3%
- personal care: 17%
- travel: 4%
- childcare: 17%
- domestic work: 36%

Full time break: 36h
- free time/social contacts: 17%
- education: 3%
- personal care: 15%
- rest: 1%
- domestic work: 38%
- childcare: 26%
<table>
<thead>
<tr>
<th></th>
<th>Subjective time pressure (*)</th>
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<th>Average time pressure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time work</td>
<td>40,4</td>
<td>43,8</td>
<td>41,8</td>
</tr>
<tr>
<td>Part-time work</td>
<td>39,6</td>
<td>46,2</td>
<td>42,5</td>
</tr>
<tr>
<td>Part-time break</td>
<td>37,9</td>
<td>44,7</td>
<td>40,8</td>
</tr>
<tr>
<td>Full-time break</td>
<td>35,2</td>
<td>47,1</td>
<td>40,3</td>
</tr>
</tbody>
</table>

P<0,05
Men

Men with FT break (not working)

- 40% with partner and children
- Reason for break:
  - 29% ‘study’
  - 28% ‘children’
  - 24% ‘unsatisfied about job’
- Most free time and lowest total workload
- Reduced working time allocated for 43% to household tasks & childcare
  - Fathers with full time break: 74% to household tasks & childcare

⇒ FT break can be catalyst for a better combination of work and family life/ reduces the feelings of time pressure
Men with part time break

- 76% with partner and children
- Reason for break:
  - 50% ‘children’ and 22% ‘domestic work’
  - 32% ‘more leisure time’ and 23% ‘more time for myself’
- Total workload = full time working men: less paid work = more domestic work and childcare
- Reduced working time allocated for 84% to household tasks & childcare

⇒ PT break effectively measure for better combination of work and family life/ reduces the feelings of time pressure
Women with FT break (not working)

- 90% with partner and children
- Reason for break:
  - 74% ‘children’
  - 16% ‘domestic work’
- lowest total workload, but huge amount spent on domestic work and childcare
- Reduced working time allocated for 80% to household tasks & childcare
  - Mothers with full time break: 64% to household tasks & childcare, more time for personal care and social contacts than working mothers

⇒ FT break is chosen to facilitate the care for home/children and reduces subjective time pressure
Summary

Women

Women with part time break

- 84% with partner and children
- Reason for break:
  - 73% ‘children’ and 41% ‘domestic work’
  - 38% ‘more time for myself’
- Total workload = full time working women:
  less paid work = more domestic work and childcare
- Reduced working time allocated for 90% to household tasks & childcare
  - Mothers with full time break: 53% to household tasks & childcare, more time for personal care and social contacts than working mothers

⇒ PT break is chosen to facilitate the care for home/children and reduces subjective time pressure