



Vrije Universiteit Brussel



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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Presentation

- Data
- Who?
- Why?
- Time Use?
- Work/Life balance?
- Time Pressure?



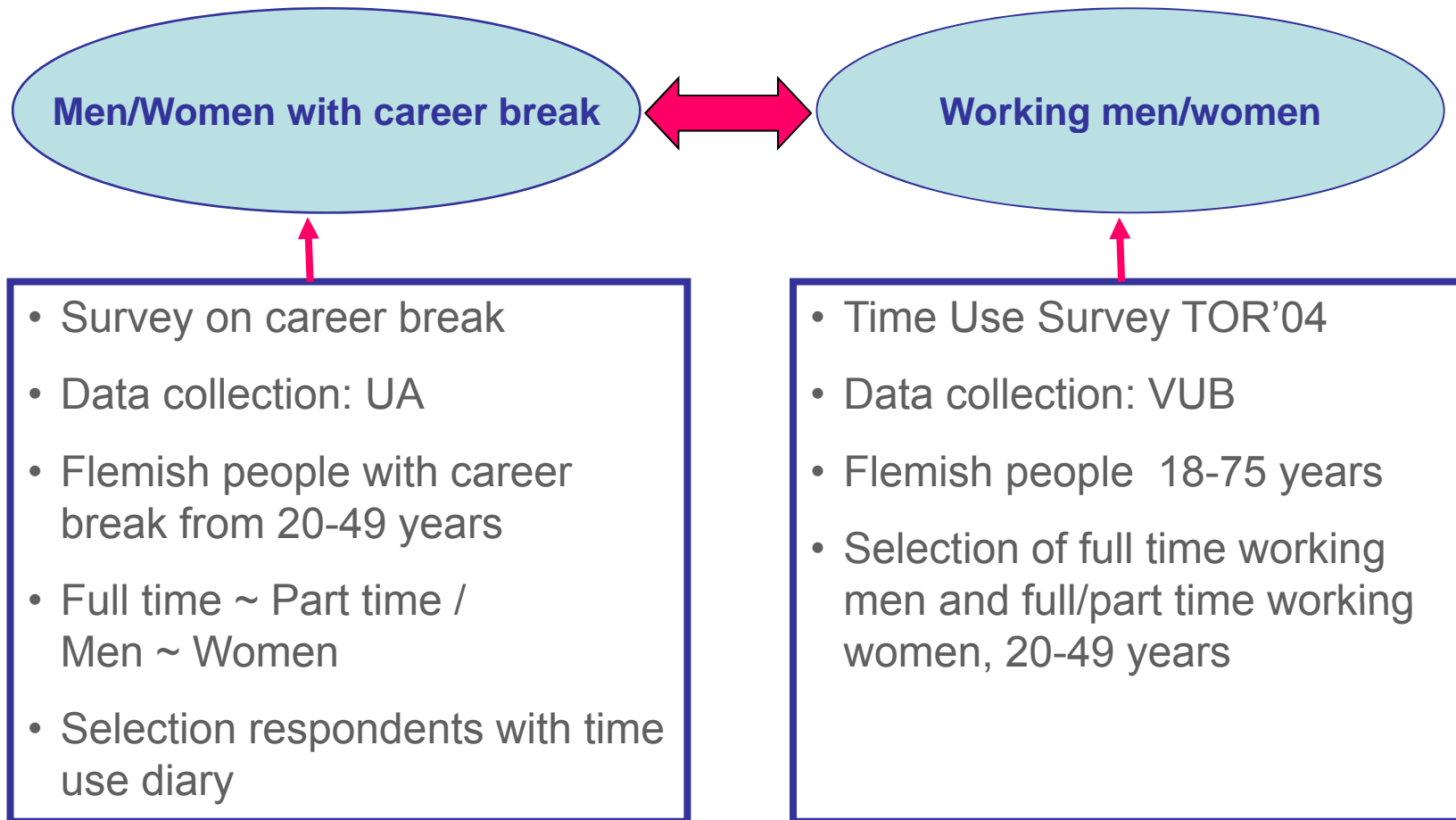
Presentation

Percentage of employed persons with career break (Flemish community – 2004)

	Total	< 50-years
Women	9,0%	7,3%
Men	2,9%	1,1%



Data





Time Use Data

- **Fieldwork : 15 april - 30 october 2004**
(six week interruption during summer)
- **7 day - diaries**
- **What? When? Where? With whom? Travel mode? Motivation?**
- **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)
 - 20u41' 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)

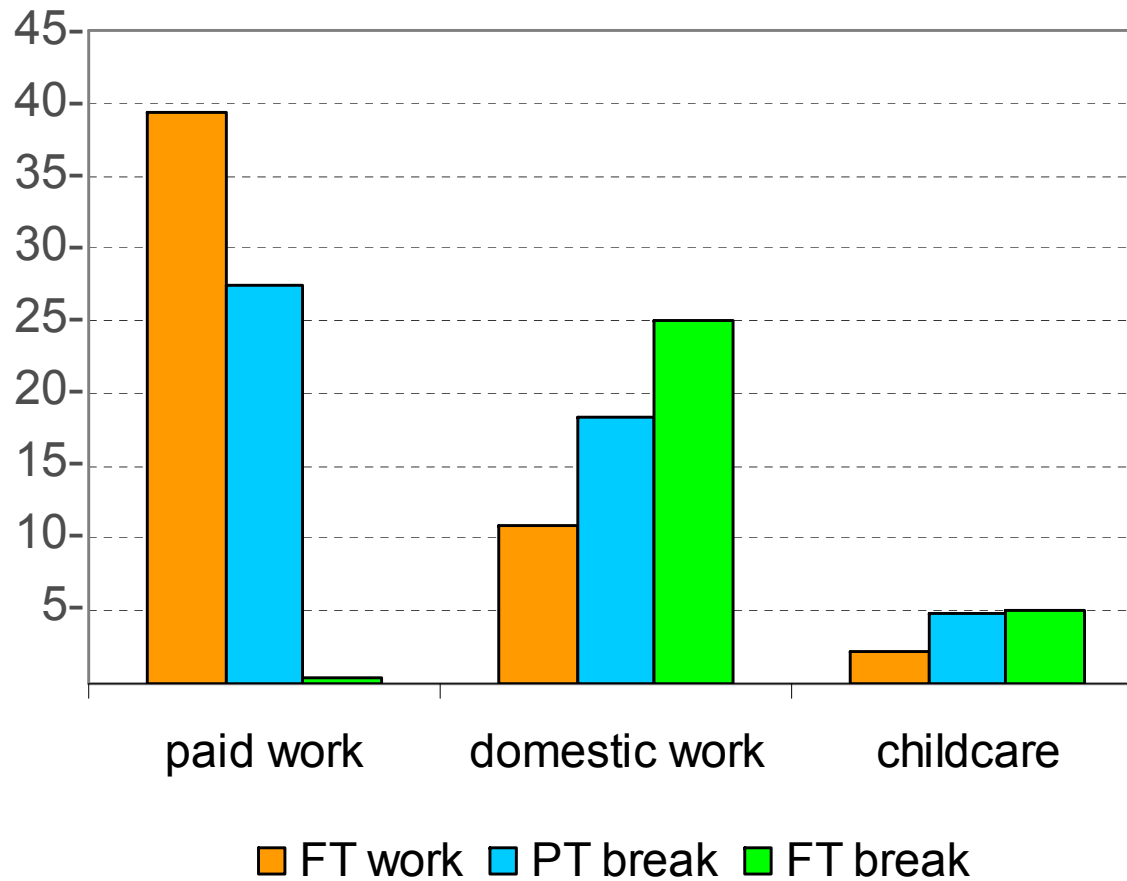
	Part-time break (n=188)	Full-time break (not working) (n=58)
More time for children*	50	28
More leisure time*	32	7
More time for myself*	23	7
More time for domestic work*	22	14
Less work pressure*	18	7
Health reasons*	13	10
Building/renovation*	10	14
Unsatisfied with job*	9	24
Stress*	8	14
Study*	7	29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

* statistically significant difference at the level $p < 0.05$.



Time use – Total workload Men

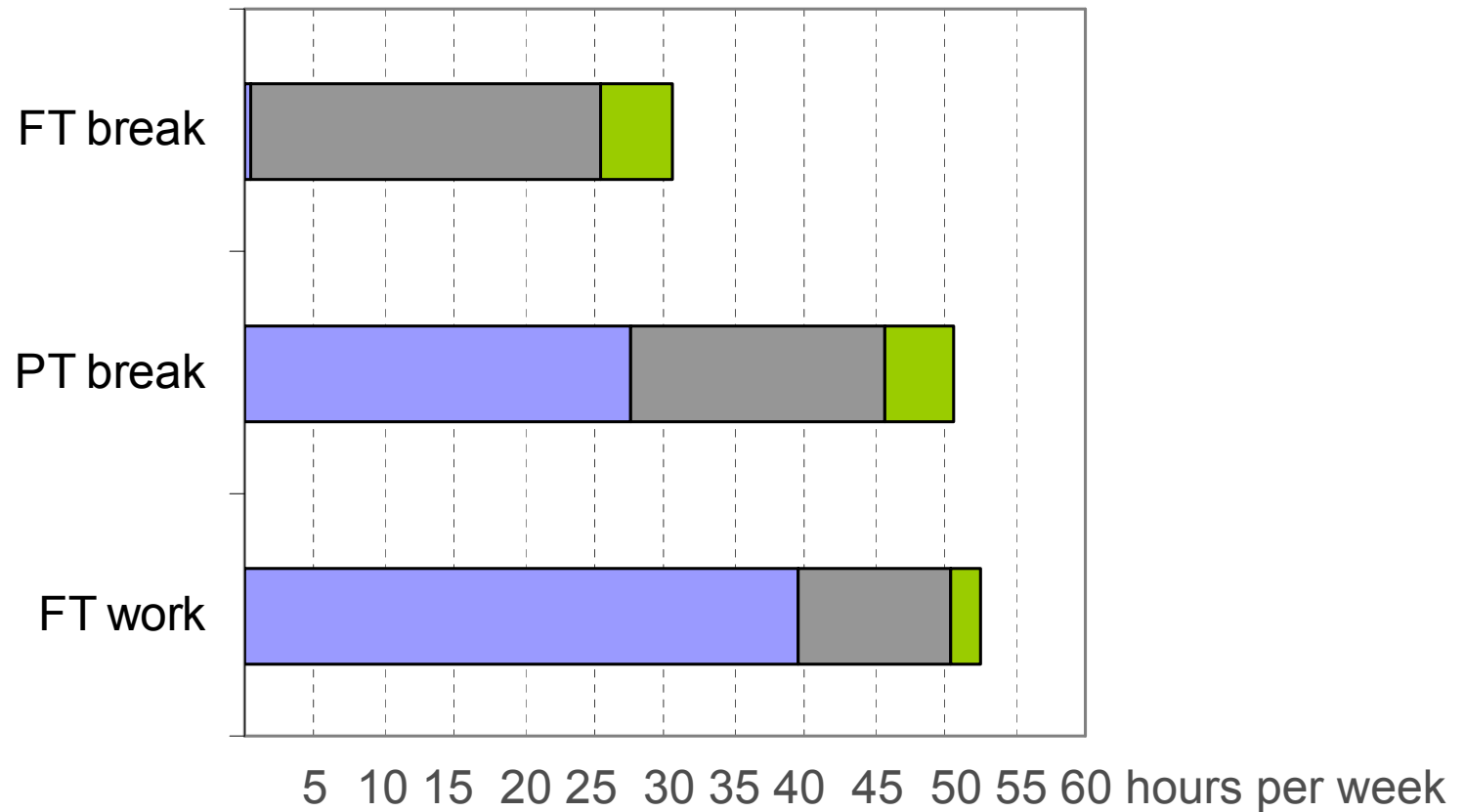
hours per week





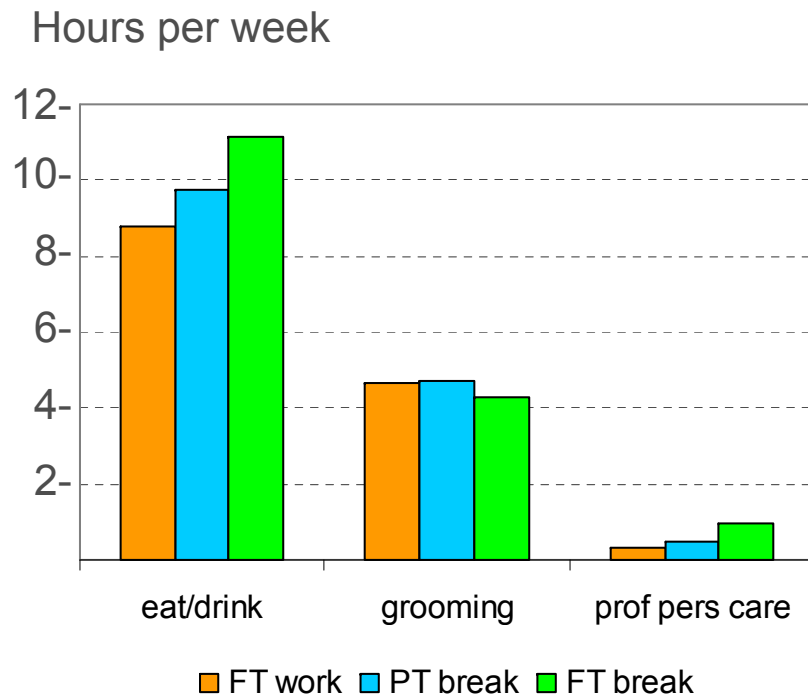
Time use - Total workload Men

■ paid work ■ domestic work ■ childcare

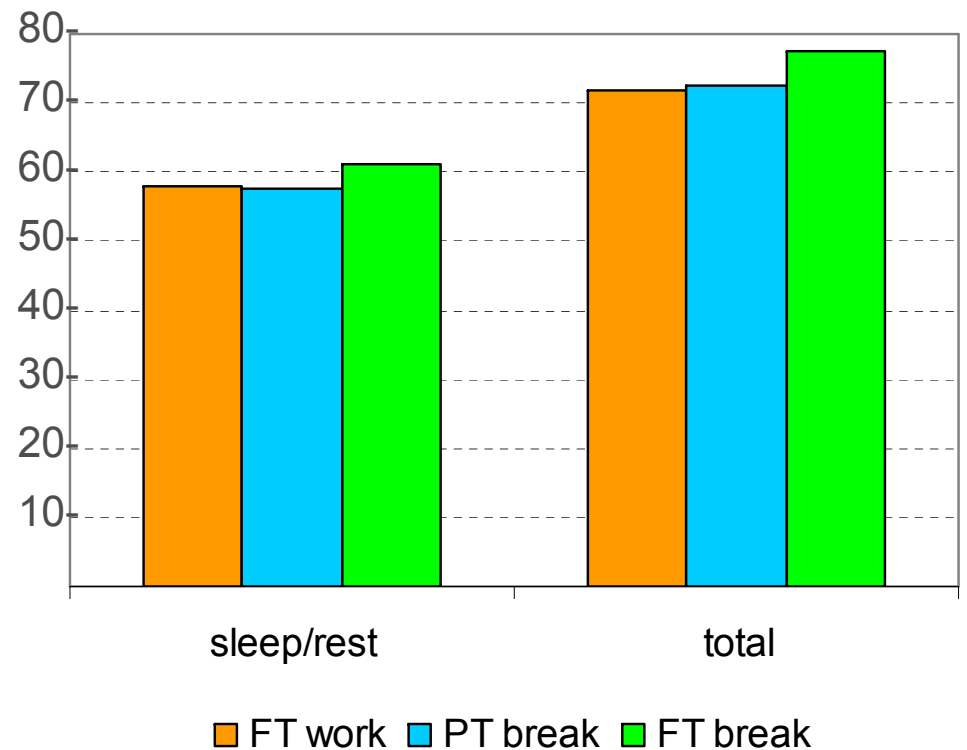




Time use – Personal care Men



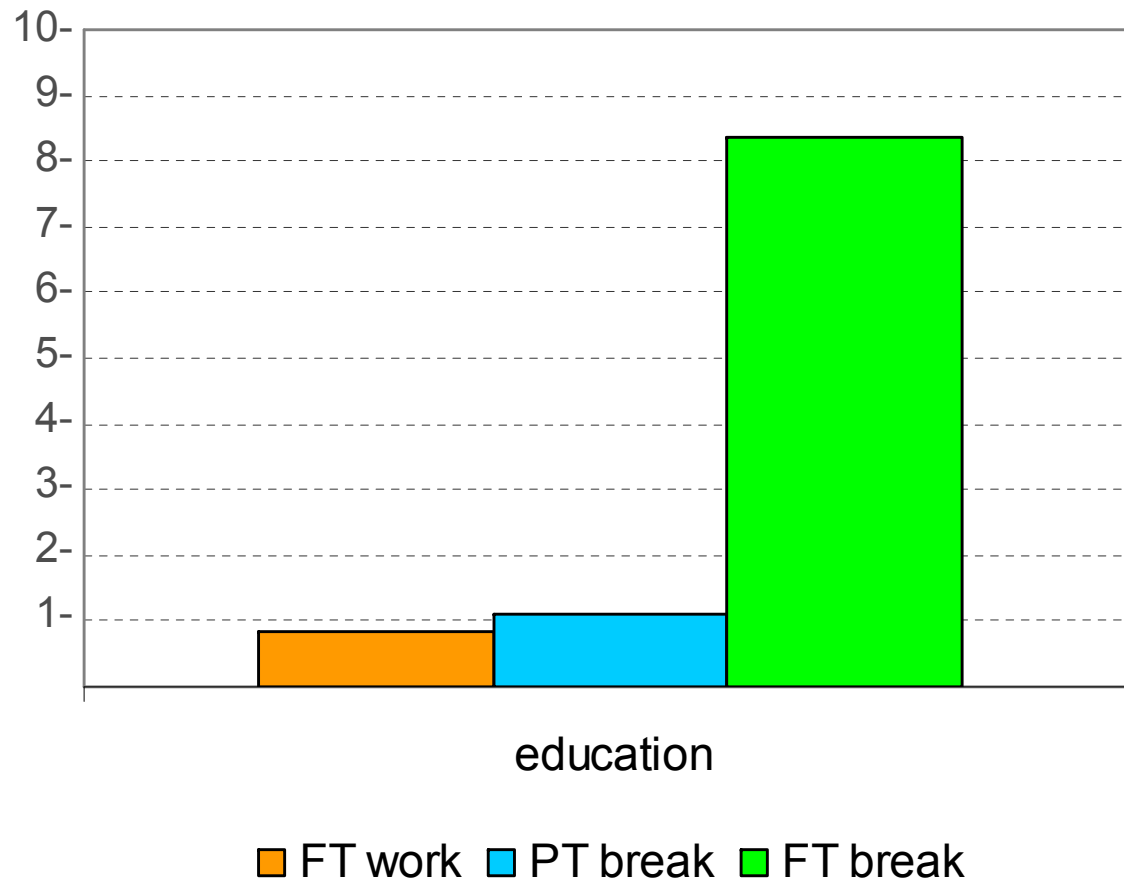
Hours per week





Time use – Education Men

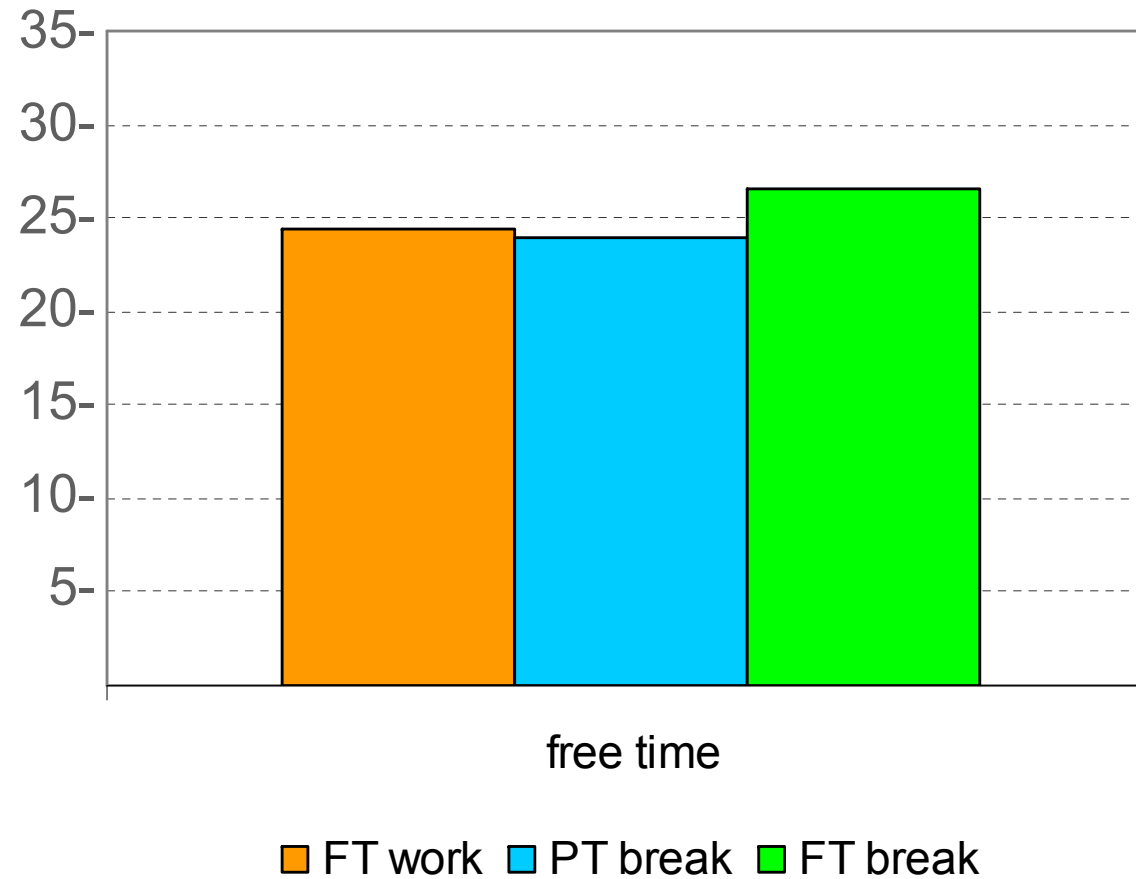
Hours per week





Time use – Leisure Men

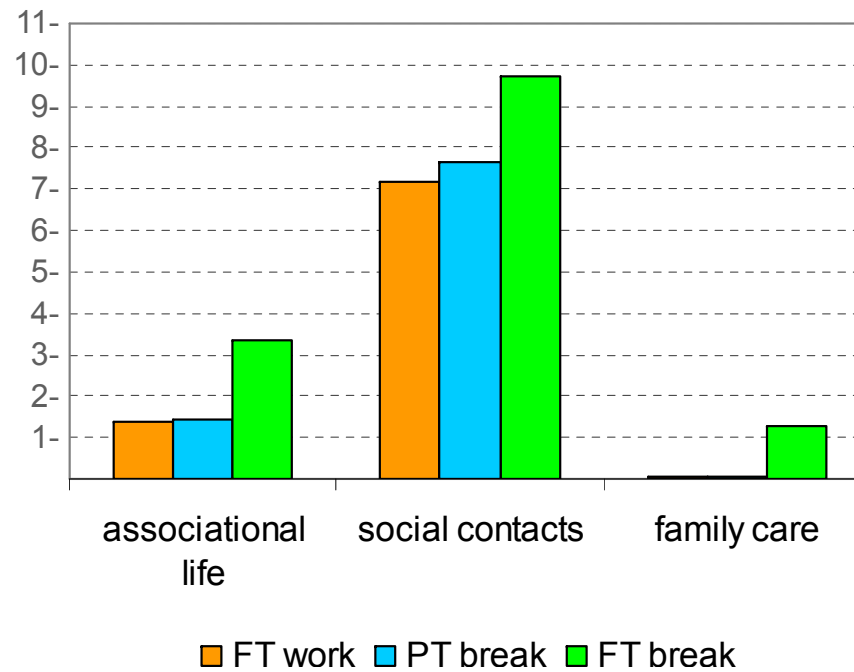
Hours per week





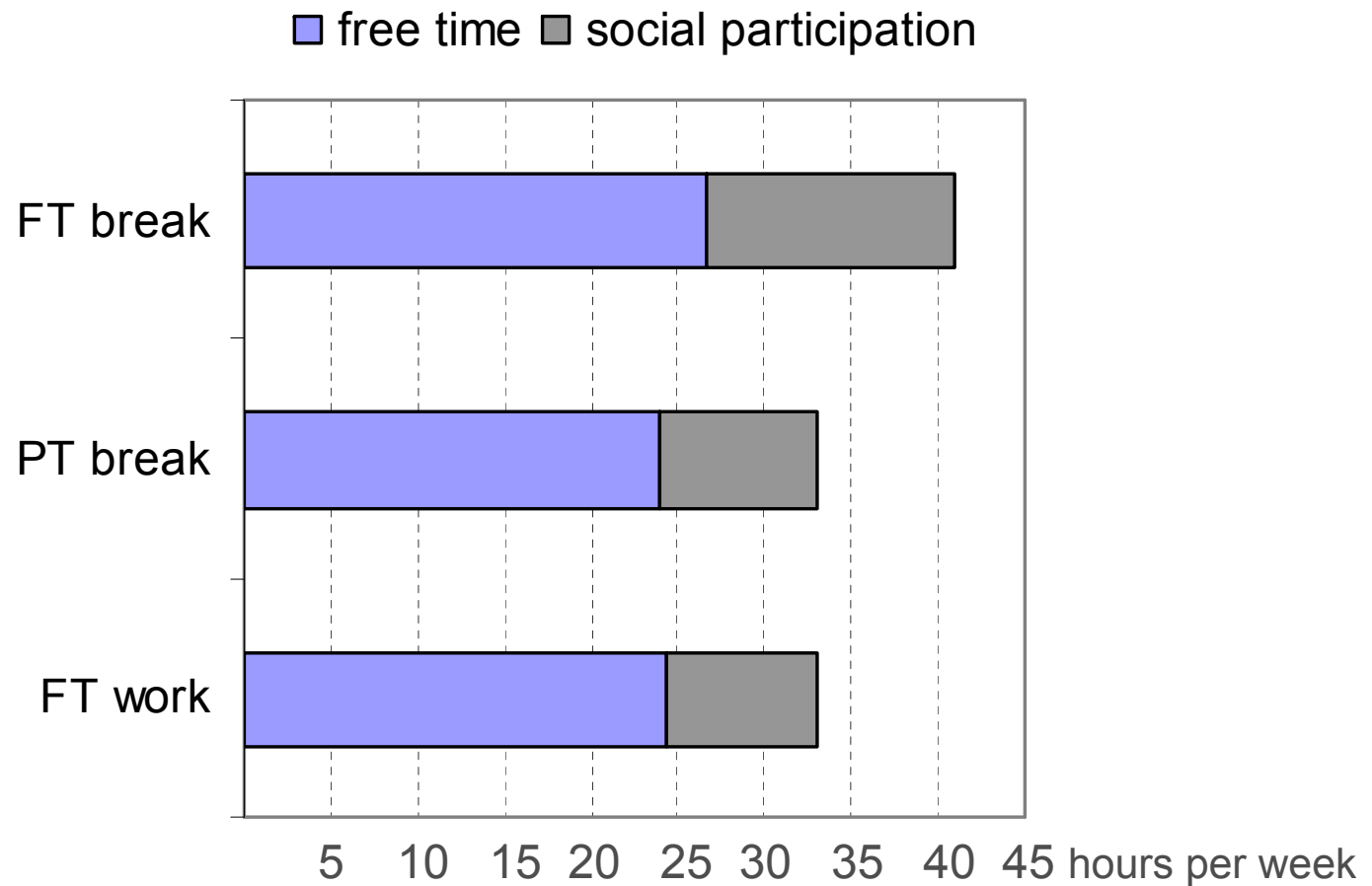
Time use - Social participation Men

Hours per week





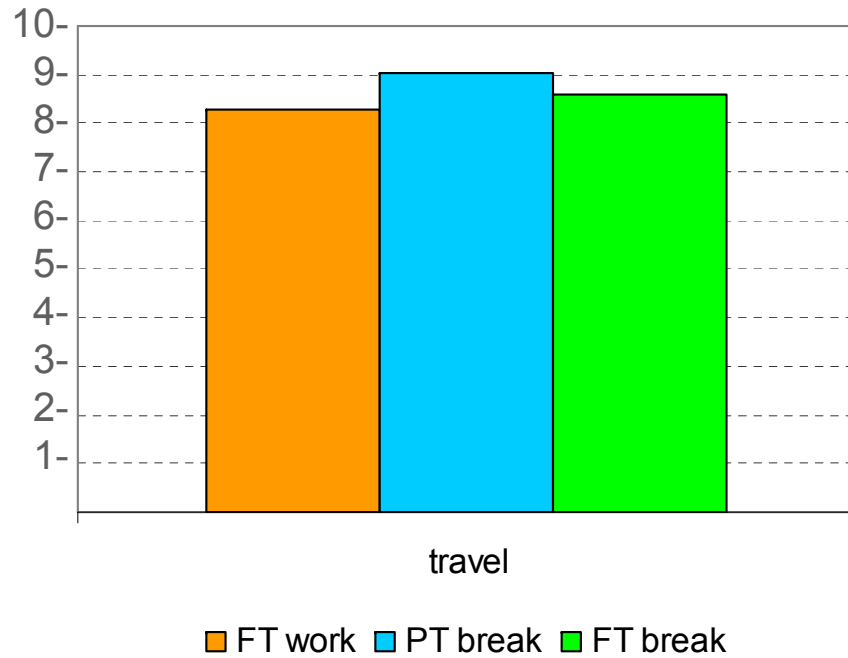
Free Time - Social Participation Men



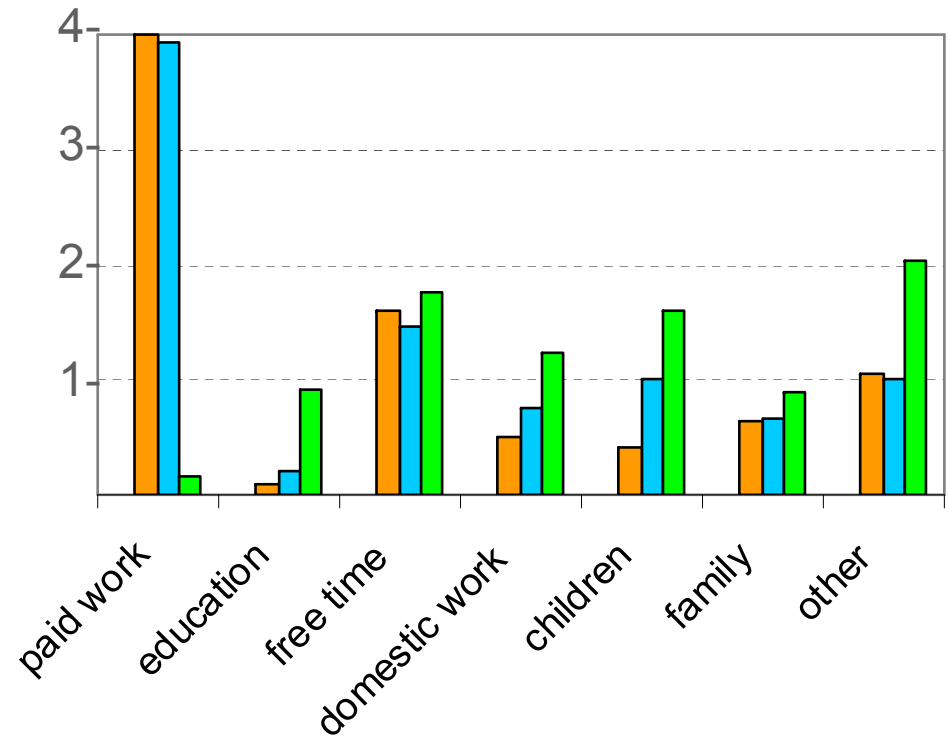


Time Use – Travel Men

Hours per week

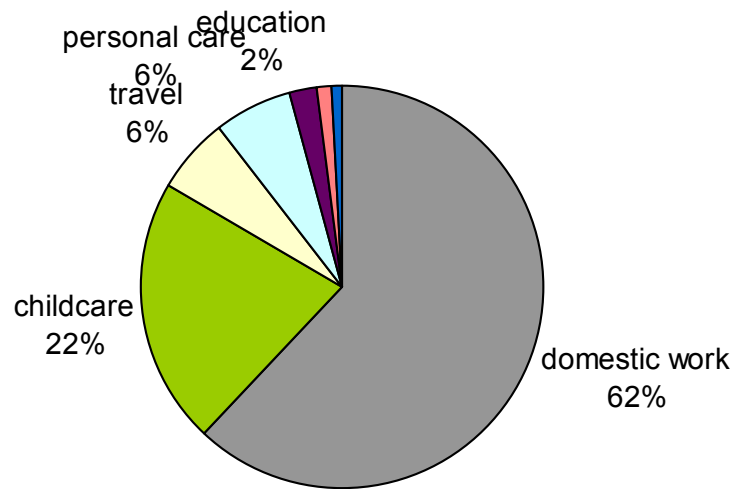


Hours per week



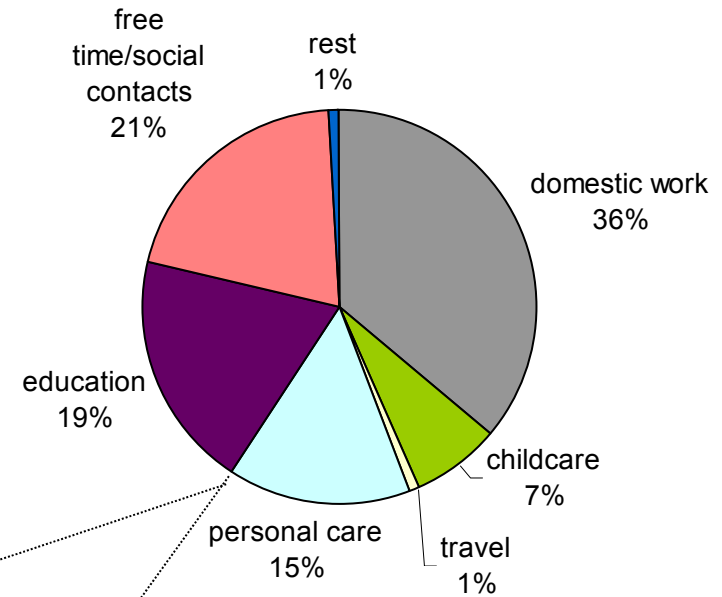
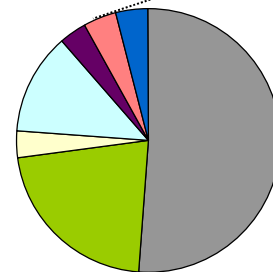
Allocation reduced working time to other activities (compared to FT work) Men

Part time break: 11h57'



Full time break: 39h01'

Full time break: fathers: 39h01'



Time pressure Men

	Subjective time pressure (*)	Time pressure in free time	Average time pressure
Full-time work	37,9	42,0	39,7
Part-time break	35,3	42,5	38,4
Full-time break	34,1	39,9	36,6

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



Motivation? Women

Women- Motivations for career interruption (percentages)

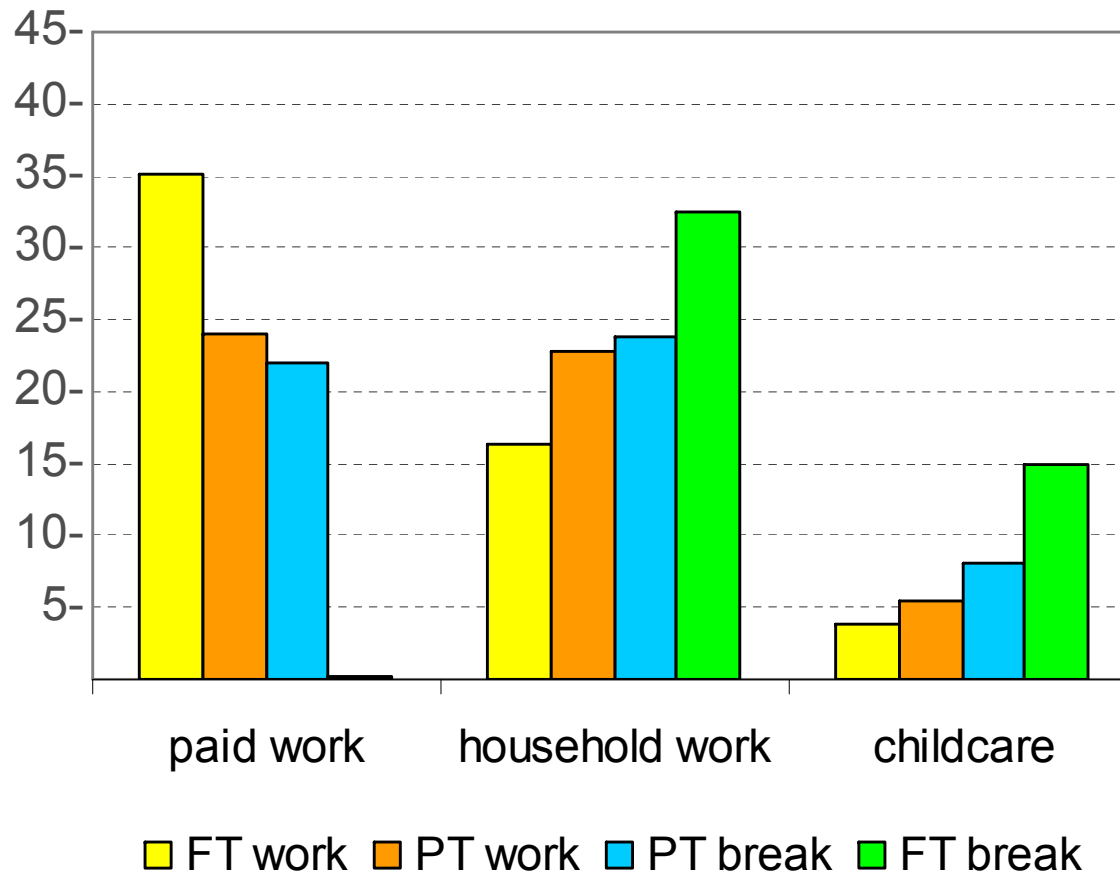
	Part-time break (n=179)	Full-time break (n=133)
More time for children*	73	74
More time for domestic work*	41	16
More time for myself*	38	11
Less work pressure*	15	6
More leisure time*	14	3
Health reasons*	12	10
Stress*	6	7
Care for sick people/elders*	4	13
Unsatisfied with job*	3	10
Study*	3	11
Building/renovation*	3	1
Civic engagement	1	1
Other paid employment	0	1
Travel*	0	1

* statistically significant difference at the level $p < 0.05$.



Time use – Total workload Women

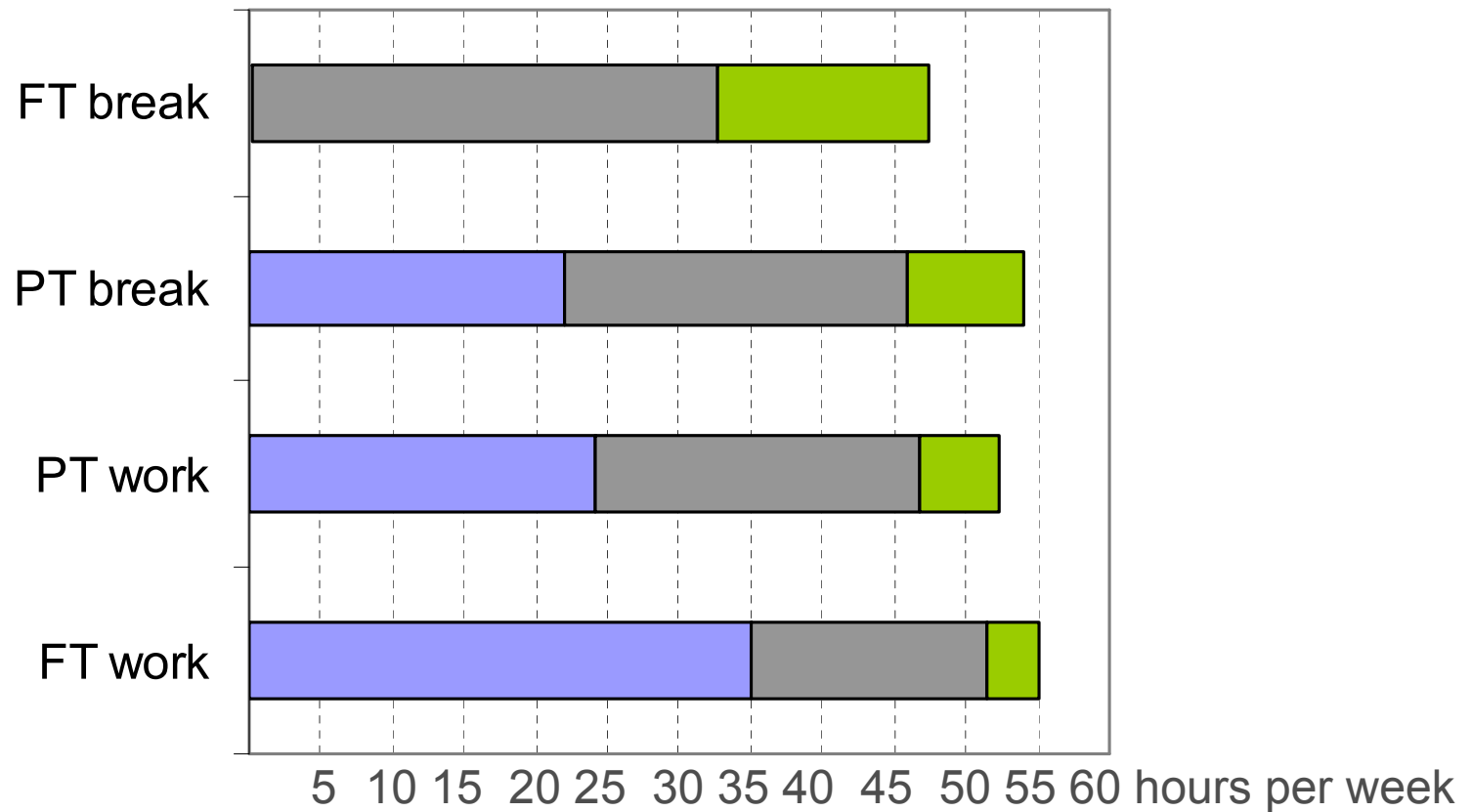
hours per week





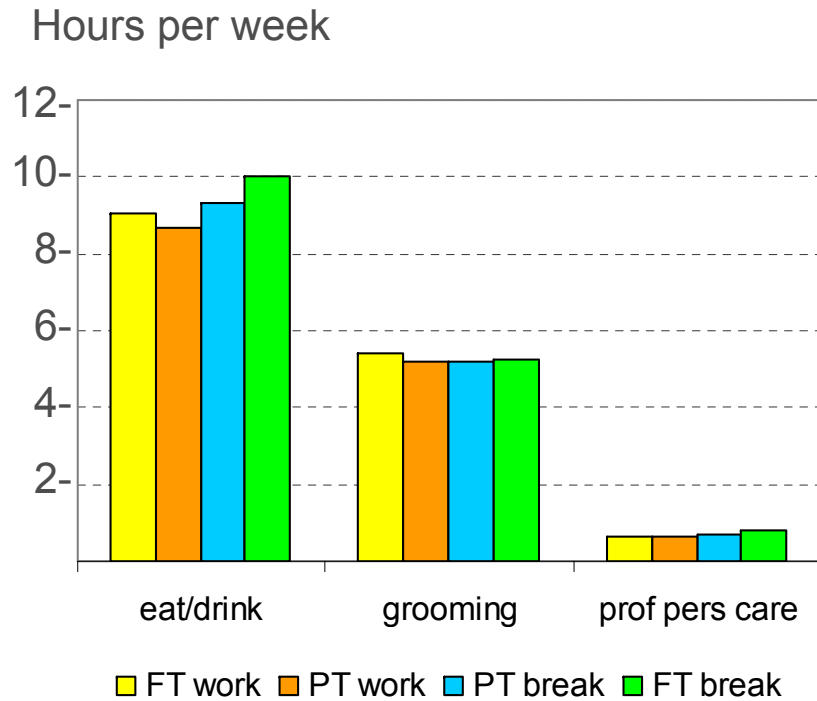
Time use - Total workload Women

■ paid work ■ domestic work ■ childcare

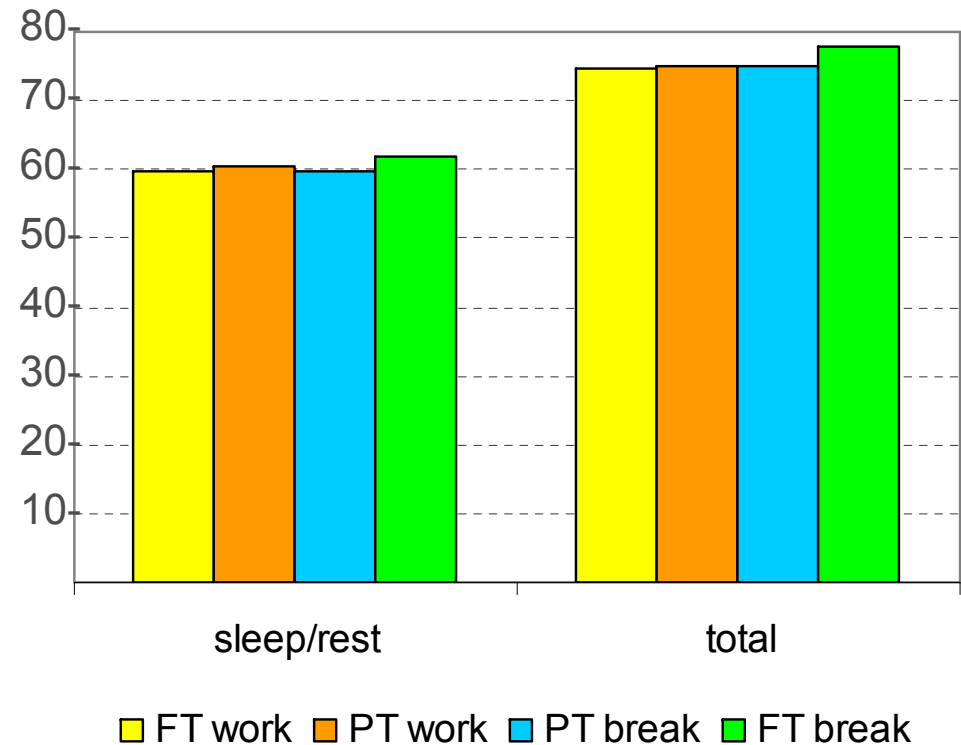




Time use – Personal care Women



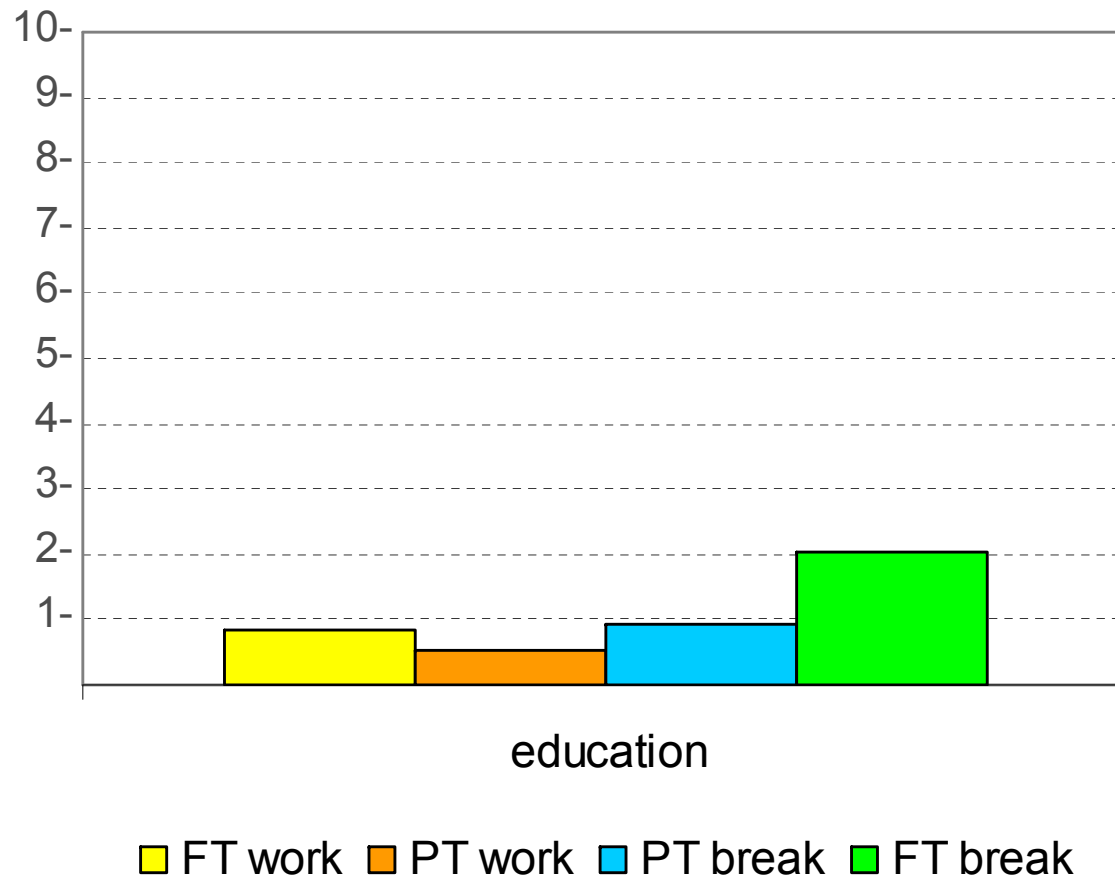
Hours per week





Time use – Education Women

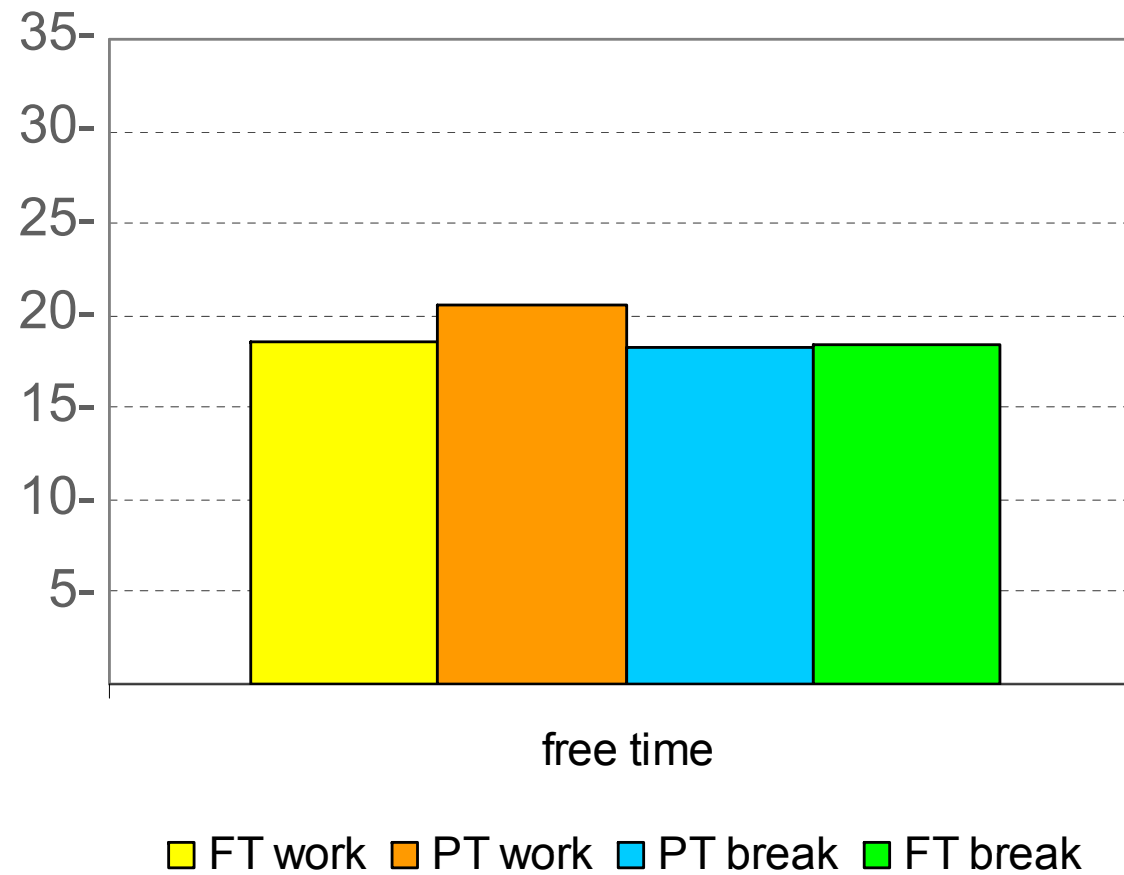
Hours per week





Time use – Leisure Women

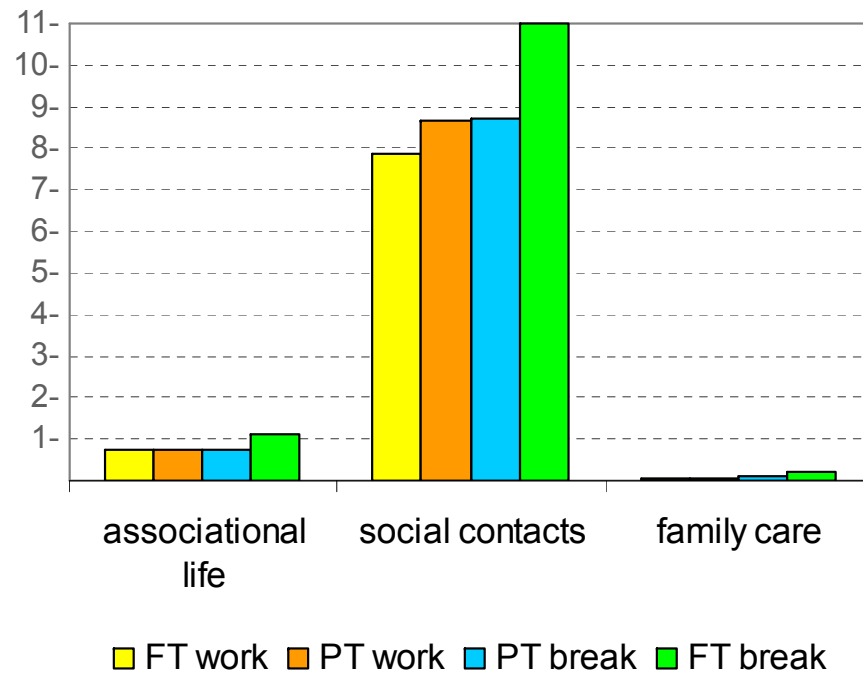
Hours per week





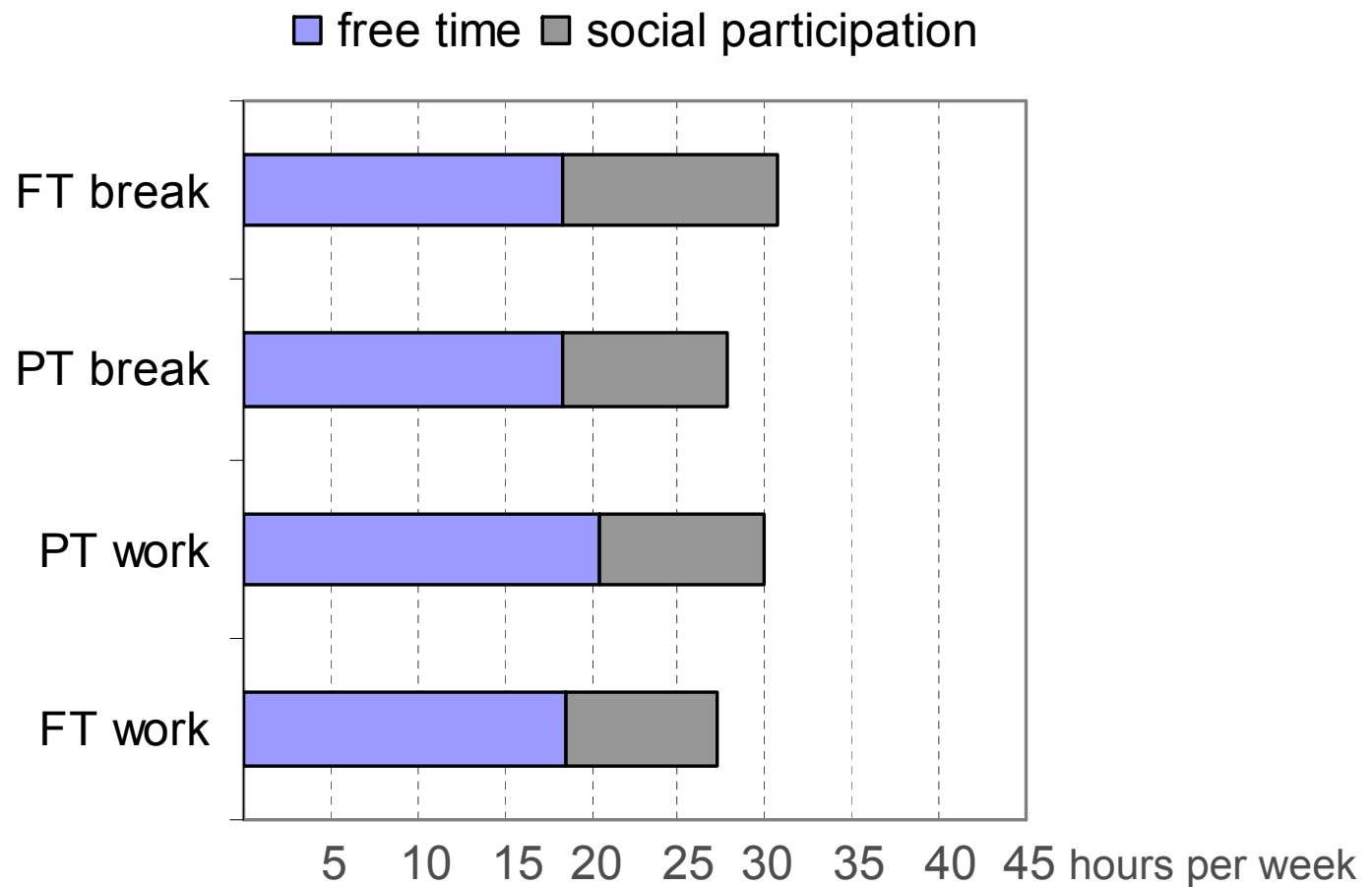
Time use - Social participation Women

Hours per week





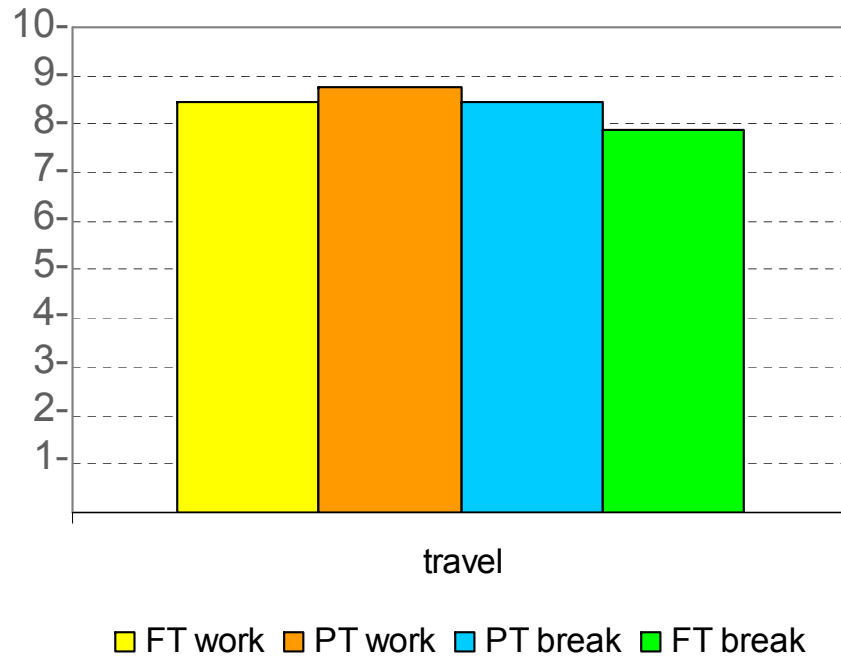
Free Time - Social Participation Women



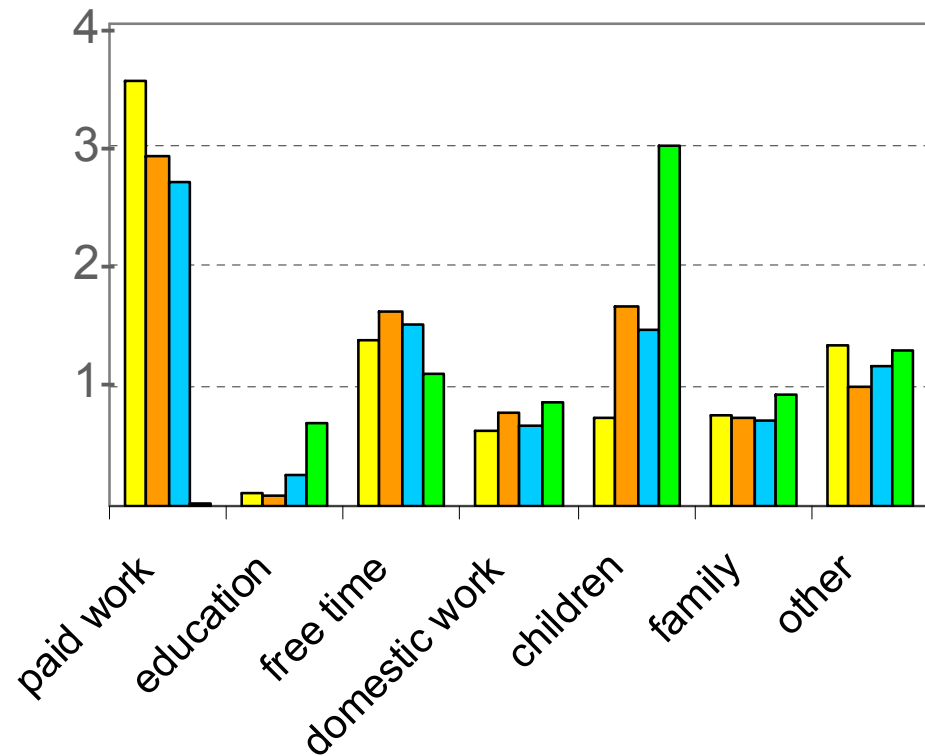


Time Use - Travel

Hours per week

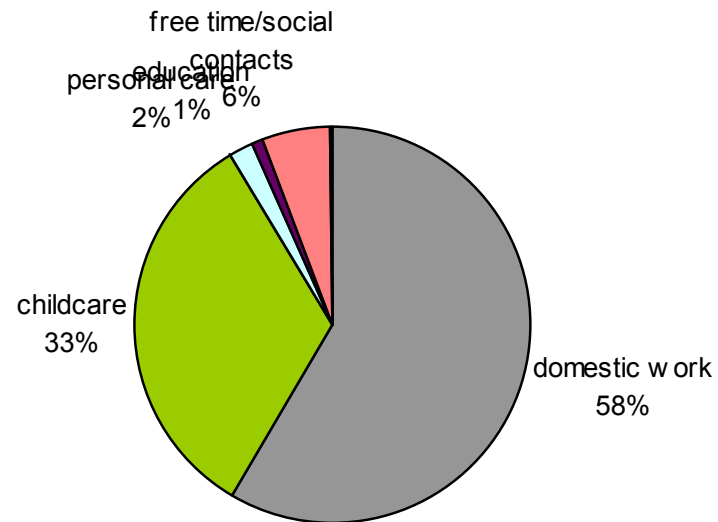


Hours per week

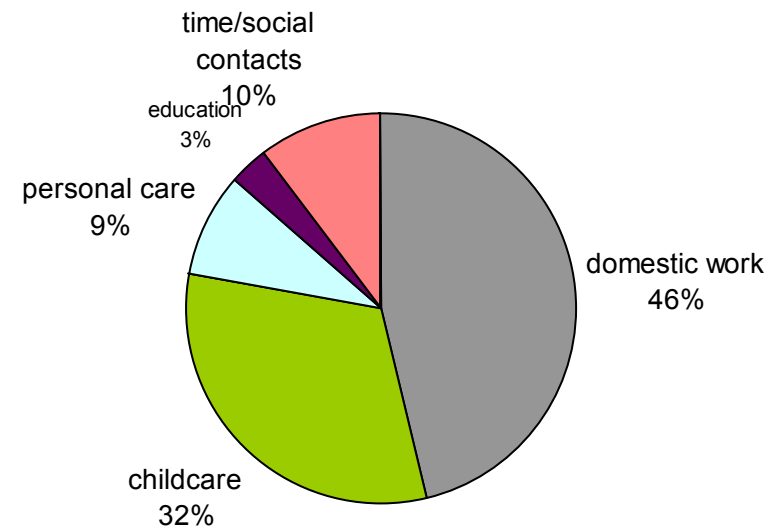


Allocation reduced working time to other activities (compared to FT work) Women

Part time break: 12h59'



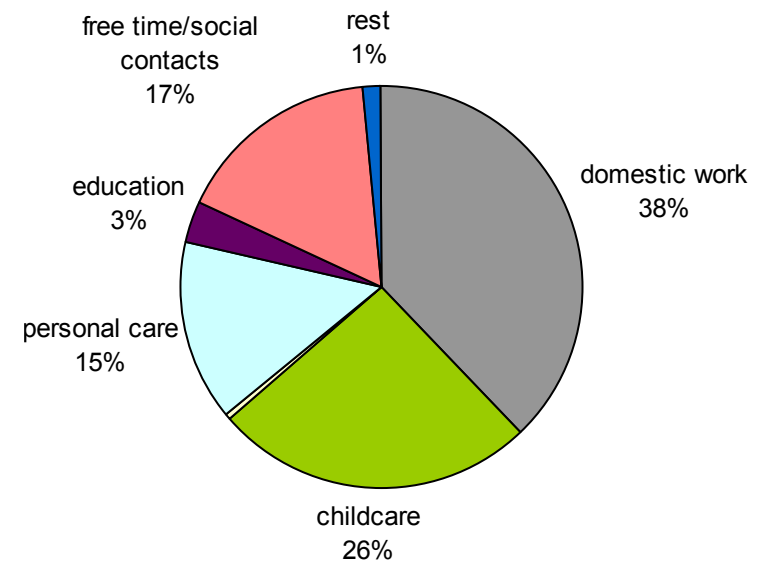
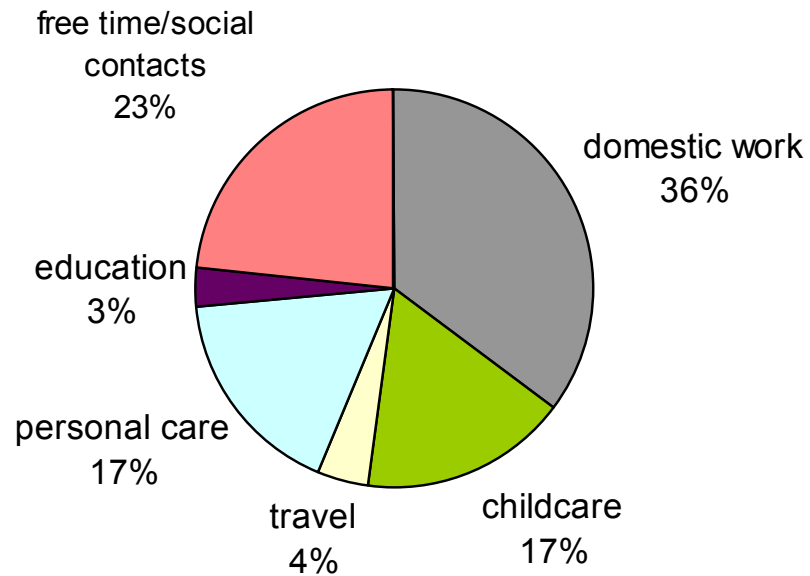
Full time break: 34h57'



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

Part time break: 14h12'

Full time break: 36h



Time pressure Women

	Subjective time pressure (*)	Time pressure in free time	Average time pressure
Full-time work	40,4	43,8	41,8
Part-time work	39,6	46,2	42,5
Part-time break	37,9	44,7	40,8
Full-time break	35,2	47,1	40,3

P<0,05



Summary

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 catalysator for a better combination of work and family life/ reduces the feelings of time pressure



Summary

Men

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



Summary Women

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