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Topic (iv) Balancing work and family responsibilities

**USING TIME USE DATA TO STUDY WORK/FAMILY BALANCE**

Submitted by Statistics Canada<sup>1</sup>

**Invited Paper**

**Abstract**

*While the concept of work/family balance emerged response to women's experience of the double day, it has become a broader issue, relevant to both women and men in Canada. This paper focuses on the use of time use survey data to study work/family balance. It begins by exploring the concept of work/family balance and then describes how several national surveys carried out by Statistics Canada can be used to measure this phenomenon, underscoring the importance of data measuring the perception of satisfaction and well being. The paper concludes with a brief descriptive analysis of selected indicators of work/family balance from the 1998 General Social Survey, the most recent Canadian national time use survey. It finds that women and men were equally likely to be satisfied with the balance between their work and family life at most life course stages and that when people are dissatisfied, other measures of well being also decline. Observed gender differences suggest that even subjective indicators do not fully capture the underlying dynamics of balancing work and family. This highlights the importance of a gender-sensitive approach to the design and analysis of survey questions.*

**Introduction**

The issue of finding a balance between work and family emerged in Canada in the 1990s, largely in response to the increased presence of women in the labour market. Much of the growth in women's labour market participation has been accounted for by married women and women with children. Hence, the concept of balancing work and family responsibilities reflected women's experience of the double day, that is, maintaining primary responsibility for home and family while actively participating in the labour market. However, the growth in non-standard employment and research into the socio-economic determinants of health have sparked a more general interest in issues of work and well being for both women and men in Canada over the past decade.

The main objective of this paper is to describe how time use survey data can be used to study work/family balance. It begins by exploring the concept of work/family balance and its relevance at the current socio-economic juncture. Next, it describes how several national surveys carried out by Statistics Canada can be used to measure this phenomenon, and underscores the importance of data measuring the perception of satisfaction and well being. The paper concludes with brief descriptive analysis of selected indicators of work/family balance from the most recent Canadian national time use survey.

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## I. What is work/family balance and why do we care?

The concept of balancing work and family responsibilities emerged in Canada largely as a response to women's experience of the double day and the "challenges they faced in managing their dual roles as employees and caregivers" (Johnson et al, 2001:3). In this context, "work" generally refers to work done for pay in the labour market and "family" refers to the responsibilities associated with caring for dependants<sup>2</sup>. In Canada, the majority of women are employed in the labour market, and most employed mothers, even those with very young children, hold full-time jobs (Statistics Canada, 2000). Consequently, both spouses are now employed in the majority of two-partner households and fewer women remain out of the labour market for long periods of time in order to care for home and children (Marshall, 1999, Marshall, 1998, Fast and da Pont, 1997, Statistics Canada, 2000). Although men have increased the amount of time devoted to unpaid work<sup>3</sup>, this has not changed the overall gendered division of labour (Fast et al, 2001). Despite women's strong labour market attachment, their share of unpaid work hours has remained unchanged since the 1960's, at about two-thirds of the total (Statistics Canada, 2000). This is related to the fact that women continue to maintain primary responsibility for the unpaid work in the domestic sphere (Marshall, 1993, Marshall, 1994, Statistics Canada, 2000).

Finding the right balance between work and the rest of life is not just a woman's issue. Increasingly, the notion of family responsibilities has come to encompass not only family-related unpaid work but also more generally time spent with family and friends, including leisure time and time for personal development (Johnson et al, 2001). Ironically, the work/family dichotomy reifies the notion of separate public and private spheres although interest in understanding the balance between work and "the rest of life" is more about facilitating the integration of the two spheres. At most life course stages, data indicate that women and men are equally likely to be dissatisfied with their work/family balance<sup>4</sup>, despite the fact that women have maintained primary responsibility for family. (Figure 1) Dissatisfaction with work/family balance is most common among women and men at the parenting stage of life, suggesting that the added responsibility of children does play a role. Regardless of how they are defined, work and family are often constructed as being in competition with one another for a scarce resource – time. Although each of us has only 24 hours in a day, the "right" balance of time allocation is not the same for everyone. Consequently, satisfaction or dissatisfaction with work/family balance is a personal and subjective measure that may be related to feelings of time scarcity, that is, the perception that there are not enough hours in a day.

Understanding work/family balance has come to the attention of researchers and policy makers for a number of reasons. First, stress has been demonstrated to have a negative effect on health outcomes<sup>5</sup> and productivity (Statistics Canada, 2001, Akyeampong, 1992). Secondly, there has been an increase in non-standard forms of employment, including part-time work, temporary work and self-employment, as well as atypical work arrangements such as telework, flex-time and shift work (Krahn, 1995, Akyeampong, 1997). These trends have been accompanied by research into the relationship between work arrangements and well being (Fast and Frederick, 1996, Arai, 2000, Shields, 2001, Shields, 2002). Some work arrangements, such as flex-time<sup>6</sup>, seem to alleviate time stress, while others, like working long hours or shift work, appear to have a negative impact on health. Large proportions of women also report working part time to accommodate family responsibilities (Marshall, 2000a, Statistics Canada, 2000), a strategy that may reduce job/family tension, but also contributes to lower retirement incomes (Marshall, 2000b). Finally, population aging has led to a heightened awareness of the changing labour supply, the need to care for an increasing number of elderly people and renewed government commitments to the promotion of family-friendly policies, such as the recent extension of maternity and parental leave from six months to one year. The Treasury Board of Canada has

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<sup>2</sup> The aging of the Canadian population means that caring for dependents may increasingly include elder relatives as well as children.

<sup>3</sup> Mothers also head the vast majority of lone parent families and the amount of time spent on unpaid work by men does not alter their struggle to juggle work and family life.

<sup>4</sup> The same trend was found in the United States by Milkie and Peltola (1999).

<sup>5</sup> Personal and work stresses have been found to be predictive of health problems.

<sup>6</sup> Flexible schedule is one where the worker can choose the time to begin and end the work day.

also created a “Transition and Work/Life Policies” group, which has sponsored a study to be released in early 2003 called, ‘Work Life Balance – Development of an Evaluation Framework’.

## II. How can we measure work/family balance?

Work/family balance can be studied by assessing characteristics of employment along with characteristics of family life. Virtually all Canadian household surveys collect basic demographic information about respondents disaggregated by sex, including variables such as age, marital status, presence and age of children, living arrangements and labour market status. However, data on family life do not often extend to the measurement of unpaid work responsibilities. Surveys focusing specifically on the labour market provide additional detailed information about the experience of paid work that, in conjunction with demographic and family variables, is useful for the study of work/family balance. This includes information such as hours of employment, the prevalence of non-standard work and alternative work arrangements, earnings, the labour market status of spouses and the availability of specific work-family reconciliation practices (e.g. family-related leave or on-site child care facilities). Some surveys also ask the reasons for engaging in non-standard work or atypical work arrangements, like part-time hours, working from home, self-employment or shift work as well as reasons for work absences. Especially important, however, are measures of well being such as satisfaction with life, measures of health, happiness, time scarcity, and general stress levels. As Stone (1994) notes, “[g]iven the importance of perceptions and other psychic factors in the study of job-family tensions, it is important to go well beyond objective attributes of jobs, persons or families and measure how tension or conflict are perceived” (36). Many existing survey vehicles at Statistics Canada provide information about work and workers, including characteristics of their family life, but few collect information about both paid work in the public sphere and unpaid work in the private sphere, and even fewer complement these data with measures of well being.

Nonetheless, Statistics Canada regularly collects several cross-sectional surveys with detailed labour market, demographic and family variables, including the monthly Labour Force Survey and the quinquennial Census of the Population. Since 1996, the Census has also asked questions about unpaid work, providing stylized estimates of time spent caring for children and elders and time devoted to unpaid domestic work by all family members in the past week, but does not include any subjective measures of well being. Its large sample size permits the production of estimates for small geographical areas and small sub-populations, but its infrequent collection means that data are not as timely as those derived from monthly or annual survey vehicles. Occasional surveys, such as the Survey of Self-employment and the Survey of Work Arrangements, allow for a more in-depth analysis of emerging labour market trends, but are carried out on an ad-hoc cost-recovery basis. Statistics Canada also collects longitudinal labour market data, enabling us to follow respondents over time and study the effect of changes in employment or family status on indicators of work/family balance. These include the annual Survey of Labour and Income Dynamics and the Workplace and Employee Survey<sup>7</sup>. Among the few surveys that combine information on paid work, family characteristics and well being are the National Population Health Survey (NPHS) and the General Social Survey (GSS) on time use. Like the SLID, the NPHS is longitudinal in nature, collecting many indicators of physical and psychological well being, paid work experiences and family characteristics. The available psychological measures include work stress, personal stress, relationship problems and sense of mastery (Shields 2002). It does not, however, include data on unpaid family responsibilities.

At present, the time use survey is the most complete national source of information about balancing work and family in Canada. In addition to labour market and family characteristics, this survey includes a direct question about work/family balance and reasons for dissatisfaction. It also collects a detailed time diary, recording all activities undertaken by the respondent on a designated day. This permits an analysis of both paid and unpaid work as well as measures of family time and leisure time. The time use survey also includes questions about the paid and unpaid work activities of spouses, subjective measures of perception of time, indicators of well being (e.g. health, happiness, stress) and enjoyment of activities (see Appendix).

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<sup>7</sup> The latter interviews both employers and their workers.

### III. What can time use data tell us about work/family balance?

Time use surveys have a wealth of information about perceptions of time, as well as a detailed time use diary that records what the respondent was doing on a typical day. This allows us to study not only the time devoted to paid work, but what people do with the rest of their day, and how they feel about how they spend their time. The time use survey is carried out as a regular part of the annual General Social Survey<sup>8</sup>, but not on an annual basis. The 1998 General Social Survey (GSS) was Canada's third national time use survey, with the other time use surveys taking place in 1992 and 1986. The target population consisted of people aged 15 and over residing in Canada, excluding residents of the territories and full-time residents of institutions. Respondents in the sample were assigned a day of the week or "designated day", and were asked to describe chronologically what they did on the day following the designated day<sup>9</sup>. This diary technique is believed to provide valid information about daily stresses and coping strategies because the time interval between the experience of an event and the report of it is short (Grzywacz et al, 2002).

The ensuing analysis focuses on some of the insights the time use survey provides into the way Canadians spend their time and how they feel about the balance between their work and family life. Reported differences are significant at the 95% level and standard errors were calculated using the boot-strap technique in order to account for design effects associated with the complex sampling design of the survey.

One of the main features of the time use survey is its ability to track daily time allocation over time. Are Canadians working more? Since 1986, total work time, that is, paid and unpaid work, has remained stable, although men have shifted some time from paid work to unpaid work. (Figure 2) Thus, the observed increase in leisure time is not related to a reduction in total work time. Rather we are cutting back on personal care time – mainly on sleep and time spent eating meals. Controlling for life stage produces some interesting gender differences. For example, women in the parenting life stage have increased the amount of time they devote to paid work, while fathers have increased time devoted to unpaid work (Fast et al 2001). Contextual questions also allow for analysis of time spent with family members (Silver 2000).

Most importantly, the time use survey asks employed people a direct question about their satisfaction with work/family balance. Are Canadians satisfied with the balance between work and family life? Data suggest that the majority of Canadians are satisfied with their work/family balance at various stages of the life course. (Figure 1) However, dissatisfaction is highest among parents; approximately three out of ten mothers and fathers aged 25 to 44 were not satisfied with the balance between their job and home life. As noted earlier, women and men were equally likely to be dissatisfied, with the exception of those at either end of the school/employment continuum. Young employed female students and employed women of pre-retirement age were more likely than their male counterparts to feel dissatisfied with the balance between their work and family lives. The time use survey also probes for reasons for dissatisfaction with work/family balance. Are dissatisfied people spending too much time on the job or not enough time with family? About 30% of men cited not enough time for paid work and another 30% cited not enough time for family as the reason for their dissatisfaction. Employed women, on the other hand, were more likely to cite not enough time for family (35%) than not enough time for paid work (25%). Only about 20% of dissatisfied women and men said they did not have enough time for either their jobs or their family. (Figure 3)

The collection of subjective indicators of well being, such as health, happiness and time scarcity allow us to explore their relationship to work/life balance. People who were dissatisfied with the balance between their job and home life were also less likely to be very satisfied with their health, with their life in general, with their self-esteem and were less likely to describe themselves as very happy. (Figures 4 and 5) There were some small gender differences; women who were dissatisfied with work/family balance were slightly more likely than men to say they were very happy (29% versus 23%), but less likely to be very satisfied with self-

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<sup>8</sup> The GSS is an ongoing annual survey program designed to monitor changes in the living conditions and well being of Canadians over time, and to fill data gaps by providing information on social policy issues of current or emerging interest. Each year, the nationally representative survey focuses on a different core topic, time use being one of five core areas.

<sup>9</sup> The final response rate was 78%, yielding a total of 10,749 respondents with usable time use diary information.

esteem (28% versus 34%). Dissatisfaction with work/family balance also appears to be related to perceptions of time. Both women and men who were dissatisfied with the balance between their work and family lives were more apt to experience time scarcity than those who were satisfied. (Figures 6 and 7) This includes being severely time crunched<sup>10</sup>, feeling rushed every day, reporting that they had experienced a lot of stress in the past two weeks, and that weekdays are just too short to do all the things they wanted to. Dissatisfied women were more likely than men to feel a lot of stress (50% versus 35%), but no significant differences were observed for severe time crunch, feeling rushed and finding the days too short.

Interestingly, women who were satisfied with their work/family balance were more likely than men to experience all four of these measures of time scarcity. (Figure 8) This echoes American research by Milkie and Peltola (1999), which also found that despite similar feelings of success balancing work and family, women tended to be more “overburdened than men” on many measures. They explain this by theorizing that “employed women may be successful in balancing work and family life while doing more than men – but at the expense of sleep, leisure, relaxation or self-fulfillment” (489). This paradoxical finding points to the need to do gender-based analysis of statistical measures. Even subjective indicators of satisfaction and well being do not measure the underlying cost of balancing work and family in terms of personal or professional sacrifices (Milkie and Peltola, 1999). Thus, some women may have achieved the feeling of balance by stretching their available time to the limit and therefore report high levels of time scarcity and a lack of personal time.

Women’s feelings of time pressure and lack of personal time are keenly illustrated by an analysis of women and men who have recently experienced the transition to parenthood (Zukewich, 2002). Compared to full-time employed mothers, fathers whose eldest child was under age five were less likely to answer “yes” to five out of the ten questions comprising the time crunch indicator. Full-time employed fathers were less likely to feel that they don’t accomplish what they set out to do in a day, that they would like to spend more time alone, that they feel stressed when they don’t have enough time, that they plan to slow down in the coming year and that they don’t have time for fun anymore<sup>11</sup>. (Figure 9) These indicators of time scarcity were not significantly different for mothers whether they were employed on a full-time or a part-time basis. However, when employed full time, mothers were equally likely as fathers to worry that they don’t spend enough time with family and friends, a concern that diminishes for women who reduce or eliminate their hours of paid work.

What would dissatisfied people do if they had more time? People who felt that weekdays are too short to do all the things they want were subsequently asked what activity they would spend more time on if they could. The greatest share of those dissatisfied with work/family balance reported that they would spend more time with family and friends (approximately 30% for both sexes). (Figure 10) Less than 1% said they would spend more time on paid or unpaid work. Women were slightly more likely than men to say they would spend more time on relaxation or personal time, regardless of whether they were satisfied or dissatisfied with their work/family balance. This lends further support to the theory that women tend to sacrifice personal time to achieve a satisfactory balance between work and family.

## Summary

Although the concept of work/family balance emerged in response to women’s experience of the double day, it is clearly a broader issue that is relevant to both women and men. Work and personal stress have a demonstrated negative effect on both health and productivity. As non-standard forms of work and work arrangements become more common, greater interest is being generated in the impact of work on the well being of both women and men. More research is needed to determine under what conditions these new forms of work improve or exacerbate work/family balance and well being.

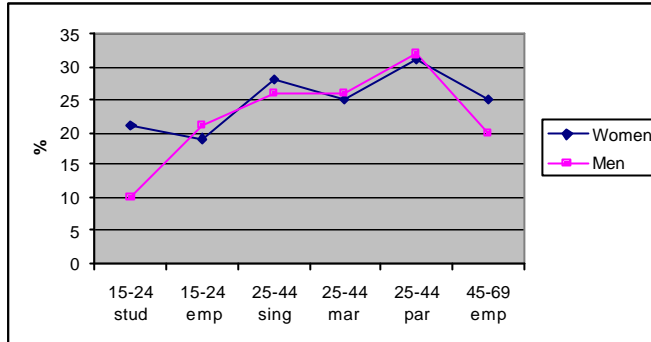
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<sup>10</sup> Severe time crunch is defined as answering “yes” to seven out of a series of ten questions about perceptions of time. See questions D2A through D2J in Appendix.

<sup>11</sup> This last indicator is only significant at the 90% level.

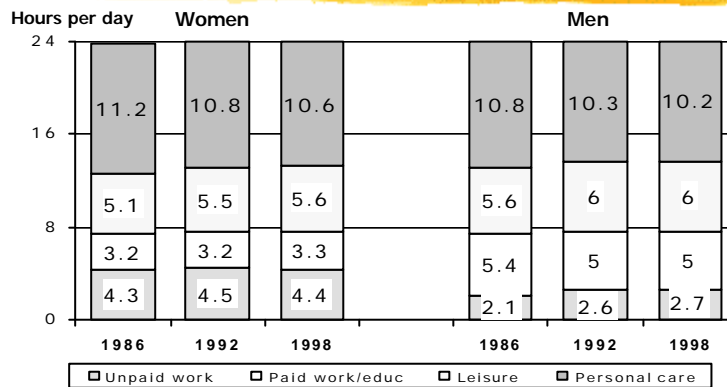
Data on perceptions of time and satisfaction with life are crucial to understanding why some workers are satisfied with the balance between their work and family lives and some are not. Many Canadian surveys describe labour market status and the demographic and family characteristics of workers. However, these provide limited indicators of work/family balance because they do not provide subjective measures of perceptions of time and well being. Few existing national surveys in Canada provide measures of well being in conjunction with data on the characteristics of work and family life, including unpaid work responsibilities. Time use diary surveys with supplementary questions about perceptions of time and life satisfaction are an ideal tool for further exploration of the links between social reproduction, economic production and quality of life for both women and men. In lieu of regular time use diary surveys, statistical agencies could also consider supplementing their labour market surveys with questions about satisfaction with the balance between paid work and family life, perceptions of time, as well as questions about the sharing of various work and family responsibilities between women and men. The design and interpretation of questions should also consider the different ways in which women and men experience and balance employment and the rest of life based on differing and sometimes contradictory societal roles and responsibilities. As Lero and Johnson (1994) assert, “significant change will only occur with the adoption of enlightened approaches to work-family conflict that view the harmonization of paid work and family life as a systemic issue involving wellness and productivity” (23).

**Figure 1**  
Share of population dissatisfied with work/family balance over the life course



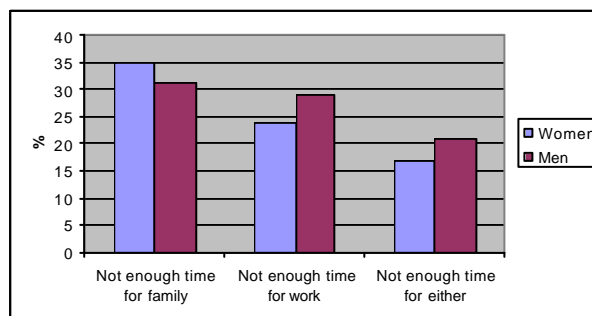
Source: Statistics Canada, General Social Survey, 1998

**Figure 2**  
Daily activities from 1986 to 1998



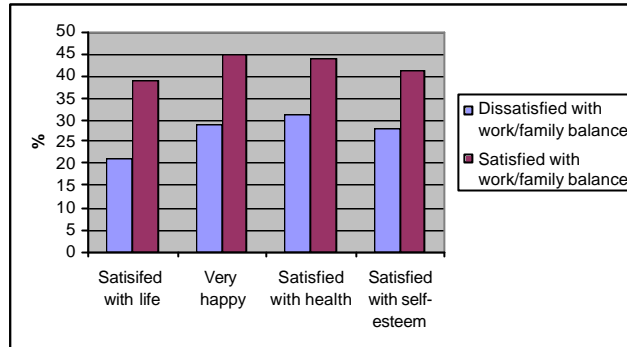
Source: Statistics Canada, General Social Survey, 1998

**Figure 3**  
Reasons for dissatisfaction with work/family balance



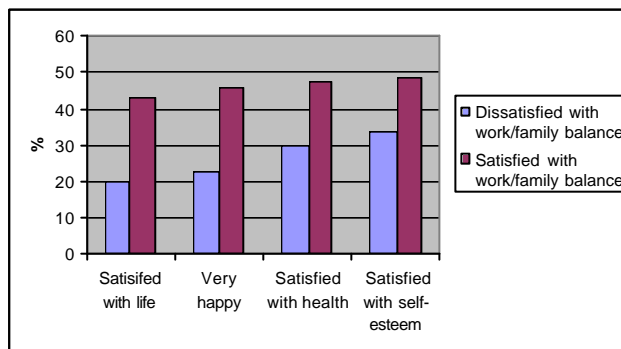
Source: Statistics Canada, General Social Survey, 1998

**Figure 4**  
**Measures of health and happiness -**  
**Women**



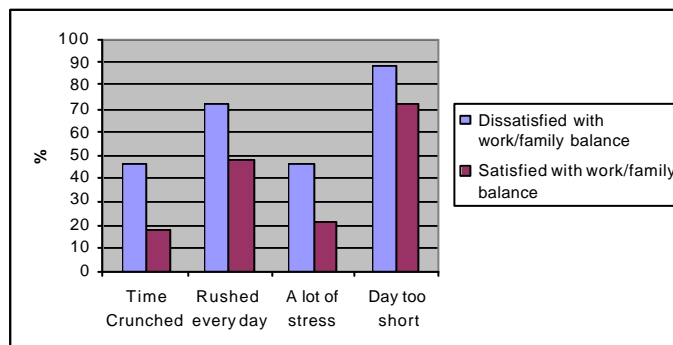
Source: Statistics Canada, General Social Survey, 1998

**Figure 5**  
**Measures of health and happiness -**  
**Men**



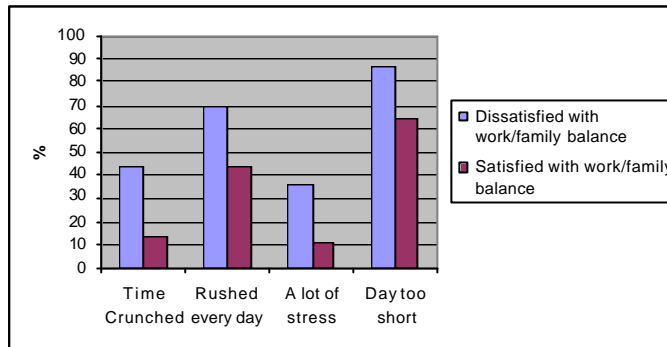
Source: Statistics Canada, General Social Survey, 1998

**Figure 6**  
**Measures of time scarcity - Women**



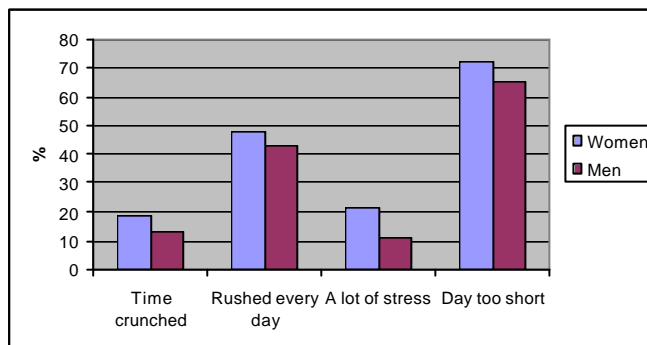
Source: Statistics Canada, General Social Survey, 1998

**Figure 7**  
Measures of time scarcity - Men



Source: Statistics Canada, General Social Survey, 1998

**Figure 8**  
Measures of time scarcity - people satisfied with work/family balance



Source: Statistics Canada, General Social Survey, 1998

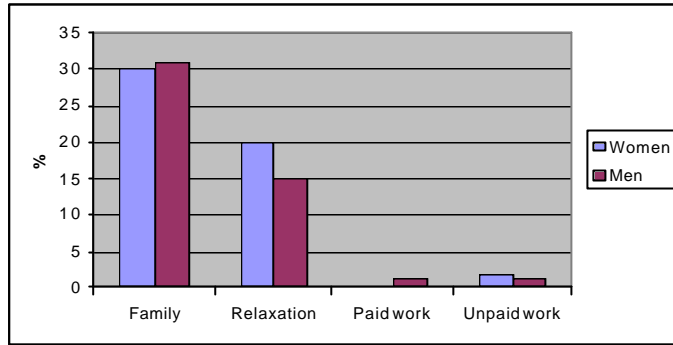
**Figure 9**  
Time crunch questions - parents with all children < 5 years old

	Plan to slow down	Don't accomplish everything	No time for fun	Stressed not enough time	Want more time alone	Not enough time for family/friends
Women FT	36%	59%	60%	80%	61%	73%
Women PT	32%	58%	50%	89%	61%	31%**
Women NE	17%**	54%	56%	66%**	60%	28%**
Men FT	23%**	45%**	49%*	64%**	32%**	67%

\*\* <0.05, <0.10 compared to full-time employed mothers with all children less than 5

Source: Statistics Canada, General Social Survey, 1998

**Figure 10**  
**If I could, I would choose to spend more time**  
**on...**



Source: Statistics Canada, General Social Survey, 1998

Appendix

Statistics Canada  
General Social Survey  
Time Use  
Cycle 12, 1998

Selected questions related to perceptions of work/family balance

Section A: General Questions

A1 I will start with a few general questions related to time.

A2 How often do you feel rushed? Would you say it is...

**Include** times when being pressed for time was a positive stimulant as well as times the respondent felt stress because of the number of activities he/she had to do in a day.

- <1> Every day?
- <2> A few times a week?
- <3> About once a week?
- <4> About once a month?
- <5> Less than once a month?
- <6> Never?
- <r> Refused

A3 Compared to five years ago, do you feel more rushed, about the same or less rushed?

- <1> More rushed
- <2> About the same
- <3> Less rushed
- <x> Don't know
- <r> Refused

A4 How often do you feel you have time on your hands that you don't know what to do with? Would you say it is...

**Exclude:**

- times when the respondent chooses to do nothing;
- times when the respondent had to think for a few minutes about what to do next.

Select "never" if the respondent can always think of something to do.

- <1> Every day?
- <2> A few times a week?
- <3> About once a week?
- <4> About once a month?
- <5> Less than once a month?
- <6> Never?
- <r> Refused

A5 Do you feel that weekdays are just too short to do all the things you want?

- <1> Yes
- <3> No Go to B0
- <x> Don't know Go to B0

<f> Refused Go to B0

**A6** On which main activity would you choose to spend more time if you could? (Only one activity)

- <1> Time with family (spouse, children, boy-friend - girl-friend)
- <2> Relaxation - personal time
- <3> Practising sports
- <4> Crafts or hobbies
- <5> Outdoor activities
- <6> Reading - writing
- <7> Studies
- <8> Work
- <9> Other Go to A6S
- <x> Don't know
- <r> Refused

**A6S** Specify <50 characters>

**Section C: Questions about the Designated Day**

**CO** Date/Time stamp

**C1a** Of the activities you just reported, which one did you enjoy the most?

[CATI]: Display list of activities

<0-60> (record the episode number from B3) [Go to CATI- C2]

**Check 20** : the enjoyed period is not valid (no duration or refused or don't know activity)

<00> None [Go to CATI- C2]

<95> All

**I. Section D: Perceptions of Time**

**D0** Date/Time Stamp

**D1** Now I would like to ask you some questions on your outlook towards your use of time.

[CATI]: The next 10 questions were asked in a random order.

**D2a** Do you plan to slow down in the coming year?

- <1> Yes
- <3> No
- <x> Don't know
- <r> Refused

**D2b** Do you consider yourself a workaholic?

- <1> Yes

- <3> No
- <x> Don't know
- <r> Refused

**D2c** When you need more time, do you tend to cut back on your sleep?

- <1> Yes
- <3> No
- <x> Don't know
- <r> Refused

**D2d** At the end of the day, do you often feel that you have not accomplished what you had set out to do?

- <1> Yes
- <3> No
- <x> Don't know
- <r> Refused

**D2e** Do you worry that you don't spend enough time with your family or friends?

- <1> Yes
- <3> No
- <x> Don't know
- <r> Refused

**D2f** Do you feel that you're constantly under stress trying to accomplish more than you can handle?

- <1> Yes
- <3> No
- <x> Don't know
- <r> Refused

**D2g** Do you feel trapped in a daily routine?

- <1> Yes
- <3> No
- <x> Don't know
- <r> Refused

**D2h** Do you feel that you just don't have time for fun any more?

- <1> Yes
- <3> No
- <x> Don't know
- <r> Refused

**D2i** Do you often feel under stress when you don't have enough time?

- <1> Yes

- <3> No
- <x> Don't know
- <r> Refused

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**D2j** Would you like to spend more time alone?

- <1> Yes
- <3> No
- <x> Don't know
- <r> Refused

**D3** During the past 2 weeks, would you say that you experienced a lot of stress, a moderate amount of stress, relatively little stress or almost no stress at all?

- <1> A lot
- <2> Moderate
- <3> Relatively little
- <4> Almost none
- <5> Don't know what stress is
- <x> Don't know
- <r> Refused

[CATI]: If D3 = 1 or 2, [Go to D4], else [Go to D5]

**D4** What is your main source of stress?

- <1> Work
- <2> Financial concerns
- <3> Family
- <4> School work
- <5> Other Go to D4S
- <x> Don't know
- <r> Refused

**D4S** Specify <50 characters>

**D5** Presently, would you describe yourself as...

- <1> Very happy?
- <2> Somewhat happy?
- <3> Somewhat unhappy?
- <4> Very unhappy?
- <5> No opinion
- <r> Refused

**D6** I am going to ask you to rate certain areas of your life. Please rate your feelings about them as very satisfied, somewhat satisfied, somewhat dissatisfied or very dissatisfied.

**D6a** Your health

- <1> very satisfied
- <2> somewhat satisfied
- <3> somewhat dissatisfied
- <4> very dissatisfied
- <5> No opinion
- <r> Refused

**D6b Your job or main activity**

- <1> very satisfied
- <2> somewhat satisfied
- <3> somewhat dissatisfied
- <4> very dissatisfied
- <5> No opinion
- <r> Refused

**D6c The way you spend your other time**

- <1> very satisfied
- <2> somewhat satisfied
- <3> somewhat dissatisfied
- <4> very dissatisfied
- <5> No opinion
- <r> Refused

**D6d Your finances**

- <1> very satisfied
- <2> somewhat satisfied
- <3> somewhat dissatisfied
- <4> very dissatisfied
- <5> No opinion
- <r> Refused

**D6e Your self-esteem**

- <1> very satisfied
- <2> somewhat satisfied
- <3> somewhat dissatisfied
- <4> very dissatisfied
- <5> No opinion
- <r> Refused

**D7 Using the same scale, how do you feel about your life as a whole right now?**

- <1> very satisfied
- <2> somewhat satisfied
- <3> somewhat dissatisfied
- <4> very dissatisfied
- <5> No opinion
- <r> Refused

**Section F: Work and education**

**F13b How many days of paid vacation did you take during the past 12 months?**

- <0-180> working days
- <x> Don't know
- <r> Refused

**F14 Were you a paid worker or self-employed?**

- <1> Paid worker                      Go to F18
- <2> Self-employed
- <3> Other                              Go to F14S
- <r> Refused                            Go to F18

**F14S Specify <50 characters>**                      Go to F18

**F16 Did you have any paid employees?**

- <1> Yes
- <3> No                                      Go to F19
- <r> Refused                              Go to F19

**F17 About how many employees did you have?**

(If range given, enter maximum)

**Include** family members if they are paid a salary on a regular basis.

When the number of employees varied over the course of the year, ask the respondent to report the maximum number of persons employed in all locations in Canada.

- <1-99>                                      Go to F19
- <r> Refused                              Go to F19

**F23 Did you have more than one paid job last week?**

- <1> Yes                      Go to F25a
- <3> No
- <r> Refused

**F24 How many hours a week do you usually work at your job?**

- <0.1-99.9>
- <x> Don't know                      Go to F27
- <r> Refused                            Go to F27

Go to CATI- F25e

**F25a How many hours a week do you usually work at your main job?**

- <0.1-99.9>
- <x> Don't know                      Go to F27

<r> Refused            Go to F27

**F25b How many hours a week do you usually work at your other jobs?**

<0.1-70.0>

<x> Don't know        Go to F27

<r> RefusalGo to F27

[CATI]: If F24 or total of F25a and F25b is 30 or more hours, [Go to CATI- F26e]

**F26 Why do you usually work less than 30 hours a week? (Mark all that apply)**

<1> Own illness or disability

<2> Child care responsibilities

<3> Elder care responsibilities

<4> Other personal or family responsibilities

<5> Going to school

<6> Could only find part-time work

<7> Did not want full-time work

<8> Full-time work under 30 hours per week

<9> Others                            Go to F26S

<x> Don't know

<r> Refused

**F26S Specify <50 characters>Go to F27**

---

[CATI- F26e]: If F14 = 1 AND (F24 OR F25a) GE 30, [Go to F26b]; else [Go to F27]

**F26b At your main job, given the choice, would you, at your current wage rate, prefer to work:**

[CATI]: Read list. Mark one only

<1> **Fewer hours for less pay?**

<2> **More hours for more pay?**

<3> **The same hours for the same pay?**

<4> None of the above

<x> Don't know

<r> Refused

**F27 Which of the following best describes your schedule? (For respondent's main job.)**

“On call” means no prearranged schedule, but called as need arises (for example, a substitute teacher). “Irregular schedule” is usually prearranged one week or more in advance (for example, pilots)

<1> A regular daytime schedule or shift?

<2> A regular evening shift?

<3> A regular night shift?

<4> A rotating shift?                    (that changes from days to evenings)

<5> A split shift?                    (consisting of two distinct periods each day)

- <6> On call or casual?
- <7> An irregular schedule?
- <8> Other                    Go to F27S
- <x> Don't know
- <r> Refused

**F27S** Specify <50 characters>

**F30**     **Do you have a flexible schedule that allows you to choose the time you begin and end your work day?**

- <1> Yes
- <3> No
- <x> Don't know
- <r> Refused

**F31**     **Some people do all or some of their paid work at home. Excluding overtime, do you usually work any of your scheduled hours at home?**

**Exclude** respondents who occasionally perform some overtime work in their homes.

- <1> Yes
- <3> No                    Go to CATI- F35e
- <x> Don't know        Go to CATI- F35e
- <r> Refused            Go to CATI- F35e

**F32**     **What is the main reason you do some of your work at home?** [Do not read list. Mark one only.]

- <1> Care for children
- <2> Care for other family members
- <3> Other personal/family responsibilities
- <4> Requirements of the job, no choice
- <5> Home is usual place of work
- <6> Better conditions of work
- <7> Saves time, money
- <8> Other reason     Go to F32S
- <r> Refused

**F48**     **Are you satisfied or dissatisfied with the balance between your job and home life?**

- <1> Satisfied                    Go to G0
- <3> Dissatisfied
- <5> No opinion                 Go to G0
- <r> Refused                    Go to G0

**F49**     **Why are you dissatisfied?** [Mark all that apply]

- <1> Not enough time for family (include spouse/partner and children)
- <2> Spends too much time on job/main activity
- <3> Not enough time for other activities (exclude work or family related activities)
- <4> Cannot find suitable employment
- <5> Employment related reason(s) (exclude spending too much time on job)
- <6> Health reasons (include sleep disorders)
- <7> Family related reason(s) (exclude not enough time for family)
- <8> Other reason(s) Go to F49S
- <x> Don't know
- <r> Refused

**F49S** Specify <50 characters>

**Section K: Enjoyment**

**K0** Date/Time Stamp

**K1** Now I would like you to rate the following activities using the scale from "1" to "5" where "1" means you dislike the activity a great deal and "5" means you enjoy it a great deal. Keep in mind that we're interested in whether you like doing something, not whether you think it's important to do. Does this scale seem clear, or shall I go through it again?  
Interviewer: If an activity is not relevant to the respondent, code as "7" (NOT ASKED).

**How much do you enjoy...**

**K2** Cleaning the house?

- <1-5>
- <7> Not asked
- <r> Refused

**K3** Cooking?

- <1-5>
- <7> Not asked
- <r> Refused

**K4** Doing repairs and maintenance around the house?

- <1-5>
- <7> Not asked
- <r> Refused

**K5** Watching T.V.?

- <1-5>
- <7> Not asked

<r> Refused

**K6 Grocery shopping?**

<1-5>

<7> Not asked

<r> Refused

**K7 Other kinds of shopping?**

<1-5>

<7> Not asked

<r> Refused

**K8 Working as a volunteer in your community?**

<1-5>

<7> Not asked

<r> Refused

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**K9 Attending social events?**

<1-5>

<7> Not asked

<r> Refused

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**K10 Participating with clubs and social organizations?**

<1-5>

<7> Not asked

<r> Refused

**K11 Going out to movies, plays, sports events?**

<1-5>

<7> Not asked

<r> Refused

**K12 Dining at restaurants?**

<1-5>

<7> Not asked

<r> Refused

**K13 Having supper at home?**

<1-5>

<7> Not asked

<r> Refused

[CATI]: If F1 = 1 or 2, or F3 = 1, [Go to K14]; else [Go to L0]

**K14 Your paid work?**

<1-5>

<7> Not asked

<1> Refused

**K15 Commuting to/from your work?**

<1-5>

<7> Not asked

<1> Refused

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