



WORK HOURS MISMATCH IN THE U.S. AND AUSTRALIA

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DATA: <http://familiesandwork.org>

www.melbourneinstitute.com/hilda

Flexibility

- Daily: Start/quit time, telecommuting
 - Life course: Total work hours
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The Time Divide

- Schor: *Overworked American*
 - Jacobs & Gerson: *The Time Divide*
 - Definition: Long hours=overwork, Short hours=underwork
 - U.S. Trend: High earners=long hours (Costa)
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Theories of the Time Divide

- Fixed costs of full-time employees
 - Office/equip., health insurance, pensions
 - Salaried employees
 - High dismissal costs
 - Need to 'smooth' employment, use short-hours contingents
 - The Ideal Worker Norm (Bailyn, Williams)
 - Managers/Professionals, High levels of education
 - Human Capital & Neotraditional Families (Becker)
 - Government policies: supports for mothers, progressive taxes
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The Australian Context

- More traditional gender roles
 - Lower divorce rates
 - Lower female labor force participation
 - Higher part-time rates for employed women
 - => more neotraditional families
 - Stronger unions, higher minimum wage, more progressive taxation
 - Casual vs. Permanent employee distinction
 - Employment-at-will
 - Casual/part-time linkage
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NSCW and HILDA Data

- 2002 National Study of the Changing Workforce (NSCW) Survey, US
 - <http://familiesandwork.org>
 - Cross-section 2,304 wage and salary emps, single-job holders
 - Household, Income and Labour Dynamics in Australia (HILDA) Survey
 - www.melbourneinstitute.com/hilda
 - Longitudinal panel, use 2002 cross-section of 5,480 wage and salary emps, single-job holders
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Analyses

- Time Divide across nations: Comparison of US and Australia (Oz)
 - Preferred–Usual hours regressed against usual hours (shows prevalence of under- and over-work; OLS)
 - Categories for overwork (prefer more than 5 hours less), underwork (prefer more than 5 hours more), and matched, regressed against various characteristics (multin Logit)
 - Flexibility over time: Comparison of 1992 and 2002 NSCW
 - Patterns of Start/quit time flexibility, match to time divide categories (comparison of means, χ^2)
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Start/quit Flexibility over time, US

	1992	2002
<u>Overall sample</u>	29.1%	42.1%**
Men	30.3%	41.7%**
Women	27.6%	42.6%**
Fathers	28.6%	41.8%**
Mothers	25.8%	41.3%**
Union members	19.5%	22.6%

Means differ at 5% s.l.(*) or 1% s.l(**).

Start/quit Flexibility over time, US

	1992	2002
<u>Men w. Bach.s</u>	43.9%	62.7%**
Women w. Bach.s	33.1%	48.6%**
Women part-time	35.3%	53.2%**
<u>Moms part-time</u>	28.8%	44.9%*

Percent Flex for Over v. Underwork, US

	1992	2002
Men underworked	24.6%	<u>33.8%</u>
Men matched	25.3%	<u>41.5%**</u>
Men overworked	39.7%	<u>44.8%</u>
Women underworked	25.2%	39.1%*
Women matched	27.1%	42.2%**
Women overworked	28.9%	43.6%**

Changes in Underwork, US

	1992	2002
<u>Overall sample</u>	<u>11.2%</u>	<u>14.5%</u>
Fathers	8.6%	13.9%
Mothers	5.0%	7.2%
Union members	11.4%	4.7%
Men w. Bach.s	4.7%	3.0%
Women w. Bach.s	5.8%	5.5%
Women part-time	31.5%	39.3%
<u>Moms part-time</u>	<u>24.8%</u>	<u>40.4%</u>

All differences significant 1% level.

Changes in Overwork, US

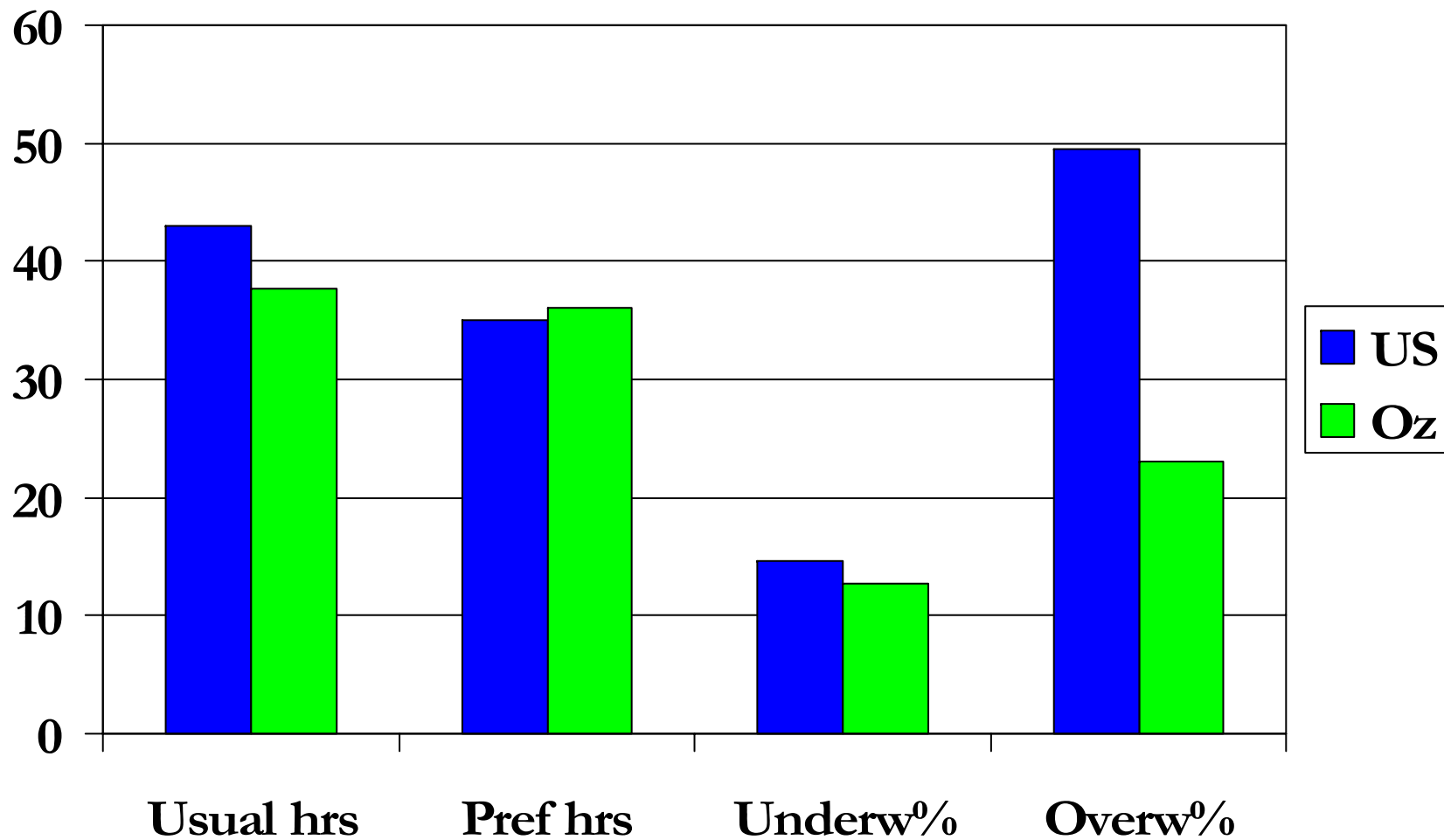
	1992	2002
<u>Overall sample</u>	34.1%	50.8%
Fathers	40.0%	52.2%
Mothers	36.8%	52.7%
<u>Union members</u>	28.2%	60.1%
<u>Men w. Bach.s</u>	46.7%	59.8%
<u>Women w. Bach.s</u>	44.6%	62.5%
Women part-time	8.5%	17.5%
Moms part-time	11.4%	22.5%

All differences significant 1% level.

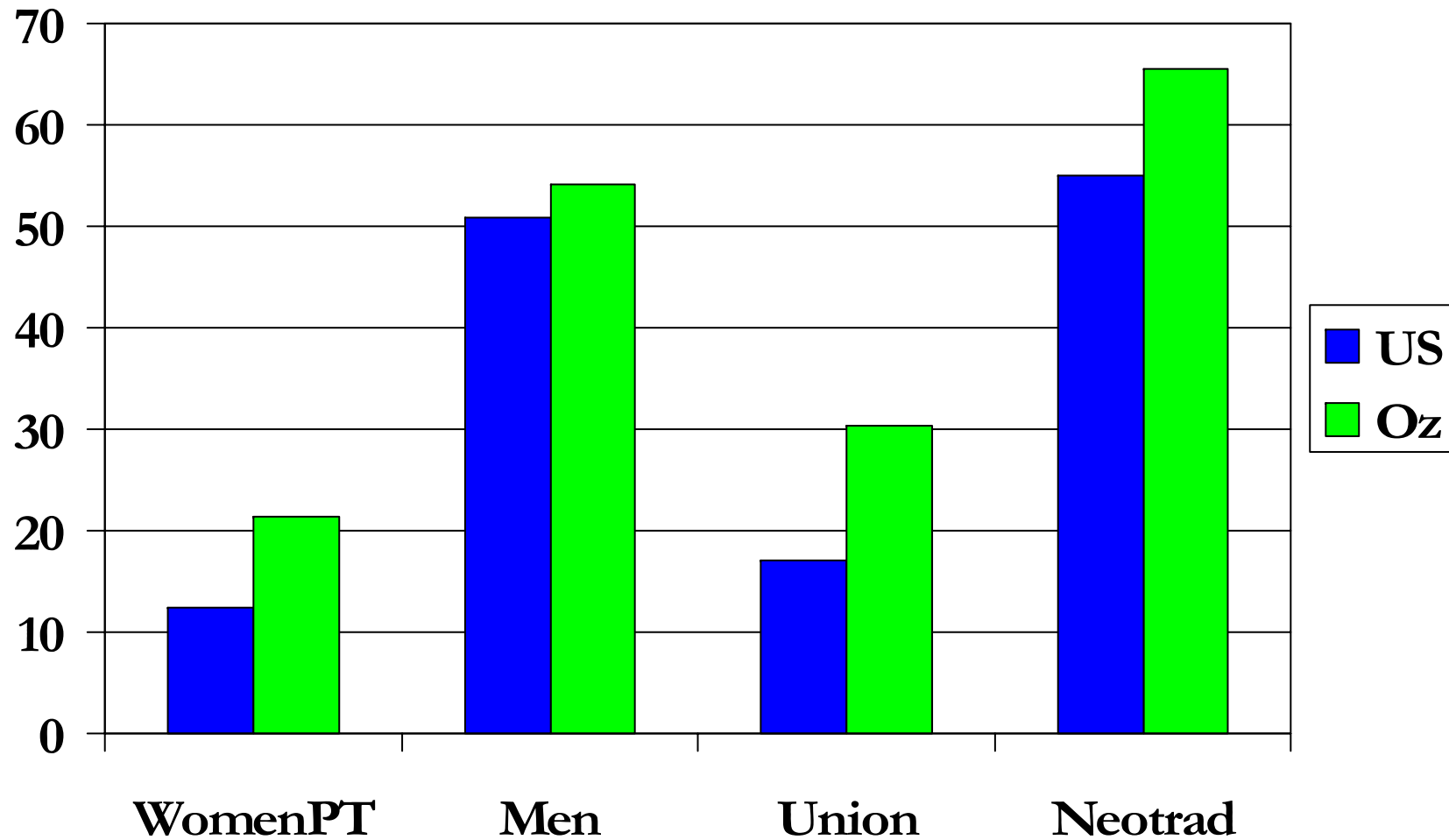
Summary of Dynamics, US

- General increase in start/quit time flexibility
 - Largest increases for moms part-time and especially men w. bachelor's degree
 - Flexibility associated with overwork
 - Both in past and present
 - Slight increase in underwork
 - Largest increases for moms part-time
 - Large increase in overwork
 - General but especially among union members and highly educated
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US vs. Oz Time Divide Figures



US vs. Oz Characteristics



Cross-national Time Divide

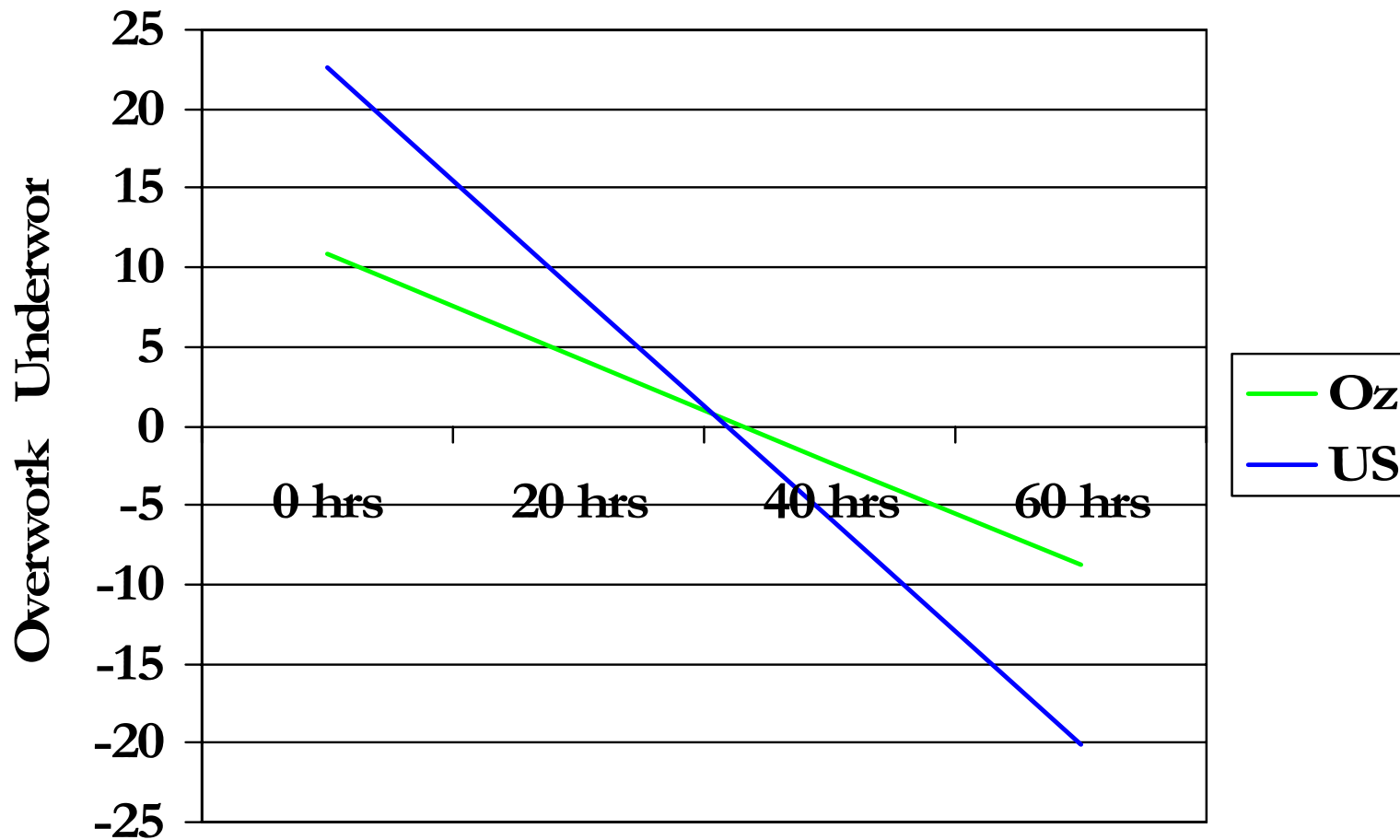
Hypotheses

- More severe time divide US:

Explanation for US difference:

- Part-time women/mothers ↑ underwork in US
 - Men/fathers ↑ overwork in US
 - Prof/managers ↑ overwork, especially in US
 - Union members ↓ underwork and overwork
 - Neotrad families, ↓ underwork women,
↓ overwork men
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Time Divide US vs. Oz



Part-time Women/Mothers More Underwork US?

	<u>US</u>	<u>Oz</u>
Nonmom Women PT	.99 (.25)**	2.30 (.20)**
Single Mom PT	3.66 (.62)**	2.66 (.26)**
Married Mom PT	2.05 (.30)**	1.80 (.21)**

Coefficients from multinomial logits for underwork category

Men and Fathers More Overwork US?

	<u>US</u>	<u>Oz</u>
Men	-.38 (.11)**	-.48 (.09)**
Fathers	.16 (.13)	.38 (.09)**

Coefficients from multinomial logits for overwork category

Prof/Managers More Overwork, esp. in US?

	<u>US</u>	<u>Oz</u>
Prof/Manager	.27 (.10)**	.72 (.07)**

Coefficients from multinomial logits for overwork category

Union Members Less Under/Overwork?

	<u>US</u>	<u>Oz</u>
Union members underwork	-1.46 (.27)**	-.47 (.10)**
Union members overwork	.19 (.12)	-.02 (.07)

Neotraditional explanation

Multinomial logit results

	<u>US</u>	<u>Oz</u>
Neotrad women underwork	.304 (.207)	.001 (.127)
Neotrad men overwork	.772 (.152)**	.686 (.092)**

Summary

- More severe time divide in US
 - Explanations:
 - Moms Part-time better supported in Oz, but
 - Part-time not generally less underwork Oz
 - Men and fathers not particularly overworked US
 - Ideal workers not more overwork US
 - Unions reduce underwork more in US
 - Neotraditional family structure does not reduce underwork women/overwork men
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Speculative Explanations US Time Divide

- Differences in wording
 - Cannot explain dynamic increase US time divide
 - Cultural differences in preferred hours responses
 - Progressive taxes in Oz
 - Demand-side differences
 - Employer bargaining power
 - Employment-at-will in US
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