

Chapter 2: Patterns of work

1. The accumulation of different kinds of work

The answers in the survey about the number of activities and about their income are reluctantly answered or avoided by a considerable number of respondents. This means that respondents are rather suspicious about giving information about their additional kinds of work and additional income, possibly being afraid of the respective tax or employment consequences.

Table 2.1 Answers to the question ‘number of activities reported in the last 12 months’

Number of activities	Frequency	Total	Male	Female
		%	%	%
1	483	84.3	82.3	87.1
2	66	11.5	13.6	9.0
3	15	2.6	2.8	2.3
4	6	1.0	0.6	1.2
5	2	0.3	0.3	0.4
6	1	0.2	0.3	
	n = 573	100	n=317	n=256

Of the respondents answering this question 84 per cent reported only one activity. Of those who reported two or more income-earning activities, 12 per cent reported two income-earning activities and only about 4 per cent reported three or more income-earning activities in the last twelve months. From this data it seems that the flexibility in Slovenia in this respect is not very high, though in reality it may be higher.

Table 2.2: Sources of income – multiple response (47 missing cases)

		Responses	Cases
	N	%	%
Wage or salary	502	39	52
Pension	290	23	30
Other social transfer	125	10	13
Additional job	97	8	10
Other sources	44	4	5
Self-employed earnings	41	3	4
Farming	38	3	4
Unemployment benefit	37	3	4
Grant, scholarship	37	3	4
Private transfer	28	2	3
Profit from business	19	2	2
Income from investment	17	1	2
Total responses	1275	100	132.7

Another way of looking at accumulation of different kinds of work is the multiple response question on all the different sources of income that one had in the month of the survey, the results are presented in Table 2.2. There are two main sources of income, wage or salary reported for 52 per cent of cases, and pensions (30 per cent of cases). Income from an additional job is reported in 10 per cent of cases, while of the other possible sources of income individual sources are reported in the range between 2 per cent and 4 per cent. The total

number of responses shows that the number of multiple-responses is about a third higher than the number of the respondents. If one takes away other social transfers than pensions, then this set of answers comes closer to the 15 per cent magnitude that was mentioned for those having two or more economic earning activities.

Table 2.3 Number of activities in the last 12 months by flexibility categories (n=572)

Number of activities	Flexibility group A (n=187)	Flexibility group B (n=204)	Standard group C (n=181)
1	60	93	100
2	29	6	
3	7	1	
4	3		
5	1		
6	1		

Obviously most of the respondents accumulating various kinds of work are by design concentrated in flexible employment category A, and form a substantial part (40 per cent) of this group and represent practically the whole of the approximate 15 per cent of respondents with economic activities that have two or more economic activities. These results can be also compared with the results on employment status of the respondents in Table 1.11, where the question on employment status was also a multi-response question. In that table 1008 respondents enumerated 1073 cases of employment status. If those with employment status that are not considered economically active are eliminated, the duplication of employment status for the economically active respondents also comes roughly between 15 per cent and 20 per cent. Looking at the situation from these three different angles, one can estimate that roughly between 15 per cent and 20 per cent of economically active respondents have indicated in their response an accumulation of different economic activities.

2. *Patterns of informal and voluntary work*

In addition to their work assignments and household activities respondents indicated whether they are at least once monthly engaged in voluntary work for a non-profit organization or have worked without payment for a friend or relative outside his/her own household.

Table 2.4 Percentage of respondents and household members doing voluntary or unpaid work at least monthly in the last year.

Voluntary work		Unpaid work	
yes	n	yes	n
%		%	
18	P0, n=994	50	P0, n=996
18	P1, n=916	50	P1, n=916
15	P2, n=612	40	P2, n=608
11	P3, n=378	33	P3, n=376
18	P4, n=130	30	P4, n=128
14	P5, n=42	30	P5, n=43
18	P6, n=17	33	P6, n=18

Both respondents themselves and the first member of his/her households show identical percentages of involvement in such activities. The survey shows that 18 per cent of the above

mentioned were involved in voluntary work and 50 per cent were involved in unpaid work. When analysed, no significant differences existed between men and women, although slightly more men were involved in unpaid work for a friend or relative outside of the household. These responses indicate that informal unpaid work is important in Slovenia, though the magnitude of this part of the informal economy cannot be judged by such a 'yes' or 'no' question without having more information on the magnitude of time spent in such activities, some information about this might come out of the time use survey, undertaken by the Statistical Office of the Republic of Slovenia, when it is completed.

Table 2.5 Voluntary and unpaid work cross tabulated with selected variables

	Voluntary work		Unpaid work	
	n	%	n	%
	<i>Age groups</i>		<i>Age groups*</i>	
18-25	32	22	76	52
26-50	89	19	256	55
51-65	36	17	113	53
More than 65	17	10	53	33
	<i>Gender*</i>		<i>Gender*</i>	
Male	98	21	262	57
Female	77	15	239	45
	<i>Social class</i>		<i>Social class</i>	
Working class	52	17	154	50
Middle class	97	19	275	53
Upper middle class	12	21	30	52
	<i>Family composition*</i>		<i>Family composition</i>	
Without children (aged 14 and less)	105	15	327	48
With children (aged 14 and less)	70	23	174	56
	<i>Personal income</i>		<i>Personal income*</i>	
Sextiles				
First	24	19	60	48
Second	20	14	58	42
Third	24	18	59	45
Fourth	18	15	54	46
Fifth	23	19	79	65
Sixth	27	22	79	65
	<i>Household income</i>		<i>Household income*</i>	
Sextiles				
First	11	8	55	42
Second	20	16	55	44
Third	27	19	71	50
Fourth	16	18	51	58
Fifth	29	18	95	60
Sixth	18	27	43	64

Significance level of chi-square tests: * 0.01.

Tables 2.4 and 2.5 show the important distinction that many more respondents are engaged in unpaid work (50 per cent) than in voluntary work (18 per cent). As far as voluntary work is concerned, of the selected variables only gender and family composition show statistically significant differences: men do more voluntary work than women, and more voluntary work is done by those from families with children. For unpaid work, significant variables are age, gender and income. Those below 65, men and respondents in the fifth and sixth sextiles report more unpaid work.

Chapter 3: Household organisation

1. Domestic roles

Summary table Table 3.1 shows which person in the household is mainly responsible for a given activity. It is of interest to see that quite a high percentage of respondents (from 39 per cent to 46 per cent) say that they are those who are mainly responsible for this activity.

When this percentage is broken down by gender, more clarity is brought into the picture. When the respondents were women, this percentage varied between 70 per cent and 90 per cent for activities like washing the laundry, cooking, cleaning the house, taking care of ill children, taking daily care of children, taking care of a sick friend or relative, and daily shopping. A similarly high role (77 per cent) was found for men in the case of routine maintenance and repair of the dwelling interior. Working in the garden or agricultural plot was quite even with slightly higher percentage of women. For other activities the responses were that all are equally responsible for such an activity, the percentage of such answers varied between 15 per cent and 31 per cent. However, for cooking and washing the laundry this percent is much lower, as they are performed by women, and maintenance and repair of dwelling interior is also much lower - in this case they are performed by men.

Table 3.1 Domestic works: person who is mainly responsible for this activity

Activity	Myself male/female	Partner	Father	Mother	Son	Daughter	Someone else	Shared equally	Friend	Pay someone	n	
Routine maintenance and repair of the dwelling interior	%	%	%	%	%	%	%	%	%	%	982	
	44		22	12	2	5	1	2	8	1		4
	77	23										
Cooking	46		25	1	20	1	2	6			990	
	15	85										
Cleaning the house	41		21	1	12	1	2	2	19	1	988	
	17	83										
Washing the laundry	45		28	1	18	2	3	5			987	
	10	90										
Daily shopping	45		20	2	13	1	2	2	15	1	986	
	31	69										
Taking daily care of the child/children	43		16	2	11	2	6	20	1		265	
	24	76										
Taking care of children when they are sick	41		21	1	12	2	6	16	1		270	
	20	80										
Taking care of sick friend or relative	43		13	1	12	1	1	4	26		266	
	27	73										
Working in garden or agricultural plot	39		11	6	9	1	1	3	31	1	738	
	44	56										

These conclusions are broadly in line with the Time Use Survey where taking care of the household and family occupied about 21 per cent of the average time per day for women and about 13 per cent of the average time per day for men.

2. Patterns of decision making in the household

The patterns of decision making in the household also depend upon both objective and subjective elements. The decision making in the household is interrelated with the human and material resources of the household. Therefore we shall first discuss elements of the household standard to indicate the material differences between different households. In Chapter 4 two related issues will be discussed: the Time Use Survey results will throw some light on the actual time use, on the one hand, and the subjective perceptions related to family/work arrangements will be elaborated, on the other.

Table 3.2 Ownership of dwellings (n=1002)

Dwelling type	%
Own house	55
Own flat	23
Social flat	1
Non-profit flat	4
Lodger	3
Not paying rent	13
Other	1

With respect to the tenure of the respondent in relation to the dwellings that they live in, Table 3.2 shows that about 78 per cent of the respondents live in their own dwellings, whether own house or own flat. As additional 13 per cent do not pay rent, are staying with parents or in other arrangements. This is a consequence of the fact that under the socialist self-management system, practically all flats were in social ownership. After gaining independence, privatization of socially owned flats was executed very early on and at favourable discounts. Thus the ownership of dwellings can help in overcoming the problems of having lower incomes for the greatest majority of the population, though young families have to deal with high market rents.

Table 3.3 Permanent goods in the household, number of items

Number of items	1	2	3	4	5	0
Washing machine (n=1002)%	95	4				1
Refrigerator (n=1001)%	91	6	1			1
Telephone (n=996)%	89	5	1			5
Freezer (n=989)%	83	6				11
Color TV (n=995)%	77	15	5	1		2
Satellite TV receiver (n=963)%	70	1				29
PC's (n=938)%	49	3	1			46
Car (n=976)%	49	31	8	2	1	10
Other dwellings (n=883)%	33	3	1			63
Cellular phone (n=967)%	32	25	14	9	2	18
Internet access (n=894)%	27	1				72
B/W TV (n=871)%	9					91

Table 3.3 indicates that the households of the respondents are rather well equipped with permanent household goods. Only 1 per cent of households do not own an automatic washing machine or a refrigerator, 2 per cent do not own a colour TV, 5 per cent are without a telephone and only 10 per cent of the households are without a car. This leads to two conclusions. Firstly, the wide ownership of cars allows people to travel to other places to

work, to undertake additional paid work, voluntary and unpaid work. Secondly, practically all households are equipped with an automatic washing machine and refrigerator, which helps them in performing household tasks.

Table 3.4 Percent owning permanent goods by household income class (sextiles)

	Sextiles					
	First	Second	Third	Fourth	Fifth	Sixth
Ownership or use of land (n=715)%	40	43	43	37	42	40
Car (n=696)%	64	84	96	97	99	100
Mobile phone(n=687)%	52	73	92	93	94	96
Satellite dish / cable TV (n=690)%	57	72	73	76	83	87
Second dwelling (house or flat) (n=624)%	32	28	37	41	43	60
Color TV set (n=711)%	97	98	99	100	99	100
BW TV set (n=615)%	14	7	9	9	9	12
Automatic washing machine (n=718)%	97	100	99	100	100	100
Internet access (n=630)%	8	11	19	29	47	63
PC (n=665)%	27	32	51	58	77	80

Table 3.5 Percent owning permanent goods by flexibility typology

	Flexibility group A	Flexibility group B	Standard group C
Mobile phone (n=573)	91	89	92
PC- computer (n=562)	70	54	65
Second dwelling (house or flat) (n=523)	47	34	33
Internet (n=534)	42	27	34

Table 3.4 shows the availability of these possessions by income classes. Except for the lowest two sextiles, practically all households own a car and a mobile telephone. The variables that show a significant relationship with income, are: Internet access, PC ownership, satellite dish/cable TV, and ownership of a second dwelling (house or flat). Table 3.5 shows the possession of permanent household goods in relation to the flexibility typology, i.e. the differences in these variables for the group of flexible employment A, the group of flexible employment B and the group of full-time and regular schedule employment C. The respective table about household income by flexibility categories is Table 5.6 in Chapter 5. The percentage differences are different for various variables mentioned, but the pattern is obvious: the most favourable position is occupied by the flexible employment group A, followed by the full-time and regular employment group C, with flexible employment group B having the least average household income and lowest possession of the three permanent household goods where differences are still important.

Table 3.6 General satisfaction with the way of living and economic situation.

	Very satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Very dissatisfied
The way you live%	9	69	17	4	1
The economic situation of your household%	4	55	26	11	3

Table 3.7 Opinion about changes in the economic situation in the household.

	Clearly improved	Somewhat improved	Stayed the same	Somewhat deteriorated	Clearly deteriorated	Do not know
If you compare your household present economic situation to that of five years ago, would you say the situation today has...? %	7	21	34	25	11	2
Do you believe that in next year the economic situation of household will...?%	3	18	54	11	3	11

The questions relating to the general satisfaction with the standard of living and economic situation show that Slovenians are considerably more satisfied with their standard of living than with the economic situation of the household. Assessment of the household present economic situation to that of five years ago is slightly skewed in the direction of the conclusion that the economic situation was better five years ago than today. On the other hand, optimism is clearly indicated in their response that they expect a better economic situation next year. The question is whether this rather favourable set of perceptions with respect to the standard of living as well as with respect to the perception of the family/work arrangements in Chapter 4 is really that firmly embedded in the decisions about work and family responsibilities.

Table 3.8 Do you and your other household members usually agree or disagree about the following things (per cent):

	Household finances	Allocation of household (domestic) tasks	Amount of time spent together	Amount of time spent at work (in employment)
Always agree	29	28	27	19
Sometimes agree	50	46	48	35
Neither agree nor disagree	11	12	14	12
Sometimes disagree	7	9	7	7
Always disagree	2	2	2	3
Don't know	2	2	3	23
N	935	934	933	913

There are hardly any differences as far as agreement or disagreement among household members in Table 3.8 are concerned for three categories: household finances, allocation of household tasks and amount of time spent together. In all three cases the 'sometimes agree' is the most important category with about 50 per cent of the answers, with 'always agree' sharply outnumbering those who always or sometimes disagree on these questions. The question about agreement on time spent at work shows a similar structure of answers but with an astonishingly high percentage of the undecided respondents.

Chapter 4: Work/household relations

1. Integration of home and work

The analysis of the integration of home activities and work and of domestic and employment roles in the household is a difficult undertaking, since it is not easy with statistical data to separate objective conditions and subjective aspirations in the household and the family strategy. There are also several measures and criteria according to which the conditions, decisions and outcomes can be evaluated. One should also distinguish perceptions and aspirations and revealed preferences, which are exposed by the pattern of spending time and money. It would have been considerably easier to discuss these issues if the amount of money for the survey had been much higher to allow the time use elements on both domestic and employment roles to be included with other information on flexibility patterns. The statistics on the use of time, though very costly, constitute an extremely important component of social and economic statistics. We shall thus complement results of this HWF survey with that of the Time Use Survey undertaken by the Statistical Office of Slovenia.

As any activity has dimensions of time and space, time is an important criterion for locating and interrelating events. However, time is much more than that - it is also a basic unit of measurement of the duration of an activity. From this point of view, the time constraint is a more binding constraint in the final analysis than money, since no matter how rich someone is in money terms, a person has no more than 24 hours per day at his/her disposal. Thus the preferences revealed by the use of time are, *ceteris paribus*, more characteristic for the lifestyle of a given group than their consumption pattern in terms of monetary expenditure. Needless to say, they are not independent of each other, and the freedom of choice may be severely limited by the available resources, as the lifestyle will in turn influence the utilization and availability of resources (Sicherl, 1989).

The Statistical Office of Slovenia (SORS, 2001) published provisional data on time use in Slovenia; the results are provisionally based on data for 1416 households collected in the first two quarters of the survey, which represent about one half of the foreseen sample of 4500 households. Table 4.1 provides the average time per day spent on primary activities by men and women in more detail, while the table 4.2 combines the various activities in four major categories. Time for primary needs is the same for men and women; it represents about 49 per cent of the available time. The difference between men and women is most pronounced with respect to time for taking care of the household and family, which represents about 13 per cent of total time for men and about 21 per cent of total time for women. The other side of the same situation is that men use about 4 per cent more of their total time than women for the time connected with employment and studies on the one hand, and for spare time on the other.

Thus, when one is discussing integration of home activities and work or domestic and employment roles in terms of the Time Use Survey for Slovenia, one is really talking about the allocation between domestic and employment roles of about 27 per cent of all time available to men and about 31 per cent of all time available to women. This can be compared with the spare time of 24 per cent of men and 20 per cent of women, respectively. In other words, the reallocation of time is not only between domestic and employment roles, but also with leisure time, not to mention the time for primary needs such as sleeping and eating.

Table 4.1 Average time per day spent on individual activities by people aged 10 and over, by sex, Slovenia April-September 2000 - counting only primary activities

	Males	Females	Males	Females
	Average minutes	Average minutes	Percent	Percent
Sleeping	519	523	36.1	36.3
Eating	92	88	6.4	6.1
Personal care	88	87	6.1	6.0
Employment	160	105	11.1	7.3
Study	26	26	1.8	1.8
Household care and informal help to other households	153	258	10.6	17.9
Family care	11	26	0.8	1.8
Participatory activities, religious activities	13	13	0.9	0.9
Culture, sport, hobbies	70	44	4.9	3.1
Social life	70	66	4.9	4.6
Television	131	110	9.1	7.6
Other mass media	28	31	1.9	2.2
Travelling	75	61	5.2	4.2
Other, unspecified	3	3	0.2	0.2
	1439	1441	100%	100%

Average time is calculated on the basis of diaries of those persons who participated in an individual activity.
Source: SORS (2001), Rapid Reports, No 148, Level of Living, No 2, June 4, Chart 1

Table 4.2 Average time per day spent on individual activities by people aged 10 and over, by age and sex,

	Males	Females	Males	Females
	Minutes	Minutes	Percent	Percent
Time for primary needs	700	699	48.7	48.6
Time connected with employment and studies	206	146	14.3	10.2
Taking care of the household and family	181	301	12.6	20.9
Spare time	349	291	24.3	20.3
	1436	1437	100%	100%

Source: Statistical Office of the Republic of Slovenia (2001), Rapid Reports, No 148, Level of Living, No 2, June 4, Table 3

Turning back to the results of the HWF survey, the share of households with children under 15 years is about 31 per cent and that of share of households without children 69 per cent. If we consider that the most important family typology is the division into households with or without children, and that the summary categorization of flexible or non-flexible employment pattern is that into flexible employment A, flexible employment B and full-time regular schedule employment C, then on this level of aggregation there is no significant direct relationship between the family-work typology (represented by division into households with or without children), on the one hand, and the three above mentioned summary flexibility categories, on the other.

However, as explained in section 3 below, this general conclusion has to be complemented by a more specific consideration as there are significant differences among households with children and households without children in response to three of the five questions analysed there: whether the work makes it difficult to do some household tasks, makes it difficult to

fulfill my responsibility toward my family and other important persons and to a lesser degree with respect to family responsibilities making it difficult to perform the work adequately. Yet in percentage terms the number of respondents who ‘always’ encounter such problems with respect to the first two questions only amounts to 4 per cent and ‘often’ 12 per cent. Especially in respect to the last question, it is important to underline that even for respondents in households with children, 69 per cent answered that they never encountered such a problem. It is possible to conclude that the integration of home activities and work is more difficult for families with children, but that according to the answers by the respondents, the integration of home activities and work is not an overwhelming issue in Slovenia.

Table 4.3 Household size by family typology and urban/rural environment

Household size (members)	Family typology		Environment	
	Households without children	Households with children	Urban	Rural
	%	%	%	%
1	10		9	4
2	28	2	21	18
3	24	21	24	23
4	27	36	33	26
5 and more	10	41	13	29

Obviously, households with children are in the higher household size categories, and these are also found more often in rural than in urban areas.

2. *Employment and child care arrangements*

Although the most important classification of families is probably the division into households with children and households without children, rather favourable conditions with respect to childcare arrangements soften the extent of possible work/family conflicts in Slovenia. As explained in more details by Stropnik (2001), the childcare arrangements as well as child benefits in Slovenia are at a very high level, in the school year 2000/2001, about 57 per cent of pre-school children were included in childcare in 814 day-care centres (14 of them private), 91 per cent of them in programmes lasting 6-9 hours per day. Not only are childcare services in Slovenia broadly available, they are also widely affordable, due to high public subsidies.

This is probably one of the most important reasons why the female employment rate is hardly different from that of men. The share of households with children and households without children is not significantly different between social groups, between income groups and for urban-rural disaggregation. Obviously, the share of households with children below 15 years is related to age, so for about 75 per cent of families with children the age of respondents is between 25 and 49 years. As mentioned above, there is no significant relationship between the family typology (with or without children) and various groupings of flexible or non-flexible employment pattern.

There is an interesting conclusion related to the question whether, in a situation with no job, one would be willing to take a new job under certain conditions. This issue has been treated already in Table 1.18. Here, the question was cross tabulated with family typology (with or

without children). As Tables 4.4 and 4.5 show, respondents from the households with children express a greater flexibility, in this case they show significantly greater willingness to retrain for another profession or to learn a new foreign language to attain a new job.

Table 4.4 Willingness to retrain for another profession (n=907)

	Households without children	Households with children
	%	%
No	33	17
Maybe	31	32
Yes	36	50

Table 4.5 Willingness to learn a new foreign language (n=918)

	Households without children	Households with children
	%	%
No	29	18
Maybe	25	27
Yes	46	55

3. Perceptions of family/work arrangements

There are two sides of the story about family/work arrangements. One is the actual time devoted to different roles, which was not included in our survey, so the objective situation cannot be ascertained and compared with the perceptions of family/work arrangements that were included in our questionnaire.

The answers in Table 4.6 indicate that respondents in Slovenia did not feel that their work makes it difficult to perform some of the household tasks and weakens their responsibility to the family and other persons: only 2 per cent indicate that they always experience such a problem, and 8 per cent often. So only 10 per cent seem to be worried about this problem, and even if one adds another 10 per cent that felt this problem rarely, the perception of conflicts between family and work arrangements is not high. Similarly, approximately the same share of the respondents had the feeling that their responsibilities toward their family and other persons prevent them from doing their work adequately; 67 per cent even felt that they had never experienced this problem in the last three months. This seems to be another indication of the importance, which Slovenians attach to work in their value system.

Table 4.6 How often have you experienced the following in the last three months? (n=1008)

	Always	Often	Sometimes	Rarely	Never	Not know
My work makes it difficult for me to do some of the household tasks that need to be done%	2	8	21	10	48	10
My work makes it difficult to fulfill my responsibilities towards my family and other important persons in my life%	2	8	25	10	45	10
My responsibilities towards my family and other important persons in my life prevented me from doing my work adequately%	0	9	7	13	67	11
I have to take work from my employment home to finish%	2	3	6	6	69	14
I preferred to spend more time at work than to spend more time at home%	1	1	6	6	72	15

With respect to the question about whether they take work from their employment home to finish, 69 per cent answered that they never do that. This might alleviate the conflict between family and work arrangements, but it may, in addition to 14 per cent of the undecided, mean

that they might not yet be under stress for further work and further education needs. Similarly, with respect to the question whether they would prefer to spend more time at work than to spend it at home, only 2 per cent would do that always or often.

Table 4.7: Work makes it difficult for the respondents to do some of the household tasks that need to be done (in per cent).

	Never	Rarely	Sometimes	Often	Always	n
<i>Gender*</i>						
Male	55	14	20	8	3	438
Female	52	9	27	10	2	470
						908
<i>Age groups *</i>						
18-25	51	13	25	11	1	140
26-50	41	14	29	12	4	450
51-65	67	8	19	4	1	190
More than 65	81	5	7	4	3	122
						902
<i>Personal income in sextiles *</i>						
First	63	8	18	10	1	112
Second	60	8	23	7	2	121
Third	54	7	31	7	2	121
Fourth	55	11	17	15	2	106
Fifth	51	18	21	9	2	114
Sixth	36	18	31	9	7	123
						697
<i>Personal income in sextiles *</i>						
First	69	4	19	5	3	110
Second	57	15	19	7	1	110
Third	53	8	25	12	2	131
Fourth	49	22	19	7	2	83
Fifth	49	13	24	13	1	158
Sixth	33	13	41	8	6	64
						656
<i>Family composition *</i>						
Without children (aged 14 and less)	60	11	20	8	2	615
With children (aged 14 and less)	40	13	31	12	4	293
						908
<i>Number of household members*</i>						
1	75	10	11	3		61
2	62	12	16	6	3	175
3	53	14	23	9	2	204
4	50	9	26	11	4	288
5,6,7	44	12	31	11	2	178
						906

Significance level of chi-square tests: * 0.01.

The five major questions about perceptions of family/work arrangements in Table 4.6, which could indicate possible family/work conflicts, are further analysed with respect to a selected set of variables. Table 4.7 presents results of such an analysis for the question whether the work makes it difficult for the respondent to do some of the household tasks that need to be done. Significantly different answers to this question are shown for the following variables: gender, age, income, family composition and size of the household.

Table 4.8: My work makes it difficult to fulfill my responsibilities towards my family and other important persons in my life (in per cent)

	Never	Rarely	Sometimes	Often	Always	n
<i>Gender</i>						
Male	48	10	31	9	2	440
Female	53	11	24	8	3	465
						905
<i>Age groups *</i>						
18-25	46	10	34	9	1	140
26-50	35	13	35	13	3	452
51-65	66	9	20	4	1	191
More than 65	90	5	3	2	1	117
						900
<i>Personal income in sextiles *</i>						
First	66	5	22	5	2	110
Second	62	4	23	11	1	120
Third	50	11	32	6	2	121
Fourth	46	13	28	10	3	105
Fifth	46	14	32	6	1	114
Sixth	29	14	39	14	5	122
						692
<i>Household income in sextiles *</i>						
First	73	5	16	3	4	107
Second	63	5	23	9		110
Third	47	12	28	12	2	129
Fourth	41	13	36	7	2	83
Fifth	41	13	32	12	2	157
Sixth	25	17	44	9	5	64
						650
<i>Family composition *</i>						
Without children (aged 14 and less)	58	10	24	7	1	614
With children (aged 14 and less)	35	12	36	12	4	291
						905
<i>Number of household members *</i>						
1	87	2	7	2	3	60
2	63	10	18	7	1	174
3	50	11	30	7	1	202
4	40	11	32	13	4	288
5,6,7	43	13	34	8	1	179
						903

Significance level of chi-square tests: * 0.01.

However, when discussing these differences, one should always keep in mind the overall results from Table 4.6, where 48 per cent of the respondents answered that they have never experienced such a problem (54 per cent if the 'do not know' answers are eliminated). Women experience such difficulties more often than men, but even among women, 52 per cent declare that they never experience them. Similarly, respondents in the age group 26-50 years are more likely to have had such difficulties, though even in this age group 41 per cent never face these difficulties. As far as income is concerned, the highest sextiles in both personal and household income distribution experience more difficulties. The distinction

between households with children and households without children shows that the former face such difficulties more often, but even for this variable the answer 'never' is expressed by 60 per cent of households without children and 40 per cent of households with children.

In answering the question whether their work makes it difficult for him/her to fulfill the responsibility toward the family and other important persons in their lives, significant differences were observed for the same set of variables as above, except that there were no statistically significant differences by gender. Results in Table 4.8 show that such difficulties are again more pronounced for the age group 26-50, for the highest sextiles in both personal and household income distribution, for families with children and for larger households. Similarly, even the groups that face more difficulties in this respect have still a substantial percentage of those in the group that never experience such difficulties (35 per cent for families with children, 29 per cent of those in the highest sextile of personal income, and more than 40 per cent in households with four or more members).

Table A4.1 in the appendix shows results about the reverse relationship, whether the responsibilities towards the family and other important persons prevent the respondent from doing his/her work adequately. Again, 67 per cent of all respondents (75 per cent if the 'do not know' answers are eliminated) never experience such problems, but there are still statistically significant differences for the variables age, personal and household income, and family composition with respect to children. The relationships are similar as for the above question, but the differences exist at a considerably higher percentage of answers, stating that such difficulties never appear (e.g. 79 per cent of respondents from households without children and 69 per cent of respondents from households with children report that they have never experienced this problem).

The respective tables in the appendix show the percentage distribution by the selected variables for the two questions whether one takes work from employment home to finish it and whether one prefers to spend more time at work than to spend more time at home. For the former question, a significantly higher percentage of answers is shown for the highest sextiles for personal and household income distribution, for upper middle class and for the flexibility group categorization, in the flexibility group A. However, for both questions these differences are not very important in absolute terms as in the total about 70 per cent (80 per cent if the 'do not know' answers are eliminated) of the respondents indicated that they never experienced this problem.