

Wishing For More Time

*How desires for time usage compare to actual results,
based on a forced choice Internet questionnaire*



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Mark Ellwood, B.Comm.
President, Pace Productivity Inc.
Toronto, Canada
mark@GetMoreDone.com



BACKGROUND

Everyone wants more time. There just isn't enough of it. Or so it seems.

Consider the challenges of a stressed out working couple. During a typical day, they might have to deal with one aging parent who needs their care, two jobs to juggle back and forth, three rowdy kids to get to school, four overdue bills to pay and five minutes until the next crisis. If there's a light at the end of the tunnel, it may just be an oncoming freight train hurtling at full speed. That's when the phrase, "If I just had more time" starts to become a familiar refrain.

No one has enough time, but everyone thinks about it. Even Bill Gates, chairman of Microsoft recognizes the need to be aware of his time expenditures to stay organized. He is acutely aware of how he spends his time each day:

"I spend about half of my work time with product groups. I spend another quarter of my time in customer-related activities where I get feedback. I spend the rest in general management activities such as board meetings, press interviews, hiring, budget reviews and writing."

When asked what he would desire if offered three wishes, Bill Gates' first response was "More time."

That's what everyone seems to want. More time. But unlike annual income, or television channels or places to visit, the supply of time is not infinite. You can't add time. You can't withdraw it from a secret storage vault. You can't save it either. All you can really do is juggle time expenditures from one area of your life to another. If you wish for more time for this activity, you can only obtain it by cutting back on that one.

Time-use research typically deals with where time is spent. Diary studies, questionnaires, observations and TimeCorder studies show a picture of a day, a week, a population, an event or a lifetime. It deals with "what is". But for those who face time stress, "what could be" is of profound concern. Where would people ideally like to spend their time? And how are their actual expenditures in line with their ideal picture? What does this reveal about balance and stress? The study outlined in this paper addresses these issues. Pace Productivity has been conducting time studies since 1989 with its unique TimeCorder electronic time tracking device. For this study, a unique Internet survey tool was developed.

AN INNOVATIVE RESEARCH METHOD

The challenge with questionnaire-based time surveys is that respondents tend to overestimate or underestimate the hours they spend on activities during the week. Unlike other research, such as investigations on number of products consumed, time survey data must add up. There can be a total of only 168 hours per week. Assuming a complete list of activities to select from, anything more or less than 168 hours is by definition incorrect. Hours reported by survey respondents may be high on one activity or low on another due to natural biases, but if they don't add up properly, the data lacks integrity. Ideally then, time-use data should account for this.

The Tabulator is an innovative research tool designed by Pace Productivity Inc a consulting and training company located in Toronto, Canada. It is a questionnaire that is accessed via the Internet at a popular time management site hosted by Pace Productivity. The site is called GetMoreDone.com and includes tips, trivia, quotes and research reports. The Tabulator is a distinct module accessed through the main home page. Visitors are greeted by this invitation:

“Welcome to the Pace Productivity Tabulator. This interactive module lets you enter the time you spend on 11 major activities and see how your profile compares to others. You can also enter your ideal profile to see where you would like to be. Just follow the instructions and press the Continue button as you go.”

Respondents first respond to four multiple-choice questions on demographics (sex, age, number of children, work status). Then they are prompted to fill in the hours they spend each week on their major activities. While the choice of just 11 activities limits granularity, this is offset by the larger cooperation that results from having a short, simple list to select from. It represents a condensed list from Pace Productivity's research entitled The Mothers' Project. (available in the Research Reports section at www.GetMoreDone.com.)

There are two unique features of the questionnaire. First, respondents are asked for both actual and ideal data. Secondly, if a total of more or less than 168 hours is entered, the respondent will be prompted to adjust his or her results. The prompt indicates the amount of hours either remaining or in surplus. (E.g. “The hours you have entered add up to 165 hours per week. You need to add 3 hours to one or more activities before continuing.”) Thus this methodology requires respondents to consider their activities in balance with others. While individual activities may be subjected to normal biases, or wishful thinking, the total is correct.

Then, the software program compares the respondent's with those from other participants from the same demographic group

Results are consistent with other research conducted via the Pace Productivity TimeCorder system and time-use diary studies conducted by other researchers. While the sampling method is biased towards Internet users, the 120 different sub-groups (divided by sex, age, number of children and work status) represents a full demographic spectrum.



The questionnaire is oriented to weekly instead of daily hours, so that differences between weekday and weekend hours are blended together to provide a complete picture of the week.

In the 15 months since launch, 6,150 people have entered their basic demographic data. From there, they are prompted to enter their time data. If they don't complete the time profile adding up to exactly 168 hours, then none of their time data will be recorded. This occurs for some who lose interest or are distracted by other activities. Among those entered demographic data, a healthy 71% go on to complete a time profile. This leaves 4339 respondents for whom time use data is available. Within this group, not everyone fills out a second questionnaire dealing with time expectations. Typically about 29% do so, leaving 1276 participants for whom both actual and ideal data is available. The remainder of this report deals with this group.

The bias of this approach is revealed in the overall demographics; 873 (68%) of participants are women and 403 (32%), are men. Women appear to be more interested in their use of time than men. However, with that bias in mind, there is data available from 120 different demographic sub-groups, achieved by multiplying the number of groups together, as shown below:

<u>Demographic</u>	<u>Number of categories</u>	
• Sex	2	(male /female)
• Age	4	(Under18, 18-35,36-50, 50+)
• Employment status	3	(Full time, part-time, not employed)
• Number of children	5	(0, 1, 2, 3 More than 4).

Following are the 11 major activities and the descriptions for each that appear on the questionnaire.

EMPLOYMENT	Working for pay at home or at a job, including lunch and breaks
FAMILY	Taking care of or spending time with family members, ex spouse
MEALS	Cooking, serving, eating, washing dishes
CHORES	Laundry, errands, cleaning, paying bills, maintenance, shopping
TELEVISION	Watching television, videos, alone or with others
SPIRITUAL / COMMUNITY	Church, meditation, diary writing, volunteer work
ME TIME	Reading, hobbies, fitness, Internet, socializing, entertainment
COMMUTING	Travel to and from work
PERSONAL CARE	Bathroom, dressing, make up, showers, baths
SLEEP	Sleep, naps
SPOUSE	Time alone with spouse or partner or dating

The following tables summarize the Tabulator data on male and female respondents:

Participants by employment status

	Women		Men	
Full-time *	705	81%	371	92%
Part-time	91	10%	16	4%
Not employed at a paid job	77	9%	16	4%
<i>Total</i>	<i>873</i>	<i>100%</i>	<i>403</i>	<i>100%</i>

- includes students

Participants by age

	Women		Men	
Under 18	37	4%	17	4%
18-34	425	49%	154	38%
35-50	332	38%	194	49%
50+	79	9%	38	9%
<i>Total</i>	<i>873</i>	<i>100%</i>	<i>403</i>	<i>100%</i>

Participants by number of children under 18 living at home

	Women		Men	
None	516	59%	207	51%
1	139	16%	64	16%
2	140	16%	89	22%
3	52	6%	31	8%
4 or more	26	3%	12	3%
<i>Total</i>	<i>873</i>	<i>100%</i>	<i>403</i>	<i>100%</i>

The largest participating group is women aged 18-34 with no children, representing 17% of the total. The next largest group is males, 18-34 with no children, representing 11% of the total.



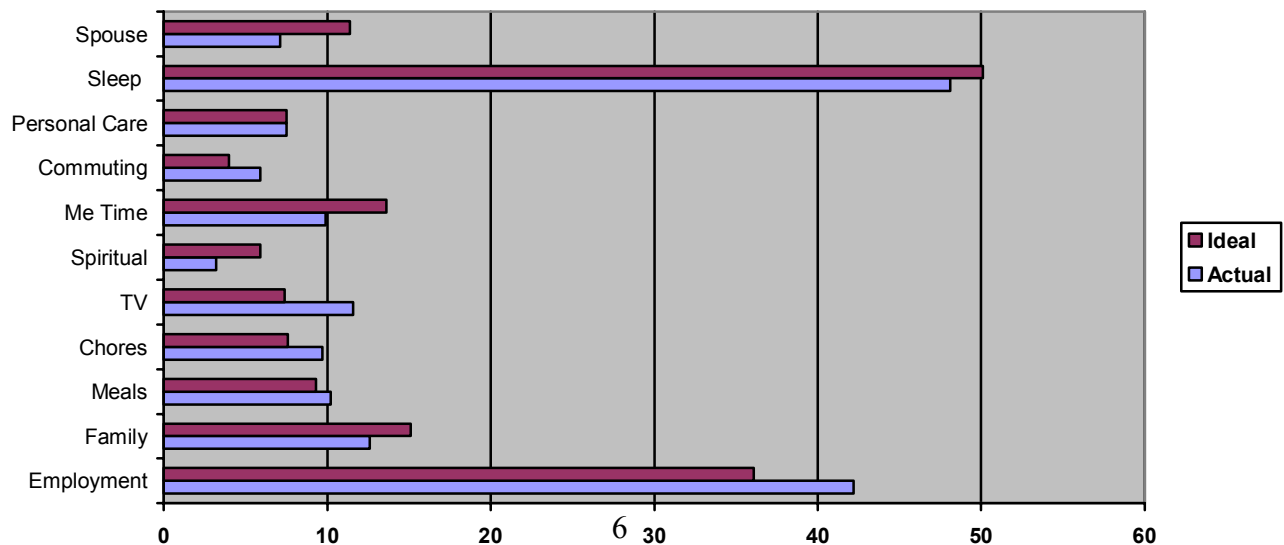
OVERALL RESULTS

Here are how the 11 activities break down, in terms of average weekly hours for all of the participants. The activities are listed from highest to lowest hours.

Across broad demographic groups, respondents feel they are working too much and watching too much television. They'd like to offset reductions on these with more time for themselves and more time for their spouse. (Note that employment hours is an average for everyone and includes people who work very little or not at all.)

ALL RESPONDENTS : HOURS PER WEEK			
Activity	Actual Hours	Ideal	Difference
Sleep	48.1	50.0	-1.9
Employment	42.2	36.1	+6.1
Family	12.6	15.1	-2.5
Television	11.6	7.4	+4.2
Meals	10.2	9.3	+0.9
Me Time	9.9	13.6	-3.7
Chores	9.7	7.6	+2.1
Personal Care	7.5	7.5	0
Spouse	7.1	11.4	-4.3
Commuting	5.9	4.1	+1.8
Spiritual	3.2	5.9	-2.7
TOTAL	168.0	168.0	0

HOURS PER WEEK BY ACTIVITY - ALL PARTICIPANTS



RESULTS BY MAJOR ACTIVITY

Following is a discussion of results from each of the 11 major activities.

1. EMPLOYMENT - FULL TIME

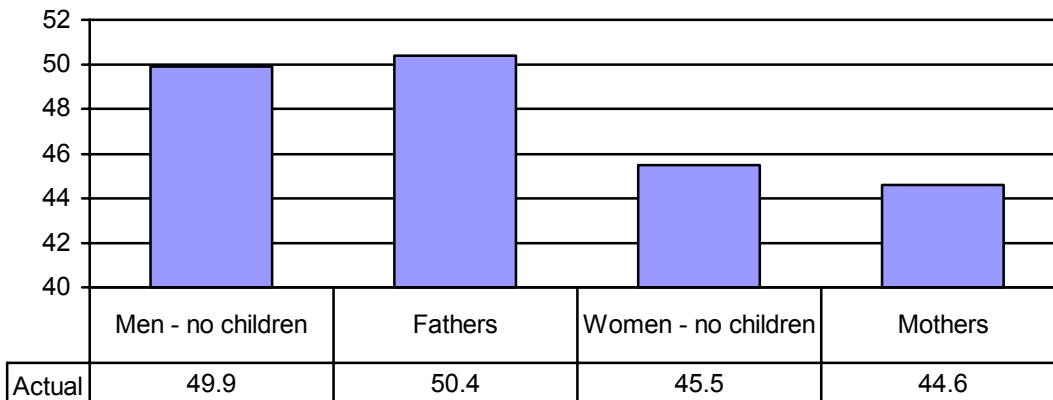
Employment time for men who identify themselves as employed full time is 50.1 hours per week and for women 45.2 hours. Similar differences between men and women are seen in Pace Productivity's TimeCorder studies. However, the hours worked in the TimeCorder studies are slightly lower. The average in those for men is 47.4 hours and for women 43.5 hours. The difference between the two studies is that TimeCorder results are oriented towards employees in large organizations. Those who are self-employed, as well as professionals (lawyers, engineers, computer programmers, etc.) tend to have higher work hours. They may represent a larger portion of respondents in the Tabulator database.

Balance is beginning to play a role. I'm looking for more balance. I used to be a workaholic. I'm working less now. – Kristin G.

More specific results from Tabulator respondents are shown on the blue bars on the chart below. Men with no children work 49.9 hours per week, while women with no children work 46 hours. Once they have children, fathers' working hours stay essentially the same at 50.4 hours per week. Meanwhile mothers reduce the hours they work to just 44 per week. (This is consistent with the TimeCorder data where full time employed mothers' work hours are 43.3 per week.)

So what happens to the differences between fathers' and mothers' work hours? The table below gives an indication.

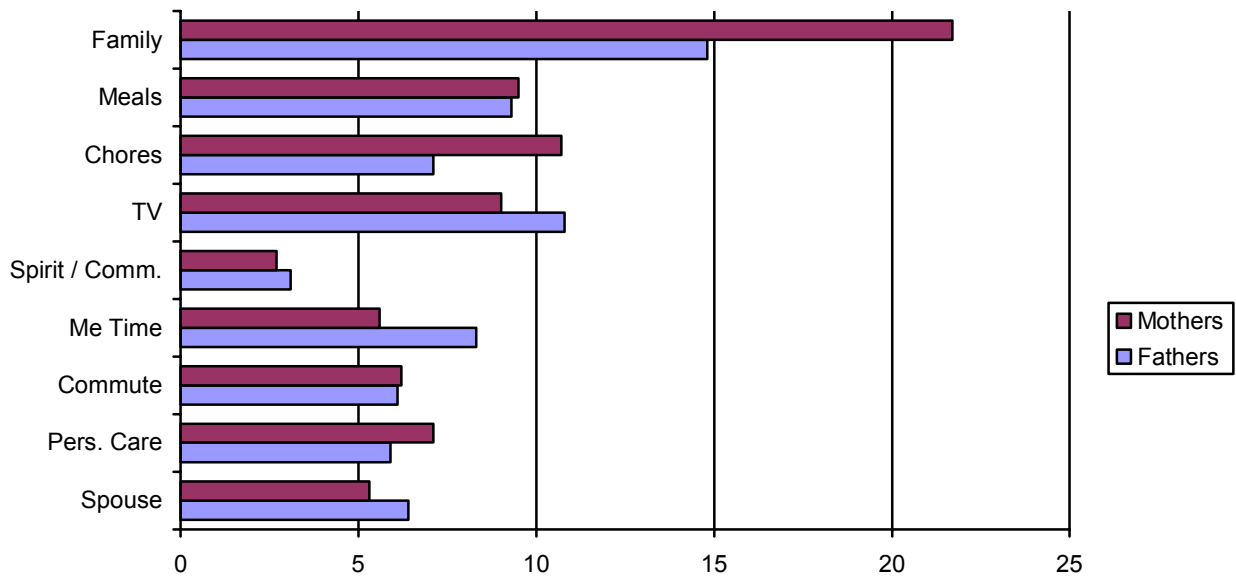
**WEEKLY WORK HOURS AMONG THOSE EMPLOYED
FULL TIME**



It is generally acknowledged that mothers do more unpaid work at home; meals, family and chores. Some international time use studies indicate this gap may be narrowing. The Tabulator research confirms this trend. If both employment and domestic work (meals, family + chores) are added together, mothers work 86.5 hours per week versus fathers who work 81.6 hours. There is a difference of 4.9 hours, but it is not as large as some might expect. (This gap narrows slightly to 2.8 hours when ideal hours are examined – mothers would ideally like a greater reduction in total work time than men.)

The table below demonstrates the differences between employed men and women. For ease of reading, it shows all of the Tabulator activities except employment and sleep. Because fathers work longer hours, they spend less time on family, meals and chores than mothers who are also employed do. However they also manage to get more time for themselves and for television. Thus they overcompensate to for their extra employment hours.

HOURS PER WEEK AMONG
THOSE EMPLOYED FULL TIME

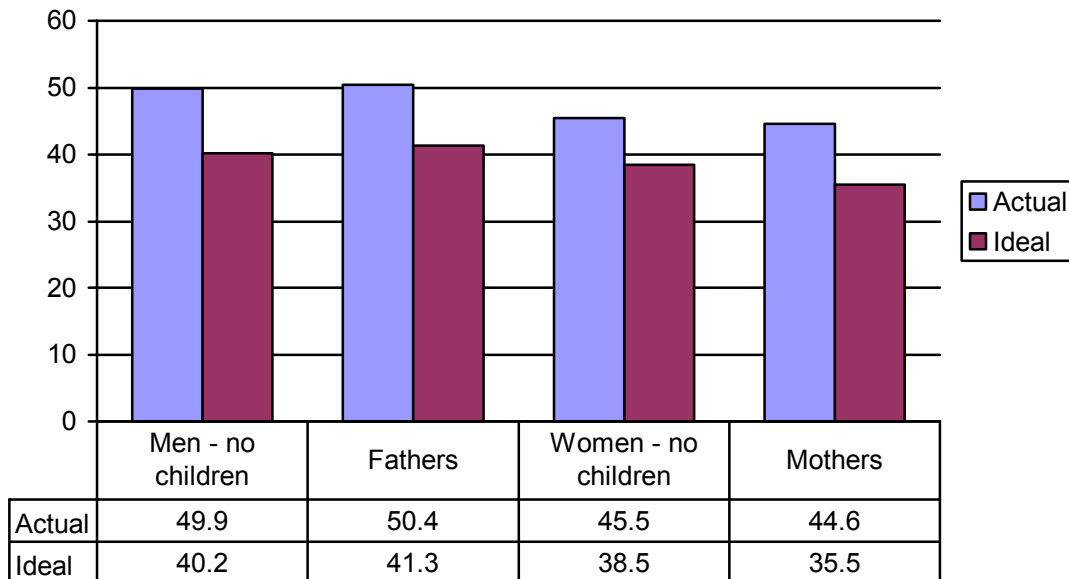


	Spouse	Pers. Care	Commute	Me Time	Spirit / Comm.	TV	Chores	Meals	Family
Mothers	5.3	7.1	6.2	5.6	2.7	9	10.7	9.5	21.7
Fathers	6.4	5.9	6.1	8.3	3.1	10.8	7.1	9.3	14.8

Just as there are gaps between men’s and women’s work hours, there are also major gaps between actual and desired hours. Below, the chart shows actual hours again in blue. The red bars represent ideal hours. The gaps are large. Those employed full time wish to spend 7-9 hours less per week on full time employment. This would result in a work week of just 40 hours for men and 39 hours for women. The 40-hour week may not be a reality for most workers, but it is certainly an ideal.

The desire for significantly less employment time runs across demographic groups. For instance, younger women aged 18-34 with no children would appear to have less family pressures inciting them to cut back on work. Yet they *do* want to cut back, from 45.5 hours to just 39 hours. Employed men aged 18-34 also want to cut back. They work 48.6 hours and would prefer to work just 40.

WEEKLY WORK HOURS AMONG THOSE EMPLOYED FULL TIME



2. EMPLOYMENT - PART TIME

Part time employment is based on how individuals identified themselves. At the high end, the work hours that some part-timers report are the equivalent appear of more than full-time (over 40 hours). At the low end, some individuals are hardly working at all. These extreme results tend to cancel each other out. As a result, average work hours for men who are employed part-time are 30.6 hours per week. Meanwhile women who identify themselves as part-timers average just 23.1 hours.

While those with full time jobs would like to work considerably less, the opposite is true for those working part-time, though not to such a large degree. Both men and women working part time desire an extra 3 hours a week.

As noted earlier, work performed by fathers, whether paid or unpaid, is close to that of mothers. This is not the case for those engaged in part time work. When meals, family and chores are added to employment time, part-time employed mothers spend 69.7 hours per week in total work activities. For part-time employed men, the comparable figure is just 61.4 hours, a wider gap than among those employed full time.

For men with part time jobs, their ideal hours of paid and unpaid work is exactly the same as the actual hours they report. For women, the figure decreases slightly, from 69.7 hours to 66.9 hours.

3. NOT EMPLOYED AT A JOB

Unemployed men actually work 14 hours per week (some of which may be education) while women work 8 hours. They'd like to be doing a lot more work, 26 hours for men and 16 hours for women. Both sexes spend above amounts of time with family and television to compensate for their lack of work time.

FAMILY

Time expenditures for family time range from very low to very high. Part of the reason for this is that everyone has to eat meals, sleep, do chores and attend to personal care, but not everyone has to be involved with a family. Many of the respondents would be young single people with fewer family obligations compared to those with children.

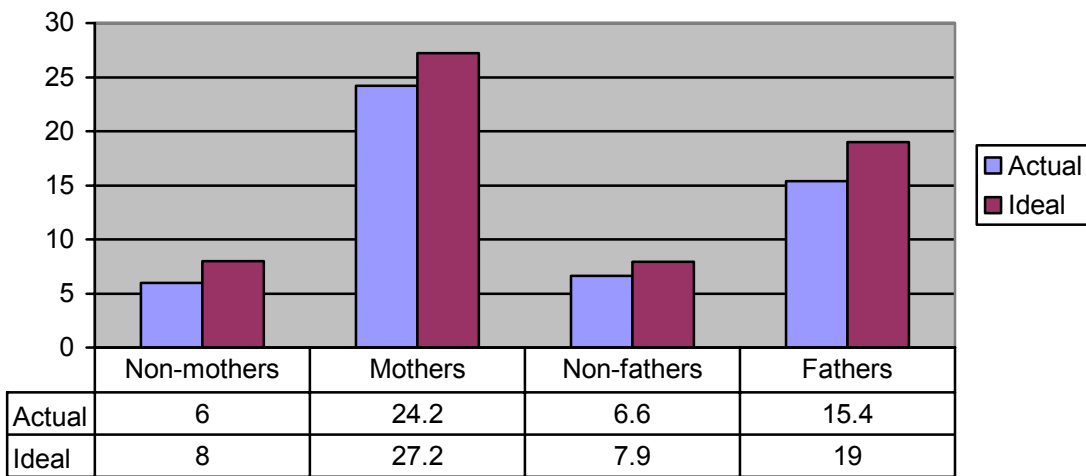
Balance is important, but it's more on the end of everybody else, not me. The kids get more of my time than anyone else. – Stacy H.

Across all demographic groups, the differences between men and women in actual time spent are quite different. Women spend 13.5 hours in family time whereas men only spend 10.9 hours.

Once children are part of a family, parents' family time increases dramatically. For instance, men and women aged 18-34 with no children spend just 4.9 and 7.0 hours respectively on family activities. Meanwhile their cohorts with just one child spend 24 and 14 hours respectively on family time.

Everyone would like more time with his or her family, as shown below. But for fathers, there is a limit on the time they'd like to spend with family – just 19 hours for dads of all ages. Fathers would like to work 9 fewer hours per week, but not all of these hours translate into desired extra time with family.

FAMILY TIME



MEALS

Everyone pretty well spends about as much time on meals as they would like; 10.2 hours per week versus expectations of 9.3 hours. Along with personal care time, it's the activity that is closest to ideal.

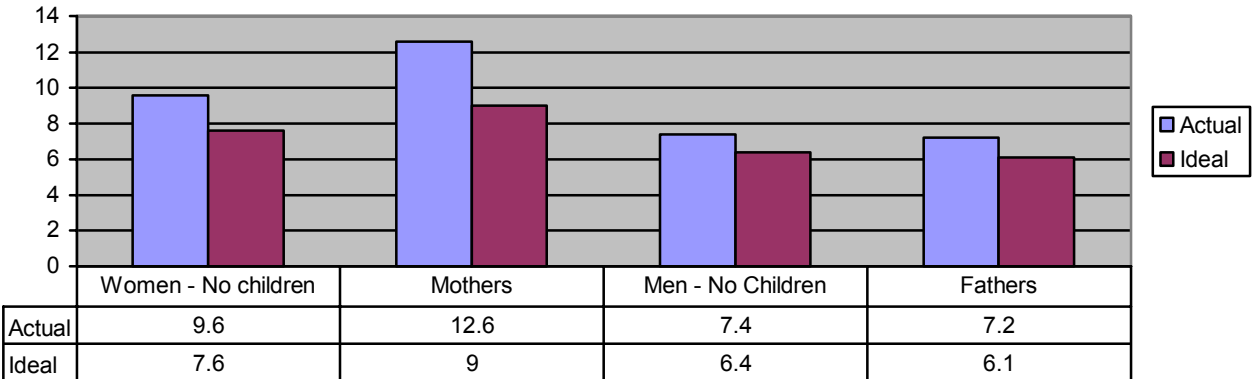
Work affects meals. The more people are rushing off to work, the less time they have for meals. Women who are employed full time only spend 9.7 hours on meals, whereas those with part time jobs and those who are unemployed spend 12.8 and 14.4 hours respectively. Working women understand the reality that meal time isn't going to increase much, so their expectations are for only 9.1 hours.

Similarly, employed men spend the same as women – 9.7 hours per week on meals. This increases to 12.4 hours among those working part-time and about the same for those who are unemployed (excluding unemployed men under 18).

CHORES

As noted earlier, mothers pick up more of the family-time responsibilities than fathers do. The same goes for chores. In fact once women have children, their chore time increases by 3 hours per week. That’s about 3 hours more than they would like.

CHORES - HOURS PER WEEK



Meanwhile, men who go from having no children to having them spend the same amount of time in chores in both cases – and they have no desire to spend any more time on chores.

TELEVISION

Results for television viewing are generally less than reported in other time studies. The Tabulator data averages just 11.6 hours per week for all respondents. Men are just slightly higher than women; 11.8 versus 11.3 hours.

For comparison, mothers in the Tabulator sample watch 9 hours of television while mothers tracking their time in the Pace Productivity Mothers’ Project only watch 5 hours per week.

Meanwhile Statistics Canada reports that “On average, viewers watched 21.5 hours of television a week in the fall of 2000, virtually unchanged from 1999. This figure reflects a slight downward trend since the peak of just over 23 hours recorded in the fall of 1995 and at the beginning of the 1990s. (The Daily, October 25, 2000)” But ask any mother about her viewing habits and she’ll strongly refute the possibility of watching a solid 3 hours of television every night of the week. When presented with that scenario in interviews conducted by Pace Productivity, mothers respond bluntly with “That’s impossible.”

Why are there discrepancies between the different studies? First, television studies use a different methodology for gathering data. The Statistics Canada television data is derived from a number of sources and does not balance television viewing with other activities that may be occurring at the same time. It may also include the television being on, but not being watched. Also, other studies may include other activities, such as meals, that are done while watching television, whereas the Tabulator and TimeCorder studies separate these.

Another reason for the apparently low levels in the Tabulator study is that there appears to be a stigma associated with watching too much television. In interviews, people typically say, “I don’t watch that much TV at all. I might watch the news before going to bed and program “X”. And I might catch program “Y” once in a while and the occasional football game.” Adding these together would result in viewing of at least 7 hours per week, a figure that could hardly be considered “not much at all.” The stigma associated with excessive viewing is apparent in the ideal expectations data. Across all demographic groups, participants consistently feel they’re watching too much television by 4 hours per week.

How does television viewing affect balance in people’s lives? Examining all those who watch no television versus heavy viewers (over 3 hours per day) provides a useful analysis. High viewers versus low viewers aren’t separated by sex; women and men make up about the same percentages of each group. The real differences are seen in work time. Those who watch no television work very long hours. The hours they report for working are 50 hours on average versus only 35 among the high-TV group.

I don’t think TV can provide balance, it can only have you hide from reality or maybe if you watch, get yourself informed through the TV, I suppose, but I don’t see that as a way of balancing. – Jane S.

SPIRITUAL

Spiritual time is very consistent across demographic groups. Men spend 3.1 hours per week, and would like another 2.5 hours of spiritual time. Meanwhile, women are very similar, spending 2.8 hours on spiritual matters while desiring an additional 2.9 hours.

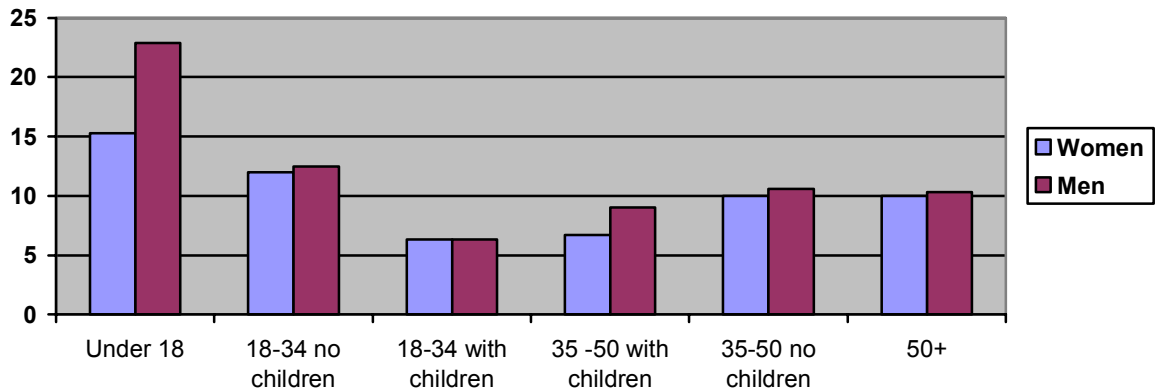
Spiritual time includes church, meditation, diary writing and volunteer work. Based on data from additional activities that were measured for The Mothers’ Project, volunteer work represents about half of the spiritual total.

ME TIME

Women achieve 9.6 hours per week for themselves while men are the same, 9.8 hours. But men give up less me time when they have children than women do. For both men and women, me-time arcs from young to old, starting from a high at a young age, then decreases as children come on the scene. As people get older, their me time increases dramatically once again. Both men and women would like another 4 hours of time for themselves, whether or not they have children. Thus even more than family time, what people really want is more time for themselves.

Balance plays a huge role. I'm a person who needs an enormous amount of time for myself. It's a priority every moment of every day.
– Jackie H.

TIME FOR ME - HOURS PER WEEK



COMMUTING

Commuting time hovers around 6.3 hours per week for both employed men and employed women. For those who work longer hours (i.e. over 50 hours per week), commuting time remains at 6.2 hours. These people are not making any more trips to the office. Instead they're just coming home much later.

Respondents' ideal for commuting time is about 2 hours less per week. This corresponds with participants' desires for less work time overall. Although commuting time is *inelastic* with increased hours, it is more *elastic* with decreased hours. In other words, those working part time aren't just cutting back hours; they are cutting back days worked. Women who are employed part-time work significantly fewer hours (23.1 versus 45.2 for full time employed) and their commuting time is reduced by 1.7 hours. For men, the same trend applies; part-time workers, who work 30.6 hours, spend 2.1 hours less commuting than full-timers who work 50.1 hours.

What this means is that commuting time doesn't decrease by just trimming a few work hours. It only decreases when employees cut a full day or two off their work schedule.

PERSONAL CARE

Actual time spent on personal care compared to expectations is the closest of any of the eleven activities. Personal care is a necessity of life; it takes as long as it does and there isn't much one can do to spend more or less time on it.

For all men, personal care is 6.2 hours per week while for women it is 8.1 hours. For women, the extra time is likely applying make-up and taking baths – activities generally done more by women than by men.

Men are within 18 minutes of their ideal per week, while women are within 6 minutes. The range of times for personal care is fairly narrow. Among the highest groups, 18-34 year old women with no children spend 8.4 hours on personal care. Women of the same age with 3 children have personal care time reduced to 6.8 hours – not much of a difference.

SLEEP

Estimates of sleep time vary. The National Sleep Foundation's Sleep in America Poll (2000) reports that "on average, adults sleep 6 hours and 54 minutes during the workweek, about an hour less than the 8 hours recommended by sleep experts. Most adults compensate for their sleep loss during the workweek by sleeping longer on the weekend, with an average increase of about 40 minutes." Adding these together, total sleep would be 49.6 hours per week.

Meanwhile, sleep researcher Jim Horne at Loughborough University reports that "women generally slept an average of seven-and-a-half hours daily, about 15 minutes longer than men." This would result in 52.5 hours and 50.8 hours for women and men respectively.

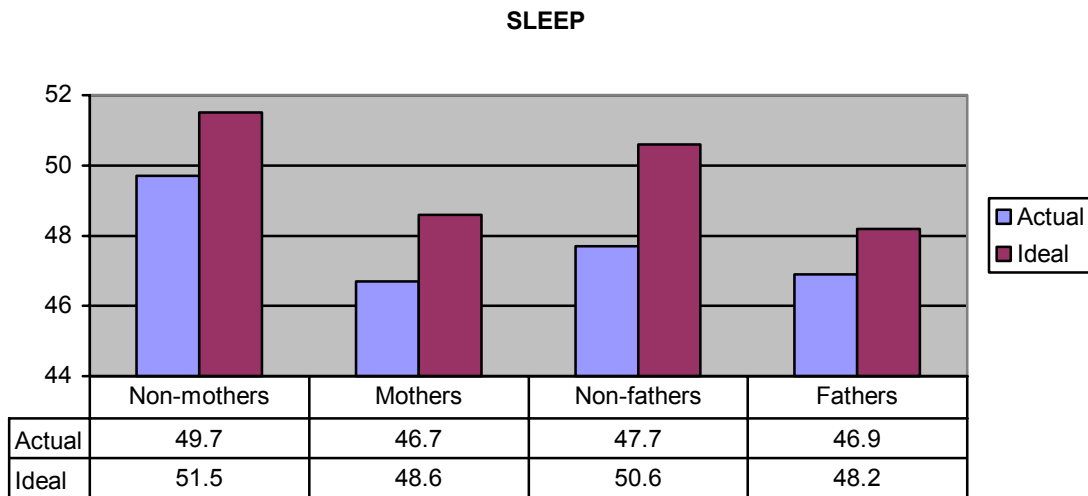
Finally the Mothers' Project showed how stay at home mothers sleep 56.7 hours while those who work full time sleep 52. The figures may be higher than other studies because naps are included in the TimeCorder data.

I'm useless if I don't get enough sleep. I just don't function well, and that was something that I became very aware of. I'm an 8-1/2 hour a night girl, no matter how I slice it and dice it. And if I don't get enough sleep then I'm grumpy the next morning and my children pay the price. And that's not fair.
- Lee Anne D.

Results from the Tabulator study are in the lower range. Overall sleep time is 48 hours for men and 48.7 hours for women. This is reduced by about $\frac{3}{4}$ of an hour for fathers and about 2 hours for mothers. Women with no children get more sleep than men, 49.7 hours versus 47.7.

This suggests that many people believe they are sleep-deprived. But they may be overstating the nature of the problem by understating their sleep hours. The Tabulator users offset their sleep underestimates by overestimating on personal care and spouse time. Again, respondents from The Mothers' Project do not record nearly as much time in these two activities. Sleep deprivation is an issue, but perhaps not as much as people think.

Nonetheless, if people are getting less sleep than they think they need, it's not surprising that their ideal hours reflect a desire for more sleep, usually about 2 hours more per week, as shown on the chart below.



Heavy sleepers are defined as those who get more than 8 hours per day. The sample group averages 59 hours per week. Light sleepers get less than 6 hours and average 34 hours. The deficit is largely accounted for by work and family differences. Heavy sleepers work 8 fewer hours and spend 8 hours less on family activities. They are lighter on all of their other activities by about an hour except for “me time”, where heavy and light sleepers both spend 10 hours per week.

Not getting sleep is unfortunately one of my biggest problems, not only in terms of finding the time but in terms of waking up in the middle of the night and not being able to go back to sleep. It's stress related.
- Barb P.

Heavy sleepers recognize they oversleep. As a result, their ideal is for 3 fewer hours of sleep per week. On the other hand, light sleepers would be keen for another 6 hours of sleep per week. In other areas, heavy and light sleepers have similar ideal profiles except for family time. Heavy sleepers' ideal is 12 hours versus 20 for light sleepers.

SPOUSE

In theory, spouse time for men and women in the same demographic groups should be the same. Overall, this is true. Women with no children spend 8.8 hours per week with their spouse, while men with no children are only at 7.7 hours. The difference is not significant.

Once children arrive, time with spouse drops considerably. Mothers spend just 5.0 hours with their spouses, while fathers spend 5.8 hours.

This activity is overstated versus the Pace Productivity Mothers' Project time study. Perhaps wishful thinking creeps in.

Time with my spouse is important. The marriage relationship, our relationship is the central relationship in this family. If it's not, then the rest of the family and the rest of the relationships around you are not going to be well, so we have a great relationship
– Beth W.

Consistently, everyone would like to be spending more time with their spouse. Expectations are about 12 hours for each sex with no children. These expectations drop to about 10 hours, once children are included in the family.

BALANCE INDEX

In interviews Pace Productivity conducted with mothers, many respondents claim to be out of balance. They express a desire to have a life with greater balance. While this is a compelling notion for them, they don't articulate what it would mean. Are they seeking a less hectic life? Would they like to feel less exhausted? Or would they simply like more family time? If they give up work hours and spend more time with their family would this mean an imbalance in family finances? What does the desire for balance really mean?

One way to gauge whether balance exists is to calculate a "balance index" and to compare this among different demographic groups. The index is derived by a) averaging the results for a particular group, then b) calculating the differences between actual and expected hours for each activity, c) converting these differences to a positive value then d) adding these values together for all 11 activities. For instance, where reported work hours are 45 and ideal hours are 40, the difference is expressed as an absolute value of 5 hours. These differences are added together for all 11 activities.

Achieving balance is a constant goal – never ending. I have to remind myself of it day in and day out.
– Deborah L.

The result is a derived figured that is useful in comparing groups. An average balance index of 30.3 hours results.

As shown below, men and women who have very low employment hours are the most out of balance. They want to be working, but aren't. Their desire for work contributes to their high balance index, but only to the extent of about 1/3 of the index. Men who considered themselves to be unemployed actually work 14.1 hours per week. (Some of this may be education, volunteer work, or only occasional part time work.) But they are not necessarily desirous of full time work. On average, they would like to work 11.5 hours more. Meanwhile unemployed women would like an additional 9 hours of work on top of the 7.5 hours of work they already perform. Neither group wants to work full time; just 25% of the unemployed women and 47% of the unemployed men would like to work more than 35 hours per week. Those who are not employed include full time students, stay at home parents, those on disability and those looking for work.

Balance is huge. I want some balance. I try and achieve it and lots of times I'm successful. I need to meet as many people's needs as I can, including myself.
 – Margaret H.

<u>GROUP</u>	<u>BALANCE INDEX</u>
All Participants	31
Men not employed	54
Women not employed	38
Men Part time	18
Women part time	27
Men full time	34
Women full time	33

For respondents in this class, all of their activities seem to get thrown off because of their employment status, or lack thereof. By being unemployed, men spend more time on chores (19 actual versus 10 ideal) and television (15 actual versus 12 ideal) than they would like. Unemployed women spend more time on chores (18 actual versus 12 ideal) and television (15 actual versus 9 ideal) among other activities.

All of those who are employed full time express balance indices above the average. Two activities on the plus side pull the average up; work and television for both men and women. On the negative side spouse, family and me time are all areas, where those who are employed feel they are not spending enough time.

Those who work part-time have best levels of balance, based on the index. In fact, among women who work just 20-39 hours per week (regardless of their self-described work status from the demographic section) the index is just 23. For men working those same hours, the index is just 24.

Another way to investigate balance is to examine each activity and look at the balance indices among those with high hours compared to those who have low hours. For instance, are people who spend more times with their families more balanced? To examine this, the data is sorted from lowest to highest hours in each of the 11 activities. Then the entire group is divided equally into thirds. The indices for each group in each activity are shown below.

BALANCE INDEX			
Activity	High Hours	Medium Hours	Low Hours
Sleep	26	32	38
Employment	41	30	26
Family	30	33	28
Television	33	30	29
Meals	30	33	31
Me Time	21	32	38
Chores	32	31	30
Personal Care	30	32	32
Spouse	26	32	34
Commuting	34	32	26
Spiritual	27	32	33

This analysis indicates that individuals engaged more in activities that directly relate to me-time; hobbies, fitness, reading etc – have greater balance than those who spend high or low amounts of time in any other area. Also, as already discussed those with low employment hours (i.e. part-time workers) also have a below average balance index.

On the other end of the scale, high indices, or imbalance are apparent among those with high work hours, low me-time and low spouse time.

Not surprisingly, those who work very long hours have a balance index well above the average. Hard workers are defined here as those working 51 or more hours per week. Their balance index rises to 44. This is largely because on average, they work 61.3 hours, 17.1 hours more than they would like. Interestingly, although they are desirous of a shorter week, at 44 hours it would still be longer than the average full time worker whose ideal for work is 37-41 hours, depending on their sex.

Time is number one. I try to divide my time between my work and my son. That's why I cut back to four days. I want time for my son.
– Hayden J.

Surprisingly, the hard working group still has a lot of time for television, 9.5 hours per week. In fact, they spend more time with television than they do with any other activity except sleep! Television seems to be a kind of refuge, a reward for all of those long hours, more so than spending time with family or with their own pursuits via me-time.

As mentioned earlier, those who watch no television tend to work longer hours. In fact, a higher percentage of no TV watchers are in the hard-working group. 7% of hard workers watch no TV versus only 4% in the overall respondent group. They just don't have time. But for many other hard workers, their long television hours bring up the average in this group. And surprisingly, they don't seem to want to change this. Television is only 2.5 hours longer than desired for hard workers. Offsetting their desire for less work hours, they would like more time for family, spiritual and me time.

HARD WORKERS: 51 + HOURS PER WEEK – BOTH SEXES			
Activity	Actual Hours	Ideal	Difference
Sleep	46.1	50.4	-4.3
Employment	61.3	44.2	+17.1
Family	8.5	12.0	-3.6
Television	9.5	7.0	+2.5
Meals	8.7	9.1	-0.4
Me Time	7.2	12.8	-5.6
Chores	6.6	6.1	+0.5
Personal Care	6.4	6.6	-0.2
Spouse	4.8	10.2	-5.4
Commuting	6.2	4.3	+1.9
Spiritual	2.5	5.2	-2.7
TOTAL	168.0	168.0	0

Finding balance in my life allows me to be happy in all the roles I play.
 – Lynn G.

CONCLUSIONS

- Time allocation based on forced accumulation of time tokens is a useful and accurate technique for gauging both actual hours spent and expectations.
- Those who are fully employed would ideally like to work significantly fewer hours, bringing their total work time to 40 hours or less.
- Television viewing is consistently seen as too high. Everyone thinks they should watch less.
- Spending time on one's own activities (me time) results in greater balance.
- Those who are employed part-time have a greater sense of balance than those who are not employed and those who are employed full time. This has a profound impact on organizational staffing policies.
- Me-time arcs from very high at a young age, to very low for those who have children and back up again as people age.
- Ideal and actual hours are very close for both meals and personal time.
- Cutting back on commuting time requires cutting back on days worked.

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