

EMPLOYMENT CONTRACT AND FAMILY STATUS DIMENSIONS OF WEEKEND WORK IN CANADA

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ABSTRACT

The purpose of this study is to examine the associations between weekend work, employment contracts and family status dimensions. Weekend work refers to whether the usual workweek includes Saturday and/or Sunday. For employment contract status we focus on voluntary and involuntary part-time employment as compared to full-time employment, and for family dimensions the focus is on gender, marital status, dependent children, and presence of children in childcare. The move to 24-hour/7-day work society in many countries and the resulting encroachment of working time on personal and family time for workers underline the importance of our study and its results.

This study contributes to the New World of Work, Organizations and Employment theme of the 15th IIRA World Congress by discussing the effects of globalisation on the demand for continuous operations and services resulting in the increase in weekend work and the creation of various employment contract arrangements and raising work-life balance concerns. This study focuses on the theme of Track 3 (Work, Family and Community).

This is an empirical study using Statistics Canada's 2003 Workplace and Employee Survey. The advantage of the WES is that it links employer and employee responses. Using weighted micro-data and the bootstrapping technique allow us to generalize from the results to Canadian labour market with the exception of excluded sectors. Dependent variable is weekend work, and independent variables are employment contract and family status. In the multivariate (logistic regression) analysis job, human capital, workplace and sector factors are included as control variables.

Results show that 27% of the respondents usually work on weekends. In terms of employment status, 85% are full-time, 10% are voluntary part-time and about 6% are involuntary part-time. More than half of the respondents are female and close to half have dependent children. About 9% have child(ren) in childcare. Multivariate analysis shows that controlling for many other factors neither the employment contract (voluntary or involuntary part-time work) nor the family status (gender, marital status, dependent children, presence of child(ren) in childcare) factors are associated with weekend work. Only in interactions, being married and employed voluntary part-time or involuntary part-time are associated with decreased probability of weekend work. Results suggest that it is the characteristics of the job, human capital, workplace and sector characteristics that are associated with weekend work. Those with higher wage, in professional or white-collar occupations, with university degree, and with experience are less likely to work on weekends. Those employed in large workplaces with a large percentage of part-time workers, and those employed in retail, real estate or forestry sectors are more likely to work on weekends. Those employed in workplaces with a large percentage of temporary workers, and those employed in construction sector are less likely to work on weekends.

Overall results suggest that decisions on who will work on weekends seem to be based on business characteristics rather than employment contract or family status characteristics. We recommend public policy responses to pay attention to differences in interests between employers' decisions to create weekend jobs and policy makers' goals of achieving work-life balance for women and creating employment opportunities through part-time jobs.

INTRODUCTION

Weekend work is not new, having existed throughout history. What is new is the increasing number of individuals working on weekends in Canada and elsewhere (Boisard *et al.* 2003, Presser 2003). In 1991, 11% of Canadian workers were employed regularly on weekends and by 1999 this increased to 18.5% (Zeytinoglu and Cooke 2006).

Most weekend workers are women, and the perception is that they work on weekends for childcare and household responsibility reasons (Boisard *et al.* 2003, Presser 2003). Cooke *et al.* (*Forthcoming*) examined the characteristics of workers in weekend based short workweeks and found that they were more likely to be women, but less likely to be married/cohabiting or have dependent children. In another study, Zeytinoglu and Cooke (2006) argued that women work on weekends because of a lack of other options. Since women dominate part-time or temporary jobs, and since weekend schedules are filled by part-time and temporary workers, women end up working in these jobs not by choice but because of availability. We follow-up with this argument and examine the associations between weekend work, employment contract and family status dimensions. Weekend work refers to whether the usual workweek includes Saturday and/or Sunday. For employment contracts we focus on voluntary and involuntary part-time employment as compared to full-time employment, and for family dimensions the focus is on gender, marital status, dependent children and presence of children in childcare.

The increase in weekend work and the move to 24-hour/7-day work society in Canada, and the resulting encroachment of working time on personal and family time for many workers underline the importance of our study and its results. At a time when work-life balance is a concern for many Canadian workers and high stress levels are reported (Williams 2003), the federal government is interested in assisting individuals and families in managing work-life balance (HRSD 2006). Policy makers are seeking evidence on 'the effects of broad social and economic changes on family roles and well-being' of Canadians (HRSD 2006: 6). At the international level, intergovernmental organizations are interested in assisting individuals and families in managing work-life balance (Boisard *et al.* 2003, Boulin *et al.* 2006, Messenger 2006, OECD 2006). Our results can assist decision-makers as they contemplate public policy responses to work-life balance concerns.

BACKGROUND

The literature shows a number of factors contributing to the work schedule changes. Recessions of the 1980s and 1990s; the conservative political and economic agenda of loosening legislative controls on most aspects of business including labour protections; encouraging freer movement of production, capital and workers across national boundaries and continents; and removing national barriers to open up the markets led to a variety of flexibility strategies in firms (Fudge and Owens 2006). Employers' strategic choices regarding labour continue to evolve (e.g. Adams and McQuillan 2000, Verma and Chaykowski 1999) as they utilize a variety of work schedules that contribute towards organizational goals (Arrowsmith and Sisson 2001, Michon 1987). The changes are global and affect workers' schedules, employment contracts and employment conditions. Flexible work arrangements, including weekend work schedules, flourish in Canada and elsewhere. Females dominate non-standard employment which tend to yield poorer wages (Drolet 2002) and benefits (Zeytinoglu and Cooke 2005).

In terms of theoretical foundations, we place the weekend work discussion within the dual labour market theory (Doeringer and Piore 1971) and the duality in internal labour markets in firms (Osterman 1992). There are core-periphery divisions within the workplace and the labour market (Atkinson 1987, Beechy and Perkins 1987, Osterman 1992), and the core jobs are surrounded by a variety of non-standard work arrangements in the periphery (Zeytinoglu and Cooke 2005) providing employers temporal flexibility (Blyton 1992), including flexibility in scheduling work on weekends.

Employers and mainstream political parties in industrialized countries generally support the view that part-time and temporary jobs and weekend work schedules are a good compromise between women's interest in paid employment and family responsibilities (Bielski and Koehler 1999, Boisard *et al.* 2003). Others, however, argue that these so-called 'family-friendly working time policies' tend to reinforce the traditional 'male-breadwinner- female homemaker' division of labour within households and create difficulties in combining paid work and family duties (Gonäs 2004, Messenger 2006).

The existing research on non-standard employment contracts, work-life balance interests and weekend work shows that they are invariably intertwined. It is possible that some workers are employed on weekends in part-time jobs voluntarily while others might be involuntarily working on weekends because those are the only job options they have. As research shows weekend workers are mostly females. It is possible that female workers, particularly those who are married, are extending their workweek to weekends since arranging childcare can be better managed between the couple. However, if there is a formal childcare arrangement, the worker might choose to spend time with their family and not work on weekends. Thus, we hypothesize that:

Hypothesis 1: Voluntary and involuntary part-time work, being female, married, and having dependent children will be positively associated with working on weekends.

Hypothesis 2: Presence of child(ren) in childcare will be negatively associated with working on weekends.

METHODS

Data. This paper uses Statistics Canada's 2003 Workplace and Employee Survey (WES), with employee microdata linked to workplace (i.e. employer) microdata. The WES is designed to explore a broad range of issues relating to employers and employees. The survey is unique in that employer responses and employee responses are linked at the microdata level; employees are selected from within sampled workplaces. The WES surveys all business locations operating in Canada except employers in Yukon, Nunavut, and Northwest Territories, and employers operating in crop production, animal production, fishing, hunting and trapping, private households, religious organizations, and public administration. The 2003 WES has data on 20,834 employees from 6,565 workplaces, with a response rate of 83% and 94% respectively, and represents more than 10 million workers on a weighted basis. Using weighted microdata and the bootstrapping technique allow us to generalize from the results to the Canadian market. The unit of analysis in this paper is the individual worker.

Variables. The dichotomous *dependent variable* is whether one regularly or sometimes works on Saturday and/or Sunday (1=yes, 0=no). Since the bulk of those working workweeks do so regularly, our variable identifies those 'usually' working weekends. The *independent variables* include whether the worker is employed in full-time (reference group), voluntary part-time or involuntary part-time hours (1=yes, 0=no), gender (1=female, 0=male), marital status (1=married, 0=not married), dependent children (1=yes, 0=no) and presence of children in childcare (1=yes, 0=no). Job, human capital, workplace and sector variables are *control variables*. Those coded as dummy variables are years of experience, whether they were covered by a collective agreement, education (high school or less (the reference group), some post secondary education and university degree), immigrant status (born in Canada (the reference group), earlier immigrant (5+ years) or recent immigrant (<5 years)), and occupation (blue collar workers (the reference group), lower white collar, managers or professionals) (all coded as 1=yes, 0=no).

Workplace size is operationalized as the log of number of employees, part-time rate is the percentage of part-timers in the workplace and the temporary rate is the percentage of temporary workers in the workplace. In addition, dummy variables (1=yes, 0=no) for industry include: forestry, manufacturing (the reference group), construction, transportation, communications and utilities, retail, finance, real estate, business services, education and health care, and information/cultural services).

Analysis. Descriptive statistics of the variables are calculated. The logit and logistic regression analyses are conducted. For the analysis, the following interactions were also included between employment contract and gender, marital status, dependent children, and wage, and also between marital status and dependent children. We record the bootstrapped coefficient, standard error, and significance level of each variable and Adjusted-R². For logistic regressions, we present the odds ratios of each variable. This is a cross-sectional analysis focusing on a single year. The analyses are generated using weighted micro data accessed at Statistics Canada's McMaster University Research Data Centre (RDC). Bootstrapping is used in statistical analysis due to the complex survey design of the WES. We used Statistics Canada's mean bootstrap weights using the Stata file developed by Chowhan and Buckley (2005). Their file calculates variance estimates using bootstrap weights allowing researchers to calculate reliable variance.

RESULTS

The descriptive statistics are presented in Table 1. The weighted sample size is 12,119,794. Of all employees surveyed, 27% reported usually working on weekends and 85% work full time, while 10% are in part time positions voluntarily and 6% are in part time positions involuntarily. The analysis of the associations between weekend work and employment contract and family status dimensions, controlling for many other factors are presented in Table 2. Contrary to our hypotheses, none of employment contract or family status variables are significantly associated with weekend work. Wage is negatively and significantly related to weekend work, as is education (university degree), occupation (lower white collar and professionals), years of experience, the temporary rate in the organization, and sector (construction). Being covered by a collective agreement, the workplace size, workplace part-time rate, and the industry (forestry, retail, and real estate) are all positively and significantly related to weekend work. The interactions between marital status and voluntary part time, and marital status and involuntary part time are negative and significant (full time workers are the reference group).

CONCLUSIONS AND POLICY IMPLICATIONS

Most weekend workers are women, and the perception is that they work on weekends for childcare and household responsibility reasons. Although women may be working on weekends in higher numbers than men (Zeytinoglu and Cooke 2006), our results show that controlling for other factors, women are not more likely to usually work weekends in Canada. In addition, women are not in weekend work because they have dependent children. Children have no effect on women's weekend work. Working in part-time jobs whether on a voluntary or involuntary basis is not associated with weekend work. However, those in part time positions and are married, are less likely to work on the weekends. These results suggest that it is the characteristics of the job, human capital, workplace and sector characteristics that influence weekend work. The higher the wage, occupations, years of experience and education required, the less likely the individual will work on the weekends. The higher the workplace's part-time rate, the more likely the individual will work on the weekends. Similarly those employed in retail, real estate and forestry sectors will be more likely to work on the weekends. Decisions on who will work on weekends seem to be less of a choice of workers but rather dictated by the employers' business needs and decisions.

We suggest policy makers pay attention to our findings in developing work-family balance and well-being policies. In particular, public policy responses to assist individuals and their families in managing work-life balance are strongly recommended to take note of our findings on weekend workers' characteristics to make better informed policy decisions.

TABLE 1

Descriptive Statistics

<u>Variable</u>	<u>Mean</u>	<u>Standard Deviation</u>
Weekend work	.27	.44
Full-time	.85	.36
Voluntary part-time	.10	.30
Involuntary part-time	.06	.23
Gender	.53	.50
Marital status	.54	.50
Dependent children	.47	.50
Children in childcare	.09	.28
Age	40.24	11.51
Years of experience	17.21	11.19
Log of hourly wage	2.89	.52
Covered by a collective agreement	.26	.44
Education: high school or less	.30	.31
Education: some post-secondary	.51	.50
Education: university degree	.19	.39
Immigrant status: born in Canada	.81	.39
Immigrant status: earlier immigrant	.16	.37
Immigrant status: recent immigrant	.02	.15
Occupation: blue collar	.48	.50
Occupation: lower white collar	.23	.42
Occupation: manager	.13	.33
Occupation: professional	.16	.37
Workplace size (log)	4.16	1.94
Part-time rate	.27	.29
Temporary rate	.08	.18
Sector: forestry	.02	.12
Sector: manufacturing	.17	.37
Sector: construction	.05	.21
Sector: transportation	.10	.30
Sector: communication & utilities	.02	.14
Sector: retail	.24	.43
Sector: finance	.05	.21
Sector: real estate	.02	.13
Sector: business services	.10	.30
Sector: education and health care	.21	.41
Sector: information and cultural services	.03	.18

TABLE 2

Analysis of employment contract and family status dimensions with weekend work

<u>Variables</u>	<u>Model 3:</u> <u>Full Model</u>	<u>Odds Ratio</u>
	BSRegr.Coef. (<u>BS se</u>)	
Full-time	reference	
Voluntary part-time	1.41 (.8800)	4.10
Involuntary part-time	1.48 (1.172)	4.39
Gender	-.17 (.1196)	.84
Marital status	-.15 (.1300)	.86
Dependent children	-.18 (.1612)	.84
Children in childcare	.18 (.1697)	1.20
Log of hourly wage	-.36* (.1706)	.70
Covered by a collective agreement	.96*** (.1495)	2.61
Education: high school or less	reference	
Education: some post-secondary	.12 (.1032)	1.13
Education: university degree	-.34* (.1475)	.71
Immigrant status: born in Canada	reference	
Immigrant status: earlier immigrant	-.05 (.2110)	.95
Immigrant status: recent immigrant	.25 (.3218)	1.28
Occupation: blue collar	reference	
Occupation: lower white collar	-.43** (.1412)	.65
Occupation: manager	-.13 (.1779)	.88
Occupation: professional	-.36** (.1198)	.70
Years of experience	-.05 ***(.0130)	.95
Years of experience squared	.00** (.0003)	1.00
Workplace size (log)	.11** (.0343)	1.12
Part-time rate	1.89*** (.2507)	6.62
Temporary rate	-1.05 ***(.2828)	.35
Sector: forestry	.71** (.2333)	2.03
Sector: manufacturing	reference	
Sector: construction	-.62* (.2993)	.54
Sector: transportation	.14 (.2063)	1.15
Sector: communication and utilities	-.43 (.3172)	.65
Sector: retail	1.60*** (.1767)	4.95
Sector: finance	-.10 (.2117)	.90
Sector: real estate	.73** (.2371)	2.08
Sector: business services	-.16 (.1967)	.85
Sector: education and health care	.02 (.2335)	1.02
Sector: information and cultural services	.33 (.2054)	1.39
Interactions:		
Gender x full time	reference	
Gender x voluntary part time	.08 (.2868)	1.08
Gender x involuntary part time	-.54 (.4022)	.58
Marital x full time	reference	
Marital x voluntary part time	-.81** (.2990)	.44
Marital x involuntary part time	-.85* (.4252)	.43
Dependent children x full time	reference	
Dependent childr. x voluntary part-time	-.40 (.2866)	.67
Dependent childr. x invol. part-time	.29 (.3797)	1.34

Table 2 continues...		
Dependent children x marital status	.19 (.2102)	1.20
Log of wage x full time	reference	
Log of wage x voluntary part time	.09 (.3125)	1.09
Log of wage x involuntary part time	.24 (.4548)	1.27
constant	-1.17 (.4305)	
Sample size (unweighted)	20362	
Prob>F	0.0000	
Pseudo R2	.2751	

***p<.001, **p<.01, *p<.05

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