



# Bad Timing: Work and family in the 21<sup>st</sup> Century

Never Stand Still

Arts & Social Sciences

Social Policy Research Centre

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So, what? Lecture

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**SPRC**  
Social Policy Research Centre

# Time



# Paid work, unpaid work

- Both are work and both are productive
- Society and economy rely on unpaid work
- Unequally distributed
- Discounted

What doesn't get  
counted doesn't count

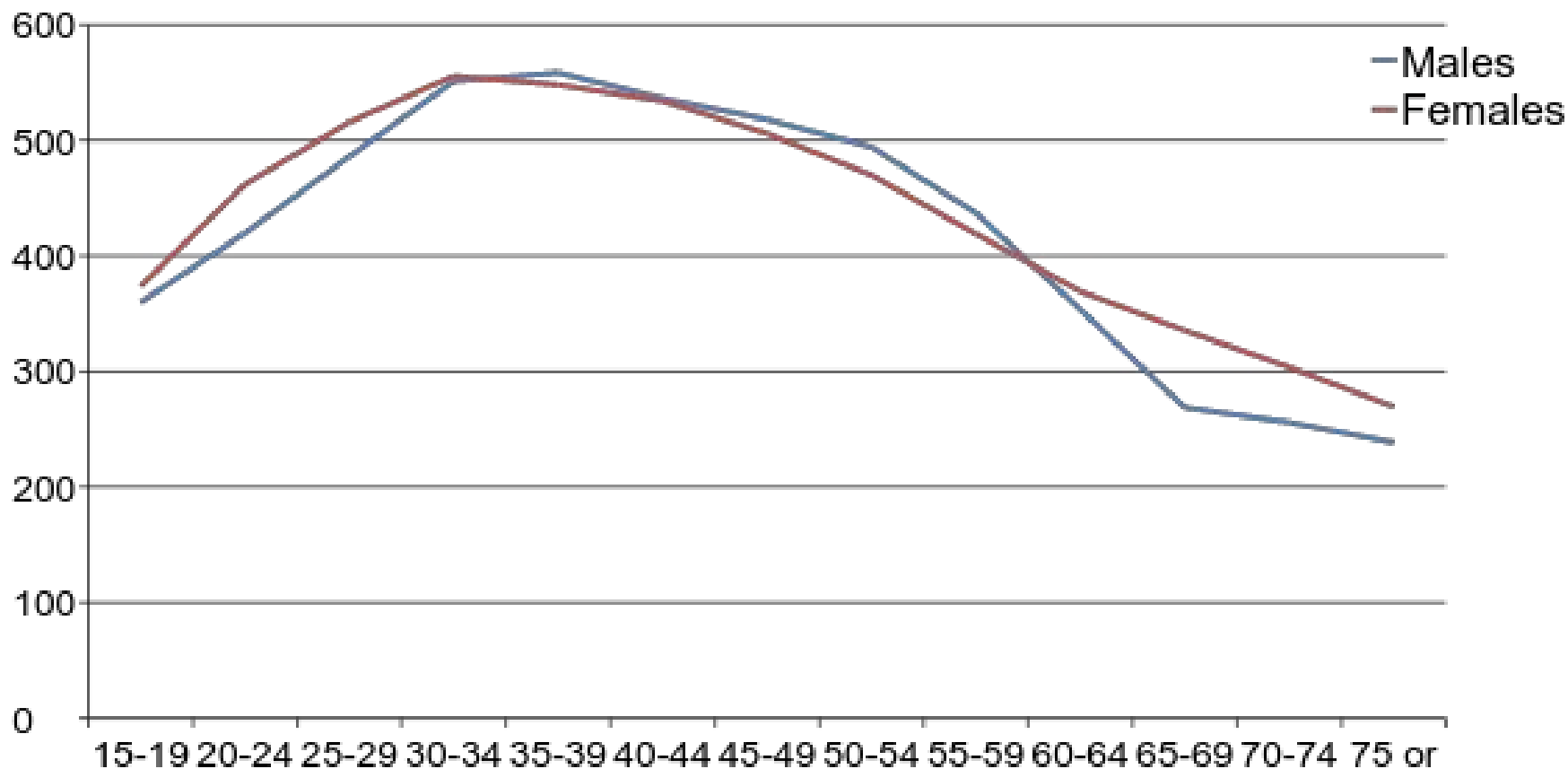
# My research

- Uses time use data
  - diaries of all we do
- Collected by national statistical agencies
- Count up, make visible, give context

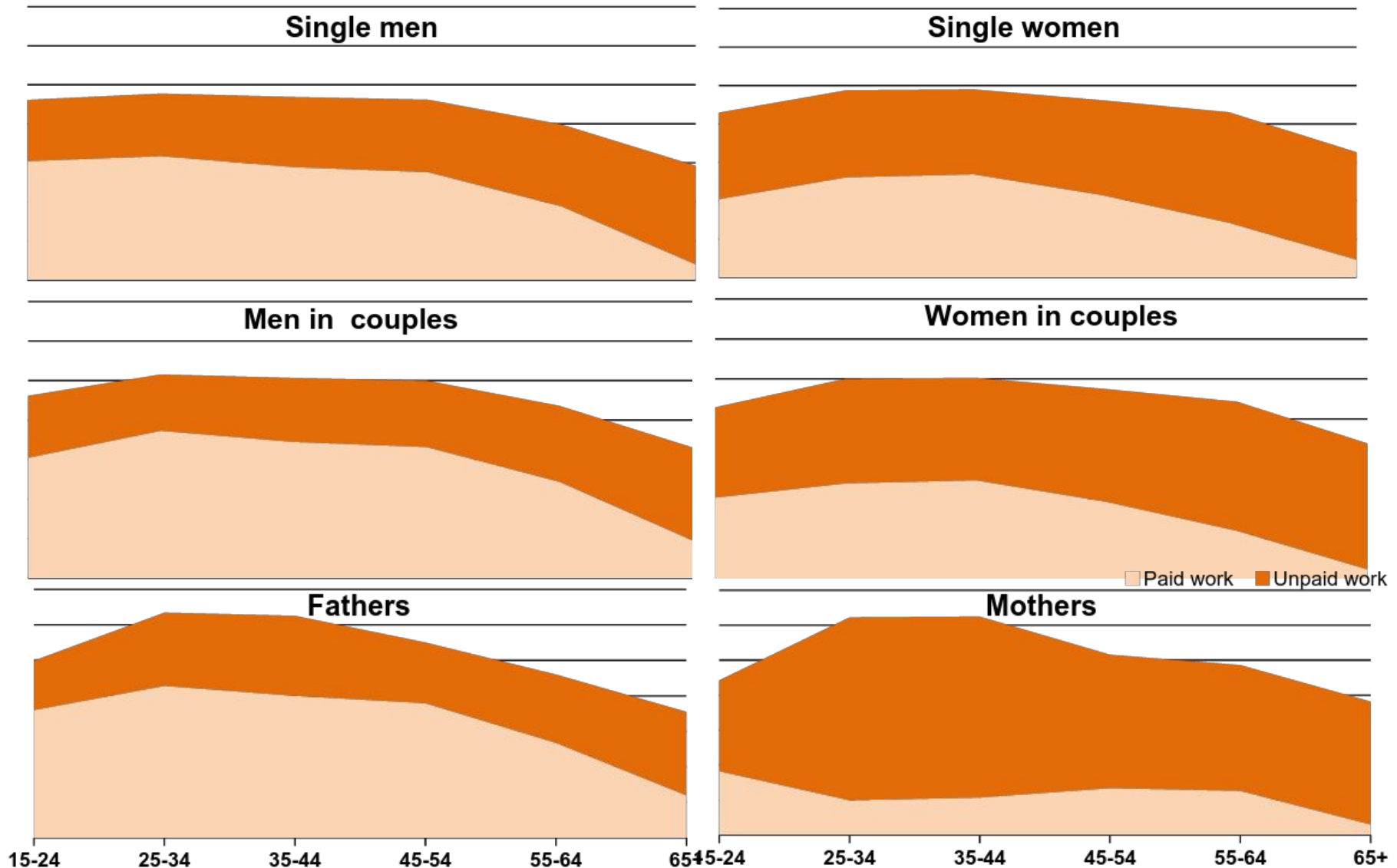
# Talk outline

- How we divide up the work
- What do Australian workers do to manage?
  - does it help?
- How far have we come?
- Where are we going?

# Total paid and unpaid work by age and gender

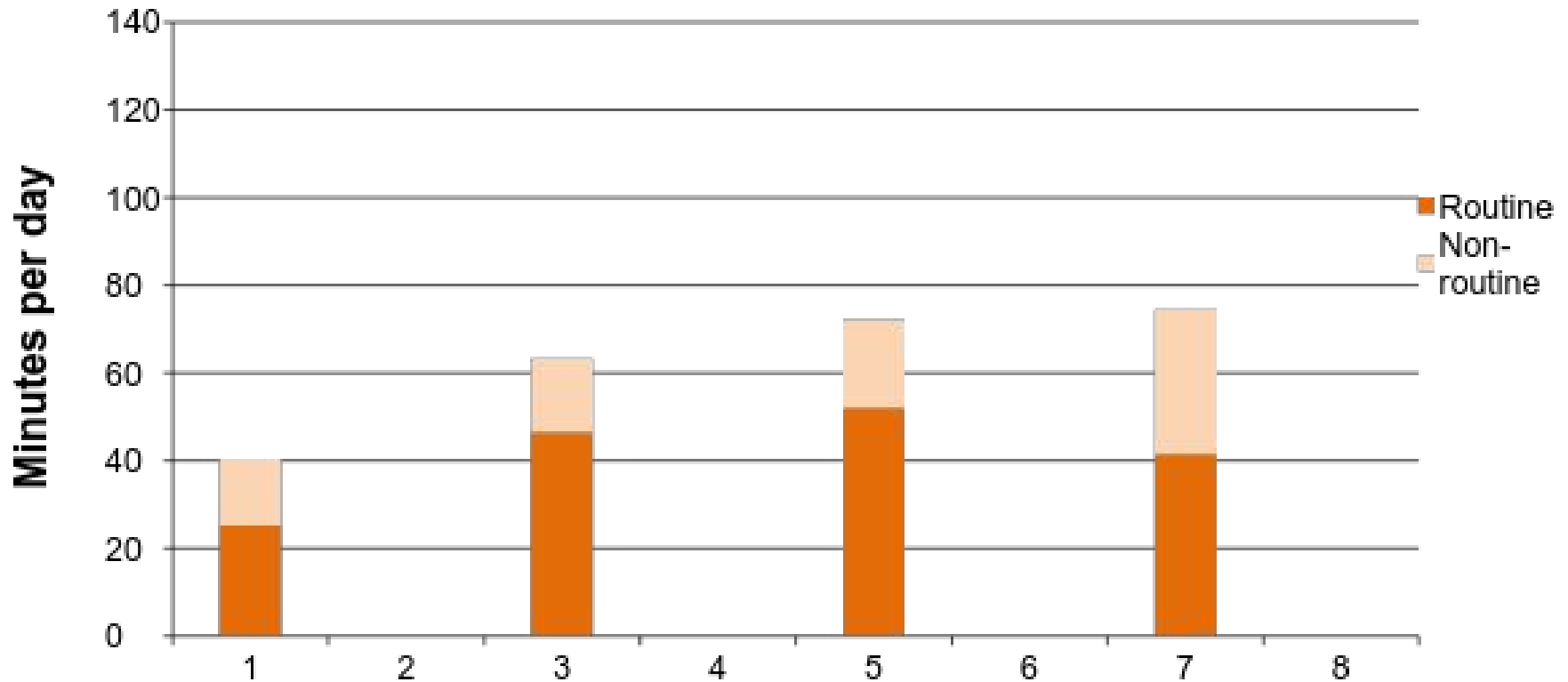


# The division of paid and unpaid work by age, gender and household type

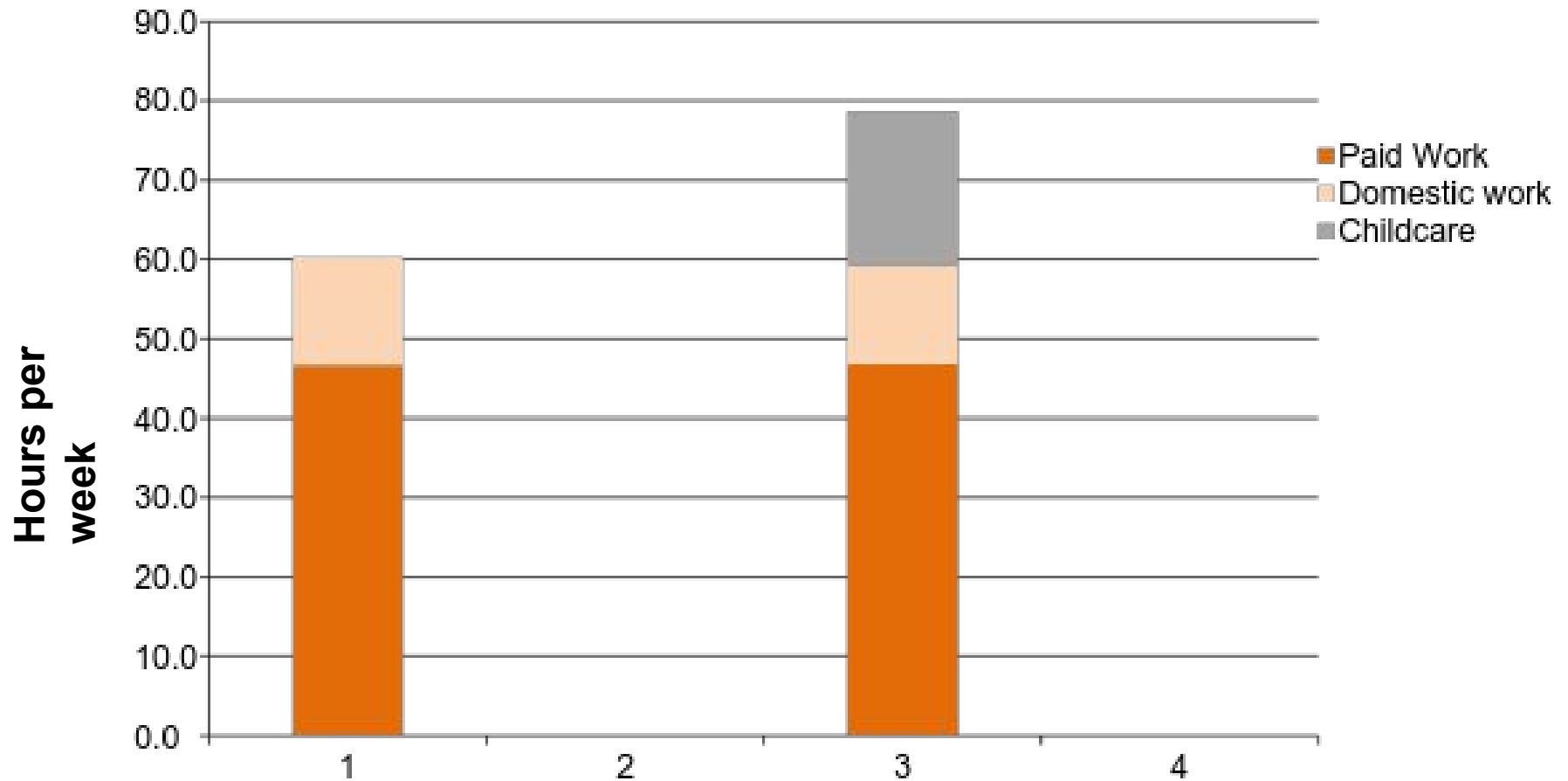




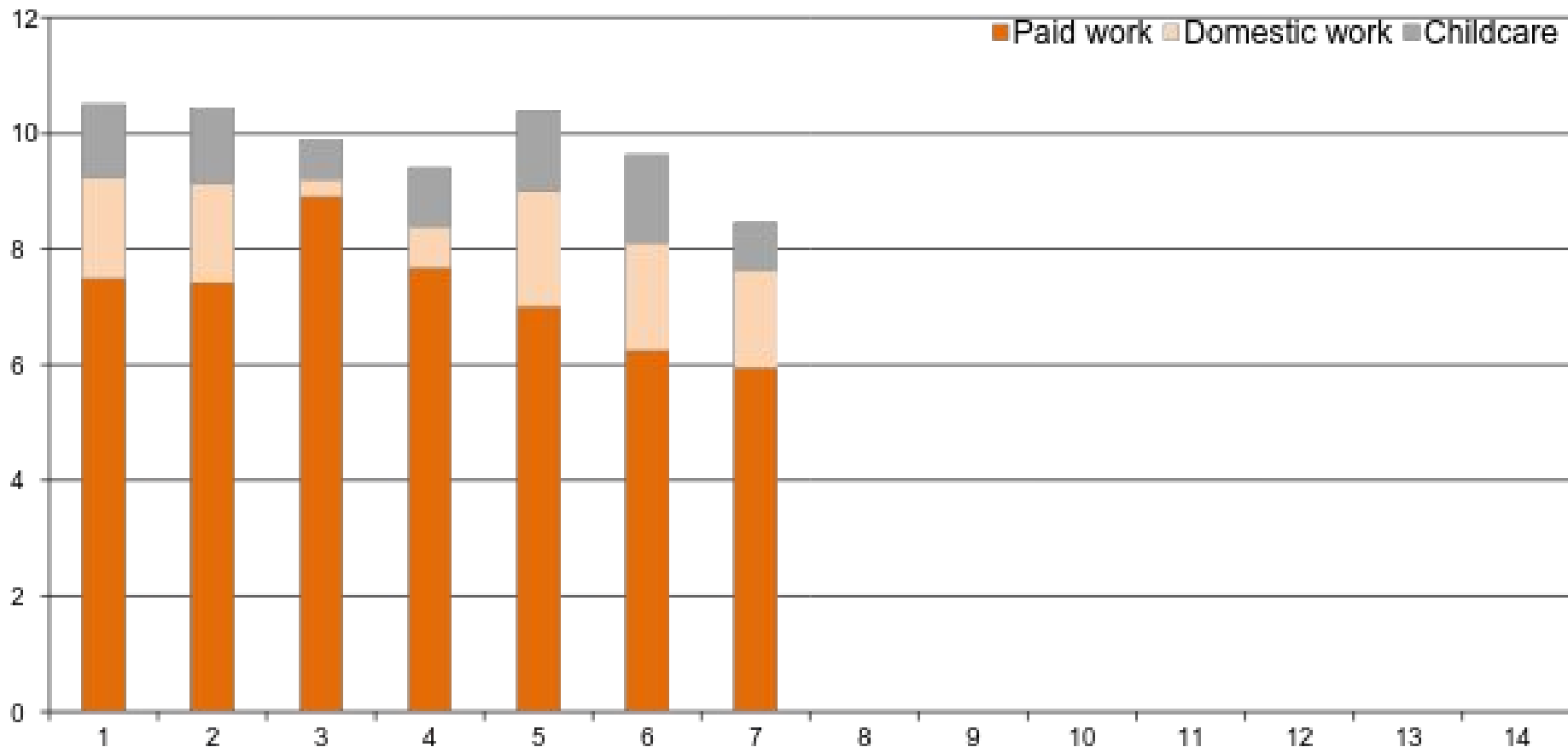
# Young adults' unpaid domestic work by living arrangements and gender



# Time changes with parenthood



# Parents' paid and unpaid work by country



# So, what do Australians do?

Per cent	Fathers	Mothers
Non-parental childcare		
Formal	58.0	
Informal	43.8	
Outsource domestic work (cleaners, gardeners)	11.9	
Part time work	6.3	46.9
Self-employment	15.9	14.7
Work at home	3.4	19.2
Nonstandard work schedules		
Works some evening/night hours	59.1	21.1
Works weekend hours	37.0	19.5
Long hours (50+ per week)	42.0	2.9

	Gender division of labour more equal?	Reduce total workload?
Non-parental childcare	✓	No
Domestic outsourcing	✓	No
Mother works non-standard hours	✓	No
Father works non-standard hours	x	No
Self-employment	x	No
Work at home	x	No
Mother works part time	x	No

# Subjective time pressure



# Time quality matters too

- Pure 'adult' leisure
- Multitasking childcare and leisure
- Multitasking unpaid work (e.g. housework and childcare)
- Interruption, task switching
- Routine childcare (physical, travel) vs non-routine (playing, reading, talking)

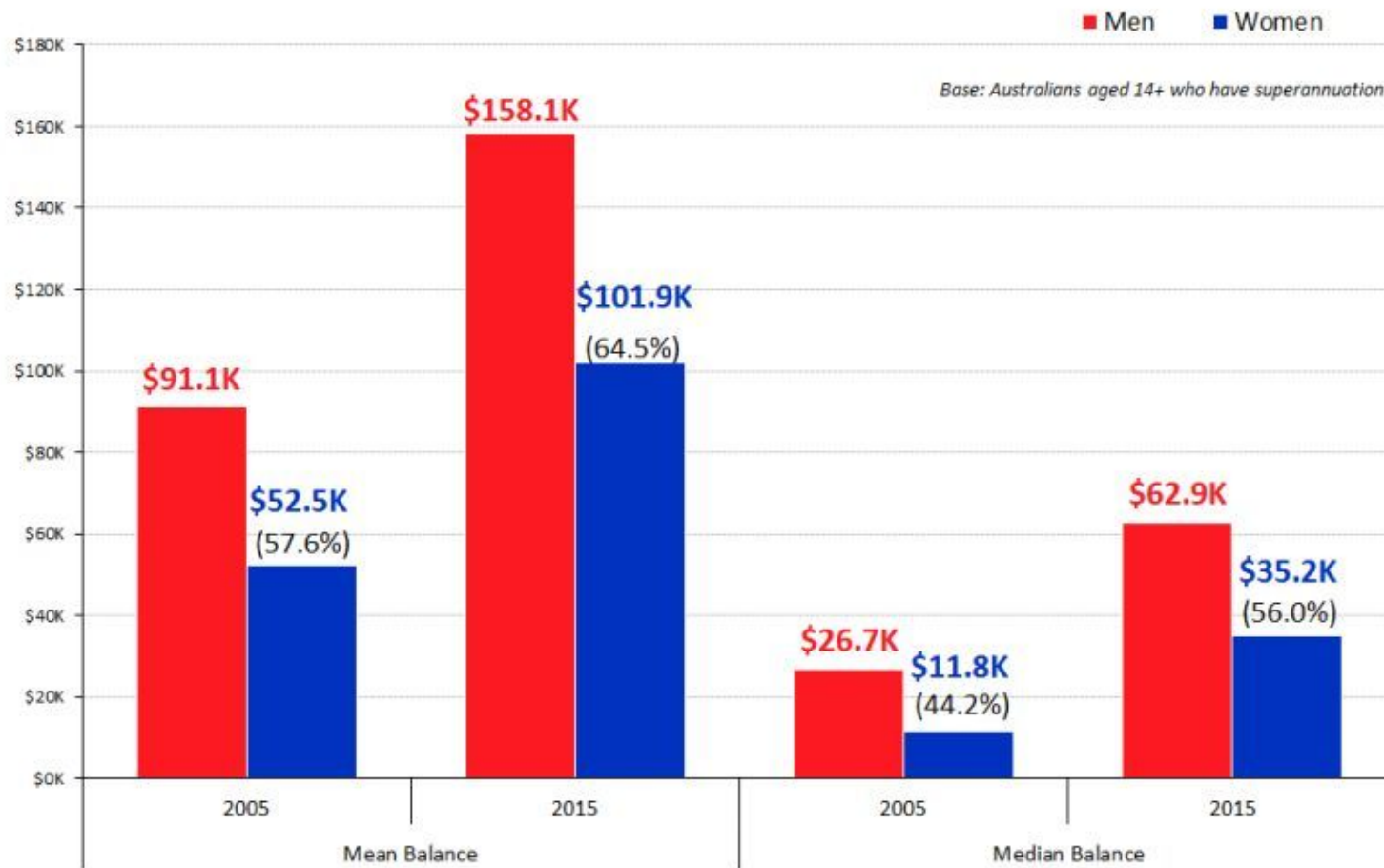


	Mothers	Fathers
	Trend in weekly hours	
Talking, reading, playing	-	0.69
Physical care	1.15	0.95
Travel and accompanying	0.83	0.27
Supervising	-	1.64
<b>Total</b>	<b>1.98</b>	<b>3.55</b>

# Over the life course

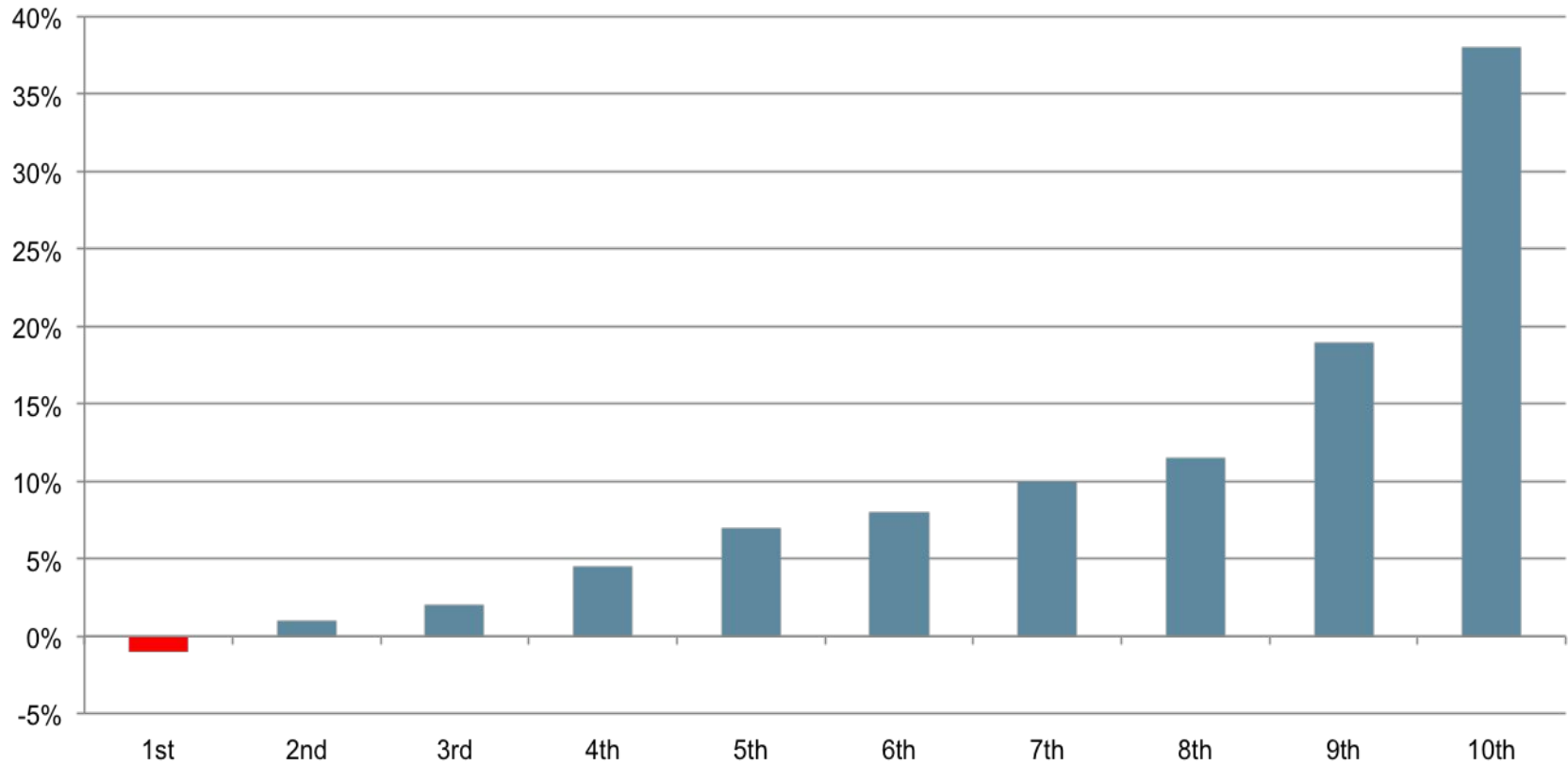
- Grandparents
- In the 'sandwich'
- Young carers

# Superannuation balances of men and women



# Distribution of super tax concessions

Proportion of the total tax concession



# Generational change?

# So, what now?

# Political focus

- Collect evidence, use it in policy formation, evaluate
- Work-family supports as basic social infrastructure
- Times up!

