

Quality and Gender Elements of Jobs with Weekend-Based Short Workweeks

Abstract

Roughly one quarter of Canadian employees either regularly or sometimes work weekends, while about one in seven works part-time hours. In this paper, we explore the characteristics of those in jobs that contain both of these scheduling variations. This paper uses Statistics Canada's WES (1999) data, which contains a wide range of variables for weekend work that are not usually available in other data sets. Although newer data is available, the 1999 WES is utilized to be able to compare results to existing studies.

While it is tempting to believe that jobs with weekend-based short workweeks must be poor, the results provide only lukewarm support. More definitive is the statistical relationship between gender, income level, and weekend work. Virtually all males with weekend-based short workweeks have a low hourly income. Among females, however, there are significant numbers of mid-wage and high-wage earners in jobs with weekend-based short workweeks.

Acknowledgements: This study is supported by a grant from the Social Sciences and Humanities Research Council of Canada. The research and analysis are based on data produced by Statistics Canada and the opinions expressed do not represent the views of Statistics Canada. Data were accessed at Statistics Canada Research Data Centre (RDC) at xxx University.

Introduction

In Canada and throughout the industrial world, working time has encroached into social and personal time (White et al., 2003; Zeytinoglu and Cooke, 2006). A substantial number of employees now work outside of the conventional daytime business hours on Monday to Friday, potentially including evenings, nights, and/or weekends. The prevalence of part-time work schedules is also well documented (e.g. Hall, 1999, Pold, 2001). In previous studies, we found that those in part-time or temporary employment contracts are over-represented among weekend workers (Authors – referenced suppressed for blind review). Relative to males, females are more likely to be in part-time contracts and to work weekends. Moreover, working conditions can be particularly precarious for females in non-standard jobs (e.g. Cranford, Vosko & Zukewich, 2003; Tomlinson, 2004), especially when employers use these arrangements to address operational rather than employee needs (e.g. Cooke et al, 2006; Sheridan and Conway, 2001; McDonald, Brown, & Bradley, 2005). In this study, we focus on those with weekend-based short workweeks, which we define as working 15 hours per week or less and regularly or sometimes working weekends.

The purpose of this paper is to examine the prevalence of weekend-based short workweeks in Canada, the characteristics of workers with these work arrangements, and whether or not weekend-based short workweeks are good quality jobs. We use the Statistics Canada's Workplace and Employee (WES) 1999 data to undertake this worker-level analysis.

Many weekend workers apparently have relatively short work schedules (e.g. Zeytinoglu and Cooke, 2006). Thus, it is important to study the characteristics of workers in these jobs to understand who is working in weekend-based short workweeks and if they are good quality jobs. It is possible that these are relatively poor jobs, but are the only options available to some

marginalized workers. On the other hand, it is also possible that these jobs are appealing to some workers in the modern, heterogeneous workforce. It is important for human resources managers to understand the characteristics of the workers in weekend-based short work weeks and whether this schedule is their choice or not, in order to evaluate the implications of these jobs for their companies, workers and their families. Since females are typically over-represented among those in non-standard jobs, we also wanted to explore the gender characteristics of those with weekend-based short workweeks.

Literature Review

The literature review is divided into two sections. First, the prevalence of weekend and part-time schedules is documented. Afterwards, issues regarding the characteristics of workers in these jobs, and job quality are reviewed.

Prevalence of weekend and part-time work schedules in Canada

While weekend and/or part-time schedules have long existed, statistics confirm that each represents a sizable portion of employment. In Canada, 17.4% of the workforce regularly worked on weekends in 1999 (using the WES data), compared to 11% of the workforce in 1991 (Winters, 1994). Similarly, about 18% of Canadians have a part-time schedule of 30 hours per week or less, with one third of those having a short part-time workweek of 15 hours or less (Pold, 2001).

It also appears that work days and work hours are inter-related (see Cooke et al., 2006). By 1995, only about 60% of Canadians had a five-day, Monday-Friday work schedule (Akyeampong, 1997), implying that many workers either work part-time hours and/or weekends,

or have some other non-standard work schedule. There is also growing underemployment, in which workers are stuck in part-time jobs and/or other unfavourable work arrangements (Betcherman and Lowe, 1997; Bolle, 1997; Galarneau, Maynard, and Lee, 2005).

Characteristics and Quality of jobs with weekend-based short workweeks

Since 1976, the first time Statistics Canada started to collect data on workers based on gender, women dominated those with part-time employment (Wallace, 1983). Newer studies continue to show that females are over-represented in non-standard contracts (Almey, 2003; Cranford, Vosko and Zukewick, 2003). In essence, the work roles of males and females continue to differ (Connell, 2001; Due Billing and Alvesson, 2000). Cranford, Vosko and Zukewick (2003) also note that, as work becomes feminized, the perceived value of that work tends to decline, and vice versa.

Thus, it is no surprise that females are over-represented among those in the growing number of weekend workers overall (Zeytinoglu and Cooke, 2006), and in the service sector in particular (Presser and Gornick, 2005). We presume that females will be over-represented among those with weekend based short workweeks, especially if these jobs are of a poor quality (see Cranford, Vosko and Zukewich, 2003).

As early as the 1980s, concerns were raised by female workers, researchers, and unions on the feminization of non-standard work, with many working on weekends, and the effects of these jobs on female workers' lives, future careers, and retirement years (Duffy and Pupo, 1992; Wallace, 1983; Zeytinoglu, 1994). One specific concern is that some employers create peripheral jobs for female workers by exploiting the connections between employment, family,

gendered divisions of labour, and social attitudes and expectations about who does what type of work at home and in the paid work environment (Zeytinoglu and Muteshi, 2000; Presser, 2003).

It appears that the same environmental factors that have contributed to the growth of part-time work are also the catalysts for the rise in weekend work. Starting with the industrial revolution, and the emergence of relatively secure, full-time employment in the mass-production manufacturing and related industries, a certain lifestyle was created for workers in Canada. Workers had two days a week rest period, and most wives did not work outside the home since a single earner in the family was able to provide a middle-class lifestyle (Forrest 1996, and 1998). In the last three decades, global restructuring of economies, major innovations in the information technology, increase in the service sector, and changes in social values and family structures including many women entering the labour force and staying there, led to substantial changes in the hours worked in Canada (Presser, 2003; Zeytinoglu and Muteshi, 2000).

The literature suggests that those who work the traditional week are full-time 'core' workers in jobs with primary labour market characteristics. These are the workers who work in good quality jobs with good pay and benefits, access to training, promotion possibilities within the company, and relative job security. Those in core jobs are surrounded by others in the periphery who are subjected to one or more non-standard work arrangements (Zeytinoglu 1999). We place our study within the theoretical foundation of Doeringer and Piore's (1971) dual labour markets, and the duality in internal labour markets (Osterman, 1992) with core-periphery divisions within the workforce (Atkinson, 1987; Beechey and Perkins, 1987).

Studies throughout the last few decades consistently show that (see for example, Almey, 2003; Wallace 1983; Zeytinoglu, 1994) only about a quarter of women in part-time jobs are in those jobs voluntarily. Another quarter is students who work part-time to partially support

themselves while studying. The rest are women working involuntarily in part-time jobs. This group includes those seeking full-time jobs but are forced to work part-time because that is the only available type of job. The involuntary group also includes women who work part-time because of necessity due to care-giving obligations. Thus many women ‘choose’ non-standard employment despite sacrificing future income, career prospects and old-age income (see Zeytinoglu and Cooke, 2005). Employees are forced to make this choice even though there can be win-win outcomes when employers ensure that part-time or other non-standard workers are fully integrated into the business (e.g. Tomlinson, 2004; De Cieri et al., 2005; McDonald, Brown, & Bradley, 2001).

Based on an analysis of the reviewed literature, two specific research questions are proposed. Firstly, what are the characteristics of those with weekend-based short workweeks. Looking at the reviewed literature as a whole, it appears that having a weekend-based short workweek could conflict with one’s household and family obligations. As such, those married or with dependent children are presumed to be less likely to have a weekend-based short workweek. On the other hand, for the reasons outlined above, we expect that females will be more prevalent among those with a weekend-based short workweek. Moreover, since these arrangements seem to be somewhat undesirable on the surface, we presume that high-wage workers will be less likely to have weekend-based short workweeks relative to others.

Methodology

Data. We use Statistics Canada’s 1999 Workplace and Employee Survey (WES) microdata, which contains linked responses from employers and their employees. Due to the rich number of

available variables, the WES is deal for exploring issues pertaining to weekend-based short workweeks. The 1999 WES has data on 24,597 employees from 6,351 workplaces, with a response rate of 83% and 94% respectively. (For more on sampling and sample design, see WES Compendium 2001).

Variables. The main dependent variable is whether an individual has a weekend-based short workweek, based on whether one usually or sometimes work Saturdays and/or Sundays, and whose (average or usual) workweek length is 15 hours or less. Since we want to explore the characteristics of those with weekend-based short workweeks, there are a number of independent variables. The first set consists of gender, wage level, marital status, and presence of dependent children. For wage level, workers are sorted into three roughly equivalent sized categories using hourly wage rates. For marital status, those married or in a common-law relationship are separated from all others. Operationalized definitions are also provided in Table 1. This first set of independent variables was grouped together out of convenience. They were among the variables that could be illuminating when trying to understand the profile of those with or without a weekend-based short workweek.

The second set of independent variables includes job, workplace, and individual characteristics. For job characteristics, we assess those with a temporary (i.e. non-permanent) employment status, since studies show that several non-standard work arrangements exist simultaneously within the same job (e.g. Kalleberg, 2000; Zeytinoglu and Cooke, 2006). The individual characteristics are education and age. We presume, based on studies by Cranford, Vosko, and Zukewich (2003) and Zeytinoglu (1999), that workers with lower levels of education

and/or who are younger are at risk of having poorer working conditions, potentially including weekend-based short workweeks.

For a workplace variable, workers are sorted into whether they are employed in the primary, manufacturing, or service sector. Since the service sector is associated with the use of non-standard work arrangements (Heisz and Cote, 1998), it is presumed to also contain a higher proportion of weekend-based short workweeks. The coding of these variables is also provided in Table 1.

In the subsequent exploration of the quality of jobs with weekend-based short workweeks, additional factors are introduced which essentially act as a second set of dependent variables. Since it is very difficult to directly assess job quality, we assess the satisfaction levels of affected workers via three categories: those who are very satisfied with their current job, those who are satisfied, and those who are dissatisfied (or very dissatisfied) with the current job.

Another way to assess (current) job quality is by examining the reason why a worker has left their previous job. Some workers left their last one for a new (i.e. current) one with better working conditions, while others were forced to leave their previous job due to termination or some type of organizational failure. This raises the possibility that this latter group might be more compelled to accept relatively poor working conditions in their next (i.e. current) job. If undesirable or symptomatic of poor working conditions in general, then the incidence of weekend-based short workweeks should be negatively related to this job quality measure. Descriptions of these variables are also provided in Table 1.

Table 1. Description of Variables

<i>Variable</i>	<i>Question/Explanation, Coding</i>
Dependent Variable:	
Weekend-based short workweek	Regularly or sometimes works Saturday or Sunday, and usual or average weekly hours are 15 or less. 1= Yes, 0= No
Independent Variables:	
Gender	1=Female, 0= Male
Wage level	
Low	Hourly wage level is under \$14.00, 1=Yes, 0=No.
Mid	Hourly wage level is between \$14.00 and \$21.50, 1=Yes, 0=No.
High	Hourly wage level is over \$21.50, 1=Yes, 0=No.
Marital status	
Married/Common-law	Either married or in common-law relationship, 1=Yes, 0=No (reference group)
Other marital status	Other marital status (i.e. single, separated, divorced, widowed), 1=Yes, 0=No
Dependent children	Responsible for dependent child(ren), 1=Yes, 0=No
Unionization	In current job, member of a union or covered by a collective bargaining agreement, 1=Yes, 0=No
Temporary employment status	Casual or on-call employment contract, or term employment contract where current term of employment will end at a specified date. 1=Yes, 0=No
Education (highest attained)	
Low	Less than high school, or completed high school. 1=Yes, 0=No (reference group)
High	At least some post-secondary (i.e. certificate/ diploma, or university degree or higher). 1=Yes, 0=No
Young (i.e. age under 30)	Born after Dec 31, 1969. 1=Yes, 0=No
Industry sector	
Primary	Works in forestry/mining, 1=Yes, 0=No
Manufacturing & related	Works in either construction, transportation, warehousing, wholesale, or communication and other utilities, 1=Yes, 0=No (Reference group)
Service	Works in either retail trade and consumer services, finance and insurance, real estate, rental and leasing, business services, education and health services, or information and cultural industries, 1=Yes, 0=No
Job Quality Variables:	
Very satisfied	To identify those who are very satisfied when considering all aspects of their job. 1=Yes, 0=No.
Satisfied (i.e. middle category)	To identify those who are satisfied when considering all aspects of their job. 1=Yes, 0=No. (reference group) Note: This was determined to be the logical middle category based on the distribution of responses.
Dissatisfied	To identify those who are dissatisfied or very dissatisfied when considering all aspects of their job. 1=Yes, 0=No.
Got better job	To identify those whose reason for leaving their last job was for better pay, hours or career opportunities at their current job. 1=Yes, 0=No.
Lost last job	To identify those whose reason for leaving their last job was due to a layoff, end or position/contract, or left self-employment (due to business sale or failure). 1=Yes, 0=No.

Analysis. Since this is an exploratory analysis, we limit our focus to descriptive statistics and ANOVA tests. We begin by showing the proportion or the mean and standard deviation for each variable. Afterwards, additional analysis is undertaken using one way ANOVAs and further

descriptive statistics. Note also that the results from the one way ANOVA tests are presented in bar charts to illustrate the differences between worker subgroups of interest. ANOVA outputs are available from the authors upon request. All results are weighted to essentially replicate the Canadian labour market. Admittedly, this approach limits the extent to which conclusions can be drawn from the results. However, this approach facilitates the exploration of the issues pertaining to weekend-based short workweeks, allowing us to meet the objectives of this study.

Characteristics of the workers. Descriptive statistics of all variables are presented in Table 2. About one of every thirty workers in Canada has a weekend-based short workweek. This might seem low, but recall that 6% of Canadians have a workweek of 15 hours or less, and about one quarter of Canadians work weekends at least sometimes. Thus, the proportion of workers with a weekend-based short workweek, at 3.4%, suggests that there is a relationship between work days and workweek length.

Slightly more than half of the respondents are female, while more than two thirds are married or in a common-law relationship. Slightly fewer than half has dependent children. About 40% are categorized as being low wage earners, with the remainder evenly split between middle and high earners.

Additionally, about 5% have temporary employment status. Almost three quarters of workers have at least some post-secondary education, with the remainder considered to have low(er) education. Slightly more than one fifth of workers are in low white-collar occupations, almost half are blue collar, with the remainder split evenly between having managerial and professional jobs. About one-fifth of the workers are under 30 years of age, while the mean amount of full-time work experience exceeds 16 years. About one third of workers are employed in the manufacturing or related industries, with two-thirds in the service

sector and less than 2% in primary industries. Slightly more than one quarter of workers are covered by a collective agreement, while almost two thirds are employed in a profitable workplace.

Table 2: Descriptive statistics of variables

<u>Dependent Variable</u>	Proportion
Weekend-based Short Workweek	3.4
<u>Independent Variables</u>	
Gender (i.e. female)	52.1
Marital Status: married/common-law	69.1
Marital Status: other	30.9
(Has) Dependent child(ren)	47.2
Low wage earner	39.5
Middle wage earner	32.0
High wage earner	28.5
Temporary employment status	4.8
Education: low	28.2
Education: high	71.8
Young (i.e. age under 30)	20.2
Primary sector	1.7
Manufacturing & related sector	33.6
Service sector	64.7
<u>Job Quality Variables</u>	
Very satisfied	34.9
Satisfied	54.7
Dissatisfied	10.4
Got better job	12.7
Lost last job	8.8

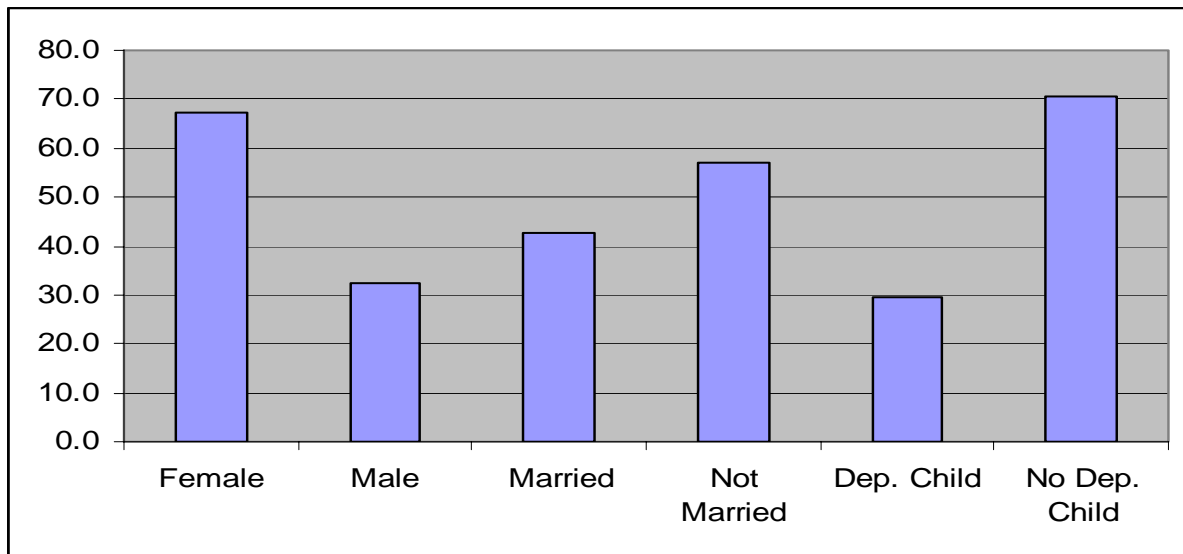
Sample: All workers excluding “other” and system-missing.

Finally, about one third of workers are very satisfied with their job, about half are satisfied, while only 10% are dissatisfied (or very dissatisfied). Almost 13% of workers reported that they left their last job for a better (current) one, although another 9% had lost their last job.

Results

Descriptive Statistics. The individual characteristics of those having a weekend-based short workweek are shown in Figure 1. Two thirds of these workers are female, while less than half are married/common-law, and less than one third have dependent children. Relative to the sample population (shown in Table 3 above), those with weekend-based short workweeks are much *more* likely to be female, but much *less* likely to be married or have dependent children. These findings are not surprising, since females tend to be over-represented among non-standard workers (e.g. Cranford, Vosko and Zukewich, 2003). As discussed earlier, it also seems reasonable that having a weekend-based short workweek could conflict with one’s household and family obligations. Thus, one presumes that married and/or those with dependent children might try to avoid jobs with this type of work arrangement.

Figure 1: Individual Characteristics of Those with a Weekend-Based Short Workweek

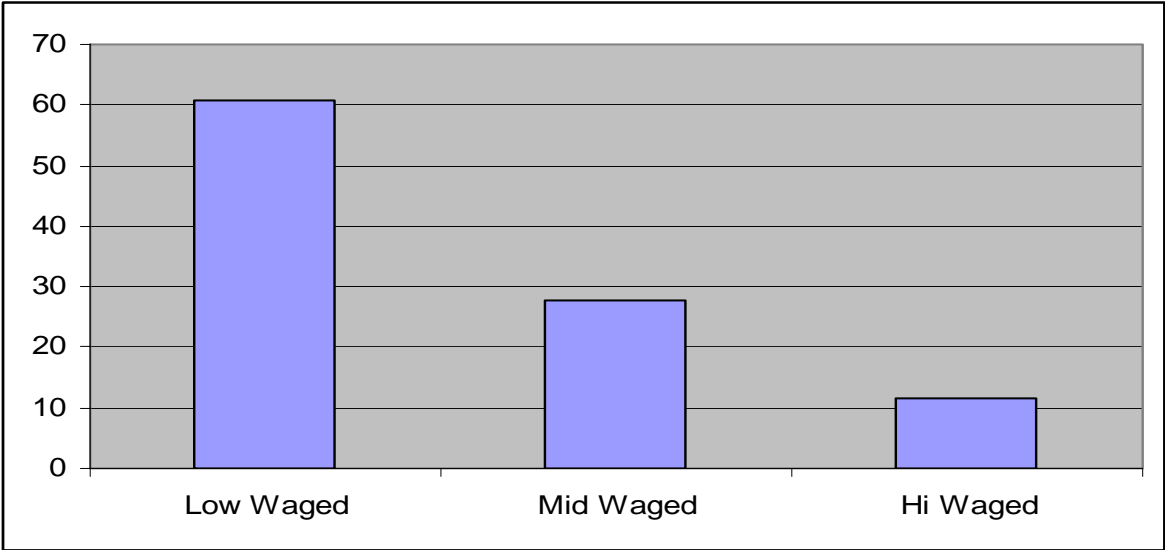


Sample: All workers excluding “other” and system-missing.

In Figure 2, those with weekend-based short workweeks are sorted according to their wage level. More than 60% of these workers are low waged, versus about 40% in the sample population.

The proportion weekend-based short workweeks who are mid waged, at 28%, is slightly less than the proportion in this wage tier in the broader labour market. Finally, although almost 30% of Canadian workers are categorized as high waged, this falls to less than 12% among those with weekend-based short workweeks. Thus, having this work arrangement is more likely among those with relatively lower wage levels.

Figure 2: Wage Characteristics of Those with a Weekend-Based Short Workweek



Sample: All workers excluding “other” and system-missing.

Worker Profiles

As mentioned above, this is an exploratory study with results presented via bar charts and descriptives. In Figure 3, we have sorted those with weekend-based short workweeks according to their wage level when assessing gender, marital status and the presence of dependent children (i.e. the first set of independent variables).

Industry sector is not shown in Figure 3 since the proportion of workers who are employed in the service sector exceeds 93% among all three sub-groups! Thus, it is sufficient to

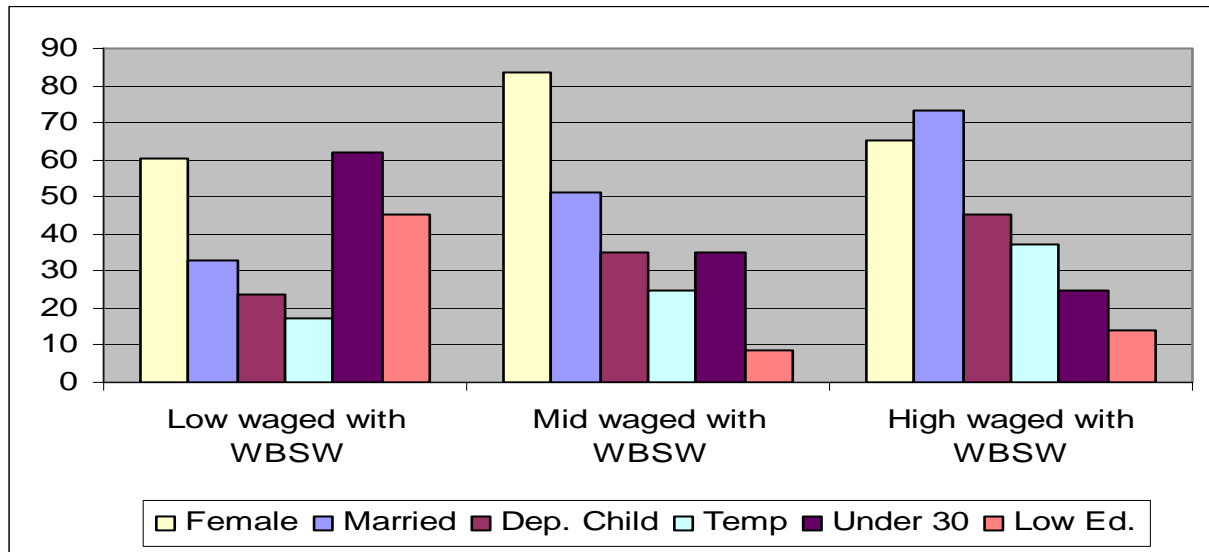
say that virtually all workers with a weekend-based short workweek are employed in that industry sector.

The assumption behind Figure 3 is that low waged workers with weekend-based short workweeks would appear to be in relatively undesirable jobs. Thus, it is important to see whether females, married, and/or those with dependent children are over-represented among that worker subgroup.

Among low waged workers with a weekend-based short workweek, about 60% are female. However, this is actually lower than the proportion of females in the mid and high wage subgroups. The low wage subgroup is also relatively unlikely to be married, have dependent children, or have temporary employment status. On the other hand, these workers are much more likely to be under 30 and have lower education. On the whole, the profile of this subgroup appears to match those of student workers.

Mid waged workers with a weekend-based short workweek are overwhelmingly female, but match the broader sample in terms of likelihood of being married or having dependent children. Relative to the low wage subgroup, these workers are somewhat more likely to have temporary employment status, but are much less likely to be under 30 or have lower education. The high waged group consists mainly of married, female, older, educated workers. They are much more likely than others to have dependent children or have temporary employment status. At the risk of over-generalizing, the profile of mid and high waged workers with weekend-based short workweeks does not match the stereotypical view of exploited sectors of the labour force! Rather, they have the appearance of more privileged workers with the ability to choose the working arrangements they wish.

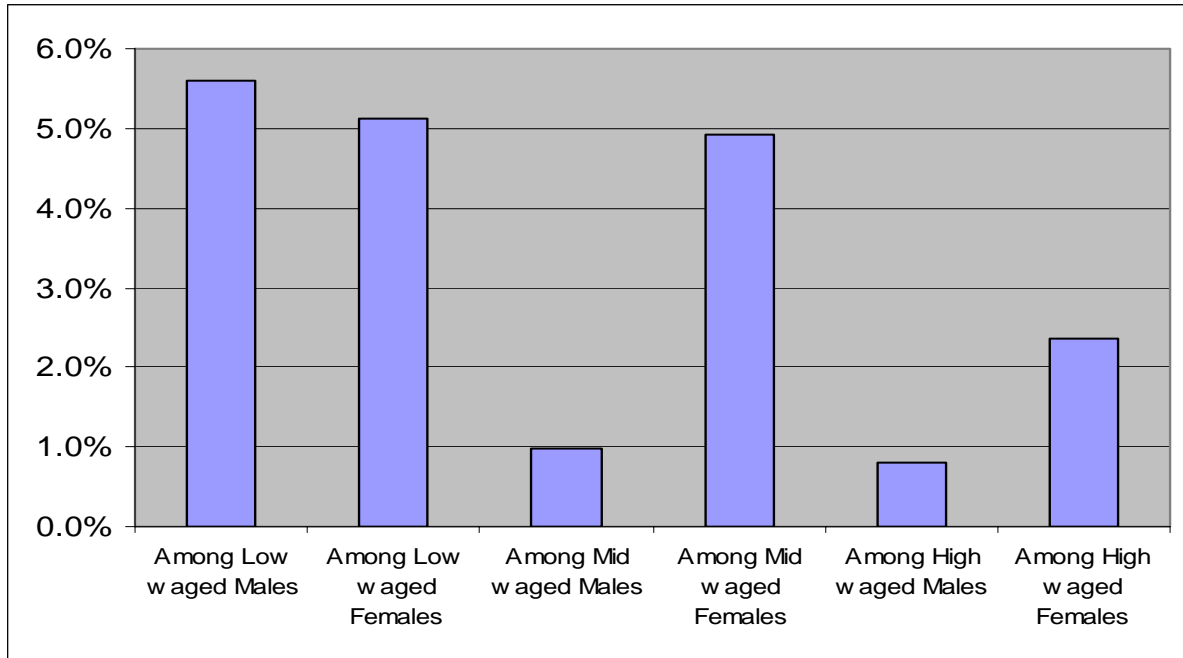
Figure 3: Characteristics of Those with a Weekend-Based Short Workweek – Sorted by Wage Level



Sample: All workers with a weekend-based short workweek.

In Figure 4, we take a different look at the relationship between gender, wages, and weekend-based short workweeks. Among low waged females or males, the proportion having a weekend-based short workweek is slightly more than 5% in both cases. Among the two mid wage subgroups, though, the proportion of females with this work arrangement is five times as high as the proportion of males. Similarly, the proportion of high wage females with a weekend-based short workweek is more than twice the proportion among high wage males. There are two ways to interpret this finding. The optimistic view is that, while jobs with weekend-based short workweeks are female dominated, this particularly holds for the better paying instances. The pessimistic interpretation is that it appears that even a tangible number of higher earning females are subjected to weekend-based short workweeks, unlike their male counterparts.

Figure 4: Proportions of WBSWs Among Workers Sorted by Wage and Gender



Sample: All workers excluding “other” and system-missing.

Job Quality Analysis

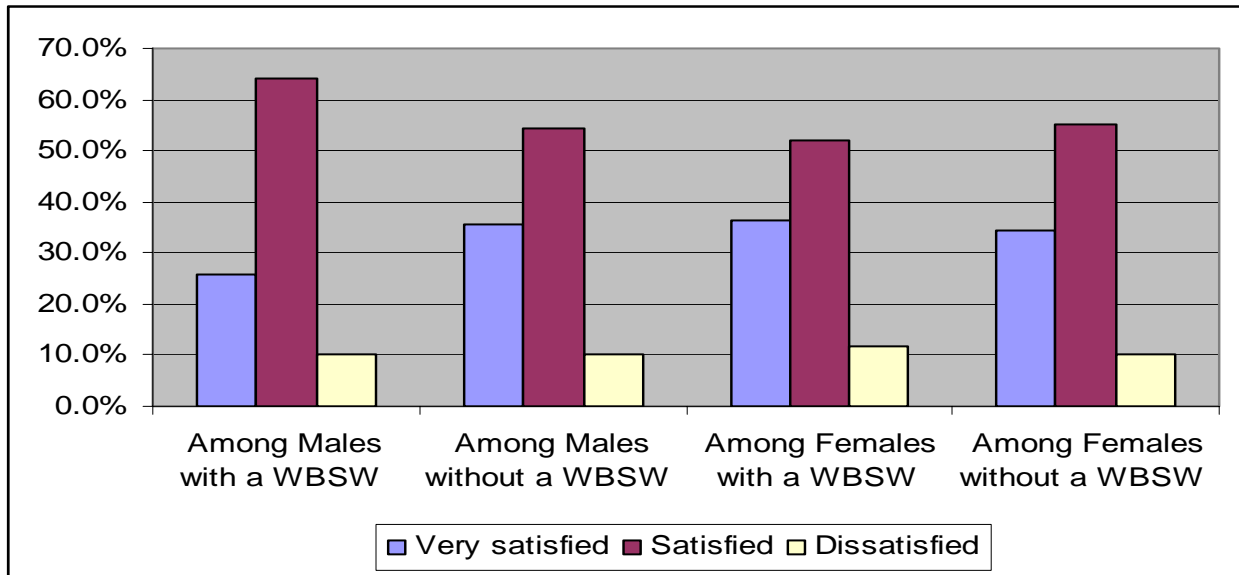
As mentioned earlier, job quality is assessed indirectly using job satisfaction and the reason for leaving previous employment. If weekend jobs are poor quality, then affected workers should have lower job satisfaction levels. We also presume that a sign of a relatively high quality job is if a worker is very satisfied or has left previous employment for better working conditions in their current job. Conversely, a sign of having a poor quality job is if a worker is dissatisfied or has left previous employment due to termination or failure.

Conventional thinking suggests that jobs involving weekend work are relatively poor. We also suspect that females might be particularly disadvantaged due to the “double duty” of work and home/family responsibilities.

As shown in Figure 5, males with a weekend-based short workweek are much less likely to be very satisfied than the other three subgroups. Among females, the differences between

those with or without weekend-based short workweeks were very small. Females with this work arrangement were slightly more likely other females to be very satisfied, but were also slightly more likely to be dissatisfied. In all four sub-groups, though, a majority of workers were in the middle (i.e. satisfied) category. Nonetheless, males with a weekend-based short workweek are noticeably less likely to be very satisfied versus all others.

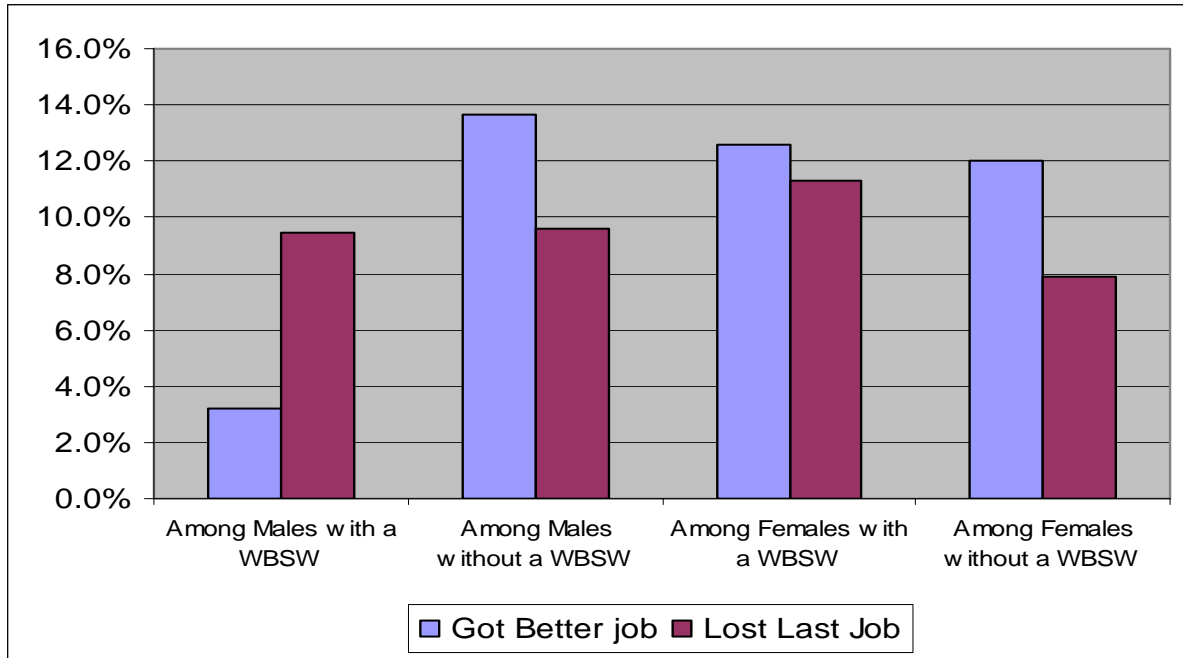
Figure 5: Job Satisfaction Among Workers Sorted By WBSWs and Gender



Sample: All workers excluding “other” and system-missing.

In Figure 6, we utilize our other proxy of job quality. Among males, those with a weekend-based short workweek are much less likely to have moved from their last job to a better one, relative to other males. Along with Figure 5, this suggests that males with weekend-based short workweeks are unlikely to be in a high quality job. Among females, those with a weekend-based short workweek are slightly more likely to have moved from their last job to a better one, but are also more likely to have lost their last job. This suggests that jobs involving weekend-based short workweeks offer advantages and disadvantages to various sub-groups of females.

Figure 6: Current Job Quality Among Workers Sorted By WBSWs and Gender



Sample: All workers excluding “other” and system-missing.

Conclusions and Discussion

In this study our objective was to explore the characteristics of those with a weekend-based short workweek in their job and to assess the quality of those jobs. For worker characteristics, we focused on gender and wage level in particular, and marital status and the presence of dependent children to a lesser extent. The descriptive results that those with weekend-based short workweeks are likely to be female or low waged, but relatively unlikely to be married or have dependent children. Those with weekend-based short workweeks were also found to be relatively low waged, single, young workers of either gender. There were also a surprising number of mid and high waged workers, primarily female, who are relatively older, educated, married, and with dependent children. This raises the possibility that some of those with weekend-based short workweeks are in poor jobs, while others have higher quality conditions.

We also detected an apparent relationship between gender, wage level, and weekend-based short workweeks. The bulk of workers in these arrangements are low waged, and this category consists of a fairly even mix of males and females. However, among mid and high waged workers, the proportion of females with weekend-based short workweeks is between two and five times higher than for comparable males. In addition, gender differences also materialized when exploring job quality. Relative to other males, it appeared that males with a weekend-based short workweek were in lower quality jobs, based on the low proportion of very satisfied workers, and low proportion that had moved from their last job to a better one. Among females, conversely, the results suggested that weekend-based short workweeks offer advantages and disadvantages. Relative to other females, those with a weekend-based short workweek were more likely to have a higher quality job. However, those with a weekend-based short workweek were also more likely to have a lower quality job! This again suggests that, among females with weekend-based short workweeks, some have poor quality jobs while others have good quality jobs.

Overall our findings on weekend-based short workweeks are similar to the findings of other research on non-standard work arrangements. As discussed elsewhere (Cranford, Vosko and Zukewich, 2003; O'Connor et al., 1999; Zeytinoglu, 1994; Zeytinoglu and Cooke, 2006), structural changes are needed to reduce inequities in our society based on gender, and provide women and men the opportunity to choose work and work hours voluntarily while pursuing their life interests. These require commitment from employers to address the needs of their workers. Unfortunately, the opposite seems to be happening, with hours and days of work becoming increasingly polarized (see Betcherman and Lowe, 1997; Galarneau, Maynard, and Lee, 2005; Hall, 1999; Sheridan and Conway, 2001). One possible benefit is that workers can choose a non-

standard schedule that suits their preferences (e.g. De Cieri et al., 2005). On the other hand, others are likely forced to tolerate working conditions that do not meet their needs. In particular, many are working weekends at least some of the time, and a meaningful number have a workweek of 15 hours or less. These trends require the attention of governments, employers, unions, women's groups and family groups to ensure that work is rewarding and beneficial to the employers, workers and the society at-large.

At the same time, we are also cognizant of our results pertaining to job quality. We had expected to find clear indications that weekend-based short workweeks were associated with poor quality employment. However, differences between gender sub-groups and between those with or without weekend-based short workweeks were not as large as expected. Males with this work arrangement were much less likely to be very satisfied relative to comparable females. Similarly, males with weekend-based short workweeks were much less likely, compared to comparable females or other males, to indicate that they left their last job for better conditions in their current one. Thus, it appears that affected males are more likely to have quality concerns about jobs with weekend-based short workweeks. Among females, however, the pattern is more nuanced. Our results suggest that females with or without weekend-based short workweeks are, on average, equally satisfied about their job. On the other hand, virtually all males with weekend-based short workweeks are young and low waged. There are, however, a number of mid and high waged, educated, older females with weekend-based short workweeks. An optimistic interpretation is that, while jobs with weekend-based short workweeks are female dominated, this particularly holds for the better paying instances. A pessimist, however, might note that a tangible number of higher earning females are subjected to weekend-based short workweeks, unlike their male counterparts.

Since our study was exploratory, we hope that the results provide food for thought for decision-makers as they contemplate public policy responses to the growth of non-standard work like weekend-based short workweeks. Of course, it would be helpful if future studies examine the specific challenges facing those with these arrangements. As well, it would be beneficial to clarify the profile of workers voluntarily and involuntarily in jobs with weekend-based short workweeks. This is particularly necessary, given the apparent relationship between gender, wage level, and weekend-based short workweeks that materialized in our study.

References

- Almey, M. 2003. *Women in Canada: Work Chapter Updates*. Ottawa: Statistics Canada, Catalogue No. 89FO133XIE.
- Akyaempong, E.B. 1997. 'Work Arrangements: 1995 Overview'. *Perspectives on Labour and Income*, 13(3), 47-54. Statistics Canada, 75-001-XPE.
- Atkinson, J. 1987. 'Flexibility or Fragmentation? The United Kingdom Labour Market in the Eighties', *Labour and Society*, 12, 1, 87- 105.
- Beechy, V. and Perkins, T. 1987. *A Matter of Hours: Women, Part-time Work and the Labour Market* (Minneapolis: University of Minnesota Press).
- Betcherman, G. and Lowe, G.S. 1997. *The Future of Work in Canada: A Synthesis Report* (Canadian Research Policy Networks. Retrieved January 16, 2002, from <http://www.cprn.com>).
- Bolle, P. 1997. 'Part-time Work: Solution or Trap?', *International Labour Review*, 136, 4, 557-579.
- Connell, R.W. 2001. 'Studying Men and Masculinity', *Resources for Feminist Research (RFR/DRF)*, 29(1/2), 43-55.
- Cooke, G.B., Zeytinoglu, I.U., Agarwal, N. & Rose, J.B. 2006. How can various non-standard work schedules and locations have contrasting effects on job satisfaction? Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Galway, Ireland.
- Cranford, C.J., L. H. Vosko, and N. Zukewich 2003. 'The Gender of Precarious Employment in Canada', *Relations Industrielles*, 58, 3, 454-482.

- De Cieri, H., Holmes, B., Abbott, J. and Pettit, T. (2005) 'Achievements and Challenges for Work/Life Balance Strategies in Australian Organizations', *International Journal of Human Resource Management*, 16(1), 90-103.
- Doeringer, P.B. and M. Piore. 1971. *Internal Labor Markets and Manpower Analysis* (Armonk, New York: M.E. Sharpe).
- Due Billing, Y. and M. Alvesson. 2000. 'Questioning the Notion of Feminine Leadership: A Critical Perspective on the Gender Labelling of Leadership'. *Gender, Work and Organization*, 7(3), 144-157.
- Duffy, A. and N. Pupo. 1992. *Part-Time Paradox: Connecting Gender, Work and Family* (Toronto: McClelland and Stewart).
- Forrest, A. 1998. 'Unpaid Work: Invisible and Undervalued in Industrial Relations Theory', in P-A. Lapointe, A. Smith and D. Veilleux (eds), *The Changing Nature of Work, Employment and Workplace Relations: Selected Papers from the XXXIVth Annual CIRA Conference*, Quebec, QC: ACRI/CIRA, 81-90.
- Forrest, A. 1996. 'Heterosexuality as a Workplace Norm: Implications for Women', Paper presented at *The Annual Conference of the Canadian Industrial Relations Association*, (June).
- Galarneau, D., Maynard, J.P. & Lee, J. 2005. Wither the workweek? Perspectives on Labour and Income, 6(6), Statistics Canada, 75-001-XIE.
- Hall, K. 1999. 'Hours Polarization at the End of the 1990s', *Perspectives*, Summer, 28-37. Statistics Canada- Catalogue 75-001-XPE.
- Heisz, A. and Cote, S.P. 1998. Job stability. *Perspectives on Labour and Income*, 10(4), 24-29. Statistics Canada, 75-001-XPE.
- Kalleberg, A.L. 2000. 'Nonstandard Employment Relations: Part-time, Temporary and Contract Work', *Annual Review of Sociology*, 26, 341-365.
- McDonald, P., Brown, K. & Bradley, L. 2005. Explanations for the provision-utilisation gap in work-life policy. *Women in Management Review*, 20(1), 37-55.
- O'Connor, M., M. Denton, M. Hajdukowski-Ahmed. I.U. Zeytinoglu and K. Williams. 1999. 'A Theoretical Framework for Research on Women's Health Promotion', in M. Denton, M. Hajdukowski-Ahmed., M. O'Connor and I.U. Zeytinoglu (eds), *Women's Voices in Health Promotion*: 9-20. Toronto: Canadian Scholar's Press.
- Osterman, P. (1992), 'Internal Labor Markets in a Changing Environment: Models and Evidence', in D. Lewin, O. Mitchell, and P. Sherer (eds.), *Research Frontiers in Industrial Relations and Human Resources* (Madison, WI, IRRA Series, 273-308).

Pold, H. 2001. Trends in part-time work. *Perspectives on Labour and Income*, 13(1), 36-38, Statistics Canada, 75-001-XPE.

Presser, H.B. 2003. *Working in a 24/7 Economy: Challenges for American Families* (Thousand Oaks, CA, Russell Sage Publications).

Presser, H.B. and Gornick, J.C. 2005. 'The female share of weekend employment: a study of 16 countries', *Monthly Labor Review*, 128, 8, 41-53.

Sheridan, A. & Conway, L. 2001. Workplace flexibility: reconciling the needs of employers and employees. *Women in Management Review*, 16(1), 5-11.

Tomlinson, J. 2004. Perceptions and negotiations of the "business case" for flexible careers and the integration of part-time work. *Women in Management Review*, 19(7), 413-420.

Wallace, J. 1983. *Part-time Work in Canada: Report of the Commission of Inquiry into Part-time Work* (Labour Canada, Government of Canada. Cat. No. L 31-45/1983E).

WES Compendium 2001. *Workplace and Employee Survey, 1999 Data* (Statistics Canada, Catalogue no. 71-585-XIE).

White, M., S. Hill, P. McGovern, C. Mills and D. Smeaton. 2003. 'High-performance Management Practices, Working Hours and Work-Life Balance', *British Journal of Industrial Relations*, 41, 2, 175-195.

Winters, J. 1994. 'Weekend Workers', *Perspectives*, Summer, 45-48. Statistics Canada-Catalogue 75-001E.

Zeytinoglu, I.U., and G. Cooke. 2005. 'Non-Standard Work and Benefits: Has Anything Changed Since the Wallace Report?' *Relations Industrielles*, 60(1), 29-63.

Zeytinoglu, I.U. & Cooke, G.B. 2006. Who is working on weekends? Determinants of regular weekend work in Canada. In J.Y. Boulin, M. Lallement, J. Messenger, & F. Michon (eds.), *Decent Working Time, New Trends New Issues: 395-416*. Geneva, SWI: ILO.

Zeytinoglu, I.U. and J. Muteshi. 2000. 'Gender, Race and Class Dimensions of Nonstandard Work', *Relations Industrielles*, 55(1), 133-167.

Zeytinoglu, I.U. (ed) 1999. *Changing Work Relationships in Industrialized Economies* (Amsterdam, the Netherlands, John Benjamins).

Zeytinoglu, I.U. 1994. 'Part-Time and Other Nonstandard Forms of Employment: Why Are They Considered Appropriate for Women?' in J.R. Niland, R.D. Lansbury and C. Verevis, (eds), *The Future of Industrial Relations* (London, Sage, 435-448).