

Chapter Two

► HOUSEHOLDS, WORK AND FLEXIBILITY Country Survey Report

THE NETHERLANDS

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EXECUTIVE SUMMARY

The Netherlands are well known for their high number of people – especially women – working part-time. In this survey Dutch women too worked considerably fewer hours per week than men, on average 26.7 hours to 39.9 hours.

Most people still work regular hours; more than half of the people work 5 days a week in a traditional working week from Monday till Friday. Almost a fifth of the respondents have an irregular schedule.

Flexibility of time is to some extent controlled by the employee. Half of the people can determine – within margins – what time they begin and end, even if they work regular hours. Furthermore, at least a third of the people report that they decide themselves about their general working schedule and the number of hours they work. Moreover, the majority of people (61 per cent) say they have control over the overtime they work. Higher educated people tend to have more control on all these aspects than lower educated people.

Many people report that they sometimes work overtime (71 per cent), especially by men, higher educated people and professionals like legislators, senior officials and managers. Most people work overtime at least once a week, or once a month, generally in the afternoons or in the evenings.

Very few Dutch people have more than one economic activity; 95 per cent of the respondents have only one working situation and this is mostly a permanent contract, full-time or part-

time. In general the Dutch seem to be (very) satisfied with their work conditions (like their contract, location of work, working hours).

All in all the Dutch seem to be quite content with their work conditions. Most people are quite content with their weekly working hours; the greater part (60 per cent) prefers to work the same amount of hours. However gender difference do exist. People, in general, are (very) satisfied with their work, the stability of their work, their location of work and their earnings as well.

Dutch people are more prepared for some kinds of flexibility than others. On the one side people are not so much in favour of working more than 40 hours per week, to move for their job or to accept less attractive working conditions. On the other hand they are mostly willing to learn a new foreign language and about half of the people are willing to retrain for another profession – although gender, age, educational and occupational differences do exist.

For the work within the household the Dutch hardly make any use of (paid) help from outside the household, but when they do it is mostly for the routine maintenance and the repair of the interior of the house or for the cleaning of their house.

So-called traditional female tasks still seem to exist since women are more frequently responsible for cooking, cleaning, doing the laundry, shopping, caring for children or relatives. The presence and the number of children have an ef-

fect on the (equal) division of domestic work for couples.

Analysis of the balance between work and family life shows that in general the working situation is more disturbing than the household situation. In particular, higher educated people and people who work long hours (and women) experience more time pressure. Moreover, working overtime in the weekend seems to cause more pressure as well, considerably more than working overtime in the afternoon and evening. As far as the household situation is concerned, the presence of smaller children seems to lead to an imbalance between work and care.

Analysis of working men and women shows that working overtime causes time pressure for

both genders. For women working overtime in the weekend is the main disrupter and for men it is mainly working overtime in the evening. Furthermore, working overtime in the afternoon causes more disturbances for women as well. Furthermore, it seems that the presence of a partner leads to less time pressure for men, whilst for women there is no effect. For women, it is rather the presence of young children that causes time pressure. However, agreement in the household over a range of matters of common interest leads to much less pressure experienced by both men and women. Having the responsibility for domestic work is causing less pressure for women while men seem not to be influenced by this.

1. PATTERNS OF FLEXIBILITY

1.1. Patterns of time flexibility

1.1.1. Work history: main activity

How long have people been doing their main activity? Most of the respondents were not very flexible in this respect over the last years. Of course we have to consider the age of the respondent. More than half of the respondents (53 per cent) had already worked five years in their main activity. Almost a third (32 per cent) of the interviewed had worked between 1 and 5 years and 13 per cent had worked between 1 and 11 months.

1.1.2. Working hours per week

On average the Dutch respondents worked 34 hours per week, but as one could expect from the Dutch literature report, the data analysis shows that women usually work fewer hours per week than men. In comparison, women worked 26.7 hours and men worked 39.9 hours.

Furthermore, it seems that people with a higher educational level generally work more hours per week than people with a lower educational level.

This seems to be influenced by social status too. Service workers and shop and market sales workers (ISCO 5) and people in elementary occupations group (ISCO 9) work significantly fewer hours than the other groups. Legislators, senior officials and managers (ISCO 1) work the highest number of hours per week. They generally work 43 hours.

1.1.3. Type of working schedule and Flexitime

Most people (55 per cent) still work regular hours meaning that they have a 'traditional' working week of 5 days from Monday mornings to Friday afternoons. Furthermore, 8 per cent work regular hours in a non-traditional working week (although 5 days per week) and 14 per cent has another regular schedule. Almost a fifth of the respondents (19 per cent) has an irregular schedule. Only 4 per cent of the Dutch works some kind of shift work – mostly in rotating shifts. Men work solely in rotating shifts while women work various kinds of shifts.

Since women work fewer hours a week than men, they also differ in their working schedule. Women tend to have other types of regular working schedules. Most common for these women is a working schedule of three days or four days a week (24 per cent and 23 per cent). Most common for the men in this group is another type of regular schedule (28 per cent), a schedule of four days a week (18 per cent) and, working on specific hours per week (23 per cent)

Furthermore, it seems that people with a higher educational level more frequently have a traditional working week (61 per cent) and more frequently work flexitime (62 per cent) (see below).

This is also related to ISCO groups. Craft and related trades workers (ISCO 7) and professionals (ISCO 2) more frequently have a traditional work-

ing week (77 per cent, 64 per cent), whilst plant and machine operators and assemblers (ISCO 8) mostly work shift work (28 per cent) and service workers and shop and market sales workers (ISCO 5) more frequently work irregular hours (28 per cent) or have another regular schedule (27 per cent) together with people in elementary occupations (ISCO 9) (30 per cent). Legislators, senior officials and managers (ISCO 1) professionals (ISCO 2) work flexitime most often (70 per cent, 64 per cent) and Craft and related trades workers (ISCO 7) the least (19 per cent). (See also appendix).

As is shown in Table 1, the answering categories differ from the original standard English HWF questionnaire. In the Netherlands people were asked, in a separate question whether they work flexitime – whether the respondents have variable working hours meaning within margins they can determine themselves what time they begin and end – since it was assumed that people could have some kind of regular schedule as men-

tioned but still have the possibility to be flexible to some extent within this regular schedule. Table 2 shows that even within the same type of working schedule some people can work flexitime whilst others are not able to do so. In every type of schedule – except for shift work – this is the case about half of the time.

Table 1. Working schedule – by gender

Type of working schedule	male	female
Regular working hours (traditional working week of 5 days, Monday to Friday)	63%	46%
Shift work	4%	3%
Other regular schedule	9%	20%
Irregular, it varies	19%	20%
Regular working hours (non-traditional working week, 5 days)	6%	10%
N (=100%)	438	353

Source: HWF Survey: the Netherlands, 2001

Table 2. General working schedule and working flexitime

Type of working schedule	Do you work flexitime? (do you have variable hours, meaning within margins you can determine yourself what time you begin and end)		
	No	Yes	(N=100%)
Regular working hours (Traditional working week of 5 days. Monday to Friday)	46%	54%	438
Shift work	93%	7%	29
Other regular schedule	55%	45%	113
Irregular, it varies	43%	57%	150
Regular working hours (Non-traditional working week, 5 days)	43%	57%	61
Total	48%	52%	789

Source: HWF Survey: the Netherlands, 2001

1.1.4. Satisfaction with working hours

It is interesting to see how content people are with their present working hours. In the questionnaire people were asked whether and why they would like to work the same number of hours, more hours or fewer hours.

It seems that the Dutch are quite content with the amount of hours they usually work per week. The greater part of the respondents (60 per cent)

would like to work the same amount of hours on their main activity as they do at the moment.

Dutch men and women not only differ in the amount of hours they work per week but they also differ in their wish to work fewer, more or the same amount of hours. A third of the men (37 per cent) would like to work fewer hours per week in contrast to only 23 per cent of the women.

Since research shows that Dutch women work significantly fewer hours than men, one might expect that women would like to work more hours. It is interesting to note that only 15 per cent of the women, however (compared to 6 per cent of the men) would like to work more hours.

The main reason why people would like to keep the same amount of hours is simply because they do not like or are not able to work longer hours (30 per cent).

The traditional role pattern of mainly women taking care of housekeeping and family tasks still exists although in the so-called one-and-a-half earner model (see also Wallace, 2002¹). This is also reflected in the survey data. More than a third of the women (34 per cent) like to keep to the same amount of hours, since in that way they are still being able to fulfil their domestic commitments and to spend more time with their family. By contrast, only 5 per cent of the men are willing to do this. Another reason why people like to keep the same hours is that they are earning enough already, although this is more the case for men (22 per cent) than for women (9 per cent). Furthermore, people (32 per cent) seem to have other reasons which are not mentioned in the questionnaire.

Only 10 per cent (N=76) of the respondents would like to work *more* hours because they are able to do more work (26 per cent) or that they need more money (23 per cent), but most of them have other reasons that are not stated in the questionnaire (34 per cent).

Table 3. Men and women would like to work

	male	female
Fewer hours	37%	23%
The same hours	58%	63%
More hours	6%	15%
N (=100%)	431	346

Source: HWF Survey: the Netherlands, 2001

Furthermore 30 per cent of the respondents say they like to work *fewer* hours. The main reasons for working fewer hours are that these people want to spend more time with their family (or to fulfil domestic commitments) (27 per cent stated this, most of them women) or that they do not like working long hours (23 per cent, mostly men). There seems to be a gender effect for these both answers. Furthermore, 37 per cent of people have other reasons which are not mentioned in the questionnaire.

There also seems to be a relation between desire to work shorter hours and age – although the amount of cases is low. Older people would like partly to retire from their main activity, while younger people mention that they (want to) participate in education or training (and therefore probably have less time to work). People aged 25 to 45 most often like to work less hours since they want spend more time with their family (the phase in live in which people have young children and more care responsibility) (see Appendix).

Table 4. Reasons for working the same hours – by gender

question	options	male	female
<i>If you want to work on this activity the SAME number of hours is this because:</i>	You are earning enough already	22%	9%
	Someone in your household is earning enough to support the household	2%	2%
	You have more time for earning other money	1%	1%
	You would not like (or not be able) to work longer hours	29%	30%
	In this way you can do some education or training	1%	1%
	In this way you can meet your domestic commitments and spend more time with your family	5%	34%
	You have other reasons	40%	22%
	N (=100%)	244	209

Source: HWF Survey: the Netherlands, 2001

1.1.5. Working overtime

For the questions concerning 'working overtime' the main English questionnaire was adjusted. At first respondents were asked if they sometimes work overtime (overtime is defined as working more hours than usual, deviating from their usual working schedule). If the respondents answered affirmatively, they were asked when and how often they worked overtime. If respondents answered negatively, they were asked when they performed their main activity (these questions are not processed in this analysis).

The greater part of the respondents report that they sometimes work overtime (71 per cent). Men (78 per cent) more than women (63 per cent) work overtime. Moreover, higher educated people work significantly more overtime than lower educated people. There is also a relation with the ISCO groups. Legislators, senior officials and managers (ISCO 1) work overtime the most (82 per cent), and plant and machine operators and assemblers (ISCO 8) the least (58 per cent).

As we can see from Table 5 the vast amount of people work overtime at least once a week (or once a month), generally in the afternoons or in the evenings. Again men work more overtime during these times of the day than women. This is also the case for the higher educated, who also tend to work overtime more frequently during the weekend than lower educated people. Legislators, senior officials and managers (ISCO 1) tend to work overtime more than other groups during almost all the times mentioned.

In general we can say that working overtime hardly seems a seasonal 'event' - very few gave that response. Furthermore hardly any respondents worked overtime during the night. However, working overtime during the weekend occurs more frequently: 15 per cent of the respondents does this at least once a week and 16 per cent at least once a month. Only few people work overtime at other times on a regular basis.

Table 5. How often and when people work overtime

How often do you work overtime in this activity...	never	only few times in a year	only seasonal	at least once a month	at least once a week	N (=100%)
in the afternoons?	14%	10%	5%	21%	50%	43
in the evening (after 18.00 h)?	21%	14%	2%	22%	41%	44
in the night?	83%	8%	1%	4%	5%	45
in the weekend?	45%	22%	1%	16%	15%	40
at other than mentioned times?	75%	8%	1%	5%	10%	21

Source: HWF Survey: the Netherlands, 2001

1.2. Patterns of place flexibility

1.2.1. Places of work

Most people in the Dutch survey work in a locality to which they commute (51 per cent) or within the locality they live (39 per cent). There seem to be differences between Dutch men and women. Women work more at home and within the locality in which they live and men commute and have to deal with always changing places of work.

Furthermore there seems to be a relation between place of work and the educational level of

the respondents as well. Higher educated people work more at home (or combined home and elsewhere), commute more and work less in the locality where they live, compared to the lower educated respondents. On the other hand, people in with primary/lower secondary education have to deal more with ever changing places of work, compared to others (see Appendix).

Only a small percentage of the respondents (N=37) worked at home or at home combined

with elsewhere. Some (21 per cent) prefer to work at home since they want to spend more time with their family. Most of them have other reasons, which are not mentioned in the questionnaire.

Table 6. Place of work

	male	female
At home	2%	4%
Combined at home and elsewhere (as a common combination)	2%	2%
Within the locality where people live	33%	45%
Within a different locality to which people commute	54%	47%
Abroad	0%	0%
Always changing	7%	2%
Other situation	1%	
	N (=100%)	440
		354

Source: HWF Survey: the Netherlands, 2001

1.2.2. Control over working hours and place of work

Respondents were asked if they decide or if someone else decides about the number of hours they work, their general working schedule, the overtime they work and the place they work ('control' - meaning how much control has the employer over the mentioned aspects of his work).

As it is shown in Table 7, the answers of the respondents are dispersed. Most people have control over the overtime they work (61 per cent). Furthermore, 41 per cent of the respondents decide themselves about their general working schedule. This might correspond with the fact that

more than half of the respondents have variable working hours meaning that within margins, they can determine themselves what time they begin and end.

People themselves have little control about their place of work (24 per cent).

Men and women differ on their control over the number of hours they work and their working schedule. Men tend to have more control themselves (35 per cent and 43 per cent) and women tend to decide more together with their employer on these matters (45 per cent and 33 per cent).

Younger people seem to have less control themselves and are more likely to decide together with their employer on the number of hours they work than older people. Furthermore, their employer is more likely to decide on their general working schedule. Younger people seem to have less control themselves on their place of work and their employer is more likely to decide on it than for older people.

In addition, a relationship between the amount of 'control' and educational level has been found for all four aspects as well. People with a high educational level tend to have more control themselves. A relation with occupation has been found for the four aspects as well; legislators, senior officials and managers (ISCO1) and professionals (ISCO 2) have the most control themselves and plant and craft and related trades workers (ISCO 7) and machine operators and assemblers (ISCO 8) have the least control themselves. (see also Appendix).

Table 7. Who decides on?

Who decides on...	I decide	Employer decides	Employer and I decide together	It is outside our control	N (=100%)
the number of hours that you work	33%	23%	40%	3%	787
your general working schedule	41%	30%	28%	2%	789
the overtime that you work	61%	11%	21%	7%	707
the place of work	24%	48%	18%	9%	756

Source: HWF Survey: the Netherlands, 2001

1.3. Patterns of flexibility of conditions

1.3.1. Type of contract

Most people have a permanent contract, although women (69 per cent) less than men (75 per cent). Table 8 shows which other forms of contract that are mentioned by Dutch respondents.

There seems to be a relation between type of contract and age as well. Persons with a fixed term contract without a perspective on a permanent contract are relatively younger than persons with a permanent contract, self-employed and persons with no contract.

Table 8. Sort of contract with employer on main activity

No contract	4%
Self employed	6%
Permanent contract	73%
On a fee only basis	1%
Subject to performance	0%
A fixed term contract without a perspective on a permanent contract	2%
A fixed term contract with a perspective on a permanent contract	9%
On call, zero hours contract or a min/max contract	2%
Temporary worker	2%
Other	2%
	N (=100%) 790

Source: HWF Survey: the Netherlands, 2001

Few people do not have a permanent contract (or are not self-employed or are without a perspective on a permanent contract), so very few (N=65) respondents answered the question as to why they

work on another kind of contract. Of this small group 15 per cent would not like a permanent job, but most of them have 'other' reasons for having no permanent contract.

1.3.2. Subjective satisfaction

Most people are in general (very) satisfied with their work, the stability (continuity and stability) of their work, the duration of their contract, their hours of work and their location of work. Although people seem to be satisfied with their earnings, they are less satisfied about this compared to the other topics. Furthermore, women seem to be less satisfied than men about their earnings (66 per cent compared to 77 per cent is satisfied). However women tend to be more satisfied than men with their hours of work (66 per cent compared to 54 per cent is very satisfied).

On average people who are 'very satisfied' with their main work and with the duration of their contract are older than people who are 'somewhat satisfied'. Concerning the duration of the contract older people more often choose the category 'not applicable' (probably since they already have a permanent contract, and they do not have fixed or flexible contracts as younger people have). The youngest age (18-24) group seem to be the least satisfied with their earnings. Although most people are in general satisfied with their hours of work (81 per cent to 89 per cent), older seem to be a bit more dissatisfied about it (see Appendix).

Table 9. General satisfaction with work

How satisfied are you in general with...	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N (100%)
your main work?	2%	4%	4%	32%	58%	0%	797
the stability (continuity) of your work?	3%	5%	6%	34%	51%	1%	797
the duration of your contract?	1%	2%	2%	18%	63%	13%	795
your hours of work?	1%	4%	6%	28%	59%	2%	800
your location of work?	2%	6%	4%	27%	59%	1%	799
your earnings?	7%	11%	8%	38%	34%	2%	800

Source: HWF Survey: the Netherlands, 2001

1.4. Perceptions of flexibility

1.4.1. No job and potential flexibility

The respondents were asked: 'Imagine that you had no job and could get a new one only under certain conditions. Would you be willing to...'

- Work more than 40 hours per week?
- Move (migrate) to another settlement?
- Accept less attractive work conditions?
- Retrain for another profession?
- Learn a new foreign language?

As can be seen in Table 10, people are much more in favour of learning a new foreign language (65 per cent) than accepting less attractive work conditions (21 per cent). Furthermore, more than half of the people do not want to work more than 40 hours per week or move (migrate) to another settlement. Almost half of the people would be willing to retrain for another profession.

There seem to be gender differences in the willingness to be flexible in this respect. Given

they had no job and could get a new job under certain conditions, then men are more willing to work more than 40 hours per week, to move (migrate) to another settlement, to accept less attractive working conditions and to retrain for another profession than women. No significant difference for gender on 'learn a new foreign language?' has been found.

Furthermore, age plays an important role as well. Older people are less willing to work more than 40 hours per week, to move (migrate) to another settlement, to accept less attractive work conditions, retrain for another profession and to learn another language than younger people.

Moreover, analysis shows that people with a lower educational level are (significantly) less willing to move to another settlement, accept less attractive work conditions and to learn a new foreign language than people with a higher educational level.

Table 10. If people had no job, would they be willing to... – by gender

Imagine that you had no job and could get a new one under certain conditions. Would you be willing to...?		No	May be	Yes	N (=100%)
male	Work more than 40 hours per week	39%	14%	47%	482
	Move (migrate) to another settlement	49%	19%	32%	481
	Accept less attractive work conditions	58%	15%	27%	478
	Retrain for another profession	33%	13%	55%	480
	Learn a new foreign language	26%	8%	66%	482
female	Work more than 40 hours per week	79%	10%	11%	455
	Move (migrate) to another settlement	60%	19%	21%	454
	Accept less attractive work conditions	66%	20%	14%	446
	Retrain for another profession	36%	16%	48%	452
	Learn a new foreign language	25%	11%	64%	453

Source: HWF Survey: the Netherlands, 2001

A relationship between willingness to be flexible and occupation has been found as well. Regarding all options, in general people in elementary occupations (ISCO 9) and service workers and shop and market sales workers (ISCO 5) are the least flexible compared to other groups. Plant and machine operators and assemblers (ISCO 8) on the

other hand seem to be the most flexible; in this latter group are found the highest percentages willing to work more than 40 hours per week (57 per cent), accept less attractive work conditions (42 per cent) or retrain for another profession (68 per cent). However this group is not keen on moving (17 per cent) unlike legislators, senior officials

and managers (ISCO 1) of whom 37 per cent are willing to move to another settlement if they had no job. As with the plant and machine operators and assemblers (ISCO 8) this group seems to have the least problems with working more than 40 hours per week (55 per cent) or accepting less attractive working conditions (31 per cent). This group also has the least problems with learning a new foreign language when they had no job, as is the same for clerks (ISCO 4), professionals (ISCO 2) and craft and related trades workers (ISCO 7); around 75 per cent is willing to learn a new language. (see also Appendix).

1.4.2. New job and potential flexibility

Regarding the same set of options for potential flexibility, the respondents were asked: 'Imagine you were offered a new job position with twice the salary you have now. Would you be willing to...'

In general it seems that people are not willing to do more or less if they have no job compared with the situation in which they are offered a new job with twice the salary. Table 11 shows almost the same pattern as Tables 10. The differences are very small. Again people are much more in favour of learning a new foreign language (62 per cent) than accepting less attractive working conditions (20 per cent). Furthermore, more than half of the people do not want to work more than 40 hours per week or move to another settlement.

If they were offered a new job with twice the salary they have now than men are more willing to work more than 40 hours per week, to move (migrate) to another settlement, to accept less attractive working conditions and to retrain for another profession than women. Again no significant difference for gender for 'learn a new foreign language?' has been found.

Table 11. If people were offered a new job would they be willing to... – by gender

Imagine that you were offered a new position with twice the salary you now have. Would you be willing to...?		No	May be	Yes	N (=100%)
male	Work more than 40 hours per week	33%	14%	53%	474
	Move (migrate) to another settlement	47%	17%	36%	476
	Accept less attractive work conditions	56%	17%	27%	471
	Retrain for another profession	36%	11%	53%	473
	Learn a new foreign language	29%	7%	64%	476
female	Work more than 40 hours per week	73%	12%	15%	448
	Move (migrate) to another settlement	63%	13%	24%	450
	Accept less attractive work conditions	68%	18%	14%	446
	Retrain for another profession	42%	14%	43%	447
	Learn a new foreign language	30%	10%	61%	449

Source: HWF Survey: the Netherlands, 2001

Furthermore, older people are less willing to work more than 40 hours per week, to move (migrate) to another settlement, to accept less attractive work conditions, retrain for another profession and to learn another language if they were offered a new job with twice the salary they have now.

And also if they were offered a new job, analysis shows that people with a lower educational level are (significantly) less willing to move

(migrate) to another settlement, accept less attractive work conditions than higher educated.

A relationship between potential flexibility and occupation (ISCO groups) has been found as well. Almost the same pattern is found again.. In general people in elementary occupations (ISCO 9) and service workers and shop and market sales workers (ISCO 5) are the least flexible compared to other groups. Plant and machine operators and

assemblers (ISCO 8) seem to be the most flexible; again the highest percentages were found for willing to work more than 40 hours per week (61 per cent), accept less attractive work conditions (37 per cent) or retrain for another profession (69 per cent). Most willing to move for a new job are legislators, senior officials and managers (ISCO 1), professionals (ISCO 2) and technicians and associate professionals (ISCO 3) of whom around 40 per cent is willing to move to another settlement.

Like the plant and machine operators and assemblers (ISCO 8) the legislators, senior officials and managers (ISCO 1) seem to have the least problems with working more than 40 hours per week (59 per cent) or accepting less attractive working conditions (29 per cent). And again this group also has the least problems with learning a new foreign language for a new job, as is the same for clerks (ISCO 4), professionals (ISCO 2); around 68 per cent to 76 per cent is willing to learn a new language. (See also Appendix).

2. PATTERNS OF WORK

2.1 The accumulation of different kinds of work

2.1.1. The number of activities

Earlier in this report, we have mentioned that Dutch men weekly work more hours than women. This corresponds also with other Dutch research. There are relatively more men than women on the Dutch labour market. Although, in the questionnaire the broader term of 'economic –

income earning – activities' is used. Nevertheless, the same pattern is found; women have less economic activities than men. Furthermore, it seems that only some Dutch people have more than one economic activity. Older people seemed to have fewer activities in the last 12 months than younger people (see Appendix).

Table 12. Number of activities – by gender

	male		female	
	a. Number of activities currently	b. Number of activities in last 12 months	a. Number of activities currently	b. Number of activities in last 12 months
0	12%	11%	28%	27%
1	79%	79%	64%	62%
2	8%	7%	7%	9%
3	1%	2%	1%	2%
4		0%	0%	0%
5	0%	0%		
6	0%	0%		
N (=100%)	498	484	485	482

Source: HWF Survey: the Netherlands, 2001

2.1.2. The accumulation of different working situations

When reducing economic activities to working situations, an even more prominent trend occurs. Almost 95 per cent of the respondents have only one working situation. Most common are the situations in which people have a permanent con-

tract, full-time (43 per cent) and part-time (working less than 32 hours; 19 per cent). Not surprisingly, significant differences between men and women have again been found. Men work more hours than women do, both on a permanent contract as well as on a contract for a fixed term. Furthermore, significantly more unemployed women,

more female housekeepers and less retired women have been found in the Dutch sample compared to their male counterparts as can be seen in Table 13.

Table 13. Working situations of the Dutch respondents – by gender

	male	female	
Employed full time (>=32 hours) permanent contract	66%	20%	
Employed part time (<32 hours) permanent contract	6%	32%	
Employed fulltime (>=32 hours) contract for a fixed term	4%	2%	
Employed part time (<32 hours) contract for a fixed term	2%	7%	
In employment but temporarily laid off	0%	1%	
Self employed	8%	6%	
Farmer	1%	1%	
Pupil/student/in education or training	4%	3%	
Government training scheme	0%		
Unpaid worker in family business	0%	1%	
Unemployed	3%	9%	
Retired from paid work	5%	3%	
Housekeeper	0%	13%	
Sick or disabled	3%	4%	
Other	2%	3%	
	(N = 100%)	501	503

Source: HWF Survey: the Netherlands, 2001

For some working situations a relationship with age has been found as well. Younger people more frequently have a contract for a fixed term than older respondents. However, there were still 31% of the younger group (18-24) working full-time with a permanent contract and 13% working part-time with the same type of contract (see Appendix).

2.1.3. Main activity

Table 14 shows the proportion of working respondents in each ISCO group. The highest proportion is in the group professionals (ISCO 2) and in the group Technicians (ISCO 3). However, there are very few people working in agriculture (ISCO 6) (therefore, in the analysis this group is left out). The table also shows the gender composition. There seems to be gender occupational segregation. Men are more highly represented in occupations as legislators, senior officials and managers (ISCO 1), craft and related trades workers (ISCO 7) and plant and machine operators and assemblers (ISCO 8) than women while women are higher represented in occupations as clerks (ISCO 4), service workers and shop and market sales workers (ISCO 5) and elementary occupations (ISCO 9) than men.

Table 14. Profile of working respondents (main current activity)

ISCO categories	male	female	N	Total	
Legislators, senior officials and managers (ISCO 1)	22%	6%	106	14%	
Professionals (ISCO 2)	24%	24%	177	24%	
Technicians and associate professionals (ISCO 3)	21%	26%	172	23%	
Clerks (ISCO 4)	8%	17%	92	13%	
Service workers and shop and market sales workers (ISCO 5)	5%	17%	80	11%	
Skilled agricultural and fishery workers (ISCO 6)	1%	1%	4	1%	
Craft and related trades workers (ISCO 7)	10%	1%	43	6%	
Plant and machine operators and assemblers (ISCO 8)	7%	1%	28	4%	
Elementary occupations (ISCO 9)	2%	8%	33	4%	
	Total	377	358	735	100%

Source: HWF Survey: the Netherlands, 2001

2.1.4. The accumulation of different income sources

Since being employed is most common in the Netherlands, most people (75 per cent) only mention one income source; their wage or salary (70 per cent). However, 21 per cent of the respondents mentions two income sources. Other social transfers (e.g. child allowance, parental leave) are mentioned by 17 per cent. Furthermore, 8 per cent of the respondents have some earnings from being self-employed. Hardly any respondent mentioned three or more income sources.

As could be expected – since less women work – wage or salary as income source, is mentioned less frequently by women (63 per cent) in contrast to men (78 per cent). Moreover women (21 per cent) regard other social transfers as income sources more frequently than men (14 per cent) and women more frequently have no income source (10 per cent). See also Table 15. Furthermore, younger people (18-24) seem to have more income from additional jobs than older people (12 per cent) (see Appendix).

Table 15. Income sources of the Dutch respondents – by gender

	male, N=500	female, N=497
Wage or salary	79%	64%
Self employed earnings	9%	7%
Income from additional jobs (can be occasional and / or casual work)	3%	4%
Income from own farming or agricultural production (including produce)	1%	0%
Pension	6%	4%
Unemployment benefit	2%	3%
Grant or scholarship for education and training, including loans	6%	3%
Other social transfers (e.g. child allowance, parental leave)	14%	21%
Income from investments, savings or rents from properties	4%	3%
Profit from a business	2%	1%
Private transfers (e.g. alimony, or payment from others such as parents)	1%	1%
Disability pension	3%	5%
Social security payment		1%
Other sources	1%	3%
None, the respondent had no income last month	0%	10%

Source: HWF Survey: the Netherlands, 2001

2.2. Patterns of voluntary and informal work

2.2.1. Voluntary work

People were asked if they or another member of their household were active in voluntary work in the last year². Somewhat more than a quarter (28 per cent) of the Dutch respondents were active in voluntary work in the last year. Higher educated people were more active in voluntary work than the lower educated.

Table 16. Voluntary work – by educational level

Did you do any voluntary work last year?	Yes	N(=100%)
Primary / lower secondary education	23%	233
Upper secondary education	27%	403
First stage of tertiary education	33%	366

Source: HWF Survey: the Netherlands, 2001

Voluntary work was carried out in 40 per cent of all Dutch households (see Table 17). Analysis shows significant differences between the type of households. Most voluntary work (by at least one household member) was done in households with three or more children (further analysis shows that the bigger the number of children in the household, the more voluntary work was done). One-person households³ (and 'other households') performed the least voluntary work (26 per cent).

2.2.2. Unpaid work for relatives and friends

Respondents were also asked if in the last year they or another member of their household did any unpaid work for a relative or friend outside

the household⁴. The Dutch respondents did less unpaid work than voluntary work. Almost a fifth (21 per cent) of the Dutch respondents did some unpaid work for their relatives or friends last year. Furthermore, analysis shows that women (23 per cent) did more unpaid work than men (19 per cent).

Table 17 shows in how many Dutch households, unpaid work for relatives or friends was done by at least one household member last year. This was the case in somewhat more than a quarter of the households (no significant results for the type of household were found in this case).

Table 17. Voluntary and unpaid work in Dutch households

In the last year has anyone from your household done any... (at least monthly?)	voluntary work	unpaid work for a relative of friend outside the household	N(=100%)
	Yes	Yes	
One person household	27%	31%	136
Couple living together, 0 children	40%	28%	323
Couple living together, 1 child	35%	27%	142
Couple living together, 2 children	45%	25%	220
Couple living together, 3 or more children	63%	29%	103
Single parent household, 1 child	33%	30%	27
Single parent household, 2 children	44%	11%	18
Single parent household, 3 or more children	50%	50%	6
Other households	16%	31%	32
Total	40%	28%	1007

Note: Voluntary and unpaid work at least monthly and at least by one household member

Source: HWF Survey: the Netherlands, 2001

3. HOUSEHOLD ORGANISATION

3.1. Household formation

The survey gathered information about 1007 households in the Netherlands on the basis of interviews with one of the household members. Table 18 shows the type of households in the Dutch survey. For the greater part the Dutch sample consists of couples living together (no specification whether couples are married, was made).

Almost a third (32 per cent) of the sample consists of couples living together without any children. Furthermore, about 13 per cent are one person households (However, this figure is much lower compared to figures of Statistics Netherlands which show almost 34 per cent in 2000. See also Wallace, 2002⁵).

Table 18. Household formation combined categories

	N	%
One person household	136	13.5
Couple living together, 0 children	323	32.1
Couple living together, 1 child	142	14.1
Couple living together, 2 children	220	21.8
Couple living together, 3 or more children	103	10.2
Single parent household, 1 child	27	2.7
Single parent household, 2 children	18	1.8
Single parent household, 3 or more children	6	0.6
Other households	32	3.2
Total	1007	100.0

Source: HWF Survey: the Netherlands, 2001

Table 19. General satisfaction

Generally, how satisfied are you with...	the way you live?	the economic situation of your household?
Very dissatisfied	3%	1%
Somewhat dissatisfied	3%	4%
Neither satisfied nor dissatisfied	2%	3%
Somewhat satisfied	18%	34%
Very satisfied	74%	58%
N (=100%)	1004	1002

Source: HWF Survey: the Netherlands, 2001

3.2. Economic situation of the household

3.2.1. Satisfaction

Most Dutch are very content with the way they now live (74 per cent) and with the economic situation of their household (59 per cent). No gender differences have been found. It seems that older people are somewhat more content than younger people with the way they live (although Chi-square tests are not conclusive, see Appendix).

3.2.2. Past situation and future expectations

For most people the economic situation of their household has stayed the same (24 per cent) or has improved (26 per cent) or has clearly im-

proved (37 per cent) in comparison with 5 years ago. And for the next year most people expect that the economic situation of their household will stay the same (51 per cent) or somewhat improve (26 per cent). So most people are positive about the economic situation of their household over the last five years, but they also expect to maintain or improve their situation. In addition, analysis shows significant differences on gender, age and education. Men, younger people and higher educated are more positive about the improvement over the last 5 years and their expectations for the next year in comparison to others (see Appendix).

Table 20. Economic situation of the household

	If you compare your household present economic situation to that of five years ago, would you say the situation today has...?	Do you believe that in the next year the economic situation of your household will...?
clearly deteriorate(d)	5%	1%
somewhat deteriorate(d)	9%	10%
stay(ed) the same	24%	51%
somewhat improve(d)	26%	26%
clearly improve(d)	37%	11%
N(=100%)	986	976

Source: HWF Survey: the Netherlands, 2001

3.2.3. Income and possessions

Table 21 shows the monthly income of the respondents, although 19 per cent of the Dutch respondents did not (want to) answer this question. In general 9 per cent of the respondents had no income, although there are differences between groups.

Analysis shows that male respondents had a higher monthly income than women (since men work longer hours). Older respondents also had a

higher income compared to other groups. The average monthly income for men in this survey lies between 2042 and 2496 Euro and for women between 681 and 1134 Euro. Roughly converted to annual (gross) income this difference is also found in figures from Statistics Netherlands (preliminary figures 2000) although the figure for women match better with the official statistics. Figures from Statistics Netherlands on the average yearly gross income are given in Table 22.

Table 21. Personal monthly income respondents

Income rates	Gender		Age					Total
	male	female	18 – 24	25 – 34	35 – 44	45 – 54	56 – 65	
no income	2%	17%	4%	8%	9%	11%	12%	9%
1 – 681	6%	20%	37%	6%	14%	9%	8%	13%
681 – 1134	6%	23%	28%	13%	6%	13%	18%	14%
1134 – 1588	12%	18%	16%	22%	13%	13%	10%	15%
1588 – 2042	18%	11%	14%	17%	17%	11%	10%	14%
2042 – 2496	17%	7%		15%	14%	16%	12%	12%
2496 – 2950	12%	2%		11%	10%	4%	6%	7%
2950 – 3403	8%	1%		4%	5%	7%	6%	5%
3403 or more	19%	1%		4%	11%	16%	18%	10%
Total	421	399	108	206	199	177	129	820

Note: In Euro (in 2001 originally asked in Dutch guilders)⁶

Source: HWF Survey: the Netherlands, 2001

The following tables show some income figures on household level. The first table gives an overview for the one-person households and the single parent households with only children between 0 and 14 years old (the household income for these groups is considered the same as the personal income). The second table presents figures for couples with or without children and other single parent households (with at least one child older than 14).

The average monthly income for a single person households lies between 1588 and 2042 Euro. Roughly converted to annual (gross) income and compared to figures from Statistics Netherlands this average can be found in the 6th and 7th percentile group (see Table 25). The income of single person households and single

parent households is lower than that of couples with and without children for which the average lies between 2723 and 3403 Euro. Analysis showed no significant differences in this survey between these latter two groups. Figures from Statistics Netherlands give some indication that on average couples with children have a slightly higher (annual) income as can be seen in Table 25.

Analysis shows that most households own one or more cars (87 per cent), one or more mobile phones (86 per cent), one or more personal computers (85 per cent) (with the Internet, 79 per cent) and hardly any own other properties (as second houses) (92 per cent).

Table 22. Average annual gross income of persons 2000*

	Average gross income x 1000 Euro
Men	23.4
Women	10.9
18 – 25	10.7
25 – 35	22.6
35 – 45	25.7
45 – 55	27.2
55 – 65	23.0
65 and older	17.3
Note:	Preliminary figures from Statistics Netherlands. *2000.
Source:	Statistics Netherlands. http://www.cbs.nl/nl/cijfers/statline/index.htm . Preliminary figures 2000

Table 23. Overall monthly income on household level

	One person household	Single parent household – children 0-14
no income	2%	
1 – 681	5%	19%
681 – 1134	18%	13%
1134 – 1588	18%	31%
1588 – 2042	21%	6%
2042 – 2496	18%	25%
2496 – 2950	3%	6%
2950 – 3403	5%	
3403 or more	10%	
N(=100%)	120	16
Note:	In Euro (in 2001 originally asked in Dutch guilders)	
Source:	HWF Survey: the Netherlands, 2001	

Table 24. Overall monthly income on household level

	Couple living together, without children	Couple living together with children	Single parent household
1 – 681	1%	0%	
681 – 1301	6%	3%	25%
1301 – 2042	12%	15%	31%
2042 – 2723	21%	22%	
2723 – 3043	16%	13%	19%
3403 – 4084	19%	17%	13%
4084 – 4765	11%	8%	13%
4765 – 6807	12%	15%	
6807 – 9076	2%	3%	
9076 or more	1%	3%	
N(=100%)	251	349	16
Note:	In Euro (in 2001 originally asked in Dutch guilders)		
Source:	HWF Survey: the Netherlands, 2001		

Table 25. Average annual gross income of households by income group 2000*

Income groups	Average gross income of households x 1000 Euro					
	Total households	One-person	Multi-person			
			Total multi-person	Single parent	Coupeel with child	Couple without child
Lowest 10%	7.2	4.2	12.8	7.1	15.4	13.4
2nd 10%	14.7	10.7	21.7	13.6	29.2	20.4
3rd 10%	19.1	12.6	28.6	15.6	34.8	25.2
4th 10%	24.2	14.3	34.9	16.6	39.2	30.7
5th 10%	30.1	16.9	40.5	17.7	43.3	36.2
6th 10%	36.3	20.3	46.1	19.1	47.6	41.8
7th 10%	43.2	24.0	52.1	21.7	52.6	47.8
8th 10%	51.3	28.3	59.5	25.2	59.2	54.7
9th 10%	62.5	34.1	70.8	31.5	69.7	65.0
Highest 10%	98.1	54.9	108.4	51.5	107.0	101.2
Total income groups	38.1	22.0	47.5	22.0	49.8	43.6
Number of households	6936	2408	4528	271	1361	2167

Note: Figures from Statistics Netherlands. *2000 preliminary results.

Source: HWF Survey: the Netherlands, 2001

3.3. Domestic roles

3.3.1. (Dis)agreement in the household

People were asked to what degree they (dis)agree about certain matters in their households, household finances, allocation of household tasks, amount of time spent together and the amount of time spent at work.⁷

Table 26 shows that the Dutch respondents hardly disagree (less than 20 per cent sometime disagree/always disagree) with their household members on these matters. Household finances are the least disagreed on.

Some age-related aspects have been found. People who usually agree on the allocation of household (domestic) tasks and people who usually agree on the amount of time spent at work are significantly more likely to be younger than people who always agree on these matters. Furthermore, people who always agree on the amount of time spent together are significantly older than people who sometimes disagree on this issue (see also Appendix).

Table 26. (Dis-)agreement in households

To what degree people (dis)agree on...	Always disagree	Sometimes disagree	Neither agree or disagree	Usually agree	Always agree	N(=100%)
Household finances	2%	3%	2%	35%	58%	813
Allocation of household (domestic) tasks	3%	13%	3%	35%	46%	819
Amount of time spent together	2%	14%	5%	39%	40%	813
Amount of time spent at work (in employment)	2%	16%	5%	35%	43%	787

Source: HWF Survey: the Netherlands, 2001

Table 27. (Dis-)agreement in households – by age

To what degree people (dis)agree on...		18 – 24	25 – 34	35 – 44	45 – 54	55 – 65	N
Allocation of household (domestic) tasks	Always disagree	4%	2%	2%	3%	2%	21
	Sometimes disagree	21%	11%	14%	14%	8%	109
	Neither agree nor disagree	2%	4%	3%	3%	3%	26
	Usually agree	25%	40%	44%	39%	18%	289
	Always agree	48%	42%	38%	41%	68%	374
Amount of time spent together	Always disagree	4%	2%		1%	3%	12
	Sometimes disagree	11%	18%	19%	12%	8%	117
	Neither agree nor disagree	11%	3%	4%	6%	1%	37
	Usually agree	43%	40%	39%	44%	29%	319
	Always agree	31%	37%	39%	37%	60%	327

Source: HWF Survey: the Netherlands, 2001

3.3.2. Domestic work in Dutch households

The following tables give an overview of how tasks usually are done in Dutch households. For this matter we differentiated several types of households.

- The following needs to be considered for the Dutch data.
- Respondents from one-person households and single parent households were presented fewer answer categories. These respondents had the following answer categories: Respondent, Friend, Neighbour, relative from outside the household, I pay someone, Other situation.

Furthermore, respondents (all type of households) could give more than one answer to the question who usually does a task in the household. Subsequently they were asked if the task was equally shared between these persons.

Table 28 shows that in general, most tasks in Dutch households are done by the respondent or partner. Furthermore there is little help from others inside the household as could be expected, since in general Dutch households are two-generation households. However, there seems to be little help from outside the household as well. But when there is help from a friend, neighbour or relative from outside the household, it mostly is given for the routine maintenance and the repair of the interior of the house (5 per cent). People

also hire (pay) other people for this task (11 per cent). Moreover, 12 per cent of the Dutch households pay someone for the cleaning of their house.

Work in the garden (or agricultural plot), daily shopping and the care for a sick relative is shared between the persons responsible in more than a quarter of the households. Furthermore the care for (sick) children is shared in about 20 per cent of the Dutch households. Doing the laundry and the care of a sick child are the least equally shared between the persons who are normally doing that task (9 per cent).

As mentioned already, people mostly get help from friends, family or paid help for repair and maintenance and cleaning the house. However, in comparison between various types of households, it seems that one-person households and single parents households make much more use of help outside their household for these two tasks than couples (and other households). In 16 per cent to 18 per cent of these households, someone is paid for these tasks (see Table 29). Since people are single (or the only adult in the household) they might not be able to do these tasks (not skilful) or do not have the time to do these activities themselves. Analysis shows that single persons compared to the other households get the most help from outside the household – paid or from friend, family, neighbours – for almost all tasks (except paid work in the garden).

Table 28. Division of domestic work in Dutch households

Household tasks:	Routine maintenance and repair	Cooking	Cleaning	Washing	Daily shopping	Care for child(ren)	Care for sick child(ren)	Care for sick relative/friend	Working in garden
Respondent	59%	76%	73%	70%	84%	84%	78%	80%	74%
Partner	43%	47%	42%	39%	52%	60%	51%	52%	54%
Other household member	5%	6%	6%	4%	5%	3%	3%	4%	5%
Friend, neighbour, relative from outside the household	5%	1%	1%	1%	0%		1%	2%	1%
I/We pay someone	11%	0%	12%	1%	0%	1%	1%	0%	2%
Other situation	1%	0%	0%		0%	1%	0%	0%	0%
It is shared equally between these persons	14%	16%	17%	9%	28%	22%	19%	31%	25%
Total households	1002	1005	1004	1004	1004	384	379	607	831

Note: Respondents (all type of households) could give more than one answer to the question who usually does a task in the household. Subsequently they were asked if the task was equally shared between these persons. Therefore percentages do not add up to 100% (Multiple Response tables).

Source: HWF Survey: the Netherlands, 2001

Table 29. Work done by people from outside the household

	Routine maintenance and repair		Cleaning	
	Friend, neighbour, relative from outside the household	I/We pay someone	Friend, neighbour, relative from outside the household	I/We pay someone
One person household	19%	18%	6%	18%
Couple no children	1%	10%	0%	14%
Couple with children	2%	9%	0%	8%
Single parent household	12%	18%	4%	16%
Other households	9%	6%		9%
Total households	5%	11%	1%	12%

Source: HWF Survey: the Netherlands, 2001

Furthermore, the presence of children in the household seems to have an effect on the equal division of domestic work for couples. Analysis shows that concerning couples without children,

cooking, cleaning and doing the laundry are more frequently equally shared between people (all people involved from inside or outside the household) than among couples with children.

Table 30. Tasks equally shared between people in couples

		Households			
		Couple no children		Couple with children	
Task equally shared between people involved (household members and others)		R		R	
	Routine maintenance and repair	321	17%	464	13%
	Cooking	323	24%	465	16%
	Cleaning	322	28%	464	15%
	Washing	322	14%	464	9%
	Daily shopping	323	42%	464	29%
	Care for child(ren)			356	23%
	Care for sick child(ren)			349	21%
	Care for sick relative/friend	200	41%	284	35%
	Working in garden	268	30%	410	29%

Note: Percentages of total responses for each household (R).

Source: HWF Survey: the Netherlands, 2001

3.3.3. Couples and the division of domestic work

What does the division of domestic work between men and women in Dutch couples (both with and without children) look like? Analysis shows that in couples, men generally more frequently perform routine maintenance and repair of interior of the house. So-called traditional female tasks still seem to exist. Women in this survey seem to be more frequently responsible for cooking, cleaning, doing the laundry, shopping, care for children and the care for sick children and relatives. However, no gender difference has been found for working in the garden (or agricultural plot). See also Table 31

One needs to bear in mind that all results are based on the answers of the respondents. People were asked to assess their household situation and the division of domestic work in the household- if they take care of the household activities and if their partner (and others) take(s) care of the tasks-. Partners were not asked about their perception of this division of work.

It is known from other research that ideas of people about their own and the contribution of their partners to the household do not always necessarily correspond with the actual contribution. People not always see what their partner is doing or want to see what they themselves are (not) doing (see also Keuzekamp, Hooghiemstra, 2000). Furthermore, this research shows that both men and women overestimate their own share in

household activities. In this research both men and women were asked to judge their own share and the share of their partner (Keuzekamp and Hooghiemstra, 2000). Although, in the HWF survey only respondents and not their partners were asked to assess the division of domestic work in the household, some similar results were found. Answers of male (female) respondents about their female (male) partners could be compared to answers of female (male) respondents about themselves.

Analysis shows that the idea about sharing in household activities depends on the gender of the respondent. Both men and women overestimate their own share in household activities. People attribute tasks more frequently to themselves than others would do. However, gender differences on this matter are evident. Men overestimate their share in cooking, cleaning, doing the laundry, shopping, taking daily care of child(ren), taking care of sick child(ren) and working in the garden. For female respondents this seems to be the case for maintenance and repair, washing the laundry, the daily care for child(ren), the care for sick child(ren) and the care for a sick relative.

In general, this does not alter the division of tasks between couples.

The presence of more children seems to have the effect that men tend to do less daily shopping and women tend to take more care of (sick) children.

Table 31. Division of household activities between men and women in couples

	Man		Woman		Total
Routine maintenance and repair	636	92%	200	29%	693
Cooking	317	42%	692	93%	748
Cleaning	273	39%	675	96%	700
Washing	159	21%	712	96%	745
Daily shopping	449	60%	680	91%	748
Care for child(ren)	181	52%	340	98%	347
Care for sick child(ren)	127	37%	328	96%	340
Care for sick friend/relative	226	49%	440	96%	457
Working in garden	466	74%	443	70%	632

Note: Respondents (all couples) could give more than one answer. Therefore percentages do not add up to 100% (Multiple Response tables). Information only concerns the partners, activities done by children is not considered.

Source: HWF Survey: the Netherlands, 2001

3.3.4. The influence of children

In a previous paragraph it is already mentioned that the presence of children in the household seem to have an effect on the equal division of domestic work for couples.

To look in to this more specifically, analysis between couples without and with – one or more – children has been done. Furthermore for each household activity the following classification

(who of the two partners performs a task) was made (see also Table 32):

1. By neither one of the partners
2. Only by the woman
3. Only by the man
4. Both man and women, but not equally shared
5. Both man and women, equally shared

Table 32. Division of household activities for couples with and without children

	Couples	Neither one	Woman only	Man only	Both, not equally shared	Both, equally shared	Total
Routine maintenance and repair	0 children	9%	6%	63%	7%	15%	315
	1 or more children	7%	9%	68%	7%	9%	435
Cooking	0 children	0%	56%	7%	13%	24%	315
	1 or more children	0%	59%	8%	18%	15%	435
Cleaning	0 children	10%	50%	4%	11%	25%	314
	1 or more children	5%	62%	3%	17%	13%	436
Washing	0 children	1%	78%	4%	3%	13%	315
	1 or more children	1%	78%	5%	8%	9%	436
Daily shopping	0 children	0%	32%	6%	20%	42%	315
	1 or more children	0%	46%	11%	14%	29%	435
Care for child(ren)	0 children	–	–	–	–	–	–
	1 or more children	20%	38%	2%	22%	18%	436
Care for sick child(ren)	0 children	–	–	–	–	–	–
	1 or more children	22%	49%	3%	11%	15%	436
Care for sick friend/relative	0 children	39%	29%	1%	5%	25%	314
	1 or more children	39%	32%	3%	5%	21%	436
Working in garden	0 children	19%	18%	24%	13%	26%	315
	1 or more children	14%	25%	26%	11%	25%	436

Source: HWF Survey: the Netherlands, 2001

The analysis shows the following patterns for couples with one or more children in comparison with couples without children.

- In general, men mostly do maintenance and repair. These tasks seem to be fewer equally shared between partners and relatively more done by women in couples with children.
- Cooking is mostly done by women in couples. Almost a quarter (24 per cent) of the couples without children share this task equally. However, in comparison, in couples with children this task is fewer equally shared (15 per cent) and more unequally shared (18 per cent).
- Cleaning is mostly done by women in couples. In 25 per cent of the couples without children this task is equally shared. However, in couples with one or more children this task is less done by neither one of the partners, is more done by the woman, is fewer equally shared (13 per cent) and is more unequally shared between partners (17 per cent).
- The laundry is mostly done by the woman in the couple. In couples with children this task is fewer equally shared and more unequally shared compared to couples without children.
- In couples without children daily shopping is mostly equally shared between the partners (42 per cent) or done by the woman alone (32 per cent). Moreover, in a fifth (20 per cent) of the couples without children this task is done by both the partners although not equally shared. However, in couples with children this task is more done by women alone (46 per cent), but is also more done by men (11 per cent). Furthermore it is fewer equally shared (29 per cent) but it also seems fewer unequally shared (14 per cent).
- If couples take care of a sick friend or relative (in 39 per cent of the couples neither one of the partners takes care) it is generally done by the woman (31 per cent) or equally shared by the man and woman both. There seems to be no difference between the couples with and without children.
- Work in the garden (or agricultural plot) in couples is mostly done by men (25 per cent) or equally shared by both the man and woman (25 per cent). In couples with children this also done more by women alone (25 per cent). Additionally, couples without children seem to work less in the garden – or perhaps they are less likely to have a garden – in almost a fifth (19 per cent) of these couples neither of the partners works in the garden.

Table 33. The influence of children on the division of household activities for couples with children in comparison with couples without children

	Neither one	Woman only	Man only	Both, not equally shared	Both, equally shared
Routine maintenance and repair		+			-
Cooking				+	-
Cleaning	-	+		+	-
Washing				+	-
Daily shopping		+	+	-	-
Care for sick relative/friend *					
Working in garden / agr. plot	-	+			

Note: – less / + more / * no significant relation found

Source: HWF Survey: the Netherlands, 2001

3.3.5. The influence of the amount of children

In the previous paragraph a comparison between couples without and with – one or more– children was made. Several effects of the influence that the presence of children had, were found. To look into these effects specifically, an analysis of couples with children was made. The following households were specified (see also Table 18).

1. Couples with 1 child,
2. Couples with 2 children
3. Couples with 3 or more children

Furthermore, the same classification as in the previous paragraph was used to classify the division of household activities.

The analysis showed that with a bigger number of children;

- The daily care of children seems more unequally shared by both partners and less done by neither of the partners.

- Furthermore, the care for sick children seems more to be done by women, more unequally shared and less done by neither of the partners.

In comparison with other tasks, these two activities have a relative high frequency of neither of the partners taking care of (sick) children. The reason for this could be that the need for daily care might be less necessary if children are somewhat older.

- The number of children seems affect the division between partners for daily shopping and working in the garden as well (although only significant on 90 per cent confidence interval). With more children present, daily shopping is done more by women and is less equally shared, and working in the garden (or agricultural plot) is done more by the man in the household and it is less done by neither of the partners.

Table 34. Division of household activities for couples with children

		Neither one	Woman only	Man only	Both, not equally shared	Both, equally shared	Total
Couple living together, 1 child	Daily shopping		36%	13%	15%	37%	126
	Care for child(ren)	29%	33%	3%	15%	20%	126
	Care for sick child(ren)	33%	40%	4%	10%	13%	126
	Working in garden	21%	25%	22%	13%	18%	126
Couple living together, 2 children	Daily shopping	1%	47%	11%	12%	28%	211
	Care for child(ren)	17%	42%	1%	21%	18%	212
	Care for sick child(ren)	18%	51%	3%	9%	18%	212
	Working in garden	12%	24%	26%	10%	28%	212
Couple living together, 3 or more children	Daily shopping		55%	9%	15%	20%	98
	Care for child(ren)	15%	36%	1%	31%	17%	98
	Care for sick child(ren)	15%	55%	1%	16%	12%	98
	Working in garden	8%	28%	30%	8%	27%	98

Source: HWF Survey: the Netherlands, 2001

Table 35. Effect of amount of children on division of household activities for couples with children

	Neither one	Woman only	Man only	Both, not equally shared	Both, equally shared
Daily care for child(ren)	-			+	
Care for sick child(ren)	-	+		+	
Daily shopping*		+			-
Working in garden/agr. plot*	-		+		

Note: - less / + more / * only on 90% confident interval

Source: HWF Survey: the Netherlands, 2001

4. WORK/FAMILY RELATIONS

4.1. Perceptions of work /family arrangements

4.1.1. Influences on work/family

People were asked to what extent their work influenced their family life and vice versa how often their family life influenced their work.

Table 36 shows that in the last three months for most people their family life never prevented them from doing their work adequately (75 per cent). Besides, most people didn't need to take work home to finish it and most people did not feel that they preferred to spend more time at work than at home (69 per cent, 77 per cent).

Looking at it the other way round, work seems to influence peoples household life more. In comparison, a relatively much lower share of the people never found that their work made it troublesome for them to do some of their household tasks (40 per cent) and to fulfil their responsibilities towards their family and other important persons in their lives. Yet about a quarter of the Dutch respondents sometimes experienced difficulties with these matters in the last three months.

Table 36. Influences on work/family arrangements

How often have you experienced the following in the last 3 months?	Never	Rarely	Sometimes	Often	Always	N (=100%)
My work makes it difficult for me to do some of the household tasks that need to be done	40%	17%	28%	13%	3%	863
My work makes it difficult to fulfil my responsibilities towards my family and other important persons in my life	53%	18%	23%	6%	1%	856
My responsibilities towards my family and other important persons in my life prevented me from doing my work adequately	75%	16%	9%	1%	0%	862
I have to take work from my employment home to finish	69%	6%	14%	6%	4%	843
I preferred to spend more time at work than to spend more time at home	77%	9%	10%	3%	1%	848

Source: HWF Survey: the Netherlands, 2001

Furthermore some gender differences seem to occur. Work troubled men in doing some of the household tasks that needed to be done more frequently than it troubled women. For 45 per cent of

the women their work has never caused any difficulties regarding this matter, in comparison to 35 per cent of the men.

Although, most respondents never had to take work home to finish in the last 3 months, women (76 per cent) even took work home less frequently than men (63 per cent).

Those who did find that work sometimes troubled them in doing some of the household tasks during the last three months, are significantly younger than people who have never experienced this problem during this period.

People who found that work never troubled them in fulfilling their responsibilities towards their family and other important persons in their life, are significantly older than people who experienced this sometimes and rarely.

4.2. The Dutch balance in work and care⁸

The Dutch are busy. In all types of media it is shown that the Dutch more and more lead a life of stress and the balance between work, care and free time seems to have disappeared. Figures from the Dutch Social and Cultural Planning Office show that the Dutch have become busier – between 1995 and 2000 the total to obligations of work, care and household has increased by 1.3 hours per week (Breedveld, Van den Broek, 2001).

Both men as women have become busier, meaning that they have more obligations for labour, care, and education. This is the case for women somewhat more than men, since they now perform more paid labour than in the past (Breedveld, Van den Broek, 2001). In particular the people who combine tasks – meaning people who combine work and care – are busier than persons who can concentrate on one task. In 1998 the number of dual earners – the ‘tasks-combiners’ pre-eminently –, was 56 per cent of the households in the Netherlands, which is an increase of 26 per cent points compared to 1986 (Keuzenkamp, Hooghiemstra, 2000). This once again shows that Dutch have become busier.

Being busier is one thing, feeling busier is something different. In this section we specifically want to focus on this last issue. We look at the balance in work and care, and for this reason we

Furthermore, there seems to be an effect of educational level as well. Higher educated people seemed to have more problems with work in the last three months than lower educated people: 17 per cent of the higher educated people found that their work often troubled them in doing some of the household tasks, 28 per cent of this group found that work sometimes troubled them in fulfilling their responsibilities towards important people in their lives and more than a third of this group had to take work home to finish (22 per cent sometimes, 13 per cent often and 8 per cent always). (See Appendix).

have concentrated upon working people (paid work). Gender is considered, since previous research has shown clear differences in the balance in work and care for men and women (Hochschild, 1997, Keuzenkamp, Hooghiemstra, 2000). Moreover, having a partner is important for the balance in work and care, especially if this partner works as well. Therefore, this section starts with the results of the analysis for working men and women, single or cohabiting (all respondents in paid work). Subsequently, the analysis of couples (man– woman married or not) is given.

To summarise, the question in this section of the report is: to what extent the balance in work and care is to be explained?

Although, the experienced balance between work and care is analysed, it is necessary for the explanatory analysis to divide the work and care related factors from one another. On the one hand, the working situation influences how people experience their time, and on the other hand, their situation at home is important. Both factors can influence the balance experienced in different ways (Voyadanoff, 2000).

Firstly factors that influence the balance of work and care can be additional, independent from one another. Secondly, the household situation in general could be a mediating factor upon

the experience of work and the work-care balance. Thirdly, there can be an interaction effect, the household situation strengthens or weakens the influence of the working situation. In this section, it is first analysed whether the working and household situation separately influence the experienced balance in work and care. Secondly, the interaction is analysed, but only for couples, since it seems that the interaction effect on time pressure is especially interesting for couples. It is expected that the hours in paid work affect the experienced balance especially when there are little children. Consequently, the effect of paid hours on the balance in work in care will be strengthened.

Furthermore, it is expected that the effect of paid work will be stronger when either the man or woman is mainly responsible for domestic work in the household.

At last it is expected that the effect of paid work will be less strong if people have less disagreement with one another and live in harmony. No gender differences on these aspects are expected.

The proposed mediating effect is not analysed.

4.2.1. Operationalisation

The questions in which respondents were asked to what extent their work influenced their family life and vice versa – as discussed in paragraph 4.1.1 – were used for the variable ‘balance between paid work and family life’.

The following variables are used to consider the working situation.

Firstly the amount of hours in paid work, the actual amount of hours people work per week. See also paragraph 1.1.2.

Furthermore, the variables for working overtime were used. In the analysis working overtime in the afternoon, in the evening and in the weekend are looked into separately, since it is interesting to see on which moments of the day- week – working overtime is causing time pressure. See also paragraph 1.1.5.

The household situation is measured using the following three variables.

1. The presence of a partner in the household.
2. The presence of children younger than 7 years old.
3. The presence of children between 7 and 14 years old.

Moreover, some additional variables have been used for couples. First, the hours of paid work by partners were used in the analysis. Secondly, the person responsible for domestic work in the household, taking into account who is mainly taken care of cooking, cleaning the house, doing the laundry and the daily shopping (the care for children was not considered, since not every couple has children). The existing response categories were recoded into the following: mainly done by the respondent, mainly done by the partner and equally shared by respondent and partner. In paragraph 3.4 more detailed information is given on the division of household tasks.

Thirdly the (dis)agreement on several matters in the household is considered as a variable. The questions as discussed in paragraph 4.1.2 were used.

4.2.2. Results

All working respondents

To examine the influences on time pressure, a first analysis on the entire group of working respondents was done, using the variables as mentioned before. The results are shown in the first column of Table 37. In the first row of the table the aspects of the working situation of the respondents are given and after that the aspects that relate to his or her household situation. The working situation seems to be somewhat more disturbing than the household situation on the experienced balance in work and care. In particular, the people who work long hours (paid work) experience more time pressure. Moreover, working overtime in the weekend seems to cause more pressure as well, and even considerably more than working overtime in the afternoon and evening.

As far as the household situation is concerned, the presence of smaller children seems to cause less balance as well, probably since the care for smaller children simply takes a lot of time.

The educational level of the respondents seems to be important as well, a higher education causes more time pressure. There is a gender effect as well, after having checked on all the variables, it seems that women experience more pressure than men (although a bivariate comparison between men and women on the experienced time pressure gave no difference).

All working men and women

In the second and third columns of Table 37 the results of the separate analysis for men and women are given. Analysis shows that working overtime causes time pressure for both men and women. However, in a different manner, for women working overtime in the weekend is the main disrupter in the experienced balance and for men this is mainly working overtime in the evening. This is interesting since precisely in the evening there are less domestic tasks to fulfil (e.g. children are already sleeping, cooking has already been done etc). Possibly working overtime in the evening disturbs the experienced balance between work and free-time and not so much the balance between work and care.

Furthermore, working overtime in the afternoon causes more disturbances for women as well. During this time of the day there are often more domestic tasks to fulfil, for example children need to be taken from school and dinner needs to be cooked. Given that women are mostly responsible for these tasks, it might disturb their balance of work-care more (see also paragraph 4.3).

Looking at the household situation again, it seems that the presence of a partner is causing less time pressure for men. We assume that the domestic chores are going rather well, since there is a female partner who relieves the man from his domestic responsibilities, so he doesn't have to bother about the domestic activities. On the other hand, a single man not only has the pressure of his paid job but he also has to deal with the un-

paid work at home, like cooking, doing the laundry, shopping etc. This will cause more pressure of time for a single man. However, this effect was not found for women. Neither a positive nor a negative effect of having a partner on time pressure has been found for women. Contrary to the expectations, the presence of young children in the household (younger than 7 years old) only causes more time pressure for women and not for men. Younger children need a lot of care, so more time needs to be spend at the household tasks in total, which might cause a conflict with a paid job. Men take less care of their younger children compared to women and therefore perhaps might experience less pressure from having children.

Table 37. Regression to explain time pressure of all working men and women

	All respondents	Men	Women
Working situation			
Hours paid labour	0.20**	0.14**	0.22**
Working overtime afternoon	0.07+	-0.02	0.13*
Working overtime evening	0.05	0.15*	-0.04
Working overtime weekend	0.16**	0.09	0.25**
Household situation			
Presence of partner	-0.06	-0.14**	0.05
Children younger than 7	0.11**	0.08	0.14*
Children between 7 and 14	0.02	0.02	0.01
Control variables			
Education	0.23**	0.25**	0.20**
Age	0.06	0.00	0.11*
Gender (female = 1)	0.11*		
Adjusted R-square	0.19	0.18	0.24

Note: Standardised coefficients: ** p < 0.01; * p < 0.05; + p < 0.10.

Source: HWF Survey: the Netherlands, 2001

Couples

Analysis for couples was done as well. Some specific characteristics were considered. The results are shown in Table 38. In comparison to the analysis as mentioned in the previous paragraph, in which single persons were considered as well,

there are some interesting similarities and differences.

Considering the working situation, analysis again shows that cohabiting men only experience time pressure from working overtime in the evening. This is a further indication of the idea that the balance for men is mainly a balance between paid work and free time and less between paid work and care at home. After all, the women of these men are taking care of the household, so less domestic work remains for men to do. This might also have an effect on the weekend. If most domestic work is already done (by the women during the week) working overtime in the weekend might cause no pressure for men. However, on the other hand, precisely working overtime in the weekend is causing strong time pressure for women. Presumably there is less time for domestic work and time for family life. Again, more hours in paid work is causing more pressure for cohabiting women.

Looking at the household situation, analysis again points out that the (amount of) hours in paid work by the partner are of no influence on the experienced balance in work and care for women but that they do matter for men. As expected, younger children disturb the balance for women. However, having the responsibility for domestic work is causing less pressure for women. Men seem not to be influenced by this.

Agreement in the household (on several matters) is leading to much less pressure for both men and women. Apparently, one can deal better with the balance of work in care if one is in balance with ones partner as well.

When the interaction factors – between the household situation and hours in paid work (of respondent) – are considered in the analysis as well, it seems that,

- The interaction between hours paid work and the responsibility for domestic work is influencing the experienced balance for men. As mentioned before, there is no influence of these two factors separately, but apparently these factors do strengthen each other. The influence of the amount of working hours on the experienced time pressure for the man is bigger, when he is more responsible for domestic work in his household. For women the effect is only significant on 10 per cent, but the effect is different as expected. Women seem to be more in balance when they work more and have more responsibility for domestic work.
- Moreover, the effect of hours in paid work for women seems to be weaker if she and her partner have less disagreement. Apparently, the influence of working more hours is weakened when having a balanced and harmonious relationship.

Table 38. Regression to explain time pressure of working couples

	Men		Women	
Working situation	0.14+	0.11	0.16+	0.19*
Hours paid labour	0.02	0.02	0.09	0.09
Working overtime afternoon	0.22*	0.21*	-0.01	-0.01
Working overtime evening	-0.02	-0.01	0.30**	0.29**
Household situation				
Hours paid labour of partner	0.15*	0.16*	0.04	0.03
Responsible for domestic work	0.01	-0.05	-0.17*	-0.13+
Children younger than 7	0.11	0.11	0.19**	0.28**
Children between 7 and 14	-0.07	-0.06	-0.01	-0.02
Agreement with partner	-0.24**	-0.25**	-0.19**	-0.17**
Control variables				
Education	0.18*	0.18*	0.15*	0.15*
Age	0.03	-0.03	0.04	0.02
Interactions between work and household				
Between hours work and household	0.23*		-0.11+	
Between hours work and little children	0.01		0.13	
Between hours work and agreement	-0.02		-0.12+	
Adjusted R-square	0.20	0.24	0.31	0.33

Note: Standardised coefficients: ** p < 0.01; * p < 0.05; + p < 0.10.

Source: HWF Survey: the Netherlands, 2001

NOTES

- Wallace, C. (eds.) (2002). *HWF Research Report #1, Critical Review of literature and discourses about flexibility*. Vienna: HWF Research Consortium, Institute for Advanced Studies.
- For a non-profit organisation such as charity, church, sport clubs or recreational association and so on, at least monthly.
- Consider the fact these type of households have a low change to do voluntary work since there is only one person in the household. The analysis was not adjusted for this.
- At least monthly
- Wallace, C. (eds.) (2002). *HWF Research Report #2, Country contextual reports (Demographic trends, labour market and social policies)*. Vienna: HWF Research Consortium, Institute for Advanced Studies.
- Reference period last month before the survey
- Comment on the Dutch data set: unfortunately a mistake was made in the construction of the Dutch questionnaire, meaning that there is no 'scale' in the answer categories. Therefore results are a little ambiguous to interpret.
- See also: Lippe, T. van der, A. Jager & Y. Kops (submitted for publication). In balans tussen werk en privé.

ANNEX I**ISCO categories****Table 39. Description ISCO categories**

ISCO categories	
Legislators, senior officials and managers	ISCO 1
Professionals	ISCO 2
Technicians and associate professionals	ISCO 3
Clerks	ISCO 4
Service workers and shop and market sales workers	ISCO 5
Skilled agricultural and fishery workers	ISCO 6
Craft and related trades workers	ISCO 7
Plant and machine operators and assemblers	ISCO 8
Elementary occupations	ISCO 9

Source: HWF Survey: the Netherlands, 2001

Patterns of flexibility**Table 40. Average working hours per week on main activity – by educational level**

	primary/lower secondary education	upper secondary education	first stage of tertiary education
Mean	30.2	32.8	36.9
standard deviation	13.1	12.9	10.5
N	148.0	315.0	322.0

Source: HWF Survey: the Netherlands, 2001

Table 41. Average working hours per week on main activity – by ISCO group

	ISCO 1	ISCO 2	ISCO 3	ISCO 4	ISCO 5	ISCO 7	ISCO 8	ISCO 9
Mean	43.0	37.0	33.0	30.2	24.9	37.5	36.2	23.4
standard deviation.	9.9	9.7	11.7	10.8	12.4	9.9	10.7	13.3
N	104.0	168.0	171.0	94.0	78.0	44.0	30.0	33.0

Source: HWF Survey: the Netherlands, 2001

Table 42. Working schedule

Regular working hours (traditional working week of 5 days, Monday to Friday)	55%
Shift work	4%
Other regular schedule	14%
Irregular, it varies	19%
Regular working hours (non-traditional working week, 5 days)	8%
	N (=100%) 792

Source: HWF Survey: the Netherlands, 2001

Table 43. Shift work – by gender

	male	female
Rotating shifts (e.g. sometimes mornings, sometimes afternoons, sometimes nights)	100%	48%
Nights		8%
Day times		8%
Morning shifts		7%
Evening or twilight shifts		14%
Weekend shifts		7%
Other types of shift work		7%
	N (=100%)	18
		11

Source: HWF Survey: the Netherlands, 2001

Table 44. Other kinds of regular working schedules – by gender

	male	female
Nine day fortnight	7%	
Four and a half day week	4%	5%
Four day week	18%	23%
Three day week	4%	24%
Two day week	9%	15%
Other type of regular	28%	13%
On specific hours per week (e.g. during school hours, a regular schedule)	23%	14%
Several hours a week	6%	6%
	N (=100%)	55
		81

Source: HWF Survey: the Netherlands, 2001

Table 45. Working schedule – by educational level

	primary/lower secondary education	upper secondary education	first stage of tertiary education
Regular working hours (traditional working week of 5 days, Monday to Friday)	47%	54%	61%
Shift work	5%	5%	1%
Other regular schedule	19%	16%	10%
Irregular, it varies	18%	19%	20%
Regular working hours (non-traditional working week, 5 days)	11%	6%	8%
	N (=100%)	150	316
			325

Source: HWF Survey: the Netherlands, 2001

Table 46. Working flexitime – by educational level

	primary/lower secondary education	upper secondary education	first stage of tertiary education
No	61%	52%	38%
Yes	39%	48%	62%
N (=100%)	151	315	324

Source: HWF Survey: the Netherlands, 2001

Table 47. Working schedule – by ISCO group

	ISCO 1	ISCO 2	ISCO 3	ISCO 4	ISCO 5	ISCO 7	ISCO 8	ISCO 9
Regular working hours (traditional working week of 5 days, Monday to Friday)	50%	64%	55%	64%	30%	77%	27%	48%
Shift work	3%	1%	4%	35	6%		28%	48%
Other regular schedule	13%	7%	12%	14%	27%	7%	19%	30%
Irregular, it varies	23%	20%	21%	13%	28%	11%	20%	9%
Regular working hours (non-traditional working week, 5 days)	11%	7%	8%	6%	9%	5%	6%	10%
N (=100%)	105	173	172	95	79	44	31	33

Source: HWF Survey: the Netherlands, 2001

Table 48. Working flexitime – by ISCO group

	ISCO 1	ISCO 2	ISCO 3	ISCO 4	ISCO 5	ISCO 7	ISCO 8	ISCO 9
No	30%	36%	48%	43%	62%	81%	67%	66%
Yes	70%	64%	52%	57%	38%	19%	33%	34%
N (=100%)	103	173	171	95	79	44	31	33

Source: HWF Survey: the Netherlands, 2001

Table 49. People like to work...

Fewer hours	30%
The same hours	60%
More hours	10%
N (=100%)	777

Source: HWF Survey: the Netherlands, 2001

Table 50. Reasons for working the same number of hours

<i>If you want to work on this activity THE SAME number of hours is this because:</i>	You are earning enough already	16%
	Someone in your household is earning enough to support the household	2%
	You have more time for earning other money	1%
	You would not like (or not be able) to work longer hours	30%
	In this way you can do some education or training	1%
	In this way you can meet your domestic commitments and spend more time with your family	19%
	You have other reasons	32%
	N (=100%)	453

Source: HWF Survey: the Netherlands, 2001

Table 51. Reasons for working more hours

<i>If you want to work on this activity MORE hours is this because:</i>	For better career opportunities	6%
	In this way you can do more interesting tasks	11%
	You can manage to do more work	26%
	You (or your household) need more money	23%
	You have other reasons	34%
	N (=100%)	76

Source: HWF Survey: the Netherlands, 2001

Table 52. Reasons for working fewer hours

<i>If you want to work on this activity FEWER hours is this because:</i>	You are earning enough already	1%
	Someone in your household is earning enough to support the household	1%
	You do not like working long hours	23%
	You want to reduce this activity in favour of other opportunities for earning money	5%
	You want to drop this activity	2%
	You are undertaking or want to undertake education or training	3%
	You want to spend more time with your family (or fulfilling domestic commitments)	27%
	You have other reasons	37%
	N (=100%)	236

Source: HWF Survey: the Netherlands, 2001

Table 53. Reasons for working fewer hours – by gender

	male	female
<i>You are earning enough already</i>	2%	
<i>Someone in your household is earning enough to support the household</i>		3%
<i>You do not like working long hours</i>	28%	14%
<i>You want to reduce this activity in favour of other opportunities for earning money</i>	6%	4%
<i>You want to drop this activity</i>	1%	2%
<i>You are undertaking or want to undertake education or training</i>	3%	6%
<i>You want to spend more time with your family (or fulfilling commitments)</i>	25%	32%
<i>You have other reasons</i>	37%	38%
N (=100%)	158	78

Source: HWF Survey: the Netherlands, 2001

Table 54. Reasons for working fewer hours – by age

	18-24	25-34	35-44	45-54	55-65
<i>You are earning enough already</i>		2%	2%	2%	
<i>Someone in your household is earning enough to support the household</i>		2%	1%	1%	
<i>You do not like working long hours</i>	18%	24%	22%	24%	28%
<i>You want to reduce this activity in favour of other opportunities for earning money</i>	18%	3%	3%	5%	3%
<i>You want to drop this activity</i>				1%	9%
<i>You are undertaking or want to undertake education or training</i>	25%	2%			
<i>You want to spend more time with your family (or fulfilling commitments)</i>	8%	33%	40%	22%	17%
<i>You have other reasons</i>	32%	34%	32%	44%	43%
N (=100%)	26	60	61	56	34

Source: HWF Survey: the Netherlands, 2001

Table 55. Working overtime

	No	29%
<i>Do you sometimes work overtime?</i>	Yes	71%
	N (=100%)	784

Source: HWF Survey: the Netherlands, 2001

Table 56. Working overtime – by gender

	male	female
No	22%	37%
Yes	78%	63%
N (=100%)	434	350

Source: HWF Survey: the Netherlands, 2001

Table 57. Working overtime – by educational level

	primary/lower secondary education	upper secondary education	first stage of tertiary education
No	37%	33%	21%
Yes	63%	67%	79%
N (=100%)	149	313	321

Source: HWF Survey: the Netherlands, 2001

Table 58. Working overtime – by ISCO group

	ISCO 1	ISCO 2	ISCO 3	ISCO 4	ISCO 5	ISCO 67	ISCO 8	ISCO 9
No	18%	23%	28%	36%	39%	30%	42%	31%
Yes	82%	77%	72%	64%	61%	70%	58%	69%
N (=100%)	102	170	172	93	80	43	31	33

Source: HWF Survey: the Netherlands, 2001

Table 59. How often and when people work overtime – by gender

How often do you work overtime in this activity...		never	only few times in a year	only seasonal	at least once a month	at least once a week	N (=100%)
male	in the afternoons?	12%	8%	4%	20%	56%	329
	in the evening (after 18.00 h)?	15%	13%	2%	23%	48%	328
	in the night?	80%	10%	1%	5%	5%	326
	in the weekend?	39%	25%	1%	17%	17%	328
	at other than mentioned times?	75%	9%	0%	5%	10%	309
female	in the afternoons?	17%	14%	6%	22%	41%	214
	in the evening (after 18.00 h)?	30%	17%	2%	20%	32%	216
	in the night?	88%	5%	0%	2%	4%	219
	in the weekend?	55%	17%	1%	15%	12%	217
	at other than mentioned times?	75%	7%	3%	5%	10%	212

Source: HWF Survey: the Netherlands, 2001

Table 60. How often and when people work overtime – by educational level

How often do you work overtime in this activity...		never	only few times in a year	only seasonal	at least once a month	at least once a week	N (=100%)
pri- mary/lower secondary education	in the afternoons?	17%	20%	4%	27%	31%	87
	in the evening (after 18.00 h)?	35%	17%	2%	24%	22%	87
	in the night?	81%	10%		6%	3%	87
	in the weekend?	41%	34%	4%	11%	10%	87
	at other than mentioned times?	73%	14%		5%	8%	87
upper secondary education	in the afternoons?	14%	10%	8%	18%	51%	186
	in the evening (after 18.00 h)?	27%	15%	2%	19%	37%	187
	in the night?	84%	8%		5%	3%	187
	in the weekend?	50%	21%	1%	14%	14%	186
	at other than mentioned times?	76%	8%		6%	10%	187
first stage of tertiary education	in the afternoons?	13%	6%	2%	21%	58%	236
	in the evening (after 18.00 h)?	12%	13%	1%	23%	51%	236
	in the night?	84%	8%	0%	3%	5%	240
	in the weekend?	44%	20%	1%	19%	16%	240
	at other than mentioned times?	78%	7%		4%	11%	240

Source: HWF Survey: the Netherlands, 2001

Table 61. How often and when people work overtime – by ISCO group

How often do you work overtime in this activity...		ISCO categories							
		ISCO 1	ISCO 2	ISCO 3	ISCO 4	ISCO 5	ISCO 7	ISCO 8	ISCO 9
in the afternoons?	1 never	9%	17%	15%	7%	23%	16%	12%	24%
	2 only few times in a year	7%	5%	8%	21%	19%	7%	20%	32%
	3 only seasonal	4%	4%	35	9%	16%			
	4 at least once a month	12%	24%	20%	17%	12%	32%	26%	30%
	5 at least once a week	68%	50%	54%	46%	30%	45%	43%	14%
	N (=100%)	84	125	122	57	48	29	16	22
in the evening (after 18.00 h)?	1 never	13%	10%	25%	35%	26%	20%	18%	34%
	2 only few times in a year	7%	14%	9%	25%	21%	14%	34%	22%
	3 only seasonal	3%	2%	2%		3%			
	4 at least once a month	15%	26%	19%	19%	22%	40%	28%	34%
	5 at least once a week	61%	48%	45%	22%	27%	27%	19%	10%
	N (=100%)	84	127	122	57	48	29	16	22
in the night?	1 never	81%	84%	84%	87%	74%	87%	47%	96%
	2 only few times in a year	6%	9%	4%	9%	12%		47%	4%
	3 only seasonal	1%	1%				4%		
	4 at least once a month	5%	2%	6%	35	6%	3%		
	5 at least once a week	7%	4%	6%		8%	6%	7%	
	N (=100%)	83	128	123	57	48	29	15	22
in the weekend?	1 never	35%	36%	53%	65%	44%	34%	31%	67%
	2 only few times in a year	19%	22%	23%	21%	15%	33%	54%	24%
	3 only seasonal	1%	1%	3%			3%		5%
	4 at least once a month	19%	22%	15%	5%	27%	13%		
	5 at least once a week	27%	18%	6%	8%	13%	16%	14%	4%
	N (=100%)	83	129	123	56	48	30	15	22
at other than mentioned times?	1 never	67%	77%	81%	89%	53%	82%	41%	75%
	2 only few times in a year	10%	5%	7%	55	16%	4%	47%	7%
	3 only seasonal	1%	1%	1%	3%	5%			
	4 at least once a month	8%	4%	4%	2%	13%			5%
	5 at least once a week	13%	135	7%	1%	12%	14%	12%	13%
	N (=100%)	79	123	121	55	44	26	15	22

Source: HWF Survey: the Netherlands, 2001

Patterns of place flexibility

Table 62. Place of work

At home	3%
Combined at home and elsewhere (as a common combination)	2%
Within the locality where you live	39%
Within a different locality to which you commute	51%
Abroad	0%
Always changing	5%
Other situation	1%
	N (=100)
	794

Source: HWF Survey: the Netherlands, 2001

Table 63. Place of work – by educational level

	primary/lower secondary education	upper secondary education	first stage of tertiary education
At home	2%	3%	4%
Combined at home and elsewhere (as a common combination)	2%	0%	3%
Within the locality where you live	42%	43%	33%
Within a different locality to which you commute	40%	50%	56%
Abroad	1%	0%	0%
Always changing	12%	3%	3%
Other situation	1%	0%	0%
	N (=100%)	150	317
		317	326

Source: HWF Survey: the Netherlands, 2001

Table 64. Reasons for doing this activity at home

I could not find another job	3%
I prefer to work at home, because it suits me as I want to spend more time my family	21%
I prefer to work at home, because it suits me as I have domestic commitments that would otherwise prevent me from working	5%
I prefer to work at home, because is suits me for other reasons	72%
	N (=100%)
	37

Source: HWF Survey: the Netherlands, 2001

Table 65. Who decides on ... – by gender

	Who decides on...	I decide	Employer de- cides	Employer and I decide together	It its outside our control	N (=100%)
male	the number of hours that you work	35%	23%	37%	5%	437
	your general working schedule	43%	31%	23%	3%	437
	the overtime that you work	64%	11%	20%	5%	409
	the place of work	27%	48%	15%	9%	423
female	the number of hours that you work	30%	24%	45%	2%	350
	your general working schedule	38%	27%	33%	1%	352
	the overtime that you work	57%	12%	23%	9%	299
	the place of work	21%	48%	21%	9%	333

Source: HWF Survey: the Netherlands, 2001

Table 66. Who decides on ... – by age

	Who decides on...	I decide	Employer de- cides	Employer and I decide together	It its outside our control	N (=100%)
18-24	the number of hours that you work	19%	31%	48%	2%	103
	your general working schedule	20%	47%	33%		105
	the overtime that you work	45%	18%	26%	12%	88
	the place of work	9%	67%	20%	4%	99
25-34	the number of hours that you work	24%	22%	49%	5%	212
	your general working schedule	37%	34%	27%	2%	212
	the overtime that you work	58%	12%	24%	6%	197
	the place of work	22%	49%	21%	8%	208
35-44	the number of hours that you work	38%	19%	39%	4%	209
	your general working schedule	46%	22%	28%	4%	209
	the overtime that you work	60%	14%	21%	5%	194
	the place of work	30%	45%	15%	9%	201
45-54	the number of hours that you work	40%	25%	35%	0%	177
	your general working schedule	49%	23%	27%	2%	177
	the overtime that you work	68%	5%	20%	6%	155
	the place of work	30%	44%	15%	12%	169
55-65	the number of hours that you work	43%	26%	26%	5%	86
	your general working schedule	45%	28%	21%	6%	86
	the overtime that you work	71%	9%	14%	5%	74
	the place of work	25%	42%	19%	15%	79

Source: HWF Survey: the Netherlands, 2001

Table 67. Who decides on ... – by educational level

	Who decides on...	I decide	Employer decides	Employer and I decide together	It is outside our control	N (=100%)
pri- mary/lower secondary education	the number of hours that you work	27%	33%	37%	3%	149
	your general working schedule	27%	44%	26%	2%	150
	the overtime that you work	48%	19%	26%	7%	127
	the place of work	19%	60%	11%	9%	147
upper secondary education	the number of hours that you work	31%	25%	42%	3%	316
	your general working schedule	36%	33%	30%	2%	315
	the overtime that you work	56%	11%	22%	10%	280
	the place of work	24%	51%	18%	7%	298
first stage of tertiary education	the number of hours that you work	37%	18%	41%	4%	322
	your general working schedule	51%	20%	26%	3%	324
	the overtime that you work	70%	8%	18%	3%	301
	the place of work	27%	40%	21%	12%	310

Source: HWF Survey: the Netherlands, 2001

Table 68. Who decides on ... – by ISCO group

Who decides on...		ISCO categories							
		ISCO 1	ISCO 2	ISCO 3	ISCO 4	ISCO 5	ISCO 7	ISCO 8	ISCO 9
the number of hours that you work	I decide	62%	35%	32%	23%	22%	11%	17%	23%
	Employer decides	14%	16%	20%	32%	26%	39%	54%	28%
	Employer and I decide together	21%	44%	46%	44%	48%	42%	21%	49%
	It is outside our control	3%	5%	2%	1%	4%	7%	7%	
	N (=100%)	103	171	171	95	79	43	31	32
your general working schedule	I decide	67%	51%	42%	33%	24%	17%	6%	34%
	Employer decides	14%	17%	28%	30%	37%	52%	66%	41%
	Employer and I decide together	17%	30%	27%	37%	37%	23%	24%	25%
	It is outside our control	2%	3%	3%	1%	2%	9%	4%	
	N (=100%)	102	173	171	95	79	44	31	32
the overtime that you work	I decide	78%	74%	61%	51%	33%	38%	30%	34%
	Employer decides	2%	8%	11%	9%	20%	17%	25%	36%
	Employer and I decide together	16%	16%	18%	34%	27%	33%	36%	27%
	It is outside our control	4%	2%	9%	6%	15%	12%	8%	3%
	N (=100%)	103	171	171	95	79	43	31	32
the place of work	I decide	48%	31%	23%	13%	15%	11%	8%	19%
	Employer decides	30%	37%	49%	58%	57%	64%	82%	60%
	Employer and I decide together	15%	23%	14%	21%	20%	10%	7%	12%
	It is outside our control	6%	9%	14%	8%	8%	14%	3%	9%
	N (=100%)	102	167	160	89	75	43	28	31

Source: HWF Survey: the Netherlands, 2001

Patterns of flexibility of conditions

Table 69. Contract main activity – by gender

	male	female
No contract	4%	4%
Self employed	7%	6%
Permanent contract	75%	69%
On a fee only basis	1%	2%
Subject to performance	0%	
A fixed term contract without a perspective on a permanent contract	1%	3%
A fixed term contract with a perspective on a permanent contract	7%	11%
On call, zero hours contract or a min/max contract	1%	3%
Temporary worker	1%	2%
Other	2%	2%
	N (=100%)	440
		351

Source: HWF Survey: the Netherlands, 2001

Table 70. Contract main activity – by age

	18-24	25-34	35-44	45-54	55-65
No contract		1%	5%	5%	10%
Self employed		3%	11%	8%	8%
Permanent contract	51%	79%	73%	77%	72%
On a fee only basis	2%	0%	0%	2%	2%
Subject to performance		1%			
A fixed term contract without a perspective on a permanent contract	6%	3%	0%	1%	1%
A fixed term contract with a perspective on a permanent contract	21%	12%	7%	3%	4%
On call, zero hours contract or a min/max contract	4%	1%	1%	2%	1%
Temporary worker	6%	1%	1%	1%	
Other	9%	0%	0%	1%	1%
	N (=100%)	103	212	210	180
				180	86

Source: HWF Survey: the Netherlands, 2001

Table 71. Main reason that respondent does contract work on this activity

You did not a permanent job	15%
You could not find a permanent job	3%
The contract was only available short term	7%
The contract was only available on a fee-only basis	1%
Other reason	74%
	N (=100%)
	65

Source: HWF Survey: the Netherlands, 2001

Table 72. General satisfaction with work – by gender

	How satisfied are you in general with...	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N (=100%)
male	your main work?	2%	4%	5%	30%	58%		441
	the stability of your work? (continuity and stability)	3%	5%	6%	32%	53%	1%	441
	the duration of your contract?	1%	2%	2%	19%	62%	13%	439
	your hours of work?	2%	6%	7%	30%	54%	1%	443
	your location of work?	2%	8%	5%	28%	56%	1%	442
	your earnings?	6%	10%	6%	42%	35%	2%	443
female	your main work?	2%	3%	3%	34%	58%	0%	357
	the stability of your work? (continuity and stability)	3%	5%	6%	36%	50%	1%	356
	the duration of your contract?	9%	2%	2%	18%	65%	12%	356
	your hours of work?	0%	2%	5%	25%	66%	2%	357
	your location of work?	2%	5%	3%	26%	62%	1%	357
	your earnings?	9%	14%	10%	34%	32%	2%	357

Source: HWF Survey: the Netherlands, 2001

Table 73. General satisfaction with work – by age

How satisfied are you in general with...		Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	Not applicable	N (=100%)
18-24	your main work?		4%	2%	32%	62%		105
	the stability of your work? (continuity and stability)	2%		2%	42%	52%	2%	108
	the duration of your contract?		4%	2%	24%	64%	6%	108
	your hours of work?		2%	6%	37%	52%	2%	108
	your location of work?		2%		29%	67%	2%	108
	your earnings?	14%	16%	14%	26%	25%	4%	108
25-34	your main work?	2%	5%	6%	34%	52%	0%	213
	the stability of your work? (continuity and stability)	2%	7%	7%	38%	45%	0%	213
	the duration of your contract?	2%	3%	4%	18%	69%	5%	210
	your hours of work?	2%	3%	7%	44%	56%	0%	213
	your location of work?	2%	6%	5%	29%	57%	1%	213
	your earnings?	7%	13%	8%	43%	27%	0%	213
35-44	your main work?	3%	3%	3%	37%	53%		210
	the stability of your work? (continuity and stability)	4%	6%	8%	30%	51%	1%	210
	the duration of your contract?	0%	1%	1%	18%	61%	19%	210
	your hours of work?	1%	6%	5%	25%	61%	2%	210
	your location of work?	2%	8%	5%	28%	57%	0%	210
	your earnings?	6%	6%	8%	40%	39%	0%	210
45-54	your main work?	2%	2%	5%	30%	61%	0%	181
	the stability of your work? (continuity and stability)	3%	5%	6%	31%	54%	1%	179
	the duration of your contract?	2%	1%	1%	17%	61%	17%	180
	your hours of work?	1%	6%	4%	20%	68%	1%	181
	your location of work?	2%	11%	4%	27%	55%	1%	180
	your earnings?	4%	13%	7%	35%	40%	1%	181
55-65	your main work?	2%	5%	2%	18%	73%		88
	the stability of your work? (continuity and stability)	4%	3%	3%	29%	60%	1%	87
	the duration of your contract?	1%	1%	1%	17%	59%	21%	87
	your hours of work?	2%	2%	9%	26%	55%	5%	88
	your location of work?	3%	1%	3%	22%	66%	5%	88
	your earnings?	6%	9%	3%	42%	34%	6%	88

Source: HWF Survey: the Netherlands, 2001

Perceptions of flexibility

Table 74. If people have no job, would they be willing to...

Imagine that you had no job and could get a new one under certain conditions. Would you be willing to...?	No	May be	Yes	N (=100%)
Work more than 40 hours per week	58%	12%	30%	937
Move (migrate) to another settlement	54%	19%	26%	936
Accept less attractive work conditions	62%	17%	21%	925
Retrain for another profession	34%	14%	52%	933
Learn a new foreign language	26%	10%	65%	936

Source: HWF Survey: the Netherlands, 2001

Table 75. If people have no job, would they be willing to.... – by age

	Imagine that you had no job and could get a new one under certain conditions. Would you be willing to...?	No	May be	Yes	N (=100%)
18-24	Work more than 40 hours per week	52%	17%	31%	124
	Move (migrate) to another settlement	50%	23%	27%	124
	Accept less attractive work conditions	68%	15%	17%	121
	Retrain for another profession	26%	13%	62%	124
	Learn a new foreign language	13%	8%	79%	124
25-34	Work more than 40 hours per week	47%	17%	36%	233
	Move (migrate) to another settlement	44%	22%	34%	233
	Accept less attractive work conditions	55%	19%	26%	233
	Retrain for another profession	19%	17%	64%	232
	Learn a new foreign language	18%	9%	73%	233
35-44	Work more than 40 hours per week	62%	12%	27%	242
	Move (migrate) to another settlement	55%	21%	25%	241
	Accept less attractive work conditions	58%	20%	22%	241
	Retrain for another profession	23%	20%	57%	242
	Learn a new foreign language	25%	14%	61%	242
45-54	Work more than 40 hours per week	61%	8%	31%	202
	Move (migrate) to another settlement	58%	17%	25%	204
	Accept less attractive work conditions	61%	19%	19%	197
	Retrain for another profession	46%	10%	44%	205
	Learn a new foreign language	29%	8%	63%	205
55-65	Work more than 40 hours per week	73%	5%	22%	137
	Move (migrate) to another settlement	70%	13%	17%	134
	Accept less attractive work conditions	77%	9%	14%	132
	Retrain for another profession	73%	5%	22%	130
	Learn a new foreign language	48%	6%	46%	132

Source: HWF Survey: the Netherlands, 2001

Table 76. If people have no job, would they be willing to.... – by educational level

Imagine that you had no job and could get a new one under certain conditions. Would you be willing to...?		No	May be	Yes	N (=100%)
primary/lower secondary education	Work more than 40 hours per week	61%	11%	28%	206
	Move (migrate) to another settlement	68%	15%	17%	207
	Accept less attractive work conditions	68%	13%	19%	200
	Retrain for another profession	39%	15%	47%	206
	Learn a new foreign language	36%	9%	55%	207
upper secondary education	Work more than 40 hours per week	61%	10%	29%	378
	Move (migrate) to another settlement	56%	22%	23%	376
	Accept less attractive work conditions	65%	16%	19%	373
	Retrain for another profession	32%	14%	54%	376
	Learn a new foreign language	23%	11%	66%	376
first stage of tertiary education	Work more than 40 hours per week	54%	14%	32%	351
	Move (migrate) to another settlement	44%	20%	36%	349
	Accept less attractive work conditions	55%	22%	23%	349
	Retrain for another profession	34%	15%	52%	347
	Learn a new foreign language	22%	8%	70%	349

Source: HWF Survey: the Netherlands, 2001

Table 77 If people have no job, would they be willing to.... – by ISCO group

Imagine that you had no job and could get a new one under certain conditions. Would you be willing to...?		No	May be	Yes	N (=100%)
ISCO 1	Work more than 40 hours per week	33%	12%	55%	103
	Move (migrate) to another settlement	49%	14%	37%	105
	Accept less attractive work conditions	53%	16%	31%	102
	Retrain for another profession	33%	8%	59%	105
	Learn a new foreign language	25%	4%	71%	105
ISCO 2	Work more than 40 hours per week	51%	16%	33%	173
	Move (migrate) to another settlement	36%	29%	35%	172
	Accept less attractive work conditions	59%	20%	22%	172
	Retrain for another profession	32%	18%	50%	169
	Learn a new foreign language	15%	11%	74%	172
ISCO 3	Work more than 40 hours per week	57%	12%	31%	171
	Move (migrate) to another settlement	49%	21%	30%	171
	Accept less attractive work conditions	54%	25%	21%	169
	Retrain for another profession	31%	16%	53%	170
	Learn a new foreign language	22%	12%	67%	170
ISCO 4	Work more than 40 hours per week	65%	13%	22%	94
	Move (migrate) to another settlement	55%	22%	23%	94
	Accept less attractive work conditions	53%	26%	21%	94
	Retrain for another profession	16%	16%	68%	94
	Learn a new foreign language	11%	10%	79%	94
ISCO 5	Work more than 40 hours per week	72%	9%	19%	80
	Move (migrate) to another settlement	66%	17%	18%	80
	Accept less attractive work conditions	71%	13%	16%	80
	Retrain for another profession	43%	15%	42%	80
	Learn a new foreign language	38%	17%	46%	80
ISCO 7	Work more than 40 hours per week	49%	14%	37%	44
	Move (migrate) to another settlement	55%	19%	26%	44
	Accept less attractive work conditions	69%	6%	71%	44
	Retrain for another profession	24%	18%	57%	44
	Learn a new foreign language	23%	6%	71%	44
ISCO 8	Work more than 40 hours per week	25%	18%	57%	32
	Move (migrate) to another settlement	67%	16%	17%	32
	Accept less attractive work conditions	56%	3%	42%	32
	Retrain for another profession	26%	6%	68%	32
	Learn a new foreign language	35%	6%	59%	32
ISCO 9	Work more than 40 hours per week	75%	6%	18%	33
	Move (migrate) to another settlement	80%	5%	15%	33
	Accept less attractive work conditions	70%	17%	12%	33
	Retrain for another profession	45%	8%	46%	33
	Learn a new foreign language	45%	9%	47%	33

Source: HWF Survey: the Netherlands, 2001

Table 78. If people were offered a new job would they be willing to...

Imagine that you were offered a new position with twice the salary you now have. Would you be willing to...?	No	May be	Yes	N (=100%)
Work more than 40 hours per week	53%	13%	35%	922
Move (migrate) to another settlement	55%	15%	30%	926
Accept less attractive work conditions	62%	18%	20%	916
Retrain for another profession	39%	12%	48%	920
Learn a new foreign language	30%	8%	62%	925

Source: HWF Survey: the Netherlands, 2001

Table 79. If people were offered a new job would they be willing to... – by age

	Imagine that you were offered a new position with twice the salary you now have. Would you be willing to...?	No	May be	Yes	N (=100%)
18-24	Work more than 40 hours per week	35%	21%	44%	121
	Move (migrate) to another settlement	54%	14%	32%	123
	Accept less attractive work conditions	45%	28%	27%	121
	Retrain for another profession	26%	14%	60%	123
	Learn a new foreign language	13%	10%	77%	123
25-34	Work more than 40 hours per week	40%	17%	43%	231
	Move (migrate) to another settlement	43%	16%	41%	231
	Accept less attractive work conditions	52%	21%	27%	231
	Retrain for another profession	25%	12%	63%	229
	Learn a new foreign language	22%	7%	72%	231
35-44	Work more than 40 hours per week	58%	9%	32%	239
	Move (migrate) to another settlement	53%	20%	28%	239
	Accept less attractive work conditions	63%	16%	53%	238
	Retrain for another profession	32%	16%	53%	238
	Learn a new foreign language	26%	12%	62%	239
45-54	Work more than 40 hours per week	60%	11%	29%	201
	Move (migrate) to another settlement	61%	14%	24%	202
	Accept less attractive work conditions	72%	16%	13%	196
	Retrain for another profession	52%	13%	35%	202
	Learn a new foreign language	38%	6%	55%	203
55-65	Work more than 40 hours per week	68%	8%	24%	130
	Move (migrate) to another settlement	70%	8%	22%	131
	Accept less attractive work conditions	80%	8%	12%	130
	Retrain for another profession	73%	5%	22%	127
	Learn a new foreign language	51%	6%	42%	129

Source: HWF Survey: the Netherlands, 2001

Table 80. If people were offered a new job would they be willing to... – by educational level

Imagine that you were offered a new position with twice the salary you now have. Would you be willing to...?		No	May be	Yes	N(=100%)
primary/lower secondary education	Work more than 40 hours per week	54%	10%	36%	199
	Move (migrate) to another settlement	65%	13%	23%	203
	Accept less attractive work conditions	70%	12%	18%	200
	Retrain for another profession	42%	12%	47%	202
	Learn a new foreign language	36%	7%	57%	204
upper secondary education	Work more than 40 hours per week	54%	15%	32%	370
	Move (migrate) to another settlement	57%	15%	28%	371
	Accept less attractive work conditions	61%	19%	21%	367
	Retrain for another profession	37%	12%	51%	370
	Learn a new foreign language	29%	9%	62%	370
first stage of tertiary education	Work more than 40 hours per week	50%	13%	37%	349
	Move (migrate) to another settlement	46%	17%	37%	349
	Accept less attractive work conditions	58%	20%	22%	345
	Retrain for another profession	40%	14%	46%	345
	Learn a new foreign language	27%	8%	65%	348

Source: HWF Survey: the Netherlands, 2001

Table 81. If people were offered a new job would they be willing to... – by ISCO group

Imagine that you were offered a new position with twice the salary you now have. Would you be willing to...?		No	May be	Yes	N(=100%)
ISCO 1	Work more than 40 hours per week	33%	8%	59%	105
	Move (migrate) to another settlement	48%	12%	40%	105
	Accept less attractive work conditions	52%	19%	29%	103
	Retrain for another profession	39%	7%	54%	105
	Learn a new foreign language	25%	5%	69%	105
ISCO 2	Work more than 40 hours per week	45%	15%	40%	172
	Move (migrate) to another settlement	37%	24%	39%	172
	Accept less attractive work conditions	57%	21%	21%	170
	Retrain for another profession	37%	16%	47%	169
	Learn a new foreign language	21%	11%	68%	170
ISCO 3	Work more than 40 hours per week	53%	13%	34%	168
	Move (migrate) to another settlement	49%	13%	37%	169
	Accept less attractive work conditions	62%	22%	17%	168
	Retrain for another profession	33%	13%	53%	169
	Learn a new foreign language	25%	10%	66%	169
ISCO 4	Work more than 40 hours per week	51%	21%	28%	92
	Move (migrate) to another settlement	54%	19%	27%	94
	Accept less attractive work conditions	53%	23%	25%	93
	Retrain for another profession	18%	16%	66%	93
	Learn a new foreign language	17%	8%	76%	94
ISCO 5	Work more than 40 hours per week	67%	16%	17%	80
	Move (migrate) to another settlement	70%	14%	16%	80
	Accept less attractive work conditions	67%	19%	14%	80
	Retrain for another profession	47%	12%	41%	79
	Learn a new foreign language	41%	14%	46%	80
ISCO 7	Work more than 40 hours per week	44%	13%	43%	43
	Move (migrate) to another settlement	50%	16%	33%	44
	Accept less attractive work conditions	68%	10%	22%	43
	Retrain for another profession	31%	9%	60%	44
	Learn a new foreign language	25%	9%	66%	44
ISCO 8	Work more than 40 hours per week	21%	18%	61%	32
	Move (migrate) to another settlement	59%	14%	27%	32
	Accept less attractive work conditions	57%	6%	37%	32
	Retrain for another profession	19%	12%	69%	31
	Learn a new foreign language	38%		62%	32
ISCO 9	Work more than 40 hours per week	61%	15%	24%	33
	Move (migrate) to another settlement	78%	5%	17%	33
	Accept less attractive work conditions	69%	19%	12%	33
	Retrain for another profession	46%	13%	40%	33
	Learn a new foreign language	44%	8%	48%	33

Source: HWF Survey: the Netherlands, 2001

Patterns of work

Table 82. Number of activities last 12 months – by age

Number of activities in last 12 months	Age categories					N(=100%)
	18 – 24	25 – 34	35 – 44	45 – 54	55 – 65	
0	9%	11%	14%	16%	49%	184
1	70%	79%	74%	76%	45%	679
2	18%	8%	9%	5%	4%	78
3	2%	2%	2%	3%	2%	19
4			0%	0%		2
5			0%			1
6	2%		0%			3
Total	121	238	236	212	159	966

Source: HWF Survey: the Netherlands, 2001

Table 83. Working situations of the Dutch respondents

Employed full time (>=32 hours) permanent contact	43%
Employed part time (<=32 hours) permanent contact	19%
Employed full time (>=32 hours) contract for a fixed term	3%
Employed part time (<=32 hours) contract for a fixed term	4%
In employment but temporarily laid off	1%
Self employed	7%
Farmer	1%
Pupil/student/in education or training	4%
Government training scheme	0%
Unpaid worker in family business	1%
Unemployed	6%
Retired from paid work	4%
Housekeeper	7%
Sick or disabled	4%
Other	2%
	(N=100%)
	1004

Source: HWF Survey: the Netherlands, 2001

Table 84. Working situations of the Dutch respondents – by gender

	male	female
Employed full time (>=32 hours) permanent contact	66%	20%
Employed part time (<=32 hours) permanent contact	6%	32%
Employed full time (>=32 hours) contract for a fixed term	4%	2%
Employed part time (<=32 hours) contract for a fixed term	2%	7%
In employment but temporarily laid off	0%	1%
Self employed	8%	6%
Farmer	1%	1%
Pupil/student/in education or training	4%	3%
Government training scheme	0%	
Unpaid worker in family business	0%	1%
Unemployed	3%	9%
Retired from paid work	5%	3%
Housekeeper	0%	13%
Sick or disabled	3%	4%
Other	2%	3%
	(N=100%)	501
		503

Source: HWF Survey: the Netherlands, 2001

Table 85. Working situations of the Dutch respondents – by age

	Age categories				
	18 – 24	25 – 34	35 – 44	45 – 54	55 – 65
Employed full time (>=32 hours) permanent contact	31%	56%	46%	45%	27%
Employed part time (<=32 hours) permanent contact	13%	18%	25%	23%	12%
Employed full time (>=32 hours) contract for a fixed term	10%	6%	1%	1%	1%
Employed part time (<=32 hours) contract for a fixed term	12%	4%	3%	5%	1%
In employment but temporarily laid off		2%	1%	0%	1%
Self employed	2%	3%	12%	9%	6%
Farmer		0%	0%	2%	1%
Pupil/student/in education or training	27%	0%	0%		
Government training scheme			1%		
Unpaid worker in family business		1%	1%	0%	1%
Unemployed	7%	4%	6%	5%	10%
Retired from paid work			0%		23%
Housekeeper	3%	5%	7%	7%	10%
Sick or disabled	4%	1%	1%	6%	8%
Other	5%	1%	1%	2%	3%
	(N=100%)	128	241	247	221
				221	168

Source: HWF Survey: the Netherlands, 2001

Table 86. Income sources of the Dutch respondents

	N = 997
Wage or salary	71%
Self employed earnings	8%
Income from additional jobs (can be occasional and / or casual work)	3%
Income from own farming or agricultural production (including produce)	1%
Pension	5%
Unemployment benefit	2%
Grant or scholarship for education and training, including loans	4%
Other social transfers (e.g. child allowance, parental leave)	17%
Income from investments, savings or rents from properties	3%
Profit from a business	2%
Private transfers (e.g. alimony, or payment from others such as parents)	1%
Disability pension	4%
Social security payment	1%
Other sources	2%
None, the respondent had no income last month	5%

Source: HWF Survey: the Netherlands, 2001

Table 87. Income sources of the Dutch respondents – by age

	Age categories					
	18 – 24	25 – 34	35 – 44	45 – 54	55 – 65	
Wage or salary	69%	85%	76%	73%	42%	
Self employed earnings	4%	5%	12%	10%	6%	
Income from additional jobs (can be occasional and / or casual work)	12%	2%	3%	2%	1%	
Income from own farming or agricultural production (including produce)		0%	0%	2%	1%	
Pension			0%	2%	27%	
Unemployment benefit	4%	1%	0%	3%	4%	
Grant or scholarship for education and training, including loans	32%	1%			1%	
Other social transfers (e.g. child allowance, parental leave)	5%	18%	38%	14%	1%	
Income from investments, savings or rents from properties		4%	3%	5%	3%	
Profit from a business		0%	3%	3%	1%	
Private transfers (e.g. alimony, or payment from others such as parents)		0%	2%	1%	1%	
Disability pension	2%	1%	3%	7%	9%	
Social security payment	2%	1%	1%		1%	
Other sources	3%	1%	1%	2%	5%	
None, the respondent had no income last month		5%	5%	5%	9%	
	(N=100%)	128	240	245	219	165

Source: HWF Survey: the Netherlands, 2001

Household organisation

Economic situation of the household

Table 88. Satisfaction with the way people live – by age

		18 – 24	25 – 34	35 – 44	45 – 54	55 – 65
<i>Generally how satisfied are you with the way you live?</i>	Very dissatisfied	5%	4%	3%	0%	2%
	Somewhat dissatisfied	3%	5%	3%	3%	1%
	Neither satisfied nor dissatisfied	5%	2%	2%	1%	1%
	Somewhat satisfied	25%	24%	15%	13%	15%
	Very satisfied	61%	66%	76%	83%	81%
N(=100%)		128	241	247	221	167

Source: HWF Survey: the Netherlands, 2001

Table 89. Household economic situation compared to 5 years ago – by gender

		male	female
<i>If you compare your household present economic situation to that of 5 years ago, would you say the situation has...</i>	clearly deteriorated	4%	5%
	somewhat deteriorated	8%	9%
	stayed the same	21%	27%
	somewhat improved	26%	26%
	clearly improved	41%	33%
N(=100%)		490	496

Source: HWF Survey: the Netherlands, 2001

Table 90. Household economic situation compared to 5 years ago – by age

		18 - 24	24 - 34	35 - 44	45 - 54	55 - 65
<i>If you compare your household present economic situation to that of 5 years ago, would you say the situation has...</i>	clearly deteriorated	4%	2%	5%	5%	7%
	somewhat deteriorated	7%	6%	8%	9%	14%
	stayed the same	24%	10%	21%	31%	38%
	somewhat improved	34%	22%	28%	27%	22%
	clearly improved	30%	60%	38%	28%	19%
N(=100%)		121	232	245	220	167

Source: HWF Survey: the Netherlands, 2001

Table 91. Household economic situation compared to 5 years ago – by educational level

		primary/lower secondary education	upper secondary education	first stage of tertiary education
<i>If you compare your household present economic situation to that of 5 years ago, would you say the situation has...</i>	clearly deteriorated	8%	4%	3%
	somewhat deteriorated	10%	9%	8%
	stayed the same	28%	25%	20%
	somewhat improved	23%	28%	26%
	clearly improved	31%	34%	44%
N(=100%)		227	394	361

Source: HWF Survey: the Netherlands, 2001

Table 92. Expectations household economic situation – by gender

		male	female
<i>Do you believe that in the next year the economic situation of your household will...?</i>	clearly deteriorated	1%	2%
	somewhat deteriorated	12%	8%
	stay the same	45%	57%
	somewhat improved	29%	23%
	clearly improved	12%	10%
N(=100%)		486	490

Source: HWF Survey: the Netherlands, 2001

Table 93. Expectations household economic situation – by age

		18 - 24	24 - 34	35 - 44	45 - 54	55 - 65
<i>Do you believe that in the next year the economic situation of your household will...?</i>	clearly deteriorated		2%	2%	1%	1%
	somewhat deteriorated	8%	6%	8%	10%	21%
	stay the same	37%	39%	51%	62%	66%
	somewhat improved	34%	36%	30%	22%	8%
	clearly improved	21%	17%	9%	5%	5%
N(=100%)		124	237	239	214	163

Source: HWF Survey: the Netherlands, 2001

Table 94. Expectations household economic situation – by educational level

		primary/lower secondary education	upper secondary education	first stage of tertiary education
<i>Do you believe that in the next year the economic situation of your household will...?</i>	clearly deteriorated	2%	1%	2%
	somewhat deteriorated	13%	10%	8%
	stay the same	57%	52%	46%
	somewhat improved	19%	26%	32%
	clearly improved	9%	12%	12%
N(=100%)		223	389	361

Source: HWF Survey: the Netherlands, 2001

Domestic roles

Table 95. (Dis-)agreement in household – by age

To what degree people (dis-)agree on...		Age categories				
		18 – 24	25 – 34	35 – 44	45 – 54	55 - 65
Household finances	Always disagree	2%	2%	1%	1%	2%
	Sometimes disagree	6%	2%	4%	2%	4%
	Neither agree nor disagree	2%	2%	3%	2%	
	Usually agree	46%	33%	39%	32%	26%
	Always agree	44%	60%	54%	63%	67%
	N(=100%)	106	191	206	185	127
Allocation of household (domestic) tasks	Always disagree	4%	2%	2%	3%	2%
	Sometimes disagree	21%	11%	14%	14%	8%
	Neither agree nor disagree	2%	4%	3%	3%	3%
	Usually agree	25%	40%	44%	39%	18%
	Always agree	48%	42%	38%	41%	68%
	N(=100%)	106	191	207	186	128
Amount of time spent together	Always disagree	4%	2%		1%	3%
	Sometimes disagree	11%	18%	19%	12%	8%
	Neither agree nor disagree	11%	3%	4%	6%	1%
	Usually agree	43%	40%	39%	44%	29%
	Always agree	31%	37%	39%	37%	60%
	N(=100%)	103	190	208	185	126
Amount of the time spent at work (in employment)	Always disagree	4%	1%	1%	1%	2%
	Sometimes disagree	11%	17%	20%	16%	14%
	Neither agree nor disagree	4%	5%	4%	5%	5%
	Usually agree	35%	41%	35%	38%	16%
	Always agree	46%	36%	41%	39%	63%
	N(=100%)	103	190	209	184	100

Source: HWF Survey: the Netherlands, 2001

Work / family relations**Perceptions of work / family arrangements****Table 96. Influences on work/family arrangements**

How often have you experienced the following in the last 3 month?	Never	Rarely	Sometimes	Often	Always	N(=100%)
My work makes it difficult for me to do some of the household tasks that need to be done.	40%	17%	28%	13%	3%	863
My work makes difficult to fulfil my responsibilities towards my family and other important persons of my life.	53%	18%	23%	6%	1%	856
My responsibilities towards my family and other important persons in my life prevented me from doing my work adequately.	75%	16%	9%	1%	0%	862
I have to take work from my employment home to finish.	69%	6%	14%	6%	4%	843
I preferred to spend more time at work than to spend more time at home.	77%	9%	10%	3%	1%	848

Source: HWF Survey: the Netherlands, 2001

Table 97. Influences on work/family arrangements – by gender

		male	female
My work makes it difficult for me to do some of the household tasks that need to be done	Never	35%	45%
	Rarely	21%	13%
	Sometimes	28%	28%
	Often	13%	12%
	Always	3%	2%
	(N=100%)	454	409
My work makes it difficult to fulfil my responsibilities towards my family and other important persons in my life	Never	51%	55%
	Rarely	20%	15%
	Sometimes	22%	25%
	Often	6%	5%
	Always	1%	0%
	(N=100%)	450	405
My responsibilities towards my family and other important persons in my life prevented me from doing my work adequately	Never	74%	76%
	Rarely	16%	15%
	Sometimes	8%	9%
	Often	1%	0%
	Always	0%	0%
	(N=100%)	456	406
I have to take work from my employment home to finish	Never	63%	76%
	Rarely	8%	5%
	Sometimes	16%	12%
	Often	8%	4%
	Always	5%	4%
	(N=100%)	448	395
I preferred to spend more time at work than to spend more time at home	Never	78%	77%
	Rarely	10%	8%
	Sometimes	10%	9%
	Often	2%	4%
	Always	0%	2%
	(N=100%)	451	397

Source: HWF Survey: the Netherlands, 2001

Table 98. Influences on work/family arrangements – by age

		Age categories				
		18 - 24	25 - 34	35 - 44	45 - 54	55 - 65
My work makes it difficult for me to do some of the household tasks that need to be done	Never	53%	31%	33%	43%	53%
	Rarely	23%	17%	16%	16%	18%
	Sometimes	11%	36%	33%	28%	14%
	Often	13%	15%	14%	9%	11%
	Always		1%	4%	4%	4%
	(N=100%)	112	223	226	192	111
My work makes it difficult to fulfil my responsibilities towards my family and other important persons in my life	Never	54%	45%	46%	59%	70%
	Rarely	14%	22%	19%	14%	16%
	Sometimes	26%	28%	26%	20%	9%
	Often	6%	4%	7%	6%	4%
	Always		1%	1%	1%	1%
	(N=100%)	109	221	227	190	109
My responsibilities towards my family and other important persons in my life prevented me from doing my work adequately	Never	82%	74%	70%	75%	81%
	Rarely	14%	16%	17%	15%	13%
	Sometimes	4%	9%	12%	9%	5%
	Often		0%	1%	1%	
	Always			0%		1%
	(N=100%)	112	223	228	192	108
I have to take work from my employment home to finish	Never	83%	66%	67%	65%	71%
	Rarely	7%	10%	5%	4%	6%
	Sometimes	6%	16%	14%	18%	12%
	Often	4%	3%	9%	7%	7%
	Always		4%	5%	6%	5%
	(N=100%)	112	218	221	186	107
I preferred to spend more time at work than to spend more time at home	Never	69%	79%	79%	78%	79%
	Rarely	10%	7%	9%	10%	8%
	Sometimes	18%	10%	7%	7%	10%
	Often	2%	3%	3%	3%	3%
	Always	2%	1%	1%	1%	
	(N=100%)	112	221	221	187	108

Source: HWF Survey: the Netherlands, 2001

Table 99. Influences on work/family arrangements – by educational level

		Highest level of education		
		primary/lower secondary education	upper secondary education	first stage of tertiary education
My work makes it difficult for me to do some of the household tasks that need to be done	Never	55%	40%	31%
	Rarely	14%	18%	18%
	Sometimes	20%	28%	31%
	Often	7%	12%	17%
	Always	3%	1%	3%
	(N=100%)	181	343	337
My work makes it difficult to fulfil my responsibilities towards my family and other important persons in my life	Never	73%	50%	45%
	Rarely	10%	18%	21%
	Sometimes	11%	25%	28%
	Often	4%	6%	5%
	Always	2%		1%
	(N=100%)	179	341	335
My responsibilities towards my family and other important persons in my life prevented me from doing my work adequately	Never	85%	79%	65%
	Rarely	7%	13%	22%
	Sometimes	7%	7%	11%
	Often	1%	0%	1%
	Always	0%		0%
	(N=100%)	180	343	338
I have to take work from my employment home to finish	Never	92%	79%	47%
	Rarely	2%	6%	9%
	Sometimes	6%	11%	22%
	Often	1%	2%	13%
	Always	1%	3%	8%
	(N=100%)	173	337	331
I preferred to spend more time at work than to spend more time at home	Never	84%	78%	73%
	Rarely	5%	9%	11%
	Sometimes	8%	10%	10%
	Often	2%	3%	4%
	Always	0%	1%	2%
	(N=100%)	179	336	332

Source: HWF Survey: the Netherlands, 2001

ANNEX II

The Dutch Survey

This report describes the analysis of the Dutch survey as part of the European Households Work and Flexibility project.

The Dutch survey took place between 8 March and 9 April 2001. Stoas Research conducted a telephone survey, using Computer-Aided Telephone Interviewing (CATI). Preceding the survey the engaged – experienced– interviewers received both a verbal and a written instruction. The telephone interviews took place on workdays between 5.30 p.m. and 9.30 p.m. and on Saturdays between 11 a.m. and 3 p.m.

A representative random sample was made by randomly generating telephone numbers from a – geographically seen – representative sample of Dutch households (in which also households with secret telephone numbers were included).

During the fieldwork the following categories were considered.

- Age. So called screeners were necessary to get a selection of respondents aged between 18 and 65 (asking at the beginning of each interview what age people are).
- Gender. The proportion of male and female respondents was considered and compared with figures of Statistics Netherlands. At some point during the survey women were over-represented. To enlarge the amount of male respondents, interviewers started asking for (preferably) a male respondent in the introduction of the interviews. Finally the

proportion of male and female respondents was reasonably adjusted.

- Dutch regions. It was tried to get a representative response for 5 regions of the Netherlands (this was done by zip codes since addresses of the respondents were available). At some point during the survey there seemed to be a lack in response from people living the conurbation, the cities of Amsterdam, Rotterdam and The Hague. The survey institute tried to correct this. The data looks rather representative for all the regions. However the information given by our subcontractor was not precise and accurate enough to check this more precisely.
- Household formation. During the survey information was checked with information from Statistics Netherlands. However data collection was not adjusted according to these figures (we did not use screeners for this variable).

The final response percentage was approximately 15% with N=1007. In general the average response of telephone survey with a random sample of households in the Netherlands is between 10% and 20%. Among other things this response depends on the theme of the questionnaire, commitment of the respondents to this theme and the length of the interview. The HWF questionnaire contains a lot of personal questions, which could be interpreted as rather delicate, and the interviews lasted 25 minutes on the average.

Weight factors

(Combined) weigh factors were compiled for gender and age ($wfs * wfl$). Weigh factors for regions were not made. Since, it was an individual sample, weigh factor were not made for household formation.

Tables or figures with information on the respondent concerning **gender** and **age groups** are weighed unless written otherwise. Tables or figures that represent the variable age in general, and not age groups, are not weighed.

Table 100. Weight factors gender

	population		response		wf
Male	5244743	0.506574	459	0.455809	1.111372
Female	5108626	0.493426	548	0.544191	0.906716
Total	10353369		1007		

Source: HWF Survey: the Netherlands, 2001

Table 101. Weight factors age

	population		response		wf
18 to	133749	0.12918	58	0.05759	2.24291
25 to	249067	0.24056	235	0.23336	1.03085
35 to	252928	0.24429	296	0.29394	0.83110
45 to	227975	0.22019	242	0.24031	0.91626
55 until	171615	0.16575	176	0.17477	0.94840
Total	1035336		100		

Sources: HWF Survey: the Netherlands, 2001
Information on population figures (year 2000) from Statistics Netherlands (CBS). <http://www.cbs.nl>.

General figures

Among 1007 respondents – 548 (54%) are female while 459 (46%) are male. The age range is be-

tween 18 and 64, and the average age is 42.02. The age distribution is shown in Table 102.

Table 102. Age en gender profile respondents

Age categories	male	female	Total, n	total, %
18-24	5%	7%	58	6%
25-34	22%	24%	235	23%
35-44	31%	28%	296	29%
45-54	23%	25%	242	24%
55-65	20%	16%	176	17%
Total	459 (46%)	548 (54%)	1007	100%

Source: HWF Survey: the Netherlands, 2001

Table 103 shows the highest completed educational level of the Dutch respondents both by gender and

age groups. Female respondents seem to be somewhat less qualified than male respondents.

Table 103. Highest successfully completed level of education of respondents

	male	female	18-24	25-34	35-44	45-54	55-65	Total
Primary education	3%	4%	2%	3%	2%	4%	7%	3%
Lower secondary education	18%	23%	16%	11%	19%	26%	31%	21%
Upper secondary education	36%	40%	69%	43%	42%	30%	27%	38%
First stage of tertiary education	43%	33%	14%	44%	37%	41%	34%	38%
Total	459	544	50	204	293	242	176	1003

Source: HWF Survey: the Netherlands, 2001

Table 104 gives an overview of the economic activities of the respondents. Most people are being employed. Men more frequently work full-time and women more part-time. 10% of the female

respondents is unemployed and 14% is a housekeeper. 6% of the male respondents is retired from paid work.

Table 104. Economic activity respondents

	male	female	N	Total
Employed full time (≥ 32 hours), permanent contact	68%	18%	415	41%
Employed part time (≤ 32 hours), permanent contact	6%	34%	215	21%
Employed full time (≥ 32 hours) and contract for a fixed term	4%	1%	26	3%
Employed part time (≤ 32 hours) and contract for a fixed term	2%	6%	41	4%
In employment but temporarily laid off	0%	1%	8	1%
Self employed	9%	7%	78	8%
Farmer	1%	1%	7	1%
Pupil/student/in education or training	2%	1%	17	2%
Government training scheme	0%		2	0%
Unpaid worker in family business	0%	1%	8	1%
Unemployed	2%	10%	64	6%
Retired from paid work	6%	3%	41	4%
Housekeeper	0%	14%	78	8%
Sick or disabled	3%	4%	37	4%
Other	1%	2%	19	2%
Total	459	547	1006	100%

Source: HWF Survey: the Netherlands, 2001

Table 105 shows the proportion of working respondents in each ISCO group. The highest proportion is in group 2 and in group 3. However, there are very few people working in agriculture (group 6).

The table also shows the gender composition. There seems to be gender occupational segregation. Men are higher represented in groups 1, 7 and 8 than women while women are higher represented in groups 4, 5 and 9 than men.

Table 105. Profile of working respondents (main current activity)

ISCO categories	male	female	N	Total
Legislators, senior officials and managers (ISCO 1)	22%	6%	106	14%
Professionals (ISCO 2)	24%	24%	177	24%
Technicians and associate professionals (ISCO 3)	21%	26%	172	23%
Clerks (ISCO 4)	8%	17%	92	13%
Service workers and shop and marked sales workers (ISCO 5)	5%	17%	80	11%
Skilled agricultural and fishery workers (ISCO 6)	1%	1%	4	1%
Craft and related trades workers (ISCO 7)	10%	1%	43	6%
Plant and machine operators and assemblers (ISCO 8)	7%	1%	28	4%
Elementary occupations (ISCO 9)	2%	8%	33	4%
Total	377	358	735	100%

Source: HWF Survey: the Netherlands, 2001

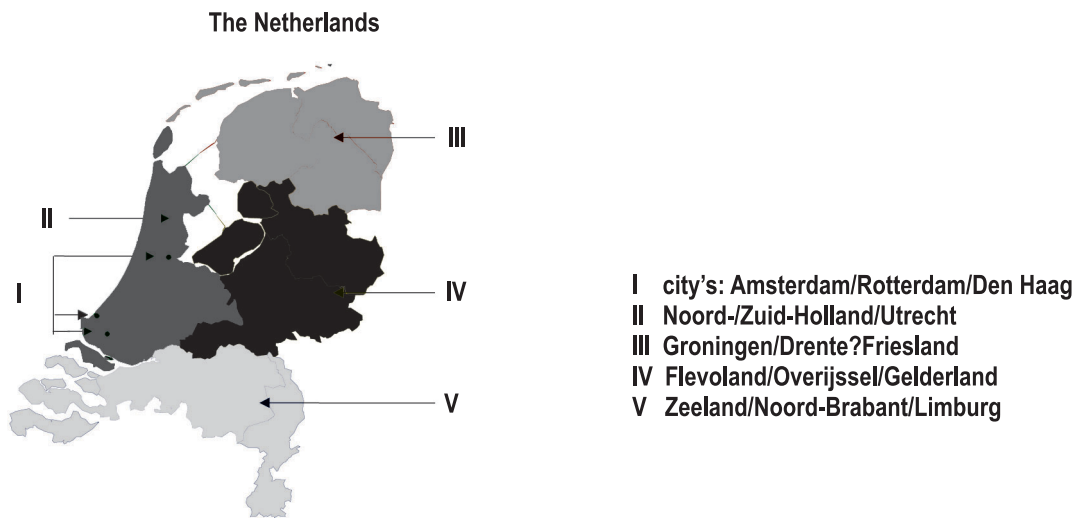
Table 106 shows the distribution of the respondents over 5 considered Dutch regions (compare Figure 1).

Table 106. Distribution to Dutch regions

Dutch regions	N	shares
Amsterdam/Rotterdam/Den Haag	127	13%
Noord-/Zuid/Holland/Utrecht	322	32%
Groningen/Drente/Friesland	112	11%
Flevoland/Overijssel/Gelderland	199	20%
Zeeland/Noord-Brabant/Limburg	247	25%
Total	1007	100%

Source: HWF Survey: the Netherlands, 2001

Figure 1. The Netherlands



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