

## **Occupational Class, Income level and Time Poverty among Employed Individuals**

In Caregiving to sick, elderly and children, and housekeeping activities, women are traditionally regarded as principal members of the household responsible for these activities. These roles are given, established and taken for granted. With the changing global economic environment putting increasing economic pressures on households to supplement their incomes, women are joining the employed labour force in large droves. However, the burden of care giving and housekeeping limits their choices in the labour market as they have to combine and balance their domestic obligations with the work demands.

Female labour force participation is gender asymmetric, they have to look for work fitting appropriately with their responsibilities which may not be always possible. While contributing to the family income, the extent of their contribution to household management is not diminished implying that they might be ending up time poor but income rich, unable to take care of themselves with reduced amount of leisure time. The time deficit for employed persons results in deprivations and the analysis of varying levels of time deficit incidence of male and female working people with different educational status, age, marital status, number of dependant children, income levels and geographical location will give an insight into the role played by these variables in allocation of time between paid SNA work and extended SNA, non marketed work.

The relationship between time poverty and occupational class can also be measured to examine whether higher level occupations imply higher time poverty. High level occupations are highly paid as well and individual in such occupations can hire domestic helpers/worker. On the contrary, working class at the lower level occupations, might be facing more time pressures due to scarce incomes. Changes in policy and provisioning of certain services can improve the productive potential of workforce by lessening the household burdens which will

help in better redistribution of available time towards welfare enhancing contribution to the households, economy and society.

Pakistan TUS statistics demonstrate that female irrespective of their employment status are shouldering the burden of extended SNA activities, primarily housekeeping and caregiving. Proportional allocation of time by employed females to household activities as compared to unemployed females is slightly lower but regardless of the employment status, females are allocating far higher amount of time to extended SNA as opposed to male, employed or unemployed.

Comparison between employed persons in different income brackets can identify whether occupational level and varying income levels are determining factors constraining their time allocations. Higher up the occupational level, more elasticity in time allocation in terms of working day and the location of work is permitted in developed countries providing them control over working time. Such flexi working schedules are not provided in the labour markets of developing countries depriving them of this much required elasticity. However, elasticity in time allocation is available in developing world by contracting out the domestic tasks and chores. This introduces the class based time poverty where middle and working classes are in different positions to respond to the pressures posed by their employment and domestic responsibilities. All these dimensions of employed workforce, particularly employed female workforce; the demands of housekeeping and caregiving, response of the workers to meet them and the contribution that the state could make towards facilitating the female workers in tight corners could be investigated thoroughly to arrive at some policy suggestions/recommendations.