



Chartered Institute
of Personnel and
Development

Married to the job?

A photograph of several Erlenmeyer flasks containing a vibrant blue liquid. The flasks are arranged in a shallow depth of field, with some in sharp focus and others blurred in the background. The lighting is bright and even, highlighting the glass texture and the color of the liquid.

Survey report

June 2001

Contents page

Key findings	Page 2
About the research	Page 3
Methodology	Page 4
Survey report	Page 5

Key findings

- One in three partners of people who work more than 48 hours in a typical week say that the time the 'long hours' worker spends at work has an entirely negative effect on their personal relationship. Seventy percent of partners interviewed by the CIPD report that the 'long hours' worker is sometimes too tired to hold a conversation (with 29 per cent saying this happens quite often or all the time). Over half of all partners (54 per cent) admit that their sex life is suffering because the 'long hours' worker is tired and 43 per cent agree that they are fed up with having to shoulder most of the domestic burden.
- More than a quarter (29 per cent) of partners with children of school age or younger say that the time the 'long hours' worker spends at work has either a quite or a very negative effect on his/her relationship with their children. More than a third report that the children have complained that they don't see enough of the parent who works more than 48 hours a week (36 per cent). Twenty-seven per cent of partners with children of school age or younger say that the 'long hours' parent hasn't always seen the children before they go to bed and a similar number state that he/she hasn't always had enough time to help the children with their homework.
- Most 'long hours' workers themselves feel that they have struck the wrong work/life balance, with 56 per cent saying that they have dedicated too much of their life to work. Two-fifths of those working more than 48 hours per week who are married or cohabiting report that working long hours has resulted in arguments with their spouse or partner in the last year. The same proportion feel guilty that they are failing to pull their weight on the domestic front. Nearly a third of 'long hours' workers admit that work-related tiredness is causing their sex life to suffer and 14 per cent report a loss of, or reduced, libido or sex drive in the last twelve months.
- Working round the clock can have a negative effect on job performance and cause accidents, both at work and off site. In the last twelve months, more than a third of a sample of 'long hours' workers interviewed say that they have made mistakes as a result of tiredness, ranging from fatigue-related mismanagement of people and projects to property damage and personal injury.

About the research

This Chartered Institute of Personnel and Development (CIPD) report is based on two research projects:

Follow-up telephone survey of people who work long hours

This survey is a follow-up of people who worked beyond the Working Time Regulations' (WTR) limit of 48 hours a week in July 1998. At that time – three months before the Regulations were implemented in the UK – 823 people were asked about their reasons for working long hours as part of a nationally representative survey commissioned by the Chartered Institute of Personnel and Development (CIPD).¹

For this report, 486 of the original respondents were re-interviewed in August 2000. Those still working more than 48 hours a week were asked about the effects of working long hours on their relationships with family, friends and work colleagues. The partners of 139 respondents were also interviewed to obtain their views on this subject.

Survey findings relating to the impact of the Working Time Regulations on the hours worked by respondents, together with their views on the desirability of legislating on working hours have been published in an earlier report.²

¹ *Living to Work?*, IPD survey report, published August 1999

² *Working Time Regulations: have they made a difference?*, CIPD survey report, published January 2001

Telephone survey of UK workers

This report also includes the results of a nationally representative telephone survey of 589 adults in paid work. The survey explores how 'workaholics' and other people who work long hours are perceived in the workplace.

Methodology

August 2000 follow-up telephone survey of 'long hours' workers

TNS Harris conducted telephone interviews with 486 people in August 2000, representing 59 per cent of the 823 people who worked more than 48 hours a week in July 1998. The brief was to interview as many of the original sample as possible. 245 proved to be uncontactable, largely due to the respondent having moved or the contact telephone number having changed. Eighty-four per cent of those successfully recontacted agreed to be interviewed.

The partners of 139 'long hours' workers were also interviewed in August 2000 out of a total of 230 respondents with a spouse or cohabiting partner who still work more than 48 hours per week (60 per cent interview rate).

December 2000 telephone survey of UK workers

Taylor Nelson Sofres conducted telephone interviews as part of a nationally representative phonebus survey with 589 people in paid work aged 16 or more between 15–17 December 2000 on behalf of the CIPD. Respondents were contacted through Random Digit Dialling from an electronically generated sample.

Please note that survey results are subject to sampling tolerances and that in some cases care should be taken when interpreting the differences between sub-groups. Where percentages in the tables do not add up to 100 per cent, this is either due to rounding, multiple responses or the exclusion of 'don't know/refused to answer' responses.

Married to the job?

This CIPD survey report summarises the key findings of our research into the impact of working long hours on relationships with family, friends and work colleagues.

Profile of 'long hours' workers: workaholics v. non-workaholics

In this follow-up survey of 486 people who worked beyond the Working Time Regulations' limit of 48 hours a week in July 1998, the 291 respondents who are still working more than 48 hours were asked a number of questions to capture information about their circumstances two years on.

A composite of a typical persistent 'long hours' worker in the survey group would be a middle-aged married or cohabiting male employee, working in middle management in the construction or general manufacturing sectors.

The main occupational groups still working more than 48 hours in a typical week are managers and administrators (26 per cent), professionals (24 per cent) and craft workers (22 per cent). The self-employed account for 28 per cent of all workers re-interviewed who are continuing to work long hours.

In line with the first survey, the CIPD relied on self-reports to obtain a sample of 'work addicts' from those who work more than 48 hours in a typical week. The responses of those who agree that they are, to some extent, workaholics, were compared with those who disagree that they are addicted to work.

More than a third of those surveyed who work long hours admit to being workaholics (35 per cent). Self-confessed 'workaholics' tend to be mainly male (reflecting the predominance of men among 'long hours' workers), middle-aged, middle managers working in the construction, manufacturing or service sectors, with an average income of around £32,000. Most are married or cohabiting (82 per cent) with partners who work part-time (41 per cent) or full-time (39 per cent) and most have children (79 per cent). The self-employed comprise more than one third (36 per cent) of the workaholic group.

In many respects, self-confessed workaholics have a similar profile to other 'long hours' workers.

Table 1: Self-confessed workaholics v. non-workaholics

	%
Base: 291 working more than 48 hours	
Self-confessed workaholic (agrees he/she is addicted to work)	35% (101)
Non-workaholic (disagrees he/she is addicted to work)	65% (190)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 2: Gender of those working more than 48 hours: workaholics v. non-workaholics

	Total	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Male	82% (238)	79% (80)	83% (158)
Female	18% (53)	21% (21)	17% (32)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 3: Labour force status of those working more than 48 hours: workaholics v. non-workaholics

	Total	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Employee	72% (209)	64% (65)	76% (144)
Self-employed	28% (82)	36% (36)	24% (46)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 4: % of employees working more than 48 hours by position: workaholics v. non-workaholics

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 209 employees working more than 48 hours	Base: 65 'workaholic' employees working more than 48 hours	Base: 144 'non-workaholic' employees working more than 48 hours
Upper management	24% (50)	28% (18)	22% (32)
Middle management	35% (74)	43% (28)	32% (46)
Lower management	10% (21)	5% (3)	13% (18)
Non-manager	31% (64)	25% (16)	33% (48)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 5: % working more than 48 hours by occupation: workaholics v. non-workaholics

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Professional	24% (69)	20% (20)	26% (49)
Managers and administrators	26% (76)	28% (28)	25% (48)
Craft	22% (64)	28% (28)	19% (36)
Plant and machine operatives	13% (37)	12% (12)	13% (25)
Associated professional and technical	4% (12)	3% (3)	5% (9)
Personal and protective services	5% (14)	7% (7)	4% (7)
Sales	4% (11)	1% (1)	5% (10)
Clerical/secretarial	1% (4)	1% (1)	2% (3)
Other occupation	1% (2)	0% (0)	1% (2)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 6: % working more than 48 hours by industry sector: workaholics v. non-workaholics

	Total	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Construction	11% (31)	14% (14)	9% (17)
General manufacturing	10% (29)	10% (10)	10% (19)
Transportation and distribution	9% (25)	9% (9)	8% (16)
Local government	8% (24)	6% (6)	9% (18)
Other services	8% (24)	13% (13)	6% (11)
Retailing	6% (17)	2% (2)	8% (15)
High tech/electronics	6% (17)	6% (6)	6% (11)
Education	5% (16)	5% (5)	6% (11)
Food and drink	5% (14)	5% (5)	5% (9)
Professional services	4% (13)	2% (2)	6% (11)
Other	20% (57)	21% (21)	19% (36)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 7: Age of those working more than 48 hours: workaholics v. non-workaholics

	Total	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
18–24 years	1% (4)	0% (0)	2% (4)
25–29 years	5% (15)	7% (7)	4% (8)
30–34 years	12% (34)	10% (10)	13% (24)
35–44 years	35% (103)	34% (34)	36% (69)
45–54 years	32% (94)	32% (32)	33% (62)
55–65 years	14% (40)	18% (18)	12% (22)
Over 65	0% (1)	0% (0)	1% (1)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 8: Marital status of those working more than 48 hours: workaholics v. non-workaholics

	Total	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Single (never married)	11% (33)	10% (10)	12% (23)
Married or living with a partner	79% (230)	82% (83)	77% (147)
Separated/divorced	9% (25)	7% (7)	9% (18)
Widowed	1% (3)	1% (1)	1% (2)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 9: % of those working more than 48 hours who have ever been divorced: workaholics v. non-workaholics

	Total	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Ever divorced	16% (47)	15% (15)	17% (32)
Divorced once	15% (44)	15% (15)	15% (29)
Divorced twice	1% (3)	0% (0)	2% (3)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 10: Working status of partner/spouse of all working more than 48 hours: workaholics v. non-workaholics

	Partners of respondents working more than 48 hours	Partners of workaholics ('long hours' workers who agree that they are addicted to work)	Partners of non-workaholics ('long hours' workers who disagree that they are addicted to work)
	Base: 230 working more than 48 hours with spouse/partner	Base: 83 workaholics working more than 48 hours with spouse/partner	Base: 147 non-workaholics working more than 48 hours with spouse/partner
Full-time	42% (97)	39% (32)	44% (65)
Part-time	34% (79)	41% (34)	31% (45)
At home doing housework/looking after children	23% (54)	20% (17)	25% (37)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 11: % of those working more than 48 hours who have children: workaholics v. non-workaholics

	Total	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Has children	76% (221)	79% (80)	74% (141)
Has no children	24% (70)	21% (21)	26% (49)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 12: Age and average number of children of those working more than 48 hours with children: workaholics v. non-workaholics

	Total	'Workaholics'	'Non-workaholics'
	Base: 221 working more than 48 hours with children	Base: 80 workaholics (who agree that they are addicted to work) working more than 48 hours with children	Base: 141 non-workaholics (who disagree that they are addicted to work) working more than 48 hours with children
Average number of children	2.24	2.3	2.21
0–4 years	18% (39)	14% (11)	20% (28)
5–10 years	30% (66)	31% (25)	29% (41)
11–16 years	30% (66)	29% (23)	30% (43)
16+	49% (109)	52% (42)	47% (67)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 13: Personal annual income (before tax and other deductions): workaholics v. non-workaholics

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Less than £10,000	4% (11)	5% (5)	3% (6)
Between £10,000–£20,000	21% (61)	22% (22)	21% (39)
Between £20,000–£30,000	23% (68)	18% (18)	26% (50)
Between £30,000–£40,000	10% (29)	15% (15)	7% (14)
Between £40,000–£60,000	9% (26)	8% (8)	9% (18)
Between £60,000–£80,000	1% (3)	0% (0)	2% (3)
Between £80,000–£100,000	2% (5)	1% (1)	2% (4)
Over £100,000	1% (3)	1% (1)	1% (2)
Average income	£30,731	£32,208	£29,971

Source: CIPD/TNS Harris telephone survey, August 2000

Table 14: Household income (before tax and other deductions): workaholics v. non-workaholics

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Less than £10,000	3% (8)	3% (3)	3% (5)
Between £10,000–£20,000	16% (47)	20% (20)	14% (27)
Between £20,000–£30,000	21% (62)	20% (20)	22% (42)
Between £30,000–£40,000	17% (50)	13% (13)	19% (37)
Between £40,000–£60,000	19% (56)	23% (23)	17% (33)
Between £60,000–£80,000	8% (24)	7% (7)	9% (17)
Between £80,000–£100,000	4% (12)	5% (5)	4% (7)
Over £100,000	4% (11)	3% (3)	4% (8)

Source: CIPD/TNS Harris telephone survey, August 2000

Characteristics of work addiction

A number of psychometric measures¹ were used to examine whether 'long hours' workers who perceive themselves to be workaholics differ in their responses compared to 'long hours' workers who disagree that they are addicted to work.

A quota sample of 59 self-confessed 'workaholics' and 69 'non-workaholics' were asked additional questions. Each question was designed to test a

different aspect of the individual's response to work. These are: the extent to which they enjoy work, are involved in work, feel compelled or driven to work, their time commitment to the job, the job stress they experience, the degree of perfectionism they exhibit and their attitude towards delegation.

¹ Questions reproduced with the kind permission of Professor Janet Spence, United States.

Work enjoyment

Self-confessed workaholics report slightly more work enjoyment than non-workaholics who work more than 48 hours a week. Fifty-two per cent agree either strongly or slightly with the statement 'Sometimes I enjoy my work so much that I have a hard time stopping', compared to 34 per cent of 'non-workaholics'.

Table 15: % agreeing with statement: Sometimes I enjoy my work so much that I have a hard time stopping

% agreeing with statement: Sometimes I enjoy my work so much that I have a hard time stopping	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Agree strongly	16% (20)	20% (12)	12% (8)
Agree slightly	27% (34)	32% (19)	22% (15)
Disagree slightly	29% (37)	34% (20)	25% (17)
Disagree strongly	27% (35)	14% (8)	39% (27)

Source: CIPD/ITNS Harris telephone survey, August 2000

Work involvement

The desire to be continually involved in work rather than non-productive leisure activity is significantly stronger in those 'long hours' workers who regard themselves as 'workaholic'. Fifty-one per cent agree with the statement 'I get bored and restless on holiday when I haven't anything productive to do' compared to 23 per cent of the 'non-workaholic' group.

Table 16: % agreeing with statement 'I get bored and restless on holiday when I haven't anything productive to do'

% agreeing with statement: I get bored and restless on holiday when I haven't anything productive to do	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Agree strongly	15% (19)	24% (14)	7% (5)
Agree slightly	21% (27)	27% (16)	16% (11)
Disagree slightly	13% (16)	15% (9)	10% (7)
Disagree strongly	49% (63)	31% (18)	65% (45)

Source: CIPD/TNS Harris telephone survey, August 2000

Compulsion to work

The vast majority of self-confessed workaholics agree that, to some extent, they feel an inner compulsion to work, regardless of whether they want to or not (88 per cent compared to 64 per cent of other 'long hours' workers). This represents a significant difference in response between those who regard themselves as addicted to work and those who do not.

Table 17: % agreeing with statement: 'I seem to have an inner compulsion to work hard – a feeling it's something I have to do whether I want to or not'

% agreeing with statement: I seem to have an inner compulsion to work hard – a feeling it's something I have to do whether I want to or not	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Agree strongly	38% (49)	51% (30)	28% (19)
Agree slightly	37% (47)	37% (22)	36% (25)
Disagree slightly	13% (17)	7% (4)	19% (13)
Disagree strongly	11% (14)	5% (3)	16% (11)

Source: CIPD/TNS Harris telephone survey, August 2000

Job involvement

Even the lure of a well-heeled life of leisure would not prevent the majority of self-confessed workaholics from turning up to work. They are nearly twice as likely to agree with the statement 'I would continue to work even if I won the lottery and didn't have to worry about supporting myself' compared to the non-workaholic cohort (63 per cent v. 34 per cent).

Table 18: % agreeing with statement 'I would continue to work even if I won the lottery and didn't have to worry about supporting myself'

% agreeing with statement: I would continue to work even if I won the lottery and didn't have to worry about supporting myself	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Agree strongly	21% (27)	29% (17)	14% (10)
Agree slightly	27% (34)	34% (20)	20% (14)
Disagree slightly	9% (12)	5% (3)	13% (9)
Disagree strongly	41% (52)	31% (18)	49% (34)

Source: CIPD/TNS Harris telephone survey, August 2000

Time commitment to the job

Both self-confessed workaholics and non-workaholics display a fairly high degree of time commitment to the job, with no significant difference in how they respond to this measure. Fifty-four per cent of 'workaholics' agree with the statement 'I frequently work until I'm too tired to do more' compared to 48 per cent of non-workaholics.

Table 19: % agreeing with statement 'I frequently work until I'm too tired to do more'

% agreeing with statement: I frequently work until I'm too tired to do more	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Agree strongly	23% (29)	22% (13)	23% (16)
Agree slightly	28% (36)	32% (19)	25% (17)
Disagree slightly	23% (29)	27% (16)	19% (13)
Disagree strongly	26% (33)	19% (11)	32% (22)

Source: CIPD/TNS Harris telephone survey, August 2000

Job stress

Self-confessed workaholics appear slightly more likely than non-workaholics to agree strongly with the statement 'I worry a lot about all the work I have to do and how I'll get it all done.' (However the percentage difference between workaholics and non-workaholics who agree to some extent with this statement is not statistically significant.)

Table 20: % agreeing with statement 'I worry a lot about all the work I have to do and how I'll get it all done'

% agreeing with statement: I worry a lot about all the work I have to do and how I'll get it all done	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Agree strongly	24% (31)	32% (19)	17% (12)
Agree slightly	27% (34)	24% (14)	29% (20)
Disagree slightly	23% (29)	25% (15)	20% (14)
Disagree strongly	27% (34)	19% (11)	33% (23)

Source: CIPD/TNS Harris telephone survey, August 2000

Perfectionism

The majority of 'long hours' workers exhibit a tendency towards perfectionism. The 'workaholic' group are more likely to agree with the statement 'I don't consider a job finished until it's in perfect shape, right down to the last detail' (84 per cent v. 70 per cent of 'non-workaholics').

Table 21: % agreeing with statement: 'I don't consider a job finished until it's in perfect shape, right down to the last detail'

% agreeing with statement: I don't consider a job finished until it's in perfect shape, right down to the last detail	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Agree strongly	50% (64)	59% (35)	42% (29)
Agree slightly	27% (34)	25% (15)	28% (19)
Disagree slightly	13% (17)	10% (6)	16% (11)
Disagree strongly	10% (13)	5% (3)	14% (10)

Source: CIPDI/TNS Harris telephone survey, August 2000

Delegation

Neither the workaholics nor the non-workaholics responsible for other staff appear to display much reluctance to delegate. Just over a third (36 per cent) of self-confessed 'workaholics' and just under a third (29 per cent) of 'non-workaholics' agree with the statement 'I double check the work of others so thoroughly that delegating tasks saves no time at all.'*

Table 22: % agreeing with statement 'I double check the work of others so thoroughly that delegating tasks saves no time at all'

% agreeing with statement: I double check the work of others so thoroughly that delegating tasks saves no time at all	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 72 working more than 48 hours	Base: sample of 33 workaholics (who agree that they are addicted to work) working more than 48 hours with employees/direct reports	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours with employees/direct reports
Agree strongly	8% (6)	9% (3)	8% (3)
Agree slightly	24% (17)	27% (9)	21% (8)
Disagree slightly	22% (16)	18% (6)	26% (10)
Disagree strongly	42% (30)	42% (14)	41% (16)

* Due to small bases, the figures in this table are subject to large error variances and should be treated as general indications only.

Source: CIPD/TNS Harris telephone survey, August 2000

Reasons for working long hours

A heavy workload is given as the main reason for working long hours by three-quarters of the 291 'long hours' workers interviewed. Only 1 per cent say the main reason is because they might lose their job if they do not work long hours – the same proportion as in the 1998 survey.

Table 23: Main reason for working long hours: workaholics v. non-workaholics

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Workload – it's the only way to get things done	75% (219)	71% (72)	77% (147)
Work enjoyment – loves the job	8% (23)	12% (12)	6% (11)
Doesn't want to let colleagues or clients down	6% (17)	8% (8)	5% (9)
Likes the extra money – buys luxuries, better standard of living	3% (10)	2% (2)	4% (8)
Can't afford not to – needs the money for basics such as food and accommodation	3% (8)	5% (5)	2% (3)
Career progression – wants to get promoted	2% (7)	0% (0)	4% (7)
Employer expects it	1% (2)	1% (1)	1% (1)
Forced to – otherwise might lose job	1% (2)	1% (1)	1% (1)

Source: CIPD/TNS Harris telephone survey, August 2000

Attitude to working long hours

Attitudes to working long hours have stayed much the same as in 1998. Nearly half of those continuing to work long hours report that this 'is totally their choice' (47 per cent), while a similar number say that while they have some choice as to whether they work long hours, they sometimes do so reluctantly (43 per cent).

Self-confessed workaholics are slightly more likely to say that they don't mind working long hours compared to other 'long hours' workers (53 per cent v. 44 per cent).

Table 24: Attitude to working long hours: workaholics v. non-workaholics

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Totally own choice – doesn't mind working long hours	47% (138)	53% (54)	44% (84)
Only partly through choice – sometimes works long hours reluctantly	43% (125)	39% (39)	45% (86)
Most of the time works long hours reluctantly	7% (19)	6% (6)	7% (13)
Always works long hours reluctantly	3% (8)	2% (2)	3% (6)

Source: CIPD/ITNS Harris telephone survey, August 2000

Moves by employers to reduce working hours

Nearly a third of employees surveyed who are still working more than 48 hours a week report that in the last twelve months their employer or line manager has reorganised work systems or made efficiency improvements that have enabled them to reduce their hours (31 per cent). More than a quarter have been consulted about ways to ease their workload (27 per cent of employees still working more than 48 hours) and 23 per cent say their employer or line manager has expressed concern that they are working too many hours.

Two in five have their hours monitored and 15 per cent have been told to go home when their employer or line manager has found them working late.

Although 80 per cent agree that 'It is up to the individual

whether he/she works long hours or not – employers shouldn't set limits on hours', this libertarian stance is tempered by a similar number agreeing that 'Employers have a duty to ensure that their staff do not work excessive hours' (87 per cent). The message coming through from 'long hours' workers appears to be that individuals should have the right to choose to work long hours, but that employers should intervene if these hours become 'excessive'.

In order to ascertain employees' likely response if their employers did try to stop them from working more than 48 hours a week, respondents were asked whether they would get round this by doing the work secretly at home. The majority are against the idea of surreptitious home-working (54 per cent), although 36 per cent agree that they would resort to this tactic. Managers are more likely than non-managers to say that they would take work home on the quiet.

Table 25: % who would work secretly at home if employer tried to stop them from working long hours: workaholics v. non-workaholics

Question: If my employer tried to stop me from working more than 48 hours per week, I would have to do the work secretly at home	Employees working more than 48 hours	'Workaholic' employees	'Non-workaholic' employees
	Base: 209 employees working more than 48 hours	Base: 65 workaholic employees (who agree that they are addicted to work) working more than 48 hours	Base: 144 non-workaholic employees (who disagree that they are addicted to work) working more than 48 hours
Agree strongly	19% (40)	20% (13)	19% (27)
Agree slightly	17% (35)	15% (10)	17% (25)
Disagree slightly	18% (37)	17% (11)	18% (26)
Disagree strongly	36% (75)	31% (20)	38% (55)

Source: CIPD/TNS Harris telephone survey, August 2000

Work

Working practices and motivation levels

The majority of 'long hours' workers are motivated individuals, who agree that their work place is a pleasant one. Self-confessed workaholics interviewed for the quota sample express slightly higher levels of motivation in their current job than non-workaholics (95 per cent claim to be very or fairly motivated compared to 85 per cent of 'non-workaholics').

Nearly half of the 'workaholic' group (46 per cent) and 38 per cent of other 'long hours' workers report that they

constantly have to rush to meet work deadlines. Working long hours without taking a rest break is a frequent occurrence for some. More than a quarter of self-confessed workaholics said that in the week before the interview, they had worked for more than twelve hours without taking a rest break on at least one day, with 7 per cent admitting that they had done so for seven days on the trot.

Taking paid holiday from work is also a luxury foregone by nearly a quarter of 'workaholics', who claim that they haven't taken any holiday at all in the last calendar year (22 per cent compared to just 6 per cent of other 'long hours' workers).

Table 26: % agreeing that their work place is a pleasant place to work: workaholics v. non-workaholics

Level of agreement	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Agree strongly	38% (49)	39% (23)	38% (26)
Agree slightly	34% (44)	29% (17)	39% (27)
Disagree slightly	9% (12)	14% (8)	6% (4)
Disagree strongly	14% (18)	12% (7)	16% (11)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 27: % feeling motivated in present job: workaholics v. non-workaholics

Level of motivation	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Very motivated	39% (50)	42% (25)	36% (25)
Fairly motivated	51% (65)	53% (31)	49% (34)
Not very motivated	5% (6)	3% (2)	6% (4)
Not at all motivated	5% (7)	2% (1)	9% (6)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 28: Extent to which has to rush to meet work deadlines: workaholics v. non-workaholics

In job, has to:	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Constantly has to rush to meet deadlines	41% (53)	46% (27)	38% (26)
Occasionally has to rush to meet deadlines	43% (55)	39% (23)	46% (32)
Rarely has to rush to meet deadlines	9% (11)	8% (5)	9% (6)
Never has to rush to meet deadlines	2% (2)	0% (0)	3% (2)
Doesn't have deadlines /not applicable	5% (7)	7% (4)	4% (3)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 29: Frequency of working for more than 12 hours without taking a break in last week: workaholics v. non-workaholics

Question: In the last week, how often did you work for more than 12 hours at a stretch without taking a break of any kind?	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Every day of the week including weekends	4% (5)	7% (4)	1% (1)
6 days a week	1% (1)	0% (0)	1% (1)
5 days a week	2% (2)	0% (0)	3% (2)
4 days a week	2% (2)	3% (2)	0% (0)
3 days a week	5% (7)	7% (4)	4% (3)
2 days a week	8% (10)	8% (5)	7% (5)
1 day a week	5% (7)	3% (2)	7% (5)
Never	72% (92)	69% (41)	74% (51)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 30: Number of days paid holiday taken in last calendar year: workaholics v. non-workaholics

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
None	13% (17)	22% (13)	6% (4)
10 days or less	20% (25)	24% (14)	16% (11)
11–15 days	10% (13)	8% (5)	12% (8)
16–20 days	15% (19)	15% (9)	14% (10)
21–25 days	16% (21)	7% (4)	25% (17)
More than 25 days	23% (30)	20% (12)	26% (18)

Source: CIPD/TNS Harris telephone survey, August 2000

Impact of hours worked on job performance

The price paid for unremitting dedication to the job can be seen in the level of mistakes respondents admitted to making as a result of tiredness. In the last twelve months, more than a third say they have made mistakes, ranging from fatigue-related mismanagement of people and projects to property damage and personal injury.

Table 31: Biggest or most serious mistake made at work in last 12 months because of tiredness: workaholics v. non-workaholics

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: sample of 128 working more than 48 hours	Base: sample of 59 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: sample of 69 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Mismanagement of people/ projects	11% (14)	8% (5)	13% (9)
Forgot to pass information on	6% (8)	8% (5)	4% (3)
Damage to own property i.e. car accident	5% (7)	7% (4)	4% (3)
Injured myself	4% (5)	7% (4)	1% (1)
Administration errors	3% (4)	2% (1)	4% (3)
Incorrect calculations	3% (4)	3% (2)	3% (2)
Other	3% (4)	2% (1)	4% (3)
Haven't made any mistakes	50% (64)	51% (30)	49% (34)

Source: CIPD/TNS Harris telephone survey, August 2000

Work place culture

To assess whether 'long hours' workers tend to be isolated individuals or part of a work unit where working round the clock is the norm, those working more than 48 hours themselves were asked to estimate the proportion of people who work more than 48 hours in a typical week. Fifty-three per cent report that either all or more than half of their work colleagues work more than 48 hours. The majority report that these 'long hours' colleagues tend to comprise a mixture of managers and non-managers (54 per cent).

The vast majority of 'long hours' workers believe that 'most of the staff work reasonably hard' (87 per cent). Very few characterise their organisation as being staffed by workaholics (5 per cent). Nor is there much evidence of a tendency to regard oneself as the only committed

worker, with everyone else perceived to be slacking.

Only 6 per cent report that 'most of the staff do as little work as they can get away with'.

One-third of those working more than 48 hours a week believe that they set a good example to other staff by working long hours compared to one in ten who think they set a bad example.

When asked how other staff mainly react to the hours they personally work, more than a quarter say that they are respected for being a hard worker, while 23 per cent believe they are viewed as a team player because they work long hours to get the job done. Only 2 per cent consider that they are resented by other staff who either cannot or do not want to work as many hours as they do.

Table 32: Proportion in work unit working more than 48 hours per week (as estimated by 'long hours' workers): workaholics v. non-workaholics

	% of employees working more than 48 hours	'Workaholic' employees	'Non-workaholic' employees
	Base: 209 employees working more than 48 hours	Base: 65 workaholic employees (who agree that they are addicted to work) working more than 48 hours	Base: 144 non-workaholic employees (who disagree that they are addicted to work) working more than 48 hours
None of them	5% (10)	9% (6)	3% (4)
Less than 10%	17% (35)	15% (10)	17% (25)
Between 10% and 25%	12% (25)	14% (9)	11% (16)
More than a quarter but less than half	13% (27)	14% (9)	13% (18)
Over half of them	37% (77)	38% (25)	36% (52)
All of them	16% (33)	8% (5)	19% (28)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 33: Position of colleagues in work unit estimated by 'long hours' workers to be working more than 48 hours: workaholics v. non-workaholics

	% of employees working more than 48 hours	'Workaholic' employees	'Non-workaholic' employees
	Base: 197 employees working more than 48 hours with colleagues who are estimated to be working more than 48 hours	Base: 58 workaholic employees (who agree that they are addicted to work) working more than 48 hours with colleagues who are estimated to be working more than 48 hours	Base: 139 non-workaholic employees (who disagree that they are addicted to work) working more than 48 hours with colleagues who are estimated to be working more than 48 hours
Senior management	13% (25)	12% (7)	13% (18)
Middle management	9% (17)	10% (6)	8% (11)
Lower management	3% (6)	3% (2)	3% (4)
Non-managers	21% (42)	22% (13)	21% (29)
A mixture of managers and non-managers	54% (106)	52% (30)	55% (76)

Source: CIPDI/TNS Harris telephone survey, August 2000

Table 34: Description of work ethic in organisation: workaholics v. non-workaholics (as perceived by 'long hours' workers)

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 253 employees and self-employed with employees working more than 48 hours	Base: 83 workaholic employees and self-employed workaholics with employees working more than 48 hours	Base: 170 non-workaholic employees and self-employed non-workaholics with employees working more than 48 hours
Most of the staff do as little work as they can get away with	6% (16)	8% (7)	5% (9)
Most of the staff work reasonably hard	87% (221)	86% (71)	88% (150)
The whole organisation is staffed by workaholics who are addicted to work	5% (12)	4% (3)	5% (9)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 35: Whether believes sets a good example or a bad example to other staff by working long hours: workaholics v. non-workaholics

	% of employees working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 253 employees and self-employed with employees working more than 48 hours	Base: 83 workaholic employees and self-employed workaholics with employees working more than 48 hours	Base: 170 non-workaholic employees and self-employed non-workaholics with employees working more than 48 hours
Good example	33% (84)	39% (32)	31% (52)
Bad example	10% (25)	11% (9)	9% (16)
Neither a good nor a bad example	53% (135)	46% (38)	57% (97)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 36: Main reaction of other staff to hours worked by 'long hours' worker (as perceived by 'long hours' worker): workaholics v. non-workaholics

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 253 employees and self-employed with employees working more than 48 hours	Base: 83 workaholic employees and self-employed workaholics with employees working more than 48 hours	Base: 170 non-workaholic employees and self-employed non-workaholics with employees working more than 48 hours
No reaction that 'long hours' worker is aware of	38% (97)	35% (29)	40% (68)
Respect 'long hours' worker for being a hard worker	26% (65)	25% (21)	26% (44)
Think of 'long hours' worker as a team player because he/she works long hours to get the job done	23% (59)	22% (18)	24% (41)
Consider 'long hours' worker to be a workaholic – that is to say, addicted to work	6% (16)	13% (11)	3% (5)
Resent 'long hours' worker because they either can't or don't want to work as many hours as they do	2% (5)	1% (1)	2% (4)
Think 'long hours' worker is inefficient because he/she has to work long hours	1% (3)	0% (0)	2% (3)
Feel obliged to work as many hours as 'long hours' worker so as not to appear lazy	0% (1)	0% (0)	1% (1)

Source: CIPD/ITNS Harris telephone survey, August 2000

Line managers' influence on working hours of staff

To gain a rounded picture of the impact of long hours working on relationships with work colleagues, the CIPD conducted a nationally representative telephone survey of 589 UK workers in December 2000 in addition to the interviews already carried out with 'long hours' workers a few months previously.

In terms of their perception of the work ethic in their organisation, the workers interviewed gave broadly the same responses as the 'long hours' sample. More than three-quarters feel that most of the staff work

reasonably hard. One in ten consider that their organisation is staffed by workaholics, while roughly the same number believe that slacker culture prevails.

Workers were asked to estimate the number of hours their line manager works in a typical week. Their responses reveal that individuals are more likely to work long hours if their boss does. Thirty-four percent of workers who estimate that their line manager works more than 48 hours do so themselves. Whereas just 10 per cent of workers who estimate that their line manager works 48 hours or less personally work in excess of 48 hours.

Table 37: UK workers' description of work ethic in organisation

	Total in paid work
	Base: 589 UK workers
Most of the staff do as little work as they can get away with	11% (66)
Most of the staff work reasonably hard	76% (449)
The whole organisation is staffed by workaholics who are addicted to work	10% (58)

Source: CIPD/TNS telephone survey, December 2000

Table 38: Number of hours line manager is estimated to work in a typical week (by reporting staff member)

Number of hours line manager is estimated to work in a typical week	Total in paid work	All working more than 48 hours	All working 48 hours or less
	Base: 550 UK workers with a line manager	Base: 112 workers working more than 48 hours with a line manager	Base: 440 workers working 48 hours or less with a line manager
48 hours or less	53% (294)	26% (29)	60% (265)
More than 48 hours	38% (211)	64% (72)	32% (139)

Source: CIPD/TNS telephone survey, December 2000

Working with a workaholic boss

Thirty-eight percent of workers with a boss or line manager estimate that their line manager works more than 48 hours in a typical week. Of these, over a quarter (28 per cent) describe their boss as a 'workaholic'.

Only 8 per cent of these UK workers with a boss or line manager think their boss is lazy. Thirty-eight percent say that while their boss works reasonably hard, he/she doesn't work particularly long hours. Overall, 16 per cent of workers surveyed who have a line manager regard their boss as addicted to work.

Those workers who perceive their line manager to be a workaholic and those who estimate that their line manager works over 48 hours a week were asked what their main reaction was to the hours he/she works. The majority of responses are positive, broadly matching those given by the 'long hours' workers interviewed earlier, who were asked how they thought they were perceived by other staff.

More than a third regard their line manager 'as a good team player', while 30 per cent say they respect him/her for being a hard worker. Only 3 per cent

admit that their main reaction is resentment because they either cannot or do not want to work as many hours as their boss does.

Just 8 per cent regard their workaholic boss as stupid or mad for working long hours, while another 1 per cent believe inefficiency is the reason why he/she works round the clock.

The majority of workers interviewed are of the opinion that their workaholic boss sets a good example to other workers by working long hours (71 per cent), compared to only 8 per cent who think he/she sets a bad example. More than half agree that their workaholic boss's enthusiasm for work inspires them (55 per cent).

Their workaholic line manager's perfectionism is perceived as a 'good thing' by 67 per cent of workers, who agree that it rubs off on their own work, ensuring that it is always of the highest standard. Considerably fewer, 16 per cent, regard having a work-addicted boss who is also a perfectionist as a 'bad thing' because it makes them feel that their work never meets his or her standards.

Table 39: Extent to which line manager is considered to be a workaholic

Q: Would you say that your boss or line manager...

Total in paid work

Base: 550 UK workers
with a boss/line manager

Is a workaholic, that is to say he/she is addicted to work	16% (87)
Works long hours but isn't addicted to work	35% (192)
Works reasonably hard, but doesn't work particularly long hours	38% (207)
Is lazy – he/she does the absolute minimum of work	8% (43)

Source: CIPD/TNS telephone survey, December 2000

Table 40: Main reaction to line manager's working hours

Main reaction to hours boss/line manager works	All in paid work who estimate that their boss works more than 48 hours per week	% who consider boss to be a workaholic
	Base: 211 workers	Base: 87 workers
Respects boss for being a hard worker	31% (65)	30% (26)
Thinks of boss as a good team player because he/she works long hours to get the job done	31% (66)	34% (30)
Resents boss because respondent either can not or does not want to work as many hours as he/she does	3% (5)	3% (3)
Feels obliged to work as many hours as boss does so as not to appear lazy	3% (6)	5% (4)
Thinks boss works long hours because he/she is inefficient	3% (5)	1% (1)
Thinks boss is stupid/mad	3% (7)	8% (7)
Other	1% (2)	2% (2)
Has no reaction	23% (50)	16% (14)

Source: CIPD/TNS telephone survey, December 2000

Table 41: Opinion on whether boss sets a good or bad example to other staff by working long hours

Question: Do you think your boss or line manager sets a good or bad example to other staff by working long hours?	All in paid work who estimate that their boss works more than 48 hours per week	% who consider boss to be a workaholic
	Base: 211 workers	Base: 87 workers
Good example	68% (144)	71% (62)
Bad example	9% (19)	8% (7)
Neither a good nor a bad example	23% (48)	21% (18)

Source: CIPD/TNS telephone survey, December 2000

Table 42: % agreeing that boss's enthusiasm for work inspires them

% agreeing that boss's enthusiasm for work inspires them	All in paid work who estimate that their boss works more than 48 hours per week	% who consider boss to be a workaholic
	Base: 211 workers	Base: 87 workers
Agree strongly	23% (48)	23% (20)
Agree slightly	30% (63)	32% (28)
Neither agree nor disagree	13% (28)	8% (7)
Disagree slightly	23% (48)	30% (26)
Disagree strongly	11% (23)	7% (6)

Source: CIPD/TNS telephone survey, December 2000

Table 43: % agreeing that boss's perfectionism is a good thing because it rubs off on their own work, ensuring it is always of the highest standard

% agreeing that boss's perfectionism is a good thing because it rubs off on their own work, ensuring it is always of high standard	All in paid work with a boss or line manager	All in paid work who estimate that their boss works more than 48 hours per week	% who consider boss to be a workaholic
	Base: 550 workers	Base: 211 workers	Base: 87 workers
Agree strongly	21% (118)	27% (58)	24% (21)
Agree slightly	34% (188)	37% (78)	43% (37)
Neither agree nor disagree	11% (58)	8% (17)	10% (9)
Disagree slightly	18% (102)	16% (34)	18% (15)
Disagree strongly	11% (62)	11% (23)	5% (4)

Source: CIPD/TNS telephone survey, December 2000

Table 44: % agreeing that boss's perfectionism is a bad thing because it makes them feel that their work never meets his/her standards

% agreeing that boss's perfectionism is a bad thing because it makes them feel that their own work never meets his/her standards	All in paid work with a boss or line manager	All in paid work who estimate that their boss works more than 48 hours per week	% who consider boss to be a workaholic
	Base: 550 workers	Base: 211 workers	Base: 87 workers
Agree strongly	5% (27)	4% (9)	7% (6)
Agree slightly	9% (49)	9% (18)	9% (8)
Neither agree nor disagree	9% (49)	10% (20)	6% (5)
Disagree slightly	34% (185)	34% (73)	35% (30)
Disagree strongly	39% (215)	42% (89)	42% (37)

Source: CIPD/TNS telephone survey, December 2000

Working with workaholic colleagues

Nearly two-fifths of workers surveyed report that their work unit contains workaholics (aside from their boss). Of these, nearly a quarter say that the presence of a workaholic colleague results in them personally working longer hours than they really need to. This suggests that workaholics can encourage presenteeism in other staff, who are putting in 'face time' in order to avoid looking lazy by comparison.

Nearly a quarter of these claim that the workaholic colleague causes problems at work because his/her perfectionism results in missed deadlines.

But there are some positive aspects. Thirty-nine percent of those with workaholic colleagues say that their enthusiasm for work rubs off on them.

Table 45: Extent to which presence of workaholics in work unit results in respondent working longer hours than is necessary

Question: Does having a workaholic colleague(s) result in you working longer hours than you really need to because you don't want to appear lazy by comparison?	% in paid work who say there is/are workaholic(s) in work unit
	Base: 219
Yes, all or most of the time	7% (15)
Yes, sometimes	16% (35)
No, never	76% (167)

Source: CIPD/TNS telephone survey, December 2000

Table 46: Extent to which presence of workaholics in work unit results in respondent feeling more enthusiastic about their own work

Question: Does having a workaholic colleague(s) result in you feeling more enthusiastic about your work because their enthusiasm for work has rubbed off on you? **% in paid work who say there is/are workaholic(s) in work unit**

	Base: 219
Yes, all or most of the time	11% (23)
Yes, sometimes	28% (62)
No, never	60% (132)

Source: CIPD/TNS telephone survey, December 2000

Table 47: Extent to which presence of workaholics in work unit results in problems at work because of missed deadlines

Question: Does having a workaholic colleague(s) result in problems at work because the workaholic colleague(s) miss deadlines due to perfectionism? **% in paid work who say there is/are workaholic(s) in work unit**

	Base: 219
Yes, all or most of the time	2% (5)
Yes, sometimes	22% (49)
No, never	74% (163)

Source: CIPD/TNS telephone survey, December 2000

Work/life balance

In the telephone follow-up survey of 'long hours' workers, respondents were asked whether they felt they had struck the right work/life balance. The majority believe the balance they have achieved is wrong, with too much of their life being dedicated to work (56 per cent). Despite working more than 48 hours a week, a large minority think they have the balance about right (43 per cent).

Table 48: Opinions on work/life balance: workaholics v. non-workaholics working more than 48 hours per week

Question: Do you think you have the right balance between work and life outside work?	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Yes, the balance is about right	43% (125)	39% (39)	45% (86)
No, too much of my life is dedicated to work	56% (162)	60% (61)	53% (101)
No, too much of my life is dedicated to my life outside work	1% (3)	1% (1)	1% (2)

Source: CIPD/TNS Harris telephone survey, August 2000

Self-reported health problems

The most common health problem cited by respondents working more than 48 hours a week is mental exhaustion or always feeling drained, reported by over half (54 per cent) of this group. Forty-three per cent say they have experienced difficulty sleeping in the last

twelve months and 40 per cent report an unpleasant feeling of being unable to cope with work; of being under too much pressure. Twenty-three per cent say they have suffered from chronic headaches, 19 per cent have experienced anxiety or depression and 14 per cent report a loss of libido, or a reduced sex drive.

Table 49: Self-reported health problems in last 12 months: workaholics v. non-workaholics working more than 48 hours per week

	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Mental exhaustion or always feeling drained	54% (157)	55% (56)	53% (101)
Difficulty sleeping	43% (126)	48% (48)	41% (78)
Unpleasant feeling of being unable to cope with work; of being under too much pressure	40% (117)	40% (40)	41% (77)
Chronic headaches	23% (66)	31% (31)	18% (35)
Anxiety, depression or bad nerves	19% (54)	22% (22)	17% (32)
Loss of, or reduced, libido/sex drive	14% (41)	13% (13)	15% (28)
Heart/blood pressure or blood circulation problems	12% (36)	17% (17)	10% (19)
Irritable bowel syndrome	12% (34)	13% (13)	11% (21)
Ulcers	5% (14)	9% (9)	3% (5)
Alcohol or drug-related problems	2% (6)	2% (2)	2% (4)
Other health problems	11% (33)	11% (11)	12% (22)

Source: CIPDI/TNS Harris telephone survey, August 2000

Satisfaction with life

'Long hours' workers were asked about their satisfaction with ten areas of their lives. They were asked to rate their satisfaction on a 10-point scale from one, totally dissatisfied to ten, totally satisfied. In the table, the average scores are shown. Those working more than 48 hours a week report a fairly high degree of satisfaction with their relationships with their children and spouse or partner. The lowest levels of satisfaction are reported for finances, although the average score indicates a medium level of satisfaction.

Table 50: Satisfaction with aspects of life: 'workaholics' v. 'non-workaholics' working more than 48 hours per week

Satisfaction with: (Average score on a 10-point scale, from one, totally dissatisfied to ten, totally satisfied	All working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Work	7.15	7.68	6.87
Relationship with boss or line manager	7.24	7.34	7.20
Relationship with employees	7.88	8.47	7.50
Relationship with staff managed or supervised	8.03	8.31	7.89
Relationship with rest of work colleagues	7.91	8.22	7.75
Friends	7.90	8.19	7.75
Health	7.76	7.76	7.75
Finances	6.64	6.77	6.57
Relationship with partner/spouse	8.78	8.63	8.86
Relationship with children	8.82	8.56	8.96

Source: CIPD/TNS Harris telephone survey, August 2000

Impact of working long hours on life outside work

'Long hours' workers

Two-fifths of those working more than 48 hours a week who are married or cohabiting report that working long hours has resulted in arguments with their spouse or partner in the last year. The same proportion admit to feeling guilty that they are failing to pull their weight on the domestic front.

Nearly a third of 'long hours' workers admit that work-related tiredness is causing their sex life to suffer

and 42 per cent percent say that friendships have been damaged due to long hours working.

Almost one-fifth of 'long hours' parents believe that working long hours has damaged their relationship with their children. More than a third say that they have shouted at their children because they are worn out from work, while nearly a quarter report that they don't always see their children before they go to bed. For 29 per cent, their work-related absence leaves them feeling guilty that they are missing out on seeing their children grow up.

Table 51: Impact of working long hours on relationship with partner in last 12 months (as perceived by 'long hours' worker)

Question: In the last 12 months, has your working long hours resulted in...	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 230 working more than 48 hours with partner/spouse	Base: 83 workaholics (who agree that they are addicted to work) working more than 48 hours with partner/spouse	Base: 147 non-workaholics (who disagree that they are addicted to work) working more than 48 hours with partner/spouse
Arguments with partner/spouse	40% (92)	42% (35)	39% (57)
Feeling guilty because not pulling weight on domestic front, eg cooking, cleaning, decorating	40% (92)	42% (35)	39% (57)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 52: Impact of working long hours on sex life and social life in last 12 months (as perceived by 'long hours' worker)

Question: In the last 12 months, has your working long hours resulted in...	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 291 working more than 48 hours	Base: 101 workaholics (who agree that they are addicted to work) working more than 48 hours	Base: 190 non-workaholics (who disagree that they are addicted to work) working more than 48 hours
Sex life suffering because of tiredness	31% (91)	29% (29)	33% (62)
Damage to friendships/social life	42% (123)	41% (41)	43% (82)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 53: Impact of working long hours on relationship with children in last 12 months (as perceived by 'long hours' worker)

Question: In the last 12 months, has your working long hours resulted in...	% working more than 48 hours	'Workaholics'	'Non-workaholics'
	Base: 221 working more than 48 hours with children	Base: 80 workaholics (who agree that they are addicted to work) working more than 48 hours with children	Base: 141 non-workaholics (who disagree that they are addicted to work) working more than 48 hours with children
Damage to relationship with children	19% (41)	18% (14)	19% (27)
Not seeing children before they go to bed	22% (48)	25% (20)	20% (28)
Shouting at children because worn out	34% (75)	39% (31)	31% (44)
Feeling guilty about missing seeing children grow up	29% (65)	31% (25)	28% (40)
Not having enough time to help children with their homework	23% (50)	26% (21)	21% (29)

Source: CIPD/TNS Harris telephone survey, August 2000

Telephone interviews with partners of 'long hours' workers

Profile of partners

In order to explore further the impact of working long hours on personal relationships, the partners of 139 respondents who work more than 48 hours a week were also interviewed in August 2000.

The partners of 'long hours' workers tend not to work long hours themselves, with those in paid employment working a 35-hour week on average. The majority are in non-management roles (57 per cent).

Table 54: Average hours worked by partner/spouse of 'long hours' worker

	Base: 107 partners in paid work
In paid work	35
Full-time	44
Part-time	24

Source: CIPD/TNS Harris telephone survey, August 2000

Table 55: Position of partners at work

	Total	Partners of workaholics	Partners of non-workaholics
	Base: 107 partners in paid work	Base: 39 partners of self-confessed workaholics	Base: 68 partners of 'long hours' workers (who disagree that they are addicted to work)
Upper management	15% (16)	8% (3)	19% (13)
Middle management	13% (14)	13% (5)	13% (9)
Lower management	14% (15)	10% (4)	16% (11)
Non-manager	57% (61)	67% (26)	51% (35)

Source: CIPD/TNS Harris telephone survey, August 2000

General attitude to partner working long hours

Most partners tolerate, rather than welcome, the hours worked by 'long hours' workers, with 69 per cent saying that they would prefer that shorter hours were worked. However, less than a third agree with the statement 'I wish my partner would get a new job working fewer hours, even if it meant earning less money.' This survey finding appears to suggest that the partners of 'long hours' workers believe that work-related absence from the family home is a price worth paying if it guarantees a certain level of income.

Table 56: General attitude to partner/spouse working long hours

	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Happy with hours partner works	22% (30)	31% (15)	17% (15)	20% (12)	23% (18)
Tolerates partner working long hours but would rather he/she worked shorter hours	69% (96)	67% (33)	70% (63)	73% (44)	65% (51)
Unhappy with partner working long hours	6% (9)	2% (1)	9% (8)	3% (2)	9% (7)
No view (is neither happy nor unhappy with partner working long hours)	3% (4)	0% (0)	4% (4)	3% (2)	3% (2)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 57: % of partners who wish the 'long hours' worker would get a new job working fewer hours, even if it meant earning less money

'I wish my partner would get a new job working fewer hours, even if it meant earning less money.'	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Agrees strongly	12% (16)	10% (5)	12% (11)	12% (7)	12% (9)
Agrees slightly	18% (25)	16% (8)	19% (17)	20% (12)	17% (13)
Disagrees slightly	19% (27)	8% (4)	26% (23)	23% (14)	15% (12)
Disagrees strongly	46% (64)	63% (31)	37% (33)	42% (35)	50% (39)

Source: CIPDI/TNS Harris telephone survey, August 2000

Partner's view on whether 'long hours' worker is a workaholic

The partners of respondents who work more than 48 hours a week are more inclined to regard them as 'workaholics' than are the 'long hours' workers themselves. Forty-four per cent of partners interviewed agree that their spouse/partner is addicted to work (v. 35 per cent of 'long hours' workers).

Table 58: % of partners who think the 'long hours' worker is a workaholic

'My partner/spouse is a workaholic – that is to say, he/she is addicted to work.'	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers (who disagree that they are addicted to work)
Agrees strongly	22% (30)	33% (16)	16% (14)
Agrees slightly	22% (30)	27% (13)	19% (17)
Disagrees slightly	17% (24)	16% (8)	18% (16)
Disagrees strongly	39% (54)	24% (12)	47% (42)

Source: CIPD/TNS Harris telephone survey, August 2000

Views on partner/spouse working long hours

Even though nearly three-fifths of partners interviewed admit that long working hours are a trigger for arguments, 92 per cent agree that they try not to give the 'long hours' worker a hard time about it. While the majority confess to feeling sympathy for their partner who is thought to work long hours out of necessity (64 per cent), nearly a quarter believe that, to some extent at

least, their partner could easily reduce the hours he/she works and still achieve as much at work.

While having to do most of the domestic chores while the 'long hours' worker is working makes 43 per cent of partners feel fed up, on the whole they appear to be a forgiving bunch. At the end of the day, 87 per cent agree that they are grateful to the 'long hours' worker for working so hard to provide a decent standard of living.

Table 59: % of partners who agree that they are grateful to the 'long hours' worker for working so hard to provide a decent standard of living

'I'm grateful to my partner for working so hard to provide us with a decent standard of living.'	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Agrees strongly	58% (80)	55% (27)	60% (54)	60% (36)	58% (45)
Agrees slightly	29% (40)	35% (17)	26% (23)	30% (18)	28% (22)
Disagrees slightly	4% (6)	4% (2)	4% (4)	5% (3)	3% (2)
Disagrees strongly	4% (6)	6% (3)	3% (3)	2% (1)	6% (5)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 60: % of partners who are 'fed up with having to do most of the domestic chores'

'I'm fed up with having to do most of the domestic chores myself because my partner is working.'	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Agrees strongly	25% (35)	35% (17)	20% (18)	32% (19)	19% (15)
Agrees slightly	18% (25)	16% (8)	19% (17)	20% (12)	17% (13)
Disagrees slightly	19% (27)	14% (7)	22% (20)	15% (9)	23% (18)
Disagrees strongly	31% (43)	31% (15)	31% (28)	28% (17)	33% (26)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 61: % of partners who agree that they try not to give the 'long hours' worker a hard time about working long hours

'I understand that my partner has to work long hours in order to do his/her job properly so I try not to give him/her a hard time about it.'	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Agrees strongly	65% (90)	59% (29)	68% (61)	65% (39)	64% (50)
Agrees slightly	27% (37)	31% (15)	24% (22)	25% (15)	28% (22)
Disagrees slightly	5% (7)	8% (4)	3% (3)	7% (4)	4% (3)
Disagrees strongly	3% (4)	2% (1)	3% (3)	3% (2)	3% (2)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 62: % of partners who feel sympathy for the 'long hours' worker

'I feel sympathy for my partner who only works long hours because he/she has to.'	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Agrees strongly	39% (54)	35% (17)	41% (37)	32% (19)	45% (35)
Agrees slightly	25% (35)	16% (8)	30% (27)	30% (18)	22% (17)
Disagrees slightly	12% (17)	12% (6)	12% (11)	12% (7)	13% (10)
Disagrees strongly	22% (31)	35% (17)	16% (14)	25% (15)	19% (15)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 63: % of partners agreeing that the 'long hours' worker could easily reduce their hours and still achieve as much at work

'I think my partner could easily reduce the hours he/she works and still achieve as much at work.'	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Agrees strongly	6% (8)	8% (4)	4% (4)	12% (7)	1% (1)
Agrees slightly	17% (24)	6% (3)	23% (21)	18% (11)	15% (12)
Disagrees slightly	26% (36)	24% (12)	27% (24)	25% (15)	27% (21)
Disagrees strongly	47% (66)	59% (29)	41% (27)	42% (25)	53% (41)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 64: % of partners agreeing that they don't mind the 'long hours' worker working long hours because they get more time to themselves

'I don't mind my partner working long hours because it means I have more time to myself.'	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Agrees strongly	6% (9)	8% (4)	6% (5)	8% (5)	5% (4)
Agrees slightly	16% (22)	8% (4)	20% (18)	15% (9)	17% (13)
Disagrees slightly	21% (29)	18% (9)	22% (20)	18% (11)	23% (18)
Disagrees strongly	53% (74)	61% (30)	49% (44)	53% (32)	54% (42)

Source: CIPD/TNS Harris telephone survey, August 2000

Impact on personal relationship with partner/spouse who works long hours

A third of partners interviewed say that the time the 'long hours' worker spends at work has a quite or very negative effect on their personal relationship. Burning the candle at both ends can kill off attempts at dialogue. Seventy per cent of partners report that

the 'long hours' worker has been too tired to hold a conversation in the last twelve months, with 29 per cent saying this happens quite often or all the time.

Over half of all partners (54 per cent) admit that their sex life is suffering because the 'long hours' worker is tired, with 18 per cent saying that this occurs quite often or all the time.

Table 65: Impact of working long hours on personal relationship with partner (as perceived by partner)

	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Very positive effect	4% (6)	4% (2)	4% (4)	5% (3)	4% (3)
Quite positive effect	6% (9)	6% (3)	7% (6)	12% (7)	3% (2)
Both positive effect and negative effect in roughly equal amounts	4% (6)	4% (2)	4% (4)	3% (2)	5% (4)
Quite negative effect	29% (41)	33% (16)	28% (25)	30% (18)	29% (23)
Very negative effect	4% (5)	4% (2)	3% (3)	7% (4)	1% (1)
No effect	51% (71)	49% (24)	52% (47)	43% (26)	56% (44)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 66: Frequency of arguments resulting from 'long hours' worker working long hours in last 12 months

Having arguments	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Never	39% (54)	31% (15)	43% (39)	35% (21)	42% (33)
Every now and again	52% (72)	35% (27)	50% (45)	55% (33)	49% (38)
Quite often	6% (9)	12% (6)	3% (3)	7% (4)	6% (5)
All the time	1% (2)	0% (0)	2% (2)	2% (1)	1% (1)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 67: Frequency of 'long hours' worker being too tired to hold a conversation with partner in last 12 months

Too tired to hold a conversation	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Never	30% (42)	35% (17)	28% (25)	25% (15)	35% (27)
Every now and again	41% (57)	33% (16)	46% (41)	38% (23)	42% (33)
Quite often	21% (29)	22% (11)	20% (18)	23% (14)	19% (15)
All the time	8% (11)	10% (5)	7% (6)	13% (8)	4% (3)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 68: Frequency of 'long hours' worker failing to pull weight on domestic front in last 12 months

Not pulling weight on domestic front eg cooking, cleaning, decorating	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self- confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Never	37% (51)	37% (18)	37% (33)	32% (19)	41% (32)
Every now and again	27% (38)	33% (16)	24% (22)	32% (19)	24% (19)
Quite often	15% (21)	12% (6)	17% (15)	12% (7)	17% (13)
All the time	12% (16)	12% (6)	11% (10)	15% (9)	9% (7)

Source: CIPDI/TNS Harris telephone survey, August 2000

Table 69: Frequency of sex life suffering in last 12 months because 'long hours' worker is tired

Sex life suffering because 'long hours' worker is too tired	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self- confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Never	44% (61)	49% (24)	41% (37)	33% (20)	51% (40)
Every now and again	36% (50)	37% (18)	36% (32)	38% (23)	35% (27)
Quite often	14% (19)	10% (5)	16% (14)	20% (12)	9% (7)
All the time	4% (5)	2% (1)	4% (4)	5% (3)	3% (2)

Source: CIPDI/TNS Harris telephone survey, August 2000

Partners express concern over impact on health

The toll that working long hours is exacting on the physical wellbeing of 'long hours' workers is a concern for the majority of partners interviewed. Sixty-seven per cent agree that they are worried that working long hours is damaging their partner's health.

Table 70: % of partners agreeing that working long hours is damaging the health of the 'long hours' worker

"I am worried that working long hours is damaging my partner's health."	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 139 partners of 'long hours' workers	Base: 49 partners of self-confessed workaholics	Base: 90 partners of 'long hours' workers who disagree that they are addicted to work	Base: 60 partners of 'long hours' workers who think that their partner is a workaholic	Base: 78 partners of 'long hours' workers who do not think that their partner is a workaholic
Agrees strongly	43% (60)	41% (20)	44% (40)	48% (29)	40% (31)
Agrees slightly	24% (33)	22% (11)	24% (22)	27% (16)	21% (16)
Disagrees slightly	14% (20)	16% (8)	13% (12)	12% (7)	17% (13)
Disagrees strongly	17% (24)	20% (10)	16% (14)	12% (7)	22% (17)

Source: CIPD/TNS Harris telephone survey, August 2000

Impact of working long hours on relationship with children (as perceived by partners of 'long hours' workers)

Twenty-nine per cent of partners with children of school age or younger say that the time the 'long hours' worker spends at work has either a quite or a very negative effect on his/her relationship with their children.

More than a third report that the children have complained that they don't see enough of the parent who works more than 48 hours a week (36 per cent). Twenty-seven per cent of partners with children of school age or younger say that the 'long hours' parent hasn't seen the children before they go to bed and a similar number state that he/she hasn't had enough time to help the children with their homework.

Table 71: Impact of working long hours on personal relationship with children (as perceived by partner)

	Base: 121 partners of 'long hours' workers with children of school age or younger
Very positive effect	2% (3)
Quite positive effect	2% (2)
Both positive effect and negative effect in roughly equal amounts	2% (2)
Quite negative effect	24% (29)
Very negative effect	5% (6)
No effect	62% (75)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 72: Frequency of children complaining that they don't see enough of 'long hours' worker in last 12 months

Children complaining that they don't see enough of 'long hours' worker	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 121 partners of 'long hours' workers with children of school-age or younger	Base: 43 partners of self-confessed workaholics with children of school-age or younger	Base: 78 partners of 'long hours' workers who disagree that they are addicted to work with children of school-age or younger	Base: 56 partners of 'long hours' workers who think that their partner is a workaholic with children of school-age or younger	Base: 64 partners of 'long hours' workers who do not think that their partner is a workaholic with children of school-age or younger
Never	41% (50)	42% (18)	41% (32)	32% (18)	48% (31)
Every now and again	22% (27)	23% (10)	22% (17)	23% (13)	22% (14)
Quite often	11% (13)	9% (4)	12% (9)	11% (6)	11% (7)
All the time	3% (4)	5% (2)	3% (2)	7% (4)	0% (0)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 73: Frequency of 'long hours' worker not seeing children before they go to bed in last 12 months

Not seeing children before they go to bed	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 121 partners of 'long hours' workers with children of school-age or younger	Base: 43 partners of self-confessed workaholics with children of school-age or younger	Base: 78 partners of 'long hours' workers who disagree that they are addicted to work with children of school-age or younger	Base: 56 partners of 'long hours' workers who think that their partner is a workaholic with children of school-age or younger	Base: 64 partners of 'long hours' workers who do not think that their partner is a workaholic with children of school-age or younger
Never	31% (38)	28% (12)	33% (26)	20% (11)	42% (27)
Every now and again	16% (19)	21% (9)	13% (10)	18% (10)	14% (9)
Quite often	9% (11)	7% (3)	10% (8)	7% (4)	9% (6)
All the time	2% (2)	2% (1)	1% (1)	2% (1)	2% (1)

Source: CIPD/TNS Harris telephone survey, August 2000

Table 74: Frequency of 'long hours' worker not having enough time to help children with homework in last 12 months

Not having enough time to help children with homework	Total	Partners of self-confessed workaholics	Partners of self-confessed non-workaholics	Partner thinks partner is a workaholic	Partner does not think partner is a workaholic
	Base: 121 partners of 'long hours' workers with children of school-age or younger	Base: 43 partners of self-confessed workaholics with children of school-age or younger	Base: 78 partners of 'long hours' workers who disagree that they are addicted to work with children of school-age or younger	Base: 56 partners of 'long hours' workers who think that their partner is a workaholic with children of school-age or younger	Base: 64 partners of 'long hours' workers who do not think that their partner is a workaholic with children of school-age or younger
Never	22% (27)	16% (7)	26% (20)	14% (8)	30% (19)
Every now and again	9% (11)	16% (7)	5% (4)	13% (7)	6% (4)
Quite often	12% (14)	14% (6)	10% (8)	11% (6)	13% (8)
All the time	7% (8)	5% (2)	8% (6)	5% (3)	8% (5)

Source: CIPD/TNS Harris telephone survey, August 2000

Author: Melissa Compton-Edwards

Chartered Institute
of Personnel and
Development

CIPD House Camp Road London SW19 4UX
Tel: 020 8971 9000 Fax: 020 8263 3333
E-mail: cipd@cipd.co.uk Website: www.cipd.co.uk
Incorporated by Royal Charter Registered charity no.1079797

