

Handling Two Careers Survey

Research Objective

- Juggling home with career for married couples is becoming a challenge for couples residing in the metros/ big cities. The families are largely nuclear and when the kids come along then the woman has to let her career take a back seat.
- How are the corporate executives coping?
- TeamLease commissioned global market research company Synovate to delve deeper into the psyche of working couples.

Research Design

- A quantitative study using a structured questionnaire was administered predominantly to two types of TG: Married without kids; married with kids.
- Synovate interviewed working corporate executives from large corporations and conducted interviews using Synovate computer aided telephonic interviewing (CATI) technology.
- Cities covered: Delhi (100), Mumbai (100), Bangalore (100), Hyderabad (75) and Pune (50).
- Sample Size achieved: 425
- Gender – M:F
- Fieldwork period: January 13 to February 01, 2008

Perception Poll

Findings...

Q1) We would like to know your opinions regarding working couples managing their careers and marital life.
Are you...

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Figs in %age	%	%	%	%	%	%
Married without kids	20	5	26	20	9	54
Married with kids	80	95	74	80	91	46

Predominantly the target group comprised respondents – ‘*married-with-kids*’.

Q2) On a scale of 1 to 5, where 1 means completely dissatisfied and 5 means completely satisfied; how would you rate your work life – family life and home balance?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All Respondents	425	100	100	100	75	50
Completely Satisfied	59	68	53	57	49	70
Somewhat Satisfied	28	23	31	22	43	26
Neither Satisfied nor Dissatisfied	7	4	9	10	8	0
Somewhat Dissatisfied	2	4	1	2	0	4
Completely Dissatisfied	4	1	6	9	0	0

Majority of the corporate executives we went to are satisfied with the work-life balance. Companies are increasingly getting employee friendly. And with both spouses being educated; both sides of families providing support, there is peace all pervasive. At an overall level satisfaction levels jump to 87%. In Delhi it is to the tune of 91%, Mumbai is at 84%. Bangalore to some extent dissatisfied.

Q3) Please rate on a scale of 1 to 5 the following statement where 1 means completely disagree and 5 means completely agree. In your opinion, do you think that 'In families where both spouses are working, fights on quality time, work travel, etc are common'?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondent	425	100	100	100	75	50
Completely Agree	31	8	34	37	32	60
Somewhat Agree	32	19	36	24	53	38
Neither Agree nor Disagree	13	17	12	17	9	2
Somewhat Disagree	6	12	5	6	4	0
Completely Disagree	17	44	13	16	1	0

Overall and in most of the cities we went to, there is agreement that families with both spouses working is strapped for time. Delhi is an exception, has at least 56 per cent disagreeing. Where there is will there is a way!

Q4) Is it possible for women to resume their careers with the same velocity/ pace after an (extended) maternity leave and children?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Figs in %age	%	%	%	%	%	%
Yes	68	73	52	79	73	64
No	32	27	48	21	27	36

Majority agree. Mumbai displays polarized views. Overall, at least 32 per cent feel the transition may not be that easy.

Q5) In your opinion, do you think your working in odd hour shifts has any affect on marital relationships?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Figs in %age	%	%	%	%	%	%
Yes	39	18	51	39	43	52
No	33	17	33	44	41	34
Do not work in shifts	24	65	15	5	16	14
Don't know / Can't say	3	0	1	12	0	0

Barring Delhi (only to a small extent) all cities polled say odd work shifts impact marital relationships. Mumbai agrees most and is affected, most

ASK ONLY IF CODED '3' IN Q1

Q6) If you and your spouse are both working how do you manage to spend time with your kid/s?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: Those coded 3 in Q1 (married couples with kids)	340	95	74	80	68	23
Figs in %age	%	%	%	%	%	%
Equally hold responsibilities	54	46	43	56	79	43
Divided responsibilities	23	11	45	25	13	26
Mother fully responsible for kid's upbringing	21	43	9	16	7	30
Father responsible for Kid's certain activities	0	0	0	1	0	0
Father responsible for weekends only	0	0	0	1	0	0

Barring Delhi and Pune - where mothers are responsible to a large extent in spending time with kids – in Mumbai, Bangalore and Hyderabad, both spouses either 'equally hold responsibility' or 'divide responsibilities'. It is an emerging trend in big cities. Delhi by and large still conservative – expects the woman to take care of the child..

Q7) If there is a function/ meeting at your Child's school, who attends it?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune	
Base:Those coded 3 in q1	340	95	74	80	68	23	
Both of us attend (figs in %age)							
always	42	31	57	31	47	65	
sometimes	40	26	43	59	41	17	
never	18	43	0	10	12	17	
Mother only attends (figs in %age)							
always	37	46	32	16	40	78	
sometimes	33	4	68	50	19	17	
never	30	49	0	34	41	4	
Father only attends (figs in %age)							
always	9	20	0	4	6	17	
sometimes	37	0	84	50	22	43	
never	54	80	16	46	72	39	
Somebody else in the family attends (figs in %age)							
always	1	0	4	1	0	0	
sometimes	13	0	32	23	0	4	
never	86	100	64	76	100	96	
No one attends (figs in %age)							
always	0	0	0	0	1	0	
sometimes	4	0	7	9	0	0	
never	96	100	93	91	99	100	

Some interesting thoughts.

ASK ALL

Q8) Would you agree that you have become a “weekend parent”?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Figs in %age	%	%	%	%	%	%
Always	26	32	13	10	35	62
Sometimes	28	29	22	22	40	32
Rarely	15	27	6	23	7	4
Never	20	12	33	26	19	2
Not Answer	11	0	26	19	0	0

Overall, at least 54 per cent of those polled say they are becoming ‘weekend parents’. Bangalore and Mumbai are in a denial mode. Pune, Hyderabad and Delhi – have a large percentage agreeing that they have become ‘weekend parents’.

Q9) If your spouse is moved to another city for a better job, would you also move even if it hampers your career?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Figs in %age	%	%	%	%	%	%
Yes	48	32	42	51	55	72
No	52	68	58	49	45	28

Overall, almost polarized views. More of Delhi and Mumbai spouses (male/ female) will not hamper their careers in transfers. Pune – most open. Bangalore and Hyderabad almost display equal splits – polarized views.

Q10) What would you select between:

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Luxury life where both husband and wife are working	48	66	47	44	5	88
Less lavish life with either spouse working but satisfactory marital relationship	52	34	53	56	95	12

Overall, polarized views. City-wise interesting trends seen. Delhi and Pune opt for luxury life with both spouses working; Hyderabad votes for less luxury, single income but satisfactory marital relationship. Mumbai and Bangalore display polarized views – divided between the two.

Q11) Do spouses working for same organization improve or reduce the quality of work life balance?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Figs in %age	%	%	%	%	%	%
Improves	48	64	28	47	29	84
Reduces	21	14	46	12	24	2
Does not make a difference	26	22	20	29	47	12
Don't know/ Can't say	4	0	6	12	0	2

A mixed bag

Q12) Do you agree that Indian organizations have flexible working policies for employees that maintain work-life balance?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Yes	70	70	64	70	68	88
No	30	30	36	30	32	12

Majority of those polled reply in the affirmative.

Q13) What would be your current occupation?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Figs in %age	%	%	%	%	%	%
Salesman	31	100	0	4	29	8
Supervisory level	5	0	0	14	8	4
Officers/executive-junior	30	0	39	40	28	58
Officers/executive - middle/senior	34	0	61	42	35	30

Q14) What would be your current age?

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Average Age in years	37.5	38.4	35.9	38.7	39.1	34.5

Average age of respondents, overall – 37 years.

Q15) Record gender of the respondent. DO NOT ASK

	All	Delhi	Mumbai	Bangalore	Hyderabad	Pune
Base: All respondents	425	100	100	100	75	50
Figs in %age	%	%	%	%	%	%
Male	73	58	63	78	87	90
Female	27	42	37	22	13	10

Male respondents outnumbered women respondents

In Sum

- ❑ Surprise! Surprise! Majority of the couples polled say they are satisfied with the current level of work-life balance
- ❑ Time is definitely at a premium for these couples
- ❑ Men are getting more involved in sharing responsibilities and playing an active role in child-rearing. Delhi and Pune still a bit old-fashioned in their approach to male domain and female domain.
- ❑ Indian work environment forges work-life balance – is the majority view
- ❑ Parents are providing quality time to children mostly over weekends – and children are adapting quite well.
- ❑ Male respondents far outnumbered female – but to a great extent it comes across that it is difficult for women to pick up the ropes at the same pace at work – after kids.

**Our curiosity is all yours.
Thank you.**