**Training and Mentoring Young Women for Transitioning to Adult Roles: A Model for Balancing Lives and livelihoods**

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60 Day – Developmental Readings
Begin work on 120-day Research for 21st Century Paper (see below)

1. Structure (Paper Evaluation includes the following structure below).
• Download the “OGS APA Course Assignments Template 7th Ed 2021”
template from the General Helps folder in the AA-101 The Gathering Place
Course on DIAL. Using the template, create the following pages.
• Title Page (Not included in page count).
• Copy and paste the assignment instructions from the syllabus starting on a new page after the title page, adhering to APA 7th edition style (APA 7
Workshop, Formatting, and Style Guide, APA 7 Quick Guide).
• Start the introduction on a new page after the copied assignment instructions.

2. In preparation for your 120-day assignment, choose a scholarly topic of interest. Type the topic on the title line on the cover page and the first page of the paper. Explain your reasoning for choosing the topic in the introduction section (after the title and before the first Level 1 heading) of the paper. Use your best academic voice, correct sentence structure, tense, and punctuation.

3. Develop a list of search terms and phrases that pertain to the subject chosen and include these immediately following the first Level 1 heading. Give the list a name and use the name as the Level 1 heading (use the heading styles in the template and the APA 7 Manual or Guide provided in the hyperlinks in this syllabus). Present the list in a complete sentence or a bulleted list with an opener (e.g., Search terms related to the topic of this paper are as follows:). Use correct punctuation.

4. Locate a minimum of two books (minimum of one published in the last five years) relevant to your chosen topic and develop an APA reference for each book. Insert the properly formatted references in the Works Cited section of the paper.

5. Locate five primary research journal articles relevant to your chosen topic; four articles must be less than five years old. Develop a reference for each journal article and insert the references into the Works Cited section. Put your references in alphabetical order.

6. Remove the sample references from the Works Cited page. Update with your Works Cited.

7. Document all sources in APA style, 7th edition (APA 7 Reference Example, APA 7 Quick Guide) for in-text citations and Work Cited. Include page numbers.

8. Include a separate Works Cited page, formatted according to APA style, 7th edition (not included in page count).

9. Submit through DIAL to the professor.

**Training and Mentoring Young Women for Transitioning to Adult Roles: A Model for Balancing Lives and livelihoods**

The researcher has been preoccupied with the nuances of balancing life and livelihood for some time. Her own challenges with balancing paid work and unpaid care and domestic work [beyond mere time management] and the struggles of other professional women have brought the challenge into greater focus. The important feminist and womanist perspectives around the private lives of women that have become public troubles has created space for rigorous discourse around the active voice of building agency and identity politicking of non-homogenous ‘woman.’ What has been clear for the researcher is a need for greater discourse, training and mentorship for young women transitioning to adulthood and helping them to successfully maneuver the transition into adult roles. The researcher’s passion for young people and young women in particular has fueled the focus of her work as she believes, we have been too silent on these issues for far too long; ‘the youth will better what we could not” with conversations on our experiences and a program for change.

The discourse and realities around paid work and unpaid care and domestic work are complex and multifaceted, from debates around the gender revolution in the industrialized world, changes in the breadwinner homemaker model, sexual division of labour, proliferation of technology, changes in population such as longer life expectancy and delayed childbearing, the permeable nature of private and public lives, productivity, wellness and other factors. Women have been at the forefront of these discussions since their introduction to paid work. There are gendered considerations in relation to time spent in work (paid and unpaid), the economic value of men and women’s labour, positionality and level of workforce participation, factors related to staying away from paid work temporarily or permanently and other interceding factors.

The way work has been constructed creates a dissonance with “life” and the negotiation of life priorities in particular lives of women with children given the nature of paid market work. Globally, work-life [family] balance is the top challenge facing working women as women continue to carry more unpaid care responsibilities (Gallup & ILO 2017). The global corona virus pandemic has brought into closer focus this phenomena that have pervaded women’s lives globally. This is not to preclude the numerous other groups of single childless women and men who also experience major challenges with work and life balance given the priorities within and outside the household and other competing demands of paid work and other complexities inclusive of study, career advancement, community involvement and volunteerism and care of others, including pets and other life domains and demands. Notwithstanding this, the notion of the working mother is tantamount, given that she continues to carry these responsibilities and the demand of childcare and rearing responsibilities which is essential and legitimized in society and within the work sphere due to the connection with the continuation of future workforce and the human race as we know it. Critical to the discourse is the continued legitimatization of this core responsibility and the inordinate challenges faced by women in paid work outside the home and unpaid care work in their own home and others.

From a development perspective, women are at the center of social and economic development. Traditionally, women have not been included in development policy agendas and power and patriarchy have been perpetuated through concepts such as homo economics (economic man) excluding important factors that can enhance gross domestic product (GDP) and impact social outcomes for generations to come. Women have increased their participation in the workforce but have not lessened their participation in the household. Therefore women leave a full day of paid work to come home to a “second shift” of unpaid work at home. This creates a level of conflict in roles. This also often creates a burden (Mohammed, 2003; Bailey & Ricketts, 2003) for the woman. In some scenarios, workers are double or triple duty [and even quadruple] caregivers, where they are active in paid care work, and take on a second unpaid shift as child caregiver, elder carer and/or disability carer. These life states create a difficult situation for individuals, households and societal economies and social survival and overall wellbeing.

Women’s work (both productive and reproductive) is an extremely important form of work that has been devalued, misunderstood and underrepresented in global labour statistics. Thereby making most labour and GDP statistics incomplete. Additionally, not adequately valuing women’s work has major implications on the women themselves, their family and society.

For these reasons, the researcher would like to explore women’s challenges with balancing lives and livelihoods and as an educator be able to draft a programme to help young people to make decisions that impact their lives. The programme will address gender equity and gender justice, decision making, family and life planning, building self-efficacy and highlight best practices around building balanced lives. Additionally, the programme will canvas and build support around work policies that impact the family. The change the researcher wants to see is a society that is gender sensitive, family focused and equitable.

**Some Search Terms Related to the Topic are as follows:**

* Work life balance
* Challenges of work life balance
* Best practices of work life balance/harmony
* Paid and unpaid care and domestic work
* Mentoring young women
* Women Transitioning to Adult Roles
* Double burden of women

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