COM822, Persuasive Communication

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Cerita: Please see my remarks at the end after your References.

Professor

Dr. [Curtis McClane](mailto:cao@ogs.edu)

Generate a thesis statement for your persuasive essay.

a. Using the OGS Forum Paper Template, complete the following:

i. Enter your essay title on the title page and the first page of the essay.

Complete the rest of the title page.

ii. Use the Thesis Statement Generator to draft a thesis statement.

Use only the “generate example” to view several examples of a

well-written thesis statement.

iii. On the Thesis Statement page, enter a clear, concise thesis

statement of the argumentative position.

iv. In the body of the paper, write a three-paragraph description of the

topic that includes the basic logic behind your argument.

v. In the Works Cited section, enter a minimum of 11 references relevant to

your topic. Include no more than two books; the remaining references

should be for journal articles from a minimum of four different academic

journals. Use only primary research articles with a majority of them

published within the past 5 years. Include references to both support

(additive) and counter (variant) your argument.

b. Professor will check for quality of content and word-count requirements. Grade

assigned will be Credit or No Credit (CR/NC).

**Work Life Balance: A Challenge for Women and Families**

**Thesis Statement**

Even though work life balance also presents a challenge to men and for organizations, work life balance presents a greater challenge for women and families because more women are aligned with care and household management, women continue to carry multiple roles and are undervalued in the economic space.

The definition, construction and organization of work and labour are often understood and conceptualized through a pervasive hidden system of hegemonic patriarchy often excluding the important female role in the economic and social production of work and an important role in development (Feldman, 2013). ‘Woman’ is problematized in the work life dichotomy. This promotes the social and economic unrecognition, devaluing and/or undervaluing of ‘women’s work’ both in the private and public spheres. These factors continue to promote challenges of work life balance, lack of reliable and affordable care for elderly, children, and the disabled. This modus operandi fuels gender inequality for women and work and a persistence of normative gender roles that perpetuate the male provider and female caregiver model. 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 rigid nature of paid market work as an employee. Globally, work-life [family] balance is the top challenge facing working women as women continue to carry more unpaid care responsibilities (UN women 2018; ILO/Gallup 2017). The global Covid-19 pandemic has intensified and brought into closer focus this phenomenon that have pervaded women’s lives globally.

Women are aligned with multiple roles and triple burden which makes it difficult to manage work, family, church and community responsibilities while having time for selfcare. Moser (1993) provides a basis for our understanding of gender roles where women carry out three main roles, reproductive (unpaid care role), productive (paid work which is shared with men) and community roles. 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. Globally research shows that men are not contributing equally to the household and therefore women work more total work hours (paid and unpaid), though men contribute more hours to paid work and women more to unpaid care work (UNDP, 2015). This situation of multiple continuous roles (role overload) creates a burden for the woman (Mohammed, 2003; Bailey & Ricketts, 2003). The challenge is not just about who is doing more work and how many hours but how societies continue to define, organize and structure productive work [without consideration for care work and appreciation of various intersectional vulnerabilities] that creates, perpetuates and promotes systems of inequality and inequity.

The situation is even more glaring and dire given that Jamaica has a majority single female headed households, where women play all the social and economic roles thereby placing a greater burden of balance. Some data has shown that women have had to opt to work part time, struggle with juggling multiple roles or stay out of the workforce altogether (Buchanan and Baker, 2018; Chalawadi, 2014). There is a lot to unpack here based on intersectionality and the socioeconomic background and class status of various women.

Notwithstanding this, some research point to a situation for men where in particular since the covid-19 pandemic fathers have become more involved in the household and have had to shoulder the challenges of balancing paid work and unpaid care and household work. Men have increasingly complained about challenges with balance and some have made career altering decisions in favour of childcare and eldercare. Additionally, organizations also contend with the nuances of balance for their workers. The challenge exists for the employer within the scope of tradeoffs in predictive hours in the office and inclusion of more paid family leave, inclusion of a 4 day work week among other human resource decisions to support work life balance.

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Cerita:

For the first assignment for this course, COM 822-22, this was a really good start. Please note the following:

1. The highest grade you can receive for this first assignment is a B because there are so many items that need attention in the References section.
2. Please read all of my comments carefully.
3. Please purchase your own copy of the APA 7 manual to keep with you as your go-to “Academic Resources Bible” so to speak. You need to refer to it often as you complete your assignments and submit Works Cited.
4. Next, label a Microsoft Word document and begin cutting and pasting as a list all of the suggestions that professors are making for improvement on your assignments. Re-read it prior to every written assignment. As your reservoir of suggestions increases from instructors, you will find yourself feeling more confident in your writing and researching.

## Finally, assignment #2 is Developmental Readings/Thesis Finalization and Paper Outline

1. Please include Thesis Finalization and Forum Paper outline as pages attached to the end of the Developmental Readings so that you are posting only one document in DIAL for assignment #2.

Thanks for all of your hard work! Keep it up!