COM 822, Persuasive Communication

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Due Date April 27, 2024

Professor

Dr. Curtis McClane

Assignment 2

### *Thesis Finalization and Paper Outline*

1. Create Developmental Readings from the Assignment #1 Works Cited list and additional resources discovered during your research. The developmental readings should support your arguments and counterarguments.

a. Refer to the "Student Guide to Developmental Readings" in the General Helps folder for updated information on sample comments, the grading rubric, and key definitions related to developmental readings.

2. Revise your thesis statement according to feedback from your professor, if needed.

3. Develop a sentence outline for your argumentative essay. Include main points and subpoints for your argument and the counter-arguments you will present. Make sure your outline clearly indicates the direction of your argument. Provide one properly cited (APA) quotation that you can use to support each of the main points and sub-points in your outline.

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

**Source One:** Aldoory, L., Jiang, H., Toth, E. L., & Sha, B. (2008). Is It Still Just a Women’s Issue? A Study of Work-Life Balance Among Men and Women in Public Relations. *Public Relations Journal (2007)*, *2*(4).

**Comment 1:**

 **Quote/Paraphrase:** “Importantly, both men and women in this study constructed the concept of “work-family balance” as a woman’s issue. This is consistent with previous work-family research and exemplifies how the conflict between work and family is a site of struggle for women. Participants articulated the gendered nature of attempts at balance and assigned the challenge of balancing work and life to women. Both male and female participants talked about enacting masculine career qualities, and both also expressed the need for women to be more responsive to motherhood and civic engagement. Evidence of a gendered discourse was particularly prevalent with the themes of societal pressure and norms; organizational lip service; women blaming; contested role of parenthood; and guilt narratives, which were told by both men and women. Women also expressed unmet expectations about other women not being supportive. In terms of identity, findings revealed struggles between fluid and distinct professional and home identities.” pp. 13

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is additive to my understanding of work life balance and gender. The study confirms the commonly held assumption that work life balance and work family conflict is more a challenge for women. The paragraph confronts gender inequality and inequity from organizational and societal pressures and norms.

**Contextualization:** This study aligns with my worldview and realities of being a woman operating within the confines of normative culture and societal expectations of women as aligned with family and care and operating at optimal level within the career and economic space. It reinforces the challenges that women within my university, family and other areas face on a daily basis and connects to my calling to challenge gender inequality at the micro mezzo and macro levels.

**Source Two:** Toffoletti, K. & Starr, K. (2016). Women academics and work-life balance: Gendered discourses of work and care. *Gender, Work, and Organization*, *23*(5), 489–504. <https://doi.org/10.1111/gwao.12133>

**Comment 2:**

 **Quote/Paraphrase:** “In the Australian context, women’s increased participation in the labour market coupled with work intensification and longer working hours has significant impacts on personal life, including work and leisure in the domestic sphere (Pocock, 2005, p. 35). These changes are particularly profound for women who continue to shoulder the burden of unpaid household labour, despite dual earner families overtaking the traditional male breadwinner/female homemaker family model (Pocock, 2005, p. 36). Pocock attributes Australia’s current work/care regime as contingent on a gender order that, while mutable, is strongly influenced by historical and social power relations in which women are expected to be primarily responsible for unpaid labour in the form of childcare and management of the domestic domain.” pp. 492

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is additive to my understanding of gender roles and women’s alignment with care while increasing their involvement in the labour force. The paragraph introduces an important ideology around power relations and nuanced historical and cultural shifts.

**Contextualization:** Studying work family conflict and the importance of balance is important for changing my world and countless other women who have time based, role based, strain based and behavioral based challenges with balancing paid work and other life commitments. As a social worker and social work educator, understanding the nuances and power relations are important to my professional practice to promote balance, social functioning and gender ideologies around these challenges.

**Comment 3:**

**Quote/Paraphrase:** “Pocock’s approach to theorizing labour according to work/care regimes allows for a consideration of work–life balance that takes into account the sphere of unpaid work, which for the majority of women occupies the ‘life’ dimension of the work–life equation. Feminist analysts of labour have long recognized the home as a site of work for women (Hochschild, 1990; Pocock, 2005; Pringle, 1989). Women’s ‘double shift’ — the combination of a paid job and unpaid domestic work — complicates an understanding of work–life balance where the ‘life’ side of the equation means respite from work (Hochschild, 1990; Pocock, 2005, p. 36). Feminist analysis thus draws attention to a set of underlying assumptions regarding the relationship between these spheres that constructs work as existing outside of the private realm of family and personal life. In formulating a model of work/care that accounts for all forms of labour undertaken across public and private domains, Pocock also problematizes the construction of work to mean paid work — a point that is taken up in critiques of work–life balance

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is additive to my understanding of paid and unpaid work. This is an important part of where the discussion around work life balance is concerned. It highlights. The paragraph introduces an important feminist analysis about assumptions about work and life; work aligning with public and life aligning with private life domain. These assumptions complicate the nuanced debate around work-life balance.

**Contextualization:** The notion of life as explained through societal norms as “respite from work” was introduced here. This is captured within the discourse through the management and Human resource disciplines as work and non-work, this presents a gross misrepresentation of the reality of life outside of paid work, as ‘not work’. This could not be further from the truth and feminist economists have taken the challenge to represent a system of national accounts globally which represents and defines work that enhances the literature around work-life balance. As a feminist scholar and world changer, this addition is key to changing the world through teaching and culture shifts that can help the problem of work-life balance.

**Source Three:** Shaleh, & Nuraini, P. (2021). Examining gender role attitude as a moderator of personality, social support, and childcare responsibilities in women’s work-life balance. *Psikohumaniora (Online)*, *6*(2), 229–244. <https://doi.org/10.21580/pjpp.v6i2.9591>

**Comment 4:**

 **Quote/Paraphrase:** “Data from the World Bank (2021) shows that 53% of

Indonesian women participate in the workforce. Data from the Indonesian Manpower Agency

reported on the Kementerian Pemberdayaan Perempuan dan Anak website (2018) also shows

as many as 55.50% of women, equivalent to 69.850 million, also participate in the work-

force. This figure will continue to grow, considering that currently women have educational and employment opportunities equal to men. However, on the other hand the presence of women in the workforce creates its own challenges and problems, especially for married women workers. These women often experience role conflict. They not only have a role to play at work, but also have a role at home. This is especially the case in eastern culture, where the patriarchy places women in domestic roles, making them closely involved in household responsibilities (Shaleh, 2003). Furthermore, Duxbury and Higgins (2018) state that women's participation in the workforce places a double burden on them as women. On one hand, they are committed to their work just as men are, but at the same time they

must also prioritize their role in the family as housewives. Such conditions sometimes make it difficult for women to balance their responsibilities as workers and housewives. Working women therefore experience many challenges and often feel as if they have failed to be good mothers because they are busy working.” pp. 230

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is additive to my understanding of gender equality and patriarchy. The authors present a situation of increased participation in the labour force for women and a system of hegemonic patriarchy that keys care roles aligned to women, making it difficult to balance roles in paid work and in the household and introduces ‘mom guilt’ as a concept with the work-life balance discourse.

**Contextualization:** The gender role ideology and worldview stemming from a sociological understanding and positionality as a woman is key to this passage. It brings to bear the notion of structural and societal patriarchal challenges to gender equality. From a professional standpoint; my calling is to change the world through resocialization of new gender role norms and thinking that will promote gender equity in roles. As a social worker, the impetus is around enhancing social functioning of women who have experienced strain and stress around being professional women and balancing work demands with family and other life responsibilities.

**Source Four:** Nilsen,W., Skipstein, A., Østby, K. A., & Mykletun, A. (2017). Examination of the double burden hypothesis-a systematic review of work-family conflict and sickness absence. *European Journal of Public Health*, *27*(3), 465–471.<https://doi.org/10.1093/eurpub/ckx054>

**Comment 5:**

 **Quote/Paraphrase:** “‘The double burden hypothesis’ is embedded in ‘the role strain theory’ suggesting that the combination of multiple roles, such as being an employee and a parent, increase work strain and adverse health outcomes. This in turn might increase the risk for sickness absence. Despite some changes in household patterns over the past decades, women still spend more time and have the primary responsibility for household tasks and childcare compared to men. Also, in line with traditional gender role orientations and expectations, women report more problems and negative effects with these domestic stressors” pp. 465.

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is additive to my understanding of negative effects of a double burden. The paragraph highlights an important part of the discourse, that of the burden placed on women with multiple roles and the second shift when they continue to work in their homes after a day in the labour force. The paragraph highlights that there is still no equity with men in relation to these burdens and presents some ill effects of this inequity.

**Contextualization:** Contextually, my professional interest is geared towards how paid and unpaid work (including family) can coexist in harmony and how we can establish norms, starting with resocialization of gender roles and work structure changes to encourage symbiosis. As a social worker, enhanced social functioning of people (families and communities) is my calling to change the world.

**Source Five:** Young, & Schieman, S. (2018). Scaling back and finding flexibility: Gender differences in parents' strategies to manage work–family conflict. *Journal of Marriage and Family*, *80*(1), 99–118. <https://doi.org/10.1111/jomf.12435>

**Comment 6:**

**Quote/Paraphrase:** “Men’s and women’s experiences of work–family conflict are converging and so too are the work-related strategies they employ to deal with such conflict. Where it was once only women seen as scaling back on work demands or seeking out more flexibility, we now see men exhibiting similar behaviors—at least among those with school-aged children. Women with young children, however, are still more likely than fathers to scale back on work demands or seek flexibility because of work–family conflict, which speaks to the persistent gender inequality of paid and unpaid work roles—at least during the early years of children’s lives. These findings have important theoretical implications for gender, work, and family scholarship as well as practical implications for employers who base hiring practices on stereotypes of gender differences in devotion toward work versus family” pp. 115.

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is additive and variant to my understanding of work life balance and gender. The authors admit that men, women’s and organizations' experience of work life conflict are converging. This is a variant view, given that men still do not contribute equally to work and family and organizations do not carry the brunt of the challenges. However, the study concedes that given the challenges that women with young children face that there are peculiarities due to gender inequality.

**Contextualization:** This study is in sync with my worldview around the issues of work life conflict as it highlights that work life balance can be examined from micro, mezzo and macro levels as it evaluates the situation for men, organizations and society in general. It is however clear from the study that a more nuanced gender approach in relation to women and their roles in society takes precedence and is still a major part of the discourse around gender justice and women’s issue with work life balance.

**Source Six:** Chung, van der Lippe, T., Leerstoel Lippe, & Social Networks, S. I. (2020). Flexible Working, Work–Life Balance, and Gender Equality: Introduction. *Social Indicators Research*, *151*(2), 365–381. <https://doi.org/10.1007/s11205-018-2025-x>

**Comment 7:**

**Quote/Paraphrase:** “...gender matters when it comes to understanding the consequences of flexible working. Men and women use flexible working in different ways that leads to different outcomes for wellbeing, work–life balance and work intensification. A recurring finding is that women are more likely to (or expected to) carry out more domestic responsibilities whilst working flexibly, while men are more likely to (or are expected to) prioritize and expand their work spheres. Consequently, it is women who will fear and are more likely to face negative career outcomes due to flexible working as Chung (2018c) shows. However, we need to be careful about understanding such patterns as a matter of choice. As Lott H. Chung, T. van der Lippe (2018) has argued, family and domestic responsibilities may be understood more as a constraint under which women need to navigate and negotiate their work spheres” pp. 374-375

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is additive to my understanding of work life balance and gender. The paragraph highlights that men and women use flexible working arrangements in different ways in order to balance. The paragraph points to the importance of understanding that some decisions are not a matter of choice but necessity.

**Contextualization:** From gendered worldview, the demands of family care and household management are non-negotiable and on demand in particular within households with babies and young children. that women have had to make adjustments to their careers in order to balance is not lost on feminist scholars and women who have lived realities of cultural and societal injustice and inequity.

**Source Seven:** Buchanan, C., & Baker, P. (2020). *Women in the Jamaican Labour Force: Implications for Work Life Balance and Ageing*. In Professor Patricia Mohammed and Dr Cheryl-Ann Boodram (Eds), pp. 99-119. Connecting the Dots: Work. Life. Balance and Ageing. Ian Randle Publishers.

**Comment 8:**

**Quote/Paraphrase:** “Women’s care obligations constitute the main reason for women not being able to engage in paid work, at all or on a full-time basis, and for having to intermittently withdraw from work. The findings suggest that the majority of Jamaican women face insecure futures as they age and that changes in labour legislation to allow for flexible work arrangements may not make a difference for women’s ability to balance their reproductive and productive roles.” pp. 99

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is additive to my understanding of women’s work disruption. The paragraph highlights care work as the main reason for Jamaican women to be outside the workforce temporarily or permanently in order to management work and family life obligations.

**Contextualization:** In Jamaica we have some ways to go in relation to closing the gender gap in relation to labor and work statistics. A recent study highlights the continued gender disparity in paid and unpaid care work and the continued double and triple burden that women continue to face.

**Source Eight:** Aumann, K., Galinsky, E., & Matos, K. (2011). The New Male Mystique. *Families and Work Institute.* USA

**Comment 9:**

 **Quote/Paraphrase:** “Men today view the “ideal” man as someone who is not only successful as a financial provider, but is also involved as a father, husband/partner and son. Yet flat earnings, long hours, increasing job demands, blurred boundaries between work and home life, and declining job security all contribute to the pressures men face to succeed at work and at home and thus to work-family conflict. We find that among men living with family members (the sample for this investigation of work-family conflict), a wide array of them are “at risk” for work-family conflict—especially those men who work long hours, who work in demanding jobs, are work-centric (prioritize work over their family or personal lives) or are fathers in dual-earner couples.” pp. 1

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is variant to my understanding of work life conflict and men’s challenges within the discourse. The study that focuses on men living with family members highlights a nuanced view of work-life conflict for men that focuses on challenges in paid work and prioritization of work over family. This is counter to the work life ideology of managing multiple roles as is the case for women.

**Contextualization:** The view presented by the study brings to bear a new perspective on work life balance. Though it presents an ideology of work life balance, it flips the discourse to focus on balancing paid work and not family life or personal life. From my own experience with the discourse, this element does not suggest work life conflict but work burden and stressors.

**Comment 10:**

 **Quote/Paraphrase:** “The rise in work-family conflict has been especially striking among fathers in dual-earner couples…work-family conflict among these men has increased substantially and significantly—from 35% in 1977 to 60% in 2008 5—while that of mothers in dual earner couples has remained relatively stable (41% in 1977 and 47% in 2008, not a statistically significant change). We suggest that the increase in work-family conflict experienced by men is a symptom of the new male mystique—today’s male version of the “feminine mystique” coined by Betty Friedan in 1963 to describe how assumptions about women finding fulfillment in traditional domestic roles created tension and conflict for a number of women, preventing them from finding their identities and opportunities for meaningful work. Applying Friedan’s reasoning to men, the “traditional male mystique” would reflect the notion that men should seek fulfillment at work and strive to be successful as financial providers for their families. We use the term new male mystique to describe how traditional views about men’s role as breadwinners in combination with emerging gender role values that encourage men to participate in family life and a workplace that does not fully support these new roles have created pressure for men to, essentially, do it all in order to have it all.” pp 2

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is variant to my understanding of work life balance and gender and male mystique. This counter argument is steeped in unconventional realities. It highlights the commonly held view of men as breadwinners and how gender roles within the care and household sphere are not supported.

**Contextualization:** The data presented is based on self-reporting perceptions and not based on data of time use survey as is customary and validated in the world life balance discourse based on the system of national accounts as is accepted globally. Further exploration is needed to examine the depths of analysis possible from this study. The data presented by the study does however highlight some important factors to consider, that of traditional ‘economic man’ and breadwinner has impacted men’s perception and bias in participating in unpaid care work and household work.

**Comment 11:**

 **Quote/Paraphrase:** “Time spent working does not fully explain why conflict has increased substantially over the past three decades, because men spend as much time working today as they did three decades ago: In 1977 and in 2008, men worked an average of 47 hours per week. By contrast, women's work hours have increased from 39 hours per week in 1977 to 42 hours in 2008.

Consistent with emerging egalitarian gender roles, men do, however, spend more time involved at home—e.g., doing chores or caring for the children than men did three decades ago: In 2008, fathers report spending 3 hours per workday (on average) with their children, up significantly from 1.8 hours per workday in 1977.Similarly, in 2008, men report spending an average of 2.3 hours per workday on household chores, up significantly from 1.2 hours in 1977. Although it seems logical that increasing demands on men’s time at home would be a major factor in work-family conflict, importantly and perhaps surprisingly, our data reveal a more complex picture. Although work and family hours, taken together, are indicative of more conflict, when we control for the hours spent at work, we find:

Work day time spent on child care, chores and leisure is not significantly related to work-family conflict when taking into account time spent working. This means that the amount of time men spend working is more important in predicting their work-family conflict than the time men spend on child care, chores and leisure.” pp. 5

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

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**Additive/Variant Analysis:** This comment is variant to my understanding of work life balance and gender. The paragraph highlights the increase in men’s contribution in care and household work over the last three decades, though it still does not highlight its equity with women’s contribution. It also adds that men continue to increase their contribution to paid work hours. However, their assumptions and hypothesis would suggest work-family conflict would exist based on increased time spent with family. It found that more time spent in paid work resulted in more work life balance for men. The authors failed to demonstrate how this compares to women and diverts from the notion and commonly held definition of work-life balance.

**Contextualization:** That men have contributed more in the care and management of the household does not constitute equality to women’s contribution. The view that men do contribute more to care and household than they did decades ago is a very important one, that affirms that it can contribute to work life conflict. However, it does not reduce the data that women contribute more total hours of work (unpaid care and labour participation) and therefore cannot negate the time based and strain-based work life conflict faced by women, thereby reflecting that though men face work-life conflict challenges, it is still predominantly a woman’s issue.

**Source Nine:** Duckworth, J. D., & Buzzanell, P. M. (2009). Constructing work-life balance and fatherhood: Men's framing of the meanings of both work and family. *Communication Studies*, *60*(5), 558-573.<https://doi.org/10.1080/10510970903260392>

**Comment 12:**

 **Quote/Paraphrase:** “We found that these men framed and enlarged work-family balance as both work and life negotiations but elevated family as first by linking family to their meanings of work. To them, fatherhood meant webs of responsibilities to others and community engagements with problem solving constituting their main activity. These reconceptualizations of fatherhood and masculinities may indicate that there are ideological changes in the nature of fatherhood that have implications for understanding men's contemporary roles as well as for changing work-life policies and practices.” pp. 558

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is variant to my understanding of work life balance and gender. This passage presents a new and variant part to the discourse where men and more specifically fathers, align family to the sense of meaning behind paid work. Though this might be a noble presentation of masculinity, it takes away responsibility from the nurturing contribution and time needed to be invested in care, family and household management.

**Contextualization:** My own worldview around hegemonic masculinity is that the constraints of power, economic value and gender roles need to be stripped away to allow for gender equitable practices and justice to prevail. This will require shifting and restructuring within dual income households to allow for shared roles and work life balance. Reconceptualization of fatherhood beyond economic means.

**Source Ten:** Blithe, S. (2015). *Gender Equality and Work-Life Balance : Glass Handcuffs and Working Men in the U.S* (1st ed., Vol. 35). CRC Press. <https://doi.org/10.4324/9781315719191>

**Comment 13:**

**Quote/Paraphrase:** “...most employees face considerable organizational and economic constraints which hamper their ability to maintain a reasonable "balance" between paid work and other life aspects—and it is not only women who struggle. Increasingly men find it difficult to "do it all." Women have long noted the near impossibility of balancing multiple roles, but it is only recently that men have been encouraged to see themselves beyond their breadwinner selves. Gender Equality and Work-Life Balance describes the work-life practices of men in the United States. The purpose is to increase gender equality at work for all employees. With a focus on leave policy inequalities, this book argues that men experience a phenomenon called ""the glass handcuffs,"" which prevents them from leaving work to participate fully in their families, homes, and other life events, highlighting the cultural, institutional, organizational, and occupational conditions which make gender equality in work-life policy usage difficult.” pp. 2

**Essential Element:** This comment is associated with the essential element, developing persuasive arguments.

**Additive/Variant Analysis:** This comment is variant and additive to my understanding of work life balance and gender. This paragraph highlights that men are also struggling with work-life balance and have been recently encouraged to participate in other activities beyond breadwinning. The book takes a variant turn with his notion of a “glass handcuff” which restricts men’s ability to participate in family activities based on cultural norms, thereby removing the self-determination and personal responsibility from participation in care and household responsibility.

**Contextualization:** The view that not only women struggle with work life balance issues, is an important and accepted notion. It highlights a move in the right direction where men are increasing their participation in the household which is a very important shift in cultural norms and gender roles to more egalitarian gender roles. However, the challenge still remains that beyond contribution there needs to be a rethinking of shared roles, societal and organization shifting in order to balance the multiple roles that women continue to carry that lead to role based and strain-based work life conflict.

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

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 industrialised 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. The work life balance challenge has impacted the lives of workers with family and other responsibilities and is the top challenge for working women today (Gallup and ILO, 2017). 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. 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). Men are increasing their participation in childcare and household work and have expressed concerns for balancing work and family life (Aumann, K., Galinsky & Matos, 2011). Although work life balance may present a challenge for men, it is still predominantly a woman’s issue.

1. Globally women are aligned with care and household management
2. Caring for family and the household is a large part of life and globally women have been disproportionately carrying this load and continue to do so
3. Women’s reproductive care role is inextricably linked to biological reproduction.

“ Importantly, both men and women in this study constructed the concept of “work-family balance” as a woman’s issue...” (Aldoory et al 2008, pp. 13).

“In the Australian context, women’s increased participation in the labour market coupled with work intensification and longer working hours has significant impacts on personal life, including work and leisure in the domestic sphere (Pocock, 2005, p. 35). These changes are particularly profound for women who continue to shoulder the burden of unpaid household labour, despite dual earner families overtaking the traditional male breadwinner/female homemaker family model (Pocock, 2005, p. 36). Pocock attributes Australia’s current work/care regime as contingent on a gender order that, while mutable, is strongly influenced by historical and social power relations in which women are expected to be primarily responsible for unpaid labour in the form of childcare and management of the domestic domain.” ( Toffoletti & Starr, 2016 pp. 492).

1. Women have a double/triple burden and multiple roles

A. Women have multiple roles- reproductive (unpaid care role), productive (paid work which is shared with men) and community roles (activities for social good). For example, men often chair committees and women are taken up with planning and execution of the activities

B.

“‘The double burden hypothesis’ is embedded in ‘the role strain theory’ suggesting that the combination of multiple roles, such as being an employee and a parent, increase work strain and adverse health outcomes…” (Nilesen et al, 2017, pp. 469 )

“...the presence of women in the workforce creates its own challenges and problems, especially for married women workers. These women often experience role conflict. They not only have a role to play at work, but also have a role at home. This is especially the case in eastern culture, where the patriarchy places women in domestic roles, making them closely involved in household responsibilities (Shaleh, 2003). Furthermore, Duxbury and Higgins (2018) state that women's participation in the workforce places a double burden on them as women. On one hand, they are committed to their work just as men are, but at the same time they

must also prioritize their role in the family as housewives. Such conditions sometimes make it difficult for women to balance their responsibilities as workers and housewives. Working women therefore experience many challenges and often feel as if they have failed to be good mothers because they are busy working.” (Shaleh & Nuraini, 2021, pp. 230)

1. Women are undervalued in the economic space, as work is still expressed as a man’s world
2. Research shows that women are more likely than men to take leave for family purposes
3. Men still aligned as breadwinner within a breadwinner homemaker model, that is no longer supported by the data worldwide and in particular Jamaica which largely single female headed households with children
4. Men have increasingly taken on unpaid care and household management

“Men today view the “ideal” man as someone who is not only successful as a financial provider, but is also involved as a father, husband/partner and son. Yet flat earnings, long hours, increasing job demands, blurred boundaries between work and home life, and declining job security all contribute to the pressures men face to succeed at work and at home and thus to work-family conflict. We find that among men living with family members (the sample for this investigation of work-family conflict), a wide array of them are “at risk” for work-family conflict—especially those men who work long hours, who work in demanding jobs, are work-centric (prioritize work over their family or personal lives) or are fathers in dual-earner couples.” (Aumann, Galinsky & Matos, 2011, pp. 1)

“...most employees face considerable organizational and economic constraints which hamper their ability to maintain a reasonable "balance" between paid work and other life aspects—and it is not only women who struggle. Increasingly men find it difficult to "do it all." Women have long noted the near impossibility of balancing multiple roles, but it is only recently that men have been encouraged to see themselves beyond their breadwinner selves. Gender Equality and Work-Life Balance describes the work-life practices of men in the United States. The purpose is to increase gender equality at work for all employees. With a focus on leave policy inequalities, this book argues that men experience a phenomenon called ""the glass handcuffs,"" which prevents them from leaving work to participate fully in their families, homes, and other life events, highlighting the cultural, institutional, organizational, and occupational conditions which make gender equality in work-life policy usage difficult” (Blithe, 2015,pp. 2).

1. Men have worked more paid work hours than women
2. More paid hours in labour force constitutes more challenges with work life balance rather than a combination of work and life/family domain.

“The rise in work-family conflict has been especially striking among fathers in dual-earner couples…work-family conflict among these men has increased substantially and significantly—from 35% in 1977 to 60% in 2008 5—while that of mothers in dual earner couples has remained relatively stable (41% in 1977 and 47% in 2008, not a statistically significant change). We suggest that the increase in work-family conflict experienced by men is a symptom of the new male mystique—today’s male version of the “feminine mystique” coined by Betty Friedan in 1963 to describe how assumptions about women finding fulfillment in traditional domestic roles created tension and conflict for a number of women, preventing them from finding their identities and opportunities for meaningful work. Applying Friedan’s reasoning to men, the “traditional male mystique” would reflect the notion that men should seek fulfillment at work and strive to be successful as financial providers for their families. We use the term new male mystique to describe how traditional views about men’s role as breadwinners in combination with emerging gender role values that encourage men to participate in family life and a workplace that does not fully support these new roles have created pressure for men to, essentially, do it all in order to have it all.”(Aumann, Galinsky & Matos, 2011, pp. 2)

“Time spent working does not fully explain why conflict has increased substantially over the past three decades, because men spend as much time working today as they did three decades ago: In 1977 and in 2008, men worked an average of 47 hours per week. By contrast,women's work hours have increased from 39 hours per week in 1977 to 42 hours in 2008.

Consistent with emerging egalitarian gender roles, men do, however, spend more time involved at home—e.g., doing chores or caring for the children than men did three decades ago: In 2008, fathers report spending 3 hours per workday (on average) with their children, up significantly from 1.8 hours per workday in 1977.Similarly, in 2008, men report spending an average of 2.3 hours per workday on household chores, up significantly from 1.2 hours in 1977. Although it seems logical that increasing demands on men’s time at home would be a major factor in work-family conflict, importantly and perhaps surprisingly, our data reveal a more complex picture. Although work and family hours, taken together, are indicative of more conflict, when we control for the hours spent at work, we find:

Work day time spent on child care, chores and leisure is not significantly related to work-family conflict when taking into account time spent working. This means that the amount of time men spend working is more important in predicting their work-family conflict than the time men spend on child care, chores and leisure” (Aumann, Galinsky & Matos, 2011, pp. 5).

1. Men link family to meaning of work in the ideology of work-life balance (i.e. when men participate in work they are playing their role in family life)

“We found that these men framed and enlarged work-family balance as both work and life negotiations but elevated family as first by linking family to their meanings of work. To them, fatherhood meant webs of responsibilities to others and community engagements with problem solving constituting their main activity. These reconceptualizations of fatherhood and masculinities may indicate that there are ideological changes in the nature of fatherhood that have implications for understanding men's contemporary roles as well as for changing work-life policies and practices” (Duckworth & Buzzanell, pp. 558).

1. Men and the stigma of paternity leave and other flexible work arrangements

(Aumann, Galinsky & Matos, 2011, pp. 2)

“Men’s and women’s experiences of work–family conflict are converging and so too are the work-related strategies they employ to deal with such conflict. Where it was once only women seen as scaling back on work demands or seeking out more flexibility, we now see men exhibiting similar behaviors—at least among those with school-aged children. Women with young children, however, are still more likely than fathers to scale back on work demands or seek flexibility because of work–family conflict, which speaks to the persistent gender inequality of paid and unpaid work roles—at least during the early years of children’s lives. These findings have important theoretical implications for gender, work, and family scholarship as well as practical implications for employers who base hiring practices on stereotypes of gender differences in devotion toward work versus family” (Young & Schiemen, 2018, pp. 115).

It is important to understand work-life balance within Christian scholarship as expressed through the theology of work which brings us back to the theme of God’s traditional gender roles for man and woman. From a faith based perspective, work as a form of stewardship over the earth as God commanded in Genesis but also as punishment as painful duty. This perspective helps to center and align us as workers for God and for his cause as opposed to work as a means to an end in a technology-facilitated, fast-paced society that often forgets about a purpose greater than ourselves. Within the context of Work life balance God presents the teachings of sabbatical rest. However, within NT Wright’s “universal human longing” perspective, the discourse around work life balance and gender inequality is centered around a theme of justice.

From a sociological perspective, feminist theorizing built on a conflict sociological tradition is most useful to understanding the problem of work-life balance and gender justice. From perspective around patriarchy and power relations, intersectionality, and structural and systematic inequality the debate around work life balance has been presented by feminists…

NB- Dr McClean, there are other resources that will be utilized in assignment 3, I am trying to find more updated studies to replace some of the resources that I found and they have not been included here.

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