



Chapter 10

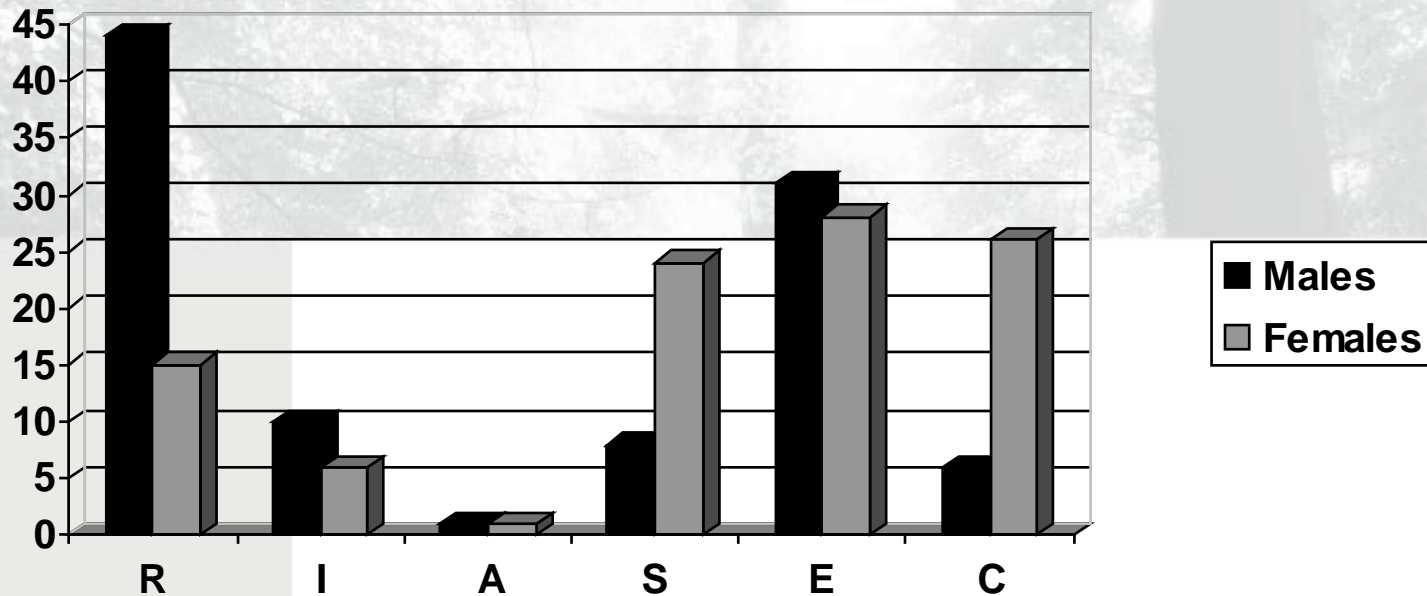
Career and Family Roles

Presentation Overview

- Family issues at home & work
- Factors affecting women's careers
- Factors affecting men's careers
- Strategies for managing work and family life
- The Amerco Case Study
- CIP perspective on family and work issues

Family Issues at Home & Work

- Role of Relationships in Career Decisions
- Living Alone
- Where Men and Women Work



Family Issues at Home & Work

- **Work-Life Balance**
 - Supervisors & managers from other generations may have different values regarding working extra hours, taking care of family members, & career advancement
- **Men and Women in the Labor Force**
 - An average of 57% of all women and 68% of all men are projected to be employed in 2020
- **Dual-Career Families**
- **Attitudes about Work & Family Roles**
- **Travel and Relocation**

Family Issues at Home & Work

- **Women & Mothers In the Labor Force**
 - “Opt-out” Revolution
 - Longer average workweeks
- **Childcare as a Family/Career Issue
NOT a Women’s issue**
 - “Motherhood Penalty”
- **Men & Women Feeling Overworked**
- **“Sandwich Generation”**
- **Changing Family Systems**

Family Issues at Home & Work

■ “Sandwich Generation”

- 42% of employed Americans (nearly 54.6 million employees) provided eldercare in the past 5 years
- 46% of women and 40 percent of men caregivers also have children under the age of 18 at home

■ Changing Family Systems

- Two alternatives for work family balance:
 1. Career primary: career remains at the forefront of life priorities
 2. Career-family primary: change work schedules to accommodate children's needs

Factors Affecting Women's Careers

- Later Mothering
- Occupational stereotypes
- Low pay
- Glass ceiling
- Harassment
- Higher Levels of Education



Factors Affecting Men's Careers

- Breadwinner
- Androgyny
- Stay-at-home dad
- Traditional male careers
- Stress



Individual Strategies for Managing Work & Family Life

- **Clarifying/Limiting Roles & Relationships**
- **Developing Social Support Systems**



Organizational & Governmental Strategies for Managing Work & Family Life

Family Friendly Organizations

- **Emergency Care**
- **Discounts**
- **Vouchers**
- **Referral service**
- **On-site day care**
- **Flexible benefits**
- **Alternative work arrangements**
- **Leisure support**



The Amerco Case Study: What did it reveal?

- Amerco--a big family-friendly company with a Work-Family Balance Program
- 99% of employees worked full-time (47 hours per week)
- Workers with young children worked more than those without
- Work was a refuge from home. Why?
- “Face-time” was a priority at Amerco, meaning what?
- Did Amerco value the “family man?”
- Parents ended up working a “third shift.” What was it?

CIP Perspective on Career/Family Roles

- **Self-Knowledge**
 - Interests, values, & skills are the basis for work-family decisions
- **Option Knowledge**
 - Public policy constrains options for U.S. citizens
 - Carefully research work-family options in organizations
- **Decision Making**
 - CASVE cycle in the context of relationships
- **Executive Processing**
 - New more complex career problems, but with freedom to find creative work-life balance over time