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
“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