

What's left...

- Last journal due tonight!
- Exam 3: May 13th, at 9AM
- Book review due by 23:59 on May 13

Discussion: Is housewife a job?



Work and Family

From Single-Earner to Dual-Earner Marriages

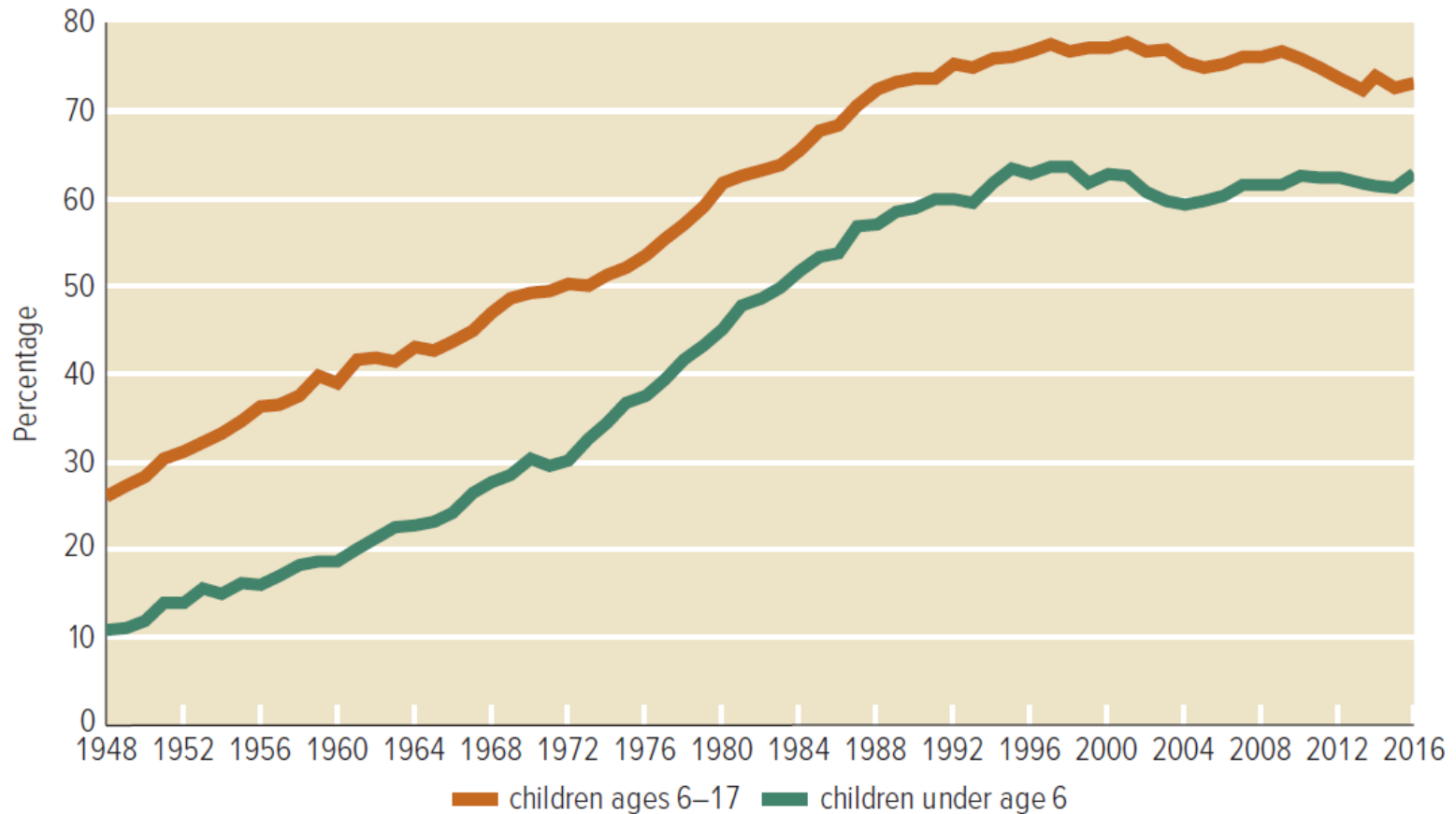
In mid-twentieth century, a few wives worked outside the home.

Rates of employed women rose sharply through the 1990s, leveled off around 2000, and have declined slightly since then.

In 2016:

- 73 percent of all married women with school-aged children were in the labor force.
- 63 percent of married women with pre-school-aged children were in the labor force.

Figure 8.1: Labor Force Participation Rates of Married Women with Children under Age 18, by Age of Youngest Child, 1948 to 2016



Sources: U.S. Bureau of Labor Statistics, 2017; and earlier reports.

[Access the text alternative for slide images.](#)

Behind the Rise ¹

Service sector: Workers who provide personal services.

- Education, health care, communication, restaurant meals, legal representation, entertainment, and so forth.

Population shifted from farms to cities, and each generation had fewer children.

- Parents preferred having fewer children and investing more resources in each of those children.

Behind the Rise ²

Service sector created a need for women in the workforce.

- As the demand for jobs in the service sector increased, wages increased.
- The number of years in which young children would be present in the home reduced and therefore freed married women sooner from child care.
- Decline in men's wages without college education since the early 1970s motivated women to take paying jobs.
- High divorce rate made it risky for married women to leave the labor force.

A Profound Change

The great movement of married women into the labor force is one of the most important changes in American family life in the past century.

- Affected the balance of power between men and women.
- Instrumental in shift from companionship marriage to independent marriage.
- Provided backdrop for debates on issues such as abortion.

Change has been less pronounced for women from poor or minority backgrounds.

The Current Situation

Dual-earner married couples are a rule rather than an exception.

Wives' earnings are becoming an essential component of family income.

In 2016, 29 percent of employed wives out-earned their husbands.

- Wives tend to be employed less often than one would expect.

The Division of Labor in Marriages

Role of women in the paid labor market has changed dramatically over the past half-century.

Great changes have also occurred in the roles of women and men in the home.

Sociologists' approach to housework and child care has evolved.

- Care work studies, a new perspective, help explore the trends.

Rethinking Caring Work ¹

Care work: Activity in which one person meets the needs of others who cannot fully care for themselves.

- Spouses.
- Partners.
- Children.
- Parents.
- Others.

Caregiver: Person who does the care work.

Care-receiver: Recipient of the care work.

Rethinking Caring Work ₂

Principles of care work.

- Breaking the work/family boundary.
- Valuing caring labor.

Activity:

Making Invisible Labor Visible

Think about all the work a parent or caretaker did when you were growing up and consider the economic value of that labor. Caretakers often chauffeur kids like an Uber driver, act as a health aid, or function as a short-order cook- how much was that worth per week? Here are some estimates to get you started:

Task	National Average
Uber Driver	\$4 / 15 minutes drive
Babysitter	\$12 /hour
Short-Order Cook	\$5 / meal
House Cleaner	10\$ /room
Homework Tutor	\$20 /hour

Work Provided by Parent or Caregiver	Amount Worth /Week
(you could use mim wage in your state for any taks not defined above	Total

Valuing Caring Labor

Care work is often underpaid, undervalued, and demeaned.

- Considered to be women's work.

Women caregivers earn 26 percent less than women performing comparable non-care-giving work jobs.

- Tendency to devalue what is considered women's work.
- Labor that creates public goods tends to be underpaid.
- Many people will accept less pay in exchange for the satisfaction of the job.

Breaking the Work/Family Boundary

Separation between family activities and work activities is artificial.

- Should be abolished.

Efforts of caregivers should be considered as work.

Discussion: Work / Family Boundaries after COVID



Who's Doing the Care Work?

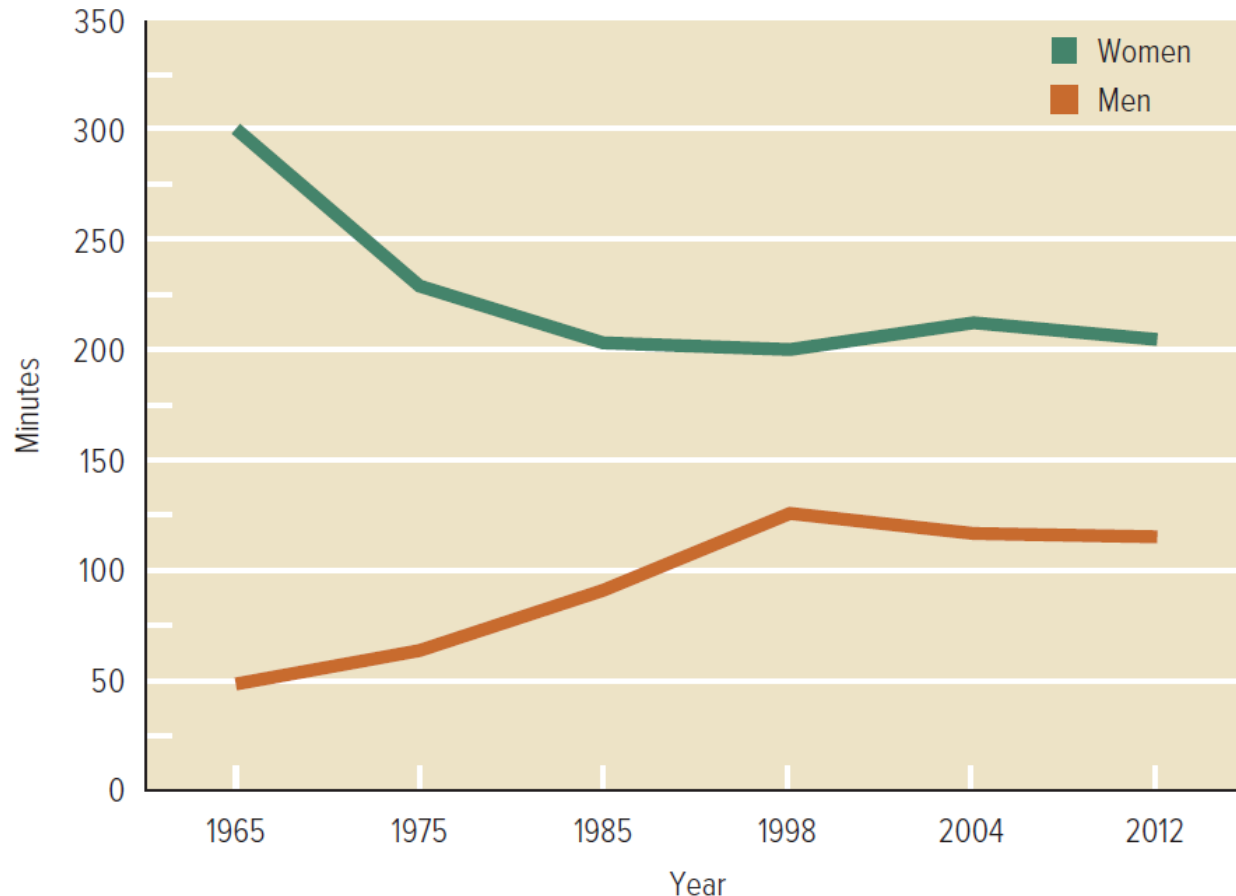
Egalitarian model of partnership.

- Flexibility in tasks performed by each partner.
- Mutual support for each other's roles.

Time-diary studies: Surveys in which people are asked to keep a record of what they were doing every minute during a time period.

- Gap between men and women has narrowed since women reduced the amount of time spent on housework and child care.
- There has been a substantial convergence in the time that women and men devote to housework and child care.

Figure 8.2: Minutes per Day Spent in Housework and Child Care, Americans Aged 25 to 59, by Gender



Source: Sayer, 2015.

[Access the text alternative for slide images.](#)

The Current State of Sharing

Wives working part-time do more child care and housework than wives working full-time.

- Husbands do not seem to adjust time allocations.

More the money made by the wife, more the expenditure on substitutes for housework or child care.

- Husband's income is not spent.

Fathers take responsibility when wives work for pay, but wives feel more pressure.

Work-Family Balance

Division of labor at home and at work contributes to whether:

- Today's families can successfully combine paid work with unpaid family work.
- Stress from work corrodes the daily interactions of spouses, parents, and children.
- Stress from family life reduces performance at work.
- Joint demands of work and family leave no time for relaxation and recreation.

Professional and Technical Workers: Long Hours

- Percentage of Americans who work 50 or more hours per week is higher than in Canada and most European countries.
- Dual-earner couples work a higher number of total hours than couples in Canada and most European nations.
- Public support for child care remains relatively low.

Less-Educated Workers: Fewer, and Less Predictable, Hours

Less-educated workers tend to receive hourly wages.

- Employers have to pay them more for every extra hour worked.
- Employers tend to hire more part-time workers.

Problems for workers in the lower levels of the labor market include not getting enough hours of work and controlling the times that they get.

- **Normal unpredictability:** Pervasiveness of unpredictability in job hours and schedules which makes it difficult for workers to control time.

When Demands of Work and Family Life Conflict

Feelings of conflict between work and family have increased.

- Task size: Size and scope of job demands.
 - Problem for professional and managerial employees.
 - Tools of modern communication help ease the discomfort of competing devotions.
- Task stress: Emotional stress related to work.
 - **Spillover**: Transfer of mood or behavior between work and home.
 - Triggers reactions that can cause marital distress.

Nonstandard Work Hours

Parents may handle child care by working different shifts.

- One-third of all dual-earner couples have at least one person working an evening, night, or rotating shift.
 - Can cause relationships to suffer.
 - Children may be at risk of poor academic or emotional development.

Single parents do not have this luxury.

- Do not have a spouse to rely on for assistance.

Toward a Family-Responsive Workplace ¹

Family-responsive workplace: Work setting in which job conditions are designed to allow employees to meet their family responsibilities more easily.

Development of a two-tiered system.

- Well-educated managers and professionals and better paid blue-collar workers are offered more assistance than less-advantaged workers.

Toward a Family-Responsive Workplace ²

- **Flextime:** Policy that allows employees to choose, within limits, when they will begin and end their working hours.
- **Parental leave:** Time off from work to care for a child.
- **Telecommuting:** Doing work from home using electronic communication.
- Culture in which being a good worker and a good parent are not defined as mutually exclusive needs to be developed.

Activity: FMLA

- What is FMLA?
 - Go to your dream company, and search for their FMLA or similar policies, if at all.
 - What are some other policies or benefits in this company that can help with work-family balance?
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