



ST APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

Working moms heading home? not likely

By KATHLEEN GERSON



Most Senior Employees Never Stop Working

A recent poll of executives and professionals by MRINetwork, a major international search and recruitment organization found that the majority rarely stop working. Typically, they worked evenings, weekends, and during their commute. Many believed that their employers were responsible for creating the situations that lead to over-work.

70% of 500+ people surveyed said the organizations they worked for did not do a good job at fostering a work/life balance. 65% of participants in the poll were frequently still working after normal office hours, a further 19% worked 'sometimes', 9% occasionally. Only 5% said they never did so.

Michael Jalbert, president of MRINetwork, commented: "They often feel they have no choice but to work as much as it takes to meet management's expectations. More enlightened managers, however, are beginning to realize that the X and Y generations are much more committed to forging a balanced life than the retiring baby boomers. This will inevitably lead to a reevaluation of the performance requirements of individual positions within many companies, especially as the younger generation moves into higher management levels."

"A number of factors influence the rising number of people whose work day extends far beyond the traditional hours," Michael Jalbert said. "Obviously technology that makes staying connected almost anywhere in the world effortless is a significant contributor. And for many people that's led to an almost compulsive need for 24/7 interaction."

He noted that many organizations were understaffed. "Most people simply have more work to do than they can accomplish in eight or even ten-hour days. In some cases, working overtime has masked the need to hire more mid-to-upper-level employees. If the work is getting done satisfactorily, senior management may not be aware of gaps in their workforce."

But many employees love what they do. "The greater their interest and commitment to the work they do, the more they seem to work - even when it's not required of them."

As holidays, hearth, and home take center stage and working mothers try to fit gift-wrapping and card-sending into their already-crowded schedules, the media start their annual claim that the new generation of women is turning away from careers to care for their families. As The New York Times Magazine put it in a recent cover story, women are "abandoning the climb and heading home."

Whether they focus on a particularly well-known woman or people like your friends, the story lines are the same: Disillusioned women are walking away from the workplace, and the more high-powered the job, the faster women are bail-out.

Whenever such stories break, researchers at the Council on Contemporary Families receive anguished e-mails from women who want to know if everyone really agrees that women should not seek gratifying, rewarding work if they want to have a family. We hear from busy moms who can't and don't want to quit their jobs, but worry that their kids will suffer. Young women about to graduate from college write us wondering if their hopes for balancing job and family are unattainable. "What is the real story?" they ask.

The real story is that having a satisfying



job or career does not mean sacrificing a chance at family life. Over the last 30 years, reversing previous historical trends, highly educated, well-employed women have become more likely to marry and have a child than their counterparts with fewer educational credentials, even though they tend to start families later.

And once women are mothers, they are not abandoning their jobs and careers. Mothers from all backgrounds are in the workforce to stay. Most of them need to be,

and most of them want to be. In 2000, 60 percent of all married couples had two earners, while only 26 percent depended solely on a husband's paycheck, down from 51 percent in 1970.

Educated women are especially likely to work. A 2001 Census survey reports that among all mothers with children under six, 68 percent of women with college degrees and 75 percent of those with post-graduate degrees are in the labor force, compared with 65 percent of women with high school diplomas. Professional women, like professional men, are also putting in longer days at the office. Indeed, 20 percent of college-educated women workers, along with 39 percent of college-educated men, work at least fifty hours a week. Not all of them like those long hours, but neither do most of their male co-workers.

A recent Census report that employment had declined among mothers with infants received widespread attention. But a closer look reveals a different trend. The proportion of employed mothers aged 15 to 44 with children under the age of one

declined from a peak of 59 percent in 1998 to 55 percent in 2002. That figure, however, remains vastly larger than the 31 percent who were in the labor force in 1976. And the slight dip may reflect the fact that women have made some modest gains, such as the right to take a parental leave when a child is born.

The same report found that mothers with children older than one look just like other women in the same age group, with 72 percent of mothers and 71 percent of childless women either holding a job or looking for one. Most mothers either remain at the workplace or return to it not long after their children are born. Over the long run, contemporary mothers, like fathers, are committed to forging lifetime ties to work.

Stories that say women are abandoning jobs and careers for families not only get the facts wrong; they also leave men entirely out of the picture. The more important and more accurate story is that neither women nor men want to be forced into an either-or choice. Both women and men want satisfying work and commitment to their families.

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VACANCIES

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Residents of Uva Province are encouraged to apply. It is essential for the candidate to reside in the project area.

Project Manager

To be in charge of liaison with out growers and other local partners in the project area in Uva Province. The candidate should have experience in social mobilization and organic fruit production. Will be responsible for maintaining proper systems, and records.

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Women are encouraged to apply.

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Applications to the Director, Pure Nature (Pvt) Limited, 288 A, Sri Nanda Jothikarama Rd., Off Hokandara Road, Thalawathugoda, before 16th March 2009.

Email: pure.nature@live.com

More Fun at Work.....

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When women had jobs in which social interaction with co-workers was common, they tended to report similar on-the-job social lives to their male colleagues.

According to Hodson this research suggests that for many highly paid workers, there is not a conflict in which they feel forced to spend time away from their families in order to be at work.

"For people who have well-paying, interesting jobs, the workplace is a positive attraction that provides meaning and fulfillment in their lives," Hodson said.

"The friendships and camaraderie they have with their co-workers is part of the appeal of work. For these lucky employees, the workplace is a strong competitor for their time with home and home life."

Workaholicism, then, may be partly the result of employees who truly enjoy their work and co-workers, and not necessarily a result of fearing for their jobs, Hodson said.

The study was supported by the National Science Foundation. - hrmguide.com

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