

Work Integration on the Family Life of Professional Working Mothers

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Abstract--- *The influx of industrial revolution created many changes in society, in the family and the family life. The advent of industrialization coupled with the global economic and social development created rapid changes in the cultural setting. Many activities traditionally performed by the family and the woman in the home have been inevitably superseded by the introduction of labor-saving machines or technologically aided tools thus providing the woman with time to engage in full part-time jobs outside the home. This study focuses on the professional working mothers in a rural setting specifically seeking to identify their personal and work profile and describe their family life as well the effects of their employment and/or the practice of their profession on the different aspects of their family life. A sample of 180 professional working mothers who have at least one or two children and have resided in the place for at least three years were taken as the primary sources of data for the study. A descriptive normative method of research was used. Utilizing the data gathered from the respondents, results of this study showed that the respondents' career beneficially affect their family life in all aspects in the sense that the career serves as a deciding factor for them to plan their families. Considering the needs of time, having working mothers leaving their homes every day to spend the day at their workplace is but a common and natural. This study proved that there are advantages and benefits being derived in having professional wives in terms of the different dimensions mentioned in this study. However, it is important for the professional working mothers to grow professionally and personally by ensuring graduate courses and must possess the skill of proper time and resource management to promote smooth family relations.*

Keywords--- *Professional Working Mothers, Family Life, Dual Career Family, Career Women, Descriptive-Normative Method, Parent-teacher Association (PTA).*

I. INTRODUCTION

The Philippine social order in today's contemporary system has apparently reached a milestone in transition. The volatile and fluid environment brought about by the influx of ideas of the Western World and the neighboring Asian countries has sparked tremendous social changes in the Philippine family setting. Foremost among these are the advancement of science and technology, increase in population, industrialization, the idea of universal education and most interestingly, the changed status and role of the Filipino women.

Focused on the impact of the so called modernization of family setting in the professional perspective, it is noteworthy that the Filipino family has to catch up with the process of development as it responds to the demands of society particularly the needs of its members. It has to struggle harder in order to keep pace with the forces and modernization. Undeniably, the need of the family and the individual has increased to a certain extent thereby leaving the main provider in disarray and in a string of financial setbacks. Equally important is the fact that many

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things considered luxuries a few decades ago have become necessities today. The rise of standard of living, together with the educational standards and career opportunities are vital factors that cannot be discounted which certainly create certain changes in the family's patterns of living.

Not to be left out is the woman in the family. Modernization and the recognition of the changing role of women have pushed the Filipino woman like her counterparts in the world over into the frontiers of the socio-economic sphere. She has to work outside of the home to help her family catch up with an inflationary economy and survive in an increasingly competitive society.

The role that women perform in the society is complex and integral in almost every aspect of societal concern. The study of Adisa & Osabutey (2016) focused on the reality of working mothers experience and difficulties in achieving work-family balance because of the social restrictions that arise from parenting combined with career goals. The study explored on the various coping styles that are used by working mothers. It revealed findings on various coping strategies used by working mothers because of sociocultural and institutional differences. The many roles women play in the community have never been gone unnoticed. Their participation in the community building, work progress and development, vital decisions about home, family and child-rearing would always come as part of the challenge women have to face squarely. As Grady, G., & McCarthy, A. M. (2008) puts in their findings of their study, the value of women are shaped despite competing priorities of work, personal and family life which is credited to the complex of work-related dynamics and personal factors.

In the book of Beck, U., & Beck-Gernshein (2018), it describes how women come off quite well in the society. They are better educated and therefore highly qualified for good jobs but they committed to a life of housework. Their financial independence from their husbands and having an absorbing job collides with their dreams for having a loving partnership and motherhood. This is a realization most women understand the implications of giving up their professional lives and being independent from their life partners.

Most working women's difficulty is juggling time between profession and household management. Lee and Seow (2001) have stressed in their study that as long as women's role in mothering continues to be their sole assignment, the struggle goes on especially when they have businesses to take care of. The work-family conflict in time management makes women's responsibilities getting in-between professional growth, being a spouse, being a mother, and being a homemaker. Many women in profession are faced with difficulties balancing profession and family life. Valk and Srinivasan (2011) emphasized in their study that married women are under great pressure in balancing work and personal lives like being a homemaker, wife, and mother.

In the study of Indian women professionals of Buddhapriya, S. (2009), women professionals always consider the impact of family responsibilities over career decisions. They are inhibited to rise to top positions in work because they always put the welfare of their families as priorities. In any case these women professionals are taken in, they find out the work-life support they would require from employers to balance work and life in better manner. The women professional who are committed to family responsibilities hinder them from professional advancement. It is a general concept that female spouse should take care of the family responsibility and this greatly affects the career decisions of women professionals. That, it is also expected that women professionals should take responsibilities

over their children which hinders them from advancing professionally. Another issue is the pressure for conforming to the societal norms because trading-offs or putting career first before family leads to social disapproval or rejection. Women professionals always consider work support benefits wherein they will be able to work at flexible timings and that they also have the luxury of additional support like child-care centers where they could leave their kids while at work.

In the workforce, the women's rate of involvement has risen dramatically in the past 30 years and yet the responsibility over taking care of their children is as great as the demands in the workplace (Equal Opportunities Commission, 20016). Because of women's strong commitment to family responsibilities, it was singled out as the reasons or barriers in their career advancement inhibiting them to rise to the top positions in management.

In America, the number of working mothers has jumped tenfold since the beginning of World War II which was considered by the United State Department of Labor as the most significant change in the labor force of United States history. It is predicted that the rate will keep on rising (Norris et al, 1979).

The modern Filipino woman is no longer merely the proverbial personality behind man's success story. She has risen to her rightful place alongside men who displayed an amazing ability to manage a household, raise a family and carry on either a full time professional or occupation outside the home at the same time. She has created herself in the performance of her role as wife and mother and still assumes the provider role for the family together with the husband. These changes in the roles assumed by the working woman particularly the working mother in the home and in the world of work, undoubtedly affect her family life.

The same thing seems to hold true in the country. Since 1960, the female employees have tended to outnumber the males in the professional, technical and related occupations.(MEC-UNICEF.1967).

The aforementioned statistics clearly show that a new era for the Filipino women has begun.

Statement of the Problem

This study focuses on the professional working mothers in a rural setting. It sought to identify their personal and work profile and describe their family life as well as the effects of their employment and/or practice of their professions on the different aspects of their family life. Specifically, it aimed to answer the following questions:

1. What is the profile of the working mothers relative to the following:
 - 1.1 age
 - 1.2 educational attainment
 - 1.3 occupation of husband
 - 1.4 present occupation
 - 1.5 gross family income
2. How do the professional working mothers describe their family life considering the following aspects:
 - 2.1 family structure/type/composition
 - 2.2 economic life
 - 2.3 children and child rearing

- 2.4 education of children
 - 2.5 family relations
 - 2.6 social life
3. How do the working mother's employment and /or practice of their professions affect their family life in terms of the above mentioned dimensions?

II. METHODOLOGY

The study used the descriptive-normative method of research. The descriptive statistics was used to summarize the profile of the respondents like percentages, frequency counts and mean. A questionnaire was utilized to gather information from the respondents which consisted of two parts: Part 1 on the profile of the respondents and Part II consisted of the questions pertinent to the study being covered such as how do the professional working mothers describe their family life with regard to different aspects and how do the working mother's employment and /or practice of their professions greatly affect their family life in terms of the different dimensions?

III. RESULTS AND DISCUSSIONS

Table 1.1: Distribution of Respondents' Profile in Terms of Age

Age	Frequency	Percentage
25-30	16	8.89
31-35	20	11.11
36-40	24	13.33
41-45	64	35.56
46-50	32	17.77
51-55	12	6.67
61-above	12	6.67
Total	180	100.00

Table 1.1 presents the frequency and percentage distribution of respondents profile in terms of age. The table shows that the highest frequency of sixty four (64) or 35.56 percent belong to the age bracket of 41-45 old while the lowest frequency of twelve (12) or 6.67 percent of the respondents belong to both of the retire able bracket of 51-55 and 61 and above years old. The mean age of 41.27 years implies that majority of the respondents are in their middle age, hence, they are responsible and matured enough in decision-making on matters concerning their family and their work.

Table 1.2: Distribution of respondents' Profile in Terms of Educational Attainment

<i>Educational Attainment</i>	<i>Frequency</i>	<i>Percentage</i>
College Graduate	144	80.00
With master's degree units	20	11.12
With master's degree	16	08.88
Total	180	100.00

This table reveals the respondents' profile in terms of educational attainment. As revealed, the highest frequency of one hundred forty-four (144) or 80 percent are merely college graduates who finished courses that are greatly in demand today such as business administration and education. The data imply that most of the respondents have not pursued post-graduate courses hindering them to grow professionally.

Table 1.3: Distribution of respondents' Profile in Terms of Occupation of Husbands

Occupation of husbands	:	Frequency	:	Percentage
Government employee	:	124	:	68.89
Private employee	:	16	:	08.89
Self -employed/business	:	36	:	20.00
OFW	:	02	:	02.22
Total	:	180	:	100.00

In terms of husband's occupation, the frequency and percentage distribution of the respondents' profile is shown in table 1.3 where the highest frequency of one hundred twenty four (62) or 68.89 percent are government employees while the lowest frequency belong to OFW with t (2) or 2.22 percent.

The data imply that the respondents' husbands are likewise employed; hence, both contribute or help in the gross family income.

Table 1.4: Frequency and Percentage Distribution of Respondents' Profile in Terms of Present Occupation

Present Occupation	:	Frequency	:	Percentage
Government employee	:	160	:	88.89
Private employee	:	20	:	11.11
Total	:	180	:	100.00

The table describes the present occupation of the respondents.

The respondents are comprised of one hundred sixty (160) or 88.89 percent government employees while twenty (20) or 11.11 percent are employees in the private firms which imply that most of the respondents have stable jobs with the government service.

Table 1.5: Frequency and Percentage Distribution of respondents' profile in terms of Gross Family Income

Gross Family Income	:	Frequency	:	Percentage
10,000 -20,000	:	92	:	51.11
21,000 -30,000	:	76	:	42.22
31,000 -40,000	:	12	:	06.67
Total	:	180	:	100.00

The families' gross income per month was shown in the table which the lowest bracket of 10,000-20,000 per month has the highest frequency of ninety two (92) or 51.11 percent while the highest bracket of 31,000-40,000 has the lowest frequency of twelve (12) or 6.67 percent.

This implies that the family can at least meet all its basic needs.

Table 2.1: Frequency and Percentage Distribution of Family Composition/Structure of the Respondents

ITEMS	Frequency	Percentage
Aside from you, your husband and your children, who are the other members in the household?		
None	84	46.67
Parents and siblings	32	17.78
Distant relatives	28	15.56
Helpers	16	08.89
In-laws	12	06.66
Grandchildren	08	04.44
Do you have already married children?		
Yes	24	13.33
No	156	86.67
Where do they live?		
With parents	8	33.33
On their own	16	66.67
Right after marriage, did you live independently or with your parents?		
On our own	96	53.33
With in-laws	84	46.67

Table 2.1 describes the respondents' family structure in terms of composition/structure. As revealed in the table eighty-four (84) or 46.67 percent do not have extended family members to support while the remaining ninety-six (96) have other members in the household which imply that the Filipino value of close-family ties and extended families are still prevailing among the respondents.

Table 2.2: Frequency and Percentage Distribution of Matters Concerning Family Economy

ITEMS	Yes	Percentage	No	Percentage
Do you have any other source of income?	80	44.44	100	55.56
Part time job of husband	20			
Part time job of wife	16			
Income from property	36			
Business	08			
Do you have inherited property?	108	60.00	72	40.00
Residential house	16			
Residential Lot	48			
Agricultural land	44			
Do you have unmarried children who are already working?	24	13.33	156	86.67
Do you have savings?	132	73.33	48	26.67
Have you acquired additional property?	80	44.44	100	55.56

Table 2.2 gives information concerning the economy of the respondents' families in terms of income, inherited property and ownership of additional property. It can be gleaned from the table that eighty (80) or 44.44 percent have other sources of income, one hundred-eight (108) or 60.00 percent have inherited property, twenty-four (24) or 13.33 percent have unmarried children who are already working and eighty (80) or 44.44 percent have acquired additional property. These data imply that most of the respondents, economically speaking, are sufficient enough having their basic and material needs being satisfied because of their income.

Table 2.3: Frequency and Percentage Distribution on Matters Concerning Child Care and Rearing Practices

Practices	Yes	Percentage	No	Percentage
Were your children born at home?	96	53.33	84	46.67
While at work, does the husband take care of the children?	-	-	180	100.00
Do the babies sleep with the mothers at night?	180	100.00	-	-
Did you allow your babies to crawl on the floor?	164	91.11	16	08.89
Do you allow your children to play with other children?	168	93.33	12	06.67
Do you allow your children to bring play-mates/friends to the house?	168	93.33	12	06.67
Are your children expected to do some household chores?	168	93.33	12	06.67
Do you allow your teen-age daughter to go out with male friends without chaperon?	64	35.56	116	64.44
Do you have certain beliefs in bathing your children such as bathing at night or Friday?	44	24.44	136	75.56

The respondents' child care and rearing practices are revealed in table 2.3 in which ninety-six (96) or 53.33 percent of the babies were born at home; all of the babies sleep with their respective mothers at night. In the process of growing up, most mothers allow their children to crawl on the floor; that they are allowed to play with other children and that they are allowed to bring their playmates to the house as well. Their children are also expected to do some household chores as reflected in table 2.3.

With regard to their children's teen-age life, one hundred-sixteen (116) or 64.44 percent do not allow their daughters to go out with male friends without chaperon.

Forty-four (44) or 24.44 percent have some beliefs about bathing of babies. The result of this data imply that the child care and rearing practices of working mothers do not differ from the usual practices of other full time housewives/mothers.

Table 2.4: Frequency and Percentage Distribution on Matters Concerning the Education of Children

Practices	Yes	Percentage	No	Percentage
Do you supervise your child's study hour?	136	91.89	12	08.11
Do you know the TV program your children watch?	136	91.89	12	08.11
Do you or your husband attend Parent-Teachers Association meetings?	136	91.89	12	08.11

This table shows the parents' support to the education of their children. As shown in the table majority of the respondents have children who are going to school and looking at the data, it is implied that those children are very well supported in their studies having their parents being active in attending PTA meetings, supervising them in their study hours and monitoring them in watching TV programs.

Table 2.5: Frequency and Percentage Distribution on Matters Concerning Family Relations

Items	Yes	Percentage	No	Percentage
Do you share or put your income for the maintenance of the family?	168	93.33	12	06.67
Does the wife keep and budget the money for the family?	176	97.78	04	02.22
Does the wife do the marketing?	120	66.67	60	33.33
Does the wife cook the meals?	100	55.56	80	44.44
Does the wife plan the menu for the family?	160	88.89	20	11.11
Do you consider children as essential ingredients for a full and happy marriage?	164	91.11	16	08.89
Does your husband help in the household chores?	168	93.33	12	06.67
Do you jointly solve family problems?	172	95.56	08	04.44
Did you ever disagree as husband and wife?	136	75.56	44	24.44
In the disagreements, does the husband have the final say?	164	91.11	16	08.89
As parents, do you openly show your warmth and affection?	120	66.67	60	33.33
Do your children usually talk to you when something happened nice to them?	140	77.78	40	22.22
Do your children enjoy spending most of their time with you?	144	80.00	36	20.00
Do you discuss your family problems with your children?	32	17.78	148	82.22
Do you have domestic helpers?	100	55.56	80	44.44
Do you agree in hiring a helper who is related to you?	128	71.11	52	28.89

In terms of family relations, this table 2.5 reveals that a smooth relationship exists between husband and wife and among the family members as exemplified by the data in the table. It is also revealed in the table that wife performs her roles as budget officer, menu planner; cook, a wife and a mother to her children. The data imply that the respondents find no problem in maintaining a smooth relationship with the family despite their being working mothers.

Table 2.6.1: Frequency and Rank Distribution of Social Life in terms of Occasions Celebrated by the Respondents

Occasions	Frequency	Rank
Birthdays	152	1
Baptism	76	2
Fiestas	64	3
Wedding Anniversary	60	4
With whom:		
With family, close relatives and friends	132	1
With family only	16	2
With family and close relatives	12	3

Of the occasions celebrated by the families of the respondents, birthdays rank to be the first while wedding

anniversaries as the least. The occasions are celebrated most often with family, close relatives and friends which implies that such occasions are being celebrated to serve as a reunion among family members, close relatives and friends.

Table 2.6-2: Frequency and Rank Distribution on the Forms of Recreation Indulged in by the Members of the Family

Recreation	Wife	Husband	Children	Rank
Viewing TV/Playing with gadgets	128	148	116	1
Reading books, magazines etc.	100	100	92	2
Going to picnics/outing	56	56	52	3
Playing musical instruments	28	12	56	4
Attending concerts/watching movies	24	12	16	5
Playing indoor/outdoor games	08	28	20	6

The forms of recreation indulged in by the members of the families are listed in table 2.6-2 above. It reveals that viewing TV/playing with gadgets rank first which implies that such happens because of the presence of these media in almost every home while the last is playing indoor/outdoor games because of the expenses involved in it.

This implies that the recreations indulged in by the families are being considered based on financial capacity of the families.

Table 3.1: Frequency and Rank Distribution for the Reasons Why the Respondents' Career Service as a Decisive Factor in Determining the Size

Items	Frequency	Rank
Time devoted to my work limits my time for my family so we have to limit the size of the family.	112	1
My career provides extra income enabling us to afford a bigger family.	48	2
My career has nothing to do with the size of our family.	20	3

Table 3.1 gives the reasons why the respondents' career serve as a decisive factor in determining the size of the family.

The table ranks "time devoted to my work limits my time for my family so we have to limit the size of the family" implies that the respondents realize the multi roles that they have to perform, thus, there is a need for them to plan very well the size of their families.

Table 3.1: Frequency and Rank Distribution on the Effects of the Respondents' Career on Family Life in terms of Economic Life

Items	: Frequency	: Rank
What are the advantages of having your own income?		
Can help provide for the future	: 136	: 1
Can send children to good school	: 92	: 2
Improved housing	: 60	: 3
Can buy appliances	: 52	: 4
Can buy good clothes, pieces of jewelry, etc.	: 40	: 5
Can help parents	: 28	: 6
Can give parties, go on picnics	: 24	: 7
Which of the following are made possible because of your being a two-income family?		
Can help provide for the future	: 100	: 1
Can buy appliances	: 76	: 2
Can buy good clothes, pieces of jewelry, etc.	: 64	: 3
Can send children to good school	: 52	: 4
Improved housing	: 48	: 5
Can go on picnics	: 40	: 6
Can afford to give parties on birthdays	: 32	: 7

Table 3.2 shows the effects of the respondents' career to the economic life of the families by ranking the advantages of having their own income and being a two-income family. It came out that "can help provide for the future" ranked first as the most beneficial effect which implies that the respondents' careers contribute so much to the economic well-being of the family.

Table 3.2: Frequency and Rank Distribution on the Effects of the Respondents' Career to Childcare Practices

Effects of Childcare Practices	: Frequency	: Rank
Limiting time with my children	: 64	: 1
Prevented me from breastfeeding my babies	: 56	: 2
Made me delegate to relative/yaya the care of my baby	: 44	: 3
Lessened my time in supervising their study hour	: 40	: 4
Prevented me from attending some of their school affairs	: 36	: 5
Helped me minimize scolding	: 32	: 6
Made me understand children better	: 28	: 7
Made me aware of children's rights	: 24	: 8

Table 3.2 shows the frequency and rank distribution on the effects of the respondents' career to childcare practices which appears that the most prevalent effect among the respondents is that their careers limited their time with their children which is so because they have to spend the whole day in their respective workplaces thereby preventing them from breastfeeding which implies that some of the childcare practices which are supposed to be undertaken by the full-time mothers are being delegated to the helpers due to time constraints.

Table 3.3: Frequency and Rank Distribution on the Effects of the Respondents' Career towards Education of Children

Effects	Frequency	Rank
Has your career affected the career choice of your children?		
My children are not of career age	64	1
They have pursued careers according to their aptitudes and interest	60	2
They have chosen careers allied to mine as they have been exposed to it	20	3
They have chosen another career as their exposure to my work has developed a dislike for it	08	4

This table contains the effects of the respondents' careers towards their children's choice of career. The table reveals that the mothers' careers have no significant effect on their children's choice of careers as they have pursued careers according to their aptitudes and interests which imply that the respondents' career have no adverse effect towards the education of their children.

Table 3.4: Frequency and Rank Distribution on the Effects of the Respondents' Career towards Family Relations

Effects	Frequency	Rank
Does your work give you problems in fulfilling your responsibilities as a wife?		
Not at all	80	1
Little	72	2
Average	20	3
Very much	08	4
How does your husband feel about your work? Your being away from home?		
He understands my need for fulfillment through my work	120	1
He disapproves it but finds it necessary	60	2
How do you make up for your absence at home?		
Stays at home during vacation	140	1
Takes the children out during vacation	28	2
Do the household chores left by the helpers before retiring	12	3
Does your career bear directly on decisions made in the family?		
We respect each other's opinion	112	1
My husband understands	68	2
How do your children feel about having a working mother?		
They feel proud about it	84	1
They like it very much	24	2
They do not care	16	3

Table 3.4 reveals the effects of the respondents' career towards family relations particularly with the spouse and children. The table tells us that the respondents' being working mothers do not give them problems to fulfill their responsibilities as a wife and a mother, instead they find ways to make up for their absence at home by staying home during vacation and doing the household chores left by the helpers before retiring. The table further reveals that the respondents' careers contribute to the fulfilment of the needs of the wife and the family as a whole that it is necessary and the children feel proud about it which implies that the respondents' careers have beneficial effects towards the smooth relationship among the family members.

Table 3.5: Frequency and Rank Distribution on the Effects of the Respondents' Career to Social Life

Effects	Frequency	Rank
Does your work prevent you from socializing with friends aside from your establishment?		
Not at all	120	1
Little	32	2
Average	16	3
Very much	12	4
Does your career bear directly on your economic and social improvement value?		
Yes	176	1
No	04	2
What benefits do you derive from your work/practice of your profession?		
Self-fulfillment	88	1
Added family income	76	2
Higher level of living	64	3
Wider social circle	20	4
Status and recognition	12	5
More power and authority in the family	08	6
Escape from boredom	04	7

The effects of the respondents' career to social life are presented in table 3.5. the table presents that the respondents' work do not at all prevent them from socializing with friends outside their establishments, instead, it contributed directly to their income and social improvement and other benefits which implies that the respondents' careers have more beneficial effects to their social life.

IV. CONCLUSIONS AND RECOMMENDATIONS

Considering the needs of time, the scenario of having working mothers leave their homes every morning to spend the day in their workplaces is but already common and natural. The time so demands the wives must be partners in working/earning a living for the family and the performance of these multi roles of the working mothers can either adversely or beneficially affect the family life.

However, this study proves that there are more benefits and advantages derived in having professional wives in terms of the different dimensions mentioned in the earlier part of the study, thus to be working mothers therefore, entails sacrifice on the part of the mothers but surely it is for the good of the family and the society.

In the light of the findings arrived at, it is strongly recommended that the working mothers must desire to grow professionally and personally by pursuing graduate courses, must possess the skill of proper time and resource management to avoid conflicts in the performance of the different roles thereby promoting a smooth family relations. Further, the working mothers should be willing to undergo a little sacrifice and all the members of the family should exercise patience, respect and understanding especially between the husband and the wife to keep everything in order. Lastly, being working mothers must not be taken advantaged by wives to become authoritative and dominant in the homes so that the patriarchal form of family will still prevail.

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