

Work life balance and gender: a literature review

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Abstract

Women are playing an important role in the new economy and the work life balance is essential. Businesses and governments have faced differently discussion about the balance of life on and off the job, as well as proposing public policies related to it. Work life balance, especially for women are a challenge in different countries. This research has the aim to perform a reflexion based on literature review about work life balance and gender. Currently authors have discussed that it is important to pay attention to the aspects of paid and unpaid work, as well as the activities of caring, which are developed basically by women, from different generations. When the work can lead to problems concerned to family life it can cause a woman to feel stressed and, thus, increasing the possibility of employment change. The subject of balance between life at work and outside it is of great importance, in different contexts, such as the macro aspect - countries proposing public policies with legislation and support systems that enable the measures adopted and, in micro perspective, the support should be afforded by the region and cities, with nurseries, full time school, investment in the quality of public education in primary and secondary education and also in early childhood education.

Companies also have an essential role, as they may offer forms of work organization, together with the demands of the unions, as well as appropriate work schedules and attention to individual aspects of workers, according to the life' stage.