Balancing Family and Work
Chapter 20

Work Patterns

20:1

Work Pattern for Men
+ Most men follow __________________ work patterns. They start working ____________________________ after completing their education. Whether married or single, many work until __________________ age or longer. They will work most of their adult life
+ __________________ work pattern – the roles for men and women are reversed. The ____________ builds a career and the husbands spends their time caring for the family

Work Patterns for Women
+ Conventional
+ __________________ - start work when they leave school and work until they marry or have children
+ They quit their jobs and become full-time homemakers
+ __________________ Work – full-time attention to their career after leaving school, until children arrive (they quit), then at a later time resume their career

Dual-Career Family Work Patterns
+ Both spouses pursuing careers is called a __________________ family. Both work outside the home to earn income
+ Responsible for the work of the family, including children
+ Manage household task
+ Balancing family needs and work demands is very challenging
+ 
+ Family situations the adults are more likely to choose a __________________ work pattern in which the adults expect work to be satisfying and rewarding for both spouses

Choosing a Work Pattern
+ Goals and Values
+ Choices about family work patterns are influenced by what the family members ____________ highly and want to achieve
+ Basic needs
+ Work is important to their lives
+ The Birth of Children
+ Adjusting to caring for the ________________ and who will provide the care – Child Care

Choosing a Work Pattern
+ Employer Policies
+ ________________ scheduling – allows workers to chooses the hours they work within reason
+ ________________ – full-time job is split between two people
+ Child Care Services
+ ________________ – when a mother is away from her job to give birth and
recover from it
+______________________________– the period when a father is away from his job immediately following the birth of his child
+______________________________– a longer period of time that a parent may be absent from work to provide full-time care for a young child

8 The Family and Medical Leave Act
+Applies to employers with ____________ or more workers
+The law allows worker to take up to __________________off with out pay during any __________________for the following reasons:
+Having and caring for a baby
+_________________________ a child or adding a foster child to the family
+Caring for a____________________ child, spouse or parent
+Being unable to work because of serious illness

9 Roles of Family Members
+The roles that spouses take can affect their choices about ____________ patterns

10 Managing Multiple Roles
  20:2

11 Managing Multiple Roles
  20:2

12 Substitute Child Care
+Finding a quality _______________________ who is able to stimulate their child’s growth and development is important to parents

13 Child Care in the Child’s Home
+A _______________________ is a person who comes into the child’s home to provide child care. A live-in nanny would actually stay at the child’s home. This child care service has many benefits for parents who work long hours, travel away from home, or work irregular schedules
+A con of using a nanny is there is little social _______________________ with children the same age

14 Family Child Care
+______________________________ Child Care is offered in the caregiver’s own home. Children have the benefit of a homelike setting, yet have opportunities to play with other children
+They should provide:
  +______________________________ meals and snacks
  +Some individualized attention for each child

15 Choosing Substitute Child Care
+Choices about child care need to be based on the following:
+Needs of the child
+Demands of the parents’ work ______________________
+Services available
+Family ______________________
+
The needs of the young infant and toddler are the most difficult to meet in child care arrangements. A _________________________ child is the easiest for most parents to find an age-appropriate child care program.

**Substitute Care for Infants**

+ __________________________ need to develop feelings of trust and security in their environment away from home
+ __________________________ must enjoy:
  + Holding, cuddling, and talk to the infant while caring for the needs of the infant
  + Stimulate child’s growth and development

**Child Care Centers**

+ __________________________ Child Care centers are for a fairly large number of children
  + Interaction with children of the small age and age appropriate activities
  + The facilities and __________________________ are designed for children
  + Most likely to provide the best environment for a four-or five-year old
  + Must be __________________________ by state agencies
  + __________________________ child care centers are organized, and funded by the parents who use a center. Profits from the service are channeled back into the center.
  + __________________________________ child care – near on on the work site

**Choosing Substitute Child Care**

+ Choices about child care need to be based on the following
  + Needs of the child
  + Demands of the parents’ work __________________________
  + Services available
  + Family budget
  +
  + You must evaluate a child care program by __________________________ the home or center
  + The _____________ of the young infant and toddler are the most difficult to meet in child care arrangement

**Child Care for Elementary Years**

+ How children spend their time after school requires a parent’s careful attention
  + School-sponsored __________________________ after school
  + Family or neighbor arrangement
  + __________________________ children is a term that refers to children who regularly go home after school to empty homes
  + __________________________ and __________________________ are common problems
  + Worry and fear

**Managing Household Tasks**

+ The key to managing household chores are f __________________________ and
  + To help balance the demands of work and family
  + A family __________________________
  + Technology
  + __________________________ list
To avoid role ______________ you need to be sure that all household tasks are done daily, following an agreed routine.

+ 3 parts of work for the family is considered child care, housekeeping, making meals.

21. **Develop a Family Schedule**
   + Family meeting
   + Family calendar

22. **Prioritize Task**
   + Separate the important ______________ for less important

23. **Follow a Plan**
   + Establish a plan
   + Assign task to certain family members
   + Put a plan into practice keeps the ______________ for household work shared among all family members.

24. **Using Technology to Manage the Home**
   + ______________ that make the work of the family easier
   + Example appliances
   + ______________ help with communication