

Compare Efficiency in Families of Working and Non-Working Women

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Abstract

The main objective of this research is to check the impact of efficiency of families of working women and non-working women. For this purpose, 30 families were selected through simple random sampling and an interview schedule was used to collect the data. The results showed that there is a positive relationship between the efficiency of families and the better compatibility of working women due to support and care of their families towards them. It can be concluded concern of family members to improve the mental satisfaction of women, whether working or non-working.

Keywords: Efficiency, Decision Making, Compatibility

1. Introduction

Family is composed of parents, their children, and the children's spouses and offspring in one household. Men have the dominance at home, in decision making and they get all the comforts of home. While women bear more of the care giving burden, they face worse working conditions than men. If they are non-working women they stay at home working household work. Whereas In the rural areas, women are like slaves subject to drudgery. They are there just to obey their fathers, brothers and husbands. They do not have the right to decide about themselves because women are considered as foolish creatures according to the dominant social and cultural norms. A woman's right to liberty is restricted in the name of modesty, protection and prevention of immoral activity. In rural areas 90% of women work in the fields. They work for the whole day with their male family members, but they still have to face their rage. Male family members keep a strict eye on the female family members in the name of "honor". But one must understand the meaning of honor because our society honor does not have the meaning of its true sense. Here it really means possession of women as a form of property. Not only are the restrictions of women's liberty maintained in the name of this honor, but they also can be put to death if they lose their "honor". The domestic labor of women, looking after the children, cleaning the house, cooking, washing and the many other forms of labor in which women are involved is a full day's work. But this system does not reward this human labor. Hence the cultural, social, moral and ethical roots of society are devised in such a manner that this system gets the labor of women in running society for free and is taken for granted. These pressures upon women further diminished their will, confidence, and determination. These reactionary periods developed a defeatist psychology amongst women.

If they are job holders, not only they do household work, in addition to the disadvantages women face in salaries, working conditions often make it difficult or impossible for women to succeed to their full potential at the same time as caring for family members².

A harmonious family set-up can be a boon. It can provide a wonderful support system emotionally and financially. In the ideal sense, one can share both one's triumphs and failures. The family system is ideal for the woman who wants to work as well as have a family. Working women have someone to leave with their children with when they are away at work, rather than leaving their children in a day nursery or with servants. After all, as they

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² "Work, Family and Gender", The Project on Global Working Families.

say, “blood is thicker than water.”³ Women folk is commonly blamed for the breaking up of a family because they are the most sufferers due the disadvantages, which is more evident in most of the cases. Modern stresses, city strains and rampant materialism conspire make urban joint families irrelevant or even extinct. It becomes difficult for an independent lady with self esteem and self ego to survive in a situation like this.

But in our family systems it is seen that women, whether working or housewives fulfill their responsibilities all the way. Women are at a time are wives, mothers and daughter in laws in the families. They have to pay full attention to all the relations in families. They are the head of the kitchen, supervisor of home activities, caretaker of their children and their husbands. All the responsibilities they fulfill whether they are job holders or not.

Now days working women are more efficient in the house and at the job. They actively participate in all the activities. But what if these women who are taking care of the home world are job holders outside the home. Where they spend most sufficient hours to earn money. Can they live in a family with her husband, children and other family members? Does she have time to do all the household duties? Can she do it under the work pressure? What if she cannot adjust in the family?

My answer is a big YES. All the problems can be solved if the family members, including husband, children and parents in laws are cooperative and have trust. If all the family members help them with household activities, put no unnecessary restrictions on them. It gives them a mental satisfaction and makes them strong for inner and outer world of the home.

She can be helpful to her husband and family economically. She can give her the best quality of life to her children and family members. Her skills can be shared among her children. The children develop within themselves to imitate others and hence try to imitate their mother by her matured quality. Her knowledge improves every day. She gets to know more information on the everyday quality of life⁴. When financial burden is shared by all members than it will reduce the burden and people divide their responsibility and feel relax.

When there are any problems at home, women who work outside and confront the crises of job and rationally solve them, solve those problems at home actively. They can take future decisions not only for themselves, but also for their children too. All because of their education, confidence and experience of outer world. On the other hand, women who spend all the time could not have such rights. It's not like that they cannot take any rational decisions for their family and children. They actively participate in all the home activities. But it is seen that they are living under the male dominant system. They are considered to have no knowledge of outer world so cannot take any rational decisions, not for others but for their future too. And they never encouraged to get it.

So, families involve working women in decision making and for solving any household issues. Often they are asked for the business decisions and problems. On the other hand, housewives are not considered of the caliber to solve such issues.

With the changing outlook of the society towards women and her role in various activities both inside and outside the family system, the traditional, male chauvinistic role of the father as one to possess the best decision making ability in the family has also undergone drastic transformation. Women, in most part of the world today is no longer compelled to be under the garb of veils and are coming out in the open, shouldering responsibilities in various kinds of decision making and standing at par with men at every tread⁵. This attitude was a thought completely undreamt of four or five decades back when the men of the family were

³ [“Relevance of ‘joint family in a fast growing society like in India’”](#). My Experience of Youth.

⁴ Weekly Discussion “House wife vs Working women”. India Study Channel.com

⁵ Women’s Role In Family Decision Making. Self empowering tips.com

the sole bread earners and the only person involved in the role of any sort of decision making. The women, on the other hand, were meant to bear the encumbrance of childbirth and rearing and bringing up children along with the responsibility of looking after the home front and the myriad needs of the husband. Education has contributed to a great extent in opening up wide spheres of knowledge both for men and women, whereby people's superstitions regarding the women as the weaker sex has encountered a considerable change. Women are no longer confined to the four walls of the house and take an active role in the family decision making, whether it is finances, or earning money, running the household or making decisions about the future of her children.

Women who are more satisfied with her status in the family and in society are more likely to make family decisions with her husband together or even with her own, and are less likely to consider her parents and parent-in-laws opinion for childbearing decision say Zheng in *Women's Status, Family Decision Making, and Childbearing in Jiangsu, China*.

Whereas on the other hand, non-working women who stay at home and not involved in the decision making neither for the family nor for themselves, often stay under stress. Excessive stress and lack of tolerance level among women result in clash of all the members on the basis of differences of opinion. All people have the right to express the feeling and share the opinion and lead the lives on the basis of their own choice because they live in the family structure where there is male dominated, if another individual will disagree with the head of the family than it will be considered as disrespect.

1.2-Objectives

The paper would try to find some suggestion reasons and evidences to cope up with the problem of efficiency among families of working and non-working families:

- i. To analyze the relationship between efficiency among families of working and non-working women.
- ii. Does any casualty exist between relations?
- iii. To check the women empowerment in their families.
- iv. To check the stability of the model.
- v. It would be humble and little effort to know the causes and remedies of any problems among family members of working and non-working women.

1.3. Significance of the Study

It is a general perception that Working women do not make good mothers and housewives because their focus is distracted. Working women might manage to succeed in the many things they do because they are able to juggle the many tasks they have taken on. Our purpose here is to find the significant relationship among the maternal employment and efficiency of their families. After this study, we might be able to resolve the problems working women and non-working women are facing at their homes. We might be able to help those mothers who are not working, but still their families are not efficient because mostly family members depend on mothers.

2. Review of Literature

This chapter gives an explanation of previous studies regarding interconnection among the efficient families of working and non-working women. Different studies have used different indicators to explain the relation among them. Some studies are explained here briefly.

The relationship between the efficiency of families, working and non-working women were evaluated by Sadat (2009). The author used Nagel Kereker R-squared to determine that the model was good or not. Efficiency of families was used as dependent variables, whereas

working and non-working women were termed as independent variable. Empirical results show that the most important factor for efficiency in non-worker, women's, family is "seeing family members sufficiency" and for worker women's family is "trust family members together".

The relation of working mothers and efficiency of their children was studied by Milne et al (1986). To study the relationship a conceptual model was used from 1970 to 1980. Exogenous variables were mother's education and work hours, whereas endogenous variables were family's efficiency in terms of their decisions taking and solving the problems. The study showed that the mothers who are job holders, their families are not only efficient at home, but their children are efficient in their studies too. The children of working mothers showed better results in their overall academic career.

The influence of working mothers and their family was observed by Mary (1973). The study showed the significant results. According to the results, more than 40% of all U.S. mothers of children of 18 years of age or younger were employed. The prevailing notion that employed mothers were deviant was examined with regard to published research literature. No uniformly harmful effects on family life, or on the growth and development of children, had been demonstrated. It was concluded that conditions of employment, and the attitudes of other family members, probably influenced the employed mother's relationship to her family by affecting her self-esteem and energy sources. Maternal employment might jeopardize the family life when the conditions of her employment were demeaning to her self-esteem, when other family members were strongly disapproving of her work away from home, or when mutually agreeable arrangements for children and housework could not be made. Otherwise, maternal employment seemed to offer many advantages to family relations and for the lives of children.

The relation of family responsibilities and working mother was studied in Emotional support and well-being of midlife women: role-specific mastery as a medicinal mechanism by Martire et al (1998). The study examined the relationships among emotional support, mastery, and well-being for 258 women who simultaneously occupied the roles of wife, mother, parent care provider, and employee. Its primary aim was to determine if a greater sense of mastery in each of these 4 roles could explain the relationship between emotional support from the partner or partners in the same role (the husband, children, impaired parent, or work supervisor) and better psychological well-being (less depressive symptomatology and more life satisfaction). Findings revealed that more emotional support from each of the 4 role partners was related to a greater sense of mastery in that same role. Furthermore, for each of the roles of wife, mother, and employee, role-specific mastery was a mediating mechanism in the relationship between the support of the role partner or partners and better well-being.

A cross-sectional study "**responsibilities of working women at home**" was conducted between September 1994 and October 1995, in Caracas, Venezuela by Blanco and Feldman (2000). A total of 260 university teachers were surveyed on homemaking management and activities. Statistical analysis consisted of central tendency, measures, analysis of variance and hierarchical multiple regression. Considering the distribution of homemaking responsibilities, it was found that women participated more in homemaking management and planning and those they received support from their partner in those tasks related to homemaking. Those women who perceived higher overload in home-tasks reported also higher levels of anxiety, depression and a lower self-esteem. These results indicate the negative effects of household labor on mental health in working women.

3. Theoretical Framework

Working woman is trained in the working environment to share responsibilities and to be consistent with others in the group for being efficient, they can take better responsibility in

their family. Women's employment, however, has its own disadvantages, such as mental and physical fatigue, not having enough time for family members. Then we are to compare the efficiency in families with working and non-working women.

“Traditional theory suggests that working woman is trained in the working environment to share responsibilities and to be consistent with others in the group for being efficient, they can take better responsibility in their family. Women's employment, however, has its own disadvantages, such as mental and physical fatigue, not having enough time for family members. Women's employment is one of the significant issues in society .Since women participated in

Society, half of the society's population, otherwise passive, will become active and women's attitude towards growing up their children will change (Saadat, 2009). The major role of women, considering their nature and divine creation, is motherhood bringing up their children and taking care of their families. On the other hand, women, as half of the thinking force of the society, have the competency in cultural, political, educational and scientific fields. This women's participation in social and cultural activities is high importance in order to help women themselves, family and society promote. This study will help working women to know about the help of their families that how their families help them in their work and help them to sustain their jobs and prosperous life.

4. Methodology

This study, then aims at investigating whether the employed mother is more obedient in the home or the housewives of course, as far the attitude of their children and husbands are concerned. In so doing, the so families of each of these two types of women from a variety of socio – economic background participated in this study. In the study the simple stratified sampling was used. I asked from the households and divide it in two strata, one which working women's families and other non-working women's families. The research subjects (N=60) were asked to respond to a researcher- made questionnaire; we get 30 questionnaires from employing mother and families and 30 questionnaire from housewives mother and families.

Primary data collected for this study. Data was collected by field workers or trained interviewers. These interviewees were selected on the basis of their previous experience in data collection related assignments. The field workers were briefed about the topic and the related information. The researcher will supervise the field workers on a daily basis.

Data Analysis

Using SPSS the data were analyzed. Scoring of both the variables will be in 5 point Likert Scale. For negative statements the scoring will be in the following manner:

| | | | | |
|----------------|-------|---------|----------|-------------------|
| Strongly Agree | Agree | Neutral | Disagree | Strongly disagree |
| 1 | 2 | 3 | 4 | 5 |

For positive statements the scoring will be in the following manner:

| | | | | |
|----------------|-------|---------|----------|-------------------|
| Strongly Agree | Agree | Neutral | Disagree | Strongly disagree |
| 5 | 4 | 3 | 2 | 1 |

In each 60 questionnaire exists 30 members of families of working women and 30 members of families of non-working women. All member subjects were old enough to complete the questionnaire by themselves. The score of each question is between 1 to 5. 1 is completely agreeing and 5 is completely opposed. For each person we sum scores of all questions

The questionnaire consisted of 15 five – choice items on five different aspects encompassing:

1. Problem – solving in the family

The role of women within the family to solve any issues. Are the women considered enough wise to solve within family issues?

2. Communication among family members assigned duties

Do the family members help women with household duties? Do they do it with pleasure?

3. Responsibilities in the family

Family members share their responsibilities in the family.

4. Emotional support of family members

When women are in any personal or professional trouble, family members show their concern.

5. Behavior control of family members

When there is any conflict at home or family members are angry, they have low temper or high.

For each statement below, please indicate your level of agreement and disagreement using the following scale

Strongly Agree(SA)

Agree(A)

Neutral (N)

Disagree (DA)

Strongly Disagree(SDA)

5. Research Questions

- *Hypothesis 1:* H_0 = Families of working women are more efficient as compared to those of non-working women.”
- *Hypothesis 2:* H_0 = Working women are more competent whose family is efficient/co-operate with them as compared to families who don't co-operate with them.

6. Operationalization of Variables

The terms used in the study are defined as follows:

- **Efficient Families:** Efficiency of families can be defined as being effective without wasting time or effort or expense. Efficiency is a concept about someone's abilities like competence, capability, skills etc.
- **Working Women:** A working woman can be defined as who is employed in any institution or organization (private or public) and are getting compensation for their work.
- **Non-Working Women:** Non-working women can be defined as women who are not employed and they work at their own homes and are not getting any compensation.

7. Findings

The results have shown that there is a positive relationship between the efficiency of families of working women and the women empowerment.

Table: 1. Age

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid 25 and below | 2 | 6.7 | 6.7 | 6.7 |
| 26-34 | 5 | 16.7 | 16.7 | 23.3 |
| 35 and above | 23 | 76.7 | 76.7 | 100.0 |
| Total | 30 | 100.0 | 100.0 | |

The age of the respondents was divided into three groups as shown in table: 1.

Table: 2. Gender

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid Male | 30 | 100.0 | 100.0 | 100.0 |

The respondents of the families were only males.

Table: 3. Occupation

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------------|-----------|---------|---------------|--------------------|
| Valid Personal sector | 19 | 63.3 | 63.3 | 63.3 |
| Govt. Sector | 9 | 30.0 | 30.0 | 93.3 |
| Private sector | 2 | 6.7 | 6.7 | 100.0 |
| Total | 30 | 100.0 | 100.0 | |

From table: 3 it is clear that the respondents from the families are from three sectors: Personal business, Govt. sector and Private sector. 63.3 per cent run their own business, 30 per cent is from govt. Sector and 6.7 percent are from the private sector.

Table: 4. My family supports me when I am in any trouble

| Status | Strongly agree | Agree | Neutral | Disagree | Strongly disagree | |
|-------------|----------------|-------|---------|----------|-------------------|----|
| Working | 4 | 11 | 0 | 0 | 0 | 15 |
| non-working | 0 | 0 | 2 | 12 | 1 | 15 |
| Total | 4 | 11 | 2 | 12 | 1 | 30 |

When it was asked to working women and non-working women, 11 working women stated that their families help them when they are in any trouble, whereas 4 out of 15 stated that their families don't help them.

Table: 5. My family helps me in solving my personal issues

| Status | Agree | Neutral | Disagree | |
|-------------|-------|---------|----------|----|
| Working | 11 | 4 | 0 | 15 |
| non-working | 2 | 8 | 5 | 15 |
| Total | 13 | 12 | 5 | 30 |

When they were asked about the personal problems, 11 working women out of 15 stated that their families show their concern in solving their personal issues were only 2 out of 15 stated the same result.

Table: 6. My family members show their concern whenever I feel sad

| Status | Agree | Neutral | Disagree | Total |
|-------------|-------|---------|----------|-------|
| Working | 12 | 3 | 0 | 15 |
| non-working | 1 | 2 | 12 | 15 |
| Total | 13 | 5 | 12 | 30 |

12 out of 15 working women stated that their families show their concern when they feel sad whereas non-working women stated that when they feel sad no one asks about it.

Table: 7. My family asks me to solve any problem

| Status | Strongly agree | Agree | Neutral | Disagree | Strongly disagree | Total |
|-------------|----------------|-------|---------|----------|-------------------|-------|
| Working | 1 | 13 | 1 | 0 | 0 | 15 |
| non-working | 0 | 0 | 0 | 14 | 1 | 15 |
| Total | 1 | 13 | 1 | 14 | 1 | 30 |

When is any problem at home, 14 out of 15 women are asked to solve it, but the case of non-working women are quite opposite as shown in table: 7.

Table: 8. My family members help me with household work

| Status | Agree | Neutral | Disagree | Strongly disagree | Total |
|-------------|-------|---------|----------|-------------------|-------|
| Working | 13 | 2 | 0 | 0 | 15 |
| non-working | 0 | 0 | 4 | 11 | 15 |
| Total | 13 | 2 | 4 | 11 | 30 |

13 out of 15 women stated that their family members help them in household work and 11 out of 15 non-women strongly disagreed about the statement, shown in Table: 8.

Table: 9. My family has trusted on me when I am out of home for a long time

| Status | Strongly agree | Agree | Neutral | Disagree | Total |
|-------------|----------------|-------|---------|----------|-------|
| Working | 2 | 13 | 0 | 0 | 15 |
| non-working | 0 | 0 | 4 | 11 | 15 |
| Total | 2 | 13 | 4 | 11 | 30 |

All working women stated that their family has trust in them when they are out of home for a long time. On the other hand 11 out of 15 stated the opposite response and 4 were neutral about it.

Table: 10. My family involves me in any family decision making

| Status | Agree | Neutral | Disagree | Strongly disagree | Total |
|-------------|-------|---------|----------|-------------------|-------|
| Working | 11 | 4 | 0 | 0 | 15 |
| non-working | 0 | 1 | 5 | 9 | 15 |
| Total | 11 | 5 | 5 | 9 | 30 |

When it was asked about the decision making in family 11 were agree whereas 4 were neutral. On the other hand 9 non-working women strongly disagreed, 5 were disagreeing and 1 was neutral as shown in the table: 10.

Table: 11. I can take future decisions for myself

| Status | Agree | Neutral | Disagree | Total |
|-------------|-------|---------|----------|-------|
| Working | 12 | 3 | 0 | 15 |
| non-working | 0 | 2 | 13 | 15 |
| Total | 12 | 5 | 13 | 30 |

12 out of 15 working women stated that they can take future decisions about themselves, 3 were neutral. 13 non-working women were disagreeing and 2 were neutral as shown in table: 11.

Table: 12. I can take any decision for my family independently

| Status | Agree | Neutral | Disagree | Total |
|-------------|-------|---------|----------|-------|
| Working | 8 | 7 | 0 | 15 |
| non-working | 0 | 3 | 12 | 15 |
| Total | 8 | 10 | 12 | 30 |

8 out of 15 working women were agreed that they can take any decision for the family independently whereas 7 were neutral. On the other hand, 12 non-working women were disagreeing and 3 were neutral.

When it was asked to family members of both working and non-working women that how much they support the women of their families, they stated the different results.

Table: 15. We divide our home duty equally

| Status | Strongly agree | Agree | Neutral | Disagree | |
|-------------------|----------------|-------|---------|----------|----|
| Working women | | | | | |
| Non-working women | 13 | 14 | 2 | 1 | 30 |
| Total | 1 | 10 | 2 | 17 | 30 |

14 out of 30 families of working women were agreed and 13 were strongly agreed that they do the household work and divide it equally. On the other hand, 17 families of non-working women were disagreeing as shown in the table: 15.

Table: 16. We pleased from our home duty that we do

| Status | Agree | Neutral | Disagree | Strongly disagree | Total |
|-------------------|-------|---------|----------|-------------------|-------|
| Working women | | | | | |
| Non-working women | 19 | 2 | 1 | 8 | 30 |

Table: 16. We pleased from our home duty that we do

| Status | Agree | Neutral | Disagree | Strongly disagree | Total |
|-------------------|-------|---------|----------|-------------------|-------|
| Working women | 19 | 2 | 1 | 8 | 30 |
| Non-working women | 7 | 2 | 1 | 20 | 30 |
| Total | | | | | |

19 families of working women have agreed that are pleased from their home duty, 2 were neutral and 1 was disagree. On the other hand, 20 families of non-working women strongly disagreed, 7 were agreed, 2 were neutral and 1 was agreed as shown in Table: 16.

Table: 17. We express our sensitive issues very easily

| Status | Agree | Neutral | Disagree | Total |
|-------------------|-------|---------|----------|-------|
| Working women | 15 | 9 | 6 | 30 |
| Non-working women | 6 | 9 | 15 | 30 |
| Total | | | | |

15 out of 30 families stated that they can express their sensitive issues within family easily, 9 were neutral and 6 were disagreeing. 15 out of 30 families of non-working women were disagreeing, 9 were neutral and 6 were agreed as shown in table: 17.

Table: 18. We consultate together about our problem

| Status | Agree | Disagree | Strongly disagree | Total |
|-------------------|-------|----------|-------------------|-------|
| Working women | 15 | 11 | 4 | 30 |
| Non-working women | 4 | 8 | 18 | 30 |
| Total | | | | |

15 families of working women have agreed that they consultate about their problems in family on the other hand 18 non-working families strongly disagreed in this regard, as shown in table: 18.

Table: 19. For quarrel we have low temper

| Status | Strongly agree | Agree | Neutral | Disagree | Total |
|-------------------|----------------|-------|---------|----------|-------|
| Working women | 4 | 7 | 9 | 10 | 30 |
| Non-working women | 10 | 7 | 9 | 4 | 30 |
| Total | | | | | |

10 families of working women were disagreeing that they have low temper for quarrel, 9 neutral, 7 were agreed and 4 were strongly agreed. On the other hand, 10 families were strongly agreed in this regard, 10 were strongly agreed, 7 were agreed, 9 neutral and 4 were disagreeing as shown in the table: 19.

8. Results

The basic purpose of this research was to check the relationship between the efficiency of family members of working women and non working women. Survey technique was used for data collection and the result of this study has shown that there is a significant relationship between the efficiency of families of working women as compared to non working women.

It can be concluded on the basis of our results that women who are working they are involved in decision making and problem solving at home. They have freedom to go out the home without any restrictions. They can take future decisions for their family. Their family members help them in household work and show their concern when they face any trouble at home or at the job. It gives them a mental satisfaction which helps them at job and they work better. It puts a great socioeconomic impact on the families and the nation as a whole.

But the issue at hand cannot be resolved or its benefits cannot be achieved until and unless the non-working women are facing household conflicts and issues. They fulfill all their responsibilities and yet their problems are not solved at first priority. They cannot take any decision for themselves and for their children. They have to agree to any decision taken from her whether they like it or not. Their families don't cooperate in household work. In these circumstances they suffer from depression and bear within personality conflicts.

The male members of the society should be educated about the women rights and consequences of depression among house wives. The penalty or punishment may affect the behavior of rigid members of society who consider women, their property and treat them in the wrong way. The focus should be on prevention rather than the cure.

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