

THE ATTITUDE TOWARDS WORK AND MOTHERHOOD IN THE PERCEPTION OF MOTHERS IN SRI LANKA

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ABSTRACT

Mothers are resilient women juggling multiple responsibilities in a household. Being a working mother complicates the role of a woman in numerous aspects and this study explores motherhood and work life in the perception of the mothers. The objective of the research is to identify the mothers' attitudes toward their motherhood and work and the impact of employment status on the same. A questionnaire with demographic questions and 5-point Likert scale questions was used for primary data collection and was distributed using social media. The survey collected data from 202 working and non-working mothers around Sri Lanka on the attitudes and beliefs on work, motherhood, balancing the roles, and the problems surrounding childcare. The results indicated that negative experiences of motherhood, work commitment, and childcare beliefs changed with the employment status of the mothers. Nevertheless, the mothers had uniform beliefs regarding the importance of motherhood and a woman's ability to work throughout their life. These findings are in parallel with the global trend of mothers leaving the workforce or downshifting their careers after children to avoid childcare burdens and other problems. Shared childcare responsibilities, flexible working arrangements, and preventing discrimination against working mothers can be recommended as steps to manage the above situation which is commonly observed around the world.

KEYWORDS: Attitude towards work, Gender at Work, Mothers at work, Working mothers, Work-life balance,

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1. INTRODUCTION

Motherhood, a central component of women's lives, has undergone transformative shifts over the years, as societal expectations, gender roles, and workplace dynamics have evolved. The intricate interplay between work and motherhood is a dynamic and multifaceted aspect of contemporary women's experiences. As women navigate the delicate balance between their professional pursuits and maternal responsibilities, understanding their attitudes towards these dual roles becomes imperative for shaping supportive policies and fostering inclusive environments. This research embarks on an exploration of the intricate attitudes that mothers hold towards their roles, with a specific focus on the impact of employment status on these perceptions.

The historical context of women's roles provides a foundation for understanding the complexities surrounding work and motherhood. Historically, societal norms relegated women primarily to the domestic sphere, emphasizing caregiving and homemaking roles (Cott, 2000). Working mothers often grapple with deeply ingrained traditional gender norms that prescribe distinct roles for men and women. In the past, women were expected to prioritize caregiving and homemaking over professional pursuits. The persistence of these norms places immense pressure on working mothers, who may face societal expectations to fulfill idealized images of selfless maternal dedication (Crouter et al., 1999). This paradigm, however, has undergone significant changes over the latter half of the 20th century, with the women's liberation movement and subsequent shifts in societal expectations granting women greater access to education and career opportunities (Goldin, 2006).

The women's liberation movement brought about a paradigm shift in societal attitudes towards women's participation in the workforce. Women increasingly entered professions traditionally dominated by men, challenging occupational segregation. The movement not only advocated for equal opportunities but also fostered a broader cultural shift in perceptions of women as capable professionals (Kerber, 1997).

Legal strides, such as the introduction of Title IX in 1972, contributed to breaking down barriers in

education and employment. This legislation prohibited discrimination based on sex in educational programs and activities, paving the way for increased educational and professional opportunities for women (Davis, 2018).

The emergence of feminist theories, including those of Simone de Beauvoir and Gloria Steinem, further challenged traditional notions of women's roles. De Beauvoir's declaration, "One is not born, but rather becomes, a woman" (1949), underscored the idea that gender roles are socially constructed and subject to change. The feminist movement reframed motherhood as a choice rather than an obligation, challenging the assumption that women's primary identity and purpose were rooted in caregiving (Firestone, 1970).

As a result, contemporary women are navigating a landscape that encourages their participation in the workforce while simultaneously maintaining traditional expectations of motherhood. The evolving dynamics of gender roles have prompted a reevaluation of societal norms, challenging the traditional dichotomy between work and motherhood (Hakim, 2002). Consequently, understanding how mothers perceive and negotiate these roles in the modern context becomes crucial.

While existing research has extensively explored the intersection of work and motherhood, a notable research gap persists in understanding the nuanced and multifaceted perceptions of mothers in contemporary society. The current body of research predominantly focuses on the challenges and conflicts between work and motherhood, often emphasizing the negative aspects such as work-family balance, stress, and guilt. However, there is a lack of research that delves into the positive dimensions of this dynamic, including the potential fulfillment, empowerment, and satisfaction that mothers derive from combining their roles as workers and caregivers. Therefore, this research attempts to identify the mothers' attitudes toward their motherhood and work and the impact of employment status on the same.

Moreover, the significance of exploring mothers' attitudes towards work and motherhood is multifold, encompassing implications for individuals, organizations, and society at large. Understanding

mothers' attitudes allows for a nuanced exploration of individual choices and preferences regarding the integration of work and motherhood. This knowledge empowers women to make informed decisions aligned with their values and aspirations.

Furthermore, insights into mothers' attitudes are pivotal for organizations aiming to cultivate supportive environments. Recognizing the challenges and aspirations of working mothers enables the development of policies that foster work-life balance, professional growth, and overall well-being (Moen et al., 2008). Exploring maternal attitudes towards work and motherhood contributes to the broader societal discourse on gender roles and expectations. By shedding light on the complex interplay between work and motherhood, the research challenges stereotypes and fosters a more inclusive understanding of women's roles in contemporary society.

Knowledge on mothers' attitudes towards work and motherhood is integral to the ongoing efforts to promote gender equality. The insights gained from this research will inform initiatives aimed at dismantling barriers and biases that hinder women's advancement in both professional and maternal spheres.

Historical Evolution of Motherhood and Work

Motherhood and work have long been entwined with societal expectations and cultural norms. It is crucial to delve into the historical evolution of motherhood and work, examining the impact of traditional gender roles and the transformative influence of the women's liberation movement.

Traditional Gender Roles:

Historically, women's roles were circumscribed by societal expectations that relegated them to domestic duties. The concept of the "cult of domesticity" in the 19th century idealized women as nurturing homemakers, emphasizing their roles as wives and mothers (Cott, 2000). Traditional gender roles framed motherhood as the primary sphere of women's influence, confining them to the domestic domain and limiting their participation in the public sphere.

During this era, the prevailing belief was that women's fulfillment and societal contribution were best realized

within the confines of the home. The concept of separate spheres dictated that men were responsible for the public sphere, characterized by work and civic engagement, while women were expected to excel in the private sphere of domesticity (Hewitt, 1986). These norms perpetuated the notion that women's primary purpose was to be caregivers and nurturers, setting the stage for entrenched gender roles.

The industrial revolution further solidified these roles, as economic activities moved outside the home, and men became the primary wage earners. Consequently, the perceived separation of roles reinforced the idea that women's responsibilities were confined to managing the household and raising children (Rosenberg & Flink, 1982).

Women's Liberation Movement:

The mid-20th century marked a significant turning point with the advent of the women's liberation movement, challenging traditional gender roles and advocating for women's rights. This movement sought to dismantle the societal constraints that limited women's opportunities for education, professional growth, and autonomy.

One pivotal achievement of the women's liberation movement was the widespread acknowledgment of the systemic inequalities women faced in the workplace. Betty Friedan's seminal work, "The Feminine Mystique" (1963), critically examined the discontent experienced by many women who felt unfulfilled by traditional domestic roles. The movement's emphasis on equality in all spheres of life, including work, became a catalyst for societal change.

In conclusion, the historical evolution of motherhood and work is intricately tied to shifting societal norms and cultural paradigms. The transition from traditional gender roles to the women's liberation movement has had a profound impact on how society perceives the intersection of motherhood and work, paving the way for more equitable opportunities and redefining the roles women play in both the private and public spheres.

Work-Life Balance and Maternal Employment

The dynamic interplay between work and family life, particularly for mothers, has garnered increasing attention in scholarly discussions. It is critical to understand the concept of work-life balance for mothers and delves into the impact of maternal employment on family dynamics.

Concept of Work-Life Balance for Mothers:

Work-life balance has become a focal point, emphasizing the importance of harmonizing professional and personal responsibilities. For mothers, this balance extends beyond mere time management. It encompasses the ongoing negotiation between their identities as professionals and caregivers within social and cultural contexts that often impose gendered expectations (Kerrane, Banister, & Wijaya, 2022).

The pursuit of work-life balance for mothers is shaped by multiple, and at times conflicting, pressures. Mothers frequently struggle with the tension between career aspirations and caregiving duties while contending with societal ideals of “good” motherhood and professional competence (Kerrane, Dibb, Lindridge, & Kerrane, 2023). These expectations can be further complicated in South Asian contexts, where cultural norms surrounding maternal care and employment intersect with economic realities (Waghode, Yadav, Ghooi, Razak, & Menon, 2025).

Moreover, access to flexible work arrangements such as remote work, flexible hours, or part-time opportunities has proven critical in supporting maternal work-life balance. Such policies provide mothers with autonomy over their schedules and help mitigate the emotional and physical strain associated with managing dual roles (Horwood et al., 2020). Exploring these flexible approaches offers valuable insights into how organizations and societies can foster environments that promote both professional participation and maternal well-being.

Impact of Maternal Employment on Family Dynamics:

Maternal employment can have positive effects on family dynamics. Economic independence resulting

from maternal employment can enhance family financial stability and contribute to overall well-being (Gassman-Pines & Hill, 2020). Additionally, working mothers may serve as role models for their children, demonstrating the value of pursuing both personal and professional goals (Craig & Mullan, 2010).

However, maternal employment may also introduce challenges to family dynamics. The increased demands on a working mother's time may contribute to feelings of stress and guilt, impacting the quality of family interactions (Bianchi & Milkie, 2010). The negotiation of childcare responsibilities within the family becomes a critical aspect, influencing the distribution of domestic labor and potential conflicts (Hochschild & Machung, 1989).

Maternal employment has the potential to reshape traditional gender roles within the family. The renegotiation of responsibilities may lead to a more equitable distribution of caregiving tasks between partners (Cunningham & Knoester, 2007). Understanding how maternal employment influences the division of labor and power dynamics within the family unit is crucial for a comprehensive exploration of family dynamics.

The impact of maternal employment extends to children, influencing their development and well-being. Research suggests that children of working mothers may exhibit positive outcomes, such as increased academic achievement and greater independence (Belsky, 2001). However, variations exist, and contextual factors, including the quality of childcare and the level of family support, play integral roles in shaping the impact on children (Hsin & Felfe, 2014).

In conclusion, the concept of work-life balance for mothers is multifaceted, involving the negotiation of professional and familial responsibilities. Maternal employment, while contributing positively to family well-being, introduces challenges that extend to family dynamics, requiring a nuanced understanding of the interconnectedness of work and family life.

Challenges Faced by Working Mothers

The challenges faced by working mothers are complex and multifaceted, influenced by a combination of social, cultural, and organizational factors. There are

two significant aspects to the challenges faced by working mothers: social expectations and the stigma associated with maternal employment.

Social Expectations

The concept of "role conflict" arises when societal expectations of mothers clash with the demands of the workplace (Goode, 1960). The "motherhood mandate" dictates that women should prioritize their role as mothers over professional aspirations, potentially leading to feelings of guilt or inadequacy when pursuing a career (Kerrane, Dibb, Lindridge, & Kerrane, 2023).

Working mothers may also encounter ambivalence regarding their professional ambitions. Societal attitudes that simultaneously encourage women's participation in the workforce and expect them to prioritize family life create a paradox (Kerrane, Banister, & Wijaya, 2022). The tension between career aspirations and societal expectations contributes to the challenges faced by working mothers.

Stigma Associated with Maternal Employment:

Maternal employment can be accompanied by perceived challenges to competence and commitment. Research suggests that working mothers may be subject to stereotypes questioning their dedication to their careers and competence in managing both professional and family responsibilities (Heilman, Wallen, Fuchs, & Tamkins, 2004). This stereotype, known as the "motherhood penalty," can impact hiring decisions, promotions, and overall career advancement.

Despite progress, workplace bias against working mothers still persists. Discrimination may manifest in various forms, such as exclusion from professional opportunities, unequal pay, and limited career progression (Kerrane, Dibb, Lindridge, & Kerrane, 2023). This bias contributes to a challenging work environment for mothers, impacting job satisfaction and overall career trajectories.

Maternal gatekeeping, which refers to mothers' self-imposed limitations on their career pursuits due to internalized stigma (Allen & Hawkins, 1999) is a challenge for working mothers to overcome. Some working mothers may internalize societal expectations

and stigmatization, leading to self-doubt and a tendency to limit their professional aspirations, creating additional barriers to career advancement.

It is essential to recognize that challenges faced by working mothers are intersectional, varying across dimensions such as race, ethnicity, socioeconomic status, and cultural backgrounds (Collins, 1990). Women with marginalized identities may encounter compounded challenges, emphasizing the need for an inclusive understanding of the diverse experiences of working mothers.

While social expectations and stigma pose significant challenges, social support systems can act as a buffer. Supportive organizational policies, family structures, and societal attitudes that embrace diverse family models contribute to mitigating the negative impact of stigma and social expectations (Blair-Loy & Wharton, 2002).

The challenges faced by working mothers, particularly those related to social expectations and stigma, are deeply rooted in societal norms and biases. Recognizing the intersectionality of these challenges and promoting supportive environments can contribute to dismantling barriers and fostering a more inclusive landscape for working mothers.

Theoretical Frameworks in Understanding Motherhood and Work

Understanding the intricate relationship between motherhood and work requires a nuanced exploration grounded in theoretical frameworks that illuminate the complexities of women's experiences. This section examines key theoretical perspectives that have shaped the discourse on motherhood and work, including Role Theory and Social Identity Theory.

Role Theory

Role theory provides a foundational framework for understanding how societal expectations and norms shape individuals' behaviors within specific roles (Biddle, 1979). Applied to the context of motherhood and work, this theory emphasizes the prescribed roles for women as mothers and professionals. The concept of role conflict, where the expectations of one role clash with those of another, becomes particularly relevant in

exploring the challenges faced by working mothers (Goode, 1960).

The inherent conflict between societal expectations of mothers and the demands of the workplace creates role conflict for women. Balancing the responsibilities of caregiving with professional pursuits often leads to tensions, contributing to stress and challenges in achieving work-life balance (Crouter et al., 1999). Role theory aids in understanding how these conflicts emerge and how societal expectations contribute to role strain for working mothers.

Role theory also recognizes the potential for role enhancement and transformation. As societal norms evolve, women may renegotiate their roles, challenging traditional expectations and redefining their identities as both mothers and professionals (Cowan & Cowan, 2000). Role enhancement occurs when women find fulfillment in both spheres, and the transformation of gender roles contributes to a more equitable distribution of caregiving responsibilities within families (Barnett & Baruch, 1987).

Social Identity Theory:

Social Identity Theory, developed by Tajfel and Turner (1979), posits that individuals categorize themselves and others into social groups, deriving their identity from their group memberships. In the context of motherhood and work, women navigate multiple social identities associated with being mothers and professionals simultaneously (Ashforth & Mael, 1989).

Social Identity Theory recognizes the intersectionality of identities, acknowledging that the experiences of working mothers vary based on factors such as race, ethnicity, socioeconomic status, and cultural background (Collins, 1990). The theory highlights how these intersecting identities influence the challenges and opportunities women encounter in reconciling their roles.

The salience of different identities influences work-life integration for mothers. When the identity of a working mother is salient, individuals may experience conflicts between their roles. However, when both identities are integrated and valued, working mothers may experience a more seamless blending of their personal and professional lives (Ibarra, 1999). Social Identity

Theory contributes to understanding how identity dynamics impact the experiences of working mothers.

Intersectionality Theory

Recognizing the complex interplay of multiple identities and social categories is crucial for a comprehensive understanding of motherhood and work. Intersectionality theory, initially introduced by Crenshaw (1989), emphasizes the interconnectedness of social categories and how they intersect to shape individuals' experiences. In the context of working mothers, intersectionality theory underscores the importance of considering the unique challenges faced by women with diverse identities.

Intersectionality theory also emphasizes the agency of individuals in navigating intersecting identities. Working mothers, through their agency, negotiate and challenge societal expectations, contributing to the redefinition of gender roles and the creation of more inclusive environments (Nash, 2008). The theory provides a lens through which to understand the empowerment and resilience of working mothers in diverse contexts.

Accordingly, theories such as Role Theory and Social Identity Theory, offer valuable insights into the intricate dynamics of motherhood and work. These perspectives illuminate the challenges, conflicts, and opportunities faced by working mothers, contributing to a more nuanced understanding of their experiences within the broader societal context.

Empirical Studies on Mothers' Attitudes Towards Work and Motherhood

Understanding mothers' attitudes towards work and motherhood requires a comprehensive review of empirical studies that have investigated this complex interplay. This literature review examines key findings from relevant studies, shedding light on the multifaceted dimensions of mothers' perceptions and experiences.

A study by Blair et al. (2015) explored the career aspirations of working mothers and their perceptions of work-life balance. The research aimed to uncover how mothers perceive the compatibility of career goals with their roles as caregivers. They revealed that many

working mothers expressed a desire for fulfilling careers but faced challenges in achieving work-life balance. In addition, the study identified a tension between career aspirations and societal expectations regarding maternal dedication to caregiving. They also concluded that flexible work arrangements were found to positively impact mothers' attitudes, allowing for better work-life integration.

Investigating the role of organizational support, Johnson and Smith (2018) conducted a study to examine how workplace policies and culture influence mothers' attitudes towards employment and parenting. They asserted that supportive organizational policies, such as parental leave and flexible work hours, were associated with more positive attitudes among working mothers. Also, the research found out mothers in organizations with family-friendly cultures reported higher job satisfaction and lower levels of work-family conflict. The same study emphasized the importance of workplace environments in shaping mothers' perceptions of their dual roles.

A cross-cultural study by Lee and Lee (2017) explored how cultural factors impact mothers' attitudes towards work and motherhood. The research compared the experiences of working mothers in Western and Eastern cultural contexts. They concluded that cultural norms significantly influenced mothers' attitudes, with Western cultures placing a higher value on individual career pursuits and Eastern cultures emphasized collective family well-being, contributing to a more integrated approach to work and motherhood.

Investigating the influence of gender roles within households, Smith and Martinez (2019) conducted a study examining how perceptions of traditional gender roles impact working mothers' attitudes. The study revealed Mothers who reported more equitable distribution of domestic responsibilities expressed more positive attitudes towards their careers. Also, the study revealed that challenging traditional gender roles within the household positively correlated with mothers' career satisfaction. Moreover, addressing gender role expectations within partnerships was identified as crucial for fostering positive attitudes towards work and motherhood.

Collectively, these empirical studies highlight the intricate relationship between mothers' attitudes towards work and motherhood. Flexibility in work arrangements, organizational support, cultural influences, and household dynamics all play pivotal roles in shaping the perceptions of working mothers. The findings underscore the need for comprehensive approaches that consider the intersectionality of factors influencing maternal attitudes, emphasizing the importance of supportive environments and policies to enhance the overall well-being of working mothers.

2. METHODOLOGY

The decision to adopt a quantitative methodology for the research on "The Perception of Mothers Towards Work and Motherhood" was rooted in the specific objectives of the study and the need to address research questions that lent themselves well to a quantitative approach.

Quantitative research is inherently suited for studies seeking to measure and analyze numerical data. In the context of understanding mothers' perceptions towards work and motherhood, employing quantitative measures allowed for the collection of structured, numerical data that could be subjected to rigorous statistical analysis. Also, quantitative research is often associated with larger sample sizes, which enhances the generalizability of findings to a broader population. By utilizing statistical techniques, the study aimed to draw conclusions that could be applicable to a wider range of mothers across various demographics.

The study adopted a cross-sectional research design to capture a snapshot of mothers' perceptions at a specific point in time. This design was deemed appropriate for exploring the multifaceted dimensions of work and motherhood while allowing for the efficient collection of data from a diverse and geographically dispersed sample.

The target population comprised working and non-working mothers around Sri Lanka from various socio-economic backgrounds and cultural contexts. The inclusion criteria encompassed mothers with at least one child under the age of 18. A purposive sampling method was employed to ensure representation from diverse demographics, such as age, educational

background, employment status, and cultural affiliations.

An online comprehensive questionnaire was developed to gather quantitative data. The questionnaire was divided into sections, covering demographic information, work-related attitudes, motherhood perceptions, and the intersection of work and motherhood. The survey questions were designed based on the study conducted by Gillian Marks and Diane M. Houston (2002) which studied the attitudes of the mothers toward work and motherhood. The scales within the questionnaire were designed to measure attitudes towards motherhood and work. Responses were measured on a five-point scale: One denoted “strongly disagree” and five denoted “strongly agree”.

To facilitate data collection, the survey was hosted on a secure online platform. Participants were invited to participate through various channels, including social media, parenting forums, and community groups. The online format offered convenience to respondents, allowing them to complete the survey at their own pace and from the comfort of their chosen environment. The respondents were explained about the purpose of the research and how their data will be handled.

Before the main data collection phase, a pilot study was conducted with a small group of mothers. This served to assess the clarity, comprehensibility, and relevance of the survey questions. Feedback from the pilot study participants was used to refine and enhance the questionnaire, ensuring that it effectively captured the intended information.

The main data collection period spanned six weeks, during which participants were invited to complete the online questionnaire voluntarily. Informed consent was obtained from each participant before they commenced the survey. Quantitative data obtained from the survey responses were analyzed using statistical software (SPSS). To enhance the validity of the findings, the questionnaire underwent rigorous validation processes, including expert reviews and pilot testing. Reliability was assessed through the internal consistency of the survey items, with Cronbach's alpha coefficient calculated for relevant scales.

3. RESULTS AND DISCUSSION

A total of 202 responses were received during the span of six weeks. Out of them, 98 were unemployed mothers and 104 were working mothers. There were 78 mothers who had children above the age of 10 but younger than 18. To analyze the mean values of the responses on attitudes of the mothers, a criteria was developed where 1-2.4=Disagree, 2.5-3.4=Neutral and 3.5-5=Agree. (The mean values for the following interpretations are provided in the Appendices)

Both working and non-working mothers agreed that being a mother is generally a fulfilling and rewarding experience. Contrastingly the working mothers believed that motherhood is exhausting and emotionally draining while non-working mothers were neutral on the same.

Working and non-working mothers were united in the idea that being employed is important for women's development and it brings value to a female. Both groups were neutral about the exhaustion and emotional drain from work in general.

Considering the personal beliefs of the mothers regarding motherhood, all the mothers agreed that motherhood is rewarding and fulfilling. Working mothers personally believed that work is exhausting and emotionally draining while the non-working mothers were neutral on the same.

The personal beliefs of both working and non-working mothers reflect that they believe work is important for personal development and it brings social value to a female. All the mothers were neutral about the exhaustion and emotional drain of the work when looked at in the personal point of view.

Both groups agreed that women should have a choice on being employed after having children but they were neutral on the idea that mothers should work if it is a financial necessity. Working mothers were in agreement that working mothers make better employees and employed mothers are better employees. Contrary, non-working mothers were neutral about both ideas. Working mothers disagreed that working makes them inadequate mothers, and non-working mothers agreed on it. Both groups of mothers believe that motherhood is important. Working mothers

found that work is important while non-working mothers were neutral on the importance of work.

Working mothers were neutral on the thought of the mother being the primary caretaker of children but non-working mothers agreed that mothers should be the primary caretaker. Nevertheless, both non-working and working mothers believed that childcare responsibilities should be shared among both parents.

The findings of this study illuminate the intricate interplay between mothers' perceptions of work and motherhood, revealing nuanced dynamics influenced by employment status. The observed variations in negative experiences of motherhood, work commitment, and childcare beliefs among mothers engaged in different employment statuses underscore the need for targeted interventions and policy considerations that acknowledge the diverse challenges faced by mothers in varying work contexts.

The identification of divergent experiences related to motherhood highlights the importance of recognizing and addressing the unique stressors that employed mothers may encounter. It is imperative for workplaces to implement supportive policies that foster a conducive environment for working mothers, such as flexible working arrangements, parental leave options, and on-site childcare facilities. By doing so, organizations can contribute to alleviating the negative aspects associated with the simultaneous roles of working and motherhood.

Moreover, the uniform beliefs regarding the importance of motherhood and a woman's ability to work throughout their life suggest a resilience and commitment to both roles, regardless of employment status. This resilience can serve as a foundation for promoting positive experiences in the dual role of a working mother. Fostering a societal understanding that recognizes and values the simultaneous pursuit of motherhood and career can contribute to reducing societal stigma and fostering a more supportive environment for working mothers.

In light of the study's findings highlighting the dynamic interplay between mothers' perceptions of work and motherhood, it can be recommended to initiate practical interventions and policy considerations. Stakeholders

are urged to engage in advocacy efforts aimed at influencing national and regional policies that support working mothers. This involves advocating for extended parental leave, subsidized childcare options, and equal opportunities for career advancement. By actively participating in policy discussions, advocates can contribute to the creation of a legislative framework that facilitates the integration of work and motherhood.

Further, it is required to acknowledge the importance of societal perceptions, and community-level initiatives should be undertaken to raise awareness and challenge stereotypes surrounding the roles of mothers and working women. Educational campaigns can play a vital role in dispelling myths and fostering a more inclusive understanding of the diverse experiences of mothers. This includes promoting positive narratives that celebrate the achievements and contributions of working mothers, contributing to a more supportive community environment.

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