

IS THE WORK–LIFE BALANCE A FEMININE CHALLENGE?

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Abstract

Purpose – to find out how women overcome the challenges they face organizing the work-life balance.

Design/methodology/approach – analysis and synthesis of scientific literature and legal documents, analysis of statistical data, interview.

Findings – women overcome the challenges of work-life balance quite easily. Interviewed women stated that even having small children women are able to reach career highs if they have the help from their relatives and support from the boss. By the way, interviewed women realized that maternity leave helped them to rethink the goals of the life and make cardinal changes to start a new business.

Practical implications – Maternity leave helps women to start a new activity which can be an additional one or a new start of future business.

Originality/Value – the focus was on the age of the first time mothers, maternity leave and pay rules in different European Union countries; the interview was organized with women from Lithuania, United Kingdom, Ireland, Denmark and Norway.

Keywords: work-life balance, maternity/motherhood, career and motherhood.

Research type: general review.