

Chapter 159

Organizational culture and gender inequality as contributing factors to the overload faced by professionally active women mothers

  <https://doi.org/10.56238/devopinterscie-159>

Náthaly Rufato Oliveira

Psychology student at São Judas Tadeu University;
E-mail: nathalyoliveira.9356@aluno.saojudas.br

Cesar Augusto Bana

MBA in Human Resources Management and People Management and Coordinator at São Judas Tadeu University;
E-mail: cesar.bana@saojudas.br

ABSTRACT

This study aims to characterize the relationship between the organizational culture of companies and the overload factors of female workers after maternity, from a gender perspective. For this, a review of the pre-existing literature and the application of a standardized questionnaire was used as a method, which obtained 22 responses, of which 13 were from

women who were within the desired range, that is, mothers and workers of private companies in the region. the metropolitan area of São Paulo, forming the analysis group. Among the results obtained, it was found that 76.9% of them had already thought about postponing motherhood to dedicate themselves to their careers, and 100% considered themselves to be, to some degree, overloaded. These and other data brought forward illustrate the challenge that most women face when experiencing motherhood and working in organizations, which often are not prepared to receive them.

Keywords: Maternity, Job market, Overload, Psychology.

1 INTRODUCTION

Being a woman and mother in Brazil still means experiencing a series of challenges related to gender, and this can be seen in the most diverse spaces frequented by them, including the work environment.

Data from the Continuous PNAD for the year 2019, brought through the second edition of the study Gender Statistics: Social Indicators of Women in Brazil, reveal that having children is often a determining factor when it comes to female occupation in the labor market. In the case of people without children, the male occupation level is 83%, while women represent 67.2%. When there is a child of up to 3 years of age in the household, female occupation drops to 54.6%, while male occupation rises to 89.2%, being higher in both cases.

In 2018, Pompermayer surveyed the subject and found that, among the women interviewed, 41% had already suffered prejudice, repression, or been deprived of new job opportunities due to motherhood. This says a lot about the culture of organizations which, according to Ricardo Luz (2003), is represented, among other things, by shared values and behaviors, which, in these cases, end up keeping men in privileged positions and reproducing machismo in companies.

In addition, they spend almost twice as much time as men on housework. Even for busy women, their greater involvement in care activities and/or household chores tends to impact the way they enter the labor market, which is marked by the need to reconcile the double shift between paid and unpaid work. - remunerated (IBGE - Gender Statistics, 2021), which tends to generate overload.

Because of this scenario, it is necessary to understand how we are looking at them as a society and what are the ways to mitigate these challenges. In this sense, companies have an important role in transforming their culture into a truly inclusive reality in which women are evaluated based on their qualifications and skills, and not on the number of children or, simply, for being women.

2 METHOD

The first stage of the work was developed from the analysis of pre-existing literature that addressed themes common to this work, such as women in the labor market, double shifts, maternity, domestic burden, and gender inequality.

After this first moment, the construction of a survey began, in the format of a mostly quantitative online questionnaire, which included 4 main pillars: gender; maternity, work and mental health, and quality of life.

The questionnaire was shared with a group of women mothers, with different professions, ages, and numbers of children, who were able to answer the questions. In all, 22 responses were collected, of which 13 were within the expected range: women, mothers, and workers of private companies in the metropolitan region of São Paulo.

Finally, verification of the results obtained and comparisons were made between the questionnaire responses themselves and the information collected in the bibliographic survey, to confirm or refute previous research and mapping opportunities to mitigate gender inequality in companies and the overload experienced by the woman who is a mothers.

3 RESULTS AND DISCUSSION

Based on previous research, it was found that having children is often a determining factor when it comes to female occupation in the labor market. In the case of people without children, the male occupation level is 83%, while women represent 67.2%. When there is a child up to 3 years of age in the household, female occupation drops to 54.6%, while male occupation rises to 89.2%, being higher in both cases (Continuous PNAD, 2019). These and other data brought earlier are reinforced by the results of the questionnaire applied to the research volunteers of this study since 30.8% of them stated that they had already been disregarded for some job opportunity because they were mothers and 76.9% of them had already thought about postponing motherhood to dedicate themselves to their careers.

These numbers lead to the reflection that motherhood is still seen by companies and by women themselves as an obstacle to professional growth. Despite this, as Salgado (2019) says, women still face the

imposition of society, which even partially accepts their professional and financial independence, as long as motherhood is not abdicated. In this way, it is understood that, despite the advances and female achievements of recent decades, women are still required to be a mother, and good mother, who feeds, nourishes, who is present, affectionate and affectionate, who educates, and compassionate to children.

All these factors corroborate an important result obtained through the application of the questionnaire with the 13 female volunteers: 100% of them said they felt, to some degree, burdened, and 61.5% considered that their mental health worsened after becoming mothers. This means that as a society, we are not offering support to them and that organizations still lack an adequate look at the reality of these women.

4 FINAL CONSIDERATIONS

After analyzing the research results and bibliographies on the subject, it can be concluded that motherhood is still seen by a significant part of companies and society as an obstacle to women's professional growth. In addition, they face the overload of household chores and childcare, which directly affects them, especially in terms of mental health and quality of life.

In this way, it is fundamental to promote, within organizations, policies for the inclusion of these women and flexibility, so that they can dedicate themselves to their careers in the same way that they dedicate themselves to their children and themselves. Examples of these practices can be flexible working hours, hybrid work, extended maternity leave, and subsidies for daycare and school.

On the other hand, it is important to encourage this debate among men as well, and this can even happen through organizations through workshops, lectures, conversation circles, and policies for this public, such as extended paternity leave and others similar to those mentioned above, because as long as the partners of these women do not share the responsibilities of the home and do not identify with the reality of their workmates, they will remain lonely in this tiring double journey.

FOMENTO

O trabalho teve a concessão de Bolsa pelo Programa Ânima de Iniciação Científica – PROCIÊNCIA, por meio de sua Instituição de Ensino mantida pela Universidade São Judas Tadeu.

REFERENCES

Instituto Brasileiro de Geografia e Estatística. Estatísticas de Gênero: Indicadores sociais das mulheres no Brasil. 2ª edição, 2021.

Instituto Brasileiro de Geografia e Estatística. Pesquisa Nacional por Amostra de Domicílios Contínua - Indicadores IBGE. Rio de Janeiro, primeiro trimestre de 2019,

Luz, Ricardo. Gestão do Clima Organizacional. Rio de Janeiro: Qualitymark, 2003. 5ª reimpressão, 2010. 160p.

Oliveira, Náthaly Rufato. A cultura organizacional e a desigualdade de gênero como fatores contribuintes da sobrecarga enfrentada por mulheres mães profissionalmente ativas – questionário quantitativo. Universidade São Judas Tadeu, São Paulo, 2022.

Pompermayer, Helena Barbosa Dominici. As mulheres-mães no mercado de trabalho e suas percepções. Americana, 2018. 47f. Monografia (Curso de Tecnologia em Gestão Empresarial) - Faculdade de Tecnologia de Americana – Centro Estadual de Educação Tecnológica Paula Souza.

Salgado, D. G. Qualidade de vida de mulheres com tripla jornada: mães, estudantes e profissionais. Pretextos - Revista da Graduação em Psicologia da PUC Minas, v. 4, n. 8, p. 308-320, 16 dez. 2019.