

**TREAT INEQUALITY IN THE HOME AS A WORKPLACE PROBLEM
IMPLEMENTATION PLAN SUMMARY**

Organizations typically ignore the discriminatory impact that inequalities in the home can have on women's workplace experiences and career outcomes. This is a serious oversight. The inequalities between women's and men's home-life responsibilities are a major reason for workplace gender inequality.

PATH identifies two different and quite distinct forms of homelife inequality:

1. When working couples in heterosexual domestic partnerships mutually decide to give the man's career priority, and
2. The greater burden imposed on the woman for childcare, elder care, and other household responsibilities.

Organizations cannot ameliorate the workplace impact of the first but they can do a great deal to address the second. What follows are PATH suggestions for organizations' personnel policies that can significantly limit the discriminatory workplace impact of unequal home/life responsibilities:

1. Flexible hours and location of work. – Pg. 176.
2. Careful review of the consequences of workplace flexibility on women's careers together with regularly scheduled consultations, frequent interaction, and structural networking opportunities. – Pg. 178.
3. Financial assistance with childcare. Options to consider are on-site day care, subsidized off-site day care, and backup emergency childcare. – Pg. 179.
4. Generous and stigma-free leave policies. This includes maternity and adoption leave, as well as leave for family and medical needs. – Pg. 183.
5. Monitoring to prevent "motherhood bias," an aspect of gender bias that presumes new mothers are not fully committed to their careers, don't want challenging work or extensive travel and are unavailable after the normal workday hours for consultation, collaboration, and brainstorming. – Pg. 186.
6. Easily accessible, effective, and discrimination-free reentry programs. – Pg. 187.

The above are essential. Other policies that can add in a meaningful way are:

7. Work-related social activities designed to accommodate women's more limited time availability.
8. Programs that inform women about resources to deal with work/ home conflicts.
9. Role models who can help women in navigating the complications of merging a challenging career with responsibilities at home.
10. Assistance in negotiating after-hours client interactions, extensive travel, and extended project commitments.