



Perfect Father's Day Gift: Work/Life Balance

WYNNEWOOD, PA (May 28, 2008) -- Accomplished women have been striving for work/life balance for a long time. However, the reality is that men and women are more alike in their desire to obtain work/life balance than different. With the blurring of traditional “mom” and “dad” roles, working fathers juggle as many professional and family responsibilities as moms.

“In order to attract and retain the best employees, organizations have to make the workplace accessible to everyone – women and men alike. Yet anyone who understands the American employment climate knows that unless men speak up too, not much will change,” says Ilyse Shapiro, founder of the job search Web site MyPartTimePRO.com.

Shapiro's research led her to a recent study entitled, “Work/Life Balance: Not Just for Women.” Researchers from Heller Ehrman LLP found that 71% of men ages 21-39 would give up some of their pay to spend more time with their families. And more than 2/3 of men would look for a formal flexible work program with a new employer.

A FORTUNE 500 survey of senior male executives found that 84% of respondents would like job options that let them realize their professional aspirations while having time for more things outside of work.

Twenty-one percent of men have unfavorable view of their company’s work/life balance support. This translates into a negative impact on how these workers rate their pride in an organization, willingness to recommend it as a place to work, and their overall job, says Kenexa Research Institute.

Unfortunately, Shapiro also found paradoxes.

"As Howard Schultz, chairman of Starbucks, puts it, ‘Men are willing to talk about these things in ways that were inconceivable less than 10 years ago.’ Unfortunately, with the majority of U.S. men, all it is right now is talk – not action,” says Shapiro.

Men find that compressed hours and telecommuting opportunities are looked upon more favorably than part-time work. They feel that part-time work is seen as more female-oriented and a sign of having given up career ambition.

Harris Interactive claims that 59% of employed fathers would not take a paid paternity leave if it were offered. The reasons: they couldn’t afford to take the time off; to do so would harm their careers; clients or co-workers depended on them too much so they couldn’t be away for an extended period; or that they just were too busy to take the time off.

Even the same FORUTUNE 500 survey cited earlier states that fear is the major stumbling block to keeping men from utilizing flexible work arrangements. Nearly half of the survey respondents believe that an executive taking up the matter of work/life balance with his boss will hurt his career.

"The bottom line is that men need to find more role models who are taking advantage of flexible work strategies. Until men at the top start using these policies, and male ‘stereotyping’ is diminished, it is going to be difficult for their counterparts to achieve work/life balance," adds Shapiro.

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About MyPartTimePRO.com: MyPartTimePRO.com is a job search Web site that connects educated and accomplished individuals with employers who hire flexible, professional-level staff. MyPartTimePRO.com provides an alternative to other job search Web sites which promote full-time positions, “dubious” part-time opportunities, or employment for the unskilled or entry-level worker. The site strictly communicates project-based, seasonal, virtual, temporary, job share, short-term, telecommuting and part-time opportunities to educated career veterans who are not seeking traditional, full-time employment. The site currently connects job seekers and employers within the NYC and DC corridor plus virtual positions nationwide.

About Ilyse Shapiro: “Mom-preneur” Ilyse R. Shapiro is the founder of MyPartTimePRO.com. Shapiro founded the site when she realized other moms and retirees did not have a dedicated, on-line conduit for professional-level positions that offered a work/life balance.

Availability: Greater Philadelphia area; nationwide by arrangement via telephone; available for interviews in print or broadcast.

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