

What Does Arlie Hochschild Call Mothers Who Accept The Dual Workloads Of Paid Labor At Work And Unpaid

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In contemporary society, many mothers find themselves navigating the complex and demanding landscape of balancing paid employment with unpaid domestic and caregiving responsibilities. This dual burden has become a significant subject of sociological inquiry, particularly in the work of renowned sociologist Arlie Hochschild. Hochschild has extensively studied the emotional and social dynamics of family life, work, and gender roles, providing insightful terminology to describe the experiences of mothers who undertake these dual roles.

This article explores what Arlie Hochschild calls mothers who accept the dual workloads of paid labor at work and unpaid domestic labor, delving into her key concepts, terminology, and the implications for families and society at large.

Understanding Hochschild's Perspective on Dual-Role Mothers

Arlie Hochschild's work, especially in her groundbreaking book *The Managed Heart* and subsequent studies, examines the emotional labor involved in managing family and work responsibilities. She emphasizes how societal expectations and gender norms influence women's roles and the emotional toll of juggling these dual responsibilities.

The Concept of the "Supermom" and Emotional Labor

Hochschild often discusses the "Supermom" archetype, which embodies the idealized mother who excels in both her professional and domestic roles. This societal expectation places immense pressure on mothers to perform perfectly in every domain, leading to what Hochschild terms "emotional labor"—the effort involved in managing one's own emotions and those of family members to fulfill these roles satisfactorily.

Introduction to Hochschild's Terminology for Dual-Role Mothers

While Hochschild does not always assign specific labels exclusively to mothers who undertake dual workloads, her work introduces several key terms to describe the emotional and social phenomena surrounding these women. Some of these include:

- The "Double Day" or "Second Shift": Coined by Hochschild's colleague, Anne Machung, and popularized through Hochschild's research, this term describes women who work a full day at their paid job and then return home to perform domestic chores and caregiving, effectively working two full-time roles.
- "Emotional Dilemmas" and "Emotional Labor": Hochschild emphasizes the emotional effort involved in managing family responsibilities alongside professional demands, often resulting in feelings of guilt, stress, and exhaustion.
- "The Caregiver-Worker": While not a formal term coined by Hochschild, her analysis encapsulates women who are both primary breadwinners and primary caregivers, balancing these roles often at personal emotional costs.

What Does Hochschild Call Mothers Who Accept These Dual Workloads?

Drawing from her extensive research and writings, Hochschild refers to mothers who accept and undertake the dual workloads primarily through the lens of "The Overburdened Mother" or "The Committed Mother." These labels, while not always explicitly used by Hochschild, encapsulate her conceptualization of women who willingly or involuntarily shoulder both paid and unpaid labor.

The "Overburdened Mother" and "The Overworked Mother"

Hochschild often describes these women as "overburdened" or "overworked," highlighting the emotional, physical, and mental toll of managing simultaneous roles. These mothers are frequently portrayed as:

- Striving to meet societal expectations of being perfect caregivers and competent workers.
- Experiencing "emotional dissonance"—the internal conflict between personal, family, and work identities.
- Facing "role strain" due to conflicting demands from their professional and domestic spheres.

The "Committed Mother" and Societal Expectations

Hochschild also discusses the concept of the "Committed Mother," referring to women who internalize societal ideals of motherhood and therefore accept the dual workload as part of their identity and moral obligation. This internalization often leads to:

- High levels of personal sacrifice.
- Feelings of guilt if they fail to meet expectations.
- A sense of moral duty to prioritize family, even at the expense of personal well-being.

Key Terms and Theoretical Frameworks Introduced by Hochschild

Hochschild's analysis provides a nuanced understanding of how mothers navigate their dual roles. Several core concepts from her work are relevant:

Emotional Labor

- Definition: The process of managing personal feelings and influencing the emotions of others to fulfill the demands of both work and family.
- Relevance: Mothers often perform emotional labor to maintain harmony at home and manage their own feelings of exhaustion, guilt, or frustration.

The Second Shift

- Coined by Hochschild and Machung, this term describes the unpaid domestic work performed after completing a paid job.
- The "second shift" disproportionately falls on women, reinforcing gender inequalities in household labor.

The "Time Bind"

- Hochschild discusses how working women experience a "time bind," where the demands of paid work and domestic responsibilities conflict, leading to stress and fatigue.

Implications of Hochschild's Conceptualization for Society and Policy

Hochschild's terminology and insights have significant implications for understanding gender roles, workplace policies, and societal expectations.

Recognizing the "Dual-Role Mother"

- Acknowledging the challenges faced by mothers undertaking dual workloads can foster more empathetic workplace policies, such as flexible work hours and parental leave.
- It highlights the need for societal support systems to alleviate the emotional and physical burden.

Addressing Gender Inequality and Promoting Shared Responsibilities

- Hochschild's work underscores the importance of challenging traditional gender norms that place primary domestic responsibilities on women.
- Promoting shared household and caregiving duties can help reduce the "double burden."

Supporting Emotional Well-being

- Recognizing the emotional labor involved can lead to better mental health resources and support for working mothers.

Conclusion

Arlie Hochschild, through her sociological research and theoretical frameworks, primarily refers to mothers who accept and manage the dual workloads of paid labor and unpaid domestic work as "overburdened mothers," "overworked mothers," or "the committed mother." Her work illuminates the emotional and social complexities of these dual roles, emphasizing how societal expectations and gender norms shape women's experiences.

Understanding Hochschild's terminology and insights helps society recognize the profound challenges faced by these mothers and underscores the importance of policies and cultural shifts aimed at achieving greater equality, emotional well-being, and shared responsibilities within families.

Keywords: Arlie Hochschild, mothers, dual workloads, paid labor, unpaid domestic work, emotional labor, second shift, overburdened mothers, gender roles, work-life balance, societal expectations, emotional dissonance, caregiving, workplace policies, gender inequality.

Frequently Asked Questions

What term does Arlie Hochschild use to describe mothers who manage both paid employment and unpaid household responsibilities?

Arlie Hochschild refers to these mothers as 'The Second Shift' workers, highlighting the dual burdens they carry both at work and at home.

How does Hochschild characterize mothers who accept the

dual workloads of paid and unpaid labor?

Hochschild describes them as 'Overloaded' or 'Dual-Role' mothers, emphasizing the emotional and physical toll of juggling both responsibilities simultaneously.

Does Hochschild consider these mothers to be fulfilling traditional gender roles, or does she see their situation differently?

Hochschild notes that these mothers often challenge traditional gender roles by taking on both roles, yet they also face societal expectations that can reinforce their burden.

What societal implications does Hochschild associate with mothers accepting dual workloads?

Hochschild suggests that their acceptance of dual workloads reflects broader gender inequalities and highlights the need for societal change to achieve more equitable distribution of unpaid labor.

According to Hochschild, what emotional challenges do mothers face when managing paid and unpaid work?

Hochschild points out that these mothers often experience feelings of exhaustion, stress, and guilt, as they strive to meet the demands of both spheres without adequate support.

Additional Resources

What Does Arlie Hochschild Call Mothers Who Accept The Dual Workloads Of Paid Labor At Work And Unpaid is a question that touches on the complex intersection of gender roles, labor expectations, and emotional labor in contemporary society. Arlie Hochschild, a renowned sociologist and scholar of emotional labor, has extensively explored how women, especially mothers, navigate the pressures of balancing paid employment with unpaid domestic and caregiving responsibilities. Her insights shed light on the nuanced ways in which societal expectations shape maternal identities and the emotional toll they often entail.

Introduction

In modern society, many mothers find themselves caught in a double bind: they are expected to excel in their careers while simultaneously managing the household, childcare, and other unpaid domestic duties. This phenomenon has become increasingly prevalent as women have entered the workforce in large numbers, challenging traditional gender roles. Hochschild's work offers a lens through which we can understand how mothers internalize and negotiate these layered responsibilities.

This article explores what Arlie Hochschild calls mothers who accept these dual workloads, examining her terminology, theories, and the broader implications for gender equality, emotional well-being, and social policy.

Arlie Hochschild's Perspective on Mothers and Dual Workloads

The Concept of the "Emotional Self"

At the heart of Hochschild's analysis is the idea of the "emotional self"—the internal emotional labor women perform to meet societal expectations of motherhood and professionalism. Mothers who accept dual workloads are often engaged in what Hochschild describes as "emotional management," balancing feelings, roles, and responsibilities to present a composed, competent front at work and at home.

The Term Hochschild Uses: "The Second Shift"

While Hochschild popularized the phrase "the second shift" to describe domestic work performed by employed women after their paid workday ends, she also explores the deeper psychological and emotional implications of this arrangement. Mothers accepting dual workloads often experience a sense of "role overload" and "emotional fatigue," which can lead to stress, burnout, and feelings of inadequacy.

The "Caregiving Dilemma"

Hochschild describes the "caregiving dilemma" faced by mothers who accept dual roles: the societal expectation to be nurturing and present for children, and the economic necessity of earning a livelihood. These women often internalize conflicting messages, leading to what Hochschild calls "emotional dissonance," where their internal feelings clash with external expectations.

Typologies of Mothers Accepting Dual Workloads According to Hochschild

Hochschild's research identifies different ways mothers navigate and accept their dual roles. These can be broadly categorized as:

1. The "Supermom"

- Strives to excel both at work and at home
- Feels a strong sense of duty and pride in fulfilling multiple roles
- Faces significant emotional and physical exhaustion but perceives their efforts as rewarding

2. The "Struggling Mother"

- Feels overwhelmed by the dual demands
- Experiences guilt and anxiety about not meeting societal or personal standards
- May internalize feelings of inadequacy but continues to push forward

3. The "Resigned Mother"

- Accepts the dual workload as inevitable
- May experience emotional numbness or detachment as a coping mechanism
- Often feels resigned to the persistent demands placed upon her

Hochschild emphasizes that these identities are fluid, influenced by cultural, economic, and personal factors.

The Language Hochschild Uses to Describe These Mothers

"The Overburdened Mother"

Hochschild frequently refers to these women as "overburdened", highlighting the weight of their responsibilities and the emotional labor involved. This term underscores the physical and psychological toll exacted by trying to meet multiple societal expectations simultaneously.

"The Emotional Worker"

She also characterizes mothers in this dual workload scenario as "emotional workers"—those who constantly manage their own feelings while managing the feelings of others, such as children and colleagues.

"The Sacrificing Mother"

This phrase reflects the tendency of many women to prioritize family needs over their own, often sacrificing personal aspirations or well-being to fulfill their perceived duties.

"The Dual-Role Mother"

Hochschild describes these women as "dual-role" holders, managing the conflicting demands of "worker" and "mother" identities.

Broader Sociological Implications

Gender Norms and Expectations

Hochschild's terminology and analysis reveal how deeply embedded gender norms shape women's experiences. The expectation that women should be primary caregivers while also participating fully in the workforce creates a "double burden"—a term often used interchangeably with her insights—that many women accept as part of their societal role.

Emotional Labor and Mental Health

The acceptance of dual workloads often involves significant emotional labor—managing not only household chores but also the emotional well-being of family members and themselves. Hochschild's work highlights how this ongoing emotional management can lead to "emotional exhaustion" and mental health issues such as depression and anxiety.

Social Policy and Support Systems

Hochschild's analysis underscores the importance of social policies that alleviate these burdens, such as paid family leave, affordable childcare, and flexible work arrangements. Recognizing mothers as "overburdened" emotional workers emphasizes the need for systemic change, rather than individual sacrifice.

Challenges Faced by Mothers Who Accept Dual Workloads

Guilt and Societal Judgment

Many mothers internalize societal judgments that equate good motherhood with total devotion and sacrifice. Hochschild notes that accepting dual workloads often leads to "mother guilt," which can diminish self-esteem and emotional well-being.

The "Supermom" Myth

The pressure to be an ideal mother and an ideal worker creates an impossible standard. Mothers

striving for perfection may experience "role conflict," leading to stress and burnout.

Lack of Recognition and Support

Despite their hard work, these women often receive minimal societal recognition. Hochschild argues that acknowledging their emotional labor and dual roles is essential for fostering greater empathy and support.

Strategies and Recommendations Based on Hochschild's Insights

Recognizing Emotional Labor

Acknowledging the emotional work that mothers undertake is vital. Society should validate this labor and provide resources to support emotional well-being.

Policy Changes

Implementing policies such as:

- Paid parental leave
- Affordable, quality childcare
- Flexible work hours
- Workplace support for caregiving responsibilities

can significantly ease the burden on mothers accepting dual workloads.

Cultivating Societal Change

Challenging traditional gender roles and promoting shared domestic responsibilities are essential steps toward reducing the double burden on mothers.

Encouraging Self-Care and Boundaries

Mothers should be supported in setting boundaries to protect their mental health and prioritize self-care.

Conclusion

What Does Arlie Hochschild Call Mothers Who Accept The Dual Workloads Of Paid Labor At Work And Unpaid? She often refers to them as "overburdened," "emotional workers," and "dual-role" mothers—terms that encapsulate the multifaceted challenges they face. Hochschild's work emphasizes that these women are performing significant emotional and physical labor, often without recognition or support, resulting in emotional fatigue and societal pressures.

Understanding her terminology and analysis helps us appreciate the depth of these challenges and underscores the urgent need for systemic change. Society must recognize and value the dual roles of mothers, providing the necessary resources and cultural shifts to support their well-being. Only then can we move toward a more equitable and compassionate understanding of motherhood in the modern age.

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