

Working Hours and Family Role of Caregivers: A Narrative Study

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Abstract- Caregivers play a critical role in the healthcare industry. They provide essential services to individuals who are unable to care for themselves due to illness, disability, or old age. However, being a caregiver can be a challenging task, especially when it comes to balancing work hours and family responsibilities. Many caregivers work long hours, often sacrificing their time to ensure their patients receive the necessary care. This can strain their family life, as they may not have enough time to spend with their loved ones. Caregivers must find ways to manage their work schedules while remaining available for their families. Being a caregiver is a demanding and important role that requires a delicate balance between work and family life. This study focuses on finding ways to manage their time and seek support from their loved ones and employers to ensure they can provide the best possible care while maintaining a healthy work-life balance. It will also determine the impact of working hours on the family roles of caregivers.

Keywords – Caregivers, Family Roles and Working Hours

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INTRODUCTION

Employees are asking for work that will help them balance their family and the demands of their work rather than being forced to choose between one over another. Managing the Struggle Between Work and Family Life

Balancing work and family responsibilities can be a significant challenge for many individuals in their daily lives. Work-family conflict is a common issue that arises when work responsibilities interfere with family commitments, or when family obligations impede work performance.

Thus, workers should be able to meet their responsibilities while still being productive at work [1]. Work and family can often be competing and conflicting

in carrying out the dual demands of being a worker and a family member [2].

One of the common issues nowadays for workers is their working hours, for it impacts their well-being and functioning in their family life [3]. Long working hours have been blamed for family breaks. It was supported and concluded by Crawford [4] that long hours at work increase work-family conflict. The more time spent on the work, the less time available for participation in non-working life. It reduces the opportunities for socially productive leisure time, indicating that low control over working hours leads to greater work-life conflict [5].

As stated in the Family Caregiver Alliance [6], most caregivers are being challenged on how to balance their employment and family due to their risky tasks and wide range of responsibilities in dealing with impaired patients. There is confusion on priorities on whom to consider first – the family who needs time and attention versus the patient who is the source of their income.

Many employees face the challenge of combining work and family roles. This can result in work-family conflict. Consequently, the individual's effectiveness in some life roles is compromised [7]. Few recent articles present the consequences of the work-family conflict in health.

Work and family represent two of the most important aspects of adult life, but when these two interrelated roles do not meet the demands of each other, it will lead to conflict between their work and other life roles [8].

The purpose of this study is to know how caregivers managed their work with regard to their working hours and family roles. This also identifies which family role of caregivers is mostly affected by their working demands.

OBJECTIVES OF THE STUDY

This study aimed to determine the implication of working hours for caregiver's role in their family. This shows how caregivers managed their time between

personal and working demands without neglecting their roles or straining their individuality.

MATERIALS AND METHODS

This study used a narrative research design to collect the participant's experiences. This described and discussed the individual story by interviewing. Josselsson [9] asserted that narrative research delves deep into the meanings individuals attribute to their experiences, examining how they are communicated through language. Using a small sample of participants, these researchers can obtain rich and diverse discourse, providing an in-depth analysis of the human experience. In this context, the family life of caregivers provides detailed experiences in managing multiple roles and identifying the challenges encountered.

Instrument for Data Collection

A semi-structured interview guide was used to obtain data in this study. The formulated semi-structured interview guide was checked for reliability and validity by the panel of experts through consultations and modification of the comments and suggestions.

Data Analysis

The researchers analyzed the data using narrative analysis by telling stories to help organize and make sense of their lives, and their storied accounts are functional and purposeful. The approach focuses on the narrative content or structure, with the thematic version interrogating their experiences [10].

Respondents of the Study

The participants of the study are 6 caregivers who are working in a private healthcare institution in Cavite. A purposive sampling technique was utilized in selecting the participants. Samples were selected using the following criteria: Respondent must have finished 6 months of training for caregivers or any other specialized health care training, with at least 1 year of experience of work in the field, working on different shifts, and married female who has siblings.

Data Gathering Procedure

Ethical approval was sought before the data collection. Interviews were conducted by the researchers individually. Respondents are well-oriented with the interview process. A consent was also taken from the participant before the interview started.

A face-to-face interview method was established where respondents could openly express their detailed thoughts and experiences. Researchers interrogate with some follow-up questions that participants can decline to answer. Some notes are also taken and ended by acknowledging and they were rest assured that the information provided will be treated with utmost confidentiality.

THEORETICAL FRAMEWORK

Work-family balance is hard to sustain in modern industrial societies due to increasing demands at work and in family settings. The job Demands-Resources (JD-R) theory has been recognized as one of the leading frameworks to investigate the factors related to psychological well-being and optimal organizational functioning. Exploring the Relationship Between Work-Family Conflict and Job Performance. It has highlighted the impact of work-family conflict on employees' psychological well-being and psychological safety. These, in turn, are directly related to job performance. It explains how work-family conflict affects job performance by introducing psychological well-being and safety into the performance model. By doing so, the study addresses gaps in organizational literature and provides empirical evidence from a company in Bahrain. Additionally, it identifies the need to examine how psychological well-being and safety in work-family conflict can decrease job performance levels [11]. JD-R theory outlines how work requirements may impact job health, well-being, organizational behavior, and performance. More precisely, to determine job stressors, employees typically provide self-reported states and perceptions. Once organizational leaders identify problematic tasks and issues, they can implement strategic and structural measures to optimize processes, ultimately improving the quality of work life for employees. Similarly, family issues also impact job performance and must be considered.

RESULTS AND DISCUSSION

The results of this study are sectioned by narrative. Each section has three parts: a narrative summary, global impressions, and focal themes. The focal themes are subdivided into three, such as focal themes in: working hours, family roles, and ways to keep a good family relationship.

Participant 1

Summary of Narrative

A 34-year-old wife and mother to a 15-year-old child who finished a six-month caregiving course. She can apply her skills by working 12 hours a day in an institution. She was then asked about her experiences being a caregiver, a mother and a wife.

“Syempre may advantages at disadvantages ‘to. Unang-una ‘yung time ko, mas malaki ‘yung nakakain dito, tapos konti na lang sa bahay. Good naman is ‘yung s’yempre financial, nakatulong ako sa husband ko s’yempre.”

Her job helped her sustain her family's needs, and she stated that her family is her top priority. She's aware that she spends more time at work than at home. Yet she embraced its positive and negative effects on her life.

“May mga pagkakataon s’yempre na hindi natin inaasahan, inuuna ko pa din ‘yung family ko. Yung anak ko saka asawa ko s’yempre”.

Participant 1 shares how responsible she is as a mother and wife even though there was a competition between her time at work and home. She still managed to wake the earliest and prepare their breakfast regardless of how tired she was from work. She showed how family is more important than her job.

“Bali usually dadating ako sa bahay, mga 7:30pm. So minsaan yung husband ko 8:00pm na nakakauwi, kailangan ko pang iayos yung pagkain ng anak ko. Bali marunong naman syang magsaing, pero yung ulam minsan nabili lang ako o kaya kung ano sa mother ko kasi katabi lang namin. Basta pag dating nya, minemakesure ko na may makakain siya, syempre galing din sya sa trabaho. Pagod, tapos pag dating walang pagkain, diba parang nakakainit ng ulo. Ang babae, kailangan ikaw mag provide ng pagkain. Yon, kahit na may pasok ako, kasi 6am, so minsan may mga time na dumadating ung asawa ko 10-11pm, gabi na. Hinihintay ko pa sya, kasi ako din, hindi rin mapakali hanggat wala pa sya. Kahit maagaako gigising kinabukasn. Kasi minsan 3:30, magpepreapare pa ko ng almusal ng asawa ko saka ng anak ko, kami. Yung anak ko papasok pa sa umaga, para pag gising, kakain nalang sya.”

She explains that keeping up as a mother and wife while working isn't easy. She shared some instances of hardships encountered by her family. There are days when they had to order and buy food outside or their dinner instead of homemade. Yet, she believes communication is the key to maintaining a good relationship with them. She doesn't worry much as they

help each other accomplish the given tasks, especially with her son.

“Malaki na yung time na nagugugol ko dito sa trabaho kesa sa bahay, sa anak ko. Although kahit na madali naman na s'ya, syempre kailangan pa rin ng atensyon ‘yon. ‘Yun nga, minamake sure ko na pag gising nya, may almusal na syang kakainin, kahit na wala ako doon, basta may pagkain lang s'ya. Tapos pagkadating ko naman, ako naman mag aano ng hapunan nya, kasi yung lunch nya sa school na sya. Alam naman na kasi niya, malaki na sya so, alam na niya, kung ano yung responsibility nya sa bahay. Maghugas ng pinggan, mag walis-walis pati ung sa mga damit, alam naman na nya. Syempre, kokonti na nga alng yung time mo sa kanila, pag day-off or pag may sobrang time, pag dipa matutulog, nanunuod kami, sabay-sabay pag nasa bahay. Saby-saby kami kumakain sa lamesa. Basta maibigay ko lang ‘yung mga pangangailangan nila, tapos hindi mawawala yung communication.”

In spite of the consequences of her job, good feedback and full support from her family kept her motivated.

“100 percent naman yung suporta nila kahit na nakakapagod, kumbaga binibigyan ka nila ng magagandang salita, kumbaga tinutulungan ka nya, puro salita, kaya mo yan ganon.”

It helped her feel assured that she could accomplish her part and satisfy the needs of her family.

“Make sure mo lang na yung mga responsibility as a mother, as a wife is nandon pa din kahit na pagod ka, kahit nastress ka, masakit ulo mo, masama pakiramdam mo, ginagampanan mo pag dating sa bahay. Actually kasi pag nandito ka sa trabaho, yung isip mo, andito na talga, hindi mona maiisip yung mga ganto ganyan, hindi ko pala nagawa, kasi andto na lahat ei, Kasi busy ka, wala ng ibang nasa isip, andto na lahat, focus sa pagtatrabaho.”

Global Impressions

Participant 1 managed to balance her time between her work and family. She kept on being a responsible wife and mother. She does not let work interfere with her family relationship and continues good communication with them to maintain the closeness of her family.

Focal Theme in Working Hours

Working hours are extensive and it exhausts her from work. Half of her day is spent on her job. She

is also tired before she gets home, yet she still finds a way to prepare dinner for her husband and son and wake up early to make breakfast.

Focal Theme in Family Role

She fulfilled her responsibilities despite of challenges. She never left their home and ensured that her husband and son were cared for. Starting from preparing their breakfast and dinner to preparing other house chores and not going to bed until her husband is home.

Major Focal Theme

Management of Time and Family. The participant wisely divides her time to satisfy her family's needs and perform well at work.

Participant 2

Summary of Narrative

A 46-year-old mother of 3 children, living with her husband and grandchildren. She's currently working 12 hours a day in a hospital after she finished a 7-month course of caregiving. She was then asked about her experiences being a caregiver, a mother, and a wife.

"Challenge sya kasi ito yung first job ko ever since."

She viewed her job with positivity, for it did not pose any threat to her family relationship. She handles her responsibilities at work and family equally. She confessed that her work is truly challenging. Nevertheless, she enjoys it.

"Ang work ko naman hindi masyadong conflict sa family ko kadalasan kasi panay kami day off, pero kapag aalis ako ng bahay talagang ayos na yung mga gawain ng bahay. Every off, binibigyan ko talaga ng time ang sarili ko gaya ng nanonood kami ng sine ng asawa ko make sure kada week ginagawa nmain yon."

Her family considers and returns the care service to her once she's home after work, from cooking dinner for her and convincing her to go to a laundry shop instead of hand washing her clothes.

"Paguuwi ko actually sila na yung nagaasikaso sakin, kasi yung husband ko nasa bahay lang bakasyon sya, pag dating ko nakaluto na pahinga nalang ako ganon din naman mga anak ko."

She uses all her free time with her family at home during offs or after work.

"Actually sya talga yung nagpursue na magwork ako dito kasi eto talaga yung first job ko. Kasi simula nung college ako nagpakasal kami, di pa ako nagwowork parang 24 years akong di nagwork tapos ito palang yung una. Nakagraduate na yung dalawa kong anak bago ako nakapagwork. Nabibigyan ko talaga sya ng time; actually di na talaga ako naalis ng bahay. Taong bahay lang talaga ako kaya

magkasama talaga kami lagi."

Although her work compromises her time for her family, it is not a reason for them to misunderstand her since she ensures that her sons are well at home. She practices good communication with them by eating and watching television together. In return, they don't forget to update each other through text messages and doing some chores. As long as everyone is home before bedtime, she has no worries.

"As parent talagang nabawasan compare dati na talagang hands on ako kasi nasa bahay lang. Pero nagayon eto nga nagkaron ng work pagdadating pagod na, pati sila gabi na din umuuwi kasi malalaki na din sila kasi; kaya na nila sarili nila. Ako naman assistance nalang basta minamakesure ko na kapag gabi dapat nasa bahay na sila. Naibibigay ko naman ng tama sa mga anak ko actually hindi naman nagkukulang. Since malalaki na sila alam na naman nila yung ginagawa nila pero gaya ng kabataan ngayon, tamad, ako pa din yung nagawa sa gawaing bahay pero kapag alam nilang pagod ako sila na nagawa non. Napapanatili naman ang relationship kasi kapag nasa bahay, sabay-sabay kumakain kahit panonood nagkakasama sama kami, tapos lagi nila akong hinahanap lagi din nila ako inuupdate kung nasan sila kung ano yung ginagawa nila. Basta pag sinabi nilang nakauwi na sila ayon ok na basta umuuwi ng gabi."

Her family is very supportive and proud of her, for it's her first job ever. She's aware that her job isn't easy, nonetheless, no one can stop her from working.

"Sobrang supportive nila lalo na yung panganay ko na babae kasi excited din sila kasi nga ito yung first job ko. Nung una mahirap yung 12 hours lalo na kapag maraming patient pero sa ngayon hindi naman sanay na and kapag masaya ka naman sa ginagawa mo kapag ginusto mo talaga, kahit mahirap kinakaya naman at masaya."

She's confident that her job doesn't make any concern about her family relationships. She's holding on to the support and trust they gave her. She shares how considerate her husband can be, yet she doesn't forget to do some chores.

"Maayos naman na nagagampanan ko kasi naiintindihan naman ng pamilya ko yung work ko nandon, yung understanding namin tsaka ayon nga supportive sila kaya wala naman nagiging problema. Pagdadating ko minamasaha ng asawa ko yung paa ko alam nila kapag pagod ako pero kapag mukha namang hindi, ako pa din yung gumagawa talaga"

Aside from spending all her free time with her family, she describes how she doesn't let minor problems burden her at work and create a gap between them. Despite some problems, she still reaches out to them, assuring her everything will be alright.

"Actually pagkatapos ng trabaho ko talagang bahay lang ako, buong oras ko sa kanila lang talaga kasi hindi naman ako malabas ng bahay kaya nakakasama ko sila tapos madami pa akong day off. Kapag may problema naman kami sa bahay, talagang hindi ko dinadala sa work. Kasi kapag sa bahay mga minors lang, parang pagtatalo lang kasi naayos naman agad,

kapag nagtatalo kami bago ako umalis talagang nagpapaalam ako sa kanya na aalis na ako kaya alam ko na ayos na bati na kami kaya pag dating ko dito sa trabaho wala nako iniisip, tsaka malalaki na anak ko naiintindihan na nila yon.”

She’s taking of her day off to serve her family better. It makes her happy that she can still give her undivided attention to each family member and that family is above all her priorities.

“Actually kung sa totoo lang, mas mahaba pa din naman yung time ko sa kanila kasi nagkakaran naman ako ng 24 hours sa kanila. Tsaka hindi sila naghahanap sa akin wala naman nung porket “nagkatarabho ka, nag-iba kana”, wala naming ganon, minsan nga ako pa naglalaba tapos nagagalit sila sakin kasi magpalaba nalang daw ako pero kasi madami naman talagang day off kaya kinakaya naman. Dapat talagang ipriority tsaka kahit naman sino kapag may problemang malaki, talagang hindi ako papasok magtetext ako, kasi kailangan naman talagang unahin ang pamilya. ‘Yan ang pinaka importante sa lahat.”

She’s happy that her job helps them financially, especially with her grandchildren, and promotes family bonds during weekends when they all have time to hang out and attend worship.

“Nakakatulong tong work ko financial talaga lalo na sa mga apo ko kasi ako pa din yung nagpapagatas eh, kaya nakakatuwa kasi nakakatulong ako sa kanila hindi yung nasa bahay lang ako at sinisigurado ko na nakikita nila ako. Kapag weekends naman tapos nagkasabay sabay na yon ang day off naming nagsisimba kami, lumalabas naggagala talaga hindi nawawala yung time sa isat isa lalo na ng mga anak ko at apo.”

She brags about being called “cool mom”. She described how tough she can be when facing problems and how she handles her children as a parent. She ensures their safety is considered without stepping on their freedom. Being open to any possibility helps her as a parent.

“Bilang isang parent, sabi ng anak ko at mga friends nila, kasi halos ng kabigan nila kilala ako tawag nila sakin ay tita. Sabi nila ako daw ay cool mom at hindi mukhang lola kasi masayahin talaga ako at palangiti kaya ayon. Kapag may problema susulusyunan na agad, hindi kasi ako yung tipo na kapag may problema dinadamdang, hindi ko sya dinadala as malaking problema kapag kaya sulusyunan. Ako naman as nanay maluwa na mahigpit, yung tipong kapag alam ko naman kung san sila pupunta at ayos naman, napayag ako pero kapag ayoko nung kasama nila tapos di maganda yung pupuntahan ayon dun naman ako naghihigpit di ko sila pinapayagan tsaka alam naman nila yung limitations nila kasi nga ako naman ay open sa kanila.”

Global Impression

She has a successful marriage and life. Even though she has long working hours, she can still manage her family. Knowing one's limitations and a matter of understanding was their way of dealing with each other. Her family supported her in her very first job. Sometimes, their roles at home shift, but

it’s not a reason for them to have misunderstandings and conflicts at home. The participant was a cool mom and a loving wife.

Focal Themes in Working Hours

Working hours are extensive and it exhausts her from work. The participant was exhausted from work since she worked longer in standard working time. Sometimes, her family was the one who took care of her.

Focal Themes in Family Role

Fulfil her family role. The family was important for Participant 2. She assured her family members that she fulfilled their roles and responsibilities. Despite having long working hours, it was not the reason for them to have a misunderstanding.

Supportive Family. She was lucky to have her supportive family, and one who understands each other. Her family wants her job because it’s her first job.

Major Focal Theme

Successful & Stable Life. She has a successful life and marriage. Her family wants the best for her. At her age, she wants to enjoy her life and family since all of them supports each other in the decision they make.

Participant 3

Summary of Narrative

A 29-year-old mother of 2 children and a wife. She works 12 hours a day in a hospital. She finished 6 months of caregiving and has 1 year and 5 months of experience in her work. She was then asked about her experiences being a caregiver, a mother, and a wife.

“Mahirap at nakakapagod kasi minsan umuuwi ako sa Indang para sa anak ko tapos kapag madaming pasyente madalang makapagpahinga pero kapag konti lang nandon yung pwede ka ng maupo at magpahinga “

She was contented with her work. Her mother was the one who looked after her children in their hometown. It’s one way for her family to support and help her while working.

“Yung nanay ko yung nagaalaga sa dalawa kong anak, yun na din siguro yung way nila para matulungan ako kasi nagtatrabaho ako dito sa silang. Kapag dayoff ko umuuwi ako doon sa Indang para makasama sila pati na din mga anak ko”

She and her husband live together in Silang and have a good and understanding relationship.

“kami lang ng asawa ko ang magkasama sa bahay dito sa silang, kapag uuwi ako galing work ayon nagkakasabay kumain kapag hindi nakakain dito sa ospital pero kadalasan talaga sya yung nagluluto kapag alan niya na pagod ako. Pag uwi ko kakain naman kami ng sabay habang nagkukwentuhan tapos ayon matutulog na. Lagi ako

nagthathankyou sa kanya sa lahat ng ginagawa nya gaya ng pagdadala ng pagkain sakin kapag nasa trabaho ako, sa simpleng bagay naman nagkakabonding kami gaya ng pagsama sa kanya sa pagpapagupit, kakain sa labas mga ganon. Kapag day off ko naman lahat ng gawaing bahay ginagawa ko gaya ng paglalaba tapos kapag nagkasabay kami ng day off pupunta kami sa Indang para makabonding yung anak namin”

Despite her demanding working hours, she's still trying to manage her time with her family, especially with her children, since most of the time, she's not around with them. She always tries to find ways to be with her children. She cherished most of the time with them.

“Kapag day off ko lagi akong umuuwi ng Indang para lang makasama sila hindi yon mawawala. Pagdadating ako don lagi ko sila tinatanong kung kamusta na o kumain na ba lalo na yung mga gusto nilang ipabili bbinibili ko naman pero yung kaya lang gaya ng mga laruan, sweet din ako kasi pagka dating ko kiss at hug agad. Tapos kapag wala silang pasok tapos nandoon naman ako namamasyal kami kasi yun naman lagi yung gusto nila parang yun na ang nagiging bonding naming. Pero kapag gabi na ako nakakapunta sa Indang ayon medyo konting oras na lang yung bonding naming kasi matutulog na sila pero ayos lang kasi nakakasama ko naman sila matulog bago ako pumasok”

Her family was her priority because she was with them in every path and journey she was going to take.

“Mas priority ko talaga yung pangangailangan ng pamilya, kaylangan sila talaga yung unahin kasi sila lang din naman ang nandyan sa bandang huli. Kasi ang trabaho naman pwede mong hanapin pero ang pamilya hindi like sabi ng iba family first talaga”

This work helped her sustain her family and to reach her dream of working abroad. Her work as a caregiver is a good foundation to pursue her goals.

“Nakakatulong itong trabaho ko lalo na sa pinansyal na bagay kasi kapag hindi nagtrabaho wala. Tsaka para sakín experience din ito para makapagabroad pero kung iisipin mas masarap na nandito lang kasama pamilya at nataas na din naman kahit papano yung salary naming kaya nagiisip pa ko. Pero dream ko talaga ang makapagabroad”

Her work is her dream, but most of all, her family is her priority in achieving her goals and dreams.

Global Impression

Participant 3 and her husband are not living with their children because both of them are working; her mother is the one who is taking care of them. Making once a week's commitment to both kinds of relationships brings more joy in life as a family. Work is her stepping stone to achieve her dream; in pursuing it, she considers her family first since it's her highest priority and is her companion in every journey she takes.

Focal Themes in Working Hours

Working hours are extensive and it exhausts her from work. Participant 3 is also working more than the standard working time.

Exhausted from work. She is having difficulties in her work, she feels tired. After work, she and her husband buy food, especially when they skip meals and leave for work to finish important tasks.

Focal Themes in Family Role

Lack of time for her children. She's not living with her children. She said that her mother is the one who took care of her children. She only gives her time when she's having her rest day. When there is an important event for her child at school, most of the time, her mother is the one who attends.

Major Focal Theme

Positive Mind Set. No matter how difficult she's having on her work, she doesn't let it affect her family. She's always positive in a way that everything that happens is God's will, and she has faith and trust in the Creator.

Participant 4

Summary of Narrative

She is a 45-year-old caregiver, a wife, and a mother of 4 children. She finished 6 months course of caregiving and worked 12 hours per day in an institution for a year. She was then asked about her experiences being a caregiver, a mother, and a wife.

“Yung pagtatrabho ko bilang caregiver eh challenging pero kaya ko naman saka choice ko to. Malalaki na kasi yung mga anak ko, ayoko naman ng nasa bahay lang, syempre hindi mo naman alam yung mangyayari. Ayaw na nga akong pagtrabahuin ng mga anak ko eh, kasi kaya naman daw nila. Pero ako gusto ko talaga.”

She loves her job as a caregiver but still tries to manage her family, especially when there is a problem to fix, even on top of busy work.

“Kung maayos ko sya ng mas maaga, inaayos ko na para di makaapekto sa work ko gaya ng mga okasyon pero kapag may emergency talagang aalis ako at magpapaalam nalang sa work kasi importante yon eh pamilya. Siguro ako wala na akong pahinga eh kaylangan kasi dito lagi sila minomonitor.”

She, as a wife, seems to have failed for some reasons, but a factor of it is too much time to work. They are still living together for the sake of their children. She and his husband talk just in regard to each other.

“Bilang asawa, wala na wala na matagal na panhon na pero magkasama kami sa bahay pero wala na kasi lumipap na kahit affection wala na matagal na kasi even yung pagaaikaso nawala na din parang barkada nalang kami sa

bahay may kanya kanyang ginagawa.”

As a mother of 4 children, she let them manage independently since they are also working. She will prepare or do something for her family if there is free time. In the morning, breakfast are their time to settle and talk for their task as a family.

“Bilang magulang naman, 12 hours na trabaho tapos magbabahe pa kaya medyo hindi kona sila natututukan, parang kapag nasa bahay nalang ako don ko lang sila naaasikaso, di naman ako kinakabahan pag dating sa bahay kasi wala naman kami lahat nag-aaral yung mga anak ko. Ayon kapag may day-off dun siguro kami nakakapagbonding. Kapag umaga kung ano yung dapat na ibilin ibinibilin ko na lahat kahit paulit ulit para mas matandaan nila. Nagbobonding din naman kami kapag nasa bahay lalo na kapag umaga kasi mga nagpapangabot pa kami lahat at nakakapagalmusal pa naman ng sabay sabay. Maayos naman ang pagpasok ng araw.”

She mentioned that her children don't want her to work because they are capable of sustaining her, which is why they don't support her much in her job.

“Hindi sila masyadong supportive sa work ko dahil yung mga anak kong may trabaho ayaw na ako pagtabahuhin gusto nila sa bahay lang ako pero kasi sayang yung pinagaralan kung di magagamit tsaka wala namang gagawin sa bahay nakakaboring e ito atleast nakita pa ng pera”

She worked 12 hours per day in the institution, which made her job challenging, and she felt tired when she arrived home.

“Yung working hours ko dito challenging kasi ibat-iba yung nangyayari kada araw. Diko na masyadong natutugunan ang role ko sa pamilya kasi nga kadalasan nandito ko sa trabaho kadalasan paguuwi ko tulog na sila pati ako pagod na din. Madalang na talaga yung usap usap, kasi kami kanya kanya ng gawain gaya ng laba sarisarili na kami tpos tulog na kasi malalaki na din naman sila e.”

When there is an instance that she has a problem with family and work at the same time, she does not let it interfere as much as she can.

“Kapag nagkasabay sabay ang problema ko sa bahay at sa trabaho, hanggang sa maaari ang problema ko sa pamilya sinusulustusan kona kinakausap na yug mga taong involve para hindi kona madala sa trabaho kasi mahirap na wala kasing kapalit sa duty ko at yung problema naman sa trabaho inaayos kona din ditto kesa dalhin ko pa sa bahay.”

On top of busy work and competing time demands, she still tries to find ways to balance her family and work. Financially, her work helped her to sustain other needs. In other instances, she is aware of her children's condition, but because of her work, she lets her children focus more on herself.

“Nababalanse ko yung oras ko kasi kapag sa work natatapos ko naman agad yung mga ginagawa ko tapos sa bahay ganon din. Nakakatulong naman to sakin lalo na sa pamilya ko kasi kahit papano nabibigyan o din sila ng allowance para sa mga emergency ng pamilya. Dati bago ako

magwork, lahat ng ginagawa ng anak ko alam ko at hindi ako nakakatulog ng wala silang lahat may oras pa ko saknila pero ngayon grabe nakakatulog na ko kahit wala yung isa kong anak tapos kung hindi sila magsasabi sakin ng problema hindi na ko nakakapagtanong kaya ayon tinetext nalang ako minsan.”

She still gives importance to her family and makes it her priority, especially her children. She also still emphasizes their civil relationship with her husband.

“Kaylangan talaga ipriority ang pamilya, kasi kung hindi ko lang kaylangan ng working experience nako hindi ako magtatrabaho mahirap kasi ipagkatiwala lang sa iba yung anak mo yung hindi mona sila maasikaso, pero kung sa asawa lang nako ok lang hindi na kaylangan ng asikaso alam na nya ang gagawin nya kasi wala na ok na yung nasa isang bahay kami pero yung lambingan at usap nawala na talaga yon. Pero ayon nga kaylangan magwork kasi mahirap pag nasa bahay lang kasi di na natin alam ang mangyayari. Wala na sigurong nanay ang mas gusgustuhing nasa bahay lang dahil ngayon nag babae kaylangan nakayud na din at ang mamahal nang bilihin at nagaaral pa ang mga anak ko kaylangan na may pangtustos saknila.”

Despite busy work, she still prioritizes her family over work, especially her children, even if they don't support her. She will still want to accomplish her responsibility as a parent though her relationship to his husband is civil since the love and intimacy at their age fade away.

Global Impression

Participant 4 still prioritizes her family, especially her children, no matter how busy she is at work. Almost half of her day is spent on work. Even though her children do not support her job, she still pursues it because she does not like to settle at home being sustained by her children. Since most of her offspring have graduated, she let them manage themselves independently. She's also focused on her work and herself, but when she has available free time, she still takes care of her children and does her part as a mother. In regards to her husband, she has a failed relationship, though they are living together but only for the sake of their children. No intimacy and love exist with each other. Being too focused and spending more time on work affects her treatment with family, the reason why she feels exhausted after a long day.

Focal Themes in Working Hours

Working hours are extensive and it exhausts her from work. Due to long working hours, her relationship with her family is being compromised. She lets her family members manage themselves independently since, after her work, she needs to fix herself first and finish another task.

To support her family financially. She still accepts and wants work to help her sustain her family since his husband is a tricycle driver, it's not enough to fulfill her family's everyday needs.

Focal Themes in Family Role

Civil Relationship with husband. She chooses to have a civil relationship with her husband. No intimacy, no bonding, and no affection at all. She said that it's been a long time since it faded away. They live together only for the sake of their children.

Does not supported by her children on her work. Working is a choice. She wants to work because she feels bored in the house, but when she's at work, she enjoys and gains money. But she said that her children don't want her to work and stay at home.

Participant 5

She is a mother of recently born baby about 2 months old and a wife. She finished 6 months of caregiving before gaining 14 years of experience in her field. She was then asked about her experiences being a caregiver, a mother, and a wife.

"Masaya naman kasi napamahal na ako sa kanila. Anak na yung turing ko sa kanila, kasi yan sila nasubaybayan ko yung pag laki nila. Minsan nakakapagod din, samin kasing mag asawa, ako yung nagtatarabaho, tapos sya yung nasa bahay nag-aalaga ng baby ko."

Since she is the one who is working on their family, she is still doing her best to take her part as a wife and a mother at home before going to work.

"Naaasikaso ko naman yung sa bahay bago ako umalis at pagdating ko sa bahay. Siguro narerelax ako kapag nakikita ko yung baby ko. As a wife parang ako naman yung inaasikaso kasi sya yung nagaalaga ng baby. Sinasabi ko sa asawa ko yung mga bagay bagay, nabibigay ko naman ng tamang oras yung asawa ko"

Another part of being a wife and a mother is that her work helped her financially as being a breadwinner. Before leaving at home, his husband is left with their baby, she will make sure that she fixed and prepared everything that her baby will use.

"Bilang parents naman naaalagaan ko naman yung baby ko kasi isa palang naman. Nabibigay ko yung pangangailangan nya financial talaga. Bago ako umalis ng bahay talagang chinecheck ko tla sya, yung suusotin nya yung gagamitin nya ayos na. Kpag nasa work ako nandon naman yung asawa ko."

Her husband is so supportive of her work but there are still argument between them. She admits that she lacks time at home because of the allotted time on work. Still after work, she's going to deal with them.

"Mapapanatili kong maayos kung hindi sya MAMBABAE!! Pero nasa good naman kami nagyon. Super supportive naman sya sakin kasi sabi ko nga dati mag reresign nako pero sabi nya wag daw kasi regular mako ditto tpos sya minsan minsan lang. Kulang talaga yung time ko sa family ko kasi ang haba talaga ditto sa work e. Minsan pagdating ko patutulugin ko si baby tpos andali nya matulog kaya diko na sya nalalaro."

Her work in the institution helped them financially. Being a parent enjoys her the most since they have their first child. Family is very important to her same as with her work.

"Nakakatulong tong work ko kasi regular nako dito matagal na yung financial syempre malaking tulong. Bilang isang magulang masaya. Para sakin importante sakin tong dalawa kasi syempre antagal ko nadin dito sa work parang mga anak ko na din sila lalo na kapag nakikita ko yung inalagaan ko noon malalaki na ang sarap sa feeling pero syempre nandon pa din dapat ang family lalo na ngayon may sarili nakong baby masaya din pantay lang sila sakin pareho ko silang priority."

Family and work are her priority. She is doing her best to become responsible enough for them.

Global Impression

She is a very busy wife and mom since she serves as the family's breadwinner, then at home, she's a mother and wife. Gaining 14 years of experience on the job with 12 hours of allotted time shows love for her work, a factor why she and her husband had some disagreements. Her work and family are interdependent because of her roles in the two spheres.

Focal Themes of Working Hours

Working hours are extensive and it exhausts her from work. 12 hours of work is unusual. Participant 5 feels exhausted from work.

Dedicated to Work. Participant 5 enjoyed her work inside the institution. Being a caregiver is a difficult job. She said that she loves the children inside the institution. She saw the growth and development of the children there. In 14 years of working there, she's accustomed to doing her work.

Focal Themes in Family Role

Lack of time with his husband. Since she was tired from work, she would take care of her child first and then get some rest. As she mentioned, they have an issue; her husband is

seeking her attention but is occupied with her work.

Shifting of Role. She is the breadwinner of her family. Since she's working within the family, her husband stayed home to care for their child.

Participant 6

Summary of Narrative

She is 41 years old mother of 18 years old and a 9 years old child. She is a single parent working to sustain her family. She has also worked in an institution for almost 2 years and worked 12 hours daily on her shift. She finished 6 months course of caregiving before applying for his job. She was then asked about her experiences being a caregiver, a mother, and a wife.

"Itong work ko is para sa mga anak ko, syempre single mother ako. Kumuha muna ako ng experience sa pinagtatarabahuhan ko kasi gusto ko talagang mag abroad. Doon kasi malaki yung sweldo pag caregiver ka, dito syempre maliit lang tyaka kailangan talaga"

She also works to sustain her children since she loves children very much; when there are unexpected alterations at home, she will find solutions for them.

"Kapag may problema sa bahay sinasabi ko naman na kapag may emergency tawagan talaga ako."

Half of her time is allotted to her work, the reason why she feels very tired. She emphasized that work really dominates her life. Since her children are young age, she finds ways to cope with their demand as much as possible, but sometimes, she can't refrain from considering her work first. Her children still do support her on her job and also maintain a good relationship with each other.

"Actually medyo mahirap na sakín ang pahinga e, parang kapag dayoff ko tulog nalang kasi pagod talaga. Bilang magulang, nakakaapekto yung work ko lalo na sa mga homework ng anak ko, halimbawa paguwi ko syempre pagod nako binabayaran ko nalang yung anak kong panganay para turuan yung bunso kasi wala na pagod na talaga pati utak e. Kahit naman ganon na kalahati nang araw ko ay nandito sa trabaho hindi talaga mawawala yung pagoopen nila sakín, yung events sa school okasyon na dadaan pinaguusapan naman naming at yung concerns nila. Bago ako umalis ng bahay medyo kung sa percentage 70-80% syempre nandyan na yung cellphone tv ayon may distruction pero ok naman sila kasi nagagampanan naman ng maayos. Namamaintain ko yon kapag nagoopen ako saknila di ako takot magsabi saknila kaya ganon din sila sakín. Yung panganay ko support sya kasi alam naman nya na yung work ko na to ay para makapang ibang bansa ako tapos sabi nya kukuhanin ko daw sya kaya saknya ok lang, pero dun sa bunso ko tapos babae pa ayon sobrang support 100% kasi lagi nya ko tinatanong about sa work ko."

She was focused on her work and eager to finish her

daily tasks. She perceived every day as a good experience and took everything positively.

"Yung hours ko naman sa trabaho dimo na napapansin yung oras kasi masaya ka naman tapos kulang ang 12 hours para sa mga bata di ko namamalayan hapon na pala, time management lang lagi multi tasking lang lagi. Tingin ko naman every day successful ang nangyayari lalo na kapag natatapos ko on time yung mga gawain na dapat gawin."

Her time with her family was compromised because of her working hours. Faith in God is her positive perspective.

"Oras ko sa family siguro halos wala na kasi ang layo ko imus pa byahe ko palang kaya kaylangan maaga ako aalis tapos paguwi ko tulog na sila nakakain na din, pero nung nandon ang nanay ko sa bahay inaantay nya talaga ko. Awa ng Diyos wala pa naming ganon nangyayari na nagkakasabay ang problema sa bahay at trabaho, pero yung problema sa work nadadala ko sa bahay kinakausap ko sila about don."

Participant 6 knows that her working hours consume her time, but she always looks for a positive view of it. She knows and accepts her shortcomings in life and responsibilities as a mother.

"Luging lugi talaga pamilya ko kasi kung titngnan mo 12 hours ako sa work tapos 6 hours na tulog ko may byahe pa siguro mga 3 hours nalang. Yung work kong ito nakakatulong naman sya lalo na sa future, pero sa ngayon siguro pang daily lang pangtustos sa mga anak ganon. As a parent naman, diko alam ang alam ko lang madami akong pagkukulang lalo na wala na silang tatay pero sinasabi ko naman saknila na susupportahan ko naman sila sa gusto nila hanggat sa makakaya ko. Kapag alam mong nacocompromise na yung pamilya mo over work siguro para sakín itigil mona yung work mo kasi walang sense yung pagtatrabaho mo kung napapabayaán naman yung pamilya mo."

She was asked about her husband, and the sadness in her expression is vivid, though there were times that she laughed to hide her emotions about what happened to their relationship.

"2009 kami naghiwalay 2011 nabigay yung decision. Nagwowork nako nung mag-asawa kami, noon susunduin nya ko sa work minsan magkikita nalang kami para sabay pauwi tapos ayon kakain na pero kapag weekend lalabas nalang din parang bonding. Sa totoo lang hindi talga ko sweet kaya parang yun din yung factor ng paghihiwalay namin pati siguro yung works and time. Kung ano yung binibigay nya skin yung lang din binibigay ko. Inaasikaso ko naman sya noon hanggang pagtulog"

She is working to sustain her children for their studies and thinks about their future. She loves her children but has a failed relationship with her husband and thinks that work is one factor in why they ended up not being together. She

accepted her situation and the things that she had.

Global Impression

She is a hardworking mother who sustains her children and finds ways to give them a better future. She admits that she has lapses in the needs of her children due to her work, which is also why their relationship as husband and wife did not work together. Even though she has a busy schedule at work and has lapsed with her children, her family still supports her, and it's her priority. She is doing her best to take responsibility as a mother but has failed in marriage due to her love of work.

Focal Themes in Working Hours

Working hours are too long. Work is very important to her; she said that it has a huge benefit to her family, especially to her children. Being a single mother, she needs to work hard for the necessities and future of her children.

Exhausted from work. She feels tired of being independent and takes responsibility for the house after work.

Focal Themes in Family Role

Failed in his relationship with his husband. She considered her work affected her relationship with her husband. She failed her relationship since she focused most on her work; she didn't notice that her husband sought her time and affection.

Major Focal Themes

Independent Mother. She is a strong, independent woman, wherein she is the only one who carries the responsibilities in their home.

CONCLUSION AND RECOMMENDATION

All of the participants of this study are working more than the standard time of 8 hours. Some work in an institution and hospital for 12 hours with a shifting period. As a result of the study, most of the participants' family roles have been affected by the 12-hour working schedule as caregivers. Working hours are significant to individuals because they will determine how much time will be available for the family to perform their roles. The less time you have for work, the more available time for family, but when the time allotted for work increases, the decrease in your time for your family follows.

According to participants, they have different reasons for entering their jobs. Some are the family's breadwinners, others help their spouse sustain their families, and lastly, it's their stepping stone to gain experience and pursue their dreams. Even though their job drained them, they continued it because, financially, it helped them provide for their family's needs and sustenance. For all of them, family is their priority over their work. There are instances when they must sacrifice their family over work because their family has demands. According to the caregivers, the family should be a priority without overlooking work demands, but one should be aware

if their work dominates their lives.

The competition between work and family is difficult, but having a positive mindset, time, and family management will help with this difficulty. They spend most of their time at work, and mostly in the evening is their family time in some cases. Switching one's role and meeting demands will drain individuals physically and make them feel emotionally guilty.

Individuals can regularly fit in valuable "me" time by managing time wisely. A refreshing break for yourself will help individuals recharge while caring for personal needs. Since the time is divided between home and work, one should make sure to manage your energy and self well.

This study recommends that all institutions with health care professionals serving more than the standard working hours should provide and conduct family orientation and training about time management, including discipline, monitoring, positive reinforcement, and supervision. An exchange of multiple rest days is also suggested. Further research can include the male gender as a sample to conduct.

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